

**ATLANTA
PUBLIC
SCHOOLS
BOARD OF
EDUCATION
BUDGET
COMMISSION**

December 16, 2021



AGENDA

- Align on SSF recommendations
- Review revenue and expenditure assumptions



ATLANTA
PUBLIC
SCHOOLS

SSF Recommendations

History of SSF Weights

Grade Level

Grade Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Kindergarten	0.60	0.65	0.60	0.60	0.60
1 st Grade	0.25	0.30	0.25	0.25	0.25
2 nd Grade	0.25	0.30	0.25	0.25	0.25
3 rd Grade	0.25	0.30	0.25	0.25	0.25
4 th Grade		0.10			
5 th Grade		0.10			
6 th Grade	0.05	0.05	0.05	0.03	0.03
7 th Grade			0.02		
8 th Grade			0.02		
9 th Grade	0.05	0.05	0.02	0.03	0.03
10 th Grade			0.02		
11 th Grade			0.02		
12 th Grade			0.02		

Prior Academic Performance

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.10	0.10	0.10	0.10	0.10
Middle	0.10	0.10	0.10	0.10	0.10
High	0.05	0.05	0.05	0.05	0.05

Poverty

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.50	0.55	0.50	0.50	0.50
Middle	0.45	0.50	0.50	0.50	0.50
High	0.60	0.55	0.50	0.50	0.50

Gifted Supplement

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.60	0.60	0.60	0.60	0.60
Middle	0.60	0.60	0.60	0.60	0.60
High	0.60	0.50	0.50	0.50	0.50

Concentration of Poverty

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.			0.06	0.06	0.06
Middle			0.06	0.06	0.06
High			0.06	0.06	0.06

History of SSF Weights

English Language Learners

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.10	0.15	0.15	0.15	0.15
Middle	0.10	0.15	0.15	0.15	0.15
High	0.10	0.15	0.15	0.15	0.15

Special Education

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.03	0.03	0.03	0.03	0.03
Middle	0.03	0.03	0.03	0.03	0.03
High	0.03	0.03	0.03	0.03	0.03

Gifted Education

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.60	0.60	0.60	0.60	0.60
Middle	0.60	0.60	0.60	0.60	0.60
High	0.60	0.50	0.50	0.50	0.50

Early Intervention (EIP) and Remedial Education Programs (REP)

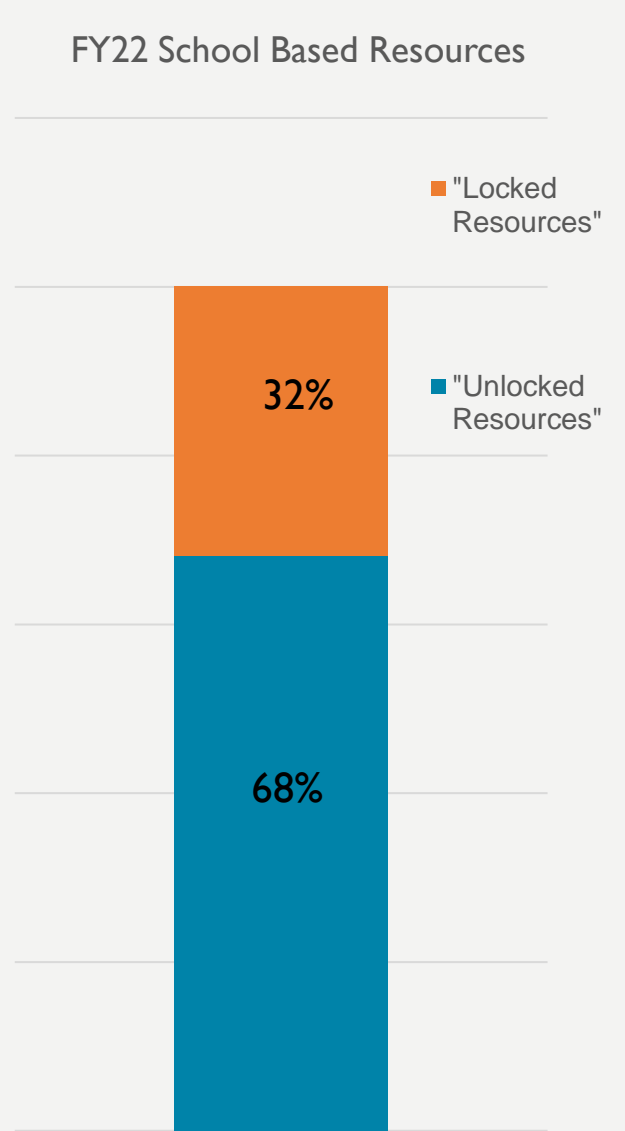
School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.		1.05	1.05	1.05	
Middle		1.05	1.05	1.05	
High		1.05	1.05	1.05	

Small Schools

School Level	FY19 Weight	FY20 Weight	FY21 Weight	FY22 Weight	FY23 Weight
Elem.	0.40	0.40	0.40	0.40	0.40
Middle	0.40	0.40	0.40	0.40	0.40
High	0.40	0.40	0.40	0.40	0.40

For FY2022 APS UNLOCKED 68% OF RESOURCES THROUGH SSF, WITH FLEXIBILITY IN THE USE OF SOME "LOCKED" RESOURCES

FY22 School Based Resources



"Unlocked" Resources

- ✓ Core teachers
- ✓ Extended core
- ✓ Principals/APs
- ✓ School admin (*including clerks, secretary, registrar, and program admin*)
- ✓ Gifted
- ✓ Gen ed paras (*Kindergarten*)
- ✓ Counselors
- ✓ EIP/REP teachers**
- ✓ Graduation Coaches
- ✓ ~~Media Specialists~~
- ✓ Athletic Directors
- ✓ ISS Monitors
- ✓ Textbook funds
- ✓ Substitutes
- ✓ Base, flex, cluster, and

"Locked" Resources

- ✓ Signature funds**
- ✓ Turnaround funds**
- ✓ Title I funds**
- ✓ Title IV funds**
- ✓ Field Trip Transportation funds
- ✓ CTAE positions
- ✓ ESOL positions
- ✓ SWD positions
- ✓ Psychologists
- ✓ Nurses
- ✓ Social Workers
- ✓ ROTC
- ✓ Custodians & Site Managers
- ✓ Instructional Technology Specialists
- ✓ **Media Specialist**
- ✓ SROs
- ✓ Schools not funded through SSF

**Flexibility within resources exists,

Baseline Services

Positions

- Principal
- Assistant Principal
- School Secretary
- Counselor
- School Clerk
- ISS Monitor (1.0 MS/HS)
- Registrar (1.0 HS)
- Graduation Coach (1.0 HS)
- Flex Teacher (1.0 ES/MS, 1.5 HS)

CHANGE:

For FY2023, we will remove media specialist from the baseline of services and pull the allocation from SSF. For FY2023 these positions will be allocated at 1.0 FTE per school outside of SSF.

Teacher Grade Level	FY22 Student: Teacher Ratio	FY23 Student: Teacher Ratio
K-3	21	21
4-5	23	23
6-8	24	24
9-12	25	25

Resource Type	FY22 \$ per School	FY23 \$ per School
Cluster	\$35,000	\$35,000

Resource Type	FY22 \$ per Pupil Elem.	FY23 \$ per Pupil Elem.	FY22 \$ per Pupil Middle	FY23 \$ per Pupil Middle	FY22 \$ per Pupil High	FY23 \$ per Pupil High
Supplies & Materials	\$101	\$101	\$96	\$96	\$129	\$129
Substitutes	\$120	\$120	\$120	\$120	\$120	\$120
Additional Flex	\$40	\$40	\$40	\$40	\$40	\$40
Textbooks (Replenishments)	\$53	\$53	\$53	\$53	\$53	\$53

SSF Timeline for FY2023

November

- Information Exchange with Stakeholders

December

- Receive enrollment forecasts and demographic data from DIG
- Build school-based budgets

January-March

- School Budgets released
- Training & Support sessions
- GoTeam involvement



ATLANTA
PUBLIC
SCHOOLS

Revenue & Expenditure Assumptions

FY2022 REVENUE IN REVIEW

Category	FY2022 Approved Budget	
Local	\$688,878,713	76%
State	\$180,007,059	20%
Transfer	\$18,527,799	2%
Other	\$6,122,560	1%
Fund Balance	\$11,062,653	1%
Total	\$904,598,784	100%

- **Local**

- This revenue source provides the majority of funds for the general fund budget and is made up of both the Fulton and DeKalb tax digests.

- **State**

- The state's Quality Basic Education (QBE) formula provides most of the state funding, although some categorical and state grants are also accounted for in this category.

- **Transfer**

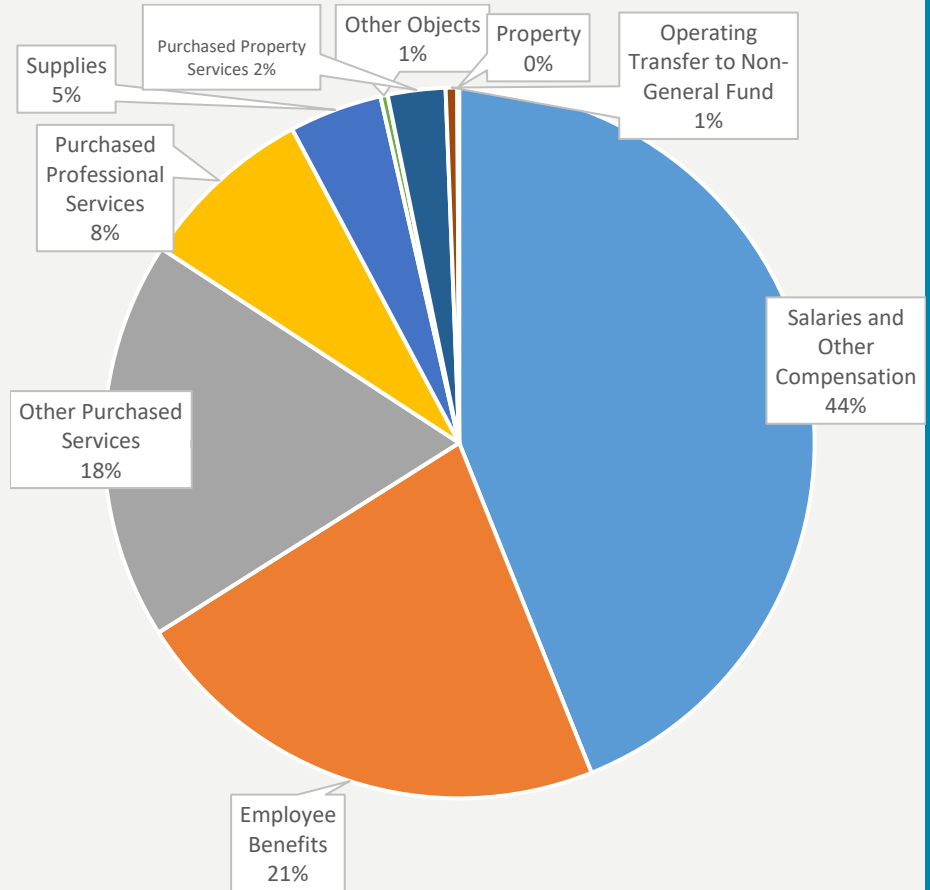
- This represents the transfer into the consolidated general fund from various federal programs.

- **Fund Balance**

- Represents the districts rainy day funds and should be maintained at around 15%

FY2022 EXPENDITURES IN REVIEW

Object Group	FY2022 Approved Budget*
Salaries and Other Compensation	\$393,561,093
Employee Benefits	\$193,703,476
Other Purchased Services	\$162,422,219
Purchased Professional Services	\$74,547,465
Supplies	\$43,068,182
Other Objects	\$8,435,580
Purchased Property Services	\$22,295,837
Operating Transfer to Non-General Fund	\$5,311,502
Property	\$1,253,429
Grand Total	\$904,598,784



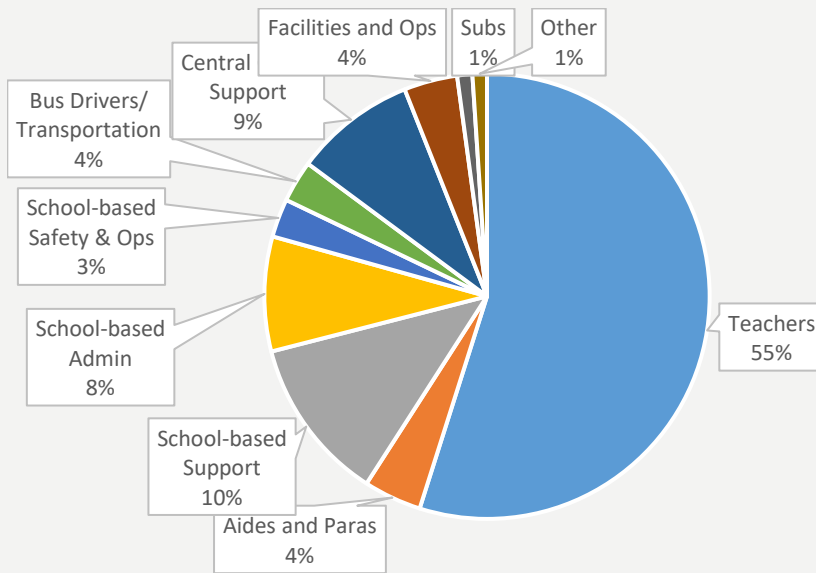
65% of the total budget is in salary and benefits, not counting the salary and benefits paid to charter and partner staff which is reflected in Other Purchased Services.

*Consolidated General Fund & Federal Programs

SALARIES= \$394 MILLION AND 44% OF TOTAL FY2022 BUDGET

Category	FY2022 Approved Budget	%
Regular Pay	\$374,786,947	95%
Part-time Pay	\$10,303,177	3%
Supplements/Stipends	\$5,905,470	2%
Overtime Pay	\$1,981,411	0%
Summer School Pay	\$584,088	0%
Grand Total	\$393,561,093	100%

Category	FY2022 Approved Budget	%
Teachers	\$216,747,042	55%
Aides and Paras	\$16,984,830	4%
School-based Support	\$40,045,091	10%
School-based Admin	\$32,010,503	8%
School-based Safety & Ops	\$11,815,730	3%
Bus Drivers/ Transportation	\$14,656,799	4%
Central Office Support	\$35,706,794	9%
Facilities and Ops	\$16,629,810	4%
Subs	\$4,888,135	1%
Other	\$4,076,359	1%
Grand Total	\$393,561,093	100%

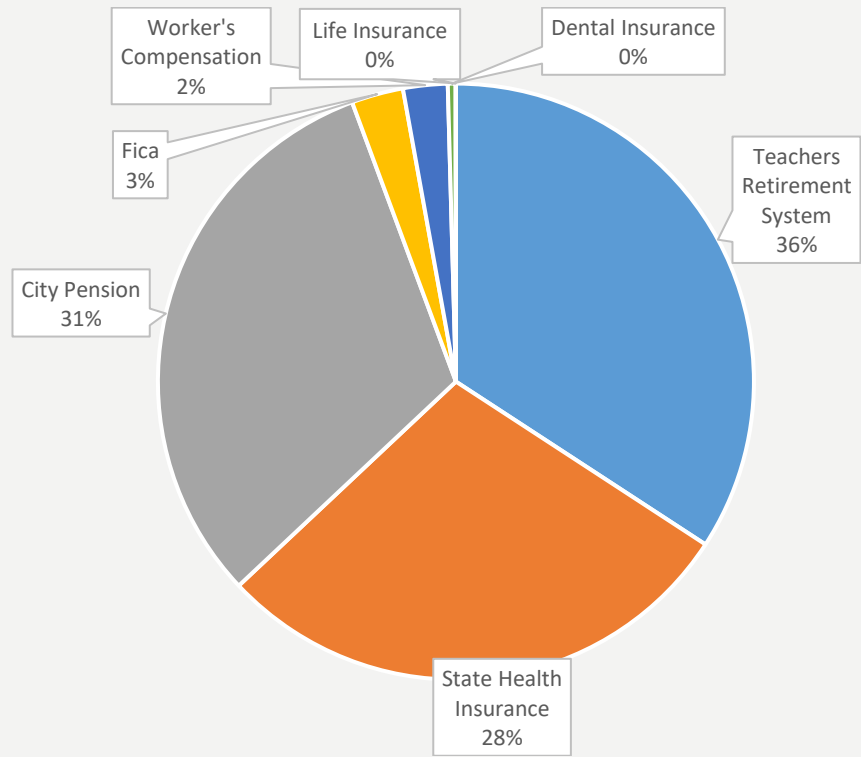


What we know:

- Step raises for all eligible employees on a pay grade/step (ranges from 1% to 17%)
- \$15 minimum wage increase for all hourly employees
- Daily rate increase for substitute employees
- Additional market increases for the teacher pay scale, resulting in 2% to 9% pay raises, depending on years of experience
- Increase the number of steps on the instructional support pay scale from 24 to 28 and the doctorate degree stipend from \$2,000 to \$4,000
- \$3,000 retention stipends for special education teachers
- \$500-\$2,000 retention stipends for all staff in high poverty schools (with >65% direct certification)
- Converting some hourly special education paraprofessionals to full time with benefits
- Market adjustments for specific employee groups, including the police department, graduation coaches, HVAC technicians, and coaches of new sports

BENEFITS= \$193.7 MILLION AND 21% OF TOTAL APS BUDGET

Category	FY2022 Approved Budget
Teachers Retirement System	\$68,854,648
State Health Insurance	\$53,470,682
City Pension	\$60,152,000
Fica	\$5,625,832
Worker's Compensation	\$4,500,000
Dental Insurance	\$782,008
Life Insurance	\$318,306
Grand Total	\$193,703,476

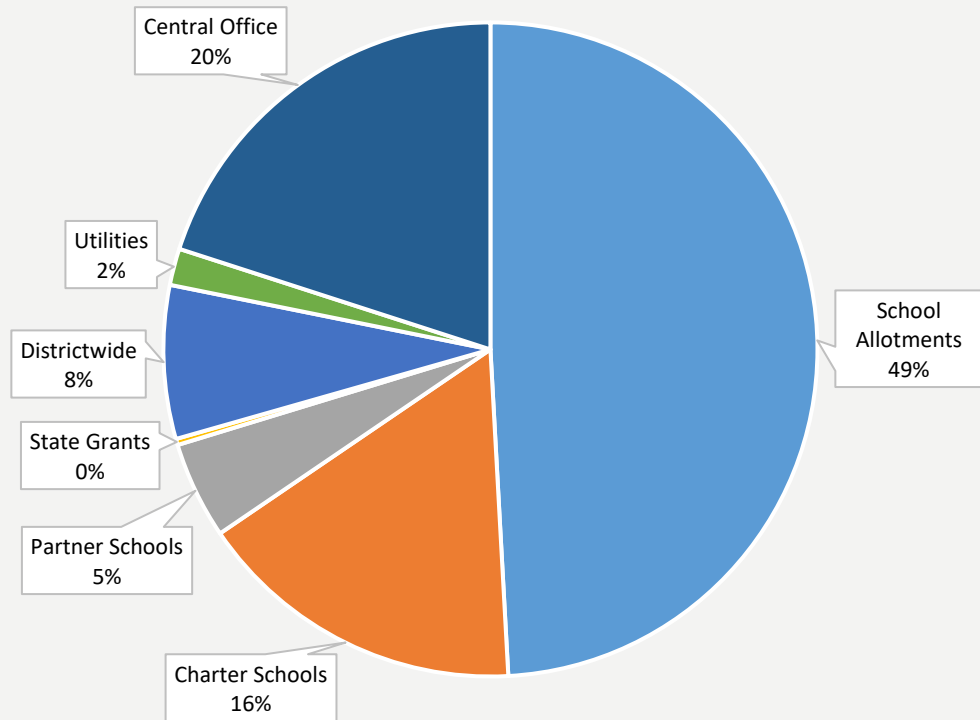


What we know:

- TRS rates are increasing from 19.81% to 19.98%.
- State health rates are remaining the same at \$945 per member/per month for both classified and certified employees. The number of employees electing state health during the October OBE may impact the cost to the district.
- The contribution to the city pension plan will increase by the standard 3% from \$60.2 million to \$62.0 million, a cost of \$1.8 million.
- Rates for other benefits and the allocation for workers comp is expected to remain the same.

FY2022 BUDGET BY LOCATION

Category	FY2022 Approved Budget
School Allotments	\$444,405,530
Charter Schools	\$148,038,424
Partner Schools	\$43,336,315
State Grants	\$2,737,060
Districtwide	\$68,607,000
Utilities	\$16,359,720
Central Office	\$181,114,735
Grand Total	\$904,598,784

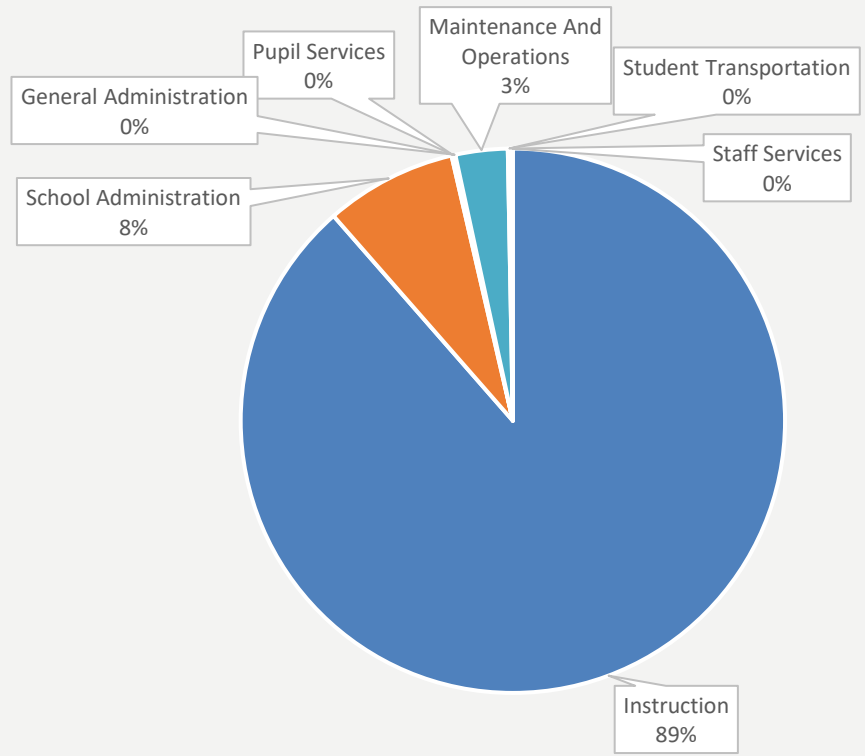


What we know:

- We do not have coding in our account structure to track Districtwide and Utility categories. Therefore, these breakouts are estimates and based on assumptions.
- Central Office is inclusive of many school-based resources and flow-through accounts including:
- **Schools and Academics:** Special Ed contracts, CRCT Remediation, Athletics, Early Learning transfer, Summer School, Balanced Assessments, Commencement, Turnaround, Leadership Development, Supplies and Textbooks held in various departments including ESOL, Gifted, World Language, CTAE, etc., Other School Support contracts
- **Operations:** Bus Drivers/Monitors/Crossing, SROs/Crossing Guards
- **Accountability and Info Systems:** School Based Applications, AVA, Accountability, Learning Technologies, Media Services
- **Substitutes:** FMLA reserve
- **State Grants:** State Pre-school, CTAE, Feminine Hygiene, Math and Science Charter, Vocational Construction, etc.
- **Human Resources:** Teacher Contingencies

SCHOOL BUDGETS BY FUNCTION

Category	FY2022 Approved Budget
Instruction	\$393,547,794
School Administration	\$34,764,706
Maintenance And Operations	\$13,759,726
Pupil Services	\$822,731
Student Transportation	\$688,383
Staff Services	\$629,261
General Administration	\$192,929
Grand Total	\$444,405,530

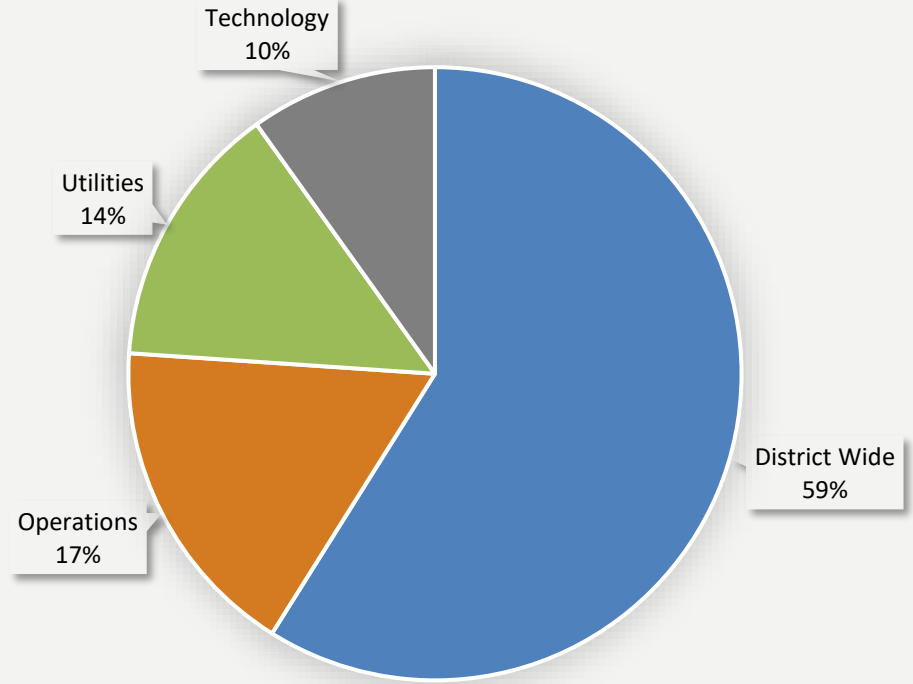


- **Instruction:** Direct instruction including core teacher, non-core teachers, paras and aides, textbooks, classroom supplies, counselors, etc.
- **School Administration:** Principal, Asst. Principal, Clerical, Bookkeepers, Registrar, etc.
- **Pupil Services:** SEL
- **General Administration:** School Based Bilingual Community Liaison
- **Maintenance and Operations:** Custodians, safety and security personnel, field managers, etc.
- **Student Transportation:** Field Trips
- **Staff Services:** Professional Development specifically for teachers

DISTRICTWIDE, UTILITIES, FUEL, INFRASTRUCTURE

Districtwide	FY2022 Approved Budget
City Pension	\$60,152,000
Employee Benefits	\$4,500,000
Insurance	\$2,520,000
District Leases	\$1,435,000
Subtotal	\$68,607,000

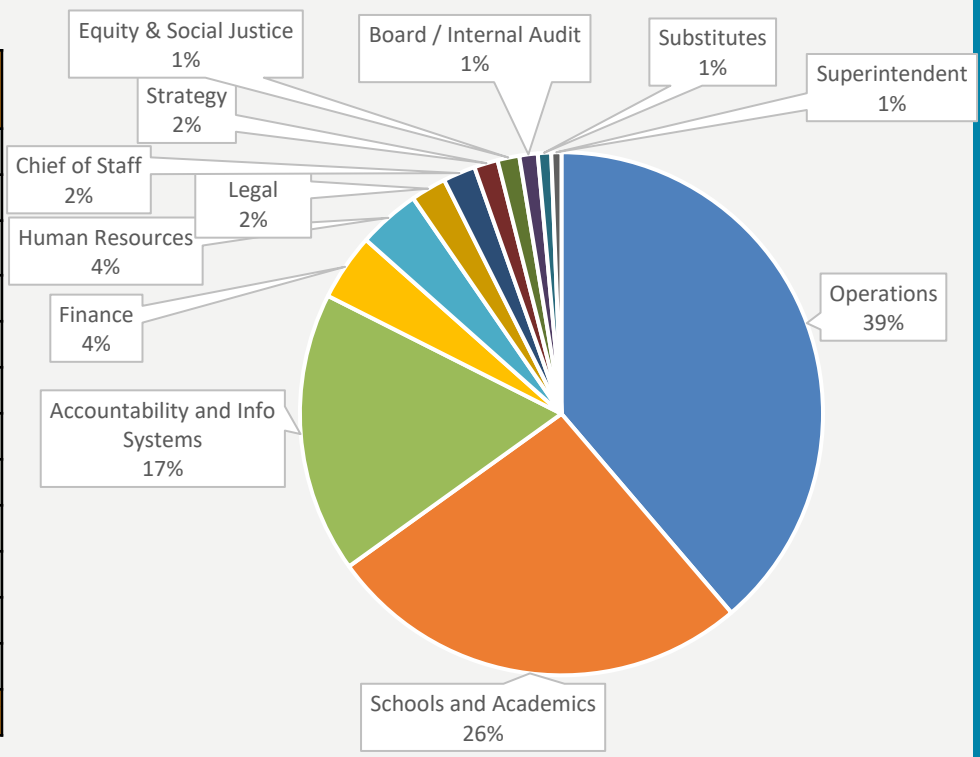
Utilities, Infrastructure, Fuel	FY2022 Approved Budget
Utilities	\$16,359,720



- **City Pension:** If the fund perform as expected, it will be fully amortized in around 6.9 years as of July 1, 2020. The School Board’s contribution for FY23 is \$62.0 million. This amount is an increase of \$1.8 million from the prior valuation’s contribution due to an annual 3% scaling. The annual normal cost, once fully funded will drop from \$69.9 million in 2026 to \$2.7 million in 2027. The district’s Net Position as a percentage of the Total Pension Liability increased from 35.88% in FY2020 to 45.98% in FY2021.
- **Employee Benefits:** Workers Compensation
- **Insurance:** To protect the district against the effects of accidental loss in the areas of personnel, property, liability, and income.
- **District Leases:** Leasing for buses, school annex, etc.
- **Utilities:** Electricity, water, sewage, etc. for the district

DEPARTMENTS






Category	FY2022 Approved Budget
Operations	\$70,176,433
Schools and Academics	\$47,705,062
Accountability and Info Systems	\$31,433,260
Finance	\$7,479,528
Human Resources	\$6,945,580
Legal	\$3,971,500
Chief of Staff	\$3,627,292
Strategy	\$2,655,358
Equity & Social Justice	\$2,443,510
Board / Internal Audit	\$2,051,040
Substitutes	\$1,494,359
Superintendent	\$1,131,815
Grand Total	\$181,114,737



What we know:

- Department budgets this year reflect the net impact of reorganizations, reductions to budgets, and shifts to CARES funding
- Also, many central office funds and functions have been pushed to schools for increased site-based autonomy including textbooks, substitutes, non-personnel, etc.
- We continue to scale down the central office costs on a per pupil basis as students shift from traditional schools to charter or partner schools.
- For FY2023, we will continue to incorporate more of GFOA's best practices in school district budgeting into the department budget development process, with a focus on line-item budgeting.

CURRENT STATE & FY2023 KNOWN AND POTENTIAL IMPACTS: SALARIES & BENEFITS

Current State:	FY2023 Known and Potential Impacts:
Pension: currently, there is an annual 3% increase on the APS/City pension liability	 From \$60.2M to \$62.0M; Impact: \$1.8M
State Health: currently, \$945 per member/per month	 No change
Teacher Retirement System: currently: 19.81%	 TRS rate increase to 19.98% Impact: \$665K
Compensation: the compensation strategy was discussed in detail in February 2021	 In depth compensation strategy to be presented at February Budget Commission meeting.
Workers Compensation: currently, \$4.5M	 No change

WRAP UP AND NEXT STEPS

Next Commission Meeting:

January 20, 2022

Agenda:

- Deep dive on revenue assumptions
- Budget process update

