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Enrollment Projections

Albemarle County Public Schools
K-12 Enrollment Projections
FY 2020/2021

	Enrollment Projections												K-12		K-12					
	K	1	2	3	4	5	6	7	8	9	10	11	12	Post High*	K-12 Proj.	2019/20 Actual Enrollment	Actual Projected Growth	2019/20 Projected Enrollment	Budget Growth	
	78	92	61	71	63	75	75	75	75	75	75	75	75	75	440	440	-	430	10	
AGNOR HURT	111	115	120	125	104	100									675	670	5	636	39	
BAKER BUTLER	41	39	48	53	42	44									267	270	(3)	254	13	
BROADUS WOOD	135	148	154	150	145	141									873	849	24	833	40	
BROWNSVILLE	61	64	66	40	54	55									340	341	(1)	352	(12)	
CROZET	85	74	68	83	83	69									462	481	(19)	531	(69)	
GREER	62	65	71	64	71	79									412	418	(6)	415	(3)	
HOLLYMEAD	65	61	67	57	72	75									397	403	(6)	406	(9)	
MERIWETHER LEWIS	115	144	124	111	122	99									715	721	(6)	630	85	
MOUNTAIN VIEW	34	35	26	28	34	28									185	196	(11)	177	8	
RED HILL	37	31	38	33	34	40									213	214	(1)	222	(9)	
SCOTTSVILLE	68	80	92	79	98	65									482	472	10	410	72	
STONE ROBINSON	40	42	35	37	40	36									230	232	(2)	220	10	
STONY POINT	36	42	44	47	43	40									252	247	5	250	2	
V. L. MURRAY	89	81	92	89	89	83									523	529	(6)	507	16	
WOODBROOK	1,057	1,113	1,106	1,067	1,094	1,029									6,466	6,483	(17)	6,273	193	
Elementary Total																				
BURLEY						230	198	225							653	582	71	575	78	
HENLEY						317	315	338							970	915	55	927	43	
JOUETT						260	229	228							717	645	72	664	53	
SUTHERLAND						215	192	199							606	593	13	602	4	
WALTON						124	103	108							335	341	(6)	333	2	
CHARTER SCHOOL						25	27	17							69	56	13	50	19	
Middle Total						1,171	1,064	1,115							3,350	3,132	218	3,151	199	
ALBEMARLE									485	464	468	486	25		1,928	1,932	(4)	1,863	65	
MONTICELLO									296	350	274	269	-		1,189	1,198	(9)	1,159	30	
WESTERN ALBEMARLE									289	308	298	303	-		1,198	1,202	(4)	1,187	11	
MURRAY HS									30	31	30	14	-		105	85	20	100	5	
High Total									1,100	1,153	1,070	1,072	25		4,420	4,417	3	4,309	111	
Projected Total	1,057	1,113	1,106	1,067	1,094	1,029	1,171	1,064	1,115	1,153	1,070	1,072	25		14,236	14,032	204	13,733	503	
Actual 2019	1,090	1,079	1,067	1,058	1,047	1,142	1,059	1,095	978	1,164	1,096	1,075	1,057	25	14,032					
Variance	(33)	34	39	9	47	(113)	112	(31)	137	(64)	57	(5)	15	-	204					

*Post High is included in K-12 enrollment counts and as part of Albemarle High School's total enrollment count.

Albemarle County Public Schools
K-12 Enrollment Projections
FY 2020/2021 to FY 2029/2030

	Actual Enrollments					One to Five Year Projections					Six to Ten Year Projections					10 Year Incr.
	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027	2027/2028	2028/2029	2029/2030	
AGNOR HURT	501	488	480	446	440	440	442	449	452	466	454	456	452	452	453	3.0%
BAKER BUTLER	589	583	627	628	670	675	710	730	726	728	731	734	726	727	729	8.8%
BROADUS WOOD	274	247	267	260	270	267	272	276	267	262	265	264	259	259	260	-3.0%
BROWNSVILLE	707	727	757	809	849	873	919	949	967	973	977	981	969	970	972	14.5%
CROZET	335	357	352	362	341	340	350	360	381	380	377	379	375	376	377	10.6%
GREER	551	622	627	538	481	462	474	466	457	469	474	477	472	473	474	-1.5%
HOLLYMEAD	449	453	456	429	418	412	415	418	425	426	430	431	426	426	427	2.2%
MERIWETHER LEWIS	434	448	431	404	403	397	395	393	403	405	410	406	399	400	401	-0.5%
MOUNTAIN VIEW	661	626	617	637	721	715	746	745	756	761	741	744	733	734	736	2.1%
RED HILL	146	132	186	178	196	185	188	183	183	186	183	182	180	182	182	-7.1%
SCOTTSVILLE	178	181	243	230	214	213	211	212	214	214	220	222	220	221	222	3.7%
STONE ROBINSON	382	390	416	400	472	482	523	528	539	531	528	532	524	527	530	12.3%
STONY POINT	247	235	245	229	232	230	235	233	235	241	239	241	238	239	240	3.4%
V. L. MURRAY	249	240	258	259	247	252	257	261	258	259	261	262	260	260	260	5.3%
WOODBROOK	327	313	328	489	529	523	538	541	533	526	531	533	526	528	529	0.0%
YANCEY	118	118	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Elementary Total	6,148	6,160	6,290	6,298	6,483	6,466	6,675	6,744	6,796	6,827	6,821	6,844	6,759	6,774	6,792	4.8%
<i>Elementary Annual Increase</i>	130	12	130	8	185	(17)	209	69	52	31	(6)	23	(85)	15	18	309
BURLEY	551	586	559	579	582	653	628	638	610	625	658	668	689	663	665	14.3%
HENLEY	819	855	861	897	915	970	958	952	932	963	999	1,039	1,064	1,066	1,072	17.2%
JOUETT	597	567	553	603	645	717	715	727	714	728	707	681	696	706	711	10.2%
SUTHERLAND	602	569	598	585	593	606	599	597	594	618	636	633	652	657	658	11.0%
WALTON	331	334	346	355	341	335	333	357	346	346	340	338	354	345	347	1.8%
CHARTER SCHOOL	48	50	38	46	56	69	77	75	75	75	75	75	75	75	75	33.9%
Middle Total	2,948	2,961	2,955	3,065	3,132	3,350	3,310	3,346	3,271	3,355	3,415	3,434	3,530	3,512	3,528	12.6%
<i>Middle Annual Increase</i>	(3)	13	(6)	110	67	218	(40)	36	(75)	84	60	19	96	(18)	16	396
ALBEMARLE	1,953	1,960	1,973	1,901	1,932	1,928	1,943	1,972	2,097	2,116	2,122	2,169	2,134	2,164	2,168	12.2%
MONTICELLO	1,141	1,139	1,125	1,131	1,198	1,189	1,206	1,205	1,194	1,191	1,202	1,210	1,172	1,218	1,187	-0.9%
WESTERN ALBEMARLE	1,073	1,080	1,135	1,153	1,202	1,198	1,249	1,287	1,321	1,375	1,355	1,340	1,369	1,398	1,432	19.1%
MURRAY HS	109	110	99	88	85	105	121	121	120	120	120	120	120	120	120	41.2%
High Total	4,276	4,289	4,332	4,273	4,417	4,420	4,519	4,585	4,732	4,802	4,799	4,839	4,795	4,900	4,907	11.1%
<i>High Annual Increase</i>	126	13	43	(59)	144	3	99	66	147	70	(3)	40	(44)	105	7	490
Annual Increase	253	38	166	59	396	204	268	171	124	185	51	82	(33)	102	41	1,195
Total	13,372	13,411	13,577	13,636	14,032	14,236	14,504	14,675	14,799	14,984	15,035	15,117	15,084	15,186	15,227	8.5%

Average Daily Membership (ADM)

	Sep. 30 Enrollment	PREP & * CBIP Enrollment	Mar. 31 ADM	Actual Enroll Loss	Percent Enroll Loss	Growth Year to Year
FY 20/21	14,236	40	14,161	-35	-0.25%	204
FY 19/20	14,032	85	13,912	-35	-0.25%	396
FY 18/19	13,636	85	13,555	-4	-0.03%	58
FY 17/18	13,578	85	13,510	-17	-0.13%	171
FY 16/17	13,407	85	13,339	-17	-0.13%	35
FY 15/16	13,372	85	13,269	-18	-0.13%	44
FY 14/15	13,328	93	13,205	-30	-0.23%	253
FY 13/14	13,075	105	13,001	31	0.24%	90
FY 12/13	12,985	114	12,894	23	0.18%	185
FY 11/12	12,800	88	12,710	-2	-0.02%	-114
FY 10/11	12,914	78	12,794	-42	-0.33%	172
FY 09/10	12,742	78	12,624	-40	-0.31%	211
FY 08/09	12,531	78	12,458	-5	-0.04%	40
FY 07/08	12,491	71	12,350	-70	-0.56%	45
FY 06/07	12,446	88	12,324	-34	-0.27%	8
FY 05/06	12,438	88	12,300	-50	-0.40%	82
FY 04/05	12,356	86	12,226	-44	-0.35%	105
FY 03/04	12,251	84	12,128	-39	-0.32%	9
FY 02/03	12,242	86	12,177	-53	-0.43%	134
FY 01/02	12,108	86	11,995	-27	-0.22%	-129
FY 00/01	12,237	85	12,062	-90	-0.74%	50
FY 99/00	12,187	86	12,061	-40	-0.33%	206
FY 98/99	11,981	86	11,883	-12	-0.10%	337
FY 97/98	11,644	86	11,511	-47	-0.40%	300
FY 96/97	11,344	131	11,220	7	0.06%	218
FY 95/96	11,126	129	10,970	-27	-0.24%	237
FY 94/95	10,889	85	10,724	-80	-0.73%	308
FY 93/94	10,581	90	10,469	-22	-0.21%	145
FY 92/93	10,436	89	10,199	-148	-1.42%	248
FY 91/92	10,188	94	10,034	-60	-0.59%	44
FY 90/91	10,144	107	9,915	-122	-1.20%	451

All estimates are highlighted

School allocations of staff and funds are based on **September 30 enrollment**.

The state bases its revenues upon average numbers of students enrolled per day until **March 31 (ADM)**.

* Special education students participating in the Piedmont Regional Education Program (PREP) & in the Community Based Intervention Program (CBIP) are counted in the regional programs, not in the Mar. 31 ADM.

Staffing Standards

Purpose

The purpose of the staffing standards is to foster equity across schools. However, if an individual school wishes to deviate from a particular standard for a reason related to its School Improvement Plan, a waiver process has been established. This waiver process is outlined in the Division's Strategic Plan.

Development

The School Division staffing standards were developed by a committee that included central office and school-based staff. In developing the Standards, the committee surveyed school staffs as to the critical issues. Once the committee developed a set of proposed Standards, they were then reviewed by the Division's entire Leadership Team, which includes all school-based and central office administrative staff. Feedback from the Leadership Team has been used to periodically update the Standards.

Format

The standards are organized by school program categories seen throughout the budget document. These categories are guided by state reporting standards. They include standards for staff that are assigned to school locations and are not comprehensive of all staff. The staffing categories are:

- General Education
- School Counseling
- Special Education
- Preschool
- Intervention / Prevention
- Response to Intervention
- Health
- Elementary Art, Music & PE
- Library Media
- ESOL
- Athletics
- Gifted
- Instructional Coaching
- Technology
- Building Services
- Transportation Services
- Human Resources
- EDEP

Within each category, standards are presented by elementary school, comprehensive middle school, and comprehensive high school.

Review

Staffing standards are reviewed on a 5-year cycle and changes are proposed during the budget development process.

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

General Education

Elementary Schools

Classroom Teacher K-3	1.00	20.55 students*	1.00	24 in kindergarten with no class being larger than 29 students; if the average daily membership in any kindergarten class exceeds 24 pupils, a full-time teacher's aide shall be assigned to the class
Classroom Teacher 4-5	1.00	22.75 students**	1.00	24 in grades one, two, and three with no class being larger than 30 students
Differentiated Teacher	1.00	35.17 economically disadvantaged students on average (actual ratio may differ based on school size)	1.00	25 in grades four through six with no class being larger than 35 students
Principal	1.00	per school	0.50	per school
Assistant Principal	1.00	per school >350 students	1.00	per school >300 students
	2.00	per school >700 students	0.50	per school >600 students
		2-year average Including preschool enrollment	1.00	per school >900 students
Clerical (12-mo OA IV/ Bookkeeper)	1.00	per school	0.50	per school
Clerical (10-mo OA III)	0.50	per school to 199 students (1.50 clerical total)	1.00	per school >300 students
	1.00	per school >200 students (2.00 clerical total)		
	1.50	per school >500 students (2.50 clerical total)		
	2.00	per school >600 students (3.00 clerical total)		
		Including preschool enrollment		
Teaching Assistant K-1	0.18	20.00 students		
		4/7.25 hrs per day 0.33 TA conversion		
World Languages	1.00	per school (programs are at Crozet, Meriwether Lewis, Mountain View, Murray, Woodbrook)		

*FY 2021 staffing ratio is 20.95.

**FY 2021 staffing ratio is 23.15.

ACPS Staffing Standard Ratio	
FTE	Criteria

Staffing Requirement / Industry Standard	
FTE	Criteria

Comprehensive Middle Schools

Classroom Teacher	1.00	19.20 students*	1.00	25 in grades four through six with no class being larger than 35 students
			1.00	24 in English classes in grades six through eight
Differentiated Teacher	1.00	36.55 economically disadvantaged students on average (actual ratio may differ based on school size)		
Principal	1.00	per school	1.00	per school
Assistant Principal	1.00	per school >350 students and 20% of more economically disadvantaged	1.00	per school for each 600 students
	1.00	per school >400 students		
	2.00	per school >800 students <i>2-year average</i>		
Clerical (12-mo OA IV/ Bookkeeper)	2.00	per school	1.00	per school
Clerical (10-mo OA III)	0.50	per school >600 students (2.50 clerical total)	1.00	additional for each 600 students beyond 200 students
Testing Specialist	0.50	per school		

*FY 2021 staffing ratio is 19.68. This represents the adjusted staffing ratio which assumes teaching of 6.40 out of 8.00 periods.

The unadjusted staffing ratio standard is 24.00 (FY 2021 unadjusted staffing ratio is 24.60).

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

Comprehensive High Schools

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria
Classroom Teacher	1.00 18.00 students*	1.00	24 in English classes in grades nine through 12
Differentiated Teacher	1.00 42.43 economically disadvantaged students on average (actual ratio may differ based on school size)		
Principal	1.00 per school	1.00	per school
Assistant Principal (12-mo)	2.00 per school 3.00 per school >1000 students 4.00 per school >1700 students <i>2-year average</i>	1.00	per school for each 600 students
Clerical (12-mo Bookkeeper)	1.00 per school	1.00	per school
Clerical (12-mo Student Database Specialist)	1.00 per school	1.00	additional for each 600 students beyond 200
Clerical (11-mo OA III)	1.00 per school		
Clerical (12-mo OA V)	1.00 per school		
Clerical (12-mo OA IV)	1.00 per school		
Clerical (12-mo OA III)	1.00 per school		
Clerical (10-mo OA III)	1.00 per school >1000 students (7.00 total clerical)		
Clerical (12-mo OA III)	2.00 per school >1450 students (8.00 clerical total)		
Clerical (10-mo OA III)	3.00 per school >1900 students (9.00 clerical total)		
Testing Specialist	0.50 per school >1000 students 0.75 per school >1500 students 1.00 per school >2000 students		
Career Awareness	1.00 per school		

*FY 2021 staffing ratio is 18.45. This represents the adjusted staffing ratio which assumes teaching of 6.00 out of 8.00 periods.

The unadjusted staffing ratio standard is 24.00 (FY 2021 unadjusted staffing ratio is 24.60).

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

School Counseling

Elementary Schools

ACPS Staffing Standard Ratio	Staffing Requirement / Industry Standard
1.00 per school (minimum) 1.50 per school >575 students 2.00 per school >625 students <i>Substituting Reading for School Counselor is not an option</i>	1.00 one hour per day per 100 students per school >500 students one hour per day additional time per 100 students or major fraction thereof <i>State allows Reading to be substituted for School Counselor</i>

Comprehensive Middle Schools

ACPS Staffing Standard Ratio	Staffing Requirement / Industry Standard
School Counselor (11-mo) 2.00 per school School Counselor (10-mo) 1.00 additional per 260 students after 520 or fraction thereof	1.00 one period per 80 students per school >400 students one additional period per 80 students or major fraction thereof
Counseling Clerical (11-mo OA III) 1.00 per school STEP 0.50 per school	

Comprehensive High Schools

ACPS Staffing Standard Ratio	Staffing Requirement / Industry Standard
School Counselor (12-mo) 1.00 per school School Counselor (10-mo) 1.00 additional per 225 after 287 or fraction thereof	1.00 one period per 70 students per school >350 students one additional period per 70 students or major fraction thereof
Counseling Director (12-mo) 1.00 per school Counseling Clerical (12-mo OA III) 1.00 per school STEP 0.50 per school	

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

Special Education

A-BASE (for children with Autism in the Regular Education environment)

Elementary Schools

Teacher	1.00	per 5-6 children		
Autism Assistant	3.00			
Teacher	1.00	per 7-8 children		
Autism Assistant	4.00			

Middle and High Schools

Teacher	1.00	per 5-8 children		
Autism Assistant	2.00			

B-BASE (for children with behavioral challenges in the Regular Education environment)

Elementary Schools

Teacher	1.00	per 5-8 children		
Behavior Assistant	2.00			

Middle and High Schools

Teacher	1.00	per 5-8 children		
Autism Assistant	1.00			

C-BASE: Functional skills, Community based instruction, Post high programs (self-contained models)

Elementary Schools

Teacher	1.00	per 5-6 children		
Teaching Assistant	2.00	(or 3.00)		
Teacher	1.00	per 7-8 children		
Teaching Assistant	3.00	(or 4.00)		

Middle and High Schools

Teacher	1.00	per 5-8 children		
Teaching Assistant	2.00	(or 3.00)		

Generalist Special Education Program (resource/push-in/pull-out for remaining population)

State points are totaled and divided by 20. Result is rounded up, typically to the nearest 0.50 1-49% of Special Education Services: 1 point 50-100% of Special Education Services: 2.5 points 50-100% of Special Education Services, but child is AUT or MD: 3.3 points Total is divided by 20 and the resulting FTE is used as the staffing calculation Special consideration for adult assistance for individual students are considered on a case-by-case basis outside of this calculation				
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ACPS Staffing Standard Ratio			Staffing Requirement / Industry Standard	
FTE	Criteria		FTE	Criteria
<i>Speech Pathology</i>				
Speech Pathologist	1.00	2100 minutes per week, approx.		
<i>Psychology</i>				
Psychologist	0.20 0.10	minimum (one full day) per 100 children		
<i>Occupational and Physical Therapy</i>				
Therapist	1.00	2200 minute per week, approx.		
<i>Specialists</i>				
Director of Special Education	1.00			
Assistant Director of Special Education	1.00			
Coordinators of Special Education	3.00	(1 for Elementary, 1 for Middle, 1 for High)		
Autism Specialist (Board Certified Behavior Analyst)	1.00	per 75 students with Autism		
Behavior Specialist	2.00	(1 for Elementary, 1 for Secondary)		
Learning Disability Specialist	2.00	(1 for Elementary, 1 for Secondary)		
Teacher for Private Schools Service Plans	1.00	Caseload 35-45		
Teacher for students served by CSA	1.00	Caseload 30-40		

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

Pre-School / Early Childhood Special Education (ECSE)

Central Preschool Evaluation Team

Teacher	1.00		
Speech Pathologist	1.00		
Psychologist	1.00		

Special Education Preschool - General

Teacher	1.00	per ECSE classroom (up to 8 children with IEPs / 4 typically developing children)		
Teaching Assistant	2.00			
Teacher	1.00	per "6 and 6" classroom (up to 6 children with IEPs and 6 typically developing children)		
Teaching Assistant	2.00			
Instructional Assistant	1.00	per Blended / Supported Regular Classroom (4 children with disabilities)		

Special Education Preschool - Autism

Teacher	1.00	per classroom (5-6 children with Autism)		
Autism Assistant	3.00			
Teacher	1.00	per classroom (7-8 children with Autism)		
Autism Assistant	4.00			

Bright Stars

Teacher	1.00	per classroom (12 children eligible for Virginia Preschool Initiative and 4 children with disabilities)		
Teaching Assistant	2.00			
Teacher	1.00	per classroom (18 children eligible for Virginia Preschool Initiative)		
Teaching Assistant	1.00			

ACPS Staffing Standard Ratio	
FTE	Criteria

Staffing Requirement / Industry Standard	
FTE	Criteria

Intervention/Prevention

Comprehensive Middle Schools

Teacher	1.00	per school that meets or exceeds the Division's Free/Reduced lunch average
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	certain full-time equivalent instructional positions for each 1,000 students in grades K through 12 who are identified as needing prevention, intervention, and remediation services
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Response to Intervention

Teacher		11.20 division-wide
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	certain full-time equivalent instructional positions for each 1,000 students in grades K through 12 who are identified as needing prevention, intervention, and remediation services
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Health

Nurse	1.00	per school
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	While there is not a State Standard, 1 Health Service Staff per 1,000 students is recommended
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ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

Elementary Art, Music, and Physical Education

Elementary Schools

Teacher (Art, Music, PE combined total)	1.80 per school 2.30 per school >240 students 2.70 per school >300 students 3.10 per school >360 students 4.00 per school >420 students 4.40 per school >480 students 5.70 per school >540 students 6.10 per school >600 students 6.66 per school >660 students 7.20 per school >720 students 7.70 per school >780 students 8.20 per school >840 students 8.70 per school >900 students	5.00	per division per 1,000 K-5 students <i>Taught by any K-5 endorsed teacher</i>
Art Teacher	0.40 per school 0.50 per school >240 students 0.60 per school >300 students 0.70 per school >360 students 1.00 per school >420 students 1.00 per school >480 students 1.50 per school >540 students 1.50 per school >600 students 1.50 per school >660 students 1.50 per school >720 students 1.50 per school >780 students 1.60 per school >840 students 1.80 per school >900 students		
Music Teacher	0.40 per school 0.50 per school >240 students 0.60 per school >300 students 0.70 per school >360 students 1.00 per school >420 students 1.00 per school >480 students 1.50 per school >540 students 1.50 per school >600 students 1.50 per school >660 students 1.50 per school >720 students 1.50 per school >780 students 1.70 per school >840 students 1.80 per school >900 students		
PE Teacher	1.00 per school 1.30 per school >240 students 1.50 per school >300 students 1.70 per school >360 students 2.00 per school >420 students 2.40 per school >480 students 2.70 per school >540 students 3.10 per school >600 students 3.66 per school >660 students 4.20 per school >720 students 4.70 per school >780 students 4.90 per school >840 students 5.10 per school >900 students		

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

Library Media

Elementary Schools

Media Specialist / Teacher	0.80	per school	1.00	part-time per school
	1.00	per school >285 students	1.00	per school >300 students
Media Clerical / Teaching Assistant	0.50	per school >600 students		

Comprehensive Middle Schools

Media Specialist / Teacher	1.00	per school	0.50	per school
	1.33	per school >750 students	1.00	per school >300 students
			2.00	per school >1000 students
Media Clerical / Teaching Assistant	0.50	per school >600 students	1.00	per school >750 students
	1.00	per school >750 students		

Comprehensive High Schools

Media Specialist / Teacher	2.00	per school	0.50	per school
			1.00	per school >300 students
			2.00	per school >1000 students
Media Clerical / Teaching Assistant (10-mo OA II)	1.00	per school >750 students	1.00	per school >750 students

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

ESOL

The ratios below provide a baseline for designing ESOL programs which should focus on meeting and exceeding the WIDA English Development standards and the ACPS ESOL curriculum. Ratios provided are not exact ratios of teachers to students, but rather a starting point for considering staffing needs to support students at different levels of English language proficiency. Detailed staffing standards, curriculum, and instructional guidelines are available at: <https://www.k12albemarle.org/dept/instruction/esol/Pages/Instructional-Guidelines-and-Staffing.aspx>

17	1,000 students identified as having limited English proficiency, which positions may include dual language teachers who provide instruction in English and in a second language
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Kindergarten

Level 1	1.00	per 30 ESOL students
Level 2	1.00	per 60 ESOL students
Level 3	1.00	per 100 ESOL students

1st Grade

Refugee and SIFE (Level 1)	1.00	per 20 ESOL students
Level 1	1.00	per 30 ESOL students
Level 2	1.00	per 45 ESOL students
Level 3 - 6	1.00	per 80 ESOL students

2nd and 3rd Grade

Refugee and SIFE (Level 1)	1.00	per 20 ESOL students
Level 1 - 2	1.00	per 30 ESOL students
Level 3	1.00	per 45 ESOL students
Level 4 - 6	1.00	per 80 ESOL students

4th and 5th Grade

Refugee and SIFE (Level 1)	1.00	per 20 ESOL students
Level 1 - 3	1.00	per 35 ESOL students
Level 4 - 5	1.00	per 45 ESOL students
Level 6	1.00	per 80 ESOL students

Comprehensive Middle Schools

Level 1	1.00	per 15 ESOL students
Level 2	1.00	per 20 ESOL students
Level 3	1.00	per 40 ESOL students
Level 4 - 5	1.00	per 60 ESOL students
Level 6	1.00	per 80 ESOL students

Comprehensive High Schools

Level 1	1.00	per 15 ESOL students
Level 2	1.00	per 20 ESOL students
Level 3	1.00	per 40 ESOL students
Level 4 - 5	1.00	per 60 ESOL students
Level 6:1 - 6:2	1.00	per 80 ESOL students
Level 6:3	1.00	per 100 ESOL students

ACPS Staffing Standard Ratio			Staffing Requirement / Industry Standard		
FTE	Criteria		FTE	Criteria	

Athletics

Comprehensive High Schools

Athletic Director	1.00	per school			
Athletic Clerical (12-mo OA V)	1.00	per school			

Gifted

Elementary Schools

Teacher	0.50	per school			
	0.60	per school >200 students			
	0.70	per school >250 students			
	1.00	per school >300 students			

Comprehensive Middle Schools

Teacher	1.00	per school			
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Comprehensive High Schools

Teacher	1.00	per school			
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Instructional Coaching

Instructional Coach (including Title II)	1.00	per 40 teachers (approximate)			
Equity Specialists	1.00	per 350 teachers (approximate)			

Technology

School-Based Learning Technology Integrator (LTI) Teacher	1.00	1000 students (approx.)			
School-Based Technical Support Specialist (TSS)	1.00	1000 students (approx.)	2.00	per 1,000 students in grades kindergarten through 12, one to provide technology support and one to serve as an instructional technology resource teacher	
IT Staff (All)	1.00	per 45 employees	1.00	per 45 employees (WorkForce 75th percentile for organizations with 1,000 to 5,000 employees)	

ACPS Staffing Standard Ratio	
FTE	Criteria

Staffing Requirement / Industry Standard	
FTE	Criteria

Building Services

Elementary Schools

Lead Custodian	1.00	per school
Custodian	1.00	per 17,000 SF

1.00	per 17,000 square feet (APPA Level 2)

Comprehensive Middle Schools

Lead Custodian	1.00	per school
Custodian	1.00	per 21,000 SF

1.00	per 21,000 square feet (APPA Level 2)

Comprehensive High Schools

Building Manager	1.00	per school
Custodial Supervisor	1.00	per school
Custodian	1.00	per 22,000 SF

1.00	per 22,000 square feet (APPA Level 2)

Department-Based

Custodian - Floating		# of Regular Custodians * Average leave hours per year / 2,080
Custodian - Zone Supervisor	3.00	division-wide
Maintenance	1.00	per 62,500 SF
Grounds (Regular)	1.00	per 68 acres
Grounds (Seasonal)	1.00	per 100 acres
Support Staff	1.00	per 620,000 SF

	# of Regular Custodians * Average leave hours per year / 2,080
1.00	per 62,500 SF (APPA Level 2)
1.00	per 10 acres
1.00	per 620,000 SF

ACPS Staffing Standard Ratio		Staffing Requirement / Industry Standard	
FTE	Criteria	FTE	Criteria

Transportation Services

Lead Bus Driver	1.00	per school		
Bus Driver - Regular	1.00	per route, includes Lead Bus Drivers (routes are designed with maximum on-bus times of 1.0 hour for elementary students and 1.5 hours for middle and high students)		
Bus Driver - Relief	1.00	per 20 Regular Bus Drivers (approx.)		
Bus Driver - Special Education		As needed per school		
Transportation Assistants	1.00	per Special Education bus		
Activity Driver	1.00	per 2,800 students (approx.)		
Mechanics	1.00	per 70 vehicles maintained (approx.)		

Human Resources

Human Resources	1.03	per 100 employees	1.03	per 100 employees (Society for Human Resource Management)
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Extended Day Enrichment Program (EDEP)

Site Facilitator	1.00	per school		
Teacher	1.00	per 18 students	1.00	per 18 students (ages 5-8)
			1.00	per 20 students (ages 9+)
Teaching Assistant	1.00	as required, based on Special Education student IEP		

Staffing Allocations

School-Based Staffing Allocations

	FY 2020/21				Instruction:				Teacher/Teaching Assistant									
	2020/21 K-12 Projected Enrollment	2020/21 Adjusted Enrollment ⁽¹⁾	% Economically Disadvantaged ⁽²⁾	# Economically Disadvantaged	Base Teachers ⁽³⁾	Differentiated Teachers ⁽⁴⁾	Base and Diff Subtotal	K-1 Teacher Aides	Testing Specialists	Career Awareness	STEP	Freshman Seminar	Art, Music, P.E. ⁽⁵⁾	Gifted	School Counselors ⁽⁵⁾	Media Specialists ⁽⁵⁾	Subtotal	
Elementary																		
Agnor-Hurt	440	440	52.0%	229	20.38	6.55	26.93	1.56				4.40	1.00	1.00	1.00		35.89	
Baker-Butler	675	675	25.5%	172	31.29	5.13	36.42	2.08				6.66	1.00	2.00	1.00		49.16	
Broadus Wood	267	267	15.7%	42	12.35	1.23	13.59	0.74				2.30	0.70	1.00	1.00		19.33	
Brownsville	873	873	10.7%	94	40.37	2.89	43.26	2.60				8.20	1.00	2.00	1.00		58.06	
Crozet	340	340	25.5%	87	15.73	2.67	18.40	1.15				2.70	1.00	1.00	1.00		25.25	
Greer	461	461	71.5%	329	21.32	8.64	29.96	1.45				4.40	1.00	1.00	1.00		38.81	
Hollymead	412	412	12.0%	49	18.99	1.47	20.45	1.17				4.00	1.00	1.00	1.00		28.62	
Meriwether Lewis	396	396	9.8%	39	18.23	1.10	19.33	1.13				3.10	1.00	1.00	1.00		26.56	
Mountain View	715	715	42.6%	304	33.13	8.18	41.31	2.38				7.20	1.00	2.00	1.00		54.89	
Murray	254	254	7.0%	18	11.76	0.49	12.24	0.73				2.30	0.70	1.00	0.80		17.77	
Red Hill	185	185	53.8%	100	8.55	3.07	11.62	0.63				1.80	0.50	1.00	0.80		16.35	
Scottsville	213	213	46.0%	98	9.83	3.04	12.87	0.63				1.80	0.60	1.00	0.80		17.70	
Stone-Robinson	482	482	27.4%	132	22.27	4.05	26.32	1.36				4.40	1.00	1.00	1.00		35.08	
Stony Point	230	230	31.5%	73	10.63	2.22	12.86	0.75				2.30	0.60	1.00	0.80		18.31	
Woodbrook	523	523	58.9%	308	24.18	8.26	32.44	1.56				5.70	1.00	1.00	1.00		42.70	
Elementary Total	6,466	6,466	32.1%	2,074	299.01	58.97	358.00	19.92				61.26	13.10	18.00	14.20		484.48	
Middle																		
Burley	653	653	40.1%	262	33.18	7.30	40.48		0.50		0.50			1.00	2.51	1.00	45.99	
Henley	970	970	12.8%	125	49.29	3.82	53.11		0.50					1.00	3.73	1.33	59.67	
Jouett	717	717	53.3%	382	36.43	9.51	45.94		0.50		0.50			1.00	3.21	1.00	52.15	
Sutherland	606	606	18.4%	111	30.79	3.43	34.22		0.50					1.00	2.88	1.00	39.60	
Walton	335	425	38.6%	164	21.60	4.91	26.51		0.50		0.50			1.00	2.00	1.00	31.51	
Middle Total	3,281	3,371	31.8%	1,044	171.29	28.97	200.26		2.50		1.50			5.00	14.33	5.33	228.92	
High																		
Albemarle	1,928	1,858	27.9%	519	100.70	11.03	111.73		0.75	1.00		2.17		1.00	8.29	2.00	126.94	
Monticello	1,189	1,119	30.1%	337	60.65	8.77	69.42		0.50	1.00	0.50	1.34		1.00	5.01	2.00	80.77	
Western	1,198	1,148	10.5%	120	62.22	3.70	65.92		0.50	1.00		1.34		1.00	5.05	2.00	76.81	
Center 1		100	23.7%	24	5.42	0.66	6.08										6.08	
High Total	4,315	4,225	23.2%	1,000	229.00	24.15	253.15		1.75	3.00	0.50	4.85		3.00	18.35	6.00	290.60	
Charter School	174	174	22.7%	40	15.37	0.00	15.37							0.17	1.00	1.00	17.54	
Multi-School																		
Assistant Principal Interns																		
SEAD Teachers																		
Itinerant Substitute																		
Emergency Staffing Teachers																		
Reduce Class Loads Teachers																		
Center for Learning & Growth Teachers																		
ISAP Coordinator (0.90), Homeless Coordinator (0.10)																		
TOTAL	14,236	14,236	29.2%	4,157	714.7	112.1	826.8	19.9	4.3	3.0	2.0	5.0	61.3	21.1	51.7	26.5	1021.54	

(1) Middle School hold harmless at enrollment of 425. High School enrollment adjusted for students attending CATEC and Center 1.

(2) Three-year historical weighted average.

(3) K-3: 20.95 to 1 Based on adjusted enrollment

4-5: 23.15 to 1 Based on adjusted enrollment

6-8: 19.68 to 1 Based on adjusted enrollment

9-12: 18.45 to 1 Based on adjusted enrollment

(4) On average, 37.11 economically disadvantaged student to 1 FTE. FTEs are applied based on an approximate logarithmic function with a ceiling of 11.50 FTEs at 635.

(5) Allocation calculations include Pre-K enrollment. Assistant Principal calculation based on 2-year average.

Instruction:	Asst. Princ.		Other Mgmt	Clerical			Teacher/Teaching Assistant							Admin, Atten & Health	Instruction & Admin/Attend/Health			
	Princ.	Princ.		General Clerical ⁽⁶⁾	Counseling Clerical	Media Clerical ⁽⁵⁾	Athletic Clerical	Special Education	ECSE	ESOL	Elem. World Languages	Instructional Coaching	Intervention / Prevention			Response to Intervention	Nurse, Psychologist	Other
Elementary																		
Agnor-Hurt	1.00	1.00		2.00	0.00			7.64	0.33	2.30			0.66		0.50	1.00		52.32
Baker-Butler	1.00	1.00		3.00	0.50			11.38	1.99	1.60			0.99		0.60	1.00		72.22
Broadus Wood	1.00	0.00		2.00	0.00			4.66	4.00	0.00			0.67		0.30	1.00		32.96
Brownsville	1.00	1.00		3.00	0.50			8.32	1.66	0.13			1.00		0.70	1.00		76.37
Crozet	1.00	1.00		2.00	0.00			4.33	0.00	0.38	0.50		1.00		0.30	1.00		36.76
Greer	1.00	1.00		2.50	0.00			8.49	0.00	4.50			0.67		0.60	1.00		58.57
Hollymead	1.00	1.00		2.00	0.00			6.99	1.66	1.00			0.99		0.50	1.00		44.76
Meriwether Lewis	1.00	1.00		2.00	0.00			6.65	0.00	0.15	1.00		1.01		0.50	1.00		40.87
Mountain View	1.00	1.00		3.00	0.50			11.81	1.66	3.80	2.00		0.67		0.70	1.00		82.03
Murray	1.00	0.00		2.00	0.00			5.00	1.66	0.30	0.50		0.99		0.30	1.00		30.52
Red Hill	1.00	0.00		2.00	0.00			4.98	0.00	0.20			0.67		0.20	1.00		26.40
Scottsville	1.00	0.00		2.00	0.00			2.00	0.00	0.20			0.33		0.20	1.00		24.43
Stone-Robinson	1.00	1.00		2.50	0.00			8.80	3.98	0.40			0.67		0.40	1.00		54.83
Stony Point	1.00	0.00		2.00	0.00			3.00	1.66	0.35			1.01		0.30	1.00		28.63
Woodbrook	1.00	1.00		2.50	0.00			6.65	1.66	3.70	2.00		0.67		0.30	1.00		63.18
Elementary Total	15.00	10.00		34.50	1.50			100.70	20.26	19.01	6.00	12.00		6.40	15.00			724.85
Middle																		
Burley	1.00	1.00		2.50	1.00	0.50		8.99		1.63			0.53	1.00	0.60	1.00		65.74
Henley	1.00	2.00		2.50	1.00	1.00		11.98		0.17			0.66		0.80	1.00		81.78
Jouett	1.00	1.00		2.50	1.00	0.50		11.31		3.33			0.99	1.00	0.60	1.00		76.38
Sutherland	1.00	1.00		2.50	1.00	0.50		9.66		0.60			1.02		0.60	1.00		58.48
Walton	1.00	1.00		2.00	1.00	0.00		7.98		0.17			0.56	1.00	0.40	1.00		47.62
Middle Total	5.00	6.00		12.00	5.00	2.50		49.92		5.90			3.76	3.00	3.00	5.00		330.00
High																		
Albemarle	1.00	4.00	1.00	1.00	9.00	1.00	1.00	1.00	32.32		5.66		1.66		0.80	1.00		187.38
Monticello	1.00	3.00	1.00	1.00	7.00	1.00	1.00	1.00	18.98		2.50		0.91		0.50	1.00		120.66
Western	1.00	3.00	1.00	1.00	7.00	1.00	1.00	1.00	14.99		0.17		1.00		0.50	1.00		110.47
Center 1		1.00			1.00											1.00		9.08
High Total	3.00	11.00	3.00	3.00	24.00	3.00	3.00	3.00	66.29		8.33		3.57		1.80	4.00		427.59
Charter School	1.00	0.00		2.00					2.50				0.67			1.00		24.71
Multi-School																		
Assistant Principal Interns									35.13	1.66	3.55					12.60		52.94
SEAD Teachers																2.00		2.00
Itinerant Substitute																4.00		4.00
Emergency Staffing Teachers																6.01		6.01
Reduce Class Loads Teachers																3.65		3.65
Center for Learning & Growth Teachers																5.00		5.00
ISAP Coordinator (0.90), Homeless Coordinator (0.10)																1.00		1.00
TOTAL	24.0	27.0	3.0	3.0	72.5	8.0	7.0	3.0	254.5	21.9	36.8	6.0	20.0	3.0	11.2	37.6	21.7	1581.8

	Building Services		Technology		Building Services & Technology SUBTOTAL	Instruction & Admin/Attend/Health SUBTOTAL (previous page)	School-Based TOTAL
	2020/21 K-12 Projected Enrollment	Custodial	Teacher (LTI)	Other Technical (TSS)			
Elementary							
Agnor-Hurt	440	4.50	0.50	0.50	5.5	52.3	57.8
Baker-Butler	675	4.25	0.60	0.60	5.5	72.2	77.7
Broadus Wood	267	3.00	0.50	0.20	3.7	33.0	36.7
Brownsville	873	5.00	1.00	0.60	6.6	76.4	83.0
Crozet	340	3.50	0.50	0.40	4.4	36.8	41.2
Greer	461	5.00	0.70	0.50	6.2	58.6	64.8
Hollymead	412	4.00	0.50	0.00	4.5	44.8	49.3
Meriwether Lewis	396	3.25	0.50	0.25	4.0	40.9	44.9
Mountain View	715	5.00	0.60	0.60	6.2	82.0	88.2
Murray	254	3.00	0.50	0.30	3.8	30.5	34.3
Red Hill	185	2.00	0.40	0.15	2.6	26.4	29.0
Scottsville	213	2.50	0.50	0.15	3.2	24.4	27.6
Stone-Robinson	482	3.63	0.50	0.40	4.5	54.8	59.4
Stony Point	230	3.00	0.40	0.20	3.6	28.6	32.2
Woodbrook	523	5.00	0.50	0.50	6.0	63.2	69.2
Elementary Total	6,466	56.63	8.20	5.35	70.2	724.9	795.0
Middle							
Burley	653	5.00	0.50	0.80	6.3	65.7	72.0
Henley	970	6.00	1.00	1.00	8.0	81.8	89.8
Jouett	717	5.00	0.20	0.80	6.0	76.4	82.4
Sutherland	606	4.50	0.00	0.00	4.5	58.5	63.0
Walton	335	4.00	0.50	0.70	5.2	47.6	52.8
Middle Total	3,281	24.50	2.20	3.30	30.0	330.0	360.0
High							
Albemarle	1,928	15.00	1.60	2.00	18.6	187.4	206.0
Monticello	1,189	11.00	1.00	1.00	13.0	120.7	133.7
Western	1,198	11.00	0.80	1.00	12.8	110.5	123.3
Center 1						9.1	9.1
High Total	4,315	37.00	3.40	4.00	44.4	427.6	472.0
Charter School	174	3.09	0.20	0.25	3.5	24.7	28.3
Multi-School				1.10	1.1	74.6	75.7
TOTAL	14,236	121.22	14.0	14.0	149.2	1,581.8	1,731.0

Special Education Restructure

Schools	Pre-School (62100)			K-12 (62100)			Health (62100)			Central Office (62112)			Special Education & Student Services Total		
	FY20 Adopted	FY21 Adopted	Change	FY20 Adopted	FY21 Adopted	Change	FY20 Adopted	FY21 Adopted	Change	FY20 Adopted	FY21 Adopted	Change	FY20 Adopted	FY21 Adopted	Change
Agnor-Hurt	0.33	0.33	0.00	5.48	7.64	2.16	1.00	1.00	0.00				6.81	8.97	2.16
Baker-Butler	1.66	1.99	0.33	11.45	11.38	-0.07	1.00	1.00	0.00				14.11	14.37	0.26
Broadus Wood	3.98	4.00	0.02	4.65	4.66	0.01	1.00	1.00	0.00				9.63	9.66	0.03
Brownsville	1.66	1.66	0.00	7.80	8.32	0.52	1.00	1.00	0.00				10.46	10.98	0.52
Crozet	0.00	0.00	0.00	5.32	4.33	-0.99	1.00	1.00	0.00				6.32	5.33	-0.99
Greer	0.00	0.00	0.00	6.31	8.49	2.18	1.00	1.00	0.00				7.31	9.49	2.18
Hollymead	1.66	1.66	0.00	5.15	6.99	1.84	1.00	1.00	0.00				7.81	9.65	1.84
Meriwether Lewis	0.00	0.00	0.00	2.99	6.65	3.66	1.00	1.00	0.00				3.99	7.65	3.66
Mountain View	1.66	1.66	0.00	11.46	11.81	0.35	1.00	1.00	0.00				14.12	14.47	0.35
Murray	1.66	1.66	0.00	2.99	5.00	2.01	1.00	1.00	0.00				5.65	7.66	2.01
Red Hill	0.00	0.00	0.00	4.98	4.98	0.00	1.00	1.00	0.00				5.98	5.98	0.00
Scottsville	0.00	0.00	0.00	2.00	2.00	0.00	1.00	1.00	0.00				3.00	3.00	0.00
Stone-Robinson	3.32	3.98	0.66	7.48	8.80	1.32	1.00	1.00	0.00				11.80	13.78	1.98
Stony Point	1.66	1.66	0.00	0.83	3.00	2.17	1.00	1.00	0.00				3.49	5.66	2.17
Woodbrook	1.66	1.66	0.00	4.65	6.65	2.00	1.00	1.00	0.00				7.31	9.31	2.00
Burley				6.65	8.99	2.34	1.00	1.00	0.00				7.65	9.99	2.34
Henley				11.96	11.98	0.02	1.00	1.00	0.00				12.96	12.98	0.02
Jouett				6.66	11.31	4.65	1.00	1.00	0.00				7.66	12.31	4.65
Sutherland				9.31	9.66	0.35	1.00	1.00	0.00				10.31	10.66	0.35
Walton				6.99	7.98	0.99	1.00	1.00	0.00				7.99	8.98	0.99
CPCS				0.67	0.50	-0.17	0.00	0.00	0.00				0.67	0.50	-0.17
Albemarle				28.62	32.32	3.70	0.91	1.00	0.09				29.53	33.32	3.79
Monticello				17.47	18.98	1.51	1.00	1.00	0.00				18.47	19.98	1.51
Western				13.64	14.99	1.35	0.91	1.00	0.09				14.55	15.99	1.44
Murray HS Center 1				2.00	2.00	0.00	1.00	1.00	0.00				3.00	3.00	0.00
School Allocations (62100-XXXX)	19.25	20.26	1.01	187.51	219.41	31.90	24.82	25.00	0.18				231.58	264.67	33.09
Multi School (Related Services)				25.69	31.79	6.10							25.69	31.79	6.10
Multi School (Psychologists)							10.89	12.60	1.71				10.89	12.60	1.71
Multi School (62100-6499)	0.00	0.00	0.00	25.69	31.79	6.10	10.89	12.60	1.71				36.58	44.39	7.81
Special Education										14.40	13.00	-1.40	14.40	13.00	-1.40
Medicaid Specialist										0.00	1.00	1.00	0.00	1.00	1.00
Student Services - Nursing										0.00	1.00	1.00	0.00	1.00	1.00
Student Services - Admin										3.28	2.00	-1.28	3.28	2.00	-1.28
Department (62112-6501)										17.68	17.00	-0.68	17.68	17.00	-0.68
Special Education Restructure & Current Year Growth													285.84	326.06	40.22
FY 2020/21 Growth (62100-6499)	0.00	1.66	1.66	0.00	3.34	3.34				0.00	0.00	0.00	0.00	5.00	5.00
FY 2020/21 Growth	0.00	1.66	1.66	0.00	3.34	3.34				0.00	0.00	0.00	0.00	5.00	5.00
School-Based Alloc. (62100-XXXX)	19.25	21.92	2.67	213.20	254.54	41.34	35.71	37.60	1.89	0.00	0.00	0.00	268.16	314.06	45.90
Dept-Based Alloc. (62112-6501)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.68	17.00	-0.68	17.68	17.00	-0.68
Total Special Ed. & Student Serv.	19.25	21.92	2.67	213.20	254.54	41.34	35.71	37.60	1.89	17.68	17.00	-0.68	285.84	331.06	45.22

Pay Schedules

Classified Salary Scale

A schematic list of classified positions and job descriptions can be found on the Albemarle County Department of Human Resources website: <http://www.albemarle.org/departments.asp?department=hr>

COUNTY OF ALBEMARLE Classified Salary Scale For Employees in the Virginia Retirement System (VRS) ONLY Effective July 1, 2020 through June 30, 2021											
Generally Advised Hiring Range											
Minimum		Up to 5%	Up to 10%	Up to 15%	Up to 20%		Up to Midpoint		Maximum		
education & experience meets the position's minimum requirements		1 to less than 3 yrs relevant education & experience beyond requirements	3 yrs to less than 5 yrs relevant education & experience beyond requirements	5 yrs to less than 7 yrs relevant education & experience beyond requirements	7+ years relevant education & experience beyond requirements; requires written justification from hiring manager		significant education & experience beyond requirements; requires County Exec. approval or Superintendent approval w/School Board notification				
Note: Final salary determination is based on internal equity & market competitiveness											
Grade	Annualized @ 2080 Hours	Hourly	Hourly	Hourly	Hourly	Annualized @ 2080 Hours	Hourly	Annualized @ 2080 Hours	Hourly	Annualized @ 2080 Hours	Hourly
28	\$113,554	\$ 54.59347	\$ 57.32315	\$ 60.05282	\$ 62.78250	\$136,265	\$ 65.51217	\$149,456	\$ 71.85393	\$185,358	\$ 89.11438
27	\$105,829	\$ 50.87951	\$ 53.42349	\$ 55.96746	\$ 58.51144	\$126,995	\$ 61.05541	\$139,288	\$ 66.96556	\$172,747	\$ 83.05162
26	\$98,629	\$ 47.41798	\$ 49.78888	\$ 52.15978	\$ 54.53068	\$118,355	\$ 56.90158	\$129,812	\$ 62.40965	\$160,995	\$ 77.40132
25	\$91,919	\$ 44.19188	\$ 46.40147	\$ 48.61107	\$ 50.82066	\$110,303	\$ 53.03025	\$120,980	\$ 58.16348	\$150,041	\$ 72.13508
24	\$85,673	\$ 41.18890	\$ 43.24834	\$ 45.30779	\$ 47.36723	\$102,807	\$ 49.42668	\$112,759	\$ 54.21107	\$139,845	\$ 67.23325
23	\$79,850	\$ 38.38922	\$ 40.30868	\$ 42.22815	\$ 44.14761	\$95,820	\$ 46.06707	\$105,096	\$ 50.52672	\$130,342	\$ 62.66422
22	\$74,425	\$ 35.78120	\$ 37.57026	\$ 39.35932	\$ 41.14838	\$89,310	\$ 42.93744	\$97,954	\$ 47.09331	\$121,483	\$ 58.40542
21	\$69,366	\$ 33.34911	\$ 35.01656	\$ 36.68402	\$ 38.35147	\$83,239	\$ 40.01893	\$91,297	\$ 43.89287	\$113,228	\$ 54.43664
20	\$64,654	\$ 31.08363	\$ 32.63781	\$ 34.19199	\$ 35.74617	\$77,585	\$ 37.30035	\$85,094	\$ 40.91065	\$105,534	\$ 50.73768
19	\$60,260	\$ 28.97134	\$ 30.41991	\$ 31.86847	\$ 33.31704	\$72,312	\$ 34.76561	\$79,311	\$ 38.13013	\$98,361	\$ 47.28892
18	\$56,165	\$ 27.00236	\$ 28.35248	\$ 29.70260	\$ 31.05272	\$67,398	\$ 32.40284	\$73,922	\$ 35.53924	\$91,678	\$ 44.07611
17	\$52,348	\$ 25.16737	\$ 26.42574	\$ 27.68411	\$ 28.94247	\$62,818	\$ 30.20084	\$68,898	\$ 33.12409	\$85,448	\$ 41.08081
16	\$48,791	\$ 23.45704	\$ 24.62989	\$ 25.80274	\$ 26.97559	\$58,549	\$ 28.14845	\$64,217	\$ 30.87349	\$79,643	\$ 38.28995
15	\$45,474	\$ 21.86263	\$ 22.95577	\$ 24.04890	\$ 25.14203	\$54,569	\$ 26.23516	\$59,853	\$ 28.77536	\$74,231	\$ 35.68808
14	\$42,384	\$ 20.37716	\$ 21.39602	\$ 22.41488	\$ 23.43373	\$50,861	\$ 24.45259	\$55,784	\$ 26.81934	\$69,184	\$ 33.26152
13	\$39,506	\$ 18.99306	\$ 19.94271	\$ 20.89236	\$ 21.84201	\$47,407	\$ 22.79167	\$51,994	\$ 24.99722	\$64,483	\$ 31.00138
12	\$36,819	\$ 17.70157	\$ 18.58665	\$ 19.47173	\$ 20.35681	\$44,183	\$ 21.24189	\$48,461	\$ 23.29866	\$60,103	\$ 28.89575
11	\$34,317	\$ 16.49863	\$ 17.32356	\$ 18.14849	\$ 18.97342	\$41,181	\$ 19.79835	\$45,168	\$ 21.71540	\$56,019	\$ 26.93217
10	\$31,987	\$ 15.37841	\$ 16.14733	\$ 16.91625	\$ 17.68517	\$38,384	\$ 18.45409	\$42,099	\$ 20.24005	\$52,212	\$ 25.10170
9	\$29,811	\$ 14.33217	\$ 15.04878	\$ 15.76539	\$ 16.48199	\$35,773	\$ 17.19860	\$39,237	\$ 18.86381	\$48,663	\$ 23.39545
8	\$27,785	\$ 13.35817	\$ 14.02608	\$ 14.69399	\$ 15.36190	\$33,342	\$ 16.02981	\$36,571	\$ 17.58223	\$45,357	\$ 21.80628
7	\$25,897	\$ 12.45058	\$ 13.07310	\$ 13.69563	\$ 14.31816	\$31,077	\$ 14.94069	\$34,086	\$ 16.38733	\$42,274	\$ 20.32408
6	\$24,138	\$ 11.60473	\$ 12.18497	\$ 12.76521	\$ 13.34544	\$28,965	\$ 13.92568	\$31,769	\$ 15.27352	\$39,400	\$ 18.94231
5	\$22,498	\$ 10.81655	\$ 11.35738	\$ 11.89821	\$ 12.43904	\$26,998	\$ 12.97986	\$29,612	\$ 14.23640	\$36,725	\$ 17.65624
4	\$21,218	\$ 10.20100	\$ 10.71105	\$ 11.22110	\$ 11.73115	\$25,462	\$ 12.24120	\$27,926	\$ 13.42583	\$34,633	\$ 16.65066

COUNTY OF ALBEMARLE Classified Salary Scale For VRS-INELIGIBLE Employees Only Effective July 1, 2020 through June 30, 2021								
Generally Advertised Hiring Range							Up to Midpoint	Maximum
Minimum	Up to 5%	Up to 10%	Up to 15%	Up to 20%	Up to Midpoint	Maximum		
education & experience meets the position's minimum requirements	1 to less than 3 yrs relevant education & experience beyond requirements	3 yrs to less than 5 yrs relevant education & experience beyond requirements	5 yrs to less than 7 yrs relevant education & experience beyond requirements	7+ years relevant education & experience beyond requirements; requires written justification from hiring manager	significant education & experience beyond requirements; requires County Exec. approval or Superintendent approval w/School Board notification			
Note: Final salary determination is based on internal equity & market competitiveness								
Grade	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	
28	\$ 51.99379	\$ 54.59347	\$ 57.19316	\$ 59.79285	\$ 62.39254	\$ 68.43231	\$ 84.87084	
27	\$ 48.45668	\$ 50.87951	\$ 53.30235	\$ 55.72518	\$ 58.14801	\$ 63.77673	\$ 79.09678	
26	\$ 45.15998	\$ 47.41798	\$ 49.67598	\$ 51.93398	\$ 54.19198	\$ 59.43776	\$ 73.71555	
25	\$ 42.08750	\$ 44.19188	\$ 46.29625	\$ 48.40063	\$ 50.50500	\$ 55.39379	\$ 68.70007	
24	\$ 39.22752	\$ 41.18890	\$ 43.15027	\$ 45.11165	\$ 47.07303	\$ 51.62959	\$ 64.03166	
23	\$ 36.56116	\$ 38.38922	\$ 40.21728	\$ 42.04534	\$ 43.87340	\$ 48.12069	\$ 59.68021	
22	\$ 34.07734	\$ 35.78120	\$ 37.48507	\$ 39.18894	\$ 40.89280	\$ 44.85077	\$ 55.62421	
21	\$ 31.76105	\$ 33.34911	\$ 34.93716	\$ 36.52521	\$ 38.11327	\$ 41.80274	\$ 51.84442	
20	\$ 29.60345	\$ 31.08363	\$ 32.56380	\$ 34.04397	\$ 35.52414	\$ 38.96253	\$ 48.32160	
19	\$ 27.59175	\$ 28.97134	\$ 30.35093	\$ 31.73051	\$ 33.11010	\$ 36.31441	\$ 45.03707	
18	\$ 25.71654	\$ 27.00236	\$ 28.28819	\$ 29.57402	\$ 30.85984	\$ 33.84689	\$ 41.97725	
17	\$ 23.96892	\$ 25.16737	\$ 26.36581	\$ 27.56426	\$ 28.76271	\$ 31.54675	\$ 39.12458	
16	\$ 22.34004	\$ 23.45704	\$ 24.57404	\$ 25.69104	\$ 26.80804	\$ 29.40333	\$ 36.46661	
15	\$ 20.82156	\$ 21.86263	\$ 22.90371	\$ 23.94479	\$ 24.98587	\$ 27.40510	\$ 33.98865	
14	\$ 19.40682	\$ 20.37716	\$ 21.34750	\$ 22.31784	\$ 23.28818	\$ 25.54223	\$ 31.67764	
13	\$ 18.08862	\$ 18.99306	\$ 19.89749	\$ 20.80192	\$ 21.70635	\$ 23.80687	\$ 29.52512	
12	\$ 16.85864	\$ 17.70157	\$ 18.54450	\$ 19.38743	\$ 20.23037	\$ 22.18920	\$ 27.51976	
11	\$ 15.71298	\$ 16.49863	\$ 17.28427	\$ 18.06992	\$ 18.85557	\$ 20.68133	\$ 25.64968	
10	\$ 14.64610	\$ 15.37841	\$ 16.11071	\$ 16.84302	\$ 17.57532	\$ 19.27624	\$ 23.90638	
9	\$ 13.64968	\$ 14.33217	\$ 15.01465	\$ 15.69714	\$ 16.37962	\$ 17.96553	\$ 22.28138	
8	\$ 12.72207	\$ 13.35817	\$ 13.99427	\$ 14.63038	\$ 15.26648	\$ 16.74498	\$ 20.76789	
7	\$ 11.85769	\$ 12.45058	\$ 13.04346	\$ 13.63634	\$ 14.22923	\$ 15.60698	\$ 19.35626	
6	\$ 11.05213	\$ 11.60473	\$ 12.15734	\$ 12.70995	\$ 13.26255	\$ 14.54621	\$ 18.04030	
5	\$ 10.30148	\$ 10.81655	\$ 11.33163	\$ 11.84670	\$ 12.36178	\$ 13.55847	\$ 16.81546	
4	\$ 9.71524	\$ 10.20100	\$ 10.68676	\$ 11.17252	\$ 11.65829	\$ 12.78650	\$ 15.85777	

Teacher Salary Scale

2020-2021 ALBEMARLE COUNTY PUBLIC SCHOOLS TEACHER SALARY SCALES

Years Experience	Annual Salary (1450 Hours)				Hourly Equivalents			
	Bachelor	Master	Master + 30	Doctorate	Bachelor	Master	Master + 30	Doctorate
For Employees in the Virginia Retirement System (VRS) ONLY								
0	\$46,503	\$48,830	\$49,940	\$51,050	\$32.07103	\$33.67586	\$34.44138	\$35.20690
1	\$47,103	\$49,430	\$50,540	\$51,650	\$32.48483	\$34.08966	\$34.85517	\$35.62069
2	\$47,711	\$50,038	\$51,148	\$52,258	\$32.90414	\$34.50897	\$35.27448	\$36.04000
3	\$48,328	\$50,655	\$51,765	\$52,875	\$33.32966	\$34.93448	\$35.70000	\$36.46552
4	\$48,952	\$51,279	\$52,389	\$53,499	\$33.76000	\$35.36483	\$36.13034	\$36.89586
5	\$49,584	\$51,911	\$53,021	\$54,131	\$34.19586	\$35.80069	\$36.56621	\$37.33172
6	\$50,225	\$52,552	\$53,662	\$54,772	\$34.63793	\$36.24276	\$37.00828	\$37.77379
7	\$50,874	\$53,201	\$54,311	\$55,421	\$35.08552	\$36.69034	\$37.45586	\$38.22138
8	\$51,531	\$53,858	\$54,968	\$56,078	\$35.53862	\$37.14345	\$37.90897	\$38.67448
9	\$52,196	\$54,523	\$55,633	\$56,743	\$35.99724	\$37.60207	\$38.36759	\$39.13310
10	\$52,870	\$55,197	\$56,307	\$57,417	\$36.46207	\$38.06690	\$38.83241	\$39.59793
11	\$53,553	\$55,880	\$56,990	\$58,100	\$36.93310	\$38.53793	\$39.30345	\$40.06897
12	\$54,244	\$56,571	\$57,681	\$58,791	\$37.40966	\$39.01448	\$39.78000	\$40.54552
13	\$54,944	\$57,271	\$58,381	\$59,491	\$37.89241	\$39.49724	\$40.26276	\$41.02828
14	\$55,654	\$57,981	\$59,091	\$60,201	\$38.38207	\$39.98690	\$40.75241	\$41.51793
15	\$56,373	\$58,700	\$59,810	\$60,920	\$38.87793	\$40.48276	\$41.24828	\$42.01379
16	\$57,101	\$59,428	\$60,538	\$61,648	\$39.38000	\$40.98483	\$41.75034	\$42.51586
17	\$57,839	\$60,166	\$61,276	\$62,386	\$39.88897	\$41.49379	\$42.25931	\$43.02483
18	\$58,585	\$60,912	\$62,022	\$63,132	\$40.40345	\$42.00828	\$42.77379	\$43.53931
19	\$59,342	\$61,669	\$62,779	\$63,889	\$40.92552	\$42.53034	\$43.29586	\$44.06138
20	\$60,109	\$62,436	\$63,546	\$64,656	\$41.45448	\$43.05931	\$43.82483	\$44.59034
21	\$60,885	\$63,212	\$64,322	\$65,432	\$41.98966	\$43.59448	\$44.36000	\$45.12552
22	\$61,671	\$63,998	\$65,108	\$66,218	\$42.53172	\$44.13655	\$44.90207	\$45.66759
23	\$62,467	\$64,794	\$65,904	\$67,014	\$43.08069	\$44.68552	\$45.45103	\$46.21655
24	\$63,274	\$65,601	\$66,711	\$67,821	\$43.63724	\$45.24207	\$46.00759	\$46.77310
25	\$64,091	\$66,418	\$67,528	\$68,638	\$44.20069	\$45.80552	\$46.57103	\$47.33655
26	\$64,919	\$67,246	\$68,356	\$69,466	\$44.77172	\$46.37655	\$47.14207	\$47.90759
27	\$65,757	\$68,084	\$69,194	\$70,304	\$45.34966	\$46.95448	\$47.72000	\$48.48552
28	\$66,607	\$68,934	\$70,044	\$71,154	\$45.93586	\$47.54069	\$48.30621	\$49.07172
29	\$67,467	\$69,794	\$70,904	\$72,014	\$46.52897	\$48.13379	\$48.89931	\$49.66483
30	\$68,338	\$70,665	\$71,775	\$72,885	\$47.12966	\$48.73448	\$49.50000	\$50.26552
31	\$69,221	\$71,548	\$72,658	\$73,768	\$47.73862	\$49.34345	\$50.10897	\$50.87448
32+	\$70,115	\$72,442	\$73,552	\$74,662	\$48.35517	\$49.96000	\$50.72552	\$51.49103

National Board Certified Teacher - Up to \$1000 Annual Supplement

2020-2021 ALBEMARLE COUNTY PUBLIC SCHOOLS TEACHER SALARY SCALES

Years Experience	Annual Salary (1450 Hours)				Hourly Equivalent			
	Bachelor	Master	Master + 30	Doctorate	Bachelor	Master	Master + 30	Doctorate
For VRS-INELIGIBLE Employees Only								
0					\$30.33379	\$31.78276	\$32.50759	\$33.23241
1					\$30.72552	\$32.17448	\$32.89931	\$33.62414
2					\$31.12207	\$32.57103	\$33.29586	\$34.02069
3					\$31.52414	\$32.97310	\$33.69793	\$34.42276
4					\$31.93103	\$33.38000	\$34.10483	\$34.82966
5					\$32.34345	\$33.79241	\$34.51724	\$35.24207
6					\$32.76138	\$34.21034	\$34.93517	\$35.66000
7					\$33.18483	\$34.63379	\$35.35862	\$36.08345
8					\$33.61379	\$35.06276	\$35.78759	\$36.51241
9					\$34.04759	\$35.49655	\$36.22138	\$36.94621
10					\$34.48690	\$35.93586	\$36.66069	\$37.38552
11					\$34.93241	\$36.38138	\$37.10621	\$37.83103
12					\$35.38345	\$36.83241	\$37.55724	\$38.28207
13					\$35.84000	\$37.28897	\$38.01379	\$38.73862
14					\$36.30276	\$37.75172	\$38.47655	\$39.20138
15					\$36.77172	\$38.22069	\$38.94552	\$39.67034
16					\$37.24690	\$38.69586	\$39.42069	\$40.14552
17					\$37.72828	\$39.17724	\$39.90207	\$40.62690
18					\$38.21517	\$39.66414	\$40.38897	\$41.11379
19					\$38.70897	\$40.15793	\$40.88276	\$41.60759
20					\$39.20897	\$40.65793	\$41.38276	\$42.10759
21					\$39.71517	\$41.16414	\$41.88897	\$42.61379
22					\$40.22759	\$41.67655	\$42.40138	\$43.12621
23					\$40.74690	\$42.19586	\$42.92069	\$43.64552
24					\$41.27379	\$42.72276	\$43.44759	\$44.17241
25					\$41.80621	\$43.25517	\$43.98000	\$44.70483
26					\$42.34621	\$43.79517	\$44.52000	\$45.24483
27					\$42.89310	\$44.34207	\$45.06690	\$45.79172
28					\$43.44759	\$44.89655	\$45.62138	\$46.34621
29					\$44.00828	\$45.45724	\$46.18207	\$46.90690
30					\$44.57655	\$46.02552	\$46.75034	\$47.47517
31					\$45.15241	\$46.60138	\$47.32621	\$48.05103
32+					\$45.73586	\$47.18483	\$47.90966	\$48.63448

National Board Certified Teacher - Up to \$1000 Annual Supplement

Supplemental Pay Schedule

Document purpose: This document provides information for substitute and temporary work for which the County has standard pay rates. For jobs with inconsistent pay rates, ensure the rate is verified by Human Resources and the Budget Code is verified by Fiscal Services (School Funds) and Office of Management and Budget (General Government Funds) before entering in Great Plains or Kronos.

School Fund Substitute Employees

Substitutes fill a need when the incumbent is on leave. For budgeting purposes, FICA at 7.65% must be added.

Type	Description	Rate	Budget Code
Teacher Unexpected Absence	Short Term		4-2000-XXXXX-461101-152100-ZZZZ
	Long Term (Reg. Ed.) Days 1-7	\$85.00 / Day \$42.50 / Half-Day	4-2000-XXXXX-461101-152100-ZZZZ
	Long Term (Reg. Ed.) Days 8-10		4-2000-62100-461101-152100-ZZZZ
	Long Term (Reg. Ed.) Days 11+	\$219.92 / Day ¹ or (\$30.33 / Hour if prorated for Part-Time)	4-2000-62100-461101-152100-ZZZZ
	Special Education	Regular Ed rates apply	4-2000-XXXXX-461102-152100-ZZZZ
Teacher Known Extended Absence (11 or more days)* <i>Days 1-7 split between the school and Division for a total of \$219.92 / day or \$30.33 / Hour prorated for part-time FTE</i>	(School Rate) Long Term (Reg. Ed.) Days 1-7	\$85.00 / Day or (\$11.72 / Hour if prorated for Part-Time)	4-2000-XXXXX-461101-152100-ZZZZ
	(Division Rate) Long Term (Reg. Ed.) Days 1-7	\$134.92 / Day ¹ or (\$18.61 / Hour if prorated for Part-Time)	4-2000-62100-461101-152100-ZZZZ
	Long Term (Reg. Ed.) Days 8+	\$219.92 / Day ¹ or (\$30.33 / Hour if prorated for Part-Time)	4-2000-62100-461101-152100-ZZZZ
	Special Education	Regular Ed rates apply	4-2000-62100-461102-152100-ZZZZ
Teaching Assistant	Regular	\$11.05 / Hour ⁴	4-2000-XXXXX-461101-154100-ZZZZ
	Special Ed. Classroom		4-2000-XXXXX-461102-154100-ZZZZ
	Special Ed. Other**	\$11.85 / Hour ⁵	4-2000-XXXXX-461102-154100-ZZZZ
Office Associate	Long Term (Must be approved by Central Office)	OA II: \$9.72 / Hour ² OA III: \$11.05 / Hour ⁴ OA IV: \$12.72 / Hour ⁶ OA V: \$14.65 / Hour ⁷	4-2000-62100-461411-155000-ZZZZ
	Short Term		4-2000-XXXXX-461411-155000-ZZZZ
Substitute Nurse – Elementary School		\$18.09 / Hour ⁸	4-2000-XXXXX-462221-133100-ZZZZ
Substitute Nurse – Middle School			4-2000-XXXXX-462225-133100-ZZZZ
Substitute Nurse – High School			4-2000-XXXXX-462228-133100-ZZZZ
Food Service		\$10.30 / Hour ³	Contact Food Services
Transportation Assistant		See Note***	4-2000-62432-462320-157200-6504
Transportation Car Driver Transportation Bus Driver		See Note***	4-2000-62432-462320-157100-6504

Temporary Employees by Funding Source

Temporary employees will receive the following rates when a position is of a limited duration or vacant. For budgeting purposes, FICA at 7.65% must be added.

School Fund: Teacher Supplements		Budget Code
Professional Development Instructor	\$50.00 / Contact hour if one instructor \$25.00 / Contact hour if two instructors	4-2000-XXXXX-YYYYYYY-132100-ZZZZ
Outside of Contract Work (incl. Site-based Teacher Summer Work)	\$25.00 / Hour or \$125 / day	4-2000-XXXXX-YYYYYYY-132100-ZZZZ
Attending Required Training (outside of contractual requirements)	\$125.00 / Day	Contact Fiscal Services for Budget Code
Volunteer Athletic Coaching Stipends	See external document	4-2000-62100-461740-160200-ZZZZ (ZZZZ options: 6301, 6302, or 6304)
School Fund: Tutoring		Budget Code
Tutoring I: Instructional Support / Supervisor / Study Hall	\$10.00 / Hour – Non-licensed \$20.00 / Hour – Licensed Teacher	4-2000-XXXXX-YYYYYYY-134100-ZZZZ 4-2000-XXXXX-YYYYYYY-132100-ZZZZ
Tutoring II:		
Intervention / Remediation / Enrichment / SOL Support	\$15.00 / Hour – Non-licensed \$25.00 / Hour – Licensed Teacher	4-2000-XXXXX-YYYYYYY-134100-ZZZZ 4-2000-XXXXX-YYYYYYY-132100-ZZZZ
ESOL Tutoring	\$25.00 / Hour	4-2000-62100-461112-132100-XXXX
Other Tutors are listed below.		
School Fund: Additional Temporary Work		Budget Code
Athletics Assistant Site Supervisor Athletics Clock Operator Athletics Events Staff (all other staff) Athletics Game Announcer Athletics Gate Manager/Security Athletics Sports Program Server Athletics Ticket Seller	\$18.00 / hour	4-2000-62100-461740-138000-ZZZZ (ZZZZ options: 6301, 6302, or 6304)
Athletics Game Manager Athletics Site Supervisor I	\$20.00 / hour	
Athletics Site Supervisor II	\$22.00 / hour	
Athletics Event Director/Official	\$25.00 / hour	
Chorus Accompanist	\$15.00 / hour	4-2000-XXXXX-461101-133900-ZZZZ
Interpreter-Educational^	\$22.00 / hour	4-2000-XXXXX-461112-132135-ZZZZ
Interpreter-Family Engagement^	\$18.00 / hour	4-2000-XXXXX-461112-132135-ZZZZ
Interpreter-Specialized^	\$25.00 / hour	4-2000-XXXXX-461112-132135-ZZZZ
Student Intern (All Departments)	\$10.10 / hour	4-2000-XXXXX-YYYYYYY-130000-ZZZZ
School Fund: Summer Programs		Budget Code
Site-based Summer Work: ESOL Summer Work, Literacy Summer Work, Math Summer Work, Scheduling Summer Work, Summer Academy, Family Support		
Site-based Summer Work-Teacher	\$25.00 / hour or \$125.00 / day	4-2000-XXXXX-YYYYYYY-132100-ZZZZ
Site-based Summer Work-Classified Nurse-Elementary Nurse-Middle Nurse-High	Regular Hourly rate	4-2000-XXXXX-462221-133100-ZZZZ 4-2000-XXXXX-462225-133100-ZZZZ 4-2000-XXXXX-462228-133100-ZZZZ
Teaching Assistants Interpreter/Translator Tutoring		4-2000-XXXXX-YYYYYYY-134100-ZZZZ See Interpreter section above See Tutoring section above
Site-based Summer Work-Evaluations Occupational Therapist Physical Therapist Speech Therapist Psychologist	Regular Hourly rate Regular Hourly rate Regular Hourly rate \$55.00 / hour	Contact Fiscal Services for Budget Code Contact Fiscal Services for Budget Code Contact Fiscal Services for Budget Code Contact Fiscal Services for Budget Code

School Special Revenue Fund: Summer Programs		Budget Code
SPED Extended School Year (ESY)		
Teachers	As Determined by SpEd	Contact Fiscal Services for Budget Code
Teaching Assistant	Regular Hourly rate	Contact Fiscal Services for Budget Code
Nurses	Regular Hourly rate	Contact Fiscal Services for Budget Code
Summer School Rates		
Teachers:		
Summer School	0-5 Years \$25.00 / hour	Contact Fiscal Services for Budget Code
ESOL Excursion Immersion Program	6-10 Years \$26.00 / hour	Contact Fiscal Services for Budget Code
Title 1 Jumpstart Program	11-20 Years \$28.00 / hour	Contact Fiscal Services for Budget Code
Title 3 Program	<20 Years \$32.00 / hour	Contact Fiscal Services for Budget Code
Summer School Teaching Assistant	Regular Hourly rate	Contact Fiscal Services for Budget Code
Nurses	Regular Hourly rate	Contact Fiscal Services for Budget Code
Food service (exception: CFA)	Regular Hourly rate	Contact Food Services for Budget Code
Tutors	Regular Hourly rate	Contact Fiscal Services for Budget Code
Interpreter/translator	Regular Hourly rate	See interpreter section above
Summer School Coordinator	\$750.00	Contact Fiscal Services for Budget Code
CFA Food Services Associate	\$19.38 / hour	
CFA Food Services Site Supervisor	\$35.70 / hour	Contact Food Services for Budget Code
CFA Food Services Station Manager	\$33.66 / hour	
School Special Revenue Fund: Additional Temporary Work		Budget Code
Driving Range Administrator	\$25.00 / hour	Contact Fiscal Services for Budget Code
In-Car Instructor	\$30.00 / hour	
Motorcycle Aide	\$10.00 / hour	
Motorcycle Range Assistant	\$17.48 / hour	Contact Fiscal Services for Budget Code
Motorcycle Rider Coach	\$25.00 / hour	
Open Doors Culinary Aide	\$10.00 / hour	Contact Fiscal Services for Budget Code
Interpreter-Educational	\$22.00 / hour	Contact Fiscal Services for Budget Code
Interpreter-Family Engagement	\$18.00 / hour	Contact Fiscal Services for Budget Code
Interpreter-Specialized	\$25.00 / hour	Contact Fiscal Services for Budget Code
Interpreter-Documents	\$0.08 / word	Contact Fiscal Services for Budget Code
Tutoring II:		
Algebra Readiness Tutoring	\$25.00 / Hour	Contact Fiscal Services for Budget Code
Homebound Tutoring	\$25.00 / Hour	Contact Fiscal Services for Budget Code
Project Graduation Tutoring	\$25.00 / Hour	Contact Fiscal Services for Budget Code

* Per School Board Policy GCE, Part-Time and Substitute Teaching Employment

** Special Ed Other includes autism assistants, behavior assistants, instructional assistants in functional skills, early childhood community based, and post high programs.

*** Pay rates for Transportation substitute employees are established using the VRS-Ineligible pay scale and based upon experience at the time they are initially added to the sub list. Substitute employees may qualify for a subsequent pay increase based on years of experience. A "year" is defined as having been on the clock for transporting students for a minimum of 250 hours in the previous fiscal year and are effective 7/1 each year. If the School Board does not approve a pay increase for part-time employees, there will be no pay increase for Transportation substitute employees.

^This work may also be paid from Special Revenue Grant Funds. If unsure, call Fiscal Services

¹ Rate is derived from the Step 0 – Bachelor's VRS-Ineligible Teacher Salary Scale

² Rate is derived from minimum of pay grade 4 VRS-Ineligible Classified Salary Scale

³ Rate is derived from minimum of pay grade 5 VRS-Ineligible Classified Salary Scale

⁴ Rate is derived from minimum of pay grade 6 VRS-Ineligible Classified Salary Scale

⁵ Rate is derived from minimum of pay grade 7 VRS-Ineligible Classified Salary Scale

⁶ Rate is derived from minimum of pay grade 8 VRS-Ineligible Classified Salary Scale

⁷ Rate is derived from minimum of pay grade 10 VRS-Ineligible Classified Salary Scale

⁸ Rate is derived from minimum of pay grade 13 VRS-Ineligible Classified Salary Scale

Items to Remember:

- a. By the following Monday of a workweek, all timesheets must be received by the timekeeper.
- b. Deductions from pay must be made in the month in which the absence occurred.
- c. If substitutes have not previously been employed it is mandatory that all appropriate forms (tax forms, proof of negative TB test, and Form I9-Employment Eligibility Verification) are completed prior to employment. FBI Fingerprint/Child Protective Services forms must also be submitted to Human Resources prior to employment. If they wish to be placed on the approved substitute list, they must also complete the substitute employee application form. Payment will be postponed until all necessary forms are completed.
- d. When reporting all substitutes in the budget codes listed on page one, you must list the name of the teacher/teacher assistant for whom the substitute was required in the "comments" section. Include date(s) on which they substituted.
- e. All timesheets for Special Education programs must be submitted to Fiscal Services. Do not send them to the Payroll Office - this will only delay the process and may result in a delay in payment to the subsequent month.
- f. For GP payroll input, last four digits of the social security numbers with suffix and first 5 digits of last name and first initial must be complete and accurate on all payroll forms. Please use official names, not nicknames, (i.e., Elizabeth R. Smith goes by Beth Smith; enter as E. Smith, not B. Smith).
- g. Be sure all timesheets are signed; no stamps are permitted.
- h. Unexpected long-term teacher substitutes - the first 7 days are charged to your individual school. Beginning with the eighth consecutive day, charge to the long-term substitute code: 4-2000-62100-461101-152100-XXXX. After the 10th day of substituting, if certified or eligible for certification in the subject area, the beginning teacher daily rate of \$222.76/day applies. Substitutes filling positions with a known extended absence may be eligible for the beginning teacher daily rate from the first day of employment in that position, if that substitute is eligible for or holds a valid VA teaching license with endorsement in the area they are substituting.
- i. Teacher substitutes are paid a *per diem* rate: full day = \$85.00, half-day = \$42.50.
- j. **Teachers Starting on or After March 1:** On or after March 1, teachers will only be hired as temporary employees at the qualifying VRS-Ineligible pay rate for the remainder of the current school year. All employees must meet licensure requirements to be eligible for the qualifying rate on the pay scale. The budget code for regular part-time staffing may be used when there is a vacancy.
- k. **Teaching Assistants and Other 10-Month Staff Hired for Limited Durations:** On or after April 1, Teaching Assistants and other 10-month staff filling positions with funding allocated for the current school year will only be hired as temporary employees at the qualifying VRS-Ineligible pay rate. The budget code for regular part-time staffing may be used when there is a vacancy.

School Budget Code Segment Reference

Department budget code segment XXXXX and location budget code segment ZZZZ are provided below. Contact Fiscal Services for questions about the functional code segment YYYYYY.

School Location	Department Budget Code Segment [XXXXX]	Location Budget Code Segment [ZZZZ]
AGNOR-HURT	62216	6116
ALBEMARLE	62301	6301
BAKER-BUTLER ELEMENTARY	62217	6117
BROADUS WOOD	62201	6101
BROWNSVILLE	62202	6102
BURLEY	62251	6251
CHARTER SCHOOL (name TBD) <i>FKA COM PUBLIC CHARTER SCHOOL, MURRAY HIGH</i>	62280	6280
CROZET	62203	6103
GREER	62204	6104
HENLEY	62252	6252
HIGH SCHOOL CENTER 1	62308	6308
HOLLYMEAD	62205	6105
JOUETT	62253	6253
MERIWETHER LEWIS	62206	6106
MONTICELLO	62304	6304
MOUNTAIN VIEW <i>FKA CALE</i>	62214	6114
MURRAY ELEMENTARY	62215	6115
RED HILL	62207	6107
SCOTTSVILLE	62209	6109
STONE-ROBINSON	62210	6110
STONY POINT	62211	6111
SUTHERLAND	62255	6255
WALTON	62254	6254
WESTERN ALBEMARLE	62302	6302
WOODBROOK	62212	6112

This document provides needed information for use in Great Plains. Kronos requires only certain segments [or labor levels](#) for pay. Please refer to [this document](#) as a reference when entering this temporary or substitute work into Kronos.

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ALCP Funding Allocations

ALCP Funding Allocation 2020-2021				
	Site-Based Funding (available to schools) 20-21	Grant Funded (available to schools) 20-21	Division Funds 20-21	Total Funds 20-21
Elementary Schools				
Agnor-Hurt	\$4,907		\$9,940	\$14,847
Baker Butler	\$7,528		\$9,940	\$17,468
Broadus Wood	\$2,978		\$7,890	\$10,868
Brownsville	\$9,737		\$9,940	\$19,677
Crozet	\$3,792		\$9,940	\$13,732
Greer	\$5,142		\$9,940	\$15,082
Hollymead	\$4,595		\$9,940	\$14,535
Meriwether-Lewis	\$4,417		\$9,940	\$14,357
Mountain View	\$7,974		\$9,940	\$17,914
Murray	\$2,833		\$7,890	\$10,723
Red Hill	\$2,063		\$7,890	\$9,953
Scottsville	\$2,376		\$7,890	\$10,266
Stone-Robinson	\$5,376		\$9,940	\$15,316
Stony Point	\$2,565		\$7,890	\$10,455
Woodbrook	\$5,833		\$9,940	\$15,773
Middle Schools				
Burley	\$10,881		\$11,215	\$22,096
Henley	\$16,164		\$11,215	\$27,379
Jouett	\$11,948		\$11,215	\$23,163
Sutherland	\$10,098		\$11,215	\$21,313
Walton	\$7,082		\$11,215	\$18,297
High Schools				
Albemarle	\$47,945	\$975	\$16,065	\$64,985
Monticello	\$28,876	\$975	\$16,065	\$45,916
Western Albemarle	\$29,624	\$975	\$16,065	\$46,664
Charter School	\$3,859	\$815	\$4,690	\$9,364
Total	\$238,594	\$3,740	\$247,810	\$490,144

ALCP Funding Matrix for Divisional Responsibilities 2020-2021							
	Elementary		Middle School		High School		
	Small	Large			AHS, MHS, WAHS	Murray	
CAT, Lead Teacher, and Department Chair roles:	CAT	CAT	CAT	Lead Teacher	Dept Chair	CAT	CAT
English	\$250	\$250	\$250	\$475	\$800	\$250*	\$250
Mathematics	\$250	\$250	\$250	\$475	\$800	\$250*	\$250
Science	\$250	\$250	\$250	\$475	\$800	\$250*	\$250
Social Studies	\$250	\$250	\$250	\$475	\$800	\$250*	\$250
Health/Physical Education	\$250	\$250	\$250		\$475	\$250	\$250
Visual/Performing Arts	\$250	\$250	\$250		\$475	\$250*	\$250
Practical Arts			\$250		\$475	\$250	
Multilingual			\$250		\$475	\$250*	\$250
Media					\$475	\$250	
<i>* AHS, MHS & WAHS have 2 CAT positions at \$250/each in the 6 starred areas</i>							
Other Divisional roles:							
Special Education Support	\$650	\$650	\$975		\$1,300		\$500
Teacher Leaders	\$1,200	\$3,000	\$3,900				
Testing Coordinator	\$1,250	\$1,500					
Technology Troubleshooter	\$500	\$500					
Web Content Coordinator	\$815	\$815	\$815		\$815		\$815
School-Based Intervention Team (SBIT)	\$1,000	\$1,000	\$650		\$650		\$650
Diversity Resource Teacher	\$975	\$975	\$975		\$975		\$975
Chemical Hygiene Officer**					\$3,000		
Industry Credential Student Support Lead^					\$975		\$815
<i>** State-mandated role & amount; ^ grant-funded role</i>							
Divisional funding totals	\$7,890	\$9,940	\$11,215		\$16,065		\$4,690

School-Based Operating Budget Allocations (School Funds)

SCHOOL	Adj. FY 21 K-12 Enrollment ⁽¹⁾	Economic. Disadvant. % ⁽²⁾	Economic. Disadvant. Enrollment	Base ⁽³⁾	Per Pupil Variable ⁽⁴⁾	Economic. Disadvant. Pupil Var. ⁽⁵⁾	FY 21 General Allocation	FY 21 Adj. Alloc. 5% Reduction
AGNOR-HURT	440	52.04%	229	\$26,000	\$57,200	\$9,160	\$92,360	\$87,742
BAKER-BUTLER	675	25.46%	172	\$26,000	\$87,750	\$6,880	\$120,630	\$114,599
BROADUS WOOD	267	15.74%	42	\$26,000	\$34,710	\$1,680	\$62,390	\$59,271
BROWNSVILLE	873	10.72%	94	\$26,000	\$113,490	\$3,760	\$143,250	\$136,088
CROZET	340	25.54%	87	\$26,000	\$44,200	\$3,480	\$73,680	\$69,996
GREER	461	71.47%	329	\$26,000	\$59,930	\$13,160	\$99,090	\$94,136
HOLLYMEAD	412	12.01%	49	\$26,000	\$53,560	\$1,960	\$81,520	\$77,444
MERIWETHER LEWIS	396	9.85%	39	\$26,000	\$51,480	\$1,560	\$79,040	\$75,088
MOUNTAIN VIEW	715	42.55%	304	\$26,000	\$92,950	\$12,160	\$131,110	\$124,955
MURRAY	254	6.99%	18	\$26,000	\$33,020	\$720	\$59,740	\$56,753
RED HILL	185	53.84%	100	\$26,000	\$24,050	\$4,000	\$54,050	\$51,348
SCOTTSVILLE	213	46.04%	98	\$26,000	\$27,690	\$3,920	\$57,610	\$54,730
STONE-ROBINSON	482	27.41%	132	\$26,000	\$62,660	\$5,280	\$93,940	\$89,243
STONY POINT	230	31.54%	73	\$26,000	\$29,900	\$2,920	\$58,820	\$55,879
WOODBROOK	523	58.93%	308	\$26,000	\$67,990	\$12,320	\$106,310	\$100,995
ELEMENTARY	6,466	32.08%	2,074	\$390,000	\$840,580	\$82,960	\$1,313,540	\$1,247,867
BURLEY	653	40.11%	262	\$32,000	\$126,682	\$10,480	\$169,162	\$160,704
HENLEY	970	12.84%	125	\$32,000	\$188,180	\$5,000	\$225,180	\$213,921
JOUETT	717	53.32%	382	\$32,000	\$139,098	\$15,280	\$186,378	\$177,059
SUTHERLAND	606	18.39%	111	\$32,000	\$117,564	\$4,440	\$154,004	\$146,304
WALTON	335	38.59%	129	\$32,000	\$64,990	\$5,160	\$102,150	\$97,043
MIDDLE	3,281	30.75%	1,009	\$160,000	\$636,514	\$40,360	\$836,874	\$795,031
ALBEMARLE	1,858	27.94%	519	\$72,000	\$397,612	\$33,216	\$502,828	\$477,687
MONTICELLO	1,119	30.09%	337	\$72,000	\$239,466	\$21,568	\$333,034	\$316,382
WESTERN	1,148	10.47%	120	\$72,000	\$245,672	\$7,680	\$325,352	\$309,084
CENTER 1	100	23.74%	24	\$40,000	\$21,400	\$1,536	\$62,936	\$59,789
HIGH	4,315	23.17%	1,000	\$256,000	\$904,150	\$64,000	\$1,224,150	\$1,162,942
CHARTER SCHOOL	174	22.41%	39	\$40,000	\$35,856	\$2,160	\$78,016	\$74,116
TOTAL	14,236			\$846,000	\$2,417,100	\$189,480	\$3,452,580	\$3,279,956

(1) High school enrollments are adjusted for students attending Center 1 and CATEC. High School total enrollment number of 4,420 includes 90 students for CATEC, which is not shown.

(2) 3-year historical weighted average. Center 1 percentage is the overall high school rate.

(3) Base component for Community Public Charter School and Murray High School are combined.

Beginning in FY 21, GRT (Gifted) funding is included in the base component.

(4) Per Pupil Variable

Elementary	\$130.00
Middle	\$170.00
High	\$190.00
Add Class Fee Supplement*	\$24.00

*Middle and high school only. Beginning in FY 19, class fees are eliminated and schools are provided funds to fully offset academic fees.

(5) Econ. Disadv. Per Pupil Adj.

Elementary	\$40.00
Middle	\$40.00
High	\$40.00
Add AP Testing Supplement**	\$24.00

**High school only. Beginning in FY 21, \$2,000 is included in base component and an additional amount is provided for economically disadvantaged per pupil.

SCHOOL	Program Allocations					FY 21 Total Allocation ⁽⁹⁾	Projections				FY 21 Appropriated Budget ⁽¹⁴⁾
	Intervention Prevention ⁽⁶⁾	PALS ⁽⁷⁾	CTE (Career & Tech. Edu.)	Athletics	Dual Enrollment ⁽⁸⁾		Special Education ⁽¹⁰⁾	Donations & Misc. Rev. ⁽¹¹⁾	Building Rental Fees ⁽¹²⁾	Carryover ⁽¹³⁾	
AGNOR-HURT	\$30,000	\$5,478				\$123,220	\$2,200	\$8,621	\$214	\$0	\$134,255
BAKER-BUTLER	\$26,000	\$3,675				\$144,274	\$4,250	\$11,665	\$624	\$2,626	\$163,439
BROADUS WOOD	\$14,000	\$1,580				\$74,851	\$2,700	\$13,819	\$209	\$11,818	\$103,397
BROWNSVILLE	\$22,000	\$4,260				\$162,348	\$2,600	\$64,785	\$1,565	\$17,071	\$248,369
CROZET	\$22,000	\$3,294				\$95,290	\$1,000	\$15,120	\$1,167	\$9,192	\$121,769
GREER	\$38,000	\$10,939				\$143,075	\$1,950	\$3,316	\$1,595	\$19,697	\$169,633
HOLLYMEAD	\$14,000	\$2,917				\$94,361	\$2,300	\$27,219	\$1,696	\$14,444	\$140,020
MERIWETHER LEWIS	\$14,000	\$2,802				\$91,890	\$1,400	\$54,793	\$808	\$7,879	\$156,770
MOUNTAIN VIEW	\$38,000	\$5,156				\$167,711	\$3,400	\$16,305	\$2,587	\$0	\$190,003
MURRAY	\$14,000	\$846				\$71,599	\$1,900	\$17,636	\$335	\$5,253	\$96,723
RED HILL	\$22,000	\$2,113				\$75,461	\$1,100	\$8,134	\$3	\$23,636	\$108,334
SCOTTSVILLE	\$22,000	\$1,649				\$78,379	\$600	\$363	\$23	\$38,081	\$117,446
STONE-ROBINSON	\$26,000	\$3,338				\$118,581	\$4,250	\$13,041	\$635	\$14,444	\$150,951
STONY POINT	\$14,000	\$2,446				\$72,325	\$1,900	\$16,090	\$37	\$3,939	\$94,291
WOODBROOK	\$38,000	\$4,507				\$143,502	\$2,600	\$6,976	\$429	\$10,505	\$164,012
ELEMENTARY	\$354,000	\$55,000				\$1,656,867	\$34,150	\$277,883	\$11,927	\$178,585	\$2,159,412
BURLEY	\$30,000		\$1,200			\$191,904	\$2,400	\$17,687	\$2,438	\$15,758	\$230,187
HENLEY	\$20,000		\$1,200			\$235,121	\$3,200	\$14,190	\$749	\$18,384	\$271,644
JOUETT	\$35,000		\$1,200			\$213,259	\$3,400	\$15,544	\$1,744	\$2,626	\$236,573
SUTHERLAND	\$20,000		\$1,200			\$167,504	\$2,500	\$17,911	\$847	\$24,949	\$213,711
WALTON	\$20,000		\$1,200			\$118,243	\$2,500	\$9,770	\$816	\$1,313	\$132,642
MIDDLE	\$125,000		\$6,000			\$926,031	\$14,000	\$75,102	\$6,594	\$63,030	\$1,084,757
ALBEMARLE	\$50,000		\$4,200	\$137,000	\$165,000	\$833,887	\$9,300	\$0	\$1,383	\$0	\$844,570
MONTICELLO	\$40,000		\$2,200	\$137,000	\$97,000	\$592,582	\$5,300	\$0	\$8,464	\$0	\$606,346
WESTERN	\$20,000		\$2,200	\$137,000	\$123,000	\$591,284	\$4,000	\$47,015	\$1,246	\$17,072	\$660,617
CENTER 1	\$0		\$0	\$0	\$0	\$59,789	\$0	\$0	\$0	\$0	\$59,789
HIGH	\$110,000		\$8,600	\$411,000	\$385,000	\$2,077,542	\$18,600	\$47,015	\$11,093	\$17,072	\$2,171,322
CHARTER SCHOOL	\$10,000		\$500			\$84,616	\$1,750		\$386	\$1,313	\$88,065
TOTAL	\$599,000	\$55,000	\$15,100	\$411,000	\$385,000	\$4,745,056	\$68,500	\$400,000	\$30,000	\$260,000	\$5,503,556

(6) Intervention / Prevention: Calculated on a step scale and based on the number of F/R lunch eligible students per school.

(7) Phonological Awareness Literacy Screening (PALS): Calculated based on the number of K-2 students who are identified for supplemental reading services.

(8) Payments for dual enrollment fees to Piedmont Virginia Community College.

(9) This is the total allocated amount available to schools at the beginning of the fiscal year (General Allocation + Program Allocations).

(10) Projections reflect prior year adjusted budgets. FY 21 allocation and available funding to schools are adjusted based on actual need.

(11) Includes donations, parent-teacher organization contributions, tuition for preschool reverse inclusion, and school activity funds. Projections reflect historic receipts. There is a corresponding revenue to the School Fund for this amount. FY 21 allocation and available funding to schools are adjusted based on actual receipts.

(12) Per the Community Use of School Facilities (Policy KG), 10% of building rental fees collected are distributed to the schools to be used toward the equipment replacement effort.

Projections reflect historic carryovers from the prior year's fees. There is a corresponding revenue to the School Fund for this amount. FY 21 allocation and available funding to schools are adjusted based on prior year actual fees.

(13) Schools may carry forward balances of the prior year totaling up to 10% of their prior budget. Projections reflect historic carryovers. There is a corresponding revenue to the School Fund for this amount. FY 21 allocation and available funding to schools are adjusted based on actual receipts.

(14) Comparison to FY 20 Total Appropriated Budget:

	FY 20	FY 21	Change
Total Allocation*	\$ 4,788,002	\$ 4,715,267	\$ (72,735)
Center I**	\$ 62,919	\$ 59,789	\$ (3,130)
Special Education	\$ 63,331	\$ 68,500	\$ 5,169
Donations & Misc. Rev.	\$ 372,202	\$ 400,000	\$ 27,798
Carryover	\$ 224,735	\$ 260,000	\$ 35,265
Total	\$ 5,511,189	\$ 5,503,556	\$ (7,633)

*Dual Enrollment previously not shown in Budget Document.

**FY 20 Budget was in Department of Instruction.

School-Based Supplemental Pay Allocations (Division Funds)

SCHOOL	Compensation (including FICA)											Benefits			FY 2020/21 62100 Operations
	Overtime	ESOL Tutoring ⁽¹⁾	Athletics Part-time ⁽²⁾	Substitute Teachers ⁽³⁾	SPED Sub TAs ⁽⁴⁾	ALCP Stipends ⁽⁵⁾	Extra Class Stipend ⁽⁶⁾	National Board Certification ⁽⁷⁾	Athletics Stipends ⁽⁸⁾	Incentives & Bonus ⁽⁹⁾	Annuity Part-time ⁽¹⁰⁾	Early Retirement ⁽¹¹⁾	Group Life Part-time ⁽¹²⁾		
AGNOR-HURT		\$0		\$23,751	\$2,099	\$23,433		\$0			\$15,810	\$1,281	\$66,374		
BAKER-BUTLER		\$0		\$32,570	\$3,127	\$32,134		\$2,153			\$6,739	\$1,775	\$78,498		
BROADUS WOOD		\$3,230		\$12,805	\$1,280	\$12,634		\$0			\$1,599	\$776	\$32,324		
BROWNSVILLE		\$0		\$38,506	\$2,286	\$37,992		\$0			\$10,942	\$2,734	\$92,460		
CROZET		\$0		\$16,727	\$1,190	\$16,503		\$2,153			\$3,209	\$1,626	\$41,408		
GREER		\$129		\$25,669	\$2,333	\$25,326		\$0			\$6,771	\$2,446	\$62,674		
HOLLYMEAD		\$0		\$18,972	\$1,920	\$18,718		\$0			\$4,073	\$821	\$44,504		
MERIWETHER LEWIS		\$0		\$17,610	\$1,827	\$17,375		\$0			\$3,621	\$549	\$40,982		
MOUNTAIN VIEW		\$0		\$36,339	\$3,245	\$35,854		\$3,230			\$15,999	\$2,539	\$97,206		
MURRAY		\$0		\$11,777	\$1,374	\$11,620		\$1,077			\$5,079	\$1,116	\$32,043		
RED HILL		\$0		\$10,808	\$1,368	\$10,664		\$0			\$3,237	\$507	\$26,584		
SCOTTSVILLE		\$0		\$11,712	\$549	\$11,555		\$1,077			\$8,094	\$1,144	\$34,131		
STONE-ROBINSON		\$0		\$23,241	\$2,418	\$22,929		\$0			\$4,988	\$1,471	\$55,047		
STONEY POINT		\$0		\$12,118	\$825	\$11,956		\$1,077			\$5,467	\$716	\$32,159		
WOODBROOK		\$323		\$28,255	\$1,827	\$27,877		\$0			\$5,562	\$1,429	\$65,273		
ELEMENTARY		\$3,682		\$320,860	\$27,668	\$316,570		\$10,767			\$101,190	\$20,930	\$801,667		
BURLEY		\$0		\$30,651	\$2,471	\$30,241		\$10,765			\$3,920	\$607	\$79,732		
HENLEY		\$323		\$39,868	\$3,292	\$39,335		\$4,306			\$1,565	\$662	\$100,116		
JOUETT		\$0		\$34,737	\$3,108	\$34,271		\$2,153			\$7,439	\$515	\$92,988		
SUTHERLAND		\$0		\$26,428	\$2,655	\$20,701		\$1,077			\$1,342	\$1,019	\$63,987		
WALTON		\$1,077		\$20,982	\$2,193	\$26,075		\$0			\$1,675	\$200	\$62,967		
MIDDLE		\$1,400		\$152,666	\$13,719	\$150,623		\$8,613			\$15,941	\$3,002	\$399,789		
ALBEMARLE		\$12,918		\$84,752	\$8,879	\$83,618		\$10,765			\$11,571	\$1,756	\$580,269		
MONTICELLO		\$6,459		\$53,865	\$5,215	\$50,619		\$3,230			\$16,391	\$1,160	\$502,949		
WESTERN		\$1,077		\$51,305	\$4,119	\$53,145		\$4,306			\$6,354	\$2,258	\$488,574		
CENTER 1		\$0		\$4,071	\$0	\$4,017		\$0			\$0	\$0	\$8,088		
HIGH		\$20,454		\$193,993	\$18,213	\$191,399		\$18,301			\$34,316	\$5,174	\$1,579,880		
CHARTER SCHOOL		\$0		\$11,483	\$687	\$11,329		\$0			\$5,026	\$1,367	\$30,000		
MULTI-SCHOOL		\$3,230		\$0	\$0	\$15,639		\$91,503			\$2,188	\$0	\$888,410		
TOTAL		\$3,230		\$25,838	\$142,098	\$679,002		\$129,184			\$158,661	\$731,996	\$3,699,746		

(1) English as a Second or Other Language (ESOL) tutoring program; based on the prior year distribution of funds as determined by the ESOL department. Actual distribution may vary.
 (2) Represents wages paid to temporary employees who work high school athletic events.
 (3) Based on the number of regular teacher FTEs allocated to each school. These funds are budgeted to pay for extended absences (8+ days). Short-term absences are paid for by the school's operating budget.
 (4) Based on the number of Special Education FTEs allocated to each school. These funds are budgeted to pay for extended absences (8+ days). Short-term absences are paid for by the school's operating budget.
 (5) Academic Leadership Compensation Program: Based on the projected number of Regular Teacher FTEs per school. Actual distribution may vary.
 (6) Represents stipends paid to teachers to cover extra classes beyond contractual obligations.
 (7) Represents stipends paid to teachers to cover National Board Certification.
 (8) Represents stipends paid to for athletic coaching.
 (9) Substitute Program Improvement Incentives (Retirees signing bonus \$250, Renewal benefit \$50 as active substitute, Pay for Performance Attendance incentive for experienced teachers).
 (10) Retirement benefits paid to part-time employees who are benefits eligible, but not VRS eligible.
 (11) Voluntary Early Retirement Incentive Program (VERIP): Paid to former employees in the early retirement incentive program.
 (12) Group Life Insurance benefits paid to part-time employees who are benefits eligible, but not VRS eligible.

Composite Index Calculation

Calculation of the 2020-2022 Composite Index for ALBEMARLE						002		
Step 1 -- Calculation of the 2020-2022 <u>Average Daily Membership Composite Index:</u>								
.5	$\left[\frac{\text{Local True Values}}{\text{Division ADM}} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\text{Statewide Total of Local True Values}}{\text{Total State ADM}} \right]$	+	.4	$\left[\frac{\text{Local Adjusted Gross Income}}{\text{Division ADM}} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\text{Total State Adjusted Gross Income}}{\text{Total State ADM}} \right]$	+	.1	$\left[\frac{\text{Local Taxable Retail Sales}}{\text{Division ADM}} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\text{Total State Taxable Retail Sales}}{\text{Total State ADM}} \right]$	= Composite Index
.5	$\left[\frac{\$20,330,392,876}{13,510} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\$1,255,682,912,829}{1,246,931} \right]$	+	.4	$\left[\frac{\$4,705,654,613}{13,510} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\$276,897,521,668}{1,246,931} \right]$	+	.1	$\left[\frac{\$1,490,607,721}{13,510} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\$103,736,609,468}{1,246,931} \right]$	= Composite Index
.5	$\left[\frac{\$1,504,818}{\$1,007,019} \right]$	+	.4	$\left[\frac{\$348,304}{\$222,063} \right]$	+	.1	$\left[\frac{\$110,332}{\$83,194} \right]$	= Composite Index
.5	$\left[1.4943 \right]$	+	.4	$\left[1.5685 \right]$	+	.1	$\left[1.3262 \right]$	= Composite Index
	.7472	+		.6274	+		.1326	= 1.5072
Step 2 -- Calculation of the 2020-2022 <u>Per Capita Composite Index:</u>								
.5	$\left[\frac{\text{Local True Values}}{\text{Local Population}} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\text{Statewide Total of Local True Values}}{\text{State Population}} \right]$	+	.4	$\left[\frac{\text{Local Adjusted Gross Income}}{\text{Local Population}} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\text{Total State Adjusted Gross Income}}{\text{State Population}} \right]$	+	.1	$\left[\frac{\text{Local Taxable Retail Sales}}{\text{Local Population}} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\text{Total State Taxable Retail Sales}}{\text{State Population}} \right]$	= Per Capita Composite Index
.5	$\left[\frac{\$20,330,392,876}{107,697} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\$1,255,682,912,829}{8,470,020} \right]$	+	.4	$\left[\frac{\$4,705,654,613}{107,697} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\$276,897,521,668}{8,470,020} \right]$	+	.1	$\left[\frac{\$1,490,607,721}{107,697} \right]$ <hr style="border-top: 1px dashed black;"/> $\left[\frac{\$103,736,609,468}{8,470,020} \right]$	= Per Capita Composite Index
.5	$\left[\frac{\$188,774}{\$148,250} \right]$	+	.4	$\left[\frac{\$43,693}{\$32,691} \right]$	+	.1	$\left[\frac{\$13,841}{\$12,248} \right]$	= Per Capita Composite Index
.5	$\left[1.2733 \right]$	+	.4	$\left[1.3365 \right]$	+	.1	$\left[1.1301 \right]$	= Per Capita Composite Index
	.6367	+		.5346	+		.1130	= 1.2843

Step 3 -- Combining of the Two 2020-2022 Indices of Ability-to-Pay:

$$(.6667 \text{ X ADM Composite Index}) + (.3333 \text{ X Per Capita Composite Index}) = \text{Local Composite Index}$$

$$(.6667 \text{ X } 1.5072) + (.3333 \text{ X } 1.2843) = \text{Local Composite Index}$$

$$1.0049 + .4281 = \text{Local Composite Index}$$

Step 4 -- Final Composite Index (adjusted for nominal state/local shares)

$$(.4330) \text{ X } 0.45 = .6449$$

Input Data:

Source Data Used in the Calculation:

School Division:	ALBEMARLE
Local True Value of Property	\$20,330,392,876
Local AGI	\$4,705,654,613
Local Taxable Retail Sales	\$1,490,607,721
Division ADM	13,510
Local Population	107,697
State True Value of Property	\$1,255,682,912,829
State AGI	\$276,897,521,668
State Taxable Retail Sales	\$103,736,609,468
State ADM	1,246,931
State Population	8,470,020

EXCEPTIONS:

*Please note the following exceptions to the standard composite index calculation as specified in the appropriation act (see actual appropriation act language under the tab labeled "Appropriation Act Language"):

- 1) For those divisions in which three percent or more of the adjusted gross income is derived from individuals who are not residents of Virginia, the Department of Education shall compute the composite index for such localities by using adjusted gross income data which exclude nonresident income. School divisions are no longer required to submit a certification form requesting the exclusion of nonresident AGI.
- 2) Any division with a calculated composite index that exceeds .8000 is considered as having an index of .8000;
- 3) Under hold harmless provisions addressing the consolidation of school divisions contained in the appropriation act and Section 15.2-1302, *Code of Virginia*, the composite indices to be used for funding in the 2020-2022 biennium for the following divisions are:

Bedford County: .3132 (the index approved effective July 1, 2013); the 2020-2022 composite index for Bedford County calculated based on the data elements from base-year 2017 is shown above as .4359. This lower composite index of .3132 will be used for Bedford County.

Acronyms

A-BASE	Autism-Building Appropriate Services with Evidence
ACPS	Albemarle County Public School
ADA	Americans with Disabilities Act
ADM	Average Daily Membership
ALPC	Academic Leadership Compensation Program
AMO	Annual Measurable Objective
ARC	Albemarle Resource Center
AVID	Advancement Via Individual Determination
BAR	Being a Reader
B-BASE	Behavior-Building Appropriate Services with Evidence
BOS	Board of Supervisors
BRJDC	Blue Ridge Juvenile Detention Center
CAI	Career Assessment Inventory
CARES	Coronavirus Aid, Relief, and Economic Security Act
CAT	Content Area Team
CATEC	Charlottesville Albemarle Technical Education Center
CBIP	Community Based Instruction Program
CIG	Consortium Incentive Grant
CIP	Capital Improvement Program
CogAT	Cognitive Abilities Test
COVID-19	Coronavirus Disease 2019
CPCS	Community Public Charter School
CPI	Consumer Price Index
CPI-U	Consumer Price Index-Urban
CRT	Culturally Responsive Teacher/Teaching
CSA	Children's Services Act
CTE	Career and Technical Education
CWRA+	College and Work Readiness Assessment
EAB	Education Advisory Board
ECSE	Early Childhood Special Education
ED	Emotional Disabilities
EDEP	Extended Day Enrichment Program
EEO	Equal employment opportunity
EL	English Learner
ELL	English Language Learners
ESA	Environmental Studies Academy
ESL	English as a Second Language
ESOL	English for Speakers of Another Language
ESSA	Every Student Succeeds Act
FICA	Federal Insurance Contributions Act
FLES	Foreign Language in Elementary Schools
FLSA	Fair Labor Standards Act
FMLA	Family and Medical Leave Act
FTE	Full Time Equivalent
FY	Fiscal Year
GED	General Education Development
GRT	Gifted Resource Teacher

HAVE	Having, Advancing, Visualizing and Expanding
HMSA	Health & Medical Sciences Academy
HR	Human Resources
IC	Instructional Coaches
IDEA	Individuals with Disabilities Education Act
IELCE	Integrated English Literacy and Civics Education
IEP	An Individualized Education Plan
IET	Integrated Education and Training
ISAEP	Individual Student Alternative Education Plan
IT	Information Technology
JROTC	Junior Reserve Officers' Training Corps
LAN	Local Area Network
LCI	Local Composite Index
LEAD	Learning, Engineering, Access and design
LIEP	Language Instruction Educational Plan
LRPAC	Long Range Planning Advisory Committee
LTI	Learning Technology Integrator
MAP	Measure of Academic Progress
MESA	Math, Engineering & Science Academy
MiraCORE	Migrant Literacy Comprehensive Online Reading Education
NACo	National Association of Counties
NCLB	No Child Left Behind Act
NDCC	National Defense Cadet Corps
OA	Office Associate
PE	Physical Education
PALS	Phonological Awareness Literacy Screening
PAQ	Position Analysis Questionnaire
PD	Professional
PDRP	Professional Development Reimbursement Program
PLC	Professional Learning Community
PMOC	Project Management Oversight Committee
PPA	Per Pupil Amount
PREP	Piedmont Regional Education Program
PTO	Parent Teacher Organization
RFP	Request for Proposals
RTI	Response to Intervention
SBIT	School-Based Intervention Team
SEA	State Educational Agency
SF	Square Feet
SFSP	Summer Food Service Program
SMART	Specific, Measurable, Achievable, Relevant and Time-bound
SOAs	Standards of Accreditation
SOLs	Standards of Learning
SOP	Standard Operating Procedure
SOQs	Standards of Quality
SPED	Special Education
SPI	School Improvement Plan
SRO	Student Resource Officer
STEAM	Science, Technology, Engineering, Art and Mathematics
STEM	Science, Technology, Engineering and Math education

STEP	Short Term Education Program
TA	Teaching Assistant
TPA	Teacher Performance Appraisal
TSS	Technology Support Specialist
USED	United States Department of Education
UVA	University of Virginia
VAAP	Virginia Alternate Assessment Program
VERIP	Voluntary Early Retirement Incentive Program
VHSL	Virginia High School League
VIA	Virginia Institute of Autism
VODE	Virginia Department of Education
VRS	Virginia Retirement System
WAN	Wide Area Network
WBL	Work Based Learning
WIDA	World-class Instructional Design and Assessment
WIOA	Workforce Innovation and Opportunity Act

Glossary

Appropriation

An appropriation is authorization to make expenditures and to incur obligations for specific purposes. An appropriation is limited in dollar amount and the time within which it may be spent, usually expiring at the end of the fiscal year.

Assessment Inequity

Students may be disadvantaged when taking tests or completing other types of assessments due to the design, content, or language choices, or because they have learning or physical disabilities that may impair their performance. In addition, situational factors may adversely affect test performance. For example, lower-income students who do not regularly use computers may be disadvantaged—compared to wealthier students with more access to technology at home or students who use computers regularly in school—when taking tests administered on computers that require basic computer literacy. For more detailed discussions, see test accommodations and test bias.

Assessment Literacy

Assessment literacy refers to the work of Division and building level staff to effectively and appropriately use information yielded by classroom and state mandated assessments. Assessments are used to both inform instructional changes that are needed to advance learning and to measure that learning has occurred appropriate to learning standards set by the State.

Average Class Size

This number is used to determine the baseline teacher staffing assigned to the schools other than for media specialists, school counselors, administrators, teaching assistants, or staffing for gifted education, technology support, and other resource support. Half of differentiated staffing assigned to a given school is also included in this number. In elementary schools, art, music, and physical education positions are not included in determining class size. For the purpose of determining baseline teacher staffing, high school enrollment is adjusted for students who spend part of the day at CATEC or outside the school for other reasons.

Average Daily Membership (ADM)

The average daily number of students who are enrolled in the School Division. The March 31 ADM is used to determine the exact level of state funding for the current fiscal year.

Budget

The budget for the Division is a spending plan that defines the maximum available monies permitted to be expended. The School Board and Board of Supervisors allocate monies to meet the needs of students. Our budget is composed of multiple funds: the School Fund, Special Revenue Funds, and the Capital Improvement Fund (CIP). The final adopted budget must always be balanced to final revenues provided by the Board of Supervisors.

Capital Improvement Program (CIP)

The Capital Improvement Program (CIP) is a five-year plan for public facilities in Albemarle County resulting in the construction or acquisition of fixed assets, major equipment assets, primarily schools, buses and computers, but also parks, land, landfills, etc.

Capital Outlay

Capital Outlays are expenditures for items of a substantial value (typically more than \$100) such as computers and vehicles.

Carl Perkins

This is a federally funded program that supports vocational and career education at the secondary level.

Carry-Over Funds

These are unexpended funds from the previous fiscal year, which may be used in the current fiscal year (schools only).

CATEC

The Charlottesville-Albemarle Technical Education Center (CATEC) is a program operated jointly by the Albemarle County Public Schools and the Charlottesville City Public Schools. The CATEC program offers technical and career education opportunities for high school students and adults.

Children's Services Act (CSA)

This legislation mandates funding for children with significant emotional or behavioral concerns on a matching basis with the state (55% from the state).

Composite Index

An Ability-to-Pay index (Composite Index) is used by the state to help determine the level of funding for the School Division.

Compression

A term used to describe pay differences between positions so small they are considered inequitable. The term in this context refers to the pay of experienced employees and new hires in the same position.

Consolidated Omnibus Budget Reconciliation Act (COBRA)

This federal mandate provides for a continuation of health insurance coverage for a period of up to three years for employees who leave employment through no fault of their own. Such employees are required to pay premiums at the employee's group rate.

Cultural Inequity

Students from diverse cultural backgrounds may be disadvantaged in a variety of ways when pursuing their education. For example, recently arrived immigrant and refugee students and their families may have difficulties navigating the public-education system or making educational choices that are in their best interests. In addition, these students may struggle in school because they are unfamiliar with American customs, social expectations, slang, and cultural references. For a related discussion, see multicultural education.

Differentiated Funding/Staffing

This funding provides monies or personnel based on the particular additional needs of a given school population.

DSS

Department of Social Services

Encumbrance

This reservation of funds is used for an anticipated expenditure prior to actual payment of an item. Funds usually are reserved or encumbered once a contract obligation has been signed, but prior to the actual cash disbursement.

ESOL

English for Speakers of Other Languages (ESOL) is a program that provides English instruction to students from other countries who lack the necessary English skills to benefit fully from school programs.

Every Student Succeeds Act (ESSA)

The Every Student Succeeds Act (ESSA) was enacted in 2015 and reauthorizes the 50-year-old Elementary and Secondary Education Act (ESEA). The law advances upholds protections for disadvantaged and high-need students; requires that students be taught to high academic standards; ensures that vital information is provided to educators, families, students, and communities through annual statewide assessments; helps to support and grow local innovations—including evidence-based and place-based interventions developed by local leaders and educators; sustains and expands investments in increasing access to high-quality preschool; and maintains an expectation that there will be accountability and action to effect positive change in the lowest-performing schools.

Expenditure

These funds that are paid out for a specific purpose.

Familial Inequity

Students may be disadvantaged in their education due to their personal and familial circumstances. For example, some students may live in dysfunctional or abusive households, or they may receive comparatively little educational support or encouragement from their parents (even when the parents want their children to succeed in school). In addition, evidence suggests that students whose parents have not earned a high school or college degree may, on average, underperform academically in relation to their peers, and they may also enroll in and complete postsecondary programs at lower rates. Familial inequities may intersect with cultural and socioeconomic inequities. For example, poor parents may not be able to invest in supplemental educational resources and learning opportunities—from summer programs to test-preparation services—or they may not be able pay the same amount of attention to their children's education as more affluent parents, perhaps, because they have multiple jobs.

FICA

These are Social Security payments based on earnings.

Fiscal Year

This is the period of time measurement used by the County for budget purposes. It runs from July 1st to June 30th.

Flow-Through

These entitlement funds come to the School Division from the federal government through the state.

FTE

This stands for Full-Time Equivalent (FTE) staff, considering all staff members, including full-time and part-time employees.

Framework for Quality Learning

This system is a model for high-quality teaching and learning through which best practices in curriculum, assessment, and instruction are applied to promote deep understanding. It is the Division's adopted concepts-centered, standards-based curricula.

Fund Balance

A fund balance is the amount of money or other resources in a fund at a specific time.

Grant

These funds are contributions made by a private organization or governmental agency. The contribution is usually made to aid a specified function and may require a financial match.

Growth

An increase in student enrollment is termed growth.

IDEA – Individuals with Disabilities Education Act

This act governs how educational services may be provided to students with disabilities to the age of 21.

IEP

An Individualized Education Plan (IEP) is a plan required for all students receiving Special Education services. It outlines the specific services to be received by an individual student.

Initiative/Improvement

A new program or service or an increase in the level or expense of an existing program or service is termed an initiative/improvement.

IP-delivered content

IP-delivered content is electronic content delivered via a web-based application through a browser (e.g. Firefox, Internet Explorer) on a computer or hand-held device.

Instructional Coaches

The core mission of the instructional coaching model is to support the continuous improvement of curriculum, assessment, and instruction by working together with teachers to actualize professional goals. These positions support dynamic implementation of the Framework for Quality Learning, the Teacher Performance Appraisal system, Professional Learning Communities, and best teaching and learning practices.

Lapse Factor

This is anticipated savings from staff retirement and replacement, the lag between staff leaving and new staff being hired, and savings from deferred compensation benefits.

LEED

The Leadership in Energy and Environmental Design (LEED) Green Building Rating System, developed by the U.S. Green Building Council (USGBC), provides a suite of standards for environmentally sustainable construction.

LEP

Limited-English Proficient Students are referred to as LEP students.

Lifelong Learner Competencies

Series of twelve areas that places an emphasis on results. To develop the skill and habits associated with lifelong learning, students must: learn beyond the simple recall of facts; understand the connections to and the implications of what they learn; retain what they learn; and, be able to apply what they learn in context.

Linguistic Inequity

Non-English-speaking students, or students who are not yet proficient in English, may be disadvantaged in English-only classrooms or when taking tests and assessments presented in English. In addition, these students may also be disadvantaged if they are enrolled in separate academic programs, held to lower academic expectations, or receive lower-quality instruction as a result of their English language deficiencies.

Learning Technology Integrator

A teacher who leads schools and teachers into authentic, effective digital learning through individual and small group support, team support, co-teaching, and building level planning.

Merit Pool

Albemarle County distributes annual salary increases through a merit program. This is a pay for performance program in which individual increases are a function of three factors: an employee's merit score, the salary of the employee in relation to the midpoint, and the budgeted merit pool amount.

Operations

Non-instructional services provided by the School Division.

PALS

Phonological Awareness Literacy Screening (PALS) is an informal screening inventory for students in grades K-3 used across Virginia to provide teachers with information for planning classroom instruction.

Piedmont Regional Education Program (PREP)

This program is a consortium of school divisions that provides a variety of Special Education services. For example, the Ivy Creek School is a PREP initiative.

Professional Development Reimbursement Program (PDRP)

This program supports professional development for teachers by providing funding for course/conference participation through an application process.

Recurring Revenue

Funds that continue from year to year are referred to as recurring.

Response to Intervention

RTI is a process to provide rapid deployment of differentiated instruction, assistive technology tools, and intervention strategies to students that can help eliminate learning gaps before they grow in significance.

Revenue

Revenues are assets or financial resources applied in support of the budget.

Revenue, One-time or Non-recurring

Funds that are typically derived from fund balance or unreliable sources and are often specified for single year use for specific items.

Scale Adjustment

Each year Albemarle County conducts a market survey to evaluate whether pay scales are competitive. If it is determined that a scale adjustment needs to be implemented, the minimum, midpoint and maximum salaries for each paygrade are adjusted by a specified percentage.

School Fund Budget

This is the operational budget for the Division. It is primarily funded from local monies with a substantial contribution from the state and a minimal contribution from Federal sources. It accounts for the day-to-day expenses from pre-K to grade 12 including post-high school special education students. Grants or entitlement programs are typically accounted for separately in the Special Revenue Funds.

Special Revenue Funds (Special Revenue Programs)

These programs operate primarily on external funding such as grants, federal funds, or fees. Accounting or reporting for these programs, including most federal entitlement programs, is done on a separate basis.

SOAs

The Virginia "Standards of Accreditation" (SOAs) provide a framework of requirements and accountability for all schools in the State.

Societal Inequity

Minority students may be disadvantaged by preexisting bias and prejudice in American society, with both conscious and unconscious discrimination surfacing in public schools in ways that adversely affect learning acquisition, academic achievement, educational aspirations, and post-graduation opportunities. While not always the case, inequity in education is most commonly associated with groups that have suffered from discrimination related to their race, ethnicity, nationality, language, religion, class, gender, sexual orientation, or disabilities. For a related discussion, see opportunity gap

Socioeconomic Inequity

Evidence suggests that students from lower-income households, on average, underperform academically in relation to their wealthier peers, and they also tend to have lower educational aspirations and enroll in college at lower rates (in part due to financial considerations). In addition, schools in poorer communities, such as those in rural or disadvantaged urban areas, may have comparatively fewer resources and less funding, which can lead to fewer teachers and educational opportunities—from specialized courses and computers to co-curricular activities and sports teams—as well as outdated or dilapidated school facilities.

SOLs

The Virginia "Standards of Learning" (SOLs) provide a curriculum framework for the instructional program required by the state for all students.

SOQs

The Virginia "Standards of Quality" (SOQs) are the mandated minimum standards required by statute for schools. The SOQs address areas such as staffing, facilities, and instructional programs.

SRO – (Student Resource Officer)

An Albemarle County police officer assigned to a specific school to assist in providing a safe school environment.

Staffing Inequity

Wealthier schools located in more desirable communities may be able to hire more teachers and staff, while also providing better compensation that attracts more experienced and skilled teachers. Students attending these schools will likely receive a better-quality education, on average, while students who attend schools in less-desirable communities, with fewer or less-skilled teachers, will likely be at an educational disadvantage. Staffing situations in schools may also be inequitable in a wide variety of ways. In addition to potential inequities in employment—e.g., discrimination against minorities during the hiring process, failure to promote female educators to administrative positions at the same rates as their male colleagues—students may be disadvantaged by a lack of diversity among teaching staff. For example, students of color may not have educators of color as role models, students may not be exposed to a greater diversity of cultural perspectives and experiences, or the content taught in a school may be culturally limited or biased—e.g., history being taught from an exclusively Eurocentric point of view that neglects the perspectives and suffering of colonized countries or enslaved peoples.

Instructional inequity: Students may be enrolled in courses taught by less-skilled teachers, who may teach in a comparatively uninteresting or ineffective manner, or in courses in which significantly less content is taught. Students may also be subject to conscious or unconscious favoritism, bias, or prejudice by some teachers, or the way in which instruction is delivered may not work as well for some students as it does for others. For related a discussion, see personalized learning.

State Basic Aid

This is the funding that is provided by the State based on enrollment to fund the Standards of Quality.

State Categorical Aid

This is the funding provided by the State for a specific purpose.

STEM

Acronym for Science, Technology, Engineering and Math education.

STEM-H

Acronym for Science, Technology, Engineering, Math and Health education

Teacher Performance Appraisal (TPA)

The Teacher Performance Appraisal provides the structural, functional, and procedural components essential to evaluate professional performance as well as to support the growth and development of teachers using a common set of professional standards.

Title I

This is a federal program that supports additional instruction for economically disadvantaged students whose achievements do not meet expected standards.

Title II

This is a federal program includes staff development funds, School Renovation Grants and Class Size Reduction Grants. The focus is on preparing, training, and recruiting high quality teachers, principals, and paraprofessionals.

Title III

This is a federal program that assists in implementing Every Student Succeeds Act (ESSA) by providing funding to support limited-English proficient and immigrant students.

Title IV

This is a federal program that supports Drug-Free School initiatives.

Title VI

This is a federal program that supports innovative programs in the areas of technology, literacy development and media services.

Vesting

This is the earning of a longevity step on a pay scale.

Voluntary Early Retirement Incentive Program - (VERIP)

VERIP benefits are paid monthly for a period of five years or until age 65, whichever comes first. In addition to the monthly stipend, the County will pay an amount equivalent to the School Board's annual contribution toward medical insurance. Employees may accept it as a cash payment, or apply it toward the cost of the continuation of County medical/dental benefits.

VRS

The Virginia Retirement System (VRS) provides pension benefits for retirees from state and local government