

**Educator Compensation Reform
Presentation for the
Legislative Education Committee**

**from the eyes of
Hamburg School District
Southeast Arkansas**



Certified Personnel Salary Increase

- **Hamburg School District will have to increase the minimum salary \$3,000 from \$33,000 currently to \$36,000.**
- **Cost would include a \$1,000 raise each year for 158 certified personnel.**
(Educator Compensation reform funding based on 143.44 FTE's)

Certified Personnel Salary Increase

- **Certified Employees (\$1,000 each + benefits and extended contracts) This total is around \$214,000.**
- **Cost over 3 years in meeting the \$36,000 minimum salary:**
 - Cumulative cost will be \$1,009,745**
 - State will provide \$531,445**
 - That means a shortage of \$478,300 over the 3 years**

Classified Salary Increase to Meet Minimum Wage

- **Arkansas Minimum Wage increase requirement equates to a 19% increase-\$9.25 to \$11/hr.**
- **19% increase = \$131,000 increase in the budget for classified salaries each year.**

How these Increases Will Affect Budgets?

- **\$642,000 increase for certified salaries + \$131,000 increase to meet minimum wage - \$173,400 (anticipated increase to foundation funding) = \$600,000 per year in the school's budget toward salaries each year after the fourth year.**

Salary Increases and Operation of the School

- **Hamburg School District's transfer to the building fund due to the 20% fund balance cap has been between \$641,000 to \$680,000. This will decrease due to increases to salary requirements. These funds have been/or are planned to be used for facility needs.**

Current 4 Year Plan Toward Salary Increases

- **We met the minimum salary schedule and the minimum wage increase this year.**
- **For 2020-21, we plan to give a \$1,000 increase for all certified employees. Again that cost will be around \$214,000 with the state providing around \$142,000 using the state contribution for \$143.44 FTE's.**
- **Our plan for the \$1,000 increase each of the next 2 years will depend on what the state does with adequacy and additional funding beyond the 4 years.**

Current 4 Year Plan Toward Salary Increases

- **If no funding beyond the 4 years is provided, the district will just meet the minimum salary schedule through the 15 mandated steps. Adding the \$1,000 to meet the minimum will still add between \$350,000 to \$400,000 to salary budget.**
- **If this is the case the district will need to change the operating and salary budget by either cutting programs or reducing staff. Enrollment is something we are watching closely as well.**

District Staffing Reduction

Hamburg School District over the last 3 years has reduced staff in the following areas:

- **Classroom Teachers, 10** (Current student to teacher ratio is 11:1. This includes all classes, everywhere.)
- **District Office, 2**
- **Maintenance, 3**
- **Bus Shop Assistant, 1**
- **Mechanic, 1**
- **Cafeteria, 8 full time, 5 part time**

Cuts that will Have to be Made Next

- **We will continue to compare enrollment with teachers needed.**
- **Instructional Facilitators**
- **Additional Professional Development**
- **Technology**
- **PLTW courses**
- **EAST**
- **CTE opportunities**
- **Early Childhood (HIPPIY, ABC, Foster Grandparents, AmeriCorps)**
- **Personnel outside of the Matrix requirement**
- **Activities such as Band, Athletics, Quiz Bowl, Chess, FFA, FBLA, etc.**

Other Items On Radar:

- **Pre-K:** A lot of schools are paying for classrooms in addition to ABC funding, because the ABC funding is not enough to meet the needs of their community.
- **Safety and Security:** We have flexibility in funding, such as ESA, however that money is allocated.
- **Mental Health:** The need is great. Again we have flexibility here also, but the money is needed for other things.
- **Vaping Issues and Discipline:** Kids are very different than they were even ten years ago. They have different needs. Budgets must change with the times as well.
- **Unpaid Lunch Charges:** At the end of the school year 2019 the total district charges were \$2,258.53. Whereas now the total district charges thus far this year is \$8,556.63.

Building Fund Balances and Facility Needs

Building Funds and Balances -

Fund 3004 (2019 Bond Series) \$7,300,000

This money was obtained through a millage campaign and is already budgeted out to complete a specific list of projects.

Fund 3005 (Bond Savings) \$797,000

Our plan is to use this money for space replacement of the Shelby Harrod Building. This is the oldest building in our district, currently housing 6 Pre-K classes, District IT, Special Ed offices, mental health provider offices, and HIPPIY. The second floor has been condemned. Structural engineers are currently looking at the rest of the building.

Building Funds and Balances...Continued

Fund 3200 (20% Net Legal Balance Cap) \$1,600,000

The projects listed below are out of necessity for upkeep purposes:

Noble/Allbritton cafeteria

Band Hall

Replace Buses

In-School Suspension Space

Academic Achievement

Hamburg School District has 3 campuses with a C, and one campus with an A report card grade. Hamburg High School is a Year 2 Cohort for the PLC Model. Hamburg Middle School, Allbritton, Noble, and Portland Elementary are all A+ schools. Our Allbritton Elementary is receiving additional support through the co-op for PLC training. Portland Elementary has an A on their report card.

ESA funding

ESA/NSL Funding: Hamburg School District budgeted \$637,572.95 for salaries and benefits. This is for 13.5 paraprofessionals, a Dyslexia Specialist, Social Worker, and 2 instructional facilitators. Only \$30,188 is budgeted for computers and supplies.

My GREATEST FEAR...

**The quality of education
is going to be
destroyed.**

