

Hamilton County Department of Education
Work Session
April 18, 2024 4:30 PM
3074 Hickory Valley Road
Chattanooga, TN 37421

I. Call to Order

II. Delegations

A. Lauren Tepley Sloan, parent speaking regarding a resolution against voucher expansion from the Hamilton County Board

III. Presentation(s)

A. Chief Financial Officer - Mary Ellen Heuton, CPA

1. Budget Review

IV. Committee Chair Updates

V. Discussion of the Board Meeting Agenda

VI. Adjourn

**Hamilton County Department of Education
3074 Hickory Valley Road
Chattanooga, Tennessee 37421**

MEMORANDUM

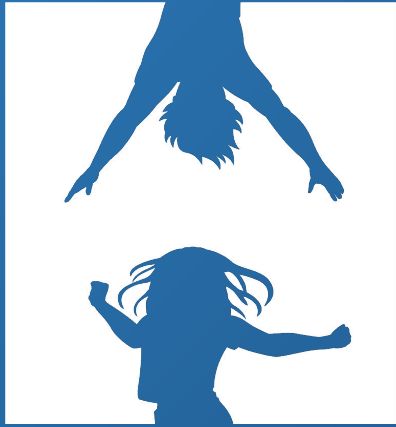
To: Hamilton County Board of Education
Dr. Justin Robertson, Superintendent

From: Mary Ellen Heuton, CPA
Chief Financial Officer

Date: April 18, 2024

RE: **Presentation: Budget Review**

We respectfully request the opportunity to provide the Board with an update for Every School Equipped, in alignment with Opportunity 2030. This presentation will include the sharing of information on our Proposed FY25 Operating Budget.



HAMILTON COUNTY SCHOOLS

FY25 Budget Presentation Funding Our Commitments

April 18, 2024 | Board Agenda/Budget Work Session



**OPPORTUNITY
2030**

Opportunity By Design so that
all children ***thrive*** and experience a
future without limits.

OUR BELIEFS



- **Public education is the foundation of our community.**
- **All students can learn.**
- **It is a community responsibility to reduce barriers limiting student success.**
- **Well-being is essential to students' ability to succeed.**

ACADEMIC ACHIEVEMENT

	2015	2023
PROFICIENCY	Out performed the State in 2 tested areas	Out performed the State in 22 of 28 tested areas
GROWTH	Ranked bottom 3rd in measuring student growth across TN School Districts	Ranked top 3rd in measuring student growth across TN School Districts



PRIORITY SCHOOL EXITS



East Lake
Academy



Calvin Donaldson
Elementary



The Howard
School



Virtual School

HCS has **removed 4 schools from the Priority list in one year (7 schools in 3 years).**
This is faster than any school district in Tennessee!

EXCELLENT SCHOOLS

2 Blue Ribbon Schools

22 Met or Doubled Annual
Measurable Objective

20 Improved Attendance

35 Level 4 & 5 Schools

47 Governor's Civic Seal

18 Reward Schools

25 Gap Closure ELPA
Meeting Growth Standards



ACADEMIC SUCCESS: Inside the Classroom

\$128,573,330.00

Scholarship Dollars
in 2023

606

ACT scores at 28 or
above since 2023

89%

Seniors met with
College & Career
Advisors for 2024

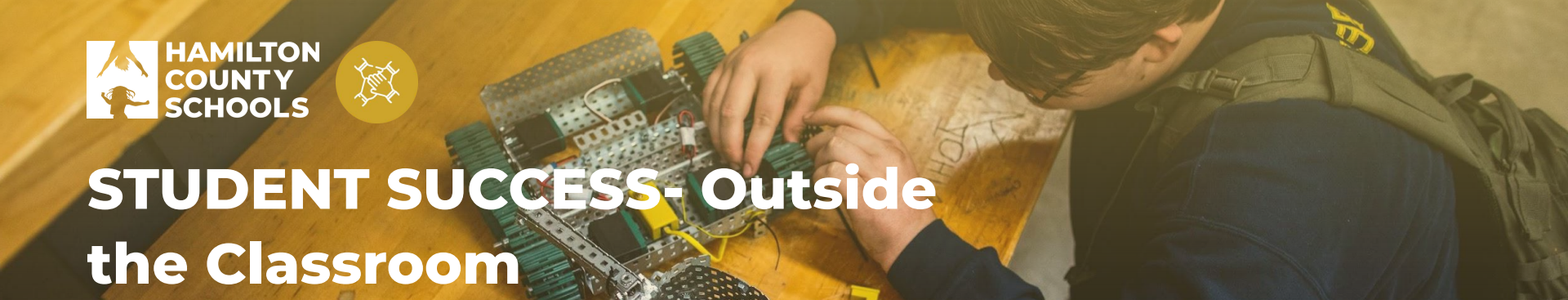
2,614

College Applications

7

National Merit
Semi-finalists





STUDENT SUCCESS- Outside the Classroom

Arts Recognition:

- 300+ students participated in the High School Choral Festival
- 90 All East Awards
- 200+ pieces of student art displayed at Comic Con

Athletic Recognition:

- 7 State Champions
- 5 State Runners Ups

Club Recognition:

- 5+ STEM/Tech/Innovation
- 1 Club Climbing
- 1 VEX Worlds International Robotics Competition - Quarter Finalists



EXCELLENT EDUCATORS

88% Retention Rate 2023

2253 Educators with
Advanced Degrees

39 National Board
Certifications

271 LEAD participants since 2021





EQUIPPED SCHOOLS

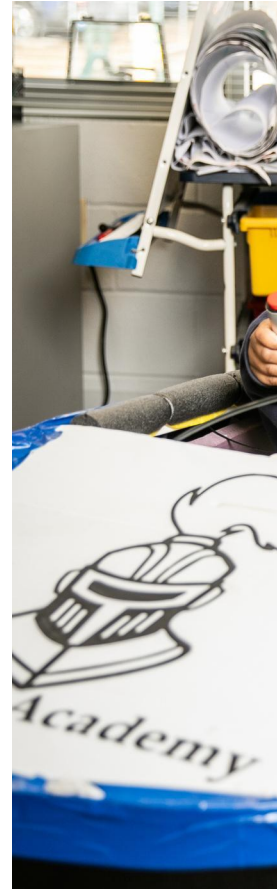
10 Certified VW eLabs:
Emerging, Established,
Leading

5 STEAM/STEM State
Designations in 2023

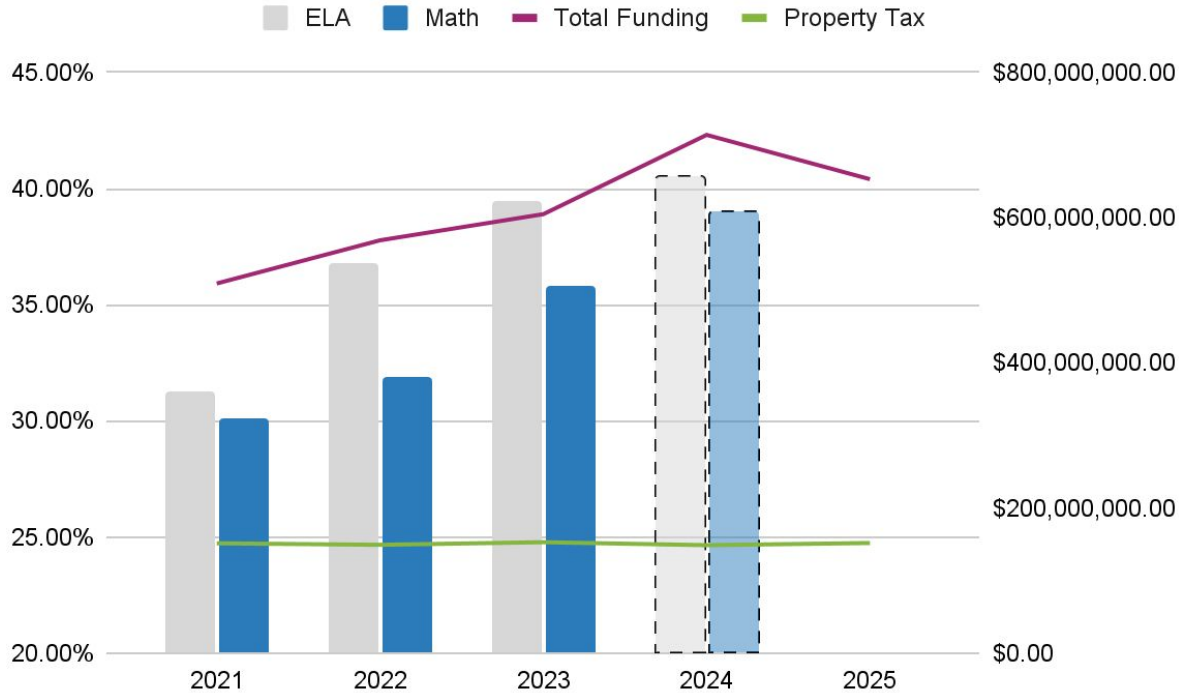
27 Innovative Schools
Model Grants

100% Bus Route Coverage (250 Routes)

98+ Capital Projects

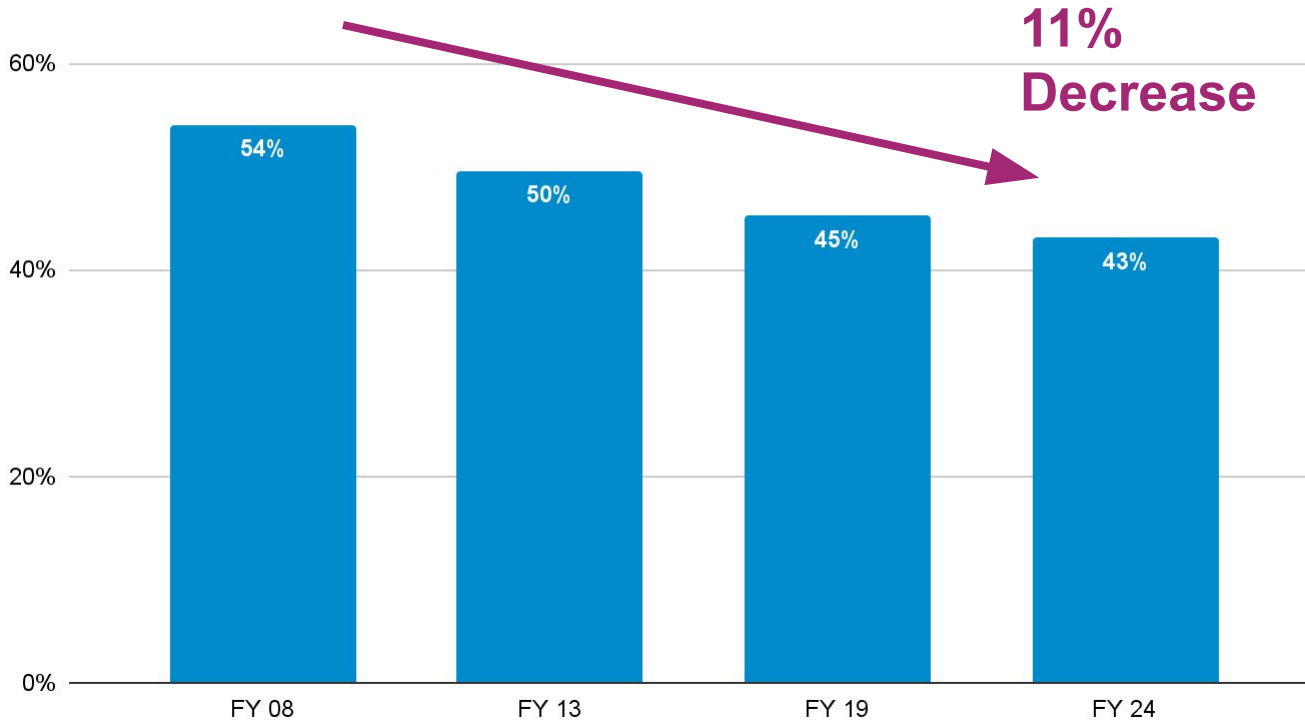


HCS Funding and Student Outcomes



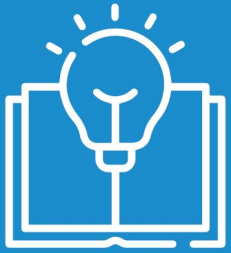
Real, Measurable Results - as funding increased, so did student outcomes

Local Investment of Property Tax Dollars to Education



OUR COMMITMENTS

**Every Student
Learns**



**Every School
Equipped**



**Every Community
Served**



**Every Student
Belongs**



**Every Employee
Valued**



Portrait of a Graduate



Community Priorities



**EVERY
STUDENT
LEARNS**



**EVERY
STUDENT
BELONGS**



**EVERY
SCHOOL
EQUIPPED**



**EVERY
EMPLOYEE
VALUED**



**EVERY
COMMUNITY
SERVED**

Top Priorities

1. K-8 Intervention & Gap Closure
2. K-2 Literacy
3. Sustain adult to student ratio (1:10)

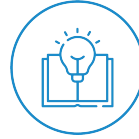
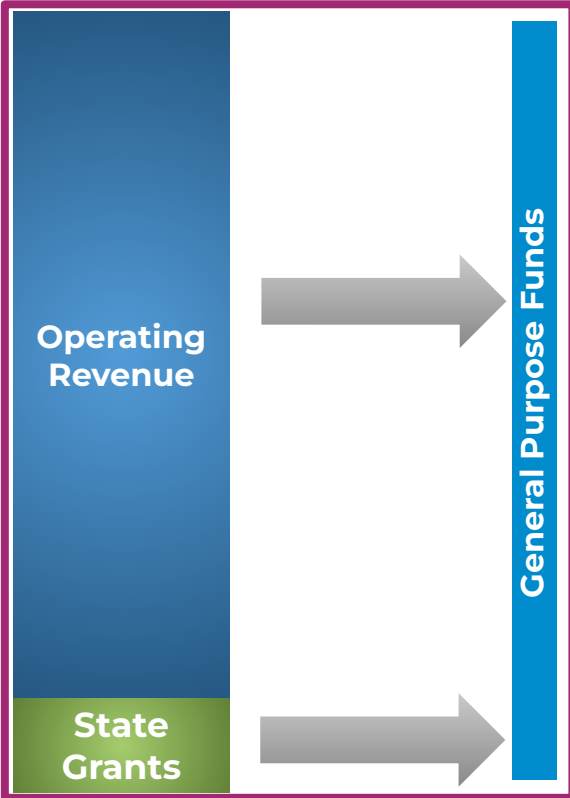
1. Increased well-being supports
2. Arts education & extracurricular activities
3. RTI2B supports

1. High-quality instructional materials
2. Safe & secure schools
3. Concentrated supports for students with high needs

1. Employee compensation & benefits
2. Employee Satisfaction
3. Professional Development

1. Work based learning and youth apprenticeships
2. Personalized student & family connections
3. Early career exploration

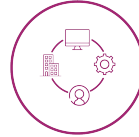
Priority-based Budgeting



**Every Student
Learns**



**Every Student
Belongs**



**Every School
Equipped**



**Every Employee
Valued**



**Every Community
Served**

Other Funds





EVERY STUDENT LEARNS



1

Develop students as readers, writers, and thinkers

2

Ensure growth in the classroom *and* against the standards

3

Strengthen early literacy supports for our youngest learners



Every Student Learns



Total Cost of FY 25 Initiatives	Percent of FY 25 Operating Revenues
\$343,000,000	60%

- Increased school based staffing model which provides **increase in overall base funds and strategic staffing funds.**

School Base Staffing Funds	Strategic Staffing Funds	RTI Teachers K-8 <small>Part of school based staffing</small>	ENL and ExEd Base Staffing <small>Part of school based staffing</small>
\$304MM investment	\$39MM investment	\$5MM investment	\$42MM investment



EVERY STUDENT BELONGS



1

Create a **sense of belonging** in school and in the community

2

Strengthen **relationships** between schools and families

3

Continuously improve **student well-being**



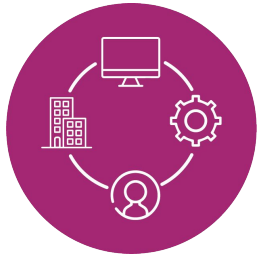
Every Student Belongs



Total Cost of FY 25 Initiatives	Percent of FY 25 Operating Revenues
\$36,000,000	6%

- Continued investment in **base model personalization staffing** positions, school allocation funds, and RTI2B behavior supports.

Well-being Staffing Supports Student Support Coach, Counselor, Social Worker, College and Career Advisor, Nurse, SSO	Centralized RTI2B Supports	School Allocation Funds Arts & Extracurricular Activities
\$33MM investment	\$1MM investment	\$2MM investment



EVERY SCHOOL EQUIPPED



1

Create **environments** that support **learning**

2

Prioritize **safe and secure** schools

3

Invest in resources that **remove barriers**



Every School Equipped

Total Cost of FY 25 Initiatives	Percent of FY 25 Operating Revenues
\$98,000,000	17%

- Continued sizable investments in **operations** such as transportation and maintenance, **school safety** efforts, infrastructure to support rapidly developing **technology** supports, and **instructional materials** for all students.

Operations Transportation, plant operations & maintenance	School Safety & Security	Technology Infrastructure	Textbooks and Materials
\$73MM investment	\$5MM investment	\$7MM investment	\$13MM investment



EVERY EMPLOYEE VALUED



1

Increase employee satisfaction

2

Invest in employee development

3

Enhance HCS as applicants' employer of choice



Every Employee Valued

Total Cost of FY 25 Initiatives	Percent of FY 25 Operating Revenues
\$157,000,000	27%

- Increased investments in **employee compensation, differentiated compensation** for hard to staff schools and subject areas, **employee stipends** and **excellent benefits**.

Compensation Increases	Differentiated Compensation Employee Stipends & Hard to Staff Schools and Certifications	Taxes and Benefits
\$31MM investment	\$16MM investment	\$110MM investment



EVERY COMMUNITY SERVED



1

Facilitate thriving futures for all

2

Embed wraparound supports

3

Build connections and opportunities for students and families



Every Community Served

Total Cost of FY 25 Initiatives	Percent of FY 25 Operating Revenues
\$19,000,000	3%

- Continued investment in **specialized student program seats** such as Opportunity High and University High, funding **family and community engagement efforts** through operating revenue, and support for **career exploration** efforts in middle and high school.

Specialized Program Staffing	Family and Community Engagement	Career Explorations (CTE)
\$6MM investment	\$1MM investment	\$12MM investment

Proposed Revenue - Operating

Hamilton County Schools

FY24 Projected and FY25 Proposed Operating Revenue

	<u>FY24 Projected</u>	<u>FY25 Proposed</u>	<u>Difference</u>
TISA-State	252,138,091	261,471,578	9,333,487
TISA-Local	146,438,427	151,950,884	5,512,456
Additional Local	126,673,858	148,316,649	21,642,791
TISA -Outcomes	3,964,394	3,964,394	0
TISA - on-behalf Payments	0	2,809,204	2,809,204
Other Operating Revenue	3,078,340	2,497,028	(581,312)
Total Operating Revenue	532,293,110	571,009,737	38,716,627



Proposed Revenue - All Funds

Hamilton County Schools
FY24 Projected and FY25 Proposed All Funds Revenue

	<u>FY24 Projected</u>	<u>FY25 Proposed</u>	<u>Difference</u>
Operating Revenue	532,293,110	571,009,737	38,716,627
State Grants	30,999,318	24,978,246	(6,021,072)
General Purpose Revenue	<u>563,292,428</u>	<u>595,987,983</u>	<u>32,695,555</u>
Federal	58,358,238	36,304,056	(22,054,182)
Self-Funded	10,555,657	13,822,881	3,267,225
School Nutrition	27,453,378	27,736,907	283,529
Total Other Funds Revenue	<u>96,367,273</u>	<u>77,863,844</u>	<u>(18,503,429)</u>
ESSER 3.0	54,070,173	0	(54,070,173)
Total District Revenue	<u><u>713,729,874</u></u>	<u><u>673,851,827</u></u>	<u><u>(39,878,047)</u></u>

FY25 Strategic Decisions

- Invest **\$10 million additional** into school staffing
- **Cut \$2 million** from central operations
- **\$20 million** moved to one-time funding sources
- Invest **\$3 million in high quality health care benefits**
- Invest **\$31 million in increased compensation**

HCS made strategic budgeting decisions to prioritize pushing funding to our schools.



Investment Priorities



\$32 million dollar investment

- **Employee Raises**
 - Approximately **5%** -or- **\$2,800 flat** raise
- **Step increase / longevity**
 - Anywhere from 0% - 2.5% per employee
- **New teachers at \$50,000**
- **Compensation study year 1 adjustment**
- **\$1MM towards strategic staffing**



HAMILTON COUNTY SCHOOLS



All students **thrive** and experience a
future without limits.