

2025

FISCAL YEAR

Committee  
of the  
Whole

Budget  
Workshop

April 15, 2024



# Current Year Performance

Source	FY 2024 Budget	FY 2024 Projected	Variance	% Variance
Local	\$435,064,064	\$468,366,044	\$33,301,980	7.65%
Intergovernmental	305,198	305,198	-	0.00%
State	245,898,172	247,267,464	1,369,292	0.56%
Federal	95,536	180,187	84,651	88.61%
Transfers	21,018,704	21,168,704	150,000	0.71%
Sale of Fixed Assets	-	10,180	10,180	-
<b>Total</b>	<b>\$702,381,674</b>	<b>\$737,297,778</b>	<b>\$34,916,104</b>	<b>4.97%</b>

\*As of February 29, 2024 Financial Report

# Revenue Projections Update

Source	FY 2024 Projected	FY 2025 Estimate	Variance	% Variance
Local	\$468,366,044	\$498,084,193	\$29,718,149	6.35%
Intergovernmental	305,198	325,000	19,802	6.49%
State	247,267,464	255,241,181	9,340,972	3.80%
Federal	180,187	12,000	(168,187)	-93.34%
Transfers	21,168,704	16,372,002	(4,796,702)	-22.66%
Sale of Fixed Assets	10,180	-	(10,180)	-100.00%
<b>Total</b>	<b>\$737,297,778</b>	<b>\$770,034,376</b>	<b>\$34,103,854</b>	<b>4.63%</b>

\*Estimates as of March 28, 2024

# Comparison to FY 2024

Source	FY 2024 Budget	FY 2025 Estimate	Variance	% Variance
Local	\$435,064,064	\$498,084,193	\$63,020,129	14.49%
Intergovernmental	305,198	325,000	19,802	6.49%
State	245,898,172	255,241,181	9,343,009	3.80%
Federal	95,536	12,000	(83,536)	-87.44%
Transfers	21,018,704	16,372,002	(4,646,702)	-22.11%
Sale of Fixed Assets	-	-	-	0.00%
<b>Total</b>	<b>\$702,381,674</b>	<b>\$770,034,376</b>	<b>\$67,652,702</b>	<b>9.63%</b>

\*Estimates as of March 10, 2024

# Where it Comes From

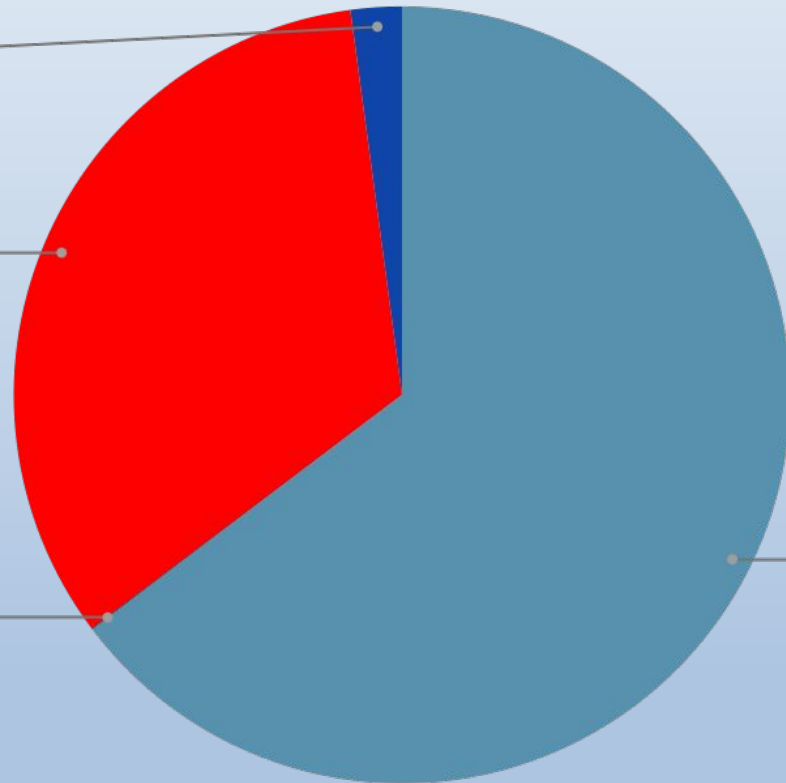
## Revenues

**Transfers**  
2.1%

**State**  
33.1%

**Intergovernmental**  
0.0%

**Local**  
64.7%



# Summary

- Projected **\$67.6 Million** in revenue growth over the FY 2024 base budget
- Adding proposed use of **\$20 Million** in ESSER Sustainability funds, capacity grows to **\$87.6 Million**
- Local revenues have been refined, but we are awaiting TIF assessments and a growth update to settle on final numbers
- State revenues are believed to be firm at this time unless changes emerge in their budget

# Summary of Revenue Growth

- The District will receive **\$9.3 Million** in additional revenue from growth in County assessments resulting from property transfers (ATIs).
- New construction assessments account for approximately **\$8.7 Million** in revenue.
- Assumptions include a 3 mill swap from the Debt Fund, increasing revenue by **\$10 Million**.

# Summary

- ESSER Sustainability funds have been set aside and can be used to healthily implement the Weighted Student Funding formula. There is a total of **\$37.8 Million** available for appropriation.
- Staff proposes utilizing it as follows:

	FY 2025	FY 2026	FY 2027
Cost of WSF	\$32,820,532	\$34,461,559	\$36,184,637
ESSER Sustainability Use	(20,000,000)	(10,000,000)	(7,800,000)
Net GOF Requirement	\$12,820,532	\$24,461,559	\$28,384,637



# FY 2025 Funding Considerations

- Staff has presented a balanced budget with the considerations on the slides that follow.
- All scenarios cost **\$110 Million** as selected.
- Based on fund balance growth in FY 2024, staff is balancing the budget with a preliminary use of non-ESSER Sustainability fund balance, although this figure will decrease as revenues are refined.

# Required Increases

Teacher Step increases up to 40 years with fringe	\$ 5,190,449
Health and Dental Increase - All Staff	\$ 2,267,416
Charter Schools and Meeting Street Academy	\$ 6,960,472
Operations - Contractual Obligations and Other Must Do's	\$ 6,374,938
Risk Management increase for insurance premiums	\$ 1,930,454
<b>Total Required Increases</b>	<b>\$ 22,723,729</b>

# Teacher Salary Increase Considerations

Teacher \$5,000 teacher salary increase and fringe	\$ 24,109,886
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# Non-Teacher Salary Increase Considerations

Non-Teacher 99% Market (5% COLA) and fringe	\$ 10,473,746
Non-Teacher (1.9%) Step and fringe	\$ 2,663,914
Non-Teacher Step to Step 33 (using 99% Market) and fringe	\$ 1,494,674
School Based Position Upgrades and fringe	\$ 1,410,682
All Teacher Assistants Upgrades and fringe	\$ 3,569,563
<b>Total Non-Salary Increase</b>	<b>\$ 19,612,579</b>

# School Support Considerations

10 Day and Mid-Year Adjustments for Enrollment	\$ 1,500,000
Expanding the AVID Program	\$ 1,105,783
CTE 2024 Summer Internship - additional 40 summer interns	\$ 61,040
School Support for Chronic Absenteeism	\$ 334,206
Employee Early Childhood Daycare	\$ 466,000
<b>Total School Support Considerations</b>	<b>\$ 3,467,029</b>

# Human Resources Considerations

Substitute Increases for teachers and assistants	\$ 1,500,000
Leadership Pipeline	\$ 800,599
Alternate Certification Pathways Program	\$ 1,000,000
<b>Total Human Resources Considerations</b>	<b>\$ 3,300,599</b>

# Financial Services Considerations

Structural Adjustments and ESSER Closeout	\$ 377,970
<b>Total Financial Services Considerations</b>	<b>\$ 377,970</b>

# CERDEP/CD/Head Start Considerations

Expanded Learning Head Start-Early Head Start Programs	\$ 746,779
CERDEP Funds	\$ 1,100,000
CERDEP - 14 Teacher Assistants and 1 Project Specialist	\$ 912,106
CD Expansion - 13 Teachers, 13 Teacher Assistants and Secretary	\$ 1,547,953
Head Start - 23 K3 Cert Teachers & Teacher Assistants, Principal on Assignment (GOF 50%)	\$ 1,904,753
<b>Total CERDEP/CD/Head Start Considerations</b>	<b>\$ 6,211,590</b>



# Learning Services Considerations

SSS - Wraparound Services	\$ 750,000
MLL - Welcome Center	\$ 350,000
DEC Expansions	\$ 1,500,000
AP for Virtual Academy	\$ 175,000
<b>Total Learning Services Considerations</b>	<b>\$ 2,826,495</b>

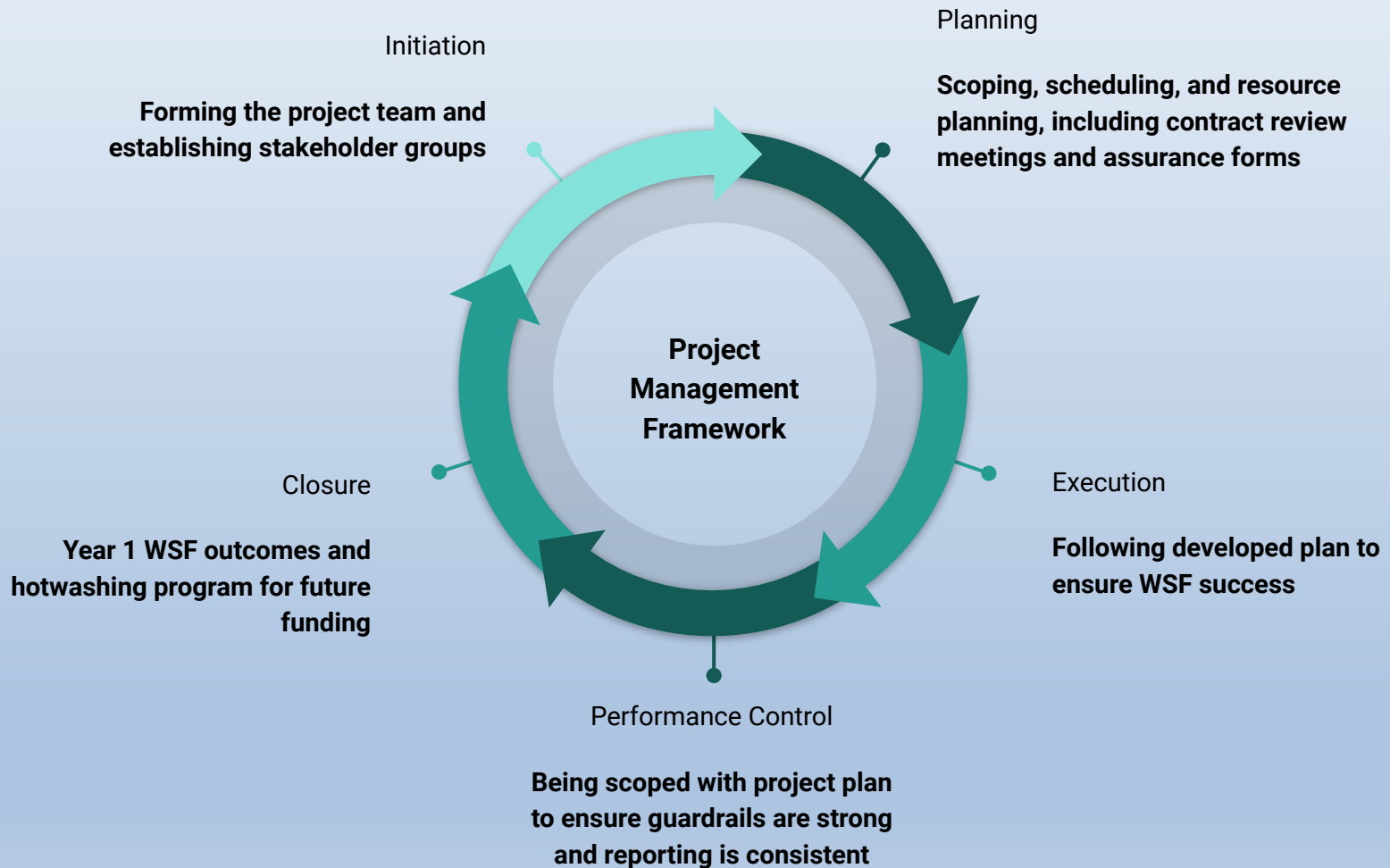
# Weighted Student Funding Investment

Allocation Category	Pupils Served	Amount
Pupils in Poverty	<b>20,919</b>	\$ 20,965,797
Multilingual Learner	<b>6,394</b>	\$ 6,298,367
Students with Disabilities	<b>4,917</b>	\$ 4,917,903
Met ESSER Threshold	-	\$ 638,464
<b>Total</b>	<b>32,230</b>	\$ 32,820,531

# Weighted Student Funding

- Staff is following the Project Management Framework to implement Weighted Student Funding
- Internal guidance for academics, finance, and an overall project management plan is coming into focus
- Budget meetings with schools include review of intended use of Weighted Student Funding dollars

# Weighted Student Funding



# Weighted Student Funding Guardrails

Overview Task (High level)	Start Date	Estimated Completion Timeline	Status/Stand ing
Conduct background research and comparative analysis of established WSF programs for efficacy potential in CCSD; determine implementation success criteria	Dec 18, 2023	Jan, February	Complete
Draft, Propose, and Release: A. CCSD WSF Formula & Budgets (per school) B. Guidelines for WSF Needs Assessment, Usage, C. WSF funding Request Submission and Approval Review Process	Jan 4	March 22	Complete
Establish Core Project Implementation Team A. Create and Approve Project Statement of Work (Implementation Plan) B. Document task list, timeline, and personnel resources	March 12	April 12	In Process
Conduct needs assessments, submit requests (school level) Review and approve submissions	March 12	April 12 (Personnel related request submission) April 26 (Approve personnel request submissions) June 1 (all other requests submission) June 14 (all other requests approved)	In Process

# Weighted Student Funding Guardrails

Overview Task (High level)	Start Date	Estimated Completion Timeline	Status/Stand ing
<p>A. Develop training plan (initial and ongoing) and materials</p> <p>B. Create and implement communication plan</p> <p>C. Create MUNIS placeholders for WSF fund balance transfers</p> <p>D. Determine Finance &amp; HR workflow processing times &amp; needs: Cross reference WSF position requests with CVF allocations and impacted personnel contracts, determine new allocations requested and begin PCN creation process, determine new positions needed and start mapping process</p> <p>E. Develop metric review guardrails for initial submission (for use by approvers and submitters)</p>	March 12	May 31	In Process
<p>A. Create progress monitoring system and evaluation/success metrics for the efficacy of the WSF model, WSF processing and implementation, and individual allocated resources</p> <p>B. Establish progress evaluation review team and procedures</p> <p>C. Host submission metric reviews with Principals as needed</p>	April 8	July 31	In Process
<p>A. Define impact reporting needs</p> <p>B. Create, review, and approve initial WSF budget update report for Board of Trustees</p> <p>C. Define and develop digital workflow process and database documentation storage</p>	April 9	July 31	In Process

# Weighted Student Funding Guardrails

## LIMITATIONS

WSF *may not* be used to pay for

Maintenance, construction, grounds, custodial, food services

More than one (1) administrative personnel position (including, but not limited to, Assistant Principal, Associate Principal, Assistant Administrator, etc.)

Out-of-state conferences and/or professional development

School retreats

Faculty travel

Faculty rewards/gifts

Contracts with non-authorized partners or organizations

IT: devices and software (*any exceptions to this limitation must be approved by the Associate Supt, CAO, COO, and Superintendent*)

# Weighted Student Funding Guardrails

## OPPORTUNITIES

Funds *may* be used for:

Additional Teachers

Associate teachers for reading and math

Stipends for tutors, mentors, etc. (*approved by the Compensation Office*)

Glasses and other urgent student health needs

Attendance follow-up

Additional School Counselors

School Psychologists

Student Concerns Specialists

Multilingual student services/Translation services

Summer programs for students

Educational resources for students (*approved by Associate Superintendent, CAO, and Superintendent*)

Travel to summer programs for students

Extended day programs for students

Travel for students (i.e., Late bus)

Enrichment

Multilingual support staff

Student internships



# Weighted Student Funding Guardrails

## OPPORTUNITIES

Funds *may* be used for:

- Local professional development and/or other capacity-building measures for staff
- Parenting programs
- School community coordinators
- Student materials
- Student uniforms
- Student Recognition
- Social workers
- Extra Duty/Extra Pay for staff
- Purchased services from approved vendors
- Academic Acceleration Programs

# Budget Reductions

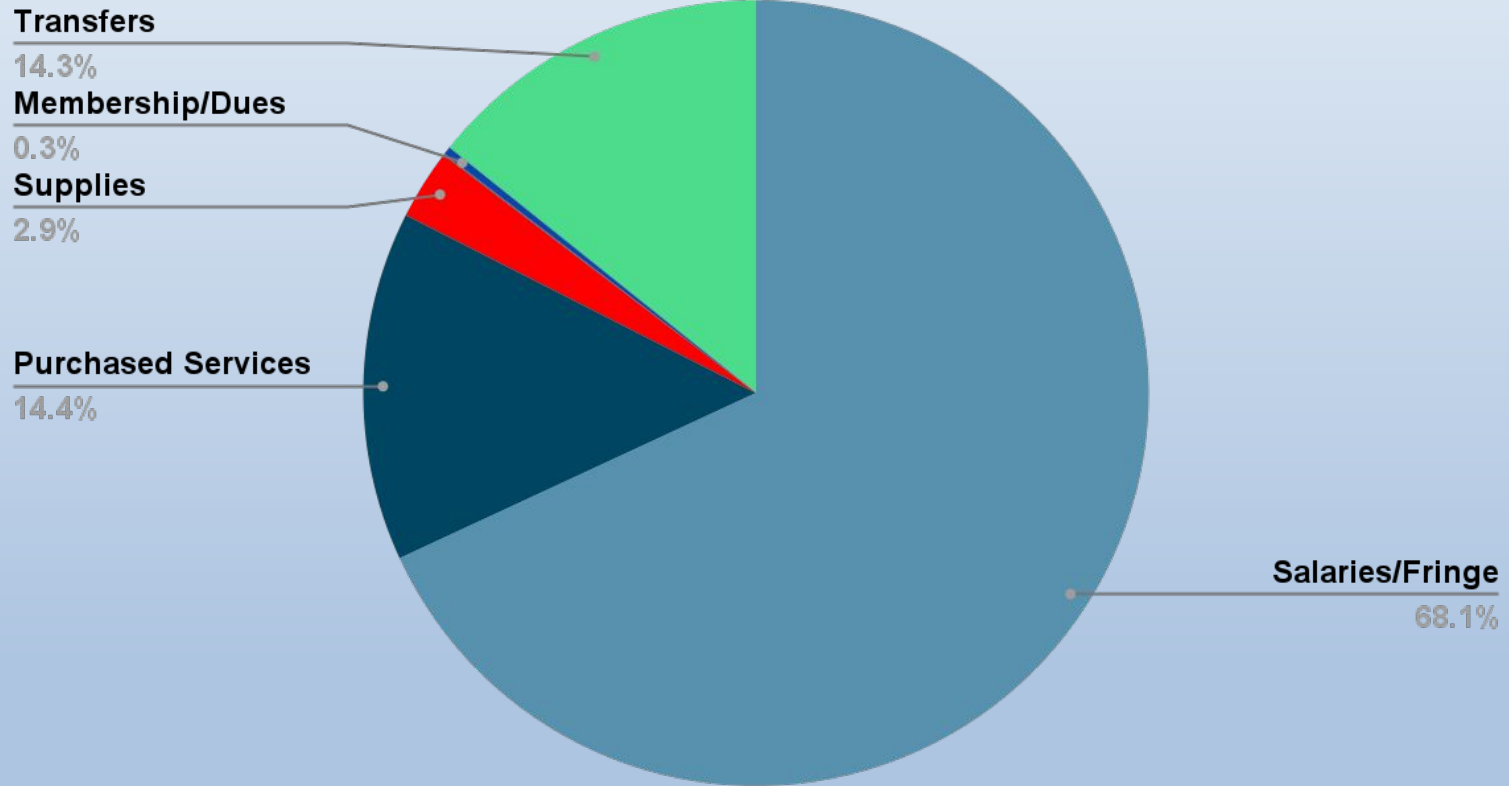
- Total reduction of approximately 30 Central Staff FTEs, inclusive of vacant positions at cost of \$4,500,000.
- Reduction of Purchased Services due to reallocations of savings and conservative budgeting of \$1,000,000.
- Remaining \$2,500,000 is being addressed through risk pooling initiatives.

# FY 2025 Expenditure Budget

Category	FY 2024 Projected	FY 2025 Proposed	Variance	% Variance
Salaries/Fringe	\$490,719,591	\$563,167,942	\$72,448,351	15%
Purchased Services	110,879,591	118,982,425	8,102,834	7%
Supplies	23,712,445	23,870,007	157,562	1%
Capital	320,046	438,152	118,106	37%
Membership/Dues	4,689,239	2,687,914	(2,001,325)	-43%
Transfers	81,300,473	117,915,804	36,615,331	45%
<b>Total</b>	<b>\$711,621,385</b>	<b>\$827,062,244</b>	<b>\$115,440,859</b>	16%
Net of Revenues	<b>\$737,297,778</b>	<b>\$790,034,376</b>		
Variance	<b>25,676,393</b>	<b>(37,027,868)</b>	<b>(11,351,475)</b>	

# Where it Goes

## Expenditures



# Additional Considerations - Scenarios

Scenario	Cost	Millage
Teacher Pay Increase by \$7,500 (from increase of \$5,000)	\$ 12,054,943	<b>3.7 mill increase</b>
Teacher Pay Increase by \$10,000 (from increase of \$5,000)	\$ 24,109,886	<b>7.3 mill increase</b>
Classified Staff to 100% of Market (additional 1% over proposed)	\$ 3,618,437	<b>1.1 mill increase</b>

# Additional Considerations

- Property Taxes (Impact of 1 Mill Increase)

Property Value	\$300,000
x Assessment Ratio	6% (or 0.06)
= Assessed Value	\$18,000
x One Mill	1 (or 0.001)
= Impact	\$18

- Millage is mathematically represented by moving the decimal three places to the left. It can only be calculated to the tenth of a mill. (i.e. 65.9 mills is acceptable, but 65.87 mills is not) Increases in millage are subject to a cap based on annual population and CPI increases.

# Peer Millage Comparison

District	Operating	Debt	Total
Charleston	138.3	26	164.3
Berkeley	151.8	55	206.8
Dorchester 2	192.8	65	257.8

## Tax Bill Comparison

Charleston (Bees Ferry)

**\$136,989**

**\$100,968 (equalized)**



Dorchester (Oakbrook)

**\$383,083**

**\$180,683 (equalized)**

# Teacher Compensation Examples

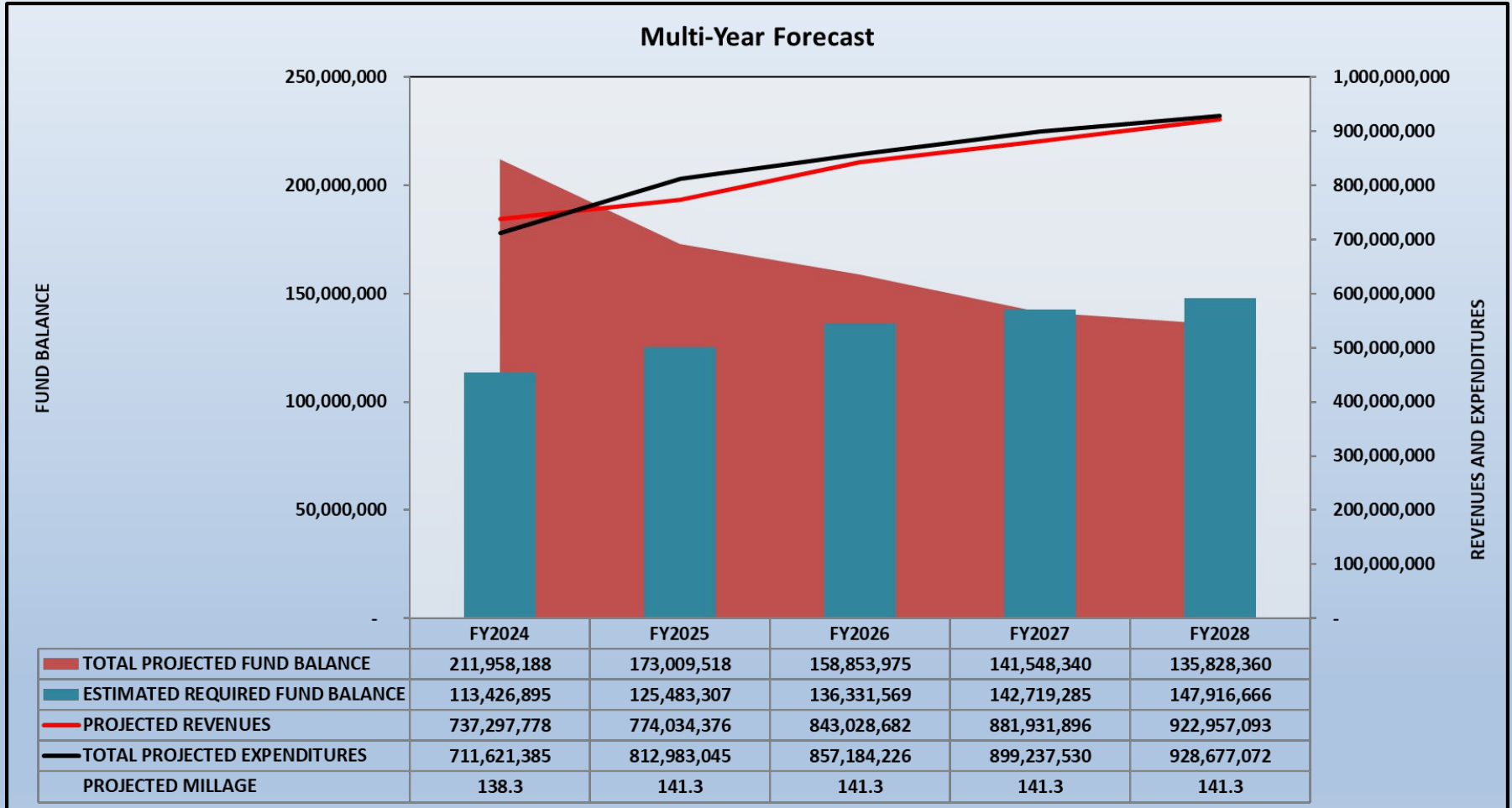
		Step (0 to 1)	Schedule	Total	
	FY24 Salary	\$	\$	\$	FY25 Salary
Bachelor's, Step 0	48,146	928	5,000	5,928	54,074
		928	7,500	8,428	56,574
		928	10,000	10,928	59,074
		Step (15 to 16)	Schedule	Total	
	FY24 Salary	\$	\$	\$	FY25 Salary
Master's, Step 15	69,016	1,110	5,000	6,110	75,126
		1,110	7,500	8,610	77,626
		1,110	10,000	11,110	80,126
		Step (25 to 26)	Schedule	Total	
	FY24 Salary	\$	\$	\$	FY25 Salary
Bachelor's, Step 25	72,208	1,034	5,000	6,034	78,242
		1,034	7,500	8,534	80,742
		1,034	10,000	11,034	83,242



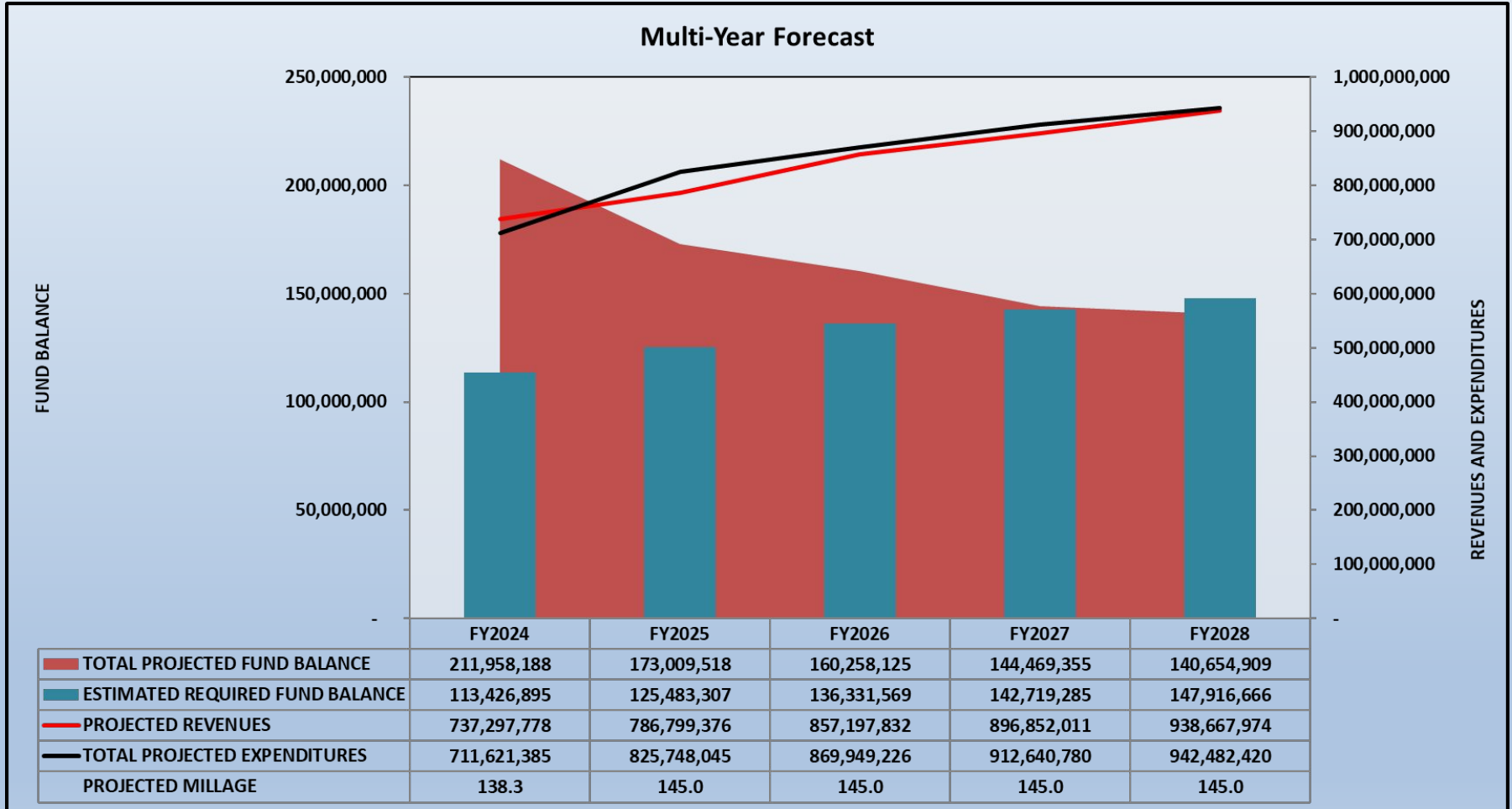
# Non-Teacher Compensation Examples

		99% of Market			100% of Market				
				Total Increase				Total Increase	
		FY24 Salary	FY25 Salary	\$	%	FY25 Salary	\$	%	
Teacher Assistant - 190 Days (Step 12 to Step 13)	FY24 Salary	27,451.20	29,366.40	1,915.20	7.0%	29,670.40	2,219.20	8.1%	
		30,856.00	33,029.60	2,173.60	7.0%	33,364.00	2,508.00	8.1%	
Student Concern Specialist - 190 Days (Step 12 to Step 13)	FY24 Salary		33,029.60	2,173.60	7.0%	33,364.00	2,508.00	8.1%	
		30,856.00							
Secretary/Bookkeeper - 240 Days (Step 14 to Step 15)	FY24 Salary		43,238.40	2,803.20	6.9%	43,680.00	3,244.80	8.0%	
		40,435.20							
Manager - 240 Days (Step 11 to Step 12)	FY24 Salary		72,556.80	4,800.00	7.1%	73,286.40	5,529.60	8.2%	
		67,756.80							
Officer - 240 Days (Step 10 to Step 11)	FY24 Salary		87,840.00	5,856.00	7.1%	88,723.20	6,739.20	8.2%	
		81,984.00							

# Long Range Model - Base



# Long Range Model - Millage



# Next Steps

- Refinement of Central Office Reductions will continue throughout the budget process. As cuts are made, bottom line figures in the budget will be adjusted, all prior to 1st reading.
- Revenues are not final. Staff is reviewing the final Tax Year 2023 (FY 2024) collections, including TIF growth, FILOT, and personal property to ensure budgeted local revenues are precise.

# Next Steps

- ESSER reallocations from program savings may provide some coverage of programming for the 1st quarter in FY 2025. Staff is reviewing ways in which this could add limited support to the budget to reduce GOF requirements.
- Between now and the next presentation, staff will prepare the budget document for 1st reading.

# Budget Philosophy

- First, let **GROWTH** pay for growth using the current millage levy
- Then, consider the ability to **REALLOCATE** amongst levies based on debt schedules
- If sustainably focused and policy-driven, weigh the option to appropriate **FUND BALANCE** for certain expenditures
- Only when the above are exhausted, calculate the necessary additional **MILLAGE**

# Next Steps in Budget Process

- 5/7: Audit & Finance Committee
  - First Reading
- 5/13: Budget Workshop (4 of 4)
- 5/20: Board Meeting
  - First Reading
- 6/24: Board Meeting
  - Public Hearing
  - Second Reading