



ROANOKE COUNTY

Purchasing Division

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August 26, 2022

ADDENDUM NO. 2 TO ALL BIDDERS/OFFERRORS:

Reference – RFP 2023-024

Description: Compensation Study for Roanoke County Public Schools

Issue Date: August 18, 2022

Proposal Due: August 31, 2022

The above Project is hereby changed as addressed below:

1. Responses to Vendor Questions: please see below for a list of questions submitted by prospective offerors and the answers provided as we are able.
 - a. Section 2 refers to Attachment D (existing pay plan). Would you be able to provide the plan?
The existing pay plan can be viewed at the following site:
<https://www.rcps.us/Page/4759>
 - b. Have you established a budget or expected cost for the project? If so, can you indicate the amount?
There is not an established budget at this time, however, the last compensation study conducted cost \$95,000.
 - c. Do you anticipate the participation of employees, such as through job questionnaires?
This type of participation was conducted in prior studies; while it is not off the table, it is not the focus of this study.
 - d. Have you had a recent “outside” study? Any context or background?
For a summary of our prior studies and basics of our scales please see page 14 to 17 of this presentation:
<https://www.rcps.us/cms/lib/VA01818713/Centricity/Domain/163/2022-2023/2022-03-01%20School%20Board%20Budget%20Presentation.pdf>.
The most recent study provided a new job classification plan structure, which we think is appropriate. The focus of this study is geared more towards addressing the scales themselves and how to make them competitive with our neighbors and ensure an internal equity between to ensure a clear career path for administrators.

Note: A signed acknowledgment of this addendum must be received at the location indicated on the original solicitation either prior to the proposal due date or attached to your proposal. Signature on this addendum does not substitute for your signature on the original proposal/bid document. The original proposal/bid document must be signed.

Thank you,

Kate Hoyt
KHoyt@roanokecountyva.gov

Sign Name:

Print Name:

Name of Firm:

Date: