



**GREENE COUNTY
PUBLIC SCHOOLS**

FY 2024 Budget Work Session

Greene County Public Schools

School Board Meeting: January 25, 2023



Strategic Focus on Impact

Empowering our
Community's Children for
Life-Long Success





- Virginia code mandates that it is the duty of the Superintendent to prepare a budget with an estimate of the amount of money deemed to be needed to support the school division. This is commonly referred to as a “needs -based budget.”
- These numbers reflect preliminary, broad estimates and are to illustrate potential revenue and expenditures only.
- The total of the potential expenditures should not be interpreted as a recommended change to the budget.



Impact 2027: Implement and sustain practices that have a focus on improving school cultures that embrace a commitment to mutual respect among all staff, students and families.



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Timeline

January

1/11/23 School Board Meeting
Planning Update

1/25/23 School Board Work Session
Review Priorities, Draft Budget Proposal

February

2/8/23 School Board Meeting
Public Hearing on Proposed Budget

2/22/23 School Board Meeting
Budget Adoption

March

3/7/23 Board of Supervisors
Presentation of Adopted Budget





FY 2024 Influencing Factors

Enrollment

FY 23 - Current ADM (Fall) 2762 vs 2820 used for budget planning

FY 24 - Holding Flat to FY 23 Fall ADM of 2762

VRS

Second year of biennium. VRS remain unchanged at 19.17%

Local Composite Index (LCI)

Second year of biennium. LCI remains at .3505. The Composite Index determines a school division's ability to pay education costs fundamental to the commonwealth's Standards of Quality (SOQ).



FY 2024 Influencing Factors

Operating Expense

Transportation - Fuel rates have increased for both gasoline and diesel. County is working with the provider to try and stabilize rates. Vehicle maintenance costs trending relatively flat year over year.

Utilities - Currently being surveyed for potential rate changes. Any fluctuations will be offset within existing budget structure.

Building Insurance - expected to remain flat.

Other Economic Factors

Social security payment increase 1/1/23 = 8.7%. Previous year increase was 5.9%.

Inflation - current rate 7.1%. Rate for July 21 - June 22 = 9%

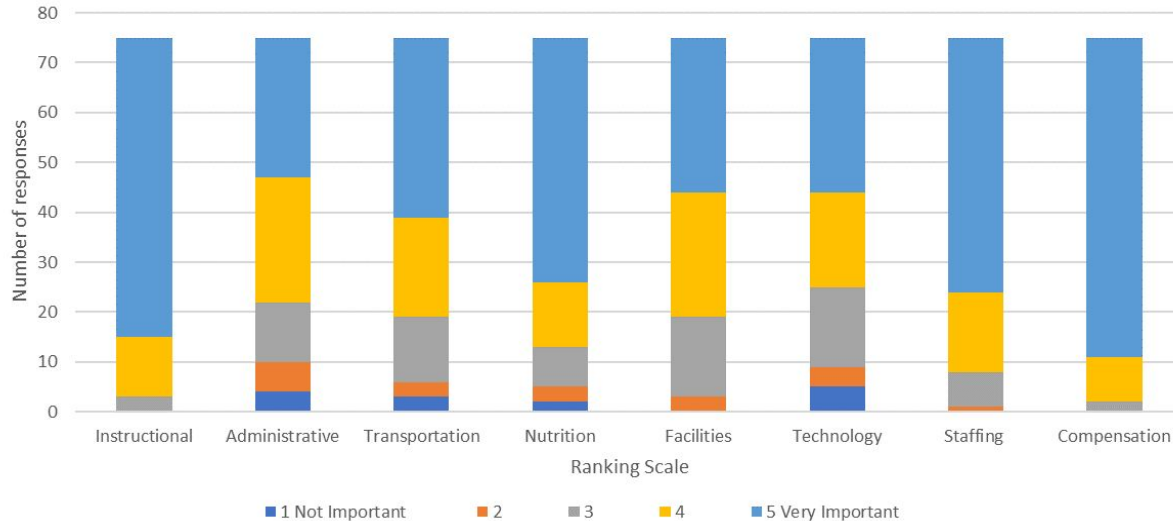


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Budget Survey

When thinking about how school funds are allocated, please rate the importance of funding.

Survey Answers



Impact 2027: Create a culture of collaboration among all stakeholders with a focus on high expectations, growth, innovation and measurable impact.

- Survey was released 12/9/22 via social media and PowerSchool. 76 responses received, representing all schools
- 77% of respondents identified as parents/guardians
- Three areas voted most important to fund were Compensation, Instructional and Staffing



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Budget Survey Input

- "We need to raise the pay for our teachers to be more competitive with other schools in the state."
- "Teacher funding must be at the forefront. We are losing too many great teachers due to lack of financial stability."
- "IA's need to be paid more."
- "(I) will gladly give up free lunches and pay for transportation if it means teachers and staff are getting paid enough to make a living and enjoy their job. Without great, qualified and happy teachers everything else means nothing!"

Impact 2027: Ensure that all stakeholders are connected to our schools through effective communication, meaningful engagement, and trusting relationships.



Revenue and Benefits



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State

Fiscal Year	State Budget	Budget ADM
2023	\$24,592,678	2762*
2024	\$24,109,845	2762◇

* From Governor's 12/16/22 budget proposal. GPCS approved FY 23 state funding at \$24,995,396 based on 2820 ADM. Final payments will be adjusted based on March ADM, Current Fall ADM 2762
◇ State ADM projection is 2659.90 . GPCS projection based on current enrollment

House and Senate still to present their versions of budget bills (expected release date 2/5/23)- General Assembly convened 1/11/23

Funding in Governor's FY 24 proposal for a 5% compensation increase for SoQ positions to be given by 7/1/2023 and 1% one time bonus for all SoQ funded positions with funds available in September 2023. FY 24 proposal does not include school construction funding (FY 23 = \$1,716,894)



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State - FY 2023 vs FY 2024 Governor's Proposal

Category	FY 2024 to FY 2023 Difference	Uses/Budget Language	Local Match
Basic Aid - SoQ	\$452,460	For the basic instructional positions derived from minimum student to teacher ratios required by the Standards of Quality (SOQ) plus all other personnel and non-personnel support costs funded through the SOQ.	Yes
Compensation Supplement - Incentive	\$766,134	For 5% salary increase for SoQ personnel	Yes



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Category	FY 2024 to FY 2023 Difference	Uses/Budget Language	Local Match
School Construction Grant Incentive	\$(1,716,894)	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
Bonus Payment - Incentive	\$117,262	For a one-time 1% Retention Bonus Payment for SoQ personnel. While state funding is calculated based on the state share of a one percent bonus for funded SOQ instructional and support positions, school divisions have authority to adjust the bonus paid per employee to promote retention among all instructional and support staff they employ and so as to not require additional funding beyond the state funds and the required local match.	Yes



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Federal

FY 2023 Budget	\$2,080,000	Funding covers only program eligible expenses such as Federal Title Programs and School Nutrition
Actual FY 2022	\$3,154,422	
Difference	\$1,074,422*	
FY 24 Estimate	\$3,070,000	

* Difference is in the Federal School Nutrition funding. Funding is under the Community Eligibility Provision which allows the program to provide meals for free and be reimbursed at a higher rate than normal program rates. Supplemental appropriations were done to accommodate the difference. CEP is in effect for FY 24 as well.

Guidelines for federal revenues

- 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.
- Specifications and mandates fluctuate from year to year affecting available funding and allocations.
- Can be revised by the government during/within the active budget year.



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Local

Fiscal Year	Local Funding County Funds	Local Funding Other Funds
2021	\$17,465,112	\$494,000
2022	\$17,472,521	\$494,000
2023	\$18,038,266	\$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 22 actual for the category = \$314,363



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VRS	FY 2024
Employee Rate	0.0500
Employer Rate	0.1662
Retiree Health Care Credit (RHCC)	0.0121
Group Life Insurance (GLI)	0.0134
Total Employer Paid	0.1917



- VRS Rates unchanged for FY 24
- Healthcare renewal projection is 5.5%-6.5% cost increases - \$230,000-\$275,000. Based primarily on increases in medical and pharmaceutical costs. Current claims experience trending similar to previous year.



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Summary of Capital Debt

Project	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029
William Monroe High School (2007)	\$236,000	\$230,000	\$224,000	\$218,000	\$212,000	\$206,000	
William Monroe Middle School (2007)	\$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		
Energy Project LP	\$81,579	\$ 81,579	\$40,790				
Athletics & Arts Facilities	\$341,475	\$342,133	\$343,285	\$340,084	\$341,579	\$342,669	\$343,354
WMMS/WMHS/Std & RES Site (2017) (Phase 1 Facilities Study)	\$1,537,629	\$1,541,269	\$1,538,015	\$1,537,868	\$1,540,574	\$1,541,008	\$1,539,169
TOTAL CAPITAL & LEASE PURCHASE DEBT	\$2,777,840	\$ 2,768,637	\$2,712,247	\$2,654,608	\$2,645,310	2,347,177	\$1,882,523
Total Fiscal Year Debt Retirement	\$(105,151)	\$(9,203)	\$(56,391)	\$(57,638)	\$(9,298)	\$(298,133)	\$(464,654)
Debt Retirement	\$(16,930)	\$(9,203)	\$(15,601)	\$(16,849)	\$(9,298)	\$(298,133)	\$(464,654)
LP Retirement	\$(88,221)		\$(40,790)	\$(40,790)			



Funding Requests & Salary Projections



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Impact 2027: Implement and sustain practices that ensure we are engaging in consistent analysis of our expenditures and alignment to our long-term strategic needs with transparency to our stakeholders.



- Building Administrators and Department Leads work with staff to develop budgets for the upcoming year
- Expenditure requests may be submitted in any category
- Requests are focused on student achievement and supports and need to align with the GCPS strategic plan
- Evaluation includes analysis of existing funding and resources for potential realignment and sustainability of recurring costs. Additionally, staffing, student need and enrollment data are analyzed and compared to requests

FY 24 requests submitted
are approximately \$975,000



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Raise Percentage	Value of Increase
5%	\$1,455,087
6%	\$1,746,104
7%	\$2,037,122

Includes VRS and FICA

- National Educator Shortage continues to impact workforce as preparatory programs struggle with declining enrollment
- Compensation plays a key role in recruitment and retention
- Careers outside of education continue to pull candidates from the profession
- Overall workforce landscape and shortage of applicants affects supports in all functions

Additional funding required to give 1% bonus to all full time employees is approximately \$145,000

Impact 2027: Explore opportunities to attract and retain school staff that align with workforce trends improve overall employe experiences.



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Regional Salary Data

Bachelors Degree

Division	0 year	Rank	5 year	Rank	10 year	Rank	20 Year	Rank	30 Year	Rank
Albemarle	\$52,566	2	\$56,047	1	\$59,762	1	\$67,942	2	\$77,246	2
Augusta	\$46,040	9	\$48,389	9	\$50,857	8	\$56,178	8	\$62,055	8
Charlottesville	\$52,000	3	\$54,924	2	\$59,151	2	\$69,047	1	\$79,411	1
Fluvanna	\$50,000	5	\$51,930	5	\$53,610	5	\$59,080	5	\$74,160	3
Greene	\$50,341	4	\$52,908	4	\$55,608	4	\$61,425	3	\$67,851	5
Madison	\$47,500	8	\$48,921	8	\$50,247	9	\$54,739	9	\$61,091	9
Nelson	\$53,373	1	\$54,721	3	\$56,103	3	\$59,918	4	\$70,078	4
Orange	\$48,766	7	\$50,225	7	\$52,210	7	\$58,705	6	\$67,189	6
Rockingham	\$49,165	6	\$50,693	6	\$52,474	6	\$57,245	7	\$63,804	7
Average	\$49,972		\$52,084		\$54,447		\$60,475		\$69,209	
GCPS compared to Average	0.74%		1.58%		2.13%		1.57%		-1.96%	



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Regional Salary Data

Masters Degree

Division	0 year	Rank	5 year	Rank	10 year	Rank	20 Year	Rank	30 Year	Rank
Albemarle	\$55,265	2	\$58,746	1	\$62,461	1	\$70,641	2	\$79,945	2
Augusta	\$49,590	9	\$51,939	9	\$54,407	8	\$59,728	8	\$65,605	8
Charlottesville	\$54,316	3	\$57,240	3	\$61,467	2	\$71,363	1	\$81,727	1
Fluvanna	\$52,150	5	\$54,080	5	\$55,760	5	\$61,230	6	\$76,310	3
Greene	\$52,541	4	\$55,108	4	\$57,808	4	\$63,625	3	\$70,051	6
Madison	\$51,100	8	\$52,521	8	\$53,847	9	\$58,339	9	\$64,691	9
Nelson	\$56,477	1	\$57,825	2	\$59,207	3	\$63,022	4	\$73,182	4
Orange	\$51,766	6	\$53,225	6	\$55,210	6	\$61,705	5	\$70,189	5
Rockingham	\$51,650	7	\$53,178	7	\$54,959	7	\$59,730	7	\$66,289	7
Average	\$52,762		\$54,874		\$57,236		\$63,265		\$71,999	
GCPS compared to Average	-0.42%		0.43%		1.00%		0.57%		-2.71%	



A good education
can change
anyone. A good
teacher can change
everything.

UNKNOWN

Focus on Implementation of Impact 2027