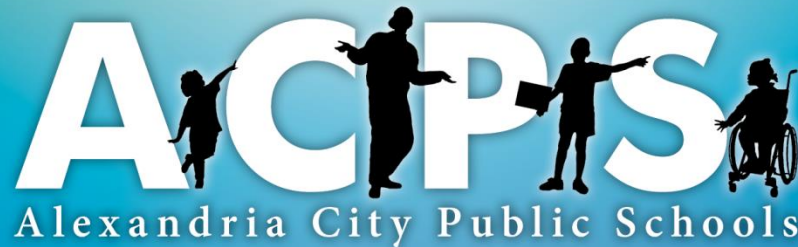


Superintendent's Proposed FY 2020 Combined-Funds Budget

Work Session #1: Overview and Employee Compensation

January 17, 2019

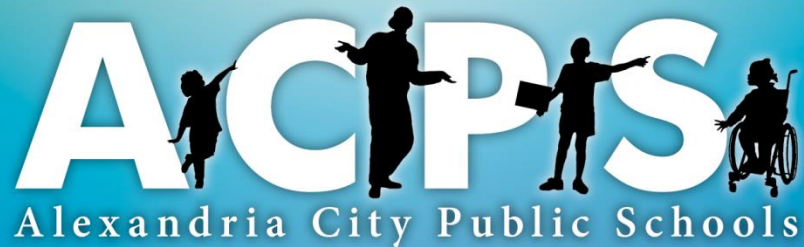


EVERY STUDENT SUCCEEDS

Essential Questions

- What are the strategic goals and priorities for this FY 2020 Proposed Budget?
- What revenues and expenditures are included in the FY 2020 Proposed Budget?
- What are the proposed compensation changes and how do they affect employees?
- How will the budget process move forward through final adoption?

Strategic Plan and Budget Priorities



EVERY STUDENT SUCCEEDS

ACPS 2020 Strategic Plan Goals

- **Goal 1 – Academic Excellence and Educational Equity:** Every student will be academically successful and prepared for life, work, and college.
- **Goal 2 – Family and Community Engagement:** ACPS will partner with families and the community in the education of Alexandria’s youth.
- **Goal 3 – An Exemplary Staff:** ACPS will recruit, develop, support, and retain a staff that meets the needs of every student.
- **Goal 4 – Facilities and the Learning Environment:** ACPS will provide optimal and equitable learning environments.
- **Goal 5 – Health and Wellness:** ACPS will promote efforts to enable students to be healthy and ready to learn.
- **Goal 6 – Effective and Efficient Operations:** ACPS will be efficient, effective, and transparent in its business operations.



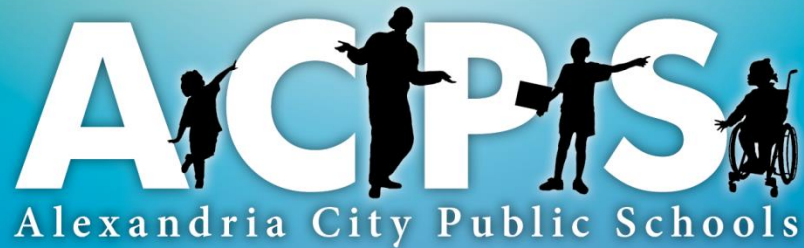
FY 2020 Combined Funds Budget Priorities₁

Goal 1: Academic Excellence and Educational Equity	Goal 2: Family and Community Engagement	Goal 3: An Exemplary Staff	Goal 4: Facilities and the Learning Environment	Goal 5: Health and Wellness	Goal 6: Effective and Efficient Operations
<ul style="list-style-type: none"> • Specialized Instruction • English Learner Services • Gap Group Achievement • Academics₂ 	<ul style="list-style-type: none"> • Communications and Customer Service for External Stakeholders 	<ul style="list-style-type: none"> • Leadership and Professional Development • Competitive Compensation • Retention and Recruitment 	<ul style="list-style-type: none"> • Safe Schools for Students and Faculty • Optimal and Equitable Learning Environments 	<ul style="list-style-type: none"> • Mental and Social/Emotional Health • Physical Education/Fitness • Nutrition Programs 	<ul style="list-style-type: none"> • Communications and Customer Service for Internal Stakeholders

Notes:

- 1.) Items not listed in priority order
- 2.) Funding priority is given to the school's individual academic need (i.e. Math, Literacy, Science, etc.).

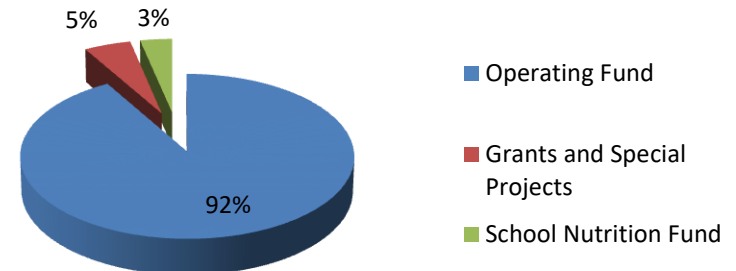
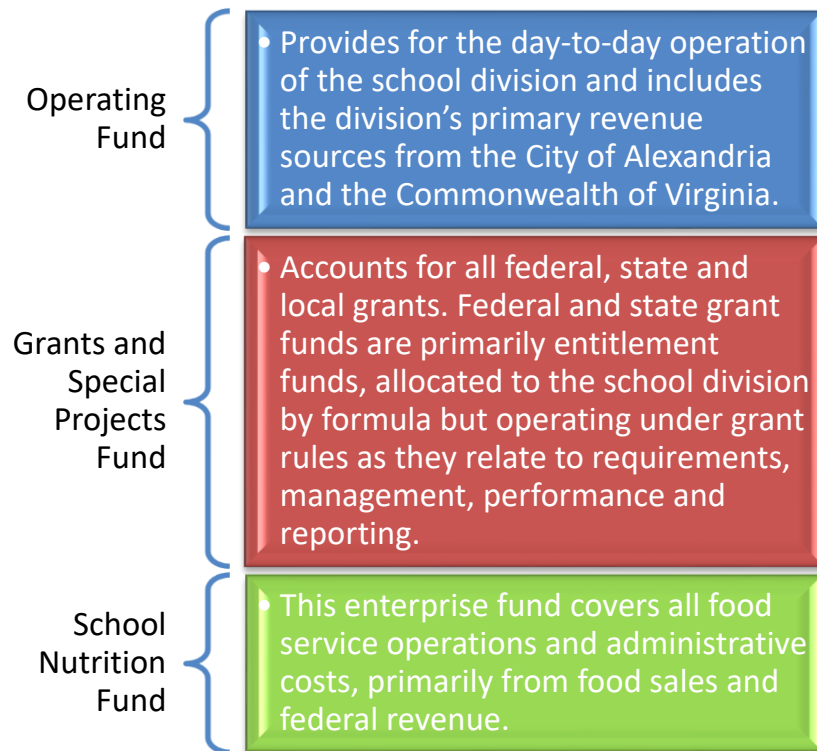
FY 2020 Budget Overview: General Overview



EVERY STUDENT SUCCEEDS

Combined Funds Budget Overview

Combined Funds



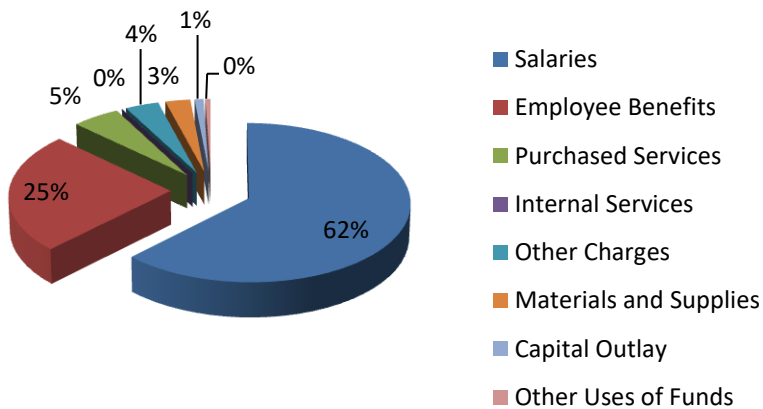
FY 2020 Combined Funds Budget

Total expenditures of \$311.4 million, or 3.9% growth over FY 2019

Combined Funds Budget (\$ in thousands)	Operating	Grants and Special Projects	School Nutrition	FY 2020 Proposed Budget	FY 2019 Final Budget	Change FY 2019 to 2020	% Change FY 2019 to 2020
Total Expenditures	\$285,500	\$15,407	\$10,505	\$311,412	\$299,671	\$11,741	3.9%
Total Full-Time Equivalent (FTE)	2,385.71	92.85	111.00	2,589.56	2,585.04	4.52	0.2%

Superintendent's Proposed FY 2020 Operating Budget

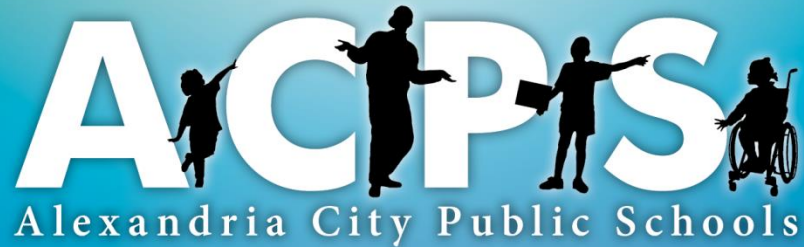
Operating Fund



Category	Amount
City Appropriations	(232,300,641)
Federal Revenue	(288,423)
Local Revenue	(1,043,539)
State Revenue	(47,756,735)
Use of Fund Balance	(5,724,224)
Total Revenue	(287,113,564)
Total Expenditures*	287,113,564

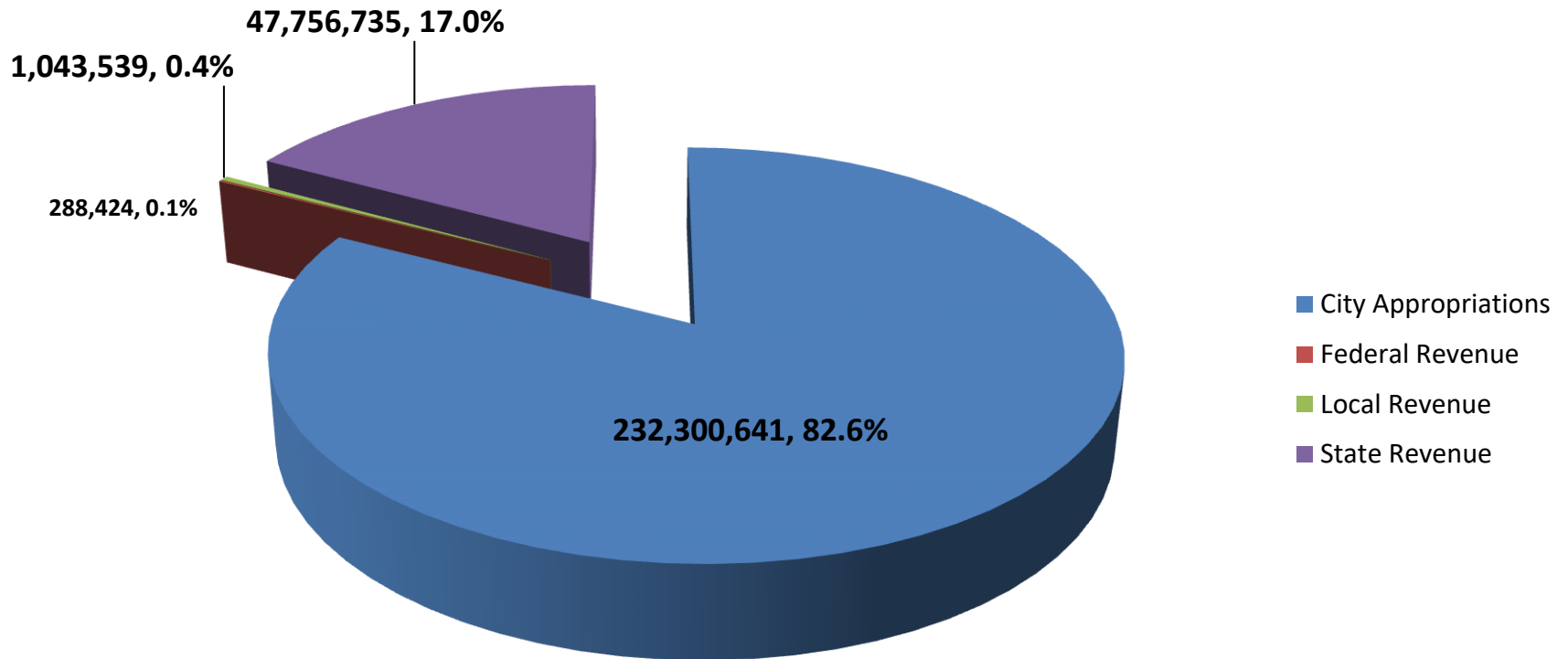
*Includes VPI Transfer

FY 2020 Budget Overview: Revenue

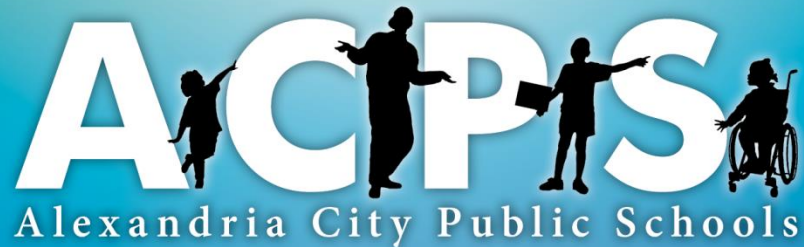


EVERY STUDENT SUCCEEDS

Revenue Overview: Operating Fund



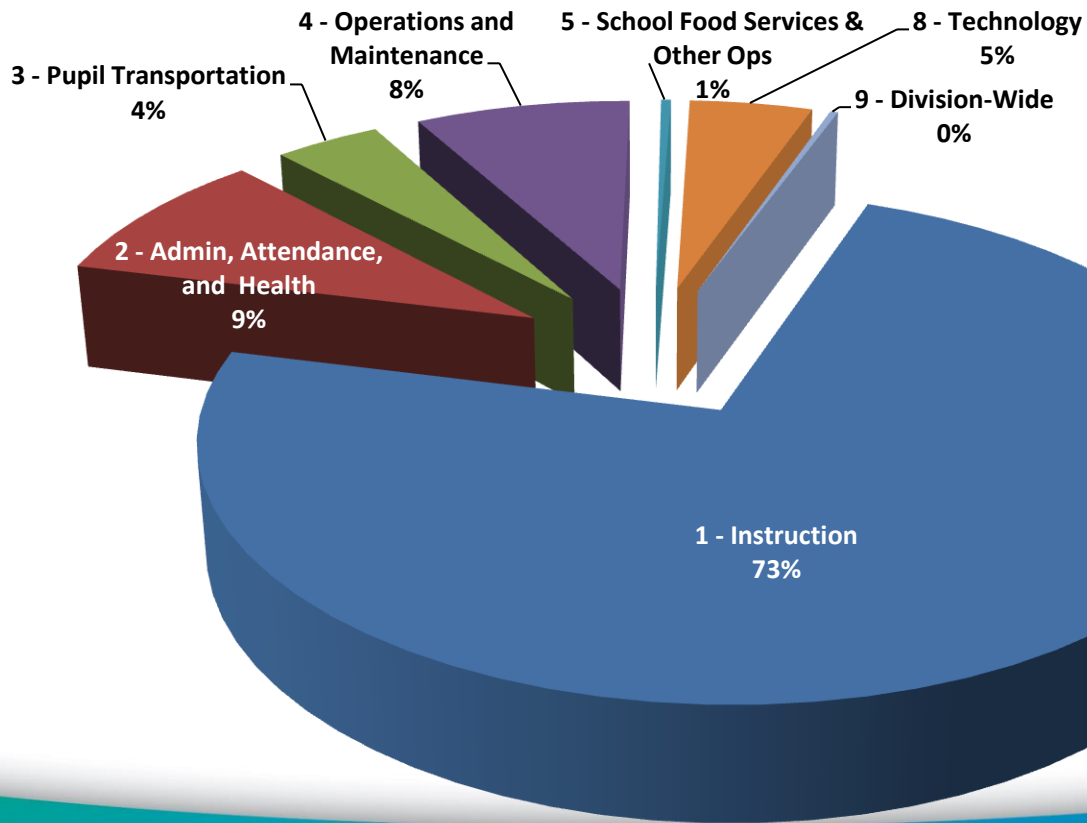
FY 2020 Budget Overview: Expenditures



EVERY STUDENT SUCCEEDS

FY 2020 Classification of Operating Expenditures

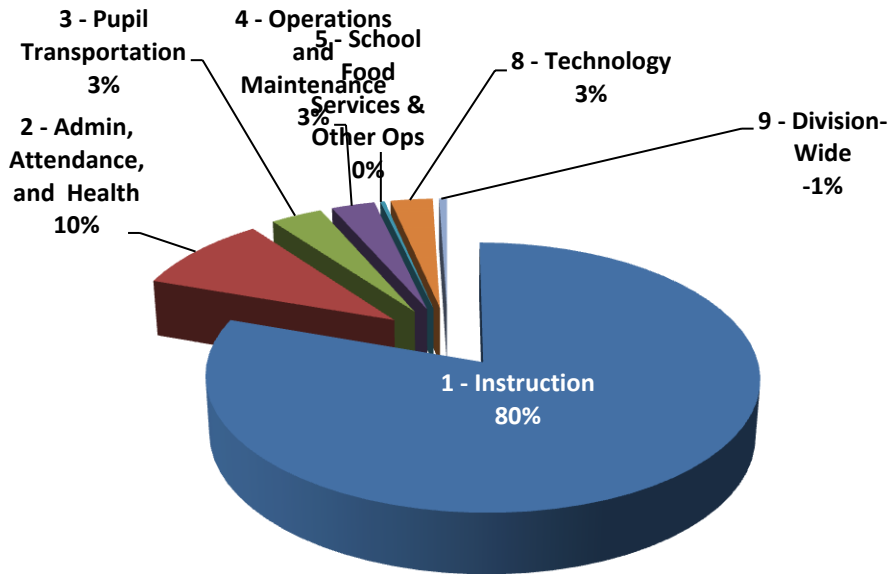
Total Expenditures = \$285.50 Million



FY 2020 Classification of Operating Expenditures

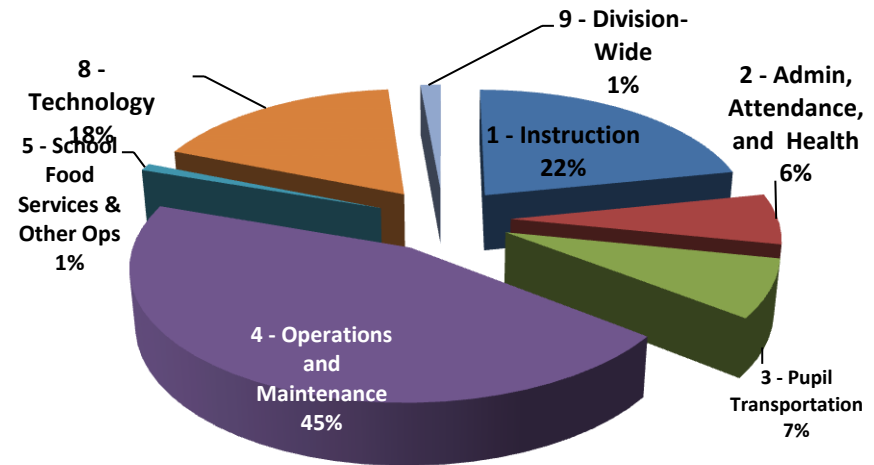
Personnel: \$249.8M

87.5%

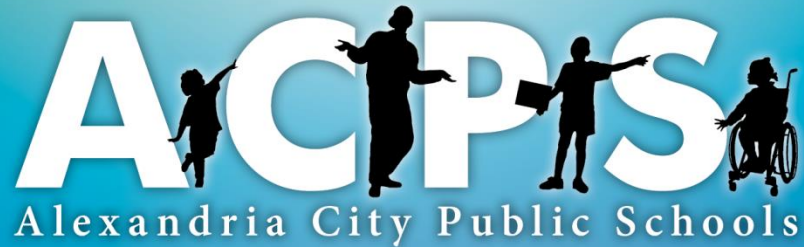


Non-Personnel: \$35.7M

12.5%



Remaining Competitive in FY 2020



EVERY STUDENT SUCCEEDS

Recent Pay Actions - ACPS

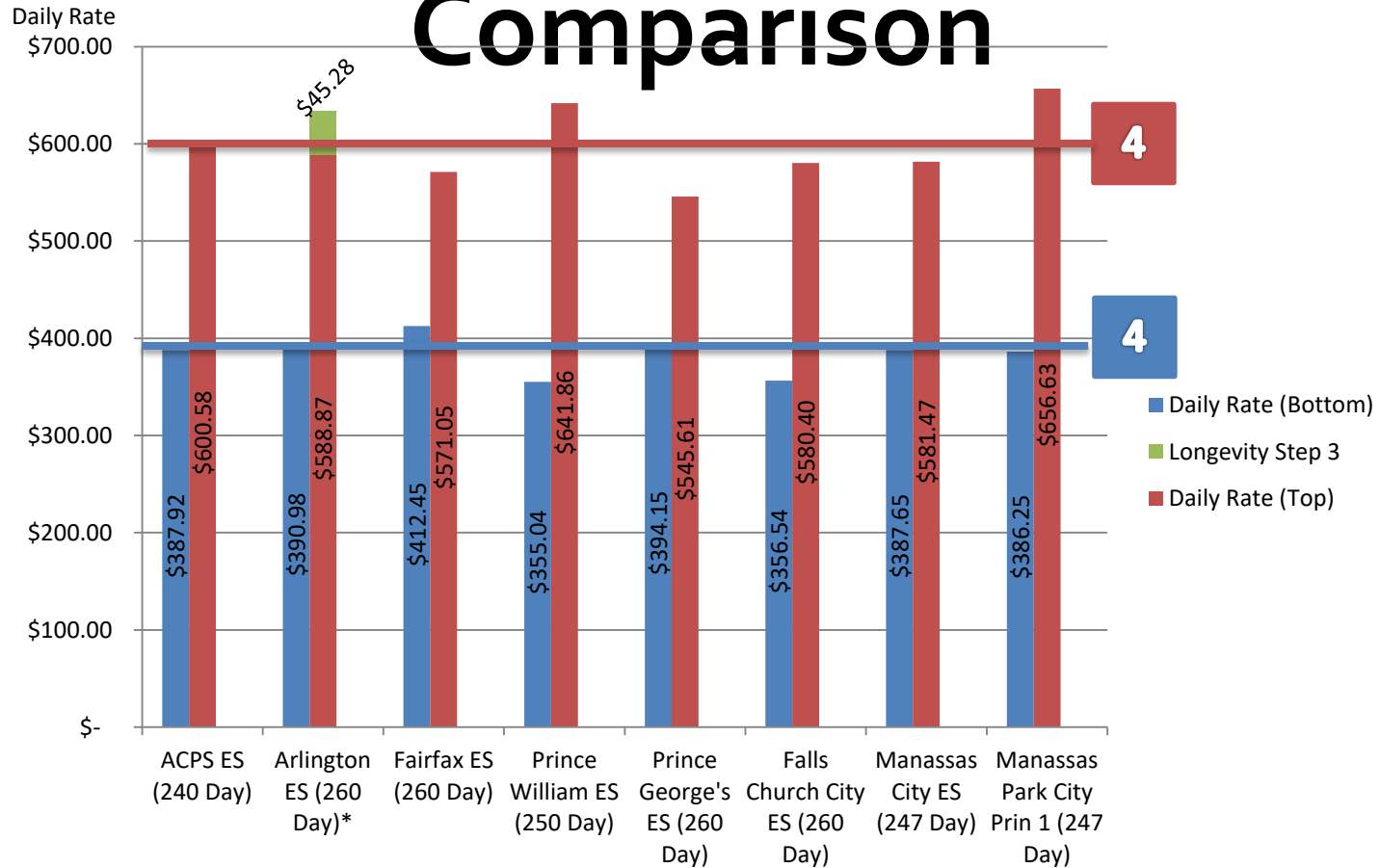
Fiscal Year	Step Increase	Market Rate Adjustment
FY 2010	Full Step, Mid-Year	No
FY 2011	Full Step, Mid-Year	No
FY 2012	Full Step	No
FY 2013	No	Yes, 2.2% + (5.0% VRS)
FY 2014	Full Step, Mid-Year	No
FY 2015	No	Yes, 2.0% Support, 1.0% Other
FY 2016	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2017	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2018	Full Step Bonus to Top-of-Scale and Hold Step	No
FY 2019	Full Step Bonus to Hold Step	Removed Lowest Step and added a new Top Step
Proposed FY 2020	Full Step Bonus to Top-of-Scale and Hold Step	Yes 1%

Recent Pay Actions – Other Divisions

Jurisdiction	<u>FY 2016</u>		<u>FY 2017</u>		<u>FY 2018</u>		<u>FY 2019</u>		<u>FY 2020 Proposed</u>	
	MRA	STEP	MRA	STEP	MRA	STEP	MRA	STEP	MRA	STEP
Alexandria City Public Schools	No	Full Step	No	Full Step	No	Full Step	*	Full Step	1%	Full Step
Arlington County Schools	No	Full Step	No	Full Step	Yes, Specific Employees	Full Step	Yes, Specific Employees	Full Step	?	?
Fairfax County Schools	Yes, .62%	Full Step	Yes, 1%	Full Step	No	Full Step	Yes	Full Step	?	?
City of Alexandria	No	Full Step	No	Full Step	No	Full Step	No	Full Step	?	?

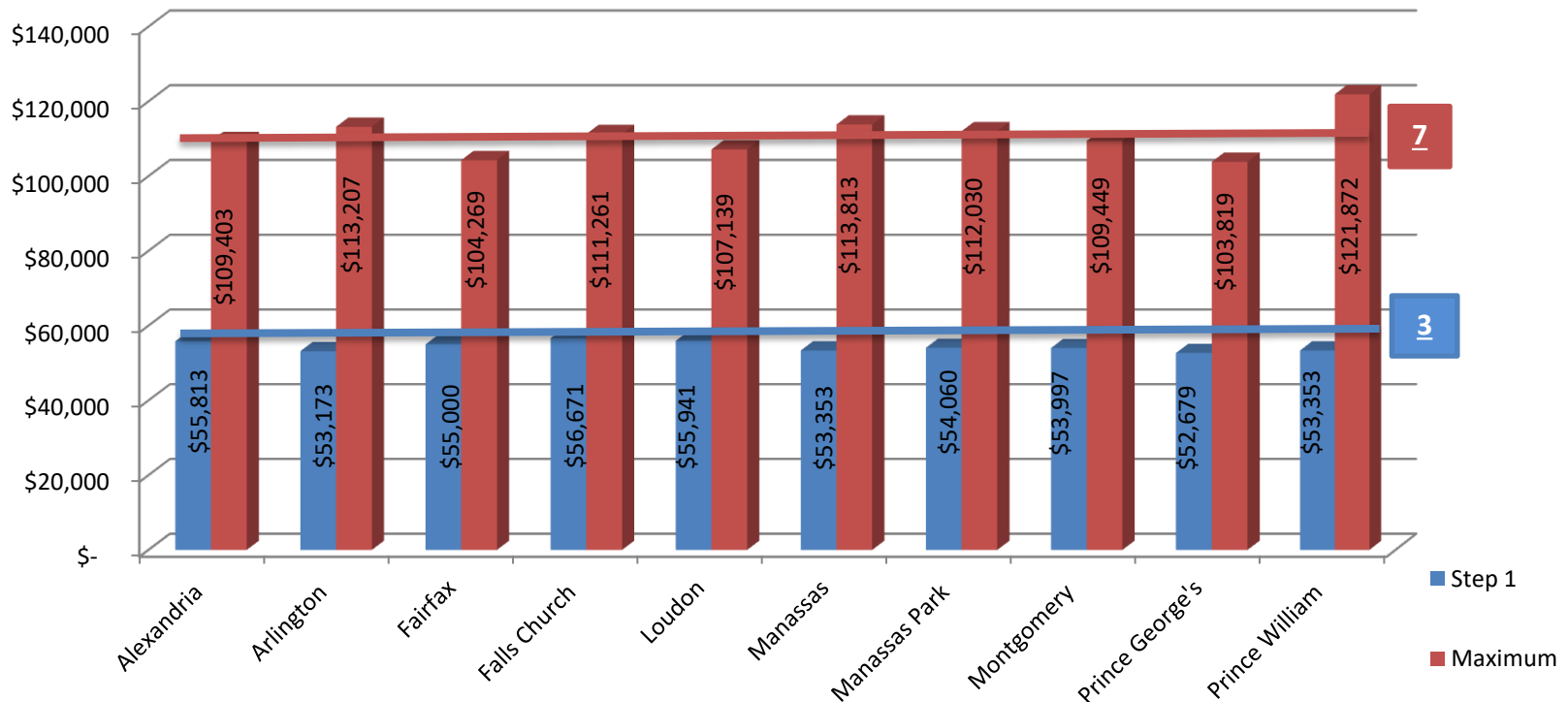
*ACPS in FY 2019 removed its lowest step and added a new top step for all grades.
Market Rate Adjustment (MRA)

ES Principal Pay Scale Comparison



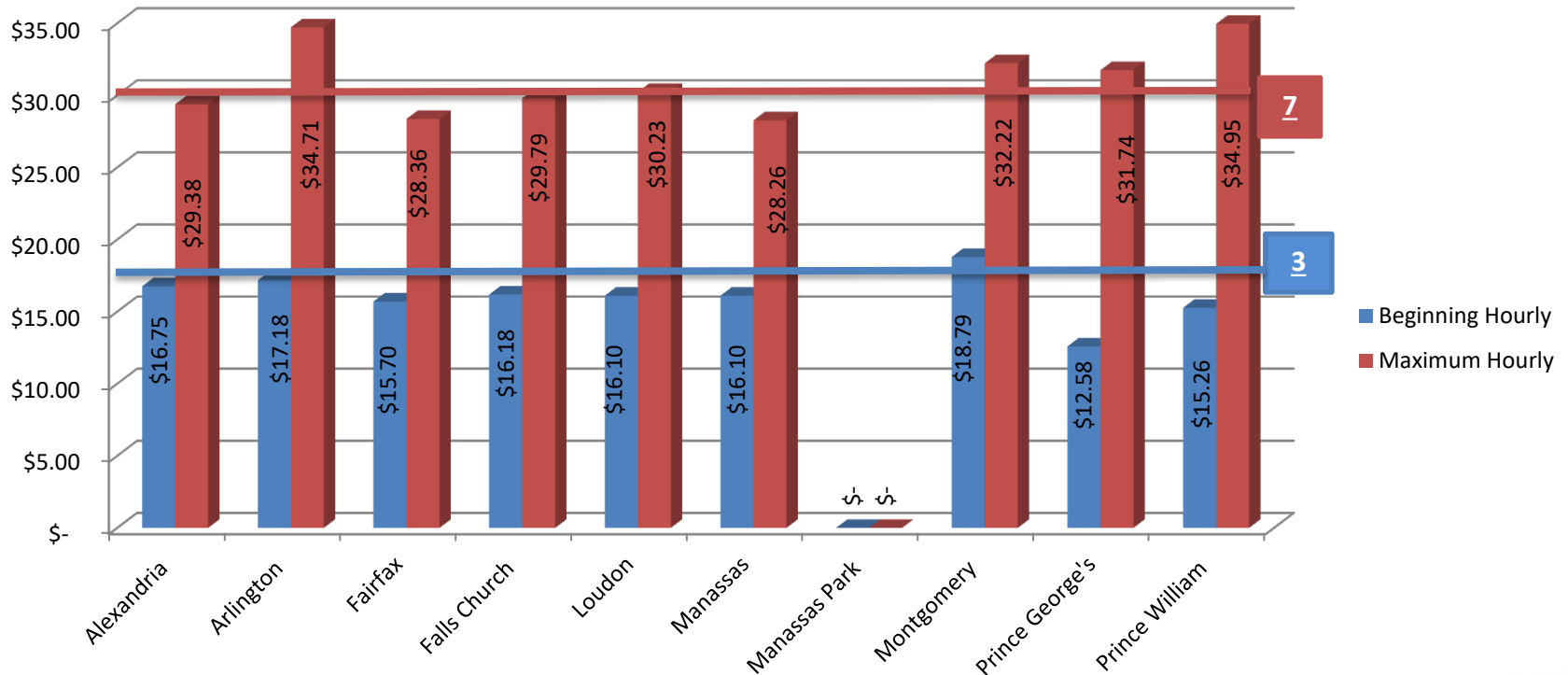
Teacher Salary: Master's Degree

Teacher with Master's Degree



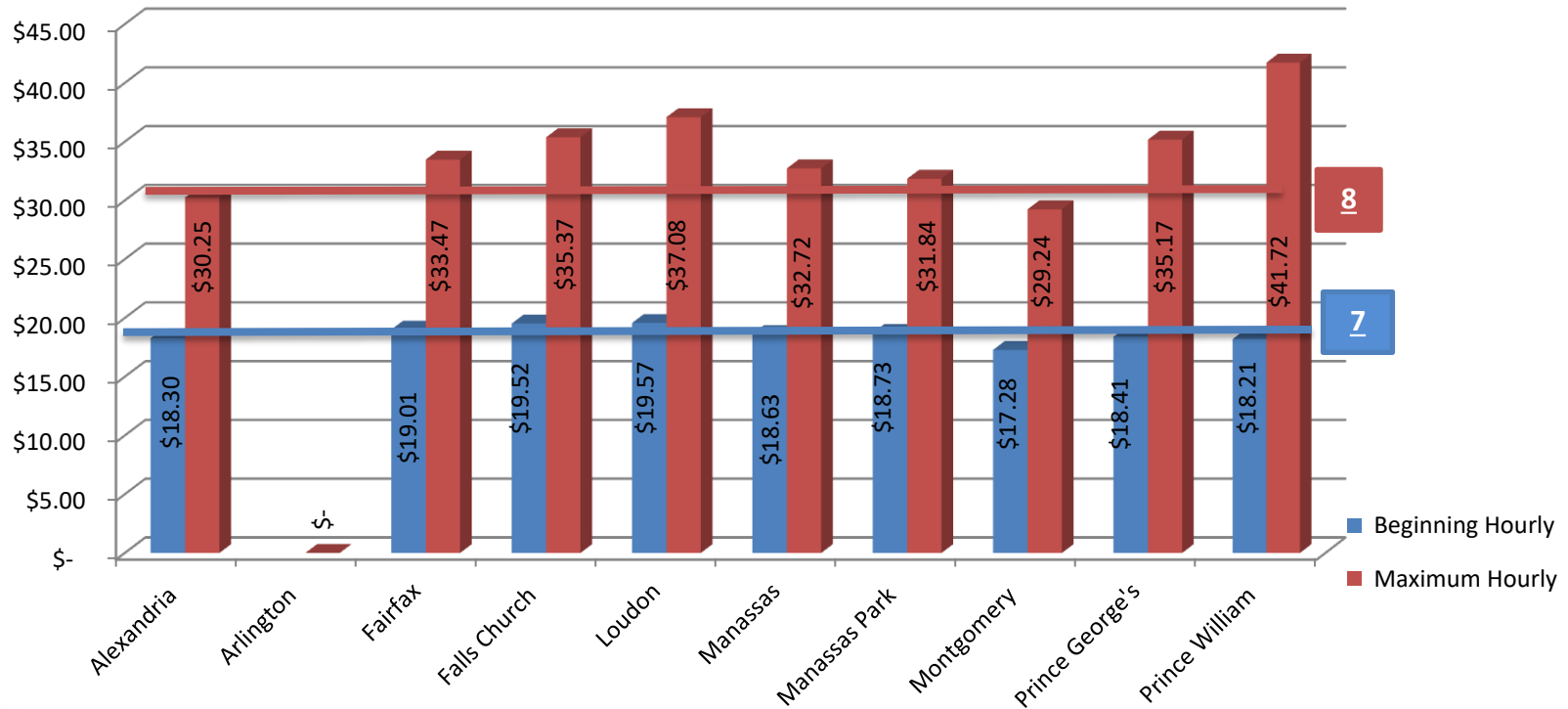
Instructional Specialist

Instructional Specialist



Bus Drivers

Bus Drivers



Understanding the Salary Increase

Operating Fund

FY 2019 Salary	\$ 173,010,500
Step Increase	\$4,645,200
MRA	\$1,634,500
Increased Staffing	\$1,523,700
1% Bonus	\$146,500
Salary Savings	\$(2,140,400)
FY 2020 Total Salary	\$ 178,820,000

Numbers rounded to nearest 100

Proposed Health Benefits Plan Designs

Healthcare Provider	Proposed United Healthcare POS Plan		Proposed Kaiser HMO Plan	Proposed Qualified Health Plan with HSA	
	In-Network	Out of Network	In-Network	In Network	Out of Network
Medical Plan Provisions	In-Network	Out of Network	In-Network	In Network	Out of Network
Annual Deductible	\$300/\$600 Individual/ Family	\$600/\$1200 Individual/Family	None	\$1500/\$3000 Individual/Family	
Coinsurance	10%	30%	0%	10%	30%
Medical Out of Pocket Maximum	\$3000/\$6000 Individual/Family	\$6000/\$12000 Individual/Family	\$3500/\$9400 Individual/Family	\$6500/\$13000 Individual/Family	\$13000/\$26000 Individual/Family
Physician's Office Copay per Visit	\$20/\$35 Primary/Specialist	30% after annual deductible	\$20/\$30 Primary/Specialist	10% after annual deductible	30% after annual deductible
Hospital Outpatient	10%after annual deductible	30% after annual deductible	\$75 copay	10% after annual deductible	30% after annual deductible
Hospital Inpatient	10% after annual deductible	30% after annual deductible	\$300 copay	10% after annual deductible	30% after annual deductible
Emergency Room	\$200 copay	\$200 copay	\$200 copay	10% after annual deductible	30% after annual deductible
Urgent Care Copay	\$30 copay	30% after annual deductible	\$30 copay	10% after annual deductible	30% after annual deductible
Prescription Drug Plan Provisions	CareFirst CVS/Caremark		Kaiser Pharmacy	CareFirst CVS/Caremark	
- Retail Rx Copay	\$10/\$30/\$50 for up to 34 day supply		\$15/\$25/\$40 up to 60 day supply	10%/20%/30% after annual deductible	30% after annual deductible
- Mail Order Rx Copay 90 day Supply	\$20/\$60/\$100		\$15/\$25/\$40	10%/20%/30% after annual deductible	N/A
- Rx Out of Pocket Maximum	\$1000/\$3000 single/family		Combined with Medical	Combined with Medical	
Annual HSA Reimbursement	N/A		N/A	\$600/\$1200 Individual/Family	
Employee Contribution Percentage	20%/10% Teachers & Administrators/Support		20%/10% Teachers & Administrators/Support	15%	

Questions/Comments

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