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SUPERINTENDENT

SAFETY & SECURITY

- **Consistent and Dedicated Funding:** Advocate for stable, annual funding for school safety initiatives to support security personnel, technology upgrades, and emergency preparedness resources.
- **Cybersecurity and Physical Security:** Increase funding for cybersecurity protections, such as monitoring systems for cyber threats, and physical security improvements, including advanced detection systems and structural reinforcements.
- **Mental Health Supports:** Advocate for funding to increase access to school-based mental health professionals, including counselors and social workers, focusing on support for students' emotional and behavioral needs to promote a safe learning environment.

WORKFORCE DEVELOPMENT

- **Career Pathways and Skills Training:** Increase investment in high school career pathways, work-based learning, and vocational training programs to provide students with relevant skills aligned with local workforce needs.
- **Dual Enrollment and Certification Programs:** Support policies and funding for dual enrollment, apprenticeships, and technical certifications in critical fields, including healthcare, IT, and skilled trades, to prepare students for successful postsecondary transitions.
- **Community and Industry Partnerships:** Encourage legislative support for public-private partnerships that connect local businesses with schools, offering mentorship and internship opportunities to help students build professional networks.

BIBB COUNTY SCHOOLS
484 MULBERRY STREET
MACON, GA 31201
WWW.BCSDK12.NET

2025

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RECRUITMENT & RETENTION

- **Teacher Compensation and Benefits:** Advocate for competitive salaries, health benefits, and retirement plan improvements to attract and retain top educators in Georgia, with a particular focus on high-need areas.
- **Pipeline Expansion and Diversity Initiatives:** Increase state funding for teacher recruitment programs, scholarships, and licensure assistance, particularly targeting candidates from underrepresented communities to diversify the workforce.
- **Support for Non-Instructional Staff:** Advocate for increased funding to offer competitive wages and benefits to essential support staff (e.g. bus drivers, paraprofessionals and school nutrition professionals), as these roles are critical to the functioning of our schools.

EDUCATION FUNDING

- **Modernize and Fully Fund the QBE Formula:** Advocate for updates to the Quality Basic Education (QBE) funding formula to address inflation and align with current educational needs, including adjustments for poverty and cost-of-living variations.
- **Oppose Unfunded Mandates:** Support measures requiring fiscal notes for all education-related legislation, ensuring that new mandates come with appropriate state funding to avoid financial strain on local budgets.
- **Investment in Early Learning and Literacy:** Prioritize funding for early childhood education programs, particularly those focused on literacy and numeracy, to close achievement gaps early in students' academic careers.
- **Retirement Funding and Support:** Advocate for maintaining and enhancing the Teachers Retirement System (TRS) to support a sustainable, competitive retirement plan that serves as a key recruitment and retention tool for educators. Support flexibility in return-to-work provisions to allow experienced retired educators to reenter the workforce where needed.
- **Healthcare and Insurance Funding:** Seek increased state contributions to health insurance premiums for both certified and non-certified school employees to offset rising healthcare costs, reducing the financial burden on school districts and ensuring that educators and staff have access to affordable, quality healthcare.