

BOARD MEMO

Date: November 12, 2021
For ACTION _____
For INFORMATION x
Board Agenda: Yes x
No _____

FROM: Melanie Kay-Wyatt, Ed.D., Acting Chief of Human Resources
Dominic B. Turner, Chief Financial Officer

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

TO: The Honorable Meagan Alderton, Chair, and
Members of the Alexandria City School Board

TOPIC: Preliminary FY 2023 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 2022 BUDGET PRIORITY:

- Increased Staff Retention
- Human Resources Audit Implementation

SUMMARY:

This presentation discusses key considerations surrounding potential pay raise actions for the FY 2023 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.

BOARD MEMO

IMPACT:

This preliminary review of employee compensation, along with further discussions throughout the FY 2023 budget development cycle, will help the School Board to make informed decisions on employee compensation.

ATTACHMENTS:

- 1) Presentation: Preliminary FY 2023 Employee Compensation Overview

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