Roanoke County Public Schools
Adopted Budget Overview
Personnel Update
2017 - 2018

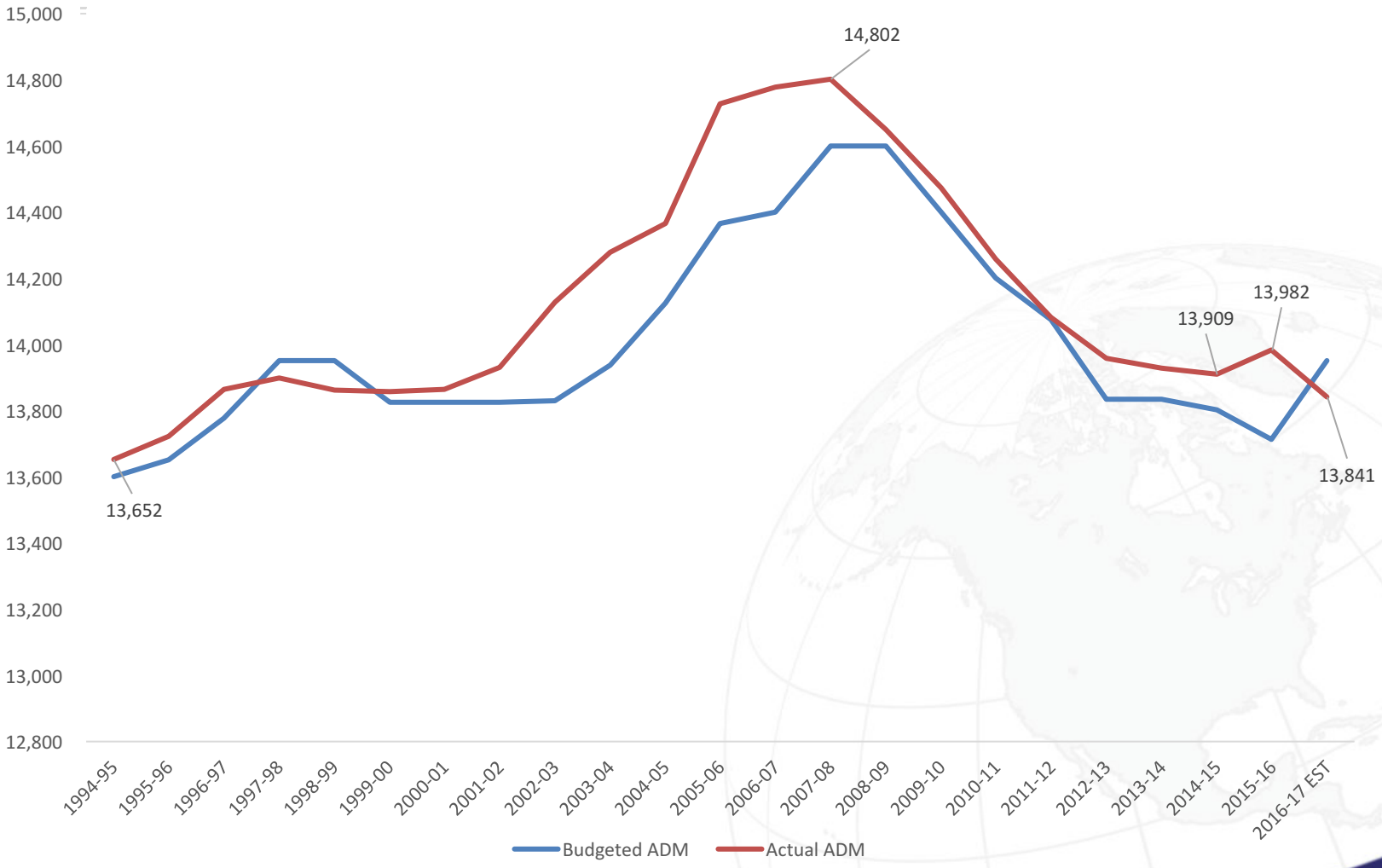
EAC, RCEA, Principals

Week of April 10, 2017

- State revenue – increase offset by mandatory VRS rate increase
  - Enrollment gain in 2015-2016 reversed resulting in less state aid
  - Misleading state message – state claims to be funding 2% raises for school employees (only funded for 38% of the school year),
  - 2.0% x 38% (Feb 15, 2018-June 30, 2018) = 0.76% state funded raise
  - Can qualify for these funds with 2% raise in either 2016-17 or 2017-18
  - State reversed $600K funding this year for 2.0% salary increase
- County revenue
  - Limited new funding from the BOS revenue sharing formula
- Special education
  - Regulatory increase related to caseload limits
- Compensation
  - Integrity of new Pay Plan for retention and recruitment of the best employees
  - Freezing steps on new plan would offset work accomplished this year for market equity
- Significant increase in health insurance renewal costs
  - Balance total compensation between pay and benefits

LARGE DOLLAR NEEDS FAR EXCEED AVAILABLE RESOURCES

Budget to Actual Enrollment



	Budget 2016-2017 ADM 13950	Budget 2017-2018 ADM 13700	Increase (Decrease) ADM -250)	Percent Change
State aid for education	$ 73,529,258	$ 75,192,450	$ 1,663,192	2.3%
Transfer from County	67,839,376	68,098,215	$ 258,839	0.4%
Federal revenue	634,807	374,998	$ (259,809)	-40.9%
Other revenue	1,137,042	1,270,968	$ 133,926	11.8%
Transfer from laptop reserves	-	203,960	$ 203,960	N/A
Transfer from health reserves	-	286,385	$ 286,385	N/A
Total revenue	$ 143,140,483	$ 145,426,976	$ 2,286,493	1.6%

Revenue adjustments for the following:

- Federal E-rate reduction (based on current E-rate denial status)
- Grant contingency increase (offsetting expenditure)
- New 6th grade laptop fee used to offset Technology Plan
- Laptop reserves used to fund Technology Plan
- Health reserves used for portion of health insurance benefit increase

Funded and Not Funded

Funded in 2017-2018 Budget:

- VRS rate increase ($1.4M)
- Special Ed positions ($1.1M)
- Employee compensation
  - Compensation Study 1-step increase ($1.5M)
  - No steps added to Pay Plan
- Health insurance increases using health reserves ($0.3M) and increasing employee premiums
  - Remain competitive with other school divisions (retention/recruiting)
  - Dependent coverage cost increased to move towards other school division funding levels
  - Allocate resources to salary first
  - Future value to retiree of salary increase vs benefit increases
- Technology
  - 6th grade laptops funded with technology reserves
  - Cost $0.3M less than replacing MS labs

Deferred to Future Budget:

- Full-day nurse coverage
  - Work group established to assess nurse coverage during entire student day and make recommendation to School Board prior to budget planning for 2018-19
- Compensation Study Part 2
  - Increase substitute teacher rate
  - Increase substitute IA rate
  - Increase academic supplements
  - Increase coaching supplements

Prioritized expenditure increases:	
• VRS premium increase	$ 1,367,843
• Special Ed teachers (3)	184,500
• Special Ed teachers in baseline (12)	738,000
• Special Ed IA's (6)	145,100
• Compensation Study 1-step increase (no new steps)	1,555,061
• Health insurance budget increase after restructuring rates	1,134,022
Total prioritized expenditure increases	$ 5,124,526
New revenue available	$ 2,286,493

Year	Projected Annual Salary with 3% Salary Increase Every Year	Projected Annual Salary with Health Increase Paid Instead Every Other Year instead of 3% Salary Increase
2017	40,985	40,985
2018	42,215	40,985
2019	43,481	42,215
2020	44,785	42,215
2021	46,129	43,481
2022	47,513	43,481
2023	48,938	44,785
2024	50,406	44,785
2025	51,919	46,129
2026	53,476	46,129
2027	55,080	47,513
2028	56,733	47,513
2029	58,435	48,938
2030	60,188	48,938
2031	61,993	50,406
2032	63,853	50,406
2033	65,769	51,919
2034	67,742	51,919
2035	69,774	53,476
2036	71,867	53,476
Average Salary for VRS Retirement Calculation	**69,795**	**52,957**
Average Annual VRS Retiree Benefit for Life	**38,387**	**29,126**

Note: Above estimates are not official VRS calculations; prepared for comparison and content purposes only.

Increases in salary are more advantageous to employees in the long-term than increases in benefits

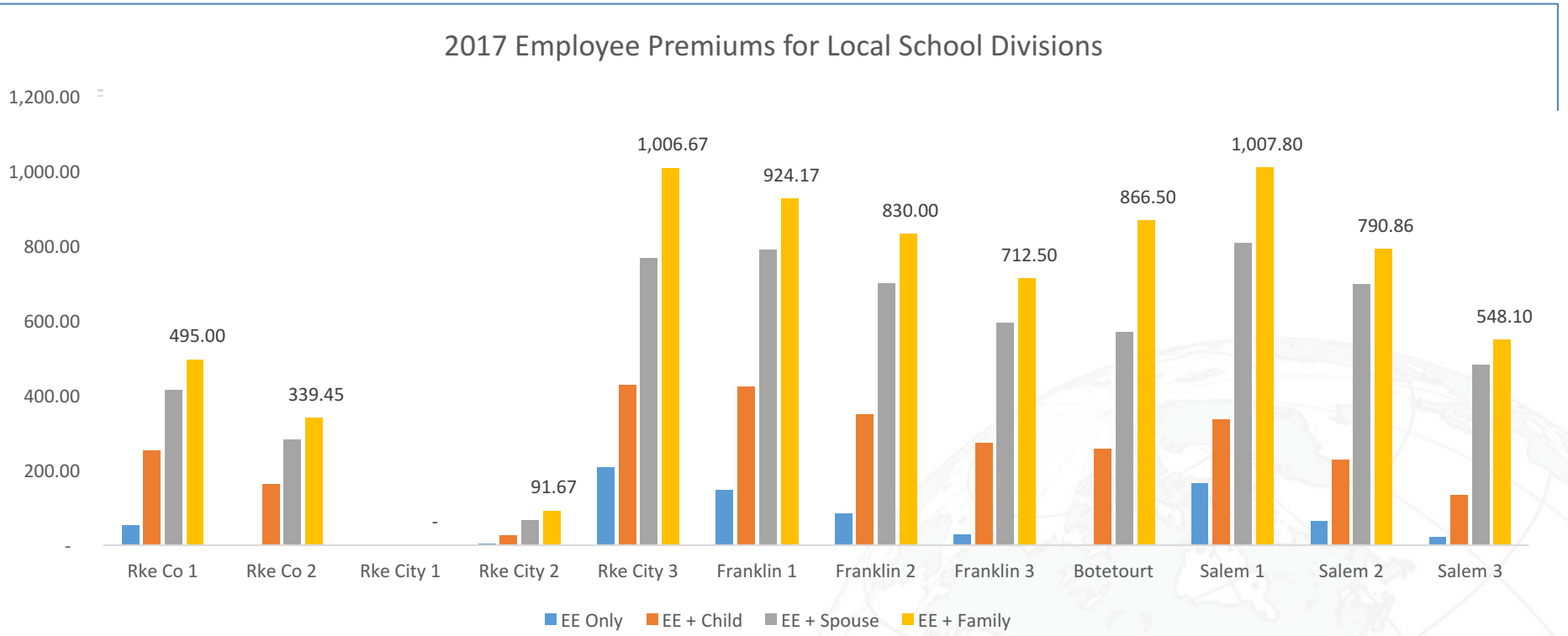
- Retiree benefit based on average of 3 or 5 highest salary years (example assumes 3 years for VRS Plan 1)
- Salary increases are cumulative (each building upon the last)
- In this example, the employee would receive $9,261 more in VRS payouts every year for life with annual salary increases vs. employer paid health insurance increases

FY18 Health Plan Renewal	
Total Claims Estimate	Budget Impact
12.6%	**$1,134,022**
Amount budgeted	**$342,986**

RCPS Claims for past 12 months

- Total medical claims increased 7.1%
- Pharmacy claims increased 16.3%
  - Generic +9.7%
  - Brand +23.1%
  - **Specialty medications +37%**
- 7 claims over $200,000
- Increase in number of claims over $100K (above market average)
- Excess claims paid by reinsurance have exceeded the reinsurance premium by $678K over last 6 years
- Renewal quote based on projected RCPS claims indicates the need for a 12.6% increase
- **Largest increase since 2003 (under 10% every year for past 14 years)**
- **Employee rates for higher deductible option available each year held nearly constant for past 8 years**

Year	Increase to Employee
FY 2010	0%
FY 2011	0%
FY 2012	0%
FY 2013	0%
FY 2014	0%
FY 2015	KC200 only - 5%
FY 2016	KC200 only - increase $15 to $30 monthly
FY 2017	3.5%



	Roanoke County Public Schools		Roanoke City Schools			Franklin County Schools			Botetourt County Schools	City of Salem Public Schools		
Coverage	KC200 Rke Co 1	KC1000 Rke Co 2	HDHP/3000 Rke City 1	HRA/2000 Rke City 2	$500 Ded Rke City 3	KC30/1000 Franklin 1	KC30/2000 Franklin 2	KC30/5000 Franklin 3	$200 Ded Botetourt	KC20/$0 Salem 1	KC30/$2000 Salem 2	HDHP/$3000 Salem 3

Roanoke County Schools have the lowest dependent premiums and lowest deductibles.

Health Insurance - Rate Setting Decisions

Health insurance rates were set for 2017-2018 based on the following assumptions :

1. Increase EE share of subscriber only premium (everyone contributes)
2. Increase EE share of spouse and family coverage (well below neighboring school districts and with much lower deductibles)
3. Increase differential between wellness and non-wellness rates
4. Provide incentive for employees to shift to higher deductible plans
5. Leverage wellness program requirements through Wellness Center to maximize potential future claims savings
6. Create fiscally sustainable and fair employee health rates

Options to consider in 2018-2019 renewal:

1. Spouse surcharge if spouse has coverage available through own employer
2. Shift to higher deductible plan (current HDHP is $1000 deductible)
3. Rebidding health plan package
4. Consideration of school couple rate adjustments

Key Care 1000 Plan - WELLNESS							Increase Per Check	
Renewal 2017-18	Monthly Premium	School Benefit	HRA Contribution	Employee Rate	Employee Pays	Inc (Decr)	10 Months	12 Months
Subscriber Only	523.47	461.79	41.68	20.00	4%	$ 18.54	$ 11.12	$ 9.27
Subscriber + 1 minor	708.65	426.88	83.34	198.43	28%	$ 36.17	$ 21.70	$ 18.09
Employee + Spouse	1,070.42	623.14	83.34	363.94	34%	$ 81.72	$ 49.03	$ 40.86
Family	1,269.01	754.21	83.34	431.46	34%	$ 92.01	$ 55.21	$ 46.00

Key Care 1000 Plan - NO WELLNESS							Increase Per Check	
Renewal 2017-18	Monthly Premium	School Benefit	HRA Contribution	Employee Rate	Employee Pays	Inc (Decr)	10 Months	12 Months
Subscriber Only	617.52	483.21	41.68	92.63	15%	$ 22.37	$ 13.42	$ 11.19
Subscriber + 1 minor	850.66	486.60	83.34	280.72	33%	$ 35.65	$ 21.39	$ 17.83
Employee + Spouse	1,212.55	644.19	83.34	485.02	40%	$ 119.99	$ 71.99	$ 60.00
Family	1,411.03	763.28	83.34	564.41	40%	$ 142.15	$ 85.29	$ 71.08

Key Care 200 Plan - WELLNESS							Increase Per Check	
Renewal 2017-18	Monthly Premium	School Benefit	HRA Contribution	Employee Rate	Employee Pays	Inc (Decr)	10 Months	12 Months
Subscriber Only	627.70	520.03	-	107.67	17%	$ 55.59	$ 33.35	$ 27.80
Subscriber + 1 minor	886.35	565.81	-	320.54	36%	$ 67.21	$ 40.33	$ 33.61
Employee + Spouse	1,286.76	775.79	-	510.97	40%	$ 97.57	$ 58.54	$ 48.79
Family	1,506.71	897.46	-	609.25	40%	$ 114.25	$ 68.55	$ 57.12

Key Care 200 Plan No Wellness							Increase Per Check	
Renewal 2017-18	Monthly Premium	School Benefit	HRA Contribution	Employee Rate	Employee Pays	Inc (Decr)	10 Months	12 Months
Subscriber Only	673.76	472.26	-	201.50	30%	$ 51.09	$ 30.65	$ 25.55
Subscriber + 1 minor	932.19	504.67	-	427.52	46%	$ 70.69	$ 42.41	$ 35.35
Employee + Spouse	1,332.82	709.69	-	623.13	47%	$ 101.06	$ 60.64	$ 50.53
Family	1,552.77	826.18	-	726.59	47%	$ 117.74	$ 70.64	$ 58.87

	Employee Deduction per Paycheck for 2017-18									
	EE Only		EE + 1		EE + Spouse		Family		School Family	
	24 Pays	20 Pays	24 Pays	20 Pays	24 Pays	20 Pays	24 Pays	20 Pays	24 Pays	20 Pays
KeyCare 1000 Wellness	10.00	12.00	99.22	119.06	181.97	218.36	215.73	258.88	113.91	136.69
KeyCare 1000 No Wellness	46.32	55.58	140.36	168.43	242.51	291.01	282.21	338.65	186.80	224.15
KeyCare 200 Wellness	53.84	64.60	160.27	192.32	255.49	306.58	304.63	365.55	205.90	247.08
KeyCare 200 No Wellness	100.75	120.90	213.76	256.51	311.57	373.88	363.30	435.95	260.02	312.03
Dental Plan	3.66	4.39	10.19	12.23	10.19	12.23	21.42	25.70	-	-
Vision Plan	2.75	3.30	4.96	5.95	4.96	5.95	7.96	9.55	-	-

Note: Rounding may occur in payroll system setup.

	Increase in Employee Deduction per Paycheck for 2017-18									
	EE Only		EE + 1		EE + Spouse		Family		School Family	
	24 Pays	20 Pays	24 Pays	20 Pays	24 Pays	20 Pays	24 Pays	20 Pays	24 Pays	20 Pays
KeyCare 1000 Wellness	9.27	11.12	18.09	21.70	40.86	49.03	46.01	55.21	41.10	49.32
KeyCare 1000 No Wellness	11.19	13.42	17.83	21.39	60.00	71.99	71.08	85.29	71.01	85.21
KeyCare 200 Wellness	27.80	33.35	33.61	40.33	48.79	58.54	57.13	68.55	52.93	63.52
KeyCare 200 No Wellness	25.55	30.65	35.35	42.41	50.53	60.64	58.87	70.64	53.96	64.76
Dental Plan	-	-	-	-	-	-	-	-	-	-
Vision Plan	-	-	-	-	-	-	-	-	-	-

- # What you get with KC1000:
  - Lower premium than KC200; consumer driven health care
  - $500 HRA cash contribution at beginning of year ($1000 for employee plus dependents)
  - Lower out of pocket maximum ($3500/$7000 vs $4000/$8000)
  - Lower drug co-pays ($10/25/40 vs $10/30/50)
  - Save money even if employee ends up paying full deductible amount

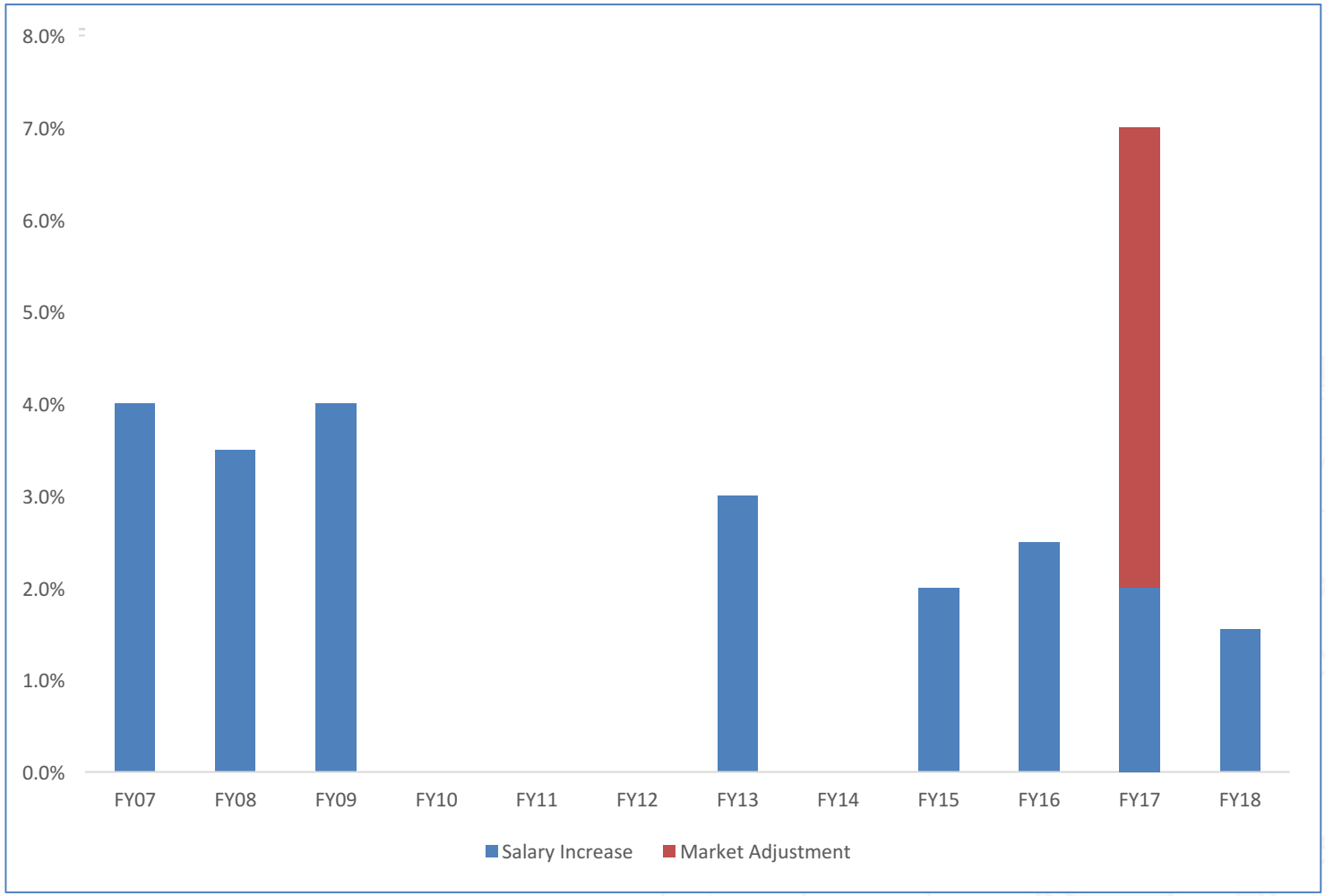
Example	Annual Deductible	HRA Cash Provided to Employee	2017-2018 Proposed Annual Premium	Total Cost to Employee
KC200 Employee + Family Wellness	$ 400.00	$ -	$7,311.00	$7,711.00
KC1000 Employee + Family Wellness	$2,000.00	$(1,000.00)	$5,177.52	$6,177.52
Cash Savings to Employee in KC1000				$1,533.48
Additional tax savings if employee deposits into flex account to use for deductible (est 30%)				$ 460.04
Total savings to Employee in KC1000				**$1,993.52**

Fact #1: Employees will pay more to stay in current plan; rate increase is unavoidable

Fact #2: 61% of employees could save money in their monthly premium deduction by switching from KC200 to KC1000 plan

Health Plan (Wellness)	Coverage	Employee Deduction This Year	FY2018 Employee Deduction for KC200	Increase in Monthly Cost to Employee to Keep KC200	FY2018 Employee Rate for KC1000	Monthly Savings to Employee to Switch to KC1000	**Possible Annual Savings to Employee**
KC200	Employee Only	$ 52.08	$ 107.67	$ 55.59	$ 20.00	$ 32.08	**$ 384.96**
KC200	Employee + Child	$ 253.33	$ 320.54	$ 67.21	$ 198.42	$ 54.91	**$ 658.92**
KC200	Emloyee + Spouse	$ 413.40	$ 510.97	$ 97.57	$ 363.94	$ 49.46	**$ 593.52**
KC200	Employee + Family	$ 495.00	$ 609.25	$ 114.25	$ 431.46	$ 63.54	**$ 762.48**

Possibility: Increases in dependent coverage may result in some families reconsidering splitting coverage with spouse's employer plan


8.0%
7.0%
6.0%
5.0%
4.0%
3.0%
2.0%
1.0%
0.0%
FY07
FY08
FY09
FY10
FY11
FY12
FY13
FY14
FY15
FY16
FY17
FY18
Salary Increase
Market Adjustment

Open Enrollment 2017-18

in

TalentEd

Open Enrollment Process:

We are pleased to announce we will provide RCPS employees an on-line open enrollment process this year through the TalentEd system.

- The Open Enrollment period will be from May 17 – May 31st
- All contracted employees will be required to make an election by enrolling or waiving coverage for their benefits in the new system. Note: This is different from when employees only had to fill out forms if they wanted to make changes in their health, dental and/or vision coverage.
- Employee elections for the current year WILL NOT carry over to the 2017-2018 plan year.

WELLNESS Reduced Premium Program:

- Employees must qualify for the wellness reduced premium through the Marathon Wellness Center-North.
- The deadline to complete the 3-step wellness requirement is 05/31/2017.
- Employees qualify for the reduced wellness premium in the year prior to receiving the reduced premium.
- Policy Change for New Hires – new hires will no longer be able to qualify for the wellness rate their first year of hire/benefits. Once enrolled in a health plan, new hires will have access to sick care visits but will have until the following open enrollment deadline to complete the wellness requirement and qualify for the reduced premium the following year.

Benefits Documentation Requirements for Open Enrollment –NEW:

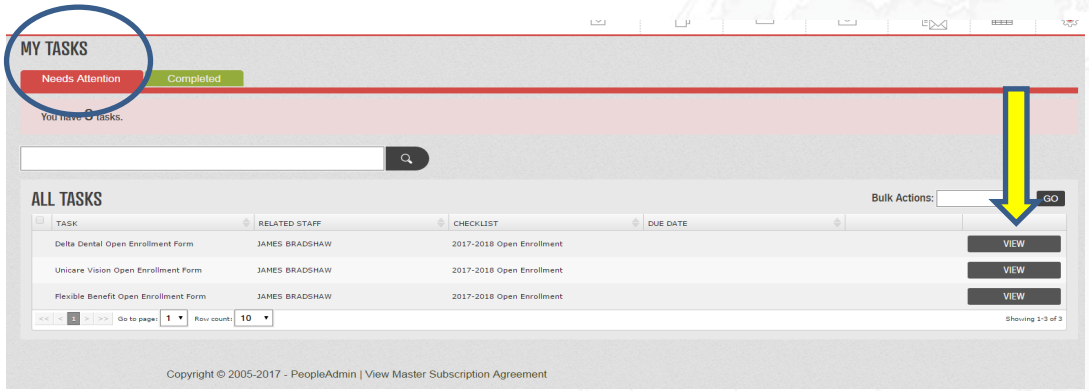
- Roanoke County Public Schools (RCPS) continues to take steps to control healthcare costs in order to provide both comprehensive and affordable coverage to employees and their eligible dependents.
- As part of this ongoing effort RCPS will conduct a dependent audit of the group health plan (medical, dental and vision).
- We are taking advantage of the timing of the new TalentEd on-line open enrollment process to conduct this audit.
- The audit requires Proof of Dependent Eligibility for ALL employees enrolling or "re-enrolling" in dependent coverage during the open enrollment period. (Note: this process is already in place for qualifying event changes and new hires.)
- Employees are required to submit proof of dependent eligibility no later than May 31, 2018. (The required documents can be attached in a file in the TalentEd on-line enrollment process or sent to HR to scan into the TalentEd file.
- Required Documents:
  - Spouse – Marriage Certificate **OR** a copy of the most recent Federal 1040 Tax Return form.
  - Children - a copy of the birth certificate, adoption agreement (if applicable) or court document for legal guardianship (if applicable)

What will this look like?

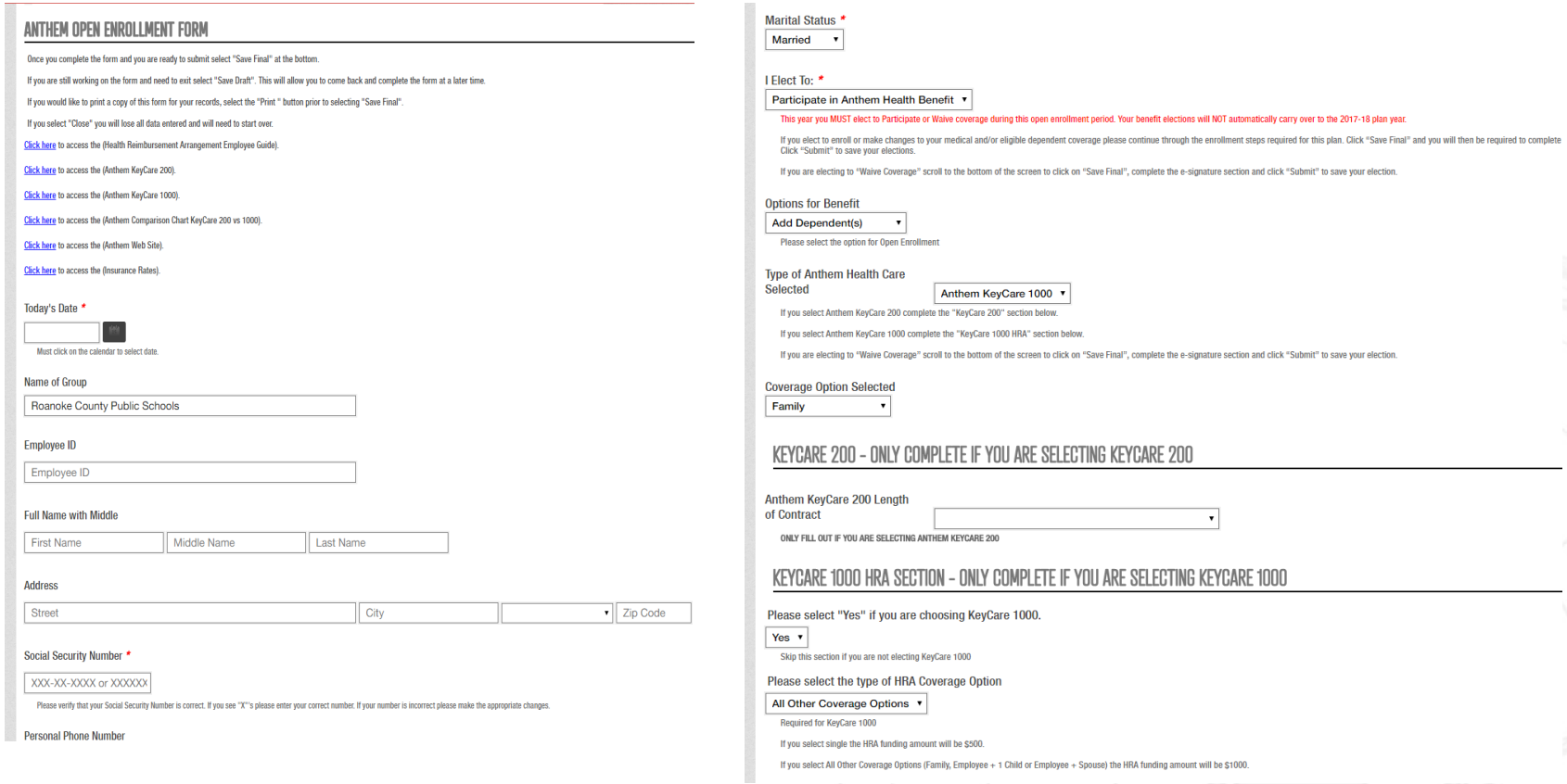
Employees will receive an email notifying them they have received the Open Enrollment Checklist in TalentEd. (Much like you did for the Intent Form.) If employees have forgotten their login and password they will be able to log in through the welcome email.

Once in TalentEd Records you will see the needed document under My Tasks Needs Attention.

Select the “View” button and fill out the form.



The form will open. You will need to fill in the required fields.



ANTHEM OPEN ENROLLMENT FORM

Once you complete the form and you are ready to submit select "Save Final" at the bottom.

If you are still working on the form and need to exit select "Save Draft". This will allow you to come back and complete the form at a later time.

If you would like to print a copy of this form for your records, select the "Print " button prior to selecting "Save Final".

If you select "Close" you will lose all data entered and will need to start over.

Click here to access the (Health Reimbursement Arrangement Employee Guide).

Click here to access the (Anthem KeyCare 200).

Click here to access the (Anthem KeyCare 1000).

Click here to access the (Anthem Comparison Chart KeyCare 200 vs 1000).

Click here to access the (Anthem Web Site).

Click here to access the (Insurance Rates).

Today's Date *

Must click on the calendar to select date.

Name of Group

Roanoke County Public Schools

Employee ID

Employee ID

Full Name with Middle

First Name | Middle Name | Last Name

Address

Street | City | Zip Code

Social Security Number *

XXX-XX-XXXX or XXXXXX

Please verify that your Social Security Number is correct. If you see "X"'s please enter your correct number. If your number is incorrect please make the appropriate changes.

Personal Phone Number

Marital Status *

Married

I Elect To: *

Participate in Anthem Health Benefit

This year you MUST elect to Participate or Waive coverage during this open enrollment period. Your benefit elections will NOT automatically carry over to the 2017-18 plan year.

If you elect to enroll or make changes to your medical and/or eligible dependent coverage please continue through the enrollment steps required for this plan. Click "Save Final" and you will then be required to complete Click "Submit" to save your elections.

If you are electing to "Waive Coverage" scroll to the bottom of the screen to click on "Save Final", complete the e-signature section and click "Submit" to save your election.

Options for Benefit

Add Dependent(s)

Please select the option for Open Enrollment

Type of Anthem Health Care Selected

Anthem KeyCare 1000

If you select Anthem KeyCare 200 complete the "KeyCare 200" section below.

If you select Anthem KeyCare 1000 complete the "KeyCare 1000 HRA" section below.

If you are electing to "Waive Coverage" scroll to the bottom of the screen to click on "Save Final", complete the e-signature section and click "Submit" to save your election.

Coverage Option Selected

Family

KEYCARE 200 - ONLY COMPLETE IF YOU ARE SELECTING KEYCARE 200

Anthem KeyCare 200 Length of Contract

ONLY FILL OUT IF YOU ARE SELECTING ANTHEM KEYCARE 200

KEYCARE 1000 HRA SECTION - ONLY COMPLETE IF YOU ARE SELECTING KEYCARE 1000

Please select "Yes" if you are choosing KeyCare 1000.

Yes

Skip this section if you are not electing KeyCare 1000

Please select the type of HRA Coverage Option

All Other Coverage Options

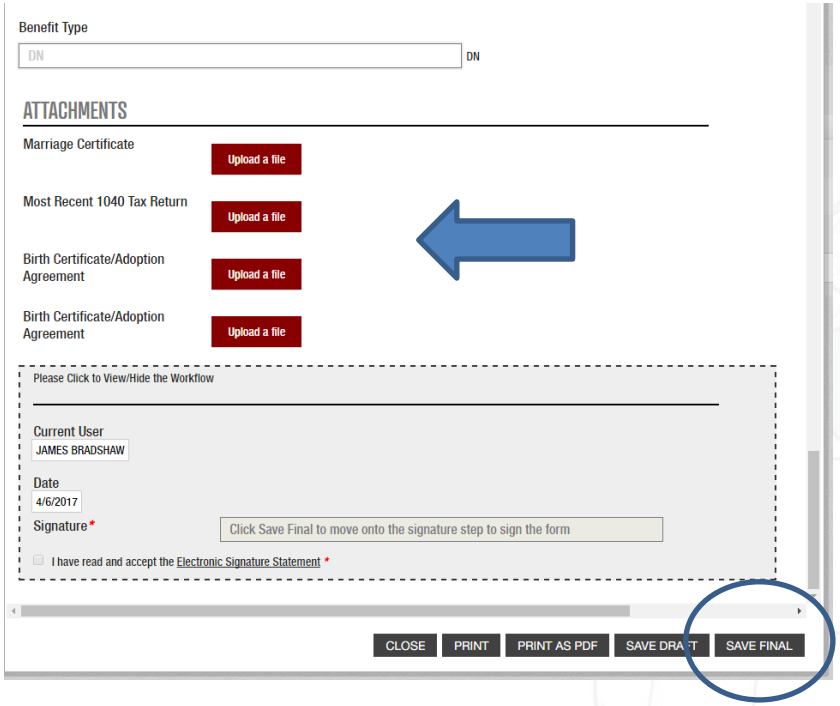
Required for KeyCare 1000

If you select single the HRA funding amount will be $500.

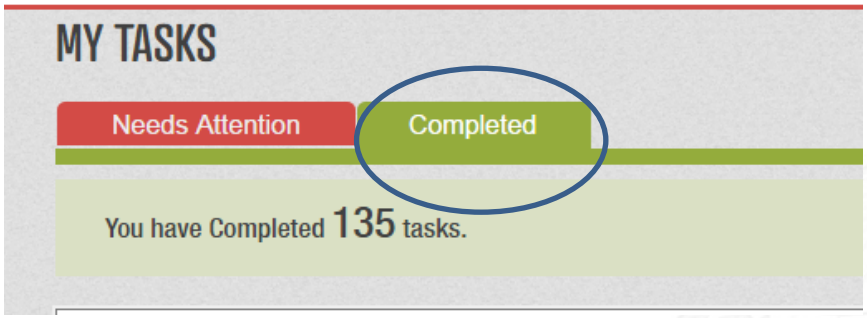
If you select All Other Coverage Options (Family, Employee + 1 Child or Employee + Spouse) the HRA funding amount will be $1000.

Once you have completed the form select “Save Final”.

If you need to upload documents (marriage certificates, birth certificates or tax forms) please attach them before you select “Save Final”.

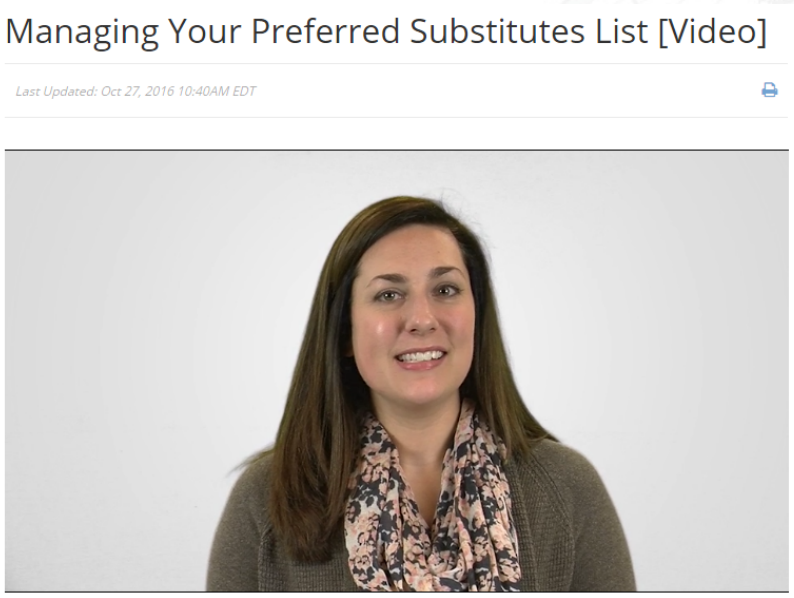


Employees will be able to view any documents they have completed under the My Task Completed Tab.



AESOP

- All employees need to have at least 5 preferred substitutes listed
  - http://help1.frontlinek12.com/customer/en/portal/articles/1799640-managing-your-preferred-substitutes-list-video-?b_id=3397



RCPS has approximately 500 substitutes

- Over 260 substitutes are on the no call list. They accept jobs only via the internet or word of mouth.
- Absences need to be entered into AESOP as soon as possible.
  - Many absences are being entered into AESOP 30 minutes or less prior to the start of the school day.
  - Some vacancies had over 40 phone calls trying to fill the position.
  - School AESOP Manager's have been given permission to "Push Out Call" if position is not fill when they arrive at school.
    - AESOP Manager's can view the entire system and push out 15 calls at once trying to fill position
- Many of our retiree's have already fulfilled their days for the year.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Open	Restricted Time 06:30 - 21:30	Restricted Time 06:30 - 21:30	Restricted Time 06:30 - 21:30	Restricted Time 06:30 - 21:30	**Restricted Time 06:00 - 21:30**	Open
Restricted Time 13:00 - 22:00	Restricted Time 06:00 - 22:00	Restricted Time 06:00 - 22:00	Restricted Time 06:00 - 22:00	Restricted Time 06:00 - 22:00	**Restricted Time 06:00 - 22:00**	Restricted Time 08:00 - 22:00
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Do Not Call	Restricted Time 06:00 - 11:59	Restricted Time 06:00 - 11:59	Restricted Time 06:00 - 11:59	Restricted Time 06:00 - 11:59	**Restricted Time 06:00 - 11:59**	Do Not Call
Restricted Time 12:00 - 21:00	Restricted Time 12:00 - 21:00	Restricted Time 12:00 - 21:00	Restricted Time 12:00 - 21:00	Restricted Time 12:00 - 21:00	**Restricted Time 12:00 - 21:00**	Restricted Time 12:00 - 21:00
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
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Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Restricted Time 09:30 - 21:00	Restricted Time 09:30 - 21:00	Restricted Time 09:30 - 21:00	Restricted Time 09:30 - 21:00	Restricted Time 09:30 - 21:00	**Restricted Time 09:30 - 21:00**	Restricted Time 09:30 - 21:00
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
Do Not Call	Do Not Call	Do Not Call	Do Not Call	Do Not Call	**Do Not Call**	Do Not Call
263	**264**	**265**	**265**	**266**	**268**	**264**

Absence was created at 6:07 am day of absence.

Log Entries for Confirmation # 251743653

Description	Who	Where	Date	Status
Absence Date 4/3/2017		Teacher Web	4/3/2017 6:07:27 AM	Created
Day: 4/3/2017 8:10 AM - 3:30 PM		Teacher Web	4/3/2017 6:07:27 AM	Created
Recipients: dschuyler@rcs.k12.va.us,		Automated Process	4/3/2017 6:08:04 AM	Advance Emails Sent
Substitute: David Nicely Assigned		Jobulator	4/3/2017 6:41:57 AM	Fulfilled
Substitute: David Nicely Removed	Nicely, David	Substitute Web	4/3/2017 7:08:06 AM	Substitute Removed (Requested by Substitute)
Absence Date 4/3/2017 Reconciled	Rhoades, Robin	Campus User Web	4/3/2017 2:09:06 PM	Reconciled

AESOP made 25 calls trying to fill position.

Date	Time	Direction	Status	Line
04/03/2017	6:08:09 AM	O	Aborted	No Answer
04/03/2017	6:08:48 AM	O	Aborted	Answer
04/03/2017	6:09:30 AM	O	Aborted	No Answer
04/03/2017	6:34:54 AM	O	Aborted	No Answer
04/03/2017	6:35:51 AM	O	Aborted	No Answer
04/03/2017	6:36:28 AM	O	Aborted	No Answer
04/03/2017	6:37:15 AM	O	Aborted	No Answer
04/03/2017	7:12:06 AM	O	Rejected - End Calls	Answer
04/03/2017	7:12:34 AM	O	Aborted	Answer
04/03/2017	7:13:49 AM	O	Aborted	Answer
04/03/2017	7:14:16 AM	O	Aborted	Answer
04/03/2017	7:14:54 AM	O	Aborted	Answer
04/03/2017	7:16:38 AM	O	Aborted	Answer
04/03/2017	7:46:16 AM	O	Aborted	Answer
04/03/2017	7:48:52 AM	I	Rejected	Answer
04/03/2017	8:00:36 AM	O	Aborted	No Answer
04/03/2017	8:29:14 AM	I	Rejected	Answer
04/03/2017	8:46:35 AM	O	Aborted	No Answer
04/03/2017	9:01:10 AM	O	Aborted	Answer
04/03/2017	9:02:09 AM	O	Rejected - End Calls	Answer
04/03/2017	9:03:17 AM	O	Aborted	Answer
04/03/2017	9:15:36 AM	O	Aborted	No Answer
04/03/2017	9:30:51 AM	O	Aborted	Answer
04/03/2017	10:15:25 AM	O	Aborted	Answer
04/03/2017	10:45:10 AM	O	Aborted	Answer
Total Calls: 25				

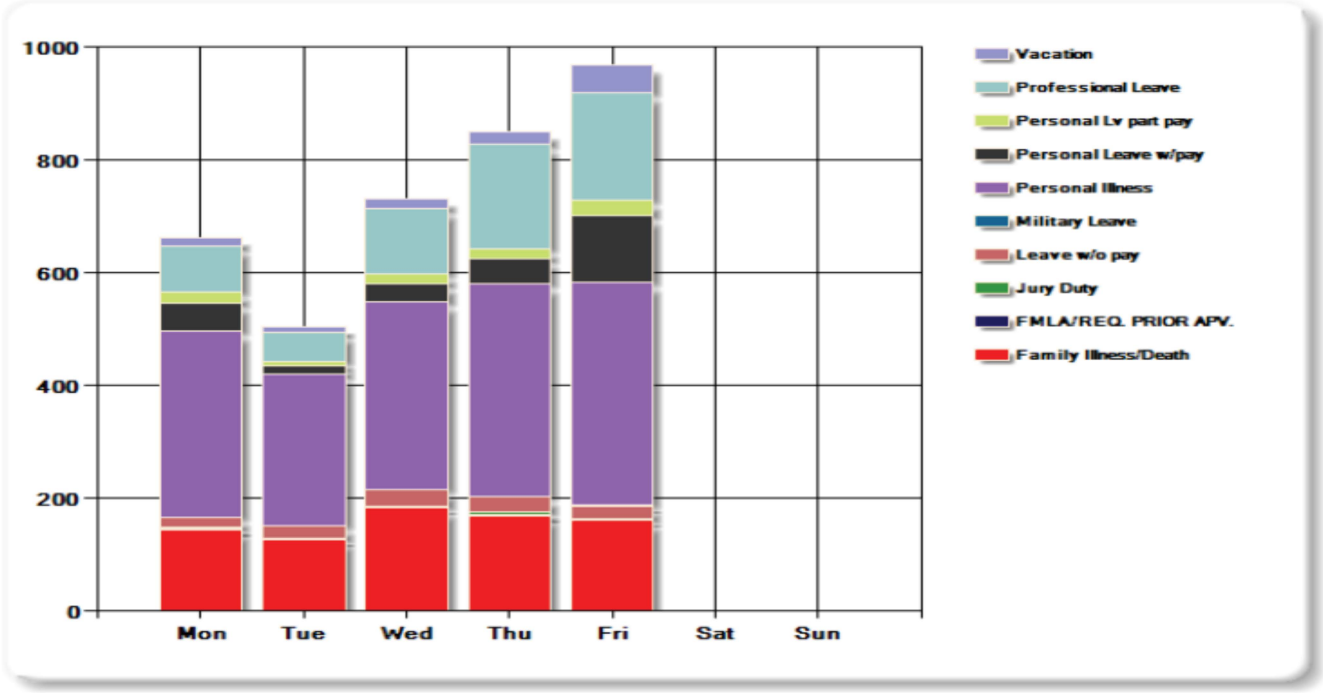
- If status shows “Aborted” that means a sub hung up.
- If status shows “Rejected” that means a sub refused the job.
  - This is actually what is requested from our substitutes.

Day of Week Absence Analysis

Return to Report Menu

Start Date: 03/01/2017 **End Date:** 03/31/2017 **Type:** Absences **Employee:** View All **School(s):** View All **Employee Types :** View All

Submit Print



Absence Reasons	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday	Total
Family Illness/Death	146	128.5	183.5	170	160.5	0	0	788.5
FMLA/REQ. PRIOR APV.	1	1	2	2	2	0	0	8
Jury Duty	2.5	0	0	3.6	0	0	0	6.1
Leave w/o pay	16.5	22.5	29	26.5	23.5	0	0	118
Military Leave	0	0	0	0	2	0	0	2
Personal Illness	330.7	268.5	333.5	379	396.5	0	0	1708.2
Personal Leave w/pay	50	15.5	34	44.5	117.5	0	0	261.5
Personal Lv part pay	19.5	7	17	18	26.5	0	0	88
Professional Leave	82	51.5	114.4	183.5	192	0	0	623.4
Vacation	14	10	19	23	49	0	0	115
Totals	662.2	504.5	732.4	850.1	969.5	0	0	3718.7

Compensation Study and RCPS Pay Plan

- RCPS contracted with Evergreen to conduct a Compensation Study during the 2015-16 school year.
- Prior to the study, employees worked 43+ years to reach the top of the scale.
- The study was designed to bring Roanoke County Schools to market.
- Decision made to cap at 30 years and/or top of the scale (employees can now reach the top).
- Most public organizations, since the recession have started to emulate practices from the private sector, such as market valuing. Market valuing advocates that all classifications have the appropriate range to reward specific combinations of skills and abilities (remember JATs?). It assumes that there is a minimum and a maximum value for work and that an organization should ensure that all incumbents fall within that range. Therefore, when an employee reaches the maximum of the range, he or she is paid the maximum value for the work performed and should not increase until the market moves the range.

Questions

