

Preliminary FY 2020 Employee Compensation Overview

School Board Work Session

November 13, 2018

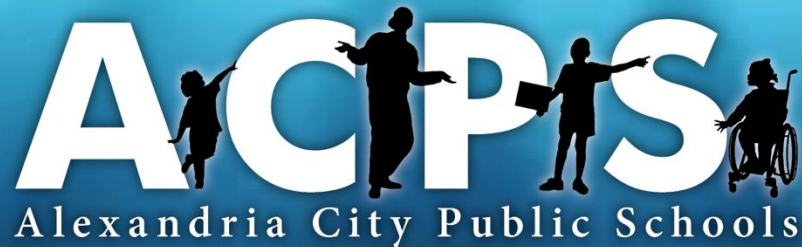


Every Student Succeeds

Essential Questions

1. What are Step Increases and Market Rate Adjustments?
2. What types of raises have been issued by ACPS and surrounding divisions in recent years?
3. How do current ACPS Teacher and Other Positions' salaries compare to surrounding school divisions?

Comparisons of Pay Action Types

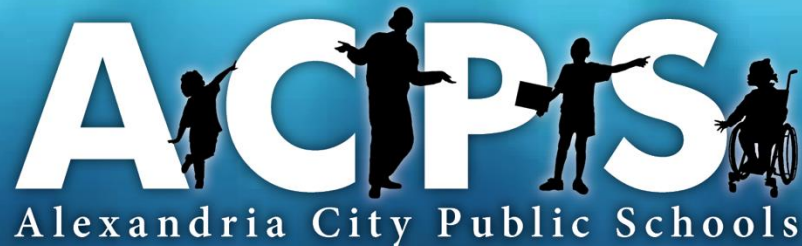


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Definitions of Pay Actions

Type of Pay Action	Description
Step Increase	<ul style="list-style-type: none">• Employees move up one step on their current pay scale (unless they are already at the top of their scale).• No changes are made to the actual pay scale.
Market Rate Adjustment (MRA)	<ul style="list-style-type: none">• The salary at each step of each scale is increased by a set percentage.• Employees remain at their current step on the pay scale.
One-Time Payment (Bonus)	<ul style="list-style-type: none">• Employees receive a lump-sum payment at a single point in the fiscal year (typically December).• For the past three years, the Board has budgeted this for employees that would not otherwise receive a raise because they were moving to a hold step or were already at the top of their scale.

Recent Pay Actions: ACPS and Other Divisions



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Recent Pay Actions - ACPS

Fiscal Year	Step Increase	Market Rate Adjustment
FY 2010	Full Step, Mid-Year	No
FY 2011	Full Step, Mid-Year	No
FY 2012	Full Step	No
FY 2013	No	Yes, 2.2% + (5.0% VRS)
FY 2014	Full Step, Mid-Year	No
FY 2015	No	Yes, 2.0% Support, 1.0% Other
FY 2016	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2017	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2018	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2019	Full Step Bonus to Top-of-Scale and Hold Step	Added a New Top Step

Recent Pay Actions – Other Divisions

	<u>FY 2015</u>		<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>	
School Division	MRA	Step	MRA	Step	MRA	Step	MRA	Step	MRA	Step
Alexandria City Public Schools	2% Support; 1% Other	No	No	Full Step	No	Full Step	No	Full Step	*	Full Step
Arlington County	2%	No	No	Full Step	No	Full Step	Yes, Specific Positions	Full Step	No	Full Step
Fairfax County	No	Yes	.62%	Full Step	1%	Full Step	No	Full Step	1%	Full Step
Falls Church City	1%	Full Step			No	Full Step	No	Full Step	3%	No
Loudoun County	2.6% to 4% + 1% VRS	No	No	Full Step	1%	Full Step	Restructure of Teacher Salary Scale	Full Step	3.2% (Licensed Staff)	Full Step
Manassas City	2%	Full Step -- Teachers	2%	Full Step	2%	Place on appropriate steps	No	Full Step		
Montgomery County	1.5%	Full Step	No	Full Step	2%	Full Step	1%	Full Step	2%	Full Step
Prince William County	2% + 1% VRS	No	No	Full Step	No	Full Step	No	Full Step	No	Full Step
City of Alexandria (Non-School-Division Employees)	No	Full Step	No	Full Step	No	Full Step	No	Full Step	No	Full Step

*Removed lowest step added new top step

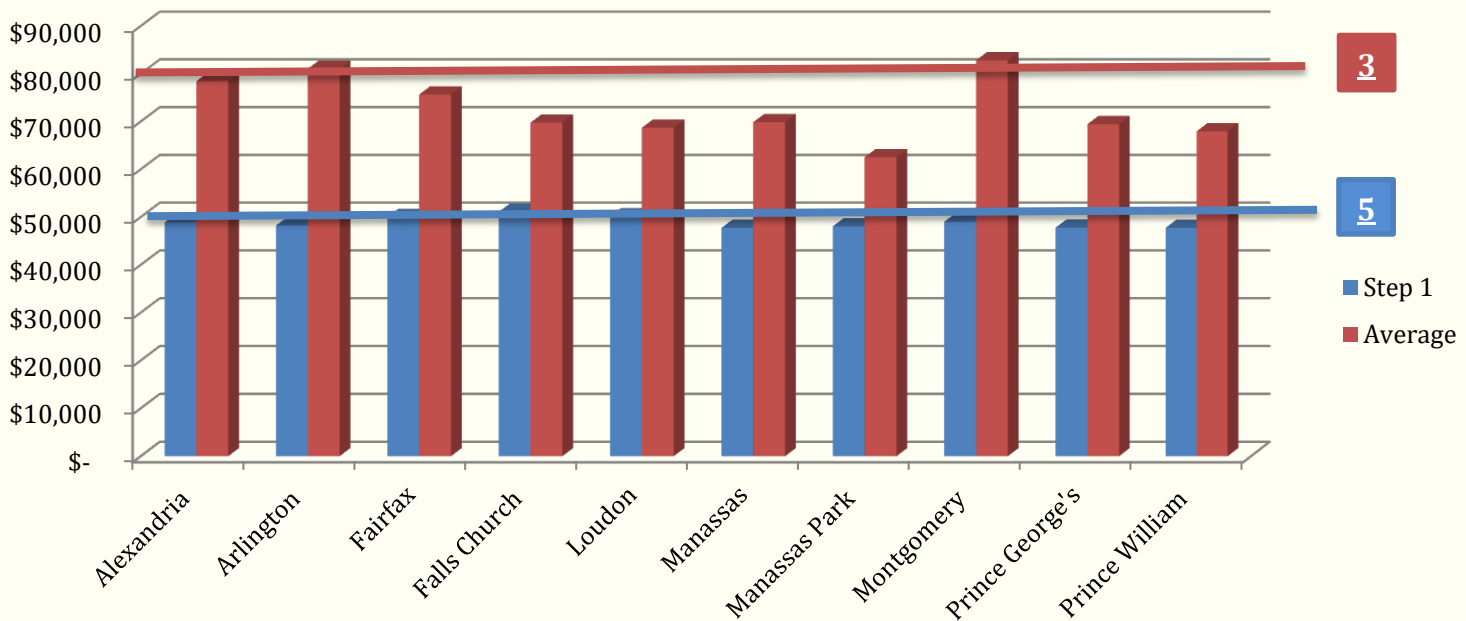
Market Competitiveness: Teacher Positions



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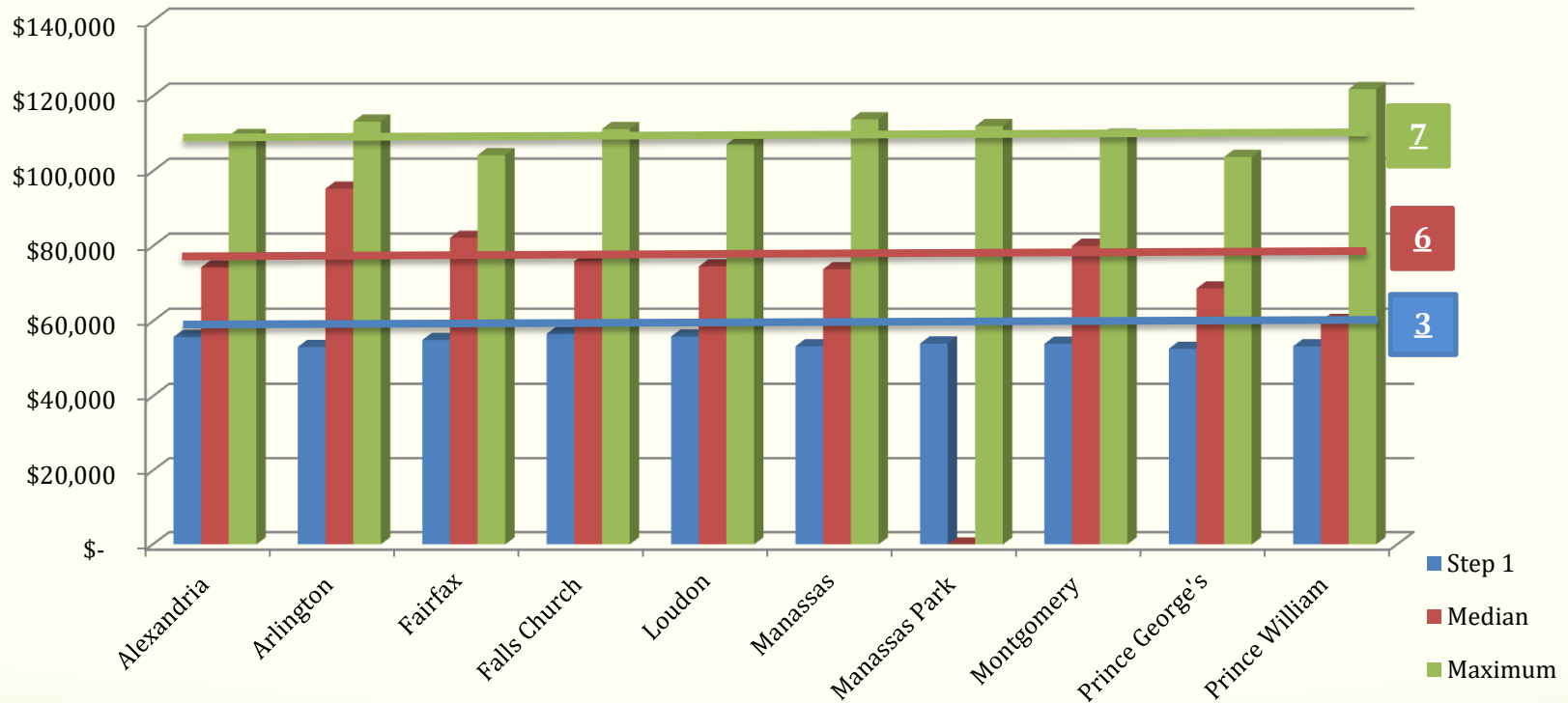
Teacher Salary: Bachelor's Degree

Teacher with Bachelor's Degree



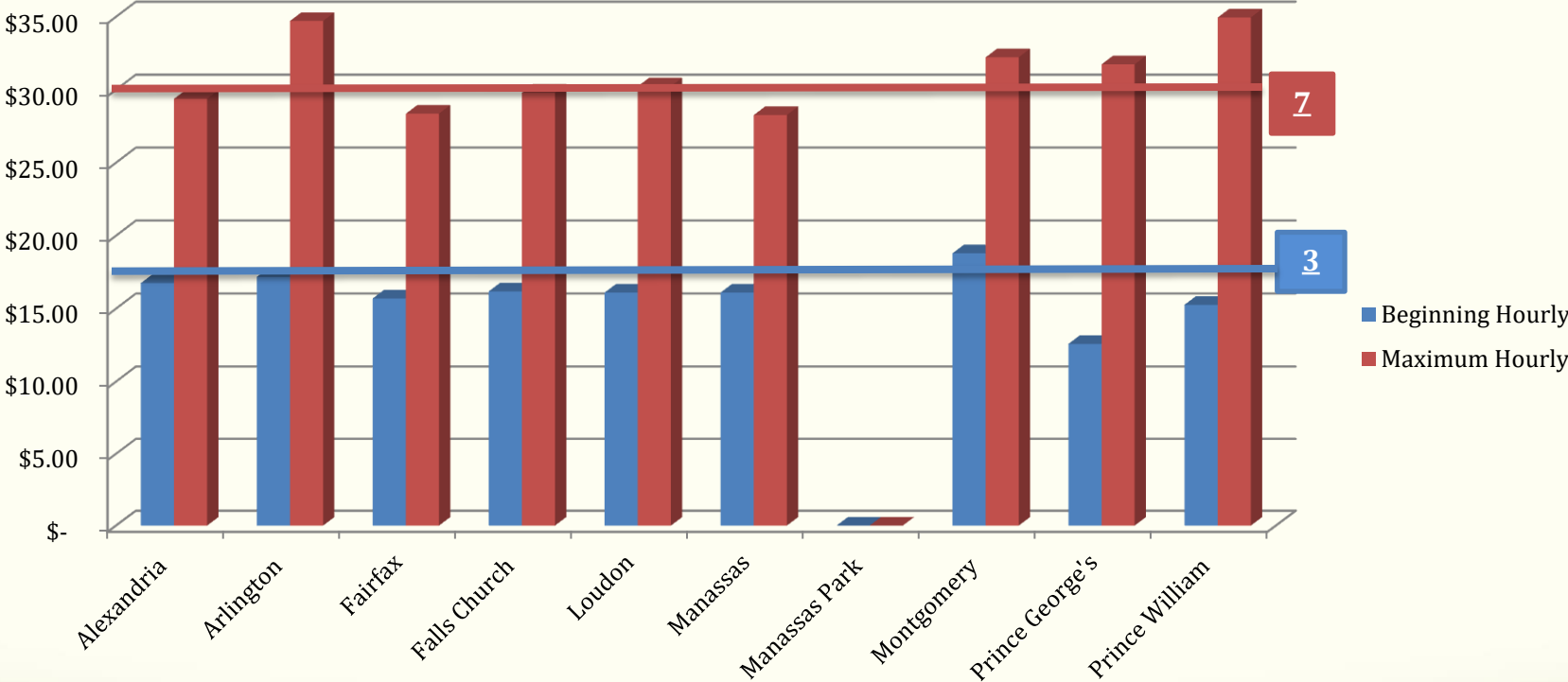
Teacher Salary: Master's Degree

Teacher with Master's Degree



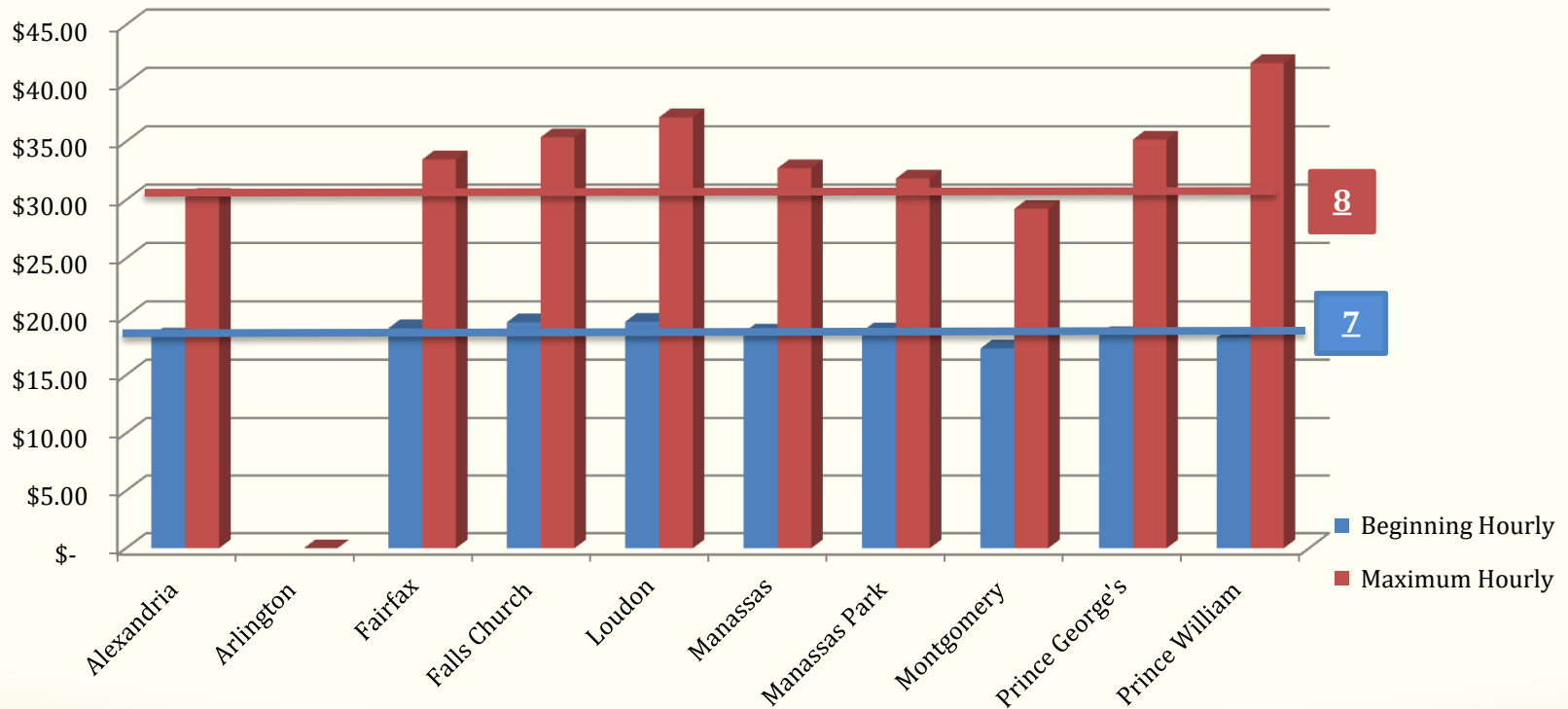
Instructional Specialist

Instructional Specialist



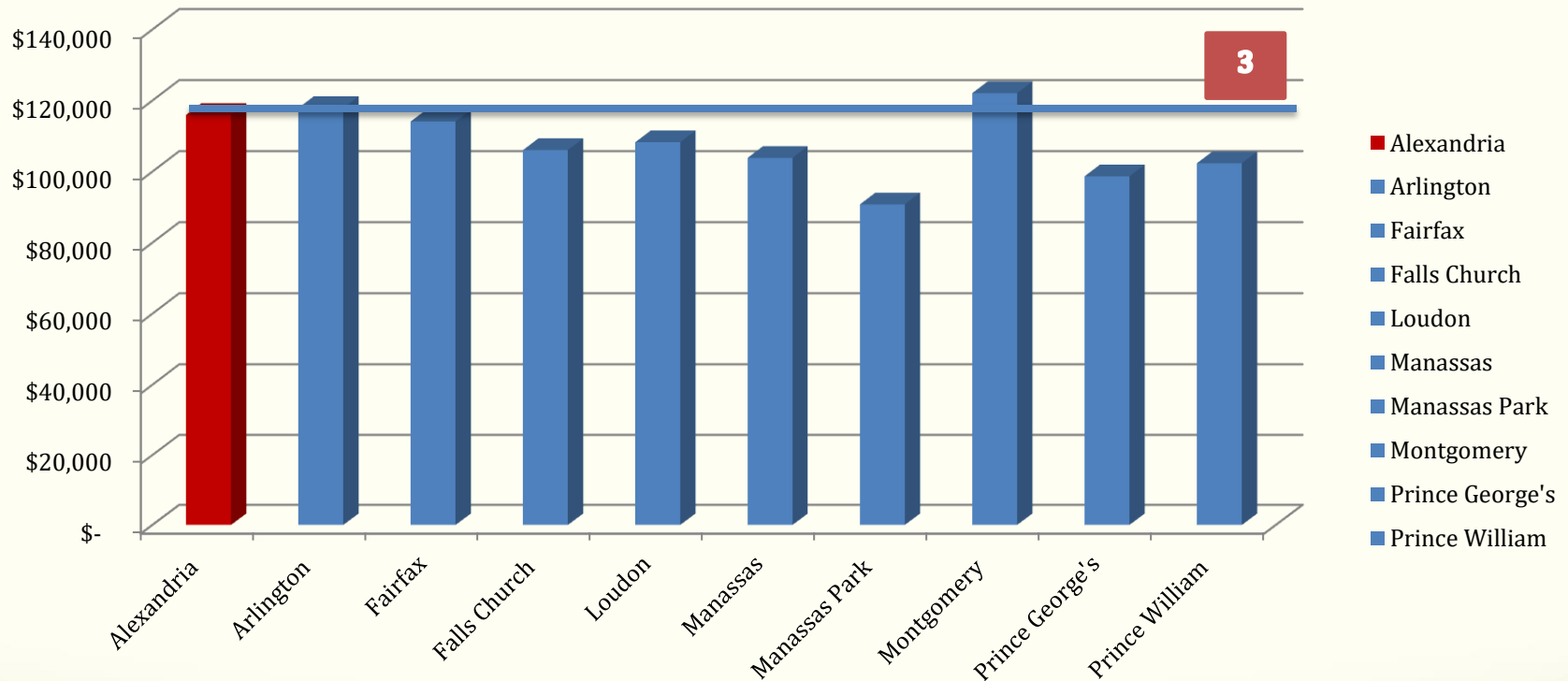
Bus Drivers

Bus Drivers



Total Compensation Package

Average Teacher Compensation Package



Remaining Competitive

- 2.63% is the average pay raise.
- Assuming ACPS and surrounding jurisdictions continue to offer a step increase, ACPS position will not change.
- Should other jurisdictions offer an MRA in addition to a step increase and ACPS not, our salaries will become less attractive.

Questions/Comments

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