

Since 2009 Virginia has **reduced annual** funding for education to Giles County by **1.9 million dollars**. In Giles County we recognize our need for education funding with 58% of our County budget going to public education. Over the past several years, the County and School System have implemented various cost saving measures to offset the reduced funding from the state. We are implementing an evaluation of our current facilities use, have consolidated janitorial and maintenance services, improved bus route efficiency, revisited all outside service contracts to capture additional savings, transitioned our lighting to LED in buildings and parking lots, and many other cost savings initiatives. We have reached a point where additional reductions will result in loss of jobs and school programs. The teachers, school system staff, and School Board Members are asking the tax payers of Giles County if you are willing to pay increased property taxes to produce additional revenue that would be dedicated solely to increasing our teacher's pay. Our teacher's pay ranks in the bottom 1/3 compared to other local school systems in District B which includes Montgomery, Radford, Floyd, Wythe, Pulaski, Galax, Carroll, Grayson, Smyth, and Bland Counties.

District B Salary Ranking (BA)*							
Years Experience	Low	High	Giles Schools	Current	Ranking Out Of 11		
					2% Raise	6% Raise	12% Raise
0	\$32,300	\$38,569	\$34,310	9	8	8	3
5	\$33,931	\$40,802	\$36,780	8	8	7	1
10	\$35,396	\$42,697	\$39,700	8	7	3	1
15	\$39,678	\$46,223	\$43,064	6	3	2	1
20	\$43,024	\$50,190	\$46,897	3	3	2	1
25	\$47,015	\$54,603	\$51,147	6	3	2	1
30	\$43,616	\$64,028	\$55,337	7	7	4	2

*Based on 2016-2017 salary scale information

The time has come for the citizens of Giles County to show our teachers that we want them to stay in our schools with our kids and that we value them as much as other local school systems and counties value their teachers. Compared to our neighboring school systems, Giles County Schools currently rank 9th for starting teacher pay and 8th for teachers with 5 – 10 years of experience. We rank 6th for 15 years and 25 years of experience and 7th for teachers with 30 years of experience. The only experience range where we are competitive is 20 years of experience where we rank 3rd. How can we expect our teachers to continue to stay in our school system when other school systems within driving distance pay \$3,000 to \$8,000 more annually for the same services that our teachers provide our students here in Giles County?

The long term goal is to continue our relentless pursuit of increased state funding through visits to Richmond, news articles, and overall increased awareness of the issues that our school system is facing. What will our teachers do while people in Richmond continue to ignore us? A 1% pay increase for our school employees costs \$176,000. A 2% raise barely covers the increased cost of health insurance that are imposed on our teachers each year. A 6% raise begins to make our salaries more competitive and actually results in our teachers taking extra money home so they can afford to buy more school supplies for their students, an activity that should riddle us with embarrassment.

Percent Pay Increase	Percent Property Tax Increase Per \$100	Cost
2%	\$0.03	\$352,000
4%	\$0.06	\$704,000
6%	\$0.10	\$1,056,000
8%	\$0.13	\$1,408,000
10%	\$0.16	\$1,760,000
15%	\$0.24	\$2,640,000

What are you willing to pay to compensate our teachers for providing counseling, pottie training, social service support, life coaching, mentoring, and educating. When asked if you would pay additional taxes, everyone will want to know what that will mean for their individual situation. Your teacher focused tax increase will be based on the value of the property that you own. For example, to provide our teachers a 6% pay increase, tax payers with \$50,000 of property would pay an additional \$50 per year while someone with property worth \$500,000 would pay an additional \$500 per year.

2% Pay Increase		6% Pay Increase		10% Increase	
\$0.03 Property Tax Increase		\$0.10 Increase		\$0.16 Increase	
Property Value	Annual Rate Increase	Property Value	Annual Rate Increase	Property Value	Annual Rate Increase
\$50,000	\$15	\$50,000	\$50	\$50,000	\$80
\$150,000	\$45	\$150,000	\$150	\$150,000	\$240
\$250,000	\$75	\$250,000	\$250	\$250,000	\$400
\$500,000	\$150	\$500,000	\$500	\$500,000	\$800
\$1,000,000	\$300	\$1,000,000	\$1,000	\$1,000,000	\$1,600

What are we willing to do as County citizens to keep our teachers and show them that we care? Let your School Board Members know what you think so we can take action. Visit sbo.gilesk12.org and complete a survey to let us know if you are willing to help our teachers. If you do not have computer access, please stop by the School Board Office to pick up a copy to complete.