



Alexandria City Public Schools

Preliminary FY 2023 Employee Compensation Overview

School Board Work Session December 7, 2022





Recent Pay Actions – Other Divisions

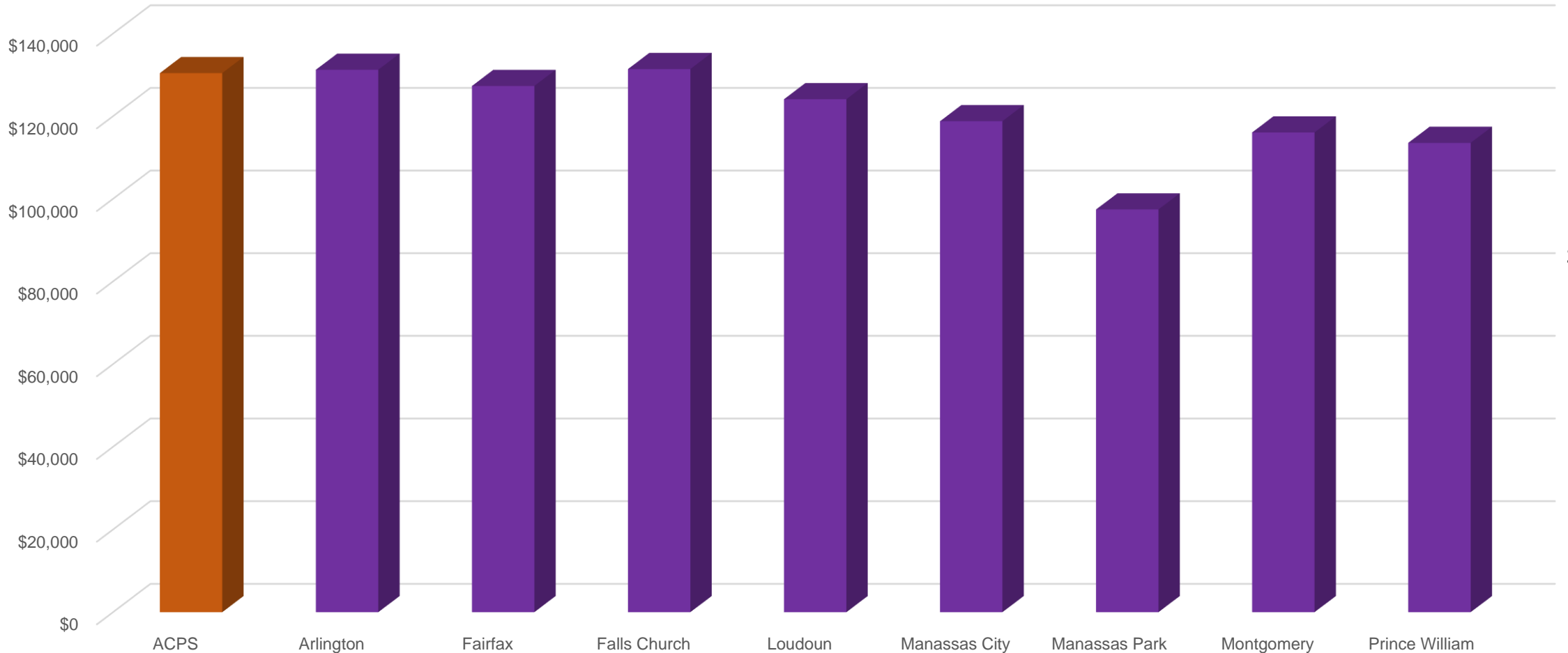
	FY 2019		FY 2020		FY 2021		FY 2022		FY 2023	
School Division	MRA	Step	MRA	Step	MRA	Step	MRA	Step	MRA	Step
Alexandria City Public Schools	No	Full Step	1.0%	Full Step	Yes, Specific Positions	No	2.4% plus Additional MRA of 1.5% - 4.65% for Specific Positions	Yes	2.5%	Yes
Arlington County	No	Full Step	Yes, Specific Positions	Full Step	No	No	2.0%	Yes, mid-year	See Note	See Note
Fairfax County	1.0%	Full Step	1.0%	Full Step	No	No	2.0%	No	4.0%	Yes
Falls Church City	3.0%	No	1.0%	Full Step	No	No	1.5%	Yes	2.0%	Yes
Loudoun County	3.2%	Full Step	1.5% Admin / 2.5 Classified	Full Step	No	No	3.5%	Yes	3.5%	Yes
	(Licensed Staff)									
Prince William County	No	Full Step	2.0%	Full Step	No	No	1.0%	Step	4.2%	Yes

Note:

Arlington County implemented results of compensation study that increased staff salaries on average between 7.3% and 8.2%



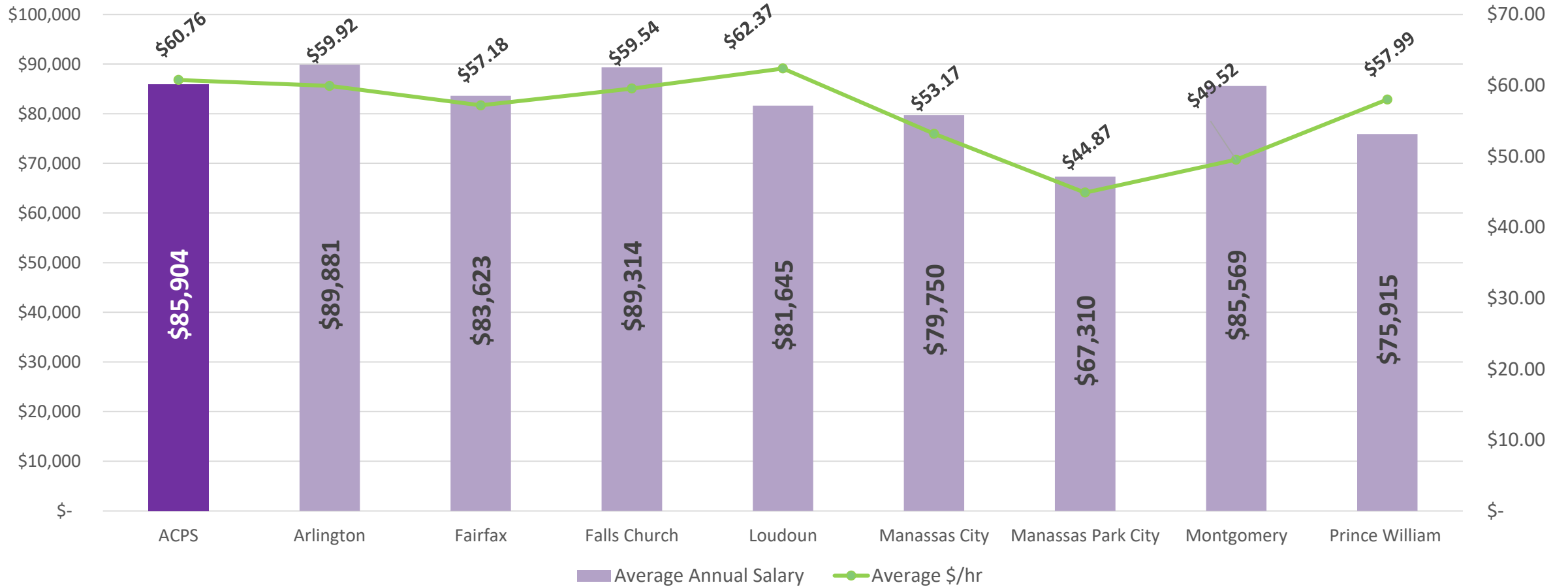
Total Compensation Package Average Teacher





Maintaining a Quality Workforce

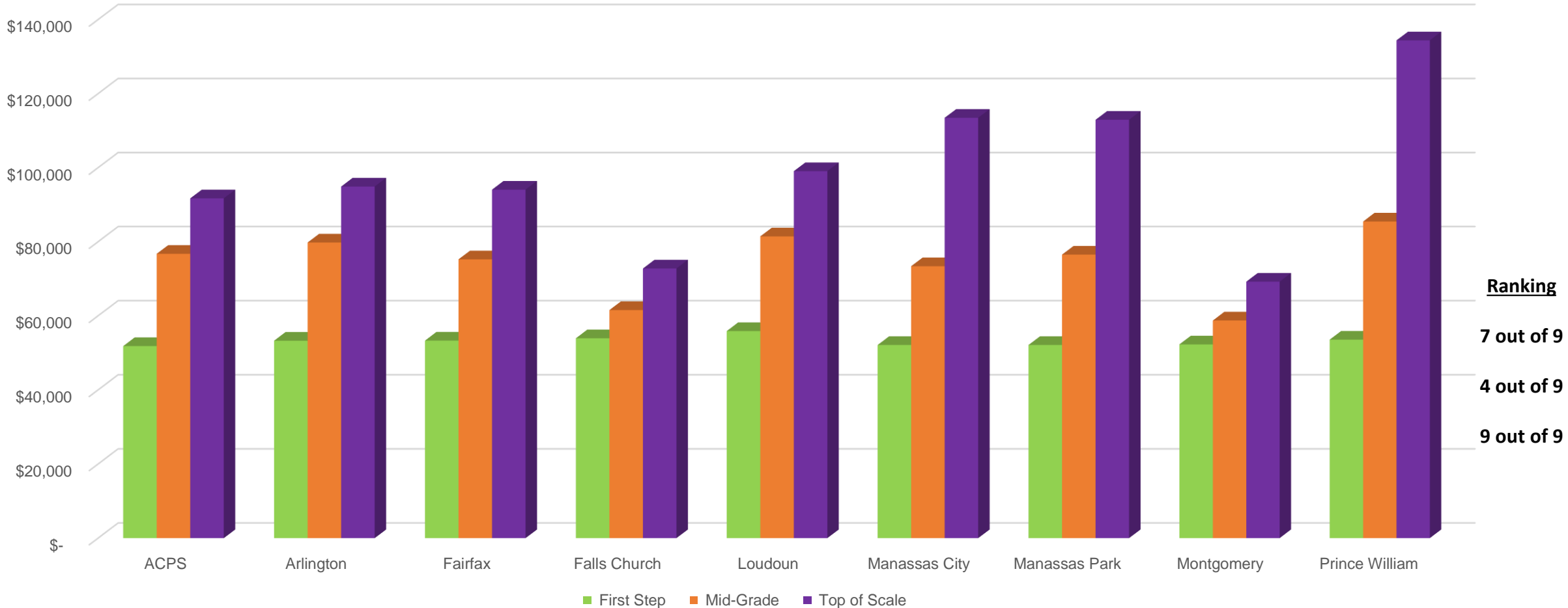
Average Teacher Salary



***Contract length and hrs/day impacts hourly rate**



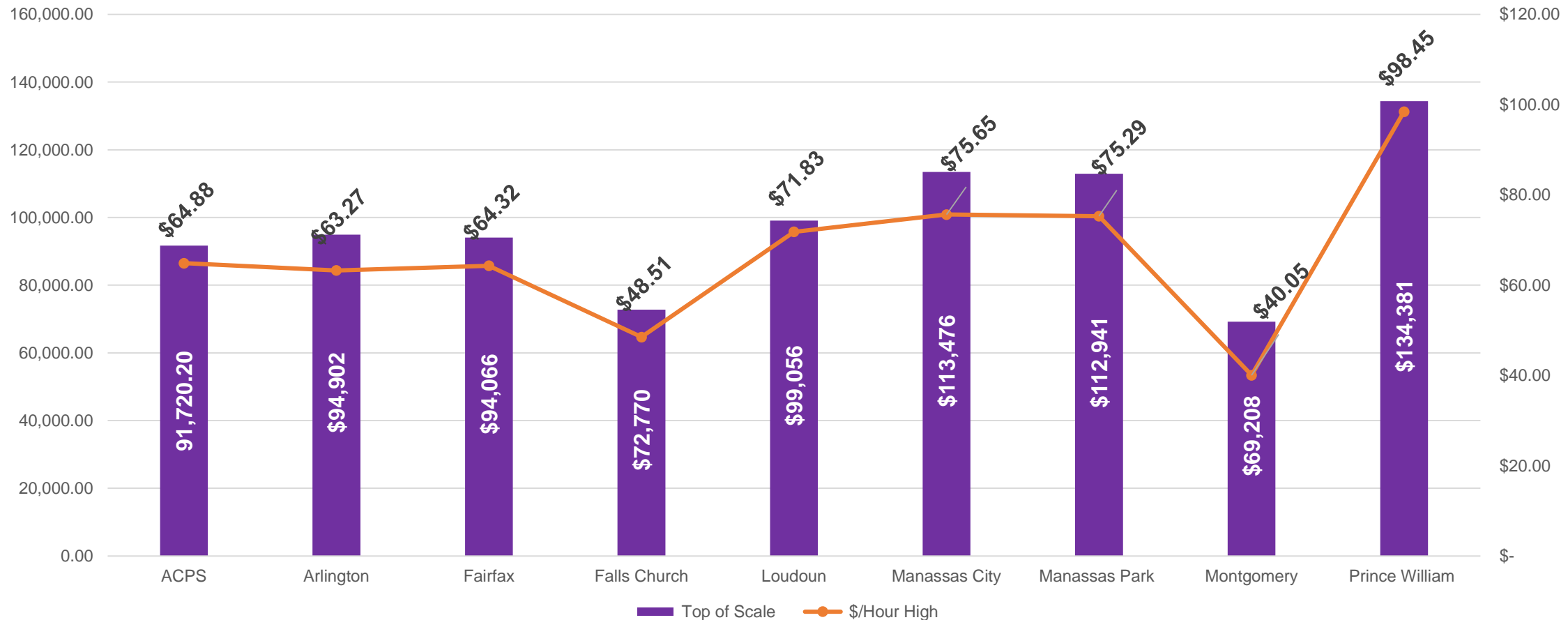
Teacher Salary: Bachelor's Degree





Teacher Salary: Bachelor's Degree

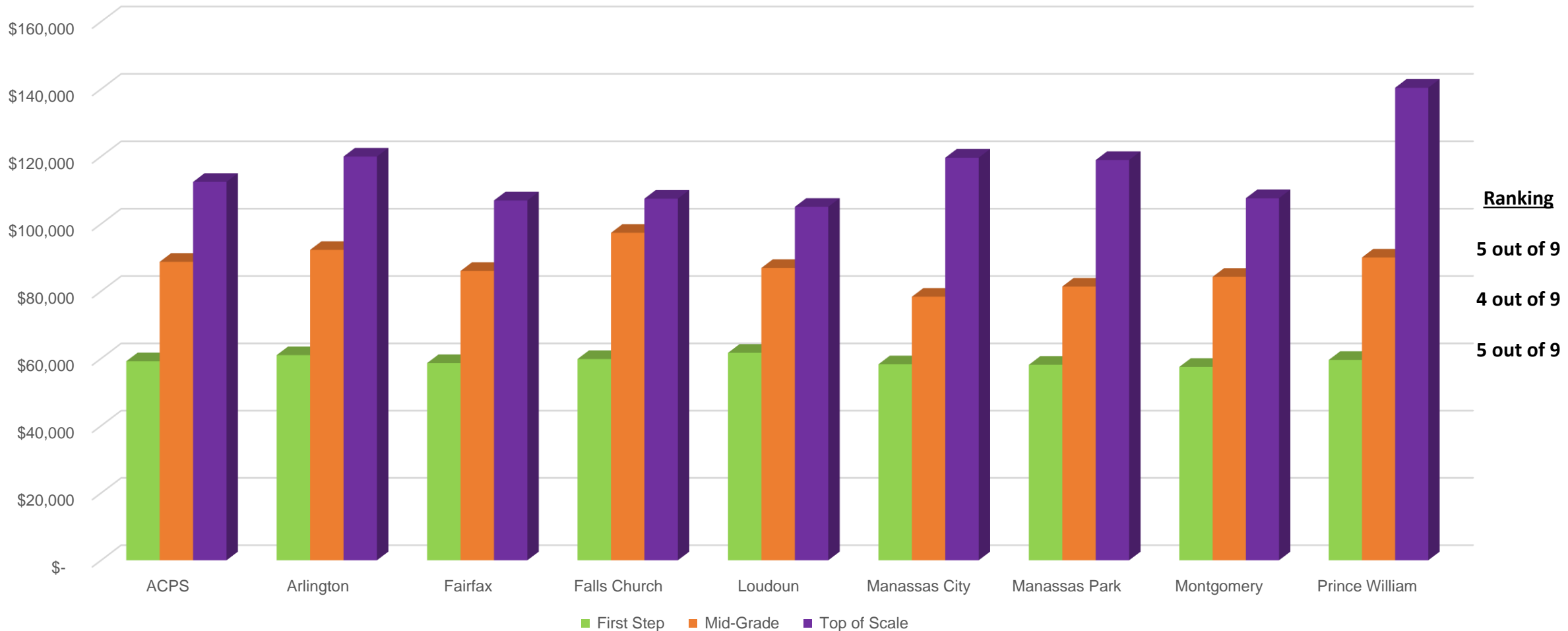
Top of Scale \$/Hr



Ranking
5 out of 9



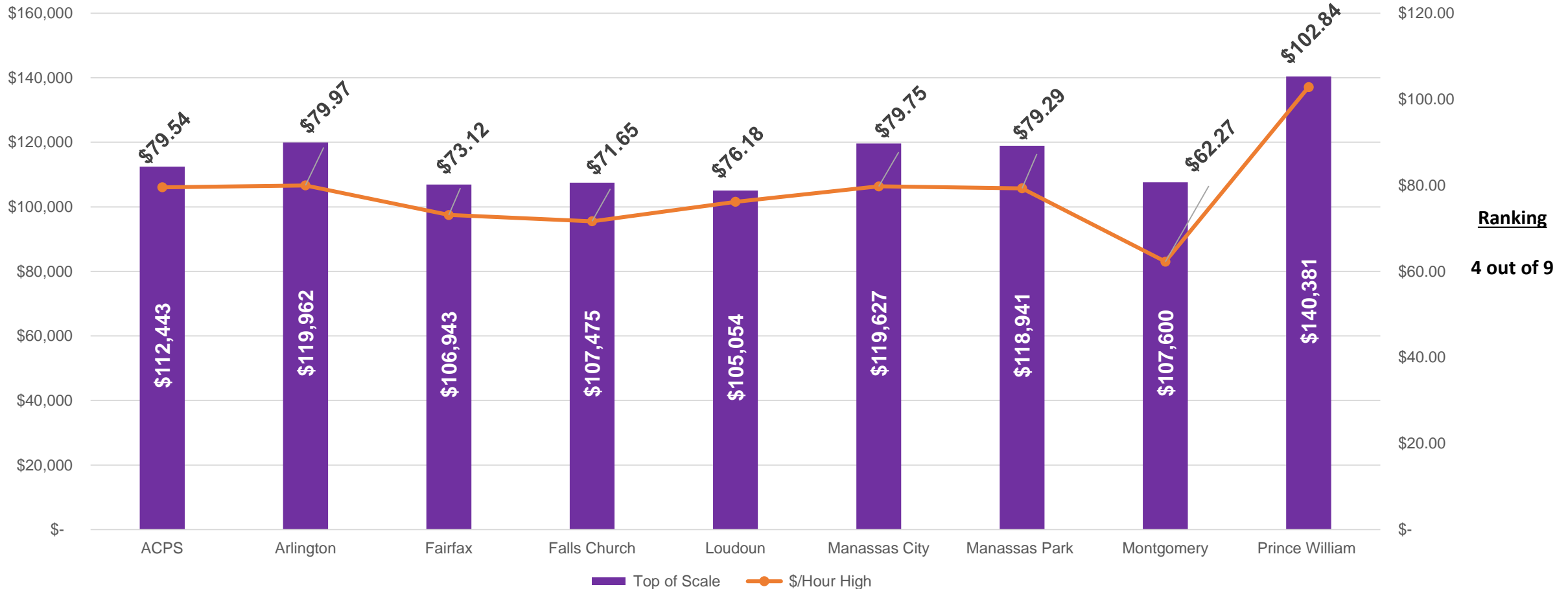
Teacher Salary: Master's Degree





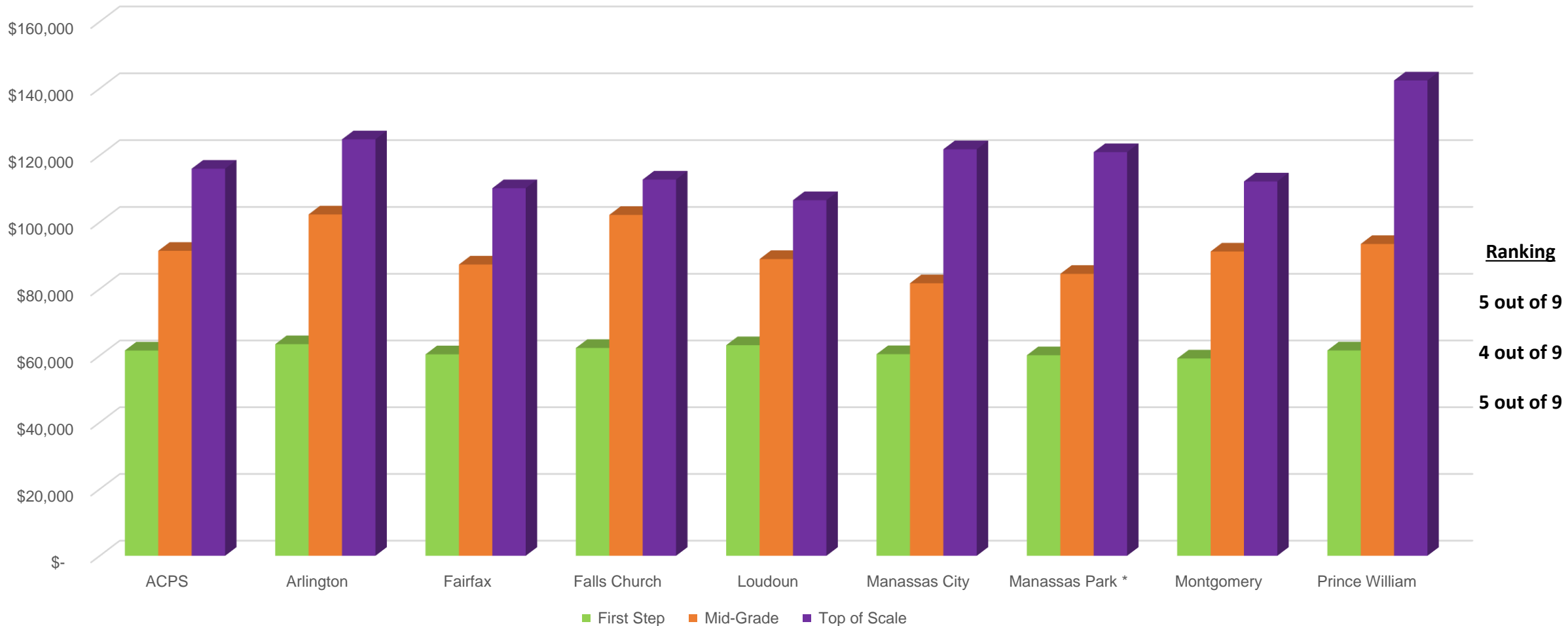
Teacher Salary: Master's Degree

Top of Scale \$/Hr





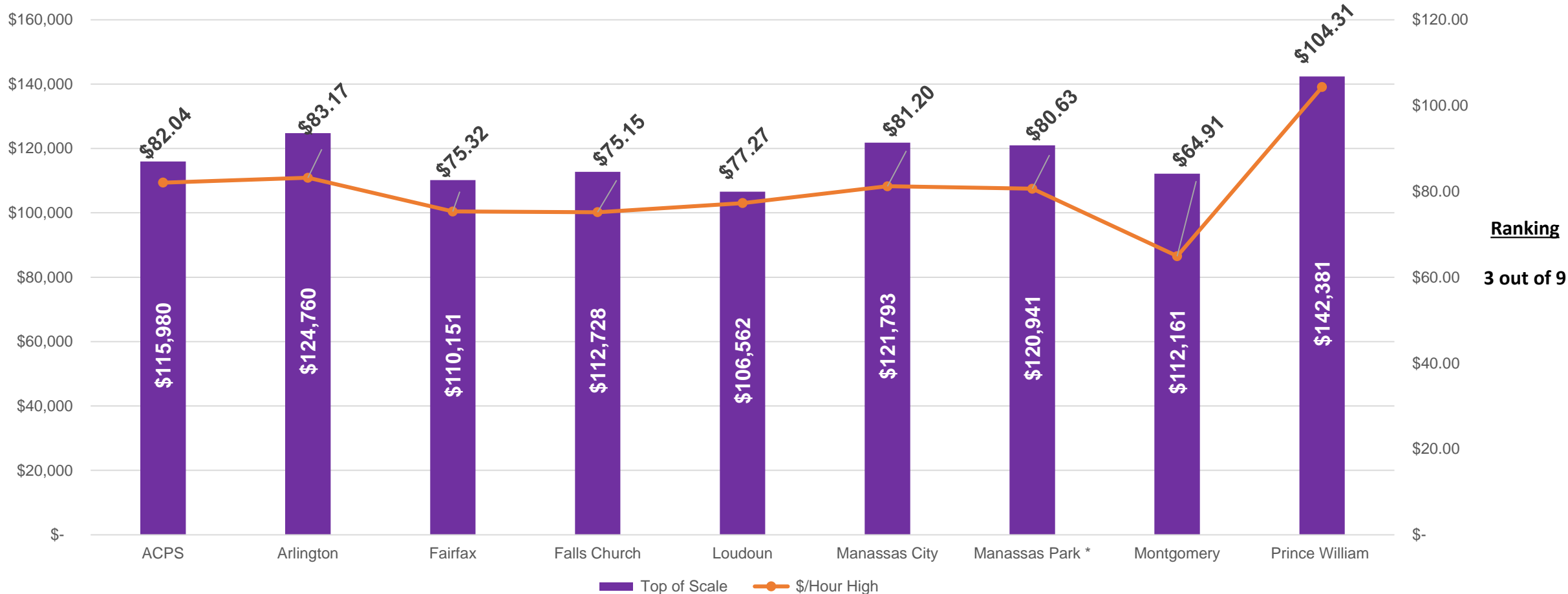
Teacher Salary: Master's Degree +30





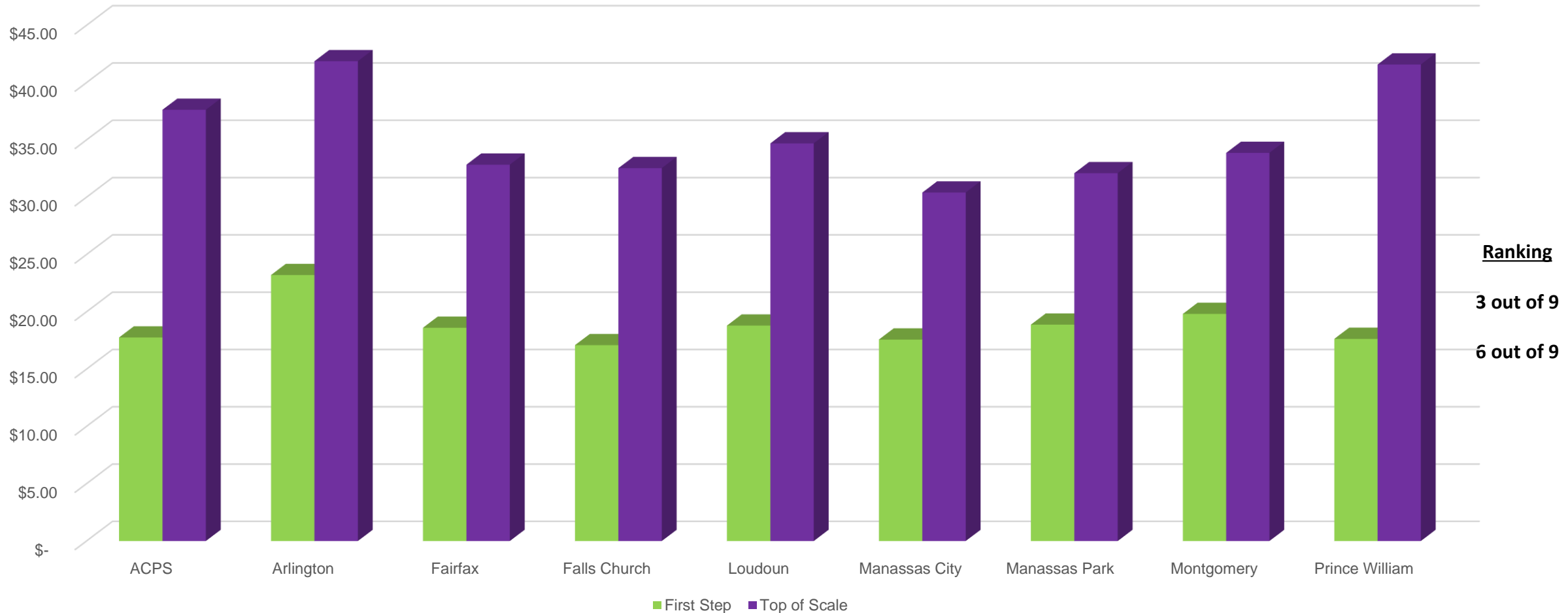
Teacher Salary: Master's Degree +30

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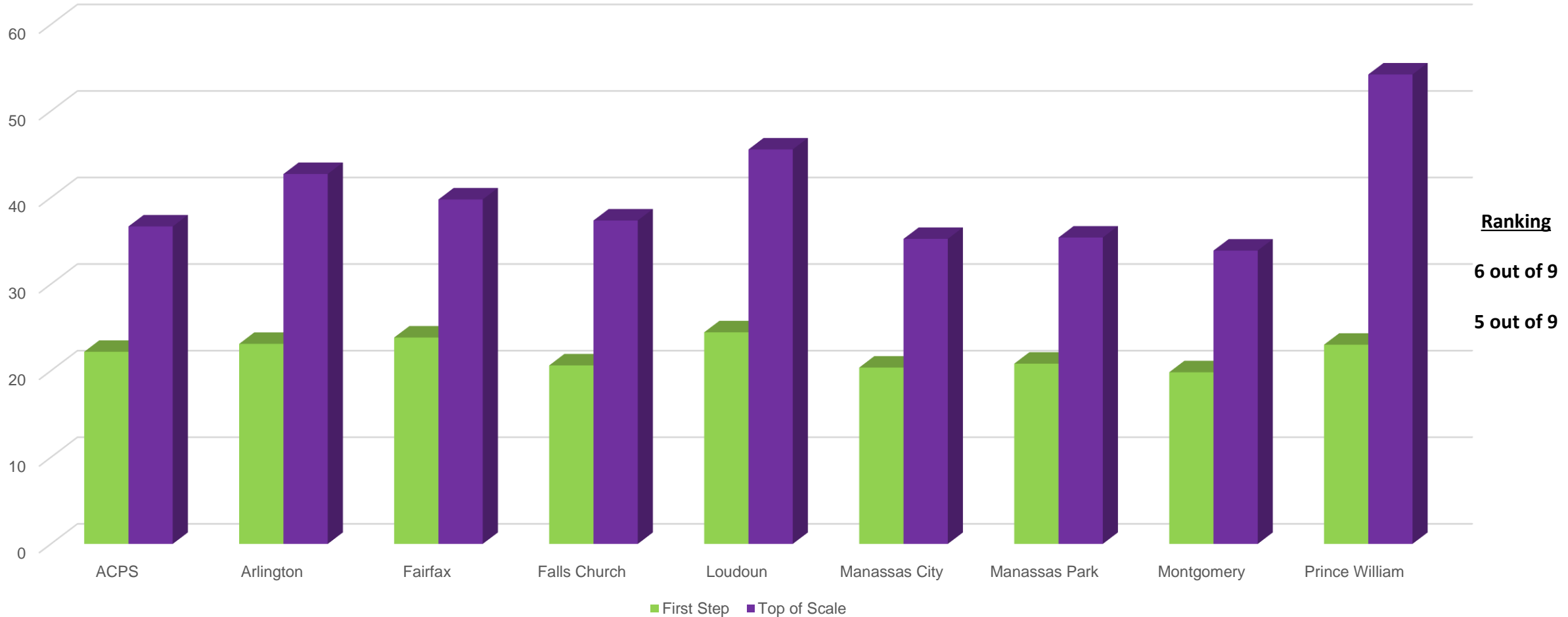


Instructional Assistant



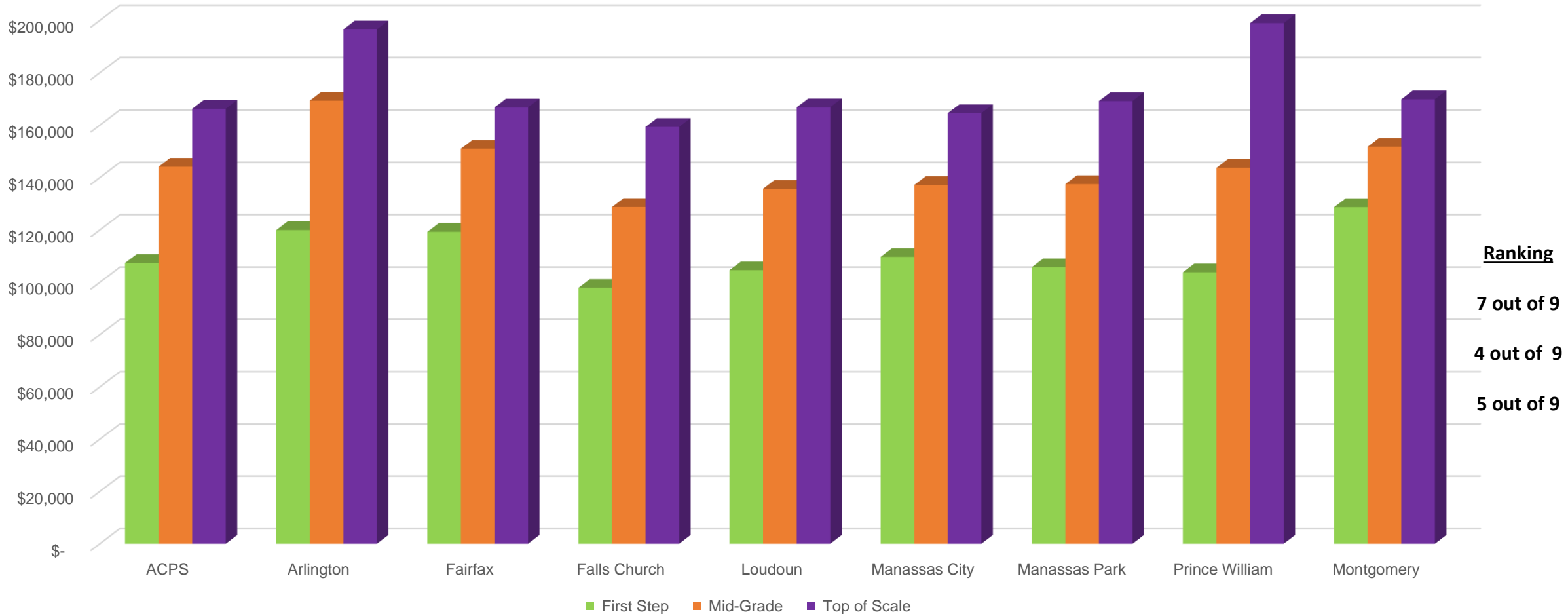


Bus Drivers





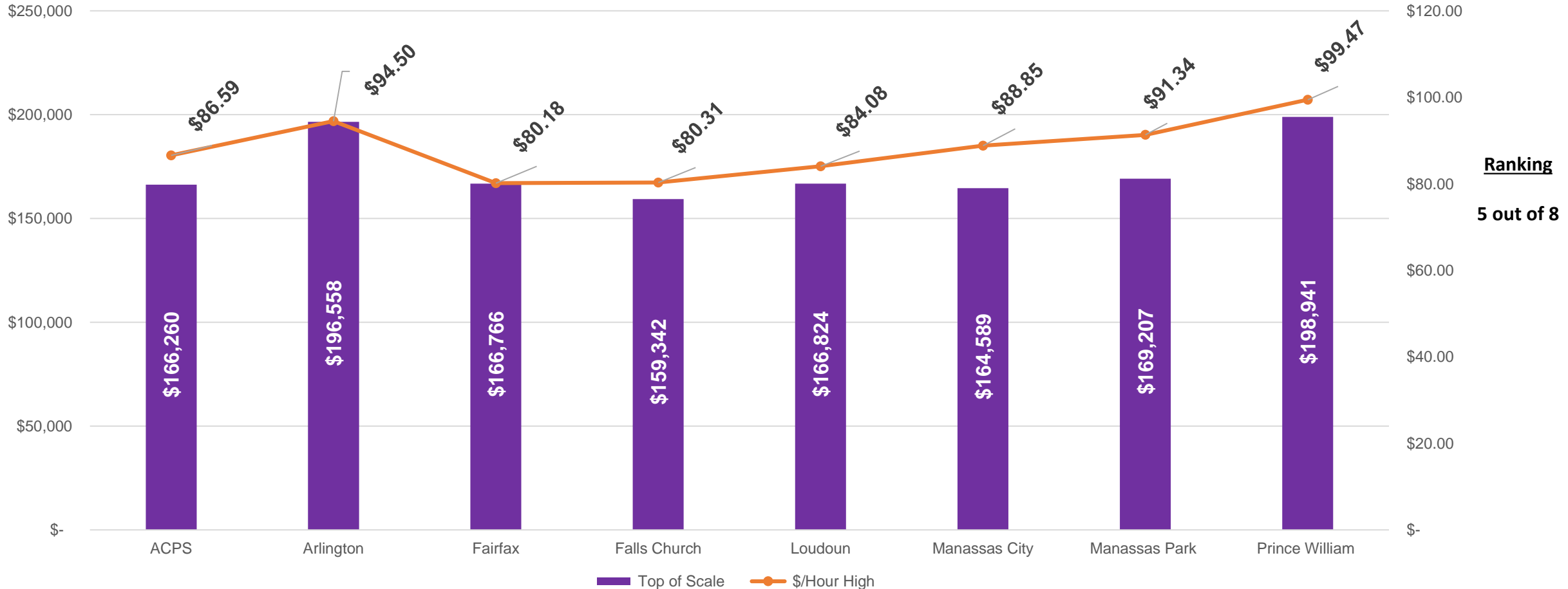
Elementary School Principal





Elementary School Principal

Top of Scale \$/Hr





Compensation Study

The Goal of this Study is to create Pay Scales that will help in Recruitment and Retention of high quality staff

- Review of all scale designs
- Review internal equity within scales
- Review use of “hold-steps”



Questions?

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Interim Superintendent

Dr. Melanie Kay-Wyatt

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