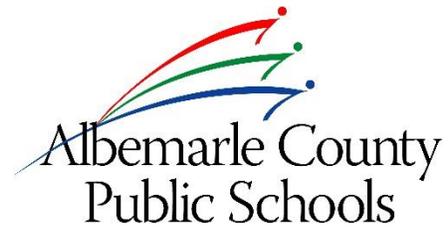


Budget Update Sessions for Employees: Q&A
February 3, 2016



Throughout the online budget sessions hosted by Superintendent Pam Moran on February 3, employees submitted questions in a chat window. Following are those questions and the corresponding responses:

Q: Do you have to sign up to ask a question at a School Board Meeting? Do all questions get addressed?

A: Individuals or groups wishing to address the School Board are encouraged to sign in with the Clerk as early as 30 minutes prior to the meeting. Speakers are allowed three minutes to address the Board; however, Board members will not engage in dialogue with speakers. Questions posed to the Board may or may not be answered during the meeting. If your question is not addressed during the meeting, a Board or staff member will get back to you in a timely manner. You can learn more about [public comment guidelines](#) on the School Board website.

Q: How will the raise be applied for teachers at the top of the scale?

A: Teachers beyond the top of the scale typically receive a longevity stipend (lump sum) in December's paycheck. For more specific information about an individual teacher, please contact your Human Resources staff member at 434-296-5827. Thanks!

Q: Will teachers who are not at the exact top of the scale, but at 25+ years, actually get a 2% raise?

A: Great question! Teachers at T25 will receive an increase based on where their point on the scale is in terms of the market. This year's increases generally run from 1% to 3%, depending on how much we need to do to catch up/keep up with our competitors.

Q: What criteria are used to choose comparable jurisdictions for the teacher salary comparisons?

A: The Joint Boards' adopted market was developed by looking at school divisions and local governments with similar characteristics as Albemarle County, the contiguous counties, and several local employers.

Q: Will there be any emphasis on non-college bound students in this budget?

A: Yes, we have a continued focus on lifelong learning and an increase in funding for CATEC.

Q: Will the compensation increase be merit-based or a flat percentage for everyone?

A: This is not yet final for next year, but the budgets have been built with a flat 2% salary increase for employees.

Session Video:

<https://youtu.be/CLaE5VZ2QRQ>