Superintendent’s Recommended Operating Budget
FY2020

January 16, 2019
SMCPS is 18,000 students working with over 2,000 adults - all committed to learning and growing to become the very best versions of ourselves we can be.

The commitments we make to students, to staff, to our schools, to our stakeholders, and ultimately our commitment to our own sustainability will define us. What we do today, we must be able to do tomorrow, next week, next month, and for the years to follow.

Because our students enter as toddlers and leave as young adults - we are responsible for their preparation for adulthood - to succeed and contribute meaningfully to their community.

We are a force committed to action and excellence.
Our commitment to Students
means that our focus will be on teaching and learning in order to support students in achieving their goals.

Our commitment to Staff
means that staff will be engaged and supported in their professional growth to meet the expectations of performance.

Our commitment to Schools
means that schools will be maintained and supported to provide high quality learning experiences for students.

Our commitment to Stakeholders
means that the community will be informed and engaged in how we deliver services to students.

Our commitment to Sustainability
means that we will only invest in that which we will be able to maintain.
Our commitment to Students

1.1 Students have equitable access to rigorous and relevant learning.
1.2 Students are engaged in learning experiences that meet their needs and interests.
1.3 Students are safe and supported in their academic, social, and emotional growth.
1.4 Student learning is aligned to nationally recognized standards.
1.5 Student learning is measured in a fair, meaningful, and timely way.
1.6 Student learning is designed to support students’ preparation for a balanced lifestyle.

5.1 We invest in instructional resources.
5.2 We invest in programs, experiences, and learning for students.
5.3 We invest in technology to engage, educate, and communicate.

St. Mary’s County Public Schools
Our commitment to Staff

2.1 Staff have a deep understanding of factors that impact learning.
2.2 Staff are highly qualified, highly effective, and diverse.
2.3 Staff are engaged in an open, trusting, and solution-oriented environment.
2.4 Staff actively drive their learning and advancement.
2.5 Staff are supported and accountable in meeting expectations for performance.
2.6 Leadership is grown from within the school system.

Sustainability

5.4 We invest in our people.
5.5 We invest in technology to enhance efficiency and further productivity.
5.6 We invest in professional development, internal advancement, and growing our own.
Our commitment to Schools

3.1 Schools are well maintained, safe, and welcoming learning environments.
3.2 Schools support the social and emotional safety and well being of students.
3.3 School programs support the development of the whole child.
3.4 Schools support learning, effectiveness, and efficiency.

5.7 We develop long-range plans for the growing needs of our school system.
5.8 We invest in our schools, classrooms, and work spaces.
5.9 We invest in our system infrastructure.

Sustainability

St. Mary's County Public Schools
4.1 Family and community members are welcomed as supportive partners.
4.2 Two-way communication with stakeholders is open, honest, and timely.
4.3 Partnerships anchor our schools and students to the community we serve.

5.10 We invest in communication systems to tell our story
5.11 We develop and implement a budget that is understandable and transparent.
5.12 We are responsible and accountable to our stakeholders.
5.4 We invest in our people

TOTAL COST = $210,331,638
94% of the unrestricted budget
Budget Priority # 2: Support for Students / Staff

1.3 Students are safe and supported in their academic, social, and emotional growth
- Psychologists
- Guidance Counselors
- Social Workers
- Teachers
- Para-educators
- Safety Assistants

2.5 Staff are supported and accountable in meeting expectations for performance
- Professional development
- Mentoring
- Infrastructure support
- Technology enhancements
- Responsive staffing for new mandates
Budget Priority # 3: Sustaining our System

5.7 We develop long-range plans for the growing needs of our school system.

Highlights:
- 4-year negotiated agreements
- Collaboration across all employee groups on health care plans, premiums, and overall costs
- Program support for student-centered initiatives
- Support to maintain existing programs and resources
- Student internships opportunities
Proposed FY2020 Budget

- People: 94%
- Everything Else: 6%

- Utilities
- Transportation
- Textbooks
- Professional development
- Materials
- Technology
- Supplies
- Maintenance
- Contracted services
- Program operations
- Equipment
- Furniture
## The Big Picture

<table>
<thead>
<tr>
<th>Summary of Revenues</th>
<th>FY2019 Adopted Budget</th>
<th>FY2020 Recommended Budget</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local</td>
<td>$103,852,525</td>
<td>$113,777,967</td>
<td>$9,925,442</td>
</tr>
<tr>
<td>Local Fund Balance</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SMCPS Fund Balance</td>
<td>200,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>SMCPS Fund Balance - CPCS</td>
<td>-</td>
<td>34,870</td>
<td>34,870</td>
</tr>
<tr>
<td>State</td>
<td>106,348,590</td>
<td>106,735,031</td>
<td>386,441</td>
</tr>
<tr>
<td>Federal</td>
<td>2,765,300</td>
<td>2,765,300</td>
<td>-</td>
</tr>
<tr>
<td>Other</td>
<td>1,093,500</td>
<td>1,266,700</td>
<td>173,200</td>
</tr>
<tr>
<td><strong>Total Unrestricted Fund</strong></td>
<td><strong>$214,259,915</strong></td>
<td><strong>$224,579,868</strong></td>
<td><strong>$10,319,953</strong></td>
</tr>
</tbody>
</table>

Increase of **$10,319,953** is a **4.82%** increase over the 2019 Adopted Budget.
<table>
<thead>
<tr>
<th>Category</th>
<th>FY2019 Adopted Budget</th>
<th>FY2020 Recommended Budget</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>$3,357,329</td>
<td>$3,867,648</td>
<td>$510,319</td>
</tr>
<tr>
<td>Mid-Level Administration</td>
<td>16,304,178</td>
<td>16,941,443</td>
<td>637,265</td>
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<tr>
<td>Instructional Salaries &amp; Wages</td>
<td>80,590,442</td>
<td>83,549,198</td>
<td>2,958,756</td>
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<tr>
<td>Textbooks and Instructional Supplies</td>
<td>2,769,776</td>
<td>2,694,389</td>
<td>(75,387)</td>
</tr>
<tr>
<td>Other Instructional Costs</td>
<td>1,535,572</td>
<td>1,716,294</td>
<td>180,722</td>
</tr>
<tr>
<td>Special Education</td>
<td>19,390,370</td>
<td>19,999,674</td>
<td>609,304</td>
</tr>
<tr>
<td>Student Personnel Services</td>
<td>1,183,947</td>
<td>1,410,281</td>
<td>226,334</td>
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<tr>
<td>Student Health Services</td>
<td>2,432,313</td>
<td>2,564,816</td>
<td>132,503</td>
</tr>
<tr>
<td>Student Transportation</td>
<td>16,718,358</td>
<td>17,428,570</td>
<td>710,212</td>
</tr>
<tr>
<td>Operation of Plant</td>
<td>15,302,848</td>
<td>16,861,070</td>
<td>1,558,222</td>
</tr>
<tr>
<td>Maintenance of Plant</td>
<td>4,063,336</td>
<td>4,385,752</td>
<td>322,416</td>
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<tr>
<td>Fixed Charges</td>
<td>49,818,008</td>
<td>52,344,373</td>
<td>2,526,365</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>793,438</td>
<td>816,360</td>
<td>22,922</td>
</tr>
<tr>
<td><strong>Total Unrestricted Fund</strong></td>
<td>$214,259,915</td>
<td>$224,579,868</td>
<td>$10,319,953</td>
</tr>
</tbody>
</table>
Requested Increase: $510,319 (15.2% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- Reclassification to Executive Director HR
- New Internships to introduce student to the various opportunities within SMCPS ($443k)
Requested Increase: $637,265 (3.9% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- Replace vacant Strategic Planning Project Coordinator with Educational Equity Assurance Coordinator
- Reclassification to Assessment & Accountability Project Coordinator I
- Reclassification to Assessment & Accountability Programmer/Database Administrator
- eSchool software upgrade
- Timekeeping software

Grant Funds:
- Reclassification Fiscal Secretary

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>FY2016</th>
<th>FY2017</th>
<th>FY2018</th>
<th>FY2019</th>
<th>FY2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant Funds</td>
<td>$14,673,936</td>
<td>$15,321,883</td>
<td>$15,938,296</td>
<td>$16,304,178</td>
<td>$16,941,443</td>
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</tbody>
</table>
Requested Increase: $2,958,756 (3.7% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- New School Psychologists (2)
- New School Counselors (3)
- New General Classroom Teacher
- New ESOL Teacher
- New Teacher – Certified Clinical Medical Assist.
- New Teacher – Criminal Justice
- New Teachers CPCS (1.75)
- Removal Teacher – Baby Talk
- Removal Paraeducators – Baby Talk (4)
Textbooks and Instructional Supplies

Requested Increase: 
$75,387 (-2.7\% \text{ increase})

Highlights:
- Academy program laptop carts
- Offset of non-recurring cost in FY19 to support the new math curriculum
Requested Increase: $180,722 (11.8% increase)

Highlights:
• High Roads - IAEC
• Athletic trainers increase in hours
• Contracted translations of countywide documents
Special Education

Requested Increase:
$609,304 (3.1% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- New Teacher – IEP Chair
- New Supervisor of Special Education
- Removal of 11/12M Teacher (offset)
- Removal Teachers (4, restructuring program)
- Removal Paras (4, restructuring program)
- New Teacher – CPCS
- New Para - CPCS

Grant Funds:
- Highroads program (2)
- New Paraeducators (15)
Requested Increase: **$226,334** (19.1% increase)

**Highlights:**
- Negotiated salary step progression and COLA for staff
- New Mental Health Coordinator (approved FY19)
- New School Social Worker
- Naviance – middle school
- Contracted interpreter services
- Robots – maintenance contract
Requested Increase: $132,503 (5.4% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- New Registered Nurse
- Reclassification to Registered Nurse 11 month
- Replacement automated external defibrillator (AED)
Requested Increase: $710,212 (4.2% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- Reclassification to Supervisor
- Reclassification to Program Analyst
- Contracted bus route fee increase
- Hourly contracted driver/attendant rate increase
- Bus fuel increase
Operation of Plant

Requested Increase: $1,558,222 (10.2% increase)

Highlights:
- Negotiated salary step progression and COLA for staff
- New School Safety Coordinator (approved FY19)
- New Information Technology Project Coordinator
- New Safety & Security Specialist
- New Safety & Security Assistants (10)
- Reclassification to Supervisor of Operations
- Reclassification to Project Coordinator
- Replacement/New Vehicles
- Utilities
- AHERA tri-annual inspections
- Revised lead testing – new state requirements
**Maintenance of Plant**

**Requested Increase:**

$322,416 (7.9% increase)

**Highlights:**

- Negotiated salary step progression and COLA for staff
- Reclassification Locksmith IV
- Contracted Services: HVAC replacement, Exterior Lighting Controls, Water Heater replacement, Well Pump replacement
- Physical security systems maintenance
Requested Increase: $2,526,365 (5.1% increase)

Highlights:
- Social Security associated with negotiated step progression and COLA for staff
- Pension increase
- Health Insurance estimate to be received Feb/Mar, 5% estimated increase
- Tuition reimbursement
- General liability/workers compensation insurance
Capital Outlay

Requested Increase:
$22,922 (2.9% increase)

Additional Costs:
• Negotiated salary step progression and COLA for staff
• New Fiscal Specialist Position (offset by 0.5 Secretary)
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>EASMC Contribution</th>
<th>SMASA Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>HMO w/ deductible</td>
<td>90% / 10%</td>
<td>90% / 10%</td>
</tr>
<tr>
<td>HMO</td>
<td>85% / 15%</td>
<td>85% / 15%</td>
</tr>
<tr>
<td>Triple Option w/ deductible</td>
<td>85% / 15%</td>
<td>80% / 20%</td>
</tr>
<tr>
<td>Triple Option</td>
<td>80% / 20%</td>
<td>75% / 25%</td>
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</table>
Healthcare Data - Participation

<table>
<thead>
<tr>
<th>Plans</th>
<th>FY17</th>
<th>FY18</th>
<th>FY19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Triple Option 2</td>
<td>946</td>
<td>707</td>
<td>580</td>
</tr>
<tr>
<td>Triple Option 1</td>
<td>24</td>
<td>124</td>
<td>136</td>
</tr>
<tr>
<td>Triple Option</td>
<td>970</td>
<td>831</td>
<td>716</td>
</tr>
<tr>
<td>HMO 2</td>
<td>613</td>
<td>452</td>
<td>432</td>
</tr>
<tr>
<td>HMO 1</td>
<td>40</td>
<td>348</td>
<td>510</td>
</tr>
<tr>
<td>HMO</td>
<td>653</td>
<td>800</td>
<td>942</td>
</tr>
</tbody>
</table>

= Triple Option Participants
= HMO Participants
## SMCPS Step Progression

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>STEP</td>
<td>Yes (Make-up)</td>
<td>No</td>
<td>No</td>
<td>Yes (Make-up)</td>
<td>No</td>
</tr>
<tr>
<td>COLA</td>
<td>0%</td>
<td>0%</td>
<td>1.5%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>STEP</td>
<td>Yes (Make-up)</td>
<td>New Scale (No Steps)</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>COLA</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>1%/2%</td>
</tr>
</tbody>
</table>
St. Mary’s County Government audited financial statements show fund balance increased in FY 2018 by $10.3m to a total of 60.1M
Projected Revenue for St. Mary’s County

<table>
<thead>
<tr>
<th>Revenue Outlook – Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Property</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Income</td>
</tr>
<tr>
<td>The Rest</td>
</tr>
<tr>
<td>TOTAL</td>
</tr>
</tbody>
</table>

Increase/(Decrease) 1.7%

*FY2019 Income Tax used 3.5% growth Also included $1 million tax reform addition

Current projected revenue increase for St. Mary’s County for 2020 is $3.7 million or 1.7%
Budget Priority # 1: People

5.4 We invest in our people

<table>
<thead>
<tr>
<th>Category</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>EASMC</td>
<td>$157,978,281</td>
</tr>
<tr>
<td>SMASA</td>
<td></td>
</tr>
<tr>
<td>Contracted Services</td>
<td></td>
</tr>
<tr>
<td>Salaries and Wages</td>
<td></td>
</tr>
<tr>
<td>Fixed Charges</td>
<td>$52,353,357</td>
</tr>
<tr>
<td>Health Care</td>
<td></td>
</tr>
<tr>
<td>Social Security</td>
<td></td>
</tr>
<tr>
<td>Retirement</td>
<td></td>
</tr>
<tr>
<td>Workers Comp Insurance</td>
<td></td>
</tr>
</tbody>
</table>

TOTAL COST = $210,331,638
94% of the unrestricted budget
Budget Priority # 2: Support for Students / Staff

1.3 Students are safe and supported in their academic, social, and emotional growth
- Psychologists
- Guidance Counselors
- Social Workers
- Teachers
- Para-educators
- Safety Assistants

2.5 Staff are supported and accountable in meeting expectations for performance
- Professional development
- Mentoring
- Infrastructure support
- Technology enhancements
- Responsive staffing for new mandates
Budget Priority # 3: Sustaining our System

5.7 We develop long-range plans for the growing needs of our school system.

- Sustainable Association Agreements
- Alignment of Technology Initiatives
- Operations & Maintenance

Highlights:
- 4-year negotiated agreements
- Collaboration across all employee groups on health care plans, premiums, and overall costs
- Program support for student-centered initiatives
- Support to maintain existing programs and resources
- Student internships opportunities
Important Dates

• January 30 – Budget work session
• February 13 – Board of Education budget public hearing
• February 20 – Board of Education budget work session
• February 27 – Board of Education budget approval