



Public Education Funding and 2022 Session Outlook

November 19, 2021

Outline

1

Public Education Trends

2

SOQ Funding

3

2022-24 Rebenchmarking Costs

4

Federal Relief Funding

5

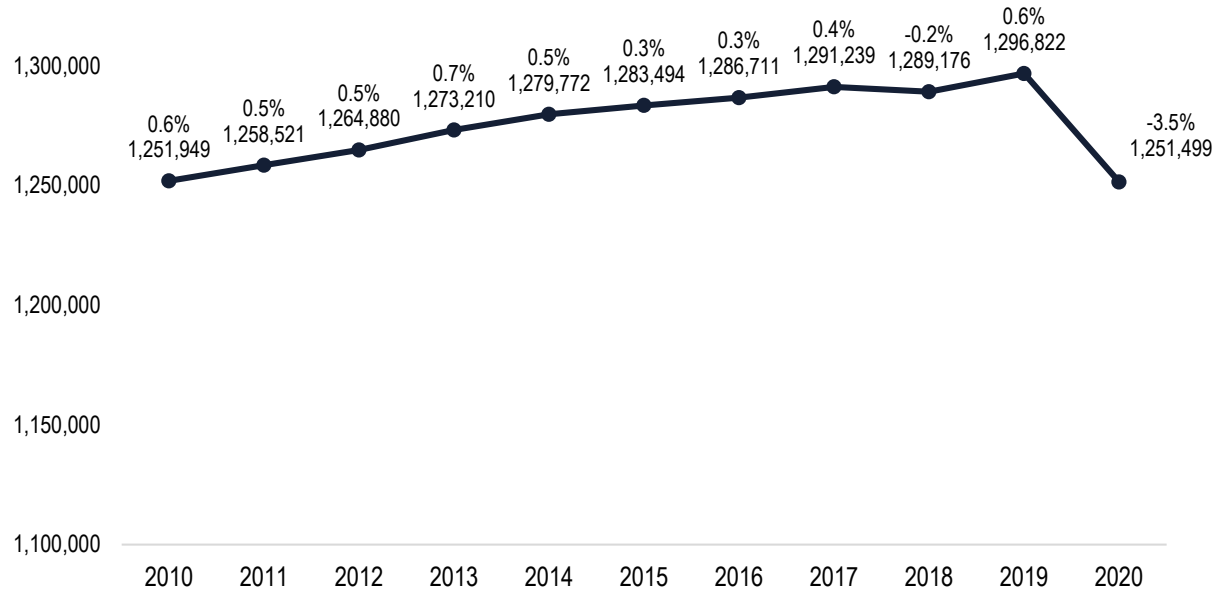
2022-24 PreK-12 Outlook



Public Education Trends

Until COVID-19 Disrupted Enrollment, PreK-12 Enrollment Growth Had Been Relatively Stable

Prior to 2020, PreK-12 fall enrollment grew on average 0.4 percent annually from 2010 to 2019.

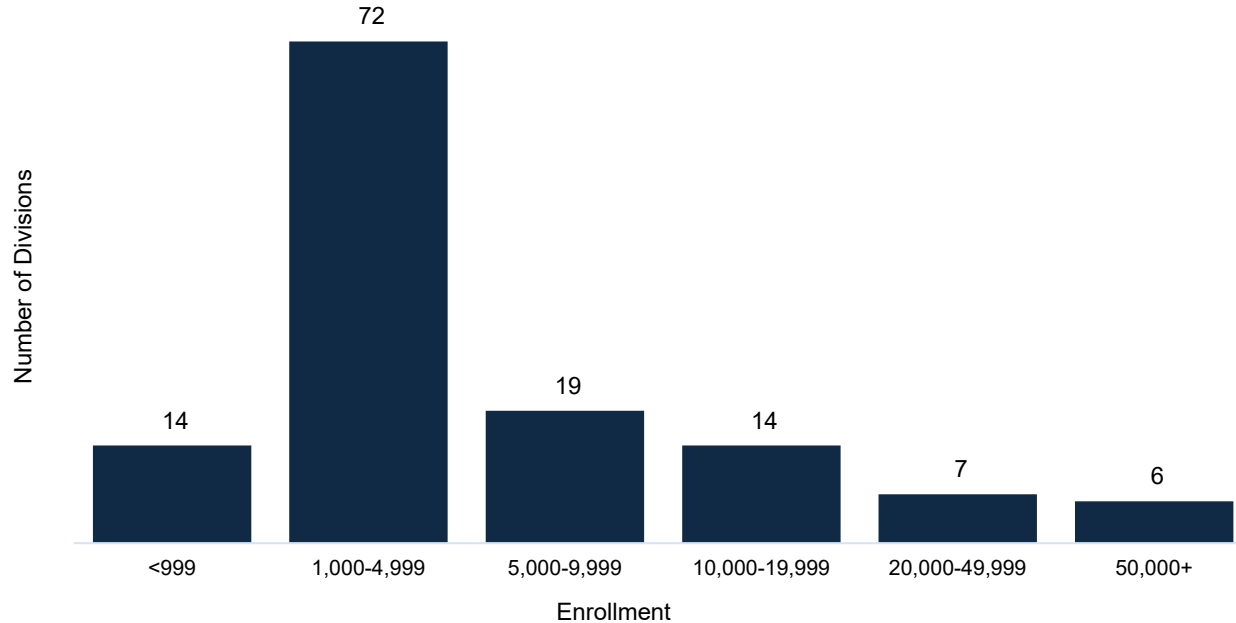


- Fall enrollment growth from 2010-2019 was completely eliminated by the 3.5 percent decline, or 45,323 students, in 2020 fall membership due to COVID-19.
- Fall 2020 enrollment generally decreased in PreK through Grade 5 with 40,384 fewer students compared to 2019.
 - PreK decreased 18.6 percent, or 6,387 students.
 - Kindergarten decreased 12.8 percent, or 11,821 students.

Source: VDOE, Fall Membership Reports.

Virginia's Divisions Vary Greatly in Size

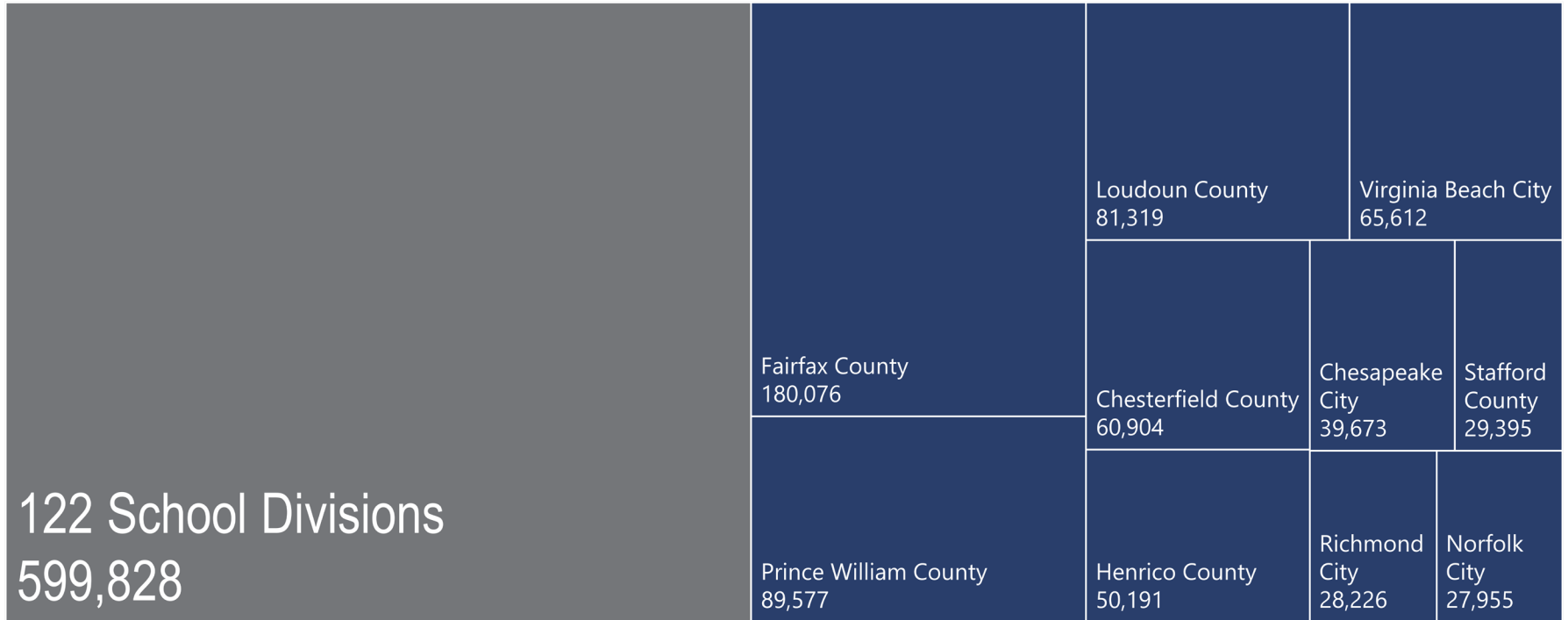
In Fall 2020, the median school division enrolled 3,500 students with 72 divisions enrolling 1,000 to 4,999 students.



Source: VDOE, Fall Membership Reports.

Ten Divisions Enroll Half of PreK-12 Students

In Fall 2020, 10 school divisions enrolled 52 percent of Virginia's PreK-12 students.



Source: VDOE, Fall Membership Reports.

Virginia's Rank on State & Local Funding is Generally Consistent with its Rank on Average Teacher Salary

	Virginia	50-State Average	Virginia's Rank
Funding Levels			
State Per-Pupil Funding (2017-18)	\$5,262	\$7,525	40 th
State and Local Per-Pupil Funding (2017-18)	\$12,317	\$13,605	27 th
Key Cost Drivers			
Student-Teacher Ratio (2019)	12:1	16:1	
Average Teacher Salary (2018-19)	\$53,267	\$58,593*	32 nd
Adult Educational Attainment			
% with at Least H.S. Equivalent (2019)	90.0%	90.1%	29 th
% with at Least Bachelor's Degree (2019)	40.0%		6 th
Source: JLARC, Virginia Compared to Other States, 2021 Edition.			
*Note: The nationwide average was \$62,304, higher than the 50-state average due to high salaries in several large states.			



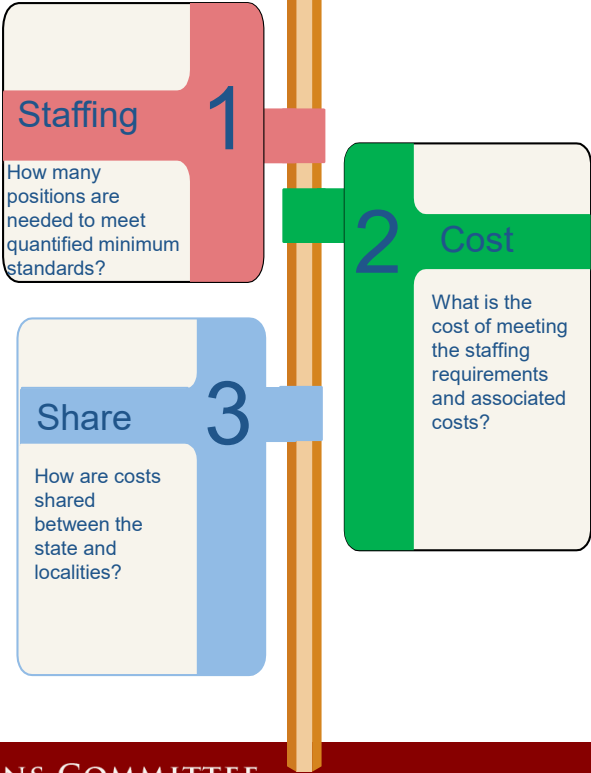
SOQ Funding

SOQ Funding Framework

Based on the number of students enrolled by school by grade.

Of the recognized costs, the average state share is 55 percent, based on the Composite Index.

A key exception is the distribution of sales tax based only on school-aged population (NOT equalized through Composite Index).



Since spending in part reflects local decisions, rather than simply reimbursing spending, the model is intended to recognize reasonable costs based on what most school divisions spend, **with some adjustments.**

1) Staffing is Funded Based on Minimum Staffing Standards, Not Actuals

Historically, SOQ has Funded Less Than 70 Percent of Actual Reported Positions

Basic Instructional Standards in Standard 2 of the Standards of Quality Funded through SOQ Basic Aid								
Maximum Class Sizes & Schoolwide/Divisionwide Ratios					School-level Positions Staffing			
Grade	Maximum Class Sizes	Schoolwide Pupil-Teacher Ratio	Divisionwide Pupil-Teacher Ratio	Divisionwide English Pupil-Teacher Ratio	Guidance Counselor (*effective July 1, 2021)	Librarian	Assistant Principal	Principal
K	24; 29 w/aide		24 to 1		<i>Elementary School Positions:</i>			
1	30				20 per 65 students (325 to 1)	less than 300 students = .50; 300 or greater students = 1.0	less than 600 students = 0.0; 600 to 899 students = .50; 900 or greater students = 1.0	less than 300 students = .50; 300 or greater students = 1.0
2	30							
3	30							
4	35							
5	35	21 to 1	25 to 1		<i>Middle School Positions:</i>			
6	35				20 per 65 students (325 to 1)	less than 300 students = .50; 300 to 999 students = 1.0; 1,000 or greater students = 2.0	less than 600 students = 0.0; 1.0 per each 600 students	1.0
7	35							
8			24 to 1	<i>High School Positions:</i>				
9				20 per 65 students (325 to 1)	less than 300 students = .50; 300 to 999 students = 1.0; 1,000 or greater students = 2.0	less than 600 students = 0.0; 1.0 per each 600 students	1.0	
10								
11								
12								

**Funding for Basic Instructional Standards includes a minimum floor number of positions of 51 per 1,000 students.*

Other funded divisionwide SOO standards:

Five elementary resource teachers in art, music, and physical education per 1,000 students in grades kindergarten through five.

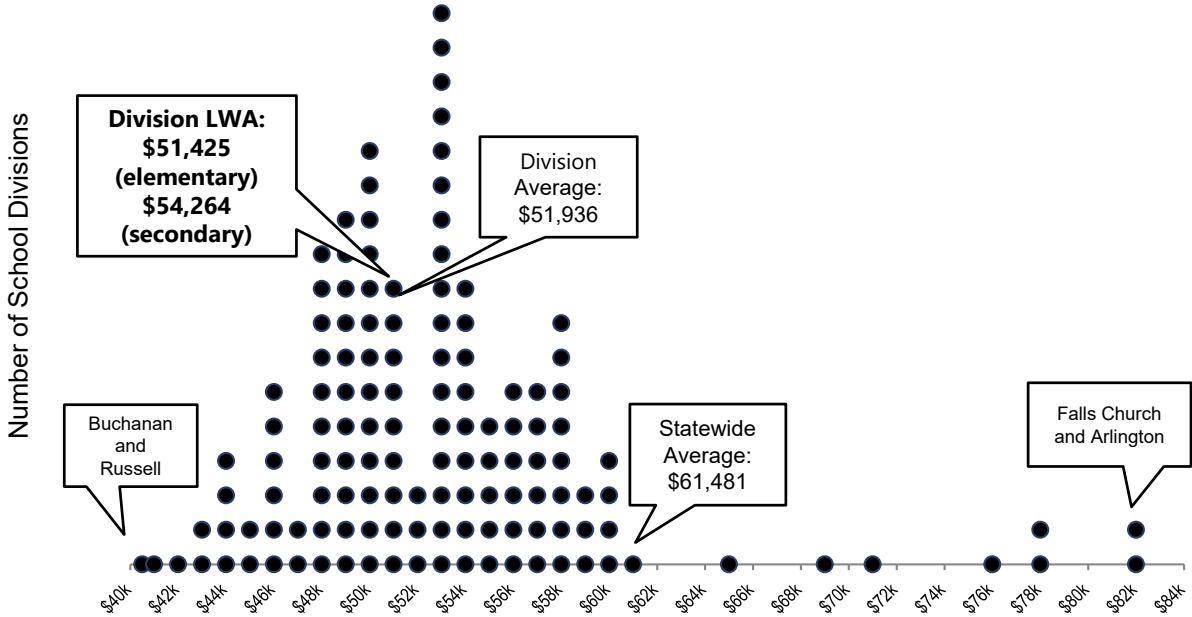
One technology support position and one instructional technology position per 1,000 students in grades kindergarten through 12.

Three specialized student support positions per 1,000 students in grades kindergarten through 12. (Effective July 1, 2021)

Source: VDOE.

2) a. Funded Salaries, and Other Costs, are Based on Prevailing Cost

- Since the mid-1980s, the SOQ funding framework has relied on a Linear Weighted Average (LWA), with the division as the unit of analysis, as the best measure of “expenditure levels around which most school divisions tend to cluster.”



Each circle shows where one school division’s actual average teacher salary (FY 2020) falls on the distribution (regardless of the size of the school division).

SOQ Funding for all school divisions is then based on the Division LWA, not each school division’s actual salaries.

Source: VDOE, 2020-2021 Teacher Salary Survey Results. VDOE Presentation to Board of Education, October 20, 2021.
 Note: Salaries include classroom teachers, guidance counselors, librarians, and technology instructors.

2) b. Base Year Prevailing Salaries are Adjusted for State-Supported Compensation Supplements, if Any

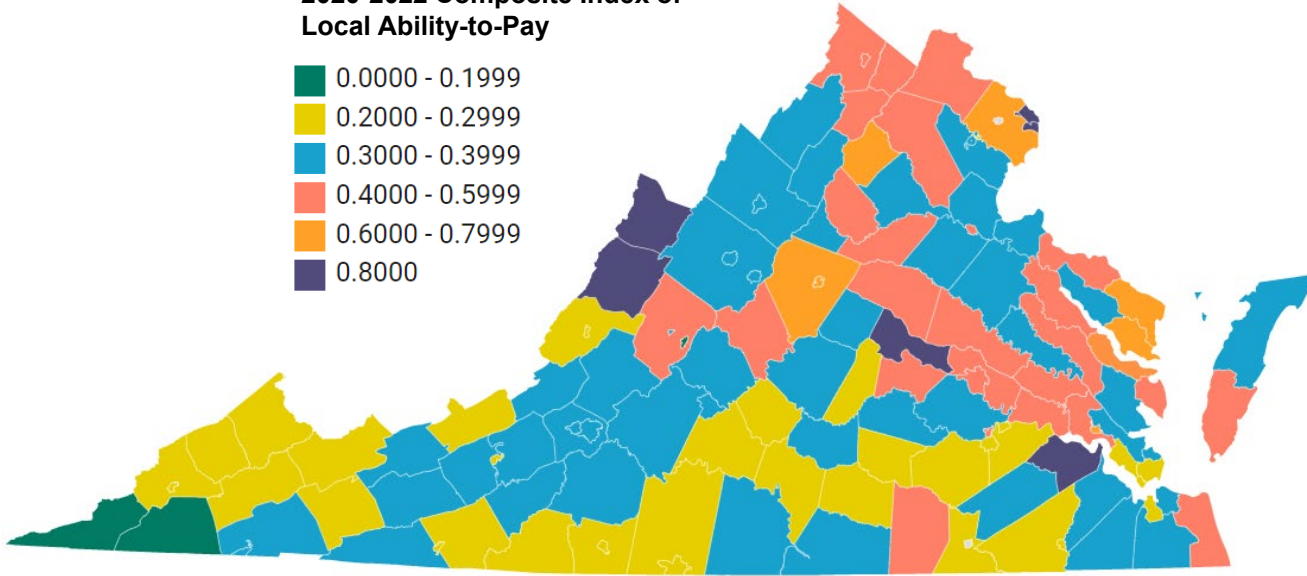
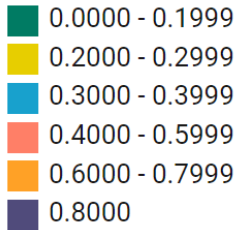
Elementary Teachers*	2018-20	2020-22	2022-24	Percent Variance
Prevailing Salary	\$47,351 (FY 2016)	\$48,925 (FY 2018)	\$51,425 (FY 2020)	5.1%
Compensation Supplements FY 17 = 0% FY 18 = 2%	+2.0%			
FY 19 = 0% FY 20 = 5%		+5.0%		
FY 21 = 0% FY 22 = 5%			+5.0%	
Funded Salary	\$48,298	\$51,371	\$53,996	5.1%

*Note: Separate funded salary amounts are calculated for: elementary teacher, elementary assistant principal, elementary principal, secondary teacher, secondary assistant principal, secondary principal, and instructional aide.

Source: VDOE Presentation to Board of Education, October 20, 2021.

3) a. State/Local Shares Vary Based on Composite Index

2020-2022 Composite Index of Local Ability-to-Pay



- Most state funding for school divisions is “equalized” or adjusted for local ability-to-pay for education costs as determined by the Composite Index of Local Ability-to-Pay.
- Statewide average share is 55 percent.
- The composite index uses three indicators of ability-to-pay for each locality:
 - True value of real property in the locality (weighted 50%).
 - Adjusted gross income in the locality (weighted 40%).
 - Taxable retail sales in the locality (weighted 10%).

Source: VDOE, 2020-2022 Composite Index of Local Ability-to-Pay.

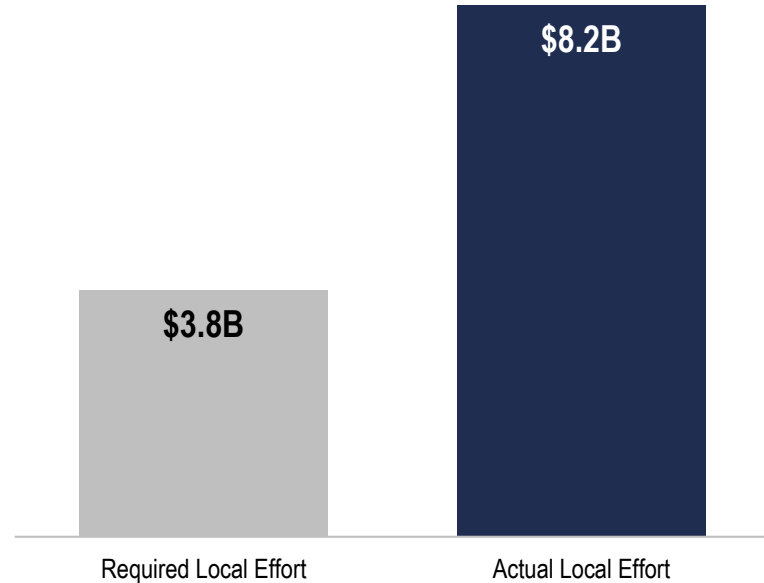
3) b. In Addition to Determining State Costs, SOQ also Determines Required Local Spending

SOQ model also determines the required local effort to meet the quantified standards.

In FY 2020, all school divisions exceeded their required local effort.

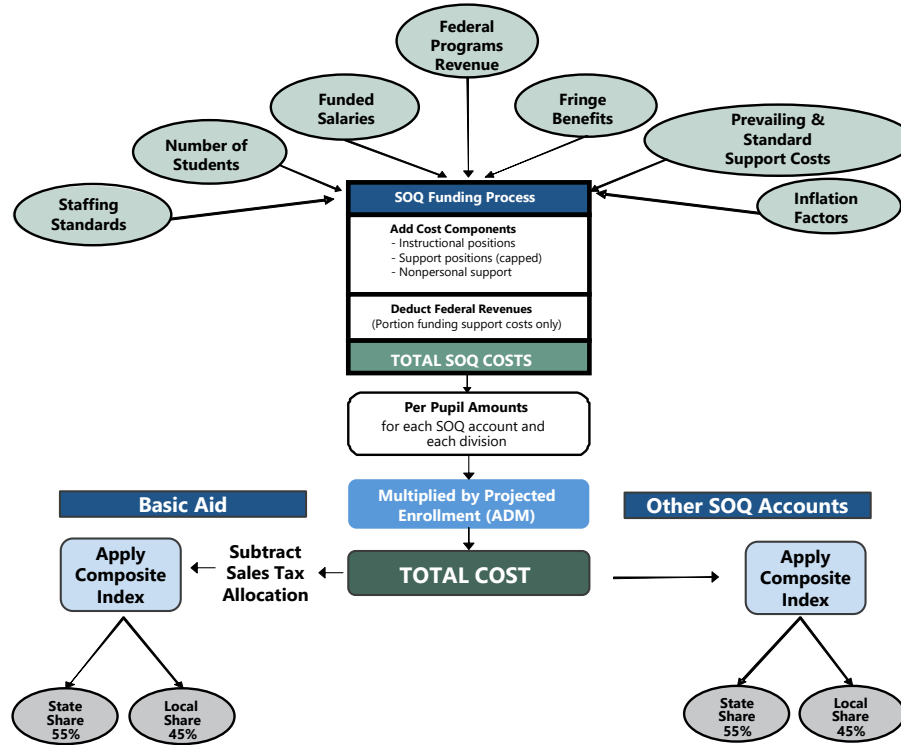
- In total, localities spent \$4.4 billion above the required level.
- The average local expenditure in excess of the required level was 85 percent.

In FY 2020, local effort totaled \$8.2 billion and exceeded the SOQ's required local effort by \$4.4 billion.



Source: VDOE, 2020 Required Local Effort and Required Local Match Report.

4) Other Cost Drivers in the SOQ Funding Equation



Source: VDOE.



Rebenchmarking Costs

K-12 Funding is Rebenchmarked to Reflect Recent Costs

- Rebenchmarking is the process that updates both the state and local costs in public education for the biennial budget.
- The updates are technical cost adjustments to meet the SOQ minimum staffing requirements and related support services and prevailing cost updates, derived from updating FY 2018 to FY 2020 base year local expenses.
- Over 90 percent of state K-12 funding is budgeted for SOQ programs, but Lottery, Incentive, and Categorical Programs are also affected by rebenchmarking.

Many Rebenchmarked Data Elements are Fixed for the Biennium; Notable Exceptions are Enrollment and Sales Tax Revenue Estimates

Major Data Inputs that are Updated for the Biennium:

- Prevailing Non-personnel Costs & Support Positions
- Salaries Update (2 Steps: “Prevailing” & “Funded”)
- Special Education Child Counts
- Fall Membership & Average Daily Membership (ADM) Projections used in SOQ Model
- CTE Course Enrollment
- Composite Index
- Head Start Enrollment (for VPI)
- Free Lunch Percentages
- SOL Test Scores
- Support Positions Cap & Federal Revenue Deduction
- Inflation Factors

Major Data Inputs that are Updated Annually:

- Enrollment Projections – Fall Membership, ADM, English as Second Language, Remedial Summer School
- Reimbursement Account Projections
- Sales Tax (1.125%) and Lottery Revenue Estimates
- VRS Fringe Benefit Rates (subject to General Assembly Action)

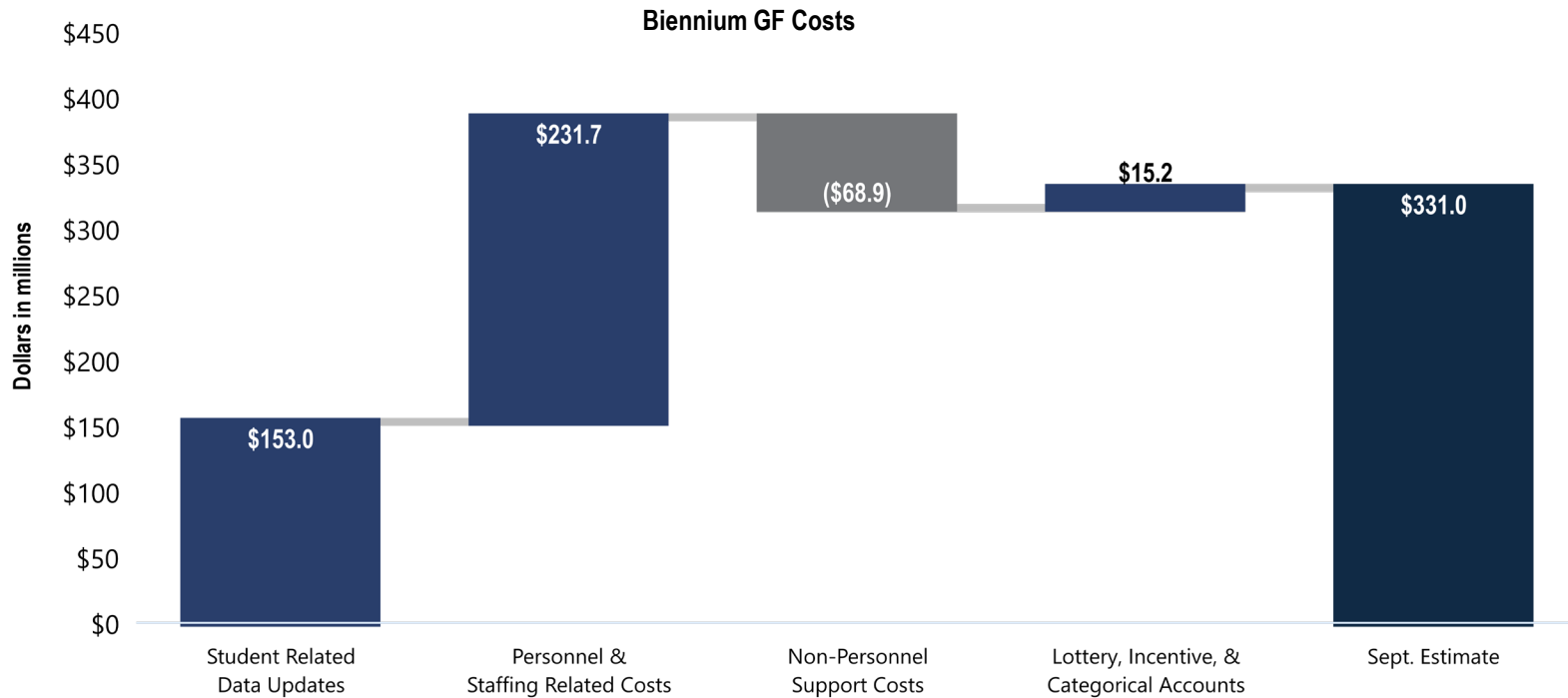
2022-24 Rebenchmarking Totals \$233.0 Million

(\$ in millions)	FY 2022	FY 2023	FY 2024	Total
Base Budget (GF only)	\$7,311.6	\$7,311.6*		
Preliminary Estimate (Sept.)		153.8	177.2	\$331.0
Other Updates To-Date (Nov.)		(61.7)	(36.3)	(98.0)
Total Rebenchmarking Costs		<u>\$92.1</u>	<u>\$140.9</u>	<u>\$233.0</u>
Revised Total Direct Aid Cost		\$7,403.7	\$7,452.5	
Percent Increase Over Prior Year Base		1.3%	0.7%	

* In consultation with the Department of Planning and Budget, VDOE maintained in the 2022-24 base the FY 2022 No Loss Funding amount of \$165 million each year. This prevents a larger state cost, during budget development, should fall enrollment increase or if a policy decision is made to continue No Loss Funding.

Rebenchmarking Cost Increases are Largely Staffing Related

Of the four major cost categories in rebenchmarking, personnel and staffing related costs and student related data updates increases the state's cost by \$384.7 million over the biennium while non-personnel costs decreases costs by \$68.9 million.



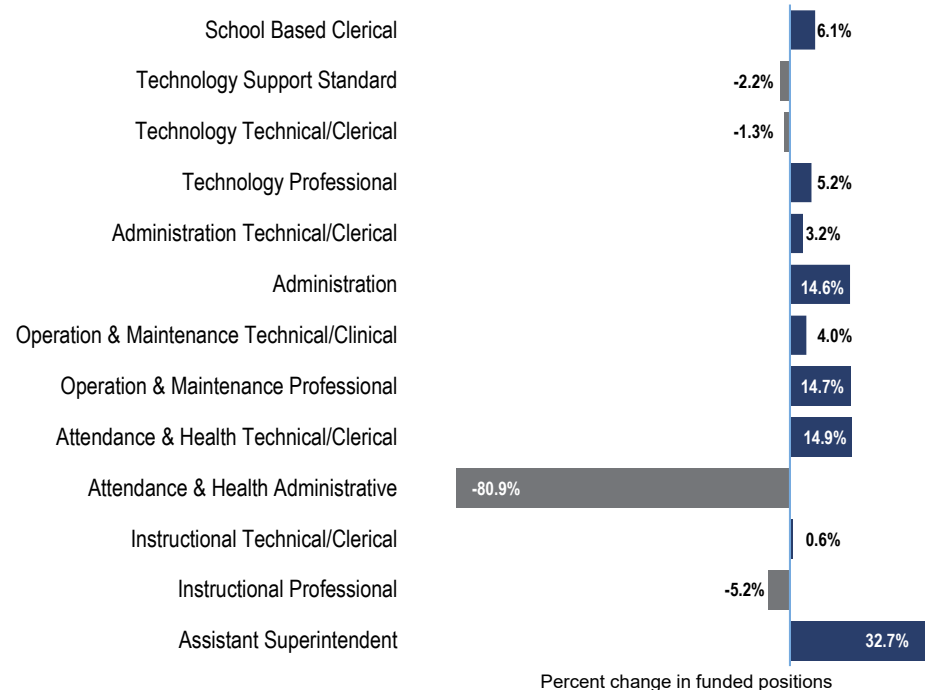
Staffing Related Costs Include Updating Prevailing Salaries and Continuing the 5% Compensation Supplement

Personnel & Staffing Related Costs			
(\$ in millions)	FY 2023	FY 2024	Biennium
Update SOQ Instructional Prevailing Salaries to FY 2020 Base	\$17.9	\$18.0	\$35.9
Update Support Positions Prevailing PPA Costs to FY 2020 Base	73.3	73.7	147.0
Update Superintendents, School Boards, and Nurses Prevailing Costs to FY 2020 Base	0.5	0.5	1.0
Reset SOQ-Model Salary Adjustments and then Continue FY 2022 5% Supplement	(35.1)	(34.4)	(69.5)
Update Health Care Premium Costs	41.3	41.3	82.6
Update Support Position Cap from 4.30:1 to 4.19:1	17.3	17.4	34.7
Total Personnel & Staffing Related Costs	\$115.2	\$116.5	\$231.7

Support Position Ratio

- The support position **ratio cap decreased from 4.30:1 to 4.19:1** for the 2022-2024 biennium.
 - Ratio is calculated by taking 3-year average of instructional positions divided by support positions and then calculating a linear weighted ratio from the division ratios.
- The General Assembly's establishment of the specialized student support positions staffing ratios, in the 2021 Special Session I, removes certain attendance & health administrative and instructional professional positions from the ratio calculation.
- Funds 21,617 support positions each year compared to 21,598 in FY 2022.
 - For a number of support positions, reported salary expenditures results in higher salary percent increases compared to instructional salary percent increases.
 - Funding a similar number of support positions compared to FY 2022, but salaries are higher.

While total number of support positions funded is relatively flat, the types of support positions funded has changed due to the specialized support position standard.



Non-Personnel Costs Largely Decreased Due to Lower FY 2020 Year Expenditures

Non-personnel support costs are calculated on a prevailing per-pupil basis (e.g., supplies, utilities, etc.).

Non-Personnel Costs			
(\$ in millions)	FY 2023	FY 2024	Biennium
Update Non-personnel Expenditures to FY 2020 Base	\$(57.4)	\$(56.4)	\$(113.8)
Reset Non-personnel Support Inflation Factors to 0% and Update Inflation Factors	\$9.1	\$9.3	\$18.4
Update Federal Revenue Deduct Per Pupil Amount	0.1	0.1	0.2
Update Pupil Transportation Costs	(2.5)	(2.0)	(4.5)
Update Textbooks Per Pupil Amount	15.4	15.4	30.8
Total Non-Personnel Costs	(\$35.3)	(\$33.6)	(\$68.9)

March 2020 School Closures Significantly Reduced Support Costs

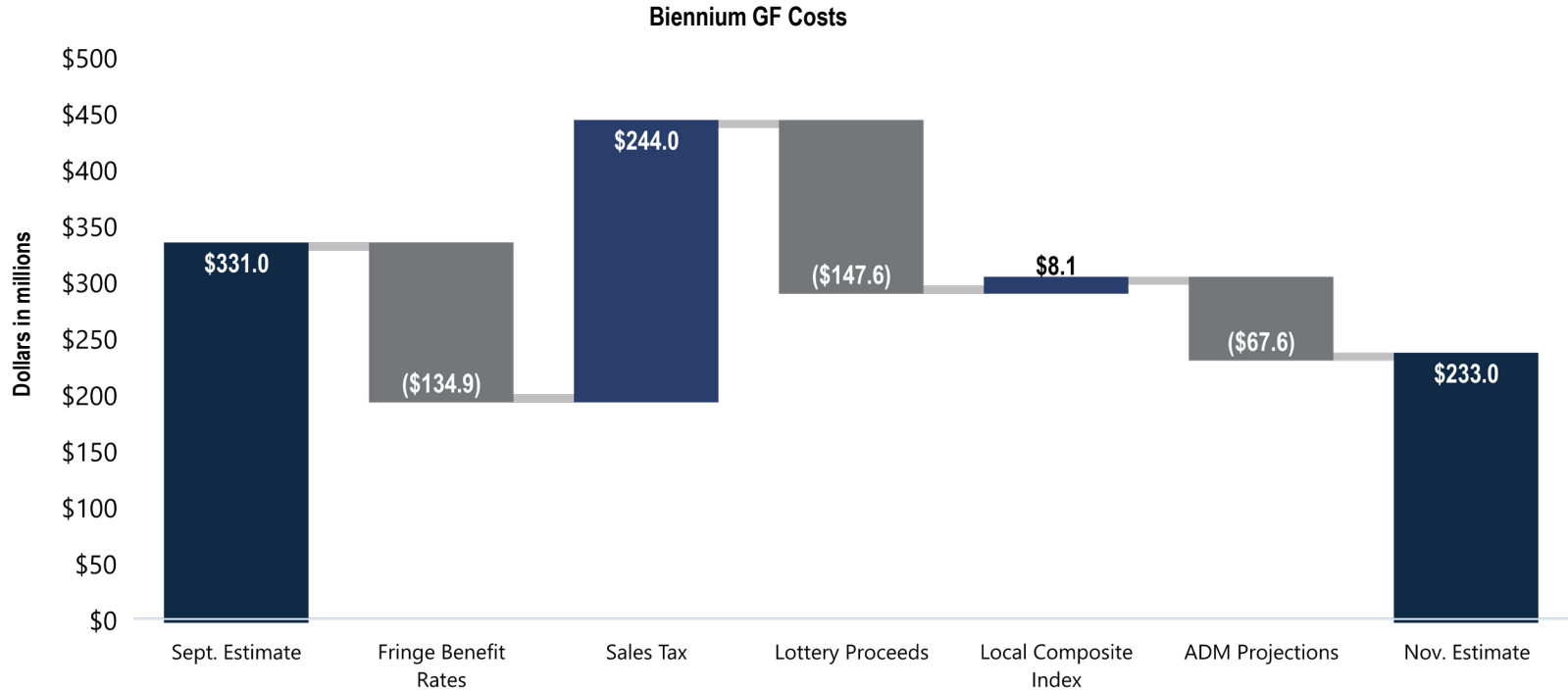
Many of the support cost decreases occurred in the largest per pupil amounts (i.e., substitute teachers, instructional classroom, and utilities).

Non-Personnel Support Category	2020-2022 Per Pupil Amount	2022-2024 Per Pupil Amount	Percent Variance
Instructional Classroom	\$310.93	\$286.52	(7.9%)
Instructional Support	\$15.66	\$12.83	(18.1%)
Principal's Office	\$8.27	\$6.92	(16.4%)
Administration	\$49.67	\$56.58	13.9%
Attendance & Health	\$17.84	\$21.90	22.8%
Utilities	\$296.39	\$266.65	(10.0%)
Communication	\$30.55	\$31.30	2.4%
Other Operations & Maintenance	\$285.32	\$293.52	2.9%

Non-Personnel Support Category	2020-2022 Per Pupil Amount	2022-2024 Per Pupil Amount	Percent Variance
Facilities	\$1.10	\$1.20	9.7%
Unemployment Insurance	\$2.49	\$2.31	(6.9%)
Worker's Compensation	\$28.48	\$27.70	(2.7%)
Disability Insurance	\$4.76	\$6.02	26.4%
Substitute Teachers	\$1,204.55	\$967.28	(19.7%)
Improvement	\$424.58	\$452.52	6.6%
Technology	\$226.26	\$219.60	(2.9%)
Insurance	\$32.14	\$32.58	1.4%
Contingency Reserve	\$0.01	\$0.00	(100.0%)

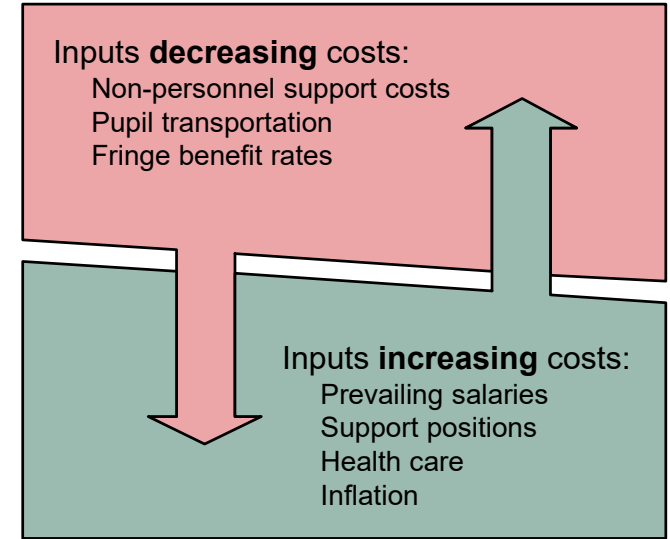
Other Changes Since September — Decreased Total Biennium Rebenchmarking Costs to \$233.0 Million

Updates to enrollments projections, fringe benefit rates, and increased Lottery Revenues decreased the September rebenchmarking estimate by \$350.1 million with sales tax revenue and local composite index increasing costs by \$252.1 million to a revised rebenchmarking total of \$233.0 million.



Rebenchmarking Summary

- Estimated state cost of the 2022-2024 biennial rebenchmarking is \$233.0 million.
 - Significantly less than the rebenchmarking cost of \$843.9 million in the 2020-2022 biennium.
- Remaining updates include finalizing enrollment and Literary Fund revenue.
 - Retention of FY 2022 No Loss Funding in the base will be updated with the Governor's introduced budget.





Federal Relief Funding

Virginia has Received \$3.3 Billion in Elementary and Secondary School Education Relief Funds (ESSER)

Virginia's Elementary and Secondary School Education Relief Funds (ESSER)					
(\$ in millions)	CARES ESSER I	CRRSA ESSER II	ARPA ESSER III	Total	% of Total
State Allocation	\$238.6	\$939.3	\$2,109.5	\$3,287.4	
Divisions Formula Allocations	214.7	845.4	1,898.6	2,958.7	90%
VDOE State Set Aside	23.9	93.9	211.0	328.8	10%
Spending Deadline	Sept. 2022	Sept. 2023	Sept. 2024		

- Federal relief packages required 90% of ESSER funds, equaling \$3.0 billion, to be allocated by formula to divisions. Divisions receive reimbursement from VDOE for eligible expenses.
- ESSER funds have varying spending deadlines. ESSER III is required to be expended by Sept. 2024.
- **“Maintenance of Effort”**: To receive ESSER II & III, the state is required to maintain spending on both K-12 and higher education in FY 2022 and 2023 at least at the proportional levels relative to the state’s overall spending, averaged over FY 2017 to FY 2019.

Divisions have Mainly Used ESSER Funds for Technology, COVID-19 Mitigation, and Continuity of Operations

Division ESSER Reimbursements by Categories Oct. 2021

(\$ in millions)	ESSER I	ESSER II	Total ESSER I and II	Percent
Technology and Support for Digital Instruction	\$50.4	\$3.1	\$53.5	42.4%
Other*	22.7	7.7	30.4	24.1%
Sanitization/Social Distancing/Medical Supplies	13.4	1.4	14.8	11.7%
Equitable Services for Nonpublic Schools	7.0	Not Applicable	7.0	5.6%
Extended School Programs	6.0	3.9	9.9	7.9%
Special Populations	4.7	0.2	4.9	3.9%
Mental Health Supports	3.7	0.0	3.7	2.9%
Construction, HVAC, Renovation, Remodeling	0.8	1.2	2.0	1.5%
Total Reimbursements	\$108.7	\$17.5	\$126.2	
Total Reimbursements as % of ESSER Award	50.6%	2.1%	11.9%	

Source: VDOE Presentation to SFAC, October 19, 2021.

*Other includes salary and benefits, hazard pay, pay for additional duties and continuity of operations. Indirect costs are also included.



2022-24 Public Education Outlook

2022-24 Funding Outlook

- Governor's introduced budget will include the \$233.0 million rebenchmarking costs and any remaining technical updates.
 - May include policy changes to evaluate (e.g., VPI non-participation rate).
- Board of Education has prescribed \$812.7 million in SOQ prescriptions, subject to revision only by the General Assembly.
- PreK-12 budget pressures include:
 - "Maintenance of Effort" requirements related to education federal relief funds;
 - Salary Increases: 1% salary increase costs \$49.2 million GF each year;
 - VPI Rebenchmarking Per Pupil Amount (6% increase): \$10.0 million GF each year; and
 - State-Operated Programs at Children's Hospitals: \$1.4 million GF each year.

During the 2020-22 Biennium, the General Assembly Revised the Standards of Quality

Revision (\$ in millions)	Impact	FY 2022 Cost
Guidance Counselors	<ul style="list-style-type: none"> Amended ratio to 1 counselor per 325 students in FY 2022. 	\$26.6
Specialized Student Support Positions	<ul style="list-style-type: none"> Created specialized student support personnel position and set ratio at 3 per 1,000 students in FY 2022; Provides divisions flexibility on the three positions (nurses, school social workers, psychologists, behavioral analysts); and Appropriation Act removes these positions from Support Positions Cap. 	\$49.5
English Language Learner Instructors	<ul style="list-style-type: none"> Amended ratio to 20 instructors per 1,000 ELL students in FY 2022. 	\$14.3
SOQ Staffing Flexibility	<ul style="list-style-type: none"> Removed language in the Appropriation Act allowing flexibility of SOQ staffing ratios (Recession Era Measure) in FY 2022. 	No State Impact

Board of Education Prescribed SOQ Revisions Totaling \$812.7 Million

Proposed SOQ Revision (\$ in millions)	FY 2023 Estimated State Cost	FY 2024 Estimated State Cost
Enhanced At-Risk Add-On	\$43.8	\$43.7
Teacher Leader and Teacher Mentor Programs	114.8	115.1
Reading Specialists	37.9	40.0
English Learner Teachers	15.0	15.0
Principal Mentorship Program	1.2	1.2
Work-Based Learning Coordinators	1.2	1.2
Assistant Principals (1:400 students)	77.0	77.3
Elementary School Principals (One full-time in each elementary school)	9.6	9.5
K-3 Class Size Reduction	No State Impact	No State Impact
Specialized Student Support Personnel (Increases staffing ratio to 4:1,000)	51.0	51.5
School Counselors (1:250 students)	53.2	53.5
Annual Total <u>State</u> Cost for SOQ Revisions	\$404.7	\$408.0
Remove Support Cap from Appropriation Act	\$387.8	\$389.3

2022 Session PreK-12 Education Outlook

- COVID-19 Enrollment Declines
- Virginia Board of Education SOQ Revisions
- Commission on School Construction and Modernization
- Literary Fund
 - VDOE and Treasury recommended to the General Assembly: 1) modifications to Literary Fund school construction loan amounts and interest rates; 2) discontinuing the use of funds for SOQ retirement costs and debt service payment for technology and school safety equipment; and 3) establishing a minimum asset base of \$250 million for school construction loans.
- Early Childhood Expansion
 - VDOE requests \$30.2 million GF over the biennium for additional funds to expand 3-year old slots, mixed delivery enhancements, and community provider add-on grants.
- 2020-21 Unfinished Learning & Growth Assessments

Key Takeaways

- Based on preliminary findings, enrollment is still down in the 2021-22 school year; however, finalized enrollment is still not available from VDOE.
- The General Assembly is responsible for determining costs and state/local shares of elementary and secondary education.
 - This is operationalized as the Standards of Quality (SOQ) framework, which determines the number of staff needed, total costs, and divides the costs between the state and localities via the Composite Index.
- The number of teachers and teacher salary levels are the largest components of education costs. Revisions to staffing standards increase costs overtime.
- Biennial SOQ rebenchmarking is the technical updating of the funding model to recognize more recent data and the projected rebenchmarking cost for the 2022-24 biennium is \$233.0 million.
 - Personnel costs are the largest cost component, \$231.7 million, for the 2022-24 biennium. However, non-personnel support and transportation costs decreased due to lower expenditures in FY 2020.
 - DOE, in consultation with DPB, maintained \$328.7 million over the biennium for No Loss Funding. This will be readjusted and finalized with the Governor's introduced budget.
- School divisions have significant federal funds to respond to COVID-19. These funds represent one-time revenues.

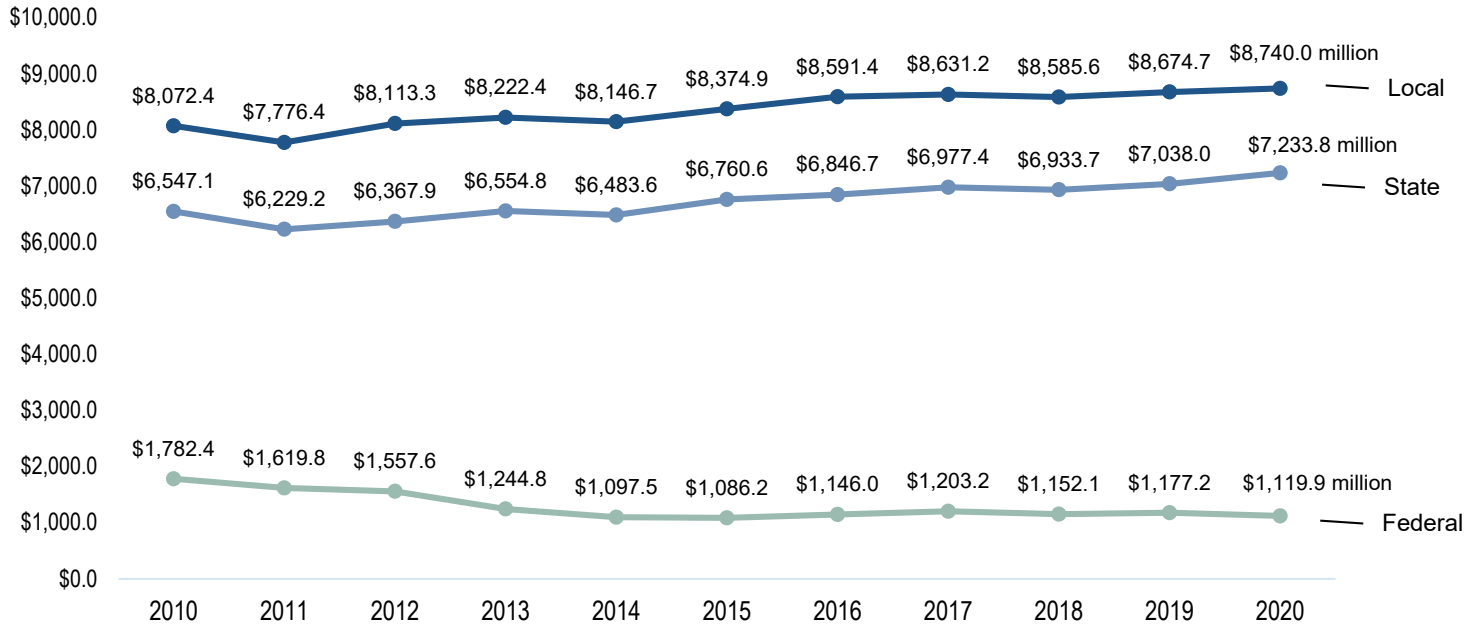


Appendix

PreK-12 Funding by Revenue Source

51 percent of PreK-12 funding is provided by localities; 51% local, 42% state, and 7% federal.

(Dollars in Millions, inflation adjusted to 2020 dollars¹)



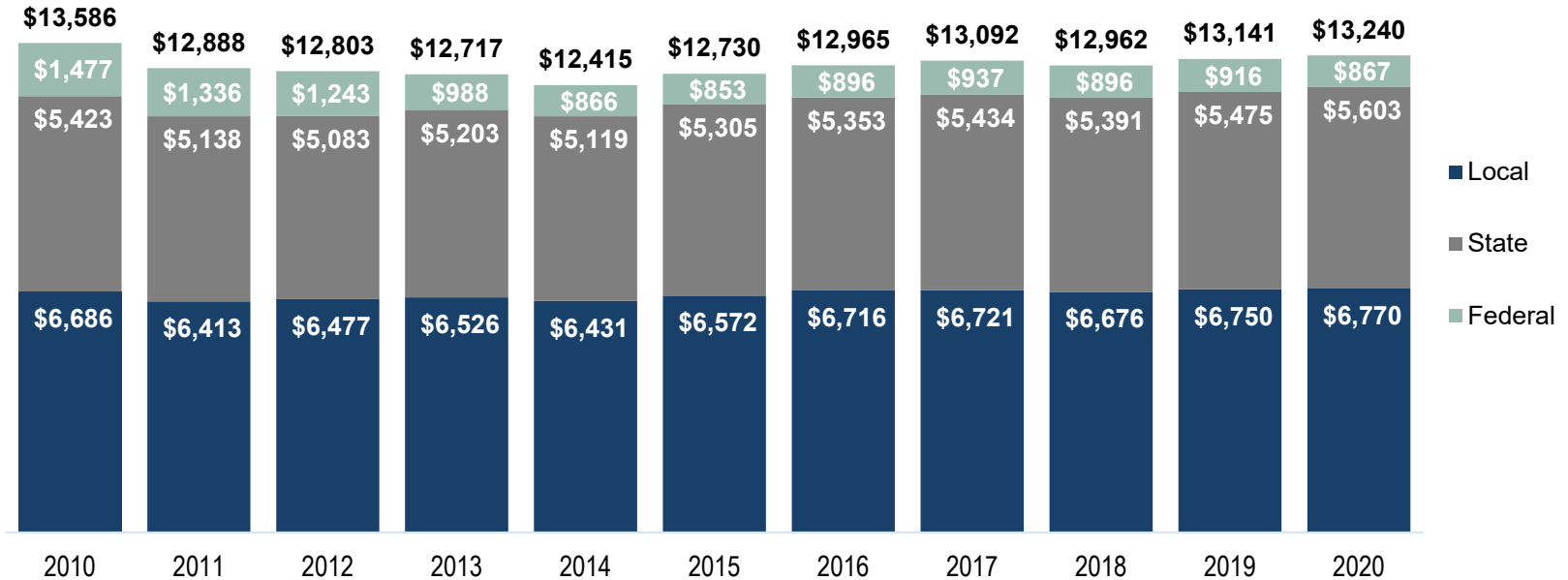
Source: VDOE, Superintendent's Annual Report. Table 15.

Note: State funds include the portion of state retail sales and use tax revenue dedicated to K-12 (1.125%).

¹ Inflation adjusted to 2020 dollars using the U.S. Bureau of Economic Analysis price deflator for state and local expenditures and investments.

Per Pupil Funding by Revenue Source

In FY 2020, funding per pupil totaled \$13,240, which is slightly less than the 2010 inflation adjusted per pupil amount.

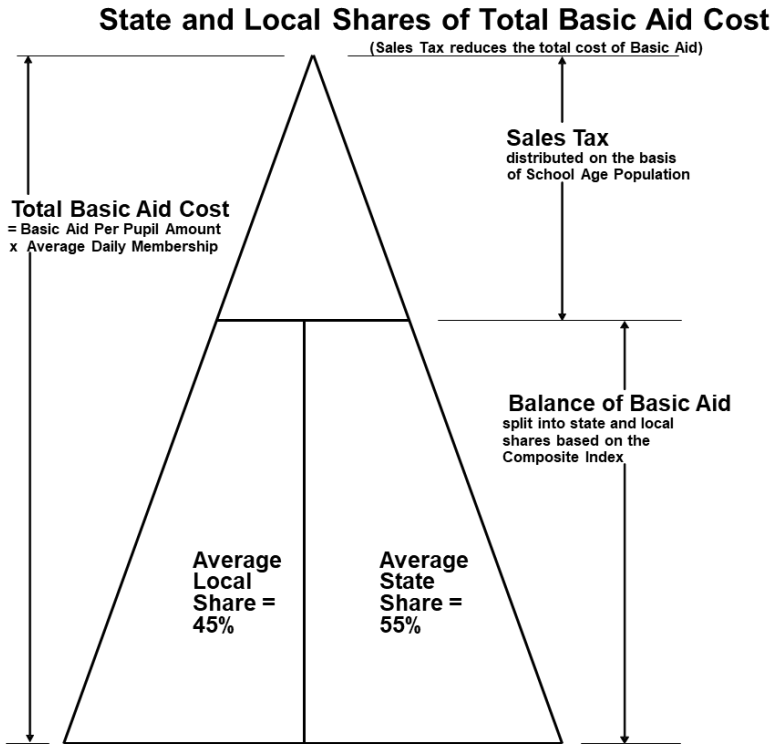


Source: VDOE, Superintendent's Annual Report. Table 15.

Note: State funds include the portion of state retail sales and use tax revenue dedicated to K-12 (1.125%).

¹ Inflation adjusted to 2020 dollars using the U.S. Bureau of Economic Analysis price deflator for state and local expenditures and investments.

SOQ Funding and Sales Tax



Note: State and local shares will vary by locality based on each locality's composite index.

- State sales tax dedicated to K-12 education (1.125%) offsets the total cost of Basic Aid.
- For each \$1.00 increase in K-12 sales tax, the total Basic Aid cost decreases by a like amount. Therefore, the state spends \$0.55 less and localities spend \$0.45 less to cover Basic Aid costs.
- For each \$1.00 decrease in K-12 sales tax, the total Basic Aid cost increases by a like amount. Therefore, when sales tax declines, the state is required to spend an additional \$0.55 and localities must spend an additional \$0.45 to cover Basic Aid costs.

What is Virginia's Average Teacher Salary? Depends on the Methodology Used to Calculate the Average

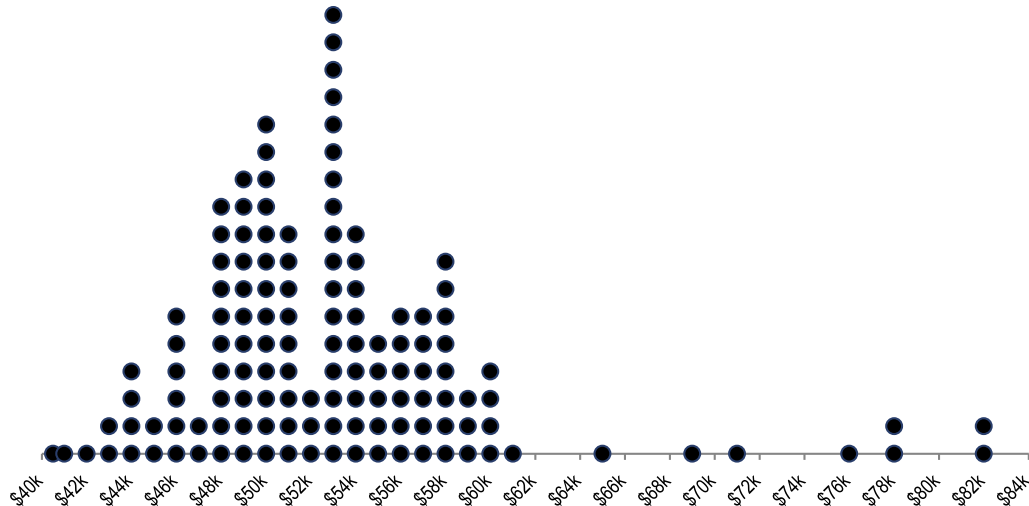
Methodology	VDOE Linear Weighted Prevailing Salary	VDOE Simple Statewide Average Salary	National Education Association (NEA) Average Teacher Salary
Calculation's Use	SOQ Funding Model	Annual school salary survey required in the Appropriation Act.	Comparison across states found in JLARC's Virginia Compared to the Other States and VDOE annual school salary survey.
Considerations	Divisions' elementary and secondary averages are linearly weighted to determine the prevailing average salary used for funding in the Appropriation Act.	Includes salaries of counselors, librarians, and instructional technology.	Excludes salaries of counselors, librarians, and instructional technology, but includes homebound and substitute teachers.
Average Salary Amount FY 2020	\$49,445 ¹	\$61,481	\$57,665

Source: VDOE, 2020-2021 Teacher Salary Survey Results, Appropriation Act, and NEA.

Note: ¹ Estimated single blended prevailing average salary is calculated from weighting the 2018-2020 Appropriation Act's teacher salary amounts of \$48,298 for elementary teachers and \$51,167 for secondary teachers into one amount by the percentages of the student membership totals for K-7 and 8-12 (the weighted percentage is estimated about 60% / 40% respectively).

Average Teacher Salaries Vary Widely by Locality

FY 2020 Divisions Average Salaries



Data Source: VDOE, 2020-2021 Teacher Salary Survey Results.

Note: Salaries include classroom teachers, guidance counselors, librarians, and technology instructors.

¹ Estimated single blended prevailing average salary is calculated from weighting the 2018-2020 Appropriation Act's teacher salary amounts of \$48,298 for elementary teachers and \$51,167 for secondary teachers into one amount by the percentages of the student membership totals for K-7 and 8-12 (the weighted percentage is estimated about 60% / 40% respectively).

- In FY 2020, VDOE's calculated simple statewide average teaching salary was **\$61,481**.
- If the statewide average salary was calculated without Planning District 8 divisions and the surrounding divisions receiving the Cost of Competing Adjustment (COCA), the statewide average teaching salary would be **\$54,099** in FY 2020.
 - COCA recognizes the higher cost that school divisions incur because they compete for staff in the more competitive Northern Virginia labor market.
 - COCA is provided to the divisions in Planning District Eight (Alexandria, Arlington, Fairfax, Fairfax City, Falls Church, Loudoun, Manassas, Manassas Park, and Prince William) while the surrounding divisions of Stafford, Fauquier, Spotsylvania, Clarke, Warren, Frederick, Culpeper, Fredericksburg and Winchester receive a phased-in COCA rate.
- **124** divisions have an average salary below the VDOE statewide average of \$61,481.
- **91** divisions have an average salary below the state funded linear weighted prevailing salary of \$49,445.¹