

Date: September 21, 2017

For ACTION \_\_\_\_\_

For INFORMATION  X

Board Agenda: Yes  X   
No \_\_\_\_\_

**FROM:** Michael R. Herbstman, Chief Financial Officer  
Joseph P. Makolandra, Chief Human Resources Officer

**THROUGH:** Lois F. Berlin, Ed.D., Interim Superintendent of Schools

**TO:** The Honorable Ramee A. Gentry, Chair, and Members of the Alexandria City School Board

**TOPIC:** Preliminary FY 2019 Employee Compensation Overview

**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.

**SUMMARY:** This presentation discusses key considerations surrounding potential pay raise actions for the FY 2019 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.

In addition to the presentation, detailed data summaries are attached to demonstrate how Step Increases and MRA's would affect current employees.

**RECOMMENDATION:** The Superintendent recommends that the School Board review the employee compensation presentation and related attachments.

**IMPACT:** This preliminary review of employee compensation, along with further discussions throughout the FY 2019 budget development cycle, will help the School Board to make informed decisions on employee pay raises.

**CONTACT PERSON:** Joseph P. Makolandra, 703-619-8167

**ATTACHMENTS:**

- 1) Preliminary FY 2019 Employee Compensation Overview Presentation
- 2) Step/MRA Comparison by Pay Scale
- 3) Step/MRA Comparison by Pay Scale and Position Type
- 4) Step/MRA Comparison by Pay Scale, Pay Grade and Step