



ARLINGTON PUBLIC SCHOOLS



Budget Work Session #2



Agenda

- Priority # 2 Requests
- Compensation
 - Proposed Compensation Increases
 - Comparison with Other Jurisdictions
 - Substitutes
 - Aquatics





Priority #2: Recruit, Retain and Invest in Staff



Investing in Compensation



Compensation Adjustment for All Employees

- \$11.2M Step Increase for Eligible Employees
- \$5.9M 1% cost of living adjustment



**3.3% average annual
increase**

Total Investment: \$17.1 million

General Assembly adopted budget includes 3% compensation increase which provides approximately \$1.1M.



Priority #2: Recruit, Retain and Invest in Staff



Additional Compensation Adjustments



\$0.5M Increase budgeted funding for substitutes



\$0.08M Increase Aquatics hourly salaries to remain competitive with the Department of Parks and Recreation and surrounding jurisdictions



\$0.05M Maintain investment in high-quality professional development



FY 2025 Proposed Compensation Changes

Average compensation increase is 3.3%

Average Step Increase by Scale

Scale	Scale Description	Average Step Increase	1% COLA	Total Average Increase
A	Instructional Assistants	2.6%	1.0%	3.6%
C	Food Service Staff	2.7%	1.0%	3.7%
D	Bus Drivers and Attendants	3.2%	1.0%	4.2%
E	Technical and Administrative	1.9%	1.0%	2.9%
G	Clerical/Secretarial	2.0%	1.0%	3.0%
M	Custodial and Maintenance	2.6%	1.0%	3.6%
N	Safety Coordinators/Bilingual Family Specialists	2.8%	1.0%	3.8%
P	Administrative	2.1%	1.0%	3.1%
T	Teachers	2.2%	1.0%	3.2%
X	Extended Day Staff	2.8%	1.0%	3.8%
	Average	2.3%		3.3%



FY 2024 Classroom Instructional Salaries – Step 1

School Division	Teacher Salary						
	Hours Per Day	Step 1 + Bachelors Degree	Rank	Step 1 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City	7.25	\$ 56,361	4	\$ 64,026	2	\$ 121,678	4
Arlington County	7.50	\$ 55,976	5	\$ 64,087	1	\$ 121,770	3
Fairfax County	7.50	\$ 56,011	3	\$ 61,612	6	\$ 127,096	2
Falls Church City	7.50	\$ 56,560	2	\$ 62,620	4	\$ 117,956	5
Loudoun County	7.00	\$ 57,007	1	\$ 62,892	3	\$ 111,120	6
Prince William County	7.00	\$ 55,976	5	\$ 61,976	5	\$ 146,052	1

APS is #1 for Master Degree Step 1 Salary Scale



FY 2024 Classroom Instructional Salaries – Step 5

School Division	Teacher Salary						
	Hours Per Day	Step 5 + Bachelors Degree	Rank	Step 5 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City	7.25	\$ 65,612	2	\$ 73,644	2	\$ 121,678	4
Arlington County	7.50	\$ 63,001	6	\$ 72,130	3	\$ 121,770	3
Fairfax County	7.50	\$ 70,565	1	\$ 80,726	1	\$ 127,096	2
Falls Church City	7.50	\$ 63,658	5	\$ 70,480	6	\$ 117,956	5
Loudoun County	7.00	\$ 65,489	3	\$ 71,571	5	\$ 111,120	6
Prince William County	7.00	\$ 63,755	4	\$ 71,848	4	\$ 146,052	1

APS is #3 for Master Degree scale at Step 5.



FY 2024 Classroom Instructional Salaries – Step 10

School Division	Teacher Salary						
	Hours Per Day	Step 10 + Bachelors Degree	Rank	Step 10 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City	7.25	\$ 78,663	2	\$ 88,735	2	\$ 121,678	4
Arlington County	7.50	\$ 73,036	6	\$ 83,619	3	\$ 121,770	3
Fairfax County	7.50	\$ 82,598	1	\$ 92,635	1	\$ 127,096	2
Falls Church City	7.50	\$ 74,516	5	\$ 82,901	4	\$ 117,956	5
Loudoun County	7.00	\$ 76,462	3	\$ 82,541	5	\$ 111,120	6
Prince William County	7.00	\$ 74,865	4	\$ 80,865	6	\$ 146,052	1

APS is #3 on Master Degree Step 10 Scale.



FY 2024 Classroom Instructional Salaries – Step 15

School Division	Teacher Salary						
	Hours Per Day	Step 15+ Bachelors Degree	Rank	Step 15 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City	7.25	\$ 87,278	3	\$ 103,373	2	\$ 121,678	4
Arlington County	7.50	\$ 84,688	5	\$ 96,937	3	\$ 121,770	3
Fairfax County	7.50	\$ 89,407	1	\$ 104,262	1	\$ 127,096	2
Falls Church City	7.50	\$ 77,906	6	\$ 95,275	4	\$ 117,956	5
Loudoun County	7.00	\$ 86,081	4	\$ 92,219	6	\$ 111,120	6
Prince William County	7.00	\$ 87,745	2	\$ 93,745	5	\$ 146,052	1

APS is #3 for Masters Scale Step 15.



FY2025 Scale Effect After Proposed Adjustment – Step 1

School Division	Teacher Salary						
	Hours Per Day	Step 1 + Bachelors Degree	Rank	Step 1 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City (2%)	7.25	\$ 57,488	5	\$ 65,307	3	\$ 124,112	3
Arlington County (1% + Step = 3.3%)	7.50	\$ 56,536	6	\$ 64,728	6	\$ 122,988	4
Fairfax County (6%)	7.50	\$ 59,372	1	\$ 65,309	2	\$ 134,722	2
Falls Church City (3.5%)	7.50	\$ 58,540	4	\$ 64,812	5	\$ 122,084	5
Loudoun County (4%)	7.00	\$ 59,287	2	\$ 65,408	1	\$ 115,565	6
Prince William County (5%)	7.00	\$ 58,775	3	\$ 65,075	4	\$ 153,355	1

APS is 1.04% below Loudoun County & 0.89% of Fairfax on Proposed FY2025 Teacher Salary Scale.

Based on each school division's proposed budget



FY2025 Scale Effect After Proposed Adjustment – Step 5

School Division	Teacher Salary						
	Hours Per Day	Step 5 + Bachelors Degree	Rank	Step 5 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City (2%)	7.25	\$ 66,924	4	\$ 75,117	3	\$ 124,112	3
Arlington County (1%+ Step = 3.3%)	7.50	\$ 63,631	6	\$ 72,851	5	\$ 122,988	4
Fairfax County (6%)	7.50	\$ 74,799	1	\$ 85,570	1	\$ 134,722	2
Falls Church City (3.5%)	7.50	\$ 65,886	5	\$ 72,947	6	\$ 122,084	5
Loudoun County (4%)	7.00	\$ 68,109	2	\$ 74,434	4	\$ 115,565	6
Prince William County (5%)	7.00	\$ 66,943	3	\$ 75,440	2	\$ 153,355	1

Based on each school division's proposed budget



FY2025 Scale Effect After Proposed Adjustment – Step 10

School Division	Teacher Salary						
	Hours Per Day	Step 10 + Bachelors Degree	Rank	Step 10 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City (2%)	7.25	\$ 80,236	2	\$ 90,510	2	\$ 124,112	3
Arlington County (1% + Step = 3.3%)	7.50	\$ 73,766	6	\$ 84,455	6	\$ 122,988	4
Fairfax County (6%)	7.50	\$ 87,554	1	\$ 98,193	1	\$ 134,722	2
Falls Church City (3.5%)	7.50	\$ 77,124	5	\$ 85,803	4	\$ 122,084	5
Loudoun County (4%)	7.00	\$ 79,520	3	\$ 85,843	3	\$ 115,565	6
Prince William County (5%)	7.00	\$ 78,608	4	\$ 84,908	5	\$ 153,355	1

Based on each school division's proposed budget



FY2025 Scale Effect After Proposed Adjustment – Step 15

School Division	Teacher Salary						
	Hours Per Day	Step 15+ Bachelors Degree	Rank	Step 15 + Masters Degree	Rank	Masters Degree Maximum	Rank
Alexandria City (2%)	7.25	\$ 89,024	4	\$ 105,440	2	\$ 124,112	3
Arlington County (1% + Step = 3.3%)	7.50	\$ 85,535	5	\$ 97,906	6	\$ 122,988	4
Fairfax County (6%)	7.50	\$ 94,771	1	\$ 110,518	1	\$ 134,722	2
Falls Church City (3.5%)	7.50	\$ 80,633	6	\$ 98,610	4	\$ 122,084	6
Loudoun County (4%)	7.00	\$ 89,524	3	\$ 99,086	3	\$ 122,674	5
Prince William County (5%)	7.00	\$ 92,132	2	\$ 98,432	5	\$ 153,355	1

Based on each school division's proposed budget



FY 2024 Instructional Assistant

Instructional Assistant					
School Division	Hours Per Day	Beginning Hourly	Rank	Maximum Hourly	Rank
Alexandria City	7.25	\$ 19.22	4	\$ 31.77	6
Arlington County	7.50	\$ 24.39	1	\$ 43.99	1
Fairfax County	7.50	\$ 19.55	3	\$ 34.84	4
Falls Church City	7.50	\$ 17.60	6	\$ 32.09	5
Loudoun County	7.00	\$ 19.79	2	\$ 36.53	3
Prince William County	7.00	\$ 18.35	5	\$ 43.26	2

APS is #1 in Instructional Assistant Beginning Hourly Wage and Maximum Hourly Wage



FY 2025 Instructional Assistant Proposed

Instructional Assistant					
School Division	Hours Per Day	Beginning Hourly	Rank	Maximum Hourly	Rank
Alexandria City	7.25	\$ 19.60	4	\$ 32.41	6
Arlington County	7.50	\$ 24.63	1	\$ 44.43	2
Fairfax County	7.50	\$ 20.72	2	\$ 36.93	4
Falls Church City	7.50	\$ 18.13	6	\$ 33.05	5
Loudoun County	7.00	\$ 20.58	3	\$ 37.99	3
Prince William County	7.00	\$ 19.27	5	\$ 45.42	1

APS is #1 in Beginning Hourly Wage and #2 in Maximum Hourly Wage

Based on each school division's proposed budget



FY 2024 Bus Driver Hourly Wage

Beginning Hourly Rates		
School Division	Beginning Hourly	Rank
Alexandria City	\$ 24.00	4
Arlington County	\$ 24.27	3
Fairfax County	\$ 25.04	2
Falls Church City	\$ 23.56	6
Loudoun County	\$ 25.71	1
Prince William County	\$ 23.93	5

APS FY 2025 Proposed = \$24.51

Maximum Hourly Rates		
School Division	Maximum Hourly	Rank
Alexandria City	\$ 39.67	6
Arlington County	\$ 44.88	3
Fairfax County	\$ 42.63	5
Falls Church City	\$ 42.94	4
Loudoun County	\$ 47.96	2
Prince William County	\$ 56.42	1

APS FY 2025 Proposed = \$45.32



FY 2024 Substitute Teacher Rates - Short Term

School Division	Number of Hours for a Full Day Sub	Short-Term Assignment		
		No Bachelor's Degree Daily Rate (Rank)	Bachelor's Degree Daily Rate (Rank)	Licensed Teacher Daily Rate (Rank)
Alexandria City	7.25	\$ 124.05 (5)	\$ 124.05 (5)	\$ 172.09 (1)
Arlington County	7.00	\$ 126.77 (4)	\$ 157.08 (1)	\$ 157.08 (3)
Fairfax County	7.00	\$ 133.35 (3)	\$ 133.35 (4)	\$ 164.29 (2)
Falls Church City	7.50	\$ 144.00 (1)	\$ 144.00 (2)	\$ 144.00 (4)
Loudoun County	7.00	\$ 112.75 (6)	\$ 112.75 (6)	\$ 112.75 (6)
Prince William County	7.00	\$136.15 (2)	\$ 136.15 (3)	\$ 136.15 (5)

Source: [FY 2024 Washington Boards of Education \(WABE\) Guide \(apsva.us\)](https://www.apsva.us)

APS is #1 in the region for Bachelor's Degree Daily Rate



FY 2024 Substitute Teacher Rates – Long Term

School Division	Number of Hours for a Full Day Sub	Long Term Assignment			Effective Day
		No Bachelor's Degree Daily Rate (Rank)	Bachelor's Degree Daily Rate (Rank)	Licensed Teacher Daily Rate (Rank)	
Alexandria City	7.25	\$172.09 (4)	\$172.09 (6)	\$172.09 (6)	10th
Arlington County	7.00	\$126.77 (5)	\$214.20 (1)	\$214.20 (3)	11th
Fairfax County	7.00	\$179.27 (3)	\$179.27 (5)	\$206.29 (4)	11th
Falls Church City	7.50	\$184.00 (2)	\$184.00 (4)	\$236.00 (2)	45th
Loudoun County	7.00	\$200.00 (1)	\$200.00 (2)	\$200.00 (5)	11th
Prince William County	7.00	N/A	\$187.25 (3)	\$255.50 (1)	N/A

Source: [FY 2024 Washington Boards of Education \(WABE\) Guide \(apsva.us\)](https://www.apsva.us/wabe)

APS is #1 in the region for Long-Term Substitute Bachelor's Degree Daily Rate



Compensation History

Compensation History

In the last 4 years, average employee compensation has **increased by 21.5%**.
 APS must invest annually towards the goal of APS being in the **top three** among neighboring jurisdictions.

Fiscal Year	Step Increase	COLA	Other Changes	Average Increase for All Staff
2024 - 2025	Yes	1%		3.3%
2023 - 2024	Yes	3%	• Additional 2% COLA effective January 1, 2024	6.3%
2022 - 2023	Yes	0%	• Up to \$500 bonus (November 2022) • New salary scales implemented based on compensation study • One to four additional steps depending on the number of steps missed over the past ten years	8.7%
2021 - 2022	Yes, mid-year	2%	• Up to \$2,000 bonus (December 2021, April 2022) • Additional steps for support scales	3.2%
2020-2021	No	0%		0%
2019-2020	Yes	0%	• Salary scale adjustments for positions identified in the compensation study as being under market.	2.6%
2018-2019	Yes	0%	• Salary scale adjustments for positions identified in the compensation study as being under market.	2.6%



SOQ Funding Formula

JLARC Report: "Virginia divisions receive less funding than multiple benchmarks Virginia school divisions receive less K–12 funding per student than the 50-state average, the regional average, and three of Virginia's five bordering states. School divisions in other states receive 14 percent more per student than school divisions in Virginia, on average, after normalizing for differences in cost of labor among states. This equates to about \$1,900 more per student than Virginia." [Summary \(virginia.gov\)](#)

The Standards of Quality (SOQ) funding formula needs revision/updating. There are approximately 130 school divisions in the Commonwealth, and none operate within the SOQ funding formula. **JLARC estimates that Arlington Public School is underfunded from the State by approximately \$50 million.**

Example: Current FY2025 General Assembly adopted budget mandates a 3% increase for all SOQ-funded positions.

APS Cost	\$17,140,000
State Funding	<u>\$1,100,000</u>
Unfunded Mandate	\$16,040,000

[JLARC | Pandemic Impact on K-12 Public Education \(virginia.gov\)](#)

JLARC = Joint Legislative Audit & Review Committee



Question/Concerns/Comments

