

**BOARD MEMO**

Date: November 16, 2020

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

For INFORMATION  x

Board Agenda: Yes  x

No \_\_\_\_\_

**FROM:** Dominic B. Turner, Chief Financial Officer  
Dr. Stephen Wilkins, Chief of Staff

**THROUGH:** Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

**TO:** The Honorable Cindy Anderson, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Preliminary FY 2022 Employee Compensation Overview

**ACPS 2025 STRATEGIC PLAN GOAL:**

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

**SY 2020-2021 FOCUS AREA:**

Focus Area 3: Strategic Plan Implementation

**FY 2021 BUDGET PRIORITY:**

Increased Staff Retention  
Human Resources Audit Implementation

**SUMMARY:**

This presentation discusses key considerations surrounding potential pay raise actions for the FY 2022 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.

**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.

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### **IMPACT:**

This preliminary review of employee compensation, along with further discussions throughout the FY 2022 budget development cycle, will help the School Board to make informed decisions on employee compensation.

### **ATTACHMENTS:**

- 1) Presentation: Preliminary FY 2022 Employee Compensation Overview
- 2) FY 2021 Compensation Study Update

### **REFERENCES:**

N/A

### **CONTACT:**

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