

An abstract painting featuring bold, thick black outlines and vibrant colors. The composition includes large, irregular shapes in shades of blue, green, yellow, pink, and orange. The background is a mix of these colors, creating a dynamic and textured visual. The overall style is reminiscent of modernist or expressionist art.

The Washington Area Boards of Education

FY 2019 WABE Guide

October 2018

11/28/2018

Table of Contents

Division Superintendents	3	Cost Per Pupil.....	31
Division Contacts.....	4	FY 2019 Authorized Position Definitions	33
Alexandria City Public Schools	5	FY 2019 Authorized Positions	34
Arlington County Public Schools	6	FY 2019 School-Based Positions - Details.....	36
City of Fairfax Public Schools	7	FY 2019 Salary Information	38
Fairfax County Public Schools.....	8	Teacher and Instructional Assistant Salaries	38
Falls Church City Public Schools	9	Bus Driver and School Board Salaries.....	39
Loudoun County Public Schools	10	Student Demographics	40
Manassas City Public Schools.....	11	SAT Scores	41
Manassas Park City Schools	12	Student Breakfast and Lunch Prices	42
Montgomery County Public Schools	13	Teacher Cost Comparison.....	43
Prince George's County Public Schools.....	14	Salary and Benefits Summary	44
Prince William County Public Schools.....	15	Alexandria City Public Schools.....	44
FY 2018 Actual Enrollment	16	Arlington County Public Schools.....	45
FY 2019 Approved Enrollment.....	17	Fairfax County Public Schools	46
English for Speakers of Other Languages Students.....	18	Falls Church City Public Schools	47
Schools and Centers.....	20	Loudoun County Public Schools.....	48
Special Education Enrollment, FY 2018 Actual	21	Manassas City Public Schools	49
Special Education Enrollment, FY 2019 Approved	22	Manassas Park City Schools	50
FY 2019 Expenditure Data Definitions	23	Montgomery County Public Schools.....	51
FY 2019 Approved Fund Expenditures	24	Prince George's County Public Schools	52
FY 2019 Sources of Revenue	25	Prince William County Public Schools	53
FY 2019 Local Funding Effort	27	FY 2019 Compensation Accounts	54
FY 2019 Approved Staffing Ratios	28	Benefit Expense Distribution	55
FY 2019 Average Class Size	29	Substitute Teacher Pay Rate.....	56
FY 2019 Kindergarten Students Per Teacher	30		

Division Superintendents

Alexandria City Public Schools

Dr. Gregory C. Hutchings, Jr.
1340 Braddock Place
Alexandria, Virginia 22314
Phone 703-619-8001
Fax 703-619-8091

Arlington County Public Schools

Dr. Patrick K. Murphy
2110 Washington Boulevard
Arlington, Virginia 22204
Phone 703-228-8634
Fax 703-228-6188

City of Fairfax Public Schools

Dr. Phyllis Pajardo
10455 Armstrong Street
Fairfax, Virginia 22030
Phone 703-293-7131

Fairfax County Public Schools

Dr. Scott S. Brabrand
8115 Gatehouse Road
Falls Church, Virginia 22042
Phone 571-423-1010
Fax 571-423-1007

Falls Church City Public Schools

Dr. Peter Noonan
800 W. Broad Street, Suite 203
Falls Church, Virginia 22046
Phone 703-248-5601
Fax 703-248-5613

Loudoun County Public Schools

Dr. Eric Williams
21000 Education Court
Ashburn, Virginia 20148
Phone 571-252-1020
Fax 571-252-1003

Manassas City Public Schools

Dr. Kevin Newman
8700 Centreville Road, Suite 400
Manassas, Virginia 20110
Phone 571-377-6008
Fax 703-257-8801

Manassas Park City Schools

Dr. Bruce McDade
One Park Center Court , Suite A
Manassas Park, Virginia 20111
Phone 703-335-8850

Montgomery County Public Schools

Dr. Jack R. Smith
850 Hungerford Drive
Rockville, Maryland 20850
Phone 240-740-3020
Fax 301-279-3206

Prince George's County Public Schools

Dr. Monica Goldson, Interim
14201 School Lane
Upper Marlboro, Maryland 20772
Phone 301-952-6008
Fax 301-627-6576

Prince William County Public Schools

Dr. Steven L. Walts
14715 Bristow Road
Manassas, Virginia 20112
Phone 703-791-8712
Fax 703-791-7309

Division Contacts

Alexandria City Public Schools

Dominic Turner
Phone 703-619-8040
Fax 703-619-8090
E-mail: dominic.turner@acps.k12.va.us

Falls Church City Public Schools

Mechelle Coppock
Phone 703-248-5620
Fax 703-248-5613
E-mail: coppockm@fccps.org

Manassas Park City Schools

Krista Kelly
Phone 703-335-8850
Fax 703-361-4583
E-mail: krista.kelly@mpark.net

Arlington County Public Schools

Tameka Lovett-Miller
Phone 703-228-6177
Fax 703-841-0681
E-mail: tameka.lovettmiller@apsva.us

Loudoun County Public Schools

Jessica O'Donnell
Phone 571-252-1250
Fax 571-252-1365
E-mail: jessica.odonnell@lcps.org

Montgomery County Public Schools

Nicola Diamond
Phone 240-740-3161
Fax 301-279-3045
E-mail: nicola.diamond@mcpsmd.org

City of Fairfax Public Schools

Phyllis Pajardo, Division Superintendent
Phone 703-385-7131
Fax 703-691-2028
E-mail: phyllis.pajardo@fairfaxva.gov

Manassas City Public Schools

Andy Hawkins
Phone 571-377-6035
Fax 703-257-8825
E-mail: pahawkins@mcpsva.org

Prince George's County Public Schools

Michael Herbstman
Phone 301-952-6099
Fax 301-952-6091
E-mail: michael.herbstman@pgcps.org

Fairfax County Public Schools

Stacey Schobert
Phone 571-423-3600
Fax 571-423-3607
E-mail: slschobert@fcps.edu

Prince William County Public Schools

Kathleen Addison
Phone 703-791-8762
Fax 703-791-8752
E-mail: addisoke@pwcs.edu

Alexandria City Public Schools

- Alexandria City Public Schools (ACPS) launched the newly endorsed Governor's Health Science Academy at T.C. Williams High School in partnership with the George Washington University School of Medicine and Health Sciences.
- A T.C. Williams High School senior was awarded the top Virginia School Boards Association Exhibitors Scholarship for her commitment to a future in public policy, academics and work as a student representative of the School Board.
- Four T.C. Williams students developed an app to help fellow teens cope with anxiety and won the opportunity to present it at a national conference.
- Two T.C. Williams students were invited to attend the Project Green Challenge 2017 Challenge Finals in California to compete with 15 other finalists.
- A T.C. Williams High School junior was recognized by the Science Museum of Virginia with an Outstanding STEM award for using STEM to make the world a better place.
- A T.C. Williams junior won Best in Category at the Intel International Science and Engineering Fair.
- A T.C. Williams junior won first place in the state and went on to compete on the national stage at the National History Day competition.
- T.C. Williams High School track coach was named 2018 Winter All-Met Coach of the Year
- A George Mason Elementary School student won third place for the National Award of Merit in the National PTA Reflections contest.
- James K. Polk Elementary School was one of only six schools in Virginia to receive the Let's Move Active Schools award, the nation's top physical education and physical activity distinction for K-12 schools.
- Lyles-Crouch Traditional Academy was recognized for encouraging environmental stewardship in its students.
- ACPS expanded a swim safety program to four schools as part of the physical education curriculum.
- ACPS expanded the bicycling skills and safety program to eight schools and will expand to an additional three schools in the 2018-19 school year.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$17,606
Average Teacher Salary	\$78,461
2018 Actual Enrollment	
Total Enrollment	15,542
Percent ESOL Enrollment	30.5%
Percent Free/Reduced Price Meal Eligible	58.6%
Percent Special Education Enrollment	11.4%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	386
Percent Increase/(Decrease) from 2018 Actual	2.5%
Schools	
Elementary	13
Middle	2
Traditional (K-8)	1
Secondary and High Schools	1
Special Education	0
Alternative	2
Sources of Revenue	
Local	78.8%
State	15.5%
All Other Sources	5.7%
Authorized Positions	
School-Based	89.7%
Nonschool-Based	10.3%

Website: www.acps.k12.va.us

Budget Link: www.acps.k12.va.us/budgets/

Dr. Gregory C. Hutchings, Jr.
1340 Braddock Place
Alexandria, Virginia 22314

Arlington County Public Schools

- Arlington County Public Schools (APS) is the recipient of the prestigious Medallion of Excellence Award present by the *U.S. Senate* Productivity and Quality Awards for Virginia and the District of Columbia.
- For the fourth consecutive year, all schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2017 *Washington Post* Challenge Index listed all APS high schools in the top 3 percent in the U.S. This is the eighth year in a row all APS high schools made the list.
- Fourteen APS schools received 2018 Virginia Index of Performance awards for advanced learning and achievement.
- APS is the only district in Virginia in which every preschool slot funded with state dollars is matched and filled with a student.
- Spanish immersion programs are offered at two elementary, one middle, and one high school.
- More than 95 percent of APS students earn one or more high school credits during middle school.
- Approximately 78 percent of graduating seniors completed at least one AP or IB course, and 67 percent of graduates earn an advanced diploma.
- In 2017, 91 percent of all students graduated on time, and 96 percent of students who attended comprehensive high schools graduated on time.
- Since 2009 the dropout rate has declined by almost two-thirds, or 45 percent.
- Ninety percent of APS parents graded the school division as an "A" or "B," and 94 percent gave their child's school an "A" or "B."
- Seventy-nine percent of APS teachers have earned a master's degree, and 3 percent have earned a doctorate degree.
- Arlington ranks third in Virginia and 28th nationally with 143 teachers, or approximately 6.8 percent, who have earned National Board Certification.
- APS was named the top school division in Virginia and number 58 nationally by Niche.com's 2018 rankings of top schools and school divisions. Washington-Lee and Yorktown are ranked in the top 15 high schools in Virginia.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$19,348
Average Teacher Salary	\$81,042
2018 Actual Enrollment	
Total Enrollment	27,018
Percent ESOL Enrollment	18.3%
Percent Free/Reduced Price Meal Eligible	31.2%
Percent Special Education Enrollment	14.9%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	998
Percent Increase/(Decrease) from 2018 Actual	3.7%
Schools	
Elementary	23
Middle	5
Traditional (K-8)	0
Secondary and High Schools	5
Special Education	2
Alternative	3
Sources of Revenue	
Local	81.3%
State	13.6%
All Other Sources	5.1%
Authorized Positions	
School-Based	91.4%
Nonschool-Based	8.6%

Website: www.apsva.us

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

Dr. Patrick K. Murphy
2110 Washington Boulevard
Arlington, Virginia 22204

City of Fairfax Public Schools

Since 1962, the City of Fairfax School Board has contracted with Fairfax County Public Schools (FCPS) for the delivery of educational services. The City School Board owns and is responsible for its school buildings, while FCPS is responsible for instructional services and staffing within the schools.

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

City of Fairfax Schools include:

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

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

- Lanier Middle School (LMS)

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

- Fairfax High School (FHS)

Fairfax High School, renovated and rededicated in the fall of 2007, is an academic and arts showcase. Offering students a challenging academic program, including a full range of AP courses, advanced technical programs as well as the specialized programs of the Fairfax Academy for Communications and the Arts, graduates are fully prepared for their futures. FHS capacity is 2,450.



Website: cityoffairfaxschools.org

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

Dr. Phyllis Pajardo
10455 Armstrong Street
Fairfax, Virginia 22030

Fairfax County Public Schools

- Fairfax County Public Schools (FCPS) is the nation's 10th largest school division.
- FCPS' Strategic Plan, *Ignite*, provides a framework for decision making that builds upon a common mission, vision, and guiding principles held by the community. The *Portrait of a Graduate* is the center of the strategic plan.
- Thomas Jefferson High School for Science and Technology (TJHSST) was ranked by U.S. News and World Report in 2018 as the nation's number ten gold medal school. TJHSST was ranked number three for the best science, technology, engineering and math (STEM) school. In total, FCPS received eight gold medal awards, one of which was ranked in the top 100 high schools nationally and three silver medals.
- Cooper, Franklin, Longfellow, and Rocky Run Middle Schools as well as Keene Mill Elementary School are among 14 Virginia schools to earn the 2018 Governor's Award for Educational Excellence, the highest recognition in the Virginia Index of Performance awards for advanced learning and achievement.
- Thirty-seven FCPS schools earned the 2018 Board of Education Excellence Award.
- Twenty-four FCPS schools earned the 2018 Board of Education Distinguished Achievement Award.
- Ninety-six percent of FCPS schools, compared to 86 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2017-2018 school year.
- For 2018, 223 FCPS students from 17 high schools have been named semifinalists, and 44 students from 11 FCPS schools were winners who took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the third largest employer in Virginia, with 24,137 full-time employees.
- The FCPS bus fleet is one of the largest bus fleets in the U.S., transporting more than 141,000 students on over 1,600 buses each day.
- FCPS has more than 27 million square feet of school buildings and office space, including 153 Energy Star certified schools, more than any other school system in the country.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$15,293
Average Teacher Salary	\$75,657
2018 Actual Enrollment	
Total Enrollment	188,403
Percent ESOL Enrollment	19.0%
Percent Free/Reduced Price Meal Eligible	29.0%
Percent Special Education Enrollment	14.0%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	1,765
Percent Increase/(Decrease) from 2018 Actual	0.9%
Schools	
Elementary	141
Middle	23
Traditional (K-8)	0
Secondary and High Schools	25
Special Education	7
Alternative	2
Sources of Revenue	
Local	70.3%
State	23.6%
All Other Sources	6.1%
Authorized Positions	
School-Based	93.4%
Nonschool-Based	6.6%

Website: www.fcps.edu/

Budget Link: <https://www.fcps.edu/sites/default/files/media/pdf/FY-2019-Approved-Budget.pdf>

Dr. Scott Brabrand
8115 Gatehouse Road
Falls Church, Virginia 22042

Falls Church City Public Schools

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

Highlights at a Glance

FY 2019 Cost Per Pupil	\$18,544
Average Teacher Salary	\$69,765
2018 Actual Enrollment	
Total Enrollment	2,676
Percent ESOL Enrollment	9.6%
Percent Free/Reduced Price Meal Eligible	6.8%
Percent Special Education Enrollment	14.3%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	65
Percent Increase/(Decrease) from 2018 Actual	2.4%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	1
Alternative	0
Sources of Revenue	
Local	82.7%
State	13.4%
All Other Sources	3.9%
Authorized Positions	
School-Based	90.3%
Nonschool-Based	9.7%

Website: www.fccps.org

Budget Link: <https://budget.fccps.org/>

Dr. Peter Noonan
800 W. Broad Street, Suite 203
Falls Church, Virginia 22046

Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Goshen Post Elementary School, Willard Intermediate School and the Academies of Loudoun, bringing the total number of its schools to 92. The LCPS projected enrollment for 2019 is 83,105, compared with 2018's actual enrollment of 81,235.
- Since the 2000-2001 school year, LCPS has opened 49 schools: 27 elementary, 11 middle schools, 10 high schools and one special purpose school. That's an average of two to three schools opening each year, and all have opened on time.
- J. Michael Lunsford Middle School was awarded the Governor's Award for Educational Excellence. Fourteen schools earned the 2018 Board of Education Excellence Award. An additional 25 schools earned the Board of Education Distinguished Achievement Award.
- The LCPS Class of 2018 received \$58.5 million in scholarships.
- LCPS was named the 2018 Project-Based Learning (PBL) Champion District by the Buck Institute for Education.
- LCPS was named one of 2018's Best Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation. It is the 10th consecutive year that LCPS has received this honor.
- LCPS has 15 Schools to Watch, as determined by the National Forum to Accelerate Middle Grades Reform. This is the most in any jurisdiction in America.
- The Class of 2018 had four National Merit Scholars, 40 National Merit Semifinalists and 13 National Hispanic Recognition Scholars.
- Three students represented LCPS at the 2018 International Science and Engineering Fair and were among the top winners in their respective categories and earned scholarships.
- The Seneca Ridge Middle School Odyssey of the Mind team finished first at the 2018 World Finals.
- Seven LCPS theatre programs received Cappie Awards at the Kennedy Center.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$14,260
Average Teacher Salary	\$68,694
2018 Actual Enrollment	
Total Enrollment	81,235
Percent ESOL Enrollment	10.9%
Percent Free/Reduced Price Meal Eligible	17.4%
Percent Special Education Enrollment	11.4%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	1,870
Percent Increase/(Decrease) from 2018 Actual	2.3%
Schools	
Elementary	58
Middle	16
Traditional (K-8)	0
Secondary and High Schools	16
Special Education	0
Alternative	2
Sources of Revenue	
Local	65.7%
State	30.4%
All Other Sources	3.9%
Authorized Positions	
School-Based	93.2%
Nonschool-Based	6.8%

Website: www.lcps.org/

Budget Link: <https://www.lcps.org/2019lcpsadoptedbudget>

Dr. Eric Williams
21000 Education Court
Ashburn, Virginia 20148

Manassas City Public Schools

- Osbourn High School (OHS) serves as a Governor's STEM Academy. OHS is also a Grammy Signature School in music education and was identified in 2016 as a Silver Medal School by *US News and World Report*, placing it in the top 16 percent of high schools in Virginia.
- MCPS theme schools include Weems Elementary School, which holds national recognition for its high achievement as an urban school and is a "Visitation Viable" model school for its Talents & Gifts program. Haydon Elementary School features a Spanish Dual Immersion program. Project Lead the Way "Elementary Launch Program" is offered at Baldwin Elementary School.
- Early learners are afforded the opportunity to participate in the Virginia Pre-School Initiative through a traditional or blended learning program. Through Model Innovation City® all Pre-K through grade 3 children who live in the City of Manassas have free access to the Footsteps2Brilliance literacy software.
- MCPS offers the only Integrated Math and Science Program (7-10) and Integrated Humanities Program (7-12) to students in the region.
- Algebra 1, Geometry, World Language, and Honors Earth Science are offered at the middle school level for high school credit.
- Robotics, VEX, Sea Perch, and "It's Academic" teams promote high level independent thinking and essential teamwork skills. Project Lead the Way is offered in grades 5-12.
- Students in grades 7 -12 participate in a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- A K-12 CTE & STEM program is offered in all schools. Osbourn High School programs include Cyber Security, Engineering, Auto Technology, Cosmetology, EMT/Paramedic, and HVAC.
- 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.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$12,855
Average Teacher Salary	\$69,860
2018 Actual Enrollment	
Total Enrollment	7,795
Percent ESOL Enrollment	31.7%
Percent Free/Reduced Price Meal Eligible	56.0%
Percent Special Education Enrollment	12.5%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	238
Percent Increase/(Decrease) from 2018 Actual	3.1%
Schools	
Elementary	5
Middle	3
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	45.8%
State	50.3%
All Other Sources	3.9%
Authorized Positions	
School-Based	91.5%
Nonschool-Based	8.5%

Website: www.mcpsva.org

Budget Link: www.mcpsva.org/Page/3033

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

Manassas Park City Schools

- Manassas Park City Schools (MPCS) is committed to transforming teaching and learning by embracing a blended learning model for all students. Phase V of the MPCS Connects! digital 1:1 initiative provides individualized learning for all students grades 2 through 12 and incorporates the 4 C's (Creativity, Critical Thinking, Communication/Compassion, and Collaboration) to educate students to be global learners.
- MPCS received one of ten grants from Governor Northam that will allow the high school to develop and implement programs that emphasize personalized learning, college, career and civic readiness, and alignment with local workforce needs.
- A five-year partnership with the Capital Area Food Bank allows MPCS to distribute more than 50,000 pounds of food to families during the school year. Staff members from all four schools, administration, and the City of Manassas Park come together at Manassas Park High School to volunteer their time to organize and distribute food to families.
- To serve the medical needs of the uninsured, MPCS partners with George Mason University and surrounding health care providers to offer the Mason and Partners (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 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.
- MPCS participates in the Regional Governor's School @ Innovation Park.
- Manassas Park High School, the division's lone flagship high school, is home to a National Merit Semifinalist and two Commended Students.
- As the division's largest graduating class, the 267 students who made up the Class of 2018 were awarded \$1.16 million in scholarships.
- [Watch here](#) to see how MPCS executes an innovative approach in meeting staffing requirements.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$11,113
Average Teacher Salary	\$62,529
2018 Actual Enrollment	
Total Enrollment	3,723
Percent ESOL Enrollment	30.8%
Percent Free/Reduced Price Meal Eligible	61.8%
Percent Special Education Enrollment	11.7%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	43
Percent Increase/(Decrease) from 2018 Actual	1.2%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	28.9%
State	64.1%
All Other Sources	7.0%
Authorized Positions	
School-Based	91.9%
Nonschool-Based	8.1%

Website: www.mpark.net

Budget Link: www.mpark.net/departments/financial-services

Dr. Bruce McDade
One Park Center Court, Suite A
Manassas Park, Virginia 20111

Montgomery County Public Schools

- According to Education Week, Montgomery County Public Schools (MCPS) has one of the highest graduation rates among the nation's largest districts. The Schott Foundation reports that MCPS has the highest graduation rate in the nation for African American males in the nation's largest districts.
- Five MCPS high schools made the U.S. News & World Report 2018 list of Best High Schools. The Board had the top three high schools in the state of Maryland.
- A total of 36,463 Advanced Placement (AP) exams were taken by MCPS students in 2017. Students scored a 3 or higher on 73 percent of the exams.
- In 2017, the percentage of African American and Hispanic graduates earning a 3 or higher on at least one AP exam surpassed the state average.
- The class of 2017 earned an 1126 average combined SAT score, surpassing both national and state averages (Note: the SAT was redesigned in 2016 and results for 2017 establish a new baseline). Sixty-two percent of graduates took the SAT.
- More than \$364 million in scholarships were awarded to MCPS students in the class of 2018.
- Sixty-eight percent of grade 8 students completed Algebra 1 and 74% of those students received a proficiency level of 3, 4 or 5 on the Partnership for Assessment of Readiness for College and Career (PARCC) Algebra assessment.
- MCPS received the 2010 Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. MCPS became only the sixth public school system to receive the award and is by far the largest school district to be a recipient.
- In 2010, MCPS was named one of five finalists for the prestigious Broad Prize for Urban Education, the largest education prize in the country. MCPS was chosen as a finalist from a pool of 100 districts.
- MCPS leads the state with more than 700 teachers certified by the National Board for Professional Teaching Standards, a national recognition of professional excellence.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$16,281
Average Teacher Salary	\$82,809
2018 Actual Enrollment	
Total Enrollment	161,470
Percent ESOL Enrollment	15.8%
Percent Free/Reduced Price Meal Eligible	34.1%
Percent Special Education Enrollment	11.3%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	1,714
Percent Increase/(Decrease) from 2018 Actual	1.1%
Schools	
Elementary	134
Middle	40
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1
Sources of Revenue	
Local	67.6%
State	28.0%
All Other Sources	4.4%
Authorized Positions	
School-Based	93.8%
Nonschool-Based	6.2%

Website: www.montgomeryschoolsmd.org/

Budget Link: http://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2019/OperatingBudget_WEB.pdf

Dr. Jack R. Smith
850 Hungerford Drive
Rockville, Maryland 20850

Prince George's County Public Schools

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

Highlights at a Glance

FY 2019 Cost Per Pupil	\$14,093
Average Teacher Salary	\$69,905
2018 Actual Enrollment	
Total Enrollment	133,158
Percent ESOL Enrollment	19.4%
Percent Free/Reduced Price Meal Eligible	61.2%
Percent Special Education Enrollment	11.3%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	2,162
Percent Increase/(Decrease) from 2018 Actual	1.6%
Schools	
Elementary	121
Middle	24
Traditional (K-8)	13
Secondary and High Schools	28
Special Education	7
Alternative	16
Sources of Revenue	
Local	37.3%
State	55.8%
All Other Sources	6.9%
Authorized Positions	
School-Based	89.7%
Nonschool-Based	10.3%

Website: www1.pgcps.org/

Budget Link: www1.pgcps.org/budget/

Dr. Monica Goldson, Interim
14201 School Lane
Upper Marlboro, Maryland 20772

Prince William County Public Schools

- Prince William County Public Schools (PWCS) has a divisionwide on-time graduation rate of 92.1 percent, increasing from 83 percent in 2008.
- All PWCS schools are accredited.
- More than one-third of PWCS graduates receive at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination.
- 2018 graduates were awarded \$74 million in scholarships.
- The PWCS student average SAT score exceeds the national average.
- PWCS is closing the SAT performance gap, with Black students outperforming counterparts across the state and the nation in reading, writing and math.
- The Division increased bandwidth from 2 to 10 GB, enhancing communication and access to internet resources.
- PWCS is known nationwide as a leader in robotics, with every division school offering a team or program to engage students in this vital gateway to science, technology, engineering, and math (STEM).
- Since 2012, PWCS energy management efforts have avoided \$31.3 million dollars in energy costs, allowing savings to be reallocated to other vital areas.

Highlights at a Glance

FY 2019 Cost Per Pupil	\$11,633
Average Teacher Salary	\$67,944
2018 Actual Enrollment	
Total Enrollment	90,840
Percent ESOL Enrollment	17.0%
Percent Free/Reduced Price Meal Eligible	41.7%
Percent Special Education Enrollment	12.2%
2019 Approved Enrollment	
Number Increase/(Decrease) from 2018 Actual	1,163
Percent Increase/(Decrease) from 2018 Actual	1.3%
Schools	
Elementary	60
Middle	16
Traditional (K-8)	3
Secondary and High Schools	12
Special Education	2
Alternative	1
Sources of Revenue	
Local	44.1%
State	49.3%
All Other Sources	6.6%
Authorized Positions	
School-Based	91.2%
Nonschool-Based	8.8%

Website: www.pwcs.edu

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

Dr. Steven L. Walts
14715 Bristow Road
Manassas, Virginia 20112

FY 2018 Actual Enrollment¹

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
Alexandria City	331 ²	0 ²	1,474	13,486	251	15,542
Arlington County	1,218 ³	0	2,253	22,064	1,483	27,018
Fairfax County ⁴	2,348	1,608	12,254	157,800	14,393	188,403
Falls Church City	69	0	171	2,342	94	2,676
Loudoun County	1,006	102	5,368	71,737	3,022	81,235
Manassas City	298	0	608	6,636	253	7,795
Manassas Park City	57	38	267	3,163	198	3,723
Montgomery County	3,675	628	11,240	141,625	4,302	161,470
Prince George's County	5,241	0 ⁵	9,794	117,287	836	133,158
Prince William County ⁴	1,144	397	6,304	80,733	2,262	90,840

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

² Alexandria City Public Schools district's Head Start is a City program with enrollment of 309 which is not included in total enrollment. Preschool includes Preschool Learning Together (PLT).

³ Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services.

⁴ Fairfax County Public Schools and Prince William County Public Schools districts' enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

⁵ Prince George's County Public Schools district no longer provides Head Start program beginning in FY 2017.

FY 2019 Approved Enrollment

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
Alexandria City	339 ¹	0 ¹	1,498	13,619	472	15,928
Arlington County	1,304 ²	0	2,280	22,299	2,133	28,016
Fairfax County ³	2,291	1,851	12,575	158,596	14,855	190,168
Falls Church City	70	0	188	2,373	110	2,741
Loudoun County	1,018	100	5,412	73,361	3,214	83,105
Manassas City	379	0	608	6,793	253	8,033
Manassas Park City	93	36	265	3,173	199	3,766
Montgomery County	3,778	628	11,154	143,598	4,026	163,184
Prince George's County	5,368	0	9,749	119,349	854	135,320
Prince William County ³	1,141	397	6,387	81,613	2,465	92,003

¹ Alexandria City Public Schools district's Head Start is a City program with enrollment of 309 which is not included in total enrollment. Preschool includes Preschool Learning Together (PLT).

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

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

English for Speakers of Other Languages (ESOL) Students¹

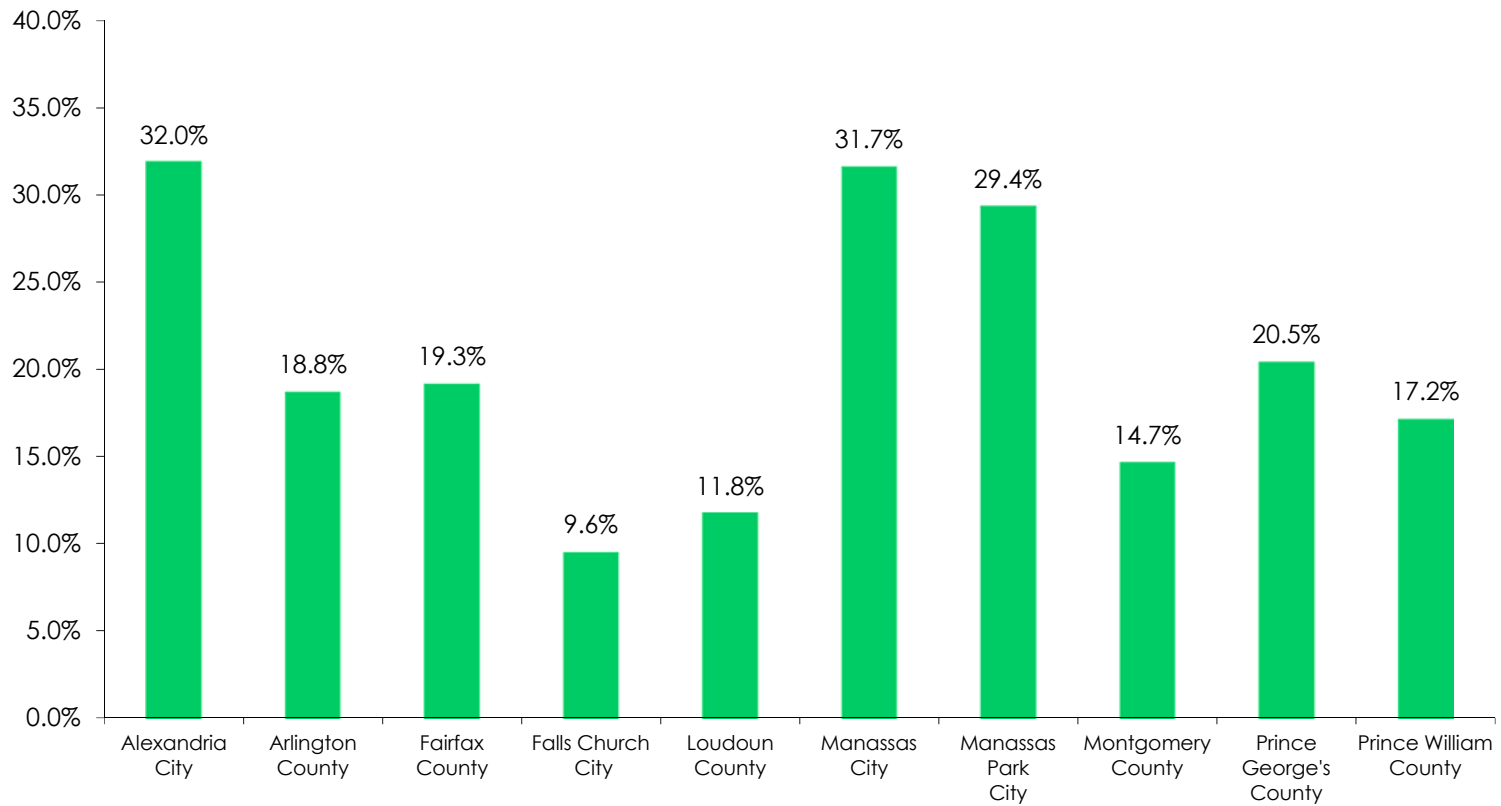
School Division	Prior Year Actual Enrollment	Current Year Approved Budget	Percentage of FY 2018 Enrollment	Percentage of FY 2019 Enrollment
Alexandria City ²	4,737	5,092	30.5%	32.0%
Arlington County	4,945	5,264	18.3%	18.8%
Fairfax County ³	35,773	36,659	19.0%	19.3%
Falls Church City	257	263	9.6%	9.6%
Loudoun County	8,832	9,818	10.9%	11.8%
Manassas City	2,471	2,547	31.7%	31.7%
Manassas Park City	1,145	1,108	30.8%	29.4%
Montgomery County	25,468	24,032	15.8%	14.7%
Prince George's County	25,868	27,757	19.4%	20.5%
Prince William County	15,466	15,866	17.0%	17.2%

¹ Programs for English speakers of other languages use several different names in the WABE districts, including English as a Second Language, English for Speakers of Other Languages, and English Language Learners. For the purposes of this document, all such programs are referred to as English for Speakers of Other Languages, and enrollment includes only those students receiving services.

² Alexandria City Public Schools district includes 10 participants in the adult education and adult alternative education programs.

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

English for Speakers of Other Languages (ESOL) Students



WABE 2019

Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City	13 ¹	2	1	0	1	0	2	19
Arlington County	23	5	0	1	4	2	3	38
Fairfax County	141	23	0	3	22	7	2	198
Falls Church City	2	1	0	0	1	1	0	5
Loudoun County²	58	16	0	1	15	0	2	92
Manassas City	5	3	0	0	1	0	0	9
Manassas Park City	2	1	0	0	1	0	0	4
Montgomery County	134	40	0	0	26 ³	5	1	206
Prince George's County⁴	121	24	13	0	28	7	16	209
Prince William County⁵	60	16	3	0	12	2	1	94

¹ Alexandria City Public Schools district includes Patrick Henry, a K-7 school, within elementary.

² Loudoun County Public Schools district opened Williard Intermediate (grades 8 and 9) and Academies of Loudoun in the Fall of 2018. The Academies of Loudoun houses the Academy of Engineering & Technology, the Academy of Science, and Monroe Advanced Technical Academy.

³ Montgomery County Public Schools district includes, within high schools, 1 career and technology center.

⁴ Prince George's County Public Schools district includes charter, international, and other schools.

⁵ Prince William County Public Schools district serves Grades 1-8 in two of the traditional schools and serves Grades K-8 in the third traditional school. Prince William County provides a specialized regional center for the advanced study of STEM serving grade 11 and 12. This center is not included in the School and Center counts.

Special Education Enrollment FY 2018 Actual

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	194	1,327	251	1,772	8,042
Arlington County	440 ¹	2,115	1,483	4,038	6,138
Fairfax County ²	2,348	9,719	14,393	26,460	46,908
Falls Church City	41	247	94	382	575
Loudoun County	732	5,491	3,022	9,245	12,406
Manassas City ³	69	653	253	975	Data not available
Manassas Park City	30	207	198	435	587
Montgomery County	1,431	12,454	4,302	18,187	21,884
Prince George's County ⁴	1,947	10,001	3,051	14,999	40,215
Prince William County ³	702	8,089	2,262	11,053	Data not available

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

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

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

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

Special Education Enrollment FY 2019 Approved

Unduplicated Special Education Enrollment					
School Division	Preschool	Level 1	Level 2 (50% or more of time)	Total	Total Special Education Services
Alexandria City	196	1,209	472	1,877	8,051
Arlington County	481 ¹	1,617	2,133	4,231	6,161
Fairfax County ²	2,291	9,678	14,855	26,824	46,989
Falls Church City	41	253	96	390	589
Loudoun County	718	5,803	3,214	9,735	13,026
Manassas City ³	69	653	253	975	Data not available
Manassas Park City	21	208	199	428	590
Montgomery County	1,493	13,584	4,026	19,103	21,483
Prince George's County	1,819	8,344	4,268	14,431	38,060
Prince William County ³	702	8,097	2,465	11,264	Data not available

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

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

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

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

FY 2019 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 2019 Approved Fund Expenditures

School Division	Operating Fund ¹	Construction Fund	Debt Service ⁵	Food Fund	Other Governmental Funds ²	Total Expenditures ³
Alexandria City	\$283,913,824	\$68,331,789	\$28,924,085	\$10,681,143	\$5,075,620	\$396,926,461
Arlington County	\$534,982,399	\$124,043,495	\$58,554,387	\$9,752,931	\$30,383,211	\$757,716,423
Fairfax County	\$2,883,979,875 ⁴	\$204,828,018	\$196,012,133	\$101,967,724	\$40,150,218	\$3,426,937,968
Falls Church City	\$51,039,858	\$118,235,466	\$5,109,331	\$1,103,600	\$2,819,126	\$178,307,381
Loudoun County	\$1,213,793,270	\$61,647,800	\$134,845,030	\$31,630,102	\$31,087,656	\$1,473,003,858
Manassas City	\$104,421,631	\$3,303,783	\$6,346,792	\$4,152,805	\$0	\$118,225,011
Manassas Park City	\$42,042,167	\$0	\$7,250,265	\$2,006,902	\$215,539	\$51,514,873
Montgomery County	\$2,699,149,361	\$268,697,000	\$154,959,000	\$56,219,199	\$23,238,159	\$3,202,262,719
Prince George's County	\$2,047,732,000	\$162,841,600	\$63,701,300	\$77,009,805	\$0	\$2,351,284,705
Prince William County	\$1,080,297,628	\$84,874,962	\$107,730,113	\$52,277,451	\$4,476,475	\$1,329,656,629

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

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

³ Governmental Funds only - excludes Proprietary and Fiduciary Funds.

⁴ For Fairfax County Public Schools district, the operating fund excludes transfers to other funds of \$30.5 million, textbook replacement reserve of \$3.8 million.

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

FY 2019 Sources of Revenue School Operating Fund¹

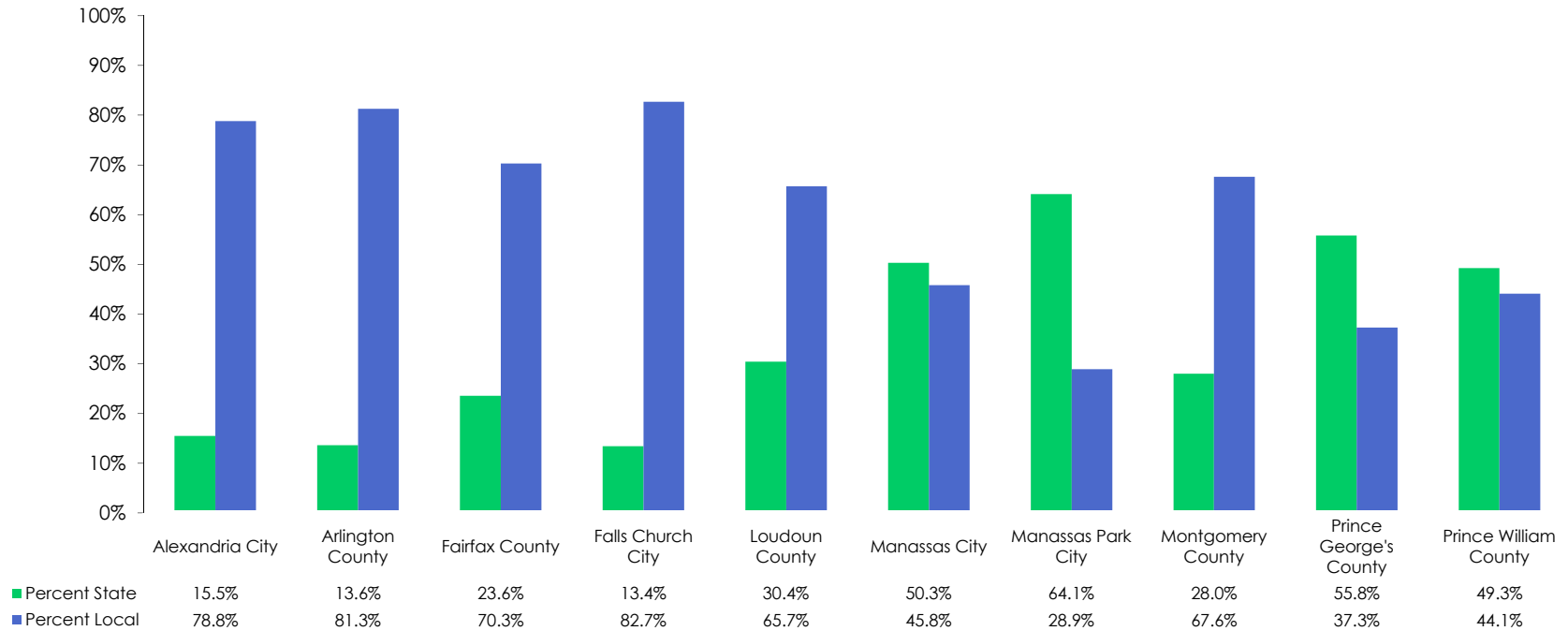
School Division	Federal		State		Local		Beginning Balance		Other		Total
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	
Alexandria City	\$9,842,188	3.5%	\$43,998,739	15.5% ²	\$223,829,302	78.8%	\$5,206,249	1.8%	\$1,037,347	0.4%	\$283,913,825
Arlington County	\$8,912,029	1.7%	\$72,900,008	13.6%	\$434,831,815	81.3%	\$14,321,747	2.7%	\$4,016,800	0.8%	\$534,982,399
Fairfax County	\$74,073,323	2.5%	\$688,150,980	23.6%	\$2,051,659,207	70.3%	\$33,495,428	1.1%	\$70,861,578	2.4%	\$2,918,240,516
Falls Church City	\$556,558	1.1%	\$6,849,770	13.4%	\$42,211,546	82.7%	\$450,000	0.9%	\$971,984	1.9%	\$51,039,858
Loudoun County	\$19,168,483	1.6%	\$369,334,380	30.4%	\$797,402,923	65.7%	\$15,500,000	1.3%	\$12,387,484	1.0%	\$1,213,793,270
Manassas City	\$3,593,090	3.4%	\$52,508,191	50.3%	\$47,830,368	45.8%	\$0	0.0%	\$489,982	0.5%	\$104,421,631
Manassas Park City	\$1,252,504	3.0%	\$26,957,678	64.1%	\$12,150,000	28.9%	\$215,800	0.5%	\$1,466,186	3.5%	\$42,042,167
Montgomery County	\$76,114,327	3.0%	\$707,968,748	28.0%	\$1,708,627,645	67.6%	\$25,000,000	1.0%	\$10,097,940	0.4%	\$2,527,808,660
Prince George's County	\$100,107,600	4.9%	\$1,142,581,600	55.8%	\$763,562,900	37.3%	\$28,000,000	1.4%	\$13,479,900	0.7%	\$2,047,732,000
Prince William County	\$38,121,179	3.5%	\$534,513,421	49.3%	\$478,667,603	44.1%	\$26,476,567	2.4%	\$6,995,333	0.6% ³	\$1,084,774,103

¹ Funds for entitlement grants are included here under the School Operating Fund for consistency with other districts, although some districts may not consider these funds as part of their operating funds.

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

³ Prince William County Public Schools includes \$1,218,384 in Adult Education, \$2,865,238 in Summer School, and \$392,852 in the Nursing Program in the General Fund but have been reported them within "Other".

FY 2019 Sources of Revenue Percent of Total Operating Fund



FY 2019 Local Funding Effort

School Division	City/County General Fund Amount	City/County Approved Disbursements to School Operating Funds	Percent of City/County General Fund	City/County Approved Disbursements to School Debt Service ²	Percent of City/County General Fund	Total City/County Approved Disbursements to Schools	Percent of City/County General Fund
Alexandria City	\$748,426,936	\$223,829,302	29.9%	\$28,924,085	3.9%	\$252,753,387	33.8%
Arlington County	\$1,275,833,059	\$434,831,815	34.1%	\$53,888,008	4.2%	\$488,719,823	38.3%
Fairfax County	\$4,280,915,642	\$2,067,259,207 ¹	48.3%	\$193,381,033	4.5%	\$2,260,640,240	52.8%
Falls Church City	\$93,964,300	\$42,319,046	45.0%	\$5,109,331	5.4%	\$47,428,377	50.5%
Loudoun County	\$1,614,662,885	\$797,402,923	49.4%	\$134,845,030	8.4%	\$932,247,953	57.7%
Manassas City	\$119,872,630	\$50,730,368	42.3%	\$6,346,792	5.3%	\$57,077,160	47.6%
Manassas Park City	\$44,955,513	\$12,150,000	27.0%	\$7,250,265	16.1%	\$19,400,265	43.2%
Montgomery County	\$4,885,128,553	\$2,444,080,000	50.0%	\$154,959,000	3.2%	\$2,599,039,000	53.2%
Prince George's County	\$3,422,847,500	\$763,562,900	22.3%	\$63,701,300	1.9%	\$827,264,200	24.2%
Prince William County	\$1,179,005,503	\$475,431,619	40.3%	\$103,436,564	8.8%	\$578,868,183	49.1%

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

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

FY 2019 Approved Staffing Ratios

Base Teacher Staffing Ratio

School Division	Kindergarten	Elementary	Middle / Intermediate	Secondary / High
Alexandria City ¹	22.0	Grades 1-2 24.0 Grades 3-5 26.0	N/A	N/A
Arlington County	23.0	Grade 1 20.0 Grades 2-3 22.0 Grades 4-5 23.0	23.4	25.4
Fairfax County ²	27.3	27.3	27.9	31.0
Falls Church City	22.0	Grades 1-2 22.0 Grades 3-5 24.0	24.0	24.0
Loudoun County	23.0	23.0	23.8	24.2
Manassas City	23.0	Grades 1-3 23.0 Grades 4 28.0	28.0	28.0
Manassas Park City	19.0	Grades 1-3 19.0 Grades 4-5 24.0	24.0	24.0
Montgomery County ³	N/A	N/A	N/A	N/A
Prince George's County ⁴	N/A	N/A	N/A	N/A
Prince William County	24.0	Grades 1-3 24.0 Grades 4-5 25.0	21.0	21.3

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

² Fairfax County Public Schools staffing ratios also take into account the number of students eligible for free and reduced priced meals and ESOL services. Additional teacher positions are allocated from the staffing reserve to help eliminate class size of 30 and above in elementary schools. For a complete listing of staffing formulas, see the appendix of the FY 2019 Approved Budget.

³ Montgomery County Public Schools numbers are maximum class size guidelines and not ratios or targets for class sizes. With guidelines for maximums, the actual numbers end up being less than the guideline.

⁴ Prince George's County Public Schools uses Student Based Budgeting (SBB) and student-classroom teacher ratios are not instituted. SBB gives Principals the autonomy to allocate staff based on the students enrolled and the specific needs of those students.

FY 2019 Average Class Size¹

School Division	Students per Classroom Teacher ²			Students per Teacher-Scale Position ³		
	Elementary	Middle / Intermediate	Secondary / High	Elementary	Middle / Intermediate	Secondary / High
Alexandria City ⁴	14.4	25.7	21.7	9.1	15.8	11.4
Arlington County	21.0	20.9	19.6	10.2	16.7	16.8
Fairfax County ⁵	22.6	25.1	25.9	14.7	20.8	21.3
Falls Church City	22.6	22.4	22.5	12.0	16.1	14.0
Loudoun County	22.7	22.1	23.8	14.3	18.5	20.1
Manassas City	21.8	25.6	26.5	11.2	17.2	18.7
Manassas Park City	21.5	26.4	28.4	11.5	19.5	20.8
Montgomery County	19.1	25.0	26.4	13.7	21.7	23.5
Prince George's County ⁶						
Prince William County	22.1	28.1	29.3	14.5	20.5	21.7

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

² Classroom teachers are positions used to determine class size.

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

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

⁵ Fairfax County Public Schools district does not reflect additional funding to alleviate large class size in the elementary schools.

⁶ Prince George's County Public Schools district uses Student Based Budgeting (SBB) and student-classroom teacher ratios are not instituted. SBB gives principals the autonomy to allocate staff based on the students enrolled and the specific needs of those students.

FY 2019 Kindergarten Students Per Teacher¹

School Division	Number of Schools Offering Half- or Full-Day Kindergarten				Students per Classroom Teacher	
	Half-Day	Full-Day	Total	% Full-Day	Half-Day ²	Full-Day
Alexandria City	0	14	14	100.0%	N/A	20.8
Arlington County	0	23	23	100.0%	N/A	19.9
Fairfax County	0	138	138	100.0%	N/A	22.8
Falls Church City	0	1	1	100.0%	N/A	21.2
Loudoun County³	0	58	58	100.0%	N/A	21.9
Manassas City	0	5	5	100.0%	N/A	21.0
Manassas Park City	0	1	1	100.0%	N/A	22.1
Montgomery County	0	134	134	100.0%	N/A	19.0
Prince George's County⁴	0	0	0	0.0%	N/A	N/A
Prince William County	0	61	61	100.0%	N/A	22.2

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

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

³ Loudoun County Public Schools moved to 100% full day kindergarten in FY 2019.

⁴ Prince George's County Public Schools uses Student Based Budgeting (SBB) and student-classroom teacher ratios are not instituted. SBB gives principals the autonomy to allocate staff based on the students enrolled and the specific needs of those students.

Cost Per Pupil¹

School Division	FY 2017 Approved	FY 2018 Approved	FY 2019 Approved
Alexandria City	\$17,008	\$17,099	\$17,606
Arlington County	\$18,957	\$19,340	\$19,348
Fairfax County	\$14,432	\$14,767	\$15,293
Falls Church City	\$18,418	\$18,219	\$18,544
Loudoun County	\$13,121	\$13,688	\$14,260
Manassas City	\$13,112	\$12,846	\$12,855
Manassas Park City	\$11,158	\$11,242	\$11,113
Montgomery County	\$15,975	\$16,030	\$16,281
Prince George's County	\$13,869	\$13,816	\$14,093
Prince William County	\$10,981	\$11,222	\$11,633

¹ Uniform formulas were developed by the WABE committee for consistency area wide. These numbers are comparable; however, the cost per pupil reported here may differ from that reported in individual districts' budget documents or other reports.

Cost Per Pupil



FY 2019 Authorized Position Definitions¹

(for charts on pages 34 - 37)

School-Based Positions

- Teachers: Includes all instructors under contract, regular classroom teachers, special education teachers, ESOL, coaches, mentors, vocational education teachers, speech therapists, physical therapists, guidance counselors, librarians, homebound teachers under contract, music, physical education, and itinerant teachers.
- School-Based Administrators: Includes principals, assistant principals, guidance directors, and student activity directors.
- Instructional Assistants: Includes instructional aides and teacher aides.
- Educational Specialists: Includes program and educational specialists (not central office curriculum development), school-based technology specialists, instructional coaches, social workers, and psychologists.
- Nonmanagement/All Others: Include school clerical staff, custodial staff, and other school-based support positions.

Nonschool-Based Positions

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

Leadership Team/Cabinet

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

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

FY 2019 Authorized Positions¹ School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,468.2	2,650.6	15,675.3	239.7	6,795.3
School-Based Administrators ²	70.0	119.7	662.0	12.5	363.0
Educational Specialists	95.9	110.4	589.6	13.7	181.7
Instructional Assistants	235.0	600.5	3,211.7	63.4	1,461.3
Nonmanagement/All Others ²	191.6	490.3	2,713.9	46.6	1,204.0
Total School-Based Positions	2,060.6	3,971.6	22,852.6	375.9	10,005.2
Nonschool-Based Positions					
Leadership Team	10.0	9.0	17.0	3.0	7.0
Technical/Support	53.0	99.4	734.1	11.0	178.8
Management	73.0	74.5	160.0	10.0	193.5
Educational Specialists	46.0	47.2	117.5	8.5	21.0
Office Support Staff	23.9	62.6	192.0	2.0	122.0
Custodial/Maintenance	30.5	81.0	400.0	6.0	202.3
Total Nonschool-Based Positions	236.4	373.7	1,620.6	40.5	724.5
TOTAL AUTHORIZED POSITIONS³	2,297.0	4,345.2	24,473.2	416.4	10,729.8
(School Based + Non-School Based)					
Other Operating Fund Positions ⁴	161.0	239.5	1,763.8	15.6	847.5
Total Non-Operating Fund Positions ⁵	203.4	153.0	436.4	20.0	478.6

¹ Numbers may not add due to rounding.

² See page 36 for further details.

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

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

⁵ Includes all positions funded in Other Funds.

FY 2019 Authorized Positions¹ School Operating Fund

	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
School-Based Positions					
Teachers	576.9	264.4	13,320.4	9,505.3	6,510.7
School-Based Administrators ²	27.0	10.0	562.5	656.0	323.6
Educational Specialists	33.0	9.0	213.8	264.5	223.2
Instructional Assistants	122.5	59.0	2,762.1	1,338.0	736.8
Nonmanagement/All Others ²	117.4	17.7	2,269.5	1,990.2	1,198.4
Total School-Based Positions	876.8	360.1	19,128.3	13,754.0	8,992.7
Nonschool-Based Positions					
Leadership Team	1.0	3.0	17.0	30.0	13.0
Technical/Support	15.8	7.0	485.9	282.0	167.5
Management	25.0	7.0	227.0	238.5	190.3
Educational Specialists	17.0	7.0	162.1	329.0	132.2
Office Support Staff	13.0	7.4	236.5	267.6	116.8
Custodial/Maintenance	9.8	0.5	141.6	432.5	247.0
Total Nonschool-Based Positions	81.6	31.9	1,270.1	1,579.6	866.8
TOTAL AUTHORIZED POSITIONS³	958.3	392.0	20,398.4	15,333.6	9,859.5
(School Based + Non-School Based)					
Other Operating Fund Positions⁴	92.2 ⁶	42.0	2,043.5	2,763.3	966.3
Total Non-Operating Fund Positions⁵	0.0	33.0	640.3	1,344.0	707.9

¹ Numbers may not add due to rounding.

² See page 37 for further details.

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

⁴ Includes Bus Drivers, Bus Drivers' Aides, and Cafeteria Staff.

⁵ Includes all positions funded in Other Funds.

⁶ Manassas City Public Schools district also includes Transportation Operations Specialist, Dispatcher and Nutritionist.

FY 2019 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
Administrators					
Principals	18.0	39.0	199.0	4.0	93.0
Assistant Principals	48.0	53.5	383.0	6.0	139.0
Guidance Directors	3.0	9.0	54.0	1.5	17.0
Student Activity Directors	1.0	3.0	25.0	1.0	0.0
Other	0.0	15.2	1.0	0.0	114.0
Nonmanagement / All Others					
School Office Staff	59.9	196.9	986.6	15.9	440.5
Custodial Staff	49.5	214.0	1,374.5	25.0	591.8
Noninstructional Specialists	0.0	30.8	190.8	1.0	43.0
Security	20.0	18.0 ²	162.0	1.0	26.0
Other	62.2 ¹	30.6	0.0	3.5	102.7 ³

¹ Alexandria City Public Schools includes Registrar, Library Media Assistant, Technician, and Parent Liaison within Nonmanagement (Other).

² Arlington County Public Schools has 18 School Resource Assistants. Additional security is provided by the Arlington County Police Department.

³ Loudoun County Public Schools includes Health Clinic Specialists, Nurses, and School Nurse Assistants in Nonmanagement (Other).

FY 2019 School-Based Positions - Details

	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
Administrators					
Principals	9.0	4.0	208.5	203.0	95.0
Assistant Principals	15.0	5.0	320.0	311.0	140.0
Guidance Directors	0.0	0.0	0.0	0.0	32.0
Student Activity Directors	1.0	1.0	0.0	0.0	12.0
Other	2.0	0.0	34.0	142.0	44.6
Nonmanagement / All Others					
School Office Staff	57.9	12.2	701.5	550.5	542.6
Custodial Staff	54.5	0.0	1,341.0	957.6	477.2
Noninstructional Specialists	0.0	0.0	0.0	0.0	96.0
Security	5.0	0.0	227.0	26.0	60.6
Other	0.0	5.5 ¹	0.0	456.1	22.0 ²

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

² Prince William County Public Schools district's Nonmanagement (Other) includes Parent Liaisons.

FY 2019 Salary Information

Teacher and Instructional Assistant Salaries

School Division	Scheduled Days	Unscheduled Days	Hours Per Day	Teacher Salary				Instructional Assistant		
				Step 1 + Bachelors Degree	Average ⁶	Step 1 + Masters Degree	Middle Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
Alexandria City¹	196	0	7.25	\$48,894	\$78,461	\$55,813	\$82,463 ²	\$109,403	\$16.75	\$29.38
Arlington County³	194	6	7.50	\$48,228	\$81,042	\$53,173	\$95,346 ⁴	\$113,207	\$17.18	\$34.71
Fairfax County	194	0	7.50	\$50,000	\$75,657	\$55,000	\$84,241	\$104,269	\$15.71	\$28.36
Falls Church City	194	6	7.50	\$51,088	\$69,765	\$56,671	\$76,024	\$111,261	\$16.18	\$29.79
Loudoun County	194	3	7.00	\$50,171	\$68,694	\$55,941	\$74,604	\$107,139	\$16.10	\$30.23
Manassas City	195	5	7.50	\$47,724	\$69,860	\$53,353	\$73,889	\$113,813	\$16.10	\$28.26
Manassas Park City⁵	194	6	7.50	\$48,060	\$62,529	\$54,060	n/a	\$112,030	\$16.99 / \$19.67	\$28.88 / \$33.44
Montgomery County	200	12	8.00	\$49,013	\$82,809	\$53,997	\$80,106	\$109,449	\$18.79	\$32.22
Prince George's County	192	8	7.50	\$47,781	\$69,905	\$52,679	\$68,735	\$103,819	\$12.58	\$36.02
Prince William County	181	14	7.00	\$47,724	\$67,944	\$53,353	\$73,889	\$121,872	\$15.26	\$34.95

¹ Alexandria City Public Schools has three salary scales: Bachelor, Master, and Master +30 years. Instructional assistants include Para I, Para II and Para III and are scheduled to work 6.8 hours per day.

² Alexandria City Public Schools middle teacher salary is based on a 10 month teacher with master's degree on step 12.

³ Arlington County Public Schools salaries for non-retirement eligible and Advancement Program (CAP) follow a different salary schedule. For detailed information see Arlington Public Schools pay plan on using the following link: <http://www.apsva.us/payroll-overview>.

⁴ Arlington County Public Schools middle salary indicates the middle point of the teacher master's degree salary schedule (including longevity steps) for retirement eligible employees.

⁵ Manassas Park City Schools uses salary grades with established maximums and minimums instead of step an lane scales. Placement is based on multiple factors and not solely years of teaching.

⁶ The average teacher salary for Fairfax, Falls Church, Manassas Park, Prince George and Prince William Public Schools reflects average teacher salary for the operating fund, while the average teacher salary for the remaining divisions reflects average teacher salary for all funds.

FY 2019 Salary Information

Bus Driver and School Board Salaries

School Division	Bus Driver Salary		Members	School Board	
	Beginning Hourly	Maximum Hourly		Member Salary	Chairperson Salary
Alexandria City	\$18.30	\$30.25	9	\$15,000	\$17,000
Arlington County	\$20.34 - \$24.95 ¹	\$33.54 - \$41.01 ¹	5	\$25,000	\$27,000
Fairfax County	\$19.01	\$33.48	12	\$32,000	\$34,000
Falls Church City	\$19.52	\$35.37	7	\$3,600	\$6,000
Loudoun County	\$19.57	\$37.08	9	\$20,000	\$22,000
Manassas City	\$18.63	\$32.72	7	\$9,000	\$10,100
Manassas Park City²	\$18.73	\$31.84	5	\$3,000	\$3,500
Montgomery County	\$17.28	\$29.24	7	\$25,000	\$29,000
Prince George's County	\$18.41	\$35.17	9	\$18,000	\$19,000
Prince William County	\$18.21	\$41.72	8	\$12,000	\$13,100

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

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

Student Demographics

School Division	Graduation Information			FY 2018 Actual Free or Reduced Price Lunch Eligibility	
	% of 2017 Graduates Going on to Postsecondary Education ¹	Class of 2018 Cohort Graduation Four-Year Rate ²	Class of 2018 Cohort Dropout Four-Year Rate ²	Students Eligible	Percent of District Enrollment
Alexandria City	79.5%	80.6%	10.4%	9,106	58.6%
Arlington County	90.4%	92.2%	5.0%	8,419	31.2%
Fairfax County	91.8%	91.5%	7.1%	54,657	29.0%
Falls Church City	92.5%	98.5%	1.0%	183	6.8%
Loudoun County	91.7%	95.5%	3.3%	14,114	17.4%
Manassas City	68.2%	78.2%	14.5%	4,362	56.0%
Manassas Park City	76.5%	89.4%	9.6%	2,300	61.8%
Montgomery County	85.0%	89.5%	6.2%	54,997	34.1%
Prince George's County ³				81,505	61.2%
Prince William County	83.5%	92.1%	5.6%	37,883	41.7%

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

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

³ Graduation data not available at time of compilation.

SAT Scores School Year 2017-2018

School Division	Average Math	Average Evidence - Based Reading and Writing	Total	Percent of Seniors Taking Tests
Alexandria City ²				
Arlington County ²	592	599	1191	68.0%
Fairfax County	608	604	1212	60.0%
Falls Church City ²				
Loudoun County	586	598	1184	75.8%
Manassas City ¹	526	533	1059	27.0%
Manassas Park City ²				
Montgomery County ²				
Prince George's County ²				
Prince William County ²				

¹ Manassas City Public Schools had 11% of seniors enrolled in the Pathways Program with Northern Virginia Community College in FY 2018. This program does not require the SAT.

² SAT data not available at time of compilation.

Student Breakfast and Lunch Prices

School Division	Breakfast Prices			Lunch Prices		
	Elementary	Middle	High	Elementary	Middle	High
Alexandria City	\$1.75	\$1.75	\$1.75	\$2.85	\$2.85	\$3.05
Arlington County	\$1.70	\$1.70	\$1.70	\$2.90	\$3.00	\$3.00
Fairfax County	\$1.75	\$1.75	\$1.75	\$3.25	\$3.50	\$3.50
Falls Church City	\$2.50	\$2.50	\$2.50	\$3.00	\$3.90	\$3.90
Loudoun County	\$2.10	\$2.10	\$2.10	\$3.05	\$3.15	\$3.15
Manassas City	\$1.45	\$1.45	\$1.45	\$2.60	\$2.70	\$2.70
Manassas Park City	\$1.50	\$1.50	\$1.50	\$2.90	\$2.90	\$2.90
Montgomery County	\$1.30	\$1.30	\$1.30	\$2.55	\$2.80	\$2.80
Prince George's County	\$1.60	\$1.60	\$1.60	\$2.75	\$3.00	\$3.00
Prince William County	\$1.50	\$1.50	\$1.50	\$2.50	\$2.65	\$2.75

Teacher Cost Comparison

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

School Division	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$99,122	\$115,955
Arlington County	\$98,527	\$118,778
Fairfax County	\$103,791	\$117,831
Falls Church City	\$100,048	\$106,044
Loudoun County	\$103,618	\$108,266
Manassas City	\$97,744	\$103,860
Manassas Park City	\$93,868	\$90,758
Montgomery County	\$99,261	\$122,060
Prince George's County	\$96,868	\$102,937
Prince William County	\$98,581	\$102,345

Salary and Benefits Summary

Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$78,461
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,002
Retirement				
VRS Retirement	15.68%	\$10,192	15.68%	\$12,303
VRS Retiree Health Credit	1.20%	\$780	1.20%	\$942
VRS Life Insurance	0.52%	\$338	0.52%	\$408
Health Insurance: POS - Family Coverage ² Name: United Healthcare POS Choice Plus	26.35%	\$17,125	21.83%	\$17,125
Dental/Vision ³	1.10%	\$714	0.91%	\$714
Total Benefits	52.49%	\$34,122	47.79%	\$37,494
Total Salary and Benefits		\$99,122		\$115,955

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

³ Dental costs is based on family coverage.

Salary and Benefits Summary

Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$81,042
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,200
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$12,707
VRS Retiree Health Credit	1.20%	\$780	1.20%	\$973
401 (a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$324
Life Insurance	1.31%	\$852	1.31%	\$1,062
Health Insurance: POS - Family Coverage ² Name: CIGNA Open Access High - Family	24.50%	\$15,922	19.65%	\$15,922
Dental/Vision ³	0.84%	\$549	0.68%	\$549
Total Benefits	51.58%	\$33,527	46.56%	\$37,736
Total Salary and Benefits		\$98,527		\$118,778

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

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

Salary and Benefits Summary

Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$75,657
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,788
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$11,863
VRS Retiree Health Credit	1.20%	\$780	1.20%	\$908
Employees' Supplementary Retirement System of Fairfax County (ERFC)	6.26%	\$4,069	6.26%	\$4,736
Life Insurance	0.95%	\$620	0.95%	\$722
Health Insurance: POS - Family Coverage ² Name: CareFirst BlueChoice Advantage	26.44%	\$17,185	22.71%	\$17,185
Dental/Vision	1.49%	\$972	1.28%	\$972
Total Benefits	59.68%	\$38,791	55.74%	\$42,174
Total Salary and Benefits		\$103,791		\$117,831

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

Salary and Benefits Summary

Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$69,765
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,337
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$10,939
VRS Retiree Health Credit	1.20%	\$780	1.20%	\$837
Life Insurance	1.31%	\$852	1.31%	\$914
Health Insurance: POS - Family Coverage ² Name: BCBS - The Local Choice 250	28.08%	\$18,252	26.16%	\$18,252
Total Benefits	53.92%	\$35,048	52.00%	\$36,279
Total Salary and Benefits		\$100,048		\$106,044

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

Salary and Benefits Summary

Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$68,694
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,255
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$10,771
VRS Retiree Health Credit	1.20%	\$780	1.20%	\$824
Life Insurance	1.31%	\$852	1.31%	\$900
Health Insurance: POS - Family Coverage ²	31.06%	\$20,191	29.39%	\$20,191
Name: Cigna				
Dental/Vision	2.51%	\$1,630	2.37%	\$1,630
Total Benefits	59.41%	\$38,618	57.61%	\$39,572
Total Salary and Benefits		\$103,618		\$108,266

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

Salary and Benefits Summary Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$69,860
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,344
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$10,954
VRS Retiree Health Credit	1.20%	\$780	1.20%	\$838
Life Insurance	1.31%	\$852	1.31%	\$915
Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage	24.54%	\$15,948	22.83%	\$15,948
Total Benefits	50.38%	\$32,744	48.67%	\$34,000
Total Salary and Benefits		\$97,744		\$103,860

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

³ Dental and Vision Insurance are included in Health Insurance.

Salary and Benefits Summary

Manassas Park City Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$62,529
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$4,783
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$9,805
VRS Retiree Health	1.20%	\$780	1.20%	\$750
Life Insurance	1.31%	\$852	1.31%	\$819
Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage 250 (The Local Choice)	18.57%	\$12,072	19.31%	\$12,072
Total Benefits	44.41%	\$28,868	45.15%	\$28,229
Total Salary and Benefits		\$93,868		\$90,758

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

³ Dental and Vision Insurance are included in Health Insurance.

Salary and Benefits Summary

Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$82,809
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,335
Retirement				
State Retirement & Pension System of Maryland	15.71%	\$10,212	15.71%	\$13,009
Local Pension	4.47%	\$2,906	4.47%	\$3,702
Life Insurance	0.19%	\$124	0.19%	\$157
Health Insurance: POS - Family Coverage ² Name: CareFirst BlueChoice Advantage POS	23.18%	\$15,065	18.19%	\$15,065
Dental/Vision	1.51%	\$983	1.19%	\$983
Total Benefits	52.71%	\$34,261	47.40%	\$39,251
Total Salary and Benefits		\$99,261		\$122,060

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

Salary and Benefits Summary

Prince George's County Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$69,905
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,348
Retirement				
State Retirement & Pension System of Maryland	15.71%	\$10,212	15.71%	\$10,982
Life Insurance	0.39%	\$251	0.39%	\$270
Health Insurance: POS - Family Coverage ² Name: Carefirst BCBS	22.97%	\$14,928	21.35%	\$14,928
Dental/Vision ³	2.31%	\$1,505	2.15%	\$1,505
Total Benefits	49.03%	\$31,868	47.25%	\$33,032
Total Salary and Benefits		\$96,868		\$102,937

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

³ Vision insurance is covered at 80% of the premium costs.

Salary and Benefits Summary

Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2019 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2019 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$67,944
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,198
Retirement				
Virginia Retirement System (VRS)	15.68%	\$10,192	15.68%	\$10,654
VRS Retiree Health Care Credit	1.20%	\$780	1.20%	\$815
403B Max at 15 years	2.00%	\$1,300	2.00%	\$1,359
Life Insurance	1.31%	\$852	1.31%	\$890
Health Insurance: POS - Family Coverage ² Name: KeyCare Enhanced PPO including Blue View Vision	22.49%	\$14,617	21.51%	\$14,617
Dental/Vision	1.34%	\$868	1.28%	\$868
Total Benefits	51.66%	\$33,581	50.63%	\$34,401
Total Salary and Benefits		\$98,581		\$102,345

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

² The highest cost plan (POS) is used for consistency. This is the most expensive and does not necessarily reflect the plan with the highest participation rate.

FY 2019 Compensation Accounts (All Funds)

School Division	Full-Time Position Salaries	Other Compensation ¹	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	\$178,146,355	\$7,809,358	\$72,280,363	\$258,236,076	(\$1,344,687)
Arlington County	\$346,472,852	\$24,564,592	\$127,060,065	\$498,097,509	(\$3,830,349)
Fairfax County	\$1,674,004,296	\$161,446,565	\$856,155,999	\$2,691,606,861	(\$55,038,488)
Falls Church City	\$30,143,707	\$2,249,468	\$11,164,738	\$43,557,913	\$0
Loudoun County	\$701,746,676	\$43,798,310	\$365,822,667	\$1,111,367,653	(\$17,939,347)
Manassas City	\$61,810,974	\$3,434,212	\$24,701,299	\$89,946,485	(\$849,999)
Manassas Park City	\$20,003,798	\$5,964,776	\$8,985,526	\$34,954,100	(\$72,093)
Montgomery County	\$1,640,322,178	\$90,103,992	\$615,741,910	\$2,346,168,080	(\$26,274,492)
Prince George's County	\$1,251,077,107	\$83,946,151	\$439,480,173	\$1,774,503,431	\$0
Prince William County	\$633,081,146	\$28,909,786	\$244,779,742	\$906,770,674	(\$12,043,884)

¹ Includes hourly and part-time accounts.

Benefit Expense Distribution Percent Paid by District

School Division	Retirement			Health Insurance				
	Life Insurance	State ¹	Other ²	Point of Service Family	HMO Family	Dental Insurance	Disability Insurance	
							Short-term	Long-term
Alexandria City	39.7%	75.8%	0.0%	80.0%	80.0%	57.0%	100.0%	100.0%
Arlington County	100.0%	75.8%	50.0%	62.0%	69.0%	35.0%	100.0%	100.0%
Fairfax County	72.9%	75.8%	67.6%	75.0%	75.0%	70.0%	100.0%	0.0%
Falls Church City	100.0%	75.8%	0.0%	75.0%	75.0%	0.0%	100.0%	100.0%
Loudoun County	100.0%	75.8%	0.0%	71.0%	0.0%	82.0%	100.0%	0.0%
Manassas City	100.0%	75.8%	0.0%	63.0%	75.8%	see note ³	0.0%	100.0%
Manassas Park City	100.0%	75.8%	0.0%	52.6%	57.4%	Included in health	0.0%	see note ⁴
Montgomery County	83.0%	See note ⁵	0.0%	83.0%	88.0%	83.0%	0.0%	0.0%
Prince George's County	100.0%	See note ⁵	0.0%	80.0%	80.0%	80.0%	0.0%	0.0%
Prince William County	100.0%	75.8%	0.0%	61.0%	70.0%	70.0%	100.0%	100.0%

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

² The Other category includes supplemental retirement.

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

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

⁵ Maryland state rate to be updated when available.

Substitute Teacher Pay Rate

School Division	Short Term			Long Term				
	No Bachelor's Degree	Bachelor's Degree	Licensed Teacher	No Bachelor's Degree	Bachelor's Degree		Licensed Teacher	
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Effective Day	Hourly Rate	Effective Day
Alexandria City	\$15.17	\$15.17	\$15.17	\$21.65	\$21.65	-	\$21.65	-
Arlington County ¹	\$15.28	\$15.28	\$15.28	\$16.97	\$16.97	Days 11-20	\$16.97	Days 11-20
Fairfax County	\$14.37	\$14.37	\$15.48	\$20.34	\$20.34	11th day	\$22.12 ²	11th day
Falls Church City	\$14.50	\$14.50	\$14.50	N/A	\$17.00	11th day	\$17.00	11th day
Loudoun County	\$15.71	\$15.71	\$15.71	\$22.00	\$22.00	11th day	\$22.00	11th day
Manassas City	\$10.00	\$14.23	\$15.33	N/A	\$20.14	16th day	\$21.91	1st day
Manassas Park City	\$15.00	\$15.00	\$15.00	\$17.00	\$17.00	140 hours	\$17.00	140 hours
Montgomery County ³	N/A	\$18.41	\$19.48	N/A	\$26.28	see note	\$27.75	see note
Prince George's County	\$11.50	\$13.60	\$20.40	\$14.49	\$16.32	16th day	\$23.80	16th day
Prince William County	\$13.57	\$15.00	\$15.00	\$0.00	\$18.57	10th day	\$22.28	10th day

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

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

³ Montgomery County Public Schools uses two separate long-term rates for a substitute who is also a retired teacher or who has a teacher license. This rate is \$30.08/hour after the 45th day in a single assignment. Rates are based on a seven hour day.

WABE 2019