



## Alexandria City Public Schools FY20 Compensation Study

# SENIOR LEADERSHIP MARKET COMPARISONS

December 20, 2019

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## Alexandria City Public Schools – Senior Leadership Market Comparisons

*Final*

December 20, 2019

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**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief Academic Officer**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Chief Academic Officer	Assistant Superintendent, Teaching & Learning	Assistant Superintendent, Instructional Services	Chief Academic Officer	Assistant Superintendent, Instruction	Executive Director, Student Achievement	Associate Superintendent for Teaching and Learning	Associate Superintendent for Learning/Accountability			
1	\$135,240	\$112,077	\$144,790	\$122,755	\$205,000	\$107,306	\$138,882	\$173,276	\$143,441	94%	6.1%
2	\$139,296	\$116,556	\$150,582	\$126,688				\$178,635	\$143,115	97%	2.7%
3	\$143,477	\$121,221	\$155,852	\$130,620				\$183,993	\$147,922	97%	3.1%
4	\$147,780	\$126,069	\$161,307	\$134,542				\$189,514	\$152,858	97%	3.4%
5	\$152,213	\$131,113	\$166,146	\$138,578				\$195,198	\$157,759	96%	3.6%
6	\$156,780	\$136,357	\$171,130	\$142,740				\$201,054	\$162,820	96%	3.9%
7	\$161,484	\$141,812	\$175,409	\$146,953				\$207,087	\$167,815	96%	3.9%
8	\$166,327	\$147,480	\$179,794	\$151,145				\$213,299	\$172,930	96%	4.0%
9	\$171,317	\$153,381	\$183,390	\$155,306				\$219,699	\$177,944	96%	3.9%
10	\$176,458	\$159,518	\$187,057	\$159,426				\$226,290	\$183,073	96%	3.7%
11	\$176,458	\$168,800	\$190,799	\$163,494				\$233,079	\$189,043	93%	7.1%
12	\$179,986	\$168,800	\$194,615	\$167,509				\$233,079	\$191,001	94%	6.1%
13	\$179,986	\$168,800	\$198,507	\$171,535				\$233,079	\$192,980	93%	7.2%
14	\$183,586	\$168,800	\$202,478	\$175,571				\$233,079	\$194,982	94%	6.2%
15	\$187,260	\$173,022	\$206,527	\$179,618				\$233,079	\$198,062	95%	5.8%
16	\$187,260	\$173,022	\$210,657	\$183,665				\$233,079	\$200,106	94%	6.9%
17	\$187,260	\$173,022	\$214,871	\$187,712				\$233,079	\$202,171	93%	8.0%
18	\$187,260	\$173,022	\$219,168	\$191,748				\$233,079	\$204,254	92%	9.1%
19	\$187,260	\$177,346	\$219,168	\$195,784				\$233,079	\$206,344	91%	10.2%
20	\$187,260	\$177,346	\$223,550	\$199,800				\$233,079	\$208,444	90%	11.3%
21	\$187,260	\$177,346	\$223,550	\$199,800				\$233,079	\$208,444	90%	11.3%
22	\$187,260	\$177,346	\$223,550	\$199,800				\$233,079	\$208,444	90%	11.3%
23	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
24	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
25	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
26	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
27	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
28	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
29	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
30	\$187,260	\$181,779	\$223,550	\$199,800				\$233,079	\$209,552	89%	11.9%
31	\$187,260	\$181,779	\$223,550	\$199,800	\$211,000	\$160,594	\$222,207	\$233,079	\$204,573	92%	9.2%
<b>Range Width</b>	38%	62%	54%	63%	3%	50%	60%	35%			

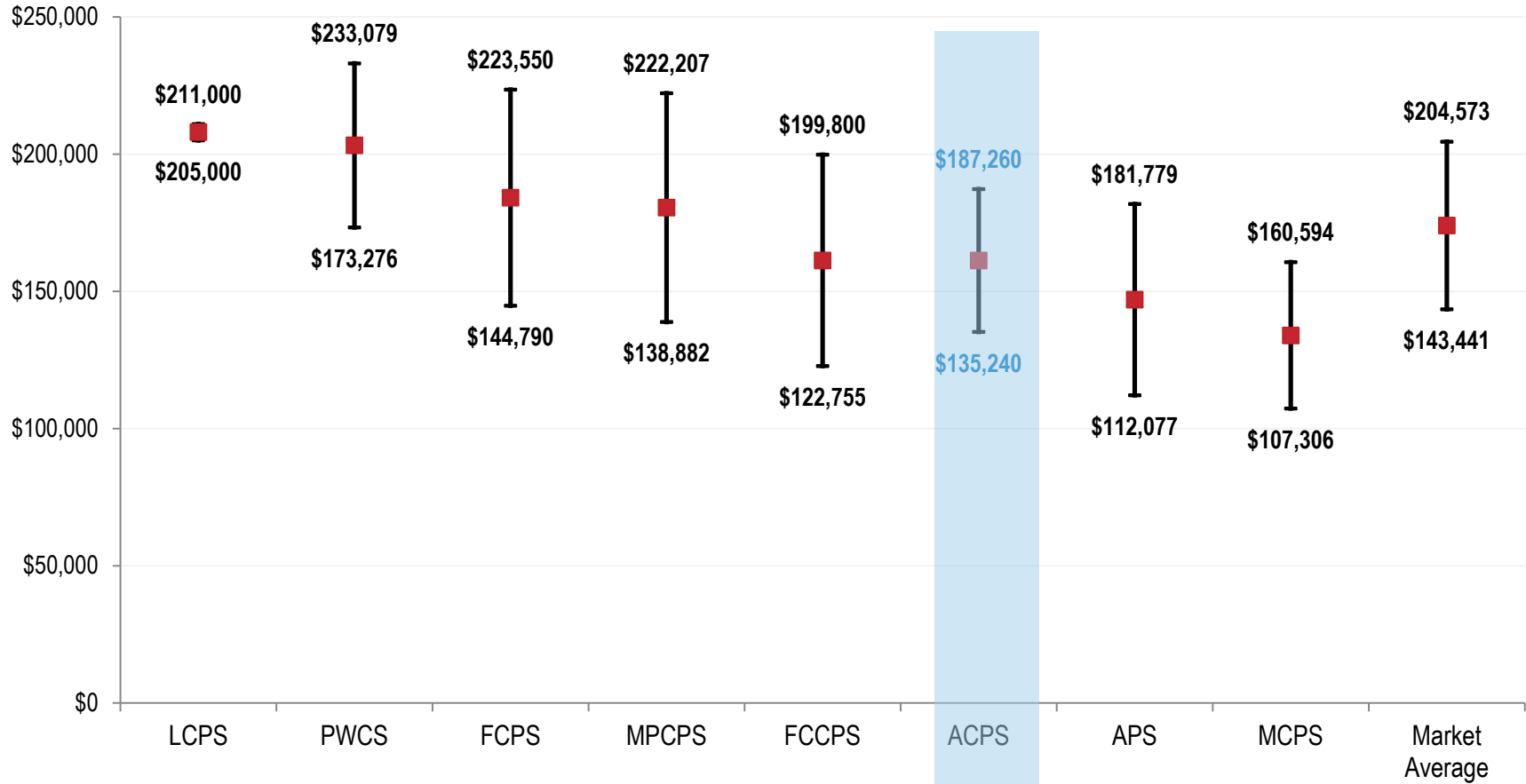
**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Academic Officer</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Loudoun*</b>	\$205,000	\$208,000	\$211,000	3%
<b>2</b>	<b>Prince William</b>	\$173,276	\$203,178	\$233,079	35%
<b>3</b>	<b>Fairfax</b>	\$144,790	\$184,170	\$223,550	54%
<b>4</b>	<b>Manassas Park</b>	\$138,882	\$180,545	\$222,207	60%
<b>5</b>	<b>Falls Church</b>	\$122,755	\$161,278	\$199,800	63%
<b>6</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>7</b>	<b>Arlington</b>	\$112,077	\$146,928	\$181,779	62%
<b>8</b>	<b>Manassas</b>	\$107,306	\$133,950	\$160,594	50%
<b>Market Average (excluding Alexandria)</b>		<b>\$143,441</b>	<b>\$174,007</b>	<b>\$204,573</b>	<b>43%</b>
<b>Alexandria as a % of Market Average</b>		<b>94%</b>	<b>93%</b>	<b>92%</b>	

\* Loudoun data represents the range of actual annual pay rates for Cabinet level positions, which Segal applied across the pay range.

Alexandria City Public Schools  
FY20 Sr. Leadership Team

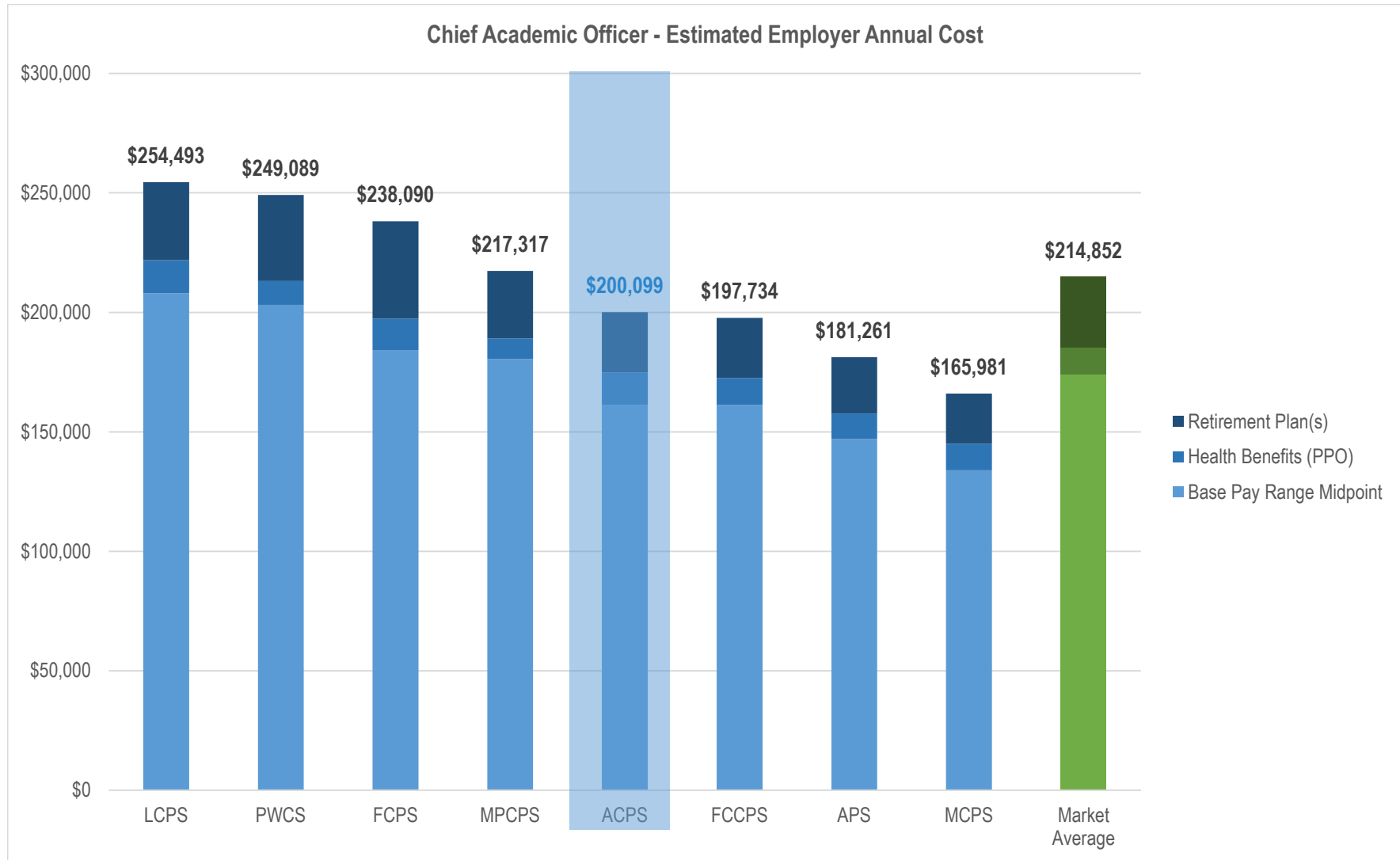
Chief Academic Officer Base Pay  
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Academic Officer</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Loudoun</b>	\$208,000	\$13,878	\$32,614	<b>\$254,493</b>
<b>2</b>	<b>Prince William</b>	\$203,178	\$9,990	\$35,922	<b>\$249,089</b>
<b>3</b>	<b>Fairfax</b>	\$184,170	\$13,182	\$40,738	<b>\$238,090</b>
<b>4</b>	<b>Manassas Park</b>	\$180,545	\$8,463	\$28,309	<b>\$217,317</b>
<b>5</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>6</b>	<b>Falls Church</b>	\$161,278	\$11,169	\$25,288	<b>\$197,734</b>
<b>7</b>	<b>Arlington</b>	\$146,928	\$10,707	\$23,626	<b>\$181,261</b>
<b>8</b>	<b>Manassas</b>	\$133,950	\$11,027	\$21,003	<b>\$165,981</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$174,007</b>	<b>\$11,202</b>	<b>\$29,643</b>	<b>\$214,852</b>
<b>Alexandria as a % of Market Average</b>		<b>93%</b>	<b>121%</b>	<b>85%</b>	<b>93%</b>

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief of Student Services, Alternative Programs & Equity**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William			
Step	Chief of Student Services, Alternative Programs & Equity	No Match	Assistant Superintendent, Special Services	Director of Special Education & Student Services	Assistant Superintendent, Pupil Services	Executive Director, Student Services	No Match	Associate Superintendent for Special Ed & Student Services	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
1	\$135,240		\$144,790	\$98,829	\$205,000	\$107,306		\$173,276	\$145,840	93%	7.8%
2	\$139,296		\$150,582	\$101,991				\$178,635	\$143,736	97%	3.2%
3	\$143,477		\$155,852	\$105,154				\$183,993	\$148,333	97%	3.4%
4	\$147,780		\$161,307	\$108,316				\$189,514	\$153,046	97%	3.6%
5	\$152,213		\$166,146	\$111,572				\$195,198	\$157,639	97%	3.6%
6	\$156,780		\$171,130	\$114,922				\$201,054	\$162,369	97%	3.6%
7	\$161,484		\$175,409	\$118,313				\$207,087	\$166,936	97%	3.4%
8	\$166,327		\$179,794	\$121,694				\$213,299	\$171,596	97%	3.2%
9	\$171,317		\$183,390	\$125,044				\$219,699	\$176,044	97%	2.8%
10	\$176,458		\$187,057	\$128,363				\$226,290	\$180,570	98%	2.3%
11	\$176,458		\$190,799	\$131,640				\$233,079	\$185,173	95%	4.9%
12	\$179,986		\$194,615	\$134,875				\$233,079	\$187,523	96%	4.2%
13	\$179,986		\$198,507	\$138,121				\$233,079	\$189,902	95%	5.5%
14	\$183,586		\$202,478	\$141,377				\$233,079	\$192,311	95%	4.8%
15	\$187,260		\$206,527	\$144,633				\$233,079	\$194,746	96%	4.0%
16	\$187,260		\$210,657	\$147,889				\$233,079	\$197,208	95%	5.3%
17	\$187,260		\$214,871	\$151,145				\$233,079	\$199,698	94%	6.6%
18	\$187,260		\$219,168	\$154,401				\$233,079	\$202,216	93%	8.0%
19	\$187,260		\$223,550	\$157,647				\$233,079	\$204,759	91%	9.3%
20	\$187,260		\$223,550	\$160,882				\$233,079	\$205,837	91%	9.9%
21	\$187,260		\$223,550	\$160,882				\$233,079	\$205,837	91%	9.9%
22	\$187,260		\$223,550	\$160,882				\$233,079	\$205,837	91%	9.9%
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26	\$187,260		\$223,550	\$160,882				\$233,079	\$205,837	91%	9.9%
27	\$187,260		\$223,550	\$160,882				\$233,079	\$205,837	91%	9.9%
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30	\$187,260		\$223,550	\$160,882				\$233,079	\$205,837	91%	9.9%
31	\$187,260		\$223,550	\$160,882	\$211,000	\$160,594		\$233,079	\$197,821	95%	5.6%

**Range Width**      38%      NA      54%      63%      3%      50%      NA      35%



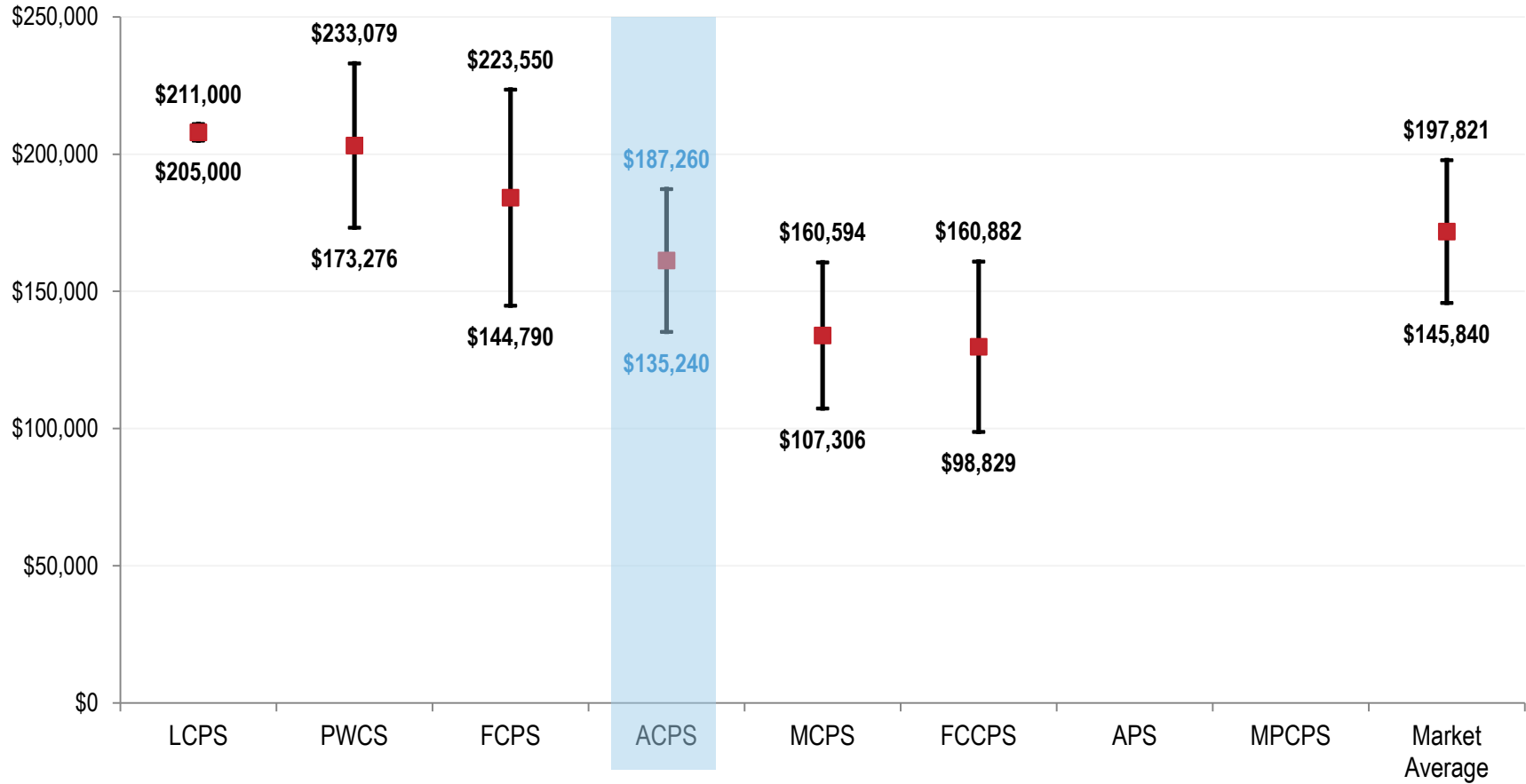
**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief of Student Services, Alternative Programs &amp; Equity</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Loudoun*</b>	\$205,000	\$208,000	\$211,000	3%
<b>2</b>	<b>Prince William</b>	\$173,276	\$203,178	\$233,079	35%
<b>3</b>	<b>Fairfax</b>	\$144,790	\$184,170	\$223,550	54%
<b>4</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>5</b>	<b>Manassas</b>	\$107,306	\$133,950	\$160,594	50%
<b>6</b>	<b>Falls Church</b>	\$98,829	\$129,856	\$160,882	63%
<b>NA</b>	<b>Arlington</b>	NA	NA	NA	NA
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	NA
<b>Market Average (excluding Alexandria)</b>		<b>\$145,840</b>	<b>\$171,831</b>	<b>\$197,821</b>	<b>36%</b>
<b>Alexandria as a % of Market Average</b>		<b>93%</b>	<b>94%</b>	<b>95%</b>	

\* Loudoun data represents the range of actual annual pay rates for Cabinet level positions, which Segal applied across the pay range.

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

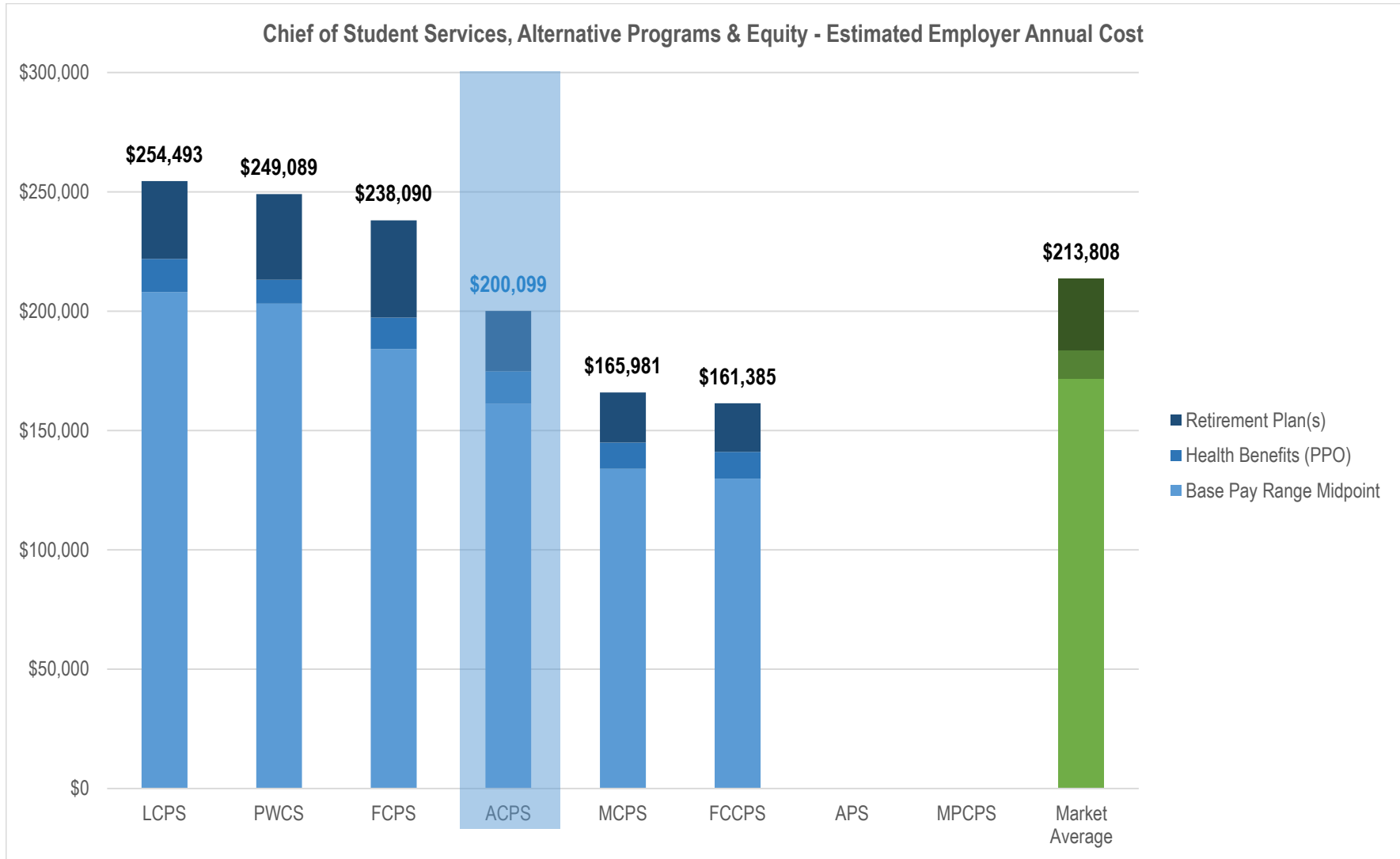
**Chief of Student Services, Alternative Programs & Equity Base Pay**  
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief of Student Services, Alternative Programs &amp; Equity</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Loudoun</b>	\$208,000	\$13,878	\$32,614	<b>\$254,493</b>
<b>2</b>	<b>Prince William</b>	\$203,178	\$9,990	\$35,922	<b>\$249,089</b>
<b>3</b>	<b>Fairfax</b>	\$184,170	\$13,182	\$40,738	<b>\$238,090</b>
<b>4</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>5</b>	<b>Manassas</b>	\$133,950	\$11,027	\$21,003	<b>\$165,981</b>
<b>6</b>	<b>Falls Church</b>	\$129,856	\$11,169	\$20,361	<b>\$161,385</b>
<b>NA</b>	<b>Arlington</b>	NA	NA	NA	<b>NA</b>
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	<b>NA</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$171,831</b>	<b>\$11,849</b>	<b>\$30,128</b>	<b>\$213,808</b>
<b>Alexandria as a % of Market Average</b>		<b>94%</b>	<b>114%</b>	<b>84%</b>	<b>94%</b>

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief Financial Officer**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Chief Financial Officer	Assistant Superintendent, Finance & Management Services	Assistant Superintendent, Financial Services	Chief Operating Officer	Assistant Superintendent, Business & Financial Svcs	Executive Director, Finance & Operations	Executive Director – Finance	Associate Superintendent for Finance & Support Services			
1	\$135,240	\$112,077	\$144,790	\$122,755	\$205,000	\$107,306	\$125,970	\$173,276	\$141,596	96%	4.7%
2	\$139,296	\$116,556	\$150,582	\$126,688				\$178,635	\$143,115	97%	2.7%
3	\$143,477	\$121,221	\$155,852	\$130,260				\$183,993	\$147,832	97%	3.0%
4	\$147,780	\$126,069	\$161,307	\$134,542				\$189,514	\$152,858	97%	3.4%
5	\$152,213	\$131,113	\$166,146	\$138,578				\$195,198	\$157,759	96%	3.6%
6	\$156,780	\$136,357	\$171,130	\$142,740				\$201,054	\$162,820	96%	3.9%
7	\$161,484	\$141,812	\$175,409	\$146,953				\$207,087	\$167,815	96%	3.9%
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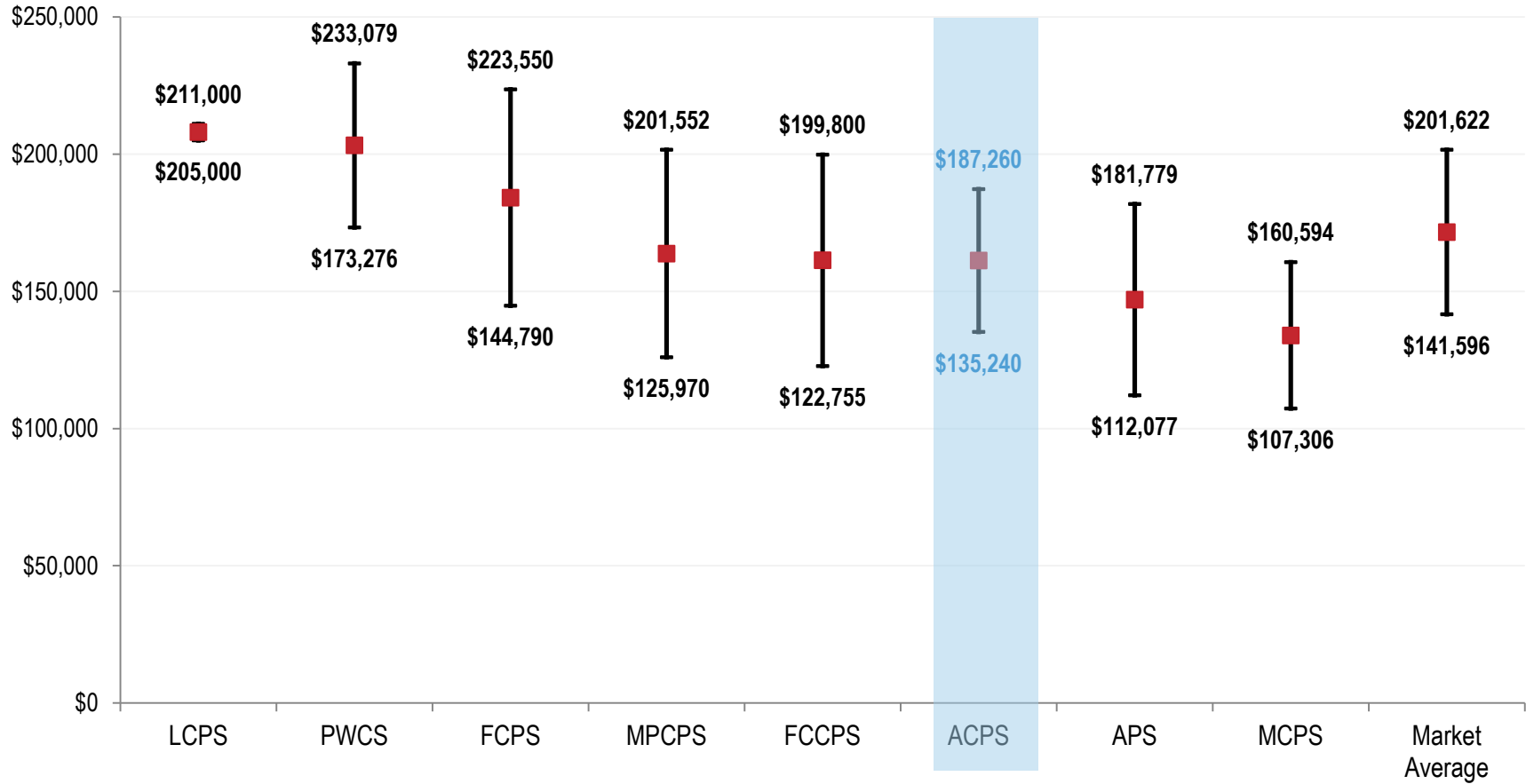
**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Financial Officer</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Loudoun*</b>	\$205,000	\$208,000	\$211,000	3%
<b>2</b>	<b>Prince William</b>	\$173,276	\$203,178	\$233,079	35%
<b>3</b>	<b>Fairfax</b>	\$144,790	\$184,170	\$223,550	54%
<b>4</b>	<b>Manassas Park</b>	\$125,970	\$163,761	\$201,552	60%
<b>5</b>	<b>Falls Church</b>	\$122,755	\$161,278	\$199,800	63%
<b>6</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>7</b>	<b>Arlington</b>	\$112,077	\$146,928	\$181,779	62%
<b>8</b>	<b>Manassas</b>	\$107,306	\$133,950	\$160,594	50%
<b>Market Average (excluding Alexandria)</b>		<b>\$141,596</b>	<b>\$171,609</b>	<b>\$201,622</b>	<b>42%</b>
<b>Alexandria as a % of Market Average</b>		<b>96%</b>	<b>94%</b>	<b>93%</b>	

\* Loudoun data represents the range of actual annual pay rates for Cabinet level positions, which Segal applied across the pay range.

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief Financial Officer Base Pay**  
(sorted in descending order by midpoint pay rate)

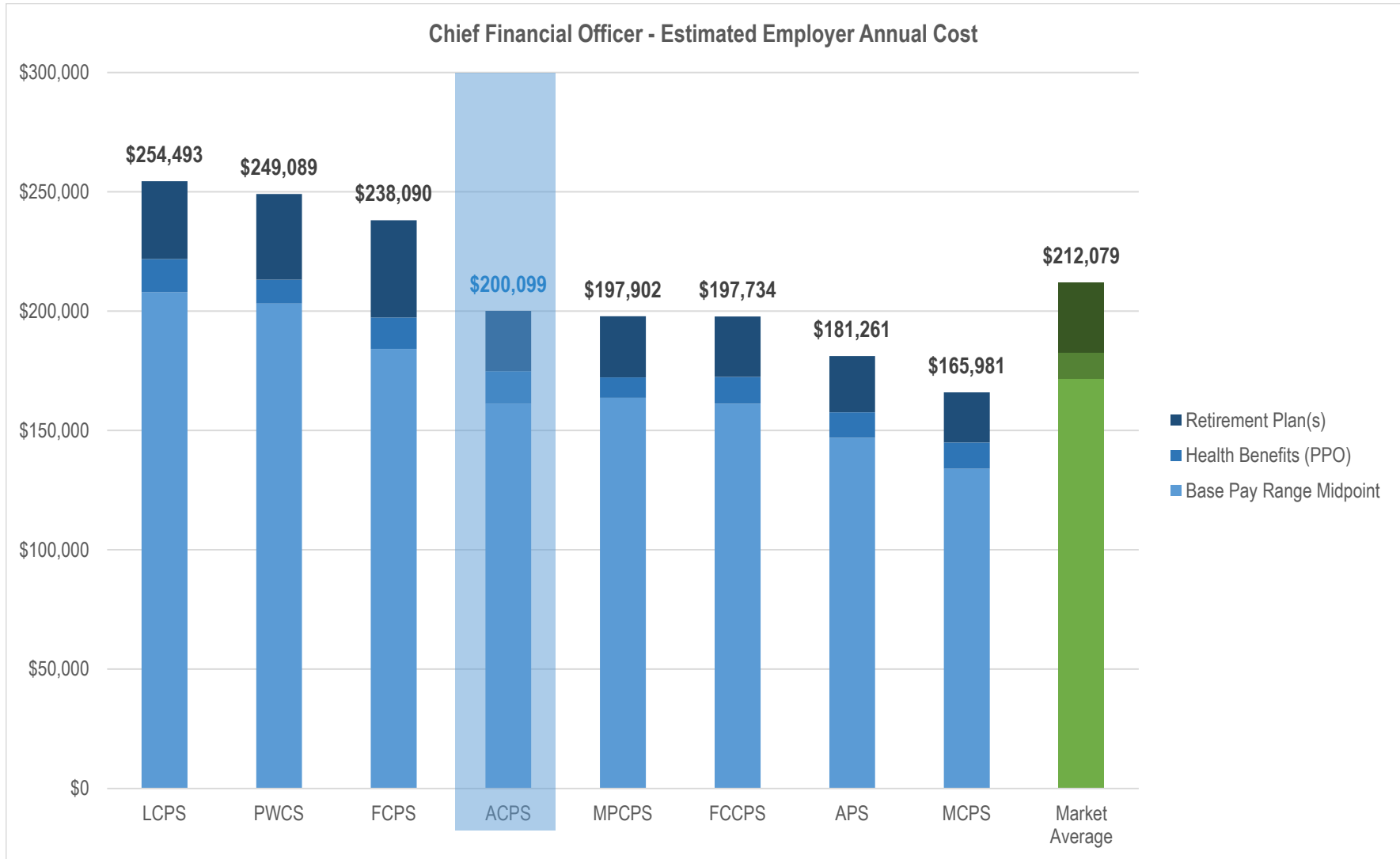


**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Financial Officer</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Loudoun</b>	\$208,000	\$13,878	\$32,614	<b>\$254,493</b>
<b>2</b>	<b>Prince William</b>	\$203,178	\$9,990	\$35,922	<b>\$249,089</b>
<b>3</b>	<b>Fairfax</b>	\$184,170	\$13,182	\$40,738	<b>\$238,090</b>
<b>4</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>5</b>	<b>Manassas Park</b>	\$163,761	\$8,463	\$25,678	<b>\$197,902</b>
<b>6</b>	<b>Falls Church</b>	\$161,278	\$11,169	\$25,288	<b>\$197,734</b>
<b>7</b>	<b>Arlington</b>	\$146,928	\$10,707	\$23,626	<b>\$181,261</b>
<b>8</b>	<b>Manassas</b>	\$133,950	\$11,027	\$21,003	<b>\$165,981</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$171,609</b>	<b>\$11,202</b>	<b>\$29,267</b>	<b>\$212,079</b>
<b>Alexandria as a % of Market Average</b>		<b>94%</b>	<b>121%</b>	<b>86%</b>	<b>94%</b>



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief HR Officer**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Chief HR Officer	Assistant Superintendent, Human Resources	Assistant Superintendent, Human Resources	Director, Human Resources	Assistant Superintendent, Human Resources & Talent Development	Executive Director, Human Resources	Director - HR	Associate Superintendent for Human Resources			
1	\$135,240	\$112,077	\$144,790	\$87,905	\$205,000	\$107,306	\$114,262	\$173,276	\$134,945	100%	-0.2%
2	\$139,296	\$116,556	\$150,582	\$90,725				\$178,635	\$134,125	104%	-3.7%
3	\$143,477	\$121,221	\$155,852	\$93,544				\$183,993	\$138,653	103%	-3.4%
4	\$147,780	\$126,069	\$161,307	\$96,353				\$189,514	\$143,311	103%	-3.0%
5	\$152,213	\$131,113	\$166,146	\$99,245				\$195,198	\$147,926	103%	-2.8%
6	\$156,780	\$136,357	\$171,130	\$102,230				\$201,054	\$152,693	103%	-2.6%
7	\$161,484	\$141,812	\$175,409	\$105,247				\$207,087	\$157,389	103%	-2.5%
8	\$166,327	\$147,480	\$179,794	\$108,254				\$213,299	\$162,207	103%	-2.5%
9	\$171,317	\$153,381	\$183,390	\$111,239				\$219,699	\$166,927	103%	-2.6%
10	\$176,458	\$159,518	\$187,057	\$114,194				\$226,290	\$171,765	103%	-2.7%
11	\$176,458	\$168,800	\$190,799	\$117,107				\$233,079	\$177,446	99%	0.6%
12	\$179,986	\$168,800	\$194,615	\$119,978				\$233,079	\$179,118	100%	-0.5%
13	\$179,986	\$168,800	\$198,507	\$122,859				\$233,079	\$180,811	100%	0.5%
14	\$183,586	\$168,800	\$202,478	\$125,751				\$233,079	\$182,527	101%	-0.6%
15	\$187,260	\$173,022	\$206,527	\$128,654				\$233,079	\$185,321	101%	-1.0%
16	\$187,260	\$173,022	\$210,657	\$131,556				\$233,079	\$187,079	100%	-0.1%
17	\$187,260	\$173,022	\$214,871	\$134,459				\$233,079	\$188,858	99%	0.9%
18	\$187,260	\$173,022	\$219,168	\$137,351				\$233,079	\$190,655	98%	1.8%
19	\$187,260	\$177,346	\$219,168	\$140,243				\$233,079	\$192,459	97%	2.8%
20	\$187,260	\$177,346	\$223,550	\$143,124				\$233,079	\$194,275	96%	3.7%
21	\$187,260	\$177,346	\$223,550	\$143,124				\$233,079	\$194,275	96%	3.7%
22	\$187,260	\$177,346	\$223,550	\$143,124				\$233,079	\$194,275	96%	3.7%
23	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
24	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
25	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
26	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
27	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
28	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
29	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
30	\$187,260	\$181,779	\$223,550	\$143,124				\$233,079	\$195,383	96%	4.3%
31	\$187,260	\$181,779	\$223,550	\$143,124	\$211,000	\$160,594	\$182,823	\$233,079	\$190,850	98%	1.9%
<b>Range Width</b>	38%	62%	54%	63%	3%	50%	60%	35%			

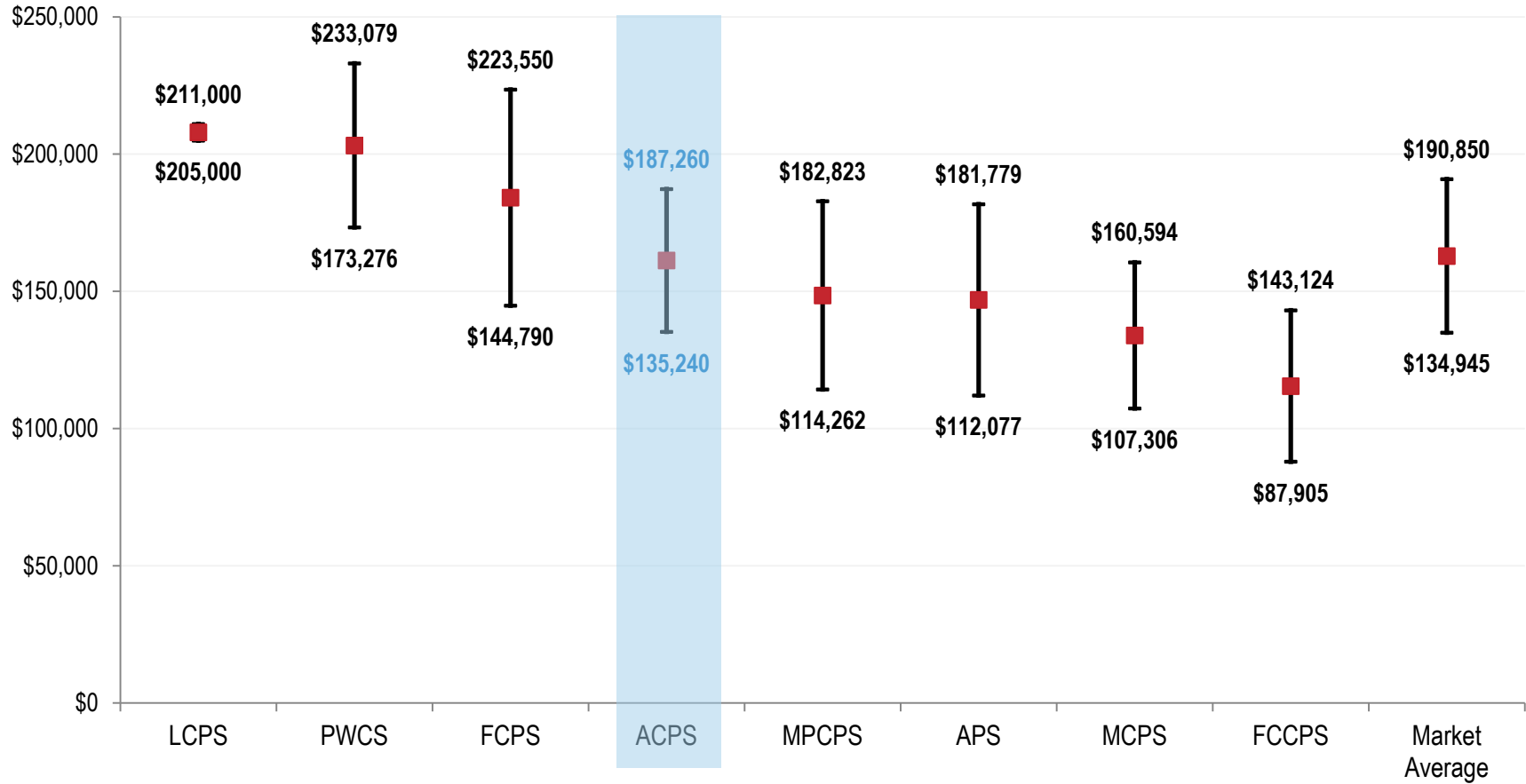
**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief HR Officer</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Loudoun*</b>	\$205,000	\$208,000	\$211,000	3%
<b>2</b>	<b>Prince William</b>	\$173,276	\$203,178	\$233,079	35%
<b>3</b>	<b>Fairfax</b>	\$144,790	\$184,170	\$223,550	54%
<b>4</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>5</b>	<b>Manassas Park</b>	\$114,262	\$148,543	\$182,823	60%
<b>6</b>	<b>Arlington</b>	\$112,077	\$146,928	\$181,779	62%
<b>7</b>	<b>Manassas</b>	\$107,306	\$133,950	\$160,594	50%
<b>8</b>	<b>Falls Church</b>	\$87,905	\$115,515	\$143,124	63%
<b>Market Average (excluding Alexandria)</b>		<b>\$134,945</b>	<b>\$162,898</b>	<b>\$190,850</b>	<b>41%</b>
<b>Alexandria as a % of Market Average</b>		<b>100%</b>	<b>99%</b>	<b>98%</b>	

\* Loudoun data represents the range of actual annual pay rates for Cabinet level positions, which Segal applied across the pay range.

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

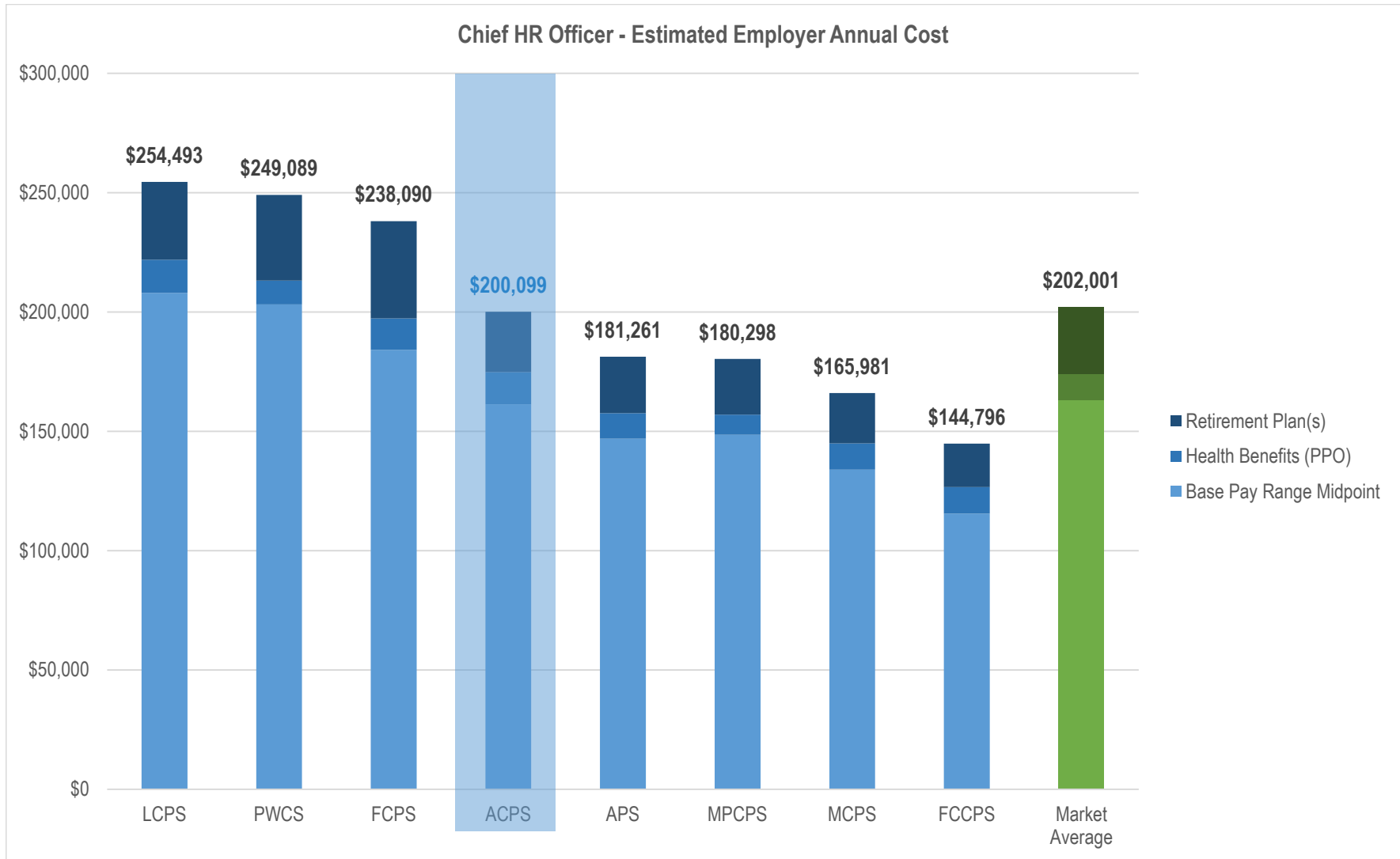
**Chief HR Officer Base Pay**  
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief HR Officer</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Loudoun</b>	\$208,000	\$13,878	\$32,614	<b>\$254,493</b>
<b>2</b>	<b>Prince William</b>	\$203,178	\$9,990	\$35,922	<b>\$249,089</b>
<b>3</b>	<b>Fairfax</b>	\$184,170	\$13,182	\$40,738	<b>\$238,090</b>
<b>4</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>5</b>	<b>Arlington</b>	\$146,928	\$10,707	\$23,626	<b>\$181,261</b>
<b>6</b>	<b>Manassas Park</b>	\$148,543	\$8,463	\$23,291	<b>\$180,298</b>
<b>7</b>	<b>Manassas</b>	\$133,950	\$11,027	\$21,003	<b>\$165,981</b>
<b>8</b>	<b>Falls Church</b>	\$115,515	\$11,169	\$18,113	<b>\$144,796</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$162,898</b>	<b>\$11,202</b>	<b>\$27,901</b>	<b>\$202,001</b>
<b>Alexandria as a % of Market Average</b>		<b>99%</b>	<b>121%</b>	<b>91%</b>	<b>99%</b>

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief of Accountability**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William			
Step	Chief of Accountability	No Match	No Match	No Match	No Match	No Match	No Match	Director, Accountability	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
1	\$135,240							\$103,068	Insufficient data	NA	NA
2	\$139,296							\$106,253	Insufficient data	NA	NA
3	\$143,477							\$109,440	Insufficient data	NA	NA
4	\$147,780							\$112,721	Insufficient data	NA	NA
5	\$152,213							\$116,106	Insufficient data	NA	NA
6	\$156,780							\$119,587	Insufficient data	NA	NA
7	\$161,484							\$123,176	Insufficient data	NA	NA
8	\$166,327							\$126,871	Insufficient data	NA	NA
9	\$171,317							\$130,676	Insufficient data	NA	NA
10	\$176,458							\$134,599	Insufficient data	NA	NA
11	\$176,458							\$138,635	Insufficient data	NA	NA
12	\$179,986							\$142,794	Insufficient data	NA	NA
13	\$179,986							\$147,079	Insufficient data	NA	NA
14	\$183,586							\$151,492	Insufficient data	NA	NA
15	\$187,260							\$156,036	Insufficient data	NA	NA
16	\$187,260							\$160,717	Insufficient data	NA	NA
17	\$187,260							\$165,536	Insufficient data	NA	NA
18	\$187,260							\$170,503	Insufficient data	NA	NA
19	\$187,260							\$175,620	Insufficient data	NA	NA
20	\$187,260							\$180,889	Insufficient data	NA	NA
21	\$187,260							\$186,316	Insufficient data	NA	NA
22	\$187,260							\$191,906	Insufficient data	NA	NA
23	\$187,260							\$191,906	Insufficient data	NA	NA
24	\$187,260							\$191,906	Insufficient data	NA	NA
25	\$187,260							\$191,906	Insufficient data	NA	NA
26	\$187,260							\$191,906	Insufficient data	NA	NA
27	\$187,260							\$191,906	Insufficient data	NA	NA
28	\$187,260							\$191,906	Insufficient data	NA	NA
29	\$187,260							\$191,906	Insufficient data	NA	NA
30	\$187,260							\$191,906	Insufficient data	NA	NA
31	\$187,260							\$191,906	Insufficient data	NA	NA
<b>Range Width</b>	38%	NA	NA	NA	NA	NA	NA	86%			

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief of Accountability</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>2</b>	<b>Prince William</b>	\$103,068	\$147,487	\$191,906	86%
<b>NA</b>	<b>Arlington</b>	NA	NA	NA	NA
<b>NA</b>	<b>Fairfax</b>	NA	NA	NA	NA
<b>NA</b>	<b>Manassas</b>	NA	NA	NA	NA
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	NA
<b>NA</b>	<b>Loudoun</b>	NA	NA	NA	NA
<b>NA</b>	<b>Falls Church</b>	NA	NA	NA	NA
<b>Market Average (excluding Alexandria)</b>		<b>Insufficient Data</b>			
<b>Alexandria as a % of Market Average</b>		<b>Insufficient Data</b>			



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief of Accountability</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>2</b>	<b>Prince William</b>	\$147,487	\$9,990	\$26,076	<b>\$183,553</b>
<b>NA</b>	<b>Arlington</b>	NA	NA	NA	<b>NA</b>
<b>NA</b>	<b>Fairfax</b>	NA	NA	NA	<b>NA</b>
<b>NA</b>	<b>Manassas</b>	NA	NA	NA	<b>NA</b>
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	<b>NA</b>
<b>NA</b>	<b>Falls Church</b>	NA	NA	NA	<b>NA</b>
<b>NA</b>	<b>Loudoun</b>	NA	NA	NA	<b>NA</b>
<b>Market Average (excluding Alexandria)</b>		<b>Insufficient Data</b>			
<b>Alexandria as a % of Market Average</b>		<b>Insufficient Data</b>			

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief Operating Officer**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Chief Operating Officer	Assistant Superintendent, Facilities & Operations	Assistant Superintendent, Facilities and Transportation	Chief Operating Officer	Assistant Superintendent, Support Services	Executive Director, Finance & Operations	No Match	Associate Superintendent for Support Services			
1	\$135,240	\$112,077	\$144,790.00	\$122,755	\$205,000	\$107,306		\$173,276	\$144,201	94%	6.6%
2	\$139,296	\$116,556	\$150,582.00	\$126,688				\$178,635	\$143,115	97%	2.7%
3	\$143,477	\$121,221	\$155,852.00	\$130,620				\$183,993	\$147,922	97%	3.1%
4	\$147,780	\$126,069	\$161,307.00	\$134,542				\$189,514	\$152,858	97%	3.4%
5	\$152,213	\$131,113	\$166,146.00	\$138,578				\$195,198	\$157,759	96%	3.6%
6	\$156,780	\$136,357	\$171,130.00	\$142,740				\$201,054	\$162,820	96%	3.9%
7	\$161,484	\$141,812	\$175,409.00	\$146,953				\$207,087	\$167,815	96%	3.9%
8	\$166,327	\$147,480	\$179,794.00	\$151,145				\$213,299	\$172,930	96%	4.0%
9	\$171,317	\$153,381	\$183,390.00	\$155,306				\$219,699	\$177,944	96%	3.9%
10	\$176,458	\$159,518	\$187,057.00	\$159,426				\$226,290	\$183,073	96%	3.7%
11	\$176,458	\$168,800	\$190,799.00	\$163,494				\$233,079	\$189,043	93%	7.1%
12	\$179,986	\$168,800	\$194,615.00	\$167,509				\$233,079	\$191,001	94%	6.1%
13	\$179,986	\$168,800	\$198,507.00	\$171,535				\$233,079	\$192,980	93%	7.2%
14	\$183,586	\$168,800	\$202,478.00	\$175,571				\$233,079	\$194,982	94%	6.2%
15	\$187,260	\$173,022	\$206,527.00	\$179,618				\$233,079	\$198,062	95%	5.8%
16	\$187,260	\$173,022	\$210,657.00	\$183,665				\$233,079	\$200,106	94%	6.9%
17	\$187,260	\$173,022	\$214,871.00	\$187,712				\$233,079	\$202,171	93%	8.0%
18	\$187,260	\$173,022	\$219,168.00	\$191,748				\$233,079	\$204,254	92%	9.1%
19	\$187,260	\$177,346	\$219,168.00	\$195,784				\$233,079	\$206,344	91%	10.2%
20	\$187,260	\$177,346	\$223,550.00	\$199,800				\$233,079	\$208,444	90%	11.3%
21	\$187,260	\$177,346	\$223,550.00	\$199,800				\$233,079	\$208,444	90%	11.3%
22	\$187,260	\$177,346	\$223,550.00	\$199,800				\$233,079	\$208,444	90%	11.3%
23	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
24	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
25	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
26	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
27	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
28	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
29	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
30	\$187,260	\$181,779	\$223,550.00	\$199,800				\$233,079	\$209,552	89%	11.9%
31	\$187,260	\$181,779	\$223,550.00	\$199,800	\$211,000	\$160,594		\$233,079	\$201,634	93%	7.7%
<b>Range Width</b>	38%	62%	54%	63%	3%	50%	NA	35%			

**Alexandria City Public Schools  
FY20 Sr. Leadership Team - Additional Chief Operating Officer Data**

School Division	Job Title	Area(s) of Responsibility
Alexandria	Chief Operating Officer	Maintenance, Transportation and Central Garage, Capital Improvement, Plant Operations, and Food and Nutrition Services
Arlington	Assistant Superintendent, Facilities & Operations	Facilities Planning, Capital Improvement Programs, Aquatics, Building and Grounds Maintenance, Custodial Services, Energy Management, and Transportation
Fairfax	Chief Operating Officer	Facilities, Transportation, Financial Services, Information Technology, Research and Strategic Improvement, Government Relations, and FCPS Education Foundation
Falls Church	Chief Operating Officer	Budget & Finance, Food Services, Human Resources, Information Technology, Payroll Services, Day Care, Facilities Services, and Transportation Services
Loudoun	Assistant Superintendent, Support Services	Construction Services, Facilities Services, Management and Coordination Services, Planning Services, Safety and Security Services, School Nutrition Services, and Transportation Services
Manassas	Executive Director, Finance & Operations	Accounting & Budget , Payroll, Procurement, Transportation, Maintenance, Food Services, and Health Services
Manassas Park	No Match	NA
Prince William	Associate Superintendent for Support Services	Transportation Services, Facilities Services, and Food and Nutrition Services

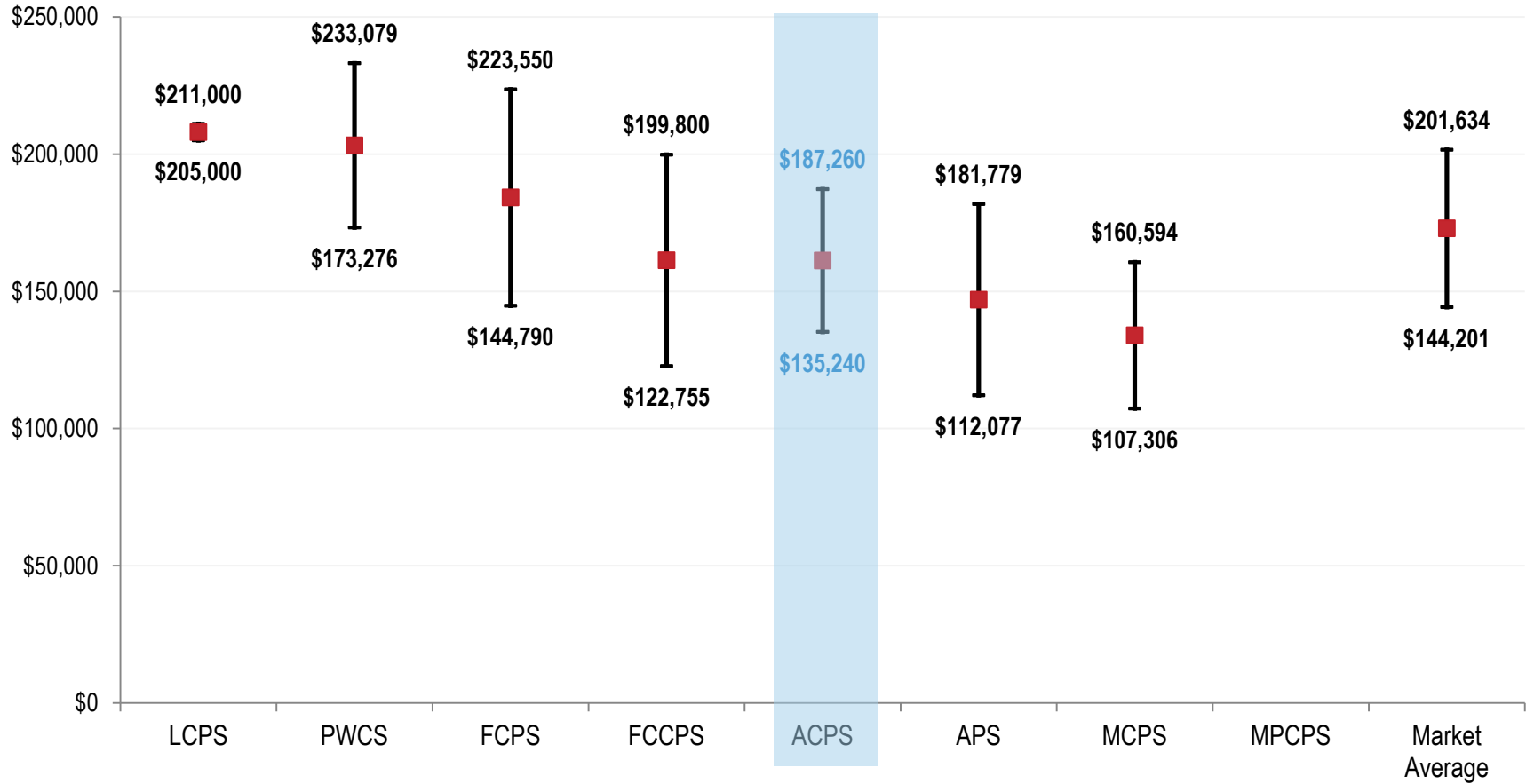
**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Operating Officer</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Loudoun*</b>	\$205,000	\$208,000	\$211,000	3%
<b>2</b>	<b>Prince William</b>	\$173,276	\$203,178	\$233,079	35%
<b>3</b>	<b>Fairfax</b>	\$144,790	\$184,170	\$223,550	54%
<b>4</b>	<b>Falls Church</b>	\$122,755	\$161,278	\$199,800	63%
<b>5</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>6</b>	<b>Arlington</b>	\$112,077	\$146,928	\$181,779	62%
<b>7</b>	<b>Manassas</b>	\$107,306	\$133,950	\$160,594	50%
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	NA
<b>Market Average (excluding Alexandria)</b>		<b>\$144,201</b>	<b>\$172,917</b>	<b>\$201,634</b>	<b>40%</b>
<b>Alexandria as a % of Market Average</b>		<b>94%</b>	<b>93%</b>	<b>93%</b>	

\* Loudoun data represents the range of actual annual pay rates for Cabinet level positions, which Segal applied across the pay range.

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

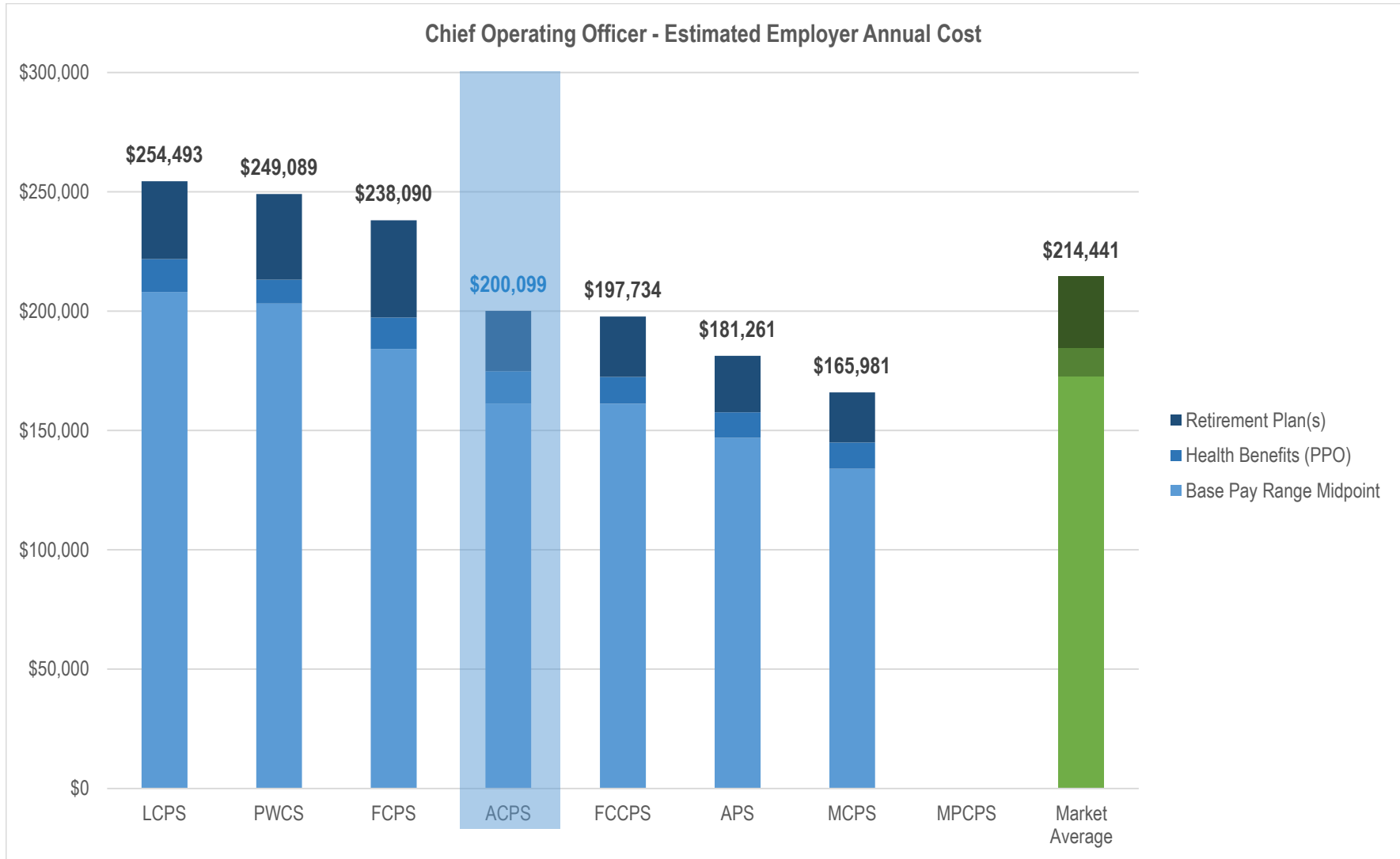
**Chief Operating Officer Base Pay**  
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Operating Officer</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Loudoun</b>	\$208,000	\$13,878	\$32,614	<b>\$254,493</b>
<b>2</b>	<b>Prince William</b>	\$203,178	\$9,990	\$35,922	<b>\$249,089</b>
<b>3</b>	<b>Fairfax</b>	\$184,170	\$13,182	\$40,738	<b>\$238,090</b>
<b>4</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>5</b>	<b>Falls Church</b>	\$161,278	\$11,169	\$25,288	<b>\$197,734</b>
<b>6</b>	<b>Arlington</b>	\$146,928	\$10,707	\$23,626	<b>\$181,261</b>
<b>7</b>	<b>Manassas</b>	\$133,950	\$11,027	\$21,003	<b>\$165,981</b>
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	<b>NA</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$172,917</b>	<b>\$11,659</b>	<b>\$29,865</b>	<b>\$214,441</b>
<b>Alexandria as a % of Market Average</b>		<b>93%</b>	<b>116%</b>	<b>85%</b>	<b>93%</b>

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Chief Technology Officer**

FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William			
Step	Chief Technology Officer	Asst Superintendent, Info Services	Assistant Superintendent, Information Technology	Director, Technology	Assistant Superintendent, Digital Innovation	Director, Technology	Director - IT	Associate Superintendent for Communication & Technology	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
1	\$135,240	\$112,077	\$144,790	\$93,627	\$205,000	\$103,179	\$108,816	\$173,276	\$134,395	101%	-0.6%
2	\$139,296	\$116,556	\$150,582	\$96,623				\$178,635	\$135,599	103%	-2.7%
3	\$143,477	\$121,221	\$155,852	\$99,619				\$183,993	\$140,171	102%	-2.3%
4	\$147,780	\$126,069	\$161,307	\$102,615				\$189,514	\$144,876	102%	-2.0%
5	\$152,213	\$131,113	\$166,146	\$105,694				\$195,198	\$149,538	102%	-1.8%
6	\$156,780	\$136,357	\$171,130	\$108,867				\$201,054	\$154,352	102%	-1.5%
7	\$161,484	\$141,812	\$175,409	\$112,082				\$207,087	\$159,098	102%	-1.5%
8	\$166,327	\$147,480	\$179,794	\$115,286				\$213,299	\$163,965	101%	-1.4%
9	\$171,317	\$153,381	\$183,390	\$118,459				\$219,699	\$168,732	102%	-1.5%
10	\$176,458	\$159,518	\$187,057	\$121,601				\$226,290	\$173,617	102%	-1.6%
11	\$176,458	\$168,800	\$190,799	\$124,711				\$233,079	\$179,347	98%	1.6%
12	\$179,986	\$168,800	\$194,615	\$127,770				\$233,079	\$181,066	99%	0.6%
13	\$179,986	\$168,800	\$198,507	\$130,839				\$233,079	\$182,806	98%	1.6%
14	\$183,586	\$168,800	\$202,478	\$133,918				\$233,079	\$184,569	99%	0.5%
15	\$187,260	\$173,022	\$206,527	\$137,008				\$233,079	\$187,409	100%	0.1%
16	\$187,260	\$173,022	\$210,657	\$140,097				\$233,079	\$189,214	99%	1.0%
17	\$187,260	\$173,022	\$214,871	\$143,187				\$233,079	\$191,040	98%	2.0%
18	\$187,260	\$173,022	\$219,168	\$146,266				\$233,079	\$192,884	97%	3.0%
19	\$187,260	\$177,346	\$219,168	\$149,345				\$233,079	\$194,735	96%	4.0%
20	\$187,260	\$177,346	\$223,550	\$152,414				\$233,079	\$196,597	95%	5.0%
21	\$187,260	\$177,346	\$223,550	\$152,414				\$233,079	\$196,597	95%	5.0%
22	\$187,260	\$177,346	\$223,550	\$152,414				\$233,079	\$196,597	95%	5.0%
23	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
24	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
25	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
26	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
27	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
28	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
29	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
30	\$187,260	\$181,779	\$223,550	\$152,414				\$233,079	\$197,706	95%	5.6%
31	\$187,260	\$181,779	\$223,550	\$152,414	\$211,000	\$154,770	\$174,098	\$233,079	\$190,099	99%	1.5%

**Range Width**      38%      62%      54%      63%      3%      50%      60%      35%



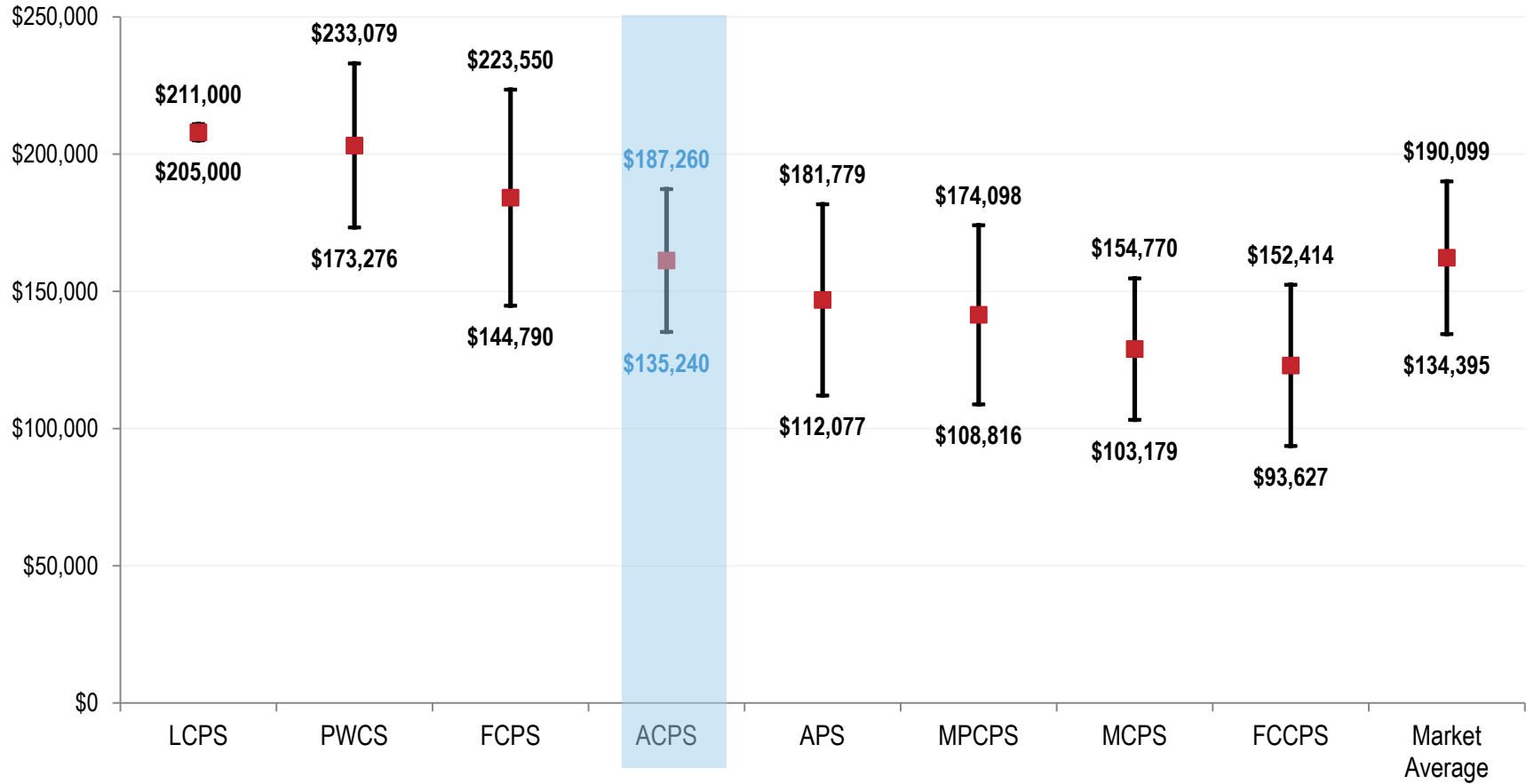
**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Technology Officer</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Loudoun*</b>	\$205,000	\$208,000	\$211,000	3%
<b>2</b>	<b>Prince William</b>	\$173,276	\$203,178	\$233,079	35%
<b>3</b>	<b>Fairfax</b>	\$144,790	\$184,170	\$223,550	54%
<b>4</b>	<b>Alexandria</b>	<b>\$135,240</b>	<b>\$161,250</b>	<b>\$187,260</b>	<b>38%</b>
<b>5</b>	<b>Arlington</b>	\$112,077	\$146,928	\$181,779	62%
<b>6</b>	<b>Manassas Park</b>	\$108,816	\$141,457	\$174,098	60%
<b>7</b>	<b>Manassas</b>	\$103,179	\$128,975	\$154,770	50%
<b>8</b>	<b>Falls Church</b>	\$93,627	\$123,021	\$152,414	63%
<b>Market Average (excluding Alexandria)</b>		<b>\$134,395</b>	<b>\$162,247</b>	<b>\$190,099</b>	<b>41%</b>
<b>Alexandria as a % of Market Average</b>		<b>101%</b>	<b>99%</b>	<b>99%</b>	

\* Loudoun data represents the range of actual annual pay rates for Cabinet level positions, which Segal applied across the pay range.

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

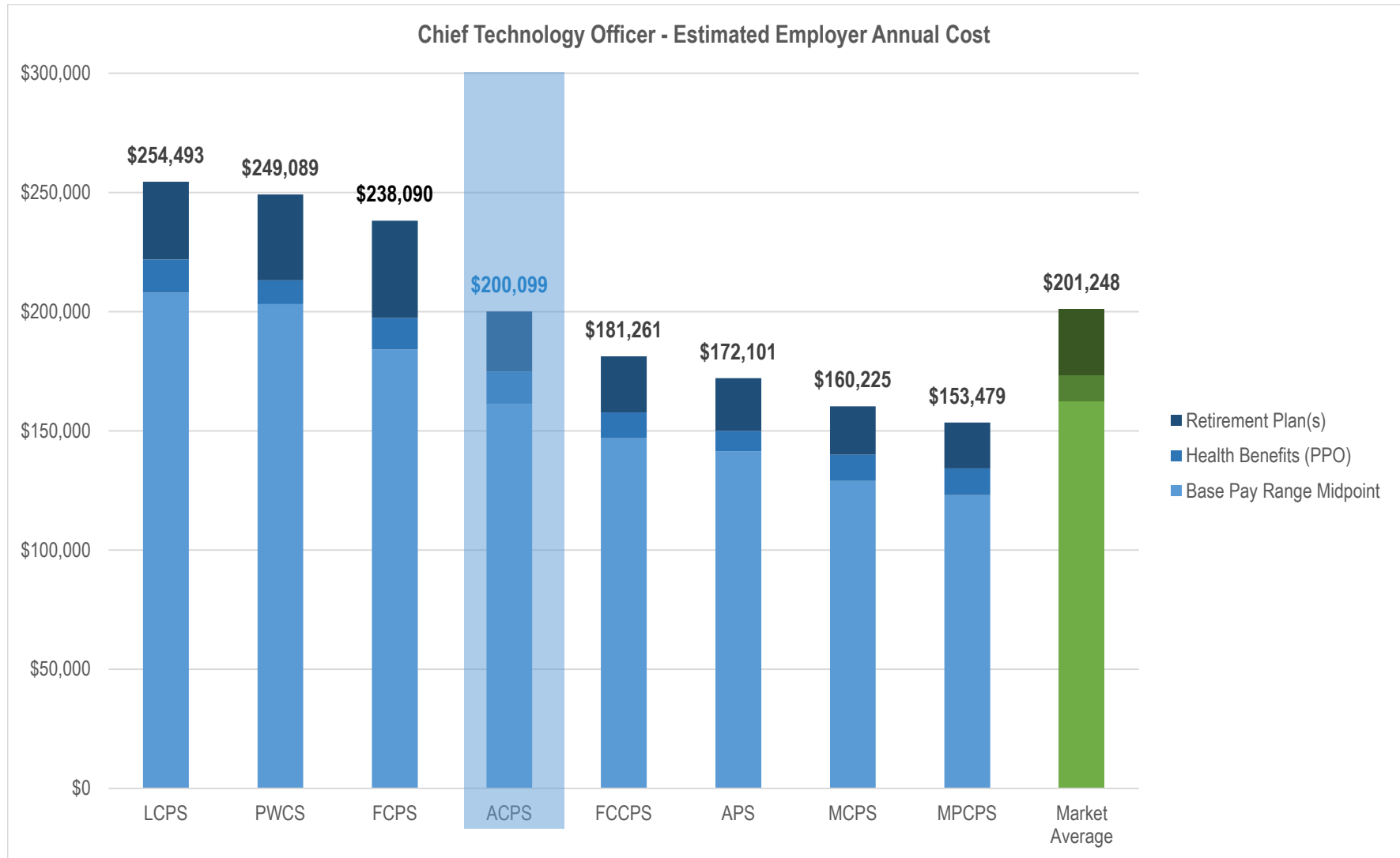
**Chief Technology Officer Base Pay**  
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Chief Technology Officer</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Loudoun</b>	\$208,000	\$13,878	\$32,614	<b>\$254,493</b>
<b>2</b>	<b>Prince William</b>	\$203,178	\$9,990	\$35,922	<b>\$249,089</b>
<b>3</b>	<b>Fairfax</b>	\$184,170	\$13,182	\$40,738	<b>\$238,090</b>
<b>4</b>	<b>Alexandria</b>	<b>\$161,250</b>	<b>\$13,565</b>	<b>\$25,284</b>	<b>\$200,099</b>
<b>5</b>	<b>Arlington</b>	\$146,928	\$10,707	\$23,626	<b>\$181,261</b>
<b>6</b>	<b>Manassas Park</b>	\$141,457	\$8,463	\$22,180	<b>\$172,101</b>
<b>7</b>	<b>Manassas</b>	\$128,975	\$11,027	\$20,223	<b>\$160,225</b>
<b>8</b>	<b>Falls Church</b>	\$123,021	\$11,169	\$19,290	<b>\$153,479</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$162,247</b>	<b>\$11,202</b>	<b>\$27,799</b>	<b>\$201,248</b>
<b>Alexandria as a % of Market Average</b>		<b>99%</b>	<b>121%</b>	<b>91%</b>	<b>99%</b>

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Executive Director, Elementary Instruction**

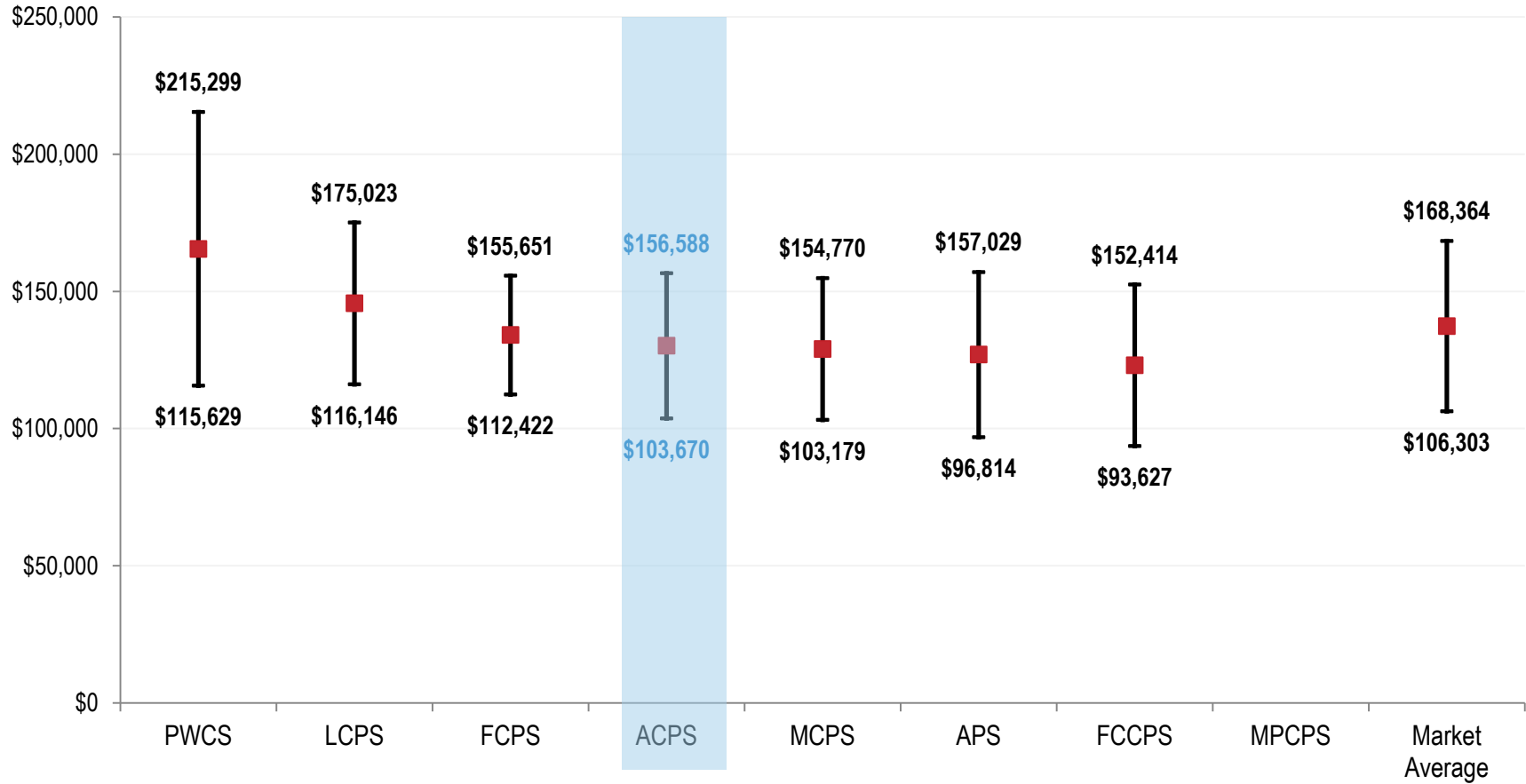
FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Executive Director, Elementary Instruction	Director of Early Childhood & Elementary Education	Director III, PreK-12 Curriculum & Instruction	Director, Teaching, Learning, and Achievement	Director, Elementary Education	Director, Instruction	No Match	Director of Student Learning			
1	\$103,670	\$96,814	\$112,422	\$93,627	\$116,146	\$103,179		\$115,629	\$106,303	98%	2.5%
2	\$107,815	\$100,685	\$116,920	\$96,623	\$116,263			\$119,206	\$109,939	98%	2.0%
3	\$112,130	\$104,714	\$121,597	\$99,619	\$117,840			\$122,781	\$113,310	99%	1.1%
4	\$116,614	\$108,902	\$126,460	\$102,615	\$119,742			\$126,466	\$116,837	100%	0.2%
5	\$121,277	\$113,261	\$130,254	\$105,694	\$121,652			\$130,260	\$120,224	101%	-0.9%
6	\$126,130	\$117,790	\$134,162	\$108,867	\$124,012			\$134,167	\$123,800	102%	-1.8%
7	\$131,174	\$122,502	\$138,187	\$112,082	\$126,452			\$138,192	\$127,483	103%	-2.8%
8	\$136,423	\$127,401	\$140,950	\$115,286	\$128,927			\$142,338	\$130,980	104%	-4.0%
9	\$141,881	\$132,498	\$143,770	\$118,459	\$132,081			\$146,609	\$134,683	105%	-5.1%
10	\$147,557	\$137,799	\$146,645	\$121,601	\$135,310			\$151,005	\$138,472	107%	-6.2%
11	\$147,557	\$145,817	\$149,578	\$124,711	\$138,619			\$155,536	\$142,852	103%	-3.2%
12	\$150,506	\$145,817	\$151,073	\$127,770	\$142,004			\$160,203	\$145,373	104%	-3.4%
13	\$150,506	\$145,817	\$152,584	\$130,839	\$146,193			\$165,007	\$148,088	102%	-1.6%
14	\$153,516	\$145,817	\$154,110	\$133,918	\$149,767			\$169,958	\$150,714	102%	-1.8%
15	\$156,588	\$149,462	\$155,651	\$137,008	\$153,422			\$175,058	\$154,120	102%	-1.6%
16	\$156,588	\$149,462	\$155,651	\$140,097	\$157,953			\$180,308	\$156,694	100%	0.1%
17	\$156,588	\$149,462	\$155,651	\$143,187	\$161,816			\$185,719	\$159,167	98%	1.6%
18	\$156,588	\$149,462	\$155,651	\$146,266	\$166,595			\$191,290	\$161,853	97%	3.4%
19	\$156,588	\$153,198	\$155,651	\$149,345	\$170,723			\$197,028	\$165,189	95%	5.5%
20	\$156,588	\$153,198	\$155,651	\$152,414	\$175,023			\$202,939	\$167,845	93%	7.2%
21	\$156,588	\$153,198	\$155,651	\$152,414	\$175,023			\$209,028	\$169,063	93%	8.0%
22	\$156,588	\$153,198	\$155,651	\$152,414	\$175,023			\$215,299	\$170,317	92%	8.8%
23	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
24	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
25	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
26	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
27	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
28	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
29	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
30	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
31	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023	\$154,770	NA	\$215,299	\$168,364	93%	7.5%
<b>Range Width</b>	51%	62%	38%	63%	51%	50%	NA	86%			

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Executive Director, Elementary Instruction</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Prince William</b>	\$115,629	\$165,464	\$215,299	86%
<b>2</b>	<b>Loudoun</b>	\$116,146	\$145,585	\$175,023	51%
<b>3</b>	<b>Fairfax</b>	\$112,422	\$134,037	\$155,651	38%
<b>4</b>	<b>Alexandria</b>	<b>\$103,670</b>	<b>\$130,129</b>	<b>\$156,588</b>	<b>51%</b>
<b>5</b>	<b>Manassas</b>	\$103,179	\$128,975	\$154,770	50%
<b>6</b>	<b>Arlington</b>	\$96,814	\$126,922	\$157,029	62%
<b>7</b>	<b>Falls Church</b>	\$93,627	\$123,021	\$152,414	63%
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	NA
<b>Market Average (excluding Alexandria)</b>		<b>\$106,303</b>	<b>\$137,334</b>	<b>\$168,364</b>	<b>58%</b>
<b>Alexandria as a % of Market Average</b>		<b>98%</b>	<b>95%</b>	<b>93%</b>	

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Executive Director, Elementary Instruction Base Pay**  
(sorted in descending order by midpoint pay rate)

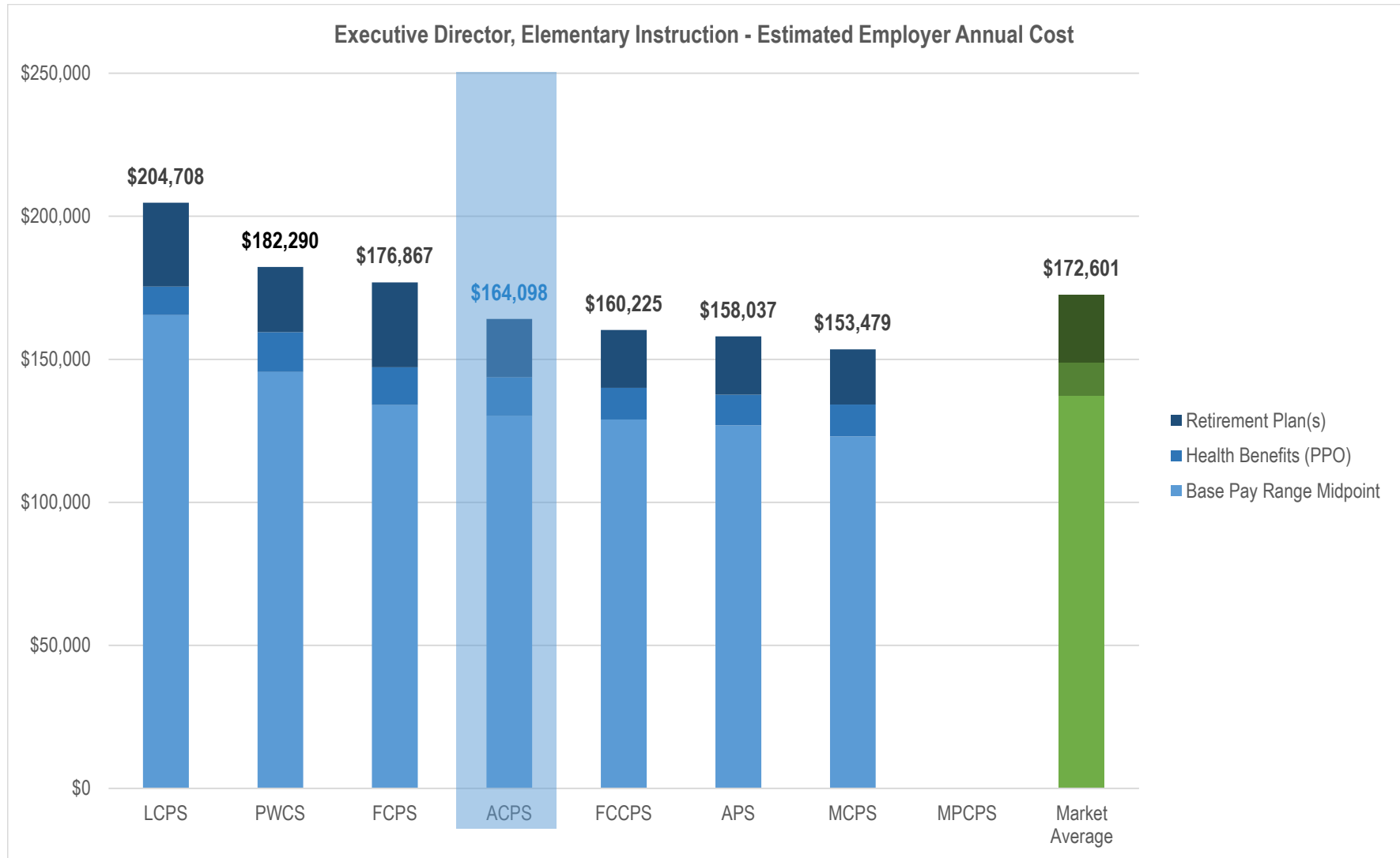


**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Executive Director, Elementary Instruction</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Prince William</b>	\$165,464	\$9,990	\$29,254	<b>\$204,708</b>
<b>2</b>	<b>Loudoun</b>	\$145,585	\$13,878	\$22,828	<b>\$182,290</b>
<b>3</b>	<b>Fairfax</b>	\$134,037	\$13,182	\$29,649	<b>\$176,867</b>
<b>4</b>	<b>Alexandria</b>	<b>\$130,129</b>	<b>\$13,565</b>	<b>\$20,404</b>	<b>\$164,098</b>
<b>5</b>	<b>Manassas</b>	\$128,975	\$11,027	\$20,223	<b>\$160,225</b>
<b>6</b>	<b>Arlington</b>	\$126,922	\$10,707	\$20,409	<b>\$158,037</b>
<b>7</b>	<b>Falls Church</b>	\$123,021	\$11,169	\$19,290	<b>\$153,479</b>
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	<b>NA</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$137,334</b>	<b>\$11,659</b>	<b>\$23,609</b>	<b>\$172,601</b>
<b>Alexandria as a % of Market Average</b>		<b>95%</b>	<b>116%</b>	<b>86%</b>	<b>95%</b>



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

**Executive Director, Secondary Instruction**

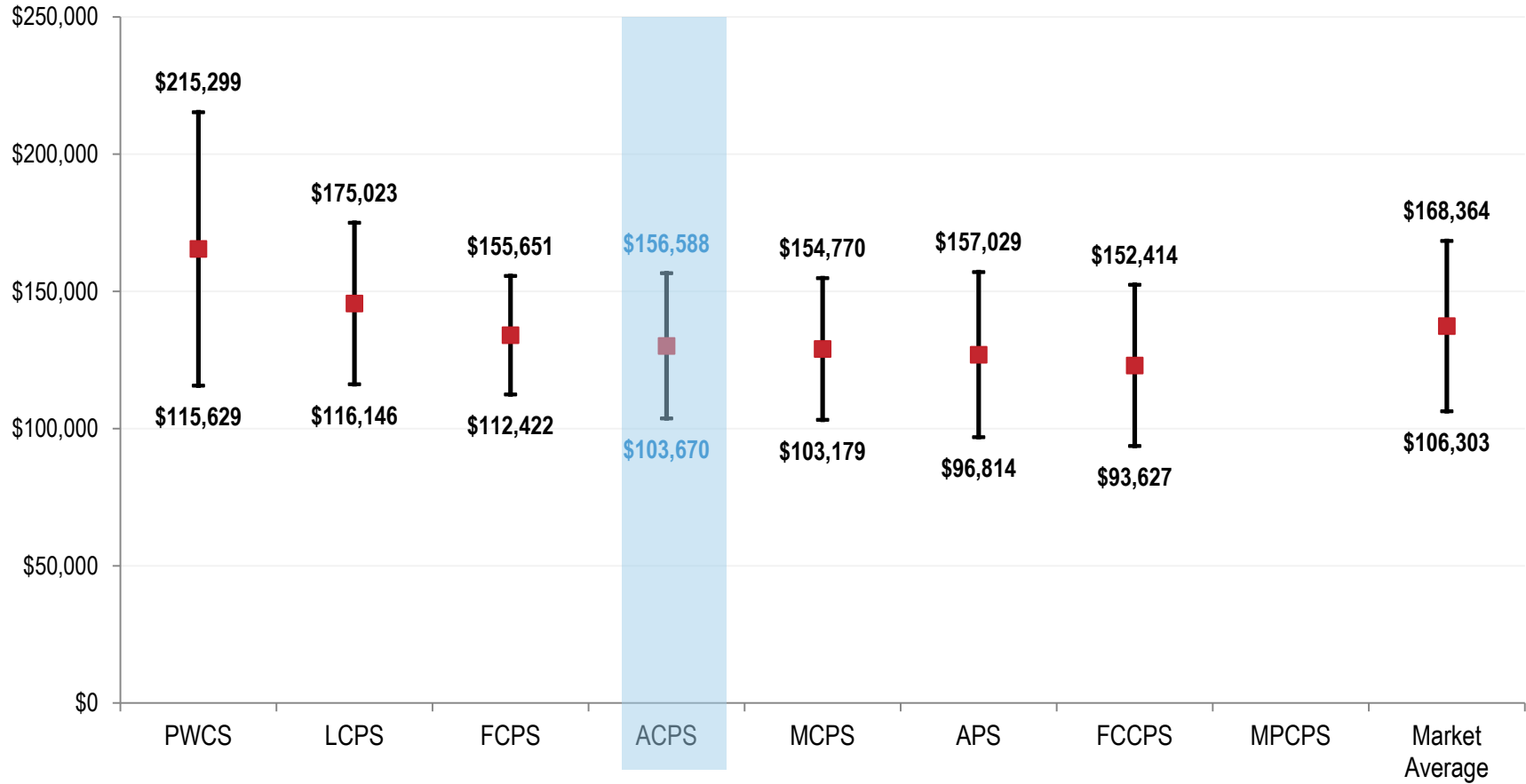
FY20	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas	Manassas Park	Prince William	Market Average	ACPS as % of Market Average	Adjustment needed to reach Market Average
Step	Executive Director, Secondary Instruction	Director of Secondary Education	Director III, PreK-12 Curriculum & Instruction	Director, Teaching, Learning, and Achievement	Director, High School Education	Director, Instruction	No Match	Director of Student Learning			
1	\$103,670	\$96,814	\$112,422	\$93,627	\$116,146	\$103,179		\$115,629	\$106,303	98%	2.5%
2	\$107,815	\$100,685	\$116,920	\$96,623	\$116,263			\$119,206	\$109,939	98%	2.0%
3	\$112,130	\$104,714	\$121,597	\$99,619	\$117,840			\$122,781	\$113,310	99%	1.1%
4	\$116,614	\$108,902	\$126,460	\$102,615	\$119,742			\$126,466	\$116,837	100%	0.2%
5	\$121,277	\$113,261	\$130,254	\$105,694	\$121,652			\$130,260	\$120,224	101%	-0.9%
6	\$126,130	\$117,790	\$134,162	\$108,867	\$124,012			\$134,167	\$123,800	102%	-1.8%
7	\$131,174	\$122,502	\$138,187	\$112,082	\$126,452			\$138,192	\$127,483	103%	-2.8%
8	\$136,423	\$127,401	\$140,950	\$115,286	\$128,927			\$142,338	\$130,980	104%	-4.0%
9	\$141,881	\$132,498	\$143,770	\$118,459	\$132,081			\$146,609	\$134,683	105%	-5.1%
10	\$147,557	\$137,799	\$146,645	\$121,601	\$135,310			\$151,005	\$138,472	107%	-6.2%
11	\$147,557	\$145,817	\$149,578	\$124,711	\$138,619			\$155,536	\$142,852	103%	-3.2%
12	\$150,506	\$145,817	\$151,073	\$127,770	\$142,004			\$160,203	\$145,373	104%	-3.4%
13	\$150,506	\$145,817	\$152,584	\$130,839	\$146,193			\$165,007	\$148,088	102%	-1.6%
14	\$153,516	\$145,817	\$154,110	\$133,918	\$149,767			\$169,958	\$150,714	102%	-1.8%
15	\$156,588	\$149,462	\$155,651	\$137,008	\$153,422			\$175,058	\$154,120	102%	-1.6%
16	\$156,588	\$149,462	\$155,651	\$140,097	\$157,953			\$180,308	\$156,694	100%	0.1%
17	\$156,588	\$149,462	\$155,651	\$143,187	\$161,816			\$185,719	\$159,167	98%	1.6%
18	\$156,588	\$149,462	\$155,651	\$146,266	\$166,595			\$191,290	\$161,853	97%	3.4%
19	\$156,588	\$153,198	\$155,651	\$149,345	\$170,723			\$197,028	\$165,189	95%	5.5%
20	\$156,588	\$153,198	\$155,651	\$152,414	\$175,023			\$202,939	\$167,845	93%	7.2%
21	\$156,588	\$153,198	\$155,651	\$152,414	\$175,023			\$209,028	\$169,063	93%	8.0%
22	\$156,588	\$153,198	\$155,651	\$152,414	\$175,023			\$215,299	\$170,317	92%	8.8%
23	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
24	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
25	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
26	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
27	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
28	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
29	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
30	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023			\$215,299	\$171,083	92%	9.3%
31	\$156,588	\$157,029	\$155,651	\$152,414	\$175,023	\$154,770	NA	\$215,299	\$168,364	93%	7.5%
<b>Range Width</b>	51%	62%	38%	63%	51%	50%	NA	86%			

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Executive Director, Secondary Instruction</b>					
<b>Rank</b> <small>(by Pay Range Midpoint)</small>	<b>School Division</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	<b>Range Width</b>
<b>1</b>	<b>Prince William</b>	\$115,629	\$165,464	\$215,299	86%
<b>2</b>	<b>Loudoun</b>	\$116,146	\$145,585	\$175,023	51%
<b>3</b>	<b>Fairfax</b>	\$112,422	\$134,037	\$155,651	38%
<b>4</b>	<b>Alexandria</b>	<b>\$103,670</b>	<b>\$130,129</b>	<b>\$156,588</b>	<b>51%</b>
<b>5</b>	<b>Manassas</b>	\$103,179	\$128,975	\$154,770	50%
<b>6</b>	<b>Arlington</b>	\$96,814	\$126,922	\$157,029	62%
<b>7</b>	<b>Falls Church</b>	\$93,627	\$123,021	\$152,414	63%
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	NA
<b>Market Average (excluding Alexandria)</b>		<b>\$106,303</b>	<b>\$137,334</b>	<b>\$168,364</b>	<b>58%</b>
<b>Alexandria as a % of Market Average</b>		<b>98%</b>	<b>95%</b>	<b>93%</b>	

Alexandria City Public Schools  
FY20 Sr. Leadership Team

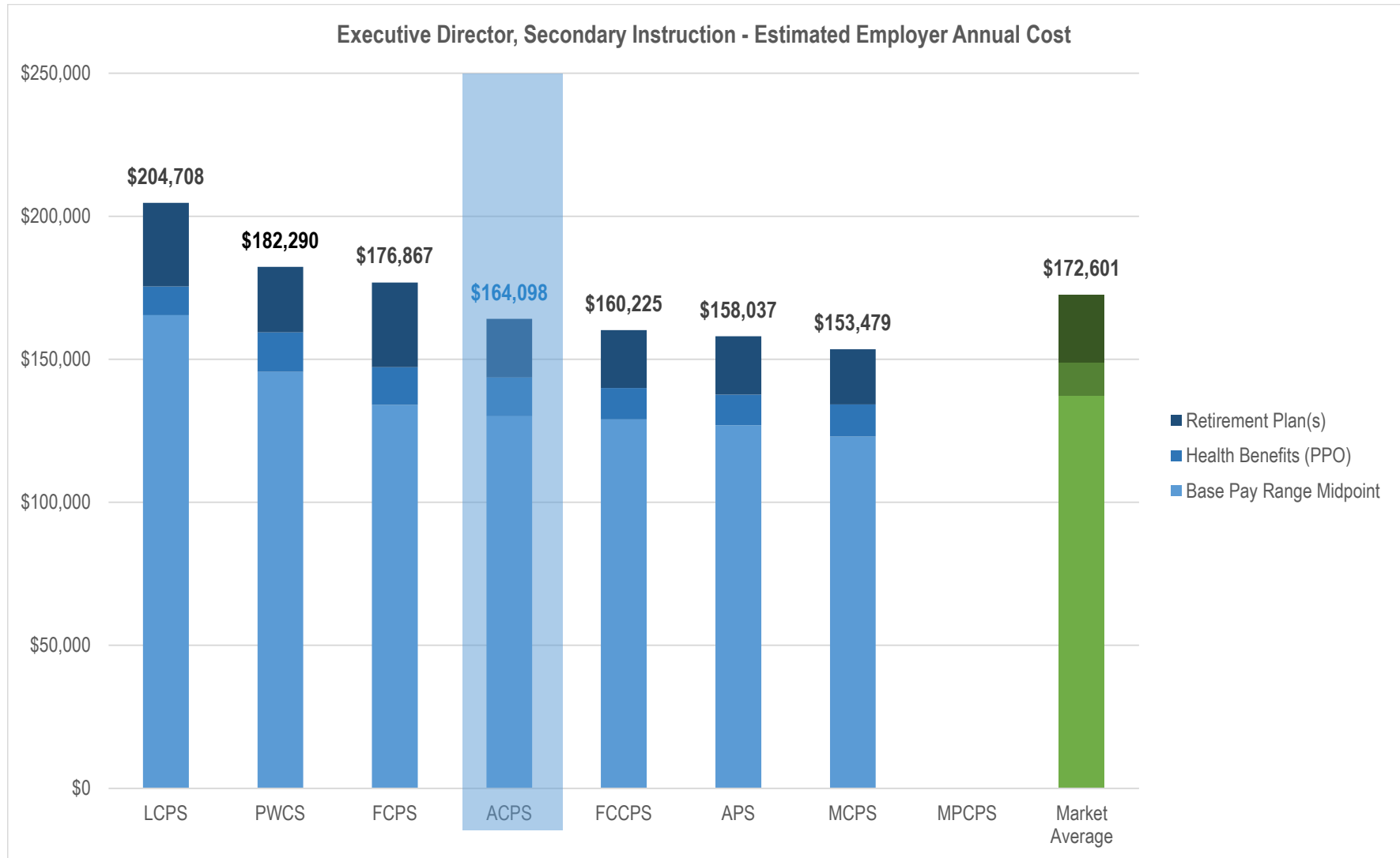
Executive Director, Secondary Instruction Base Pay  
(sorted in descending order by midpoint pay rate)



**Alexandria City Public Schools  
FY20 Sr. Leadership Team**

<b>Executive Director, Secondary Instruction</b>					
<b>Rank</b> <small>(by Estimated Employer Annual Cost)</small>	<b>School Division</b>	<b>Estimated Employer Annual Cost</b>			
		<b>Base Pay Range Midpoint</b>	<b>Health Benefits (PPO)</b>	<b>Retirement Plan(s)</b>	<b>Total</b>
<b>1</b>	<b>Prince William</b>	\$165,464	\$9,990	\$29,254	<b>\$204,708</b>
<b>2</b>	<b>Loudoun</b>	\$145,585	\$13,878	\$22,828	<b>\$182,290</b>
<b>3</b>	<b>Fairfax</b>	\$134,037	\$13,182	\$29,649	<b>\$176,867</b>
<b>4</b>	<b>Alexandria</b>	<b>\$130,129</b>	<b>\$13,565</b>	<b>\$20,404</b>	<b>\$164,098</b>
<b>5</b>	<b>Manassas</b>	\$128,975	\$11,027	\$20,223	<b>\$160,225</b>
<b>6</b>	<b>Arlington</b>	\$126,922	\$10,707	\$20,409	<b>\$158,037</b>
<b>7</b>	<b>Falls Church</b>	\$123,021	\$11,169	\$19,290	<b>\$153,479</b>
<b>NA</b>	<b>Manassas Park</b>	NA	NA	NA	<b>NA</b>
<b>Market Average (excluding Alexandria)</b>		<b>\$137,334</b>	<b>\$11,659</b>	<b>\$23,609</b>	<b>\$172,601</b>
<b>Alexandria as a % of Market Average</b>		<b>95%</b>	<b>116%</b>	<b>86%</b>	<b>95%</b>

**Alexandria City Public Schools  
FY20 Sr. Leadership Team**



**Alexandria City Public Schools**  
**Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

MEDICAL INSURANCE PREMIUMS - PPO/POS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	CIGNA Healthcare Open Access, HIGH Option	\$253.82	\$539.40	\$599.66	\$1,066.08	\$1,023.24	\$1,356.41	32%	68%	36%	64%	43%	57%
Fairfax	Aetna/Innovation Health	\$123.20	\$698.14	\$410.68	\$1,232.02	\$513.25	\$1,540.10	15%	85%	25%	75%	25%	75%
Falls Church	Key Advantage 250 COMPREHENSIVE	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%
Loudoun	POS Plan	\$132.90	\$738.38	\$458.49	\$1,286.44	\$628.44	\$1,548.17	15%	85%	26%	74%	29%	71%
Manassas	Key Advantage 250 COMPREHENSIVE	\$202.00	\$579.00	\$510.00	\$935.00	\$744.00	\$1,365.00	26%	74%	35%	65%	35%	65%
Manassas Park	Key Advantage 250 COMPREHENSIVE	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%
Prince William	KeyCare Enhanced PPO/Blue View Vision	\$122.36	\$548.16	\$558.84	\$843.72	\$791.12	\$1,218.06	18%	82%	40%	60%	39%	61%
Market Average		\$161.78	\$606.13	\$490.24	\$1,018.46	\$723.65	\$1,363.46	21%	79%	32%	68%	35%	65%
Alexandria	United Healthcare POS	\$153.76	\$615.05	\$295.30	\$1,181.22	\$410.28	\$1,641.16	20%	80%	20%	80%	20%	80%

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools  
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

<b>MEDICAL INSURANCE PREMIUMS - HMO</b>													
<b>Monthly Premium Contributions</b>								<b>Monthly Cost Sharing (%)</b>					
<b>School Division</b>	<b>Plan Name</b>	<b>EE Only</b>		<b>EE + 1</b>		<b>Family</b>		<b>EE Only</b>		<b>EE + 1</b>		<b>Family</b>	
		<b>EE</b>	<b>ER</b>	<b>EE</b>	<b>ER</b>	<b>EE</b>	<b>ER</b>	<b>EE</b>	<b>ER</b>	<b>EE</b>	<b>ER</b>	<b>EE</b>	<b>ER</b>
Arlington	Kaiser Permanente HMO	\$120.40	\$426.89	\$291.70	\$830.23	\$508.98	\$1,132.88	22%	78%	26%	74%	31%	69%
Fairfax	Kaiser Permanente Signature HMO	\$100.33	\$568.52	\$334.43	\$1,003.28	\$418.03	\$1,254.09	15%	85%	25%	75%	25%	75%
Falls Church	Kaiser Permanente HMO	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%
Loudoun	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manassas	Kaiser Permanente	\$133.00	\$579.00	\$375.00	\$935.00	\$544.00	\$1,365.00	19%	81%	29%	71%	28%	72%
Manassas Park	HMO/DMO with Comprehensive Dental	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%
Prince William	Kaiser Permanente	\$24.51	\$465.96	\$307.36	\$717.18	\$443.71	\$1,035.36	5%	95%	30%	70%	30%	70%
Market Average		\$114.94	\$525.49	\$369.16	\$866.53	\$549.16	\$1,204.18	18%	82%	30%	70%	31%	69%
Alexandria	Kaiser HMO	\$111.52	\$446.11	\$213.88	\$855.49	\$297.04	\$1,188.16	20%	80%	20%	80%	20%	80%

ACPS rates represent full-time Licensed and Administrator benefits contributions



**Alexandria City Public Schools  
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

<b>DENTAL INSURANCE PREMIUMS</b>													
		<b>Monthly Premium Contributions</b>						<b>Monthly Cost Sharing (%)</b>					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Delta Dental of Virginia	\$29.20	\$15.72	\$57.10	\$30.76	\$85.02	\$45.78	65%	35%	65%	35%	65%	35%
Fairfax	Aetna PPO Dental	\$18.66	\$43.56	\$31.73	\$74.04	\$45.00	\$104.98	30%	70%	30%	70%	30%	70%
Falls Church	NA (included in health)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loudoun	Delta Dental	\$1.34	\$57.37	\$17.27	\$98.97	\$26.46	\$120.42	2%	98%	15%	85%	18%	82%
Manassas	Delta Dental	\$20.44	\$30.66	\$40.90	\$61.34	\$70.36	\$105.54	40%	60%	40%	60%	40%	60%
Manassas Park	NA (included in health)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prince William	Delta Dental Standard	\$0.00	\$32.06	\$0.00	\$45.12	\$0.00	\$69.54	0%	100%	0%	100%	0%	100%
Market Average		\$13.93	\$35.87	\$29.40	\$62.05	\$45.37	\$89.25	28%	72%	32%	68%	34%	66%
Alexandria	CareFirst	\$17.98	\$23.83	\$29.30	\$38.82	\$47.14	\$62.50	43%	57%	43%	57%	43%	57%

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools  
Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

VISION INSURANCE PREMIUMS													
Monthly Premium Contributions								Monthly Cost Sharing (%)					
School Division	Plan Name	EE Only		EE + 1		Family		EE Only		EE + 1		Family	
		EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER
Arlington	Vision Service Plan (VSP)	\$9.08	\$0.00	\$14.54	\$0.00	\$23.40	\$0.00	100%	0%	100%	0%	100%	0%
Fairfax	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Falls Church	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Loudoun	Davis Vision	\$0.13	\$4.77	\$1.08	\$7.39	\$2.69	\$11.14	3%	97%	13%	87%	19%	81%
Manassas	Vision Service Plan (VSP)	\$10.07	\$0.00	\$17.31	\$0.00	\$27.90	\$0.00	100%	0%	100%	0%	100%	0%
Manassas Park	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Prince William	Vision Service Plan (VSP) (Supplemental)	\$9.32	\$0.00	\$11.56	\$0.00	\$18.96	\$0.00	100%	0%	100%	0%	100%	0%
Market Average		\$7.15	\$1.19	\$11.12	\$1.85	\$18.24	\$2.78	86%	14%	86%	14%	87%	13%
Alexandria	EyeMed	\$6.34	\$0.00	\$12.06	\$0.00	\$17.70	\$0.00	100%	0%	100%	0%	100%	0%

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools**  
**Total Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

ACPS PPO/POS Enrollment	
EE Only	53%
EE + 1	20%
Family	27%

TOTAL HEALTH CONTRIBUTION (PPO/POS Medical, Dental & Vision)													Weighted Average Employer Total Monthly Health Contribution
School Division	Monthly Premium Contributions						Monthly Cost Sharing (%)						
	EE Only		EE + 1		Family		EE Only		EE + 1		Family		
	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	
Arlington	\$292.10	\$555.12	\$671.30	\$1,096.84	\$1,131.66	\$1,402.19	34%	66%	38%	62%	45%	55%	\$892.23
Fairfax	\$141.86	\$741.70	\$442.41	\$1,306.06	\$558.25	\$1,645.08	16%	84%	25%	75%	25%	75%	\$1,098.50
Falls Church	\$149.20	\$596.80	\$345.00	\$1,035.00	\$503.50	\$1,510.50	20%	80%	25%	75%	25%	75%	\$930.72
Loudoun	\$134.38	\$800.52	\$476.84	\$1,392.80	\$657.58	\$1,679.73	14%	86%	26%	74%	28%	72%	\$1,156.52
Manassas	\$232.51	\$609.66	\$568.21	\$996.34	\$842.26	\$1,470.54	28%	72%	36%	64%	36%	64%	\$918.95
Manassas Park	\$149.00	\$543.00	\$549.00	\$731.00	\$862.00	\$1,006.00	22%	78%	43%	57%	46%	54%	\$705.29
Prince William	\$131.68	\$580.22	\$570.40	\$888.84	\$810.08	\$1,287.60	18%	82%	39%	61%	39%	61%	\$832.51
Market Average	\$175.82	\$632.43	\$517.59	\$1,063.84	\$766.48	\$1,428.81	22%	78%	33%	67%	35%	65%	\$933.53
Alexandria	\$178.08	\$638.88	\$336.66	\$1,220.04	\$475.12	\$1,703.66	22%	78%	22%	78%	22%	78%	\$1,130.42

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools**  
**Total Medical, Dental, and Vision Insurance Premium Contributions (Licensed Administrator)**

ACPS HMO Enrollment	
EE Only	63%
EE + 1	14%
Family	22%

TOTAL HEALTH CONTRIBUTION (HMO Medical, Dental & Vision)													Weighted Average Employer Total Monthly Health Contribution
School Division	Monthly Premium Contributions						Monthly Cost Sharing (%)						
	EE Only		EE + 1		Family		EE Only		EE + 1		Family		
	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	EE	ER	
Arlington	\$158.68	\$442.61	\$363.34	\$860.99	\$617.40	\$1,178.66	26%	74%	30%	70%	34%	66%	\$666.35
Fairfax	\$118.99	\$612.08	\$366.16	\$1,077.32	\$463.03	\$1,359.07	16%	84%	25%	75%	25%	75%	\$844.90
Falls Church	\$142.40	\$569.60	\$327.50	\$982.50	\$477.25	\$1,431.75	20%	80%	25%	75%	25%	75%	\$820.74
Loudoun	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Manassas	\$163.51	\$609.66	\$433.21	\$996.34	\$642.26	\$1,470.54	21%	79%	30%	70%	30%	70%	\$856.80
Manassas Park	\$169.00	\$543.00	\$579.00	\$731.00	\$903.00	\$1,006.00	24%	76%	44%	56%	47%	53%	\$673.09
Prince William	\$33.83	\$498.02	\$318.92	\$762.30	\$462.67	\$1,104.90	6%	94%	29%	71%	30%	70%	\$671.06
Market Average	\$131.07	\$545.83	\$398.02	\$901.74	\$594.27	\$1,258.49	19%	81%	31%	69%	32%	68%	\$755.49
Alexandria	\$135.84	\$469.94	\$255.24	\$894.31	\$361.88	\$1,250.66	22%	78%	22%	78%	22%	78%	\$704.51

ACPS rates represent full-time Licensed and Administrator benefits contributions

**Alexandria City Public Schools  
Total Retirement Contributions**

School Division	Plan Name	Supplemental Plan Name	Employer Contribution to Retirement Plans		
			Primary Plan	Supplemental Plan	Total
<b>Arlington</b>	VRS Hybrid Plan	403b and 403b Roth	15.68%	0.40%	<b>16.08%</b>
<b>Fairfax</b>	VRS Hybrid Plan	ERFC (Supplemental)*	15.68%	6.44%	<b>22.12%</b>
<b>Falls Church</b>	VRS Hybrid Plan**	--	15.68%	--	<b>15.68%</b>
<b>Loudoun</b>	VRS Hybrid Plan	--	15.68%	--	<b>15.68%</b>
<b>Manassas</b>	VRS Hybrid Plan	--	15.68%	--	<b>15.68%</b>
<b>Manassas Park</b>	VRS Hybrid Plan	--	15.68%	--	<b>15.68%</b>
<b>Prince William</b>	VRS Hybrid Plan	403b and 403b Roth	15.68%	2.00%	<b>17.68%</b>
<b>Market Average</b>			<b>15.68%</b>	<b>2.95%</b>	<b>16.94%</b>
<b>Alexandria</b>	<b>VRS Hybrid Plan</b>	<b>403b and 403b Roth</b>	<b>15.68%</b>	<b>0.00%</b>	<b>15.68%</b>

\* FCPS normal cost rate is 3.09% for the Education Employees' Supplementary Retirement System of Fairfax County (ERFC)

\*\* Segal assumed that Falls Church City PS uses the same contribution rate as the City of Falls Church.