

FY23 Superintendent's Budget Proposal to the Richmond City School Board

Presented by: Jason Kamras, Superintendent

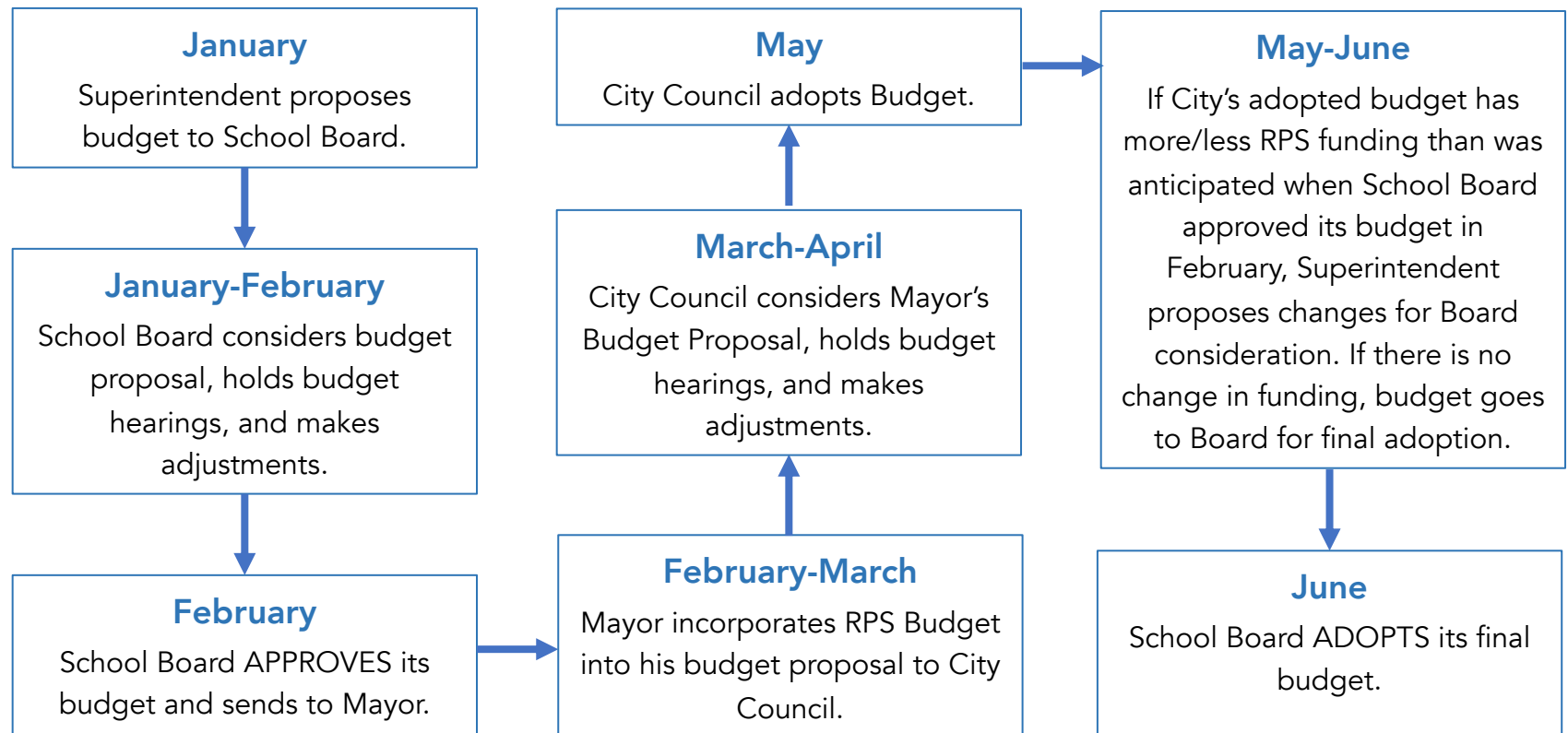
Venue: Richmond City School Board Meeting

Date: January 18, 2022

Section 1

RPS 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 FY22), runs from July 1, 2021 through June 30, 2022.
- The budget proposal in this document is for next fiscal year – FY23 – which will run from July 1, 2022 through June 30, 2023.

FY23

July 1, 2022 – June 30, 2023

Operating Budget v. Capital Improvement Plan (CIP) Budget

- RPS has two budgets: an **Operating Budget** and a **Capital Improvement Plan (CIP) Budget**. The Operating Budget covers all the day-to-day costs of running the school division: teacher salaries, curricular materials, transportation, and so on. In the current fiscal year (FY22), the RPS Operating Budget is approximately \$347 million. (This does not include “special revenue funds” like Title I, Head Start, etc.)
- The CIP Budget covers major facility expenses: everything from new HVAC systems to new roofs. Smaller maintenance expenses (e.g., replacing light bulbs or bathroom sinks) are not covered by the CIP budget; they are covered by the Operating Budget. In the current fiscal year (FY22), the RPS CIP budget is approximately \$2.1 million.



**Operating
Budget**



**Capital Improvement Plan (CIP)
Budget**

Section 2

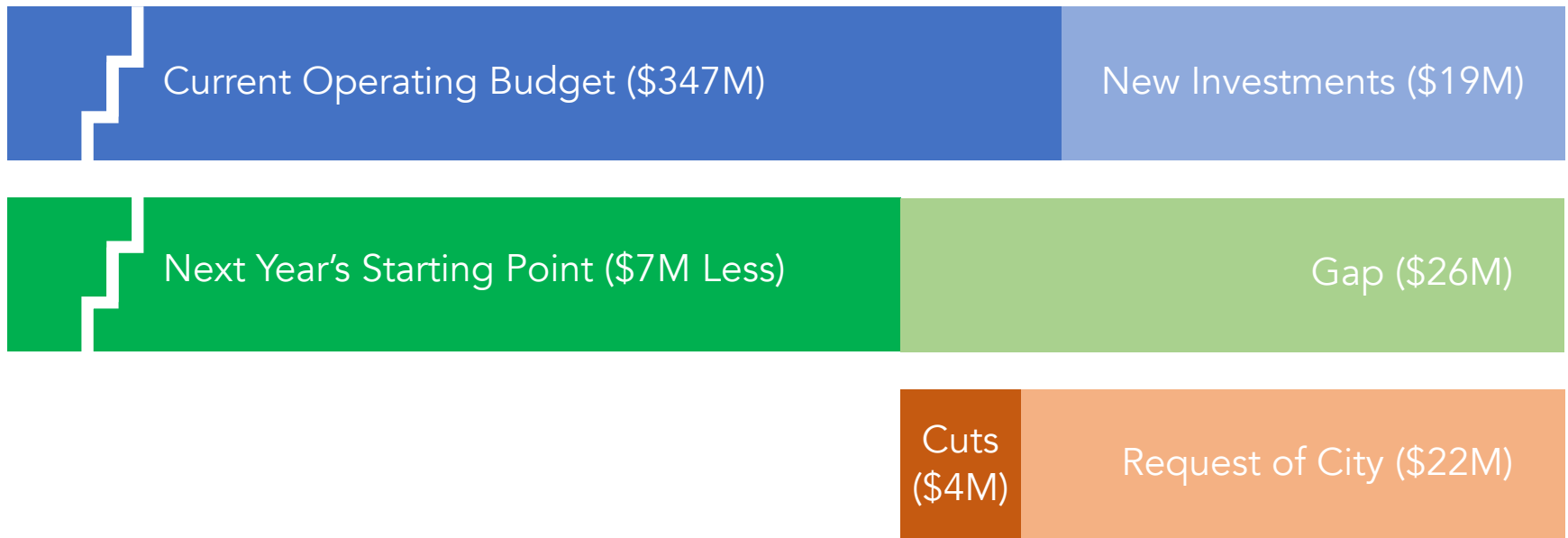
Proposed FY23 Operating Budget

FY23 Operating Budget Guiding Principles

- 1) **Increase Pay for Teachers and Other Staff** – Our teachers, administrators, and support staff have been truly heroic over the past year. We must continue to do everything we can to increase their compensation – and ultimately ensure they are the highest paid in the state.
- 2) **Hold Schools Harmless** – In anticipation of reduced funding from the State given changes in our LCI, we prepared for the possibility of reductions. As we worked through the numbers, we committed to holding schools harmless from cuts.
- 3) **Begin to Wean Ourselves Off Federal Funds** – Our federal stimulus funds have been indispensable throughout the pandemic. But we also know that they are one-time dollars, and must be completely spent by the end of the 2023-24 school year. Given this, we aimed to construct a budget that begins the process of weaning ourselves off federal stimulus funds.

FY23 Operating Budget Snapshot

We are starting this budget cycle with a \$7 million deficit, largely because of reduced State funding. Nonetheless, the Administration believes RPS needs, at a minimum, an additional \$19 million for critical new investments (most notably, a teacher raise). To pay for these new investments AND cover our shortfall, we would need \$26 million (\$7 million for the shortfall and \$19 million for the new investments). **To meet the \$26 million mark, the Administration proposes cutting \$4 million from the Central Office and submitting a request to the City for \$22 million.**



Proposed New Investments: \$19 Million

The Administration proposes \$19 million in new investments for FY23:

- \$11.5 million for a **5% RAISE** for teachers and all other RPS employees
- \$3 million for the annual **1.17% step increase** for all decompressed salary schedules (teachers, principals, assistant principals, nurses, instructional assistants, bus operators, and custodians)
- \$1 million to **cover a portion of the anticipated rise in healthcare costs** so that RPS employees do not see a significant increase in their insurance premiums
- \$1.7 million in annual **transfers** for items such as the tuition RPS pays to regional schools and the funding we are required to allocate for certain state programs
- \$550K in salary and benefits for **10 new bus driver positions**
- \$700K in salary and benefits to move **17 custodian positions** from our federal funds to our operating budget
- \$300K in salary and benefits to move **3 social worker positions** from our federal funds to our operating budget
- \$245K in salary and benefits for **2 staff members for the New School Construction Department**: Senior Account, New Construction (to handle all the financial aspects of new school construction) and Manager, New Construction (to oversee the construction of a new CTE high school at the Altria site). (This is in addition to the \$500K currently allocated for the original 3 roles.)
- \$100K in salary and benefits for **1 additional staff member for the Employee Relations Department** to assist with collective bargaining.

Additional Detail on the Proposed 5% Raise

With a 5% raise in FY23, RPS teachers will have seen more than a **19% increase** in overall compensation since FY18. Over that period, the average teacher salary rose from **\$52,011** to **\$64,104**. We will continue to do everything possible to ensure this trend continues over the coming years.

Year	Increase
FY19	2% for all employees
FY20	3% for all employees + 1.17% step increase for teachers
FY21	2% for all employees + 1.17% step increase for teachers, principals, assistant principals, and nurses
FY22	3% for all employees + 1.17% step increase for teachers, principals, assistant principals, nurses, instructional assistants, custodians, and bus drivers
FY23	5% for all employees + 1.17% step increase for teachers, principals, assistant principals, nurses, instructional assistants, custodians, and bus drivers

Proposed Central Office Cuts: \$4 Million

The Central Office plays a vital role supporting schools. This has recently become quite evident to the public, as central staff have covered classrooms to help keep our doors open. It pains the Administration, therefore, to make cuts to the Central Office. But we believe we must prioritize holding schools harmless. Therefore, we propose the following reductions, which in no way reflect on the performance of the individuals in these roles:

- \$1.9 million in **personnel (16 Positions)**
 - Director, Process Improvement
 - Director, Future Center
 - Associate Director, Curriculum and Instruction
 - Manager, Alternative Education
 - Manager, Instructional Innovation
 - Instructional Assessment Analyst
 - Coordinator, Instructional Projects
 - Specialist, Mentor Program
 - Specialist, CTE
 - Specialist, Fine Arts
 - Specialist, Technology
 - Operations Assistant
 - Executive Office Associate
 - Administrative Office Associate
 - Office Associate III
 - Records Technician
- \$1.9 million in **non-personnel expenses** (supplies, contracts, etc.)

Section 4

Proposed FY23 CIP Budget

FY23 Proposed CIP Investments

The Administration proposes **\$9 million in maintenance projects**. Please note that the State has allocated \$6 million in one-time funds for new school construction/maintenance, which will be available as of July 1, 2022.

School	Projects	Amount
Armstrong High School	Extend roof warranty, remodel locker room, resurface track, install stadium sound system, repair roof	\$498,300
Barack Obama Elementary School	Extend roof warranty, repair roof	\$117,400
J.L. Francis Elementary School	Replace carpet, replace roof panels	\$675,000
John Marshall High School	Extend roof warranties, repair roof sections, replace roof sections, replace indoor bleachers, install press box, install stadium lights	\$2,601,700
Maymont Preschool	Replace roof on remaining site	\$550,000
Overby-Sheppard Elementary School	Replace playground	\$300,000
Richmond Alternative School	Replace windows, trim, sills	\$1,100,000
Richmond Community High School	Extend roof warranty, repair roof	\$119,400
Summer Hill Preschool	Replace roof on west section	\$320,000

FY23 Proposed CIP Investments (Continued)

School	Projects	Amount
Thomas H. Henderson Middle School	Replace carpet, replace indoor basketball goals, resurface tennis courts and basketball court	\$925,000
Thomas Jefferson High School	Install press box	\$75,000
Various Schools	Extend warranties, replace window blinds, upgrade intercom/bells, upgrade science labs, replace basketball rims/boards	\$1,805,000