

The logo for EXCEL features the word "EXCEL" in a bold, sans-serif font. The "E" and "CEL" are in yellow, while the "X" is in blue. The "X" is stylized with a human figure silhouette inside it. To the right of the text is a large, blue, curved swoosh that starts under the "X" and extends to the right.

Employee
Advancement
System

Board of Education Meeting
December 10, 2013



Marietta
city schools

A Georgia Charter System



Vision of Excel

Attract

a high-potential
workforce

Retain

a high-performing
workforce

Leverage

expertise for continuous
improvement in
district-wide employee
effectiveness

Align

a high-performing
workforce to support
district
strategies and
performance goals

Compensate
a high-performing
workforce in a
**Fiscally
Sustainable**
way

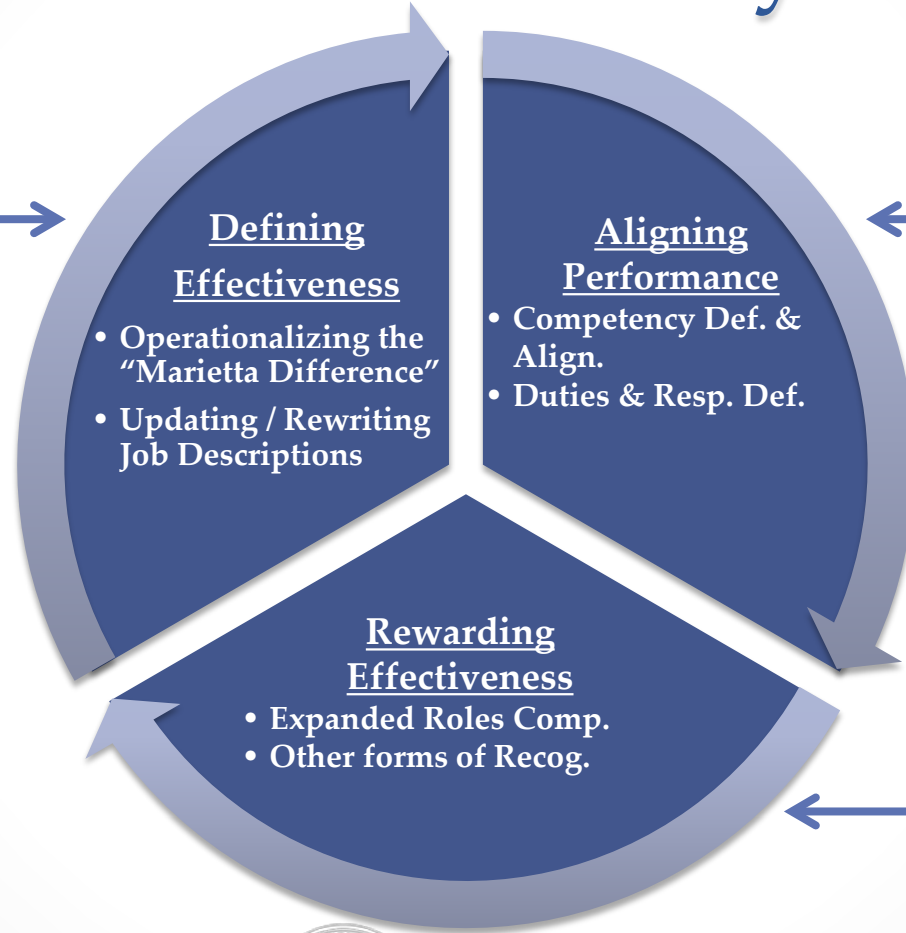


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Performance Advancement Cycle

Teacher Keys Effectiveness System (TKES)



Teacher Keys Effectiveness System (TKES)

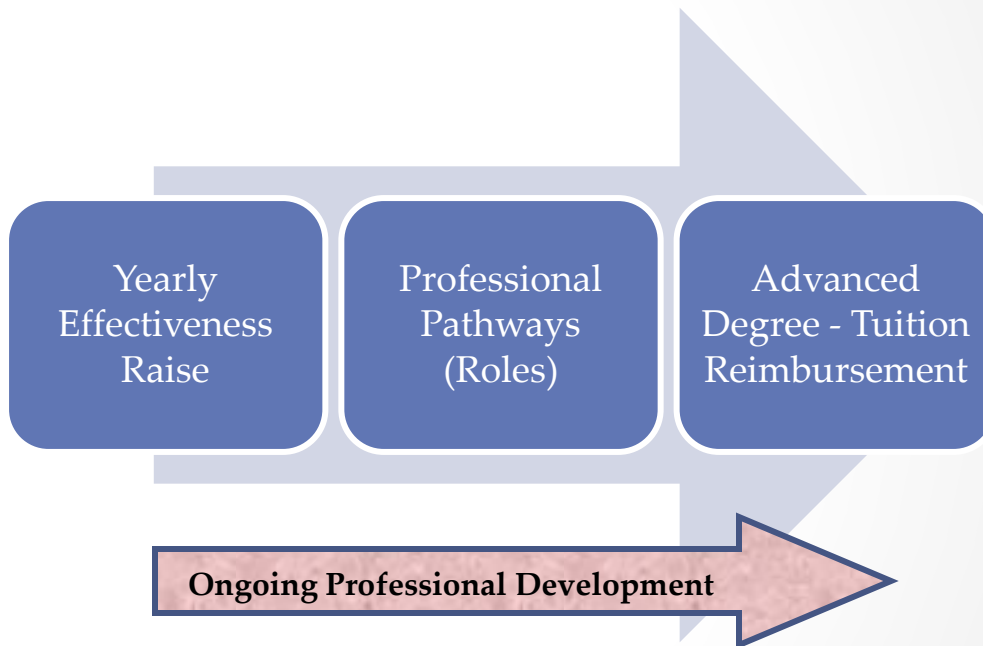


ERS Compensation Redesign





Employee Advancement System *for Teachers*

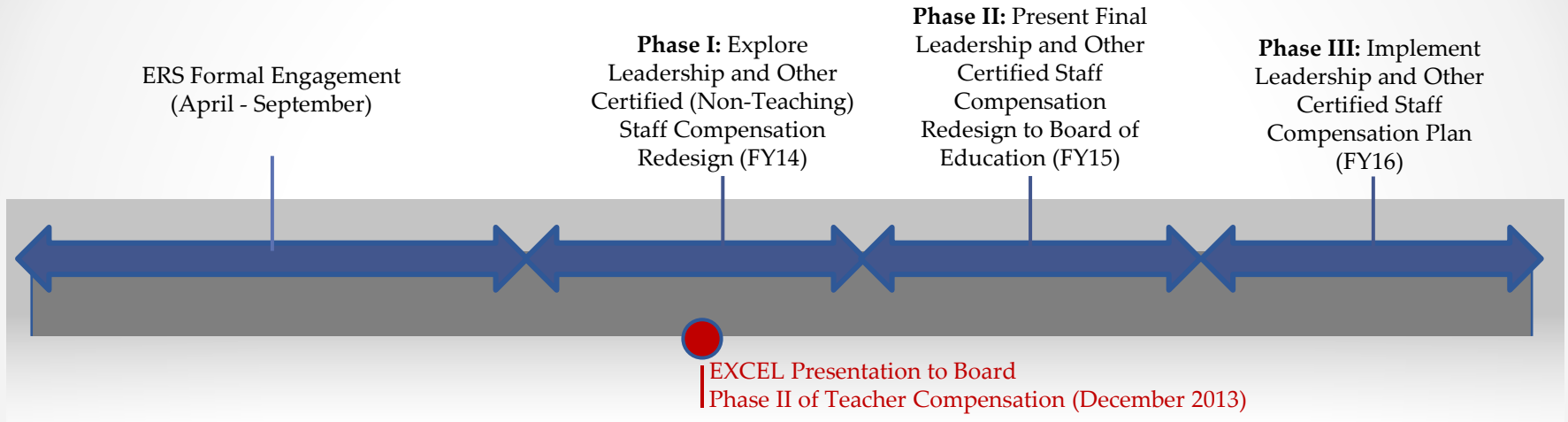


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Timeline



Phased-In Approach for Teacher Compensation Redesign

Phase I – FY14	Phase II – FY15	Phase III – FY16
<ul style="list-style-type: none"> Research and planning, job descriptions of new roles, outreach initiatives, seed funding, implementation of new evaluation system (TKES), BOE approval 	<ul style="list-style-type: none"> Pilot new teacher roles, recalibration of pay for advanced degrees, continued research on effectiveness pay 	<ul style="list-style-type: none"> Potential full implementation



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-Phase II-

Pilot Enhanced Teacher Roles

- New (Enhanced) Teacher Roles
 - Purpose: Increase career ladder, professional pathway opportunities for teachers
 - Goal: Attract and retain highly effective teachers to ultimately increase student achievement
 - Presented by Martha Greenway of Greenway Strategy Management

FY15 EXCEL PROFESSIONAL TEACHER PATHWAYS*			
New Enhanced Roles	Continuation of Current Roles	School-Based Positions	District-Level Positions
<ul style="list-style-type: none"> • PLC Leader • Extended Learning Program Leader • New Teacher Mentor 	<ul style="list-style-type: none"> • Dept. Heads • Team Leaders • RtI Coordinator • 504 Coordinator 	<ul style="list-style-type: none"> • School Improve. Spec. • Interventionist • IB Coordinator 	<ul style="list-style-type: none"> • Instructional Coach • SPED Lead Teacher • Literacy Int. Specialist

*The evaluation and expansion of Excel Teacher Pathways will be an ongoing process to enhance MCS value proposition.

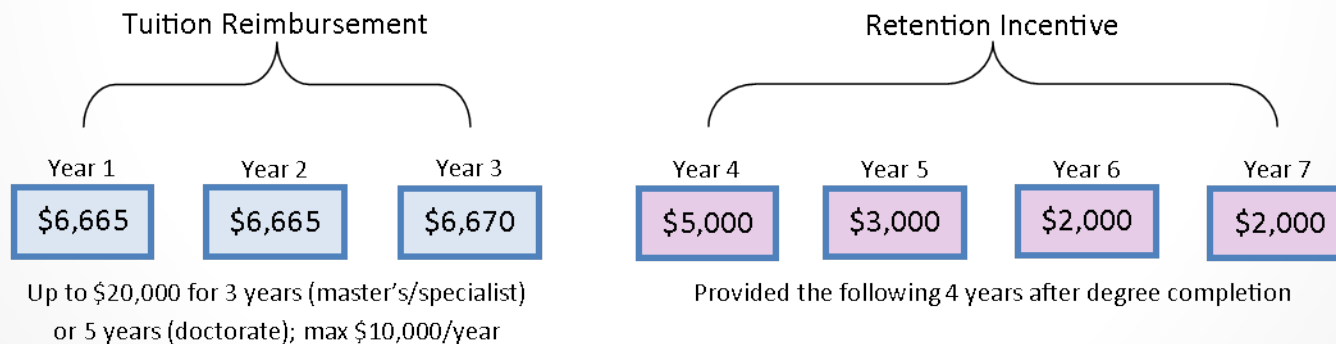


-Phase II-

Tuition Reimbursement

- Transition to Tuition Reimbursement
 - Purpose: Provide opportunities for teachers to earn advanced degrees
 - Goal: Increase teacher effectiveness in a manner that is aligned with district goals and research; attract and retain highly effective teachers
 - Presented by Allison McMahon, MCS Human Resources Director

Illustration of Tuition Reimbursement





Budget Illustration Teacher Salaries

<i>all figures in millions</i>	FY14	FY15	FY16	FY17	FY18	FY19
Revenues						
State Salary Revenue	\$17.2	\$17.9	\$18.3	\$18.8	\$18.9	\$19.2
State Benefits Revenue	\$8.4	\$8.6	\$9.2	\$9.9	\$10.6	\$11.3
Federal Revenue	\$0.7	\$0.8	\$0.8	\$0.8	\$0.8	\$0.8
Total Revenues	\$25.6	\$26.6	\$27.5	\$28.6	\$29.5	\$30.5
Projected Expenditures						
Starting Salary	\$20.6	\$21.5	\$22.1	\$22.6	\$22.8	\$23.0
Benefits %	40%	42%	44%	46%	49%	51%
Benefits	\$12.38	\$13.63	\$14.88	\$16.22	\$17.01	\$18.04
Total Effectiveness Pay & Legacy Experience Pay	\$6.3	\$6.0	\$6.1	\$6.2	\$6.2	\$6.3
Effectiveness Steps (Included in above)	\$0.0	\$0.0	\$0.3	\$0.4	\$0.4	\$0.4
Tuition Reimbursement & Legacy Education Pay	\$4.1	\$4.4	\$4.4	\$4.4	\$4.0	\$3.7
Tuition Reimbursement (Included in above)	\$0.0	\$0.3	\$0.6	\$0.9	\$0.9	\$0.9
Additional Roles	\$0.00	\$0.25	\$0.35	\$0.60	\$0.70	\$1.00
Marietta Difference	\$3.2	\$3.5	\$3.7	\$3.9	\$4.1	\$4.2
Total Expenditures	\$46.5	\$49.3	\$51.4	\$53.9	\$54.8	\$56.3
Total Expenditures (Local Contribution)	\$20.9	\$22.7	\$23.9	\$25.3	\$25.3	\$25.8
Total MCS Spending on Experience, Effectiveness, & Education	\$10.4	\$10.4	\$10.4	\$10.6	\$10.2	\$10.0
Total State/Federal Revenue for Experience, Effectiveness, & Education	\$6.9	\$7.2	\$7.3	\$7.4	\$7.4	\$7.5
MCS Exp. & Ed. Budget Gap betw state & local funding	(\$3.5)	(\$3.2)	(\$3.1)	(\$3.2)	(\$2.8)	(\$2.5)
Current System MCS Exp. & Ed. Budget Gap betw state & local funding	(\$3.5)	(\$3.6)	(\$3.6)	(\$3.7)	(\$3.8)	(\$3.9)
ASSUMPTIONS:						
Increase in teachers of 1% per year.						
Roles and responsibilities start in FY15 at \$250k, FY16 \$350k, FY17 \$600k, FY18 \$700k, FY19 \$1M.						
Marietta difference is increasing with increased number of teachers.						
Effectiveness steps begin FY16 per amounts in ERS model by quintile.						
Tuition reimbursement begins FY15.						





Budget Illustration

5-Year Projection

PROJECTED ENROLLMENT (FTE)	8613	9,098	9,098	9,098	9,280	9,466
REVENUES	FY14	FY15	FY16	FY17	FY18	FY19
LOCAL TAX REVENUE (advalorem and excise taxes, intangible taxes, RETT, net of collection fee to the City)	44,282,091	43,790,438	44,763,908	45,885,168	47,122,208	48,402,662
NET QBE REVENUE FROM STATE (net of QBE earnings, local fair share and austerity)	34,451,450	35,484,994	36,549,543	37,646,030	39,151,871	40,717,946
OTHER REVENUE (State grant revenue, miscellaneous local revenue)	1,790,000	1,490,000	1,494,470	1,501,942	1,509,452	1,524,547
FEDERAL REVENUE (Erate)	375,740	380,000	350,000	350,000	350,000	350,000
PROJECTED TOTAL GENERAL FUND REVENUES	80,899,281	81,145,431	83,157,921	85,383,140	88,133,531	90,995,154
EXPENDITURES	81,293,088	82,008,762	84,469,025	87,003,095	89,613,188	92,301,584
PROJECTED DEFICIT	(393,807)	(863,331)	(1,311,104)	(1,619,955)	(1,479,657)	(1,306,430)





Budget Considerations

- District budgeting is a complex process influenced by a number of variables:
 - Fluctuations in economy
 - Local tax digest
 - Changes in city demographics and redevelopment
 - Decrease in millage rate (FY15)
 - Property valuations
 - State funding
 - Federal funding
- Due to these variables, we must continue to update our budget outlook based upon new information as the data becomes available.
- The MCS BOE has experienced significant success due to the implementation of cautious fiscal approach; we will continue down this path.



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