

DRAFT VERSION, March 16, 2017
Education Committee Resolution
on the Fairfax County Fiscal Year 2018 Budget

WHEREAS, the FCPS Advertised FY 2018 Budget requires a County transfer increase of approximately \$48 million more than the County Executive's proposed increase; and

WHEREAS, Fairfax County's multi-year budget plan in FY 2017 provided guidelines for FY 2018 that the County's transfer increase to FCPS would be 3 percent, though the County Executive's proposed budget provides a transfer increase to FCPS of 2.7 percent; and

WHEREAS, Fairfax County Public Schools (FCPS) began the 2015-2016 and 2016-17 school years with nearly 200 teacher vacancies, meaning that there were nearly 200 teaching positions for which FCPS could find no qualified applicant, a situation which Superintendent Karen Garza called "unprecedented"; and

WHEREAS, FCPS remains significantly below the market average for teacher salaries, such that according to a recent market study, FCPS teachers are paid over a 30-year teaching career \$142,000 less than the market average, and \$293,000 less than a teacher in neighboring Arlington County;¹ and

WHEREAS, FCPS has begun to close the teacher salary gap with the market average through targeted investments in the teacher salary scale, but the market average will continue shifting based on salary increases provided by surrounding school districts; and

WHEREAS, the size of the FCPS teacher salary gap is large enough so that even under FCPS' Advertised FY 2018 Budget, teacher salaries are not projected to become competitive with the market average until FY2021; and

WHEREAS, since FY2009 FCPS has increased class sizes three times; and

WHEREAS, FCPS' expenditures continue to increase due to enrollment growth and student demographic changes, as well as retirement and health care increases, including a required \$25.5 million payment to the Virginia Retirement System which represents an accelerated payment originally planned for FY 2019; and

¹ 2015-2016 Total Compensation Market Study, as presented by Segal Waters Consulting on December 7, 2015 to the FCPS School Board. The figures representing total compensation—which take into account benefits as well as salary—reveal a smaller but still material gap. In total compensation, FCPS teachers over a 30-year teaching career can expect to receive \$52,000 less than the market average, and \$141,000 less than a teacher in Arlington County.

WHEREAS, Fairfax County's continued economic growth and strong property values both depend on the excellence of its public schools, which is regularly recognized by the Board of Supervisors and the Fairfax County Economic Development Authority, who cite FCPS as one of the primary reasons businesses relocate to Fairfax County;

THEREFORE, BE IT RESOLVED, that the Federation urges the Board of Supervisors to increase the County's transfer to FCPS beyond the County Executive's recommendation, and to the extent possible given the constraints of other spending priorities.

Draft dated 16 March 2017