

Update for the Transylvania County Board of Education
Compensation Study Overview Questions
October 21, 2013

As we begin to study the compensation methods used in other LEAs in our region as well as several other LEAs comparable to us across the state, our team developed a list of questions to use in gathering information from other LEAs. All of the school systems in our region as well as several comparable or affinity school systems from other regions in the state have already been contacted. We are currently receiving responses from the school systems contacted and compiling the results for analysis.

The questions posed to other school systems are as follows:

1. Do you have a local teacher salary supplement? If so, among licensed positions other than classroom teachers, who receives the supplement (does it go to school administrators, counselors, media, and so on)?
2. Do you offer any other differential pay or supplements to school-based administrators?
3. Do you have salary schedules for central office directors and/or assistant superintendents or do you just have ranges or bands that you negotiate within to set those salaries?
4. Do you have an established salary schedule for all classified employment positions (i.e. teacher assistants, office support, transportation, child nutrition, and so on)?
5. Do you offer a local salary supplement to teacher assistants or any other classified staff? If so, what is the amount and what job classifications do or don't receive the supplement among classified employees?
6. How are your teacher assistants employed (hours/week) especially after so many funding hits in this category? Have you reduced teacher assistant positions over the past several years and, if so, did you do so only by attrition or by actual reduction in force?
7. Do you offer extra-duty pay or supplements to teachers/staff for work beyond teaching duties (like athletics, band, clubs, department/grade-level chair, SIP chair and so on)? If so, what areas do you pay and do you have a set schedule for such?