



FY 2018 Recommended Budget Budget Question

Board Question #: 1

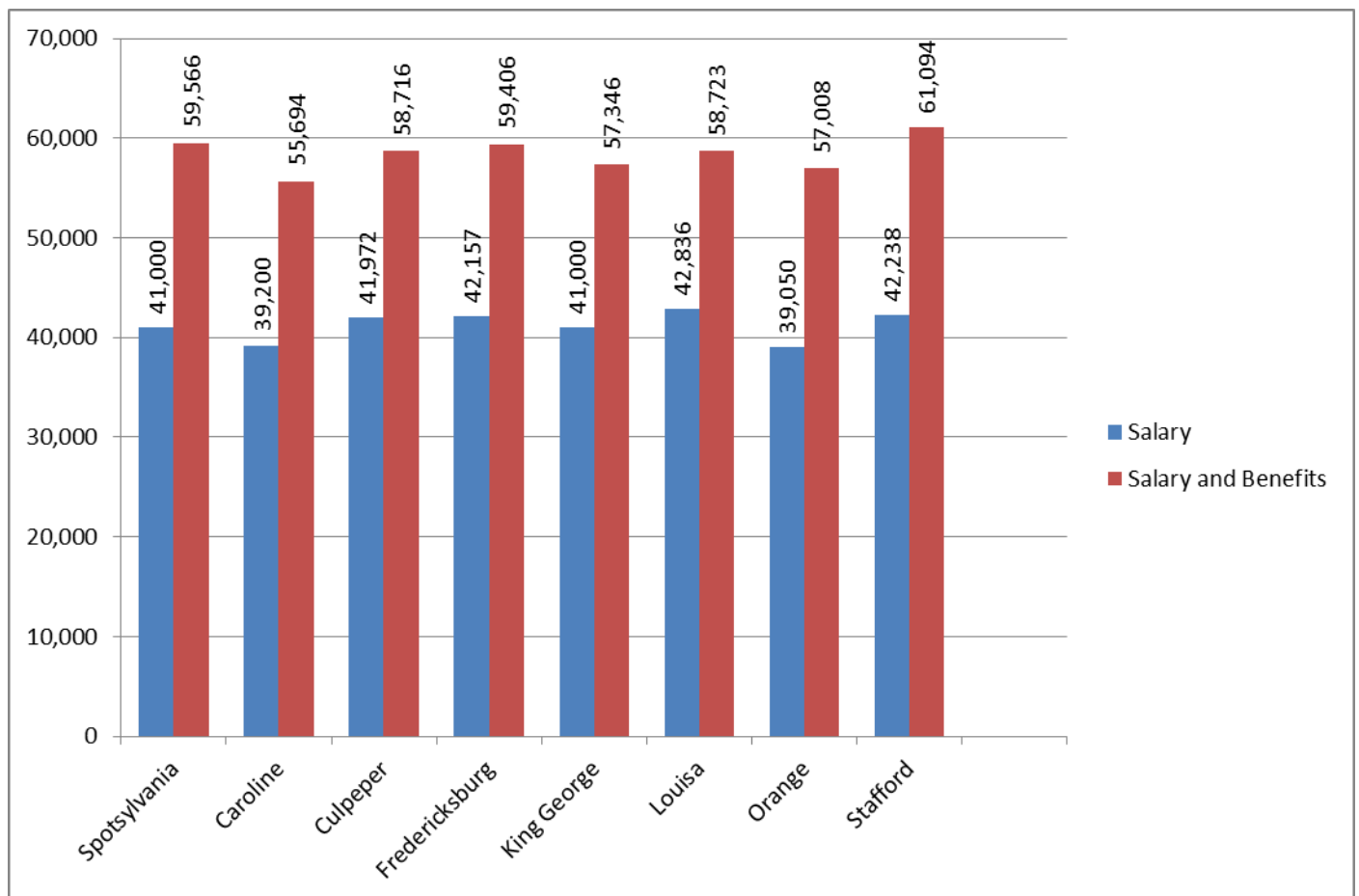
BUDGET QUESTION: Please provide updates to last year's responses to questions #49, #50 and #97 concerning total compensation, advanced degree salaries, and average teacher salaries. How do the current salaries/compensation compare?

RESPONSE:

Part 1: Update response to Question 49. For FY 2016-2017 provide a comparison based on total compensation; not just salary.

RESPONSE:

**2016-2017 Total Compensation Comparisons
(Salary and Benefits Teacher BA—No Experience)**



Benefits include: FICA, mandated VRS employer contributions, mandated VRS group life insurance, mandated VRS hybrid disability insurance, as well as the health insurance plan for which the employer provides the highest contribution amount. The health insurance plan tier comparison is for employee only.

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Part 2: Update response to Question 50. Only BA degrees are shown here. How do we compare regarding advanced degrees?

RESPONSE:

2016-2017 Compensation for Advanced Degrees and Certifications

Divisions	BA +15 Credit Hours	Master's Degree	Master's + 15 Credit Hours	Doctorate Degree	National Board Certification (Local Stipend)
Caroline	N/A	1,750.00	N/A	N/A	0
Culpeper	1,000.00	2,000.00	N/A	4,500.00	0
Fredericksburg	1,375.00	2,750.00	3,650.00	4,550.00	2,000.00
King George	750.00	2,870.00	N/A	N/A	2,000.00
Louisa	N/A	2,310.00	N/A	N/A	Varies
Orange	N/A	2,700.00	N/A	N/A	0
Spotsylvania	1,230.00	2,870.00	4,100.00	5,330.00	2,500.00
Stafford	1,172.00	4,380.00	4,630.00	5,657.00	2,667.00

SCPS's Advanced Degreed Supplement Percents are as follows:

BA	BA +15 Credit Hours	Master's Degree	Master's + 15 Credit Hours	Educational Specialist Degree	Doctorate Degree
0%	3%	7%	10%	11.5%	13%
	from BA Scale	from BA Scale	from BA Scale	from BA Scale	from BA Scale

Note: For this analysis, comparative Educational Specialist Degree (Ed.S scale) supplemental information was not requested.

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Part 3: Update response to Question 97. How does the average teacher salary compare with our neighbors?

RESPONSE:

FY 2017 Surrounding District Average Salary

District	FY 2016 Actual Average Salary	FY 2017 Budgeted Average Salary
Caroline	\$ 48,038	\$ 48,695
Culpeper	\$ 49,140	\$ 46,698
Fredericksburg City	\$ 52,807	\$ 51,887
King George	\$ 49,676	\$ 54,226
Louisa	\$ 51,901	\$ 54,628
Orange	\$ 50,073	\$ 49,584
Stafford	\$ 54,490	\$ 55,178
Spotsylvania	\$ 53,438	\$ 54,370

FY 2017 Larger District Salary

District	FY 2016 Actual Average Salary	FY 2017 Budgeted Average Salary
Albemarle	\$ 55,281	\$ 56,205
Alexandria City	\$ 74,664	\$ 77,104
Arlington	\$ 76,942	\$ 79,542
Chesterfield	\$ 50,697	\$ 50,797
Fairfax	\$ 66,084	\$ 67,562
Hanover	\$ 51,720	\$ 53,621
Henrico	\$ 48,850	\$ 50,837
Loudoun	\$ 64,184	\$ 63,977
Prince William	\$ 60,011	\$ 62,713
Va Beach	\$ 54,375	\$ 54,150

Note: The average teacher salary is calculated by dividing the total actual teacher salary expense by the number of full-time teacher equivalents. As such, the reported average teacher salary is a true average which is heavily influenced by the school division's salary scale including degreed supplements and the tenure of the staff. It is important to note that salary scales vary greatly among school divisions.

Source: Virginia Department of Education – 2016-2017 Salary Survey – Teachers Schedule