

Comparison of Late Career Salaries and Pensions with Surrounding School Divisions

BA Lane					
	FCPS FY 2020	Loudoun 2019-2020	Prince William County 2019-2020	DC Public Schools FY 2019	Loudoun FY 2021 Proposed
Step	23 steps	30 steps	32 steps	16 steps BA	30 steps
23	87,346	82,730	89,727	89,294	87,747
24	87,346	83,730	92,592	89,294	88,952
25	87,346	84,730	95,540	89,294	90,157
26	87,346	85,730	98,580	89,294	91,362
27	87,346	87,730	101,711	89,294	92,567
28	87,346	90,330	104,935	89,294	93,772
29	87,346	93,130	108,256	89,294	94,977
30	87,346	95,230	111,677	89,294	96,182
31	87,346	95,230	115,201	89,294	96,182
32	87,346	95,230	118,830	89,294	96,182
33	87,346	95,230	118,830	89,294	96,182
34	87,346	95,230	118,830	89,294	96,182
35	87,346	95,230	118,830	89,294	96,182
Total Compensation Step 23-35	1,135,498	1,179,490	1,393,539	1,160,822	1,216,626
Average of "high five" years	87,346	95,230	118,104	89,294	96,182
Annual Pension*	49,001	53,424	66,256	50,094	53,958
Difference in annual pension compared with FCPS		4,423	17,255	1,093	4,957
Difference in pension over employee lifetime (22.69 years)		100,356	391,524	24,796	112,474
Difference in total compensation step 23-35 plus lifetime pension		144,348	649,565	50,120	193,602

MA Lane					
	FCPS FY 2020	Loudoun 2019-2020	Prince William County 2019-2020	DC Public Schools FY 2019	Loudoun FY 2021 Proposed
Step	23 steps	30 steps	32 steps	21 years	30 steps
23	99,304	88,500	95,469	110,179	93,787
24	99,304	89,500	98,333	110,179	94,992
25	99,304	90,500	101,282	110,179	96,197
26	99,304	91,500	104,322	110,179	97,402
27	99,304	93,500	107,453	110,179	98,607
28	99,304	96,100	110,676	110,179	99,812
29	99,304	98,900	113,997	110,179	101,017
30	99,304	101,192	117,418	110,179	102,222
31	99,304	101,192	120,942	110,179	102,222
32	99,304	101,192	124,572	110,179	102,222
33	99,304	101,192	124,572	110,179	102,222
34	99,304	101,192	124,572	110,179	102,222
35	99,304	101,192	124,572	110,179	102,222
Total Compensation Step 23-35	1,290,952	1,255,652	1,468,180	1,432,327	1,295,146
Average of "high five" years	99,304	101,192	123,846	110,179	102,222
Annual Pension*	55,710	56,769	69,478	61,810	57,347
Difference in annual pension compared with FCPS		1,059	13,768	6,101	1,637
Difference in pension over employee lifetime (22.69 years)		24,033	312,397	138,429	37,143
Difference in total compensation step 23-35 plus lifetime pension		-11,267	489,625	279,804	41,337

*Pension based on equation: average highest 5 years of salary x years of service x 1.65%

Sources:

Loudoun Proposed FY21 Salary Scale: [https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/BKNVHQ8097B8/\\$file/FY21%20Supt%20Proposed%20Budget%20Book%20Final.pdf](https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/BKNVHQ8097B8/$file/FY21%20Supt%20Proposed%20Budget%20Book%20Final.pdf)

Loudoun FY 20 Salary Scale: <https://www.lcps.org/cms/lib/VA01000195/Centricity/Domain/69/LCPS%20Handbook%202019.pdf>

DC FY 19 Salary Scale: <https://dcps.dc.gov/sites/default/files/dc/sites/dcps/publication/attachments/ET-15%20FY%2019%20Pay%20Schedule.pdf>

Prince William County FY 20 Salary Scale: https://www.pwcs.edu/UserFiles/Servers/Server_340140/File/Human%20Resources/Compensation/Copy%20of%202019120Tch%20Sal%20Scale%20082219%20-%20Comp%20Website.pdf