



Poughkeepsie City School District

Staff Compensation Equity Fix Update



Board of Education Presentation
June 7, 2023

Poughkeepsie City School District Mission

“We are champions of children who inspire and nurture the whole child by providing innovative, high-quality educational opportunities that prepare all students to embark on individual paths of success in a globally diverse community.”

Board of Education Equity Charge to Superintendent

1

Create
Equal
Opportunity
and Access
for **ALL**
Students*

2

Transform
Schools into
21st Learning
Environments*

3

Equalize Staff
Compensation
and Benefits to
be competitive
in Dutchess
County/Region*

* Equity work is ongoing and will take place over time

Pre 2020 – 2021 Context

Fiscal Structural Deficit

- 2019 – 2020 Budget understated by \$3 million
- Loss of State Aid
- Expiring Grants
- Proceeds from Workers Compensation Reserve Expiring in the amount of \$740,000
- Contractual Obligations Increases of approximately \$1 million
- Misappropriation of \$2.5 million in Community Schools funding
- Multiple Audit findings

Resulting in:

- Excessing 58.80 Positions to balance the 20-21 budget

Pre 2020 – 2021 Context

Instructional, Student Support and Extra Curricular Programming

- No standard curriculum between elementary buildings and aligned curriculum to the middle school
- After school programming varied between schools
- Lack of meaningful programming and supports for English language learners and students with exceptionalities
- Academic Intervention Services (AIS) inconsistently offered between buildings
 - Math AIS nonexistent throughout all elementary schools
- Limited options for extracurricular programming for students with exceptionalities
- Field Trip opportunities different between schools
- No full-time librarians across all elementary schools
- No full-time social workers across all elementary schools
- No full-time crisis intervention specialist across all elementary schools
- High rates of student suspension across most schools, particularly for Black males.

Pre 2020 – 2021 Context

District Buildings and outdated/failing/nonexistent operating systems

- District wide school building infrastructure periodic failures
 - Boilers
 - Classroom Unit Ventilators
 - Roofs
 - Student and Staff Lavatories
 - Auditoriums
 - Exterior and Interior Doors
 - Dated and unusable student furniture (not conducive to 21st century learning and instruction)
 - Outdated classroom technology/ limited district issued technology to students and instructional staff

Pre 2020 – 2021 Context

Non-Represented Policy, Exempt Employees, Collective Bargaining Agreements

- Compensation and benefit packages across all areas not aligned to school districts in the region
- Compensation and benefit packages not aligned between employee groupings
- Expired and Expiring Contracts
- Poorly Negotiated Contracts that are equitable and sustainable over time
 - Some with structural inequities between employees in the same unit
- Antiquated and inconsistent language throughout many contracts
- Non-represented employees who are now recognized by employee groups lost benefits when they migrated
- Retirement health insurance inequities in non-represented policy that do not mirror other employee groups

2020 to Present Equity Fixes

Non-Represented Policy, Exempt Employees, Collective Bargaining Agreements

- Non-Represented policy last updated 2018 -2019 and all employees did not benefit from the update
 - April 2021 adjustment
 - September 2022 adjustment creating a three-year fixed compensation schedule
 - Market adjustments across non-represented employees
 - June 2023 proposed health insurance into retirement equity amendment
- Exempt Employees
 - April 2021 adjustment
 - April 2023 market and equity adjustment proposed creating a three-year fixed compensation schedule
- Collective Bargaining Agreements
 - All employee groups have renegotiated or are currently discussing our collective bargaining agreements
 - Compensation and benefit adjustments have been made in some renegotiated contracts
 - Subsequent MOUs have been developed to address emerging needs and/or contract language issues
 - Safety monitors, school nurses, health aides, and food service workers
 - Annual hourly employee compensation rates adjusted to +\$15 hour (higher than most county school districts)
 - Overtime provisions modified for snow removal crew
- Other Employees
 - Adjusted substitute daily rates to be more competitive attracting and retaining highly needed substitutes
 - Principal
 - Teachers
 - Maintenance
 - Nurses

Future Proposed Equity Fixes

Non-Represented Policy, Exempt Employees, Collective Bargaining Agreements

- Non-Represented Employees
 - Market adjustments across categories as market demands
- Exempt Employees
 - Market adjustments as market demands
- Collective Bargaining Agreements
 - Contracts that are better aligned to Dutchess County/Region
 - Compensation
 - Benefits
 - Benefits that are aligned to across all employee categories
 - Equity in benefits between members in employee categories
 - Overtime provisions modified for safety monitors (tonight's meeting)
 - Reinstatement of benefits lost by employees who served in non-represented categories in previous years who transitioned to another employee group* (tonight's meeting)
- Other Employees
 - Hourly rates adjustments as market demands
 - Adjusted substitute daily rates to be more competitive attracting and retaining highly needed substitutes
 - Principals
 - Teachers
 - Maintenance
 - Nurses

* Subject to negotiations

Proposed Cost of Living Allowance (COLA)

The proposed cost of living allowance will be an additional amount of money all employees will receive above their annual pay due to an increase in the cost of living.

- Will be a one-time non precedent setting payment of \$1700
- Will be distributed to all employees with the exception of superintendent, chief operating officer and assistant superintendent positions
- Will be provided to active employees who received a paycheck on May 26, 2023 and having earned at minimum \$10,000
- Will require collective bargaining units to agree to the payment in an Memorandum of Agreement
- Will require the BOE to amend the Non-Representative Policy for this one-time payment
- Will be financed using unused 22-23 funding set-aside for budgeted expenditures