

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing Comment: CDBG & HOME Annual Plan

Good evening, my name is Ashley Hall and I am the Executive Director for Communities In Schools of Chesterfield. I'm happy to (virtually) speak in favor of the Community Development Block Grant and funding specifically for CIS.

We've been grateful this year to have CDBG funding at 5 of our high poverty schools (Bellwood, Chalkley, and Ettrick Elementary; Falling Creek Middle; and Meadowbrook High School). This has allowed us to provide additional resources and wrap-around support to kids who, statistically-speaking, start school behind their peers and often are dealing with multiple traumatic experiences and day-to-day insecurities (housing, food, poverty, parental incarceration, etc).

To share a few of the things we've funded this year:

- \* School supplies for kids in need. Many of our families are struggling to provide basic needs like food, shelter, warm clothes - that includes challenges in paying for basic foundational tools for school.
- \* Books and other engagement learning tools for students to utilize during the current pandemic school closures and for summer to build literacy and help decrease the common "slide" where kids, especially from low-income families, lose skills and progress they've made throughout the school year.
- \* Supplies for mentoring programs. This year, we have 344 students matched with a mentor. Our incredibly dedicated mentors spend quality time every week with our students - as lunch buddies, reading mentors, career coaches, or simply caring adults who let kids know someone is rooting for them.
- \* A part-time Graduation Coach supporting students on the path to high school completion.
- \* In the first half of this school year, there were 346 hours of Tier One programming serving all students and over 1200 parents/guardians. This included school supply distributions, attendance monitoring, Terrific Kid celebrations, holiday support, and literacy interventions. In addition, numerous basic need resources were provided including cold weather items such as coats, hats, and gloves to all students in need.

These are just a few of the many ways CDBG funding is instrumental in serving our most vulnerable students and schools. We will continue to provide our services to our kids as we navigate the remainder of the school year under new circumstances. Thank you for your support of Communities In Schools and ensuring that every child in Chesterfield has the tools to succeed.

## Public Hearing Comment: CDBG & HOME Annual Plan

Good evening, my name is Bob Innes, I am a Chesterfield County resident and have the privilege of being the Board Chair for Communities In Schools of Chesterfield. I appreciate the opportunity to virtually speak in favor of the Community Development Block Grant and specifically in the inclusion of CIS Chesterfield as part of the grant proposal.

Communities In Schools provides critical support to more than 9,000 Chesterfield County Public Schools students with effective dropout prevention efforts dedicated to keeping kids in school and helping them succeed in life. This year we were able to expand to two more schools, and our Site Coordinators are now working across 9 high poverty schools to provide students and families with support in academics, mental health, mentoring, social-emotional learning, career readiness, and more. These services will continue, and are even more crucial, as we finish this school year under different circumstances.

The results from last school year are dramatic - 89% of our case managed students improved attendance, 93% improved behavior, 80% improved academics, and 97% were promoted or graduated. It is support like CDBG that allows us to have this impact.

On behalf of the CIS of Chesterfield Board, we thank the county for including CIS in the CDBG grant proposal and appreciate the Board of Supervisors support. Thank You

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing Comment: CDBG & HOME Annual Plan

Gateway Homes is grateful for any time and consideration given to our request for assistance with our long-term/permanent home project. This project will largely be funded through private philanthropy.

### Project Summary: Permanent Home for People Diagnosed with Serious Mental Illness

Gateway Homes is building a single-family home on our Chesterfield County property, which will serve as a communal dwelling for eight individuals with severe mental illness, that fall below the Federal Poverty Level. This home will be for those individuals who require long-term, or permanent support who would otherwise be unable to live independently and/or safely within the community. This will be the first permanent supportive living home of its kind in the Commonwealth of Virginia, backed by our non-profit organizations highly esteemed and much sought-after level of service that has resulted in a close partnership with Virginias Department of Behavioral Health and Developmental Services (DBHDS).

### Our Mission

Gateway Homes mission is to support individuals living with severe mental illness along their path of recovery with an emphasis placed on facilitating their successful transition back to school, work, and independent living within the community.

### The Projects Demonstrated Need

Gateway is the only nonprofit organization in Virginia to provide this type of treatment for individuals that: may have failed in other treatment programs, often have been involved in the criminal justice system or experienced long-term hospitalization, and lack the financial ability to pursue other treatment options. Gateways program is cost-effective in that even our most resource-intensive program is less than a third of the cost of comparable programs in other states, a fourth of the cost of care in a state hospital, and an eighth of the cost of treatment within a private psychiatric hospital.

### The benefit to the Chesterfield Community

Funding for this project would provide increased opportunity for residents of Chesterfield who are economically disadvantaged and success is often inhibited, in some part, by the symptoms of their mental illness. Additionally, the project will result in the sustained benefit of additional employment opportunities available to residents in the Chesterfield area; Gateway Homes already boasts 45 staff members employed at our Chesterfield campus. Thank you for your time and thoughtful consideration dedicated to supporting the permanent home project.

## Public Hearing Comment: CDBG & HOME Annual Plan

With over 24,000 Chesterfield residents living in poverty in 2018, there is a need for resources that support family financial stability. According to United Ways 2019 Indicators of Community Strength, 18.1% of households in Chesterfield County are considered asset poor. The asset poverty indicator measures the percentage of households without sufficient net worth to provide for basic needs and live above the poverty level for three months in the absence of income. These households may only be a job loss or health crisis away from experiencing severe financial hardship.

Promoting healthy and self-sufficient families is one of the goals of the proposed FY2021-FY2021 CDBG and HOME program priorities, which are based on the County's Strategic and Comprehensive plans. These goals and objectives align with LISCs National Best practices Financial Opportunity Center (FOC) model; most pointedly, the objective that states support a coordinated public and private network of community services that fosters stability and maximizes financial independence for individuals and families. LISC FOC services comprehensively address the connections between areas negatively affecting an individual or a families ability to build assets and become financially resilient. FOCs provide residents with tools to improve credit, increase income through career advancements, and grow net worth. CDBG funding will enable LISCs FOCs to support low to moderate-income

# Citizen Comment on Budget Public Hearings (3/25)

individuals with services through its existing network. With the 2019 addition of the Southside FOC (with bilingual coaches), and the 2020 addition of free small business coaching, we have extended our reach by serving Chesterfields Latino population and entrepreneurs, thereby empowering more individuals and families to achieve financial stability and pursue financial resilience. Integrating a small business coach is even more essential in our current economic environment.

LISC's current FOCs are all located in underserved communities, where a majority of residents are considered low-moderate income. The new Southside FOC is located in an area that is accessible to Chesterfield residents, specifically those earning less than 80% of the area median income.

LISCs FOC model aligns with two of the main goals outlined in the County's Strategic Plan: Promote healthy, active lifestyle while fostering self-sufficiency and quality of life; Support a range of learning opportunities that sustains quality of life, employment

**Public Hearing Comment: Proposed FY21 Budget**

My position as a full time Assistant TRA was phased out and I was not given any prior notice, nor was I offered to apply for the full time STEAM position that is replacing the technology teacher position.

I was then told by HR that I was not allowed to attend the virtual career fair as I have not (yet) taken my Praxis exam. I only make \$14 an hour so I have been saving for the exam costs. If I had been told that my position was temporary, I would have been able to take the test earlier on my credit card.

How is this an acceptable way to treat an employee?

**Public Hearing Comment: Proposed FY21 Budget**

As we have seen with this virus, our Teachers, Teachers Aids, and other school staff are put in harms way of every virus, bacteria and other illnesses, yet the proposed budget does not address pay raised for already underpaid staff. Yet, Chesterfield still claims to be one of the best places for teachers to work. Isn't it about time our teachers, Teachers aids were paid for the incredible jobs they preform everyday for the children in Chesterfield county.

**Public Hearing Comment: Proposed FY21 Budget**

I am embarrassed to live in Chesterfield County because of the way the teachers are treated here. I live in Chesterfield County but I work in Henrico County because there is no way I would ever work for Chesterfield because of the way they treat their teachers. Why would any of the teachers stay in the county when counties all around them are paying them far more to do the same job. It makes no sense that you're not rewarding the great teachers that we have in our county for their service. Pay them more or else they are going to leave. If all the good teachers leave that means the schools will not be as good as they are, which means families like mine will move out of this county and where the better schools are. Do better. They deserve more.

**Public Hearing Comment: Proposed FY21 Budget**

FUND OUR TEACHERS!!!! They go above and beyond each day and have made a HUGE impact over the last 2 weeks keeping normalcy for so many students and families throughout the district, while at the same time being asked to make K-5 classes online. They are HEROs and need to be compensated as such.

**Public Hearing: Proposed FY21 Budget**

We are calling on you and depending on you to fully fund our schools. Our communities depend on it, our children deserve teachers who are paid for their hard work and we need to make this a priority before teachers leave our county for a higher paying job. Please do the right thing.

**Public Hearing: Proposed FY21 Budget**

The funding allocated to schools in this budget is not enough. It is clear, now more than ever, how crucial our school system is to the community and county. You should not in good conscience accept a budget that is almost half of the one proposed and does not give students or teachers what they need to learn and feel safe. The Chesterfield community deserves better than this.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

Dear Representative:

Please consider approving the school budget as proposed by our superintendent.

As a teacher of English language learners, we need the additional teachers, and resources proposed to teach these students to bring them and their families into full membership in our communities. These children are our future. Please give us the opportunity to help us help them!

Thank you,  
Barbara Bing  
ESL teacher  
Reams Road Elementary School

## Public Hearing: Proposed FY21 Budget

I have lived in Chesterfield County for 25 years, I am a parent of children in CCPS, and a CCPS School Counselor. I am deeply concerned about the growth of our county, as new housing developments and apartment villages continue to be approved and built without taking our schools into account. I have been a School Counselor for 17 years, yet my pay is only about \$5,000 more than that of a starting teacher/counselor, with no experience. How is this okay? I know that \$100,000 is being spent for a study, but please help me understand, what more do you need to know?

Also, at the elementary level, we are in DIRE need of humans in our buildings. I am the only school counselor in a Title I building with very high needs. My school had the highest number of substantive Threat Assessments completed last year, low test scores, and other high mental health needs. When are we going to start pouring resources into our youngest citizens and help them while they still have a chance to stay out of the school to prison pipeline? When will our elementary schools be given a TEAM of full time mental health specialists (social worker, psychologist, more than one counselor, behavior specialist, etc.)?

PLEASE fund our schools. Our county's future depends on it!

## Public Hearing: Proposed FY21 Budget

I am concerned that the Board historically has not provided adequate funding for Chesterfield County Schools. I will have been a Chesterfield resident for 30 years this year. My 3 grown children all graduated from Chesterfield schools. But during our time in Chesterfield, underfunded schools has been a constant reality.

During my time in Chesterfield, I have heard repeated crowing by both citizens and elected officials about the County's success in keeping property taxes low. While low taxes obviously benefit the individual homeowner--myself included--they present the County government with the need every year to figure out how to cut this or that service or scrimp on another.

It is time for our elected officials to demonstrate leadership and RAISE PROPERTY TAXES IN CHESTERFIELD. Only by assuring adequate revenue can we address the woeful inadequacy of our School Budget.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

The news that the proposed annual budget for 20/21 would ONLY include a 2% raise was infuriating and disappointing to say the least. I am a speech therapist and am considering taking on a second job EVEN THOUGH I WENT TO SCHOOL FOR 3 years to obtain my degree. The fact that we are only able to make ends meet and not live an enjoyable, satisfying and comfortable life is the reason why many teachers are depleted and depressed. There is no other field that comes to mind where employees make so little after so much schooling. I'm sure you all have heard every excuse and explanation from teachers about why our salaries are inadequate but I hope you would consider my voice as well as others when making important decisions about our livelihoods and wellbeing.

## Public Hearing: Proposed FY21 Budget

I cannot say strongly enough how important it is to me to support the schools and teachers. Our county teachers have been paid less than the original step plan since the recession in 2008 and its time to rectify that. Our property values will be negatively impacted if the steady stream of teachers leaving our classrooms for other school systems that pay better or other careers isn't addressed. While our schools still score well currently, I fear that will change rapidly if we continue to expect our teachers to do more for less pay. How can we continue to expect our schools to rank better than the surrounding counties when our tax rate is lower. Maybe it's time to think outside the box when it comes to the tax rate so that we can raise the funds we need to support the schools without negatively impacting our citizens who are on a fixed income.

## Public Hearing: Proposed FY21 Budget

My name is Greg Beasley and I am the President of the Chesterfield Professional Firefighters Association. I have come before the Board of Supervisors to speak on the proposed County Budget every year since about 2006 to represent the Professional Firefighters of Chesterfield County. Tonight, I would like to start off a little differently than I have in the past.

I would like to say thank you for making the Fire and EMS funding a true priority. This budget addresses several key issues that I have been coming before the Board and asking to be addressed just about every year since 2006. This year you are addressing several key areas of concern with this budget but most importantly you are truly starting to address our staffing issues and completing the funding of our career development plan. Both of these issues will have comprehensive reviews completed by third party vendors; which will be finalized this year. I am confident that these studies will demonstrate that there is more work that needs to be done on these issues, but you are already moving in the right direction with the recommendations in this year's proposed budget.

Also included in the budget is money needed to finalize the opening of Station 25 and move forward with the Ladder Truck for Station 5. All of these issues will only help us better serve the citizens of Chesterfield and hopefully retain our highly skilled workforce. It has been mentioned by County staff at the few meetings held on the proposed budget how patient the Firefighters have been on all the issues I have addressed, and I completely agree with those statements.

With that being said, I realize that we are facing a much different future due to Covid -19. Unfortunately, none of us know what the future holds and how long this pandemic will affect our health, economy and community as a whole. It's in times like these we truly learn what is essential to our community. Your Firefighters are at work every day to respond to the citizens of Chesterfield to ensure we have a safe and secure community.

In closing I could not be prouder of all the members of Chesterfield Fire and EMS from top to bottom and how they conduct business. Whether it is the uncertainty of a pandemic like Covid-19, responding to the array of calls we deal with or normal day to day business, your Firefighters always display the highest level of professionalism. You should be proud of too; and ensure we have the funding to do our job safely and effectively.

# Citizen Comment on Budget Public Hearings (3/25)

<b>Public Hearing: Proposed FY21 Budget</b>
It is extremely important for us to fund the schools with the requested funding so that we can continue to have an attractive and effective school system. If we allow our schools to falter, it will not only effect the kids but will effect the entire community. Businesses will lose revenue, property values will decline and much more if we don't continue to properly fund our schools and strive for a premier public school system.
<b>Public Hearing: Proposed FY21 Budget</b>
I come before you tonight to give my vision of the state of Chesterfield County, Virginia. I hope each of you on the BOS will read this before you take any vote on the Budget.i have lived in this county for 79 years with my wife who has lived here76 years. My wife, 4 kids and I are graduates of the public schools. They went on to college graduation and were gainfully employed because of the education they received in Chesterfield and college. My father-in-law served on the BOS. I worked closely with the school administration, principals, teachers.for 5 years with a contract to provide school accident insurance. They were very professional. The school board during this time were appointed by the BOS. They were professional business people. They served without political adjendas. Then it happened. The school board members were to be elected. Since then, every year the Budget is proposed it becomes a political event. The school board and superintendent go to the media if the BOS doesn't meet their "wants". I wish they could conduct these meetings to discuss their "wants" without going to the media and campaigning. The needs should be easy to decide on between the school board, superintendent and the BOS. The school board and superintendent try to use emotions, peer pressure and media to address any problems in their operations. They abdicate their authority. . Examples not redistricting attendance zones,not hiring professional people in transportation management. Example promoting from within instead of a transportation expert and not having a professional facilities manager that knows preventative maintenance and upkeep. As evidenced by he neglect for last decades. I hope the BOS will support the county manager in his statement to the school system that it is nothing wrong with having two jobs. I had to hold two jobs for 15 years to support my family. I would like to remind everyone that the teachers have a nine month job and every county employee is free to choose another occupation.i hope the BOS continues to advocate for all citizens when considering the budget as a lot of us are on fixed incomes without COLA or yearly raises.
<b>Public Hearing: Proposed FY21 Budget</b>
Now more than ever it is evident what teachers do for our students and communities. You have the money, now allocate it to the hard working teachers who always go above and beyond for their students. This should be a priority for you all. You will lose a lot of incredibly smart and hardworking people to other professions if you do not pay teachers more; and the students will be the ones that suffer the most. We deserve not to struggle to pay bills, having to picking up second and third jobs to make it each month.
<b>Public Hearing: Proposed FY21 Budget</b>
Schools have already started planning for new positions based on the verbal agreement of funding. Please approve the budget so students can have all of the teacher resources needed to be 21st century learners. This includes the STEAM teacher position and other support staff for English Language Learners. Bon Air Elementary was approved these aforementioned positions, conducted interviews, and hired teachers for these roles. Now, the positions are up in the air due to the budget. Please do what is best for students.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

I am a parent of two high school students. I became involved in a deeper way when my son began to show difficulties in reading. I also spent a year working as a substitute in many of the middle and high schools. I've seen education from the perspective of a parent, from that of a special education advocate and as a substitute.

Classroom sizes are beyond ineffective. Many students fail to learn. Class sizes of 30-35 do NOT make for good learning environments. We have student populations that require additional investment and skill and in my experience with Special Education, they currently fall way short of providing a Free and Appropriate Education.

We had to pull our son from public school. Because of his progress at a private school, we would have liked to have had him continue attending that school, but the tuition is unaffordable at \$30,000/year. As a tax payer, our schools should be able to educate our children. This is unconscionable.

If you look solely on this issue of literacy, the schools need the funding as requested. Please for one minute recognize that a 20% literacy fail rate in Chesterfield County is over 11,000 readers that are not proficient. And I don't even need to mention the ripple effect from there. Their options to contribute to society and earn a living are reduced drastically. We cannot afford illiteracy. At risk children must be identified and addressed early or the costs will continue to escalate in additional IEP and Special Ed instruction well into secondary schooling, not to mention the cost to society when a student hasn't achieved the basic skill of reading.

Additionally our Guidance Counselors are barely available to counsel. They are burdened with lots of other administrative tasks. Our Exceptional Education teachers need training beyond what they are currently offered so that they can identify learning difficulties early. The CCPS Literacy curriculum is in desperate need of an overhaul so that it can align with the science of reading. None of this can be addressed if the school district does not get the proper funding.

My request is simple. Please put aside any preconceived ideas of what the schools are facing and what your gut says should be a fix to the low wages and embarrassing per pupil expenditure of CCPS. Please listen to us the residents, teachers, students, and families. We are trying to tell you something important.

## Public Hearing: Proposed FY21 Budget

To the Members of the Board,

My name is Pam Crandol, I live in the Matoaca district and I am a retired Chesterfield County Public School Employee. I am here to ask the Board to continue to support the Shepherd Center of Chesterfield. I have been a volunteer for the Shepherd Center since 2004.

Our mission to keep seniors healthy and in their homes as long as possible is critical at this time. We currently have a female client that is 91. She is a cancer patient. We are taking her to her chemotherapy treatments and to the grocery store. Also, we are working with County Enhancement to help bring her home up to County code so that she won't be forced to leave her home. We have found a church that will do some of the work. This is a lady that falls through the cracks and would get no public assistance. She will be living on the street if we aren't able to get this done. This is just one of our many needs at this time. Please be as generous as possible. I know there is so much demand, but these are the vulnerable citizens that deserve our help. Thank you.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

Here are some facts about our CCPS middle school from this school year:

-6 licensed teachers quit the profession this year-these positions went unfilled or were replaced by long term substitutes who then quit

-1 administrator quit the position this year-for 2 months, this position went unfilled

-4 long term substitutes started in classrooms this year

-For several months this year, a significant portion of our 8th grade student population had 3 out of 4 of their core content classes-math, science, english, history-taught by long term substitutes; a parent brought this up at a school board budget meeting in January

-Students from a class had a licensed teacher quit the profession in December-these classes were split up into other classes of teachers that not had quit-increasing their class sizes, having them teaching multiple levels within the same class with no additional compensation or help

-Due to the lack of teachers and substitutes, on a weekly basis we have students from other classes (different subjects) put into our regular classes

-Due to the lack of teachers and substitutes, on a weekly basis (and multiple times within a week), we have to cover other classes during our planning period

-Some days, we have students from different contents split up into our regular classes and then we have to cover other classes during our planning period (the previous two points combined in one day)

-I could make a list just like this regarding our building from last year where we went months without a counselor, months without an administrator, and the whole year with a large number of long term substitutes and unfilled teaching positions.

We do not have the human resources to safely and successfully educate children. There simply are not enough trained adults in our building. Our principal and associate principal are doing everything in their power to minimize the damage of all these unfilled or untrained and filled positions, but they are fighting a battle that no one can win. If none of this is believable, come talk to some of our 8th grade students who have never had a licensed math teacher for a whole middle school year...or who have long term substitutes for math, english, and science. Hearing their pleas and hearing their cries for actual teachers will be enough for you to understand the gravity of our situation. This is a choice whether or not to endanger the lives and upbringings of those who are most valuable in our society--children.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

I have heard much talk about there not being money in the budget to allocate the full amount of funding (\$99M) requested by the CCPS superintendent. I understand that a salary survey has been commissioned (at the cost of \$100K) to determine where CCPS falls in terms of compensation (and I'm hoping employee retention is also investigated) compared to similar school districts. I have no doubt that the results of this survey will show that CCPS educators are in fact being payed below the state average and our per pupil expenditures fall far below what SOQs would demand. All that being said, if we don't have the money this year, will we have the money next year? I feel that this situation is being put off only to be pushed off again next year. This isn't a new problem. Not having the additional money to fully fund and support our school district isn't a new wrinkle. How is putting it off another year actually going to fix the problem? If the survey finds that the salaries and per pupil expenditures need to be increased, ca the board of supervisors commit to making that happen? In FY22?? If not now, I want to know WHEN the school budget will be fully funded. Our students and our educators deserve it.

## Public Hearing: Proposed FY21 Budget

Madam Chair, Members of the Board, Dr Casey

I would like to thank you for amending the County's real estate tax relief program for seniors and disabled citizens, by increasing the income level at which citizens receive 100% relief from \$27,200 to \$28,000. Your action protects some of the most vulnerable citizens in the County.

Over the last two years, my office has seen an increase of around 75 seniors and disabled citizens, whose income has pushed them into the 60% tax relief level, due to modest increases in social security payments. For these citizens, Social Security is their primary and often only source of income. As a result, they are receiving an average tax bill of \$660 per year, for an income increase of significantly less. These citizens are already making difficult decisions to budget for basic expenses like food, utilities and medication. All of these seniors have contributed to our community all their lives and many of them are veterans. Your action to adjust the income level to restore these citizens to a 100% tax relief level will significantly reduce their stress levels and improve their quality of life.

My office has been keeping track of seniors, who will benefit from this ordinance change, so we can adjust the tax relief they will receive by the annual billing planned for mid April. We will also contact each taxpayer to let them know of the change, as part of our regular engagement with taxpayers, subject to any changes in operations due to the current state of emergency.

Again, many thanks for caring about the senior citizens in the County.

Kind regards.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

On behalf of the Home Building Association of Richmond, I would like to first express our sincere gratitude for the work that the Board of Supervisors, the County Administrator's Office, and county staff has done to mitigate the impact of the COVID-19 outbreak on Chesterfield County residents and businesses. These are unprecedented times and we are grateful for your commitment and dedication to the community. Our members interface with numerous local departments on a daily basis, including the Building Department, Planning Department, Public Utilities, Stormwater Department, and others. In the midst of an extremely challenging time, the Directors and staff of these departments have been extremely helpful in helping our members navigate the various challenges and issues. We are sincerely grateful and stand ready to assist you in any way possible.

The Home Building Association of Richmond (HBAR) understands the need to make investments in utility infrastructure and the need to ensure that those investments are able to meet the growing population of the County in a cost-effective manner. However, the residential land development and construction industry is concerned that the proposed increase will create yet another impediment to ensuring that we are creating communities with a diversity of housing stock at all price points.

The inability for the housing industry to meet the growing demand of for-sale and rental housing options has been long documented. As noted in the 2019 State of the Nation's Housing report from the Joint Center for Housing Studies of Harvard University, "Just as the recent housing downturn was longer and deeper than any other since the Great Depression, the residential construction rebound has been slower. Since reaching bottom in 2011 at just 633,000 new units, additions to the housing stock have grown at an average annual rate of just 10 percent. Despite these steady gains, completions and placements totaled only 1.2 million units last year—the lowest annual production, excluding 2008–2018, going back to 1982."

Although the industry has slowly recovered since the historic economic downturn of 2008, there remains growing concerns around the Commonwealth that stagnant wages and the rising price of land, labor and materials will continue to exacerbate the gap between housing supply and demand, resulting in the continued rise of home prices and rents. Although the Board of Supervisors is limited in its ability to address the cost of land, labor, and materials, the Board of Supervisors is in a position to mitigate and minimize the various costs that are imposed during the land entitlement and construction process.

As documented by experts at the Harvard Joint Center for Housing Studies, the Urban Land Institute, and various private-sector and non-profit housing advocates, local elected officials and local government staff can help address the shortage of available housing by implementing measures to "bend the cost curve" for new development and redevelopment projects by reducing economic and financial barriers to entry that exist in local zoning, subdivision, and other ordinances and requirements established at the local level.

As the County continues to grow in the coming years, we must diligently pursue all means to ensure that our community is one that provides housing options for individuals and families across the income spectrum. Local land-use, zoning, and utility ordinances, regulations, and policies play an important role in ensuring orderly and harmonious development – and they are a critical component of creating long-lasting, sustainable communities. However, these policies must also consider the need for continued economic growth, including the need for a diverse array of housing options.

We would be happy to provide you any additional information regarding the housing affordability challenges in Chesterfield County, the Greater Richmond Region, and the Commonwealth, if requested. Furthermore, we respectfully request that the Board of Supervisors vote to reject any increases in local fees that would place additional impediments on the industry's ability to provide a diversity of housing stock to the market.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

Please fully fund our public schools. The coronavirus will only increase the strain on the public school system. We need competitive teacher salary in order to recruit and retain experienced, competent teachers. The best way to achieve this goal is by working to de-compress the teacher salary scale. Strong public schools is one of the main reasons that Chesterfield is a desirable community to purchase a home in. Please keep the schools strong in order to keep home prices strong.

## Public Hearing: Proposed FY21 Budget

The Board of Supervisors needs to fully fund Chesterfield County Public Schools. CCPS has not been adequately funded for years. We can see the evidence of this lack of adequate funding in high teacher turnover, large class sizes, poor maintenance of buildings, pupil transportation problems, and many other areas. The fact that the Board of Supervisors can only commit to funding a little more than half of what the Superintendent of Schools says the school system needs is sad. I have lived in Chesterfield County since 2005, and I'm tired of seeing the same attitude of "well, the schools have to do more with less," or, "we just don't have the funding at this time," year in, year out. If the Board of Supervisors doesn't have the money to adequately fund the schools (or, for that matter, the police department and other vital services), then the Board needs to raise property taxes to pay for the county's needs. Chesterfield taxpayers do not currently pay a high tax rate. It's time for the Board of Supervisors to stop placating the small government advocates and take a bold move to address the needs of the people of this county.

## Public Hearing: Proposed FY21 Budget

Thank you so much for conducting the community feedback sessions, and given the unprecedented times we are in, for pivoting to an online option that allowed us to hear the material and interact through the use of the online forms. Well done!

I appreciate the remarks I have heard from the BOS that you have heard the voices who are asking that our schools be fully funded. And I understand you are already taking steps in that direction.

I have a request. First, the backstory... In 2012, we opted to move to Chesterfield county largely based on the strength of the schools, and we trusted that the appropriate funds were being garnered from all of the development, in order that the schools would remain strong. Therefore, we felt blindsided to learn that, at present, Chesterfield is unable to fully fund our schools. While I support community growth and development, if the developers are not contributing their share to grow our infrastructure appropriately, then I believe we are being short-sighted.

Specifically, I ask that the BOS revisit the cash proffer amount. Since decreasing the proffers by 50% in September 2016, it seems we have experienced rapid growth while realizing economic shortfalls (as pointed out in the proposed budget from the school system). Perhaps this is already something you are planning to pursue.

In summary, I ask that we take the steps necessary to fully fund our schools, including addressing and increasing the cash proffer amount for developers.

Thank you for your time and consideration - and for serving our community in this important capacity.

Respectfully,  
Debbie Lewis

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed FY21 Budget

County Budget 2020

According to County Administrator Dr. Casey, in the Chesterfield Observer (3/10/2020), almost 70% of Chesterfield households don't have children in the school system, and Chesterfield residents and taxpayers without children in the schools have for many years, been paying the highest county taxes in central Virginia to support our public schools in their funding requirements. This year, with increasing real estate assessments, according to Dr. Casey, we will see an estimated \$28 Million tax increase on Chesterfield taxpayers, and that combined with higher much taxes from the state, will not only increase Chesterfield revenue further, but also greatly increase the tax burden on Chesterfield taxpayer, as well as all Virginians. Dr. Casey and his budget staff, have over the last several years done good job of trying to budget not only as accurately as possible, but also with a conservative bias towards revenue and spending projections, and that has kept the county budget from growing beyond the means of yearly increases in property values and revenue gains from a larger business and residential tax base, as well as other revenue streams. That careful, considered budgeting allowed for a tax rate cut from 96 cents, to 95 cents in 2018, good job.

This kind of budget mismanagement by CCPS and the previous school board required substantial expenditures of taxpayer money by the last Board of Supervisors clear up, and it can't be allowed to continue. The Chesterfield School Board approved an operating budget of \$727 Million, a year over year increase of \$55 Million, which represents about an 8% increase in school spending. The inflation rate for 2019, as well as the projected inflation rate for 2020 is 2.3%, that gives us a school budget running at about 3.5 times the rate of inflation, pretty high. Chesterfield school spending has risen faster than the rate of inflation for several years, and previous Boards of Supervisors, despite a lot of misinformation, have historically supported school spending substantially above inflation since the recession of 2008-2009. Again this year we have a budget that is growing far above the inflation rate, and one school board member, Ann Coker, an accountant by trade, even stated in the Chesterfield Observer (3/5/2020), that: From my professional and business experience, I know there has to be \$10 million in there that we can find, and I believe that is a conservative estimate.

## Public Hearing: Proposed FY21 Budget

Good evening-

It is my hope that in adopting the budget for Fiscal Year 2021, you will continue to keep consumer-based services a priority. In the wake of the COVID-19 pandemic and economic disruption that is sure to follow, having quality and accessible community services available is necessary. I encourage you to focus on education. As the current school year has come to an abrupt halt, you have surely heard stories of teachers and educators around the county going above and beyond to reach out, provide meaningful learning opportunities, and be a source of comfort to students and families during this uncertain time. This is because it was already happening everyday in every school across the county. Now, with a major loss of instructional time, it is now, more than ever, that investment is needed in order to maintain accreditation and quality of service. While it has been made clear, that the rainy day fund is not intended for normal budget operations, it would now seem as though it will be raining. Please be transparent in explicitly sharing what is available to our community in dollar amounts of previous years' savings to help us in this current situation. While a triple AAA bond rating allows us to borrow more easily and can be stated in touting Chesterfield as a "First Choice" Community, other neighboring counties also have earned this rating while also increasing education funding specifically to teacher salaries in recent years. As you know, we must be able to compete for, acquire, and retain quality educators. Again, this should continue to be priority. I hope your public statements, votes, and actions indicate as such.

Thank you.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Proposed Tax Rates for 2020

The county has raised our property value 28.6% since 2014, which results in mortgage increases to cover the tax shortage. Since 2014, the inflation rate has gone up 9.38%, this combined with property value increases results in 37.98% increase in our cost of living. Teachers have received a 2% to 3% raise each year for a total of 17% increase over time, which is a net lost of 20.98% to our standard of living. Is the Board willing to consider expanding the criteria of real estate tax exemption to include head of house holds, who make 52, 000 or less and have less than 350,000 in total assets, and not stipulate an age requirement. Given that teachers in Chesterfield County make considerably less than the surrounding counties and Chesterfield is the largest county and has the highest real estate tax, providing real estate tax relief would help off-set the rising cost of living.

## Public Hearing: Proposed Tax Rates for 2020

### County Tax Rate 2020

The Democrats takeover of the General Assembly, has greatly changed the tax environment of Virginia, and of Chesterfield County. While you, the Board of Supervisors, had little, if any ability to influence many of the decisions that resulted in the large tax increases that were made this legislative session, we will all have to live with them, and recognize that the tax environment, going into the near future, will be much higher at the state than has previously has been the case. An example would be the \$600 Million increase in the Virginia income tax because the Newly elected General Assembly failed to align the state standard deduction to federal deduction, and that will have an adverse effect on Chesterfield taxpayers.

There have been preliminary discussions of a \$400 to \$600 Million bond referendum, of which the proceeds would be spent on county and school funding, mostly for new school facilities. In order to finance new school spending, and payments on the bonds, a meals tax has been proposed, similar to the meals tax currently in Henrico county, and thank you Mrs. Haley for committing to holding a referendum on a meals tax, even when the General Assembly has removed that requirement with new law (CO2/5/2020).

While Henrico has a meals tax of 4%, which generates about \$30 Million for schools (Observer 3/5/20), they also have substantially lower tax rates for vehicles, 10 cents per \$100 lower than Chesterfield, real estate tax rates, at 8 cents lower than Chesterfield's, and a motor vehicle license tax that is 50% LESS than ours here in Chesterfield. While I am firmly against adding more taxes on the already overburdened Chesterfield taxpayers, any discussion of a planned meals tax should include efforts to reduce taxes on real estate, vehicle taxes and other taxes to help offset the tax increases at the state level, as well as here at the county level with a meals tax. In addition, in the Chesterfield Observer (3/10/20) Dr. Casey made several very good points about the fact that almost 70% of people residing in Chesterfield don't have children in the school system, and many are on fixed income, and will be adversely effected by the large tax increases at the state level, and now, the as yet unquantifiable effects of the Corona virus crisis on the citizens of Chesterfield. I would strongly urge you to consider include tax rate cuts in any meals tax referendum proposal put to the public for a vote in Chesterfield.

# Citizen Comment on Budget Public Hearings (3/25)

## Public Hearing: Utilities Fee Changes

On behalf of the Home Building Association of Richmond, I would like to first express our sincere gratitude for the work that the Board of Supervisors, the County Administrator's Office, and county staff has done to mitigate the impact of the COVID-19 outbreak on Chesterfield County residents and businesses. These are unprecedented times and we are grateful for your commitment and dedication to the community. Our members interface with numerous local departments on a daily basis, including the Building Department, Planning Department, Public Utilities, Stormwater Department, and others. In the midst of an extremely challenging time, the Directors and staff of these departments have been extremely helpful in helping our members navigate the various challenges and issues. We are sincerely grateful and stand ready to assist you in any way possible.

The Home Building Association of Richmond (HBAR) understands the need to make investments in utility infrastructure and the need to ensure that those investments are able to meet the growing population of the County in a cost-effective manner. However, the residential land development and construction industry is concerned that the proposed increase will create yet another impediment to ensuring that we are creating communities with a diversity of housing stock at all price points.

The inability for the housing industry to meet the growing demand of for-sale and rental housing options has been long documented. As noted in the 2019 State of the Nation's Housing report from the Joint Center for Housing Studies of Harvard University, "Just as the recent housing downturn was longer and deeper than any other since the Great Depression, the residential construction rebound has been slower. Since reaching bottom in 2011 at just 633,000 new units, additions to the housing stock have grown at an average annual rate of just 10 percent. Despite these steady gains, completions and placements totaled only 1.2 million units last year—the lowest annual production, excluding 2008–2018, going back to 1982."

Although the industry has slowly recovered since the historic economic downturn of 2008, there remains growing concerns around the Commonwealth that stagnant wages and the rising price of land, labor and materials will continue to exacerbate the gap between housing supply and demand, resulting in the continued rise of home prices and rents. Although the Board of Supervisors is limited in its ability to address the cost of land, labor, and materials, the Board of Supervisors is in a position to mitigate and minimize the various costs that are imposed during the land entitlement and construction process.

As documented by experts at the Harvard Joint Center for Housing Studies, the Urban Land Institute, and various private-sector and non-profit housing advocates, local elected officials and local government staff can help address the shortage of available housing by implementing measures to "bend the cost curve" for new development and redevelopment projects by reducing economic and financial barriers to entry that exist in local zoning, subdivision, and other ordinances and requirements established at the local level.

As the County continues to grow in the coming years, we must diligently pursue all means to ensure that our community is one that provides housing options for individuals and families across the income spectrum. Local land-use, zoning, and utility ordinances, regulations, and policies play an important role in ensuring orderly and harmonious development – and they are a critical component of creating long-lasting, sustainable communities. However, these policies must also consider the need for continued economic growth, including the need for a diverse array of housing options.

We would be happy to provide you any additional information regarding the housing affordability challenges in Chesterfield County, the Greater Richmond Region, and the Commonwealth, if requested. Furthermore, we respectfully request that the Board of Supervisors vote to reject any increases in local fees that would place additional impediments on the industry's ability to provide a diversity of housing stock to the market.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

I'm glad we are doing a retention study in order to have a long term plan for keeping our best teachers in the county and in the profession. Why not grant the teachers a serious raise and at least partially decompresses their salaries while we wait for the results? We all know that increased pay and decompression will be part of the formula - lets take a serious first step before we needlessly lose another good teacher.

Col. Katz said we are not losing LEOs to neighboring localities but that the force is aging out. So we are doing a good job of retention but not recruitment in our schools. Why are we having the opposite problem with teachers and what are your ideas for retention?

I'd like to make two main comments:

The county has erred in allowing excessive apartments and townhouses all over the county without proffers.

The roads and schools cannot handle it. It is shocking to see these massive buildings being built with a lack of planning by County administration. This is a recent development and every single person I know is shocked by it.

Secondly, teachers deserve a living wage. The teaching profession has totally changed in the past 3-5 years.

Teachers are constantly taking classes to keep up with technology as well as the mental health challenges of the students. Keeping excellent teachers should be a priority for county officials. Please adjust the current proposed budget.

A meals tax needs to be back on the ballot in November.

Thank you.

This is for the upcoming meeting on the pay scale for teachers. I have been in Chesterfield County for 30 45 yrs. I moved here because of the school system. I am sure people move here for the same reason. Yet our teachers are the lowest in the state! My son and daughter in law work as teachers there. The difference between chesterfield county and say Henrico is quite a difference. I know you are losing great teachers because of this. The teachers work long hours. Put out a lot for supplies to teach with.. They take care of our most valuable asset. Vote for increased pay notvthe ridiculous amount of 2 %

offered. Election Day will be coming up and your vote will be noticed!

Given teacher retention issues, decreased teacher morale, teacher salaries well under national, state, and even Metro VA levels, and the massive outpouring of Chesterfield citizens & stakeholders' support for addressing teacher pay, how quickly is the board willing to provide funding to the school system to rectify this issue? Thanks for your response.

When the initial budget proposal was introduced, teacher morale rose to the highest I have seen it in the ten years that I have taught. This increase in teacher morale was uplifting and exactly what this county needed. What is the plan going forward to help teachers keep what little morale we will inevitably have when this embarrassing and completely undeserving two percent raise is approved? Appreciate it any feedback you may have.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

How are you?

Two things.

It's not a 2% raise:

In 2016/17, there was a 2.1 inflation rate. In 2017/18, there was a 2.4 inflation rate. In 2018/19, there was a 1.8 inflation rate. In each of those years there was a 2% which accounts for .3% pay DECREASE

In 2008/2009, a first year teacher made 39,749. This is when I started in the City of Richmond. With inflation the starting rate for a first year teacher this year should be 47,947. However, first year teachers started at 45,817. So lets look at the big picture which tells me that first year teachers make less today then they did during a RECESSION.

So my question is please explain how a school district, who could be considered a dollar company, pays there employees (who have helped raise the price of homes considerably and take care of your children) a salary that is less than what they made during a recession?

For the School Board rep: If the School Board is serious about giving teachers a salary increase, why not be realistic from the start? An 11% salary increase was never going to happen and it is embarrassing that it was even proposed. Why not propose a 5% increase and say it is (plan A) just for teachers or (plan B) it is just for those making less than \$60,000 a year or those with less than 20 years of service? That might actually work. Also, if we truly value the teachers, why was there over \$300,000 in the budget for expansion of programs at the tech center? This is not a time to expand program offerings if you want to get serious about salary increases. I also don't think that expanding the roles of "instructional designers" is necessary at this time. They don't teach a body of students. They are supplemental staff and, again, if you want to be serious about giving teachers increases, how much other "non-discretionary" spending is really VERY discretionary?

I'm a former high school math teacher who left the profession because of the inadequate compensation. I did some research and found dozens of academic papers focused on improving teacher retention, and they all identify low salaries as a primary driver for teacher turnover (I will email you the links to the studies). One study estimates that it costs over \$20,000 to hire one new teacher. Combine that with the 35% turnover rate in this county, and you're probably spending more money to lose teachers than it would cost to give them generous raises (\$4,000 each would save money if it cut the turnover rate in half).

My first question is: When the retention study that you've commissioned confirms the obvious - that Chesterfield teachers are woefully underpaid - will you finally make increasing teacher salaries the highest priority on your agenda?

Follow up question - as a tax paying citizen, I fully support higher taxes to pay for teacher raises (preferably a progressive tax). Will you find a funding solution to meet that need - including raising taxes as necessary?

What is your response in acknowledging the impact of quality schools on the whole of Chesterfield County in supporting all areas of the strategic plan? It cannot be argued that CCPS promotes and is the foundation of the county's mission by laying the instilling the elements of the county's vision and values. The educators, administrators, and support staff have achieved great success despite continuously limited funding impacting instructional curriculum resources and an-ever decreasing and underpaid support staff. How will this be addressed for the immediate future? What is the plan to pay teachers their worth to eliminate the need for second jobs to simply make ends meet and all educators to instead focus their attention on their efforts to doing their best for the students and families of the community without quality and morale suffering? Please understand that the argument that only 1/3 of the the households in Chesterfield have school-aged children and therefore may not be deserving of more funds seems so very tone deaf. A quality school system reflects on the County positively as a whole and supports the "First Choice Community" designation.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

I know that in some words it was said that when teachers finish their "shift" (contract hours), they may be able to get additional pay by picking up more shifts. It makes it seem as though when teachers finish their "shift" (aka contract hours), that they have free time to get additional shift jobs on the side. Unfortunately this is nearly impossible. Teachers spend their post "shift" (contract hours) doing the following: grading, entering grades, communicating with parents via email, phone conferences for parents that are unable to meet in person, in person conferences, updating classroom websites, professional development, presentations/conferences, and lesson planning. Most recently it resonated with me that I am unfortunately unable to complete my job at my job. In effect, I have two jobs, one: to teach the children (which includes far more than teaching these days) and the latter: to plan, communicate with families, grade, document, professionally develop, and meet. Perhaps in the past (years ago), it was possible to complete most of a teachers' tasks in their normal contract hours. In today's climate I think you'd be hard pressed to find any strong and successful teacher that can do this. We have a second job after school.

A fair rebuttal to this point is that many careers have to do work outside of their job, and teachers aren't the only ones. Yes, this is true. However, the difference between teachers and many careers is that teachers are not adequately compensated for this extra time put in.

Dear Supervisor Haley,

My name is Anya Ruzicka and I am an International Baccalaureate Student in the Junior Class at Midlothian High School. I am extremely involved at school and am currently serving as the proud IB Student Council Vice President. I also have participated in the cast of every Midlo theater production since my freshman year. I would say that school is my second home. Spending from 7:40am to roughly 6:00pm at school everyday, Monday through Friday, I have been able to foster great relationships with my teachers.

It is no secret that teachers across this country are underpaid. Teachers don't become teachers because they need to be, rather teachers become teachers because they want to teach. You don't become a teacher for the money. Teacher want to have a first hand experience in helping to nurture the future of our country. In spite of all of these things, teachers are disrespected, mistreated and egregiously underpaid. I call on the Chesterfield County Board of Supervisors to make a change and value our teachers.

I have moved seven times due to being a military kid, and have experienced many different teachers in different school districts. Midlothian High School has some of the best teachers that I have ever met. Specifically, teachers in our International Baccalaureate Program must endure extra training, be nimble with curriculum changes and are beholding to, not just the Chesterfield County School Division and The State of Virginia Curriculum requirements, but also the requirements of our accrediting organization of IBO.org. These teachers spend countless hours and unbridled efforts to make sure that our IB Program is the absolute best. Last year's graduating class had a more than 95% pass rate for the IB Program, which is unheard of in any district. Our teachers deserve as much pay as we can muster for them and more.

I ask you, how can the County Board of Supervisors continue to deny our teachers the pay that they deserve for raising our future?

Very respectfully,

Anya Ruzicka

Midlothian High School International Baccalaureate Student Council Vice President

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

Dear Supervisor Haley, Good evening! I am emailing regarding the Town Hall meeting for the Midlothian district on March 16. My name is Olivia Nealon, and I am a Junior in the International Baccalaureate program at Midlothian High School. At Midlothian High School, I have found several outlets to positively involve myself in my community. Currently, I am Secretary of the IB Student Council as well as a regional & state level competitor for DECA and FBLA. Additionally, I'm a member of the National Business Honors Society and Latin Club. Through these organizations and clubs, I have evolved into a strong leader and member of the Midlothian community. However, none of this would be possible without amazing teachers who have sacrificed their time and energy to support their students. It is undeniable that the CCPS budget has been underfunded for years. It has failed to keep up with inflation, and is barely meeting the needs of the education system. As I'm sure you are aware, Chesterfield County ranks 123 out of 133 school districts in funding per student. This is grossly inadequate. While our schools are insufficiently funded in various ways, the most crucial is teacher pay. Teachers have positively changed my life beyond doubt. I have selfless teachers who put in countless extra hours into academic clubs, giving students the opportunity to compete and pursue knowledge outside of the classroom. I have kind teachers who have spent time to sit down with me, and support me when my father passed away. I have outstanding teachers who have gone through extra training to understand the everchanging IB and AP curriculums, and who are constantly preparing us for not only our exams, but for college, and for life. Most notable, I have underpaid teachers. Midlothian High School has a graduation rate close to 100, and 95% of students in our IB program last year achieved their IB Diploma. Both of these numbers are well above levels seen at other places. This is only possible because of the hard work our teachers put in, and it would be a shame if this was lost because of the County Board of Supervisors unwillingness to pay teachers the deserved salary. My question for you is how can the County Board of Supervisors continue to disregard the amazing work our teachers do, and continue to pay them an unfair salary? Sincerely, Olivia Nealon  
Midlothian High School International Baccalaureate Student Council Secretary

Why isn't the 11 million interest earned not being applied to compensation for teachers?

Last year Jim Holland said the BOS made 28 million dollars just on interest. Why aren't we using that to pay teachers?

Shouldn't we pay our teachers enough so they can survive on one job?

How do you plan to pay our teachers at or above the national average level?

How quickly do you think the pay study will be completed?

Will they implement changes before the report is published as they did with the police force?

What are you willing to give up in the budget to fully fund teacher pay this year?

Despite the current situation, teachers still need to make a fair wage. Our salaries have never recovered from the last recession. Waiting for the \$100k study is fine, but give us more than a 2% raise this year, as you know that the study will suggest much more than that.

Please find a way to increase teacher salaries. They are shaping the future of our children and deserve proper compensation. In addition schools need to be fully funded so that can have resources needed to do their jobs. The county needs this!!!

After this past week, I really think teachers deserve a raise bigger than 2%. It doesn't have to be the full amount first proposed, but more than 2%. They are the ones keeping parents afloat during this time. We don't know how much they do until we have to do it!

Our teachers are not getting as much money as they should be. I think they should get a salary raise, they work hard every day. my mom is already stressed out and its only day five! Just... you get my point.

Sincerely,  
Archer Rinaldi

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

My teacher works hard every day. Every second. Every hours. Do not half her money.

Oliver Rinaldi,  
Age 6, first grader at CHES

I am a retiring teacher, but I am in full support of our teachers receiving MUCH more than a 2% increase in salary. This coronavirus has kept us indoors, but we are as busy as ever trying to reach out to students and provide meaningful learning opportunities. I have heard from many parents that our work has calmed students down about this pandemic, and given them the glue to stick to a routine. Collectively as a profession we are underpaid and yes, overworked. My years since 2008 did not grow as it needed to, and my retirement benefits are less then they should be because of the lack of consistent salary increases.

Teachers are not on the front line, as are our health professionals during this pandemic, but we are absolutely working and keeping our children moving forward academically. Please don't wait to give to this profession what they so deserve.

As a current CCPS employee, I think that the recent school closures have shown what a valuable set of teachers we have in Chesterfield. They mobilized, with minimal notice, to push materials out for students during the closure. Nobody said "not our problem" or "I can't do that." The teachers are evolving each day to find better ways to connect with students during this difficult and unprecedented time. I think at the very least, showing them the same level of support with a pay raise would be the appropriate thing to do.

It is essential that the county invest in improving teacher pay for experienced teachers (5+ years) so that the county can continue to recruit and retain good educators.

The teacher pay in the state of Virginia, and in particularly Chesterfield county is woefully inadequate. We all agree that our youth are the future leaders of this great country, yet we pay those who educate them practically minimum wage. We need to pay our teachers and counselors a salary commensurate with their duties and responsibilities. Other than a parent, no one in our society has a more vital and instrumental role in shaping our youth (and our nations future) than our educators. Not only are they responsible for the formal education of our kids, the are often times forced to play the role of parent, coach, mentor and role model. All with not an extra dime compensated for their time. Much of their time is spent after hours, away fro school volunteering, coaching and making themselves available to parents for nightly phone calls. Its incomprehensible that a toll booth collector makes more money than do our teachers. Is it no wonder our education system is declining? We must pay our teachers a long over due wage increase and continue to do so in order to attract the brightest minds to educate and mold the nations future!!

As a longtime chesterfield county resident with no children in the system, I wholeheartedly support and endorse an increase in teachers salary. With all of the new housing and developments springing up (builders proffers) the county can afford it.

In fact, chesterfield county can NOT afford to continue to pay our teachers a substandard wage.

Please prioritize teacher pay and the needed staffing levels to provide excellent educational opportunities to our students. My daughter is in a kindergarten class with 23 students, many of whom need significant behavioral and learning attention during the day. One teacher, no aide. That's not an optimal learning environment. We need better to retain teachers, and frankly, if you want to retain people in this area. We will move for better schools if we need to!

Especially now, seeing how important our teachers and our schools are to our community, we should all be advocating for more teacher pay. Please support our teachers now more than ever.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

Even in this time of uncertainty, I encourage our BOS to invest in the future of our county by investing teacher pay increases. I hope that as we all brace for a downturn, our schools will rid themselves of expensive programming and focus on what makes our schools so special...the teachers and IAs who interact with our children every day. As a parent who is struggling to provide some type of ongoing education to a student with a 504, I am even more appreciative than ever of the professional educators who manage to engage my children in their classrooms. I don't want to see our teachers, who have been waiting for so many years, walk away if the budget is reduced and they are the ones impacted, yet again.

Major corporations like Microsoft are protecting their most vulnerable workers during the pandemic. They are providing for their hourly and retail workers now because they know that once the storm has passed, it will be the companies that are ready go pick up and go on most immediately that will be the least impacted in a long-term way.

Our children are far more important than any product any corporation is selling. We need to make sure they they can "hite the ground running" when this passes. Which means we need to have teachers who are deeply committed to them who are excited to come back, and who can afford to come back.

We don't need fancy buildings or amenities. We need our teachers to be taken care of.

What is meant on the slide referring to "right size" transportation budget for schools? You skipped over that. There is currently a big problem here.

This budget: "Major Maint." 1.5 M for schools? How is this a "major" amount? I believe the estimates are MUCH higher.

As you make critical decisions during this time of uncertainty, please keep teachers and student needs in mind. When we come out of this, we will need to remember that teachers continued to provide educational enrichment to the county's students.

While we are in the midst of a pandemic, I hope the Board of Supervisors is aware of the outpouring of sadness, love and innovative thinking that is coming from teachers throughout our county. For those on the Board who do not seem to value educators in our county and the impact they make on our youth, I urge you to tune into what is happening around you right now. We finally have a superintendent and school board who values our teachers and educators in this county, we need the Board of Supervisors to recognize and value us/them as well. Please give the students in our county what they deserve.

Will public school administration, teachers, support staff, and other school employees (\*including hourly contracted employees) continue to receive their contracted salary and benefits despite these horrible unforeseen circumstances? These employees have been ordered by the Virginia governor to follow CDC guidelines and end the 2019-2020 school year early immediately due to the Coronavirus.

Who are you working with to help you understand our education issues?

How often do you meet with educators?

How often do you meet with parents?

Which schools have you visited recently and what did you learn?

Why is the pay study going to take so long and why not use the school data? Do you not trust CCPS staff?

Would you be willing to attend a couple schools in the district before your vote?

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

Ms. Haley, I am a county resident who supports more funding for schools. Please reconsider the money you and the other Supervisors have allotted for Schools and increase the funding. The Superintendent was forced to slash the budget for adequate teacher raises as well as putting a School Nurse in ALL schools. Please realize that out of our 60+ schools, 33 schools do not have a Full Time School Nurse! That fact is unacceptable in the year 2020. My child who attends Crestwood Elementary only has access to a Registered School Nurse, two or three days out of the five day school week. Injuries happen at school, two of my children have sustained head injuries while at school, one received a concussion. I want my child to have access to appropriate medical care while they are attending school. Other counties have addressed this concern years ago. Its time for Chesterfield to catch up! Thank you.

When will the board consider raising the real estate tax by 1-2 cents to help increase school funding as this would be a small cost to individual households?

When will the board propose a meals tax again to help increase school funding?

Why can't the BOS and the School Board work together to plan a graduated increase in teacher pay over the next 3 years to address the salary compression and get our teacher salary scale on par with the national average?

As a current CCPS teacher, my obvious comment is on the hot topic of the school budget and the BOS lack of FULL support. I know they are supporting in the way they feel is the best but they need to fund the TOTAL amount that is needed to keep our schools the best that they are. I know firsthand what it looks like for schools not funded and it is not a pretty site. Why take what great schools we currently have and go backwards.

Thank you!

Pay our teachers, fund our schools.

What are your reasons for not fully funding the budget that the superintendent proposed? The teachers have been hearing about a 5 year plan for 7 years and nothing has happened! Please explain why you think it's ok for teachers to have to work 2 and 3 jobs to make ends meet???? Teachers have at least a 4 year degree plus have to be certified and continue to be renew their certificate out of their own pocket. Along with paying for supplies for their classrooms because there isn't any funding.

So my question is how come Chesterfield is so archaic with their teacher salaries? And, why are they do they continue to disappoint their own teachers who are working the grassroots of their county?

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

1. How does the county plan address the large number of teachers who are expected to leave the county again this year because teacher pay continues to be suppressed?

2. Comparing Chesterfield teacher pay to Henrico or any other neighboring pay does not address the issue that teachers are paid below the national average. If your roof has a leak, you don't point to the hole in your neighbor's roof as the reason for not fixing it so when do we plan to fix the hole because the board promised teachers a decade ago that their 2% pay cut for 2 years would not go unfixed. Pay cuts and stagnant raises have suppressed pay to the point that we can't retain the experienced teachers who are the backbone of our great schools. Why hasn't a plan been in place prior to this year for repairing this pay suppression - you have addressed class size, nurses, epi pens, counselors, technology, transportation, substitute teachers, STEAM, higher learning so when will teacher pay be the primary issue in the budget?

3. When can we have a substantive conversation with teachers about what they would like to see in bargaining for equality in the county? Other agencies receive paid time off for major holidays like Christmas and Thanksgiving. Teachers receive no holiday pay.

4. Our emergency response agencies have their CPR certifications paid for. Teachers are required by the state to be CPR trained, yet they have to pay for this training out of pocket. Why does the county not employ someone who has taken the 2 required courses that are needed to be able to certified teach a CPR class so that they can provide this training to all employees in the county who are required to have it? Is it not discriminatory to provide this training to some of your employees free of charge and not to others who require it for a county position?

5. Police and Fire are given incentive pay to continue their education. This benefit is far more significant than what our school agency is offering it's teachers to continue their education. Each season, the amount of money available for tuition reimbursement seems to be far smaller than the need and an email is sent out almost immediately saying that all the funds are used up and you'll have to wait until the following year. Why is the county not making more funds available to teachers to further their education?

Comment: I personally know at least 4 teachers in the county who have stated they are actively applying to other localities or looking to leave the profession because Chesterfield has not addressed the decade long pay suppression. Teachers were encouraged to march at the capitol last year by using a personal day, but were not told that the additional 2% that they were fighting for would not be added to their 3%. This year, all that is being offered is the 2% that the state is offering. Teachers continue to feel taken advantage of and if teachers don't feel valued, then students won't feel valued.

You ran on needing creative funding for schools. What have you creatively done to fix inequities in pay? Raise real estate rate? Bring back proffers? Advertise the meals tax?

How many emails have you gotten that support fully funding schools?

During the campaign season last year, it was stated, "I have participated in three studies for police pay during my career. These studies resulted in providing pay increases to match surrounding localities and a career development track. These tracks provide a way for officers who do not want to move up in rank, but can be compensated for years of service." Why didn't you invest the same energy and resources into our school teachers, staff and bus drivers?

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

According to a post, you are giving 2.5 million to help with salary compression. If you allocated that much each year it would take about 25 years to fully decompress the teacher salary scale. Do you really think you will be in office that long? I don't.

Why do teachers need to buy their own supplies?

8,000 citizens asked you to fully fund schools, how do you plan to fully fund our schools?

Why in the 5 year plan does it show a \$14 million increase to the school fund for next fiscal year, and then a \$2 million decrease the following year?

If the BOS does not fully fund the plan to decompress the teacher pay scale will you find the money in the budget to do what you promised and do it this year?

Do you think the Chesterfield Education Foundation should fund programs and other areas in our schools to fill the gaps of what the county government is unwilling or unable to fund?

I am having a hard time using my school issued computer. Will you be investing in technology to support your directive to shift to online learning during this hard time?

I want fully funded schools! Our students and teachers deserve it but even more- it will set this County up to maintain its financial strength and incredible reputation regarding education for years to come. Please do the right thing and take care of our schools!

Please fully fund schools! Our teachers and students and future are worth so much more than. What they are asking!

I am writing in support of the CCPS budget, with comments that are very different than what I planned to say a few weeks ago.

CCPS plays a vital role in the economy of our county, in addition to their main role as educators. They feed our children breakfast and lunch and offer a safe place for children while their parents work. In these extraordinary times we are seeing the impact of this role from a very different perspective.

I ask that when you make budget decisions you also consider this role of our schools. CCPS is a main structural support of our county; an investment in CCPS will also help support Chesterfield as we make it through this crisis and move towards recovery.

We need to fund our schools. Chesterfield county needs to be one of the top paying counties in the area for teachers and bus drivers and all other employees of the schools. Without this property values will go down and that affects every person that lives in chesterfield

I was passionate about this prior to the county shutdown, but after spending just one week home with a first, third and sixth grader, attempting a modicum of what teachers do on a daily basis, I have come to the conclusion they deserve EVERY cent we can make possible!

I'm a product of CCPS and moved back to the area for the schools because they were the best in Central Virginia. I've been disappointed for the past few years. I volunteer two days a week at the elementary school level and these teachers are desperate for help. The testing for numbers has taken over their classroom; there is no fun in learning anymore. And you can see the unhappiness in the kids and frustration with the teachers. Give them back their freedom to teach from the heart, not towards a number.

You will lose amazing educators to neighboring counties if you don't do something. We have the means, make it happen. Stop the excessive developing; we cannot handle the population we have.

I'm tired of my government disappointing me at the federal level. Please, please, let's make something right at the local level. These teachers deserve it.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

I am writing in support of the needs based budget request of Chesterfield County Public Schools.

As a Chesterfield homeowner, it is clear to me that the compensation plan for our teachers is inadequate. These education professionals should be paid more, and our system should pay our experienced teachers more than it does. Our schools need more support, especially on this end of the County. There is not enough parity between the schools county-wide.

Today, March 20, with the everyone thinking about the COVID-19 crisis, I am sure that County administration has a long list of positions for why they cannot fund the School's request. I know they are worried about the local aid they receive from the Commonwealth. Instead, I challenge you to use your talent, creativity, and yes, your taxing authority, to make sure that our schools have what they need to provide our children with excellent schools.

Be the leaders you were elected and appointed to be and make things happen, not sometime in the future, but right now.

Sincerely,  
Tom Shepley

Please consider fully funding schools. At the very least paying teachers who are veteran teachers who have never gotten a raise. Year 12 teachers

We are calling on you and depending on you to fully fund our schools. Our communities depend on it, our children deserve teachers who are paid for their hard work and we need to make this a priority before teachers leave our county for a higher paying job. Please do the right thing.

My top concern for the budget is fully funding our schools.

Please fully fund our schools and pay our teacher a living wage.

As a teacher for Chesterfield County Public Schools, I absolutely love my school, students, and my colleagues with whom I work every day. I have an outstanding principal and a good, supportive, community as well. But it is disappointing to me, and a real shame, that when you look at the whole of CCPS, teachers are not supported financially as they are in other areas of Virginia. Families specifically move to this area of Virginia to send their kids to our schools. CCPS enjoys a great reputation of not only one of the top school divisions in Virginia, but in the entire country. So why are our schools not fully funded? Why are we so lowly ranked in Virginia in amount of money spent per student? What's the reason for all the success that CCPS has enjoyed over the years? It's not the School Board and it has nothing to do with the Board of Supervisors either. It's the teachers, counselors, administrators, support staff, and countless others who, for more than several years now, have built a sterling reputation of being a high achieving, inclusive, and overall outstanding school division for this great county. It's embarrassing that we as teachers are not fairly compensated and our schools are not fully funded as they should be.

Will the Board of Supervisors be fully funding the NEEDS based budget proposed by the school board? If not why? Please know that good schools increase our property values. Every single citizen cares about this.

Please fund our schools appropriately and increase teacher salaries as well. Virginia children and teachers deserve more. Other states have done better, and we can too!

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

I am writing in support of the new budget for our local schools. My sons attended Bon Air Elementary, and one attended Robious and now he is at James River. Bon Air was a great fit and we were happy with the school except they were unable to provide appropriate education for our son with dyslexia. For three years we have been paying about \$30,000 a year to educate him at schools that offer Orton- Gillingham based education suitable for dyslexic students instead of saving for college. Of our students in Chesterfield, 20% have dyslexia, many of whom are undiagnosed and unremediated leading to a lack of appropriate education and potentially behavior issues as they progress through the system. As I am sure you know, it has been estimated that up to half of prisoners in our systems have dyslexia. A lack of appropriate education leads to poor outcomes.

This leads me to my next point that we need more school counselors and psychologists and more psychological support for teachers and administrators. Teachers need more training in classroom management and dealing in a positive manner with students suffering from learning disabilities, ACEs or mental health issues. No parent should have the experience of calling a school psychologist and having them forget the student was suicidal a couple weeks before. This is from work overload. No student should have the experience of being told they are stupid in front of a class or that they are the reason that teacher doesn't have children and that they hate teaching. That is from teachers not having support or training or administrators not having the staff resources to let teachers go. We need to be able to attract good teachers by paying them appropriately.

Per-pupil spending has not changed in Chesterfield County since 1994. According to 'Blueprint Chesterfield,' Chesterfield County's polling supports increased funding in public education.

In order to maintain full accreditation, funding must be increased and differentiated. Public education is an investment in our community. Perhaps the most important as it will affect safety, health, and economics. With our new health crisis, I hope you will creatively deal with these important issues.

Why doesn't Chesterfield Co. fully fund its schools?

I want to implore the Chesterfield County Budget Office to GIVE TEACHERS/SCHOOLS THE MONEY THEY REQUIRE as well as DESERVE!!

Hopefully, this recent, tragic health crisis can emphasize how critical it is for teachers to teach our future leaders. Not only do we need to fund the need for ALL school supplies, but to PAY the teachers as the ROCK STARS they truly are.

Do not ignore the Instructional Assistants and other support personnel for the key roles they play with the students in the schools daily.

We need ROCK STAR support and hope you will accommodate their requests.

I have been a middle school math teacher for 27 years, twenty of those years of service have been with Chesterfield County Public Schools.

I believe in the empowerment that a quality education brings to individuals, providing opportunities for students to discover talents and gifts they never knew they possessed. A quality education supports and encourages students not to be the best in the world but to be the best for the world.

I support education in words and actions.

I urged the Chesterfield County Board of Supervisors to do the same and to fully fund Chesterfield County Public Schools in the budget.

Mrs. Phyllis Walls.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

Please vote to fully fund our schools. Our teachers deserve to be paid what they are worth. The salary scale needs to be decompressed as soon as possible so that we can hold on to our veteran teachers. Our children and our schools are the most valuable resource in Chesterfield.

Board of Supervisors, The time is NOW to act on fully funding schools and paying educators a wage they deserve. Recent days have highlighted even more that teachers are indispensable. Memes of "homeschooling" may be cute, but we know who was behind the lessons students are completing at home. Teachers are working from home, getting creative, and continuing to support student learning even in the midst of this public health crisis. Your constituents could not be more clear. They WANT you to fully fund schools. They EXPECT you to put the future of our county first. Ms. Haley, you ran on a platform to support schools. Make good on that promise. The future of Chesterfield depends on you to make tough decisions in the best interest of the county and in the best interest of the children. Funding our schools IS in the best interest of the county. Paying teachers enough to keep them coming back year after year IS in the best interest of the county. Doing a "study" to figure out why teachers are leaving is a delay tactic and a waste of money that we all see. No one is fooled. FUND SCHOOLS NOW.

Sincerely, Elizabeth Farner  
Parent of 3 School Aged Children  
Professional School Counselor

As a resident of Chesterfield, a former student of Chesterfield Schools, and a current employee of the school system, I urge the Board of Supervisors to consider fully funding the school system. Every year the school system loses experienced, veteran teachers, psychologists, social workers, and school counselors who leave our system for higher paying positions. We are facing a nationwide shortage of teachers and it is becoming more difficult to fill other student support positions. Our system simply cannot compete with other localities in the area with fewer students and higher pay. The continued quality of our system depends on keeping the excellent staff that we have today. Our county's future depends on it.

I fully support the full funding of our schools. Our teachers give their all for not enough money. Let's show them how much we value them by giving them what they deserve, more money.

Please increase funding for our teachers and students. Price per student is sad when compared to other counties in Va and I have personally spoken to teacher after teacher who is quitting Chesterfield to go work where they can get more money and more support. Stop financially abandoning our children and this school system!

What is it going to take for you to fully fund our schools? If you've learned nothing else during this pandemic, you've learned that schools are our community's lifeline. The time has come to FULLY FUND OUR SCHOOLS!

Please fully fund our schools!

Please support our schools and fully fund them!

Now more than ever, the Board of Supervisors must recognize the value and importance that a teacher holds. The community is looking to teachers for virtual lessons, advice on calming their kids' fears, feeding their kids, and maintaining connections. If it wasn't completely obvious how vital a role teachers play in the future growth as a society it should be glaringly clear now. You must take action NOW to ensure we keep our quality teachers in Chesterfield County. The community would be lost without our teachers and it has become evident. If you don't fully fund our schools and show teachers the value they hold, the taxpayers and citizens will find you negligent and irresponsible as our elected officials.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

I urge you to fund the School board's current budget at the same level or more for this budget cycle. It is a budget that will provide the minimum that is needed to meet the needs of the community. Further funding beyond his budget will start to put us closer to stemming the tide of an overstressed school system. Otherwise we need to put a moratorium on future housing development unless it is affordable. No more development until the needs of the current families are met!

Please fully fund our schools per our superintendent's proposal. Sadly we've been losing great teachers to other schools that pay a more competitive salary than Chesterfield. My daughter's favorite 6th grade teacher (who was Robious Middle School's Teacher of the Year just a year or two before) left our school at the conclusion of the school year last year to go to teach at another school. Many great teachers have left Robious Elementary as well. This has a huge impact on the quality of the education that Chesterfield County Public Schools is able to provide. The money we put toward education shows how much we value it in our county. And it's what people look at when they are deciding whether or not to move into Chesterfield.

I URGE you to fully fund our schools per our superintendent's proposal. Thank you.  
Autumn Fehr

I apologize for teachers such as myself asking for the county to invest more money into its schools and teacher pay, as we should be thankful we have jobs during a time like this. The county is losing money, too, as fewer of its residents can afford to buy goods, which brings in sales tax revenue. And if the school system can't afford to pay more for teachers, there could be teacher layoffs.

But that seems to be a remote possibility at this point because the county has been extremely fiscally responsible and prudent in its spending and budgeting the last 12 years. So with that being said, any extra money you can invest in our schools and teacher salaries for the next fiscal year will be greatly appreciated and will go a long way in terms of educating our county's youth.

Prior to the COVID-19 crisis, I was a vocal advocate for the Fund Our Schools effort and asked all members of the Board of Supervisors to please consider funding the Superintendent's original budget request so that teacher salaries are closer to the national average and so that the Schools can fund critical needs such as a School Nurse in every school. This crisis has not changed my mind that our schools need more funds. NOW, is not the time to consider making cuts to our school budget. I realize we are in the midst of a medical, social and financial crisis locally and nationally, but you must realize how vital that our Schools are to our Community. Teachers and staff are working even harder than ever to make sure children feel safe and loved, get the food they need and continue to receive instruction through online lessons or hard copies of materials. NOW is the time to provide even more funding for our schools so that resources can be provided over the summer months when teachers are no longer on contract. If social distancing is lifted in July or August when teachers are not on contract, we need the funds to provide remediation and academic support to the students who will need it the most. PLEASE FUND our FUTURE and FUND OUR SCHOOLS!

thanks, Laura Smith, resident of Midlothian

Kevin Carol I remember when you fought for fair wages and better working conditions for Chesterfield Police Officers. I would hope you would fight for teachers, Bus drivers, school health care and food service workers who serve our children as much. You ran on a platform to help our children. Teachers don't carry anything, but skill of their craft and love in their hearts for their students and their families. There's not a teacher in Chesterfield County who would not put their life on the line for the safety of their students. I stand in the GAP for my students because I love them and want a better tomorrow! I call on YOU Kevin Carol to stand in the GAP!

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

I know that with the current Covid - 19 situation, teacher pay suppression seems to be a mute point. I've been a teacher for 28 years, taking time off to home school my son with disabilities and then coming back to work in the county once again. During the last recession, teacher pay was cut by 2% and during that decision, I asked the county why they felt it fair to have teachers bear the weight of the shortfall instead of cutting all county employees alike so we were all in this together. The answer I received from the county administrator at the time was that teacher pay was more competitive. If I drew a graph of what pay should look like over time as it increases, we'd have to see the 2% pay cut as more than that because on that year we didn't receive an incremental raise so we lost the raise as well as part of our existing salary. With the following year, we remained in that reduce pay and received no incremental raise again. The 3rd year provided a 2% raise which by good math intellect does not equate to the 2% loss. So still making less than we did 3 years prior, the 4th year was a conversion to employee paid VRS and an increase in health care I could go on, but you get the idea. Thus the decade has gone. Teachers were encouraged to use a personal day last year to go fight for that additional 2% and after it was awarded, we were told in Chesterfield, "Oh by the way, the state budget is a 2 year budget. You received 2% last year so we aren't adding that 2% to your 3% this year." This year, the state has mandated a 2% raise for teachers and it's being passed on as though this is funding coming from the county. These are state funds earmarked for a 2% pay increase for teachers. So here we sit in much the same place we have been for the last decade. The scale of our new normal is not that teachers receive yearly 3 to 5% raises. Those days are long gone and now we are comparing our county pay with that of our immediate neighbors. The graph for them looks just as dismal. When teachers get to their retirement, their pay has been significantly suppressed and their Social Security and retirement monthly payouts are suppressed because of that. If your roof has a hole in it, you don't point to the neighbors and say, "Well his is leaking too." Fix the roof before all the people in the house become casualties of the collapse. If the sick day that never happened taught me one thing, it's that there are an awful lot of great teachers who are at their breaking points and they are looking elsewhere for their careers. We can't afford to continue suppressing teacher pay. I would gladly give this county 10 or 12 more years if we could fix this pay suppression and compression. We have never given teachers back what they lost in those 5 years and it doesn't look like there are any plans to keep the promises the boards have made to fix this. Our teacher shortages and loss of great teachers will only get worse.

As you look at the extra money going to schools - just understand that I can't pay the mortgage with a new stapler. This money will also not correct the inequity in our schools. Every school's budget is just about doubling, but consider that a school like Winterpock Elementary has a PTA budget of about \$80,000 and a title 1 school like Chalkley has a budget of about \$4,000. That money buys resources for the school, provides teachers with lots of resources, provides staff with lunches and treats on top of all the resources the parents give directly to the teacher. Title 1 school teachers spend more and receive less. If you want to retain teachers where we need longevity and experience - offer pay stipends or a different scale for those teaching in our title 1 schools because they deserve it. Champion something new.

I, like most of my colleagues, won't hold our breath for the pay study. Our worth in this budget is 0% and our state's worth is 2%. Those are the facts. I hope I'm wrong and that there is going to come a moment when we realize that those teachers who have been dedicated and who took those hits to their income in our tougher times need to have their pay adjusted before they become another casualty to retirement.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### SCHOOLS

Your online session was supposed to go until 8:30. It ended at 8:12. Again, Chesterfield County Public Schools coming up short on promises. Getting good at that.

I posted two questions this morning before 9am in hopes that they would both be answered and neither of them were addressed.

So I have a new question....how does it feel to continually embarrass the profession of public teacher? The salary increase of 2% is merely a drop in the bucket. 2% covers the materials that we purchase. However, how do we deal with the cost of inflation?

Why has the Public Safety decompression been addressed when the Schools has not? Neither have completed their study. How did the supervisor who is the president of the Fraternal Order of Police influence this decision? Why aren't the BOS using the 11 million dollar interest earned to address School staff raises? If the county raised home assessments by 6%, why isn't that 33 million dollars being used to address School salary decompression? All members of the BOS ran on being creative about raises for School staff. In what ways has the BOS "been creative?" Has reinstating proffers been mentioned? In what ways is the BOS advocating for the meals tax? If the Schools salary decompression study shows similar to what School Board initially proposed, what is the BOS plan to follow the results of the study?

It seems like we are staking the future of fair pay on the passage of a Meals Tax. What happens if it doesn't pass. Will you commit to decompressing the teacher pay scale if a meals tax is not passed? What would need to be cut at that point?

Good morning, I agree that teachers need equity, we having aging infrastructures and a growing number of seniors. You need a way to pay for all of that. I am in favor of the meals tax. You only have to look at neighboring Henrico to see how well it has worked for them. I urge you to put the meals tax back on the ballot and explain the benefits and necessity in the right way so people will support it. The Board did not do that last time which led to failure.

Regards,  
Helen Weaver

How will you write the meals tax to ensure that the funds go directly to schools? Will you commit to using the funds from a meals tax to supplement and not supplant current funding levels?

I am a teacher and I am not a member of the CEA. I don't like that they receive financial support from the school system. Do you feel that it is appropriate for the Chesterfield Education Association to receive funding for its staff? Would you support a directive to have the Chesterfield Education Foundation fund that position?

### CURRENT ECONOMIC CONDITIONS

If we go into a recession within the next 4 years, what areas will be cut or frozen in the budget.

If the economy tanks, will you cut teacher pay or will you cut teaching positions?

Just wondering how the Covid-19 scenario will affect the potential school budget. We need good teachers now more than ever.

In light of the looming economic crisis, is there a possibility that the BOS will need to adjust downward its revenue projections and cutback the proposed budget?

Many small businesses will not be able to pay rent after being shut down for more than a month. What aid is expected to assist small businesses in our local economy?

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### TAXES

If the county is struggling to make ends meet because of a lack of revenue as compared to funding pressure, why was the real estate tax rolled back, and who specifically, if anyone, was lobbying for that rollback?

A big push back for not wanting to raise the tax assessment rate is the effect it would have on seniors who are on fixed incomes. Yet, there is already a tax relief program in place. At the highest level, a senior with an income up to \$55,000 a year gets a 35% reduction. \$55,000. That's more than many teachers even make!! So maybe they should decrease the top income, or maybe give the tax relief to public servants too??

As a retired senior, I see a future that I will need to rely upon mass transit more and more as I age. Currently I live in a nice neighborhood off Robius Road (riverdowns). I worry about the paucity of reasonably priced mass transit options and the lack of robust bus system in Chesterfield County that would connect with major shopping centers or cultural/entertainment venues.

Absent that, I believe this is forcing more and more of us seniors to move out of our homes into areas closer to mass transit.

What does this budget do to meaningfully start to address expansion of bus service to areas beyond the much needed Jeff Davis Hwy area and the commuter buses (Commonwealth 20 lot) to downtown.

I would urge you to start thinking bigger with mass transit ( light rail ) because of the need to transition to greener solutions to our travel needs.

I would also urge the County to consider being a leader and create a program for significant car tax relief (perhaps to \$50k in assessed value) for those that buy electric vehicles for the next 5 to 10 years - (probably could get lots of national publicity with such a program and set a great example for our kids that WE OLD People CARE) - and NO I don't have an electric vehicle!

### GENERAL BUDGET OPERATIONS

Col. Katz is asking for 500k in overtime funds in his budget. Do teachers get OT? How does that work?

Why do they have \$12,500 allocated for meals for the BOS? Maybe they should do a sign up genius and ask supporters for food donations if they really can't bring their own food? 😊

I want to know why it looks like the BOS is receiving an 8+% raise from this fiscal year to next fiscal year. (And then another 2% each year for the remaining 5 years.)

How much is in the rainy day fund? I heard there is a tsunami coming....

This is your first time answering questions. Why did you tell your community that the deal was basically done with a 2% raise before you listened to your community?

### MEALS TAX, BOND REFERENDUM, CAPITAL AND INFRASTRUCTURE

When will the BOS consider a meals tax and/or increasing the real estate tax by 1 - 2 cents to help with school funding?

What safeguards will you put into place to ensure that future boards will use meals tax funds to supplement and not supplant our children's education.

Henrico County passed a meal tax that fully funded their schools. Will you commit to supporting and approving a meal tax right here today?

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

### MEALS TAX, BOND REFERENDUM, CAPITAL AND INFRASTRUCTURE

Rt.1 residents were told that funding for the two undeveloped parks, Riverfront Conservation Area and Falling Creek Ironworks (estimated to cost \$8 Million each for a total cost of \$16 Million) would be included in the upcoming budget / referendum. I only see \$2 Million proposed for one of the parks as part of the referendum. Development of the Falling Creek Linear Park was an action item in the FIRST Special Area Plan over 25 years ago and has never been prioritized and has never been completed. Both of these parks are catalytic projects which are essential for economic development along Route 1. They are vitally important for promoting the health of both our neighbors and neighborhoods along Route 1. Please identify specifically where these parks are included in the budget and/or referendum and in what amounts. THANK YOU.

I think the BOS is going to back down from supporting the meals tax. If it is not on the ballot or loses how much will the CCPS bond referendum actually end up being?

The Bond Referendum is the "golden bull"? Remember, taxpayers have to pay this borrowing back, with interest. Refer back to my question about the thousands of approved high density units.

The Ashland to Petersburg Trail brings promise to the Route 1 Corridor. What steps are being taken to put Route 1 in Chesterfield at the head of the line of any state / federal / local funding for this project? As the lack of shared use paths causes safety risks for our citizens daily, and a few deaths have occurred over the past year or two, this is of vital concern to residents of Route 1. Shared use paths / sidewalks are listed in the Special Area Plan as priorities for our area. Please let us know how this is a priority for Chesterfield.

During the campaign season, it was stated that, "We need to ensure we are funding new construction in the areas of growth in the County while we maintain existing facilities at a high level." The current Capital Improvement fund does not cover all of our needs for major maintenance or for building infrastructure. Will you commit to increasing the funding in the Capital Improvement Plan to fulfill your promise that you made during the campaign.

Hello,

Thank you for taking my question. I live in the Midlothian District and am concerned that the nature and pace of development in our County is straining current and future County resources (e.g., roads and schools). With regard to the Midlothian District, I understand that development of the Village of Midlothian was supposed to include the formation of an Implementation Committee that could provide advice and guidance concerning future development in the Village. I understand that applications for the Implementation Committee were taken up through February 28, 2020. Although the Implementation Committee has not been formed, the Planning Commission and Board of Supervisors continue to consider and approve requests for rezoning for property in the Midlothian Village area. The County's approval of these requests for rezoning is allowing additional high-density development in the Midlothian Village area. Do you think that it is important for this Implementation Committee to be formed, organized, and in operation before the Planning Commission and Board of Supervisors grant any further requests for rezoning?

Thank you.

How in any way shape or form are the thousands of high density residential development cases approved within the last few months sustained by the County's current and future sources of income? Referring specifically to schools and transportation for schools.

Everytime you approve a new development through the BOS, additional students are added to our buildings. Our schools are at capacity. Our traffic lanes are full. Will you commit to saying "no" to additional development until our school system has the buildings to educate our students and other areas of infrastructure have a chance to catch up.

## FY2021 Budget Feedback (Submitted 3/15 – 4/22)

Suggestions:

1) Better planning to accommodate growth, including population projections for schools, fire, traffic, and public facilities 2) A higher level of design in high density areas. Please consider that good design improves the quality of life. Strip malls and Dryvit clad faux facades with little landscaping looks terrible. More walkability, trees, and on street parking to calm traffic, etc. Don't listen to lazy people who want to drive fast everywhere and park adjacent to shops. There are plenty of people who want to walk and have a real community, rather than parking lots and subdivisions. 3) Pay teachers well and reduce administrative overhead in our schools. Not every Ph.D. is the same quality and not everybody needs a Ph.D. to teach or work in the schools. 4) Stop giving tax breaks to corporations to get them to move here. 5) Meals taxes should be a last resort. Tax property owners more and find other means to improve the community. Good schools, a cultural rich community, and a well-designed one will bring businesses who want to be here for the right reasons. 6) Separate the school budget from the broader County budget - look at Dublin, Ohio for this model. 7) Overall, make a better community and people won't mind paying a little more in taxes, and you'll attract residents and businesses. Treating your community like a business and running it on the smallest of margins (like Walmart) will get you a Walmart result.

A good start but not enough. We need budget options that show a 5% and 10% across the board reduction over the current year budget. Our neighbors to the North have begun with 5% and have already admitted to consideration of salary reductions. We are not in as strong a position as Henrico.