

# The Washington Area Boards of Education



Thanapat Veerakajorn

## FY 2013 WABE GUIDE

Compiled by Fairfax County Public Schools September 2012

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A special thank you to our cover artist, Thanapat Veerakajorn from Robert E. Lee High School, Springfield, Virginia.

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# Alexandria City Public Schools

- In 2012, the Alexandria City Public Schools (ACPS) Strategic Plan earned the nationally prestigious first-place Magna Award. The ACPS Strategic Plan is one of only 15 programs to receive a first-place honor in the Magna Awards for 2012.
- America's Promise Alliance cites the Alexandria City Public Schools (ACPS) five-year Strategic Plan as a major factor in naming the City of Alexandria one of the nation's "100 Best Communities for Young People" for a fifth year. In a description of Alexandria's exemplary endeavors for children and teens, the alliance says that the city "enhances the quality of life for its youth through various academic and after-school programs."
- Alexandria City Public Schools class sizes remain among the smallest in Northern Virginia with averages ranging from 18 - 24 students per class across all grade levels.
- ACPS has implemented a new 21st-century curriculum across all grade levels to address the changing needs of the 21st-century learner and world of work. It emphasizes the competencies of creativity, higher-order reasoning, and project-based learning.
- The new T.C. Satellite Campus opened on Sept. 4, 2012. The T.C. Satellite Campus is the only comprehensive, nontraditional satellite high school campus in Northern Virginia.
- T.C. Williams High School, Alexandria City's only high school and home to more than 3,000 students, entered "transformation" during the 2010 - 2011 school year seeking to improve school climate and academic achievement. It has accomplished significant achievement as demonstrated by its fully accredited standing for the 2012 - 2013 school year.
- In 2012, ACPS launched the Family and Engagement (FACE) Centers to provide resources and wraparound services for students, parents, and community members at regional sites. These centers offer the opportunity to integrate relevant after-school activities for students with workshops and resources for parents to help improve student achievement.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$17,024</b>
<b>Average Teacher Salary</b>	<b>\$72,734</b>
<b>2012 Actual Membership</b>	
Total Membership	12,395
Percent ESOL Enrollment	22.7%
Percent Free/Reduced Price Meal Eligible	56.1%
Percent Special Education Enrollment	12.8%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	403
Percent Increase/Decrease from 2012 Actual	3.3%
<b>Schools</b>	
Elementary	12
Middle	5
Traditional (K-8)	1
Secondary and High	1
Special Education	0
Alternative	3
<b>Sources of Revenue</b>	
Local	79.1%
State	13.6%
Other	7.3%
<b>Authorized Positions</b>	
School-Based	90.9%
Nonschool-Based	9.1%

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

Link to FY 2013 Budget:  
[www.acps.k12.va.us/budgets/](http://www.acps.k12.va.us/budgets/)

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# Arlington County Public Schools

- The 2012 Washington Post Challenge Index ranked all APS high schools in the top one percent in the U.S. for the fifth year in a row.
- In 2011, Parent Magazine rated Arlington, Va. as the #4 community in the nation for raising a family.
- In the 2012 Community Satisfaction Survey, 94% of APS parents graded their child's school with an "A" or "B" (compared with 79% nationally)
- AP and IB participation has tripled since 1998. Three-fourths of all graduating seniors have taken one or more AP or IB courses.
- The average APS teacher has 11 years of experience and 77% have earned a master's degree or higher.
- Since 1988, APS has renewed and/ or expanded 24 schools, rebuilt seven schools, built one new elementary school and is finishing the new Yorktown High School. Construction on Wakefield High School began in July 2011. Over the next several year's, APS will add 1,875 seats with the two new elementary schools and additions to three elementary schools.
- Over 50% of students complete Algebra I before grade 9.
- The November 2010 Arlington School Bond was approved by 77% of voters. Previous bonds received similar support.
- 71% of Arlingtonians and 82% of parents say that money for schools is well spent.
- The Career Center is home to one of the Commonwealth's first Governor's Career and Technical Academies. The academy provides 21st century job skills to secondary students.
- In 2012, all APS schools were fully accredited by the Commonwealth of Virginia.
- By Dec. 2011, 150 APS teachers had earned National Board certification, bringing the total of NBCT teachers to more than 6 percent of APS teachers.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$18,675</b>
<b>Average Teacher Salary</b>	<b>\$72,997</b>
<b>2012 Actual Membership</b>	
Total Membership	21,878
Percent ESOL Enrollment	16.9%
Percent Free/Reduced Price Meal Eligible	31.0%
Percent Special Education Enrollment	14.7%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	845
Percent Increase/Decrease from 2012 Actual	3.9%
<b>Schools</b>	
Elementary	22
Middle	5
Traditional (K-8)	0
Secondary and High	4
Special Education	2
Alternative	4
<b>Sources of Revenue</b>	
Local	83.0%
State	12.2%
Other	4.8%
<b>Authorized Positions</b>	
School-Based	90.6%
Nonschool-Based	9.4%

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

Link to FY 2013 Budget:  
<http://apsva.us/budget/documents>

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# Fairfax City Public Schools

- Since 1962, the City of Fairfax School Board has contracted with Fairfax County Public Schools (FCPS) for the delivery of educational services. The City School Board owns and is responsible for its school buildings. Students in city schools have access to the same programs as are provided in all Fairfax County Public Schools.
- The City of Fairfax School Division is comprised of four buildings housing some 5,400 students in grades K-12. About 2,900 of these students are residents of the City of Fairfax, with the remainder residing in Fairfax County.

City of Fairfax Schools include:

- Daniels Run and Providence Elementary

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

- Lanier Middle School

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

- Fairfax High School

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

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

Link to FY 2013 Budget:

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

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# Fairfax County Public Schools

- Fairfax County Public Schools (FCPS), the nation's 11th largest school division, is a world-class school system inspiring, enabling, and empowering students to meet high academic standards, lead ethical lives, and demonstrate responsible citizenship.
- The FY 2013 Budget, which increased by \$139.6 million from the 2012 approved, included an increase of 3,907 students.
- Despite challenging economic trends, the School Board has maintained focus on student achievement. View the Student Achievement Goals and Operational Expectations and Monitoring Reports at: [www.fcps.edu/schlb/monitoringreports/monitoring.shtml](http://www.fcps.edu/schlb/monitoringreports/monitoring.shtml).
- FCPS' 2012 SAT average of 1659 exceeds both the state (1510) and national average (1477).
- In the 2012 ranking of public high schools in the nation by the Washington Post, the 23 FCPS high schools listed were in the top 9 percent of high schools nationwide.
- Thomas Jefferson High School for Science and Technology was ranked by U.S. World and News Report in 2012 as the number two gold medal school. In total, FCPS received 13 gold medal awards, one silver award, and one bronze award.
- In 2012, 22 FCPS schools received the Governor's Award for Educational Excellence, 30 schools won the Board of Education's (BOE) Excellence Award, and 13 schools received the BOE's Competence to Excellence Award.
- Belvedere Elementary earned the Board of Education Rising Start Award in Virginia and was named a Title I Distinguished School by the Virginia BOE.
- All of the 109 eligible schools earned full accreditation from the VDOE in 2011-2012.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$13,564</b>
<b>Average Teacher Salary</b>	<b>\$64,813</b>
<b>2012 Actual Membership</b>	
Total Membership	177,918
Percent ESOL Enrollment	15.7%
Percent Free/Reduced Price Meal Eligible	25.9%
Percent Special Education Enrollment	13.9%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	3,618
Percent Increase/Decrease from 2012 Actual	2.0%
<b>Schools</b>	
Elementary	139
Middle	23
Traditional (K-8)	0
Secondary and High	25
Special Education	7
Alternative	2
<b>Sources of Revenue</b>	
Local	69.4%
State	22.9%
Other	7.7%
<b>Authorized Positions</b>	
School-Based	93.1%
Nonschool-Based	6.9%

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

Link to FY 2013 Budget:

<http://www.fcps.edu/fs/budget/docs/ApprovedBudget13.pdf>

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# Falls Church City Public Schools

- A small, independent, city school division since 1949.
- All four schools fully accredited.
- Each school specializes in specific grade levels:
  - ◊ Mount Daniel Elementary (PreK-1, Special needs preschool and family literacy programs)
  - ◊ Thomas Jefferson Elementary (2-4)
  - ◊ Mary Ellen Henderson Middle (5-7)
  - ◊ George Mason High (8-12)
- Consistently ranks among the top school systems in the region and nation in analyses conducted by the *Washington Post* and *Newsweek* magazine.
- Consistently recognized for excellence by the Virginia Department of Education and the U.S. Department of Education.
- Consistently scores above state and national averages on standardized tests. 2012 FCCPS SAT average of 1795, the highest in the Washington DC Metro area, exceeds the state average of 1510 and the national average of 1477.
- Among the highest on-time graduation rates in Virginia: 97%.
- 94 percent of graduates seek post-secondary education, primarily in four-year colleges and universities.
- Student body is multi-cultural. In 2011, the number of native languages spoken by students was 33.

#### 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)

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$16,612</b>
<b>Average Teacher Salary</b>	<b>\$66,252</b>
<b>2012 Actual Membership</b>	
Total Membership	2,178
Percent ESOL Enrollment	8.1%
Percent Free/Reduced Price Meal Eligible	7.1%
Percent Special Education Enrollment	12.6%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	84
Percent Increase/Decrease from 2012 Actual	3.9%
<b>Schools</b>	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High	1
Special Education	0
Alternative	0
<b>Sources of Revenue</b>	
Local	78.2%
State	13.9%
Other	2.8%
<b>Authorized Positions</b>	
School-Based	92.7%
Nonschool-Based	7.3%

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

Link to FY 2013 Budget:

<http://www.fccps.org/board/budget/fy13/>

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# Loudoun County Public Schools

Loudoun County Public Schools (LCPS) opened Frederick Douglass ES and John Champe HS in 2012 bringing the total number of schools to 82. The LCPS projected enrollment is 68,170 as compared with 65,668 a year ago. Academic success has continued despite the difficult economic times. The FY 2013 operating budget is \$809,071,743, an increase of 8.6 percent over the FY 2012 budget. Among the school division's achievements are:

- All 10 of the LCPS high schools eligible to be ranked nationally by The Washington Post's Challenge Index received this honor in 2012.
- LCPS has 10 Schools to Watch, as determined by the National Forum to Accelerate Middle Grades Reform, the most of any jurisdiction in America.
- Sunshine Review, a national nonprofit organization dedicated to government transparency, named LCPS as a winner of its third annual Sunny Award. This award honors the most transparent government websites in the nation.
- Ari Dyckovsky, a senior at Heritage HS and the Loudoun Academy of Science, received the Intel Foundation Young Scientist Award at the Intel International Science and Engineering Fair in Pittsburgh. Dyckovsky was one of two students nationwide to receive this award,
- Benjamin Fernandez, a school psychologist at Heritage HS and Cool Spring ES, is the 2012 National School Psychologist of the Year as selected by the National Association of School Psychologists (NASP).
- The LCPS Class of 2012 earned \$28,824,730 in scholarships, an increase from the \$23,490,561 earned by the Class of 2011.
- LCPS received the 2012 Sustained Excellence Award from the federal Environmental Protection Agency's ENERGY STAR program. Only three school systems nationwide received this award.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$11,595</b>
<b>Average Teacher Salary</b>	<b>\$60,875</b>
<b>2012 Actual Membership</b>	
Total Membership	65,668
Percent ESOL Enrollment	7.1%
Percent Free/Reduced Price Meal Eligible	15.3%
Percent Special Education Enrollment	11.6%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	2,502
Percent Increase/Decrease from 2012 Actual	3.8%
<b>Schools</b>	
Elementary	53
Middle	14
Traditional (K-8)	0
Secondary and High	13
Special Education	0
Alternative	2
<b>Sources of Revenue</b>	
Local	65.2%
State	31.0%
Other	3.8%
<b>Authorized Positions</b>	
School-Based	92.9%
Nonschool-Based	7.1%

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

Link to FY 2013 Budget:

<http://www.lcps.org/cms/lib4/VA01000195/Centricity/Domain/64/FY13%20Appropriated%20Budgets.pdf>

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# Manassas City Public Schools

- Manassas City Public Schools embraces the challenge and opportunity to serve the 21st century learner in a safe, healthy, and supportive school environment focusing on Rigor, Relevance, and Relationships (the 3 Rs).
- All students in grades 2 through 8 have a personalized education plan for language arts and mathematics.
- 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. All elementary school students can participate in LEGOS leagues.
- Advanced Placement classes are emphasized and an AP prep academy is provided for students taking AP classes for the first time.
- Robotics, VEX, Odyssey of the Mind, and “It’s Academic” teams promote high level independent thinking and essential teamwork skills.
- Arrangements with GMU and NVCC provide opportunities for students to experience college level academics and obtain college credit.
- MCPS offers the only Integrated Math and Science program to students in grades 7, 8, and 9 in the region. Selected students explore math and science through the application of real world problems.
- MCPS is a partner in the Regional Governor’s School @ Innovation Park which offers advanced college level courses to juniors and seniors in areas of science, technology, engineering, and math on the Prince William Campus of George Mason University.
- Manassas City Public Schools employs one of the highest percentages of highly qualified teachers in Northern Virginia.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$12,108</b>
<b>Average Teacher Salary</b>	<b>\$60,850</b>
<b>2012 Actual Membership</b>	
Total Membership	7,156
Percent ESOL Enrollment	33.0%
Percent Free/Reduced Price Meal Eligible	51.4%
Percent Special Education Enrollment	13.9%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	202
Percent Increase/Decrease from 2012 Actual	2.8%
<b>Schools</b>	
Elementary	5
Middle	2
Traditional (K-8)	0
Secondary and High	1
Special Education	0
Alternative	1
<b>Sources of Revenue</b>	
Local	47.7%
State	47.9%
Other	4.4%
<b>Authorized Positions</b>	
School-Based	95.1%
Nonschool-Based	4.9%

# Manassas Park City Public Schools

- All schools in Manassas Park are fully accredited by the Commonwealth of Virginia.
- The division consists of four schools and each school specializes in specific grade levels:
  - Cougar Elementary School (Pre K – 2)
  - Manassas Park Elementary School (3 – 5)
  - Manassas Park Middle School (6 – 8)
  - Manassas Park High School (9 – 12)
- Excellent schools helped the City of Manassas Park rank 56th on the list of “Top 100 America’s Best Small Cities and Towns” published by Money Magazine (September 2011 issue).
- Teachers in Manassas Park City Schools are committed to continuous improvement:
  - 99.5% of MPCS teachers are highly qualified
  - Over half (53%) of MPCS teachers have earned a Master’s degree or higher
  - 10 teachers (5%) and one elementary Guidance Counselor are National Board Certified
  - 10 teachers are Agnes Meyer Outstanding Teacher of the Year Award Recipients (hosted by the Washington Post).
- The city’s diversity extends into the school system where students speak over 42 different languages at home.
- Parallel block scheduling at the elementary level lowers student/teacher ratios in reading and mathematics and provides specialized learning in science and social studies.
- MPCS has 10 students, including two sophomores attending the Regional Governor’s School at Innovation Park.
- Manassas Park High School achieved a 12% increase in the average AP test score while increasing participation by 26% with the administration of 241 AP tests in 15 different subjects during spring 2012.
- Pre-AP, AP, or Dual Enrollment classes are taken by 80% of high school students.
- Manassas Park Middle School students have an opportunity to earn up to four high school credits and most earn two since 100% of 8th grade students are enrolled in Early World History and either Algebra I or Geometry.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$10,619</b>
<b>Average Teacher Salary</b>	<b>\$58,479</b>
<b>2012 Actual Membership</b>	
Total Membership	3,071
Percent ESOL Enrollment	35.6%
Percent Free/Reduced Price Meal Eligible	54.9%
Percent Special Education Enrollment	11.6%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	104
Percent Increase/Decrease from 2012 Actual	3.4%
<b>Schools</b>	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High	1
Special Education	0
Alternative	0
<b>Sources of Revenue</b>	
Local	32.1%
State	60.8%
Other	7.2%
<b>Authorized Positions</b>	
School-Based	92.0%
Nonschool-Based	8.0%

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

Link to FY 2013 Budget:  
<http://www.mpark.net/Departments/FinancialServices/tabid/13529/Default.aspx>

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# Montgomery County Public Schools

- For FY 2013, 80.4% of the \$2.16 billion Operating Budget is for direct instructional costs. School support services received 14.6%, and system wide administrative support is 2.4%. The remaining 2.6% is for enterprise fund activities, including food services.
- MCPS received an operating budget increase of \$73.2 million which includes \$27.2 million for payments shifted to Montgomery County Public Schools for a portion of state teacher pension costs. Excluding the pension shift, the operating budget increased by 2.2% in FY 2013.
- For the fourth year in a row, MCPS has the highest graduation rate among the nation's largest school districts. A report published by Education Week calculated the MCPS graduation rate at 87.6% - a 1.9% increase over last year's report. This is significantly higher than the rate for the nation (72.7%) and the state of Maryland (77.9%).
- The graduating class of 2012 earned more than \$240 million in college scholarships and recorded more than 1.65 million volunteer hours.
- The total number of 2012 National Merit Scholarship winners was 81 – more than one-third of the 209 National Merit Scholarship recipients.
- In 2011, MCPS had a system-wide average SAT score of 1650 with 71% of students taking the test.
- In 2011, 50.3% of the school system's seniors scored a 3 or higher on at least one Advanced Placement exam, which is three times the national average and almost double the average in Maryland.
- In 2011, 63% of Grade 8 students successfully completed Algebra 1.
- Nearly 50% of Grade 5 students took advanced math in 2011.
- Montgomery County Public Schools was a recipient of the 2010 Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. MCPS became only the sixth public school system to receive the award and is by far the largest school district to be a recipient.
- In 2010, MCPS was named one of five finalists for the prestigious Broad Prize for Urban Education. MCPS was chosen as a finalist from a pool of 100 school districts. The Broad Prize is the largest education prize in the country.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$14,880</b>
<b>Average Teacher Salary</b>	<b>\$74,855</b>
<b>2012 Actual Membership</b>	
Total Membership	146,497
Percent ESOL Enrollment	12.7%
Percent Free/Reduced Price Meal Eligible	32.3%
Percent Special Education Enrollment	11.9%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	2,521
Percent Increase/Decrease from 2012 Actual	1.7%
<b>Schools</b>	
Elementary	133
Middle	38
Traditional (K-8)	0
Secondary and High	26
Special Education	5
Alternative	0
<b>Sources of Revenue</b>	
Local	67.5%
State	28.0%
Other	4.5%
<b>Authorized Positions</b>	
School-Based	91.0%
Nonschool-Based	9.0%

<http://www.montgomeryschoolsmd.org/>  
 Link to FY 2013 Budget:  
<http://www.montgomeryschoolsmd.org/departments/budget/FY2013/approved/>

Dr. Joshua P. Starr  
 850 Hungerford Drive  
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# Prince George's County Public Schools

The FY 2013 approved expenditure budget was based on four key priorities: 1) Funding Student Need; 2) Supporting Employees; 3) Continued Investment in Innovative Programs; and 4) Continued Fiscal Stability. As such, \$14.2 million additional funding was included to support instruction and academic achievement. One component of this support involves the full implementation of Student-Based Budgeting (SBB) initiative in FY 2013. Our goal in this new model is to increase equity in funding, empower school leaders, and support systemic priorities. SBB allocates dollars directly to schools based on the number of students enrolled and the specific needs of those students. Certain student needs and characteristics, such as English language learners or students in particular grade levels, will be given a predetermined weight that translates to real dollar amounts. It is a more equitable and transparent way to fund schools, and we believe it will allow PGCPs to more efficiently direct resources to meet our students' needs.

Funding also was included to provide adjustments in health insurance costs as well as for compensation for our dedicated and hard working teachers and staff, who have lost money over the last three years. Further, the budget reflects changes in state law associated with budgeting for employee retirement costs, which has been transferred to the County.

Despite limited resources available this year, the FY 2013 Operating Budget maintains our best efforts to achieve school system goals and fulfill our mission to ensure our students, teachers and support staff have tools and resources needed to help children learn and achieve. Funding provided in prior years, combined with efforts to distribute resources equitably with a focus on effective programs and services that produce meaningful results enabled the school system to attain record levels of achievement on State tests. Unprecedented student participation and remarkable levels of success in all subgroups occurred both this year and in the past year.

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$12,296</b>
<b>Average Teacher Salary</b>	<b>\$63,566</b>
<b>2012 Actual Membership</b>	
Total Membership	123,833
Percent ESOL Enrollment	12.0%
Percent Free/Reduced Price Meal Eligible	0.0%
Percent Special Education Enrollment	11.6%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	0
Percent Increase/Decrease from 2012 Actual	0.0%
<b>Schools</b>	
Elementary	129
Middle	26
Traditional (K-8)	15
Secondary and High	26
Special Education	9
Alternative	2
<b>Sources of Revenue</b>	
Local	38.0%
State	54.4%
Other	7.6%
<b>Authorized Positions</b>	
School-Based	90.7%
Nonschool-Based	9.3%

# Prince William County Public Schools

- Received exemplary rating and Divisionwide accreditation as a quality school system by the Southern Association of Colleges and Schools (AdvancED SACS), 2007, 2012
- Implemented high speed Internet connections, expanded use of wireless computer technology, and increased use of mobile computer labs in schools and for online testing.
- Established and maintained business partnerships in every school.
- Completed major renewals of 10 schools at a cost of \$63,066,000.
- Built nine new schools and additions to nine schools, providing 8,986 additional student spaces at a cost of \$326,181,000.
- Major Awards:
  - Nation's 100 Best Communities for Young People, America's Promise Alliance and ING, 2010, 2011, 2012
  - Region IV Superintendent of the Year, 2010
  - Outstanding School Business Official, Virginia Association of School Business Officials, 2012
  - Meritorious Budget Award, Association of School Business Officials, 1997-2012
  - Excellence in Financial Reporting, Govt. Finance Officers Association, 2003-2012
  - Top-Ten Ranking in National Digital School Districts Survey, National School Boards Association, 2009-2011
  - Secretary of Defense Freedom Award, 2010
  - Silver Certified Green School Division, 2011
  - Energy Star Certification for four elementary schools, 2012
  - 2012 Best of the Web Award for K-12 Education Website, Center for Digital Education, 2012
  - 12 Gold Award of Distinction schools, HealthierUS School Challenge, USDA, 2012
  - 11 schools earned Excellence Award, Board of Education, Virginia Dept. of Education

## Highlights at a Glance

<b>FY 2013 Cost Per Pupil</b>	<b>\$10,163</b>
<b>Average Teacher Salary</b>	<b>\$58,893</b>
<b>2012 Actual Membership</b>	
Total Membership	81,944
Percent ESOL Enrollment	16.3%
Percent Free/Reduced Price Meal Eligible	37.0%
Percent Special Education Enrollment	11.5%
<b>2013 Approved Membership</b>	
Number Increase/Decrease from 2012 Actual	2,234
Percent Increase/Decrease from 2012 Actual	2.7%
<b>Schools</b>	
Elementary	57
Middle	16
Traditional (K-8)	2
Secondary and High	11
Special Education	3
Alternative	2
<b>Sources of Revenue</b>	
Local	43.9%
State	49.0%
Other	7.2%
<b>Authorized Positions</b>	
School-Based	91.2%
Nonschool-Based	8.8%

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

Link to FY 2013 Budget:

<http://pwcs.financialservices.schoolfusion.us/modules/cms/pages.phtml?pageid=150320>

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# FY 2012 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>	282	0	1,347	10,346	420	12,395
<b>Arlington County<sup>2</sup></b>	1,081	0	1,968	17,324	1,505	21,878
<b>Fairfax County</b>	1,972	1,257	13,009	148,874	12,806	177,918
<b>Falls Church City</b>	33	0	165	1,784	196	2,178
<b>Loudoun County</b>	855	98	4,708	57,040	2,967	65,668
<b>Manassas City</b>	106	54	620	6,066	310	7,156
<b>Manassas Park City</b>	62	36	302	2,478	193	3,071
<b>Montgomery County</b>	3,011	618	11,380	126,169	5,319	146,497
<b>Prince George's County</b>	4,673	822	9,568	103,879	4,891	123,833
<b>Prince William County</b>	814	319	6,360	73,057	1,394	81,944

<sup>1</sup> Alexandria City Public Schools' Special Education Level 2 figures exclude Preschool and Kindergarten students who have already been included in the Preschool and Kindergarten totals and include 105 private placement students who are served by non-ACPS providers.

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

# FY 2013 Approved Enrollment

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
<b>Alexandria City<sup>1</sup></b>	295	0	1,384	10,847	272	12,798
<b>Arlington County<sup>2</sup></b>	1,142	0	2,011	17,899	1,671	22,723
<b>Fairfax County</b>	2,058	1,308	13,198	151,822	13,150	181,536
<b>Falls Church City</b>	34	0	168	1,862	198	2,262
<b>Loudoun County</b>	899	100	4,765	59,143	3,263	68,170
<b>Manassas City</b>	90	54	617	6,287	310	7,358
<b>Manassas Park City</b>	63	36	278	2,600	198	3,175
<b>Montgomery County</b>	3,395	618	11,425	127,772	5,808	149,018
<b>Prince George's County</b>	4,626	822	9,568	103,935	4,882	123,833
<b>Prince William County</b>	521	319	6,422	73,004	3,912	84,178

<sup>1</sup> Alexandria City Public Schools' Special Education Level 2 figures exclude Preschool and Kindergarten students who have already been included in the Preschool and Kindergarten totals and include 105 private placement students who are served by non-ACPS providers.

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

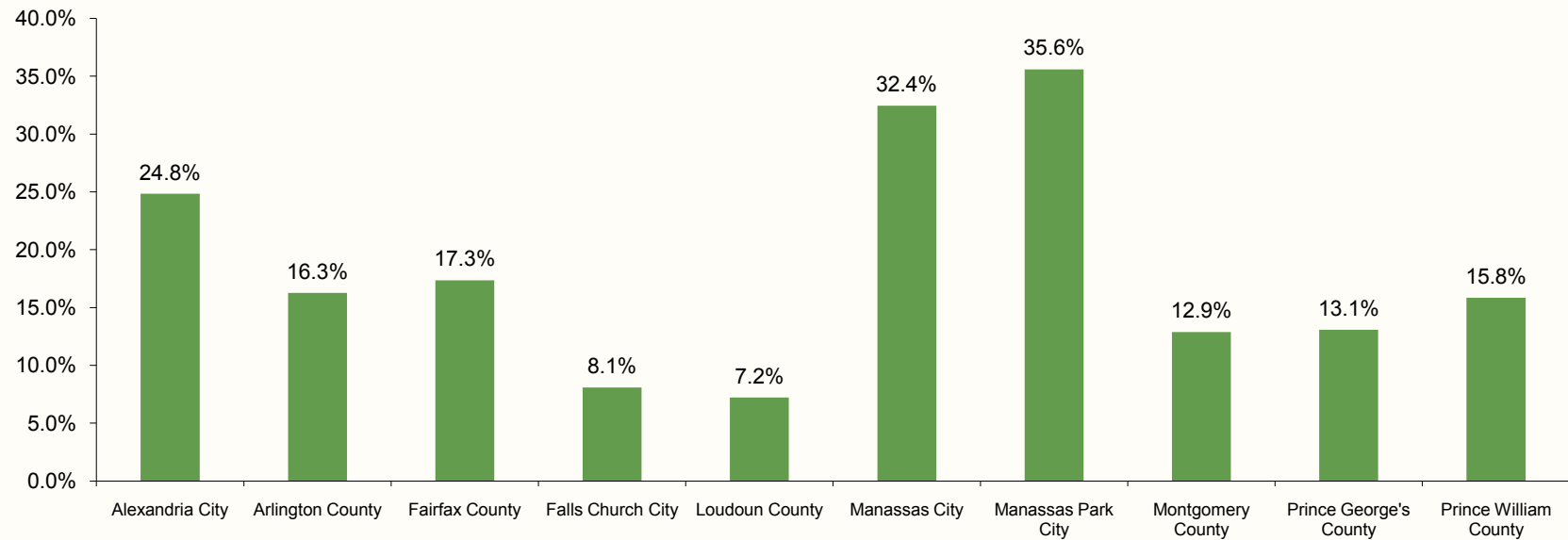
# English for Speakers of Other Languages (ESOL) Students

School Division	FY 2012 Actual Enrollment	FY 2013 Approved Enrollment	Percentage of FY 2012 Enrollment	Percentage of FY 2013 Enrollment
<b>Alexandria City</b>	2,815	3,178	22.7%	24.8%
<b>Arlington County</b>	3,689	3,696	16.9%	16.3%
<b>Fairfax County</b>	27,944	31,480	15.7%	17.3%
<b>Falls Church City</b>	176	183	8.1%	8.1%
<b>Loudoun County</b>	4,634	4,922	7.1%	7.2%
<b>Manassas City</b>	2,362	2,387	33.0%	32.4%
<b>Manassas Park City</b>	1,081	1,118	35.6%	35.6%
<b>Montgomery County</b>	18,600	19,200	12.7%	12.9%
<b>Prince George's County</b>	14,915	16,180	12.0%	13.1%
<b>Prince William County</b>	13,353	13,339	16.3%	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

Percent of FY 2013 Total District Enrollment



# Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
<b>Alexandria City<sup>1</sup></b>	12	5	1		1		3	22
<b>Arlington County</b>	22	5		1	3	2	4	37
<b>Fairfax County</b>	139	23		3	22	7	2	196
<b>Falls Church City</b>	2	1			1			4
<b>Loudoun County</b>	53	14			13		2	82
<b>Manassas City</b>	5	2			1		1	9
<b>Manassas Park City</b>	2	1			1			4
<b>Montgomery County</b>	133	38			26	5	0	202
<b>Prince George's County<sup>2</sup></b>	129	26	15		26	9	2	207
<b>Prince William County</b>	57	16	2		11	3	2	91

<sup>1</sup> Alexandria City has one 9th grade center and one high school housing grades 10-12. For state reporting purposes, they are counted as one high school.

<sup>2</sup> Includes public charter schools.

# Special Education Membership

## FY 2012 Actual

Unduplicated Special Education Membership					
School Division	Preschool	Level 1	Level 2 (50% or more of time)	Total	Total Special Education Services
<b>Alexandria City<sup>1</sup></b>	191	978	420	1,589	2,161
<b>Arlington County<sup>2</sup></b>	390	1,312	1,505	3,207	6,010
<b>Fairfax County</b>	1,972	10,029	12,806	24,807	43,798
<b>Falls Church City</b>	26	53	196	275	341
<b>Loudoun County</b>	627	4,016	2,967	7,610	8,454
<b>Manassas City<sup>3</sup></b>	52	635	310	997	0
<b>Manassas Park City</b>	26	138	193	357	476
<b>Montgomery County</b>	951	11,174	5,319	17,444	20,846
<b>Prince George's County</b>	1,476	7,958	4,891	14,325	66,121
<b>Prince William County<sup>4</sup></b>	742	7,287	1,394	9,423	0

<sup>1</sup> Total special education membership does not include Speech-Language Impaired students. These students are included in ACPS' general education membership.

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

<sup>3</sup> Data Incomplete.

<sup>4</sup> Prince William County Schools does not report a duplicated special education student count.

# Special Education Membership

FY 2013 Approved

Unduplicated Special Education Membership					
School Division	Preschool	Level 1	Level 2 (50% or more of time)	Total	Total Special Education Services
<b>Alexandria City<sup>1</sup></b>	236	970	272	1,478	TBD
<b>Arlington County<sup>2</sup></b>	333	1,264	1,671	3,268	6,278
<b>Fairfax County</b>	2,058	9,822	13,150	25,030	44,368
<b>Falls Church City</b>	26	56	198	280	355
<b>Loudoun County</b>	696	4,417	3,263	8,376	9,299
<b>Manassas City<sup>3</sup></b>	36	635	310	981	0
<b>Manassas Park City</b>	27	142	198	367	488
<b>Montgomery County</b>	1,250	10,364	5,809	17,423	22,609
<b>Prince George's County</b>	1,436	8,041	4,882	14,359	54,949
<b>Prince William County</b>	449	7,328	3,912	11,689	12,503

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

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

<sup>3</sup> Data Incomplete.



# FY 2013 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 2013 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>	\$227,073,406	\$58,941,354	\$0	\$6,973,818	\$5,132,502	\$298,121,080
<b>Arlington County</b>	\$417,635,532	\$70,040,182	\$41,931,618	\$6,943,476	\$26,724,033	\$563,274,841
<b>Fairfax County<sup>3</sup></b>	\$2,436,032,885	\$163,072,120	\$169,470,276	\$95,665,684	\$41,249,883	\$2,905,490,848
<b>Falls Church City</b>	\$37,605,500	\$595,000	\$3,277,916	\$982,000	\$2,124,660	\$44,585,076
<b>Loudoun County</b>	\$806,103,217	\$207,925,000	\$120,156,225	\$25,081,623	\$2,968,526	\$1,162,234,591
<b>Manassas City</b>	\$88,073,135	\$2,005,000	\$5,076,873	\$3,453,808	\$309,292	\$98,918,108
<b>Manassas Park City</b>	\$32,336,822	\$0	\$0	\$1,420,000	\$168,178	\$33,925,000
<b>Montgomery County</b>	\$2,245,609,530	\$121,635,000	\$122,424,000	\$47,476,295	\$25,081,770	\$2,562,226,595
<b>Prince George's County</b>	\$1,631,471,678	\$128,134,246	\$57,152,600	\$62,704,225	\$32,970,322	\$1,912,433,071
<b>Prince William County</b>	\$860,089,678	\$105,639,000	\$70,996,885	\$38,278,750	\$129,520,686	\$1,204,524,999

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

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

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

<sup>3</sup> For Fairfax County Public Schools, the operating fund equals total revenues less transfers to other funds and less the VRS reserve committed for future VRS obligations.

# FY 2013 Sources of Revenue

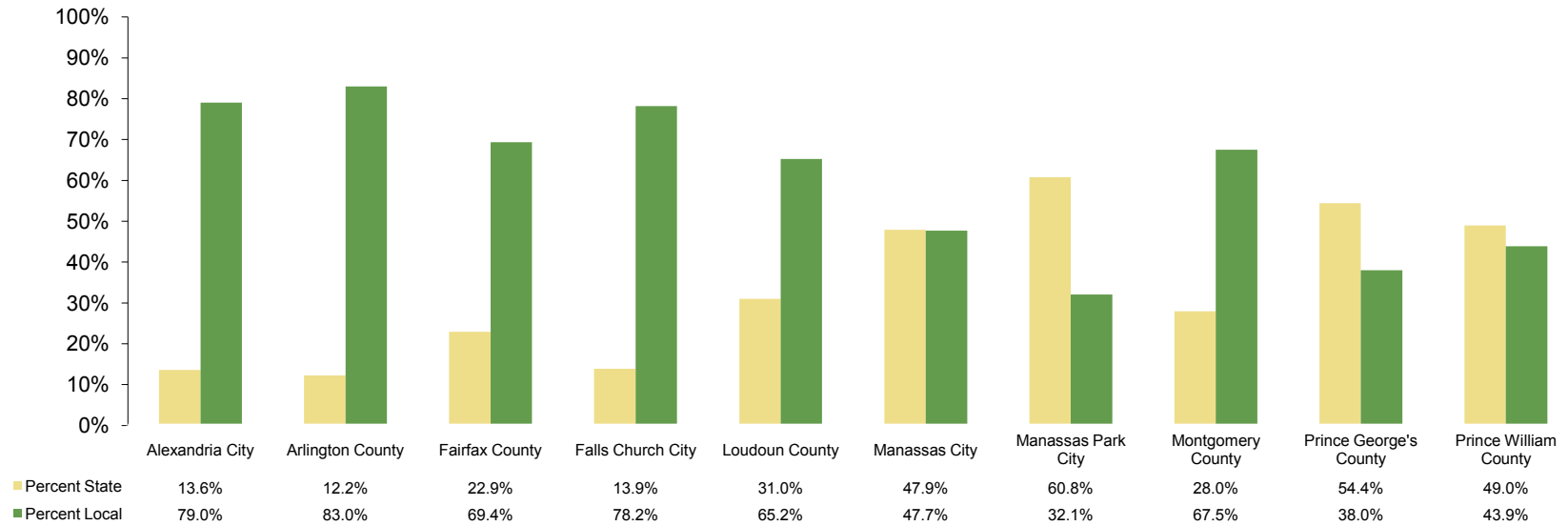
## School Operating Fund

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>	\$9,194,725	4.0%	\$30,956,387	13.6%	\$179,486,405	79.0%	\$6,778,835	3.0%	\$657,054	0.3%	\$227,073,406
<b>Arlington County</b>	\$8,189,260	2.0%	\$51,131,575	12.2%	\$346,631,005	83.0%	\$9,500,000	2.3%	\$2,183,692	0.5%	\$417,635,532
<b>Fairfax County</b>	\$69,640,188	2.9%	\$556,007,617	22.9%	\$1,683,322,285	69.4%	\$57,491,613	2.4%	\$59,701,119	2.5%	\$2,426,162,822
<b>Falls Church City</b>	\$503,700	1.3%	\$5,230,800	13.9%	\$29,475,200	78.2%	\$1,450,000	3.8%	\$1,047,700	2.8%	\$37,707,400
<b>Loudoun County</b>	\$14,120,000	1.8%	\$250,116,802	31.0%	\$525,726,415	65.2%	\$10,000,000	1.2%	\$6,140,000	0.8%	\$806,103,217
<b>Manassas City</b>	\$3,214,666	3.6%	\$42,224,456	47.9%	\$41,993,953	47.7%	\$0	0.0%	\$640,060	0.7%	\$88,073,135
<b>Manassas Park City</b>	\$1,188,822	3.7%	\$19,647,663	60.8%	\$10,364,244	32.1%	\$0	0.0%	\$1,136,113	3.5%	\$32,336,842
<b>Montgomery County</b>	\$64,522,375	3.1%	\$588,331,986	28.0%	\$1,419,513,701	67.5%	\$17,000,000	0.8%	\$13,174,062	0.6%	\$2,102,542,124
<b>Prince George's County</b>	\$106,093,300	6.4%	\$905,511,500	54.4%	\$633,069,100	38.0%	\$0	0.0%	\$19,768,100	1.2%	\$1,664,442,000
<b>Prince William County</b>	\$27,497,467	3.2%	\$421,078,394	49.0%	\$377,306,470	43.9%	\$31,403,242	3.7%	\$2,804,105	0.3%	\$860,089,678

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 2013 Sources of Revenue

## Percent of Total Operating Fund



# FY 2013 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	\$587,861,196	\$179,486,405	30.5%	\$0	0.0%	\$179,486,405	30.5%
Arlington County	\$1,052,109,731	\$346,631,005	32.9%	\$39,956,618	3.8%	\$386,587,623	36.7%
Fairfax County	\$3,537,786,676	\$1,683,322,285	47.6%	\$164,757,064	4.7%	\$1,848,079,349	52.2%
Falls Church City	\$69,317,704	\$32,753,116	47.3%	\$0	0.0%	\$32,753,116	47.3%
Loudoun County	\$1,139,270,162	\$531,954,435	46.7%	\$120,156,225	10.5%	\$652,110,660	57.2%
Manassas City	\$96,406,320	\$42,248,440	43.8%	\$4,913,000	5.1%	\$47,161,440	48.9%
Manassas Park City	\$34,658,675	\$10,364,224	29.9%	\$0	0.0%	\$10,364,224	29.9%
Montgomery County	\$4,020,477,004	\$2,151,295,000	53.5%	\$122,424,000	3.0%	\$2,273,719,000	56.6%
Prince George's County	\$2,677,274,200	\$633,069,100	23.6%	\$57,152,600	2.1%	\$690,221,700	25.8%
Prince William County	\$914,084,122	\$377,106,451	41.3%	\$68,501,228	7.5%	\$445,607,679	48.7%

# FY 2013 Approved Staffing Ratios

## Budgeted Ratios of Students Per Teacher

School Division	Kindergarten	Elementary	Middle / Intermediate	Secondary / High
<b>Alexandria City<sup>1</sup></b>	20.0	Grades 1-2 22.0 Grades 3-5 24.0	n/a	n/a
<b>Arlington County</b>	23.0	Grade 1 20.0 Grades 2-3 22.0 Grades 4-5 23.0	23.4	25.4
<b>Fairfax County<sup>2</sup></b>	26.3	26.3	26.9	29.5
<b>Falls Church City</b>	22.0	22.0	24.0	24.0
<b>Loudoun County</b>	24.0	24.0	23.6	27.9
<b>Manassas City</b>	24.0	24.0	24.0	24.0
<b>Manassas Park City</b>	24.0	Grades 1-3 24.0 Grades 4-5 25.0	21.0	21.0
<b>Montgomery County</b>	19.1	22.1	25.4	26.7
<b>Prince George's County<sup>3</sup></b>	n/a	n/a	n/a	n/a
		Grade 3 27.0 Grades 4-6 28.0		
<b>Prince William County</b>	24.0	Grades 1-3 24.0 Grades 4-5 25.0	21.0	21.3

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

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

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

# FY 2013 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>	20.9	18.0	19.7	10.2	11.3	14.0
<b>Arlington County</b>	20.8	20.4	19.5	10.1	16.2	16.6
<b>Fairfax County</b>	21.4	24.4	24.9	14.1	19.9	20.9
<b>Falls Church City</b>	22.3	24.6	23.9	13.3	18.9	18.4
<b>Loudoun County</b>	24.7	24.3	25.8	17.1	22.4	22.1
<b>Manassas City</b>	21.3	20.5	24.7	11.6	17.5	17.6
<b>Manassas Park City</b>	18.6	29.1	27.7	12.1	20.3	19.9
<b>Montgomery County</b>	17.7	24.7	25.9	13.2	21.4	23.2
<b>Prince George's County</b>	23.5	24.5	24.7	14.8	16.5	16.8
<b>Prince William County</b>	22.8	28.8	29.2	15.1	20.4	21.9

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

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

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



# FY 2013 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	19.8
<b>Arlington County</b>	0	22	22	100.0%	n/a	19.3
<b>Fairfax County</b>	0	138	138	100.0%	n/a	22.1
<b>Falls Church City</b>	0	1	1	100.0%	n/a	21.0
<b>Loudoun County</b>	53	0	53	0.0%	21.1	0.0
<b>Manassas City</b>	0	5	5	100.0%	n/a	22.0
<b>Manassas Park City</b>	0	1	1	100.0%	n/a	25.2
<b>Montgomery County</b>	0	133	133	100.0%	n/a	19.1
<b>Prince George's County</b>	0	145	145	100.0%	n/a	22.4
<b>Prince William County</b>	0	57	57	100.0%	n/a	23.4

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

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

# Cost Per Pupil

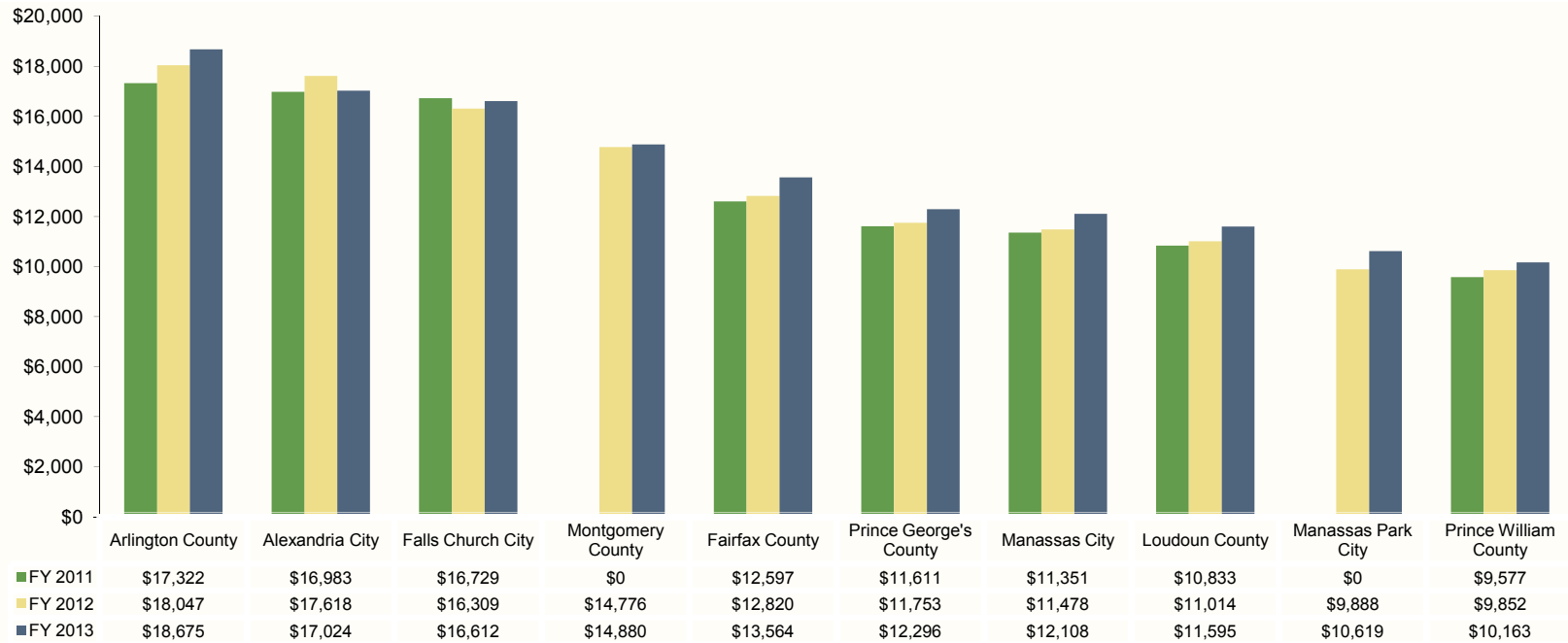
School Division	FY 2011 Approved	FY 2012 Approved	FY 2013 Approved
<b>Arlington County</b>	\$17,322	\$18,047	\$18,675
<b>Alexandria City</b>	\$16,983	\$17,618	\$17,024
<b>Falls Church City</b>	\$16,729	\$16,309	\$16,612
<b>Montgomery County</b>	n/a <sup>1</sup>	\$14,776	\$14,880
<b>Fairfax County</b>	\$12,597	\$12,820	\$13,564
<b>Prince George's County</b>	\$11,611	\$11,753	\$12,296
<b>Manassas City</b>	\$11,351	\$11,478	\$12,108
<b>Loudoun County</b>	\$10,833	\$11,014	\$11,595
<b>Manassas Park City</b>	n/a <sup>2</sup>	\$9,888	\$10,619
<b>Prince William County</b>	\$9,577	\$9,852	\$10,163

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

<sup>1</sup> Montgomery County Public Schools did not participate in the WABE Guide in FY 2011.

<sup>2</sup> Manassas Park City Public Schools started participating in the WABE Guide in FY 2012.

# Cost Per Pupil



NOTE: Prince George's County revised the FY 2012 cost per pupil on October 24, 2011.

# FY 2013 Authorized Position Definitions<sup>1</sup>

(for charts on pages 34 - 37)

## School-Based Positions

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

## Nonschool-Based Positions

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

## Leadership Team/Cabinet

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

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

# FY 2013 Authorized Positions

## School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
<b>School-Based Positions</b>					
Teachers	1,228.6	2,210.5	15,210.3	201.3	5,223.4
School-Based Administrators <sup>1</sup>	51.0	108.5	647.5	10.1	283.0
Educational Specialists	157.8	34.8	499.0	12.7	110.2
Instructional Assistants	182.9	536.5	3,004.2	64.7	1,254.6
Nonmanagement/All Others <sup>1</sup>	185.9	440.2	2,833.3	45.6	1,043.3
<b>Total School-Based Positions</b>	<b>1,806.2</b>	<b>3,330.4</b>	<b>22,194.3</b>	<b>334.4</b>	<b>7,914.5</b>
<b>Nonschool-Based Positions</b>					
Leadership Team	5.0	9.0	19.0	3.0	8.0
Technical/Support	59.1	90.5	723.3	9.0	120.8
Management	26.0	55.5	150.0	7.5	100.0
Educational Specialists	28.8	48.4	124.5	1.5	22.0
Office Support Staff	35.3	59.0	230.3	3.5	148.5
Custodial/Maintenance	27.3	84.5	401.0	2.0	202.0
<b>Total Nonschool-Based Positions</b>	<b>181.5</b>	<b>346.9</b>	<b>1,648.1</b>	<b>26.5</b>	<b>601.2</b>
<b>TOTAL AUTHORIZED POSITIONS<sup>2</sup></b> <b>(School Based + Non-School Based)</b>	<b>1,987.7</b>	<b>3,677.3</b>	<b>23,842.4</b>	<b>360.9</b>	<b>8,515.7</b>
<b>Other Operating Fund Positions<sup>3</sup></b>	116.9	167.5	1,692.0	12.8	876.5
<b>Total Non-Operating Fund Positions<sup>4</sup></b>	196.4	202.4	422.5	10.5	516.0

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 2013 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	600.4	210.0	11,612.3	8,689.1	5,729.9
School-Based Administrators <sup>1</sup>	25.0	10.0	521.0	550.5	263.9
Educational Specialists	22.0	10.0	153.9	443.0	77.8
Instructional Assistants	108.0	30.0	2,538.4	1,404.1	655.6
Nonmanagement/All Others <sup>1</sup>	136.2	38.0	2,248.2	1,988.1	1,123.8
<b>Total School-Based Positions</b>	<b>891.6</b>	<b>298.0</b>	<b>17,073.8</b>	<b>13,074.8</b>	<b>7,850.9</b>
<b>Nonschool-Based Positions</b>					
Leadership Team	2.0	2.0	19.0	20.0	12.0
Technical/Support	8.5	5.0	482.7	227.0	162.8
Management	11.0	7.0	235.8	170.0	121.3
Educational Specialists	0.0	0.0	181.8	219.5	222.9
Office Support Staff	14.4	8.0	300.8	348.1	137.7
Custodial/Maintenance	10.0	4.0	477.2	350.0	245.0
<b>Total Nonschool-Based Positions</b>	<b>45.9</b>	<b>26.0</b>	<b>1,697.3</b>	<b>1,334.6</b>	<b>901.7</b>
<b>TOTAL AUTHORIZED POSITIONS<sup>2</sup></b> <b>(School Based + Non-School Based)</b>	<b>937.5</b>	<b>324.0</b>	<b>18,771.1</b>	<b>14,409.4</b>	<b>8,752.6</b>
<b>Other Operating Fund Positions<sup>3</sup></b>	92.3	42.0	2,062.9	1,290.3	878.8
<b>Total Non-Operating Fund Positions<sup>4</sup></b>	1.6	29.0	37.0	1,310.9	627.9

Note: Numbers may not add due to rounding.

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

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

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

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

# FY 2013 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
<b>Administrators</b>					
Principals	23.0	36.0	195.0	4.0	82.0
Assistant Principals	25.0	46.5	373.0	3.9	114.0
Guidance Directors	2.0	8.0	53.0	1.0	14.0
Student Activity Directors	1.0	3.0	25.0	1.2	0.0
Other	0.0	15.0	1.5	0.0	73.0
<b>Nonmanagement / All Others</b>					
School Office Staff	56.5	180.2	1,092.2	13.8	380.4
Custodial Staff	63.6	200.5	1,381.0	22.5	511.5
Noninstructional Specialists	6.5	13.3	197.1	2.8	46.0
Security <sup>1</sup>	25.3	19.0	163.0	3.0	15.0
Other	34.0	27.2	0.0	3.5	90.4

<sup>1</sup> Arlington County Public Schools has 19 school resource assistants. Additional security is provided by the Arlington County Police Department.

# FY 2013 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	203.0	211.0	91.0
Assistant Principals	13.0	4.0	283.0	264.0	114.0
Guidance Directors	2.0	1.0	0.0	0.0	27.0
Student Activity Directors	1.0	1.0	0.0	14.5	11.0
Other	1.0	0.0	35.0	61.0	43.4
<b>Nonmanagement / All Others</b>					
School Office Staff	63.5	10.0	674.2	527.0	503.7
Custodial Staff	51.5	20.0	1,271.0	1,022.1	444.9
Noninstructional Specialists	6.0	1.0	0.0	0.0	82.5
Security <sup>1</sup>	6.0	0.0	212.0	237.0	59.3
Other	9.2	7.0	91.0	0.0	39.1

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



# FY 2013 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	Step 9 + Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
<b>Alexandria City<sup>1</sup></b>	197	7.25	\$46,773	\$72,734	\$53,651	\$70,808	\$106,197	\$15.94	\$26.62
<b>Arlington County</b>	194 <sup>2</sup>	7.50	\$47,282 <sup>3</sup>	\$72,997	\$52,130 <sup>3</sup>	\$71,982 <sup>3</sup>	\$109,078 <sup>3,5</sup>	\$15.03 <sup>3</sup>	\$29.84 <sup>3</sup>
			\$44,788 <sup>4</sup>		\$49,380 <sup>4</sup>	\$68,185 <sup>4</sup>	\$103,324 <sup>4,5</sup>	\$14.24 <sup>4</sup>	\$28.26 <sup>4</sup>
<b>Fairfax County</b>	194	7.50	\$45,161	\$64,813	\$50,739	\$58,303	\$96,039	\$13.97	\$28.93
<b>Falls Church City</b>	191 <sup>6</sup>	7.50	\$44,290	\$66,252	\$49,440	\$62,388	\$99,443	\$14.68	\$27.00
<b>Loudoun County</b>	194	7.50	\$45,167	\$60,875	\$50,602	\$54,040	\$100,072	\$15.05	\$28.10
<b>Manassas City</b>	195	7.50	\$44,564	\$60,850	\$49,564	\$54,197	\$98,021	\$15.19	\$26.58
<b>Manassas Park City<sup>7,8</sup></b>	195	7.50	\$42,799	\$58,479	\$48,799	\$55,758	\$102,775	\$14.50	\$29.12
<b>Montgomery County</b>	193	8.00	\$46,410	\$74,855	\$51,128	\$67,723	\$103,634	\$17.01	\$27.35
<b>Prince George's County</b>	192	7.50	\$44,799	\$63,566	\$51,413	\$63,020	\$91,752	\$14.45	\$27.40
<b>Prince William County</b>	195	7.50	\$44,048	\$58,893	\$49,299	\$58,895	\$100,427	\$14.10	\$28.81

<sup>1</sup> For Alexandria City Public Schools, an additional 21 hours was added for FY 2012 to teacher contracts; however, this additional time is not reflected in the daily hours per day.

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

<sup>3</sup> Retirement eligible.

<sup>4</sup> Non-retirement eligible.

<sup>5</sup> Teachers in Career Advancement Program (CAP) follow a different salary schedule. Maximum teacher salary is \$114,528 in CAP-1 (retirement eligible) and \$120,253 in CAP-2 (retirement eligible); maximum teacher salary is \$108,487 in CAP-1 (non-retirement eligible) and \$113,910 in CAP-2 (non-retirement eligible).

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

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

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

# FY 2013 Salary Information

## Bus Driver and School Board Salaries

School Division	Bus Driver Salary		School Board		
	Beginning Hourly	Maximum Hourly	Members	Member Salary	Chairperson Salary
<b>Alexandria City</b>	\$17.42	\$29.08	9	\$15,000	\$17,000
<b>Arlington County<sup>1</sup></b>	\$18.42-\$22.59 <sup>2</sup>	\$29.84-\$36.49 <sup>2</sup>	5	\$22,040	\$24,080
	\$17.45-\$21.40 <sup>3</sup>	\$28.26-\$34.57 <sup>3</sup>			
<b>Fairfax County</b>	\$17.63	\$31.05	12	\$20,000	\$22,000
<b>Falls Church City</b>	\$17.43	\$32.06	7	\$3,600	\$6,000
<b>Loudoun County</b>	\$17.17	\$32.20	9	\$20,000	\$22,000
<b>Manassas City</b>	\$17.58	\$30.77	7	\$6,000	\$7,100
<b>Manassas Park City</b>	\$16.81	\$30.27	5	\$3,000	\$3,500
<b>Montgomery County</b>	\$16.36	\$25.96	7	\$18,500	\$22,500
<b>Prince George's County</b>	\$16.68	\$30.35	9	\$18,000	\$19,000
<b>Prince William County</b>	\$15.40	\$31.47	8	\$12,000	\$13,100

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

<sup>2</sup> Retirement eligible.

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

# Student Demographics

School Division	2010-2011 Graduation Information			FY 2012 Actual Free or Reduced Price Lunch Eligibility	
	% of Graduates Going on to Postsecondary Education	2011 Cohort Graduation Rate <sup>1,2</sup>	2011 Cohort Dropout Rate <sup>1</sup>	Students Eligible	Percent of District Enrollment
<b>Alexandria City</b>	96.0%	79.2%	15.1%	6,916	56.1%
<b>Arlington County</b>	89.6%	87.6%	9.7%	6,835	31.0%
<b>Fairfax County</b>	94.6%	91.4%	5.9%	46,117	25.9%
<b>Falls Church City</b>	93.8%	97.1%	0.5%	151	7.1%
<b>Loudoun County</b>	92.9%	95.3%	2.6%	10,063	15.3%
<b>Manassas City</b>	61.0%	77.2%	13.0%	3,653	51.4%
<b>Manassas Park City</b>	79.0%	84.8%	8.1%	1,670	54.9%
<b>Montgomery County</b>	90.6%	0.0%	7.4%	47,365	32.3%
<b>Prince George's County</b>	78.9%	n/a	n/a	71,506	
<b>Prince William County</b>	85.3%	88.2%	6.3%	30,296	37.0%

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

<sup>2</sup> Montgomery County also provided graduation information based on a 4-year adjusted cohort.

# SAT Scores

## School Year 2011-2012

School Division	Average Math	Average Critical Reading <sup>1</sup>	Average Writing	Total	Percent of Seniors Taking Tests
Alexandria City	477	485	474	1436	65.0%
Arlington County	556	550	534	1641	72.0%
Fairfax County	567	550	542	1659	73.1%
Falls Church City	596	575	563	1734	57.0%
Loudoun County	535	531	524	1590	80.0%
Manassas City	494	485	475	1454	36.0%
Manassas Park City	505	488	489	1482	42.0%
Montgomery County	561	545	545	1651	71.0%
Prince George's County	425	436	421	1283	44.5%
Prince William County	500	503	487	1490	57.4%

<sup>1</sup> Formerly verbal.

# Teacher Cost Comparison

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

School Division	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$97,728	\$108,510
Arlington County	\$92,128	\$101,885
Fairfax County	\$95,389	\$95,152
Falls Church City	\$91,673	\$93,193
Loudoun County	\$94,645	\$89,628
Manassas City	\$89,409	\$84,392
Manassas Park City	\$90,027	\$82,096
Montgomery County	\$93,187	\$105,645
Prince George's County	\$91,497	\$89,740
Prince William County	\$91,391	\$83,804

# Salary and Benefits Summary

## Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$72,734</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,564
Retirement				
VRS Retirement	11.66%	\$7,579	11.66%	\$8,481
VRS Life Insurance	0.48%	\$312	0.48%	\$349
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$807
Life Insurance	0.00%	\$0	0.00%	\$0
Health Insurance: POS - Family Coverage Name: United Health Care	28.13%	\$18,283	25.14%	\$18,283
Dental/Vision	1.17%	\$761	1.05%	\$761
<b>Total Benefits</b>	<b>50.20%</b>	<b>\$32,629</b>	<b>47.08%</b>	<b>\$34,245</b>
<b>Total Salary and Benefits</b>		<b>\$97,629</b>		<b>\$106,979</b>

# Salary and Benefits Summary

## Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$72,997</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,584
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$8,511
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$810
401(a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$292
Life Insurance	1.19%	\$774	1.19%	\$869
Health Insurance: POS - Family Coverage Name: CIGNA	18.87%	\$12,267	16.81%	\$12,267
Dental	0.85%	\$554	0.76%	\$554
<b>Total Benefits</b>	<b>41.74%</b>	<b>\$27,128</b>	<b>39.57%</b>	<b>\$28,888</b>
<b>Total Salary and Benefits</b>		<b>\$92,128</b>		<b>\$101,885</b>

# Salary and Benefits Summary

## Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$64,813</b>
<b>Benefits</b>				
Social Security Retirement	7.65%	\$4,973	7.65%	\$4,958
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$7,557
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$719
Employees' Supplementary Retirement System of Fairfax County (ERFC)	5.34%	\$3,471	5.34%	\$3,461
Life Insurance	0.87%	\$566	0.87%	\$564
Health Insurance: POS - Family Coverage Name: CareFirst BC/BS PPO	18.88%	\$12,273	18.94%	\$12,273
Dental/Vision	1.24%	\$806	1.24%	\$806
<b>Total Benefits</b>	<b>46.75%</b>	<b>\$30,389</b>	<b>46.81%</b>	<b>\$30,339</b>
<b>Total Salary and Benefits</b>		<b>\$95,389</b>		<b>\$95,152</b>



# Salary and Benefits Summary

## Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$66,250</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,068
Retirement				
Virginia Retirement System (VRS) Tier 2	11.66%	\$7,579	11.66%	\$7,725
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$735
Life Insurance	1.19%	\$774	1.19%	\$788
Health Insurance: POS - Family Coverage Name: United Health Care	19.42%	\$12,626	19.06%	\$12,626
<b>Total Benefits</b>	<b>41.03%</b>	<b>\$26,673</b>	<b>40.67%</b>	<b>\$26,943</b>
<b>Total Salary and Benefits</b>		<b>\$91,673</b>		<b>\$93,193</b>

# Salary and Benefits Summary

## Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$60,875</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,657
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$7,098
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$676
Life Insurance	1.19%	\$774	1.19%	\$724
Health Insurance: POS - Family Coverage Name: CIGNA	22.36%	\$14,532	23.87%	\$14,532
Dental/Vision	1.64%	\$1,066	1.75%	\$1,066
<b>Total Benefits</b>	<b>45.61%</b>	<b>\$29,645</b>	<b>47.23%</b>	<b>\$28,753</b>
<b>Total Salary and Benefits</b>		<b>\$94,645</b>		<b>\$89,628</b>

# Salary and Benefits Summary

## Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$60,850</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,655
Retirement Pension	11.66%	\$7,579	11.66%	\$7,095
Retiree Health Credit	1.11%	\$722	1.11%	\$675
Life Insurance	0.48%	\$312	0.48%	\$292
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage 250 (Local Choice)	16.65%	\$10,824	17.79%	\$10,824
<b>Total Benefits</b>	<b>37.55%</b>	<b>\$24,409</b>	<b>38.69%</b>	<b>\$23,542</b>
<b>Total Salary and Benefits</b>		<b>\$89,409</b>		<b>\$84,392</b>

# Salary and Benefits Summary

## Manassas Park City Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$58,479</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,474
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$6,819
VRS Retiree Health	1.11%	\$722	1.11%	\$649
Life Insurance	1.19%	\$774	1.19%	\$696
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage Expanded	16.89%	\$10,980	18.78%	\$10,980
<b>Total Benefits</b>	<b>38.50%</b>	<b>\$25,027</b>	<b>40.39%</b>	<b>\$23,617</b>
<b>Total Salary and Benefits</b>		<b>\$90,027</b>		<b>\$82,096</b>

# Salary and Benefits Summary

## Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$74,855</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$5,726
Retirement				
State Retirement & Pension System of Maryland	13.29%	\$8,639	13.29%	\$9,948
Local Pension	5.42%	\$3,523	5.42%	\$4,057
Life Insurance	0.05%	\$31	0.05%	\$36
Health Insurance: POS - Family Coverage Name:United Health Care POS	15.82%	\$10,281	13.73%	\$10,281
Dental/Vision	1.14%	\$741	0.99%	\$741
<b>Total Benefits</b>	<b>43.37%</b>	<b>\$28,187</b>	<b>41.13%</b>	<b>\$30,790</b>
<b>Total Salary and Benefits</b>		<b>\$93,187</b>		<b>\$105,645</b>

<sup>1</sup> The local pension amounts includes the supplemental pension amount.

# Salary and Benefits Summary

## Prince George's County Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$63,566</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,863
Retirement				
State Retirement & Pension System of Maryland	13.29%	\$8,639	13.29%	\$8,448
Life Insurance	1.62%	\$1,053	1.62%	\$1,030
Health Insurance: POS - Family Coverage Name: Carefirst Blue Cross Blue Shield	15.95%	\$10,365	16.31%	\$10,365
Dental/Vision	2.26%	\$1,468	2.31%	\$1,468
<b>Total Benefits</b>	<b>40.76%</b>	<b>\$26,497</b>	<b>41.18%</b>	<b>\$26,174</b>
<b>Total Salary and Benefits</b>		<b>\$91,497</b>		<b>\$89,740</b>

# Salary and Benefits Summary

## Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2013 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2013 Annual Employer Cost for Average Teacher Salary
<b>Salary</b>		<b>\$65,000</b>		<b>\$58,800</b>
<b>Benefits</b>				
Social Security	7.65%	\$4,973	7.65%	\$4,498
Retirement				
Virginia Retirement System (VRS)	11.66%	\$7,579	11.66%	\$6,856
VRS Health Care Credit	1.11%	\$722	1.11%	\$653
403(b) Max 2% after 15 years	0.76%	\$494	0.76%	\$447
Life Insurance	1.19%	\$774	1.19%	\$700
Health Insurance: POS - Family Coverage Name: Anthem BC/BS Enhanced POS	18.23%	\$11,850	20.15%	\$11,850
<b>Total Benefits</b>	<b>40.60%</b>	<b>\$26,391</b>	<b>42.52%</b>	<b>\$25,004</b>
<b>Total Salary and Benefits</b>		<b>\$91,391</b>		<b>\$83,804</b>

# FY 2013 Compensation Accounts

School Division	Full-Time Position Salaries	Other Compensation <sup>1</sup>	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
<b>Alexandria City</b>	\$134,078,679	\$8,885,241	\$50,383,275	\$193,347,195	(\$3,857,469)
<b>Arlington County</b>	\$268,444,877	\$20,099,677	\$90,409,771	\$378,954,325	(\$3,580,349)
<b>Fairfax County</b>	\$1,374,263,036	\$119,887,989	\$641,734,198	\$2,135,885,223	(\$38,151,572)
<b>Falls Church City</b>	\$22,039,600	\$1,790,400	\$8,877,700	\$32,707,700	\$0 <sup>2</sup>
<b>Loudoun County</b>	\$468,903,182	\$30,973,803	\$207,580,798	\$707,457,783	(\$10,600,000)
<b>Manassas City</b>	\$55,420,068	\$2,489,552	\$19,816,884	\$77,726,504	(\$1,385,188)
<b>Manassas Park City</b>	\$15,882,547	\$2,584,561	\$8,845,598	\$27,312,706	\$0 <sup>3</sup>
<b>Montgomery County</b>	\$1,362,001,506	\$72,435,318	\$525,701,924	\$1,960,138,748	(\$27,778,521)
<b>Prince George's County</b>	\$959,176,075	\$83,995,143	\$333,359,673	\$1,376,530,891	\$0
<b>Prince William County</b>	\$512,840,239	\$25,913,038	\$189,897,527	\$728,650,804	(\$7,286,508)

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

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

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



# Benefit Expense Distribution

## Percent Paid by District

School Division	Retirement				Health Insurance			Disability Insurance	
	Life Insurance	State <sup>1</sup> Prior 7/1/2012	State <sup>1</sup> Post 7/1/2012	Other	'Point of Service' Family	'HMO' Family	Dental Insurance	Short-term	Long-term
<b>Alexandria City</b>	48.0%	71.9%	71.9%	0.0%	68.0%	75.0%	65.0%	100.0%	0.0%
<b>Arlington County</b>	100.0%	72.0%	72.0%	50.0%	62.0%	68.0%	30.0%	100.0%	0.0%
<b>Fairfax County</b>	73.0%	88.8%	71.9%	64.0%	75.0%	75.0%	70.0%	100.0%	0.0%
<b>Falls Church City</b>	100.0%	94.4%	71.9%	11.9%	75.0%	75.0%	0.0%	100.0%	0.0%
<b>Loudoun County</b>	100.0%	77.5%	71.9%	n/a	77.5%	n/a	included in health	100.0%	0.0%
<b>Manassas City</b>	40.0%	94.4%	71.9%	0.0%	66.0%	61.0%	60.0%	0.0%	100.0%
<b>Manassas Park City</b>	100.0%	94.4%	71.9%	n/a	58.0%	65.0%	included in health	0.0%	40.0%
<b>Montgomery County</b>	90.0%	n/a <sup>2</sup>	0.0%	0.0%	90.0%	95.0%	90.0%	0.0%	0.0%
<b>Prince George's County</b>	100.0%	n/a <sup>2</sup>	13.3%	n/a	80.0% <sup>3</sup>	n/a	80.0% <sup>3</sup>	0.0%	0.0%
<b>Prince William County</b>	100.0%	94.4%	71.9%	0.0%	61.0%	70.0%	included in health	0.0%	0.0%

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

<sup>2</sup> VRS mandate does not apply to Maryland school systems.

<sup>3</sup> Prince George's County Public Schools pays 80.0% for employees with more than 8 years of service and 75.0% for employees with less than 8 years.