


**FISCAL YEAR
2021**



ARLINGTON
PUBLIC SCHOOLS
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**INTERIM
SUPERINTENDENT'S
PROPOSED BUDGET**

**SCHOOL BOARD
BUDGET WORK SESSION #2**

MARCH 10, 2020

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COMPENSATION

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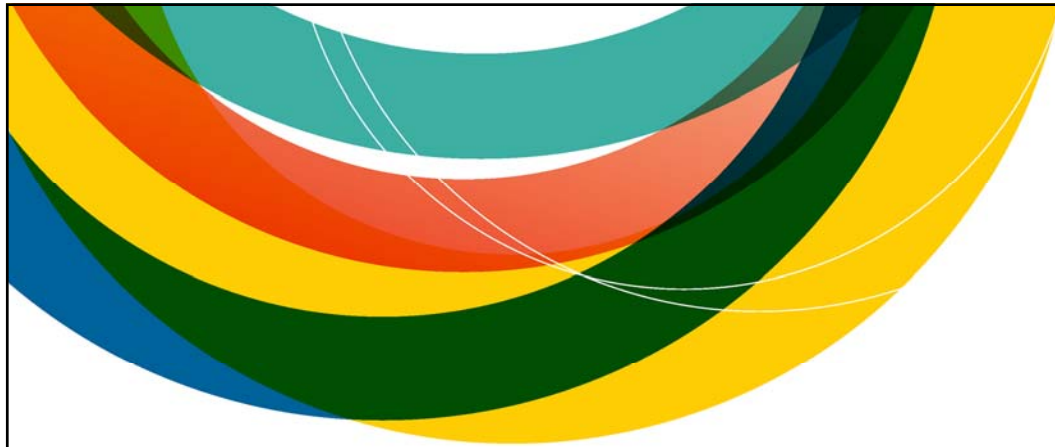


Agenda

- Historical Overview
- Teacher Scale Comparison
 - Current – FY 2020
 - Proposed – FY 2021
- Distribution across Salary Scales
- Compensation Costs
 - Step Increase
 - 1% Cost of Living Adjustment
 - Step Increase + 1.6% COLA – Superintendent's Proposed
 - Comparison of compensation increase % by scale

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Historical Overview

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Agenda

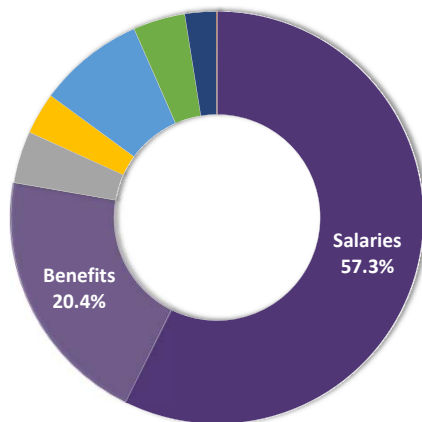
- Historical Overview
- Comparison of Teacher Salary Scales
- Compensation Options and Costs

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Compensation



- **Salaries and Benefits** make up almost **78%** of the total proposed budget and **92%** of the School Operating Fund
- Includes a step increase plus a 1.6% COLA for eligible employees, a 6% increase in the Virginia Retirement System contribution rate, and an estimated increase of 8% in medical and 2% increase in dental insurance premiums
 - Over the past three years, medical premiums increased 10% and dental premiums increased 2% on average

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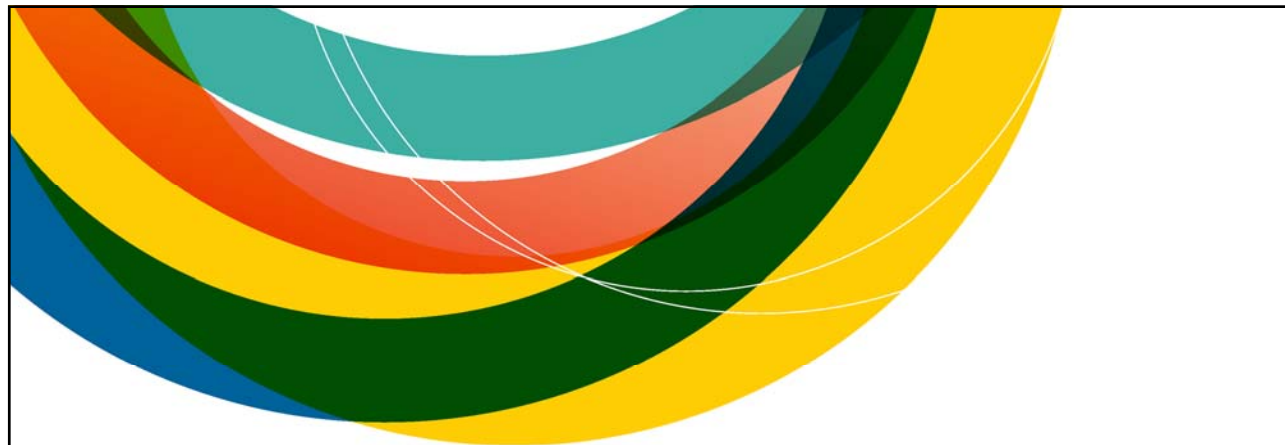


Compensation Comparison – Salary Increases 6 Year Comparison

MSA = Market Scale
Adjustment similar to
COLA
COLA = Cost of Living
Adjustment
MRA = Market Rate
Adjustment to bring
salaries to market
*Additional benefit
changes implemented
in FYs 2017-2019

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
	Step: Average 2.6%	Step: Average 2.8%	Step: Average 2.3%	Step: Average 2.6%	Step: Average 2.4%
Arlington	No COLA	1.75% for Longevity & Top of Scale Steps Base Pay: \$14.50/hour	A Scale: 5.87% MRA D Scale: 4.06% MRA	A Scale: 5.87% MRA D Scale: 4.06% MRA	A Scale: 5.87% MRA D Scale: 4.06% MRA
Alexandria	Step No COLA	Step No COLA	Step No COLA	Step No COLA	Step 1% MRA
Falls Church	Step No MSA	Step for Non-teachers Teachers: 2% MSA	Step for Teachers Support & Admin: 5% MSA	No Step 3% MSA	Step 1% COLA
Fairfax	Step All: 0.62% MSA	Step All: 1% MSA	Step Scale Enhancement for Teachers	Step Non-teachers: 1% MSA Scale Enhancement for Teachers	Step Non-teachers: 1% MSA Scale Enhancement for Teachers
Loudoun	Step No COLA	Step No COLA	Step Licensed: 1.8%	Step Licensed: 3.2%; All Other Scales: 1.3%	Step Licensed: Scale Enhancement Admin/Aux: 1.5%; Classified: 2.5%
Prince William	Step No COLA	Step No COLA	Step No COLA	Step No COLA	Step 2% COLA
Arlington County*	Merit/Step No COLA/MSA	Merit 1.75% to max of each grade/range Base pay: \$14.50/hour	Merit	Merit 1% to min and max of each grade/range Base pay: \$15.00/hour	Merit 3.25% Merit for Gen. Emp. 5.5% Merit for Pub. Safety 2% to min and max of each grade/range Base pay: \$15.00/hour

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Teacher Scale Comparison

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Salary Comparison – T Scale Bachelor Lane - Current

Step*	Arlington	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun	Manassas City	Pr William	High to Low	APS to High	APS to #2
1	\$ 48,228	6	\$ 49,382	\$ 51,031	\$ 51,599	\$ 53,730	\$ 47,724	\$ 49,496	\$ 6,006	\$ (5,502)	\$ (3,371)
2	\$ 48,962	6	\$ 51,111	\$ 53,072	\$ 51,599	\$ 55,230	\$ 47,724	\$ 50,324	\$ 7,506	\$ (6,268)	\$ (4,110)
3	\$ 49,695	6	\$ 53,671	\$ 55,195	\$ 51,599	\$ 56,730	\$ 48,525	\$ 51,166	\$ 8,205	\$ (7,035)	\$ (5,500)
4	\$ 52,181	5	\$ 55,280	\$ 57,402	\$ 53,003	\$ 58,230	\$ 49,337	\$ 52,020	\$ 8,893	\$ (6,049)	\$ (5,221)
5	\$ 54,788	5	\$ 56,936	\$ 59,698	\$ 55,084	\$ 59,730	\$ 50,163	\$ 53,753	\$ 9,567	\$ (4,942)	\$ (4,910)
6	\$ 57,529	4	\$ 59,500	\$ 61,490	\$ 57,487	\$ 61,730	\$ 51,000	\$ 55,537	\$ 10,730	\$ (4,201)	\$ (3,961)
7	\$ 60,403	4	\$ 62,177	\$ 63,334	\$ 60,244	\$ 63,730	\$ 52,699	\$ 57,377	\$ 11,031	\$ (3,327)	\$ (2,931)
8	\$ 63,424	4	\$ 64,974	\$ 65,234	\$ 63,105	\$ 65,730	\$ 54,449	\$ 59,272	\$ 11,281	\$ (2,306)	\$ (1,810)
9	\$ 66,595	4	\$ 67,898	\$ 67,191	\$ 66,173	\$ 67,730	\$ 56,251	\$ 61,220	\$ 11,647	\$ (1,303)	\$ (1,135)
10	\$ 71,147	1	\$ 69,598	\$ 68,534	\$ 69,346	\$ 69,730	\$ 58,110	\$ 63,230	\$ 13,037	\$ -	\$ 1,417
11	\$ 71,147	2	\$ 71,334	\$ 69,906	\$ 69,471	\$ 70,730	\$ 60,020	\$ 65,299	\$ 11,314	\$ (187)	\$ -
12	\$ 71,147	4	\$ 73,118	\$ 71,303	\$ 69,606	\$ 71,730	\$ 61,990	\$ 67,429	\$ 11,128	\$ (1,971)	\$ (583)
13	\$ 71,147	4	\$ 74,580	\$ 72,730	\$ 69,606	\$ 72,730	\$ 64,019	\$ 69,625	\$ 10,561	\$ (3,433)	\$ (1,583)
14	\$ 72,927	4	\$ 76,073	\$ 74,184	\$ 69,606	\$ 73,730	\$ 66,107	\$ 71,886	\$ 9,966	\$ (3,146)	\$ (1,257)
15	\$ 72,927	5	\$ 77,594	\$ 75,668	\$ 69,606	\$ 74,730	\$ 68,260	\$ 74,212	\$ 9,334	\$ (4,667)	\$ (2,741)
16	\$ 72,927	5	\$ 79,147	\$ 76,424	\$ 69,606	\$ 75,730	\$ 70,476	\$ 76,611	\$ 9,541	\$ (6,220)	\$ (3,684)
17	\$ 72,927	5	\$ 80,730	\$ 77,189	\$ 69,606	\$ 76,730	\$ 72,757	\$ 79,083	\$ 11,124	\$ (7,803)	\$ (6,156)
18	\$ 74,752	6	\$ 82,344	\$ 77,961	\$ 69,606	\$ 77,730	\$ 75,109	\$ 81,629	\$ 12,738	\$ (7,592)	\$ (6,877)
19	\$ 74,752	6	\$ 82,344	\$ 78,741	\$ 69,606	\$ 78,730	\$ 77,532	\$ 84,248	\$ 14,642	\$ (9,496)	\$ (7,592)
20	\$ 74,752	6	\$ 83,990	\$ 81,108	\$ 69,606	\$ 79,730	\$ 80,028	\$ 86,947	\$ 17,341	\$ (12,195)	\$ (9,238)
21	\$ 74,752	6	\$ 83,990	\$ 83,704	\$ 69,606	\$ 80,730	\$ 82,596	\$ 89,727	\$ 20,121	\$ (14,975)	\$ (9,238)
22	\$ 76,621	6	\$ 85,672	\$ 86,382	\$ 69,606	\$ 81,730	\$ 85,242	\$ 92,592	\$ 22,986	\$ (15,971)	\$ (9,761)
23	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 82,730	\$ 87,967	\$ 95,540	\$ 25,934	\$ (18,919)	\$ (12,526)
24	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 83,730	\$ 90,776	\$ 98,580	\$ 28,974	\$ (21,959)	\$ (14,155)
25	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 84,730	\$ 93,667	\$ 101,711	\$ 32,105	\$ (25,090)	\$ (17,046)
26	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 85,730	\$ 96,646	\$ 104,935	\$ 35,329	\$ (28,314)	\$ (20,025)
27	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 87,730	\$ 99,717	\$ 108,258	\$ 38,652	\$ (31,637)	\$ (23,096)
28	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 90,330	\$ 102,576	\$ 111,677	\$ 42,071	\$ (35,056)	\$ (25,955)
29	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 93,130	\$ 103,876	\$ 115,201	\$ 45,595	\$ (38,580)	\$ (27,255)
30	\$ 76,621	6	\$ 87,385	\$ 89,147	\$ 69,606	\$ 95,230	\$ 104,876	\$ 118,830	\$ 49,224	\$ (42,209)	\$ (28,255)

*Steps are not equivalent to years of experience.

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Salary Comparison – T Scale Bachelor Earnings - Current

Years*	Arlington	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun	Manassas City	Pr William	Variance High to Low	Variance APS to High	Variance APS to #2
5	\$ 253,854	6	\$ 266,380	\$ 276,398	\$ 262,884	\$ 283,650	\$ 243,473	\$ 256,759	\$ 40,177	\$ (29,796)	\$ (22,544)
10	\$ 572,952	5	\$ 590,526	\$ 602,181	\$ 579,239	\$ 612,300	\$ 515,982	\$ 553,395	\$ 96,318	\$ (39,348)	\$ (29,229)
15	\$ 932,247	4	\$ 963,226	\$ 965,972	\$ 927,134	\$ 975,950	\$ 836,378	\$ 901,846	\$ 139,572	\$ (43,703)	\$ (33,725)
20	\$ 1,302,357	5	\$ 1,371,780	\$ 1,357,395	\$ 1,275,164	\$ 1,364,600	\$ 1,212,280	\$ 1,310,364	\$ 159,500	\$ (69,423)	\$ (62,243)
25	\$ 1,683,593	5	\$ 1,803,596	\$ 1,794,922	\$ 1,623,194	\$ 1,778,250	\$ 1,652,528	\$ 1,788,514	\$ 180,402	\$ (120,003)	\$ (111,329)
30	\$ 2,066,698	6	\$ 2,240,519	\$ 2,240,657	\$ 1,971,224	\$ 2,230,400	\$ 2,160,219	\$ 2,347,415	\$ 376,191	\$ (280,717)	\$ (173,959)

*Assumes a step increase is given every year for comparison purposes.

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Salary Comparison – T Scale

Bachelor Lane – FY 2021 Proposed

Step*	High		APS Now	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun**	Manassas City	Pr William	Variance		
	Low										High to Low	APS to High	APS to #2
1	\$ 49,000	6	6	\$ 49,382	\$ 51,541	\$ 52,115	\$ 61,237	\$ 47,724	\$ 52,189	\$ 13,513	\$ (12,237)	\$ (3,189)	
2	\$ 49,745	6	6	\$ 51,111	\$ 53,603	\$ 52,115	\$ 62,442	\$ 47,724	\$ 53,060	\$ 14,718	\$ (12,697)	\$ (3,858)	
3	\$ 50,490	6	6	\$ 53,671	\$ 55,747	\$ 52,115	\$ 63,647	\$ 48,525	\$ 54,828	\$ 15,122	\$ (13,157)	\$ (5,257)	
4	\$ 53,016	5	6	\$ 55,280	\$ 57,976	\$ 53,533	\$ 64,852	\$ 49,337	\$ 56,648	\$ 15,515	\$ (11,836)	\$ (4,960)	
5	\$ 55,665	5	5	\$ 56,936	\$ 60,295	\$ 55,635	\$ 66,057	\$ 50,163	\$ 58,525	\$ 15,894	\$ (10,392)	\$ (4,630)	
6	\$ 58,449	4	5	\$ 59,500	\$ 62,105	\$ 58,062	\$ 67,262	\$ 51,000	\$ 60,457	\$ 16,262	\$ (8,613)	\$ (3,656)	
7	\$ 61,369	4	5	\$ 62,177	\$ 63,967	\$ 60,846	\$ 68,467	\$ 52,699	\$ 62,444	\$ 15,768	\$ (7,098)	\$ (2,598)	
8	\$ 64,439	4	5	\$ 64,974	\$ 65,886	\$ 63,736	\$ 69,672	\$ 54,449	\$ 64,495	\$ 15,223	\$ (5,233)	\$ (1,447)	
9	\$ 67,661	4	4	\$ 67,898	\$ 67,863	\$ 66,835	\$ 70,877	\$ 56,251	\$ 66,605	\$ 14,626	\$ (3,216)	\$ (2,337)	
10	\$ 72,285	1	1	\$ 69,598	\$ 69,219	\$ 70,039	\$ 72,082	\$ 58,110	\$ 68,778	\$ 13,972	\$ -	\$ 203	
11	\$ 72,285	2	2	\$ 71,334	\$ 70,605	\$ 70,166	\$ 73,287	\$ 60,020	\$ 71,018	\$ 13,267	\$ (1,002)	\$ -	
12	\$ 72,285	4	4	\$ 73,118	\$ 72,016	\$ 70,302	\$ 74,492	\$ 61,990	\$ 73,324	\$ 12,502	\$ (2,207)	\$ (1,039)	
13	\$ 72,285	4	5	\$ 74,580	\$ 73,457	\$ 70,302	\$ 75,697	\$ 64,019	\$ 75,696	\$ 11,678	\$ (3,412)	\$ (3,411)	
14	\$ 74,094	4	5	\$ 76,073	\$ 74,926	\$ 70,302	\$ 76,902	\$ 66,107	\$ 78,143	\$ 12,036	\$ (4,049)	\$ (2,808)	
15	\$ 74,094	5	5	\$ 77,594	\$ 76,425	\$ 70,302	\$ 78,107	\$ 68,260	\$ 80,665	\$ 12,405	\$ (6,571)	\$ (4,013)	
16	\$ 74,094	5	5	\$ 79,147	\$ 77,188	\$ 70,302	\$ 79,312	\$ 70,476	\$ 83,262	\$ 12,960	\$ (9,168)	\$ (5,218)	
17	\$ 74,094	5	5	\$ 80,730	\$ 77,961	\$ 70,302	\$ 80,517	\$ 72,757	\$ 85,933	\$ 15,631	\$ (11,839)	\$ (6,636)	
18	\$ 75,948	6	5	\$ 82,344	\$ 78,741	\$ 70,302	\$ 81,722	\$ 75,109	\$ 88,686	\$ 18,384	\$ (12,738)	\$ (6,396)	
19	\$ 75,948	6	6	\$ 82,344	\$ 79,528	\$ 70,302	\$ 82,927	\$ 77,532	\$ 91,522	\$ 21,220	\$ (15,574)	\$ (6,979)	
20	\$ 75,948	6	6	\$ 83,990	\$ 81,919	\$ 70,302	\$ 84,132	\$ 80,028	\$ 94,444	\$ 24,142	\$ (18,496)	\$ (8,184)	
21	\$ 75,948	6	6	\$ 83,990	\$ 84,541	\$ 70,302	\$ 85,337	\$ 82,596	\$ 97,451	\$ 27,149	\$ (21,503)	\$ (9,389)	
22	\$ 77,847	6	6	\$ 85,672	\$ 87,246	\$ 70,302	\$ 86,542	\$ 85,242	\$ 100,552	\$ 30,250	\$ (22,705)	\$ (9,399)	
23	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 87,747	\$ 87,967	\$ 103,745	\$ 33,443	\$ (25,898)	\$ (12,191)	
24	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 88,952	\$ 90,776	\$ 107,034	\$ 36,732	\$ (29,187)	\$ (12,929)	
25	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 90,157	\$ 93,667	\$ 110,423	\$ 40,121	\$ (32,576)	\$ (15,820)	
26	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 91,362	\$ 96,646	\$ 113,911	\$ 43,609	\$ (36,064)	\$ (18,799)	
27	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 92,567	\$ 99,717	\$ 117,505	\$ 47,203	\$ (39,658)	\$ (21,870)	
28	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 93,772	\$ 102,576	\$ 121,207	\$ 50,905	\$ (43,360)	\$ (24,729)	
29	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 94,977	\$ 103,876	\$ 121,207	\$ 50,905	\$ (43,360)	\$ (26,029)	
30	\$ 77,847	6	6	\$ 87,385	\$ 90,038	\$ 70,302	\$ 96,182	\$ 104,876	\$ 121,207	\$ 50,905	\$ (43,360)	\$ (27,029)	

Revised 3/11/2020

*Steps are not equivalent to years of experience.

** Original proposal in the Loudoun budget. This has since been decreased but a new salary scale is not yet available.

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Salary Comparison – T Scale

Bachelor Earnings – FY 2021 Proposed

COMPARISON OF EARNINGS ACROSS SCHOOL DIVISIONS												
Years*	Arlington	APS Now	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun**	Manassas City	Pr William	Variance High to Low	Variance APS to High	Variance APS to #2
5	\$ 257,916	6	6	\$ 266,380	\$ 279,162	\$ 265,513	\$ 318,235	\$ 243,473	\$ 275,250	\$ 74,762	\$ (60,319)	\$ (21,246)
10	\$ 582,119	5	6	\$ 590,526	\$ 608,202	\$ 585,031	\$ 666,595	\$ 515,982	\$ 598,029	\$ 150,613	\$ (84,476)	\$ (26,083)
15	\$ 947,162	4	5	\$ 963,226	\$ 975,631	\$ 936,405	\$ 1,045,080	\$ 836,378	\$ 976,875	\$ 208,702	\$ (97,918)	\$ (29,713)
20	\$ 1,323,194	5	5	\$ 1,371,780	\$ 1,370,968	\$ 1,287,915	\$ 1,453,690	\$ 1,212,280	\$ 1,420,722	\$ 241,410	\$ (130,496)	\$ (97,528)
25	\$ 1,710,530	5	5	\$ 1,803,596	\$ 1,812,869	\$ 1,639,425	\$ 1,892,425	\$ 1,652,528	\$ 1,939,927	\$ 300,502	\$ (229,397)	\$ (181,895)
30	\$ 2,099,765	6	6	\$ 2,240,519	\$ 2,263,059	\$ 1,990,935	\$ 2,361,285	\$ 2,160,219	\$ 2,534,964	\$ 544,029	\$ (435,199)	\$ (261,520)

*Assumes a step increase is given every year for comparison purposes.

** Original proposal in the Loudoun budget. This has since been decreased but a new salary scale is not yet available.

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Salary Comparison – T Scale Masters Lane - Current

Step*	High		Alexandria	Fairfax	Falls Church	Loudoun	Manassas City	Pr William	Variance		
	Arlington	APS Rank							High to Low	APS to High	APS to #2
1	\$ 53,173	7	\$ 56,372	\$ 56,134	\$ 57,237	\$ 59,500	\$ 53,353	\$ 55,237	\$ 6,327	\$ (6,327)	\$ (4,064)
2	\$ 53,978	6	\$ 58,061	\$ 58,379	\$ 57,237	\$ 61,000	\$ 53,353	\$ 56,065	\$ 7,647	\$ (7,022)	\$ (4,401)
3	\$ 54,789	6	\$ 60,821	\$ 60,714	\$ 57,237	\$ 62,500	\$ 54,154	\$ 56,908	\$ 8,346	\$ (7,711)	\$ (6,032)
4	\$ 57,530	6	\$ 62,644	\$ 63,142	\$ 58,871	\$ 64,000	\$ 54,966	\$ 57,762	\$ 9,034	\$ (6,470)	\$ (5,612)
5	\$ 60,404	5	\$ 64,525	\$ 65,668	\$ 61,409	\$ 65,500	\$ 55,792	\$ 59,495	\$ 9,876	\$ (5,264)	\$ (5,096)
6	\$ 63,425	5	\$ 66,783	\$ 67,967	\$ 64,051	\$ 67,500	\$ 56,629	\$ 61,279	\$ 11,338	\$ (4,542)	\$ (4,075)
7	\$ 66,596	5	\$ 69,455	\$ 70,345	\$ 66,756	\$ 69,500	\$ 58,328	\$ 63,119	\$ 12,017	\$ (3,749)	\$ (2,904)
8	\$ 69,924	4	\$ 72,232	\$ 72,807	\$ 69,867	\$ 71,500	\$ 60,077	\$ 65,014	\$ 12,730	\$ (2,883)	\$ (2,308)
9	\$ 73,422	4	\$ 75,119	\$ 75,356	\$ 73,248	\$ 73,500	\$ 61,881	\$ 66,962	\$ 13,475	\$ (1,934)	\$ (1,697)
10	\$ 77,093	3	\$ 77,749	\$ 77,617	\$ 76,785	\$ 75,500	\$ 63,739	\$ 68,971	\$ 14,010	\$ (656)	\$ (524)
11	\$ 80,946	1	\$ 80,472	\$ 79,945	\$ 80,561	\$ 76,500	\$ 65,649	\$ 71,041	\$ 15,297	\$ -	\$ 385
12	\$ 84,994	1	\$ 83,288	\$ 82,343	\$ 84,420	\$ 77,500	\$ 67,619	\$ 73,171	\$ 17,375	\$ -	\$ 574
13	\$ 89,243	1	\$ 85,785	\$ 84,814	\$ 88,571	\$ 78,500	\$ 69,648	\$ 75,367	\$ 19,595	\$ -	\$ 672
14	\$ 95,346	1	\$ 88,359	\$ 87,358	\$ 92,836	\$ 79,500	\$ 71,736	\$ 77,627	\$ 23,610	\$ -	\$ 2,510
15	\$ 95,346	1	\$ 91,011	\$ 89,978	\$ 93,107	\$ 80,500	\$ 73,889	\$ 79,954	\$ 21,457	\$ -	\$ 2,239
16	\$ 95,346	1	\$ 93,743	\$ 91,779	\$ 93,388	\$ 81,500	\$ 76,105	\$ 82,353	\$ 19,241	\$ -	\$ 1,603
17	\$ 95,346	2	\$ 96,085	\$ 93,614	\$ 93,648	\$ 82,500	\$ 78,386	\$ 84,824	\$ 17,699	\$ (739)	\$ -
18	\$ 97,730	2	\$ 98,488	\$ 95,486	\$ 95,780	\$ 83,500	\$ 80,738	\$ 87,370	\$ 17,750	\$ (758)	\$ -
19	\$ 97,730	2	\$ 100,948	\$ 97,396	\$ 96,051	\$ 84,500	\$ 83,161	\$ 89,990	\$ 17,787	\$ (3,218)	\$ -
20	\$ 97,730	3	\$ 100,948	\$ 98,370	\$ 96,561	\$ 85,500	\$ 85,657	\$ 92,688	\$ 15,448	\$ (3,218)	\$ (640)
21	\$ 97,730	3	\$ 102,967	\$ 99,354	\$ 97,133	\$ 86,500	\$ 88,225	\$ 95,469	\$ 16,467	\$ (5,237)	\$ (1,624)
22	\$ 100,175	3	\$ 102,967	\$ 100,347	\$ 99,109	\$ 87,500	\$ 90,871	\$ 98,333	\$ 15,467	\$ (2,792)	\$ (172)
23	\$ 100,175	4	\$ 105,029	\$ 101,351	\$ 99,453	\$ 88,500	\$ 93,597	\$ 101,282	\$ 16,529	\$ (4,854)	\$ (1,176)
24	\$ 100,175	4	\$ 107,128	\$ 101,351	\$ 99,786	\$ 89,500	\$ 96,405	\$ 104,322	\$ 17,628	\$ (6,953)	\$ (4,147)
25	\$ 100,175	4	\$ 107,128	\$ 101,351	\$ 100,129	\$ 90,500	\$ 99,296	\$ 107,453	\$ 16,953	\$ (7,278)	\$ (6,953)
26	\$ 102,679	3	\$ 107,128	\$ 101,351	\$ 101,793	\$ 91,500	\$ 102,275	\$ 110,676	\$ 19,176	\$ (7,997)	\$ (4,449)
27	\$ 102,679	4	\$ 107,128	\$ 101,351	\$ 102,126	\$ 93,500	\$ 105,346	\$ 113,997	\$ 20,497	\$ (11,318)	\$ (4,449)
28	\$ 102,679	4	\$ 107,128	\$ 101,351	\$ 102,459	\$ 96,100	\$ 108,506	\$ 117,418	\$ 21,318	\$ (14,739)	\$ (5,827)
29	\$ 102,679	5	\$ 107,128	\$ 101,351	\$ 102,802	\$ 98,900	\$ 109,506	\$ 120,942	\$ 22,042	\$ (18,263)	\$ (6,827)
30	\$ 102,679	5	\$ 107,128	\$ 101,351	\$ 102,802	\$ 101,192	\$ 110,506	\$ 124,572	\$ 23,380	\$ (21,893)	\$ (7,827)

*Steps are not equivalent to years of experience.

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Salary Comparison – T Scale Masters Earnings - Current

Years*	Arlington	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun	Manassas City	Pr William	Variance High to Low	Variance APS to High	Variance APS to #2
5	\$ 279,874	6	\$ 302,422	\$ 304,037	\$ 291,991	\$ 312,500	\$ 271,618	\$ 285,467	\$ 40,882	\$ (32,626)	\$ (24,163)
10	\$ 630,334	5	\$ 663,760	\$ 668,129	\$ 642,698	\$ 670,000	\$ 572,272	\$ 610,812	\$ 97,728	\$ (39,666)	\$ (37,795)
15	\$ 1,076,209	4	\$ 1,092,675	\$ 1,092,567	\$ 1,082,193	\$ 1,062,500	\$ 920,813	\$ 987,972	\$ 171,862	\$ (16,466)	\$ (16,358)
20	\$ 1,560,091	3	\$ 1,582,886	\$ 1,569,212	\$ 1,557,621	\$ 1,480,000	\$ 1,324,860	\$ 1,425,197	\$ 258,026	\$ (22,795)	\$ (9,121)
25	\$ 2,058,521	3	\$ 2,108,103	\$ 2,072,966	\$ 2,053,231	\$ 1,922,500	\$ 1,793,254	\$ 1,932,056	\$ 314,849	\$ (49,582)	\$ (14,445)
30	\$ 2,571,916	3	\$ 2,643,742	\$ 2,579,721	\$ 2,565,213	\$ 2,403,692	\$ 2,329,393	\$ 2,519,661	\$ 314,349	\$ (71,826)	\$ (7,805)

*Assumes a step increase is given every year for comparison purposes.

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Salary Comparison – T Scale

Masters Lane – FY 2021 Proposed

Step*	High		Low		Alexandria	Fairfax	Falls Church	Loudoun**	Manassas City	Pr William	Variance High to Low	Variance APS to High	Variance APS to #2
	Arlington	APS Now	APS Rank										
1	\$ 54,024	7	6	\$ 56,372	\$ 56,695	\$ 57,809	\$ 67,277	\$ 53,353	\$ 58,046	\$ 13,924	\$ (13,253)	\$ (4,022)	
2	\$ 54,842	6	6	\$ 58,061	\$ 58,963	\$ 57,809	\$ 68,482	\$ 53,353	\$ 58,917	\$ 15,129	\$ (13,640)	\$ (4,121)	
3	\$ 55,666	6	6	\$ 60,821	\$ 61,321	\$ 57,809	\$ 69,687	\$ 54,154	\$ 60,685	\$ 15,533	\$ (14,021)	\$ (5,655)	
4	\$ 58,450	6	6	\$ 62,644	\$ 63,773	\$ 59,460	\$ 70,892	\$ 54,966	\$ 62,505	\$ 15,926	\$ (12,442)	\$ (5,323)	
5	\$ 61,370	5	6	\$ 64,525	\$ 66,325	\$ 62,023	\$ 72,097	\$ 55,792	\$ 64,381	\$ 16,305	\$ (10,727)	\$ (4,955)	
6	\$ 64,440	5	6	\$ 66,783	\$ 68,647	\$ 64,692	\$ 73,302	\$ 56,629	\$ 66,314	\$ 16,673	\$ (8,862)	\$ (4,207)	
7	\$ 67,662	5	5	\$ 69,455	\$ 71,048	\$ 67,424	\$ 74,507	\$ 58,328	\$ 68,301	\$ 16,179	\$ (6,845)	\$ (3,386)	
8	\$ 71,043	5	4	\$ 72,232	\$ 73,535	\$ 70,566	\$ 75,712	\$ 60,077	\$ 70,350	\$ 15,635	\$ (4,669)	\$ (2,492)	
9	\$ 74,597	5	4	\$ 75,119	\$ 76,110	\$ 73,980	\$ 76,917	\$ 61,881	\$ 72,462	\$ 15,036	\$ (2,320)	\$ (1,513)	
10	\$ 78,326	5	2	\$ 77,749	\$ 78,393	\$ 77,553	\$ 78,122	\$ 63,739	\$ 74,634	\$ 14,654	\$ (67)	\$ 204	
11	\$ 82,241	2	1	\$ 80,472	\$ 80,744	\$ 81,367	\$ 79,327	\$ 65,649	\$ 76,874	\$ 16,592	\$ -	\$ 874	
12	\$ 86,354	2	1	\$ 83,288	\$ 83,166	\$ 85,264	\$ 80,532	\$ 67,619	\$ 79,180	\$ 18,735	\$ -	\$ 1,090	
13	\$ 90,671	2	1	\$ 85,785	\$ 85,662	\$ 89,457	\$ 81,737	\$ 69,648	\$ 81,553	\$ 21,023	\$ -	\$ 1,214	
14	\$ 96,872	1	1	\$ 88,359	\$ 88,232	\$ 93,764	\$ 82,942	\$ 71,736	\$ 84,000	\$ 25,136	\$ -	\$ 3,108	
15	\$ 96,872	1	1	\$ 91,011	\$ 90,878	\$ 94,038	\$ 84,147	\$ 73,889	\$ 86,520	\$ 22,983	\$ -	\$ 2,834	
16	\$ 96,872	1	1	\$ 93,743	\$ 92,697	\$ 94,322	\$ 85,352	\$ 76,105	\$ 89,117	\$ 20,767	\$ -	\$ 2,550	
17	\$ 96,872	2	1	\$ 96,085	\$ 94,550	\$ 94,584	\$ 86,557	\$ 78,386	\$ 91,790	\$ 18,486	\$ -	\$ 787	
18	\$ 99,294	2	1	\$ 98,488	\$ 96,441	\$ 96,738	\$ 87,762	\$ 80,738	\$ 94,542	\$ 18,556	\$ -	\$ 806	
19	\$ 99,294	3	2	\$ 100,948	\$ 98,370	\$ 97,012	\$ 88,967	\$ 83,161	\$ 97,378	\$ 17,787	\$ (1,654)	\$ -	
20	\$ 99,294	3	4	\$ 100,948	\$ 99,354	\$ 97,527	\$ 90,172	\$ 85,657	\$ 100,300	\$ 15,291	\$ (1,654)	\$ (1,006)	
21	\$ 99,294	4	4	\$ 102,967	\$ 100,348	\$ 98,104	\$ 91,377	\$ 88,225	\$ 103,308	\$ 15,083	\$ (4,014)	\$ (3,673)	
22	\$ 101,778	3	3	\$ 102,967	\$ 101,350	\$ 100,100	\$ 92,582	\$ 90,871	\$ 106,408	\$ 15,537	\$ (4,630)	\$ (1,189)	
23	\$ 101,778	5	4	\$ 105,029	\$ 102,365	\$ 100,448	\$ 93,787	\$ 93,597	\$ 109,602	\$ 16,005	\$ (7,824)	\$ (3,251)	
24	\$ 101,778	5	4	\$ 107,128	\$ 102,365	\$ 100,784	\$ 94,992	\$ 96,405	\$ 112,890	\$ 17,898	\$ (11,112)	\$ (5,350)	
25	\$ 101,778	5	4	\$ 107,128	\$ 102,365	\$ 101,130	\$ 96,197	\$ 99,296	\$ 116,277	\$ 20,080	\$ (14,499)	\$ (5,350)	
26	\$ 104,322	4	3	\$ 107,128	\$ 102,365	\$ 102,811	\$ 97,402	\$ 102,275	\$ 119,766	\$ 22,364	\$ (15,444)	\$ (2,806)	
27	\$ 104,322	5	4	\$ 107,128	\$ 102,365	\$ 103,147	\$ 98,607	\$ 105,346	\$ 123,361	\$ 24,754	\$ (19,039)	\$ (2,806)	
28	\$ 104,322	5	4	\$ 107,128	\$ 102,365	\$ 103,484	\$ 99,812	\$ 108,506	\$ 127,063	\$ 27,251	\$ (22,741)	\$ (4,184)	
29	\$ 104,322	5	4	\$ 107,128	\$ 102,365	\$ 103,830	\$ 101,017	\$ 109,506	\$ 127,063	\$ 26,046	\$ (22,741)	\$ (5,184)	
30	\$ 104,322	5	4	\$ 107,128	\$ 102,365	\$ 103,830	\$ 102,222	\$ 110,506	\$ 127,063	\$ 24,841	\$ (22,741)	\$ (6,184)	

*Steps are not equivalent to years of experience.
 ** Original proposal in the Loudoun budget. This has since been decreased but a new salary scale is not yet available.



Salary Comparison – T Scale

Masters Earnings – FY 2021 Proposed

COMPARISON OF EARNINGS ACROSS SCHOOL DIVISIONS												
Years*	Arlington	APS Now	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun**	Manassas City	Pr William	Variance High to Low	Variance APS to High	Variance APS to #2
5	\$ 284,352	6	6	\$ 302,422	\$ 307,077	\$ 294,910	\$ 348,435	\$ 271,618	\$ 304,534	\$ 76,817	\$ (64,083)	\$ (22,725)
10	\$ 640,420	5	6	\$ 663,760	\$ 674,810	\$ 649,125	\$ 726,995	\$ 572,272	\$ 656,595	\$ 154,723	\$ (86,575)	\$ (34,390)
15	\$ 1,093,430	5	3	\$ 1,092,675	\$ 1,103,492	\$ 1,093,015	\$ 1,135,680	\$ 920,813	\$ 1,064,722	\$ 214,867	\$ (42,250)	\$ (10,062)
20	\$ 1,585,056	4	1	\$ 1,582,886	\$ 1,584,904	\$ 1,573,198	\$ 1,574,490	\$ 1,324,860	\$ 1,537,849	\$ 260,196	\$ -	\$ 152
25	\$ 2,091,462	3	3	\$ 2,108,103	\$ 2,093,697	\$ 2,073,764	\$ 2,043,425	\$ 1,793,254	\$ 2,086,334	\$ 314,849	\$ (16,641)	\$ (2,235)
30	\$ 2,613,072	3	3	\$ 2,643,742	\$ 2,605,522	\$ 2,590,866	\$ 2,542,485	\$ 2,329,393	\$ 2,710,650	\$ 381,257	\$ (97,578)	\$ (30,670)

*Assumes a step increase is given every year for comparison purposes.
 ** Original proposal in the Loudoun budget. This has since been decreased but a new salary scale is not yet available.



Salary Comparison – T Scale Doctorate Lane - Current

Step*	High		APS Rank	Alexandria	Fairfax	Falls Church	Loudoun	Manassas City	Pr William	Variance		
	Arlington	Low								High to Low	APS to High	APS to #2
1	\$ 58,622	4	N/A	\$ 58,940	\$ 61,471	\$ 65,269	\$ 56,659	\$ 58,610	\$ 8,610	\$ (6,647)	\$ (2,849)	
2	\$ 59,512	4	N/A	\$ 61,298	\$ 61,471	\$ 66,769	\$ 56,659	\$ 59,438	\$ 10,110	\$ (7,257)	\$ (1,959)	
3	\$ 60,405	4	N/A	\$ 63,749	\$ 61,471	\$ 68,269	\$ 57,460	\$ 60,281	\$ 10,809	\$ (7,864)	\$ (3,344)	
4	\$ 63,426	4	N/A	\$ 66,299	\$ 64,363	\$ 69,769	\$ 58,272	\$ 61,135	\$ 11,497	\$ (6,343)	\$ (2,873)	
5	\$ 66,598	4	N/A	\$ 68,951	\$ 67,151	\$ 71,269	\$ 59,099	\$ 62,868	\$ 12,170	\$ (4,671)	\$ (2,353)	
6	\$ 69,929	4	N/A	\$ 71,364	\$ 70,033	\$ 73,269	\$ 59,937	\$ 64,652	\$ 13,332	\$ (3,340)	\$ (1,435)	
7	\$ 73,424	3	N/A	\$ 73,863	\$ 73,362	\$ 75,269	\$ 61,635	\$ 66,492	\$ 13,634	\$ (1,845)	\$ (439)	
8	\$ 77,095	2	N/A	\$ 76,448	\$ 76,920	\$ 77,269	\$ 63,384	\$ 68,387	\$ 13,885	\$ (174)	\$ 175	
9	\$ 80,949	1	N/A	\$ 79,123	\$ 80,623	\$ 79,269	\$ 65,188	\$ 70,335	\$ 15,761	\$ 1,680	\$ 326	
10	\$ 84,997	1	N/A	\$ 81,497	\$ 84,514	\$ 81,269	\$ 67,045	\$ 72,345	\$ 17,952	\$ -	\$ 483	
11	\$ 89,245	1	N/A	\$ 83,942	\$ 88,675	\$ 82,269	\$ 68,956	\$ 74,414	\$ 20,289	\$ -	\$ 570	
12	\$ 93,707	1	N/A	\$ 86,460	\$ 92,951	\$ 83,269	\$ 70,926	\$ 76,544	\$ 22,781	\$ -	\$ 756	
13	\$ 98,392	1	N/A	\$ 89,055	\$ 97,507	\$ 84,269	\$ 72,955	\$ 78,740	\$ 25,437	\$ -	\$ 885	
14	\$ 105,121	1	N/A	\$ 91,726	\$ 102,168	\$ 85,269	\$ 75,043	\$ 81,000	\$ 30,078	\$ -	\$ 2,953	
15	\$ 105,121	1	N/A	\$ 94,477	\$ 102,501	\$ 86,269	\$ 77,197	\$ 83,328	\$ 27,924	\$ -	\$ 2,620	
16	\$ 105,121	1	N/A	\$ 96,367	\$ 102,802	\$ 87,269	\$ 79,412	\$ 85,726	\$ 25,709	\$ -	\$ 2,319	
17	\$ 105,121	1	N/A	\$ 98,294	\$ 103,094	\$ 88,269	\$ 81,693	\$ 88,197	\$ 23,428	\$ -	\$ 2,027	
18	\$ 107,749	1	N/A	\$ 100,260	\$ 105,424	\$ 89,269	\$ 84,046	\$ 90,743	\$ 23,703	\$ -	\$ 2,325	
19	\$ 107,749	1	N/A	\$ 102,266	\$ 105,726	\$ 90,269	\$ 86,769	\$ 93,363	\$ 20,980	\$ -	\$ 2,023	
20	\$ 107,749	1	N/A	\$ 103,288	\$ 106,017	\$ 91,269	\$ 88,963	\$ 96,062	\$ 18,786	\$ -	\$ 1,732	
21	\$ 107,749	1	N/A	\$ 104,321	\$ 106,225	\$ 92,269	\$ 91,532	\$ 98,842	\$ 16,217	\$ -	\$ 1,524	
22	\$ 110,444	1	N/A	\$ 105,364	\$ 108,545	\$ 93,269	\$ 94,178	\$ 101,706	\$ 17,175	\$ -	\$ 1,899	
23	\$ 110,444	1	N/A	\$ 106,419	\$ 108,691	\$ 94,269	\$ 96,904	\$ 104,655	\$ 16,175	\$ -	\$ 1,753	
24	\$ 110,444	1	N/A	\$ 106,419	\$ 108,847	\$ 95,269	\$ 99,712	\$ 107,695	\$ 15,175	\$ -	\$ 1,597	
25	\$ 110,444	2	N/A	\$ 106,419	\$ 109,034	\$ 96,269	\$ 102,603	\$ 110,826	\$ 14,557	\$ (382)	\$ -	
26	\$ 113,207	2	N/A	\$ 106,419	\$ 111,291	\$ 97,269	\$ 105,583	\$ 114,049	\$ 16,780	\$ (842)	\$ -	
27	\$ 113,207	2	N/A	\$ 106,419	\$ 111,635	\$ 99,269	\$ 108,652	\$ 117,370	\$ 18,101	\$ (4,163)	\$ -	
28	\$ 113,207	2	N/A	\$ 106,419	\$ 112,009	\$ 101,869	\$ 111,813	\$ 120,791	\$ 18,922	\$ (7,584)	\$ -	
29	\$ 113,207	2	N/A	\$ 106,419	\$ 112,373	\$ 104,669	\$ 112,813	\$ 124,316	\$ 19,647	\$ (11,109)	\$ -	
30	\$ 113,207	3	N/A	\$ 106,419	\$ 112,373	\$ 107,190	\$ 113,813	\$ 127,945	\$ 21,526	\$ (14,738)	\$ (606)	

*Steps are not equivalent to years of experience.

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Salary Comparison – T Scale Doctorate Earnings - Current

Years*	Arlington	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun	Manassas City	Pr William	Variance High to Low	Variance APS to High	Variance APS to #2
5	\$ 308,563	4	N/A	\$ 319,237	\$ 315,927	\$ 341,345	\$ 288,149	\$ 302,332	\$ 53,196	\$ (32,782)	\$ (10,674)
10	\$ 694,957	4	N/A	\$ 701,532	\$ 701,379	\$ 727,690	\$ 605,338	\$ 644,543	\$ 122,352	\$ (32,733)	\$ (6,575)
15	\$ 1,186,543	1	N/A	\$ 1,147,192	\$ 1,185,181	\$ 1,149,035	\$ 970,415	\$ 1,038,569	\$ 216,128	\$ -	\$ 1,362
20	\$ 1,720,032	1	N/A	\$ 1,647,667	\$ 1,708,244	\$ 1,595,380	\$ 1,391,298	\$ 1,492,660	\$ 328,734	\$ -	\$ 11,788
25	\$ 2,269,557	1	N/A	\$ 2,176,609	\$ 2,249,586	\$ 2,066,725	\$ 1,876,227	\$ 2,016,384	\$ 393,330	\$ -	\$ 19,971
30	\$ 2,835,592	1	N/A	\$ 2,708,704	\$ 2,809,267	\$ 2,576,991	\$ 2,428,901	\$ 2,620,855	\$ 406,691	\$ -	\$ 26,325

*Assumes a step increase is given every year for comparison purposes.

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Salary Comparison – T Scale Doctorate Lane – FY 2021 Proposed

	High										Variance	Variance	Variance
Step*	Arlington	APS Now	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun**	Manassas City	Pr William	High to Low	APS to High	APS to #2	
1	\$ 59,560	4	4	N/A	\$ 59,529	\$ 62,086	\$ 72,277	\$ 56,659	\$ 61,487	\$ 15,618	\$ (12,717)	\$ (2,526)	
2	\$ 60,464	4	5	N/A	\$ 61,911	\$ 62,086	\$ 73,482	\$ 56,659	\$ 62,358	\$ 16,823	\$ (13,018)	\$ (1,894)	
3	\$ 61,371	4	5	N/A	\$ 64,386	\$ 62,086	\$ 74,687	\$ 57,460	\$ 64,125	\$ 17,227	\$ (13,316)	\$ (3,015)	
4	\$ 64,441	4	5	N/A	\$ 66,962	\$ 65,007	\$ 75,892	\$ 58,272	\$ 65,945	\$ 17,620	\$ (11,451)	\$ (2,521)	
5	\$ 67,664	4	5	N/A	\$ 69,641	\$ 67,823	\$ 77,097	\$ 59,099	\$ 67,822	\$ 17,998	\$ (9,433)	\$ (1,977)	
6	\$ 71,048	4	4	N/A	\$ 72,078	\$ 70,733	\$ 78,302	\$ 59,937	\$ 69,755	\$ 18,365	\$ (7,254)	\$ (1,030)	
7	\$ 74,599	3	3	N/A	\$ 74,602	\$ 74,096	\$ 79,507	\$ 61,635	\$ 71,742	\$ 17,872	\$ (4,908)	\$ (3)	
8	\$ 78,329	3	2	N/A	\$ 77,212	\$ 77,689	\$ 80,712	\$ 63,384	\$ 73,792	\$ 17,328	\$ (2,383)	\$ 640	
9	\$ 82,244	2	1	N/A	\$ 79,914	\$ 81,429	\$ 81,917	\$ 65,188	\$ 75,902	\$ 17,056	\$ -	\$ 327	
10	\$ 86,357	1	1	N/A	\$ 82,312	\$ 85,359	\$ 83,122	\$ 67,045	\$ 78,075	\$ 19,312	\$ -	\$ 998	
11	\$ 90,673	1	1	N/A	\$ 84,781	\$ 89,562	\$ 84,327	\$ 68,956	\$ 80,315	\$ 21,717	\$ -	\$ 1,111	
12	\$ 95,206	1	1	N/A	\$ 87,325	\$ 93,881	\$ 85,532	\$ 70,926	\$ 82,620	\$ 24,280	\$ -	\$ 1,325	
13	\$ 99,966	1	1	N/A	\$ 89,946	\$ 98,482	\$ 86,737	\$ 72,955	\$ 84,995	\$ 27,011	\$ -	\$ 1,484	
14	\$ 106,803	1	1	N/A	\$ 92,643	\$ 103,190	\$ 87,942	\$ 75,043	\$ 87,441	\$ 31,760	\$ -	\$ 3,613	
15	\$ 106,803	1	1	N/A	\$ 95,422	\$ 103,526	\$ 89,147	\$ 77,197	\$ 89,961	\$ 29,606	\$ -	\$ 3,277	
16	\$ 106,803	1	1	N/A	\$ 97,331	\$ 103,830	\$ 90,352	\$ 79,412	\$ 92,558	\$ 27,391	\$ -	\$ 2,973	
17	\$ 106,803	1	1	N/A	\$ 99,277	\$ 104,125	\$ 91,557	\$ 81,693	\$ 95,230	\$ 25,110	\$ -	\$ 2,678	
18	\$ 109,473	1	1	N/A	\$ 101,263	\$ 106,478	\$ 92,762	\$ 84,046	\$ 97,983	\$ 25,427	\$ -	\$ 2,995	
19	\$ 109,473	1	1	N/A	\$ 103,289	\$ 106,783	\$ 93,967	\$ 86,769	\$ 100,819	\$ 22,704	\$ -	\$ 2,690	
20	\$ 109,473	1	1	N/A	\$ 104,321	\$ 107,077	\$ 95,172	\$ 88,963	\$ 103,740	\$ 20,510	\$ -	\$ 2,396	
21	\$ 109,473	1	1	N/A	\$ 105,364	\$ 107,287	\$ 96,377	\$ 91,532	\$ 106,748	\$ 17,941	\$ -	\$ 2,186	
22	\$ 112,211	1	1	N/A	\$ 106,418	\$ 109,630	\$ 97,582	\$ 94,178	\$ 109,849	\$ 18,033	\$ -	\$ 2,362	
23	\$ 112,211	1	2	N/A	\$ 107,483	\$ 109,778	\$ 98,787	\$ 96,904	\$ 113,043	\$ 16,139	\$ (832)	\$ -	
24	\$ 112,211	1	2	N/A	\$ 107,483	\$ 109,935	\$ 99,992	\$ 99,712	\$ 116,330	\$ 16,618	\$ (4,119)	\$ -	
25	\$ 112,211	2	2	N/A	\$ 107,483	\$ 110,124	\$ 101,197	\$ 102,603	\$ 119,717	\$ 18,520	\$ (7,506)	\$ -	
26	\$ 115,018	2	2	N/A	\$ 107,483	\$ 112,404	\$ 102,402	\$ 105,583	\$ 123,207	\$ 20,805	\$ (8,189)	\$ -	
27	\$ 115,018	2	2	N/A	\$ 107,483	\$ 112,751	\$ 103,607	\$ 108,652	\$ 126,802	\$ 23,195	\$ (11,784)	\$ -	
28	\$ 115,018	2	2	N/A	\$ 107,483	\$ 113,129	\$ 104,812	\$ 111,813	\$ 130,504	\$ 25,692	\$ (15,486)	\$ -	
29	\$ 115,018	2	2	N/A	\$ 107,483	\$ 113,497	\$ 106,017	\$ 112,813	\$ 130,504	\$ 24,487	\$ (15,486)	\$ -	
30	\$ 115,018	3	2	N/A	\$ 107,483	\$ 113,497	\$ 107,222	\$ 113,813	\$ 130,504	\$ 23,282	\$ (15,486)	\$ -	

*Steps are not equivalent to years of experience.

** Original proposal in the Loudoun budget. This has since been decreased but a new salary scale is not yet available.

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Salary Comparison – T Scale Doctorate Earnings – FY 2021 Proposed

COMPARISON OF EARNINGS ACROSS SCHOOL DIVISIONS												
Years*	Arlington	APS Now	APS Rank	Alexandria	Fairfax	Falls Church	Loudoun**	Manassas City	Pr William	Variance	Variance	Variance
										High to Low	APS to High	APS to #2
5	\$ 313,500	4	5	N/A	\$ 322,429	\$ 319,088	\$ 373,435	\$ 288,149	\$ 321,737	\$ 85,286	\$ (59,935)	\$ (8,929)
10	\$ 706,077	4	4	N/A	\$ 708,547	\$ 708,394	\$ 776,995	\$ 605,338	\$ 691,003	\$ 171,657	\$ (70,918)	\$ (2,470)
15	\$ 1,205,528	2	2	N/A	\$ 1,158,664	\$ 1,197,035	\$ 1,210,680	\$ 970,415	\$ 1,116,335	\$ 240,265	\$ (5,152)	\$ -
20	\$ 1,747,553	1	1	N/A	\$ 1,664,145	\$ 1,725,328	\$ 1,674,490	\$ 1,391,298	\$ 1,606,665	\$ 356,255	\$ -	\$ 22,225
25	\$ 2,305,870	1	1	N/A	\$ 2,198,376	\$ 2,272,082	\$ 2,168,425	\$ 1,876,227	\$ 2,172,352	\$ 429,643	\$ -	\$ 33,788
30	\$ 2,880,960	1	1	N/A	\$ 2,735,791	\$ 2,837,360	\$ 2,692,485	\$ 2,428,901	\$ 2,813,873	\$ 452,059	\$ -	\$ 43,600

*Assumes a step increase is given every year for comparison purposes.

** Original proposal in the Loudoun budget. This has since been decreased but a new salary scale is not yet available.

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Compensation Comparison – WABE FY 2020

Teacher Cost for Salary & Benefits Based on \$65,000 Salary

	Salary	Benefits	Total	Rank
Alexandria	\$65,000	\$36,727	\$101,727	2
Arlington	\$65,000	\$31,200	\$96,200	7
Fairfax	\$65,000	\$35,195	\$100,195	4
Falls Church	\$65,000	\$35,309	\$100,309	3
Loudoun	\$65,000	\$37,932	\$102,932	1
Manassas City	\$65,000	\$33,176	\$98,176	6
Prince William	\$65,000	\$33,547	\$98,547	5

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Compensation Comparison – WABE FY 2020

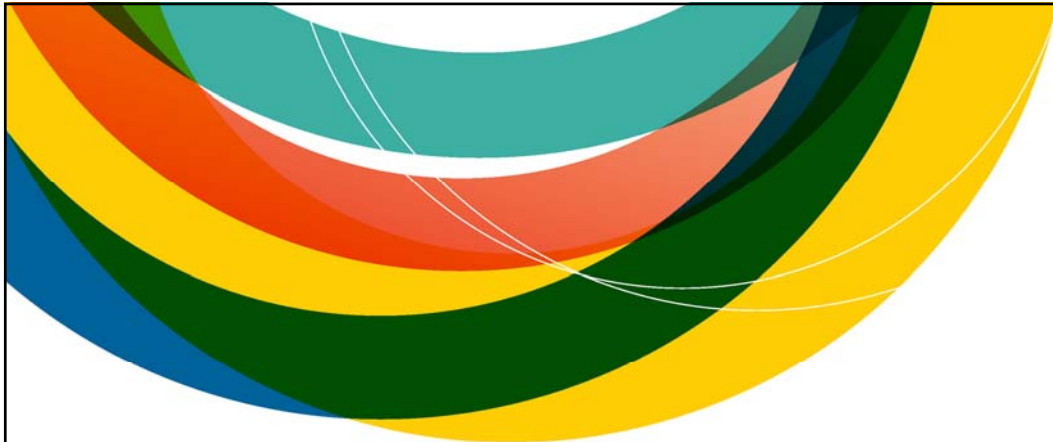
Teacher Cost for Benefits Based on \$65,000 Salary

Benefit	Alexandria	Arlington	Fairfax	Falls Church	Loudoun	Manassas City	Prince William
Social Security	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973	\$4,973
Retirement							
VRS Retirement	\$10,192	\$10,192	\$10,192	\$10,192	\$10,192	\$10,192	\$10,192
VRS Retiree Health Care Credit	\$780	\$780	\$780	\$780	\$780	\$780	\$780
Other Retirement		\$260	\$4,186				\$1,300
VRS Life Insurance	\$338	\$852	\$618	\$852	\$852	\$852	\$852
Health Insurance							
POS - Family Coverage*	\$19,694	\$13,595	\$13,451	\$18,126	\$19,556	\$16,380	\$14,617
Dental/Vision	\$750	\$549	\$995	\$387	\$1,580		\$834
Total	\$36,727	\$31,200	\$35,195	\$35,309	\$37,932	\$33,176	\$33,547

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

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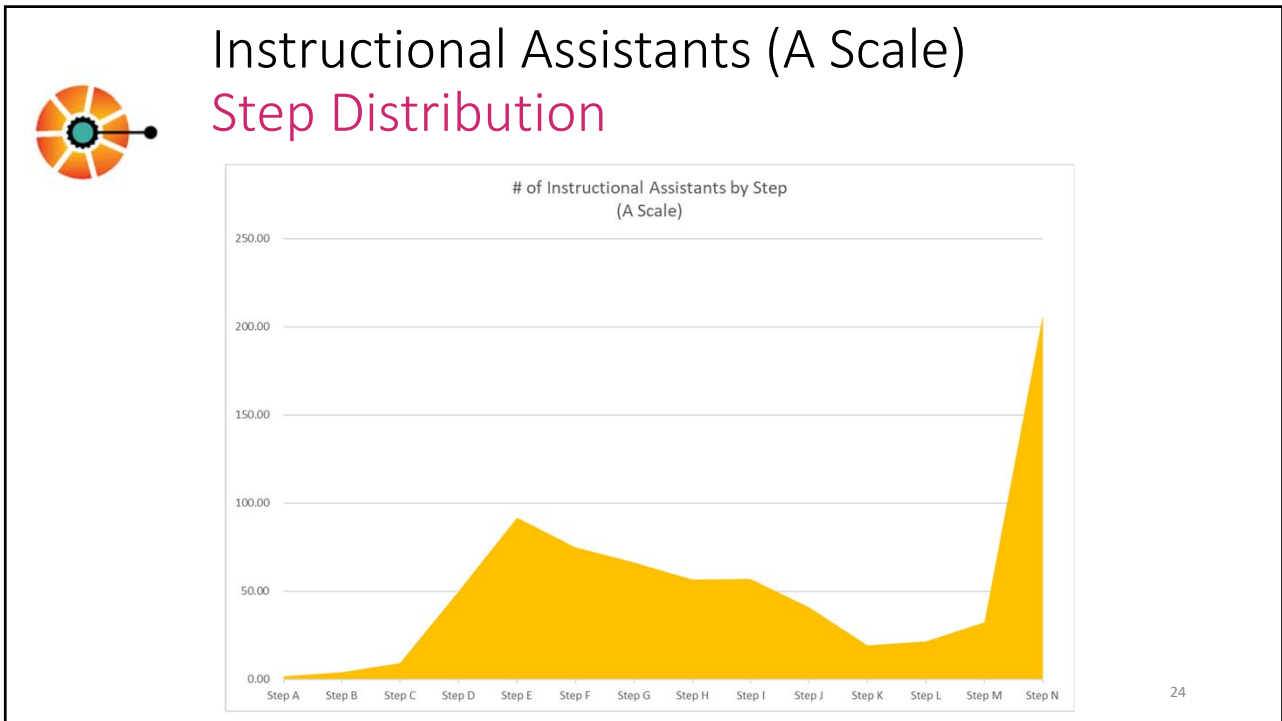
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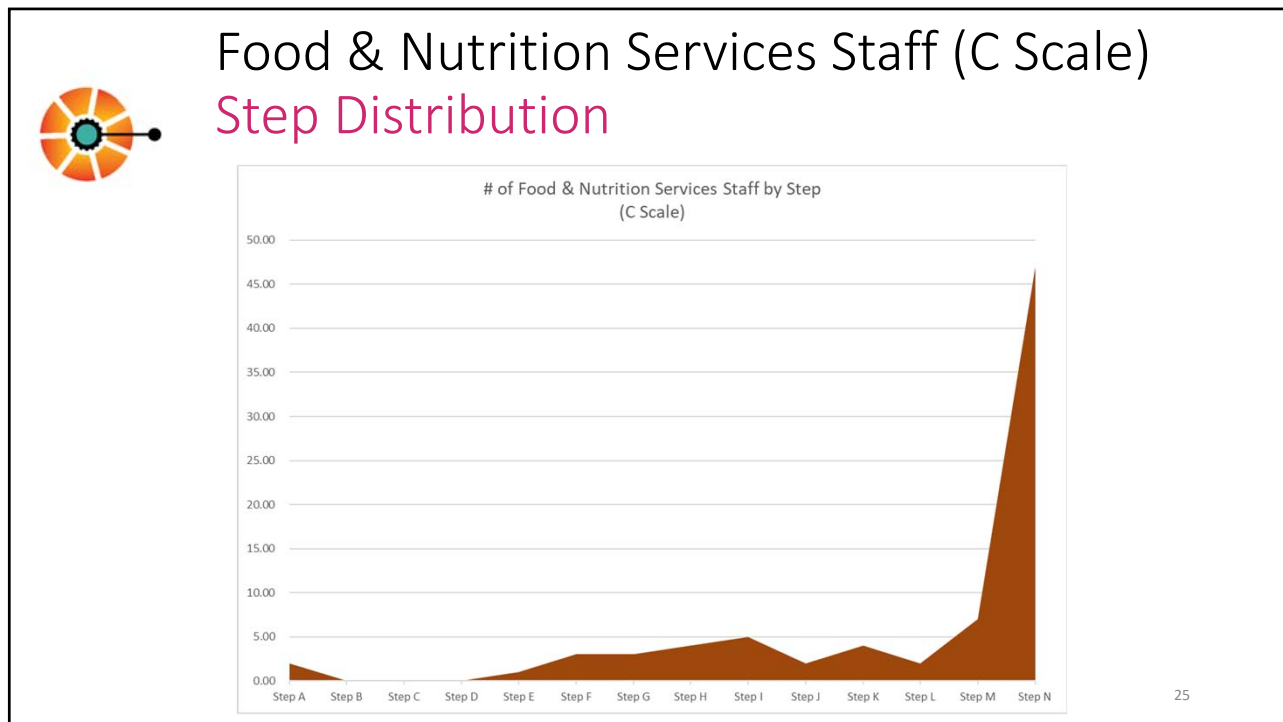
Distribution across Salary Scales

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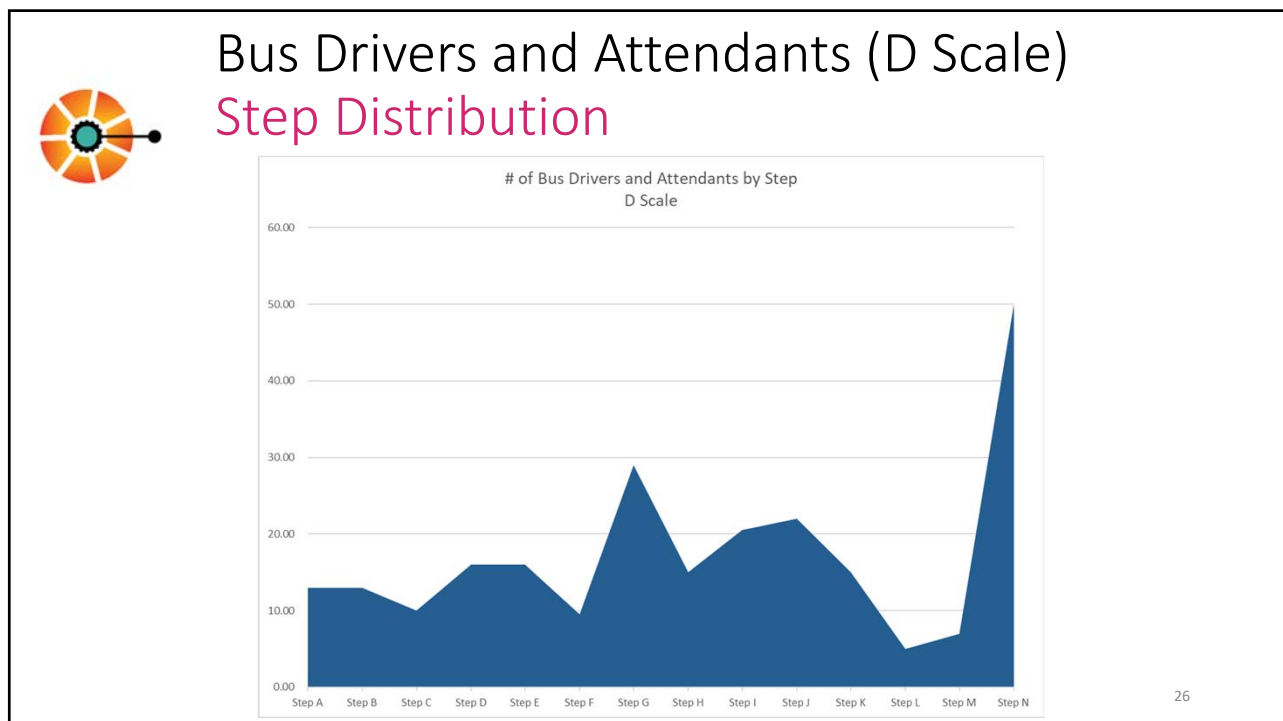
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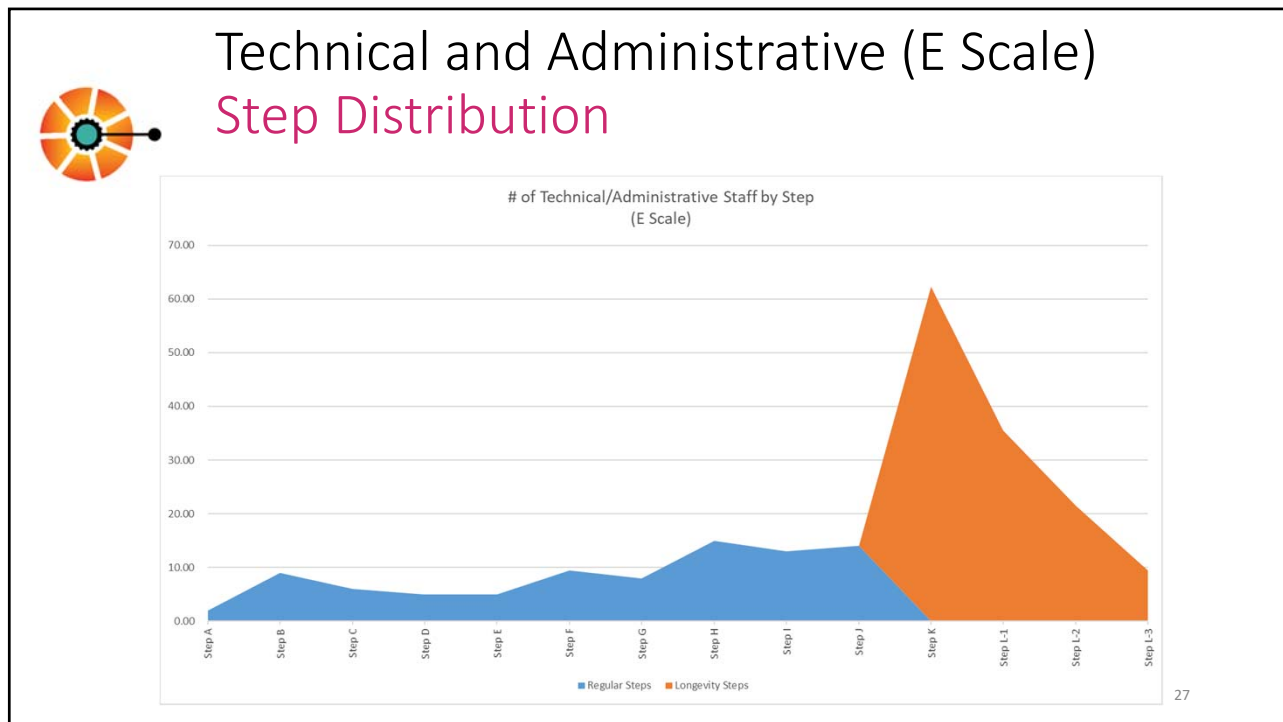
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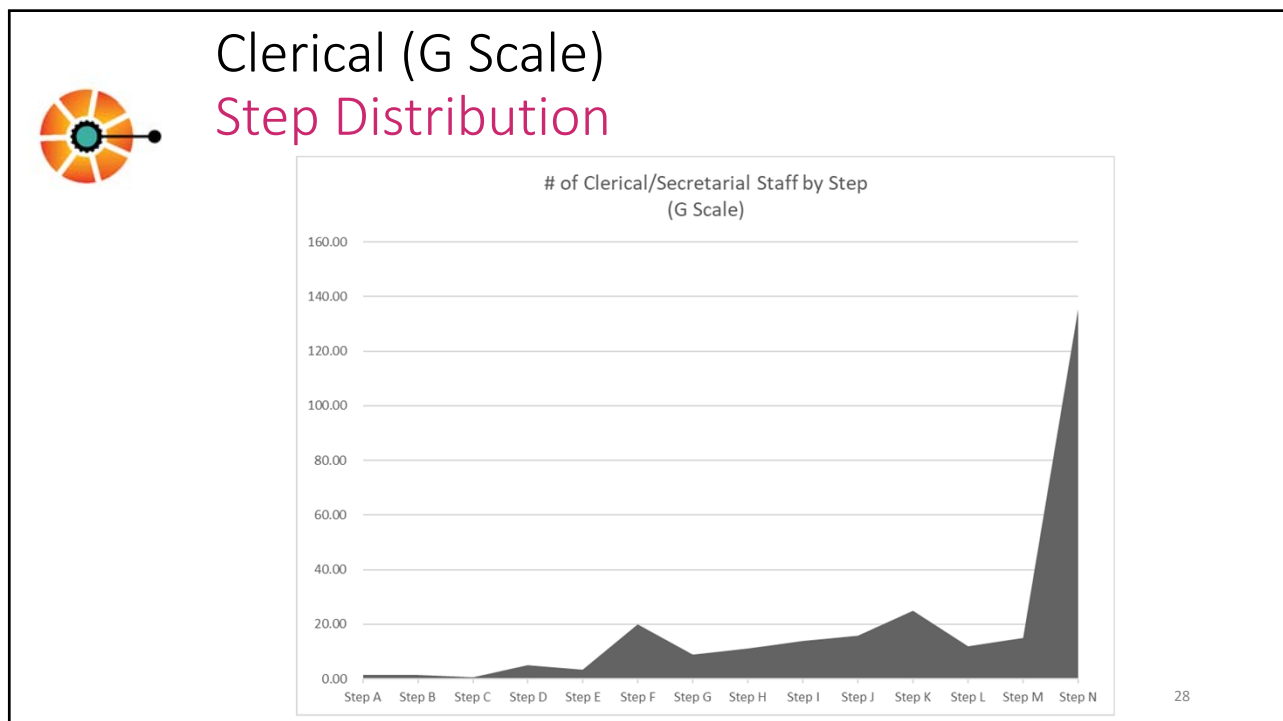
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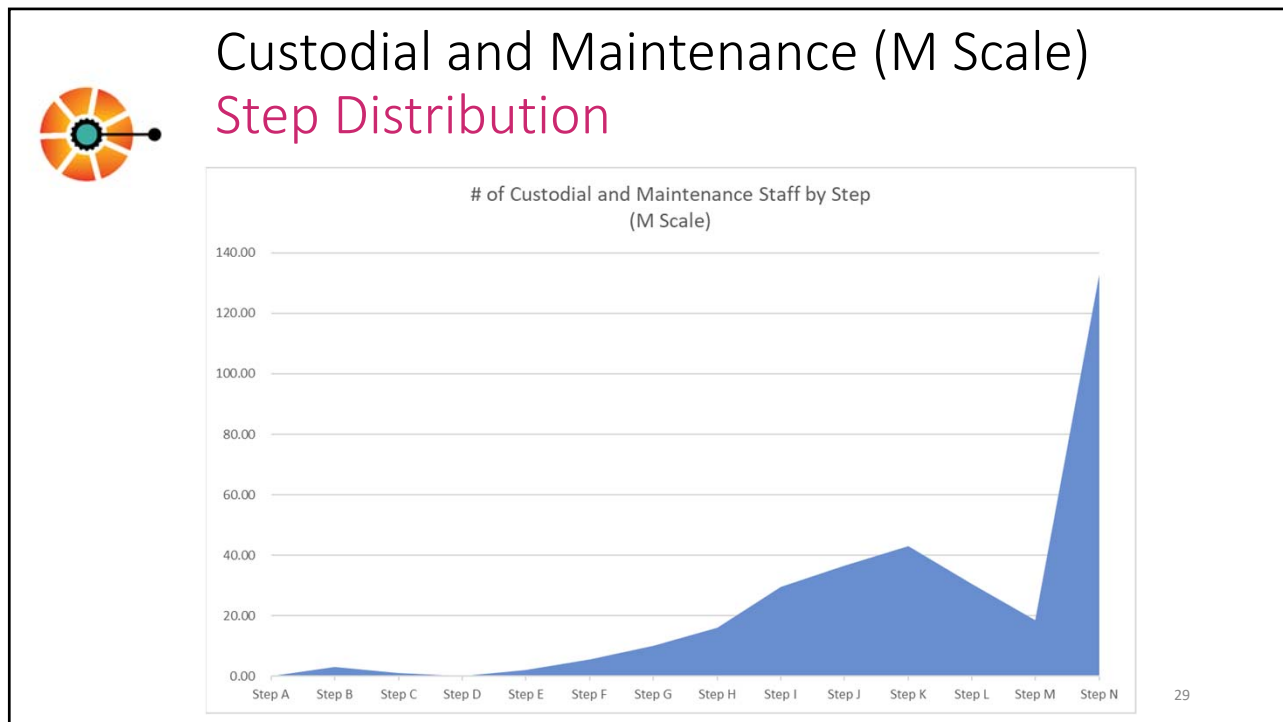
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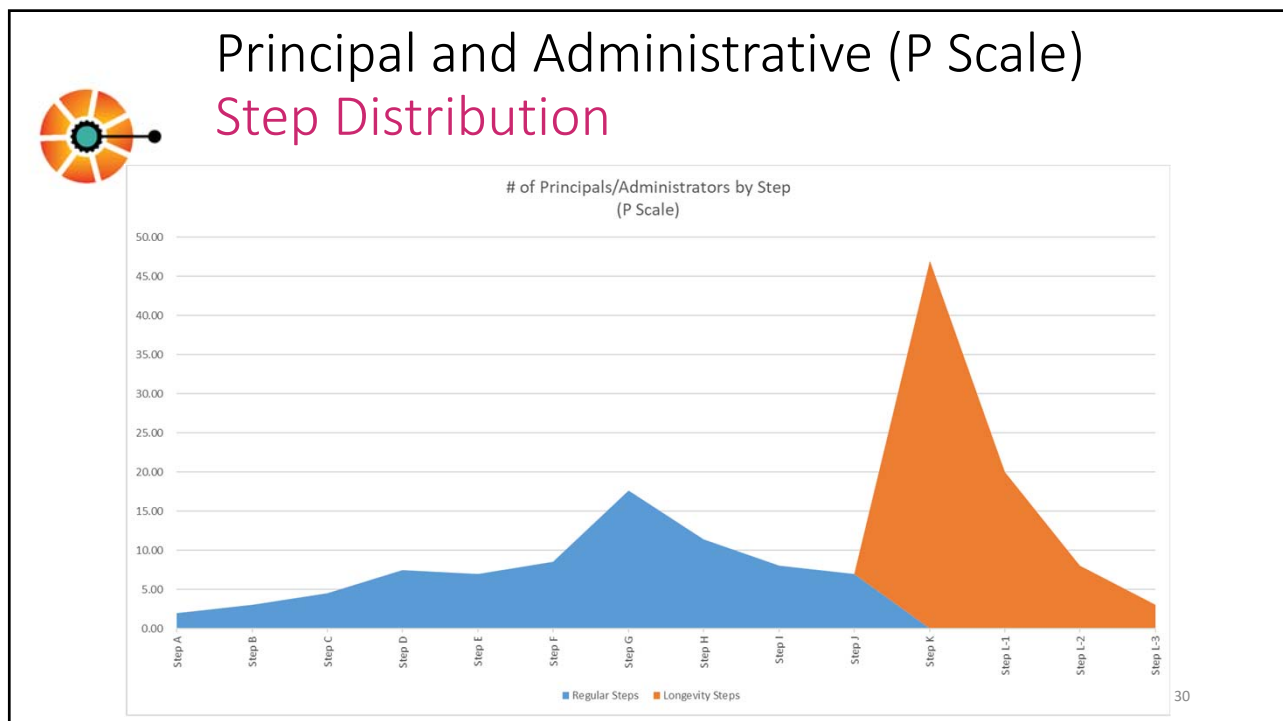
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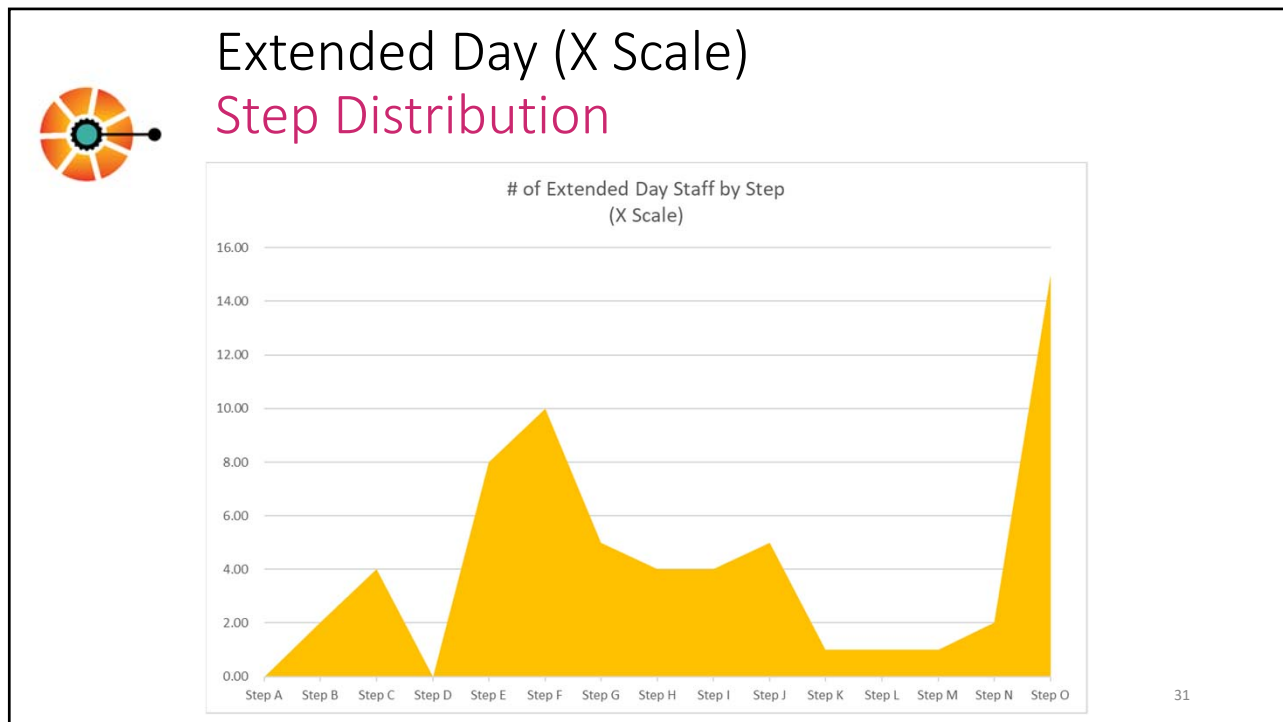
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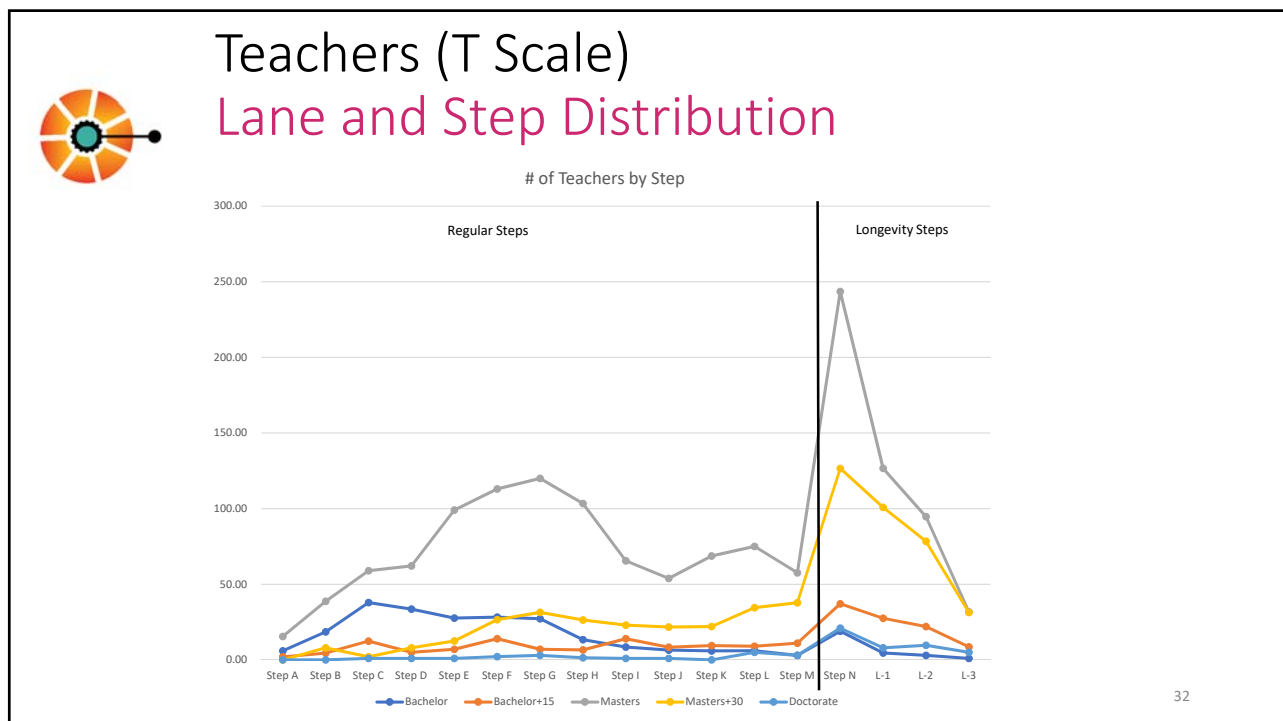
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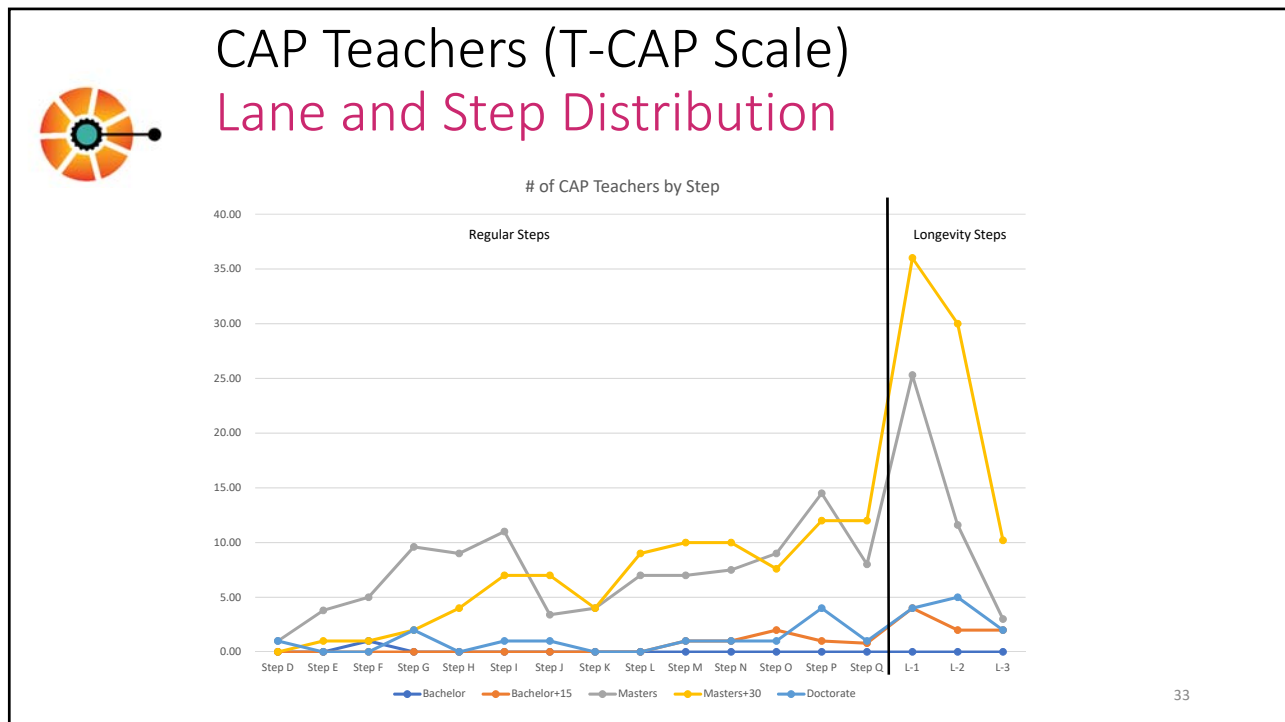
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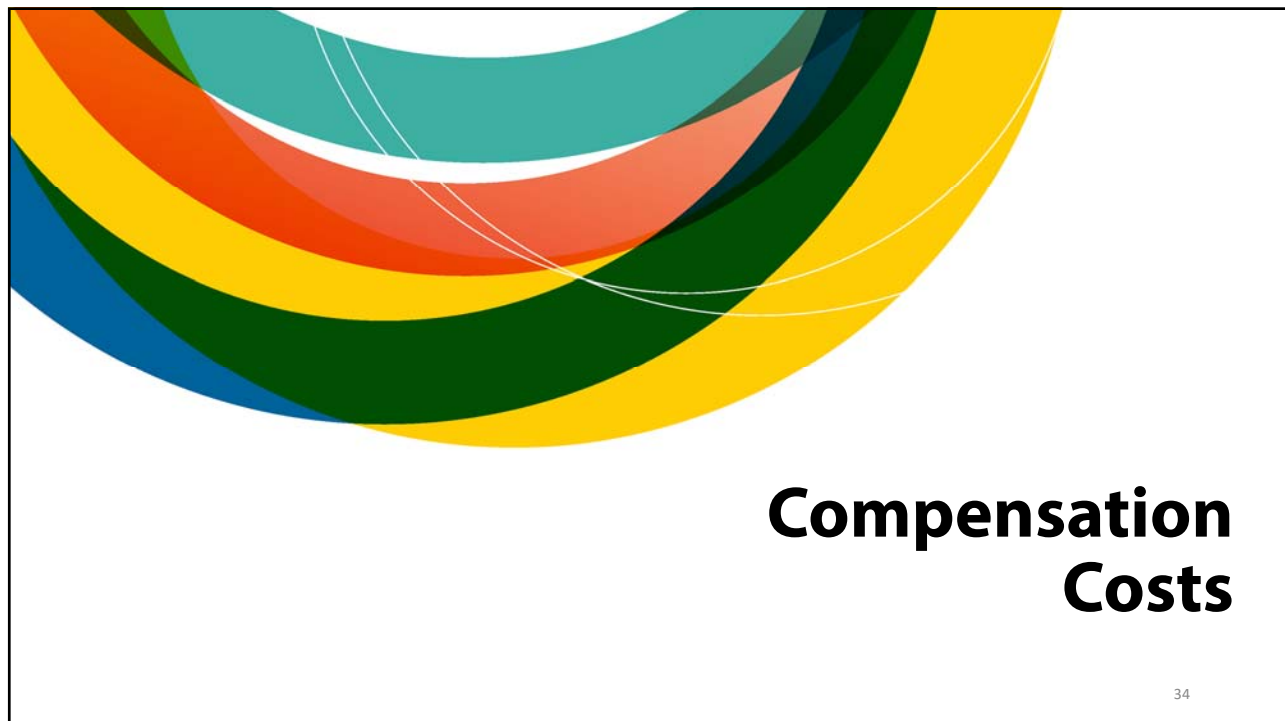
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Scale Descriptions

Scale	Description
A	Instructional Assistants, Resource & Occupational/Physical Therapy Assistants
C	Food and Nutrition Services Staff
D	Transportation – Bus Drivers and Bus Attendants
E	Technical & Administrative – Directors, Assistant Directors, Supervisors, Managers, Coordinators, Specialists, Analysts, etc.
G	Clerical
M	Custodial and Maintenance
P	Principal and Administrative
T	Teachers
X	Extended Day

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Compensation Cost Step Increase

Total Cost

- \$10.6 million

How many employees are affected?

Scale	Total FTE	Total FTEs Receiving No \$ Increase with Step	Total FTEs on Longevity with No \$ Increase with	FTEs at the Top of the Scale**	Total Cost by Scale			
A	733.03	206.55	28%	206.55	28%	\$954,511		
C	80.00	47.00	59%	47	59%	\$44,130		
D	241.00	50.00	21%	50	21%	\$288,624		
E	215.35	125.85	58%	116.35	54%	9.5	4%	\$531,333
G	269.00	135.25	50%			135.25	50%	\$299,236
M	313.50	133.00	40%			133	40%	\$277,603
P	156.50	59.00	38%	56	36%	3	2%	\$554,572
T	2795.99	964.17	33%	869.17	30%	95	3%	\$7,555,746
X	62.00	15.00	24%			15	24%	\$77,159
Hourly***	2634.00	2634.00	100%					\$0
Grand Total	7,597.33	4,369.82	35%/58%	1041.52	21%	694.3	14%	\$10,582,914

*A, C, D, G, M, and X scales do not have longevity steps.

**For scales with longevity, top of scale is considered Grade L-3 at year four and beyond.

***There are 2,634 employees with an hourly primary assignment.

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Compensation Cost Cost of Living Adjustment (COLA)

Total Cost

- 1% increase = \$4.6 million

How many employees are affected?

Scale	Total FTE	Total FTEs Receiving No \$ Increase with Step		Total FTEs on Longevity with No \$ Increase with		FTEs at the Top of the Scale**		Total Cost by Scale
A	733.03	206.55	28%			206.55	28%	\$380,369
C	80.00	47.00	59%			47	59%	\$21,464
D	241.00	50.00	21%			50	21%	\$101,996
E	215.35	125.85	58%	116.35	54%	9.5	4%	\$257,848
G	269.05	135.25	50%			135.25	50%	\$191,909
M	328.50	133.00	40%			133	40%	\$195,198
P	154.50	59.00	38%	56	36%	3	2%	\$255,324
T	2879.90	964.17	33%	869.17	30%	95	3%	\$2,875,931
X	62.00	15.00	24%			15	24%	\$30,838
Hourly***	2634.00	2634.00	100%					\$325,159
Grand Total	7,597.33	4,369.82	35%/58%	1041.52	21%	694.3	14%	\$4,636,036

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Compensation Cost Step Increase + 1.6% COLA – Supt's Proposed

Total Cost

- Step (\$10.6M) + 1.6% COLA (\$7.4M) = \$18.0 million

How many employees are affected?

Scale	Total FTE	Total FTEs Receiving No \$ Increase with Step		Total FTEs on Longevity with No \$ Increase with		FTEs at the Top of the Scale**		Step Cost by Scale	1.6% COLA by Scale	Total Cost by Scale
A	733.03	206.55	28%			206.55	28%	\$954,511	\$608,590	\$1,563,101
C	80.00	47.00	59%			47	59%	\$44,130	\$34,342	\$78,472
D	241.00	50.00	21%			50	21%	\$288,624	\$163,194	\$451,818
E	215.35	125.85	58%	116.35	54%	9.5	4%	\$531,333	\$412,557	\$943,890
G	269.05	135.25	50%			135.25	50%	\$299,236	\$307,054	\$606,290
M	328.50	133.00	40%			133	40%	\$277,603	\$312,317	\$589,920
P	154.50	59.00	38%	56	36%	3	2%	\$554,572	\$408,518	\$963,090
T	2879.90	964.17	33%	869.17	30%	95	3%	\$7,555,746	\$4,601,490	\$12,157,236
X	62.00	15.00	24%			15	24%	\$77,159	\$49,341	\$126,500
Hourly***	2634.00	2634.00	100%					\$0	\$520,254	\$520,254
Grand Total	7,597.33	4,369.82	35%/58%	1041.52	21%	694.3	14%	\$10,582,914	\$7,417,657	\$18,000,571

*A, C, D, G, M, and X scales do not have longevity steps.

**For scales with longevity, top of scale is considered Grade L-3 at year four and beyond.

***There are 2,634 employees with an hourly primary assignment.

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Compensation Cost Increase % by Scale

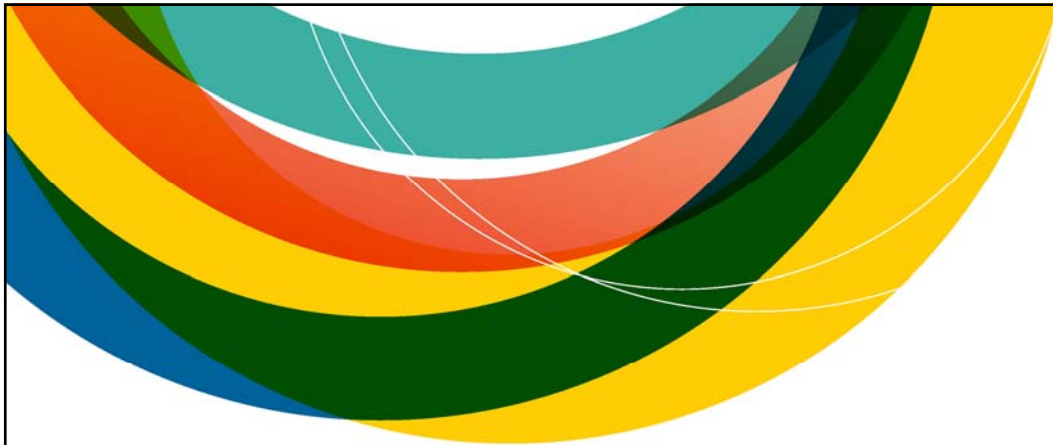
Scale	Total FTE	Total FTEs Receiving			Total Cost by Scale	Increase %*
		No \$ Increase with Step				
A	733.03	206.55	28%	Step + 1.6% COLA	\$1,563,101	1.6% - 6.4%
C	80.00	47.00	59%	Step + 1.6% COLA	\$78,472	1.6% - 6.4%
D	241.00	50.00	21%	Step + 1.6% COLA	\$451,818	1.6% - 6.4%
E	215.35	125.85	58%	Step + 1.6% COLA	\$943,890	1.6% - 6.4%
G	269.05	135.25	50%	Step + 1.6% COLA	\$606,290	1.6% - 7.4%
M	328.50	133.00	40%	Step + 1.6% COLA	\$589,920	1.6% - 6.4%
P	154.50	59.00	38%	Step + 1.6% COLA	\$963,090	1.6% - 6.4%
T	2879.90	964.17	33%	Step + 1.6% COLA	\$12,157,236	1.6% - 6.6%
X	62.00	15.00	24%	Step + 1.6% COLA	\$126,500	1.6% - 7.8%
Hourly	2634.00	2634.00	100%	1.6% COLA	\$520,254	1.6%
Grand Total	7,597.33	4,369.82	35%/58%		\$18,000,571	

* Increase % depends on current step on salary scale.

58% of all employees and 35% of non-hourly employees will receive a 1.6% increase for FY21.

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Questions and Answers

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Agenda

- Overview
 - Organizational Chart
- Budget
 - Total Budget and Personnel
 - School-Based vs Non-School Based
 - Important Statistics/Metrics/Data
 - HR Consultant Study Recommendations
 - Baseline Increases
 - New Funding

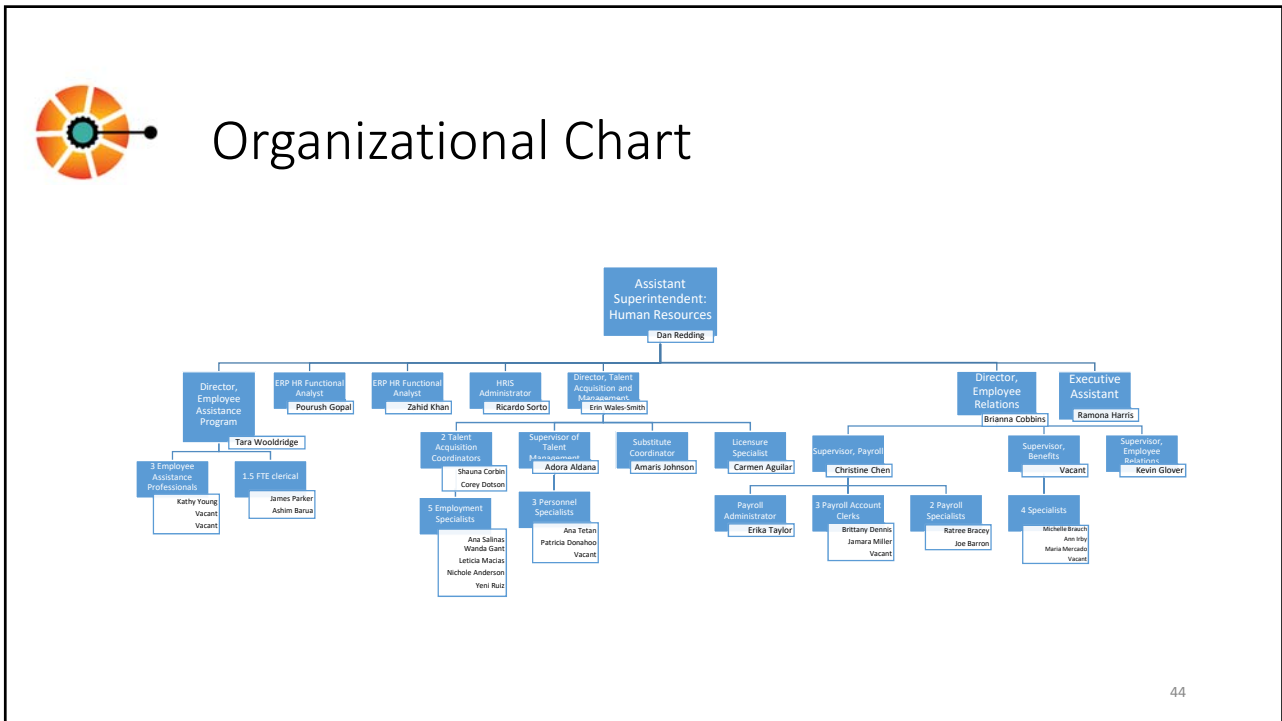
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Overview

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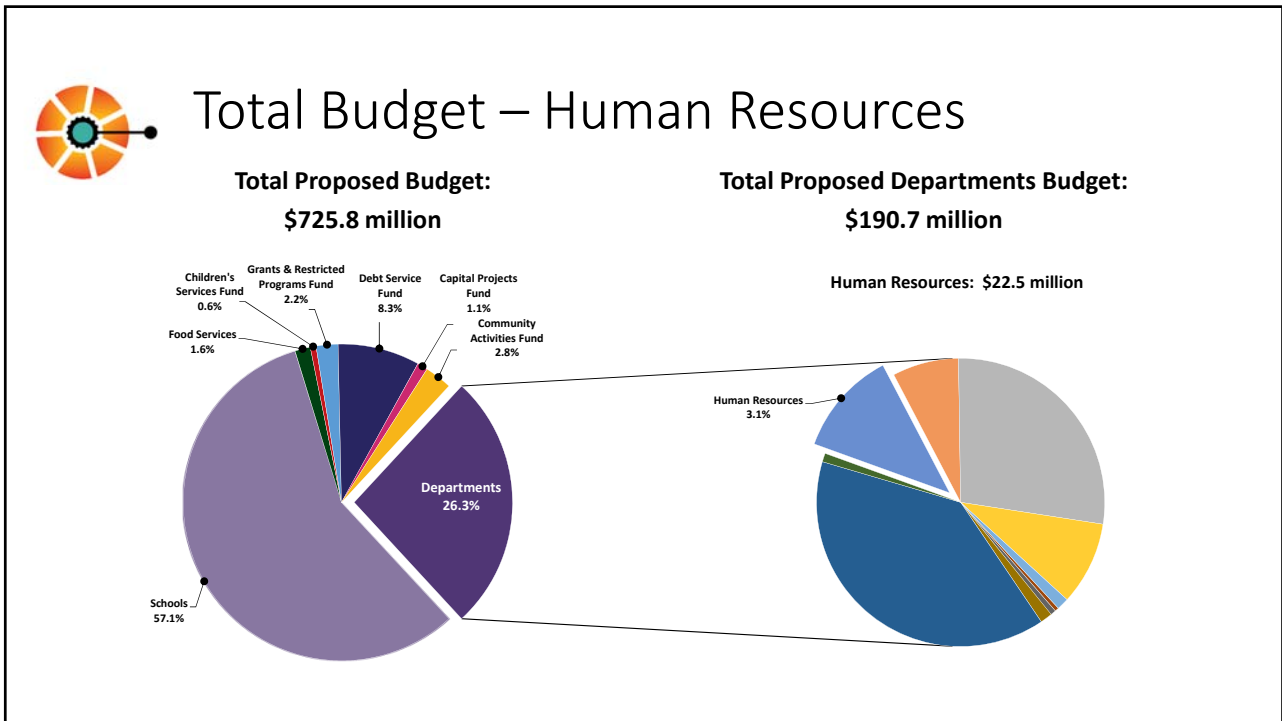


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Total Budget – Human Resources

Financial Summary

	FY 2019 Actual	FY 2020 Adopted	FY 2021 Proposed
Human Resources	\$4,408,007	\$6,486,953	\$7,553,269
Substitutes	\$4,151,511	\$3,353,303	\$3,609,810
Payroll	\$505,106	\$591,293	\$522,475
Employees Benefits	\$10,479,772	\$10,135,297	\$10,118,356
Employee Assistance Program	\$430,411	\$490,570	\$695,240
Total	\$19,974,808	\$21,057,416	\$22,499,150

Position Summary

	FY 2020 Adopted	FY 2021 Proposed
Assistant Superintendent	1.00	1.00
Director	3.00	3.00
Supervisor	3.00	4.00
Coordinator	2.00	4.00
Analyst	2.00	2.00
Professional/Specialist	8.00	9.00
Human Resources Generalists	15.00	18.00
Clerical	2.50	2.50
Total	36.50	43.50

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School-Based vs Non-School Based – FY 2021

School-Based

	FTE
All Positions are Central Office	0.00
Total FTE	0.00
Total Cost with Benefits	\$0

Non-School Based

Position	FTE
Assistant Superintendent	1.00
Director	3.00
Supervisor	4.00
Coordinator	4.00
Analyst	2.00
Professional/Specialist	27.00
Clerical	2.50
Total FTE	43.50
Total Cost with Benefits	\$5,625,411

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Important Statistics/Metrics/Data

	2010	2020
Number of Students	20,233	28,020
Number of APS Staff	3,787.49	4,897.36
Number of All APS Staff (including hourly/temporary)	6,372	7,597.33
Number of HR Staff	29.5	36.5
Students per HR Staff	685.9	767.7
APS Staff per HR Staff	128.4	134.2
All APS Staff per HR Staff	216	208.1

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Program Evaluation Recommendations

- Urban Schools Human Capital Academy, Oct 2018
 - Implement Position Control
 - Requires a significant effort around data cleanup
 - Expand the role of Talent Acquisition to connect to teacher voice
 - Requires staff moving away from processing paper and transactions to focusing on employee morale
 - Focus groups on HR service
 - Add a Data Analyst
 - Additional HR staff to process transactions frees existing staff to do this work
 - Focus on customer service metrics

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Baseline Increases

Budget Item	Amount	FTE
Staff Hourly	\$10,000	
Clerical & Secretarial Part Time	\$10,000	
Overtime	\$12,000	
Translator Hourly	\$2,500	
ADA Costs	\$300,000	
Substitutes	\$200,000	
Compensation study (continue one-time funding)	\$200,000	
Total	\$734,500	0.00

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New Funding Requests

Tier	Budget Item	Amount	FTE
Tier 2	Wellness Coordinators	\$188,000	2.00
Tier 2	Employee Assistance Program Professional	\$155,000	1.00
Tier 2	Classification and Compensation Analyst	\$145,000	1.00
Tier 3	Human Resources Generalists	\$315,000	3.00
	Total	\$803,000	7.00

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