

# Budget Data Analysis

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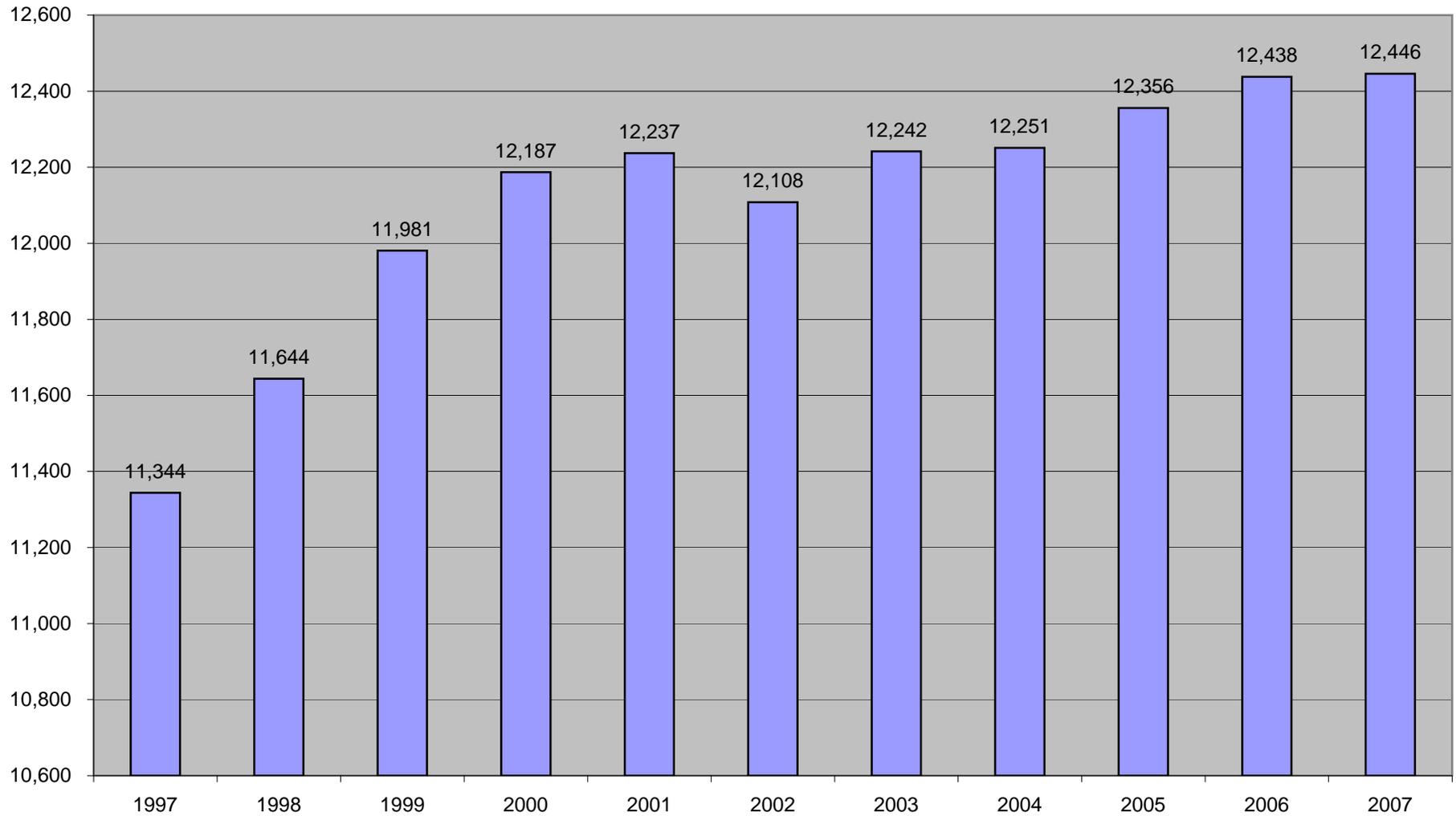
**This section provides statistical analysis over ten years as well as a breakout of the current budget proposal**

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## September 30th Enrollment 1997-2007

- Enrollment has trended upward over the past 10 years, with the greatest occurring growth prior to 2002

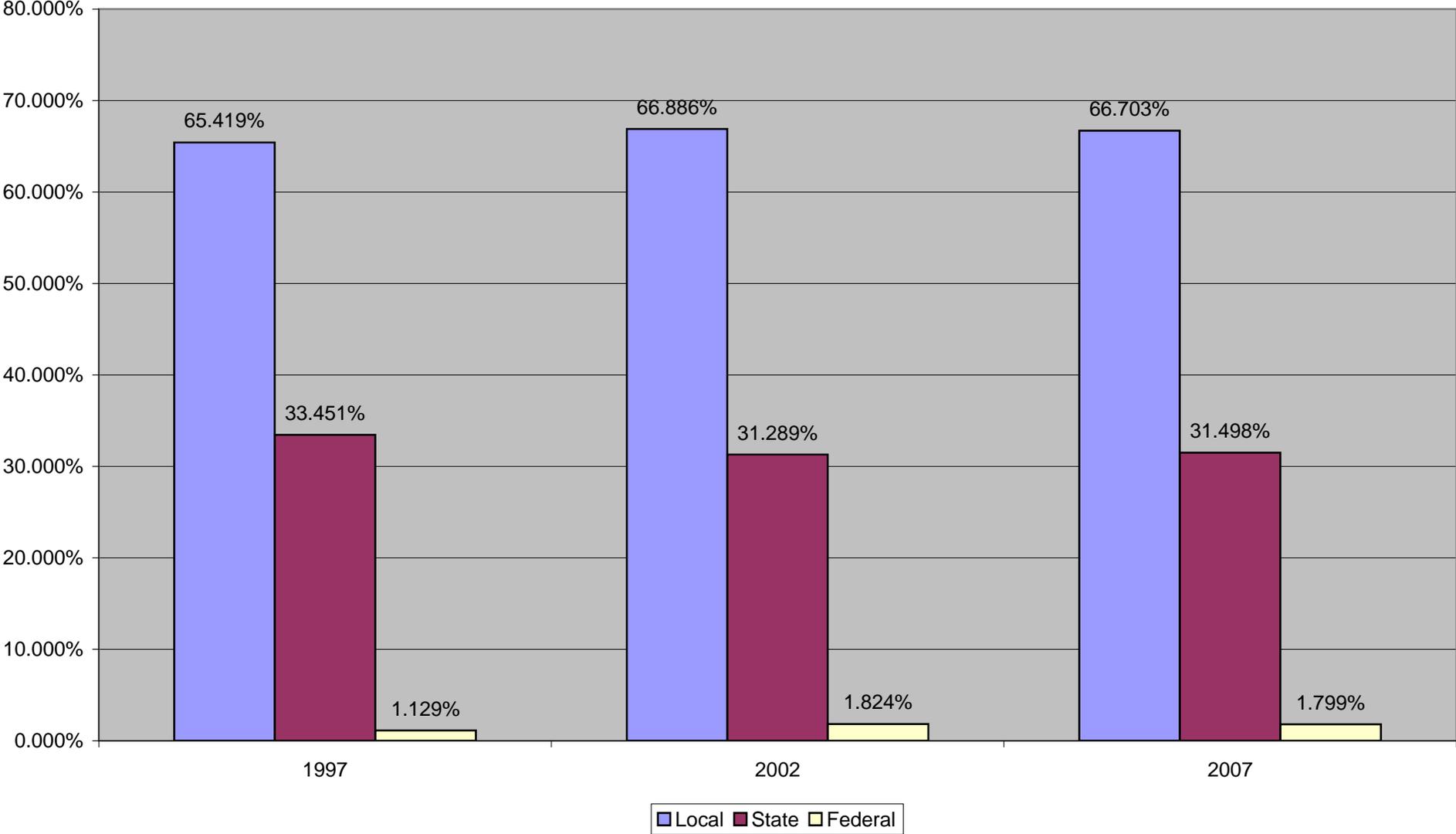
## September 30th Enrollment 1997 - 2007



## Revenue Percentages 1997-2007

- As a percentage, local revenues have increased over the last 10 years and state funding has decreased
- State revenues 10 years ago were more than 33% of the division's budget
- State revenues in 2007 were less than 32% of the division's budget

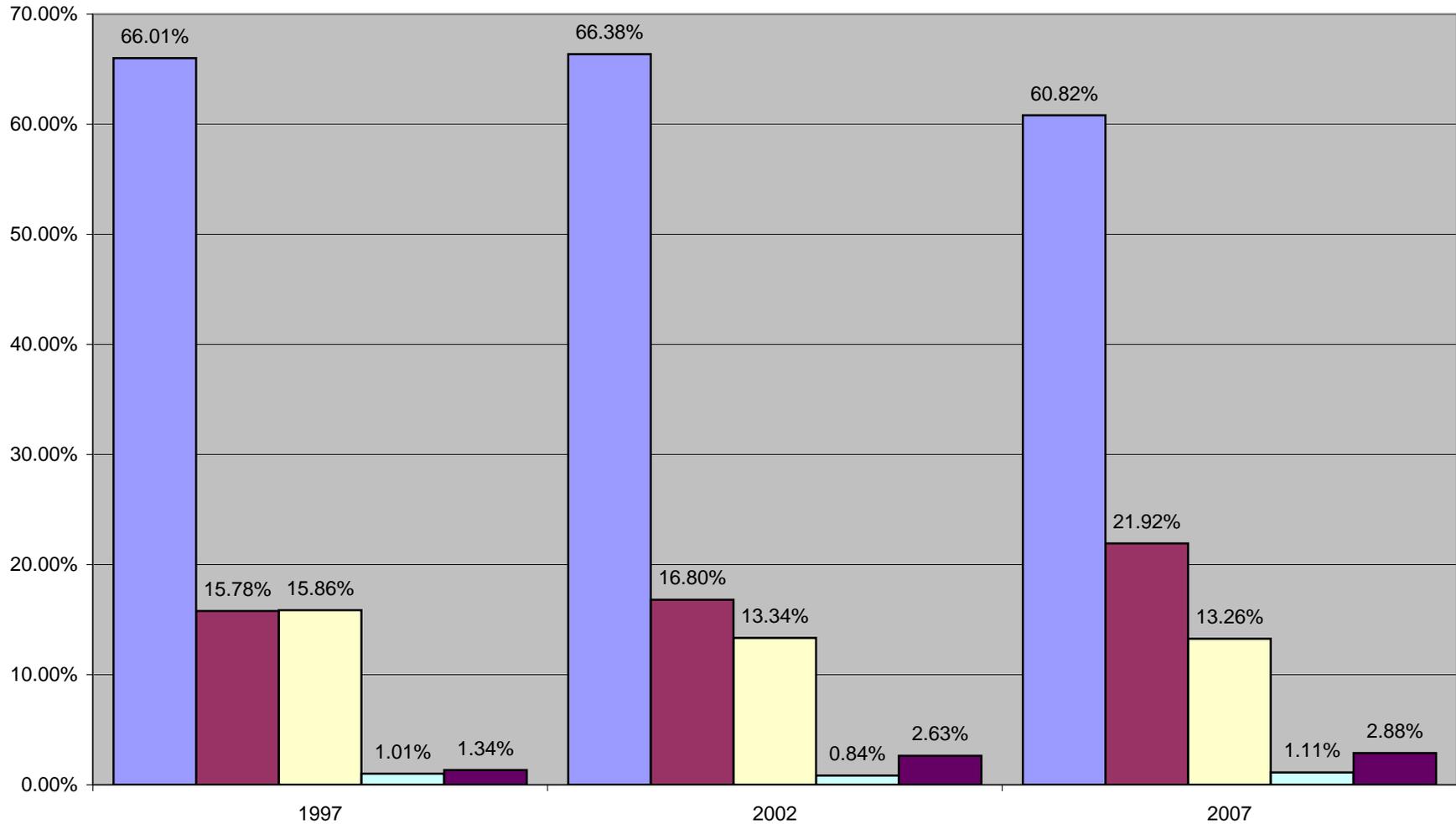
# Revenue Percentages 1997-2007



## Percentage of Type of Expense Over Time (Actual Dollars)

- Overall the division has expended the same proportion of funds for staffing costs and other costs
- The largest changes over time are in benefit costs as these have risen from under 16% to nearly 22% over a 10 year period

**Percentage of Type of Expense Over Time (Actual Dollars)**

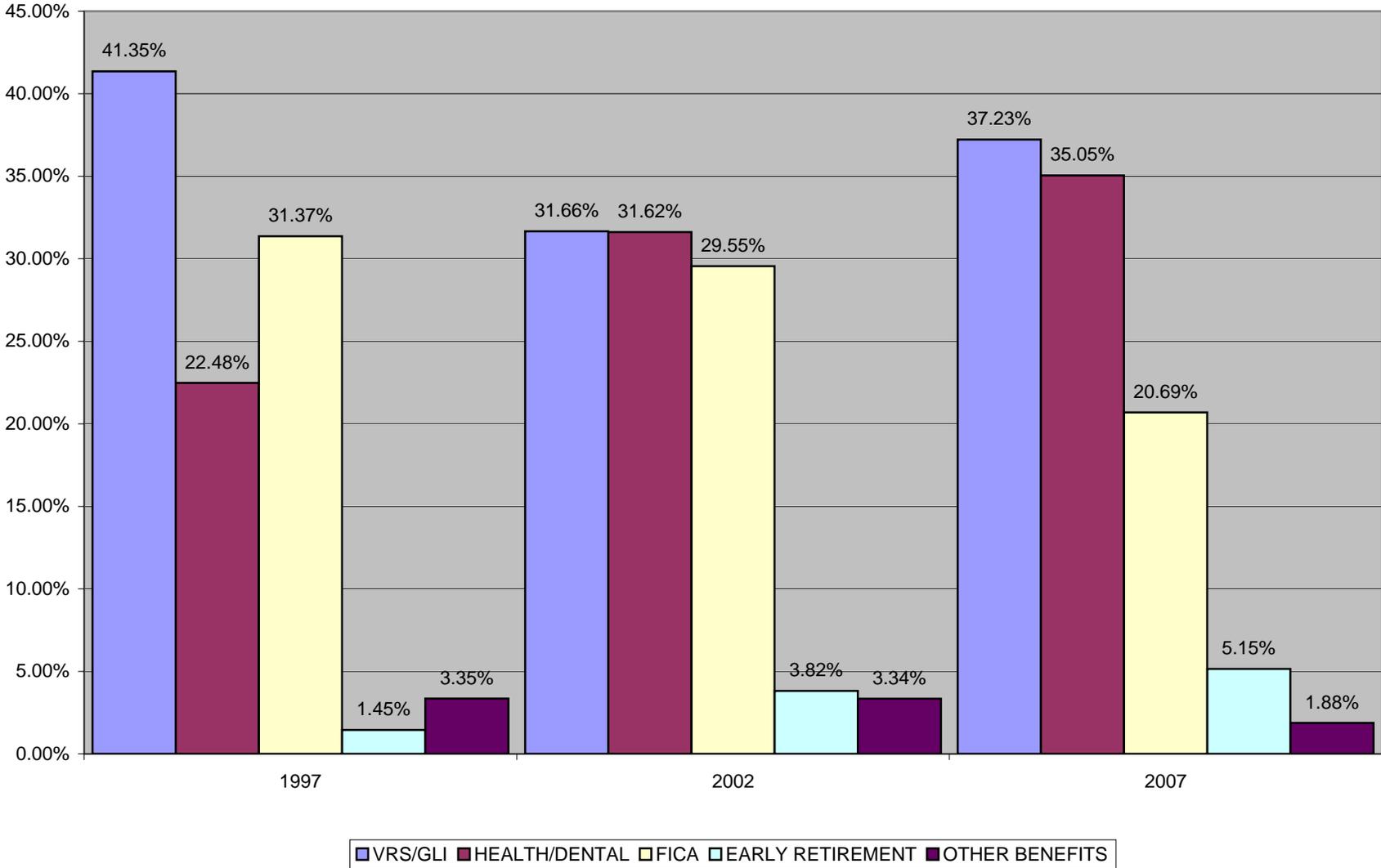


■ 1 - COMPENSATION ■ 2 - EMPLOYEE BENEFITS ■ 3 - OPERATING EXPENSES ■ 4 - CAPITAL OUTLAY ■ 5 - FUND TRANSFERS

## **Benefit Costs Over Time (Actual Dollars)**

- Overall benefit costs have been increased due to rising health insurance costs
- While these costs are consuming a greater portion of overall expenses, the health costs have been significantly less than either the private sector has experienced or other public sector organizations have experienced

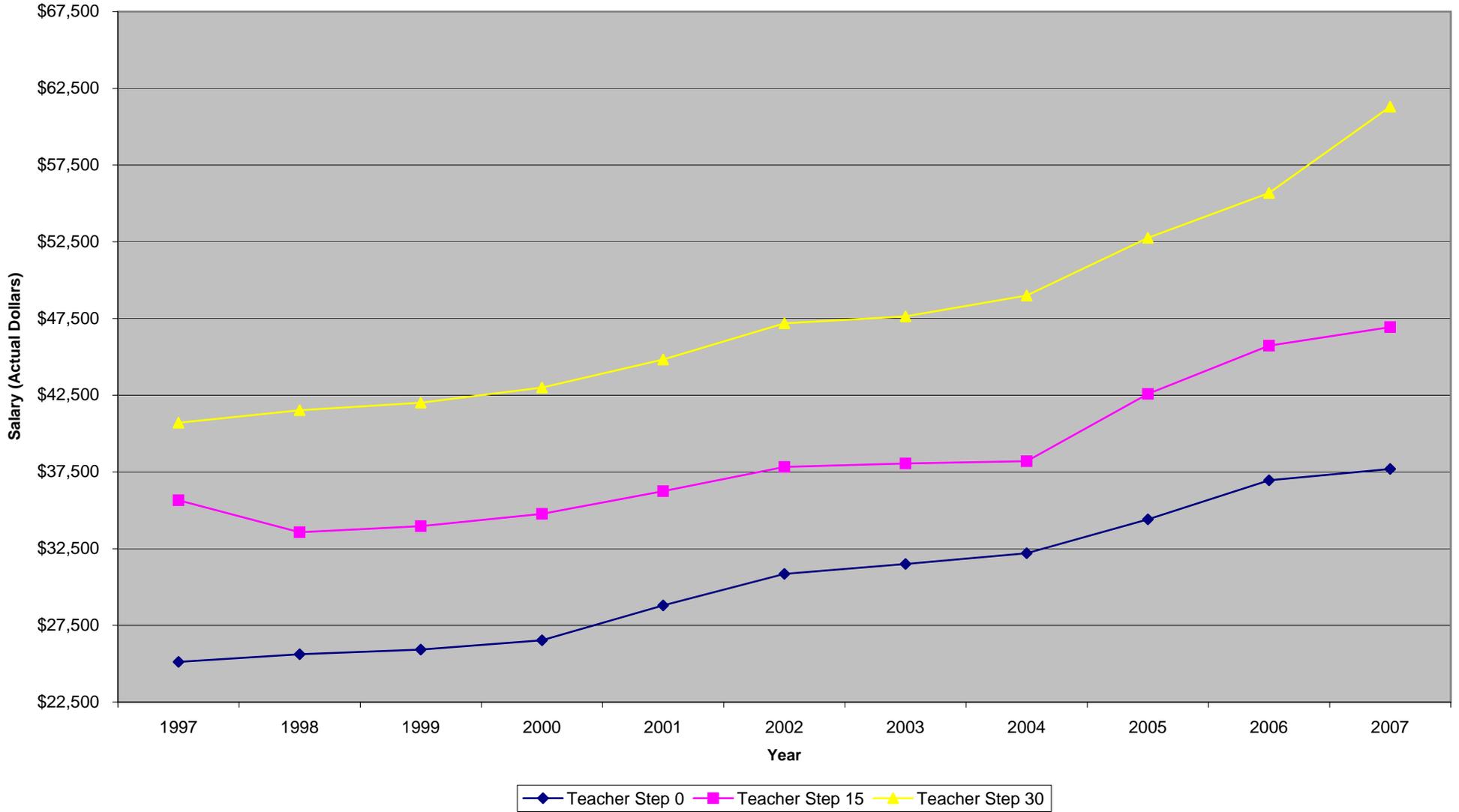
**Benefit Costs Over Time (Actual Dollars)**



## **Teacher Scale Across 10 Years (Actual Dollars)**

- This chart displays teacher salary scales (not individuals) across a 10 year period
- As an example, this indicates exactly what teachers were paid at step 0, 15, and 30 over 10 years
- Prior to 1997, the teacher scale only compensated to 15 years of experience
- In 1997 there was a transition to a teacher scale which compensated to 30 years of experience

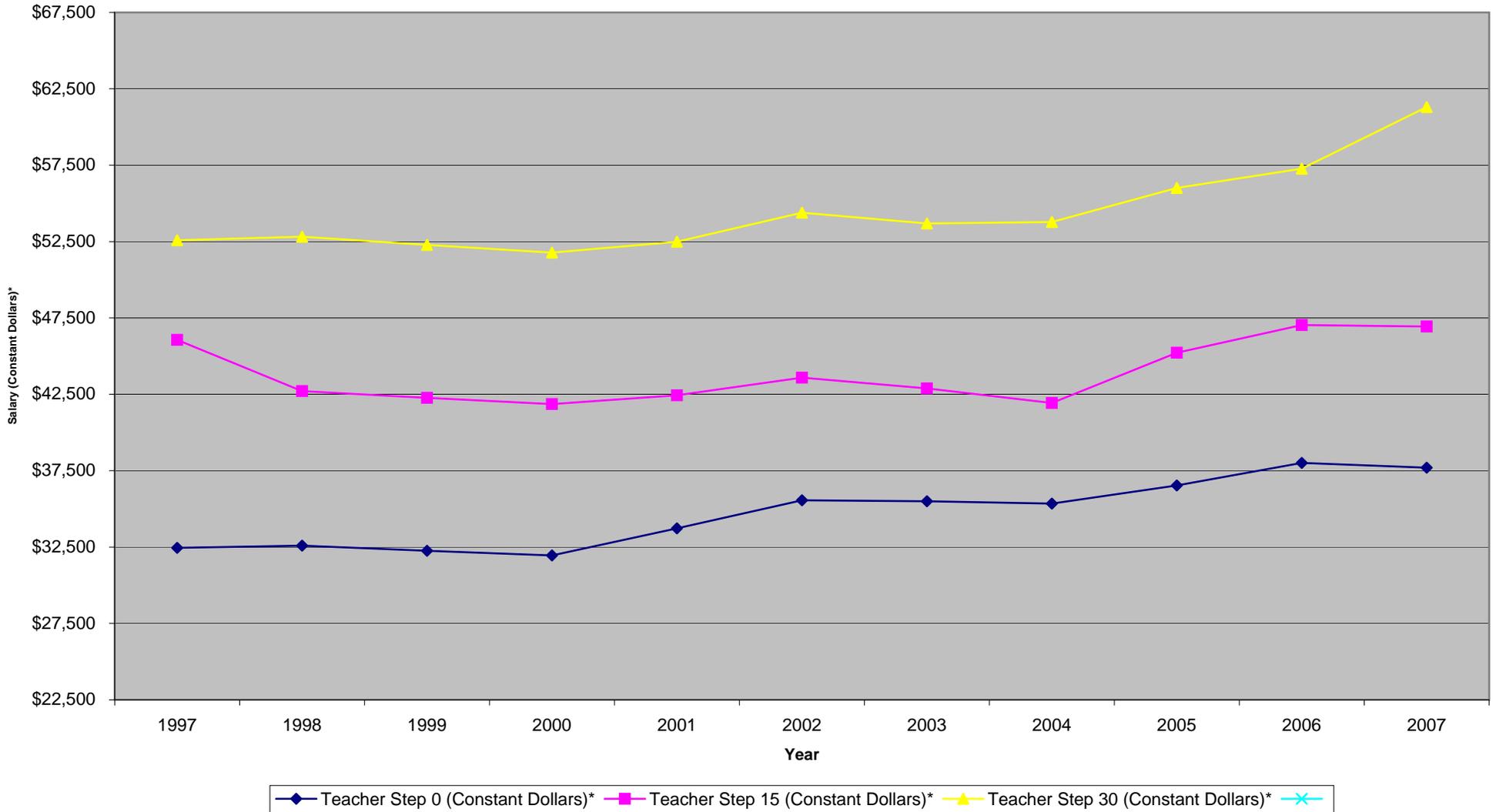
## Teacher Scale Across 10 Years (Actual Dollars)



## **Teacher Scale Across 10 Years (Constant Dollars)\***

- This chart displays teacher salary scales (not individuals) across a 10 year period in constant dollars
- Relative to the Consumer Price Index CPI prior to 2004 the pay at these points on teacher scales did not increase substantially
- Following 2004 and moving the benchmark from median to bottom of the top quartile, the scale has increased
- As an example, this indicates in constant 2007 dollars what teachers were paid at step 0, 15, and 30 over 10 years
- In 1996 the teacher scale only compensated to 15 years of experience
- In 1997 there was a transition to a teacher scale which compensated to 30 years of experience

## Teacher Scale Across 10 Years (Constant Dollars)\*

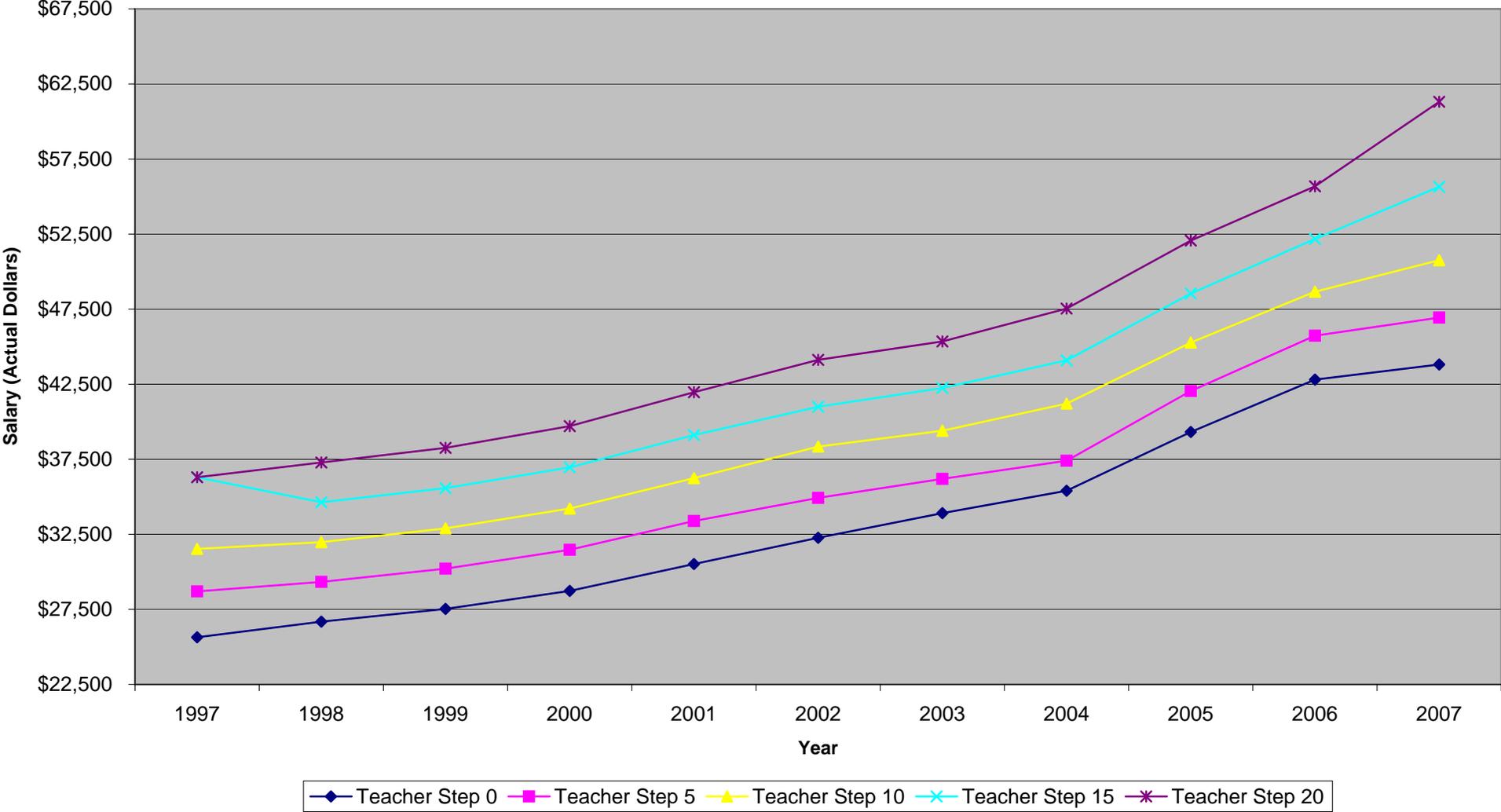


\*Based on Consumer Price Index Data from the U.S Department of Labor - Bureau of Labor Statistics

## Individual Teacher Scale Across 10 Years (Actual Dollars)

- This chart shows the actual increase in salary provided to a teacher with a bachelors degree this chart shows annual increases associated with step and scale changes across 10 years
- In 1997, the division moved to a scale which compensated teachers for up to 30 years, a hold harmless scale was adopted temporarily for those teachers who may have been negatively impacted. This scale is not shown
- As an example, a teacher starting their career at T0 in 1997 was paid ~\$25,600, 10 years later their salary is more than \$43,800

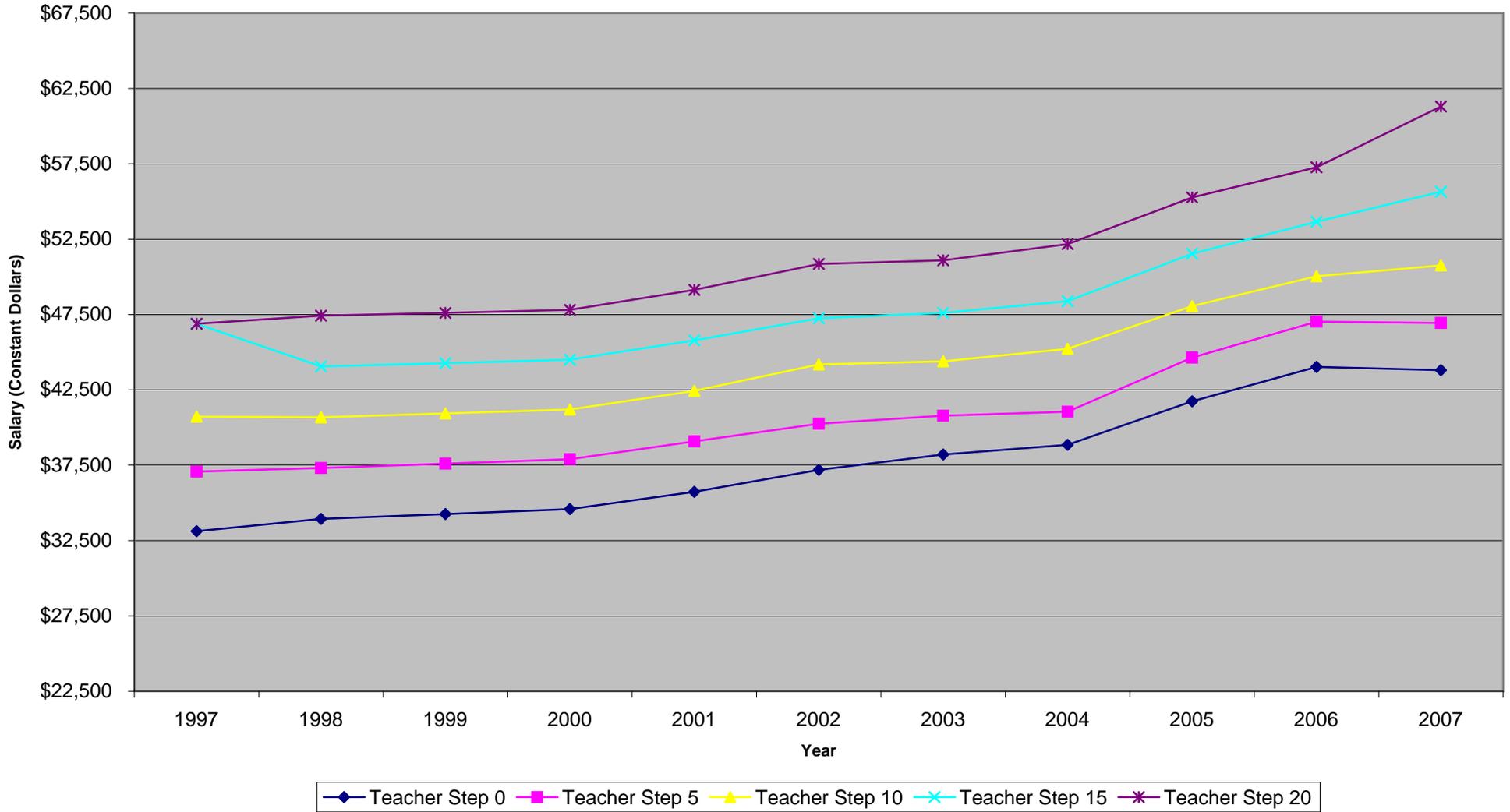
# Individual Teacher Salary Across 10 Years (Actual Dollars)



## Individual Teacher Scale Across 10 Years (Constant Dollars)\*

- This chart uses the exact same data as the previous chart, however it adjusts dollars using the CPI. Relative to CPI, salaries have increased in real terms over the past 10 years
- In 2004 the competitive market was updated to the bottom of the top quartile vs. the median. This change resulted in gains in teacher compensation since that period
- As an example, a teacher starting their career at T0 in 1996 was paid ~\$33,100 in 2007 dollars, 10 years later their salary is more than \$43,800 in 2007 dollars

## Individual Teacher Salary Across 10 Years (Constant Dollars)\*

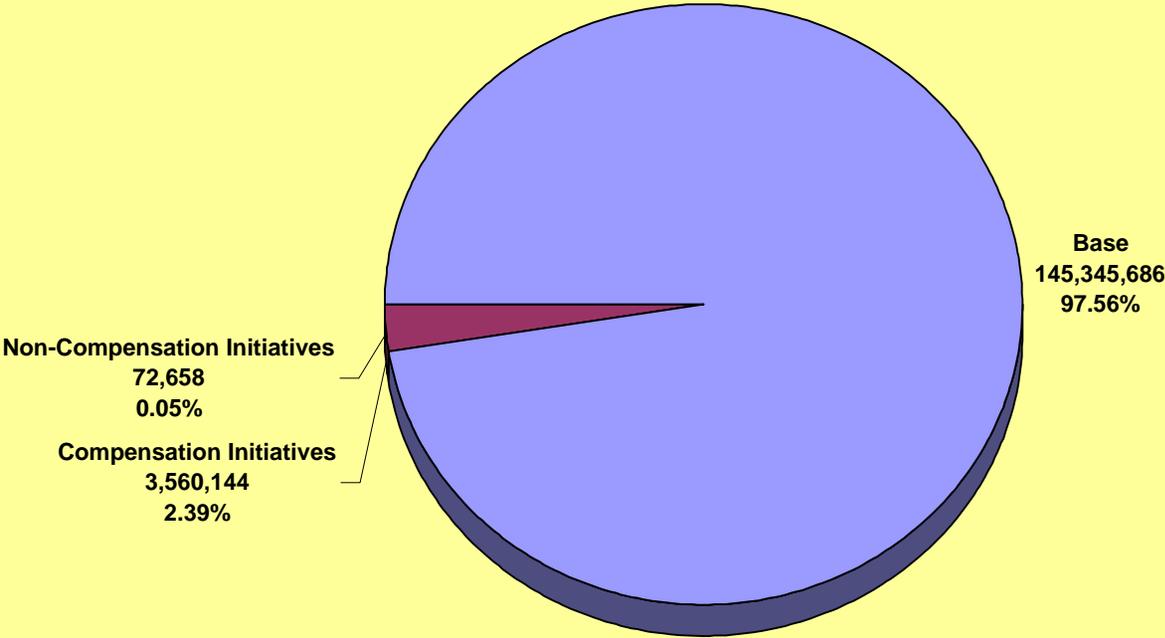


\*Based on Consumer Price Index Data from the U.S Department of Labor - Bureau of Labor Statistics

## School Board's 2009/2010 Proposed Budget Budget at a Glance

- Overall expenses requested increase by 3.37%
- Compensation initiatives represent more than 76% of the total new expenses in this request
  - 4% + meet existing market for teachers
  - 4% + 0.35% to meet market for classified staff
  - Health and dental increases
  - VERIP
- Non-Compensation initiatives include items such as:
  - Fuel Increases
  - Increased Intervention/Prevention funding
  - Mileage increases
  - CATEC
  - PREP
  - Increased software licensing fees
  - Increased insurance costs
  - Growth staffing
  - and other operational increases
  - Mileage increases

# School Board's 2009/2010 Proposed Budget Budget at a Glance

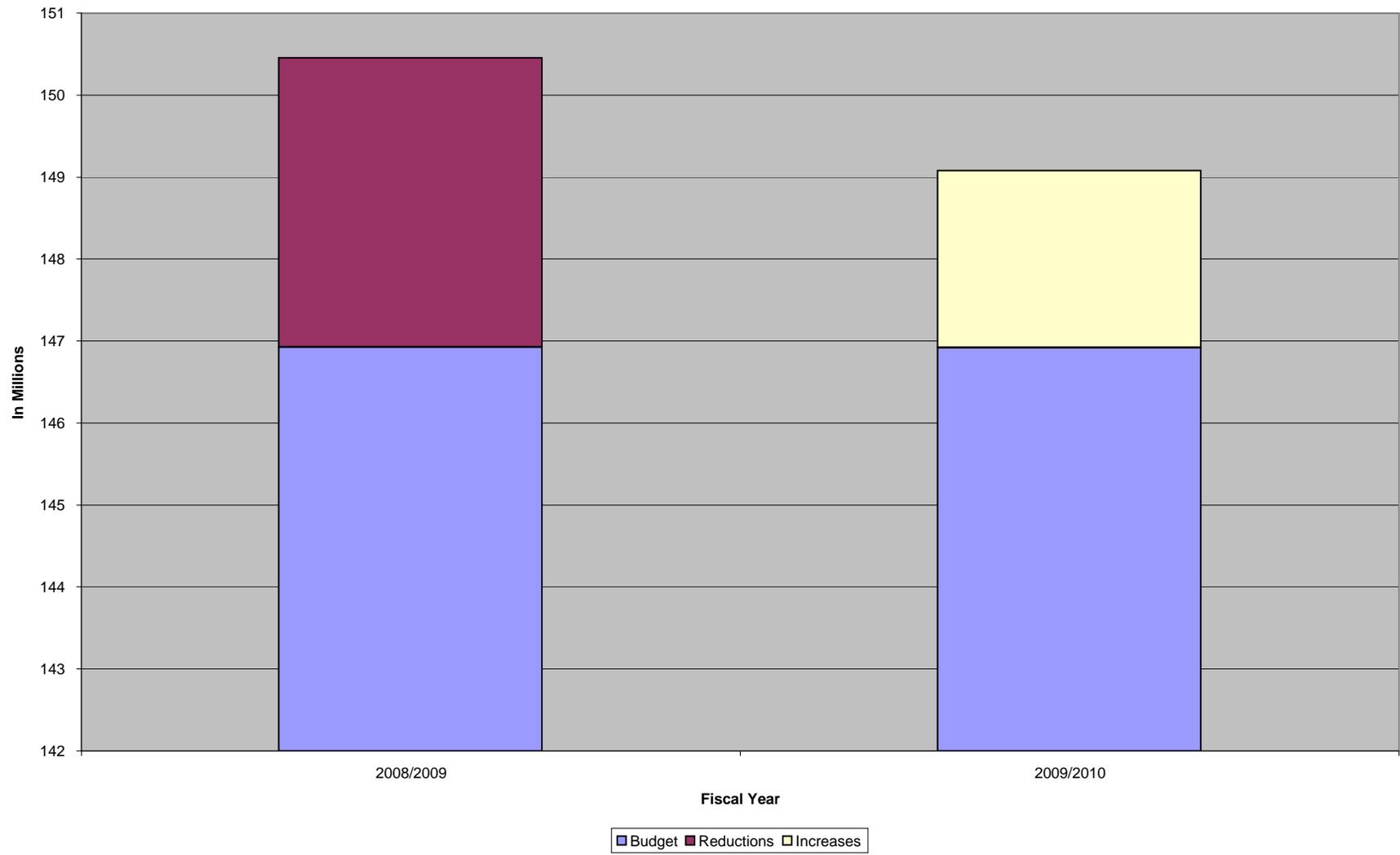


**Total Expenses: 148,978,488**

## **School Board's 2009/2010 Proposed Budget Budget at a Glance**

- Overall expenses decrease by 1.46% (-\$2.2M)
- Compensation initiatives are unfunded in this request
  - Recommendation to provide 3.3% + meet existing market for teachers
  - Recommendation to provide 3.3% + 0.63% to meet market for classified staff
- Benefit increases in health and dental insurance are fully funded
- Reductions encompass over \$3.5M in total
  - Department-wide reductions of up to 10% in overall budget inclusive of personnel
  - Declining Fuel Prices
  - Declining VERIP participation
  - Restructuring and Reduction of Coordinating Staff to a Coaching Model
  - Salary Lapse due to staff turnover/hiring freezes
- Non-Compensation operational items funded such as:
  - Insurance Increases
  - Additional teaching staff to meet demographic changes
  - PREP
  - CATEC
  - Increased energy costs
  - Early Retirement Incentives

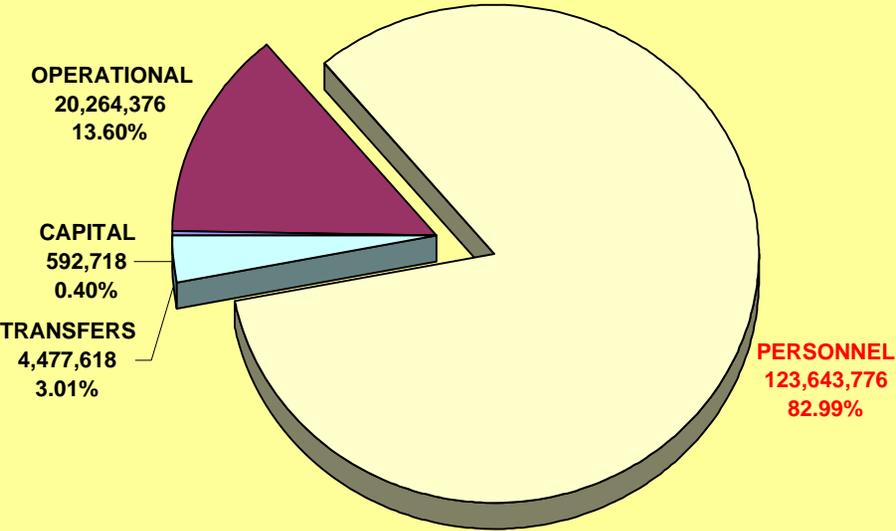
### Comparison of FY2008/2009 and 2009/2010



## **School Board's 2009/2010 Proposed Budget By Type of Expense**

- This chart provides a breakout based upon the type of expense, regardless of department or location
- Personnel expenses include salaries, part-time wages, substitute wages, stipends, overtime, and other direct payments for work performed. Benefits are also included in this grouping as well and is inclusive of FICA, Virginia Retirement System payments (VRS), health insurance, dental insurance, etc.
- Operational expenses include all materials and supplies necessary to operate the school division including fuel, materials for students and staff, payments for services to outside organizations, insurance, electricity, custodial supplies for cleaning & repairing facilities, payments for outside training of staff, etc.
- Capital expenses are for the purchase of materials that are typically not consumable such as computers, vehicles, copiers, furniture, machinery, etc.
- Transfers are a combination of payments to other internal organizations or payments to other internal funds within the County. These expenses include payments to local government for the Comprehensive Services Act (CSA), a 50% share of the expense for School Resource Officers (SRO), payments for social service workers in the schools (DSS), and payments for the Bright Stars program. Other transfers include payments to the bus replacement fund, the computer equipment replacement fund, and the new textbook replacement fund
- The focus of the next slide will be upon the largest type of expense within the school division; the cost of personnel

**School Board's 2009/2010 Proposed Budget  
By Type of Expense  
Focus: Personnel**



**Total Expenses: \$148,978,488**

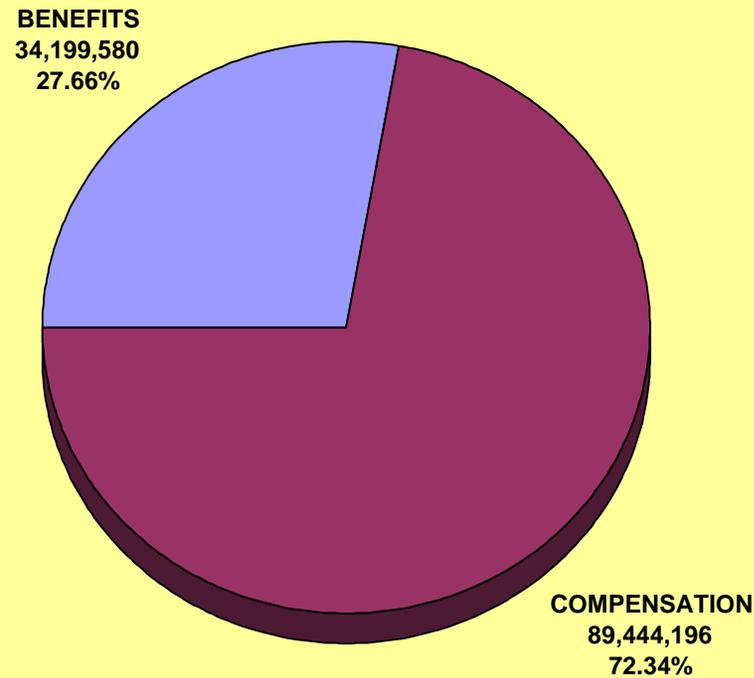
A decrease of \$2,317,484 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

- Overall compensation is composed of both personnel costs and benefits associated with employment
- Personnel expenses are composed of expenses incurred purely for payment of wages. These wages include payments for full-time positions, part-time positions, substitutes, stipends, overtime, etc. It does not include any payments for outside contractors, these expenses are grouped as operational expenses
- Benefit costs are typically associated with the hiring of staff or payment of wages in one form or another. As an example, a full-time employee may incur benefits costs of FICA, VRS, state group life insurance (GLI), health insurance, dental insurance, workers compensation insurance, and unemployment insurance
  
- This series of slides will focus on where the school division's personnel expenses are incurred

# School Board's 2009/2010 Proposed Budget By Type of Expense

**Focus: Personnel (Compensation and Benefits)**



**Total Expenses: \$123,643,776**

A decrease of \$1,642,593 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

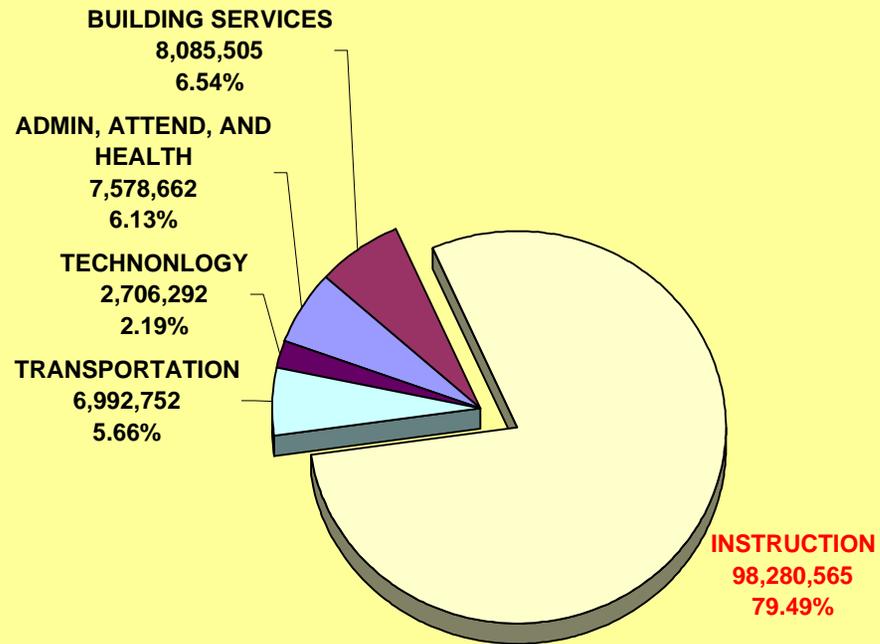
- This slide displays the cost of personnel by the state defined functions of instruction, building services, transportation, and administration, attendance, and health (a single functional area as defined by the state)
- Instruction is defined by the state as functions that interact directly with students and also are involved in the improvement and evaluation of instruction
- Building services is defined by the state as functions that operate the physical plant and grounds
- Transportation is defined by the state as functions that associated with transporting children
- Administration, attendance, and health is defined by the state as functions that perform business services, administrative oversight, attendance, and the delivery of health services such as school nurses
  
- The next slide focuses upon the largest functional area of personnel expenses in the school division

# School Board's 2009/2010 Proposed Budget

By Type of Expense

Category: Personnel

Focus: Instruction



**Total Expenses: \$123,643,776**

A decrease of \$1,642,593 over 2008/2009 Adopted



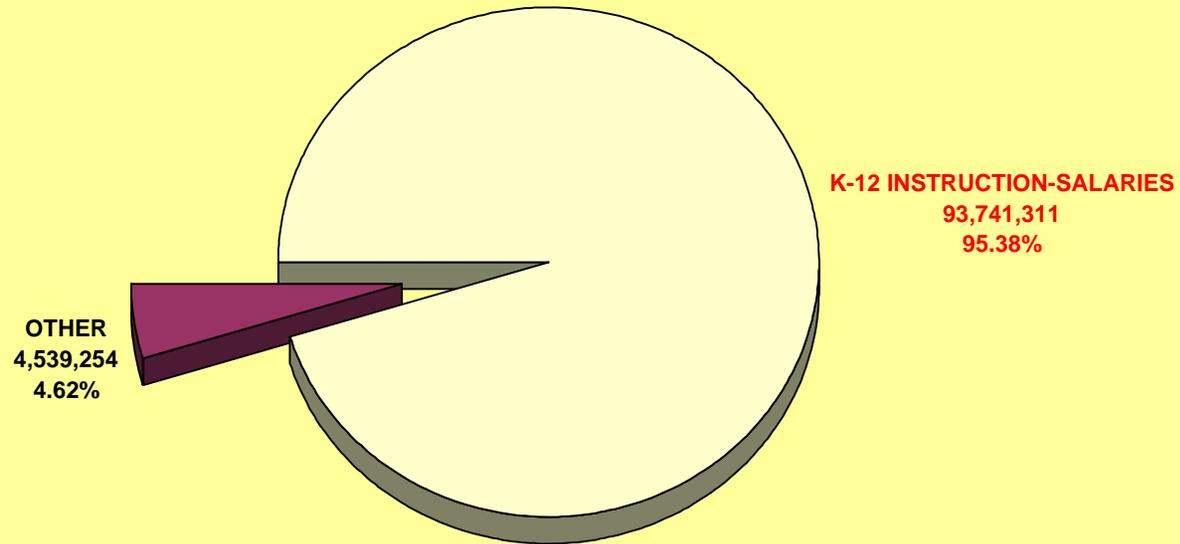
# School Board's 2009/2010 Proposed Budget

By Type of Expense

Category: Personnel

Function: Instruction

Focus: K-12 Salaries



**Total Expenses: \$98,280,565**

A decrease of \$1,849,066 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

- Of the more than \$95M of expenses for personnel within this fund, all but 1% are expended at specific schools
- The 1% of expenses titled division are for the early retirement program

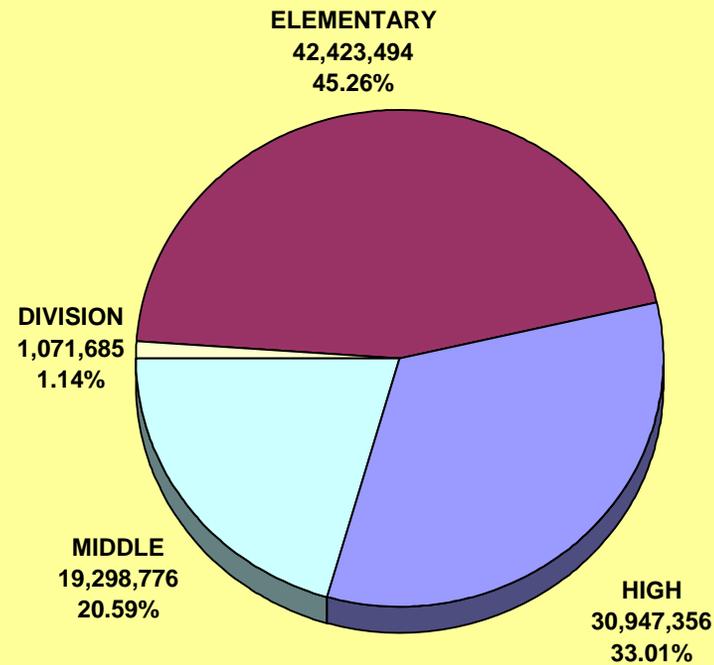
# School Board's 2009/2010 Proposed Budget

By Type of Expense

Category: Personnel

Function: Instruction

Focus: K-12 Salaries by School Type



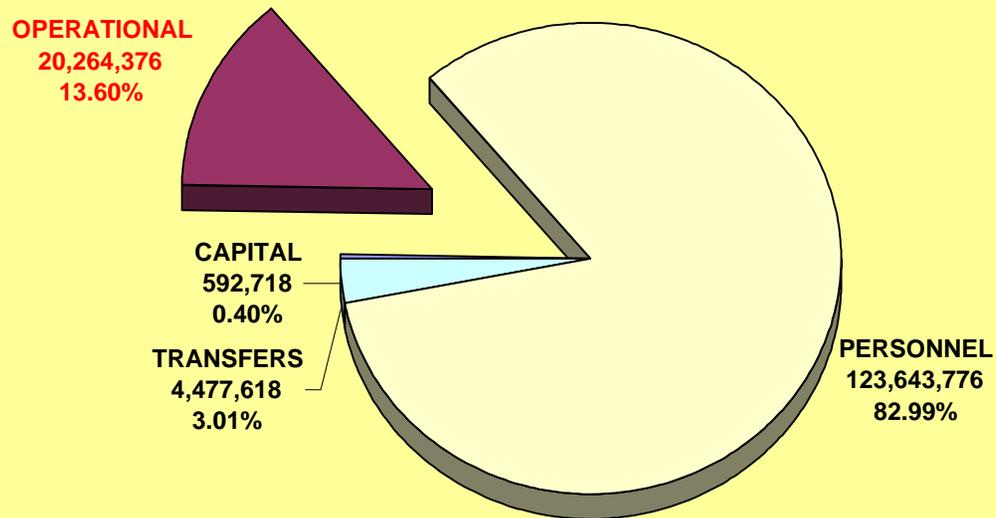
**Total Expenses: \$93,741,311**

A decrease of \$522,853 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

- Returning to the overall expenses across the division, the next focus will be upon the operational expenses

**School Board's 2009/2010 Proposed Budget  
By Type of Expense  
Focus: Operational**



**Total Expenses: \$148,978,488**

A decrease of \$2,317,484 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

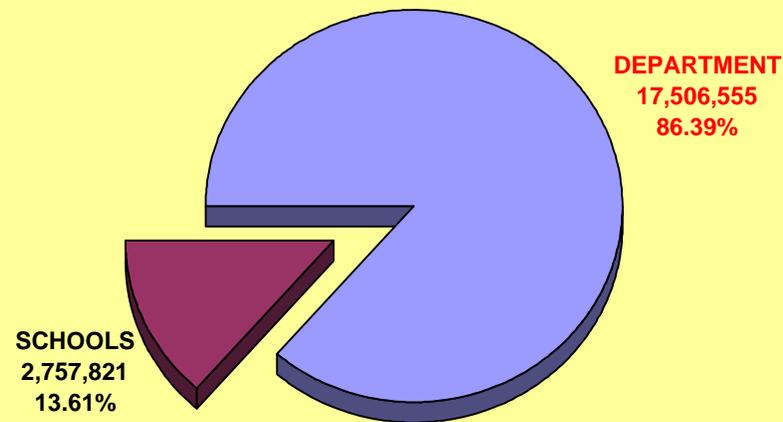
- Of the total operation expenses expected to be incurred in the division, departments manage the largest portion. The school portion represents those funds under the specific control of the individual school and its staff
- Significant operational funds are provided to schools from departments, however usually these other sources of funds typically have specific requirements for their use. An example of this is intervention/prevention funds, these are provided to schools based upon student need and are spent in direct support of the students by the schools, yet these funds are budgeted and managed centrally
- Many departments have operational funds that are paid for external services on a cost effective basis. An example of this is PREP, with over \$1M being paid for these regional services
  
- The next slide will focus solely upon the operational funds of departments, not schools

# School Board's 2009/2010 Proposed Budget

By Type of Expense

Category: Operational

Focus: Departmental Budgets



**Total Expenses: \$20,264,376**

A decrease of \$355,001 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

- The Building Services department includes expenses for the operation and maintenance of all facilities. This includes more than \$1.9M in electricity, more than \$0.6M in heating oil, more than \$0.5M in custodial supplies and other significant expenses incurred in maintaining 26 schools and multiple other facilities
- The Student Services department includes expenses for their operation of our special education department. There are more than \$2.5M of expenses associated with payments to the regional special education consortium (PREP) for services to students. Also significant funds and services are transferred directly to schools in support of enrolled students
- CATEC is a formula based payment to our regional career and technical training high school for services to enrolled students
- Transportation is for the operation and maintenance of our bus and vehicle fleet
- Media Services provides materials and support for our librarians and for textbooks in the division
- Instructional Support is the fund in charge of managing the curriculum and delivering effective instructional tools and support to teachers in the division. A substantial portion of these operational funds are directed to schools for specific purposes.
- The next slide will focus upon the Other departments operational funds

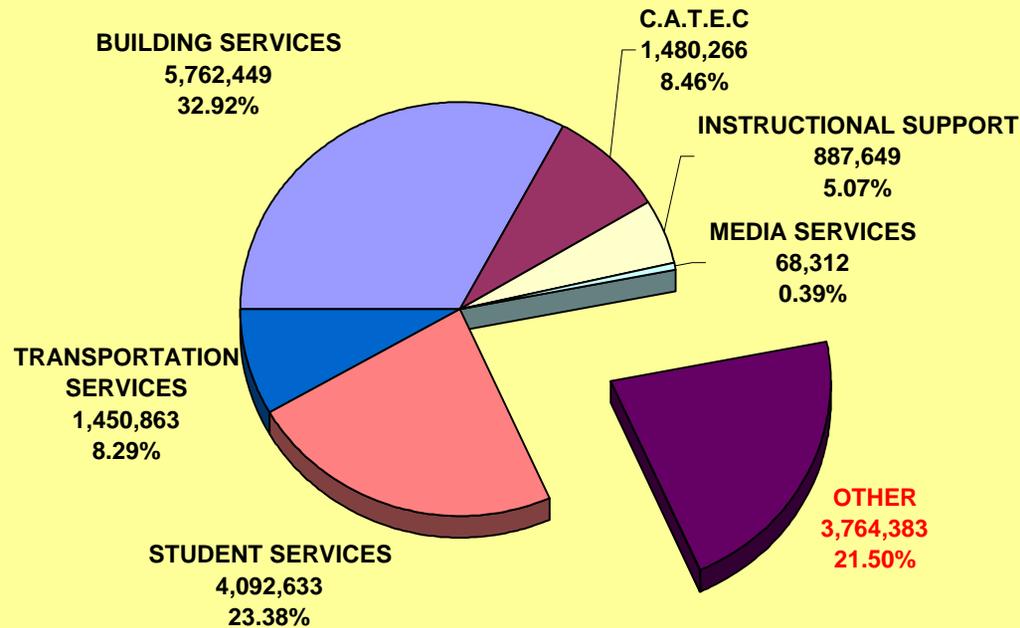
# School Board's 2009/2010 Proposed Budget

By Type of Expense

Category: Operational

Fund: Departmental Budgets

Focus: Other Departments



**Total Expenses: \$17,506,555**

A decrease of \$368,762 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Type of Expense**

- Significant expenses are:
  - Computer Technology - WAN and internet connectivity and software licenses
  - Federal Programs - Intervention/Prevention funds that are provided to schools to address the achievement gap
  - Fiscal Services - Property and liability insurance and vehicle insurance
  - Human Resources - Approximately 25% of their funds are expended in support of local government
  - Assessment - Funds in support of School-Net and the new student information system

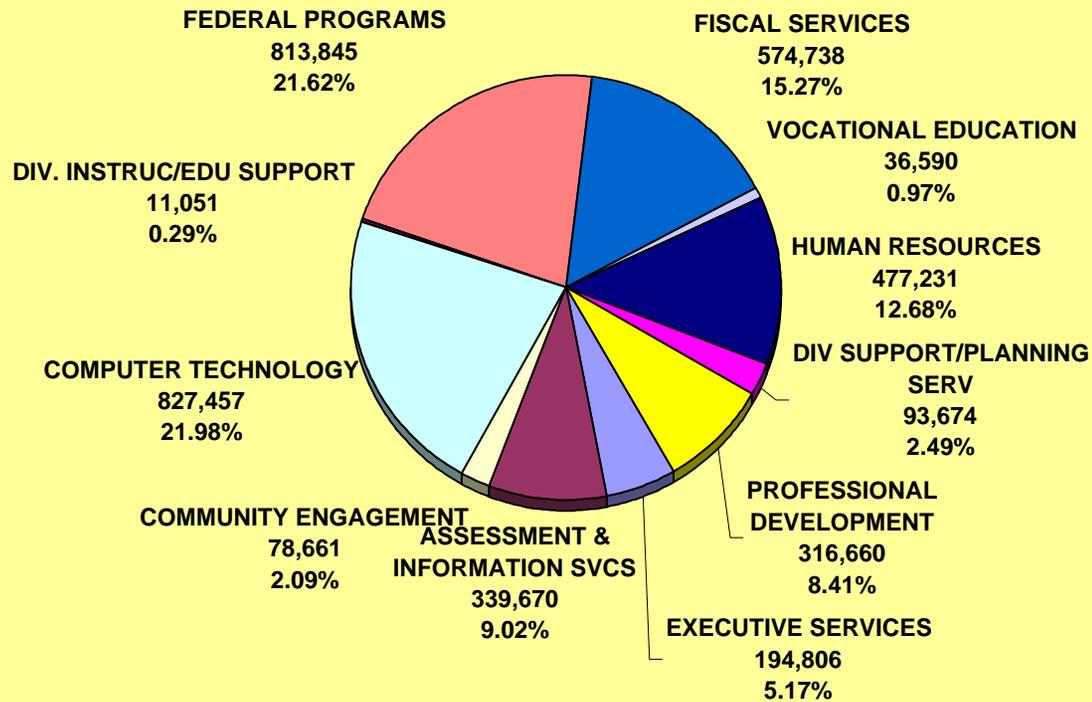
# School Board's 2009/2010 Proposed Budget

## By Type of Expense

**Category: Operational**

**Fund: Departmental Budgets**

**Focus: Other Departments**



**Total Expenses: \$3,764,383**

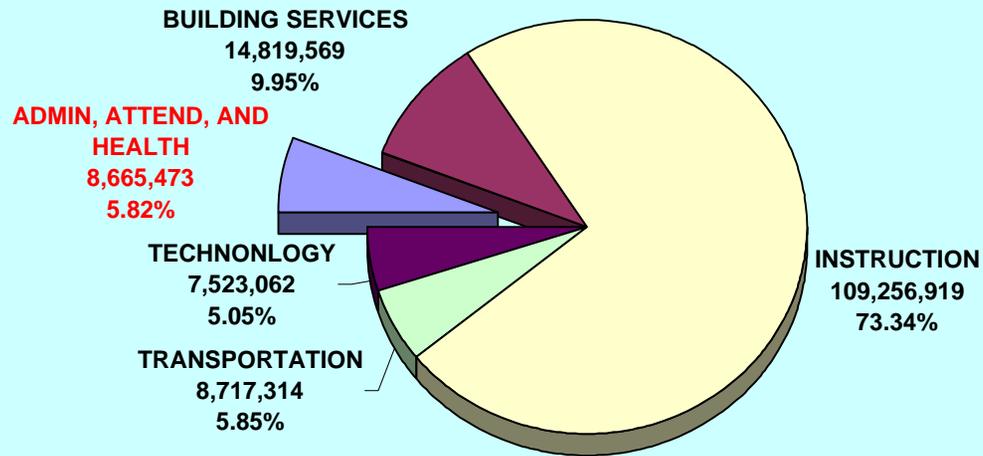
A decrease of \$294,316 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Functional Area**

- Rather than focusing upon the kind of expense (personnel, operations, capital, etc), the following slides provide information on the function (as defined by the state) for which funds are expended
- As has been displayed earlier, the largest expenses are incurred within our instructional area, primarily for personnel related expenses at schools
- The next focus will be upon the overall administration, attendance and health area

# School Board's 2009/2010 Proposed Budget By Functional Area

**Focus: Administration, Attendance and Health**



**Total Expenses: \$148,978,488**

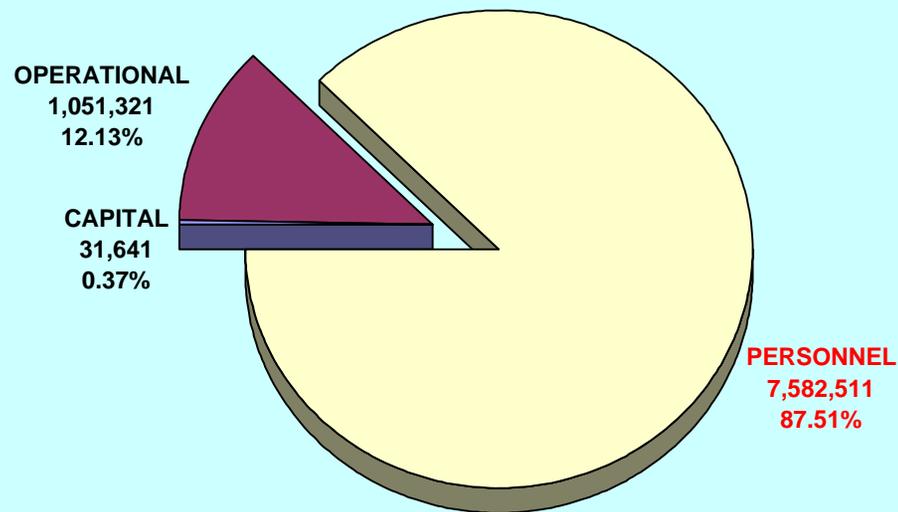
A decrease of \$2,317,454 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Functional Area**

- The largest type of expense in this area is for personnel
- The next slide will focus upon the expenses associated with the personnel expenses of the administration, attendance, and health departments

# School Board's 2009/2010 Proposed Budget By Functional Area

**Function: Administration, Attendance and Health**  
**Focus: Personnel**



**Total Expenses: 8,665,473**

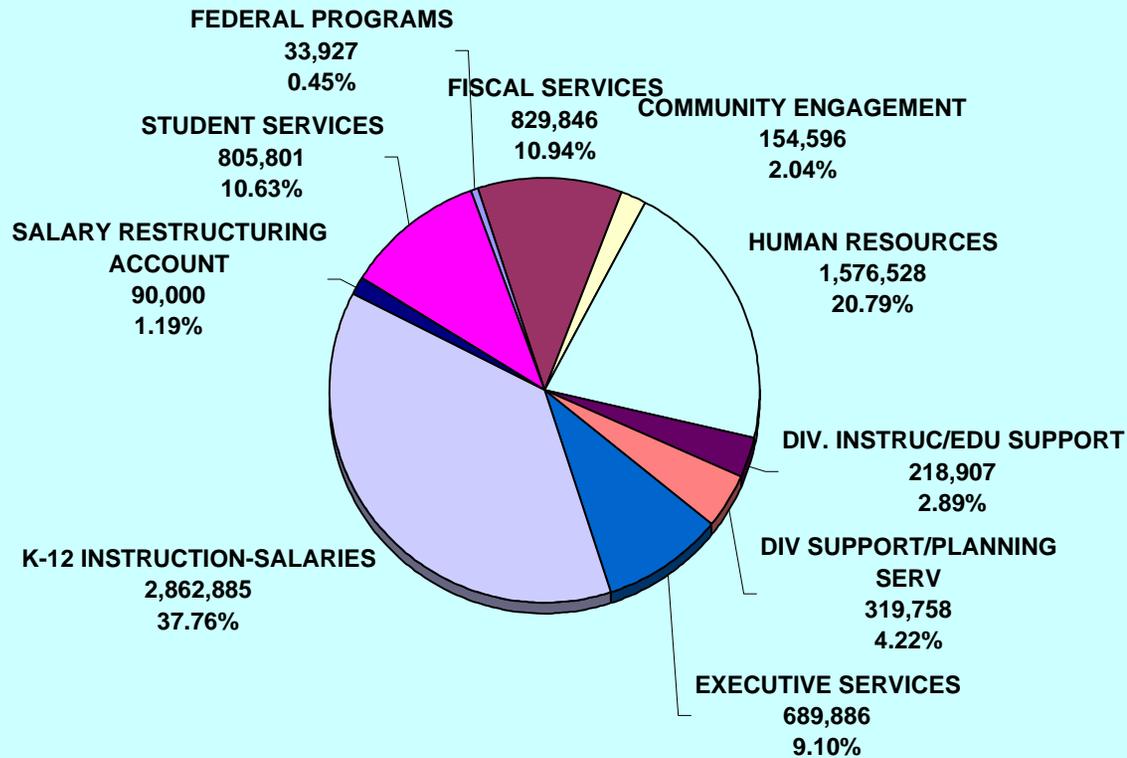
A decrease of \$2,495,938 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget By Functional Area**

- The largest single expense in this area is for nurses and VERIP within the K-12 Instructional Expense fund
- The next largest expense is for staff in the Human Resources department, which serves both the school division and local government
- The third largest expense is for staff to support the use of technology in the division. This is specifically for staff that performs computer technical functions (not CTIPs) in support of both the classroom and offices
- Student Services provides psychological and health services to students in the division
- Fiscal Services provides bookkeeping, budgeting, and financial services as well as workers compensation insurance
- Executive Services includes expenses for the school board, superintendent, and related staff

## School Board's 2009/2010 Proposed Budget By Functional Area

**Function: Administration, Attendance and Health**  
**Type of Object: Personnel by Fund**



**Total Expenses: \$7,582,511**

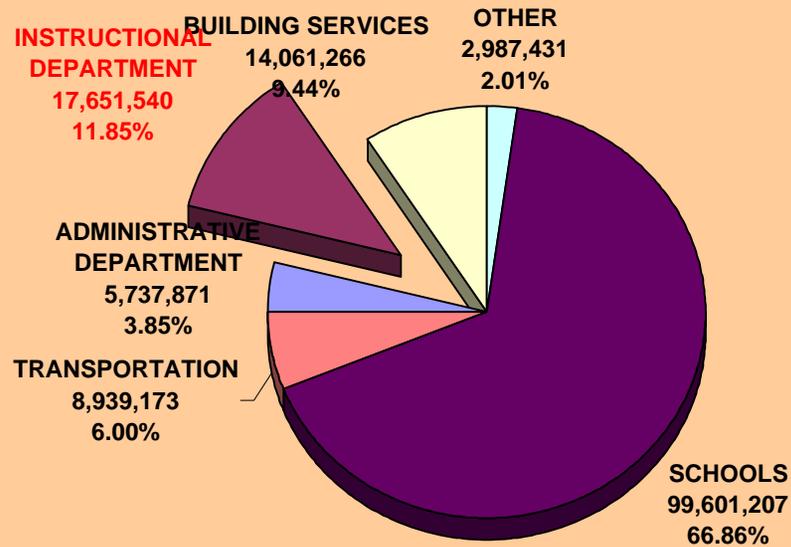
A decrease of \$1,349,846 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget Expenses by Fund**

- The final focus will be upon our department coding structure. Our departments often cross functional boundaries (as an example, the Special Services department has expenses in instructional, administration, attendance, and health, and building services)
- Our department structure typically focuses upon the delivery of specific services, regardless of the state's limited definition of functional boundaries
- Schools include all expenses and staff directly housed and located at schools, this includes teachers, nurses, principals, and all operational and capital funds under the school's control
  
- The focus will be upon the instructional departments of:
  - 2111 - Instructional Support
  - 2112 - Special Services
  - 2113 - Federal Programs
  - 2114 - Media Services
  - 2115 - Instructional Technology
  - 2116 - Vocational Education
  - 2117 - Assessment and Information Services
  - 2118 - Professional Development

# School Board's 2009/2010 Proposed Budget Expenses by Fund

## Focus: Instructional Departments



**Total Expenses: \$148,978,488**

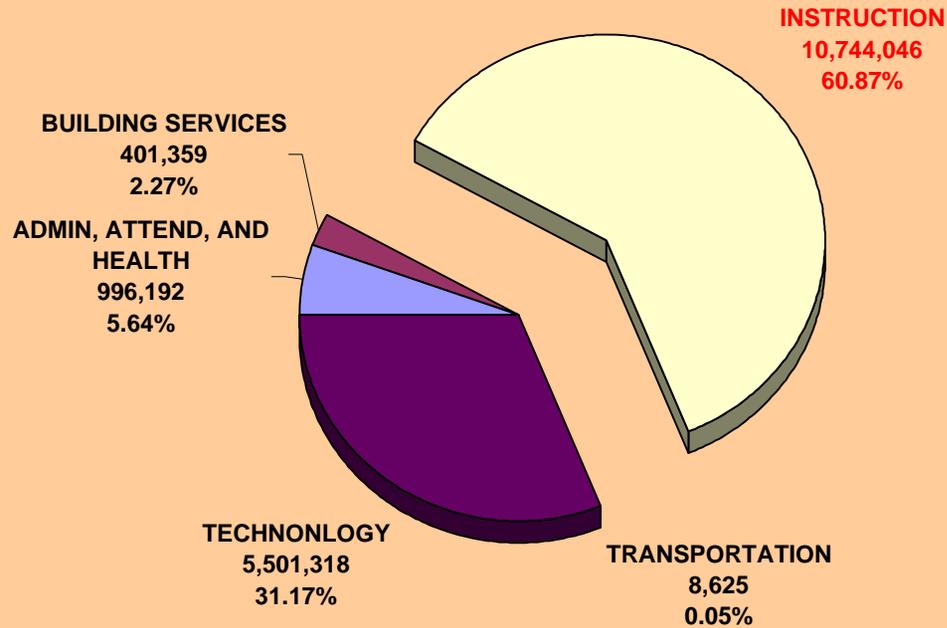
A decrease of \$2,317,484 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget Expenses by Fund**

- Within the instructional departments the expenses by function are:
- Transfers for:
  - DSS/Bright Stars programs
  - Textbook Replacement
  - Computer Equipment Replacement
  - CSA
- Administration, Attendance, and Health expenses for:
  - School Psychologists
  - Computer Technology Salaries and Benefits
- Building Services expense for telephone and telecommunications expenses including internet services
- The focus of the next slide will be on the instructional function expenses

# School Board's 2009/2010 Proposed Budget Expenses by Fund

**Fund: Instructional Departments**  
**Focus: Instruction**



**Total Expenses: \$17,651,540**

A decrease of \$1,664,938 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget Expenses by Fund**

- Within the instructional departments significant expenses by function are:

PREP Services

Staff Curriculum Development

Intervention/Prevention Operational Monies

Lease/Rent Software Monies

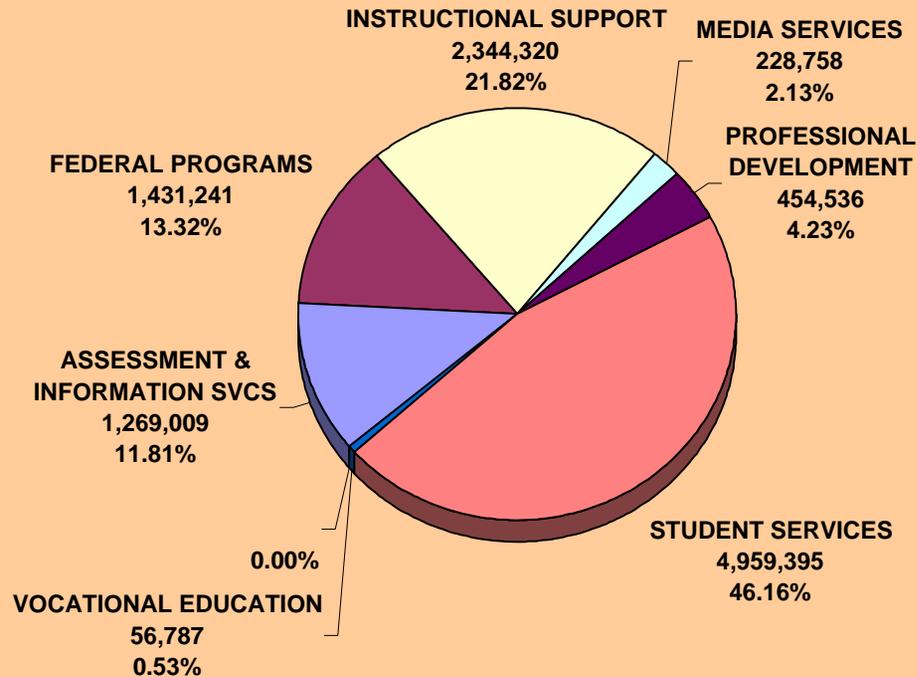
- Salaries and benefits for staff managing these programs and delivering services to schools (43%)

# School Board's 2009/2010 Proposed Budget Expenses by Fund

**Fund: Central Office - Instructional Departments**

**Function: Instruction**

**Focus: Instructional Departments**



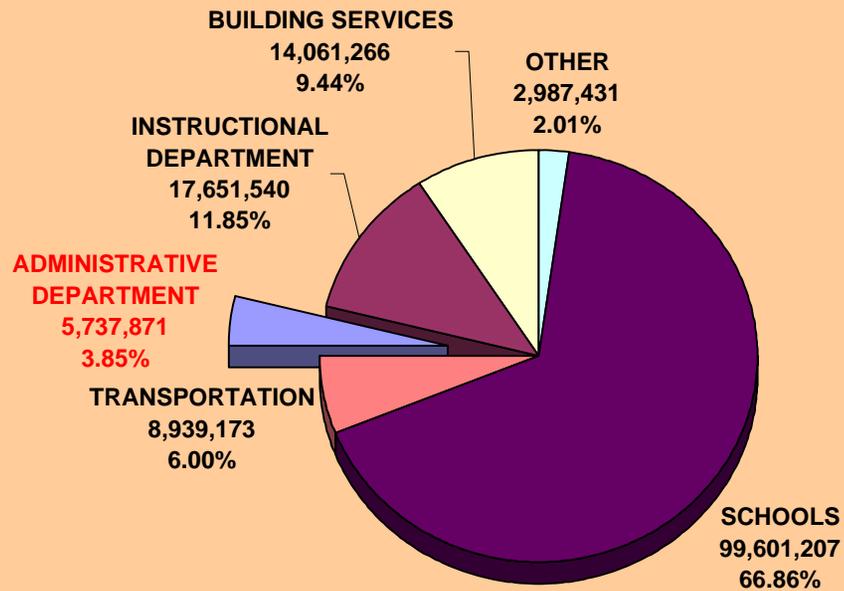
**Total Expenses: \$10,744,046**

A decrease of \$1,570,105 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget Expenses by Fund**

- Returning to the overall expenses of the division by fund, the next focus will be upon the administrative depts.
  - 2410 - Executive Services
  - 2420 - Human Resources
  - 2411 - Community Engagement
  - 2412 - Divisional Instructional/Educational Support
  - 2430 - Divisional Planning Support
  - 2431 - Fiscal Services

**School Board's 2009/2010 Proposed Budget**  
**Expenses by Fund**  
**Focus: Administrative Departments**



**Total Expenses: \$148,978,488**

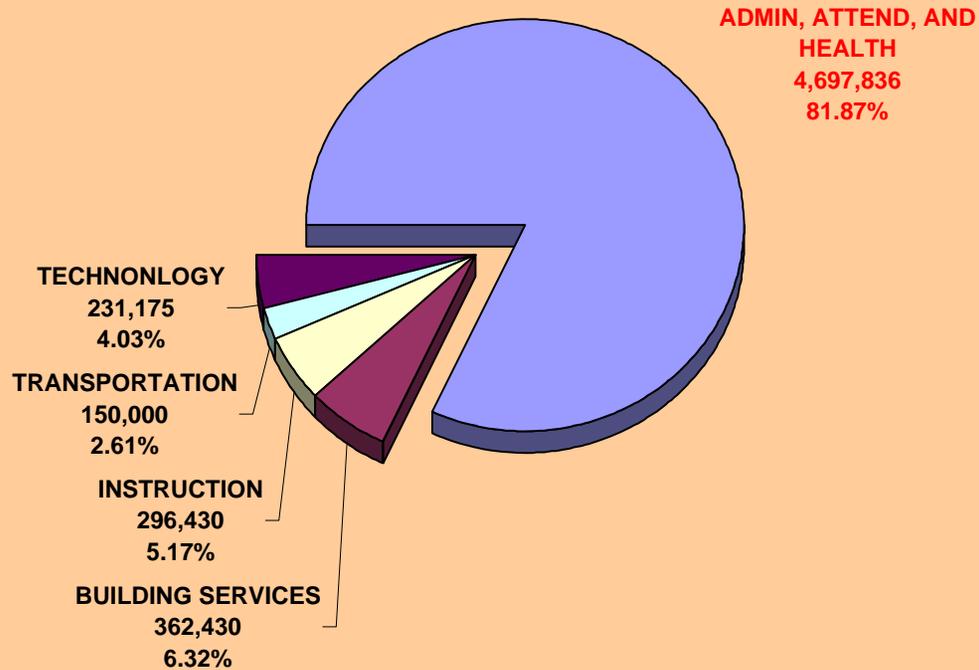
**A decrease of \$2,317,454 over 2008/2009 Adopted**

## **School Board's 2009/2010 Proposed Budget Expenses by Fund**

- Transportation expenses are for vehicle insurances costs within the Fiscal Services department
- Building services expenses are for telephones and property/liability insurance within Fiscal Services
- Instructional expenses are for the Asst. Superintendent of Instruction, school board reserves, etc.
- Transfers are for the SRO program paid from the Fiscal Services department
  
- The final focus is upon the purely administration, attendance and health expenses incurred by the administrative departments

# School Board's 2009/2010 Proposed Budget Expenses by Fund

**Fund: Administrative Departments**  
**Focus: Administration, Attendance and Health**



**Total Expenses: \$5,737,871**

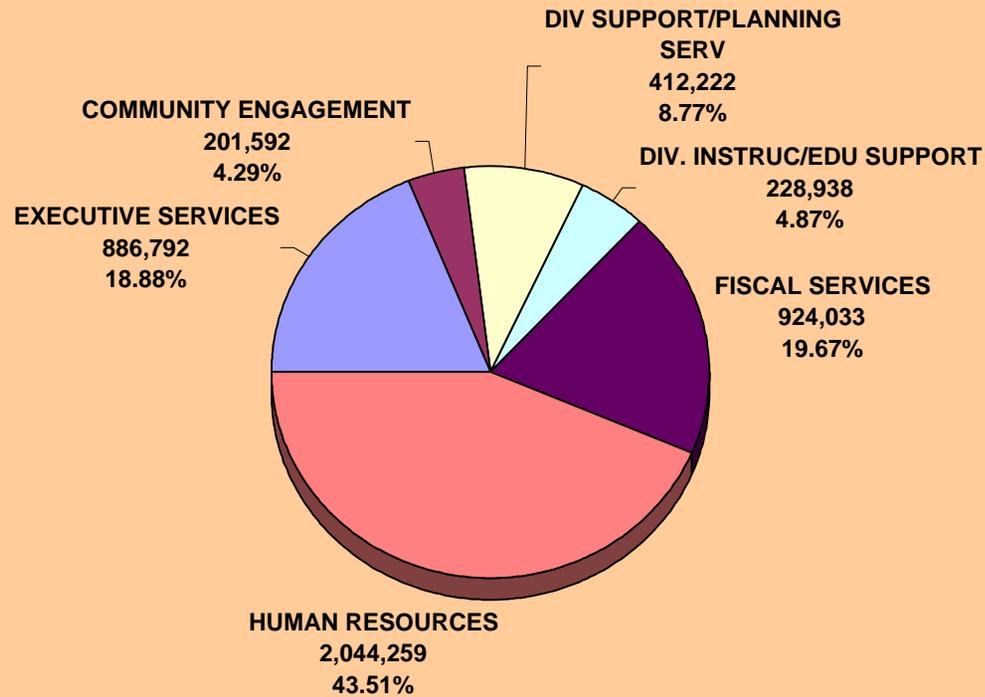
A decrease of \$261,869 over 2008/2009 Adopted

## **School Board's 2009/2010 Proposed Budget Expenses by Fund**

- Human Resources staffing and operations, of which approximately 25% is funded by local government
- Fiscal Services includes financial staff and operations as well as the division's entire workers compensation insurance (which is classified as a benefit)
- Executive Services includes the school board, superintendent, school board clerk, assistant clerk, and an executive secretary for the superintendent
- Division Support/Planning services staff and operations
- Community Engagement staff and operations
- Division Instructional/Education Support staff and operations

# School Board's 2009/2010 Proposed Budget Expenses by Fund

**Fund: Administrative Departments**  
**Focus: Administration, Attendance and Health**



**Total Expenses: \$4,697,836**

A decrease of \$102,319 over 2008/2009 Adopted