**Employee Compensation**



Current Reality: According to the National Education Association, the average teacher pay in the 2021-22 school year (SY) was $66,745 in the United States. For Roanoke City Public Schools (RCPS), average teacher pay in SY 21-22 was $52,669. Teacher longevity and a commitment by the Roanoke City School Board to make compensation a top priority of the 2022-23 budget resulted in an impressive increase in average teacher pay in SY 22-23 to $59,263. A less substantial, but still higher than typical 5% average raise was budgeted for 2023-24, resulting in preliminary estimates of average teacher pay of $62,963. Even with these investments over the last two years, RCPS is still well below the national average from two years ago.

Roanoke City Public Schools’ efforts to improve employee pay have helped tremendously in attracting and retaining staff, but have not been enough to reverse what has become the new normal: starting each school year with unfilled vacancies. Fewer people are choosing to enter the teaching profession. There are multiple factors, including all of the extra expectations placed on teachers, but policymakers must confront the fact that teachers are actually paid less today than they were in the early 2000’s when buying-power are taken into consideration. Even factoring in the significant investment in compensation over the last two years, RCPS teachers today have $1,381 less buying power than they did 15 years ago.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Bachelor’s Degree** |  | **Inflation Adjusted; Reflected in June 2023 Dollars** |  | **Variance between 2023-24 Pay and Inflation-Adjusted Prior Year Pay** |
| **Step** | **0 Years** | **30 Years** |  | **0 Years** | **30 Years** |  | **0 Years** | **30 Years** |
| 2007-08 |  $ 34,859  |  $ 53,928  |  |  $ 51,047  |  $ 8,972  |  |  $ (1,391) |  $ 938  |
| 2008-09 |  $ 36,602  |  $ 56,624  |   |  $ 51,037  |  $ 78,955  |   |  $ (1,381) |  $ 955  |
| 2009-10 |  $ 36,602  |  $ 56,624  |  |  $ 51,775  |  $ 80,098  |  |  $ (2,119) |  $ (188) |
| 2010-11 |  $ 36,602  |  $ 56,624  |  |  $ 51,236  |  $ 79,263  |  |  $ (1,580) |  $ 647  |
| 2011-12 |  $ 36,602  |  $ 56,624  |  |  $ 49,475  |  $ 76,539  |  |  $ 181  |  $ 3,371  |
| 2012-13 |  $ 37,364  |  $ 57,803  |   |  $ 49,678  |  $ 76,854  |   |  $ (22) |  $ 3,056  |
| 2013-14 |  $ 37,764  |  $ 59,591  |  |  $ 49,344  |  $ 77,865  |  |  $ 312  |  $ 2,045  |
| 2014-15 |  $ 38,169  |  $ 61,434  |  |  $ 48,861  |  $ 78,643  |  |  $ 795  |  $ 1,267  |
| 2015-16 |  $ 38,893  |  $ 63,435  |  |  $ 49,726  |  $ 81,104  |  |  $ (70) |  $ (1,194) |
| 2016-17 |  $ 39,287  |  $ 65,370  |  |  $ 49,734  |  $ 82,753  |  |  $ (78) |  $ (2,843) |
| 2017-18 |  $ 40,073  |  $ 65,709  |  |  $ 49,914  |  $ 81,845  |  |  $ (258) |  $ (1,935) |
| 2018-19 |  $ 40,073  |  $ 67,023  |  |  $ 48,521  |  $ 81,152  |  |  $ 1,135  |  $ (1,242) |
| 2019-20 |  $ 40,073  |  $ 67,500  |  |  $ 47,734  |  $ 80,404  |  |  $ 1,922  |  $ (494) |
| 2020-21 |  $ 42,000  |  $ 67,500  |  |  $ 49,708  |  $ 79,888  |  |  $ (52) |  $ 22  |
| 2021-22 |  $ 42,420  |  $ 68,175  |  |  $ 47,637  |  $ 76,559  |  |  $ 2,019  |  $ 3,351  |
| 2022-23 |  $ 48,000  |  $ 77,245  |  |  $ 49,425  |  $ 79,539  |  |  $ 231  |  $ 371  |
| 2023-24 |  $ 49,656  |  $ 79,910  |  |  $ 49,656  |  $ 79,910  |  |  $ -  |  $ -  |

Inflation adjusted figures are based on the U.S. Bureau of Labor Statistics Consumer Price Index for All Urban Consumers data table that can be accessed at <https://data.bls.gov/data/>.

Legislative Recommendation: Virginia must recognize the importance of having quality education in our state to prepare our future leaders for success, and to show businesses that Virginia has an educated workforce ready and eager to work when they open for business in the Commonwealth. To accomplish that, we need to compensate teachers and other school staff at a level that is commensurate with the importance of the service they provide.