

Response to Questions on the FY 2017 Budget

Request By: Chairman Bulova

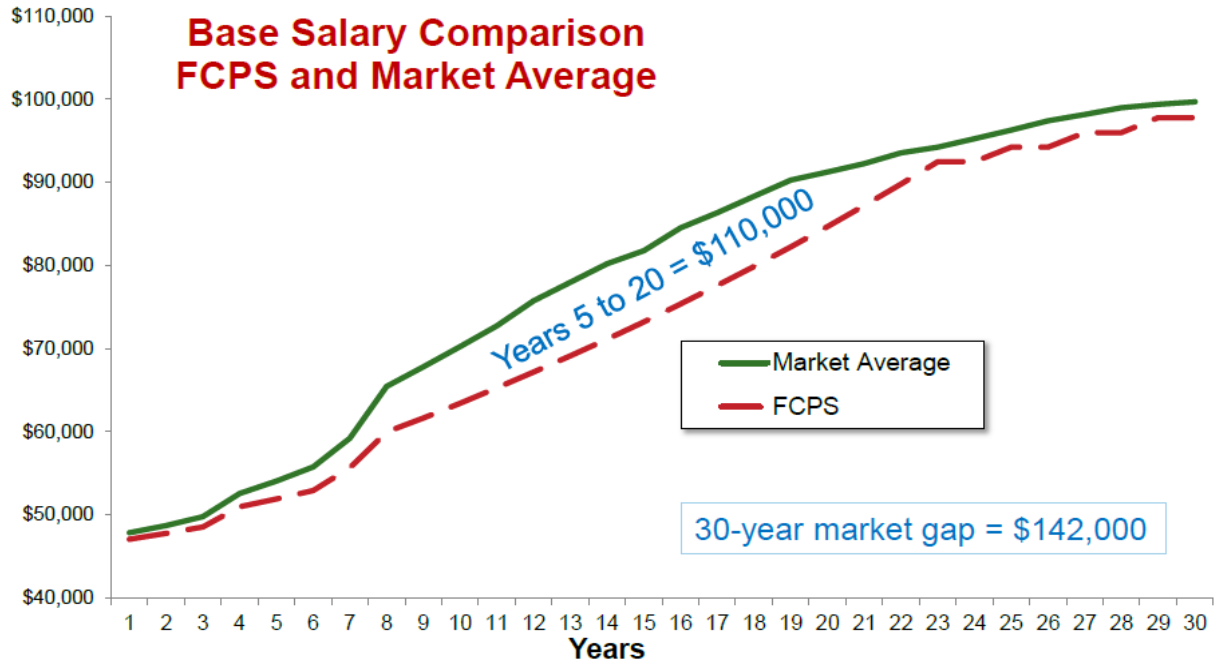
Question: Regarding the \$40 million for teachers' compensation in the Superintendent's budget request: What exactly is this meant to accomplish? A study has not yet been completed regarding compensation and benefits. When will that be completed? The graph provided at our budget workshop shows FCPS are middle of the pack overall, so where do the Schools anticipate they will end up with this \$40 million investment? What is the target and is this a one-time adjustment or will it take more than \$40 million to reach their target?

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

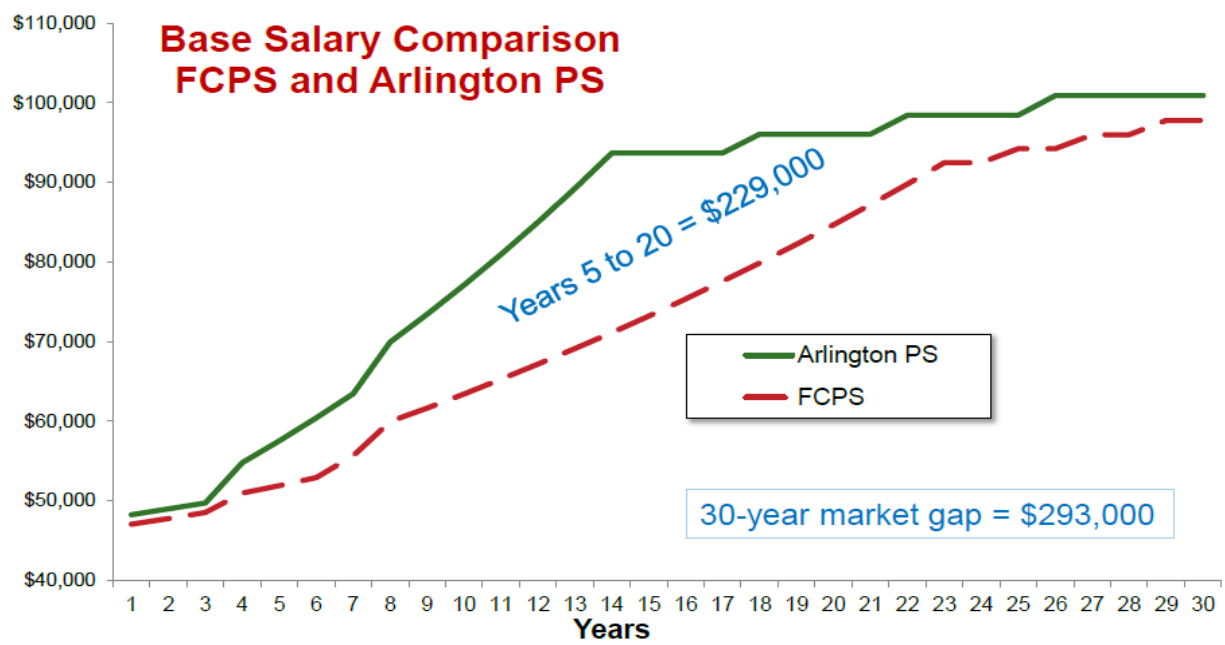
The \$40.0 million included in the FY 2017 Proposed Budget is an initial investment to improve the teacher salary scale and enable FCPS to attract and retain the highest quality teachers. Early findings from the Compensation Study that is currently underway indicate that beginning teacher salaries (years 1 to 4) and ending teacher salaries (years 21 to maximum) are generally competitive among area school systems, but become increasingly non-competitive as employees attain 5 to 20 years of service. Findings indicate that over a 30-year career, an FCPS teacher earns \$142,000 less in salary than the average of surrounding school-districts, and \$293,000 less in salary than a teacher in Arlington County. With regard to total compensation, which includes base salary and employer costs for health benefits and retirement plan contributions, FCPS is still below the market average. The 30-year market gap between FCPS and the market average is \$52,000. When compared to Arlington County Public Schools, the 30-year market gap is \$141,000. The following charts show FCPS salaries and compensation relative to market and Arlington County Public Schools.

If the \$40.0 million is applied evenly across all the teacher scales, it would provide a 2.9 percent increase. When applied to the salary scales, this closes the gap by nearly half when looking at an FCPS teacher's earnings relative to market over a 30 year career. While this is an initial step to help close the gap between FCPS and neighboring jurisdictions, additional funding will be required in future years to attain and maintain parity.

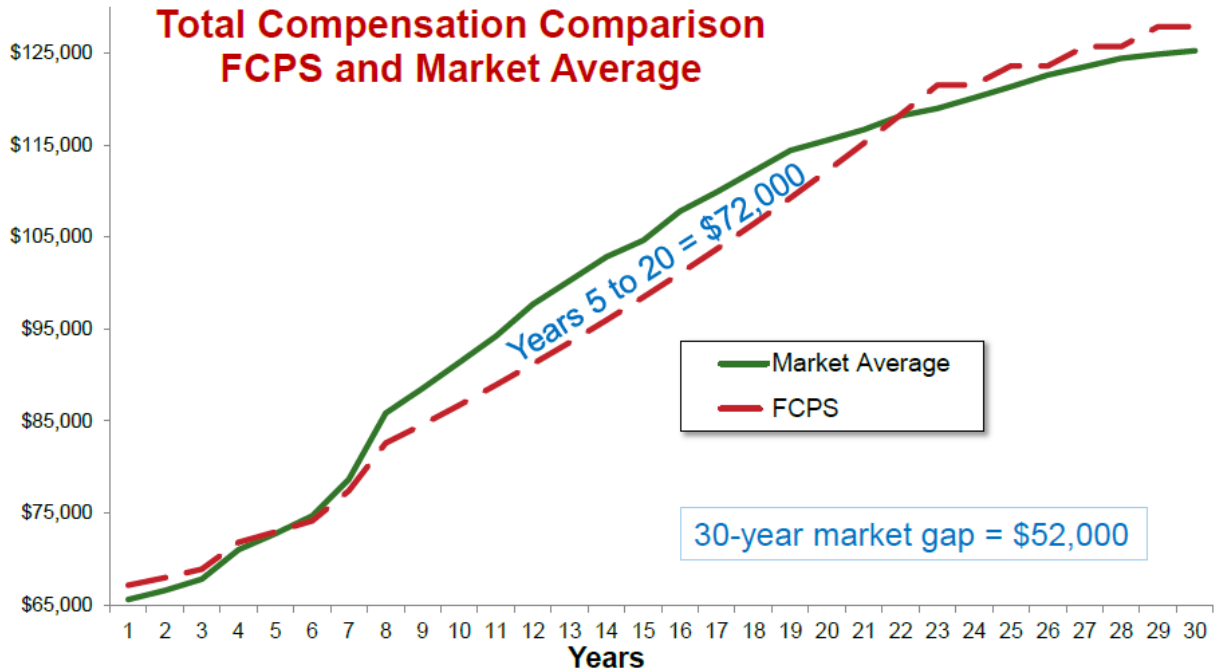
Recommendations regarding a new strategic compensation package are expected to be presented to the School Board in early summer. Monthly updates are provided to the School Board. A retirement study is also expected to be completed in April this year.



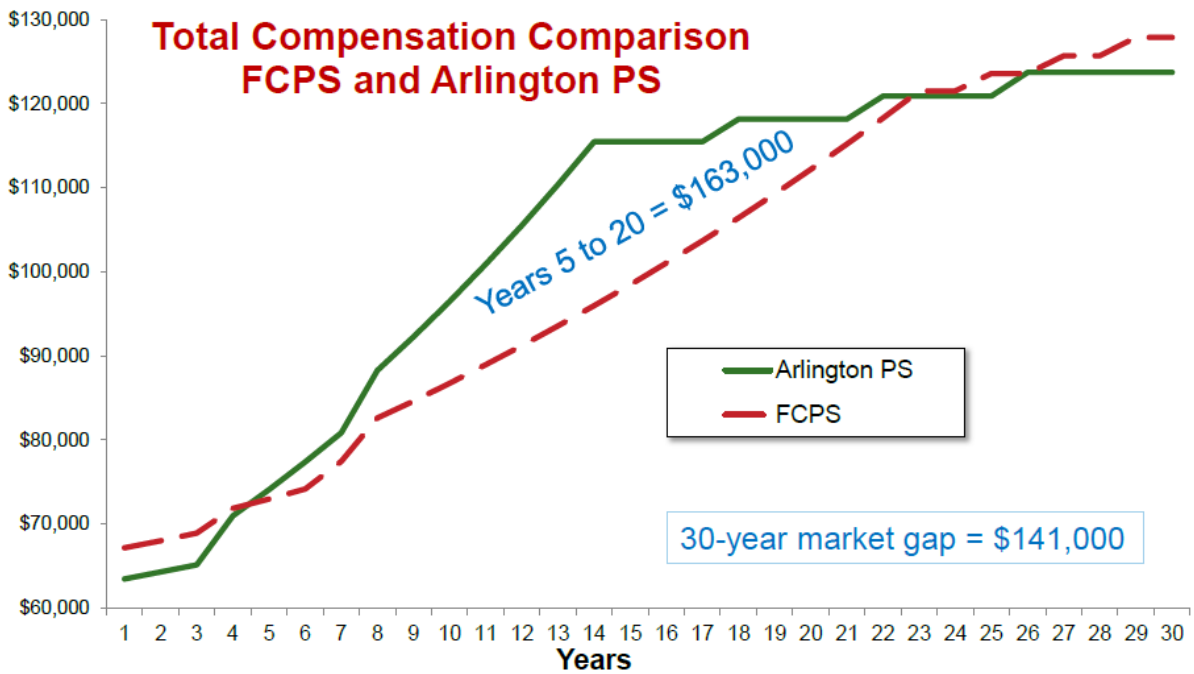
This career earnings scenario assumes starting with a Bachelor's degree, attaining a Master's after 6 years.



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