

City of Alexandria, Virginia
FY 2026 Proposed Operating Budget & CIP
Budget Questions & Answers

April 2, 2025

Question:

How do ACPS's compensation increases compare and how much pay increase was given last year in comparison to other school systems?

Response:

Compensation
Enhancement(s)

School Division	FY 2025		FY 2026	
	Proposed	Final	Proposed	Approved (Not Final)
Alexandria	Step Increase for All Eligible Employees (2.85% average)	4.35% overall average increase Step Increase for All Eligible Employees (2.85% average) 1.5% MRA	Step Increase for All Eligible Employees (2.85% average)	3.85% overall average increase Step Increase for All Eligible Employees (2.85% average) 1% MRA for all staff
Arlington	3.00%	3.25%	4.26%	TBD
Fairfax County	Compensation adjustment of 6% Compensation supplement of 2%	Compensation adjustment of 6% Compensation supplement of 2%	Compensation adjustment of 7%	TBD
Falls Church	6.00%	6.00%	5.00%	5.00%
Loudoun	Average step increase of 2.5% Average COLA of 4%	Average step increase of 2.5% Average COLA of 4% Experience credit catch-up	Average step increase of 2.5% Average COLA of 4% School Board salary increase	TBD
Manassas Park	4.00%	6.00%	5.20%	5.20%
Prince William	5.2% overall average increase 2.2% COLA 3% Step	5.2% overall average increase 2.2% COLA 3% Step	7% overall average increase 3% Step 4% COLA	7% overall average increase 3% Step 4% COLA