

The Washington Area Boards of Education



FY 2017 WABE Guide

October 2016

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* Data has been revised since original publication on 11/02/2016

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Alexandria City Public Schools

- ACPS School Board launched the ACPS 2020 Strategic Plan: Every Student Succeeds in November 2015. This is the roadmap for the school division for the next five years. The Office of Communications won a National School Public Relations Association Golden Achievement Award for exemplary public relations for the launch of ACPS 2020.
- Over the last three years, ACPS continues to narrow the achievement gap by increasing the performance of all students while seeing the highest rates of improvement among historically under-performing subgroups in the content areas of reading, mathematics, and science.
- Charles Barrett Elementary School and Lyles-Crouch Traditional Academy were among 166 schools honored with the Board of Education Distinguished Achievement Award for 2016 in Governor Terry McAuliffe’s Virginia Index of Performance (VIP) program.
- George Washington Middle School became one of only 600 schools in the United States to be designated a ‘Model Program’ by the American School Counselor Association.
- T.C. Williams High School celebrated its 50th anniversary graduation with a ceremony where the commencement address was given by U.S. Secretary of Education John B. King, Jr.
- ACPS has earned the 2016 Annual Achievement of Excellence in Procurement Award from the National Procurement Institute, Inc. (NPI). It is the first time that ACPS has received this highly regarded distinction.
- ACPS Superintendent Dr. Crawley was presented with the 2016 Education Leadership Award. He was acknowledged for his commitment to students, his excellence in education and his involvement in the community in promoting education.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$17,008
Average Teacher Salary	\$76,096
2016 Actual Enrollment	
Total Enrollment	14,729
Percent ESOL Enrollment	28.5%
Percent Free/Reduced Price Meal Eligible	58.7%
Percent Special Education Enrollment	10.8%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	569
Percent Increase/(Decrease) from 2016 Actual	3.9%
Schools	
Elementary	12
Middle	2
Traditional (K-8)	1
Secondary and High Schools	1
Special Education	0
Alternative	2
Sources of Revenue	
Local	79.1%
State	15.6%
All Other Sources	5.3%
Authorized Positions	
School-Based	89.2%
Nonschool-Based	10.8%

Website: www.acps.k12.va.us
Budget Link: <http://www.acps.k12.va.us/budgets/>

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Arlington County Public Schools

- APS is the recipient of the prestigious Medallion of Excellence Award present by the U.S. Senate Productivity and Quality Awards for Virginia and the District of Columbia.
- All schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2016 *Washington Post* Challenge Index listed all APS high schools in the top 3% in the U.S. This is the seventh year in a row all APS high schools made the list.
- 10 APS schools received 2016 Virginia Index of Performance awards for advanced learning and achievement.
- Every APS 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.
- In 2015-16, 82% of middle school students were enrolled in an Algebra I or Geometry course.
- More than 95% of APS students earn one or more high school credits during middle school.
- Approximately 75% of graduating seniors completed at least one AP or IB course, and 66% of graduates earn an advanced diploma.
- In 2016, 91.1% of all students graduated on time.
- Since 2010, the dropout rate has declined by almost two-thirds, or 65%.
- In 2016, 93% of APS parents graded the school division as an "A" or "B," and 94% gave their child's school an "A" or "B."
- 79% of APS teachers have earned a master's degree, and 3% have earned a doctorate degree.
- Arlington ranks third in Virginia and 28th nationally with 162 teachers, or approximately 6.8%, who have earned National Board Certification.
- Niche.com ranked APS as the top school division in Virginia and 44th in the nation. Sixteen APS elementary schools topped the list of the best public elementary schools in Virginia. APS elementary schools were also ranked 18-20 and 22nd.
- 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 2017 Cost Per Pupil	\$18,957
Average Teacher Salary	\$79,055
2016 Actual Enrollment	
Total Enrollment	25,302
Percent ESOL Enrollment	17.4%
Percent Free/Reduced Price Meal Eligible	30.5%
Percent Special Education Enrollment	14.5%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	1,112
Percent Increase/(Decrease) from 2016 Actual	4.4%
Schools	
Elementary	23
Middle	5
Traditional (K-8)	0
Secondary and High Schools	5
Special Education	2
Alternative	3
Sources of Revenue	
Local	81.7%
State	13.3%
All Other Sources	5.1%
Authorized Positions	
School-Based	91.4%
Nonschool-Based	8.6%

Website: www.apsva.us
Budget Link: <http://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. Students in city schools have access to the same programs as are provided in all Fairfax County Public Schools.
- The City of Fairfax School Division is comprised of four buildings housing some 5,500 students in grades PreK-12. About 3,100 of these students are residents of the City of Fairfax, with the remainder residing in Fairfax County.
- City of Fairfax Schools include:
 - Daniels Run and Providence Elementary
Daniels Run and Providence elementary schools completed major renovations in 2000. Both schools provide a state of the art instructional environment, with technology available as a tool for learning. Both schools have additional resources to support a focus on mathematics, science, and technology. These schools are among the first in the region to offer world language instruction to all students. Each school has a capacity of about 800 students.
 - Lanier Middle School
Lanier Middle School, often recognized for the rigor of its academic program, completed an extensive renovation in the spring of 2008. The renovated school provides a technology rich learning environment, as well as superior facilities for instruction in physical education and the arts. The capacity of Lanier is approximately 1,200 students.
 - Fairfax High School
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, as well as the specialized programs of the Fairfax Academy for Communication Arts, graduates are fully prepared for their futures; approximately 90 percent continue their educations in post secondary institutions. The capacity of Fairfax High School is 2,400 students.



Website: <http://cityoffairfaxschools.org/>

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

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Fairfax County Public Schools

- Fairfax County Public Schools (FCPS), the nation's 10th largest school division, inspires and empowers students to meet high academic standards, lead healthy, ethical lives, and be responsible and innovative global citizens.
- 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.
- Based on the 2016 *Washington Post* rankings, of nearly 2,300 top U.S. high schools, all Fairfax County high schools have been designated among the most demanding public schools in the country and two schools ranked within the top ten percent of high schools nationally.
- Thomas Jefferson High School for Science and Technology (TJHSST) was ranked by *U.S. World and News Report* in 2016 as the number five gold medal school. Additionally, TJHSST was ranked number three for the best STEM school. In total, FCPS received twelve gold medal awards, one of which was ranked in the top 100 high schools nationally, and four silver medals.
- Twenty-six FCPS schools received the 2016 Board of Education Excellence Award, recognition of schools and divisions that have met all state and federal achievement benchmarks and have made significant progress toward goals for increased student achievement and expanded educational opportunities.
- Twenty-three FCPS schools received the 2016 Board of Education Distinguished Achievement Award. Eight Virginia schools, including three FCPS schools, received the Governor's Award for Educational Excellence.
- Ninety-four percent of FCPS schools, compared to 81 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2015-2016 school year.
- Fairfax County Public Schools' 2016 SAT average of 1672 exceeds both the state (1522) and national average (1453).
- FCPS was named one of 15 first place award winners in the National School Boards Association 2016 Magna Awards competition for its program on the FY 2017 Budget that solicited community feedback and sought to provide the public with a voice in the budget process.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$14,432
Average Teacher Salary	\$70,813
2016 Actual Enrollment	
Total Enrollment	185,979
Percent ESOL Enrollment	16.7%
Percent Free/Reduced Price Meal Eligible	27.2%
Percent Special Education Enrollment	13.8%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	863
Percent Increase/(Decrease) from 2016 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	70.5%
State	22.9%
All Other Sources	6.6%
Authorized Positions	
School-Based	93.2%
Nonschool-Based	6.8%

Website: www.fcps.edu
Budget Link: <https://www.fcps.edu/about-fcps/budget/budget-documents>

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Falls Church City Public Schools

- A small, independent, city school division since 1949.
- Five schools fully accredited. Each school specializes in specific grade levels:
 - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
 - Mount Daniel Elementary (K-1)
 - Thomas Jefferson Elementary (2-5)
 - Mary Ellen Henderson Middle (6-8)
 - George Mason High (9-12)
- Consistently ranks among the top school systems in the region and nation in analyses conducted by the *Washington Post* and *US News and World Report* magazine.
- One of only two division in Virginia to receive the 2015 Virginia Index of Performance Board of Education Excellence Award
- Consistently recognized for excellence by the Virginia Department of Education and the U.S. Department of Education.
- Consistently scores above state and national averages on standardized tests. 2015 FCCPS SAT average of 1766 exceeds the state average of 1523 and the national average of 1487.
- On-time graduation rate: 100% (2015 & 2016)
- 92 percent of graduates seek post-secondary education, primarily in four-year colleges and universities.
- Student body is multi-cultural. In 2015, the number of native languages spoken by students was 39.
- Historical Accomplishments
 - First Virginia school system to offer the challenging International Baccalaureate curriculum for high school students. (1981)
 - Worked with Arlington County to become the first two Virginia school systems to develop an extended day-care program, before and after school, for children of working parents. (1975)
 - First Virginia school system to offer full-day kindergarten. (1973)
 - First Virginia school system to voluntarily integrate schools (1961)
 - First Virginia school system to install external Stop Arm Cameras on school bus fleet (2013)
 - Beginning with the Class of 2015, George Mason High became a 1:1 school.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$18,418
Average Teacher Salary	\$75,360
2016 Actual Enrollment	
Total Enrollment	2,509
Percent ESOL Enrollment	7.5%
Percent Free/Reduced Price Meal Eligible	6.2%
Percent Special Education Enrollment	13.4%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	89
Percent Increase/(Decrease) from 2016 Actual	3.5%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	1
Alternative	0
Sources of Revenue	
Local	82.5%
State	13.4%
All Other Sources	4.1%
Authorized Positions	
School-Based	91.9%
Nonschool-Based	8.1%

Website: www.fccps.org

Budget Link: <https://drive.google.com/file/d/0B7vaFg7PcgKyNTNXUWNEbjlxZGc/view>

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Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Madison’s Trust Elementary School, bringing the total number of its schools to 89. The LCPS projected enrollment is 78,665 as compared with 75,755 a year ago.
- Since the beginning of the 2000-2001 school year, LCPS has opened 45 schools: 26 elementary, nine middle schools and 10 high schools. All have opened on time and on budget.
- LCPS has 14 Schools to Watch, as determined by the National Forum to Accelerate Middle Grades Reform, the most of any jurisdiction in America.
- Two LCPS middle schools – Farmwell Station and J. Michael Lunsford – are among only eight Virginia schools to win the 2016 Governor’s Award for Educational Excellence, the highest award under the Virginia Index of Performance (VIP).
- All of the 13 LCPS high schools eligible to be ranked nationally by *The Washington Post’s* Most Challenging Schools received this honor in 2016.
- The Loudoun County Public Schools Class of 2016 received a record \$59,476,537 in scholarships.
- Dominion High School has been awarded the Claudia Dodson Sportsmanship, Ethics and Integrity Award from the Virginia High School League (VHSL) for the 2015-2016 school year. It is the third time the school has been recognized with this honor
- Loudoun County Public Schools School Nutrition Services received a “One in a Melon” Award from the United States Department of Agriculture (USDA) for its efforts to bring fresh, local produce to the students eating in school cafeterias each day.
- Loudoun Valley High School was named one of five Grand Prize Winners in the Samsung Solve for Tomorrow Contest. Loudoun Valley received \$120,000 in technology equipment from Samsung as a part of this honor.
- The U.S. Environmental Protection Agency awarded Liam McGranaghan of Loudoun Valley High School with the Presidential Innovation Award for Environmental Educators.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$13,121
Average Teacher Salary	\$66,213
2016 Actual Enrollment	
Total Enrollment	76,263
Percent ESOL Enrollment	9.4%
Percent Free/Reduced Price Meal Eligible	17.1%
Percent Special Education Enrollment	11.2%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	2,402
Percent Increase/(Decrease) from 2016 Actual	3.1%
Schools	
Elementary	57
Middle	15
Traditional (K-8)	0
Secondary and High Schools	15
Special Education	0
Alternative	2
Sources of Revenue	
Local	66.1%
State	30.6%
All Other Sources	3.3%
Authorized Positions	
School-Based	92.8%
Nonschool-Based	7.2%

Website: www.lcps.org

Budget Link: <http://www.lcps.org/cms/lib4/VA01000195/Centricity/domain/64/fy%2017%20budget/FY17%20LCPS%20Adopted%20Budget.pdf>

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Manassas City Public Schools

- Osbourn High School is 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% of high schools in Virginia.
- MCPS theme schools include Weems Elementary School, which holds national recognition for its high achievement as an urban school and is a "Visitation Viable" model school for its TAG (Talents & Gifts) program. Haydon Elementary School features a Spanish Dual Immersion program that began in the Fall of 2016 with the school's Kindergarten classes.
- 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.
- MCPS offers the only Integrated Math and Science Program (7-10) and Integrated Humanities Program (7-12) to students in the region.
- Algebra 1, World Language, and Honors Earth Science and Geometry are offered at the middle school level for high school credit.
- Robotics, VEX, Sea Perch, and "It's Academic" teams promote high level independent thinking and essential teamwork skills. Project Lead the Way is offered in grades 5-12.
- Students in grades 9 -12 participate in a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- Students begin foreign language study in middle school.
- Band, Orchestra and Guitar are offered beginning in 5th grade.
- A K-12 CTE & STEM program is offered in all schools.
- 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, while in high school.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$13,112
Average Teacher Salary	\$65,600
2016 Actual Enrollment	
Total Enrollment	7,478
Percent ESOL Enrollment	30.9%
Percent Free/Reduced Price Meal Eligible	60.1%
Percent Special Education Enrollment	14.2%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	165
Percent Increase/(Decrease) from 2016 Actual	2.2%
Schools	
Elementary	5
Middle	2
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	43.6%
State	49.6%
All Other Sources	6.8%
Authorized Positions	
School-Based	91.8%
Nonschool-Based	8.2%

Website: www.mcpsva.org

Budget Link: http://www.mcpsva.org/pages/Manassas_City_Public_Schools/Departments/Financial_Services/Budget

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Manassas Park City Schools

- The MPCS tradition of excellence emerging with a path of innovation to transform teaching and learning by embracing a blended learning model for all students. Phase III of the MPCS 1:1 environment provides individualized learning for grades 5 through 12 and incorporates the 4 C's (Creativity, Critical Thinking, Communication/Compassion, and Collaboration) in order to educate students to be global learners.
- Extreme Networks recognized MPCS with the Exemplary School Award for Commitment to Personalized 21st Century Learning Environment.
- MPCS continues the Balanced Calendar that began in the 2015-2016 school year; maintaining the 180-day calendar, but with a balanced approach that provides frequent enrichment, remediation and breaks.
- 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.
- The Early Identification Program (EIP), in partnership with George Mason University, has 44 MPCS student participants. The program promotes higher education to potential first generation college students.
- MPCS adopted, practices and continues to train their 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 speak over 40 different languages at home.
- Located at the Manassas Park Community Center the Mason and Partners Clinic (MAP) – a partnership between MPCS, George Mason University, and surrounding health care providers was established to serve the medical needs of the uninsured.
- MPCS enters the third year partnering with the Capital Area Food Bank. The partnership distributes over 70,000 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 and volunteer their time to organize and distribute food to families. MPCS was recognized at the 2016 Raise the Region Gala Event held by the Community Foundation for Northern Virginia for these efforts.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$11,158
Average Teacher Salary	\$59,686
2016 Actual Enrollment	
Total Enrollment	3,484
Percent ESOL Enrollment	29.4%
Percent Free/Reduced Price Meal Eligible	58.2%
Percent Special Education Enrollment	11.4%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	65
Percent Increase/(Decrease) from 2016 Actual	1.9%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	30.2%
State	61.4%
All Other Sources	8.4%
Authorized Positions	
School-Based	91.5%
Nonschool-Based	8.5%

Website: www.mpark.net
Budget Link: <http://www.mpark.net/departments/financial-services>

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Montgomery County Public Schools

- Two MCPS high schools rank in the top 100 of *The Washington Post* 2016 High School Challenge. Eight MCPS schools rank in the top 20 Washington area and Maryland schools.
- 13 high schools made the *U.S. News & World Report* 2016 list of Best High Schools. Eight MCPS schools received a gold medal for being among the top 500 schools in the nation.
- According to Education Week, MCPS has one of the highest graduation rates among the nation’s largest districts. The Schott Foundation reports that MCPS has the highest graduation rate in the nation for African American males in the nation’s largest districts.
- A total of 33,554 AP exams were taken by MCPS students in 2015. Students earned a score of 3 or higher on 74% of the exams.
- In 2015, 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 2015 earned a 1629 average combined SAT score, surpassing both national and state averages. Sixty-seven percent of graduates took the SAT and MCPS’ Hispanic and African American students outperformed their peers across the nation.
- More than \$343 million in scholarships were awarded to MCPS students in the Class of 2016.
- 52% of Grade 8 students completed Algebra 1 with a “C” or higher in 2015.
- MCPS received the 2010 Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. MCPS became only the sixth public school system to receive the award and is by far the largest school district to be a recipient.
- In 2010, MCPS was named one of 5 finalists for the prestigious Broad Prize for Urban Education, the largest education prize in the country. MCPS was chosen as a finalist from a pool of 100 school districts.
- MCPS leads the state with more than 700 teachers certified by the National Board for Professional Teaching Standards, a national recognition of professional excellence.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$15,975
Average Teacher Salary	\$77,887
2016 Actual Enrollment	
Total Enrollment	156,447
Percent ESOL Enrollment	14.2%
Percent Free/Reduced Price Meal Eligible	34.9%
Percent Special Education Enrollment	11.7%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	2,569
Percent Increase/(Decrease) from 2016 Actual	1.6%
Schools	
Elementary	133
Middle	39
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1
Sources of Revenue	
Local	67.6%
State	27.5%
All Other Sources	5.0%
Authorized Positions	
School-Based	91.7%
Nonschool-Based	8.3%

Website: <http://www.montgomeryschoolsmd.org/>

Budget Link: http://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2017/superintendent/1301.16_SuperintendentsApprovedBudget_WholeBook.pdf

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

Prince George's County Public Schools

- PGCPS is nationally recognized for its innovative programs and initiatives, including the Academy of Health Sciences Middle College, expansion of career academy course offerings, and partnerships with businesses and institutions of higher learning. It is our mission to advance the achievement of its diverse student body through community engagement, sound policy governance, accountability, and fiscal responsibility.
- Building on significant academic progress, the Board of Education reconciled and approved a \$1.9 billion operating budget on June 14, 2016, an increase of \$82.2 million. This budget will expand prekindergarten offerings, aerospace engineering, aviation tech and career academy programs, increased focus on early literacy and numeracy efforts and the Parent University designed to engage parents in their child's education. Additional resources were added to meet compliance requirements associated with mediated settlement agreements, cover mandatory costs of conducting school business, as well as funding to support Student-Based Budgeting to all schools.
- The FY 2017 Operating Budget approved by the Board includes a net increase in State Aid of \$48.9 million, primarily due to adjustments in state aid programs. County funding, including both the telecommunications and energy tax estimates, totals \$698.3 million, an increase of \$29 million from FY 2016. The County met its Maintenance of Effort obligation by \$18.9 million.
- The FY 2017 approved Federal funding decreased by \$6.3 million, due to a decrease in the federal restricted grants, including the sunset of the Race To The Top funds. Board sources amount to \$13.3 million, which is a decrease primarily due to a decline in tuition revenue and restricted board sources.
- The FY 2017 approved expenditure budget was focused on four key strategic plan initiatives: 1) Academic Excellence; 2) High Performing Workforce; 3) Safe and Supportive Environments; and 4) Family and Community Engagement; 5) Organization Effectiveness. Supporting these areas required the system redirect over \$12.3 million of existing resources.
- The FY 2017 Operating Budget supports our promise of "Outstanding Academic Achievement for All Students," and our mission "to provide a great education that empowers all students and contributes to thriving communities."

Highlights at a Glance

FY 2017 Cost Per Pupil	\$13,869
Average Teacher Salary	\$70,278
2016 Actual Enrollment	
Total Enrollment	128,939
Percent ESOL Enrollment	15.6%
Percent Free/Reduced Price Meal Eligible	60.2%
Percent Special Education Enrollment	11.3%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	(3)
Percent Increase/(Decrease) from 2016 Actual	(0.0%)
Schools	
Elementary	120
Middle	24
Traditional (K-8)	12
Secondary and High Schools	30
Special Education	8
Alternative	0
Sources of Revenue	
Local	36.3%
State	56.7%
All Other Sources	7.0%
Authorized Positions	
School-Based	89.6%
Nonschool-Based	10.4%

Website: www.pgcps.pg.k12.md.us
Budget Link: <http://www1.pgcps.org/budget/>

Dr. Kevin Maxwell
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Prince William County Public Schools

- Divisionwide on-time graduation rate is 91.4%, up from 83% just seven years ago, and ranking the Division seventh among the nation’s 50 largest school districts;
- One-third of PWCS graduates receive at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination, beating both national and Virginia averages;
- More than 94% of PWCS students took a Career and Technical Education course leading to certification or licensure last year—participation in this important part of career and college preparation is up from 77% two years ago;
- Half of PWCS students completing eighth grade last year had already earned a high school credit in a “world language;”
- PWCS student average SAT scores exceed national average and has increased by 17 points since 2010-11;
- PWCS is closing the SAT performance gap, with black students outperforming counterparts across the state and the nation in reading, writing, and math;
- All PWCS high schools are fully accredited;
- PWCS is known nationwide as a leader in robotics, with every Division school offering a team or program to engage students in this vital gateway to science, technology, engineering, and math; and
- Since 2012, PWCS energy management efforts have avoided \$17.8 million dollars in energy costs, allowing savings to be reallocated to other vital areas.

Highlights at a Glance

FY 2017 Cost Per Pupil	\$10,981
Average Teacher Salary	\$65,334
2016 Actual Enrollment	
Total Enrollment	88,117
Percent ESOL Enrollment	21.4%
Percent Free/Reduced Price Meal Eligible	39.9%
Percent Special Education Enrollment	9.6%
2017 Approved Enrollment	
Number Increase/(Decrease) from 2016 Actual	1,364
Percent Increase/(Decrease) from 2016 Actual	1.5%
Schools	
Elementary	59
Middle	16
Traditional (K-8)	3
Secondary and High Schools	12
Special Education	3
Alternative	2
Sources of Revenue	
Local	46.1%
State	48.1%
All Other Sources	5.8%
Authorized Positions	
School-Based	90.9%
Nonschool-Based	9.1%

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

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 Manassas, Virginia 20108

FY 2016 Actual Enrollment¹

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
Alexandria City	328	0 ²	1,467	12,556	378	14,729
Arlington County	1,150 ³	0	2,152	20,599	1,401	25,302
Fairfax County	2,055 ⁴	1,624	12,431	155,858	14,011	185,979
Falls Church City	51	0	159	2,075	224	2,509
Loudoun County	981	95	4,881	67,122	3,184	76,263
Manassas City	246	0	557	6,048	627	7,478
Manassas Park City	53	38	257	2,937	199	3,484
Montgomery County	3,753	628	11,419	135,089	5,558	156,447
Prince George's County	4,862	1,003	10,018	111,862	1,194	128,939
Prince William County	1,001	397	6,153	79,525	1,041	88,117

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

² Alexandria City Public Schools district's Head Start enrollment of 309 is not included in total enrollment.

³ Arlington County Public Schools district's preschool special education enrollment does not include 36 students receiving preschool special education community-based services.

⁴ Fairfax County Public Schools district's preschool is for special education students only.

FY 2017 Approved Enrollment

School Division	Preschool	Head Start	Kindergarten	Grades 1-12	Special Education Level 2 (50% or more of the time)	Total Enrollment
Alexandria City	339	0 ¹	1,475	13,100	384	15,298
Arlington County	1,272 ²	0	2,248	20,649	2,245	26,414
Fairfax County	2,104 ³	1,727	12,370	156,514	14,127	186,842
Falls Church City	58	0	158	2,150	232	2,598
Loudoun County	1,023	100	4,806	69,441	3,295	78,665
Manassas City	333	0	557	6,126	627	7,643
Manassas Park City	57	36	269	2,984	203	3,549
Montgomery County	3,778	628	11,366	138,062	5,182	159,016
Prince George's County	4,910	932	10,041	111,839	1,214	128,936
Prince William County	1,402	397	6,220	79,936	1,526	89,481

¹ Alexandria City Public Schools district's Head Start enrollment of 309 is not included in total enrollment.

² Arlington County Public School district's preschool special education enrollment does not include 36 students receiving preschool special education community-based services.

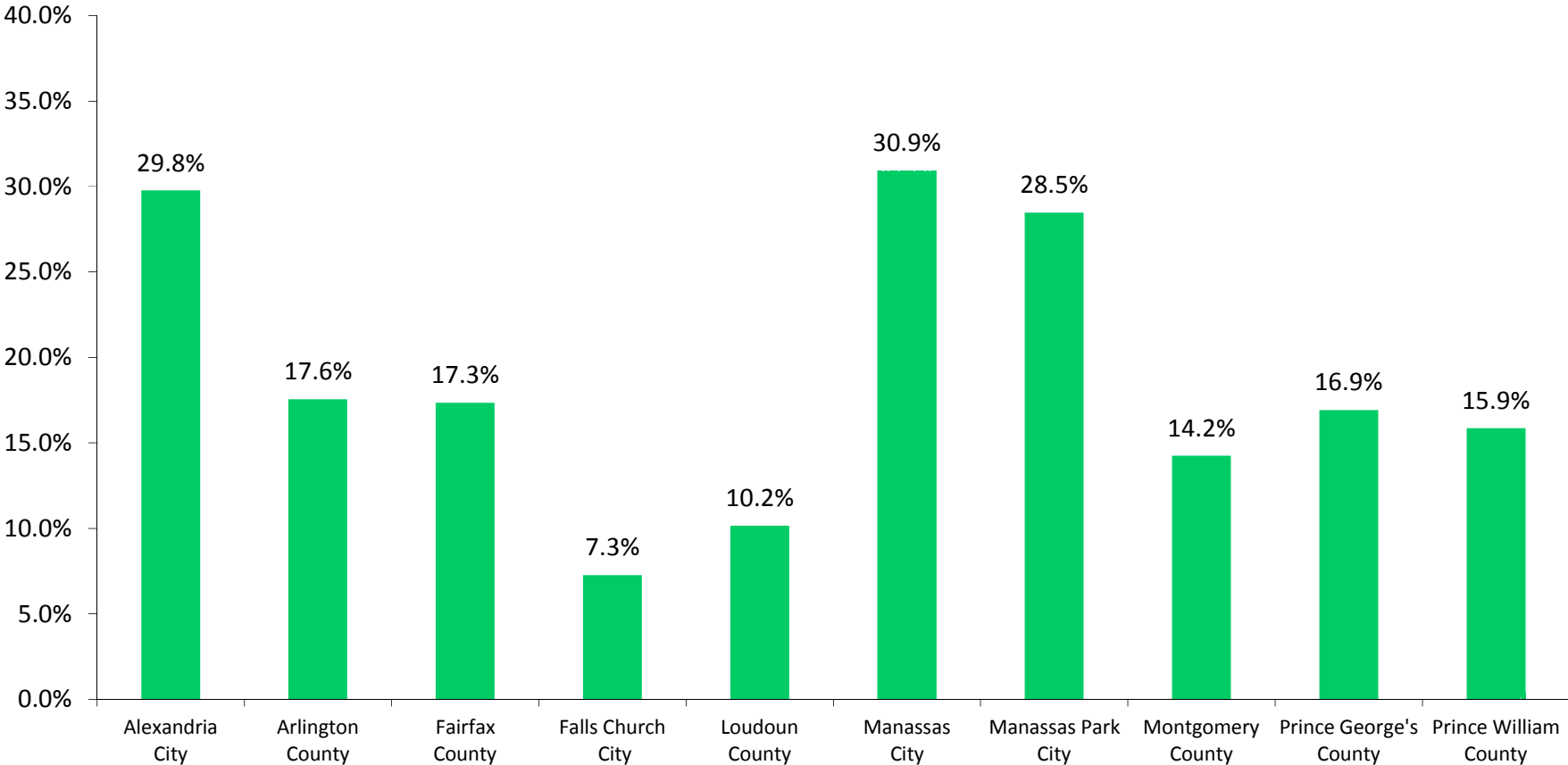
³ Fairfax County Public Schools district's preschool is for special education students only.

English for Speakers of Other Languages (ESOL) Students¹

School Division	FY 2016 Actual Enrollment	FY 2017 Approved Enrollment	Percentage of FY 2016 Enrollment	Percentage of FY 2017 Enrollment
Alexandria City	4,200	4,552	28.5%	29.8%
Arlington County	4,394	4,637	17.4%	17.6%
Fairfax County	31,120	32,398	16.7%	17.3%
Falls Church City	187	189	7.5%	7.3%
Loudoun County	7,194	7,986	9.4%	10.2%
Manassas City	2,308	2,363	30.9%	30.9%
Manassas Park City	1,026	1,010	29.4%	28.5%
Montgomery County	22,270	22,650	14.2%	14.2%
Prince George's County	20,059	21,800	15.6%	16.9%
Prince William County	13,586	14,195	15.4%	15.9%

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.

English for Speakers of Other Languages (ESOL) Students



WABE 2017

Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City	12	2	1	0	1 ¹	0	2	18
Arlington County	23	5	0	1	4	2	3	38
Fairfax County	141	23	0	3	22	7	2	198
Falls Church City	2	1	0	0	1	1	0	5
Loudoun County	57	15	0	0	15	0	2	89
Manassas City	5	2	0	0	1	0	0	8
Manassas Park City	2	1	0	0	1	0	0	4
Montgomery County	133	39	0	0	26 ²	5	1	204
Prince George's County ³	120	24	12	0	30	8	0	194
Prince William County	59	16	3	0	12	3	2	95

¹ Alexandria City Public Schools district has one high school, T.C. Williams High School, consisting of a ninth-grade campus and a separate main campus for grades 10-12.

² Montgomery County Public Schools district includes, within high schools, 1 career and technology center.

³ Prince George's County Public Schools district does not include public charter schools. Additionally, it includes 19 middle schools for grades 6-8, and five middle schools for grades 7-8.

Special Education Enrollment FY 2016 Actual

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	106	1,111	378	1,595	1,595
Arlington County	377 ¹	1,885	1,401	3,663	5,750
Fairfax County	2,055 ²	9,674	14,011	25,740	45,471
Falls Church City	22	89	224	335	468
Loudoun County	697	4,690	3,184	8,571	11,263
Manassas City ³	51	381	627	1,059	0
Manassas Park City	21	178	199	398	527
Montgomery County	1,601	11,086	5,558	18,245	22,989
Prince George's County	1,767	7,285	5,553	14,605	103,617
Prince William County ³	821	6,614	1,041	8,476	0

¹ Arlington County Public Schools district's Pre-K special education membership includes 36 students for preschool special education community-based services.

² Fairfax County Public Schools district preschool is for special education students only.

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

Special Education Enrollment FY 2017 Approved

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	76	1,161	384	1,621	1,621
Arlington County	425 ¹	1,573	2,245	4,243	6,254
Fairfax County	2,104 ²	9,764	14,127	25,995	45,564
Falls Church City	26	92	232	350	476
Loudoun County	723	4,994	3,295	9,012	12,398
Manassas City ³	51	381	627	1,059	0
Manassas Park City	21	182	203	406	538
Montgomery County	1,493	11,992	5,182	18,667	23,083
Prince George's County	1,715	7,503	4,944	14,162	120,348
Prince William County ³	1,150	9,696	1,526	12,372	0

¹ Arlington County Public Schools district's Pre-K special education membership includes 36 students for preschool special education community-based services.

² Fairfax County Public Schools district preschool is for special education students only.

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

FY 2017 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, NCLB, 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 include 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 2017 Approved Fund Expenditures

School Division	Operating Fund ¹	Construction Fund	Debt Service	Food Fund	Other Governmental Funds ²	Total Expenditures ³
Alexandria City	\$261,111,808	\$44,193,551	\$25,545,000	\$10,560,337	\$5,972,224	\$347,382,920
Arlington County	\$493,237,041	\$51,262,574	\$46,745,244	\$8,461,430	\$27,059,649	\$626,765,938
Fairfax County	\$2,673,762,261 ⁴	\$175,955,030	\$182,766,410	\$90,235,620	\$42,435,963	\$3,165,155,284
Falls Church City	\$48,142,000	\$321,930	\$4,290,046	\$1,099,200	\$2,199,630	\$56,052,806
Loudoun County	\$1,051,354,996	\$242,087,500	\$134,882,962	\$26,322,498	\$32,150,560	\$1,486,798,516
Manassas City	\$100,739,418	\$7,352,000	\$7,373,400	\$4,240,098	\$0	\$119,704,916
Manassas Park City	\$40,082,079	\$0	\$5,803,395	\$1,842,295	\$200,877	\$47,928,646
Montgomery County	\$2,574,233,921	\$314,331,000	\$150,188,000	\$53,967,269	\$22,489,571	\$3,115,209,761
Prince George's County	\$1,923,860,100	\$151,817	\$63,700,600	\$72,000,442	\$0	\$2,059,712,959
Prince William County	\$986,599,823	\$141,872,070	\$88,351,647	\$50,111,937	\$4,113,871	\$1,271,049,348

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.

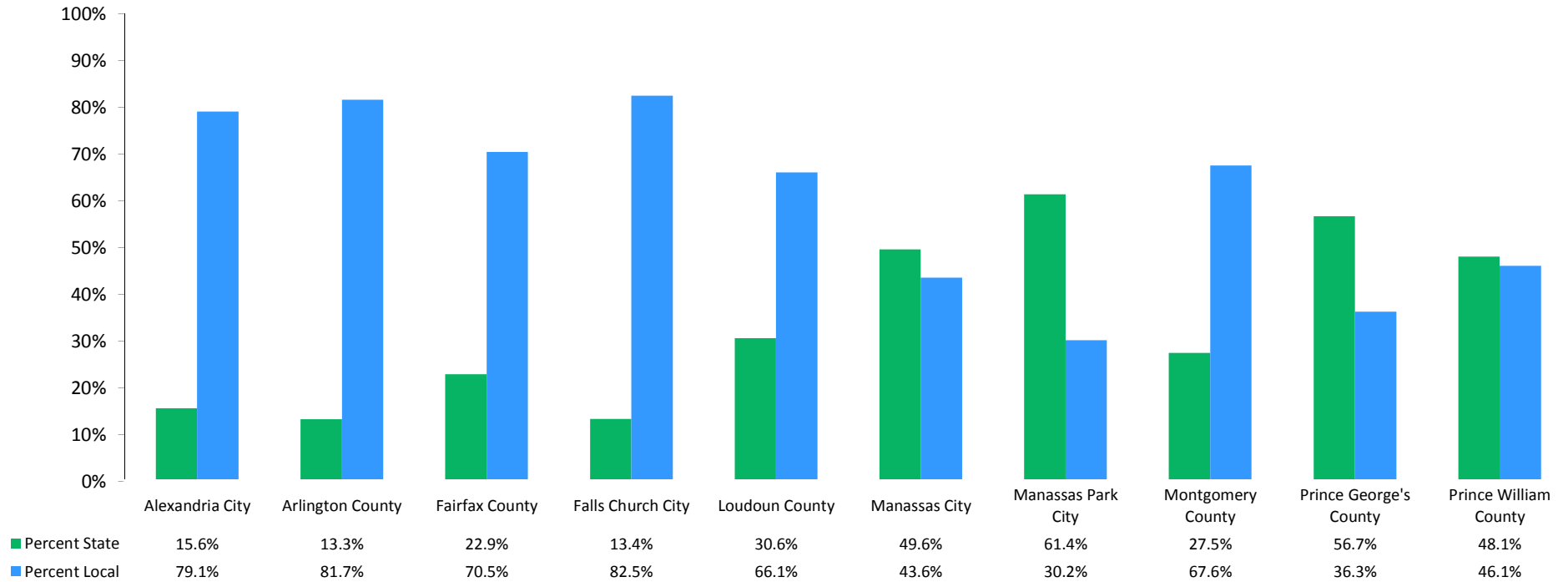
⁴ For Fairfax County Public Schools district, the operating fund excludes transfers to other funds of \$29.0 million, textbook replacement reserve of \$11.7 million.

FY 2017 Sources of Revenue School Operating Fund

School Division	Federal		State		Local		Beginning Balance		Other		Total
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	
Alexandria City	\$7,705,558	3.0%	\$40,805,566	15.6%	\$206,561,472	79.1%	\$5,612,248	2.1%	\$426,964	0.2%	\$261,111,808
Arlington County	\$8,174,961	1.7%	\$65,541,006	13.3%	\$402,761,037	81.7%	\$13,964,537	2.8%	\$2,795,500	0.6%	\$493,237,041
Fairfax County	\$71,370,575	2.6%	\$622,124,355	22.9%	\$1,913,518,902	70.5%	\$41,985,889	1.5%	\$65,422,213	2.4%	\$2,714,421,934
Falls Church City	\$514,400	1.1%	\$6,436,800	13.4%	\$39,708,000	82.5%	\$465,000	1.0%	\$1,017,800	2.1%	\$48,142,000
Loudoun County	\$16,015,707	1.5%	\$321,760,255	30.6%	\$694,787,619	66.1%	\$7,000,000	0.7%	\$11,791,415	1.1%	\$1,051,354,996
Manassas City	\$3,527,292	3.5%	\$49,986,808	49.6%	\$43,921,200	43.6%	\$2,772,268	2.8%	\$531,850	0.5%	\$100,739,418
Manassas Park City	\$1,133,714	2.8%	\$24,622,939	61.4%	\$12,095,761	30.2%	\$1,711,627	4.3%	\$518,038	1.3%	\$40,082,079
Montgomery County	\$74,902,923	3.1%	\$657,437,390	27.5%	\$1,617,631,597	67.6%	\$33,162,633	1.4%	\$10,571,804	0.4%	\$2,393,706,347
Prince George's County	\$96,520,100	5.0%	\$1,091,627,000	56.7%	\$698,329,100	36.3%	\$24,000,000	1.2%	\$13,383,900	0.7%	\$1,923,860,100
Prince William County	\$37,121,946	3.8%	\$474,880,507	48.1%	\$455,497,264	46.1%	\$12,500,008	1.3%	\$7,658,971	0.8%	\$987,658,696

Note: 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.

FY 2017 Sources of Revenue Percent of Total Operating Fund



WABE 2017

FY 2017 Local Funding Effort

School Division	City/County General Fund Amount	City/County Approved Disbursements to School Operating Funds	Percent of City/County General Fund	City/County Approved Disbursements to School Debt Service	Percent of City/County General Fund	Total City/County Approved Disbursements to Schools	Percent of City/County General Fund
Alexandria City	\$678,533,638	\$206,561,472	30.4%	\$25,545,000	3.8%	\$232,106,472	34.2%
Arlington County	\$1,197,705,237	\$402,761,037	33.6%	\$46,095,244	3.8%	\$448,856,281	37.5%
Fairfax County	\$4,012,539,820	\$1,926,618,902 ¹	48.0%	\$189,870,099	4.7%	\$2,116,489,001	52.7%
Falls Church City	\$86,304,420	\$39,817,030	46.1%	\$4,290,046	5.0%	\$44,107,076	51.1%
Loudoun County	\$1,414,233,517	\$694,787,619	49.1%	\$134,882,962	9.5%	\$829,670,581	58.7%
Manassas City	\$103,419,664	\$50,385,644	48.7%	\$3,808,956	3.7%	\$54,194,600	52.4%
Manassas Park City	\$41,149,275	\$12,095,761	29.4%	\$5,803,395	14.1%	\$17,899,156	43.5%
Montgomery County	\$4,643,812,692	\$2,311,578,000	49.8%	\$150,188,000	3.2%	\$2,461,766,000	53.0%
Prince George's County	\$3,116,934,200	\$698,329,100	22.4%	\$63,700,600	2.0%	\$762,029,700	24.4%
Prince William County	\$1,068,636,392	\$448,084,212	41.9%	\$80,325,405	7.5%	\$528,409,617	49.4%

¹ Includes \$13.1 million for infrastructure replacement and upgrades.

FY 2017 Approved Staffing Ratios Budgeted Ratios of Students Per Teacher

School Division	Kindergarten	Elementary	Middle / Intermediate	Secondary / High
Alexandria City¹	22.0	Grades 1-2 24.0 Grades 3-5 26.0	n/a	n/a
Arlington County	23.0	Grade 1 20.0 Grades 2-3 22.0 Grades 4-5 23.0	23.4	25.4
Fairfax County²	26.8	26.8	27.4	30.5
Falls Church City	22.0	22.0	24.0	24.0
Loudoun County	23.0	23.0	22.3	24.8
Manassas City	23.0	Grades 1-3 23.0 Grades 4 28.0	28.0	28.0
Manassas Park City	19.0	Grades 1-3 19.0 Grades 4-5 24.0	24.0	24.0
Montgomery County³			English 29.0 Other Core 32.0	29.0 32.0
	Focus Schools	18.0	Grades 1-2 18.0 Grade 3 26.0 Grades 4-5 28.0	
	Non-Focus Schools	25.0	Grades 1-2 27.0 Grade 3 27.0 Grades 4-5 29.0	
Prince George's County⁴	n/a	n/a	n/a	n/a
Prince William County	24.0	Grades 1-3 24.0 Grades 4-5 25.0	21.0	21.3

¹ Alexandria City Public Schools district does not allocate positions based on staffing ratios for middle and high school classrooms.

² Fairfax County Public Schools district's 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 2017 Approved Budget.

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

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

FY 2017 Average Class Size¹

School Division	Students per Classroom Teacher ²			Students per Teacher-Scale Position ³		
	Elementary	Middle / Intermediate	Secondary / High	Elementary	Middle / Intermediate	Secondary / High
Alexandria City	16.6	25.2	23.3	9.9	12.3 or 14.7 ⁵	13.0
Arlington County	21.0	20.2	19.4	9.9	15.9	16.4
Fairfax County⁴	22.4	24.6	25.8	14.6	20.3	21.1
Falls Church City	22.4	23.9	19.8	13.2	16.8	13.7
Loudoun County	22.6	22.3	24.6	13.6	18.9	21.1
Manassas City	21.0	24.3	24.5	9.9	14.4	15.7
Manassas Park City	21.1	26.0	27.1	11.9	18.8	19.6
Montgomery County	18.8	25.1	26.4	13.6	21.4	23.2
Prince George's County⁶	29.6	25.3	37.1	19.0	23.2	34.0
Prince William County	22.5	28.3	29.1	15.1	20.5	21.6

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

⁵ Alexandria City Public Schools district has six daily periods per Encore teacher and five daily periods per Core teacher.

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

FY 2017 Kindergarten Students Per Teacher¹

School Division	Number of Schools Offering Half- or Full-Day Kindergarten				Students per Classroom Teacher	
	Half-Day	Full-Day	Total	% Full-Day	Half-Day ²	Full-Day
Alexandria City	0	13	13	100.0%	n/a	21.1
Arlington County	0	23	23	100.0%	n/a	18.9
Fairfax County	0	138	138	100.0%	n/a	22.6
Falls Church City	0	1	1	100.0%	n/a	22.6
Loudoun County ³			57		17.2	23.1
Manassas City	0	5	5	100.0%	n/a	20.6
Manassas Park City	0	1	1	100.0%	n/a	22.4
Montgomery County	0	133	133	100.0%	n/a	18.4
Prince George's County ⁴	0	142	142	100.0%	n/a	23.7
Prince William County	0	60	60	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 Loudoun County Public Schools district has 7 schools that provide only half-day classes; 9 schools provide only full-day classes; and 41 schools provide both half-day and full-day classes.

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

Cost Per Pupil¹

School Division	FY 2015 Approved	FY 2016 Approved	FY 2017 Approved
Alexandria City	\$17,041	\$16,561	\$17,008
Arlington County	\$19,040	\$18,616	\$18,957
Fairfax County	\$13,519	\$13,718	\$14,432
Falls Church City	\$17,109	\$18,032	\$18,418
Loudoun County	\$12,195	\$12,700	\$13,121
Manassas City	\$12,613	\$12,393	\$13,112
Manassas Park City	\$10,836	\$11,143	\$11,158
Montgomery County	\$15,351	\$15,341	\$15,975
Prince George's County	\$12,902	\$12,992	\$13,869
Prince William County	\$10,365	\$10,724	\$10,981

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

Cost Per Pupil



FY 2017 Authorized Position Definitions¹

(for charts on pages 34 - 37)

School-Based Positions

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

Nonschool-Based Positions

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

Leadership Team/Cabinet

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

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

FY 2017 Authorized Positions School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,385.1	2,554.4	15,529.9	261.4	6,249.2
School-Based Administrators ¹	70.0	111.7	651.0	13.0	324.0
Educational Specialists	110.2	93.9	571.4	8.0	132.0
Instructional Assistants	224.9	603.5	3,118.6	67.4	1,286.3
Nonmanagement/All Others ¹	182.4	468.7	2,737.9	42.3	1,095.0
Total School-Based Positions	1,972.6	3,832.2	22,608.8	392.1	9,086.5
Nonschool-Based Positions					
Leadership Team	10.0	10.0	17.0	3.0	7.0
Technical/Support	54.0	88.9	741.0	12.5	159.8
Management	70.0	68.4	153.0	9.4	150.5
Educational Specialists	46.0	55.2	124.0	0.0	25.0
Office Support Staff	27.9	59.3	200.2	3.5	155.0
Custodial/Maintenance	32.0	81.0	405.0	6.0	204.5
Total Nonschool-Based Positions	239.9	362.8	1,640.2	34.4	701.8
TOTAL AUTHORIZED POSITIONS²	2,212.5	4,195.0	24,249.0	426.5	9,788.3
(School Based + Non-School Based)					
Other Operating Fund Positions³	155.9	202.5	1,678.1	13.1	852.0
Total Non-Operating Fund Positions⁴	197.8	147.3	418.7	16.0	451.6

Note: Numbers may not add due to rounding.

¹ See page 36 for further details.

² Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

³ Includes bus drivers, bus drivers' aides, and cafeteria staff. (Fairfax County Public Schools district contracts for bus drivers and aides).

⁴ Includes all positions funded in Other Funds.

FY 2017 Authorized Positions School Operating Fund

	Manassas City	Manassas Park County	Montgomery County	Prince George's County	Prince William County
School-Based Positions					
Teachers	577.4	251.5	12,673.8	9,233.7	6,217.9
School-Based Administrators ¹	26.0	10.0	537.5	630.0	302.4
Educational Specialists	67.5	9.0	252.9	262.0	205.8
Instructional Assistants	116.5	52.5	2,762.8	1,749.0	645.4
Nonmanagement/All Others ¹	121.9	20.0	2,204.9	1,518.1	1,155.8
Total School-Based Positions	909.3	343.0	18,431.8	13,392.8	8,527.3
Nonschool-Based Positions					
Leadership Team	1.0	3.0	17.0	31.0	12.0
Technical/Support	16.0	7.0	470.1	286.0	171.3
Management	24.0	7.0	235.0	243.5	179.0
Educational Specialists	15.0	7.0	185.4	306.0	126.9
Office Support Staff	14.8	7.5	267.0	263.1	113.0
Custodial/Maintenance	10.0	0.5 ⁵	497.6	429.5	248.0
Total Nonschool-Based Positions	80.8	32.0	1,672.1	1,559.1	850.2
TOTAL AUTHORIZED POSITIONS² (School Based + Non-School Based)	990.0	375.0	20,103.9	14,951.9	9,377.5
Other Operating Fund Positions³	88.8 ⁶	38.0	2,016.0	2,691.3	916.5
Total Non-Operating Fund Positions⁴	0.0	31.0	629.9	1,315.6	706.2

Note: Numbers may not add due to rounding.

¹ See page 37 for further details.

² Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

³ Includes bus drivers, bus drivers' aides, and cafeteria staff.

⁴ Includes all positions funded in Other Funds.

⁵ Manassas Park City Schools district contracts for building custodial and maintenance staff.

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

FY 2017 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City ³	Loudoun County
Administrators					
Principals	18.0	37.0	199.0	4.0	90.0
Assistant Principals	48.0	51.0	373.0	6.4	130.0
Guidance Directors	3.0	8.0	53.0	1.0	16.0
Student Activity Directors	1.0	3.0	25.0	0.6	0.0
Other	0.0	12.7	1.0	1.0	88.0
Nonmanagement / All Others					
School Office Staff	55.9	188.4	1,029.5	14.8	417.8
Custodial Staff	47.5	209.0	1,349.5	23.0	546.8
Noninstructional Specialists	0.0	24.8	193.9	0.0	13.0
Security	19.0	18.0 ²	165.0	1.0	17.0
Other	60.0 ¹	28.5	0.0	3.5	100.4

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

² Arlington County Public Schools district has 18 school resource assistants. Additional security is provided by the Arlington County Police Department.

³ Falls Church Public Schools district includes Health Room Aides within Other School-Based Positions.

FY 2017 School-Based Positions - Details

	Manassas				
	Manassas City	Park City	Montgomery County	Prince George's County	Prince William County
Administrators					
Principals	9.0	4.0	205.5	201.0	96.0
Assistant Principals	15.0	5.0	298.0	284.0	131.0
Guidance Directors	0.0	0.0	0.0	0.0	29.0
Student Activity Directors	1.0	1.0	0.0	0.0	12.0
Other	1.0	0.0	34.0	145.0	34.4
Nonmanagement / All Others					
School Office Staff	64.9	15.0	686.9	551.5	527.3
Custodial Staff	52.0	0.0 ¹	1,300.0	957.6	464.4
Noninstructional Specialists	0.0	0.0	0.0	0.0	89.0
Security	5.0	0.0 ²	213.0	9.0	54.6
Other	0.0	5.0 ³	5.0 ⁴	0.0	20.5 ⁵

¹ Manassas Park City Schools district contracts for building custodial and maintenance staff.

² Manassas Park City Schools district reimburses the City of Manassas for a portion of the salary of the police officer that serves as the School Resource Officer for the Middle School and High School campus.

³ Manassas Park City Schools district's Nonmanagement (Other) includes Nurses.

⁴ Montgomery County Public Schools district's Nonmanagement (Other) includes Security Leaders.

⁵ Prince William County Public Schools district's Nonmanagement (Other) includes Parent Liaisons.

FY 2017 Salary Information

Teacher and Instructional Assistant Salaries

School Division	Scheduled Days	Hours Per Day	Teacher Salary				Instructional Assistant		
			Step 1 + Bachelors Degree	Average ⁷	Step 1 + Masters Degree	Beginning 10th Year + Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
Alexandria City	196	7.25	\$47,242	\$76,096	\$54,188	\$74,376	\$107,259	\$16.26	\$28.80
Arlington County	194 ¹	7.50	\$48,228	\$79,055	\$53,173	\$77,093	\$113,207	\$15.33	\$30.97
Fairfax County	194	7.50	\$47,516	\$70,813	\$53,384	\$64,664	\$103,854	\$14.70	\$30.89
Falls Church City	196 ²	7.50	\$49,600	\$75,360	\$55,020	\$73,810	\$108,020	\$14.96	\$27.54
Loudoun County	197	7.50	\$49,182	\$66,213	\$54,952	\$62,404	\$106,197	\$15.89	\$29.84
Manassas City	195 ³	7.50	\$46,078	\$65,600	\$51,578	\$61,642	\$103,497	\$16.10	\$28.26
Manassas Park City	197 ⁴	7.50	\$46,000	\$59,686 ⁵	\$52,000	\$60,488	\$112,033	\$15.22	\$31.04
Montgomery County	203 ⁶	8.00	\$48,528	\$77,887	\$53,462	\$70,815	\$108,365	\$18.60	\$30.41
Prince George's County	200	7.50	\$46,844	\$70,278	\$51,646	\$65,424	\$101,783	\$15.94	\$31.74
Prince William County	195	7.00	\$46,923	\$65,334	\$52,552	\$58,328	\$115,066	\$14.81	\$33.01

¹ Arlington County Public Schools district has 194 scheduled workdays and six unscheduled days.

² Falls Church City Public Schools district has 196 scheduled workdays and four unscheduled days.

³ Manassas City Public Schools district has 195 scheduled workdays and five unscheduled days.

⁴ Manassas Park City Schools district has 197 scheduled workdays and three unscheduled days.

⁵ Current average tenure of teachers at Manassas Park City Schools is approximately six years.

⁶ Montgomery County Public Schools district has 203 scheduled workdays and 12 paid holidays.

⁷ The average teacher salary for Arlington, Fairfax, Falls Church, Manassas Park, Prince George and Prince William reflects average teacher salary for the operating fund, while the average teacher salary for the remaining divisions reflects average teacher salary for all funds.

FY 2017 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	\$17.77	\$29.66	9	\$15,000	\$17,000
Arlington County ¹	\$18.79-\$23.04 ²	\$30.97-\$37.87 ²	5	\$25,000	\$27,000
Fairfax County	\$18.83	\$33.15	12	\$32,000	\$34,000
Falls Church City	\$18.05	\$32.70	7	\$3,600	\$6,000
Loudoun County	\$18.10	\$34.18	9	\$20,000	\$22,000
Manassas City	\$18.63	\$32.72	7	\$6,000	\$7,100
Manassas Park City	\$17.66	\$30.86	5	\$3,000	\$3,500
Montgomery County	\$17.11	\$27.60	7	\$25,000	\$29,000
Prince George's County	\$18.41	\$35.17	9	\$18,000	\$19,000
Prince William County	\$16.18	\$36.06	8	\$12,000	\$13,100

¹ Salaries for non-retirement eligible and Advancement Program (CAP) follow a different salary schedule. For detailed information see Arlington Public Schools district's pay plan using the following link: <http://www.apsva.us/careers>

² Salary per hour varies among the type of bus driver. For detailed information see Arlington County Public Schools district's pay plan using the following link: <http://www.apsva.us/careers>

Student Demographics

School Division	Graduation Information			FY 2016 Actual Free or Reduced Price Lunch Eligibility	
	% of 2015 Graduates Going on to Postsecondary Education ¹	Class of 2016 Cohort Graduation Four-Year Rate ²	Class of 2016 Cohort Dropout Four-Year Rate ²	Students Eligible	Percent of District Enrollment
	Alexandria City	87.6%	82.1%	10.5%	8,650
Arlington County	91.8%	91.1%	5.5%	7,712	30.5%
Fairfax County	92.7%	92.3%	6.2%	50,679	27.2%
Falls Church City	99.4%	99.5%	0.5%	156	6.2%
Loudoun County	92.6%	95.9%	2.6%	13,046	17.1%
Manassas City	80.2%	79.8%	8.6%	4,496	60.1%
Manassas Park City	84.3%	86.3%	10.7%	2,027	58.2%
Montgomery County	91.6%	89.4%	5.7%	54,542	34.9%
Prince George's County³				77,561	60.2%
Prince William County	83.7%	91.7%	5.6%	35,167	39.9%

¹ Post Secondary data for Virginia school divisions is from the Department of Education's website at http://www.doe.virginia.gov/statistics_reports/supts_annual_report/2014_15/table05.pdf

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

³ Graduation data not available at time of compilation.

SAT Scores School Year 2015-2016

School Division	Average Math	Average Critical Reading ¹	Average Writing	Total	Percent of Seniors Taking Tests
Alexandria City	496	480	482	1458	51.0%
Arlington County	563	560	538	1661	67.0%
Fairfax County	572	558	542	1672	72.0%
Falls Church City	592	595	573	1760	72.0%
Loudoun County	546	544	527	1617	70.1%
Manassas City	478	480	458	1416	29.0% ²
Manassas Park City	511	512	490	1513	42.6%
Montgomery County	551	545	536	1631	64.7%
Prince George's County	390	403	391	1184	83.7%
Prince William County	507	513	487	1507	57.7%

¹ Formerly verbal.

² Manassas City Public School district had 22.5 % of seniors enrolled in Pathways Program with Northern Virginia Community College, which does not require SATs.

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	\$2.65	\$2.65	\$2.85
Arlington County	\$1.60	\$1.60	\$1.60	\$2.80	\$2.90	\$2.90
Fairfax County	\$1.75	\$1.75	\$1.75	\$3.00	\$3.25	\$3.25
Falls Church City	\$2.50	\$2.50	\$2.50	\$3.00	\$3.90	\$3.90
Loudoun County	\$2.10	\$2.10	\$2.10	\$3.00	\$3.10	\$3.10
Manassas City	\$1.45	\$1.45	\$1.45	\$2.50	\$2.60	\$2.60
Manassas Park City	\$1.50	\$1.50	\$1.50	\$2.75	\$2.75	\$2.75
Montgomery County	\$1.30	\$1.30	\$1.30	\$2.55	\$2.80	\$2.80
Prince George's County	\$1.60	\$1.60	\$1.60	\$2.75	\$3.00	\$3.00
Prince William County	\$1.45	\$1.45	\$1.45	\$2.45	\$2.60	\$2.70

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 2017 Annual Employer Cost for Hypothetical Teacher Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$97,661	\$111,413
Arlington County	\$92,894	\$110,481
Fairfax County	\$97,664	\$105,219
Falls Church City	\$100,056	\$112,978
Loudoun County	\$101,027	\$102,539
Manassas City	\$94,791	\$95,539
Manassas Park City ¹	\$93,147	\$86,519
Montgomery County	\$97,438	\$113,891
Prince George's County	\$92,742	\$99,289
Prince William County	\$97,613	\$98,036

¹ Current average tenure of teachers at Manassas Park City Schools is approximately six years.

Salary and Benefits Summary

Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$76,096
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,821
Retirement				
VRS Retirement	14.66%	\$9,529	14.66%	\$11,156
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$845
VRS Life Insurance	0.52%	\$338	0.52%	\$396
Health Insurance: POS - Family Coverage Name: United Health Care	25.12%	\$16,325	21.45%	\$16,325
Dental/Vision	1.19%	\$775	1.02%	\$775
Total Benefits	50.25%	\$32,661	46.41%	\$35,317
Total Salary and Benefits		\$97,661		\$111,413

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Salary and Benefits Summary

Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$79,055
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$6,048
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$11,589
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$878
401(a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$316
Life Insurance	1.31%	\$852	1.31%	\$1,036
Health Insurance: POS - Family Coverage Name: CIGNA Open Accss Low	16.97%	\$11,032	13.95%	\$11,032
Dental	0.81%	\$527	0.67%	\$527
Total Benefits	42.91%	\$27,894	39.75%	\$31,426
Total Salary and Benefits		\$92,894		\$110,481

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Salary and Benefits Summary

Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$70,813
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,417
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$10,381
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$786
Employees' Supplementary Retirement System of Fairfax County (ERFC)	5.60%	\$3,640	5.60%	\$3,966
Life Insurance	0.95%	\$618	0.95%	\$673
Health Insurance: POS - Family Coverage Name: CareFirst BlueChoice Advantage	18.92%	\$12,296	17.36%	\$12,296
Dental/Vision	1.36%	\$887	1.25%	\$887
Total Benefits	50.25%	\$32,664	48.59%	\$34,406
Total Salary and Benefits		\$97,664		\$105,219

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Salary and Benefits Summary

Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$75,360
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,765
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$11,048
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$836
Life Insurance	1.31%	\$852	1.31%	\$987
Health Insurance: POS - Family Coverage Name: BCBS - Key Advantage 250	29.20%	\$18,981	25.19%	\$18,981
Total Benefits	53.93%	\$35,056	49.92%	\$37,618
Total Salary and Benefits		\$100,056		\$112,978

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Salary and Benefits Summary

Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$66,213
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,065
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$9,707
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$735
Life Insurance	1.31%	\$852	1.31%	\$867
Health Insurance: POS - Family Coverage Name: CIGNA	28.40%	\$18,462	27.88%	\$18,462
Dental/Vision	2.02%	\$1,490	2.09%	\$1,490
Total Benefits	55.15%	\$36,027	54.70%	\$36,326
Total Salary and Benefits		\$101,027		\$102,539

WABE 2017

Salary and Benefits Summary

Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$65,600
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,018
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$9,617
VRS Retiree Health Credit	1.11%	\$722	1.11%	\$728
Life Insurance	1.31%	\$852	1.31%	\$859
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage 250 (Local Choice)	21.10%	\$13,716	20.91%	\$13,716
Total Benefits	45.83%	\$29,791	45.64%	\$29,939
Total Salary and Benefits		\$94,791		\$95,539

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Salary and Benefits Summary

Manassas Park City Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary ¹		\$65,000		\$59,686
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$4,566
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$8,750
VRS Retiree Health	1.11%	\$722	1.11%	\$663
Life Insurance	1.31%	\$852	1.31%	\$782
Health Insurance: POS - Family Coverage ² Name: Anthem Key Advantage 250 (Local Choice)	18.57%	\$12,072	20.23%	\$12,072
Total Benefits	43.30%	\$28,147	44.96%	\$26,832
Total Salary and Benefits		\$93,147		\$86,519

¹ Current average tenure of teachers at Manassas Park City Schools is approximately six years.

² Medical plan includes Vision, Dental, and Prescription benefits.

Salary and Benefits Summary

Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$77,887
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,958
Retirement				
State Retirement & Pension System of Maryland	15.79%	\$10,264	15.79%	\$12,298
Local Pension ¹	4.18%	\$2,717	4.18%	\$3,256
Life Insurance	0.05%	\$33	0.05%	\$39
Health Insurance: POS - Family Coverage Name: CIGNA Open POS	20.75%	\$13,485	17.31%	\$13,485
Dental/Vision	1.49%	\$968	1.24%	\$968
Total Benefits	49.90%	\$32,438	46.23%	\$36,004
Total Salary and Benefits		\$97,438		\$113,891

¹ The rate of 4.18% is an average rate. There are separate contribution rates that depend on whether the employee is in the state or local retirement plan.

Salary and Benefits Summary

Prince George's County Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$70,278
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,376
Retirement				
State Retirement & Pension System of Maryland	15.79%	\$10,264	15.79%	\$11,097
Life Insurance	0.60%	\$390	0.60%	\$422
Health Insurance: POS - Family Coverage Name: Carefirst Blue Cross Blue Shield	16.33%	\$10,615	15.10%	\$10,615
Dental/Vision	2.31%	\$1,502	2.14%	\$1,502
Total Benefits	42.68%	\$27,742	41.28%	\$29,011
Total Salary and Benefits		\$92,742		\$99,289

WABE 2017

Salary and Benefits Summary

Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2017 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2017 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$65,334
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$4,998
Retirement				
Virginia Retirement System (VRS)	14.66%	\$9,529	14.66%	\$9,578
VRS Retiree Health Care Credit	1.11%	\$722	1.11%	\$725
403(b) Max 2% after 15 years	2.00%	\$1,300	2.00%	\$1,307
Life Insurance	1.31%	\$852	1.31%	\$856
Health Insurance: POS - Family Coverage Name: Key Care Enhanced PPO	21.33%	\$13,867	21.22%	\$13,867
Dental/Vision	2.11%	\$1,371	2.10%	\$1,371
Total Benefits	50.17%	\$32,613	50.05%	\$32,702
Total Salary and Benefits		\$97,613		\$98,036

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FY 2017 Compensation Accounts

School Division	Full-Time Position Salaries	Other Compensation ¹	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	\$167,699,367	\$7,532,364	\$60,484,552	\$235,716,283	(\$3,463,934)
Arlington County	\$316,728,451	\$22,130,658	\$117,437,908	\$456,297,017	(\$3,830,349)
Fairfax County	\$1,521,282,679	\$129,087,656	\$727,739,220	\$2,378,109,555	(\$45,621,660)
Falls Church City	\$28,191,910	\$2,247,700	\$10,303,570	\$40,743,180	\$0 ²
Loudoun County	\$606,279,297	\$41,931,789	\$312,335,990	\$960,547,076	(\$14,965,740)
Manassas City	\$55,614,272	\$3,564,969	\$20,325,813	\$79,505,054	(\$1,399,999)
Manassas Park City	\$18,822,433	\$5,626,293	\$8,475,521	\$32,924,247	\$0 ³
Montgomery County	\$1,565,443,131	\$87,405,357	\$584,633,286	\$2,237,481,774	(\$26,444,492)
Prince George's County	n/a	n/a	n/a	n/a	n/a
Prince William County	\$578,035,332	\$27,874,794	\$218,197,714	\$824,107,840	(\$8,423,623)

¹ Includes hourly and part-time accounts.

² Falls Church City Public Schools district budgets using current staff grade and step. Teacher vacancies are budgeted at MA+30, step 7; support staff vacancies are budgeted at Step 5. Therefore, no savings are anticipated between fiscal years when preparing budgets.

³ Manassas Park City Schools district budget use current staff grade and step. No turnover savings were known during budget planning and no existing positions remained vacant.

Benefit Expense Distribution Percent Paid by District

School Division	Retirement				Health Insurance				
	Life Insurance	State ¹ Prior 7/1/2012	State ¹ Post 7/1/2012	Other ²	Point of Service Family	HMO Family	Dental Insurance	Disability Insurance	
								Short-term	Long-term
Alexandria City	60.2%	74.6%	74.6%	0.0%	80.0%	80.0%	57.0%	100.0%	100.0%
Arlington County	100.0%	74.6%	74.6%	50.0%	62.0%	68.0%	35.0%	100.0%	100.0%
Fairfax County	72.9%	74.6%	74.6%	65.1%	75.0%	75.0%	70.0%	100.0%	n/a
Falls Church City	100.0%	74.6%	74.6%	60.1%	75.0%	75.0%	0.0%	100.0%	100.0%
Loudoun County³	100.0%	74.6%	74.6%	0.0%	72.0%	n/a	82.0%	100.0%	n/a
Manassas City	100.0%	74.6%	74.6%	0.0%	65.6%	69.8%	0.0%	0.0%	100.0%
Manassas Park City	100.0%	74.6%	74.6%	0.0%	58.7%	61.4%	included in health	0.0% ⁴	66.7%
Montgomery County⁵	83.0%	n/a ⁶	n/a ⁶	0.0%	88.0%	88.0%	83.0%	0.0%	0.0%
Prince George's County	100.0%	n/a ⁶	n/a ⁶	0.0%	80.0%	0.0%	80.0%	n/a	n/a
Prince William County	100.0%	74.6%	74.6%	2.0%	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. Virginia districts include the amount paid by the districts on behalf of employees hired prior to July 1, 2012. Employees hired after July 1 are required to pay the total employee contribution. Within five years, all employees will be required to pay 100% of the employee contribution.

² The Other category includes supplemental retirement.

³ Loudoun County Public Schools district also provides Vision Insurance and covers 81% of the premium costs.

⁴ Manassas Park City Schools district's short term disability insurance is available for Plan 1 & 2 Employees only.

⁵ Montgomery County Public Schools district also offers Vision Insurance and covers 83% of the premium costs.

⁶ VRS mandate does not apply to Maryland school systems.

Substitute Teacher Pay Rate

School Division	Short Term			Long Term				
	No Bachelor's Degree	Bachelor's Degree	Licensed Teacher	No Bachelor's Degree	Bachelor's Degree		Licensed Teacher	
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Effective Day	Hourly Rate	Effective Day ¹
Alexandria City	\$14.48	\$14.48	\$14.48	\$21.74	\$21.74	varied ¹	\$21.74	varied ¹
Arlington County	\$15.28	\$15.28	\$15.28	\$16.97 ²	16.97 ²	11 th -20 th day	\$25.46 ²	21 st day +
Fairfax County	n/a	\$14.23	\$15.33 ³	n/a	\$20.14	11 th	\$21.91 ³	11 th
Falls Church City	\$14.50	\$14.50	\$14.50	n/a	\$27.50	15 th	\$27.50	15 th
Loudoun County	\$14.67	\$14.67	\$14.67	\$20.53	\$20.53	11 th	\$20.53	11 th
Manassas City	\$10.00	\$14.23	\$15.33	n/a	\$20.14	16 th	\$21.91	16 th
Manassas Park City ⁴	n/a	\$15.00	\$17.00	n/a	\$15.00	15 th	\$17.00	150 hrs
Montgomery County	n/a	\$18.23	\$19.29	n/a	\$26.01	TBD ⁵	\$27.47	TBD ⁵
Prince George's County	\$9.38	\$13.60	\$20.40	\$12.38	\$16.32	TBD	\$23.80	TBD
Prince William County ⁶	\$11.33	\$12.80	\$12.80	n/a	\$17.00	11 th	\$20.80	11 th

¹ Alexandria City Public Schools district's long term pay rate typically begins on the 10th consecutive day but may be effective on the 1st day if it is pre-arranged and approved (example: maternity leave).

² Arlington County Public Schools district's long term rates apply to all substitute teachers.

³ The rate applies to Fairfax County Public Schools' retired teachers.

⁴ Manassas Park City Schools district's long term substitutes move to higher rate after completing 150 hours regardless of assignment type.

⁵ Montgomery County Public Schools district uses two separate long-term rates for a substitute who is also a retired teacher or who has a teacher license. This rate is \$29.78/hour after the 45th day in a single assignment.

⁶ Prince William County Public Schools district's substitute teachers work a 7.5 hour day. Standard hours for a regular teacher is 7.0.

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