

The Washington Area Boards of Education

FY 2021 WABE Guide

October 2020

#TeamSACC

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Alexandria City Public Schools

- A T. C Williams High School (T.C.) JROTC cadet was picked by Virginia Senator Tim Kaine to be his guest of honor at the 2020 State of the Union address.
- All ACPS schools received accreditation for the first time in twenty years.
- A T.C. teacher was named Career and Technical Education Teacher of the Year at a ceremony in California.
- A group of students from Samuel L. Tucker Elementary School won a competition to design a flyer for the City of Alexandria that was mailed to 100,000 homes.
- The virtual work of a T.C. International Academy teacher, during the school closures of school buildings due to COVID-19, was applauded by the U.S Education Secretary during a White House press conference.
- ACPS opened four new after-school LINK clubs to help bridge academic gaps after winning almost \$900,000 in federal funding.
- T.C. celebrated two Posse Scholars who were each awarded \$250,000 in scholarships.
- A George Washington Middle School student was awarded the African American Prize by National History Day, a nonprofit that engages students and teachers in historical research and skills development, after he submitted a research paper on the 1939 Alexandria Library Sit-in
- ACPS distributed over 1200 Kajeet mobile hotspots to ensure all students had internet access to enable them to continue learning during the closure of school buildings.
- The Scholarship Fund of Alexandria awarded the largest amount ever for first year scholarships to help 181 T.C. students fulfil their dream of college.
- ACPS marked ten years of collaboration with George Mason University's Early Identification Program, that provides support to students who would be the first of their generation to go to college.
- Virginia Association of the Gifted named a Talented and Gifted program specialist at Douglas MacArthur Elementary School as the 2020 Outstanding Teacher of the Gifted for Region IV East.
- The Jefferson-Houston PreK-8 IB School PTA was honored by the Virginia PTA for having one of the largest percentages of membership in Virginia. They also won an Outstanding Award for increasing membership by 36% within the past 12 months.
- ACPS announced a partnership with Virginia Tech that will bring the university's world class STEM expertise to our classrooms.
- A T.C. teacher was named State Secondary Physical Education Teacher of the Year by the Virginia Association for Health, Physical Education, Recreation and Dance.
- ACPS expanded its stationary bike program in elementary schools to continue to expand innovative ways to help students learn.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$18,147
Average Teacher Salary	\$79,220

2020 Actual Enrollment

Total Enrollment	16,119
Percent ESOL Enrollment	31.4%
Percent Free/Reduced Price Meal Eligible	56.4%
Percent Special Education Enrollment	12.2%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	355
Percent Increase/(Decrease) from 2020 Actual	2.2%

Schools

Elementary	13
Middle	2
Traditional (K-8)	2
Secondary and High Schools	2
Special Education	0
Alternative	2

Sources of Revenue

Local	78.2%
State	15.0%
All Other Sources	6.8%

Authorized Positions

School-Based	90.4%
Nonschool-Based	9.6%

Website: www.acps.k12.va.us

Budget Link: <https://www.acps.k12.va.us/budget>

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Arlington Public Schools

- Arlington Public Schools (APS) is the recipient of the prestigious Medallion of Excellence Award present by the U.S. Senate 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 2020 Washington Post Challenge Index listed all APS high schools in the top 2 percent in the U.S. This is the ninth year in a row all APS high schools made the list.
- Eleven APS schools received 2020 Virginia Exemplar Performance School 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.
- Nearly 80 percent of graduating seniors completed at least one AP or IB course, and 66 percent of graduates earn an advanced diploma.
- In 2019, 92 percent of all students graduated on time, and 96 percent of students who attended comprehensive high schools graduated on time.
- The dropout rate of 5 percent represents a decrease of 1.6 percentage points from 2017.
- Arlington ranks second in Virginia with more than 200 teachers who have earned National Board Certification.
- APS was named the top school division in Virginia by Niche.com's 2020 rankings of top schools and school divisions.
- The APS Class of 2020 earned \$52 million in scholarships
- 66 percent of APS graduates earned an advance diploma and 91 percent plan to attend a 2- or 4-year college

Highlights at a Glance

FY 2021 Cost Per Pupil	\$19,581
Average Teacher Salary	\$81,773

2020 Actual Enrollment

Total Enrollment	28,224
Percent ESOL Enrollment	17.6%
Percent Free/Reduced Price Meal Eligible	28.6%
Percent Special Education Enrollment	15.1%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	918
Percent Increase/(Decrease) from 2020 Actual	3.3%

Schools

Elementary	24
Middle	6
Traditional (K-8)	0
Secondary and High Schools	5
Special Education	2
Alternative	3

Sources of Revenue

Local	80.2%
State	14.1%
All Other Sources	5.7%

Authorized Positions

School-Based	91.3%
Nonschool-Based	8.7%

Website: www.apsva.us

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

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City of Fairfax Public Schools

Since 1962, the City of Fairfax School Board has contracted with Fairfax County Public Schools (FCPS) for the delivery of educational services. The City School Board owns and is responsible for its school buildings, while FCPS is responsible for instructional services and staffing within the schools.

The City of Fairfax School Division is comprised of four buildings housing some 5,000 students in grades PreK-12. About 3,000 of these students are residents of the City of Fairfax with the remainder residing in Fairfax County.

City of Fairfax Schools include:

- Daniels Run Elementary School (DRES) and Providence Elementary School (PES)

Daniels Run Elementary and Providence Elementary Schools completed major renovations in 2000. Both schools provide STEM/Innovation Labs and sophisticated outdoor classrooms. DRES and PES offer Local Level IV Advanced Academic Programming for students starting in the 3rd grade. In addition, our two elementary schools provide laptops for each student in grades 4-6. School capacity for DRES is 850 students and PES is 1,000.

- Lanier Middle School (LMS)

Lanier Middle School, often recognized for the rigor of its academic program, completed an extensive renovation in the spring of 2008. LMS has a capacity of 1,100 students and offers a full Advanced Academic Center. The school hosts a solar wind turbine, the first in the nation for a middle school. LMS was recently recognized by the U.S. Department of Education as a National Green School and has been a Virginia Naturally School for seven consecutive years.

- Fairfax High School (FHS)

Fairfax High School, renovated and rededicated in the fall of 2007, is an academic and arts showcase. Offering students a challenging academic program, including a full range of AP courses, advanced technical programs as well as the specialized programs of the Fairfax Academy for Communications and the Arts, graduates are fully prepared for their futures. FHS capacity is 2,450.



Website: cityoffairfaxschools.org

Budget Link: https://www.cityoffairfaxschools.org/apps/pages/index.jsp?uREC_ID=1662459&type=d&pREC_ID=1812343

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Fairfax County Public Schools

- Fairfax County Public Schools (FCPS) is the nation's 11th largest school division.
- FCPS' Strategic Plan provides a framework for decision making that builds upon a common mission, vision, and guiding beliefs held by the community in support of all students reflecting *Portrait of a Graduate* attributes.
- Thomas Jefferson High School for Science and Technology (TJHSST) was ranked by U.S. News and World Report in 2020 as the nation's Best High School. TJHSST was also ranked third for the best science, technology, engineering and math (STEM) school. The following FCPS high schools: Langley, McLean, Marshall, Madison, Woodson, West Springfield, and Chantilly, were also included in the top 10 schools in Virginia.
- Forestville Elementary, Kings Park Elementary, Thomas Jefferson High for Science and Technology and Wolftrap Elementary, received the Virginia Board of Education Highest Achievement Award for demonstrating high levels of success across all of school quality indicators, including success in narrowing achievement gaps.
- Forty-six FCPS schools earned the 2020 Board of Education Continuous Improvement Award.
- During the 2018-2019 school year, 97 percent of FCPS schools, compared to 92 percent statewide, earned full state accreditation from the Virginia Department of Education based on the results from the Virginia SOL tests administered.
- In 2020, 237 FCPS students from 17 high schools were named semifinalists, and 33 students from eight FCPS schools were winners who took the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the largest employer in Fairfax County, with 24,700 full-time employees.
- The FCPS bus fleet is one of the largest bus fleets in the U.S., transporting over 141,000 students on more than 1,600 buses each day.
- FCPS has more than 27 million square feet of school buildings and office space, and earned an ENERGY STAR's Partner of the Year – Sustained Excellence Award for 2020.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$16,505
Average Teacher Salary	\$78,298

2020 Actual Enrollment

Total Enrollment	188,355
Percent ESOL Enrollment	19.3%
Percent Free/Reduced Price Meal Eligible	30.7%
Percent Special Education Enrollment	14.7%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	1,482
Percent Increase/(Decrease) from 2020 Actual	0.8%

Schools

Elementary	142
Middle	23
Traditional (K-8)	0
Secondary and High Schools	25
Special Education	7
Alternative	2

Sources of Revenue

Local	68.4%
State	25.1%
All Other Sources	6.6%

Authorized Positions

School-Based	93.0%
Nonschool-Based	7.0%

Website: www.fcps.edu/

Budget Link: <https://www.fcps.edu/sites/default/files/media/pdf/FY-2021-Approved-Budget.pdf>

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Falls Church City Public Schools

- Falls Church City Public Schools (FCCPS) is a small, independent, city school division since 1949.
- All five FCCPS schools are fully accredited:
 - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
 - Mount Daniel Elementary (K-2)
 - Thomas Jefferson Elementary (3-5)
 - Mary Ellen Henderson Middle (6-8)
 - George Mason High (9-12)
- FCCPS is one of seven school divisions in the nation to offer The International Baccalaureate (IB) Programs K-12 and is an IB Continuum School Division.
- FCCPS consistently ranks among the top school systems in the region and nation by the Washington Post and US News and World Report.
- FCCPS is the only school division in the state earning a 2018 Virginia Index of Performance (VIP) Board of Education Excellence awards for advanced learning and achievement.
- FCCPS consistently scores above state and national averages on standardized tests. Overall FCCPS SOL results pass rates for the 2018-2019 school year are:
 - History and Social Sciences 95 percent - #1 (in Virginia)
 - Writing: 90 percent - #1
 - Reading: 91 percent - tied for #3
 - Science: 91 percent - tied for #3
 - Math: 91 percent - tied for #6
- The FCCPS student body is multi-cultural with students speaking 39 native languages.
- Historical Accomplishments:
 - FCCPS was the first Virginia school system to offer the challenging International Baccalaureate curriculum for high school students (1981).
 - FCCPS was one of the first Virginia school systems to develop a before and after school day-care program for children of working parents (1975).
 - FCCPS was the first Virginia school system to offer full-day kindergarten (1973).
 - FCCPS was the first Virginia school system to voluntarily integrate schools (1961).

Highlights at a Glance

FY 2021 Cost Per Pupil	\$19,228
Average Teacher Salary	\$81,435

2020 Actual Enrollment

Total Enrollment	2,661
Percent ESOL Enrollment	5.7%
Percent Free/Reduced Price Meal Eligible	8.1%
Percent Special Education Enrollment	12.8%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	37
Percent Increase/(Decrease) from 2020 Actual	1.4%

Schools

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

Sources of Revenue

Local	81.9%
State	14.3%
All Other Sources	3.8%

Authorized Positions

School-Based	91.3%
Nonschool-Based	8.7%

Website: www.fccps.org

Budget Link: <https://www.fccps.org/o/fccps/page/fccps-budget--2>

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Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) opened Lightridge High School, bringing the total number of its schools to 95. The LCPS projected enrollment for 2021 is 85,755, compared with 2020's enrollment of 84,175.
- Since the 2000-2001 school year, LCPS has opened 52 schools: 28 elementary, 11 middle, 12 high, and one educational center. That's an average of about two schools each year. All have opened on time.
- Six schools earned the Virginia Board of Education Excellence Award. This is the second-tier honor in the Virginia Index of Performance (VIP) program. A total of 31 schools earned the Distinguished Achievement Award.
- Three middle schools – Blue Ridge, Harmony and Stone Hill – were re-designated as National Schools to Watch by the National Forum to Accelerate Middle-Grades Reform. Loudoun County Public Schools has been named a National Schools to Watch District because all of its eligible middle schools have received this designation.
- The LCPS Class of 2020 received \$48.2 million in scholarships.
- The Class of 2020 had 54 National Merit Semifinalists.
- Seventeen teams from Loudoun County Public Schools competed in the first virtual Odyssey of the Mind World Finals during the last week of May. A team from Steuart Weller Elementary School placed first overall out of 67 teams in their division.
- Growth and Opportunity in Virginia (GO Virginia) awarded a \$2.4 million grant to the Loudoun Education Foundation (LEF) for the creation of the Virginia K-12 Computer Science Pipeline program in Loudoun County Public Schools (LCPS) and Chesapeake Public Schools (CPS).
- Nineteen Loudoun County Public Schools (LCPS) buildings were awarded the 2019 ENERGY STAR certification by the federal Environmental Protection Agency (EPA), signifying superior energy efficiency. Through the years, 78 of LCPS buildings have earned an ENERGY STAR designation for at least one year. The partnership with ENERGY STAR is a significant factor in the success of the LCPS Energy Conservation program, which began in 1993 and has resulted in \$90,019,582 in cost-avoidance savings.
- LCPS was named a 2019 Best-in-State employer by Forbes magazine.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$15,214
Average Teacher Salary	\$75,426

2020 Actual Enrollment

Total Enrollment	84,175
Percent ESOL Enrollment	12.1%
Percent Free/Reduced Price Meal Eligible	18.0%
Percent Special Education Enrollment	11.4%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	1,580
Percent Increase/(Decrease) from 2020 Actual	1.9%

Schools

Elementary	59
Middle	17
Traditional (K-8)	0
Secondary and High Schools	17
Special Education	0
Alternative	2

Sources of Revenue

Local	66.2%
State	30.5%
All Other Sources	3.3%

Authorized Positions

School-Based	93.3%
Nonschool-Based	6.7%

Website: www.lcps.org/

Budget Link: <https://www.lcps.org/page/167905>

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Manassas City Public Schools

- Manassas City Public Schools (MCPS) theme schools include:
 - Weems Elementary School holds national recognition for 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.
 - Baldwin Elementary School is a Distinguished Launch School for Project Lead The Way, an innovative project-based learning program that incorporates science, technology, engineering, and math.
- A K-12 CTE & STEM program is offered in all schools. Osbourn High School programs include cyber security, engineering, auto technology, cosmetology, EMT/paramedic, and a variety of business courses.
- MCPS offers the only Integrated Math and Science Program (7-10) and Integrated Humanities Program (7-12) to students in the region.
- Osbourn High School serves as a Governor's STEM Academy, the first in the Greater Prince William region. The program provides students the opportunity to explore STEM careers with specialized pathways in Facility and Mobile Equipment Maintenance, Cybersecurity, and Engineering Technology.
- Osbourn High School is a Virginia Music Educators Association's Blue Ribbon Award recipient, the highest award given to school music programs in Virginia recognizing school performing arts programs that achieve excellence in band, orchestra, and choral performance.
- 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.
- Early learners have the opportunity to participate in the Virginia Pre-School Initiative through traditional or blended learning programs at each MCPS elementary school.
- 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.
- Metz Middle School was the first school in Northern Virginia to be Nearpod Certified for its successful implementation of the interactive learning platform.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$13,705
Average Teacher Salary	\$72,317

2020 Actual Enrollment

Total Enrollment	7,799
Percent ESOL Enrollment	31.9%
Percent Free/Reduced Price Meal Eligible	60.7%
Percent Special Education Enrollment	13.0%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	178
Percent Increase/(Decrease) from 2020 Actual	2.3%

Schools

Elementary	5
Middle	3
Traditional (K-8)	0
Secondary and High Schools	1
Special Education	0
Alternative	0

Sources of Revenue

Local	44.8%
State	51.1%
All Other Sources	4.1%

Authorized Positions

School-Based	91.5%
Nonschool-Based	8.5%

Website: www.mcpsva.org

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

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Manassas Park City Schools

- MPCS is committed to transforming teaching and learning by embracing a blended learning model for all students. Phase V of the MPCS Connects! digital 1:1 initiative provides individualized learning for all students grades K through 12 and incorporates the 4 C's (Creativity, Critical Thinking, Communication/Compassion, and Collaboration) to educate students to be global learners.
- A 7-year partnership with the Capital Area Food Bank allows MPCS to distribute more than 50,000 pounds of food to families during the school year. Staff members from all four schools, administration, and the City of Manassas Park come together at Manassas Park High School to volunteer their time to organize and distribute food to families.
- To serve the medical needs of the uninsured, MPCS partners with George Mason University and surrounding health care providers to offer the Mason and Partners (MAP) Clinic at the Manassas Park Community Center.
- MPCS continues to train its staff on ALICE – Alert, Lockdown, Inform, Counter, and Evacuate – a set of proactive strategies that moves beyond lockdown and increases the chance of survival during a violent intruder event.
- The Early Identification Program (EIP), in partnership with George Mason University, has approximately 40 MPCS students in the program; it promotes higher education to potential first-generation college students.
- 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 city's diversity extends into the school system where students come from 52 countries around the world.
- MPCS participates in the Regional Governor's School @ Innovation Park.
- Manassas Park High School, the division's lone flagship high school, is home to a National Merit finalist.
- A Manassas Park Middle School student captured first place at the 30th annual Martin Luther King Jr. Day Youth Oratorical Program.
- The Class of 2020, comprised of 251 graduating students, was awarded \$1.2 million in scholarships.
- Go to https://www.youtube.com/watch?v=9ykCkh1m_TA to see how MPCS executes an innovative approach in meeting staffing requirements.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$12,057
Average Teacher Salary	\$64,489

2020 Actual Enrollment

Total Enrollment	3,654
Percent ESOL Enrollment	33.8%
Percent Free/Reduced Price Meal Eligible	66.0%
Percent Special Education Enrollment	12.8%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	-30
Percent Increase/(Decrease) from 2020 Actual	-0.8%

Schools

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

Sources of Revenue

Local	28.4%
State	65.3%
All Other Sources	6.3%

Authorized Positions

School-Based	91.4%
Nonschool-Based	8.6%

Website: www.mpark.net

Budget Link: [https://www.mpark.net/uploaded/DistrictDocs/Finance/FY21_School Board Adopted Budget.pdf](https://www.mpark.net/uploaded/DistrictDocs/Finance/FY21_School_Board_Adopted_Budget.pdf)

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Montgomery County Public Schools

- Montgomery County Public Schools (MCPS) is the *largest school district in Maryland and 14th* largest school district in the United States.
- Five MCPS high schools made the top 500 *U.S. News & World Report 2020* list of Best High Schools. The Board had the top four high schools in the state of Maryland.
- More than 41,000 Advanced Placement (AP) exams were taken by MCPS students in 2019. Students scored a 3 or higher on 71 percent of the exams.
- In 2019, 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 2019 earned an 1119 average combined SAT score, surpassing both national and state averages. Sixty-six percent of graduates took the SAT.
- More than \$730 million in scholarships were offered to MCPS students in the class of 2020.
- Seventy-seven percent of the grade 8 student cohort Class of 2020 received course credit for Algebra 1.
- MCPS received the 2010 Malcolm Baldrige National Quality Award, the highest presidential honor given to American organizations for performance excellence. MCPS became only the sixth public school system to receive the award and is by far the largest school district to be a recipient.
- MCPS is home to 41 National Blue Ribbon Schools.
- MCPS leads the state with more than 715 teachers certified by the National Board for Professional Teaching Standards, a national recognition of professional excellence.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$16,759
Average Teacher Salary	\$85,391

2020 Actual Enrollment

Total Enrollment	165,267
Percent ESOL Enrollment	16.7%
Percent Free/Reduced Price Meal Eligible	33.8%
Percent Special Education Enrollment	12.4%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	1,774
Percent Increase/(Decrease) from 2020 Actual	1.1%

Schools

Elementary	135
Middle	40
Traditional (K-8)	0
Secondary and High Schools	26
Special Education	5
Alternative	1

Sources of Revenue

Local	65.5%
State	29.9%
All Other Sources	4.6%

Authorized Positions

School-Based	92.0%
Nonschool-Based	8.0%

Website: www.montgomeryschoolsmd.org/

Budget Link: <https://www.montgomeryschoolsmd.org/departments/budget/fy2021/>

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

Prince George's County Public Schools

Data for Prince George's County Public Schools not available at time of compilation. The WABE guide will be updated with data once available.

Website: www1.pgcps.org/
Budget Link: www1.pgcps.org/budget/

Dr. Monica Goldson
14201 School Lane
Upper Marlboro, Maryland 20772

Prince William County Public Schools

- All Prince William County Public Schools (PWCS) earned Virginia accreditation for the 2019-2020 school year based on recent performance measures, according to Virginia Department of Education (VDOE). The 100 percent success rate compares with a statewide accreditation rate of 92 percent.
- PWCS is the largest school division in the state with all schools accredited without any conditions.
- The Divisionwide on-time graduation rate of 92.4 percent, up from 83 percent in 2008, exceeds the Virginia average. This is an improvement for the 12th consecutive year.
- Thirty-five percent of PWCS graduates in 2018-19 earned at least one qualifying score on an Advanced Placement, International Baccalaureate, or Cambridge examination. This is an increase from last year and exceeds state and national averages.
- 2019 graduates were awarded more than \$76 million in scholarships, an increase from \$74 million awarded in 2018.
- PWCS student 2018-2019 SAT average score was 1105, an increase from the previous year by five points and exceeding the national average by 66 points.
- PWCS is working to close the SAT performance gap, with black students outperforming counterparts state and nationwide in reading, writing, and math. Black and Hispanic students in PWCS outperformed peers in Virginia and nation-wide in both areas as well as the total score.
- More students in PWCS took the SAT in 2018-19 compared to 2017-18, up from 3,652 to 3,720.
- A new student information system called The Hub was successfully implemented in 2019 and includes online student registration.
- Virtual High School enrollment for 2019 more than doubled enrollment from the previous year.

Highlights at a Glance

FY 2021 Cost Per Pupil	\$12,327
Average Teacher Salary	\$69,252

2020 Actual Enrollment

Total Enrollment	92,643
Percent ESOL Enrollment	26.0%
Percent Free/Reduced Price Meal Eligible	42.4%
Percent Special Education Enrollment	12.9%

2021 Approved Enrollment

Number Increase/(Decrease) from 2020 Actual	605
Percent Increase/(Decrease) from 2020 Actual	0.7%

Schools

Elementary	61
Middle	16
Traditional (K-8)	3
Secondary and High Schools	12
Special Education	1
Alternative	1

Sources of Revenue

Local	43.9%
State	48.8%
All Other Sources	7.2%

Authorized Positions

School-Based	90.8%
Nonschool-Based	9.2%

Website: www.pwcs.edu

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

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

FY 2020 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	311 ²	0	1,448	13,889	469	16,119
Arlington County	1,318 ³	0	2,231	22,774	1,901	28,224
Fairfax County ⁴	2,523	1,703	12,493	156,887	14,749	188,355
Falls Church City	67	0	180	2,365	49	2,661
Loudoun County	950	105	5,695	74,548	2,877	84,175
Manassas City	283	0	566	6,704	246	7,799
Manassas Park City	113	37	234	3,143	127	3,654
Montgomery County	3,936	644	11,495	144,271	4,921	165,267
Prince William County ⁴	1,413	383	6,145	82,225	2,477	92,643

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 does not include Head Start as it is a City program.

³ Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services. FY 2020 includes PreK dual enrolled students.

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.

FY 2021 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	334 ¹	0	1,499	14,173	467	16,474
Arlington County	1,264 ²	0	2,264	23,314	2,300	29,142
Fairfax County ³	2,428	1,962	12,349	157,773	15,325	189,837
Falls Church City	71	0	167	2,411	49	2,698
Loudoun County	992	100	6,039	75,692	2,932	85,755
Manassas City	407	0	566	6,758	246	7,977
Manassas Park City	100	36	240	3,121	127	3,624
Montgomery County	4,068	648	11,564	145,613	5,148	167,041
Prince William County ³	1,480	397	6,208	82,534	2,629	93,248

¹ Alexandria City Public Schools district does not include Head Start as it is a City program.

² Arlington County Public Schools district's preschool special education enrollment does not include students receiving preschool special education community-based services. FY 2021 excludes PreK dual enrolled students.

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

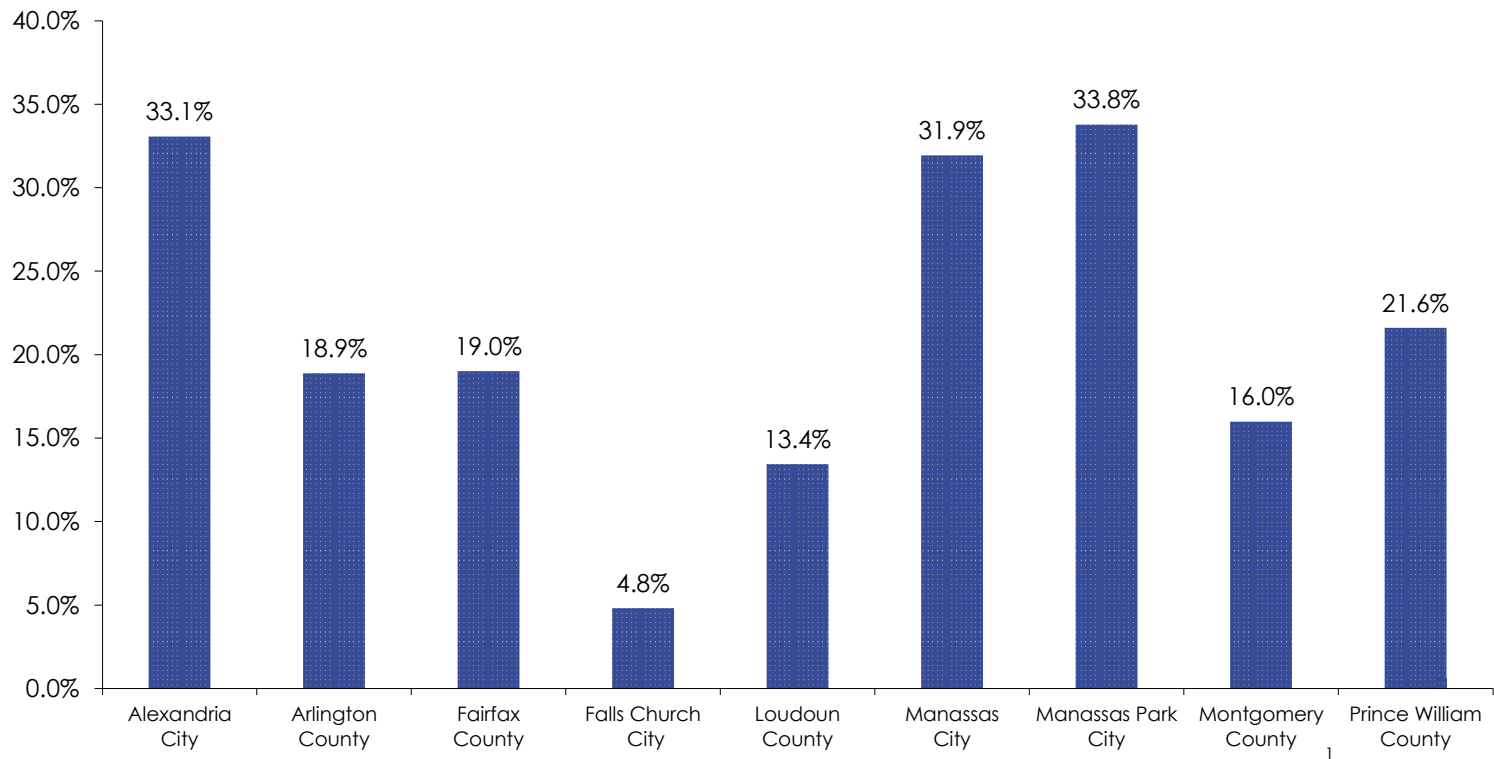
School Division	FY 2020 Actual Enrollment	FY 2021 Approved Budget	Percentage of FY 2020 Enrollment	Percentage of FY 2021 Enrollment
Alexandria City ²	5,065	5,445	31.4%	33.1%
Arlington County	4,970	5,503	17.6%	18.9%
Fairfax County ³	36,325	36,078	19.3%	19.0%
Falls Church City	151	130	5.7%	4.8%
Loudoun County	10,200	11,528	12.1%	13.4%
Manassas City	2,490	2,547	31.9%	31.9%
Manassas Park City	1,234	1,224	33.8%	33.8%
Montgomery County	27,651	26,706	16.7%	16.0%
Prince William County	24,073	20,139	26.0%	21.6%

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

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

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

English for Speakers of Other Languages (ESOL) Students



WABE 2021

Schools and Centers

School Division	Elementary	Middle	Traditional (K-8)	Secondary	High	Special Education	Alternative	Total
Alexandria City	13	2	2	0	1	0	2	20
Arlington County	24	6	0	1	4	2	3	40
Fairfax County	142	23	0	3	22	7	2	199
Falls Church City	2	1	0	0	1	1	0	5
Loudoun County	59	17	0	0	17	0	2	95
Manassas City	5	3	0	0	1	0	0	9
Manassas Park City	2	1	0	0	1	0	0	4
Montgomery County	135	40	0	0	26 ¹	5	1	207
Prince William County ²	61	16	3	0	12	1	1	94

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

² Prince William County Public Schools has a new Alternative School, Independence Nontraditional School, which houses the two alternative education centers from FY 2018, New Directions and New Dominion. Also, the Independence Nontraditional School houses one of the special education programs from FY 2018, Pace East. The counts do not include Washington Reid- Center for Preschool- or Governors' School at George Mason.

Special Education Enrollment FY 2020 Actual

School Division	Unduplicated Special Education Enrollment			Total	Total Special Education Services
	Preschool	Level 1	Level 2 (50% or more of time)		
Alexandria City	120	1,371	469	1,960	8,884
Arlington County	573 ¹	1,774	1,901	4,248	6,516
Fairfax County ²	2,523	10,372	14,749	27,644	47,576
Falls Church City	27	288	25	340	497
Loudoun County	678	6,075	2,877	9,630	11,741
Manassas City ³	47	723	246	1,016	Data not available
Manassas Park City	28	313	127	468	672
Montgomery County	1,610	13,881	4,921	20,412	21,203
Prince William County ³	900	8,530	2,477	11,907	Data not available

¹ Arlington County Public Schools district's preschool special education membership includes students for preschool special education community-based services. FY 2020 includes PreK dual enrolled students.

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.

Special Education Enrollment FY 2021 Approved

Unduplicated Special Education Enrollment					
School Division	Preschool	Level 1	Level 2 (50% or more of time)	Total	Total Special Education Services
Alexandria City	119	1,364	467	1,950	Data not available
Arlington County	421 ¹	1,920	2,300	4,641	6,941
Fairfax County ²	2,428	10,376	15,325	28,129	48,493
Falls Church City	27	288	25	340	497
Loudoun County	692	6,197	2,932	9,821	11,976
Manassas City ³	47	723	246	1,016	Data not available
Manassas Park City	43	313	127	483	672
Montgomery County	1,673	14,229	5,148	21,050	22,823
Prince William County ³	900	8,561	2,629	12,090	Data not available

¹ Arlington County Public Schools district's preschool special education membership includes students for preschool special education community-based services. FY 2021 excludes PreK dual enrolled students.

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

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

FY 2021 Expenditure Data Definitions

Operating Fund

or

Budgeted Current Expenditures: The data in this category include all funds for day-to-day expenditures for operation of the school system such as regular and special education instruction; may include grants such as Head Start, ESSA, Impact Aid, Perkins, and grants associated with IDEA; transportation costs including costs for new and replacement buses; and building maintenance for educational programs. Budgeted current expenditures also include the employer's share of employee benefits whether paid by the school district, municipality, or the state. The expenditures are typically funded in the school operating fund.

Construction and Renovation: This category includes all expenditures (which are typically funded in a capital improvements fund or budget) for land, new construction, major renovations, and relocatable classrooms, whether funded by the school district, municipality, county, or state through bond sales or "pay-as-you-go" expenditures.

Debt Service: This category includes all payments for principal and interest on long-term debt whether paid by the school district, municipality, county, or state.

Food Service: This data includes all expenditures for the school food services program regardless of the funding source (federal, state, and local subsidies; and food sales).

Other Governmental Funds: This category includes other Governmental Funds expenditures not included elsewhere, such as:

- Grants budgeted in a fund other than those listed previously.
- Adult education, defined as any remedial, enrichment, or makeup course or program offered outside of the regular school year.
- Summer school, defined as any remedial, enrichment, or makeup course or program offered outside of the regular school year.
- Other expenditures not defined elsewhere and defined within the chart.

FY 2021 Approved Fund Expenditures

School Division	Operating Fund ¹	Construction Fund	Debt Service ²	Food Fund	Other Governmental Funds ³	Total Expenditures ⁴
Alexandria City	\$300,395,748	\$95,089,100	\$28,578,698	\$10,961,096	\$6,702,546	\$441,727,188
Arlington County	\$568,733,210	\$75,239,832	\$56,905,740	\$11,321,748	\$31,273,088	\$743,473,618
Fairfax County	\$3,105,822,865 ⁵	\$203,770,390	\$200,815,708	\$101,777,879	\$42,305,280	\$3,654,492,122
Falls Church City	\$52,191,532	\$0	\$10,188,081	\$1,103,600	\$2,419,126	\$65,902,339
Loudoun County	\$1,337,664,929	\$111,536,000	\$149,545,510	\$32,905,033	\$31,599,976	\$1,663,251,448
Manassas City	\$110,929,388	\$3,000,000	\$6,126,987	\$4,147,095	\$0	\$124,203,470
Manassas Park City	\$44,082,476	\$0	\$7,091,334	\$2,060,259	\$349,051	\$53,583,120
Montgomery County	\$2,842,395,498	\$290,185,000	\$156,380,000	\$60,399,980	\$37,553,581	\$3,386,914,059
Prince William County	\$1,187,203,852	\$175,371,451	\$109,437,539	\$50,000,000	\$5,621,352	\$1,527,634,194

¹ Funds for entitlement grants are included in Operating Funds, even for districts that do not include those expenditures in their operating funds.

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

³ Includes Adult Education, Summer School, competitive grants and other. Numbers will not necessarily match the approved operating budget.

⁴ Governmental Funds only - excludes Proprietary and Fiduciary Funds.

⁵ For Fairfax County Public Schools district, the operating fund excludes transfers to other funds of \$34.1 million and textbook replacement reserve of \$6.6 million.

FY 2021 Sources of Revenue School Operating Fund¹

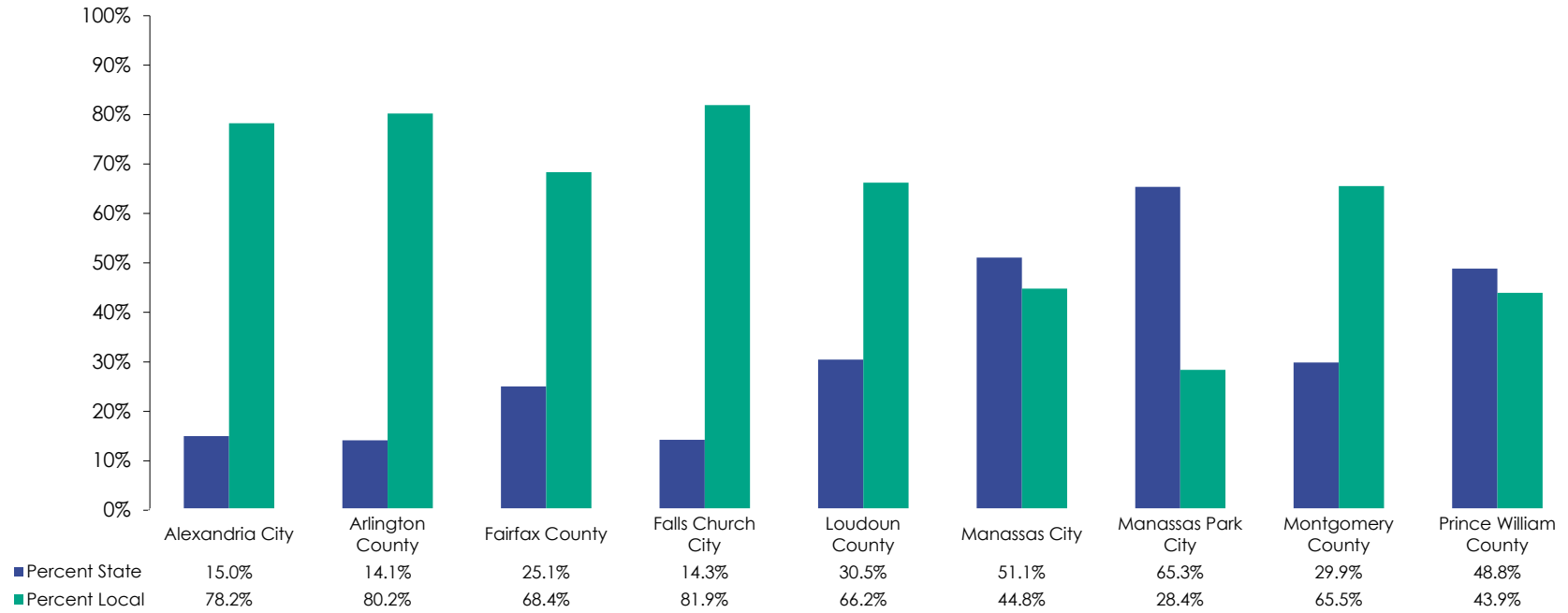
School Division	Federal		State		Local		Beginning Balance		Other		Total
	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	Amount	Percent of Total	
Alexandria City	\$13,529,554	4.5%	\$45,074,176	15.0% ²	\$234,930,037	78.2%	\$4,839,337	1.6%	\$2,022,645	0.7%	\$300,395,749
Arlington County	\$9,787,673	1.7%	\$80,283,958	14.1%	\$455,992,692	80.2%	\$18,931,587	3.3%	\$3,737,300	0.7%	\$568,733,210
Fairfax County	\$97,100,310	3.1%	\$785,481,136	25.1%	\$2,143,322,211	68.4%	\$31,022,668	1.0%	\$77,899,247	2.5%	\$3,134,825,571
Falls Church City	\$573,462	1.1%	\$7,440,308	14.3%	\$42,755,777	81.9%	\$450,000	0.9%	\$971,985	1.9%	\$52,191,532
Loudoun County	\$21,298,195	1.6%	\$407,643,983	30.5%	\$885,714,899	66.2%	\$12,000,000	0.9%	\$11,007,852	0.8%	\$1,337,664,929
Manassas City	\$4,007,300	3.6%	\$56,643,365	51.1%	\$49,723,223	44.8%	\$0	0.0%	\$555,500	0.5%	\$110,929,388
Manassas Park City	\$1,373,874	3.1%	\$28,805,138	65.3%	\$12,499,371	28.4%	\$25,131	0.1%	\$1,378,962	3.1%	\$44,082,476
Montgomery County	\$83,806,189	3.1%	\$798,259,622	29.9%	\$1,751,862,120	65.5%	\$25,000,000	0.9%	\$13,881,204	0.5%	\$2,672,809,135
Prince William County	\$38,524,921	3.2%	\$581,539,154	48.8%	\$523,231,549	43.9%	\$41,158,619	3.5%	\$6,576,323	0.6% ³	\$1,191,030,566

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

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

³ Prince William County Public Schools includes \$1,301,757 in Adult Education, \$2,094,457 in Summer School, and \$430,500 in the Nursing Program in the General Fund but have been reported them within "Other".

FY 2021 Sources of Revenue Percent of Total Operating Fund



FY 2021 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	\$753,276,147	\$234,037,296	31.1%	\$28,578,698	3.8%	\$262,615,994	34.9%
Arlington County	\$1,345,444,450	\$467,995,352	34.8%	\$56,635,740	4.2%	\$524,631,092	39.0%
Fairfax County	\$4,471,921,167	\$2,156,422,211 ¹	48.2%	\$198,182,333	4.4%	\$2,354,604,544	52.7%
Falls Church City	\$97,936,497	\$42,755,777	43.7%	\$10,188,081	10.4%	\$52,943,858	54.1%
Loudoun County	\$1,951,220,780	\$885,714,899	45.4%	\$149,545,510	7.7%	\$1,035,260,409	53.1%
Manassas City	\$121,053,830	\$52,723,223	43.6%	\$6,126,987	5.1%	\$58,850,210	48.6%
Manassas Park City	\$48,039,233	\$12,499,371	26.0%	\$7,091,334	14.8%	\$19,590,705	40.8%
Montgomery County	\$5,133,112,691	\$2,603,673,000	50.7%	\$156,380,000	3.0%	\$2,760,053,000	53.8%
Prince William County	\$1,285,248,700	\$520,990,134	40.5%	\$104,352,307	8.1%	\$625,342,441	48.7%

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

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

FY 2021 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	24.0	Grade 1 21.0 Grades 2-3 23.0 Grades 4-5 25.0	25.2	26.9
Fairfax County ²	25.0		³ 27.9	31.0
Falls Church City	22.0	Grades 1-2 22.0 Grades 3-5 24.0	24.0	24.0
Loudoun County	23.0		23.8	23.7
Manassas City	22.0	Grades 1-3 22.0 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 ⁴	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 does not allocate positions based on staffing ratios for middle and high school classrooms. Staffing is determined by course enrollment.

² Fairfax County Public Schools staffing ratios also take into account the number of students eligible for free and reduced priced meals and ESOL services. Additional teacher positions are allocated from the staffing reserve to help eliminate class size of 30 and above in elementary schools. For a complete listing of staffing formulas, see the appendix of the FY 2021 Approved Budget.

³ Fairfax County Public Schools elementary ratio is 24, 25, or 26 based on enrollment in grades 1- 6.

⁴ Montgomery County Public Schools numbers are maximum class size guidelines and not ratios or targets for class sizes. With guidelines for maximums, the actual numbers end up being less than the guideline.

FY 2021 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 ⁴	16.1	26.9	22.1	9.9	17.0	12.3
Arlington County	22.6	21.8	20.1	10.6	17.1	17.0
Fairfax County ⁵	21.2	24.9	25.8	14.0	20.5	21.1
Falls Church City	21.4	23.2	23.9	10.4	14.4	15.5
Loudoun County	21.8	22.2	24.0	13.5	18.4	20.3
Manassas City	21.5	24.3	26.1	10.8	16.4	17.9
Manassas Park City	20.3	24.4	26.9	10.1	17.9	19.2
Montgomery County	18.8	24.7	26.8	13.4	21.5	23.9
Prince William County	22.1	28.0	29.4	13.8	19.3	21.5

¹ Chart excludes teachers and students in Pre-K, kindergarten, alternative schools, and self-contained special education.

² Classroom teachers are positions used to determine class size.

³ Students per teacher-scale positions include classroom teachers and other teachers such as ESOL/ESL, librarians, reading, coaches, mentors, music, art, physical education, etc.

⁴ Alexandria City Public Schools district's special placement, Pre-K, and kindergarten student enrollments are not included. Elementary classroom teacher count includes "flex" positions which are categorized as student improvement FTEs.

⁵ Fairfax County Public Schools district allocates teacher positions from the staffing reserve to help eliminate class size of 30 and above in elementary schools.

FY 2021 Kindergarten Students Per Teacher¹

School Division	Number of Schools Offering Full-Day Kindergarten ²			Classroom Teacher
	Full-Day	Total	% Full-Day	Full-Day
Alexandria City	14	14	100.0%	21.4
Arlington County	24	24	100.0%	20.6
Fairfax County	138	138	100.0%	23.0
Falls Church City	1	1	100.0%	21.0
Loudoun County	59	59	100.0%	22.1
Manassas City	5	5	100.0%	20.2
Manassas Park City	1	1	100.0%	20.0
Montgomery County	135	135	100.0%	19.3
Prince William County	62	62	100.0%	22.0

¹ Excludes Pre-K teachers and students and self-contained special education teachers and students.

² All participating divisions offer 100% full day programs.

Cost Per Pupil¹

School Division	FY 2019 Approved	FY 2020 Approved	FY 2021 Approved
Alexandria City	\$17,606	\$18,136	\$18,147
Arlington County	\$19,348	\$19,921	\$19,581
Fairfax County	\$15,293	\$16,043	\$16,505
Falls Church City	\$18,544	\$19,482	\$19,228
Loudoun County	\$14,260	\$15,241	\$15,214
Manassas City	\$12,855	\$13,581	\$13,705
Manassas Park City	\$11,113	\$11,663	\$12,057
Montgomery County	\$16,281	\$16,726	\$16,759
Prince William County	\$11,633	\$11,875	\$12,641

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 2021 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 2021 Authorized Positions¹ School Operating Fund

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
School-Based Positions					
Teachers	1,417.8	2,715.1	15,935.4	239.1	7,290.3
School-Based Administrators ²	78.0	125.7	670.0	15.0	384.0
Educational Specialists	170.2	126.5	638.5	13.0	204.7
Instructional Assistants	242.0	659.5	3,254.8	58.4	1,622.7
Nonmanagement/All Others ²	231.8	517.1	2,761.7	47.8	1,272.9
Total School-Based Positions	2,139.8	4,143.8	23,260.4	373.3	10,774.6
Nonschool-Based Positions					
Leadership Team	7.0	11.0	18.0	3.0	7.0
Technical/Support	49.0	114.9	825.0	10.0	179.8
Management	77.5	76.5	169.0	14.0	211.5
Educational Specialists	50.6	51.7	150.1	0.0	27.0
Office Support Staff	23.9	58.8	191.5	2.5	124.0
Custodial/Maintenance	19.0	82.5	406.0	6.0	224.3
Total Nonschool-Based Positions	227.0	395.4	1,759.5	35.5	773.5
TOTAL AUTHORIZED POSITIONS³	2,366.8	4,539.2	25,019.9	408.8	11,548.1
(School Based + Non-School Based)					
Other Operating Fund Positions ⁴	157.0	281.5	1,778.4	17.7	833.5
Total Non-Operating Fund Positions ⁵	223.8	168.0	458.2	22.6	485.0

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 contracts for bus drivers and aides).

⁵ Includes all positions funded in Other Funds.

FY 2021 Authorized Positions¹ School Operating Fund

	Manassas City	Manassas Park City	Montgomery County	Prince William County
School-Based Positions				
Teachers	598.2	278.9	13,334.5	6,792.6
School-Based Administrators ²	27.0	10.0	582.0	354.4
Educational Specialists	30.5	10.0	313.7	209.0
Instructional Assistants	120.0	55.0	2,954.3	751.2
Nonmanagement/All Others ²	118.8	24.1	2,312.3	1,256.7
Total School-Based Positions	894.5	378.0	19,496.7	9,363.9
Nonschool-Based Positions				
Leadership Team	1.0	3.0	18.0	15.0
Technical/Support	17.8	8.0	475.4	199.5
Management	26.0	7.0	257.1	240.5
Educational Specialists	16.0	8.0	200.4	124.5
Office Support Staff	13.1	8.4	307.8	124.5
Custodial/Maintenance	9.8	1.0	427.6	250.0
Total Nonschool-Based Positions	83.6	35.4	1,686.1	954.0
TOTAL AUTHORIZED POSITIONS³	978.1	413.4	21,182.8	10,317.9
(School Based + Non-School Based)				
Other Operating Fund Positions⁴	93.3 ⁶	43.0	2,139.4	934.7
Total Non-Operating Fund Positions⁵	0.0	33.0	654.3	715.4

¹ Numbers may not add due to rounding.

² See page 37 for further details.

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

⁴ Includes bus drivers, bus drivers' aides, and cafeteria staff.

⁵ Includes all positions funded in Other Funds.

⁶ Manassas City Public Schools district also includes transportation operations specialist, dispatcher and nutritionist.

FY 2021 School-Based Positions - Details

	Alexandria City	Arlington County	Fairfax County	Falls Church City	Loudoun County
Administrators					
Principals	19.0	41.0	199.0	4.0	96.0
Assistant Principals	52.0	57.0	390.0	6.0	151.0
Guidance Directors	4.0	9.0	54.0	1.0	18.0
Student Activity Directors	3.0	3.0	25.0	1.0	0.0
Other	0.0	15.7	2.0	3.0	119.0
Nonmanagement / All Others					
School Office Staff	63.0	203.2	984.0	16.3	476.5
Custodial Staff	47.6	226.5	1,404.0	23.0	625.8
Noninstructional Specialists	0.0	39.3	215.7	3.0	23.0
Security	22.0	18.0 ²	158.0	1.0	39.0
Other	99.2 ¹	30.1	0.0	4.5	108.6 ³

¹ Alexandria City Public Schools includes registrar, library media assistant, technician, parent liaison, clinical assistant, and school nurse within Nonmanagement (Other).

² Arlington County Public Schools has additional security provided by the Arlington County Police Department.

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

FY 2021 School-Based Positions - Details

	Manassas City	Manassas Park City	Montgomery County	Prince William County
Administrators				
Principals	9.0	4.0	209.0	98.0
Assistant Principals	16.0	5.0	338.0	162.4
Guidance Directors	1.0	0.0	0.0	32.0
Student Activity Directors	1.0	1.0	0.0	12.0
Other	0.0	0.0	35.0	50.0
Nonmanagement / All Others				
School Office Staff	58.3	18.1	709.8	558.0
Custodial Staff	54.5	0.0	1,368.5	493.0
Noninstructional Specialists	0.0	0.0	0.0	101.8
Security	6.0	0.0	229.0	80.8
Other	0.0	6.0 ¹	5.0	23.1 ²

¹ Manassas Park City Schools district's Nonmanagement (Other) includes nurses.

² Prince William County Public Schools district's Nonmanagement (Other) includes parent liaisons.

FY 2021 Salary Information

Teacher and Instructional Assistant Salaries

School Division	Scheduled Days	Unscheduled Days	Hours Per Day	Teacher Salary					Instructional Assistant	
				Step 1 + Bachelors Degree	Average ⁴	Step 1 + Masters Degree	Middle Masters Degree	Maximum	Beginning Hourly	Maximum Hourly
Alexandria City ¹	195	0	7.25	\$49,384	\$79,220	\$56,373	\$83,288	\$110,499	\$16.92	\$32.90
Arlington County ²	194	6	7.50	\$48,228	\$81,773	\$53,173	\$95,346 ³	\$113,207	\$22.30	\$36.75
Fairfax County	194	0	7.50	\$50,000	\$78,298	\$55,000	\$80,680	\$104,269	\$16.98	\$29.99
Falls Church City	194	6	7.50	\$51,599	\$81,435	\$57,237	\$93,107	\$112,373	\$16.34	\$31.13
Loudoun County	194	3	7.00	\$53,730	\$75,426	\$59,500	\$80,500	\$107,190	\$16.50	\$30.98
Manassas City	193	7	7.50	\$48,678	\$72,317	\$54,420	\$75,367	\$116,089	\$16.42	\$28.83
Manassas Park City	194	6	7.50	\$50,055	\$64,489	\$56,055	n/a	\$112,030	\$17.69	\$30.07
Montgomery County	202	12	8.00	\$50,503	\$85,391	\$55,537	\$81,407	\$111,043	\$19.15	\$32.71
Prince William County	195	0	7.00	\$50,324	\$69,252	\$56,065	\$82,353	\$131,680	\$15.01	\$37.75

¹ Alexandria City Public Schools has three salary scales: Bachelor's with 23 steps, Masters with 24 steps, and Master +30 years with 24 steps.

² Arlington County Public Schools salaries for non-retirement eligible and Advancement Program (CAP) follow a different salary schedule. For detailed information see Arlington Public Schools pay plan on using the following link: <http://www.apsva.us/payroll-overview>.

³ Arlington County Public Schools middle of the teacher master's degree salary schedule (including longevity steps) for retirement eligible employees. For comparison purpose the middle salary assumes a step progression each year; however, actual step progression varies each year.

⁴ The average teacher salary for Falls Church, Loudoun, Manassas Park, Prince George and Prince William Public Schools reflects average teacher salary for the operating fund, while the average teacher salary for the remaining divisions reflects average teacher salary for all funds.

FY 2021 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	\$19.34	\$31.97	9	\$15,000	\$17,000
Arlington County	\$21.17 - \$25.96 ¹	\$34.90 - \$42.68 ¹	5	\$25,000	\$27,000
Fairfax County	\$19.20	\$33.81	12	\$32,000	\$34,000
Falls Church City	\$19.71	\$35.72	7	\$3,600	\$6,000
Loudoun County	\$20.06	\$38.00	9	\$20,000	\$22,000
Manassas City	\$19.01	\$33.38	7	\$12,000	\$13,100
Manassas Park City²	\$19.50	\$33.15	5	\$3,000	\$3,500
Montgomery County	\$17.62	\$29.71	7	\$25,000	\$29,000
Prince William County	\$19.11	\$45.06	8	\$26,540	\$28,540

¹ Arlington County Public Schools salary per hour varies among type of bus driver. For detailed information see Arlington Public Schools pay plan on using the following link: <http://www.apsva.us/payroll-overview>.

² Manassas Park City Schools School Board Members are appointed by the City Governing Body for Manassas Park City Schools.

Student Demographics

School Division	Graduation Information			FY 2020 Actual Free or Reduced Price Lunch Eligibility	
	% of 2019 Graduates Going on to Postsecondary Education ¹	Class of 2020 Cohort Graduation Four-Year Rate ²	Class of 2020 Cohort Dropout Four-Year Rate ²	Students Eligible	Percent of District Enrollment
Alexandria City	86.5%	82.1%	13.9%	9,094	56.4%
Arlington County	90.1%	93.4%	4.9%	8,083	28.6%
Fairfax County	89.2%	93.0%	6.2%	57,899	30.7%
Falls Church City	n/a	95.3%	2.1%	215	8.1%
Loudoun County	91.2%	96.8%	2.4%	15,152	18.0%
Manassas City	74.4%	77.4%	17.8%	4,735	60.7%
Manassas Park City	74.0%	85.1%	13.3%	2,412	66.0%
Montgomery County³				55,873	33.8%
Prince William County	82.0%	93.0%	5.3%	39,258	42.4%

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 Data not available at time of compilation.

SAT Scores¹

School Year 2019-2020

School Division	Average Math	Average Evidence - Based Reading and Writing	Total	Percent of Seniors Taking Tests
Alexandria City ¹				
Arlington County	596	602	1198	66.7%
Fairfax County	607	604	1211	67.0%
Falls Church City	617	631	1248	0.0%
Loudoun County	581	592	1173	74.0%
Manassas City	524	536	1060	33.0%
Manassas Park City	547	524	1071	33.6%
Montgomery County	543	554	1097	78.5%
Prince William County	538	557	1095	53.0%

¹ Data not available at time of compilation.

Student Breakfast and Lunch Prices

School Division	Breakfast Prices			Lunch Prices		
	Elementary	Middle	High	Elementary	Middle	High
Alexandria City	\$1.75	\$1.75	\$1.75	\$2.85	\$2.85	\$3.05
Arlington County	\$1.75	\$1.75	\$1.75	\$3.05	\$3.15	\$3.15
Fairfax County	\$1.75	\$1.75	\$1.75	\$3.25	\$3.50	\$3.50
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	\$3.10	\$3.10	\$3.10
Montgomery County	\$1.30	\$1.30	\$1.30	\$2.55	\$2.80	\$2.80
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 2021 Annual Employer Cost for Hypothetical Teacher Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Alexandria City	\$104,060	\$121,980
Arlington County	\$98,101	\$119,440
Fairfax County	\$101,115	\$118,788
Falls Church City	\$99,590	\$120,431
Loudoun County	\$102,127	\$115,349
Manassas City	\$99,269	\$108,548
Manassas Park City	\$94,486	\$93,838
Montgomery County	\$89,260	\$112,669
Prince William County	\$99,184	\$104,662

Salary and Benefits Summary Alexandria City Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$79,220
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,060
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$13,166
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$959
Life Insurance	0.54%	\$351	0.54%	\$428
Health Insurance: POS - Family Coverage ² Name: United Healthcare Point of Service (Choice Plus)	32.87%	\$21,368	26.97%	\$21,368
Dental/Vision ³	1.20%	\$779	0.98%	\$779
Total Benefits	60.09%	\$39,060	53.98%	\$42,760
Total Salary and Benefits		\$104,060		\$121,980

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

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

³ Dental costs is based on family coverage.

Salary and Benefits Summary

Arlington County Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$81,773
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,256
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$13,591
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$989
401 (a) match 0.4% or \$240, whichever is greater	0.40%	\$260	0.40%	\$327
Life Insurance	1.34%	\$871	1.34%	\$1,096
Health Insurance: POS - Family Coverage ² Name: Kaiser Permanente - HMO - Family - 30 to 40	22.85%	\$14,850	18.16%	\$14,850
Dental/Vision ³	0.86%	\$558	0.68%	\$558
Total Benefits	50.92%	\$33,101	46.06%	\$37,667
Total Salary and Benefits		\$98,101		\$119,440

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

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

³ Dental rates are based on family coverage, vision is covered at 100% by the participating employee.

Salary and Benefits Summary

Fairfax County Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$78,298
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,990
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$13,013
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$947
Employees' Supplementary Retirement System of Fairfax County (ERFC)	6.44%	\$4,186	6.44%	\$5,042
Life Insurance	0.98%	\$637	0.98%	\$767
Health Insurance: POS - Family Coverage ² Name: CareFirst BlueChoice Advantage	21.05%	\$13,680	17.47%	\$13,680
Dental/Vision	1.62%	\$1,050	1.34%	\$1,050
Total Benefits	55.56%	\$36,115	51.71%	\$40,490
Total Salary and Benefits		\$101,115		\$118,788

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

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

Salary and Benefits Summary

Falls Church City Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$81,435
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,230
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$13,535
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$985
Life Insurance	1.33%	\$865	1.33%	\$1,083
Health Insurance: POS - Family Coverage ²	25.54%	\$16,599	20.38%	\$16,599
Name: BCBS - The Local Choice 250 Comprehensive				
Dental	0.87%	\$564	0.69%	\$564
Total Benefits	53.21%	\$34,590	47.89%	\$38,996
Total Salary and Benefits		\$99,590		\$120,431

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

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

Salary and Benefits Summary

Loudoun County Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$75,426
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,770
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$12,536
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$913
Life Insurance	1.34%	\$871	1.34%	\$1,011
Health Insurance: POS - Family Coverage ²	27.87%	\$18,114	24.02%	\$18,114
Name: Cigna				
Dental/Vision	2.43%	\$1,580	2.09%	\$1,580
Total Benefits	57.12%	\$37,127	52.93%	\$39,923
Total Salary and Benefits		\$102,127		\$115,349

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

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

Salary and Benefits Summary

Manassas City Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$72,317
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,532
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$12,019
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$875
Life Insurance	1.34%	\$871	1.34%	\$969
Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage	25.90%	\$16,836	23.28%	\$16,836
Total Benefits	52.72%	\$34,269	50.10%	\$36,231
Total Salary and Benefits		\$99,269		\$108,548

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

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

³ Dental and Vision Insurance are included in Health Insurance.

Salary and Benefits Summary

Manassas Park City Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$64,489
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$4,933
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$10,718
VRS Retiree Health Credit	1.21%	\$787	1.21%	\$780
Life Insurance	1.31%	\$852	1.31%	\$845
Health Insurance: POS - Family Coverage ² Name: Anthem Key Advantage 250 (The Local Choice)	18.57%	\$12,072	18.72%	\$12,072
Total Benefits	45.36%	\$29,486	45.51%	\$29,349
Total Salary and Benefits		\$94,486		\$93,838

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

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

Salary and Benefits Summary Montgomery County Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$85,391
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$6,532
Retirement				
State Retirement & Pension System of Maryland	7.00%	\$4,550	7.00%	\$5,977
Local Pension	0.05%	\$33	0.05%	\$43
Life Insurance	0.10%	\$65	0.10%	\$85
Health Insurance: POS - Family Coverage ² Name: Carefirst BCBS	21.00%	\$13,647	15.98%	\$13,647
Dental/Vision	1.53%	\$993	1.16%	\$993
Total Benefits	37.32%	\$24,260	31.94%	\$27,278
Total Salary and Benefits		\$89,260		\$112,669

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

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

Salary and Benefits Summary

Prince William County Public Schools

	Percent of Hypothetical Salary	FY 2021 Annual Employer Cost for Hypothetical Teacher Salary	Percent of Average Salary	FY 2021 Annual Employer Cost for Average Teacher Salary
Salary		\$65,000		\$69,252
Benefits¹				
Social Security	7.65%	\$4,973	7.65%	\$5,298
Retirement				
Virginia Retirement System (VRS)	16.62%	\$10,803	16.62%	\$11,510
VRS Retiree Health Care Credit	1.21%	\$787	1.21%	\$838
403B Max at 15 years	2.00%	\$1,300	2.00%	\$1,385
Life Insurance	1.34%	\$871	1.34%	\$928
Health Insurance: POS - Family Coverage ² Name: Anthem PPO Enhanced	22.49%	\$14,617	21.11%	\$14,617
Dental/Vision	1.28%	\$834	1.20%	\$834
Total Benefits	52.59%	\$34,184	51.13%	\$35,410
Total Salary and Benefits		\$99,184		\$104,662

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

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

FY 2021 Compensation Accounts (All Funds)

School Division	Full-Time Position Salaries	Other Compensation ¹	Employee Benefits	Total Compensation	Turnover & Vacancy Savings
Alexandria City	\$185,250,267	\$8,556,588	\$77,028,115	\$270,834,970	(\$1,088,038)
Arlington County	\$362,422,041	\$24,865,471	\$139,998,329	\$527,285,841	(\$3,830,349)
Fairfax County	\$1,768,152,907	\$177,929,156	\$929,512,823	\$2,875,594,886	(\$59,330,510)
Falls Church City	\$30,926,851	\$2,225,885	\$11,422,234	\$44,574,970	(\$475,111)
Loudoun County	\$788,866,232	\$52,428,894	\$375,480,028	\$1,216,775,154	(\$19,124,733)
Manassas City	\$66,729,905	\$3,523,726	\$27,277,273	\$97,530,904	(\$849,999)
Manassas Park City	\$21,548,927	\$6,141,368	\$9,681,530	\$37,371,825	(\$527,804)
Montgomery County	\$1,714,396,167	\$154,440,372	\$600,700,873	\$2,469,537,412	(\$33,575,500)
Prince William County	\$701,897,522	\$30,941,541	\$269,953,773	\$1,002,792,836	(\$12,780,444)

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	40.3%	76.9%	0.0%	80.0%	80.0%	57.0%	100.0%	100.0%
Arlington County	100.0%	76.9%	50.0%	62.0%	69.0%	35.0%	100.0%	100.0%
Fairfax County	73.4%	76.9%	0.0%	75.0%	75.0%	70.0%	100.0%	0.0%
Falls Church City	100.0%	76.9%	0.0%	75.0%	75.0%	0.0%	100.0%	100.0%
Loudoun County	100.0%	76.9%	0.0%	71.0%	0.0%	82.0%	100.0%	100.0%
Manassas City	100.0%	76.9%	0.0%	66.5%	67.7%	See note ³	0.0%	100.0%
Manassas Park City	100.0%	76.9%	0.0%	58.7%	48.5%	Included in health	0.0%	See note ⁴
Montgomery County	83.0%	See note ⁵	0.0%	83.0%	88.0%	83.0%	0.0%	0.0%
Prince William County	100.0%	76.9%	0.0%	61.0%	70.0%	70.0%	100.0%	100.0%

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

² The Other category includes supplemental retirement.

³ Manassas City Public Schools includes dental and vision insurance in health insurance. In addition, the district offers two stand alone dental plan (dental and vision).

⁴ Manassas Park City Schools long term insurance is covered at 40% of salary and is paid for by the district. Employees who wish to increase to 60% of salary are responsible for the premium.

⁵ Maryland state rate to be updated when available.

Substitute Teacher Pay Rate

School Division	Number of Hours for a Full Day Sub	Short Term			Long Term				
		No Bachelor's Degree	Bachelor's Degree	Licensed Teacher	No Bachelor's Degree	Bachelor's Degree		Licensed Teacher	
		Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Effective Day	Daily Rate	Effective Day
Alexandria City	7.25	\$110.00	\$110.00	\$110.00	\$157.59	\$157.59	10th Day	\$157.59	10th Day
Arlington County¹	7.00	\$92.40	\$106.96	\$106.96	\$92.40	\$178.22	1st Day	\$178.22	1st Day
Fairfax County	7.00	\$101.50	\$101.50	\$143.50	\$143.50	\$143.50	11th Day	\$182.00 ²	11th Day
Falls Church City	7.50	\$123.75	\$123.75	\$123.75	\$142.50	\$142.50	11th Day	\$222.00 ³	11th Day
Loudoun County	7.00	\$112.75	\$112.75	\$112.75	\$154.00	\$154.00	11th Day	\$154.00	11th Day
Manassas City	7.50	\$94.95	\$112.95	\$120.00	\$0.00	\$153.75	1st Day	\$168.75	1st Day
Manassas Park City	7.50	\$112.50	\$112.50	\$112.50	\$127.50	\$127.50	140 Hours	\$127.50	140 Hours
Montgomery County	7.00	\$128.87	\$128.87	\$137.06	\$183.96	\$183.96	11th Day	\$195.23	11th Day
Prince William County	7.00	\$112.07	\$112.07	\$112.07	\$0.00	\$140.00	10th Day	\$164.08	10th Day

¹ Arlington County Public Schools rates are for temporary substitutes.

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

³ Falls Church City Schools pays \$29.50 per hour from day 1 when the sub assignment will extend beyond 45 days and the substitute has a teachers license.

WABE 2021