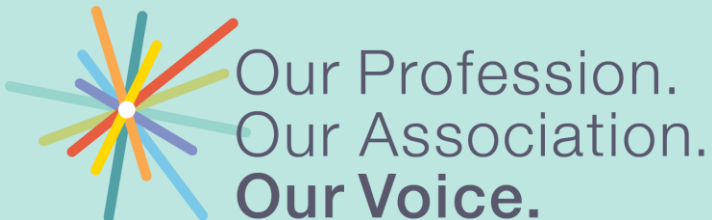


Combined Education Committee

Wednesday, September 21, 2016

Glen S. Galante

CCEA UniServ Director



Presentation

1. Review Step & COLA History
2. View Sample Teacher
3. Median Income History
4. Tax History
5. Unemployment
6. Pensionomics 2016
7. Maryland Data on Teacher Shortage
8. What's next?

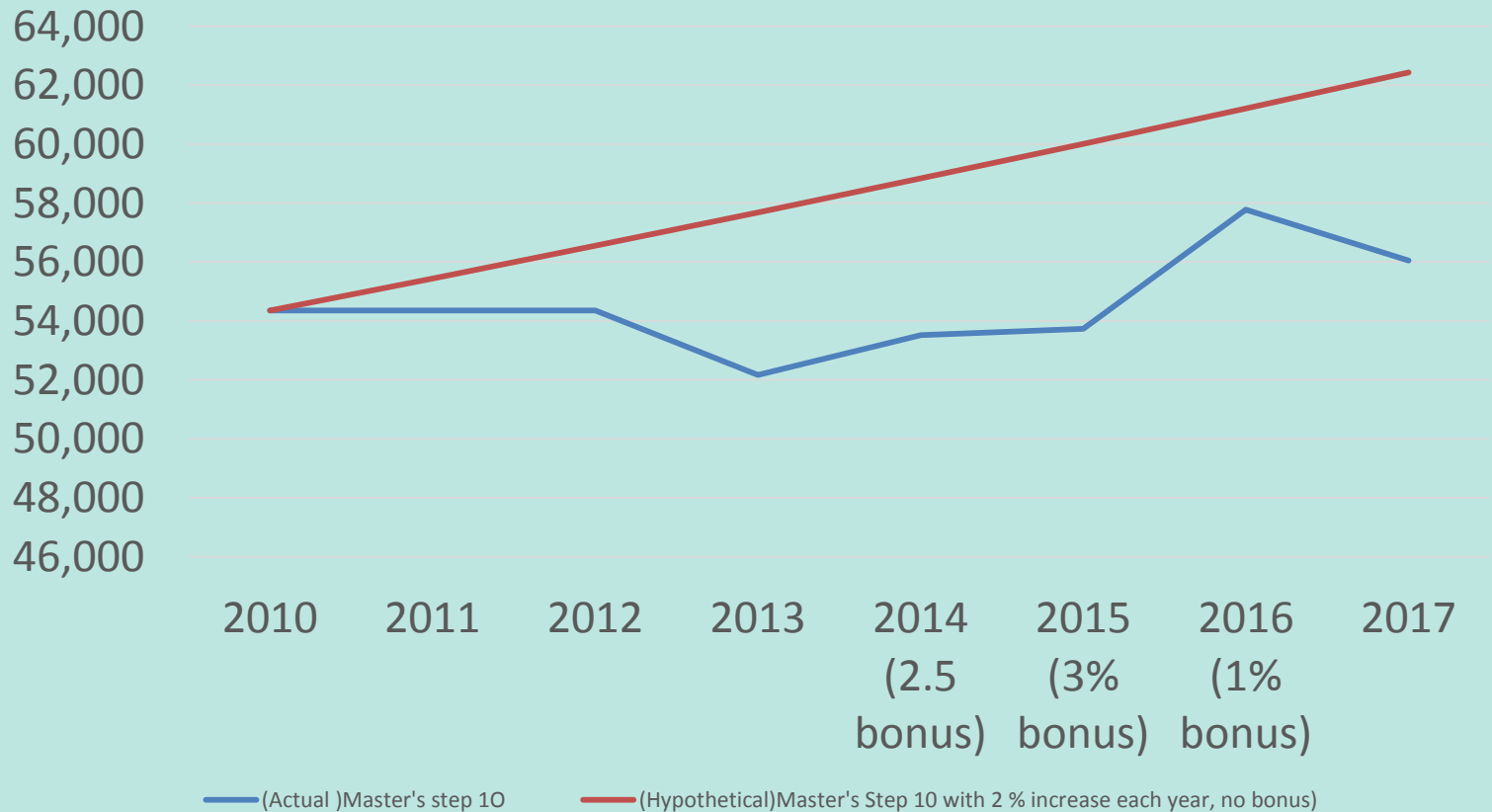
COLA and Step Increases from 2008-2017

	# of steps 2008-2017	Accumulated COLA % 2008-2017
Baltimore	9 out of 9	9.10%
Calvert	6 out of 9	6.50%
Carroll	3 out of 9	3.55%
Charles	7 out of 9	4.60%
Frederick	4 out of 9	6.20%
Hardford	5 out of 9	6.10%
Howard	8 out of 9	11.20%
St Mary's	9 out of 9	7.30%
Washington	8 out of 9	4.01%

Sample Teacher

		(Actual)Master's step 10	(Hypothetical) Master's Step 10 with 2 % increase each year, no bonus
	2010	54,352	54,352
	2011	54,352	55,439
	2012	54,352	56,548
	2013	52,164	57,679
	2014 (2.5 bonus)	53,514	58,832
	2015 (3% bonus)	53,729	60,009
	2016 (1% bonus)	57,778	61,209
	2017	56,050	62,433

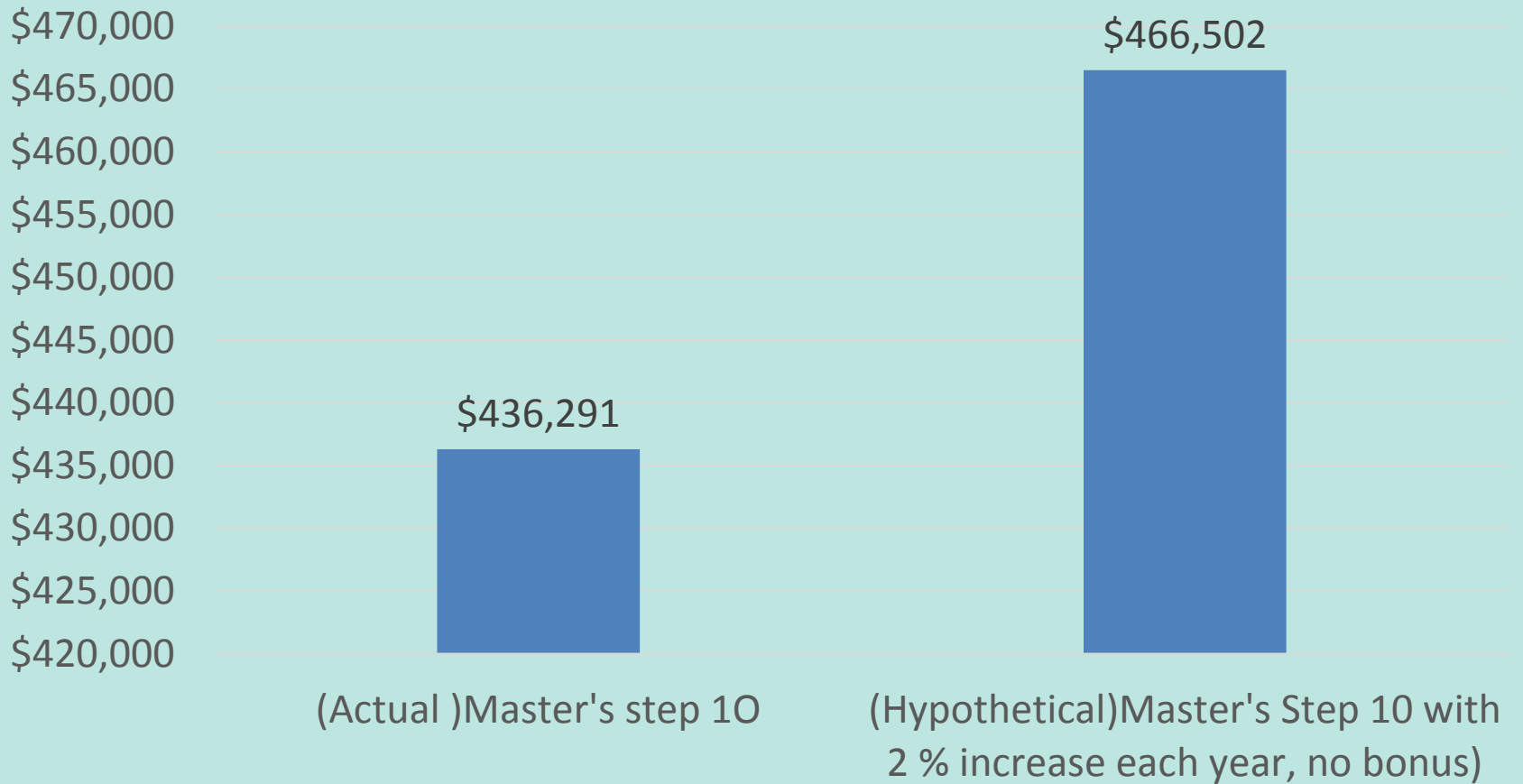
Carroll County 10 Month Teachers' Salary



Sample Teacher

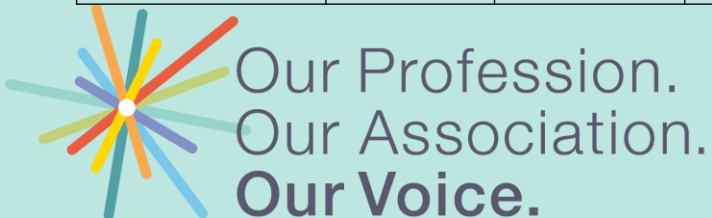
	(Actual)Master's step 10	(Hypothetical)Master's Step 10 with 2 % increase each year, no bonus)
Total accumulated from 2010-2017	\$436,291	\$466,502 (30,2011)

Carroll County 10 Month Teacher's Salary . Total accumulated from 2010-2017



Median Household Income

	2008	2009	2010	2011	2012	2013	2014		
	Median Household Income	Median Household Income	Median Household Income	Median Household Income	Median Household Income	Median Household Income	Median Household Income	Amount Increased	Rank
Baltimore County	\$63,078	\$64,629	\$62,300	\$62,309	\$62,413	\$64,624	\$67,766	\$4,688	6
Calvert County	\$82,033	\$86,281	\$86,536	\$88,406	\$87,215	\$91,993	\$92,446	\$10,413	1
Charles County	\$85,173	\$85,899	\$83,078	\$88,575	\$89,203	\$87,577	\$86,703	\$1,530	9
Carroll County	\$78,348	\$78,418	\$80,291	\$82,553	\$79,304	\$82,073	\$84,500	\$6,152	3
Frederick County	\$78,437	\$82,598	\$80,216	\$77,872	\$80,427	\$83,489	\$83,698	\$5,261	4
Harford County	\$76,620	\$75,364	\$71,848	\$77,095	\$76,220	\$77,453	\$79,403	\$2,783	8
Howard County	\$101,867	\$101,417	\$100,992	\$99,040	\$108,234	\$108,503	\$106,871	\$5,004	5
St. Mary's County	\$77,703	\$71,316	\$81,559	\$80,943	\$85,478	\$78,274	\$84,686	\$6,983	2
Washington County	\$51,587	\$48,883	\$51,610	\$52,028	\$52,604	\$55,643	\$54,606	\$3,019	7



Real Property Tax

Real Property Taxes	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2015	Change
Baltimore	1.100	1.100	1.100	1.100	1.100	1.100	1.1	1.1	1.1	-
Calvert	0.892	0.892	0.892	0.892	0.892	0.892	0.892	0.892	0.892	-
Carroll	1.048	1.048	1.048	1.048	1.028	1.018	1.018	1.018	1.018	(0.030)
Charles	0.962	0.962	0.962	0.962	1.003	1.057	1.141	1.141	1.141	0.179
Frederick	0.936	0.936	0.936	0.936	0.936	0.936	1.064	1.06	1.06	0.124
Harford	1.082	1.082	1.064	1.042	1.042	1.042	1.042	1.042	1.042	(0.040)
Howard	1.014	1.014	1.014	1.014	1.014	1.014	1.014	1.014	1.014	-
St. Mary's	0.857	0.857	0.857	0.857	0.857	0.857	0.857	0.857	0.8523	(0.005)
Washington	0.948	0.948	0.948	0.948	0.948	0.948	0.948	0.948	0.948	-

Income Tax

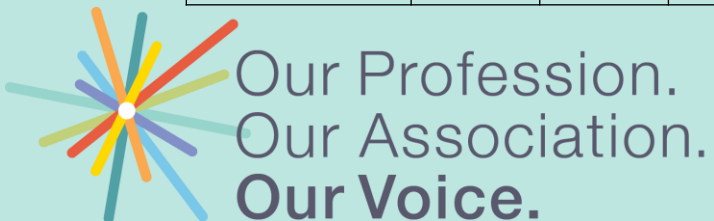
Income Tax Rates	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2015	Change
Baltimore	2.83%	2.83%	2.83%	2.83%	2.83%	2.83%	2.83%	2.83%	2.83%	0.00%
Calvert	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	0.00%
Carroll	3.05%	3.05%	3.05%	3.05%	3.05%	3.05%	3.04%	3.03%	3.03%	-0.02%
Charles	2.90%	2.90%	2.90%	2.90%	2.90%	2.90%	3.03%	3.03%	3.03%	0.13%
Frederick	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	2.96%	0.00%
Harford	3.06%	3.06%	3.06%	3.06%	3.06%	3.06%	3.06%	3.06%	3.06%	0.00%
Howard	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	3.20%	0.00%
St. Mary's	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	3.00%	0.00%
Washington	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	2.80%	0.00%

Carroll County - Estimate Lost Revenue

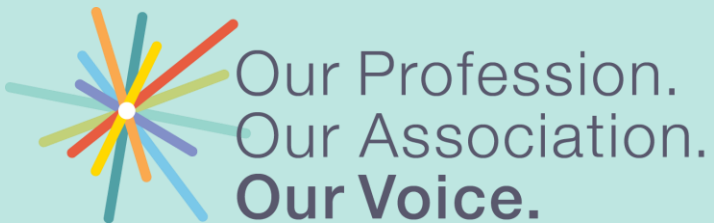
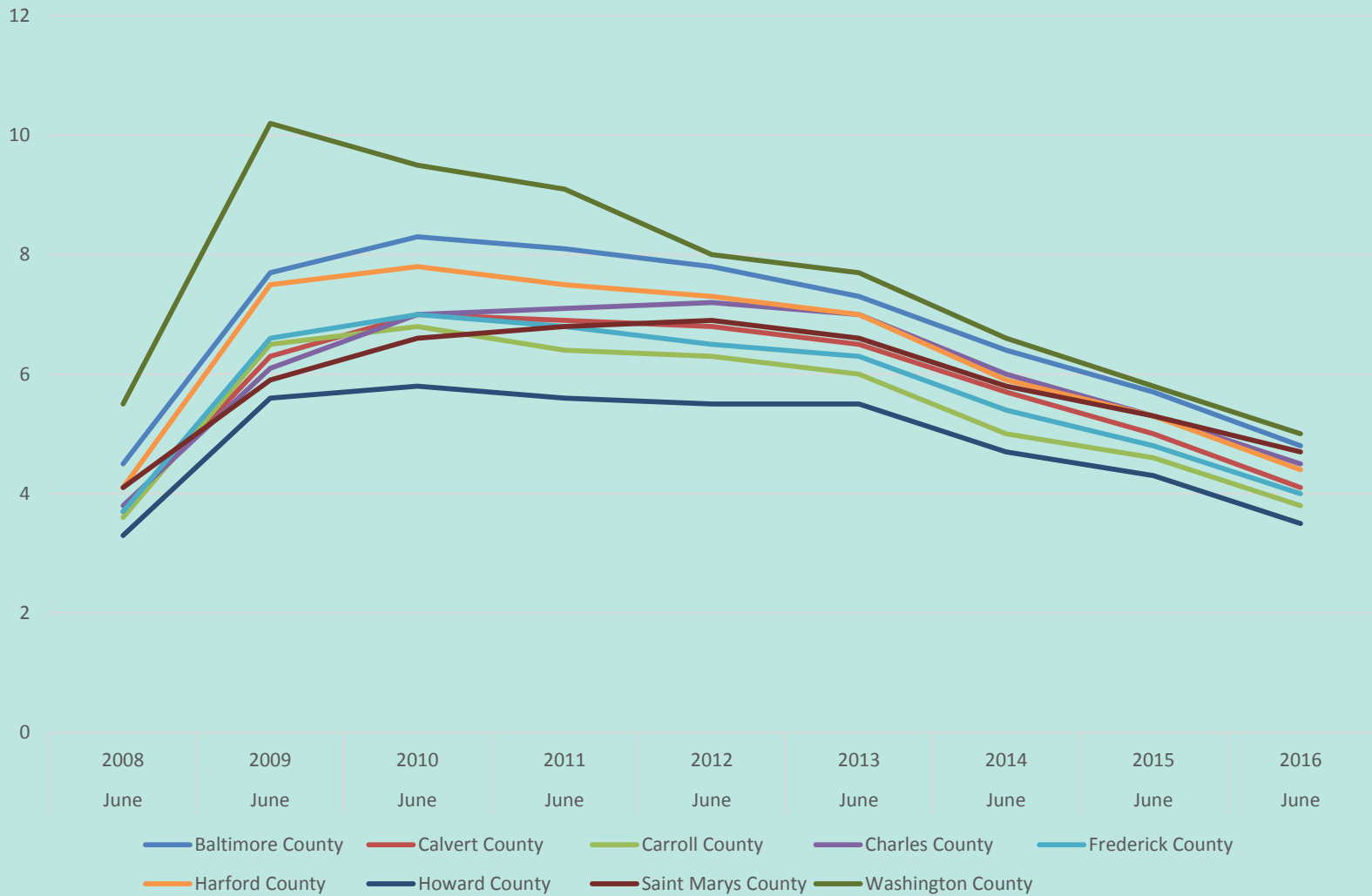
	2012	2013	2014	2015	2016	Total Loss of Revenue
Income tax			\$400,000	\$800,000	\$800,000	\$2,000,000
Property Tax	\$3.6m	\$5.4m	\$5.4m	\$5.4m	\$5.4m	\$25,200,000
						\$27,200,000

Unemployment

County	June	June	June	June	June	June	June	June	June	Rank
	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Baltimore County	4.5	7.7	8.3	8.1	7.8	7.3	6.4	5.7	4.8	8
Calvert County	3.7	6.3	7	6.9	6.8	6.5	5.7	5	4.1	4
Carroll County	3.6	6.5	6.8	6.4	6.3	6	5	4.6	3.8	2
Charles County	3.8	6.1	7	7.1	7.2	7	6	5.3	4.5	6
Frederick County	3.7	6.6	7	6.8	6.5	6.3	5.4	4.8	4	3
Harford County	4.1	7.5	7.8	7.5	7.3	7	5.9	5.3	4.4	5
Howard County	3.3	5.6	5.8	5.6	5.5	5.5	4.7	4.3	3.5	1
Saint Marys County	4.1	5.9	6.6	6.8	6.9	6.6	5.8	5.3	4.7	7
Washington County	5.5	10.2	9.5	9.1	8	7.7	6.6	5.8	5	9



Unemployment



Pensionomics 2016
National Institute on Retirement Security
<http://www.nirsonline.org>

Taxpayer Contribution Factor



\$1.00 contributed by taxpayers to Maryland pensions over 30 years



\$4.55 total output

Each \$1 in taxpayer contributions to Maryland's state and local pension plans supported \$4.55 in total output in the state. This reflects the fact that taxpayer contributions are a minor source of financing for retirement benefits—investment earnings and employee contributions finance the lion's share.

Pensionomics 2016

National Institute on Retirement Security

Pension Benefit Multiplier



\$1.00 pension benefits paid
out to retirees in Maryland



\$1.25 total output

Each \$1 in state and local pension benefits paid to Maryland residents ultimately supported \$1.25 in total output in the state. This “multiplier” incorporates the direct, indirect, and induced impacts of retiree spending, as it ripples through the state economy

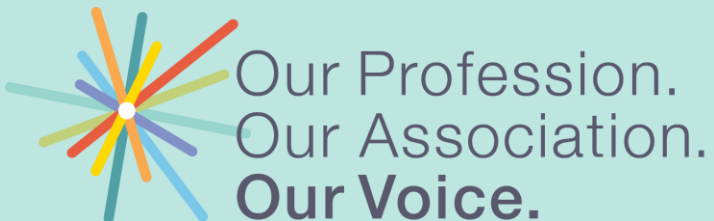
Research Brief – September 2016

In their most recent research brief, LPI review an extensive body of research on teacher recruitment and retention. Five major factors were identified as well as major policies that influence teachers' decisions to enter, stay in, or leave the teaching profession.

1. Salaries and other compensation
2. Preparation and cost to entry
3. Hiring and personnel management
4. Induction and support for new teachers
5. Working conditions, including school leadership, professional collaboration and shared decision-making, accountability systems, and resources for teacher and learning.

Learning Policy Institute

Scale 1-5	Attractiveness Rating:	Teacher Equity Rating :
Maryland	2.18	2.2
Pennsylvania	3.92	4
Delaware	2.73	3
Virginia	2.58	2.8
New Jersey	3.42	3
Mississippi	2.18	2.3
ARIZONA	1.5	1.8



Carroll County Public Schools

1. Reduce staff – 336.7 FTE
2. Closed 3 schools (with possibly 2 more to close)
3. Cuts across all departments
4. Froze important enhancements across various departments
5. Largest employer in Carroll County
6. 79% of employees live in Carroll County

Carroll County Education Association

1. Steps frozen 6 out of last 9 years
2. Lowest increase in COLA enhancements since 2008
3. Lost thousands of dollars in career earnings that effect pension and social security benefits
4. Continue to serve the children of Carroll County



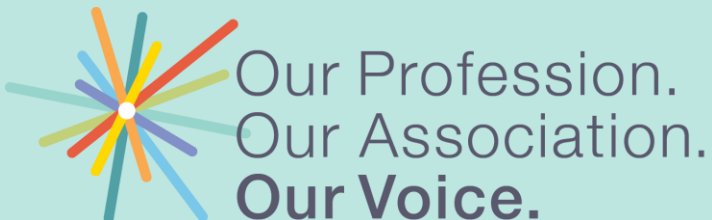
What's Next?

CCPS

1. Continue to downside as enrollment decrease
2. Continue with plans to possibly close two more schools
3. Continue to hire the best qualified staff
4. Continue to find operational efficiencies

CCEA

1. Continue to provide quality instruction



What's Next?

Carroll County

1. Provide funding so CCPS can keep its contractual agreements with all bargaining units
2. Repeal all or portion of tax cuts to generate additional revenue for county
3. Review all county operational activities to find cost savings

State Delegation

1. Work with colleagues in Annapolis to provide hold harmless legislation to CCPS for declining enrollment



