

The Washington Area Boards of Education



FY 2018 WABE Guide

October 2017

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* Data has been revised since original publication on 11/01/2017

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Alexandria City Public Schools

- The T.C. Choir was selected to perform at the Dedication of the National Museum of African American History and Culture.
- Patrick Henry Elementary School was selected to participate in the My Brother's Keeper Symposium at the White House in recognition of the work done to advance academic achievement at their school.
- Mount Vernon Community School launched Bicycling in Schools, a pilot program where elementary students are taught bicycling safety and skills.
- Francis C. Hammond Middle School and Jefferson-Houston School were recognized as 'Model Programs' by the American School Counselor Association.
- Francis C. Hammond Middle School won the Virginia Breakfast Challenge after seeing a significant decrease in tardiness and absenteeism as a result of its Breakfast in the Classroom Program.
- Matthew Maury Elementary School opened a new playground built through a community partnership.
- Jefferson-Houston School became an authorized International Baccalaureate (I.B.) World School for the five-year Middle Years Programme (MYP).
- A team of students from Douglas MacArthur Elementary School won first place in the 2017 Odyssey of the Mind World Finals.
- ACPS launched a swim safety pilot program as part of the physical education curriculum at James K. Polk Elementary School.
- Charles Barrett Elementary School and Lyles-Crouch Traditional Academy earned Virginia Index of Performance awards from the State Board of Education.
- James K. Polk Elementary School's nurse was named the Virginia Nurse of the Year.
- The principal of Lyles-Crouch Traditional Academy was honored with the Virginia Association of Elementary School Principals Don Lacey Award for Excellence.
- T.C. Williams High School seniors were crowned the "We the People" 2016 Champion for Northern Virginia.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$17,099
Average Teacher Salary	\$77,005
2017 Actual Enrollment	
Total Enrollment	15,105
Percent ESOL Enrollment	29.3%
Percent Free/Reduced Price Meal Eligible	59.4%
Percent Special Education Enrollment	11.6%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	418
Percent Increase/(Decrease) from 2017 Actual	2.8%
Schools	
Elementary	12
Middle	2
Traditional (K-8)	1
Secondary and High Schools	1
Special Education	0
Alternative	2
Sources of Revenue	
Local	79.9%
State	15.1%
All Other Sources	5.0%
Authorized Positions	
School-Based	89.3%
Nonschool-Based	10.7%

Website: www.acps.k12.va.us

Budget Link: www.acps.k12.va.us/budgets/

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Arlington County Public Schools

- Arlington County Public Schools (APS) is the recipient of the prestigious Medallion of Excellence Award presented by the U.S. Senate, and Productivity and Quality Awards for Virginia and the District of Columbia.
- All APS schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2017 *Washington Post* Challenge Index ranked all APS high schools in the top three percent in the U.S. For the eighth year in a row all APS high schools have made the list.
- Fifteen APS schools received 2016 Virginia Index of Performance awards for advanced learning and achievement.
- APS is the only district in Virginia in which every preschool slot funded with state dollars is matched and filled with a student.
- Spanish immersion programs are offered at two elementary, one middle, and one high school.
- More than 95 percent of APS students earn one or more high school credits during middle school.
- Approximately 79 percent of graduating seniors completed at least one AP or IB course, and 68 percent of graduates earn an advanced diploma.
- In 2016, 97 percent of all students graduated on time.
- Since 2009, the dropout rate has declined by almost two-thirds, or 52 percent.
- In 2014, 90 percent of APS parents graded the school division as an "A" or "B," and 94 percent gave their child's school an "A" or "B."
- Seventy-nine percent of APS teachers have earned a master's degree, and three percent have earned a doctorate degree.
- Arlington ranks third in Virginia and 28th nationally with 143 teachers, or approximately 6.8 percent, who have earned National Board Certification.
- Niche.com ranked APS as the top school division in Virginia and 59th in the nation. The Top 10 elementary schools in Virginia are all from APS. All three high schools are in the top 10 and all five middle schools are in the top 30.
- Improved academic performance increases local property values by \$2.7-\$4.7 billion, resulting in added property tax revenue of \$27-\$47 million annually.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$19,340
Average Teacher Salary	\$80,082
2017 Actual Enrollment	
Total Enrollment	26,190
Percent ESOL Enrollment	16.7%
Percent Free/Reduced Price Meal Eligible	30.3%
Percent Special Education Enrollment	14.5%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	1,086
Percent Increase/(Decrease) from 2017 Actual	4.1%
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	13.2%
All Other Sources	5.1%
Authorized Positions	
School-Based	91.4%
Nonschool-Based	8.6%

Website: www.apsva.us

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

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City of Fairfax Public Schools

Since 1962, the City of Fairfax School Board has contracted with Fairfax County Public Schools (FCPS) for the delivery of educational services. The City School Board owns and is responsible for its school buildings. Students in city schools have access to the same programs as are provided in all FCPS 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.



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

Website: cityoffairfaxschools.org

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Fairfax County Public Schools

- Fairfax County Public Schools (FCPS), the nation's 10th largest school division.
- The FCPS Strategic Plan, Ignite, provides a framework for decision making that builds upon a common mission, vision, and guiding principles held by the community. The Portrait of a Graduate is the center of the Strategic Plan.
- Based on the 2017 *Washington Post* rankings, of more than 2,300 top U.S. high schools, all Fairfax County high schools are designated among the most demanding in the country and three high schools, McLean, Langley, and Oakton high 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. News and World Report* in 2017 as the nation's number six gold medal school. TJHSST was also ranked number two for the best science, technology, engineering and math (STEM) school. In total, FCPS received eight gold medal awards, one of which was ranked in the top 100 high schools nationally, two silver medals, and one bronze medal in the national ranking for best high schools.
- Cooper and Longfellow Middle Schools are among nine Virginia schools to earn the 2017 Governor's Award for Educational Excellence, the highest recognition in the Virginia Index of Performance awards for advanced learning and achievement.
- Forty-two FCPS schools earned the 2017 Board of Education Excellence Award.
- Twenty-one FCPS schools earned the 2017 Board of Education Distinguished Achievement Award.
- Ninety-four percent of FCPS schools, compared to 82 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2016-2017 school year.
- Fairfax County Public Schools' 2017 SAT average of 1187 exceeds both the state (1095) and national average (1044).
- FCPS students continue to perform at high levels on 2016-17 Virginia Standards of Learning Tests with 84 percent of students meeting or exceeding the standards for proficiency in reading, 86 percent in writing, 85 percent in science, 83 percent in mathematics, and 90 percent in history and social sciences. These pass rates exceeded the state percentages by 3 to 7 points.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$14,767
Average Teacher Salary	\$72,734
2017 Actual Enrollment	
Total Enrollment	187,484
Percent ESOL Enrollment	14.9%
Percent Free/Reduced Price Meal Eligible	27.0%
Percent Special Education Enrollment	13.7%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	1,538
Percent Increase/(Decrease) from 2017 Actual	0.8%
Schools	
Elementary	141
Middle	23
Traditional (K-8)	0
Secondary and High Schools	25
Special Education	7
Alternative	2
Sources of Revenue	
Local	70.1%
State	23.1%
All Other Sources	6.8%
Authorized Positions	
School-Based	93.3%
Nonschool-Based	6.7%

Website: www.fcps.edu/

Budget Link: www.fcps.edu/sites/default/files/media/pdf/FY18Approved%20Budget.pdf

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Falls Church City Public Schools

- Falls Church City Public Schools (FCCPS) is a small, independent, city school division since 1949.
- Each of FCCPS five schools are fully accredited, and 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)
- FCCPS is one of seven school divisions in the nation to offer The International Baccalaureate (IB) Programmes K-12 and is an IB Continuum School Division.
- FCCPS consistently ranks among the top school systems in the region and nation by the *Washington Post* and *US News and World Report*.
- FCCPS is consistently recognized for excellence by the Virginia Department of Education and the U.S. Department of Education.
- FCCPS consistently scores above state and national averages on standardized tests. 2016 FCCPS SAT average of 1760 exceeds the state average of 1529 and the national average of 1484.
- FCCPS had an on-time graduation rate of 100 percent in 2015, 2016, and 2017.
- Ninety-three percent of FCCPS graduates seek post-secondary education, primarily in four-year colleges and universities.
- The FCCPS student body is multi-cultural with students speaking 39 native languages.

Historical Accomplishments

- FCCPS was the first Virginia school system to offer the challenging International Baccalaureate curriculum for high school students (1981).
- FCCPS was one of the first Virginia school systems to develop a before and after school day-care program for children of working parents (1975).
- FCCPS was the first Virginia school system to offer full-day kindergarten (1973).
- FCCPS was the first Virginia school system to voluntarily integrate schools (1961).

Highlights at a Glance

FY 2018 Cost Per Pupil **\$18,219**

Average Teacher Salary **\$76,777**

2017 Actual Enrollment

Total Enrollment	2,670
Percent ESOL Enrollment	8.5%
Percent Free/Reduced Price Meal Eligible	6.9%
Percent Special Education Enrollment	14.0%

2018 Approved Enrollment

Number Increase/(Decrease) from 2017 Actual	90
Percent Increase/(Decrease) from 2017 Actual	3.4%

Schools

Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	1
Alternative	0

Sources of Revenue

Local	81.3%
State	13.6%
All Other Sources	5.1%

Authorized Positions

School-Based	92.0%
Nonschool-Based	8.0%

Website: www.fccps.org

Budget Link: sites.google.com/fccps.org/budget/fy-18-approved-budget

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Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Brambleton Middle School bringing the total number of its schools to 90. The LCPS projected enrollment is 81,622 as compared with 78,665 a year ago.
- Since the 2000-2001 school year, LCPS has opened 46 schools: 26 elementary, 10 middle schools and 10 high schools. That's an average of 2-3 schools opening each year and all have opened on time.
- LCPS has 14 Schools to Watch, as determined by the *National Forum* to Accelerate Middle Grades Reform, the most of any jurisdiction in America.
- Fifteen LCPS schools earned the 2017 Board of Education Excellence Award. An additional 32 schools earned the Board of Education Distinguished Achievement Award.
- All of the 13 LCPS high schools eligible to be ranked nationally by The *Washington Post's* Most Challenging Schools received this honor in 2017.
- The Loudoun County Public Schools Class of 2017 received \$54.7 million in scholarships.
- The average overall score for the 3,578 LCPS students who took the SAT was 1155. LCPS students exceeded state average by 60 points, and the national average by 111 points.
- Emerick Elementary School was selected as a 2017 National Blue Ribbon School. This honor was given to only 342 schools in the U.S. by the federal Department of Education. This program was established in 1982 to honor America's most successful schools. Schools are selected based on their overall academic excellence or their progress in closing achievement gaps.
- Six Loudoun County Public Schools (LCPS) high schools have been ranked in the *U.S. News & World Report* 2017 Best High Schools report. Stone Bridge, Briar Woods and Dominion High Schools received a gold medal, and Broad Run, Loudoun County and Loudoun Valley High Schools received a silver medal. A seventh LCPS high school, Rock Ridge, was awarded a bronze medal.
- The 2018 Niche website rankings list Loudoun County Public Schools (LCPS) as the number two school district in Virginia. Niche gave LCPS an overall grade of "A+." LCPS was also ranked as the fourth safest district and the seventh Best Places to Teach In Virginia.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$13,688
Average Teacher Salary	\$67,241
2017 Actual Enrollment	
Total Enrollment	79,001
Percent ESOL Enrollment	10.6%
Percent Free/Reduced Price Meal Eligible	17.1%
Percent Special Education Enrollment	11.3%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	2,621
Percent Increase/(Decrease) from 2017 Actual	3.3%
Schools	
Elementary	57
Middle	16
Traditional (K-8)	0
Secondary and High Schools	15
Special Education	0
Alternative	2
Sources of Revenue	
Local	65.9%
State	30.4%
All Other Sources	3.7%
Authorized Positions	
School-Based	93.1%
Nonschool-Based	6.9%

Website: www.lcps.org/

Budget Link: www.lcps.org/cms/lib/VA01000195/Centricity/domain/64/fy%2018%20budget/07_20_17%20budget%20documents/FY18%20Budget%20Book%20FINAL.pdf

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Manassas City Public Schools

- Osbourn High School (OHS) serves as a Governor’s STEM Academy, the first in the Greater Prince William region. OHS is also a Grammy Signature School in music education and was identified in 2016 as a Silver Medal School by *US News and World Report*, placing it in the top 16 percent of high schools in Virginia.
- Manassas City Public Schools (MCPS) theme schools include Weems Elementary School, which is recognized nationally for its high achievement as an urban school and is a “Visitation Viable” model school for its Talents & Gifts program. Haydon Elementary School features a Spanish Dual Immersion program. Project Lead the Way “Elementary Launch Program” is offered at Baldwin Elementary School.
- 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, Geometry, World Language, and Honors Earth Science are offered at the middle school level for high school credit.
- Robotics, VEX, Sea Perch, and “It’s Academic” teams promote high level independent thinking and essential teamwork skills. Project Lead the Way is offered in grades 5-12.
- Students in grades 7 -12 participate in a 1:1 blended learning environment that supports creativity, collaboration, critical thinking, communication, and responsibility.
- Band, Orchestra and Guitar are offered beginning in 5th grade.
- A K-12 CTE & STEM program is offered in all schools. OHS programs include Cyber Security, Engineering, Auto Technology, Cosmetology, EMT/Paramedic, and HVAC.
- MCPS students can attend the Governor’s School @ Innovation Park which offers advanced college level STEM courses to juniors and seniors on the Prince William Campus of George Mason University.
- George Mason University and Northern Virginia Community College provide opportunities for students to experience college level academics and obtain college credit through dual enrollment.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$12,846
Average Teacher Salary	\$65,400
2017 Actual Enrollment	
Total Enrollment	7,706
Percent ESOL Enrollment	30.6%
Percent Free/Reduced Price Meal Eligible	57.2%
Percent Special Education Enrollment	12.2%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	117
Percent Increase/(Decrease) from 2017 Actual	1.5%
Schools	
Elementary	5
Middle	3
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	44.5%
State	50.8%
All Other Sources	4.7%
Authorized Positions	
School-Based	91.8%
Nonschool-Based	8.2%

Website: www.mcpsva.org

Budget Link: www.mcpsva.org/Page/150

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Manassas Park City Schools

- Manassas Park City Schools (MPCS) is continuing the expansion of the MPCS Connects! initiative and is committed to transforming teaching and learning by embracing a blended learning model for all students. Phase IV of the digital 1:1 environment provides individualized learning for all students grades 3 through 12 and incorporates the four C's (Creativity, Critical Thinking, Communication/Compassion, and Collaboration) to educate students to be global learners.
- MPCS was one of ten Virginia school divisions awarded high school grants by Governor McAuliffe. The grant will allow the high school to develop and implement programs that emphasize personalized learning, college, career and civic readiness and alignment with local workforce needs.
- MPCS was nationally recognized by Extreme Networks for dedication in delivering a digitally personalized 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.
- MPCS enters the fourth year partnering with the Capital Area Food Bank. The partnership distributes over 50,000 pounds of food to families during the school year. Staff members from all four schools, administration, and the City of Manassas Park come together at Manassas Park High School to volunteer their time to organize and distribute food to families.
- Located at the Manassas Park Community Center, the Mason and Partners Clinic (MAP) is a partnership between MPCS, George Mason University, and surrounding health care providers to serve the medical needs of the uninsured.
- MPCS adopted practices and continues to train its staff on ALICE – Alert, Lockdown, Inform, Counter, and Evacuate – a set of proactive strategies that increases the chance of survival during a violent intruder event.
- The Early Identification Program (EIP), in partnership with George Mason University, promotes higher education to potential first generation college students. Last May, a record number of 10 seniors graduated from the program, of which they have been part since 7th grade.
- All students in grades K-12 are provided opportunities to participate in STEM education. These programs are supported by The BELL Foundation, the education foundation for Manassas Park.
- MPCS participates in the Regional Governor's School @ Innovation Park.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$11,242
Average Teacher Salary	\$59,552
2017 Actual Enrollment	
Total Enrollment	3,597
Percent ESOL Enrollment	30.2%
Percent Free/Reduced Price Meal Eligible	59.6%
Percent Special Education Enrollment	11.9%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	33
Percent Increase/(Decrease) from 2017 Actual	0.9%
Schools	
Elementary	2
Middle	1
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0
Sources of Revenue	
Local	29.8%
State	62.2%
All Other Sources	8.0%
Authorized Positions	
School-Based	91.4%
Nonschool-Based	8.6%

Website: www.mpark.net

Budget Link: www.mpark.net/departments/financial-services

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Montgomery County Public Schools

- Two Montgomery County Public Schools (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.
- Thirteen 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 percent 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.
- More than \$343 million in scholarships were awarded to MCPS students in the Class of 2016.
- 52 percent 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 five 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 2018 Cost Per Pupil	\$16,030
Average Teacher Salary	\$81,791
2017 Actual Enrollment	
Total Enrollment	159,010
Percent ESOL Enrollment	14.7%
Percent Free/Reduced Price Meal Eligible	34.7%
Percent Special Education Enrollment	11.8%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	2,292
Percent Increase/(Decrease) from 2017 Actual	1.4%
Schools	
Elementary	133
Middle	40
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1
Sources of Revenue	
Local	67.9%
State	27.7%
All Other Sources	4.4%
Authorized Positions	
School-Based	91.7%
Nonschool-Based	8.3%

Website: www.montgomeryschoolsmd.org/

Budget Link: www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2018/FY2018_OperatingBudgetSummary_FINALforWeb.pdf

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

Prince George's County Public Schools

- The mission of Prince George's County Public Schools (PGCPS) is to advance the achievement of its diverse student body through innovative programs, community engagement, sound policy governance, accountability, and fiscal responsibility.
- PGCPS is nationally recognized for its innovative programs and initiatives, including the Academy of Health Sciences, the Teacher Academy Middle Colleges, numerous career academy course offerings, and partnerships with businesses and institutions of higher learning.
- Building on significant academic progress, the PGCPS Board of Education approved a \$1.975 billion operating budget for FY 2018, an increase of \$42.9 million or 2.2 percent. This budget will expand language immersion programs, literacy and numeracy efforts at all levels, pre-kindergarten access, and strengthen our commitment to safe and supportive learning environments. Additional resources were added for salary commitments, employee benefits, mandatory and other costs of doing business, as well as funding to support Student-Based Budgeting to all schools.
- The approved FY 2018 Operating Budget includes an increase in State Aid of \$19.4 million, primarily due to enrollment increases. County funding, including dedicated tax revenue, totals \$739.2 million, an increase of \$39.7 million. The County met its Maintenance of Effort obligation by \$30.1 million.
- Federal funding decreased by \$6.5 million. Board sources amount to \$13.2 million, a decrease of \$224,000 primarily due to a decline in tuition revenue.
- The FY 2018 approved budget focuses on five key strategic plan initiatives:
 - Academic Excellence
 - High Performing Workforce
 - Safe and Supportive Environments
 - Family and Community Engagement
 - Organizational Effectiveness
- The FY 2018 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 2018 Cost Per Pupil	\$13,816
Average Teacher Salary	\$69,439
2017 Actual Enrollment	
Total Enrollment	130,816
Percent ESOL Enrollment	17.0%
Percent Free/Reduced Price Meal Eligible	62.0%
Percent Special Education Enrollment	11.4%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	2,209
Percent Increase/(Decrease) from 2017 Actual	1.7%
Schools	
Elementary	120
Middle	24
Traditional (K-8)	12
Secondary and High Schools	30
Special Education	8
Alternative	0
Sources of Revenue	
Local	37.4%
State	56.2%
All Other Sources	6.3%
Authorized Positions	
School-Based	88.6%
Nonschool-Based	11.4%

Website: www1.pgcps.org/

Budget Link: www1.pgcps.org/budget/

Dr. Kevin Maxwell
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Prince William County Public Schools

- Prince William County Public Schools (PWCS) has a divisionwide on-time graduation rate of 91.8%; increasing from 83 percent since 2008, and placing the Division seventh among the nation's 50 largest school districts.
- More than one-third of PWCS graduates receive at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination, exceeding the national average and state averages.
- More than 94 percent of PWCS students took a Career and Technical Education course leading to certification or licensure in 2017, and participation in this important part of career and college preparation is up from 77 percent two years ago.
- Half of PWCS students completing eighth-grade last year had already earned a high school credit in a "world language".
- The PWCS student average SAT score exceeds national average and has increased by 17 points since 2010-2012.
- 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 (STEM).
- Since 2012, PWCS energy management efforts have avoided \$23.6 million dollars in energy costs, allowing savings to be reallocated to other vital areas.

Highlights at a Glance

FY 2018 Cost Per Pupil	\$11,222
Average Teacher Salary	\$66,066
2017 Actual Enrollment	
Total Enrollment	89,883
Percent ESOL Enrollment	15.8%
Percent Free/Reduced Price Meal Eligible	40.0%
Percent Special Education Enrollment	11.9%
2018 Approved Enrollment	
Number Increase/(Decrease) from 2017 Actual	1,764
Percent Increase/(Decrease) from 2017 Actual	2.0%
Schools	
Elementary	60
Middle	16
Traditional (K-8)	3
Secondary and High Schools	12
Special Education	3
Alternative	2
Sources of Revenue	
Local	43.5%
State	49.1%
All Other Sources	7.5%
Authorized Positions	
School-Based	91.1%
Nonschool-Based	8.9%

Website: www.pwcs.edu

Budget Link: pwcs.edu/cms/One.aspx?portalId=340225&pageId=663127

Dr. Steven L. Walts
14715 Bristow Road
Manassas, Virginia 20112

FY 2017 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	324 ²	0 ²	1,453	12,885	443	15,105
Arlington County	1,167 ³	0	2,127	21,480	1,416	26,190
Fairfax County ⁴	2,219	1,641	12,655	156,795	14,174	187,484
Falls Church City	71	0	191	2,335	73	2,670
Loudoun County	1,072	100	5,079	69,730	3,020	79,001
Manassas City	297	0	563	6,587	259	7,706
Manassas Park City	58	38	252	3,027	222	3,597
Montgomery County	3,692	628	11,224	138,185	5,281	159,010
Prince George's County	5,772	0 ⁵	9,897	113,830	1,317	130,816
Prince William County ⁴	1,132	397	6,136	80,099	2,119	89,883

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 is a City program with enrollment of 309 which is not included in total enrollment. Preschool includes Preschool Learning Together (PLT).

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

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

⁵ Prince George's County Public Schools district no longer provides Head Start program beginning in FY 2017.

FY 2018 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	335 ¹	0 ¹	1,495	12,795	898	15,523
Arlington County	1,296 ²	0	2,223	21,674	2,083	27,276
Fairfax County ³	2,132	1,745	12,649	157,957	14,539	189,022
Falls Church City	61	0	195	2,429	75	2,760
Loudoun County	1,014	100	5,237	72,100	3,171	81,622
Manassas City	340	0	563	6,661	259	7,823
Manassas Park City	58	36	250	3,061	225	3,630
Montgomery County	3,778	628	11,187	140,440	5,269	161,302
Prince George's County	5,661	0	9,992	116,024	1,348	133,025
Prince William County ³	1,186	397	6,241	81,550	2,273	91,647

¹ Alexandria City Public Schools district's Head Start is a City program with enrollment of 309 which is not included in total enrollment. Preschool includes Preschool Learning Together (PLT).

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

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

English for Speakers of Other Languages (ESOL) Students¹

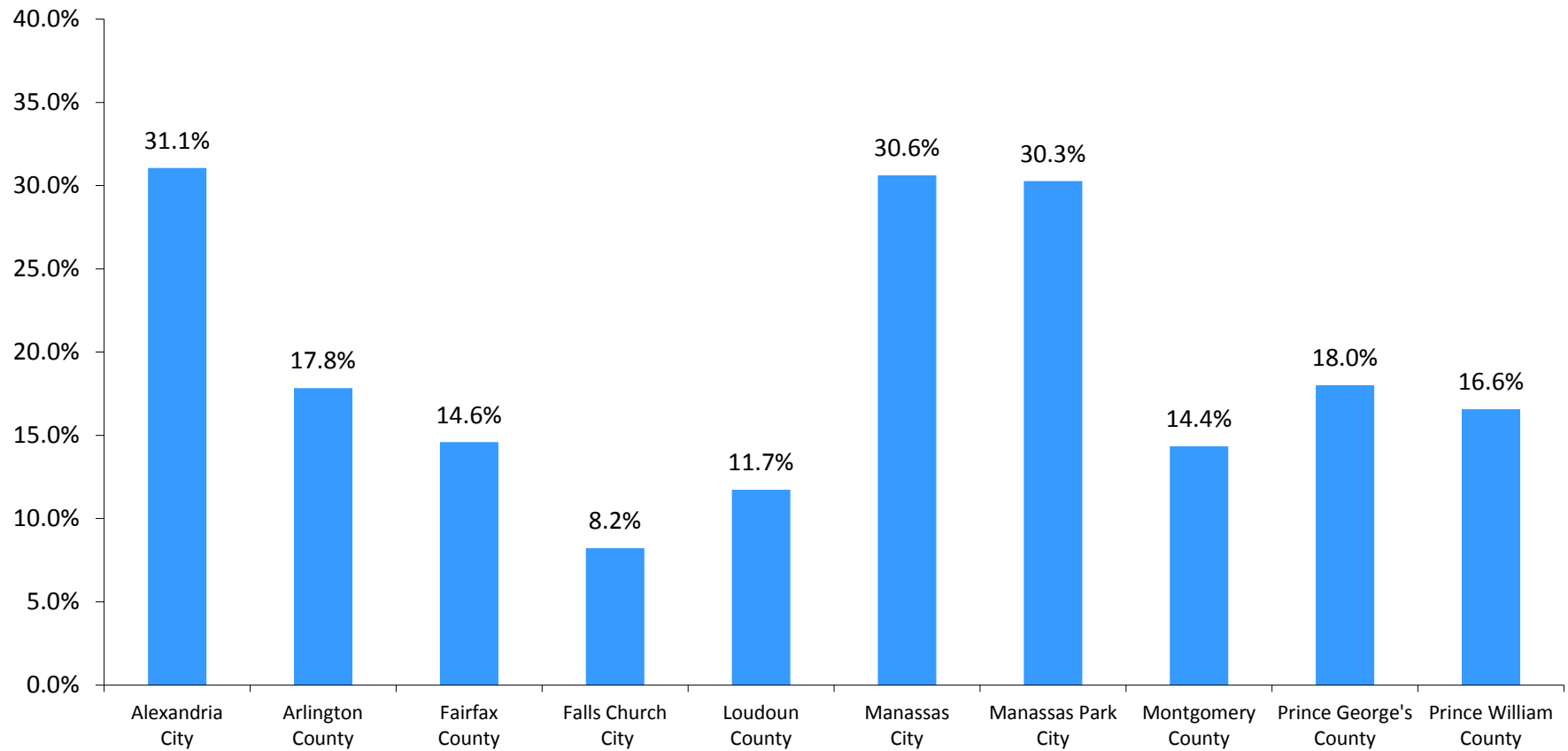
School Division	Prior Year Actual Enrollment	Current Year Approved Budget	Percentage of FY 2017 Enrollment	Percentage of FY 2018 Enrollment
Alexandria City ²	4,427	4,822	29.3%	31.1%
Arlington County	4,368	4,866	16.7%	17.8%
Fairfax County ³	27,896	27,572	14.9%	14.6%
Falls Church City	226	227	8.5%	8.2%
Loudoun County	8,360	9,577	10.6%	11.7%
Manassas City	2,359	2,395	30.6%	30.6%
Manassas Park City	1,086	1,099	30.2%	30.3%
Montgomery County	23,325	23,150	14.7%	14.4%
Prince George's County	22,216	23,945	17.0%	18.0%
Prince William County	14,175	15,179	15.8%	16.6%

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

² Alexandria City Public Schools district includes 7 participants in the adult education and adult alternative education programs.

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

English for Speakers of Other Languages (ESOL) Students



WABE 2018

Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City	12	2	1	0	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	16	0	0	15	0	2	90
Manassas City	5	3	0	0	1	0	0	9
Manassas Park City	2	1	0	0	1	0	0	4
Montgomery County	133	40	0	0	26 ¹	5	1	205
Prince George's County ²	120	24	12	0	30	8	0	194
Prince William County ³	60	16	3	0	12	3	2	96

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

² Prince George's County Public Schools district does not include public charter schools. Additionally, it includes 22 middle schools for grades 6-8, and two middle schools for grades 7-8.

³ Prince William County Public Schools district serves Grades 1-8 in two of the traditional schools and serves Grades K-8 in the third traditional school. Prince William County provides a specialized regional center for the advanced study of STEM serving grade 11 and 12. This center is not included in the School and Center counts.

Special Education Enrollment FY 2017 Actual

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	185	1,126	443	1,754	7,103
Arlington County	362 ¹	2,020	1,416	3,798	6,115
Fairfax County ²	2,219	9,304	14,174	25,697	46,137
Falls Church City	30	272	73	375	524
Loudoun County	768	5,161	3,020	8,949	11,496
Manassas City ³	58	625	259	942	Data not available
Manassas Park City	22	183	222	427	568
Montgomery County	1,414	12,071	5,281	18,766	23,083
Prince George's County ⁴	1,904	9,689	3,294	14,887	38,978
Prince William County ³	802	7,809	2,119	10,730	Data not available

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's enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

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

⁴ Prince George's County Public Schools district is one year behind in reporting Special Education Services.

Special Education Enrollment FY 2018 Approved

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	106	843	898	1,847	8,223
Arlington County	461 ¹	1,796	2,083	4,340	6,309
Fairfax County ²	2,132	9,108	14,539	25,779	45,900
Falls Church City	26	286	75	387	541
Loudoun County	714	5,418	3,171	9,303	12,533
Manassas City ³	58	625	259	942	Data not available
Manassas Park City	22	185	225	432	576
Montgomery County	1,493	12,392	5,269	19,154	21,884
Prince George's County	1,752	7,940	4,614	14,306	35,471
Prince William County ³	754	7,898	2,273	10,925	Data not available

¹ Arlington County Public Schools district's Pre-K special education membership includes 48 students for preschool special education community-based services.

² Fairfax County Public Schools district's enrollment does not include students served at adult high school, private school, homeschool, or through contract services.

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

⁴ Prince George's County Public Schools district is one year behind in reporting Special Education Services.

FY 2018 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 2018 Approved Fund Expenditures

School Division	Operating Fund ¹	Construction Fund	Debt Service ⁵	Food Fund	Other Governmental Funds ²	Total Expenditures ³
Alexandria City	\$267,932,541	\$19,000,000	\$28,530,550	\$10,206,288	\$5,858,985	\$331,528,364
Arlington County	\$520,087,014	\$105,104,495	\$49,221,624	\$9,056,086	\$28,731,185	\$712,200,404
Fairfax County	\$2,765,837,591 ⁴	\$179,425,397	\$190,439,053	\$96,558,228	\$39,206,386	\$3,271,466,656
Falls Church City	\$50,570,700	\$117,300,000	\$4,299,323	\$1,108,600	\$2,410,900	\$175,689,523
Loudoun County	\$1,137,170,285	\$169,095,200	\$131,169,197	\$30,313,457	\$31,085,656	\$1,498,833,795
Manassas City	\$101,527,802	\$3,400,000	\$7,489,607	\$4,160,663	\$0	\$116,578,072
Manassas Park City	\$41,268,558	\$0	\$7,369,822	\$1,880,482	\$179,266	\$50,698,129
Montgomery County	\$2,622,316,279	\$262,542,000	\$150,388,000	\$54,213,534	\$24,809,028	\$3,114,268,841
Prince George's County	\$1,975,443,500	\$166,281,000	\$62,632,000	\$74,981,601	\$0	\$2,279,338,101
Prince William County	\$1,038,457,688	\$316,772,454	\$101,045,974	\$51,285,609	\$4,321,427	\$1,511,883,152

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 \$31.4 million, textbook replacement reserve of \$9.3 million.

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

FY 2018 Sources of Revenue School Operating Fund¹

School Division	Federal		State		Local		Beginning Balance		Other		Total
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	
Alexandria City	\$7,546,989	2.8%	\$40,579,474	15.1% ²	\$214,061,472	79.9%	\$5,032,932	1.9%	\$711,674	0.3%	\$267,932,541
Arlington County	\$8,721,329	1.7%	\$68,804,608	13.2%	\$424,747,922	81.7%	\$14,817,655	2.8%	\$2,995,500	0.6%	\$520,087,014
Fairfax County	\$76,141,349	2.7%	\$647,433,684	23.1%	\$1,966,919,600	70.1%	\$45,181,842	1.6%	\$70,901,437	2.5%	\$2,806,577,913
Falls Church City	\$553,600	1.1%	\$6,898,600	13.6%	\$41,110,500	81.3%	\$574,200	1.1%	\$1,433,800	2.8%	\$50,570,700
Loudoun County	\$17,724,315	1.6%	\$345,847,608	30.4%	\$749,314,129	65.9%	\$12,000,000	1.1%	\$12,284,233	1.1%	\$1,137,170,285
Manassas City	\$3,638,626	3.6%	\$51,570,715	50.8%	\$45,227,603	44.5%	\$575,645	0.6%	\$515,213	0.5%	\$101,527,802
Manassas Park City	\$1,268,279	3.1%	\$25,661,945	62.2%	\$12,305,000	29.8%	\$332,557	0.8%	\$1,700,778	4.1%	\$41,268,558
Montgomery County	\$74,779,459	3.1%	\$679,944,975	27.7%	\$1,663,280,683	67.9%	\$22,783,303	0.9%	\$10,057,940	0.4%	\$2,450,846,360
Prince George's County	\$90,026,500	4.6%	\$1,111,076,300	56.2%	\$739,181,200	37.4%	\$22,000,000	1.1%	\$13,159,500	0.7%	\$1,975,443,500
Prince William County	\$42,196,319	4.0%	\$511,507,537	49.1%	\$453,118,440	43.5%	\$23,013,491	2.2%	\$12,943,328	1.2% ³	\$1,042,779,115

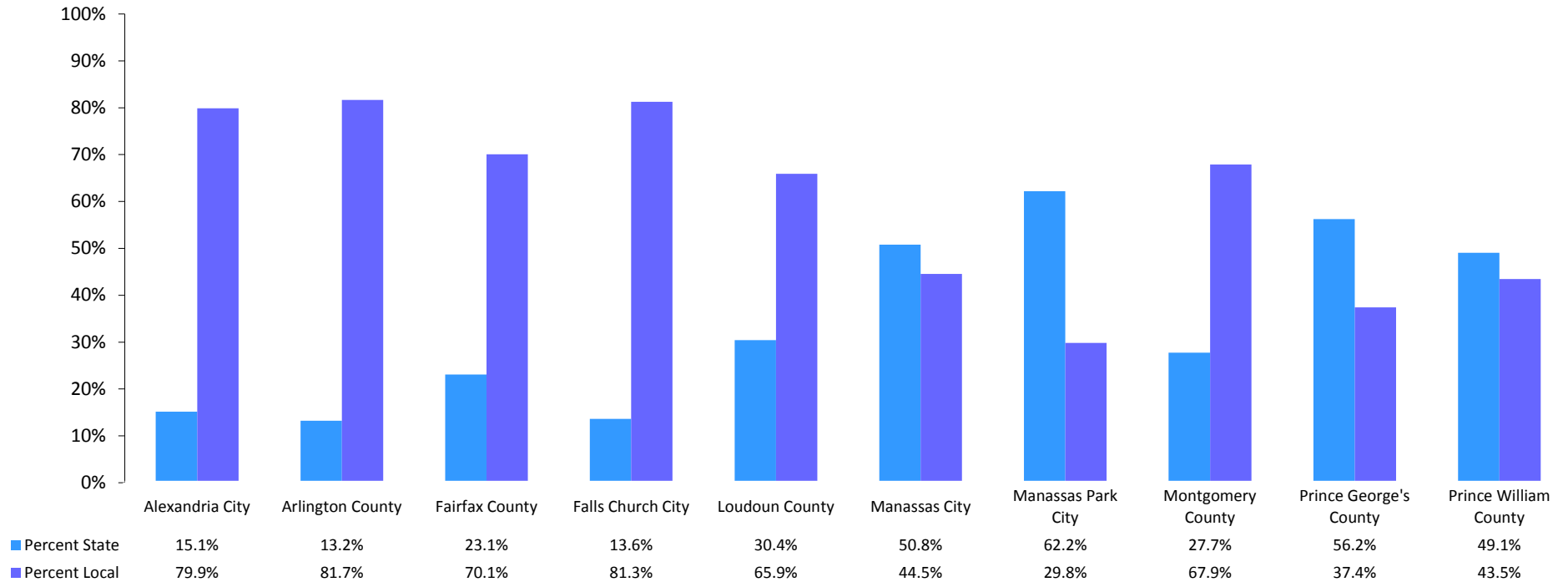
¹ Funds for entitlement grants are included here under the School Operating Fund for consistency with other districts, although some districts may not consider these funds as part of their operating funds.

² Alexandria City Public Schools district's State revenue includes the removal of the Adult Education and Summer programs.

³ Prince William County Public Schools district includes \$1,497,372 in Adult Education and \$2,824,055 in Summer School in the General Fund but have been reported them within "Other".

FY 2018 Sources of Revenue

Percent of Total Operating Fund



FY 2018 Local Funding Effort

School Division	City/County General Fund Amount	City/County Approved Disbursements to School Operating Funds	Percent of City/County General Fund	City/County Approved Disbursements to School Debt Service ²	Percent of City/County General Fund	Total City/County Approved Disbursements to Schools	Percent of City/County General Fund
Alexandria City	\$728,138,029	\$214,061,472	29.4%	\$28,530,550	3.9%	\$242,592,022	33.3%
Arlington County	\$1,252,712,012	\$424,747,922	33.9%	\$47,921,624	3.8%	\$472,669,546	37.7%
Fairfax County	\$4,106,622,164	\$1,980,019,600 ¹	48.2%	\$189,130,953	4.6%	\$2,169,150,553	52.8%
Falls Church City	\$87,366,212	\$41,148,000	47.1%	\$4,299,323	4.9%	\$45,447,323	52.0%
Loudoun County	\$1,519,347,083	\$747,959,827	49.2%	\$131,169,197	8.6%	\$879,129,024	57.9%
Manassas City	\$115,131,470	\$48,127,603	41.8%	\$7,489,607	6.5%	\$55,617,210	48.3%
Manassas Park City	\$44,600,000	\$12,305,000	27.6%	\$7,369,823	16.5%	\$19,674,823	44.1%
Montgomery County	\$4,775,757,961	\$2,368,656,000	49.6%	\$150,388,000	3.1%	\$2,519,044,000	52.7%
Prince George's County	\$3,230,574,000	\$739,181,200	22.9%	\$62,632,000	1.9%	\$801,813,200	24.8%
Prince William County	\$1,118,113,367	\$453,118,440	40.5%	\$96,881,480	8.7%	\$549,999,920	49.2%

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

² School Debt Service might not be appropriated in the local school divisions, for example, Manassas Park City Public Schools division.

FY 2018 Approved Staffing Ratios Base Teacher Staffing Ratio

School Division	Kindergarten	Elementary	Middle / Intermediate	Secondary / High
Alexandria City ¹	22.0	Grades 1-2 24.0 Grades 3-5 26.0	n/a	n/a
Arlington County	23.0	Grade 1 20.0 Grades 2-3 22.0 Grades 4-5 23.0	23.4	25.4
Fairfax County ²	27.3	27.3	27.9	31.0
Falls Church City	22.0	22.0	24.0	24.0
Loudoun County	23.0	23.0	23.8	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 County ³	N/A	N/A	N/A	N/A
Prince George's County ⁴	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. Staffing is determined by course enrollment.

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 2018 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 2018 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 City⁴	15.6	24.6	25.4	9.9	15.0	13.2
Arlington County	21.3	22.1	19.6	10.0	17.5	16.6
Fairfax County⁵	22.9	25.1	26.0	14.8	20.8	21.4
Falls Church City	22.9	23.5	20.1	11.9	16.9	14.2
Loudoun County	23.2	21.7	23.7	14.7	18.8	20.4
Manassas City	21.6	27.1	26.4	11.0	16.7	18.0
Manassas Park City	21.4	26.4	28.3	11.7	19.3	20.5
Montgomery County	19.0	25.1	26.2	13.8	21.7	23.3
Prince George's County⁶	21.9	19.8	26.1	16.1	17.9	22.2
Prince William County	22.4	28.3	29.4	14.8	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 Alexandria City Public Schools district's special placement, Pre-K, and kindergarten student enrollments are not included.

⁵ Fairfax County Public Schools district does not reflect additional funding to alleviate large class size in the elementary schools.

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 2018 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	21.4
Arlington County	0	23	23	100.0%	N/A	19.4
Fairfax County	0	138	138	100.0%	N/A	22.7
Falls Church City	0	1	1	100.0%	N/A	21.7
Loudoun County ³	16	48	64	75.0%	15.3	23.1
Manassas City	0	5	5	100.0%	N/A	20.1
Manassas Park City	0	1	1	100.0%	N/A	20.8
Montgomery County	0	133	133	100.0%	N/A	18.7
Prince George's County ⁴	0	142	142	100.0%	N/A	24.2
Prince William County	0	61	61	100.0%	N/A	22.1

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 significant expansion of full-day kindergarten (FDK) in FY 2018. The projections for FDK enrollment and teachers increased after budget adoption and will not match the total FY 2018 adopted enrollment. In FY 2018, 82% of kindergarten students will be in FDK.

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 2016 Approved	FY 2017 Approved	FY 2018 Approved
Alexandria City	\$16,561	\$17,008	\$17,099
Arlington County	\$18,616	\$18,957	\$19,340
Fairfax County	\$13,718	\$14,432	\$14,767
Falls Church City	\$18,032	\$18,418	\$18,219
Loudoun County	\$12,700	\$13,121	\$13,688
Manassas City	\$12,393	\$13,112	\$12,846
Manassas Park City	\$11,143	\$11,158	\$11,242
Montgomery County	\$15,341	\$15,975	\$16,030
Prince George's County	\$12,992	\$13,869	\$13,816
Prince William County	\$10,724	\$10,981	\$11,222

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

Cost Per Pupil



FY 2018 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 2018 Authorized Positions¹ School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,403.8	2,610.4	15,467.0	263.9	6,517.8
School-Based Administrators ²	69.0	113.2	653.0	13.0	339.0
Educational Specialists	109.8	107.6	590.9	8.0	156.3
Instructional Assistants	229.0	610.0	3,161.5	69.3	1,393.2
Nonmanagement/All Others ²	184.5	478.2	2,755.5	43.5	1,153.3
Total School-Based Positions	1,996.1	3,919.5	22,627.9	397.7	9,559.6
Nonschool-Based Positions					
Leadership Team	10.0	10.0	18.0	3.0	7.0
Technical/Support	53.0	95.4	729.4	12.5	179.8
Management	72.0	68.0	156.0	9.4	186.5
Educational Specialists	47.0	54.7	121.4	0.0	17.0
Office Support Staff	27.4	60.3	192.7	3.5	125.0
Custodial/Maintenance	31.0	80.0	401.0	6.0	195.5
Total Nonschool-Based Positions	240.4	368.4	1,618.5	34.4	710.8
TOTAL AUTHORIZED POSITIONS³	2,236.5	4,287.8	24,246.4	432.1	10,270.3
(School Based + Non-School Based)					
Other Operating Fund Positions⁴	156.0	232.5	1,757.3	15.0	832.5
Total Non-Operating Fund Positions⁵	197.5	154.1	444.5	16.0	445.0

¹ Numbers may not add due to rounding.

² See page 36 for further details.

³ Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

⁴ Includes bus drivers, bus drivers' aides, and cafeteria staff. (Fairfax County Public Schools district contracts for bus drivers and aides).

⁵ Includes all positions funded in Other Funds.

FY 2018 Authorized Positions¹ School Operating Fund

	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
School-Based Positions					
Teachers	582.0	255.9	12,771.1	9,462.9	6,430.7
School-Based Administrators ²	26.0	10.0	546.5	644.5	321.6
Educational Specialists	33.0	9.0	255.9	272.5	208.7
Instructional Assistants	116.5	55.0	2,698.6	1,794.0	703.2
Nonmanagement/All Others ²	123.4	19.0 ⁷	2,245.5	1,527.6	1,197.3
Total School-Based Positions	880.9	348.9	18,517.6	13,701.5	8,861.4
Nonschool-Based Positions					
Leadership Team	1.0	3.0	17.0	17.0	12.0
Technical/Support	16.0	8.0	472.4	278.0	175.3
Management	24.0	7.0	239.3	236.5	182.8
Educational Specialists	15.0	7.0	168.5	522.2	132.7
Office Support Staff	13.3	7.4	266.3	269.1	117.0
Custodial/Maintenance	9.8	0.5	509.7	429.5	249.0
Total Nonschool-Based Positions	79.0	32.9	1,673.1	1,752.3	868.8
TOTAL AUTHORIZED POSITIONS³	959.9	381.8	20,190.7	15,453.8	9,730.2
(School Based + Non-School Based)					
Other Operating Fund Positions⁴	89.4⁶	42.4	2,028.5	2,517.3	932.8
Total Non-Operating Fund Positions⁵	0.0	32.0	635.3	1,306.0	691.2

¹ Numbers may not add due to rounding.

² See page 37 for further details.

³ Entitlement grant positions are included here although these positions are not part of the School Operating Fund.

⁴ Includes Bus Drivers, Bus Drivers' Aides, and Cafeteria Staff.

⁵ Includes all positions funded in Other Funds.

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

⁷ Manassas Park City Schools district contracts for building custodial and maintenance staff. Manassas Park City Schools district reimburse the City of Manassas Park for a portion of the salary of the police officer that serves as the School Resource Officer for the middle-high school campus.

FY 2018 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
Administrators					
Principals	18.0	37.0	199.0	4.0	91.0
Assistant Principals	47.0	52.5	375.0	6.4	133.0
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	99.0
Nonmanagement / All Others					
School Office Staff	57.4	190.4	1,031.1	18.0	427.5
Custodial Staff	48.5	213.0	1,367.0	24.5	557.8
Noninstructional Specialists	0.0	28.8	192.3	0.0	39.0
Security	19.0	18.0 ²	165.0	1.0	28.0
Other	59.6 ¹	28.0	0.0	0.0	101.0 ³

¹ Alexandria City Public Schools district includes Registrar, Library Media Assistant, Technician, and Parent Liaison 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 Loudoun County Public Schools district includes Health Clinic Specialists, Nurses, and School Nurse Assistants in Nonmanagement (Other).

FY 2018 School-Based Positions - Details

	Manassas City	Manassas Park City	Montgomery County	Prince George's County	Prince William County
Administrators					
Principals	9.0	4.0	205.5	202.0	95.0
Assistant Principals	15.0	5.0	307.0	301.0	139.0
Guidance Directors	0.0	0.0	0.0	0.0	30.0
Student Activity Directors	1.0	1.0	0.0	0.0	13.0
Other	1.0	0.0	34.0	141.5	44.6
Nonmanagement / All Others					
School Office Staff	64.9	14.0	698.0	547.0	541.1
Custodial Staff	53.5	0.0 ¹	1,322.5	957.6	477.6
Noninstructional Specialists	0.0	0.0	0.0	1.0	96.0
Security	5.0	0.0 ²	219.0	22.0	60.6
Other	0.0	5.0 ³	6.0 ⁴	0.0	22.0 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-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 2018 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	\$77,005	\$54,188	\$71,516	\$107,259 ¹	\$16.26	\$28.80
Arlington County	194 ²	7.50	\$48,228	\$80,082	\$53,173	\$77,093	\$113,207	\$16.23	\$32.79
Fairfax County	194	7.50	\$48,012	\$72,734	\$53,707	\$66,498	\$103,937	\$15.55	\$28.08
Falls Church City	194 ³	7.50	\$49,600	\$76,777	\$55,020	\$73,810	\$108,020	\$15.71	\$28.92
Loudoun County	194	7.50	\$49,674	\$67,241	\$55,444	\$65,237	\$106,197	\$15.89	\$29.84
Manassas City	195 ⁴	7.50	\$46,078	\$65,400	\$51,578	\$61,642	\$103,497	\$16.10	\$28.26
Manassas Park City	197 ⁵	7.50	\$46,470	\$59,552	\$52,470	\$60,255	\$112,030	\$15.21	\$25.86
Montgomery County	201 ⁶	8.00	\$49,013	\$81,791	\$53,997	\$71,523	\$109,449	\$18.79	\$30.98
Prince George's County	192	7.50	\$47,781	\$69,439	\$52,679	\$68,735	\$103,819	\$12.58	\$31.74
Prince William County	195	7.00	\$47,724	\$66,066	\$53,353	\$58,328	\$118,420	\$15.26	\$33.97

¹ Alexandria City Public Schools district has three salary scales: Bachelor, Master, and Master +30 years.

² Arlington County Public Schools district has 194 scheduled workdays and six unscheduled days.

³ Falls Church City Public Schools district has 194 scheduled workdays and six unscheduled days.

⁴ Manassas City Public Schools district has 195 scheduled workdays and five unscheduled days.

⁵ Manassas Park City Schools district has 197 scheduled workdays and three unscheduled days. Tech Lab Aides are paid \$15.97-\$27.15 per hour, Tech Lab Leads are paid \$18.49-\$31.43 per hour.

⁶ Montgomery County Public Schools district has 201 scheduled workdays and 10 unscheduled days.

⁷ The average teacher salary for Arlington, Fairfax, Falls Church, Manassas Park, Prince George and Prince William Public Schools districts 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 2018 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	\$19.55 - \$23.98 ²	\$32.23 - \$39.41 ²	5	\$25,000	\$27,000
Fairfax County	\$18.82	\$33.15	12	\$32,000	\$34,000
Falls Church City	\$18.95	\$34.34	7	\$3,600	\$6,000
Loudoun County	\$19.32	\$36.60	9	\$20,000	\$22,000
Manassas City	\$18.63	\$32.72	7	\$6,000	\$7,100
Manassas Park City	\$17.61	\$29.94	5	\$3,000	\$3,500
Montgomery County	\$17.28	\$28.11	7	\$25,000	\$29,000
Prince George's County	\$18.41	\$35.17	13 ³	\$18,000	\$19,000
Prince William County	\$16.67	\$37.10	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/payroll-overview>

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/payroll-overview>

³ Prince George's Public Schools district has 9 elected and 4 appointed Board members.

Student Demographics

School Division	Graduation Information			FY 2017 Actual Free or Reduced Price Lunch Eligibility	
	% of 2016 Graduates Going on to Postsecondary Education ¹	Class of 2017 Cohort Graduation Four-Year Rate ²	Class of 2017 Cohort Dropout Four-Year Rate ²	Students Eligible	Percent of District Enrollment
	Alexandria City	82.0%	83.1%	12.0%	8,965
Arlington County	91.3%	90.8%	6.6%	7,936	30.3%
Fairfax County	91.5%	91.4%	7.2%	50,668	27.0%
Falls Church City	97.3%	99.5%	0.0%	183	6.9%
Loudoun County	92.1%	95.5%	3.1%	13,529	17.1%
Manassas City	75.7%	78.4%	12.5%	4,411	57.2%
Manassas Park City	78.4%	90.6%	7.4%	2,143	59.6%
Montgomery County³				55,116	34.7%
Prince George's County³				81,069	62.0%
Prince William County	82.8%	91.8%	6.3%	35,920	40.0%

¹ Post Secondary data for Virginia school divisions is from the Virginia Department of Education's website at http://www.doe.virginia.gov/statistics_reports/graduation_completion/hs_grads_completers/archive_data.shtml

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

³ Graduation data not available at time of compilation.

SAT Scores School Year 2016-2017

School Division	Average Math	Average Evidence - Based Reading and Writing	Total	Percent of Seniors Taking Tests
Alexandria City	484	493	977	83.0%
Arlington County	594	600	1194	69.0%
Fairfax County	592	595	1187	71.5%
Falls Church City	615	629	1244	77.0%
Loudoun County	569	586	1155	66.0%
Manassas City¹	538	544	1082	39.5%
Manassas Park City	519	530	1049	52.8%
Montgomery County		Data not yet available		
Prince George's County	477	502	979	53.7%
Prince William County	540	557	1097	56.8%

¹ Manassas City Public Schools district had 12% of seniors enrolled in the Pathways Program with Northern Virginia Community College in FY 2017. This program does not require the SAT.

Student Breakfast and Lunch Prices

School Division	Breakfast Prices			Lunch Prices		
	Elementary	Middle	High	Elementary	Middle	High
Alexandria City	\$1.75	\$1.75	\$1.75	\$2.85	\$2.85	\$3.05
Arlington County	\$1.65	\$1.65	\$1.65	\$2.85	\$2.95	\$2.95
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	\$3.05	\$3.15	\$3.15
Manassas City	\$1.45	\$1.45	\$1.45	\$2.60	\$2.70	\$2.70
Manassas Park City	\$1.50	\$1.50	\$1.50	\$2.85	\$2.85	\$2.85
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	\$1.50	\$1.50	\$1.50	\$2.50	\$2.65	\$2.75

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 2018 Annual Employer Cost for Hypothetical Teacher Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$99,557	\$114,650
Arlington County	\$94,783	\$113,905
Fairfax County	\$99,699	\$109,939
Falls Church City	\$102,473	\$117,372
Loudoun County	\$102,984	\$105,814
Manassas City	\$96,668	\$97,174
Manassas Park City	\$94,304	\$87,411
Montgomery County	\$99,261	\$120,757
Prince George's County	\$93,154	\$98,657
Prince William County	\$98,013	\$99,383

Salary and Benefits Summary

Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$77,005
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,891
Retirement				
VRS Retirement	16.32%	\$10,608	16.32%	\$12,567
VRS Retiree Health Credit	1.23%	\$800	1.23%	\$947
VRS Life Insurance	0.52%	\$338	0.52%	\$400
Health Insurance: POS - Family Coverage Name: United Healthcare for Medical; CareFirst CVS Caremark for Rx	26.35%	\$17,125	22.24%	\$17,125
Dental/Vision ¹	1.10%	\$714	0.93%	\$714
Total Benefits	53.16%	\$34,557	48.89%	\$37,645
Total Salary and Benefits		\$99,557		\$114,650

¹ Dental costs is based on family coverage.

Salary and Benefits Summary

Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$80,082
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$6,126
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$13,069
VRS Retiree Health Credit	1.23%	\$800	1.23%	\$985
401(a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$320
Life Insurance	1.19%	\$774	1.19%	\$953
Health Insurance: POS - Family Coverage Name: CIGNA Open Access Low - Family	18.18%	\$11,820	14.76%	\$11,820
Dental	0.85%	\$549	0.69%	\$549
Total Benefits	45.82%	\$29,783	42.24%	\$33,823
Total Salary and Benefits		\$94,783		\$113,905

Salary and Benefits Summary

Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$72,734
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,564
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$11,870
VRS Retiree Health Credit	1.23%	\$800	1.23%	\$895
Employees' Supplementary Retirement System of Fairfax County (ERFC)	6.24%	\$4,058	6.24%	\$4,541
Life Insurance	0.95%	\$620	0.95%	\$694
Health Insurance: POS - Family Coverage Name: CareFirst BlueChoice Advantage	19.54%	\$12,702	17.46%	\$12,702
Dental/Vision	1.44%	\$939	1.29%	\$939
Total Benefits	53.38%	\$34,699	51.15%	\$37,205
Total Salary and Benefits		\$99,699		\$109,939

Salary and Benefits Summary

Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$76,777
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,873
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$12,530
VRS Retiree Health Credit	1.23%	\$800	1.23%	\$944
Life Insurance	1.31%	\$852	1.31%	\$1,006
Health Insurance: POS - Family Coverage Name: BCBS - Key Advantage 250	31.14%	\$20,241	26.36%	\$20,241
Total Benefits	57.65%	\$37,473	52.87%	\$40,595
Total Salary and Benefits		\$102,473		\$117,372

Salary and Benefits Summary

Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$67,241
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,144
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$10,974
VRS Retiree Health Credit	1.23%	\$800	1.23%	\$827
Life Insurance	1.04%	\$676	1.04%	\$699
Health Insurance: POS - Family Coverage Name: Cigna	29.79%	\$19,364	28.80%	\$19,364
Dental/Vision	2.41%	\$1,564	2.33%	\$1,564
Total Benefits	58.44%	\$37,984	57.36%	\$38,572
Total Salary and Benefits		\$102,984		\$105,814

WABE 2018

Salary and Benefits Summary

Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$65,400
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,003
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$10,673
VRS Retiree Health Credit	1.23%	\$800	1.23%	\$804
Life Insurance	1.31%	\$852	1.31%	\$857
Health Insurance: POS - Family Coverage Name: Anthem Key Advantage	22.21%	\$14,436	22.07%	\$14,436
Total Benefits	48.72%	\$31,668	48.58%	\$31,774
Total Salary and Benefits		\$96,668		\$97,174

Salary and Benefits Summary

Manassas Park City Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$59,552
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$4,556
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$9,719
VRS Retiree Health	1.23%	\$800	1.23%	\$732
Life Insurance	1.31%	\$852	1.31%	\$780
Health Insurance: POS - Family Coverage ¹ Name: Anthem Key Advantage 250 (The Local Choice)	18.57%	\$12,072	20.27%	\$12,072
Total Benefits	45.08%	\$29,304	46.78%	\$27,859
Total Salary and Benefits		\$94,304		\$87,411

¹ Medical plan includes Vision, Dental, and Prescription benefits.

Salary and Benefits Summary

Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$81,791
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$6,257
Retirement				
State Retirement & Pension System of Maryland	15.71%	\$10,212	15.71%	\$12,849
Local Pension	4.47%	\$2,906	4.47%	\$3,656
Life Insurance	0.19%	\$124	0.19%	\$155
Health Insurance: POS - Family Coverage Name: Cigna HMO	23.18%	\$15,065	18.42%	\$15,065
Dental/Vision	1.51%	\$983	1.20%	\$983
Total Benefits	52.71%	\$34,261	47.64%	\$38,966
Total Salary and Benefits		\$99,261		\$120,757

WABE 2018

Salary and Benefits Summary

Prince George's County Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$69,439
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,312
Retirement				
State Retirement & Pension System of Maryland	15.71%	\$10,212	15.71%	\$10,909
Life Insurance	0.60%	\$390	0.60%	\$417
Health Insurance: POS - Family Coverage Name: Carefirst BCBS	17.04%	\$11,076	15.95%	\$11,076
Dental/Vision	2.31%	\$1,505	2.17%	\$1,505
Total Benefits	43.31%	\$28,154	42.08%	\$29,218
Total Salary and Benefits		\$93,154		\$98,657

Salary and Benefits Summary

Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2018 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2018 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$66,066
Benefits				
Social Security	7.65%	\$4,973	7.65%	\$5,054
Retirement				
Virginia Retirement System (VRS)	16.32%	\$10,608	16.32%	\$10,782
VRS Retiree Health Care Credit	1.23%	\$800	1.23%	\$813
403B Max at 15 years	2.00%	\$1,300	2.00%	\$1,321
Life Insurance	1.31%	\$852	1.31%	\$865
Health Insurance: POS - Family Coverage Name: KeyCare Enhanced PPO including Blue View Vision	21.43%	\$13,929	21.08%	\$13,929
Dental/Vision ¹	0.85%	\$553	0.84%	\$553
Total Benefits	50.79%	\$33,013	50.43%	\$33,317
Total Salary and Benefits		\$98,013		\$99,383

¹ Dental costs are based on family coverage.

FY 2018 Compensation Accounts

School Division	Full-Time Position Salaries	Other Compensation ¹	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	\$170,231,146	\$7,659,322	\$67,746,457	\$245,636,925	(\$2,534,974)
Arlington County	\$336,915,478	\$22,451,698	\$126,769,016	\$486,136,192	(\$3,830,349)
Fairfax County	\$1,549,442,847	\$131,142,983	\$777,441,817	\$2,458,027,647	(\$50,374,978)
Falls Church City	\$29,006,460	\$2,807,120	\$11,994,070	\$43,807,650	\$0
Loudoun County	\$654,657,725	\$41,852,913	\$344,601,746	\$1,041,112,384	(\$17,049,455)
Manassas City	\$54,781,993	\$3,428,433	\$21,463,329	\$79,673,755	(\$1,399,999)
Manassas Park City	\$19,196,914	\$6,025,020	\$8,969,797	\$34,191,731	(\$211,154)
Montgomery County	\$1,598,890,701	\$89,497,780	\$595,072,134	\$2,283,460,615	(\$26,254,492)
Prince George's County	\$1,197,910,103	\$75,747,689	\$444,579,759	\$1,718,237,551	\$0
Prince William County	\$609,485,297	\$28,679,895	\$237,877,912	\$876,043,104	(\$10,741,615)

¹ Includes hourly and part-time accounts.

Benefit Expense Distribution Percent Paid by District

School Division	Retirement			Health Insurance				
	Life Insurance	State ¹	Other ²	Point of Service Family	HMO Family	Dental Insurance	Disability Insurance	
							Short-term	Long-term
Alexandria City	39.7%	76.5%	0.0%	80.0%	80.0%	57.0%	100.0%	100.0%
Arlington County ³	100.0%	76.5%	50.0%	62.0%	69.0%	35.0%	100.0%	100.0%
Fairfax County	72.9%	76.5%	67.5%	75.0%	75.0%	70.0%	100.0%	0.0%
Falls Church City	100.0%	76.5%	60.1%	75.0%	75.0%	0.0%	100.0%	100.0%
Loudoun County ⁴	100.0%	76.5%	0.0%	71.0%	N/A	82.0%	100.0%	0.0%
Manassas City	100.0%	76.5%	0.0%	63.9%	73.4%	see note ⁵	0.0%	100.0%
Manassas Park City	100.0%	76.5%	0.0%	54.8%	61.4%	Included in health	0.0%	see note ⁶
Montgomery County ⁷	83.0%	See note ⁸	0.0%	83.0%	88.0%	83.0%	0.0%	0.0%
Prince George's County	100.0%	See note ⁸	0.0%	80.0%	N/A	80.0%	N/A	N/A
Prince William County	100.0%	76.5%	0.0%	61.0%	70.0%	95.0%	100.0%	100.0%

¹ Virginia Retirement System (VRS) for Virginia school districts and the State Retirement & Pension System of Maryland for Maryland school districts.

² The Other category includes supplemental retirement.

³ Arlington County Public Schools district now offers a vision benefit, covered at 100% by the employee.

⁴ Loudoun County Public Schools district also provides vision insurance and covers 81% of the premium costs.

⁵ Manassas City Public Schools district includes dental and vision insurance in health insurance. In addition, the district offers a stand alone dental plan with 40% paid by employee, and 60% by employer.

⁶ Manassas Park City Schools district's long term insurance is covered at 40% of salary by the district. Employees who wish to increase to 60% of salary are responsible for the

⁷ Montgomery County Public Schools district also offers vision insurance and covers 83% of the premium costs.

⁸ Maryland state rate to be updated when available.

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	
Alexandria City	\$14.00	\$14.00	\$14.00	\$21.01	\$21.01	10th day	\$21.01	10th day	
Arlington County ¹	\$15.28	\$15.28	\$15.28	\$16.97	\$16.97	11-20th day	\$16.97	11-20th day	
Fairfax County	\$14.23	\$14.23	\$15.33	\$20.14	\$20.14	11th day	\$21.91 ²	11th day	
Falls Church City	\$14.50	\$14.50	\$14.50	N/A	\$17.00 ³	11th day	\$17.00 ³	11th day	
Loudoun County	\$15.71	\$15.71	\$15.71	N/A	\$22.00	11th day	\$22.00	11th day	
Manassas City ⁴	\$10.00	\$14.23	\$15.33	N/A	\$20.14	16th day	\$21.91/\$20.14	1st day	
Manassas Park City	\$15.00	\$15.00	\$15.00	\$17.00	\$17.00	after 140 hours	\$17.00	after 140 hours	
Montgomery County ⁵	N/A	\$18.41	\$19.48	N/A	\$26.28	see note	\$27.75	see note	
Prince George's County	\$11.50	\$13.60	\$20.40	\$12.38	\$16.32	16th day	\$23.80	16th day	
Prince William County	\$11.33	\$12.80	\$12.80	N/A	\$17.00	10th day	\$20.80	10th day	

¹ Arlington County Public Schools district rates are for temporary substitutes. Effective on the 21st day, the long term rate increases to \$25.46 per hour for temporary substitutes. A substitute that remains at the same school for the entire school year earns \$16.13 per hour (long term hourly position). The requirement for this position is 60 college credit hours.

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

³ Falls Church Public Schools district 's effective days are based on a single assignment. In addition, effective on the 45th day, long term rate increases to \$27.50/hour.

⁴ Manassas City Public Schools district's hourly rate is \$21.91/hour for a retired teacher with a teaching license and \$20.14/hour for a substitute with a teacher license, effective on the first day. Long term rate effective days for a teacher with a bachelor's degree are based on a single assignment.

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 \$30.08/hour after the 45th day in a single assignment. Rates are based on a seven hour day.

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