

# The Washington Area Boards of Education



**FY 2024 WABE Guide**

**November 2023**

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# Alexandria City Public Schools

- Alexandria City Public Schools (ACPS) serves more than 15,700 students from more than 119 countries and who speak 124 languages. ACPS' 18 schools include two middle schools, two K-8 schools, one pre-K school, and the internationally recognized Alexandria City High School. ACPS is committed to putting racial equity at the heart of all decisions and ensuring that each and every student succeeds.
- ACHS' Class of 2023 included 898 graduates who walked across the stage in June 2023 to receive their diplomas.
- 419 seniors (43% of the Class of 2023) graduated with an Advanced Studies Diploma.
- ACPS saw increases in division performance in annual Standards of Learning (SOL) in the areas of mathematics, science, writing and history/social sciences and a consistent pass rate in reading, when compared to the previous school year.
- The Scholarship Fund of Alexandria awarded scholarships totaling \$627,000 to 208 graduates, many of which are renewable throughout four years of study. Twenty Titan athletes signed letters of intent to compete in collegiate athletics in 10 sports.
- Two ACHS Class of 2023 students were among the 400 Amazon Future Engineer Scholarship recipients who received a \$40,000 scholarship to study computer science or engineering in the fall of 2023.
- Students in the class of 2023 were awarded at least \$3,889,363 in scholarships from colleges, universities, non-profit organizations, and corporations such as Questbridge, ROTC, Akerson Family, EOA, Amazon, Del Ray Business Association, Chic Fil-A.
- The ACHS girls' volleyball team won the 2022 Volleyball State Championship. This is the first ACHS team to win a district, regional, and state championship.
- For the second year in a row, the ACHS Titan Robotics 5587 won the prestigious Inspiration and Recognition of Science and Technology (FIRST) Impact Award at the Chesapeake District Championships held at George Mason University.
- In March 2023, ACHS students won the coveted Virginia Education Association Barbara Johns Youth Award for Human Relations and Civil Rights for the documentary "They Are All Honored Here."
- ACPS achieved the highest form of recognition in governmental accounting and financial reporting.
- ACPS received 21st Century Community Learning Center grants to facilitate the ACPS Linking Instruction Nurturing Knowledge (LINK) Club, the division's after-school program serving students based on socio-economic and academic needs.
- The National Institutes of Health awarded ACPS a \$497,830 grant to provide an after-school STEM experience focusing on under-served middle school students to explore high-tech health equipment and health sciences careers.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$20,511 |
| Average Teacher Salary                       | \$90,290 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 15,786   |
| Percent ESOL Enrollment                      | 36.2%    |
| Percent Free/Reduced Price Meal Eligible     | 54.4%    |
| Percent Special Education Enrollment         | 13.4%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 61       |
| Percent Increase/(Decrease) from 2023 Actual | 0.4%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 13       |
| Middle                                       | 2        |
| Traditional (K-8)                            | 2        |
| Secondary and High Schools                   | 1        |
| Special Education                            | 0        |
| Alternative                                  | 2        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 76.0%    |
| State  | 18.2%    |
| All Other Sources                            | 5.8%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 89.3%    |
| Nonschool-Based                              | 10.7%    |

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

**Budget Link:** <https://www.acps.k12.va.us/departments/financial-services/budget>

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# Arlington Public Schools

- Arlington Public Schools (APS) is the recipient of the prestigious Medallion of Excellence Award present by the U.S. Senate Productivity and Quality Awards for Virginia and the District of Columbia.
- All schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2023 Washington Post Challenge Index listed all APS high schools in the top two percent in the U.S.
- Niche ranked APS the #1 Best Place to Teach in Virginia and the #2 Best School Division in Virginia.
- APS is the only district in Virginia in which every preschool slot funded with state dollars is matched and filled with a student.
- APS has more than 220 National Board-Certified Teachers (NBCT) and is in the top 25 nationally for the number of new NBCTs.
- APS students outscored their peers both nationally and at the state level on SAT and ACT scores and IB Pass Rates.
- Over 81 percent of graduating seniors completed at least one AP or IB course.
- APS has a 95 percent graduation rate for students in the three comprehensive high schools.
- Approximately 65 percent of APS graduates earned an advance diploma.
- Ninety-two percent of the Class of 2023 plan to continue post-secondary education.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$24,612 |
| Average Teacher Salary                       | \$92,118 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 27,426   |
| Percent ESOL Enrollment                      | 19.7%    |
| Percent Free/Reduced Price Meal Eligible     | 31.5%    |
| Percent Special Education Enrollment         | 15.0%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 725      |
| Percent Increase/(Decrease) from 2023 Actual | 2.6%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 25       |
| Middle                                       | 6        |
| Traditional (K-8)                            | 0        |
| Secondary and High Schools                   | 5        |
| Special Education                            | 2        |
| Alternative                                  | 3        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 76.6%    |
| State  | 15.1%    |
| All Other Sources                            | 8.3%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 90.8%    |
| Nonschool-Based                              | 9.2%     |

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

**Budget Link:** <https://www.apsva.us/budget/>

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## City of Fairfax Public Schools

- Since 1962, the City of Fairfax School Board has contracted with Fairfax County Public Schools (FCPS) for the delivery of educational services. The City School Board owns and is responsible for its school buildings, 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) Katherine Johnson Middle School, often recognized for the rigor of its academic program, completed an extensive renovation in the spring of 2008. KJMS 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. KJMS was recently recognized by the U.S. Department of Education as a National Green School and has been a Virginia Naturally School for ten 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](http://cityoffairfaxschools.org)

**Budget Link:** [https://www.cityoffairfaxschools.org/apps/pages/index.jsp?uREC\\_ID=1662459&type=d&pREC\\_ID=1812343](https://www.cityoffairfaxschools.org/apps/pages/index.jsp?uREC_ID=1662459&type=d&pREC_ID=1812343)

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# Fairfax County Public Schools

- Fairfax County Public Schools (FCPS) is the nation's 12th largest school division.
- The FCPS Strategic Plan 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 2022 as the nation's Best High School. Additionally, TJHSST was ranked sixth for the best science, technology, engineering, and math (STEM) school. The following FCPS high schools: Langley, McLean, Marshall, Oakton, Madison, Woodson, and West Springfield were also included in the top 10 schools in Virginia.
- In 2023, Sangster Elementary, Spring Hill Elementary, Thomas Jefferson High for Science and Technology, and Westbriar Elementary, received the Virginia Board of Education Highest Achievement Award. Schools recognized for highest achievement were "Accredited" and demonstrated high levels of success across all school quality indicators, including narrowing of achievement gaps.
- Twenty-one FCPS schools earned the 2023 Board of Education Continuous Improvement Award.
- Ninety-seven percent of FCPS schools, compared to 89 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2021-2022 school year.
- In 2023, 238 FCPS students from 18 high schools were named semifinalists, and eight students from two FCPS schools were winners in National Merit Scholarship Program after taking the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the largest employer in Fairfax County, with 25,175 full-time employees.
- The FCPS bus fleet is one of the largest in the U.S., transporting more than 130,000 students on over 1,625 buses each day.
- FCPS has more than 28 million square feet of school buildings and office space, including 187 schools that have earned ENERGY STAR® certification at least one time.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$19,795 |
| Average Teacher Salary                       | \$86,026 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 179,795  |
| Percent ESOL Enrollment                      | 18.8%    |
| Percent Free/Reduced Price Meal Eligible     | 33.4%    |
| Percent Special Education Enrollment         | 15.5%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 157      |
| Percent Increase/(Decrease) from 2023 Actual | 0.1%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 142      |
| Middle                                       | 23       |
| Traditional (K-8)                            | 0        |
| Secondary and High Schools                   | 25       |
| Special Education                            | 7        |
| Alternative                                  | 2        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 67.8%    |
| State  | 26.6%    |
| All Other Sources                            | 5.6%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 92.4%    |
| Nonschool-Based                              | 7.6%     |

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

**Budget Link:** <https://www.fcps.edu/sites/default/files/media/pdf/FY-2024-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 established in 1949.
- All five FCCPS schools are fully accredited:
  - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
  - Mount Daniel Elementary (K-2)
  - Oak Street Elementary (3-5)
  - Mary Ellen Henderson Middle (6-8)
  - Meridian High (9-12)
- FCCPS is one of the few school divisions in the nation to offer The International Baccalaureate (IB) Programmes PreK-12 and is an IB Continuum School Division.
- FCCPS recently completed a state of the art, \$120 million high school building.
- FCCPS consistently scores above state and national averages on standardized tests. Overall FCCPS SOL results pass rates for the 2022-2023 school year are:
  - Math 89 percent - Tied #1 (in VA)
  - Writing 89 percent - Tied #1
  - Reading 92 percent - #1
  - History 88 percent - #2
  - Science 85 percent - #3
- The FCCPS student body is multi-cultural with students speaking over 30 native languages.
- Historical Accomplishments
  - FCCPS is a pioneer in Virginia school divisions, providing 6 weeks of paid parental leave for employees with a new child (2024).
  - 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 2024 Cost Per Pupil                       | \$23,735 |
| Average Teacher Salary                       | \$92,130 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 2,534    |
| Percent ESOL Enrollment                      | 6.1%     |
| Percent Free/Reduced Price Meal Eligible     | 11.2%    |
| Percent Special Education Enrollment         | 14.0%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 18       |
| Percent Increase/(Decrease) from 2023 Actual | 0.7%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 2        |
| Middle                                       | 1        |
| Traditional (K-8)                            | 0        |
| Secondary and High Schools                   | 1        |
| Special Education                            | 1        |
| Alternative                                  | 0        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 80.4%    |
| State  | 15.8%    |
| All Other Sources                            | 3.8%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 91.4%    |
| Nonschool-Based                              | 8.6%     |

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

**Budget Link:** <https://www.fccps.org/o/fccps/page/fccps-budget>

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# Loudoun County Public Schools

- The Class of 2023 graduated 6,356 seniors. Seventy percent reported that they will be attending a four-year college, while 17 percent will attend a two-year school. More than 2,000 graduates accepted almost \$33 million in scholarships.
- LCPS (Loudoun County Public Schools) earned the 2023 ENERGY STAR Partner of the Year Award for Sustained Excellence from the U.S. Environmental Protection Agency (EPA) and the U.S. Department of Energy for the 12th year. LCPS is one of 74 organizations to receive this award for energy management and the only school system with 12 years as a Sustained Excellence Partner.
- All 17 LCPS middle schools have received the Schools to Watch designation from the National Forum to Accelerate Middle School Reform.
- The College Achievement and Multicultural Program for Unique Students (CAMPUS), an LCPS academic and college preparatory program that is designed to remove barriers to higher education, particularly for students who will be the first in their families to attend college, celebrated its 20th anniversary.
- The renovated and restored Douglass High School was rededicated as the Historic Douglass High School Education and Development Campus in May, 2023. The restored 1941 portion of the building houses community partner offices and features a rotating collection of historic photographs, memorabilia and other exhibits honoring the rich legacy of past and present generations who helped ensure African American children in Loudoun County could receive an accredited secondary education.
- The new Dual Language Immersion program launched, serving kindergartners at Sanders Corner and Potowmack Elementary Schools in a 50/50 model with Spanish as the partner language.
- Two high schools are in the process of becoming authorized International Baccalaureate (IB) World Schools. Heritage and Loudoun Valley High Schools are candidate schools for the Diploma Programme, and are pursuing authorization as an IB World School.
- Loudoun Valley High School was chosen as one of 16 high schools across the nation to receive the prestigious First Amendment Press Freedom Award for 2023. This marked the second year in a row that Loudoun Valley was recognized.
- Rock Ridge High School received the designation of Premier Community for Theatre Education by the Educational Theatre Association (EdTA) for its commitment to theatre education. Rock Ridge High School was one of 25 schools nationwide to receive this designation, and the only school in Virginia.
- For the second year in a row, the Lightridge High School Academic Team has earned the VHSL State Scholastic Bowl Class 4 Champion title.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$19,905 |
| Average Teacher Salary                       | \$85,369 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 82,233   |
| Percent ESOL Enrollment                      | 13.8%    |
| Percent Free/Reduced Price Meal Eligible     | 21.0%    |
| Percent Special Education Enrollment         | 12.3%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 828      |
| Percent Increase/(Decrease) from 2023 Actual | 1.0%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 61       |
| Middle                                       | 17       |
| Traditional (K-8)                            | 0        |
| Secondary and High Schools                   | 18       |
| Special Education                            | 0        |
| Alternative                                  | 2        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 68.1%    |
| State  | 29.0%    |
| All Other Sources                            | 3.0%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 91.7%    |
| Nonschool-Based                              | 8.3%     |

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

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

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# Manassas City Public Schools

- Baldwin Elementary School is a Project Lead the Way Distinguished School. Dr. Laura Goldzung, former Baldwin principal and now Director of Instruction for MCPS, was also named the 2021-22 PLTW National Administrator of the Year. Project Lead the Way is also offered in grades 5-12.
- A K-12 CTE & STEM program is offered in all schools. Some of the Osbourn High School programs include Cyber Security, Engineering, Auto Technology, Cosmetology, and a variety of business courses.
- MCPS offers an Integrated Math and Science Program and an Integrated Humanities Program grades 7-10. Algebra 1, Geometry, and World Language are offered at the middle school level for high school credit.
- Osbourn High School serves as a Governor's STEM Academy, the first in the Greater Prince William region, with specialized pathways in Facility and Mobile Equipment Maintenance, Cybersecurity, and Engineering Technology.
- Osbourn High School is a Grammy Award winner as well as 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.
- 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.
- Early learners are afforded the opportunity to participate in the Virginia Pre-School Initiative through a traditional half-day program at each MCPS elementary school.
- Robotics, VEX, SeaPerch, and "It's Academic" teams promote high-level independent thinking and essential teamwork skills.
- Band, Orchestra, and Chorus are offered beginning in 5th grade, and Guitar is offered beginning in 7th grade.
- Metz Middle School was the first school in Northern Virginia to be Nearpod Certified for its successful implementation of the interactive learning platform.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$16,340 |
| Average Teacher Salary                       | \$79,250 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 7,760    |
| Percent ESOL Enrollment                      | 36.8%    |
| Percent Free/Reduced Price Meal Eligible     | N/A*     |
| Percent Special Education Enrollment         | 12.0%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 139      |
| Percent Increase/(Decrease) from 2023 Actual | 1.8%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 5        |
| Middle                                       | 3        |
| Traditional (K-8)                            | 0        |
| Secondary and High Schools                   | 1        |
| Special Education                            | 0        |
| Alternative                                  | 0        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 42.0%    |
| State  | 54.5%    |
| All Other Sources                            | 3.6%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 90.2%    |
| Nonschool-Based                              | 9.8%     |

\* All MCPS are Community Eligible Provision (CEP) schools and provide breakfast and lunch at no cost.

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

Budget Link: <https://www.mcpsva.org/Domain/81>

Dr. Kevin Newman  
8700 Centreville Road, Suite 400  
Manassas, Virginia 20110

# Manassas Park City Schools

- MPCS is committed to engaging students through powerful learning experiences!
- A 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.
- Serve the medical needs of the uninsured, MPCS partners with George Mason University and surrounding health care providers to offer the Mason and Partners (MAP) 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 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.
- 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.
- The city's diversity extends into the school system where students come from 52 countries around the world.
- MPCS participates in the Regional Governor's School @ Innovation Park.
- Manassas Park High School offers a Certified Nursing Assistant program as part of its Career and Technical Education program. Students can now take a track to graduate with a certificate to become a CNA.
- Manassas Park City Schools launched a new five-year strategic plan to engage all students in powerful and meaningful learning experiences.
- MPCS has a K-8 curriculum to teach social and emotional learning to all students.
- MPCS recently partnered with the City to install new safety and security upgrades in all school buildings including enhanced security cameras, access controls, and ballistics materials.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$15,205 |
| Average Teacher Salary                       | \$70,385 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 3,504    |
| Percent ESOL Enrollment                      | 37.4%    |
| Percent Free/Reduced Price Meal Eligible     | N/A*     |
| Percent Special Education Enrollment         | 16.4%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | -153     |
| Percent Increase/(Decrease) from 2023 Actual | -4.4%    |
| <b>Schools</b>                               |          |
| Elementary                                   | 2        |
| Middle                                       | 1        |
| Traditional (K-8)                            | 0        |
| Secondary and High Schools                   | 1        |
| Special Education                            | 0        |
| Alternative                                  | 0        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 26.7%    |
| State  | 68.8%    |
| All Other Sources                            | 4.6%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 90.3%    |
| Nonschool-Based                              | 9.7%     |

\*All MPCS are Community Eligible Provision (CEP) schools and provide breakfast and lunch at no cost.

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

**Budget Link:** [https://cdns5-ss20.sharpschool.com/UserFiles/Servers/Server\\_337027/File/Departments/Financial%20Services/FY24%20Supts%20Approved%20Budget.pdf](https://cdns5-ss20.sharpschool.com/UserFiles/Servers/Server_337027/File/Departments/Financial%20Services/FY24%20Supts%20Approved%20Budget.pdf)

**Dr. Melissa Saunders**  
**One Park Center Court, Suite A**  
**Manassas Park, Virginia 20111**

## Montgomery County Public Schools

Montgomery County Public Schools is unable to participate in the FY 2024 WABE Guide.

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

**Budget Link:** [https://www2.montgomeryschoolsmd.org/siteassets/district/departments/budget/fy2024/fy2024\\_summarybudget\\_final.pdf](https://www2.montgomeryschoolsmd.org/siteassets/district/departments/budget/fy2024/fy2024_summarybudget_final.pdf)

Dr. Monifa McKnight  
850 Hungerford Drive  
Rockville, Maryland 20850

# Prince George's County Public Schools

Prince George County Public Schools is unable to participate in the FY 2024 WABE Guide.

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

**Budget Link:** <https://www.pgcps.org/globalassets/offices/budget-and-management-services/docs---budget/fy2024/fy-2024-board-of-education-requested-annual-operating-budget-book.pdf>

Millard House II  
14201 School Lane  
Upper Marlboro, MD 20772

# Prince William County Public Schools

- Ninety-three percent of schools in PWCS earned Virginia accreditation for the 2021-22 school year based on recent performance measures, according to Virginia Department of Education (VDOE). Annual accreditation was waived for all Virginia public schools for the 2020-21 school year due to the cancellation of spring 2020 state assessments.
- 2023 graduates were awarded more than \$119 million in scholarships, an 87% increase between 2021 and 2023.
- Fifty-three percent of PWCS graduates in 2021-22 earned at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination.
- Forty-six percent of graduates in 2021-22 earned advanced exam credit or dual enrollment.
- PWCS had 1,209 summa cum laude graduates in 2022-23 with a class size of 6,091.
- The Virginia Board of Education awarded one school in Prince William County the Highest Achievement Award under the board's Exemplar School Recognition Program. Four schools were awarded the Continuous Improvement Award.
- There were close to 200 active National Board-Certified Teachers (NBCTs) working in the Division during the 2022-23 school year. PWCS ranks second in Virginia as one of the top five school divisions statewide for total number of NBCTs.
- PWCS School Food and Nutrition Services served 14.5 million meals during the 2022-23 school year.
- The Division implemented a one-to-one technology initiative in 2020-21. Approximately 90,000 laptops, as well as thousands of mobile broadband devices, were distributed to provide equitable access to digital devices for students. In addition, PWCS also partnered with Comcast to provide free home broadband to families in need of support.
- In fall of 2023, PWCS will implement safety screening technology in all middle, high and nontraditional schools.
- In 2022, PWCS partnered with Paper to provide all students with unlimited tutoring, 7 days a week, at no cost to families.

## Highlights at a Glance

|  |          |
|--|----------|
| FY 2024 Cost Per Pupil                       | \$16,390 |
| Average Teacher Salary                       | \$78,834 |
| <b>2023 Actual Enrollment</b>                |          |
| Total Enrollment                             | 91,346   |
| Percent ESOL Enrollment                      | 21.0%    |
| Percent Free/Reduced Price Meal Eligible     | 30.9%    |
| Percent Special Education Enrollment         | 13.2%    |
| <b>2024 Approved Enrollment</b>              |          |
| Number Increase/(Decrease) from 2023 Actual  | 1,210    |
| Percent Increase/(Decrease) from 2023 Actual | 1.3%     |
| <b>Schools</b>                               |          |
| Elementary                                   | 62       |
| Middle                                       | 17       |
| Traditional (K-8)                            | 3        |
| Secondary and High Schools                   | 13       |
| Special Education                            | 1        |
| Alternative                                  | 1        |
| <b>Sources of Revenue</b>                    |          |
| Local  | 45.8%    |
| State  | 48.6%    |
| All Other Sources                            | 5.5%     |
| <b>Authorized Positions</b>                  |          |
| School-Based                                 | 90.3%    |
| Nonschool-Based                              | 9.7%     |

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

**Budget Link:** [https://www.pwcs.edu/departments/finance/budget/budget\\_updates/index](https://www.pwcs.edu/departments/finance/budget/budget_updates/index)

**Dr. LaTanya McDade**  
14715 Bristow Road  
Manassas, Virginia 20112

## FY 2023 Actual Enrollment<sup>1</sup>

| School Division                      | Preschool | Head Start | Kindergarten | Grades 1-12 | Special Education<br>Level 2<br>(50% or more<br>of the time) | Total<br>Enrollment |
|--------------------------------------|-----------|------------|--------------|-------------|--|---------------------|
| <b>Alexandria City</b> <sup>2</sup>  | 306       | 0          | 1,330        | 13,795      | 355  | 15,786              |
| <b>Arlington County</b> <sup>3</sup> | 987       | 0          | 1,921        | 23,081      | 1,437  | 27,426              |
| <b>Fairfax County</b> <sup>4</sup>   | 2,687     | 1,663      | 11,121       | 149,997     | 14,327   | 179,795             |
| <b>Falls Church City</b>             | 73        | 0          | 133          | 2,250       | 78   | 2,534               |
| <b>Loudoun County</b>                | 940       | 99         | 5,128        | 73,714      | 2,352  | 82,233              |
| <b>Manassas City</b>                 | 345       | 0          | 582          | 6,595       | 238  | 7,760               |
| <b>Manassas Park City</b>            | 137       | 0          | 220          | 3,078       | 69   | 3,504               |
| <b>Prince William County</b>         | 1,777     | 395        | 6,032        | 80,720      | 2,422  | 91,346              |

<sup>1</sup> Actual enrollment date used for special education 12/1, Head Start 3/31, and all others 9/30.

<sup>2</sup> Alexandria City Public Schools district does not include Head Start as it is a City program.

<sup>3</sup> Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services. FY 2023 includes PreK dual-enrolled students.

<sup>4</sup> Fairfax County Public Schools enrollment does not include students served at adult high school, private school, homeschool, or through contract services.



## FY 2024 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</b>              | 355 <sup>1</sup> | 0          | 1,343        | 13,790      | 359   | 15,847           |
| <b>Arlington County<sup>2</sup></b> | 1,221            | 0          | 2,142        | 22,375      | 2,413   | 28,151           |
| <b>Fairfax County<sup>3</sup></b>   | 2,956            | 1,861      | 11,204       | 149,131     | 14,800  | 179,952          |
| <b>Falls Church City</b>            | 70               | 0          | 159          | 2,245       | 78  | 2,552            |
| <b>Loudoun County</b>               | 964              | 100        | 5,324        | 74,321      | 2,352   | 83,061           |
| <b>Manassas City</b>                | 471              | 0          | 582          | 6,608       | 238   | 7,899            |
| <b>Manassas Park City</b>           | 140              | 0          | 220          | 2,922       | 69  | 3,351            |
| <b>Prince William County</b>        | 1,911            | 397        | 5,932        | 81,641      | 2,675   | 92,556           |

<sup>1</sup> Alexandria City Public Schools district does not include Head Start as it is a City program.

<sup>2</sup> Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services. FY 2024 includes PreK dual-enrolled students.

<sup>3</sup> Fairfax County Public Schools enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

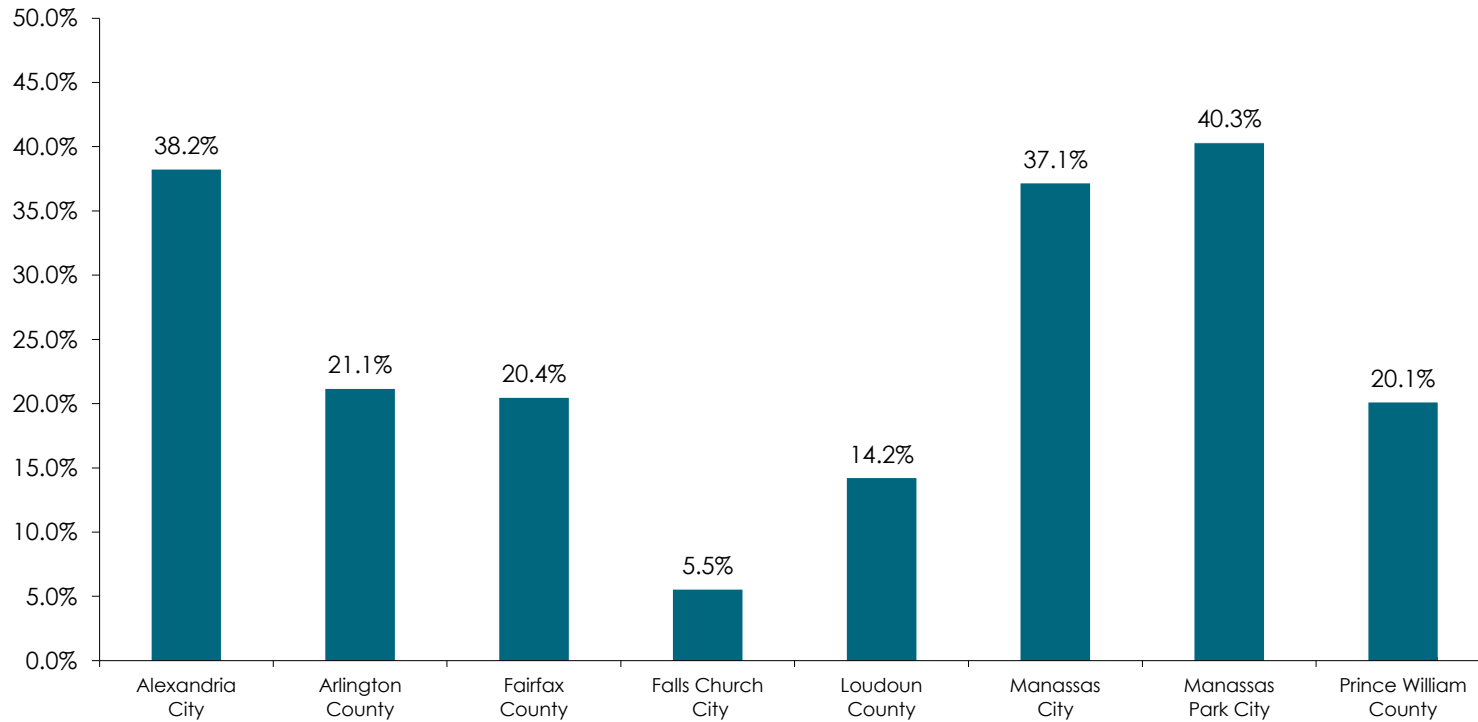
## English for Speakers of Other Languages (ESOL) Students<sup>1</sup>

| School Division                   | FY 2023 Actual Enrollment | FY 2024 Approved Budget | Percentage of FY 2023 Enrollment | Percentage of FY 2024 Enrollment |
|-----------------------------------|---------------------------|-------------------------|----------------------------------|----------------------------------|
| <b>Alexandria City</b>            | 5,713                     | 6,057                   | 36.2%                            | 38.2%                            |
| <b>Arlington County</b>           | 5,390                     | 5,951                   | 19.7%                            | 21.1%                            |
| <b>Fairfax County<sup>2</sup></b> | 33,806                    | 36,790                  | 18.8%                            | 20.4%                            |
| <b>Falls Church City</b>          | 154                       | 141                     | 6.1%                             | 5.5%                             |
| <b>Loudoun County</b>             | 11,321                    | 11,795                  | 13.8%                            | 14.2%                            |
| <b>Manassas City</b>              | 2,854                     | 2,933                   | 36.8%                            | 37.1%                            |
| <b>Manassas Park City</b>         | 1,309                     | 1,350                   | 37.4%                            | 40.3%                            |
| <b>Prince William County</b>      | 19,158                    | 18,601                  | 21.0%                            | 20.1%                            |

<sup>1</sup> 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.

<sup>2</sup> Fairfax County Public Schools district includes students with L1-L4 services.

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



## Schools and Centers

| School Division                    | Elementary | Middle | Traditional (K-8) | Secondary | High | Special Education | Alternative | Total |
|------------------------------------|------------|--------|-------------------|-----------|------|-------------------|-------------|-------|
| <b>Alexandria City<sup>1</sup></b> | 13         | 2      | 2                 | 0         | 1    | 0                 | 2           | 20    |
| <b>Arlington County</b>            | 25         | 6      | 0                 | 1         | 4    | 2                 | 3           | 41    |
| <b>Fairfax County</b>              | 142        | 23     | 0                 | 3         | 22   | 7                 | 2           | 199   |
| <b>Falls Church City</b>           | 2          | 1      | 0                 | 0         | 1    | 1                 | 0           | 5     |
| <b>Loudoun County</b>              | 61         | 17     | 0                 | 0         | 18   | 0                 | 2           | 98    |
| <b>Manassas City</b>               | 5          | 3      | 0                 | 0         | 1    | 0                 | 0           | 9     |
| <b>Manassas Park City</b>          | 2          | 1      | 0                 | 0         | 1    | 0                 | 0           | 4     |
| <b>Prince William County</b>       | 62         | 17     | 3                 | 0         | 13   | 1                 | 1           | 97    |

<sup>1</sup> Alexandria City Public Schools traditionally includes K-8 Patrick Henry and Prek-8 schools Jefferson-Houston. Total does not include the Northern Virginia Juvenile Detention Center.

## FY 2023 Actual Special Education Enrollment

| Unduplicated Special Education Enrollment |           |         |                                     |        |  |
|---|-----------|---------|-------------------------------------|--------|--|
| School Division                           | Preschool | Level 1 | Level 2<br>(50% or more<br>of time) | Total  | Total Special<br>Education<br>Services |
| <b>Alexandria City</b>                    | 202       | 1,565   | 355                                 | 2,122  | N/A                                    |
| <b>Arlington County<sup>2</sup></b>       | 291       | 2,377   | 1,437                               | 4,105  | 5,241                                  |
| <b>Fairfax County<sup>3</sup></b>         | 2,687     | 10,926  | 14,327                              | 27,940 | 48,305                                 |
| <b>Falls Church City<sup>1</sup></b>      | 33        | 251     | 72                                  | 356    | Data not available                     |
| <b>Loudoun County</b>                     | 641       | 7,093   | 2,352                               | 10,086 | 12,510                                 |
| <b>Manassas City<sup>1</sup></b>          | 77        | 629     | 228                                 | 934    | Data not available                     |
| <b>Manassas Park City</b>                 | 30        | 449     | 96                                  | 575    | 536                                    |
| <b>Prince William County<sup>1</sup></b>  | 979       | 8,649   | 2,422                               | 12,050 | Data not available                     |

<sup>1</sup> Falls Church City, Manassas City, and Prince William County public schools do not report a duplicated special education student count.

<sup>2</sup> Arlington County Public Schools district's preschool special education enrollment includes dual enrolled students and students receiving preschool special education community-based services.

<sup>3</sup> Fairfax County Public Schools enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

## FY 2024 Approved Special Education Enrollment

| School Division                          | Unduplicated Special Education Enrollment |         |                               |        | Total Special Education Services |
|--|---|---------|-------------------------------|--------|----------------------------------|
|  | Preschool                                 | Level 1 | Level 2 (50% or more of time) | Total  |                                  |
| <b>Alexandria City</b>                   | 193                                       | 1,586   | 359                           | 2,138  | N/A                              |
| <b>Arlington County<sup>2</sup></b>      | 402 <sup>4</sup>                          | 2,170   | 2,413                         | 4,985  | 5,771                            |
| <b>Fairfax County<sup>3</sup></b>        | 2,956                                     | 10,495  | 14,800                        | 28,251 | 47,773                           |
| <b>Falls Church City<sup>1</sup></b>     | 33  | 251     | 72                            | 356    | Data not available               |
| <b>Loudoun County</b>                    | 644                                       | 7,802   | 2,352                         | 10,798 | 13,385                           |
| <b>Manassas City<sup>1</sup></b>         | 77  | 629     | 228                           | 934    | Data not available               |
| <b>Manassas Park City</b>                | 38  | 468     | 99                            | 605    | 536                              |
| <b>Prince William County<sup>1</sup></b> | 1,037                                     | 8,729   | 2,675                         | 12,441 | Data not available               |

<sup>1</sup> Falls Church City, Manassas City, and Prince William County public schools do not report a duplicated special education student count.

<sup>2</sup> Arlington County Public Schools district's preschool special education enrollment does not include dual enrolled students but includes students receiving preschool special education community-based services.

<sup>3</sup> Fairfax County Public Schools enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

## FY 2024 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 2024 Approved Fund Expenditures

| School Division              | Operating Fund <sup>1</sup>  | Construction Fund | Debt Service  | Food Fund     | Other Governmental Funds <sup>2</sup> | Total Expenditures <sup>3</sup> |
|------------------------------|------------------------------|-------------------|---------------|---------------|---------------------------------------|---------------------------------|
| <b>Alexandria City</b>       | \$340,594,909                | \$58,707,600      | \$32,220,940  | \$12,600,871  | \$6,719,156                           | \$450,843,476                   |
| <b>Arlington County</b>      | \$682,543,990                | \$42,299,996      | \$64,881,485  | \$13,815,415  | \$36,575,009                          | \$840,115,895                   |
| <b>Fairfax County</b>        | \$3,530,884,048 <sup>4</sup> | \$232,570,043     | \$202,390,303 | \$135,643,195 | \$49,986,784                          | \$4,151,474,372                 |
| <b>Falls Church City</b>     | \$61,067,930                 | \$643,000         | \$10,156,720  | \$1,382,794   | \$2,310,700                           | \$75,561,144                    |
| <b>Loudoun County</b>        | \$1,698,849,094              | \$165,395,377     | \$146,530,543 | \$51,663,825  | \$10,002,000                          | \$2,072,440,839                 |
| <b>Manassas City</b>         | \$130,882,205                | \$3,000,000       | \$788,566     | \$4,323,801   | \$0                                   | \$138,994,572                   |
| <b>Manassas Park City</b>    | \$49,873,100                 | \$3,143,000       | \$4,744,474   | \$2,629,179   | \$387,795                             | \$60,777,549                    |
| <b>Prince William County</b> | \$1,513,334,657              | \$511,850,479     | \$109,963,456 | \$53,500,000  | \$5,479,518                           | \$2,194,128,110                 |

<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> Governmental Funds only - excludes Proprietary and Fiduciary Funds.

<sup>4</sup> Fairfax County Public Schools operating fund excludes transfers to other funds of \$38.0 million.



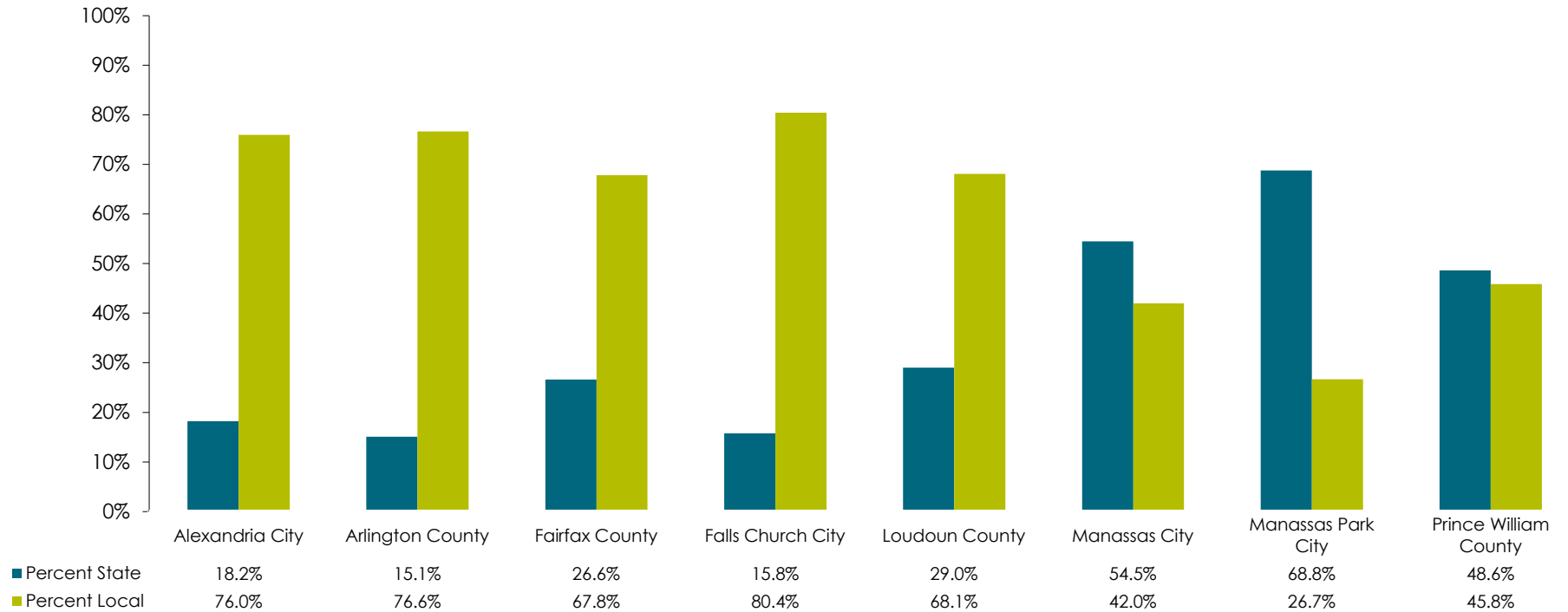
## FY 2024 Sources of Revenue School Operating Fund<sup>1</sup>

| 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 <sup>2</sup> | \$10,762,101 | 3.2%             | \$62,154,452  | 18.2%            | \$258,686,800   | 76.0%            | \$8,722,578       | 2.6%             | \$268,979    | 0.1%             | \$340,594,910   |
| Arlington County             | \$11,668,252 | 1.7%             | \$103,091,088 | 15.1%            | \$522,917,659   | 76.6%            | \$41,600,791      | 6.1%             | \$3,266,200  | 0.5%             | \$682,543,990   |
| Fairfax County               | \$90,675,892 | 2.5%             | \$950,428,816 | 26.6%            | \$2,419,409,875 | 67.8%            | \$28,106,217      | 0.8%             | \$80,261,709 | 2.2%             | \$3,568,882,509 |
| Falls Church City            | \$629,343    | 1.0%             | \$9,645,180   | 15.8%            | \$49,101,420    | 80.4%            | \$450,000         | 0.7%             | \$1,241,987  | 2.0%             | \$61,067,930    |
| Loudoun County               | \$26,224,966 | 1.5%             | \$492,563,286 | 29.0%            | \$1,156,127,376 | 68.1%            | \$12,000,000      | 0.7%             | \$11,933,466 | 0.7%             | \$1,698,849,094 |
| Manassas City                | \$4,088,003  | 3.1%             | \$71,277,061  | 54.5%            | \$54,923,391    | 42.0%            | \$0               | 0.0%             | \$593,750    | 0.5%             | \$130,882,205   |
| Manassas Park City           | \$2,130,100  | 4.3%             | \$34,294,268  | 68.8%            | \$13,300,000    | 26.7%            | \$0               | 0.0%             | \$148,732    | 0.3%             | \$49,873,100    |
| Prince William County        | \$42,380,640 | 2.8%             | \$745,402,904 | 48.6%            | \$702,475,165   | 45.8%            | \$33,887,303      | 2.2%             | \$8,307,931  | 0.5%             | \$1,532,453,943 |

<sup>1</sup> 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.

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

## FY 2024 Sources of Revenue Percent of Total Operating Fund



## FY 2024 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             | \$884,300,000                   | \$258,686,800  | 29.3%                               | \$32,220,940  | 3.6%                                | \$290,907,740                                       | 32.9%                               |
| Arlington County            | \$1,497,267,897                 | \$545,857,580  | 36.5%                               | \$62,369,155  | 4.2%                                | \$608,226,735                                       | 40.6%                               |
| Fairfax County <sup>1</sup> | \$5,107,622,345                 | \$2,435,009,875  | 47.7%                               | \$200,028,432   | 3.9%                                | \$2,635,038,307                                     | 51.6%                               |
| Falls Church City           | \$119,162,643                   | \$49,617,567   | 41.6%                               | \$10,156,720  | 8.5%                                | \$59,774,287  | 50.2%                               |
| Loudoun County              | \$2,397,567,824                 | \$1,139,827,376  | 47.5%                               | \$146,530,543   | 6.1%                                | \$1,286,357,919                                     | 53.7%                               |
| Manassas City               | \$155,966,450                   | \$57,923,391   | 37.1%                               | \$788,566   | 0.5%                                | \$58,711,957  | 37.6%                               |
| Manassas Park City          | \$69,447,605                    | \$13,300,000   | 19.2%                               | \$4,744,474   | 6.8%                                | \$18,044,474  | 26.0%                               |
| Prince William County       | \$1,645,632,990                 | \$702,475,165  | 42.7%                               | \$107,445,640   | 6.5%                                | \$809,920,805                                       | 49.2%                               |

<sup>1</sup> Fairfax County Public Schools includes \$15.6 million for infrastructure replacement and upgrades.

## FY 2024 Approved Staffing Ratios Base Teacher Staffing Ratio

| School Division                      | Kindergarten | Elementary   | Middle / Intermediate | Secondary / High |
|--------------------------------------|--------------|--|-----------------------|------------------|
| <b>Alexandria City</b> <sup>1</sup>  | 22.0         | Grades 1-2 24.0<br>Grades 3-5 26.0                 | N/A                   | N/A              |
| <b>Arlington County</b> <sup>2</sup> | 23.0         | Grade 1 20.0<br>Grades 2-3 22.0<br>Grades 4-5 24.0 | 25.2                  | 25.9             |
| <b>Fairfax County</b> <sup>3,4</sup> | 25.0         |  | 27.9                  | 31.0             |
| <b>Falls Church City</b>             | 22.0         | Grades 1-2 22.0<br>Grades 3-5 24.0                 | 24.0                  | 24.0             |
| <b>Loudoun County</b>                | 23.0         |  | 22.0                  | 23.7             |
| <b>Manassas City</b>                 | 22.0         | Grades 1-3 22.0<br>Grade 4 28.0                    | 28.0                  | 28.0             |
| <b>Manassas Park City</b>            | 19.1         | Grades 1-3 22.0<br>Grades 4-5 25.0                 | 25.0                  | 25.0             |
| <b>Prince William County</b>         | 24.0         | Grades 1-3 24.0<br>Grades 4-5 25.0                 | 21.0                  | 21.3             |

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

<sup>2</sup> Arlington County Public Schools core staffing for middle/intermediate and secondary/high schools provide 4.0 core positions to the number of teams per grade level. More information can be found at <https://www.apsva.us/wp-content/uploads/sites/57/2023/08/FY-2024-Adopted-Planning-Factors.pdf>

<sup>3</sup> Fairfax County Public Schools staffing ratios 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 2024 Approved Budget.

<sup>4</sup> Fairfax County Public Schools elementary ratio is 24, 25, or 26 based on enrollment in grades 1- 6.

## FY 2024 Average Class Size<sup>1</sup>

| School Division                    | Students per Classroom Teacher <sup>2</sup> |                       |                  | Students per Teacher-Scale Position <sup>3</sup> |                       |                  |
|------------------------------------|---|-----------------------|------------------|--|-----------------------|------------------|
|                                    | Elementary                                  | Middle / Intermediate | Secondary / High | Elementary                                       | Middle / Intermediate | Secondary / High |
| <b>Alexandria City<sup>4</sup></b> | 15.7  | 20.8                  | 25.7             | 9.6  | 14.7                  | 18.5             |
| <b>Arlington County</b>            | 21.4  | 19.2                  | 19.7             | 9.5  | 14.7                  | 16.2             |
| <b>Fairfax County<sup>5</sup></b>  | 21.1  | 24.7                  | 25.3             | 13.9   | 19.7                  | 20.3             |
| <b>Falls Church City</b>           | 21.4  | 21.4                  | 23.7             | 11.2   | 14.8                  | 16.4             |
| <b>Loudoun County</b>              | 21.4  | 21.6                  | 24.1             | 12.7   | 17.5                  | 19.6             |
| <b>Manassas City</b>               | 21.4  | 23.2                  | 25.4             | 10.2   | 15.2                  | 16.8             |
| <b>Manassas Park City</b>          | 22.0  | 21.5                  | 27.7             | 10.2   | 15.1                  | 20.8             |
| <b>Prince William County</b>       | 20.3  | 25.5                  | 26.8             | 13.8   | 19.1                  | 20.4             |

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

<sup>2</sup> Classroom teachers are positions used to determine class size.

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

<sup>4</sup> 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.

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

## FY 2024 Kindergarten Students Per Teacher<sup>1</sup>

| School Division              | Number of Schools Offering Full-Day Kindergarten <sup>2</sup> |       |            | Classroom Teacher |
|------------------------------|---|-------|------------|-------------------|
|                              | Full-Day  | Total | % Full-Day | Full-Day          |
| <b>Alexandria City</b>       | 14  | 14    | 100.0%     | 20.3              |
| <b>Arlington County</b>      | 25  | 25    | 100.0%     | 20.0              |
| <b>Fairfax County</b>        | 138   | 138   | 100.0%     | 22.0              |
| <b>Falls Church City</b>     | 1   | 1     | 100.0%     | 19.9              |
| <b>Loudoun County</b>        | 61  | 61    | 100.0%     | 21.8              |
| <b>Manassas City</b>         | 5   | 5     | 100.0%     | 20.1              |
| <b>Manassas Park City</b>    | 1   | 1     | 100.0%     | 21.8              |
| <b>Prince William County</b> | 62  | 62    | 100.0%     | 21.2              |

<sup>1</sup> Excludes Pre-K teachers and students and self-contained special education teachers and students.

<sup>2</sup> All participating divisions offer 100% full day programs.

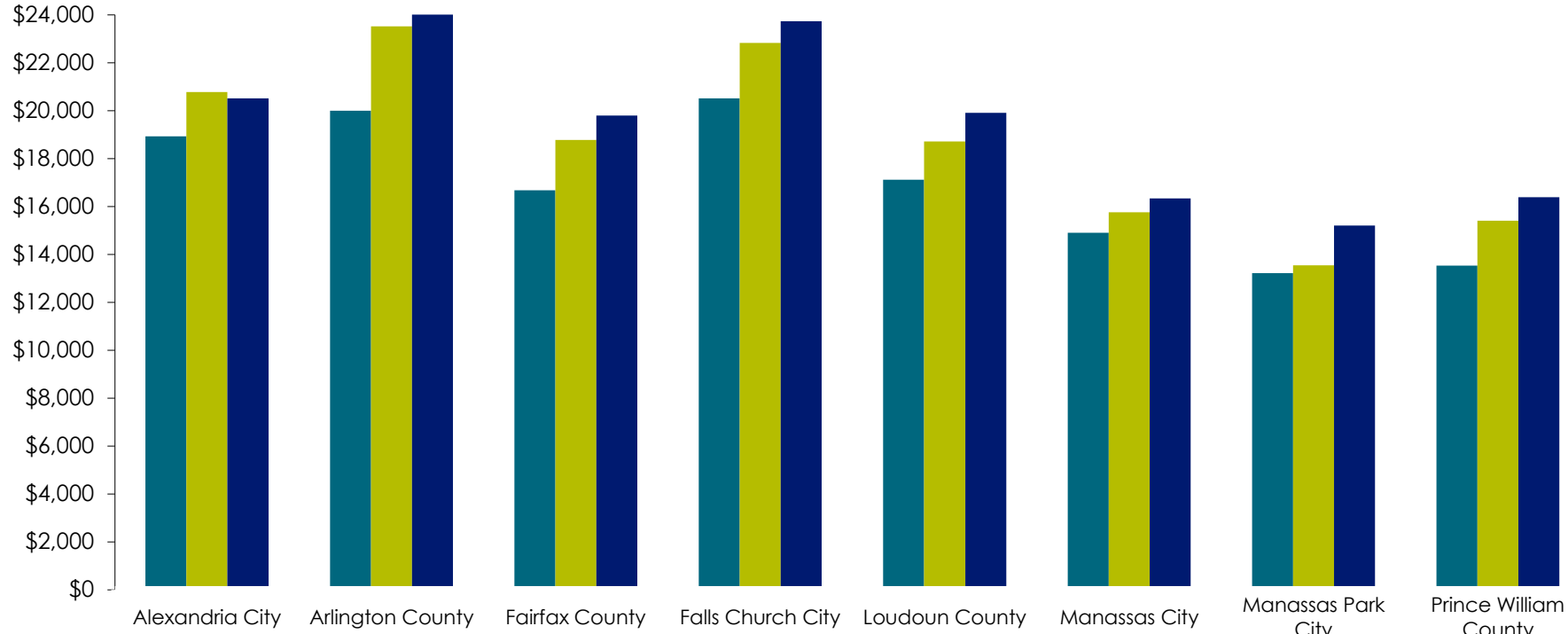
## Cost Per Pupil<sup>1</sup>

| School Division       | FY 2022<br>Approved <sup>2</sup> | FY 2023<br>Approved | FY 2024<br>Approved |
|-----------------------|----------------------------------|---------------------|---------------------|
| Alexandria City       | \$18,921                         | \$20,777            | \$20,511            |
| Arlington County      | \$20,000                         | \$23,521            | \$24,612            |
| Fairfax County        | \$16,674                         | \$18,772            | \$19,795            |
| Falls Church City     | \$20,515                         | \$22,826            | \$23,735            |
| Loudoun County        | \$17,120                         | \$18,719            | \$19,905            |
| Manassas City         | \$14,899                         | \$15,755            | \$16,340            |
| Manassas Park City    | \$13,212                         | \$13,546            | \$15,205            |
| Prince William County | \$13,536                         | \$15,406            | \$16,390            |

<sup>1</sup> 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.

<sup>2</sup> Excludes federal stimulus funding.

# Cost Per Pupil



|                    |          |          |          |          |          |          |          |          |
|--------------------|----------|----------|----------|----------|----------|----------|----------|----------|
| ■ FY 2022 Approved | \$18,921 | \$20,000 | \$16,674 | \$20,515 | \$17,120 | \$14,899 | \$13,212 | \$13,536 |
| ■ FY 2023 Approved | \$20,777 | \$23,521 | \$18,772 | \$22,826 | \$18,719 | \$15,755 | \$13,546 | \$15,406 |
| ■ FY 2024 Approved | \$20,511 | \$24,612 | \$19,795 | \$23,735 | \$19,905 | \$16,340 | \$15,205 | \$16,390 |



## **FY 2024 Authorized Position Definitions** **(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, school counselors, librarians, homebound teachers under contract, music, physical education, and itinerant teachers.
- School-Based Administrators: Includes principals, assistant principals, student services 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: Includes 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: Includes nonschool-based clerical staff.
- Custodial/Maintenance: Includes nonschool-based custodial, maintenance, print shop, and warehouse employees.

### **Leadership Team/Cabinet**

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

## FY 2024 Authorized Positions<sup>1</sup> School Operating Fund

|   | Alexandria<br>City | Arlington<br>County | Fairfax<br>County | Falls Church<br>City | Loudoun<br>County |
|---|--------------------|---------------------|-------------------|----------------------|-------------------|
| <b>School-Based Positions</b>                         |                    |                     |                   |                      |                   |
| Teachers  | 1,420.2            | 2,842.3             | 16,109.7          | 240.9                | 7,515.0           |
| School-Based Administrators <sup>2</sup>              | 82.0               | 131.2               | 727.0             | 15.0                 | 415.5             |
| Educational Specialists                               | 203.2              | 140.9               | 700.4             | 17.0                 | 265.0             |
| Instructional Assistants                              | 240.0              | 710.5               | 3,274.2           | 64.4                 | 1,585.6           |
| Nonmanagement/All Others <sup>2</sup>                 | 223.8              | 578.7               | 2,797.6           | 48.8                 | 1,392.1           |
| <b>Total School-Based Positions</b>                   | <b>2,169.2</b>     | <b>4,403.5</b>      | <b>23,608.8</b>   | <b>386.1</b>         | <b>11,173.2</b>   |
| <b>Nonschool-Based Positions</b>                      |                    |                     |                   |                      |                   |
| Leadership Team                                       | 22.0               | 12.0                | 21.0              | 3.0                  | 7.0               |
| Technical/Support                                     | 74.5               | 121.9               | 946.7             | 11.0                 | 216.0             |
| Management  | 70.0               | 107.0               | 183.0             | 14.0                 | 287.5             |
| Educational Specialists                               | 47.0               | 68.0                | 198.5             | 0.0                  | 38.0              |
| Office Support Staff                                  | 28.9               | 62.8                | 184.5             | 2.5                  | 158.8             |
| Custodial/Maintenance                                 | 18.0               | 72.0                | 404.0             | 6.0                  | 300.0             |
| <b>Total Nonschool-Based Positions</b>                | <b>260.4</b>       | <b>443.6</b>        | <b>1,937.7</b>    | <b>36.5</b>          | <b>1,007.2</b>    |
| <b>TOTAL AUTHORIZED POSITIONS<sup>3</sup></b>         | <b>2,429.6</b>     | <b>4,847.2</b>      | <b>25,546.5</b>   | <b>422.6</b>         | <b>12,180.4</b>   |
| <b>(School Based + Nonschool Based)</b>               |                    |                     |                   |                      |                   |
| <b>Other Operating Fund Positions<sup>4</sup></b>     | 158.0              | 243.0               | 1,642.3           | 30.0                 | 787.5             |
| <b>Total Non-Operating Fund Positions<sup>5</sup></b> | 266.7              | 158.1               | 522.0             | 18.6                 | 465.0             |

<sup>1</sup> Numbers may not add due to rounding.

<sup>2</sup> See page 36 for further details.

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

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

<sup>5</sup> Includes all positions funded in Other Funds.

## FY 2024 Authorized Positions<sup>1</sup> School Operating Fund

|   | Manassas<br>City  | Manassas<br>Park City | Prince William<br>County |
|---|-------------------|-----------------------|--------------------------|
| <b>School-Based Positions</b>                         |                   |                       |                          |
| Teachers  | 617.9             | 274.0                 | 7,295.5                  |
| School-Based Administrators <sup>2</sup>              | 28.0              | 12.0                  | 335.2                    |
| Educational Specialists                               | 42.0              | 9.0                   | 312.6                    |
| Instructional Assistants                              | 117.0             | 61.0                  | 1,077.3                  |
| Nonmanagement/All Others <sup>2</sup>                 | 155.3             | 32.0                  | 1,606.9                  |
| <b>Total School-Based Positions</b>                   | <b>960.2</b>      | <b>388.0</b>          | <b>10,627.5</b>          |
| <b>Nonschool-Based Positions</b>                      |                   |                       |                          |
| Leadership Team                                       | 1.0               | 1.0                   | 17.0                     |
| Technical/Support<br>Management                       | 19.0              | 9.0                   | 215.5                    |
| Educational Specialists                               | 31.0              | 12.7                  | 376.0                    |
| Office Support Staff                                  | 23.0              | 13.0                  | 101.5                    |
| Custodial/Maintenance                                 | 18.6              | 4.9                   | 150.0                    |
|   | 11.8              | 1.0                   | 281.0                    |
| <b>Total Nonschool-Based Positions</b>                | <b>104.3</b>      | <b>41.6</b>           | <b>1,141.0</b>           |
| <b>TOTAL AUTHORIZED POSITIONS<sup>3</sup></b>         | <b>1,064.5</b>    | <b>429.6</b>          | <b>11,768.5</b>          |
| <b>(School Based + Nonschool Based)</b>               |                   |                       |                          |
| <b>Other Operating Fund Positions<sup>4</sup></b>     | 95.6 <sup>6</sup> | 74.0                  | 835.7                    |
| <b>Total Non-Operating Fund Positions<sup>5</sup></b> | 0.0               | 33.0                  | 720.6                    |

<sup>1</sup> Numbers may not add due to rounding.

<sup>2</sup> See page 37 for further details.

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

<sup>4</sup> Includes bus drivers, bus drivers' aides, and cafeteria staff.

<sup>5</sup> Includes all positions funded in Other Funds.

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

## FY 2024 School-Based Positions - Details

|                                   | Alexandria City <sup>1</sup> | Arlington County | Fairfax County <sup>3</sup> | Falls Church City | Loudoun County <sup>4</sup> |
|-----------------------------------|------------------------------|------------------|-----------------------------|-------------------|-----------------------------|
| <b>Administrators</b>             |                              |                  |                             |                   |                             |
| Principals                        | 19.0                         | 40.0             | 199.0                       | 4.0               | 98.0                        |
| Assistant Principals              | 54.0                         | 63.0             | 446.0                       | 6.0               | 150.0                       |
| Student Services Directors        | 6.0                          | 9.0              | 54.0                        | 1.0               | 21.0                        |
| Student Activity Directors        | 3.0                          | 3.0              | 25.0                        | 1.0               | 0.0                         |
| Other                             | 0.0                          | 16.2             | 3.0                         | 3.0               | 146.5                       |
| <b>Nonmanagement / All Others</b> |                              |                  |                             |                   |                             |
| School Office Staff               | 57.0                         | 188.2            | 978.4                       | 16.8              | 488.5                       |
| Custodial Staff                   | 43.6                         | 235.5            | 1,413.5                     | 23.0              | 642.0                       |
| Noninstructional Specialists      | 0.0                          | 55.3             | 209.9                       | 3.0               | 25.0                        |
| Security <sup>2</sup>             | 22.0                         | 37.0             | 159.0                       | 1.0               | 83.0                        |
| Other                             | 101.2                        | 62.7             | 36.8                        | 5.0               | 153.6                       |

<sup>1</sup> Alexandria City Public Schools includes registrar, library media assistant, technician, parent liaison, clinical assistant, and school nurse within nonmanagement (other).

<sup>2</sup> Arlington County Public Schools has 37.0 school-based school safety coordinator positions in the Operating Fund. An additional 1.0 school-based school safety coordinator position is budgeted in Other Funds.

<sup>3</sup> Fairfax County Public Schools includes Family Liaisons in nonmanagement (other).

<sup>4</sup> Loudoun County Public Schools includes health clinic specialists, nurses, and school nurse assistants in nonmanagement (other).

## FY 2024 School-Based Positions - Details

|                                   | Manassas<br>City | Manassas Park<br>City | Prince William<br>County <sup>1</sup> |
|-----------------------------------|------------------|-----------------------|---------------------------------------|
| <b>Administrators</b>             |                  |                       |                                       |
| Principals                        | 9.0              | 4.0                   | 100.0                                 |
| Assistant Principals              | 16.0             | 7.0                   | 188.2                                 |
| Student Services Directors        | 2.0              | 0.0                   | 34.0                                  |
| Student Activity Directors        | 1.0              | 1.0                   | 13.0                                  |
| Other                             | 0.0              | 0.0                   | 0.0                                   |
| <b>Nonmanagement / All Others</b> |                  |                       |                                       |
| School Office Staff               | 51.8             | 19.0                  | 584.5                                 |
| Custodial Staff                   | 55.5             | 0.0                   | 515.8                                 |
| Noninstructional Specialists      | 0.0              | 0.0                   | 140.7                                 |
| Security                          | 9.0              | 2.0                   | 187.0                                 |
| Other                             | 39.0             | 11.0                  | 179.0                                 |

<sup>1</sup>Does not add due to rounding.

## FY 2024 Salary Information<sup>5</sup>

### Teacher and Instructional Assistant Salaries

| School Division               | Scheduled Days | Unscheduled Days | Hours Per Day | Teacher Salary            |                      |                         |                       |           | Instructional Assistant |                |
|-------------------------------|----------------|------------------|---------------|---------------------------|----------------------|-------------------------|-----------------------|-----------|-------------------------|----------------|
|                               |                |                  |               | Step 1 + Bachelors Degree | Average <sup>1</sup> | Step 1 + Masters Degree | Middle Masters Degree | Maximum   | Beginning Hourly        | Maximum Hourly |
| Alexandria City <sup>2</sup>  | 195            | 0                | 7.25          | \$55,255                  | \$90,290             | \$62,771                | \$90,041              | \$123,043 | \$18.84                 | \$39.92        |
| Arlington County <sup>3</sup> | 194            | 6                | 7.50          | \$54,878                  | \$92,118             | \$62,830                | \$95,036 <sup>4</sup> | \$129,124 | \$23.91                 | \$43.13        |
| Fairfax County                | 195            | 0                | 7.50          | \$54,913                  | \$86,026             | \$60,404                | \$88,607              | \$116,816 | \$20.54                 | \$36.60        |
| Falls Church City             | 193            | 7                | 7.50          | \$56,560                  | \$92,130             | \$62,620                | \$95,275              | \$124,874 | \$17.60                 | \$36.06        |
| Loudoun County                | 194            | 3                | 7.00          | \$55,889                  | \$85,369             | \$61,659                | \$90,411              | \$115,350 | \$19.40                 | \$35.81        |
| Manassas City                 | 193            | 7                | 7.50          | \$54,742                  | \$79,250             | \$61,198                | \$79,889              | \$128,254 | \$18.46                 | \$31.45        |
| Manassas Park City            | 193            | 7                | 7.50          | \$54,220                  | \$70,385             | \$60,220                | \$80,020              | \$124,201 | \$18.97                 | \$35.15        |
| Prince William County         | 195            | 0                | 7.00          | \$54,761                  | \$78,834             | \$60,761                | \$91,908              | \$146,689 | \$17.99                 | \$42.42        |

<sup>1</sup> The average teacher salary for Falls Church and Loudoun 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.

<sup>2</sup> Alexandria City Public Schools has three salary scales: Bachelor's with 21 steps, Masters with 22 steps, and Master +30 credits with 22 steps.

<sup>3</sup> Arlington County Public Schools salaries for non-retirement eligible and Advancement Program (CAP) follow a different salary schedule.

<sup>4</sup> Arlington County Public Schools middle of the teacher master's degree salary schedule for retirement eligible employees. For comparison purposes, the middle salary assumes a step progression each year; however an actual step progression varies each year.

<sup>5</sup> On September 6, 2023 the General Assembly met in a 2023 Special Session and adopted a revised state budget. The amendments included a state match for a 2.0 percent compensation supplement for SOQ instructional and support positions effective January 1, 2024. As a result, Alexandria, Arlington, Fairfax, Loudoun, and Prince William will be increasing salaries by 2.0 percent. Manassas City will be increasing salaries by 3.0 percent.

## FY 2024 Salary Information

### Bus Driver and School Board Salaries

| School Division                   | Bus Driver Salary <sup>1</sup> |                | Members | School Board  |                    |
|-----------------------------------|--------------------------------|----------------|---------|---------------|--------------------|
|                                   | Beginning Hourly               | Maximum Hourly |         | Member Salary | Chairperson Salary |
| <b>Alexandria City</b>            | \$23.52                        | \$38.89        | 9       | \$15,000      | \$17,000           |
| <b>Arlington County</b>           | \$23.79                        | \$44.00        | 5       | \$25,000      | \$27,000           |
| <b>Fairfax County<sup>2</sup></b> | \$24.55                        | \$41.79        | 12      | \$32,000      | \$34,000           |
| <b>Falls Church City</b>          | \$23.56                        | \$42.94        | 7       | \$3,600       | \$6,000            |
| <b>Loudoun County<sup>3</sup></b> | \$25.21                        | \$47.02        | 9       | \$20,000      | \$22,000           |
| <b>Manassas City</b>              | \$23.00                        | \$38.95        | 7       | \$12,000      | \$13,100           |
| <b>Manassas Park City</b>         | \$21.48                        | \$39.80        | 5       | \$3,000       | \$3,500            |
| <b>Prince William County</b>      | \$23.46                        | \$55.31        | 8       | \$26,540      | \$28,540           |

<sup>1</sup>On September 6, 2023 the General Assembly met in a 2023 Special Session and adopted a revised state budget. The amendments included a state match for a 2.0 percent compensation supplement for SOQ instructional and support positions effective January 1, 2024. As a result, Alexandria, Arlington, Fairfax, Loudoun, and Prince William will be increasing salaries by 2.0 percent. Manassas City will be increasing salaries by 3.0 percent.

<sup>2</sup>Effective January 1, 2024 the annual salary for each member of the Fairfax County School Board will be set at \$48,000 and the chair will be paid an additional salary of \$2,000.

<sup>3</sup>Effective January 1, 2024 the annual salary for each member of the Loudoun County School Board will be set at \$27,456 and the chair will be paid an additional salary of \$2,000.

## Student Demographics

| School Division              | % of 2022 Graduates Going on to Post-Secondary Education <sup>1</sup> | Graduation Information                                      |  | FY 2023 Actual Free or Reduced Price Lunch Eligibility |                                |
|------------------------------|---|---|--|--|--------------------------------|
|                              |   | Class of 2023 Cohort Graduation Four-Year Rate <sup>2</sup> | Class of 2023 Cohort Dropout Four-Year Rate <sup>2</sup> | Students Eligible                                      | Percent of District Enrollment |
| <b>Alexandria City</b>       | 83.7%   | 83.1%   | 12.8%  | 8,589  | 54.4%                          |
| <b>Arlington County</b>      | 82.2%   | 93.5%   | 4.5%   | 8,635  | 31.5%                          |
| <b>Fairfax County</b>        | 87.5%   | 93.4%   | 5.5%   | 60,081   | 33.4%                          |
| <b>Falls Church City</b>     | 98.6%   | 98.5%   | 1.0%   | 283  | 11.2%                          |
| <b>Loudoun County</b>        | 86.6%   | 96.7%   | 2.0%   | 17,252   | 21.0%                          |
| <b>Manassas City</b>         | 76.6%   | 89.5%   | 7.3%   | See note <sup>3</sup>                                  | See note <sup>3</sup>          |
| <b>Manassas Park City</b>    | 75.4%   | 84.6%   | 8.5%   | See note <sup>3</sup>                                  | See note <sup>3</sup>          |
| <b>Prince William County</b> | 78.5%   | 91.7%   | 6.9%   | 28,183   | 30.9%                          |

<sup>1</sup> Post-Secondary data for Virginia school divisions is from the Virginia Department of Education's website at <https://www.doe.virginia.gov/data-policy-funding/data-reports/statistics-reports/graduation-completion-dropout-postsecondary-data/high-school-graduates-completers/high-school-graduates-completers-archive-data>

<sup>2</sup> Graduation data for Virginia school divisions is from the Virginia Department of Education's website at [https://p1pe.doe.virginia.gov/apex/f?p=246:1:9252096551268:SHOW\\_REPORT:::](https://p1pe.doe.virginia.gov/apex/f?p=246:1:9252096551268:SHOW_REPORT:::)

<sup>3</sup> All MPCS and MCPS schools in this School Food Authority (SFA) operate under the USDA Community Eligibility Provision (CEP).



## SAT Scores School Year 2022-2023

| School Division       | Average Math | Average Evidence - Based Reading and Writing | Total | Percent of Seniors Taking Tests |
|-----------------------|--------------|--|-------|---------------------------------|
| Alexandria City       | 479          | 516  | 995   | 60.0%                           |
| Arlington County      | 599          | 617  | 1216  | 56.8%                           |
| Fairfax County        | 585          | 596  | 1181  | 65.7%                           |
| Falls Church City     | 598          | 629  | 1227  | 63.2%                           |
| Loudoun County        | 577          | 596  | 1173  | 64.0%                           |
| Manassas City         | 483          | 503  | 986   | 41.0%                           |
| Manassas Park City    | 538          | 553  | 1091  | 4.5%                            |
| Prince William County | 566          | 537  | 1103  | 39.3%                           |

## Student Breakfast and Lunch Prices

| School Division       | Breakfast Prices |        |        | Lunch Prices |        |        |
|-----------------------|------------------|--------|--------|--------------|--------|--------|
|                       | Elementary       | Middle | High   | Elementary   | Middle | High   |
| Alexandria City       | \$2.00           | \$2.00 | \$2.00 | \$3.05       | \$3.25 | \$3.25 |
| Arlington County      | \$2.00           | \$2.00 | \$2.00 | \$3.25       | \$3.50 | \$3.50 |
| Fairfax County        | \$1.75           | \$1.75 | \$1.75 | \$3.25       | \$3.50 | \$3.50 |
| Falls Church City     | \$2.50           | \$2.50 | \$2.50 | \$3.50       | \$4.25 | \$4.25 |
| Loudoun County        | \$2.10           | \$2.10 | \$2.10 | \$3.05       | \$3.15 | \$3.15 |
| Manassas City*        | \$0.00           | \$0.00 | \$0.00 | \$0.00       | \$0.00 | \$0.00 |
| Manassas Park City*   | \$0.00           | \$0.00 | \$0.00 | \$0.00       | \$0.00 | \$0.00 |
| Prince William County | \$1.60           | \$1.60 | \$1.60 | \$2.60       | \$2.75 | \$2.85 |

\*MPCS and MCPS are Community Eligibility Provision (CEP) schools and provide breakfast and lunch at no cost.

## 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 2024 Annual Employer Cost for Hypothetical Teacher Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|-----------------------|--|---|
| Alexandria City       | \$104,891  | \$136,762   |
| Arlington County      | \$101,192  | \$135,691   |
| Fairfax County        | \$104,296  | \$132,248   |
| Falls Church City     | \$102,512  | \$136,918   |
| Loudoun County        | \$102,895  | \$128,727   |
| Manassas City         | \$100,613  | \$118,685   |
| Manassas Park City    | \$94,505   | \$101,334   |
| Prince William County | \$100,017  | \$117,839   |

## Salary and Benefits Summary

### Alexandria City Public Schools

|  | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| <b>Salary</b>  |                                | <b>\$65,000</b>  |                           | <b>\$90,290 <sup>4</sup></b>                            |
| <b>Benefits<sup>1</sup></b>                          |                                |  |                           |   |
| Social Security                                      | 7.65%                          | \$4,973  | 7.65%                     | \$6,907   |
| Retirement   |                                |  |                           |   |
| Virginia Retirement System (VRS)                     | 16.62%                         | \$10,803   | 16.62%                    | \$15,006  |
| VRS Retiree Health Credit                            | 1.21%                          | \$787  | 1.21%                     | \$1,093   |
| Life Insurance                                       | 0.54%                          | \$351  | 0.54%                     | \$488   |
| Health Insurance: POS - Family Coverage <sup>2</sup> | 34.06%                         | \$22,137   | 24.52%                    | \$22,137  |
| Name: United Health Care POS Choice Plus             |                                |  |                           |   |
| Dental/Vision <sup>3</sup>                           | 1.29%                          | \$841  | 0.93%                     | \$841   |
| <b>Total Benefits</b>                                | <b>61.37%</b>                  | <b>\$39,891</b>  | <b>51.47%</b>             | <b>\$46,471</b>   |
| <b>Total Salary and Benefits</b>                     |                                | <b>\$104,891</b>   |                           | <b>\$136,762</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

<sup>3</sup> Dental costs are based on family coverage.

<sup>4</sup> Effective January 1, 2024 Alexandria City will provide a 2.0 percent compensation increase.

## Salary and Benefits Summary

### Arlington County Public Schools

|  | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| <b>Salary</b>  |                                | <b>\$65,000</b>  |                           | <b>\$92,118 <sup>4</sup></b>                            |
| <b>Benefits<sup>1</sup></b>                          |                                |  |                           |   |
| Social Security                                      | 7.65%                          | \$4,973  | 7.65%                     | \$7,047   |
| Retirement   |                                |  |                           |   |
| Virginia Retirement System (VRS)                     | 16.62%                         | \$10,803   | 16.62%                    | \$15,310  |
| VRS Retiree Health Credit                            | 1.21%                          | \$787  | 1.21%                     | \$1,115   |
| 401(a) match 0.4% or \$240, whichever is greater     | 0.40%                          | \$260  | 0.40%                     | \$368   |
| Life Insurance                                       | 1.34%                          | \$871  | 1.34%                     | \$1,234   |
| Health Insurance: POS - Family Coverage <sup>2</sup> | 27.60%                         | \$17,941   | 19.48%                    | \$17,941  |
| Name: Kaiser Permanente - HMO - Family - 30 to 40    |                                |  |                           |   |
| Dental/Vision <sup>3</sup>                           | 0.86%                          | \$558  | 0.61%                     | \$558   |
| <b>Total Benefits</b>                                | <b>55.68%</b>                  | <b>\$36,192</b>  | <b>47.30%</b>             | <b>\$43,573</b>   |
| <b>Total Salary and Benefits</b>                     |                                | <b>\$101,192</b>   |                           | <b>\$135,691</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

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

<sup>4</sup> Effective January 1, 2024 Arlington County will provide a 2.0 percent compensation increase.

## Salary and Benefits Summary

### Fairfax County Public Schools

|   | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| <b>Salary</b>   |                                | <b>\$65,000</b>  |                           | <b>\$86,026<sup>4</sup></b>                             |
| <b>Benefits<sup>1</sup></b>   |                                |  |                           |   |
| Social Security   | 7.65%                          | \$4,973  | 7.65%                     | \$6,581   |
| Retirement  |                                |  |                           |   |
| Virginia Retirement System (VRS)                                    | 16.62%                         | \$10,803   | 16.62%                    | \$14,298  |
| VRS Retiree Health Credit   | 1.21%                          | \$787  | 1.21%                     | \$1,041   |
| Employees' Supplementary Retirement System of Fairfax County (ERFC) | 6.48%                          | \$4,212  | 6.48%                     | \$5,574   |
| Life Insurance  | 0.98%                          | \$637  | 0.98%                     | \$843   |
| Health Insurance: POS - Family Coverage <sup>2</sup>                | 25.81%                         | \$16,776   | 19.50%                    | \$16,776  |
| Name: Cigna   |                                |  |                           |   |
| Dental/Vision <sup>3</sup>  | 1.71%                          | \$1,110  | 1.29%                     | \$1,110   |
| <b>Total Benefits</b>   | <b>60.46%</b>                  | <b>\$39,296</b>  | <b>53.73%</b>             | <b>\$46,222</b>   |
| <b>Total Salary and Benefits</b>                                    |                                | <b>\$104,296</b>   |                           | <b>\$132,248</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

<sup>3</sup> Dental costs reflect Aetna PPO plan. Vision costs included in health costs.

<sup>4</sup> Effective January 1, 2024 Fairfax County will provide a 2.0 percent compensation increase.

## Salary and Benefits Summary

### Falls Church City Public Schools

|  | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| <b>Salary</b>  |                                | <b>\$65,000</b>  |                           | <b>\$92,130</b>   |
| <b>Benefits<sup>1</sup></b>                          |                                |  |                           |   |
| Social Security                                      | 7.65%                          | \$4,973  | 7.65%                     | \$7,048   |
| Retirement   |                                |  |                           |   |
| Virginia Retirement System (VRS)                     | 16.62%                         | \$10,803   | 16.62%                    | \$15,312  |
| VRS Retiree Health Credit                            | 1.21%                          | \$787  | 1.21%                     | \$1,115   |
| Life Insurance                                       | 1.34%                          | \$871  | 1.34%                     | \$1,235   |
| Health Insurance: POS - Family Coverage <sup>2</sup> | 30.89%                         | \$20,079   | 21.79%                    | \$20,079  |
| Name: BCBS - The Local Choice 250 Comprehensive      |                                |  |                           |   |
| <b>Total Benefits</b>                                | <b>57.71%</b>                  | <b>\$37,512</b>  | <b>48.61%</b>             | <b>\$44,788</b>   |
| <b>Total Salary and Benefits</b>                     |                                | <b>\$102,512</b>   |                           | <b>\$136,918</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison. Dental is combined with health insurance.

## Salary and Benefits Summary

### Loudoun County Public Schools

|   | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| <b>Salary</b>   |                                | <b>\$65,000</b>  |                           | <b>\$85,369<sup>3</sup></b>                             |
| <b>Benefits<sup>1</sup></b>   |                                |  |                           |   |
| Social Security   | 7.65%                          | \$4,973  | 7.65%                     | \$6,531   |
| Retirement  |                                |  |                           |   |
| Virginia Retirement System (VRS)  | 16.62%                         | \$10,803   | 16.62%                    | \$14,188  |
| VRS Retiree Health Credit   | 1.21%                          | \$787  | 1.21%                     | \$1,033   |
| Life Insurance  | 1.34%                          | \$871  | 1.34%                     | \$1,144   |
| Health Insurance: POS - Family Coverage <sup>2</sup><br>Name: Cigna Open Access | 28.95%                         | \$18,820   | 22.05%                    | \$18,820  |
| Dental/Vision   | 2.53%                          | \$1,642  | 1.92%                     | \$1,642   |
| <b>Total Benefits</b>   | <b>58.30%</b>                  | <b>\$37,895</b>  | <b>50.79%</b>             | <b>\$43,358</b>   |
| <b>Total Salary and Benefits</b>  |                                | <b>\$102,895</b>   |                           | <b>\$128,727</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

<sup>3</sup> Effective January 1, 2024 Loudoun County will provide a 2.0 percent compensation increase.



## Salary and Benefits Summary

### Manassas City Public Schools

|  | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| <b>Salary</b>  |                                | <b>\$65,000</b>  |                           | <b>\$79,250<sup>4</sup></b>                             |
| <b>Benefits<sup>1</sup></b>  |                                |  |                           |   |
| Social Security  | 7.65%                          | \$4,973  | 7.65%                     | \$6,063   |
| Retirement   |                                |  |                           |   |
| Virginia Retirement System (VRS)   | 16.62%                         | \$10,803   | 16.62%                    | \$13,171  |
| VRS Retiree Health Credit  | 1.21%                          | \$787  | 1.21%                     | \$959   |
| Life Insurance   | 1.34%                          | \$871  | 1.34%                     | \$1,062   |
| Health Insurance <sup>2</sup> : POS - Family Coverage <sup>3</sup><br>Name: Anthem Key Advantage | 27.97%                         | \$18,180   | 22.94%                    | \$18,180  |
| <b>Total Benefits</b>  | <b>54.79%</b>                  | <b>\$35,613</b>  | <b>49.76%</b>             | <b>\$39,435</b>   |
| <b>Total Salary and Benefits</b>   |                                | <b>\$100,613</b>   |                           | <b>\$118,685</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

<sup>3</sup> Dental and vision insurance are included in health insurance.

<sup>4</sup> Effective January 1, 2024 Manassas City will provide a 3.0 percent compensation increase.

## Salary and Benefits Summary

### Manassas Park Public Schools

|   | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| <b>Salary</b>   |                                | <b>\$65,000</b>  |                           | <b>\$70,385</b>   |
| <b>Benefits<sup>1</sup></b>   |                                |  |                           |   |
| Social Security   | 7.65%                          | \$4,973  | 7.65%                     | \$5,384   |
| Retirement  |                                |  |                           |   |
| Virginia Retirement System (VRS)  | 16.62%                         | \$10,803   | 16.62%                    | \$11,698  |
| VRS Retiree Health Credit   | 1.21%                          | \$787  | 1.21%                     | \$852   |
| Life Insurance  | 1.34%                          | \$871  | 1.34%                     | \$943   |
| Health Insurance <sup>3</sup> : POS - Family Coverage <sup>2</sup><br>Name: Anthem Key Advantage (The Local Choice) | 18.57%                         | \$12,072   | 17.15%                    | \$12,072  |
| <b>Total Benefits</b>   | <b>45.39%</b>                  | <b>\$29,505</b>  | <b>43.97%</b>             | <b>\$30,949</b>   |
| <b>Total Salary and Benefits</b>  |                                | <b>\$94,505</b>  |                           | <b>\$101,334</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

<sup>3</sup> Dental and vision insurance are included in health insurance.

## Salary and Benefits Summary

### Prince William County Public Schools

|   | Percent of Hypothetical Salary | FY 2024 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2024 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| <b>Salary</b>   |                                | <b>\$65,000</b>  |                           | <b>\$78,834<sup>3</sup></b>                             |
| <b>Benefits<sup>1</sup></b>   |                                |  |                           |   |
| Social Security   | 7.65%                          | \$4,973  | 7.65%                     | \$6,031   |
| Retirement  |                                |  |                           |   |
| Virginia Retirement System (VRS)  | 16.62%                         | \$10,803   | 16.62%                    | \$13,102  |
| VRS Retiree Health Care Credit  | 1.21%                          | \$787  | 1.21%                     | \$954   |
| 403B Max at 15 years  | 2.00%                          | \$1,300  | 2.00%                     | \$1,577   |
| Life Insurance  | 1.34%                          | \$871  | 1.34%                     | \$1,056   |
| Health Insurance: POS - Family Coverage <sup>2</sup><br>Name: Anthem PPO Enhanced | 23.63%                         | \$15,356   | 19.48%                    | \$15,356  |
| Dental/Vision   | 1.43%                          | \$928  | 1.43%                     | \$928   |
| <b>Total Benefits</b>   | <b>53.87%</b>                  | <b>\$35,017</b>  | <b>49.73%</b>             | <b>\$39,004</b>   |
| <b>Total Salary and Benefits</b>  |                                | <b>\$100,017</b>   |                           | <b>\$117,839</b>  |

<sup>1</sup> There may be other benefits excluded from the benefits listed.

<sup>2</sup> The plan with the highest participation rate is used for comparison.

<sup>3</sup> Effective January 1, 2024 Prince William County will provide a 2.0 percent compensation increase.

## FY 2024 Compensation Accounts (All Funds)

| School Division       | Full-Time Position Salaries | Other Compensation <sup>1</sup> | Employee Benefits | Total Compensation | Turnover & Vacancy Savings |
|-----------------------|-----------------------------|---------------------------------|-------------------|--------------------|----------------------------|
| Alexandria City       | \$214,862,705               | \$7,221,629                     | \$88,726,912      | \$310,811,246      | (\$4,471,381)              |
| Arlington County      | \$441,473,925               | \$32,228,662                    | \$165,740,313     | \$639,442,900      | (\$3,830,349)              |
| Fairfax County        | \$2,022,821,530             | \$201,081,505                   | \$1,047,449,411   | \$3,271,352,446    | (\$65,016,946)             |
| Falls Church City     | \$36,608,912                | \$2,306,655                     | \$13,956,899      | \$52,872,466       | (\$550,000)                |
| Loudoun County        | \$1,017,788,586             | \$68,180,343                    | \$492,519,046     | \$1,578,487,975    | (\$30,390,388)             |
| Manassas City         | \$80,371,129                | \$4,606,973                     | \$32,387,596      | \$117,365,698      | (\$849,999)                |
| Manassas Park City    | \$24,871,502                | \$7,338,667                     | \$11,097,042      | \$43,307,211       | (\$159,132)                |
| Prince William County | \$857,443,826               | \$40,929,434                    | \$339,785,325     | \$1,238,158,585    | (\$3,758,160)              |

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

## Benefit Expense Distribution Percent Paid by District

| School Division                    | Retirement     |                    |                    | Health Insurance        |            |                  |                       |           |
|------------------------------------|----------------|--------------------|--------------------|-------------------------|------------|------------------|-----------------------|-----------|
|                                    | Life Insurance | State <sup>1</sup> | Other <sup>2</sup> | Point of Service Family | HMO Family | Dental Insurance | Disability Insurance  |           |
|                                    |                |                    |                    |                         |            |                  | Short-term            | Long-term |
| <b>Alexandria City<sup>4</sup></b> | 40.0%          | 76.9%              | 0.0%               | 80.0%                   | 80.0%      | 57.0%            | 100.0%                | 100.0%    |
| <b>Arlington County</b>            | 100.0%         | 76.9%              | 50.0%              | 62.0%                   | 69.0%      | 35.0%            | 100.0%                | 100.0%    |
| <b>Fairfax County</b>              | 73.0%          | 76.9%              | 68.4%              | 76.6%                   | 75.3%      | 70.0%            | 100.0%                | 0.0%      |
| <b>Falls Church City</b>           | 100.0%         | 76.9%              | 0.0%               | 75.0%                   | 75.0%      | 0.0%             | 100.0%                | 100.0%    |
| <b>Loudoun County</b>              | 100.0%         | 76.9%              | 0.0%               | 82.0%                   | 0.0%       | 82.0%            | 100.0%                | 100.0%    |
| <b>Manassas City</b>               | 100.0%         | 76.9%              | 0.0%               | 66.6%                   | 67.5%      | 60.0%            | See note <sup>3</sup> | 100.0%    |
| <b>Manassas Park City</b>          | 100.0%         | 76.9%              | 0.0%               | 53.0%                   | 45.5%      | 0.0%             | 0.0%                  | 0.0%      |
| <b>Prince William County</b>       | 100.0%         | 76.9%              | 0.0%               | 70.0%                   | 72.4%      | 70.0%            | 100.0%                | 100.0%    |

<sup>1</sup> Virginia Retirement System (VRS) for Virginia school districts.

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

<sup>3</sup> Manassas City Public Schools health plans include dental and vision coverage. In addition, the division offers two stand alone plans (dental and vision).

<sup>4</sup> Alexandria City has a supplemental retirement plan through Principal Financial Group, but there is no employer contribution. Employer contribution is 0% and employee contribution is 100%.

## 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                               | \$124.05             | \$124.05          | \$172.09         | \$172.09             | \$172.09          | 10th Day      | \$172.09         | 10th Day      |
| Arlington County <sup>1</sup>   | 7.00                               | \$124.25             | \$154.00          | \$154.00         | \$124.25             | \$210.00          | 11th Day      | \$210.00         | 11th Day      |
| Fairfax County <sup>2</sup>     | 7.00                               | \$133.35             | \$133.35          | \$164.29         | \$179.27             | \$179.27          | 11th Day      | \$206.29         | 11th Day      |
| Falls Church City               | 7.50                               | \$144.00             | \$144.00          | \$144.00         | \$184.00             | \$184.00          | 11th Day      | \$236.00         | 45th Day      |
| Loudoun County                  | 7.00                               | \$112.75             | \$112.75          | \$112.75         | \$200.00             | \$200.00          | 11th Day      | \$200.00         | 11th Day      |
| Manassas City                   | 7.50                               | \$114.00             | \$136.00          | \$144.00         | \$185.00             | \$185.00          | 1st Day       | \$203.00         | 1st Day       |
| Manassas Park City <sup>3</sup> | 7.50                               | \$150.00             | \$150.00          | N/A              | \$165.00             | \$165.00          | 140 Hours     | \$165.00         | 140 Hours     |
| Prince William County           | 7.00                               | \$136.15             | \$136.15          | \$136.15         | \$0.00               | \$187.25          | N/A           | \$255.50         | N/A           |

<sup>1</sup> Arlington County Public schools Day 1 long term bachelors degree and long term licensed day 1 is \$154.

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

<sup>3</sup> Manassas Park City Schools does not distinguish between substitute qualifications. Adjustment to \$22 per hour is made after a substitute works 140 hours.

# WABE 2024

Updated April 9, 2024