

# EXPLORING ALTERNATE FUNDING SOURCES TO SUPPORT PUBLIC EDUCATION AND TEACHER COMPENSATION

Board Workshop  
June 27, 2018

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## PURPOSE

To explore and examine available, alternative, and supplemental revenue sources to support public education and teacher compensation

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## 2018-19 BUDGET UPDATE

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### 2018-19 REVENUE

#### FEFP

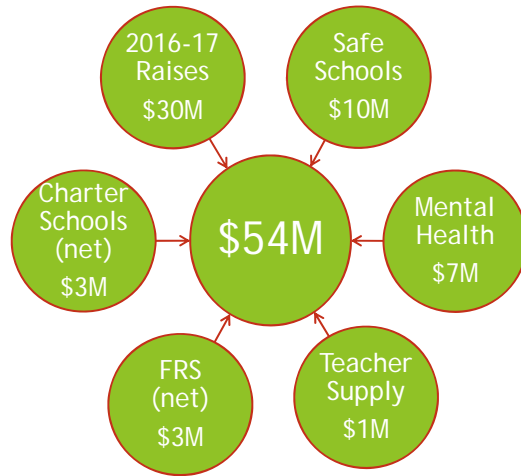
- \$12.6M increase
- \$65/student or 0.87%

#### Prior Period Funding Adjustment

- \$(17M) estimated decrease
- VAB "caught up" in 2017, leading to one-time receipt of double PPFAM in 2017-18

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## 2018-19 MAJOR KNOWN COST INCREASES



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## BALANCING SUMMARY



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## BALANCING PLAN

### 2018-19 Balancing Fund

- \$36M
- Built during FY 17-18 to prepare the District for potential FY 18-19 shortfall

### Charter School Capital

- \$17M
- State agreed to pay for all charter school capital costs out of non-local revenue for FY 18-19

### Central Office Reorganization

- ?
- Savings realized through consolidation of work both within and among departments

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## TEACHER SALARY TASK FORCE

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## SALARY TASK FORCE ENGAGEMENT PROCESS

### ► Salary Task Force

- May 24, 2018
- June 11, 2018
- June 21, 2018

### ► Stakeholder Groups

- June 1, 2018 - Administrators
- June 4, 2018 - School Board Appointees
- June 6, 2018 - Teachers
- June 7, 2018 - Community / Business / Parent

All materials shared have been archived and are available in the Office of Labor Relations

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## TASK FORCE COMMON UNDERSTANDINGS

### 1) Income and Expenses

10 Month Teacher Salary	Average Base	Median Base	Average Annual	Median Annual	Range Annual
Elementary	\$51,742	\$46,078	\$55,102	\$50,192	\$41,000 - \$97,338
Secondary	\$53,038	\$46,750	\$60,965	\$56,721	\$41,000 - \$109,087

- The median income in Miami-Dade is \$51,362
- Unaffordable housing and the general cost of living impact teachers
- Total compensation includes healthcare benefits and salary. M-DCPS provides a free healthcare option and dependent subsidies.
- Costs of child care and student loans are also high

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## TASK FORCE COMMON UNDERSTANDINGS

### 2) State Education Policy Implications

- ▶ Policies and funding decisions at state levels have impacted how resources are allocated and how teachers are compensated
- ▶ The inequity of state funding limits ability to address salaries; it is the key issue

### 3) Performance Pay implications since July 2011

- ▶ Current mid- to late-career teachers were impacted most significantly
- ▶ Legislatively-imposed bonuses have diverted funds away from recurring salary enhancements for teachers
  - ▶ Best and Brightest bonuses are not added to base salaries and are not eligible for FRS

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## TASK FORCE COMMON UNDERSTANDINGS

### 4) Issues affecting teacher recruitment and retention

- ▶ Challenges to both recruitment and retention
  - ▶ General perception of teachers and of education as a career
  - ▶ Excessive testing and concerns regarding parental involvement
  - ▶ Impacts to retirement benefits
- ▶ Compensation strategies must address the differing needs of new teachers versus mid- to late-career teachers

### 5) Other School Districts

- ▶ Have successfully sought additional funding sources inclusive of teacher salaries, programmatic and operational needs
- ▶ Other Districts are proposing referendums to fund enhancements inclusive of teacher salaries
- ▶ M-DCPS anticipates greater competition for local recruitment and retention

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## TASK FORCE RECOMMENDATIONS

- 1) Continued strong, national and state legislative advocacy platform
  - ▶ Policy and funding priorities
- 2) Invest in marketing campaign with data driven understanding of Miami-Dade County Public Schools
  - ▶ Distinguish between our accomplishments and our critical funding needs
- 3) Pursue an Ad Valorem Tax Referendum
  - ▶ Establish an oversight committee
  - ▶ Emphasize that these funds are non-recurring and cannot supplant state funding
  - ▶ Utilize additional funding stream to enhance teacher salaries by 20%
- 4) Additional considerations discussed:
  - ▶ Housing incentives and/or subsidies
  - ▶ Expanded student loan forgiveness programs
  - ▶ Expanded child care offerings and/or subsidy programs for teachers
  - ▶ Affordable financing rates for automobile loans
  - ▶ Leverage District land assets to invest in a recurring revenue source for teacher incentive pay

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## SUPPLEMENTAL FUNDING OPTIONS

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## RESULTS OF RECENT FLORIDA COUNTY REFERENDUMS

County	Date	Elements	Result	Amount
Pinellas	November 2016	Recruit and retain teachers, preserve reading programs and music and art classes, provide up-to-date textbooks and technology, oversight committee	Passed	.5 Mill <i>(Renewal)</i>
Manatee	March 2018	More instructional time, after-school tutoring, recruit and retain teachers and staff with competitive salaries, expand CTE and STEM, support charter schools	Passed	One Mill
Sarasota	March 2018	Maintain academic programs and teaching positions	Passed	One Mill <i>(Renewal)</i>

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## UPCOMING FLORIDA COUNTY REFERENDUMS

County	Date	Elements	Amount
Broward	August 2018	SROs (including charter schools with over 900 students), hire district security staff, increase compensation to recruit and retain highly qualified teachers, fund other essential instruction related expenses	.5 Mill
Marion	August 2018	Reading, physical education, art, music, library/media and vocational programs, meeting class size requirements, retaining teachers and paraprofessionals, oversight committee	One Mill <i>(Renewal)</i>
Orange	August 2018	Preserve academic programs, retain highly qualified teachers and protect arts, athletics and student activities, annual reporting	One Mill <i>(Renewal)</i>
Palm Beach	November 2018	Renew .25 mill for operating expenses	.25 Mill <i>(Renewal)</i>

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## MIAMI-DADE COUNTY MILLAGE LEVY OPTIONS & EFFECT

MILLAGE LEVY OPTIONS		EFFECT ON TYPICAL (SOH) HOMEOWNER	
2018-19 Tax Roll	\$ 322,333,396,951	Typical Homeowner	\$ 203,169
Budgeted Rate	96%	Homestead Exemption	\$ (25,000)
Mills:		Mills:	
0.25	\$ 77,360,015	0.25	\$ 44.54
0.50	\$ 154,720,031	0.50	\$ 89.08
0.75	\$ 232,080,046	0.75	\$ 133.63
1.00	\$ 309,440,061	1.00	\$ 178.17

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## 1011.73 DISTRICT MILLAGE ELECTIONS

- ▶ **MILLAGE AUTHORIZED NOT TO EXCEED 4 YEARS.**—The district school board, pursuant to resolution adopted at a regular meeting, shall direct the county commissioners to call an election at which the electors within the school district may approve an ad valorem tax millage as authorized under s. 1011.71(9). Such election may be held at any time, except that not more than one such election shall be held during any 12-month period. Any millage so authorized shall be levied for a period not in excess of 4 years or until changed by another millage election, whichever is earlier. If any such election is invalidated by a court of competent jurisdiction, such invalidated election shall be considered not to have been held.

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## POTENTIAL BALLOT COMPETITION



City of Miami Beach  
Public Safety, Parks/Quality of Life,  
Infrastructure/Resiliency (Sea-level Rise)

City of Doral  
Parks

Miami-Dade County with the Miami Foundation  
Parks & Recreation

Miami-Dade County  
Fire/Police

Miami Lakes  
Parks

## POTENTIAL FOR VOTER APPROVAL

### Strengths / Considerations

- Compensation and support for teachers and educational support staff is viewed positively
- Inclusion of citizen's oversight committee is favorable
- Including sunset provision is viewed positively
- Support for school safety measures appears strong

### Weaknesses

- Ballot competition on November 8
- Length of November 8 ballot
- Short timeframe to get language on the ballot

## KEY DATES

July 18  
2018

Regular School  
Board Meeting  
if Approved  
*In addition to  
July 25 Regular  
Meeting*

**TBA**  
2018

Deadline for  
Providing  
Ballot  
Language to  
County  
Commission

July 24  
2018

County  
Commission  
Meeting

August 7  
2018

Deadline for  
Providing  
Language to  
the Elections  
Department

November 6  
2018

General  
Election

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## SPECIAL SCHOOL BOARD MEETING JUNE 27, 2018

### Purpose

Present for the Board's consideration an amendment to the School Board meeting schedule to provide the Board with additional flexibility as it moves through the budget development process. This amendment would make the meeting of July 18, 2018 a Regular School Board Meeting.

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# DISCUSSION

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