

# Preliminary FY 2022 Employee Compensation Overview

School Board Meeting

November 16, 2020



**EVERY STUDENT SUCCEEDS**

# 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?

# Human Resources Compensation Study

- 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: Segal Consulting Compensation Study underway

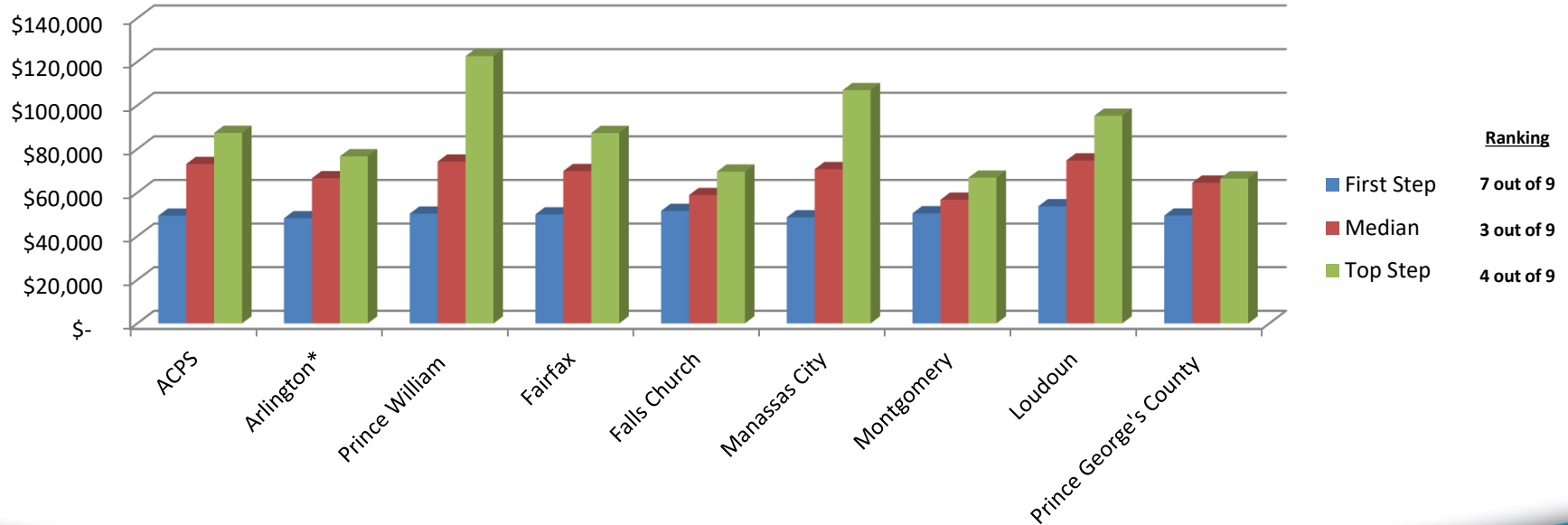
# Recent Pay Actions – Other Divisions

School Division	FY 2017		FY 2018		FY 2019		FY 2020		FY 2021	
	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
Arlington County	No	Full Step	Yes, Specific Positions	Full Step	No	Full Step	Yes, Specific Positions	Full Step	No	No
Fairfax County	1%	Full Step	No	Full Step	1%	Full Step	1%	Full Step	No	No
Falls Church City	No	Full Step	No	Full Step	3%	No	1%	Full Step	No	No
Loudoun County	1%	Full Step	Restructure of Teacher Salary Scale	Full Step	3.2% (Licensed Staff)	Full Step	1.5% Admin / 2.5 Classified	Full Step	No	No
Montgomery County	2%	Full Step	1%	Full Step	2%	Full Step	1%	Full Step	No	No
Prince William County	No	Full Step	No	Full Step	No	Full Step	2%	Full Step	No	No
City of Alexandria (Non-School-Division Employees)	No	Full Step	No	Full Step	No	Full Step	Yes, Specific Positions	Full Step	No	No

Source: Division website

# Teacher Salary: Bachelor's Degree

18% of ACPS Teachers have a Bachelor's Degree

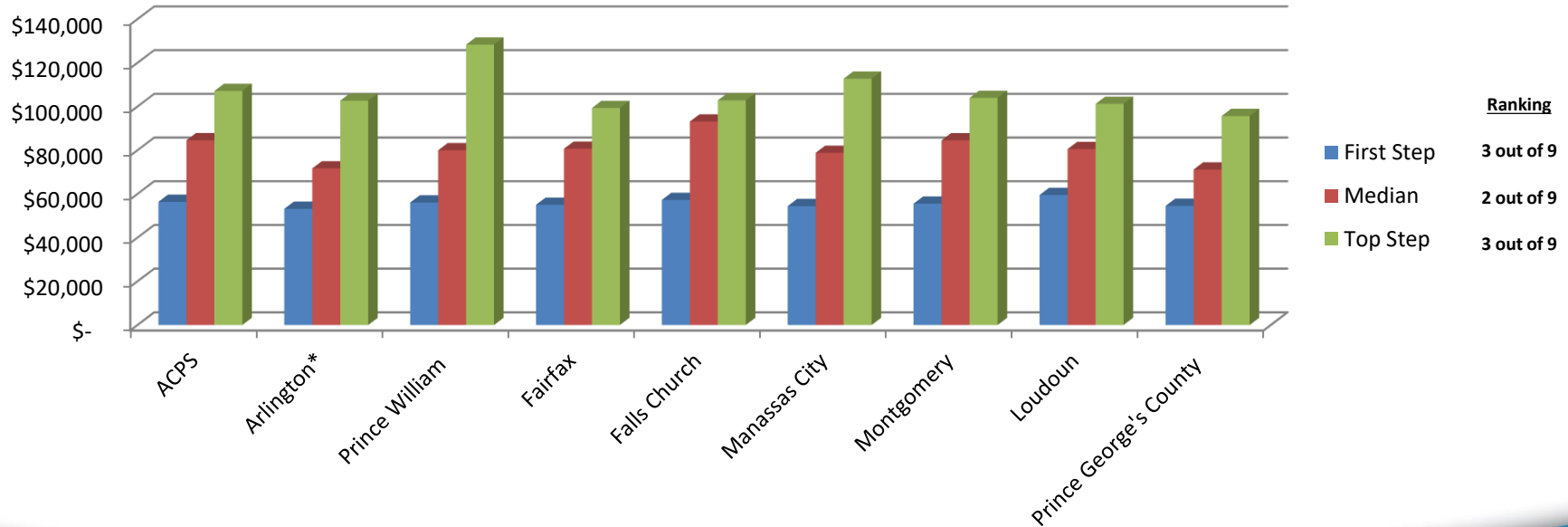


\*Arlington offers a Career Advancement Program which increases the top step

Source: SY 2020-2021 Division Pay Scales

# Teacher Salary: Master's Degree

63% of ACPS teachers have a Master's Degree

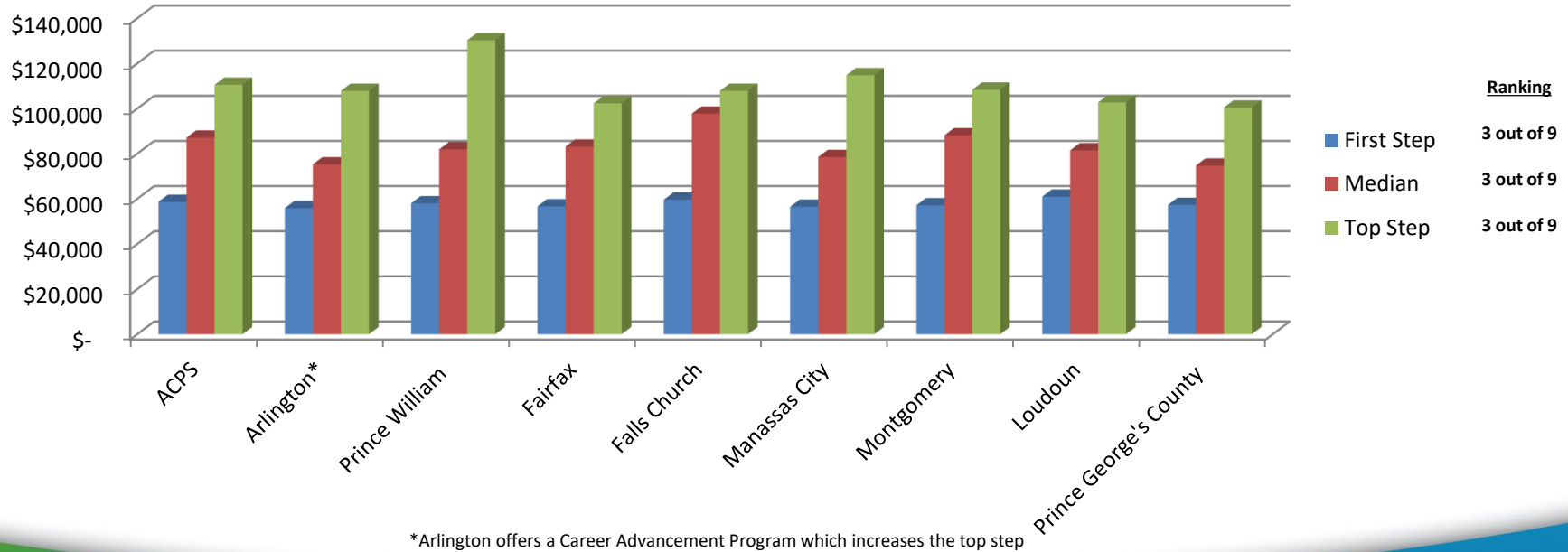


\*Arlington offers a Career Advancement Program which increases the top step

Source: SY 2020-2021 Division Pay Scales

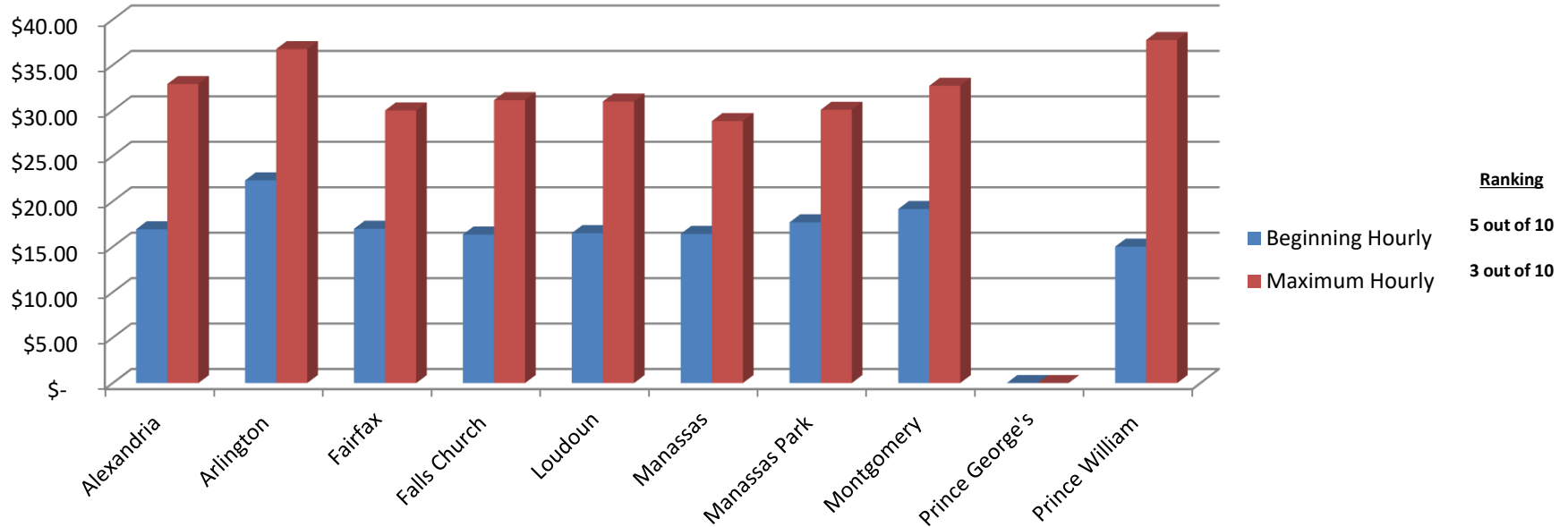
# Teacher Salary: Master's Degree +30

19% of ACPS Teachers have a Master's Degree +30



Source: SY 2020-2021 Division Pay Scales

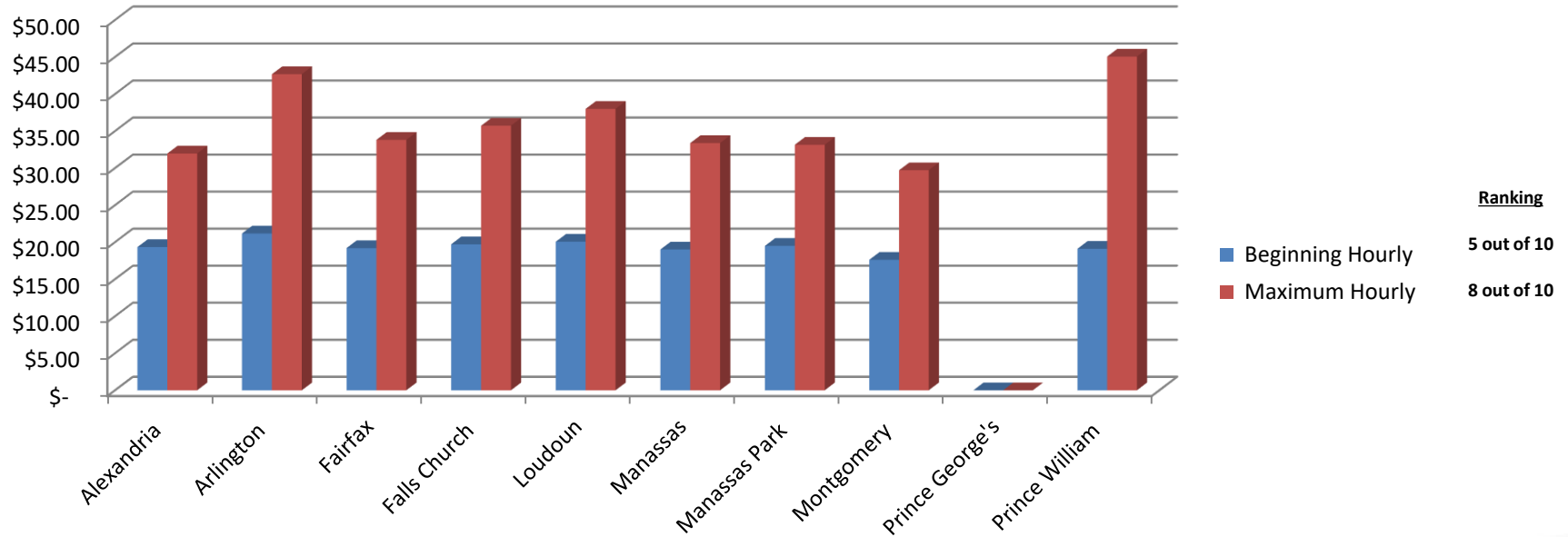
# Instructional Assistant



Source: FY 2021 WABE Guide

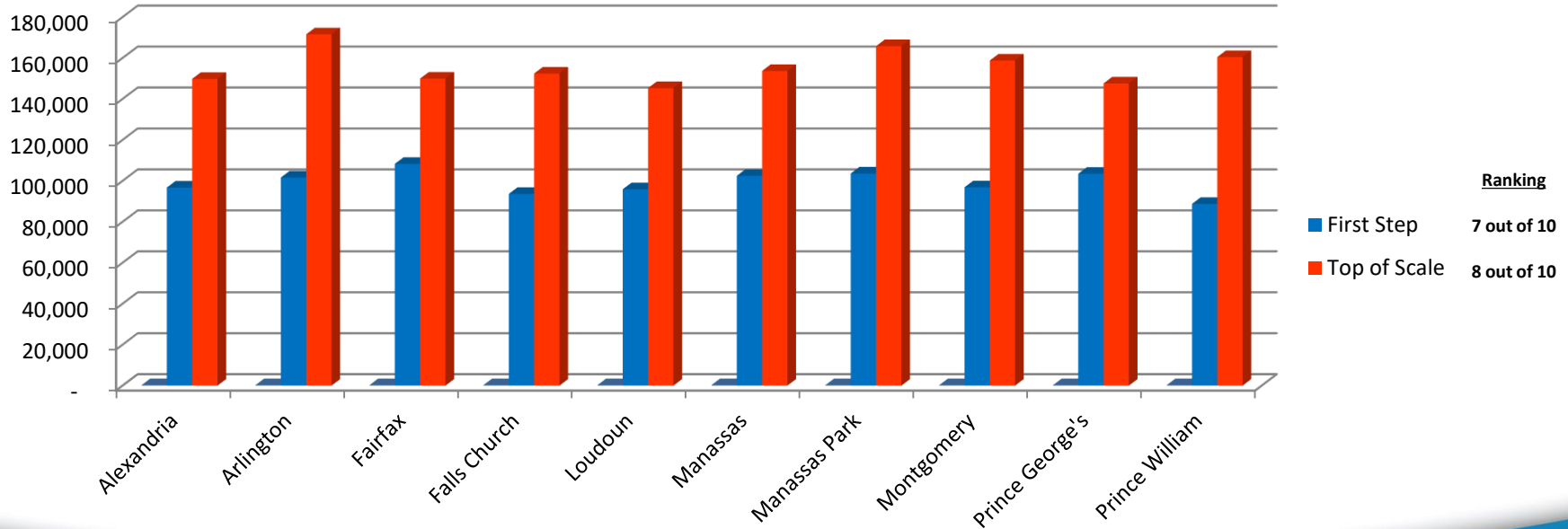


# Bus Drivers



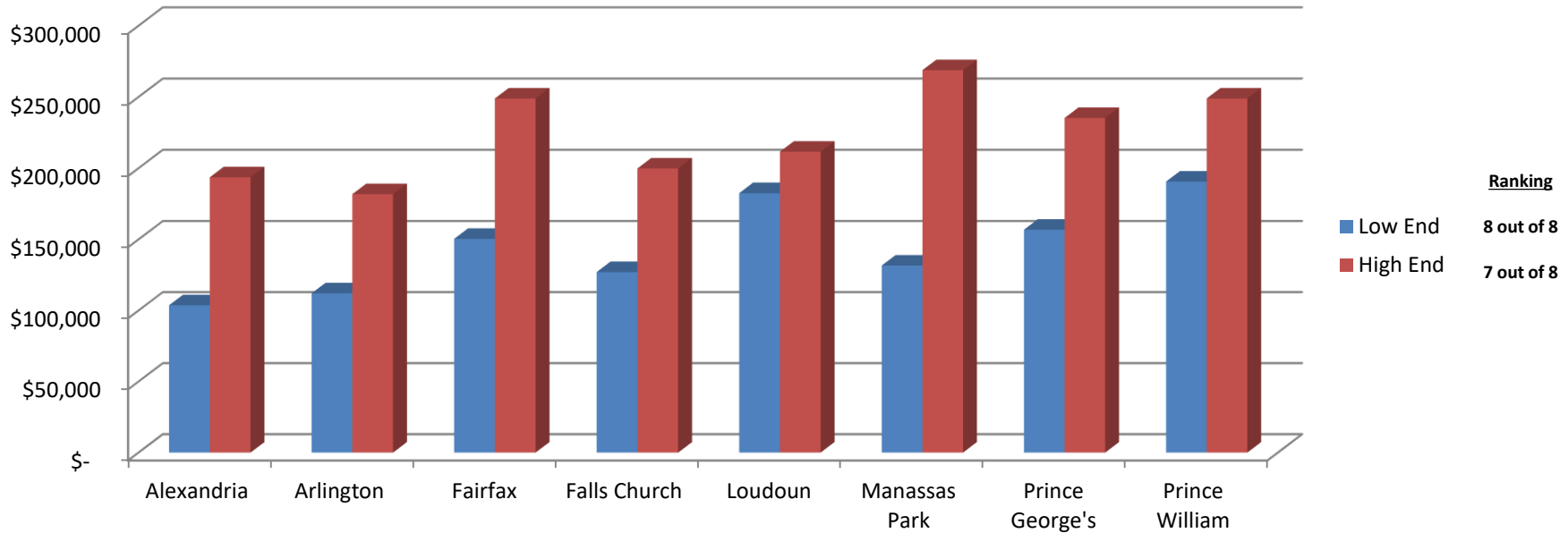
Source: FY 2021 WABE Guide

# Elementary School Principal



Source: SY 2020-2021 Division Pay Scales

# Senior Leadership

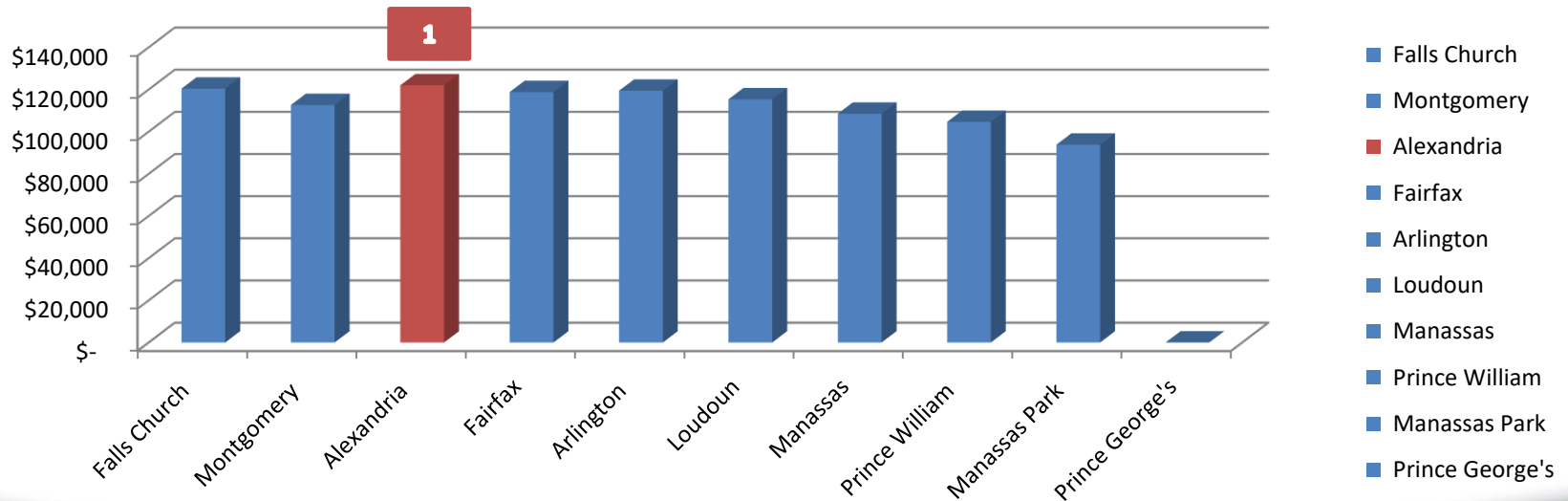


Executive Directors and Chiefs

Source: SY 2020-2021 Division Pay Scales

# Total Compensation Package

## Average Teacher Compensation Package



Source: FY 2021 WABE Guide

# Questions?

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