



*2013-2014*  
*Henrico County*  
*Public Schools*

*Annual*  
*Financial Plan*  
*Investing in*  
*Excellence*



In Henrico, we have made a commitment to change the way we do business, while always doing what's best for children.



# Five-Year Comparison of Fixed vs. Expendable Accounts as a % of Total General Fund Budget

	Salary & Benefit Accounts	Non-Salaried Fixed Accounts	Non-Salaried Expendable Accounts
2008-09	85.2%	9.9%	4.9%
2009-10	85.5%	10.6%	3.9%
2010-11	85.1%	11.5%	3.4%
2011-12	86.4%	10.5%	3.1%
2012-13	89.8%	7.8%	2.4%

# Budget Highlights

- \$11 million dollar budget gap
- Minimal impact on instructional programs
- All full time staff will have a position next year
- Opening Kaechele Elementary
- Increase of 59.1 General Fund positions

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# Budget Highlights

- Do not increase matching funds for Year 4 of Teacher Incentive Fund grant
- Reinstate negative adjustment to be covered by carryover of current year state revenues in excess of budget/expenditure savings
- PREP Turnover Variance
- Reduce Utilities
- Attrition
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# The Process

## Stakeholder Input:

- School Teams
- Student Congress
- Parent Groups
- Teachers
- School Board Members
- Public Input Sessions
- Community Groups
- Employee Survey
- County Staff
- Budget Advisory Committee
- Division Leadership Team
- Web Site Link



# Summary of All Funds

	2012-2013 Approved	2013-2014 Recommended	Change	% Change
General Fund	404,050,000	410,272,057	6,222,057	1.5%
Debt Service	39,257,303	36,565,167	(2,692,136)	(6.9%)
General Fund & Debt Service	443,307,303	446,837,224	3,529,921	0.8%
Special Revenue Funds	61,211,735	61,305,237	93,502	0.2%
Total All Funds	504,519,038	508,142,461	3,623,423	0.7%

# General Fund Revenues

	2012-2013 Original	2013-2014 Recommended	Change	% Change
State	214,883,000	226,378,000	11,495,000	5.3%
Federal	300,000	350,000	50,000	16.7%
Other	1,202,000	1,202,000	0	0.0%
From County	182,165,000	182,342,057	177,057	0.1%
Jobs Fund	5,500,000	0	(5,500,000)	(100.0%)
Total General Fund	404,050,000	410,272,057	6,222,057	1.5%



# Five-Year Comparison of Changes to General Fund

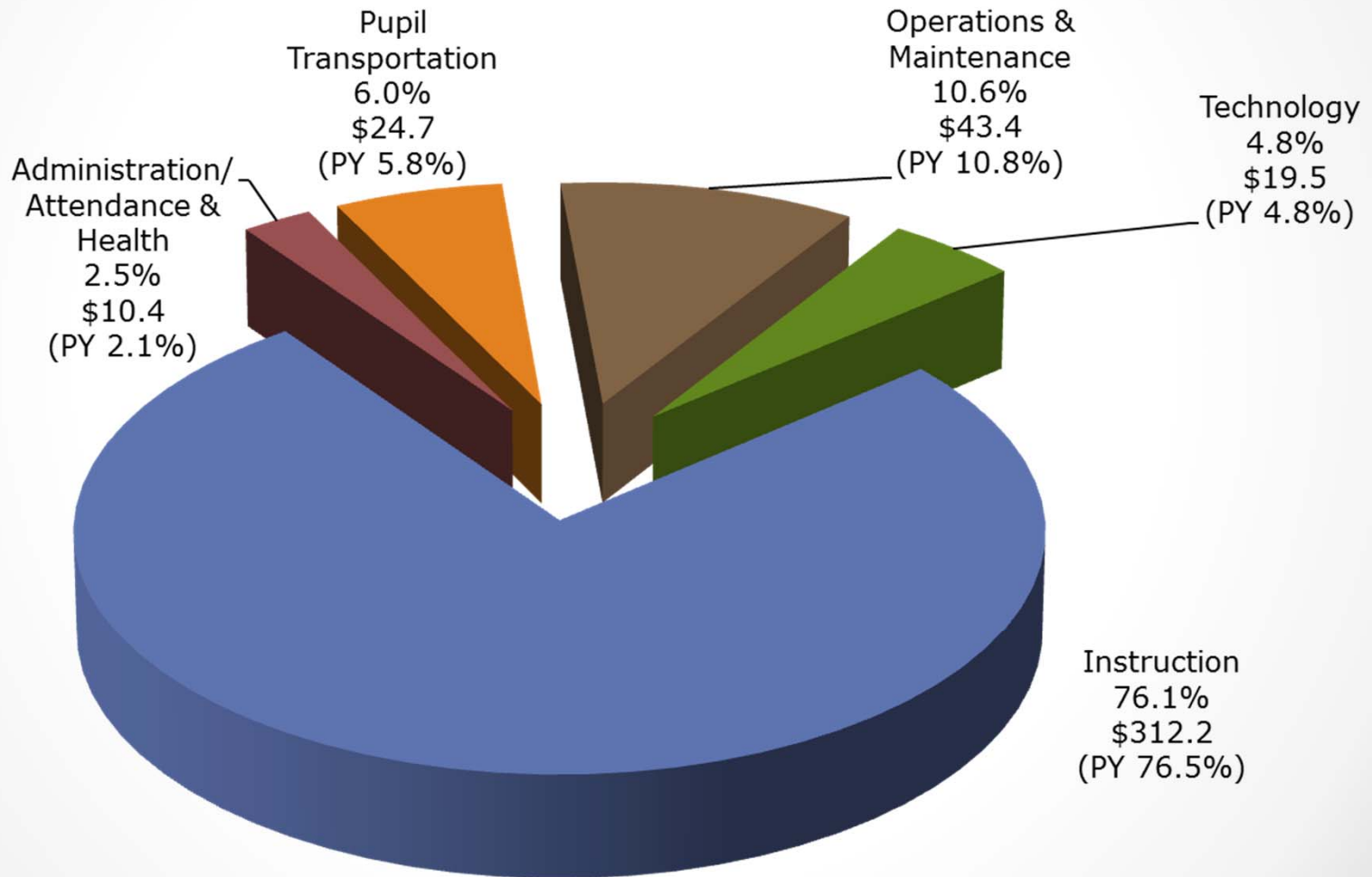
	General Fund	Change	% Change
2009-10	424,250,000	2,953,137	0.7%
2010-11	402,409,019	(21,840,981)	(5.1%)
2011-12	403,750,000	1,340,981	0.3%
2012-13	404,050,000	300,000	0.1%
2013-14	410,272,057	6,222,057	1.5%

# Five-Year Comparison of Changes to Debt Service

	Debt Service	Change	% Change
2009-10	40,054,790	5,234,099	15.0%
2010-11	36,522,774	(3,532,016)	(8.8%)
2011-12	37,523,569	1,000,795	2.7%
2012-13	39,257,303	1,733,734	4.6%
2013-14	36,565,167	(2,692,136)	(6.9%)

# 2013-2014 General Fund Expenditures

## \$410,272,057



● Amounts in millions

(Prior Year % in Parenthesis) ●

# General Fund Expenditures

	2012-2013 Approved	2013-2014 Recommended	Change	% Change
Instruction	312,029,644	312,242,720	213,076	0.1%
Administration/ Attendance & Health	5,245,293	10,425,707	5,180,414	98.8%
Pupil Transportation	23,516,809	24,664,351	1,147,542	4.9%
Operations & Maintenance	43,747,564	43,424,130	(323,434)	(0.7%)
Technology	19,510,690	19,515,149	4,459	0.0%
Total General Fund	404,050,000	410,272,057	6,222,057	1.5%

The \$11,329,019 original additional estimated expenses are approximately 3% of the current year general fund budget.

- The increase in Administration/Attendance & Health is mostly due to the change in the Recommended Adjustment line

# Known Additional Expenses Beyond Current Year Budget:

- Reverse Negative expenditure
- Hospitalization rate increase
- Positions for New School and Growth
- Increase in matching funds for Year 4 of TIF Grant

additional expenses estimated  
total \$11,329,019



# Closing the Gap

Original Amount Needed to Cut	\$11,329,019
Less: Target Adjustment	(1,800,000)
Revised Reductions Needed	\$9,529,019



# Recognized Savings

Did not Increase matching funds for Year 4 of TIF Grant	864,415
Reinstate Negative Recommended Adjustment to be covered by Carryover of Current Year State Revenues in excess of budget/expenditure savings	5,500,000
Attrition	1,647,036
PREP Turnover Variance	644,117
Utilities	500,000

# Recognized Savings

Additional Healthcare Savings After January 1, 2013	130,400
Reduced Cost of School Resource Officer's	41,126
Position shifted to Special Revenue	130,144
3% Reduction from Math/Science Center and Community Organizations	31,909
3% Reduction from Governor's School Tuition (per student from \$7,445 to \$7,221 X 178)	39,872
Total Recognized Savings	9,529,019

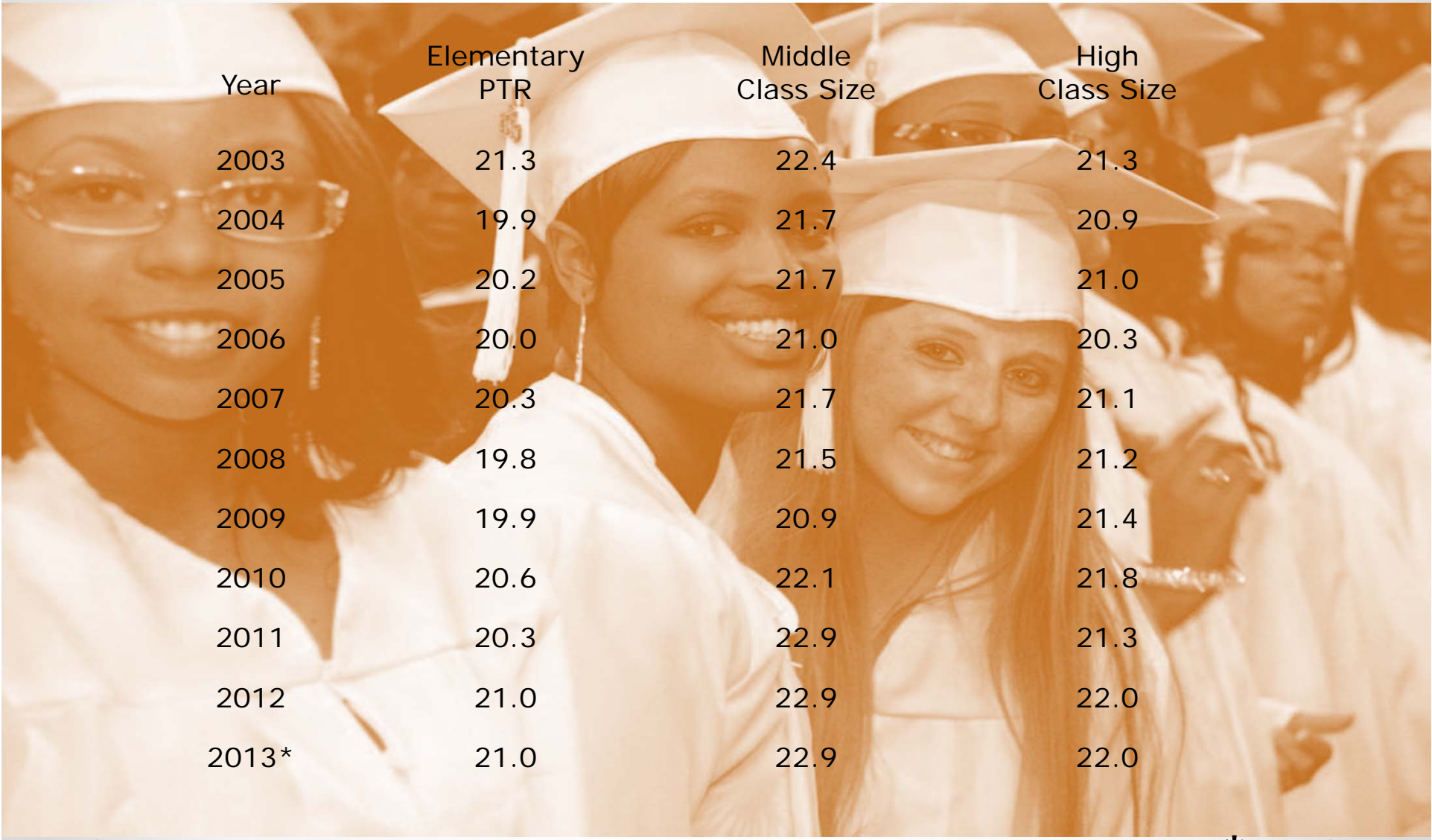
# New Positions for Kaechele Elementary

FTE	Position
1.0	Assistant/Associate Principal
1.6	School Counselor
10.0	Classroom Teachers
3.0	Art, Music, PE Teachers
2.0	Clerical (Office & Library)
1.0	Technology Support Technician II
1.0	School Nurse
3.0	Bus Drivers
2.5	Custodial Workers
1.0	Custodian I
26.1	Total FTE

# New Positions for Growth

FTE	Position
1.0	Assistant/Associate Principal - Elementary
10.0	Classroom Teachers –Teacher Reserve
12.0	Classroom Teachers – Secondary/CTE Education
1.0	School Social Worker
1.0	Clerical (Glen Allen High)
1.0	School Security Officer (Varina High)
5.0	Bus Drivers
1.0	Custodial Workers (Glen Allen High)
1.0	Maintenance Assistant I (West Area Zone)
33.0	Total FTE

# Elementary PTR and Secondary Class Size 2003-2013



Year	Elementary PTR	Middle Class Size	High Class Size
2003	21.3	22.4	21.3
2004	19.9	21.7	20.9
2005	20.2	21.7	21.0
2006	20.0	21.0	20.3
2007	20.3	21.7	21.1
2008	19.8	21.5	21.2
2009	19.9	20.9	21.4
2010	20.6	22.1	21.8
2011	20.3	22.9	21.3
2012	21.0	22.9	22.0
2013*	21.0	22.9	22.0

\* Estimated

# Comparison to Other Localities

	Henrico	Hanover	Chesterfield	Richmond
Positions Reduced over 3 years	189.6	312	550+	217
Positions Increased over 3 years	105.1	none	?	?
2010-11 Salary decreases	none	none	2% teachers, 3%-7% administrators, with 2% bonus	none
2011-12 Salary increases	2.372% Step	2.25%	2% one time, continue with 4 furlough days	1% bonus
2012-13 Salary increases/decreases	5% offset to VRS	5% offset to VRS	1.14% offset to VRS	1% offset to VRS, (5 furlough days)
2013-14 Salary increases	none	none	1% salary increase 1.14% offset to VRS	Reinstate 5 furlough days, 1% pay raise.

Source: School division websites and the Richmond Times Dispatch



# Comparison to Other Localities

	Henrico	Hanover	Chesterfield	Richmond
PTR Staffing:	<b>2013-14</b>	<b>2013-14</b>	2012-13	2012-13
Elementary	21.0 to 1	22.1 to 1	25 to 1	17 to 1*
Middle	22.9 to 1	19.9 to 1	27 to 1	21 to 1
High	22.0 to 1	20.2 to 1	26 to 1	21 to 1

\*To receive k-3 class size reduction funding, RPS must meet the required pupil teacher ratios based on free lunch eligibility. 25 to one in grades 4-5 with no class being larger than 30 students.

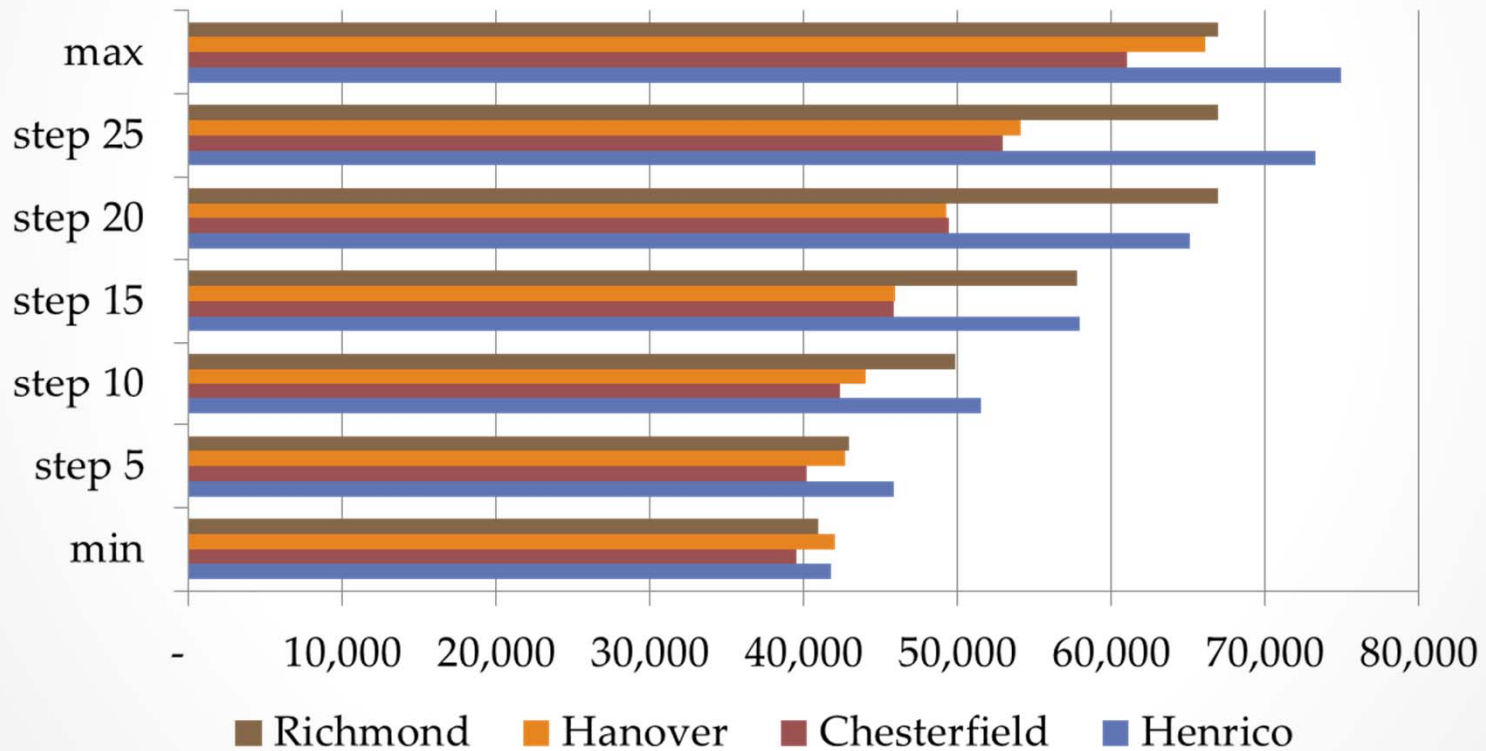
# Compensation Highlights Metro Area Counties Approved 2012-2013 Teacher Salary Comparisons

Bachelor's Degree							
Beginning Scale							
	Minimum	Step 5	Step 10	Step 15	Step 20	Step 25	Maximum
Henrico (26 steps)	41,726	45,828	51,528	57,936	65,141	73,242	74,979
Chesterfield (30 years)	39,491	40,202	42,326	45,865	49,406	52,945	61,006
Hanover (30 steps)	42,042	42,709	44,003	45,904	49,258	54,118	66,125
Richmond (20 steps)	40,903	42,974	49,818	57,755	66,952	66,952	66,952

# Compensation Highlights Metro Area Counties Approved 2012-2013 Teacher Salary Comparisons

Master's Degree							
Beginning Scale							
	Minimum	Step 5	Step 10	Step 15	Step 20	Step 25	Maximum
Henrico (26 steps)	43,729	48,028	54,001	60,717	68,268	76,758	78,578
Chesterfield (30 years)	41,466	42,212	44,443	48,159	51,876	55,592	64,056
Hanover (30 steps)	44,565	45,271	46,642	48,658	52,215	57,364	70,092
Richmond (20 steps)	42,948	45,121	52,310	60,640	70,299	70,299	70,299

# Compensation Highlights Metro Area Counties Approved 2012-2013 Bachelor's Teacher Salary Comparisons



# Next Steps

- January 29
  - Budget Presentation to HCCPTA & public hearing @ Henrico High
- January 31
  - Executive department review with the County Manager
- February 13
  - Teacher Advisory Council – budget presentation (through Elluminate)
- February 28
  - School Board Approval of Proposed Budget

# Next Steps

- March 1
  - Submit School Board's proposed budget to Board of Supervisors and County Administration
- March 21
  - Review School Board Approved proposed budget with Board of Supervisors
- April 9
  - Board of Supervisors public hearing on the budget
- April 23
  - Board of Supervisors adoption of county budget
- April 25
  - School Board adoption of 2013-2014 Annual Financial Plan

**Budget Work Sessions – TBA**



# 2013-2014 Henrico County Public Schools Annual Financial Plan

