

# Classified Employee Salary Compression

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# History of Pay Increase

- In 2021-2022, all NC worker's salaries were raised to $13 per hour
- For those already making $13 per hour, they received a 2.5% raise or equivalent to $0.32
- In 2022-2023, all NC worker's salaries were raised to $15 per hour
- For those already making $15 per hour, they received a raise of 4% or equivalent to $0.60

# What is Salary Compression?

- The state gave a raise to our lowest-paid classified employees while single-handedly erasing any pay scale or incentive for staying with the district
- For example, in 2022, when the Custodial salary rose to a minimum of $15 per hour for work performed at a $10 per hour rate in 2020, it essentially was a $5 per hour increase for new hires
- The Custodians working with us for 25-plus years make the same $15 per hour as a new hire
- Before the jump to $15 per hour, years of state raises existed to separate employees with greater longevity. Employees in this category would have ranged from $10 -$15 based on years of service.

# What's the problem?

- No pay scale for the following employees
  - Custodian
  - Teacher Assistant
  - Child Nutrition
  - School Based Office Support
  - Central Office Clerical Positions

# How Can We Correct This?

- Although the state wages were a blessing, they created a major issue for local leaders
- Districts across the state have been forced to request more local funding
- Montgomery County Schools completed internal salary studies to determine that it will take roughly $300,000 to correct this problem by developing a step-based salary range
- Ranges 0-5 years, 6-10 years, 11-15 years, 16-20 years, 21-25 years, and 25 + years