

# ALL MEANS ALL



# Agenda

- **Budget Overview**
- **Compensation and Benefits**
- **Growth**
- **Continuing Initiatives/Operational Increases**
- **Operational Departments**

# The Budget Process

All staffing (FTE) is balanced to previous year's adopted budget



Operational (discretionary) accounts are distributed to schools and departments. Department accounts are required to balance to previous year's adopted (no inflationary adjustments and less any one-time monies). Schools are formula-driven based upon enrollment projections.



New personnel parameters are applied to balanced FTE's.  
This includes projected salary and benefit increases/decreases.



Additions to the budget  
(Growth, mandates and new resources are added)



Superintendent's Funding Request

# FY17-18 Budget

Budget	5 Year Plan (Est. in early November)	Superintendent's Requested	Difference
Revenues	\$175,944,407	\$180,157,652	\$4,213,245
Expenses (Excluding Equity and Access)	\$179,907,912	\$179,571,761	-\$336,151
Equity and Access	\$1,700,000	\$1,277,152	-\$428,848
Expense Total	\$181,607,912	\$180,848,913	-\$758,999
Total Difference	-\$5,663,505	-\$691,261	\$4,972,244

# Local Revenues

	FY16-17 Budget	Superintendent's Proposal	Difference	Percentage Increase
Transfer Amount	\$116,892,513	\$123,653,505	\$6,760,992	5.78%

# Local Revenue Changes

## 1. Assessments

- Budget for FY15/16 based on 1.8% increase (actual increase = 2.4%)
- Budget for 16/17 based on 1.8% increase (new projected = 2.4%)
- Superintendent's request based on 2.4% increase

## 2. New Construction Estimates Better than Expected

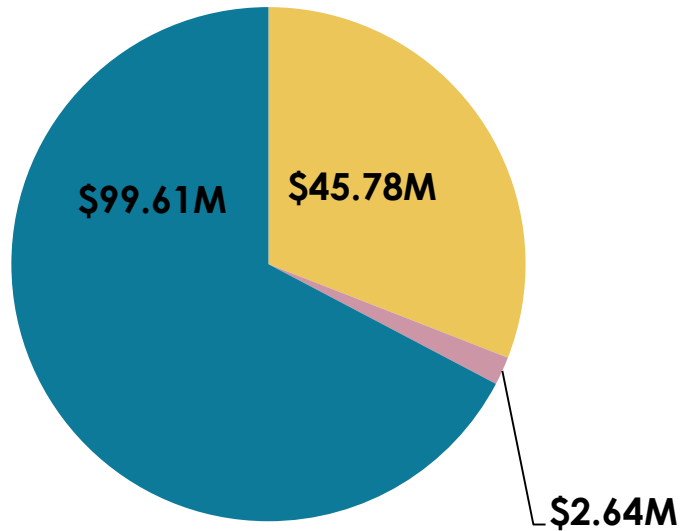
## 3. Personal Property Tax

- Replacement of Personal Vehicles and Business Purchases are increasing

## 4. Public Service Corporation Audit

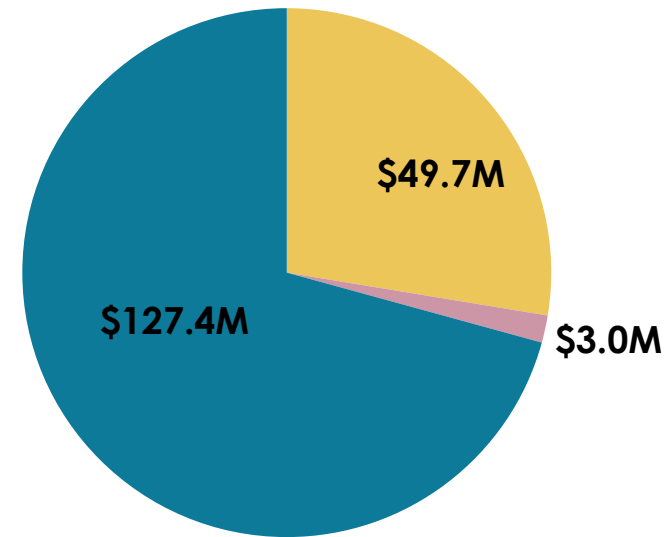
# Revenues

**2008-2009**  
**Enrollment: 12,531**



■ State ■ Federal ■ Local  
30.93% 1.78% 67.29%

**2017-2018**  
**Enrollment: 13,451**



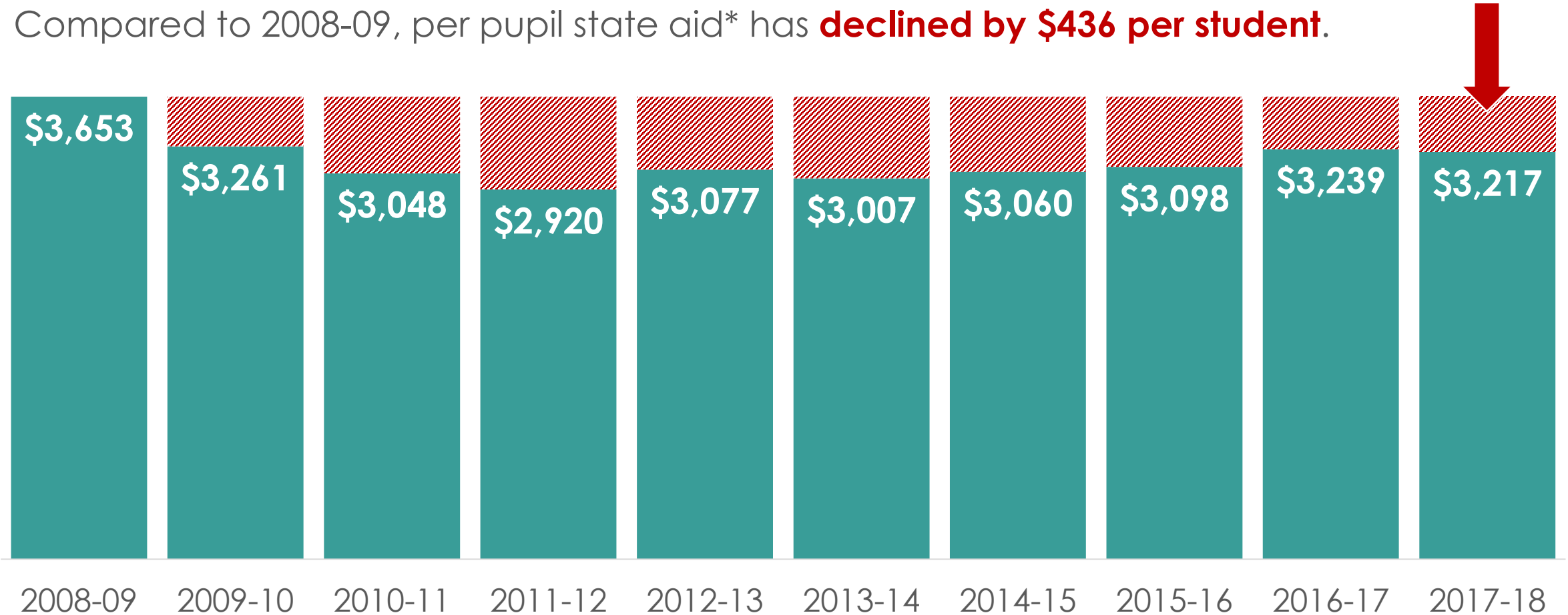
■ State ■ Federal ■ Local  
27.60% 1.67% 70.74%  
↓ ↓ ↑  
**3.33%** **0.11%** **3.45%**



# Per Pupil State Revenues

Compared to 2008-09, per pupil state aid\* has **declined by \$436 per student.**

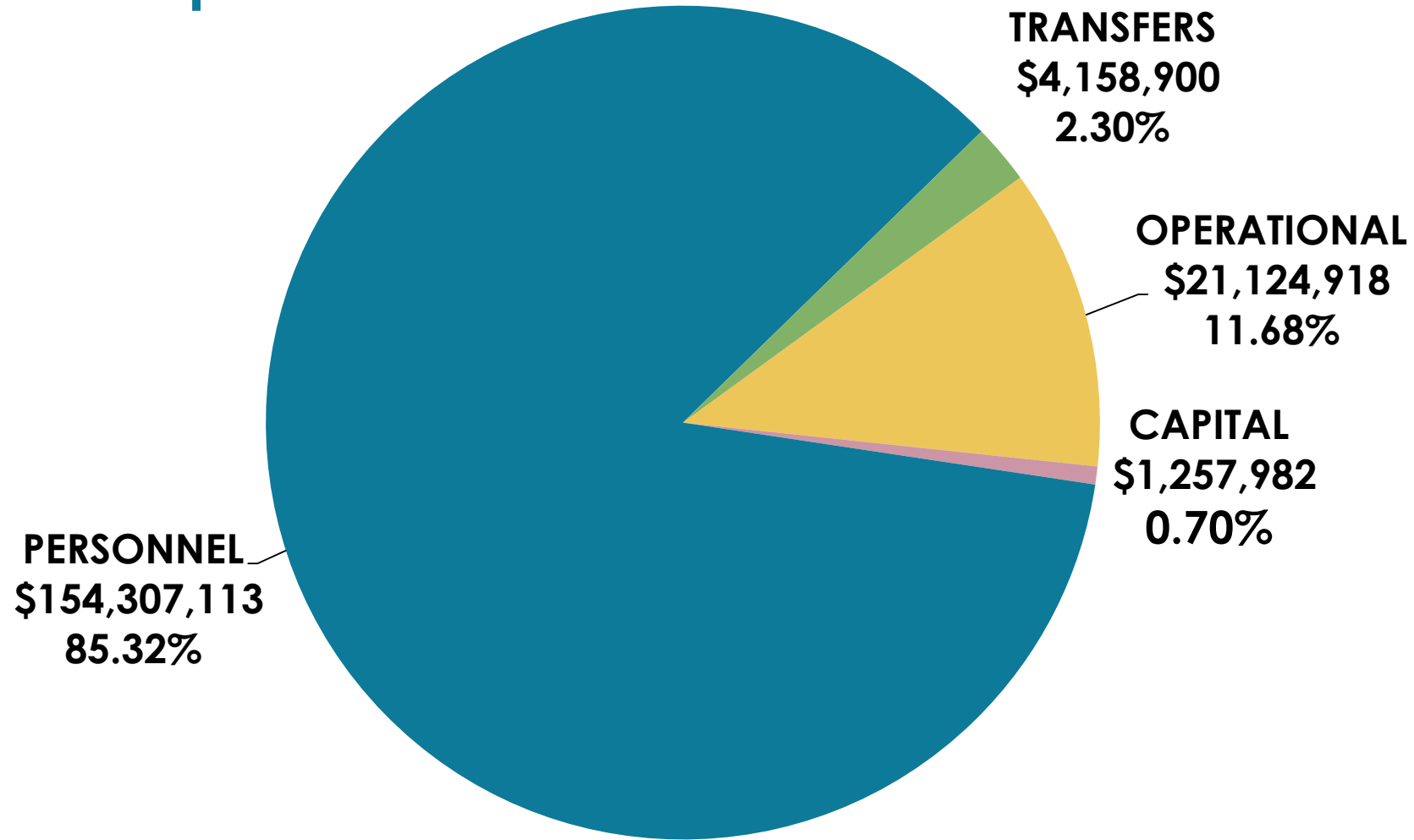
Difference  
equates to  
\$5.9 million



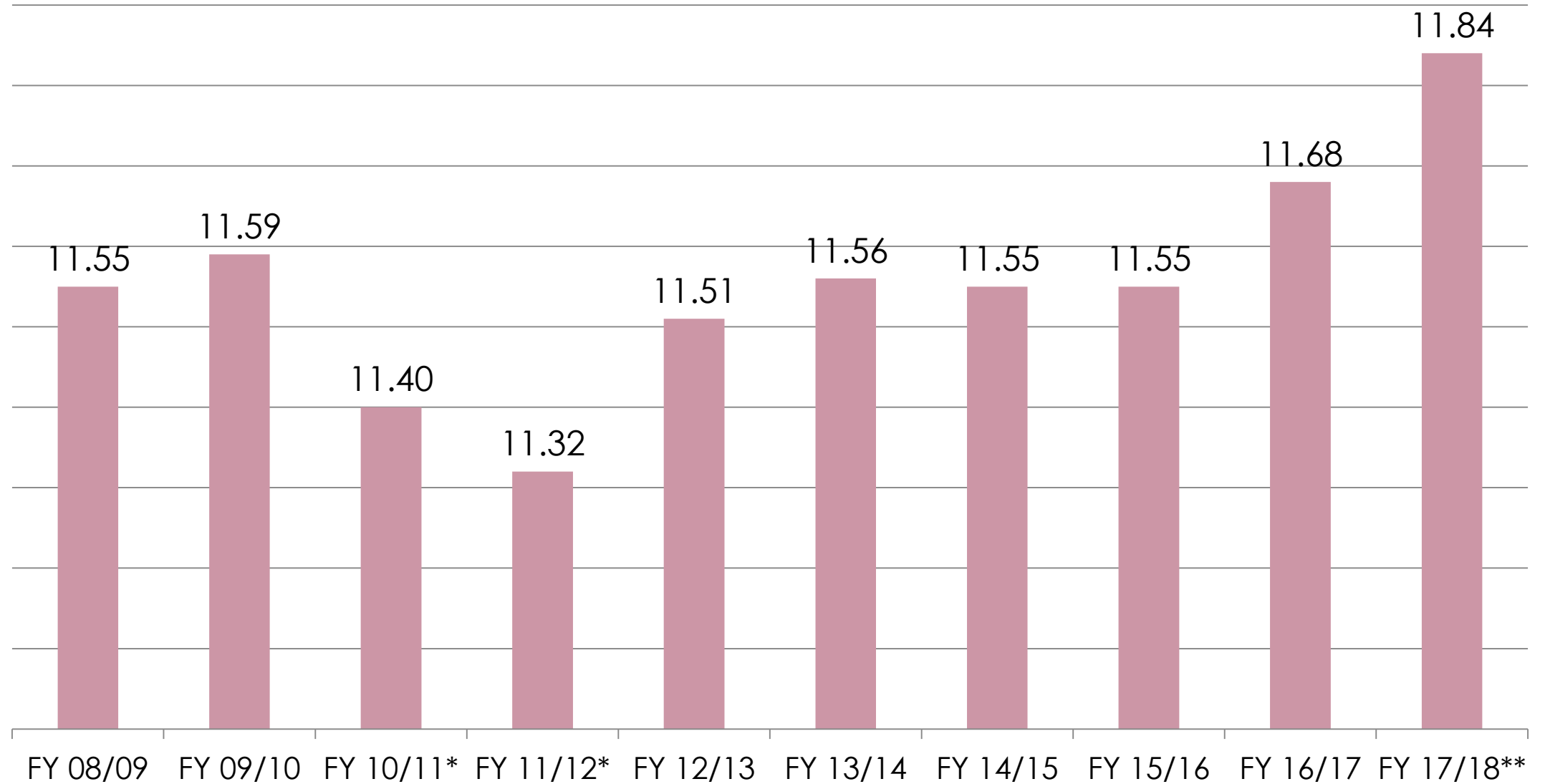
*\*Adjusted for inflation (2008 Dollars)*



## Superintendent's 2017/2018 Expenses



# School-Based Staffing per 100 Students

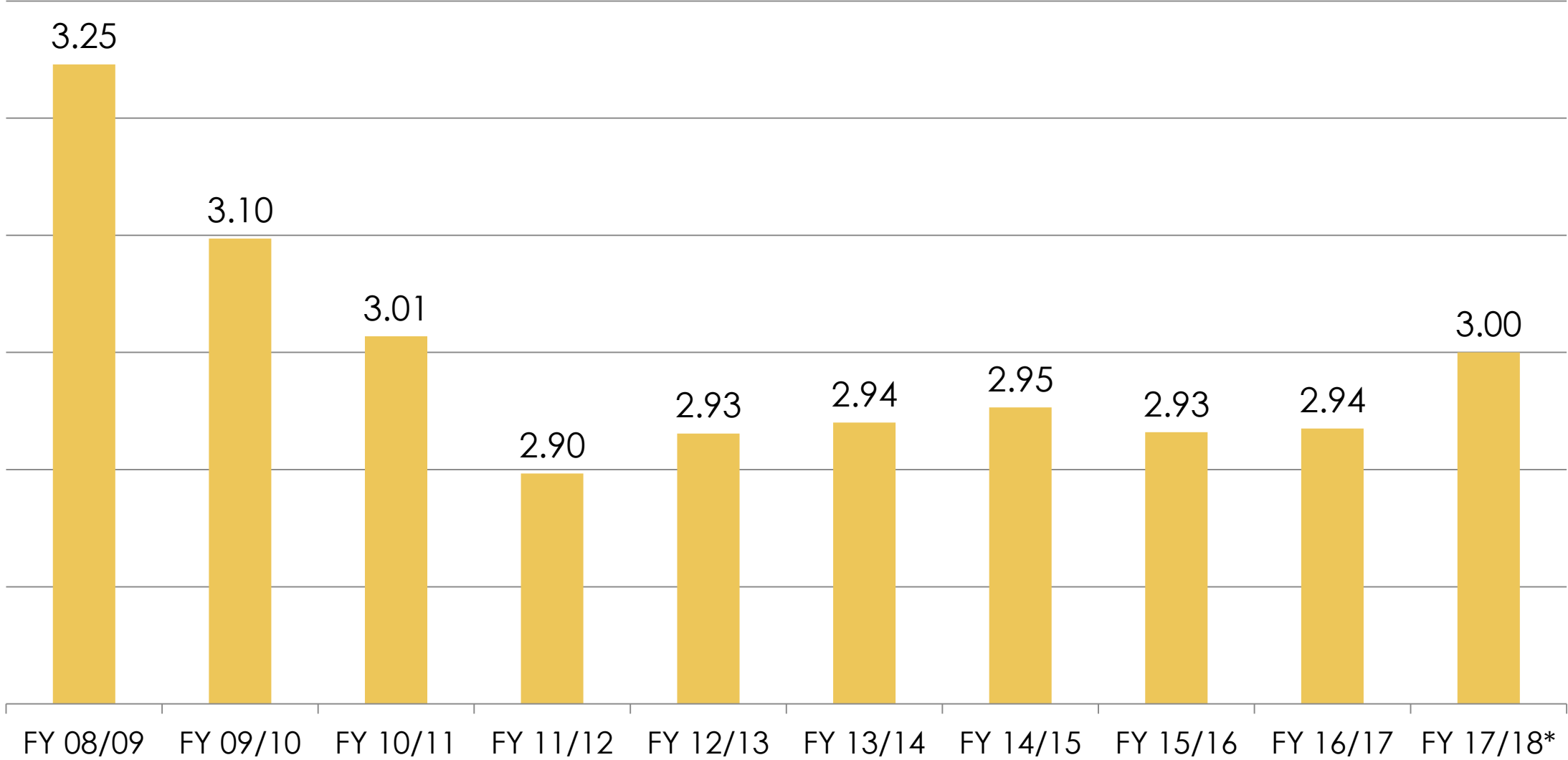


School-Based Staffing includes all positions based at a school directly

\*Fiscal Year 10/11 and 11/12 adjusted to include ARRA funded teaching positions

\*\*Superintendent's Proposed Budget

# Non School-Based Staffing per 100 Students



Non-School Based Staff includes Transportation Staff, Some Building Services Staff and Central Office Staff

\* Superintendent's Request

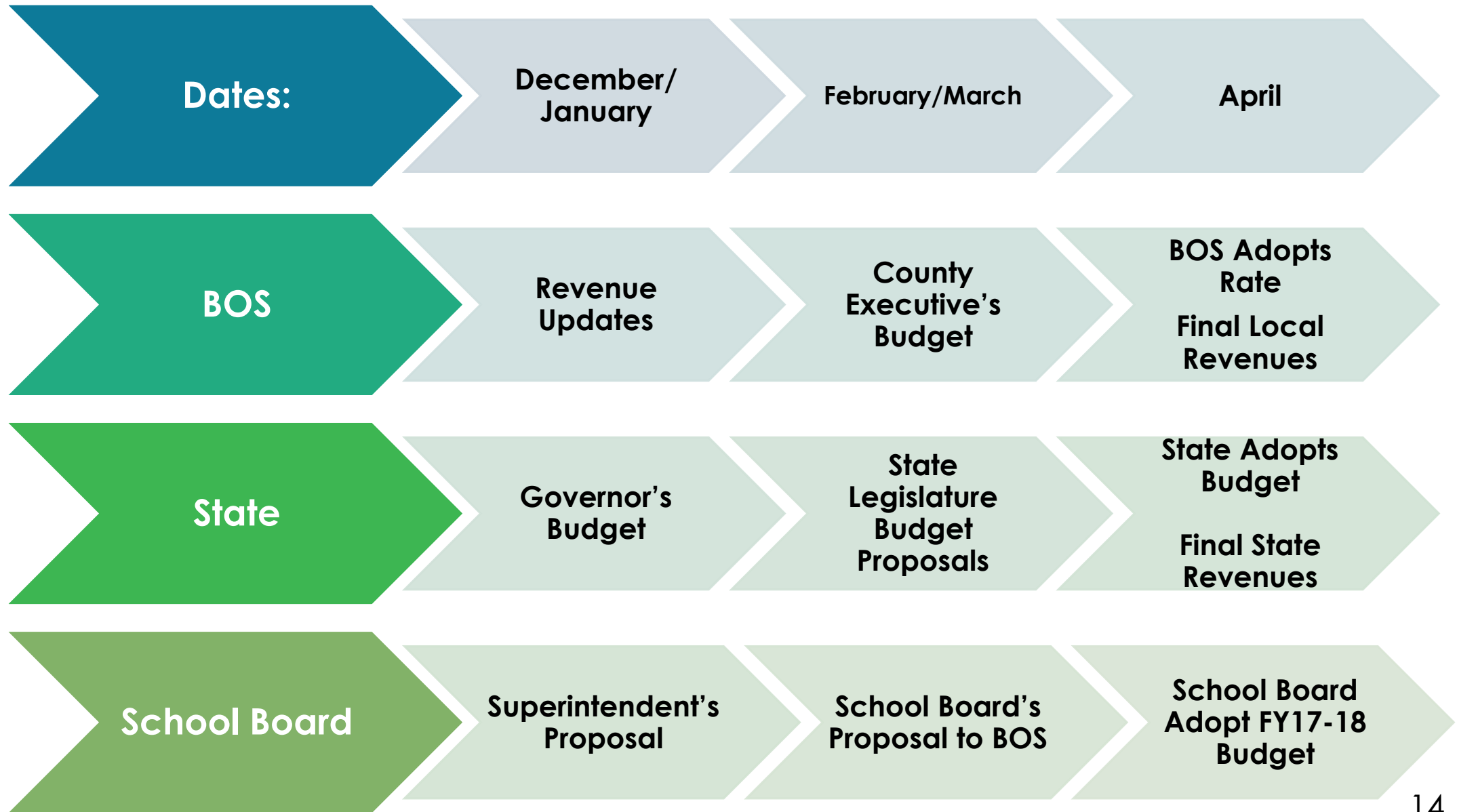
# Transfers = \$4,158,900

Department	Amount	Reason
Student Services	\$2,283,147	Comprehensive Services Act
Computer Technology	\$1,000,000	Computer Equipment Fund
Media Services	\$500,000	Textbook Replacement Fund
Fiscal Services	\$186,930	Transfer for SRO's
Student Services	\$85,000	SPED Summer School
Summer School	\$39,621	Summer School
Human Resources	\$36,702	Local Government IT Support
Federal Programs	\$27,500	Matching Grant Funds

# Funding Gap: \$691K

<b>Total Revenue Increase</b>	<b>\$7,484,714</b>
– Directed/Mandated Expenses	\$5,473,831
– Growth Expenses	\$1,069,329
– Continuation of Prior Year Initiatives Expenses	\$355,663
– Equity & Access Expenses	\$1,277,152
<b>Total Funding Gap</b>	<b>(\$691,261)</b>

# Budget Timeline



# ALL MEANS ALL



# Agenda

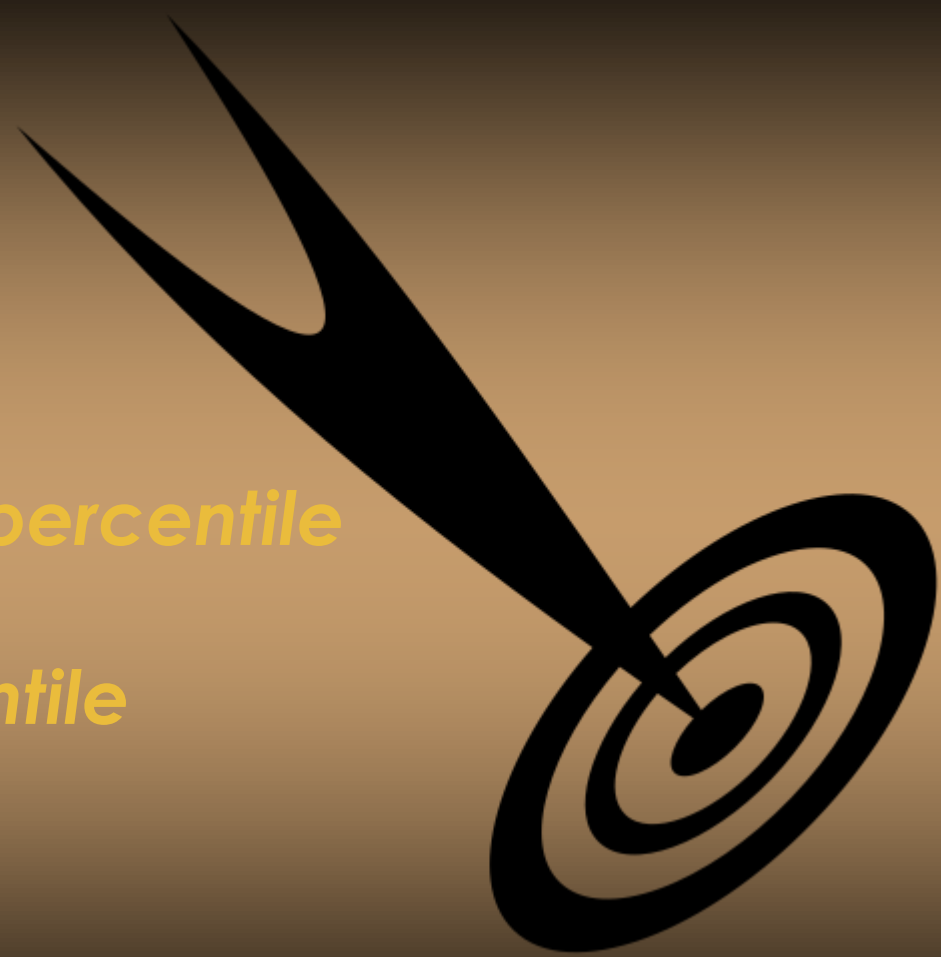
- ✓ *Summary of market survey analysis and Worldatwork projections*
- ✓ *Overview of Compensation Work*
- ✓ *Compression-current challenges and recommendations*
- ✓ *Overview of our self-funded health plan*
- ✓ *Recent actions taken to manage our health program*
- ✓ *Planned actions, program changes and wellness initiatives for the coming year*



# Compensation Targets

## *Market Targets*

- *Classified Staff- 50<sup>th</sup> percentile  
(Median of market)*
- *Teachers-75<sup>th</sup> percentile*



Board Adopted  
Strategy

# Joint Board Adopted Process. . .



Adopted  
Market  
Median  
Increase: 2%



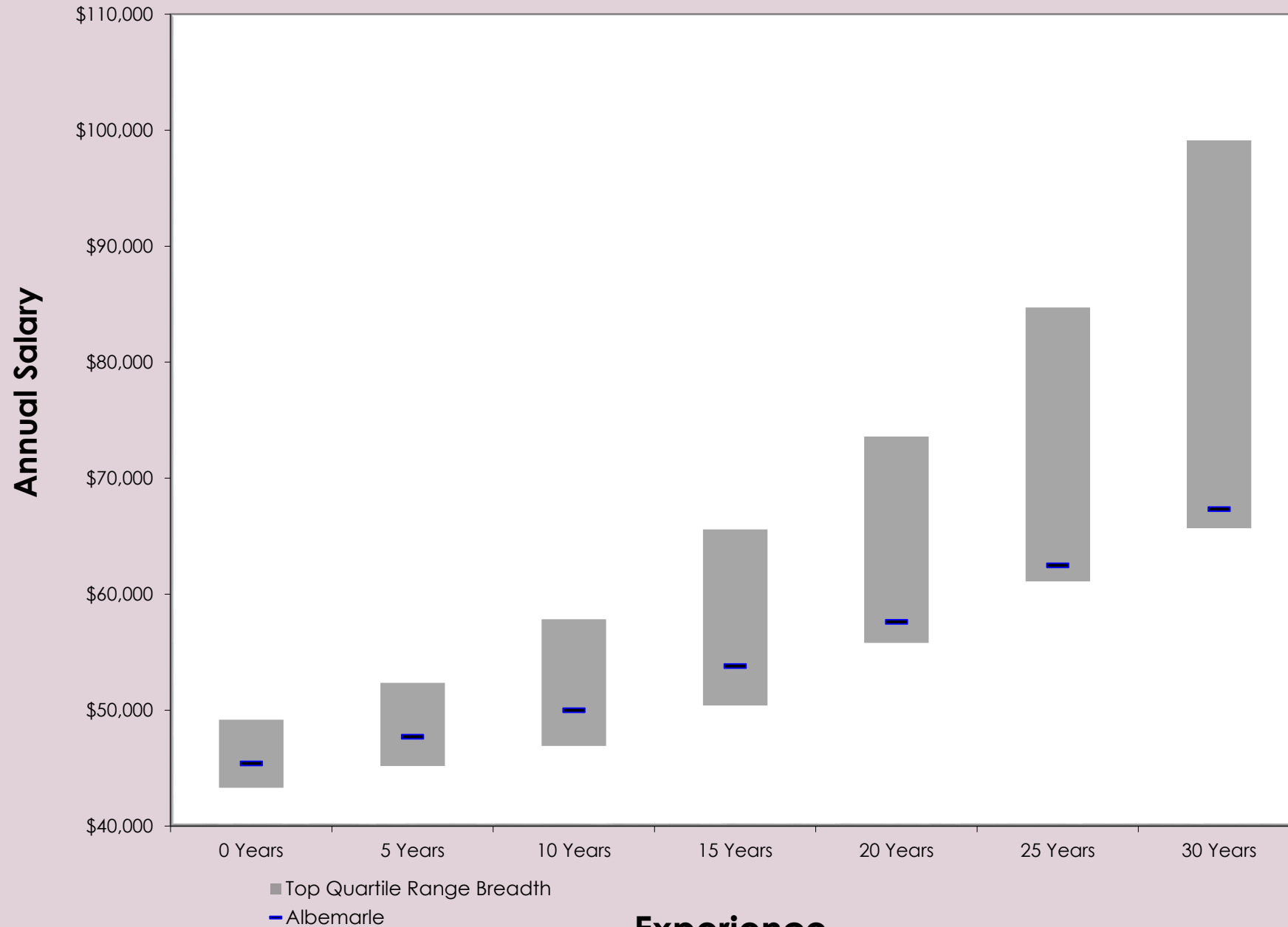
Meet  
Market

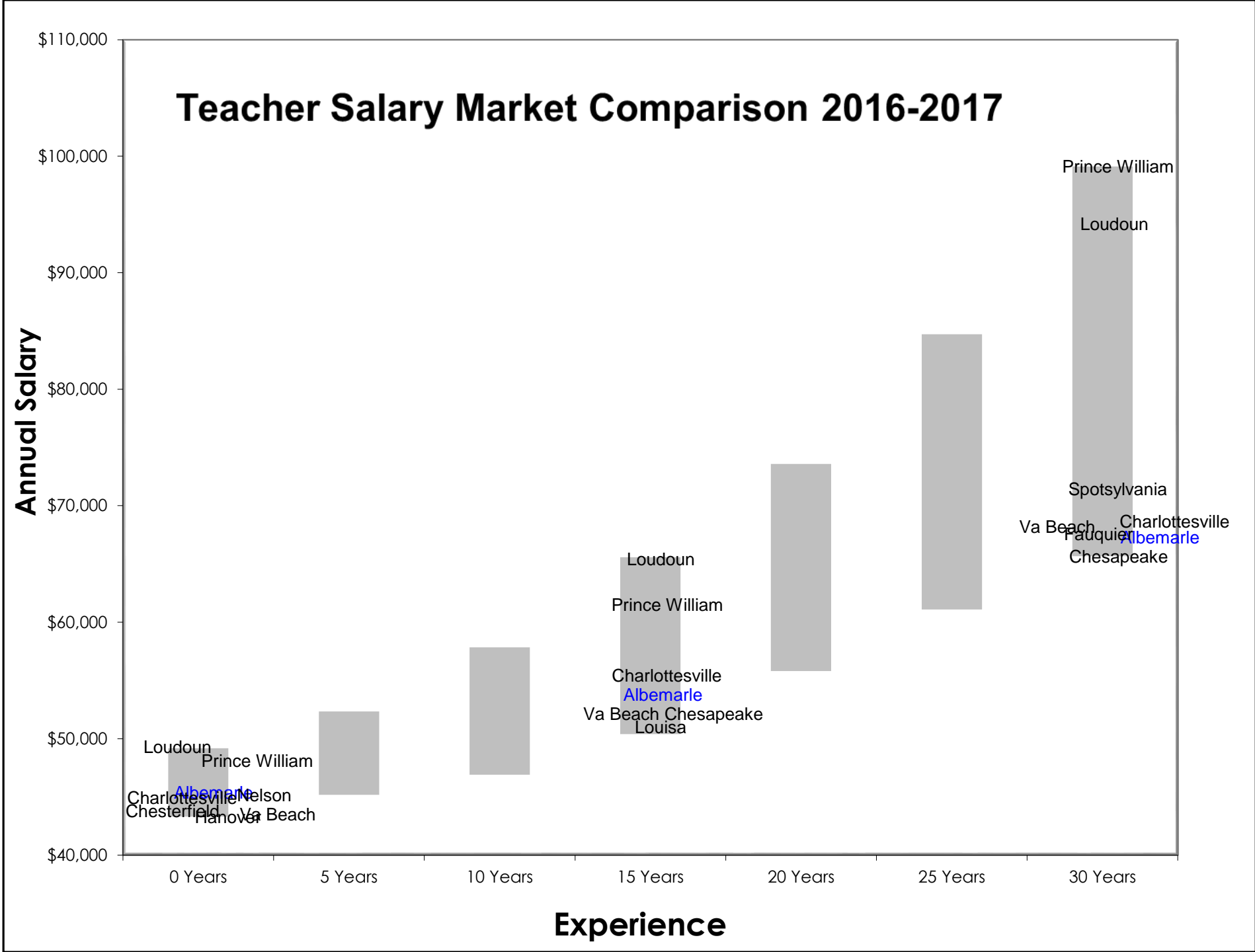


Projecting  
2.9%



# Teacher Salary Market Comparison 2016-2017





- **Departmental Classification Reviews**
- **Individual Classification and Salary Reviews**
- **Public Safety Career Development Programs**
- **Top of scale-Teacher longevity & classified lump sum payments**
- **School Division Compensation Broadband pilot**
- **Public Safety Pay Scale Review**
- **Teacher Compensation Review**
- **Compression recommendations**

**Compensation**

**Initiatives and ongoing projects**

# Compression

Small differences in pay between experienced employees and newly hired employee in same job

**Sharon**



**Communications Officer at ECC  
since 2010,  
8 years of total experience  
Current salary- \$38,796**

**Qualified candidate**

**8 years of relevant experience  
Based on the hiring range we  
should offer \$40,369.**



**Juan**

**NO ROOM to hire candidates with experience without  
leapfrogging current employees**

- Lose desired & highly qualified candidates
- Lengthy recruitments requiring current employees to cover vacancy (OT, comp, burnout, short staff)
- Morale issues

# Compression Recommendation for Classified Employees

- ✓ *Consistent with current compensation strategy*
  - ✓ *Allows for competitive hiring offers*
  - ✓ *Preserves internal equity*
- Assumes an employee should be paid the market rate after eight years in same position;
  - Places affected employees in range based on their time in current position up to midpoint;
  - Modify current structure by increasing minimum hourly (VRS eligible) from \$9.75 to \$10.00; this collapses paygrades 1-4 into 1 paygrade

## DOES NOT

- X Account for performance differentiations
- X Address compensation for employees paid above market rates (midpoint)



# Health Insurance

## Affordable

**Meet Boards' adopted target-slightly above market**

**Address individuals and families needs**

**Compliance**

**Target Reserves  
20%-25%**



# Managing our plan

## *What we have done...*

- ✓ Implemented deductibles
- ✓ Increased co-payments
- ✓ Changed spousal eligibility criteria (Oct 2015)
- ✓ Conducted Dependent Eligibility Review (2016)
- ✓ Selected Anthem as medical/dental/Rx administrator (Oct 2016)
- ✓ Analyzed market data (2016)
- ✓ Offered new Consumer Driven High Deductible plan with Health Savings Account (October 2016)

# Managing our plan

*What we are doing...*

- ☐ Evaluating self-insurance
- ☐ Evaluating Local Choice options
- ☐ Reviewing claims data
- ☐ Changing our contribution strategy order to get our



- ✓ Lose Well
- ✓ Onsite mammography
- ✓ Flu shots
- ✓ Fitbit Subsidy

# ALL MEANS ALL



# Regular Education Growth

	<b>Adopted 16-17</b>	<b>Superintendent's Proposal</b>	<b>Budget To Budget</b>
Enrollment	13,471	13,451	-20 Students
Teaching Staff (FTE)	971.30	970.14	-1.16

# Specialized Instructional Programs

- **Pre-K (Early Childhood Special Education)**
  - Special Education Classrooms, Program blending (Bright Stars, Title I).
- **A-BASE (Autism Services)**
  - **B**uilding **A**ppropriate **S**upports with **E**vidence: Services for students with Autism receiving regular education core instruction at the elementary, middle and high school levels.
- **B-BASE (Behavioral Support Services)**
  - **B**uilding **A**ppropriate **S**upports with **E**vidence: Services for student with disabilities exhibiting behavioral challenges that are receiving regular education core instruction at the elementary, middle and high school levels.





# Specialized Instructional Programs

- **VAAP (Virginia Alternate Assessment Classroom)**

- Elementary school level programs to provide specialized instruction to children with significant cognitive impairments.

- **FSC (Functional Skills Classroom)**

- Middle school level programs to provide specialized instruction to students with significant cognitive impairments.

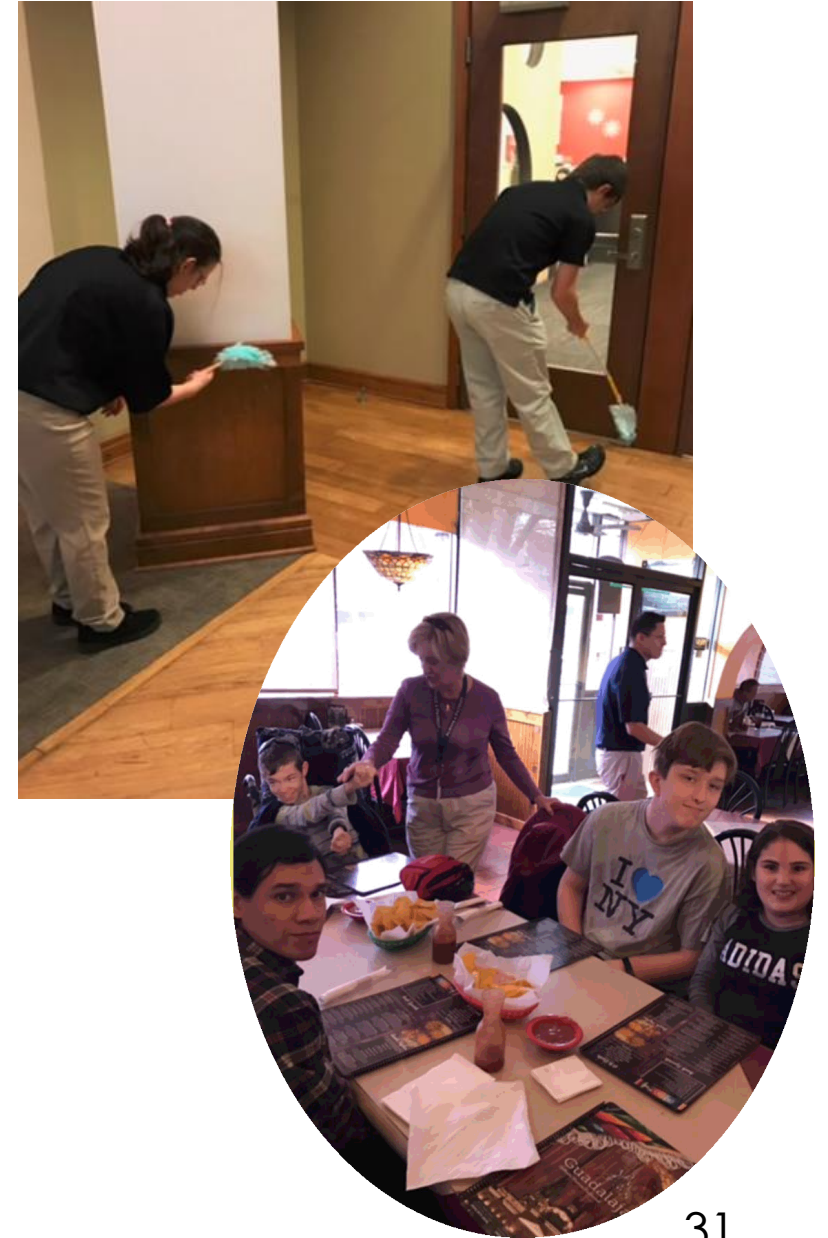
- **CBIP (Community Based Instructional Program)**

- High school level programs to provide specialized instruction to students with significant cognitive impairments.



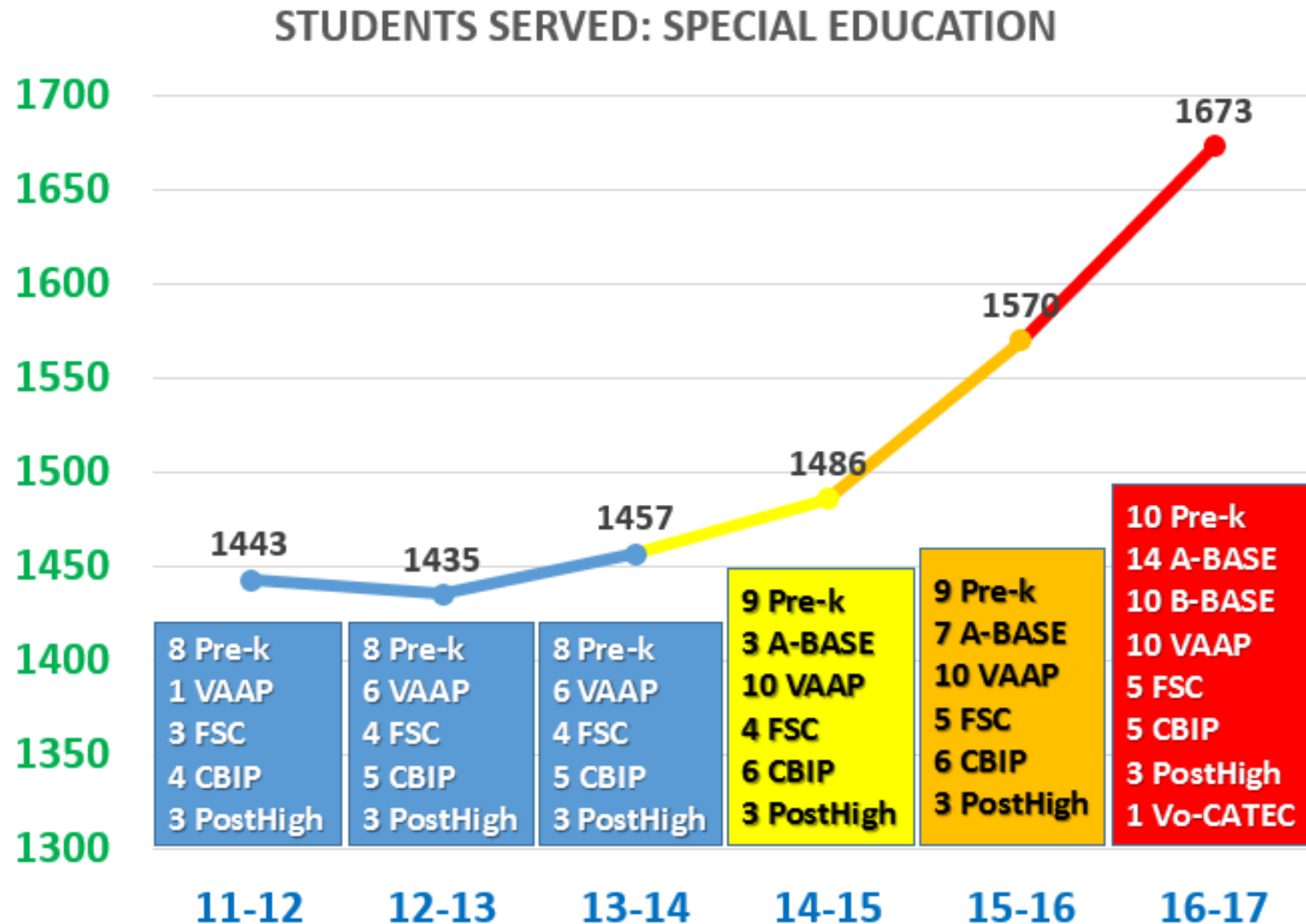
# Specialized Instructional Programs

- **Post High**
  - Post high school program to provide specialized instruction to students with significant cognitive impairments, aged 18-21.
- **Vo-CATEC**  
**(Work Study Services at CATEC)**
  - High school program to provide intensive specialized vocational services to students with disabilities from ACPS high schools with supports for competitive employment.



# Special Education - Growth

- **15-16 vs. 16-17:** Increase (103 students)





# SPED Point / Staffing Requirements

- **Staffing (base required staffing)**
  - **20 Points per 1.0 FTE for Special Education Teacher**
    - Instructional, Autism Assistants, Behavioral Assistants and Teaching Assistants are not included in the FTE calculation above.
    - Related services (speech, psychological, occupational and physical therapies) and specialists (Autism and behavior) are not counted in the FTE calculation above.

## **1 Point Student**

- 1-49% Special Education Services per week

## **2.5 Point Student**

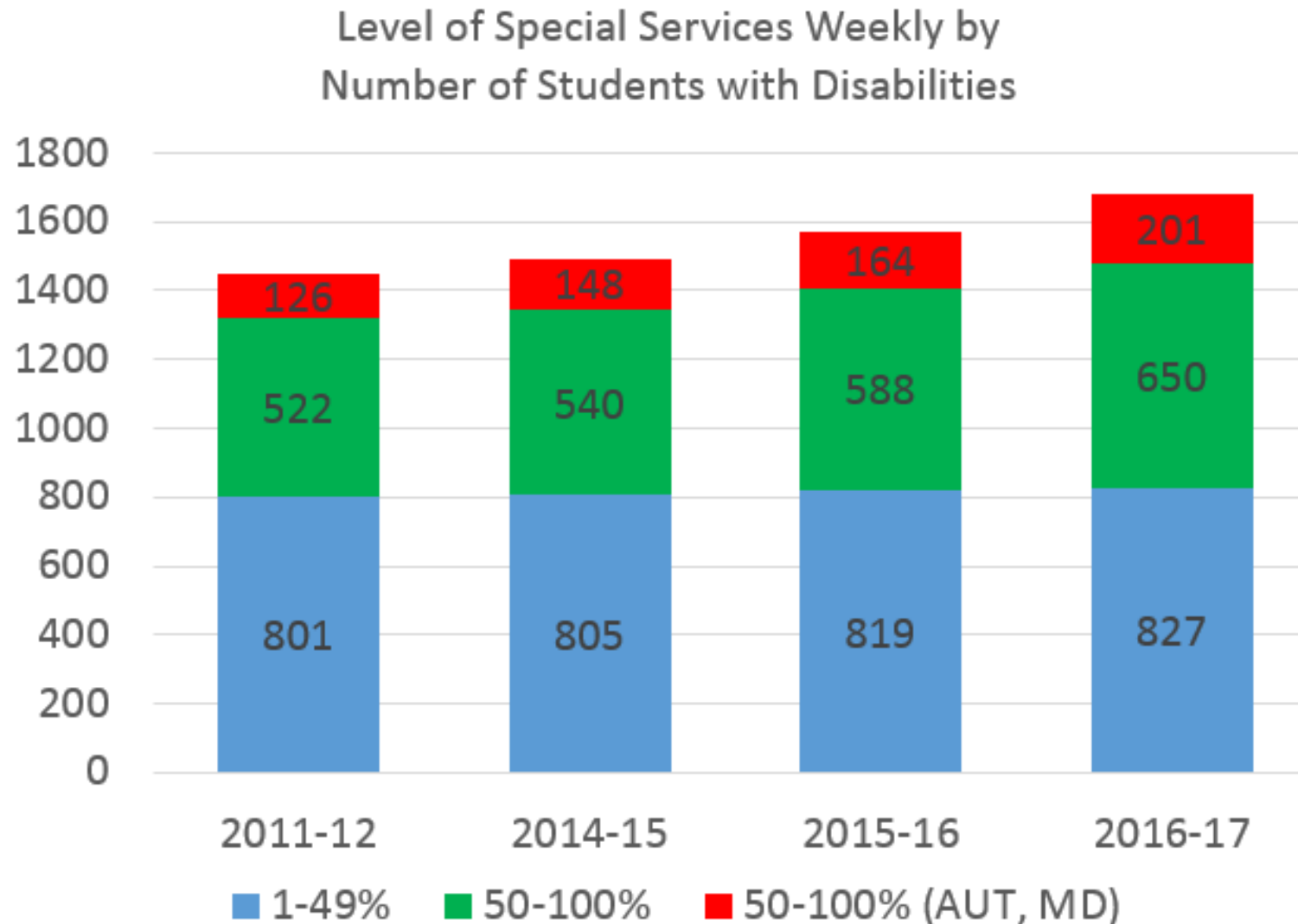
- 50-100% Special Education Services per week

## **3.3 Point Student**

- 50-100% Student with Autism or Multiple Disabilities

# Special Education - Growth

- Demographics: Intensity of Required Services



# Children's Services Act

(Previously Comprehensive Services Act)



- Children eligible for special education
- Have a right to a free and appropriate education
- Have been determined to require services beyond what the public schools can offer

## **Congregate Care** (Residential)

- SPED (4 cases) vs. DSS / Region Ten (4 cases)

## **Day Placements**

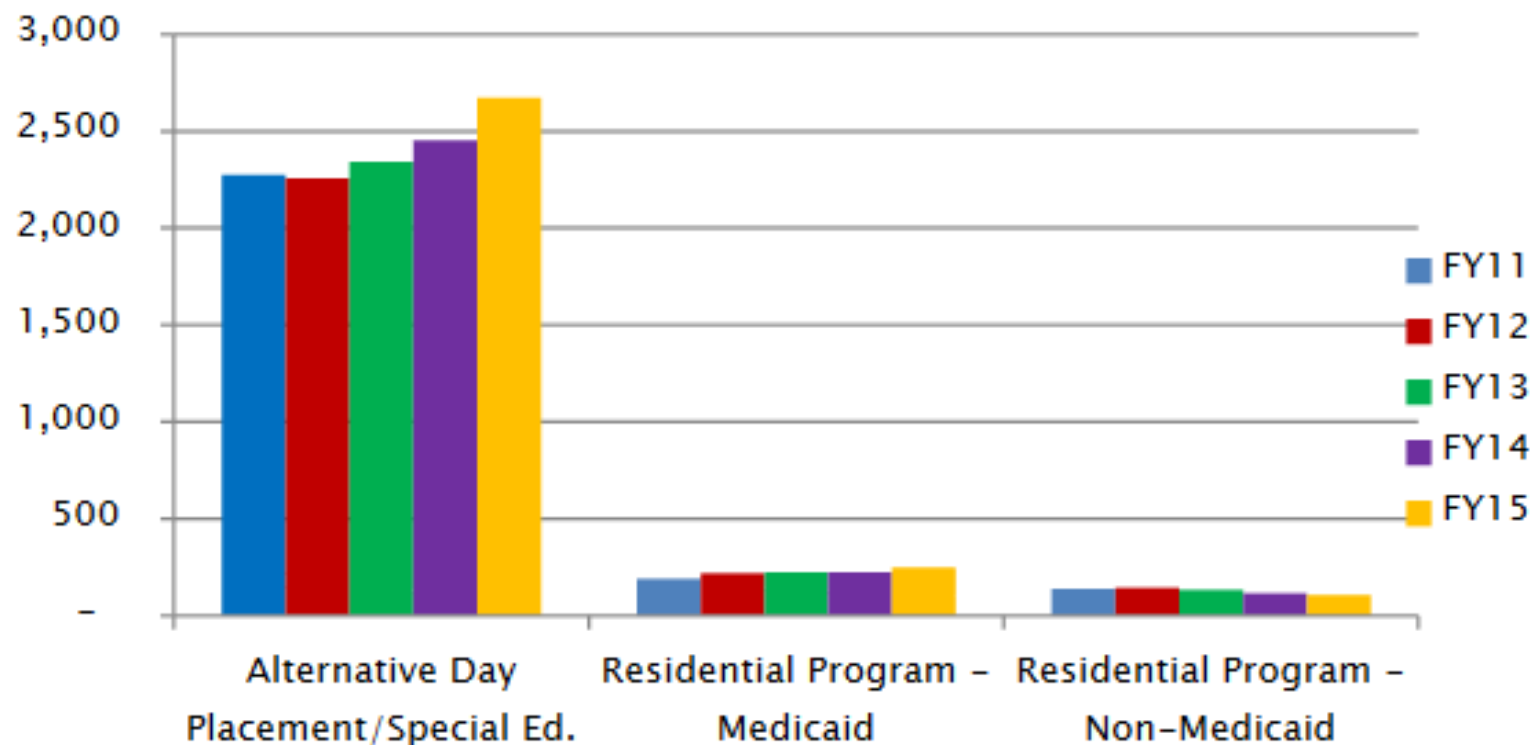
- SPED (42 cases) vs. DSS / Region Ten (0 cases)

# Placement Costs

- **CSA Match Rate:**
  - 44.74% (Local) / 55.26% (State)
- **Congregate Care (Residential - Per Day)**
  - Range of \$170.00 to \$703.00 per day
  - \$550.00 per day is typical
  - Medicaid is used to offset costs whenever possible
  - Special therapies are an additional cost
- **Private Day Placement (Per Day)**
  - Range of \$190.00 to \$360.00 per day
  - Special therapies are an additional cost

# Virginia CSA Trends

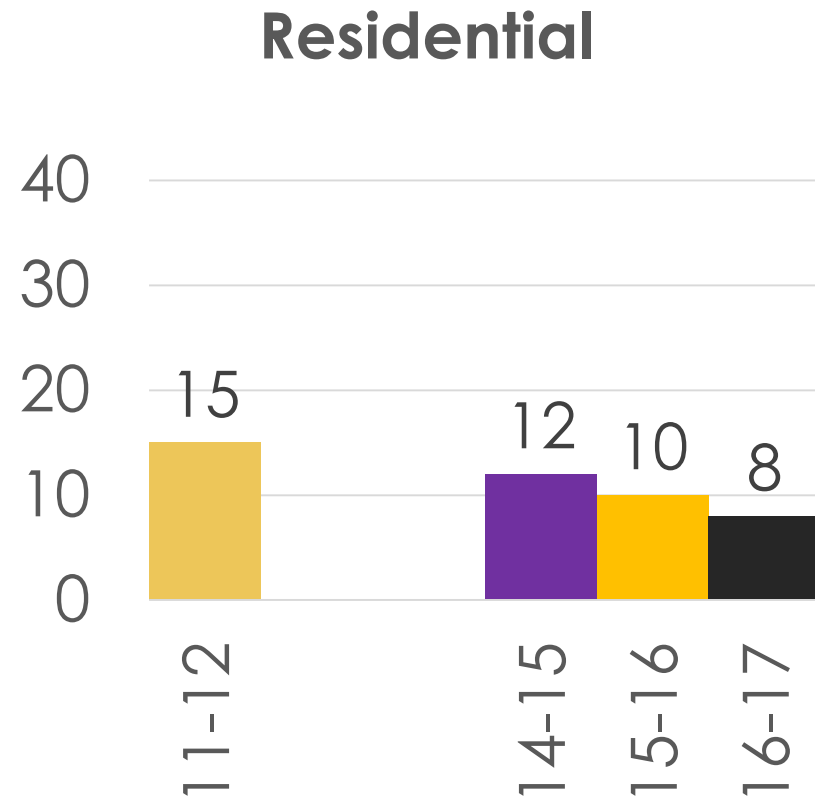
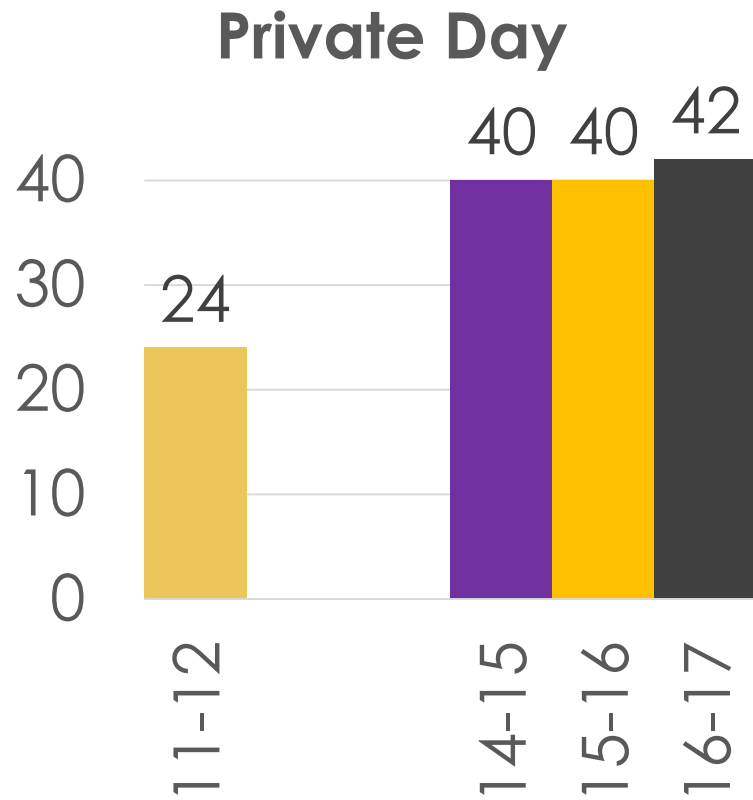
Number of Youth Served by Placement Type: Special Education Services



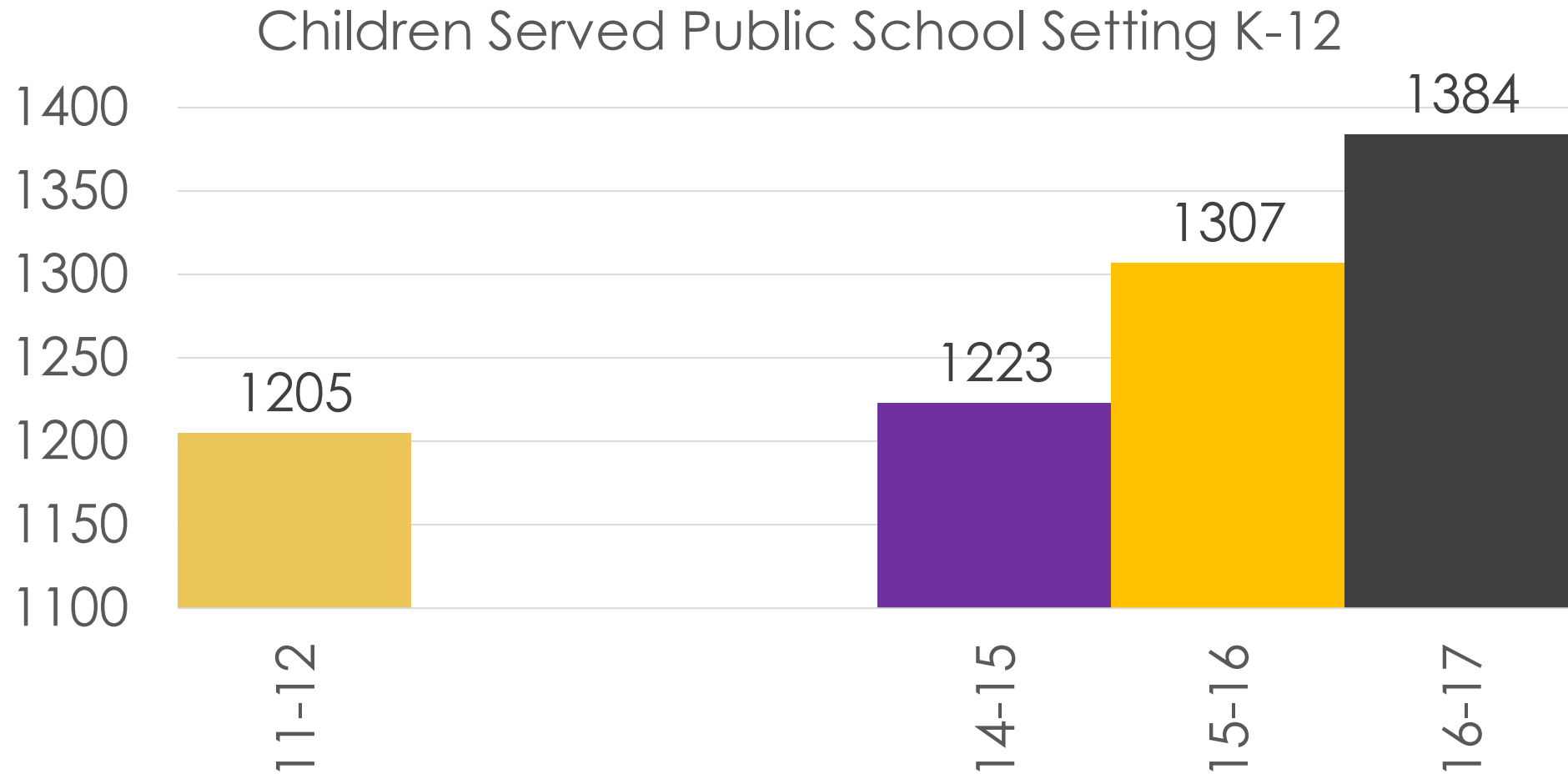
*FY2015 unduplicated count of youth who received services in accordance with an Individualized Education Program (IEP) requiring private school placement = 2883.*

[http://leg2.state.va.us/dls/h&sdocs.nsf/By+Year/RD4062015/\\$file/RD406.pdf](http://leg2.state.va.us/dls/h&sdocs.nsf/By+Year/RD4062015/$file/RD406.pdf)

# Albemarle County Trends



# Albemarle County Trends

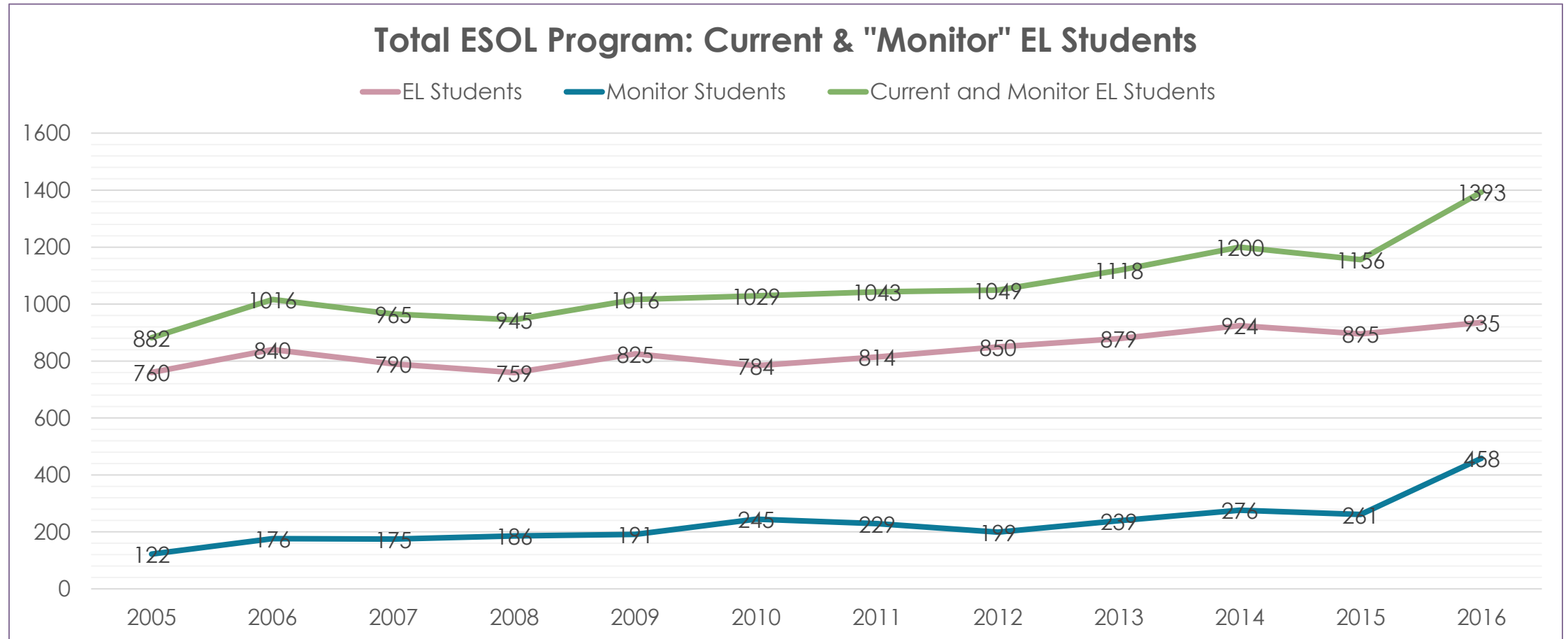


# Transportation

- Budgeted to add three buses for students with IEP's based on a projected 10% increase in this population requiring transportation
- Adds
  - 3 drivers
  - 3 assistants
  - Fuel, maintenance
- Will only add if needed



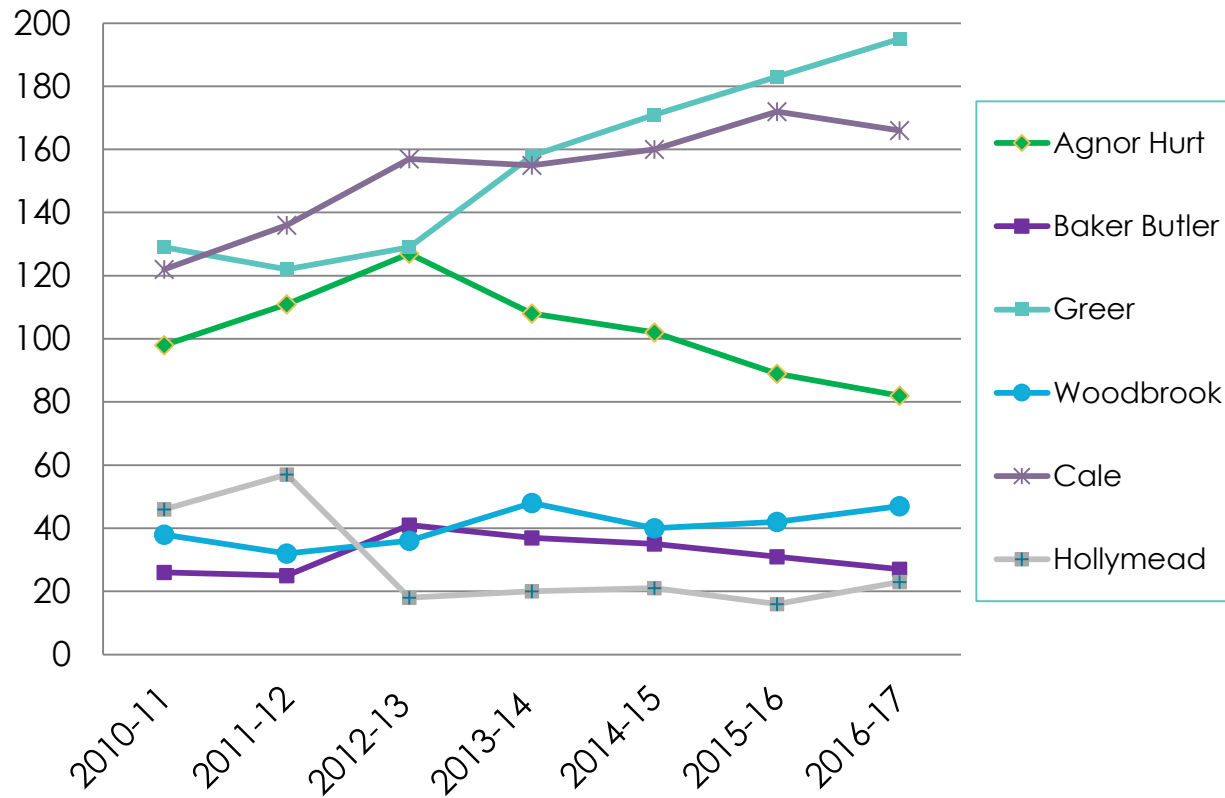
# Growing #s of English Learners (ELs) in ACPS



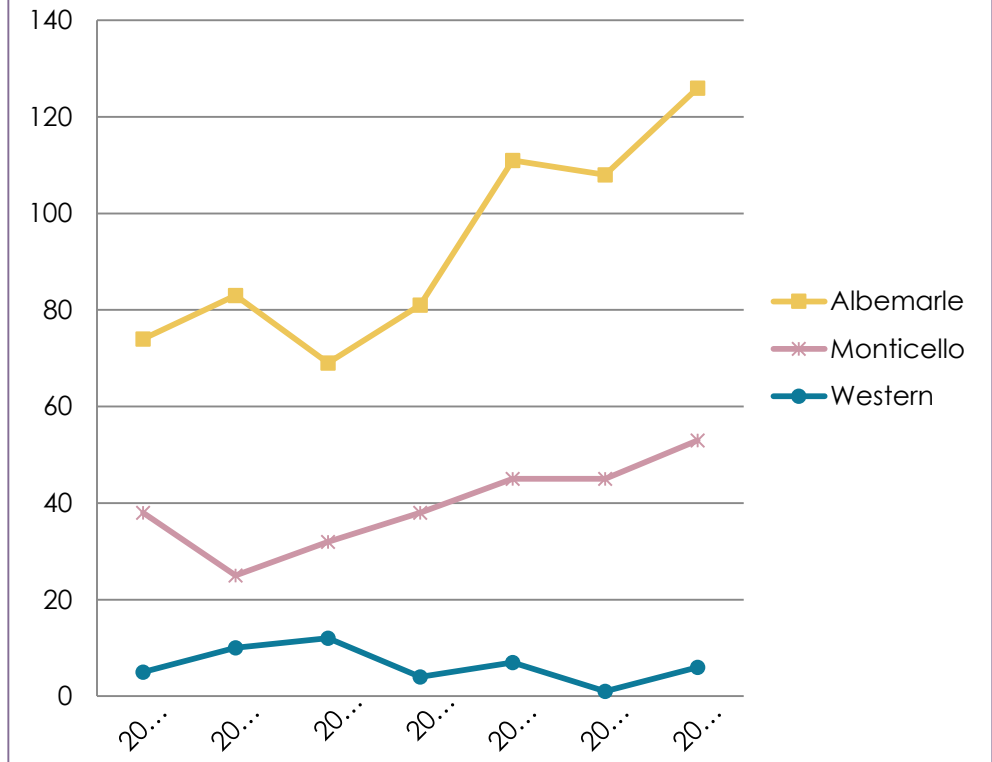
Our staffing formula considers the WIDA level of the students in addition to the numbers

# Growing #s of English Learners (ELs) in ACPS

**Elementary EL Enrollment 2010-2016**  
(Schools with more than 20 EL students)

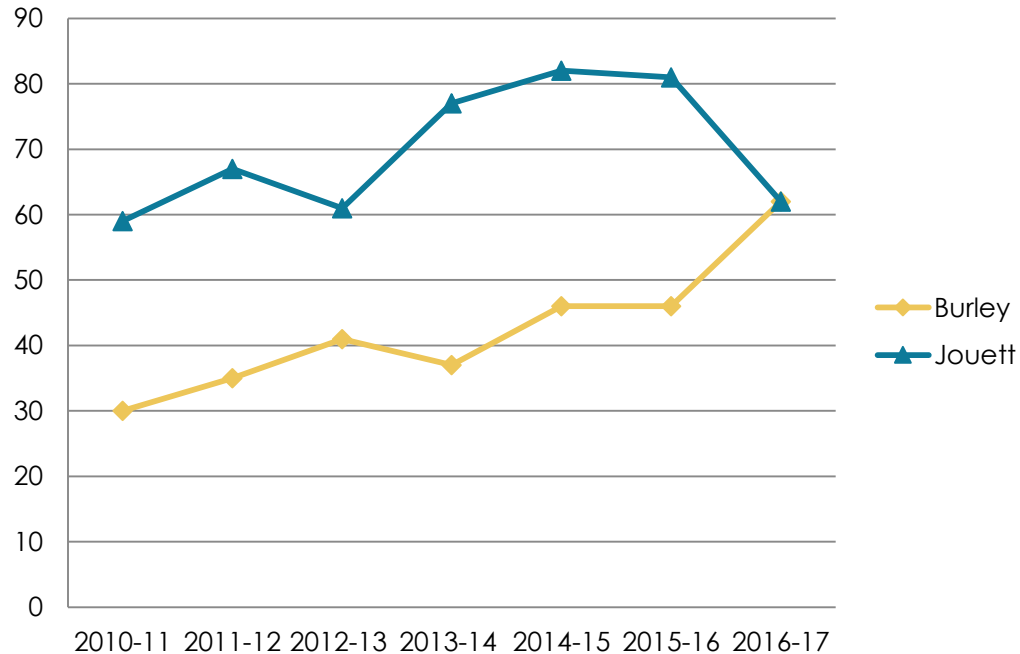


**High School EL Enrollment 2010-2016**

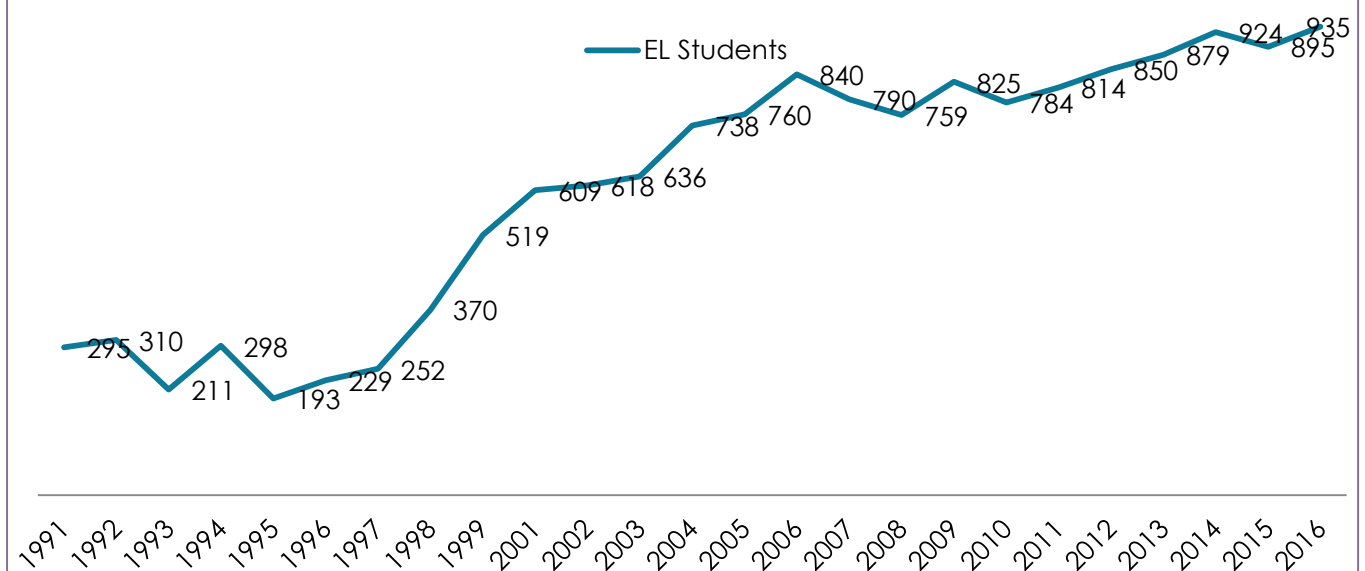


# Growing #s of English Learners (ELs) in ACPS

**Middle School EL Enrollment 2010-2016**  
(Schools with more than 20 EL students)



**EL Students in Albemarle County Public Schools**



# ALL MEANS ALL



2017-18 Budget  
Work Session

Continuing  
Initiatives/  
Operational  
Increases

# Continuation of Prior Year Initiatives

<b>Continuation of Prior Year Initiatives</b>	<b>\$355,663</b>
Final Phase of Full-Time Elementary School Nurses (0.85 FTE)	\$76,005
Career & College Planning Software	\$44,000
Learning Technology Integrators (3.00 FTE)	\$235,658

# Joint Programs and Other Increases

<b>Joint Programs and Other Increases</b>	<b>\$471,799</b>
Piedmont Regional Education Program (PREP)	\$144,970
Transfer to Children's Services Act (CSA)	\$108,721
Insurance Premium Increases	\$58,285
Staffing to Meet Federal Compliance	\$22,281
Charlottesville Albemarle Technical Education Center (CATEC)	\$137,542

# 2017-2018 CATEC PROPOSED BUDGET

## SALARY AND BENEFIT CHANGES

Description	Change	Amount
Salary	+2%	\$26,359
Health Insurance	+7%	\$16,158
VRS Retirement	+1.58%	\$22,980
Dental Insurance	+5%	\$317
FICA	-	\$2,016
	Total Increase:	\$67,830

# 2017-2018 CATEC PROPOSED BUDGET

## STAFFING CHANGES

EMT Instructor

**Total Additional Costs: \$34,103**

0.50 FTE position, including salary and benefits

Justification

Expansion of Healthcare and Medical Services Academy

Instructional Assistant

**Total Additional Costs: \$39,171**

1.00 FTE position, including salary and benefits (Support ELL and SPED)

Justification

Increased numbers of students with special needs, needing additional, more individualized instructional and behavioral support



# 2017-2018 CATEC PROPOSED BUDGET

## BUDGET SUMMARY

Total Salary and Benefit Increase: **\$141,104**

Total Projected Instructional and Facility Increase: **\$49,433**

Reduced Self Funding (Fund Balance): **\$318,347**

Reduced Staffing  
(Strategic Planning Officer, +1 FTE Administrator) : **\$318,347**

**Total ACPS Funding Request**  
**1,693,352 (9.2% Increase)**

# Operational Departments Available Tonight

- 62410 – Executive Services (Pages C-112 to C-114)
- 62420 – Human Resources (Pages C-118 to C-120)
- 62430 – Division Support Planning Services (Pages C-122 to C-124)
- 62431 – Fiscal Services (Pages C-126 to C-127)
- 62432 – Transportation Services (Pages C-128 to C-129)
- 62433 – Building Services (Pages C130-C132)

# Budget Review Schedule

**Jan. 19**    **Special School Board Meeting**  
Superintendent's Request  
Presentation

**Jan. 24**    **Special Budget Work Session**  
Overview of Budget  
Compensation and Benefits  
Growth/Continuing Initiatives  
Non-Instructional Departments

**Jan. 26**    **School Board Work Session**  
Equity and Access Initiative  
Technology  
Professional Development  
Instructional Departments

**Jan. 31**    **Public Hearing/Special Budget  
Work Session**  
Special Revenue Funds:  
Food Services, EDEP & Other  
Discussion

**Feb. 7**    **Tentative Special Budget Work  
Session** (if needed)

**Feb. 9**    **School Board Regular Meeting**  
Finalize School Board's Request

# Questions & Comments

## Quick Questions:

Contact:

**Jackson Zimmermann**

296-5829

[jzimmerm@k12albemarle.org](mailto:jzimmerm@k12albemarle.org)

*For quick answers on format, where to find content, etc. (no direct formal written response)*

## More In-Depth Questions/Comments:

Contact:

**Dean Tistadt**

296-5877

[dtistadt@k12albemarle.org](mailto:dtistadt@k12albemarle.org)

*For in-depth questions, written answers, and data provided to all Board members*