

Response to Questions on the FY 2018 Budget

Request By: Supervisor McKay

Question: For the Teacher Scale Implementation proposal, please provide cost estimates assuming a 5-year phase-in in addition to the 3-year figures included in the October 4, 2016 presentation.

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

To attract and retain the highest quality teachers, a new teacher salary scale was developed. The scale results in market competitive salaries over the career of a teacher with a focus on being more competitive in the beginning steps. More rapid career earnings result in the midpoint of the salary scale being reached seven years earlier than the FY 2016 scale with larger pay steps in the early years and smaller increases in the later years. The scale targets career earnings within 95% to 105% of the market average.

To fully close the gap with the projected market will require multiple years of additional investment. For FY 2018, funding of \$44.3 represents approximately one third of total projected cost to reach the desired teacher salary scale. With this level of investment, we anticipate fully implementing the new scale by FY 2020.

A five year phase-in of the teacher salary scale would cost approximately \$26.6 million, but does not account for any movement in the market average for the two additional years of the implementation (years four and five). FCPS' market position would need to be reviewed and any market scale adjustments applied to ensure salary scales remain within market targets.