



**FY 2020 PROPOSED FINANCIAL PLAN
RECOMMENDED TO THE SCHOOL BOARD**

PRESENTED JAN. 22, 2019

DR. MERV DAUGHERTY, SUPERINTENDENT

MESSAGE FROM DR. DAUGHERTY

Team Chesterfield staff members and families,

Today I present my first proposed operating budget as Superintendent of Schools for Chesterfield County Public Schools. It is my honor and privilege to recommend recognizing the outstanding work done by our faculty through one of the largest salary increases seen in the last decade. This proposed budget allows us to continue to offer high-quality instructional programs while differentiating resources based on a child's or a school's need and supports our continued efforts to provide safe, supportive and nurturing learning environments.

The operating budget submitted to the School Board is a good news story in that it supports the tenets of our strategic plan, *Imagine Tomorrow*: creating a better tomorrow through amazing learning experiences in remarkable learning environments. This budget overview provides a glance at the additions and reductions in funding/programs within this proposal. It also highlights two key areas – salary increases for our teachers and staff and the potential addition of much-needed mental health supports. It is an exciting time to be a part of Team Chesterfield!

However, there is still work to be done.

While we are appreciative of an anticipated \$17.5 million increase from the adopted Fiscal Year 2019 operating budget to the proposed FY 2020 operating budget, there are many needs left unfunded. Specifically, there is limited funding to support the community-identified recommendations put forth by the School Board's School Safety Task Force or the school division's Equity Committee. There also is limited new funding available to immediately address the major maintenance items recently identified in the Facility Condition Assessment report. As we move deeper into budget discussions, we envision many will focus on these areas. And they are right to do so. Safe schools and learning opportunities that meet the needs of all students, in addition high-quality teachers, are hallmarks of a First Choice school division.

While the Governor's proposed budget amendments are very education friendly, there will be challenges ahead at the state level as well. There is already talk about some of the state funding available being redirected to reduce expected increases associated with tax reforms enacted at the federal level. We'll continue to follow the General Assembly discussions closely and will lobby for changes that are pro-education and provide local school divisions with more autonomy when it comes to serving their children.

People move to Chesterfield County for many reasons; however, top among them is often said to be high-quality schools. People want safe schools, safe neighborhoods and a high-quality of life. Each one of those are attributes of a community with good if not great schools.

I encourage everyone to stay informed and become engaged. Education is changing; so is our community. Sometimes we are a victim of our own successes. However, becoming complacent with the status quo is the recipe for stepping back.

We have many of the ingredients necessary to become a great school division, if not a world-class school division. The time is now. Join us in the conversation about what that takes and help us advocate for safe schools and high-quality learning opportunities for all.

Sincerely,

Dr. Merv Daugherty
Superintendent
Chesterfield County Public Schools

ADDITIONS and CHANGES

Additions (continuation of five-year plan)

2 percent salary increase (including temporary, substitute and overtime pay)	\$8.6 million
Increase in health-care costs (8 percent employer rate increase)	\$4 million
Increase in debt service payments.	\$3.9 million
Student enrollment growth (26.5 positions to support projected increase in student enrollment)	\$1.6 million
Old Hundred Elementary opening	\$751,200
Additional Supplemental Retirement Plan payment	\$500,000
Additional full-time employee positions (largely transportation related)	\$429,965
CodeRVA and Governor's schools tuition increases	\$318,125
Children's Services Act (CSA)	\$306,300
Bus fleet replacement	\$250,000
Musical instrument replacement cycle	\$20,000

Additions (continuation of changes made to FY 2019 plan)

Instructional pool positions (27.5 positions) to address unexpected student enrollment growth, increase in special education enrollments, increase in English language learners (ESL) population	\$1.7 million
Additional funding for maintenance (preventative maintenance program).	\$900,000

Additions (related to Governor's state budget amendments)

1 percent salary increase (for a total of 5 percent over the biennium).	\$4.3 million
Support of VPI+ program	\$1.9 million
Additional school counseling positions	\$670,000

Reductions

Reduction in capital pay-as-you-go funding	(\$11.6 million)
Realignment of salaries based on staff attrition	(\$2.2 million)
Transfer of Detention Center from Operating to Grants (state-operated program)	(\$1 million)

Other technical adjustments

Utilities (expected rate increase and alignment with current expenses)	\$1.3 million
Increase in legal services costs.	\$274,200
Increase in transfer to grants (local match).	\$245,200
Virginia Retirement System hybrid disability	\$213,200
Increase in custodial contract costs	\$174,440
Leave payouts	\$110,000

3% SALARY INCREASE FOR EMPLOYEES

We are excited to propose a 3 percent salary increase for all Team Chesterfield staff members in recognition of the outstanding work done by our employees.

The 3 percent salary increase includes the 2 percent increase identified in the five-year plan plus an additional 1 percent increase based on the Governor's proposed budget amendments. This, when combined with the 2 percent pay increase provided to all employees during the FY 2019 budget, meets the requirements of Gov. Ralph Northam's proposed 5 percent pay increase for teachers. (Unfortunately, some media reports have not been clear in describing that the 5 percent pay increase is not a one-year initiative but rather spread out over the two-year budget biennium.)

If approved, it would be the second time in four years that staff members have been provided a 3 percent salary increase. It would also result in an aggregate of a 12 percent raise during the last five years.

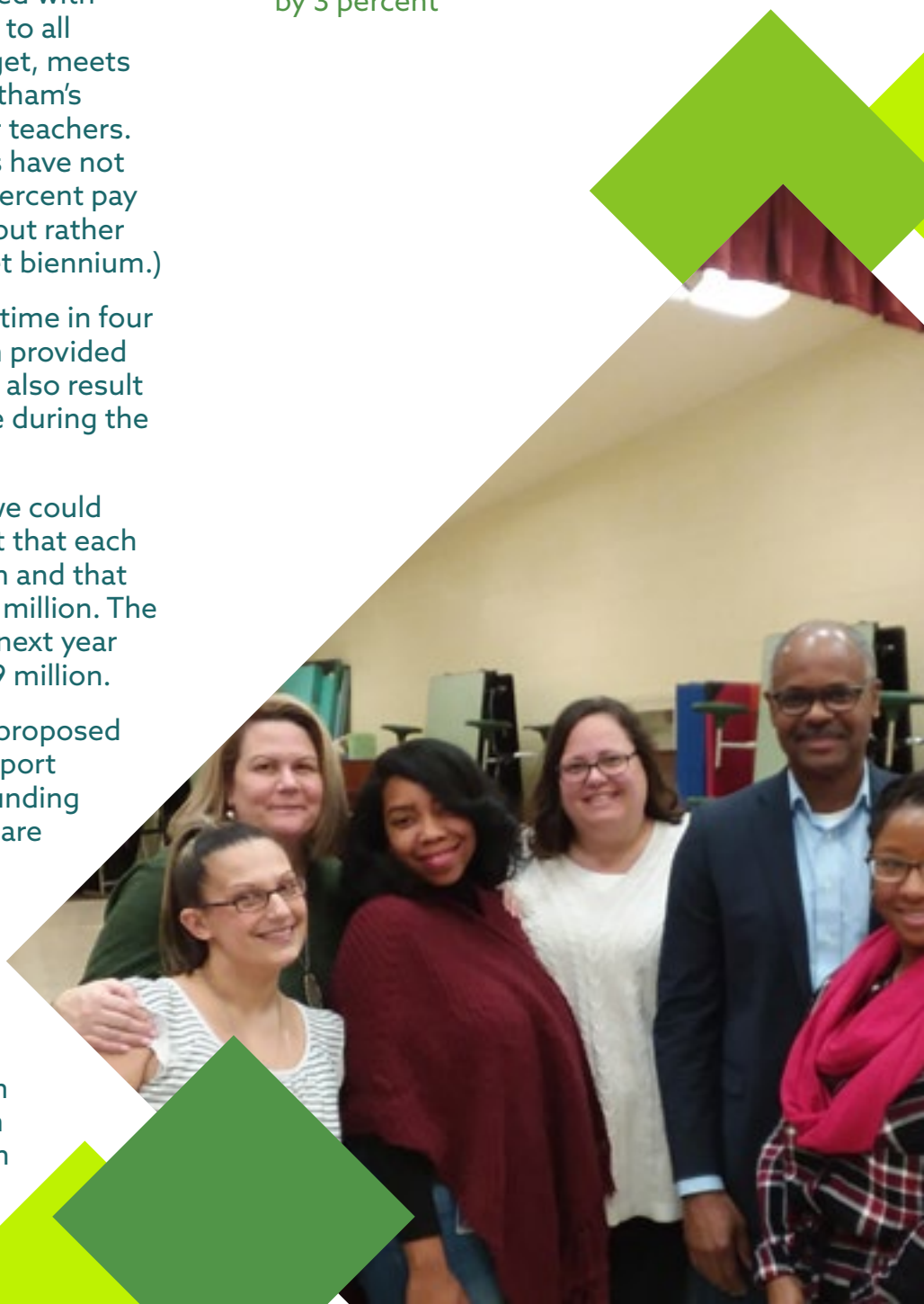
While the School Board and I wish we could offer a larger raise, we are cognizant that each 1 percent increase costs \$4.3 million and that our budget is only growing by \$17.5 million. The proposed 3 percent salary increase next year would cost the school division \$12.9 million.

In addition to a salary increase, the proposed budget also includes funding to support employee benefits. These include funding for an 8 percent increase in health-care costs, the school division's annual payment to the Supplemental Retirement Program's trust fund and payments associated with the Virginia Retirement System.

All total, \$17.6 million in new funds are being proposed to support Team Chesterfield staff members through enhancements to our compensation and benefits plans.

Pay raises provided during the last 5 years:

- 2015-16 – salaries increased by 2 percent
- 2016-17 – salaries increased by 3 percent
- 2017-18 – salaries increased by 2 percent
- 2018-19 – salaries increased by 2 percent
- 2019-20 – salaries proposed to increase by 3 percent



ADDITIONAL MENTAL HEALTH SUPPORT



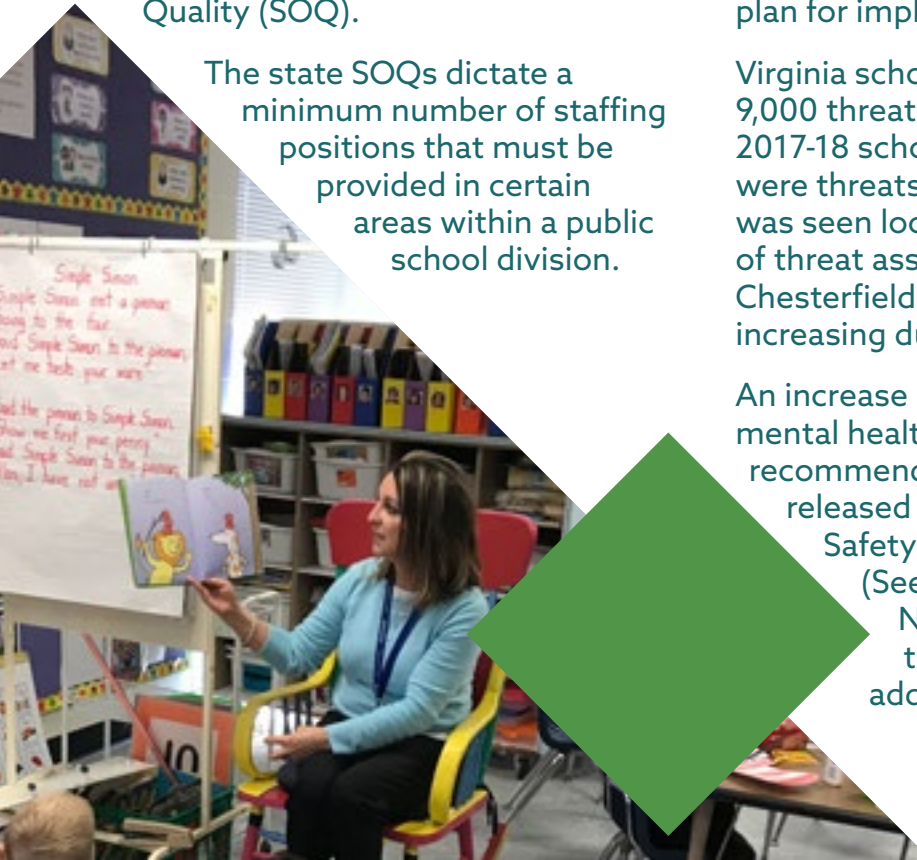
The proposed budget includes funding for 10.8 additional school counseling positions, which would bring the school division into alignment with a proposed change to the Virginia Standards of Quality (SOQ).

The state SOQs dictate a minimum number of staffing positions that must be provided in certain areas within a public school division.

Gov. Northam has proposed spending \$36 million in state money to hire more school counselors to help address students' mental health and social emotional needs through a three-year plan for implementation.

Virginia schools reported more than 9,000 threat assessments during the 2017-18 school year; 50 percent of which were threats of harm to self. That uptick was seen locally as well, with the number of threat assessments conducted in Chesterfield County Public Schools increasing during the last two years.

An increase in funding for additional mental health staff was a top recommendation in the recently released School Board School Safety Task Force report. (See the Unfunded Needs section of this document for additional information.)



UNFUNDED NEEDS/PRIORITIES

The School Board and I are grateful for the additional funding provided by the local and state governments that will help us address necessary and deserved increases in compensation. And we are supportive of the Governor's proposed budget amendments that are very education friendly.

Unfortunately, as is often the case in the second year of a biennium, the new funding we expect to receive is not enough to cover the many needs we have when serving a diverse community of learners. Specifically, there is not enough new funding to address the major maintenance needs. There also is not funding available to implement the community-prioritized recommendations that came from the School Board's School Safety Task Force or the Equity Committee.

Moving forward, we will advocate for additional funds to support these initiatives:

MAJOR MAINTENANCE:

STRATEGIC PLAN: Additional funding is needed to continue to meet needs/repairs identified in the Facility Condition Assessment (FCA) recently provided to the School Board. Based on the FCA, there are \$57.3 million in identified needs to "catch-up" repairs to our facilities. Any additional funding to support this area would allow the division to move into a stabilized replacement cycle to provide consistent updates in our facilities.

ADDITIONAL MENTAL HEALTH SUPPORTS: \$4.8 MILLION

SAFETY TASK FORCE: The School Safety Task Force recommended adding a student support services position at each school to help address student mental health needs that continue to grow as evidenced by an increasing number of threat assessments related to the potential for self-harm.

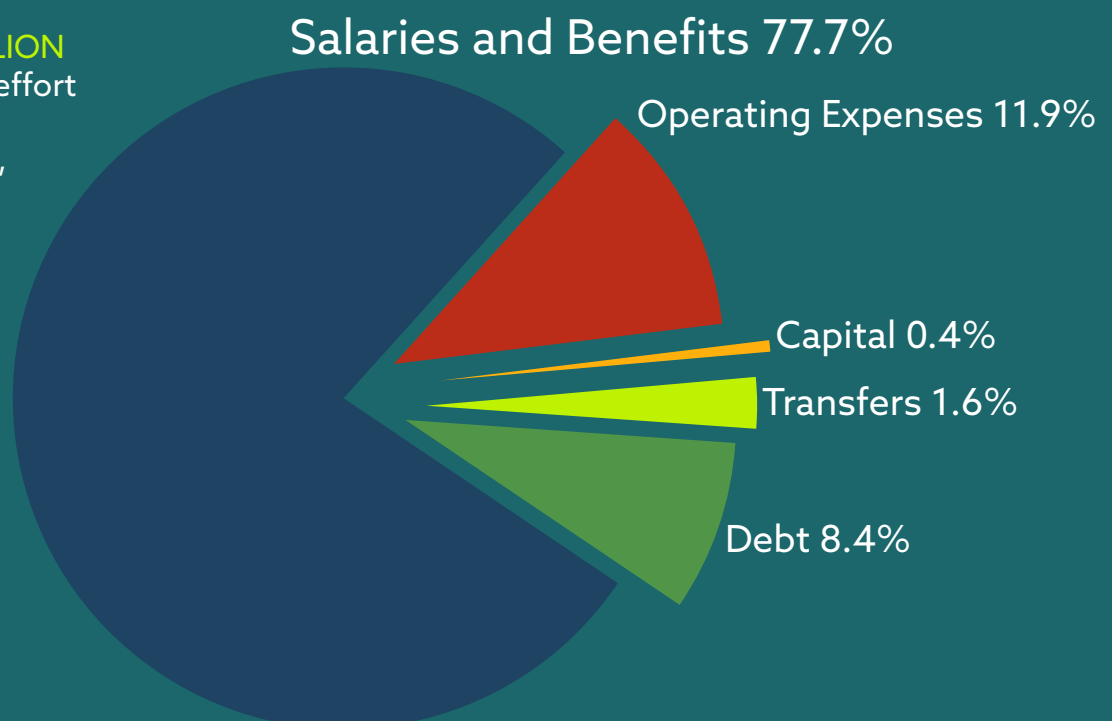
STAFF COMPUTER REPLACEMENTS: \$500,000

STRATEGIC PLAN: Additional funds are needed to replace staff computers that are due for replacement. This is an area that has been delayed in prior five-year plans. Funding to support replacement of staff computers could allow the division to return to a standard replacement cycle.

SCHOOL NURSES: \$1.2 MILLION

SAFETY TASK FORCE: In an effort to complete the initiative to place a nurse in each school, funding is needed for 15 additional positions (five additional positions would be repurposed to schools from existing resources).

WHERE THE MONEY GOES



UNFUNDED NEEDS/PRIORITIES (continued)

SCHOOL RESOURCE OFFICERS: \$630,000

SAFETY TASK FORCE: Seven additional SRO positions would be added, with one SRO assigned per magisterial district to support elementary schools. The additional two positions would be used as substitutes or to supplement other officers' work.

PSAT AND SAT TESTING: \$245,000

EQUITY COMMITTEE: Expansion of the PSAT to all students in grades 8-11 would provide a consistent growth measure for schools, while potentially opening conversations and doors to students about future college and career aspirations. The SAT would be administered to all juniors once on a school day, removing barriers for students who might not be able to afford the test or get to a test administration on a weekend.

CAMERAS, DOOR SECURITY, AND INTRUSION DETECTION SYSTEM: APPROXIMATELY \$25 MILLION

SAFETY TASK FORCE: Funds needed for the enhancement and/or replacement of current camera systems in place at schools, replacement of entry doors throughout schools, and an intrusion detection system.

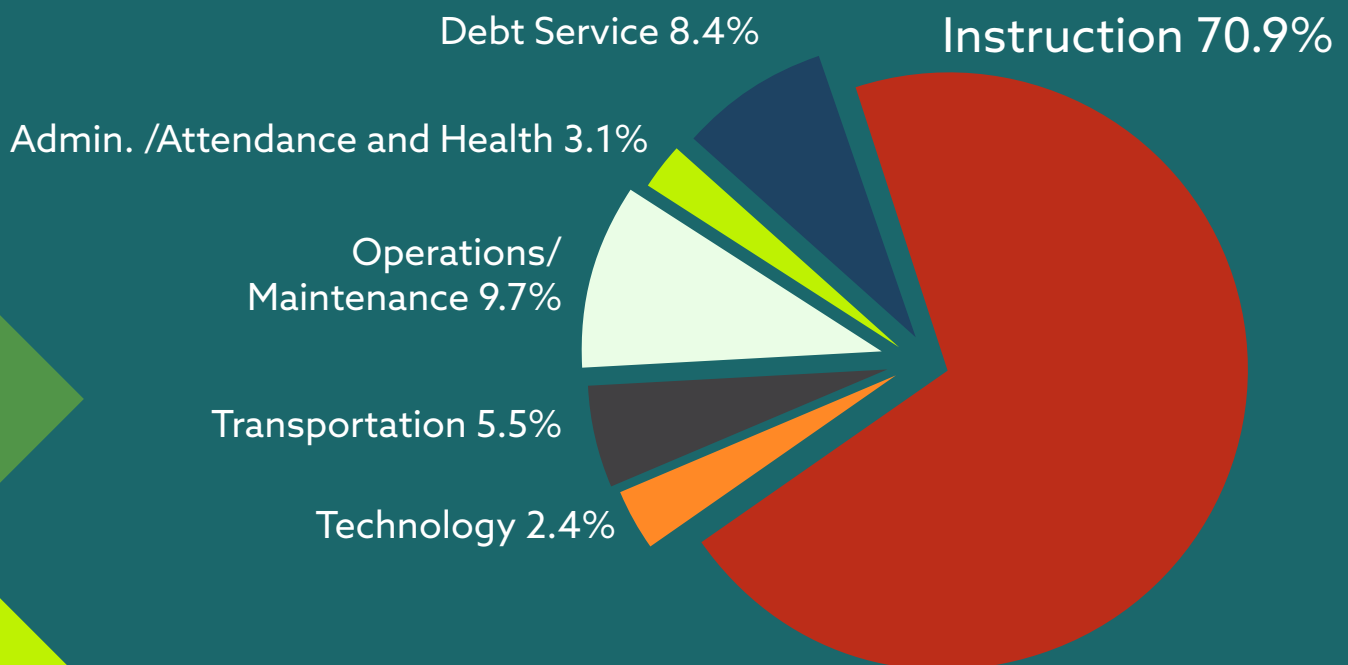
CREATION OF EQUITY OFFICE: \$240,000

EQUITY COMMITTEE: Funds would support programming and staffing necessary to provide training related to equity, cultural competence, et al, for 63 schools and 30 departments.

RAVE SAFETY APP: \$145,000

SAFETY TASK FORCE: The school division is interested in piloting, on behalf of the 134 school divisions in Virginia, an electronic safety application that allows for instant notification to first responders in the event of a critical incident.

WHAT THE BUDGET PAYS FOR



SPEAK UP

The Chesterfield County School Board and Superintendent want to hear from you. One way to communicate is by signing up to speak during the Feb. 12 public hearing by calling 748-1897 by 2 p.m. Feb. 12 or by registering with the School Board clerk at the beginning of the public hearing. You can also contact School Board members and Superintendent Dr. Merv Daugherty directly:

Rob Thompson, Chair, Matoaca District
332-1812, rw_thompson@ccpsnet.net

Dr. Javid Siddiqi, Vice Chair, Midlothian District
332-1856, je_siddiqi@ccpsnet.net

Carrie Coyner, Bermuda District
839-7117, ce_coyner@ccpsnet.net

Dianne Smith, Clover Hill District
839-7121, dh_smith@ccpsnet.net

John Erbach, Dale District
332-1826, jm_erbach@ccpsnet.net

Dr. Merv Daugherty, Superintendent
748-1405, superintendent@ccpsnet.net

It's important to let local and state leaders know that you support adequate funding for public education. You can speak during the Chesterfield County Board of Supervisors public hearing at 6:30 p.m. March 27 or contact the supervisors and county administrator directly:

Leslie Haley, Chair, Midlothian District
768-7397, haley@chesterfield.gov

Steve Elswick, Vice Chair, Matoaca District
768-7400, elswicks@chesterfield.gov

Dorothy Jaeckle, Bermuda District
748-4364, jaeckled@chesterfield.gov

Christopher Winslow, Clover Hill District
768-7396, winslowc@chesterfield.gov

James Holland, Dale District
768-7528, hollandj@chesterfield.gov

Dr. Joseph Casey, County Administrator
748-1211, countyadministrator@chesterfield.gov

Here is how to contact Chesterfield County's representatives in the Virginia General Assembly:

Del. Lashrecse Aird, 698-1063
DelLAird@house.virginia.gov

Del. Betsy Carr, 698-1069
DelBCarr@house.virginia.gov

Del. Kirk Cox, 698-1066
DelKCox@house.virginia.gov

Del. Riley Ingram, 698-1062
DelRIngram@house.virginia.gov

Del. Dawn Adams, 698-1068
DelDAdams@house.virginia.gov

Del. Delores McQuinn, 698-1070
DelDMcQuinn@house.virginia.gov

Del. Roxann Robinson, 698-1027
DelRRobinson@house.virginia.gov

Del. Lee Ware, 698-1065
DelLWare@house.virginia.gov

Sen. Amanda Chase, 698-7511
district11@senate.virginia.gov

Sen. Rosalyn Dance, 698-7516
district16@senate.virginia.gov

Sen. Glen Sturtevant Jr., 698-7510
district10@senate.virginia.gov

FY 2020 BUDGET CALENDAR

The Chesterfield County School Board will hold a series of magisterial-based budget town halls to receive feedback on the Superintendent's proposed operating budget. Staff members and residents are encouraged to weigh in specifically on the unfunded priorities, helping to determine a priority ranking if additional funds are provided by the local and/or state governments.

The community meeting will include a budget presentation and question-and-answer period. There is no requirement to sign up to speak.

- Jan. 28 from 6:30-8:30 p.m.: Matoaca District meeting at Matoaca Middle East, located at 6001 Hickory Road
- Jan. 31 from 7-8 p.m.: Bermuda District meeting at Thomas Dale High, located at 3626 W. Hundred Road
- Jan. 31 from 7-8 p.m.: Dale District meeting at Meadowbrook High, located at 4901 Cogbill Road
- Feb. 6 from 7-9 p.m.: Midlothian District meeting at James River High, located at 3700 James River Road
- Feb. 7 from 6-8 p.m.: Clover Hill District meeting at Clover Hill High, located at 13301 Kelly Green Lane

Jan. 29, 2019 School Board Work Session
L.C. Bird HS - 4 p.m.

Feb. 5, 2019 School Board Work Session
James River HS - 4 p.m.

Feb. 12, 2019 Public Hearing on proposed operating and CIP budgets
Public Meeting Room - 6:30 p.m.

Feb. 26, 2019 Special called School Board meeting
Public Meeting Room - 6:30 p.m.
School Board approves budget



Chesterfield County Public Schools
Innovative. Engaging. Relevant.

Rob Thompson, Chair, Matoaca District
Dr. Javaid Siddiqi, Vice Chair, Midlothian District
Carrie Coyner, Bermuda District
Dianne Smith, Clover Hill District
John Erbach, Dale District

Dr. Merv Daugherty, Superintendent