

Date: November 7, 2019

For ACTION _____

For INFORMATION X

Board Agenda: Yes X
No _____

FROM: Dominic B. Turner, Chief Financial Officer
Dr. Stephen Wilkins, Chief Human Resources Officer

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 2021 Employee Compensation Overview

ACPS 2020 STRATEGIC PLAN GOAL: Goal 6: Effective and Efficient Operations

SY 2019-2020 FOCUS AREA: Focus Area 2: Budget Process

FY 2020 BUDGET PRIORITY: Increased Staff Retention

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 2021 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.

RECOMMENDATION: The Superintendent recommends that the School Board review the employee compensation presentation.

IMPACT: This preliminary review of employee compensation, along with further discussions throughout the FY 2021 budget development cycle, will help the School Board to make informed decisions on employee pay raises.

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ATTACHMENTS:

- 1) Preliminary FY 2021 Employee Compensation Overview Presentation