



# **Preliminary Information FY15 Operating Budget**

**February 10, 2014  
School Board Work Session**

**This information reflects the recommendations that will be set forth in the Superintendent's Proposed Budget later this week.**

Governor's proposed budget  
provides  
additional \$, but doesn't restore  
reductions



## FY15 Preliminary Revenue

Governor-Proposed State Aid	\$2,954,243
Federal – Impact Aid, DoD, Medicaid reimbursement	\$39,100
County	unknown
Local Miscellaneous (leases, tuition, etc.)	\$36,156
<b>Total Revenue Change</b>	<b>\$3,029,499</b>

Reductions of more than \$1.5  
million

## Reductions

Attrition	(\$700,000)	
Electricity	(\$170,000)	
Sub-Total		(\$870,000)
VRS early retiree debt paid off		(393,524)
Reduce Employer share* of Health Insurance rates by 3%		(\$318,000)
Zweibrucken Exchange Program		(3,000)
<b>Total Reductions</b>		<b>(\$1,584,524)</b>

- Also reduce employee rates by 3%

## Virginia Retirement System

Mandated Professional group rate increase	\$1,806,000
Non-Professional group rate	(67,546)
Mandated employer cost of shifting another 1% to employees	\$150,000
Cover employee payroll cost of shifting 1% (.1% salary adjustment; one-tenth of a percent)	\$76,000
<b>Total VRS Expenditure Increase</b>	<b>\$1,964,454</b>

To make compensation more  
competitive, \$2.9 million more  
for salaries

## Compensation

Revise compensation to make it more competitive	\$2,923,428*
Reclassification of non-licensed staff (based on periodic review)	\$60,000
<b>Total</b>	<b>\$2,983,428</b>

- Implements the Career Cycle Pay Plans for teachers
- Awards one step for all eligible returning employees (licensed & non-licensed)
- Restores one step to each eligible employee (licensed & non-licensed); includes enough funds to choose between two restoration methods



## Compensation

Implement Career Cycle Pay Plan for licensed staff	\$418,207
Award one step to licensed staff on new pay plan	\$762,494
Award one step to non-licensed staff	\$525,000
Restore one step to eligible licensed staff	\$692,727
Restore one step to eligible non-licensed staff	\$525,000
<b>Total</b>	<b>\$2,923,428</b>

## How does YCSD rank w/ local comparators?

English SOL Scores	1 of 9	Top Third
Math SOL Scores	1	Top Third
Graduation Rates	2	Top Third
Per Pupil Spending	9	Bottom Third

## How does YCSD rank w/ local comparators?

BA Teacher Pay Plan-Minimum	4	Middle Third
BA Teacher Pay Plan-Midpoint	6	Middle Third
BA Teacher Pay Plan-Maximum	7	Bottom Third
MA Teacher Pay Plan-Minimum	7	Bottom Third
MA Teacher Pay Plan-Midpoint	4	Middle Third
MA Teacher Pay Plan-Maximum	4	Middle Third
MA+30 Teacher Pay Plan-Minimum	5	Middle Third
MA+30 Teacher Pay Plan-Midpoint	4	Middle Third
MA+30 Teacher Pay Plan-Maximum	5	Middle Third

## New Pay Plan Would Provide Modest Increase in Teacher Salaries

- \$423 is the average difference between a step on the current plans & the same step on the recommended plans
- New teacher pay plans would rank in the top third of local comparator group
- Would cost \$418,207 in FY15

## Restoring a Step

- Restore employees who have missed the most: restore 1 step to every employee who has missed 5 steps (approximately 684 of 892 teachers: 77%)

OR

- Restore any employee who has missed a step: restore 1 step to every employee who has missed 1 or more steps (approximately 846 of 892 teachers: 95%)
- A teacher with 30 years service who is above age 50 who retires this year will lose approximately \$2,400 of annual retirement benefits due to the step freeze

The data on this slide was revised 2/12/14.

## Salary Loss Due to Step Freeze Teacher with a Master's Degree

Years Experience	Salary without Step Freeze	Actual Salary	Annual Loss in \$	Annual Loss in %
5	44,370	40,682	3,688	8.3%
16	50,600	47,377	3,223	6.4%
25	58,575	54,559	4,016	6.9%

The "Salary without Step Freeze" column shows the salary a teacher would receive at three different experience levels if YCSD had not frozen steps for five years.

## Additional Enrollment (190 Students)

8 Teachers	\$408,000
2 Regular Education Para-Educators	\$34,000
Materials and Supplies (per student allocation)	\$16,000
<b>Total</b>	<b>\$458,000</b>

## Other Staffing

1.5 Required Special Education Teachers	\$76,500
1.5 Required Special Education Para-Educators	\$25,500
2.5 School Counselors (includes restoring 1.5 positions)	\$128,000
1 Social Worker	\$53,000
1 School Psychologist Intern (restores 1 of 2 positions funded w/ stimulus dollars)	\$25,000
Restore 2 Computer Support Technicians (out of 3 cut)	\$100,000
Restore 1 Network Administrator	\$70,000
Restore Benefits Specialist	\$45,000
1 HVAC position	\$50,000
<b>Total Other New Expenditures</b>	<b>\$573,000</b>



## Middle & High School Counselors

- School Counselors address academic, career, & personal/social needs of students
- Add 2.5 Counselors for a total of 24 Counselors (includes restoration of 1.5 positions)

<b>Staffing Ratios</b>	
Current: Secondary Schools	338:1
Best Practice	250:1
Preliminary Recommendation: Secondary Schools	301:1

## Other Instruction

ESL increase using new ESL revenue	\$84,920
Interactive Achievement to identify student needs	\$80,000
New Horizons Regional Education Center (projected)	\$53,082
Textbooks (only restores previous cuts)	\$300,000
Virginia Pre-school Initiative increase using new VPI revenue	\$30,000
Professional Development re: autism (Para-Educators) & K-5 literacy model	\$20,850
Virtual High School using new VHS revenue	\$7,500
<b>Total Other New Instructional Expenditures</b>	<b>\$576,352</b>

Restore \$300,000 (50%)  
reduction for books

- Next year used mainly for books for K-5 students

A whiteboard with a silver frame and a marker tray at the bottom. The text "Restore funds to maintain our tech infrastructure" is written in a black, cursive font on the white surface.

Restore funds to maintain our  
tech infrastructure

## Technology Infrastructure

- Provides \$765,000 to restore some funds to maintain tech infrastructure
- Storage networks & servers for Virtual Desktop Infrastructure
- Funds would not shorten our relatively long replacement cycle
- Funds would not address demand for additional student computers or bandwidth

## Other Operations

Replacement Bus (restores one quarter of previous cut)	\$90,000
Increase Liability Insurance Coverage	\$27,700
Equipment & Vehicle for HVAC Technician	\$26,000
Pest Control Contractual Services	\$23,000
County shared services	\$20,562
Human Resources subscription fees for secretarial testing & Affordable Care Act reporting	\$7,260
<b>Total</b>	<b>\$194,522</b>



Funds Available (increased revenue & reductions) \$4,614,023

### New Expenditures

Virginia Retirement System \$1,964,454

Compensation (a placeholder amount, not a recommendation) \$2,983,428

Staffing & Materials relating to Additional Enrollment \$458,000

Other Staffing \$573,000

Instruction \$576,352

Technology \$765,000

Operations \$194,522

**Total New Expenditures \$7,514,756**

**Budget Gap \$2,900,733**

A whiteboard with a silver frame and a marker tray at the bottom. The text "Funds wouldn't restore most of cuts" is written in black cursive on the white surface. The background behind the whiteboard is a dark blue gradient with a faint star pattern.

Funds wouldn't restore most  
of cuts



## Examples of Unrestored Cuts

24.6 Classroom Teachers	(\$1,254,600)
Chief Officers, 4 Associate Directors, 5.3 other SBO positions	(\$830,500)
19 Para-Educators	(\$323,000)
14 Custodians	(\$308,000)
Stop Paying Advanced Placement & PSAT Exam Fees	(\$244,310)
4 Technology Positions	(\$215,000)
Reduce contract length of Para-Educators by 4 days	(\$116,000)
Eliminate COE Student Work Experience Program	(\$81,000)
Eliminate Tuition Reimbursement	(\$80,000)



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