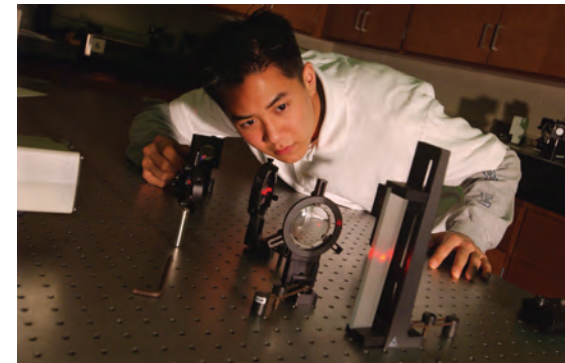


Washington Area Boards of Education

WABE Guide

FY 2004



Public schools working for you.



Compiled by Fairfax County Public Schools

December 2003



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Division Superintendents

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Falls Church City Public Schools
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Montgomery County Public Schools
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E-mail: marshall-spatz@mcpsmd.org

Alexandria City Public Schools

Points of Pride

- Three instructional days are added to the academic calendar for school year 2003-04
- 11 schools are fully accredited
- 81% of all students go on to post secondary education and are accepted at more than 110 colleges and universities and received nearly \$2.3 million in scholarships
- Students are from 88 countries and speak 69 different languages.
- More than 2500 volunteers and nearly 200 businesses committed thousands of hours to help students achieve and schools succeed by providing tutors and donations
- 10 Alexandria teachers achieved certification from the National Board for Professional Teaching Standards in FY 03
- Nearly 70% of Alexandria's public school teachers hold a master's or doctoral degree
- Focus Programs are at the following schools:
 - Jefferson-Houston School for Arts and Academics – visual and performing arts
 - Lyles-Crouch Traditional Academy – traditional school
 - Mount Vernon Community School – dual language at kindergarten through 3rd grade
 - John Adams Elementary Schools – dual language at kindergarten through 5th grade
 - Cora Kelly School for Math, Science and Technology

Highlights at a Glance

FY 2004 Cost Per Pupil	\$12,198
Average Teacher Salary	\$55,151
Membership	
FY 2004 Membership	11,113
Percent ESL Enrollment	22.5%
Percent Free/Reduced-Price Meal Eligible	51.8%
Schools	
Elementary	13
Middle	2
Secondary & High Schools	2
Alternative High Schools	1
Source of Revenue	
Percent Local	81.8%
Percent State	14.2%
Percent Other	4.0%
Authorized Positions	
Percent School-Based	84.4%
Percent Nonschool-Based	15.6%
Percent Local Funds Disbursed to Schools	32.9%
Percent of Seniors Continuing Education	81.0%
Dropout Rate	2.5%

www.acps.k12.va.us

Rebecca Perry, Superintendent
2000 N. Beauregard St.
Alexandria, Virginia 22311



Arlington County Public Schools

APS: Supporting Excellence and Success

- Arlington's Laurie Sullivan was named Virginia's 2004 Teacher of the Year.
- APS students represent a rich diversity of cultures, hailing from 98 nations and speaking 79 languages, with no ethnic majority.
- The instructional framework Understanding by Design is used system-wide, stressing teaching for meaning and understanding instead of just teaching for tests.
- Three of four APS high schools were among the top 30 in Newsweek's 2003 "100 Top Schools in America" and the fourth was ranked in the top 2% percent in the nation.
- 27% of APS high schoolers take one or more AP or IB courses.
- On the 2003 SAT, APS scores averaged 1072, the highest ever, outperforming students in the state by 48 points and in the nation by 46 points.
- Each school has five Lead Teachers to improve instruction and results in math, science, English and social studies.
- Arlington's average teacher has 11 years of experience, and over 72% of APS teachers have earned an advanced degree.
- APS offers preschool in 20 of our 22 elementary schools.
- APS offers an extensive arts education program, including activities through partnerships with the Kennedy Center, Signature and Classika theatres, and the Arlington Symphony.
- The \$79 million APS Bond passed in 2002 by 78% while less than 15% of Arlington households have school-aged children.
- Since 1988, renovations and/or additions have been completed or are underway at 34 of 38 APS facilities.

Highlights at a Glance

FY 2004 Cost Per Pupil	\$13,950
Average Teacher Salary	\$60,100
Membership	
FY 2004 Membership	19,232
Percent ESL Enrollment	24.3%
Percent Free/Reduced-Price Meal Eligible	36.5%
Schools	
Elementary	22
Middle	5
Secondary & High Schools	4
Alternative High Schools	3
Source of Revenue	
Percent Local	85.6%
Percent State	12.9%
Percent Other	1.5%
Authorized Positions	
Percent School-Based	84.7%
Percent Nonschool-Based	15.3%
Percent Local Funds Disbursed to Schools	37.9%
Percent of Seniors Continuing Education	84.3%
Dropout Rate	2.0%

www.arlington.k12.va.us

Dr. Robert G. Smith, Superintendent
 1426 N. Quincy Street
 Arlington, Virginia 22207

Fairfax City Public Schools

Budget at a Glance

- 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 4,600 students in grades K-12. About 2,800 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 Focus Schools for Math, Science, and Technology, and the Communications Arts are newly renovated and provide a state of the art instructional environment. Each school has a capacity of about 750 students.
- Lanier Middle School is recognized for the rigor of its academic program, and has unparalleled integration of technology in the curriculum. The Lanier Electronic Learning Area (LELA), connects students at home with fellow students, their classrooms (and homework), teachers and the internet in a secure environment.

- Fairfax High School offers a rigorous curriculum in addition to the Fairfax Academy for Communications Arts. The academy provides specialized coursework in both the fine and performing arts and information technology. Last year, Fairfax graduates received over \$2.5 million in scholarships. Seventy-two percent of the graduates are attending quality four-year institutions of higher learning in Virginia and across the country.

www.ci.fairfax.va.us

George Stepp, Superintendent
10455 Armstrong Street
Fairfax, Virginia 22030



Fairfax County Public Schools

FCPS: Quality Schools, Taxpayer Value

- Currently, 92.1 percent of FCPS-funded positions are school-based, the highest among local districts, and 88 percent of the budget goes to schools, compared to 82 percent for school systems of similar size and budget nationally.
- 92 percent of FCPS students with disabilities graduated from high school with traditional diplomas, and the remaining 8 percent earned special diplomas. Enrollment in postsecondary education by students with disabilities is 60 percent.
- FCPS boasts the largest number of teachers in Virginia certified by the National Board for Professional Teaching Standards. Nearly 60 percent of FCPS teachers hold advanced degrees.
- Based on the 2003 *Newsweek* rankings of "The Best High Schools in America," FCPS schools are in the top four percent of all American high schools measured for their student participation in Advanced Placement (AP) or International Baccalaureate (IB) examinations.
- As the 12th largest school division in the country, Fairfax County is the only large American school system to have every eligible school on the *Newsweek* list, with six schools ranked in the top 100 nationwide.
- 20,869 FCPS students took AP exams, and the number of scores of three or above increased to 13,278 in 2003, up from 13,089 in 2002.
- On the 2003 SAT, FCPS students scored their highest ever (1110), 86 points higher than the national average.

Highlights at a Glance

FY 2004 Cost Per Pupil	\$10,113
Average Teacher Salary	\$55,265
Membership	
FY 2004 Membership	166,746
Percent ESL Enrollment	13.7%
Percent Free/Reduced-Price Meal Eligible	22.8%
Schools	
Elementary	136
Middle	22
Secondary & High Schools	24
Alternative High Schools	3
Source of Revenue	
Percent Local	74.2%
Percent State	18.6%
Percent Other	7.2%
Authorized Positions	
Percent School- Based*	89.9%
Percent Nonschool-Based	10.1%
Percent Local Funds Disbursed to Schools	53.1%
Percent of Seniors Continuing Education	90.0%
Dropout Rate	1.9%

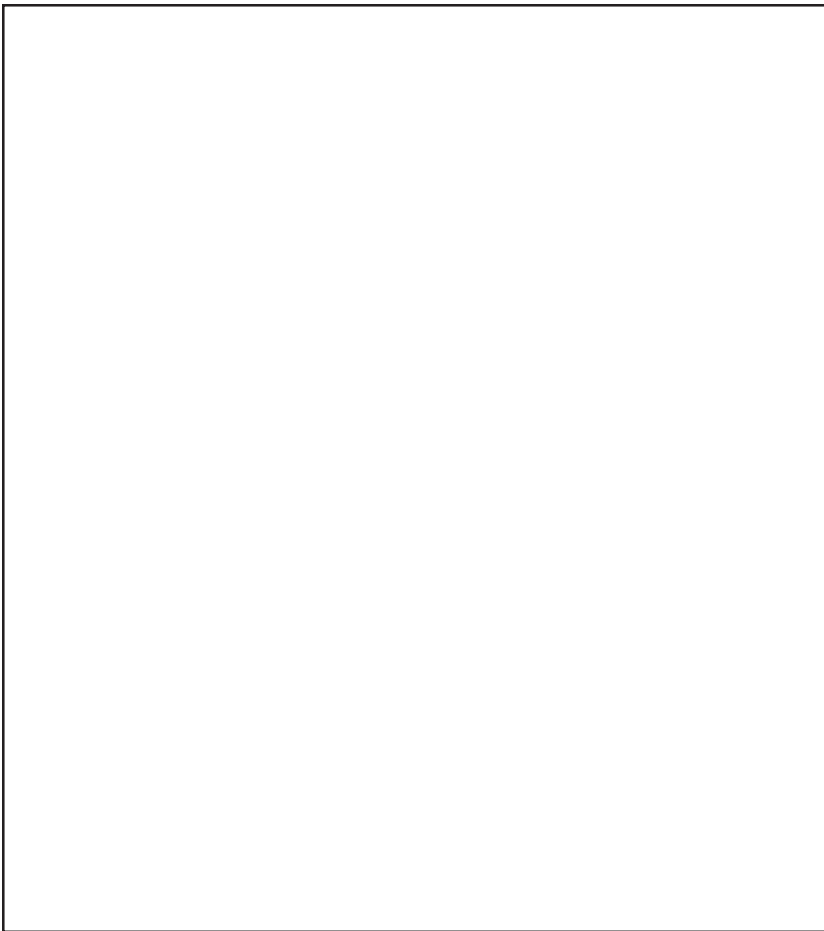
*Does not include 513.2, grant funded positions. When included, 92.1% of positions are school-based

www.fcps.edu

Dr. Daniel A. Domenech, Superintendent
 10700 Page Avenue
 Fairfax, Virginia 22030



Falls Church City Public Schools



Highlights at a Glance

FY 2004 Cost Per Pupil	\$13,377
Average Teacher Salary	\$52,875
Membership	
FY 2004 Membership	1,905
Percent ESL Enrollment	9.3%
Percent Free/Reduced-Price Meal Eligible	7.4%
Schools	
Elementary	2
Middle	1
Secondary & High Schools	1
Alternative High Schools	1
Source of Revenue	
Percent Local	80.5%
Percent State	13.5%
Percent Other	6.0%
Authorized Positions	
Percent School-Based	90.6%
Percent Nonschool-Based	9.4%
Percent Local Funds Disbursed to Schools	43.6%
Percent of Seniors Continuing Education	95.2%
Dropout Rate	0.4%

www.fccps.k12.va.us

Mary Ellen Shaw, Superintendent
 803 W. Broad Street
 Falls Church, Virginia 22046



Loudoun County Public Schools

- Loudoun County is the second fastest growing county in the nation and the fastest growing in Virginia. LCPS is projected to continue growing by approximately eight percent through FY 2007.
- Education is labor intensive: 88 percent of the LCPS budget funds employee compensation.
- In both 2002 and 2003, LCPS achieved a 100 percent pass rate on the Virginia Standards of Learning tests with all schools being fully accredited.

Highlights at a Glance

FY 2004 Cost Per Pupil	\$9,604
Average Teacher Salary	\$54,181
Membership	
FY 2004 Membership	40,250
Percent ESL Enrollment	4.7%
Percent Free/Reduced-Price Meal Eligible	10.0%
Schools	
Elementary	41
Middle	9
Secondary & High Schools	10
Alternative High Schools	1
Source of Revenue	
Percent Local	75.4%
Percent State	22.1%
Percent Other	2.2%
Authorized Positions	
Percent School-Based	83.9%
Percent Nonschool-Based	16.1%
Percent Local Funds Disbursed to Schools	70.9%
Percent of Seniors Continuing Education	87.6%
Dropout Rate	0.7%

www.loudoun.k12.va.us Dr. Edgar B. Hatrick, Superintendent
 102 North Street, NW
 Leesburg, Virginia 20176





Manassas City Public Schools

- The FY 2004 projected enrollment is 6,779.
- Enrollment of English-as-a-second-language (ESL) students is about 20% of our total population.
- Almost 500 students receive gifted and talented services from MCPS.
- Approximately 11% of our population receives some special education services.
- The total annual budget including all funds is \$ 38,597,438.
- Total School Operating Fund expenditures are over \$ 61 million.
- MCPS has a revenue-sharing agreement with the City of Manassas so that 56.2% of selected, designated city revenues are transferred to the school system annually.
- The FY 2004 MCPS Adopted Budget provides an average salary increase of 6.05% for all those on the instructional salary schedule.
- The MCPS budget supports one assistant principal at each elementary school and three assistant principals at the middle school and three assistant principals at the high school.

Highlights at a Glance

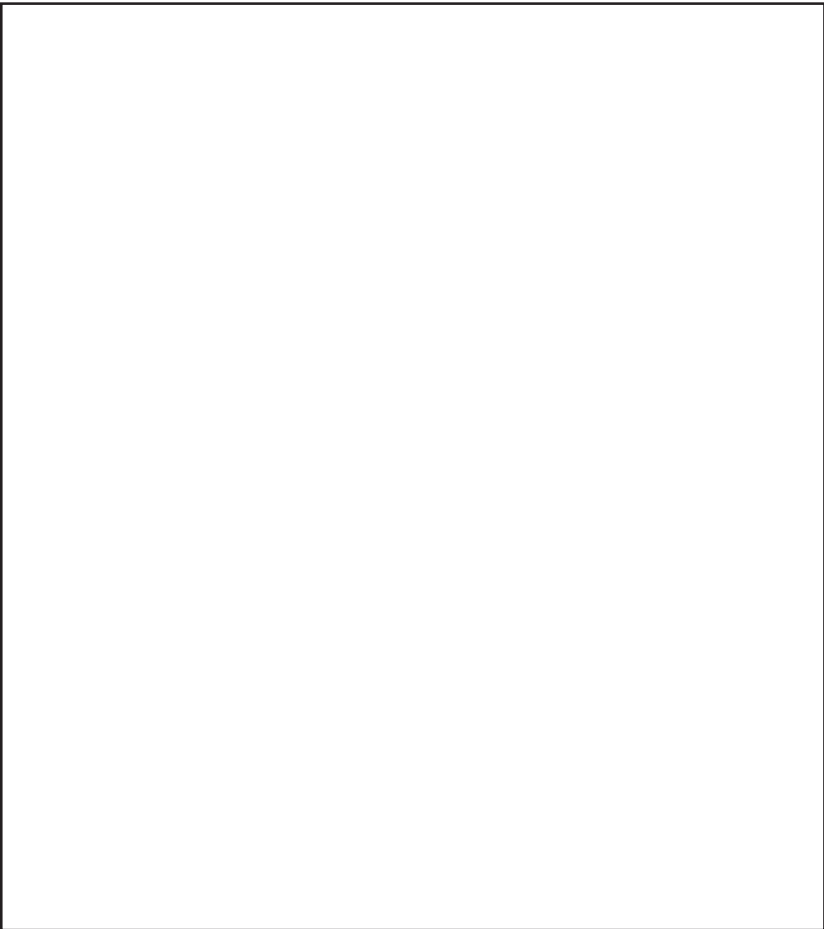
FY 2004 Cost Per Pupil	\$9,038
Average Teacher Salary	\$52,444
Membership	
FY 2004 Membership	6,779
Percent ESL Enrollment	19.3%
Percent Free/Reduced-Price Meal Eligible	18.3%
Schools	
Elementary	5
Middle	1
Secondary & High Schools	1
Alternative High Schools	1
Source of Revenue	
Percent Local	51.6%
Percent State	40.5%
Percent Other	7.9%
Authorized Positions	
Percent School-Based	87.0%
Percent Nonschool-Based	13.0%
Percent Local Funds Disbursed to Schools	46.2%
Percent of Seniors Continuing Education	80.7%
Dropout Rate	1.6%

www.manassas.k12.va.us

Dr. Chip Zullinger, Superintendent
 9000 Tudor Lane
 Manassas, Virginia 20110



Montgomery County Public Schools



Highlights at a Glance

FY 2004 Cost Per Pupil	\$10,644
Average Teacher Salary	\$59,076
Membership	
FY 2004 Membership	140,861
Percent ESL Enrollment	7.6%
Percent Free/Reduced-Price Meal Eligible	23.7%
Schools	
Elementary	125
Middle	36
Secondary & High Schools	24
Alternative High Schools	0
Source of Revenue	
Percent Local	78.9%
Percent State	17.3%
Percent Other	3.8%
Authorized Positions	
Percent School-Based	83.8%
Percent Nonschool-Based	16.2%
Percent Local Funds Disbursed to Schools	64.5%
Percent of Seniors Continuing Education	86.3%
Dropout Rate	2.1%

www.mcps.k12.md.us

Jerry D. Weast, Superintendent
 850 Hungerford Drive
 Rockville, Maryland 20850



Prince George's County Public Schools

Highlights at a Glance

FY 2004 Cost Per Pupil	\$8,014
Average Teacher Salary	\$45,087
Membership	
FY 2004 Membership	139,023
Percent ESL Enrollment	5.3%
Percent Free/Reduced-Price Meal Eligible	45.0%
Schools	
Elementary	136
Middle	27
Secondary & High Schools	24
Alternative High Schools	3
Source of Revenue	
Percent Local	44.5%
Percent State	47.8%
Percent Other	7.7%
Authorized Positions	
Percent School-Based	77.9%
Percent Nonschool-Based	22.1%
Percent Local Funds Disbursed to Schools	30.7%
Percent of Seniors Continuing Education	64.3%
Dropout Rate	2.3%

www.pgcps.org

Dr. Andre J. Hornsby
 14201 School Lane
 Upper Marlboro, Maryland 20772



Prince William County Public Schools

- All current instructional, support or extra-curricular programs are maintained.
- Student membership will increase by 2,381 and will require over \$24.4 million to fund. Total enrollment projected to be 62,389.
- Funding is included for the average salary step increase of about 2.8% and a 3.0% salary scale adjustment.
- Funding is included to increase the increment between steps on the salary scale from an average of 2.8% to 3.0%. This will increase the salary for employees at the top of the salary scale by an average of 2.0%.
- Twenty additional nurses are funded with the long-range goal of providing a nurse for every school.
- Supply, equipment and service accounts were increased by 2%.
- Funding is included for the construction of two new high schools, two new elementary schools, a second traditional school, one addition, and the central transportation center.
- All scheduled school repair and renewal projects have been funded.
- Funding for major maintenance projects has been increased by 50%.
- Health insurance premiums will increase by an average of 17%.
- Reserve funds have been increased by about 33%.
- Both the County and the school division have developed budgets based on a seven cents reduction in the Real Property Tax rate.

Highlights at a Glance

FY 2004 Cost Per Pupil	\$8,205
Average Teacher Salary	\$47,963
Membership	
FY 2004 Membership	62,610
Percent ESL Enrollment	9.2%
Percent Free/Reduced-Price Meal Eligible	21.0%
Schools	
Elementary	48
Middle	13
Secondary & High Schools	8
Alternative High Schools	1
Source of Revenue	
Percent Local	49.4%
Percent State	45.6%
Percent Other	5.0%
Authorized Positions	
Percent School-Based	83.0%
Percent Nonschool-Based	17.0%
Percent Local Funds Disbursed to Schools	47.9%
Percent of Seniors Continuing Education	86.7%
Dropout Rate	2.9%

www.pwcps.edu

Dr. Edward L. Kelly, Superintendent
P.O. Box 389
Manassas, Virginia 20108



FY 2003 Actual Enrollment

School Division	Preschool*	Head Start	Kindergarten	Grades 1-12	Self-Contained Special Education	Total Enrollment
Alexandria City	185	0	985	9,572	158	10,900
Arlington County	671	0	1,579	15,374	1,516	19,140
Fairfax County	1,599	1,022	10,677	139,936	10,152	163,386
Falls Church City	19	0	114	1,703	0	1,836
Loudoun County	499	75	2,954	33,481	523	37,532
Manassas City	95	50	470	5,950	72	6,637
Montgomery County	680	1,335	9,084	119,741	8,051	138,891
Prince George's County	2,618	490	9,164	120,990	3,300	136,562
Prince William County	307	221	4,072	52,768	3,087	60,455

* Preschool includes both special education and regular education students.



FY 2004 Approved Enrollment

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Self- contained Special Education	Total Enrollment
Alexandria City	186	0	988	9,782	157	11,113
Arlington County	821	0	1,539	15,122	1,750	19,232
Fairfax County	1,720	1,096	10,988	142,328	10,614	166,746
Falls Church City	19	0	121	1,765	0	1,905
Loudoun County	545	100	3,021	36,044	540	40,250
Manassas City	98	52	463	6,091	75	6,779
Montgomery County	700	1,693	9,100	121,129	8,239	140,861
Prince George's County	2,519	749	9,130	123,269	3,356	139,023
Prince William County	320	221	4,188	54,638	3,243	62,610

English as a Second Language (ESL) Students*

Percent of Total District Enrollment

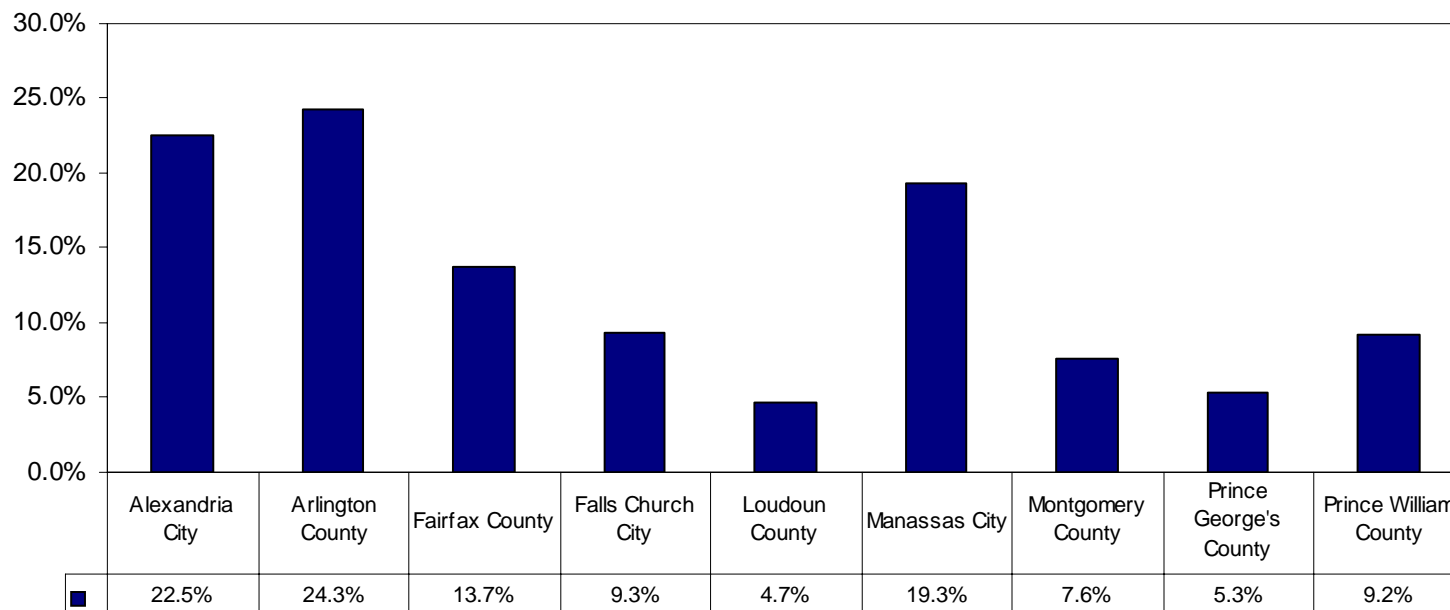
School Division	FY 2003 Actual Enrollment	FY 2004 Approved Enrollment	ESL as a Percentage of FY 2003 Enrollment	ESL as a Percentage of FY 2004 Enrollment
Alexandria City	2,412	2,502	22.1%	22.5%
Arlington County	4,458	4,678	23.3%	24.3%
Fairfax County	19,427	22,868	11.9%	13.7%
Falls Church City	170	177	9.3%	9.3%
Loudoun County	1,583	1,900	4.2%	4.7%
Manassas City	970	1,311	14.6%	19.3%
Montgomery County	10,150	10,750	7.3%	7.6%
Prince George's County	7,163	7,380	5.2%	5.3%
Prince William County	4,033	5,730	6.7%	9.2%

* Programs for English speakers of other languages use several different names in the WABE districts, including English as a Second Language, English for Learners of Other Languages, English for Speakers of Other Languages, and English Language Learners. For the purposes of this document, all such programs are referred to as English as a Second Language.



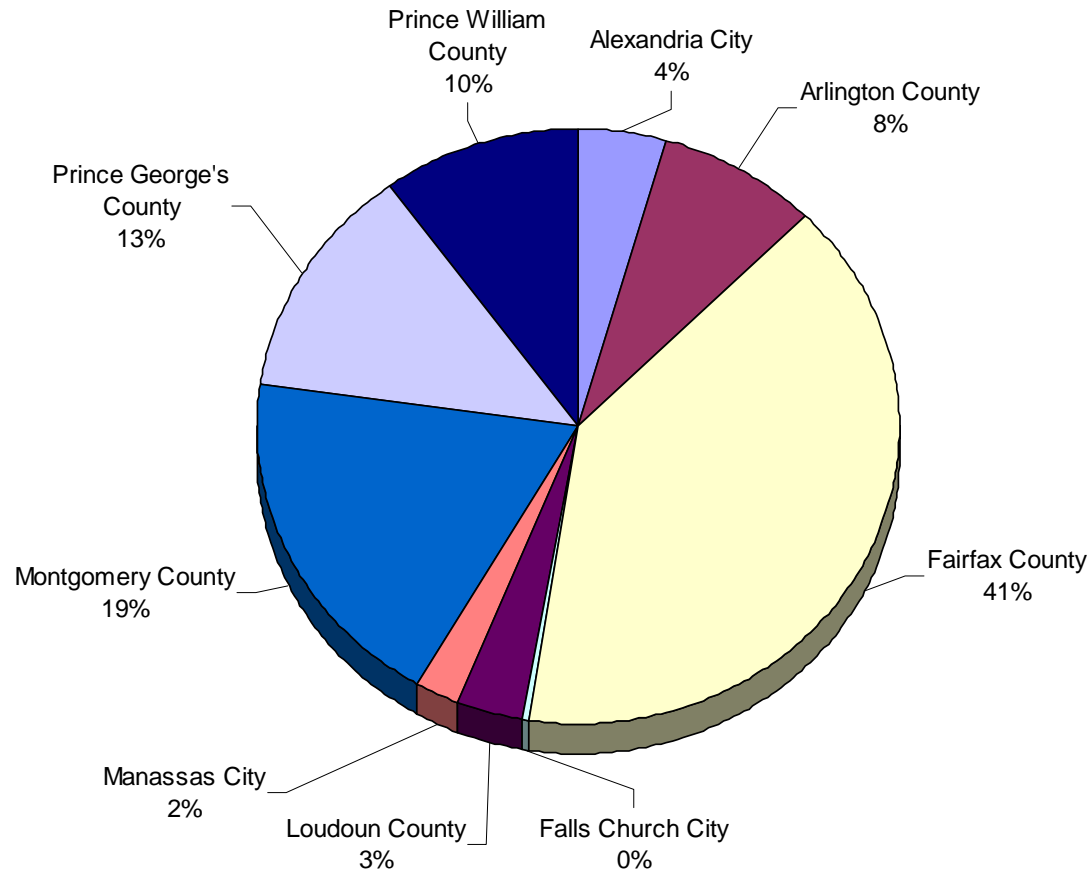
English as a Second Language (ESL) Students

Percent of FY 2004 Total District Enrollment





FY 2004 Distribution of Regional ESL Enrollment by WABE Division





Number of Schools and Centers

School Division	Elementary	Middle	Secondary	High	Special Education	Alternative	Total
Alexandria City	13	2	0	2	0	1	18
Arlington County	22	5	1	3	1	3	35
Fairfax County	136	22	3	21	20	3	205
Falls Church City	2	1	0	1	0	1	5
Loudoun County	41	9	1	9	0	1	61
Manassas City	5	1	0	1	0	1	8
Montgomery County	125	36	0	24	6	0	191
Prince George's County	136	27	0	24	9	3	199
Prince William County	48	13	0	8	4	1	74

FY 2004 Expenditure Data Definitions

Operating Fund or Budgeted Current Expenditures

The data in this category includes 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 includes 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 2004 Approved Fund Expenditures*

School Division	Operating Fund	Construction Fund	Debt Service	Food Fund	Other Governmental Funds
Alexandria City	\$ 148,198,522	\$ 38,250,352	\$ 9,159,374	\$ 4,713,774	\$ 4,785,311
Arlington County	\$ 254,041,705	\$ 53,685,210	\$ 22,223,542	\$ 5,347,379	\$ 30,841,355
Fairfax County	\$ 1,668,306,862	\$ 198,246,505	\$ 121,096,733	\$ 52,529,322	\$ 61,136,866
Falls Church City	\$ 25,539,267	\$ 38,000,000	\$ 1,824,950	\$ 538,750	\$ 2,033,810
Loudoun County	\$ 386,918,367	\$ 34,822,000	\$ 73,824,304	\$ 12,144,676	\$ 1,212,399
Manassas City	\$ 61,158,935	\$ 250,000	\$ 4,579,338	\$ 2,227,607	\$ 381,513
Montgomery County	\$ 1,452,312,281	\$ 113,049,267	\$ 85,558,000	\$ 38,579,951	\$ 21,520,151
Prince George's County	\$ 1,170,234,900	\$ 124,234,937	\$ 30,159,238	\$ 46,487,447	\$ -
Prince William County	\$ 517,193,909	\$ 64,083,000	\$ 38,677,720	\$ 19,507,155	\$ 63,171,724

*Governmental funds only. Excluded are Proprietary and Fiduciary Funds.

FY 2004 Sources of Revenue for Operating Fund

School Division	<u>Federal</u>		<u>State</u>		<u>Local</u>		<u>Other</u>		Total
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	
Alexandria City	3,469,079	2.3%	21,012,134	14.2%	121,191,334	81.8%	2,525,975	1.7%	148,198,522
Arlington County	0 ¹	0.0%	32,869,274	12.9%	217,377,531	85.6%	3,794,900	1.5%	254,041,705
Fairfax County	35,785,766	2.1%	310,503,814	18.6%	1,238,475,201	74.2%	83,542,081	5.0%	1,668,306,862
Falls Church City	356,483	1.4%	3,451,908	13.5%	20,557,406	80.5%	1,173,470	4.6%	25,539,267
Loudoun County	6,327,853	1.6%	85,636,193	22.1%	291,755,257	75.4%	3,199,064	0.8%	386,918,367
Manassas City	1,822,607	3.0%	24,767,369	40.5%	31,547,482	51.6%	3,021,477	4.9%	61,158,935
Montgomery County	51,896,722	3.6%	251,660,947	17.3%	1,146,110,715	78.9%	2,643,897	0.2%	1,452,312,281
Prince George's County	78,531,424	6.7%	559,017,160	47.8%	521,253,600	44.5%	11,432,716	1.0%	1,170,234,900
Prince William County	15,954,809	3.1%	236,067,978	45.6%	255,482,946	49.4%	9,688,176	1.9%	517,193,909

¹ Federal funds received by Arlington County are accounted for in their Grants and Restricted Programs Fund, not the School Operating Fund.



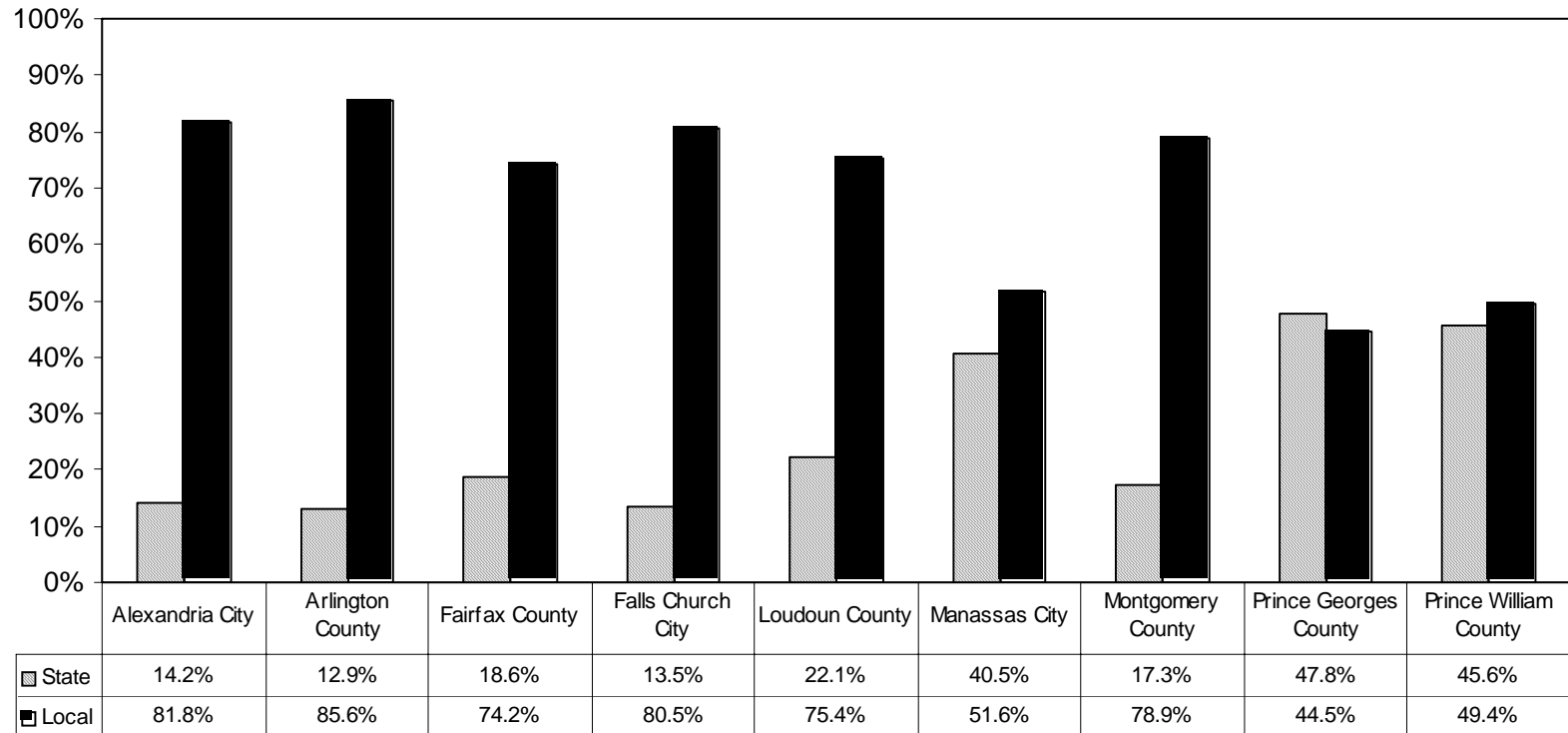
FY 2004 Local Funding Effort

School Division	City/County General Fund Amount	City/County Approved School Disbursements	Percent of General Fund Disbursed to Schools
Alexandria City	\$486,698,025	\$159,907,686	32.9%
Arlington County	\$665,670,190	\$252,010,552	37.9%
Fairfax County	\$2,559,804,213	\$1,359,371,934	53.1%
Falls Church City	\$48,543,560	\$21,159,675	43.6%
Loudoun County	\$510,607,563	\$362,202,573	70.9%
Manassas City	\$78,232,411	\$36,150,748	46.2%
Montgomery County	\$2,152,679,000	\$1,388,878,000	64.5%
Prince George's County	\$1,796,450,300	\$551,412,838	30.7%
Prince William County	\$611,088,978	\$292,610,666	47.9%



FY 2004 Sources of Revenue

Percent of Total Operating Fund





FY 2004 Approved Staffing: Students Per Teacher

School Division	Kindergarten	Elementary	Intermediate / Middle	Secondary / High
Alexandria City	14.0 to 27.0	14.0 to 27.0	15.0 to 33.0	15.0 to 33.0
Arlington County	23.0	20.0 Grade 1 22.0 Grades 2-3 24.0 Grades 4-5	22.4	23.4
Fairfax County¹	28.0	25.0 Grades 1-3 27.0 Grades 4-6	27.5	28.5
Falls Church City	20.2	22.4	22.3	21.2
Loudoun County	22.0	22.0	18.5	19.0
Manassas City	24.0	24.0 Grades 1-3 25.0 Grades 4-6	25.0 25.0	25.0 25.0
Montgomery County	21.4 Half Day 17.0 Full Day	22.7	28.3	30.1
Prince George's County	22.0 K-1	25.0 Grades 2-3 30.5 Grades 4-6	30.0	21.4
Prince William County	24.0	24.0	18.4	19.0

¹ Fairfax County- For a complete listing of all staffing formulas, see website.



FY 2004 Average Class Size

School Division	Student per Classroom Teacher			Students per Teacher-Scale Position *		
	Elementary	Middle / Intermediate	Secondary / High	Elementary	Middle / Intermediate	Secondary / High
Alexandria City	19.5	16.2	18.9	7.7	12.9	14.9
Arlington County	19.6	20.5	18.5	11.2	16.1	15.4
Fairfax County	21.1	24.2	24.5	13.0	18.1	18.0
Falls Church City	22.1	21.2	20.3	11.8	14.4	14.4
Loudoun County	22.6	21.3	29.8	17.8	19.0	26.6
Manassas City	18.7	21.4	20.5	13.2	19.2	18.8
Montgomery County	21.7	24.5	23.2	12.7	13.4	14.3
Prince George's County	16.7	21.0	24.4	15.3	16.4	19.7
Prince William County	18.9	21.3	21.7	15.9	14.1	14.8

* Average class size when all teacher scale positions are included (i.e., classroom teachers and other teachers such as librarians, reading, music, art, PE teachers, etc.)



FY 2004 Cost Per Pupil

School Division	FY 2004 Approved
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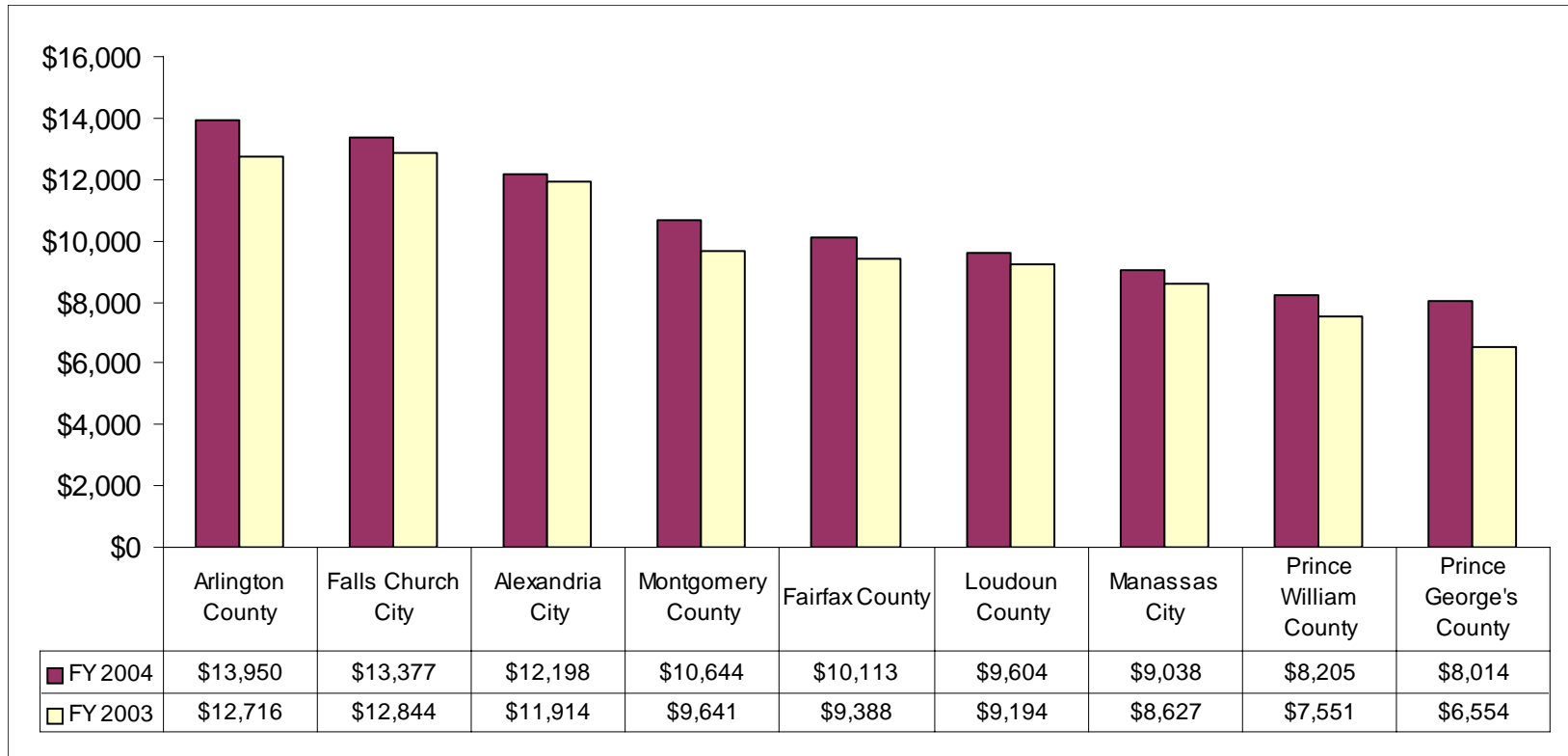
Arlington County	\$13,950
Falls Church City	\$13,377
Alexandria City	\$12,198
Montgomery County	\$10,644
Fairfax County	\$10,113
Loudoun County	\$9,604
Manassas City	\$9,038
Prince William County	\$8,205
Prince George's County	\$8,014

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 district's budget documents or other reports.



FY 2004 Cost Per Pupil

Washington Metropolitan Area Schools





FY 2004 Authorized Position Definitions

School-Based Positions

- Classroom Teachers: Include all instructors under contract, regular classroom teachers, special education teachers, 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.

Other Positions

- Bus drivers, bus drivers' aides, and cafeteria staff.



FY 2004 Authorized Positions

School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,046.1	1,836.1	13,176.9	168.4	3,203.4
School-Based Administrators*	44.0	84.0	588.0	8.0	183.5
Educational Specialists	34.9	58.6	303.0	6.5	36.3
Instructional Assistants	210.0	413.4	2,157.0	62.7	703.1
Nonmanagement/All Others *	249.5	342.4	2,918.0	49.1	929.9
Total School-Based Positions	1,584.5	2,734.5	19,142.9	294.7	5,056.2
Nonschool-Based Positions					
Technical/Support	51.0	92.2	495.8	5.5	82.0
Management	29.1	62.0	173.0	6.3	68.0
Educational Specialists	19.0	29.6	100.9	3.0	13.0
Office Support Staff	28.1	57.5	304.1	3.8	94.6
Custodial/Maintenance	44.4	101.5	511.0	0.0	119.4
Total Nonschool-Based Positions	171.6	342.8	1,584.8	18.6	377.0
Leadership Team	5.0	8.0	19.0	2.0	7.0
Other Operating Fund Positions	116.5	142.0	550.2 ¹	9.8	586.0
TOTAL AUTHORIZED POSITIONS	1,877.6	3,227.3	21,296.9	325.1	6,026.2
Total Non-Operating Fund Positions**	134.8	350.3	568.2	20.0	49.0

* See pages 32 and 33 for further details.

** Includes all positions funded in Other Funds.

¹ Fairfax County contracts for bus drivers and aides. In FY 2004, the contract for bus drivers is equivalent to 1,257 Full-time Equivalent (FTE) positions and the contract for bus driver aides is equal to 304 FTE positions, and the number of Grant positions is 513.2.



FY 2004 Authorized Positions

School Operating Fund

	Manassas City	Montgomery County	Prince George's County	Prince William County
School-Based Positions				
Teachers	508.2	10,716.2	8,926.3	4,230.6
School-Based Administrators*	23.0	441.0	364.0	266.1
Educational Specialists	28.0	243.8	82.6	92.6
Instructional Assistants	83.0	2,268.8	1,309.6	534.2
Nonmanagement/All Others *	127.5	1,962.5	1,360.2	941.4
Total School-Based Positions	769.7	15,632.3	12,042.7	6,064.9
Nonschool-Based Positions				
Technical/Support	12.0	243.9	188.9	121.0
Management	8.0	153.1	433.4	96.1
Educational Specialists	3.0	241.6	350.6	31.6
Office Support Staff	17.2	342.7	284.0	119.4
Custodial/Maintenance	11.0	429.5	619.0	252.5
Total Nonschool-Based Positions	51.2	1,410.8	1,875.9	620.6
Leadership Team	3.0	15.0	10.0	8.0
Other Operating Fund Positions	61.0	1,606.1	1,540.4	612.9
Total Operating Fund Positions	884.9	18,664.2	15,469.0	7,306.4
Total Nonoperating Fund Positions**	0.0	610.9	1,244.8	436.3

* See pages 32 and 33 for further details.

** Includes all positions funded in Other Funds.



FY 2004 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
Administrators					
Principals	18.0	33.0	203.0	4.0	62.5
Assistant Principals	24.0	34.0	309.0	4.0	77.0
Guidance Directors	1.0	9.0	52.0	0.0	8.0
Student Activity Directors	1.0	4.5	24.0	0.0	0.0
Other	1.0	3.5	0.0	0.0	36.0
Nonmanagement / All Others					
School Office Staff	88.0	152.9	1,087.0	12.6	252.0
Custodial Staff	99.0	183.5	1,381.5	21.5	345.5
Noninstructional Specialists	44.0	6.0	295.0	2.8	4.0
Cafeteria Staff	0.0	0.0	0.0	6.6	294.0
Grants	0.0	0.0	0.0	0.0	3.4
Security	0.0	0.0	154.5	2.0	9.0
Other	18.0	0.0	0.0	3.6	22.0



FY 2004 School-Based Positions - Details

	Manassas City	Montgomery County	Prince George's County	Prince William County
Administrators				
Principals	7.0	199.0	202.0	78.5
Assistant Principals	11.0	217.0	162.0	88.1
Guidance Directors	2.0	-	-	21.0
Student Activity Directors	2.0	-	-	8.0
Other	1.0	25.0	1,360.2	70.5
Nonmanagement / All Others				
School Office Staff	41.0	655.0	284.0	399.2
Custodial Staff	45.5	1,115.0	619.0	365.6
Noninstructional Specialists	5.0	-	-	84.8
Cafeteria Staff	31.0	-	-	0.0
Grants	0.0	-	-	0.0
Security	5.0	192.5	-	41.0
Other	0.0	-	1,540.4	50.8



FY 2004 Salary Information

School Division	Contract Length	Teacher Salary				Instructional Ass't.	
		Step 1 + Bachelors Degree	Average	Step 9 + Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
Alexandria City	192	\$34,182	\$55,151	\$55,547	\$79,932	\$11.95	\$19.79
Arlington County ¹	200	\$37,007	\$60,100	\$56,327	\$85,354	\$12.35	\$21.06
Fairfax County	195	\$35,813	\$55,265	\$52,430	\$80,851	\$11.23	\$24.16
Falls Church City	200	\$35,363	\$52,875	\$53,643	\$82,372	\$12.68	\$22.38
Loudoun County	198	\$34,742	\$54,181	\$50,705	\$80,257	\$13.37	\$24.82
Manassas City ²	200	\$35,505	\$52,444	\$50,523	\$74,608	\$10.87	\$20.68
Montgomery County	193	\$38,683	\$59,076	\$56,445	\$84,480	\$13.64	\$21.64
Prince George's County	192	\$35,393	\$45,087	\$48,957	\$74,630	\$11.75	\$22.28
Prince William County	195	\$35,455	\$47,963	\$50,460	\$74,519	\$12.09	\$21.41

¹ Average teacher salary is the total teacher payroll divided by the number of teaching positions

² Manassas City - Grade depends on type - some special education instructional assistants are a higher grade. Beginning range \$10.20 - \$11.09; Maximum range \$17.85 - \$19.40.



Student Demographics

School Division	Percent of Graduates Going on to Postsecondary Education	Dropout Rate	Free or Reduced Price Lunch Eligibility	
			Students Eligible	Percent of District Enrollment
Alexandria City	81.0%	2.5%	5,644	51.8%
Arlington County	84.3%	2.0%	6,994	36.5%
Fairfax County	90.0%	1.9%	38,080	22.8%
Falls Church City	95.2%	0.4%	136	7.4%
Loudoun County	87.6%	0.7%	3,753	10.0%
Manassas City	80.7%	1.6%	1,198	18.3%
Montgomery County	86.3%	2.1%	32,881	23.7%
Prince George's County	64.3%	2.3%	61,355	45.0%
Prince William County	86.7%	2.9%	12,567	21.0%



SAT Scores

School Year 2002-2003

School Division	Average Math	Average Verbal	Total	Percent of Seniors Taking Tests
Alexandria City	495	493	988	61.0%
Arlington County	538	541	1,079	70.0%
Fairfax County	564	546	1,110	76.9%
Falls Church City	566	570	1,136	88.0%
Loudoun County	521	528	1,049	76.0%
Manassas City	528	524	1,052	76.0%
Montgomery County	559	535	1,094	81.0%
Prince George's County	441	448	889	48.5%
Prince William County	441	515	956	65.0%



Teacher Cost Comparison

Salary & Benefits Costs for one Teacher Position with an Annual Salary of \$48,000

School Division	FY 2004 Annual Employer Cost
Arlington County	\$65,966
Fairfax County	\$65,742
Prince William County	\$65,144
Loudoun County	\$64,922
Falls Church City	\$64,435
Manassas City	\$64,339
Alexandria City	\$62,722
Montgomery County	\$64,419
Prince George's County	\$62,263



Salary and Benefits Summary

Alexandria City Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement			
VRS	9.44%	9.44%	\$4,531
Principal, Mutual	2.25%	2.25%	\$1,080
Life Insurance	FY 04 Holiday	0.00%	\$0
Health Insurance: POS Family Coverage NAME: MAMSI		11.33%	\$5,438
Total Benefits		30.67%	\$14,722
Total Salary and Benefits			\$62,722



Salary and Benefits Summary

Arlington County Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement	9.44%	9.44%	\$4,531
Life Insurance	FY 04 Holiday		
Health Insurance: POS Family Coverage NAME: Blue Cross Blue Shield		20.34%	\$9,763
Total Benefits		37.43%	\$17,966
Total Salary and Benefits			\$65,966



Salary and Benefits Summary

Fairfax County Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement			
VRS	4.94%	4.94%	\$2,371
ERFC	4.29%	4.29%	\$2,059
Life Insurance	FY 04 Holiday		\$0
Health Insurance: POS Family Coverage NAME: Blue Card		20.80%	\$9,640
Total Benefits		36.96%	\$17,742
Total Salary and Benefits			\$65,742



Salary and Benefits Summary

Falls Church City Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement	9.44%	9.44%	\$4,531
Life Insurance	FY 04 Holiday		
Health Insurance: POS Family Coverage NAME: MAMSI		17.15%	\$8,232
Total Benefits		34.24%	\$16,435
Total Salary and Benefits			\$64,435



Salary and Benefits Summary

Loudoun County Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement	9.44%	9.44%	\$4,531
Life Insurance		0.00%	
Health Insurance: POS Family Coverage NAME:		18.16%	\$8,719
Total Benefits		35.25%	\$16,922
Total Salary and Benefits			\$64,922



Salary and Benefits Summary

Manassas City Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement	9.54%	9.54%	\$4,579
Life Insurance	0.00%		\$0
Health Insurance: POS Family Coverage NAME: Athem		16.85%	\$8,088
Total Benefits		34.04%	\$16,339
Total Salary and Benefits			\$64,339



Salary and Benefits Summary

Montgomery County Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement	2.06%	2.06%	\$989
Life Insurance	11 cents		\$114
Health Insurance: POS Family Coverage NAME: Optimum Choice-includes dental, prescription & vision			\$11,644
Total Benefits		34.21%	\$16,419
Total Salary and Benefits			\$64,419



Salary and Benefits Summary

Prince George's County Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement	9.35% *	9.35%	\$4,488
Life Insurance	0.36%	0.36%	\$173
Health Insurance: POS Family Coverage NAME: CareFirst BCBS			\$5,930
Total Benefits		29.71%	\$14,263
Total Salary and Benefits			\$62,263

*Retirement contribution paid by State of Maryland nongrant funded positions.



Salary and Benefits Summary

Prince William County Public Schools

	Rate	Percent of Salary	FY 2004 Annual Employer Cost
Salary			\$48,000
Benefits			
Social Security	7.65%	7.65%	\$3,672
Retirement		12.04%	\$5,779
Life Insurance		0.00%	\$0
Health Insurance: POS Family Coverage NAI Anthem BC/BC		16.03%	\$7,693
Total Benefits		35.72%	\$17,144
Total Salary and Benefits			\$65,144



FY 2004 Compensation Accounts

School Division	Full-Time Position Salaries	Other Compensation*	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	\$89,233,893	\$10,132,645	\$26,988,292	\$126,354,830	(\$640,955)
Arlington County¹	\$164,938,304	\$12,897,267	\$50,218,944	\$228,054,515	(\$1,912,500)
Fairfax County	\$1,072,852,589	\$97,819,045	\$293,276,796	\$1,463,948,430	(\$24,100,000)
Falls Church City²	\$16,103,416	\$1,841,526	\$4,210,987	\$22,155,929	\$0
Loudoun County³	n/a	n/a	n/a	n/a	n/a
Manassas City	\$37,529,938	\$2,619,195	\$10,049,257	\$50,198,390	(\$900,000)
Montgomery County	\$997,119,792	\$71,063,903	\$251,189,590	\$1,319,373,285	(\$16,319,609)
Prince George's County	\$745,234,478	\$41,631,549	\$177,808,114	\$964,674,141	\$0
Prince William County	\$304,843,502	\$17,143,884	\$86,324,087	\$408,311,473	(\$3,048,435)

* Including hourly and part-time accounts.

¹ Arlington County - Total Compensation is for School Operating Fund only.

² Falls Church City - Falls Church City Schools budgets exactly for existing staff grade and step. Teacher vacancies are budgeted at MA+30, step9; support staff vacancies are budgeted at step 5. Therefore, no savings are anticipated when preparing budgets.

³ Loudoun County - Unavailable



Distribution of Benefit Expenses

Percent Paid by District

School Division	Retirement			Health Insurance				Long-Term Care
	Life Insurance	VRS	Other	'Point of Service' Family	'HMO' Family	Dental Insurance	Disability Insurance	
Alexandria City	100.0%	100.0%	100.0%	47.9%	53.7%	100.0%	100.0%	n/a
Arlington County	100.0%	100.0%	\$390 yr ^{1/}	68.0%	68.0%	30.0%	0.5%	n/a
Fairfax County	100.0%	52.3%	68.2%	75.0%	75.0%	70.0%	0.0%	0.0%
Falls Church City	0.0%	100.0%	n/a	75.9%	71.8%	0.0%	0.2%	0.0%
Loudoun County ^{2/}	100.0%	100.0%	0.0%	77.5%	n/a	77.5%	n/a	n/a
Manassas City	100.0%	100.0%	n/a	60.0%	66.0%	60.0%	n/a	n/a
Montgomery County	90.0%	n/a	87.4%	80.0%	95.0%	90.0%	n/a	0.0%
Prince George's County	100.0%	n/a	n/a	80.0%	^{4/}	77.0%	n/a	n/a
Prince William County ^{3/}	100.0%	100.0%	n/a	60.0%	70.0%	n/a	0.0%	0.0%

^{1/} Contribution paid by district to a 401(a) account.

^{2/} Loudoun County pays 100 percent of VRS Retirement and the employee pays for any supplemental coverage. Dental included in medical.

^{3/} Prince William County's dental insurance is included in the health insurance plans.

^{4/} Same dollar amount equivalent Point of Service Insurance Coverage.