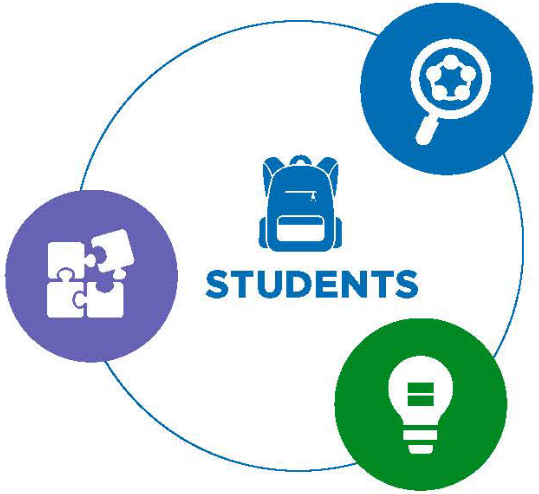
FY 2026 OPERATING BUDGET WORK SESSION

April 29, 2025

Howard County
Public School System

Foundational Components

This strategic plan is grounded in a commitment to put our students as our highest priority. It is anchored in the core values identified by our community and aligned with our Educational Equity Framework, Maryland's Commitments based on the Blueprint for Maryland's Future, and the foundational Five Focus Areas established by the Board of Education. Our strategies are rooted in the four elements of the Educational Equity Framework and guided by the requirements under Maryland's Educational Blueprint Commitments. Success is measured through the Five Focus Areas.



Five Focus Areas
Student-centered measures of success — attendance, proficiency in math, reading by grade 3, college and career ready, effective discipline practices

Maryland's Educational Blueprint Commitments
Strategy connections — early childhood, excellent staff, career pathways, customized instruction, accountable operations

Educational Equity Framework
A foundation of Belonging, Opportunity & Access, Instructional Excellence, Engaged & Inspired Learners

Priority 1: Strengthen Learning & Instruction

Priority 2: Cultivate Student Belonging & Well-Being

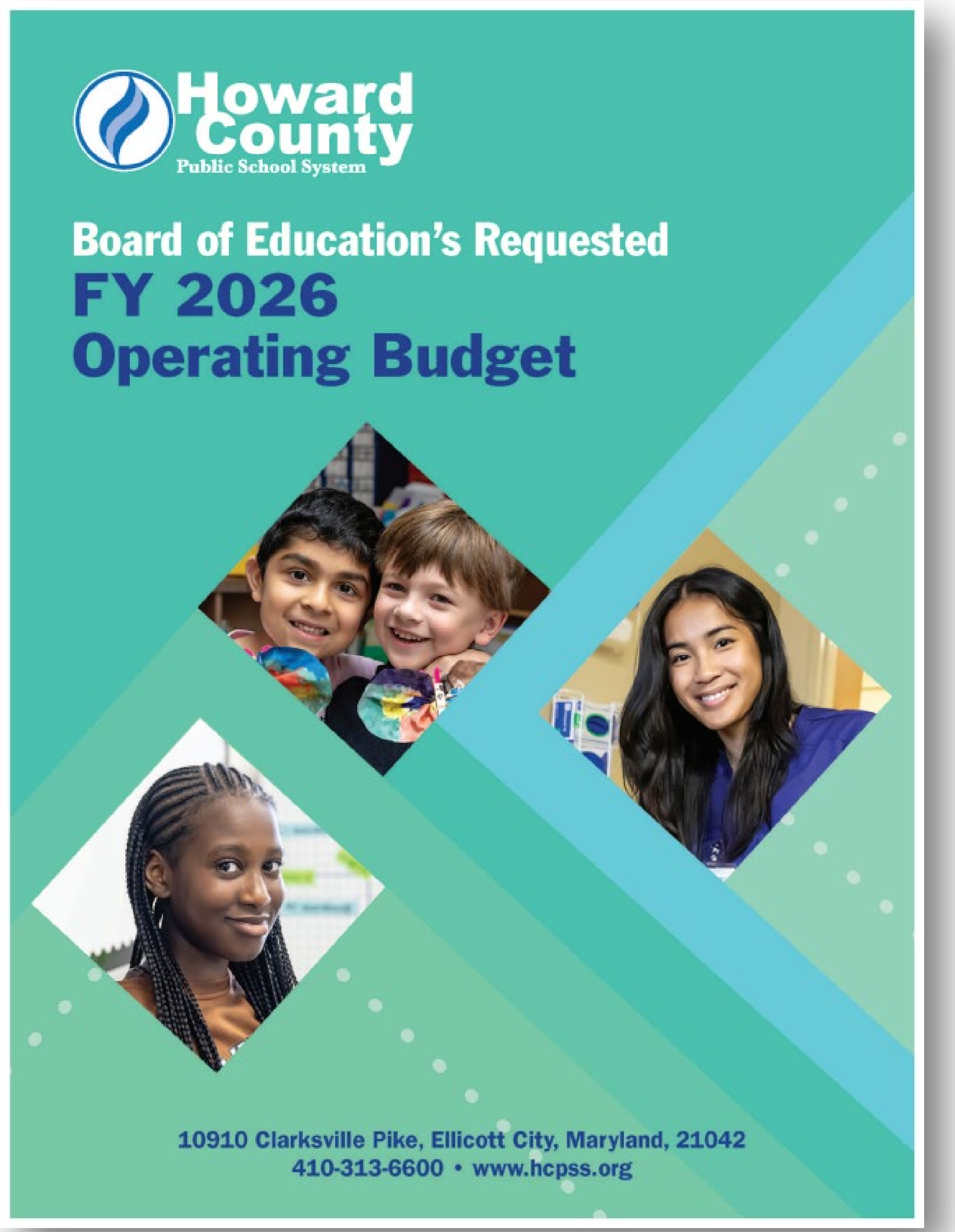
Priority 3: Foster Staff Growth & Engagement

Priority 4: Enhance Systemic Planning & Procedures

Priority 5: Partner with Families & Community

The Blueprint for Maryland's Future requires us to reimagine and reprioritize our programs, services, and staffing.

Current State of the Budget Process



County Executive's Proposed Budget

Total Proposed HCPSS Budget = $1.187B

Total County Funding = $801.5M

$39.3 above MOE

$1.5M one-time

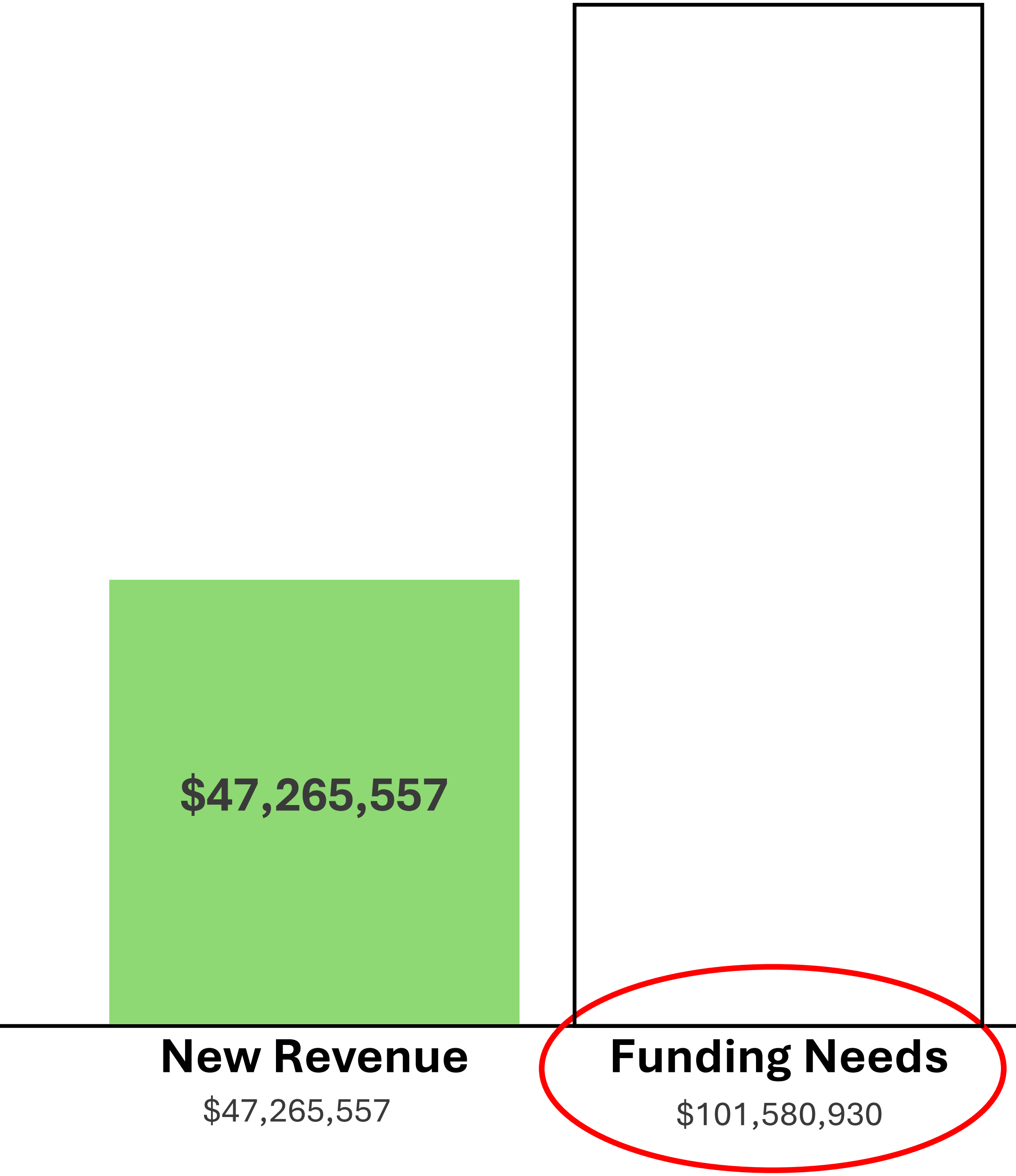
$6.7M in employee pension costs were transferred from the State to the County

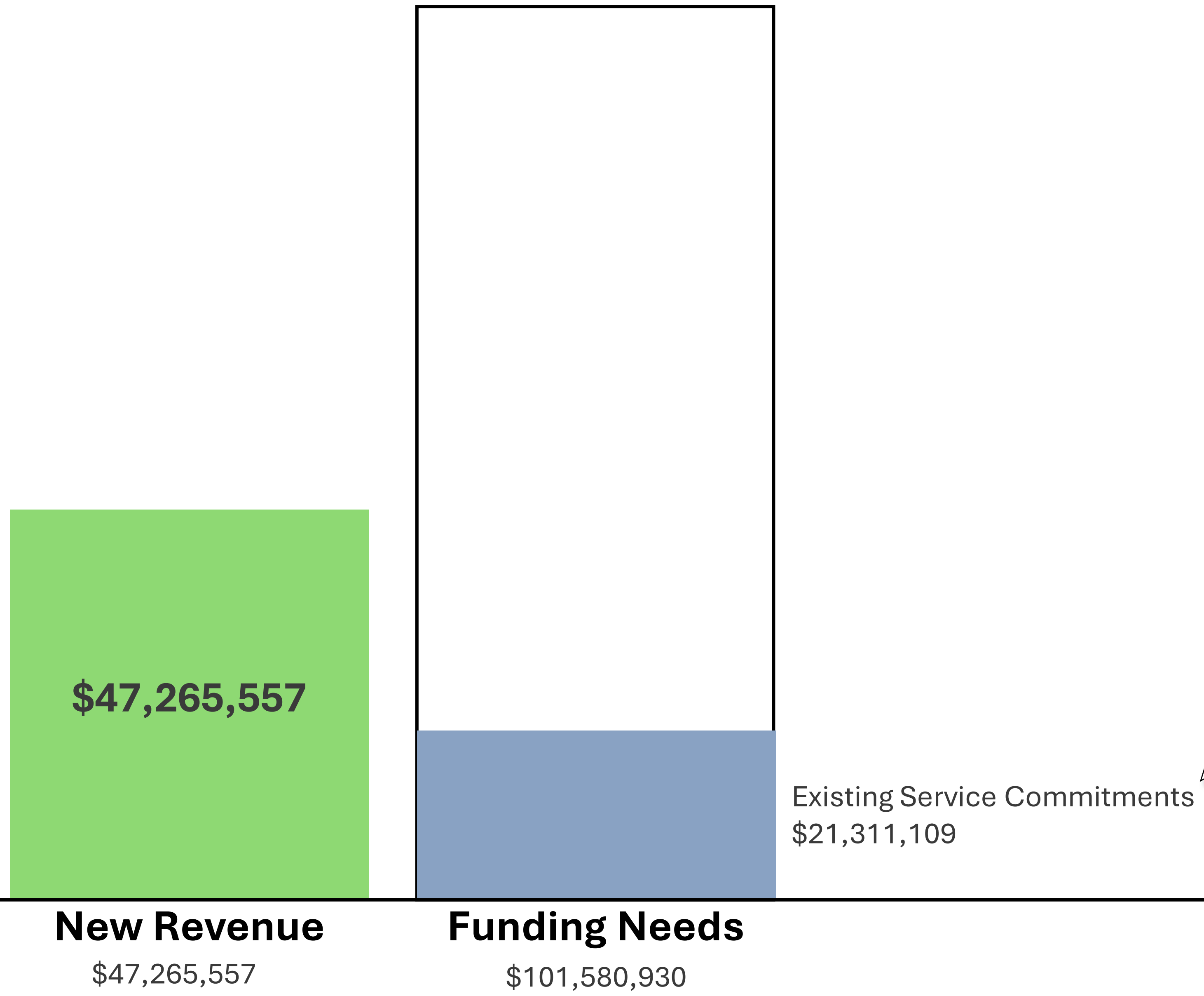
FY 2026 Existing Service Commitments

- Progressing Blueprint for Maryland’s Future requirements
- High inflationary costs and rising insurance requirements
- Rising special education costs
- Increasing physical safety and wellbeing needs
- Staff recruitment, preparation and retainment efforts

Gap to Balance Budget

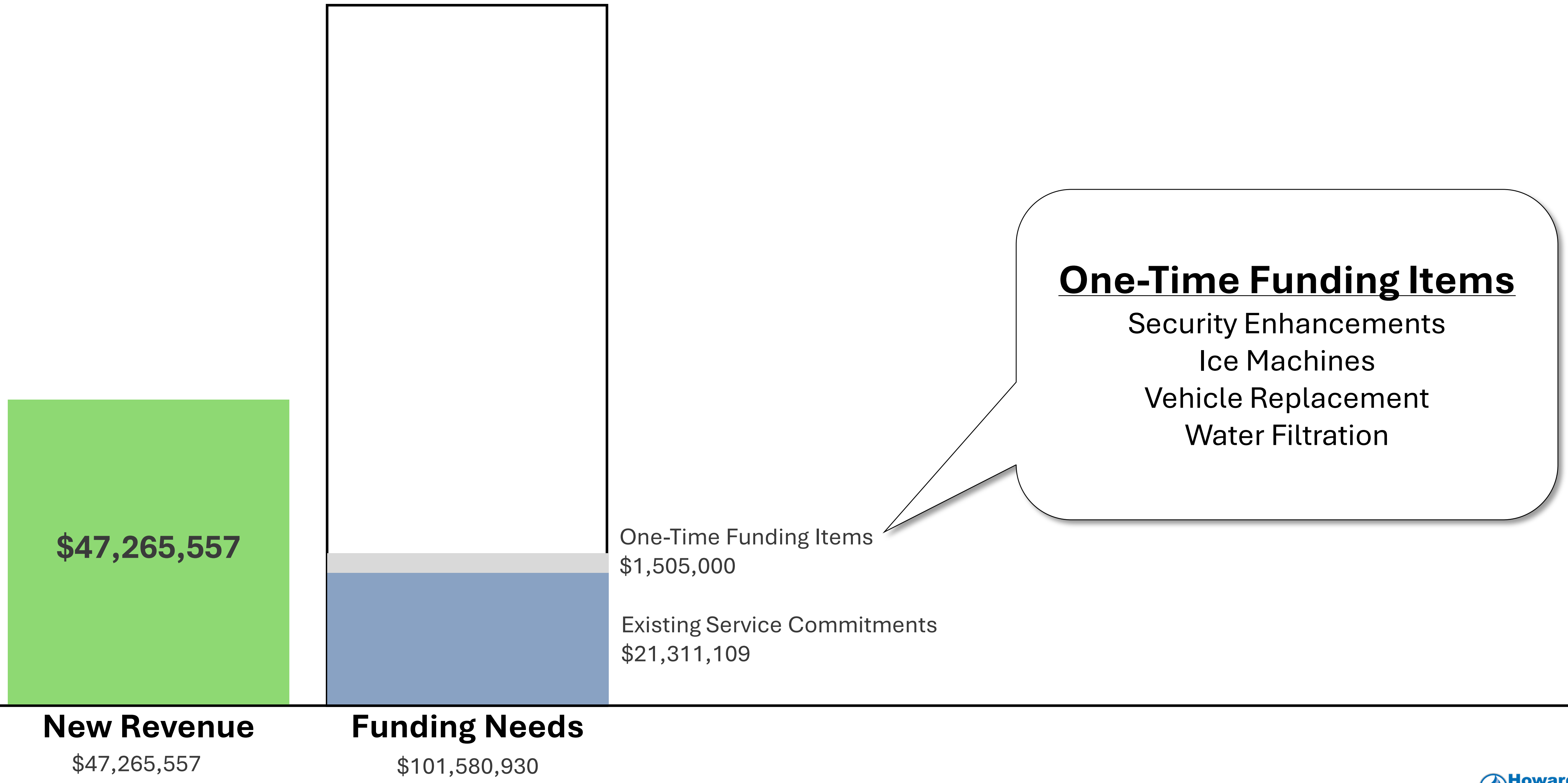
Fully Funding Existing Service Commitments, One-Time, and Employee Compensation Requirements

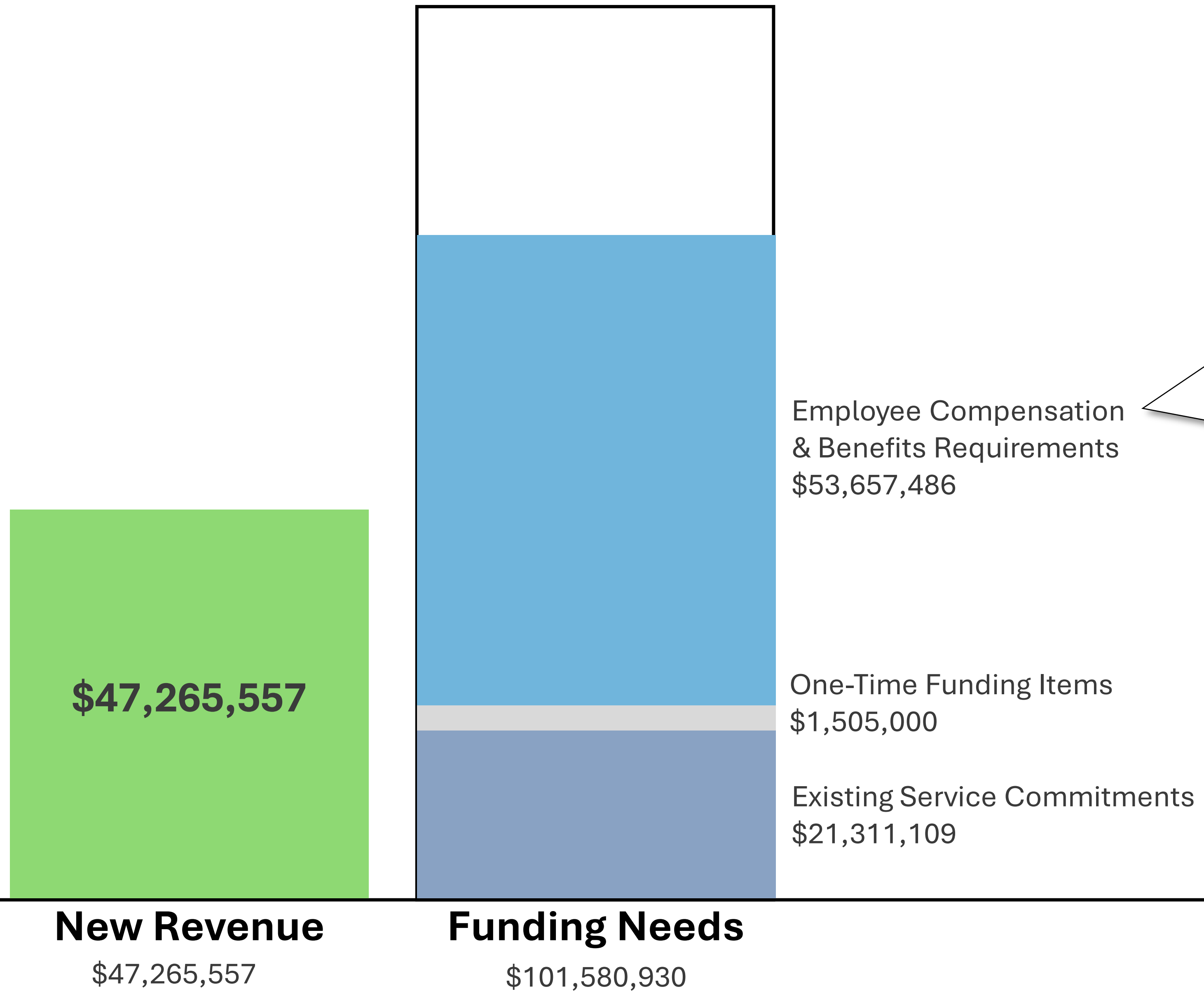




Existing Service Commitments

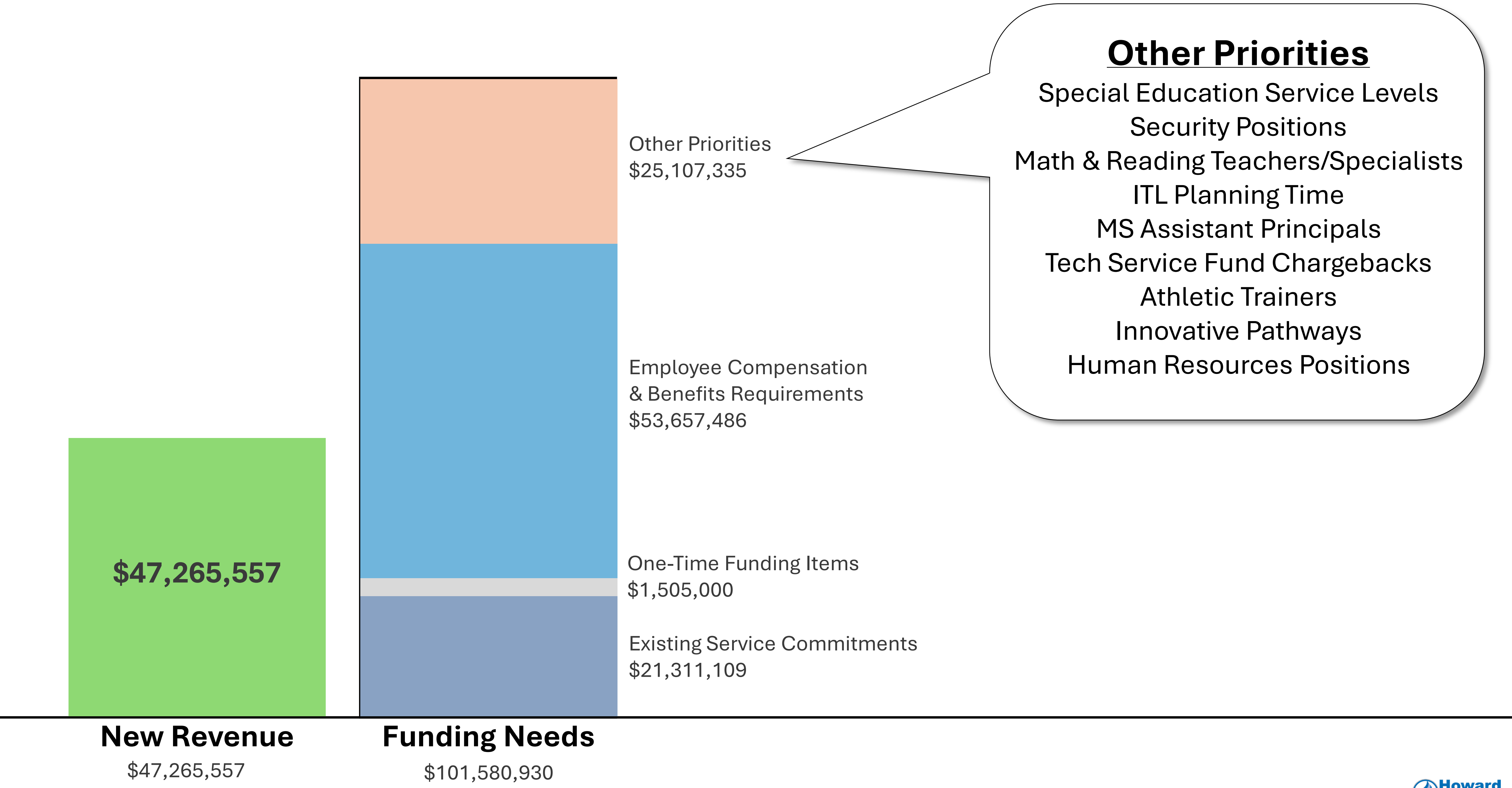
Blueprint Requirements
Transportation - Bus Contracts
Transportation - Walk Zones
Special Education
Retirement cost increases
Utilities
FY25 Reclassifications
Contractual Obligations
Print Services Chargebacks
Guilford Park HS
Mathematics Engineering Science Achievement
Summer School and Evening School
Social Workers
Grants Transitions
ADA Accommodations
Est. Benefits Positions
Realignments


$47,265,557
One-Time Funding Items
$1,505,000
Existing Service Commitments
$21,311,109
New Revenue
$47,265,557
Funding Needs
$101,580,930
One-Time Funding Items
Security Enhancements
Ice Machines
Vehicle Replacement
Water Filtration



Employee Compensation & Benefits Requirements

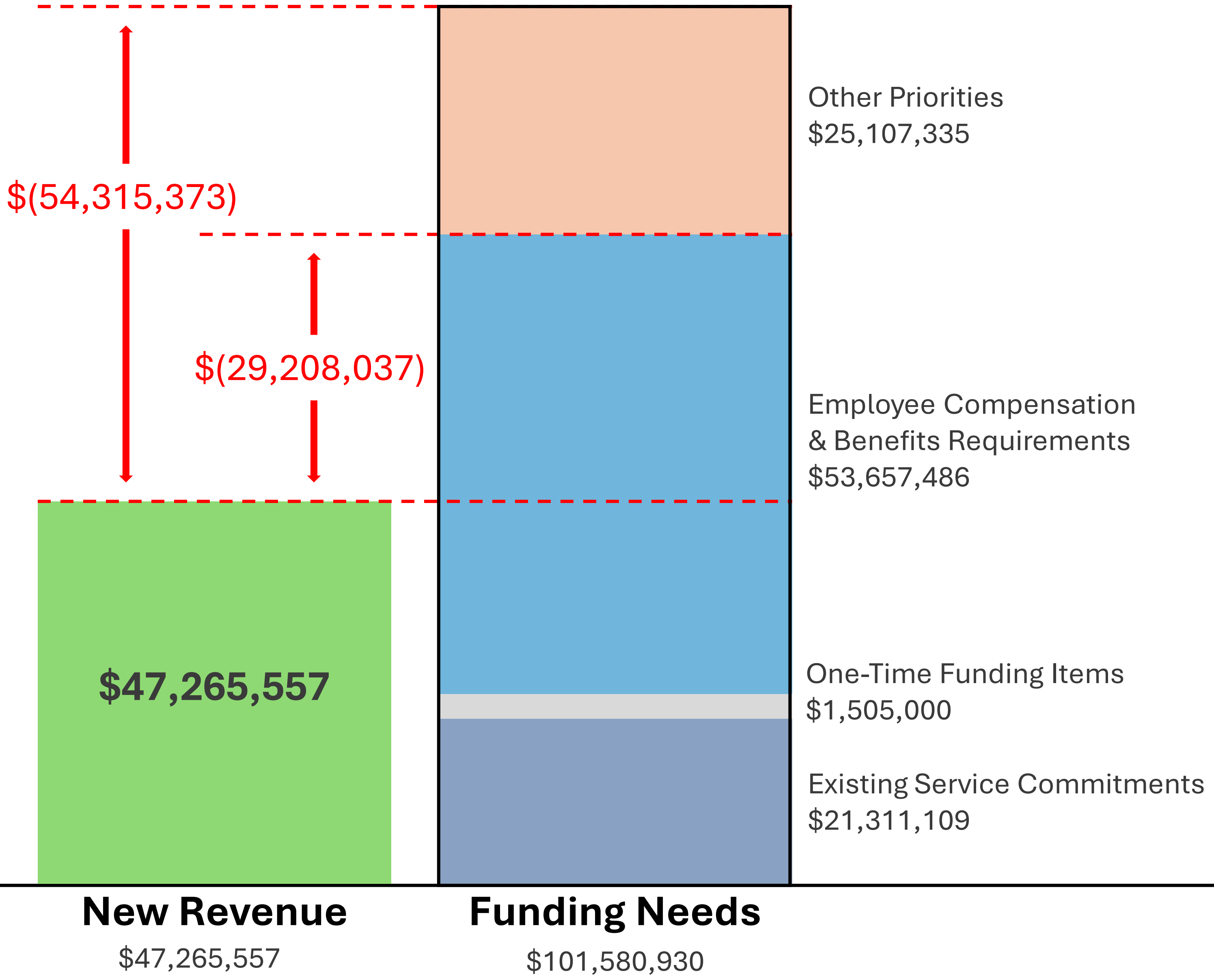
Negotiated Agreements
Health Insurance
NBC Pay/Benefits
Other Negotiated Contract Commitments



Other Priorities
Special Education Service Levels
Security Positions
Math & Reading Teachers/Specialists
ITL Planning Time
MS Assistant Principals
Tech Service Fund Chargebacks
Athletic Trainers
Innovative Pathways
Human Resources Positions
Other Priorities
$25,107,335
Employee Compensation
& Benefits Requirements
$53,657,486
One-Time Funding Items
$1,505,000
Existing Service Commitments
$21,311,109
$47,265,557
New Revenue
$47,265,557
Funding Needs
$101,580,930

Gap to Balance Budget

Fully Funding Existing Service Commitments, One-Time, and Employee Compensation Requirements



Pathways to a Balanced Budget

Path 1

Requested funding restored by the County Council

Pathways to a Balanced Budget

Path 1

Requested funding restored by the County Council

Path 2

Board identifies sufficient reductions

Pathways to a Balanced Budget

Path 1

Requested funding restored by the County Council

Path 2

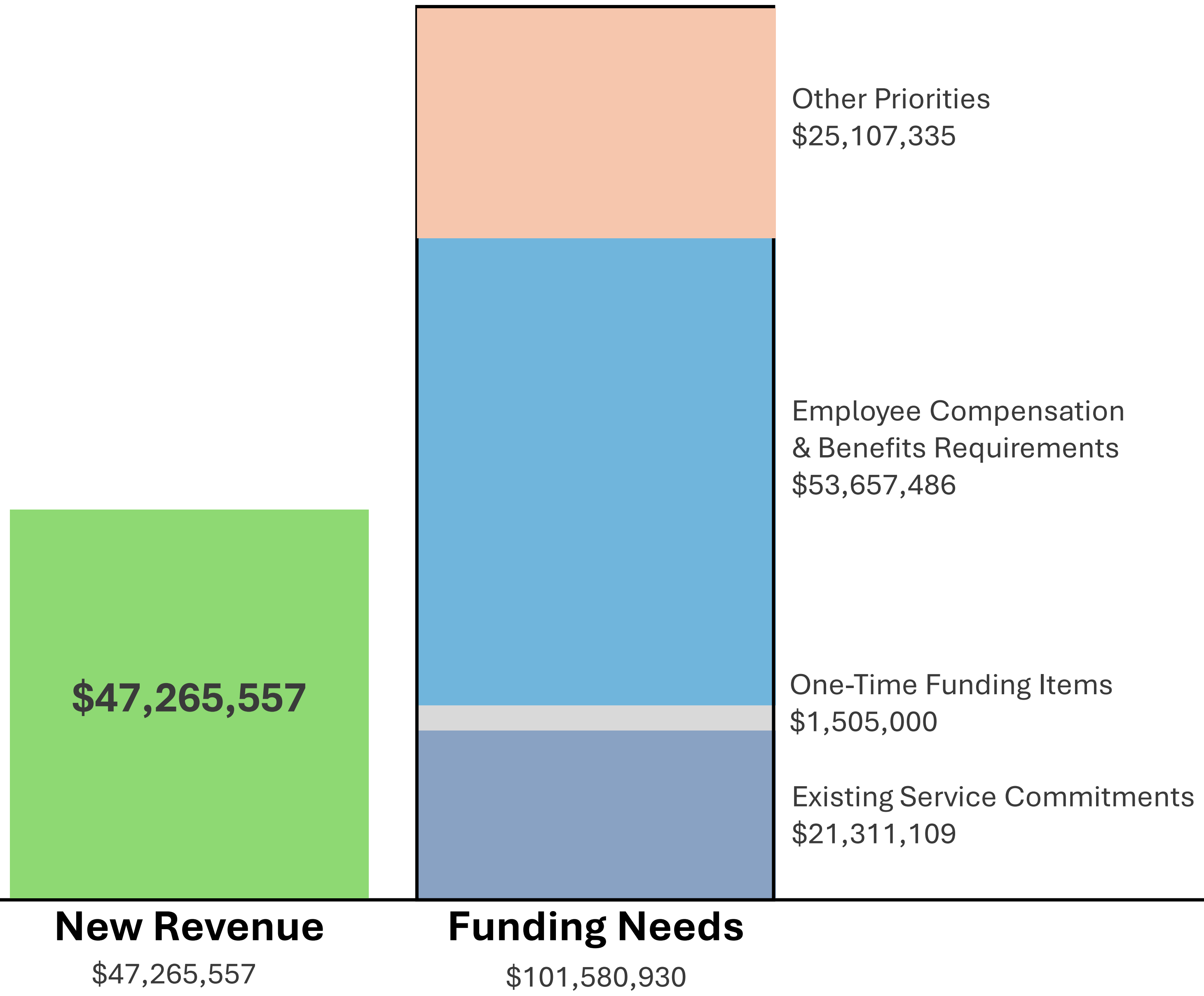
Board identifies sufficient reductions

Path 3

Combination of Council funding and Board reductions

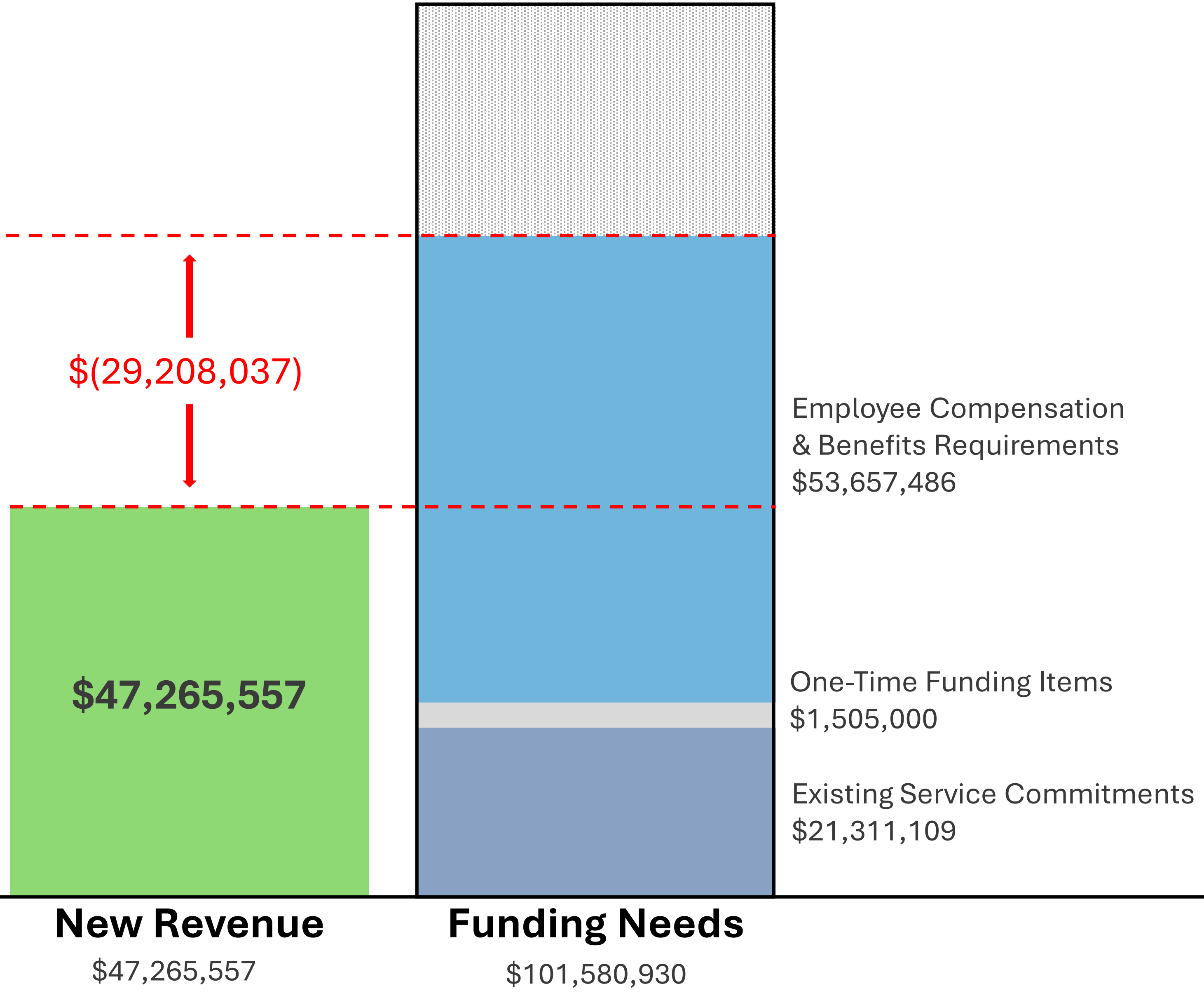
Gap to Balance Budget

Fully Funding Existing Service Commitments, One-Time, and Employee Compensation Requirements



Gap to Balance Budget

Fully Funding Existing Service Commitments, One-Time, and Employee Compensation Requirements



Funding Reduction Considerations

In total, at least $29.2 million in reductions are necessary for a balanced budget

Budget Timeline

April 29, 2025	Board of Education Work Session on Board of Education's Requested Budget
April 30, 2025	County Council Public Hearing on Education budgets
May 1, 2025	Board of Education Public Hearing FY26 Operating and Capital Budgets
May 5, 2025	County Council Work Session on Board of Education's Requested Budget
May 7, 2025	Board of Education Work Session on Board of Education's Requested Budget
May 8, 2025	County Council Public Hearing on Budgets
May 15, 2025	County Council Budget Amendment Prefile
May 16, 2025	County Council Work Session – Budget Amendments and Pending Issues
May 19, 2025	County Council Work Session – Budget Amendments and Pending Issues (if needed)
May 20, 2025	Tentative: Board of Education Work Session on Board of Education's Requested Budget (if needed)
May 21, 2025	County Council Adoption of HCPSS Operating Budget
May 22, 2025	Board of Education Adoption of FY 2026 Operating Budget as Adopted by the County Council
May 27, 2025	Board of Education Adoption of FY2026 Revised Approved Operating Budget (if needed)