

Response to Questions on the FY 2015 Budget

Request By: Supervisor Herrity

Question: Please provide comparative salary data on FCPS administrative staff.

Response: The following response was prepared by Fairfax County Public Schools (FCPS):

The Department of Human Resources conducted a regional market comparison of 2014 salaries for principals and assistant principals among local school districts. FCPS is within market for elementary, middle, and high school principals and assistant principals.

2014 Regional Market Comparison					
Principal-High School					
Compensation Rates					
Local School Jurisdiction	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate	Factor for Benefits	Estimated Midpoint Daily Rate (including benefits)
Alexandria City	\$602.70	\$658.69	\$714.67	25.05%	\$823.68
Arlington County	\$402.48	\$522.03	\$641.57	22.58%	\$639.88
Loudoun County	\$413.37	\$505.29	\$597.20	25.61%	\$634.68
Montgomery County	\$434.40	\$500.01	\$565.61	33.59%	\$667.94
Prince William County	\$396.57	\$516.47	\$636.37	21.78%	\$628.97
Local School Average	\$449.90	\$540.50	\$631.08	25.72%	\$679.03
FCPS	\$465.32	\$526.05	\$586.78	27.69%	\$671.72
FCPS to Market	1.03	0.97	0.93		0.99

**2014 Regional Market Comparison
Principal-Middle School**

Compensation Rates

Local School Jurisdiction	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate	Factor for Benefits	Estimated Midpoint Daily Rate (including benefits)
Alexandria City	\$387.77	\$499.95	\$612.12	29.15%	\$645.67
Arlington County	\$383.32	\$497.17	\$611.03	23.01%	\$611.55
Loudoun County	\$386.51	\$472.32	\$558.12	26.42%	\$597.11
Montgomery County	\$409.81	\$472.14	\$534.46	34.44%	\$634.75
Prince William County	\$363.88	\$473.91	\$583.93	22.59%	\$580.94
Local School Average	\$386.26	\$483.10	\$579.93	27.12%	\$614.01
FCPS	\$447.39	\$505.79	\$564.18	28.07%	\$647.78
FCPS to Market	1.16	1.05	0.97		1.06

**2014 Regional Market Comparison
Principal-Elementary School**

Compensation Rates

Local School Jurisdiction	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate	Factor for Benefits	Estimated Midpoint Daily Rate (including benefits)
Alexandria City	\$369.31	\$476.14	\$582.97	30.00%	\$618.97
Arlington County	\$383.32	\$497.17	\$611.03	23.01%	\$611.55
Loudoun County	\$361.43	\$449.24	\$537.05	27.06%	\$570.81
Montgomery County	\$386.62	\$448.30	\$509.98	35.26%	\$606.36
Prince William County	\$348.36	\$453.70	\$559.04	23.02%	\$558.14
Local School Average	\$369.81	\$464.91	\$560.01	27.67%	\$593.17
FCPS	\$430.16	\$486.30	\$542.45	28.47%	\$624.76
FCPS to Market	1.16	1.05	0.97		1.05

**2014 Regional Market Comparison
Assistant Principal-High School**

Compensation Rates

Local School Jurisdiction	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate	Factor for Benefits	Estimated Midpoint Daily Rate (including benefits)
Alexandria City	\$325.54	\$426.13	\$526.72	32.09%	\$562.89
Arlington County	\$347.67	\$450.95	\$554.22	23.93%	\$558.88
Loudoun County	\$337.98	\$419.95	\$501.92	27.97%	\$537.43
Montgomery County	\$364.73	\$430.85	\$496.97	35.91%	\$585.58
Prince William County	\$333.51	\$434.35	\$535.19	24.10%	\$539.04
Local School Average	\$341.89	\$432.45	\$523.00	28.80%	\$556.76
FCPS	\$324.15	\$425.96	\$527.76	32.15%	\$562.90
FCPS to Market	0.95	0.99	1.01		1.01

**2014 Regional Market Comparison
Assistant Principal-Middle School**

Compensation Rates

Local School Jurisdiction	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate	Factor for Benefits	Estimated Midpoint Daily Rate (including benefits)
Alexandria City	\$325.54	\$426.13	\$526.72	32.09%	\$562.89
Arlington County	\$347.67	\$450.95	\$554.22	23.93%	\$558.88
Loudoun County	\$316.06	\$392.57	\$469.08	28.95%	\$506.23
Montgomery County	\$364.73	\$427.98	\$491.22	36.03%	\$582.16
Prince William County	\$319.30	\$415.84	\$512.39	25.29%	\$521.00
Local School Average	\$334.66	\$422.69	\$510.73	29.26%	\$546.23
FCPS	\$324.15	\$415.79	\$507.42	32.49%	\$550.88
FCPS to Market	0.97	0.98	0.99		1.01

**2014 Regional Market Comparison
Assistant Principal-Elementary School**

Compensation Rates

Local School Jurisdiction	Minimum Daily Rate	Midpoint Daily Rate	Maximum Daily Rate	Factor for Benefits	Estimated Midpoint Daily Rate (including benefits)
Alexandria City	\$310.03	\$412.11	\$514.18	35.17%	\$557.05
Arlington County	\$331.12	\$429.47	\$527.82	24.43%	\$534.40
Loudoun County	\$295.58	\$366.99	\$438.40	30.00%	\$477.08
Montgomery County	\$364.73	\$427.98	\$491.22	36.03%	\$582.16
Prince William County	\$289.34	\$390.96	\$492.58	26.08%	\$492.92
Local School Average	\$318.16	\$405.50	\$492.84	30.34%	\$528.72
FCPS	\$324.15	\$415.78	\$507.42	32.49%	\$550.87
FCPS to Market	1.02	1.03	1.03		1.04

A full report of FCPS market comparison can be found in the Department of Human Resources Operational Expectations Monitoring Report available at the link below.

[http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9DQ48M7865F9/\\$file/FY14%20Consolidated%200Surveys%20attachment%20%231.pdf](http://www.boarddocs.com/vsba/fairfax/Board.nsf/files/9DQ48M7865F9/$file/FY14%20Consolidated%200Surveys%20attachment%20%231.pdf)