Bessemer City Schools

LEADING THE WAY TOWARDS A BRIGHT FUTURE

Districtwide Compensation Study

Q&A

Q. What prompted this change to the Salary Schedule?

A. Some employees expressed that there was a lack of consistency between the ranges of steps and degrees within our current salary schedule.

Q. Is there a written formula that determines percentage increases throughout the salary schedules?

A. Each school district determines the salary amounts and variances between experience steps and education steps for all positions except teachers. The State Teachers Salary Matrix is approved by the State Legislature.

Q. How were the new salary rates determined?

A. LeanFrog performed a market analysis of benchmark positions to compare salary schedules with districts and businesses. Based on the findings, salary schedules were created to increase salaries of certain jobs that were more than 10% percent below peer averages.

Q. How and when will the new changes be implemented?

A. As soon as possible, but no later than January 1, 2025.

Q. Will these changes affect all employees equally?

A. Based on the findings, salary schedules were created to increase certain salaries that were more than 10% percent below peer averages. The changes were made in an equitable manner rather than an equal manner.

Q. Will there be a decrease in anyone's salary?

A. No employee will see a decrease in their salary.

Q. When was the last time a comparability study was done?

A. Based on information gathered by the committee, the last study was done approximately six years ago.

Q. Despite the Board failing to pass the 2023-2024 Salary Schedule the previous year, were employees provided the 2% increase allocated by the State?

A. Every time the State increased the salary matrix, all employees were compensated the appropriate raise amount.

Q. What criteria were used to determine the salary increases?

A. With the assistance of LeanFrog's comparison study of surrounding districts, and job market analysis, we discovered in some areas we were paying less than 10% of salary/market value. Those salaries were adjusted.

Q. Will there be a Cost-Of-Living Adjustment (COLA)?

A. Absolutely, if the State Legislature approves a COLA, the district will implement that increase in the upcoming fiscal year.

Q. How will the salary increase impact the district with declining enrollment?

A. Most of the funds the district receives for salaries are earned through the Alabama Foundation Program. Enrollment drives the funding formula; subsequently, the more students we enroll, the more funding the district has to hire additional staff.

Q. How will the salary increase impact the budget for BCS?

A. There will not be a negative impact on the budget unless the enrollment continues to decline. If so, then we could be faced with a reduction in staff.

Q. What opportunities exist for salary advancements?

A. A certificated employee can see a salary advancement in several ways, whether by an increase in years of experience (steps), degree changes, i.e., Bachelor's to Master's, or change of position, for example from Teacher to Assistant Principal. A classified employee can see a salary

increase as they increase in years of experience or change of position. For example, School Secretary to Central Office Secretary.

Q. How will the changes be communicated to all employees of the district?

A. Once approved the schedule will be posted on the website.

Q. How will this new salary schedule impact insurance and retirement?

A. It will not impact the district nor the employee's insurance premiums.

Q. How often will a wage comparability study be done?

A. There is no legal requirement that it has to be done. The Superintendent and district leadership can conduct a study based on the needs of the school district.

Q: Will teaching years of experience still be considered for Assistant Principal salaries?

A: Experience is defined as the number of years of service in a particular position, job, or classification within the Bessemer City School System, not the total years of service (e.g., a person with 5 years' experience as a teacher and 1 year experience as an assistant principal would only receive experience credit for 1 year and not 6 years.

Q: Will assistant principals continue receiving an annual supplement based on school levels?

A: Based on our recent compensation study, the new salary structure aligns closely with those of comparable districts. As a result, there will not be additional supplements provided to assistant principals based on school levels. We believe the revised salary scale is competitive and reflects the value of the assistant principal role across various schools.

Q: How will the salary placement be determined for transferred or reassigned employees?

A: Transferred and reassigned employees will be placed on the salary schedule that governs the position they are transferred or reassigned to, based on their credentials and years of experience. This placement will be determined according to the written recommendation of the Superintendent and approval by the Board.