

Response to Questions on the FY 2008 Advertised Budget Plan

Request By: Supervisor Gross
Supervisor Smyth

Question: Please provide a status and implementation guidelines for the \$8.0 million Initiatives for Excellence.

Please provide a breakdown of how the additional \$8.0 million supplement for "Initiatives for Excellence" is proposed to be spent. How much of the \$8.0 million is going to supplement salaries of teachers who have master's degrees?

Response: The FY 2007 Proposed Budget included \$20 million for the "Supporting and Rewarding Excellence Initiative." Of this, \$13.5 million was allocated to teacher scale restructuring and an increase to the advanced education amount at the master's level. The teacher scale enhancements included a starting salary of \$43,050. The remaining \$6.5 million was to support Teacher Leadership Grants. The total amount was reduced from \$20 million to \$8 million in the FY 2007 Approved Budget and the entry level salary was reduced to \$42,400. This allowed for \$5.5 million for teacher scale enhancements and \$2.5 million for Teacher Leadership Grants.

The FY 2008 amount of \$8 million allows FCPS to implement the entry level salary proposed in FY 2007 of \$43,050 plus a 2% COL for a beginning salary of \$43,911. This restructuring not only benefits starting teachers, but also provides a significant increase to teachers in their first several years of their career. Teachers with a master's degree also benefit from this restructuring. In addition to scale enhancements, the proposal increases the master's degree supplement by approximately \$440, to a total of \$5,328. This will result in a starting salary at the master's level of \$49,239. Approximately 70 percent of the \$8 million funding (\$5.6 million) will be provided to teachers with master's degrees.