Section C

Maryland State Department of Education

FY 2010 Over-the-Target,
Deficiency and State Aided
Educational Institutions
Requests

Prepared by MSDE Division of Business Services

Maryland State Department of Education Over-the-Target Requests Fiscal Year 2010

No. Priority	raye necolli.	Number of Positions	Positions		Aid to	Educational	Total
•	ty Title of Initiative	Regular	Contractual	Headquarters	Education	Organizations	Amount
Y 2010	FY 2010 Budget Enhancement Proposal Requests - Top Priority I	Priority Requests					
-	Leadership Training for Present and Future Principals	8.00	4.00	1,671,598			1,671,598
М	School Safety Solutions in Maryland	3.00		928,522			928,522
8	Science, Technology, Engineering and Mathematics (STEM) Education	7.00		1,431,398	3,996,000		5,427,398
4	Judith P. Hoyer Early Care and Education Enhancement Grants	2.00		434,000	4,566,000		5,000,000
S.	Expansion of Career and Technology Education (CTE) Programs				1,500,000		1,500,000
9	Maryland Preschool for All				2,336,400		2,336,400
	Total Top Priority Enhancement Requests	20.00	4.00	4,465,518	12,398,400		16,863,918

Maryland State Department of Education Over-the-Target Requests Fiscal Year 2010

Page		Number of	Number of Positions		Aid to	Funding for Educational	Total
No.	Title of Initiative	Regular	Contractual	Headquarters	Education	Organizations	Amount
200	FY 2009 Deficiency Requests						
O	Out-of-County Living Arrangements				650,000		650,000
Ass	Assessments Program			9,800,000			9,800,000
Ma	Mandated Program - Teacher Quality APC Stipends				2,799,000		2,799,000
Ļ	Total FY 2009 Deficiency Requests	0.00	0.00	9,800,000	3,449,000		13,249,000

Maryland State Department of Education Over-the-Target Requests Fiscal Year 2010

	Total	Amount	ALIBOURY .
Funding for	Educational	Organizations	5
	Aid to	Education	
		Headquarters	
	ositions	Regular Contractual	
	Number of P	Regular	
		Title of Initiative	
	Page	No.	

Amounts Requested by Existing and Potential State Alded Educational Institutions - Enhancements

	Current Institutions		
	Alice Ferguson Foundation	4,750	4.750
	Alliance of Southern P.G. Communities	1,900	1,900
	American Visionary Art Museum	006	006
	B & O Railroad Museum, Inc	3,600	3,600
	Baltimore Museum of Industry	4,800	4,800
	Baltimore Symphony Orchestra	3,800	3,800
	Best Buddies	9,500	9,500
5	л Chesapeake Bay Foundation	24,950	24.950
1	Chesapeake Bay Maritime	1,200	1,200
	Citizenship Law-Related Education	1,750	1,750
	CollegeBound Foundation	2,150	2,150
	The Dyslexia Tutoring Program, Inc.	2,150	2,150
	Echo Hill Outdoor School	3,200	3,200
	Historic Sotterley Foundation	750	750
	Imagination Stage	14,250	14,250
	Jewish Museum of Maryland	750	750
	Junior Achievement of Central Maryland	2,400	2,400
	Living Classrooms Foundation	18,200	18,200
	Maryland Academy of Sciences	52,250	52,250
	Maryland Historical Society	7,150	7,150
	Maryland Humanities Council	2,500	2,500
	Maryland Leadership Workshops	2,600	2,600
	Maryland MESA	4,550	4,550
	Maryland Zoo in Baltimore	48,600	48,600
	National Aquarium in Baltimore	28,400	28,400
	National Great Blacks in Wax Museum	2,400	2.400

Prepared by MSDE Division of Business Services

30,529,318

416,400

15,847,400

14,265,518

4.00

20.00

FY 10 GRAND TOTAL

Maryland State Department of Education Over-the-Target Requests Fiscal Year 2010

Page No. Title of Initiative	Number of Positions Regular Contr	ositions Contractual	Headquarters	Aid to Education	Educational Organizations	Total Amount
National Museum Ceramic Art					1,200	1,200
Olney Theatre Center					8,350	8,350
Outward Bound		D			7,600	7,600
Port Discovery					6,650	6,650
Salisbury Zoo					1,050	1,050
South Baltimore Learning Center					2,400	2,400
State Monitoring Resource Center					4,550	4,550
Sultana Projects					1,200	1,200
SuperKids Camp					23,400	23,400
Village Learning Place, Inc.					2,600	2,600
Walters Art Museum					950	950
Ward Museum					2,000	2,000
Previous State Board Approved Institutions					¥.	
Chesapeake Bay Environmental Center					15,000	15,000
Chesapeake Bay Field Lab					15,000	15,000
Irvine Nature Center					15,000	15,000
Maryland Biolab					15,000	15,000
New Applicants						
The Pyramid Atlantic Art Center					15,000	15,000
U.S. Hispanic Youth Entrepreneur & Education Foundation, Inc.					15,000	15,000
Youth Audiences/Arts for Learning					15,000	15,000
Total FY 2010 State Aided Educational Institutions Reguests					416.400	416.400

FISCAL YEAR 2010 OVER THE TARGET REQUEST

TITLE/DESCRIPTION: Leadership Training for Present and Future Principals

Unit: A0103 – Division of Leadership Development

Description: The Leadership Training for Present and Future Principals will provide leadership skill development for veteran principals, assistant principals, and potential administrators so that they have the skills to raise student achievement (MSDE Goal 1 and 3); to ensure the alignment of instruction, curriculum, and assessment (MSDE Goal 2); to establish a safe, drug-free environment (MSDE Goal 4); and to increase family involvement (MSDE Goal 5). The funds requested are the resource needed to build school leaders' capacity to improve teaching and increase student learning. (www.marylandpublicschools.org/msde/division/leadership).

What will we do with the money (include the population to be served)?

- Build leadership capacity across Maryland
- Design and implement cohorts/study circles for professional development for veteran principals
- Develop and implement 8 leadership institutes
- Pilot Leadership Development Schools at 9 sites, PK-12
- Establish 3 regional professional development sites for senior leadership training
- Construct a data tracking system to follow participants' progress to the principalship

FINANCIAL/PERSONNEL SUMMARY:

General Fund:	Amount: \$	1,671,598	Positions:	8.0	FT	0.0	PT	4.0	Contractuals
Special Fund:	Amount: \$	0	Positions:	0.0	FT	0.0	PT	0.0	Contractuals
Federal Fund:	Amount: \$	0	Positions:	0.0	FT	0.0	PT	0.0	Contractuals
Reimb. Fund:	Amount: \$	0	Positions:	0.0	FT	0.0	PT	0.0	Contractuals
Total Funds:	Amount: \$	1,671,598	Positions:	8.0	FT	0.0	PT	4.0	Contractuals
A. TYPE OF New Program Other		d Existing Serv	vice Re	estore Se	ervic	e	New	Facilit	ty

B. REASON FOR REQUEST:

Governor Martin O'Malley has identified principal development and support as one of his 3 priorities for the state. The Maryland State Board of Education has declared the principalship a critical area of shortage, and the U.S. Department of Labor estimates that as many as 40% of the country's principals will retire in the next few years. In a phone survey, local system estimates showed that approximately 16% of Maryland principals representing over 200 school leaders could retire in any given year. Also, superintendents in Maryland are finding it increasingly difficult to identify and place administrators who are prepared to assume the responsibilities of improving teaching and increasing student achievement while managing their schools.

MSDE GOAL/OBJECTIVE(S) SUPPORTED: All Education goals; see Description above.

Especially difficult to staff are schools that are challenging and/or low performing. In fact, oftentimes these schools are staffed with administrators unprepared for the demands of instructional leadership.

The existing resources for school leadership training and development primarily support the Maryland Principals' Academy, which is offered to superintendents for their new principals. However, the preparation of Maryland's veteran leaders is an imperative brought about by the need to increase their instructional leadership skills to meet the new demands of school leadership. Preparation of future leaders is also critical because of the numbers of principals retiring and eligible to retire.

C. ALTERNATIVES CONSIDERED:

The Leadership Training for Present and Future Principals in this budget proposal is not an alternative to existing initiatives but an addition needed to train and develop principals, assistant principals, and potential administrators so that they are fully certified and highly skilled as stated in Managing for Results and MSDE's Strategic Plan.

D. JUSTIFICATION FOR THE REQUEST:

Performance <u>Measure</u>	FY 2009 Appropriation	FY 2010 Target	FY 2011 Target	FY 2012 Target	FY 2013 Target	FY 2014 Target
Percent of potential school		CO /	110/	170/	220/	200/
leaders receiving high quality	/	6%	11%	17% 1200	23% 1600	28% 2000
professional development*		400	800	1200	1000	2000
Percent of Assistant						
Principals receiving high						
quality professional		18%	36%	54%	72%	90%
development**		400	800	1200	1600	2000
Percent of veteran school						
leaders receiving high quality	r)	52%	66%	78%	94%	100%
professional development***		756	956	1,156	1,356	1,444
professional development		750	750	1,130	1,550	1,111

E. FISCAL IMPACT:

see attached spreadsheet

^{*} Target number for Potential Leaders 7,220

^{**} Target number for Assistant Principals 2,200

^{***}Target number for Veteran Principals,1,444, fluid due to turnover (retirements, promotions, out-of-state movement, etc.) and could exceed 100%

Pr. #1

Form No. DBM-DA-21 Revised 6/08

FISCAL YEAR 2010 DETAILED FUNDING REQUEST

Contact: Jim Clark - 410-767-0272 EXPENDITURES

TITLE OF REQUEST: Leadership Training for Principals

Division: Leadership Development, R00A0103

	Mumbo	0000	FY 2010	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Position Classification	Positions	Appropriation	Redilest	Pedilest	Fetimate	Fetimate	Estimate	Estimate
PROGRAM MANAGER IV	7.0	nominal dela	icanhavi	422.030	422.030	422.030	422.030	422.030
STAFF SPEC III EDUC DEPT	1.0	10.65%		46,563	46,563	46,563	46,563	46,563
	•			•	•	•		•
				•	•	,	•	
	1			•	•			•
				-		•	1	,
Total Positions & Salaries	8.0	•	•	468,593	468,593	468,593	468,593	468,593
	Rates				engit.			
Social Security	7.31%			34,254	34,254	34,254	34,254	34,254
Health Insurance	\$8,958			71,664	71,664	71,664	71,664	71,664
Retiree Health Insurance	\$3,135			25,080	25,080	25,080	25,080	25,080
OPEB	\$1,918			15,344	15,344	15,344	15,344	15,344
Employee Retirement	9.01%			42,220	42,220	42,220	42,220	42,220
Deferred Comp Match	\$423			3,384	3,384	3,384	3,384	3,384
Unemployment	0.10%			469	469	469	469	469
Turnover (25% 1st yr then agency rate)	-6.23%			(165,252)	(41,181)			
Subtotal Benefits		•	•	27,163	151,234	151,234	151,234	151,234
SUBTOTAL SALARIES & BENEFITS		•	,	495,756	619,827	619,827	619,827	619,827
0220 - Special Payments Payroll	Rates	•		109,316	109,316	109,316	109,316	109.316
0213 - Social Security Contributions		•		8,363	8,363	8,363		8,363
0214 - Unemployment Compensation		•	•	219	219	219		219
1207 - Grants To Other St. Government Program	Е	•	•	000'66	000'66	000'66	000'66	000'66
0837 - Educ. Train With Administrative Fees		•	2.00	856,219	856,219	856,219	856,219	856,219
1136 - Data Processing Equipment-Peripherals		•		7,200	7,200	7,200		
0834 - Printing/Reproduction Outside Mseb		•	•	25,000	25,000	25,000		25,000
0292 - Workshops And Conferences		•		000'09	000'09	000'09	000'09	
0402 - In State/Conferences/Seminars/Training		•		20,000	20,000	20,000	20,000	20,000
0201 - Honorariums		•		20,000	20,000	20,000	20,000	20,000
0289 - Turnover Expectancy - Special Payments	S	•		(29,475)	(5,895)	(5,895)	(5,895)	(5,895)
		•		•		a.		•
		•			•	•		•
		•			•			•
TOTAL ESTIMATED EXPENDITURES		,		1,671,598	1,819,249	1,819,249	1,819,249	1,819,249
REVENUE								
General Funds			357	1,671,598	1,819,249	1,819,249	1,819,249	1,819,249
Special Funds		•		•	T SPANI		•	1
Federal Funds		•			•	'		•
Keimbursable Funds		1						,
TOTAL FUNDING REQUEST		•		1,671,598	1,819,249	1,819,249	1,819,249	1,819,249

DBM-DA-21A

FISCAL YEAR 2010 OVER THE TARGET REQUEST

TITLE/DESCRIPTION: School Safety Solutions in Maryland

Unit A0112 - Student, Family, and School Support

The State Superintendent and Congressman Elijah Cummings convened a State summit in early June of stakeholders, community and faith representatives, policy makers, parents, and students to craft solutions to the issues surrounding school safety. This proposal will help fund initial solutions as identified by summit participants.

FINANCIAL/PERSONNEL SUMMARY:

General Fund:	Amount \$_	928,522	Positions:	3.0	FT	PT	Contractuals
Special Fund:	Amount \$		Positions:	7	FT	PT	Contractuals
Federal Fund:	Amount \$		Positions:		FT	PT	Contractuals
Reimb Fund:	Amount \$		Positions:		FT	PT	Contractuals
Total Funds:	Amount \$	928,522	Positions:	3.0	FT	PT	Contractuals

A. TYPE OF REQUEST:

New Prog	gram_X	Expand Existin	ng Service_X_	_ Restore Service	New Facility
Other	New Maj	or Information	Technology D	evelopment Project	(MITDP)

MSDE GOAL/OBJECTIVE(S) SUPPORTED:

Goal 4. All schools will be <u>safe</u>, drug-free and conducive to learning.

- **B.** <u>REASON FOR REQUEST</u>: Participants at the June Summit on School Safety Solutions were greeted by the Lt. Governor on behalf of the Governor and encouraged to be diligent in exploring the issues related to School Safety.
- 1. They identified a number of priority items that need addressing including: involve more students in discussing solutions; engage and awaken the leadership potential in students; guide students to accept responsibility for their actions and modeling such behavior for their peers, and include community stakeholders in creating solutions specific to the school and community (650 students served, \$52,500).
- 2. Students at the Summit suggested that it's critical to engage students that would not traditionally be involved in leadership activities in school. There is a non-profit called the Maryland Leadership Workshop that provides training and support to encourage those students to take on leadership functions in their schools and communities. Students will be invited to participate in that training process (50 students served, \$29,750).
- 3. Students at the Summit suggested that community forums needed to be held in order to elicit community support in addressing issues surrounding school safety. Administrators,

- teachers, and students report that many incidents of misbehavior that occurs in schools actually started in the community (10 communities served, \$75,000).
- 4. The Task Force on School Safety which concluded its work in December made a number of recommendations concerning assistance that school systems and schools need. One of those is additional resources in the form of school resource officers (5 schools served, \$346,310).
- 5. Local school systems and schools continue to demand training in PBIS. Over 600 schools statewide have been trained. The Maryland General Assembly has mandated that elementary schools with a particular suspension rate must implement PBIS. Moreover, the most recent session of the General Assembly expanded that mandate to schools that have over an eight percent truancy rate. This requires additional human and fiscal resources to meet those mandates (246 schools served, \$269,000).
- 5.1) Moreover, PBIS is a three-tiered model. The need for formal statewide training in secondary interventions (tier two) is increasing. Those schools that have been successfully implementing PBIS for three or more years have identified students who are 'not-responding' and are in need of more support to manage their behavior and be more available for learning. The Department's collaborative training will attempt to address those needs in future trainings (150 schools served).
- 6. 1 Education Specialist will increase the Department's capacity to expand and continue to support the number of schools that want to implement PBIS; need advanced training in PBIS and are identified through the law requiring PBIS training in response to targeted suspension and truancy rates. (Project that, based on 2007-2008 data, there will be a total of 120 new schools identified as having an 8% or higher truancy rate in 2010. In addition, an average of 100 New Teams come to training voluntarily. Once schools are trained regional and local technical assistance and support is provided by MSDE staff. Current capacity is not adequate.

1 Education Specialist will be a resource to local school systems in classroom management, de-escalation techniques, act as a liaison to higher education in revamping their teacher preparation programs to include conflict resolution, classroom management, and positive behavioral programs for children and youth. While these needs have been identified at the local level and brought to the attention of MSDE staff, current capacity and expertise is not adequate.

Office Secretary will be required to support the events, outcomes and products of these two specialists. (3 FTEs - \$155,962).

C. ALTERNATIVES CONSIDERED:

- 1) Use of Federal dollars has been explored and ruled out. The United States Department of Education's (USDE) Safe and Drug Free Schools' allocation to Maryland has been reduced by 50% over the past 15 years; MSDE gets 80% of the state total and the Governor's Office for Children receives the Governor's portion of 20%. 93% of the MSDE allocation is passed through to the local school systems for implementation of evidence based prevention programs, leaving minimal funding for managing the grant and providing technical assistance to the local systems.
- 2) While Maryland's initial application for USDE's Grants for the Integration of Schools and Mental Health was funded in 2005, the two subsequent applications were not funded. The initial 18-month grant established demonstration sites in which the PBIS model was implemented at all

- three levels; so the lessons have been learned, the partnerships established and the value demonstrated.
- 3) Make this issue a priority and implement the strategies recommended by the stakeholders participating in the Task Force on School Safety and the Summit on School Safety Solutions. Request the support and resources from the Governor to maintain the momentum of existing initiatives and those newly developed as a result of the Summit.

D. <u>JUSTIFICATION FOR THE REQUEST</u>:

Alternative #3 has been selected.

Significant human and fiscal resources have been expended to staff the Task Force on School Safety, and develop its report. Stakeholders from local and state level education, the business community, law enforcement, government partners and non-profit organizations gave much time and effort to the report and recommendations submitted to the General Assembly in December, 2007. That effort was then followed by the June 3, 2008 Summit on School Safety Solutions, which was hosted by The State Superintendent and Congressman Elijah Cummings, with greetings to all participants from the Lt. Governor. Critical stakeholders and leaders across the state were invited to attend the Summit and an Action Team is in place to carry the recommendations forward towards implementation. Given the initial investment in these two processes, it seems timely and efficient to move forward with priority recommendations. Eighty-five percent (85%) of the request will fund the implementation of best practices at the local level that have been found to improve school climate and student's sense of safety in school; and engage the community as a resource for schools.

The remaining 15% will fund 3 FTE's to provide training in Universal and Targeted strategies through the Positive Behavioral Interventions and Supports (PBIS) model. PBIS is already being implemented in close to 600 schools across the state. There is limited capacity to train new schools, continue supporting those 600 schools, and provide the advanced training necessary to meet the significant needs of some students. The Initiative has survived for 10 years and local school systems are engaged and developing local capacity to sustain it. This request is the attempt at the state level to sustain those efforts, as well.

Performance	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Measure	<u>Target</u>	<u>Target</u>	<u>Target</u>	Target	Target
Objective 1: By June 30, 2010, <u>650</u> <u>students</u> will participate in a Student Summit on School Safety.	650 students	650	650	650	650
Objective 2: By June 30, 2010 50 students will participate in Maryland Leadership Workshop regional meetings to develop leadership skills to utilize in their schools.	50 students	50	50	50	50
Objective 3: By June 30, 2010 10 competitive grants will be allocated to schools in local school systems to convene community summits to improve school and community safety.	10 grants	20	30	40	50

Objective 4: By June 30, 2010 5 grants to support the hiring and training of 5 school resource officers (SROs) to be placed in the 5 schools that demonstrate the greatest need will be allocated.	5 schools	10	15	20	25
Objective 5: By June 30, 2010 100 New PBIS Schools and coaches will be trained in School-wide PBIS and have access to additional training and technical assistance throughout the school year.	100 schools	100	100	100	100
Objective 5.1: By June 30, 2010 150 existing PBIS schools will be trained in PBIS targeted interventions, building on the school-wide model already in place.	150 schools	150	150	150	150

Objective 6: By June 30, 2010 2 Education Specialists and 1 Office Secretary (3 FTE's) will be hired.

(1 Specialist to to coordinate and track the training and implementation of the three tiered model of PBIS across the state, including managing the response to legislation regarding PBIS training to address suspension and truancy rates; 1 Specialist to a resource to local school systems in classroom management, de-escalation techniques, act as a liaison to higher education in revamping their teacher preparation programs to include conflict resolution, classroom management, and positive behavioral programs for children and youth. Secretary will provide support to Specialists.)

3 FTE's

E. FISCAL IMPACT:

Total Project Cost: \$928,522. No one time only costs.

Priority Number:

Pr. #2

Form No. DBM-DA-21 Revised 6/08

DETAILED FUNDING REQUEST FISCAL YEAR 2010

Contact: Ann Chafin - 410-767-0275

EXPENDITURES

TITLE OF REQUEST: School Safety Solutions in Maryland

Division: Student, Family, and School Support, R00A0112/R00A0204

12,742 1,269 12,955) 53,568 29,750 9,405 5,754 28,434 26,874 269,000 141 2,106,550 2,652,794 112,992 141,426 2,652,79 **OVER TARGET** Estimate FY 2014 (12,955) 9,405 12,742 1,269 52,500 269,000 29,750 28,434 53,568 OVER TARGET 10,338 26,874 5,754 141 112,992 141,426 ,685,240 2,231,484 94,994 Estimate FY 2013 (12,955) OVER TARGET 52,500 28,434 9,405 12,742 1,269 29,750 26,874 5,754 53,568 269,000 1,810,174 112,992 141 141,426 1,263,930 Estimate FY 2012 (12,955) 53,568 OVER TARGET 26,874 9,405 5,754 12,742 1,269 52,500 269,000 29,750 28,434 1,388,864 112,992 842,620 388,864 141,426 141 94,994 Estimate FY 2011 (51,987) 14,536 9,405 12,742 1,269 52,500 269,000 29,750 28,434 5,754 **OVER TARGET** 112,992 141,426 10,338 26,874 141 421,310 928,522 928 522 55,962 Request FY 2010 TARGET Request FY 2010 Appropriation FY 2009 7.31% \$1,918 \$3,135 9.01% 0.10% -6.23% 3.0 \$8,958 \$423 1.0 Number 0f Positions Rates Rates 1207 - Grants To Other St. Government Program TOTAL ESTIMATED EXPENDITURES SUBTOTAL SALARIES & BENEFITS 0291 - Other - Technical And Special Fees Turnover (25% 1st yr then agency rate) TOTAL FUNDING REQUEST Position Classification 0292 - Workshops And Conferences **EDUCATION PROGRAM SPECI** OFFICE SECRETARY III GEN Total Positions & Salaries 1205 - Educational Grants Retiree Health Insurance Deferred Comp Match Employee Retirement Reimbursable Funds Subtotal Benefits Health Insurance Unemployment Social Security General Funds Federal Funds Special Funds OPEB

FISCAL YEAR 2010 OVER THE TARGET REQUEST

TITLE/DESCRIPTION: Science, Technology, Engineering, and Mathematics (STEM) Education.

Unit: A0111 - Instruction; A0252 - Science & Mathematics Education Initiative

FINANCIAL/PERSONNEL SUMMARY:

General Fund: Am	ount \$ 5,427,398	Positions:	7	FT _	PT _	Contractuals
Special Fund: Am	ount \$	Positions:		FT	PT	Contractuals
Federal Fund: Am	ount \$	Positions:		FT	PT	Contractuals
Reimb Fund: Am	ount \$	Positions:		FT	PT	Contractuals
Total Funds: Am	ount \$ 5,427,398	Positions:	7	FT	PT	Contractuals

A. TYPE OF REQUEST:

New Pro	ogram	Expand E	xisting Serv	ice_X_	Restore Service	New Facility	
Other_	_ New M	ajor Inforn	nation Tech	nology l	Development Pro	ject (MITDP) _	

MSDE GOAL/OBJECTIVE(S) SUPPORTED:

Primarily supports goal 1:Achievement will improve for each student. Also addresses Goal 2: Instruction, curriculum and assessment will be aligned and understandable and Goal 3: All educators will have the skills to improve student achievement.

B. REASON FOR REQUEST:

Maryland is a national leader in STEM-related industries. Among states, Maryland ranks second in the percentage of Information Technology jobs; second in the percentage of jobs held by managers, professionals, and technicians; third in educational attainment of the workforce; third in fastest growing firms; fifth in high-tech jobs; and first in scientists and engineers as a percentage of the workforce. Given these indicators, the Kauffman Foundation gave Maryland a #3 ranking for our ability to adapt to an increasingly global, technology-based economy. We must be sure our students have the capacity to fill high-skill, high-wage jobs in electronics and computer engineering, IT management, operations research, telecommunications, bioinformatics and biotech, and aerospace, defense, and systems engineering. With Base Realignment and Closure (BRAC) promising tens of thousands more jobs in the STEM sectors, Maryland must invest in preparing students to be ready for these jobs that our State economy calls for. Teachers must have the content and technology knowledge and skills in order to effectively prepare our students in the pipeline for these jobs.

C. ALTERNATIVES CONSIDERED:

Refinements to the preK-12 educational system are needed to meet State workforce development and STEM employment needs. Not adjusting the curriculum and teacher preparation, not doing anything, would have serious short and long term negative effects for Maryland's students and for the State economy.

D. <u>JUSTIFICATION FOR THE REQUEST</u>: Alternative selected includes the following program elements and measures:

Program Element	Measures
Purchase online courses for students in STEM content areas	Purchased courses available for student enrollment
Expand Project Lead the Way (PLTW) engineering in the high schools of the final 6 local school districts Expand PLTW Gateway to Technology in middle schools in the final 12 local school districts Expand PLTW biomedical sciences in the high schools of the remaining 15 local school districts Create a Maryland Summer Center in STEM for	Number of new programs established Students enrolled in Project Lead the Way in final 6 districts (and in all 24 districts) Number of new programs established Students enrolled in Gateway to Technology in final 12 districts (and in all 24 districts) Number of new programs established Students enrolled in biomedical sciences in final 15 districts (and in all 24 districts) Number of students enrolled in and successfully
Gifted Students Provide digital resources for STEM courses	completing program Number of online databases purchased for use in all
Provide technology infrastructure to support student and teacher online learning	24 districts Learning object repository created with all STEM courses for students and teachers with standardized metatagging for searchability and use
Provide teacher professional development in STEM content areas	Number of teachers successfully completing training activities and implementing practices in their classrooms
Provide grants to LSS to provide scholarships for math, science and technology teacher candidates and for students entering STEM fields	List of scholarship grant recipients
Expand MSDE staffing (currently have one specialist) to support STEM program implementation	PIN positions created for: Director of STEM STEM grant monitoring specialist Chemistry specialist Environmental Science specialist Digital Resource specialist Technical support manager Metatagging specialist

E. FISCAL IMPACT: See attached excel spreadsheet

Pr. #3

Form No. DBM-DA-21 Revised 6/08

FISCAL YEAR 2010 DETAILED FUNDING REQUEST

TITLE OF REQUEST: Science, Technology, Engineering, and Mathematics (STEM) Education Division: Division of Instruction, R00A0111

Colleen Seremet - 410-767-0316 Contact:

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			FY 2010	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
	Number 0f	FY 2009	TARGET	OVER TARGET	OVER TARGET	OVER TARGET	OVER TARGET	OVER TARGET
Position Classification	Positions	Appropriation	Rednest	Rednest	Estimate	Estimate	Estimate	Estimate
EDUCATION PROGRAM SPEC I	2.0			282,480	282,480	282,480	282,480	282,480
EDUCATION PROGRAM MANAGER I	1.0			64,349	64,349	64,349	64,349	64,349
MGMT ASSOC, GENERAL	1.0			34,113	34,113	34,113	34,113	34,113
Years	1			•	•	•		•
	3			•		•	•	,
				•	•	•	•	•
Total Positions & Salaries	7.0	•		380,942	380,942	380,942	380,942	380,942
	Rates							
Social Security	7.31%			27,847	27,847	27,847	27,847	27,847
Health Insurance	\$8,958	•		62,706	62,706	62,706	62,706	62,706
Retiree Health Insurance	\$3,135			21,945	21,945	21,945	21,945	21,945
OPEB	\$1,918			13,426	13,426	13,426	13,426	13,426
Employee Retirement	9.01%			34,323	34,323	34,323	34,323	34,323
Deferred Comp Match	\$423			2,961	2,961	2,961	2,961	2,961
Unemployment	0.10%			381	381	381		381
Turnover (25% 1st yr then agency rate)	-6.23%			(136,133)	(33,924)	(33,924)		(33,924)
Subtotal Benefits		•		27,456	129,665	129,665	129,665	129,665
SUBTOTAL SALARIES & BENEFITS			-	408,398	510,607	510,607	510,607	510,607
0836 - Educ. Train Without Adminstrative Fees	Rates	100,000	100,000	•	•	3		•
1205 - Educational Grants 0836 - Educ Train Without Adminstrative Food		000,008,1	1,900,000	. 000 600 1	4 000 000	, 000 000 1	- 000 000	- 000
1205 - Educational Grants				3 996 000	3 996 000	3 996 000	3 996 000	3 996 000
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		1	1	•	1	•	1	
TOTAL ESTIMATED EXPENDITURES		2 000 000	2 000 000	5 427 398	5 529 607	5 529 607	5 529 607	5 529 607
DEVENITE CONTRACTOR CO		2001	200,000,1	200,121,0	100,020,0	100,020,0	100,020,0	0,020,00
KEVENUE General Funds		2,000,000	2,000,000	5,427,398	5,529,607	5,529,607	5,529,607	5,529,607
Special Funds			•	•	1	1		
Federal Funds Reimbursable Funds			1 1		: '		1	•
TOTAL FUNDING REQUEST		2.000.000	2.000.000	5 427 398	5 529 607	5 529 607	5 529 607	5 529 607
								00000

FISCAL YEAR 2010 OVER THE TARGET REQUEST

TITLE/DESCRIPTION: Judith P. Hoyer Early Care and Education Enhancement Grants

Unit A0110 - Early Childhood Development; A0257 - Transitional Education Funding Program

FINANCIAL/PERSONNEL SUMMARY:

General Fund:	Amount \$	5,000,000	_Positions:_	2.0	_FT_	2.0 PT	Contractuals
Special Fund:	Amount \$_		Positions:		_FT_	PT_	Contractuals
Federal Fund:	Amount \$		Positions:		FT	PT	Contractuals
Reimb Fund:	Amount \$		Positions:		FT	PT	Contractuals
Total Funds:	Amount \$	5,000,000	Positions:	2.0	FT_	2.0 PT	Contractuals

A. TYPE OF REQUEST:

New Pro	gram Expand Existing Service_X_ Restore Service New Facility
Other	New Major Information Technology Development Project (MITDP)

MSDE GOAL/OBJECTIVE(S) SUPPORTED:

MSDE Strategic Plan

Objective 1.3 By 2010-11, all children will enter kindergarten ready to learn.

- Children birth through kindergarten who are economically disadvantaged will have high quality early education opportunities and family support and health services that will increase their readiness for school.
- The number of children entering school fully ready to learn as measured by the Work Sampling System will increase, including those who are English Language Learners, have disabilities, and are low income and qualify for free and reduced meals.
- ❖ Families will be involved in their children's education, as well as provided opportunities to increase their own level of education.
- Families will participate in many activities with their children that promote parent involvement and increase their parenting skills.
- Instruction, curriculum, and assessment will be aligned across all programs whether children are in child care, prekindergarten or kindergarten.
- All early childhood educators, including child care providers, will have access to high quality staff development opportunities that will improve children's school readiness.
- **B.** REASON FOR REQUEST: The 24 Judy Center Partnerships have been established in 2001 and 2002 using exclusively state funds. The positive outcomes as a result of the Judy Center services have been documented in the project's evaluation report, issued by MGT of America, in January 2004.

Funds are requested to provide:

- * Three grants in the amount of \$322,000 each to three LEAs that do not currently have Judith P. Hoyer Early Care and Education Centers (Judy Centers) in their school systems (Anne Arundel, Harford and Somerset). The grants will serve children birth through 5 and their families.
- * Eighteen grants in the amount of \$200,000 each that will be awarded to LEAs to establish "satellite" Judy Centers in areas that have established Centers but have a large population of English Language Learners, children from disadvantaged families and those affected by BRAC and, therefore, have a need for additional services to enable more children to enter school ready to learn. Each satellite center will have one full-time person onsite.
- An additional employee and secretary at MSDE to provide technical assistance and monitor the expansion to and operations of the Judy Centers in Anne Arundel, Harford and Somerset Counties, as well as the 18 satellite sites at a cost of \$149,000 for salaries and benefits, training and other associated costs.
- ❖ A longitudinal study of the school readiness and school success of the children served by the Judy Centers at a cost of \$285,000.

C. ALTERNATIVES CONSIDERED:

While parents decide where to enroll their four-year olds, the attendance at the state's prekindergarten programs has demonstrated the long-term effects for students in the elementary years and the potential savings from intervention and remediation services.

D. JUSTIFICATION FOR THE REQUEST:

An external evaluation of Judy Center services released in 2004 by MGT America concluded that Judy Centers have provided:

- Improved access to programs and services for children, ages birth through 5.
- Increased family access to mental health and dental screenings and other interventions.
- ❖ A substantial increase in access to family support services.
- Increased parent participation in their child's education as well as the number of adults participating in Adult Education programs.
- Accredited early care and education programs.
- Professional levels of care and education staff increased for certified teachers of public school classrooms and non-certified staff from non-public early childhood partners.
- * Programs that close the achievement gap with English Language Learners. English Language Learners with prior Judy Center experience began their kindergarten year at the same readiness level as all Judy Center students (native English-speakers included) and, by spring, had slightly surpassed the all-student average.
- * Programs that close the achievement gap with low-income students. Low-income students with prior Judy Center experience begin their kindergarten year 10 percentage points higher on the readiness scale than those with no prior experience and end the year just 4.5 percentage points lower than the all-student average.
- This Request will allow Judy Centers and satellite centers to be established in BRAC communities around Aberdeen, Ft. Meade, and Ft. Detrick, and at schools in School Improvement status.
- Funding of three additional Judy Centers would provide services to approximately 1,800 children ages birth through 5 and their families in the only three MD counties that do not have Judy Centers.

* Funding of 18 satellite Judy Centers would provide services to approximately 5,400 children ages birth through 5 and their families.

Performance	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Measure	Appropriation	Target	<u>Target</u>	Target	Target	Target
Number of Judy Centers (including satellite sites)	State and local funding	<u>27</u>	<u>45</u>	<u>45</u>	<u>45</u>	<u>45</u>

E. <u>FISCAL IMPACT</u>: See attached spreadsheet provided (Part 2).

Priority Number:

Pr. #4

Form No. DBM-DA-21 Revised 6/08

DETAILED FUNDING REQUEST FISCAL YEAR 2010

TITLE OF REQUEST: Judith Hoyer Early Care & Education Center

Division: Early Childhood Development, R00A0257 / R00A0110

Contact: Rolf Grafwallner / Valerie Kaufmann - 410-767-70335 / 410-767-6549

68,692 32,091

OVER TARGET Estimate

FY 2014

Division: Early Cillianda Developinent, Rookuzsi / Rooku 10	7237 7 100000 1 10		EXPENDITURES	URES	Contact. Roll Graffwalliner / Valene Raufmann - 410-76/-70339 / 410-76/-50349	- 410-767-703357	410-767-6549	
			FY 2010	FY 2010	FY 2011	FY 2012	FY 2013	
on and ordered the state of the	Number 0f	FY 2009	TARGET	OVER TARGET	OVER TARGET	OVER TARGET	OVER TARGET	
Position Classification	Positions	Appropriation	Request	Request	Estimate	Estimate	Estimate	
EDUCATION PROGRAM MANAGER II	1.0			68,692	68,692	68,692	68,692	
ADMIN SPEC III	1.0			32,091	32,091	32,091	32,091	
1000	•			•	•	•	1	
	•			•	•	•	•	
	•			•	·		•	
	•			•		•	•	
Total Positions & Salaries	2.0	•		100,783	100,783	100,783	100,783	
	Rates							
Social Security	7.31%			7,367	7,367	7,367	7,367	
Health Insurance	\$8,958			17,916	17,916	17,916	17,916	
Retiree Health Insurance	\$3,135			6,270	6,270	6,270	6,270	
OPEB	\$1,918			3,836	3,836	3,836	3,836	
Employee Retirement	9.01%			9,081	9,081	9,081	9,081	
Deferred Comp Match	\$423			846	846	846	846	
Unemployment	0.10%			101	101	101	101	
Turnover (25% 1st yr then agency rate)	-6.23%			(36,550)	(9,108)	(9,108)	(9,108)	
Subtotal Benefits		•	•	8,867	36,309	36,309		
SUBTOTAL SALARIES & BENEFITS		•	•	109,650	137,092	137,092	137,092	
	Rates							
1205 - Educational Grants		•	•	4,566,000	4,566,000	4,566,000	4,566,000	
0821 - Management Studies And Consultants	920 CE 1011	•		285,000	285,000	285,000	285,000	
0401 - In State/Routine Operations	GP3Qui-Vil		,	2,000	2,000	2,000	2,000	
0292 - Workshops And Conferences	District Co.		•	33,370	33,370	33,370	33,370	
0902 - Office Supplies	LOGIC CONTROL OF THE PARTY OF T	· ·	•	980	086	980	980	
		500						_

(9,108) 36,309

285,000 5,000 33,370 980

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5,027,442

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TOTAL ESTIMATED EXPENDITURES

General Funds

REVENUE

TOTAL FUNDING REQUEST

Reimbursable Funds

Federal Funds Special Funds

5,027,442

5,027,442

846

7,367 17,916 6,270 3,836 9,081

100,783

DBM-DA-21A

student

FISCAL YEAR 2010 OVER THE TARGET REQUEST

TITLE/DESCRIPTION: Expansion of Career and Technology Education (CTE) Programs

Unit A0218 - Career and Technology Education

Expand CTE programs to prepare students for careers at the middle skill level, such as those in the consumer services industries, construction, auto technology, auto body, manufacturing, and other technical fields. In addition, further expand CTE Science, Technology, Engineering, and Mathematics (STEM) programs such as Pre-engineering, Teacher Academy, Biomedical Sciences, Homeland Security, Information Technology and Academy of Health Professions. Offer the opportunity for all CTE students to obtain industry-recognized credentials.

FINANCIAL/PERSONNEL SUMMARY:

General Fund:	Amount \$	1.500,000	Positions:	0	FT	0	PT	0	Contractuals
Special Fund:	Amount \$_		Positions:		FT		PT		Contractuals
Federal Fund:	Amount \$		Positions:		FT		PT		Contractuals
Reimb Fund:	Reimb Fund: Amount \$		Positions:		FT		PT		Contractuals
Total Funds:	Amount \$_	1.500,000	Positions:	0	_FT_	0	PT_	0	_Contractuals
A. TYPE	OF REQUE	ST:							
New Progr	am_X_ Ex	pand Existin	g Service	Resto	re Se	rvice	N	ew I	Facility

MSDE GOAL/OBJECTIVE(S) SUPPORTED: Goal 1 – Achievement will improve for each

Other New Major Information Technology Development Project (MITDP)

B. REASON FOR REQUEST: Maryland's future economic and workforce needs will depend upon people who are prepared for entry into careers and postsecondary education. Expanding CTE programs will begin to address these needs as high school students earn industry credentials as part of their CTE program and are prepared for entry into postsecondary education. BRAC and other workforce priorities will provide opportunities for Marylanders with STEM backgrounds; have the ability to obtain a security clearance; and hold industry credentials. Careers at the middle skill level, such as those affiliated with apprenticeship programs, the service industries, and manufacturing, will also play a key role in Maryland's ability to remain competitive.

Productive citizens contribute to the economy by paying taxes, purchasing and consuming goods and services, and being self-sufficient. Without a skilled workforce, Maryland's economy will not prosper and more resources will be required to sustain and protect its citizens.

New federal reporting requirements include the use of industry-aligned assessments as a measure of "technical Skill Attainment" and will be reported annually in the CTE Report Card. High skill, high

wage, high-demand occupations in current and emerging fields require an industry-recognized credential for employment, such as careers in the health field, homeland security, education, automotive industry, consumer services, etc. An industry-recognized credential provides high school students who complete a CTE program of study with increased employment opportunities, increased promotion opportunities, higher wages, and may also result in articulated or transcripted college credit.

- C. <u>ALTERNATIVES CONSIDERED</u>: Maryland has exhausted all alternative means (as described below) to expand CTE programs of study. This over-the-target request is seen as the only untapped resource remaining. Alternatives presently in use include local resources, which are used, to the extent possible to expand and sustain existing CTE programs. Business partnerships that provide work-based learning opportunities for CTE students, externships for CTE teachers, equipment donations, industry credentialing and student sponsorships. In addition, those students who can afford it pay for credentialing exams. However, it is uneven across the state with some school systems having more resources, more local businesses, more wealthy and involved parents, and more opportunities for their students than others. The additional resources in this request would ensure that all CTE high school students would have the same opportunity, no matter where they lived in Maryland.
- D. JUSTIFICATION FOR THE REQUEST: In order to meet Maryland's future workforce needs, and provide high school students in CTE programs more opportunities to complete a program of study in a career field that is either expanding or will exist in the future requires additional resources than are currently available. If Maryland wants a competitive workforce and sustained economy, an investment in expanding CTE programs is necessary where students will receive an industry-recognized credential, have the requisite skills for entry into the workforce and be prepared for further education. A priority this important cannot depend on the generosity of the business partnerships, current limited resources, but must be committed to additional resources. An investment in human capital yields the greatest return on investment.

Performance	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Measure	Appropriation	Target	Target	Target	Target	Target
Number of students who obtain industry certification	0	1,504	1,804	2,105	2,406	2,707
Number of new CTE programs	0	6	8	10	12	14

E. FISCAL IMPACT: The spreadsheet shows the increase five years out. As programs expand, more students have the opportunity to enroll in and complete CTE programs. With more students completing CTE programs, more opportunities exist for taking industry certifications. No additional staff are needed to administer these resources to local school systems.

Form No. DBM-DA-21 Revised 6/08

FISCAL YEAR 2010 DETAILED FUNDING REQUEST

Pr. #5

Priority Number:

TITLE OF REQUEST: Expansion of CTE Programs Division: Career Technology and Adult Learning, R00A0218

Contact: Katharine M. Oliver - 410-767-0158 EXPENDITURES

		100	FY 2010	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
	Number 0f	FY 2009	TARGET	OVER TARGET	OVER TARGET	OVER TARGET	OVER TARGET	OVER TARGET
Position Classification	Positions	Appropriation	Request	Request	Estimate	Estimate	Estimate	Estimate
	1	esocati:		•	•	•	•	
	1			•	•	•	•	•
	•	net feet h		•	,	1	'	•
-	12			•	•	•	1	•
				•	•	•		•
Total Positions & Salaries	-	•					•	
	Ratoc						•	
Social Security	7.31%			•	•	•		31
Health Insurance	\$8,958			•		•	•	
Retiree Health Insurance	\$3,135			,			•	
OPEB	\$1,918			•		•	•	
Employee Retirement	9.01%			•	1	•	•	•
Deferred Comp Match	\$423			•	•		•	
Unemployment	0.10%			•		•		
Turnover (25% 1st yr then agency rate) Subtotal Benefits	-6.23%	•	•	, ,				
SUBTOTAL SALARIES & BENEFITS			1			1		
1205 - Educational Grants	Rates	•		1,500,000	1,500,000	1,500,000	1,500,000	1,500,000
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		•	1	•	•	•		•
		•	•	•	•	•	•	•
TOTAL ESTIMATED EXPENDITURES			t	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000
REVENUE								
General Funds		,	,	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000
Special Funds		•	ı	•		•	,	
Reimbursable Funds						1 1		
TOTAL FUNDING REQUEST				1,500,000	1,500,000	1.500.000	1,500,000	1.500.000

FISCAL YEAR 2010 OVER THE TARGET REQUEST

TITLE/DESCRIPTION: Maryland Preschool for All

Unit A0257 - Transitional Education Funding Program

FINANCIAL/PERSONNEL SUMMAR	Y	Y
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General Fund: Amount \$ 2,336,400	Positions:	FT	PT	Contractuals
Special Fund: Amount \$	Positions:	FT	PT	Contractuals
Federal Fund: Amount \$	Positions:	FT	PT _	Contractuals
Reimb Fund: Amount \$	Positions:	FT	PT	Contractuals
Total Funds: Amount \$ 2,336,400	Positions:	FT	PT	Contractuals
New Program Expand Existing Other New Major Information	-			
MSDE GOAL/OBJECTIVE(S) SUI	PPORTED:			

MSDE Strategic Plan
Objective 1.3 By 20010-11, all children will enter kindergarten ready to learn.

B. REASON FOR REQUEST: The General Assembly passed HB1466 to establish a State Task Force on Universal Preschool Education. The Task Force completed its work by December 2007 and submitted its report to the Governor. The recommendations call for a gradual expansion of the state's prekindergarten services. Prekindergarten services are currently under the auspices of the local boards of education and the Bridge to Excellence law mandates that all local school systems provide access to prekindergarten services for all four-year olds from economically disadvantaged backgrounds.

The results of the state's Maryland Model for School Readiness (MMSR) Kindergarten Assessment indicate that children matriculating from prekindergarten to kindergarten are performing better than the kindergarten student population at-large. Seventy percent of the prekindergarten cohort performed at the "full readiness" level compared to 68 percent of all kindergarteners. Since the majority of prekindergarten students are from low income backgrounds, the prekindergarten operation addresses the achievement gap prior to the formal school years.

C. ALTERNATIVES CONSIDERED:

While parents decide where to enroll four-year old, the attendance at the state's prekindergarten programs has demonstrated the long-term effects for students in the elementary years and the potential savings from intervention and remediation services.

D. JUSTIFICATION FOR THE REQUEST:

Performance	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Measure	Appropriation	<u>Target</u>	Target	Target	Target	Target
MMSR K Assessment FARM	State and local funding	64%	66%	68%	<u>70%</u>	72%

- **E. FISCAL IMPACT:** See attached spreadsheet; note that this reflects a three year phase-in of funding.
 - The Bridge to Excellence in Public Schools requires all local school systems to provide prekindergarten services for all four-year olds from "economically disadvantaged backgrounds," i.e., 185% of federal poverty guidelines. This translates to \$32,560 for a family of three (2008 figures)
 - In FY08, prekindergarten enrollment was 27,336 statewide.
 - By FY10, the request would increase the eligibility to 250% of Federal Poverty Guidelines or \$44,000 for a family of three. This is part of a <u>three-year phase in</u> to reach the level of 300% of Federal poverty guidelines or \$52,800 for a family of three (2008 figures).
 - In FY10, eligibility would be set at 250% of poverty guidelines and would impact an estimated 28,000 four-year olds. Thus, an additional 664 four-year olds are eligible and could be served. However, due to family circumstances, it is estimated that only 80% of the additional children actually access prekindergarten. As a result, an estimated 531 children will access prekindergarten. The average costs for prekindergarten, i.e., half-day, 5 days a week, and 180 days a year, are \$4,400. Thus, the total costs over two fiscal years are \$2,336,400 in FY10.
 - FY11 would be the period to reach the eligibility of 275% with a fiscal impact for an additional 2,106 four-year olds of \$9,266,400 for a total of \$11,602,800.
 - In FY12, the eligibility would be set at 300% of Federal poverty guidelines. At that level, an additional 4,422 children would access the program at an additional cost of \$19,456,800 for a total of \$31,059,600.

^{*}Based on U.S. Census Bureau data. Current Population Survey Annual Social and Economic Supplement. Assuming 81,000 four-year olds and 39.8% of them below 250% of poverty guidelines.

Priority Number:

Pr. #6

Form No. DBM-DA-21 Revised 6/08

DETAILED FUNDING REQUEST FISCAL YEAR 2010

Rolf Grafwallner / Valerie Kaufmann - 410-767-70335 / 410-767-6549

EXPENDITURES Contact:

TITLE OF REQUEST: Maryland Preschool for All

Division: Early of Childhood Education, R00A0257

31,059,600 31,059,600 31,059,600 OVER TARGET Estimate FY 2014 **OVER TARGET** 31,059,600 31,059,600 31,059,600 31,059,600 Estimate FY 2013 OVER TARGET 31,059,600 31,059,600 31,059,600 31,059,600 Estimate FY 2012 OVER TARGET 11,602,800 11,602,800 1.602.800 11,602,800 Estimate FY 2011 OVER TARGET 2,336,400 2,336,400 2,336,400 FY 2010 Request FY 2010 TARGET Request Appropriation FY 2009 9.01% \$3,135 0.10% 7.31% \$423 \$8,958 Number 0f Positions Rates TOTAL ESTIMATED EXPENDITURES SUBTOTAL SALARIES & BENEFITS Turnover (25% 1st yr then agency rate) Reimbursable Funds TOTAL FUNDING REQUEST Position Classification Total Positions & Salaries 1205 - Educational Grants Retiree Health Insurance Deferred Comp Match **Employee Retirement** Subtotal Benefits Health Insurance Social Security Unemployment General Funds Federal Funds Special Funds REVENUE