

SCHOOL BOARD'S PROPOSED  
SCHOOL BOARD'S ADOPTED

Community Budget Meeting  
April 8, 2018

FCCPS  
BUDGET  
'19

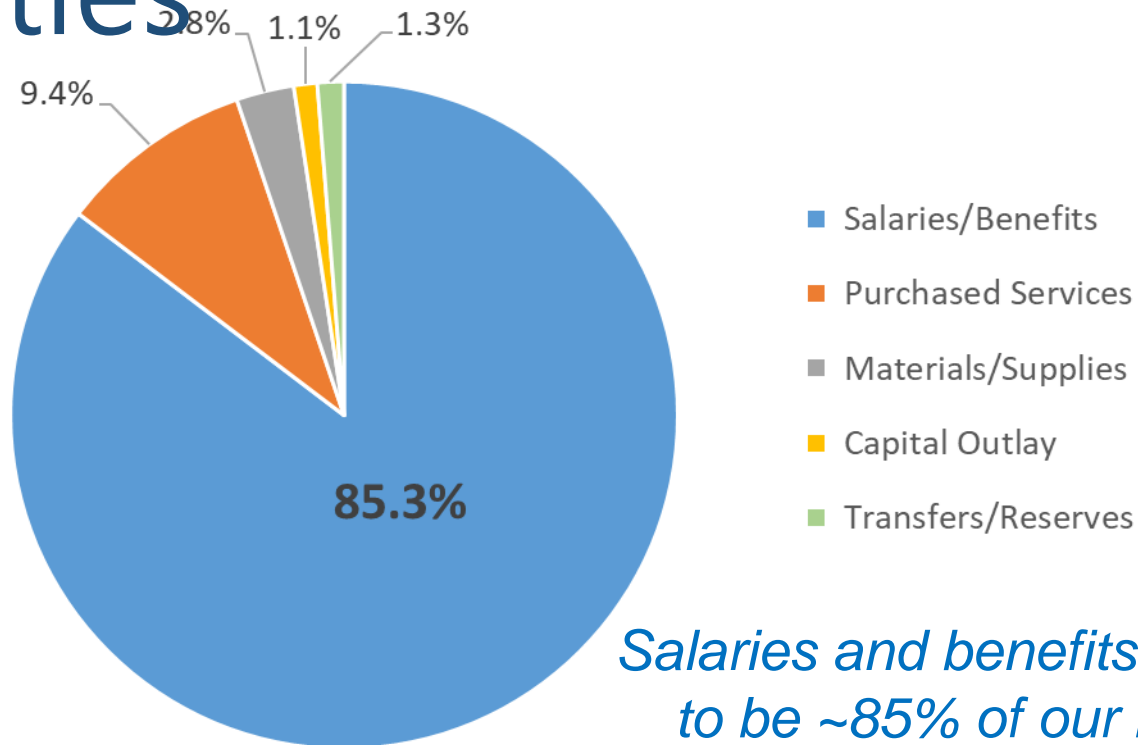


# The FY 2019 School Board Budget:

- Reflects the priorities of our school system
- Aligned with our Triennial Plan
- Reflects our current collective needs
- Recognizes the need for fiscal restraint within the current CIP environment



# Expenditures Reflect Our Priorities



*Salaries and benefits continue to be ~85% of our budget*

	FY2015 ACTUALS	FY2016 ACTUALS	FY2017 ACTUALS	FY2018 BUDGET	FY2019 BUDGET
TOTAL SALARIES & WAGES	63%	64%	63%	62%	63%
TOTAL BENEFITS	21%	21%	21%	22%	22%
TOTAL OTHER OP EXP	16%	15%	15%	16%	15%
<b>TOTAL EXPENDITURES</b>	100%	100%	100%	100%	100%

# Key to Success:

## FCCPS EMPLOYEES

- ❑ Ability to attract the best and brightest
- ❑ Build capacity through excellent professional learning
- ❑ Retain our high quality staff
- ❑ Remain regionally competitive

# Teacher Shortage

- “The latest figures from the Virginia Department of Education paint a bleak picture of the state’s teacher shortage. In 2016, more than 1,000 paid teacher positions in the public-school system sat unfilled, up by 200 from the previous year.”
- “Former Gov. Terry McAuliffe called the deficit ‘the single biggest challenge’ that would face his successor, Gov. Ralph Northam, when he took office in January.”

Feb. 2018 <https://news.virginia.edu/content/virginias-teacher-shortage>

# Request for Salary Support

- The School Board is requesting an increase of 2.8%
- This increase is needed to provide a 3% COLA for employees and to hire a psychologist to reduce the ratio of students per psychologist from 1,339 to 914

Transfer Increase of 2.8%	\$1,171,046
3% COLA for Employees	\$1,059,546
Psychologist	<u>\$103,300</u>
Remaining After COLA & Psychologist	\$8,200

- The other initiatives to support the Triennial Plan are funded through reductions and realignments of current resources

# Salary Support

- The centerpiece of the proposed budget is a 3% cost of living adjustment (COLA) for all employees
  - Our number one resource in our system is our people. Our “human capital” is vital to the health of the system and as such a fair and competitive salary is necessary
  - This proposed COLA will benefit every FCCPS employee
- Regionally, FCCPS must invest in our employees to remain competitive
  - Fairfax is proposing an average teacher increase of 5.5% the range of salary increases for the region is 2.5% to 7.6%
  - Arlington is proposing a step, and even after FCCPS’ 3% COLA we will remain behind Arlington with an average gap of 1.3%

# Proposed Surrounding Increases

Multiple school systems have proposed improving teacher pay

System	Step	COLA	Other	Total Teacher Increase	Notes
Falls Church City	No	3.00%		3.0%	
Arlington County	Yes 2.5%	No		2.5%	
Alexandria City	Yes 2.5%	No	Yes	2.5%	Additional step added to the top of the scale
Fairfax County	Yes 2.5%	No	Yes ~3%	5.5%	Teacher scale enhancement of \$53 million (approximately 3% on average)
Loudoun County	Yes 2.2%	1.3% Non-teacher	Yes ~3.2%	5.4%	Teacher scale enhancement of \$17.8 million, or 3.2% on average, to increase competitiveness. Custodian enhancement of \$1.9 million, and \$1.0 million for teacher assistants for increase in hours per day from 6.84 to 7.0
Manassas City	Yes 2.0%	No	~5.6%	7.6%	Attracts and retains highly effective instructional teaching staff, by matching the local market (average 5.6%)
Manassas Park City	No	No	3%	3.0%	Base raise for teachers averages 3%
Prince William County	Yes 2.7%	No	Yes	2.7%	Also funded a supplemental pay rate increase for coaches and teachers who supervise clubs, and for substitutes and temporary employees



# FY 2019 Requests

- Schools and departments were asked to submit *only* those requests for funding that directly impacted achievement of the **FCCPS Triennial Plan**
- Using that criteria, more than **\$2 million** and **16.9 new positions** were requested
- Approximately **1/3** of total requests **were funded** through realignments and reductions

# Triennial Plan Priorities Funded through Reallocation/Realignment

- After requesting support for the COLA and psychologist, reductions and realignments were made to fund our highest Triennial Plan priorities

Triennial Plan Priorities	
Preschool	Clerical Support
Elementary	PYP Coordinator, Laptop Carts
Middle	Counselor, Math Specialist
High	Career and Technical Education; Hybrid Classroom, Band Instrument Replacement
Systemwide	Special Education Teacher; Special Education Specialist; LIEP Specialist; Per-Pupil Materials and Supplies Allocation; Software license; Web Security; Bus Driver Supervisor Additional Time; Bus Replacement

# Alignment with Our Shared Values

- Our budget request supports the General Government's values of affordability and diversity
  - Making living in Falls Church City more affordable
    - Providing a 3% COLA to our employees
  - Supporting special populations
    - Psychologist to support student's wellbeing and mental health
    - LIEP specialist to enhance and support instruction for our English Language Learners
    - Special education specialist and a special education teacher to work with teachers and students
    - Laptop cart to support technology for all students

# Budget Guidance

Adopted by City Council on December 11, 2017

- Maintain excellent services & schools ✓
- 2% operating growth cap ✗
- Comply with fiscal policies ✓
- Find efficiencies ✓
- Competitive Employee Compensation ✓
- Vibrant Business District
- Neighborhood Traffic Calming
- WMATA: work to reduce City exposure

# Budget Guidance Gap

- Guidance 2.0% leaves a gap of \$350,236 from the proposed budget request
  - This gap is equivalent to:
    - Reducing COLA to 2.3%
    - Eliminating 4 teacher positions
    - Not fund Triennial Plan priorities including:
      - Psychologist, special education specialist, clerical support for JTP, PYP coordinator for MD and JT, band instrument replacement, etc.
  - With local funding providing 83.7% of FCCPS' revenue, and with state funding decreasing from the FY 2018 Approved Budget, we are requesting an increase above guidance to support our employees and address student mental health and wellness

# Fiscal Stewardship

- In developing the budget:
  - All accounts were reviewed
  - Adjustments, reductions, and realignments result in a total budget increase of 0.8%
  - But with decreasing revenue from other sources, we have requested a transfer increase of 2.9% to meet our salary needs and to support mental health
  - The transfer increase requested is the lowest since FY 2012

Local Funding History		
Year	Transfer Total	% Increase
FY10	\$ 28,836,275	-1.5%
FY11	\$ 27,435,800	-4.9%
FY12	\$ 27,433,000	0.0%
FY13	\$ 29,975,200	9.3%
FY14	\$ 33,682,700	12.4%
FY15	\$ 36,746,200	9.1%
FY16	\$ 38,403,956	4.5%
FY17	\$ 39,708,000	3.4%
FY18	\$ 41,040,500	3.4%
FY19 Request	\$ 42,211,546	2.9%

# School Board Request

- Requesting a 2.8% increase
  - This is below the organic revenue growth of 3.4%
  - This funds the cost of living adjustment for all employees and a psychologist position

Transfer Increase of 2.8%	\$1,171,046
3% COLA for Employees	\$1,059,546
Psychologist	<u>\$103,300</u>
Remaining After COLA & Psychologist	\$8,200

- All other initiatives to support the Triennial Plan total approximately \$625,000 and were funded through reductions and realignments of current resources



FALLS CHURCH CITY  
PUBLIC SCHOOLS