

SCHOOL BOARD BUDGET QUESTIONS

FY 2026 BUDGET DEVELOPMENT

May 2025

QUESTION LIST

Questions to Staff from School Board:

1. Are there any adjustments to the projected state revenue since the Superintendent's [memo](#) on May 1?
2. How will the recently announced federal cuts to school-based mental health grants under the Safer Communities Act impact ACPS in FY26?
3. How much revenue might be generated from a 5% increase in facility use fees? A 10% increase? Please base the response on FY24 and FY25 revenues.
4. The additional health benefit costs are equivalent to a 1% MRA. What are the tradeoffs between using additional funds toward the MRA and having staff cover additional benefits costs? Are there certain employee groups that would benefit?
5. How many reserve positions are now included in the FY26 Budget? Are they sufficient to cover the 4.0 English Learner, 4.6 SST, and 1.0 ACHS Core FTEs?
6. Do the actions of the Governor on the state budget last Friday change the projections for state funds to ACPS? If so, how?
7. Do you anticipate state funding for a \$1000 one time bonus for some of our employees? When would these funds have to be disbursed? Can we supplement the state contribution so all employees get a bonus?
8. While we do not have a collective bargaining agreement yet, many of our employees are now represented by the EAA. Have we consulted with the EAA about the budget, changes to health care costs and other changes impacting wages and benefits for employees the EAA represents?
9. Can you verify the following table?

FY26 City Appropriation to ACPS

Superintendent Proposed	\$285,495,000
School Board Proposed	\$288,195,000
City Manager Proposed	\$281,194,986
City Council Approved	\$282,384,561

10. Can you provide updated Fund Statements to include the revised State Funds and City Appropriation?
11. What accounts for the (\$650K) less Use of Fund Balance?
12. Can you provide an updated version of the table "FY 2026 Operating Fund: Major Changes & Funding Gap Analysis" to reflect the Superintendent's adjusted budget?
13. ACPS was recently notified of a significant increase in healthcare costs.
 - What is the total dollar amount of the increase for ACPS (employer share)?
 - What is the projected FY26 total expenditure for employee healthcare?
14. Please provide a table with the following data for all elementary and secondary schools for FY26:
 - Projected Student Enrollment
 - Number of Social Worker FTEs
 - Number of Psychologist FTEs
 - Number of Counselor FTEs
 - Number of Nurse FTEs
 - Total Student Support Team (SST) FTEs per school
15. What are the key responsibilities of the Labor Relations Coordinator role? How would not adding this full-time position impact the collective bargaining process?
16. Can you provide an update on the following ACHS Auditorium CIP projects:
(1) Sound system and (2) Stage floor? Please include the following information:
 - Estimated project cost
 - Remaining FY25 funding
 - New FY26 funding
 - Anticipated project timeline
17. The sound shells used for musical performances in the ACHS auditorium need to be replaced. Is there FY26 funding in the CIP budget that can be used for this equipment?
18. What would be the budget implication for adding the 2.6 FTE Social Workers?
19. What other non student facing position could be cut in order to ensure the 2.6 FTE Social Workers are not eliminated from the budget?
20. What is the process for determining employee contributions for health benefits? How far in advance do any changes to potential contributions need to be decided before the start of a new fiscal year?
21. What is the cost of the funding for the security officers at the Elementary schools? Are those contract positions or FTE?
22. Vacancy: We save some salary dollars each year because jobs stay vacant for a while before hiring.

If we save an extra 0.5 % that way in FY 26, how much money would that free up?

What were our actual vacancy-savings rates in FY 23, FY 24, and FY 25 YTD?

Are there any risks in counting on that extra half-percent?

23. Textbook & Digital-Curriculum Deferral: Which FY 26 adoptions could be pushed back one year (\approx \$1 M savings) without hurting SOL alignment or accreditation? If yes, please list the specific adoptions, dollar amounts, and instructional impacts.

24. Furniture / FF&E Refresh Reduction: What savings might we find if we trim the division-wide furniture/FF&E refresh lines by 40%? What projects would be delayed?

25. Jefferson-Houston Middle School Conversion:

As we've seen throughout the redistricting process, we won't fix middle school overutilization until we have more capacity, either by converting Jefferson-Houston into a dedicated 6–8 middle school or building a new one entirely. Adding trailers at GW and Hammond only buys us time. *With that in mind, I'd like to understand what it would take—fiscally and logistically—to accelerate the Jefferson-Houston conversion to FY 28 and shift the Cora Kelly rebuild to FY 30 or FY 31.*

A: What's the lowest-cost path forward?

In February (Q&A #77), the light-renovation option was estimated at \$10 million (painting, signage, light lab work, FF&E).

- Is that \$10M figure still accurate as a minimum?
- Does it include soft costs, construction, and any swing space needs?
- If we worked straight through summer 2028, could we avoid swing space altogether?

B: What could we phase in later?

- The \$19M version included additional upgrades.
- Which of those could be phased into future summers—without disrupting school operations?
- Could you sketch out a rough year-by-year breakdown if we phased those extra items?

C: What does this do to our debt profile? If we proceed with a \$10M conversion at JH in

FY 28 and delay Cora Kelly to FY 30:

- What's the impact on debt service?
 - Would this shift help us get closer to the City's 10% debt-service-to-expenditures target?
26. *CIP*: How would moving the Jefferson Houston conversion to FY28 and moving the modernization of Cora Kelly to FY30 impact CIP planning, maintenance, and capacity?
27. Is there anything we can do to try and ease the burden of the health care increase on teachers and staff so they can take home more of their 2% increase?
28. What would a 5 or 10% increase in our rental costs generate?
29. If it's possible to speed up the k8 conversions and what that would cost?
30. *CIP*: It is my understanding the lighting rig above the stage in GW's auditorium needs to be reinforced or replaced, what is the plan for that and how much would it cost?
31. *CIP*: Does the Hammond Auditorium need any renovations or upgrades? I would like to make sure both spaces across our middle schools are in the best shape possible for our theater and arts programs.

QUESTIONS FROM SCHOOL BOARD MEMBERS SENT TO STAFF

QUESTION 1: Are there any adjustments to the projected state revenue since the Superintendent's [memo](#) on May 1?

Board Member(s): Ashley Simpson Baird

Staff Respondent: Mr. Turner

Currently, there are no changes as the actions did not impact K-12.

QUESTION 2: How will the recently announced federal cuts to school-based mental health grants under the Safer Communities Act impact ACPS in FY26?

Board Member(s): Ashley Simpson Baird

Staff Respondent: Dr. Jackson

ACPS currently has one federal grant under the "Safer Communities Act" and those funds are for school security, not mental health.

QUESTION 3: How much revenue might be generated from a 5% increase in facility use fees? A 10% increase? Please base the response on FY24 and FY25 revenues.

Board Member(s): Ashley Simpson Baird

Staff Respondent: Dr. Hart

Based on last year's revenue and current year projections, on average, a 5% increase in fees would result in an additional \$7,000, whereas a 10% increase would generate approximately \$14,000. Although, increased facility use fees may become cost-prohibitive for some users.

School Year	Total Fees Received	5%	10%
SY 23-24	\$95,433.00	\$100,204.65	\$104,976.30
SY 24-25 (Projected)	\$188,089.00	\$197,493.45	\$206,897.90

QUESTION 4: The additional health benefit costs are equivalent to a 1% MRA. What are the tradeoffs between using additional funds toward the MRA and having staff cover additional benefits costs? Are there certain employee groups that would benefit?

Board Member(s): Ashley Simpson Baird

Staff Respondent: Mr. Turner

All staff would see a 1% MRA increase while only the employees with ACPS-provided healthcare would be impacted by a significantly higher increase in their healthcare premiums due to the nature of shifting the employer-paid portion to the employee, far above the 14% and 9.5%. Shifting the \$2.7M healthcare increase to employees would change the employer/employee split from 80/20 (90/10) to 72/28 (81/19). This change would be greater than a 1% cost increase for employees that have ACPS healthcare benefits. Therefore 75% of employees (% of employees that enroll in ACPS healthcare benefits) would see a NET loss in take-home pay, while 25% that do not enroll would see a 1% increase.

QUESTION 5: How many reserve positions are now included in the FY26 Budget? Are they sufficient to cover the 4.0 English Learner, 4.6 SST, and 1.0 ACHS Core FTEs?

Board Member(s): Ashley Simpson Baird

Staff Respondent: Mr. Turner

The FY 2026 Approved Budget contained 22.4 FTE Reserve positions. Should they become necessary, the Reserves are sufficient, although no funding is attached.

QUESTION 6: Do the actions of the Governor on the state budget last Friday change the projections for state funds to ACPS? If so, how?

Board Member(s): Timothy Beaty

Staff Respondent: Mr. Turner

Currently, there are no changes as the actions did not impact K-12.

QUESTION 7: Do you anticipate state funding for a \$1000 one time bonus for some of our employees? When would these funds have to be disbursed? Can we supplement the state contribution so all employees get a bonus?

Board Member(s): Timothy Beaty

Staff Respondent: Mr. Turner

Yes, ACPS anticipates receiving its requisite share of state funding. These funds are to be distributed to local educational agencies (LEAs) by June 1, 2025. Based on the amount of state funding, LEAs can then decide when and how much to give to employees. Each LEA will have to sign a certification letting VDOE know they intend to provide a bonus.

QUESTION 8: While we do not have a collective bargaining agreement yet, many of our employees are now represented by the EAA. Have we consulted with the EAA about the budget, changes to health care costs and other changes impacting wages and benefits for employees the EAA represents?

Board Member(s): Timothy Beaty

Staff Respondent: Mr. Turner/Dr. Taylor

A meeting was held on April 25, 2025 with several stakeholders, including the EAA President, where healthcare costs were discussed. As changes are made to the budget, all are made aware through the public budgeting process.

QUESTION 9: Can you verify the following table?

FY26 City Appropriation to ACPS

Superintendent Proposed	\$285,495,000
School Board Approved	\$288,195,000
City Manager Proposed	\$281,194,986
City Council Approved	\$282,384,561

Board Member(s): Michelle Rief

Staff Respondent: Mr. Turner

The information in the table is correct.

QUESTION 10: Can you provide updated Fund Statements to include the revised State Funds and City Appropriation?

Board Member(s): Michelle Rief

Staff Respondent: Mr. Turner

Yes, this information was included in the presentation for the May 6, 2025 School Board Work Session.

QUESTION 11: What accounts for the (\$650K) less Use of Fund Balance?

Board Member(s): Michelle Rief

Staff Respondent: Mr. Turner

Use of Fund Balance is a function of total expenditures, the lesser the total expenditures thus a lesser amount of Fund Balance can be allocated to fund the budget, per Policy DAB.

QUESTION 12: Can you provide an updated version of the table "FY 2026 Operating Fund: Major Changes & Funding Gap Analysis" to reflect the Superintendent's adjusted budget?

Board Member(s): Michelle Rief

Staff Respondent: Mr. Turner

See Attachment #1

QUESTION 13: ACPS was recently notified of a significant increase in healthcare costs.

What is the projected FY26 total expenditure for employee healthcare?

What is the total dollar amount of the increase for ACPS (employer share)?

Board Member(s): Michelle Rief

Staff Respondent: Mr. Turner

The projected FY26 total employee healthcare expenditure for the Combined Funds (three major funds) is \$31,990,400. This represents an increase of \$2,841,100 above what was

included in the FY26 Proposed Budget and an increase of \$3,169,200 above the amount in the FY25 Final Budget.

QUESTION 14: Please provide a table with the following data for all elementary and secondary schools for FY26:

PROJECTED STUDENT ENROLLMENT

NUMBER OF SOCIAL WORKER FTEs

NUMBER OF PSYCHOLOGIST FTEs

NUMBER OF COUNSELOR FTEs

NUMBER OF NURSE FTEs

TOTAL STUDENT SUPPORT TEAM (SST) FTEs PER SCHOOL

Board Member(s): Michelle Rief

Staff Respondent: Mr. Turner

School	FY26 Projected Students	Counselors	Social Workers	School Nurses	Psychologist	TOTAL FY26 SST Staff
Charles Barrett	523	1.40	1.00	1.00	1.00	4.40
Cora Kelly	318	1.00	1.00	1.00	1.00	4.00
Douglas MacArthur	724	2.00	1.20	1.00	1.20	5.40
Early Childhood Center	222	0.00	0.60	1.00	0.40	2.00
Ferdinand T. Day	578	2.00	1.00	1.00	1.20	5.20
George Mason	331	1.20	1.00	1.00	1.00	4.20
James K. Polk	736	2.10	1.40	1.00	1.60	6.10
Jefferson-Houston	474	2.00	1.00	1.00	1.00	5.00
John Adams	761	2.00	1.40	1.00	1.40	5.80
Lyles-Crouch	354	1.00	1.00	1.00	1.00	4.00
Mount Vernon	921	2.40	1.60	1.00	1.60	6.60
Naomi L. Brooks	305	1.00	1.00	1.00	1.00	4.00
Patrick Henry	1,004	2.40	1.40	1.00	1.60	6.40
Samuel Tucker	702	2.00	1.40	1.00	1.40	5.80
William Ramsay	826	2.00	1.20	1.00	1.30	5.50
Francis C. Hammond	1,626	9.00	2.00	1.00	1.00	13.00
George Washington	1,454	6.00	2.00	1.00	1.20	10.20
Alexandria City High School	4,724	26.00	9.40	4.00	3.50	42.90
TOTAL	16,583	65.50	30.60	21.00	23.40	140.50

QUESTION 15: What are the key responsibilities of the Labor Relations Coordinator role? How would not adding this full-time position impact the collective bargaining process?

Board Member(s): Michelle Rief

Staff Respondent: Dr. Taylor

The key responsibilities include, but are not limited to: labor relations, including resolution of disputes under any collective bargaining agreement, participation in negotiations, mediation and arbitration, and legal compliance generally. The coordinator will serve as the division's lead negotiator and advisor to leadership and staff on labor-related matters.

Without this full-time position, existing staff already at capacity would absorb additional responsibilities, likely reducing the division's ability to respond effectively to labor issues.

QUESTION 16: Can you provide an update on the following ACHS Auditorium CIP projects:

(1) SOUND SYSTEM AND (2) STAGE FLOOR? PLEASE INCLUDE THE FOLLOWING INFORMATION:

ESTIMATED PROJECT COST

REMAINING FY25 FUNDING

NEW FY26 FUNDING

ANTICIPATED PROJECT TIMELINE

Board Member(s): Michelle Rief

Staff Respondent: Dr. Hart

The estimated cost for a sound system replacement in the ACHS Auditorium is approximately \$70,000 (part of Phase 2 work this summer). Overlaying the stage floor will cost about \$35,000. Of the \$589,000 remaining in FY25 funding, we expect to use the full amount for Phase 2 AV equipment purchases. The total estimated cost to complete the AV project, as designed, is \$1,000,000. There is no funding allocated in the FY26 budget for additional auditorium work.

QUESTION 17: The sound shells used for musical performances in the ACHS auditorium need to be replaced. Is there FY26 funding in the CIP budget that can be used for this equipment?

Board Member(s): Michelle Rief

Staff Respondent: Dr. Hart

There is no specific funding for auditorium sound shell replacement in the FY26 CIP Budget.

QUESTION 18: WHAT WOULD BE THE BUDGET IMPLICATION FOR ADDING THE 2.6 FTE SOCIAL WORKERS?

Board Member(s): Abdulahi Abdalla

Staff Respondent: Mr. Turner

Based on the FY 2026 Salary and Benefit estimates, the budget impact for adding 2.6 FTE Social Workers is approximately \$325K.

QUESTION 19: WHAT OTHER NON STUDENT FACING POSITION COULD BE CUT IN ORDER TO ENSURE THE 2.6 FTE SOCIAL WORKERS ARE NOT ELIMINATED FROM THE BUDGET?

Board Member(s): Abdulahi Abdalla

Staff Respondent: Mr. Turner

Any other position that is eliminated will have impacts to the operations of ACPS. The Superintendent's Recommended Adjustments already include elimination of non-school based FTEs in order to maintain additional ACHS FTEs, Specialized Instruction FTEs, and additional elementary and ACHS security.

QUESTION 20: WHAT IS THE PROCESS FOR DETERMINING EMPLOYEE CONTRIBUTIONS FOR HEALTH BENEFITS? HOW FAR IN ADVANCE DO ANY CHANGES TO POTENTIAL CONTRIBUTIONS NEED TO BE DECIDED BEFORE THE START OF A NEW FISCAL YEAR?

Board Member(s): Ryan Reyna

Staff Respondent: Dr. Taylor

The process for determining employee contributions for health benefits involves a combination of data analysis, financial forecasting, and stakeholder engagement. ACPS works closely with our external benefits consultant (Aon) to review plan performance, utilization trends, and projected healthcare costs. This includes medical claims data, national healthcare cost trends, and carrier rate proposals. Based on the consultant's actuarial projections and the carrier's renewal proposals, the consultant models various cost-sharing scenarios between ACPS and employees. The last time plan options were changed the health benefits committee met for roughly 9-10 months and then changes were put into the Proposed Budget in the cycle after the committee concluded its work.

QUESTION 21: WHAT IS THE COST OF THE FUNDING FOR THE SECURITY OFFICERS AT THE ELEMENTARY SCHOOLS? ARE THOSE CONTRACT POSITIONS OR FTE?

Board Member(s): Ryan Reyna

Staff Respondent: Mr. Turner

These services would be provided via a contracted security services firm, and the budgeted cost for this is approximately \$560K.

QUESTION 22: VACANCY:

WE SAVE SOME SALARY DOLLARS EACH YEAR BECAUSE JOBS STAY VACANT FOR A WHILE BEFORE HIRING.

IF WE SAVE AN EXTRA 0.5 % THAT WAY IN FY 26, HOW MUCH MONEY WOULD THAT FREE UP?

WHAT WERE OUR ACTUAL VACANCY-SAVINGS RATES IN FY 23, FY 24, AND FY 25 YTD?

ARE THERE ANY RISKS IN COUNTING ON THAT EXTRA HALF-PERCENT?

Board Member(s): Kelly Carmichael Booz

Staff Respondent: Mr. Turner

Attrition is factored into the budget every year. If we increased the “vacancy savings” factor by another 0.5%, the estimated compensation savings would be \$1.55M. To achieve this additional savings during FY 2026, we would be required to hold positions frozen, for a period of time, once they became vacant.

QUESTION 23: TEXTBOOK & DIGITAL-CURRICULUM DEFERRAL

WHICH FY 26 ADOPTIONS COULD BE PUSHED BACK ONE YEAR (\approx \$1 M SAVINGS) WITHOUT HURTING SOL ALIGNMENT OR ACCREDITATION? IF YES, PLEASE LIST THE SPECIFIC ADOPTIONS, DOLLAR AMOUNTS, AND INSTRUCTIONAL IMPACTS.

Board Member(s): Kelly Carmichael Booz

Staff Respondent: Dr. Finney

Eliminating this funding would directly impact SOL alignment and jeopardize accreditation. Specifically, providing our secondary mathematics teachers and students with resources aligned to the 2023 VDOE Mathematics Standards of Learning is essential to support high-quality instruction and student success on assessments aligned with these standards.

Typically, the VDOE provides a crosswalk year to assist school divisions in developing resources for newly adopted Standards of Learning; however, this support was not provided for the new math standards. As a result, we are approaching the end of the first year of Standards implementation without access to fully aligned textbook resources. Additionally, we have not received assessment and lesson resources from the VDOE, which they previously developed for earlier versions of the standards. The absence of aligned materials has impacted instructional effectiveness during this initial year, and it is important to address this to prevent ongoing challenges. The instructional specialists have been working very closely with schools to provide alignment support. Therefore, obtaining aligned resources for instruction is a priority to enhance student outcomes.

The adoption of high-quality Fine Arts instructional materials supports not only student learning in the arts but also sustains consistent, rigorous, standards-aligned instruction. By prioritizing professional learning for teachers, the adoption ensures educators are equipped to deliver engaging, effective instruction, contributing to overall academic excellence and a well-rounded education for all students in their specialized disciplines.

Textbook adoption is essential to maintaining accreditation and academic excellence across all content areas.

QUESTION 24: Furniture / FF&E Refresh Reduction: What savings might we find if we trim the division-wide furniture/FF&E refresh lines by 40%? What projects would be delayed?

Board Member(s): Kelly Carmichael Booz

Staff Respondent: Dr. Hart

The System-Wide FF&E account covers capital maintenance and project excess. Maintenance and Custodial Services is currently conducting a furniture inventory for next fiscal year. We typically furnish approximately 12 classrooms annually (elementary: ~\$7k/classroom; middle/high: ~\$9k/classroom), totaling ~\$84k-\$108k. Reducing this line item would require us to deny requests exceeding the remaining budget.

QUESTION 25: Jefferson-Houston Middle School Conversion:

AS WE'VE SEEN THROUGHOUT THE REDISTRICTING PROCESS, WE WON'T FIX MIDDLE SCHOOL OVERUTILIZATION UNTIL WE HAVE MORE CAPACITY, EITHER BY CONVERTING JEFFERSON-HOUSTON INTO A DEDICATED 6-8 MIDDLE SCHOOL OR BUILDING A NEW ONE ENTIRELY. ADDING TRAILERS AT GW AND HAMMOND ONLY BUYS US TIME. *WITH THAT IN MIND, I'D LIKE TO UNDERSTAND WHAT IT WOULD TAKE—FISCALLY AND LOGISTICALLY—TO ACCELERATE THE JEFFERSON-HOUSTON CONVERSION TO FY 28 AND SHIFT THE CORA KELLY REBUILD TO FY 30 OR FY 31.*

A: WHAT'S THE LOWEST-COST PATH FORWARD?

IN FEBRUARY (Q&A #77), THE LIGHT-RENOVATION OPTION WAS ESTIMATED AT \$10 MILLION (PAINTING, SIGNAGE, LIGHT LAB WORK, FF&E).

IS THAT \$10M FIGURE STILL ACCURATE AS A MINIMUM?

DOES IT INCLUDE SOFT COSTS, CONSTRUCTION, AND ANY SWING SPACE NEEDS?

IF WE WORKED STRAIGHT THROUGH SUMMER 2028, COULD WE AVOID SWING SPACE ALTOGETHER?

B: WHAT COULD WE PHASE IN LATER?

THE \$19M VERSION INCLUDED ADDITIONAL UPGRADES.

WHICH OF THOSE COULD BE PHASED INTO FUTURE SUMMERS—WITHOUT DISRUPTING SCHOOL OPERATIONS?

COULD YOU SKETCH OUT A ROUGH YEAR-BY-YEAR BREAKDOWN IF WE PHASED THOSE EXTRA ITEMS?

C: WHAT DOES THIS DO TO OUR DEBT PROFILE? IF WE PROCEED WITH A \$10M CONVERSION AT JH IN FY 28 AND DELAY CORA KELLY TO FY 30:

WHAT'S THE IMPACT ON DEBT SERVICE?

WOULD THIS SHIFT HELP US GET CLOSER TO THE CITY'S 10% DEBT-SERVICE-TO-EXPENDITURES TARGET?

Board Member(s): Kelly Carmichael Booz

Staff Respondent: Dr. Hart

Renovating Jefferson-Houston into a middle school would require a combination of light, moderate and heavy renovations to meet the Middle School Ed Spec model. The light renovation alone would not be able to support the middle school curriculum, as the high-intensity labs for science are needed and included under the heavy renovation costs. Staff can explore the options to complete the light and moderation renovations over one summer and the heavy renovations in another summer, if that curriculum could be accommodated without the high-intensity lab.

Pushing out Cora Kelly means that there would likely need to be CIP investment in the school to keep it functional until it can be modernized. Additionally, the inclusion of fair wage in our procurement is driving up costs on current projects. Cora Kelly's cost for modernization would need to be escalated as well if ACPS pursued a Project Labor Agreement. Adjusting Cora Kelly further out in the 10-Year CIP increases the capacity program by approximately \$4M.

QUESTION 26: CIP: How would moving the Jefferson Houston conversion to FY28 and moving the modernization of Cora Kelly to FY30 impact CIP planning, maintenance, and capacity?

Board Member(s): Ashley Simpson Baird

Staff Respondent: Dr. Hart

Please refer to the answer provided for Question #25.

QUESTION 27: I(S) THERE ANYTHING WE CAN DO TO TRY AND EASE THE BURDEN OF THE HEALTH CARE INCREASE ON TEACHERS AND STAFF SO THEY CAN TAKE HOME MORE OF THEIR 2% INCREASE?

Board Member(s): Alexander Crider Scioscia

Staff Respondent: Mr. Turner

ACPS has had minimal healthcare increases over the last 5+ years to ensure minimal impact to take-home pay for employees. Doing so has now put us in a position to have to increase the cost to maintain our ability to provide the same level of care. Our healthcare consultant has informed us that with healthcare costs increasing 8-9% on average annually, ACPS should plan for at least an 8-9% premium increase annually regardless of if claims are down. What we have done to assist employees with increased healthcare costs is prioritized a step increase and adding an additional top step to ensure all employees receive some type of raise.

Other ways that employees can reduce their healthcare costs is to switch from UHC to Kaiser which is a less expensive plan (roughly two thirds of ACPS employees with healthcare have UHC).

QUESTION 28: What would a 5 or 10% increase in our rental costs generate?

Board Member(s): Alexander Crider Scioscia

Staff Respondent: Dr. Hart

Please refer to the answer provided for Question #3.

QUESTION 29: If it's possible to speed up the k8 conversions and what that would cost?

Board Member(s): Alexander Crider Scioscia

Staff Respondent: Dr. Hart

Please refer to the answer provided for Question # 25

QUESTION 30: CIP: It is my understanding the lighting rig above the stage in GW's auditorium needs to be reinforced or replaced, what is the plan for that and how much would it cost?

Board Member(s): Alexander Crider Scioscia

Staff Respondent: Dr. Hart

The estimated cost of purchasing and installing a new lighting rig is \$35,000. This includes technicians' labor, materials, and a structural engineer's certification of the drawings. We plan to have our vendor conduct a site survey and provide a formal proposal for this work.

QUESTION 31: CIP: Does the Hammond Auditorium need any renovations or upgrades? I would like to make sure both spaces across our middle schools are in the best shape possible for our theater and arts programs.

Board Member(s): Alexander Crider Scioscia

Staff Respondent: Dr. Hart

The FY26 CIP Budget allocates \$500,000 Hammond Middle School Auditorium improvements, specifically for ceiling repair and seating work. Additional recommended improvements (acoustic treatment, lighting system upgrades, and HVAC diffuser and ductwork modifications) are estimated at another \$500,000.

FY 2026 Operating Fund: Major Changes & Funding Gap Analysis

Description	FY 2026 Superintendent's Recommended Adjustments	
	Amount	FTE
FY 2025 Final Budget	\$ 347,464,211	2,474.00
FY 2025 Amended Budget	\$ 347,464,211	2,491.50
Salary and Wages:		
<u>Strategic Priorities</u>		
Compensation Enhancement - Step Increase for All Eligible Employees	6,852,504	
Job Class MRA	162,565	
Position Reclassifications	100,000	
<u>Operational Priorities</u>		
Staffing Adjustments (Add 4.00 FTE Security Officer, 5.00 FTE Homeroom/Core Teacher, 1.0 FTE SPED Teacher, 1.0 FTE IA Kindergarten, Eliminate 4.0 FTE Custodians)	911,620	7.00
Recruitment and Retention Bonus for Hard to Fill Positions	275,000	
Middle School Athletics Program - Stipend	133,100	
Use of Vacancy Savings	(1,958,657)	
Salary & Wages	\$ 6,476,132	7.00
Benefits Changes:		
Employee Benefits Adjustments on the basis of Employee Salary Adjustments & Staffing Changes	4,069,707	
Benefits Changes	\$ 4,069,707	
Sub-Total: Labor Changes	\$ 10,545,839	
Non-Labor:		
<u>Operational Priorities</u>		
Additional Resource Requests	3,029,600	
Student Services - Welligent		
Facilities & Operations - Maintenance		
Facilities & Operations - Security		
Technology Services		
Human Resources		
School Board Redistricting		
Additional Adjustments. Additional school base allocation, Eliminate CO Shuttle Service	35,916	
Sub Total: Non-Labor	\$ 3,065,516	
Total Needs-Based Budget	\$ 361,075,566	2,498.50
Revenue and Other Uses of Funds:		
City Appropriation	282,434,300	
State Revenue and Medicaid Reimbursements	71,868,700	
Local Revenue	1,035,000	
Federal Revenue (ROTC)	154,000	
Other Uses of Funds: VPI Preschool Transfer	(1,888,350)	
Other Uses of Funds: Capital Improvement Program Transfer from City	1,200,000	
Total Revenue and Other Uses of Funds	\$ 354,803,650	
Reductions and Revenue Enhancements:		
Use of Operating Fund Balance (in Accordance with ACPS Policy DAB)	6,271,916	
Total Reductions and Revenue Enhancements	\$ 6,271,916	
FY 2026 Operating Fund: Funding Gap Analysis	\$ -	