

FY26 Superintendent's Budget Proposal to the Richmond City School Board

Presented by: Jason Kamras, Superintendent

Venue: Richmond City School Board Meeting

Date: January 21, 2025

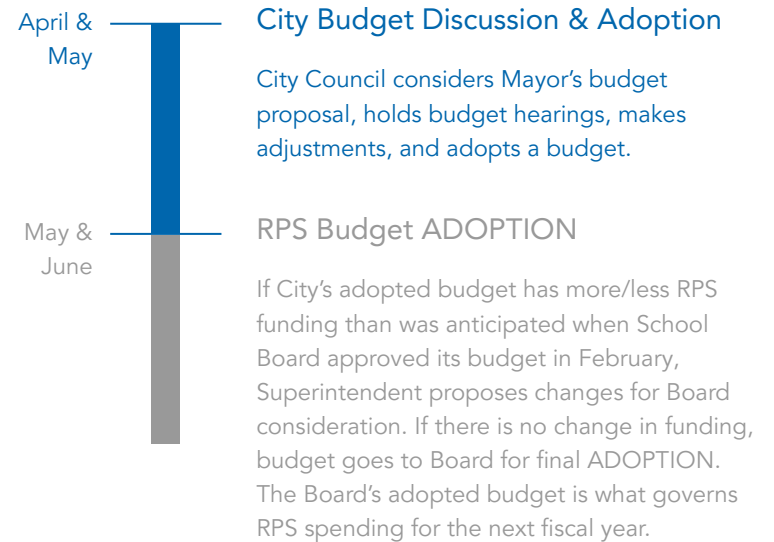
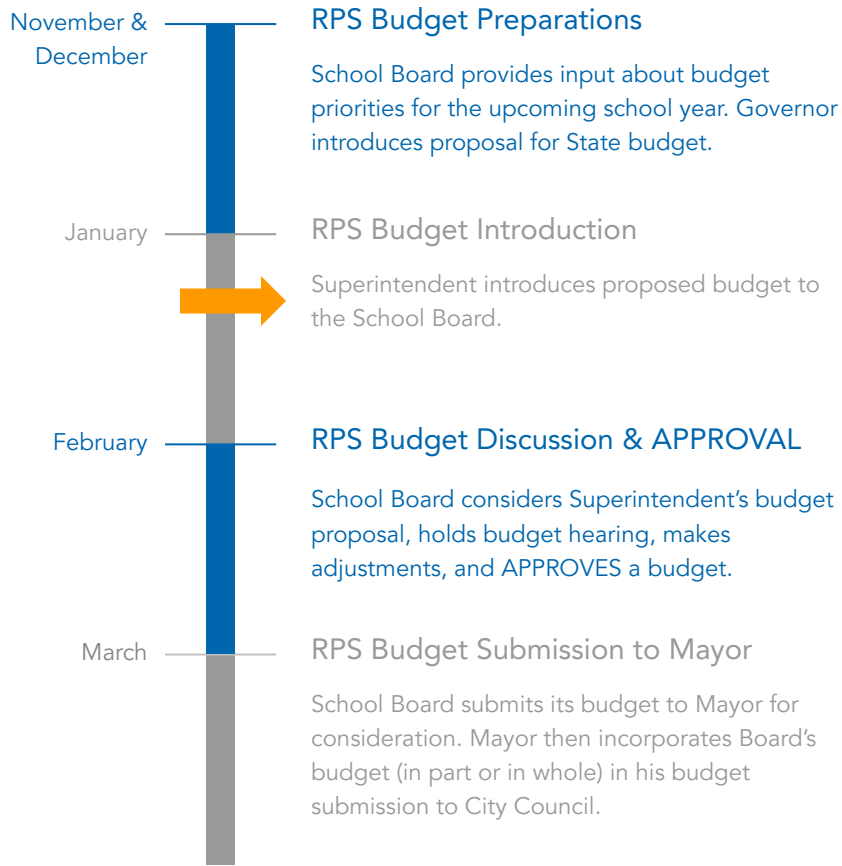
Executive Summary

- **Operating Budget** – The Administration is pleased to present its FY26 operating budget proposal for the School Board's consideration and feedback. We crafted this budget – **with an increase of \$43.7 million** – around our our five Dreams4RPS priorities. Highlights include:
 - **Priority 1: Academics** – Investments in literacy, multilingual learners, extended time, and graduation
 - **Priority 2: Talent** – Investments in teacher and staff pay to meet all of our collective bargaining commitments, and in efforts to reduce our vacancy rate
 - **Priority 3: Wellness** – Investments in mental health and safety
 - **Priority 4: Engagement** – Investments in attendance and communications
 - **Priority 5: Operations** – Investments in building maintenance, technology, and transportation
- **Capital Improvement Plan (CIP) Budget** – The Administration is also pleased to present its FY26 capital improvement plan proposal for the School Board's consideration and feedback. This **\$13.6 million** proposal includes new investments ADA compliance, athletics, HVAC, plumbing, roofs, and more.

Section 1

Background Information

Budget Process



NOTE: At some point in the spring, the General Assembly passes a budget and the Governor signs it into law. Exactly when that occurs is contingent upon the unique political environment of each year's legislative session. Because State funding is a major source of revenue for RPS, and because the State budget is often not finalized until late spring (if not summer), the Division often must create a budget with incomplete revenue information.

Fiscal Year

- The RPS fiscal year runs from **July 1 through June 30**. Thus, the current fiscal year (referred to as FY25), runs from July 1, 2024 through June 30, 2025.
- The budget proposal in this document is for next fiscal year – FY26 – which will run from July 1, 2025 through June 30, 2026.

FY26

July 1, 2025 – June 30, 2026

Operating Budget v. Capital Improvement Plan (CIP) Budget

- **Operating Budget** – The Operating Budget covers all the day-to-day costs of running the school division: teacher salaries, transportation, books, science equipment, and so on.
- **CIP Budget** – The CIP Budget covers major facility expenses: everything from new HVAC systems to new roofs. Smaller maintenance expenses (e.g., replacing light bulbs) are covered by the Operating Budget. NOTE: There is a **separate City budget for new school construction**. We will discuss this in further detail when we begin crafting a new Master Facilities Plan.



Operating Budget



CIP Budget

Operating Budgets for FY23, FY24, and FY25

**RICHMOND PUBLIC SCHOOLS
2024-25 BUDGET REPORT
GENERAL FUND OPERATING BUDGET REVENUE**

SOURCE	ACTUAL FY23	BUDGET FY23	BUDGET FY24	BUDGET FY25	\$ Change	% Change
Prior Year Fund Balance	685,884	685,884	2,708,697	11,213,816	8,505,119	314.0%
City Revenue	200,307,625	200,307,625	221,460,106	239,280,792	17,820,686	8.0%
State Revenue	151,002,179	150,626,998	157,362,887	163,222,334	5,859,447	3.7%
Other Revenue	1,024,253	1,924,400	930,700	615,500	(315,200)	-33.9%
Federal Revenue	550,669	660,000	680,000	660,000	(20,000)	-2.9%
Total Revenue	353,570,610	354,204,907	383,142,390	414,992,442	31,850,052	8.3%

Capital Improvement Plan Budgets for FY23, FY24, and FY25

**RICHMOND PUBLIC SCHOOLS
2024-25 BUDGET
CAPITAL IMPROVEMENT PROGRAM**

FUND	ACTUAL FY23	BUDGET FY23	BUDGET FY24	BUDGET FY25	\$ Change	% Change
School Maintenance	4,177,020	2,436,800	2,500,000	17,600,000	15,100,000	604%
ADA Compliance	26,095	-	-	-	-	0%
Total Revenue	4,894,510	2,436,800	2,500,000	17,600,000	13,695,000	604%

Section 2

Proposed Operating Budget

Operating Budget Revenue Forecast

Revenue for the RPS operating budget comes almost entirely from two sources: the State and the City. Our revenue forecast for these sources is as follows:

- **State Funding** – Increase of at least \$5.7 million per the Governor's proposed budget
 - This is by no means the final word on State funding for next year. The House of Delegates and the Senate will each craft their own budget, and will then work to develop a joint, compromise budget for the Governor's consideration.
 - Given recent pronouncements from leaders of the General Assembly, the Administration **expects the final State allocation for RPS to be closer to \$10 million**. That said, advocacy for RPS specifically, and K-12 education more generally, will be key.
- **City Funding** – To be determined
 - The City is in the process of reviewing its own revenue projections, which, of course, will impact RPS.
 - The Administration has crafted a needs-based budget calling for a total of \$43 million in new revenue. This means – given the State revenue estimates above – that **RPS will likely need at least \$30 million in new revenue from the City to fully fund its budget proposal**.

Proposed Operating Budget Increase: \$43.7 Million

Category	Amount
Priority 1: Academics	+\$12,455,136
Priority 2: Talent	+\$22,759,362
Priority 3: Wellness	+\$7,136,520
Priority 4: Engagement	+\$1,562,543
Priority 5: Operations	+\$7,371,200
Other	+\$408,500
Reductions	-7,980,883
Total	\$43,712,378

Priority 1 – Academics

Dreams4RPS Action 1.1: Passion4Reading – “Moonshot” effort to reach 100% reading proficiency	Cost
<ul style="list-style-type: none"> Paid summer training for elementary teachers to enhance teacher skill with Science of Reading approach 	\$325,000
<ul style="list-style-type: none"> Stipends for teachers and literacy coaches to help develop training and update curricular materials 	\$84,000
<ul style="list-style-type: none"> Decodables, novels, and other texts to ensure copies for every student 	\$73,000
<ul style="list-style-type: none"> Adoption of HS Science of Reading curriculum per upcoming VDOE guidance 	\$1,250,000
<ul style="list-style-type: none"> Expansion of literacy training to MS and HS for principals/APs/coaches/interventionists 	\$126,000
<ul style="list-style-type: none"> Expansion of literacy training to Pre-K for principals/coaches/teachers 	\$37,000
<ul style="list-style-type: none"> Development and launch of home literacy effort to help families more strategically support reading development 	\$81,500
Total	\$1,976,500

Priority 1 – Academics (continued)

Dreams4RPS Action 1.4: Multilingual Learners	Cost
<ul style="list-style-type: none"> 55 multilingual learner teachers to meet new, enhanced VDOE ratios 	\$5,500,000
<ul style="list-style-type: none"> 1 multilingual learner specialist to provide training and support for ML teachers 	\$110,000
<ul style="list-style-type: none"> Teacher stipends for Con Ganas program to cover assistance provided beyond regular school hours 	\$50,000
<ul style="list-style-type: none"> Expansion of student mentorship program, which helped increase multilingual learner graduation rate last year 	\$50,000
<ul style="list-style-type: none"> Increase in cost of WIDA assessment, used to place students at the appropriate language development level 	\$10,000
Total	\$5,720,000

Priority 1 – Academics (continued)

Dreams4RPS Action 1.5: Extended Time	Cost
• Additional teacher and support staff compensation to add 1 more RPS200 school	\$500,000
• Stipends for teachers to continue extended day tutoring after expiring grants	\$1,250,000
• Increase in cost of summer school due to expiring grants	\$750,000
Total	\$2,500,000

Priority 1 – Academics (continued)

Graduation Supports	Cost
• 5 HS testing coordinators to allow HS counselors to focus on graduation support	\$550,000
• 1 teacher for ASPIRE program to increase number of students served	\$90,000
• Expansion of mentorship program for non-ML students	\$50,000
• Transportation for Secondary Success Center to cover increase in number of students	\$30,000
• Additional funds for CLEP assessments, VDOE approved alternative to SOLs for verified credits	\$100,000
• Additional funds for Penn Foster, a VDOE approved alternative graduation program	\$55,250
• Additional funds for dual enrollment to expand the number of participating students	\$50,000
• Increase in cost of Edgenuity, an online coursework platform used in our alternative programs	\$12,000
• Increase in graduation ceremony costs to cover enhanced security	\$30,000
Total	\$967,250

Priority 1 – Academics (continued)

Other	Cost
<ul style="list-style-type: none"> 3 Pre-K “floating” teachers to ensure educators receive duty-free lunch without going “out of ratio” 	\$330,000
<ul style="list-style-type: none"> 2 teachers paid for with expiring “All In” funds 	\$210,000
<ul style="list-style-type: none"> Increase in cost of participation in Special Olympics 	\$60,000
<ul style="list-style-type: none"> Tuition increase for Governor’s Schools and CodeRVA 	\$391,386
<ul style="list-style-type: none"> PHSSA transfer based on expected state revenue increase 	\$300,000
Total	\$1,291,386

Priority 2 – Talent

Collective Bargaining	Cost
Commitments (From already signed contracts)	
• 3% for Licensed Personnel (All staff on teacher pay schedule + instructional specialists)	\$8,641,500
• 9% for School-Based Office Associates	\$710,000
• 1% for Facilities Personnel & Custodians	\$279,000
• 11% for Family Liaisons	\$331,369
• 2.5% for Care and Safety Supervisors and EMT Coordinators	\$22,020
• 2% for Care and Safety Associates	\$122,000
• 11% for Support Staff	\$1,179,000
• 1.17% Step Increase for All Personnel	\$2,300,000
Estimates (Still in negotiations with these units)	
• 3% for Principals, APs & Directors	\$2,013,300
• 6% for Transportation Personnel	\$899,900
Total	\$16,498,089

Priority 2 – Talent (continued)

Note on Increase in Teacher Pay

- With a 3% raise in FY26, RPS teachers will reach a **41% increase** (compounded) in overall compensation since FY18. That translates to a jump in average salary from **\$52,000 to more than \$73,000**.
- The Administration would like to express our profound gratitude to the School Board for supporting these increases and to the City for providing roughly two thirds of the funding for them (with one third from the Commonwealth).

Year	Annual Increase	Compounded Increase
FY19	2%	2%
FY20	3% + 1.17% step increase	6.3%
FY21	2% + 1.17% step increase	9.6%
FY22	3% + 1.17% step increase	14.2%
FY23	5% + 1.17% step increase	21.2%
FY25 (Per collective bargaining agreement)	6% + 1.17% step increase	30.0%
FY25 (Per collective bargaining agreement)	3% + 1.17% step increase	35.3%
FY26 (Per collective bargaining agreement)	3% + 1.17% step increase	41.0%

Priority 2 – Talent (continued)

Dreams4RPS Action 2.1: Passion4Teaching – “Moonshot” effort to achieve zero vacancies	Cost
• 2 recruiters + 1 transfer specialist to expand applicant pool	\$330,000
• Early commitment new hire bonuses to “lock in” hires earlier in the season	\$225,000
• Secondary math and science bonuses to attract more teachers to these hard-to-staff areas	\$583,500
• Hard-to-staff school bonuses	\$1,972,000
• Richmond Success Academy, Aspire, and Thrive bonuses	\$570,000
• Enhancing online recruitment and marketing presence	\$112,000
• Enhancing recruitment travel to high-yield campuses	\$78,000
Total	\$3,870,500

Priority 2 – Talent (continued)

Other	Cost
<ul style="list-style-type: none"> 1 specialist for substitutes to ensure our schools have the support they need without exception 	\$110,000
<ul style="list-style-type: none"> 2 specialists for grievances and investigations given the requirements of CBAs 	\$220,000
<ul style="list-style-type: none"> 1 office associate given the requirements of CBAs 	\$78,000
<ul style="list-style-type: none"> Incremental cost of raising annual step increase from 1.17% to 1.25% (recommended by compensation study) 	\$1,293,944
<ul style="list-style-type: none"> Adding infertility treatment to health insurance 	\$560,000
<ul style="list-style-type: none"> Increase in cost of various Talent Office contracts (e.g., Timeclock Plus, Powerschool, eFMLA) 	\$105,000
<ul style="list-style-type: none"> Increase in administrative cost for offering flexible spending accounts 	\$20,000
<ul style="list-style-type: none"> Increase in cost of fee for USI consulting (for Cigna healthcare) 	\$3,829
Total	\$2,390,773

Priority 3 – Wellness

Dreams4RPS 3.1: Student Mental Health	Cost
• Maintain mental health partners, including RBHA, Child Savers & CIS (currently funded with one-time dollars)	\$2,299,500
• Stipends for teachers to attend summer training on addressing bullying and promoting student mental health	\$325,000
Total	\$2,624,500

Priority 3 – Wellness (continued)

Care & Safety	Cost
• 22 additional care and safety associates (CSA) to provide the coverage articulated by our internal business rules	\$1,300,000
• Increase starting CSA salary to \$44,000 to compete with counties (who are hiring our CSAs)	\$1,521,200
• Maintain our current complement of 30 safety and security assistants (SSAs) (currently on expiring grant funding)	\$652,000
• Additional funds for CSAs and SSAs to provide coverage at after-school events	\$425,000
• Uniforms for CSAs and SSAs	\$58,820
• Increase crossing guard stipend to \$3,000 to maintain coverage at all schools	\$100,000
• Increase in cost of Mandt de-escalation training	\$10,000
Total	\$4,067,020

Priority 3 – Wellness (continued)

Other	Cost
<ul style="list-style-type: none"> Increase in cost of 1:1 nursing services 	\$343,000
<ul style="list-style-type: none"> Temporary nursing services for nurses who are absent 	\$30,000
<ul style="list-style-type: none"> Electronic health records contract 	\$65,000
<ul style="list-style-type: none"> Printing of SCORE document 	\$7,000
Total	\$445,000

Priority 4 – Engagement

Dreams4RPS Action 4.1: Attendance	Cost
• Maintain 8 family liaisons currently on expiring grant funding	\$743,503
• 5 additional family liaisons to support our highest need schools	\$464,690
Total	\$1,208,193

Priority 4 – Engagement (continued)

Dreams4RPS Action 4.4: Telling Our Story	Cost
<ul style="list-style-type: none"> 1 coordinator for multilingual communications to expand our multilingual divisionwide communications 	\$120,000
<ul style="list-style-type: none"> 1 specialist for media and special events 	\$110,000
<ul style="list-style-type: none"> Increase in cost of various communications, design, and multimedia licenses 	\$54,350
<ul style="list-style-type: none"> Increase in cost of food, supplies, and venue rental for various student events (e.g., Scholastic Standout) 	\$70,000
Total	\$354,350

Priority 5 – Operations

Dreams4RPS Action 5.2: Building Safety & Maintenance	Cost
• Bring all grounds maintenance back to RPS from the City	\$1,400,000
• Contracted custodial services to provide additional support at our secondary schools	\$1,600,000
• Temporary custodians for when custodians are absent	\$150,848
• 1 HVAC foreman and 1 electrical foreman	\$196,000
Total	\$3,346,848

Priority 5 – Operations (continued)

Dreams4RPS Action 5.3: Systems	Cost
• New student information system to provide better customer service to families and staff	\$455,900
• 1 coordinator for new student information system	\$135,000
Total	\$590,900

Priority 5 – Operations (continued)

Dreams4RPS Action 5.3: Transportation	Cost
<ul style="list-style-type: none"> 1 routing manager to ensure more efficient routes and better customer services for families 	\$80,000
<ul style="list-style-type: none"> 5 bus monitors to ensure proper supervision on crowded bus routes 	\$187,500
<ul style="list-style-type: none"> Additional contracted bus services for unique transportation needs (e.g., McKinney-Vento) 	\$500,000
<ul style="list-style-type: none"> Training, incentives, and on-time performance awards for bus operators 	\$85,000
<ul style="list-style-type: none"> Repair and maintenance supplies for buses 	\$86,724
Total	\$939,224

Priority 5 – Operations (continued)

Other	Cost
• 1 procurement specialist (as recommended by the P-card audit)	\$102,000
• Increase in cost of various technology platforms	\$275,903
• Increase in cost of copier contract	\$162,000
• Increase in cost of telephone services	\$108,100
• Computer equipment	\$118,000
• Increase in cost of workers' compensation contract	\$200,000
• Increase in cost of hybrid disability contract	\$42,000
• Increase in cost of master insurance policy	\$174,650
• Increase in cost of trailer rental	\$57,753
• Absorption (from the City) of cost of parking for central office employees at City Hall	\$45,000
• Increase in utilities cost	\$815,000
• Transfers for various grants	\$393,822
Total	\$2,494,228

Other

Chief of Staff's Office	Cost
<ul style="list-style-type: none"> 2 payroll technicians to assist with significant increase in volume and complexity of payments related to CBAs 	\$170,000
<ul style="list-style-type: none"> 1 office associate to assist with significant increase in volume and complexity of payments related to CBAs 	\$72,500
<ul style="list-style-type: none"> 1 office associate to assist with the increase of home school and other unique enrollment cases post-pandemic 	\$70,000
<ul style="list-style-type: none"> Increase in cost of student enrollment platform 	\$15,000
<ul style="list-style-type: none"> New student enrollment mapping to replace outdated data 	\$6,000
<ul style="list-style-type: none"> Staff appreciation events and awards 	\$15,000
Total	\$348,500

Other (continued)

School Board	Cost
<ul style="list-style-type: none">Increase in budget for legal services	\$60,000
Total	\$60,000

Reductions

Item	Amount
<ul style="list-style-type: none"> 50% absorption of health care cost increase into employee salaries (currently absorbed 100% by RPS) 	-\$4,070,000
<ul style="list-style-type: none"> Removal of central office decompression cost as a separate line item (now included in salaries) 	-\$1,684,027
<ul style="list-style-type: none"> Removal of transfer to School Nutrition Services, as the program managed to operate off reimbursement only 	-\$920,000
<ul style="list-style-type: none"> Removal of line item for a legacy performance energy contract given end of contract 	-\$897,856
<ul style="list-style-type: none"> Elimination of 1 lead desktop technician (vacant) as part of reorganization 	-\$70,000
<ul style="list-style-type: none"> Elimination of 1 desktop technician (vacant) as part of reorganization 	-\$67,000
<ul style="list-style-type: none"> Elimination of 1 HVAC supervisor (vacant) as part of reorganization 	-\$122,000
<ul style="list-style-type: none"> Elimination of line-item for technology refresh in School Board room (refresh occurred in FY25) 	-150,000
Total	-\$7,980,883

Section 3

Proposed CIP Budget

Proposed CIP Budget: \$13.6 Million

Category	Amount
ADA	\$1,140,000
Athletics	\$700,000
Electrical	\$150,000
Fire Safety	\$210,000
HVAC	\$3,150,000
Paving	\$1,400,000
Plumbing	\$1,500,000
Roofs	\$1,700,000
Structural	\$3,650,000
Proposed CIP Budget	\$13,600,000

Proposed CIP Projects

Category	Location	Project	Cost
ADA	Armstrong HS	Replace unreliable elevator that is past useful life	\$190,000
ADA	Elizabeth D. Redd ES	Replace unreliable elevator that is past useful life	\$190,000
ADA	John Marshall HS	Replace unreliable elevator that is past useful life	\$190,000
ADA	RTC North	Replace unreliable elevator that is past useful life	\$190,000
ADA	RTC South	Replace unreliable elevator that is past useful life	\$190,000
ADA	Thomas C. Boushall MS	Replace unreliable elevator that is past useful life	\$190,000
Athletics	Chimborazo ES	Replace playground for upper grades	\$200,000
Athletics	Elizabeth D. Redd ES	Replace playground and outdoor space	\$300,000
Athletics	J.L. Francis ES	Add covered outdoor play/gym space	\$200,000
Electrical	G.H. Reid ES	Replace failing emergency exit lighting	\$150,000
Fire Safety	J.H. Blackwell ES	Replace fire alarm panel due to parts becoming obsolete	\$55,000
Fire Safety	Linwood Holton ES	Replace fire alarm panel due to parts becoming obsolete	\$55,000
Fire Safety	Miles J. Jones ES	Replace fire alarm panel due to parts becoming obsolete	\$55,000
Fire Safety	Summer Hill PS	Replace fire alarm panel due to parts becoming obsolete	\$45,000

Proposed CIP Projects (continued)

Category	Location	Project	Cost
HVAC	Albert Hill MS	Replace failing pneumatic control system	\$650,000
HVAC	Barack Obama ES	Replace failing pneumatic control system	\$350,000
HVAC	Broad Rock ES	A&E design work to replace unreliable heat pump units	\$300,000
HVAC	Chimborazo ES	Replace unreliable cooling tower	\$350,000
HVAC	Chimborazo ES	Replace failing supply and return air handlers 1 and 2	\$1,100,000
HVAC	Huguenot HS	Overhaul chiller 2 to prevent failure	\$100,000
HVAC	Oak Grove-Bellemeade ES	A&E design work to replace unreliable heat pump units	\$300,000
Paving	Armstrong HS	Resurface parking lot	\$450,000
Paving	J.B. Fisher ES	Resurface parking lot	\$200,000
Paving	J.L. Francis ES	Resurface parking lot	\$300,000
Paving	Richmond Success Academy	Resurface parking lot	\$300,000
Paving	Westover Hills ES	Resurface parking lot	\$150,000
Plumbing	Albert Hill MS	Replace leaking water supply lines and waste drains	\$380,000
Plumbing	Elizabeth D. Redd ES	Replace leaking water supply lines and waste drains	\$220,000

Proposed CIP Projects (continued)

Category	Location	Project	Cost
Plumbing	Francis McClenney ES	Replace leaking water supply lines and waste drains	\$250,000
Plumbing	Franklin Military Academy	Replace sinks in bathrooms	\$200,000
Plumbing	G.H. Reid ES	Replace leaking water supply lines and waste drains	\$250,000
Plumbing	Richmond Community HS	Replace sinks in bathrooms	\$200,000
Roofs	Richmond Community HS	Replace leaking upper roof	\$1,700,000
Structural	Albert Hill MS	Replace failing windows	\$1,700,000
Structural	Bellevue ES	Replace failing windows	\$1,450,000
Structural	Richmond Success Academy	Replace all doors and locks	\$200,000
Structural	Thomas C. Boushall MS	Replace all locks	\$300,000