



2023-24 Salary Scale Adjustments

Webinar and Q&A
June 6, 2023





Introductions

- **Dominic B. Turner, Chief Financial Officer
Financial Services Department**
 - Robert Easley, Director of Budget and Financial Systems and Reporting for the Budget Office
- **Rene Paschal, Acting Executive Director of the
Department of Human Resources**
 - Beth Cooke, Compensation Specialist for the Office of Benefits and Compensation

2020-2025 Strategic Plan: Equity for All

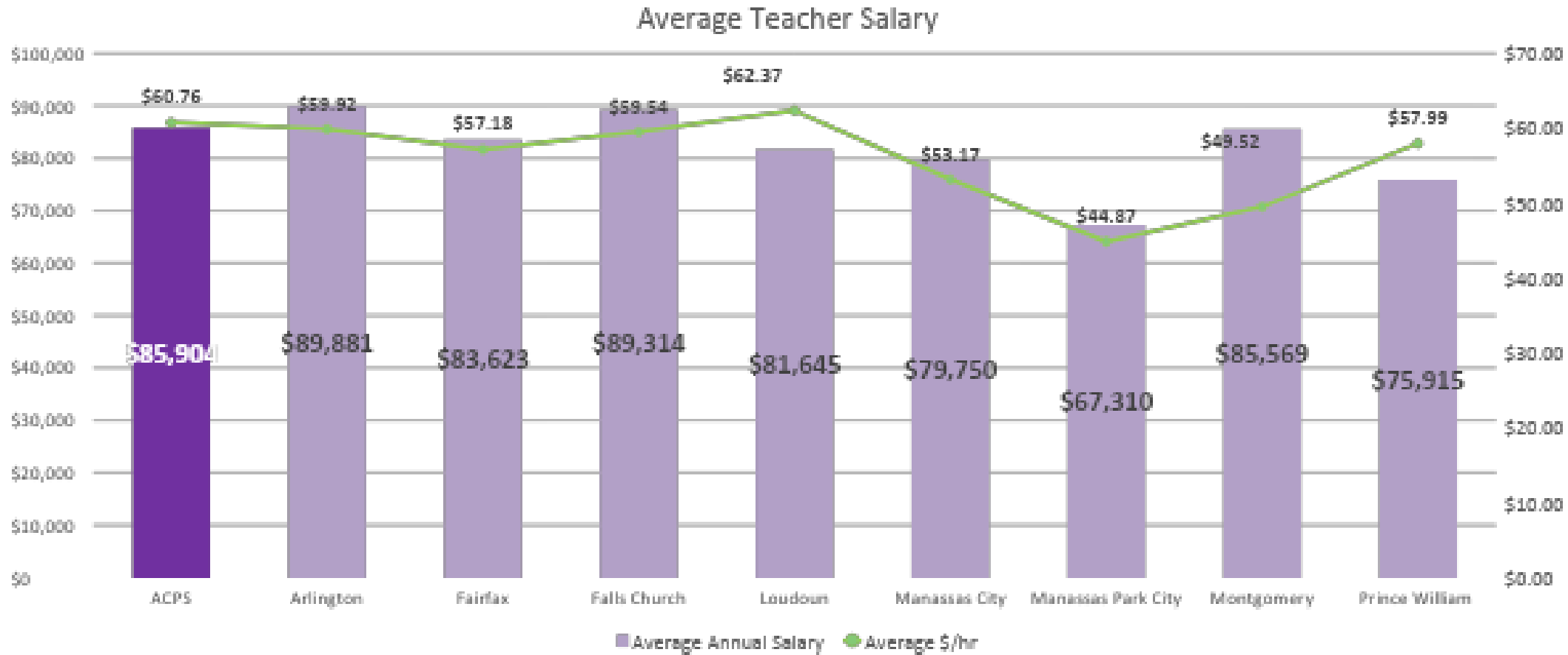
Maintaining a Quality Workforce





WELCOMING

Average Teacher Salary Comparison

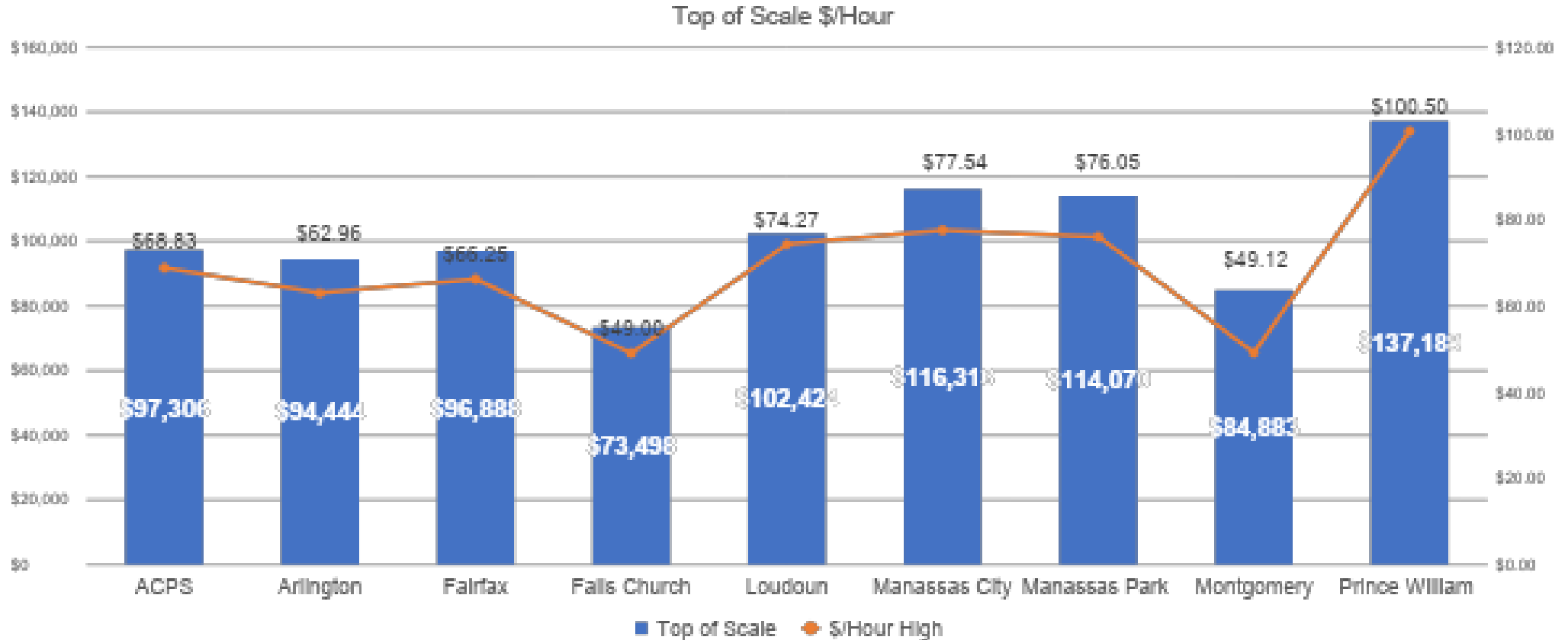


*Contract length and hrs/day impacts hourly rate



WELCOMING

Teacher Salary: Bachelor's Degree (estimated)





WELCOMING

Teacher Salary: Bachelor's Degree

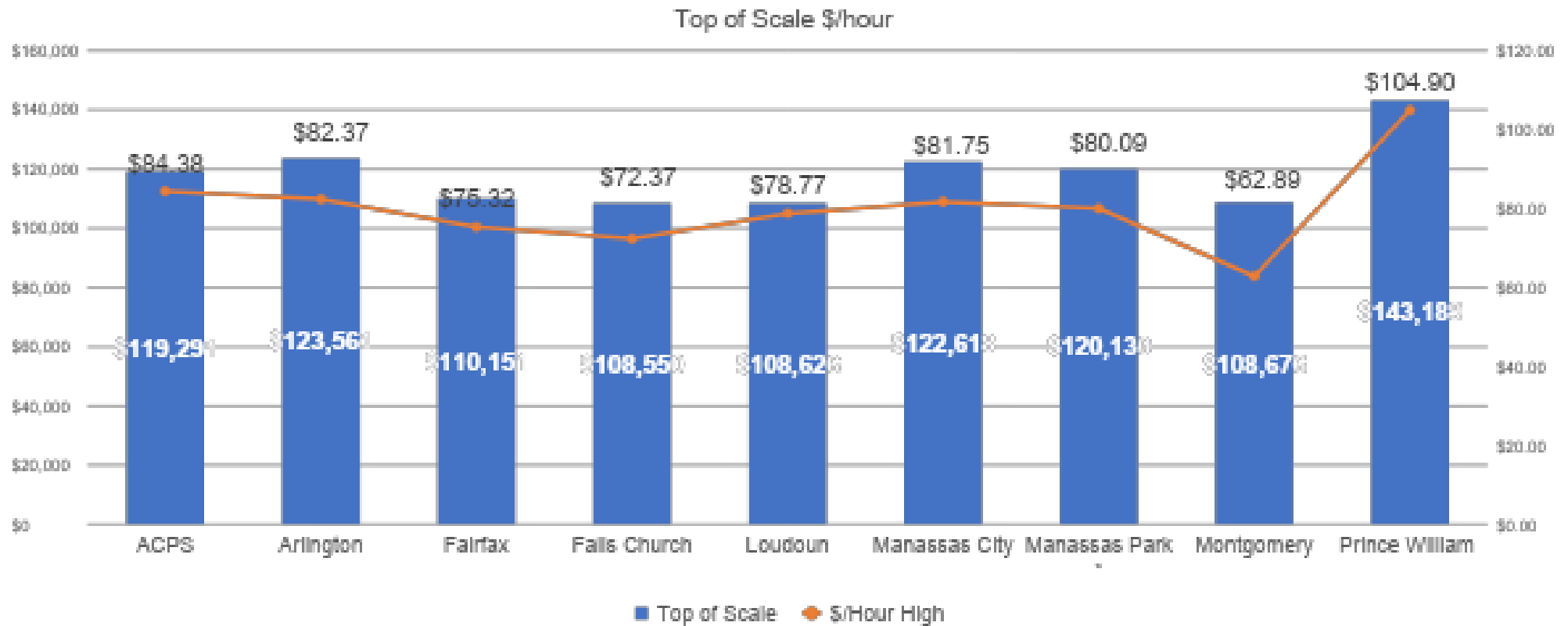
	Days/Year	Hours/Day	\$/hour Low	\$/hour High
ACPS	195	7.25	\$ 39.08	\$ 68.83
Arlington	200	7.50	\$ 36.59	\$ 62.96
Fairfax	195	7.50	\$ 37.55	\$ 66.25
Falls Church	200	7.50	\$ 36.32	\$ 49.00
Loudoun	197	7.00	\$ 41.91	\$ 74.27
Manassas City	200	7.50	\$ 35.63	\$ 77.54
Manassas Park	200	7.50	\$ 35.10	\$ 76.05
Montgomery	216	8.00	\$ 37.11	\$ 49.12
Prince William	195	7.00	\$ 39.64	\$ 100.50

- Annual salary broken down to hourly rate.
- Some divisions do not pay more, they require you to work more.



WELCOMING

Teacher Salary: Master's Degree (estimated)





WELCOMING

Teacher Salary: Master's Degree Cont.

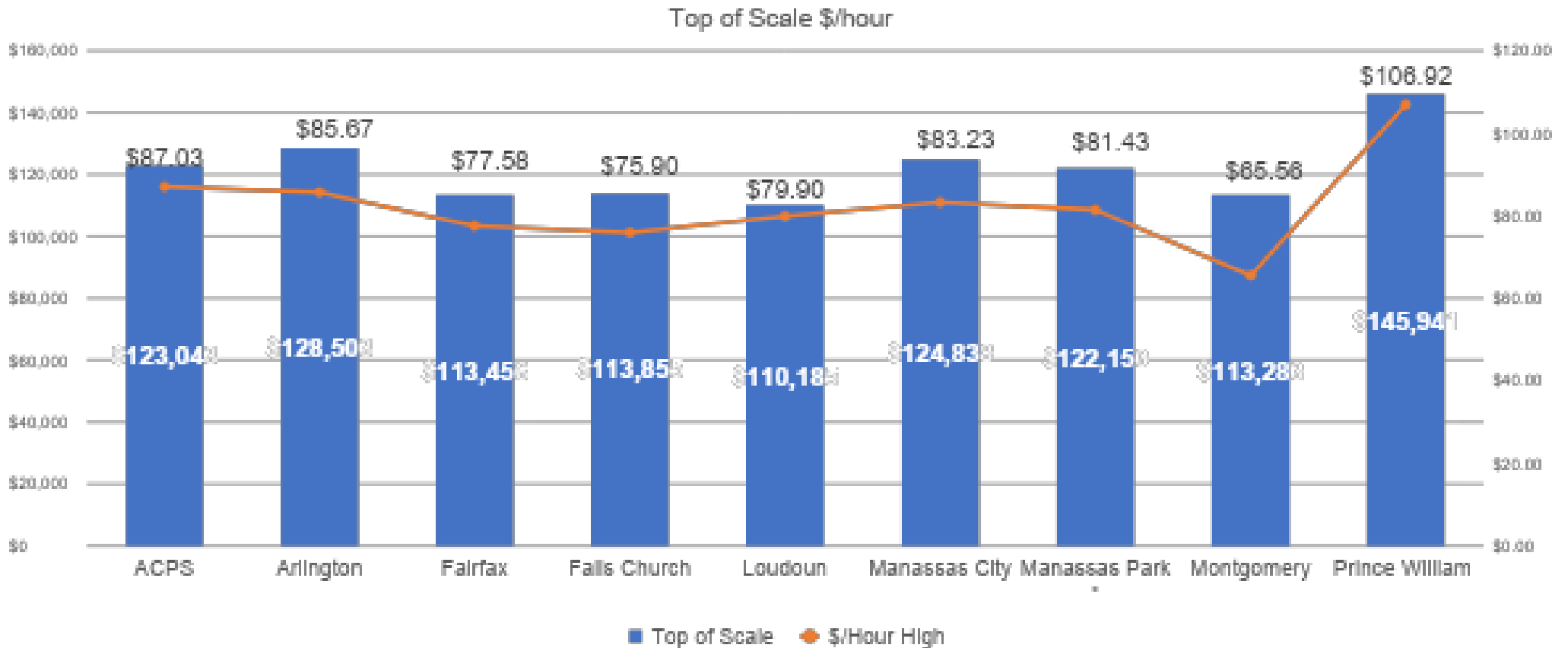
	Days/Year	Hours/Day	\$/hour Low	\$/hour High
ACPS	195	7.25	\$ 44.40	\$ 84.38
Arlington	200	7.50	\$ 41.89	\$ 82.37
Fairfax	195	7.50	\$ 41.30	\$ 75.32
Falls Church	200	7.50	\$ 40.29	\$ 72.37
Loudoun	197	7.00	\$ 46.25	\$ 78.77
Manassas City	200	7.50	\$ 39.83	\$ 81.75
Manassas Park	200	7.50	\$ 39.14	\$ 80.09
Montgomery	216	8.00	\$ 33.61	\$ 62.89
Prince William	195	7.00	\$ 44.51	\$ 104.90

- Annual salary broken down to hourly rate.
- Some divisions do not pay more, they require you to work more.



WELCOMING

Teacher Salary: Master's Degree +30 (estimated)





WELCOMING

Teacher Salary: Master's Degree +30

	Days/Year	Hours/Day	\$/hour Low	\$/hour High
ACPS	195	7.25	\$ 46.07	\$ 87.03
Arlington	200	7.50	\$ 43.56	\$ 85.67
Fairfax	195	7.50	\$ 42.54	\$ 77.58
Falls Church	200	7.50	\$ 41.95	\$ 75.90
Loudoun	197	7.00	\$ 47.34	\$ 79.90
Manassas City	200	7.50	\$ 41.31	\$ 83.23
Manassas Park	200	7.50	\$ 40.49	\$ 81.43
Montgomery	216	8.00	\$ 34.58	\$ 65.56
Prince William	195	7.00	\$ 46.23	\$ 106.92

- Annual salary broken down to hourly rate.
- Some divisions do not pay more, they require you to work more.

2020-2025 Strategic Plan: Equity for All

FY 2024 Salary Increase Comparisons





FY 2024 Pay Raises by Division

Division - FY 24 Salary Increases	Alexandria	Arlington	Fairfax	Falls Church*	Loudoun*	Manassas City	Manassas Park*	Prince William
FY 24 Teacher Scale Increase	6%	5.20%	5.22%	4.60%	5.80%	5%	4.4%	5%
FY 24 Support Scale Increase	6%	6.18%	5.22%	9.80%	6.20%	5%	9%	5%
FY 24 Administrative Scale Increase	6%	5.13%	5.22%	6.60%	5.70%	5%	7%	5%
Step Increase? Yes or no	yes	yes	yes 2.22%		yes	yes 2.5%		yes
MRA/COLA? What percent?	3% MRA	3% MRA	3.00%		3.40%	2.5% COLA		2.00%

- *Loudoun, Falls Church, and Manassas Park are implementing new salary scales.
- ACPS, in addition to the 6% pay increase, has also added a new top step that is 3% higher, removed the bottom step and all hold steps on all scales. This increases entry level, mid-level and maximum pay for all, as well as eliminates wage stagnation for staff as they approach the top of scale.



EQUITY-FOCUSED

Estimated FY 2024 Salaries: Bachelor's Degree

Bachelor		
	Estimated New Range	
School Division	First Step	Top of Scale
ACPS	\$ 55,256	\$ 97,306
Arlington	\$ 54,878	\$ 94,444
Fairfax	\$ 54,912	\$ 96,888
Falls Church	\$ 54,483	\$ 73,498
Loudoun	\$ 57,789	\$ 102,424
Manassas City	\$ 53,438	\$ 116,313
Manassas Park	\$ 52,656	\$ 114,070
Montgomery	\$ 52,809	\$ 69,900
Prince William	\$ 54,106	\$ 137,189



EQUITY-FOCUSED

Estimated FY 2024 Salaries: Master's Degree

Masters		
	Estimated New Range	
School Division	First Step	Top of Scale
ACPS	\$ 62,770	\$ 119,291
Arlington	\$ 62,830	\$ 123,561
Fairfax	\$ 60,404	\$ 110,151
Falls Church	\$ 60,437	\$ 108,550
Loudoun	\$ 63,785	\$ 108,626
Manassas City	\$ 59,741	\$ 122,618
Manassas Park	\$ 58,716	\$ 120,130
Montgomery	\$ 58,073	\$ 108,676
Prince William	\$ 60,761	\$ 143,189



EQUITY-FOCUSED

Estimated FY 2024 Salaries: Master's Degree +30

Masters +30	Estimated New Range	
School Division	First Step	Top of Scale
ACPS	\$ 65,134	\$ 123,043
Arlington	\$ 65,343	\$ 128,503
Fairfax	\$ 62,216	\$ 113,456
Falls Church	\$ 62,931	\$ 113,855
Loudoun	\$ 65,284	\$ 110,185
Manassas City	\$ 61,961	\$ 124,838
Manassas Park	\$ 60,736	\$ 122,150
Montgomery	\$ 59,748	\$ 113,283
Prince William	\$ 63,109	\$ 145,941

SY 2022-2023 (Current) Scale



EQUITY-FOCUSED

STEP	Daily Rate	Contract Days				
		195 Days	206 Days	216 Days	219 Days	240 Days
1	\$303.43	\$59,168.85	\$62,506.58	\$65,540.88	\$66,451.17	\$72,823.20
2	\$312.52	\$60,941.40	\$64,379.12	\$67,504.32	\$68,441.88	\$75,004.80
3	\$327.39	\$63,841.05	\$67,442.34	\$70,716.24	\$71,698.41	\$78,573.60
4	\$337.18	\$65,750.10	\$69,459.08	\$72,830.88	\$73,842.42	\$80,923.20
5	\$347.31	\$67,725.45	\$71,545.86	\$75,018.96	\$76,060.89	\$83,354.40
6	\$359.47	\$70,096.65	\$74,050.82	\$77,645.52	\$78,723.93	\$86,272.80
7	\$373.85	\$72,900.75	\$77,013.10	\$80,751.60	\$81,873.15	\$89,724.00
8	\$388.79	\$75,814.05	\$80,090.74	\$83,978.64	\$85,145.01	\$93,309.60
9	\$404.34	\$78,846.30	\$83,294.04	\$87,337.44	\$88,550.46	\$97,041.60
10	\$418.50	\$81,607.50	\$86,211.00	\$90,396.00	\$91,651.50	\$100,440.00
11	\$433.14	\$84,462.30	\$89,226.84	\$93,558.24	\$94,857.66	\$103,953.60
12	\$448.30	\$87,418.50	\$92,349.80	\$96,832.80	\$98,177.70	\$107,592.00
13	\$461.75	\$90,041.25	\$95,120.50	\$99,738.00	\$101,123.25	\$110,820.00
14	\$475.61	\$92,743.95	\$97,975.66	\$102,731.76	\$104,158.59	\$114,146.40
15	\$489.88	\$95,526.60	\$100,915.28	\$105,814.08	\$107,283.72	\$117,571.20
16	\$504.59	\$98,395.05	\$103,945.54	\$108,991.44	\$110,505.21	\$121,101.60
17	\$517.19	\$100,852.05	\$106,541.14	\$111,713.04	\$113,264.61	\$124,125.60
18	\$530.12	\$103,373.40	\$109,204.72	\$114,505.92	\$116,096.28	\$127,228.80
19	\$543.36	\$105,955.20	\$111,932.16	\$117,365.76	\$118,995.84	\$130,406.40
20	\$543.36	\$105,955.20	\$111,932.16	\$117,365.76	\$118,995.84	\$130,406.40
21	\$554.23	\$108,074.85	\$114,171.38	\$119,713.68	\$121,376.37	\$133,015.20
22	\$554.23	\$108,074.85	\$114,171.38	\$119,713.68	\$121,376.37	\$133,015.20
23	\$565.33	\$110,239.35	\$116,457.98	\$122,111.28	\$123,807.27	\$135,679.20
24	\$576.63	\$112,442.85	\$118,785.78	\$124,552.08	\$126,281.97	\$138,391.20

- Highlighted rows are hold steps
- Hold steps meant your step number would increase but your pay would remain the same
- This led to wage stagnation late in careers

2023-24 Teacher Salary Scales Conversion



EQUITY-FOCUSED

STEP	Daily Rate	Contract Days				
		195 Days	206 Days	216 Days	219 Days	240 Days
1	\$312.53	\$60,943.92	\$64,381.78	\$67,507.11	\$68,444.71	\$75,007.90
2	\$321.90	\$62,769.64	\$66,310.49	\$69,529.45	\$70,495.14	\$77,254.94
3	\$337.21	\$65,756.28	\$69,465.61	\$72,837.73	\$73,849.36	\$80,930.81
4	\$347.30	\$67,722.60	\$71,542.85	\$75,015.81	\$76,057.69	\$83,350.90
5	\$357.73	\$69,757.21	\$73,692.24	\$77,269.53	\$78,342.72	\$85,855.03
6	\$370.25	\$72,199.55	\$76,272.34	\$79,974.89	\$81,085.65	\$88,860.98
7	\$385.07	\$75,087.77	\$79,323.49	\$83,174.15	\$84,329.34	\$92,415.72
8	\$400.45	\$78,088.47	\$82,493.46	\$86,498.00	\$87,699.36	\$96,108.89
9	\$416.47	\$81,211.69	\$85,792.86	\$89,957.56	\$91,206.97	\$99,952.85
10	\$431.06	\$84,055.73	\$88,797.33	\$93,107.88	\$94,401.05	\$103,453.20
11	\$446.13	\$86,996.17	\$91,903.65	\$96,364.99	\$97,703.39	\$107,072.21
12	\$461.75	\$90,041.06	\$95,120.29	\$99,737.78	\$101,123.03	\$110,819.76
13	\$475.60	\$92,742.49	\$97,974.12	\$102,730.14	\$104,156.95	\$114,144.60
14	\$489.88	\$95,526.27	\$100,914.93	\$105,813.71	\$107,283.35	\$117,570.79
15	\$504.58	\$98,392.40	\$103,942.74	\$108,988.50	\$110,502.23	\$121,098.34
16	\$519.73	\$101,346.90	\$107,063.91	\$112,261.18	\$113,820.37	\$124,734.65
17	\$532.71	\$103,877.61	\$109,737.37	\$115,064.43	\$116,662.55	\$127,849.37
18	\$546.02	\$106,474.60	\$112,480.86	\$117,941.10	\$119,579.17	\$131,045.66
19	\$559.66	\$109,133.86	\$115,290.12	\$120,886.73	\$122,565.72	\$134,318.59
20	\$559.66	\$109,133.86	\$115,290.12	\$120,886.73	\$122,565.72	\$134,318.59
21	\$570.86	\$111,317.10	\$117,596.52	\$123,305.09	\$125,017.66	\$137,005.66
22	\$570.86	\$111,317.10	\$117,596.52	\$123,305.09	\$125,017.66	\$137,005.66
23	\$582.29	\$113,546.53	\$119,951.72	\$125,774.62	\$127,521.49	\$139,749.58
24	\$593.93	\$115,816.14	\$122,349.35	\$128,288.64	\$130,070.43	\$142,542.94
25	\$611.75	\$119,290.62	\$126,019.83	\$132,137.30	\$133,972.54	\$146,819.22



- First step and hold steps eliminated (increases entry salary and eliminates wage stagnation)
- New top step 3% (instead of 2%) higher than preceding step
- All salary scales will be posted on the Benefits and Compensation website under Human Resources.

SY 2023-2024 Restructured Scale



EQUITY-FOCUSED

STEP	Daily Rate	Contract Days				
		195 Days	206 Days	216 Days	219 Days	240 Days
0	\$312.53	\$60,943.92	\$64,381.78	\$67,507.11	\$68,444.71	\$75,007.90
1	\$321.90	\$62,769.64	\$66,310.49	\$69,529.45	\$70,495.14	\$77,254.94
2	\$337.21	\$65,756.28	\$69,465.61	\$72,837.73	\$73,849.36	\$80,930.81
3	\$347.30	\$67,722.60	\$71,542.85	\$75,015.81	\$76,057.69	\$83,350.90
4	\$357.73	\$69,757.21	\$73,692.24	\$77,269.53	\$78,342.72	\$85,855.03
5	\$370.25	\$72,199.55	\$76,272.34	\$79,974.89	\$81,085.65	\$88,860.98
6	\$385.07	\$75,087.77	\$79,323.49	\$83,174.15	\$84,329.34	\$92,415.72
7	\$400.45	\$78,088.47	\$82,493.46	\$86,498.00	\$87,699.36	\$96,108.89
8	\$416.47	\$81,211.69	\$85,792.86	\$89,957.56	\$91,206.97	\$99,952.85
9	\$431.06	\$84,055.73	\$88,797.33	\$93,107.88	\$94,401.05	\$103,453.20
10	\$446.13	\$86,996.17	\$91,903.65	\$96,364.99	\$97,703.39	\$107,072.21
11	\$461.75	\$90,041.06	\$95,120.29	\$99,737.78	\$101,123.03	\$110,819.76
12	\$475.60	\$92,742.49	\$97,974.12	\$102,730.14	\$104,156.95	\$114,144.60
13	\$489.88	\$95,526.27	\$100,914.93	\$105,813.71	\$107,283.35	\$117,570.79
14	\$504.58	\$98,392.40	\$103,942.74	\$108,988.50	\$110,502.23	\$121,098.34
15	\$519.73	\$101,346.90	\$107,063.91	\$112,261.18	\$113,820.37	\$124,734.65
16	\$532.71	\$103,877.61	\$109,737.37	\$115,064.43	\$116,662.55	\$127,849.37
17	\$546.02	\$106,474.60	\$112,480.86	\$117,941.10	\$119,579.17	\$131,045.66
18	\$559.66	\$109,133.86	\$115,290.12	\$120,886.73	\$122,565.72	\$134,318.59
19	\$570.86	\$111,317.10	\$117,596.52	\$123,305.09	\$125,017.66	\$137,005.66
20	\$582.29	\$113,546.53	\$119,951.72	\$125,774.62	\$127,521.49	\$139,749.58
21	\$593.93	\$115,816.14	\$122,349.35	\$128,288.64	\$130,070.43	\$142,542.94
22	\$611.75	\$119,290.62	\$126,019.83	\$132,137.30	\$133,972.54	\$146,819.22

- The old scale had 24 steps
- New scale has only 22 steps
- While your step number either stayed the same or decreased, your pay has increased by an average of 6%
- You are now 2 steps closer to the top (when considering the new top step)



Example: Step 9 transition

STEP	Daily Rate	Contract					School Year	Annual % Increase
		195 Days	206 Days	216 Days	219 Days	240 Days		
9	\$404.34	\$78,846.30	\$83,294.04	\$87,337.44	\$88,550.46	\$97,041.60	SY 2022-2023	
10	\$418.50	\$81,607.50	\$86,211.00	\$90,396.00	\$91,651.50	\$100,440.00	SY 2023-2024	3.5%

- 14 more steps to reach top of scale at step 24
- Maximum step \$112,442.85

Restructured Scale								
9	\$404.34	\$78,846.30	\$83,294.04	\$87,337.44	\$88,550.46	\$97,041.60	SY 2022-2023	
9	\$431.06	\$84,055.73	\$88,797.33	\$93,107.88	\$94,401.05	\$103,453.20	SY 2023-2024	6.6%

- 13 more steps to reach top of scale at step 22
- Maximum step \$119,290.62
- Will reach and surpass the old maximum of \$112,442.85 in 11 years instead of the 14 years it would have taken

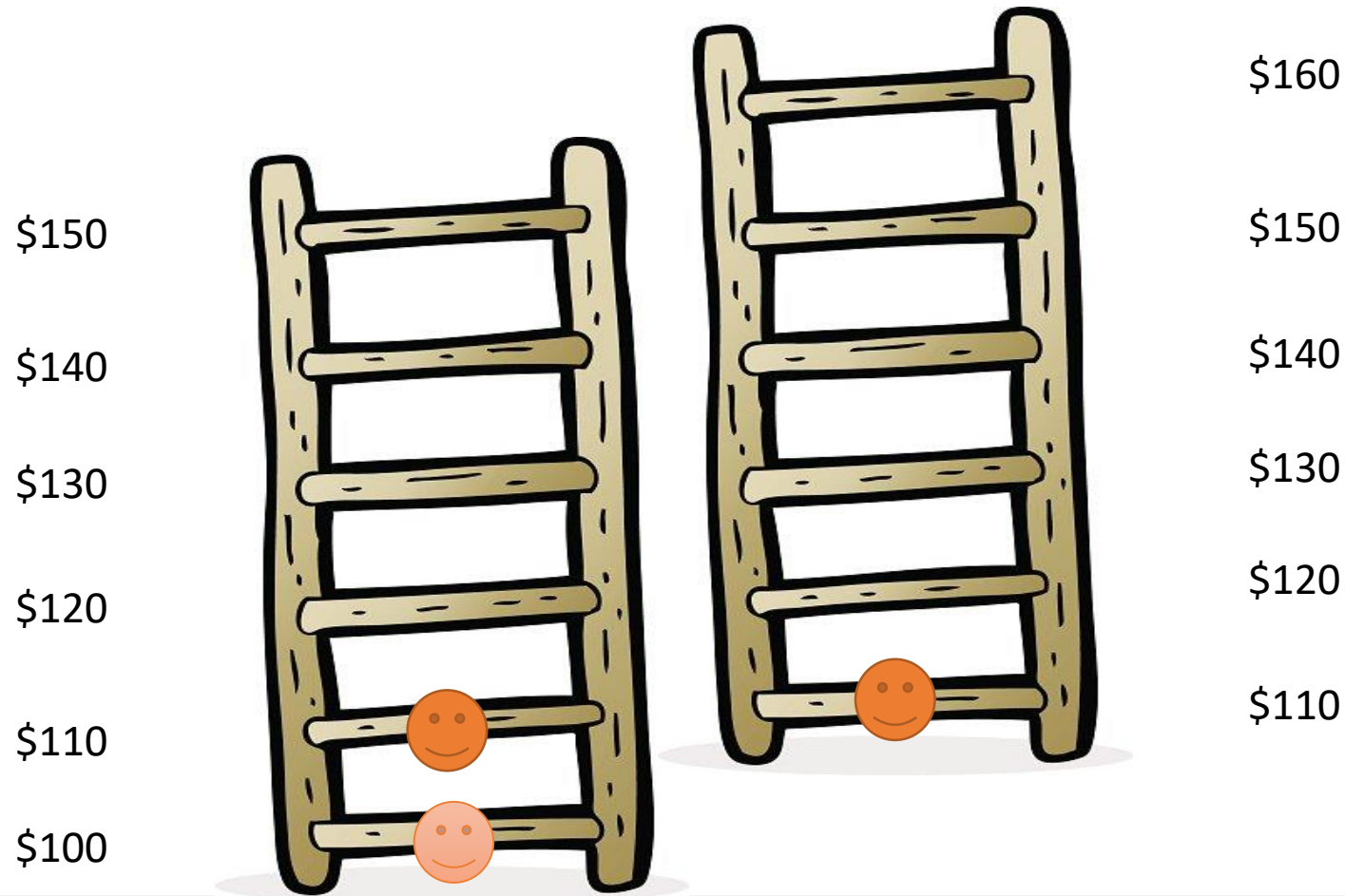


Let's Review: Step versus MRA/COLA





A Step Increase Moves You Higher, an MRA/COLA Moves You Higher. So Which is More Beneficial?



Only an MRA/COLA allows you to reach new heights. Meaning, it allows for your maximum salary to increase, while a step increase puts you one level closer to a lower annual salary.



Ask@ACPS.k12.va.us

- 2023-24 contracts are being sent in batches beginning the week of June 5, 2023
- All employees will receive their contracts by June 23, 2023
- General Questions after this webinar can be sent to Ask@acps.k12.va.us or by visiting: www.acps.k12.va.us/ask-acps2
No confidential information should be sent to Ask ACPS.
- Specific questions: send to hrcompensation@acps.k12.va.us



Questions?

Dr. Melanie Kay-Wyatt, Superintendent of Schools

Dominic B. Turner, Chief Financial Officer

Rene Paschal, Executive Director of Human Resources



Superintendent

Dr. Melanie Kay-Wyatt,
Superintendent of Schools

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