



**Remarks of Nancy Trainer on Proposed FY 2019 FCPS School Budget
on behalf of the Education Committee of the Fairfax County Federation of Citizens' Associations
January 29, 2018—Fairfax County School Board Meeting**

My name is Nancy Trainer, and I am co-chair of the Education Committee of the Fairfax County Federation of Citizens' Associations.* Tonight, I am speaking on behalf of the Federation's Board.

We would like to commend the Proposed Budget's focus on improving FCPS' market position with regard to teacher and staff compensation. We agree it is vital to pay our staff like the professionals they are, to help FCPS attract and retain the finest educational personnel.

To this end, we would like to reiterate a suggestion we have made in years past—that FCPS explore options to make its compensation packages more flexible. We believe FCPS' benefits package represents an important inducement for current and future employees. At the same time, younger employees may have different needs than employees close to retirement. FCPS has the opportunity to make compensation packages overall more attractive to various employees *without any additional spending*, by simply allowing flexibility within the system.

We would also like to suggest that as FCPS continues to address its teachers' compensation, it should not focus solely on that metric as the key to teacher hiring and retention. FCPS has raised both class size floors and average class sizes, and continues to seek the right level of standardized testing to ensure accountability while maintaining a creative, individualized approach to education. We suggest that FCPS perform a thoughtful review of administrative requirements on teachers and staff, with an eye toward ensuring a work environment that is viewed by employees as part of FCPS' "benefits package" overall.

We continue to appreciate the help that Dr. Brabrand and this Board have lent toward the Federation's 2018 Legislative Package, and recognize your commitment to fiscal responsibility as together we seek to diversify the sources of investment in our County and in our schools. Because we know that our government must operate as responsible stewards of both the public trust and public dollars, we call on you to continue and intensify collaborative work between FCPS and the County, in all areas feasible.

We commend the progress you have made to date in jointly planning budgets, and presenting a unified fiscal forecast presentation. Yet more can and should be done collaboratively between our schools and our County. For example, we believe there is still work to be done to ensure that our capital assets are built, maintained, and utilized with an eye toward what is best for Fairfax County as a whole, rather than simply what is best from either the County's view, or from FCPS' view. The "One Fairfax" model will succeed best if our schools and our County government work together wherever possible, whether the topic is budget processes, infrastructure, or technology.

Thank you for your time this evening, for your collective service to the children in our community, and for all the time you spend on various school matters. We look forward to working together to help support our schools.

* The two co-chairs of the Education Committee are Nancy Trainer and Ed Saperstein.