

FY24 Superintendent's Budget Proposal to the Richmond City School Board

Presented by: Jason Kamras, Superintendent

Venue: Richmond City School Board Meeting

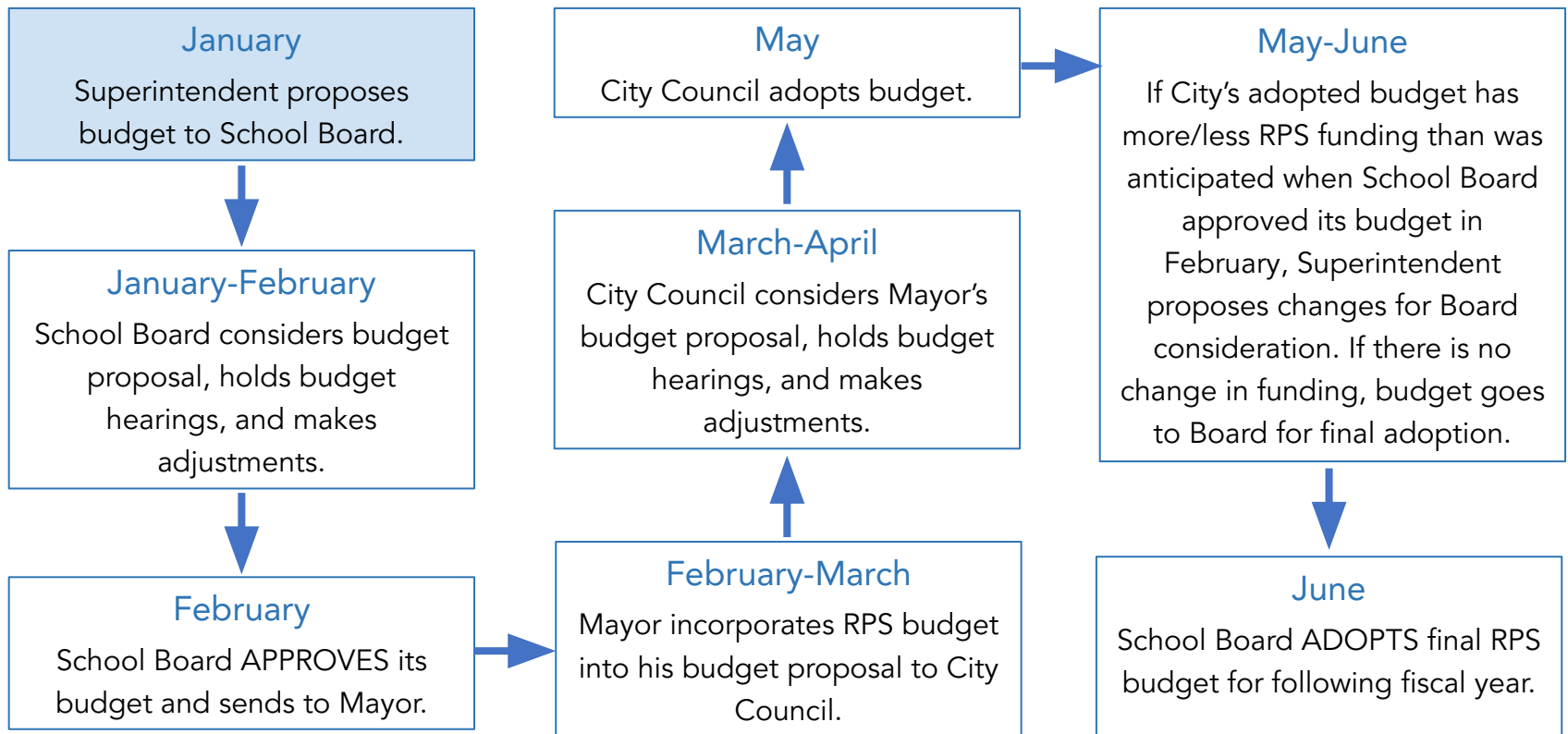
Date: January 17, 2023

Section 1

Richmond Public Schools

Budget Primer

RPS Budget Process



Fiscal Year

- The RPS fiscal year runs from **July 1 through June 30**. Thus, the current fiscal year (referred to as FY23), runs from July 1, 2022 through June 30, 2023.
- The budget proposal in this document is for next fiscal year – FY24 – which will run from July 1, 2023 through June 30, 2024.

FY24

July 1, 2023 – June 30, 2024

Operating Budget v. Capital Improvement Plan (CIP) Budget

- **Operating Budget** – The Operating Budget covers all the day-to-day costs of running the school division: teacher salaries, transportation, books, science equipment, and so on.
- **CIP Budget** – The CIP Budget covers major facility expenses: everything from new HVAC systems to new roofs. Smaller maintenance expenses (e.g., replacing light bulbs) are covered by the Operating Budget.



Operating Budget



CIP Budget

Section 2

Proposed FY24

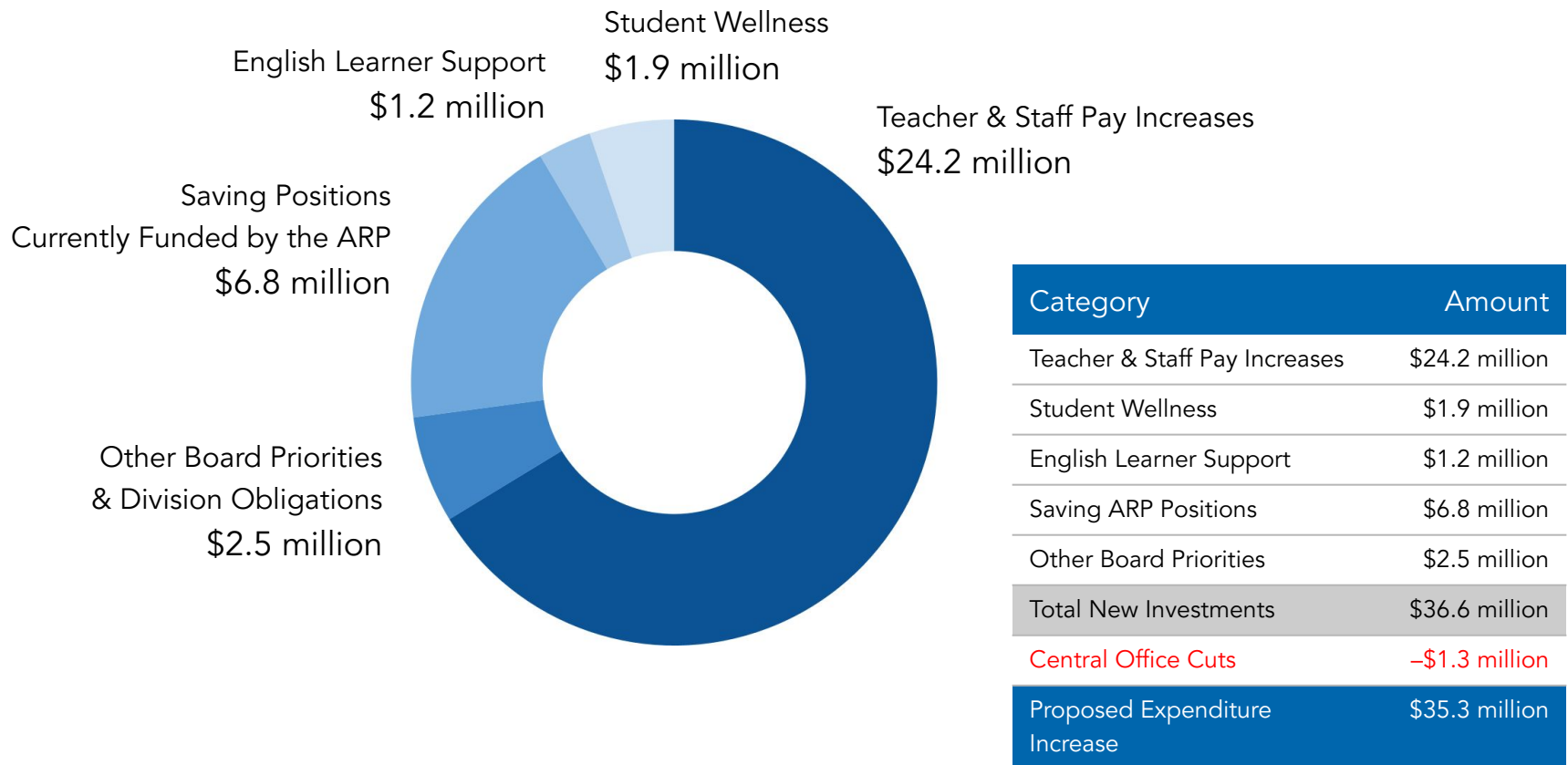
Operating Budget

Budget Guidance from School Board

The Administration would like to thank the School Board for identifying several priorities in advance of this budget season. Based on the Board's guidance, we have crafted an FY24 budget proposal that focuses on five major investments:

- **Compensation** – Raising pay for the fifth year in a row for teachers and support staff in recognition of the extraordinary work they do every day on behalf of our students
- **Student Wellness** – Adding social workers, counselors, crisis support staff, and new investments in athletics to nourish our students' mental and physical health, increase their attendance, and improve their academic performance
- **English Learner Support** – Adding teachers, coaches, and training to support our fastest growing population: students who speak English as their second or even third language
- **Saving Positions Funded by the American Rescue Plan (ARP)** – Moving critical positions (e.g., bus drivers, custodians, nurses) from the ARP to our Operating Budget so we can retain them once federal funding expires in the summer of 2024
- **Other Board Priorities and Division Obligations** – Setting aside funds for other Board priorities, such as a deputy clerk, more Governor's School seats, school renamings, and teacher retention; and for division obligations, such as rising utility costs

Proposed Expenditure Increase: \$35.3 Million



Teacher & Staff Compensation Increases: \$24.2 Million

We are thrilled that RPS – in collaboration with the Richmond Education Association – is the first school division in the Commonwealth of Virginia to enact collective bargaining and ratify agreements with teachers, instructional assistants, school nutrition services staff, and care and safety staff. The FY24 compensation elements of these three-year agreements are outlined below, along with the standard 1.17% step increase for all employees on decompressed salary schedules. These commitments are about much more than money – they are about respect for the life-changing work our educators do, and, as such, critical to our recognition and retention efforts.

Employee Group	FY24 Increase	FY24 Cost
Teacher Unit (Includes everyone on a “teacher” contract)	6% Raise	\$17,900,000
Instructional Assistant Unit	10.6% Raise	\$1,500,000
School Nutrition Services Unit	5-17% Raise*	\$600,000
Care and Safety Unit	5-9% Raise**	\$700,000
All Employees with Decompressed Salary Schedules (Teachers, Principals, Assistant Principals, Nurses, Custodians, Bus Drivers, Instructional Assistants, School Nutrition Staff, and Care and Safety Staff)	1.17% Step	\$3,500,000
Total		\$24,200,000

*In the School Nutrition Services Unit, Supervisors would receive a 5% raise, Managers would receive a 7% raise, and Food Service Assistants would receive a 17% raise (based on contract hours/status).

**In the Care and Safety Unit, Zone Supervisors, Administrative Security Supervisors, and Emergency Management Training Coordinators would receive a 5% raise, and Care and Safety Associates would receive a 9% raise.

30% Increase in Teacher Pay Since FY18

With a 6% raise in FY24, RPS teachers will reach a **30% increase** (compounded) in overall compensation since FY18. That translates to a **jump in average salary from \$52,000 to nearly \$68,000**. The Administration would like to express our profound gratitude to the School Board for supporting these increases and to Mayor Stoney and the Richmond City Council for providing roughly two thirds of the funding for them (with one third from the Commonwealth).

Year	Annual Increase	Compounded Increase
FY19	2%	2%
FY20	3% + 1.17 step increase	6.3%
FY21	2% + 1.17 step increase	9.6%
FY22	3% + 1.17 step increase	14.2%
FY23	5% + 1.17 step increase	21.2%
FY24 (Per collective bargaining agreement)	6% + 1.17 step increase	30.0%
FY25 (Per collective bargaining agreement)	3% + 1.17 step increase	35.3%
FY26 (Per collective bargaining agreement)	3% + 1.17 step increase	41.0%

Student Wellness: \$1.9 Million

Though we are largely beyond the immediate danger posed by COVID-19, we are still grappling with its long-term effects. In addition to academic achievement, our students' mental and physical health is of particular concern. Students, families, staff, and Board Members have all expressed a desire for additional investments in this area.

Investment	Additional Information	FY24 Cost
Crisis Support Team	Per Board, school, and community feedback, the Administration is recommending this team of three positions (1 coordinator and 2 specialists) as an addition to the Climate and Culture Department. It would provide "day of" and follow-up support to students and staff in response to traumatic events (e.g., gun violence in the community). By providing this additional capacity, the Climate and Culture Department would be able to spend more time on their Tier I work to prevent extreme behaviors from manifesting in the first place.	\$400,000
Additional Positions for Attendance, Mental Health, and Safety	Per Board, school, and community feedback, the Administration is recommending nine additional positions to support schools with attendance, mental health, and safety: 5 social workers (at George Wythe HS, George W. Carver ES, Henry L. Marsh III ES, Martin Luther King Jr. MS, and River City MS); 2 care and safety associates (at George Wythe HS and Thomas Jefferson HS); 1 counselor (at RAS); and 1 ICC (at RAS).	\$800,000
Athletics	Per Board, school, and community feedback, the Administration is recommending a significant new investment in athletics, which are critical to our students' physical and mental health, as well as their academic achievement. These funds would support a full-time coordinator to focus exclusively on athletics (separating it from PE/health), two grounds maintenance personnel, and over \$500K for new uniforms, equipment, and athletic facility maintenance.	\$715,000
Total		\$1,915,000

English Learner Support: \$1.2 Million

English Learners are the fastest growing population in RPS. Though we have made significant investments over the last several years to support students for whom English is a second or even third language, our achievement data is clear: we need to do even more. Towards that end, the Administration is recommending the following investments in staff and training.

Investment	Additional Information	FY24 Cost
ESL/Dual Language Teachers	Per Board, school, and community feedback, the Administration is recommending four additional ESL teachers for Southside schools (locations to be determined based on enrollment/need next year); and one dual language teacher to maintain the dual language program at Broad Rock ES.	\$500,000
ESL Coaches	Per Board, school, and community feedback, we are also recommending three additional ESL coaches for Southside schools (locations to be determined based on enrollment/need next year).	\$300,000
Welcome Center	In addition, we are recommending an additional counselor at the Welcome Center, where the work of screening and placing recent immigrants is only expanding given the rapid increase in our newcomer population.	\$100,000
Training	Finally, beyond more staff, we need to do more to train our existing educators on best practices for supporting English Learners, and provide tuition reimbursement for general education teachers to earn ESL endorsements.	\$300,000
Total		\$1,200,000

Saving Positions Currently Funded by the ARP: \$6.8 Million

The following positions are currently funded by the American Rescue Plan, which expires at the end of the 2023-24 school year. To save these positions, the Administration recommends moving them to the Operating Budget.

Position	Number of FTEs	FY24 Cost
Bus Drivers	16	\$708,000
Counselors	8	\$878,000
Custodians	18	\$762,000
Nurses	11	\$942,000
Psychologists	2	\$190,000
Social Workers	3	\$334,000
Richmond Virtual Academy Staff*	30	\$3,000,000
Total		\$6,814,000

*Last year, the Board voted to make the Richmond Virtual Academy (RVA) an official school of record. The VDOE has since approved this change, effective the fall of 2023.

Other Board Priorities & Division Obligations: \$2.5 Million

The Board has articulated several other priorities that we have attempted to capture here. Also listed are anticipated costs related to Title I, Patrick Henry School of Science and Arts, and utilities.

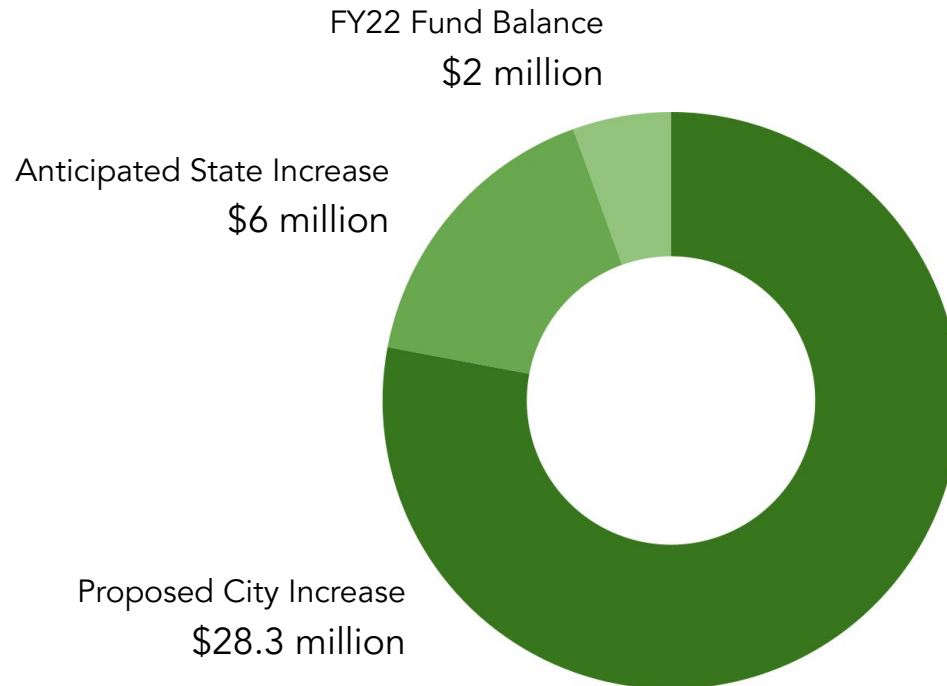
Investment	Additional Information	FY24 Cost
Deputy Clerk	Per the School Board's request	\$70,000
School Renamings	The Board recently declared an intent to rename Binford MS, George Wythe HS, Ginter Park ES, and John B. Cary ES. These funds will pay for new signage, uniforms, etc.	\$100,000
Teacher Retention Fund	These funds would support the implementation of the forthcoming recommendations from the Teacher Retention Task Force.	\$100,000
Appomattox GS	The Board voted last year to add 10 additional seats to each of the Governor's Schools.	\$90,000
Maggie L. Walker GS	The Board voted last year to add 10 additional seats to each of the Governor's Schools. In addition, Maggie L. Walker GS raised tuition for participating school divisions.	\$180,000
CodeRVA	The Board voted last year to add 3 additional seats to CodeRVA.	\$31,500
Title I Transfer	RPS has three new Title I schools: PHSSA, Richmond Virtual Academy, and William Fox ES. As a result, our Title I funds are now spread across more schools (meaning less money for each school). This transfer will ensure that our schools see no loss in revenue related to Title I.	\$200,000
PHSSA Transfer	This transfer accounts for PHSSA's share of our anticipated revenue increase in FY24.	\$350,000
Utilities Increase	Dominion Energy has projected a 25% increase in energy costs for next year.	\$1,380,000
Total		\$2,501,500

Central Office Cuts: -\$1.3 Million

In an effort to continue to hold schools harmless, we have identified \$1.3 million in central office cuts to help fund our new investments. These cuts will bring our total central office reductions since FY18 to 119 positions.

Reduction	Amount
Office Associate III, Academic Office (Vacant)	-\$86,000
Coach, Academic Office	-\$121,000
Coordinator, Academic Office	-\$131,000
Manager, Operations Office	-\$120,000
Specialist, Academic Office	-\$102,000
Specialist, Talent Office (Vacant)	-\$100,000
Specialist, Engagement Office (Vacant)	-\$84,000
Central Office Professional Development	-\$102,000
Technology Services Temp Contract	-\$40,000
Other (Non-critical software, alignment of budgeted amounts to actual expenditures, etc.)	-\$420,840
Total	-\$1,306,840

Proposed Revenue Increase: \$35.3 Million



Category	Amount
FY22 Fund Balance*	\$2 million
Anticipated State Increase**	\$6 million
Proposed City Increase	\$28.3 million
Subtotal	\$36.3 million
Loss in Other Revenue	-\$1 million
Proposed Revenue Increase	\$35.3 million

*The Fund Balance is the amount remaining at the end of the fiscal year prior to the current one. We are currently in FY23 so the Fund Balance referenced above reflects the amount remaining at the end of FY22. We aim to have \$1.5 to \$2 million in the Fund Balance for contingencies.

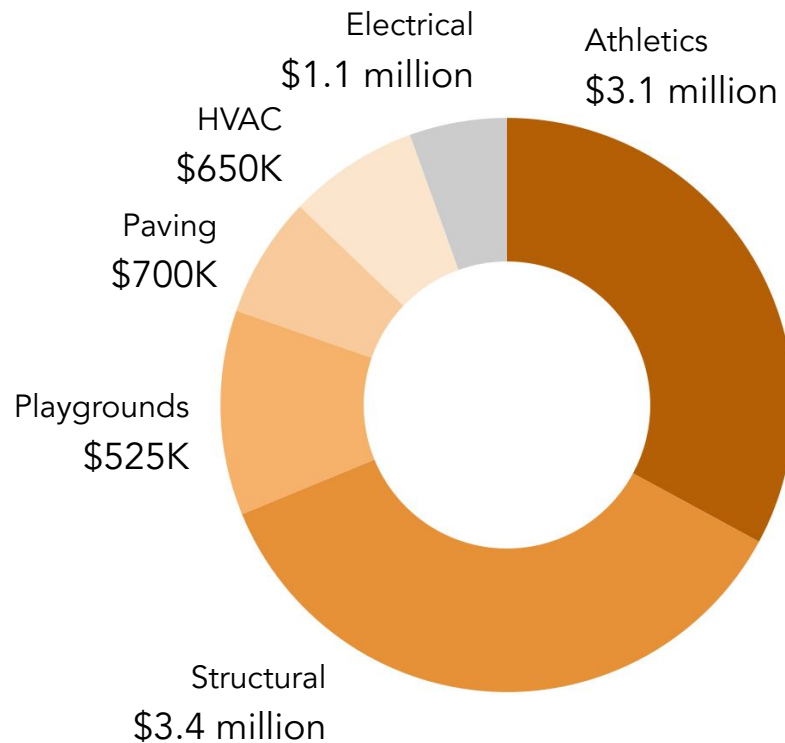
**The anticipated state increase is based on VDOE calculations from the Governor's proposed FY24 budget. Of course, this number could change as a result of General Assembly action over the coming months.

Section 3

Proposed FY24

CIP Budget

Proposed CIP Investment: \$9.5 Million



Category	Amount
Athletics	\$3.1 million
Electrical	\$1.1 million
HVAC	\$650K
Paving	\$700K
Playgrounds	\$525K
Structural	\$3.4 million
Proposed CIP Investment	\$9.5 million

FY24 Proposed CIP Investments: \$9.5 Million

The Administration proposes \$9.5 million in CIP investments for FY24. A key focus this year is athletic facilities and playgrounds to complement the proposed Operating Budget investments in student wellness.

Category	Location	Project	Amount
Athletics	Armstrong HS	Resurface Track	\$250,000
Athletics	John Marshall HS	Install Indoor Bleachers	\$175,000
Athletics	John Marshall HS	Install Stadium Lights	\$950,000
Athletics	John Marshall HS	Install Stadium Press Box	\$175,000
Athletics	John Marshall HS	Install Stadium Sound System	\$18,000
Athletics	Lucille M. Brown MS	Resurface Tennis Courts	\$200,000
Athletics	Thomas Jefferson HS	Install Stadium Lights	\$750,000
Athletics	Thomas Jefferson HS	Install Stadium Press Box	\$175,000
Athletics	Thomas Jefferson HS	Install Stadium Sound System	\$18,000
Athletics	Thomas H. Henderson MS	Resurface Tennis Courts	\$425,000
Electrical	Chimborazo ES	Upgrade Classroom and Hallway Lighting	\$300,000
Electrical	George W. Carver ES	Upgrade Classroom Lighting, Switches, and Panel Boxes	\$300,000
Electrical	Thomas H. Henderson MS	Upgrade Classroom and Hallway Lighting	\$500,000

FY24 Proposed CIP Investments (Continued)

Category	Location	Project	Amount
HVAC	Armstrong HS	Install New Boiler	\$650,000
Paving	Transportation Compound	Repave Parking Lot to Extend Life of Buses/Vehicles	\$700,000
Playgrounds	Bellevue ES	Upgrade Playground	\$50,000
Playgrounds	J.B. Fisher ES	Upgrade Playground	\$175,000
Playgrounds	Overby-Sheppard ES	Install New Playground	\$300,000
Structural	Maymont PS	Complete Roof Replacement	\$650,000
Structural	Richmond Alternative	Replace Window Sashes	\$1,700,000
Structural	Summer Hill PS	Replace West Section of Roof	\$420,000
Structural	Swansboro ES	Replace Roof	\$500,000
Structural	Various	Renew Roof Warranties	\$150,000
Total			\$9,531,000