



The Washington Area Boards of Education

FY 2023 WABE Guide

November 2022

Table of Contents

| | | | |
|--|----|--|----|
| Division Superintendents | 3 | FY 2023 Kindergarten Students Per Teacher | 30 |
| Division Contacts..... | 4 | Cost Per Pupil..... | 31 |
| Alexandria City Public Schools | 5 | FY 2023 Authorized Position Definitions | 33 |
| Arlington Public Schools | 6 | FY 2023 Authorized Positions | 34 |
| City of Fairfax Public Schools | 7 | FY 2023 School-Based Positions - Details..... | 36 |
| Fairfax County Public Schools..... | 8 | FY 2023 Salary Information | 38 |
| Falls Church City Public Schools | 9 | Teacher and Instructional Assistant Salaries | 38 |
| Loudoun County Public Schools | 10 | Bus Driver and School Board Salaries | 39 |
| Manassas City Public Schools..... | 11 | Student Demographics | 40 |
| Manassas Park City Schools | 12 | SAT Scores | 41 |
| Montgomery County Public Schools | 13 | Student Breakfast and Lunch Prices | 42 |
| Prince George's County Public Schools..... | 14 | Teacher Cost Comparison..... | 43 |
| Prince William County Public Schools..... | 15 | Salary and Benefits Summary | 44 |
| FY 2022 Actual Enrollment | 16 | Alexandria City Public Schools..... | 44 |
| FY 2023 Approved Enrollment..... | 17 | Arlington County Public Schools..... | 45 |
| English for Speakers of Other Languages (ESOL) Students..... | 18 | Fairfax County Public Schools | 46 |
| Schools and Centers..... | 20 | Falls Church City Public Schools | 47 |
| FY 2022 Actual Special Education Enrollment | 21 | Loudoun County Public Schools..... | 48 |
| FY 2023 Approved Special Education Enrollment..... | 22 | Manassas City Public Schools | 49 |
| FY 2023 Expenditure Data Definitions | 23 | Manassas Park Public Schools..... | 50 |
| FY 2023 Approved Fund Expenditures | 24 | Montgomery County Public Schools..... | 51 |
| FY 2023 Sources of Revenue | 25 | Prince William County Public Schools | 52 |
| FY 2023 Local Funding Effort | 27 | FY 2023 Compensation Accounts | 53 |
| FY 2023 Approved Staffing Ratios | 28 | Benefit Expense Distribution | 54 |
| FY 2023 Average Class Size | 29 | Substitute Teacher Pay Rate..... | 55 |

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Alexandria City Public Schools

- Alexandria City Public Schools (ACPS) serves more than 15,400 students who hail from more than 110 countries and speak 121 languages. ACPS has 18 schools, including two middle schools, two K-8 schools, one PreK school and the internationally recognized Alexandria City High School. ACPS is committed to putting racial equity at the heart of all decisions and ensuring that every student succeeds. Visit www.acps.k12.va.us.
- For the first time since June 2019, ACPS leaders presented diplomas to 809 graduating seniors at its pre-pandemic venue. The Titans Class of 2022 are the first students to graduate from ACHS after the school's name change in July 2021.
- 403 seniors (43% of the class) graduated with an Advanced Studies Diploma, the highest percentage of ACHS students to earn an Advanced Studies Diploma
- Alexandria City Public Schools (ACPS) was awarded \$2,325,000 by the Virginia Department of Environmental Quality (DEQ) for the purchase of 10 new electric school buses. The new electric buses allowed ACPS to retire 10 older diesel buses and add to the current fleet of five electric school buses purchased through the Dominion Electric program in October 2021.
- ACPS officially closed Friday, February 11, 2022, on the purchase of the 1703 N. Beaugard Street property. The purchase of the building allowed ACPS to update its original plan of constructing a new 600-student school to instead renovate an existing building, an adjustment that reduced the necessary project funding by \$39.2 million in the FY 2023-32 Capital Improvement Budget.
- Alexandria City Public Schools (ACPS) held a groundbreaking ceremony for the new Alexandria City High School (ACHS) – Minnie Howard campus on March 29, 2022, to kick off its construction. In 2019, the School Board voted to expand ACHS into a Connected High School Network and build the Minnie Howard campus. This network will address the challenges of growing student enrollment and meet the region's future business needs.
- ACPS and Virginia Tech launched a pilot partnership program to strengthen STEM opportunities for students. The partnership kicked off its pilot program at James K. Polk Elementary School distributing micro:bit equipment to all fifth-grade students. The goal is to inspire young people to get excited about technology and the opportunities it presents for them by creating free, user-friendly educational resources that support teachers in delivering engaging and creative lessons. The pilot program will be extended to additional schools in the future.
- Three ACHS students were awarded an Honorable Mention in the C-SPAN 2021 StudentCam Documentary Competition for their documentary (written, directed, and produced by the trio) "Dear Mr. President: History, or Progress?" The film highlights the impact of discrimination and racism nationwide, with a special focus on the Alexandria community.

Highlights at a Glance

| | |
|------------------------|----------|
| FY 2023 Cost Per Pupil | \$20,777 |
| Average Teacher Salary | \$85,904 |

2022 Actual Enrollment

| | |
|--|--------|
| Total Enrollment | 15,526 |
| Percent ESOL Enrollment | 34.0% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 13.0% |

2023 Approved Enrollment

| | |
|--|------|
| Number Increase/(Decrease) from 2022 Actual | 118 |
| Percent Increase/(Decrease) from 2022 Actual | 0.8% |

Schools

| | |
|----------------------------|----|
| Elementary | 13 |
| Middle | 2 |
| Traditional (K-8) | 2 |
| Secondary and High Schools | 1 |
| Special Education | 0 |
| Alternative | 2 |

Sources of Revenue

| | |
|-------------------|-------|
| Local | 76.1% |
| State | 18.2% |
| All Other Sources | 5.7% |

Authorized Positions

| | |
|-----------------|-------|
| School-Based | 90.1% |
| Nonschool-Based | 9.9% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.acps.k12.va.us

Budget Link: <https://www.acps.k12.va.us/departments/financial-services/budget>

Dr. Melanie Kay-Wyatt (Interim)
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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 schools are accredited by the Virginia Department of Education according to state accreditation ratings and federal accountability ratings.
- The 2022 Washington Post Challenge Index listed all APS high schools in the top two percent in the U.S.
- Niche Ranked APS the #1 Best Place to Teach in Virginia and the #2 Best School Division in Virginia.
- 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.
- 82.5 percent of students completed one or more college-level classes.
- APS students out scored their peers both nationally and at the state level on SAT and ACT scores and IB Pass Rates.
- Nearly 88 percent of graduating seniors completed at least one AP or IB course, and 70 percent of graduates earn an advanced studies diploma.
- APS has a 95 percent graduation rate for students in the three comprehensive high schools.
- Arlington ranks second in Virginia with more than 200 teachers who have earned National Board Certification.
- Ninety-two percent of the Class of 2022 plan to continue Post-Secondary Education.
- The APS Class of 2021 earned \$67.5 million in scholarships.

Highlights at a Glance

| | |
|--|----------|
| FY 2023 Cost Per Pupil | \$23,521 |
| Average Teacher Salary | \$89,881 |
| 2022 Actual Enrollment | |
| Total Enrollment | 26,998 |
| Percent ESOL Enrollment | 19.6% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 15.0% |
| 2023 Approved Enrollment | |
| Number Increase/(Decrease) from 2022 Actual | 585 |
| Percent Increase/(Decrease) from 2022 Actual | 2.2% |
| Schools | |
| Elementary | 25 |
| Middle | 6 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 5 |
| Special Education | 2 |
| Alternative | 3 |
| Sources of Revenue | |
| Local | 79.3% |
| State | 14.7% |
| All Other Sources | 6.0% |
| Authorized Positions | |
| School-Based | 90.2% |
| Nonschool-Based | 9.8% |

**The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.*

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 approximately 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 773 students and PES is 1,000.

- Katherine Johnson Middle School (KJMS)

Katherine Johnson Middle School, often recognized for the rigor of its academic program, completed an extensive renovation in the spring of 2008. KJMS 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. KJMS was recently recognized by the U.S. Department of Education as a National Green School and has been a Virginia Naturally School for nine 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.
- The FCPS Strategic Plan 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.
- Thomas Jefferson High School for Science and Technology (TJHSST) was ranked by U.S. News and World Report in 2022 as the nation's Best High School. Additionally, TJHSST was ranked sixth for the best science, technology, engineering, and math (STEM) school. The following FCPS high schools: Langley, McLean, Marshall, Madison, Woodson, and West Springfield were also included in the top 10 schools in Virginia.
- Forestville Elementary, Kings Park Elementary, Thomas Jefferson High for Science and Technology and Wolf trap Elementary, received the Virginia Board of Education's 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.
- Ninety-seven percent of FCPS schools, compared to 92 percent statewide, earned full state accreditation from the VDOE based on the results from the Virginia SOL tests administered during the 2019-2020 school year.
- In 2022, 214 FCPS students from 16 high schools were named semifinalists, and 30 students from six FCPS schools qualified for recognition in National Merit Scholarship Program after taking the Preliminary SAT/National Merit Scholarship Qualifying Test.
- FCPS is the largest employer in Fairfax County, with 24,415 full-time employees.
- The FCPS bus fleet is one of the largest in the U.S., transporting more than 145,000 students on over 1,600 buses each day.
- FCPS has more than 28 million square feet of school buildings and office space, including 185 schools that have earned ENERGY STAR® certification at least one time.

Highlights at a Glance

| | |
|--|----------|
| FY 2023 Cost Per Pupil | \$18,772 |
| Average Teacher Salary | \$83,623 |
| 2022 Actual Enrollment | |
| Total Enrollment | 178,421 |
| Percent ESOL Enrollment | 19.6% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 15.0% |
| 2023 Approved Enrollment | |
| Number Increase/(Decrease) from 2022 Actual | -851 |
| Percent Increase/(Decrease) from 2022 Actual | -0.5% |
| Schools | |
| Elementary | 142 |
| Middle | 23 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 25 |
| Special Education | 7 |
| Alternative | 2 |
| Sources of Revenue | |
| Local | 68.1% |
| State | 26.5% |
| All Other Sources | 5.4% |
| Authorized Positions | |
| School-Based | 92.3% |
| Nonschool-Based | 7.7% |
| *The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program. | |

Website: www.fcps.edu

Budget Link: <https://www.fcps.edu/sites/default/files/media/pdf/FY-2023-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 established in 1949.
- All five FCCPS schools are fully accredited:
 - Jessie Thackrey (PreK, Special needs preschool and family literacy programs)
 - Mount Daniel Elementary (K-2)
 - Oak Street Elementary (3-5) (formerly Thomas Jefferson Elementary)
 - Mary Ellen Henderson Middle (6-8)
 - Meridian High (9-12) (formerly George Mason High)
- FCCPS is one of the few school divisions in the nation to offer The International Baccalaureate (IB) Programmes PreK-12 and is an IB Continuum School Division.
- FCCPS recently completed a state of the art, \$120 million high school building.
- FCCPS consistently scores above state and national averages on standardized tests. Overall FCCPS SOL results pass rates for the 2021-2022 school year are:
 - Reading 92 percent - #1 (in VA)
 - Writing 89 percent - #2
 - History 89 percent - #2
 - Science 88 percent - #1
 - Math 87 percent - #2
- The FCCPS student body is multi-cultural with students speaking over 30 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 2023 Cost Per Pupil | \$22,826 |
| Average Teacher Salary | \$89,314 |

2022 Actual Enrollment

| | |
|--|-------|
| Total Enrollment | 2,502 |
| Percent ESOL Enrollment | 4.6% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 13.5% |

2023 Approved Enrollment

| | |
|--|------|
| Number Increase/(Decrease) from 2022 Actual | 0 |
| Percent Increase/(Decrease) from 2022 Actual | 0.0% |

Schools

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

Sources of Revenue

| | |
|-------------------|-------|
| Local | 81.0% |
| State | 15.5% |
| All Other Sources | 3.5% |

Authorized Positions

| | |
|-----------------|-------|
| School-Based | 91.4% |
| Nonschool-Based | 8.6% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.fccps.org

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

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Loudoun County Public Schools

- Loudoun County Public Schools (LCPS) fulfills its mission of “Empowering all students to make meaningful contributions to the world” through deeper learning experiences, demonstrating instructional leadership across the Commonwealth and nation as a member of the Virginia is for Learners Network 4.0 and by being recognized by the Virginia Department of Education as a School Division of Innovation.
- LCPS opened Elaine E. Thompson Elementary School in the Fall of 2022, bringing the total number of schools to 98. LCPS operates 61 elementary schools, 17 middle schools, 18 high schools, and two educational centers.
- The LCPS projected enrollment for 2022 is 83,039, compared with 2021’s actual enrollment of 81,642, a 1.7 percent increase.
- The LCPS Class of 2022 received \$78.5 million in scholarships.
- 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). LEF also won a \$400,000 grant from Jack Kent Cooke Foundation to launch the BEAM Summer Math Discovery Program, which equips middle school students from marginalized communities to take and excel in rigorous coursework.
- LCPS is the only school division in the Commonwealth to have all its eligible middle schools receive the Schools to Watch designation from the National Forum to Accelerate Middle School Reform.
- LCPS received the 2022 ENERGY STAR Partner of the Year – Sustained Excellence Award for the 11th year in a row from the U.S. Environmental Protection Agency (EPA) and the U.S. Department of Energy.
- LCPS was named a 2022 Best-in-State employer by Forbes magazine.
- For 15 consecutive years, LCPS has been named among the Best Communities for Music Education by the National Association of Music Merchants (NAMM) Foundation, one of only 19 Virginia school districts to receive this honor in 2022.

Highlights at a Glance

| | |
|--|----------|
| FY 2023 Cost Per Pupil | \$18,719 |
| Average Teacher Salary | \$81,645 |
| 2022 Actual Enrollment | |
| Total Enrollment | 81,642 |
| Percent ESOL Enrollment | 13.5% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 11.8% |
| 2023 Approved Enrollment | |
| Number Increase/(Decrease) from 2022 Actual | 1,397 |
| Percent Increase/(Decrease) from 2022 Actual | 1.7% |
| Schools | |
| Elementary | 61 |
| Middle | 17 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 18 |
| Special Education | 0 |
| Alternative | 2 |
| Sources of Revenue | |
| Local | 66.0% |
| State | 30.2% |
| All Other Sources | 3.8% |
| Authorized Positions | |
| School-Based | 92.1% |
| Nonschool-Based | 7.9% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.lcps.org/

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

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Manassas City Public Schools

- MCPS theme schools include:
 - Haydon Elementary School features a Spanish Dual Language Immersion program.
 - Once Dual Language Immersion students enter Mayfield Intermediate, they are able to take Spanish for high school credit (Spanish 1, Part 1).
 - Baldwin Elementary School is in its third year as a Project Lead the Way Distinguished School. Baldwin is just one of 282 schools across the U.S. and one of four schools in the Commonwealth to receive this recognition. Dr. Laura Goldzung, former Baldwin principal and now Director of Instruction for MCPS, was also named the 2021-22 PLTW National Administrator of the Year.
- A K-12 CTE & STEM program is offered in all schools. Some of the Osbourn High School programs include cyber security, engineering, auto technology, cosmetology, and a variety of business courses.
- MCPS offers an Integrated Math and Science Program and an Integrated Humanities Program grades 7-10.
- 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 Grammy Award winner as well as a Virginia Music Educators Association's (VMEA) Blue Ribbon Award recipient. The VMEA Blue Ribbon Award is 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 are afforded the opportunity to participate in the Virginia Preschool Initiative through a traditional half-day program at each MCPS elementary school. 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.
- Algebra 1, Geometry, and World Language are offered at the middle school level for high school credit.

Highlights at a Glance

| | |
|--|----------|
| FY 2023 Cost Per Pupil | \$15,755 |
| Average Teacher Salary | \$79,750 |
| 2022 Actual Enrollment | |
| Total Enrollment | 7,569 |
| Percent ESOL Enrollment | 33.1% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 12.0% |
| 2023 Approved Enrollment | |
| Number Increase/(Decrease) from 2022 Actual | 286 |
| Percent Increase/(Decrease) from 2022 Actual | 3.8% |
| Schools | |
| Elementary | 5 |
| Middle | 3 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 1 |
| Special Education | 0 |
| Alternative | 0 |
| Sources of Revenue | |
| Local | 42.7% |
| State | 53.6% |
| All Other Sources | 3.7% |
| Authorized Positions | |
| School-Based | 90.1% |
| Nonschool-Based | 9.9% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.mcpsva.org

Budget Link: <https://www.mcpsva.org/Domain/81>

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Manassas Park City Schools

- MPCPS is committed to transforming teaching and learning by embracing a blended learning model for all students. Phase V of the MPCPS Connects! digital 1:1 initiative provides individualized learning for all students grades K through 12 and incorporates the four C's (creativity, critical thinking, communication/compassion, and collaboration) to educate students to be global learners.
- A seven-year partnership with the Capital Area Food Bank allows MPCPS 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, MPCPS partners with George Mason University and surrounding health care providers to offer the Mason and Partners (MAP) Clinic at the Manassas Park Community Center.
- MPCPS 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 MPCPS 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.
- MPCPS 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 MPCPS executes an innovative approach in meeting staffing requirements.

Highlights at a Glance

| | |
|------------------------|----------|
| FY 2023 Cost Per Pupil | \$13,546 |
| Average Teacher Salary | \$67,310 |

2022 Actual Enrollment

| | |
|--|-------|
| Total Enrollment | 3,622 |
| Percent ESOL Enrollment | 33.9% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 15.9% |

2023 Approved Enrollment

| | |
|--|-------|
| Number Increase/(Decrease) from 2022 Actual | -57 |
| Percent Increase/(Decrease) from 2022 Actual | -1.6% |

Schools

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

Sources of Revenue

| | |
|-------------------|-------|
| Local | 25.6% |
| State | 69.5% |
| All Other Sources | 4.9% |

Authorized Positions

| | |
|-----------------|-------|
| School-Based | 91.2% |
| Nonschool-Based | 8.8% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.mpark.net

Budget Link: [https://cdn5-ss20.sharpschool.com/UserFiles/Servers/Server_337027/File/Departments/Financial%20Services/FY23 Approved Budget.pdf](https://cdn5-ss20.sharpschool.com/UserFiles/Servers/Server_337027/File/Departments/Financial%20Services/FY23%20Approved%20Budget.pdf)

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Montgomery County Public Schools

- Montgomery County Public Schools (MCPS) is the largest school division in Maryland and 14th largest school division in the United States.
- Five MCPS high schools made the top 500 U.S. News & World Report 2020 list of Best High Schools. Five ranked in the top 500 nationally, and eight were ranked in the top 25 in Maryland.
- More than 39,000 Advanced Placement (AP) exams were taken by MCPS students in 2020. Students scored a 3 or higher on 75 percent of the exams.
- In 2020, 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 2020 earned a 1097 average combined SAT score, surpassing both national and state averages. Seventy-eight percent of graduates took the SAT.
- 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.
- The district is home to 42 National Blue Ribbon Schools.
- The total number of MCPS educators who have earned National Board Certification (NBC) while working for MCPS is 985. MCPS continues to lead the state of Maryland in the number of educators who are awarded this prestigious recognition of their proficiency, with 18 new NBC teachers this year and 28 renewals. The 18 new NBC teachers are among the 81 Maryland educators who achieved certification from the National Board for Professional Teaching Standards (NBPTS) in 2020.

Highlights at a Glance

| | |
|--|----------|
| FY 2023 Cost Per Pupil | \$18,054 |
| Average Teacher Salary | \$88,435 |
| 2022 Actual Enrollment | |
| Total Enrollment | 161,689 |
| Percent ESOL Enrollment | 19.0% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 12.6% |
| 2023 Approved Enrollment | |
| Number Increase/(Decrease) from 2022 Actual | 2,610 |
| Percent Increase/(Decrease) from 2022 Actual | 1.6% |
| Schools | |
| Elementary | 135 |
| Middle | 40 |
| Traditional (K-8) | 0 |
| Secondary and High Schools | 26 |
| Special Education | 5 |
| Alternative | 1 |
| Sources of Revenue | |
| Local | 64.8% |
| State | 30.4% |
| All Other Sources | 4.8% |
| Authorized Positions | |
| School-Based | 91.3% |
| Nonschool-Based | 8.7% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.montgomeryschoolsmd.org/

Budget Link: https://www.montgomeryschoolsmd.org/uploadedFiles/departments/budget/fy2023/FY2023_BudgetSummary_FINAL.pdf

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Prince George's County Public Schools

Data for Prince George's County Public Schools is not available at the time of compilation.

Website: www.pgcps.org

Budget Link: <https://www.pgcps.org/globalassets/offices/budget-and-management-services/docs---budget/fy2023/fy-2023-board-of-education-approved-budget-book.pdf>

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Prince William County Public Schools

- All schools in PWCS earned Virginia accreditation for the 2019-2020 school year from the 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. Annual accreditation was waived for all Virginia public schools for the 2020-2021 school year due to the cancellation of spring 2020 state assessments.
- 2021 graduates were awarded more than \$63.5 million in scholarships. This is an increase from the over \$54 million awarded in scholarships to the class of 2020.
- PWCS had 1,235 summa cum laude graduates in 2021-2022.
- Twenty-seven schools in Prince William County earned 2020 Exemplar Performance School awards from the VDOE for high student achievement, continuous improvement, or innovative practices. Only six school divisions statewide were recognized with these awards.
- There were 188 active National Board-Certified Teachers (NBCTs) working in the Division during the 2020-2021 school year. PWCS ranks as one of the top five school divisions statewide for total number of NBCTs.
- PWCS School Food and Nutrition Department served 16 million meals during the 2021-2022 school year.
- The Division implemented a one-to-one technology initiative in 2020-2021. Approximately 90,000 laptops, as well as thousands of mobile broadband devices, were distributed to provide equitable access to digital devices for students. In addition, PWCS also partnered with Comcast to provide free home broadband to families in need of support.
- In 2020, PWCS deployed a divisionwide Learning Management System to support virtual learning. In addition, PWCS also deployed and built out a virtual environment with Zoom to support virtual learning and collaborative meetings for staff.
- PWCS hired an additional 34 technical support specialists during the 2020-2021 school year, enabling each school to have full-time technical support.
- In 2021, multi-factor authentication was implemented for all staff and administration.
- In 2021, the "Say Something" Anonymous Reporting System (SS-ARS) was implemented for all staff, students, and administration to report serious concerns of unsafe behavior or threats of harm.
- In 2022, PWCS partnered with Paper to provide all students with unlimited tutoring, seven days a week, at no cost to families.

Highlights at a Glance

| | |
|------------------------|----------|
| FY 2023 Cost Per Pupil | \$15,406 |
| Average Teacher Salary | \$75,915 |

2022 Actual Enrollment

| | |
|--|--------|
| Total Enrollment | 90,622 |
| Percent ESOL Enrollment | 18.8% |
| Percent Free/Reduced Price Meal Eligible | N/A* |
| Percent Special Education Enrollment | 12.8% |

2023 Approved Enrollment

| | |
|--|------|
| Number Increase/(Decrease) from 2022 Actual | 421 |
| Percent Increase/(Decrease) from 2022 Actual | 0.5% |

Schools

| | |
|----------------------------|----|
| Elementary | 61 |
| Middle | 17 |
| Traditional (K-8) | 3 |
| Secondary and High Schools | 13 |
| Special Education | 1 |
| Alternative | 1 |

Sources of Revenue

| | |
|-------------------|-------|
| Local | 43.2% |
| State | 51.6% |
| All Other Sources | 5.2% |

Authorized Positions

| | |
|-----------------|-------|
| School-Based | 90.1% |
| Nonschool-Based | 9.9% |

*The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

Website: www.pwcs.edu

Budget Link: https://www.pwcs.edu/departments/finance/budget/budget_updates/index

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FY 2022 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 ² | 287 | 0 | 1,337 | 13,555 | 347 | 15,526 |
| Arlington County ³ | 1,009 | 0 | 1,906 | 22,817 | 1,266 | 26,998 |
| Fairfax County ⁴ | 2,270 | 1,641 | 11,520 | 148,950 | 14,040 | 178,421 |
| Falls Church City | 55 | 0 | 157 | 2,228 | 62 | 2,502 |
| Loudoun County | 626 | 293 | 5,208 | 73,509 | 2,006 | 81,642 |
| Manassas City | 295 | 0 | 559 | 6,477 | 238 | 7,569 |
| Manassas Park City | 112 | 36 | 226 | 3,151 | 97 | 3,622 |
| Montgomery County | 2,987 | 612 | 10,771 | 143,343 | 3,976 | 161,689 |
| Prince William County | 1,418 | 336 | 6,017 | 80,342 | 2,509 | 90,622 |

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 2023 includes PreK dual-enrolled students.

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

FY 2023 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 | 323 ¹ | 0 | 1,374 | 13,605 | 342 | 15,644 |
| Arlington County² | 1,277 | 0 | 2,132 | 21,923 | 2,251 | 27,583 |
| Fairfax County³ | 2,502 | 1,842 | 11,582 | 147,210 | 14,434 | 177,570 |
| Falls Church City | 71 | 0 | 166 | 2,203 | 62 | 2,502 |
| Loudoun County | 964 | 100 | 5,402 | 74,567 | 2,006 | 83,039 |
| Manassas City | 449 | 0 | 559 | 6,609 | 238 | 7,855 |
| Manassas Park City | 140 | 0 | 226 | 3,102 | 97 | 3,565 |
| Montgomery County | 3,392 | 633 | 10,735 | 145,867 | 3,672 | 164,299 |
| Prince William County | 1,538 | 397 | 5,976 | 80,925 | 2,207 | 91,043 |

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 dual enrolled students or students receiving preschool special education community-based services.

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

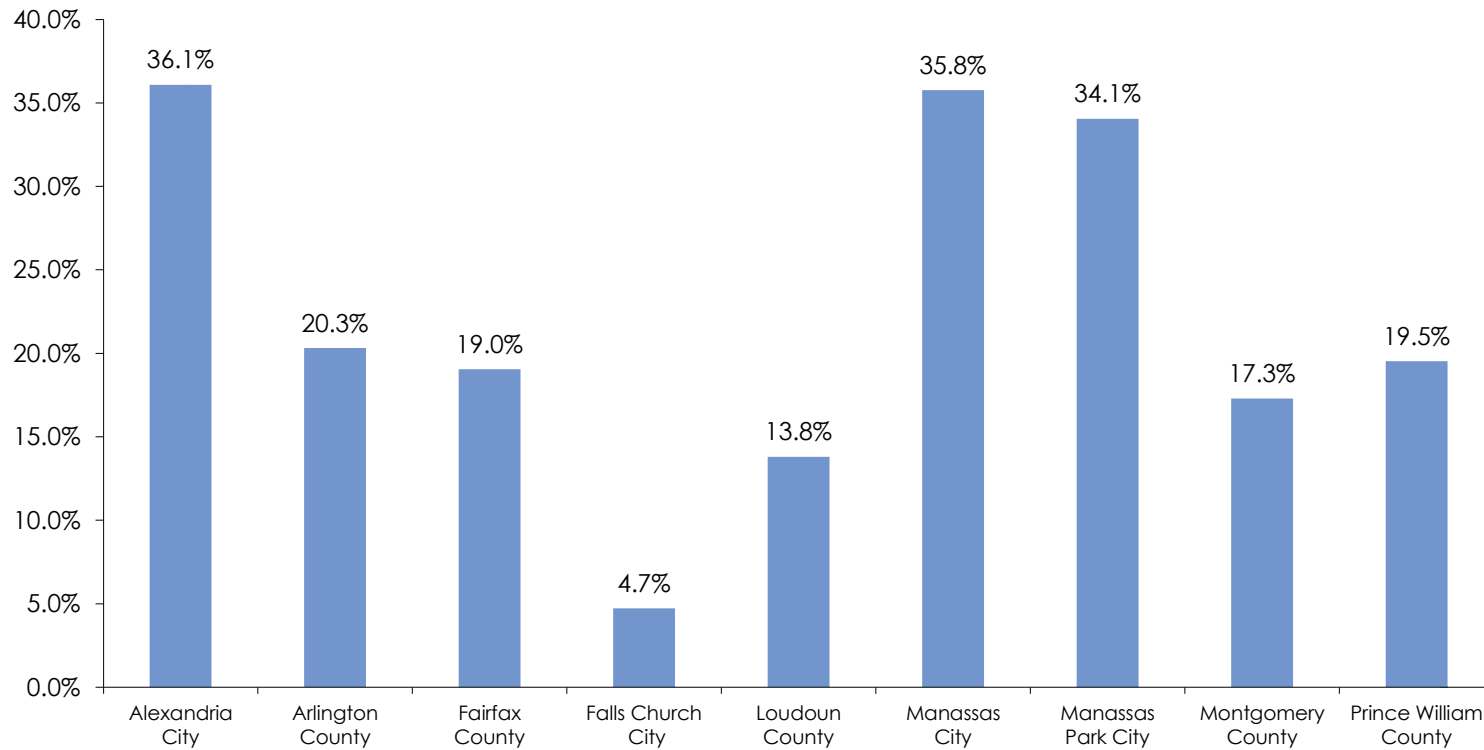
English for Speakers of Other Languages (ESOL) Students¹

| School Division | FY 2022 Actual Enrollment | FY 2023 Approved Budget | Percentage of FY 2022 Enrollment | Percentage of FY 2023 Enrollment |
|-----------------------------------|---------------------------|-------------------------|----------------------------------|----------------------------------|
| Alexandria City | 5,284 | 5,646 | 34.0% | 36.1% |
| Arlington County | 5,305 | 5,603 | 19.6% | 20.3% |
| Fairfax County² | 34,944 | 33,806 | 19.6% | 19.0% |
| Falls Church City | 124 | 118 | 5.0% | 4.7% |
| Loudoun County | 11,021 | 11,466 | 13.5% | 13.8% |
| Manassas City | 2,502 | 2,809 | 33.1% | 35.8% |
| Manassas Park City | 1,227 | 1,214 | 33.9% | 34.1% |
| Montgomery County | 30,661 | 28,420 | 19.0% | 17.3% |
| Prince William County | 16,997 | 17,780 | 18.8% | 19.5% |

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

English for Speakers of Other Languages (ESOL) Students



WABE 2023

Schools and Centers

| School Division | Elementary | Middle | Traditional (K-8) | Secondary | High | Special Education | Alternative | Total |
|--------------------------------------|------------|--------|-------------------|-----------|------|-------------------|-------------|-------|
| Alexandria City¹ | 13 | 2 | 2 | 0 | 1 | 0 | 2 | 20 |
| Arlington County | 25 | 6 | 0 | 1 | 4 | 2 | 3 | 41 |
| Fairfax County | 142 | 23 | 0 | 3 | 22 | 7 | 2 | 199 |
| Falls Church City | 2 | 1 | 0 | 0 | 1 | 1 | 0 | 5 |
| Loudoun County | 61 | 17 | 0 | 0 | 18 | 0 | 2 | 98 |
| Manassas City | 5 | 3 | 0 | 0 | 1 | 0 | 0 | 9 |
| Manassas Park City | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 4 |
| Montgomery County² | 135 | 40 | 0 | 0 | 26 | 5 | 1 | 207 |
| Prince William County | 61 | 17 | 3 | 0 | 13 | 1 | 1 | 96 |

¹ Alexandria City Public Schools district includes an Early Childhood Center, a PreK school, in the elementary count.

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

FY 2022 Actual Special Education Enrollment

| School Division | Unduplicated Special Education Enrollment | | | Total | Total Special Education Services |
|---|---|---------|----------------------------------|--------|----------------------------------|
| | Preschool | Level 1 | Level 2 (50% or more of time) | | |
| Alexandria City ¹ | 179 | 1,497 | 347 | 2,023 | 8,603 |
| Arlington County | 230 ² | 2,549 | 1,266 | 4,045 | 4,758 |
| Fairfax County ³ | 2,270 | 10,401 | 14,040 | 26,711 | 46,417 |
| Falls Church City | 24 | 253 | 62 | 339 | 611 |
| Loudoun County | 555 | 7,099 | 2,006 | 9,660 | 11,936 |
| Manassas City ⁴ | 53 | 616 | 238 | 907 | Data not available |
| Manassas Park City | 26 | 452 | 97 | 575 | 672 |
| Montgomery County | 1,200 | 15,242 | 3,976 | 20,418 | 25,141 |
| Prince William County ⁴ | 736 | 8,372 | 2,509 | 11,617 | Data not available |

¹ Alexandria City estimated number of services.

² Arlington County Public Schools district's preschool special education enrollment includes dual enrolled students and students receiving preschool special education community-based services.

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

⁴ Manassas City Public Schools and Prince William County Public Schools do not report a duplicated special education student count.

FY 2023 Approved Special Education Enrollment

| School Division | Unduplicated Special Education Enrollment | | | | Total Special Education Services |
|---|---|---------|-------------------------------|--------|----------------------------------|
| | Preschool | Level 1 | Level 2 (50% or more of time) | Total | |
| Alexandria City ¹ | 194 | 1,507 | 342 | 2,043 | Data not available |
| Arlington County | 432 ⁴ | 2,306 | 2,251 | 4,989 | 5,426 |
| Fairfax County ² | 2,502 | 9,892 | 14,434 | 26,828 | 46,456 |
| Falls Church City | 24 | 253 | 62 | 339 | 611 |
| Loudoun County | 644 | 7,808 | 2,006 | 10,458 | 12,771 |
| Manassas City ³ | 53 | 616 | 238 | 907 | Data not available |
| Manassas Park City | 32 | 447 | 96 | 575 | 665 |
| Montgomery County | 1,358 | 15,696 | 3,672 | 20,726 | 25,077 |
| Prince William County ³ | 764 | 8,669 | 2,207 | 11,640 | Data not available |

¹ Alexandria City Public Schools does not report a duplicated special education student count.

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.

⁴ Arlington County Public Schools district's preschool special education enrollment does not include dual enrolled students but includes students receiving preschool special education community-based services.

FY 2023 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 2023 Approved Fund Expenditures

| School Division | Operating Fund ¹ | Construction Fund | Debt Service | Food Fund | Other Governmental Funds ² | Total Expenditures ³ |
|------------------------------|------------------------------|-------------------|---------------|--------------|---------------------------------------|---------------------------------|
| Alexandria City | \$326,998,041 | \$204,685,100 | \$31,941,000 | \$12,037,486 | \$6,801,960 | \$582,463,588 |
| Arlington County | \$641,140,693 | \$28,737,639 | \$59,856,825 | \$11,546,678 | \$31,293,924 | \$772,575,759 |
| Fairfax County | \$3,306,253,096 ⁴ | \$231,314,043 | \$202,225,711 | \$94,749,795 | \$39,241,066 | \$3,873,783,710 |
| Falls Church City | \$57,593,557 | \$0 | \$9,700,405 | \$1,105,200 | \$2,310,700 | \$70,709,862 |
| Loudoun County | \$1,617,464,898 | \$113,394,300 | \$138,808,388 | \$45,815,771 | \$10,002,000 | \$1,925,485,357 |
| Manassas City | \$125,338,742 | \$3,000,000 | \$6,577,700 | \$4,099,775 | \$0 | \$139,016,217 |
| Manassas Park City | \$50,806,754 | \$0 | \$4,924,283 | \$2,558,297 | \$482,605 | \$58,771,939 |
| Montgomery County | \$3,006,510,981 | \$314,796,000 | \$157,350,000 | \$63,411,099 | \$34,937,547 | \$3,577,005,627 |
| Prince William County | \$1,401,048,435 | \$129,099,104 | \$109,963,456 | \$50,000,000 | \$3,269,439 | \$1,693,380,434 |

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 Fairfax County Public Schools operating fund excludes transfers to other funds of \$34.6 million.

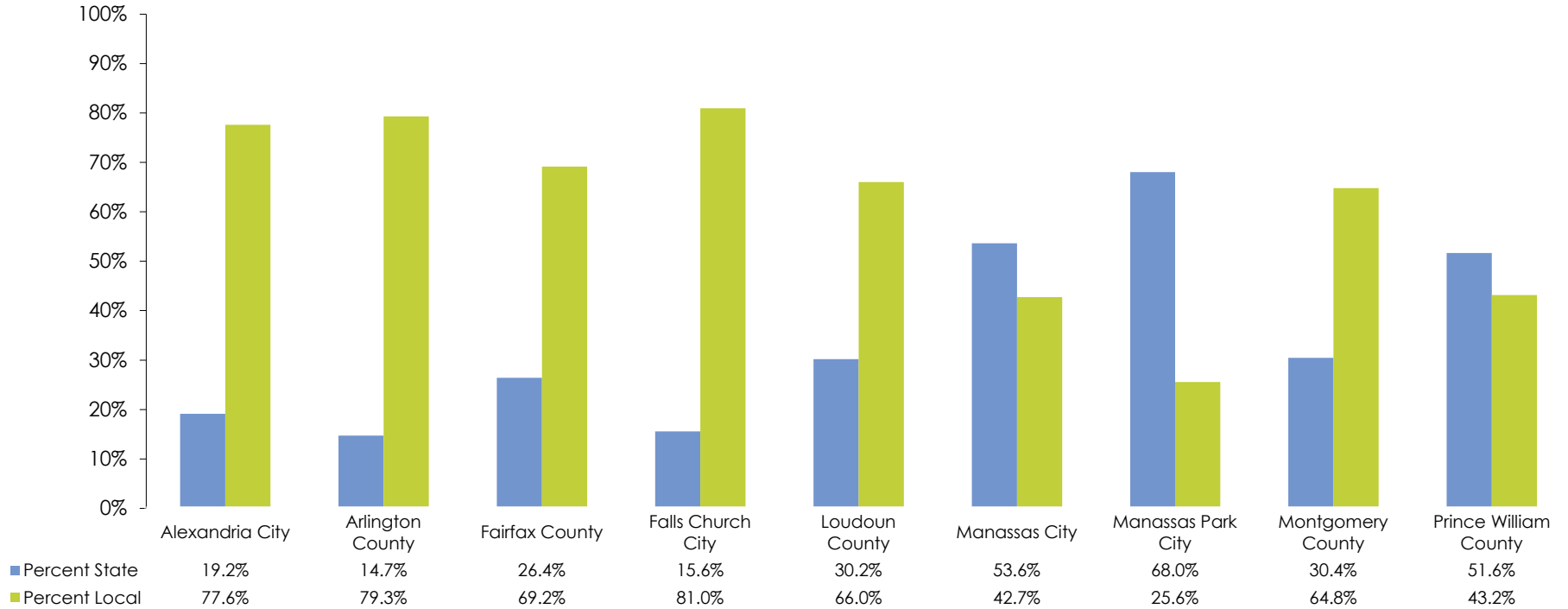
FY 2023 Sources of Revenue School Operating Fund¹

| 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 | \$140,000 | 0.0% | \$61,417,000 | 19.2% ² | \$248,737,300 | 77.6% | \$9,319,437 | 2.9% | \$1,013,000 | 0.3% | \$320,626,737 |
| Arlington County | \$10,883,832 | 1.7% | \$94,543,970 | 14.7% | \$508,397,470 | 79.3% | \$23,640,121 | 3.7% | \$3,675,300 | 0.6% | \$641,140,693 |
| Fairfax County | \$47,168,910 | 1.4% | \$869,718,279 | 26.4% | \$2,275,310,924 | 69.2% | \$21,874,771 | 0.7% | \$76,050,395 | 2.3% | \$3,290,123,278 |
| Falls Church City | \$585,572 | 1.0% | \$8,961,328 | 15.6% | \$46,624,671 | 81.0% | \$450,000 | 0.8% | \$971,986 | 1.7% | \$57,593,557 |
| Loudoun County | \$34,735,120 | 2.1% | \$488,090,677 | 30.2% | \$1,067,759,336 | 66.0% | \$12,000,000 | 0.7% | \$14,879,765 | 0.9% | \$1,617,464,898 |
| Manassas City | \$3,996,965 | 3.2% | \$67,181,927 | 53.6% | \$53,564,600 | 42.7% | \$0 | 0.0% | \$595,250 | 0.5% | \$125,338,742 |
| Manassas Park City | \$3,086,992 | 6.1% | \$34,566,951 | 68.0% | \$13,000,000 | 25.6% | \$0 | 0.0% | \$152,811 | 0.3% | \$50,806,754 |
| Montgomery County | \$88,647,344 | 3.1% | \$863,758,576 | 30.4% | \$1,839,071,460 | 64.8% | \$35,000,000 | 1.2% | \$11,291,137 | 0.4% | \$2,837,768,517 |
| Prince William County | \$42,287,547 | 3.0% | \$731,661,781 | 51.6% | \$611,467,320 | 43.2% | \$22,946,546 | 1.6% | \$8,355,088 | 0.6% | \$1,416,718,282 |

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.

FY 2023 Sources of Revenue Percent of Total Operating Fund



FY 2023 Local Funding Effort

| School Division | City/County General Fund Amount | City/County Approved Disbursements to School Operating Funds | Percent of City/County General Fund | City/County Approved Disbursements to School Debt Service | Percent of City/County General Fund | Total City/County Approved Disbursements to Schools | Percent of City/County General Fund |
|-----------------------------------|---------------------------------|--|-------------------------------------|---|-------------------------------------|---|-------------------------------------|
| Alexandria City | \$839,213,971 | \$248,737,300 | 29.6% | \$31,941,000 | 3.8% | \$280,678,300 | 33.4% |
| Arlington County | \$1,498,866,793 | \$525,269,834 | 35.0% | \$59,112,315 | 3.9% | \$584,382,149 | 39.0% |
| Fairfax County¹ | \$4,774,034,947 | \$2,290,910,924 | 48.0% | \$199,868,947 | 4.2% | \$2,490,779,871 | 52.2% |
| Falls Church City | \$112,819,523 | \$47,140,836 | 41.8% | \$9,700,405 | 8.6% | \$56,841,241 | 50.4% |
| Loudoun County | \$2,275,937,362 | \$1,067,759,336 | 46.9% | \$138,808,388 | 6.1% | \$1,206,567,724 | 53.0% |
| Manassas City | \$135,078,020 | \$56,564,600 | 41.9% | \$6,577,700 | 4.9% | \$63,142,300 | 46.7% |
| Manassas Park City | \$62,452,207 | \$13,000,000 | 20.8% | \$4,924,283 | 7.9% | \$17,924,283 | 28.7% |
| Montgomery County | \$5,495,805,905 | \$2,729,660,177 | 49.7% | \$157,350,000 | 2.9% | \$2,887,010,177 | 52.5% |
| Prince William County | \$1,472,085,899 | \$611,467,322 | 41.5% | \$107,658,763 | 7.3% | \$719,126,085 | 48.9% |

¹ Fairfax County Public Schools includes \$15.6 million for infrastructure replacement and upgrades.

FY 2023 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 ² | 23.0 | Grade 1 20.0 Grade 2-3 22.0 Grade 4-5 24.0 | 25.2 | 25.9 |
| Fairfax County ^{3,4} | 25.0 | | 27.9 | 31.0 |
| Falls Church City | 22.0 | Grade 1-2 22.0 Grade 3-5 24.0 | 24.0 | 24.0 |
| Loudoun County | 23.0 | | 23.7 | 23.7 |
| Manassas City | 22.0 | Grades 1-3 28.0 Grade 4 28.0 | 28.0 | 28.0 |
| Manassas Park City | 19.0 | Grades 1-3 22.0 Grade 4-5 25.0 | 24.0 | 26.0 |
| Montgomery County ⁵ | 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 Arlington County Public Schools core staffing for middle/intermediate and secondary/high schools provide 4.0 core positions to the number of teams per grade level. More information can be found at <https://www.apsva.us/budget-finance/planning-factors/>

³ 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 2023 Approved Budget.

⁴ Fairfax County Public Schools elementary ratio is 24, 25, or 26 based on enrollment in grades 1- 6.

⁵ 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 2023 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 | 15.3 | 22.8 | 25.6 | 9.2 | 15.4 | 18.3 |
| Arlington County | 21.7 | 19.1 | 19.6 | 9.7 | 14.8 | 16.4 |
| Fairfax County ⁵ | 21.3 | 24.7 | 25.6 | 14.1 | 20.2 | 21.1 |
| Falls Church City | 20.4 | 20.3 | 22.9 | 10.9 | 14.0 | 15.9 |
| Loudoun County | 21.6 | 21.7 | 24.1 | 12.8 | 17.8 | 19.9 |
| Manassas City | 20.7 | 23.2 | 25.4 | 10.2 | 15.1 | 16.8 |
| Manassas Park City | 22.9 | 24.4 | 26.9 | 9.9 | 17.6 | 19.7 |
| Montgomery County | 18.0 | 23.6 | 25.6 | 12.7 | 21.1 | 23.1 |
| Prince William County | 20.5 | 29.7 | 32.9 | 12.5 | 18.0 | 19.9 |

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 allocates teacher positions from the staffing reserve to help eliminate class size of 30 and above in elementary schools.

FY 2023 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% | 19.9 |
| Arlington County | 25 | 25 | 100.0% | 19.7 |
| Fairfax County | 138 | 138 | 100.0% | 22.5 |
| Falls Church City | 1 | 1 | 100.0% | 20.8 |
| Loudoun County | 61 | 61 | 100.0% | 21.7 |
| Manassas City | 5 | 5 | 100.0% | 19.3 |
| Manassas Park City | 1 | 1 | 100.0% | 20.5 |
| Montgomery County | 130 | 130 | 100.0% | 18.4 |
| Prince William County | 62 | 62 | 100.0% | 21.6 |

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 2021 Approved | FY 2022 Approved ² | FY 2023 Approved |
|------------------------------|---------------------|----------------------------------|---------------------|
| Alexandria City | \$18,147 | \$18,921 | \$20,777 |
| Arlington County | \$19,581 | \$20,000 | \$23,521 |
| Fairfax County | \$16,505 | \$16,674 | \$18,772 |
| Falls Church City | \$19,228 | \$20,515 | \$22,826 |
| Loudoun County | \$15,214 | \$17,120 | \$18,719 |
| Manassas City | \$13,705 | \$14,899 | \$15,755 |
| Manassas Park City | \$12,057 | \$13,212 | \$13,546 |
| Montgomery County | \$16,759 | \$17,266 | \$18,054 |
| Prince William County | \$12,641 | \$13,536 | \$15,406 |

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.

² Excludes federal stimulus funding.

Cost Per Pupil



WABE 2023

FY 2023 Authorized Position Definitions (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: Includes 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: Includes nonschool-based clerical staff.
- Custodial/Maintenance: Includes nonschool-based custodial, maintenance, print shop, and warehouse employees.

Leadership Team/Cabinet

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

FY 2023 Authorized Positions¹

School Operating Fund

| | Alexandria City | Arlington County | Fairfax County | Falls Church City | Loudoun County |
|--|--------------------|---------------------|-------------------|----------------------|-------------------|
| School-Based Positions | | | | | |
| Teachers | 1,405.9 | 2,774.2 | 15,605.8 | 240.9 | 7,428.8 |
| School-Based Administrators ² | 79.0 | 125.2 | 708.0 | 15.0 | 413.5 |
| Educational Specialists | 180.9 | 137.5 | 688.6 | 17.0 | 263.0 |
| Instructional Assistants | 249.0 | 684.9 | 3,140.9 | 64.4 | 1,590.1 |
| Nonmanagement/All Others ² | 227.4 | 525.3 | 2,719.6 | 48.8 | 1,374.6 |
| Total School-Based Positions | 2,142.2 | 4,247.0 | 22,862.8 | 386.1 | 11,070.0 |
| Nonschool-Based Positions | | | | | |
| Leadership Team | 22.0 | 12.0 | 19.0 | 3.0 | 7.0 |
| Technical/Support | 61.5 | 144.7 | 923.5 | 11.0 | 202.0 |
| Management | 67.0 | 102.0 | 188.0 | 14.0 | 262.0 |
| Educational Specialists | 45.5 | 64.1 | 198.0 | 0.0 | 38.0 |
| Office Support Staff | 20.9 | 61.3 | 185.3 | 2.5 | 149.8 |
| Custodial/Maintenance | 18.0 | 78.0 | 405.0 | 6.0 | 296.0 |
| Total Nonschool-Based Positions | 234.9 | 462.0 | 1,918.8 | 36.5 | 954.8 |
| TOTAL AUTHORIZED POSITIONS³ (School Based + Nonschool Based) | 2,377.1 | 4,709.0 | 24,781.6 | 422.6 | 12,024.8 |
| Other Operating Fund Positions⁴ | 163.0 | 249.0 | 1,603.1 | 18.0 | 779.5 |
| Total Non-Operating Fund Positions⁵ | 222.7 | 161.6 | 489.3 | 22.6 | 461.0 |

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 2023 Authorized Positions¹

School Operating Fund

| | Manassas City | Manassas Park City | Montgomery County | Prince William County |
|---|-------------------|-----------------------|----------------------|--------------------------|
| School-Based Positions | | | | |
| Teachers | 595.4 | 284.8 | 13,531.2 | 7,152.9 |
| School-Based Administrators ² | 28.0 | 10.0 | 588.5 | 362.6 |
| Educational Specialists | 58.5 | 7.0 | 338.9 | 275.2 |
| Instructional Assistants | 143.0 | 59.0 | 3,112.1 | 962.7 |
| Nonmanagement/All Others ² | 132.3 | 29.0 | 2,296.5 | 1,407.3 |
| Total School-Based Positions | 957.2 | 389.8 | 19,867.2 | 10,160.7 |
| Nonschool-Based Positions | | | | |
| Leadership Team | 1.0 | 5.0 | 21.0 | 17.0 |
| Technical/Support | 20.0 | 8.0 | 526.5 | 218.0 |
| Management | 31.0 | 6.0 | 298.8 | 330.0 |
| Educational Specialists | 21.0 | 9.0 | 214.6 | 148.5 |
| Office Support Staff | 15.1 | 8.4 | 292.3 | 150.0 |
| Custodial/Maintenance | 16.8 | 1.0 | 549.5 | 251.0 |
| Total Nonschool-Based Positions | 104.8 | 37.4 | 1,902.6 | 1,114.5 |
| TOTAL AUTHORIZED POSITIONS³ | 1,062.0 | 427.2 | 21,769.8 | 11,275.2 |
| (School Based + Nonschool Based) | | | | |
| Other Operating Fund Positions⁴ | 97.0 ⁶ | 46.0 | 2,152.3 | 863.7 |
| Total Non-Operating Fund Positions⁵ | 0.0 | 33.0 | 645.5 | 713.4 |

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 2023 School-Based Positions - Details

| | Alexandria City ¹ | Arlington County | Fairfax County | Falls Church City | Loudoun County ³ |
|-----------------------------------|---------------------------------|---------------------|-------------------|----------------------|--------------------------------|
| Administrators | | | | | |
| Principals | 19.0 | 41.0 | 199.0 | 4.0 | 97.0 |
| Assistant Principals | 53.0 | 56.0 | 428.0 | 6.0 | 151.0 |
| Guidance Directors | 4.0 | 9.0 | 54.0 | 1.0 | 21.0 |
| Student Activity Directors | 3.0 | 3.0 | 25.0 | 1.0 | 0.0 |
| Other | 0.0 | 16.2 | 2.0 | 3.0 | 144.5 |
| Nonmanagement / All Others | | | | | |
| School Office Staff | 66.0 | 188.2 | 955.7 | 16.8 | 477.0 |
| Custodial Staff | 44.6 | 235.0 | 1,393.5 | 23.0 | 642.0 |
| Noninstructional Specialists | 0.0 | 40.8 | 211.4 | 3.0 | 24.0 |
| Security ² | 22.0 | 29.0 | 159.0 | 0.0 | 79.0 |
| Other | 94.8 | 32.3 | 0.0 | 1.0 | 152.6 |

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 29.0 school-based school safety coordinator positions in the Operating Fund. An additional 1.0 school-based school safety coordinator position is budgeted in Other Funds.

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

FY 2023 School-Based Positions - Details

| | Manassas City | Manassas Park City | Montgomery County | Prince William County |
|-----------------------------------|------------------|-----------------------|----------------------|--------------------------|
| Administrators | | | | |
| Principals | 9.0 | 4.0 | 210.5 | 99.0 |
| Assistant Principals | 16.0 | 5.0 | 343.0 | 183.6 |
| Guidance Directors | 2.0 | 0.0 | 0.0 | 34.0 |
| Student Activity Directors | 1.0 | 1.0 | 0.0 | 13.0 |
| Other | 0.0 | 0.0 | 35.0 | 33.0 |
| Nonmanagement / All Others | | | | |
| School Office Staff | 50.8 | 22.0 | 722.0 | 571.5 |
| Custodial Staff | 54.5 | 0.0 | 1,332.5 | 503.6 |
| Noninstructional Specialists | 0.0 | 0.0 | 237.0 | 119.7 |
| Security | 8.0 | 0.0 | 0.0 | 111.0 |
| Other | 19.0 | 7.0 | 5.0 | 101.5 |

FY 2023 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 ¹ | Step 1 + Masters Degree | Middle Masters Degree | Maximum | Beginning Hourly | Maximum Hourly |
| Alexandria City ² | 195 | 0 | 7.25 | \$51,833 | \$85,904 | \$59,169 | \$87,419 | \$142,745 | \$17.76 | \$37.63 |
| Arlington County ³ | 194 | 6 | 7.50 | \$53,280 | \$89,881 | \$61,000 | \$92,268 ⁴ | \$125,363 | \$23.21 | \$41.87 |
| Fairfax County | 195 | 0 | 7.50 | \$53,313 | \$83,623 | \$58,645 | \$86,026 | \$112,290 | \$18.61 | \$32.84 |
| Falls Church City | 194 | 6 | 7.50 | \$53,944 | \$89,314 | \$59,839 | \$97,339 | \$117,481 | \$17.09 | \$32.54 |
| Loudoun County ⁵ | 184 | 13 | 7.00 | \$55,889 | \$81,645 | \$61,688 | \$86,912 | \$111,089 | \$18.80 | \$34.70 |
| Manassas City | 193 | 7 | 7.50 | \$52,135 | \$79,750 | \$58,284 | \$78,366 | \$123,239 | \$17.58 | \$30.41 |
| Manassas Park City | 194 | 6 | 7.50 | \$52,135 | \$67,310 | \$58,135 | \$81,392 | \$122,941 | \$18.88 | \$32.10 |
| Montgomery County | 206 | 11 | 8.00 | \$52,286 | \$88,435 | \$57,498 | \$84,281 | \$114,963 | \$19.82 | \$33.87 |
| Prince William County | 195 | 0 | 7.00 | \$53,570 | \$75,915 | \$59,570 | \$90,015 | \$143,881 | \$17.64 | \$41.58 |

¹ The average teacher salary for Falls Church and Loudoun 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.

² Alexandria City Public Schools has three salary scales: Bachelor's with 23 steps, Masters with 24 steps, and Master +30 years with 24 steps.

³ Arlington County Public Schools salaries for non-retirement eligible and Advancement Program (CAP) follow a different salary schedule.

⁴ Arlington County Public Schools middle of the teacher master's degree salary schedule for retirement eligible employees. For comparison purposes, the middle salary assumes a step progression each year; however an actual step progression varies each year.

⁵ Loudoun County number of student and teacher work days reduced in the 2022-2023 calendar.

FY 2023 Salary Information

Bus Driver and School Board Salaries

| School Division | Bus Driver Salary | | Members | School Board | |
|------------------------------|-------------------|----------------|---------|---------------|--------------------|
| | Beginning Hourly | Maximum Hourly | | Member Salary | Chairperson Salary |
| Alexandria City | \$22.18 | \$36.66 | 9 | \$15,000 | \$17,000 |
| Arlington County | \$23.10 | \$42.72 | 5 | \$25,500 | \$27,540 |
| Fairfax County | \$23.83 | \$39.78 | 12 | \$32,000 | \$34,000 |
| Falls Church City | \$20.61 | \$37.35 | 7 | \$3,600 | \$6,000 |
| Loudoun County | \$24.43 | \$45.56 | 9 | \$20,000 | \$22,000 |
| Manassas City | \$20.36 | \$35.22 | 7 | \$12,000 | \$13,100 |
| Manassas Park City | \$20.81 | \$35.38 | 5 | \$3,000 | \$3,500 |
| Montgomery County | \$19.82 | \$33.87 | 7 | \$25,000 | \$29,000 |
| Prince William County | \$23.00 | \$54.22 | 8 | \$26,540 | \$28,540 |

Student Demographics

| School Division | % of 2021 Graduates Going on to Post-Secondary Education ¹ | Graduation Information | | FY 2022 Actual Free or Reduced Price Lunch Eligibility ³ | |
|------------------------------|---|---|--|---|--------------------------------|
| | | Class of 2022 Cohort Graduation Four-Year Rate ² | Class of 2022 Cohort Dropout Four-Year Rate ² | Students Eligible | Percent of District Enrollment |
| Alexandria City | 84.0% | 83.3% | 8.8% | N/A | N/A |
| Arlington County | 81.1% | 93.0% | 4.6% | N/A | N/A |
| Fairfax County | 84.6% | 94.2% | 4.8% | N/A | N/A |
| Falls Church City | 94.1% | 98.7% | 0.4% | N/A | N/A |
| Loudoun County | 81.9% | 97.2% | 1.8% | N/A | N/A |
| Manassas City | 71.5% | 82.4% | 14.4% | N/A | N/A |
| Manassas Park City | 80.1% | 88.9% | 8.0% | N/A | N/A |
| Montgomery County | 84.8% | 95.4% | 2.1% | N/A | N/A |
| Prince William County | 76.4% | 91.7% | 6.1% | N/A | N/A |

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 The U.S. Department of Agriculture cancelled administrative data reporting requirements for state agencies and local education authorities operating the National School Lunch Program.

SAT Scores
School Year 2021-2022

SAT score data was not available at time of completion and will be updated once data is released.

WABE 2023

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 | \$1.80 | \$1.80 | \$1.80 | \$3.10 | \$3.20 | \$3.20 |
| Fairfax County | \$1.75 | \$1.75 | \$1.75 | \$3.25 | \$3.50 | \$3.50 |
| Falls Church City | \$2.50 | \$2.50 | \$2.50 | \$3.50 | \$4.25 | \$4.25 |
| Loudoun County | \$2.10 | \$2.10 | \$2.10 | \$3.05 | \$3.15 | \$3.15 |
| Manassas City* | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Manassas Park City* | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| 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 |

* Manassas City and Manassas Park City are Community Eligibility Provision (CEP) schools and provide breakfast and lunch at no cost.

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 2023 Annual Employer Cost for Hypothetical Teacher Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|-----------------------|--|---|
| Alexandria City | \$104,084 | \$130,427 |
| Arlington County | \$99,583 | \$131,236 |
| Fairfax County | \$102,507 | \$127,305 |
| Falls Church City | \$100,568 | \$131,403 |
| Loudoun County | \$102,993 | \$124,102 |
| Manassas City | \$100,073 | \$118,779 |
| Manassas Park City | \$94,505 | \$97,434 |
| Montgomery County | \$92,444 | \$119,347 |
| Prince William County | \$99,477 | \$113,537 |

Salary and Benefits Summary

Alexandria City Public Schools

| | Percent of Hypothetical Salary | FY 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$85,904 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,572 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$14,277 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$1,039 |
| Life Insurance | 0.54% | \$351 | 0.54% | \$464 |
| Health Insurance: POS - Family Coverage ² Name: United Health Care POS Choice Plus | 32.87% | \$21,368 | 24.87% | \$21,368 |
| Dental/Vision ³ | 1.24% | \$803 | 0.94% | \$803 |
| Total Benefits | 60.13% | \$39,084 | 51.83% | \$44,523 |
| Total Salary and Benefits | | \$104,084 | | \$130,427 |

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 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$89,881 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,876 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$14,938 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$1,088 |
| 401(a) match 0.4% or \$240, whichever is greater | 0.40% | \$260 | 0.40% | \$360 |
| Life Insurance | 1.34% | \$871 | 1.34% | \$1,204 |
| Health Insurance: POS - Family Coverage ² | 25.13% | \$16,332 | 18.17% | \$16,332 |
| Name: Kaiser Permanente - HMO - Family - 30 to 40 | | | | |
| Dental/Vision ³ | 0.86% | \$558 | 0.62% | \$558 |
| Total Benefits | 53.20% | \$34,583 | 46.01% | \$41,355 |
| Total Salary and Benefits | | \$99,583 | | \$131,236 |

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 2022 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2022 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$79,896 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,112 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$13,279 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$967 |
| Employees' Supplementary Retirement System of Fairfax County (ERFC) | 6.44% | \$4,186 | 6.44% | \$5,145 |
| Life Insurance | 0.98% | \$637 | 0.98% | \$783 |
| Health Insurance: POS - Family Coverage ² Name: BlueChoice - Family plan - annual employer cost | 22.23% | \$14,452 | 18.43% | \$14,722 |
| Dental/Vision | 1.66% | \$1,077 | 1.35% | \$1,077 |
| Total Benefits | 56.79% | \$36,914 | 52.67% | \$42,085 |
| Total Salary and Benefits | | \$101,914 | | \$120,709 |

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 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------------|--|---------------------------------|---|
| Salary | | \$65,000 | | \$89,314 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,833 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$14,844 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$1,081 |
| Life Insurance | 1.34% | \$871 | 1.34% | \$1,197 |
| Health Insurance: POS - Family Coverage ² | 27.03% | \$17,568 | 19.67% | \$17,568 |
| Name: BCBS - The Local Choice 250 Comprehensive | | | | |
| Dental | 0.87% | \$567 | 0.63% | \$567 |
| Total Benefits | 54.72% | \$35,568 | 47.12% | \$42,089 |
| Total Salary and Benefits | | \$100,568 | | \$131,403 |

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 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$81,645 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,246 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$13,569 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$988 |
| Life Insurance | 1.34% | \$871 | 1.34% | \$1,094 |
| Health Insurance: POS - Family Coverage ² Name: Cigna POS | 29.15% | \$18,950 | 23.21% | \$18,950 |
| Dental/Vision | 2.48% | \$1,610 | 1.97% | \$1,610 |
| Total Benefits | 58.45% | \$37,993 | 52.00% | \$42,457 |
| Total Salary and Benefits | | \$102,993 | | \$124,102 |

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 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$79,750 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,101 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$13,255 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$965 |
| Life Insurance | 1.34% | \$871 | 1.34% | \$1,069 |
| Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage | 27.14% | \$17,640 | 22.12% | \$17,640 |
| Total Benefits | 53.96% | \$35,073 | 48.94% | \$39,029 |
| Total Salary and Benefits | | \$100,073 | | \$118,779 |

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 Public Schools

| | Percent of Hypothetical Salary | FY 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$67,310 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$5,149 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$11,187 |
| VRS Retiree Health Credit | 1.21% | \$787 | 1.21% | \$814 |
| Life Insurance | 1.34% | \$871 | 1.34% | \$902 |
| Health Insurance ³ : POS - Family Coverage ² Name: Anthem Key Advantage 250 (The Local Choice) | 18.57% | \$12,072 | 17.93% | \$12,072 |
| Total Benefits | 45.39% | \$29,505 | 44.75% | \$30,124 |
| Total Salary and Benefits | | \$94,505 | | \$97,434 |

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

Montgomery County Public Schools

| | Percent of Hypothetical Salary | FY 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|--|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$88,435 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$6,765 |
| Retirement | | | | |
| State Retirement & Pension System of Maryland | 7.00% | \$4,550 | 7.00% | \$6,190 |
| Local Pension | 0.05% | \$33 | 0.05% | \$44 |
| Life Insurance | 0.10% | \$65 | 0.10% | \$88 |
| Health Insurance: POS - Family Coverage ² | 25.79% | \$16,762 | 18.95% | \$16,762 |
| Name: | | | | |
| Dental/Vision | 1.63% | \$1,062 | 1.20% | \$1,062 |
| Total Benefits | 42.22% | \$27,444 | 34.96% | \$30,912 |
| Total Salary and Benefits | | \$92,444 | | \$119,347 |

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 2023 Annual Employer Cost for Hypothetical Teacher Salary | Percent of Average Salary | FY 2023 Annual Employer Cost for Average Teacher Salary |
|---|--------------------------------|--|---------------------------|---|
| Salary | | \$65,000 | | \$75,915 |
| Benefits¹ | | | | |
| Social Security | 7.65% | \$4,973 | 7.65% | \$5,807 |
| Retirement | | | | |
| Virginia Retirement System (VRS) | 16.62% | \$10,803 | 16.62% | \$12,617 |
| VRS Retiree Health Care Credit | 1.21% | \$787 | 1.21% | \$919 |
| 403B Max at 15 years | 2.00% | \$1,300 | 2.00% | \$1,518 |
| Life Insurance | 1.34% | \$871 | 1.34% | \$1,017 |
| Health Insurance: POS - Family Coverage ² Name: Anthem PPO Enhanced | 22.94% | \$14,909 | 19.64% | \$14,909 |
| Dental/Vision | 1.28% | \$834 | 1.28% | \$834 |
| Total Benefits | 53.04% | \$34,477 | 49.74% | \$37,622 |
| Total Salary and Benefits | | \$99,477 | | \$113,537 |

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

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

FY 2023 Compensation Accounts (All Funds)

| School Division | Full-Time Position Salaries | Other Compensation ¹ | Employee Benefits | Total Compensation | Turnover & Vacancy Savings |
|------------------------------|-----------------------------|---------------------------------|-------------------|--------------------|----------------------------|
| Alexandria City | \$197,805,550 | \$7,745,227 | \$83,942,118 | \$289,492,895 | (\$1,979,094) |
| Arlington County | \$423,601,765 | \$25,449,501 | \$149,189,565 | \$598,240,831 | (\$3,830,349) |
| Fairfax County | \$1,888,405,104 | \$200,043,804 | \$988,348,626 | \$3,076,797,534 | (\$61,289,809) |
| Falls Church City | \$35,426,522 | \$2,617,869 | \$13,554,448 | \$51,598,839 | (\$667,110) |
| Loudoun County | \$957,060,120 | \$59,925,157 | \$442,274,622 | \$1,459,259,899 | (\$26,424,735) |
| Manassas City | \$74,673,974 | \$6,095,084 | \$30,293,834 | \$111,062,892 | (\$849,999) |
| Manassas Park City | \$24,527,586 | \$6,876,692 | \$11,162,981 | \$42,567,259 | (\$425,673) |
| Montgomery County | \$1,855,828,594 | \$105,721,885 | \$646,395,971 | \$2,607,946,450 | (\$40,309,617) |
| Prince William County | \$831,348,119 | \$38,189,680 | \$327,144,865 | \$1,196,682,664 | (\$3,246,955) |

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 City⁵ | 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 | 72.9% | 76.9% | 69.1% | 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% | N/A | 71.0% | 0.0% | 82.0% | 100.0% | 100.0% |
| Manassas City | 100.0% | 76.9% | 0.0% | 67.7% | 65.5% | 60.0% | See note ³ | 100.0% |
| Manassas Park City | 100.0% | 76.9% | 0.0% | 58.7% | 44.8% | 0.0% | 0.0% | 0.0% |
| Montgomery County | 83.0% | See note ⁴ | 2.9% | 83.0% | 88.0% | 83.0% | 0.0% | 0.0% |
| Prince William County | 100.0% | 76.9% | N/A | 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 plans (dental and vision).

⁴ Maryland state rate to be updated when available.

⁵ Alexandria City has a supplemental retirement plan through Principal Financial Group, but there is no employer contribution. Employer contribution is 0% and employee contribution is 100%.

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 County | 7.00 | \$109.13 | \$126.00 | \$126.00 | \$109.13 | \$196.00 | 1st Day | \$196.00 | 1st Day |
| Fairfax County ¹ | 7.00 | \$129.50 | \$129.50 | \$159.46 | \$174.02 | \$174.02 | 11th Day | \$200.34 | 11th Day |
| Falls Church City | 7.50 | \$144.00 | \$144.00 | \$144.00 | \$184.00 | \$184.00 | 11th Day | \$236.00 | 45th 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 | \$114.00 | \$136.00 | \$144.00 | \$185.00 | \$185.00 | 1st Day | \$203.00 | 1st Day |
| Manassas Park City ² | 7.50 | \$150.00 | \$150.00 | N/A | \$165.00 | \$165.00 | 140 Hours | N/A | 140 Hours |
| Montgomery County | 7.00 | \$133.42 | \$133.42 | \$141.89 | \$190.47 | \$190.47 | 11th Day | \$202.09 | 11th Day |

¹ Fairfax County Public Schools long term licensed teacher hourly rate applies to retired teachers.

² Manassas Park City Schools does not distinguish between substitute qualifications. Adjustment to \$22 per hour is made after a substitute works 140 hours.

WABE 2023

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