
Analysis of Local School System Expenditures

**Presentation to the
Commission on Innovation and Excellence in Education**

**Department of Legislative Services
Office of Policy Analysis
Annapolis, Maryland**

October 25, 2017

Overview of Presentation

Statewide Analysis

- Expenditures
- Personnel

School-level Analysis by FRPM Quartile

- Expenditures
- Personnel

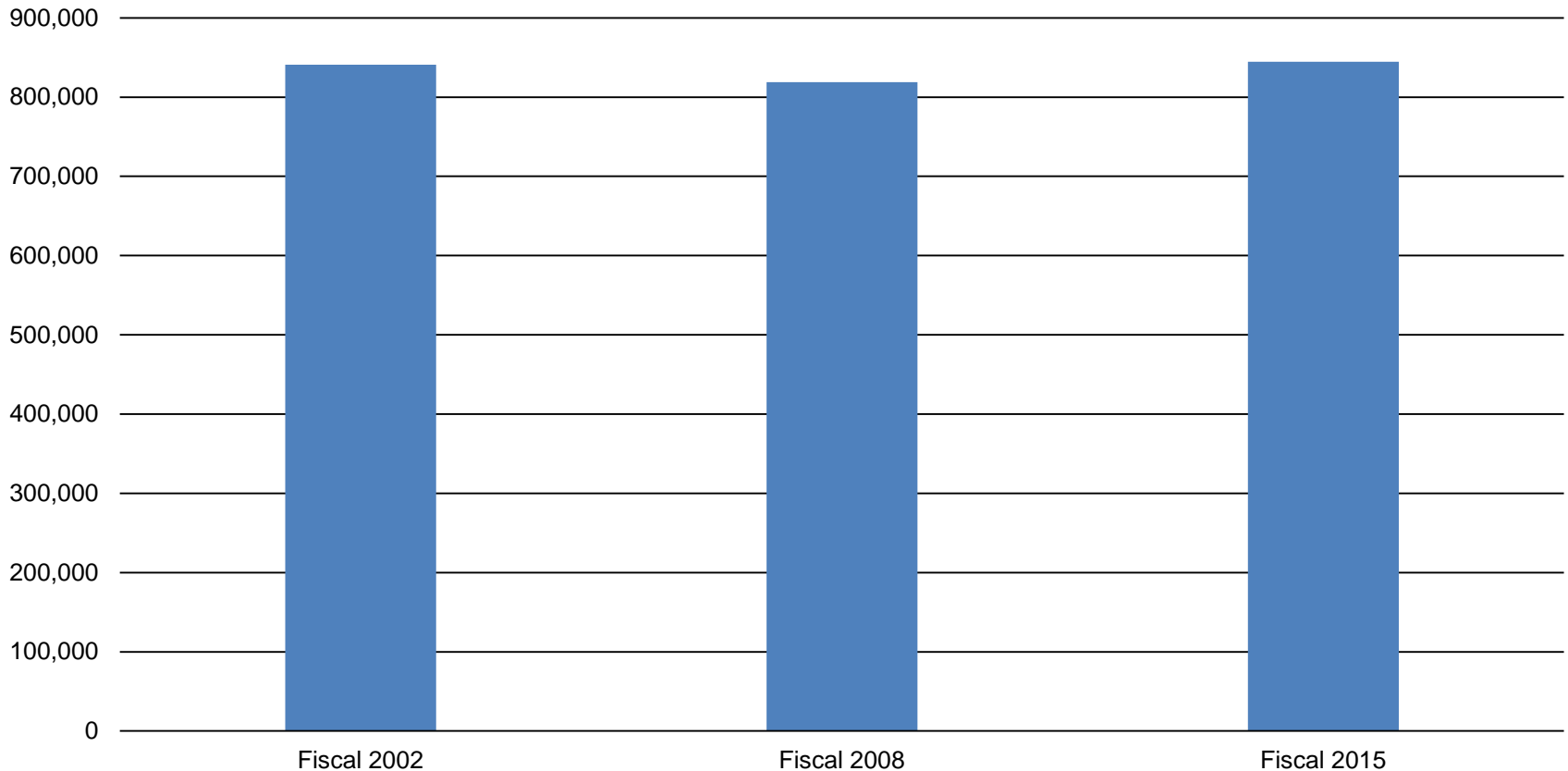
Statewide Analysis

- Expenditures
- Personnel

Local School System Expenditures from All Fund Sources

- Expenditures are classified as those made from the Current Expense Fund
 - Board of Education administration
 - Mid-level administration
 - Instruction – nonspecial education
 - Special education
 - Fixed charges – pension, health insurance, etc.
 - Student personnel services – truancy, attendance, and social workers
 - Health services
 - Student transportation
 - Operation and maintenance of plant
 - Community services – community recreation, after school childcare, community welfare activities, etc.
 - Capital Outlay – acquisition, engineering, construction, and renovations not including those from the school construction fund
- And those made from other funds –
 - Food service, school construction, debt service, and student activities

Enrollment is Relatively Flat Since 2002

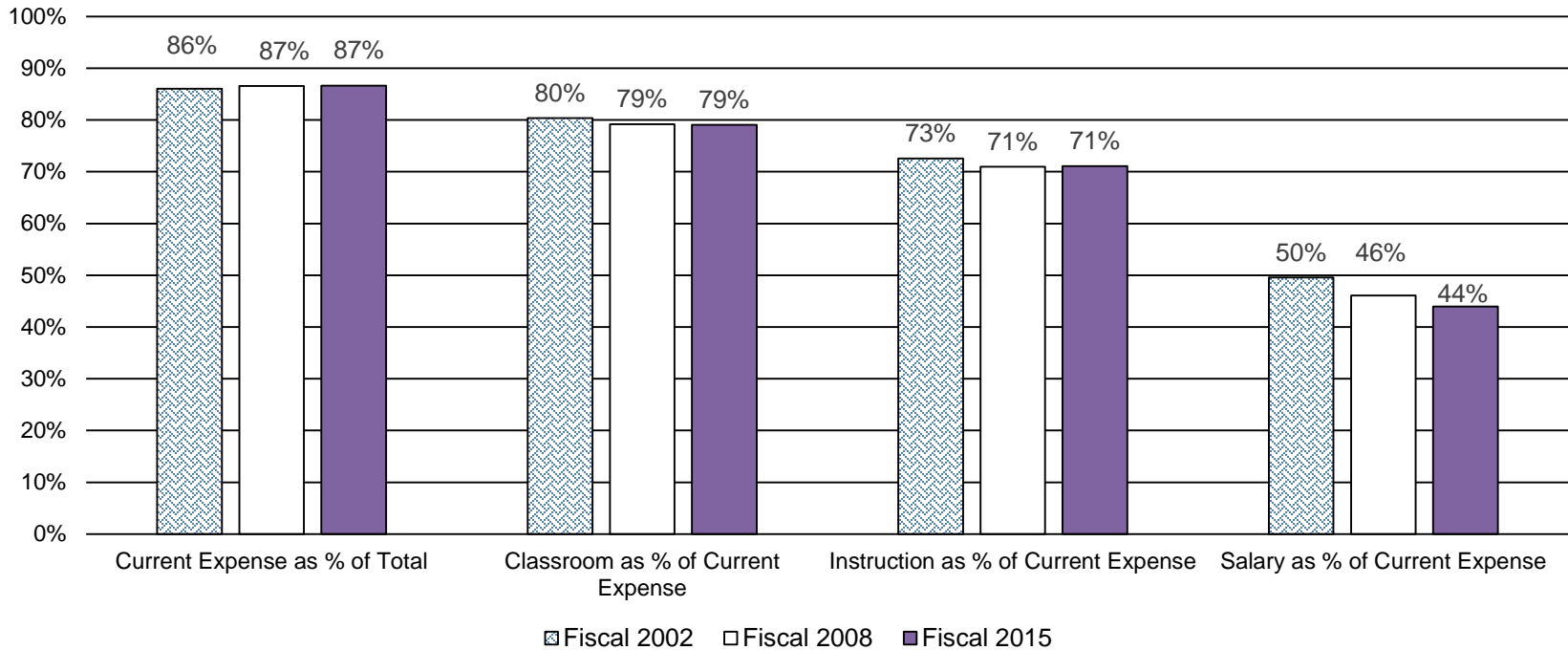


Enrollment is headcount enrollment. It includes the SEED School and excludes prekindergarten.

Source: Department of Legislative Services

Basic Structure of Expenditures Largely Unchanged Since Bridge to Excellence

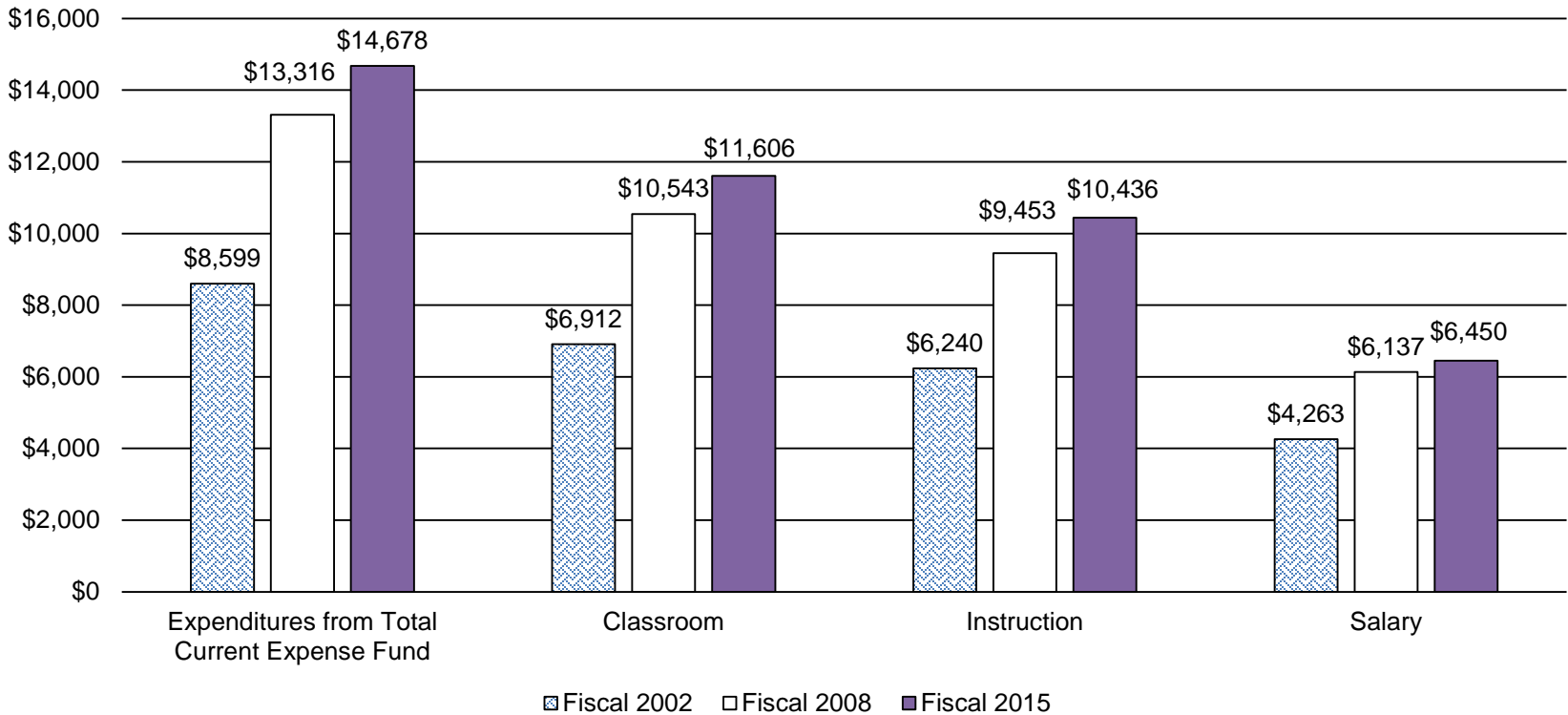
Per Pupil Expenditure Proportions



Note: Classroom includes mid-level administration, nonspecial education, special education, fixed charges associated with those categories, and teachers' retirement. Instruction includes nonspecial education and special education, fixed charges for those two categories, and teachers' retirement. Salary includes the salaries and wages of nonspecial education and special education. Salary does not include retirement or other fixed charges.

Source: Department of Legislative Services

Per Pupil Expenditures Continue to Increase

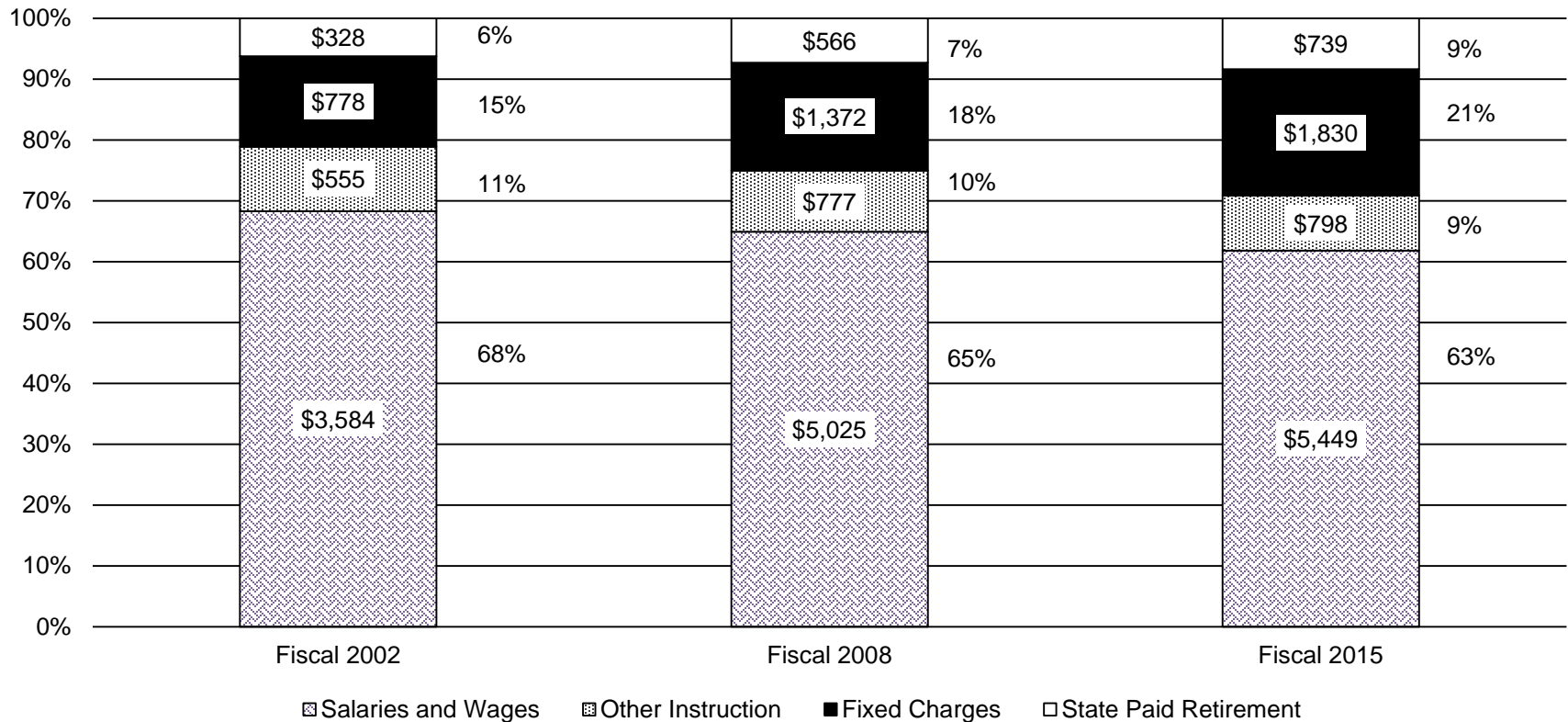


Note: Classroom includes mid-level administration, nonspecial education, special education, fixed charges associated with those categories, and teachers' retirement. Instruction includes nonspecial education and special education, fixed charges for those two categories, and teachers' retirement. Salary includes the salaries and wages of nonspecial education and special education. Salary does not include retirement or other fixed charges.

Source: Department of Legislative Services

Personnel-related Expenditures Are 91% of Total Instructional Expenditures

(\$ in Millions)



Note: Fixed charges include locally paid teachers' retirement, other employees' retirement, social security, other employee benefits such as health insurance, purchased services, and other charges. Other instruction includes instructional equipment, supplies, textbooks, etc. Includes special education and nonspecial education.

Source: Department of Legislative Services

Instructional Staff Increase by 15.3% Since Fiscal 2002

	Number of Staff			% Change		
	<u>FY 2002</u>	<u>FY 2008</u>	<u>FY 2017</u>	<u>FY 2002- 2008</u>	<u>FY 2008- 2017</u>	<u>FY 2002- 2017</u>
Teachers ¹	53,793	59,132	59,555	9.9%	0.7%	10.7%
Media, Guidance, and Psychologists	3,841	4,352	4,303	13.3%	-1.1%	12.0%
Other Professionals ²	3,085	4,334	4,895	40.5%	12.9%	58.7%
Aides	10,000	12,722	12,799	27.2%	0.6%	28.0%
Total Instructional	70,719	80,540	81,552	13.9%	1.3%	15.3%
Administrative	143	146	157	2.0%	7.6%	9.8%
Mid-level ³	4,639	5,818	5,920	25.4%	1.8%	27.6%
Other ⁴	3,209	3,779	4,195	17.8%	11.0%	30.7%
Support Staff ⁵	24,824	27,841	25,926	12.2%	-6.9%	4.4%
Total Noninstructional	32,815	37,583	36,198	14.5%	-3.7%	10.3%
Total Staff	103,534	118,124	117,750	14.1%	-0.3%	13.7%

¹ Excludes therapists.

² Includes staff developers, teacher trainers, athletic coaches, remedial specialists, other school-level instructional professionals, and therapists.

³ Includes principals, vice principals, directors, coordinators, supervisors, pupil personnel workers, school social workers, and other administrators.

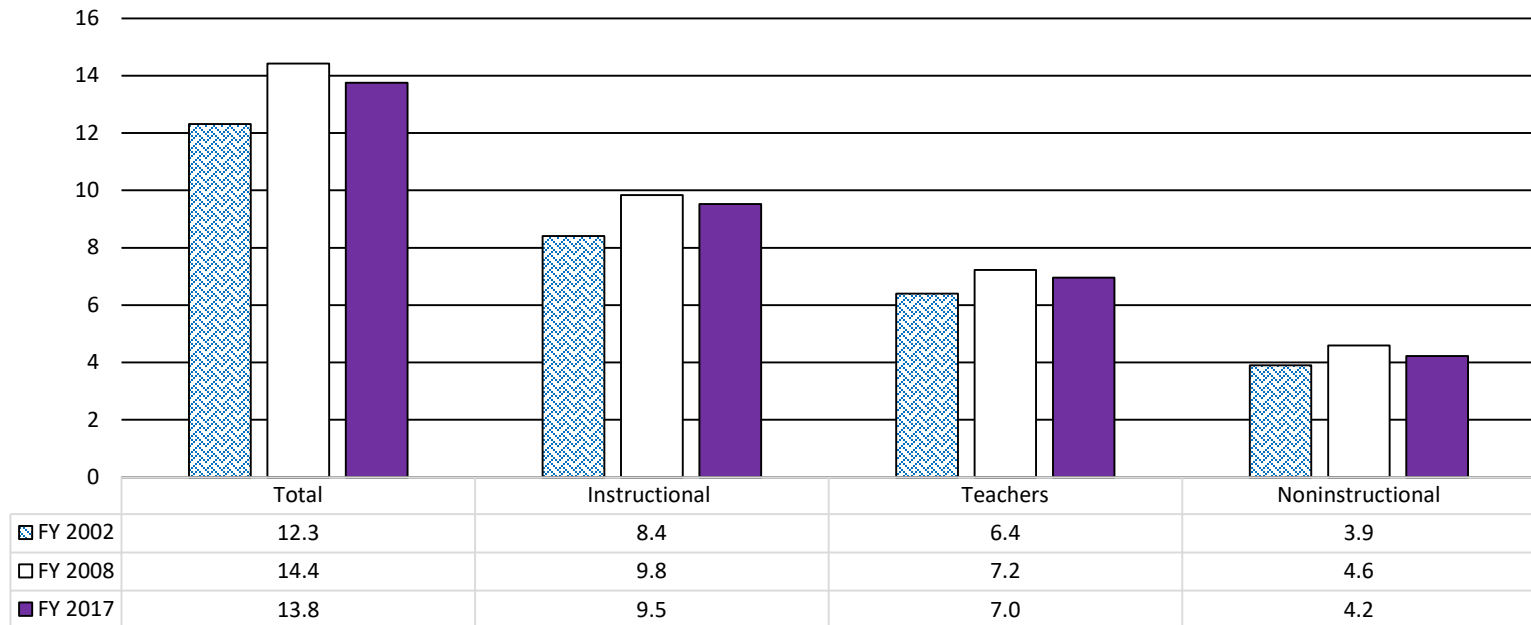
⁴ Includes nurses, admission officers, research specialists, etc.

⁵ Includes technicians, service workers, secretaries and clerks, drivers, crafts and trades personnel, laborers, etc.

Note: Includes the SEED School in fiscal 2017.

Source: *Staff Employed at School and Central Office Levels, Maryland Public Schools* report, Maryland State Department of Education

Personnel per 100 Students Increases Since Fiscal 2002



Note: Instructional staff includes teachers, therapists, media, guidance, psychologists, staff developers, teacher trainers, athletic coaches, remedial specialists, and other school-level instructional professionals.

Noninstructional staff includes principals, vice principals, directors, coordinators, supervisors, pupil personnel workers, school social workers, other administrators, nurses, admission officers, research specialists, technicians, service workers, secretaries and clerks, drivers, crafts and trades personnel, laborers, etc.

Includes the SEED School in fiscal 2017.

Source: Department of Legislative Services

Number of Instructional Staff per 100 Students Increases Since Fiscal 2002

	Per 100 Students			%Change		
	<u>FY 2002</u>	<u>FY 2008</u>	<u>FY 2017</u>	<u>FY 2002-2008</u>	<u>FY 2008-2017</u>	<u>FY 2002-2017</u>
Allegany	10.0	11.1	10.3	10.4%	-7.3%	2.4%
Anne Arundel	7.8	9.4	9.2	20.9%	-2.0%	18.5%
Baltimore City	8.8	10.6	8.8	20.4%	-16.2%	0.9%
Baltimore	8.4	9.2	8.8	9.3%	-3.8%	5.2%
Calvert	8.2	9.4	9.1	14.8%	-3.2%	11.1%
Caroline	8.7	9.8	11.2	13.0%	13.9%	28.8%
Carroll	7.3	9.0	9.3	23.6%	2.4%	26.5%
Cecil	8.0	10.3	10.2	28.7%	-1.0%	27.4%
Charles	7.9	9.5	10.2	19.9%	7.1%	28.5%
Dorchester	8.9	10.3	11.2	16.7%	8.4%	26.5%
Frederick	7.7	9.2	9.7	19.3%	5.6%	25.9%
Garrett	9.9	10.3	10.1	3.6%	-1.7%	1.8%
Harford	8.2	10.1	9.8	22.6%	-2.4%	19.7%
Howard	9.9	11.6	11.1	17.4%	-4.6%	12.0%
Kent	10.3	11.4	10.6	9.8%	-6.3%	2.9%
Montgomery	8.9	10.1	9.6	13.6%	-4.8%	8.1%
Prince George's	7.6	9.3	9.3	22.0%	0.0%	22.1%
Queen Anne's	8.4	9.4	9.3	11.0%	-1.1%	9.8%
St. Mary's	8.2	8.9	8.6	9.1%	-3.3%	5.5%
Somerset	9.8	12.6	11.4	29.1%	-9.6%	16.7%
Talbot	9.3	8.7	9.3	-6.0%	6.8%	0.4%
Washington	8.6	9.3	9.1	7.5%	-1.5%	5.9%
Wicomico	9.9	11.2	10.9	13.6%	-2.8%	10.5%
Worcester	10.7	13.8	13.6	29.1%	-1.8%	26.8%
Statewide Total Instructional	8.4	9.8	9.5	16.9%	-3.1%	13.3%

Note: Instructional staff includes teachers, therapists, media, guidance, psychologists, staff developers, teacher trainers, athletic coaches, remedial specialists, and other school-level instructional professionals. Total instructional includes the SEED School in fiscal 2017.

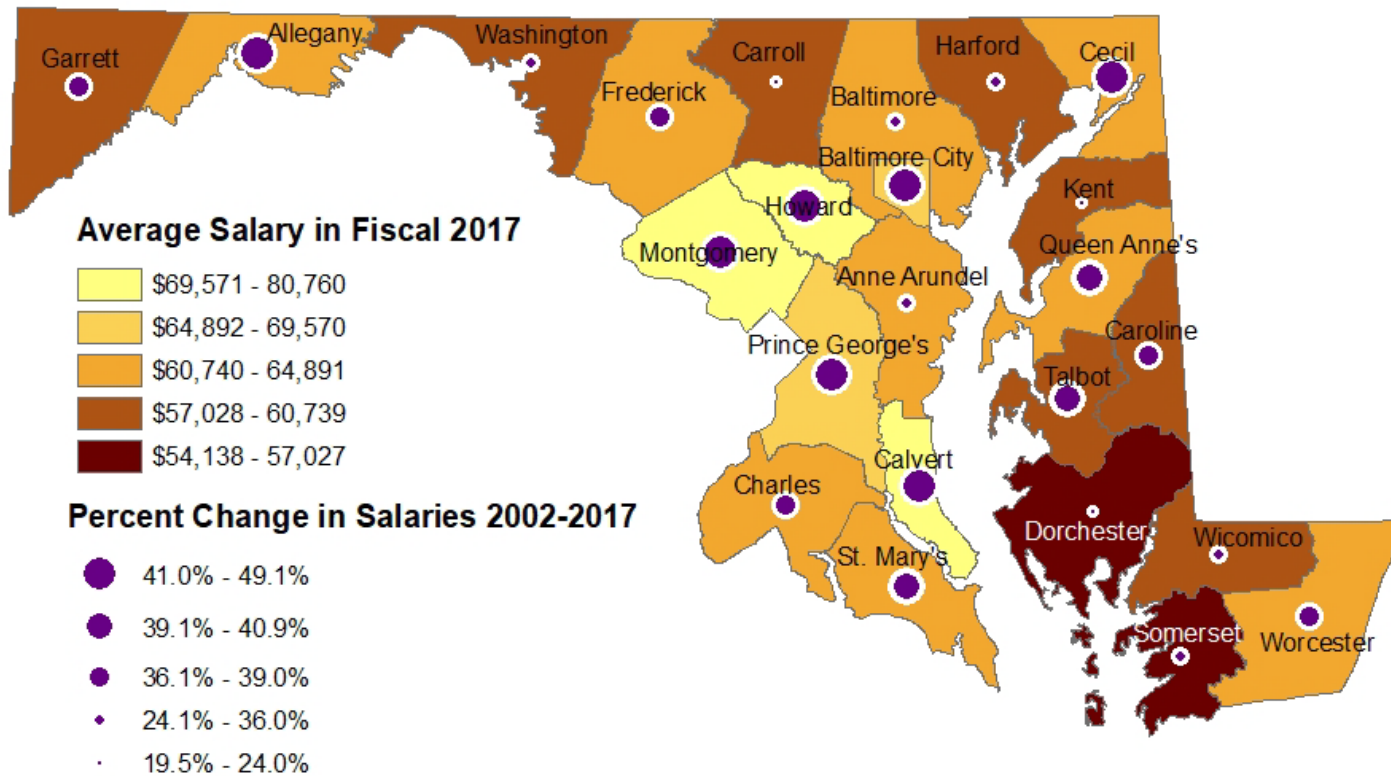
Average Teacher Salaries Increased 41.7% Since Fiscal 2002

	<u>FY 2002</u>	<u>FY 2008</u>	<u>FY 2017</u>	<u>% Change FY 2002-2008</u>	<u>% Change FY 2008-2017</u>	<u>% Change FY 2002-2017</u>
Allegany	\$43,056	\$ 54,618	\$ 63,409	26.9%	16.1%	47.3%
Anne Arundel	47,752	60,304	63,707	26.3%	5.6%	33.4%
Baltimore City	47,022	53,237	68,343	13.2%	28.4%	45.3%
Baltimore	47,875	57,639	64,462	20.4%	11.8%	34.6%
Calvert	49,837	65,336	73,029	31.1%	11.8%	46.5%
Caroline	42,836	53,462	58,730	24.8%	9.9%	37.1%
Carroll	48,024	58,786	59,568	22.4%	1.3%	24.0%
Cecil	44,805	53,406	64,728	19.2%	21.2%	44.5%
Charles	45,481	56,154	62,710	23.5%	11.7%	37.9%
Dorchester	45,302	55,421	54,138	22.3%	-2.3%	19.5%
Frederick	46,716	60,141	64,543	28.7%	7.3%	38.2%
Garrett	42,145	55,083	58,585	30.7%	6.4%	39.0%
Harford	44,715	56,583	58,626	26.5%	3.6%	31.1%
Howard	49,048	61,897	73,145	26.2%	18.2%	49.1%
Kent	48,891	57,223	60,000	17.0%	4.9%	22.7%
Montgomery	55,043	70,011	80,760	27.2%	15.4%	46.7%
Prince George's	47,532	60,886	69,570	28.1%	14.3%	46.4%
Queen Anne's	43,965	52,611	61,954	19.7%	17.8%	40.9%
St. Mary's	46,187	57,096	64,891	23.6%	13.7%	40.5%
Somerset	42,040	52,321	57,027	24.5%	9.0%	35.6%
Talbot	42,428	53,111	59,252	25.2%	11.6%	39.7%
Washington	44,826	55,189	60,739	23.1%	10.1%	35.5%
Wicomico	43,692	55,184	59,420	26.3%	7.7%	36.0%
Worcester	45,648	57,361	62,898	25.7%	9.7%	37.8%
Statewide Average	\$48,251	\$60,069	\$68,357	24.5%	13.8%	41.7%
Average Teacher Minimum¹	\$31,940	\$41,056	\$44,675	28.5%	8.8%	39.9%
Average Teacher Maximum²	\$63,090	\$79,596	\$89,704	26.2%	12.7%	42.2%

¹ Minimum is step 1 salary of teachers with a bachelor's degree.

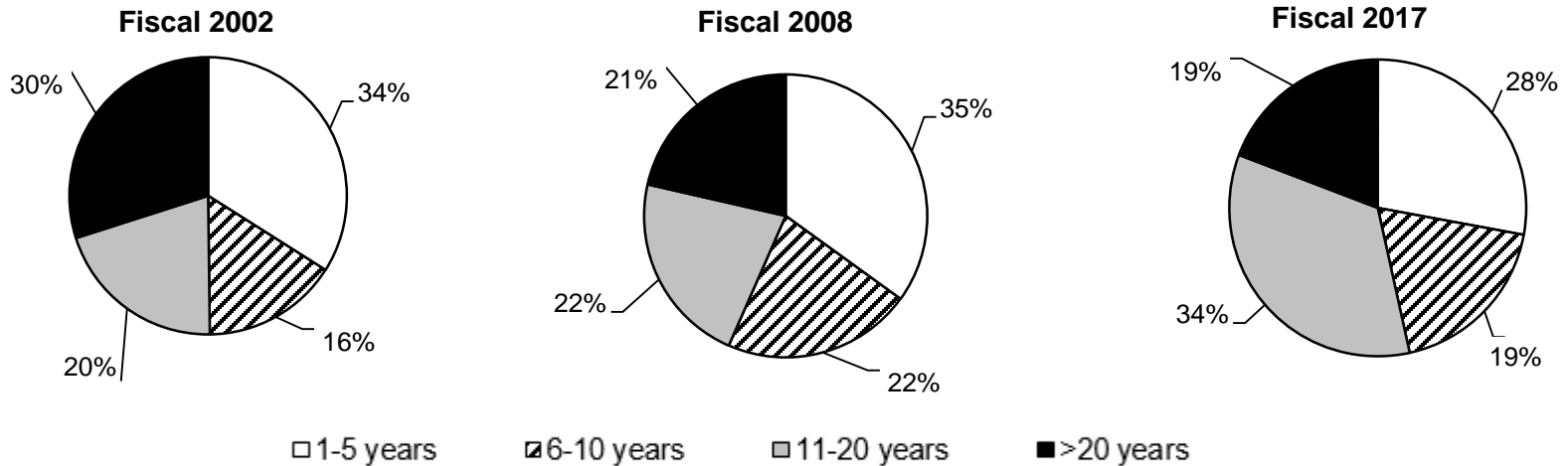
² Maximum salary of teachers with a doctorate.

Average Teacher Salaries by Local Jurisdiction (Fiscal 2017)



Source: Department of Legislative Services

Years of Experience for Professional School-level Staff Generally Increases



<u>Prof. School-level Staff</u>	<u>FY 2002</u>	<u>FY 2008</u>	<u>FY 2017</u>	<u>Change (FY 2002-2017)</u>	<u>% Change (FY 2002-2017)</u>
with 1-5 Years Experience	19,618	27,506	22,274	2,656	13.5%
with 6-10 Years Experience	9,143	17,002	14,883	5,740	62.8%
with 11-20 Years Experience	11,692	17,304	27,334	15,642	133.8%
with >20 Years Experience	17,285	16,842	15,319	-1,966	-11.4%
Total School-level Staff	57,738	78,654	79,810	22,072	38.2%

Note: Professional school-level staff includes administrative office staff, pupil personnel workers, school social workers, principals, assistant principals, teachers, therapists, librarians, guidance counselors, and psychological personnel. Does not include central office staff.

Source: For fiscal 2002, *Characteristics of Professional Staff, Maryland Public Schools* report, and for fiscal 2008 and 2017, *Professional Staff by Type of Degree and Years of Experience, Maryland Public Schools* report, Maryland State Department of Education; Department of Legislative Services

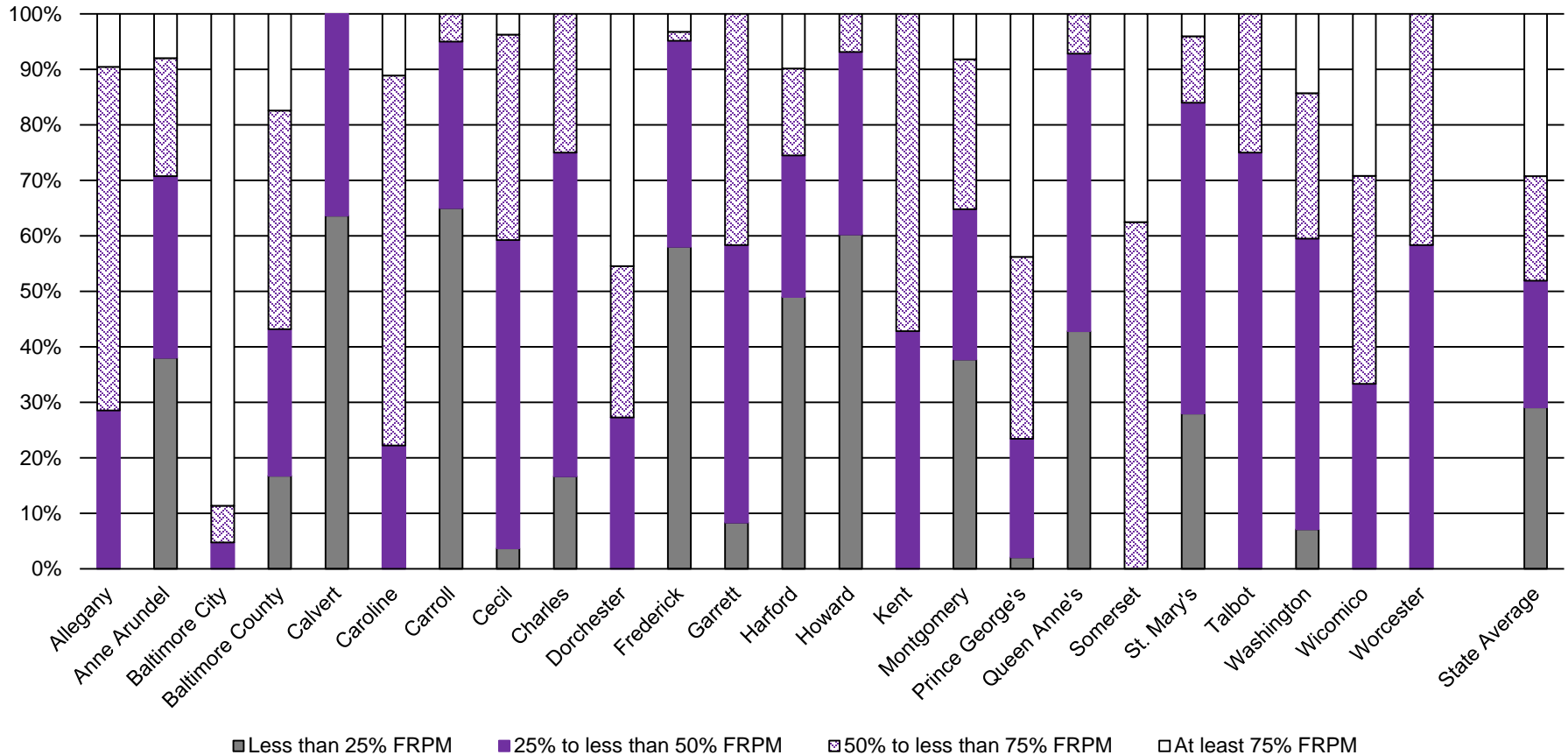
School-level Analysis by Free and Reduced-price Meals Quartile

- Expenditures
- Personnel

Concentration of Poverty School-Level Analysis

- American Institutes for Research was hired for a study on charter schools that required them to gather school-level data for ALL public schools for fiscal 2013 through 2015
 - Data is only available at this level of detail for these three fiscal years
- Methodology for expenditures is different than in the Selected Financial Data
 - Consultants determined what portion of expenditures (including central office administration) are made *on behalf* of a school instead of *by* a school
 - Overall, allocated and attributed school-level expenditures account for about 93% of total expenditures

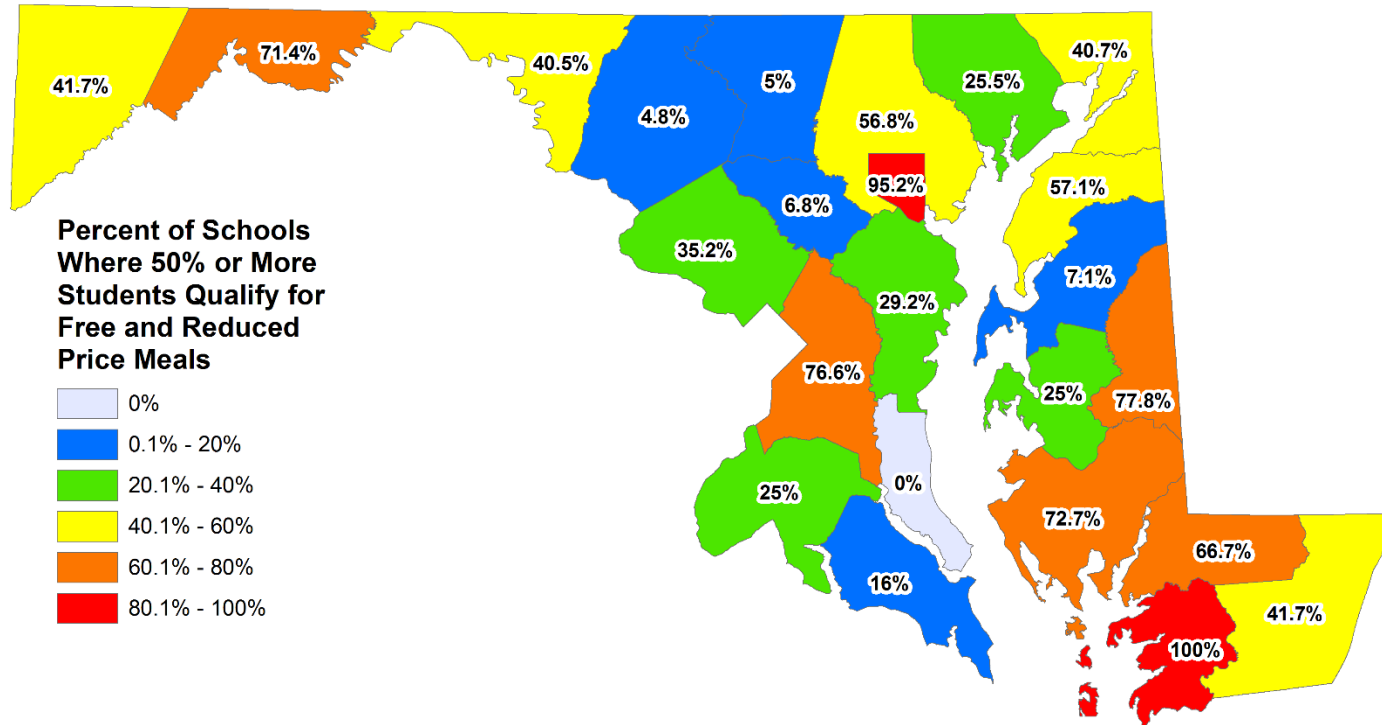
County Distribution of Schools by Free and Reduced-price Meals Concentration (Fiscal 2015)



FRPM: Free and Reduced-price Meals

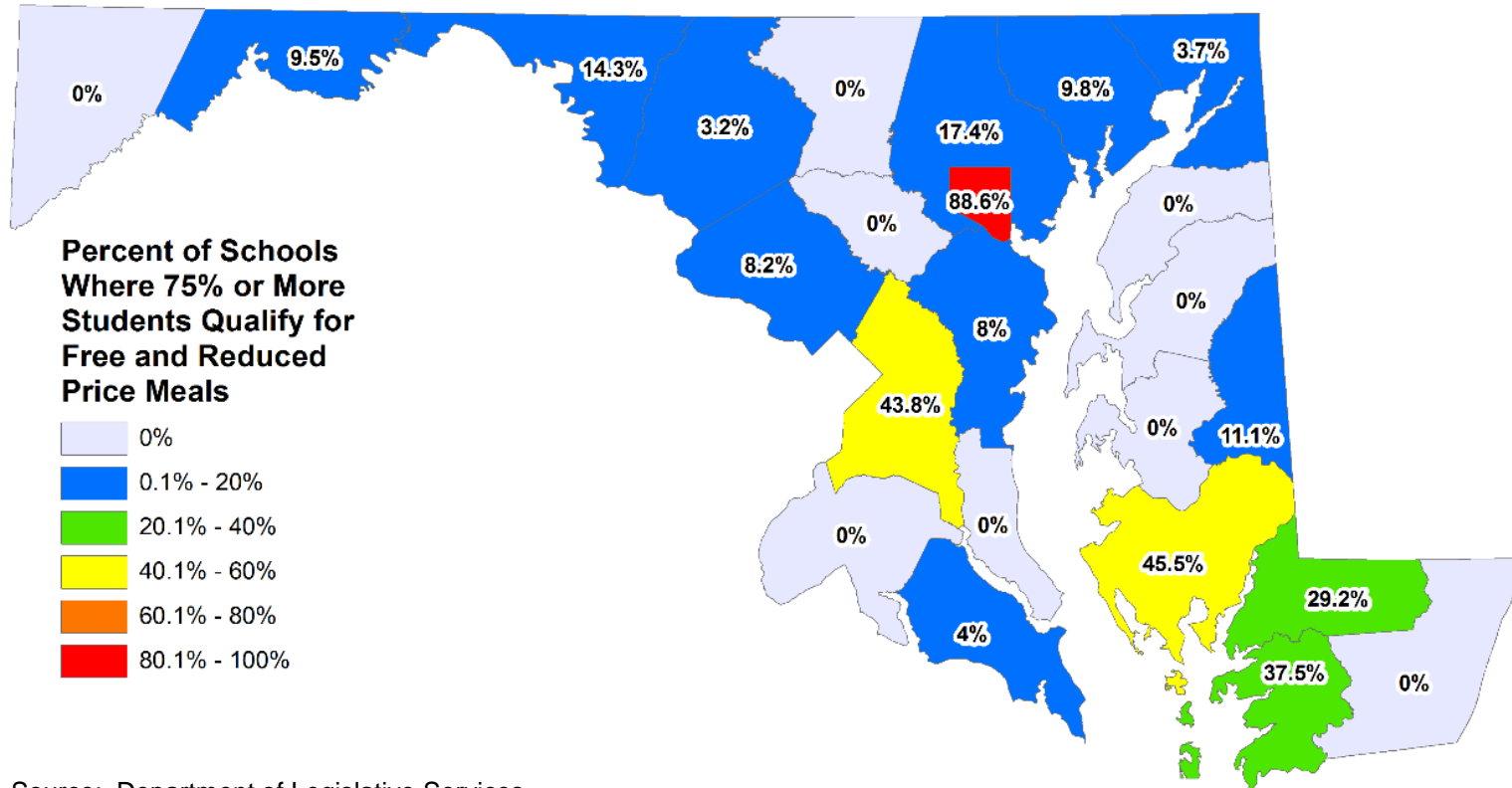
Source: Department of Legislative Services

Percent of Schools with At Least 50% of Students Qualifying for Free and Reduced-price Meals (Fiscal 2015)



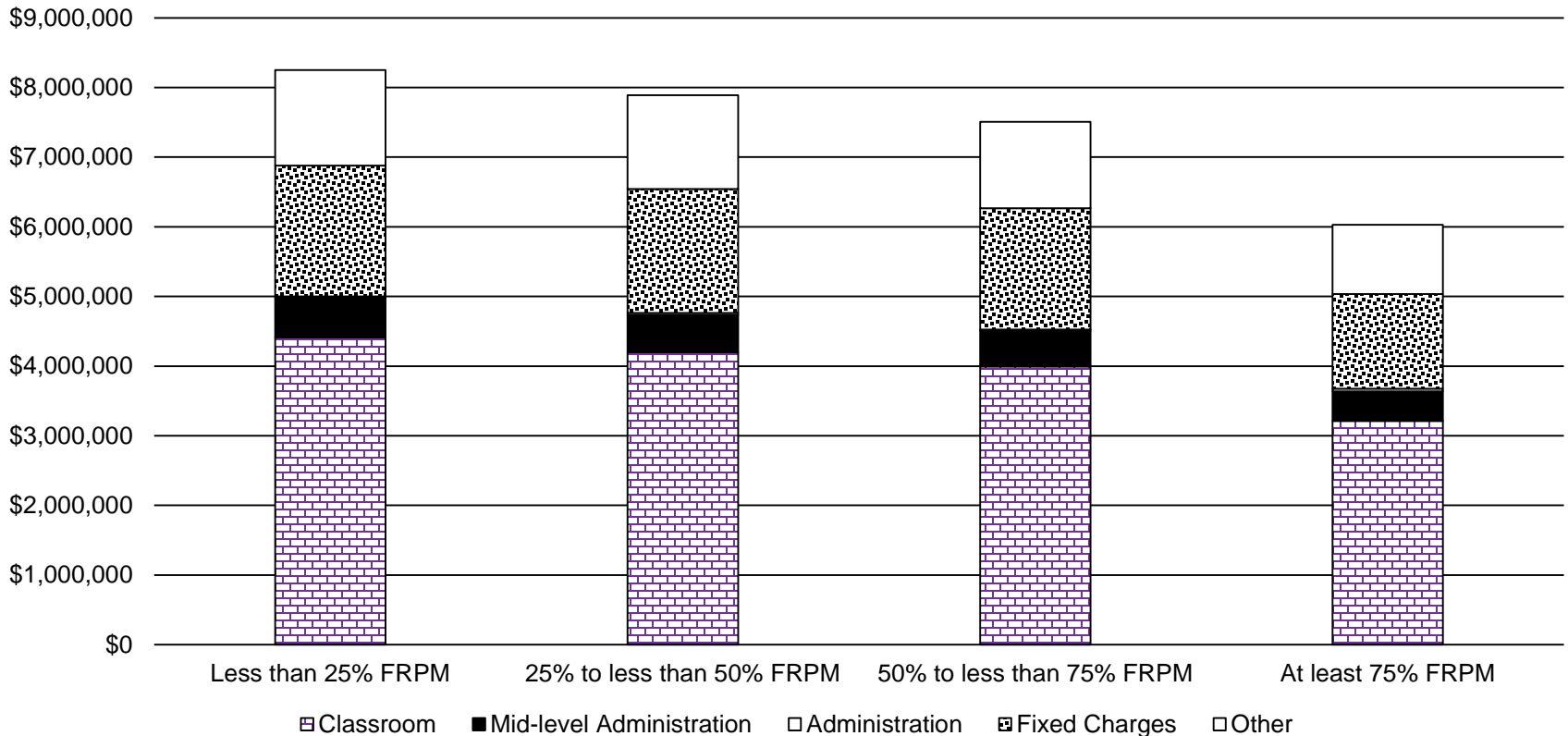
Source: Department of Legislative Services

Percent of Schools with At Least 75% of Students Qualifying for Free and Reduced-price Meals (Fiscal 2015)



Source: Department of Legislative Services

Average Expenditures at a School by Free and Reduced-price Meals Concentration (Fiscal 2015)



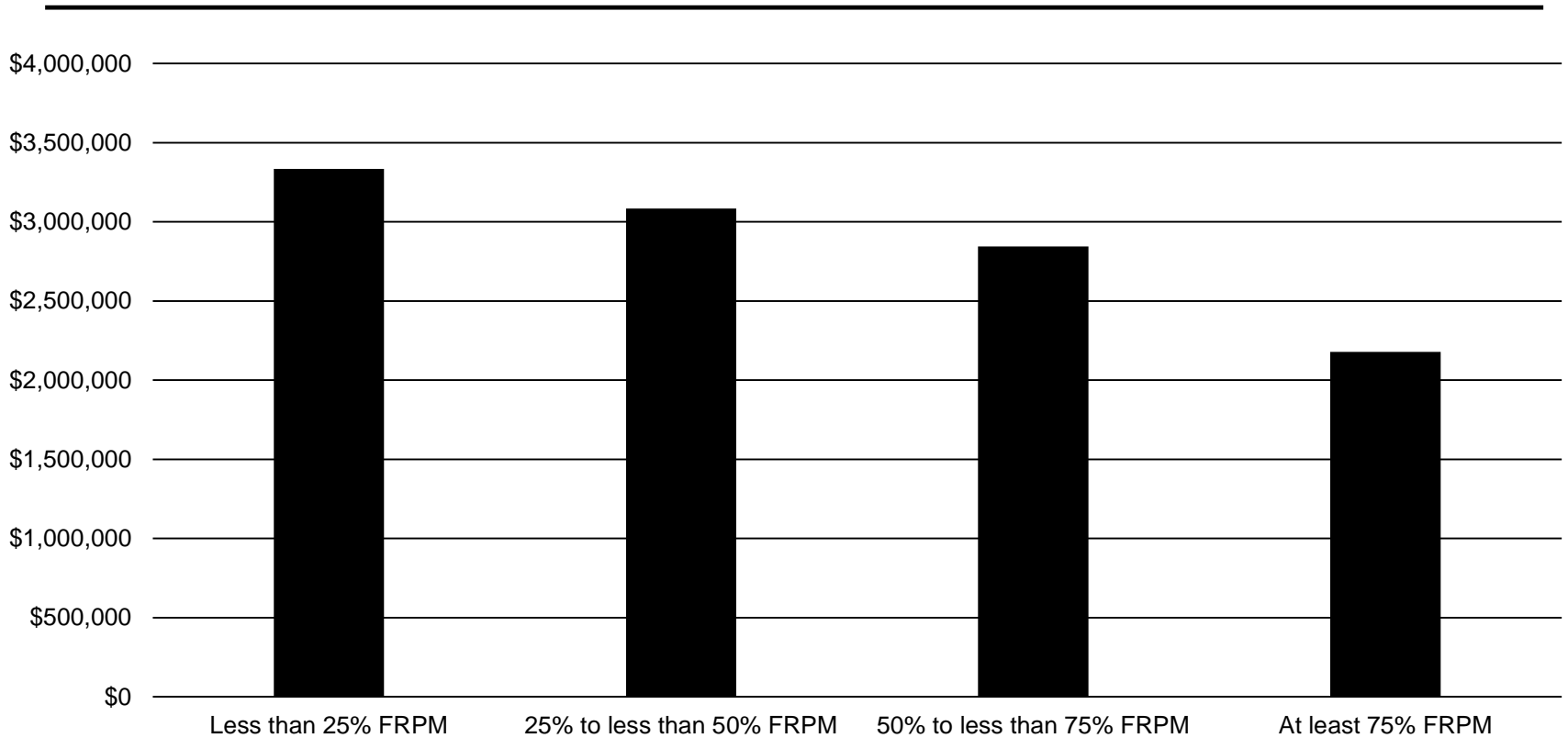
FRPM: Free and Reduced-price Meals

Classroom includes salaries for special education, nonspecial education, supplies, and other instruction related expenditures.

Fixed charges includes all expenditures for fixed charges as the data source does not break them out by program.

Other includes capital outlay, community service, student personnel, student health, transportation, and maintenance and operation of plant.

Average Instructional Salary Expenditures per School by Free and Reduced-price Meals Concentration (Fiscal 2015)

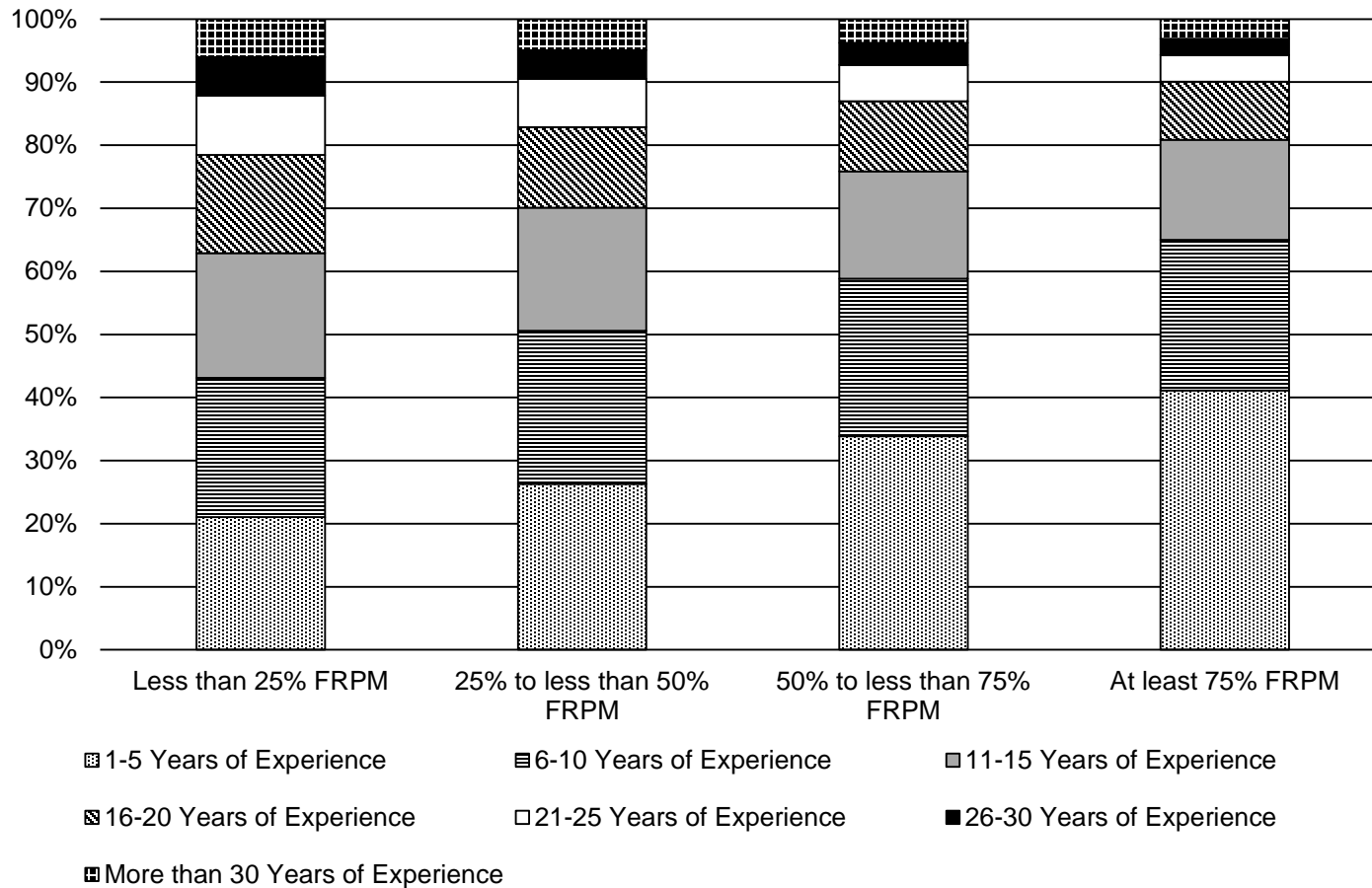


FRPM: Free and Reduced-price Meals

Note: Does not include fixed charges.

Source: Department of Legislative Services

Teacher Experience Level Distribution at Schools by Free and Reduced-price Meals Concentration (Fiscal 2015)



FRPM: Free and Reduced-price Meals

Source: Department of Legislative Services