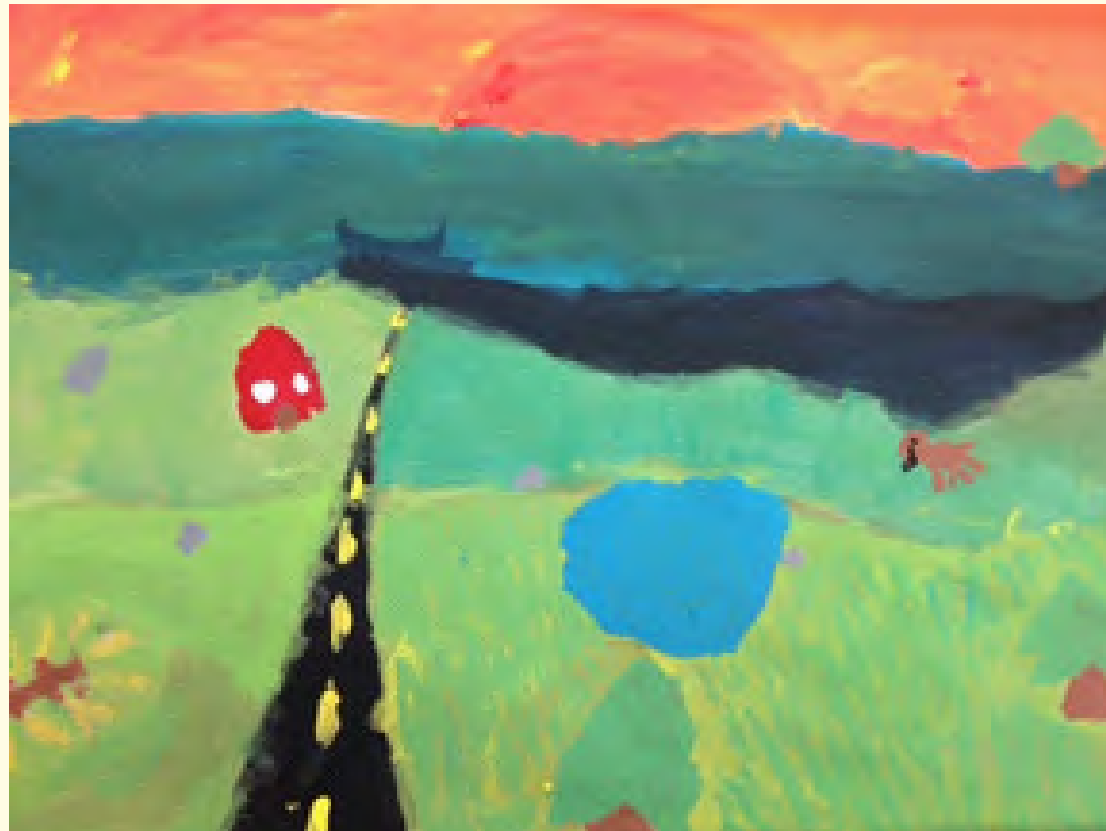


# The Washington Area Boards of Education



Joseph Yang

## FY 2014 WABE GUIDE

Compiled by Fairfax County Public Schools October 2013

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A special thank you to our cover artist, Joseph Yang from Eagle View Elementary School, Fairfax, Virginia.

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# Alexandria City Public Schools

- In 2012, the Alexandria City Public Schools (ACPS) Strategic Plan earned the nationally prestigious first-place Magna Award. The ACPS Strategic Plan is one of only 15 programs to receive a first-place honor in the Magna Awards for 2012.
- The City of Alexandria was recently named one of the Top 100 Communities for Young People by America's Promise, partly because of the quality of our schools and programs. A recent City survey indicates that the number of people who made the decision to live in Alexandria based on the quality of the schools has increased since 2004.
- The FY 2014 Adopted Budget increases by 3.9% compared to FY 2013. This includes a projected enrollment increase of 4.4%.
- Alexandria City Public Schools class sizes remain among the smallest in Northern Virginia with averages ranging from 18 - 24 students per class across all grade levels.
- The T. C. Satellite campus, which opened in September 2012, served over 100 students for the 2012-2013 school year. The program graduated 40 seniors at the end of the academic year.
- T.C. Williams High School, Alexandria City's only high school and home to more than 3,000 students, entered "transformation" during the 2010 - 2011 school year seeking to improve school climate and academic achievement. It has accomplished significant achievement as demonstrated by its fully accredited standing for the 2013 - 2014 school year.
- In 2012, ACPS launched the Family and Engagement (FACE) Centers to provide resources and wraparound services for students, parents, and community members at regional sites. During the first year of operation, the six centers have provided 176 hands-on, interactive opportunities for student enrichment and family engagement at FACE Center sites and have served over 1,800 ACPS families. The 2nd Annual Back to School Family Night and Resource Fair held this summer served approximately 2,500 individuals and provided over 800 stuffed backpacks to students in need.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$16,880</b>
<b>Average Teacher Salary</b>	<b>\$73,705</b>
<b>2013 Actual Membership</b>	
Total Membership	13,114
Percent ESOL Enrollment	24.4%
Percent Free/Reduced Price Meal Eligible	56.2%
Percent Special Education Enrollment	13.0%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	578
Percent Increase/Decrease from 2013 Actual	4.4%
<b>Schools</b>	
Elementary	12
Middle	5
Traditional (K-8)	1
Secondary and High	1
Special Education	0
Alternative	1
<b>Sources of Revenue</b>	
Local	79.3%
State	13.9%
Other	6.8%
<b>Authorized Positions</b>	
School-Based	90.1%
Nonschool-Based	9.9%

# Arlington County Public Schools

- The 2013 *Washington Post* Challenge Index ranked all APS high schools in the top two percent in the U.S. for the sixth year in a row.
- In 2011, *Parent Magazine* rated Arlington, Va. as the #4 community in the nation for raising a family.
- In the 2012 Community Satisfaction Survey, 94% of APS parents graded their child's school with an "A" or "B" (compared with 79% nationally)
- In 2012, Arlington Traditional School was named a Blue Ribbon School by the U.S. Department of Education.
- The average APS teacher has 11 years of experience and 77% have earned a master's degree or higher.
- Since 1988, APS has renewed and/or expanded 25 schools, rebuilt nine schools, built one new elementary school and new Yorktown and Wakefield high schools. Over the next several years, APS will add 1,875 seats with the two new elementary schools and additions to three elementary schools.
- Over 60% of students complete Algebra I before grade 9.
- The Nov. 2012 Arlington School Bond was approved by 82% of voters. Previous bonds received similar support.
- 71% of Arlingtonians and 82% of parents say that money for schools is well spent.
- The Career Center is home to one of the Commonwealth's first Governor's Career and Technical Academies. The academy provides 21st century job skills to secondary students.
- In 2012, all APS schools were fully accredited by the Commonwealth of Virginia.
- As of December 2012, 168 APS teachers had earned National Board certification, bringing the total of NBCT teachers to more than 7.5 percent of APS teachers.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$18,678</b>
<b>Average Teacher Salary</b>	<b>\$74,903</b>
<b>2013 Actual Membership</b>	
Total Membership	22,630
Percent ESOL Enrollment	20.7%
Percent Free/Reduced Price Meal Eligible	31.1%
Percent Special Education Enrollment	15.5%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	1,091
Percent Increase/Decrease from 2013 Actual	4.8%
<b>Schools</b>	
Elementary	22
Middle	5
Traditional (K-8)	0
Secondary and High	5
Special Education	2
Alternative	3
<b>Sources of Revenue</b>	
Local	81.0%
State	12.4%
Other	6.6%
<b>Authorized Positions</b>	
School-Based	90.7%
Nonschool-Based	9.3%

[www.apsva.us](http://www.apsva.us)

Link to FY 2014 Budget:  
<http://apsva.us/budget/documents>

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# Fairfax City Public Schools

Since 1962, the City of Fairfax School Board has contracted with Fairfax County Public Schools (FCPS) for the delivery of educational services. The City School Board owns and is responsible for its school buildings. Students in city schools have access to the same programs as are provided in all Fairfax County Public Schools.

- The City of Fairfax School Division is comprised of four buildings housing some 5,500 students in grades PreK-12. About 3,100 of these students are residents of the City of Fairfax, with the remainder residing in Fairfax County.

City of Fairfax Schools include:

- Daniels Run and Providence Elementary

Daniels Run and Providence elementary schools completed major renovations in 2000. Both schools provide a state of the art instructional environment, with technology available as a tool for learning. Both schools have additional resources to support a focus on mathematics, science, and technology. These schools are among the first in the region to offer world language instruction to all students. Each school has a capacity of about 800 students.

- Lanier Middle School

Lanier Middle School, often recognized for the rigor of its academic program, completed an extensive renovation in the spring of 2008. The newly renovated school provides a technology rich learning environment, as well as superior facilities for instruction in physical education and the arts. The capacity of Lanier is approximately 1,200 students.

- Fairfax High School

Fairfax High School, newly renovated and rededicated in the fall of 2007, is an academic and arts showcase. Offering students a challenging academic program, including a full range of AP courses, as well as the specialized programs of the Fairfax Academy for Communication Arts, graduates are fully prepared for their futures; approximately 90 percent continue their educations in post secondary institutions. The capacity of Fairfax High School is 2,400 students.

[www.fairfaxva.gov/school/school.asp](http://www.fairfaxva.gov/school/school.asp)

Link to FY 2014 Budget:

<http://cityoffairfaxschools.org/wp-content/uploads/2012/10/SB-Budget-Presentation-FY-2014.pdf>

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# Fairfax County Public Schools

- Fairfax County Public Schools (FCPS), the nation's 11th largest school division, is a world-class school system inspiring, enabling, and empowering students to meet high academic standards, lead ethical lives, and demonstrate responsible citizenship.
- The FY 2014 Budget, which increased by \$27.3 million from the FY 2013 approved, included an increase of 3,089 students.
- Despite challenging economic trends, the School Board has maintained focus on student achievement. Click this link to view [Student Achievement Goals and Operational Expectations](#).
- FCPS' 2013 SAT average of 1663 exceeds both the state (1517) and national average (1474).
- Based on the 2013 *Washington Post* rankings, of 1,900 top U.S. high schools, all eligible Fairfax County high schools were designated among the most demanding public schools in the country.
- Thomas Jefferson High School for Science and Technology was ranked by *U.S. World and News Report* in 2013 as the number four gold medal school. In total, FCPS received 13 gold medal awards and three awards.
- Eighteen Fairfax County Public Schools received the 2013 Board of Education Excellence Award, a recognition of schools and divisions that have met all state and federal achievement benchmarks for at least two consecutive years and have made significant progress toward goals for increased student achievement and expanded educational opportunities.
- Ninety-three percent of eligible FCPS schools earned full state accreditation from the VDOE for 2013-2014. Statewide, 77 percent of schools are accredited compared to 93 percent for 2012-2013.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$13,472</b>
<b>Average Teacher Salary</b>	<b>\$65,927</b>
<b>2013 Actual Membership</b>	
Total Membership	181,259
Percent ESOL Enrollment	15.5%
Percent Free/Reduced Price Meal Eligible	26.4%
Percent Special Education Enrollment	13.9%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	3,366
Percent Increase/Decrease from 2013 Actual	1.9%
<b>Schools</b>	
Elementary	139
Middle	23
Traditional (K-8)	0
Secondary and High	25
Special Education	7
Alternative	2
<b>Sources of Revenue</b>	
Local	68.7%
State	22.7%
Other	8.5%
<b>Authorized Positions</b>	
School-Based	93.0%
Nonschool-Based	7.0%

[www.fcps.edu](http://www.fcps.edu)

Link to FY 2014 Budget:

<http://www.fcps.edu/fs/budget/documents/approved/FY14/ApprovedBudgetFY14.pdf>

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# Falls Church City Public Schools

A small, independent, city school division since 1949.

- All four schools fully accredited.
- Each school specializes in specific grade levels:
  - Mount Daniel Elementary (PreK-1, Special needs preschool and family literacy programs)
  - Thomas Jefferson Elementary (2-5)
  - Mary Ellen Henderson Middle (6-8)
  - George Mason High (9-12)
- Consistently ranks among the top school systems in the region and nation in analyses conducted by the *Washington Post* and *Newsweek* magazine.
- Consistently recognized for excellence by the Virginia Department of Education and the U.S. Department of Education.
- Consistently scores above state and national averages on standardized tests. 2013 FCCPS SAT average of 1764, the highest in the Washington DC Metro area, exceeds the state average of 1528 and the national average of 1498.
- Among the highest on-time graduation rates in Virginia: 97%.
- 93 percent of graduates seek post-secondary education, primarily in four-year colleges and universities.
- Student body is multi-cultural. In 2012, the number of native languages spoken by students was 36.
- Historical Accomplishments
  - First Virginia school system to offer the challenging International Baccalaureate curriculum for high school students. (1981)
  - Worked with Arlington County to become the first two Virginia school systems to develop an extended day-care program, before and after school, for children of working parents. (1975)
  - First Virginia school system to offer full-day kindergarten. (1973)
  - First Virginia school system to voluntarily integrate schools (1961)
  - First Virginia school system to install external Stop Arm Cameras on school bus fleet (2013)

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$16,991</b>
<b>Average Teacher Salary</b>	<b>\$64,750</b>
<b>2013 Actual Membership</b>	
Total Membership	2,274
Percent ESOL Enrollment	7.0%
Percent Free/Reduced Price Meal Eligible	6.6%
Percent Special Education Enrollment	13.9%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	122
Percent Increase/Decrease from 2013 Actual	5.4%
<b>Schools</b>	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High	1
Special Education	0
Alternative	0
<b>Sources of Revenue</b>	
Local	82.3%
State	13.4%
Other	4.3%
<b>Authorized Positions</b>	
School-Based	92.1%
Nonschool-Based	7.9%

[www.fccps.org](http://www.fccps.org)

Link to FY 2014 Budget:

<http://www.fallschurchva.gov/Content/Government/Departments/Finance/Finance/FY14Budget/default.aspx>

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# Loudoun County Public Schools

Loudoun County Public Schools (LCPS) opened Discovery and Moorefield Station elementary schools in 2013, bringing the total number of schools to 84. The LCPS projected enrollment is 70,855 as compared with 68,289 a year ago. The FY 2014 operating budget is \$843,672,450, an increase of 2.5 percent over the FY 2013 budget.

LCPS academic success has continued despite the difficult economic times:

- LCPS has ten Schools to Watch, as determined by the National Forum to Accelerate Middle Grades Reform, the most of any jurisdiction in America.
- The number of students attaining Advanced Studies Diplomas has risen from 54 to 71 percent during the last decade.
- All 12 of the Loudoun County Public Schools (LCPS) high schools eligible to be ranked nationally by *The Washington Post's* Challenge Index received this honor in 2013.
- Nearly 70 percent of the 7,000-plus LCPS students with disabilities spend 80 percent or more of their school day in inclusive settings.
- Park View's Library Media Center was selected as a recipient of the National Medal for Museum and Library Service by The Institute of Museum and Library Services, the highest award given to American museums and libraries for service to the public.
- Marcy Lyle, a first grade teacher at Cool Spring Elementary was nominated for the Presidential Award for Excellence in Mathematics and Science Teaching.
- Taylor Klein, a senior at Broad Run High School, was selected as a finalist in the Prudential Spirit of Community Awards.
- Akhil Rekulapelli, a seventh-grader at Stone Hill Middle School, won the Virginia Geography Bee.
- Seven eighth-graders from J. Michael Lunsford Middle School students took third place in the World Finals Odyssey of the Mind Competition.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$11,638</b>
<b>Average Teacher Salary</b>	<b>\$62,978</b>
<b>2013 Actual Membership</b>	
Total Membership	68,289
Percent ESOL Enrollment	7.7%
Percent Free/Reduced Price Meal Eligible	17.4%
Percent Special Education Enrollment	11.7%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	2,566
Percent Increase/Decrease from 2013 Actual	3.8%
<b>Schools</b>	
Elementary	55
Middle	14
Traditional (K-8)	0
Secondary and High	13
Special Education	0
Alternative	2
<b>Sources of Revenue</b>	
Local	65.1%
State	31.1%
Other	3.7%
<b>Authorized Positions</b>	
School-Based	93.1%
Nonschool-Based	6.9%

[www.lcps.org](http://www.lcps.org)

Link to FY 2014 Budget:  
<http://www.lcps.org/page/1078>

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# Manassas City Public Schools

- MCPS embraces the challenge and opportunity to serve the 21st century learner in a safe, healthy, and supportive school environment focusing on innovative learning that integrates the use of technologies, inquiry, problem-solving, and higher order thinking skills.
- MCPS provides hands on activities for students across grade levels to explore and experience math, science and technology in exciting new ways through children's engineering projects. Students in elementary school can participate in LEGOS leagues.
- Advanced Placement classes are emphasized and an AP prep academy is provided for students taking AP classes for the first time. Students in AP have more than doubled since 2011 and the number of tests taken by students has nearly tripled. The middle school utilizes SpringBoard's Pre-Advanced Placement curriculum for Language Arts.
- Robotics, VEX, Odyssey of the Mind, and "It's Academic" teams promote high level independent thinking and essential teamwork skills. The intermediate school offers Engineering is Elementary for 5th graders and Project Lead the Way for 6th graders, as electives.
- George Mason University and Northern Virginia Community College provide opportunities for students to experience college level academics and obtain college credit, while in high school.
- MCPS offers the only Integrated Math and Science program to students in grades 7-10 in the region. Selected students explore math and science through the application of real world problems. Algebra 1 and Geometry are offered at the middle school level.
- MCPS students can attend the Governor's School @ Innovation Park which offers advanced college level STEM courses to juniors and seniors on the Prince William Campus of George Mason University. The school has been honored by Virginia Living Magazine as a 2013 Top High School.
- MCPS and the City of Manassas received the 2013 Award for Excellence in Local Government by the Alliance for Innovation in Government for their joint CIP process.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$11,984</b>
<b>Average Teacher Salary</b>	<b>\$63,228</b>
<b>2013 Actual Membership</b>	
Total Membership	7,276
Percent ESOL Enrollment	31.5%
Percent Free/Reduced Price Meal Eligible	55.2%
Percent Special Education Enrollment	14.8%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	142
Percent Increase/Decrease from 2013 Actual	2.0%
<b>Schools</b>	
Elementary	5
Middle	2
Traditional (K-8)	0
Secondary and High	1
Special Education	0
Alternative	0
<b>Sources of Revenue</b>	
Local	48.5%
State	47.5%
Other	4.0%
<b>Authorized Positions</b>	
School-Based	90.3%
Nonschool-Based	9.7%

[www.manassas.k12.va.us](http://www.manassas.k12.va.us)

Link to FY 2014 Budget:

<http://manassascity.va.schoolwebpages.com/education/components/scrapbook/default.php?sectiondetailid=14835&>

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# Manassas Park City Public Schools

- The division consists of four schools and each school specializes in specific grade levels.
- Teachers in Manassas Park City Schools are committed to continuous improvement:
  - 96.76% of MPCS teachers are highly qualified
  - Eight teachers and one elementary Guidance Counselor are National Board Certified
  - Nine teachers are Washington Post's Agnes Meyer Outstanding Teacher of the Year Recipients
- The city's diversity extends into the school system where students speak over 40 different languages at home.
- Parallel block scheduling at the elementary level lowers student/teacher ratios in reading and mathematics and provides specialized learning in science and social studies.
- 100% of Kindergarten students identified for PALS services in September of 2012 had tested out of the program by May 2013.
- During the 2012-2013 school year, MPES implemented Project Discovery days where, one day each quarter, students worked collaboratively to develop and present solutions to real world problems and challenges. The overwhelming positive feedback was the driving force behind a permanent schedule change embedding STEM learning labs into the daily elementary curriculum for the 2013-2014 school year.
- Middle school students could earn up to four high school credits and most earn two since 100% of 8th grade students are enrolled in Early World History and either Algebra I or Geometry
- MPCS has 10 students, including one sophomore, attending the Regional Governor's School at innovation Park.
- MPHS achieved a 17% increase in the average AP test score while increasing participation by 53% with the administration of 332 AP tests in 18 different subjects during spring 2012.
- Pre-AP, AP, or Dual Enrollment classes are taken by 92% of high school students

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$10,173</b>
<b>Average Teacher Salary</b>	<b>\$57,993</b>
<b>2013 Actual Membership</b>	
Total Membership	3,171
Percent ESOL Enrollment	37.1%
Percent Free/Reduced Price Meal Eligible	57.0%
Percent Special Education Enrollment	11.8%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	89
Percent Increase/Decrease from 2013 Actual	2.8%
<b>Schools</b>	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High	1
Special Education	0
Alternative	0
<b>Sources of Revenue</b>	
Local	32.2%
State	60.0%
Other	7.8%
<b>Authorized Positions</b>	
School-Based	92.3%
Nonschool-Based	7.7%

[www.mpark.net](http://www.mpark.net)

Link to FY 2014 Budget:  
<http://www.mpark.net/Departments/FinancialServices/tabid/13529/Default.aspx>

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# Montgomery County Public Schools

- Four MCPS high schools rank in the top 100 of *The Washington Post* 2013 High School Challenge and all 25 high schools appear on this list.
- Eight high schools made the *U.S. News & World Report* 2013 list of Best High Schools, including the top 6 high schools in Maryland. Six high schools were ranked among the nation's best for Science, Technology, Engineering, and Mathematics (STEM).
- According to *Education Week*, MCPS has one of the highest graduation rates among the nation's largest districts. The Schott Foundation reports that MCPS has the highest graduation rate in the nation for African American males in the nation's largest districts.
- A historic high of 32,974 AP exams were taken by MCPS students in 2012. Students earned a score of 3 or higher on 75% of the exams.
- The percentage of AP exams taken by African American students with scores of 3 or higher (51.8%) is significantly higher than the percentage in Maryland (30.9%) and nationwide (27.7%).
- The percentage of AP exams taken by Hispanic students with scores of 3 or higher (60%) was greater than the percentage in Maryland (53.4%) and nationwide (41.3%).
- More than 90% of kindergartners met/exceeded reading targets from 2008-2012, closing the achievement gap by race/ethnicity, and socioeconomic status at this grade level.
- 62% of grade 8 students completed Algebra 1 with a "C" or higher or enrolled in a higher level math course
- MCPS received the 2010 Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. MCPS became only the sixth public school system to receive the award and is by far the largest school district to be a recipient.
- In 2010, MCPS was named one of five finalists for the prestigious Broad Prize for Urban Education, the largest education prize in the country. MCPS was chosen as a finalist from a pool of 100 school districts.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$15,326</b>
<b>Average Teacher Salary</b>	<b>\$74,038</b>
<b>2013 Actual Membership</b>	
Total Membership	148,779
Percent ESOL Enrollment	12.9%
Percent Free/Reduced Price Meal Eligible	33.2%
Percent Special Education Enrollment	11.7%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	2,575
Percent Increase/Decrease from 2013 Actual	1.7%
<b>Schools</b>	
Elementary	133
Middle	38
Traditional (K-8)	0
Secondary and High	26
Special Education	5
Alternative	0
<b>Sources of Revenue</b>	
Local	66.9%
State	27.9%
Other	5.2%
<b>Authorized Positions</b>	
School-Based	91.1%
Nonschool-Based	8.9%

<http://www.montgomeryschoolsmd.org/>  
 Link to FY 2014 Budget:  
<http://www.montgomeryschoolsmd.org/departments/budget/>

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# Prince George's County Public Schools

Building on significant academic progress, the Board of Education reconciled and approved a \$1.687 billion operating budget on June 27, 2013, an increase of \$23.3 million that will maintain successful programs and fund new personnel resources. These resources are necessary to meet compliance requirements associated with mediated settlement agreements, cover mandatory costs of conducting school business, as well as key student achievement goals, notably Secondary School Reform, our Health Sciences Academy, Visual & Performing Arts Center at Northwestern HS, and funding to support Student-Based Budgeting to all schools.

The FY 2014 Operating Budget approved by the Board includes a net increase in State Aid of \$37.4 million, primarily due to adjustments in state aid programs. County funding, including both the telecommunications and energy tax estimates, totals \$623.7 million, a decrease of \$9.3 million from FY 2013. County funds increased Maintenance of Effort (MOE) by \$17,535 per SB 1301, Section 18.

Federal funding estimates remained constant at FY 2013 levels, while Board sources amount to \$15.0 million, a decrease of \$4.7 million primarily due to a decline in future unanticipated grants and miscellaneous revenue.

The FY 2014 approved expenditure budget was based on four key priorities: 1) Funding Student Need; 2) Supporting Employees; 3) Continued Investment in Innovative Programs; and 4) Continued Fiscal Stability. As such, \$14.2 million additional funding was included to support instruction and academic achievement.

The FY 2014 Operating Budget maintains our best efforts to achieve school system goals and fulfill our mission to ensure our students, teachers and support staff have tools and resources needed to help children learn and achieve.

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$11,563</b>
<b>Average Teacher Salary</b>	<b>\$63,793</b>
<b>2013 Actual Membership</b>	
Total Membership	123,741
Percent ESOL Enrollment	13.7%
Percent Free/Reduced Price Meal Eligible	59.8%
Percent Special Education Enrollment	11.6%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	(797)
Percent Increase/Decrease from 2013 Actual	-0.6%
<b>Schools</b>	
Elementary	122
Middle	24
Traditional (K-8)	12
Secondary and High	24
Special Education	9
Alternative	5
<b>Sources of Revenue</b>	
Local	37.0%
State	55.9%
Other	7.2%
<b>Authorized Positions</b>	
School-Based	85.1%
Nonschool-Based	14.9%

[www.pgcps.pg.k12.md.us](http://www.pgcps.pg.k12.md.us)

Link to FY 2014 Budget:

<http://www1.pgcps.org/budget/index.aspx?id=181013>

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# Prince William County Public Schools

- Launched the Governor's School @ Innovation Park, in concert with George Mason University and Manassas City and Manassas Park City Public Schools, providing advanced STEM study and research
- Implemented Teacher Incentive Performance Awards Program to enhance teaching and achievement in schools with economically disadvantaged student populations
- Received exemplary rating and Divisionwide accreditation as a quality school system by the Southern Association of Colleges and Schools (AdvancED SACS), 2007, 2012
- Implemented high speed internet connections, expanded use of wireless computer technology, and increased use of mobile computer labs in schools and for online testing
- Completed major renewals of 10 schools at a cost of \$63,066,000
- Built nine new schools and additions to nine schools, providing 8,986 additional student spaces at a cost of \$326,181,000
- Major Awards:
  - Nation's 100 Best Communities for Young People, America's Promise Alliance and ING, 2010, 2011, 2012
  - Outstanding School Business Official, Virginia Association of School Business Officials, 2012
  - Meritorious Budget Award, Association of School Business Officials, 1997-2013
  - Excellence in Financial Reporting, Govt. Finance Officers Association, 2003-2012
  - Energy Star Certification for four elementary schools, 2012
  - 2012 Best of the Web Award for K-12 Education Website, Center for Digital Education, 2012
  - Thirteen Gold Award of Distinction schools, HealthierUS School Challenge, USDA, 2012
  - Eleven schools earned Excellence Award, Board of Education, Virginia Dept. of Education
  - National STEM Education and Cyberlearning Model School, 2012

## Highlights at a Glance

<b>FY 2014 Cost Per Pupil</b>	<b>\$10,158</b>
<b>Average Teacher Salary</b>	<b>\$60,408</b>
<b>2013 Actual Membership</b>	
Total Membership	83,871
Percent ESOL Enrollment	21.5%
Percent Free/Reduced Price Meal Eligible	38.2%
Percent Special Education Enrollment	11.4%
<b>2014 Approved Membership</b>	
Number Increase/Decrease from 2013 Actual	2,415
Percent Increase/Decrease from 2013 Actual	2.9%
<b>Schools</b>	
Elementary	57
Middle	16
Traditional (K-8)	2
Secondary and High	11
Special Education	3
Alternative	2
<b>Sources of Revenue</b>	
Local	45.2%
State	48.7%
Other	6.1%
<b>Authorized Positions</b>	
School-Based	91.2%
Nonschool-Based	8.8%

[www.pwcs.edu](http://www.pwcs.edu)

Link to FY 2014 Budget:

<http://financialservices.departments.pwcs.edu/modules/cms/pages.phtml?pageid=285650&sessionid=32a2453a19ef32cb46a13cea385cfd67>

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# FY 2013 Actual Enrollment

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
<b>Alexandria City<sup>1</sup></b>	276	0	1,516	11,074	248	13,114
<b>Arlington County<sup>2</sup></b>	1,057	0	2,179	17,680	1,714	22,630
<b>Fairfax County</b>	2,039	1,385	13,339	151,516	12,980	181,259
<b>Falls Church City</b>	36	0	169	1,971	98	2,274
<b>Loudoun County</b>	838	98	4,832	59,572	2,949	68,289
<b>Manassas City</b>	108	54	627	6,039	448	7,276
<b>Manassas Park City</b>	66	36	270	2,608	191	3,171
<b>Montgomery County</b>	3,019	618	11,620	127,620	5,902	148,779
<b>Prince George's County</b>	4,639	932	10,013	103,376	4,781	123,741
<b>Prince William County</b>	877	309	6,384	75,092	1,209	83,871

<sup>1</sup> Alexandria City Public Schools' Special Education Level 2 figures exclude Preschool and Kindergarten students who have already been included in the Preschool and Kindergarten totals and include 79 private placement students who are served by non-ACPS providers.

<sup>2</sup> Arlington County's preschool special education numbers do not include 24 students receiving preschool special education community-based services.



# FY 2014 Approved Enrollment

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
<b>Alexandria City<sup>1</sup></b>	295	0	1,578	11,561	258	13,692
<b>Arlington County<sup>2</sup></b>	1,203	0	2,150	18,616	1,752	23,721
<b>Fairfax County</b>	2,085	1,444	13,544	154,229	13,323	184,625
<b>Falls Church City</b>	40	0	176	2,077	103	2,396
<b>Loudoun County</b>	943	100	5,007	61,562	3,243	70,855
<b>Manassas City</b>	162	0	627	6,248	381	7,418
<b>Manassas Park City</b>	67	36	270	2,692	195	3,260
<b>Montgomery County</b>	3,358	628	11,466	130,201	5,701	151,354
<b>Prince George's County</b>	4,702	932	9,050	103,451	4,809	122,944
<b>Prince William County</b>	550	349	6,507	76,696	2,184	86,286

<sup>1</sup> Alexandria City Public Schools' Special Education Level 2 figures exclude Preschool and Kindergarten students who have already been included in the Preschool and Kindergarten totals and include 79 private placement students who are served by non-ACPS providers.

<sup>2</sup> Arlington County's preschool special education numbers do not include 36 students receiving preschool special education community-based services.

# English for Speakers of Other Languages (ESOL) Students

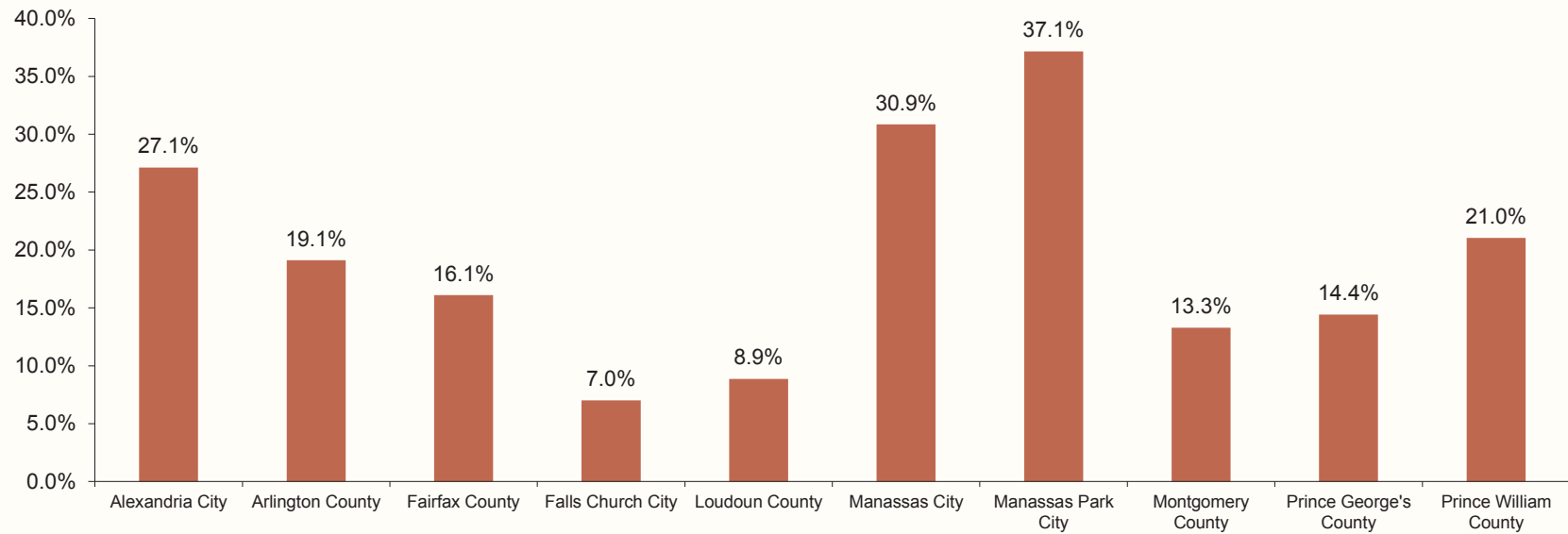
School Division	FY 2013 Actual Enrollment	FY 2014 Approved Enrollment	Percentage of FY 2013 Enrollment	Percentage of FY 2014 Enrollment
Alexandria City	3,201	3,713	24.4%	27.1%
Arlington County <sup>1</sup>	4,674	4,532	20.7%	19.1%
Fairfax County	28,090	29,723	15.5%	16.1%
Falls Church City	159	168	7.0%	7.0%
Loudoun County	5,234	6,288	7.7%	8.9%
Manassas City	2,289	2,289	31.5%	30.9%
Manassas Park City	1,178	1,211	37.1%	37.1%
Montgomery County	19,200	20,100	12.9%	13.3%
Prince George's County	16,997	17,737	13.7%	14.4%
Prince William County	18,050	18,157	21.5%	21.0%

<sup>1</sup> Arlington County's FY 2014 enrollment includes FY 2014 projections for English Language Proficiency (ELP) Levels 1-4 and 9/28/12 actuals for ELP Proficiency Level 5.

Note: Programs for English speakers of other languages use several different names in the WABE districts, including English as a Second Language, English for Speakers of Other Languages, and English Language Learners. For the purposes of this document, all such programs are referred to as English for Speakers of Other Languages, and enrollment includes only those students receiving services.

# English for Speakers of Other Languages (ESOL) Students

Percent of FY 2014 Total District Enrollment



# Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City <sup>1</sup>	12	5	1		1		1	20
Arlington County	22	5		1	4	2	3	37
Fairfax County	139	23		3	22	7	2	196
Falls Church City	2	1			1			4
Loudoun County	55	14			13		2	84
Manassas City	5	2			1			8
Manassas Park City	2	1			1			4
Montgomery County <sup>2</sup>	133	38			26	5		202
Prince George's County <sup>3</sup>	122	24	12		24	9	5	196
Prince William County	57	16	2		11	3	2	91

<sup>1</sup> Alexandria City has one high school, T.C. Williams, with four locations: a 9th grade center, a traditional campus that serves students in grades 10-12, a satellite campus, and an interim education facility.

<sup>2</sup> Montgomery County elementary schools include 1 charter school and high schools include 1 career and technology center.

<sup>3</sup> Does not include public charter schools.

# Special Education Membership

## FY 2013 Actual

School Division	Unduplicated Special Education Membership				Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)	Total	
<b>Alexandria City<sup>1</sup></b>	202	1,309	200	1,711	2,195
<b>Arlington County<sup>2</sup></b>	294	1,505	1,714	3,513	6,615
<b>Fairfax County</b>	2,039	10,095	12,980	25,114	44,409
<b>Falls Church City</b>	29	188	98	315	396
<b>Loudoun County</b>	620	4,416	2,949	7,985	9,955
<b>Manassas City</b>	54	578	448	1,080	1,683
<b>Manassas Park City</b>	30	152	191	373	504
<b>Montgomery County</b>	1,030	10,486	5,902	17,418	19,859
<b>Prince George's County</b>	1,613	7,983	4,781	14,377	66,121
<b>Prince William County<sup>3</sup></b>	805	7,571	1,209	9,585	0

<sup>1</sup> Preschool memberships include all special education service levels. The FY 2013 Services information is from the December 1, 2012 Child Court state report.

<sup>2</sup> Includes 24 students receiving preschool special education community-based services.

<sup>3</sup> Prince William County Schools does not report a duplicated special education student count.

# Special Education Membership

## FY 2014 Approved

Unduplicated Special Education Membership					
School Division	Preschool	Level 1	Level 2 (50% or more of time)	Total	Total Special Education Services
<b>Alexandria City<sup>1</sup></b>	200	1,352	245	1,797	TBD
<b>Arlington County<sup>2</sup></b>	384	1,354	1,752	3,490	6,622
<b>Fairfax County</b>	2,085	10,017	13,323	25,425	44,726
<b>Falls Church City</b>	32	197	103	332	416
<b>Loudoun County</b>	681	4,857	3,243	8,781	10,950
<b>Manassas City</b>	54	437	381	872	1,596
<b>Manassas Park City</b>	31	155	195	381	515
<b>Montgomery County</b>	1,213	10,838	5,701	17,752	22,515
<b>Prince George's County</b>	1,621	8,030	4,809	14,460	76,162
<b>Prince William County<sup>3</sup></b>	478	9,986	2,184	12,648	0

<sup>1</sup> Alexandria does not forecast special education membership.

<sup>2</sup> Includes 36 students receiving preschool special education community-based services.

<sup>3</sup> Prince William County Schools does not report a duplicated special education student count.

# FY 2014 Expenditure Data Definitions

## **Operating Fund or Budgeted Current Expenditures**

The data in this category include all funds for day-to-day expenditures for operation of the school system such as regular and special education instruction; may include grants such as Head Start, NCLB, Impact Aid, Perkins, and grants associated with IDEA; transportation costs including costs for new and replacement buses; and building maintenance for educational programs. Budgeted current expenditures also include the employer's share of employee benefits whether paid by the school district, municipality, or the state. The expenditures are typically funded in the school operating fund.

## **Construction and Renovation**

This category includes all expenditures (which are typically funded in a capital improvements fund or budget) for land, new construction, major renovations, and relocatable classrooms, whether funded by the school district, municipality, county, or state through bond sales or "pay-as-you-go" expenditures.

## **Debt Service**

This category includes all payments for principal and interest on long-term debt whether paid by the school district, municipality, county, or state.

## **Food Service**

This data include all expenditures for the school food services program regardless of the funding source (federal, state, and local subsidies and food sales).

## **Other Governmental Funds**

This category includes other Governmental Funds expenditures not included elsewhere, such as:

- Grants budgeted in a fund other than those listed previously.
- Adult education, defined as any remedial, enrichment, or makeup course or program offered outside of the regular school year.
- Summer school, defined as any remedial, enrichment, or makeup course or program offered outside of the regular school year.
- Other expenditures not defined elsewhere and defined within the chart.

# FY 2014 Approved Fund Expenditures

School Division	Operating Fund <sup>1</sup>	Construction Fund	Debt Service	Food Fund	Other Governmental Funds <sup>2</sup>	Total Expenditures
<b>Alexandria City</b>	\$233,988,514	\$14,140,911	\$0	\$7,127,148	\$4,234,491	\$259,491,064
<b>Arlington County</b>	\$438,288,321	\$70,247,295	\$44,723,691	\$7,478,683	\$24,555,225	\$585,293,215
<b>Fairfax County<sup>3</sup></b>	\$2,462,827,433	\$164,294,022	\$175,182,130	\$96,388,598	\$41,305,039	\$2,939,997,222
<b>Falls Church City</b>	\$40,937,800	\$7,995,000	\$3,465,917	\$916,900	\$1,839,300	\$55,154,917
<b>Loudoun County</b>	\$828,858,920	\$17,527,000	\$117,371,322	\$26,482,361	\$14,813,530	\$1,005,053,133
<b>Manassas City</b>	\$89,683,151	\$8,187,000	\$4,956,781	\$3,701,318	\$277,376	\$106,805,626
<b>Manassas Park City</b>	\$33,236,798	\$0	\$0	\$1,660,000	\$168,202	\$35,065,000
<b>Montgomery County</b>	\$2,349,252,209	\$217,758,000	\$124,467,000	\$51,189,670	\$23,213,173	\$2,765,880,052
<b>Prince George's County</b>	\$1,687,807,813	\$123,518,000	\$51,437,420	\$64,942,404	\$44,638,248	\$1,972,343,885
<b>Prince William County</b>	\$881,989,578	\$209,620,417	\$74,899,758	\$42,866,062	\$139,085,495	\$1,348,461,310

Note: Governmental Funds only - excludes Proprietary and Fiduciary Funds.

<sup>1</sup> Funds for entitlement grants are included in Operating Funds, even for districts that do not include those expenditures in their operating funds.

<sup>2</sup> Includes Adult Education, Summer School, competitive grants and other. Numbers will not necessarily match the approved operating budget.

<sup>3</sup> For Fairfax County Public Schools, the operating fund equals total revenue less transfers to other funds, and less the textbook replacement reserve.



# FY 2014 Sources of Revenue

## School Operating Fund

School Division	Federal		State		Local		Beginning Balance		Other		Total
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	
Alexandria City	\$7,048,267	3.0%	\$32,570,464	13.9%	\$185,611,472	79.3%	\$6,669,465	2.9%	\$2,088,846	0.9%	\$233,988,514
Arlington County	\$10,777,364	2.5%	\$54,558,189	12.4%	\$355,075,277	81.0%	\$15,292,999	3.5%	\$2,584,492	0.6%	\$438,288,321
Fairfax County	\$70,656,015	2.8%	\$568,429,561	22.7%	\$1,716,988,731	68.7%	\$82,651,011	3.3%	\$61,206,565	2.4%	\$2,499,931,883
Falls Church City	\$506,800	1.2%	\$5,474,900	13.4%	\$33,682,700	82.3%	\$486,000	1.2%	\$787,400	1.9%	\$40,937,800
Loudoun County	\$14,328,564	1.7%	\$258,110,869	31.1%	\$539,548,015	65.1%	\$10,000,000	1.2%	\$6,871,472	0.8%	\$828,858,920
Manassas City	\$3,143,724	3.5%	\$42,620,898	47.5%	\$43,496,286	48.5%	\$0	0.0%	\$422,243	0.5%	\$89,683,151
Manassas Park City	\$904,688	2.7%	\$19,941,326	60.0%	\$10,692,183	32.2%	\$0	0.0%	\$1,698,601	5.1%	\$33,236,798
Montgomery County	\$72,680,788	3.4%	\$604,989,615	27.9%	\$1,448,250,594	66.9%	\$26,972,451	1.2%	\$12,174,062	0.6%	\$2,165,067,510
Prince George's County	\$106,093,300	6.3%	\$942,923,300	55.9%	\$623,743,913	37.0%	\$0	0.0%	\$15,047,300	0.9%	\$1,687,807,813
Prince William County	\$29,922,654	3.4%	\$429,476,942	48.7%	\$398,937,317	45.2%	\$20,102,415	2.3%	\$3,550,250	0.4%	\$881,989,578

Note: Funds for entitlement grants are included here under the School Operating Fund for consistency with other districts, although some districts may not consider these funds as part of their operating funds.

# FY 2014 Sources of Revenue

## Percent of Total Operating Fund



# FY 2014 Local Funding Effort

School Division	City/County General Fund Amount	City/County Approved Disbursements to School Operating Funds	Percent of City/County General Fund	City/County Approved Disbursements to School Debt Service	Percent of City/County General Fund	Total City/County Approved Disbursements to Schools	Percent of City/County General Fund
Alexandria City	\$624,848,747	\$185,611,472	29.7%	\$0	0.0%	\$185,611,472	29.7%
Arlington County	\$1,091,506,803	\$353,675,277	32.4%	\$44,723,691	4.1%	\$398,398,968	36.5%
Fairfax County	\$3,586,369,722	\$1,716,988,731	47.9%	\$172,367,649	4.8%	\$1,889,356,380	52.7%
Falls Church City	\$75,579,675	\$37,241,517	49.3%	\$3,465,917	4.6%	\$40,707,434	53.9%
Loudoun County	\$1,180,826,439	\$543,615,482	46.0%	\$117,371,322	9.9%	\$660,986,804	56.0%
Manassas City	\$100,333,310	\$48,483,974	48.3%	\$4,956,781	4.9%	\$53,440,755	53.3%
Manassas Park City	\$34,940,514	\$10,692,183	30.6%	\$0	0.0%	\$10,692,183	30.6%
Montgomery County	\$4,194,797,973	\$2,084,338,000	49.7%	\$124,467,000	3.0%	\$2,208,805,000	52.7%
Prince George's County	\$2,695,478,900	\$674,881,333	25.0%	\$64,942,404	2.4%	\$739,823,737	27.4%
Prince William County	\$962,566,044	\$398,937,317	41.4%	\$72,542,798	7.5%	\$471,480,115	49.0%

# FY 2014 Approved Staffing Ratios

## Budgeted Ratios of Students Per Teacher

School Division	Kindergarten	Elementary	Middle / Intermediate	Secondary / High
<b>Alexandria City<sup>1</sup></b>	22.0	Grades 1-3 24.0 Grades 4-5 26.0	n/a	n/a
<b>Arlington County</b>	23.0	Grade 1 20.0 Grades 2-3 22.0 Grades 4-5 23.0	23.4	25.4
<b>Fairfax County<sup>2</sup></b>	26.3	26.3	26.9	29.5
<b>Falls Church City</b>	22.0	22.0	24.0	24.0
<b>Loudoun County</b>	24.0	24.0	23.6	27.9
<b>Manassas City</b>	24.0	24.0	24.0	24.0
<b>Manassas Park City</b>	24.0	Grades 1-3 24.0 Grades 4-5 25.0	21.0	21.0
<b>Montgomery County</b>	19.0	22.0	25.4	25.7
<b>Prince George's County<sup>3</sup></b>	n/a	n/a	n/a	n/a
<b>Prince William County</b>	24.0	Grades 1-3 24.0 Grades 4-5 25.0	21.0	21.3

<sup>1</sup> Alexandria City does not allocate positions based on staffing ratios for middle and high school classrooms.

<sup>2</sup> Fairfax County staffing ratios also take into account the number of students eligible for free and reduced price lunch and ESOL services. For a complete listing of staffing formulas, see the Fairfax County Public Schools website: <http://www.fcps.edu/index.shtml>

<sup>3</sup> Due to the implementation of Student Based Budgeting (SBB), student:classroom teacher ratios are not instituted. SBB gives Principals the autonomy to allocate staff based on the students enrolled and the specific needs of those students.

# FY 2014 Average Class Size

School Division	Students per Classroom Teacher <sup>1</sup>			Students per Teacher-Scale Position <sup>2</sup>		
	Elementary	Middle / Intermediate	Secondary / High	Elementary	Middle / Intermediate	Secondary / High
Alexandria City	20.1	17.6	25.5	9.2	10.6	14.2
Arlington County	21.1	20.4	19.5	10.4	16.1	16.6
Fairfax County	21.4	24.3	25.0	14.3	20.1	21.0
Falls Church City	21.5	24.2	20.4	12.3	16.6	14.0
Loudoun County	23.4	23.1	25.1	16.7	20.0	22.4
Manassas City	21.6	24.9	27.0	13.6	16.5	18.8
Manassas Park City	19.6	29.5	31.1	12.6	21.3	21.1
Montgomery County	18.9	25.5	27.3	13.7	21.6	23.9
Prince George's County	19.4	19.7	25.1	12.2	15.4	21.4
Prince William County	23.3	30.8	30.3	15.6	21.3	22.7

Note: Chart excludes teachers and students in pre-K, kindergarten, alternative schools, and self-contained special education.

<sup>1</sup> Classroom teachers are positions used to determine class size.

<sup>2</sup> Students per teacher-scale positions include classroom teachers and other teachers such as ESOL/ESL, librarians, reading, coaches, mentors, music, art, physical education, etc.

# FY 2014 Kindergarten Students Per Teacher

School Division	Number of Schools Offering Half- or Full-Day Kindergarten				Students per Classroom Teacher	
	Half-Day	Full-Day	Total	% Full-Day	Half-Day <sup>1</sup>	Full-Day
Alexandria City	0	13	13	100.0%	n/a	20.8
Arlington County	0	22	22	100.0%	n/a	19.4
Fairfax County	0	138	138	100.0%	n/a	21.9
Falls Church City	0	1	1	100.0%	n/a	19.6
Loudoun County	55	0	55	0.0%	18.0	0.0
Manassas City	0	5	5	100.0%	n/a	21.6
Manassas Park City	0	1	1	100.0%	n/a	27.0
Montgomery County	0	133	133	100.0%	n/a	19.2
Prince George's County	0	142	142	100.0%	n/a	19.6
Prince William County	0	57	57	100.0%	n/a	23.8

Note: Excludes pre-K teachers and students and self-contained special education teachers and students.

<sup>1</sup> Half-day teachers teach two kindergarten classes per day.

# Cost Per Pupil

School Division	FY 2012 Approved	FY 2013 Approved	FY 2014 Approved
Alexandria City	\$17,618	\$17,024	\$16,880
Arlington County <sup>1</sup>	\$18,047	\$18,675	\$18,678
Fairfax County	\$12,820	\$13,564	\$13,472
Falls Church City	\$16,309	\$16,612	\$16,991
Loudoun County	\$11,014	\$11,770	\$11,638
Manassas City	\$11,478	\$12,108	\$11,984
Manassas Park City	\$9,888	\$10,619	\$10,173
Montgomery County	\$14,776	\$14,880	\$15,326
Prince George's County	\$11,753	\$12,296	\$11,563
Prince William County	\$9,852	\$10,163	\$10,158

Note: Uniform formulas were developed by the WABE committee for consistency areawide. These numbers are comparable; however, the cost per pupil reported here may differ from that reported in individual districts' budget documents or other reports.

<sup>1</sup> Arlington revised their FY 2014 Cost Per Pupil in November 2013.

# Cost Per Pupil





# FY 2014 Authorized Position Definitions<sup>1</sup>

(for charts on pages 34 - 37)

## School-Based Positions

- Teachers: Include all instructors under contract, regular classroom teachers, special education teachers, ESOL, coaches, mentors, vocational education teachers, speech therapists, physical therapists, guidance counselors, librarians, homebound teachers under contract, music, physical education, and itinerant teachers.
- School-Based Administrators: Include principals, assistant principals, guidance directors, and student activity directors.
- Instructional Assistants: Include instructional aides and teacher aides.
- Nonmanagement/All Others: Include school clerical staff, custodial staff, and other school-based support positions.

## Nonschool-Based Positions

- Technical/Support: Include accountants, financial analysts, personnel analysts, management analysts, computer programmers and analysts, professional engineers, and architects.
- Management: Include directors, coordinators, senior analysts, department administrators and supervisors, special assistants, executive assistants, and area administrators.
- Educational Specialists: Examples include curriculum specialists, program specialists, nonschool-based social workers, psychologists, and psychometrists.
- Clerical: Include nonschool-based clerical staff.
- Custodial/Maintenance: Include nonschool-based custodial, maintenance, print shop, and warehouse employees.

## Leadership Team/Cabinet

- Division, deputy, associate, assistant, and area superintendents.

<sup>1</sup>Bus drivers, bus driver aides, and cafeteria staff are not included in this calculation.

# FY 2014 Authorized Positions

## School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
<b>School-Based Positions</b>					
Teachers	1,243.5	2,262.7	15,373.9	222.1	5,421.5
School-Based Administrators <sup>1</sup>	67.5	107.5	652.5	11.0	291.0
Educational Specialists	150.7	33.8	522.3	11.2	117.0
Instructional Assistants	218.0	543.0	3,084.8	62.2	1,285.7
Nonmanagement/All Others <sup>1</sup>	153.3	429.1	2,826.7	48.3	1,030.8
<b>Total School-Based Positions</b>	<b>1,833.0</b>	<b>3,376.1</b>	<b>22,460.2</b>	<b>354.8</b>	<b>8,146.0</b>
<b>Nonschool-Based Positions</b>					
Leadership Team	7.0	10.0	19.0	3.0	8.0
Technical/Support	72.0	91.3	747.5	9.9	119.8
Management	37.5	54.0	150.0	7.0	103.0
Educational Specialists	18.5	48.6	129.0	0.0	21.0
Office Support Staff	48.4	58.3	229.4	3.5	148.5
Custodial/Maintenance	17.0	84.0	412.0	7.0	203.5
<b>Total Nonschool-Based Positions</b>	<b>200.4</b>	<b>346.2</b>	<b>1,686.9</b>	<b>30.4</b>	<b>603.8</b>
<b>TOTAL AUTHORIZED POSITIONS<sup>2</sup></b> <b>(School Based + Non-School Based)</b>	<b>2,033.4</b>	<b>3,722.3</b>	<b>24,147.1</b>	<b>385.2</b>	<b>8,749.8</b>
<b>Other Operating Fund Positions<sup>3</sup></b>	131.0	177.5	1,853.0	22.6	888.5
<b>Total Non-Operating Fund Positions<sup>4</sup></b>	120.5	209.3	470.2	8.6	524.0

Note: Numbers may not add due to rounding.

<sup>1</sup> See page 36 for further details.

<sup>2</sup> Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

<sup>3</sup> Includes bus drivers, bus drivers' aides, and cafeteria staff. (Fairfax County contracts for bus drivers and aides).

<sup>4</sup> Includes all positions funded in Other Funds.

# FY 2014 Authorized Positions

## School Operating Fund

	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
<b>School-Based Positions</b>					
Teachers	555.7	223.0	11,939.9	8,397.4	5,746.1
School-Based Administrators <sup>1</sup>	24.0	11.0	526.5	457.0	285.6
Educational Specialists	44.5	10.0	250.8	353.5	80.9
Instructional Assistants	104.5	27.0	2,603.6	1,317.5	641.7
Nonmanagement/All Others <sup>1</sup>	120.5	39.0	2,180.4	1,770.1	1,269.5
<b>Total School-Based Positions</b>	<b>849.2</b>	<b>310.0</b>	<b>17,501.2</b>	<b>12,295.5</b>	<b>8,023.8</b>
<b>Nonschool-Based Positions</b>					
Leadership Team	2.0	2.0	21.0	22.0	12.0
Technical/Support	9.0	5.0	486.4	369.0	161.3
Management	29.3	7.0	238.8	203.0	140.9
Educational Specialists	31.0	0.0	180.5	893.5	111.6
Office Support Staff	10.2	8.0	297.8	228.1	99.1
Custodial/Maintenance	10.0	4.0	488.1	431.5	248.0
<b>Total Nonschool-Based Positions</b>	<b>91.5</b>	<b>26.0</b>	<b>1,712.6</b>	<b>2,147.1</b>	<b>772.9</b>
<b>TOTAL AUTHORIZED POSITIONS<sup>2</sup></b> <b>(School Based + Non-School Based)</b>	<b>940.7</b>	<b>336.0</b>	<b>19,213.8</b>	<b>14,442.6</b>	<b>8,796.7</b>
<b>Other Operating Fund Positions<sup>3</sup></b>	76.1	40.0	2,001.5	1,898.8	930.1
<b>Total Non-Operating Fund Positions<sup>4</sup></b>	0.0	31.0	619.5	1,329.9	646.8

Note: Numbers may not add due to rounding.

<sup>1</sup> See page 37 for further details.

<sup>2</sup> Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

<sup>3</sup> Includes bus drivers, bus drivers' aides, and cafeteria staff.

<sup>4</sup> Includes all positions funded in Other Funds.

# FY 2014 School-Based Positions - Details

	Alexandria City	Arlington County <sup>1</sup>	Fairfax County	Falls Church City	Loudoun County
<b>Administrators</b>					
Principals	20.0	36.0	196.0	4.0	84.5
Assistant Principals	36.0	47.5	376.0	4.4	116.5
Guidance Directors	2.0	8.0	53.0	1.0	14.0
Student Activity Directors	0.0	3.0	25.0	1.2	0.0
Other	9.5	13.0	2.5	0.4	76.0
<b>Nonmanagement / All Others</b>					
School Office Staff	34.1	177.9	1,074.1	14.3	387.4
Custodial Staff	65.4	192.0	1,388.0	22.0	493.0
Noninstructional Specialists	0.0	13.0	199.6	5.5	43.0
Security	23.1	18.0	165.0	3.0	15.0
Other	30.7	28.2	0.0	3.5	92.4

<sup>1</sup> Arlington County Public Schools has 18 school resource assistants. Additional security is provided by the Arlington County Police Department.

# FY 2014 School-Based Positions - Details

	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
<b>Administrators</b>					
Principals	8.0	4.0	204.5	203.0	91.5
Assistant Principals	14.0	4.0	287.0	252.0	121.0
Guidance Directors	1.0	1.0	0.0	0.0	27.0
Student Activity Directors	1.0	2.0	0.0	0.0	11.0
Other	0.0	0.0	35.0	2.0	35.1
<b>Nonmanagement / All Others</b>					
School Office Staff	52.0	10.0	676.4	538.5	498.5
Custodial Staff	50.5	21.0	1,292.0	948.6	448.6
Noninstructional Specialists	0.0	2.0	0.0	0.0	85.5
Security	9.0	0.0 <sup>1</sup>	208.0	18.0	49.6
Other	9.0	6.0	4.0	265.0	187.3

<sup>1</sup> Manassas Park City Schools reimburses the City of Manassas Park for a portion of the salary of the police officer that serves as the School Resource Officer for the Middle School and High School campus.

# FY 2014 Salary Information

## Teacher and Instructional Assistant Salaries

School Division	Scheduled Days	Hours per Day	Teacher Salary				Instructional Assistant		
			Step 1 + Bachelors Degree	Step 1 + Masters Degree	Step 9 + Masters Degree	Maximum	Beginning Hourly	Maximum Hourly	
Alexandria City	197	7.25	\$46,774	\$73,705	\$53,651	\$70,808	\$106,197	\$15.94	\$28.24
Arlington County	194 <sup>1</sup>	7.50	\$47,282 <sup>2</sup> \$44,788 <sup>3</sup>	\$74,903	\$52,130 <sup>2</sup> \$49,380 <sup>3</sup>	\$71,982 <sup>2</sup> \$68,185 <sup>3</sup>	\$109,078 <sup>2,4</sup> \$103,324 <sup>3,4</sup>	\$15.03 <sup>2</sup> \$14.24 <sup>3</sup>	\$29.84 <sup>2</sup> \$28.26 <sup>3</sup>
Fairfax County <sup>5</sup>	194	7.50	\$46,756	\$67,245	\$52,530	\$59,590	\$100,898	\$14.47	\$30.40
Falls Church City	191 <sup>6</sup>	7.50	\$44,733	\$64,750	\$49,934	\$63,012	\$100,437	\$14.82	\$27.27
Loudoun County	197	7.50	\$46,422	\$62,978	\$52,020	\$55,078	\$103,074	\$15.47	\$28.94
Manassas City	195	7.50	\$46,078	\$63,228	\$51,478	\$58,562	\$103,412	\$16.10	\$28.17
Manassas Park City	195 <sup>7</sup>	7.50	\$43,219	\$57,993	\$49,219	\$55,879	\$103,656	\$14.64 <sup>8</sup>	\$29.41 <sup>8</sup>
Montgomery County	193	8.00	\$46,410	\$74,038	\$51,128	\$67,723	\$103,634	\$17.01	\$27.35
Prince George's County	192	7.50	\$44,799	\$63,793	\$49,107	\$60,188	\$91,752	\$11.74 - \$18.10 <sup>9</sup>	\$22.95 - \$32.01 <sup>9</sup>
Prince William County	195	7.50	\$45,370	\$60,408	\$50,778	\$60,662	\$106,448	\$14.52	\$30.53

<sup>1</sup> Arlington County has 194 scheduled workdays and 6 unscheduled days.

<sup>2</sup> Retirement eligible.

<sup>3</sup> Non-retirement eligible.

<sup>4</sup> Teachers in Career Advancement Program (CAP) follow a different salary schedule. Maximum teacher salary is \$114,528 in CAP-1 (retirement eligible) and \$120,253 in CAP-2 (retirement eligible); maximum teacher salary is \$108,487 in CAP-1 (non-retirement eligible) and \$113,910 in CAP-2 (non-retirement eligible).

<sup>5</sup> Fairfax County teacher salaries and instructional assistant hourly rates include a 2% market scale adjustment effective January 1, 2014.

<sup>6</sup> Falls Church City Public Schools has 191 scheduled workdays and 9 unscheduled days.

<sup>7</sup> Manassas Park City Schools has 195 scheduled workdays and 5 unscheduled days.

<sup>8</sup> Instructional Assistants in Manassas Park City Schools are salaried and not hourly positions.

<sup>9</sup> Instructional Assistants in Prince George's County Schools are classified as Paraprofessional Educators who are paid at a varied scale dependent upon level of education.

# FY 2014 Salary Information

## Bus Driver and School Board Salaries

School Division	Bus Driver Salary		School Board		
	Beginning Hourly	Maximum Hourly	Members	Member Salary	Chairperson Salary
<b>Alexandria City</b>	\$17.42	\$29.08	9	\$15,000	\$17,000
<b>Arlington County<sup>1</sup></b>	\$18.42-\$22.59 <sup>2</sup>	\$29.84-\$36.49 <sup>2</sup>	5	\$22,040	\$24,080
	\$17.45-\$21.40 <sup>3</sup>	\$28.26-\$34.57 <sup>3</sup>			
<b>Fairfax County<sup>4</sup></b>	\$18.52	\$32.62	12	\$20,000	\$22,000
<b>Falls Church City</b>	\$17.60	\$32.38	7	\$3,600	\$6,000
<b>Loudoun County</b>	\$17.65	\$33.17	9	\$20,000	\$22,000
<b>Manassas City</b>	\$18.63	\$32.61	7	\$6,000	\$7,100
<b>Manassas Park City</b>	\$16.99 <sup>5</sup>	\$30.30	5	\$3,000	\$3,500
<b>Montgomery County</b>	\$16.36	\$25.96	7	\$18,500	\$22,500
<b>Prince George's County</b>	\$17.18	\$31.26	9	\$18,000	\$19,000
<b>Prince William County</b>	\$15.86	\$33.35	8	\$12,000	\$13,100

<sup>1</sup> Salary per hour varies among the type of bus driver. Additional details on types of bus drivers are provided in the APS pay plan at [www.apsva.us/jobs](http://www.apsva.us/jobs).

<sup>2</sup> Retirement eligible.

<sup>3</sup> Non-retirement eligible.

<sup>4</sup> Fairfax County bus driver hourly rates include a 2% market scale adjustment effective January 1, 2014.

<sup>5</sup> Manassas Park City revised their Bus Driver beginning hourly rate in November 2013 due to an error.

# Student Demographics

School Division	2011-2012 Graduation Information			FY 2013 Actual Free or Reduced Price Lunch Eligibility	
	% of Graduates Going on to Postsecondary Education	2012 Cohort Graduation Rate <sup>1</sup>	2012 Cohort Dropout Rate <sup>1</sup>	Students Eligible	Percent of District Enrollment
Alexandria City	83.0%	81.8%	11.9%	7,370	56.2%
Arlington County	91.9%	89.2%	7.7%	7,049	31.1%
Fairfax County	96.3%	91.3%	5.9%	47,874	26.4%
Falls Church City	95.0%	97.1%	0.6%	151	6.6%
Loudoun County	92.1%	95.2%	2.9%	11,911	17.4%
Manassas City	82.0%	80.3%	8.4%	4,015	55.2%
Manassas Park City	85.0%	85.1%	8.5%	1,806	57.0%
Montgomery County	92.0%	n/a	6.8% <sup>2</sup>	49,344	33.2%
Prince George's County	79.1%	n/a	7.4%	74,019	59.8%
Prince William County	84.3%	89.1%	7.3%	32,062	38.2%

<sup>1</sup> Graduation data for Virginia school divisions is from the Department of Education's website at [http://www.doe.virginia.gov/statistics\\_reports/graduation\\_completion/cohort\\_reports/index.shtml](http://www.doe.virginia.gov/statistics_reports/graduation_completion/cohort_reports/index.shtml).

<sup>2</sup> Montgomery County's 2012 Cohort Dropout Rate is based on a four year cohort rate reported by the State of Maryland and required by Federal Law.



# SAT Scores

## School Year 2012-2013

School Division	Average Math	Average Critical Reading <sup>1</sup>	Average Writing	Total	Percent of Seniors Taking Tests
Alexandria City	477	485	474	1436	65.0%
Arlington County	554	554	537	1645	69.9%
Fairfax County	568	554	541	1663	72.0%
Falls Church City	593	587	585	1765	81.0%
Loudoun County	539	539	528	1606	79.0%
Manassas City	492	486	479	1457	73.0%
Manassas Park City	500	505	491	1496	67.0%
Montgomery County	561	546	542	1649	69.1%
Prince George's County	399	413	395	1207	87.4%
Prince William County	503	507	488	1498	56.1%

<sup>1</sup> Formerly verbal.

# Teacher Cost Comparison

(Salary and benefits costs for a teacher position based on a hypothetical annual salary of \$65,000 and based on the average teacher salary.)

School Division	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$98,097	\$112,256
Arlington County	\$95,522	\$107,603
Fairfax County	\$96,402	\$97,579
Falls Church City	\$93,478	\$93,174
Loudoun County	\$95,048	\$92,589
Manassas City	\$90,453	\$88,311
Manassas Park City	\$90,183	\$81,661
Montgomery County	\$94,109	\$107,484
Prince George's County	\$92,714	\$91,218
Prince William County	\$91,906	\$85,787

# Salary and Benefits Summary

## Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$76,705</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,868
Retirement				
VRS Retirement	11.66%	\$7,579	11.66%	\$8,944
VRS Life Insurance	0.54%	\$353	0.54%	\$417
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$851
Health Insurance: POS - Family Coverage Name: United Health Care	28.96%	\$18,821	24.54%	\$18,821
Dental/Vision	1.00%	\$650	0.85%	\$650
<b>Total Benefits</b>	<b>52.92%</b>	<b>\$33,097</b>	<b>46.35%</b>	<b>\$35,551</b>
<b>Total Salary and Benefits</b>		<b>\$98,097</b>		<b>\$112,256</b>

# Salary and Benefits Summary

## Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$74,903</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,730
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$8,734
VRS Retiree Health Credit	1.10%	\$715	1.10%	\$824
401(a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$300
Life Insurance	1.19%	\$774	1.19%	\$891
Health Insurance: POS - Family Coverage Name: CIGNA	24.13%	\$15,687	20.94%	\$15,687
Dental	0.82%	\$534	0.71%	\$534
<b>Total Benefits</b>	<b>46.96%</b>	<b>\$30,522</b>	<b>43.66%</b>	<b>\$32,700</b>
<b>Total Salary and Benefits</b>		<b>\$95,522</b>		<b>\$107,603</b>

# Salary and Benefits Summary

## Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$65,927</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,043
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$7,687
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$732
Employees' Supplementary Retirement System of Fairfax County (ERFC)	5.60%	\$3,640	5.60%	\$3,692
Life Insurance	0.87%	\$566	0.87%	\$574
Health Insurance: POS - Family Coverage Name: CareFirst BC/BS PPO	20.12%	\$13,076	20.12%	\$13,076
Dental/Vision	1.30%	\$848	1.30%	\$848
<b>Total Benefits</b>	<b>48.31%</b>	<b>\$31,402</b>	<b>48.01%</b>	<b>\$31,652</b>
<b>Total Salary and Benefits</b>		<b>\$96,402</b>		<b>\$97,579</b>

# Salary and Benefits Summary

## Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$64,750</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,953
Retirement				
Virginia Retirement System (VRS) Tier 1	11.66%	\$7,579	11.66%	\$7,550
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$719
Life Insurance	1.19%	\$774	1.19%	\$771
Health Insurance: POS - Family Coverage Name: United Health Care	22.20%	\$14,431	22.29%	\$14,431
<b>Total Benefits</b>	<b>43.81%</b>	<b>\$28,478</b>	<b>43.90%</b>	<b>\$28,424</b>
<b>Total Salary and Benefits</b>		<b>\$93,478</b>		<b>\$93,174</b>

# Salary and Benefits Summary

## Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$62,978</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,818
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$7,343
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$699
Life Insurance	1.19%	\$774	1.19%	\$749
Health Insurance: POS - Family Coverage Name: CIGNA	22.65%	\$14,721	23.37%	\$14,721
Dental/Vision	2.03%	\$1,280	2.03%	\$1,281
<b>Total Benefits</b>	<b>46.23%</b>	<b>\$30,048</b>	<b>47.02%</b>	<b>\$29,611</b>
<b>Total Salary and Benefits</b>		<b>\$95,048</b>		<b>\$92,589</b>

# Salary and Benefits Summary

## Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$63,228</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,837
Retirement				
Pension	11.66%	\$7,579	11.66%	\$7,372
Retiree Health Credit	1.11%	\$722	1.11%	\$702
Life Insurance	0.48%	\$312	0.48%	\$303
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage 250 (Local Choice)	18.26%	\$11,868	18.77%	\$11,868
<b>Total Benefits</b>	<b>39.16%</b>	<b>\$25,453</b>	<b>39.67%</b>	<b>\$25,083</b>
<b>Total Salary and Benefits</b>		<b>\$90,453</b>		<b>\$88,311</b>



# Salary and Benefits Summary

## Manassas Park City Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$57,993</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,436
Retirement				
Virginia Retirement System (VRS)+Partial EE Contribution	11.66%	\$7,579	11.66%	\$6,762
VRS Retiree Health	1.11%	\$722	1.11%	\$644
Life Insurance	1.19%	\$774	1.19%	\$690
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage Expanded	17.13%	\$11,136	19.20%	\$11,136
<b>Total Benefits</b>	<b>38.74%</b>	<b>\$25,183</b>	<b>40.81%</b>	<b>\$23,668</b>
<b>Total Salary and Benefits</b>		<b>\$90,183</b>		<b>\$81,661</b>

# Salary and Benefits Summary

## Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$75,463</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,773
Retirement				
State Retirement & Pension System of Maryland	14.71%	\$9,562	14.71%	\$11,101
Local Pension <sup>1</sup>	5.42%	\$3,523	5.42%	\$4,090
Life Insurance	0.05%	\$30.35	0.05%	\$35.23
Health Insurance: POS - Family Coverage Name:United Health Care POS	15.82%	\$10,281	13.62%	\$10,281
Dental/Vision	1.14%	\$741	0.98%	\$741
<b>Total Benefits</b>	<b>44.78%</b>	<b>\$29,109</b>	<b>42.43%</b>	<b>\$32,021</b>
<b>Total Salary and Benefits</b>		<b>\$94,109</b>		<b>\$107,484</b>

<sup>1</sup> The rate of 5.42% is an average rate. There are separate contribution rates that depend on whether the employee is in the state or local retirement plan.

# Salary and Benefits Summary

## Prince George's County Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$63,793</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,880
Retirement State Retirement & Pension System of Maryland	14.71%	\$9,562	14.71%	\$9,384
Life Insurance	1.62%	\$1,053	1.62%	\$1,033
Health Insurance: POS - Family Coverage Name: Carefirst Blue Cross Blue Shield	16.35%	\$10,624	16.65%	\$10,624
Dental/Vision	2.31%	\$1,503	2.36%	\$1,503
<b>Total Benefits</b>	<b>42.64%</b>	<b>\$27,714</b>	<b>42.99%</b>	<b>\$27,425</b>
<b>Total Salary and Benefits</b>		<b>\$92,714</b>		<b>\$91,218</b>

# Salary and Benefits Summary

## Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2014 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2014 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$60,000</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,590
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$6,996
VRS Health Care Credit	1.11%	\$722	1.11%	\$666
403(b) Max 2% after 15 years	0.76%	\$494	0.76%	\$456
Life Insurance	1.19%	\$774	1.19%	\$714
Health Insurance: POS - Family Coverage Name: Anthem BC/BS Enhanced POS	19.02%	\$12,365	20.61%	\$12,365
<b>Total Benefits</b>	<b>41.39%</b>	<b>\$26,906</b>	<b>42.98%</b>	<b>\$25,787</b>
<b>Total Salary and Benefits</b>		<b>\$91,906</b>		<b>\$85,787</b>

# FY 2014 Compensation Accounts

School Division	Full-Time Position Salaries	Other Compensation <sup>1</sup>	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
<b>Alexandria City</b>	\$138,978,147	\$8,833,295	\$50,308,232	\$198,119,674	(\$3,123,412)
<b>Arlington County</b>	\$284,050,532	\$22,467,231	\$96,095,451	\$402,613,214	(\$3,580,349)
<b>Fairfax County</b>	\$1,417,687,470	\$126,182,748	\$623,005,877	\$2,166,876,095	(\$41,263,195)
<b>Falls Church City</b>	\$24,095,770	\$1,830,980	\$8,583,960	\$34,510,710	\$0 <sup>2</sup>
<b>Loudoun County</b>	\$501,272,808	\$32,471,379	\$208,257,800	\$742,001,987	(\$12,184,366)
<b>Manassas City</b>	\$58,026,574	\$2,557,321	\$18,362,370	\$78,946,265	(\$1,347,890)
<b>Manassas Park City</b>	\$19,758,000	\$764,567	\$6,796,812	\$27,319,379	\$0 <sup>3</sup>
<b>Montgomery County</b>	\$1,405,298,191	\$82,054,691	\$532,586,944	\$2,019,939,826	(\$26,866,071)
<b>Prince George's County</b>	\$934,612,762	\$72,454,303	\$335,529,671	\$1,342,596,736	\$0
<b>Prince William County</b>	\$525,869,511	\$27,557,780	\$191,595,160	\$745,022,451	(\$9,685,292)

<sup>1</sup> Includes hourly and part-time accounts.

<sup>2</sup> Falls Church City Public Schools budgets using current staff grade and step. Teacher vacancies are budgeted at MA+30, step 7; support staff vacancies are budgeted at Step 5. Therefore, no savings are anticipated between fiscal years when preparing budgets.

<sup>3</sup> Manassas Park City Schools budgets using current staff grade and step. Teacher vacancies are budgeted at MA, Step 4. Support staff are budgeted at the current salary. No turnover savings are anticipated when preparing the budget.

# Benefit Expense Distribution

## Percent Paid by District

School Division	Retirement				Health Insurance			Disability Insurance	
	Life Insurance	State <sup>1</sup> Prior 7/1/2012	State <sup>1</sup> Post 7/1/2012	Other <sup>2</sup>	'Point of Service' Family	'HMO' Family	Dental Insurance	Short-term	Long-term
<b>Alexandria City</b>	40.0%	71.9%	71.9%	0.0%	70.0%	77.0%	65.0%	100.0%	0.0%
<b>Arlington County</b>	100.0%	71.9%	71.9%	50.0%	62.0%	68.0%	30.0%	100.0%	100.0%
<b>Fairfax County</b>	73.0%	71.9%	71.9%	65.0%	75.0%	75.0%	70.0%	100.0%	0.0%
<b>Falls Church City</b>	100.0%	89.0%	71.9%	74.0%	75.0%	75.0%	0.0%	0.0%	100.0%
<b>Loudoun County</b>	100.0%	88.8%	71.9%	0.0%	77.5%	n/a	included in health	100.0%	0.0%
<b>Manassas City</b>	40.0%	71.9%	71.9%	0.0%	66.0%	71.0%	60.0%	0.0%	100.0%
<b>Manassas Park City</b>	100.0%	89.0%	71.9%	0.0%	58.0%	66.0%	included in health	0.0%	67.0%
<b>Montgomery County</b>	90.0%	n/a <sup>3</sup>	14.7%	5.4%	90.0%	95.0%	90.0%	n/a	n/a
<b>Prince George's County</b>	100.0%	n/a <sup>3</sup>	14.7%	n/a	80.0% <sup>4</sup>	n/a	80.0% <sup>4</sup>	n/a	0.0%
<b>Prince William County</b>	100.0%	88.8%	71.9%	up to 2%	61.0%	70.0%	included in health	0.0%	0.0%

<sup>1</sup> Virginia Retirement System (VRS) for Virginia school districts and the State Retirement & Pension System of Maryland for Maryland school districts. Virginia districts include the amount paid by the districts on behalf of employees hired prior to July 1, 2012. Employees hired after July 1 are required to pay the total employee contribution. Within five years, all employees will be required to pay 100% of the employee contribution.

<sup>2</sup> The Other category includes supplemental retirement.

<sup>3</sup> VRS mandate does not apply to Maryland school systems.

<sup>4</sup> Prince George's County Public Schools pays 80.0% for employees with more than 8 years of service and 75.0% for employees with less than 8 years.