

Response to Questions on the FY 2018 Budget

Request By: Supervisor Herrity

Question: FCPS has indicated that higher teacher pay in other jurisdictions has contributed to teachers leaving the system. Please provide data to justify this claim to include how many teachers left FCPS to go to other jurisdictions for higher pay.

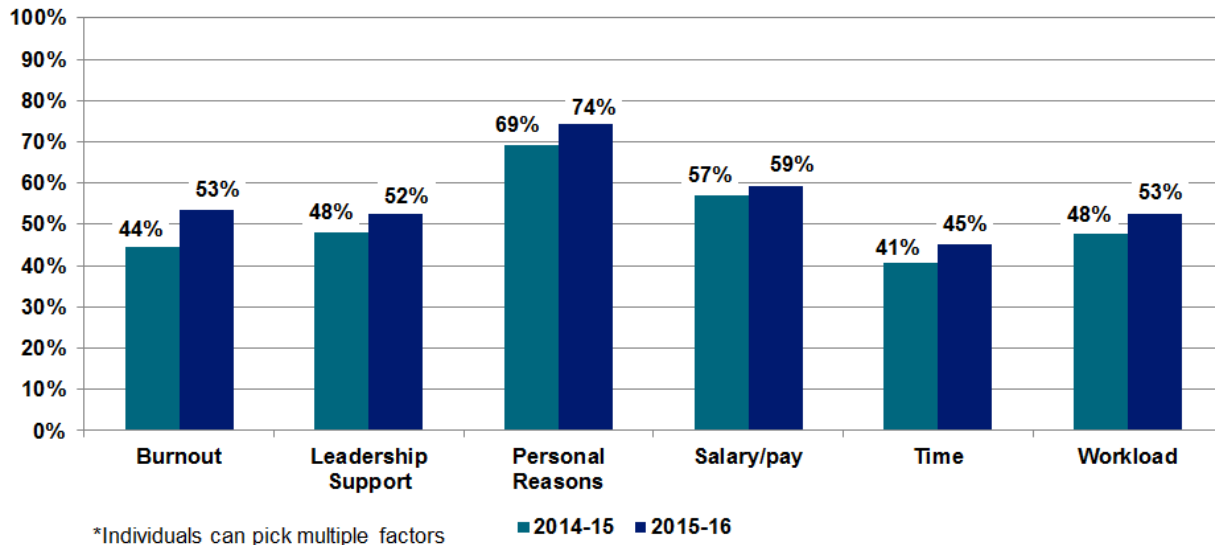
Response: The following response was provided by Fairfax County Public Schools:

The Division has a teacher retention rate that is approximately 90%. As the below chart shows, this has been incrementally decreasing over the last three years. In looking at past data, the turnover rate for 2015 is the highest since 2007. Additionally, the number of non-retirement separations each year as a percentage of overall separations has increased 9 percentage points from 2010 (67%) to 2015 (76%).

Full Time Teacher Turnover			
	Number of Teachers at Start of Period	Separations and Retirements	Turnover
Nov 2012 – Oct 2013	14,838	1,346	9.07%
Nov 2013 – Oct 2014	15,083	1,416	9.39%
Nov 2014 – Oct 2015	14,929	1,497	10.03%

In January 2015, the Department of Human Resources implemented an exit survey for employees who voluntarily separate from FCPS. Employees retiring from FCPS are excluded from the survey. For the exit survey, employees that separated from the Division between July 2015 and June 2016 were asked the extent to which the following factors were involved in their decision to separate their employment with FCPS. Their responses are reflected in the chart below. Among licensed employees who left, the top reasons were personal, salary, and burnout. Almost 60% of licensed personnel said that salary/pay had some influence on their decision to leave and 25% said it influenced their decision “a great deal.”

Top Reasons for Separation - Licensed Personnel*



Principals have shared that teachers are leaving FCPS to go to surrounding districts. Staff from FCPS' Department of Human Resources has reached out to the Virginia Retirement System (VRS) to see if VRS can provide data on how many teachers may be moving between FCPS and other Virginia school divisions. VRS has not responded to multiple requests from FCPS for this data. Prince William County Public Schools (PWCS) has received such data from VRS in past years. A copy of the report provided to PWCS for this current year (2016-2017) showed that PWCS hired 113 teachers from other Virginia school divisions as of November 2016 and 60.2% of those hires, or 68 teachers, new to PWCS worked in FCPS the prior school year.