



Greene County  
Public Schools

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Every Child · Every Chance · Every Day

# Budget Work Session February 2, 2022

# VISION & MISSION



## VISION

Empowering our community's children for life-long success.

## MISSION

Engage all students through learning that is innovative, personalized, and relevant.



# Greene County School Board Priorities

- Support the implementation of Innovate 2021 including our core values of innovation and academic excellence; providing a safe and supportive learning environment; efficient utilization of resources; and collaboration and communication with all stakeholders.
- Provide competitive compensation and benefits for all staff.
- Focus on the support, recruitment, and retention of the most highly qualified educators, leaders, and support staff.

# Local Budget Process

## Budget

January		February	
1/13	School Board Meeting Budget Planning Update	2/2	School Board Work Session Review Priorities, Draft Budget Proposal
		2/9	School Board Meeting Public Hearing on Proposed Budget
		2/23	School Board Meeting Budget Adoption

# FY 2023 Influencing Factors

## Enrollment

- FY 22 – Current ADM 2814 vs 2875 used for budget planning
- FY 23 – 2820

## VRS

- First year of new biennium. VRS is proposing a rate reduction (19.17% to 17.16%). Governor's budget recommending holding at current levels and not reducing.

## Local Composite Index (LCI)

- First year of new biennium. Increasing from .3446 to .3505 (increase of 1.7%) The Composite Index determines a school division's ability to pay education costs fundamental to the commonwealth's Standards of Quality (SOQ).

# FY 2023 Influencing Factors

## Operating Expense

- Fuel rates are at contracted rates and remain stable. We are seeing parts for vehicle maintenance increasing in costs. Utilities are being surveyed for rate changes. Any fluctuations will be offset within existing budget structure. Building Insurance expected to remain flat.
- Ongoing effect of Pandemic continue to contribute costs addressing learning loss and student supports.

## Other Economic Factors

- Social security payment increase 1/1/22 = 5.9%. Largest increase in 40 years. Last closest was in 2008 at 5.8%
- Inflation = 7%

# Revenues – State

Fiscal Year	State Budget	Budget ADM
FY 2022	\$20,939,829	2804.55 *
FY 2023	\$24,995,396	2820 ◇

- \* From Governor's Budget Proposal of 12/16/21 Caboose budget proposal. GPCS approved FY 22 state funding at \$20,956,459 based on 2875 ADM in December 2020
- ◇ State ADM projection was 2786.20. GCPS projection based on current enrollment

## Considerations

- House and Senate still to present their versions of budget bills – General Assembly convened 1/12/22
- New Governor may have changes that have not yet been announced
- Funding in FY 23 and FY 24 for a 5% compensation increase for SOQ positions. May change in House and Senate versions. Must be given by 7/1/2022 and 7/1/2023 respectively.

# Revenues – State

## FY 2022 Caboose Budget vs FY 2023

Category	FY 2023 to FY 2022 Difference	Uses/Budget Language	Local Match
Basic Aid SOQ	\$702,196	For the basic instructional positions derived from minimum student to teacher ratios required by the Standards of Quality (SOQ) plus all other personal and non-personal support costs funded through the SOQ.	Yes
Special Education – SOQ	\$189,134	For salary costs of instructional positions generated based on the staffing standards for special education.	Yes
At Risk – Incentive & Lottery	\$492,033	Based on the estimated number of federal free lunch participants in each division to support programs for students who are educationally at-risk.	Yes



# Revenues – State

## FY 2022 Caboose Budget vs FY 2023

Category	FY 2023 to FY 2022 Difference	Uses/Budget Language	Local Match
School Construction – Incentive	\$1,986,403	Eligible expenditures under this program shall be nonrecurring in nature and may include school construction, additions, infrastructure, site acquisition, renovations, technology, and other expenditures related to modernizing classroom equipment, school safety equipment or school safety renovations, and debt service payments on school projects completed within the last ten years. Unspent funds awarded to school divisions shall be carried-forward to FY 2024 and FY 2025 and appropriated to school divisions by the local governing body.	No
No Loss/Grocery Sales Tax Hold Harmless/ Rebenchmarking Hold Harmless	\$270,588	For use on any eligible cost within the Standards of Quality	No– Grocery Sales Tax Hold Harmless Yes – Rebenchmarking Hold Harmless
Early Reading Intervention – Lottery	\$106,792	Designed to reduce the number of students needing remedial reading services. Expanding from grades K–3 to K–5.	Yes

# Revenues – Federal

Federal Budget		
FY 2022 Federal Revenue Budget	\$2,080,000	
Actual FY21 Fed Revenue Received	\$2,739,730	
Difference	\$659,730	Majority attributed to change in School Nutrition Funding Model
FY 23 Estimate	\$2,080,000	

**Estimating flat funding based on assumption of flat enrollment. Federal funds cover only program eligible expenses such as Federal Title Programs and School Nutrition.**

## Considerations

- All Federal revenues are specifically mandated by program and cannot be allocated outside of the program for which they are approved.
- Each program specifies how the funding can be used categorically, and in some cases it may exclude specific categories for expenditures.
- Year over year funding may change based on the federal application and can include non-recurring expenses.
- Program specifications and mandates fluctuate from year to year affecting available funding and allocations.
- Funding can be revised by the government during/within the active budget year.

# Revenues – Local

Fiscal Year	Local Funding County Funds	Local Funding Other Funds
2020-2021	\$17,465,112	\$494,000
2021-2022	\$17,472,521	\$494,000

- **County funds** are the allocated funds from the county’s tax based revenue that are allocated to the schools
- **Other funds** are comprised of funds from sources such as rents, regional programs, retiree insurance payments, insurance settlements, sale of equipment or the miscellaneous revenue. Note FY 21 actual for the category = \$243,479



## VRS Rates

	FY 2022	VRS Proposed FY 2023
<b>Employee Rate</b>	<b>0.0500</b>	<b>0.0500</b>
<b>Employer Rate</b>	<b>0.1662</b>	<b>0.1476</b>
<b>Retiree Health Care Credit (RHCC)</b>	<b>0.0121</b>	<b>0.0121</b>
<b>Group Life Insurance (GLI)</b>	<b>0.0134</b>	<b>0.0119</b>
<b>Total Employer Paid</b>	<b>0.1917</b>	<b>0.1716</b>

Current Governor's proposal is recommending maintaining and not lowering VRS Rates.

## Health Insurance

<b>Increase Estimated at 8.5–9.5%</b>	<b>\$320,000–360,000</b>
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- Based primarily on rising pharmaceutical costs.
- Current claims experience factor is positive and not anticipating this to cause additional increases in premiums.



# Summary of Capital Debt

Project	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028
William Monroe High School (2007)	\$ 242,000	\$ 236,000	\$ 230,000	\$ 224,000	\$ 218,000	\$ 212,000	\$ 206,000
William Monroe Middle School (2007)	\$ 302,500	\$ 295,000	\$ 287,500	\$ 280,000	\$ 272,500	\$ 265,000	\$ 257,500
Energy Project – QSCB	\$ 286,157	\$ 286,157	\$ 286,157	\$ 286,157	\$ 286,157	\$ 286,157	
Energy Project LP	\$ 81,579	\$ 81,579	\$ 81,579	\$ 40,790			
Athletics & Arts Facilities	\$ 340,313	\$ 341,475	\$ 342,133	\$ 343,285	\$ 340,084	\$ 341,579	\$ 342,669
Switch/Telecom LP	\$ 88,221						
WMMS/WMHS/Std & RES Site (2017) (Phase 1 Facilities Study)	\$1,542,221	\$1,537,629	\$1,541,269	\$1,538,015	\$1,537,868	\$1,540,574	\$ 1,541,008
<b>Total Fiscal Year Debt Retirement</b>	<b>\$ (9,784)</b>	<b>\$ (105,151)</b>	<b>\$ (9,203)</b>	<b>\$ (56,391)</b>	<b>\$ (57,638)</b>	<b>\$ (9,298)</b>	<b>\$ (298,133)</b>
Debt Retirement	\$ (9,784)	\$ (16,930)	\$ (9,203)	\$ (15,601)	\$ (16,849)	\$ (9,298)	\$ (298,133)
LP Retirement	\$ -	\$ (88,221)	\$ -	\$ (40,790)	\$ (40,790)		

# Expenditure Requests and Evaluation



- Over a \$1,100,000 in requests were submitted for consideration by schools and departments
- Requests are outside and separate from existing mandates that are required.
- Cover a broad spectrum of areas including personnel, learning supports, curriculum expansion, software and materials. Student supports are a priority.
- Requests  $\neq$  Additional Funding or Resources – Evaluated based on serving the growing diversity of student needs, alignment with strategic plan and efficient allocation and utilization of resources

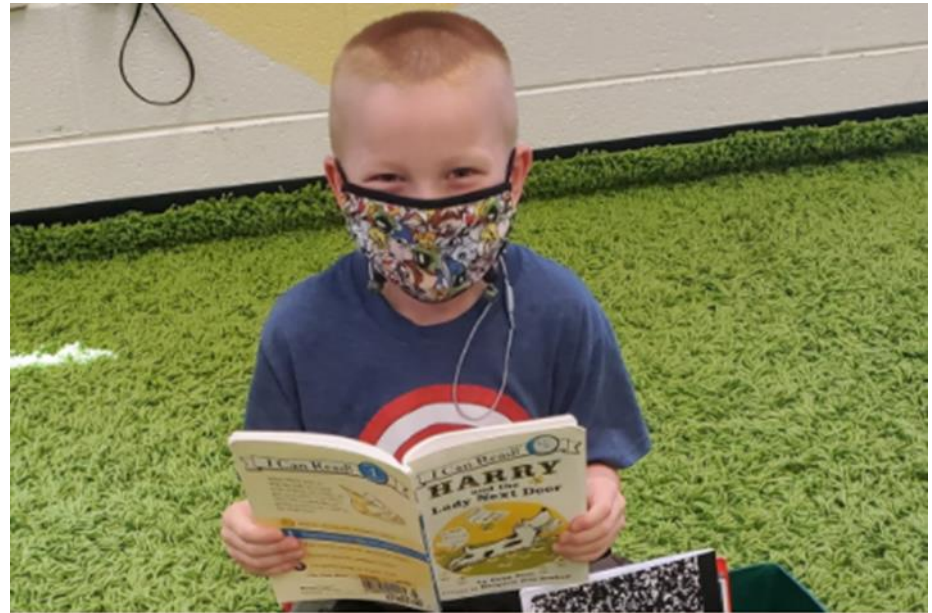
# Considerations

## Personnel – ~\$679,000 in requests

- New Curriculum Support
- Student Support
- Learning Loss

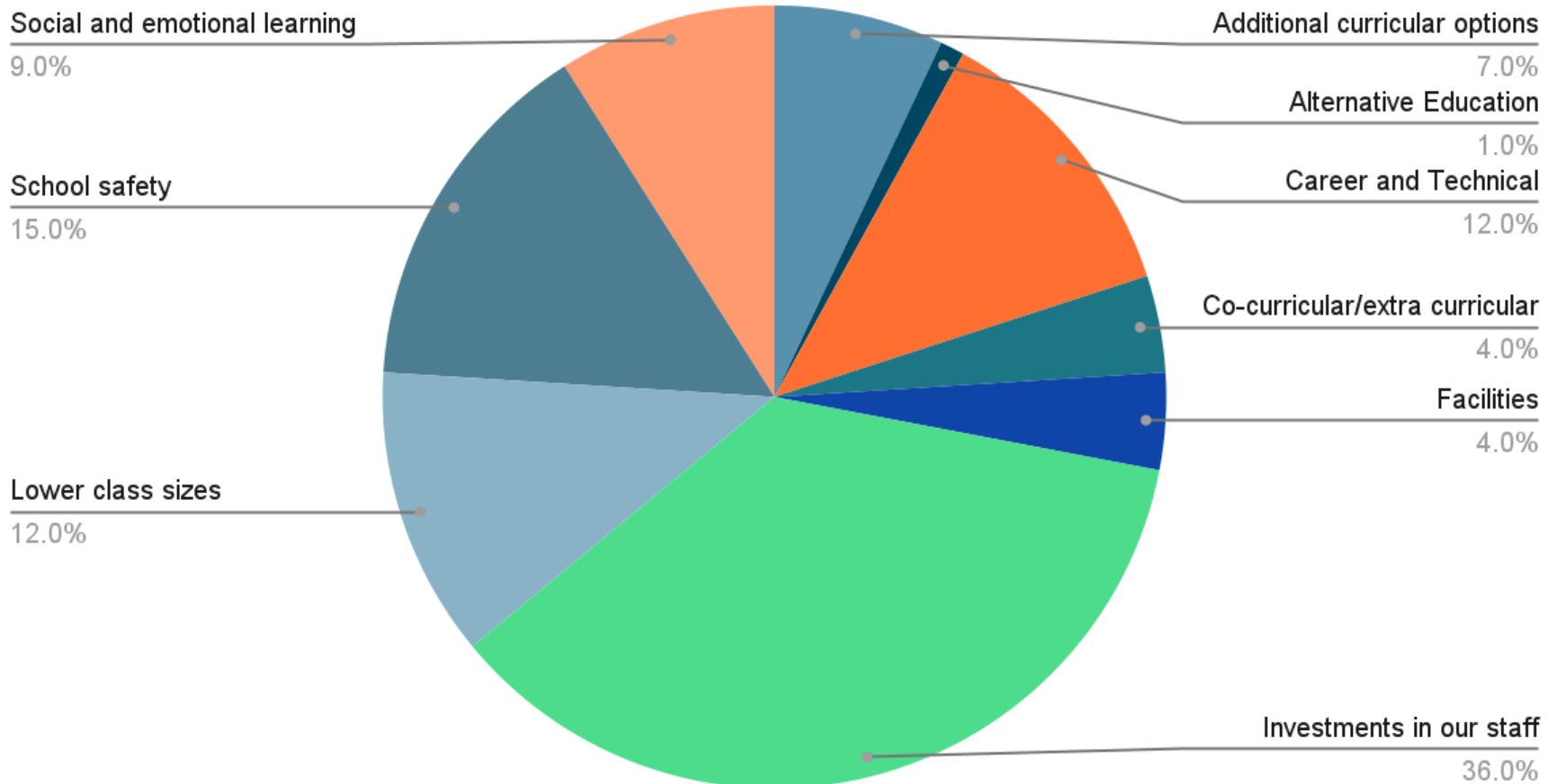
## Non-Personnel – ~\$598,000 in requests

- Maintenance Projects
- Technology
- Educational Software
- Equipment for new curriculum
- Textbooks
- Instructional Supplies



# Considerations

In the following areas of potential spending, please select the choice that best reflects, in your opinion, how important that area is for our schools and community



## Budget Survey Responses



# Salary Projections



Percentage	Increase
3% Increase	\$799,031
4% Increase	\$1,065,375
5% Increase	\$1,331,718

• Includes FICA and VRS

- Workforce retention and recruitment remain a top priority.
- Instructional talent pipeline continues to wane. Virtual job fairs were not successful and current planned in-person fairs are showing minimal participation.
- “Great Resignation” culture provides for more job opportunities in the non-educational, school environments challenging the already diminishing candidate pool.

# Regional Salary Data

## Bachelors Degree

Division	0 year	Rank	5 year	Rank	10 year	Rank	20 Year	Rank	30 Year	Rank
Albemarle	\$48,298	3	\$51,498	2	\$54,910	2	\$62,428	2	\$70,975	2
Augusta	\$43,055	9	\$45,252	9	\$47,561	9	\$52,537	9	\$58,034	9
Charlottesville	\$50,007	2	\$52,869	1	\$57,073	1	\$66,551	1	\$76,541	1
Fluvanna	\$48,000	4	\$49,660	5	\$51,500	5	\$56,500	4	\$66,290	3
Greene	\$47,952	5	\$49,914	4	\$52,460	3	\$57,949	3	\$64,011	4
Madison	\$45,600	7	\$46,842	7	\$48,106	8	\$52,645	8	\$59,023	8
Nelson	\$50,832	1	\$50,832	3	\$51,882	4	\$55,560	5	\$60,289	7
Orange	\$45,424	8	\$46,775	8	\$48,776	7	\$55,040	6	\$63,023	5
Rockingham	\$46,345	6	\$47,704	6	\$49,376	6	\$54,113	7	\$60,299	6

Average	\$47,279
GCPS compared to Average	+1.42%

\$49,038
+1.79%

\$51,294
+2.27%

\$57,036
+1.60%

\$64,276
-0.41%

# Regional Salary Data

## Masters Degree

Division	0 year	Rank	5 year	Rank	10 year	Rank	20 Year	Rank	30 Year	Rank
Albemarle	\$50,746	3	\$53,946	2	\$57,358	2	\$64,876	2	\$73,423	2
Augusta	\$46,345	9	\$48,542	9	\$50,851	9	\$55,827	9	\$61,324	9
Charlottesville	\$52,323	2	\$55,185	1	\$59,329	1	\$68,867	1	\$78,857	1
Fluvanna	\$50,150	5	\$51,810	5	\$53,650	5	\$58,650	4	\$68,440	3
Greene	\$50,152	4	\$52,114	4	\$54,660	4	\$60,149	3	\$66,211	4
Madison	\$49,100	6	\$50,342	6	\$51,606	7	\$56,145	8	\$62,523	8
Nelson	\$53,788	1	\$53,788	3	\$54,838	3	\$58,516	5	\$63,245	6
Orange	\$48,124	8	\$49,475	8	\$51,476	8	\$57,740	6	\$65,723	5
Rockingham	\$48,830	7	\$50,189	7	\$51,861	6	\$56,598	7	\$62,784	7

Average	\$49,951
GCPS compared to Average	+0.40%

\$51,710
+0.78%

\$53,959
+1.30%

\$59,708
+0.74%

\$66,948
-1.10%

## Focus Areas for 2022–2023

**Staff Retention  
and Recruitment**

**Student Supports**

**Addressing  
Learning Loss**

**"Resilience doesn't just mean getting back to normal after facing a difficult situation. It means learning from the process in order to become stronger and better at tackling the next challenge."**

**Donna Volpitta, Ed. D.  
Educator and Author**

