SUPERINTENDENT'S RECOMMENDATIONS TO MEET AVAILABLE REVENUES

School Board Requested Revenues	Adopted Revenues (Adopted Expenses)	Reductions Required	Current Reductions	Amount to Reduce
151,813,180	151,249,906	563,274	(563,274)	0

Projected Beginning Fund Balance (FY 12/13)	FY 12/13 Projected Ending Fund Balance	Fund Balance as Percent of Adopted Budget
3,245,501	$ 3,045,501	2.01%

School Board Reserve	75,000

Num	Reductions in Effort	Possible Savings	School Board Changes 5/10/2012	Total
	Board Reserve	$ 75,000		$ -
	Use of Fund Balance	$ 3,045,501	$ (200,000)	$ (200,000)
1	Add Staffing to Reduce Class Load in Grades 4 - 12 (17.12 FTE - $1,123,637)	$ 1,123,637		$ -
2	Liability/Auto insurance ($5,000)	$ 5,000		$ -
3	CATEC Increase ($17,912)	$ 17,912		$ -
4	Custodial Staff for Greer ES Classroom Addition (0.50 FTE - $15,056)	$ 15,056		$ -
5	Dental Increase ($35,970)	$ 35,970		$ -
6	Teacher Salary Increase ($509,646)	$ 509,646		$ -
7	Classified Increase ($322,885)	$ 322,885		$ -
8	Growth - (6.93 FTE - $454,836 and $23,441)	$ 478,277		$ -
9	Fuel Cost for County Vehicle Operations ($75,200)	$ 75,200		$ -
10	Health & Medical Sciences Academy Staffing (0.50 FTE - $32,815)	$ 32,815		$ -
11	Increased Cost of the Virginia Retirement System and Group Life Insurance ($395,975)	$ 395,975		$ -
12	Line Item Increases for Utility Costs ($96,582)	$ 96,582		$ -
13	Unemployment Insurance Increase ($20,000)	$ 20,000		$ -
14	Piedmont Regional Education Program - ($87,940)	$ 87,940		$ -
15	Legislative Liaison (1.00 FTE - $65,010)	$ 65,010		$ -
16	FY 2012-13 Staffing Standards - Media Specialists (0.20 FTE - $13,128)	$ 13,128		$ -
17	FY 2012-13 Staffing Standards - School Counselor (0.50 FTE - $32,815)	$ 32,815		$ -
18	ESOL Staffing (1.00 FTE - $65,633)	$ -	$ (65,633)	$ (65,633)
19	Continue Technology Client Service Support Initiative (1.00 FTE - $65,010)	$ 65,010		$ -
20	FY 2012-13 Staffing Standards - Assistant Principals (1.05 FTE - $68,914)	$ -	$ (68,914)	$ (68,914)

SUPERINTENDENT'S RECOMMENDATIONS TO MEET AVAILABLE REVENUES

Num	Reductions in Effort	Possible Savings	School Board Changes 5/10/2012	Total
21	Professional Development in Support of Instructional Technology ($100,000)	$ 65,000	$ (35,000)	$ (35,000)
22	FY 2012-13 Staffing Standards - Elementary Art, Music, and PE (2.00 FTE - $131,266)	$ 131,266		$ -
23	Response to Intervention (RTI) (5.80 FTE - $380,672)	$ 196,899	$ (183,773)	$ (183,773)
24	Administrative Office Assistant - Murray High School (Office of Instruction Cost Neutral)	$ -		$ -
25	Technical Adjustments for VRS (($88,850))	$ (88,850)		$ -
26	Health Insurance Savings (($504,369))	$ (504,369)		$ -
27	Voluntary Early Retirement Incentive Plan (VERIP) (($10,915))	$ (10,915)		$ -
28	Salary Savings (($765,677))	$ (765,677)		$ -
29	Lapse Factor Increase (($100,000))	$ (100,000)		$ -
30	Reduce Bus Replacement (($37,374))	$ (37,374)		$ -
31	Teacher Salary 5% Increase ($3,355,725)	$ 3,355,725		$ -
32	Classified 5% Increase ($1,334,113)	$ 1,334,113		$ -
33	Superintendent's Reductions	$ (209,954)	$ (209,954)	$ (209,954)
34		$ -		$ -
35		$ -		$ -
36		$ -		$ -
37		$ -		$ -
38		$ -		$ -
39		$ -		$ -

School Board Initiatives by Tier

Tier 1 - Protected Items

Item Number: 1   Add Staffing to Reduce Class Load in Grades 4 - 12 (17.12 FTE - $1,123,637) - Board Priority 1.1

In 2011-2012, the Board took a measured and costly action to reduce teacher loads for grades 4 - 12. This brought down the burden on teacher workload and improved student contact with teachers. The expense for this action was funded through one-time Federal Jobs Bill money.

Item Number: 2   Address projected increase to liability/auto insurance ($5,000 in Recurring Operational Costs) - Board Priority 5.1

Address projected increases in County auto/liability insurance anticipated to rise by $5,000 due to higher costs.

Item Number: 3   CATEC Increase ($17,912 in Recurring Operational Costs) - Board Priority 1.1

Increase costs of CATEC

Item Number: 4   Custodial Staff for Greer ES Classroom Addition (0.50 FTE - $15,056) - Board Priority 5.1

In August 2012, a new seven classroom addition totaling 13,383 sq/ft. will be completed at Greer Elementary School. This space, which is the approximate size of five residential homes, will need to be cleaned and maintained by custodial staff. This funding request is only for 0.50 FTE although our traditional growth model suggests a 0.70 FTE for custodial services. If this request is not approved, it will be difficult for the existing custodial staff to absorb the additional duties associated with the seven new classrooms.

Item Number: 5   Dental Increase ($35,970) - Board Priority 3.1

It is anticipated that dental insurance costs will increase by 8%.

Item Number: 6   Teacher Salary Increase 1% ($509,646) - Board Priority 3.1

Scale and Step adjustment according to market data.

Item Number: 7   Classified Increase 1% ($322,885) - Board Priority 3.1

Increase of 1.00 % based upon joint Board direction.

Item Number: 8   Growth due to Enrollment - (6.93 FTE Teachers) (6.93 FTE - $454,836 and $23,441 in Recurring Operational Costs) - Board Priority 1.1

Increase due to growth in numbers of students from budget to budget. This also includes increase in operations for schools of $23,441.

Item Number: 9   Fuel Cost for County Vehicle Operations ($75,200 in Recurring Operational Costs) - Board Priority 5.1

Based on projections that the student population will increase and on the projected average fuel costs of $3.00/gallon for diesel and $2.80/gallon for gasoline in FY 2012-2013, the net cost increase from FY2011-2012 is projected to be $75,200.

Item Number: 10   Health & Medical Sciences Academy Staffing (0.50 FTE - $32,815) - Board Priority 1.1

The Division currently assigns 0.50 FTE to the Math Engineering Science Academy (MESA) at Albemarle High School to support a teacher/director position so that the teacher may teach 1/2 of the time and spend 1/2 of the time on curriculum development and program planning. This request calls for the same model to be applied to Monticello High School.

Item Number: 11   Increased Cost of the Virginia Retirement System and Group Life Insurance ($395,975) - Board Priority 3.1

Virtually all Virginia School Divisions participate in the Virginia Retirement System (VRS) and contribute the entire rate. Once Divisions have joined VRS, by law they may not withdraw. This increase is based upon a rate of 17.77% which is 5.56% over FY 2011/2012. In addition, the non-professional rate is increased by 2.63% to 15.23%. Group life insurance rates increased by 0.20% to 0.48%.

Item Number: 12   Line Item Increases for Utility Costs ($96,582 in Recurring Operational Costs) - Board Priority 5.1

The following increases are requested, based on estimates from the utility rate projections and projected usage for the 2012/13 fiscal year. The projected cost increase is due to increased building area at Greer and increases in utility rates, not higher energy usage per square foot.

School Board Initiatives by Tier

Tier 1 - Protected Items

Item Number: 13   Unemployment Insurance Increase ($20,000 in Recurring Operational Costs) - Board Priority 5.1

National data predicts that costs will continue to rise. Since the 2008-2009 school year, unemployment costs have risen by 78%.

Item Number: 14   Piedmont Regional Education Program (PREP) - Ivy Creek / Emotional Disturbance (ED) Program / Autism ($87,940 in Recurring Operational Costs) - Board Priority 1.1

Emotional Disturbance Program - This is a regional program that provides services to students with emotional disturbance. The increase is based on the rise in tuition due to an increase in compensation costs related to providing these services. $50,746

Autism / MD / SD - This is a regional program that provides services to students with autism, multiple disabilities or severe disabilities. $37,194

Item Number: 15   Legislative Liaison (1.00 FTE - $65,010) - Board Priority 5.1

The School Board has directed staff to bring forward an initiative to redirect Division funding of legislative and Board/Community/Partnership development. Currently, the School Board pays for such a position through an hourly contract. The School Board uses this position to support, develop and maintain its legislative position with federal and state legislature and to provide for ongoing development of a business partnership roundtable. The position will also assist with grant writing on behalf of the School Board's implementation of strategic priorities and provide service to the School Board office, as needed.

Item Number: 31   Teacher Salary VRS Mandated 5% Increase ($3,355,725) - Board Priority 3.1

Due to a new unfunded mandate that employees pay 5% towards VRS, local governments and school divisions are required to increase salaries. As recommended by staff a 5% full implementation was approved by both Boards.

Item Number: 32   Classified Salary VRS Mandated 5% Increase ($1,334,113) - Board Priority 3.1

Due to a new unfunded mandate that employees pay 5% towards VRS, local governments and school divisions are required to increase salaries. As recommended by staff a 5% full implementation was approved by both Boards.

Tier 1 - Protected Items Total: $7,971,743

School Board Initiatives by Tier

Tier 1 - Items for Consideration

Item Number: 16   FY 2012-13 Staffing Standards - Media Specialists (0.20 FTE - $13,128) - Board Priority 1.1

The current state standard outlined in the Standards of Accreditation for elementary media specialists is part time to 299 and full-time at 300. The Albemarle County standard is 0.5 FTE per school minimum and 0.3 FTE which may be used for media center teacher assistant time or to be used to supplement media specialist time. In recent years, enrollment patterns for three elementary schools have been shifting above or below the 300 benchmark. To create stability, this initiative would change the staffing standard for media specialist at an enrollment of 285 for a 3 year average for 1.0 FTE. For FY 2012-13, this would require the addition of a 0.2 FTE for Woodbrook Elementary School and enable Crozet Elementary to retain a 1 FTE Media Specialists.

Item Number: 17   FY 2012-13 Staffing Standards - School Counselor (0.50 FTE - $32,815) - Board Priority 1.1

The current Albemarle County staffing standard for elementary school counselors is 0.50 to 299, 1 at 300 and 1.50 at 575. In recent years, enrollment patterns for three elementary schools have been shifting above or below the 300 benchmark. To create stability, this initiative would change the staffing standard for school counselors at an enrollment of 285 for a 3-year average to 1.00 FTE. For FY 2012-2013, this would require the addition of a 0.50 FTE for Woodbrook Elementary School and enable Crozet Elementary School to retain their 1.00 FTE school counselor position..

Item Number: 18   ESOL Staffing (1.00 FTE - $65,633) - Board Priority 1.1

This initiative would increase ESOL staffing by 1.0 FTE for FY 2012-2013. This request is necessary due to increases in the number of ESOL students in our division as well as requirements for instruction provided to Level 5 students and reporting requirements for Level 6 students.

Item Number: 19   Continue Technology Client Service Support Initiative (1.00 FTE - $65,010) - Board Priority 5.1

This funding request is to operationalize the remaining original FTE that has not been replaced.

Item Number: 20   FY 2012-13 Staffing Standards - Assistant Principals (1.05 FTE - $68,914) - Board Priority 1.1

The current staffing standard for Assistant Principals for both elementary and middle schools is 1 full-time at 400 based on a 2 year average. This initiative is to amend the staffing standard to add 1 10-month assistant principal for elementary and middle schools when enrollment reaches 700 students. For FY 2012-2013, this would require the addition of a 10-month position at Henley Middle School which has a current enrollment of 806.

Item Number: 21   Professional Development in Support of Instructional Technology ($100,000 in Recurring Operational Costs) - Board Priority 1.1

This funding initiative is to allocate $100,000 for instructional technology teacher professional development to ensure the effective use of technologies within our schools. This funding request is the equivalent of 2 hours of professional development per teacher.

Item Number: 22   FY 2012-13 Staffing Standards - Elementary Art, Music, and Physical Education (2.00 FTE - $131,266) - Board Priority 1.1

The current staffing standards of Art - 45 minutes/week and Music - 60 minutes/week for 2-5 and 30 minutes/week for grades PK-1 offers challenges for one teacher to serve over 600 students and to maintain Professional Learning Community (PLC) structures and appropriate planning time. Currently, staffing for physical education, art and music FTEs increases incrementally as enrollments increase. At an enrollment of 420 - 479, PE staffing increases to 2.00 FTE while Art and Music increase to 1.00 FTE. However, from 480 to 719, PE continues to increase while Art and Music remains at 1.00 FTE. This initiative would amend the staffing standard for Art and Music to increase to 1.50 FTE when PK-6 enrollment reaches 540 students. For FY 2012-13, this would require the addition of 2.00 FTE -0 .50 FTE Music and 0.50 FTE Art for both Cale Elementary and Brownsville Elementary Schools.

Item Number: 23   Response to Intervention (RTI) (5.80 FTE - $380,672) - Board Priority 2.1

In FY 2010-2011, RTI staffing was provided to schools at all levels. Due to budget cuts and the reduction of federal American Recovery and Reinvestment Act (ARRA) funds, RTI staffing for secondary schools is no longer supported. This initiative would provide additional RTI staffing to support at-risk students.

Tier 1 - Items for Consideration Total: $857,438

School Board Initiatives by Tier

Tier 2 Items

Item Number: 24   Administrative Office Assistant - Murray High School (($23,268)) - Board Priority 5.1

The principal and staff at Murray High School are responsible for supporting the Enterprise Center and Community Public Charter School. The office staff consists of the principal, a school counselor, and a general clerical position. The general clerical position is responsible for book-keeping, data base coordinator and other duties as needed. Since Murray and the Enterprise Center do not have a nurse or cafeteria, this clerical position supports these responsibilities as well. This initiative would provide additional support for these services. This increase is funded through the Office of Instruction reducing their budget by $23,268, which is the total cost of the initiative.

Tier 2 Items Total: $0

School Board Initiatives by Tier

Reductions

Item Number: 25   Technical Adjustments for VRS (($88,850)) - Board Priority 3.1

Savings due to ACLP stipends.

Item Number: 26   Health Insurance Savings (($504,369)) - Board Priority 3.1

Health insurance costs are anticipated to be $6,745 per FTE. This is a savings over budgeted 2011-2012 amounts of $300 per contributing employee.

Item Number: 27   Voluntary Early Retirement Incentive Plan (VERIP) (($10,915)) - Board Priority 3.1

As a part of the FY 2010-11 budget, a retirement incentive package was offered. At that time the participation rate was unknown, therefore the increased costs in this line item were not reflected in the FY 2010-11 budget. The vast majority of these expenses are due to retirements that took place in the current fiscal year. Additionally, for the first time, these expenses have been reflected in their correct appropriation category.

Item Number: 28   Salary Savings (($765,677) in Recurring Operational Costs) - Board Priority 3.1

Salary savings due to the typical retirements and turnover within the school division from year to year.

Item Number: 29   Lapse Factor Increase (($100,000) in Recurring Operational Costs) - Board Priority 5.1

Lapse factor reduction.

Item Number: 30   Reduce Bus Replacement (($37,374) in Recurring Operational Costs) - Board Priority 5.1

It is anticipated that costs for school bus replacements will be moved to the Capital Improvement Program (CIP) thereby reducing recurring operational costs.

Reductions Total: ($1,507,185)