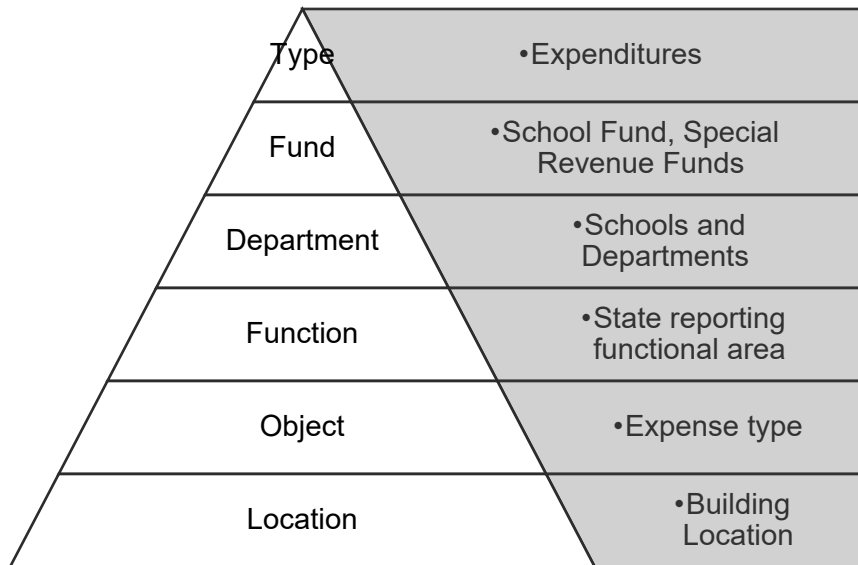


Contents

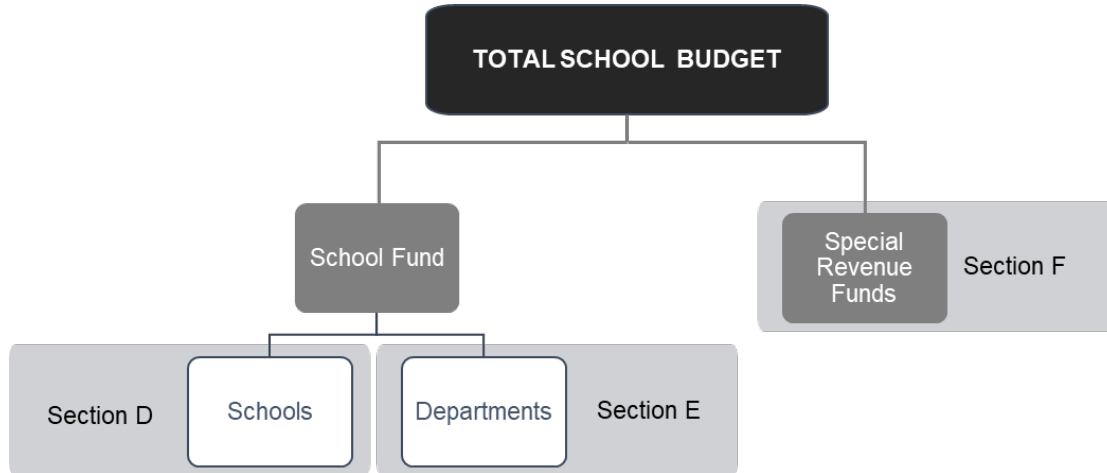
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Expenditure Budget Code Structure

As shown in the chart, expenditure budget codes are structured in the order below:



Fund Overview



The total ACPS budget consists of the School Fund and Special Revenue Funds.

Expenditures in the **School Fund** are funded by revenues as detailed in Section B. They primarily comprise the transfer from Albemarle County's General Fund (funded by general property taxes and other local taxes) and state aid. Within the School Fund, the budget is broken out between school-based and department-based expenditures. School-based expenditures are tied directly to individual schools, while department-based expenditures benefit schools across the Division and serve the school system as a whole.

Full-Time Equivalent (FTEs) which are positions assigned to specific schools are reported in the Schools section. FTEs who are not assigned to a specific school are reported separately in the Departments section. These are staff who serve multiple schools (e.g., bus drivers and maintenance workers).

Additionally, **Special Revenue Funds** are reported separately. They fund programs whereby the revenue budgeted will be sufficient to cover all expenditures associated with the program. Examples of revenue types include transfers from the School Fund, fees, and grants.

Management of Expenditures

Schools, departments, and budgets are overseen by the Superintendent's Cabinet, as organized by the following areas:

Executive Services

The Office of the Superintendent and Division Support provides leadership and support to schools to ensure that all students have an equal opportunity to succeed. Division activities are directed such that all programs and activities support both quality and equity within the school system.

Instruction

The Department of Instruction supports the Division's staff and schools in the areas of curriculum instruction and assessment in order to prepare all students to succeed as members of a global community and provide each student with a challenging and rigorous course of study. This area also includes Special Education and Student Services and English for Speakers of Other Languages (ESOL).

Organizational Development & Human Resource Leadership

The Department of Organizational Development & Human Resource Leadership supports all of the personnel needs throughout the School Division to help employees with all phases of their Albemarle County careers. This includes, but is not limited to, the recruitment, hiring, compensation, benefits, development, and retention of our employees.

Community Engagement

The Office of Community Engagement works to operationalize ACPS's vision and mission that all children can indeed learn and learn at a high level by modeling and promoting the need for evidence-based programs. The department provides leadership to transform attitudes and practices that inhibit student and staff growth.

Communications

The Office of Strategic Communications, in alignment with the Division's Strategic Plan, aims to improve organizational effectiveness by cultivating a valuable, relevant, engaging, and easily accessible communication model.

Strategic Planning

The Office of Strategic Planning, Accountability & Research, and Program Evaluation supports the School Division in the areas of short- and long-range strategic planning; School Board policy development, review and revision; evaluation of Division programs; research; and all aspects of local, state and national testing and accountability.

Operations

The Operations Department encompasses the support services of the School Division including Fiscal Services, Building Services, and Transportation Services. This area provides for the planning and management to efficiently provide the financial resources, safe transportation, and high-quality learning environment for all students within a culture of continuous improvement.

Technology

The Department of Technology supports all areas of the School Division by providing technical and instructional technology expertise in support of student achievement and efficient operations in a secure networked environment.

Department and Location Overview

The tables below provide a summary organization of School Fund budgets according to their areas of oversight. School-based budgets are assigned various department codes. They include School Operations, School-managed FTEs, Instruction, Building Services (custodial services), and Technology (Learning Technology Integrators and Technical Service Specialists). School-based budgets are generally distinguishable by their location code.

| SCHOOL-BASED BUDGETS | | <i>Instruction</i> | <i>Operations</i> | <i>Technology</i> | | |
|------------------------------|----------------------|------------------------------------------|--------------------------------------------|------------------------------------|------------------------------------------|-----------------------------------|
| | <i>Location Code</i> | <i>School Operations Department Code</i> | <i>School-managed FTEs Department Code</i> | <i>Instruction Department Code</i> | <i>Building Services Department Code</i> | <i>Technology Department Code</i> |
| Agnor-Hurt Elementary | 6116 | 62116 | | | | |
| Baker-Butler Elementary | 6117 | 62117 | | | | |
| Broadus Wood Elementary | 6101 | 62201 | | | | |
| Brownsville Elementary | 6102 | 62202 | | | | |
| Crozet Elementary | 6103 | 62203 | | | | |
| Greer Elementary | 6104 | 62204 | | | | |
| Hollymead Elementary | 6105 | 62205 | | | | |
| Ivy Elementary | 6106 | 62206 | | | | |
| Mountain View Elementary | 6114 | 62214 | | | | |
| Murray Elementary | 6115 | 62215 | | | | |
| Red Hill Elementary | 6107 | 62207 | | | | |
| Scottsville Elementary | 6109 | 62209 | | | | |
| Stone-Robinson Elementary | 6110 | 62210 | | | | |
| Stony Point Elementary | 6111 | 62211 | | | | |
| Woodbrook Elementary | 6112 | 62212 | 62100 | 62111 | 62433 | 62115 |
| Burley Middle | 6251 | 62251 | | | | |
| Henley Middle | 6252 | 62252 | | | | |
| Journey Middle | 6253 | 62253 | | | | |
| Lakeside Middle | 6255 | 62255 | | | | |
| Walton Middle | 6254 | 62254 | | | | |
| Albemarle High | 6301 | 62301 | | | | |
| Monticello High | 6304 | 62304 | | | | |
| Western Albemarle High | 6302 | 62302 | | | | |
| Center I | 6308 | 62308 | | | | |
| Community Lab School | 6280 | 62280 | | | | |
| Center for Learning & Growth | 6410 | | | | | |
| Post High | 6309 | | | | | |
| Newcomer Learning Community | 6411 | | | | | |
| Other Multi-School Sevices | 6499 | | | | | |

Department-based budgets are generally distinguishable by their department codes as listed in the below table. Expenditures are managed by department and cabinet oversight area.

| DEPT-BASED BUDGETS | Executive Services | Instruction | Org. Dev. & HR | Comm. Engage. | Communi cations | Strategic Planning | Operations | Tech- nology |
|--------------------------------------------------------------------|---------------------------|--------------------|---------------------------|----------------------|------------------------|---------------------------|-------------------|---------------------|
| Executive Services | | | | | | | | |
| Office of the School Board | 62414 | | | | | | | |
| Division Support | 62410 | | | | | | | |
| Department of Student Learning | | | | | | | | |
| Instruction | | 62111 | | | | | | |
| Vocational Education | | 62116 | | | | | | |
| Federal Programs | | 62113 | | | | | | |
| English for Speakers of Other Languages | | | | | | | | |
| International and EL Office | | 62119 | | | | | | |
| Special Education Department | | | | | | | | |
| Special Education | | 62112 | | | | | | |
| Student Services Department | | | | | | | | |
| Student Services | | 62413 | | | | | | |
| Organizational Development & Human Resources Leadership | | | | | | | | |
| Human Resources | | | 62420 | | | | | |
| Professional Development | | | 62117 | | | | | |
| Department of Community Engagement | | | | | | | | |
| Community Engagement | | | | 62411 | | | | |
| Department of Communications | | | | | | | | |
| Communications | | | | | 62415 | | | |
| Department of Strategic Planning | | | | | | | | |
| Strategic Planning | | | | | | 62118 | | |
| Fiscal Services Department | | | | | | | | |
| Fiscal Services | | | | | | | 62431 | |
| Non-Departmental | | | | | | | 69998 | |
| Lapse Factor | | | | | | | 62557 | |
| Transportation Services Department | | | | | | | | |
| Transportation Services | | | | | | | 62432 | |
| Building Services Department | | | | | | | | |
| Building Services | | | | | | | 62433 | |
| Department of Technology | | | | | | | | |
| Technology | | | | | | | | 62115 |

Function Overview (State Categories)

State reporting requires each division to maintain a financial structure in compliance with state coding structures. These coding structures define primary functions and services that school divisions provide.

Instruction

Instruction includes the activities that provide interaction between principals, teachers, teaching assistants, or classroom assistants and students/families. Instruction may be provided for students in a school classroom, in another location such as a home or hospital, or in other learning situations such as those involving co-curricular activities. Instruction may also be provided through another approved medium including television, internet, radio, telephone, or correspondence. The teaching assistants of any type (clerks, graders, etc.) that assist in the instructional process are included in this category. This functional category includes teaching, school counseling, library/media, school social work, assessment, staff development, and school level administration (principal and school office staff).

Administration, Attendance & Health

This area includes activities relating to the establishment and implementation of policy for administration, attendance, and health. This area includes a number of services typically delivered at schools to students including school nursing, psychology, speech services, hearing services, and other mental/medical services. It also includes typical administrative services such as School Board, fiscal, human resources, media, planning, and community contact services.

Technology

This function captures all technology-related expenditures. Any services involving the use of technology for instructional, public information, administration, or any other use are part of this function.

Building Services

This includes activities concerned with keeping the physical plant open, comfortable, and safe for use, and keeping the grounds, buildings, and equipment in effective working condition. This includes custodial, maintenance, and management services in support of the grounds and physical plant of our division.

Facilities

This includes activities relating to the acquisition of land and buildings, remodeling buildings, constructing buildings and additions to buildings, installing or extending service systems and other built-in equipment, and improving sites.

Transportation

This includes activities relating to the transportation of students to and from school, as required by state and federal law. This includes trips between home and school, and trips to and from school activities. This includes bus operations, maintenance, and management services in support of transporting students.

Transfers

A number of outlays of governmental funds are not properly classified as expenditures, but still require budgetary or accounting control. These include transfers from one fund to another or to another related entity.

School Fund, by state reporting category

| Expenditures | 20-21 Actuals | 21-22 Actuals | 22-23 Actuals | 23-24 Adopted | 24-25 Request | Increase | % Increase |
|---------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------------|--------------|
| Instruction | \$139,883,417 | \$153,642,338 | \$166,002,730 | \$185,011,101 | \$193,546,507 | \$8,535,406 | 4.6% |
| Staffing | \$131,903,587 | \$143,915,741 | \$154,782,748 | \$172,665,032 | \$181,389,199 | \$8,724,167 | 5.1% |
| Operating | \$7,979,831 | \$9,726,597 | \$11,219,983 | \$12,346,069 | \$12,157,308 | (\$188,761) | -1.5% |
| Admin/Attend&Health | \$9,932,946 | \$12,792,457 | \$14,435,756 | \$14,389,964 | \$17,163,290 | \$2,773,326 | 19.3% |
| Staffing | \$9,302,998 | \$11,617,641 | \$13,092,275 | \$12,840,257 | \$15,800,175 | \$2,959,918 | 23.1% |
| Operating | \$629,948 | \$1,174,816 | \$1,343,482 | \$1,549,707 | \$1,363,115 | (\$186,592) | -12.0% |
| Technology | \$6,082,844 | \$6,484,893 | \$7,817,107 | \$8,162,231 | \$8,949,935 | \$787,704 | 9.7% |
| Staffing | \$4,979,712 | \$5,351,595 | \$6,470,482 | \$6,739,341 | \$7,248,410 | \$509,069 | 7.6% |
| Operating | \$1,103,133 | \$1,133,298 | \$1,346,625 | \$1,422,890 | \$1,701,525 | \$278,635 | 19.6% |
| Building Services | \$17,497,073 | \$21,553,545 | \$21,907,378 | \$23,521,040 | \$24,107,332 | \$586,292 | 2.5% |
| Staffing | \$9,751,596 | \$11,822,442 | \$13,127,352 | \$13,572,809 | \$14,344,408 | \$771,599 | 5.7% |
| Operating | \$7,745,476 | \$9,731,103 | \$8,780,026 | \$9,948,231 | \$9,762,924 | (\$185,307) | -1.9% |
| Facilities | \$436,620 | \$201,821 | \$3,200,059 | \$2,251,472 | \$2,314,947 | \$63,475 | 2.8% |
| Staffing | \$34,848 | | \$305,347 | \$522,372 | \$492,498 | (\$29,874) | -5.7% |
| Operating | \$401,772 | \$201,821 | \$2,894,713 | \$1,729,100 | \$1,822,449 | \$93,349 | 5.4% |
| Transportation | \$10,847,070 | \$12,898,674 | \$13,739,248 | \$16,805,305 | \$17,811,538 | \$1,006,233 | 6.0% |
| Staffing | \$9,132,062 | \$10,268,777 | \$10,722,514 | \$13,361,212 | \$14,470,623 | \$1,109,411 | 8.3% |
| Operating | \$1,715,008 | \$2,629,897 | \$3,016,734 | \$3,444,093 | \$3,340,915 | (\$103,178) | -3.0% |
| Transfers | \$7,667,475 | \$13,666,259 | \$20,756,664 | \$9,781,111 | \$9,006,536 | (\$774,575) | -7.9% |
| Transfers | \$7,667,475 | \$13,666,259 | \$20,756,664 | \$9,781,111 | \$9,006,536 | (\$774,575) | -7.9% |
| Expenditures Grand Total | \$192,347,445 | \$221,239,986 | \$247,858,943 | \$259,922,224 | \$272,900,085 | \$12,977,861 | 5.0% |



School-based and Department-based Summary, by state reporting category

School-based

| State Category | 20-21 Actuals | 21-22 Actuals | 22-23 Actuals | 23-24 Adopted | 23-24 FTE | 24-25 Request | 24-25 FTE | Increase | % Increase |
|---------------------|----------------------|----------------------|----------------------|----------------------|-----------------|----------------------|-----------------|---------------------|-------------|
| Instruction | \$131,824,911 | \$144,002,807 | \$152,150,014 | \$172,934,815 | 1,878.39 | \$179,974,690 | 1,911.44 | \$7,039,875 | 4.1% |
| Admin/Attend&Health | \$2,467,059 | \$5,028,728 | | \$3,737,102 | 54.20 | \$6,134,026 | 67.20 | \$2,396,924 | 64.1% |
| Technology | \$2,039,534 | \$2,005,846 | \$2,183,198 | \$2,688,690 | 29.03 | \$3,096,777 | 30.00 | \$408,087 | 15.2% |
| Building Services | \$5,277,497 | \$6,391,857 | \$7,792,975 | \$8,076,417 | 138.63 | \$8,689,641 | 138.64 | \$613,224 | 7.6% |
| Transportation | | | \$4,605 | | | \$250 | | \$250 | |
| Total | \$141,609,000 | \$157,429,239 | \$162,130,792 | \$187,437,024 | 2,100.25 | \$197,895,384 | 2,147.28 | \$10,458,360 | 5.6% |

School-based expenditures categories in the *Instruction* category is further broken out as follows:

| Instruction | 24-25 Request | 24-25 FTE |
|--------------------------|----------------------|-----------------|
| Regular Education | \$118,426,935 | 1171.21 |
| Special Education | \$27,740,322 | 402.64 |
| School Counseling | \$6,063,985 | 60.73 |
| Vocational Education | \$2,887,331 | 28.15 |
| Library/Media | \$2,871,037 | 31.83 |
| ESOL | \$5,584,134 | 55.78 |
| Athletics | \$2,408,493 | 10 |
| Talent Development | \$2,074,614 | 20.9 |
| Instructional Coaching | \$2,148,927 | 22 |
| Preschool | \$2,863,000 | 41 |
| Intervention | \$6,482,030 | 62.86 |
| Alternative Education | \$423,882 | 4.34 |
| Total | \$179,974,690 | 1,911.44 |

Department-based

| State Category | 20-21 Actuals | 21-22 Actuals | 22-23 Actuals | 23-24 Adopted | 23-24 FTE | 24-25 Request | 24-25 FTE | Increase | % Increase |
|------------------------|---------------------|---------------------|---------------------|---------------------|---------------|---------------------|---------------|--------------------|-------------|
| Instruction | \$8,058,506 | \$9,612,976 | \$13,852,716 | \$12,260,546 | 55.90 | \$13,571,817 | 53.40 | \$1,311,271 | 10.7% |
| Admin, Attend & Health | \$7,465,887 | \$7,681,109 | \$8,775,155 | \$10,652,862 | 66.00 | \$11,029,264 | 67.50 | \$376,402 | 3.5% |
| Technology | \$4,043,311 | \$4,479,046 | \$5,633,909 | \$5,473,541 | 29.00 | \$5,853,158 | 28.00 | \$379,617 | 6.9% |
| Building Services | \$12,219,576 | \$15,161,687 | \$14,114,403 | \$15,444,623 | 57.38 | \$15,417,691 | 57.38 | (\$26,932) | -0.2% |
| Facilities | \$436,620 | \$201,821 | \$3,200,059 | \$2,251,472 | 5.00 | \$2,314,947 | 5.00 | \$63,475 | 2.8% |
| Transportation | \$10,847,070 | \$12,898,674 | \$13,734,643 | \$16,805,305 | 213.13 | \$17,811,288 | 213.13 | \$1,005,983 | 6.0% |
| Transfers | \$7,667,475 | \$13,666,259 | \$20,756,664 | \$9,781,111 | | \$9,006,536 | | (\$774,575) | -7.9% |
| Total | \$50,738,445 | \$63,701,573 | \$80,067,550 | \$72,669,460 | 426.41 | \$75,004,701 | 424.41 | \$2,335,241 | 3.2% |

Summary of Transfers

Recurring Transfers to Special Revenue Funds

| <i>From:</i> | <i>To:</i> | <i>Amount:</i> |
|---------------------------|----------------------------------------|--------------------|
| Instruction (62111) | Learning Recovery (63310) | \$39,621 |
| Instruction (62111) | Learning Resources (63909) | \$600,000 |
| Special Education (62112) | Learning Recovery (63310) | \$85,000 |
| Non-Departmental (69998) | Bright Stars (63227) | \$1,031,206 |
| Non-Departmental (69998) | Pre-School Special Education (63205) | \$24,000 |
| Transportation (62432) | Vehicle Replacement (63905) | \$200,000 |
| Federal Programs (62113) | Families in Crisis (63304) | \$11,000 |
| Federal Programs (62113) | English Literacy Civic Ed (63221) | \$16,500 |
| Technology (62115) | Computer Equipment Replacement (63907) | <u>\$3,496,400</u> |
| | | \$5,503,727 |

Recurring Transfers to Local Government

| <i>From:</i> | <i>Purpose:</i> | <i>Amount:</i> |
|---------------------------|-------------------------|--------------------|
| Special Education (62112) | Children's Services Act | \$3,000,000 |
| Student Services (62413) | School Resource Officer | \$119,097 |
| Non-Departmental (69998) | Licensing Costs | \$337,926 |
| Fiscal Services (62431) | P-Card Administration | <u>\$45,786</u> |
| | | \$3,502,809 |

Total Transfers

| <i>From:</i> | <i>Amount:</i> |
|--------------------------|--------------------|
| School Fund Expenditures | \$9,006,536 |

Object Overview

In addition to state categories, expenditures are reported by object category, or type of expense. Major object categories include:

Salaries

Cost of salaries for regular employees.

Other Wages

Cost of non-salary compensation, such as overtime wages, part-time and substitute wages, and stipends.

Benefits

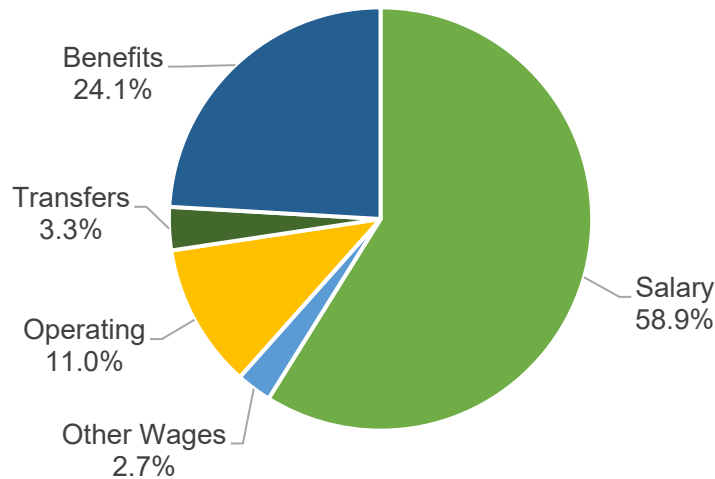
Cost of the School Board contributions for health care premiums, VRS contributions, FICA, and Group Life Insurance.

Operating

Includes a wide range of operating costs that are not compensation-related costs in support of School Division programs and services. Major expenditures in this category include educational supplies, fuel, utilities, contracted services, short-term leases, and staff development funds.

Transfers

Includes transfers from the School Fund to Special Revenue Funds and Local Government.



Budgeted Compensation Assumptions

Adopted Market

Compensation targets are guided by the data gathered from the school divisions in the School Board's Adopted Market (approved during 2022-23), as well as projections from other sources.

For teachers and classified employees, the adopted strategic target compensation level is 10% above the market average (60th percentile).

Strategic Competitive Market

Alexandria City
Arlington County
Fauquier County
Hanover County
Prince William County
Williamsburg-James City County
York County
Augusta County
Chesterfield County
Montgomery County
Spotsylvania County
Charlottesville City
Henrico County
Rockingham County
Virginia Beach City

Additional Relevant Nearby Organizations

Albemarle County Government
Charlottesville City Government
University of Virginia

Salaries

Through FY 2021/22, salary increases are based upon guidance from the Joint Boards. Beginning in FY 2022/23, salary increases are based upon guidance from the ACPS School Board.

| | Classified Employees | Teachers ¹ |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2015-16 | <ul style="list-style-type: none"> 2.3% market increase + merit (half year) | <ul style="list-style-type: none"> Average increase of 2.0% (half year) |
| 2016-17 | <ul style="list-style-type: none"> 2.0% market increase Address compression | <ul style="list-style-type: none"> Average increase of 2.0% |
| 2017-18 | <ul style="list-style-type: none"> 2.0% market increase | <ul style="list-style-type: none"> Average increase of 2.0% |
| 2018-19 | <ul style="list-style-type: none"> 2.0% market increase + merit | <ul style="list-style-type: none"> Average increase of 2.0% and 2.0% increase to change teacher pay adjustment methodology Total average increase is 4.0% |
| 2019-20 | <ul style="list-style-type: none"> 2.3% market increase + merit Increased compensation for bus driver reclassification | <ul style="list-style-type: none"> Increase of 3.0% |
| 2020-21 | <ul style="list-style-type: none"> No salary increase | <ul style="list-style-type: none"> No salary increase |
| 2021-22 | <ul style="list-style-type: none"> 4.0% market increase Minimum pay rate adjustment (Phase 1) | <ul style="list-style-type: none"> Increase of 5.2% |
| 2022-23 | <ul style="list-style-type: none"> 10.2% market increase <ul style="list-style-type: none"> 4.0% increase mid-year FY 2021/22 6.0% increase FY 2022/23 | |
| 2023-24 | <ul style="list-style-type: none"> 5% market increase | <ul style="list-style-type: none"> Average increase of 5.7% (5% increase and implementation of 1.3% differential between steps) |
| 2024-25 Request | <ul style="list-style-type: none"> 5% market increase <ul style="list-style-type: none"> 2.0% increase mid-year FY 2023/24 3.0% increase FY 2024/25 | |

The table below shows historical and budgeted *salary* expenditures in the School Fund by functional category, which is inclusive of the salary increases described above. Other changes are attributed to changes in the number of full-time equivalent (FTE) positions and position turnover.

| Expenditures | FY 20-21 Actuals | FY 21-22 Actuals | FY 22-23 Actuals | FY 23-24 Adopted | FY 24-25 Request | Increase | % Increase |
|---------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------------|-------------|
| Instruction | \$89,732,640 | \$98,268,507 | \$104,521,823 | \$118,094,986 | \$125,049,825 | \$6,954,839 | 5.9% |
| Admin/Attend&Health | \$5,566,267 | \$6,462,166 | \$7,672,119 | \$8,412,586 | \$10,483,562 | \$2,070,976 | 24.6% |
| Technology | \$3,445,064 | \$3,784,557 | \$4,507,322 | \$4,912,571 | \$5,152,497 | \$239,926 | 4.9% |
| Building Services | \$6,554,711 | \$7,866,112 | \$8,737,724 | \$9,581,151 | \$9,993,021 | \$411,870 | 4.3% |
| Facilities | | | \$225,809 | \$384,399 | \$368,387 | (\$16,012) | -4.2% |
| Transportation | \$5,500,267 | \$6,628,728 | \$7,313,131 | \$9,025,115 | \$9,618,182 | \$593,067 | 6.6% |
| Total | \$110,798,949 | \$123,010,069 | \$132,977,929 | \$150,410,808 | \$160,665,474 | \$10,254,666 | 6.8% |

¹ After the teacher pay scale was straightened in FY 2018/19, all teachers now receive the same increase with the exception of those who are at the top of the scale.

Benefits

The Virginia Retirement System (VRS), an independent state agency, administers ACPS' retirement benefits and sets the annual rates. Health and dental insurance are administered by Albemarle County. Rates are determined based on local historical information, industry data, and projected expenses for the health care fund.

| | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|-----------------------------------------------------------------------------------------------------------------------|---------|---------|---------|---------|---------|
| Social Security (FICA) <i>For all employees</i> | 7.65% | 7.65% | 7.65% | 7.65% | 7.65% |
| VRS Retirement (Professional) <i>Eligible Salaries Plan 1/2</i> <i>Eligible Salaries Hybrid Plan</i> | 17.83% | 17.83% | 17.83% | 17.83% | 15.42% |
| | | | | | 17.83% |
| VRS Retirement (Non-Professional) <i>Eligible Salaries Plan 1/2</i> <i>Eligible Salaries Hybrid Plan</i> | 6.52% | 6.52% | 6.52% | 6.52% | 4.59% |
| | | | | | 6.84% |
| VRS Group Life Insurance <i>Eligible Salaries</i> | 1.34% | 1.34% | 1.34% | 1.34% | 1.34% |

The table below shows historical and budgeted FICA, Virginia Retirement System (VRS), and Group Life Insurance expenditures in the School Fund, which reflect the rates described above. Other changes are attributed to changes in salaries, number of full-time equivalent (FTE) positions, and position turnover.

| Expense | FY 20-21 Actuals | FY 21-22 Actuals | FY 22-23 Actuals | FY 23-24 Adopted | FY 24-25 Request | Increase | % Increase |
|---------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--------------------|-------------|
| ☐ Benefits | \$27,821,182 | \$30,890,324 | \$33,382,895 | \$37,464,712 | \$39,013,599 | \$1,548,887 | 4.1% |
| FICA | \$8,785,082 | \$10,037,218 | \$10,691,106 | \$12,152,774 | \$13,032,588 | \$879,814 | 7.2% |
| VIRGINIA RETIREMENT (VRS) | \$17,619,256 | \$19,302,505 | \$20,988,070 | \$23,364,949 | \$23,843,792 | \$478,843 | 2.0% |
| VRS GROUP LIFE INSURANCE | \$1,416,845 | \$1,550,600 | \$1,703,718 | \$1,946,989 | \$2,137,219 | \$190,230 | 9.8% |
| Total | \$27,821,182 | \$30,890,324 | \$33,382,895 | \$37,464,712 | \$39,013,599 | \$1,548,887 | 4.1% |

Health Care

The rates listed below are fiscal year budgeted rates, which are a blend of plan year rates that fall within the fiscal year.

Select Plan

| | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 | % Change |
|-------------------------|----------|----------|----------|----------|----------|----------|
| Insured Only | \$4,925 | \$4,991 | \$5,784 | \$6,620 | \$7,794 | 18% |
| Insured and Spouse | \$10,835 | \$10,986 | \$12,793 | \$12,979 | \$15,268 | 18% |
| Insured and One Depend. | \$7,388 | \$7,492 | \$8,689 | \$9,688 | \$11,387 | 18% |
| Insured and Children | \$10,589 | \$10,723 | \$12,793 | \$10,607 | \$12,454 | 17% |
| Family | \$14,775 | \$14,972 | \$17,415 | \$19,326 | \$22,693 | 17% |

Choice Plan (rate includes HSA contribution)

| | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 | % Change |
|-------------------------|----------|----------|----------|----------|----------|----------|
| Insured Only | \$4,925 | \$4,991 | \$5,554 | \$7,066 | \$8,278 | 17% |
| Insured and Spouse | \$10,835 | \$10,986 | \$12,525 | \$12,480 | \$15,580 | 25% |
| Insured and One Depend. | \$7,388 | \$7,492 | \$8,458 | \$9,513 | \$12,120 | 27% |
| Insured and Children | \$10,589 | \$10,723 | \$12,525 | \$10,432 | \$13,177 | 26% |
| Family | \$14,775 | \$14,972 | \$17,135 | \$17,660 | \$21,688 | 23% |

Consolidated Medical Rate and Dental Rate

| | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 | % Change |
|-------------------|---------|---------|---------|---------|----------|----------|
| Consolidated Rate | \$8,280 | \$8,392 | \$9,162 | \$9,857 | \$11,763 | 19% |
| Dental Insurance | \$311 | \$240 | \$240 | \$240 | \$240 | 0% |

The table below shows historical and budgeted health and dental insurance costs in the School Fund, which reflect the rates described above. Other changes are attributed to the number of full-time equivalent (FTE) positions and position turnover.

| Expense | FY 20-21 Actuals | FY 21-22 Actuals | FY 22-23 Actuals | FY 23-24 Adopted | FY 24-25 Request | Increase | % Increase |
|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--------------------|-------------|
| Benefits | \$16,728,261 | \$16,194,797 | \$18,768,531 | \$21,834,126 | \$23,873,923 | \$2,039,797 | 9.3% |
| DENTAL INSURANCE | \$461,237 | \$442,930 | \$479,975 | \$508,104 | \$481,729 | (\$26,375) | -5.2% |
| HEALTH INSURANCE | \$15,786,777 | \$15,377,545 | \$17,866,503 | \$21,326,022 | \$23,392,194 | \$2,066,172 | 9.7% |
| HSA CONTRIBUTIONS | \$480,247 | \$374,323 | \$422,053 | | | | |
| Total | \$16,728,261 | \$16,194,797 | \$18,768,531 | \$21,834,126 | \$23,873,923 | \$2,039,797 | 9.3% |