

FY2025–26 BUDGET PROPOSAL

OUR Focus

Leveraging a historic investment to continue historic progress for our students.

Metro Nashville Public Schools has made historic progress, earning a Level 5 TVAAS rating three years in a row, increasing achievement across every content and grade level, and achieving our highest-ever graduation rate in 2024 and ranking among the top ten large urban districts in both math and reading recovery – two years in a row.

These results reflect the strength of our educators, the talents of our students, and the power of sustained investment in public education. We are committed to building on this momentum by leveraging the Mayor’s proposed 13% increase for MNPS – the most significant investment in education to date—to retain outstanding staff, strengthen academic supports, and ensure every student has the resources they need to thrive.

Board Priorities

Continuity of Operations

Continuing Strategic Investments

Strategic Employee Compensation

Comprehensive Safety & Security Planning

FY2024-25 Operating Budget	\$1,250,578,900
Employee Compensation & Benefits	\$44.8 million
Textbooks	\$14.6 million
Required Charter School Transfer	\$13.5 million
School-based Student Supports	\$20.4 million
Inflationary & Required Increases	\$21.4 million
Comprehensive Safety Measures	\$1.2 million
ESSER Bridge to Operating	\$65.5 million
Salary and Position Reconciliation	\$3.0 million
Targeted Savings	(\$21.2 million)
Budget Efficiencies	(\$26.3 million)
Metro Transfers & Liability Savings	(\$4.9 million)
FY2025-26 Total Investment	\$1,382,578,900

The MNPS proposed operating budget reflects the Board of Education’s priorities, as well as mandatory increases in expenditures.

This proposal will allow the district to continue most programs and initiatives that have proven to be successful, provide necessary school-based student supports (EE, ESL, Speech, etc...), all while increasing compensation for employees to remain competitive with other school districts.

In addition to programs funded through the MNPS operating budget, Mayor O’Connell’s budget includes \$15 million to maintain a nurse in every school through the Health Department, and increased School Resource Officer coverage through the MNPD.

COMMITMENT TO CONTINUED EXCELLENCE IN EDUCATION

Sustaining the progress of Metro Nashville Public Schools amid declining federal and state funding requires strategic local investment to meet student needs and continue proven initiatives. While uncertainties remain about the future financial landscape for public education, including potential reductions in federal funding and the impact of state mandated private school vouchers, Metro Nashville's continued investments will help maintain our momentum. Below are proposed programs for FY25-26 that align with Board priorities, along with opportunities for future investment not included in the current operating budget.

CONTINUITY OF OPERATIONS

To sustain the successful operations already supported by the operating budget, additional investments are needed to maintain the level of services and support essential for student success. This includes \$14.6 million for full textbook adoptions, \$20.4 million for school-based student supports, \$13.5 million in required charter school transfers, \$21.4 million in inflationary increases and other required expenses. We will offset those increases with targeted savings of \$21.2 million and budget efficiencies of \$26.3 million.

CONTINUING STRATEGIC INVESTMENTS

The federal ESSER grant program provided critical investments that helped public schools nationwide recover from the profound impacts of the global pandemic. These funds will support the continuation of academic and whole child supports such as high-impact tutoring, summer learning, college and career readiness initiatives, mental health services, and wraparound supports. Continued investment will help us build on that foundation and expand these efforts moving forward.

STRATEGIC EMPLOYEE COMPENSATION

Great teachers and support staff are in high demand in Nashville and Tennessee. Ensuring competitive salaries to retain and recruit talented educators requires an additional investment of \$19.2 million for a 3% cost-of-living adjustment, in addition to salary step increases of \$9.7 million and insurance increases of \$16 million to maintain high-quality health and wellness benefits. The State of Tennessee is also providing teachers (as defined by state law) with a \$2,000 one-time bonus available in the upcoming school year.

SAFETY & SECURITY PLANNING

Safety and security remain a top priority for Nashville Public Schools. For many years, the district has invested in a multi-layered comprehensive approach to safety and security measures. This investment of \$1.2 million will provide the district with continuity of services for concealed weapon detection technology in all high schools.

FUTURE INVESTMENT OPPORTUNITIES

While the proposed budget will meet the core needs of our students, there remain important unfunded priorities that present opportunities for continued improvement and alignment with Board goals. These include, but are not limited to, expanded Early Learning Centers, Grow Together with MNPS, fully implement classroom associates, enhanced Visual and Performing Arts programs, targeted supports for Students with Interrupted Formal Education (SIFE), Student Success Centers, expanded College and Career Readiness and Advanced Academics offerings, additional Exceptional Education supports, school-based health clinics, additional comprehensive safety and security measures, and increased investment in preventative facilities maintenance.