



Alexandria City Public Schools

# Preliminary FY 2022 Employee Compensation Overview

## School Board Work Session November 15, 2021





# Essential Questions

1. How are we evaluating the compensation of other positions?
2. What types of raises have been issued by ACPS and surrounding divisions in recent years?
3. How do current ACPS Teacher and Other Positions' salaries compare to surrounding school divisions?
4. How do current ACPS Bus Driver salaries compare to surrounding school divisions in this tight labor market with limited supply and high demand?



# Human Resources - Compensation Study

ACPS engaged Segal to conduct compensation market assessments over two years.

Year 1: Bus Drivers/Monitors, Mechanics, Instructional Assistants, Principals, Senior Leadership – FY 2021 - year 1 of 3-5 year phase approach to competitive salaries

Year 2: Select Support Staff positions, including Facilities, Food & Nutrition, ITS, Human Resources, School Administration. FY2022 – year 1 of 3-5 year phase approach to competitive salaries for select positions reported as most below market.

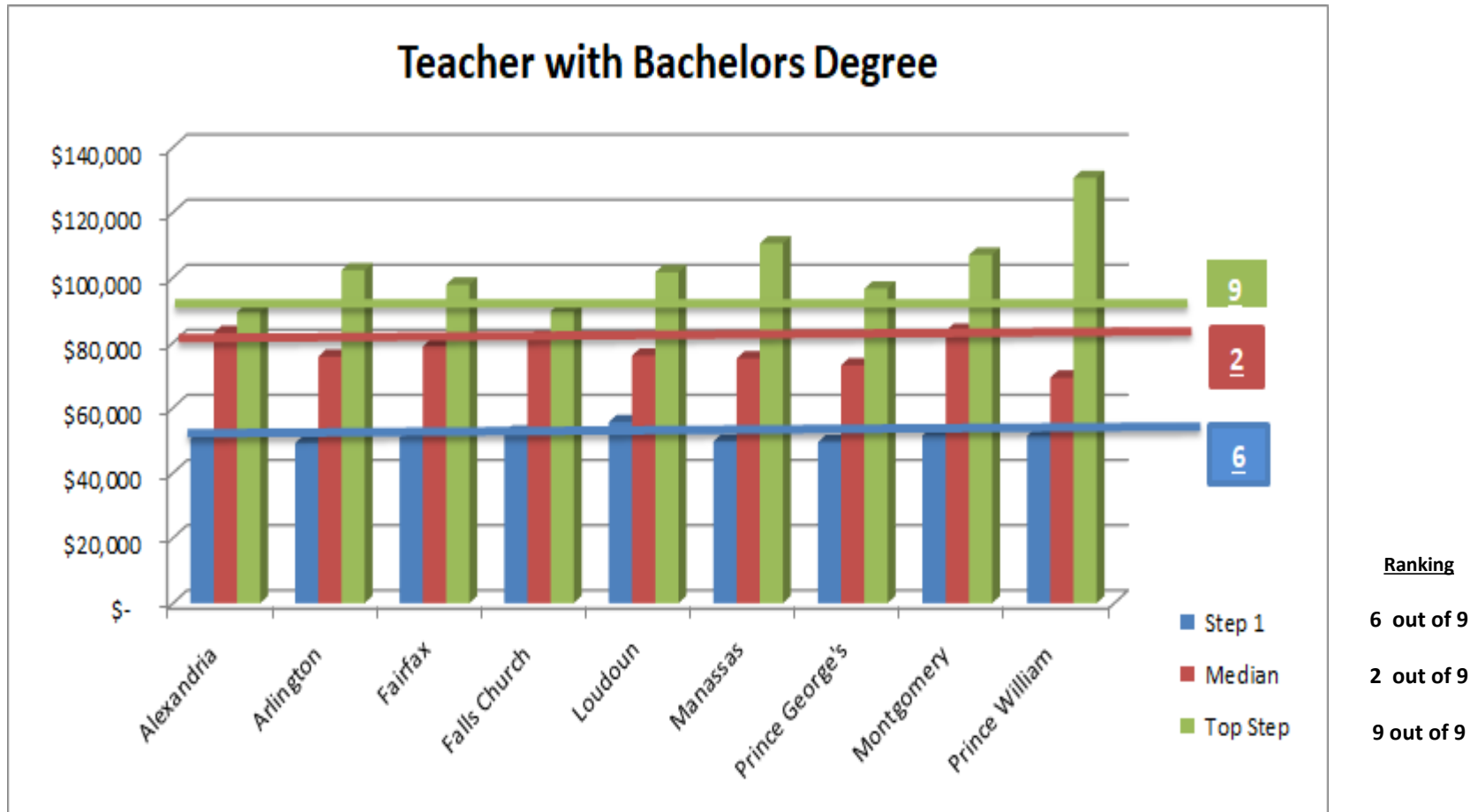


# Recent Pay Actions – Other Divisions

School Division	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021		FY 2022	
	MRA	Step	MRA	Step	MRA	Step	MRA	Step	MRA	Step	MRA	Step
Alexandria City Public Schools	No	Full Step	No	Full Step	No	Full Step	1%	Full Step	Yes, Specific Positions	No	2.5% plus Additional MRA of 15% - 4.65% for Specific Positions	Yes
Arlington County	No	Full Step	Yes, Specific Positions	Full Step	No	Full Step	Yes, Specific Positions	Full Step	No	No	2%	Yes, mid-year
Fairfax County	1%	Full Step	No	Full Step	1%	Full Step	1%	Full Step	No	No	2%	No
Falls Church City	No	Full Step	No	Full Step	3%	No	1%	Full Step	No	No	2%	Yes
Loudoun County	1%	Full Step	Restructure of Teacher Salary Scale	Full Step	3.20% (Licensed Staff)	Full Step	1.5% Admin/ 2.5 Classified	Full Step	No	No	3.50%	Yes
Montgomery County	2%	Full Step	1%	Full Step	2%	Full Step	1%	Full Step	No	No	2%	Step
Prince William County	No	Full Step	No	Full Step	No	Full Step	2%	Full Step	No	No	1%	Step
City of Alexandria (Non-School-Division Employees)	No	Full Step	No	Full Step	No	Full Step	Yes, Specific Positions	Full Step	No	No	One-time 1% base salary bonus	No



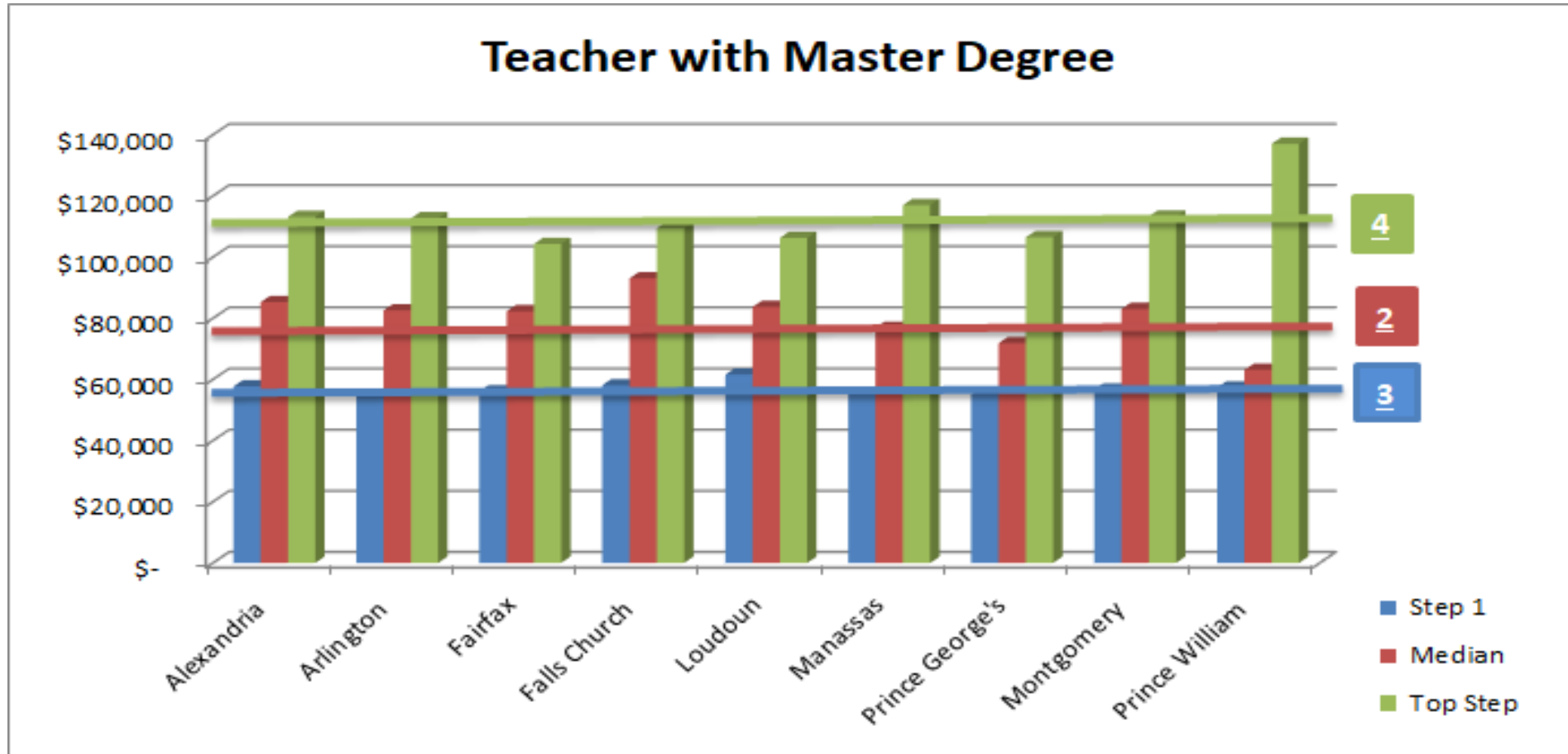
# Teacher Salary: Bachelor's Degree



Note: Step 1 salary rates range from \$49,468 (PGCPS) to \$55,611 (LCPS). ACPS Step 1 is \$50,569.

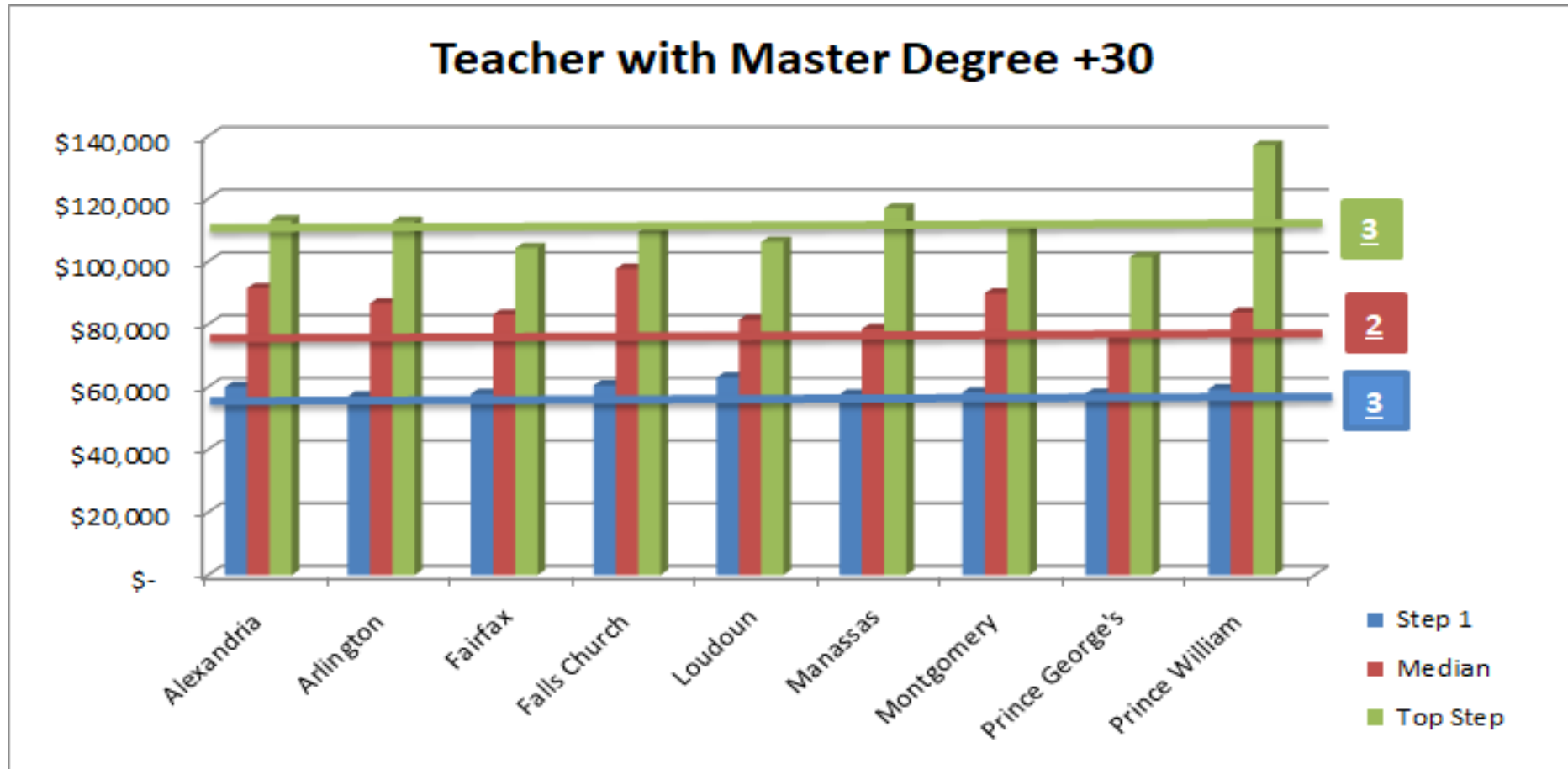


# Teacher Salary: Master's Degree



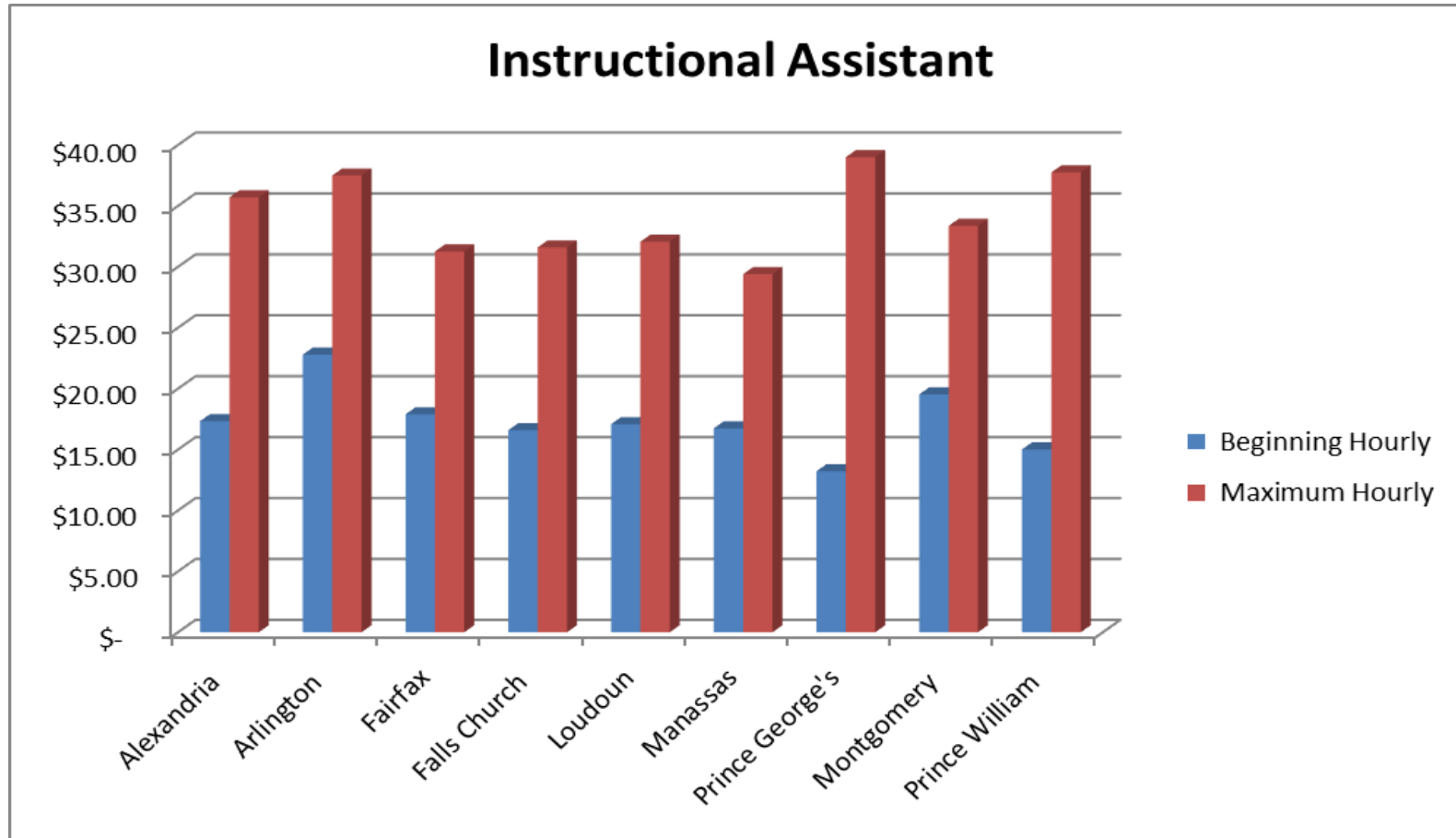


# Teacher Salary: Master's Degree +30





# Instructional Assistant



Ranking

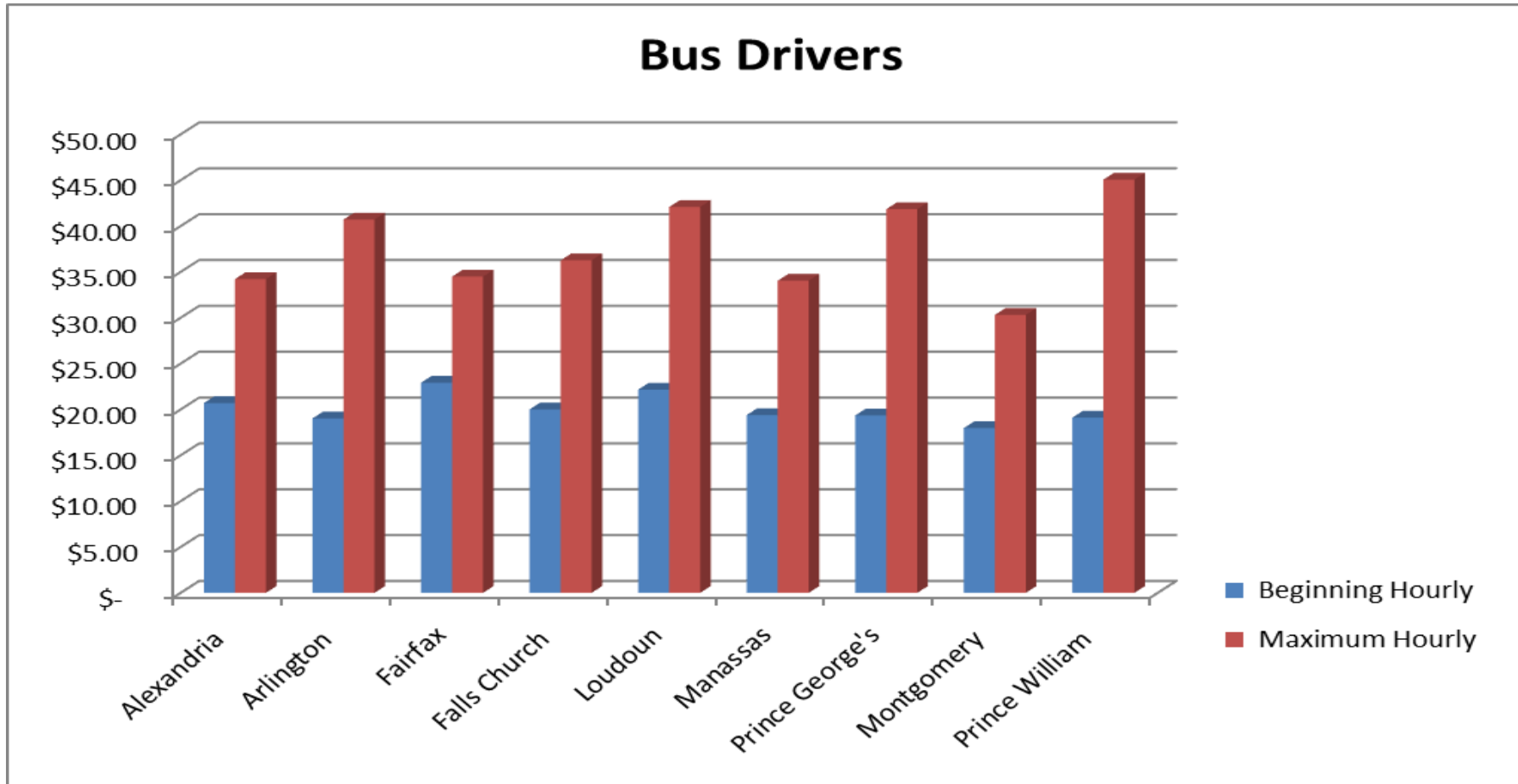
4 out of 9

4 out of 9





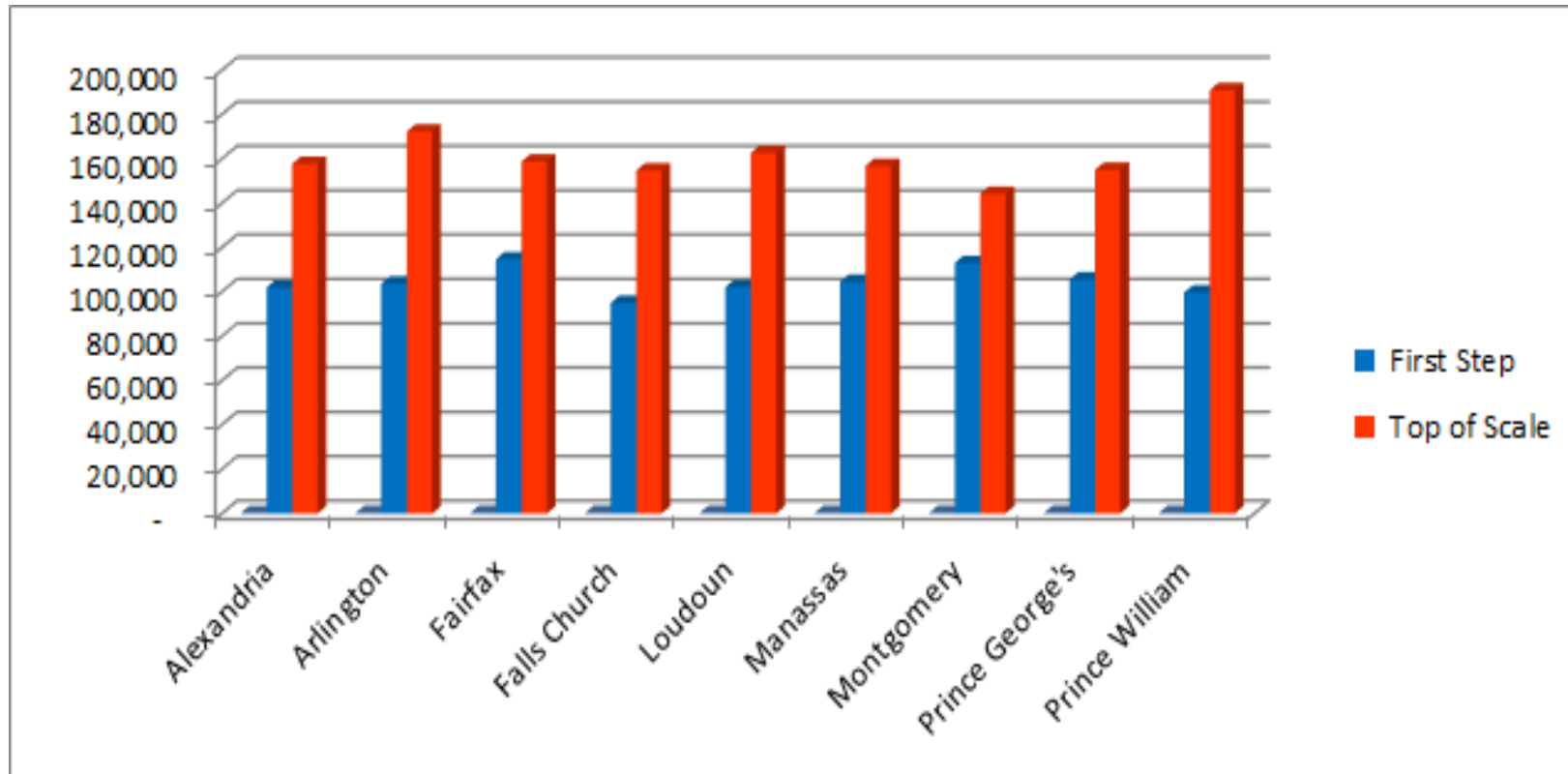
# Bus Drivers



Note: ACPS's continuing our commitment to making Bus Driver pay competitive with the FY 2023 MRA would move the ACPS ranking for maximum hourly rate to 3 out of 9 based on current pay rates.



# Elementary School Principal



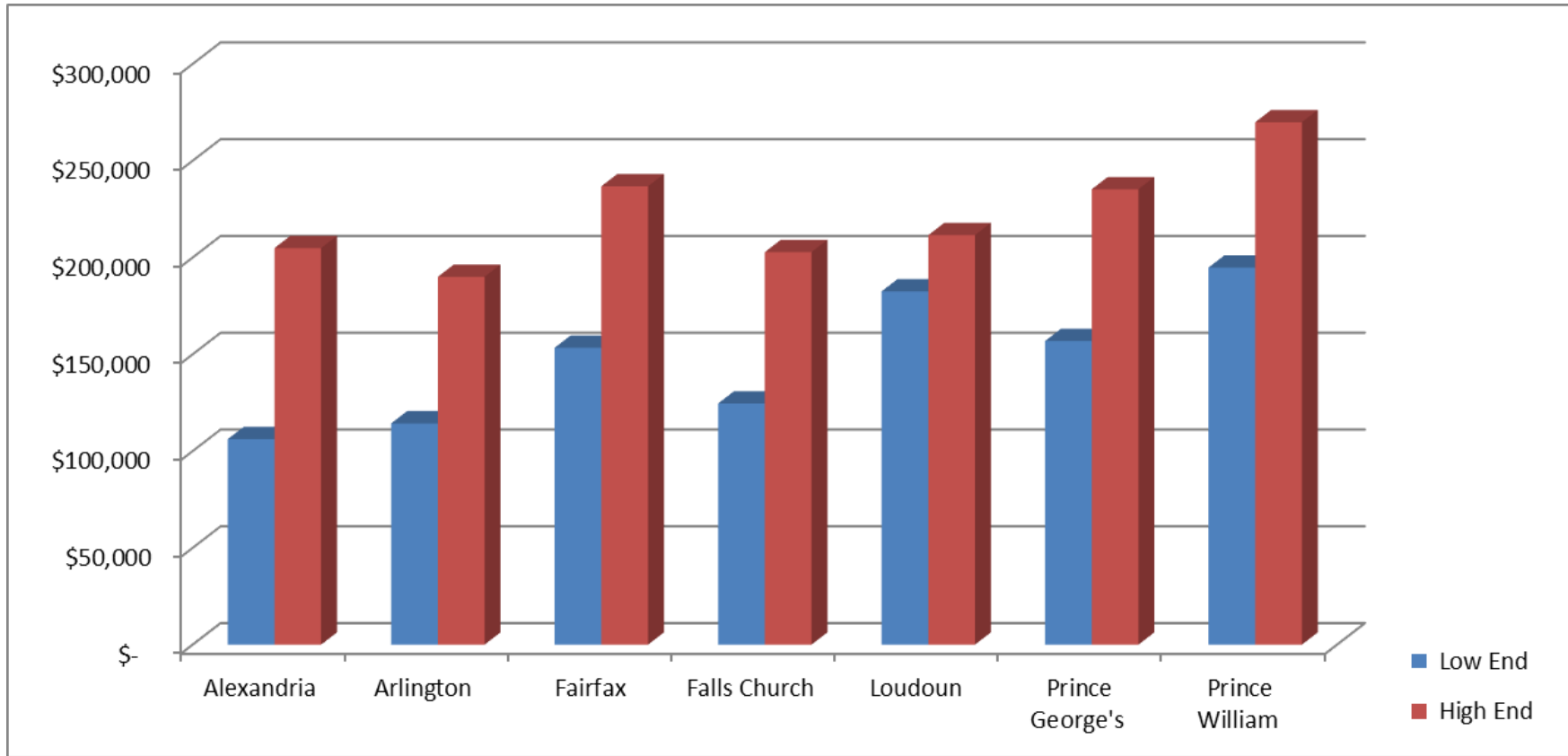
Ranking

7 out of 9

5 out of 9



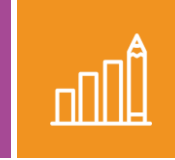
# Senior Leadership



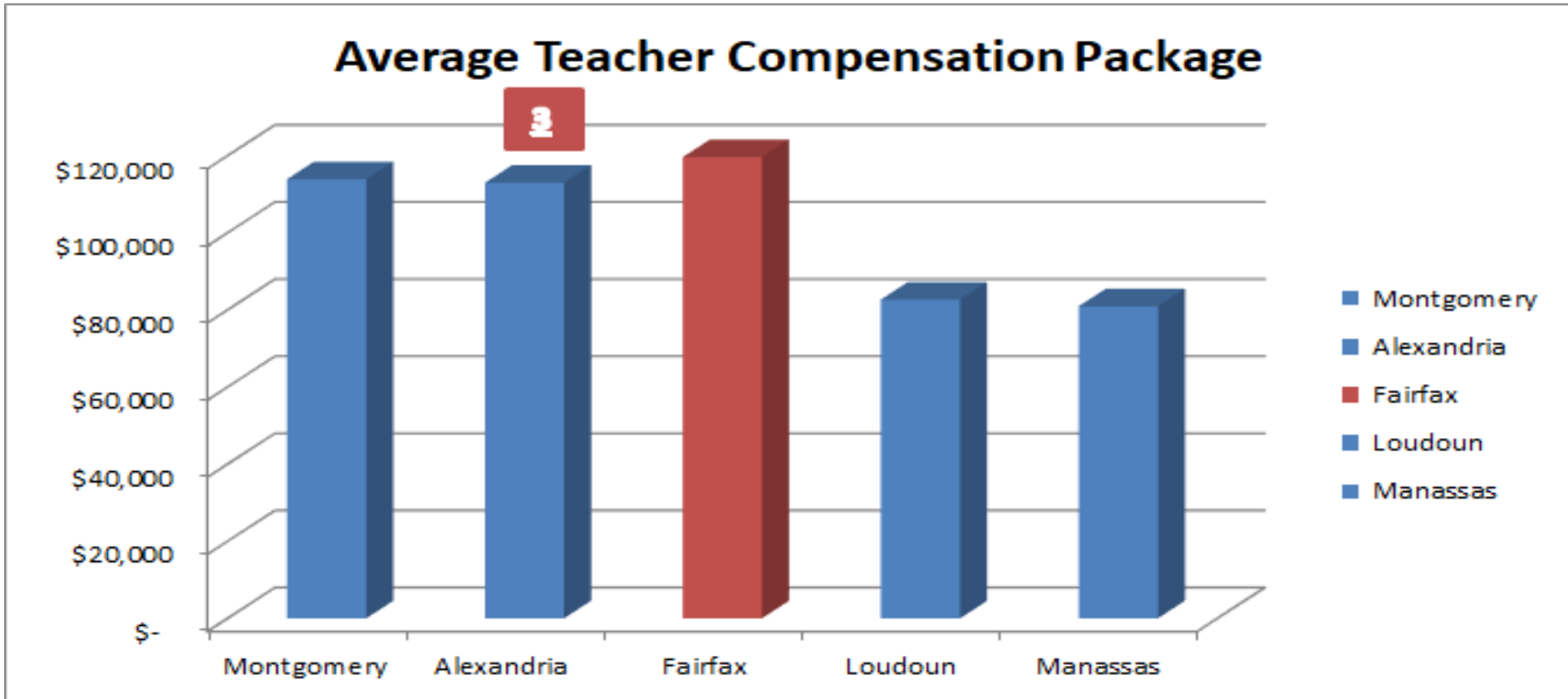
**Ranking**

7 out of 7

5 out of 7



# Total Compensation Package



Note: Districts Not Reporting Data Include: Falls Church, Arlington, Prince William, and Prince Georges.  
Source: Draft FY22 WABE Report , No Data for FCCPS, APS, PWPS, PGCP



# Questions?

Dr. Melanie Kay-Wyatt, Acting Chief Human Resources Officer

[Melanie.Kay-Wyatt@acps.k12.va.us](mailto:Melanie.Kay-Wyatt@acps.k12.va.us)

Dominic B. Turner, Chief Financial Officer

[Dominic.Turner@acps.k12.va.us](mailto:Dominic.Turner@acps.k12.va.us)



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