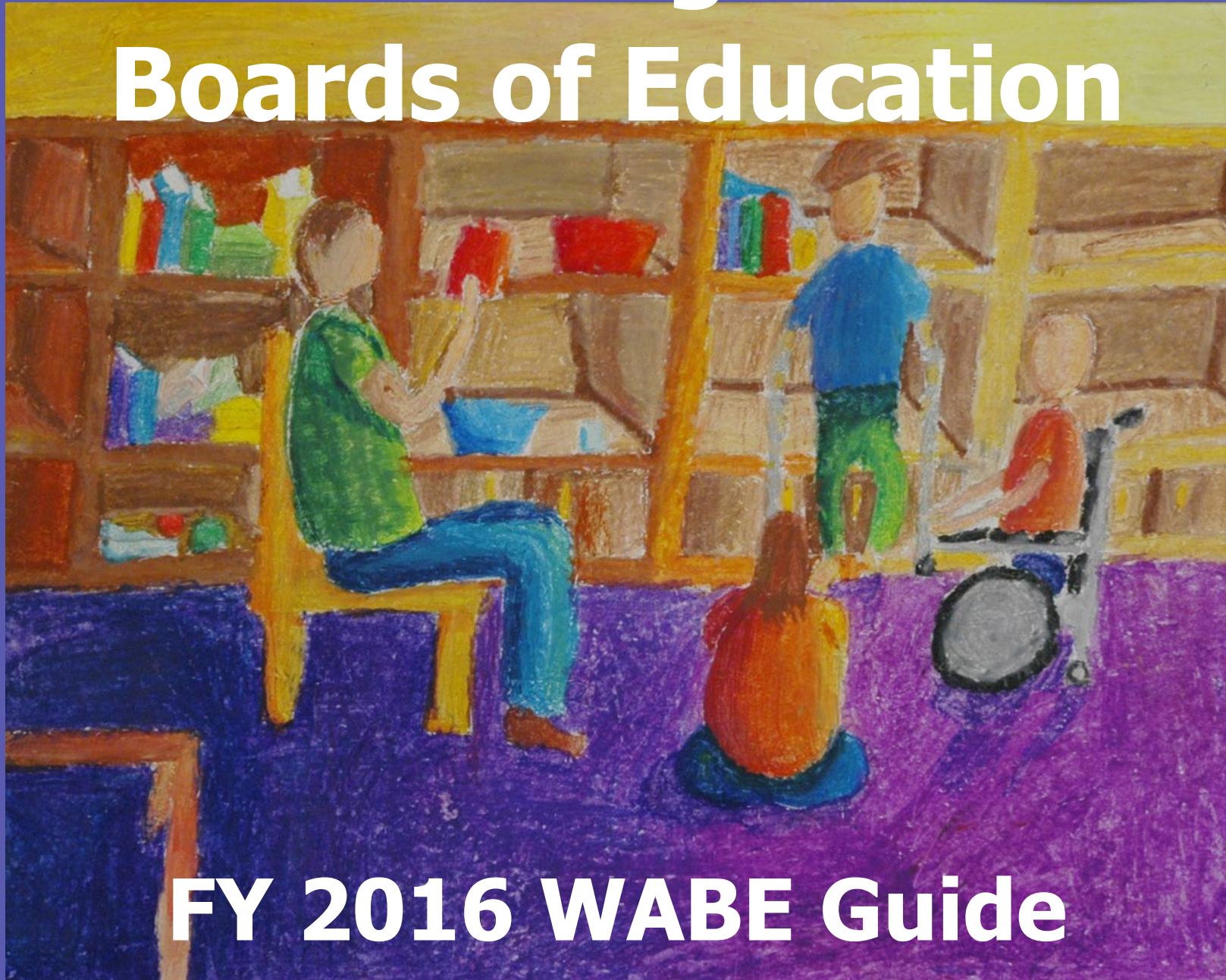


# The Washington Area Boards of Education



## FY 2016 WABE Guide

Compiled by Fairfax County Public Schools

October 2015

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\*Data in these charts has been revised since the original publication on 10/20/15.

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# Alexandria City Public Schools

- The Alexandria City Public Schools' (ACPS) School Board adopted "ACPS 2020," a new set of strategic goals and objectives designed to drive student success over the next five years. The six goals of ACPS 2020 focus on academic excellence/educational equity, family and community engagement, exemplary staff, facilities and the learning environment, health and wellness, and effective and efficient operations. ACPS 2020 advances the new mission that every student will succeed by educating lifelong learners and inspiring civic responsibility.
- ACPS is a multicultural division. Our students speak 87 different native languages.
- The 2014-15 Standards of Learning (SOL) test results showed significant increases in English, math, history and science. Fourteen out of 16 schools saw increases in English and math; 12 schools saw increases in science; and nine schools saw increases in history.
- Forty-six percent of the Class of 2015 received an Advanced Studies diploma and 85 percent reported plans to attend a two-year or four-year college or university.
- T.C. Williams High School was named the top American Field Service School in 2015 for its willingness to host and integrate international exchange students during their stay in the United States.
- ACPS offers the International Academy program at T.C. Williams High School and Francis C. Hammond Middle School for students coming from other countries. The International Academy at Hammond is the first middle school of its kind in the D.C. metro area and the first middle school to be set up by the Internationals Network for Public Schools.
- Jefferson-Houston School is one of only two schools in the D.C. metro area to be formally designated as a full International Baccalaureate (IB) PreK-8 school.
- The College Board named ACPS to the fifth Annual District Honor Roll for increasing access to AP course work while simultaneously maintaining or increasing the percentage of students earning scores of 3 or higher on AP Exams.
- Ana Bonilla-Galdamez, a school social worker at Charles Barrett Elementary School, became the only school social worker from Virginia in 50 years to win the prestigious National Social Worker of the Year Award.
- ACPS Chief Technology Officer Elizabeth Hoover was recognized as one of "30 Top Technologists, Transformers and Trailblazers" by the Center for Digital Education.

## Highlights at a Glance

<b>FY 2016 Cost Per Pupil</b>	<b>\$16,561</b>
<b>Average Teacher Salary</b>	<b>\$74,431</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	14,212
Percent ESOL Enrollment	28.3%
Percent Free/Reduced Price Meal Eligible	60.4%
Percent Special Education Enrollment	12.5%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	533
Percent Increase/Decrease from 2015 Actual	3.8%
<b>Schools</b>	
Elementary	12
Middle	2
Traditional (K-8)	1
Secondary and High Schools	1
Special Education	0
Alternative	2
<b>Sources of Revenue</b>	
Local	80.4%
State	15.0%
Other	4.6%
<b>Authorized Positions</b>	
School-Based	88.6%
Nonschool-Based	11.4%

**Website:** [www.acps.k12.va.us](http://www.acps.k12.va.us)  
**Budget Link:** <http://www.acps.k12.va.us/budgets/>

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# Arlington County Public Schools

- APS is the recipient of the prestigious Medallion of Excellence Award present by the U.S. Senate Productivity and Quality Awards for Virginia and the District of Columbia.
- All 31 schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2015 Washington Post Challenge Index listed all APS high schools in the top three percent in the U.S. for the seventh year in a row.
- Eleven APS schools received 2015 Virginia Index of Performance awards for advanced learning and achievement.
- APS is the only district in Virginia in which every preschool slot funded with state dollars is matched and filled with a student.
- Spanish immersion programs are offered at two elementary, one middle, and one high school.
- In 2014 - 2015, 74 percent of middle school students were enrolled in an Algebra I or Geometry course. More than 95 percent of APS students earn one or more high school credits during middle school.
- Approximately 75 percent of graduating seniors completed at least one AP or IB course, and 66 percent of graduates earn an advanced diploma.
- In 2014, 92 percent of all students graduated on time, and 98.7 percent of students who attended comprehensive high schools graduated on time.
- Since 2010, the dropout rate has declined by almost two-thirds, or 65 percent.
- In 2014, 90 percent of APS parents graded the school division as an "A" or "B," and 94 percent gave their child's school an "A" or "B."
- 79 percent of APS teachers have earned a master's degree, and three percent have earned a doctorate degree.
- Arlington ranks third in Virginia and 28th nationally with 164 teachers, or approximately 6.8 percent, who have earned National Board Certification.
- The School Board's Adopted Capital Improvement Program will add 4,002 seats for growing student enrollment over the next ten years (FY 2015 - FY 2024).
- Improved academic performance increases local property values by \$2.7-\$4.7 billion, resulting in added property tax revenue of about \$27-\$47 million annually.

## Highlights at a Glance

<b>FY 2016 Cost Per Pupil</b>	<b>\$18,616</b>
<b>Average Teacher Salary</b>	<b>\$78,002</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	24,523
Percent ESOL Enrollment	18.4%
Percent Free/Reduced Price Meal Eligible	31.6%
Percent Special Education Enrollment	14.7%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	1,155
Percent Increase/Decrease from 2015 Actual	4.7%
<b>Schools</b>	
Elementary	23
Middle	5
Traditional (K-8)	0
Secondary and High Schools	5
Special Education	2
Alternative	3
<b>Sources of Revenue</b>	
Local	82.8%
State	13.0%
Other	4.2%
<b>Authorized Positions</b>	
School-Based	91.8%
Nonschool-Based	8.2%

**Website:** [www.apsva.us](http://www.apsva.us)  
**Budget Link:** <http://www.apsva.us/budget>

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# City of Fairfax 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.

**Website:** <http://cityoffairfaxschools.org/>

**Budget Link:** <http://cityoffairfaxschools.org/city-of-fairfax-schools/2012-2013-budget/>

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# Fairfax County Public Schools

## Highlights at a Glance

- Fairfax County Public Schools (FCPS), the nation's 10th largest school division, inspires and empowers students to meet high academic standards, lead healthy, ethical lives, and be responsible and innovative global citizens.
- The FCPS School Board approved the new long-term Strategic Plan, *Ignite*, which provides a framework for decision making that builds upon a common mission, vision, and guiding principles held by the community.
- Based on the 2015 Washington Post rankings, of 2,300 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 (TJHSST) was ranked by U.S. World and News Report in 2015 as the number three gold medal school. Additionally, TJHSST was ranked number two for the best science, technology, engineering, mathematics (STEM) school. In total, FCPS received 11 gold medal awards, two silver medal awards and one bronze medal award.
- Thirty-nine FCPS schools received the 2015 Board of Education Excellence Award, recognition of schools and divisions that have met all state and federal achievement benchmarks and have made significant progress toward goals for increased student achievement and expanded educational opportunities.
- Twenty-two FCPS schools received the 2015 Board of Education Distinguished Achievement Award. Six Virginia schools, including three FCPS schools, received the Governor's Award for Educational Excellence.
- Ninety-one percent of FCPS schools, compared to 68 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2013-2014 school year.
- Fairfax County Public Schools' 2015 SAT average of 1669 exceeds both the state (1523) and national average (1462).

<b>FY 2016 Cost Per Pupil</b>	<b>\$13,718</b>
<b>Average Teacher Salary</b>	<b>\$67,589</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	185,914
Percent ESOL Enrollment	16.7%
Percent Free/Reduced Price Meal Eligible	28.0%
Percent Special Education Enrollment	13.7%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	2,631
Percent Increase/Decrease from 2015 Actual	1.4%
<b>Schools</b>	
Elementary	139
Middle	23
Traditional (K-8)	0
Secondary and High Schools	25
Special Education	7
Alternative	2
<b>Sources of Revenue</b>	
Local	70.0%
State	23.0%
Other	6.9%
<b>Authorized Positions</b>	
School-Based	93.2%
Nonschool-Based	6.8%

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

**Budget Link:** <http://www.fcps.edu/fs/budget/documents/approved/FY16/ApprovedBudgetFY16.pdf>

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# Falls Church City Public Schools

- A small, independent, city school division since 1949.
- All five schools fully accredited.
- Each school specializes in specific grade levels:
  - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
  - Mount Daniel Elementary (K-1)
  - 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 US News and World Report magazine.
- One of only two division in Virginia to receive the 2015 Virginia Index of Performance Board of Education Excellence Award
- 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. 2015 FCCPS SAT average of 1766 exceeds the state average of 1523 and the national average of 1462.
- The highest on-time graduation rate in Virginia: 98.8%.
- 96 percent of graduates seek post-secondary education, primarily in four-year colleges and universities.
- Student body is multi-cultural. In 2015, the number of native languages spoken by students was 39.

## 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 2016 Cost Per Pupil</b>	<b>\$18,032</b>
<b>Average Teacher Salary</b>	<b>\$76,495</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	2,459
Percent ESOL Enrollment	7.3%
Percent Free/Reduced Price Meal Eligible	7.4%
Percent Special Education Enrollment	14.0%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	96
Percent Increase/Decrease from 2015 Actual	3.9%
<b>Schools</b>	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	1
Alternative	0
<b>Sources of Revenue</b>	
Local	82.7%
State	12.8%
Other	4.5%
<b>Authorized Positions</b>	
School-Based	92.3%
Nonschool-Based	7.7%

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

**Budget Link:** <https://drive.google.com/file/d/0B7vaFg7PcgKyM3pFSXc0b2VCSnc/view?pli=1>

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# Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Riverside High School, bringing the total number of its schools to 88. The LCPS projected enrollment is 75,755 as compared with 73,461 a year ago.
- Since the 2000-2001 school year, LCPS has opened 44 schools; 25 elementary, nine middle schools and ten high schools. All have opened on time and on budget. Half of LCPS schools have opened since 2000.
- LCPS has 13 Schools to Watch, as determined by the National Forum to Accelerate Middle Grades Reform, the most of any jurisdiction in America.
- All 12 of the LCPS high schools eligible to be ranked nationally by The **Washington Post's** Challenge Index received this honor in 2015.
- Digital Promise, a national, independent nonprofit organization authorized by Congress to accelerate innovation in education, named LCPS as one of 11 new members accepted into the League of Innovative Schools, a national coalition of school district superintendents committed to innovation.
- The Mountain View Elementary School PTA was the only school nationwide to receive the 2014 Phoebe Apperson Hearst Merit Award for Innovation in Family Engagement. This is the highest honor presented to a local PTA for implementing the organization's National Standards for Family-School Partnerships.
- LCPS received Premier Membership in the Environmental Protection Agency (EPA) Certification Nation program which honors private and public entities that have achieved high ENERGY STAR participation. To achieve Premier status, a company or government agency must have 15 or more ENERGY STAR buildings. A record 47 LCPS buildings were awarded the 2014 ENERGY STAR label by the EPA.
- Martha Akers, a journalism and photojournalism teacher at Loudoun Valley High School, received the National Federation of State High School Associations' State Award for Outstanding Service through the Virginia High School League (VHSL) She is only the third person in the VHSL's 103-year history to receive this honor, recognizing a person for significant contributions to, or impact on, high school activity programs.
- The LCPS Class of 2015 received \$38,792,416 in scholarships.
- Eight LCPS high school band programs received the designation Virginia State Honor Band during the 2014-15 school year by displaying superior performance in both marching band and concert band. This is the highest award that can be bestowed upon a program in Virginia.

## Highlights at a Glance

<b>FY 2016 Cost Per Pupil</b>	<b>\$12,700</b>
<b>Average Teacher Salary</b>	<b>\$65,581</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	73,461
Percent ESOL Enrollment	8.9%
Percent Free/Reduced Price Meal Eligible	16.9%
Percent Special Education Enrollment	11.1%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	2,294
Percent Increase/Decrease from 2015 Actual	3.1%
<b>Schools</b>	
Elementary	56
Middle	15
Traditional (K-8)	0
Secondary and High Schools	15
Special Education	0
Alternative	2
<b>Sources of Revenue</b>	
Local	66.6%
State	30.1%
Other	3.4%
<b>Authorized Positions</b>	
School-Based	92.4%
Nonschool-Based	7.6%

**Website:** [www.lcps.org](http://www.lcps.org)  
**Budget Link:** <http://www.lcps.org/Page/151495>

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# Manassas City Public Schools

- 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.
- Early learners are afforded the opportunity to participate in the Virginia Pre-School Initiative through a traditional or blended learning program. All Pre-K students in the City of Manassas have free access to Footsteps2Brilliance and learning support through the Division.
- MCPS students in grades 9-11 utilize technology tools as part of a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- Advanced Placement classes are emphasized and an AP Summer Boot Camp is provided for students taking AP classes for the first time. The number of students taking the AP exam and the number of tests taken has more than doubled since 2011. Students in grades 6-8 utilize SpringBoard's Pre-Advanced Placement curriculum for Language Arts.
- Robotics, VEX, Sea Perch, and "It's Academic" teams promote high level independent thinking and essential teamwork skills. Project Lead the Way is offered in grades 5-12.
- 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 begin foreign language study in middle school.
- 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.
- 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.

## Highlights at a Glance

<b>FY 2016 Cost Per Pupil</b>	<b>\$12,393</b>
<b>Average Teacher Salary</b>	<b>\$64,121</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	7,400
Percent ESOL Enrollment	33.0%
Percent Free/Reduced Price Meal Eligible	57.8%
Percent Special Education Enrollment	14.7%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	328
Percent Increase/Decrease from 2015 Actual	4.4%
<b>Schools</b>	
Elementary	5
Middle	2
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
<b>Sources of Revenue</b>	
Local	44.9%
State	48.6%
Other	6.5%
<b>Authorized Positions</b>	
School-Based	92.0%
Nonschool-Based	8.0%

**Website:** [www.mcpsva.org](http://www.mcpsva.org)

**Budget Link:** [http://www.mcpsva.org/pages/Manassas\\_City\\_Public\\_Schools/Departments/Financial\\_Services/Budget](http://www.mcpsva.org/pages/Manassas_City_Public_Schools/Departments/Financial_Services/Budget)

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# Manassas Park City Schools

## Highlights at a Glance

- Beginning with the 2015-2016 school year, Manassas Park City Schools (MPCS) implemented the Balanced Calendar which continues with the 180-day school calendar, but with a balanced approach that provides frequent enrichment, remediation and breaks.
- MPCS adopted, practices, and continues to train their staff on ALICE (Alert, Lockdown, Inform, Counter, and Evacuate), which is a set of proactive strategies that moves beyond lockdown and increases the chance of survival during a violent intruder event.
- MPCS has entered Phase II of our digital conversion. This initiative provides all students in grades 8-12 with a personal computing device.
- All students grades K-12 are provided opportunities to participate in STEM education. These programs are supported by The BELL Foundation, the education foundation for Manassas Park.
- MPCS has ten students attending the Regional Governor’s School at Innovation Park.
- Forty-four MPCS students participate in the Early Identification Program (EIP) in partnership with George Mason University as a means to promote higher education to potential first generation college students.
- During 2014-2015, MPCS partnered with the Capital Area Food Bank and provided a location and distribution of over 28,000 pounds of food to families during the school year. Staff members from all four schools, administration, and the City of Manassas Park came together at Manassas Park High School and volunteered their time to organize and distribute food to families.
- Manassas Park Middle School and Manassas Park High School have adopted *Capturing Kids Hearts* in an effort to improve student staff relationships, promote good citizenship, encourage student engagement, and foster a general feeling that teachers and students can focus on instruction rather than behavioral disruptions.
- The city’s diversity extends into the school system where students speak over 40 different languages at home.

**FY 2016 Cost Per Pupil** **\$11,143**  
**Average Teacher Salary** **\$57,633**

**2015 Actual Enrollment**

Total Enrollment	3,385
Percent ESOL Enrollment	31.4%
Percent Free/Reduced Price Meal Eligible	61.4%
Percent Special Education Enrollment	11.6%

**2016 Approved Enrollment**

Number Increase/Decrease from 2015 Actual	180
Percent Increase/Decrease from 2015 Actual	5.3%

**Schools**

Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0

**Sources of Revenue**

Local	29.7%
State	59.3%
Other	11.1%

**Authorized Positions**

School-Based	92.6%
Nonschool-Based	7.4%

**Website:** [www.mpark.net](http://www.mpark.net)  
**Budget Link:** <http://www.mpark.net/Departments/FinancialServices/tabid/17936/Default.aspx>

**Dr. Bruce McDade**  
**One Park Ctr. Ct., Suite A**  
**Manassas Park, VA 20111**

# Montgomery County Public Schools

- Six MCPS high schools rank in the top 200 of The Washington Post 2015 High School Challenge and all 25 high schools appear on this list.
- 14 high schools made the U.S. News & World Report 2015 list of Best High Schools, including the top 6 high schools in Maryland.
- 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 33,662 AP exams were taken by MCPS students in 2014. Students earned a score of 3 or higher on 74% of the exams.
- In 2014, the percentage of African American and Hispanic graduates earning a 3 or higher on at least one AP exam surpassed the state average.
- The Class of 2015 earned a 1629 average combined SAT score, surpassing both national and state averages. Sixty-eight percent of graduates took the SAT and MCPS’ Hispanic and African American students outperformed their peers across the nation.
- More than \$335 million in scholarships were awarded to MCPS students in the Class of 2015.
- 52% of Grade 8 students completed Algebra 1 with a “C” or higher
- 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 5 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.
- MCPS leads the state with more than 700 teachers certified by the National Board for Professional Teaching Standards, a national recognition of professional excellence.

## Highlights at a Glance

<b>FY 2016 Cost Per Pupil</b>	<b>\$15,341</b>
<b>Average Teacher Salary</b>	<b>\$76,029</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	153,852
Percent ESOL Enrollment	14.0%
Percent Free/Reduced Price Meal Eligible	35.2%
Percent Special Education Enrollment	11.5%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	2,662
Percent Increase/Decrease from 2015 Actual	1.7%
<b>Schools</b>	
Elementary	133
Middle	38
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1
<b>Sources of Revenue</b>	
Local	66.8%
State	28.0%
Other	5.2%
<b>Authorized Positions</b>	
School-Based	91.3%
Nonschool-Based	8.7%

**Website:** <http://www.montgomeryschoolsmd.org/>

**Budget Link:** <http://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2016/FY%202016%20Operating%20Budget%20Adopted%20by%20the%20BOE.pdf>

**Mr. Larry A. Bowers**  
**850 Hungerford Drive**  
**Rockville, Maryland 20850**

# Prince George's County Public Schools

- Prince George's County Public Schools (PGCPS) is nationally recognized for its innovative programs and initiatives, including the expansion of Advanced Placement courses and partnerships with businesses and institutions of higher learning.
- PGCPS' mission is to advance the achievement of its diverse student body through community engagement, sound policy governance, accountability, and fiscal responsibility.
- Building on significant academic progress, the Board of Education reconciled and approved a \$1.8 billion operating budget on June 25, 2015, an increase of \$37.8 million, that will expand pre-kindergarten programs, open two international high schools, maintain successful academic initiatives such as Creative & Performing Arts and STEM, and address early literacy. The additional resources are necessary to meet compliance requirements associated with mediated settlement agreements, cover mandatory costs of conducting school business, as well as funding to support Student-Based Budgeting to all schools.
- The FY 2016 Operating Budget approved by the Board includes a net increase in State Aid of \$41.9 million, primarily due to adjustments in state aid programs.
- County funding, including both the telecommunications and energy tax estimates, totals \$669.3 million, an increase \$39.1 million from FY 2015. The County met its Maintenance of Effort obligation by \$13.1 million.
- Federal funding estimates remained constant at FY 2014 levels, while Board sources amount to \$18.2 million, a slight decrease primarily due to a decline in non-resident tuition revenue.
- The FY 2016 approved expenditure budget was focused on four key strategic plan initiatives: 1) Academic Excellence; 2) High Performing Workforce; 3) Safe and Supportive Environments; and 4) Family and Community Engagement. Supporting these areas required the system redirect over \$80.2 million of existing resources to fund \$37.5 million in negotiated compensation increases and \$41.9 million in academic achievement programs.
- The FY 2016 Operating Budget supports our promise of "Outstanding Academic Achievement for All Students," and our mission "to provide a great education that empowers all students and contributes to thriving communities."

## Highlights at a Glance

<b>FY 2016 Cost Per Pupil</b>	<b>\$12,992</b>
<b>Average Teacher Salary</b>	<b>\$66,720</b>
<b>2015 Actual Enrollment</b>	
Total Enrollment	127,576
Percent ESOL Enrollment	14.8%
Percent Free/Reduced Price Meal Eligible	64.8%
Percent Special Education Enrollment	11.3%
<b>2016 Approved Enrollment</b>	
Number Increase/Decrease from 2015 Actual	3,211
Percent Increase/Decrease from 2015 Actual	2.5%
<b>Schools</b>	
Elementary	121
Middle	24
Traditional (K-8)	12
Secondary and High Schools	32
Special Education	8
Alternative	0
<b>Sources of Revenue</b>	
Local	36.5%
State	56.9%
Other	6.6%
<b>Authorized Positions</b>	
School-Based	89.5%
Nonschool-Based	10.5%

**Website:** [www.pgcps.pg.k12.md.us](http://www.pgcps.pg.k12.md.us)  
**Budget Link:** <http://www1.pgcps.org/budget/>

**Dr. Kevin Maxwell**  
**14201 School Lane**  
**Upper Marlboro, Maryland 20772**

# Prince William County Public Schools

## Highlights at a Glance

- Prince William County Public Schools (PWCS) on-time student graduation rate to has risen to approximately 91 percent.
- The number of students earning qualifying scores on Advanced Placement, International Baccalaureate, and Cambridge exams has increased to 33 percent, exceeding both the national and Virginia average.
- PWCS earned an exemplary rating and Divisionwide accreditation in 2012 by the Southern Association of Colleges and Schools and Council on Accreditation and School Improvement.
- PWCS earned a place on the 2012 and 2014 College Board Advanced Placement District Honor Roll.
- All PWCS high schools ranked among the top nine percent of high schools in the U.S. "The Washington Post" Best High Schools in America, 2014.
- PWCS was listed on the Virginia Schools to Watch by the National Forum to Accelerate Middle-Grades Reform in 2009 through 2014.
- In 2010 PWCS launched the Governor's School at Innovation Park in collaboration with George Mason University and Manassas City and Manassas Park City Public Schools, providing students with advanced study and research opportunities in STEM.
- PWCS expanded Divisionwide use of digital instructional technology using high-speed Internet connections.
- PWCS was ranked first in the Digital School District Survey by the National School Boards Association in 2014 and was in the top ten from 2009 through 2014.
- Since 2009 seven PWCS schools have been completed at a cost of \$78.9 million, and eight new schools and 14 school additions have been built adding 10,387 student spaces at a cost of \$243 million.
- A total of 19 PWCS schools have been awarded Energy Star Certification.
- A PWCS principal was named 2014 Principal of the Year by the Virginia School Counselor Association, and a PWCS librarian was named 2014 Librarian of the Year by the Virginia Association of Librarians.
- PWCS has established formal, divisionwide partnerships with over 1,000 businesses.

**FY 2016 Cost Per Pupil** **\$10,724**  
**Average Teacher Salary** **\$64,523**

**2015 Actual Enrollment**

Total Enrollment	86,890
Percent ESOL Enrollment	15.9%
Percent Free/Reduced Price Meal Eligible	40.1%
Percent Special Education Enrollment	9.4%

**2016 Approved Enrollment**

Number Increase/Decrease from 2015 Actual	1,347
Percent Increase/Decrease from 2015 Actual	1.6%

**Schools**

Elementary	58
Middle	16
Traditional (K-8)	3
Secondary and High Schools	11
Special Education	3
Alternative	2

**Sources of Revenue**

Local	45.6%
State	48.1%
Other	6.3%

**Authorized Positions**

School-Based	91.0%
Nonschool-Based	9.0%

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

**Budget Link:** <http://financialservices.departments.pwcs.edu/modules/cms/pages.phtml?pageid=321651>

**Dr. Steven L. Walts**  
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**Manassas, Virginia 20108**

## FY 2015 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>	346	0	1,422	12,159	285	14,212
<b>Arlington County<sup>2</sup></b>	1,102	0	2,196	19,432	1,793	24,523
<b>Fairfax County</b>	2,053	1,580	12,912	155,730	13,639	185,914
<b>Falls Church City</b>	45	0	159	2,153	102	2,459
<b>Loudoun County</b>	934	94	4,891	64,365	3,177	73,461
<b>Manassas City</b>	171	0	613	5,960	656	7,400
<b>Manassas Park City</b>	60	36	267	2,794	228	3,385
<b>Montgomery County</b>	3,118	628	11,544	133,431	5,131	153,852
<b>Prince George's County</b>	4,735	1,058	10,170	110,533	1,080	127,576
<b>Prince William County</b>	809	397	6,267	78,288	1,129	86,890

<sup>1</sup> Alexandria City Public Schools' Head Start enrollment of 309 is not included in total enrollment.

<sup>2</sup> Arlington County's preschool special education numbers do not include 38 students receiving preschool special education community-based services. FY 2015 Actual Enrollment includes Special Education enrollment as of 12/1; Head Start enrollment as of 3/31 and all other enrollment as of 9/30.



## FY 2016 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>	338	0	1,467	12,658	282	14,745
<b>Arlington County<sup>2</sup></b>	1,219	0	2,297	20,021	2,141	25,678
<b>Fairfax County</b>	2,107	1,727	13,203	157,616	13,892	188,545
<b>Falls Church City</b>	50	0	170	2,229	106	2,555
<b>Loudoun County</b>	938	100	4,880	66,343	3,494	75,755
<b>Manassas City</b>	279	0	620	6,173	656	7,728
<b>Manassas Park City</b>	53	36	285	2,950	241	3,565
<b>Montgomery County</b>	3,708	628	11,400	135,687	5,091	156,514
<b>Prince George's County</b>	4,445	1,500	10,523	113,105	1,214	130,787
<b>Prince William County</b>	881	397	6,404	79,289	1,266	88,237

<sup>1</sup>Alexandria City Public Schools' Head Start enrollment of 309 is not included in total enrollment.

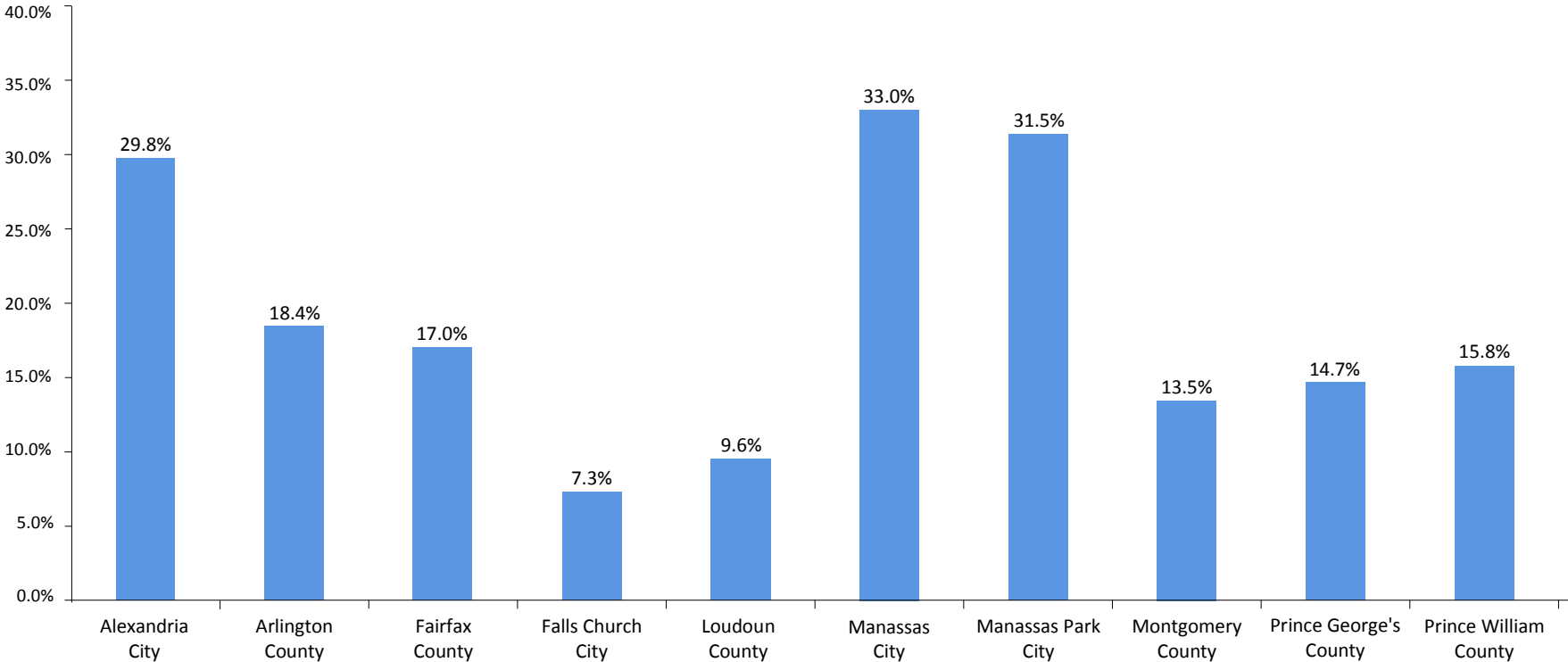
<sup>2</sup>Arlington County's preschool special education numbers do not include 36 students receiving preschool special education community-based services.

## English for Speakers of Other Languages (ESOL) Students

School Division	FY 2015 Actual Enrollment	FY 2016 Approved Enrollment	Percentage of FY 2015 Enrollment	Percentage of FY 2016 Enrollment
<b>Alexandria City</b>	4,022	4,400	28.3%	29.8%
<b>Arlington County</b>	4,524	4,732	18.4%	18.4%
<b>Fairfax County</b>	31,104	31,989	16.7%	17.0%
<b>Falls Church City</b>	179	186	7.3%	7.3%
<b>Loudoun County</b>	6,519	7,250	8.9%	9.6%
<b>Manassas City</b>	2,442	2,550	33.0%	33.0%
<b>Manassas Park City</b>	1,063	1,123	31.4%	31.5%
<b>Montgomery County</b>	21,463	21,080	14.0%	13.5%
<b>Prince George's County</b>	18,863	19,203	14.8%	14.7%
<b>Prince William County</b>	13,780	13,972	15.9%	15.8%

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



WABE 2016

## Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City <sup>1</sup>	12	2	1		1		2	18
Arlington County	23	5		1	4	2	3	38
Fairfax County	139	23		3	22	7	2	196
Falls Church City	2	1			1	1		5
Loudoun County	56	15			15		2	88
Manassas City	5	2			1			8
Manassas Park City	2	1			1			4
Montgomery County <sup>2</sup>	133	38			26	5	1	203
Prince George's County <sup>3</sup>	121	24	12		32	8		197
Prince William County	58	16	3		11	3	2	93

<sup>1</sup> ACPS has one high school, T.C. Williams High School, consisting of a ninth-grade campus and a separate main campus for grades 10-12.

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

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

## Special Education Enrollment FY 2015 Actual

School Division	Unduplicated Special Education Enrollment				Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)	Total	
<b>Alexandria City</b>	197	1,289	285	1,771	5,323
<b>Arlington County<sup>1</sup></b>	313	1,499	1,793	3,605	6,592
<b>Fairfax County</b>	2,053	9,798	13,639	25,490	45,063
<b>Falls Church City</b>	15	227	102	344	492
<b>Loudoun County</b>	691	4,286	3,177	8,154	10,884
<b>Manassas City<sup>2</sup></b>	63	371	656	1,090	0
<b>Manassas Park City</b>	16	149	228	393	519
<b>Montgomery County</b>	1,206	11,293	5,131	17,630	22,682
<b>Prince George's County</b>	1,759	7,931	4,665	14,355	93,168
<b>Prince William County<sup>2</sup></b>	737	6,315	1,129	8,181	0

<sup>1</sup> Includes 38 students receiving preschool special education community-based services.

<sup>2</sup> Manassas City and Prince William County do not report a duplicated special education student count.

## Special Education Enrollment FY 2016 Approved

School Division	Unduplicated Special Education Enrollment				Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)	Total	
<b>Alexandria City</b>	71	1,238	282	1,591	0
<b>Arlington County<sup>1</sup></b>	388	1,505	2,141	4,034	7,170
<b>Fairfax County</b>	2,107	9,663	13,892	25,662	45,292
<b>Falls Church City</b>	18	236	106	360	508
<b>Loudoun County</b>	759	4,716	3,494	8,969	11,972
<b>Manassas City<sup>2</sup></b>	63	371	656	1,090	0
<b>Manassas Park City</b>	17	157	241	415	549
<b>Montgomery County</b>	1,563	11,453	5,091	18,107	22,999
<b>Prince George's County</b>	1,697	7,953	4,740	14,390	109,668
<b>Prince William County<sup>2</sup></b>	665	6,435	1,266	8,366	0

<sup>1</sup> Includes 36 students receiving preschool special education community-based services.

<sup>2</sup> Manassas City and Prince William County do not report a duplicated special education student count.

# FY 2016 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 2016 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>	\$247,422,104	\$38,808,279	\$25,600,000	\$7,947,333	\$6,324,250	\$326,101,966
<b>Arlington County</b>	\$471,241,400	\$48,044,547	\$45,439,449	\$8,019,364	\$27,103,845	\$599,848,605
<b>Fairfax County<sup>3</sup></b>	\$2,564,219,658	\$163,052,786	\$189,368,240	\$88,437,427	\$40,532,476	\$3,045,610,587
<b>Falls Church City</b>	\$46,308,200	\$16,600,000	\$4,139,554	\$998,700	\$1,831,100	\$69,877,554
<b>Loudoun County</b>	\$966,498,107	\$121,849,042	\$126,835,634	\$27,763,933	\$15,246,621	\$1,258,193,337
<b>Manassas City</b>	\$96,987,812	\$2,679,000	\$7,382,368	\$4,262,826	\$0	\$111,312,006
<b>Manassas Park City</b>	\$39,714,067	\$0	\$0	\$1,810,978	\$220,082	\$41,745,127
<b>Montgomery County</b>	\$2,433,440,745	\$254,887,000	\$135,718,000	\$53,166,879	\$22,167,312	\$2,899,379,936
<b>Prince George's County</b>	\$1,833,067,725	\$142,805,000	\$64,973,300	\$68,900,000	\$0	\$2,109,746,025
<b>Prince William County</b>	\$951,696,090	\$154,879,000	\$82,061,299	\$46,688,238	\$6,024,506	\$1,241,349,133

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 excludes transfers to other funds of \$28.9 million, textbook replacement reserve of \$8.9 million and future beginning balance of \$4.0 million.

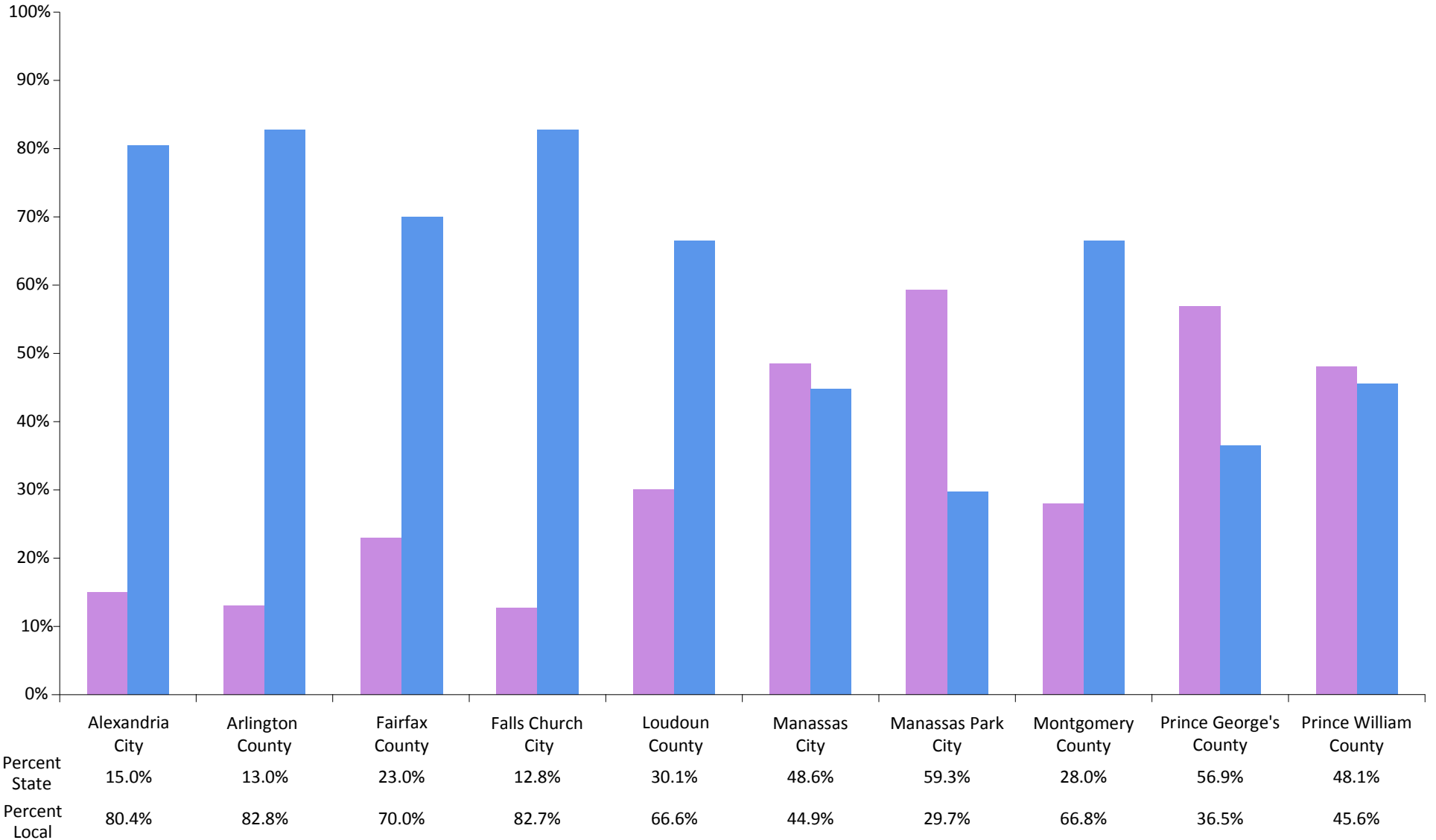


## FY 2016 Sources of Revenue School Operating Fund

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	
<b>Alexandria City</b>	\$7,199,721	2.9%	\$37,204,653	15.0%	\$198,811,472	80.4%	\$3,260,149	1.3%	\$946,109	0.4%	\$247,422,103
<b>Arlington County</b>	\$7,664,015	1.6%	\$61,114,479	13.0%	\$390,361,505	82.8%	\$9,319,401	2.0%	\$2,782,000	0.6%	\$471,241,400
<b>Fairfax County</b>	\$71,922,502	2.8%	\$599,963,265	23.0%	\$1,825,153,345	70.0%	\$46,083,980	1.8%	\$62,874,753	2.4%	\$2,605,997,846
<b>Falls Church City</b>	\$499,800	1.1%	\$5,945,200	12.8%	\$38,298,700	82.7%	\$650,000	1.4%	\$914,500	2.0%	\$46,308,200
<b>Loudoun County</b>	\$15,354,738	1.6%	\$290,683,334	30.1%	\$643,307,487	66.6%	\$5,000,000	0.5%	\$12,152,548	1.3%	\$966,498,107
<b>Manassas City</b>	\$3,421,667	3.5%	\$47,130,870	48.6%	\$43,547,012	44.9%	\$2,319,977	2.4%	\$568,286	0.6%	\$96,987,812
<b>Manassas Park City</b>	\$1,060,893	2.7%	\$23,549,738	59.3%	\$11,775,761	29.7%	\$893,534	2.2%	\$2,434,141	6.1%	\$39,714,067
<b>Montgomery County</b>	\$71,917,356	3.2%	\$632,069,558	28.0%	\$1,507,631,597	66.8%	\$33,162,633	1.5%	\$10,836,959	0.5%	\$2,255,618,103
<b>Prince George's County</b>	\$102,894,600	5.6%	\$1,042,688,400	56.9%	\$669,292,125	36.5%	\$0	0.0%	\$18,192,600	1.0%	\$1,833,067,725
<b>Prince William County</b>	\$36,558,537	3.8%	\$457,832,251	48.1%	\$434,307,397	45.6%	\$16,663,059	1.8%	\$6,334,846	0.7%	\$951,696,090

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 2016 Sources of Revenue Percent of Total Operating Fund



**WABE 2016**

## FY 2016 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	\$649,156,892	\$198,811,472	30.6%	\$25,600,000	3.9%	\$224,411,472	34.6%
Arlington County	\$1,159,947,653	\$406,297,596	35.0%	\$45,339,449	3.9%	\$451,637,045	38.9%
Fairfax County	\$3,819,548,220	\$1,825,153,345	47.8%	\$187,157,477	4.9%	\$2,012,310,822	52.7%
Falls Church City	\$83,027,150	\$38,417,900	46.3%	\$4,139,554	5.0%	\$42,557,454	51.3%
Loudoun County	\$1,356,277,923	\$658,554,107	48.6%	\$126,835,635	9.4%	\$785,389,742	57.9%
Manassas City	\$98,457,653	\$47,676,983	48.4%	\$5,131,397	5.2%	\$52,808,380	53.6%
Manassas Park City <sup>1</sup>	\$39,083,669	\$11,775,761	30.1%	\$0	0.0%	\$11,775,761	30.1%
Montgomery County	\$4,420,228,700	\$2,176,526,000	49.2%	\$135,718,000	3.1%	\$2,312,244,000	52.3%
Prince George's County	\$2,950,420,225	\$669,292,125	22.7%	\$64,973,300	2.2%	\$734,265,425	24.9%
Prince William County	\$1,026,893,000	\$434,257,161	42.3%	\$72,718,852	7.1%	\$506,976,013	49.4%

<sup>1</sup>The City of Manassas Park pays all School related debt service directly. No funds are transferred to the Schools for these payments.

\*Data in this chart has been revised since the original publication on 10/20/15.

## FY 2016 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 1-2 24.0 Grades 3-5 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>	26.8	26.8	27.4	30.5
<b>Falls Church City</b>	22.0	22.0	24.0	24.0
<b>Loudoun County<sup>3</sup></b>	23.0	23.0	23.6	26.9
<b>Manassas City</b>	23.0	Grades 1-3 23.0 Grades 4 28.0	28.0	28.0
<b>Manassas Park City</b>	19.0	Grades 1-3 19.0 Grades 4-5 24.0	24.0	24.0
<b>Montgomery County</b>	19.0	22.0	25.4	25.7
<b>Prince George's County<sup>4</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 priced meals and ESOL services. For a complete listing of staffing formulas, see the appendix of the FY 2016 Approved Budget.

<sup>3</sup>Half-Day Kindergarten student to teacher ratio is 23:1; Full-Day Kindergarten is 25:1

<sup>4</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 2016 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
<b>Alexandria City</b>	16.5	22.5	26.0	8.7	12.5	13.5
<b>Arlington County</b>	19.6	20.1	19.6	9.3	15.8	16.6
<b>Fairfax County</b>	22.3	24.6	25.8	14.6	20.3	21.2
<b>Falls Church City</b>	22.7	24.2	19.9	13.3	17.0	13.8
<b>Loudoun County</b>	23.0	22.3	24.8	13.9	21.3	24.0
<b>Manassas City</b>	21.7	23.9	26.1	10.5	14.0	15.1
<b>Manassas Park City</b>	18.0	26.1	26.8	11.8	18.7	20.3
<b>Montgomery County</b>	19.6	26.1	27.8	14.1	22.2	24.3
<b>Prince George's County<sup>3</sup></b>	n/a	n/a	n/a	n/a	n/a	n/a
<b>Prince William County</b>	22.7	29.6	30.3	17.3	22.0	23.6

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.

<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.

\*Data in this chart has been revised since the original publication on 10/20/15.

## FY 2016 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
<b>Alexandria City</b>	0	13	13	100.0%	n/a	21.0
<b>Arlington County</b>	0	23	23	100.0%	n/a	19.5
<b>Fairfax County</b>	0	138	138	100.0%	n/a	22.4
<b>Falls Church City</b>	0	1	1	100.0%	n/a	18.9
<b>Loudoun County</b>	36	49	85	57.6%	17.9	23.0
<b>Manassas City</b>	0	5	5	100.0%	n/a	22.1
<b>Manassas Park City</b>	0	1	1	100.0%	n/a	20.4
<b>Montgomery County</b>	0	127	127	100.0%	n/a	19.4
<b>Prince George's County<sup>2</sup></b>	n/a	n/a	n/a	n/a	n/a	n/a
<b>Prince William County</b>	0	59	59	100.0%	n/a	22.9

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.

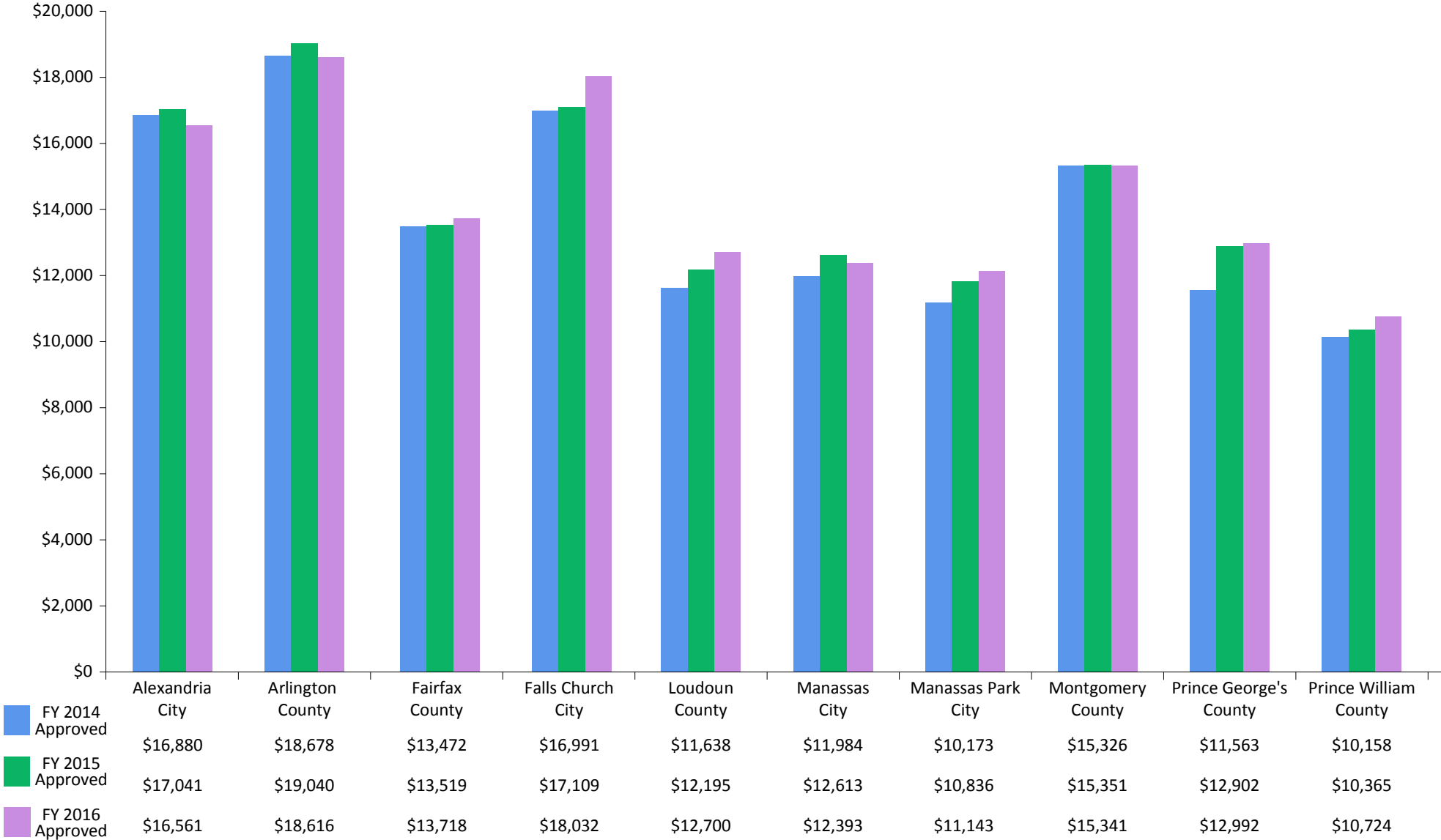
<sup>2</sup>Due to the implementation of Student Based Budgeting (SBB), student-classroom teacher ratios are not instituted. SBB gives Principals the autonomy to allocate staff based on the students enrolled and the specific needs of those students.

## Cost Per Pupil

School Division	FY 2014 Approved	FY 2015 Approved	FY 2016 Approved
Alexandria City	\$16,880	\$17,041	\$16,561
Arlington County	\$18,678	\$19,040	\$18,616
Fairfax County	\$13,472	\$13,519	\$13,718
Falls Church City	\$16,991	\$17,109	\$18,032
Loudoun County	\$11,638	\$12,195	\$12,700
Manassas City	\$11,984	\$12,613	\$12,393
Manassas Park City	\$10,173	\$10,836	\$11,143
Montgomery County	\$15,326	\$15,351	\$15,341
Prince George's County	\$11,563	\$12,902	\$12,992
Prince William County	\$10,158	\$10,365	\$10,724

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.

# Cost Per Pupil



# WABE 2016



# FY 2016 Authorized Position Definitions<sup>1</sup>

(for charts on pages 34 - 37)

## School-Based Positions

Teachers:	Includes 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:	Includes principals, assistant principals, guidance directors, and student activity directors.
Instructional Assistants:	Includes instructional aides and teacher aides.
Educational Specialists:	Includes program and educational specialists (not central office curriculum development), school-based technology specialists, instructional coaches, social workers, and psychologists.
Nonmanagement/All Others:	Include school clerical staff, custodial staff, and other school-based support positions.

## Nonschool-Based Positions

Technical/Support:	Includes accountants, financial analysts, personnel analysts, management analysts, computer programmers and analysts, professional engineers, and architects.
Management:	Includes directors, coordinators, senior analysts, department administrators and supervisors, special assistants, executive assistants, and area administrators.
Educational Specialists:	Examples include curriculum specialists and program specialists that are nonschool-based (central office curriculum development).
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 2016 Authorized Positions School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
<b>School-Based Positions</b>					
Teachers	1,326.2	2,458.4	15,486.1	234.1	5,968.5
School-Based Administrators <sup>1</sup>	67.0	110.7	658.0	12.0	298.0
Educational Specialists	101.5	78.6	569.3	11.9	125.0
Instructional Assistants	219.0	601.5	3,067.7	71.3	1,189.5
Nonmanagement/All Others <sup>1</sup>	170.6	459.7	2,772.3	47.3	1,061.0
<b>Total School-Based Positions</b>	<b>1,884.3</b>	<b>3,708.9</b>	<b>22,553.3</b>	<b>376.6</b>	<b>8,642.0</b>
<b>Nonschool-Based Positions</b>					
Leadership Team	9.0	10.0	17.0	3.0	9.0
Technical/Support	57.0	81.9	735.7	8.5	145.8
Management	69.0	58.0	152.0	9.4	128.5
Educational Specialists	43.0	49.6	123.5	0.0	23.0
Office Support Staff	30.4	55.3	207.1	3.0	183.1
Custodial/Maintenance	35.0	77.0	406.0	7.6	217.5
<b>Total Nonschool-Based Positions</b>	<b>243.4</b>	<b>331.8</b>	<b>1,641.3</b>	<b>31.5</b>	<b>706.9</b>
<b>Total Authorized Positions<sup>2</sup> (School Based + Non-School Based)</b>	<b>2,127.7</b>	<b>4,040.7</b>	<b>24,194.6</b>	<b>408.1</b>	<b>9,348.9</b>
<b>Other Operating Fund Positions<sup>3</sup></b>	155.0	187.5	1,678.1	22.6	853.5
<b>Total Non-Operating Fund Positions<sup>4</sup></b>	177.0	143.5	417.3	15.0	499.0

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 2016 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	578.7	265.1	12,110.0	9,205.6	5,975.0
School-Based Administrators <sup>1</sup>	25.0	11.0	525.5	616.0	295.1
Educational Specialists	63.0	9.0	240.9	234.5	77.8
Instructional Assistants	115.5	51.5	2,652.2	1,739.8	640.8
Nonmanagement/All Others <sup>1</sup>	118.0	16.0	2,175.4	1,514.1	1,176.0
<b>Total School-Based Positions</b>	<b>900.2</b>	<b>352.6</b>	<b>17,703.9</b>	<b>13,310.0</b>	<b>8,164.7</b>
<b>Nonschool-Based Positions</b>					
Leadership Team	1.0	3.0	19.0	31.0	12.0
Technical/Support	16.5	6.0	470.9	286.0	163.3
Management	24.0	7.0	239.1	242.0	147.2
Educational Specialists	15.0	4.0	183.4	309.0	135.1
Office Support Staff	12.5	7.5	273.9	259.1	101.9
Custodial/Maintenance	9.0	0.5 <sup>5</sup>	495.6	427.5	248.0
<b>Total Nonschool-Based Positions</b>	<b>78.0</b>	<b>28.0</b>	<b>1,681.9</b>	<b>1,554.6</b>	<b>807.5</b>
<b>TOTAL AUTHORIZED POSITIONS<sup>2</sup> (School Based + Non-School Based)</b>	<b>978.2</b>	<b>380.6</b>	<b>19,385.8</b>	<b>14,864.6</b>	<b>8,972.2</b>
<b>Other Operating Fund Positions<sup>3</sup></b>	<b>88.4</b>	<b>37.0</b>	<b>1,997.1</b>	<b>2,671.8</b>	<b>1,060.6</b>
<b>Total Non-Operating Fund Positions<sup>4</sup></b>	<b>0.0</b>	<b>32.0</b>	<b>624.1</b>	<b>1,336.9</b>	<b>672.7</b>
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.					
<sup>5</sup> Manassas Park City Schools contracts for building custodial and maintenance staff.					

## FY 2016 School-Based Positions - Details

	Alexandria City	Arlington County <sup>1</sup>	Fairfax County	Falls Church City	Loudoun County
<b>Administrators</b>					
Principals	16.0	37.0	198.0	4.0	86.0
Assistant Principals	47.0	50.0	381.0	6.0	125.0
Guidance Directors	3.0	8.0	53.0	1.0	16.0
Student Activity Directors	1.0	3.0	25.0	0.6	0.0
Other	0.0	12.7	1.0	0.4	71.0
<b>Nonmanagement / All Others</b>					
School Office Staff	55.3	185.4	1,042.1	14.8	397.3
Custodial Staff	34.5	205.0	1,370.0	23.0	536.8
Noninstructional Specialists	0.0	22.8	196.2	4.0	12.0
Security	19.0	18.0	164.0	2.0	17.0
Other	61.8	28.5	0.0	3.5	97.9

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

## FY 2016 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	201.0	95.0
Assistant Principals	15.0	5.0	287.0	269.0	132.0
Guidance Directors	0.0	0.0	0.0	0.0	27.0
Student Activity Directors	1.0	1.0	0.0	0.0	11.0
Other	1.0	1.0	34.0	146.0	30.1
<b>Nonmanagement / All Others</b>					
School Office Staff	62.0	11.0	675.9	542.5	513.0
Custodial Staff	51.0	0.0 <sup>1</sup>	1,283.5	959.6	452.7
Noninstructional Specialists	0.0	0.0	0.0	0.0	86.0
Security	5.0	0.0 <sup>2</sup>	211.0	12.0	50.6
Other	0.0	5.0	5.0	0.0	73.7

<sup>1</sup>Manassas Park City outsources custodial and maintenance services.

<sup>2</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 2016 Salary Information\*

### Teacher and Instructional Assistant Salaries

School Division	Scheduled Days	Hours Per Day	Teacher Salary				Instructional Assistant		
			Step 1 + Bachelors Degree	Average	Step 1 + Masters Degree	Beginning 10th Year + Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
Alexandria City	196	7.25	\$47,242	\$74,431	\$54,188	\$74,376	\$107,259	\$16.26	\$27.15
Arlington County <sup>1</sup>	194 <sup>2</sup>	7.50	\$48,228	\$78,002	\$53,173	\$77,093	\$111,260	\$15.33	\$30.44
Fairfax County	194	7.50	\$47,046	\$67,589	\$52,856	\$61,633	\$101,524	\$14.56	\$30.58
Falls Church City	196 <sup>3</sup>	7.50	\$49,350	\$76,495	\$54,750	\$72,140	\$107,480	\$14.96	\$28.54
Loudoun County	197	7.50	\$47,975	\$65,581	\$53,688	\$60,687	\$105,146	\$15.73	\$29.54
Manassas City	195	7.50	\$46,078	\$64,121	\$51,578	\$61,642	\$103,497	\$16.10	\$28.26
Manassas Park City	195 <sup>4</sup>	7.50	\$44,750	\$57,633	\$50,750	\$57,991	\$100,084	\$15.07	\$30.73
Montgomery County	204 <sup>5</sup>	8.00	\$47,106	\$76,029	\$51,895	\$68,739	\$107,292	\$18.06	\$30.11
Prince George's County	192	7.50	\$46,380	\$66,720	\$51,135	\$64,776	\$100,775	\$15.18	\$28.78
Prince William County	195	7.50	\$46,458	\$64,523	\$52,031	\$57,750	\$110,705	\$14.67	\$31.76

<sup>1</sup>Salaries for non-retirement eligible and Career Advanced Program (CAP) follow a different salary schedule. For detailed information, see Arlington County Public Schools pay plan at: <http://www.aspva.us/jobs>

<sup>2</sup>Arlington County has 194 scheduled workdays and 6 unscheduled days.

<sup>3</sup>Falls Church City Public Schools has 196 scheduled workdays and 4 unscheduled days.

<sup>4</sup>Manassas Park City Schools has 195 scheduled workdays and 5 unscheduled days.

<sup>5</sup>Montgomery County has 204 scheduled workdays and 12 paid holidays.

\*Data in this chart has been revised since the original publication on 10/20/15.

## FY 2016 Salary Information Bus Driver and School Board Salaries

School Division	Bus Driver Salary			School Board	
	Beginning Hourly	Maximum Hourly	Members	Member Salary	Chairperson Salary
Alexandria City	\$17.77	\$29.66	9	\$15,000	\$17,000
Arlington County <sup>1</sup>	\$18.79-\$23.04 <sup>2</sup>	\$30.44-\$37.22 <sup>2</sup>	5	\$22,040	\$24,080
Fairfax County <sup>3</sup>	\$18.64	\$32.82	12	\$20,000	\$22,000
Falls Church City	\$18.05	\$32.70	7	\$3,600	\$6,000
Loudoun County	\$17.92	\$33.84	9	\$20,000	\$22,000
Manassas City	\$18.63	\$32.72	7	\$6,000	\$7,100
Manassas Park City	\$17.49	\$30.55	5	\$3,000	\$3,500
Montgomery County	\$16.61	\$27.32	7	\$18,500	\$22,500
Prince George's County	\$17.52	\$31.89	9	\$18,000	\$19,000
Prince William County	\$16.02	\$34.69	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>Salaries for non-retirement eligible follow a different salary schedule. For detailed information, see Arlington County Public Schools pay plan at <http://www.apsva.us/jobs>

<sup>3</sup>School Board salaries will increase to \$32,000 for Members and \$34,000 for Chairperson effective 1/1/2016 for the new School Board.

# Student Demographics

School Division	Graduation Information			FY 2015 Actual Free or Reduced Price Lunch Eligibility	
	% of 2014 Graduates Going on to Postsecondary Education <sup>1</sup>	Class of 2015 Cohort Graduation Four- Year Rate <sup>2</sup>	Class of 2015 Cohort Dropout Four-Year Rate <sup>2</sup>	Students Eligible	Percent of District Enrollment
Alexandria City	81.9%	79.6%	11.6%	8,582	60.4%
Arlington County	93.0%	92.8%	4.2%	7,749	31.6%
Fairfax County	92.3%	92.7%	5.6%	51,968	28.0%
Falls Church City	96.2%	98.8%	0.0%	181	7.4%
Loudoun County	93.2%	95.6%	2.2%	12,448	16.9%
Manassas City	77.3%	85.9%	7.9%	4,277	57.8%
Manassas Park City	76.9%	87.9%	8.7%	2,077	61.4%
Montgomery County	93.5%	90.2%	5.3% <sup>3</sup>	54,099	35.2%
Prince George's County	84.3%	n/a	16.7%	82,687	64.8%
Prince William County	85.9%	91.4%	5.9%	34,807	40.1%

<sup>1</sup> Post Secondary data for Virginia school divisions is from the Department of Education's website at [http://www.doe.virginia.gov/statistics\\_reports/supts\\_annual\\_report/2013\\_14/table05.pdf](http://www.doe.virginia.gov/statistics_reports/supts_annual_report/2013_14/table05.pdf)

<sup>2</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](http://www.doe.virginia.gov/statistics_reports/graduation_completion/cohort_reports)

<sup>3</sup> Montgomery County's 2013 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 2014-2015

School Division	Average Math	Average Critical Reading <sup>1</sup>	Average Writing	Total	Percent of Seniors Taking Tests
Alexandria City	478	481	474	1433	64.0%
Arlington County	570	563	546	1680	66.0% <sup>2</sup>
Fairfax County	571	556	542	1669	75.0%
Falls Church City	592	595	579	1766	89.0%
Loudoun County	541	543	528	1612	77.0%
Manassas City	478	487	468	1433	30.6% <sup>3</sup>
Manassas Park City	478	492	467	1437	88.0%
Montgomery County	554	542	533	1629	67.8%
Prince George's County	394	409	396	1199	84.1%
Prince William County	508	510	489	1507	58.4%

May not total due to rounding.

<sup>1</sup> Formerly verbal.

<sup>2</sup> Percent of on-time graduates.

<sup>3</sup> In FY 2015, 23.91% of seniors were enrolled in Pathways Program with Northern Virginia Community College, not requiring SAT.

# Student Breakfast and Lunch Prices

School Division	Breakfast Prices			Lunch Prices		
	Elementary	Middle	High	Elementary	Middle	High
Alexandria City	\$1.75	\$1.75	\$1.75	\$2.65	\$2.65	\$2.85
Arlington County	\$1.55	\$1.55	\$1.55	\$2.75	\$2.85	\$2.85
Fairfax County	\$1.75	\$1.75	\$1.75	\$2.90	\$3.00	\$3.00
Falls Church City	\$2.00	\$2.50	\$2.50	\$2.90	\$3.75	\$3.75
Loudoun County	\$2.10	\$2.10	\$2.10	\$3.10	\$3.20	\$3.20
Manassas City	\$1.45	\$1.45	\$1.45	\$2.50	\$2.60	\$2.60
Manassas Park City	\$1.50	\$1.50	\$1.50	\$2.65	\$2.65	\$2.65
Montgomery County	\$1.30	\$1.30	\$1.30	\$2.55	\$2.80	\$2.80
Prince George's County	\$1.60	\$1.60	\$1.60	\$2.75	\$3.00	\$3.00
Prince William County	\$1.45	\$1.45	\$1.45	\$2.45	\$2.60	\$2.70

## 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 2016 Annual Employer Cost for Hypothetical Teacher Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$96,553	\$108,176
Arlington County	\$92,200	\$108,368
Fairfax County	\$96,021	\$99,367
Falls Church City	\$95,685	\$109,934
Loudoun County	\$98,968	\$99,687
Manassas City	\$93,630	\$92,540
Manassas Park City	\$92,646	\$83,514
Montgomery County	\$97,697	\$111,860
Prince George's County	\$91,623	\$93,726
Prince William County	\$93,913	\$93,318

# Salary and Benefits Summary

## Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$74,431</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$5,694
VRS Retirement	14.06%	\$9,139	14.06%	\$10,465
VRS Life Insurance	0.48%	\$312	0.48%	\$357
VRS Retiree Health Credit	1.06%	\$689	1.06%	\$789
Health Insurance: POS - Family Coverage Name: United Health Care	24.17%	\$15,713	21.11%	\$15,713
Dental/Vision	1.12%	\$727	0.98%	\$727
<b>Total Benefits</b>	<b>48.54%</b>	<b>\$31,553</b>	<b>45.34%</b>	<b>\$33,745</b>
<b>Total Salary and Benefits</b>		<b>\$96,553</b>		<b>\$108,176</b>

WABE 2016

# Salary and Benefits Summary

## Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$78,002</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$5,967
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$10,967
VRS Retiree Health Credit	1.06%	\$689	1.06%	\$827
401(a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$312
Life Insurance	1.19%	\$774	1.19%	\$928
Health Insurance: POS - Family Coverage Name: CIGNA Open Accss Low	16.68%	\$10,839	13.90%	\$10,839
Dental	0.81%	\$526	0.67%	\$526
<b>Total Benefits</b>	<b>41.85%</b>	<b>\$27,200</b>	<b>38.93%</b>	<b>\$30,366</b>
<b>Total Salary and Benefits</b>		<b>\$92,200</b>		<b>\$108,368</b>

# Salary and Benefits Summary

## Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$67,589</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$5,171
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$9,503
VRS Retiree Health Credit	1.06%	\$689	1.06%	\$716
Employees' Supplementary Retirement System of Fairfax County (ERFC)	5.60%	\$3,640	5.60%	\$3,785
Life Insurance	0.87%	\$566	0.87%	\$588
Health Insurance: POS - Family Coverage Name: CareFirst BlueChoice Advantage	17.18%	\$11,168	16.52%	\$11,168
Dental/Vision	1.30%	\$847	1.25%	\$847
<b>Total Benefits</b>	<b>47.72%</b>	<b>\$31,021</b>	<b>47.02%</b>	<b>\$31,778</b>
<b>Total Salary and Benefits</b>		<b>\$96,021</b>		<b>\$99,367</b>

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# Salary and Benefits Summary

## Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$76,495</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,852
Retirement				
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$10,755
VRS Retiree Health Credit	1.06%	\$689	1.06%	\$811
Life Insurance	1.19%	\$774	1.19%	\$910
Health Insurance: POS - Family Coverage	23.25%	\$15,111	19.75%	\$15,111
Name: BCBS - Key Advantage				
<b>Total Benefits</b>	<b>47.21%</b>	<b>\$30,685</b>	<b>43.71%</b>	<b>\$33,439</b>
<b>Total Salary and Benefits</b>		<b>\$95,685</b>		<b>\$109,934</b>

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# Salary and Benefits Summary

## Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$65,581</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$5,017
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$9,221
VRS Retiree Health Credit	1.06%	\$689	1.06%	\$695
Life Insurance	1.19%	\$774	1.19%	\$780
Health Insurance: POS - Family Coverage Name: CIGNA	26.18%	\$17,019	25.95%	\$17,019
Dental/Vision	2.02%	\$1,374	2.09%	\$1,374
<b>Total Benefits</b>	<b>52.16%</b>	<b>\$33,968</b>	<b>52.00%</b>	<b>\$34,106</b>
<b>Total Salary and Benefits</b>		<b>\$98,968</b>		<b>\$99,687</b>

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# Salary and Benefits Summary

## Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$64,121</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$4,905
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$9,015
VRS Retiree Health Credit	1.06%	\$689	1.06%	\$680
Life Insurance	1.19%	\$774	1.19%	\$763
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage 250 (Local Choice)	20.09%	\$13,056	20.36%	\$13,056
<b>Total Benefits</b>	<b>44.05%</b>	<b>\$28,630</b>	<b>44.32%</b>	<b>\$28,419</b>
<b>Total Salary and Benefits</b>		<b>\$93,630</b>		<b>\$92,540</b>

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# Salary and Benefits Summary

## Manassas Park City Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$57,633</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,409
Retirement				
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$8,103
VRS Retiree Health	1.06%	\$689	1.06%	\$611
Life Insurance	1.19%	\$774	1.19%	\$686
Health Insurance: POS - Family Coverage	18.57%	\$12,072	20.95%	\$12,072
Name: Anthem				
<b>Total Benefits</b>	<b>42.53%</b>	<b>\$27,646</b>	<b>44.91%</b>	<b>\$25,881</b>
<b>Total Salary and Benefits</b>		<b>\$92,646</b>		<b>\$83,514</b>

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# Salary and Benefits Summary

## Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$76,029</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,816
Retirement				
State Retirement & Pension System of Maryland	15.71%	\$10,212	15.71%	\$11,944
Local Pension <sup>1</sup>	5.01%	\$3,257	5.01%	\$3,809
Life Insurance	0.05%	\$33	0.05%	\$38
Health Insurance: POS - Family Coverage	20.74%	\$13,484	17.73%	\$13,484
Name: CIGNA Open POS				
Dental/Vision	1.14%	\$740	0.97%	\$740
<b>Total Benefits</b>	<b>50.30%</b>	<b>\$32,697</b>	<b>47.13%</b>	<b>\$35,831</b>
<b>Total Salary and Benefits</b>		<b>\$97,697</b>		<b>\$111,860</b>

<sup>1</sup>The rate of 5.01% 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 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$66,720</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,104
Retirement				
State Retirement & Pension System of Maryland	14.05%	\$9,133	14.05%	\$9,374
Life Insurance	0.60%	\$390	0.60%	\$400
Health Insurance: POS - Family Coverage	16.35%	\$10,625	15.92%	\$10,625
Name: Carefirst Blue Cross Blue Shield				
Dental/Vision	2.31%	\$1,503	2.25%	\$1,503
<b>Total Benefits</b>	<b>40.96%</b>	<b>\$26,623</b>	<b>40.48%</b>	<b>\$27,006</b>
<b>Total Salary and Benefits</b>		<b>\$91,623</b>		<b>\$93,726</b>

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# Salary and Benefits Summary

## Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2016 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2016 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$64,523</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$4,936
Virginia Retirement System (VRS)	14.06%	\$9,139	14.06%	\$9,072
VRS Retiree Health Care Credit	1.06%	\$689	1.06%	\$684
403(b) Max 2% after 15 years	0.81%	\$527	0.81%	\$523
Life Insurance	1.19%	\$774	1.19%	\$768
Health Insurance: POS - Family Coverage Name: Anthem BC	19.71%	\$12,813	19.86%	\$12,813
<b>Total Benefits</b>	<b>44.48%</b>	<b>\$28,913</b>	<b>44.63%</b>	<b>\$28,795</b>
<b>Total Salary and Benefits</b>		<b>\$93,913</b>		<b>\$93,318</b>

## FY 2015 Compensation Accounts

School Division	Full-Time Position Salaries	Other Compensation <sup>1</sup>	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
<b>Alexandria City</b>	\$159,406,867	\$7,017,045	\$57,285,734	\$223,709,645	(\$3,630,611)
<b>Arlington County</b>	\$302,861,995	\$21,588,714	\$113,355,048	\$437,805,757	(\$3,830,349)
<b>Fairfax County</b>	\$1,457,015,322	\$128,216,405	\$679,328,640	\$2,264,560,368	(\$44,008,135)
<b>Falls Church City</b>	\$27,308,620	\$2,146,410	\$9,890,670	\$39,345,700	\$0 <sup>2</sup>
<b>Loudoun County</b>	\$563,427,127	\$39,559,597	\$293,104,228	\$896,090,952	(\$12,500,000)
<b>Manassas City</b>	\$54,516,194	\$3,250,918	\$19,384,627	\$77,151,739	(\$1,299,999)
<b>Manassas Park City</b>	\$18,829,495	\$5,340,286	\$8,203,147	\$32,372,928	\$0 <sup>3</sup>
<b>Montgomery County</b>	\$1,499,677,129	\$81,161,429	\$521,805,958	\$2,102,644,516	(\$26,731,297)
<b>Prince George's County</b>	n/a	n/a	n/a	n/a	n/a
<b>Prince William County</b>	\$553,389,234	\$27,123,899	\$205,650,859	\$786,163,992	(\$9,977,058)

<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. No turnover savings were known during budget planning and no existing positions remained vacant.

## Benefit Expense Distribution Percent Paid by District

School Division	Retirement				Health 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	Disability Insurance	
								Short-term	Long-term
<b>Alexandria City</b>	40.3%	73.8%	73.8%	0.0%	77.0%	77.0%	56.5%	100.0%	100.0%
<b>Arlington County</b>	100.0%	73.8%	73.8%	50.0%	62.0%	68.0%	35.0%	100.0%	100.0%
<b>Fairfax County</b>	73.1%	73.8%	73.8%	65.1%	75.0%	75.0%	70.0%	100.0%	0.0%
<b>Falls Church City</b>	100.0%	73.8%	73.8%	0.0%	75.0%	75.0%	0.0%	100.0%	100.0%
<b>Loudoun County</b>	100.0%	79.0%	73.8%	0.0%	71.0%	n/a	82.0%	100.0%	0.0%
<b>Manassas City</b>	100.0%	73.8%	73.8%	0.0%	65.5%	70.0%	0.0%	0.0%	100.0%
<b>Manassas Park City</b>	100.0%	73.8%	73.8%	0.0%	64.6%	64.5%	included in health	0.0%	67.0%
<b>Montgomery County<sup>3</sup></b>	87.0%	0.0%	0.0%	0.0%	87.0%	92.0%	87.0%	n/a	n/a
<b>Prince George's County</b>	100.0%	n/a <sup>4</sup>	n/a	n/a	80.0%	n/a	80.0%	0.0%	0.0%
<b>Prince William County</b>	100.0%	79.0%	73.8%	up to 2%	61.0%	70.0%	included in health	100.0%	100.0%

<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>MCPS employees will also have the ability to earn benefit credits 1% each for completing the Health Risk Assessments and having the required Biometric screenings.

<sup>4</sup>VRS mandate does not apply to Maryland school systems.

**WABE 2016**