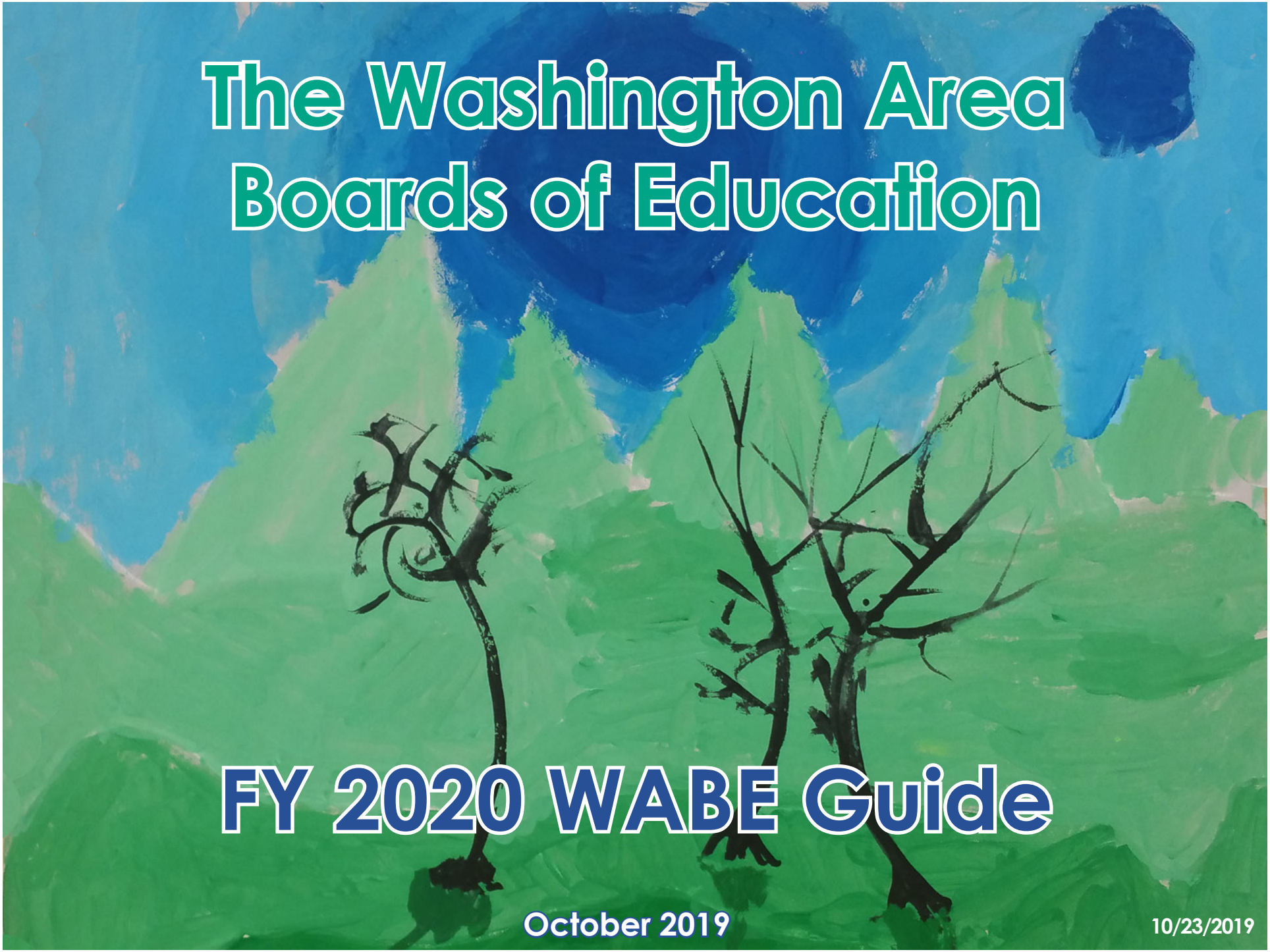

The Washington Area Boards of Education

FY 2020 WABE Guide

October 2019

10/23/2019

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WABE 2020

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Alexandria City Public Schools

- Alexandria City Public Schools (ACPS) graduated 757 students with a high school diploma, a quarter of who speak English as a second language.
- ACPS celebrated the opening of a new facility for Patrick Henry K-8 School and adjoining recreation center.
- Patrick Henry School and James K. Polk Elementary School were recognized as exemplary by the state of Virginia.
- Lyles-Crouch Traditional Academy was recognized for the tenth straight year by the Governor of Virginia and the Virginia Board of Education with an Excellence Award.
- Hammond Middle School principal was awarded the prestigious Milliken Award by the Communities in Schools national organization.
- The Scholarship Fund of Alexandria awarded a record of $460,000 in college scholarships to T.C. Williams High School seniors.
- ACPS marked a ten-year collaboration with George Mason University Early Identification Program.
- A T.C. Williams High School teacher was named the 2019 Virginia Career and Technical Education Teacher of the Year.
- Seventeen ACPS educators earned teaching's highest accomplishment, which is the largest group to be certified or recertified in a single school year.
- T.C. Williams High School teachers visited El Salvador to learn more about the lives of their International Academy students.
- Three ACPS staff members were named as Champions of Children.
- Three-hundred and sixty T.C. Williams High School students gained internship experience while working to better the community.
- A T.C. Williams High School student won the prestigious Regeneron Science Talent Search competition for research into exoplanets.
- ACPS was awarded the Computer Science Female Diversity Award for strong female representation in AP Computer Science.
- T.C. Williams High School won the Scholastic Bowl state championship.
- ACPS participated in the Scripps National Spelling Bee.
- Ferdinand T. Day Elementary School was awarded a Creative Design award.
- T.C. Williams High School honored 1971 Titans Coach, Bill Yoast, and players Julius Campbell and Petey Jones, all who died in 2019, for helping transform race relations in the 1970s.
- T.C. Williams High School Athletics won several 2019 district and state championships.
- A T.C. Willams Athletics alumnus became the fourth fastest man in history for over 200 meters, and an ACPS Athletic Hall of Famer placed third in the World Athletics Championships.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$18,136**
Average Teacher Salary	**$80,690**
2019 Actual Enrollment	
Total Enrollment	15,795
Percent ESOL Enrollment	30.7%
Percent Free/Reduced Price Meal Eligible	58.8%
Percent Special Education Enrollment	12.9%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	211
Percent Increase/(Decrease) from 2019 Actual	1.3%
Schools	
Elementary	13
Middle	2
Traditional (K-8)	2
Secondary and High Schools	1
Special Education	0
Alternative	2
Sources of Revenue	
Local	78.5%
State	15.8%
All Other Sources	5.7%
Authorized Positions	
School-Based	90.5%
Nonschool-Based	9.5%

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 presented by the U.S. Senate Productivity and Quality Awards for Virginia and the District of Columbia.
- All Arlington schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2019 Washington Post Challenge Index listed all APS high schools in the top three percent in the U.S. This is the ninth year in a row all APS high schools made the list.
- Twelve APS schools received 2019 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 66 percent of graduates earn an advanced diploma.
- In 2018, 92 percent of all students graduated on time, and 95 percent of students who attended comprehensive high schools graduated on time.
- The drop-out rate of 5 percent represents a decrease by 1.6 percentage points from 2017.
- Arlington ranks second in Virginia with 190 teachers who have earned National Board Certification.
- APS was named the top school division in Virginia by Niche.com's 2020 rankings of top schools and school divisions.
- Improved academic performance increases local property values by $2.7-$4.7 billion, resulting in added property tax revenue of about $27-$47 million annually.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$19,921**
Average Teacher Salary	**$82,395**
2019 Actual Enrollment	
Total Enrollment	27,468
Percent ESOL Enrollment	17.6%
Percent Free/Reduced Price Meal Eligible	29.1%
Percent Special Education Enrollment	15.2%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	1,042
Percent Increase/(Decrease) from 2019 Actual	3.8%
Schools	
Elementary	24
Middle	6
Traditional (K-8)	0
Secondary and High Schools	5
Special Education	2
Alternative	3
Sources of Revenue	
Local	82.0%
State	13.8%
All Other Sources	4.2%
Authorized Positions	
School-Based	91.6%
Nonschool-Based	8.4%

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 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/

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Fairfax County Public Schools

- Fairfax County Public Schools (FCPS) is the nation's 10th largest school division.
- The 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 2019 as the nation's number four Best High School. TJHSST was also ranked number four for the best science, technology, engineering and math (STEM) school. The following FCPS high schools: Langley, McLean, Oakton, Marshall, Madison, West Springfield, and Woodson, were also included in the top 10 schools in Virginia.
- Carson, Cooper, and Longfellow Middle Schools as well as Chesterbrook Elementary School are among five Virginia schools to earn the 2019 Governor's Award for Educational Excellence, the highest recognition in the Virginia Index of Performance awards for advanced learning and achievement.
- Twenty-eight FCPS schools earned the 2019 Board of Education Excellence Award.
- Twenty-two FCPS schools earned the 2019 Board of Education Distinguished Achievement Award.
- Ninety-nine 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 2018-2019 school year.
- In 2019, 254 FCPS students from 19 high schools were named semifinalists, and 17 students from five FCPS schools were winners who took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the largest employer in Fairfax County, with 24,221 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 173 Energy Star certified schools, more than any other school system in the country.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$16,043**
Average Teacher Salary	**$79,236**
2019 Actual Enrollment	
Total Enrollment	187,474
Percent ESOL Enrollment	19.0%
Percent Free/Reduced Price Meal Eligible	29.6%
Percent Special Education Enrollment	14.5%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	940
Percent Increase/(Decrease) from 2019 Actual	0.5%
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	23.7%
All Other Sources	5.9%
Authorized Positions	
School-Based	93.3%
Nonschool-Based	6.7%

Website: www.fcps.edu/

Budget Link: https://www.fcps.edu/sites/default/files/media/pdf/FY-2020-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 five FCCPS schools are fully accredited:
  - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
  - Mount Daniel Elementary (K-2)
  - Thomas Jefferson Elementary (3-5)
  - 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.
- FCCPS consistently scores above state and national averages on standardized tests. Overall FCCPS SOL results pass rates for the 2018-2019 school year are:
  - History and Social Sciences 95 percent - #1 (in Virginia)
  - Writing: 90 percent - #1
  - Reading: 91 percent - tied for #3
  - Science: 91 percent - tied for #3
  - Math: 91 percent - tied for #6
- 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 2020 Cost Per Pupil	**$18,644**
Average Teacher Salary	**$82,518**
2019 Actual Enrollment	
Total Enrollment	2,765
Percent ESOL Enrollment	5.8%
Percent Free/Reduced Price Meal Eligible	7.8%
Percent Special Education Enrollment	12.7%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	24
Percent Increase/(Decrease) from 2019 Actual	0.9%
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	13.5%
All Other Sources	3.8%
Authorized Positions	
School-Based	90.3%
Nonschool-Based	9.7%

Website: www.fccps.org

Budget Link: https://budget.fccps.org/fy-20-adopted-budget

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Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Waxpool Elementary and Independence High School, bringing the total number of its schools to 94. The LCPS projected enrollment for 2019 is 83,762, compared with 2018's actual enrollment of 81,235.
- Since the 2000-2001 school year, LCPS has opened 51 schools: 28 elementary, 11 middle schools, 11 high schools and one educational center. That's an average of two to three schools opening each year. All have opened on time.
- Six schools earned the 2019 Virginia Board of Education Excellence Award. An additional three schools earned the Board of Education Highest Achievement Award. Two schools received the Continuous Improvement Award. A total of 31 schools earned the Distinguished Achievement Award.
- The LCPS Class of 2019 received $63.1 million in scholarships.
- LCPS has been named a "Schools to Watch" District after all of its eligible middle schools earned the designation from the National Forum to Accelerate Middle Grades Reform.
- LCPS was named one of 2019's Best Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation. This marked the 11th consecutive year that LCPS has received this honor.
- The Class of 2019 had 58 National Merit Semifinalists and 10 National Hispanic Recognition Scholars.
- The Loudoun Valley High School Odyssey of the Mind team finished first at the 2019 World Finals. Harmony Middle School's team finished fifth and Belmont Ridge Middle School won the Ranatra Fusca Creativity Award.
- Eight LCPS theatre programs received Cappie Awards at the Kennedy Center.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$15,241**
Average Teacher Salary	**$70,913**
2019 Actual Enrollment	
Total Enrollment	82,485
Percent ESOL Enrollment	11.6%
Percent Free/Reduced Price Meal Eligible	17.7%
Percent Special Education Enrollment	11.3%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	1,277
Percent Increase/(Decrease) from 2019 Actual	1.5%
Schools	
Elementary	59
Middle	16
Traditional (K-8)	0
Secondary and High Schools	17
Special Education	0
Alternative	2
Sources of Revenue	
Local	66.7%
State	29.8%
All Other Sources	3.4%
Authorized Positions	
School-Based	93.2%
Nonschool-Based	6.8%

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 ES holds national recognition for its high achievement as an urban school and is a "Visitation Viable" model school for its Talents and Gifts program.
  - Haydon ES features a Spanish Dual Immersion program.
  - Baldwin ES offers Project Lead the Way "Elementary Launch Program".
- Osbourn High School (OHS) serves as a Governor's STEM Academy, the first in the Greater Prince William region and the 23rd in the Commonwealth. 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 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.
- Students in grades 7-12 participate in a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- 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.
- A K-12 CTE & STEM program is offered in all schools. Osbourn HS programs include Cyber Security, Engineering, Auto Technology, Cosmetology, and EMT/Paramedic.
- 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 3rd grade children who live in the City of Manassas have free access to the Footsteps2Brilliance literacy software.
- Osbourn HS is a Virginia Music Educators Association's (VMEA) Blue Ribbon Award recipient, the highest award given to school music programs in Virginia recognizing school performing arts programs that achieve excellence in Band, Orchestra, and Choral performance.
- Band, Orchestra, and Guitar are offered beginning in 5th grade.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$13,581**
Average Teacher Salary	**$69,925**
2019 Actual Enrollment	
Total Enrollment	7,713
Percent ESOL Enrollment	31.0%
Percent Free/Reduced Price Meal Eligible	60.0%
Percent Special Education Enrollment	13.3%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	123
Percent Increase/(Decrease) from 2019 Actual	1.6%
Schools	
Elementary	5
Middle	3
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	46.0%
State	50.0%
All Other Sources	4.0%
Authorized Positions	
School-Based	91.7%
Nonschool-Based	8.3%

Website: www.mcpsva.org

Budget Link: www.mcpsva.org/Page/3776

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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 K-12 and incorporates the 4 C's (Creativity, Critical Thinking, Communication/Compassion, and Collaboration) to educate students to be global learners.
- 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 finalist.
- As the division's largest graduating class, the 276 students who made up the Class of 2019 were awarded $1.3 million in scholarships.
- The Early Identification Program (EIP), in partnership with George Mason University, has approximately 40 MPCS students in the program; it promotes higher education to potential first generation college students.
- MPCS received one of ten grants from the Governor's office 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 six-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 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 city's diversity extends into the school system where students come from 52 countries around the world.
- Watch here to see how MPCS executes an innovative approach in meeting staffing requirements.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$11,663**
Average Teacher Salary	**$63,331**
2019 Actual Enrollment	
Total Enrollment	3,724
Percent ESOL Enrollment	33.0%
Percent Free/Reduced Price Meal Eligible	63.5%
Percent Special Education Enrollment	12.4%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	-57
Percent Increase/(Decrease) from 2019 Actual	-1.5%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	28.6%
State	65.0%
All Other Sources	6.4%
Authorized Positions	
School-Based	91.6%
Nonschool-Based	8.4%

Website: www.mpark.net

Budget Link: https://www.mpark.net/uploaded/Announcements/Press Release/FY20_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.
- Four MCPS high schools made the top 500 U.S. News & World Report 2019 list of Best High Schools. The Board had the top two high schools in the state of Maryland.
- More than 40,000 Advanced Placement (AP) exams were taken by MCPS students in 2018. Students scored a 3 or higher on 71 percent of the exams.
- In 2018, 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 2018 earned an 1167 average combined SAT score, a 41 point increase from 2017, surpassing both national and state averages. Sixty-six percent of graduates took the SAT.
- More than $393 million in scholarships were awarded to MCPS students in the class of 2019.
- Seventy-six percent of the grade 8 student cohort Class of 2019 received course credit for Algebra 1, and 79 percent of those students met the Maryland graduation assessment requirement.
- The district is home to 41 National Blue Ribbon Schools.
- 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.
- 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 2020 Cost Per Pupil	**$16,726**
Average Teacher Salary	**$83,215**
2019 Actual Enrollment	
Total Enrollment	162,188
Percent ESOL Enrollment	16.0%
Percent Free/Reduced Price Meal Eligible	33.5%
Percent Special Education Enrollment	12.0%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	1,941
Percent Increase/(Decrease) from 2019 Actual	1.2%
Schools	
Elementary	135
Middle	40
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1
Sources of Revenue	
Local	66.3%
State	29.2%
All Other Sources	4.5%
Authorized Positions	
School-Based	92.1%
Nonschool-Based	7.9%

Website: www.montgomeryschoolsmd.org/

Budget Link: https://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2020/superintendent/FY2020_ADOPTED_OperatingBudget_FINAL_EntireBook.pdf

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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

Data not available at time of compilation.

Website: www1.pgcps.org/

Budget Link: www1.pgcps.org/budget/

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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 and marking the 11th consecutive year of improvement.
- More than one-third of PWCS graduates in 2017-18 received at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination, exceeding the national and state averages.
- Graduates in 2018 were awarded $74 million in scholarships.
- Composite ACT scores for PWCS graduating seniors in 2018 exceeded national averages for the 23rd consecutive year and exceeded national averages in all content areas (English, Math, Reading, Science).
- SAT scores for PWCS graduating seniors in 2018 outperformed the national SAT averages in Evidence-based Reading/Writing, Mathematics, and Total Score.
- Black students outperformed peers on SAT tests in Virginia and nationwide in Evidence-based Reading/Writing, Mathematics, and Total Score.
- Hispanic students in PWCS outperformed peers on SAT tests nationwide in Evidence-based Reading/Writing, Mathematics, and Total Score; and outperformed peers in Virginia in Evidence-based Reading/Writing and in Total Score.
- PWCS increased internet bandwidth from 2 to 10 GB. With these improvements in technology all schools are on iNet with wireless access, 98 percent of classrooms have new interactive whiteboards, and a Mobile Device Management (MDM)for iPads was implemented.

Highlights at a Glance

FY 2020 Cost Per Pupil	**$11,875**
Average Teacher Salary	**$68,584**
2019 Actual Enrollment	
Total Enrollment	91,263
Percent ESOL Enrollment	16.3%
Percent Free/Reduced Price Meal Eligible	42.1%
Percent Special Education Enrollment	12.4%
2020 Approved Enrollment	
Number Increase/(Decrease) from 2019 Actual	893
Percent Increase/(Decrease) from 2019 Actual	1.0%
Schools	
Elementary	61
Middle	16
Traditional (K-8)	3
Secondary and High Schools	12
Special Education	1
Alternative	1
Sources of Revenue	
Local	44.8%
State	49.1%
All Other Sources	6.1%
Authorized Positions	
School-Based	90.6%
Nonschool-Based	9.4%

Website: www.pwcs.edu

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

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FY 2019 Actual Enrollment[1]

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
Alexandria City	329	0	1,516	13,591	359	15,795
Arlington County	1,079 [2]	0	2,293	22,566	1,530	27,468
Fairfax County [3]	2,415	1,709	12,446	156,290	14,614	187,474
Falls Church City	71	0	165	2,409	120	2,765
Loudoun County	969	97	5,412	73,030	2,977	82,485
Manassas City	278	0	550	6,639	246	7,713
Manassas Park City	88	37	246	3,182	171	3,724
Montgomery County	3,859	640	11,316	142,036	4,337	162,188
Prince George's County [4]						
Prince William County [3]	1,162	397	6,105	81,242	2,357	91,263

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

[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.

[4] Data not available at time of compilation.

FY 2020 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	324	0	1,504	13,810	368	16,006
Arlington County	1,348 [1]	0	2,279	22,651	2,232	28,510
Fairfax County [2]	2,244	1,851	12,356	157,143	14,820	188,414
Falls Church City	71	0	177	2,421	120	2,789
Loudoun County	979	100	5,541	73,809	3,333	83,762
Manassas City	364	0	550	6,676	246	7,836
Manassas Park City	93	36	240	3,129	169	3,667
Montgomery County	3,988	648	11,180	143,976	4,337	164,129
Prince George's County [3]						
Prince William County [2]	1,261	397	6,212	81,798	2,488	92,156

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

[2] 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.

[3] Data not available at time of compilation.

English for Speakers of Other Languages (ESOL) Students[1]

School Division	Prior Year Actual Enrollment	Current Year Approved Budget	Percentage of FY 2019 Enrollment	Percentage of FY 2020 Enrollment
Alexandria City [2]	4,842	5,233	30.7%	32.7%
Arlington County	4,835	5,171	17.6%	18.1%
Fairfax County [3]	35,541	35,310	19.0%	18.7%
Falls Church City	160	171	5.8%	6.1%
Loudoun County	9,604	10,568	11.6%	12.6%
Manassas City	2,389	2,427	31.0%	31.0%
Manassas Park City	1,228	1,200	33.0%	32.7%
Montgomery County	26,004	25,823	16.0%	15.7%
Prince George's County [4]				
Prince William County	14,834	15,279	16.3%	16.6%

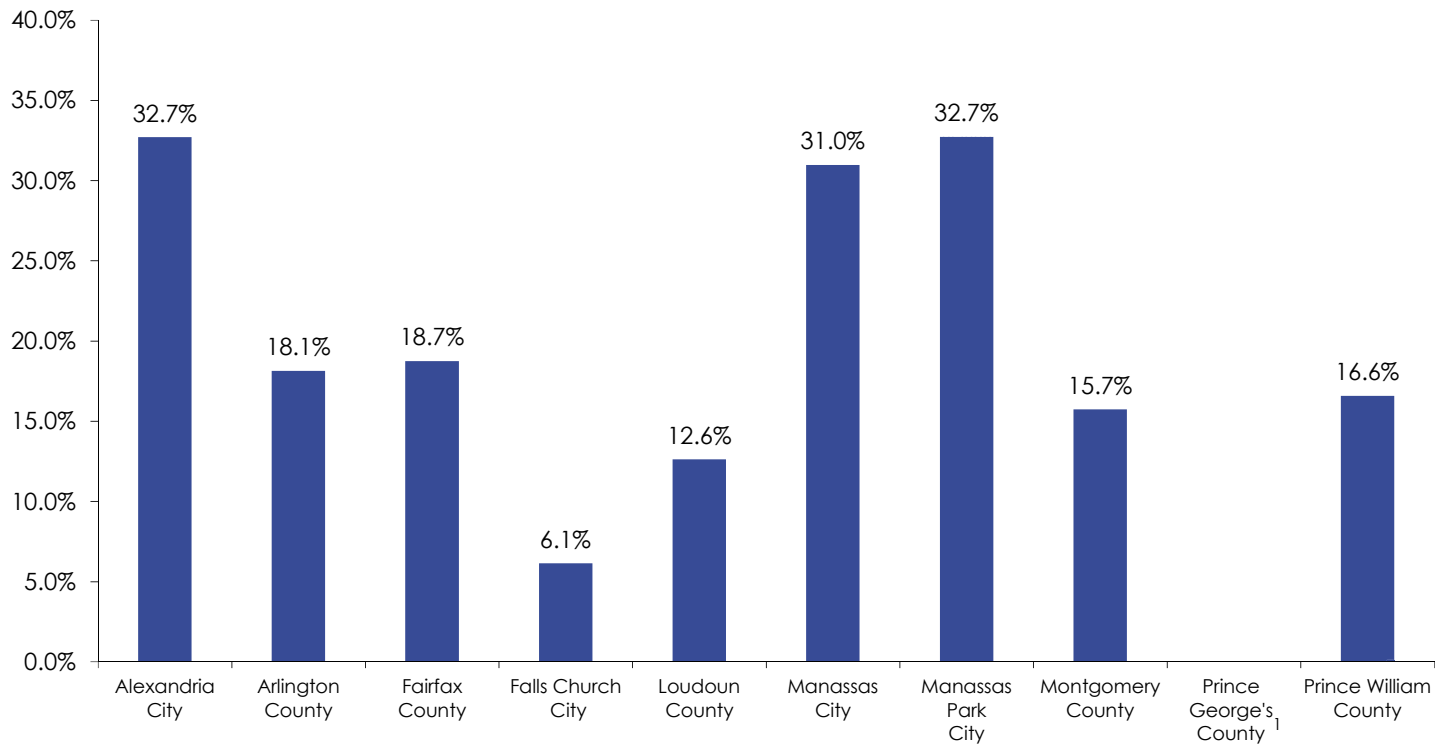
[1] Programs for English speakers of other languages use several different names in the WABE districts, including English as a Second Language, English for Speakers of Other Languages, and English Language Learners. For the purposes of this document, all such programs are referred to as English for Speakers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

[2] Alexandria City Public Schools district includes 13 participants in the adult education and adult alternative education programs.

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

[4] Data not available at time of compilation.

English for Speakers of Other Languages (ESOL) Students



[1] Data not available at time of compilation.

Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City	13 [1]	2	2	0	1	0	2	20
Arlington County	24	6	0	1	4	2	3	40
Fairfax County	141	23	0	3	22	7	2	198
Falls Church City	2	1	0	0	1	1	0	5
Loudoun County	59	16	0	1	16	0	2	94
Manassas City	5	3	0	0	1	0	0	9
Manassas Park City	2	1	0	0	1	0	0	4
Montgomery County	135	40	0	0	26 [2]	5	1	207
Prince George's County [4]								
Prince William County [3]	61	16	3	0	12	1	1	94

[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, 1 career and technology center.

[3] Prince William County Public Schools has a new Alternative School, Independence Nontraditional School, which houses the two alternative education centers from FY 2018, New Directions and New Dominion. Also, the Independence Nontraditional School houses one of the special education programs from FY 2018, Pace East. The counts do not include Washington Reid- Center for Preschool- or Governors' School at George Mason.

[4] Data not available at time of compilation.

Special Education Enrollment
FY 2019 Actual

School Division	Unduplicated Special Education Enrollment				Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)	Total	
Alexandria City	234	1,443	359	2,036	Data not available
Arlington County	403 [1]	2,229	1,532	4,164	6,896
Fairfax County [2]	2,415	10,078	14,614	27,107	47,384
Falls Church City	26	206	120	352	515
Loudoun County	667	5,691	2,977	9,335	12,569
Manassas City [3]	50	727	246	1,023	Data not available
Manassas Park City	25	264	171	460	623
Montgomery County	1,521	13,556	4,337	19,414	21,483
Prince George's County [4]					
Prince William County [3]	747	8,231	2,357	11,335	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] Data not available at time of compilation.

Special Education Enrollment
FY 2020 Approved

School Division	Unduplicated Special Education Enrollment				Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)	Total	
Alexandria City	240	1,478	368	2,086	Data not available
Arlington County	534 [1]	1,811	2,232	4,577	7,353
Fairfax County [2]	2,244	10,110	14,820	27,174	46,985
Falls Church City	26	206	120	352	515
Loudoun County	679	6,370	3,333	10,382	12,821
Manassas City [3]	50	727	246	1,023	Data not available
Manassas Park City	21	261	169	451	616
Montgomery County	1,593	14,082	4,337	20,012	21,283
Prince George's County [4]					
Prince William County [3]	747	8,294	2,488	11,529	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] Data not available at time of compilation.

FY 2020 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 2020 Approved Fund Expenditures

School Division	Operating Fund[1]	Construction Fund	Debt Service[5]	Food Fund	Other Governmental Funds[2]	Total Expenditures[3]
Alexandria City	$293,893,552	$36,829,355	$28,112,251	$10,831,477	$5,874,328	$375,540,963
Arlington County	$561,815,022	$105,323,495	$59,160,563	$10,728,000	$31,392,626	$768,419,706
Fairfax County	$2,997,355,697	$202,818,308	$200,612,683	$104,653,289	$41,825,197	$3,547,265,174
Falls Church City	$52,300,119 [4]	$0	$8,347,486	$1,103,600	$2,419,126	$64,170,331
Loudoun County	$1,309,557,736	$181,500,500	$144,669,817	$35,128,649	$31,221,377	$1,702,078,079
Manassas City	$107,874,812	$3,000,000	$6,200,482	$4,169,583	$0	$121,244,877
Manassas Park City	$43,177,694	$0	$6,988,577	$1,987,392	$186,009	$52,339,672
Montgomery County	$2,778,009,810	$274,865,000	$154,899,000	$58,107,965	$30,581,998	$3,296,463,773
Prince George's County [6]						
Prince William County	$1,128,664,563	$87,039,323	$106,159,888	$51,595,000	$5,756,889	$1,379,215,663

[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 $32.3 million, textbook replacement reserve of $6.6 million.

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

[6] Data not available at time of compilation.

FY 2020 Sources of Revenue
School Operating Fund[1]

School Division	Federal Amount	Federal Percent of Total	State Amount	State Percent of Total	Local Amount	Local Percent of Total	Beginning Balance Amount	Beginning Balance Percent of Total	Other Amount	Other Percent of Total	Total
Alexandria City	$9,965,314	3.4%	$46,639,019	15.8% [2]	$231,669,496	78.5%	$5,724,224	1.9%	$1,056,739	0.4%	$295,054,792
Arlington County	$9,546,281	1.7%	$77,571,663	13.8%	$460,450,470	82.0%	$10,229,808	1.8%	$4,016,800	0.7%	$561,815,022
Fairfax County	$75,580,001	2.5%	$721,058,180	23.7%	$2,136,016,697	70.3%	$29,292,079	1.0%	$74,328,953	2.4%	$3,036,275,911
Falls Church City	$586,162	1.1%	$7,036,196	13.5%	$43,255,777	82.7%	$450,000	0.9%	$971,985	1.9%	$52,300,119
Loudoun County	$20,986,878	1.6%	$390,736,879	29.8%	$873,658,353	66.7%	$12,000,000	0.9%	$12,175,626	0.9%	$1,309,557,736
Manassas City	$3,794,772	3.5%	$53,955,079	50.0%	$49,615,961	46.0%	$0	0.0%	$509,000	0.5%	$107,874,812
Manassas Park City	$1,300,933	3.0%	$28,072,822	65.0%	$12,332,250	28.6%	$0	0.0%	$1,471,688	3.4%	$43,177,694
Montgomery County	$82,066,414	3.2%	$759,838,149	29.2%	$1,726,807,241	66.3%	$25,000,000	1.0%	$10,101,204	0.4%	$2,603,813,008
Prince George's County [4]											
Prince William County	$37,722,864	3.3%	$557,233,652	49.1%	$508,129,132	44.8%	$24,098,187	2.1%	$7,237,617	0.6% [3]	$1,134,421,452

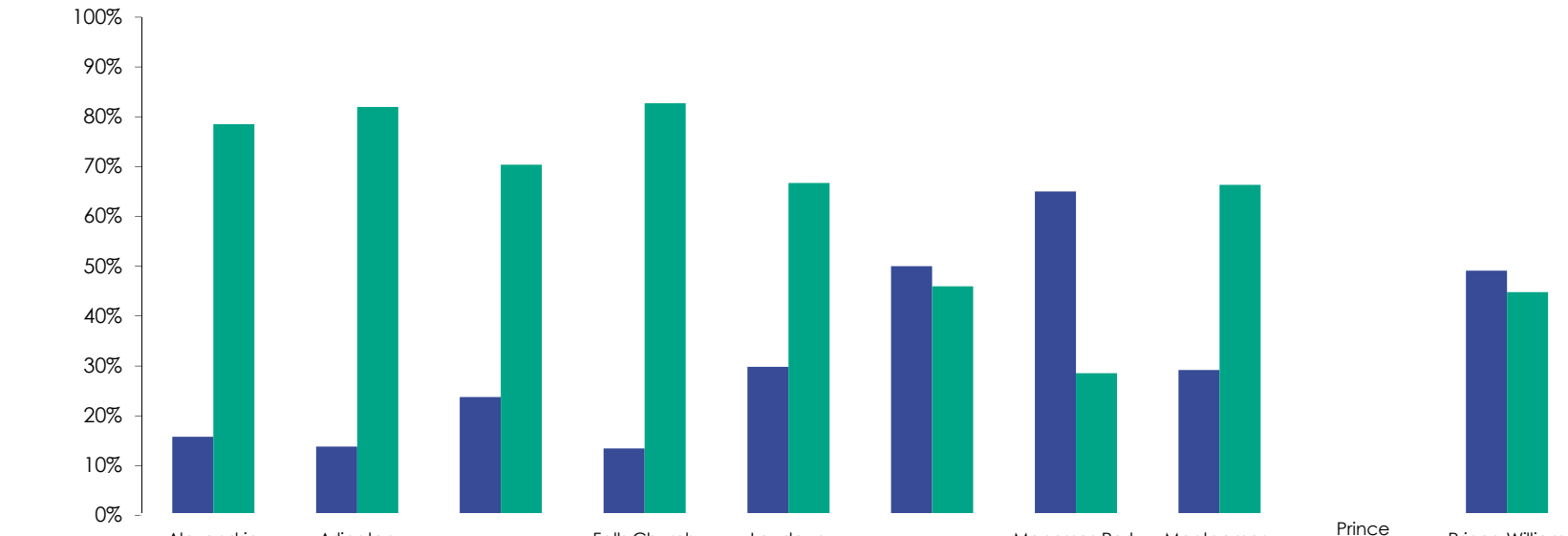
[1] Funds for entitlement grants are included here under the School Operating Fund for consistency with other districts, although some districts may not consider these funds as part of their operating funds.

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

[3] Prince William County Public Schools includes $1,271,258 in Adult Education, $4,059,957 in Summer School, and $425,674 in the Nursing Program in the General Fund but have been reported them within "Other".

[4] Data not available at time of compilation.

FY 2020 Sources of Revenue
Percent of Total Operating Fund



	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
Percent State	15.8%	13.8%	23.7%	13.5%	29.8%	50.0%	65.0%	29.2%	[1]	49.1%
Percent Local	78.5%	82.0%	70.3%	82.7%	66.7%	46.0%	28.6%	66.3%		44.8%

[1] Data not available at time of compilation.

FY 2020 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	$761,542,268	$231,669,496	30.4%	$28,112,251	3.7%	$259,781,747	34.1%
Arlington County	$1,356,245,574	$473,471,532	34.9%	$58,857,475	4.3%	$532,329,007	39.3%
Fairfax County	$4,449,429,561	$2,149,116,697 [1]	48.3%	$197,982,182	4.4%	$2,347,098,879	52.8%
Falls Church City	$99,291,876	$43,363,277	43.7%	$8,347,486	8.4%	$51,710,763	52.1%
Loudoun County	$1,778,854,295	$873,658,353	49.1%	$144,669,817	8.1%	$1,018,328,170	57.2%
Manassas City	$120,343,620	$52,515,961	43.6%	$6,273,514	5.2%	$58,789,475	48.9%
Manassas Park City	$51,308,292	$12,332,250	24.0%	$6,988,577	13.6%	$19,320,827	37.7%
Montgomery County	$5,032,976,398	$154,899,000	3.1%	$2,514,315,000	50.0%	$2,669,214,000	53.0%
Prince George's County [3]							
Prince William County	$1,239,162,500	$505,825,358	40.8%	$101,438,738	8.2%	$607,264,096	49.0%

[1] Fairfax County Public Schools includes $13.1 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.

[3] Data not available at time of compilation.

FY 2020 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	N/A	N/A
		Grades 3-5	26.0		
Arlington County	23.0	Grade 1	20.0	24.2	25.9
		Grades 2-3	22.0		
		Grades 4-5	24.0		
Fairfax County [2]	25.0		[3]	27.9	31.0
Falls Church City	22.0	Grades 1-2	22.0	24.0	24.0
		Grades 3-5	24.0		
Loudoun County	23.0		22.0	23.8	23.7
Manassas City	23.0	Grades 1-3	23.0	28.0	28.0
		Grades 4	28.0		
Manassas Park City	19.0	Grades 1-3	19.0	24.0	24.0
		Grades 4-5	24.0		
Montgomery County [4]	N/A		N/A	N/A	N/A
Prince George's County [5]					
Prince William County	24.0	Grades 1-3	24.0	21.0	21.3
		Grades 4-5	25.0		

[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 2020 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.

[5] Data not available at time of compilation.

FY 2020 Average Class Size[1]

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]	16.6	26.6	21.0	10.2	16.5	11.7
Arlington County	21.5	21.0	19.7	10.3	16.4	16.9
Fairfax County [5]	21.7	24.9	25.9	15.0	20.7	21.4
Falls Church City	22.0	23.0	22.8	11.4	16.7	14.0
Loudoun County	21.8	22.1	23.5	13.6	18.4	19.9
Manassas City	21.3	24.3	25.4	10.9	16.6	17.8
Manassas Park City	20.9	25.6	26.6	10.9	18.6	19.5
Montgomery County	18.5	25.1	26.5	13.3	21.8	23.5
Prince George's County [6]						
Prince William County	22.0	28.2	29.3	14.1	20.1	21.5

[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.

[6] Data not available at time of compilation.

FY 2020 Kindergarten Students Per Teacher[1]

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	20.6
Arlington County	0	24	24	100.0%	N/A	20.1
Fairfax County	0	138	138	100.0%	N/A	22.8
Falls Church City	0	1	1	100.0%	N/A	22.1
Loudoun County	0	59	59	100.0%	N/A	21.6
Manassas City	0	5	5	100.0%	N/A	19.6
Manassas Park City	0	1	1	100.0%	N/A	20.0
Montgomery County	0	135	135	100.0%	N/A	19.1
Prince George's County [3]						
Prince William County	0	62	62	100.0%	N/A	22.3

[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.

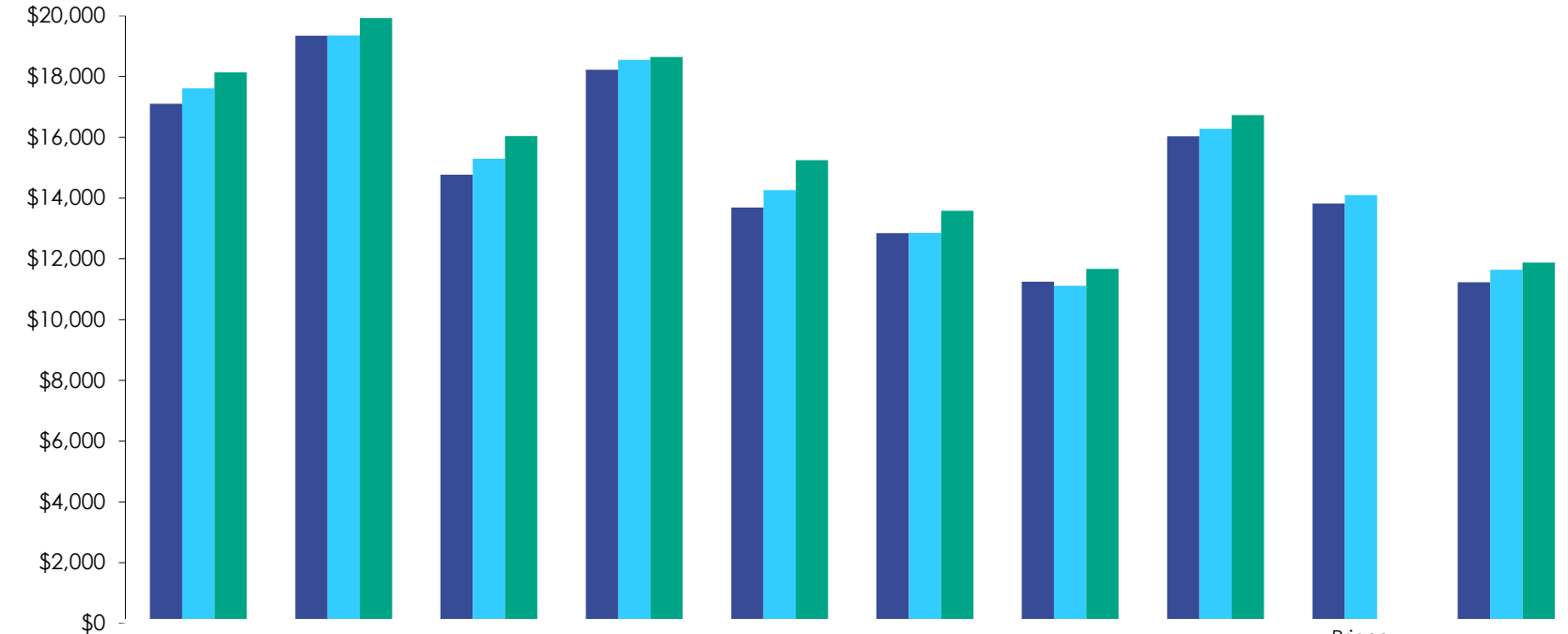
[3] Data not available at time of compilation.

Cost Per Pupil[1]

School Division	FY 2018 Approved	FY 2019 Approved	FY 2020 Approved
Alexandria City	$17,099	$17,606	$18,136
Arlington County	$19,340	$19,348	$19,921
Fairfax County	$14,767	$15,293	$16,043
Falls Church City	$18,219	$18,544	$18,644
Loudoun County	$13,688	$14,260	$15,241
Manassas City	$12,846	$12,855	$13,581
Manassas Park City	$11,242	$11,113	$11,663
Montgomery County	$16,030	$16,281	$16,726
Prince George's County	$13,816	$14,093	Data not available
Prince William County	$11,222	$11,633	$11,875

[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



	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
FY 2018 Approved	$17,099	$19,340	$14,767	$18,219	$13,688	$12,846	$11,242	$16,030	$13,816	$11,222
FY 2019 Approved	$17,606	$19,348	$15,293	$18,544	$14,260	$12,855	$11,113	$16,281	$14,093	$11,633
FY 2020 Approved	$18,136	$19,921	$16,043	$18,644	$15,241	$13,581	$11,663	$16,726	Data not available	$11,875

FY 2020 Authorized Position Definitions[1]

(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.

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

FY 2020 Authorized Positions[1]
School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,385.6	2,703.1	15,704.3	240.4	7,059.3
School-Based Administrators [2]	75.5	125.2	657.0	12.5	377.0
Educational Specialists	168.1	124.0	624.8	13.7	197.7
Instructional Assistants	243.0	642.5	3,185.2	61.9	1,514.3
Nonmanagement/All Others [2]	236.1	510.3	2,726.1	46.6	1,232.0
Total School-Based Positions	**2,108.3**	**4,105.2**	**22,897.4**	**375.1**	**10,380.3**
Nonschool-Based Positions					
Leadership Team	10.0	10.0	17.0	3.0	7.0
Technical/Support	50.5	98.9	750.8	10.8	178.8
Management	71.5	79.5	164.6	10.0	206.5
Educational Specialists	46.5	47.2	120.5	8.5	24.5
Office Support Staff	23.9	58.8	192.9	2.0	123.0
Custodial/Maintenance	20.0	81.5	397.0	6.0	223.3
Total Nonschool-Based Positions	**222.4**	**375.9**	**1,642.8**	**40.3**	**763.0**
TOTAL AUTHORIZED POSITIONS[3] (School Based + Non-School Based)	**2,330.7**	**4,481.0**	**24,540.2**	**415.4**	**11,143.3**
Other Operating Fund Positions [4]	165.4	261.5	1,741.0	15.6	851.5
Total Non-Operating Fund Positions [5]	202.4	154.9	452.7	20.0	496.6

[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 2020 Authorized Positions[1]
School Operating Fund

	Manassas City	Manassas Park City	Montgomery County	Prince George's County [7]	Prince William County
School-Based Positions					
Teachers	588.5	272.9	13,125.9		6,654.8
School-Based Administrators [2]	26.0	10.0	577.0		344.8
Educational Specialists	31.0	9.0	294.2		206.2
Instructional Assistants	119.0	56.0	2,852.1		745.8
Nonmanagement/All Others [2]	119.4	20.1	2,287.5		1,235.0
Total School-Based Positions	**883.9**	**368.0**	**19,136.7**		**9,186.5**
Nonschool-Based Positions					
Leadership Team	1.0	3.0	18.0		15.0
Technical/Support	17.8	7.0	554.8		199.5
Management	26.0	6.0	233.0		235.6
Educational Specialists	14.0	9.0	162.5		127.0
Office Support Staff	11.5	8.4	240.3		125.5
Custodial/Maintenance	9.8	0.5	428.6		248.0
Total Nonschool-Based Positions	**80.1**	**33.9**	**1,637.1**		**950.6**
TOTAL AUTHORIZED POSITIONS[3] (School Based + Non-School Based)	**964.0**	**401.9**	**20,773.8**		**10,137.1**
Other Operating Fund Positions [4]	92.3 [6]	48.0	2,062.1		929.7
Total Non-Operating Fund Positions [5]	0.0	32.0	646.3		709.4

[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.

[7] Data not available at time of compilation.

FY 2020 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
Administrators					
Principals	19.0	40.0	199.0	4.0	94.0
Assistant Principals	49.5	56.0	378.0	6.0	148.0
Guidance Directors	4.0	9.0	54.0	1.5	18.0
Student Activity Directors	3.0	3.0	25.0	1.0	0.0
Other	0.0	17.2	1.0	0.0	117.0
Nonmanagement / All Others					
School Office Staff	64.0	199.9	977.5	15.9	456.0
Custodial Staff	50.6	226.0	1,391.5	25.0	607.8
Noninstructional Specialists	0.0	35.3	197.1	1.0	23.0
Security	22.0	18.0 [2]	160.0	1.0	38.0
Other	99.5 [1]	31.1	0.0	3.5	107.2 [3]

[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.

[3] Loudoun County Public Schools includes health clinic specialists, nurses, and school nurse assistants in Nonmanagement (Other).

FY 2020 School-Based Positions - Details

	Manassas City	Manassas Park City	Montgomery County	Prince George's County [3]	Prince William County
Administrators					
Principals	9.0	4.0	209.0		96.1
Assistant Principals	14.0	5.0	333.0		157.0
Guidance Directors	1.0	0.0	0.0		32.0
Student Activity Directors	1.0	1.0	0.0		12.0
Other	1.0	0.0	35.0		47.7
Nonmanagement / All Others					
School Office Staff	58.9	14.1	707.5		539.0
Custodial Staff	54.5	0.0	1,352.0		492.5
Noninstructional Specialists	0.0	0.0	0.0		99.0
Security	6.0	0.0	224.0		80.6
Other	0.0	6.0 [1]	4.0		23.9 [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.

[3] Data not available at time of compilation.

FY 2020 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]	196	0	7.25	$49,382	$80,690	$56,372	$83,788	$110,497	$16.92	$31.48
Arlington County [2]	194	6	7.50	$48,228	$82,395	$53,173	$95,346 [3]	$113,207	$18.19	$36.75
Fairfax County	194	0	7.50	$50,000	$79,236	$55,000	$80,680	$104,269	$16.42	$29.34
Falls Church City	194	6	7.50	$51,599	$82,518	$57,237	$93,107	$112,373	$16.34	$31.13
Loudoun County	194	3	7.00	$53,730	$70,913	$59,500	$80,500	$107,190	$16.50	$30.98
Manassas City	195	5	7.50	$47,724	$69,925	$53,353	$73,889	$113,813	$16.10	$28.26
Manassas Park City	194	6	7.50	$49,050	$63,331	$55,050	n/a	$112,030	$17.64	$29.48
Montgomery County	204	11	8.00	$50,503	$83,215	$55,537	$81,407	$111,043	$19.15	$32.71
Prince George's County [5]										
Prince William County	180	15	7.00	$49,496	$68,584	$55,237	$79,954	$127,945	$15.56	$36.36

[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 on using the following link: http://www.apsva.us/payroll-overview.

[3] Arlington County Public Schools midddle 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 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.

[5] Data not available at time of compilation.

FY 2020 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	$18.48	$30.55	9	$15,000	$17,000
Arlington County	$21.17 - $25.96 [1]	$34.90 - $42.68 [1]	5	$25,000	$27,000
Fairfax County	$19.20	$33.81	12	$32,000	$34,000
Falls Church City	$19.71	$35.72	7	$3,600	$6,000
Loudoun County	$20.06	$38.00	9	$20,000	$22,000
Manassas City	$18.63	$32.72	7	$12,000	$13,100
Manassas Park City[2]	$19.12	$32.50	5	$3,000	$3,500
Montgomery County	$17.62	$29.71	7	$25,000	$29,000
Prince George's County [3]					
Prince William County	$18.57	$43.79	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.

[3] Data not available at time of compilation.

School Division	Graduation Information			FY 2019 Actual Free or Reduced Price Lunch Eligibility	
	% of 2018 Graduates Going on to Postsecondary Education[1]	Class of 2019 Cohort Graduation Four-Year Rate[2]	Class of 2019 Cohort Dropout Four-Year Rate[2]	Students Eligible	Percent of District Enrollment
Alexandria City					
Arlington County					
Fairfax County					
Falls Church City					
Loudoun County					
Manassas City					
Manassas Park City					
Montgomery County					
Prince George's County					
Prince William County					

This section will be updated once data is made available.

SAT Scores
School Year 2018-2019

School Division	Average Math	Average Evidence - Based Reading and Writing	Total	Percent of Seniors Taking Tests
Alexandria City				
Arlington County				
Fairfax County				
Falls Church City				
Loudoun County				
Manassas City				
Manassas Park City				
Montgomery County				
Prince George's County				
Prince William County				

This section will be updated once data is made available.

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	$1.75	$1.75	$1.75	$3.00	$3.10	$3.10
Fairfax County	$1.75	$1.75	$1.75	$3.25	$3.50	$3.50
Falls Church City	$2.50	$2.50	$2.50	$3.25	$4.00	$4.00
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	$3.00	$3.00	$3.00
Montgomery County	$1.30	$1.30	$1.30	$2.55	$2.80	$2.80
Prince George's County [1]						
Prince William County	$1.50	$1.50	$1.50	$2.50	$2.65	$2.75

[1] Data not available at time of compilation.

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 2020 Annual Employer Cost for Hypothetical Teacher Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Alexandria City	$101,727	$121,347
Arlington County	$96,200	$118,159
Fairfax County	$100,195	$118,974
Falls Church City	$100,309	$122,353
Loudoun County	$102,932	$110,373
Manassas City	$98,176	$104,374
Manassas Park City	$93,868	$91,768
Montgomery County	$98,322	$121,657
Prince George's County [1]		
Prince William County	$98,547	$103,129

[1] Data not available at time of compilation.

Salary and Benefits Summary
Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$80,690**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$6,173
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$12,652
VRS Retiree Health Credit	1.20%	$780	1.20%	$968
Life Insurance	0.52%	$338	0.52%	$420
Health Insurance: POS - Family Coverage[2] Name: United Healthcare Point of Service (Choice Plus)	30.30%	$19,694	24.41%	$19,694
Dental/Vision [3]	1.15%	$750	0.93%	$750
Total Benefits	**56.50%**	**$36,727**	**50.39%**	**$40,657**
Total Salary and Benefits		**$101,727**		**$121,347**

[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 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$82,395**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$6,303
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$12,920
VRS Retiree Health Credit	1.20%	$780	1.20%	$989
401(a) match 0.4% or $240, whichever is greater	0.40%	$260	0.40%	$330
Life Insurance	1.31%	$852	1.31%	$1,079
Health Insurance: POS - Family Coverage[2] Name: Kaiser Permanente - HMO Family	20.92%	$13,595	16.50%	$13,595
Dental/Vision[3]	0.84%	$549	0.67%	$549
Total Benefits	**48.00%**	**$31,200**	**43.41%**	**$35,764**
Total Salary and Benefits		**$96,200**		**$118,159**

[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 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$79,236**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$6,062
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$12,424
VRS Retiree Health Credit	1.20%	$780	1.20%	$951
Employees' Supplementary Retirement System of Fairfax County (ERFC)	6.44%	$4,186	6.44%	$5,103
Life Insurance	0.95%	$618	0.95%	$753
Health Insurance: POS - Family Coverage[2] Name: CareFirst BlueChoice Advantage	20.69%	$13,451	16.98%	$13,451
Dental/Vision	1.53%	$995	1.26%	$995
Total Benefits	**54.15%**	**$35,195**	**50.15%**	**$39,738**
Total Salary and Benefits		**$100,195**		**$118,974**

[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 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$82,518**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$6,313
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$12,939
VRS Retiree Health Credit	1.20%	$780	1.20%	$990
Life Insurance	1.31%	$852	1.31%	$1,081
Health Insurance: POS - Family Coverage[2] Name: Anthem Key Advantage 250 (The Local Choice)	27.89%	$18,126	21.97%	$18,126
Dental	0.60%	$387	0.47%	$387
Total Benefits	**54.32%**	**$35,309**	**48.28%**	**$39,836**
Total Salary and Benefits		**$100,309**		**$122,353**

[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 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$70,913**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$5,425
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$11,119
VRS Retiree Health Credit	1.20%	$780	1.20%	$851
Life Insurance	1.31%	$852	1.31%	$929
Health Insurance: POS - Family Coverage[2] Name: Cigna	30.09%	$19,556	27.58%	$19,556
Dental/Vision	2.43%	$1,580	2.23%	$1,580
Total Benefits	**58.36%**	**$37,932**	**55.65%**	**$39,460**
Total Salary and Benefits		**$102,932**		**$110,373**

[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 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$69,925**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$5,349
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$10,964
VRS Retiree Health Credit	1.20%	$780	1.20%	$839
Life Insurance	1.31%	$852	1.31%	$916
Health Insurance[3]: POS - Family Coverage[2] Name: Anthem Key Advantage	25.20%	$16,380	23.43%	$16,380
Total Benefits	**51.04%**	**$33,176**	**49.27%**	**$34,449**
Total Salary and Benefits		**$98,176**		**$104,374**

[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
Manassas Park City Schools

	Percent of Hypothetical Salary	FY 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$63,331**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$4,845
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$9,930
VRS Retiree Health Credit	1.20%	$780	1.20%	$760
Life Insurance	1.31%	$852	1.31%	$830
Health Insurance: POS - Family Coverage[2] Name: Anthem Key Advantage 250 (The Local Choice)	18.57%	$12,072	19.06%	$12,072
Total Benefits	**44.41%**	**$28,868**	**44.90%**	**$28,437**
Total Salary and Benefits		**$93,868**		**$91,768**

[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
Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$83,215**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$6,366
Retirement				
State Retirement & Pension System of Maryland	15.59%	$10,134	15.59%	$12,973
Local Pension	4.63%	$3,010	4.63%	$3,853
Life Insurance	0.24%	$156	0.24%	$200
Health Insurance: POS - Family Coverage[2] Name: CareFirst POS	21.62%	$14,055	16.89%	$14,055
Dental/Vision	1.53%	$996	1.20%	$996
Total Benefits	**51.26%**	**$33,322**	**46.20%**	**$38,442**
Total Salary and Benefits		**$98,322**		**$121,657**

[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[1]

Prince George's County Public Schools

	Percent of Hypothetical Salary	FY 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary				
Benefits				
Social Security				
Retirement				
State Retirement & Pension System of Maryland				
Life Insurance				
Health Insurance: POS - Family Coverage Name:				
Dental/Vision				
Total Benefits				
Total Salary and Benefits				

[1] Data not available at time of compilation.

Salary and Benefits Summary
Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2020 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2020 Annual Employer Cost for Average Teacher Salary
Salary		**$65,000**		**$68,584**
Benefits[1]				
Social Security	7.65%	$4,973	7.65%	$5,247
Retirement				
Virginia Retirement System (VRS)	15.68%	$10,192	15.68%	$10,754
VRS Retiree Health Care Credit	1.20%	$780	1.20%	$823
403B Max at 15 years	2.00%	$1,300	2.00%	$1,372
Life Insurance	1.31%	$852	1.31%	$898
Health Insurance: POS - Family Coverage[2] Name: KeyCare Enhanced PPO/Blue View Vision	22.49%	$14,617	21.31%	$14,617
Dental/Vision	1.28%	$834	1.22%	$834
Total Benefits	**51.61%**	**$33,547**	**50.37%**	**$34,545**
Total Salary and Benefits		**$98,547**		**$103,129**

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

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

FY 2020 Compensation Accounts
(All Funds)

School Division	Full-Time Position Salaries	Other Compensation[1]	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	$184,163,354	$8,012,308	$75,635,232	$267,810,894	($1,337,000)
Arlington County	$360,533,116	$26,839,078	$134,785,972	$522,158,166	($3,830,349)
Fairfax County	$1,747,332,278	$167,002,617	$886,195,609	$2,800,530,504	($57,190,418)
Falls Church City	$30,957,072	$2,221,502	$11,504,204	$44,682,778	($185,000)
Loudoun County	$779,629,747	$49,034,952	$354,160,803	$1,182,825,502	($17,854,983)
Manassas City	$63,320,653	$3,317,252	$25,136,762	$91,774,667	($849,999)
Manassas Park City	$20,665,758	$6,318,447	$9,407,102	$36,391,307	($259,935)
Montgomery County	$1,693,595,990	$97,558,901	$620,918,200	$2,412,073,091	($29,874,492)
Prince George's County [2]					
Prince William County	$689,150,749	$29,513,297	$251,040,515	$969,704,561	($11,800,450)

[1] Includes hourly and part-time accounts.

[2] Data not available at time of compilation.

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	Disability Insurance 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%	68.2%	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%	64.7%	71.5%	See note [3]	0.0%	100.0%
Manassas Park City	100.0%	75.8%	0.0%	53.9%	52.7%	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 [6]								
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.

[6] Data not available at time of compilation.

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	$92.40	$106.96	$106.96	$92.40	$118.79	Days 11-20	$118.79	Days 11-20
Fairfax County	7.00	$101.50	$101.50	$143.50	$143.50	$143.50	11th day	$182.00 [2]	11th day
Falls Church City	7.50	$123.75	$123.75	$123.75	$0.00	$142.50	11th day	$222.00 [3]	45th day
Loudoun County	7.00	$112.84	$112.84	$112.84	$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
Manassas Park City	7.50	$112.50	$112.50	$112.50	$127.50	$127.50	140 hours	$127.50	140 hours
Montgomery County	7.00	$128.87	$128.87	$136.36	$183.96	$183.96	11th day	$194.25	11th day
Prince George's County [4]									
Prince William County	7.00	$97.02	$108.01	$108.01	$0.00	$133.00	10th day	$159.60	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] Falls Church City Schools pays $29.50 per hour from day 1 when the sub assignment will extend beyond 45 days and the substitute has a teachers license.

[4] Data not available at time of compilation.

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