

Commission on Local Government

Estimate of Local Fiscal Impact

2019 General Assembly Session

Bill: SB1258

Patron: Dunnavant

Date: 1/21/2019

In accordance with the provisions of §30-19.03 of the Code of Virginia, the staff of the Commission on Local Government offers the following analysis of the above-referenced legislation:

Bill Summary:

School boards; personnel; behavior analysts. Requires local school boards to employ one full-time equivalent licensed behavior analyst or licensed assistant behavior analyst per five schools in the school division.

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**Executive Summary:**

Localities have evaluated a negative fiscal impact ranging from \$0.00 - \$5,000,000.00. Localities noted that the bill requires hiring additional behavioral analysts, and the cost would be related to the salary and fringe benefits. Localities also noted that the hiring of additional behavioral analysts would be challenging due to the shortage of qualified individuals with certification. One locality noted that the requirement of the behavioral analyst should be based on per capita instead of number of school due to the different size of schools. Another locality noted that the local community service board (CSB) provides these services and wondered if imposing such a requirement on schools would lessen the requirements on CSBs. Some localities noted that they would not have any fiscal impact as they are already in compliance with bill requirement. Other localities noted that the bill would not have any impact as they are not responsible for school.

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**Local Analysis:**

**Locality:** Augusta County

**Estimated Fiscal Impact:** \$120,000.00

With 20 schools in the district, there would be a need for four positions to be added. The Schools are in support of wrap around services for students and would be appreciative if the positions were adequately funded. Even under the current funding formulas, a fair portion of the schools positions are paid by local dollars. Also, would the analyst be responsible for services that are currently provided by local community services boards or Children's Services Act fund, therefore lessening expenditures in those programs?

Calculation of estimated fiscal impact: Average salary \$50,000 x 1.33 fringes x 4 positions x 45% local funding (based on average state funding for school budget which is largely payroll) = \$119,700. Additional operating expenditures for the resources that are needed for the positions would also be a cost, but are not reflected here.

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Locality: City of Danville

Estimated Fiscal Impact: \$135,542.00

The estimate provided by Danville Public Schools reflects the cost of hiring additional personnel.

Locality: City of Harrisonburg

Estimated Fiscal Impact: \$0.00

This requirement would not currently have a financial affect as two licensed behavior analysts are already employed for 9 schools serving k-12 students. However, licensed behavioral analysts are hard to find and I think that many other school divisions would have difficulty finding them. In order to attract and recruit them, they would have to increase their salaries and there still would be no guarantee that they could get them if there continues to be a shortage.

Locality: City of Martinsville

Estimated Fiscal Impact: \$100,000.00

The salary range for a behavior analyst ranges significantly, falling between \$50,000 and \$75,000. Using a mid-point of around \$65,000 for base salary and adding \$35,000 for the corresponding benefits, we're looking at \$100,000 per analyst. Thankfully, with the requirement of 1 for each 5 schools, we'd only need one. There would be no offsetting savings from any kind of elimination of other positions. Hopefully, the Commonwealth would pick up the cost; however, most likely would be another unfunded mandate. Struggling localities cannot afford that.

Locality: City of Newport News

Estimated Fiscal Impact: \$650,000.00

Entry level salary and fringe benefits for nine (9) positions to cover the ratio of analyst per five schools

Locality: City of Norfolk

Estimated Fiscal Impact: \$0.00

Norfolk Public Schools already employs enough licensed behavior analysts to comply with this legislation. There will be no impact.

Locality: City of Virginia Beach

Estimated Fiscal Impact: \$787,500.00

The Virginia Beach City Public Schools (VBCPS) presently employ 7 licensed behavior analysts. Under the requirements of this bill, VBCPS would have to employ 17.5. At a salary and benefits average cost of \$75,000 for this type of position, the extra cost as a result of SB1258 would be \$787,500.

Locality: City of Winchester

Estimated Fiscal Impact: \$25,000.00

The schools response is.. we would rather have behavior specialist be based on per capita instead of number of schools. School size is not addressed in the proposal (small school treated the same as a large school) We have 7 schools, so changed to 5 schools would force us to hire another specialist (which is needed) but we would not get full funding. At least per capita would allow it to change with school populations.

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**Locality:** Fairfax County

**Estimated Fiscal Impact:**  
\$5,000,000.00

The impact to Fairfax County Public Schools to employ one full-time equivalent licensed behavior analyst or licensed assistant per five schools in the school division would require an additional 40 positions at a cost of \$5.0 million. In addition to the fiscal impact, it would be challenging to find 40 qualified individuals with the certification potentially resulting in a critical shortage area for school divisions.

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Locality: Loudoun County

Estimated Fiscal Impact:
\$1,493,791.00

LCPS' existing Behavioral Assistant positions are not required to possess the BCBA licensure by the Virginia Board of Medicine. We have proposed six (6) SIF-B in the FY20 Budget and these individuals would be required to hold such licensure and would be an LCPS employee on the licensed scale with the title of SIF-B. There are 2.0 requests in the General Fund and 4.0 in the Grant Fund. An additional 13.0 FTEs at \$1,493,791 is needed to meet the requirements in the Senate Bill.

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**Locality:** Prince George County

**Estimated Fiscal Impact:** \$180,474.00

Prince George County would be required to employ 2 such positions (10 Schools). The total cost of the salary and benefits would be approximately \$180,474 (\$90,237 each). The local impact would be whatever the state does not fund. It is unclear whether state funding would be provided in this legislation, and at what rate. SOQ funding amounts typically do not provide indexed state funding at a level needed to fill the position and pay benefit costs (particularly actual/market salary and health insurance premium costs).

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Locality: Rockingham County

Estimated Fiscal Impact: \$400,000.00

N/A

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**Locality:** Spotsylvania County

**Estimated Fiscal Impact:** \$300,000.00

A rough estimate of the financial impact for this bill for is \$300,000.

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Locality: Town of Blacksburg

Estimated Fiscal Impact: \$0.00

Towns do not have responsibility for schools.

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**Locality:** Town of Luray

**Estimated Fiscal Impact:** \$0.00

As the Town is not responsible for provision of educational services, the amendment would not impact the Town's budget.

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Professional and Other Organization

Analysis:

Organization: Accomack-Northampton Planning District
Commission

Northampton County does not have five schools and therefore no fiscal impact is expected.

Accomack County has eleven schools and currently does not have a licensed behavior analyst on staff. The fiscal impact of this change would require the addition of two staff persons according to the salary ranges for a specialist and a teacher. The combined salary and fringe for these two positions is expected to be \$137,150 annually the first year.

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