

Preliminary FY 2021 Employee Compensation Overview

School Board Meeting

November 7th



EVERY STUDENT SUCCEEDS

Essential Questions

1. What are Step Increases and Market Rate Adjustments?
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?

Definitions of Pay Actions

Type of Pay Action	Description
Step Increase	<ul style="list-style-type: none">• Employees move up one step on their current pay scale (unless they are already at the top of their scale).• No changes are made to the actual pay scale.
Market Rate Adjustment (MRA)	<ul style="list-style-type: none">• The salary at each step of each scale is increased by a set percentage.• Employees remain at their current step on the pay scale.
One-Time Payment (Bonus)	<ul style="list-style-type: none">• Employees receive a lump-sum payment at a single point in the fiscal year (typically December).• For the past three years, the Board has budgeted this for employees that would not otherwise receive a raise because they were moving to a hold step or were already at the top of their scale.

Recent Pay Actions - ACPS

Fiscal Year	Step Increase	Market Rate Adjustment
FY 2011	Full Step, Mid-Year	No
FY 2012	Full Step	No
FY 2013	No	Yes, 2.2% + (5.0% VRS)
FY 2014	Full Step, Mid-Year	No
FY 2015	No	Yes, 2.0% Support, 1.0% Other
FY 2016	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2017	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2018	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2019	Full Step Bonus to Top-of-Scale and Hold Step	Added a New Top Step and Removed First Step
FY 2020	Full Step Bonus to Top-of-Scale and Hold Step	Yes, 1%

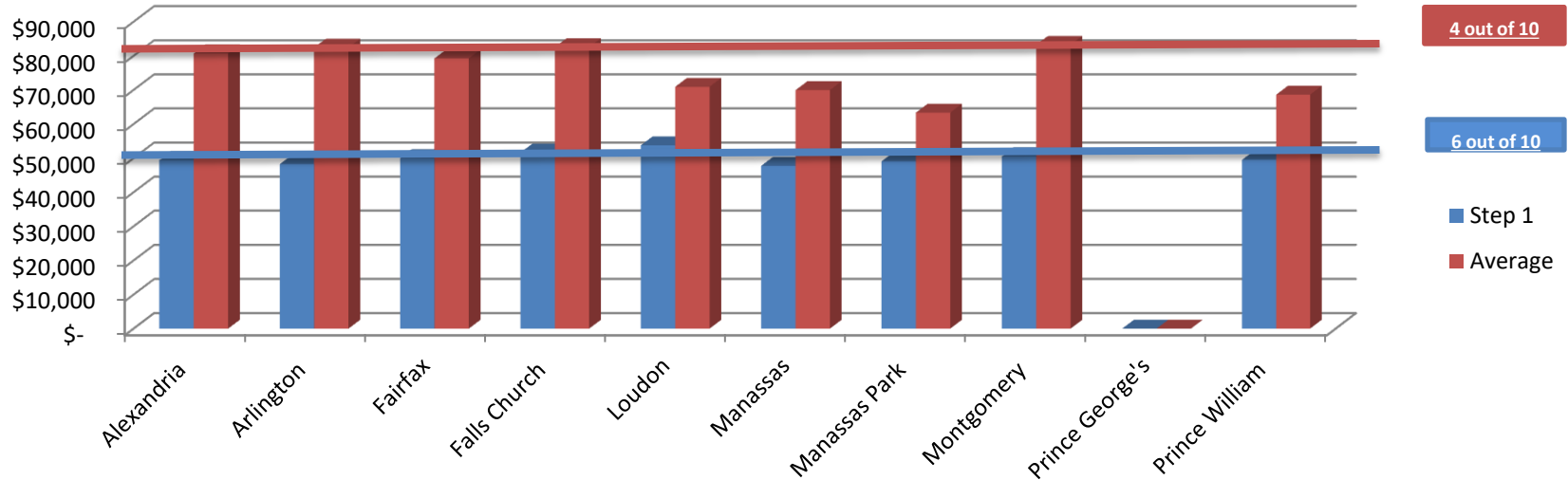
Recent Pay Actions – Other Divisions

School Division	FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
	MRA	Step	MRA	Step	MRA	Step	MRA	Step	MRA	Step
Alexandria City Public Schools	No	Full Step	No	Full Step	No	Full Step	*	Full Step	1%	Yes
Arlington County	No	Full Step	No	Full Step	Yes, Specific Positions	Full Step	No	Full Step	Yes, Specific Positions	Yes
Fairfax County	.62%	Full Step	1%	Full Step	No	Full Step	1%	Full Step	1%	Yes
Falls Church City			No	Full Step	No	Full Step	3%	No	1%	Yes
Loudoun County	No	Full Step	1%	Full Step	Restructure of Teacher Salary Scale	Full Step	3.2% (Licensed Staff)	Full Step	1.5% Admin/2.5% Classified	Yes
Montgomery County	No	Full Step	2%	Full Step	1%	Full Step	2%	Full Step	1%	Yes
Prince William County	No	Full Step	No	Full Step	No	Full Step	No	Full Step	2%	Yes
City of Alexandria (Non-School-Division Employees)	No	Full Step	No	Full Step	No	Full Step	No	Full Step	Yes, Specific Positions	Yes

*FY 2019 ACPS eliminated the first step and added a new top step to all scales

Teacher Salary: Bachelor's Degree

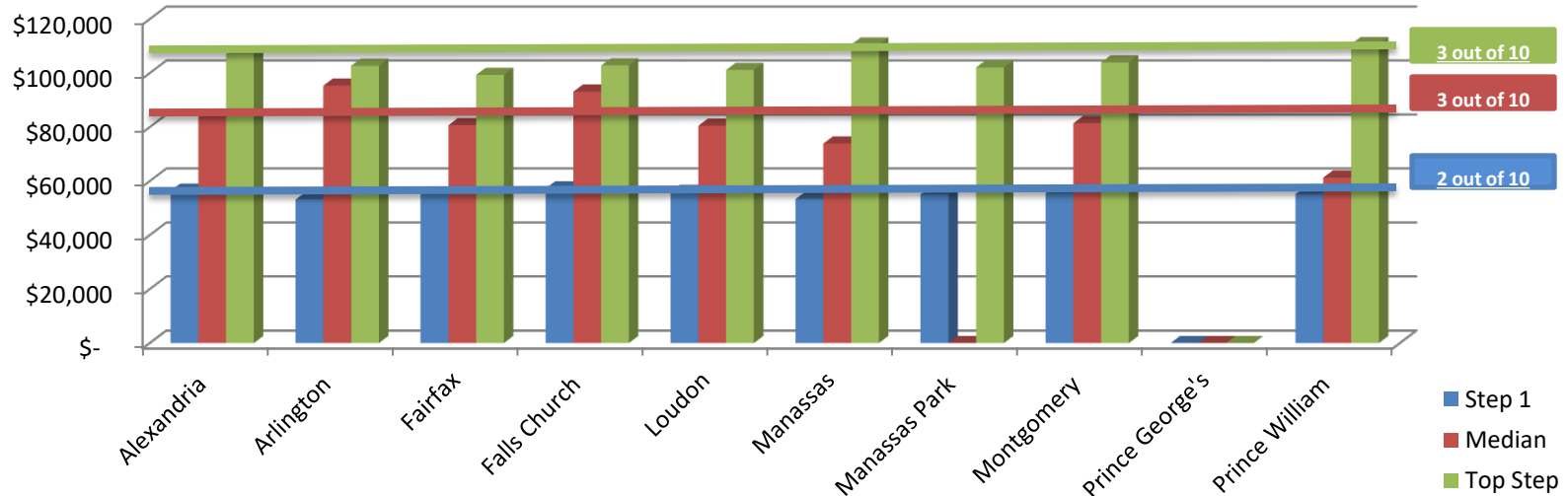
Teacher with Bachelor's Degree



19% of ACPS Teachers have a Bachelor's Degree

Teacher Salary: Master's Degree

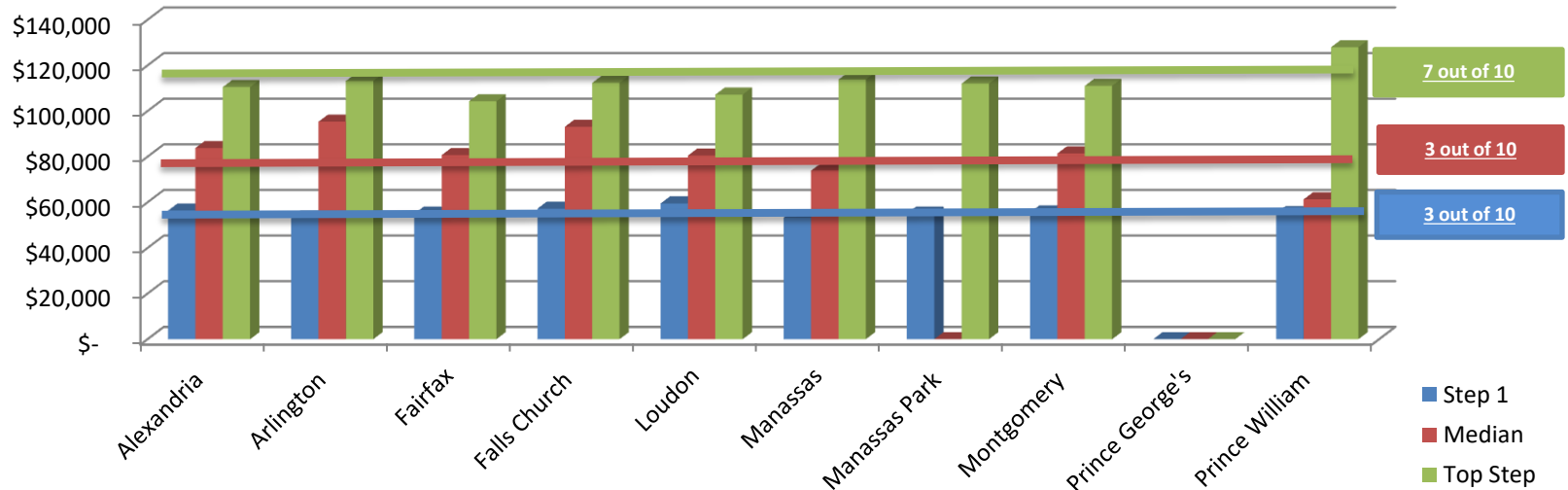
Teacher with Master Degree



62% of ACPS teachers have a Master's Degree

Teacher Salary: Master's Degree+

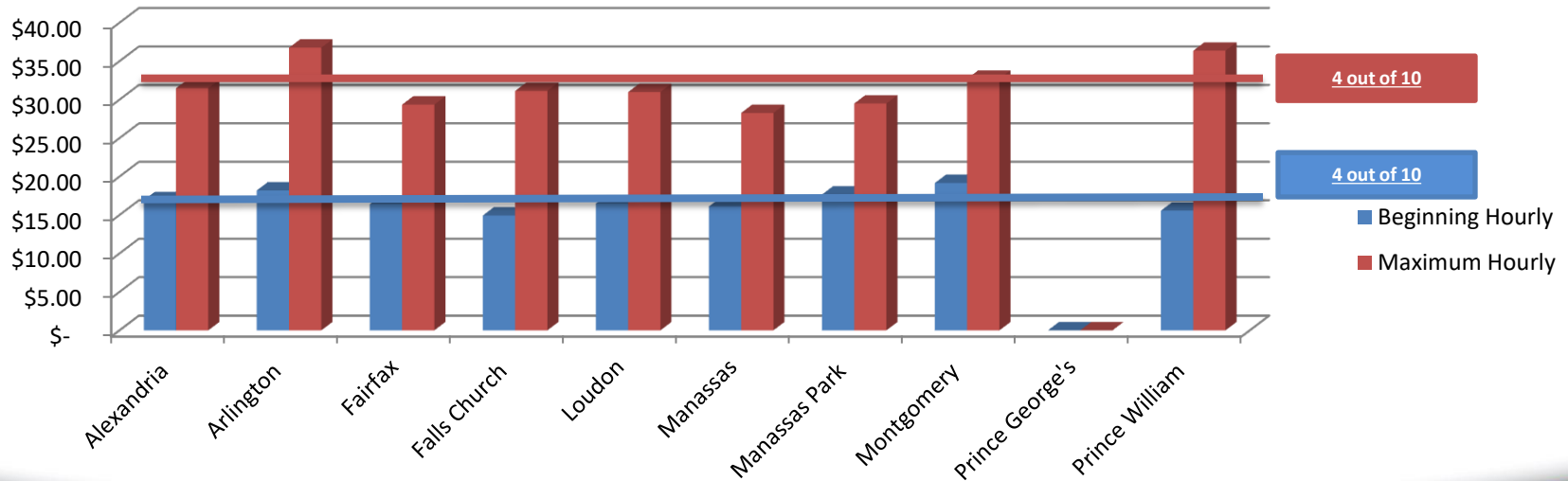
Teacher with Master's Degree or Higher



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

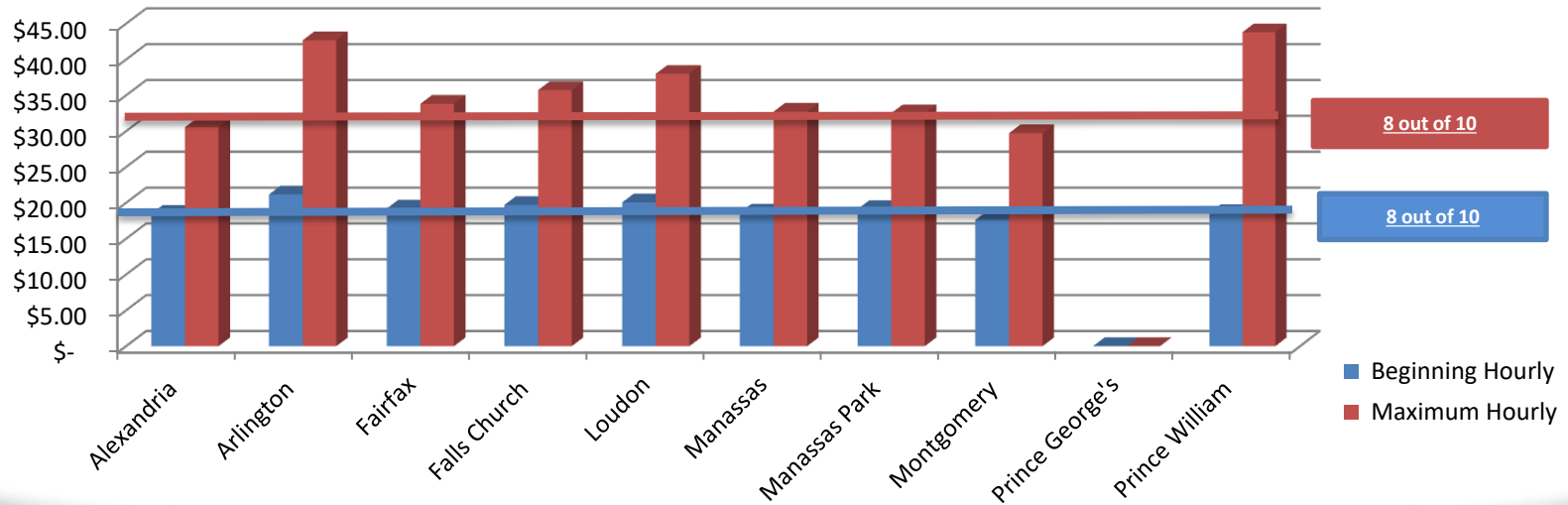
Instructional Assistant

Paraprofessional

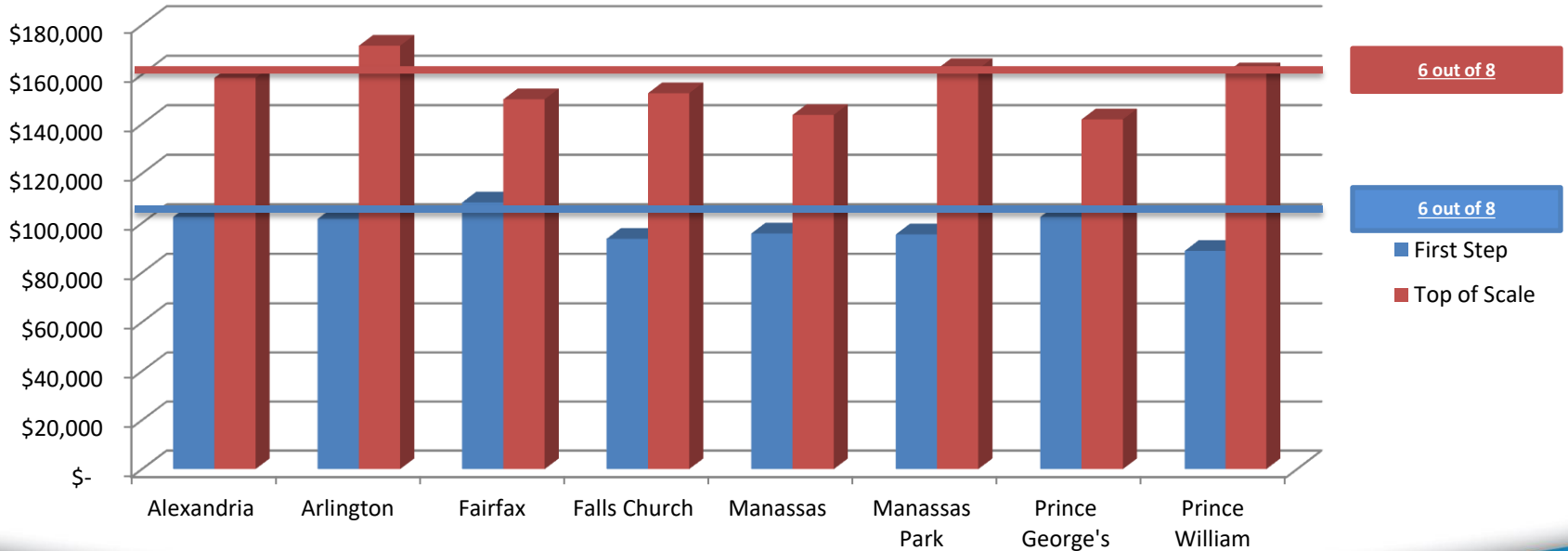


Bus Driver

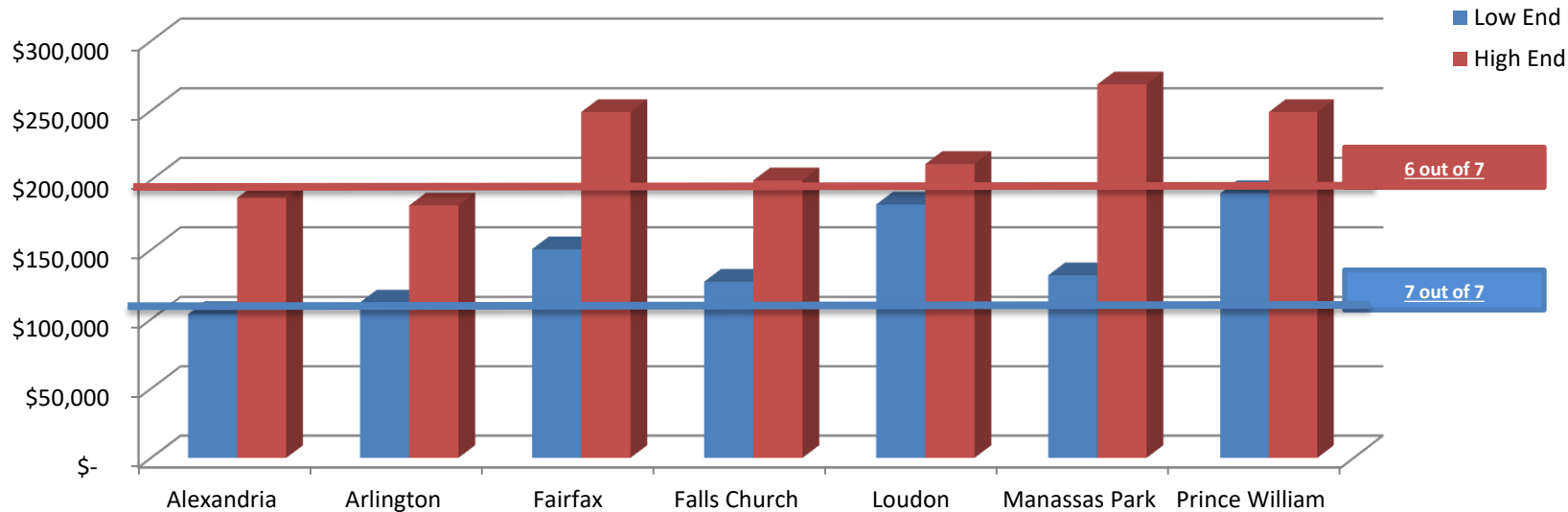
Bus Driver



Elementary School Principal



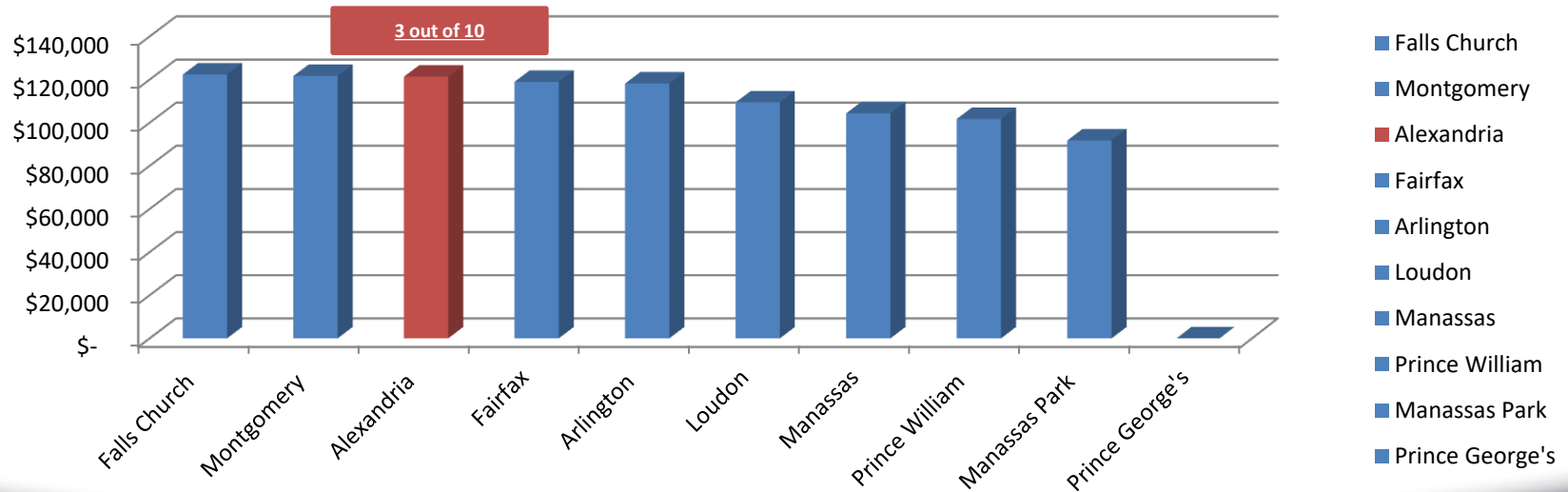
Senior Leadership



Executive Directors and Chiefs (or equivalent)

Total Compensation Package

Average Teacher Compensation Package



Human Resources Compensation Study

- First group: Bus Drivers, Bus Monitors, Mechanics, Paraprofessionals, Principals, Psychologists, Senior Leadership (Preliminary results show these are our least competitive salaries)
- December Estimated Completion
- Impacts to FY 2021 Operating Budget

Questions?

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