EMPOWERING AMERICA’S FUTURE:
IMAGINE. INVEST. EXCEED.

SCHOOL BOARD’S FUNDING REQUEST
2016-17
NEEDS-BASED FUNDING REQUEST

TOTAL INCREASE OVER 2015-16: $7.1M (4.25%)

- Directed/Mandated: $5.02M (71%)
- Growth: $860K (12%)
- New Resources: $1.22M (17%)
### DIRECTED/MANDATED: $5.02M (71%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COMPENSATION &amp; BENEFITS</strong></td>
<td></td>
</tr>
<tr>
<td>Teacher Salary Increase</td>
<td>$1,591,366</td>
</tr>
<tr>
<td>Classified Salary Increase</td>
<td>$773,527</td>
</tr>
<tr>
<td>Health Insurance Increase</td>
<td>$2,314,160</td>
</tr>
<tr>
<td>Dental Insurance Increase</td>
<td>$28,281</td>
</tr>
<tr>
<td>Virginia Retirement System/Group Life Increases</td>
<td>$412,581</td>
</tr>
<tr>
<td>Salary Compression</td>
<td>$270,596</td>
</tr>
<tr>
<td><strong>COMP &amp; BENEFITS SAVINGS</strong></td>
<td></td>
</tr>
<tr>
<td>Lapse Factor Incremental Savings</td>
<td>($17,474)</td>
</tr>
<tr>
<td>Salary Savings Due to Staff Turnover</td>
<td>($742,781)</td>
</tr>
<tr>
<td>Voluntary Early Retirement Incentive Plan (VERIP) Savings</td>
<td>($141,544)</td>
</tr>
<tr>
<td><strong>JOINT PROGRAMS</strong></td>
<td></td>
</tr>
<tr>
<td>Piedmont Regional Education Program (PREP)</td>
<td>$213,406</td>
</tr>
<tr>
<td>Adapted Physical Education Grant – UVA</td>
<td>$11,800</td>
</tr>
<tr>
<td>Transfer to Comprehensive Services Act (CSA)</td>
<td>$283,620</td>
</tr>
<tr>
<td>Charlottesville Albemarle Technical Education Center (CATEC)</td>
<td>$202,267</td>
</tr>
<tr>
<td><strong>OTHER CHANGES</strong></td>
<td></td>
</tr>
<tr>
<td>Librarian for Murray High/CPCS (1.00 FTE)</td>
<td>$73,320</td>
</tr>
<tr>
<td>Projected Fuel Savings</td>
<td>($255,585)</td>
</tr>
</tbody>
</table>
### GROWTH: $860K (12%)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staffing Savings Due to Enrollment Changes (-1.67 FTE)</td>
<td>($122,444)</td>
</tr>
<tr>
<td>Special Education Staffing Growth (7.50 FTE)</td>
<td>$549,169</td>
</tr>
<tr>
<td>Albemarle High School Capacity (0.50 FTE)</td>
<td>$432,921</td>
</tr>
</tbody>
</table>

### NEW RESOURCES: $1.22M (17%)

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>HEALTH &amp; STUDENT SAFETY</td>
<td>Full-Time School Nurse at Murray High/CPCS</td>
<td>$39,188</td>
</tr>
<tr>
<td></td>
<td>Phase 2 (of 3) of Full-Time Elementary School Nurses (0.85 FTE)</td>
<td>$90,928</td>
</tr>
<tr>
<td></td>
<td>Student Assistance Program (SAP) Counselor (Contract)</td>
<td>$36,718</td>
</tr>
<tr>
<td>STUDENT LEARNING RESOURCES</td>
<td>Non-VHSL Activities</td>
<td>$40,000</td>
</tr>
<tr>
<td></td>
<td>Elementary World Languages (2.00 FTE)</td>
<td>$161,640</td>
</tr>
<tr>
<td></td>
<td>Alternative Education Contract Services (Center for Student Learning)</td>
<td>$130,000</td>
</tr>
<tr>
<td></td>
<td>Learning Technology Integrators (1.00 FTE)</td>
<td>$73,331</td>
</tr>
<tr>
<td></td>
<td>Lead Innovation Fund for Teaching (Professional Development)</td>
<td>$500,000</td>
</tr>
<tr>
<td>OTHER INCREASES</td>
<td>Principal Interns (2.00 FTE)</td>
<td>$146,641</td>
</tr>
</tbody>
</table>
### FUNDING GAP: $1.55M

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue Increase</td>
<td>$5,549,975</td>
</tr>
<tr>
<td>- Directed/Mandated Expenses</td>
<td>$5,017,540</td>
</tr>
<tr>
<td>- Growth Expenses</td>
<td>$859,646</td>
</tr>
<tr>
<td>- New Resources Expenses</td>
<td>$1,218,376</td>
</tr>
<tr>
<td>Total Funding Gap</td>
<td>($1,545,587)</td>
</tr>
</tbody>
</table>

Including the 0.4 cent of new revenue allocated to the schools within the County Executive’s Proposed Budget, the Local Government Transfer increases by $462,538.

Subsequently, we’d be facing a $1.08 million funding gap.

*Total Revenue Increase based on Governor’s Proposed Budget*
INVESTMENT THROUGH THE YEARS

PER PUPIL SPENDING

Per Pupil Spending
Per Pupil Spending Adjusted for Inflation

Total enrollment growth of 841 students from 2008-09 to 2015-16
WE ARE PARTNERS
WORKING TOGETHER TO IMPROVE ...

► Our community
► Our quality of life
► Our economic vitality
MAJOR CHALLENGES

1. Underfunded CIP
2. Demographic Changes
3. Compensation & Benefits
CAPITAL IMPROVEMENT PROGRAM: A MEANS TO AN END

CIP Funding

Quality of Education
## UNDERFUNDED CIP

### PROJECTS ENDORSED BY THE CIP OVERSIGHT COMMITTEE

<table>
<thead>
<tr>
<th>Funded</th>
<th>NOT Funded</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recurring Projects</td>
<td>Red Hill Additions &amp; Renovations</td>
</tr>
<tr>
<td>Security Improvements</td>
<td>Learning Space Modernization</td>
</tr>
<tr>
<td>Red Hill Modernization</td>
<td>Woodbrook Addition + Modernization + Renovation</td>
</tr>
<tr>
<td><strong>5-Year Total: $56.5M</strong></td>
<td>Western Albemarle ESA Addition + Renovation</td>
</tr>
<tr>
<td></td>
<td>High School Addition</td>
</tr>
<tr>
<td></td>
<td><strong>5-Year Total: $64.5M</strong></td>
</tr>
</tbody>
</table>

Unfunded projects based on School Board’s request in fall 2015; 5-Year Total does not reflect the increase in cost of an addition at AHS versus MoHS.
WHAT'S AT

► Learning Space Modernization
► Class Size
► Pre-K
► Strategic Priorities
► School Security Upgrades
MAJOR CHALLENGES

1. Underfunded CIP
2. Demographic Changes
3. Compensation & Benefits
K-12 STUDENT ENROLLMENT

Actual Enrollment based on September 30th data

2011-12: 12,798
2012-13: 12,985
2013-14: 13,075
2014-15: 13,322
2015-16: 13,372
2016-17: 13,471
2017-18: 13,631
2018-19: 13,686
2019-20: 13,767
2020-21: 13,819

Actual Enrollment based on September 30th data

Actual ••• Projected
DIVERSITY AMONG OUR STUDENTS

96 Birth Countries

- Other: 39%
- Nepal: 4%
- Korea: 4%
- Russian: 4%
- Iraq: 5%
- Germany: 7%
- El Salvador: 7%
- China: 7%
- Honduras: 9%
- Mexico: 11%

>70 Home Languages

- Spanish: 59%
- Other: 20%
- Korean: 3%
- Russian: 3%
- Arabic: 4%
- Mandarin: 7%
- Nepali: 2%
- German: 2%

Based on 2015 ESOL Enrollment Report (Sep. 30, 2015)
STUDENTS ELIGIBLE FOR FREE AND REDUCED PRICE LUNCH PROGRAM

10-YEAR DIVISION SUMMARY

<table>
<thead>
<tr>
<th>Year</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005-06</td>
<td>2,592</td>
</tr>
<tr>
<td>2006-07</td>
<td>2,900</td>
</tr>
<tr>
<td>2007-08</td>
<td>3,200</td>
</tr>
<tr>
<td>2008-09</td>
<td>3,500</td>
</tr>
<tr>
<td>2009-10</td>
<td>3,800</td>
</tr>
<tr>
<td>2010-11</td>
<td>4,100</td>
</tr>
<tr>
<td>2011-12</td>
<td>4,400</td>
</tr>
<tr>
<td>2012-13</td>
<td>4,700</td>
</tr>
<tr>
<td>2013-14</td>
<td>5,000</td>
</tr>
<tr>
<td>2014-15</td>
<td>5,300</td>
</tr>
</tbody>
</table>

50.5% Increase

Source: VDOE Free and Reduced Price Eligibility Reports, Division Level
STUDENTS ELIGIBLE FOR F/R LUNCH

ELEMENTARY SCHOOLS WITH >100% GROWTH OVER 10 YEARS

- Greer (121.4%)
- Agnor-Hurt (120.2%)
- Baker-Butler (118.9%)

Source: VDOE Free and Reduced Price Eligibility Reports, School/Site Level
## SPECIAL EDUCATION GROWTH

### ONE-YEAR GROWTH IN SPED SERVICES BY POINTS

<table>
<thead>
<tr>
<th>SPED Services per Week</th>
<th>2014-15</th>
<th>2015-16</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-49% (1 point per student)</td>
<td>795</td>
<td>810</td>
<td>1.9%</td>
</tr>
<tr>
<td>50-100% (2.5 points per student)</td>
<td>1,380</td>
<td>1,495</td>
<td>8.3%</td>
</tr>
<tr>
<td>50-100% AUT or MD (3.3 points per student)</td>
<td>492</td>
<td>548</td>
<td>11.4%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>2,667</strong></td>
<td><strong>2,853</strong></td>
<td><strong>7.0%</strong></td>
</tr>
</tbody>
</table>

State regulations require that we allocate 1 FTE per 20 points.

An increase of 186 points = 9.3 additional FTEs

*AUT or MD represents services provided to students with autism or multiple disabilities.*
1,156 ESOL STUDENTS ACROSS ENGLISH PROFICIENCY LEVELS

Level 1: 24.0%
Level 2: 21.13%
Level 3: 25.55%
Level 4: 21.24%
Level 5: 8.08%

LOW Proficiency > > > > > > > > > > > > > > HIGH Proficiency
Businesses that fail to develop their staff are twice as likely to collapse.

DAVID BLUNKETT
British politician and former Education and Employment Secretary, Home Secretary, and Work and Pensions Secretary
PROFESSIONAL DEVELOPMENT INVESTMENT OVER TIME

IF OUR INVESTMENT HAD REMAINED CONSTANT AT 2.4% OF OUR TOTAL BUDGET, WE WOULD HAVE INVESTED AN ADDITIONAL $7.91 MILLION OVER TIME.
MANY FACTORS CONTRIBUTE TO A STUDENT'S ACADEMIC PERFORMANCE ... BUT RESEARCH SUGGESTS THAT, AMONG SCHOOL-RELATED FACTORS, TEACHERS MATTER MOST.

*Teachers Matter: Understanding Teachers' Impact on Student Achievement (RAND Corporation, 2012)*
MAJOR CHALLENGES

1. Underfunded CIP
2. Demographic Changes
3. Compensation & Benefits
RISING COST OF HEALTHCARE

BOARD CONTRIBUTION PER PARTICIPATING FTE

$6,745 $7,217 $7,794 $8,542 $9,781


Percentages indicate growth from year to year.
TOTAL COMPENSATION PACKAGE

A NEW TEACHER HIRED IN 2005 HAS EXPERIENCED AN OVERALL INCREASE OF 18.25% OVER 10 YEARS

- **2005**: $44,413 (Salary $44,413) + Benefits $14,863 = $59,276
- **2010**: $47,674 (Salary $47,674) + Benefits $16,547 = $64,221
- **2015**: $49,400 (Salary $49,400) + Benefits $20,695 = $70,095

Salary (11.23% increase over 10 years)
Benefits (39.24% increase over 10 years)

Compensation includes inflationary adjustments. Starting in 2013, a 5% increase was provided to offset mandatory employee VRS contribution.
**TEACHER SALARY**

**TOP QUARTILE OF OUR COMPETITIVE MARKET**

- $30,000
- $40,000
- $50,000
- $60,000
- $70,000
- $80,000
- $90,000
- $100,000
- $110,000

State Average is below the top quartile.

- Prince William
- Loudoun
- Nelson
- Hanover
- Chesterfield
- ACPS
- Charlottesville
- Louisa
- State Average

Years: 0, 5, 10, 15, 20, 25, 30
TAKE-HOME PAY

EXAMPLE: FULL-TIME EMPLOYEE WITH BENEFITS, HIRED IN 2009 AT $50K

Net Salary due to benefits
THE IMPACT OF OUR CHALLENGES

- Underfunded CIP
- Capacity & Modernization
- Quality of Education
- Demographic Changes
- Professional Development
- Quality of Education
- Compensation & Benefits
- High-Quality Employees
- Quality of Education
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