



FY 27 Budget Development

December 11, 2025



Strategic Plan: Learning for All

VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

We will know every student.

VALUES

Equity
Excellence
Family and Community
Wellness

GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources



Revenue Updates

- Local Government forecast for shared revenues: +5.5%, +\$11.5M
- State Revenues
 - Local Composite Index (LCI) decrease from .6904 to .6429: ~+\$10M (?)
 - Lower/flat student enrollment
 - Governor's Budget will be released in late December

Local Composite Index (2026-2028)

The Composite Index determines a school division's ability to pay education costs fundamental to the Commonwealth's Standards of Quality (SOQ) with local funds. The Composite Index is calculated using three indicators of a locality's ability to pay:

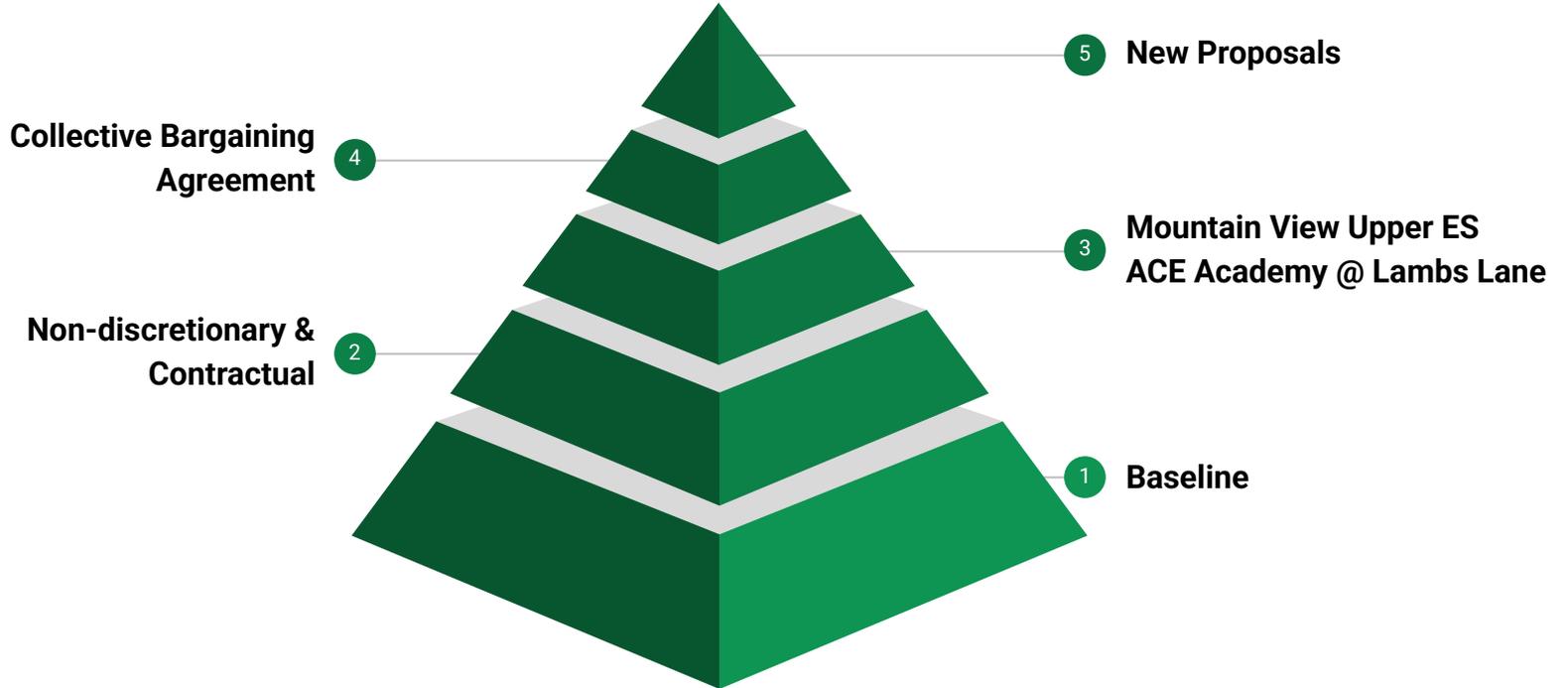
- True value of real property (weighted 50 percent)
- Adjusted gross income (weighted 40 percent)
- Taxable retail sales (weighted 10 percent)

Each locality's index is adjusted to maintain an overall statewide local share of 45 percent and an overall state share of 55 percent.

Change from 2021 Base Year to 2023 Base Year

	Albemarle County	Statewide
Enrollment	0.7%	0.4%
Population	1.5%	0.8%
Property Values	10.4%	16.5%
Adj. Gross Income	-4.4%	4.9%
Retail Sales	13.6%	12.8%

Expenditure Updates





Baseline

- Employee data is updated for turnover to reflect current positions and vacancies
- Teacher and Teaching Assistant average costs are updated
- Employee costs are updated for current compensation levels
 - Salary Costs
 - Health Care (actual CY 2026 rates)
 - VRS Costs
- Technical adjustments
 - Staffing standards updates
 - Changes in enrollment and demographics
- Lapse budget is determined
- Continuation of previous year proposals
- FY 26 one-time expenditures are eliminated; deferred expenditures are included



Non-Discretionary & Contractual

- Health Care rate changes
 - Update for projected Calendar Year 2027 rates
- VRS rate changes
- Contractual increases
- Inflationary increases
 - Utilities
- Maintaining services and replacement cycles
 - Technology
 - Fleet Maintenance

Opening New Schools

Mountain View Upper Elementary example new positions & costs

- Principal
- Art, Music, PE
- Mental Health Support Specialist
- Counselor
- Talent
- Media
- Nurse
- Custodians
- Utilities

ACE Academy @ Lambs Lane Campus example new positions & costs

- Principal
- Assistant Principal
- Student Services Positions (e.g., Mental Health, STEP)
- Support Positions (e.g., Security, Substitutes)
- Work-based Learning
- Clerical
- School Security
- Nurse
- Custodians
- Utilities
- Transportation



Collective Bargaining Agreement

- Albemarle Education Association Ratification - expected third week of January
- School Board Approval - February 8
- Draft Funding Request & Budget Process - February 12
- Effective Date: July 1, 2026

BARGAINING TOPICS

Wages and Salary: Includes pay scale adjustments, supplemental pay plan, compensation for extra or incidental duties (licensed), stipends (licensed), National Board (licensed), Overtime (ESP), Call-back pay (ESP)

Leave Benefits

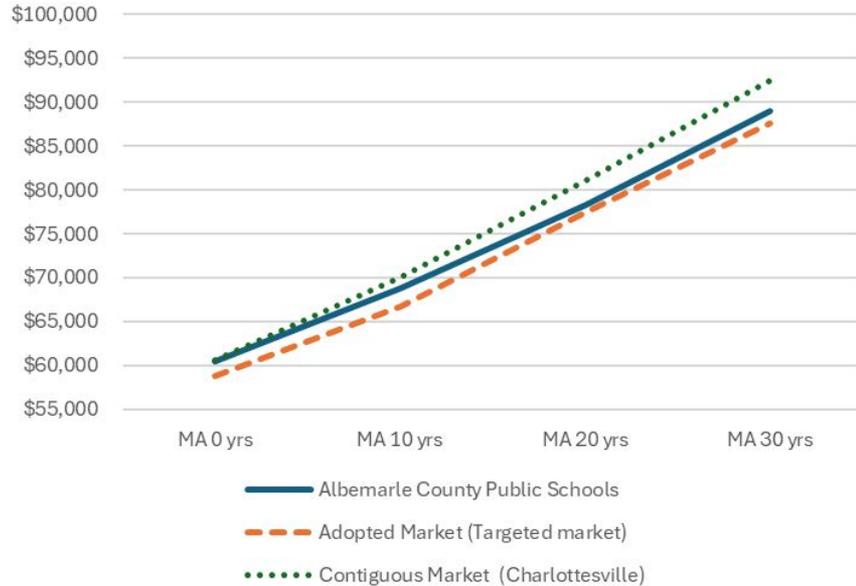
Planning Time (Licensed)

Paid Breaks (ESP)

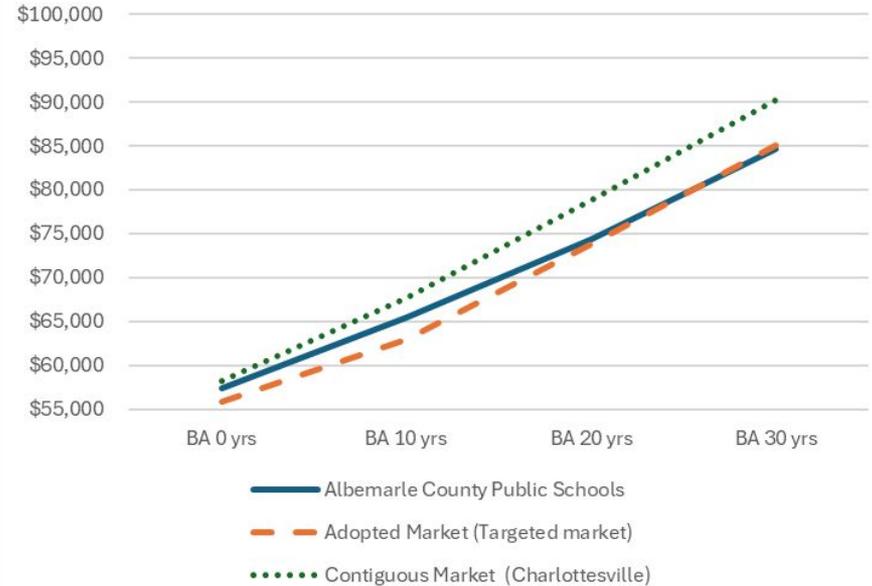
After-school events (Licensed)

Compensation Market Study 2025-26

Salary of Teachers with Masters Degrees with 3% increase in July



Salary of Teachers with Bachelors Degrees with 3% increase in July



Compensation Increase 2025-26

Summer 2025-26 Base Salary Increases Across Districts

- ACPS salary increase: 3%
- Average salary increase: 3-4%

Alexandria	1.0%	Average	4%
Augusta	3.0%	Median	3%
Charlottesville	5.5%		
Chesterfield	3.0%	Low	1%
Fauquier	4.0%	High	6%
Hanover	3.0%		
Henrico	6.0%	ACPS	3%
Montgomery	3.0%		
Prince William	6.3%		
Rockingham	3.0%		
Spotsylvania	2.5%		
Stafford	2.7%		
Virginia Beach	4.5%		
Williamsburg	4.5%		
York	4.0%		

Discussion: New Proposals

1. **What are your priorities for new funding or maintaining services?**
2. **What program areas should we review for efficiencies or reductions?**
3. **Do you have any feedback for how to structure upcoming budget work sessions?**