

A watercolor illustration of a garden path. The path is light pink and leads through various green plants and flowers. A necklace with a heart-shaped pendant hangs from the top left. The overall style is soft and artistic.

The Washington Area Boards of Education

FY 2022 WABE Guide

October 2021

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Alexandria City Public Schools

- ACPS established the Virtual PLUS+ program to support students, families, and staff with virtual and hybrid learning and to promote student well-being. Services include a multilingual helpline, tutoring and technical assistance, and meal pick-up sites.
- More than 5,000 Chromebooks or tablets were distributed to students before school started and up to 1,700 mobile hotspots were added for use during virtual learning.
- Since the beginning of the COVID-19 pandemic in March 2020, ACPS school nutrition staff have provided 765,444 cartons of orange juice, 1,635,726 cartons of milk and dairy drinks, 3,238,823 individual meals, and 402,560 pounds of fresh fruit.
- Through the Identity Project, the Alexandria School Board unanimously voted to rename two schools. T.C. Williams was renamed Alexandria City High School and Matthew Maury was renamed Naomi L. Brooks Elementary School
- The T.C. Williams High School Class of 2021 achieved the all-time highest graduation rate for ACPS with 91 percent earning diplomas.
- The Scholarship Fund of Alexandria awarded \$525,000 in college scholarships to 183 high school seniors, the largest amount ever awarded for first-year scholarships.
- ACPS piloted the Alternative Pathways to Achievement program, which supported students who worked during the day and participated in virtual schooling at night.
- The Young Scholars program for Talented and Gifted (TAG) students expanded to all elementary schools, and TAG screening has been expanded to all grade 3 students.
- Three T.C. Williams High School seniors were named National Merit Finalists.
- Two T.C. Williams High School seniors received the highly competitive QuestBridge Scholarship, and two seniors were selected for the \$250,000 Posse Scholarship.
- A T.C. Williams High School college and career counselor was named a Potomac & Chesapeake Association for College Admission Counseling's Counselor of the Year.
- Five high school teachers were awarded W!se's 2019-20 Gold Star Teacher Award for successful teaching of financial literacy.
- Eleven ACPS teachers have become certified or renewed their National Board Certification.
- ACPS Superintendent Dr. Gregory C. Hutchings, Jr. was chosen as the 2021 recipient of the Virginia Association of Elementary Principals (VAESP) Pathfinder Award for his leadership in ACPS and national work on racial equity.
- Five George Washington Middle School students and three Francis C. Hammond Middle School students advanced to the National History Day Competition.
- ACPS virtual and in-person summer learning programs were provided to 1,830 PreK-2 students in 2021 to provide continuity of learning through the summer and were supported by the use of learning packets, and more than 20,000 take-home books.

Highlights at a Glance

FY 2022 Cost Per Pupil	\$18,921
Average Teacher Salary	\$82,997
2021 Actual Enrollment	
Total Enrollment	15,635
Percent ESOL Enrollment	31.4%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	12.1%
2022 Approved Enrollment	
Number Increase/(Decrease) from 2021 Actual	509
Percent Increase/(Decrease) from 2021 Actual	3.3%
Schools	
Elementary	13
Middle	2
Traditional (K-8)	2
Secondary and High Schools	1
Special Education	0
Alternative	2
Sources of Revenue	
Local	67.0%
State	13.9%
All Other Sources	19.1%
Authorized Positions	
School-Based	90.2%
Nonschool-Based	9.8%

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.acps.k12.va.us

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

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Arlington Public Schools

- Arlington Public Schools (APS) is the recipient of the prestigious Medallion of Excellence Award present by the U.S. Senate and 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 2020 Washington Post Challenge Index listed all APS high schools in the top two percent in the U.S. This is the ninth year in a row all APS high schools made the list.
- Eleven APS schools received 2020 Virginia Exemplar Performance School Awards for advanced learning and achievement.
- 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.
- Spanish immersion programs are offered at two elementary, one middle, and one high school.
- 87.4 percent of students completed one or more college-level classes.
- APS students outscored their peers both nationally and at the state level on SAT and ACT scores and IB Pass Rates.
- More than 95 percent of APS students earn one or more high school credits during middle school.
- Nearly 88 percent of graduating seniors completed at least one AP or IB course, and 71 percent of graduates earn an advanced diploma.
- 95 percent graduation rate for students in the three comprehensive high schools.
- Arlington ranks second in Virginia with more than 200 teachers who have earned National Board Certification.
- The APS Class of 2021 earned \$56.9 million in scholarships.

Highlights at a Glance

FY 2022 Cost Per Pupil	\$20,000
Average Teacher Salary	\$78,018
2021 Actual Enrollment	
Total Enrollment	26,900
Percent ESOL Enrollment	17.8%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	14.4%
2022 Approved Enrollment	
Number Increase/(Decrease) from 2021 Actual	2,208
Percent Increase/(Decrease) from 2021 Actual	8.2%
Schools	
Elementary	25
Middle	6
Traditional (K-8)	0
Secondary and High Schools	5
Special Education	2
Alternative	3
Sources of Revenue	
Local	76.4%
State	13.9%
All Other Sources	9.7%
Authorized Positions	
School-Based	90.7%
Nonschool-Based	9.3%

**The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.*

Website: www.apsva.us

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

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City of Fairfax Public Schools

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

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

City of Fairfax Schools include:

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

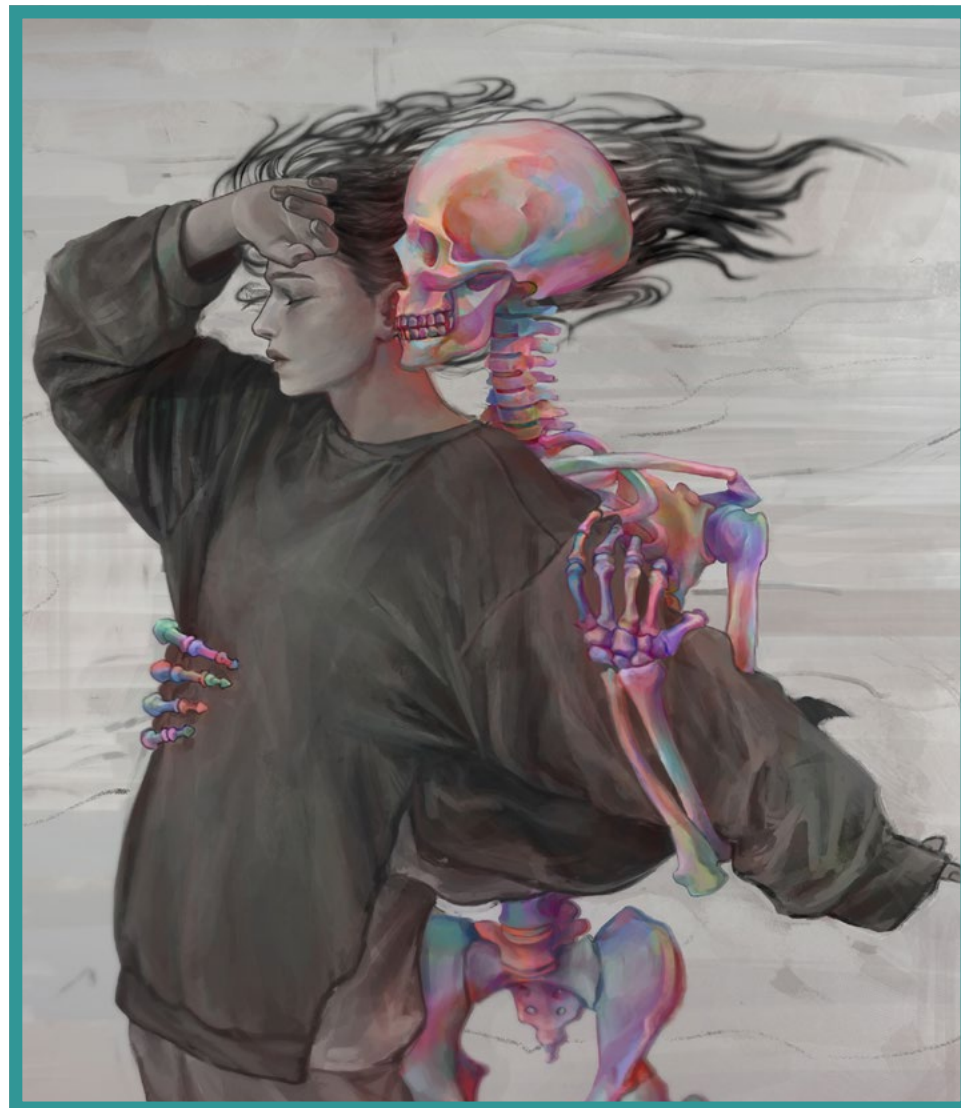
Daniels Run Elementary and Providence Elementary Schools completed major renovations in 2000. Both schools provide STEM/Innovation Labs and sophisticated outdoor classrooms. DRES and PES offer Local Level IV Advanced Academic Programming for students starting in the 3rd grade. In addition, our two elementary schools provide laptops for each student in grades 4-6. School capacity for DRES is 773 students and PES is 1,000.

- Katherine Johnson Middle School (KJMS)

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 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: 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 11th 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 2021 as the nation's best high school. TJHSST was also ranked fifth for the best science, technology, engineering, and math (STEM) school. Also included in the top 10 schools in Virginia were the following FCPS high schools: Langley, McLean, Marshall, Madison, Woodson, West Springfield, Chantilly, and Oakton.
- Forestville Elementary, Kings Park Elementary, Thomas Jefferson High for Science and Technology and Wolftrap Elementary received the Virginia Board of Education Highest Achievement Award for demonstrating high levels of success across all of school quality indicators, including success in narrowing achievement gaps.
- Forty-six FCPS schools earned the 2020 Board of Education Continuous Improvement Award.
- Ninety-seven percent of FCPS schools, compared to 92 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2019-2020 school year.
- In 2021, 212 FCPS students from 18 high schools were named semifinalists, and 13 students from six FCPS schools were winners who took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the largest employer in Fairfax County, with 24,839 full-time employees.
- The FCPS bus fleet is one of the largest bus fleets in the U.S., transporting more than 145,000 students on over 1,600 buses each day.
- FCPS has more than 27 million square feet of school buildings and office space, including 185 Energy Star certified schools, more than any other school system in the country.

Highlights at a Glance

FY 2022 Cost Per Pupil	\$16,674
Average Teacher Salary	\$79,896

2021 Actual Enrollment

Total Enrollment	179,748
Percent ESOL Enrollment	18.5%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	14.7%

2022 Approved Enrollment

Number Increase/(Decrease) from 2021 Actual	9,051
Percent Increase/(Decrease) from 2021 Actual	5.0%

Schools

Elementary	142
Middle	23
Traditional (K-8)	0
Secondary and High Schools	25
Special Education	7
Alternative	2

Sources of Revenue

Local	63.4%
State	23.2%
All Other Sources	13.4%

Authorized Positions

School-Based	92.8%
Nonschool-Based	7.2%

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.fcps.edu/

Budget Link: <https://www.fcps.edu/sites/default/files/media/pdf/FY-2022-Approved-Budget.pdf>

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Falls Church City Public Schools

- Falls Church City Public Schools (FCCPS) is a small, independent, city school division since 1949.
- All FCCPS five schools are fully accredited:
 - Jessie Thackrey (PreK, special needs preschool and family literacy programs)
 - Mount Daniel Elementary (K-2)
 - Oak Street Elementary (3-5) (formerly Thomas Jefferson Elementary)
 - Mary Ellen Henderson Middle (6-8)
 - Meridian High (9-12) (formerly George Mason High)
- FCCPS is one of seven 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, high school building.
- FCCPS consistently scores above state and national averages on standardized tests. FCCPS SOL pass rates for the 2020-2021 school year are:
 - History and Social Sciences: not reported statewide in 2021
 - Writing: not reported statewide in 2021
 - Reading: 90 percent, second in the State
 - Science: 83 percent, second in the State
 - Math: 84 percent, first in the State
- FCCPS students are multi-cultural, and students speak 41 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 2022 Cost Per Pupil	\$20,515
Average Teacher Salary	\$89,296
2021 Actual Enrollment	
Total Enrollment	2,504
Percent ESOL Enrollment	4.6%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	12.3%
2022 Approved Enrollment	
Number Increase/(Decrease) from 2021 Actual	101
Percent Increase/(Decrease) from 2021 Actual	4.0%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	1
Alternative	0
Sources of Revenue	
Local	81.5%
State	14.7%
All Other Sources	3.8%
Authorized Positions	
School-Based	91.4%
Nonschool-Based	8.6%

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.fccps.org

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

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Loudoun County Public Schools

- LCPS fulfills its mission of “Empowering all students to make meaningful contributions to the world” through both project-based and personalized learning. LCPS continues to demonstrate instructional leadership across the Commonwealth and nation as a member of the Virginia is for Learners Network and the Digital Promise League of Innovative Schools.
- Loudoun County Public Schools (LCPS) opened Hovatter Elementary and W.O. Robey High School, bringing the total number of schools to 97. LCPS operates 60 elementary schools, 17 middle schools, 18 high schools and two educational centers.
- The LCPS Class of 2021 received \$85 million in scholarships.
- The Class of 2021 had 55 National Merit Semifinalists.
- Growth and Opportunity in Virginia (GO Virginia) awarded a \$2.4 million grant to the Loudoun Education Foundation (LEF) for the creation of the Virginia K-12 Computer Science Pipeline program in Loudoun County Public Schools (LCPS) and Chesapeake Public Schools (CPS).
- LCPS is the only school in the Commonwealth to have all its eligible middle schools receive the Schools to Watch designation.
- For the 10th consecutive year, LCPS has received the ENERGYSTAR Partner of the Year Sustained Excellence Award. LCPS is one of only six school systems in the U.S. to earn this designation in 2021.
- LCPS was named a 2021 Best-in-State employer by Forbes magazine.
- For 14 consecutive years, LCPS has been named among the Best Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation.

Highlights at a Glance

FY 2022 Cost Per Pupil	\$17,120
Average Teacher Salary	\$76,038
2021 Actual Enrollment	
Total Enrollment	81,504
Percent ESOL Enrollment	12.0%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	11.3%
2022 Approved Enrollment	
Number Increase/(Decrease) from 2021 Actual	4,652
Percent Increase/(Decrease) from 2021 Actual	5.7%
Schools	
Elementary	60
Middle	17
Traditional (K-8)	0
Secondary and High Schools	18
Special Education	0
Alternative	2
Sources of Revenue	
Local	67.2%
State	29.7%
All Other Sources	3.1%
Authorized Positions	
School-Based	92.7%
Nonschool-Based	7.3%

**The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.*

Website: www.lcps.org/

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

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Manassas City Public Schools

- Manassas City Public Schools (MCPS) theme schools include:
 - Weems Elementary School is a "Visitation Viable" model for its Talents & Gifts program.
 - Haydon Elementary School features a Spanish dual language immersion program.
 - Dual language immersion students at Mayfield Intermediate School are able to take Spanish for a high school credit.
 - Baldwin Elementary School is a Distinguished Launch School for Project Lead the Way, an innovative project-based learning program that incorporates science, technology, engineering, and math. Project Lead the Way is offered in grades 5-12.
- MCPS offers CTE and STEM programs in all schools. High School programs include cybersecurity, engineering, auto technology, cosmetology, and business courses.
- MCPS offers an Integrated math and science program and an integrated humanities program in grades 7-10.
- Osbourn High School serves as a Governor's STEM Academy, providing students opportunities to explore STEM careers with specialized pathways in 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.
- 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 (GMU).
- GMU and Northern Virginia Community College provide dual enrollment opportunities for high school students to experience college level academics and obtain college credit.
- Early learners have the opportunity to participate in the Virginia Pre-School Initiative through a traditional half-day program at each MCPS elementary school.
- All Pre-K through grade 3 children who live in the City of Manassas have free access to the Footsteps2Brilliance literacy software through Model Innovation City®.
- Algebra 1, geometry, world languages, and honors Earth science are offered in middle school for high school credit.
- Robotics, VEX, and "It's Academic" teams promote high level independent thinking and essential teamwork skills.
- All MCPS students participate in a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- Metz Middle School was the first school in Northern Virginia to be Nearpod Certified for its successful implementation of the interactive learning platform.
- All kindergarten students are provided gifted enrichment lessons and advanced curriculum extensions through our GT talent development initiative.

Highlights at a Glance

FY 2022 Cost Per Pupil	\$14,899
Average Teacher Salary	\$75,178
2021 Actual Enrollment	
Total Enrollment	7,592
Percent ESOL Enrollment	31.9%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	12.5%
2022 Approved Enrollment	
Number Increase/(Decrease) from 2021 Actual	156
Percent Increase/(Decrease) from 2021 Actual	2.1%
Schools	
Elementary	5
Middle	3
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	44.2%
State	52.0%
All Other Sources	3.8%
Authorized Positions	
School-Based	91.1%
Nonschool-Based	8.9%

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.mcpsva.org

Budget Link: <https://www.mcpsva.org/Page/4492>

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Manassas Park City Schools

Data for Manassas Park City Schools is not available at the time of compilation. The WABE guide will be updated with data once available.

Website: www.mpark.net

Budget Link: [https://www.mpark.net/uploaded/DistrictDocs/Finance/FY21_School Board Adopted Budget.pdf](https://www.mpark.net/uploaded/DistrictDocs/Finance/FY21_School_Board_Adopted_Budget.pdf)

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Montgomery County Public Schools

- Montgomery County Public Schools (MCPS) is the largest school district in Maryland and 14th largest school district in the United States.
- Five MCPS high schools made the top 500 U.S. News & World Report 2020 list of Best High Schools. Five ranked in the top 500 nationally, and eight were ranked in the top 25 in Maryland.
- More than 39,000 Advanced Placement (AP) exams were taken by MCPS students in 2020. Students scored a 3 or higher on 75 percent of the exams.
- In 2020, 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 2020 earned a 1097 average combined SAT score, surpassing both national and state averages. Seventy-eight percent of graduates took the SAT.
- 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.
- The district is home to 42 National Blue Ribbon Schools.
- MCPS continues to lead the state of Maryland in the number of educators who are awarded this prestigious recognition of their proficiency, with 18 new NBCTs this year and 28 renewals. The 18 new NBCTs are among the 81 Maryland educators who achieved certification from NBPTS in 2020. This brings the total number of educators who have earned National Board Certification while working for MCPS to 985.

Highlights at a Glance

FY 2022 Cost Per Pupil	\$17,266
Average Teacher Salary	\$85,569
2021 Actual Enrollment	
Total Enrollment	160,099
Percent ESOL Enrollment	16.7%
Percent Free/Reduced Price Meal Eligible	N/A*
Percent Special Education Enrollment	13.1%
2022 Approved Enrollment	
Number Increase/(Decrease) from 2021 Actual	4,716
Percent Increase/(Decrease) from 2021 Actual	2.9%
Schools	
Elementary	135
Middle	40
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1
Sources of Revenue	
Local	65.0%
State	30.5%
All Other Sources	4.5%
Authorized Positions	
School-Based	91.8%
Nonschool-Based	8.2%

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.montgomeryschoolsmd.org/

Budget Link: https://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2021/FY22_Adopted_OperatingBudget_WholeBook.pdf

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Prince George's County Public Schools

Data for Prince George's County Public Schools is not available at the time of compilation. The WABE guide will be updated with data once available.

Website: www1.pgcps.org/
Budget Link: www1.pgcps.org/budget/

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Prince William County Public Schools

Prince William County Public Schools is unable to participate in the FY 2022 WABE Guide.

Website: www.pwcs.edu

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

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Manassas, Virginia 20112

FY 2021 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 ²	273	0	1,266	13,642	454	15,635
Arlington County ³	849	0	1,866	22,591	1,594	26,900
Fairfax County ⁴	2,100	1,416	10,362	151,752	14,118	179,748
Falls Church City	54	0	130	2,259	61	2,504
Loudoun County	707	99	4,808	74,135	1,755	81,504
Manassas City	236	0	544	6,583	229	7,592
Montgomery County	3,150	406	10,332	141,528	4,683	160,099

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 does not include Head Start as it is a City program.

³ Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services. FY 2022 includes PreK dual-enrolled students.

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

FY 2022 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	323 ¹	0	1,560	13,820	441	16,144
Arlington County	1,258 ²	0	2,232	23,316	2,302	29,108
Fairfax County³	2,535	1,962	12,025	156,952	15,325	188,799
Falls Church City	71	0	170	2,303	61	2,605
Loudoun County	899	100	5,742	77,196	1,930	86,156
Manassas City	406	0	544	6,558	240	7,748
Montgomery County	3,954	641	10,823	146,248	3,149	164,815

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

² Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services. FY 2022 excludes PreK dual enrolled students.

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

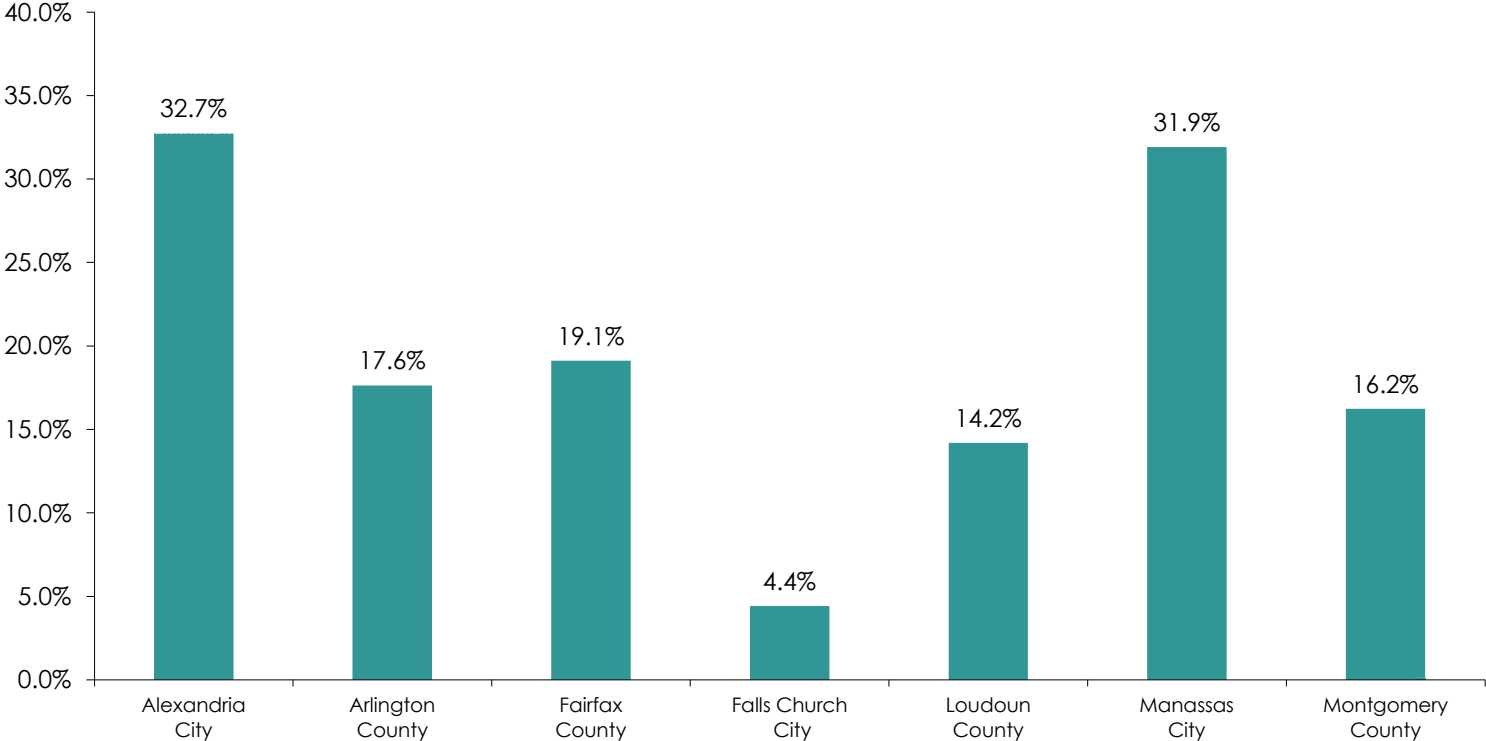
English for Speakers of Other Languages (ESOL) Students¹

School Division	FY 2021 Actual Enrollment	FY 2022 Approved Budget	Percentage of FY 2021 Enrollment	Percentage of FY 2022 Enrollment
Alexandria City	4,905	5,285	31.4%	32.7%
Arlington County	4,794	5,134	17.8%	17.6%
Fairfax County²	33,325	36,078	18.5%	19.1%
Falls Church City	115	115	4.6%	4.4%
Loudoun County	9,794	12,225	12.0%	14.2%
Manassas City	2,423	2,473	31.9%	31.9%
Montgomery County	26,756	26,742	16.7%	16.2%

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

English for Speakers of Other Languages (ESOL) Students



WABE 2022

Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City ¹	13	2	2	0	1	0	2	20
Arlington County	25	6	0	1	4	2	3	41
Fairfax County	142	23	0	3	22	7	2	199
Falls Church City	2	1	0	0	1	1	0	5
Loudoun County	60	17	0	0	18	0	2	97
Manassas City	5	3	0	0	1	0	0	9
Montgomery County ²	135	40	0	0	26	5	1	207

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

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

FY 2021 Actual Special Education Enrollment

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	116	1,326	454	1,896	8,884
Arlington County ¹	262	2,006	1,594	3,862	4,902
Fairfax County ²	2,100	10,250	14,118	26,468	45,439
Falls Church City	22	226	61	309	467
Loudoun County	527	6,898	1,755	9,180	11,989
Manassas City ³	28	693	229	950	Data not available
Montgomery County	1,480	14,422	5,148	21,050	22,823

¹ Arlington County Public Schools district's preschool special education enrollment includes students receiving preschool special education community-based services. FY 2021 includes PreK dual enrolled students.

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 does not report a duplicated special education student count.

FY 2022 Approved Special Education Enrollment

Unduplicated Special Education Enrollment					
School Division	Preschool	Level 1	Level 2 (50% or more of time)	Total	Total Special Education Services
Alexandria City ¹	113	1,291	441	1,845	Data not available
Arlington County ²	429	2,122	2,302	4,853	5,680
Fairfax County ³	2,535	10,376	15,325	28,236	48,600
Falls Church City	22	226	61	309	467
Loudoun County	579	7,589	1,930	10,098	13,978
Manassas City ⁴	34	693	240	967	Data not available
Montgomery County	1,628	15,488	3,224	20,340	25,557

¹ Alexandria City Public Schools does not report a duplicated special education student count.

² Arlington County Public Schools district's preschool special education enrollment includes students receiving preschool special education community-based services. FY 2022 excludes PreK dual enrolled students.

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

⁴ Manassas City Public Schools does not report a duplicated special education student count.

FY 2022 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 2022 Approved Fund Expenditures

School Division	Operating Fund ¹	Construction Fund	Debt Service	Food Fund	Other Governmental Funds ²	Total Expenditures ³
Alexandria City	\$357,580,082	\$87,480,500	\$28,633,966	\$11,194,167	\$6,518,675	\$491,407,390
Arlington County	\$595,376,064	\$58,072,295	\$58,367,805	\$10,212,942	\$33,445,964	\$755,475,070
Fairfax County	\$3,392,400,812 ⁴	\$203,976,143	\$199,745,647	\$86,373,274	\$40,763,935	\$3,923,259,811
Falls Church City	\$53,762,781	\$0	\$10,155,989	\$1,025,357	\$2,330,700	\$67,274,827
Loudoun County	\$1,508,474,046	\$188,533,000	\$143,034,799	\$37,162,564	\$10,002,000	\$1,887,206,409
Manassas City	\$117,202,773	\$5,190,000	\$6,049,689	\$4,186,043	\$0	\$132,628,505
Montgomery County	\$3,131,092,039	\$429,471,000	\$153,879,000	\$61,899,980	\$38,749,948	\$3,815,091,967

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 \$34.4 million.

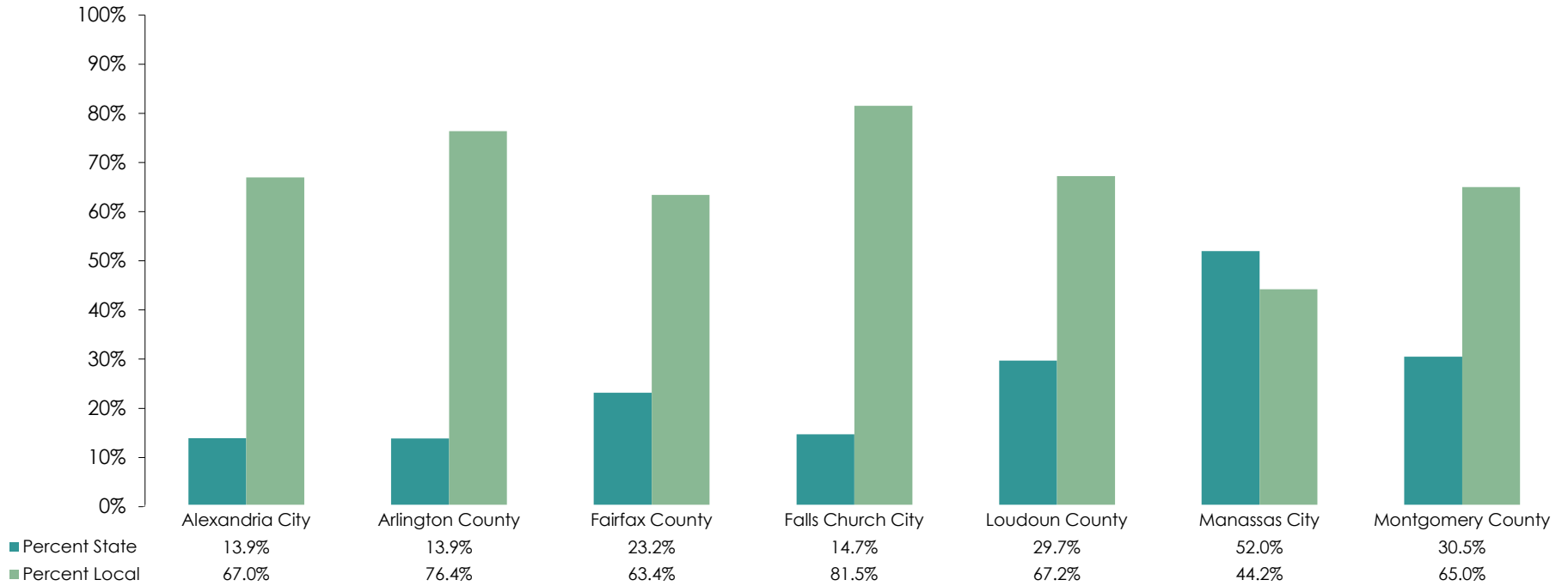
FY 2022 Sources of Revenue School Operating Fund¹

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	\$61,197,971	17.1%	\$49,818,156	13.9% ²	\$239,437,296	67.0%	\$5,114,453	1.4%	\$2,012,205	0.6%	\$357,580,081
Arlington County	\$29,570,024	5.0%	\$82,651,581	13.9%	\$454,733,700	76.4%	\$24,745,459	4.2%	\$3,675,300	0.6%	\$595,376,064
Fairfax County	\$355,204,479	10.4%	\$793,935,773	23.2%	\$2,172,661,166	63.4%	\$29,930,286	0.9%	\$75,045,520	2.2%	\$3,426,777,223
Falls Church City	\$605,367	1.1%	\$7,910,757	14.7%	\$43,824,671	81.5%	\$450,000	0.8%	\$971,986	1.8%	\$53,762,781
Loudoun County	\$23,498,259	1.6%	\$447,884,109	29.7%	\$1,014,059,336	67.2%	\$12,000,000	0.8%	\$11,032,343	0.7%	\$1,508,474,047
Manassas City	\$3,915,741	3.3%	\$60,902,000	52.0%	\$51,796,282	44.2%	\$0	0.0%	\$588,750	0.5%	\$117,202,773
Montgomery County	\$83,978,035	3.1%	\$822,232,792	30.5%	\$1,752,662,235	65.0%	\$25,000,000	0.9%	\$12,291,137	0.5%	\$2,696,164,199

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.

FY 2022 Sources of Revenue Percent of Total Operating Fund



FY 2022 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	\$770,708,947	\$239,437,296	31.1%	\$28,633,966	3.7%	\$268,071,262	34.8%
Arlington County	\$1,392,978,691	\$471,960,931	33.9%	\$57,953,331	4.2%	\$529,914,262	38.0%
Fairfax County ¹	\$4,527,325,441	\$2,185,761,166	48.3%	\$197,118,522	4.4%	\$2,382,879,688	52.6%
Falls Church City	\$104,711,174	\$43,824,671	41.9%	\$10,155,989	9.7%	\$53,980,660	51.6%
Loudoun County	\$2,089,034,627	\$1,014,059,336	48.5%	\$143,034,799	6.8%	\$1,157,094,135	55.4%
Manassas City	\$127,197,820	\$54,796,282	43.1%	\$6,565,328	5.2%	\$61,361,610	48.2%
Montgomery County	\$5,115,984,592	\$2,551,625,000	49.9%	\$153,879,000	3.0%	\$2,705,504,000	52.9%

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

FY 2022 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	25.0	Grade 1 22.0 Grades 2-3 24.0 Grades 4-5 26.0	25.2	26.9
Fairfax County ²	25.0	³	27.9	31.0
Falls Church City	22.0	Grades 1-2 22.0 Grades 3-5 24.0	24.0	24.0
Loudoun County	23.0	22.0	23.7	23.7
Manassas City	22.0	Grades 1-3 22.0 Grades 4 28.0	28.0	28.0
Montgomery County ⁴	N/A		N/A	N/A

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 2022 Approved Budget.

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

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

FY 2022 Average Class Size¹

School Division	Students per Classroom Teacher ²			Students per Teacher-Scale Position ³		
	Elementary	Middle / Intermediate	Secondary / High	Elementary	Middle / Intermediate	Secondary / High
Alexandria City ⁴	16.4	22.8	25.6	9.8	15.4	18.3
Arlington County	22.9	21.8	20.4	10.5	17.0	17.3
Fairfax County ⁵	21.2	24.8	25.7	13.8	20.4	21.2
Falls Church City	20.5	22.1	24.4	11.2	15.1	16.9
Loudoun County	21.3	22.1	24.2	13.0	18.1	20.0
Manassas City	20.8	22.4	25.3	10.4	15.2	17.2
Montgomery County	18.1	23.8	25.7	13.0	21.4	23.3

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

² Classroom teachers are positions used to determine class size.

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

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

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

FY 2022 Kindergarten Students Per Teacher¹

School Division	Number of Schools Offering Full-Day Kindergarten ²			Classroom Teacher
	Full-Day	Total	% Full-Day	Full-Day
Alexandria City	14	14	100.0%	21.1
Arlington County	25	25	100.0%	21.1
Fairfax County	138	138	100.0%	22.7
Falls Church City	1	1	100.0%	21.3
Loudoun County	60	60	100.0%	21.8
Manassas City	5	5	100.0%	20.1
Montgomery County	135	135	100.0%	18.3

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

² All participating divisions offer 100% full day programs.

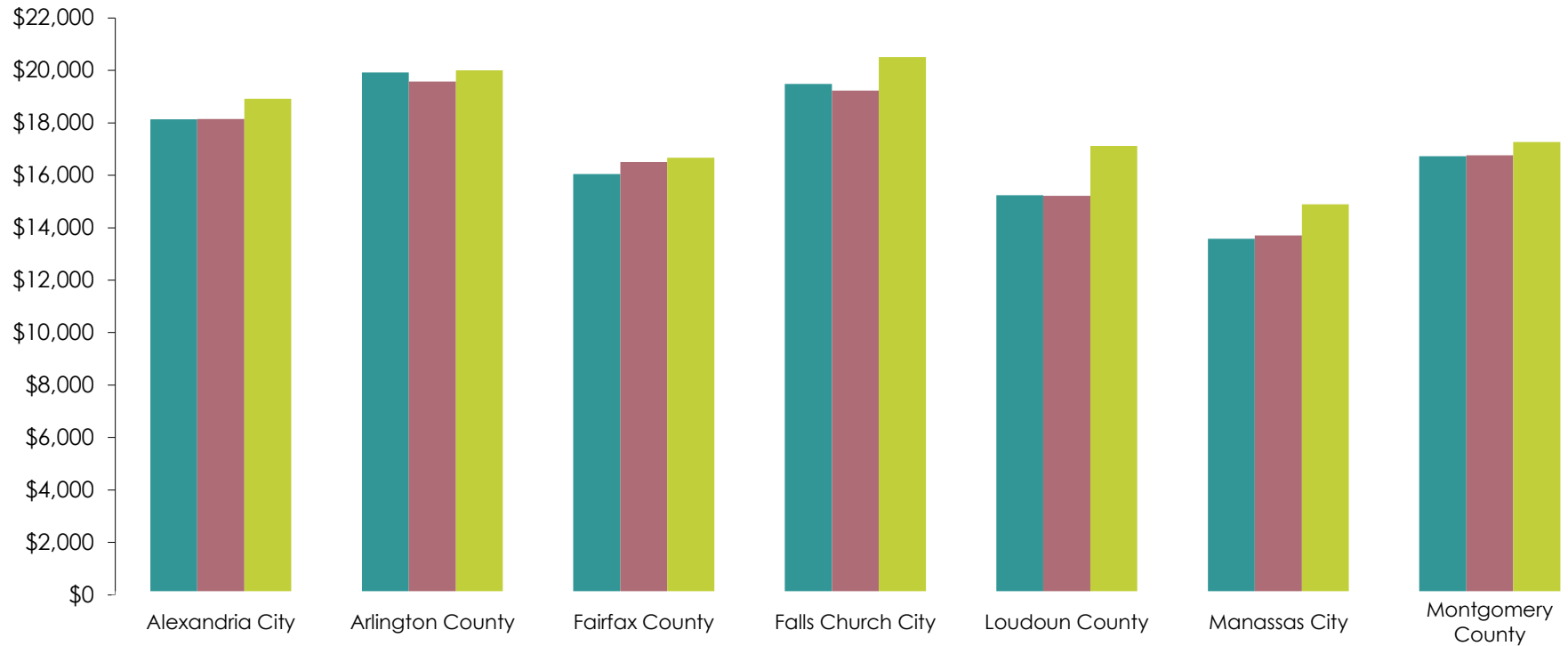
Cost Per Pupil¹

School Division	FY 2020 Approved	FY 2021 Approved	FY 2022 Approved ²
Alexandria City	\$18,136	\$18,147	\$18,921
Arlington County	\$19,921	\$19,581	\$20,000
Fairfax County	\$16,043	\$16,505	\$16,674
Falls Church City	\$19,482	\$19,228	\$20,515
Loudoun County	\$15,241	\$15,214	\$17,120
Manassas City	\$13,581	\$13,705	\$14,899
Montgomery County	\$16,726	\$16,759	\$17,266

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.

² Excludes federal stimulus funding.

Cost Per Pupil



	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County	Manassas City	Montgomery County
FY 2020 Approved	\$18,136	\$19,921	\$16,043	\$19,482	\$15,241	\$13,581	\$16,726
FY 2021 Approved	\$18,147	\$19,581	\$16,505	\$19,228	\$15,214	\$13,705	\$16,759
FY 2022 Approved	\$18,921	\$20,000	\$16,674	\$20,515	\$17,120	\$14,899	\$17,266

WABE 2022

FY 2022 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: 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.

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

FY 2022 Authorized Positions¹ School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,402.2	2,726.3	15,982.4	240.1	7,626.8
School-Based Administrators ²	80.0	126.2	664.0	15.0	414.5
Educational Specialists	178.4	129.8	674.0	15.0	266.0
Instructional Assistants	247.0	656.2	3,275.9	58.4	1,670.1
Nonmanagement/All Others ²	233.4	524.1	2,766.5	47.8	1,343.6
Total School-Based Positions	2,141.0	4,162.5	23,362.9	376.3	11,321.0
Nonschool-Based Positions					
Leadership Team	21.0	12.0	19.0	3.0	7.0
Technical/Support	53.0	139.7	854.9	10.0	185.8
Management	63.5	85.0	172.0	14.0	231.5
Educational Specialists	55.0	50.2	164.5	0.0	31.0
Office Support Staff	20.9	60.8	185.3	2.5	134.0
Custodial/Maintenance	18.0	80.0	405.0	6.0	298.0
Total Nonschool-Based Positions	231.4	427.6	1,800.7	35.5	887.3
TOTAL AUTHORIZED POSITIONS³	2,372.4	4,590.1	25,163.6	411.8	12,208.3
(School Based + Non-School Based)					
Other Operating Fund Positions ⁴	157.1	287.5	1,606.0	17.7	809.5
Total Non-Operating Fund Positions ⁵	226.8	169.1	464.0	22.6	421.0

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 2022 Authorized Positions¹ School Operating Fund

	Manassas City	Montgomery County
School-Based Positions		
Teachers	609.8	13,529.3
School-Based Administrators ²	27.0	584.5
Educational Specialists	31.5	329.9
Instructional Assistants	114.5	3,058.0
Nonmanagement/All Others ²	119.8	2,328.3
Total School-Based Positions	902.5	19,830.0
Nonschool-Based Positions		
Leadership Team	1.0	21.0
Technical/Support	18.0	520.4
Management	26.0	246.8
Educational Specialists	17.0	206.4
Office Support Staff	14.1	274.6
Custodial/Maintenance	11.8	498.5
Total Nonschool-Based Positions	87.8	1,767.6
TOTAL AUTHORIZED POSITIONS³	990.4	21,597.6
(School Based + Non-School Based)		
Other Operating Fund Positions⁴	93.3 ⁶	2,137.4
Total Non-Operating Fund Positions⁵	0.0	648.6

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

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 2022 School-Based Positions - Details

	Alexandria City ¹	Arlington County ²	Fairfax County	Falls Church City	Loudoun County ³
Administrators					
Principals	19.0	41.0	199.0	4.0	97.0
Assistant Principals	54.0	57.0	384.0	6.0	154.0
Guidance Directors	4.0	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	2.0	3.0	142.5
Nonmanagement / All Others					
School Office Staff	68.0	197.7	977.3	16.3	479.5
Custodial Staff	45.6	233.0	1,416.0	23.0	637.0
Noninstructional Specialists	0.0	40.8	215.2	3.0	33.0
Security	22.0	0.0	158.0	0.0	63.0
Other	97.8	21.0	0.0	1.0	110.1

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

² Arlington County Public Schools has additional security provided by the Arlington County Police Department during sport activities and special events.

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

FY 2022 School-Based Positions - Details

	Manassas City	Montgomery County
Administrators		
Principals	9.0	208.5
Assistant Principals	16.0	341.0
Guidance Directors	1.0	0.0
Student Activity Directors	1.0	0.0
Other	0.0	35.0
Nonmanagement / All Others		
School Office Staff	58.3	713.8
Custodial Staff	54.5	1,378.5
Noninstructional Specialists	0.0	231.0
Security	7.0	0.0
Other	0.0	5.0

FY 2022 Salary Information

Teacher and Instructional Assistant Salaries

School Division	Scheduled Days	Unscheduled Days	Hours Per Day	Teacher Salary					Instructional Assistant	
				Step 1 + Bachelors Degree	Average ⁴	Step 1 + Masters Degree	Middle Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
Alexandria City ¹	195	0	7.25	\$50,569	\$82,997	\$57,726	\$85,287	\$113,151	\$17.33	\$35.70
Arlington County ²	194	6	7.50	\$49,193	\$78,018	\$54,236	\$97,253 ³	\$118,358	\$22.75	\$37.49
Fairfax County	194	0	7.50	\$51,000	\$79,896	\$56,100	\$82,293	\$106,354	\$17.89	\$31.26
Falls Church City	194	6	7.50	\$52,373	\$89,296	\$58,096	\$94,503	\$114,059	\$16.59	\$31.59
Loudoun County	194	3	7.00	\$55,611	\$76,038	\$61,583	\$83,720	\$110,942	\$17.08	\$32.06
Manassas City	193	7	7.50	\$49,652	\$75,178	\$55,508	\$76,874	\$118,411	\$16.74	\$29.40
Montgomery County	204	10	8.00	\$51,513	\$85,569	\$56,648	\$83,035	\$113,264	\$19.53	\$33.36

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

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

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

⁴ The average teacher salary for 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.

FY 2022 Salary Information

Bus Driver and School Board Salaries

School Division	Bus Driver Salary		School Board		
	Beginning Hourly	Maximum Hourly	Members	Member Salary	Chairperson Salary
Alexandria City	\$20.70	\$34.22	9	\$15,000	\$17,000
Arlington County	\$21.59	\$35.60	5	\$25,500	\$27,540
Fairfax County	\$22.92	\$35.35	12	\$32,000	\$34,000
Falls Church City	\$20.01	\$36.26	7	\$3,600	\$6,000
Loudoun County	\$22.16	\$42.08	9	\$20,000	\$22,000
Manassas City	\$19.39	\$34.04	7	\$12,000	\$13,100
Montgomery County	\$17.97	\$30.31	7	\$25,000	\$29,000

Student Demographics

School Division	Graduation Information			FY 2021 Actual Free or Reduced Price Lunch Eligibility ⁴	
	% of 2020 Graduates Going on to Postsecondary Education ¹	Class of 2021 Cohort Graduation Four-Year Rate ²	Class of 2021 Cohort Dropout Four-Year Rate ²	Students Eligible	Percent of District Enrollment
Alexandria City	85.0%	90.8%	5.3%	N/A	N/A
Arlington County	88.0%	94.4%	3.7%	N/A	N/A
Fairfax County	83.0%	94.6%	4.7%	N/A	N/A
Falls Church City	90.5%	98.5%	1.0%	N/A	N/A
Loudoun County	84.0%	97.6%	0.5%	N/A	N/A
Manassas City	69.0%	81.6%	10.0%	N/A	N/A
Montgomery County ³	63.6%	Data not available	Data not available	N/A	N/A

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 Montgomery County data not available at time of compilation.

⁴ The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

SAT Scores

School Year 2020-2021

School Division	Average Math	Average Evidence - Based Reading and Writing	Total	Percent of Seniors Taking Tests
Alexandria City	556	592	1148	22.0%
Arlington County	615	621	1236	48.1%
Fairfax County	600	601	1201	63.0%
Falls Church City	642	648	1290	84.0%
Loudoun County	585	597	1182	64.0%
Manassas City	491	513	1004	29.0%
Montgomery County	612	613	1225	37.6%

Student Breakfast and Lunch Prices

The U.S. Department of Agriculture will continue reimbursing schools and childcare centers for free meals to all students regardless of their income through the 2021-2022 school year

WABE 2022

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 2022 Annual Employer Cost for Hypothetical Teacher Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$104,084	\$126,764
Arlington County	\$99,140	\$114,969
Fairfax County	\$101,914	\$120,709
Falls Church City	\$100,001	\$130,814
Loudoun County	\$102,551	\$116,549
Manassas City	\$99,605	\$112,512
Montgomery County	\$92,444	\$116,057

Salary and Benefits Summary

Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$82,997
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,349
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$13,794
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$1,004
Life Insurance	0.54%	\$351	0.54%	\$448
Health Insurance: POS - Family Coverage ² Name: United Healthcare Point of Service (Choice Plus)	32.87%	\$21,368	25.75%	\$21,368
Dental/Vision ³	1.24%	\$803	0.97%	\$803
Total Benefits	60.13%	\$39,084	52.73%	\$43,767
Total Salary and Benefits		\$104,084		\$126,764

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

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

³ Dental costs is based on family coverage.

Salary and Benefits Summary

Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$78,018
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,968
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$12,967
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$944
401 (a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$312
Life Insurance	1.34%	\$871	1.34%	\$871
Health Insurance: POS - Family Coverage ²				
Name: Kaiser Permanente - HMO - Family - 30 to 40	24.44%	\$15,889		\$15,889
Dental/Vision ³	0.86%	\$558	0.72%	\$558
Total Benefits	52.52%	\$34,140		\$36,951
Total Salary and Benefits		\$99,140		\$114,969

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

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

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

Salary and Benefits Summary

Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$79,896
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,037
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$5,288
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$967
Employees' Supplementary Retirement System of Fairfax County (ERFC)	6.44%	\$4,186	6.44%	\$5,145
Life Insurance	0.98%	\$637	0.98%	\$783
Health Insurance: POS - Family Coverage ²	22.23%	\$14,452	18.09%	\$14,452
Name: BlueChoice - Family plan - annual employer cost				
Dental/Vision	1.66%	\$1,077	1.35%	\$1,077
Total Benefits	56.79%	\$36,914	42.24%	\$33,749
Total Salary and Benefits		\$101,914		\$120,709

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

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

Salary and Benefits Summary

Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$89,296
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,831
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$14,841
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$1,080
Life Insurance	1.34%	\$871	1.34%	\$1,197
Health Insurance: POS - Family Coverage ²	26.18%	\$17,017	19.06%	\$17,017
Name: BCBS - The Local Choice 250 Comprehensive				
Dental	0.85%	\$551	0.62%	\$551
Total Benefits	53.85%	\$35,001	46.49%	\$41,517
Total Salary and Benefits		\$100,001		\$130,814

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

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

Salary and Benefits Summary

Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$76,038
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,817
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$12,638
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$920
Life Insurance	1.34%	\$871	1.34%	\$1,019
Health Insurance: POS - Family Coverage ²	28.50%	\$18,523	24.36%	\$18,523
Name: Cigna POS Family				
Dental/Vision	2.45%	\$1,595	2.10%	\$1,595
Total Benefits	57.77%	\$37,551	53.28%	\$40,511
Total Salary and Benefits		\$102,551		\$116,549

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

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

Salary and Benefits Summary

Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$75,178
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,751
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$12,495
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$910
Life Insurance	1.34%	\$871	1.34%	\$1,007
Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage	26.42%	\$17,172	22.84%	\$17,172
Total Benefits	53.24%	\$34,605	49.66%	\$37,335
Total Salary and Benefits		\$99,605		\$112,512

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

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

³ Dental and Vision Insurance are included in Health Insurance.

Salary and Benefits Summary

Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2022 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2022 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$85,569
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,546
Retirement				
State Retirement & Pension System of Maryland	7.00%	\$4,550	7.00%	\$5,990
Local Pension	0.05%	\$33	0.05%	\$43
Life Insurance	0.10%	\$65	0.10%	\$86
Health Insurance: POS - Family Coverage ²	25.79%	\$16,762	19.59%	\$16,762
Name:				
Dental/Vision	1.63%	\$1,062	1.24%	\$1,062
Total Benefits	42.22%	\$27,444	35.63%	\$30,488
Total Salary and Benefits		\$92,444		\$116,057

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

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

FY 2022 Compensation Accounts (All Funds)

School Division	Full-Time Position Salaries	Other Compensation ¹	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	\$193,103,880	\$7,773,437	\$80,580,142	\$281,457,459	(\$2,314,415)
Arlington County	\$382,931,373	\$28,568,582	\$145,616,938	\$557,116,893	(\$3,830,349)
Fairfax County	\$1,798,750,594	\$204,613,187	\$960,586,431	\$2,963,950,211	(\$59,076,880)
Falls Church City	\$33,122,844	\$2,698,745	\$12,460,735	\$48,282,324	(\$794,792)
Loudoun County	\$893,854,781	\$54,362,675	\$435,616,417	\$1,383,833,873	(\$27,830,103)
Manassas City	\$70,222,234	\$3,844,618	\$28,672,808	\$102,739,660	(\$849,999)
Montgomery County	\$1,750,814,472	\$108,450,632	\$609,230,477	\$2,468,495,581	(\$37,772,979)

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 City⁵	40.3%	76.9%	0.0%	80.0%	80.0%	57.0%	100.0%	100.0%
Arlington County	100.0%	76.9%	50.0%	62.0%	69.0%	35.0%	100.0%	100.0%
Fairfax County	72.9%	76.9%	69.0%	75.0%	75.0%	70.0%	100.0%	0.0%
Falls Church City	100.0%	76.9%	0.0%	75.0%	75.0%	0.0%	100.0%	100.0%
Loudoun County	100.0%	76.9%	0.0%	71.0%	0.0%	82.0%	100.0%	100.0%
Manassas City	100.0%	76.9%	0.0%	65.9%	69.0%	60.0%	see note ³	100.0%
Montgomery County	83.0%	See note ⁴	2.9%	83.0%	88.0%	83.0%	0.0%	0.0%

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 two stand alone dental plans (dental and vision).

⁴ Maryland state rate to be updated when available.

⁵ 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	\$110.00	\$110.00	\$110.00	\$157.59	\$157.59	10th Day	\$157.59	10th Day
Arlington County ¹	7.00	\$109.13	\$126.00	\$126.00	\$109.13	\$196.00	1st Day	\$196.00	1st Day
Fairfax County ²	7.00	\$124.53	\$124.53	\$153.37	\$167.37	\$167.37	11th Day	\$192.64	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	\$154.00	\$154.00	11th Day	\$154.00	11th Day
Manassas City	7.50	\$94.95	\$112.95	\$120.00	\$0.00	\$153.75	1st Day	\$168.75	1st Day
Montgomery County	7.00	\$131.45	\$131.45	\$139.80	\$187.65	\$187.65	11th Day	\$199.13	11th Day

¹ Arlington County substitute pay rates increased effective 11-1-21.

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

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