



Alexandria City Public Schools

Preliminary FY 2024 Employee Compensation Overview

School Board Meeting
November 13, 2023





Recent Pay Actions – Other Divisions

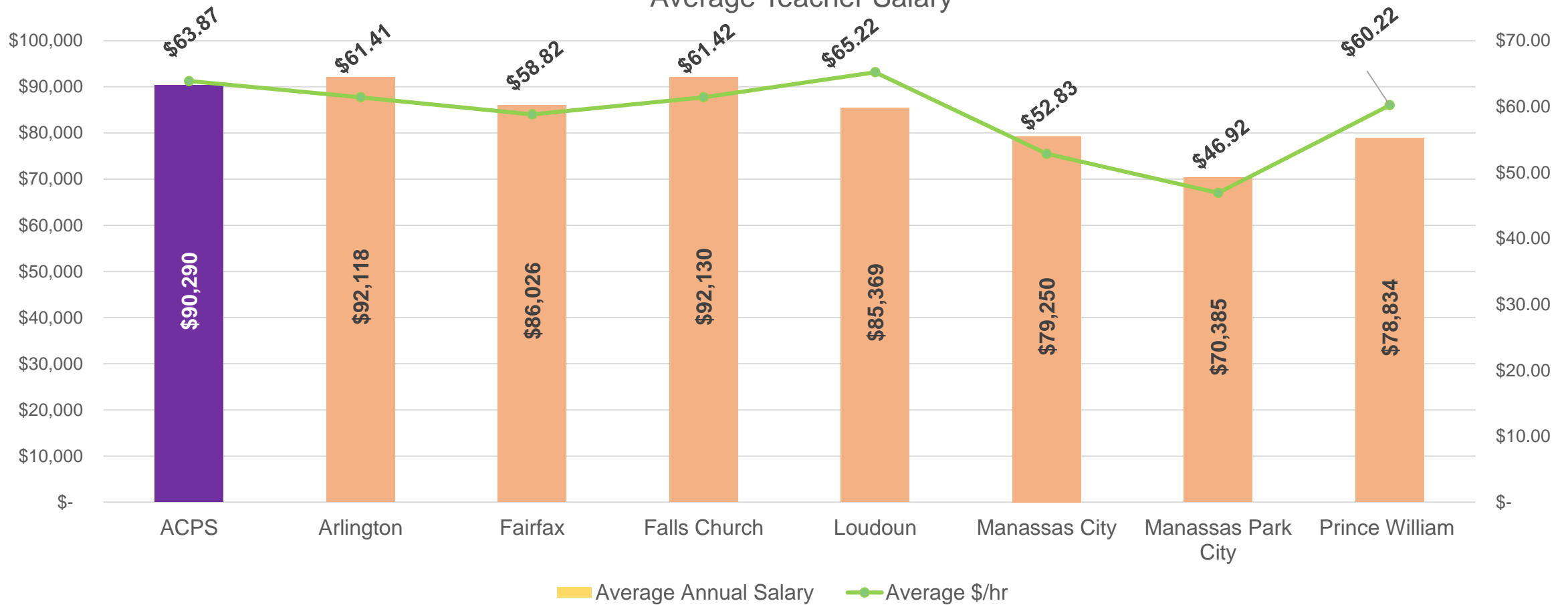
School Division	FY 2021		FY 2022		FY 2023		FY 2024		Notes
	MRA	Step	MRA	Step	MRA	Step	MRA	Step	
Alexandria City Public Schools	Yes, Specific Positions	No	2.4%	Yes	2.5%	Yes	3.0%	Yes	
Arlington County	No	No	2.0%	Yes, mid-year	See Note	See Note	3.0%	Yes	
Fairfax County	No	No	2.0%	No	4.0%	Yes	3.0%	Yes	Average Step 2.22%
Falls Church City	No	No	1.5%	Yes	2.0%	Yes			
Loudoun County	No	No	3.5%	Yes	No	Yes	3.4%	Yes	The average LCPS COLA/Strategic Scale Adjustment for all employees was 3.4%. Please note that all LCPS COLA/Strategic Scale adjustments are pending and to be determined based on final action on the state's FY24 budget.
Prince William County	No	No	1.0%	Yes	4.2%	Yes	2.0%	Yes	

Notes: Arlington County implemented results of compensation study that increased staff salaries on average between 7.3% and 8.2%



Maintaining a Quality Workforce

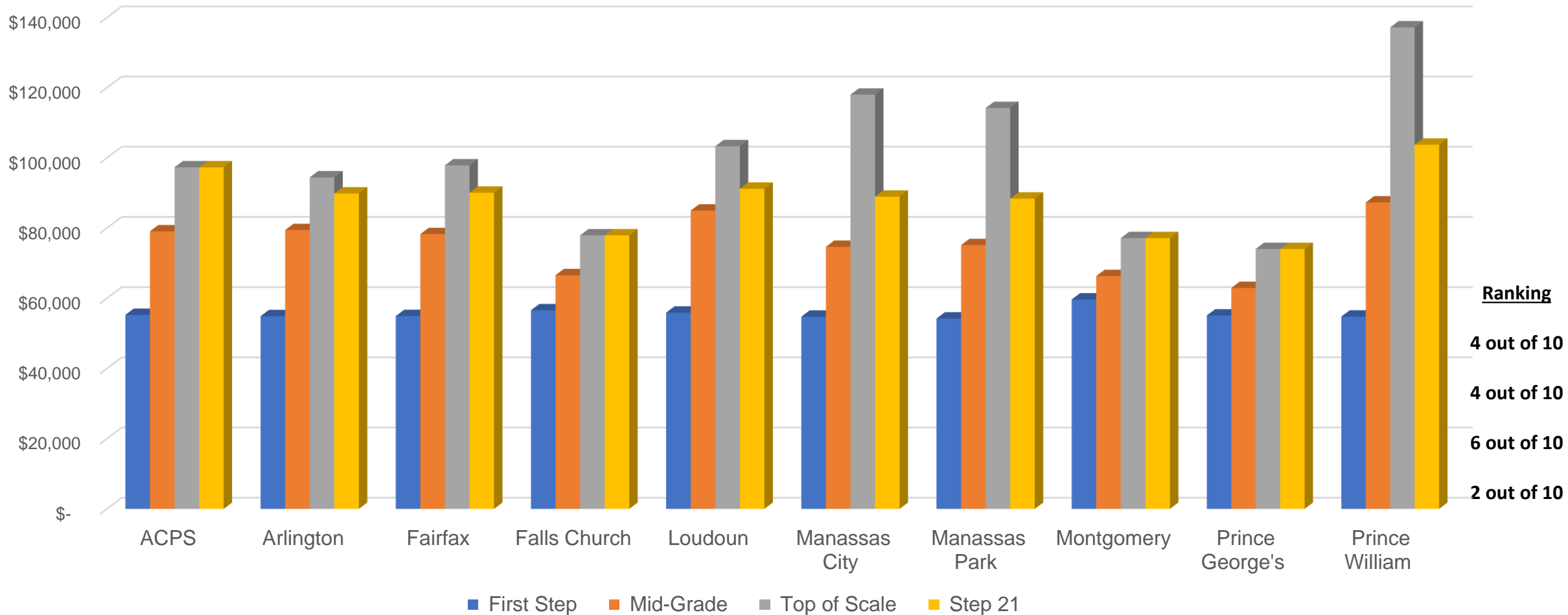
Average Teacher Salary



***Contract length and hrs/day impacts hourly rate**

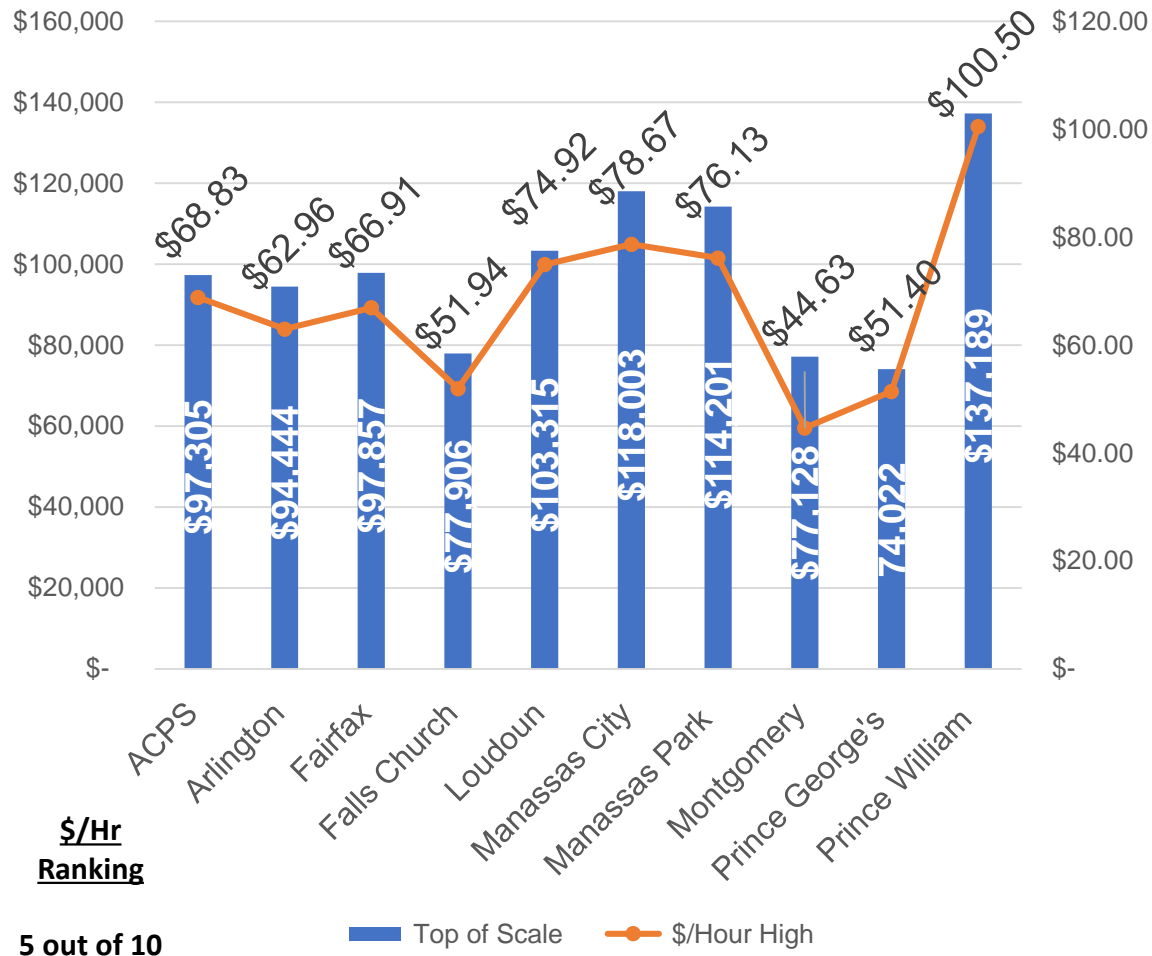


Teacher Salary: Bachelor's Degree





Teacher Salary: Bachelor's Degree



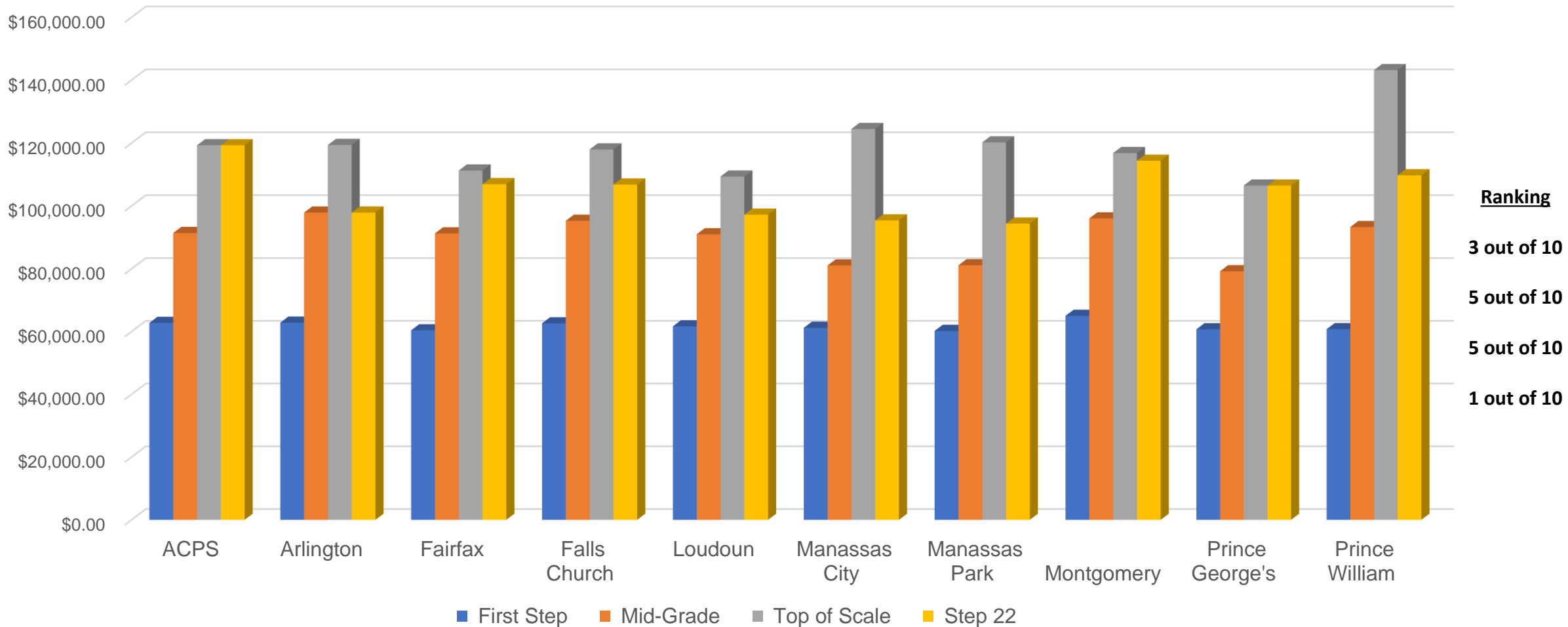
- ACPS- 21 Steps
- Arlington- 26 Steps
- Fairfax- 25 Steps
- Falls Church- 12 Steps
- Loudoun- 30 Steps
- Manassas City- 30 Steps
- Manassas Park- 30 Steps
- Montgomery- 12
- Prince George's- 12
- Prince William- 30 Steps

ACPS has on average 4 fewer steps than surrounding jurisdictions (reaching maximum salary in 4 fewer years) and will earn on average \$9,500 more when reaching step 21.

*ACPS Teachers 195 days/year 7.25hrs/day
Average 200 days/year 7.5hrs/day*

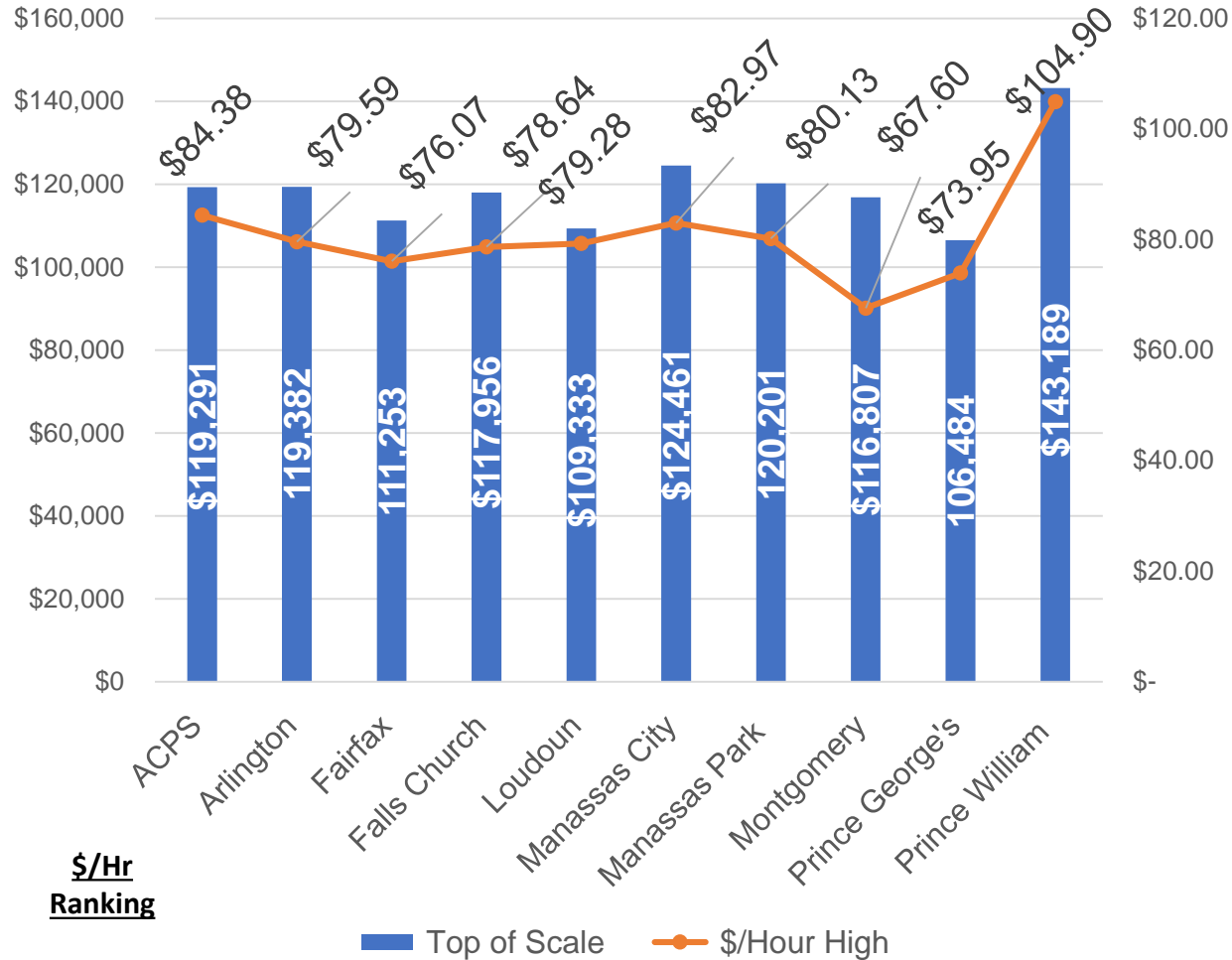


Teacher Salary: Master's Degree





Teacher Salary: Master's Degree



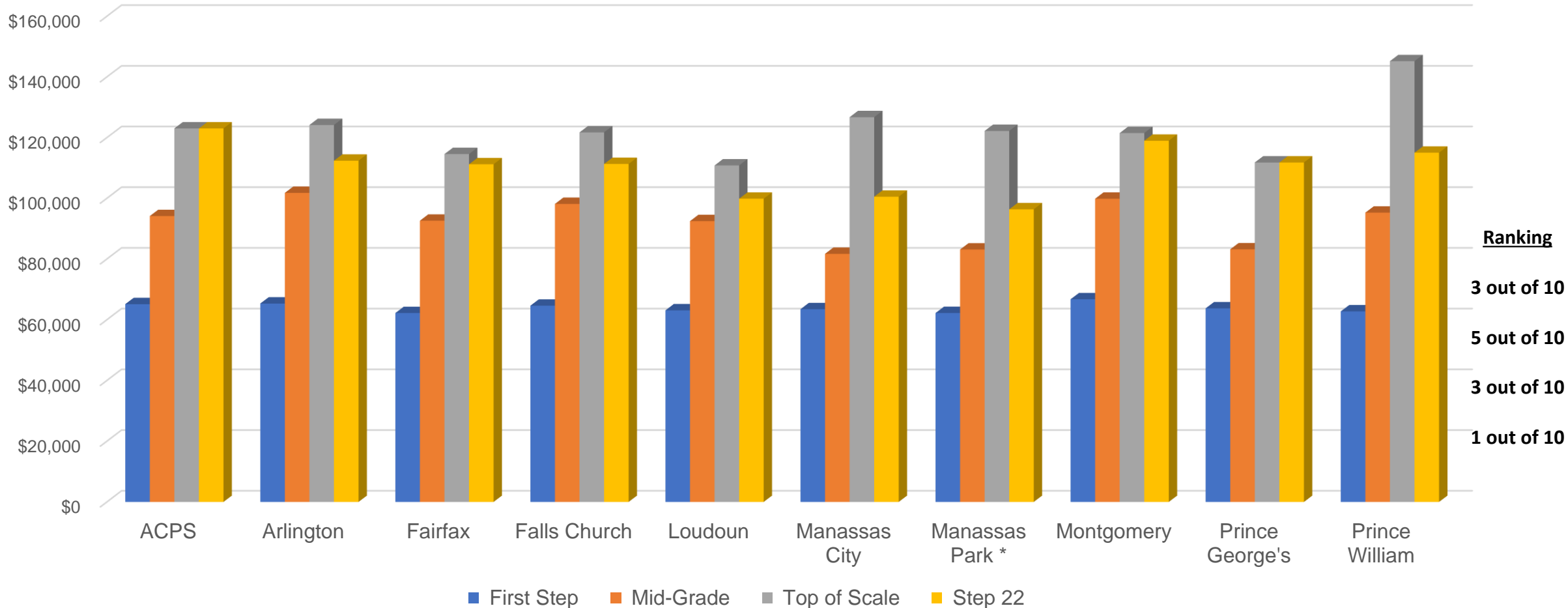
- ACPS- 22 Steps
- Arlington- 31 Steps
- Fairfax- 25 Steps
- Falls Church- 29 Steps
- Loudoun- 30 Steps
- Manassas City- 30 Steps
- Manassas Park- 30 Steps
- Montgomery- 25
- Prince George's- 21
- Prince William- 30 Steps

ACPS has on average 6 fewer steps than surrounding jurisdictions (reaching maximum salary in 6 fewer years) and will earn on average \$16,000 more when reaching step 22.

*ACPS Teachers 195 days/year 7.25hrs/day
Average 200 days/year 7.5hrs/day*

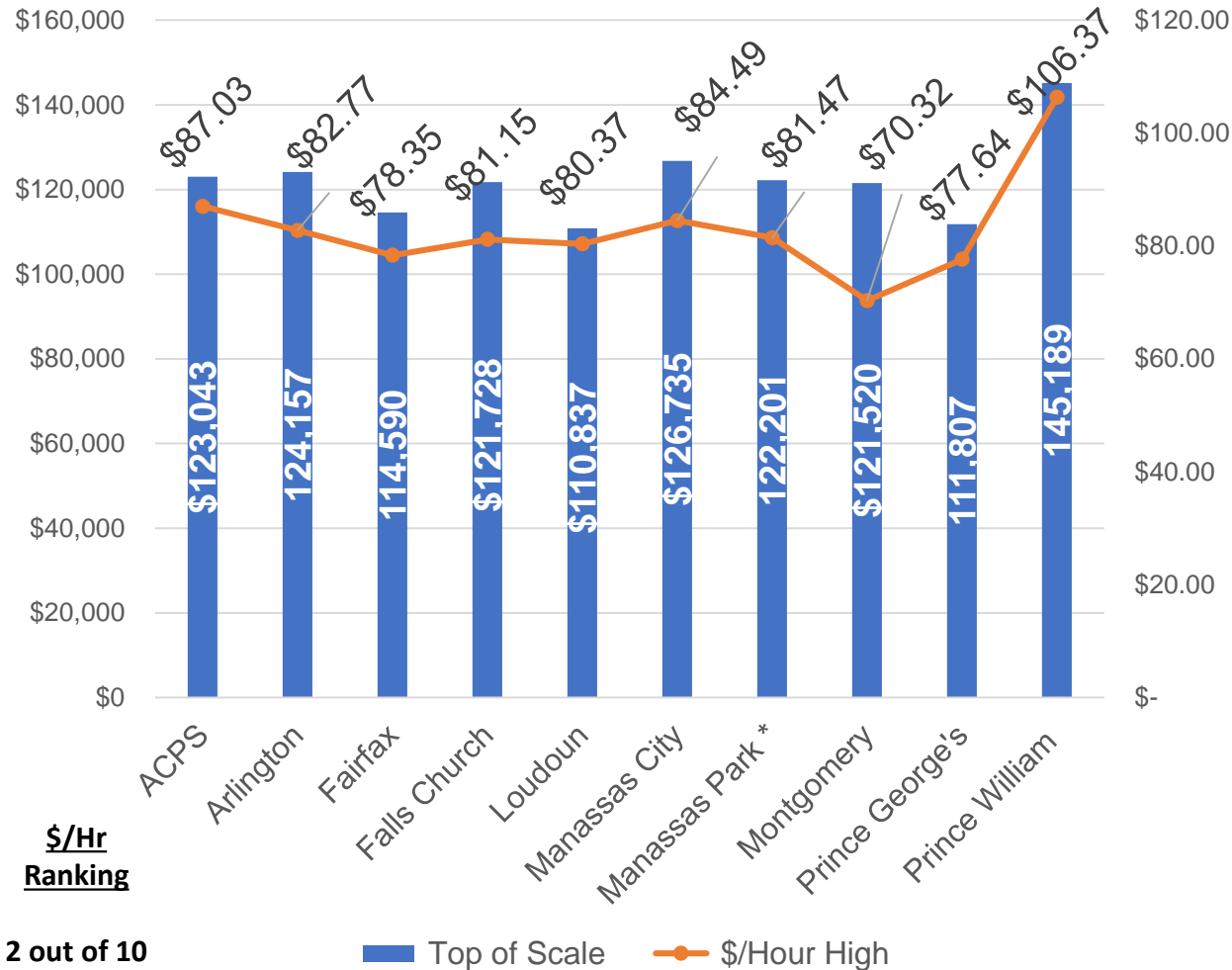


Teacher Salary: Master's Degree +30





Teacher Salary: Master's Degree +30



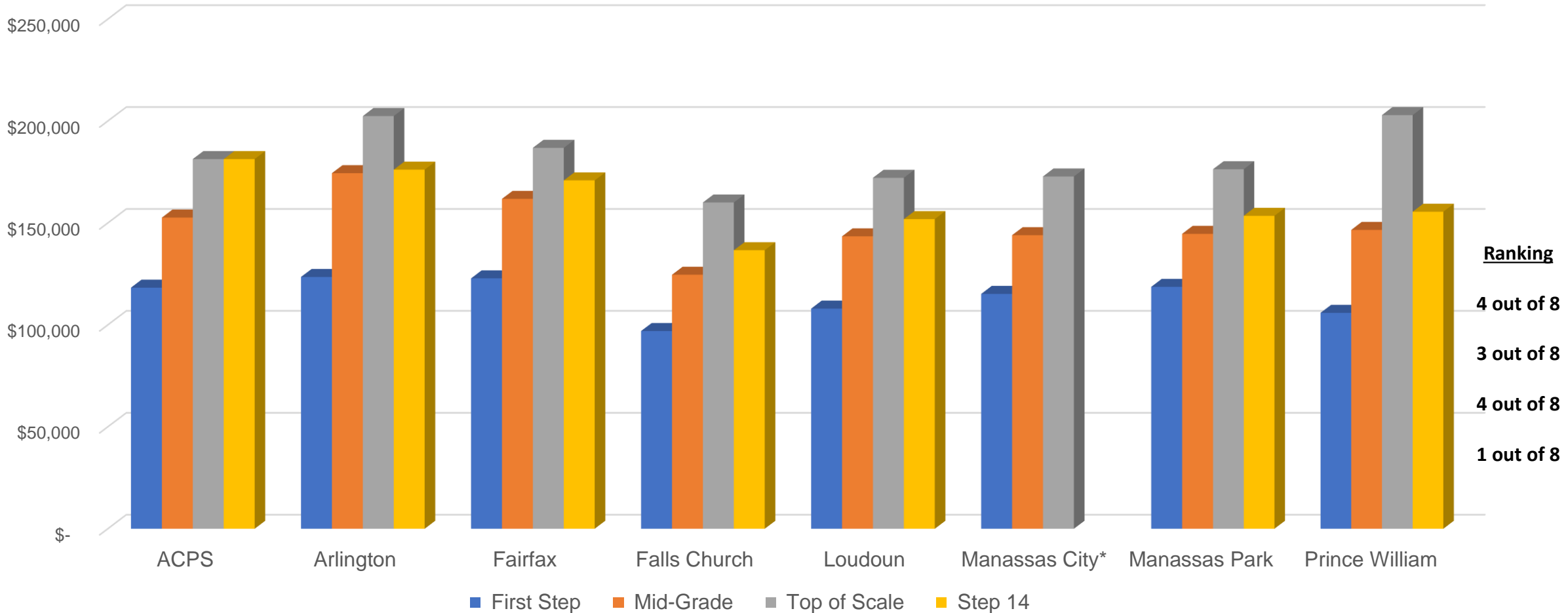
- ACPS- 22 Steps
- Arlington- 31 Steps
- Fairfax- 25 Steps
- Falls Church- 29 Steps
- Loudoun- 30 Steps
- Manassas City- 30 Steps
- Manassas Park- 30 Steps
- Montgomery- 25
- Prince George's- 21
- Prince William- 30 Steps

ACPS has on average 6 fewer steps than surrounding jurisdictions (reaching maximum salary in 6 fewer years) and will earn on average \$14,400 more when reaching step 22.

*ACPS Teachers 195 days/year 7.25hrs/day
Average 200 days/year 7.5hrs/day*

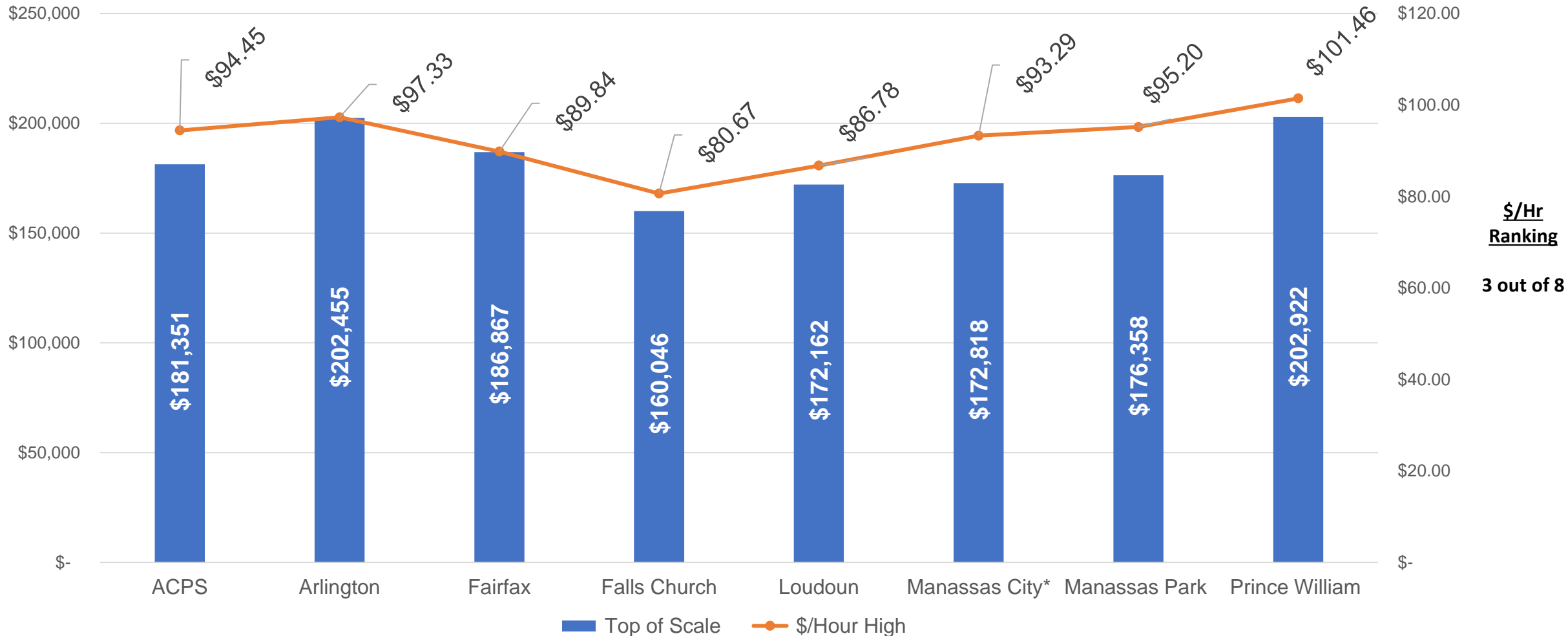


Elementary School Principal





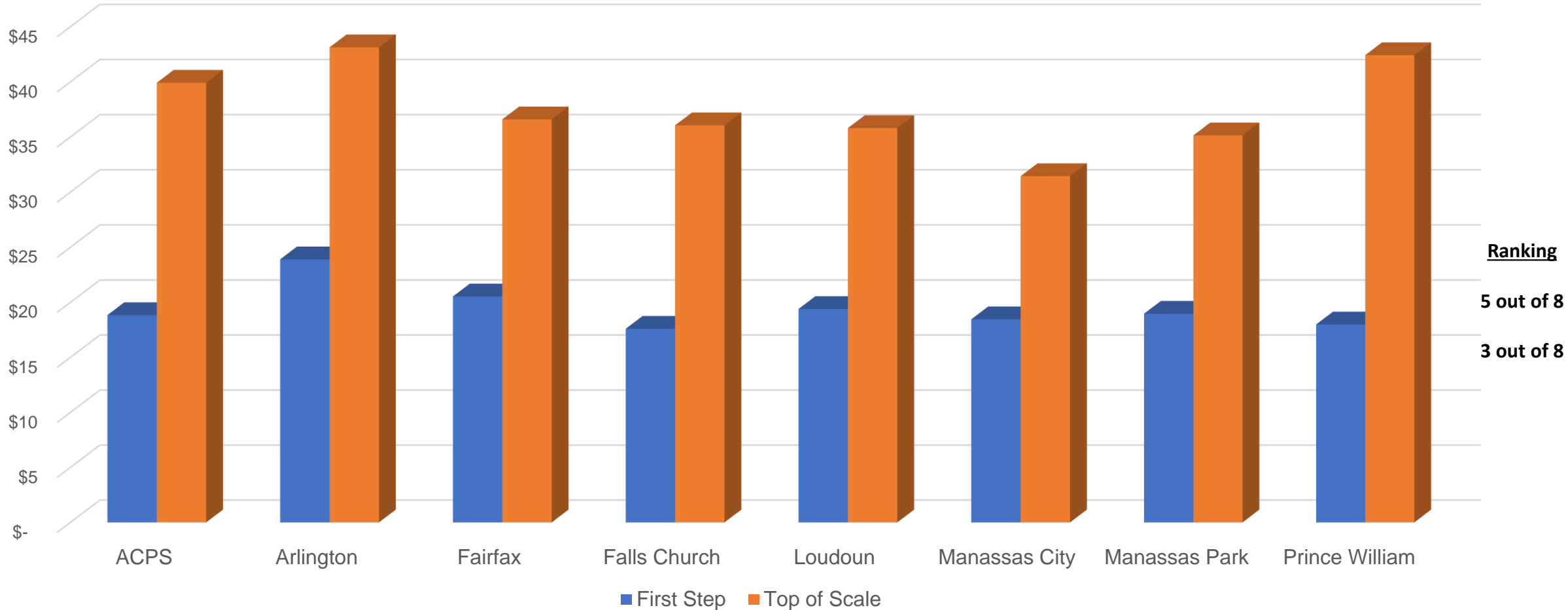
Elementary School Principal



\$/Hr Ranking
3 out of 8

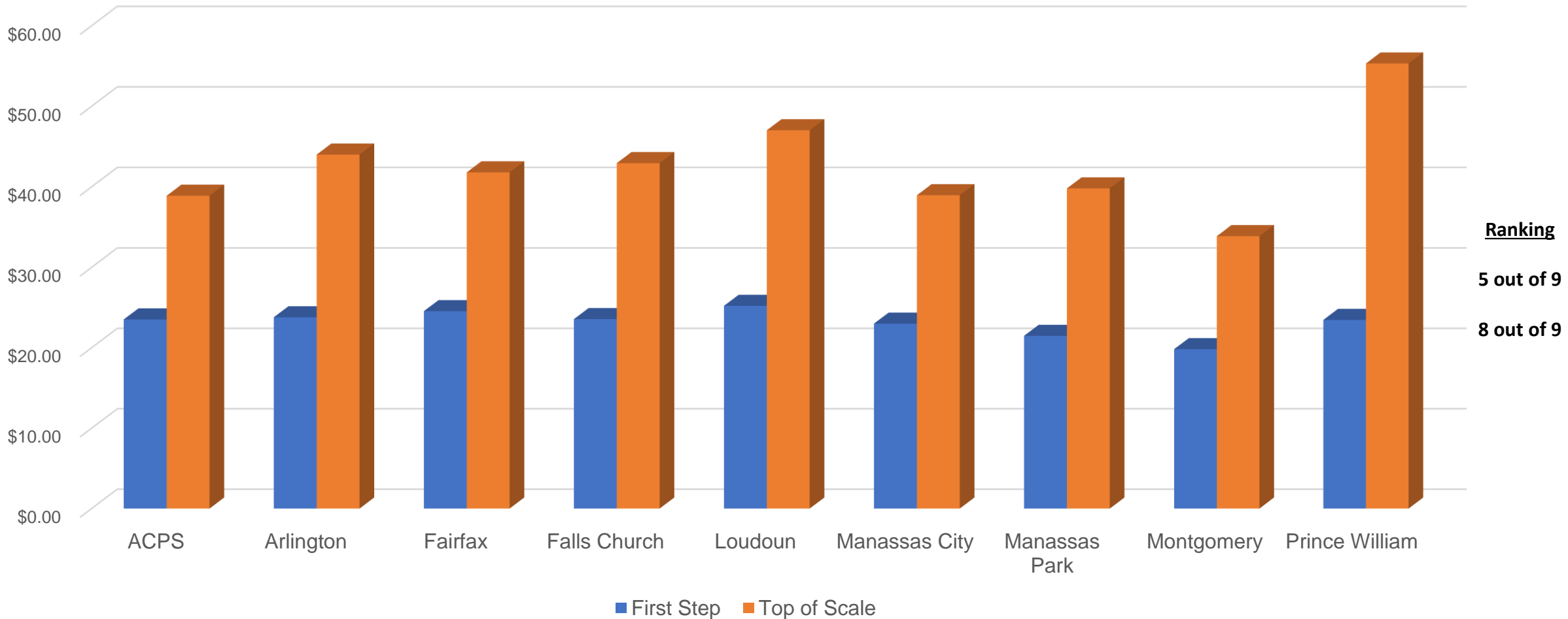


Instructional Assistant (Salary Only)





Bus Drivers (Salary Only)





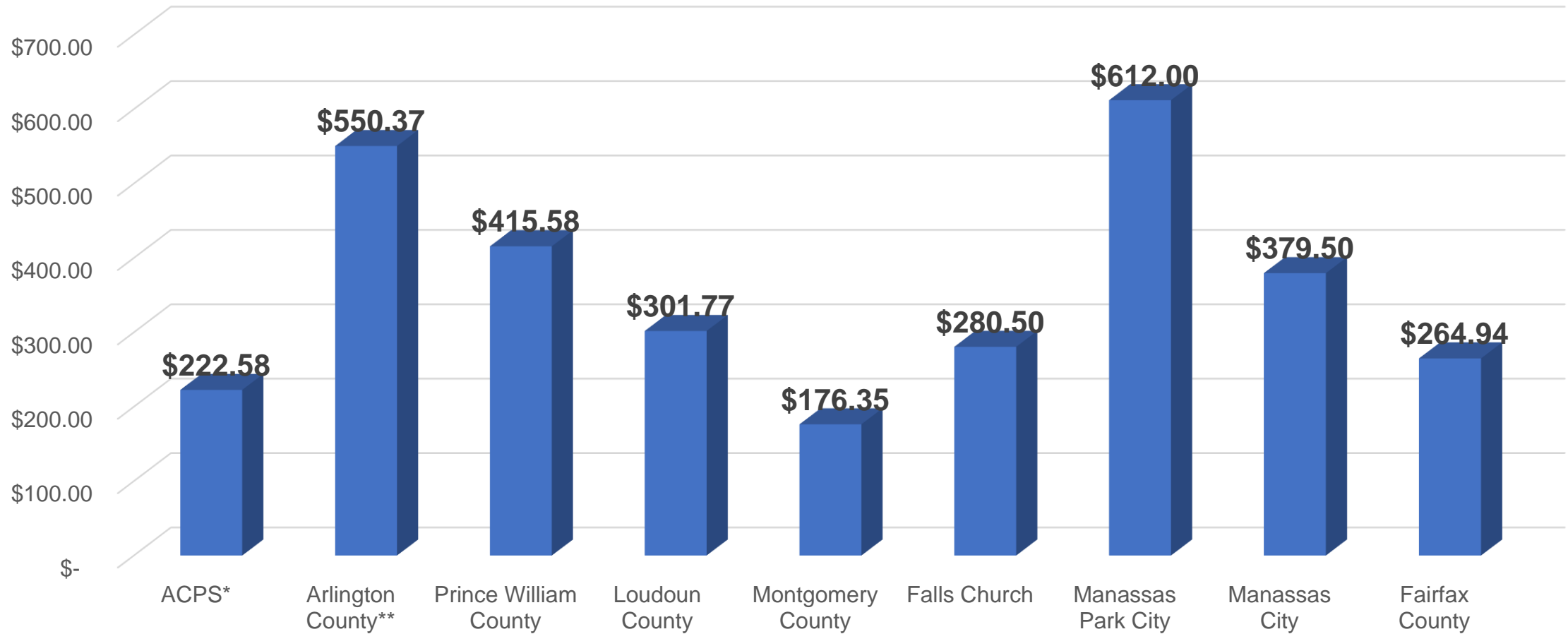
Semi-Monthly Healthcare Premium Employer/Employee Cost Sharing

Point of Service Plans		
	Employer	Employee
ACPS*	80.00%	20.00%
Arlington	62.00%	38.00%
Fairfax	76.60%	23.40%
Falls Church	75.00%	25.00%
Loudoun	82.00%	18.00%
Manassas City	66.60%	33.40%
Manassas Park	53.00%	47.00%
Prince William	70.00%	30.00%

*ACPS pays 90% of Support Staff's Healthcare Premium



Semi-Monthly Healthcare Premium \$



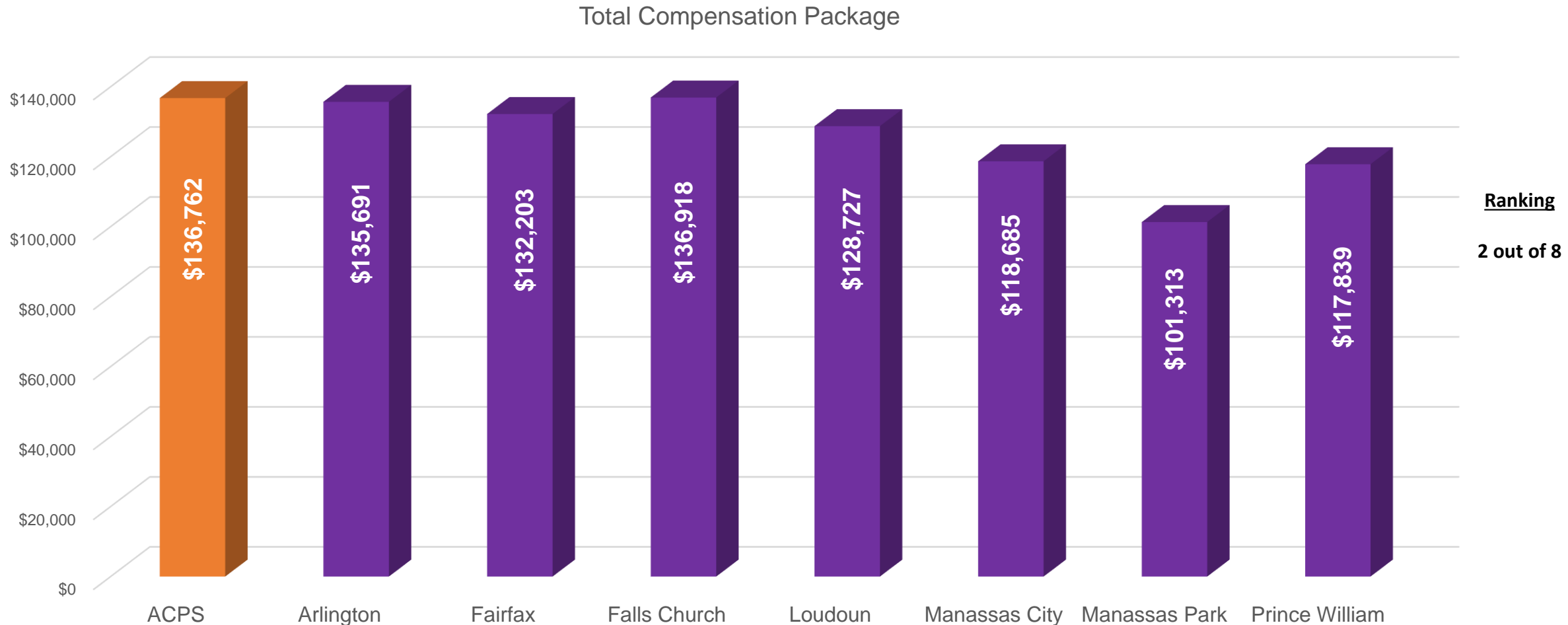
Notes:

* ACPS Support Staff pays \$111.29

** 2020 data

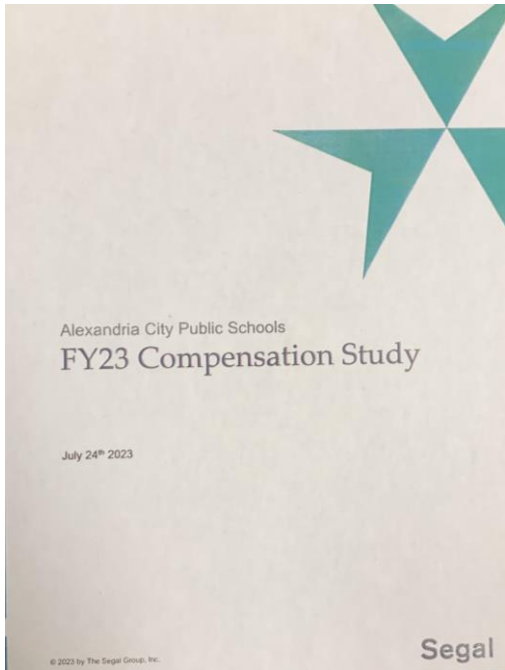


Total Compensation Package Average Teacher





FY 2023 Segal Compensation Study



Segal compiled and aggregated FY24 teacher pay scales to provide ACPS with a competitive assessment of its teacher pay scales relative to the following five (5) peer school divisions:

- Arlington
- Fairfax
- Falls Church
- Loudoun
- Prince William

Market competitiveness was looked at from two perspectives:

1. Market rank based on pay rates at peer school divisions
2. Comparison against the overall market average

The Study did not consider full compensation package

“On an overall basis, ACPS is market competitive for both the Masters and Masters +30 pay lane.” –Segal



References

1. <https://www.acps.k12.va.us/departments/human-resources/compensation-salaries>
2. <https://www.apsva.us/wp-content/uploads/2023/06/Pay-Plan-23-24.pdf>
3. <https://www.fcps.edu/careers/salary-and-benefits/salary-scales>
4. <https://www.fccps.org/page/salary-scales>
5. <https://www.lcps.org/compensation>
6. <https://www.mcpsva.org/Page/2522>
7. https://www.mpark.net/departments/human_resources
8. https://www.pwcs.edu/departments/hr/compensation/salary_scale_information
9. https://www2.montgomeryschoolsmd.org/siteassets/district/departments/ersc/employees/pay/schedules/salary_schedule_current.pdf
10. <https://www.pgcps.org/offices/humanresources/careers/salary-scales-for-educators>
11. <https://www.fcps.edu/about/budget/wabe-guide>



Questions?

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