

Salary Comparisons

July 9, 2009

Fluvanna County Public Schools
Teachers Salary Scale - 2002-2003 to 2008-2009 School Year

BA Degree

Years Exp.	2002-2003	2008-2009
0-2	\$31,998	\$41,499
3-5	\$34,751	\$45,088
6-8	\$35,422	\$45,940
9-11	\$36,767	\$47,683
12-14	\$38,413	\$49,819
15-17	\$43,900	\$56,936
18-22	\$45,861	\$59,479
23-27	\$47,823	\$62,024
28 & Over	\$49,784	\$64,565

Teacher Salary Scale

2002-03	Salary	Rank	2008-09	Salary	Rank
Minimum	31,998	23	Minimum	41,499	10
5 Years	34,751	14	5 Years	45,068	10
10 Years	36,767	24	10 Years	47,683	11
15 Years	43,900	14	15 Years	56,936	8
20 Years	45,861	21	20 Years	59,479	9
25 Years	47,823	20	25 Years	62,024	11
30 Years	49,784	25	30 Years	64,565	14

* Rankings produced by the Virginia Education Association

Teacher Salary Scales

2008-09	Albemarle	Charlottesville	Fluvanna
Minimum	41,947	41,135	41,499
5 Years	45,135	43,943	45,068
10 Years	48,323	47,750	47,683
15 Years	51,510	51,452	56,936
20 Years	54,698	55,237	59,479
25 Years	58,826	58,603	62,024
30 Years	62,954	62,346	64,565

* Rankings produced by the Virginia Education Association

Professional Salary Rankings

2005-06	Teacher Salary Rank	2005-06	Administrator Salary Rank
Minimum	10	Elementary School Principal	36
5 Years	11	Middle School Principal	44
10 Years	14	High School Principal	43
15 Years	9	Asst. Superintendent	79
20 Years	10	Directors	38
25 Years	13		
30 Years	18		

*Most recent administrator rankings produced by the Virginia Education Association

School Division	Supervisor	Coordinator	Director	Asst. Supt	Supt.
Albemarle	\$48,878-\$78,204	\$56,266-\$90,022	\$74,556-\$137,320	\$98,814-\$158,102	\$201,000
Charlottesville	\$75,471-\$94,356	\$64,760-\$82,860	\$87,004-\$112,372		\$175,958
Fluvanna (actual)	\$64,016-\$79,131	\$54,602-\$80,000	\$51,278-106,926	\$131,817-133,967	\$165,804
Goochland	\$37,152-\$76,473	\$65,027-\$105,214	\$73,246-\$124,123	\$84,453-\$136,103	\$121,809
Greene					\$105,000
Louisa	\$40,370-\$63,023	\$54,000-\$81,000	\$63,500-\$110,000	\$100,000-120,000	\$134,225
Nelson	Hourly	\$66,024-\$71,730	\$74,613-\$81,060	\$87,496-\$95,056	\$115,000
Orange	\$30,990-\$54,527	\$51,085-89,118	\$70,170-\$124,678		\$130,000
		(11 month)			

School Division	A.P. Elementary	A.P. Middle	A.P. High School	Elem Principal	MS Principal	HS Principal
Albemarle	\$60,368-\$96,587	\$64,768-\$103,629	\$69,491-\$111,184	\$74,556-\$119,291	\$79,994-\$127,989	\$85,826-\$137,320
Charlottesville	\$64,760-\$82,860	\$64,760-\$82,860	\$64,760-\$82,860	\$75,470-\$94,357	\$78,585-\$101,566	\$84,530-\$109,177
Fluvanna	\$65,000-\$70,000	\$65,809-\$69,362	\$60,000-\$80,1178	\$84,537-\$92,000	\$96,085	\$106,985
Goochland	\$57,356-\$95,211	\$65,027-\$105,214	\$65,027-\$105,214	\$65,027-\$105,214	\$71,047-\$115,107	\$72,594-\$116,232
Greene	No Scales					
Louisa	\$54,000-\$81,000	\$60,000-\$82,500	\$63,500-\$94,000	\$73,000-\$95,000	\$77,500-\$100,000	\$80,000-\$110,000
Nelson	\$66,024-\$71,730	\$66,024-\$71,730	\$70,319-\$76,395	\$74,613-\$81,060	\$74,613-\$81,060	\$83,201-\$90,391
Orange	\$62,395-\$79,116	\$63,912-\$80,392	\$66,945-\$84,219	\$72,068-\$91,030	\$73,100-\$91,987	\$76,892-\$96,772

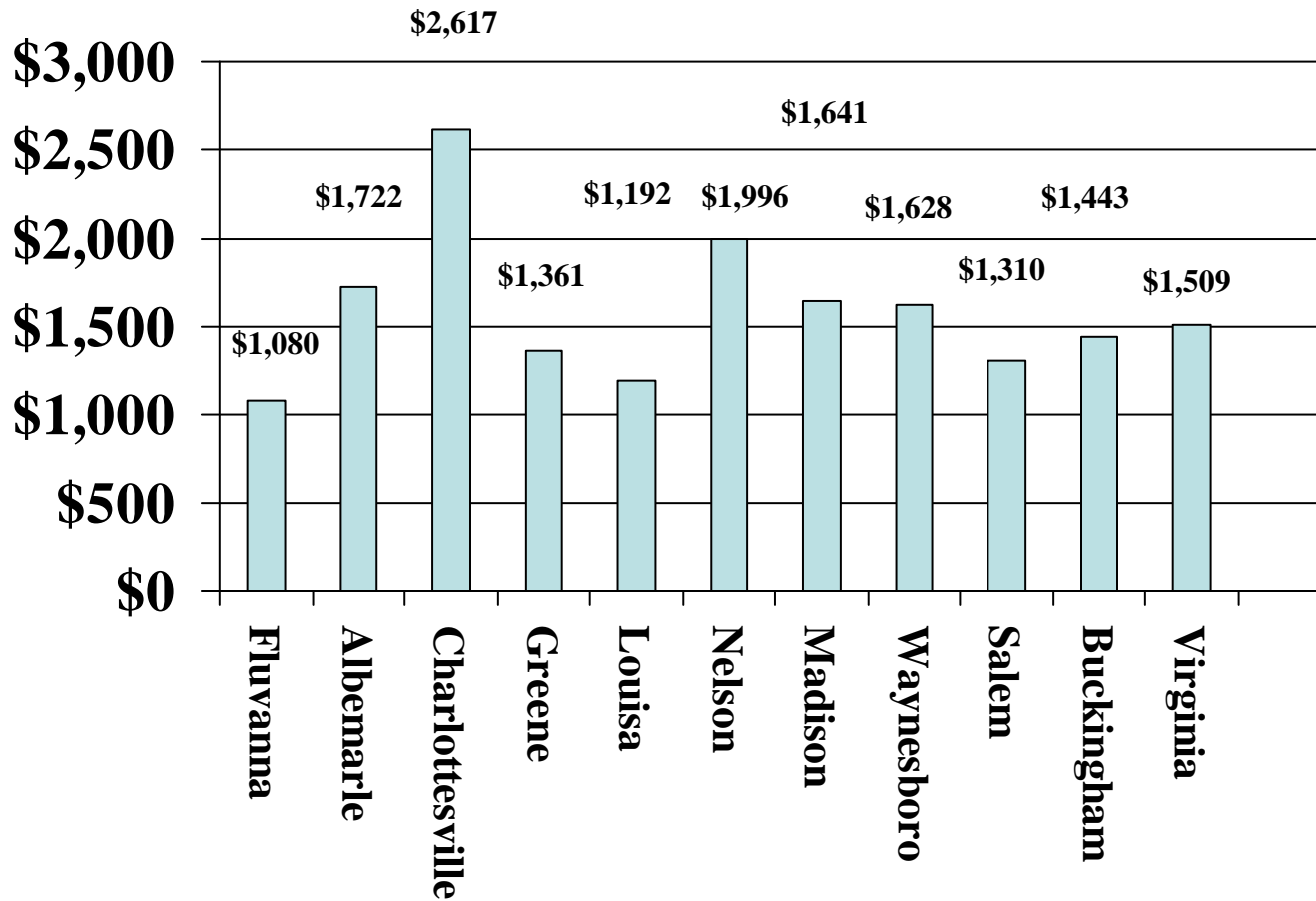
State Rankings

	<u>2005-06</u>	<u>2006-07</u>
• Per Pupil –	122	96
• Instruction –	97	56
• Operations –	124	124
• Other–	122	123
• Capital Outlay –	108	103

Operations – All activities concerning the school system’s administration including operations and maintenance

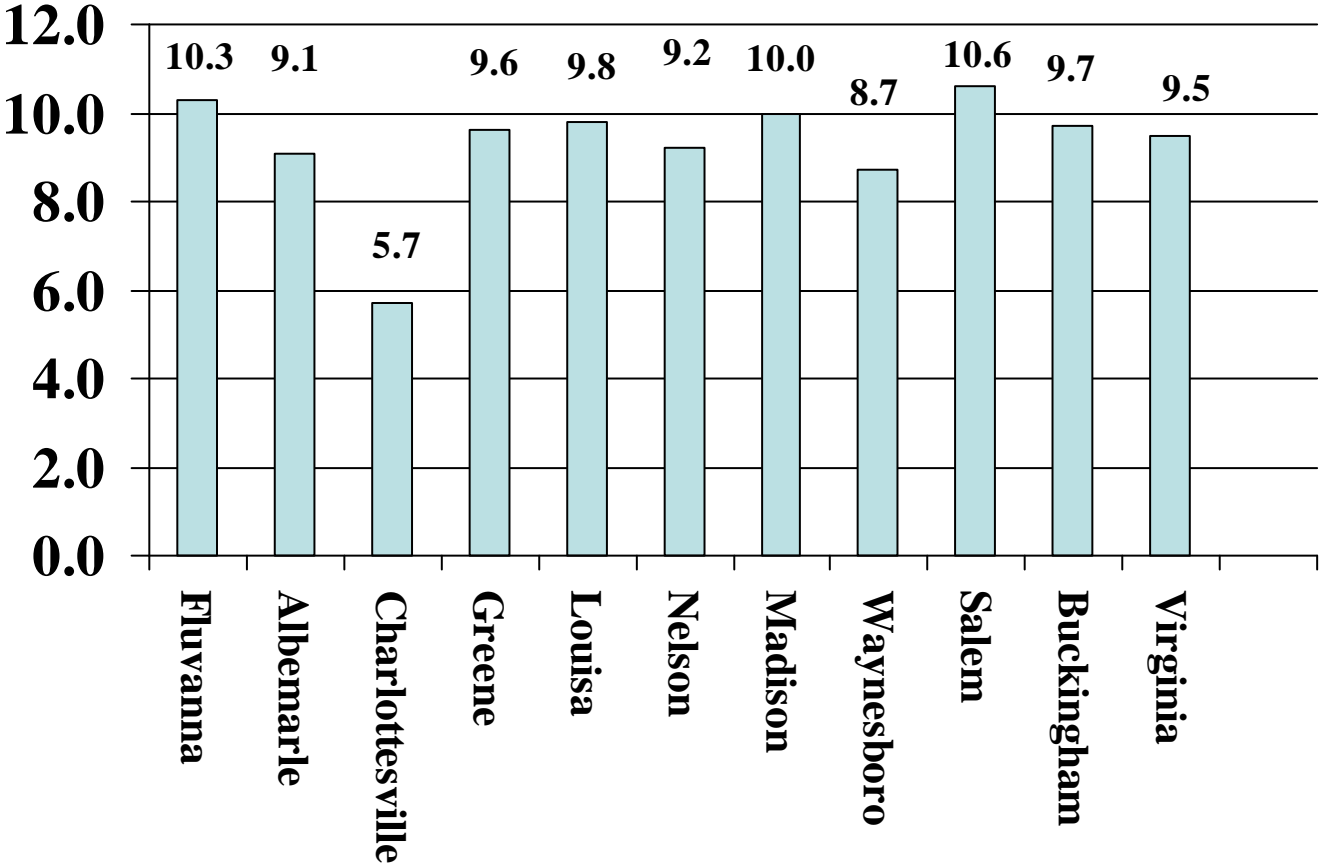
Other – All activities which do not deal with regular day school instruction and including transportation and technology

2006-2007 Per-Pupil Disbursements for Operations



*** Fluvanna Ranks 124 out of 132 School Divisions –**
Information produced by the Virginia Education Association

2006-2007 Return on Spending Index



* Information from School Matters (Standards and Poors Rating Service)

Fluvanna County Salary Study

Executive Summary

2008

Rationale:

“In recent years, the County has faced many situations that could be addressed by conducting a comprehensive compensation study and implementing an updated compensation system. Difficulty in recruiting and hiring new employees, hiring employees at or near the minimum level of the pay grade, adjustments to certain job classifications without consideration of the impacts on other job classes and employee turnover in certain positions are all indications that the County’s compensation program has not been competitive with the regional market.”

Findings:

“Salaries paid to a segment of the Fluvanna County employees are somewhat lower than the average salary rates paid in comparable regional organizations and are spread throughout various job classifications . Because salaries are below average market rates, Fluvanna experiences difficulty hiring and retaining employees in some job categories. the County also experiences turnover in many positions that are paid at a higher rate by comparable organizations with which the County competes for employees. Based on the recommended salary schedule developed as part of this Study, we found that 23.18% of the County’s workforce was paid at a rate below the minimum salary rate of their newly assigned pay grade. “

Salary Comparisons

Position	Schools	Fluvanna County Salary Range
School Board Human Services Director\School Board Clerk\Central Office Manager	\$84,731	\$42,931 - \$66,976 (Human Services) \$31,345 - \$48,880 (Clerk) \$74,276 - \$115,856 \$56,762 (Parks and Rec) \$66,726 – \$104,083 (Constitutional Officers)
Maintenance Supervisor	\$79,131 *Requires Trades Licenses	\$48,692 -75,961 *Does not Require Trade Licenses
Bus Garage Supervisor	\$64,016	Assistant Commonwealth Attorney \$62,649 - \$97,718

