



# FY 2025

July 1, 2024-June 30, 2025

## *Charles County Public Schools*

### *Superintendent Proposed Operating Budget*

Maria V. Navarro, Ed.D.  
*Superintendent*

Karen M. Acton  
*Chief Financial Officer*

The Charles County public school system does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age or disability in its programs, activities or employment practices. For inquiries, please contact Kathy Kiessling, Title IX/ADA/Section 504 Coordinator (students) or Nikial M. Majors, Title IX/ADA/Section 504 coordinator (employees/adults), at: Charles County Public Schools, Jesse L. Starkey Administration Building, P.O. Box 2770, La Plata, Maryland 20646, or by phone: (301) 932-6610 or (301) 870-3814. For special accommodations, call (301) 934-7230 or TDD 1-800-735-2258 two weeks prior to the event.

#### Board of Education

Yonelle Moore Lee, Esq  
*Chairperson*

Nicole Kreamer  
*Vice Chairperson*

Dottery Butler-  
Washington

David W. Hancock, Jr.

Michael K. Lukas

Jamila Smith

Brenda Thomas

Samichie K. Thomas

Linda Warren

Treasure Perkins  
*Student Member*



5980 Radio Station Road, PO Box 2770  
La Plata, Maryland 20646

## Contents

---

GLOSSARY OF ACRONYMS .....	4
TRANSMITTAL LETTER.....	5
REPORT ITEM FOR THE BOARD OF EDUCATION .....	6
CHARLES COUNTY PUBLIC SCHOOLS FACT SHEET .....	8
FY 2025 BUDGET PLANNING MODEL-REVENUE .....	9
FY 2025 BUDGET PLANNING MODEL-MANDATORY AND COLLECTIVE BARGAINING EXPENSES.....	10
FY 2025 BUDGET PLANNING MODEL-OTHER EXPENSES- BLUEPRINT IMPLEMENTATION .....	10
FY 2025 BUDGET PLANNING MODEL-OTHER EXPENSES .....	11
FY 2025 BUDGET PLANNING MODEL-OTHER EXPENSES .....	12
OPERATING REVENUE.....	13
OPERATING BUDGET BY CATEGORY AND OBJECT CODE .....	14
FULL-TIME EQUIVALENT STAFF.....	15
ADMINISTRATION EXPENDITURE CATEGORY .....	16
MID-LEVEL EXPENDITURE CATEGORY.....	17
INSTRUCTION EXPENDITURE CATEGORY .....	18
INSTRUCTION EXPENDITURE CATEGORY-CONT'D .....	19
SPECIAL EDUCATION EXPENDITURE CATEGORY .....	20
STUDENT PERSONNEL SERVICE EXPENDITURE CATEGORY.....	21
STUDENT HEALTH SERVICE EXPENDITURE CATEGORY .....	22
STUDENT TRANSPORTATION EXPENDITURE CATEGORY .....	23
OPERATION OF PLANT EXPENDITURE CATEGORY .....	24
MAINTENANCE OF PLANT EXPENDITURE CATEGORY.....	25
FIXED CHARGES EXPENDITURE CATEGORY.....	26
COMMUNITY SERVICE EXPENDITURE CATEGORY.....	27
CAPITAL OUTLAY EXPENDITURE CATEGORY .....	28
OPERATING BUDGET BY PROGRAM.....	29
OPERATING BUDGET BY PROGRAM-CONT'D.....	30
OPERATING BUDGET BY PROGRAM-CONT'D.....	31
.....	31
OPERATING BUDGET BY PROGRAM-CONT'D.....	32
.....	32
OPERATING BUDGET BY PROGRAM (CONTRACTED SERVICES) .....	33
OPERATING BUDGET BY PROGRAM (CONTRACTED SERVICES)-CONT'D .....	34
BUDGET EXPLANATION.....	35
<b>DESCRIPTION OF REVENUES.....</b>	<b>35</b>

<b>LOCAL (County) Funding Request.....</b>	<b>35</b>
<b>STATE Revenue.....</b>	<b>35</b>
<b>Food and Nutrition Services.....</b>	<b>36</b>
<b>Restricted Funds .....</b>	<b>37</b>
<b>DESCRIPTION OF EXPENDITURES.....</b>	<b>37</b>
<b>Mandatory Costs.....</b>	<b>37</b>
<b>Reserve for Collective Bargaining.....</b>	<b>38</b>
<b>OTHER COST INCREASES .....</b>	<b>38</b>
<b>The Blueprint for Maryland’s Future – Policy Implementation Costs .....</b>	<b>38</b>
<b>Non-Instructional Budget Increase Requests .....</b>	<b>38</b>
<b>Instructional Budget Increase Requests.....</b>	<b>41</b>
<b>BUDGET REDUCTIONS.....</b>	<b>46</b>
<b>Full-Time Wages.....</b>	<b>46</b>
<b>SUPPLEMENTAL BUDGET REQUESTS .....</b>	<b>46</b>

# GLOSSARY OF ACRONYMS

---

The following acronyms used in this document refer to definitions listed below.

- A. ACHIEVE – Academics, Communication and Heightened Independence for Education, Vocation and Engagement
- B. AFSCME – American Federation of State, County, and Municipal Employees
- C. AP – Advanced Placement
- D. ARP – American Rescue Plan
- E. BOE – Board of Education
- F. CCPS – Charles County Public Schools
- G. CCR – College and Career Readiness
- H. CIP – Capital Improvement Plan
- I. COP – Concentration of Poverty
- J. CPI – Consumer Price Index
- K. CSM – College of Southern Maryland
- L. CTE – Career and Technical Education
- M. CWI – Comparable Wage Index
- N. EACC – Education Association of Charles County
- O. ELA – English Language Arts
- P. ELL – English Language Learners
- Q. ERP – Enterprise Resource Planning
- R. ESOL – English for Speakers of Other Languages
- S. ESSER – Elementary and Secondary School Emergency Relief
- T. FARMS – Free and Reduced Meal Students
- U. FNS – Food and Nutritional Service
- V. FTE – Full-time equivalent
- W. GASB – Governmental Accounting Standards Board
- X. GCEI – Geographical Cost of Education Index
- Y. IEP – Individualized Education Program
- Z. IXL – I eXcel (academic math program)
- AA. LEA – Local Education Agency
- BB. MABE – Maryland Association of Boards of Education
- CC. MOE – Maintenance of Effort
- DD. MOI – Materials of Instruction
- EE. MSDE – Maryland State Department of Education
- FF. OPEB – Other Post-Employment Benefits
- GG. PISOTA – Phoenix International School of the Arts
- HH. PLTW – Project Lead the Way
- II. PPW – Pupil Personnel Worker
- JJ. SAIL – Secondary Academy of International Languages
- KK. SOAR – Structured teaching, Opportunities for inclusion, Active learning, and Rigor
- LL. TSI – Transitional Supplemental Instruction

## TRANSMITTAL LETTER

---

THIS PAGE IS INTENTIONALLY LEFT BLANK

## REPORT ITEM FOR THE BOARD OF EDUCATION

---

### SUBJECT:

Revised FY 2025 Superintendent's proposed school system Operating Budget

### ABSTRACT:

Charles County Public Schools (CCPS) goal is to provide a stimulating learning experience to the highest levels of academic achievement by inspiring, empowering, and encouraging our students to reach and expand their potential. CCPS will strive to eliminate achievement gaps among all students and to help them thrive in their future college and career paths. This financial blueprint represents the three major components of a budget: the educational program of our school system, and the revenue and expenditures needed to effectively implement our education plan.

### SUMMARY:

The documents reflect the Superintendent's priorities for our FY 2025 operating budget. The total of our recommended operating budget is \$523,360,247 and represents an increase of \$42.6 million, or 8.9 percent, over our FY 2024 base operating budget. CCPS depends primarily upon state and county resources to fund the total budget. At this time, state funding is presumed to increase by \$10.8 million. Our request to the County Commissioner's is an increase of \$29.6 million, or 13.5 percent. The FY 2025 base operating budget also includes the use of \$ 4.9 million fund balance.

Expenditure increases include mandatory health care costs, the nurses' contract with Charles County Health Department, negotiated school bus contractor wages and replacement of retiring buses, MABE liability insurance and workers' compensation premiums. Other cost increase requests include a reserve for collective bargaining and minimum wage increase, funds to support the continual implementation of the Blueprint for Maryland's future policy areas, non-instructional and instructional budget increases as a result of product and service inflation. This budget also includes a request for the addition of 80 FTE positions to compensate for our continually expanding school system. These positions include maintenance, finance, and IT staff, as well as school administration, and teachers.

Full time wages will be budgeted at 98 percent of actual cost. This allows CCPS to fund necessary items or programs and still maintain a balanced budget.

The Food and Nutrition Services (FNS) program breakfast and lunch prices will comply with the Maryland Cares for Kids Act (House Bill 315). There will be no meal price changes for breakfast and lunch for paid students.

### RECOMMENDATION:

We ask that the Board of Education (BOE) considers the Superintendent's proposed operating budget for FY 2025. The budget request recognizes education as a top priority and reflects the needs of the school system, as required by the Education Article § 4-205. Should additional funding become available, there are significant system-wide needs included in a supplemental budget. The successes of our school system significantly impact the quality of life of the entire community. This proposal is subject to change based on final funding from the state and county.

FY 2025 BUDGET DEVELOPMENT CALENDAR:

The budget development timeline is as follows:

<u><i>Timeline</i></u>	<u><i>Description of Activity</i></u>
February 27, 2024	BOE approved FY 2025 Operating Budget submission to the Charles County Commissioners
April 08, 2024	Maryland General Assembly legislative session ends
April 16, 2024	Charles County Government's presentation of FY 2025 Proposed Operating Budget to the Commissioners
April 30, 2024	Charles County Commissioners public hearing on Proposed FY 2025 Budgets
May 14, 2024	Charles County Commissioners FY 2025 Budget Adoption
June 11, 2024	BOE adopts final FY 2025 Operating Budget

# CHARLES COUNTY PUBLIC SCHOOLS FACT SHEET

Charles County Public Schools (CCPS) offers a wide variety of academic programs and services focused on student achievement and ensuring that our students meet rigorous standards. Our goal is to devote our efforts to create a community committed to teaching, learning, and safety for all of our students.

37 Schools		Personnel	
Elementary	22	<b>Total Permanent Staff**</b>	<b>3,728.8</b>
Middle	8	Superintendent	1
High	7	Teachers	1,801.8
<b>5 Educational Centers</b>		Librarians	26
F.B. Gwvnn Center		Paraprofessional/Instructional Assistants	590
Robert D. Stethem		Guidance Counselors	80
James E. Richmond Science Center		Pupil Personal Worker (PPW)	24
Nanjemoy Creek Environmental Center		Psychological Personnel	45
Early Learning Center Waldorf		School Administrators (Principal, Assistant Principals, etc.)	117
<b>Enrollment SY 2022-2023*</b>	<b>27,598</b>	Secretaries and Clerks	236.8
African American	57.3%	Non-Instructional support Staff (Technicians, Building Service, Trade Personnel and laborers, CCPS Bus Drivers, etc.)	507.8
Asian	2.9%	Other Professional Staff- Instructional and Non-Instructional (Chiefs, Directors, Coordinators, Supervisors, Therapist, etc.)	299.5
White	18.2%		
Hispanic	13.0%		
American Indian/Alaska	<1%		
Native Hawaiian/Pacific Islander	<1%		
Two or more races	8.0%		
<b>Enrollment SY 2022-2023*</b>	<b>By Grade</b>	<b>English Language Learner (ELL Program)</b>	
<b>Elementary</b>	<b>12,196</b>	CCPS is proud of its diverse student population. Approximately 1,249 students participated in our ELL program during the 2023-2024 school year. We are committed to meeting all of our ELL students needs at all grade levels	
Pre-Kindergarten	958	<b>Special Education Program</b>	
Kindergarten	1,755	Our special education students experience varying levels of regular classroom inclusion in their daily schedules. CCPS provides speech, learning, physical, emotional, and life skills support for students and differing disabilities.	
1 <sup>st</sup> Grade	1,814	<b>Early Childhood Program</b>	
2 <sup>nd</sup> Grade	1,793	CCPS' official full day pre-K filled seats as of 11/09/2023 was 919. We also have 61 A.M. 3-year-old, and 54 P.M. 3-year-old pots filled.	
3 <sup>rd</sup> Grade	1,849		
4 <sup>th</sup> Grade	1,932		
5 <sup>th</sup> Grade	2,095		
<b>Middle</b>	<b>6,209</b>		
6 <sup>th</sup> Grade	1,989		
7 <sup>th</sup> Grade	2,085		
8 <sup>th</sup> Grade	2,135		
<b>Hiah</b>	<b>9,193</b>		
9 <sup>th</sup> Grade	2,585		
10 <sup>th</sup> Grade	2,486		
11 <sup>th</sup> Grade	2,100		
12 <sup>th</sup> Grade	2,022		
<b>Sources:</b>			
*MSDE – Maryland public Schools Enrollment by Race/ethnicity and Gender and number of schools-Table 1- September 30,2022			
**MSDE – Staff Employed at school and Central Office – Table 2-Octpber 2022			



## FY 2025 BUDGET PLANNING MODEL-REVENUE

---

DESCRIPTION	FTE	FY 2025 COST
<b>BASE REVENUE BUDGET</b>		<b>\$ 480,771,375</b>
REVENUE INCREASES:		
13.5% TOTAL ADDITIONAL COUNTY FUNDING		29,607,171
4.2% STATE FUNDING (Unofficial Estimate)		10,801,826
LOCAL REVENUES		563,320
FUND BALANCE TRANSFER		1,616,555
TOTAL REVENUE INCREASES:		42,588,872
<b>TOTAL REVENUE BUDGET</b>		<b>523,360,247</b>
Percent Increase		8.9%

## FY 2025 BUDGET PLANNING MODEL-MANDATORY AND COLLECTIVE BARGAINING EXPENSES

<b>BASE EXPENDITURE BUDGET</b>		<b>\$ 480,771,375</b>
<b>MANDATORY COST INCREASES:</b>		
<b>5%</b> Health Care Costs (estimate)		2,277,667
<b>10%</b> Bus Contracts - Retiring Buses and Pay increase		3,915,770
<b>20%</b> MABE Liability Insurance and Workers' Compensation Premium Increase (estimate)		481,500
<b>10%</b> Nurses' Contract - (estimate)		600,000
<b>TOTAL MANDATORY COST INCREASES:</b>	<b>-</b>	<b>7,274,937</b>
<b>TOTAL BLUEPRINT COLLECTIVE BARGAINING ASSUMPTIONS:</b>	<b>-</b>	<b>17,064,854</b>

## FY 2025 BUDGET PLANNING MODEL-OTHER EXPENSES- BLUEPRINT IMPLEMENTATION

<b>OTHER BUDGET CHANGES:</b>		
Blueprint Implementation Costs:		
Workforce Development Board - \$63 per FTE		97,696
The College of Southern Maryland Early College Program		-
Early College Liason	1.00	100,000
The Waldorf, Maryland PreK Facility Expansion (150 students)		-
7 PreK Teachers	7.00	661,500
3 SPED Teachers	3.00	283,500
7 PreK Instructional Assistants	7.00	378,000
6 SPED Instructional Assistants (self contained)	6.00	324,000
1 Administrator	1.00	125,471
1 Secretary	1.00	87,750
1 Nurse		100,000
Early Childhood PE/Health Teacher	1.00	107,000
Start up costs for ELC, Waldorf		250,000
1 additional 10 month school counseling position	0.50	66,920
1 additional 10.5 month school psychologist position	0.50	80,102
1 additional 11 month Pupil Personnel Worker position	1.00	160,203
Additional Maintenance of Plant Requirements		40,500
1 Building Service Manager	1.00	107,123
1 Building Service Worker	1.00	59,875
<b>TOTAL Blueprint Implementation Costs:</b>		<b>3,029,640</b>

## FY 2025 BUDGET PLANNING MODEL-OTHER EXPENSES

Non-instruction and instruction budget increases		
Non-instructional budget increases		
Office of Communications		20,250
Position Reclassification		-
Office of Accountability		32,000
Edupoint OneRoster for Canvas LMS		-
Office of Fiscal Services		135,000
Budget Position	1.00	-
Office of School Administration and Leadership		1,008,450
Youth Engagement Advocate for Middle Schools	9.00	120,000
Gun Detect Licensing		3,361,431
Secondary Extracurricular Plan		-
Office of Human Resources		105,300
Human Resources Specialist	1.00	60,000
Compensation study		10,000
HR Advertising		8,000
Substitute Training		-
Office of Technology		113,000
HCM System Administrator	1.00	121,500
Cybersecurity Engineer	1.00	600,000
Core router/switch replacement		900,000
Replacement Laptop/Desktops		-
Office of Supporting Services		114,750
Assistant Fleet Manager	1.00	128,250
Bus Contractor Compliance Manager	1.00	1,166,400
Bus Drivers	18.00	183,600
Bus Attendants	4.00	125,000
Life Safety/Security		125,000
Elevators systems		50,000
Persons and children with special needs equipment		

DESCRIPTION	FTE	FY 2025 COST
Instructional budget increases		-
AP African American Studies Textbook/Resources		50,000
AP Exams per Blue Print		50,000
AP Precalculus Textbook/Resources		150,000
Apex Learning/Edmentum		476,417
Curricular Materials - ESOL		200,000
Curriculum purchases for the Career and Technical Education programs		407,499
Digital renewals		19,920
Dual Book Room - Benchmark supplemental books		15,000
Dual Bootcamp-Teachers		6,970
Dual Buildingsignage		35,000
Dual C4L		9,125
Dual Estellita		10,000
Dual Heggerty Spanish		534
Dual Into Reading		40,000
Dual Media Center		5,250
Dual MOI for teachers		2,450
Dual Orientation and FamilyEngagement events for parents		5,000
Dual Rugs		3,500
Dual SPA Classroom libraries		21,000
Dual teachers guides Arriba 2nd grade		800
Dual Translation accountwith ASTA		15,000
DualSupplemental Reading Materials		15,000
EdOptions Academy		94,500
F&P Benchmark Kits (HS)		1,500
Funding for ASPIRE program		7,000
Illustrative Math Algebra 1 Kits		12,800
Illustrative Math Algebra 2 Kits		10,000
Illustrative Math Geometry Kits		22,800
Illustrative Math Professional Development		12,000
Leveled Literacy Materials		31,300
Meet 504 Accommodations and Services		140,000
Number Worlds		955

## FY 2025 BUDGET PLANNING MODEL-OTHER EXPENSES

DESCRIPTION	FTE	FY 2025 COST
Instructional budget increases		-
PE Equipment		23,000
Polyglot Games		5,000
Professional Development for new teachers		21,780
Textbooks		1,800
Theatre Pathway - Set Design		6,000
Theatre Pathway - Technology		7,500
Theatre Pathway - Textbooks		10,500
Theatre Pathway		11,500
Wilson Reading System - Materials		25,000
Wilson Reading System - Professional Learning		3,600
Psychologist position conversion(1)		10,972
PPW position conversion(3)		40,508
Counselor position conversion(7)		184,275
Instructional Specialist position conversion		4,551
ES and MS ESOL Teachers	3.00	324,000
Growth, Compliance/ Child Find	1.00	145,800
Performing Arts Itinerant Teachers	1.00	108,000
World Language Content Specialist	1.00	148,500
Student Services Support Assistant	1.00	119,919
Concentration of Poverty Increases		-
Addition of Jenifer Elementary School	1.00	273,805
Addition of Benjamin Stoddert	1.00	273,805
Addition of John Hanson	1.00	273,805
Addition of Thomas Stone	1.00	273,805
Addition of Smallwood	1.00	273,805
Eva Turner		356,582
Ryon		453,021
Mudd		747,898
Indian Head		356,273
Brown		375,186
<b>TOTAL Non-instruction and instruction budget increases</b>		<b>15,219,441</b>
<b>TOTAL OTHER BUDGET CHANGES:</b>	<b>80.00</b>	<b>18,249,080</b>
BUDGET REDUCTIONS:		
<b>TOTAL BUDGET REDUCTIONS:</b>	<b>-</b>	<b>-</b>
<b>TOTAL EXPENDITURE BUDGET</b>	<b>80.00</b>	<b>523,360,247</b>
<b>NET SURPLUS/(DEFICIT)</b>		<b>0</b>

# OPERATING REVENUE

**PROPOSED**					
Description	FY2023 Final	FY2024 Budget	FY 2025 Budget	Variance	% Change
<b>40</b>					
40030-State-Nonpublic Special Education	(1,333,135)	(1,194,373)	(1,194,373)	(0)	0.0%
40031-State-Foundation Program	(131,905,913)	(143,938,555)	(144,981,466)	1,042,911	0.7%
40032-State-Handicapped	(11,660,986)	(14,696,386)	(16,557,680)	1,861,294	12.7%
40033-State-Transportation	(13,184,502)	(14,364,062)	(14,691,509)	327,447	2.3%
40036-State-Compensatory Aid	(39,368,144)	(53,680,895)	(61,066,833)	7,385,938	13.8%
40041-State-Out of County	(59,088)				0.0%
40044-State-Medicaid Revenues	(815,563)	(890,000)	(890,000)		0.0%
40045-State-Limited English Proficiency	(5,310,430)	(6,322,904)	(7,071,163)	748,259	11.8%
40046-State-Guaranteed Tax Base	(2,864,668)	(8,524,080)	(5,830,020)	(2,694,060)	-31.6%
40048-State-GCEI	(4,119,541)				0.0%
40050-State-Net Taxable Income	(2,258,264)				0.0%
40052-Restricted-State Sources			0		0.0%
40062-Kirwan-Pre-Kindergarten	(5,063,961)	(4,567,731)	(5,550,323)	982,592	21.5%
40066-Kirwan Career Ladder	(171,019)	(190,334)	(119,388)	(70,946)	-37.3%
40067-Kirwan Career College Readiness	(650,278)	(735,216)	(263,430)	(471,786)	-64.2%
40068-Concentration of Poverty	(519,662)	(1,512,835)	(3,657,985)	2,145,150	141.8%
40069-TSI	(1,635,311)	(1,832,345)	(1,312,575)	(519,770)	-28.4%
40070-State Comparable Wage Index		(3,879,144)	(3,943,941)	64,797	1.7%
<b>40 Total</b>	<b>(220,920,465)</b>	<b>(256,328,860)</b>	<b>(267,130,686)</b>	<b>10,801,826</b>	<b>4.2%</b>
<b>41</b>					
41053-Federal-Impact Aid	218,399	(476,000)	(476,000)	(0)	0.0%
41055-Federal-R.O.T.C.	541,509	(430,000)	(430,000)	(0)	0.0%
41061-Federal-Special Education Impact Aid	86,241	(64,000)	(64,000)	(0)	0.0%
<b>41 Total</b>	<b>846,149</b>	<b>970,000</b>	<b>970,000</b>	<b>(0)</b>	<b>0.0%</b>
<b>42</b>					
42001-Damaged Loaner Devices	(65,694)	0	0	(0)	0.0%
42004-Prior Year Fund Balance Transfer	0	(3,344,435)	(4,960,990)	1,616,555	48.3%
42006-Tuition-Summer Youth Camp	(59,326)	(25,000)	(25,000)	(0)	0.0%
42007-Tuition-Summer School	0	(92,296)	(92,296)	(0)	0.0%
42008-Tuition-Out of State	(258,596)	(185,400)	(185,400)	(0)	0.0%
42009-Tuition-Parent Payments	(25,758)	(89,100)	(89,100)	(0)	0.0%
42010-Interest Income	(2,414,763)	(436,680)	(1,000,000)	563,320	129.0%
42011-Rent-School Facilities	(219,261)	(191,200)	(191,200)	(0)	0.0%
42012-Payroll Transfers	(4,577)	(73,000)	(73,000)	(0)	0.0%
42015-Proceeds of Sale Gain/Loss	(950)	(6,000)	(6,000)	(0)	0.0%
42016-Tuition-Other Maryland Counties	(304,504)	(128,504)	(128,504)	(0)	0.0%
42021-Miscellaneous Revenue	(46,031)	(12,200)	(12,200)	(0)	0.0%
42022-Restitution	0	(10,000)	(10,000)	(0)	0.0%
42025-Rebates	(74,412)	(54,431)	(54,431)	(0)	0.0%
42026-Vending Commissions	(56,277)	(42,000)	(42,000)	(0)	0.0%
42027-Tuition-Novels	0	(15,269)	(15,269)	(0)	0.0%
42062-Net Insurance Recovery	(87,850)		0	(0)	0.0%
42064-Donations	(32)		0	(0)	0.0%
<b>42 Total</b>	<b>(3,618,029)</b>	<b>(4,705,515)</b>	<b>(6,885,390)</b>	<b>2,179,875</b>	<b>46.3%</b>
<b>43</b>					
43000-County-Supplement	(146,920)			(0)	0.0%
43001-County-Appropriation	(212,686,400)	(218,767,000)	(248,374,171)	29,607,171	13.5%
<b>43 Total</b>	<b>(212,833,320)</b>	<b>(218,767,000)</b>	<b>(248,374,171)</b>	<b>29,607,171</b>	<b>13.5%</b>
General Fund Total	(438,217,963)	(480,771,375)	(523,360,247)	42,588,872	8.9%
Food Service	(18,056,851)	(18,298,056)	(19,974,691)	1,676,635	9.2%
Restricted	(35,042,260)	(40,421,618)	(15,000,000)	(25,421,618)	-62.9%
<b>Grand Total</b>	<b>(491,317,074)</b>	<b>(539,491,049)</b>	<b>(558,334,938)</b>	<b>18,843,889</b>	<b>3.5%</b>

# OPERATING BUDGET BY CATEGORY AND OBJECT CODE

Category						**PROPOSED**
Description	FY2023 Final	FY2024 Budget	FY 2025 Budget	Variance	% Change	
101-Administration	14,226,686.45	15,582,545	15,833,521	250,976	1.6%	
102-Mid-Level Administration	27,395,217	30,361,978	33,167,328	2,805,350	9.2%	
104-Special Education	39,707,359	45,984,146	49,533,827	3,549,681	7.7%	
105-Student Personnel Service	4,972,501	6,072,717	9,859,223	3,786,506	62.4%	
106-Student Health Services	3,155,841	6,892,163	7,592,163	700,000	10.2%	
107-Student Transportation	37,527,047	43,729,558	52,571,706	8,842,148	20.2%	
108-Operation of Plant	32,862,477	36,719,293	40,459,874	3,740,581	10.2%	
109-Maintenance of Plant	9,205,634	10,241,880	10,314,692	72,812	0.7%	
110-Fixed Charges	91,477,500	93,973,524	99,551,059	5,577,535	5.9%	
111-Food Services	331,765			0	0.0%	
112-Community Service	675,932	655,033	663,163	8,130	1.2%	
113-Capital Outlay	2,904,496	2,417,421	2,460,349	42,928	1.8%	
301-Instruction Salaries	151,344,685	174,411,798	184,857,115	10,445,317	6.0%	
303-Instruction Supplies	4,724,771	6,835,784	8,027,088	1,191,304	17.4%	
304-Instruction Other	3,934,448	6,893,535	8,469,139	1,575,604	22.9%	
<b>General Fund Total</b>	<b>424,446,358</b>	<b>480,771,375</b>	<b>523,360,247</b>	<b>42,588,872</b>	<b>8.9%</b>	
Food Service	16,349,820	18,298,056	19,974,691	1,676,635	9.2%	
Restricted	35,042,260	40,421,618	15,000,000	(25,421,618)	-62.9%	
<b>Grand Total</b>	<b>475,838,438</b>	<b>539,491,049</b>	<b>558,334,938</b>	<b>18,843,889</b>	<b>3.5%</b>	
Object						**PROPOSED**
Description	FY2023 Final	FY2024 Budget	FY 2025 Budget	Variance	% Change	
71-Salaries & Wages	250,224,816	284,453,567	305,268,333	20,814,766	7.3%	
72-Contracted Services	52,575,406	70,102,020	80,267,548	10,165,528	14.5%	
73-Supplies & Materials	10,971,533	13,598,648	19,126,411	5,527,763	40.6%	
74-Other Charges	11,493,067	13,638,456	14,141,736	503,280	3.7%	
75-Equipment	4,284,538	1,444,566	1,444,566	0	0.0%	
78-Fixed Charges	91,477,500	93,973,524	99,551,059	5,577,535	5.9%	
79-Transfers	3,419,499	3,560,594	3,560,594	0	0.0%	
<b>General Fund Total</b>	<b>424,446,358</b>	<b>480,771,375</b>	<b>523,360,247</b>	<b>42,588,872</b>	<b>8.9%</b>	
Food Service	16,349,820	18,298,056	19,974,691	1,676,635	9.2%	
Restricted	35,042,260	40,421,618	15,000,000	(25,421,618)	-62.9%	
<b>Grand Total</b>	<b>475,838,438</b>	<b>539,491,049</b>	<b>558,334,938</b>	<b>18,843,889</b>	<b>3.5%</b>	

## FULL-TIME EQUIVALENT STAFF

*** PROPOSED ***				
DESCRIPTION	FISCAL YEARS			
	23	24	25	
	ACTUAL	BUDGET POSITIONS	BUDGET POSITIONS	FTE CHANGE
GENERAL FUND				
01 - ADMINISTRATION	613.0	93.0	97.0	4.0
02 - MID-LEVEL ADMINISTRATION	1,093.8	309.4	312.4	3.0
03 - INSTRUCTION	18,718.0	2,301.7	2,322.8	21.1
04 - SPECIAL EDUCATION	6,418.5	651.0	660.0	9.0
05 - STUDENT PERSONNEL SERVICE	113.8	54.5	62.5	8.0
06 - STUDENT HEALTH SERVICES	0.0	0.0	0.0	0.0
07 - STUDENT TRANSPORTATION	161.3	38.0	62.0	24.0
08 - OPERATION OF PLANT	2,018.0	291.5	302.5	11.0
09 - MAINTENANCE OF PLANT	640.0	66.0	66.0	0.0
11 - FOOD SERVICES	0.0	0.0	0.0	0.0
12 - COMMUNITY SERVICE	0.0	0.0	0.0	0.0
13 - CAPITAL OUTLAY	18.0	6.0	6.0	0.0
GENERAL FUND Total	29,794.4	3,811.0	3,891.1	80.1
FOOD SERVICE	467.6	140.4	143.4	3.0
RESTRICTED	108.5	79.5	79.5	0.0
Grand Total	30,370.4	4,030.9	4,109.0	78.1

Note: School Nursing Services are provided by the Charles County Health Department (49 nurses, one at each school and centers, 2 floating positions, and 1 school health program manager).

# ADMINISTRATION EXPENDITURE CATEGORY

Row Labels	***Proposed***			
	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>9,186,029</b>	<b>10,233,186</b>	<b>10,374,162</b>	<b>140,976</b>
72-Contracted Services				
72002-Auditing	16,500	416,980	416,980	0
72006-Consultants	683,360	97,320	97,320	0
72012-Employee Assistance Services	59,503	39,660	39,660	0
72015-Medical Service	565	0	0	0
72016-Inspection Fees	28	0	0	0
72017-Legal Fees	9,494	109,000	109,000	0
72022-Printing External	50,053	25,000	25,000	0
72024-Physical Exams	75	0	0	0
72027-Vehicle Repair and Maintenance		25	25	0
72028-Food Service Reimbursement	3,483	12,000	12,000	0
72030-Repairs-Equipment	6,600	2,000	2,000	0
72034-Test Scoring Service		2,200	2,200	0
72037-Tuition For Students	2,000	0	0	0
72038-Equipment Rental			0	0
72040-Advertising or Publications	105,152	160,105	170,105	10,000
72041-Maintenance Contract		58,155	58,155	0
72043-Facility Rental	700	152	152	0
72044-Employee Background Check	7,950	0	0	0
72045-Hardware Maintenance	43,893	30,000	30,000	0
72046-Software Maintenance/License - Non Instructional	3,474,621	3,289,580	3,321,580	32,000
72061-Bank Service Fees	41,294	32,000	32,000	0
72099-Other Contracted Service	37,936	294,156	362,156	68,000
<b>72-Contracted Services Total</b>	<b>4,527,308</b>	<b>4,568,333</b>	<b>4,678,333</b>	<b>110,000</b>
73-Supplies & Materials				
73004-Computers	191		0	0
73008-Duplicating Supplies	477	225,803	225,803	0
73011-Forms, Records, Report Cards	316,360	93,465	93,465	0
73020-Repair Materials-Equipment	5,650	5,050	5,050	0
73023-Materials of Instruction	112		0	0
73025-Materials-In-Service		1,500	1,500	0
73028-Office Supplies	27,717	111,672	111,672	0
73029-Orientation Supplies		5,500	5,500	0
73032-Postage	82	250	250	0
73034-Technology Supplies	35,840	10,040	10,040	0
73035-Technology Materials	7,847	1,000	1,000	0
73040-Testing-Other	12,154	8,800	8,800	0
73041-Textbooks		100	100	0
73042-Vehicle Fuel, Lubricant, Tires	128	200	200	0
73050-Furniture (Under 5,000)	8,435	2,700	2,700	0
73060-Sensitive Item Purchase	18,289	10,000	10,000	0
73063-Food Purchases - Non Food Service Fund			0	0
73064-Food Related Supplies - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	61,916	15,150	15,150	0
73066-Food Related Supplies	186	0	0	0
73080-Uniforms	1,452	300	300	0
73099-Other Supplies and Materials	63,386	107,500	107,500	0
<b>73-Supplies &amp; Materials Total</b>	<b>559,841</b>	<b>599,030</b>	<b>599,030</b>	<b>0</b>
74-Other Charges				
74001-Board Member Allowance	3,390			
74004-Dues and Subscriptions	87,983	75,444	75,444	0
74005-Employee Recognition	14,828	14,500	14,500	0
74024-Recruitment	97,568	110,000	110,000	0
74026-Moving Reimbursement	2,500			0
74030-Communications			0	0
74037-Employee Transportation	8,247	18,500	18,500	0
74038-Professional Development	95,418	128,188	128,188	0
74099-Other	25,320		0	0
<b>74-Other Charges Total</b>	<b>330,253</b>	<b>346,632</b>	<b>346,632</b>	<b>0</b>
75-Equipment				
75001-Additional Equipment		75,070	75,070	0
<b>75-Equipment Total</b>		<b>75,070</b>	<b>75,070</b>	<b>0</b>
79-Transfers				
79003-Interfund Transfers-Indirect Cost	376,745	239,706	(239,706)	0
<b>79-Transfers Total</b>	<b>376,745</b>	<b>239,706</b>	<b>239,706</b>	<b>0</b>
<b>Grand Total</b>	<b>14,226,686</b>	<b>15,582,545</b>	<b>15,833,521</b>	<b>250,976</b>



## MID-LEVEL EXPENDITURE CATEGORY

Row Labels	***Proposed***			
	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>25,830,232</b>	<b>27,918,494</b>	<b>30,316,345</b>	<b>2,397,851</b>
72-Contracted Services				
72006-Consultants	161,730	555,590	555,590	0
72013-Field Trips			0	0
72014-Game Officials	640			0
72015-Medical Service	125		0	0
72016-Inspection Fees	28	100	100	0
72018-Postage Rental or PO Box	5,891		0	0
72022-Printing External	884	2,000	2,000	0
72028-Food Service Reimbursement	470	3,000	3,000	0
72030-Repairs Equipment	50			0
72032-Snow Removal			0	0
72037-Tuition for Students	177		0	0
72040-Advertising or Publications		80	80	0
72043-Facility Rental	12,250	2,000	2,000	0
72045-Hardware Maintenance			0	0
72046-Software Maintenance/License - Non Instructional	186,963	175,000	175,000	0
72089-Contracted Labor			0	0
72099-Other Contracted Service	255,315	268,500	268,500	0
<b>72-Contracted Services Total</b>	<b>301,063</b>	<b>1,006,270</b>	<b>1,006,270</b>	<b>0</b>
73-Supplies & Materials				
73004-Computers		95,200	95,200	0
73010-Safety Supplies	69		0	0
73012-Pool Supplies			0	0
73013-Diplomas	5,071	29,884	29,884	0
73023-Materials of Instruction	411,303	357,843	765,342	407,499
73024-Materials-Curriculum Development		1,336	1,336	0
73025-Materials-In-Service	269	32,260	32,260	0
73028-Office Supplies	104,829	201,458	201,458	0
73032-Postage	17,246	3	3	0
73034-Technology Supplies	113,073	151,800	151,800	0
73035-Technology Materials	5,947	1,798	1,798	0
73037-Software Licenses - Materials of Instruction			0	0
73040-Testing-Other	7,934	74,000	74,000	0
73041-Textbooks		71,778	71,778	0
73042-Vehicle Fuel	194			
73050-Furniture (Under 5,000)	28,555	26,865	26,865	0
73060-Sensitive Item Purchase	1,027		0	0
73063-Food Purchases - Non Food Service Fund			0	0
73064-Food Related Supplies - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	112,121	26,683	26,683	0
73066-Food Related Supplies	1,376		0	0
73080-Uniforms			0	0
73098-Community Services Offset	1,620			
73099-Other Supplies and Materials	159,241	103,310	103,310	0
<b>73-Supplies &amp; Materials Total</b>	<b>969,877</b>	<b>1,174,218</b>	<b>1,581,717</b>	<b>407,499</b>
74-Other Charges				0
74004-Dues and Subscriptions	10,107	4,714	4,714	0
74020-Student Competitions	2,643	1,250	1,250	0
74022-Student Development		1,800	1,800	0
74024-Recruitment			0	0
74030-Communications			0	0
74037-Employee Transportation	50,427	98,952	98,952	0
74038-Professional Development	102,808	155,041	155,041	0
74099-Other	150	1,239	1,239	0
<b>74-Other Charges Total</b>	<b>166,135</b>	<b>262,996</b>	<b>262,996</b>	<b>0</b>
75-Equipment				
75001-Additional Equipment	43,684		0	0
75002-Equipment Replacement			0	0
75009-Additional Vehicles	84,226		0	0
<b>75-Equipment Total</b>	<b>127,910</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total</b>	<b>27,395,217</b>	<b>30,361,978</b>	<b>33,167,328</b>	<b>2,805,350</b>

# INSTRUCTION EXPENDITURE CATEGORY

Row Labels	FY 2023 Actuals	FY 2024 Budget	***Proposed***	
			FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>151,344,685</b>	<b>174,411,798</b>	<b>184,857,115</b>	<b>10,445,317</b>
72-Contracted Services				
72006-Consultants	2,115,270	2,682,835	3,574,242	891,407
72007-Contracted Instruction	33,598	766,700	1,429,117	662,417
72011-Evaluation	3,941		0	0
72013-Field Trips	1,301			0
72014-Game Officials	150,102	215,493	215,493	0
72015-Medical Service	2,085	11,830	11,830	0
72016-Inspection Fees	42			0
72018-Postage Rental/PO Box	385			0
72019-Copier Lease or Contract			0	0
72022-Printing External		500	500	0
72025-Printing Internal	300			0
72028-Food Service Reimbursement	7,011	8,390	8,390	0
72030-Repairs-Equipment	15,078	34,226	34,226	0
72034-Test Scoring Service		32,000	32,000	0
72036-Bus Operations-Athletics			0	0
72037-Tuition for Students	579,935	2,043,000	2,043,000	0
72040-Advertising or Publications	1,751	700	700	0
72041-Maintenance Contract			0	0
72043-Facility Rental	19,738	12,000	12,000	0
72045-Hardware Maintenance	15,000			0
72046-Software Maintenance/License - Non Instructional	4,550	31,643	31,643	0
72089-Contracted Labor			0	0
72099-Other Contracted Service	420,009	501,508	501,508	0
<b>72-Contracted Services Total</b>	<b>3,302,898</b>	<b>6,340,825</b>	<b>7,894,649</b>	<b>1,553,824</b>
73-Supplies & Materials				
73003-Athletic Supplies	162,196	73,705	73,705	0
73004-Computers	13,612	375	375	0
73005-Custodial Supplies			0	0
73009-Health Supplies	127		0	0
73010-Safety Supplies	923		0	0
73014-Cabling (Under \$50,000)			0	0
73015-Library Books	198,997	252,226	252,226	0
73016-Library Supplies	48,553	64,015	64,015	0
73020-Repair Materials-Equipment			0	0
73023-Materials of Instruction	3,010,217	4,767,560	5,708,864	941,304
73024-Materials-Curriculum Development			0	0
73025-Materials-In-Service	115	10,200	10,200	0
73028-Office Supplies	4,731	3,450	3,450	0
73029-Orientation Supplies			0	0
73032-Postage	5,870	19,060	19,060	0
73034-Technology Supplies	78,798	8,844	8,844	0
73035-Technology Materials	49,635		0	0
73037-Software Licenses - Materials of Instruction			0	0
73039-Testing-Accountability		1,520	1,520	0
73040-Testing-Other	156,258	423,500	623,500	200,000
73041-Textbooks	329,149	306,415	356,415	50,000
73044-Visual Aids	12,222	13,551	13,551	0
73050-Furniture (Under 5,000)	112,674	117,270	117,270	0
73059-Sensitive Item - Musical Instrument			0	0
73060-Sensitive Item Purchase	83,018		0	0
73063-Food Purchases - Non Food Service Fund			0	0
73064-Food Related Supplies - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	66,134	23,500	23,500	0
73066-Food Related Supplies	1,504		0	0
73071-Emergency Security Supply	4,648		0	0
73090-Warehouse Expense - Price Variance			0	0
73099-Other Supplies and Materials	385,390	750,593	750,593	0
<b>73-Supplies &amp; Materials Total</b>	<b>4,724,771</b>	<b>6,835,784</b>	<b>8,027,088</b>	<b>1,191,304</b>

## INSTRUCTION EXPENDITURE CATEGORY-CONT'D

Row Labels	FY 2023 Actuals	FY 2024 Budget	***Proposed***	
			FY 2025 Budget	Variance \$
74-Other Charges				
74004-Dues and Subscriptions	11,990	11,430	11,430	0
74020-Student Competitions	120,240	163,700	163,700	0
74021-Musical Activity	5,464	6,990	6,990	0
74022-Student Development	4,736		0	0
74024-Recruitment			0	0
74030-Communications	4,186		0	0
74037-Employee Transportation	36,848	68,450	68,450	0
74038-Professional Development	48,827	125,940	147,720	21,780
74050-Property and Legal Liabilities			0	0
74099-Other	129	51,200	51,200	0
<b>74-Other Charges Total</b>	<b>232,420</b>	<b>427,710</b>	<b>449,490</b>	<b>21,780</b>
75-Equipment				
75001-Additional Equipment	339,965	25,000	25,000	0
75032-Other Equipment			0	0
<b>75-Equipment Total</b>	<b>339,965</b>	<b>25,000</b>	<b>25,000</b>	<b>0</b>
79-Transfers				
79001-Outgoing Other Maryland LEA's	59,168	100,000	100,000	0
79007-Private School Allocation-Federal			0	0
<b>79-Transfers Total</b>	<b>59,168</b>	<b>100,000</b>	<b>100,000</b>	<b>0</b>
<b>Grand Total</b>	<b>160,003,904</b>	<b>188,141,117</b>	<b>201,353,342</b>	<b>13,212,225</b>

## SPECIAL EDUCATION EXPENDITURE CATEGORY

Row Labels	FY 2023 Actuals	FY 2024 Budget	***Proposed***	
			FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>33,031,626</b>	<b>38,611,600</b>	<b>42,161,281</b>	<b>3,549,681</b>
72-Contracted Services				
72001-Administrative Fees		15,000	15,000	0
72006-Consultants	4,426	500	500	0
72007-Contracted Instruction		9,000	9,000	0
72016-Inspection Fees	70		0	0
72017-Legal Fees	112,345	100,000	100,000	0
72027-Vehicle Repair	14			
72028-Food Service Reimbursement		50	50	0
72037-Tuition for Students	39,087		0	0
72099-Other Contracted Service	2,981,672	3,387,422	3,387,422	0
<b>72-Contracted Services Total</b>	<b>3,128,761</b>	<b>3,511,972</b>	<b>3,511,972</b>	<b>0</b>
73-Supplies & Materials				
73020-Repair Materials-Equipment			0	0
73023-Materials of Instruction	34,826	78,944	78,944	0
73028-Office Supplies	1,629	4,070	4,070	0
73034-Technology Supplies	20			
73035-Technology Materials			0	0
73040-Testing-Other		3,530	3,530	0
73041-Textbooks		400	400	0
73050-Furniture	423			0
73065-Food Purchases	6,612			0
73066-Food Related Supplies	61			0
73099-Other Supplies and Materials	25,157	5,000	5,000	0
<b>73-Supplies &amp; Materials Total</b>	<b>68,728</b>	<b>91,944</b>	<b>91,944</b>	<b>0</b>
74-Other Charges				
74004-Dues and Subscriptions		1,320	1,320	0
74030-Communications			0	0
74037-Employee Transportation	72,580	66,490	66,490	0
74038-Professional Development	349	520	520	0
<b>74-Other Charges Total</b>	<b>72,929</b>	<b>68,330</b>	<b>68,330</b>	<b>0</b>
79-Transfers				
79005-Special Education-Nonpublic School	3,405,315	3,700,300	3,700,300	0
<b>79-Transfers Total</b>	<b>3,405,315</b>	<b>3,700,300</b>	<b>3,700,300</b>	<b>0</b>
<b>Grand Total</b>	<b>39,707,359</b>	<b>45,984,146</b>	<b>49,533,827</b>	<b>3,549,681</b>

## STUDENT PERSONNEL SERVICE EXPENDITURE CATEGORY

			***Proposed***	
Row Labels	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>4,839,094</b>	<b>5,610,620</b>	<b>6,968,166</b>	<b>1,357,546</b>
72-Contracted Services				
72006-Consultants	3,700		0	0
72007-Contracted Instruction	49,848	206,893	206,893	(0)
72015-Medical Service			0	0
72016-Inspection Fees	210	250	250	0
72022-Printing External	697	200	200	0
72024-Physical Examinations			0	0
72027-Vehicle Repair	9			
72041-Maintenance Contract	1,275	1,200	1,200	0
72043-Facility Rental	200			
72047-Nursing Services			0	0
72099-Other Contracted Service	870	1,000	1,000	0
<b>72-Contracted Services Total</b>	<b>56,809</b>	<b>209,543</b>	<b>209,543</b>	<b>(0)</b>
73-Supplies & Materials				
73009-Health Supplies			0	0
73023-Materials of Instruction		220,046	2,649,006	2,428,960
73028-Office Supplies	4,151	7,640	7,640	0
73032-Postage			0	0
73034-Technology Supplies	4,822			0
73035-Technology Materials	811		0	0
73060-Sensitive Item Purchases	7,323			0
73063-Food Purchases - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	14,416	2,000	2,000	0
73069-Food Service Equip Minor	1,399			0
73099-Other Supplies and Materials	1,215	11,268	11,268	0
<b>73-Supplies &amp; Materials Total</b>	<b>34,136</b>	<b>240,954</b>	<b>2,669,914</b>	<b>2,428,960</b>
74-Other Charges				
74004-Dues and Subscriptions	4,796	6,250	6,250	0
74037-Employee Transportation	1,665	3,850	3,850	0
74038-Professional Development	11,963	1,500	1,500	0
74099-Other	24,038		0	0
<b>74-Other Charges Total</b>	<b>42,462</b>	<b>11,600</b>	<b>11,600</b>	<b>0</b>
<b>Grand Total</b>	<b>4,972,501</b>	<b>6,072,717</b>	<b>9,859,223</b>	<b>3,786,506</b>

## STUDENT HEALTH SERVICE EXPENDITURE CATEGORY

			***Proposed***	
Row Labels	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
72-Contracted Services				
72047-Nursing Services	3,181,581	6,564,530	7,264,530	700,000
72099-Other Contracted Service	41,334	290,000	290,000	0
<b>72-Contracted Services Total</b>	<b>3,140,247</b>	<b>6,854,530</b>	<b>7,554,530</b>	700,000
73-Supplies & Materials				0
73009-Health Supplies	14,438	36,933	36,933	(0)
73025-Materials-In-Service		200	200	0
73028-Office Supplies	136	500	500	0
73034-Technology Supplies	101		0	0
73050-Furniture	613			0
73060-Sensitive Item Purchase	306		0	0
73099-Other Supplies and Materials			0	0
<b>73-Supplies &amp; Materials Total</b>	<b>15,594</b>	<b>37,633</b>	<b>37,633</b>	(0)
<b>Grand Total</b>	<b>3,155,841</b>	<b>6,892,163</b>	<b>7,592,163</b>	<b>700,000</b>

# STUDENT TRANSPORTATION EXPENDITURE CATEGORY

Row Labels	***Proposed***			
	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>3,425,897</b>	<b>3,331,276</b>	<b>4,996,223</b>	<b>1,664,947</b>
72-Contracted Services				
72001-Administrative Fees	469,405	494,918	494,918	0
72003-Bus Inspections	21,488	500	500	0
72004-Bus Operations-To and From	30,580,646	35,287,893	39,203,663	3,915,770
72006-Consultants	4,568	10,000	10,000	0
72007-Contracted Instruction	9,600	8,900	8,900	0
72008-Bus-Excise Tax	28,247	566,600	566,600	0
72013-Field Trips	495,278	1,604,693	4,866,124	3,261,431
72016-Inspection Fees			0	0
72019-Copier Lease or Contract			0	0
72024-Physical Examinations	13,407	1,200	1,200	0
72027-Vehicle Repair and Maintenance	27,577	4,700	4,700	0
72028-Food Service Reimbursement		500	500	0
72030-Repairs-Equipment	22,027	22,600	22,600	0
72036-Bus Operations-Athletics	866,592	644,100	644,100	0
72041-Maintenance Contract			0	0
72044-Employee Background Check	3,720	2,000	2,000	0
72045-Hardware Maintenance		18,600	18,600	0
72046-Software Maintenance/License - Non Instructional	170,302	231,083	231,083	0
72052-Bus Operations-Other	98,827	559,000	559,000	0
72099-Other Contracted Service		3,300	3,300	0
<b>72-Contracted Services Total</b>	<b>32,804,244</b>	<b>39,460,587</b>	<b>46,637,788</b>	<b>7,177,201</b>
73-Supplies & Materials				
73004-Computers			0	0
73007-Driver Training	62	2,830	2,830	0
73008-Duplicating Supplies			0	0
73010-Safety Supplies	4,841		0	0
73013-Diplomas			0	0
73020-Repair Materials-Equipment			0	0
73023-Materials of Instruction			0	0
73028-Office Supplies	3,925	4,720	4,720	0
73034-Technology Supplies	3,236	1,300	1,300	0
73035-Technology Materials			0	0
73042-Vehicle Fuel, Lubricant, Tires	7,857	3,400	3,400	0
73043-Vehicle Repair Supplies		3,000	3,000	0
73045-Bus Fluids, Lubricant, Tires			0	0
73046-Bus Repair Supplies			0	0
73050-Furniture (Under 5,000)	1,970	1,000	1,000	0
73063-Food Purchases - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	3,832	1,000	1,000	0
73080-Uniforms	15,087	12,605	12,605	0
73099-Other Supplies and Materials	17,178	229,670	229,670	0
<b>73-Supplies &amp; Materials Total</b>	<b>57,987</b>	<b>259,525</b>	<b>259,525</b>	<b>0</b>
74-Other Charges				
74004-Dues and Subscriptions	64	690	690	0
74005-Employee Recognition	111			0
74020-Student Competitions	912			0
74024-Recruitment			0	0
74030-Communications			0	0
74037-Employee Transportation	268		0	0
74038-Professional Development	4,902	6,480	6,480	0
74099-Other	275		0	0
<b>74-Other Charges Total</b>	<b>6,531</b>	<b>7,170</b>	<b>7,170</b>	<b>0</b>
75-Equipment				
75001-Additional Equipment			0	0
75009-Additional Vehicles	1,209,662	596,000	596,000	0
75010-Replacement Vehicles	22,725	75,000	75,000	0
<b>75-Equipment Total</b>	<b>1,232,387</b>	<b>671,000</b>	<b>671,000</b>	<b>0</b>
<b>Grand Total</b>	<b>37,527,047</b>	<b>43,729,558</b>	<b>52,571,706</b>	<b>8,842,148</b>

# OPERATION OF PLANT EXPENDITURE CATEGORY

Row Labels	***Proposed***			
	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>16,391,257</b>	<b>17,969,246</b>	<b>19,144,324</b>	<b>1,175,078</b>
72-Contracted Services				
72005-Laundry & Dry Cleaning	741			0
72006-Consultants	2,958		0	0
72016-Inspection Fees	12,886	12,000	12,000	0
72018-Postage Rental or PO Box	292	3,500	3,500	0
72019-Copier Lease or Contract	785,583	878,436	878,436	0
72021-Maintenance Contracts-Instructional Equipment		192,920	192,920	0
72022-Printing External	10,400	10,000	10,000	0
72023-Pest Control	6,489	4,000	4,000	0
72026-Refuse Disposal	436,407	346,000	346,000	0
72027-Vehicle Repair	483			0
72029-Repairs-Building and Grounds		35,000	35,000	0
72030-Repairs-Equipment	22,647	64,422	64,422	0
72031-Septic Service	52,283	24,800	24,800	0
72032-Snow Removal		200,000	200,000	0
72033-Water Testing and Treatment	91,904	52,500	52,500	0
72038-Equipment Rental			0	0
72041-Maintenance Contract		96,720	96,720	0
72043-Facility Rental		205,755	205,755	0
72044-Employee Background Check	112,958	175,000	175,000	0
72045-Hardware Maintenance	222,505	236,000	236,000	0
72046-Software Maintenance/License - Non Instructional	556,215	136,400	136,400	0
72066-Surveillance Service	487,560	412,087	412,087	0
72067-Environmental Services	14,195	20,000	20,000	0
72071-Construction-Professional			0	0
72073-Construction-Misc	6,957			0
72085-Security Officers	99,110	99,400	99,400	0
72099-Other Contracted Service	149,279	81,500	665,503	584,003
<b>72-Contracted Services Total</b>	<b>3,071,849</b>	<b>3,286,440</b>	<b>3,870,443</b>	<b>584,003</b>
73-Supplies & Materials				
73004-Computers	73,624	500,000	1,400,000	900,000
73005-Custodial Supplies	962,909	787,389	787,389	0
73010-Safety Supplies	9,730	33,000	33,000	0
73012-Pool Supplies	52,959	22,600	22,600	0
73014-Cabling (Under \$50,000)	5,713	50,000	50,000	0
73018-Light Bulbs	30,651	40,000	40,000	0
73019-Repair Materials-Grounds	4,337	5,400	5,400	0
73020-Repair Materials-Equipment	107,152	67,800	67,800	0
73021-Repair Materials-Building	3,112		0	0
73023-Materials of Instruction			0	0
73028-Office Supplies	10,693	41,100	41,100	0
73030-Pest Control Supplies	2,580	7,500	7,500	0
73032-Postage	26,473	105,500	105,500	0
73033-Telephone (New & Parts)	13,036		0	0
73034-Technology Supplies	280,764	236,581	836,581	600,000
73035-Technology Materials	106,964	57,300	57,300	0
73040-Testing-Other			0	0
73042-Vehicle Fuel, Lubricant, Tires	708,688	560,000	560,000	0
73043-Vehicle Repair Supplies		700	700	0
73050-Furniture (Under 5,000)	2,277		0	0
73060-Sensitive Item Purchase	18,082	20,999	20,999	0
73061-Sensitive Item - Building Service			0	0
73063-Food Purchases - Non Food Service Fund			0	0
73064-Food Related Supplies - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	5,633	7,600	7,600	0
73080-Uniforms	74,128	30,620	30,620	0
73090-Warehouse Expense - Price Variance		53,000	(53,000)	0
73099-Other Supplies and Materials	56,310	168,000	168,000	0
<b>73-Supplies &amp; Materials Total</b>	<b>2,555,814</b>	<b>2,689,089</b>	<b>4,189,089</b>	<b>1,500,000</b>
74-Other Charges				
74004-Dues and Subscriptions	4,691	5,000	5,000	0
74025-Safety Training		1,000	1,000	0
74030-Communications	438,522	450,700	450,700	0
74031-Utilities-Electricity	5,746,431	6,416,236	6,416,236	0
74032-Utilities-Oil	1,427,901	1,781,000	1,781,000	0
74033-Utilities-Water and Sewage	758,971	600,000	600,000	0
74034-Utilities-Gas	122,022	100,000	100,000	0
74037-Employee Transportation	163	5,650	5,650	0
74038-Professional Development	10,197	7,400	7,400	0
74047-Lunch(FARMS)	385			0
74050-Property and Legal Liabilities	713,026	696,412	696,412	0
74051-Vehicle and Casualty	1,411,072	2,407,500	2,889,000	481,500
74052-Property Insurance		35,000	35,000	0
74099-Other	100			0
<b>74-Other Charges Total</b>	<b>10,632,711</b>	<b>12,505,898</b>	<b>12,987,398</b>	<b>481,500</b>
75-Equipment				
75001-Additional Equipment	169,333	190,620	190,620	0
75002-Equipment Replacement		78,000	78,000	0
75004-Land Improvements E			0	0
75007-Building Improvement	9,925			0
75009-Additional Vehicles	31,588			0
75010-Replacement Vehicles			0	0
<b>75-Equipment Total</b>	<b>210,846</b>	<b>268,620</b>	<b>268,620</b>	<b>0</b>
<b>Grand Total</b>	<b>32,862,477</b>	<b>36,719,293</b>	<b>40,459,874</b>	<b>3,740,581</b>



# MAINTENANCE OF PLANT EXPENDITURE CATEGORY

Row Labels	FY 2023 Actuals	FY 2024 Budget	***Proposed***	
			FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>5,035,044</b>	<b>5,369,966</b>	<b>5,402,278</b>	<b>32,312</b>
72-Contracted Services				
72016-Inspection Fees	2,331		0	0
72022-Printing External	288		0	0
72024-Physical Exams	220			0
72026-Refuse Disposal	6,773	7,000	7,000	0
72027-Vehicle Repair and Maintenance	23,376	443,500	443,500	0
72028-Food Service Reimbursement	740	1,400	1,400	0
72029-Repairs-Building and Grounds	798,187	2,164,145	2,164,145	0
72030-Repairs-Equipment	62,158	6,000	6,000	0
72031-Septic Service			0	0
72032-Snow Removal			0	0
72038-Equipment Rental	5,197	10,000	10,000	0
72041-Maintenance Contract	241,020	151,000	151,000	0
72043-Facility Rental			0	0
72046-Software Maintenance/License - Non Instructional	41,549	52,300	52,300	0
72048-Bus Repair and Maintenance			0	0
72071-Construction-Professional	128,106		0	0
72072-Construction-Contractors	12,465		0	0
72099-Other Contracted Service	186,712	87,000	127,500	40,500
<b>72-Contracted Services Total</b>	<b>1,509,122</b>	<b>2,922,345</b>	<b>2,962,845</b>	<b>40,500</b>
73-Supplies & Materials				
73005-Custodial Supplies			0	0
73008-Duplicating Supplies			0	0
73009-Health Supplies		200	200	0
73010-Safety Supplies	8,252		0	0
73019-Repair Materials-Grounds	52,210	143,000	143,000	0
73020-Repair Materials-Equipment	50,598	33,124	33,124	0
73021-Repair Materials-Building	1,559,741	1,290,480	1,290,480	0
73023-Materials of Instruction			0	0
73028-Office Supplies	2,036	9,500	9,500	0
73032-Postage	41			
73034-Technology Supplies	3,626	4,000	4,000	0
73035-Technology Materials			0	0
73037-Software Licenses - Materials of Instruction			0	0
73042-Vehicle Fuel, Lubricant, Tires	60,996	6,000	6,000	0
73043-Vehicle Repair Supplies	160,466	64,600	64,600	0
73045-Bus Fluids, Lubricant, Tires			0	0
73046-Bus Repair Supplies			0	0
73050-Furniture (Under 5,000)	910	5,500	5,500	0
73060-Sensitive Item Purchase	48,085	15,000	15,000	(0)
73062-Sensitive Item - Maintenance			0	0
73064-Food Related Supplies - Non Food Service Fund			0	0
73065-Food Purchases - Food Service	99	1,500	1,500	0
73069-Food Service Equipment-Minor			0	0
73080-Uniforms	23,672	20,000	20,000	0
73099-Other Supplies and Materials	4,822	67,469	67,469	0
<b>73-Supplies &amp; Materials Total</b>	<b>1,975,555</b>	<b>1,660,373</b>	<b>1,660,373</b>	<b>0</b>
74-Other Charges				
74004-Dues and Subscriptions		100	100	0
74030-Communications			0	0
74037-Employee Transportation		100	100	0
74038-Professional Development	1,224	2,120	2,120	0
74099-Other		1,000	1,000	0
<b>74-Other Charges Total</b>	<b>1,224</b>	<b>3,320</b>	<b>3,320</b>	<b>0</b>
75-Equipment				
75001-Additional Equipment	123,880	15,876	15,876	0
75002-Equipment Replacement			0	0
75004-Land Improvements E	110,156	40,000	40,000	0
75007-Building Improvement or Installed Equipment	450,652	180,000	180,000	0
75010-Replacement Vehicles		50,000	50,000	0
<b>75-Equipment Total</b>	<b>684,689</b>	<b>285,876</b>	<b>285,876</b>	<b>0</b>
<b>Grand Total</b>	<b>9,205,634</b>	<b>10,241,880</b>	<b>10,314,692</b>	<b>72,812</b>

## FIXED CHARGES EXPENDITURE CATEGORY

			***Proposed***	
Row Labels	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
78-Fixed Charges				
78006-Employee Retirement	2,921,150	3,838,292	3,908,092	69,800
78013-Insurance-Life	1,469,416	930,245	930,245	0
78014-Insurance-Hospitalization	48,744,126	45,553,339	47,831,006	2,277,667
78015-Insurance-Short Term Disability		996,000	996,000	0
78018-Self Insurance			0	0
78019-Unemployment Compensation	58,069	205,104	205,104	0
78026-Social Security	18,427,242	23,338,445	26,638,313	3,299,868
78027-Teachers Retirement E	10,142,848	11,760,319	11,690,519	(69,800)
78028-Tuition Reimbursement	726,524	717,865	717,865	0
78036-Worker's Compensation	1,871,461	1,825,530	1,825,530	0
78040-Court Judgments		5,128	5,128	0
78042-OPEB Reserve	7,000,000	4,000,000	4,000,000	0
78043-ACA Payments		653,257	653,257	0
78099-Other Benefits	116,664	150,000	150,000	0
<b>78-Fixed Charges Total</b>	<b>91,477,500</b>	<b>93,973,524</b>	<b>99,551,059</b>	<b>5,577,535</b>
<b>Grand Total</b>	<b>91,477,500</b>	<b>93,973,524</b>	<b>99,551,059</b>	<b>5,577,535</b>

## COMMUNITY SERVICE EXPENDITURE CATEGORY

			***Proposed***	
Row Labels	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>361,087</b>	<b>255,960</b>	<b>264,090</b>	<b>8,130</b>
72-Contracted Services				
72001-Administrative Fees	4,741	11,434	11,434	0
72004-Bus Operations-To and From	306,468	380,849	380,849	0
72044-Employee Background Check		200	200	0
72099-Other Contracted Service	278		0	0
<b>72-Contracted Services Total</b>	<b>311,487</b>	<b>392,483</b>	<b>392,483</b>	<b>0</b>
73-Supplies & Materials				
73004-Computers			0	0
73023-Materials of Instruction		1,000	1,000	0
73063-Food Purchases - Non Food Service Fund			0	0
73080-Uniforms		1,000	1,000	0
73099-Other Supplies and Materials	3,358	4,590	4,590	0
<b>73-Supplies &amp; Materials Total</b>	<b>3,358</b>	<b>6,590</b>	<b>6,590</b>	<b>0</b>
<b>Grand Total</b>	<b>675,932</b>	<b>655,033</b>	<b>663,163</b>	<b>8,130</b>

## CAPITAL OUTLAY EXPENDITURE CATEGORY

			***Proposed***	
Row Labels	FY 2023 Actuals	FY 2024 Budget	FY 2025 Budget	Variance \$
<b>71-Salaries &amp; Wages</b>	<b>779,866</b>	<b>741,421</b>	<b>784,349</b>	<b>42,928</b>
72-Contracted Services				0
72006-Consultants			0	0
72020-Copier Pool-Overage			0	0
72022-Printing External	1,798	800	800	0
72027-Vehicle Repair	12			
72029-Repairs-Building and Grounds		362,200	362,200	0
72040-Advertising or Publications	961	2,500	2,500	0
72071-Construction-Professional	456	100,000	100,000	0
72072-Construction-Contractors	16,441	1,083,192	1,083,192	0
72073-Construction-Miscellaneous			0	0
72099-Other Contracted Service	401,949		0	0
<b>72-Contracted Services Total</b>	<b>421,616</b>	<b>1,548,692</b>	<b>1,548,692</b>	<b>0</b>
73-Supplies & Materials				
73028-Office Supplies	2,013	3,000	3,000	0
73034-Technology Supplies	2,876	508	508	0
73035-Technology Materials	2,493		0	0
73050-Furniture	204			0
73065-Food Purchases	139			0
73080-Uniforms			0	0
73099-Other Supplies and Materials	1,854		0	0
<b>73-Supplies &amp; Materials Total</b>	<b>5,872</b>	<b>3,508</b>	<b>3,508</b>	<b>0</b>
74-Other Charges				
74004-Dues and Subscriptions	2,026	1,000	1,000	0
74030-Communications			0	0
74037-Employee Transportation		100	100	0
74038-Professional Development	6,059	3,700	3,700	0
74099-Other	316		0	0
<b>74-Other Charges Total</b>	<b>8,401</b>	<b>4,800</b>	<b>4,800</b>	<b>0</b>
75-Equipment				
75004-Land Improvements E			0	0
75006-Building Remodeling			0	0
75007-Building Improvement or Installed Equipment	1,688,741	119,000	119,000	0
<b>75-Equipment Total</b>	<b>1,688,741</b>	<b>119,000</b>	<b>119,000</b>	<b>0</b>
<b>Grand Total</b>	<b>2,904,496</b>	<b>2,417,421</b>	<b>2,460,349</b>	<b>42,928</b>

# OPERATING BUDGET BY PROGRAM

Sum of FY 2025 Budget							
Column Labels							
Row Labels	71-Salaries & Wages	73-Supplies & Materials	74-Other Charges	75-Equipment	79-Transfers	78-Fixed Charges	Grand Total
<b>101-Administration</b>							
0001-Board of Education	1,500	20,460	70,000				91,960
0010-Office of Superintendent	730,967	35,540	20,530				787,037
0025-Office of Supporting Services	290,919	2,350	2,620				295,889
0026-Office of Fiscal Services	2,839,154	27,222	21,000	8,000	(239,706)		2,655,670
0027-Purchasing	502,504	2,000	8,700				513,204
0028-Print Shop	198,828	308,003					506,831
0035-Data Processing Services	492,398	34,015	2,700	5,000			534,113
0037-Office of Human Resources	2,108,287	32,980	165,650				2,306,917
0038-Media Relations-Communication	788,643	43,860	22,260	27,070			881,833
0040-Office of Accountability	871,801	68,700	10,372				950,873
0042-Computer and Network Administration	1,549,161	23,900	22,800	35,000			1,630,861
<b>101-Administration Total</b>	<b>10,374,162</b>	<b>599,030</b>	<b>346,632</b>	<b>75,070</b>	<b>(239,706)</b>		<b>11,155,188</b>
<b>102-Mid-Level Administration</b>							
0050-School Administration	1,456,785	5,996	7,474				1,470,255
0054-Office of Instruction	937,101	17,127	5,413				959,641
0055-Supervision and Curriculum Development	3,155,712	41,336	27,139				3,224,187
0060-Staff Development-Central Office	636,398	50,860	94,530				781,788
0063-Minority Achievement	251,913	6,000	4,500				262,413
0064-MESA/AVID	23,558	14,200	1,800				39,558
0070-Career and Technology Administration	505,576	964,823	25,990	0			1,496,389
0080-Technology Support			2,000				2,000
0085-Instructional Technology-Library Media Support	155,108	18,000	10,000				183,108
0090-Principal-Regular	23,089,307	434,375	84,150	0	0		23,607,832
0095-Graduation Expenses	38,500	29,000					67,500
1000-Principal-Career and Technology	66,386	0					66,386
<b>102-Mid-Level Administration Total</b>	<b>30,316,345</b>	<b>1,581,717</b>	<b>262,996</b>	<b>0</b>	<b>0</b>		<b>32,161,058</b>
<b>104-Special Education</b>							
4050-Special Education-General	35,647,134	26,451	32,220				35,705,805
4051-Speech Therapist	1,057,539	55,493	4,000				1,117,032
4052-Home and Hospital-Special Education	89,583	400	13,890				103,873
4055-Kirwan Pre-K Special Education	903,177						903,177
4070-Non Public School Programs					3,700,300		3,700,300
4080-Staff Development-Special Education	14,861		0				14,861
4090-Principal-Special Education	132,748	2,510					135,258
5000-Special Education Instructional Administration and Supervision	4,316,240	7,090	18,220				4,341,550
<b>104-Special Education Total</b>	<b>42,161,281</b>	<b>91,944</b>	<b>68,330</b>		<b>3,700,300</b>		<b>46,021,855</b>
<b>105-Student Personnel Service</b>							
5010-Student Services	4,052,976	157,558	10,400				4,220,934
5011-Student Data Collection	1,303,098	3,350	1,200				1,307,648
5012-Student Services Concentration of Poverty	1,612,092	2,509,006	0				4,121,098
<b>105-Student Personnel Service Total</b>	<b>6,968,166</b>	<b>2,669,914</b>	<b>11,600</b>				<b>9,649,680</b>

# OPERATING BUDGET BY PROGRAM-CONT'D

Sum of FY 2025 Budget						
Column Labels						
Row Labels	71-Salaries & Wages	73-Supplies & Materials	74-Other Charges	75-Equipment	79-Transfers	78-Fixed Charges
<b>106-Student Health Services</b>						
5030-Student Health Services		37,633				37,633
<b>106-Student Health Services Total</b>		<b>37,633</b>				<b>37,633</b>
<b>107-Student Transportation</b>						
5051-Transportation-Regular	1,453,292	242,780	1,085	75,000		1,772,157
5052-Transportation-Special Education	2,587,570	16,745	6,085	596,000		3,206,400
5060-Extra Curricular-Non-Athletic		0				0
5061-Extra Curricular-Athletic			0			0
5071-CCPS Transportation-Regular	594,381	0	0			594,381
5072-CCPS Transportation-Special Education	360,980	0				360,980
<b>107-Student Transportation Total</b>	<b>4,996,223</b>	<b>259,525</b>	<b>7,170</b>	<b>671,000</b>		<b>5,933,918</b>
<b>108-Operation of Plant</b>						
6010-Operation of Plant	14,282,565	1,540,709	8,897,636	133,000		24,853,910
6019-Communications		61,300	450,700	109,300		621,300
6020-Service Contract-Equipment Repairs		40,000				40,000
6023-Computers	2,514,646	2,153,081	4,350			4,672,077
6024-Computer Maintenance-Schools		200,000				200,000
6025-Property and Vehicle Insurance			3,620,412			3,620,412
6030-Environmental Health, Safety, and Risk	326,315	30,000	2,000			358,315
6033-Security Services	1,579,983	100,999	10,000	0		1,690,982
6035-Warehouse Management	440,814	(47,000)	2,000	26,320		422,134
6036-Mail Room		110,000	300			110,300
<b>108-Operation of Plant Total</b>	<b>19,144,324</b>	<b>4,189,089</b>	<b>12,987,398</b>	<b>268,620</b>		<b>36,589,431</b>
<b>109-Maintenance of Plant</b>						
6050-Maintenance of Plant	5,402,278	1,659,893	3,320	285,876		7,351,367
6051-Capital Maintenance		480		0		480
<b>109-Maintenance of Plant Total</b>	<b>5,402,278</b>	<b>1,660,373</b>	<b>3,320</b>	<b>285,876</b>		<b>7,351,847</b>
<b>110-Fixed Charges</b>						<b>99,551,059</b>
<b>112-Community Service</b>						<b>99,551,059</b>
7030-Community Services-General	248,764	3,550	0	0		252,314
7036-Summer Youth Camp	15,326	3,040				18,366
<b>112-Community Service Total</b>	<b>264,090</b>	<b>6,590</b>	<b>0</b>	<b>0</b>		<b>270,680</b>
<b>113-Capital Outlay</b>						
7060-Planning and Construction	784,349	3,508	4,800	119,000		911,657
7062-Buildings and Additions				0		0
7063-Remodeling				0		0
7096-Various Maintenance Fy11				0		0
<b>113-Capital Outlay Total</b>	<b>784,349</b>	<b>3,508</b>	<b>4,800</b>	<b>119,000</b>		<b>911,657</b>

# OPERATING BUDGET BY PROGRAM-CONT'D

Sum of FY 2025 Budget	Column Labels					
Row Labels	71-Salaries & Wages	73-Supplies & Materials	74-Other Charges	75-Equipment	79-Transfers	78-Fixed Charges
Grand Total						
<b>301-Instruction Salaries</b>						
1010-Mathematics	11,665,822					11,665,822
1015-Art	4,752,345					4,752,345
1020-Music	5,995,704					5,995,704
1025-Drama-Theater	774,825					774,825
1030-Science	11,085,881					11,085,881
1031-Environmental Education	423,674					423,674
1035-Dance	142,292					142,292
1040-Business Education	2,688,772					2,688,772
1050-Social Studies	10,029,912					10,029,912
1055-Language Arts	12,261,579					12,261,579
1060-Reading	6,275,497					6,275,497
1065-World Language	3,930,278					3,930,278
1070-Family and Consumer Science	1,275,998					1,275,998
1072-Virtual Teaching Program	440,751					440,751
1075-Health	192,483					192,483
1080-Technology Education	2,105,266					2,105,266
1085-Physical Education	9,930,685					9,930,685
1090-Computer Education	1,683,711					1,683,711
1095-JROTC	1,309,681					1,309,681
2000-Pre-Kindergarten	2,579,389	0				2,579,389
2001-Kirwan Pre-Kindergarten	5,938,910					5,938,910
2005-Kindergarten	11,198,879					11,198,879
2010-K-12	41,141,538	0				41,141,538
2018-Transitional Supplemental Instruction	1,475,362					1,475,362
2020-Novel High School	239,760					239,760
2021-Home and Hospital	279,562		0			279,562
2022-Explorers Program-Stethem	42,505					42,505
2023-Evening High School	34,419					34,419
2024-Early College Program	74,074					74,074
2030-Summer School	223,746	0				223,746
2031-Summer Enrichment	21,000					21,000
2032-Extended Day Programs	2,460,295		0			2,460,295
2035-Summer Gifted and Talented	3					3
2040-In School Retention	393,321		0			393,321
2050-Extracurricular-Regular	2,200,674					2,200,674
2051-SAT Preparation	12,050					12,050
2052-Extracurricular-Music	8,090					8,090
2053-Athletics	2,100					2,100
2054-Student Competitions	3,000					3,000
2060-Gifted and Talented	2,912,262					2,912,262
2071-ESOL	3,074,433					3,074,433
2081-Teen Parenting	10,600					10,600
2090-Other Special Programs		0				0
2095-PBIS	16,000					16,000
3010-Career Research and Development	279,472					279,472
3015-Certified Nursing Assistant	171,235					171,235
3040-Education Careers	95,533					95,533
3050-Graphic Communications	111,888					111,888
3052-CISCO Cybersecurity	109,283					109,283
3053-Culinary Arts	140,216					140,216
3054-Cosmetology	127,659					127,659
3055-Maryland Fire and Rescue Institute (MFRI)	166,736					166,736
3057-Early Childhood Studies I	183,148					183,148
3058-Early Childhood Studies II	166,418					166,418
3061-CISCO IT Networking	183,245					183,245
3064-Interactive Media	89,933					89,933
3071-Welding	91,154					91,154
3072-Collision Repair	71,120	0				71,120
3073-Auto Technology	213,513	0				213,513
3074-Construction Design and Management	73,076					73,076
3075-Electrical Construction	96,886					96,886
3076-Bio-Technology		0				0
3080-Pharmacy Technician	103,205					103,205
3081-Physical Rehabilitation	71,120					71,120
3082-Barbering	64,684					64,684
4000-School Media	4,135,145					4,135,145
4010-Staff Development-Site Based	140,999	0				140,999
4015-New Teacher Orientation	135,159					135,159
4020-Counseling Services	8,710,224					8,710,224
4025-Career Education	1,071,244					1,071,244
4026-Job Placement	357,471					357,471
4030-Psychological Services	6,390,218	0	0			6,390,218
<b>301-Instruction Salaries Total</b>	<b>184,857,115</b>	<b>0</b>	<b>0</b>			<b>184,857,115</b>

# OPERATING BUDGET BY PROGRAM-CONT'D

Sum of FY 2025 Budget		Column Labels						
Row Labels	71-Salaries & Wages	73-Supplies & Materials	74-Other Charges	75-Equipment	79-Transfers	78-Fixed Charges	Grand Total	
303-Instruction Supplies								
1010-Mathematics	878,496						878,496	
1015-Art	0						0	
1020-Music	0						0	
1025-Drama-Theater	35,500						35,500	
1030-Science	483,390						483,390	
1031-Environmental Education	12,654						12,654	
1032-Space Science Education	100,000						100,000	
1040-Business Education	0						0	
1050-Social Studies	51,000						51,000	
1055-Language Arts	0						0	
1060-Reading	1,185,693						1,185,693	
1065-World Language	400						400	
1070-Family and Consumer Science	0						0	
1080-Technology Education	0						0	
1085-Physical Education	29,000						29,000	
1090-Computer Education	0						0	
1095-JROTC	0						0	
2000-Pre-Kindergarten	37,000						37,000	
2001-Kirwan Pre-Kindergarten	606,881						606,881	
2005-Kindergarten	107,000						107,000	
2010-K-12	1,419,006						1,419,006	
2015-K-12 Technology Supplement	321,109						321,109	
2017-K-12 Initiatives Supplement	314,419						314,419	
2018-Transitional Supplemental Instruction	21,247						21,247	
2020-Novel High School	3,600						3,600	
2021-Home and Hospital	60,920						60,920	
2022-Explorers Program-Stethem	156,129						156,129	
2030-Summer School	3,500						3,500	
2032-Extended Day Programs	41,632						41,632	
2051-SAT Preparation	6,000						6,000	
2052-Extracurricular-Music	75,329						75,329	
2053-Athletics	199,805						199,805	
2060-Gifted and Talented	557,429						557,429	
2071-ESOL	396,667						396,667	
2090-Other Special Programs	0						0	
2091-Dual Language	184,629						184,629	
2095-PBIS	50,000						50,000	
3020-Family and Consumer Sciences	0						0	
3040-Education Careers	54,723						54,723	
3041-Prostart	14,000						14,000	
3061-CISCO IT Networking	0						0	
3062-Project Lead the Way Biomedical	0						0	
3071-Welding	0						0	
3073-Auto Technology	0						0	
4000-School Media	328,440						328,440	
4010-Staff Development-Site Based	10,200						10,200	
4020-Counseling Services	43,350						43,350	
4025-Career Education	0						0	
4030-Psychological Services	237,940						237,940	
303-Instruction Supplies Total	8,027,088						8,027,088	
304-Instruction Other								
1010-Mathematics		4,000					4,000	
1020-Music		0					0	
1030-Science		3,000					3,000	
1031-Environmental Education		500					500	
1050-Social Studies		6,400					6,400	
1060-Reading		61,500					61,500	
1065-World Language		1,000					1,000	
1085-Physical Education		1,000					1,000	
2001-Kirwan Pre-Kindergarten		8,760					8,760	
2005-Kindergarten		3,000					3,000	
2010-K-12		5,000		5,000	100,000		110,000	
2017-K-12 Initiatives Supplement		0		20,000			20,000	
2021-Home and Hospital		32,000					32,000	
2022-Explorers Program-Stethem		9,640					9,640	
2052-Extracurricular-Music		12,190					12,190	
2053-Athletics		5,130					5,130	
2054-Student Competitions		157,700					157,700	
2060-Gifted and Talented		30,000					30,000	
2071-ESOL		10,000					10,000	
2081-Teen Parenting		100					100	
2090-Other Special Programs		0					0	
2095-PBIS		2,000					2,000	
3073-Auto Technology				0			0	
3095-Non Public Per Pupil Allocation					0		0	
4010-Staff Development-Site Based		57,840					57,840	
4015-New Teacher Orientation		21,780					21,780	
4020-Counseling Services		2,000					2,000	
4030-Psychological Services		14,950					14,950	
304-Instruction Other Total		449,490		25,000	100,000		574,490	
Grand Total	305,268,333	19,126,411	14,141,736	1,444,566	3,560,594	99,551,059	443,092,699	



# OPERATING BUDGET BY PROGRAM (CONTRACTED SERVICES)

Sum of FY 2025 Budget		Column Labels			
Row Labels	72-Contracted Services	74-Other Charges	75-Equipment	79-Transfers	Grand Total
101-Administration					
0001-Board of Education	538,480	70,000			608,480
0010-Office of Superintendent	20,000	20,530			40,530
0025-Office of Supporting Services	62,155	2,620			64,775
0026-Office of Fiscal Services	1,911,335	21,000	8,000	(239,706)	1,700,629
0027-Purchasing	8,800	8,700			17,500
0028-Print Shop	24,000				24,000
0035-Data Processing Services	550,017	2,700	5,000		557,717
0037-Office of Human Resources	198,660	165,650			364,310
0038-Media Relations-Communication	199,830	22,260	27,070		249,160
0040-Office of Accountability	190,056	10,372			200,428
0042-Computer and Network Administration	975,000	22,800	35,000		1,032,800
101-Administration Total	4,678,333	346,632	75,070	(239,706)	4,860,329
102-Mid-Level Administration					
0050-School Administration	100	7,474			7,574
0054-Office of Instruction	0	5,413			5,413
0055-Supervision and Curriculum Development	184,750	27,139			211,889
0060-Staff Development-Central Office	513,500	94,530			608,030
0063-Minority Achievement	19,500	4,500			24,000
0064-MESA/AVID	4,340	1,800			6,140
0070-Career and Technology Administration	2,080	25,990	0		28,070
0080-Technology Support		2,000			2,000
0085-Instructional Technology-Library Media Support	181,000	10,000			191,000
0090-Principal-Regular	16,000	84,150	0	0	100,150
0095-Graduation Expenses	85,000				85,000
102-Mid-Level Administration Total	1,006,270	262,996	0	0	1,269,266
104-Special Education					
4050-Special Education-General	979,861	32,220			1,012,081
4051-Speech Therapist	2,407,561	4,000			2,411,561
4052-Home and Hospital-Special Education	9,550	13,890			23,440
4070-Non Public School Programs				3,700,300	3,700,300
4080-Staff Development-Special Education	0	0			0
5000-Special Education Instructional Administration and Supervision	115,000	18,220			133,220
104-Special Education Total	3,511,972	68,330		3,700,300	7,280,602

# OPERATING BUDGET BY PROGRAM (CONTRACTED SERVICES)- CONT'D

Sum of FY 2025 Budget Row Labels	Column Labels				
	72-Contracted Services	74-Other Charges	75-Equipment	79-Transfers	Grand Total
<b>105-Student Personnel Service</b>					
5010-Student Services	209,543	10,400			219,943
5011-Student Data Collection		1,200			1,200
5012-Student Services Concentration of Poverty	0	0			0
<b>105-Student Personnel Service Total</b>	<b>209,543</b>	<b>11,600</b>			<b>221,143</b>
<b>106-Student Health Services</b>					
5012-Student Services Concentration of Poverty	13,226				13,226
5030-Student Health Services	7,052,901				7,052,901
5031-Student Health Concentration of Poverty	488,403				488,403
<b>106-Student Health Services Total</b>	<b>7,554,530</b>				<b>7,554,530</b>
<b>107-Student Transportation</b>					
5051-Transportation-Regular	34,589,068	1,085	75,000		34,665,153
5052-Transportation-Special Education	6,659,796	6,085	596,000		7,261,881
5060-Extra Curricular-Non-Athletic	1,874,809				1,874,809
5061-Extra Curricular-Athletic	2,274,816	0			2,274,816
5062-Transportation-Extended Day	1,177,300				1,177,300
5065-Early College CSM Transportation	62,000				62,000
5071-CCPS Transportation-Regular	0	0			0
5072-CCPS Transportation-Special Education	0				0
<b>107-Student Transportation Total</b>	<b>46,637,788</b>	<b>7,170</b>	<b>671,000</b>		<b>47,315,958</b>
<b>108-Operation of Plant</b>					
6010-Operation of Plant	868,055	8,897,636	133,000		9,898,691
6019-Communications	314,400	450,700	109,300		874,400
6020-Service Contract-Equipment Repairs	775,149				775,149
6022-Copier Lease or Contract	878,436				878,436
6023-Computers	6,500	4,350			10,850
6025-Property and Vehicle Insurance		3,620,412			3,620,412
6030-Environmental Health, Safety, and Risk	551,003	2,000			553,003
6033-Security Services	464,400	10,000	0		474,400
6035-Warehouse Management	0	2,000	26,320		28,320
6036-Mail Room	12,500	300			12,800
<b>108-Operation of Plant Total</b>	<b>3,870,443</b>	<b>12,987,398</b>	<b>268,620</b>		<b>17,126,461</b>
<b>109-Maintenance of Plant</b>					
6050-Maintenance of Plant	1,585,206	3,320	285,876		1,874,402
6051-Capital Maintenance	1,377,639		0		1,377,639
<b>109-Maintenance of Plant Total</b>	<b>2,962,845</b>	<b>3,320</b>	<b>285,876</b>		<b>3,252,041</b>
<b>112-Community Service</b>					
7030-Community Services-General	0	0	0		0
7036-Summer Youth Camp	200				200
7040-Transportation-Parochial	392,283				392,283
<b>112-Community Service Total</b>	<b>392,483</b>	<b>0</b>	<b>0</b>		<b>392,483</b>
<b>113-Capital Outlay</b>					
7060-Planning and Construction	1,179,820	4,800	119,000		1,303,620
7062-Buildings and Additions	6,672		0		6,672
7063-Remodeling	362,200		0		362,200
7096-Various Maintenance Fy11			0		0
<b>113-Capital Outlay Total</b>	<b>1,548,692</b>	<b>4,800</b>	<b>119,000</b>		<b>1,672,492</b>
<b>301-Instruction Salaries</b>					
2021-Home and Hospital		0			0
2032-Extended Day Programs		0			0
2040-In School Retention		0			0
4030-Psychological Services		0			0
<b>301-Instruction Salaries Total</b>		<b>0</b>			<b>0</b>
<b>304-Instruction Other</b>					
1010-Mathematics		4,000			4,000
1020-Music	0	0			0
1030-Science		3,000			3,000
1031-Environmental Education	183,990	500			184,490
1050-Social Studies		6,400			6,400
1060-Reading	14,635	61,500			76,135
1065-World Language	0	1,000			1,000
1072-Virtual Teaching Program	848,417				848,417
1085-Physical Education		1,000			1,000
1095-JROTC	30,000				30,000
2000-Pre-Kindergarten	5,000				5,000
2001-Kirwan Pre-Kindergarten		8,760			8,760
2005-Kindergarten	5,000	3,000			8,000
2010-K-12	1,627,424	5,000	5,000	100,000	1,737,424
2017-K-12 Initiatives Supplement	4,313	0	20,000		24,313
2019-Dual Enrollment Program	672,000				672,000
2021-Home and Hospital	26,300	32,000			58,300
2022-Explorers Program-Stethem	548,700	9,640			558,340
2023-Evening High School	3,000				3,000
2024-Early College Program	1,369,000				1,369,000
2030-Summer School	3,000				3,000
2032-Extended Day Programs	0				0
2052-Extracurricular-Music	85,446	12,190			97,636
2053-Athletics	488,933	5,130			494,063
2054-Student Competitions		157,700			157,700
2060-Gifted and Talented	206,180	30,000			236,180
2071-ESOL		10,000			10,000
2081-Teen Parenting		100			100
2090-Other Special Programs	0	0			0
2095-PBIS	2,000	2,000			4,000
3060-Criminal Justice	4,500				4,500
3073-Auto Technology			0		0
3095-Non Public Per Pupil Allocation				0	0
4010-Staff Development-Site Based	0	57,840			57,840
4015-New Teacher Orientation	10,000	21,780			31,780
4020-Counseling Services	40,050	2,000			42,050
4025-Career Education	1,716,761				1,716,761
4030-Psychological Services	0	14,950			14,950
<b>304-Instruction Other Total</b>	<b>7,894,649</b>	<b>449,490</b>	<b>25,000</b>	<b>100,000</b>	<b>8,469,139</b>
<b>Grand Total</b>	<b>80,267,548</b>	<b>14,141,736</b>	<b>1,444,566</b>	<b>3,560,594</b>	<b>99,414,444</b>

# BUDGET EXPLANATION

---

## DESCRIPTION OF REVENUES

### **LOCAL (County) Funding Request**

Local funding revenue is the County's general fund appropriations to the school system's operating budget. The county's sources derive primarily from property tax revenues. There is also a required match of certain programs based on the Blueprint for Maryland's Future.

Adequate local funding is essential to the current and continued success of CCPS. The Commissioners of Charles County determine funding based on tax revenues, and formula-based calculations in accordance with a statutory Maintenance of Effort (MOE) provision. The provision requires that a county government provide, on a per pupil basis, at least as much funding for the local school system as was provided in the prior fiscal year.

### **STATE Revenue**

Local school systems are fiscally dependent on state appropriations. Revenue from the state of Maryland is provided primarily through statutory formulas on a per pupil basis. Funding is determined by a factor of formulas based on changes in student enrollment, county wealth, and free-and-reduced meal enrollments. The following is a summary of major state revenue categories:

- ✓ Special Education – Non-Public Placements –

This State funding is provided to support special education and related services to students placed in non-public special education schools. These students cannot be provided the education needed in public county, regional or state programs, so they are placed in appropriate non-public educational programs that offer the required services. This is mandated by Education Articles 8-401 and 8-406.

- ✓ Foundation Program –

Funding based on school enrollment and county wealth based on Education Article 5-201.

- ✓ Special Education Formula –

This funding to support students requiring special education services as defined in the Federal Individuals with Disabilities Education Act (IDEA) and is required by Education Article 5-225.

- ✓ Transportation –

This aid is to support the transportation of students to and from school, per Education Article 5-218.

- ✓ Compensatory Education –

This funding is directed to the education of students who are economically disadvantaged. They are defined by the number of students eligible for free or reduced prices meals in the prior fiscal year. This funding source is mandated by Education Article 5-222.

- ✓ Out-of-County Tuition –

This revenue is local reimbursement for out-of-county students enrolled in Charles County Public Schools.

- ✓ Medicaid –

School districts enrolled with Maryland Medicaid, will receive funding through the Department of Mental Health and Mental Hygiene for services rendered.

- ✓ English Learner –

The state funding is based upon the school system's number of students with limited English proficiency in the prior fiscal year. Limited English proficiency means non-English or limited English competency under the reporting requirements established by the Department for the Maryland School Performance program. This is mandated by Education Article 5-224.

✓ Guaranteed Tax Base –

The Guaranteed Tax Base program encourages low-wealth jurisdictions to maintain and increase local education tax effort. These funds are available to jurisdictions with wealth per pupil below 80 percent of statewide wealth per pupil.

✓ Blueprint Prekindergarten –

Funding provided through The Blueprint for Maryland's Future Fund, Education Article 5-229, for the expansion of available full-day slots for prekindergarten students through local school programs and private providers in the community.

✓ Blueprint Career Ladder –

Funding provided through The Blueprint for Maryland's Future Fund, Education Article 6-1009, to issue salary increases to certain instructional personnel who are National Board Certified (NBC).

✓ Blueprint College and Career Readiness (CCR) –

Funding provided through The Blueprint for Maryland's Future Fund, Education Article 5-217, to support post College and Career Readiness. The curriculum and resources enable students to achieve CCR status by the end of tenth grade which allows them to pursue Advanced Placement, CTE, and early college pathway programs in eleventh and twelfth grade.

✓ Blueprint Concentration of Poverty (COP) –

Funding provided through The Blueprint for Maryland's Future Fund, Education Article 5-223, to create Community Schools in areas where at least 60% of students qualified for the FARMS program during the prior school year. This funding provides for personnel and or per pupil allotment based on how many years the school was qualified.

Blueprint Concentration of Poverty (COP) Per Pupil–

It is the second type of concentration of Poverty Grant, the per-pupil grant, provides an additional layer of funding based on the percentage of students living in poverty. This grant is awarded on a sliding scale.

✓ Blueprint Transitional Supplemental Instruction (TSI) –

Funding provided through The Blueprint for Maryland's Future Fund, Education article 5-226, to enable resources to address the needs of struggling learners in grades K-3.

✓ Comparable Wage Index (CWI) –

This funding is an adjustment used to reflect regional differences in the cost of providing educational services that are outside the control of local jurisdictions. This program is based upon Education Article 5-216 and replaced the Geographical Cost of Education Index (GCEI).

## **Food and Nutrition Services**

The Food and Nutrition Services (FNS) department manages all aspects of the Food Service Fund. FNS revenue depends primarily on revenue from federal, state, and local (children's payments) resources.

✓ Sale of Food -

The sale of food revenue represents cash receipts collected for the price of breakfast, lunch, and a` la carte items purchased by students and school staff in the school cafeteria.

✓ Federal -

This revenue is the per meal reimbursement under the National School Breakfast and Lunch Programs.

✓ State -

This revenue is the state revenue match for food service, based on the percentage of federal reimbursement earned.

✓ Local -

This revenue is interest earned on investments and miscellaneous income.

Meal services for the FY 2025 school year will follow the National School Breakfast and National School Lunch program. School breakfast and lunch prices will remain the same from the previous year, for paying students.

**Elementary**

Breakfast - \$1.35

Lunch - \$2.80

**Secondary**

Breakfast - \$1.50

Lunch - \$3.05

## **Restricted Funds**

Restricted funds are received from federal and state agencies, as well as private grants. Federal revenue includes Title I, Title II, Title III, Title IV, Medicaid, Special Education, and other grant programs. State grants are passed through Maryland State Department of Education (MSDE).

Grants are used primarily to supplement existing or implement new instructional programs or projects. All budgeted amounts are based on original proposals. In most cases, changes between fiscal years are due to final allocations from authorizing agencies. Final grant allocations are usually official in the month of September.

## **DESCRIPTION OF EXPENDITURES**

### **Mandatory Costs**

Mandatory Costs reflect expenditures that are required by law, such as retirement and employee benefits, and support contractual commitments like bus and nurses' contracts. The increase in Mandatory Costs for FY 2025 totals \$7,274,937

✓ Health Insurance -

Annual health care cost increases are due to claims and additional enrollments. This budget provides funding for anticipated industry trend cost increases. The CCPS insurance committee meets on a regular basis to review and discuss health care costs. Changes to benefits or employee contribution levels (75/25) must be negotiated with collective bargaining units.

✓ Bus Contracts -

Under Maryland Annotated Code § 7-804(b) (2) (i), CCPS may not transport school children on a school bus that is older than 15 years. The school system's current operational bus fleet consists of 376 total buses: 314 contractual buses and 62 buses owned by CCPS (36 regular, 12 special needs, 14 spare). The 12 CCPS special needs buses transport students daily to out-of-county placements and in-county regional programs.

The request reflects recent contract modifications based on the Consumer Price Index (CPI).

✓ Maryland Association of Boards of Education (MABE) Insurance Premium -

Founded in 1957, MABE is a private, non-profit organization dedicated to serving and supporting boards of education in Maryland. MABE offers a diverse range of ongoing services such as MABE Insurance Trusts, the Group Insurance Pool, and the Workers' Compensation Fund.

This budget request reflects a 20 percent insurance premium increase for workers' compensation, liability, and property. CCPS did not increase the budget for MABE premiums last fiscal year. We relied on existing funding to absorb any cost increases.

✓ Nurses' Contract -

Funding includes estimated contract increases of 10 percent for wages, benefits, and anticipated increase in hourly rates for contracted agency nurses. School Nursing Services are provided by the Charles County Health Department. We currently have 49 nurses, one at each school and one at each center. We have 5 community schools which house two nurses each (the school nurse, and the community nurse). Currently

we have (5) floating positions to cover requests off and field trips that require nursing staff to attend. We have (1) school health program manager and (1) school health nurse supervisor. Currently, the number of merit nurses outnumber the contracted Health Department agency nurses which was a goal we set and met.

### **Reserve for Collective Bargaining – \$17,064,854**

In an effort to attract, retain, and invest in high quality teachers and staff, this request is to establish a reserve for collective bargaining with the Education Association of Charles County (EACC) and the American Federation of State, County and Municipal Employees (AFSCME). The estimated reserve amount supports FY 2025 funding needs.

## **OTHER COST INCREASES**

---

### **The Blueprint for Maryland's Future – Policy Implementation Costs**

Pursuant to the Blueprint for Maryland's Future Legislation (HB1372), several policy areas must be implemented with FY 2025

✓ **Creating a World-Class Instructional System/College and Career Readiness (CCR) Pathway –**

Requires all local school systems to provide students who have met college and career readiness standards with access to a set of program pathways.

- Workforce Development Board - \$97,696 –

Each local school board will receive funding, based on student enrollment, to distribute to the local workforce development board. The funding is to support collaborative planning and development of the Career Counseling Program for middle and high school students.

- Early College Program Liaison - \$100,000 –

This position works directly with the College of Southern Maryland (CSM) and Charles County Public Schools (CCPS) students/families enrolled in the Early College Program and dual enrollment classes. As the number of students participating in the Early College Program and dual enrollment classes increases the support needed for the students and families has increased as well. The liaison will support students and families throughout the application process and provide ongoing support during the duration of the programs. The liaison will serve as the point person for CCPS with communications and questions about Early College and dual enrollment with CSM.

✓ **Investing in High Quality Early Childhood Education and Care –**

- Prekindergarten Facility Expansion - \$2,831,944

CCPS is establishing and implementing high-quality prekindergarten programming to three- and four-year olds by expanding to a facility at the Early Learning Center in Waldorf. CCPS will completely refurbish and maintain the facility to be able to offer seven prekindergarten classrooms to educate an estimated 150 children. This requires hiring approximately 30 FTE positions in the capacity of administrator, secretary, teachers, instructional assistants, and building service staff. There is also a cost to get the building and classrooms ready for students, and the cost for classroom furniture, maintenance of instruction and accreditation materials.

### **Non-Instructional Budget Increase Requests**

✓ **Office of Communication –**

- Position Reclassification - \$20,250

The employee is consistently performing supervisory level work related to the CCPS website, [www.ccboe.com](http://www.ccboe.com), and school websites.

The employee is also performing supervisory level work related to the management of OSTicket – the platform used by CCPS to manage See Something, Say Something reports, AskCCPS help desk tickets and the transportation help desk.

✓ Office of Accountability –

- Edupoint OneRoster for Canvas LMS - \$32,000

Charles County Public Schools is moving from Synergy LessonVUE LMS pages to Canvas LMS for the 2024-2025 school year and beyond. The official student gradebook of record will remain in Synergy, although both Synergy and Canvas will allow assignments to be created. For Canvas LMS pages to populate with students, teachers and classes, and for grades from assignments in Canvas to flow back to the official gradebook in Synergy (and prevent teachers from needing to double enter grades in both platforms), Grade Pass back is required using One Roster integration. This is an annual cost from Edupoint (Synergy) to migrate rosters from Synergy to Canvas and back to Synergy.

✓ Office of Fiscal Services -

- Position Management Analyst - \$135,000

The Office of Fiscal Services requires a position management analyst (1 FTE) to support the growth of the Budget Department in the areas of position control, payroll quality control and human resources liaison. This need is the result of the implementation of the Oracle ERP system.

✓ Office of School Administration and Leadership –

- Youth Engagement Advocate for Middle Schools - \$1,008,450

Youth Engagement Advocates have three main responsibilities. Their primary mission is to ensure safety and security programs established by the Office of School Safety and Security are instituted with fidelity within their school. The second core responsibility of the Youth Engagement Advocates is to assist with conducting student code of conduct investigations. Their third responsibility is to build positive relationships with their student body and offer mentoring, peer mediation, and behavior support.

- Gun Detect Licensing - \$120,000

CCPS currently has over 2000 surveillance cameras covering our 47 buildings. Surveillance cameras by themselves are only forensic in nature since it is impossible to have a group of people monitoring them.

During FY23, CCPS looked to close this security gap by using a Maryland Centers School Safety (MCSS) Grant to cover the initial cost of purchasing equipment and licensing for two fiscal years to install artificial intelligence (AI) driven gun detection software on up to 300 cameras throughout our system. This system turns our surveillance cameras into a proactive tool, always looking for visible weapons and automatically sends notifications if a weapon is detected.

During the initial planning meetings to discuss this possible solution, our office met with the CCPS financial section to ensure the limits of the grant were known and that maintenance of effort would be an option to continue funding the licensing starting in FY25. Further, it was agreed that starting in FY25 a line item would be added to our office's budget to cover the continued maintenance of effort moving forward.

This program is instrumental in keeping our school safe. No other solution provides the vigilance this system does for the cost.

- Middle & Secondary Extracurricular Plan - \$3,361,431

Middle School Athletics Plan SY 24-25

Transportation – Transportation will be provided to and from away meets and all practices at North Point, Lackey, and St. Charles high schools. 32 bus trips per week, 224 total bus trips for the season.

Extra Pay Extra Duty

There will be two paid extra pay extra duty coaching positions for each team. (Boys/Girls)

Head Coach - \$ 953.00/Pay Category 13 Assistant Coach - \$ 680.00/Pay Category 15

Meet Managers - \$50.00 per event                      Timer (X6) - \$300.00 per event

✓ Office of Human Resources –

- Human Resources Specialist - \$105,300

The position will support recruitment processes to ensure high quality service specific to administrative and logistical details involved in selecting, screening, and recruiting new employees.

- Compensation Study - \$60,000

Charles County Public Schools' non-certificated staff salaries continue to lag the market as evidenced by difficulties recruiting talent. A compensation study will provide reliable benchmarks for our industry, school size, and closest competitors to inform pay levels and pay programs, a necessary driver of talent acquisition.

- HR Advertising - \$10,000

The school system must continuously attract diverse certificated and non-certificated staff to deliver 21st century educational services. With 27,598 students across 38 elementary, middle, and high schools and 6 centers, acquiring talent is a priority aligned to school board objectives and necessitates funding advertising for strategic talent sourcing.

- Substitute Training - \$8,000

Student success depends on well-prepared and knowledgeable educators. Like certified teachers, substitute educators need opportunities to build their instructional practice and classroom management for impactful learning, hence the need for professional development funding.

✓ Office of Technology –

- HCM Administrator- \$113,000

The implementation of a new cloud-based Finance and HR system has placed a huge reliance on paying Oracle and or a third-party implementation vendor system support for tasks we do not have the skillset to manage in-house. This position would support the HR modules of the ERP system as a system administrator.

- Cybersecurity Engineer - \$121,500

Over the past 3 years, K12 school districts have seen an uptick in cyber-attacks across the nation. While we have local and wide area network engineers, we don't have a cybersecurity engineer specifically trained in that area and whose primary responsibility is only cybersecurity. The need for this position is high. MABE insurance requires we have a cybersecurity position on staff to continue to receive cybersecurity insurance.

- Core Router/Switch Replacement - \$600,000



Replacement of core WAN infrastructure that is used throughout our network. This would put us on a plan to replace different parts of the infrastructure every 5 years, which is the maximum amount of time any manufacturer will support the systems. This infrastructure is critical to our system, such as routers, web filters, firewalls and servers that run our phones, wireless and voice mail systems. If not funded, as these go out of maintenance, we will put our network at risk of failure up to and including an all-system failure.

- Replacement Laptops/Desktops - \$900,000

This initiative would replace desktops and laptops that are over 5 years old for staff use and computer labs (excluding 1-1 student devices). We are currently not budgeted to replace existing equipment. As such we now have over 2000 desktops and laptops that are over 5 years old. If we do not replace these devices, when they break, we will not be able to repair them as parts are becoming scarce for older models. This will mean needed resources for staff and students will not be available.

#### ✓ Office of Supporting Services

- Assistant Fleet Manager – \$114,750

The CCPS fleet of route buses has increased from 11 buses in SY 21-22 to 35 buses in SY 23-24. The number will increase for SY 24-25 pending approval of the proposed budget. The number of bus drivers and bus attendants has tripled over the last two school years. CCPS has bus drivers and bus attendants on the road from 4:30 AM until 7:00 PM. The fleet manager cannot supervise over 50 employees over a 14-hour window of time each day along with coordinating the routine maintenance of a fleet of 50 route and spare buses while also serving as a substitute bus driver. The transportation office needs an assistant fleet manager, so the office has supervisor coverage over a 14-hour window each school day. The fleet manager and assistant fleet manager can work shifts to provide adequate coverage for the operation of our fleet of buses.

- Bus Contractor Compliance Manager – \$128,250

Create a position to address enforcement with issues of contract noncompliance. CCPS has contracts with 24 independent bus contractors.

- Bus Drivers – \$1,166,400

Hire 18 bus drivers to address enrollment growth, and the implementation of new and expanding programs (ELC in Waldorf, expansion of early college and CTE programs).

- Bus Attendants – \$183,600

Hire 4 bus attendants for program growth and routes formerly operated by bus contractors.

- Life Safety/Security – \$125,000

Increase the maintenance budget by \$125,000 for replacement and/or updates to aging fire alarm systems, security systems, and security cameras.

- Elevator systems – \$125,000

Increase the maintenance budget to address needed upgrades or routine replacement of elevator systems.

- ADA Compliance – \$50,000

Increase the maintenance budget to address ADA compliance issues.

## **Instructional Budget Increase Requests**

- AP African American Studies Textbook/Resources - \$50,000

The AP African American course was introduced as a pilot by the College Board and implemented in 5 of 7 high schools for the 23-24 SY. Since this course was considered a pilot, a range of materials and resources were used in order to determine the most appropriate text for the course. In the 24-

25 SY, all 7 high schools in CCPS will offer the course. It will be necessary to purchase a textbook in the summer prior to the start of the school year.

- **AP Exams per Blueprint - \$50,000**  
Per the Blueprint for Maryland, CCPS began to pay for all AP and CTE/Certification exams that students opted to take during the 23-24 SY. In SY 24-25, all students enrolled in an AP course or CTE course with a corresponding certification, will be required to take the exam. This will increase the number of exams taken and will therefore require an increase in funding.
- **AP Precalculus Textbook/Resources - \$150,000**  
AP Precalculus was introduced by the College Board and offered to students at all 7 CCPS High Schools in the 23-24 SY. The teachers used various resources from the College Board for the first year of this course while deciding which textbook to use. Now that a textbook has been chosen, it will need to be purchased prior to the start of the 24-25 SY.
- **Apex Learning/Edmentum - \$476,417**  
Apex Learning provides online coursework for virtual programs and singleton courses in secondary schools without a teacher to support the class. Examples of how Apex Learning/Edmentum is currently being used are for students assigned to the alternative programs at Stethem in both the middle and high school level, summer school, home and hospital courses, Evening High School, Extended Day Original Credit courses, the Virtual Academy, and grade and credit recovery. Implications for not funding include eliminating these alternative options for students which would impact graduation rates and attendance.
- **Curricular Materials - ESOL - \$200,000**  
The ESOL program is requesting funds to purchase research based curricular materials to support the growing number of ELs in CCPS. ELs have a variety of needs depending on their language proficiency, grade, newcomer status, formal education history, and other variables that require specialized materials for success.
- **Curriculum purchases for the Career and Technical Education Programs - \$407,499**  
Many curriculum resources used for various CTE programs are digital resources that require individual student subscriptions. These courses are unable to be offered to students if the curricular resources are not purchased.
- **Digital renewals - \$19,920**  
Renewing district physical education teachers' access to SPARK Physical Education digital subscriptions is crucial, impacting the quality of physical education instruction across all levels of district schools.
- **Dual Book Room – Benchmark supplemental books - \$15,000**  
Arthur Middleton Elementary School will open the Dual Language Two-Way Immersion program in the fall of 2024-2025. Initial opening costs include updating all signage in the building, adding bilingual and Spanish books to the media center, and general training of staff. Ongoing costs as the program opens a new grade each year include updating the classroom of the Spanish teachers to include Spanish instructional materials, curricula, parent and community events, translation funds, and grade-specific teacher and IA training. Most items used in the building that have English only on them now will need to be updated to be bilingual or duplicated to include a Spanish version.
- **Dual Bootcamp – Teachers. \$6,970**
- **Dual Building signage - \$35,000**
- **Dual C4L - \$9,125**
- **Dual Estellita - \$10,000**

- Dual Heggerty Spanish - \$534
- Dual Into Reading - \$40,000
- Dual Media Center – \$5,250
- Dual MOI for teachers - \$2,450
- Dual Orientation and Family Engagement Events for Parents - \$5,000
- Dual Rugs - \$3,500
- Dual SPA Classroom Libraries – 21,000
- Dual Teachers Guides Arriva 2<sup>nd</sup> Grade - \$800
- Dual Translation Account with ASTA – 15,000
- Dual Supplemental Reading Materials - \$15,000
- EdOptions Academy - \$94,500  
EdOptions Academy is an online program that offers a variety of coursework for students on home and hospital and in CTE Apprenticeships. The program provides a certified online teacher with live instructional lessons. Due to the shortage in certified teachers, this program was purchased for the 23-24 SY to provide quality instruction to home and hospital students. Failure to fund this resource would mean that students on home and hospital instruction would not receive the appropriate instructional services and may need to change their schedule in order to accommodate the limited secondary courses home and hospital staff can provide.
- F&P Benchmark Kits (HS) - \$1,500  
F&P Benchmark kits are essential to diagnosing student needs in reading interventions. Without these kits, teachers would not know the appropriate intervention for our most struggling students.
- Funding for ASPIRE program - \$7,000  
The Aspire program is designed to provide a data-driven, highly structured, safe, and positive classroom environment for students who demonstrate persistently maladaptive behavior that impedes their ability to access academic curriculum. The request is for materials of instruction (MOI) including, incentive and supplemental instructional materials.
- Illustrative Math Algebra 1 Kits - \$12,800
- Illustrative Math Algebra 2 Kits - \$10,000
- Illustrative Math Geometry Kits – \$22,800
- Illustrative Math Professional Development - \$12,000  
Illustrative Math is the curriculum CCPS uses for math in grades K-Geometry. Next year, CCPS will expand to Algebra II, replacing the current outdated curriculum. CCPS will need to train all Algebra II in the use of the Illustrative Math curriculum. In addition, Illustrative Math kits are consumable student manipulatives that are purchased each year to support students. Failure to fund these materials and training would mean that CCPS would need a new curriculum for math.
- Leveled Literacy Material - \$31,300  
LLI is a tier three reading intervention used at the secondary level in CCPS. These materials include teacher editions, full student consumable kits, and replacement books. Failure to fund this program would mean that teachers would not have the resources necessary to support our most struggling readers.
- Meet 504 Accommodations and Services - \$140,000  
The need for 504 accommodations has grown for students including health care services (Private duty nurses), assistive technology, extra-curricular personnel support (IA's). 504 has never had a separate budget for these necessary accommodations and should be prepared to cover these costs when they arise.

- **Number Worlds - \$955**  
Number Worlds is a tier two math intervention for middle school students performing below grade level. This is a digital resource that is paid for per student license. Failure to fund this intervention would mean CCPS would have to find a different math intervention for middle school students.
- **PE Equipment - \$23,000**  
The annual allocation of funds for the purchase of physical education materials of instruction is needed to support our curriculum and overall program. Yearly funding is necessary for maintaining a dynamic and effective physical education curriculum, ensuring access to modern, safe, and versatile equipment that fosters a positive and engaging learning environment for our students. Regular equipment purchases for updated materials of instruction contribute significantly toward student skill development, instruction aligned with our state standards, and enhance the overall success of our instructional program. Changes in state regulations have significantly impacted the ability of school-level physical education programs to fundraise through activities like uniform sales, and the allocation of funds by building-level administration has proven insufficient to offset the high costs associated with acquiring class sets of equipment items for instructional purposes. Beyond addressing concerns related to replacing broken equipment items, this funding is crucial for introducing new instructional units, offering students a variety of learning experiences. This approach is essential for supporting the development of student physical literacy and ensuring that our curriculum remains aligned with evolving educational standards. This funding also allows school-level programs to invest in a diverse range of equipment to provide a comprehensive approach to physical education and a high-quality learning experience for our students. I believe that by continuing to invest in our physical education program, we can positively impact the well-being and development of our students.
- **Polyglot Games - \$5,000**  
The Polyglot Games are held during the HITS Expo each spring. This event includes teams of students from each high school and requires students to participate in a number of activities/games in a language of their choosing. Failure to fund this event would mean the Polyglot games would have to be cancelled.
- **Professional development for New Teachers - \$21,780**  
Every year new Project Lead The Way Teachers must be trained in the Project Lead the Way curriculum to be able to teach the curriculum. The cost of the training has increased and the amount of teachers we send to the summer trainings has increased over the past three years.
- **Textbooks - \$1,800**
- **Theatre Pathway - Set Design - \$6,000**
- **Theatre Pathway – Technology - \$7,500**
- **Theatre Pathway - Textbooks - \$10,500**
- **Theatre Pathway – This money could be given directly to MHS - \$11,500**  
CCPS is launching a Theatre pathway for high school students that will be held at McDonough High School. Because this is a new program and series of courses, all costs associated with, instructional materials, equipment, uniforms, workshops, and transportation must be added to the budget. Failure to fund this program would mean our students would not have this opportunity.
- **Wilson Reading System – Materials - \$25,000**  
The materials for this tier three reading intervention are consumable, requiring CCPS to purchase them every year. Failure to fund these materials will mean that the Wilson Reading System could not be used as the intervention and CCPS would have to select another intervention.
- **Wilson Reading System – Professional Learning - \$3,600**

CCPS uses the trainer of trainer model to train new teachers in the Wilson Reading System, which is a tier three intervention for middle and high school students reading significantly below grade level. CCPS currently has one remaining Wilson trainer. Failure to fund this professional learning means that CCPS teachers will receive limited training before they are expected to teach the intervention to students.

- **Psychologist Position conversion (1) - \$10,972**  
Need 12-month School Psychologists to work throughout the summer to provide mental health supports to students. Testing continues to increase throughout the summer months and behavioral health concerns are increasing, both of these items are addressed by these 12-month providers requiring the need for additional 12-month positions. Additional 12-month positions would assist with the growing need of support during the Extended Learning opportunities, allow for more home visits and mental health supports for families over the summer months.
- **PPW Position Conversion (3) - \$40,508**  
PPWs assist families who need wrap-around services throughout the school year as well as through summer months. They also determine domicile, support registration, and provide assistance with the Extended Learning that takes place through the summer. The 5 current positions allotted for 12 months is not enough to support the additional need with the increasing number of families requiring summertime support with wrap-around, physical health and behavioral health needs. The addition of more 12-month positions would allow for greater capacity of support for our CCPS families and help facilitate the registration process for new families.
- **High School Counselor Position Conversion (7) - \$184, 275**  
The request for more 12-month positions for School Counselors would provide an opportunity for the counselor to meet with seniors over the summer to review graduation requirements and solidify post high school options, provide support for registering students over the summer and allow for more educational support for the Extended Learning that takes place during the summer months.
- **Instructional Specialist Position Conversion - \$4,551**  
A twelve-month position is needed to meet the needs of special education services over the summer.
- **ES and MS ESOL Teachers - \$324,000**  
Additional ESOL teachers are needed to support English Learners (ELs) in both English Language Development and academic achievement in the general classroom. ELs continue to enroll in CCPS at a consistent pace throughout the school year, which is causing ESOL teacher caseloads to increase significantly from the beginning of the year. Additional ESOL teachers will allow more time to collaborate with classroom teachers on lessons and instruction and to provide extra support for ELs with the most need.
- **Growth, Compliance/Child Find - \$145,800**  
A new child find position is needed to run IEP meetings and educational testing for students who are entering the early childhood programs and for students currently enrolled in the PreK programs.
- **Performing Arts Itinerant Teachers - \$108,000**  
Per the Blueprint for Maryland's future, CCPS continues to expand the prekindergarten program to offer more slots for students. As a result of this, the number of classrooms within schools and at centers increases every year. This in turn puts an additional burden on the special area teachers,

who have an unreasonable number of classes to teach and caseload of students. An example is Middleton Elementary School, where each special area teacher serves 29 classes each week and 750 students. This is a workload issue. CCPS would like to hire additional itinerant Fine and Performing Arts teachers, who will rotate among schools and relieve the burden of some classes from the school assigned special area teachers. For example, one of these teachers would rotate among 3 schools and teach all the PK and K classes at each. Ideally, we would like to cap the number of classes each special area teacher teaches at 25.

- World Language Content Specialist - \$148,500  
Addition of specific Content Specialist for World Language (the current Content Specialist supports all World Language and ESOL). This is necessary due to the increased demands on this department such as the creation of the Dual Language school and the expansion of World Language down to middle school.
- Student services Support Assistant - \$119,919  
Home School Registrations have doubled in the last two years ~ 2000 students. Home Schooling Registrations needs have become overwhelming for one person to handle. Extra support is necessary for effective and efficient facilitation.
- Concentration of Poverty Increases  
Addition Daniel of St. Thomas Jenifer E.S. - \$273,805  
Addition Benjamin Stoddert M.S. - \$273,805  
Addition John Hanson M.S – \$273,805  
Addition Thomas Stone H.S. – \$273,805  
Addition General Smallwood M.S. – \$273,805  
Eva Turner E.S. - \$356,582  
J. P Ryon E.S. - \$453,021  
Dr. Mudd E.S. - \$747,898  
Indian Head E.S. - \$356,273  
Dr. Brown E.S. - \$375,186

CCPS has five (5) new schools, Daniel of St. Thomas Jenifer E.S., Benjamin Stoddert M.S., John Hanson M.S, Thomas Stone H.S., General Smallwood M.S., that meet the state's 3-year average concentration of poverty level of at least 55 percent. This schools are eligible to receive program funding for personnel (Community School Coordinator and Health Services Practitioner). CCPS will have a total of ten (10) schools in FY2025.

## BUDGET REDUCTIONS

---

### Full-Time Wages

Full-time wages will be budgeted at 98 percent of actual costs. This allows CCPS to continue to fund necessary items while maintaining a balanced budget.

## SUPPLEMENTAL BUDGET REQUESTS

---

If additional funds are available, and depending on the amounts, selected initiatives will be accommodated.

### School Requests

School budget requests would provide funds for classroom instruction, technology enhancements and special renovation projects.

Below is a summary of School Budget Requests:

CATEGORY/DESCRIPTION	Cost
FACILITY MAINTENANCE (Parking lot repair and expansion; school entry way concrete and walkway repairs; outdoor classrooms; electronic school marquee signs; carpet; classroom/school renovations; indoor and outdoor security cameras; emergency door panic bars; outdoor improvements; playground equipment; gym bleachers; lockers; electricity to sports fields; updated sound systems and acoustics; auditorium curtains; water bottle filling stations)	\$2,340,741
TECHNOLOGY (Smartboards; laptops, carts and bags; iPads/tablets and carts; Apple TV; LCD projectors; printers; audio visual system; digital monitors and/or message boards; outdoor theater learning system; laminators; poster makers)	\$1,532,772
INSTRUCTIONAL (Student classroom chairs; classroom tables; headphones; choral risers; physical education and recess equipment; graphing calculators)	\$203,013
OTHER (Office/conference room furniture; walkie-talkies; emergency medical equipment; additional professional development; teacher chairs; school banners; CTE vehicle)	\$214,520
<b>GRAND TOTAL</b>	<b>\$4,291,046</b>

## Office Requests

Office budget requests provide enhancements for current programs.

Below is a summary of office budget requests (sorted in descending order by monetary amounts):

<b>GRAND TOTAL</b>	<b>\$20,586,738</b>
--------------------	---------------------

INITIATIVE NAME	INITIATIVE DESCRIPTION	PRIORITY #	TOTAL COST
Growth	Opening ES#23; Increased population at PISOTA; Opening of ELC@Waldorf	01 - PRIORITY	\$ 405,000
Growth	Opening ES#23; Increased population at PISOTA; Opening of ELC@Waldorf	01 - PRIORITY	\$ 324,000
Curriculum purchases for the Career and Technical Education programs	Purchasing curriculum needs for individualized CTE programs to provide instruction aligned with industry standards	01 - PRIORITY	\$ 407,499
New support position for international registration and home school	Both programs have grown in size and more support for students and families could be realized throughout the year. Home Schooling has doubled in the last two school years. International registration has process close to 100 more cases from this time last school year.	01 - PRIORITY	\$ 51,633



1 additional 10-month school counseling position	New elementary school position/support for new Pre-K program at transition school	01 - PRIORITY	\$ 133,840
1 additional 11-month Pupil Personnel Worker position	New elementary school position/support for new Pre-K program at transition school	01 - PRIORITY	\$ 160,203
1 additional 10.5-month school psychologist position	New elementary school position/support for new Pre-K program at transition school	01 - PRIORITY	\$ 160,203
Start-up costs for ELC, Waldorf	CCPS will be opening a Early Learning Center in the transition schools. Materials of instruction, office supplies and furniture will need to be purchased	01 - PRIORITY	\$ 250,000
Staffing for ELC	CCPS will be opening an Early Learning Center in the transition schools. These will be additional classrooms and will need additional staff.	01 - PRIORITY	\$ 1,350,000
Staffing for ELC	CCPS will be opening an Early Learning Center in the transition schools. These will be additional classrooms and will need additional staff.	01 - PRIORITY	\$ 675,000
Staffing for ELC	CCPS will be opening an Early Learning Center in the transition schools. Classes need staff to provide special area classes. These positions will be shared among ELC and larger schools that need additional special area staffing.	01 - PRIORITY	\$ 675,000
Staffing for ELC	Coordinator/Principal, nurse, 2 building service, 2 food service, guidance counselor, secretary, itinerant PPW, psychologist, IEP facilitator, PT/OT, SLP	01 - PRIORITY	\$ 1,350,000
Technology for ELC	CCPS will need to provide technology staff and student devices as well as some mounted technology.	01 - PRIORITY	\$ 75,000
Playground equipment	CCPS will need to install additional playground equipment that is accessible and safe for 3-year-olds.	01 - PRIORITY	\$ 25,000
Transportation for ELC Waldorf	Additional routes will need to be added for students residing in the catchment zone	01 - PRIORITY	\$ 175,000
Renovations and installations to make Transition school early childhood accessible	There will need to be renovations to some facilities, such as bathrooms. Planning and Construction has coordinated with the Staff in Early Childhood Education and based on the need for 120 students in SY 2024-25 (first year of operation), we believe they will need 8 classrooms and adjoining rooms for shared activity centers. These classrooms are proposed to occur on the left side of the Transition School and the school will also use the gym/cafeteria, office, media center and supporting spaces on the front right side of the building. The budget required to support	01 - PRIORITY	\$ 625,000



	the 120-student population in the first year (SY 2024-25) is \$625,000.00.		
Consumable materials	Student workbooks for Illustrative Mathematics for grades 1-2.	01 - PRIORITY	\$ 125,280
PebbleGo Next	These databases are targeted towards grades 3-5. The resources provided support curriculum.	01 - PRIORITY	\$ 10,578
Grade 4 and 5 Digital Textbook	Our subscription to the Gibbs-Smith <i>Maryland: An American Adventure</i> digital textbooks need to be renewed for the 2024-2025 school year.	01 - PRIORITY	\$ 186,174
Digital renewals	Spark PE Curriculum Resource	01 - PRIORITY	\$ 14,940
Digital renewals	OmmWorks	01 - PRIORITY	\$ 60,425
Digital renewals	Generation Genius is an online science resource program to support our science curriculum at the elementary and middle school levels.	01 - PRIORITY	\$ 12,000
Digital renewals	Mystery Science is an online science curriculum that aligns with our county science curriculum requirements.	01 - PRIORITY	\$ 30,000
Digital renewals	Discovery Education - Techbook is an online science resource used to support our science curriculum at the elementary level.	01 - PRIORITY	\$ 20,000
Digital renewals	Science A-Z is an online science-based leveled reading resource used to support the science curriculum at the elementary level.	01 - PRIORITY	\$ 7,000
My Path - specialized instruction	My path specialized instruction to help with closing the gap that students have	01 - PRIORITY	\$ 1,020,503
Staffing for PE	Itinerant Physical Education Teachers 0.2 APE/0.8 PE	01 - PRIORITY	\$ 484,549
AP Science Textbook Replenishment	AP Science Textbooks	01 - PRIORITY	\$ 32,000
Composition and Rhetoric	CSM has updated the book used for this dual enrollment course	01 - PRIORITY	\$ 25,000
Beanstack	Beanstack is a motivational, challenge-based logging system. Students use it to log reading and earn digital badges based on completing activities.	01 - PRIORITY	\$ 14,820

CommonLit 360	CommonLit Essentials Pro Plus	01 - PRIORITY	\$ 48,000
CommonLit 360	Curriculum Support for English I-IV and Curriculum for Self-Contained English	01 - PRIORITY	\$ 48,000
My Path	Personalized instruction/intervention for Foundations of Algebra students in high school	01 - PRIORITY	
Digital renewals	OmmWorks	01 - PRIORITY	\$ 77,010
WeVideo	CCPS adopted this as the primary video editing software for the Digital Media courses. It is very intuitive and allows students to easily get acclimated to the basic functions of the editing process. It is also the only web-based software that will work on their student computers.	01 - PRIORITY	\$ 4,800
Music First - Suite	This software is in place of purchasing textbooks for middle school general music classes. This provides students with online learning suite covering music theory, composition, and ear training.	01 - PRIORITY	\$ 3,900
Nearpod/Flocabulary	These programs provide an interactive learning environment for teachers and students. There are options for elementary and secondary teacher to create engaging lessons in all content areas.	01 - PRIORITY	\$ 82,064
Turnitin/Revision Assistant	These programs are included in the English curriculums. They provide writing assistance that helps ensure original work and prevent plagiarism in student writing samples.	01 - PRIORITY	
Elevation	ESOL program to provide data analysis, case management, and instructional supports	01 - PRIORITY	\$ 45,000
Imagine Learning MS Subscriptions	Supplemental language development and literacy program for Newcomer ELs in MS	01 - PRIORITY	\$ 15,000
Off2Class licenses and PD	A supplemental online resource for teachers and students to access grammar, listening, reading, writing, and speaking exercises. Currently funded through Title III but is not sustainable.	01 - PRIORITY	\$ 15,750
Learning Resource Teacher 10 to 10.5 month (each middle school)	LRTs would have the option of becoming a 10.5-month employee (currently a 10-month employee). Could also be a stipend for those that choose to come in two weeks early, which would cost less money.	01 - PRIORITY	\$ 161,475
Gwynn Center Special Area Staffing	Add a .5 music position to the Gwynn Center's staffing (would be a total of a 1.0 position)	01 - PRIORITY	\$ 108,000
Gwynn Center Special Area Staffing	Add a 1.0 art position to the Gwynn Center's staffing (would be a total of a 1.0 position)	01 - PRIORITY	\$ 108,000
HS SAIL/ESOL Teachers	Additional HS ESOL teachers to meet current ESOL needs	01 - PRIORITY	\$ 216,000
Language! Live - Professional Learning	Online webinar/training for teachers	01 - PRIORITY	\$ 3,000

Edge materials for HS Literacy Courses	These courses are designed to help students reading below grade level move closer to grade level so they can be successful in all courses. We have been using 1st edition materials, but they are no longer available, so we need to order new materials across the board. These materials include teacher and student editions of the books, interactive and grammar & writing workbooks, student libraries, and online opportunities for students. (In the future, we will only need to reorder workbooks)	01 - PRIORITY	\$ 215,000
IXL	Instructional support program for Algebra 1 and Foundations of Algebra in the MS and HS.	01 - PRIORITY	\$ 3,000
DeltaMath Plus	Instructional support program for all high school students and teachers	01 - PRIORITY	\$ 10,000
Early College	Expansion of program and provide support for EC students at CSM and coordinate the Dual Enrollment student in high schools.	01 - PRIORITY	\$ 100,000
F&P Benchmark Folders	Folders for incoming 9th graders and new students	01 - PRIORITY	\$ 300
Clothing/Uniform/Costume	Purchase MOI and articles of clothing for students. Some of this is for clothing and some is for performance costumes.	01 - PRIORITY	\$ 3,000
Increase in Instrument Repair	CCPS budget for instrument repair has not increase in 21 years. The cost of labor and parts has increased dramatically over that time. This will help enable instruments to be properly cleaned and repaired.	01 - PRIORITY	\$ 5,000
Instrument Replacement/Growth	CCPS has instruments and art room kilns that have been deemed too expensive to repair. These would to be replaced on a yearly cycle. Average cost per item is \$4500. (Kiln, Tuba, Timpani, Baritone Saxophone, etc.)	01 - PRIORITY	\$ 45,000
Theatre Pathway - Materials	Students will have access to specialized props costumes and makeup in addition to lumber for set building	01 - PRIORITY	\$ 1,000
Theatre Pathway - Dressing Room	Students will use these racks to store costumes	01 - PRIORITY	\$ 2,400
Science Equipment Replenishment	Replenishment broken science equipment at all of our schools	01 - PRIORITY	\$ 100,000
PE Equipment	PE Equipment to replace worn/damaged equipment items from regular use and/or items to supplement instructional programs.	01 - PRIORITY	\$ 16,000
Dance Pathway - this money could be given directly to MHS	This is funding to provide the necessary equipment, MOI, uniform, workshops, transportation for the dance program	01 - PRIORITY	\$ -
Dance Pathway - this money could be given directly to MHS	Consultant funds to pay for professional Choreographers to work with our dance students	01 - PRIORITY	\$ 3,200

Theatre Pathway - Clinicians	Have guest artists work with our students	01 - PRIORITY	\$ 3,500
Theatre Pathway - Transportation	Students will travel to professional theatres to attend workshops and performances	01 - PRIORITY	\$ 3,000
Theatre Pathway - Scripts	Students will have access to a wide variety of scripts and monologues. This will cover the cost and royalties	01 - PRIORITY	\$ 2,000
STAMP4s test and other language tests as needed	Language proficiency test used to assess students for Seal of Biliteracy, placement in Heritage and Native Spanish class, interpreter language assessment, and HR when hiring bilingual staff members	01 - PRIORITY	\$ 6,900
Instructional Resource Teacher	Person to support the students in Early College and Dual Enrollment and work director with a similar position at CSM	01 - PRIORITY	
Middle School Virtual Academy Teachers	Addition of Middle School Virtual Academy	01 - PRIORITY	\$ 400,000
Reclassification of Resource Teachers to Content Specialists	The Resource Teacher positions for Social Studies and Science have the same responsibilities and accountability at the content specialist role and therefore should be aligned.	02 - PRIORITY	\$ 50,000
Junior Great Book, Series 3, 4, 5, Book Two Teacher Editions & Student Editions	Provides high-quality literature and student-centered discussion that encourages students to develop the habits of effective readers and thinkers.	02 - PRIORITY	\$ 50,000
DL Coach- school-based	ILT member with support for best practices and guidance in DL implementation	02 - PRIORITY	\$ 162,000
Dual Spanish Reading Interventionist		02 - PRIORITY	\$ 148,500
Dual Front Desk Secretary-Bilingual		02 - PRIORITY	\$ 101,250
Junior Great Book, Series 3, 4, 5, Book Two Teacher Editions & Student Editions	Provides high-quality literature and student-centered discussion that encourages students to develop the habits of effective readers and thinkers.	02 - PRIORITY	\$ 50,000
Novels	Purchasing contemporary novels to be used with curriculum	02 - PRIORITY	\$ 120,000
Event Funding	Funding to hold their regional Destination Imagination Tournament (all day), Destination Imagination Instant Challenge Day, Chess Tournaments, It's Academic	03 - PRIORITY	\$ 20,000
HPE Resource Teacher	Addition of Resource Teacher position for HPE	03 - PRIORITY	\$ 80,731
Dance Pathway - this money could be given directly to MHS	Extra Pay Contract for after school rehearsals, State Dance Competition.	03 - PRIORITY	\$ 3,000
HE Resource Teacher	Addition of Resource Teacher position for HE	03 - PRIORITY	\$ 80,731

Executive Director of Schools  Priority 1	Currently, there are three executive directors (and one chief of schools) assigned to supervise forty schools total. Simultaneously, the chief oversees the executive directors, the offices of community engagement and equity, student engagement and conduct, school safety and security, safety and residency, and the school resource office). There are two additional schools/centers on the horizon that will also require sufficient oversight. Additionally, a major focus for the office of school administration and leadership has shifted to coaching principals as instructional leaders, as supported by the district's strategic plan, thereby reducing supervision ratios, increasing levels of responsiveness through regular face-time support, in order to achieve identified targets.	01 - PRIORITY	\$ 216,000
Secretary to the Executive Director of Schools  Priority 1a	With the addition of an executive director in SY22-23, the "ask" for another executive director for SY24-25, and OSAL's close and collaborative work with the Coordinator of District Innovation, additional secretary support will be vital to the continued efficient functioning of the office. This also jives with the additional schools coming on board (PISOTA & ELC-1 in SY23-24, and ELC-2 and ES-23 forthcoming) and the support that will need to trickle out from OSAL accordingly.  *Categorized as a second Priority 1 because this position and the request for an executive director (above) are directly connected. Administrative support to the executive director is critical to the functionality of the day-to-day operations of OSAL.	01 - PRIORITY	\$ 125,550
Specialist in Community Engagement & Equity	The justification for a 12-month Community Engagement and Equity (CEE) Specialist is to support the implement of the goals and objectives for the SY 2022-2023 Department of Community Engagement of Equity. This position would have similar essential job functions as the current CEE Specialist. However, the position would have two primary roles. The first role will be to support schools with the implementation of CCPS Strategic planning for culture and climate with a focus on community engagement. The second role will be to coordinate and plan the STEM programs for identified American Indian students in grades Pre-K-12 as outlined in the Title VI grant.	02 - PRIORITY	\$ 135,377

ISI IA	Currently, the elementary level is not able to offer an in-school intervention option (in-lieu of suspension) as is available at the secondary level, due to there being no such position to serve in the capacity of monitoring elementary students assigned this discipline intervention. This position would be responsible for helping student offenders atone/learn from mistakes/behaviors and prepare for a return to the classroom with skills/strategies for helping them to avoid repeat offenses. This person will serve in a full time capacity and proactively work with the school counselor to plan lessons and activities that will help students build certain skills, such as coping with challenges, managing anger, showing empathy for others, etc.	03 - PRIORITY	\$ 976,050
Project Graduation	A separate budget line item is requested for Project Graduation to alleviate the annual transfer of funds from various accounts to cover costs of entertainment rentals and memento gifts for graduates. Years ago, this annual effort was partially funded by outside agencies. This event is now solely sponsored by CCPS, with the help of volunteers and food donations.	04 - PRIORITY	\$ 70,000
Earthworks Lightning Detection System	A trusted lightning detection and severe weather notification system made up of a comprehensive suite of weather sensors and tools designed to detect severe weather, alert visitors when severe weather is imminent and allow operations staff to prepare field conditions before and after the storm. High schools, department of parks and recreation, and other community teams benefit from real time alerts to clear athletic fields and pools.	05 - PRIORITY	\$ 14,000
Full-Time Athletic Trainers  *Currently exists but funded thru transferred funds within OSAL, not by the general fund.	CCPS currently contacts part-time athletic trainer services for \$280,000 per year. New NATA requirements have resulted in higher requirements for trainer certification, translating to a reduced number of trainers who are willing to work for part-time pay. This results in gaps in athletic training coverage under our existing contract when the service provider cannot staff these positions. This proposal would fund the hiring of a full-time trainer for each high school (paid on teacher scale with benefits due to current NATA certification requirements). Many districts in the state are exploring this option.	6 - PRIORITY	\$ 576,450
Student 1-1	This initiative would provide continual support of the 1-1 initiative by purchasing devices based on 25% of enrollment to address the loss/damage and plus 10% of the	01 - PRIORITY	\$ 5,191,290

	enrollment number to accommodate enrollment increases and lost/damaged devices.		
Cybersecurity/Audit network solution	This initiative would be the yearly maintenance to use Forescout Platform to address audit requirements from the OLA audit and enhance our cybersecurity monitoring to meet cyber insurance requirements	01 - PRIORITY	\$ 460,000
Touchpanels	This initiative is to get us on a routine replacement of projectors/touch panels in our system by mounting panels at a rate of 10% of the approximate 2,300 classrooms each year.	01 - PRIORITY	\$ 1,150,000
Server Replacements	Replacement of core server infrastructure used throughout our network. This would put us on a cycle to replace servers on a five-year cycle which is the maximum amount of time a manufacturer will provide maintenance on servers.	01 - PRIORITY	\$ 100,000
(New Position) Network Operations Manager	Our engineers are separated into two separate teams, LAN, and WAN. It is ideal and best practice to have a manager who manages both teams and help streamline network operations and projects.	01 - PRIORITY	\$ 135,000
(New Position) Director of Instructional Technology	Oversee a sub-department of Instructional Technology Coordinators and LMS Administrative staff.	02 - PRIORITY	\$ 145,122
(New Position) Technology Support Manager	Oversee a sub-department of IT support and inventory personnel.	02 - PRIORITY	\$ 135,000
(New Position) SharePoint Developer/Administrator	As we are moving more functionality to our Microsoft cloud environment, there is more requests for creating SharePoint sites, automation, and reporting. This position would enable all schools and department to have a point of contact that would assist in developing their SharePoint sites and help departments build information hubs that work more efficiently.	02 - PRIORITY	\$ 87,687
Computer Analyst Personnel	This initiative would add 9 computer Analysts to support having a technician at each school and add a central office position for repairing equipment and providing second tier support.	01 - PRIORITY	\$ 502,621
(New Position) Director, Business Systems	The reliance on sophisticated business systems we'd need a manager with a high-level skill set to oversee two System Administrators in the business systems operations.	02 - PRIORITY	\$ 145,122
(New Positions) Instructional Technology Coordinators (School-based)	Extra-duty pay position for school-based instructional staff to support the education, training, and support efforts of district digital tools used in the classroom, i.e., LMS support, etc.	02 - PRIORITY	\$ 36,816

(New Position) Instructional Technology Specialist (Accessibility and Compliance)	MSDE has required each LEA provide annual reports on digital tools accessibility requirements as well as student data privacy requirements. Given these new requirements, it's essential to hire an additional Instructional Technology Specialist that specializes in digital tools accessibility and data privacy.	01 - PRIORITY	\$ 99,459
HR Professional Development	Continuing education and training critical to acquire modern skills for junior, mid-level, and seasoned OHR professionals.	03 - PRIORITY	\$ 10,500
Office of Human Resources Annual Team Building	Initiative to enhance team collaboration and effectiveness and re-engage HR employees.	03 - PRIORITY	\$ 1,680
Additional Project Manager	Planning and Construction is actively working more than 15 projects in construction, 6 projects in close out and 14 projects in various stages of design.	04 - PRIORITY	\$ 134,325
Routing System Tyler Technologies	Transitioning to Tyler Technologies promises to significantly enhance the efficiency and accuracy of our student transportation services. With this platform, we will equip each bus with dedicated tablets that provide our drivers with precise turn-by-turn directions. This implementation is poised to greatly benefit our "Where's the Bus" App, enabling more accurate tracking of bus arrivals for students. Additionally, it will capture crucial data, including real-time timestamps and mileage information, ensuring a more comprehensive and efficient transportation experience. The price would be a one-time for 305 buses. The software updates would be yearly, and on average what we pay for veo updates and maintenance each year.	05 - PRIORITY	\$ 1,000,000
Security Tech III	This position would help support additional security measures being implemented at the request of the Security Director	6 - PRIORITY	\$ 105,228
Stormwater Management Specialist	This position would be responsible for the maintenance and inspections of stormwater management devices. These devices require compliance inspections through MDE.	7 - PRIORITY	\$ 105,228
Landscape Technician (OPERATIONS)	This position would be responsible for maintenance and the beautification of existing landscaping. This person would be responsible for maintaining and creating landscape appropriate for local climate, security concerns, and reduced maintenance.	8 - PRIORITY	\$ 121,500
General Operations Technician (OPERATIONS)	This position would support school-based staff by performing duties outside of the regular day-to-day cleaning of the building and facility coverage when needed.	9 - PRIORITY	\$ 60,750



Mechanic II (OPERATIONS)	This position would help to maintain and repair existing floor (scrubber, burnisher, extractor) equipment.	10 - PRIORITY	\$ 81,000
Operations Replacement Equipment	To replace aging equipment in facilities.	11 - PRIORITY	\$ 70,000
Mechanic I (OPERATIONS)	This position would help to maintain and repair our existing fleet of grounds (tractors, yard carts, string trimmers, blowers, etc.) equipment.	12 - PRIORITY	\$ 60,750
Bus Contractor Compliance Manager position	School Bus Contractor Compliance: The School Bus Operations and Compliance Manager will play a vital role in overseeing the compliance of school bus contractors with relevant regulations and policies. They will establish and enforce compliance protocols, conduct audits, and ensure contractors meet all necessary requirements, guaranteeing the safety and reliability of our transportation services. This position frees me up and allows me to focus on the growing of the county.	13 - PRIORITY	\$ 128,250
Hybrids Vans	Transitioning to alternative school transportation opens up new possibilities, particularly for students who may face student exclusions or have disabilities that previously prevented them from using the traditional school bus service. With this approach, we can facilitate timely transportation solutions, and there's no requirement for the driver to possess a Commercial Driver's License (CDL) when transporting these students. These specialized vehicles also offer the flexibility to transport students residing in rural areas to attend specialized schools, whether within or outside their county. This shift provides a more inclusive and efficient means of ensuring that all students have access to the education they deserve.	14 - PRIORITY	\$ 200,000
Standing Request for Buses	Our objective is to acquire a 50 percent stake in our transportation division. Our plan over the next five years involves procuring a minimum of five route buses annually to advance towards this target. By doing so, we aim to solidify our position as the foremost service provider within our district. This expansion will grant us access to more drivers and enable us to extend our coverage across a substantial portion of Charles County.	15 - PRIORITY	\$ 725,000
Asbestos	Remove asbestos from various buildings due to age and continuing patching and repairs.	16 - PRIORITY	\$ 250,000
Lab Chem Disposal	Clean out High School and middle school science chemicals.	17 - PRIORITY	\$ 75,000

Sewage line replacement	Replace the Stethem Craik sewage line to the CSM plant.	18 - PRIORITY	\$ 2,500,000
Parking Lot	Converting the grassy area in front of Annex1 into a parking lot would greatly benefit the transportation department. This transformation would provide our drivers and buses with increased parking space, all while ensuring that the daily operations of our local schools remain undisturbed. Additionally, the size of the parking lot should expand in alignment with the growth of our division to meet our evolving needs.	19 - PRIORITY	\$ 800,000
Staff Development	The purpose of this initiative is to provide necessary training and certification opportunities for staff members to stay current with current industry standards and practices.	20 - PRIORITY	\$ 20,000
SRM Secretary	Provides secretarial support for the Office of Safety & Risk Management. Maintains, prepares, and upholds confidentiality in legal liability cases, Workers Compensation records, reports, and correspondence, database and state reports. Prepare requisitions and purchase orders for Office of Safety & Risk Mgmt. Retains database for MVA flagging records and works closely with Transportation Department on flagging process. Completes multiple Maryland State and Federal reports for Safety and Risk Management, insurance, and regulation compliance.	21 - PRIORITY	\$ 60,000
Youth Engagement Advocate Supervisor	With the proposed expansion of the YEA positions to 16 a supervisor is needed to oversee the program, ensure required training is completed, and administrative functions are completed in a timely fashion	02 - PRIORITY	\$ 112,050
Weapons Detection	Install at least 2 walk through weapons detection systems at every high school and middle school. Each dual system is 150,000 for a 4-year lease. Total cost would be 1.6875 million per year.	03 - PRIORITY	\$ 7,000,000
Raptor Visitor management system	Replacement of Scholarship system. Reoccurring 110K annual fee after initial install.	04 - PRIORITY	\$ 170,000
Overtime line item for YEA	Superintendent request each YEA attend school events, some athletic events, and create mentoring programs at their schools. OSSS doesn't currently have an OT line item.	02 - PRIORITY	\$ 53,825
Needed Staff Support	Expanding Video Production Capabilities to Support CCPS and Board of Education requests.	02 - PRIORITY	\$ 87,750

TV production equipment - complete replacement is necessary and past due.	Upgrading aging equipment in Boardroom, and CCPS-TV studio, and fitting staff development room to host true hybrid meetings. Current system installed in 2005-2007. Initial install should have been placed in area in which Board meeting live production equipment should be in same location as production studio (currently in Annex II). Installation was before my time with CCPS.	01 - PRIORITY	\$ 350,000
Needed Staff Support	CCPS Staff Spanish Interpreter - a full-time, dedicated interpreter. There is a need to have a full-time Spanish interpreter on staff. This position could manage the overall interpreting and translation program and support other departments and schools with interpreting needs. This position would also support translation needs for CCPS/schools.	03 - PRIORITY	\$ 74,250
Accounting Assistant	This request is for an Accounting Assistant primarily to provide support to the school financial secretaries. The Student Activity Funds bank account balances has more than doubled in the past 25 years, while the receipts and disbursements is at an all-time high (averaging \$5.5 M). CCPS has added 8 additional school sites (including a charter school) with new schools being built to open in the next couple of years. There is one accounting assistant to assist all these financial secretaries with managing their SAF, board allotment, payroll leave and timesheets, reconciling Pcards, filing sales tax reports, and numerous accounting issues. This accounting assistant also has some duties related to supporting the Accounting Department but is frequently not able to perform those tasks due to the volume of requests for help from the school financial/principal secretaries. The support requests and training has increased significantly since implementing the new ERP system in July. CCPS has seen an increase financial secretary turnover, requiring additional training. This will only increase with Phase II (Payroll/HCM) going live in December as the financial secretaries will be heavily involved in submitting time and labor through Oracle. The accounting department does not have adequate backup to assist the financial secretaries when the accounting assistant is out for medical reasons or A/L. In addition, the new ERP system has created the need for an Accounts Receivable resource in our department to fully utilize the Oracle Cloud ERP system.	01 - PRIORITY	\$ 101,250

