

# If Not Me...Then Who?

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In the proposed FY18 budget, Hampton City Schools is planning to make pay adjustments for compression salaries among employees who will also be receiving the 2% pay increase. These adjustments will be for health service workers and building administrators. To increase these salaries, it will cost Hampton \$1,017,940. I have asked Hampton City Schools exactly how many employees will benefit from the \$1 million adjustment, but have not received a response.

Hampton's superintendent presented to the board March 8<sup>th</sup> a chart that compared current teacher salaries among Hampton, Newport News, York, WJCC, Gloucester, and Poquoson school districts. Also addressed in this presentation was the 2% pay raise for the majority of Hampton City Schools' staff. This 2% increase is a mandate from the state and not the gratitude of an appreciative school district. While Hampton's teachers will see a 2% increase, other districts will also see a 2% pay raise and maybe more. For example, Newport News is slated to increase teacher salaries 3.4% to 4.8%. This leaves the impression that maybe Hampton's self-described "baby steps" toward pay equity is more of a crawl for the teachers. Building administrators...that's another story...\$1,017,940 should resolve that issue nicely.

This somewhat reminds me of the Suffolk superintendent's \$23,000 pay raise. This contracted employee...i.e., the Suffolk superintendent...agreed to a salary. The Suffolk school board or their representative, in the best interest of the district, negotiated this salary...a salary that has kept Dr. Whitney around for 7 years.

Anyway, I digress...it should be noted, that in our superintendent's presentation to the board, accuracy was not crucial. While Gloucester's superintendent used the same method of comparison to draw attention to inadequate teacher compensation in Gloucester's district, Gloucester's superintendent chose to present in his chart the **CORRECT** salary data for comparison.

If Hampton can't cut and paste correctly are they missing out on more complex functions and calculations?