2023-2024 Annual Budget

Work Session #2

Revenue Update | Compensation & Benefits | Department Requests

Agenda

Revenue Update

Compensation & Benefits

Department Requests

Remaining Timeline

Revenue Update

Grade Level Progression Methodology

Grades 1 through 12

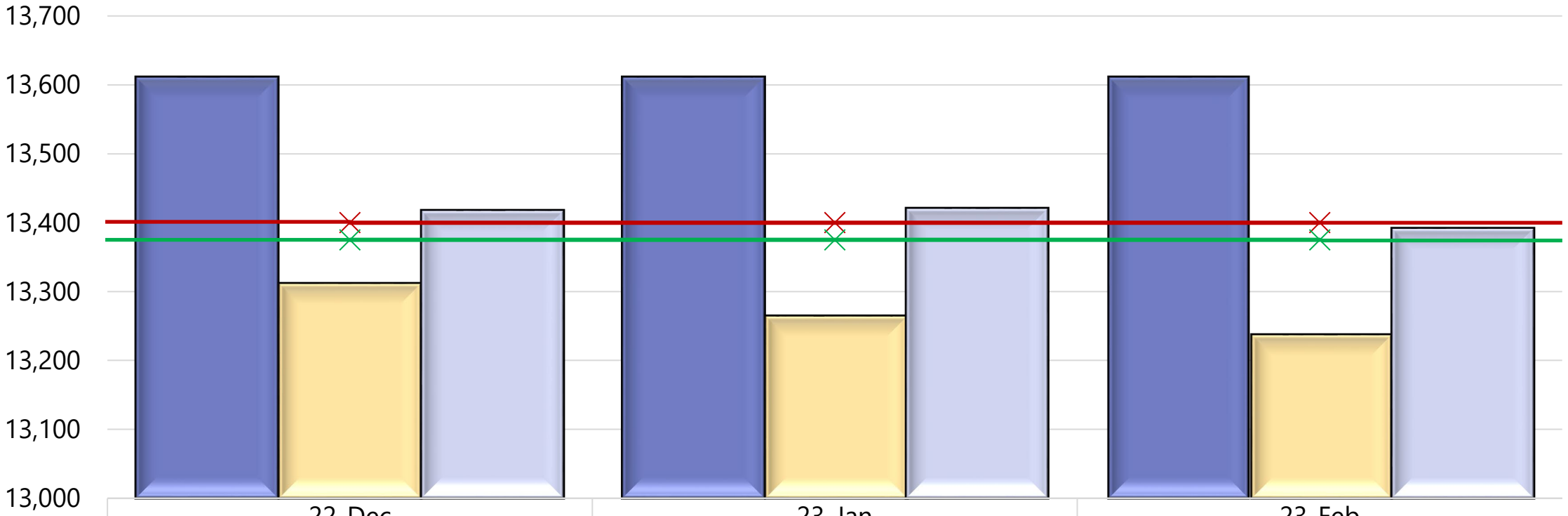
- Calculate grade level progression rate over a 5-year average
- Multiply grade level progression rate by current enrollment
- Original formula included the current year in the survivorship rate

  CHANGE: Removed current year from the grade level progression rate

Kindergarten

- Obtain live birth rates from Virginia Department of Health
- Calculate rate of enrollment in Kindergarten versus live births
  - Enrollment divided by live births 5 years before

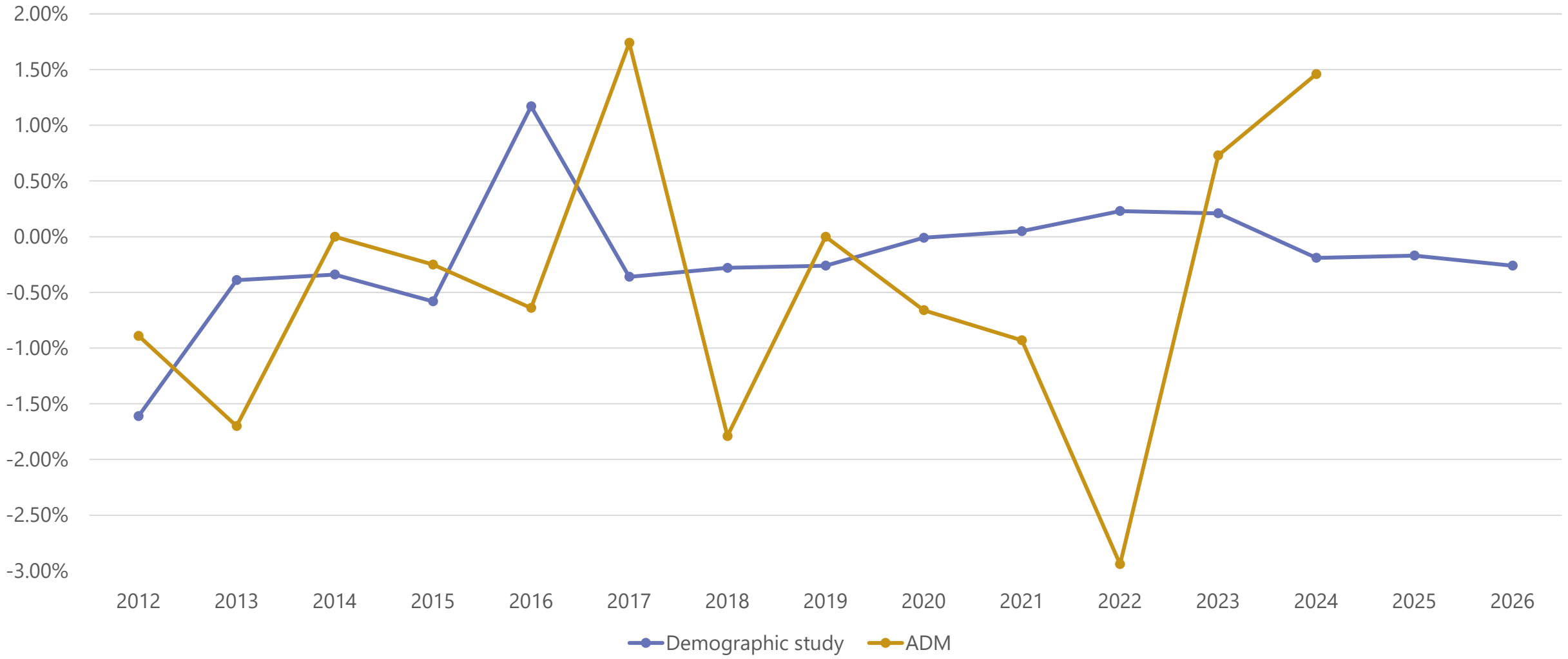
Enrollment Projections Original



	22-Dec	23-Jan	23-Feb
VDOE	13,612	13,612	13,612
Revised GLP	13,312	13,265	13,238
Enrollment	13,418	13,421	13,392
OG EST	13,400	13,400	13,400
Revised EST	13,375	13,375	13,375

Demographic Study

Comparison of the 2016 Demographic Study versus ADM percent changes over time.



Crossover Budget State Revenue Estimates

	2023 Budget	2024 Governor	2024 House	Change From PY	2024 Senate
ADM	13,183	13,375	13,375	192	13,375
General Fund	94,709,706	103,504,502	102,703,491	7,993,785 ▲	108,469,189
Instructional Resources Fund	1,109,402	1,125,559	1,125,559	16,157 ▲	1,125,559
Grant Fund	2,257,696	2,102,796	2,110,051	-147,645 ▼	2,111,702
Nutrition Fund	199,810	271,788	271,788	71,978 ▲	271,788
Capital Projects Fund	4,307,078	0	0	-4,307,078 ▼	0
Total All Funds	**102,583,692**	**107,004,645**	**106,210,889**	**3,627,197**	**111,978,238**
Per Pupil Revenues					
General Fund	7,184	7,739	7,679		8,110
Instructional Resources Fund	84	84	84		84
Grant Fund	171	157	158		158
Nutrition Fund	15	20	20		20
Capital Projects Fund	327	0	0		0
Total All Funds	7,781	8,000	7,941		8,372

Crossover Budget Changes Compared to Governor's Budget

SOQ Basic Aid

- House (1,577,406)
- Senate 1,900,113

7% Compensation

- House 1,313,803
- Senate 1,739,395

Bonus

- House (542,027)
- Senate 966,655

ESL

- House 0
- Senate 110,776

At-Risk

- House 2,965
- Senate 247,748

Student Fees

- Virginia Code and School Board Policy 4.12 require adoption of student fees annually
- Fees are not allowed for a “free appropriate public education”
- Fees may be charged for optional or extra activities
- **Nutrition fees** can’t be calculated until the VDOE releases price equity tool
- **AP and PSAT fees** may be adjusted by the College Board

Fees are reduced or waived for economically disadvantaged students and students whose families are undergoing economic hardships.

Student Fee Schedule

Secondary Instruction Fees	2023	2024
Dual Enrollment Fees (max per credit hour)	TBD	TBD
RCPS Online Academy - 1 credit course	400.00	400.00
RCPS Online Academy - 1/2 credit course	225.00	225.00
Summer school - new course	400.00	400.00
Summer school - repeat course	-	200.00
Summer school nonresident - new course	500.00	500.00
Summer school nonresident - repeat course	-	250.00
Behind-the-wheel	200.00	na

Administration Fees	2023	2024
Nonresident employee students grades K-8	229.00	229.00
Nonresident employee students grades 9-12	371.00	371.00
Nonresident non-employee students	1,000.00	1,000.00

Nutrition Fees	2023	2024
Breakfast	1.50	1.50
Breakfast reduced price	0.30	0.30
Lunch elementary schools	3.00	3.00
Lunch middle and high schools	3.00	3.00
Lunch reduced price	0.40	0.40

Career and Technical Education Fees	2023	2024
Adult Education - Auto Service Technology	1,555.00	1,600.00
Adult Education - Building Maintenance Technology	650.00	700.00
Adult Education - Comp TIA IT Fundamentals	375.00	na
Adult Education - SAT (College Board Prep)	125.00	150.00
Adult Education - SAT (Essay)	25.00	50.00
Adult Education - Welding SMAW	400.00	500.00
Adult Education - Welding GMAW	500.00	600.00
Adult Education - Welding GTAW	2,000.00	650.00

School Counseling Fees	2023	2024
AP Test Fees (max per test)	95.00	95.00
PSAT Test Fees	30.00	32.00

School Retained Fees	2023	2024
PE uniform shirt only	4.00	5.00
PE uniform shorts only	9.00	8.00
PE uniform shirt and shorts	13.00	13.00
Class dues grades 9-11	10.00	10.00
Class dues grade 12	20.00	20.00
Student parking high schools	40.00	40.00
Student parking BCAT	15.00	15.00

Compensation & Benefits

Teacher Compensation

Begin at $45,000 with 35 steps
General Fund cost $6.5 million
8.74% **overall average** raise

Begin at $45,000 with 30 steps
General Fund cost $6.2 million
8.55% **overall average** raise

Scale Options

Begin at $46,000 with 35 steps
General Fund cost $8.2 million
11.08% **overall average** raise

Begin at $46,000 with 30 steps
General Fund cost $8.0 million
10.89% **overall average** raise

Non-Teacher Compensation

General Fund cost $3.8 million
7.20% **overall average** raise

Nutrition Fund cost $300,000
7.54% **overall average** raise

Average Raise Explanation

- Purpose of Compensation study?
  - Create a competitive teacher scale
  - Align the teacher scale with the non-teacher scale
- Change in **structure** of both scales
  - Teacher scale moves to 1.6% differential between steps
  - Non-teacher scale moves to a 1.6% differential between steps
- Results
  - Raise percent will vary among employees

Stipends

Academic

General Fund
$60,450

Grant Fund
$8,560

Athletic

General Fund
$210,895

No Change

Health Insurance Update

- Joint plan with Roanoke County and Western Virginia Regional Jail
- Self-insured up to $250,000
- RFP negotiations in progress
- Expect no changes to plan design or plan rates
- Recommend no General Fund Budget increase

	General Fund	Grant Fund	Nutrition Fund	Total Employees	
Wellness participants	1,167	71	30	1,268	82%
Non-wellness participants	252	16	6	274	18%
Total participants	1,419	87	36	1,542	100%
	73%	70%	29%	71%	
Waived	515	37	90	642	
Total employees	1,934	124	126	2,184	

Health Insurance Plan

KeyCare 1000	RCPS		Benchmark	
	Individual	Family	Individual	Family
Deductible	$1,000	$2,000	$1,000	$2,000
Out-of-pocket maximum	$3,500	$7,000	$4,250	$8,500
Employee coinsurance	20%		20%	
Employee monthly cost wellness	$63	$624	$109	$678
Employer HRA contribution	$500	$1,000	$1,175	$2,000
Employer contribution percent	90%	60%	84%	64%
Prescription medicine	$10 / $25 / $40		$10 / $35 / $60	
Prescription coinsurance	0% / 0% / 20%		20% / 20% / 30%	

USI (healthcare consultant) benchmark study - Included 152 other school divisions

Our plan design is better than our average peer group

Health Insurance Rates

		2023 Annual Premiums					2024 Annual Premiums					Employee Check		Variance	
		RCPS	Employee	Premium	HRA	Total	RCPS	Employee	Premium	HRA	Total	2023	2024	Check	Annual
10 Month Pay Employees															
Wellness	Single	6,947.60	771.80	**7,719.40**	500.00	**8,219.40**	6,947.60	771.80	**7,719.40**	500.00	**8,219.40**	38.59	38.59	-	-
	Employee + Minor	7,309.60	3,132.60	**10,442.20**	1,000.00	**11,442.20**	7,309.60	3,132.60	**10,442.20**	1,000.00	**11,442.20**	156.63	156.63	-	-
	Employee + Spouse	9,471.40	6,314.40	**15,785.80**	1,000.00	**16,785.80**	9,471.40	6,314.40	**15,785.80**	1,000.00	**16,785.80**	315.72	315.72	-	-
	Family	11,231.40	7,487.80	**18,719.20**	1,000.00	**19,719.20**	11,231.40	7,487.80	**18,719.20**	1,000.00	**19,719.20**	374.39	374.39	-	-
	School Couple	14,039.40	4,679.80	**18,719.20**	1,000.00	**19,719.20**	14,039.40	4,679.80	**18,719.20**	1,000.00	**19,719.20**	233.99	233.99	-	-
Non Wellness	Single	7,205.40	1,801.20	**9,006.60**	500.00	**9,506.60**	7,205.40	1,801.20	**9,006.60**	500.00	**9,506.60**	90.06	90.06	-	-
	Employee + Minor	7,510.00	5,006.60	**12,516.60**	1,000.00	**13,516.60**	7,510.00	5,006.60	**12,516.60**	1,000.00	**13,516.60**	250.33	250.33	-	-
	Employee + Spouse	9,197.00	9,197.20	**18,394.20**	1,000.00	**19,394.20**	9,197.00	9,197.20	**18,394.20**	1,000.00	**19,394.20**	459.86	459.86	-	-
	Family	10,810.20	10,810.40	**21,620.60**	1,000.00	**22,620.60**	10,810.20	10,810.40	**21,620.60**	1,000.00	**22,620.60**	540.52	540.52	-	-
12 Month Pay Employees															
Wellness	Single	6,947.52	771.84	**7,719.36**	500.00	**8,219.36**	6,947.52	771.84	**7,719.36**	500.00	**8,219.36**	32.16	32.16	-	-
	Employee + Minor	7,309.68	3,132.72	**10,442.40**	1,000.00	**11,442.40**	7,309.68	3,132.72	**10,442.40**	1,000.00	**11,442.40**	130.53	130.53	-	-
	Employee + Spouse	9,471.36	6,314.40	**15,785.76**	1,000.00	**16,785.76**	9,471.36	6,314.40	**15,785.76**	1,000.00	**16,785.76**	263.10	263.10	-	-
	Family	11,231.52	7,487.76	**18,719.28**	1,000.00	**19,719.28**	11,231.52	7,487.76	**18,719.28**	1,000.00	**19,719.28**	311.99	311.99	-	-
	School Couple	14,039.52	4,679.76	**18,719.28**	1,000.00	**19,719.28**	14,039.52	4,679.76	**18,719.28**	1,000.00	**19,719.28**	194.99	194.99	-	-
Non Wellness	Single	7,205.52	1,801.20	**9,006.72**	500.00	**9,506.72**	7,205.52	1,801.20	**9,006.72**	500.00	**9,506.72**	75.05	75.05	-	-
	Employee + Minor	7,510.08	5,006.64	**12,516.72**	1,000.00	**13,516.72**	7,510.08	5,006.64	**12,516.72**	1,000.00	**13,516.72**	208.61	208.61	-	-
	Employee + Spouse	9,197.04	9,197.28	**18,394.32**	1,000.00	**19,394.32**	9,197.04	9,197.28	**18,394.32**	1,000.00	**19,394.32**	383.22	383.22	-	-
	Family	10,810.32	10,810.32	**21,620.64**	1,000.00	**22,620.64**	10,810.32	10,810.32	**21,620.64**	1,000.00	**22,620.64**	450.43	450.43	-	-

Wellness Plan

Current

- Complete 3-Steps to Wellness at the clinic

Proposed

- Option to complete 3-Steps to Wellness at the clinic
  or
- Complete an annual physical with primary care physician

Benefits

- Lower premiums
- 10% additional employer subsidy
- Earlier identification of risk factors that could lead to longer life

Other

- Clinic services will go to RFP in coordination with the County soon

Cash In Lieu of Benefits

- Often offered unconditionally to anyone declining insurance
  - Must pass an IRC §105(h) nondiscrimination testing
  - Medicare Secondary Payer rules generally prohibits employers from incentivizing Medicare-eligible employees to decline employer-provided insurance
- Possible Stipend Costs
  - Approximately 642 employees waive health insurance
  - If offered $1,000 it could cost $691,113
  - If offered $2,500 it could cost $1.73 million
- Other Costs
  - Considered wages and will increase payroll tax withholdings
  - Could increase ACA taxes
  - Could increase overtime payrates
  - Could have a negative impact on claims history

Not Recommended
By Insurance Consultant

Dental Insurance Update

- Consortium with Roanoke County, Western Virginia Regional Jail, and City of Roanoke
- Fully-Insured
- Contract renewed with Delta Dental effective 1/1/2023 – 12/31/24
- No changes to plan design / no changes to the plan rates
- Recommend no General Fund Budget increase

	General Fund	Grant Fund	Nutrition Fund	Total Employees
Total participants	1,452	85	51	1,588
	75%	69%	40%	73%
Waived	479	39	75	593
Total employees	1,931	124	126	2,181

Dental Insurance Plan

Dental PPO	RCPS		Benchmark	
	Individual	Family	Individual	Family
Deductible	$50	$150	$50	$150
Employee coinsurance – preventative	10%		20%	
Premier provider	20%			
Employee coinsurance – major	40%		50% or less	
Premier provider	50%			
Orthodontia	Not included		66%	
Employee monthly cost	$9	$48	$10	$71
Employer contribution percent	75%	50%	73%	38%

USI (healthcare consultant) benchmark study - Included 152 other school divisions

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Dental Insurance Rates

	2023 Annual Premiums			2024 Annual Premiums			Employee Check		Variance	
	RCPS	Employee	Total	RCPS	Employee	Total	2023	2024	Check	Annual
10-Month Pay Employees										
Single	304.60	103.80	**408.40**	304.60	103.80	**408.40**	5.19	5.19	-	**-**
Employee + 1 Person	388.60	275.20	**663.80**	388.60	275.20	**663.80**	13.76	13.76	-	**-**
Family	576.80	571.60	**1,148.40**	576.80	571.60	**1,148.40**	28.58	28.58	-	**-**
School Couple	814.40	334.00	**1,148.40**	814.40	334.00	**1,148.40**	16.70	16.70	-	**-**
12-Month Pay Employees										
Single	304.56	103.68	**408.24**	304.56	103.68	**408.24**	4.32	4.32	-	**-**
Employee + 1 Person	388.56	275.28	**663.84**	388.56	275.28	**663.84**	11.47	11.47	-	**-**
Family	576.72	571.68	**1,148.40**	576.72	571.68	**1,148.40**	23.82	23.82	-	**-**
School Couple	814.32	333.84	**1,148.16**	814.32	333.84	**1,148.16**	13.91	13.91	-	**-**

Roanoke County provides blended rates for active employees to avoid mid-year rate changes.

Vision Insurance Update

- Consortium with Roanoke County, Western Virginia Regional Jail, and City of Roanoke
- Fully paid by employee - optional
- Contract was with Anthem has rate guarantee until 7/1/2023
- No changes to plan design / no changes to the plan rates

Vision Insurance Plan

Blue View Vision	RCPS	Benchmark
Comprehensive Eye Exam	$10 copay	$10
Eyeglass Frames	$150 allowance, then 20% off any remaining balance	Not provided
Eyeglass Lenses	$25 copay	Not provided
Contact Lenses (Non-Disposable)	$150 allowance, then 15% off any remaining balance	Not provided
Contact Lenses (Disposable)	$150 allowance	Not provided
Contact Lenses (Non-Elective)	Covered in full	Not provided
Employee monthly cost	$9 $28	$3 $14
Employer contribution %	- -	57% 30%

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Vision Insurance Rates

	2023 Annual Premiums			2024 Annual Premiums			Employee Check		Variance	
	RCPS	Employee	Total	RCPS	Employee	Total	2023	2024	Check	Annual
10-Month Pay Employees										
Single	-	71.20	**71.20**	-	71.20	**71.20**	3.56	3.56	-	**-**
Employee + Minor	-	128.40	**128.40**	-	128.40	**128.40**	6.42	6.42	-	**-**
Employee + Spouse	-	128.40	**128.40**	-	128.40	**128.40**	6.42	6.42	-	**-**
Family	-	206.40	**206.40**	-	206.40	**206.40**	10.32	10.32	-	**-**
12-Month Pay Employees										
Single	-	71.28	**71.28**	-	71.28	**71.28**	2.97	2.97	-	**-**
Employee + Minor	-	128.40	**128.40**	-	128.40	**128.40**	5.35	5.35	-	**-**
Employee + Spouse	-	128.40	**128.40**	-	128.40	**128.40**	5.35	5.35	-	**-**
Family	-	206.40	**206.40**	-	206.40	**206.40**	8.60	8.60	-	**-**

Department Requests

- *Lists are in the following order:*
  - Staffing high to low
  - Non-staffing high to low
- *Staffing costs include FICA, VRS retirement, and VRS insurances*

General Fund New Revenue

State general budget		7,417,672
Revenue moved from Technology Replacement Fund	*OFFSETS TRANSFER*	*3,001,739*
State SISNA Program - link directly to Special Education		576,113
Transfer from Roanoke County Revenue Sharing Agreement (DRAFT)		5,434,043
Science Fair Donations		1,500
Total estimate, *excluding revenue moved from Tech Repl Fund*		**13,429,328**

Administration Requests

Athletic stipends	196,000
Copier costs	TBD
Copy paper costs	TBD
Total	**TBD**

Human Resources Requests

Implement teacher scale from compensation study		6.2M - 8.2M
Implement non-teacher scale and adjustments from compensation study		3,800,000
Implement academic stipend scale from compensation study		60,450
Implement academic stipend scale from compensation study	*GRANT*	*8,560*
Implement athletic stipend scale from compensation study		210,895
Employee Extended Work Plan		-110,000
Payroll lapse		-750,000
PTO leave plan changes		TBD
Convert instructional assistants to 7.33-hour 188-day contract (331)		556,080
Convert instructional assistants to 7.33-hour 188-day contract (8)	*GRANT*	*13,440*
Extend full-time health insurance rates to last part-time employees		Negligible
Total, *excluding grant funded items*		**9,967,425**

School Counseling Requests

Social Emotional Learning Digital (elementary)	33,000
Second Step SEL digital programming for middle schools	10,000
Total	**43,000**

Special Ed and Pupil Personnel Services

Special education instructional assistants (6)	SISNA	202,026
School psychologist (2)	SISNA	165,178
BCBA for preschool	*GRANT*	*71,154*
Lead nurse		68,913
Behavior coach (2)	SISNA	68,612
Special education teacher for A-STEP program	SISNA	66,071
Special education early childhood teacher for preschool at Bonsack	SISNA	66,071
Special education early childhood teacher for preschool at Glen Cove	*GRANT*	*66,071*
Expanded Mandt training for all administrators (unfunded mandate)		50,000
Total, *excluding grant funded items*		**686,871**

Elementary Instruction Requests

Assistant principal shared between two schools	86,401
Summer school payroll for extended days	TBD
Art allotment	3,000
Interpreting	2,000
Total	**91,401**

Secondary Instruction Requests

Summer school payroll for extended days	TBD
Instrument repairs	9,500
Health and PE first aid kits	2,500
Science fair materials	1,500
Total	**13,500**

Assessment and Research Requests

Additional gifted specialist for elementary	67,794
Total	**67,794**

CTE Requests

Work-based learning coordinator	96,566
Trade and industry allotment, supplies, and small equipment	3,038
National Navy Defense Cadet Corps allotment	3,000
FACS allotment, supplies, and small equipment	3,000
Technology education allotment, supplies, and small equipment	2,815
Student travel	2,350
Supplies and small equipment	1,795
Business allotment	780
Instructional materials	700
Marketing allotment	360
Total	**114,404**

Facilities Requests

Electric and gas utilities	757,500
Natural gas utilities	656,000
SSC contract increase	213,960
Total	**1,627,460**

Maintenance Requests

Plumber (2)	105,168
General maintenance employee (2)	105,168
HVAC increase	110,000
Building and material costs	96,000
LED Lights division-wide replacements	60,000
Fixed contracted services	40,000
Fire extinguisher expense	25,000
Fire code compliance	20,000
Boiler/chiller rental (for emergencies due to lag in supply chain)	20,000
Other equipment rental (scissor lift and others)	10,000
Safety and equipment supplies (steel-toed boots and PPE)	3,000
Total	**594,336**

Transportation Requests

Add Non-CDL driver position	20,454
Convert lot attendants 12-month contract from 10-month contract	13,426
Convert administrative assistant to administrative analyst (2)	9,656
Diesel lock rate required	402,650
Gas average increase due to average prices	155,000
Summer school transportation	53,825
Vehicle Parts (2% inflation cost)	41,080
Tires (2% inflation cost)	32,000
Software	8,754
Supplies and small equipment (2% inflation cost)	2,200
Total	**739,045**

Finance Requests

Finance analyst		67,342
Convert 25 nutrition associates to nutrition lead	*Nutrition Fund*	*58,825*
Additional technology replacement plan transfer		853,871
Revenue moved from Technology Replacement Fund	*OFFSETS REVENUE*	*3,001,739*
Additional fleet replacement transfer		600,000
Transfer to Joint Capital Fund Policy (increases to $550,000 in 2025)		300,000
Additional CMP transfer		250,000
Additional textbook adoption plan transfer		150,000
Flood insurance calculation change by vendor		-125,000
Total, *excluding Nutrition Fund and Technology Repl. Fund Offsets Revenue*		**2,096,213**

Remaining Timeline

Remaining Calendar

March

02 Budget Work Session - Revenue Update, Compensation, Benefits, Priorities

16 Budget Adoption - Final Adoptions

Extra Work Session Before 16th

~~or~~

Extra Meeting to Adopt after the 16th?

What's Next?

- Superintendent's memo on skinny budget
- Roanoke County revenue estimate update
- Finalize compensation study recommendations
- Prioritize department requests
- Cost out these items
  - PTO leave option costing
  - Summer school costing
- Pull it all together, balance the budget, adopt a budget, and present it to the Board of Supervisors