

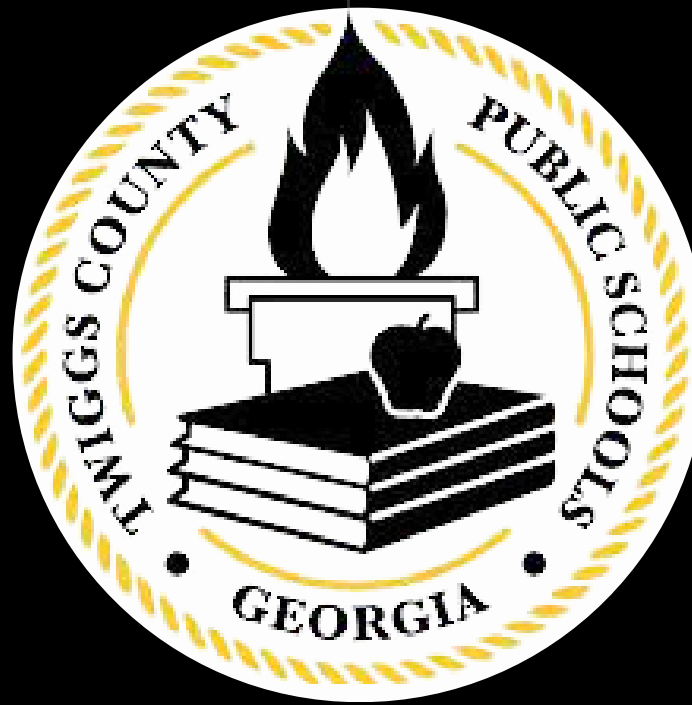
A jockey wearing a purple hood, goggles, and a red and white racing silks is leaning forward while riding a brown horse. The horse's mane is flowing, and the background is a blurred green field. The jockey's white pants have 'E. SONITAI' written on the side. The horse's bridle is red and white.

**"Check Your Footing"**

**Can Your General Funds  
Budget Survive After  
ESSER Funds?**

**James F. Austin III  
Assistant  
Superintendent**





# TWIGGS COUNTY PUBLIC SCHOOLS

## **DISTRICT DEMOGRAPHICS**



...

# MISSION

The mission of the Twiggs  
County Public School System  
is to Inspire, Challenge and  
Prepare all students to  
compete Globally.

# VISION

Generating Excellence:  
One Team...One Goal



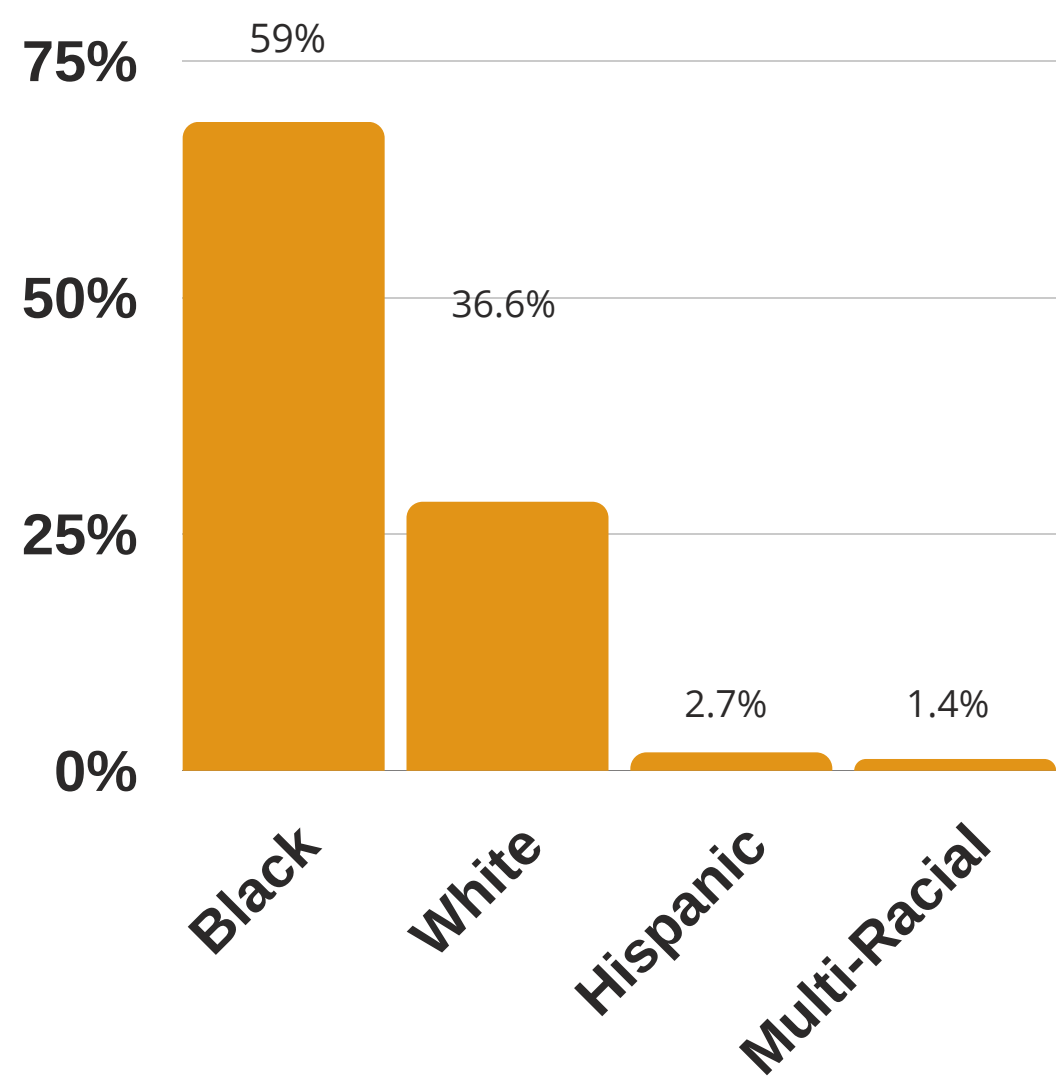




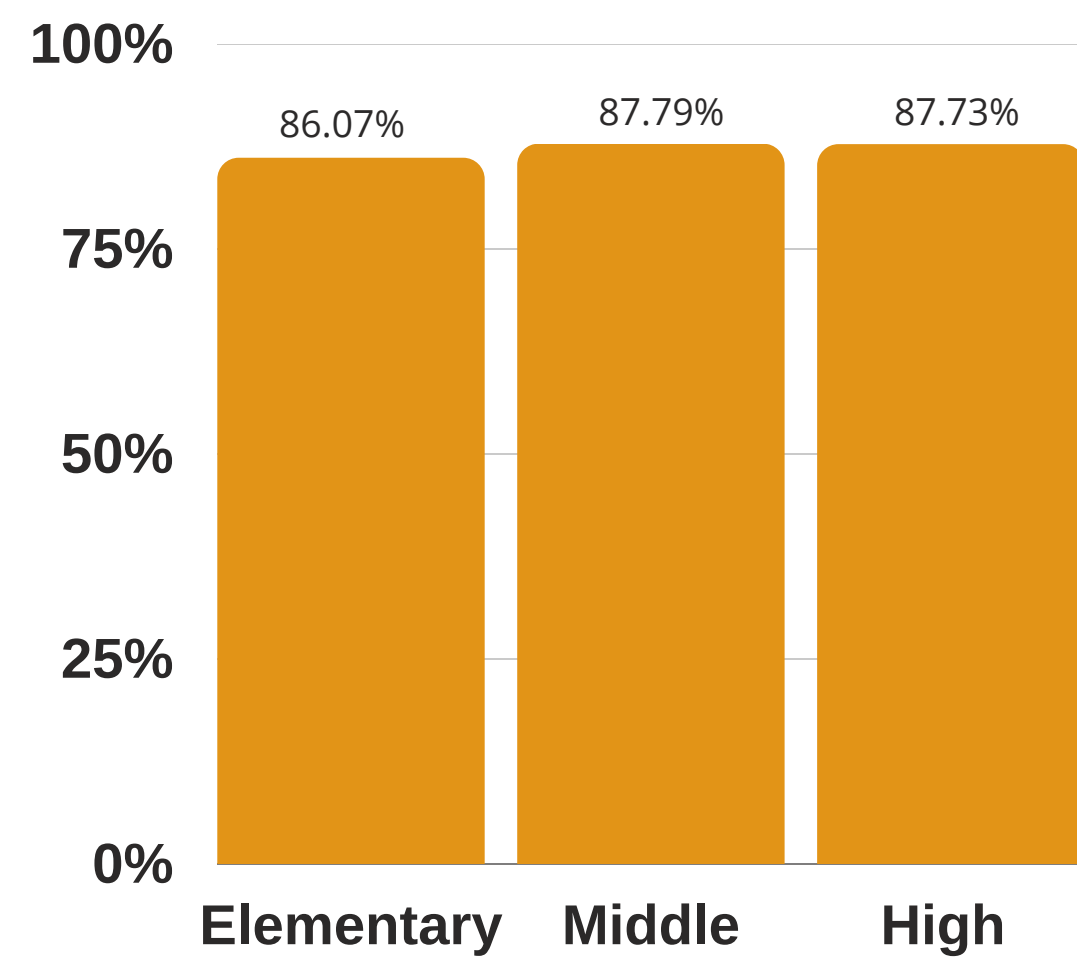
# Student Demographics

**FY21 Enrollment - 711**  
**FY22 Enrollment - 696**

*As of Friday, September 23th*  
*FY23 Enrollment - 724*

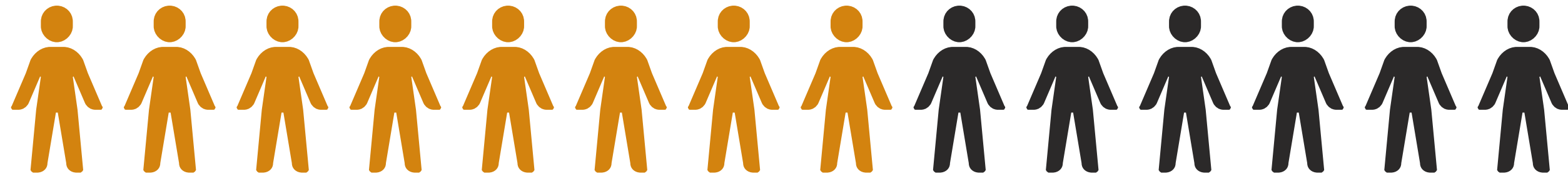


**FY22-23  
STUDENT  
ETHNICITY**



**FY 21-22  
AVERAGE DAILY  
ATTENDANCE**





# FY23 EMPLOYEES

**Certified - 78**

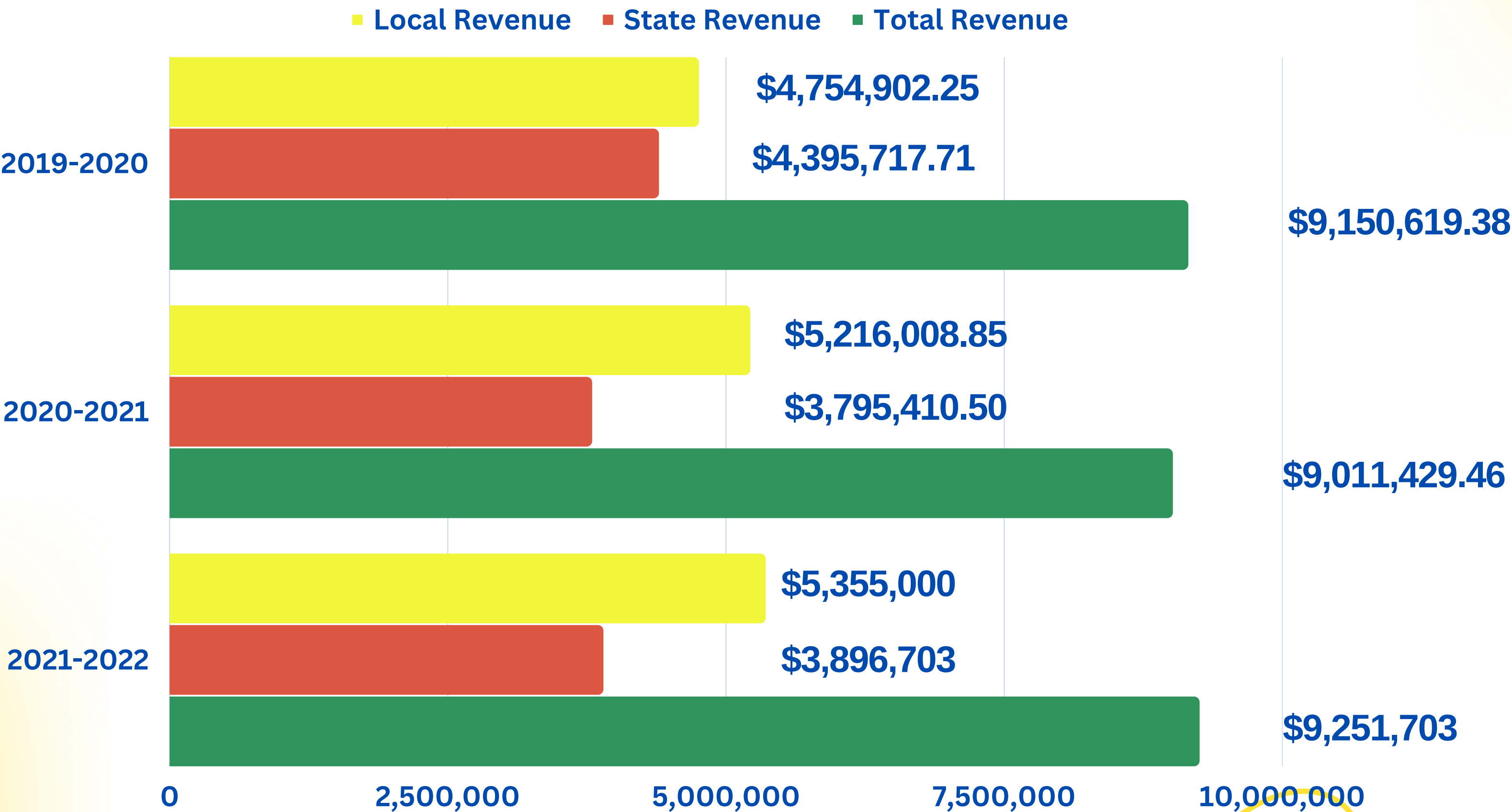
**Classified - 56**

**Total Employees - 134**



# General Fund Revenues

## (Not including Federal Funds)







GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished  
Budget Presentation  
Award*

PRESENTED TO

**Twiggs County Schools  
Georgia**

For the Fiscal Year Beginning

**July 01, 2022**

*Christopher P. Morill*

Executive Director

# 2023 Distinguished Budget Presentation Award

Presented by:

**Government Finance Officers  
Association of US and Canada**

HIGH QUALITY FY 2023 BUDGET SERVES AS:

**A POLICY DOCUMENT**

**A FINANCIAL PLAN**

**AN OPERATIONS GUIDE**

**A COMMUNICATIONS DEVICE**





"CHECK YOUR FOOTING!"

**SASBO**

# Agenda

PRESENTER  
JAMES F. AUSTIN III  
ASSISTANT SUPERINTENDENT  
TWIGGS COUNTY PUBLIC SCHOOLS

1

## Language Barriers

Understanding and speaking fluently to other departments

2

## Learning how to shift the monkey

How to draw the line and manage the right duties for budgeting,

3

## Building the Bridge

What tools and resources are needed to safely build the bridge . Data is King!

4

## Becoming a strategic partner

HR and Finance should act as a functional marriage.

5

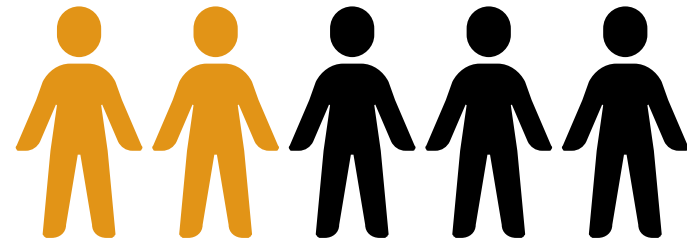
## Preparing Your Budget To Survive After ESSER: The 4's

Scheduling,  
Student Achievement,  
Safety and Sustainability



# Success Criteria

---



**You are successful if you can implement strategies to become a strategic business partner with your HR Department.**

---

**You are successful if your FY24 budgets are prepared to exist without ESSER Funding**



# ORIENTATION

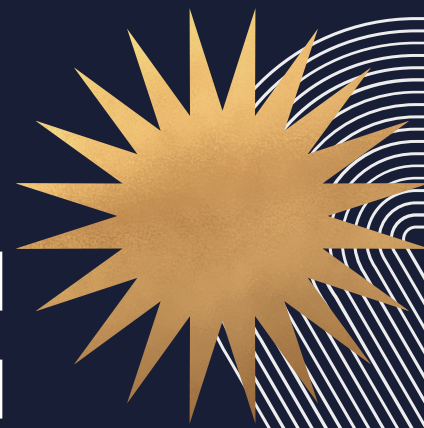




11

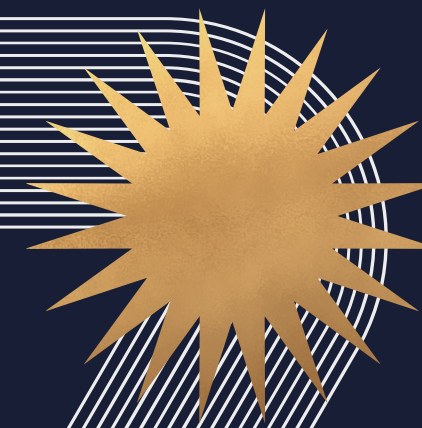
## Finance

Safeguard allocated resources from federal, state and local revenue sources .



## Human Resources

Provide resources to the organization to meet its goals and objectives through human capital.



FISCAL YEAR CLOSEOUT

FUND BALANCE

MONTHLY  
BUDGET  
REPORTS

CASH FLOW

SUSTAINABILITY

BUDGET PRIORITIES

NO!

## Academic Return on Invest

Does committed resources provide an academic return on investment?

TRAINING

RETENTION

RECRUITMENT

CERTIFICATION

CPI

ONBOARDING

TEACHERS

CONTRACTORS



# Language

# GUIDING PRINCIPLES

## **Define what is truly important for our success:**

- We will always encourage high academic achievement
- We will always strive to serve the needs of local governance teams
- We will always support the state's constitutional responsibility to meet the educational needs of all students
- We will always strive to lead the dialogue on the deliverance of education to children
- We will always collaborate with other stakeholders to continue to improve public education.





# BUDGET OBJECTIVES

## **BUDGET OBJECTIVE #1**

Create and maintain a student-focused budget that provides the necessary resources for the delivery of quality instructional programs that will support a diverse student population.

## **BUDGET OBJECTIVE #2**

Administer Benchmarks and Unit Tests throughout the year to monitor progression toward meeting our goal.

## **BUDGET OBJECTIVE #3**

Engage stakeholders to inform and obtain their perspective and values on school funding and programs.

## **BUDGET OBJECTIVE #4**

Allocate funding resources for the delivery of a competitive compensation plan, effective employee retention strategies, and ongoing professional development for staff.

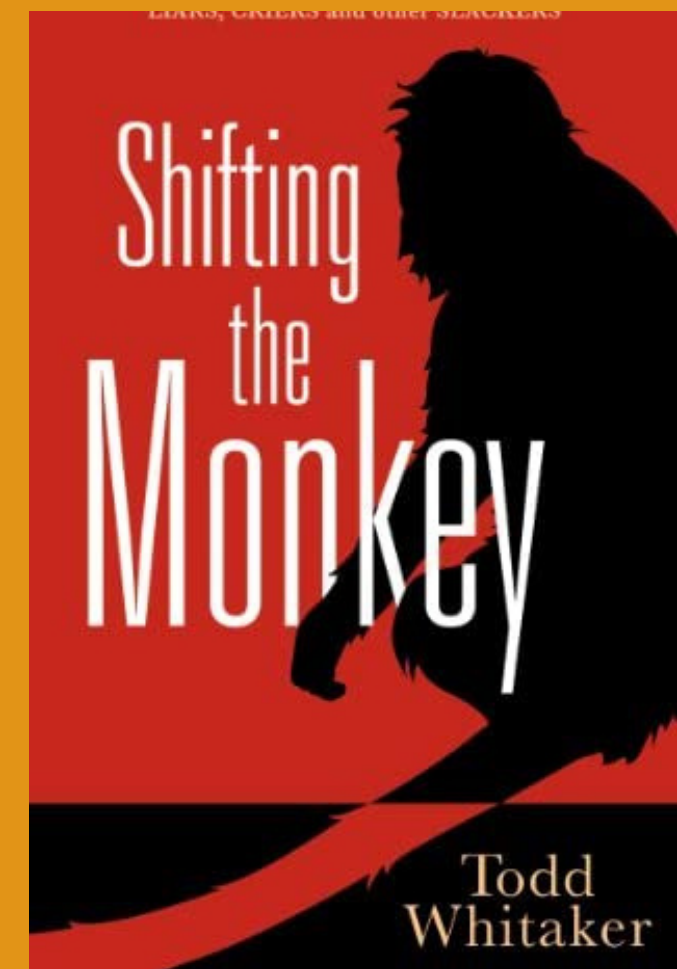


ED & EDDY

# Monkeys

Scenario Practice:

Does the budget belong to  
the Human Resources  
Department or Business and  
Finance? Why?







DATE	RESPONSIBLE PARTY	EVENT
January 3- January 31, 2022	<ul style="list-style-type: none"> <li>• CFO/Assistant Superintendent</li> <li>• Board Members</li> <li>• Superintendent</li> <li>• Senior Cabinet</li> </ul>	<ul style="list-style-type: none"> <li>• Present Budget Calendar</li> <li>• Review of Current Supplements, Substitute Schedules, Certified/Classified</li> <li>• CARES II and ARP Budget Review</li> </ul>
February 1- February 28, 2022	<ul style="list-style-type: none"> <li>• CFO/Assistant Superintendent</li> <li>• Board Members</li> <li>• Superintendent</li> <li>• Athletic Director</li> <li>• Board Members</li> <li>• Senior Cabinet</li> </ul>	<ul style="list-style-type: none"> <li>• State of Finance Community Presentations</li> <li>• School Level and Department Meetings</li> <li>• Submission of Athletics Supplements</li> <li>• Senior Cabinet Preliminary Budget Sessions</li> <li>• CARES II and ARP Budget Review</li> </ul>
March 1- March 31, 2022	<ul style="list-style-type: none"> <li>• Chief Financial Officer/Assistant Superintendent</li> <li>• Board Members</li> <li>• Superintendent</li> <li>• HR</li> <li>• Senior Cabinet</li> </ul>	<ul style="list-style-type: none"> <li>• Senior Cabinet Budget Sessions</li> <li>• Human Resources Personnel Recommendations</li> <li>• Review of Salary Study for Teachers, Admin, Classified Staff and Substitutes</li> <li>• Board Discussion of Salary Schedules and Supplements</li> <li>• Revenue Projections QBE</li> <li>• School Level Budget Sessions</li> <li>• CARES II and ARP Budget Review</li> <li>• State of Finance Community Presentations</li> </ul>
April 1- April 30, 2022	<ul style="list-style-type: none"> <li>• Chief Financial Officer/Assistant Superintendent</li> <li>• Board Members</li> <li>• Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• Approval of Salary Schedules for Teachers, Administration, Substitutes, Classified Staff and Athletic Supplements (if applicable, stipends and incentives)</li> <li>• Present FY23 Budget Overview</li> </ul>

# Who Monkey Is It?



## Budget Creation

How will both departments work together to create a collaborative budget?



## Human Capital

What department decides how many are hired during hiring season?



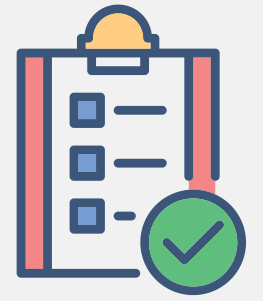
## Is it a cost or investment?

Where is the data on the financial impact of staff?



## The Power of No!

Does No bring tension or understanding?



## The Bottom Line

Who sets the salary schedules?



# What system are you using?

- Data is only good when it can be understood.
- Do you have true integration of your data sources? or are you on an island?



# WAYS TO BECOME A STRATEGIC PARTNER

## 1. Set a clear and shared vision

You can't lead without knowing where you're going, and you can't help anyone else find their way without having a map.



## 2. Be an action taker, not a dreamer

Don't just talk about what needs to happen—get out there and make it happen! If you want something done right, do it yourself!



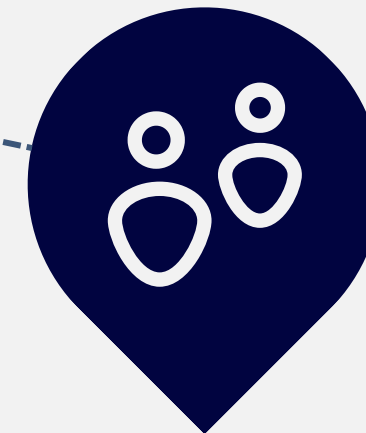
## 3. Hold people accountable

If someone isn't doing their job well or making good decisions, they need to hear from their leader that they need to step up their game or get out of the way (respectfully).



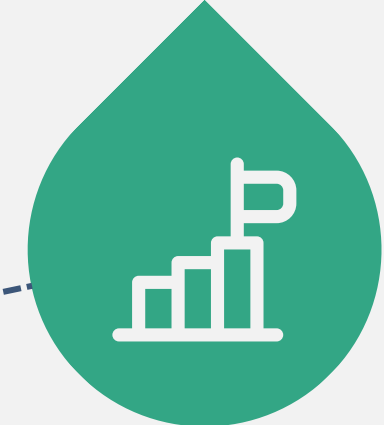
## 4. Empower your people to make decisions

Give them the authority and responsibility for making decisions on behalf of the entire team so that everyone feels like they're contributing



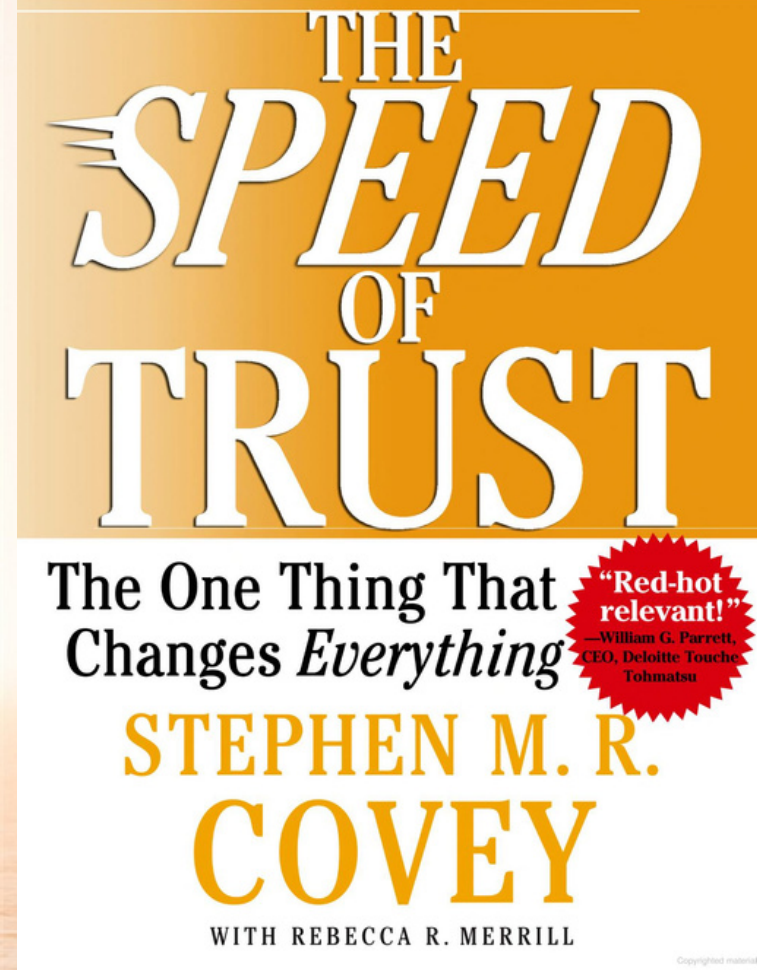
## 5. Become a consultant

Position yourself as a content expert and co-develop strategies





Foreword by  
**STEPHEN R. COVEY**  
*Author of The 7 Habits of Highly Effective People*



“THERE IS ONE THING THAT IS COMMON TO EVERY INDIVIDUAL, RELATIONSHIP, TEAM, FAMILY, ORGANIZATION, NATION, ECONOMY, AND CIVILIZATION THROUGHOUT THE WORLD—ONE THING WHICH, IF REMOVED, WILL DESTROY THE MOST POWERFUL GOVERNMENT, THE MOST SUCCESSFUL BUSINESS, THE MOST THRIVING ECONOMY, THE MOST INFLUENTIAL LEADERSHIP, THE GREATEST FRIENDSHIP, THE STRONGEST CHARACTER, THE DEEPEST LOVE. ON THE OTHER HAND, IF DEVELOPED AND LEVERAGED, THAT ONE THING HAS THE POTENTIAL TO CREATE UNPARALLELED SUCCESS AND PROSPERITY IN EVERY DIMENSION OF LIFE. YET, IT IS THE LEAST UNDERSTOOD, MOST NEGLECTED, AND MOST UNDERESTIMATED POSSIBILITY OF OUR TIME. THAT ONE THING IS TRUST.”- S. COVEY



# How much does it weigh?



"A glass of water" An inspirational story



Share

## A glass of water



Watch on  YouTube







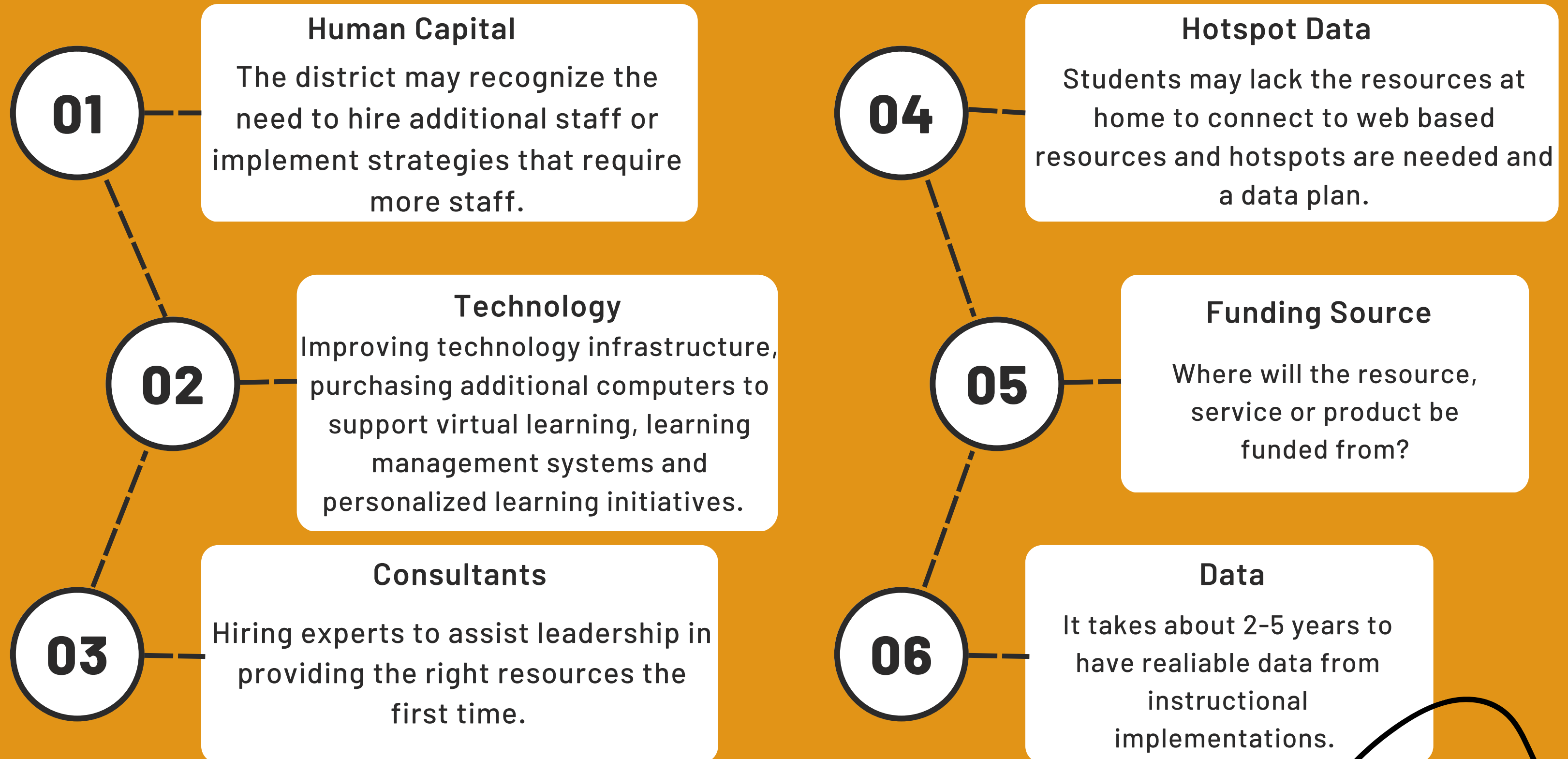


"CHECK YOUR FOOTING!"

# The Four Strategies

# STUDENT ACHIEVEMENT

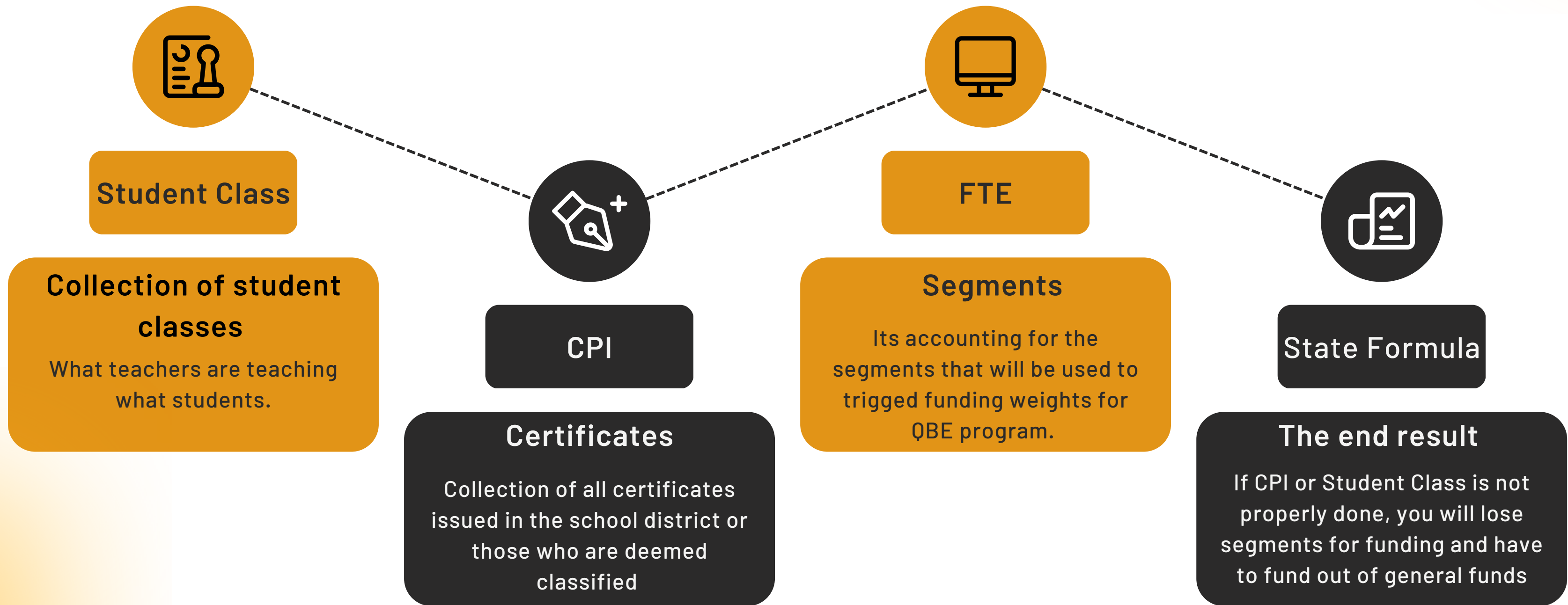
District are prioritizing resources to overcome learning gaps and these resources carry heavy price tags!





# STUDENT SCHEDULES

Wait! I am over the money, why do I need to worry about student scheduling?



# Safety

We HAVE to invest into safety!

## IS YOUR BUDGET BIG ENOUGH?

- Aging buildings may require a door, window upgrades, or vestibules being built.
- Is there a demand for more SROs? Which means more vehicles
- Do you have an emergency response software?

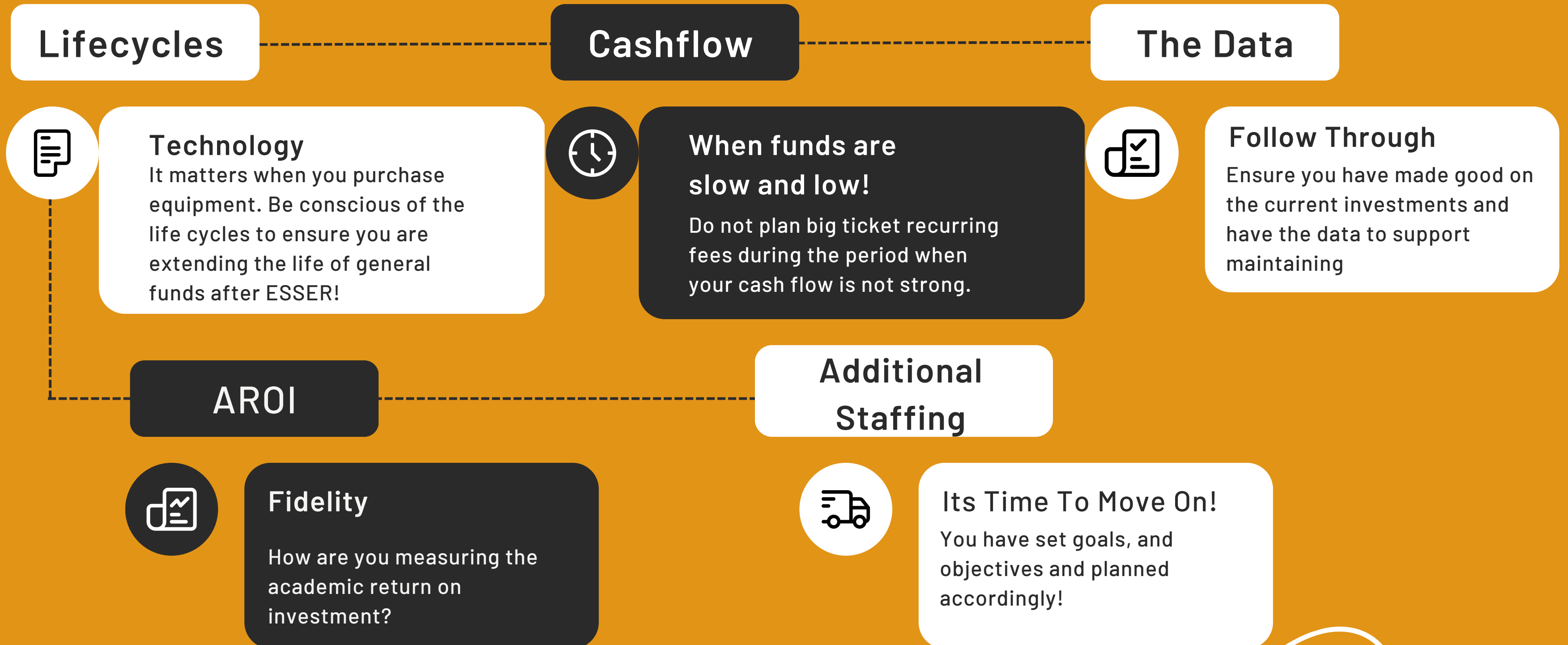
**High Priority,  
High Speed**

## WHATS THE BALANCE?

- Creating student-based safety programs
- Recruiting teachers to serve on safety teams
- Developing local law enforcement focus groups.

# SUSTAINABILITY

Sustain the Plan: Factors to Consider







## Recap

Your general fund budget does not survive without a relationship with HR and the 4s: Student Achievement, Student Scheduling, School Safety and Sustainability



CONTACT ME



# James F. Austin III

Assistant Superintendent  
Twiggs County Public Schools  
E: [jaustin@twiggs.k12.ga.us](mailto:jaustin@twiggs.k12.ga.us)  
C: 478-538-4107