

An abstract painting of a landscape. The background is a vibrant blue sky with a large, dark blue circular shape in the upper center. Below the sky are green hills and two dark, leafless trees. The overall style is expressive and painterly.

The Washington Area Boards of Education

FY 2020 WABE Guide

October 2019

3/31/2020

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Alexandria City Public Schools

- Alexandria City Public Schools (ACPS) graduated 757 students with a high school diploma, a quarter of who speak English as a second language.
- ACPS celebrated the opening of a new facility for Patrick Henry K-8 School and adjoining recreation center.
- Patrick Henry School and James K. Polk Elementary School were recognized as exemplary by the state of Virginia.
- Lyles-Crouch Traditional Academy was recognized for the tenth straight year by the Governor of Virginia and the Virginia Board of Education with an Excellence Award.
- Hammond Middle School principal was awarded the prestigious Milliken Award by the Communities in Schools national organization.
- The Scholarship Fund of Alexandria awarded a record of \$460,000 in college scholarships to T.C. Williams High School seniors.
- ACPS marked a ten-year collaboration with George Mason University Early Identification Program.
- A T.C. Williams High School teacher was named the 2019 Virginia Career and Technical Education Teacher of the Year.
- Seventeen ACPS educators earned teaching's highest accomplishment, which is the largest group to be certified or recertified in a single school year.
- T.C. Williams High School teachers visited El Salvador to learn more about the lives of their International Academy students.
- Three ACPS staff members were named as Champions of Children.
- Three-hundred and sixty T.C. Williams High School students gained internship experience while working to better the community.
- A T.C. Williams High School student won the prestigious Regeneron Science Talent Search competition for research into exoplanets.
- ACPS was awarded the Computer Science Female Diversity Award for strong female representation in AP Computer Science.
- T.C. Williams High School won the Scholastic Bowl state championship.
- ACPS participated in the Scripps National Spelling Bee.
- Ferdinand T. Day Elementary School was awarded a Creative Design award.
- T.C. Williams High School honored 1971 Titans Coach, Bill Yoast, and players Julius Campbell and Petey Jones, all who died in 2019, for helping transform race relations in the 1970s.
- T.C. Williams High School Athletics won several 2019 district and state championships.
- A T.C. Williams Athletics alumnus became the fourth fastest man in history for over 200 meters, and an ACPS Athletic Hall of Famer placed third in the World Athletics Championships.

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$18,136 |
| Average Teacher Salary | \$80,690 |
| 2019 Actual Enrollment | |
| Total Enrollment | 15,795 |
| Percent ESOL Enrollment | 30.7% |
| Percent Free/Reduced Price Meal Eligible | 58.8% |
| Percent Special Education Enrollment | 12.9% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 211 |
| Percent Increase/(Decrease) from 2019 Actual | 1.3% |
| Schools | |
| Elementary | 13 |
| Middle | 2 |
| Traditional (K-8) | 2 |
| Secondary and High Schools | 1 |
| Special Education | 0 |
| Alternative | 2 |
| Sources of Revenue | |
| Local | 78.5% |
| State | 15.8% |
| All Other Sources | 5.7% |
| Authorized Positions | |
| School-Based | 90.5% |
| Nonschool-Based | 9.5% |

Website: www.acps.k12.va.us

Budget Link: <https://www.acps.k12.va.us/budget>

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Arlington Public Schools

- Arlington Public Schools (APS) is the recipient of the prestigious Medallion of Excellence Award presented by the U.S. Senate Productivity and Quality Awards for Virginia and the District of Columbia.
- All Arlington schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2019 Washington Post Challenge Index listed all APS high schools in the top three percent in the U.S. This is the ninth year in a row all APS high schools made the list.
- Twelve APS schools received 2019 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.
- More than 95 percent of APS students earn one or more high school credits during middle school.
- Approximately 78 percent of graduating seniors completed at least one AP or IB course, and 66 percent of graduates earn an advanced diploma.
- In 2018, 92 percent of all students graduated on time, and 95 percent of students who attended comprehensive high schools graduated on time.
- The drop-out rate of 5 percent represents a decrease by 1.6 percentage points from 2017.
- Arlington ranks second in Virginia with 190 teachers who have earned National Board Certification.
- APS was named the top school division in Virginia by Niche.com's 2020 rankings of top schools and school divisions.
- 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

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$19,921 |
| Average Teacher Salary | \$82,395 |
| 2019 Actual Enrollment | |
| Total Enrollment | 27,468 |
| Percent ESOL Enrollment | 17.6% |
| Percent Free/Reduced Price Meal Eligible | 29.1% |
| Percent Special Education Enrollment | 15.2% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 1,042 |
| Percent Increase/(Decrease) from 2019 Actual | 3.8% |
| Schools | |
| Elementary | 24 |
| Middle | 6 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 5 |
| Special Education | 2 |
| Alternative | 3 |
| Sources of Revenue | |
| Local | 82.0% |
| State | 13.8% |
| All Other Sources | 4.2% |
| Authorized Positions | |
| School-Based | 91.6% |
| Nonschool-Based | 8.4% |

Website: www.apsva.us

Budget Link: www.apsva.us/budget-finance

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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, while FCPS is responsible for instructional services and staffing within the schools.

The City of Fairfax School Division is comprised of four buildings housing some 5,000 students in grades PreK-12. About 3,000 of these students are residents of the City of Fairfax with the remainder residing in Fairfax County.

City of Fairfax Schools include:

- Daniels Run Elementary School (DRES) and Providence Elementary School (PES)

Daniels Run Elementary and Providence Elementary Schools completed major renovations in 2000. Both schools provide STEM/Innovation Labs and sophisticated outdoor classrooms. DRES and PES offer Local Level IV Advanced Academic Programming for students starting in the 3rd grade. In addition, our two elementary schools provide laptops for each student in grades 4-6. School capacity for DRES is 850 students and PES is 1,000.

- Lanier Middle School (LMS)

Lanier Middle School, often recognized for the rigor of its academic program, completed an extensive renovation in the spring of 2008. LMS has a capacity of 1,100 students and offers a full Advanced Academic Center. The school hosts a solar wind turbine, the first in the nation for a middle school. LMS was recently recognized by the U.S. Department of Education as a National Green School and has been a Virginia Naturally School for seven consecutive years.

- Fairfax High School (FHS)

Fairfax High School, 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, advanced technical programs as well as the specialized programs of the Fairfax Academy for Communications and the Arts, graduates are fully prepared for their futures. FHS capacity is 2,450.



Website: cityoffairfaxschools.org

Budget Link: cityoffairfaxschools.org/city-of-fairfax-schools/2012-2013-budget/

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Fairfax County Public Schools

- Fairfax County Public Schools (FCPS) is the nation's 10th largest school division.
- The FCPS Strategic Plan, *Ignite*, provides a framework for decision making that builds upon a common mission, vision, and guiding principles held by the community. The *Portrait of a Graduate* is the center of the strategic plan.
- Thomas Jefferson High School for Science and Technology (TJHSST) was ranked by *U.S. News and World Report* in 2019 as the nation's number four Best High School. TJHSST was also ranked number four for the best science, technology, engineering and math (STEM) school. The following FCPS high schools: Langley, McLean, Oakton, Marshall, Madison, West Springfield, and Woodson, were also included in the top 10 schools in Virginia.
- Carson, Cooper, and Longfellow Middle Schools as well as Chesterbrook Elementary School are among five Virginia schools to earn the 2019 Governor's Award for Educational Excellence, the highest recognition in the Virginia Index of Performance awards for advanced learning and achievement.
- Twenty-eight FCPS schools earned the 2019 Board of Education Excellence Award.
- Twenty-two FCPS schools earned the 2019 Board of Education Distinguished Achievement Award.
- Ninety-nine percent of FCPS schools, compared to 92 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2018-2019 school year.
- In 2019, 254 FCPS students from 19 high schools were named semifinalists, and 17 students from five FCPS schools were winners who took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the largest employer in Fairfax County, with 24,221 full-time employees.
- The FCPS bus fleet is one of the largest bus fleets in the U.S., transporting more than 141,000 students on over 1,600 buses each day.
- FCPS has more than 27 million square feet of school buildings and office space, including 173 Energy Star certified schools, more than any other school system in the country.

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$16,043 |
| Average Teacher Salary | \$79,236 |
| 2019 Actual Enrollment | |
| Total Enrollment | 187,474 |
| Percent ESOL Enrollment | 19.0% |
| Percent Free/Reduced Price Meal Eligible | 29.6% |
| Percent Special Education Enrollment | 14.5% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 940 |
| Percent Increase/(Decrease) from 2019 Actual | 0.5% |
| Schools | |
| Elementary | 141 |
| Middle | 23 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 25 |
| Special Education | 7 |
| Alternative | 2 |
| Sources of Revenue | |
| Local | 70.3% |
| State | 23.7% |
| All Other Sources | 5.9% |
| Authorized Positions | |
| School-Based | 93.3% |
| Nonschool-Based | 6.7% |

Website: www.fcps.edu/

Budget Link: <https://www.fcps.edu/sites/default/files/media/pdf/FY-2020-Approved-Budget.pdf>

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Falls Church City Public Schools

- Falls Church City Public Schools (FCCPS) is a small, independent, city school division since 1949.
- All five FCCPS schools are fully accredited:
 - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
 - Mount Daniel Elementary (K-2)
 - Thomas Jefferson Elementary (3-5)
 - Mary Ellen Henderson Middle (6-8)
 - George Mason High (9-12)
- FCCPS is one of seven school divisions in the nation to offer The International Baccalaureate (IB) Programmes K-12 and is an IB Continuum School Division.
- FCCPS consistently ranks among the top school systems in the region and nation by the Washington Post and US News and World Report.
- FCCPS is the only school division in the state earning a 2018 Virginia Index of Performance (VIP) Board of Education Excellence awards for advanced learning and achievement.
- FCCPS consistently scores above state and national averages on standardized tests. Overall FCCPS SOL results pass rates for the 2018-2019 school year are:
 - History and Social Sciences 95 percent - #1 (in Virginia)
 - Writing: 90 percent - #1
 - Reading: 91 percent - tied for #3
 - Science: 91 percent - tied for #3
 - Math: 91 percent - tied for #6
- The FCCPS student body is multi-cultural with students speaking 39 native languages.
- Historical Accomplishments
 - FCCPS was the first Virginia school system to offer the challenging International Baccalaureate curriculum for high school students (1981).
 - FCCPS was one of the first Virginia school systems to develop a before and after school day-care program for children of working parents (1975).
 - FCCPS was the first Virginia school system to offer full-day kindergarten (1973).
 - FCCPS was the first Virginia school system to voluntarily integrate schools (1961).

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$19,482 |
| Average Teacher Salary | \$82,518 |
| 2019 Actual Enrollment | |
| Total Enrollment | 2,645 |
| Percent ESOL Enrollment | 6.0% |
| Percent Free/Reduced Price Meal Eligible | 8.2% |
| Percent Special Education Enrollment | 13.3% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 24 |
| Percent Increase/(Decrease) from 2019 Actual | 0.9% |
| Schools | |
| Elementary | 2 |
| Middle | 1 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 1 |
| Special Education | 1 |
| Alternative | 0 |
| Sources of Revenue | |
| Local | 82.7% |
| State | 13.5% |
| All Other Sources | 3.8% |
| Authorized Positions | |
| School-Based | 90.3% |
| Nonschool-Based | 9.7% |

Website: www.fccps.org

Budget Link: <https://budget.fccps.org/fy-20-adopted-budget>

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Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Waxpool Elementary and Independence High School, bringing the total number of its schools to 94. The LCPS projected enrollment for 2019 is 83,762, compared with 2018's actual enrollment of 81,235.
- Since the 2000-2001 school year, LCPS has opened 51 schools: 28 elementary, 11 middle schools, 11 high schools and one educational center. That's an average of two to three schools opening each year. All have opened on time.
- Six schools earned the 2019 Virginia Board of Education Excellence Award. An additional three schools earned the Board of Education Highest Achievement Award. Two schools received the Continuous Improvement Award. A total of 31 schools earned the Distinguished Achievement Award.
- The LCPS Class of 2019 received \$63.1 million in scholarships.
- LCPS has been named a "Schools to Watch" District after all of its eligible middle schools earned the designation from the National Forum to Accelerate Middle Grades Reform.
- LCPS was named one of 2019's Best Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation. This marked the 11th consecutive year that LCPS has received this honor.
- The Class of 2019 had 58 National Merit Semifinalists and 10 National Hispanic Recognition Scholars.
- The Loudoun Valley High School Odyssey of the Mind team finished first at the 2019 World Finals. Harmony Middle School's team finished fifth and Belmont Ridge Middle School won the Ranatra Fusca Creativity Award.
- Eight LCPS theatre programs received Cappie Awards at the Kennedy Center.

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$15,241 |
| Average Teacher Salary | \$70,913 |
| 2019 Actual Enrollment | |
| Total Enrollment | 82,485 |
| Percent ESOL Enrollment | 11.6% |
| Percent Free/Reduced Price Meal Eligible | 17.7% |
| Percent Special Education Enrollment | 11.3% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 1,277 |
| Percent Increase/(Decrease) from 2019 Actual | 1.5% |
| Schools | |
| Elementary | 59 |
| Middle | 16 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 17 |
| Special Education | 0 |
| Alternative | 2 |
| Sources of Revenue | |
| Local | 66.7% |
| State | 29.8% |
| All Other Sources | 3.4% |
| Authorized Positions | |
| School-Based | 93.2% |
| Nonschool-Based | 6.8% |

Website: www.lcps.org/

Budget Link: <https://www.lcps.org/page/167905>

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Manassas City Public Schools

- Manassas City Public Schools (MCPS) theme schools include:
 - Weems ES holds national recognition for its high achievement as an urban school and is a "Visitation Viable" model school for its Talents and Gifts program.
 - Haydon ES features a Spanish Dual Immersion program.
 - Baldwin ES offers Project Lead the Way "Elementary Launch Program".
- Osbourn High School (OHS) serves as a Governor's STEM Academy, the first in the Greater Prince William region and the 23rd in the Commonwealth. OHS is also a Grammy Signature School in music education and was identified in 2016 as a Silver Medal School by *US News and World Report*, placing it in the top 16 percent of high schools in Virginia.
- 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.
- George Mason University and Northern Virginia Community College provide opportunities for students to experience college level academics and obtain college credit through dual enrollment.
- Students in grades 7-12 participate in a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- MCPS offers the only Integrated Math and Science Program (7-10) and Integrated Humanities Program (7-12) to students in the region.
- Algebra 1, Geometry, World Language, and Honors Earth Science are offered at the middle school level for high school credit.
- 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.
- A K-12 CTE & STEM program is offered in all schools. Osbourn HS programs include Cyber Security, Engineering, Auto Technology, Cosmetology, and EMT/Paramedic.
- Early learners are afforded the opportunity to participate in the Virginia Pre-School Initiative through a traditional or blended learning program. Through Model Innovation City® all Pre-K through 3rd grade children who live in the City of Manassas have free access to the Footsteps2Brilliance literacy software.
- Osbourn HS is a Virginia Music Educators Association's (VMEA) Blue Ribbon Award recipient, the highest award given to school music programs in Virginia recognizing school performing arts programs that achieve excellence in Band, Orchestra, and Choral performance.
- Band, Orchestra, and Guitar are offered beginning in 5th grade.

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$13,581 |
| Average Teacher Salary | \$69,925 |
| 2019 Actual Enrollment | |
| Total Enrollment | 7,713 |
| Percent ESOL Enrollment | 31.0% |
| Percent Free/Reduced Price Meal Eligible | 60.0% |
| Percent Special Education Enrollment | 13.3% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 123 |
| Percent Increase/(Decrease) from 2019 Actual | 1.6% |
| Schools | |
| Elementary | 5 |
| Middle | 3 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 1 |
| Special Education | 0 |
| Alternative | 0 |
| Sources of Revenue | |
| Local | 46.0% |
| State | 50.0% |
| All Other Sources | 4.0% |
| Authorized Positions | |
| School-Based | 91.7% |
| Nonschool-Based | 8.3% |

Website: www.mcpsva.org

Budget Link: www.mcpsva.org/Page/3776

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Manassas Park City Schools

- Manassas Park City Schools (MPCS) is committed to transforming teaching and learning by embracing a blended learning model for all students. Phase V of the MPCS Connects! digital 1:1 initiative provides individualized learning for all students grades K-12 and incorporates the 4 C's (Creativity, Critical Thinking, Communication/Compassion, and Collaboration) to educate students to be global learners.
- 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 participates in the Regional Governor's School @ Innovation Park.
- Manassas Park High School, the division's lone flagship high school, is home to a National Merit finalist.
- As the division's largest graduating class, the 276 students who made up the Class of 2019 were awarded \$1.3 million in scholarships.
- The Early Identification Program (EIP), in partnership with George Mason University, has approximately 40 MPCS students in the program; it promotes higher education to potential first generation college students.
- MPCS received one of ten grants from the Governor's office that will allow the high school to develop and implement programs that emphasize personalized learning, college, career and civic readiness, and alignment with local workforce needs.
- A six-year partnership with the Capital Area Food Bank allows MPCS to distribute more than 50,000 pounds of food to families during the school year. Staff members from all four schools, administration, and the City of Manassas Park come together at Manassas Park High School to volunteer their time to organize and distribute food to families.
- To serve the medical needs of the uninsured, MPCS partners with George Mason University and surrounding health care providers to offer the Mason and Partners Clinic at the Manassas Park Community Center.
- MPCS continues to train its staff on ALICE – Alert, Lockdown, Inform, Counter, and Evacuate – a set of proactive strategies that moves beyond lockdown and increases the chance of survival during a violent intruder event.
- The city's diversity extends into the school system where students come from 52 countries around the world.
- [Watch here](#) to see how MPCS executes an innovative approach in meeting staffing requirements.

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$11,663 |
| Average Teacher Salary | \$63,331 |
| 2019 Actual Enrollment | |
| Total Enrollment | 3,724 |
| Percent ESOL Enrollment | 33.0% |
| Percent Free/Reduced Price Meal Eligible | 63.5% |
| Percent Special Education Enrollment | 12.4% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | -57 |
| Percent Increase/(Decrease) from 2019 Actual | -1.5% |
| Schools | |
| Elementary | 2 |
| Middle | 1 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 1 |
| Special Education | 0 |
| Alternative | 0 |
| Sources of Revenue | |
| Local | 28.6% |
| State | 65.0% |
| All Other Sources | 6.4% |
| Authorized Positions | |
| School-Based | 91.6% |
| Nonschool-Based | 8.4% |

Website: www.mpark.net

Budget Link: https://www.mpark.net/uploaded/Announcements/PressRelease/FY20_School_Board_Adopted_Budget.pdf

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Montgomery County Public Schools

- Montgomery County Public Schools (MCPS) is the largest school district in Maryland and 14th largest school district in the United States.
- Four MCPS high schools made the top 500 U.S. News & World Report 2019 list of Best High Schools. The Board had the top two high schools in the state of Maryland.
- More than 40,000 Advanced Placement (AP) exams were taken by MCPS students in 2018. Students scored a 3 or higher on 71 percent of the exams.
- In 2018, 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 2018 earned an 1167 average combined SAT score, a 41 point increase from 2017, surpassing both national and state averages. Sixty-six percent of graduates took the SAT.
- More than \$393 million in scholarships were awarded to MCPS students in the class of 2019.
- Seventy-six percent of the grade 8 student cohort Class of 2019 received course credit for Algebra 1, and 79 percent of those students met the Maryland graduation assessment requirement.
- The district is home to 41 National Blue Ribbon Schools.
- 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.
- 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

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$16,726 |
| Average Teacher Salary | \$83,215 |
| 2019 Actual Enrollment | |
| Total Enrollment | 162,188 |
| Percent ESOL Enrollment | 16.0% |
| Percent Free/Reduced Price Meal Eligible | 33.5% |
| Percent Special Education Enrollment | 12.0% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 1,941 |
| Percent Increase/(Decrease) from 2019 Actual | 1.2% |
| Schools | |
| Elementary | 135 |
| Middle | 40 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 26 |
| Special Education | 5 |
| Alternative | 1 |
| Sources of Revenue | |
| Local | 66.3% |
| State | 29.2% |
| All Other Sources | 4.5% |
| Authorized Positions | |
| School-Based | 92.1% |
| Nonschool-Based | 7.9% |

Website: www.montgomeryschoolsmd.org/

Budget Link: https://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2020/superintendent/FY2020_ADOPTED_OperatingBudget_FINAL_EntireBook.pdf

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Prince George's County Public Schools

- Prince George's County Public Schools (PGCPS) is nationally recognized for its innovative programs and initiatives, including the Academy of Health Sciences and Teacher Academy Middle Colleges, numerous career academy course offerings, and partnerships with businesses and institutions of higher learning.
- It is PGCPS' mission to advance the achievement of its diverse student body through innovative programs, community engagement, sound policy governance, accountability, and fiscal responsibility.
- Building on significant academic progress, the Board of Education approved a \$2.0 billion operating budget on June 28, 2018, an increase of \$72.2 million.
 - This budget will expand language immersion programs, literacy and numeracy efforts at all levels, Pre-kindergarten access, and strengthen the commitment to safe and supportive learning environments.
 - Additional resources were added for negotiated salary commitments, employee benefits, mandatory and other costs of doing business, as well as funding to support Student-Based Budgeting to all schools.
- The FY 2019 Operating Budget approved by the Board includes a net increase in formula driven State Aid of \$31.5 million, primarily due to enrollment increases.
- County funding, including dedicated tax revenue, totals \$763.5 million, an increase of \$24.3 million from FY 2019. The County met its Maintenance of Effort obligation by \$13.6 million.
- The FY 2019 approved Federal funding increased by \$10.0 million, due to an increase in the federal restricted grants.
- Board sources amount to \$13.5 million, which is an increase of \$320,000 primarily due to an increase in interested earned for revenue.
- The FY 2019 approved expenditure budget was focused on the five key strategic plan initiatives: 1) Academic Excellence; 2) High Performing Workforce; 3) Safe and Supportive Environments; 4) Family and Community Engagement; and 5) Organizational Effectiveness.
- The FY 2019 Operating Budget supports PGCPS' promise of "Outstanding Academic Achievement for All Students," and PGCPS' mission "to provide a great education that empowers all students and contributes to thriving communities."

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$15,160 |
| Average Teacher Salary | \$73,902 |
| 2019 Actual Enrollment | |
| Total Enrollment | 133,212 |
| Percent ESOL Enrollment | 21.1% |
| Percent Free/Reduced Price Meal Eligible | 60.1% |
| Percent Special Education Enrollment | 9.4% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 1,459 |
| Percent Increase/(Decrease) from 2019 Actual | 1.1% |
| Schools | |
| Elementary | 121 |
| Middle | 24 |
| Traditional (K-8) | 13 |
| Secondary and High Schools | 28 |
| Special Education | 7 |
| Alternative | 16 |
| Sources of Revenue | |
| Local | 36.0% |
| State | 56.2% |
| All Other Sources | 7.7% |
| Authorized Positions | |
| School-Based | 89.5% |
| Nonschool-Based | 10.5% |

Website: www1.pgcps.org/

Budget Link: www1.pgcps.org/budget/

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Upper Marlboro, Maryland 20772

Prince William County Public Schools

- Prince William County Public Schools (PWCS) has a divisionwide on-time graduation rate of 92.1 percent, increasing from 83 percent in 2008 and marking the 11th consecutive year of improvement.
- More than one-third of PWCS graduates in 2017-18 received at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination, exceeding the national and state averages.
- Graduates in 2018 were awarded \$74 million in scholarships.
- Composite ACT scores for PWCS graduating seniors in 2018 exceeded national averages for the 23rd consecutive year and exceeded national averages in all content areas (English, Math, Reading, Science).
- SAT scores for PWCS graduating seniors in 2018 outperformed the national SAT averages in Evidence-based Reading/Writing, Mathematics, and Total Score.
- Black students outperformed peers on SAT tests in Virginia and nationwide in Evidence-based Reading/Writing, Mathematics, and Total Score.
- Hispanic students in PWCS outperformed peers on SAT tests nationwide in Evidence-based Reading/Writing, Mathematics, and Total Score; and outperformed peers in Virginia in Evidence-based Reading/Writing and in Total Score.
- PWCS increased internet bandwidth from 2 to 10 GB. With these improvements in technology all schools are on iNet with wireless access, 98 percent of classrooms have new interactive whiteboards, and a Mobile Device Management (MDM) for iPads was implemented.

Highlights at a Glance

| | |
|--|-----------------|
| FY 2020 Cost Per Pupil | \$11,875 |
| Average Teacher Salary | \$68,584 |
| 2019 Actual Enrollment | |
| Total Enrollment | 91,263 |
| Percent ESOL Enrollment | 16.3% |
| Percent Free/Reduced Price Meal Eligible | 42.1% |
| Percent Special Education Enrollment | 12.4% |
| 2020 Approved Enrollment | |
| Number Increase/(Decrease) from 2019 Actual | 893 |
| Percent Increase/(Decrease) from 2019 Actual | 1.0% |
| Schools | |
| Elementary | 61 |
| Middle | 16 |
| Traditional (K-8) | 3 |
| Secondary and High Schools | 12 |
| Special Education | 1 |
| Alternative | 1 |
| Sources of Revenue | |
| Local | 44.8% |
| State | 49.1% |
| All Other Sources | 6.1% |
| Authorized Positions | |
| School-Based | 90.6% |
| Nonschool-Based | 9.4% |

Website: www.pwcs.edu

Budget Link: <https://financialservices.pwcs.edu>

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FY 2019 Actual Enrollment¹

| School Division | Preschool | Head Start | Kindergarten | Grades 1-12 | Special Education Level 2 (50% or more of the time) | Total Enrollment |
|---|--------------------|------------|--------------|-------------|---|------------------|
| Alexandria City | 329 | 0 | 1,516 | 13,591 | 359 | 15,795 |
| Arlington County | 1,079 ² | 0 | 2,293 | 22,566 | 1,530 | 27,468 |
| Fairfax County ³ | 2,415 | 1,709 | 12,446 | 156,290 | 14,614 | 187,474 |
| Falls Church City | 71 | 0 | 165 | 2,289 | 120 | 2,645 |
| Loudoun County | 969 | 97 | 5,412 | 73,030 | 2,977 | 82,485 |
| Manassas City | 278 | 0 | 550 | 6,639 | 246 | 7,713 |
| Manassas Park City | 88 | 37 | 246 | 3,182 | 171 | 3,724 |
| Montgomery County | 3,859 | 640 | 11,316 | 142,036 | 4,337 | 162,188 |
| Prince George's County | 5,143 | 0 | 9,652 | 117,872 | 545 | 133,212 |
| Prince William County ³ | 1,162 | 397 | 6,105 | 81,242 | 2,357 | 91,263 |

¹ Actual Enrollment date used for Special Education 12/1, Head Start 3/31, and all others 9/30.

² Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services.

³ Fairfax County Public Schools and Prince William County Public Schools districts' enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

FY 2020 Approved Enrollment

| School Division | Preschool | Head Start | Kindergarten | Grades 1-12 | Special Education Level 2 (50% or more of the time) | Total Enrollment |
|---|--------------------|------------|--------------|-------------|---|------------------|
| Alexandria City | 324 | 0 | 1,504 | 13,810 | 368 | 16,006 |
| Arlington County | 1,348 ¹ | 0 | 2,279 | 22,651 | 2,232 | 28,510 |
| Fairfax County ² | 2,244 | 1,851 | 12,356 | 157,143 | 14,820 | 188,414 |
| Falls Church City | 71 | 0 | 177 | 2,301 | 120 | 2,669 |
| Loudoun County | 979 | 100 | 5,541 | 73,809 | 3,333 | 83,762 |
| Manassas City | 364 | 0 | 550 | 6,676 | 246 | 7,836 |
| Manassas Park City | 93 | 36 | 240 | 3,129 | 169 | 3,667 |
| Montgomery County | 3,988 | 648 | 11,180 | 143,976 | 4,337 | 164,129 |
| Prince George's County | 5,523 | 0 | 9,776 | 118,961 | 411 | 134,671 |
| Prince William County ² | 1,261 | 397 | 6,212 | 81,798 | 2,488 | 92,156 |

¹ Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services.

² Fairfax County Public Schools and Prince William County Public Schools districts' enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

English for Speakers of Other Languages (ESOL) Students¹

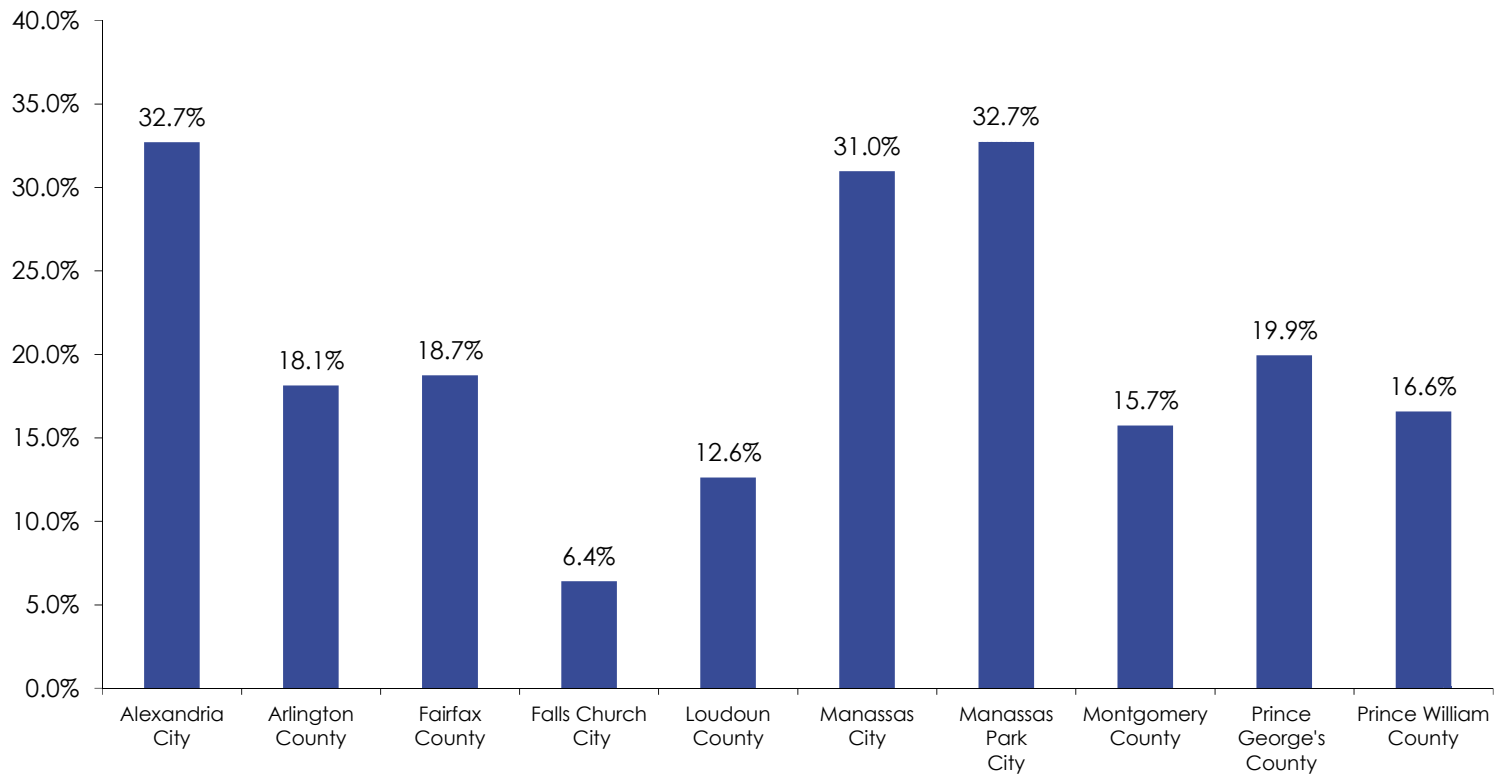
| School Division | Prior Year Actual Enrollment | Current Year Approved Budget | Percentage of FY 2019 Enrollment | Percentage of FY 2020 Enrollment |
|-------------------------------------|------------------------------|------------------------------|----------------------------------|----------------------------------|
| Alexandria City ² | 4,842 | 5,233 | 30.7% | 32.7% |
| Arlington County | 4,835 | 5,171 | 17.6% | 18.1% |
| Fairfax County ³ | 35,541 | 35,310 | 19.0% | 18.7% |
| Falls Church City | 160 | 171 | 6.0% | 6.4% |
| Loudoun County | 9,604 | 10,568 | 11.6% | 12.6% |
| Manassas City | 2,389 | 2,427 | 31.0% | 31.0% |
| Manassas Park City | 1,228 | 1,200 | 33.0% | 32.7% |
| Montgomery County | 26,004 | 25,823 | 16.0% | 15.7% |
| Prince George's County | 28,165 | 26,852 | 21.1% | 19.9% |
| Prince William County | 14,834 | 15,279 | 16.3% | 16.6% |

¹ 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.

² Alexandria City Public Schools district includes 13 participants in the adult education and adult alternative education programs.

³ Fairfax County Public Schools district includes students with L1-L4 services.

English for Speakers of Other Languages (ESOL) Students



WABE 2020

Schools and Centers

| School Division | Elementary | Middle | Traditional (K-8) | Secondary | High | Special Education | Alternative | Total |
|------------------------------------|-----------------|--------|-------------------|-----------|-----------------|-------------------|-----------------|-------|
| Alexandria City | 13 ¹ | 2 | 2 | 0 | 1 | 0 | 2 | 20 |
| Arlington County | 24 | 6 | 0 | 1 | 4 | 2 | 3 | 40 |
| Fairfax County | 141 | 23 | 0 | 3 | 22 | 7 | 2 | 198 |
| Falls Church City | 2 | 1 | 0 | 0 | 1 | 1 | 0 | 5 |
| Loudoun County | 59 | 16 | 0 | 1 | 16 | 0 | 2 | 94 |
| Manassas City | 5 | 3 | 0 | 0 | 1 | 0 | 0 | 9 |
| Manassas Park City | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 4 |
| Montgomery County | 135 | 40 | 0 | 0 | 26 ² | 5 | 1 | 207 |
| Prince George's County | 121 | 24 | 13 | 0 | 28 | 7 | 16 ⁴ | 209 |
| Prince William County ³ | 61 | 16 | 3 | 0 | 12 | 1 | 1 | 94 |

¹ Alexandria City Public Schools district includes an Early Childhood Center, a PreK school, in the Elementary count.

² Montgomery County Public Schools district includes, within high schools, 1 career and technology center.

³ Prince William County Public Schools has a new Alternative School, Independence Nontraditional School, which houses the two alternative education centers from FY 2018, New Directions and New Dominion. Also, the Independence Nontraditional School houses one of the special education programs from FY 2018, Pace East. The counts do not include Washington Reid- Center for Preschool- or Governors' School at George Mason.

⁴ Prince George's County Public Schools district includes charter schools, international schools, and other types of schools in the Alternative count.

Special Education Enrollment FY 2019 Actual

| School Division | Unduplicated Special Education Enrollment | | | Total | Total Special Education Services |
|--|---|---------|----------------------------------|--------|----------------------------------|
| | Preschool | Level 1 | Level 2 (50% or more of time) | | |
| Alexandria City | 234 | 1,443 | 359 | 2,036 | Data not available |
| Arlington County | 403 ¹ | 2,229 | 1,532 | 4,164 | 6,896 |
| Fairfax County ² | 2,415 | 10,078 | 14,614 | 27,107 | 47,384 |
| Falls Church City | 26 | 206 | 120 | 352 | 515 |
| Loudoun County | 667 | 5,691 | 2,977 | 9,335 | 12,569 |
| Manassas City ³ | 50 | 727 | 246 | 1,023 | Data not available |
| Manassas Park City | 25 | 264 | 171 | 460 | 623 |
| Montgomery County | 1,521 | 13,556 | 4,337 | 19,414 | 21,483 |
| Prince George's County ⁴ | 1,994 | 10,022 | 545 | 12,561 | 40,882 |
| Prince William County ³ | 747 | 8,231 | 2,357 | 11,335 | Data not available |

¹ Arlington County Public Schools district's preschool special education membership includes students for preschool special education community-based services.

² Fairfax County Public Schools district's enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

³ Manassas City Public Schools district and Prince William County Public Schools district do not report a duplicated special education student count.

⁴ Prince George's County Public Schools is one year behind in reporting Special Education Services.

Special Education Enrollment FY 2020 Approved

| Unduplicated Special Education Enrollment | | | | | |
|--|------------------|---------|-------------------------------|--------|----------------------------------|
| School Division | Preschool | Level 1 | Level 2 (50% or more of time) | Total | Total Special Education Services |
| Alexandria City | 240 | 1,478 | 368 | 2,086 | Data not available |
| Arlington County | 534 ¹ | 1,811 | 2,232 | 4,577 | 7,353 |
| Fairfax County ² | 2,244 | 10,110 | 14,820 | 27,174 | 46,985 |
| Falls Church City | 26 | 206 | 120 | 352 | 515 |
| Loudoun County | 679 | 6,370 | 3,333 | 10,382 | 12,821 |
| Manassas City ³ | 50 | 727 | 246 | 1,023 | Data not available |
| Manassas Park City | 21 | 261 | 169 | 451 | 616 |
| Montgomery County | 1,593 | 14,082 | 4,337 | 20,012 | 21,283 |
| Prince George's County ⁴ | 2,034 | 10,192 | 411 | 12,637 | 41,000 |
| Prince William County ³ | 747 | 8,294 | 2,488 | 11,529 | Data not available |

¹ Arlington County Public Schools preschool special education membership includes students for preschool special education community-based services.

² Fairfax County Public Schools enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

³ Manassas City Public Schools and Prince William County Public Schools do not report a duplicated special education student count.

⁴ Prince George's County Public Schools is one year behind in reporting Special Education Services.

FY 2020 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, ESSA, 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 2020 Approved Fund Expenditures

| School Division | Operating Fund ¹ | Construction Fund | Debt Service ⁵ | Food Fund | Other Governmental Funds ² | Total Expenditures ³ |
|-------------------------------|-----------------------------|-------------------|---------------------------|---------------|---------------------------------------|---------------------------------|
| Alexandria City | \$293,893,552 | \$36,829,355 | \$28,112,251 | \$10,831,477 | \$5,874,328 | \$375,540,963 |
| Arlington County | \$561,815,022 | \$105,323,495 | \$59,160,563 | \$10,728,000 | \$31,392,626 | \$768,419,706 |
| Fairfax County | \$2,997,355,697 | \$202,818,308 | \$200,612,683 | \$104,653,289 | \$41,825,197 | \$3,547,265,174 |
| Falls Church City | \$52,300,119 ⁴ | \$0 | \$8,347,486 | \$1,103,600 | \$2,419,126 | \$64,170,331 |
| Loudoun County | \$1,309,557,736 | \$181,500,500 | \$144,669,817 | \$35,128,649 | \$31,221,377 | \$1,702,078,079 |
| Manassas City | \$107,874,812 | \$3,000,000 | \$6,200,482 | \$4,169,583 | \$0 | \$121,244,877 |
| Manassas Park City | \$43,177,694 | \$0 | \$6,988,577 | \$1,987,392 | \$186,009 | \$52,339,672 |
| Montgomery County | \$2,778,009,810 | \$274,865,000 | \$154,899,000 | \$58,107,965 | \$30,581,998 | \$3,296,463,773 |
| Prince George's County | \$2,183,122,900 | \$211,627,000 | \$67,228,000 | \$74,272,815 | \$0 | \$2,536,250,715 |
| Prince William County | \$1,128,664,563 | \$87,039,323 | \$106,159,888 | \$51,595,000 | \$5,756,889 | \$1,379,215,663 |

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

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

³ Governmental Funds only - excludes Proprietary and Fiduciary Funds.

⁴ For Fairfax County Public Schools district, the operating fund excludes transfers to other funds of \$32.3 million, textbook replacement reserve of \$6.6 million.

⁵ School Debt Service might not be appropriated in the local school divisions, for example, Manassas Park City Public Schools division.

FY 2020 Sources of Revenue School Operating Fund¹

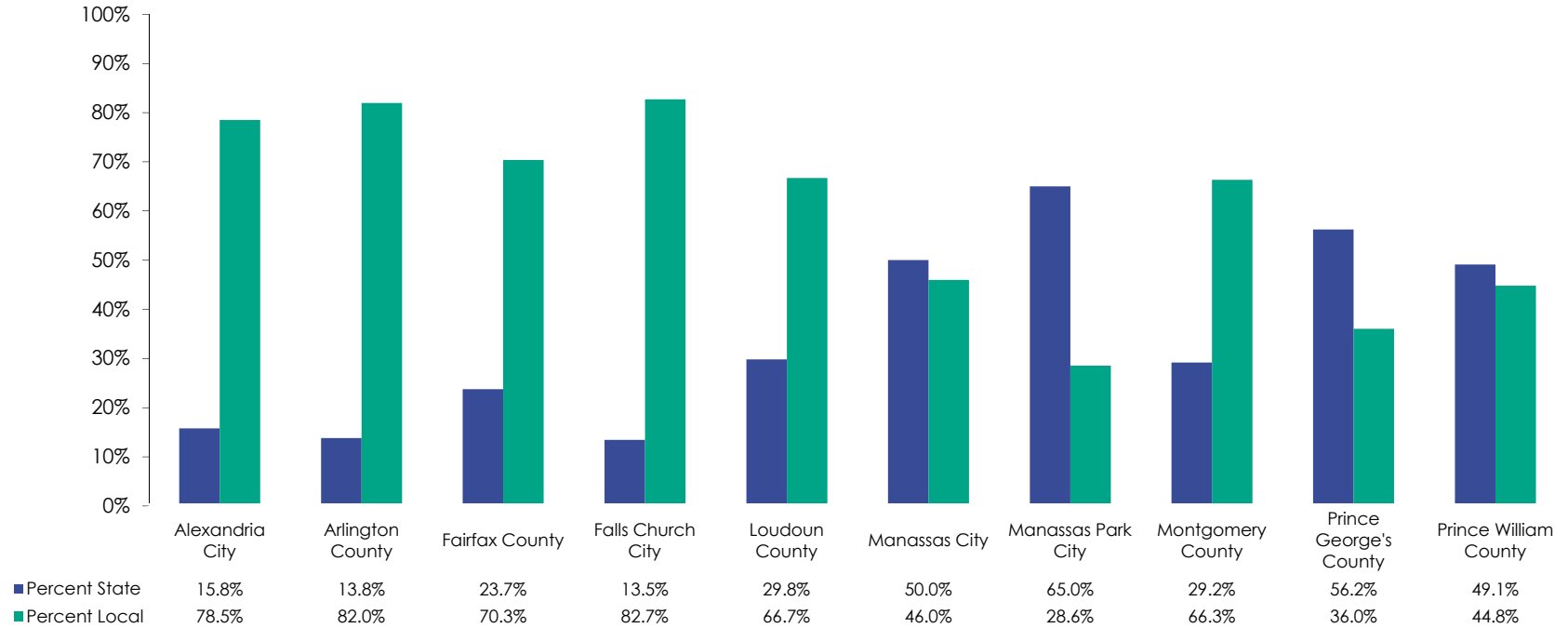
| School Division | Federal | | State | | Local | | Beginning Balance | | Other | | Total |
|-------------------------------|---------------|------------------|-----------------|--------------------|-----------------|------------------|-------------------|------------------|--------------|-------------------|-----------------|
| | Amount | Percent of Total | Amount | Percent of Total | Amount | Percent of Total | Amount | Percent of Total | Amount | Percent of Total | |
| Alexandria City | \$9,965,314 | 3.4% | \$46,639,019 | 15.8% ² | \$231,669,496 | 78.5% | \$5,724,224 | 1.9% | \$1,056,739 | 0.4% | \$295,054,792 |
| Arlington County | \$9,546,281 | 1.7% | \$77,571,663 | 13.8% | \$460,450,470 | 82.0% | \$10,229,808 | 1.8% | \$4,016,800 | 0.7% | \$561,815,022 |
| Fairfax County | \$75,580,001 | 2.5% | \$721,058,180 | 23.7% | \$2,136,016,697 | 70.3% | \$29,292,079 | 1.0% | \$74,328,953 | 2.4% | \$3,036,275,911 |
| Falls Church City | \$586,162 | 1.1% | \$7,036,196 | 13.5% | \$43,255,777 | 82.7% | \$450,000 | 0.9% | \$971,985 | 1.9% | \$52,300,119 |
| Loudoun County | \$20,986,878 | 1.6% | \$390,736,879 | 29.8% | \$873,658,353 | 66.7% | \$12,000,000 | 0.9% | \$12,175,626 | 0.9% | \$1,309,557,736 |
| Manassas City | \$3,794,772 | 3.5% | \$53,955,079 | 50.0% | \$49,615,961 | 46.0% | \$0 | 0.0% | \$509,000 | 0.5% | \$107,874,812 |
| Manassas Park City | \$1,300,933 | 3.0% | \$28,072,822 | 65.0% | \$12,332,250 | 28.6% | \$0 | 0.0% | \$1,471,688 | 3.4% | \$43,177,694 |
| Montgomery County | \$82,066,414 | 3.2% | \$759,838,149 | 29.2% | \$1,726,807,241 | 66.3% | \$25,000,000 | 1.0% | \$10,101,204 | 0.4% | \$2,603,813,008 |
| Prince George's County | \$124,487,315 | 5.7% | \$1,227,872,982 | 56.2% | \$786,469,600 | 36.0% | \$28,000,000 | 1.3% | \$16,293,003 | 0.7% | \$2,183,122,900 |
| Prince William County | \$37,722,864 | 3.3% | \$557,233,652 | 49.1% | \$508,129,132 | 44.8% | \$24,098,187 | 2.1% | \$7,237,617 | 0.6% ³ | \$1,134,421,452 |

¹ 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.

² Alexandria City Public Schools State revenue includes the removal of the Adult Education and Summer programs.

³ Prince William County Public Schools includes \$1,271,258 in Adult Education, \$4,059,957 in Summer School, and \$425,674 in the Nursing Program in the General Fund but have been reported them within "Other".

FY 2020 Sources of Revenue Percent of Total Operating Fund



FY 2020 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 ² | Percent of City/County General Fund | Total City/County Approved Disbursements to Schools | Percent of City/County General Fund |
|-------------------------------|---------------------------------|--|-------------------------------------|--|-------------------------------------|---|-------------------------------------|
| Alexandria City | \$761,542,268 | \$231,669,496 | 30.4% | \$28,112,251 | 3.7% | \$259,781,747 | 34.1% |
| Arlington County | \$1,356,245,574 | \$473,471,532 | 34.9% | \$58,857,475 | 4.3% | \$532,329,007 | 39.3% |
| Fairfax County | \$4,449,429,561 | \$2,149,116,697 ¹ | 48.3% | \$197,982,182 | 4.4% | \$2,347,098,879 | 52.8% |
| Falls Church City | \$99,291,876 | \$43,363,277 | 43.7% | \$8,347,486 | 8.4% | \$51,710,763 | 52.1% |
| Loudoun County | \$1,778,854,295 | \$873,658,353 | 49.1% | \$144,669,817 | 8.1% | \$1,018,328,170 | 57.2% |
| Manassas City | \$120,343,620 | \$52,515,961 | 43.6% | \$6,273,514 | 5.2% | \$58,789,475 | 48.9% |
| Manassas Park City | \$47,563,546 | \$12,332,250 | 25.9% | \$6,988,577 | 14.7% | \$19,320,827 | 40.6% |
| Montgomery County | \$5,032,976,398 | \$2,514,315,000 | 50.0% | \$154,899,000 | 3.1% | \$2,669,214,000 | 53.0% |
| Prince George's County | \$3,631,989,800 | \$786,469,600 | 21.7% | \$67,228,000 | 1.9% | \$853,697,600 | 23.5% |
| Prince William County | \$1,239,162,500 | \$505,825,358 | 40.8% | \$101,438,738 | 8.2% | \$607,264,096 | 49.0% |

¹ Fairfax County Public Schools includes \$13.1 million for infrastructure replacement and upgrades.

² School Debt Service might not be appropriated in the local school divisions, for example, Manassas Park City Public Schools.

FY 2020 Approved Staffing Ratios

Base Teacher Staffing Ratio

| School Division | Kindergarten | Elementary | Middle / Intermediate | Secondary / High |
|--|--------------|---|-----------------------|------------------|
| Alexandria City ¹ | 22.0 | Grades 1-2 24.0 Grades 3-5 26.0 | N/A | N/A |
| Arlington County | 23.0 | Grade 1 20.0 Grades 2-3 22.0 Grades 4-5 24.0 | 24.2 | 25.9 |
| Fairfax County ² | 25.0 | | ³ 27.9 | 31.0 |
| Falls Church City | 22.0 | Grades 1-2 22.0 Grades 3-5 24.0 | 24.0 | 24.0 |
| Loudoun County | 23.0 | | 22.0 | 23.8 |
| Manassas City | 23.0 | Grades 1-3 23.0 Grades 4 28.0 | 28.0 | 28.0 |
| Manassas Park City | 19.0 | Grades 1-3 19.0 Grades 4-5 24.0 | 24.0 | 24.0 |
| Montgomery County ⁴ | N/A | | N/A | N/A |
| Prince George's County ⁵ | N/A | | N/A | N/A |
| Prince William County | 24.0 | Grades 1-3 24.0 Grades 4-5 25.0 | 21.0 | 21.3 |

¹ Alexandria City Public Schools does not allocate positions based on staffing ratios for middle and high school classrooms. Staffing is determined by course enrollment.

² Fairfax County Public Schools staffing ratios also take into account the number of students eligible for free and reduced priced meals and ESOL services. Additional teacher positions are allocated from the staffing reserve to help eliminate class size of 30 and above in elementary schools. For a complete listing of staffing formulas, see the appendix of the FY 2020 Approved Budget.

³ Fairfax County Public Schools elementary ratio is 24, 25, or 26 based on enrollment in grades 1- 6.

⁴ Montgomery County Public Schools numbers are maximum class size guidelines and not ratios or targets for class sizes. With guidelines for maximums, the actual numbers end up being less than the guideline.

⁵ Prince George's County Public Schools uses Student Based Budgeting (SBB) and student-classroom teacher ratios are not

FY 2020 Average Class Size¹

| School Division | Students per Classroom Teacher ² | | | Students per Teacher-Scale Position ³ | | |
|-------------------------------------|---|-----------------------|------------------|--|-----------------------|------------------|
| | Elementary | Middle / Intermediate | Secondary / High | Elementary | Middle / Intermediate | Secondary / High |
| Alexandria City ⁴ | 16.6 | 26.6 | 21.0 | 10.2 | 16.5 | 11.7 |
| Arlington County | 21.5 | 21.0 | 19.7 | 10.3 | 16.4 | 16.9 |
| Fairfax County ⁵ | 21.7 | 24.9 | 25.9 | 15.0 | 20.7 | 21.4 |
| Falls Church City | 22.0 | 23.0 | 22.8 | 11.4 | 16.7 | 14.0 |
| Loudoun County | 21.8 | 22.1 | 23.5 | 13.6 | 18.4 | 19.9 |
| Manassas City | 21.3 | 24.3 | 25.4 | 10.9 | 16.6 | 17.8 |
| Manassas Park City | 20.9 | 25.6 | 26.6 | 10.9 | 18.6 | 19.5 |
| Montgomery County | 18.5 | 25.1 | 26.5 | 13.3 | 21.8 | 23.5 |
| Prince George's County | 19.1 | 18.0 | 24.4 | 13.5 | 17.8 | 22.7 |
| Prince William County | 22.0 | 28.2 | 29.3 | 14.1 | 20.1 | 21.5 |

¹ Chart excludes teachers and students in Pre-K, kindergarten, alternative schools, and self-contained special education.

² Classroom teachers are positions used to determine class size.

³ Students per teacher-scale positions include classroom teachers and other teachers such as ESOL/ESL, librarians, reading, coaches, mentors, music, art, physical education, etc.

⁴ Alexandria City Public Schools district's special placement, Pre-K, and kindergarten student enrollments are not included. Elementary classroom teacher count includes "flex" positions which are categorized as student improvement FTEs.

⁵ Fairfax County Public Schools district allocates teacher positions from the staffing reserve to help eliminate class size of 30 and above in elementary schools.

FY 2020 Kindergarten Students Per Teacher¹

| School Division | Number of Schools Offering Half- or Full-Day Kindergarten | | | | Students per Classroom Teacher | |
|-------------------------------|---|----------|-------|------------|--------------------------------|----------|
| | Half-Day | Full-Day | Total | % Full-Day | Half-Day ² | Full-Day |
| Alexandria City | 0 | 14 | 14 | 100.0% | N/A | 20.6 |
| Arlington County | 0 | 24 | 24 | 100.0% | N/A | 20.1 |
| Fairfax County | 0 | 138 | 138 | 100.0% | N/A | 22.8 |
| Falls Church City | 0 | 1 | 1 | 100.0% | N/A | 22.1 |
| Loudoun County | 0 | 59 | 59 | 100.0% | N/A | 21.6 |
| Manassas City | 0 | 5 | 5 | 100.0% | N/A | 19.6 |
| Manassas Park City | 0 | 1 | 1 | 100.0% | N/A | 20.0 |
| Montgomery County | 0 | 135 | 135 | 100.0% | N/A | 19.1 |
| Prince George's County | 0 | 141 | 141 | 100.0% | N/A | 24.4 |
| Prince William County | 0 | 62 | 62 | 100.0% | N/A | 22.3 |

¹ Excludes Pre-K teachers and students and self-contained special education teachers and students.

² Half-day teachers teach two kindergarten classes per day.

Cost Per Pupil¹

| School Division | FY 2018 Approved | FY 2019 Approved | FY 2020 Approved |
|-------------------------------|---------------------|---------------------|---------------------|
| Alexandria City | \$17,099 | \$17,606 | \$18,136 |
| Arlington County | \$19,340 | \$19,348 | \$19,921 |
| Fairfax County | \$14,767 | \$15,293 | \$16,043 |
| Falls Church City | \$18,219 | \$18,544 | \$19,482 |
| Loudoun County | \$13,688 | \$14,260 | \$15,241 |
| Manassas City | \$12,846 | \$12,855 | \$13,581 |
| Manassas Park City | \$11,242 | \$11,113 | \$11,663 |
| Montgomery County | \$16,030 | \$16,281 | \$16,726 |
| Prince George's County | \$13,816 | \$14,093 | \$15,160 |
| Prince William County | \$11,222 | \$11,633 | \$11,875 |

¹ Uniform formulas were developed by the WABE committee for consistency area wide. 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



FY 2020 Authorized Position Definitions¹

(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.

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

FY 2020 Authorized Positions¹ School Operating Fund

| | Alexandria City | Arlington County | Fairfax County | Falls Church City | Loudoun County |
|--|--------------------|---------------------|-------------------|----------------------|-------------------|
| School-Based Positions | | | | | |
| Teachers | 1,385.6 | 2,703.1 | 15,704.3 | 240.4 | 7,059.3 |
| School-Based Administrators ² | 75.5 | 125.2 | 657.0 | 12.5 | 377.0 |
| Educational Specialists | 168.1 | 124.0 | 624.8 | 13.7 | 197.7 |
| Instructional Assistants | 243.0 | 642.5 | 3,185.2 | 61.9 | 1,514.3 |
| Nonmanagement/All Others ² | 236.1 | 510.3 | 2,726.1 | 46.6 | 1,232.0 |
| Total School-Based Positions | 2,108.3 | 4,105.2 | 22,897.4 | 375.1 | 10,380.3 |
| Nonschool-Based Positions | | | | | |
| Leadership Team | 10.0 | 10.0 | 17.0 | 3.0 | 7.0 |
| Technical/Support | 50.5 | 98.9 | 750.8 | 10.8 | 178.8 |
| Management | 71.5 | 79.5 | 164.6 | 10.0 | 206.5 |
| Educational Specialists | 46.5 | 47.2 | 120.5 | 8.5 | 24.5 |
| Office Support Staff | 23.9 | 58.8 | 192.9 | 2.0 | 123.0 |
| Custodial/Maintenance | 20.0 | 81.5 | 397.0 | 6.0 | 223.3 |
| Total Nonschool-Based Positions | 222.4 | 375.9 | 1,642.8 | 40.3 | 763.0 |
| TOTAL AUTHORIZED POSITIONS³ | 2,330.7 | 4,481.0 | 24,540.2 | 415.4 | 11,143.3 |
| (School Based + Non-School Based) | | | | | |
| Other Operating Fund Positions ⁴ | 165.4 | 261.5 | 1,741.0 | 15.6 | 851.5 |
| Total Non-Operating Fund Positions ⁵ | 202.4 | 154.9 | 452.7 | 20.0 | 496.6 |

¹ Numbers may not add due to rounding.

² See page 36 for further details.

³ Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

⁴ Includes bus drivers, bus drivers' aides, and cafeteria staff (Fairfax County Public Schools contracts for bus drivers and aides).

⁵ Includes all positions funded in Other Funds.

FY 2020 Authorized Positions¹ School Operating Fund

| | Manassas City | Manassas Park City | Montgomery County | Prince George's County | Prince William County |
|---|-------------------|--------------------|-------------------|------------------------|-----------------------|
| School-Based Positions | | | | | |
| Teachers | 588.5 | 272.9 | 13,125.9 | 9,272.2 | 6,654.8 |
| School-Based Administrators ² | 26.0 | 10.0 | 577.0 | 634.5 | 344.8 |
| Educational Specialists | 31.0 | 9.0 | 294.2 | 228.0 | 206.2 |
| Instructional Assistants | 119.0 | 56.0 | 2,852.1 | 1,379.0 | 745.8 |
| Nonmanagement/All Others ² | 119.4 | 20.1 | 2,287.5 | 1,972.2 | 1,235.0 |
| Total School-Based Positions | 883.9 | 368.0 | 19,136.7 | 13,485.9 | 9,186.5 |
| Nonschool-Based Positions | | | | | |
| Leadership Team | 1.0 | 3.0 | 18.0 | 31.0 | 15.0 |
| Technical/Support | 17.8 | 7.0 | 554.8 | 282.0 | 199.5 |
| Management | 26.0 | 6.0 | 233.0 | 235.5 | 235.6 |
| Educational Specialists | 14.0 | 9.0 | 162.5 | 340.0 | 127.0 |
| Office Support Staff | 11.5 | 8.4 | 240.3 | 260.6 | 125.5 |
| Custodial/Maintenance | 9.8 | 0.5 | 428.6 | 430.0 | 248.0 |
| Total Nonschool-Based Positions | 80.1 | 33.9 | 1,637.1 | 1,579.1 | 950.6 |
| TOTAL AUTHORIZED POSITIONS³ | 964.0 | 401.9 | 20,773.8 | 15,065.0 | 10,137.1 |
| (School Based + Non-School Based) | | | | | |
| Other Operating Fund Positions⁴ | 92.3 ⁶ | 48.0 | 2,062.1 | 2,779.8 | 929.7 |
| Total Non-Operating Fund Positions⁵ | 0.0 | 32.0 | 646.3 | 1,346.0 | 709.4 |

¹ Numbers may not add due to rounding.

² See page 37 for further details.

³ Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

⁴ Includes bus drivers, bus drivers' aides, and cafeteria staff.

⁵ Includes all positions funded in Other Funds.

⁶ Manassas City Public Schools district also includes transportation operations specialist, dispatcher and nutritionist.

FY 2020 School-Based Positions - Details

| | Alexandria City | Arlington County | Fairfax County | Falls Church City | Loudoun County |
|-----------------------------------|--------------------|---------------------|-------------------|----------------------|--------------------|
| Administrators | | | | | |
| Principals | 19.0 | 40.0 | 199.0 | 4.0 | 94.0 |
| Assistant Principals | 49.5 | 56.0 | 378.0 | 6.0 | 148.0 |
| Guidance Directors | 4.0 | 9.0 | 54.0 | 1.5 | 18.0 |
| Student Activity Directors | 3.0 | 3.0 | 25.0 | 1.0 | 0.0 |
| Other | 0.0 | 17.2 | 1.0 | 0.0 | 117.0 |
| Nonmanagement / All Others | | | | | |
| School Office Staff | 64.0 | 199.9 | 977.5 | 15.9 | 456.0 |
| Custodial Staff | 50.6 | 226.0 | 1,391.5 | 25.0 | 607.8 |
| Noninstructional Specialists | 0.0 | 35.3 | 197.1 | 1.0 | 23.0 |
| Security | 22.0 | 18.0 ² | 160.0 | 1.0 | 38.0 |
| Other | 99.5 ¹ | 31.1 | 0.0 | 3.5 | 107.2 ³ |

¹ Alexandria City Public Schools includes registrar, library media assistant, technician, parent liaison, clinical assistant, and school nurse within Nonmanagement (Other).

² Arlington County Public Schools has additional security provided by the Arlington County Police Department.

³ Loudoun County Public Schools includes health clinic specialists, nurses, and school nurse assistants in Nonmanagement (Other).

FY 2020 School-Based Positions - Details

| | Manassas City | Manassas Park City | Montgomery County | Prince George's County | Prince William County |
|-----------------------------------|---------------|--------------------|-------------------|------------------------|-----------------------|
| Administrators | | | | | |
| Principals | 9.0 | 4.0 | 209.0 | 192.0 | 96.1 |
| Assistant Principals | 14.0 | 5.0 | 333.0 | 305.0 | 157.0 |
| Guidance Directors | 1.0 | 0.0 | 0.0 | 0.0 | 32.0 |
| Student Activity Directors | 1.0 | 1.0 | 0.0 | 0.0 | 12.0 |
| Other | 1.0 | 0.0 | 35.0 | 137.5 | 47.7 |
| Nonmanagement / All Others | | | | | |
| School Office Staff | 58.9 | 14.1 | 707.5 | 545.0 | 539.0 |
| Custodial Staff | 54.5 | 0.0 | 1,352.0 | 953.1 | 492.5 |
| Noninstructional Specialists | 0.0 | 0.0 | 0.0 | 0.0 | 99.0 |
| Security | 6.0 | 0.0 | 224.0 | 27.0 | 80.6 |
| Other | 0.0 | 6.0 ¹ | 4.0 | 447.1 | 23.9 ² |

¹ Manassas Park City Schools district's Nonmanagement (Other) includes nurses.

² Prince William County Public Schools district's Nonmanagement (Other) includes parent liaisons.

FY 2020 Salary Information

Teacher and Instructional Assistant Salaries

| School Division | Scheduled Days | Unscheduled Days | Hours Per Day | Teacher Salary | | | | | Instructional Assistant | |
|--------------------------------------|----------------|------------------|---------------|---------------------------|----------------------|-------------------------|-----------------------|-----------|-------------------------|----------------|
| | | | | Step 1 + Bachelors Degree | Average ⁴ | Step 1 + Masters Degree | Middle Masters Degree | Maximum | Beginning Hourly | Maximum Hourly |
| Alexandria City ¹ | 196 | 0 | 7.25 | \$49,382 | \$80,690 | \$56,372 | \$83,788 | \$110,497 | \$16.92 | \$31.48 |
| Arlington County ² | 194 | 6 | 7.50 | \$48,228 | \$82,395 | \$53,173 | \$95,346 ³ | \$113,207 | \$18.19 | \$36.75 |
| Fairfax County | 194 | 0 | 7.50 | \$50,000 | \$79,236 | \$55,000 | \$80,680 | \$104,269 | \$16.42 | \$29.34 |
| Falls Church City | 194 | 6 | 7.50 | \$51,599 | \$82,518 | \$57,237 | \$93,107 | \$112,373 | \$16.34 | \$31.13 |
| Loudoun County | 194 | 3 | 7.00 | \$53,730 | \$70,913 | \$59,500 | \$80,500 | \$107,190 | \$16.50 | \$30.98 |
| Manassas City | 195 | 5 | 7.50 | \$47,724 | \$69,925 | \$53,353 | \$73,889 | \$113,813 | \$16.10 | \$28.26 |
| Manassas Park City | 194 | 6 | 7.50 | \$49,050 | \$63,331 | \$55,050 | n/a | \$112,030 | \$17.64 | \$29.48 |
| Montgomery County | 204 | 11 | 8.00 | \$50,503 | \$83,215 | \$55,537 | \$81,407 | \$111,043 | \$19.15 | \$32.71 |
| Prince George's County | 192 | 8 | 7.50 | \$48,498 | \$73,902 | \$56,143 | \$73,255 | \$108,538 | \$12.58 | \$36.38 |
| Prince William County | 180 | 15 | 7.00 | \$49,496 | \$68,584 | \$55,237 | \$79,954 | \$127,945 | \$15.56 | \$36.36 |

¹ Alexandria City Public Schools has three salary scales: Bachelor's with 23 steps, Masters with 24 steps, and Master +30 years with 24 steps.

² Arlington County Public Schools salaries for non-retirement eligible and Advancement Program (CAP) follow a different salary schedule. For detailed information see Arlington Public Schools pay plan on using the following link: <http://www.apsva.us/payroll-overview>.

³ Arlington County Public Schools middle of the teacher master's degree salary schedule (including longevity steps) for retirement eligible employees. For comparison purpose the middle salary assumes a step progression each year however actual step progression varies each year.

⁴ The average teacher salary for Fairfax, Falls Church, Manassas Park, Prince George and Prince William Public Schools reflects average teacher salary for the operating fund, while the average teacher salary for the remaining divisions reflects average teacher salary for all funds.

FY 2020 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 | \$18.48 | \$30.55 | 9 | \$15,000 | \$17,000 |
| Arlington County | \$21.17 - \$25.96 ¹ | \$34.90 - \$42.68 ¹ | 5 | \$25,000 | \$27,000 |
| Fairfax County | \$19.20 | \$33.81 | 12 | \$32,000 | \$34,000 |
| Falls Church City | \$19.71 | \$35.72 | 7 | \$3,600 | \$6,000 |
| Loudoun County | \$20.06 | \$38.00 | 9 | \$20,000 | \$22,000 |
| Manassas City | \$18.63 | \$32.72 | 7 | \$12,000 | \$13,100 |
| Manassas Park City² | \$19.12 | \$32.50 | 5 | \$3,000 | \$3,500 |
| Montgomery County | \$17.62 | \$29.71 | 7 | \$25,000 | \$29,000 |
| Prince George's County | \$18.41 | \$35.52 | 9 | \$18,000 | \$19,000 |
| Prince William County | \$18.57 | \$43.79 | 8 | \$12,000 | \$13,100 |

¹ Arlington County Public Schools salary per hour varies among type of bus driver. For detailed information see Arlington Public Schools pay plan on using the following link: <http://www.apsva.us/payroll-overview>.

² Manassas Park City Schools School Board Members are appointed by the City Governing Body for Manassas Park City Schools.

Student Demographics

| School Division | Graduation Information | | | FY 2019 Actual Free or Reduced Price Lunch Eligibility | |
|-------------------------------|--|---|--|---|-----------------------------------|
| | % of 2018 Graduates Going on to Postsecondary Education ¹ | Class of 2019 Cohort Graduation Four-Year Rate ² | Class of 2019 Cohort Dropout Four-Year Rate ² | Students Eligible | Percent of District Enrollment |
| Alexandria City | 80.7% | 83.5% | 7.7% | 9,282 | 58.8% |
| Arlington County | 89.3% | 92.5% | 5.6% | 7,987 | 29.1% |
| Fairfax County | 92.2% | 91.3% | 7.3% | 55,428 | 29.6% |
| Falls Church City | 99.5% | 98.1% | 0.0% | 217 | 8.2% |
| Loudoun County | 91.0% | 94.7% | 3.3% | 14,627 | 17.7% |
| Manassas City | 63.0% | 77.9% | 15.7% | 4,630 | 60.0% |
| Manassas Park City | 59.0% | 89.0% | 9.0% | 2,366 | 63.5% |
| Montgomery County | 0.0% | 88.4% | 6.7% | 54,410 | 33.5% |
| Prince George's County | 55.0% | 78.6% | 15.7% | 80,062 | 60.1% |
| Prince William County | 83.4% | 92.4% | 6.0% | 38,383 | 42.1% |

¹ Post Secondary data for Virginia school divisions is from the Virginia Department of Education's website at http://www.doe.virginia.gov/statistics_reports/graduation_completion/hs_grads_completers/archive_data.shtml

² Graduation data for Virginia school divisions is from the Virginia Department of Education's website at http://www.doe.virginia.gov/statistics_reports/graduation_completion/cohort_reports/

SAT Scores

School Year 2018-2019

| School Division | Average Math | Average Evidence - Based Reading and Writing | Total | Percent of Seniors Taking Tests |
|------------------------|--------------|--|-------|---------------------------------|
| Alexandria City | 489 | 508 | 997 | 77.4% |
| Arlington County | 605 | 604 | 1209 | 67.0% |
| Fairfax County | 612 | 606 | 1218 | 68.0% |
| Falls Church City | 627 | 634 | 1261 | 88.0% |
| Loudoun County | 585 | 595 | 1180 | 78.0% |
| Manassas City | 519 | 529 | 1048 | 38.0% |
| Manassas Park City | 532 | 543 | 1075 | 0.0% |
| Montgomery County | 555 | 563 | 1118 | 75.6% |
| Prince George's County | 469 | 494 | 963 | 0.0% |
| Prince William County | 544 | 561 | 1105 | 57.4% |

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 | \$2.85 | \$2.85 | \$3.05 |
| Arlington County | \$1.75 | \$1.75 | \$1.75 | \$3.00 | \$3.10 | \$3.10 |
| Fairfax County | \$1.75 | \$1.75 | \$1.75 | \$3.25 | \$3.50 | \$3.50 |
| Falls Church City | \$2.50 | \$2.50 | \$2.50 | \$3.25 | \$4.00 | \$4.00 |
| Loudoun County | \$2.10 | \$2.10 | \$2.10 | \$3.05 | \$3.15 | \$3.15 |
| Manassas City | \$1.45 | \$1.45 | \$1.45 | \$2.60 | \$2.70 | \$2.70 |
| Manassas Park City | \$1.50 | \$1.50 | \$1.50 | \$3.00 | \$3.00 | \$3.00 |
| 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 | \$1.50 | \$1.50 | \$1.50 | \$2.50 | \$2.65 | \$2.75 |

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 2020 Annual Employer Cost for Hypothetical Teacher Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|------------------------|---|--|
| Alexandria City | \$101,727 | \$121,347 |
| Arlington County | \$96,200 | \$118,159 |
| Fairfax County | \$100,195 | \$118,974 |
| Falls Church City | \$100,309 | \$122,353 |
| Loudoun County | \$102,932 | \$110,373 |
| Manassas City | \$98,176 | \$104,374 |
| Manassas Park City | \$93,868 | \$91,768 |
| Montgomery County | \$98,322 | \$121,657 |
| Prince George's County | \$98,211 | \$109,230 |
| Prince William County | \$98,547 | \$103,129 |

Salary and Benefits Summary

Alexandria City Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$80,690 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,173 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$12,652 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$968 |
| Life Insurance | 0.52% | \$338 | 0.52% | \$420 |
| Health Insurance: POS - Family Coverage ² Name: United Healthcare Point of Service (Choice Plus) | 30.30% | \$19,694 | 24.41% | \$19,694 |
| Dental/Vision ³ | 1.15% | \$750 | 0.93% | \$750 |
| Total Benefits | 56.50% | \$36,727 | 50.39% | \$40,657 |
| Total Salary and Benefits | | \$101,727 | | \$121,347 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

³ Dental costs is based on family coverage.

Salary and Benefits Summary

Arlington County Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$82,395 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,303 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$12,920 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$989 |
| 401 (a) match 0.4% or \$240, whichever is greater | 0.40% | \$260 | 0.40% | \$330 |
| Life Insurance | 1.31% | \$852 | 1.31% | \$1,079 |
| Health Insurance: POS - Family Coverage ² Name: Kaiser Permanente - HMO Family | 20.92% | \$13,595 | 16.50% | \$13,595 |
| Dental/Vision ³ | 0.84% | \$549 | 0.67% | \$549 |
| Total Benefits | 48.00% | \$31,200 | 43.41% | \$35,764 |
| Total Salary and Benefits | | \$96,200 | | \$118,159 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

³ Dental rates are based on family coverage, vision is covered at 100% by the participating employee.

Salary and Benefits Summary

Fairfax County Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$79,236 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,062 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$12,424 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$951 |
| Employees' Supplementary Retirement System of Fairfax County (ERFC) | 6.44% | \$4,186 | 6.44% | \$5,103 |
| Life Insurance | 0.95% | \$618 | 0.95% | \$753 |
| Health Insurance: POS - Family Coverage ² Name: CareFirst BlueChoice Advantage | 20.69% | \$13,451 | 16.98% | \$13,451 |
| Dental/Vision | 1.53% | \$995 | 1.26% | \$995 |
| Total Benefits | 54.15% | \$35,195 | 50.15% | \$39,738 |
| Total Salary and Benefits | | \$100,195 | | \$118,974 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

Salary and Benefits Summary

Falls Church City Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$82,518 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,313 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$12,939 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$990 |
| Life Insurance | 1.31% | \$852 | 1.31% | \$1,081 |
| Health Insurance: POS - Family Coverage ² | 27.89% | \$18,126 | 21.97% | \$18,126 |
| Name: Anthem Key Advantage 250 (The Local Choice) | | | | |
| Dental | 0.60% | \$387 | 0.47% | \$387 |
| Total Benefits | 54.32% | \$35,309 | 48.28% | \$39,836 |
| Total Salary and Benefits | | \$100,309 | | \$122,353 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

Salary and Benefits Summary

Loudoun County Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$70,913 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$5,425 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$11,119 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$851 |
| Life Insurance | 1.31% | \$852 | 1.31% | \$929 |
| Health Insurance: POS - Family Coverage ² | 30.09% | \$19,556 | 27.58% | \$19,556 |
| Name: Cigna | | | | |
| Dental/Vision | 2.43% | \$1,580 | 2.23% | \$1,580 |
| Total Benefits | 58.36% | \$37,932 | 55.65% | \$39,460 |
| Total Salary and Benefits | | \$102,932 | | \$110,373 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

Salary and Benefits Summary

Manassas City Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$69,925 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$5,349 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$10,964 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$839 |
| Life Insurance | 1.31% | \$852 | 1.31% | \$916 |
| Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage | 25.20% | \$16,380 | 23.43% | \$16,380 |
| Total Benefits | 51.04% | \$33,176 | 49.27% | \$34,449 |
| Total Salary and Benefits | | \$98,176 | | \$104,374 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

³ Dental and Vision Insurance are included in Health Insurance.

Salary and Benefits Summary

Manassas Park City Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$63,331 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$4,845 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$9,930 |
| VRS Retiree Health Credit | 1.20% | \$780 | 1.20% | \$760 |
| Life Insurance | 1.31% | \$852 | 1.31% | \$830 |
| Health Insurance: POS - Family Coverage ² Name: Anthem Key Advantage 250 (The Local Choice) | 18.57% | \$12,072 | 19.06% | \$12,072 |
| Total Benefits | 44.41% | \$28,868 | 44.90% | \$28,437 |
| Total Salary and Benefits | | \$93,868 | | \$91,768 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

Salary and Benefits Summary Montgomery County Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------------|---|---------------------------------|---|
| Salary | | \$65,000 | | \$83,215 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,366 |
| Retirement | | | | |
| State Retirement & Pension System of Maryland | 15.59% | \$10,134 | 15.59% | \$12,973 |
| Local Pension | 4.63% | \$3,010 | 4.63% | \$3,853 |
| Life Insurance | 0.24% | \$156 | 0.24% | \$200 |
| Health Insurance: POS - Family Coverage ² Name: CareFirst POS | 21.62% | \$14,055 | 16.89% | \$14,055 |
| Dental/Vision | 1.53% | \$996 | 1.20% | \$996 |
| Total Benefits | 51.26% | \$33,322 | 46.20% | \$38,442 |
| Total Salary and Benefits | | \$98,322 | | \$121,657 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

Salary and Benefits Summary¹

Prince George's County Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$73,902 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$5,654 |
| Retirement | | | | |
| State Retirement & Pension System of Maryland | 15.71% | \$10,212 | 15.71% | \$11,610 |
| Life Insurance | 0.43% | \$276 | 0.43% | \$314 |
| Health Insurance: POS - Family Coverage ² Name: Carefirst BCBS | 24.89% | \$16,179 | 21.89% | \$16,179 |
| Dental/Vision | 2.42% | \$1,572 | 2.13% | \$1,572 |
| Total Benefits | 51.09% | \$33,211 | 47.80% | \$35,328 |
| Total Salary and Benefits | | \$98,211 | | \$109,230 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

Salary and Benefits Summary

Prince William County Public Schools

| | Percent of Hypothetical Salary | FY 2020 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2020 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$68,584 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$5,247 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 15.68% | \$10,192 | 15.68% | \$10,754 |
| VRS Retiree Health Care Credit | 1.20% | \$780 | 1.20% | \$823 |
| 403B Max at 15 years | 2.00% | \$1,300 | 2.00% | \$1,372 |
| Life Insurance | 1.31% | \$852 | 1.31% | \$898 |
| Health Insurance: POS - Family Coverage ² Name: KeyCare Enhanced PPO/Blue View Vision | 22.49% | \$14,617 | 21.31% | \$14,617 |
| Dental/Vision | 1.28% | \$834 | 1.22% | \$834 |
| Total Benefits | 51.61% | \$33,547 | 50.37% | \$34,545 |
| Total Salary and Benefits | | \$98,547 | | \$103,129 |

¹ There may be other benefits excluded from the benefits listed.

² The plan with the highest participation rate is used for comparison.

FY 2020 Compensation Accounts (All Funds)

| School Division | Full-Time Position Salaries | Other Compensation ¹ | Employee Benefits | Total Compensation | Turnover & Vacancy Savings |
|-------------------------------|-----------------------------|---------------------------------|-------------------|--------------------|----------------------------|
| Alexandria City | \$184,163,354 | \$8,012,308 | \$75,635,232 | \$267,810,894 | (\$1,337,000) |
| Arlington County | \$360,533,116 | \$26,839,078 | \$134,785,972 | \$522,158,166 | (\$3,830,349) |
| Fairfax County | \$1,747,332,278 | \$167,002,617 | \$886,195,609 | \$2,800,530,504 | (\$57,190,418) |
| Falls Church City | \$30,957,072 | \$2,221,502 | \$11,504,204 | \$44,682,778 | (\$185,000) |
| Loudoun County | \$779,629,747 | \$49,034,952 | \$354,160,803 | \$1,182,825,502 | (\$17,854,983) |
| Manassas City | \$63,320,653 | \$3,317,252 | \$25,136,762 | \$91,774,667 | (\$849,999) |
| Manassas Park City | \$20,665,758 | \$6,318,447 | \$9,407,102 | \$36,391,307 | (\$259,935) |
| Montgomery County | \$1,693,595,990 | \$97,558,901 | \$620,918,200 | \$2,412,073,091 | (\$29,874,492) |
| Prince George's County | \$1,226,959,227 | \$142,613,921 | \$427,094,174 | \$1,796,667,322 | \$0 |
| Prince William County | \$689,150,749 | \$29,513,297 | \$251,040,515 | \$969,704,561 | (\$11,800,450) |

¹ Includes hourly and part-time accounts.

Benefit Expense Distribution Percent Paid by District

| School Division | Retirement | | | Health Insurance | | | | |
|-------------------------------|----------------|-----------------------|--------------------|-------------------------|------------|-----------------------|----------------------|-----------------------|
| | Life Insurance | State ¹ | Other ² | Point of Service Family | HMO Family | Dental Insurance | Disability Insurance | |
| | | | | | | | Short-term | Long-term |
| Alexandria City | 39.7% | 75.8% | 0.0% | 80.0% | 80.0% | 57.0% | 100.0% | 100.0% |
| Arlington County | 100.0% | 75.8% | 50.0% | 62.0% | 69.0% | 35.0% | 100.0% | 100.0% |
| Fairfax County | 72.9% | 75.8% | 68.2% | 75.0% | 75.0% | 70.0% | 100.0% | 0.0% |
| Falls Church City | 100.0% | 75.8% | 0.0% | 75.0% | 75.0% | 0.0% | 100.0% | 100.0% |
| Loudoun County | 100.0% | 75.8% | 0.0% | 71.0% | 0.0% | 82.0% | 100.0% | 0.0% |
| Manassas City | 100.0% | 75.8% | 0.0% | 64.7% | 71.5% | See note ³ | 0.0% | 100.0% |
| Manassas Park City | 100.0% | 75.8% | 0.0% | 53.9% | 52.7% | Included in health | 0.0% | See note ⁴ |
| Montgomery County | 83.0% | See note ⁵ | 0.0% | 83.0% | 88.0% | 83.0% | 0.0% | 0.0% |
| Prince George's County | 100.0% | See note ⁵ | 0.0% | 80.0% | 80.0% | 80.0% | 0.0% | 0.0% |
| Prince William County | 100.0% | 75.8% | 0.0% | 61.0% | 70.0% | 70.0% | 100.0% | 100.0% |

¹ Virginia Retirement System (VRS) for Virginia school districts and the State Retirement & Pension System of Maryland for Maryland school districts.

² The Other category includes supplemental retirement.

³ Manassas City Public Schools includes dental and vision insurance in health insurance. In addition, the district offers a stand alone dental plan with 40% paid by employee, and 60% paid by employer.

⁴ Manassas Park City Schools long term insurance is covered at 40% of salary and is paid for by the district. Employees who wish to increase to 60% of salary are responsible for the premium.

⁵ Maryland state rate to be updated when available.

Substitute Teacher Pay Rate

| School Division | Number of Hours for a Full Day Sub | Short Term | | | Long Term | | | | |
|-------------------------------------|------------------------------------|----------------------|-------------------|------------------|----------------------|-------------------|---------------|-----------------------|---------------|
| | | No Bachelor's Degree | Bachelor's Degree | Licensed Teacher | No Bachelor's Degree | Bachelor's Degree | | Licensed Teacher | |
| | | Daily Rate | Daily Rate | Daily Rate | Daily Rate | Daily Rate | Effective Day | Daily Rate | Effective Day |
| Alexandria City | 7.25 | \$110.00 | \$110.00 | \$110.00 | \$157.59 | \$157.59 | 10th Day | \$157.59 | 10th Day |
| Arlington County¹ | 7.00 | \$92.40 | \$106.96 | \$106.96 | \$92.40 | \$118.79 | Days 11-20 | \$118.79 | Days 11-20 |
| Fairfax County | 7.00 | \$101.50 | \$101.50 | \$143.50 | \$143.50 | \$143.50 | 11th day | \$182.00 ² | 11th day |
| Falls Church City | 7.50 | \$123.75 | \$123.75 | \$123.75 | \$0.00 | \$142.50 | 11th day | \$222.00 ³ | 45th day |
| Loudoun County | 7.00 | \$112.84 | \$112.84 | \$112.84 | \$154.00 | \$154.00 | 11th day | \$154.00 | 11th day |
| Manassas City | 7.50 | \$94.95 | \$112.95 | \$120.00 | \$0.00 | \$153.75 | 1st day | \$168.75 | 1st day |
| Manassas Park City | 7.50 | \$112.50 | \$112.50 | \$112.50 | \$127.50 | \$127.50 | 140 hours | \$127.50 | 140 hours |
| Montgomery County | 7.00 | \$128.87 | \$128.87 | \$136.36 | \$183.96 | \$183.96 | 11th day | \$194.25 | 11th day |
| Prince George's County | 7.50 | \$86.00 | \$102.00 | \$153.00 | \$92.82 | \$122.40 | 16th day | \$178.50 | 16th day |
| Prince William County | 7.00 | \$97.02 | \$108.01 | \$108.01 | \$0.00 | \$133.00 | 10th day | \$159.60 | 10th day |

¹ Arlington County Public Schools rates are for temporary substitutes. Effective on the 21st day, the long term rate increases to \$25.46 per hour for temporary substitutes. A substitute that remains at the same school for the entire school year earns \$16.13 per hour (long term hourly position). The requirement for this position is 60 college credit hours.

² Fairfax County Public Schools long term licensed teacher hourly rate applies to retired teachers.

³ Falls Church City Schools pays \$29.50 per hour from day 1 when the sub assignment will extend beyond 45 days and the substitute has a teachers license.

WABE 2020