

OFFICIAL BALLOT

**REFERENDUM TO APPROVE AD VALOREM LEVY FOR  
OPERATION COSTS, INCLUDING TEACHER AND SUPPORT  
SALARIES, SCHOOL SAFETY, MENTAL HEALTH SERVICES,  
AND PRE-K PROGRAMS**

Shall the Bay County School District levy an ad valorem **tax** of one mill for **four years** for necessary **operating expenses**, sharing funds **with charter schools proportionate to student enrollment**, with expenditure review by a **citizens oversight committee**.

**Operating expenses** shall include funds to raise **salaries** of teachers and District employees; recruit and retain **highly** qualified teachers; enhance **school security**, **mental health services**, and **pre-kindergarten programs**; and fund other operations that preserve school programs,

\_YES = FOR additional one mill for School District for four years

\_NO= AGAINST additional one mill for School District for four years

# Millage Referendum

- Why now? Tell me when 😊
- Some comparisons:
  - 'Base Student Allocation' in 2008 was \$4,163.47 – 2021 is \$4,319.49 ... that is 3.7%
  - Average Teacher salary since 2008 has increased 4.4%
  - Beginning salaries for all support since 2008 is increased 3.0%
  - Average Maintenance salaries have declined (-4.4%) since 2009 ... WHY?
  - Average Bus Driver's salaries have increased (+8.9%) since 2009 ... WHY?

**1/2 CENT SALES TAX NOT  
ALLOWED BY STATE  
LAW FOR OPERATIONS**

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# CONFUSING ...

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Capital Outlay Expense  
Or  
Operational Expense



OPERATIONAL

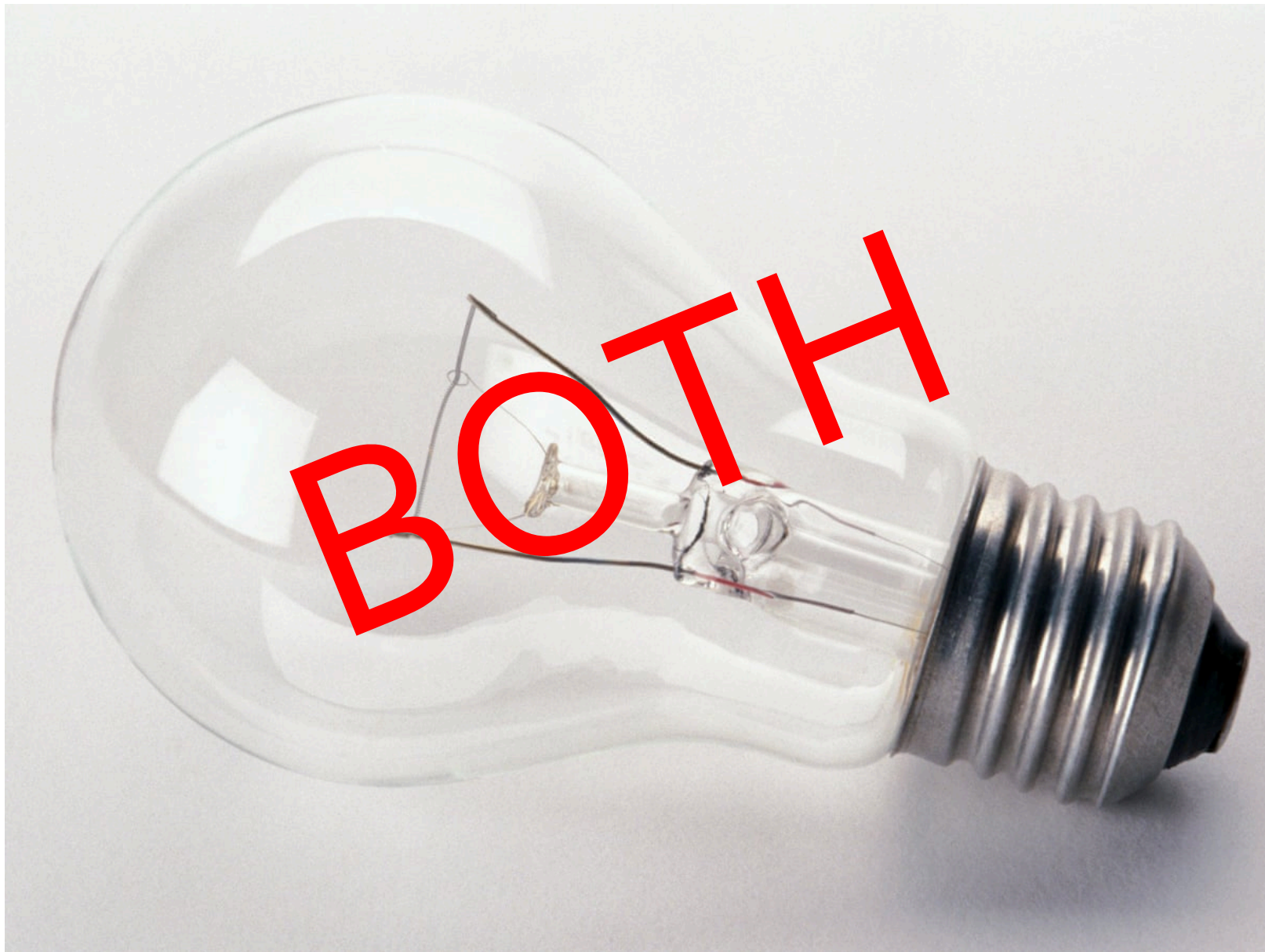






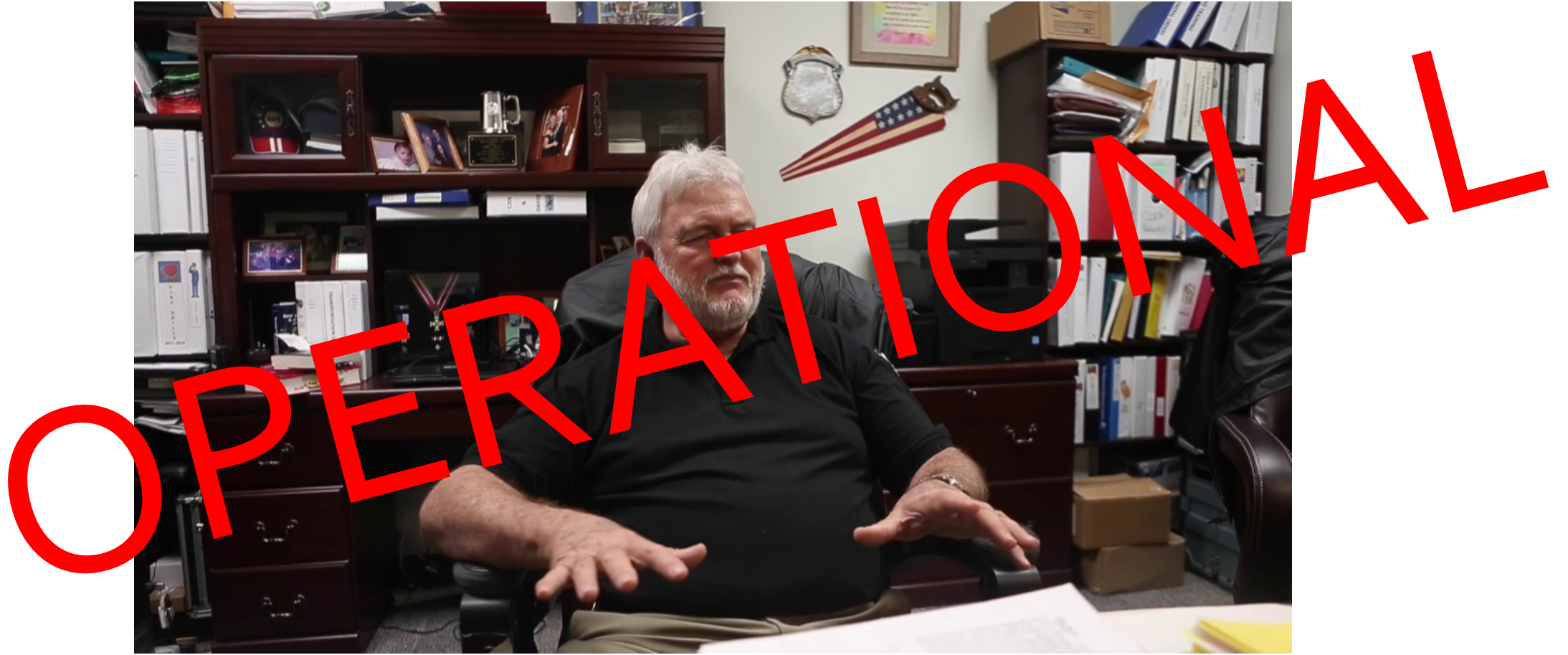












**MOSTLY  
OPERATIONAL**

An American flag is shown waving on a flagpole against a blue sky with scattered white clouds. The flag is positioned in the center of the image, with its stars and stripes clearly visible. The text 'MOSTLY OPERATIONAL' is overlaid in large, bold, red capital letters, with 'MOSTLY' on the top line and 'OPERATIONAL' on the bottom line, both slanted upwards from left to right.





**OPERATIONAL**



OPERATIONAL











● Customer name  
REBECCA G POWER

● Account number  
12345-12345

Service address  
4576 ENERGY PL

● Service period  
May 1, 2011 - June 1, 2011

### Billing summary

Previous bill amount

● \$ 95.57

Payment received on 05/19/11

Thank You!

-95.57

Current electric service

● +126.53

● **Total due \$ 126.53**

OPERATIONAL

# Important Facts

- Base Student Funding (BSA) has only increased 3.7% since 2008
- Since 2012 our retirement costs increased 103% (\$6,165,515 this year alone)
- Avg Teacher salary from 2009 – 2020 Avg. \$43,678 to \$45,598 (4.4% increase)
- Health Insurance costs per district employee have increased from \$539.99 to \$801.42 since 2008 – increase of 44.7%

# ***Support Salary Beginning (2009 – 2020)***

	<b>2009</b>		<b>2020</b>
• Paraprofessionals	\$ 10,512	• Paraprofessionals	\$ 10,828
• Bus Drivers	\$ 19,967	• Bus Drivers	\$ 20,564
• Bookkeeper	\$ 24,789	• Bookkeeper	\$ 25,533
• Maint. Combined	\$ 27,621	• Maint. Combined	\$ 28,449
• Custodian	\$ 18,735	• Custodian	\$ 19,298

***3.0 increase in support beginning salaries since 2009***

Since 2008 our Base Student Funding (BSA) per student has increased 3.7% ... that is over a 13-year period. (this has to fund increases in health care, energy costs, retirement system, and what little wage increases we have given).

**This funding would allow us to enhance salaries for all employees (which will aid in recruitment and retention). Currently we continue to lose highly-effective employees to local businesses and surrounding counties with higher salaries.**



**21 other counties currently  
levy voter-approved additional  
operating millage. (Including  
Walton, Gulf and Franklin)**

**Funds are 100 percent focused  
on operational costs and  
cannot be used to supplant  
state funding for things like  
textbooks or materials.**

**(Excluding board or  
superintendent salaries).**

**Funding also to be used for increased security costs associated with officers at every school (not completely state funded). Current state allocation for safety is \$1,829,537 but our 2020-2021 expenses are projected to be \$2,965,903 ... a difference of \$1,136,366.**

**Funding also to be set aside for continued  
school-based wellness/mental health  
efforts ABOVE the current state allocation  
and AFTER current grant funding is  
exhausted. Current state allocation for  
mental health is \$899,800 but our 2020-  
2021 expenses are projected to be  
\$5,771,177 ... a difference of \$4,871,377.  
(long-term estimated \$1.5 million)**

**Additional funding would also be used to support Pre-K growth and expansion. All success in school can be traced back to the early years.**

**Funding would be used to offer FREE, and low-cost, extended day options to qualifying Pre-K families.**

**(Estimated \$1.5 million)**



**Florida's finance ranking for supporting public education is very low when compared to other states nationally in almost every report. An annual survey released in May of 2020 shows that Florida ranks 6th from the bottom in educational spending per student by state.**

**In addition, it's extremely challenging for us to try to attract teacher 'experts' (such as those in the areas of Science/Math/Career and Technical Education) when other local entities pay up to 50 percent higher salaries for new-hires with the same degrees.**

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# 1.0 MILL Tax Levy Increase Equals

- \$100,000 property value would mean \$100.00 increase (about \$8 month)
- \$250,000 property value would mean \$250.00 increase
- \$500,000 property value would mean \$500.00 increase
- \$ 1,000,000 property value would mean \$1,000 increase
- \$10,000,000 property value would mean \$10,000 increase

# Frequently Asked Questions

- Why the April 20<sup>th</sup> elections?
  - In order to collect the property taxes beginning in January, it must be approved before the summer tax notices go out to the public.
- What happens if it is not renewed after 4 years?
  - If approved by the voters, we would suggest another vote occur in 3 years with an emphasis on what was done by the funds generated and reports from the 'oversight committee'.
- What if someone gets mad at me about talking about it?
  - We are each only responsible for ourselves. Don't argue with people just share your thoughts and concerns. Be positive and not offended or offensive in discussions.
- Will charter schools get any of the funding?
  - By law charter schools would get their pro-rated share as they do with many tax funds. Our intention will be to share as the law is written.
- How much of a raise will each employee get?
  - This will not make anybody rich, but I can't discuss specific amounts because it violates the 'collective bargaining' laws
- Why is the statement 'and fund other operations that preserve school programs' on the referendum?
  - The main reason is that not all schools have the same programs, for example, not all charters have 'PreK' programs and they could then support another 'non-capital' program for students.

# WE NEED TO DO BETTER BY OUR BDS EMPLOYEES

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The state limits us in what we have the ability to fund for pay raises and certain operational functions

# OUR JOB IS TO EDUCATE AND TO MAKE SURE THE 'FACTS' ARE CORRECT

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People ... the people of Bay County know you and trust you! If you need more information, ask. If you don't understand just ask. Our goal is to let the public decide and to make sure they have the FACTS.

[Millage: The Facts](#)