

Thursday, May 9, 2019

Budget Hearing - Response to Speakers

Speaker 1 –

1. Who are the members of the budget staff?
 - Emma Benton - Chief Financial Officer
 - Alfred Brown - Director of Finance and Payroll
 - Lisa Domzal - Position Control Coordinator
 - Regina Diggins - Budget Analyst II
 - Mona Wesley - Budget Analyst II

2. What is the final amount of salary increase for teachers? \$2,775 or \$3,000?
 - Teachers will receive \$3,000.

3. There were large increases in the budget- need explanation
 - a. Instruction - \$15M
 - Instruction's change is a result of staff (teachers, paraprofessionals) receiving a step, which also increases the district's contribution amount for benefits. An additional \$3,000 for employees paid on the Teacher Scale is also being provided.
 - b. Staff Training - \$5M
 - Instructional Staff's Training increase was \$10,083,129 in Title I Federal funds, due to the addition of 56 Title I Coaches in schools during the 2018-2019 school year.
 - c. Media Services - \$10M
 - Media Services' budget increased by only \$90,650 for FY 2020. This increase was driven by providing a step and \$3,000 for all media specialists.
 - d. Business Services - \$400K
 - Business Services' budget changed as a result of providing a step for all division employees, and an increase in contractual services to support staff training and development.

4. Need increased funding for SRO training
 - Approximately \$20,000 has been set aside for SRO training and certification purposes.

5. Where does the money go when teachers' pay is docked?
 - Any unused salary/benefit funds remain in the school's accounts until the end of the fiscal year.

6. Where does the money go when vacant positions are not filled?
 - Any unused salary/benefit funds remain in the school's accounts until the end of the fiscal year.

7. Where does money go when a teacher is absent and a substitute is not hired?
 - Any unused substitute money remains in that school's account and is used to offset any additional substitute needs for that location.

8. Need more money for Special Education

- The Division of Exceptional Students is in the process of determining any additional staffing needs, based upon a review of school schedules for 2019-2020 and the students' Individualized Education Programs (IEPs).

Speaker 2 –

***See attached salary schedules**

1. Will all teachers get a step increase next year?

- All teachers paid on the teachers' pay scale will receive a step as well as the Governor's increase.

2. Looking at the highlighted areas, some teachers will not receive an increase in FY20 because salaries were frozen last year, but a step was given.

- All teachers paid on the teachers' pay scale will receive a step as well as the Governor's increase.

Speaker 3 –

1. Is there a tentative salary schedule for FY20?

- As in previous salary years, Salary Schedules will be published in conjunction with Board approval of the final budget.

2. Why does it take CCPS teachers longer to reach the top of the salary schedule as compared to other districts? CCPS takes 36+ years.

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|---------------------|----------|
| a. APS | 7 years |
| b. DeKalb | 33 years |
| c. Fayette | 25 years |
| d. Fulton | 26 years |
| e. Griffin-Spalding | 23 years |
| f. Henry | 22 years |

- The Georgia Department of Education's teacher salary schedule stops providing increases at Step 21, and many districts throughout the state follow suit. While all of the districts referenced at the budget hearing have provided increases for teachers beyond the state's published maximum, Clayton County Public Schools has elected to allow teachers the ability to receive step and salary increases through Step 36, which exceeds the opportunities available in surrounding districts. A compensation study is currently underway to review the teacher salary scale.

Speaker 4 –

1. Need a copy of FY19 budget to compare to FY20 budget. Where are increases?

- The increases are in salaries and benefits due to teacher raises by the Governor and raises for other employees. See attached sheet.

2. Explain the Equalization Grant (\$48M). How is it used?
 - The Equalization Grant is additional funding provided to low wealth per FTE school systems above the core QBE formula earnings. Equalization is intended to narrow the gap between systems in terms of property tax wealth per pupil and equalize education opportunities across school districts. Systems are ranked from highest to lowest on the amount their tax digest generates per weighted FTE. The school district that is the 75th percentile becomes the benchmark. The systems that fall below the benchmark are eligible for an Equalization grant. The Equalization funds are used to supplement the local taxes.
3. What does the money go when teachers are docked for Professional Learning?
 - When an employee is docked, all funds remain in the general fund or the fund from which the salary is paid.
4. Where does money go when a teacher is absent and a substitute is not hired?
 - Any unused substitute money remains in that school's account and is used to offset any additional substitute needs for that location. Funds are not redirected.
5. How was the France trip paid?
 - a. Perkins Grant?
 - b. Who went?
 - c. What was done in France?
 - The District staff of Superintendent of Schools, CIA Director, CTAE Coordinator, Social Studies Coordinator and a Magnet School Principal traveled during the Thanksgiving Break (November 16 - 23, 2018) using individual department funds (general funds) for the cost of airline tickets only. No federal or Perkins Grant funds were used; however, it is a permissible usage.
 - As part of the Superintendent's ongoing effort to develop International Student Exchange Programs on every continent, a benchmark trip took place to Toulouse, France where the focus was visiting the aviation programs for high school students. Being that Clayton County is home to the world's busiest airport, Clayton County Public Schools has worked to develop opportunities for its students to forge careers in aviation, and this partnership with schools in France will provide CCPS students with a new perspective regarding the role they can play in the global community.
 - The District secured free lodging, meals, and local transportation for the entirety of the trip. District personnel did not request any reimbursements for lodging,

meals, and local transportation. It should be noted that lodging was with a Hospitality High School which was coordinated by the France Ministry of Education.

- The STEMulating International Exchange Program is designed to strengthen technical education and training for students and teachers by providing exposure, hands-on experience, and cultural awareness of the region of South France.
- The program goal is to expose students and teachers to workforce trends in France and America; to increase collaboration and develop relationships between the two regions (Toulouse and Atlanta); to provide international apprenticeship, internships and externships for students and teachers; to support cooperative learning opportunities between both regions; to increase language acquisition in French and Spanish; and to educate and expose students to economics, politics, culture, leadership and fine arts.
- The district leadership vetting team met with host country dignitaries, secured memorandums of understanding, and visited classrooms, training facilities, and host homes.
- The district anticipates more such trips to establish such partnerships as communicated to our community by the Superintendent.

6. Explain budget transfer for \$1M

- The budget transfer of \$1M is used to subsidize the Pre-K Lottery, Athletics, Child-Tec Program, and Adult Education.

7. Explain the \$200K reduction for School Nutrition

- The \$200K reduction for School Nutrition represents the reduction of contracted meals from the Bright from The Start Program.

8. Explain \$25K for School Nutrition travel (not sure if it was an increase or decrease)

- The \$25K for School Nutrition travel represents a \$5K increase in travel required for Nutrition Managers due the ending of the CEP Program. Managers will be traveling daily to the bank to make deposits.

Speaker 5 –

1. Why does the school system continue to receive a grade of D/F? **N/A**
 - a. Ms. Goree commented that comments must be related to the FY20 budget
2. The BOE should follow the money and not allow one person to make decisions. Ask questions about spending and the budget. **N/A**

