

# EMPLOYEE FACT SHEET



Coming July 1, 2022

Alleghany County Public Schools, Covington City Public Schools, and Jackson River Technical Center will merge on July 1, 2022, and create Alleghany Highlands Public Schools. The school division will be jointly funded by Alleghany County and the City of Covington, which operates as an independent city within the county.

In September 2020, the Alleghany County Board of Supervisors and Covington City Council adopted resolutions endorsing the merger. The Virginia Board of Education approved the merger in January 2021.

Alleghany County and Covington students will be merged into a single student body of approximately 2,700 students at the beginning of the 2023-2024 academic year. The four existing county and city elementary schools will remain open, but the consolidated division will have a single middle school (housed in the current Covington High School building) and a single high school (housed in the current Alleghany High School building).

## Hold Harmless

**“Hold harmless” is basically the “three no’s:”**

- 1. No involuntary reductions in employment (layoffs).**
- 2. No reduction in current salaries.**
- 3. No reduction/elimination of current benefits offered.**

## Salary Equalization

**Salary equalization will occur on July 1, 2022. As part of salary equalization:**

- 1. Uniform, 30-step salary scales have been developed.**
- 2. All employees in the same position with the same experience, regardless of their present work location, will be on the same step of the new scale, effective July 1.**
- 3. The average division-wide salary increase will be 6.4 percent but ranges widely due to equalization.**
- 4. Individual salaries will be disclosed in annual contracts.**

## Benefit Equalization

**Health insurance benefits will be maintained.**

- 1. Employee contribution rates will be maintained at the current Covington City Public Schools base-plan level, as this was the most generous option considered.**
- 2. The Local Choice Key Advantage 250, Key Advantage 1000, and the High-Deductible Health Plan will continue to be offered. (The High-Deductible Health Plan option will be new to current CCPS and JRTC employees.)**
- 3. A Local Choice 65+ Plan will be offered to retired employees who are at least 65 years of age and eligible for Medicare coverage. The 65+ Plan is a Medicare supplement that has been offered by Covington City Public Schools. (It will be new to employees of ACPS and JRTC.)**