

BOARD MEMO

Date: November 13, 2023

For ACTION

For INFORMATION

Board Agenda: Yes

No

FROM: Dominic B. Turner, Chief Financial Officer
Kamika Valmond, Executive Director of Human Resources

THROUGH: Dr. Melanie Kay-Wyatt, Superintendent of Schools

TO: The Honorable Michelle Rief, Chair, and Members of the Alexandria City School Board

TOPIC: Preliminary FY 2025 Employee Compensation Overview

ACPS 2025 STRATEGIC PLAN GOAL:

Goal 4: Strategic Resource Allocation

SY 2023-2024 FOCUS AREA:

FY 2024 BUDGET PRIORITY:

Recruitment and Retention

SUMMARY:

This presentation discusses key considerations surrounding potential pay raise actions for the FY 2025 Combined-Funds Budget. The primary focus is on the most crucial aspects of Step Increases and Market Rate Adjustments (MRA) and how each would help ACPS to stay competitive with surrounding jurisdictions in recruitment and retention of exemplary staff. The presentation will dive into not only salary, but also how ACPS health benefits offer a competitive advantage over surrounding school divisions.

BACKGROUND:

ACPS Staff periodically updates the School Board, Alexandria community and ACPS employees on division-wide compensation. This information is intended to inform decisions throughout the annual Combined-Funds budget development process.

RECOMMENDATION:

The Superintendent recommends that the School Board review the employee compensation presentation.

IMPACT:

This preliminary review of employee compensation, along with further discussions throughout the FY 2025 budget development cycle, will help the School Board to make informed decisions

BOARD MEMO

on employee compensation.

ATTACHMENTS:

- 1) Presentation: Preliminary FY 2025 Employee Compensation Overview

REFERENCES: N/A

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