



Individual Responses from the 2021 School District Survey

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These are the full responses from the 2021 School District Survey. To see how these results added up, please see our report, [Difficult Choices Made Worse by Budget Cuts: Results from GBPI's 2021 School District Survey](#).

Some school districts requested anonymity. All answers are printed as received.

Questions on school district reserve funding

School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Academy for Classical Education		
Atlanta Public Schools	\$ 11,062,653	\$ 126,322,737
Bacon County		
Baldwin County School District		
Barrow County School System		
Bibb County		
Bleckley County Schools	\$ 500,000	\$ 5,400,000
Brooks County		



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Bryan County Schools	\$ 218,278	\$ 19,781,722
Calhoun City Schools		
Camden County Schools		
Cartersville City Schools	\$ 1,800,000	\$ 14,000,000
Charlton County School		
Chattahoochee		
Cherokee County School District		
City Schools of Decatur	\$ 4,467,958	\$ 7,727,494
Clayton County Public Schools	\$ 10,000,000	\$ 136,000,000
Crisp County Board of Education		
Dalton Public Schools	\$ 2,168,805	\$ 21,909,700
Dekalb County	\$ 12,500,000	\$ 102,000,000
Dooly County School System		
Early County School System		
Emanuel County		
Foothills Education Charter High School		
Forsyth County School District	\$ 11,000,000	\$ 78,000,000
Franklin County		
Fulton County Schools	\$ 20,600,000	\$ 237,500,000



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Hall County		
International Charter Academy of Georgia		
Irwin County Schools		
Jackson County Schools		
Jasper County Board of Education		
Jeff Davis		
Lamar County Schools		
Lanier County Schools		
Lincoln County Schools		
Mitchell County		
Monroe County Board of Education		
Morgan County Charter School System	\$ 429,406	\$ 10,891,188
Murray County Schools		
Muscogee County School District		
Oglethorpe County		
Pataula Charter Academy		





School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Paulding County Board of Education		
Pike County Schools		\$ 500,000
Putnam County	\$ 4,000,000	
Savannah Chatham County Public School System	\$ 9,000,000	\$ 78,000,000
School for Arts-Infused Learning		
Social Circle City		
Statesboro STEAM Academy		
Stewart County Board of Education		
Taliaferro County	\$ 200,000	\$ 750,000
Thomas County School District	\$ 500,000	\$ 11,000,000
Thomasville City Schools		
Trion City Schools	\$ 200,000	\$ 3,800,000
Troup County School System		
Valdosta City Schools		
Walker County		
Washington County Board of Education		



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Yi Hwang Academy of Language Excellence		
Anonymous School District 1		
Anonymous School District 2		
Anonymous School District 3		
Anonymous School District 4		
Anonymous School District 5		
Anonymous School District 6		
Anonymous School District 7		
Anonymous School District 8	\$ 51,000,000	
Anonymous School District 9		
Anonymous School District 10		
Anonymous School District 11		
Anonymous School District 12	\$ 3,000,000	\$ 9,500,000
Anonymous School District 13		
Anonymous School District 14		
Anonymous School District 15		
Anonymous School District 16	\$ 718,869	\$ 11,144,681
Anonymous School District 17		
Anonymous School District 18		



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Anonymous School District 19		
Anonymous School District 20	\$ 600,000	\$ 8,632,000
Anonymous School District 21		
Anonymous School District 22	\$ 5,467,289	\$ 24,032,711
Anonymous School District 23		\$ 2,000,000
Anonymous School District 24	\$ 4,000,000	\$ 30,000,000
Anonymous School District 25		
Anonymous School District 26	\$ 1,000,000	\$ 19,500,000
Anonymous School District 27		
Anonymous School District 28		
Anonymous School District 29	\$ 1,000,000	\$ -
Anonymous School District 30		
Anonymous School District 31		
Anonymous School District 32	\$ 3,000,000	\$ 17,900,000
Anonymous School District 33		
Anonymous School District 34	\$ 3,500,000	\$ 30,000,000
Anonymous School District 35		
Anonymous School District 36		
Anonymous School District 37		



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Anonymous School District 38		
Anonymous School District 39	\$ 1,400,000	\$ 5,300,000
Anonymous School District 40	\$ 300,000	\$ 1,500,000
Anonymous School District 41	\$ 400,000	\$ -
Anonymous School District 42		
Anonymous School District 43		
Anonymous School District 44	\$ 1,000,000	\$ 4,000,000
Anonymous School District 45		
Anonymous School District 46	\$ 1,000,000	\$ 6,000,000
Anonymous School District 47		
Anonymous School District 48		
Anonymous School District 49		
Anonymous School District 50		
Anonymous School District 51		
Anonymous School District 52		
Anonymous School District 53		
Anonymous School District 54		
Anonymous School District 55		
Anonymous School District 56		



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Anonymous School District 57		
Anonymous School District 58	\$ 600,000	\$ 600,000
Anonymous School District 59	\$ 1,000,000	\$ 18,000,000
Anonymous School District 60		
Anonymous School District 61		
Anonymous School District 62		
Anonymous School District 63	\$ 1,100,000	\$ 13,000,000
Anonymous School District 64		
Anonymous School District 65		
Anonymous School District 66		
Anonymous School District 67		
Anonymous School District 68	\$ 2,315,991	\$ 20,000,000
Anonymous School District 69	\$ 1,000,000	\$ 14,000,000
Anonymous School District 70	\$ 3,000,000	\$ 13,000,000
Anonymous School District 71		
Anonymous School District 72		
Anonymous School District 73		
Anonymous School District 74		
Anonymous School District 75	\$ 250,000	\$ 2,650,000



School District Name	If your district will use built-up fund balance (or "reserves"), what amount do you anticipate utilizing for FY 2022?	If your district plans to use reserve funds for FY 2022, how much do you anticipate to have remaining by the end of FY 2021?
Anonymous School District 76	\$ 150,000	\$ 7,827,000

Question about the ongoing state budget shortfall

School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Academy for Classical Education	Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Atlanta Public Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Bacon County	Using federal CARES I, II and/or ARP funds
Baldwin County School District	Using federal CARES I, II and/or ARP funds
Barrow County School System	We reduced spending and are relying on local property taxes to help account for any further shortfall
Bibb County	Using federal CARES I, II and/or ARP funds
Bleckley County Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Brooks County	Using federal CARES I, II and/or ARP funds
Bryan County Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), The District made significant personnel reductions in FY 2021 through an attrition model due to the austerity reduction. Because the austerity reduction was partially restored in FY 2022, some of the reduced positions were restored. In addition, the District plans to use CARES/ARP funds for summer learning experiences and other one-time purchases of instructional resources that could not be funded in General Fund.
Calhoun City Schools	Using federal CARES I, II and/or ARP funds
Camden County Schools	Using federal CARES I, II and/or ARP funds
Cartersville City Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Charlton County School	Using federal CARES I, II and/or ARP funds
Chattahoochee	Using federal CARES I, II and/or ARP funds
Cherokee County School District	Reduce spending on professional development per teacher, Delay or stop the purchase of instructional materials, Using federal CARES I, II and/or ARP funds, Reduce operating expenditures (e.g. supplies, equipment, etc.) to the extent possible.
City Schools of Decatur	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Reduce operating cost
Clayton County Public Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Crisp County Board of Education	Using federal CARES I, II and/or ARP funds
Dalton Public Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Dekalb County	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Dooly County School System	Using federal CARES I, II and/or ARP funds
Early County School System	Using federal CARES I, II and/or ARP funds
Emanuel County	Using federal CARES I, II and/or ARP funds
Foothills Education Charter High School	Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Forsyth County School District	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Franklin County	Using federal CARES I, II and/or ARP funds
Fulton County Schools	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Using federal CARES I, II and/or ARP funds
Hall County	Using federal CARES I, II and/or ARP funds
International Charter Academy of Georgia	Using federal CARES I, II and/or ARP funds, Due to the COVID-19 pandemic, the lower grade enrollment declined. Our school will reduce class room numbers and teachers.
Irwin County Schools	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Using federal CARES I, II and/or ARP funds
Jackson County Schools	Using federal CARES I, II and/or ARP funds
Jasper County Board of Education	Using federal CARES I, II and/or ARP funds
Jeff Davis	Using federal CARES I, II and/or ARP funds
Lamar County Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Lanier County Schools	Delay or stop the purchase of instructional materials, Reduce spending on professional development per teacher
Lincoln County Schools	Using federal CARES I, II and/or ARP funds
Mitchell County	Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Monroe County Board of Education	Using federal CARES I, II and/or ARP funds, Increase in local revenue.
Morgan County Charter School System	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Murray County Schools	Using federal CARES I, II and/or ARP funds
Muscogee County School District	Using federal CARES I, II and/or ARP funds
Oglethorpe County	Using federal CARES I, II and/or ARP funds
Pataula Charter Academy	Using federal CARES I, II and/or ARP funds
Paulding County Board of Education	Using federal CARES I, II and/or ARP funds
Pike County Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Putnam County	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Savannah Chatham County Public School System	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
School for Arts-Infused Learning	Using federal CARES I, II and/or ARP funds, Delay or stop the purchase of instructional materials, Reduce spending on professional development per teacher, Reduce, where possible, spending on facilities, supplies, etc.
Social Circle City	Using federal CARES I, II and/or ARP funds
Statesboro STEAM Academy	Restrict spending





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Stewart County Board of Education	Using federal CARES I, II and/or ARP funds
Taliaferro County	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), not re-hiring teachers or para-professionals in certain areas
Thomas County School District	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Thomasville City Schools	Using federal CARES I, II and/or ARP funds, Balance our Allotments and utilize our current funding levels to maintain balanced staffing.
Trion City Schools	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Troup County School System	Using federal CARES I, II and/or ARP funds
Valdosta City Schools	Using federal CARES I, II and/or ARP funds
Walker County	Using federal CARES I, II and/or ARP funds
Washington County Board of Education	Using federal CARES I, II and/or ARP funds
Yi Hwang Academy of Language Excellence	Using federal CARES I, II and/or ARP funds, Reduce spending on professional development per teacher, Delay or stop the purchase of instructional materials
Anonymous School District 1	Using federal CARES I, II and/or ARP funds
Anonymous School District 2	Using federal CARES I, II and/or ARP funds
Anonymous School District 3	Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Anonymous School District 4	Using federal CARES I, II and/or ARP funds
Anonymous School District 5	Using federal CARES I, II and/or ARP funds
Anonymous School District 6	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 7	Using federal CARES I, II and/or ARP funds
Anonymous School District 8	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 9	Using federal CARES I, II and/or ARP funds
Anonymous School District 10	Using federal CARES I, II and/or ARP funds
Anonymous School District 11	Using federal CARES I, II and/or ARP funds
Anonymous School District 12	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 13	Using federal CARES I, II and/or ARP funds, Delay or stop the purchase of instructional materials
Anonymous School District 14	Using federal CARES I, II and/or ARP funds, Delay or stop the purchase of instructional materials, Reduce spending on professional development per teacher
Anonymous School District 15	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 16	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Anonymous School District 17	Using federal CARES I, II and/or ARP funds
Anonymous School District 18	Using federal CARES I, II and/or ARP funds
Anonymous School District 19	Using federal CARES I, II and/or ARP funds
Anonymous School District 20	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 21	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 22	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 23	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Teacher furlough days, Reduce spending on professional development per teacher
Anonymous School District 24	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 25	Using federal CARES I, II and/or ARP funds, Delay or stop the purchase of instructional materials, Reduce spending on professional development per teacher
Anonymous School District 26	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 27	Using federal CARES I, II and/or ARP funds
Anonymous School District 28	Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Anonymous School District 29	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Reduce spending on professional development per teacher
Anonymous School District 30	Using federal CARES I, II and/or ARP funds
Anonymous School District 31	Using federal CARES I, II and/or ARP funds
Anonymous School District 32	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 33	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 34	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Using federal CARES I, II and/or ARP funds
Anonymous School District 35	Using federal CARES I, II and/or ARP funds
Anonymous School District 36	Using federal CARES I, II and/or ARP funds
Anonymous School District 37	Using federal CARES I, II and/or ARP funds
Anonymous School District 38	Using federal CARES I, II and/or ARP funds
Anonymous School District 39	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 40	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 41	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Anonymous School District 42	Using federal CARES I, II and/or ARP funds
Anonymous School District 43	Using federal CARES I, II and/or ARP funds
Anonymous School District 44	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 45	Using federal CARES I, II and/or ARP funds
Anonymous School District 46	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Reduce spending on professional development per teacher
Anonymous School District 47	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 48	We have a healthy ending fund balance which will make up the difference in FY 22
Anonymous School District 49	Using federal CARES I, II and/or ARP funds
Anonymous School District 50	Using federal CARES I, II and/or ARP funds
Anonymous School District 51	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 52	Using federal CARES I, II and/or ARP funds
Anonymous School District 53	Using federal CARES I, II and/or ARP funds
Anonymous School District 54	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Anonymous School District 55	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 56	Using federal CARES I, II and/or ARP funds
Anonymous School District 57	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Delay or stop the purchase of instructional materials
Anonymous School District 58	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), If necessary, only hiring for critical positions and leaving other positions vacant
Anonymous School District 59	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 60	Using federal CARES I, II and/or ARP funds
Anonymous School District 61	Using federal CARES I, II and/or ARP funds
Anonymous School District 62	Using federal CARES I, II and/or ARP funds
Anonymous School District 63	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 64	Using federal CARES I, II and/or ARP funds
Anonymous School District 65	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 66	Using federal CARES I, II and/or ARP funds
Anonymous School District 67	Using federal CARES I, II and/or ARP funds





School District Name	The statewide austerity cut to the QBE for FY 2022 is \$383 million. Which of the following actions will your district take in FY 2022 to address the budget shortfall?
Anonymous School District 68	Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 69	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 70	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like), Reduce spending on professional development per teacher
Anonymous School District 71	Using federal CARES I, II and/or ARP funds
Anonymous School District 72	Using federal CARES I, II and/or ARP funds
Anonymous School District 73	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 74	Using federal CARES I, II and/or ARP funds
Anonymous School District 75	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)
Anonymous School District 76	Using federal CARES I, II and/or ARP funds, Utilizing budget reserves (existing fund balance, "future budget contingencies" or the like)





Questions on federal relief funding

School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Academy for Classical Education	\$ 124,000	\$ 524,000	One-time bonuses for staff, Facilities, Filling budget gaps
Atlanta Public Schools	\$ 22,948,079	\$ 89,664,198	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Hiring counselors, nurses and/or specialists
Bacon County	\$ 721,739	\$ 3,228,027	Filling budget gaps, Hiring additional teachers, Tutoring, Tech/curriculum updates
Baldwin County School District	\$ 2,000,000	\$ 8,000,000	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Tech/curriculum updates, MTSS specialists and paraprofessionals
Barrow County School System	\$ 2,352,623	\$ 8,879,097	Filling budget gaps, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Facilities
Bibb County	\$ 17,000,000	\$ 38,000,000	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, One-time bonuses for staff
Bleckley County Schools	\$ 488,000	\$ 2,000,000	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses



School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			and/or specialists, Hiring additional teachers
Brooks County	\$ 947,000	\$ 3,914,526	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring
Bryan County Schools	\$ 798,858	\$ 2,643,382	One-time bonuses for staff, Tutoring, Filling budget gaps, Facilities, Tech/curriculum updates, CARES I was used to retrofit water fountains, provide masks for all students & staff, and fund all costs associated with cleaning and disinfecting facilities. CARES II monies were used to fund an extensive learning experience for our most struggling students.
Calhoun City Schools	\$ 723,107	\$ 3,360,742	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tutoring, paraprofessionals, custodial needs, van for transporting students to school for the deaf.
Camden County Schools	\$ 1,448,403	\$ 6,323,165	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers
Cartersville City Schools	\$ 730,199	\$ 2,045,867	One-time bonuses for staff, Tech/curriculum updates, Capturing Kids Hearts and custodial purposes.





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Charlton County School	\$ 558,000	\$ 2,200,000	Filling budget gaps, Facilities, Tech/curriculum updates, Tutoring
Chattahoochee	\$ 800,000	\$ 1,125,000	Filling budget gaps, Facilities, Tech/curriculum updates
Cherokee County School District	\$ 3,706,437	\$ 15,684,226	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, PPE, Custodial Services
City Schools of Decatur	\$ 321,028	\$ 2,446,124	One-time bonuses for staff, Filling budget gaps, Salaries, PPE Supplies, Intervention Programs,
Clayton County Public Schools	\$ 17,000,000	\$ 35,000,000	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time, One-time bonuses for staff
Crisp County Board of Education	\$ 1,944,316	\$ 4,428,169	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates, Adding instructional days/time
Dalton Public Schools	\$ 2,040,745	\$ 1,898,483	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Adding instructional days/time
Dekalb County	\$ 33,000,000	\$ 8,000,000	One-time bonuses for staff, Salary increases, Filling budget gaps,



School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			Facilities, Tech/curriculum updates, Adding instructional days/time, N/A
Dooly County School System	\$ 800,000	\$ 3,200,000	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Early County School System	\$ 889,835	\$ 3,563,215	One-time bonuses for staff, Filling budget gaps, Facilities, Tech/curriculum updates, Tutoring
Emanuel County	\$ 1,698,137	\$ 594,416	One-time bonuses for staff, Facilities, Tech/curriculum updates, Professional Learning Software, Salaries/Benefits for Custodial Staff
Foothills Education Charter High School	\$ 205,193	\$ 1,126,014	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Tech/curriculum updates
Forsyth County School District	\$ 1,700,000	\$ 5,800,000	For transportation salaries and benefits when schools were closed and buses not used
Franklin County	\$ 834,337	\$ 3,454,811	Virtual Learning, Teacher and Para Salaries
Fulton County Schools	\$ 13,300,000	\$ 3,400,000	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring



School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Hall County	\$ 50,000,000	\$ 22,128,793	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tutoring, Tech/curriculum updates
International Charter Academy of Georgia	\$ 6,614	\$ 22,439	1) PPE Supplies; and 2) Salaries to cover costs of offsetting the need to furlough/reduce salaries
Irwin County Schools	\$ 503,725	\$ 1,125,254	Filling budget gaps, Hiring additional teachers, Tutoring
Jackson County Schools	\$ 20,900	\$ 4,192,499	Tech/curriculum updates, Tutoring, One-time bonuses for staff
Jasper County Board of Education	\$ 535,199	\$ -	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates
Jeff Davis	\$ 893,973	\$ 3,583,921	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Tutoring, Tech/curriculum updates
Lamar County Schools	\$ 638,323	\$ 2,642,825	One-time bonuses for staff, Facilities, Filling budget gaps
Lanier County Schools	\$ 563,337	\$ 2,236,451	Facilities, Filling budget gaps
Lincoln County Schools	\$ 275,984	\$ 1,110,533	One-time bonuses for staff, Filling budget gaps, Facilities, Tech/curriculum updates, Summer School costs

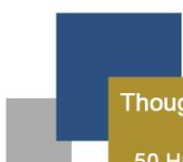


School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Mitchell County	\$ 1,407,483	\$ 3,211,409	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time, Continuity of Services
Monroe County Board of Education	\$ 579,528	\$ 1,980,243	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Chromebooks for students
Morgan County Charter School System	\$ 503,744	\$ 1,638,786	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates
Murray County Schools	\$ 1,492,540	\$ 6,095,062	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Tutoring
Muscogee County School District	\$ 10,000,000	\$ 42,000,000	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time
Oglethorpe County	\$ 419,017	\$ 1,714,235	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities,





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			Tech/curriculum updates, Tutoring, One-time bonuses for staff
Pataula Charter Academy	\$ 192,732	\$ 842,964	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, summer school
Paulding County Board of Education	\$ 3,013,489	\$ 1,162,269	One-time bonuses for staff, Tech/curriculum updates
Pike County Schools	\$ 363,233	\$ 1,496,752	Hiring additional teachers, Tech/curriculum updates, Tutoring, Filling budget gaps
Putnam County	\$ 990,000	\$ 3,800,000	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Savannah Chatham County Public School System	\$ 11,000,000	\$ 44,000,000	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
School for Arts-Infused Learning	\$ 135,000	\$ 196,648	Filling budget gaps, Facilities, Tech/curriculum updates, One-time bonuses for staff
Social Circle City	\$ 16,200	\$ 627,200	One-time bonuses for staff, Salary increases, Filling budget gaps,





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			Facilities, Tutoring, Hiring counselors, nurses and/or specialists
Statesboro STEAM Academy	\$ 33,000	\$ 150,000	One-time bonuses for staff, Filling budget gaps, Tutoring, Tech/curriculum updates
Stewart County Board of Education	\$ 247,900	\$ 845,051	Filling budget gaps, Tech/curriculum updates, Adding instructional days/time, Tutoring
Taliaferro County	\$ 61,000	\$ 468,000	Filling budget gaps, Tech/curriculum updates, Tutoring, One-time bonuses for staff
Thomas County School District	\$ 1,100,000	\$ 1,880,000	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Thomasville City Schools	\$ 1,141,616	\$ 4,932,295	One-time bonuses for staff, Filling budget gaps, Facilities, Instructional and Core Support through maintaining salaries and benefits
Trion City Schools	\$ 220,000	\$ 600,000	One-time bonuses for staff, Filling budget gaps, Facilities, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time
Troup County School System	\$ 3,019,886	\$ 12,997,534	Filling budget gaps, Hiring additional teachers, Facilities, Tutoring, Tech/curriculum updates, Hiring





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			counselors, nurses and/or specialists, Salary increases
Valdosta City Schools	\$ 30,000,000	\$ 163,000,000	One-time bonuses for staff, Hiring additional teachers, Tech/curriculum updates, Adding instructional days/time, Hiring counselors, nurses and/or specialists
Walker County	\$ 1,824,277	\$ 380,512	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates, Tutoring, Safe and sanitized re-opening plan in FY2021
Washington County Board of Education	\$ 1,242,440	\$ 1,714,238	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time, Facilities
Yi Hwang Academy of Language Excellence	\$ -	\$ 157,000	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring
Anonymous School District 1	\$ 826,321	\$ 315,389	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time
Anonymous School District 2	\$ 3,728,777	\$ 15,164,732	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates, Tutoring, Adding instructional days/time, Disinfecting supplies





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 3	\$ 1,005,593	\$ 4,001,233	Filling budget gaps, Facilities, Tech/curriculum updates, Hiring counselors, nurses and/or specialists, One-time bonuses for staff
Anonymous School District 4	\$ 1,654,329	\$ 6,694,837	Filling budget gaps, Facilities, Tech/curriculum updates, Providing Professional Development for teachers.
Anonymous School District 5	\$ 820,000	\$ 3,109,100	Continuity of services
Anonymous School District 6	\$ 5,793,374	\$ 21,603,273	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tutoring, Tech/curriculum updates
Anonymous School District 7	\$ 465,270	\$ 547,944	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities
Anonymous School District 8	\$ -	\$ -	n/a
Anonymous School District 9	\$ 2,611,944	\$ 923,346	Filling budget gaps, Facilities, Tech/curriculum updates, Adding instructional days/time
Anonymous School District 10	\$ 2,937,613	\$ -	Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 11	\$ 1,800,000	\$ 8,000,000	One-time bonuses for staff, Tech/curriculum updates, Tutoring
Anonymous School District 12	\$ 1,070,996	\$ 4,551,478	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Adding instructional days/time



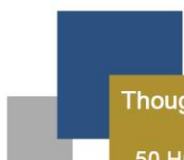


School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 13	\$ 48,000	\$ 282,000	Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 14	\$ 30,000	\$ 240,000	Facilities, Tech/curriculum updates
Anonymous School District 15	\$ 360,094	\$ 1,494,532	Continuity of services
Anonymous School District 16	\$ 419,825	\$ 1,652,100	One-time bonuses for staff, Filling budget gaps, Facilities
Anonymous School District 17	\$ -	\$ -	Filling budget gaps, Tech/curriculum updates
Anonymous School District 18	\$ 1,370,051	\$ 5,456,495	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 19	\$ 1,100,000	\$ 4,956,619	Filling budget gaps
Anonymous School District 20	\$ 927,691	\$ 3,771,238	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates, Adding instructional days/time, Facilities, Hiring additional teachers, Hiring counselors, nurses and/or specialists
Anonymous School District 21	\$ 721,600	\$ 535,556	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, CARES I: (COVID LEAVE sick leave,





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			substitute teachers, wireless service for OLL students, educational subscription software, chromebook protectors, cleaning supplies, cleaning machinery, PPE, sanitizer, thermometers, touchless water filling station rentals, bus routing software, additional fuel, serving containers and disposable nutrition supplies like wraps and foils. CARES II software, school supplies, parent pickup software, PPE and cleaning supplies.
Anonymous School District 22	\$ 1,167,534	\$ 2,026,397	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 23	\$ 540,000	\$ 2,000,000	One-time bonuses for staff, Filling budget gaps
Anonymous School District 24	\$ 2,005,542	\$ 9,086,226	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 25	\$ 400,000	\$ 912,000	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Adding instructional days/time
Anonymous School District 26	\$ 2,100,000	\$ 8,700,000	One-time bonuses for staff, Filling budget gaps, Facilities, Tutoring, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, ESOL Endorsement for all, including stipend upon completion





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 27	\$ 156,000	\$ 120,000	One-time bonuses for staff, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 28	\$ 190,000	\$ 120,000	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 29	\$ 3,200,000	\$ 30,000,000	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring additional teachers, Facilities, Tutoring, Tech/curriculum updates, Hiring counselors, nurses and/or specialists
Anonymous School District 30	\$ 1,025,085	\$ 4,556,875	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates
Anonymous School District 31	\$ 3,400,000	\$ 14,000,000	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 32	\$ 1,363,157	\$ 2,800,000	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Student and teacher supplies so parents do not have to make purchases at the start of the year; outdoor classroom spaces
Anonymous School District 33	\$ 1,507,090	\$ 6,071,394	Filling budget gaps, Salary increases, One-time bonuses for staff, Facilities, Tutoring, Tech/curriculum updates
Anonymous School District 34	\$ 2,700,000	\$ 1,000,000	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Tutoring, Adding instructional days/time, Tech/curriculum updates





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 35	\$ 3,719,528	\$ 14,600,113	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities
Anonymous School District 36	\$ 489,382	\$ 215,000	One-time bonuses for staff, Filling budget gaps, Adding instructional days/time
Anonymous School District 37	\$ 446,000	\$ 1,844,050	Filling budget gaps, Tech/curriculum updates, Tutoring
Anonymous School District 38	\$ 5,706,764	\$ 750,000	Filling budget gaps, Facilities, Tech/curriculum updates
Anonymous School District 39	\$ 180,893	\$ 718,735	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates
Anonymous School District 40	\$ 600,000	\$ 300,000	One-time bonuses for staff, Tech/curriculum updates, Summer School
Anonymous School District 41	\$ 450,000	\$ 2	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 42	\$ 637,933	\$ 1,368,156	One-time bonuses for staff, Tech/curriculum updates
Anonymous School District 43	\$ 2,149,953	\$ 2,005,229	One-time bonuses for staff, Filling budget gaps, Tutoring, Additional technology connection devices
Anonymous School District 44	\$ 712,029	\$ 2,850,245	Filling budget gaps, Salaries for critical staff during COVID





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 45	\$ 970,000	\$ 4,000,000	Filling budget gaps, Facilities, Tech/curriculum updates, Continuity of services
Anonymous School District 46	\$ 890,000	\$ 3,900,000	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Undecided
Anonymous School District 47	\$ 2,000,000	\$ 7,000,000	Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 48	\$ 46,000,000	\$ 10,000,000	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Continuity of services
Anonymous School District 49	\$ 750,000	\$ 1,000,000	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Hiring counselors, nurses and/or specialists
Anonymous School District 50	\$ 2,072,837	\$ 8,817,235	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates
Anonymous School District 51	\$ 476,000	\$ 1,900,000	Filling budget gaps, Hiring additional teachers, Tutoring, Adding instructional days/time, One-time bonuses for staff, Tech/curriculum updates
Anonymous School District 52	\$ 12,700,000	\$ 1,900,000	One-time bonuses for staff, Filling budget gaps, Adding instructional days/time, Tutoring, Tech/curriculum updates
Anonymous School District 53	\$ 3,439,833	\$ 14,620,532	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, MATH and Reading Programs



School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 54	\$ 1,694,924	\$ 5,117,381	One-time bonuses for staff, Tutoring, Tech/curriculum updates
Anonymous School District 55	\$ 846,541	\$ 4,079,752	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 56	\$ 1,785,945	\$ 6,779,619	One-time bonuses for staff, Facilities, Tutoring, Adding instructional days/time, Filling budget gaps, Tech/curriculum updates, Step increases based on the local salary scale, retention bonuses, nutrition, transportation,
Anonymous School District 57	\$ 650,000	\$ 2,400,000	Filling budget gaps, Tech/curriculum updates, Facilities, Hiring counselors, nurses and/or specialists, Hiring a Social Worker
Anonymous School District 58	\$ 91,678	\$ 21,566	One-time bonuses for staff, Filling budget gaps, Facilities, Tech/curriculum updates
Anonymous School District 59	\$ 985,000	\$ 2,700,000	Facilities, Tutoring, Tech/curriculum updates, Filling budget gaps
Anonymous School District 60	\$ 1,284,221	\$ 5,348,354	One-time bonuses for staff, Facilities, Tech/curriculum updates, nursing supplies
Anonymous School District 61	\$ 447,723	\$ 184,545	One-time bonuses for staff, Facilities, Tech/curriculum updates
Anonymous School District 62	\$ 832,293	\$ 3,194,018	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Tech/curriculum updates, Tutoring





School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
Anonymous School District 63	\$ 1,363,872	\$ 858,571	Filling budget gaps, Hiring additional teachers, Tutoring, Tech/curriculum updates, N/A
Anonymous School District 64	\$ 3	\$ 10	Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Adding instructional days/time
Anonymous School District 65	\$ 1,700,000	\$ 5,500,000	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 66	\$ 527,666	\$ 2,194,277	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates
Anonymous School District 67	\$ 808,249	\$ 3,858,412	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 68	\$ 2,546,551	\$ 10,702,537	Care I was used to offset utility costs and Cares II was used to offset employee health insurance costs.
Anonymous School District 69	\$ 2,000,000	\$ 9,000,000	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tutoring, Adding instructional days/time
Anonymous School District 70	\$ 1,600,000	\$ 6,200,000	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 71	\$ 368,356	\$ 283,000	One-time bonuses for staff, Hiring counselors, nurses and/or specialists,



School District Name	How much of the funds provided from the federal government via the CARES I Act has your district obligated?	How much of the funds provided from the federal government via the CARES II Act has your district obligated?	Considering the money that has already been obligated, how has your district used the funds provided from the federal government via the CARES I and CARES II Acts?
			Facilities, Tech/curriculum updates, Adding instructional days/time
Anonymous School District 72	\$ 742,000	\$ 3,183,000	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time
Anonymous School District 73	\$ 3	\$ 12	One-time bonuses for staff, Facilities, Tech/curriculum updates, Tutoring
Anonymous School District 74	\$ 1,084,185	\$ 4,722,423	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates
Anonymous School District 75	\$ 290,000	\$ 365,000	One-time bonuses for staff, Hiring additional teachers, Tech/curriculum updates, Hiring counselors, nurses and/or specialists
Anonymous School District 76	\$ 762,689	\$ 3,112,662	Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, One-time bonuses for staff, Adding instructional days/time



Questions on federal relief funding

School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Academy for Classical Education	Facilities, Hiring counselors, nurses and/or specialists, Filling budget gaps, Tech/curriculum updates, Adding instructional days/time	Strongly Disagree	ACE has had to purchase and finance our facility. The debt service associated with that purchase coupled with the facility maintenance puts a strain on our QBE allocations. While the additional federal funds have allowed us to upgrade IT equipment and make necessary facility upgrades (carpet, HVAC, etc.) the revenue stream is finite and will eventually zero out.
Atlanta Public Schools	Facilities, Hiring counselors, nurses and/or specialists, Filling budget gaps, Tech/curriculum updates, Hiring additional teachers, Adding instructional days/time	Strongly Disagree	During the pandemic, our funding from our state has been reduced and still has not been fully restored. At a time when the needs of our students and staff have been increased, this federal funding has helped us retain staff, provide academic supports for our students and close other budget gaps we wouldn't be able to cover otherwise.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Bacon County	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time, Summer School	Disagree	Due to the amounts of austerity cuts over the past 13 years.
Baldwin County School District	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Paraprofessionals	Strongly Disagree	
Barrow County School System	Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	The Quality Basic Education formula was devised in 1985. Since then the needs of our students have increased. The need to increase pay rates for all our system employees has increased. the need for additional counselors and additional administration to identify what each student needs in many areas have increased. Each school's overall technology needs have increased. Transportation needs have increased. Many other areas have





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
			increased, yet we have been stuck with the woefully out-of-date QBE formula ratios. Here are some examples: We receive \$1.1 million annually for transportation, yet actual cost are \$8.1 million. We receive \$809,000 annually for technology, actual expenditures are \$2.7 million. So these federal funds allow us to catch up on what we should have been providing for our students all along.
Bibb County	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time	Disagree	To be overfunded means to have monies that can be eliminated or spent on "nice to have things". The funds we have will be used to fund the austerity reductions that still remain. Additionally, we did not implement curriculum updates, refresh technology, or increase salaries as we wanted. We did what we could.
Bleckley County Schools	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring	Strongly Disagree	Budget gaps have existed for decades in public education funding, especially for rural districts. The influx of federal dollars will be used to fill budget gaps caused by the state underfunding K-12 education.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Brooks County	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring	Don't Know/No Opinion	
Bryan County Schools	Facilities, Tech/curriculum updates, Tutoring, Undecided	Don't Know/No Opinion	Our school district was one of the 17 or so GA districts that received the least amount of federal funds per student. With these additional funds, we can provide additional instructional resources that would not have been possible otherwise. But, when comparing General Fund expenditures in many of the districts to the total amount of CARES/ARP funds received, those districts will struggle spending the mass amount of federal funds that have been allocated.
Calhoun City Schools	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tutoring, Adding instructional days/time	Disagree	While the additional federal dollars allow for additional resources and support, we are of the opinion that this is an opportunity to support learning at every level in a time where students, staff and families need additional support.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Camden County Schools	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tutoring	Strongly Disagree	The federal funds are being utilized to maximize services to students and minimize the recent loss of state funding.
Cartersville City Schools	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates, Tutoring, Adding instructional days/time	Disagree	What we have experienced over the past 15 months is going to take us several years to work our way out of. It's going to take additional time, energy, and resources which is going to require additional funding.
Charlton County School	Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	School districts have had to weather austerity cuts for every year but 2 in the last 20. The federal funds that have been awarded through CARES I, CARES II, and ARP don't come close to restoring the amounts that were not received due to austerity cuts over the last 2 decades.
Chattahoochee	Facilities	Strongly Disagree	Given the formula utilized being a census formula, our district did not receive funding for over 300 students. Additionally, 80% of our land is not able to be taxed because it is federal property.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Cherokee County School District	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tutoring, Adding instructional days/time	Strongly Disagree	Federal funds may only be used for specified purposes, which aren't necessarily aligned with our needs
City Schools of Decatur	Reallocating salary funding for intervention programs to CARES funding	Strongly Disagree	Although the district has received CARES funding, the reduction in austerity and increase operating cost due to COVID 19 exceeds the amount of funds provided from CARES.
Clayton County Public Schools	Hiring counselors, nurses and/or specialists, Facilities, Filling budget gaps, Tutoring, Adding instructional days/time, Undecided	Disagree	There are many additional expenses that school districts have incurred due to the pandemic. School Districts are not over funded as the funding is needed to address issues highlighted by the pandemic
Crisp County Board of Education	Hiring additional teachers, Tech/curriculum updates, Adding instructional days/time	Strongly Disagree	The Crisp County School System would strongly disagree with the statement above saying school districts are currently over-funded. While we welcome the influx of funds as a result of the ESSER CARES Act, we understand it is only a temporary accommodation. As with other federal funding, school districts are not always able to make the necessary purchases without





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
			fulfilling additional requirements, which may or may not be possible given the availability of local resources and limited personnel. Crisp County is a very high poverty community that requires many different resources, which are not always available due to the unavailability of funds and/or lack of skilled personnel. This temporary funding source does provide some relief in this case, although it does not restore us to being fully funded. Again, while we are very thankful for the allocated amount, it does not make up the difference in austerity cuts we have experienced. We also cannot overlook the 18 months of intermittent schooling with interruptions that have increased learning gaps as well as social and emotional needs for our students. This has created more students in the “at-risk” category, which would also require greater support and resources that could further burden the local school district financially.
Dalton Public Schools	Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring,	Disagree	These additional funds are beneficial for school districts to take care of a variety of unmet needs. Many schools deal with deferred maintenance since it is not core business/instruction. Dalton Public Schools used some of the funds to upgrade HVAC units to include an ionization process. The district also used funds to hire health screeners that assisted with contract tracing throughout the height of the pandemic. Dalton Public Schools plans to use ARP funds to hire additional



School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	Adding instructional days/time		teachers, paraprofessionals, and psychologist to shore up instruction and improve student's academic and social/emotional well-being.
Dekalb County	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time, N/A	Disagree	Even with the additional funds one could not address all needs of the district and students. We prioritize the greatest needs with the resources that are available and work toward a sustainable plan.
Dooly County School System	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	Although CARES funds are a welcome addition to our budgets, we are still feeling effects from years of austerity reductions. QBE has never been fully funded, which has hurt needed programs such as fine arts.
Early County School System	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional	Strongly Disagree	School districts, while certainly grateful for the additional money, still have great needs to serve their students. Right now, we are able to spend money on things we have not been able to fund in the past such as facilities upgrades and new furniture for old buildings. These are



School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	teachers, Facilities, Tech/curriculum updates, Tutoring		things we have not been able to fund because district have not been fully funded. With the federal money, we are actually able to offer some fine arts such as dance. Our fear is how we will sustain all of these wonderful opportunities when the funds are gone.
Emanuel County	Facilities, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time, Filling budget gaps	Don't Know/No Opinion	
Foothills Education Charter High School	One-time bonuses for staff	Disagree	This is temporary money to help with learning recovery and other pandemic created expenses like lower FTE as we recover and return to normal.
Forsyth County School District	Undecided	Disagree	FCS only recived \$20 million between Care Acts I, II, and III.
Franklin County	One-time bonuses for staff, Facilities, Tutoring, Adding instructional days/time	Strongly Disagree	This is temporary money so we are not overfunded





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Fulton County Schools	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Disagree	Schools have had to manage budget cuts for a number of years due to reduced funding from the state and federal government. The recent increases to state funding are good steps to helping to support schools with staff that is necessary but the onset of COVID-19 has created additional needs in academic, counseling and social emotional learning support that continue to cost money.
Hall County	Facilities, Hiring counselors, nurses and/or specialists, Hiring additional teachers, One-time bonuses for staff, Tech/curriculum updates, Adding instructional days/time, Tutoring, Filling budget gaps, Undecided	Don't Know/No Opinion	An opinion regarding whether schools are over or underfunded would be reflective of the personal views of individuals, instead of the views of the district, which is an apolitical organization. As a district, we will maximize the use of the funds that the government offers to us to the benefit of our boys and girls.
International Charter Academy of Georgia	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Tutoring	Strongly Disagree	All ESSER CARE ACT funds are calculated based on the low income family population of the district. International Charter Academy of Georgia received the least federal funds among all public schools. However, the COVID-19 pandemic challenges and austerity measures are equally challenged regardless of the number of low income families.



School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Irwin County Schools	Filling budget gaps, Hiring additional teachers, Tutoring	Strongly Disagree	All federal funds will help maintain continuity over the next several fiscal years.
Jackson County Schools	One-time bonuses for staff, Filling budget gaps, Tech/curriculum updates, Tutoring	Agree	
Jasper County Board of Education	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Disagree	
Jeff Davis	Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Extra-curricular activities student participation	Disagree	The federal funds allowed us to pick up some non-essential items that are beneficial to the system, but not required





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Lamar County Schools	Filling budget gaps, Facilities, Undecided	Don't Know/No Opinion	There are many items that our school systems needs, to bring our buildings and technology up to date.
Lanier County Schools	Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time	Disagree	We need to use the funds for infrastructure.
Lincoln County Schools	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Summer School costs	Strongly Disagree	The extreme cost forced on each district by COVID was never budgeted or earn via FTE. Protecting the students came first. Without the Federal Funds, 3.75 teachers would be cut so the district could survive the COVID cost requirements.
Mitchell County	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional	Disagree	





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	days/time, Continuity of Services		
Monroe County Board of Education	Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates	Strongly Disagree	We still have to be very frugal with out funds in order to maintain our high expectations.
Morgan County Charter School System	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Adding instructional days/time, Professional Development	Strongly Disagree	Austerity continues to reduced our funding - we have not returned to the 2019-2020 amount
Murray County Schools	Filling budget gaps, Salary increases, Facilities, Tech/curriculum updates, Tutoring	Disagree	





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Muscogee County School District	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	These additional federal funds are essential to addressing the learning and social/emotional needs of students, budgetary shortfalls and continuity of services associated with those needs as well as the fiscal health and solvency of the district.
Oglethorpe County	One-time bonuses for staff, Filling budget gaps	Strongly Disagree	We are using the funds to offset the austerity cuts. In addition there have been additional expenses related to the pandemic.
Pataula Charter Academy	Undecided, Filling budget gaps	Agree	
Paulding County Board of Education	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time	Disagree	The Federal Funds are needed to address COVID related learning loss and the Austerity cut.





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Pike County Schools	Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates	Strongly Disagree	
Putnam County	Undecided	Disagree	Due to COVID and the cost associated with learning loss, mental health and other unexpected expenditures, how can anyone think that the health, safety and education of our children are over-funded.
Savannah Chatham County Public School System	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	More funding will allow for more teachers/staff to reduce class sizes.
School for Arts-Infused Learning	Filling budget gaps, Facilities, Tech/curriculum updates	Strongly Disagree	Speaking as a charter school, which is funded below a traditional school, our school is always faced with difficult budget decisions while trying to ensure the success of our scholars and staff.





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Social Circle City	Facilities, Tutoring, Salary increases, One-time bonuses for staff, Hiring counselors, nurses and/or specialists	Disagree	Public education in Georgia has been underfunded for years. The federal funds we received this school year is only a small percentage of what we didn't receive due to QBE not being fully funded.
Statesboro STEAM Academy	Hiring additional teachers, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Tutoring	Strongly Disagree	You can never overfund education.
Stewart County Board of Education	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Adding instructional days/time	Disagree	Our district has struggled to fill the gaps for years. When it comes to educating children in rural counties you can never be over-funded.
Taliaferro County	Filling budget gaps, Tech/curriculum updates, Tutoring	Disagree	
Thomas County School District	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses	Strongly Disagree	





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	and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring		
Thomasville City Schools	Filling budget gaps, Facilities, Instructional and Core Support through maintaining salaries and benefits	Strongly Disagree	
Trion City Schools	One-time bonuses for staff, Facilities, Tutoring, Adding instructional days/time	Strongly Disagree	It is my opinion that a good education comes from many different resources. Resources cost money, and there is never enough to provide all resources to students.
Troup County School System	Filling budget gaps, Tech/curriculum updates, Facilities, Tutoring	Disagree	
Valdosta City Schools	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding	Strongly Disagree	





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	instructional days/time		
Walker County	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, Adding instructional days/time, Sanitizer, PPE, items required for safe instruction	Disagree	The additional funding will offset state cuts, provide for learning loss and social emotional loss, and allow safe protocols for opening schools.
Washington County Board of Education	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	In a poverty district such as ours, needs always exceed funding. I would be hard pressed to ever say we were "over-funded".





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Yi Hwang Academy of Language Excellence	Tutoring, Tech/curriculum updates	Strongly Disagree	As a charter school, we are already significantly underfunded. Federal funds shored this gap temporarily.
Anonymous School District 1	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time	Strongly Disagree	Lost instructional time has resulted in learning gaps. Increased federal funds have positively impacted our districts ability to provide learning opportunities for our students.
Anonymous School District 2	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time, Replacing water fountains with bottle filling stations, disinfecting, other	Disagree	Current funding level creates sustainability issues.





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Anonymous School District 3	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates	Disagree	
Anonymous School District 4	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Professional Development for Teachers	Disagree	Because the QBE formula inadequately funds Georgia schools, we believe the federal funds puts funding at the adequate level.
Anonymous School District 5	Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Tutoring, Hiring additional teachers, Filling budget gaps, Continuity of services	Disagree	





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Anonymous School District 6	One-time bonuses for staff, Hiring additional teachers, Tech/curriculum updates, Tutoring	Disagree	
Anonymous School District 7	Hiring counselors, nurses and/or specialists, Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	These funds have many rules and regulations around how they can be spent. The guidance surrounding these rules and regulations also seems to change or be inconsistent. If systems had more flexibility in using the funds, it would be very helpful. These funds are also not permanent.
Anonymous School District 8	n/a	Strongly Disagree	The federal funds are one-time monies that really should be used toward addressing the needs of students after COVID. They can't be considered the answer to our longtime funding issues in this state.
Anonymous School District 9	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	School districts have received an austerity reduction from 2003 through 2018. There is needs for instruction, technology, transportation, and maintenance that have not been met.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 10	Tech/curriculum updates, Tutoring, Facilities, Filling budget gaps	Disagree	The QBE amended formula adjustment (austerity) is still in place for FY22. Since the inception of austerity there has been no distribution of funds back to the local school systems.
Anonymous School District 11	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Disagree	
Anonymous School District 12	Filling budget gaps, Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Adding instructional days/time	Agree	These funds have been beneficial to help offset local expense and to provide bonuses for staff during the covid 19 crisis.
Anonymous School District 13	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	As a public charter school not receiving local tax base funding, this funding is critical to our infrastructure.
Anonymous School District 14	Tech/curriculum updates, Undecided	Strongly Disagree	School districts, especially state charters are consistently underfunded. The CARES funding put



School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
			us back in the game, but did not close all funding gaps we have.
Anonymous School District 15	Hiring additional teachers, Tutoring, Adding instructional days/time, Tech/curriculum updates, One-time bonuses for staff	Disagree	
Anonymous School District 16	Hiring counselors, nurses and/or specialists, Tech/curriculum updates, Hiring additional teachers	Don't Know/No Opinion	Each and every school district is in a different place financially.
Anonymous School District 17	Filling budget gaps, Tech/curriculum updates, Tutoring, Adding instructional days/time, Undecided	Strongly Disagree	Lots of restrictions on CARES funds about how can use.
Anonymous School District 18	Salary increases, Filling budget gaps, Facilities, Tech/curriculum updates, Tutoring	Disagree	We have been grossly underfunded. We are finally able to pay at the state rate and hopefully retain teachers and staff. We are finally able to provide much needed technology for students and staff.





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Anonymous School District 19	Filling budget gaps, Undecided	Agree	
Anonymous School District 20	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time, Tutoring	Strongly Disagree	We are still under funded - we are using this money as intended - to address learning loss and additional needs created by COVID.
Anonymous School District 21	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Contracted intervention providers, parent Liaison for the high school, custodial carts, bus fuel, nutrition carts, and disposable supplies for school nutrition.	Strongly Disagree	





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Anonymous School District 22	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates	Disagree	State austerity gap needs to be filled.
Anonymous School District 23	Salary increases, Hiring additional teachers, Facilities, Filling budget gaps	Strongly Disagree	We are not over funded. We were cut 2 million initially. We were just beginning to bounce back from many previous years of austerity cuts.
Anonymous School District 24	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	Over the past 10 years, austerity cuts totaled over \$32,000,000. The increase in federal funds does not even fully restore those cuts. The total since 2003 is over \$74,000,000. In addition to increase health related spending due to COVID (masks, cleaning supplies, sanitizer, etc), there is now a tremendous need to support learning loss. The increase in federal funding is not being used to restore past austerity (which is needed), but rather to (1) hire additional instructional coaches and teachers, (2) expand summer school, (3) update A/C units, (4) support new technology needs and (5) offer additional tutoring opportunities. Schools are nowhere near "over funded". We have been continually under funded and that continues. The increased federal funds simply allow us to solve problems created by COVID.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 25	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Adding instructional days/time	Strongly Disagree	Even with the additional funding, as a charter school, we do not have the same per pupil funding as the other public schools. We are restricted with the allowable expenditures, and while that is perfectly understandable, we are not able to use these additional funds to address all areas of need.
Anonymous School District 26	Filling budget gaps, Facilities, Tutoring, Technology - Chromebook replacement and teacher laptop replacement	Disagree	Additional funds are being used strategically to fill gaps that otherwise would not be budgeted. It has freed up ESPLOST purchases solely for construction and not buses, technology, etc.
Anonymous School District 27	Facilities, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring	Don't Know/No Opinion	I suspect it depends on the district. Over-funded is also a loaded term. Given the grant has constraints, it may be the case that a district needs funding for expenses not covered by the grant and identified expenses allowed by the grant are lower than the available funding. One of the constraints may be timing. I would guess that every district would have extensive needs over the next four to five years related to supplemental instruction for students who lost a year of quality instruction. The grant, however, requires that the money be spent over a shorter time horizon.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 28	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Don't Know/No Opinion	I suspect it depends on the district. Over-funded is also a loaded term. Given the grant has constraints, it may be the case that a district needs funding for expenses not covered by the grant and identified expenses allowed by the grant are lower than the available funding. One of the constraints may be timing. I would guess that every district would have extensive needs over the next four to five years related to supplemental instruction for students who lost a year of quality instruction. The grant, however, requires that the money be spent over a shorter time horizon.
Anonymous School District 29	One-time bonuses for staff, Salary increases, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	Giving that charter schools have been annually under funded compared to the local districts and the last two years of austerity cuts of 11-14%, districts are not over funded.
Anonymous School District 30	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring,	Agree	





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	Adding instructional days/time		
Anonymous School District 31	Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Disagree	State Funding Formula is grossly outdated and underfunded in addition to pandemic shortfalls
Anonymous School District 32	One-time bonuses for staff, Facilities, Tech/curriculum updates, Tutoring	Disagree	
Anonymous School District 33	Salary increases, Facilities, Tutoring, Tech/curriculum updates	Disagree	Over funded would be a nice problem. It is difficult to spend some of the federal funds when we used reserves last year to purchase laptops so that we could be 1 to 1. We should be allowed to reimburse for items purchased last year prior to CARES funds.
Anonymous School District 34	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring,	Disagree	





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	Adding instructional days/time		
Anonymous School District 35	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tutoring	Disagree	
Anonymous School District 36	One-time bonuses for staff, Hiring additional teachers, Facilities, Adding instructional days/time	Disagree	The Coronavirus epidemic reaked havoc on small, rural school districts. The increased federal funding has allowed the district to support infrastructure needs to support virtual instruction. Were it not for these funds, the Hancock County School District would have been completely lost.
Anonymous School District 37	Filling budget gaps, Tech/curriculum updates, Tutoring, Adding instructional days/time, Hiring counselors, nurses and/or specialists	Disagree	
Anonymous School District 38	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities,	Strongly Disagree	US Education has been underfunded for years. The needs of students have steadily risen - not only from a social/emotional lens, but also in terms of the skills needed to obtain higher waged jobs. Accordingly, the investments in education to innovate and meet student needs has grown.



School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	Tech/curriculum updates, Tutoring, Enrichment efforts (e.g., afterschool programming)		
Anonymous School District 39	Filling budget gaps, Hiring additional teachers, Undecided	Strongly Disagree	Since our F&R % is low, our receipt of federal funds was not proportional to our state revenue loss. Thus, the funding deficit is being shouldered by local taxes and reserves.
Anonymous School District 40	Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Summer School 2021, 2022	Strongly Disagree	
Anonymous School District 41	Filling budget gaps, Facilities, One-time bonuses for staff, Tech/curriculum updates	Strongly Disagree	
Anonymous School District 42	Filling budget gaps, Hiring additional teachers, Tech/curriculum updates	Disagree	The funds are a welcomed replacement to what our state should be funding





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 43	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tutoring	Disagree	A school district is never over funded due to the history of budget cuts.
Anonymous School District 44	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Learning loss activities; HVAC/air quality upgrades; educational technology purchases	Agree	
Anonymous School District 45	Hiring additional teachers, Facilities, Tech/curriculum updates, One-time bonuses for staff	Agree	
Anonymous School District 46	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tutoring, Undecided	Strongly Disagree	Public School Systems have been cut for 2 years in a row. We are still recovering from the recession in 2008.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 47	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time, Tutoring	Don't Know/No Opinion	
Anonymous School District 48	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Hiring additional para professionals,	Strongly Disagree	Due to the years of austerity reductions and the lingering effects of the recession, our system experienced a reduction of approximately \$200,000,000. This number does not include the increased health insurance costs that were implemented at the same time. While the \$66 million dollars in one -time CARES funding is helping to accelerate our efforts on multiple fronts, it makes up only a fraction of the negative financial impact experienced over the last 15-\$20 years.
Anonymous School District 49	Filling budget gaps, Hiring additional teachers	Disagree	
Anonymous School District 50	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities,	Don't Know/No Opinion	





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	Tech/curriculum updates		
Anonymous School District 51	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Adding instructional days/time, Tutoring, Tech/curriculum updates	Strongly Disagree	Georgia teachers are underpaid. We cannot use these federal funds to increase salaries because we won't be able to maintain the increases when CARES funds are exhausted.
Anonymous School District 52	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Disagree	The Federal Funds are limited to pandemic related expenses. We can use more funding in areas that are not specific to COVID.
Anonymous School District 53	One-time bonuses for staff, Filling budget gaps, Hiring additional teachers, Facilities, Tutoring, Tech/curriculum	Disagree	





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	updates, Math and Reading Programs		
Anonymous School District 54	Hiring counselors, nurses and/or specialists, hiring paraprofessionals	Don't Know/No Opinion	
Anonymous School District 55	Filling budget gaps, Tech/curriculum updates, Facilities, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tutoring, Adding instructional days/time	Disagree	Many districts seem overfunded because of the relatively large amounts of funding that has suddenly become available. Because these funds must be expended in a relatively short timeframe, they can only be used to fill short-term gaps in funding or to provide short-term enhancements that cannot be sustained.
Anonymous School District 56	Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring	Agree	The money is needed; however, the parameters in which it must be spent make it difficult to demonstrate the best stewardship.
Anonymous School District 57	Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates	Disagree	The monies received from the federal government have filled in the gaps from the lack of state funding.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 58	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	Additional federal funds are being used to fill gaps -- not for new spending.
Anonymous School District 59	Filling budget gaps, Tutoring, Adding instructional days/time	Disagree	Cost associated with running schools will continue beyond the extra funding provided by the federal relief funds.
Anonymous School District 60	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Adding instructional days/time	Strongly Disagree	I do not believe that schools can ever be overfunded. We have had to do without for so long . It is nice to be able to finally have funding to do such things as hire staff and decrease class sizes.
Anonymous School District 61	Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates	Disagree	The impact of COVID19 has required us to make modifications to our facilities. We have also had to make changes in our delivery of instruction.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
Anonymous School District 62	Undecided	Strongly Disagree	
Anonymous School District 63	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum updates, Tutoring, N/A	Strongly Disagree	
Anonymous School District 64	Salary increases, Filling budget gaps, Facilities, Hiring additional teachers, Adding instructional days/time, Tech/curriculum updates	Agree	
Anonymous School District 65	One-time bonuses for staff, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring,	Disagree	





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	Adding instructional days/time		
Anonymous School District 66	Hiring counselors, nurses and/or specialists, Filling budget gaps, Hiring additional teachers, Tech/curriculum updates, Adding instructional days/time	Don't Know/No Opinion	
Anonymous School District 67	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Strongly Disagree	Without CARES funding our district would not be able to replace staff lost due to budget cuts and would be forced to spend much of our reserve. We did not fill positions last year due to the impending austerity cuts. CARES funding allowed us to fill these positions and lower class size to assist with addressing learning loss.
Anonymous School District 68	Hiring counselors, nurses and/or specialists, Tutoring, Adding instructional days/time, Tech/curriculum updates, Hiring	Disagree	All school systems have different needs.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	additional teachers, Facilities, Reading Camp, Special Ed Summer School, Phonics Intervention, School Supplies for Students		
Anonymous School District 69	Filling budget gaps, Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tutoring, Tech/curriculum updates	Disagree	
Anonymous School District 70	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	We are still recovering from years of educational budget cuts.
Anonymous School District 71	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Facilities, Tech/curriculum	Disagree	These funds will help us weather the cuts from the state without cutting staff (which we need more than ever). Funds will also be used to address significant learning gaps, which will pose challenges for many years to come.





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	updates, Tutoring, Adding instructional days/time		
Anonymous School District 72	Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring, Adding instructional days/time	Disagree	Needs have increased due to Covid and our teaching environments have changed with more emphasis being placed on the virtual learning option. This option comes with increased expenses for technology needs and personnel.
Anonymous School District 73	One-time bonuses for staff, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	Our state QBE funding is still reduced and our Federal money is temporary.
Anonymous School District 74	One-time bonuses for staff, Filling budget gaps, Hiring counselors, nurses and/or specialists, Facilities, Tech/curriculum updates, Tutoring	Strongly Disagree	
Anonymous School District 75	Hiring counselors, nurses and/or specialists, Hiring additional teachers, Tech/curriculum	Agree	





School District Name	How does your district plan to use the remaining funds provided from the federal government via the CARES I, CARES II and ARP Acts?	Rate this statement: Due to increased federal funds, school districts are currently over-funded.	Please explain your answer.
	updates, Tutoring, Undecided		
Anonymous School District 76	Filling budget gaps, Hiring additional teachers, Facilities, Tech/curriculum updates	Strongly Disagree	Education in general has been underfunded for several years. With additional federal funding, some Districts are just now able to purchase much needed items.





Questions on the Teacher's Retirement System of Georgia

School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Academy for Classical Education	4 - Beneficial	Teachers are familiar with the benefit.
Atlanta Public Schools	4 - Beneficial	
Bacon County	4 - Beneficial	TRS is a great tool for recruiting people who want a career.
Baldwin County School District	5 - Strong Beneficial	
Barrow County School System	5 - Strong Beneficial	Right now it is one of the main draws to the profession left. Without it we will be hard pressed to find any quality applicants, especially with the current low payscales in most districts and underfunded resources (human and otherwise) provided by the current funding formulas added to the current climate of the work environment.
Bibb County	5 - Strong Beneficial	Teachers are a hot commodity and it takes the entire compensation package to get good teachers to stay in the profession.
Bleckley County Schools	5 - Strong Beneficial	While I do not believe TRS is an effective recruiting tool (mainly because most 23-year-olds are not thinking about retirement), but TRS is vital in retaining teachers.
Brooks County	5 - Strong Beneficial	
Bryan County Schools	5 - Strong Beneficial	





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Calhoun City Schools	5 - Strong Beneficial	Many see TRS as a strong recruitment tool for all employee groups that qualify.
Camden County Schools	5 - Strong Beneficial	The ability to plan retirement with a stable organization such as TRS is a strong employment and retention tool.
Cartersville City Schools	5 - Strong Beneficial	It is the one major recruiting tool we have left in our industry when it comes to recruitment and retainment.
Charlton County School	5 - Strong Beneficial	The retirement system is one of the only significant benefits we can offer. Teacher salaries are not comparable to those in the private sector for comparable education and experience. There is already a teacher shortage. Without the benefit of TRS, and our district being able to recruit from a neighboring state that does not have a retirement system as strong as ours, we would have significant struggles to fill teaching positions.
Chattahoochee	3 - Neutral or No Impact	Young professionals have not yet recognized the benefit of future planning like TRS.
Cherokee County School District	5 - Strong Beneficial	
City Schools of Decatur	5 - Strong Beneficial	One of the major benefits considered when seeking employment is the retirement plan.
Clayton County Public Schools	4 - Beneficial	
Crisp County Board of Education	4 - Beneficial	Aids local economy, over 100 billion dollars in assets provides security, 23rd largest pension system in the nation, over 75 years in existence and over 400,000 members.





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Dalton Public Schools	4 - Beneficial	The Georgia TRS may be in the top 5 in the nation as far as the funding and viability of the program. Dalton Public Schools is a district that can recruit teachers or personnel from Tennessee and Alabama. Although becoming vested in Georgia's TRS involves more years of service compared to Tennessee and Alabama, it appears that Georgia's retirement program is better.
Dekalb County	5 - Strong Beneficial	The majority of our staff is our "Teaching" force who enter with a life-long career in mind. Our Teachers rely and depend on an having a security retirement plan.
Dooly County School System	5 - Strong Beneficial	TRS is one of the last great incentives to become a teacher.
Early County School System	5 - Strong Beneficial	Because teacher salaries continue to remain low compared to other professions, TRS is a big incentive for college graduates to choose to go into education.
Emanuel County	3 - Neutral or No Impact	
Foothills Education Charter High School	5 - Strong Beneficial	Teachers are willing to consider lower salaries than other industries because of the strong retirement promise
Forsyth County School District	5 - Strong Beneficial	
Franklin County	5 - Strong Beneficial	Much retirement than other professions allowing them begin at a lower salary
Fulton County Schools	3 - Neutral or No Impact	TRS/Pension are not likely to play a significant role in retaining teachers that are not yet vested in the system. As long as teachers can get comparable retirement programs or other sources of income, they





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
		may or may not be swayed to remain in education for the sake of TRS/Pension if they are not vested employees. Vested employees may be more inclined to remain in the field of education to continue to participate in these programs, but they know they enroll in any Georgia School System so it may not help with retention in the local school system.
Hall County	3 - Neutral or No Impact	TRS is typically not a factor with regard to recruitment of educators. Most educators do not get into education for the retirement plan. With regard to recruiting from other districts, given that every other district in Georgia participates in TRS, it is not a selling point if we are attempting to attract talent from other districts. It can be a selling point for those coming from outside of education to work in some of the classified fields, such as accounting, or administration, because it is often seen as superior to the retirement plans available in the retirement sector. However, someone who has been in education their whole lives in Georgia does not have a reference point of anything outside of TRS to compare against. Thus, it becomes a non-factor. With regard to retention, it becomes very valuable once an individual is vested. Most educators will not leave after 15 years, because they are "over the hump," with regard to TRS. However, it does not appear to be a factor for those employees who leave the profession within the first few years.
International Charter Academy of Georgia	5 - Strong Beneficial	While U.S. corporations move away from pension plans, the TRS system plays the big role for retention of educators.





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Irwin County Schools	5 - Strong Beneficial	Retirement benefits from TRS is a strong reason to convince young teachers to enter/remain in the profession.
Jackson County Schools	5 - Strong Beneficial	It is likely the most attractive benefit for education, in general.
Jasper County Board of Education	5 - Strong Beneficial	
Jeff Davis	5 - Strong Beneficial	Biggest selling point for teacher recruitment
Lamar County Schools	4 - Beneficial	There are many poeple that don't understand how TRS works. A person beginning there career in any school system, TRS should explain how the years add up and the longer you stay in the TRS system the greater their retirement payments.
Lanier County Schools	5 - Strong Beneficial	The Teacher Retirement System is one of only a few defined benefit plans still available.
Lincoln County Schools	5 - Strong Beneficial	Teachers have a good retirement plan. Without the retirement plan, teaching positions would never be filled. This is our last enticement into education.
Mitchell County	4 - Beneficial	N/A
Monroe County Board of Education	3 - Neutral or No Impact	Most newer employees are not thinking about the future.
Morgan County Charter School System	4 - Beneficial	Retirement benefits afforded by TRS are a significant portion of the compensation package





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Murray County Schools	5 - Strong Beneficial	Having a defined benefit pension is definitely a benefit for retention and recruitment
Muscogee County School District	5 - Strong Beneficial	Our district borders the state of Alabama and we often benefit from teachers who retire from there and fill vacancies within our system with certified and experienced professionals.
Oglethorpe County	4 - Beneficial	The younger teachers don't see the the benefit until later in their career.
Pataula Charter Academy	5 - Strong Beneficial	
Paulding County Board of Education	5 - Strong Beneficial	TRS is a critical component of teacher compensation and plays an important role in the recruitment and retention of teachers.
Pike County Schools	5 - Strong Beneficial	
Putnam County	5 - Strong Beneficial	Teachers fore-go riches that the private sector covet for a higher calling. The value of teachers is priceless, a defined benefit retirement is the least we owe these heroes.
Savannah Chatham County Public School System	5 - Strong Beneficial	Recruitment from SC and FL; retention from private schools.
School for Arts-Infused Learning	5 - Strong Beneficial	Most individuals in education are planning for the future. TRS is a big part of their lifelong plan.
Social Circle City	5 - Strong Beneficial	





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Statesboro STEAM Academy	4 - Beneficial	Most teachers would like to work knowing that they can retire comfortably after multiple years of service.
Stewart County Board of Education	4 - Beneficial	The employer contribution does play a part in recruitment.
Taliaferro County	3 - Neutral or No Impact	I do not believe it is advertised enough by TRS or systems as a quality pension program. I also do not believe teachers make enough now so that when one retires after 30 years of service, it will not be an adequate retirement income when one retires.
Thomas County School District	5 - Strong Beneficial	Pension plan somewhat offsets low salaries.
Thomasville City Schools	5 - Strong Beneficial	5 - This is a critical part of the recruitment for K-12 educators and administrators. It is the benefit of a job well done in a challenging field that is critical to the future of our country.
Trion City Schools	4 - Beneficial	TRS is a very big factor in keepign teachers. There is no other occupation that has a retirement plan as good as TRS.
Troup County School System	4 - Beneficial	
Valdosta City Schools	4 - Beneficial	
Walker County	5 - Strong Beneficial	TRS is a great retirement system--providing good benefits is important for staff.





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Washington County Board of Education	5 - Strong Beneficial	TRS is the cornerstone of the benefits package we offer. Our benefits are a major recruiting tool and allow us to attract and retain high quality teachers.
Yi Hwang Academy of Language Excellence	3 - Neutral or No Impact	
Anonymous School District 1	5 - Strong Beneficial	A favorable teacher retirement system supports our teacher recruitment and retention efforts.
Anonymous School District 2	5 - Strong Beneficial	It differentiates education from other industries where individuals can invest their talents.
Anonymous School District 3	5 - Strong Beneficial	
Anonymous School District 4	5 - Strong Beneficial	Teacher feedback within the district consistently shows TRS plays a big role in the recruitment and retention of our teachers.
Anonymous School District 5	4 - Beneficial	
Anonymous School District 6	4 - Beneficial	
Anonymous School District 7	5 - Strong Beneficial	TRS plays a positive significant role in both recruitment and retention of teachers.
Anonymous School District 8	3 - Neutral or No Impact	It is hard to say considering that so many teachers never actually vest in the system. I do think that the legislature needs to keep their hands off of the TRS system, but I





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
		don't think most young teachers are really thinking about it as a reason for teaching.
Anonymous School District 9	5 - Strong Beneficial	TRS helps attract and keep qualified employees to our system that is located in a rural area. This reduces the cost of training new employees.
Anonymous School District 10	5 - Strong Beneficial	Being able to retire in a system such as TRS gives educators a sense of financial stability knowing that those funds will be there when they retire.
Anonymous School District 11	5 - Strong Beneficial	
Anonymous School District 12	5 - Strong Beneficial	
Anonymous School District 13	5 - Strong Beneficial	As a Charter school that pays substantially lower, the ability to pay into the retirement system is a critical point for recruiting teachers.
Anonymous School District 14	3 - Neutral or No Impact	TRS is one form of retirement. Given we are a charter, we have and do offer many other alternative options.
Anonymous School District 15	5 - Strong Beneficial	
Anonymous School District 16	5 - Strong Beneficial	This is a tremendous benefit. Most corporation have eliminated pension plans.
Anonymous School District 17	4 - Beneficial	
Anonymous School District 18	5 - Strong Beneficial	Used as a recruiting incentive





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Anonymous School District 19	4 - Beneficial	TRS is a good benefit but the young people do not appreciate the benefit as much.
Anonymous School District 20	5 - Strong Beneficial	We use Teacher Retirement as a recruiting tool with college graduates that might not have thought about entering the teaching field.
Anonymous School District 21	5 - Strong Beneficial	
Anonymous School District 22	4 - Beneficial	
Anonymous School District 23	5 - Strong Beneficial	
Anonymous School District 24	3 - Neutral or No Impact	From my perspective, current job seekers are less concerned about what they can get in 30 years and more concerned about now.
Anonymous School District 25	5 - Strong Beneficial	Many candidates ask about our retirement offerings in their interviews.
Anonymous School District 26	3 - Neutral or No Impact	Young professionals are often not focused on retirement. Once they are in 5 or more years, they see the benefit and remain in Georgia.
Anonymous School District 27	5 - Strong Beneficial	Very few American workers have access to a retirement plan sponsored by their employer and contributed to by their employer. This is a major benefit that sets education apart from other industries in Georgia.
Anonymous School District 28	5 - Strong Beneficial	Very few American workers have access to a retirement plan sponsored by their employer and contributed to by their employer. This is a major benefit that sets education apart from other industries in Georgia.





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Anonymous School District 29	3 - Neutral or No Impact	
Anonymous School District 30	5 - Strong Beneficial	
Anonymous School District 31	5 - Strong Beneficial	Defined benefit plan speaks for itself!
Anonymous School District 32	3 - Neutral or No Impact	
Anonymous School District 33	4 - Beneficial	
Anonymous School District 34	4 - Beneficial	
Anonymous School District 35	5 - Strong Beneficial	
Anonymous School District 36	5 - Strong Beneficial	Employees look at the TRS as an added incentive to remaining in the field of education.
Anonymous School District 37	5 - Strong Beneficial	
Anonymous School District 38	3 - Neutral or No Impact	
Anonymous School District 39	5 - Strong Beneficial	TRS is a tremendous value when choosing to enter public education. It is the reason many employees remain in the profession.
Anonymous School District 40	4 - Beneficial	





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Anonymous School District 41	4 - Beneficial	This is a huge benefit for prospective teachers
Anonymous School District 42	5 - Strong Beneficial	The retirement is the only incentive left to attract people to the teaching profession
Anonymous School District 43	4 - Beneficial	TRS is a very nice retirement plan.
Anonymous School District 44	5 - Strong Beneficial	GA TRS is one of the few remaining benefits which attract people to the profession.
Anonymous School District 45	4 - Beneficial	
Anonymous School District 46	5 - Strong Beneficial	TRS is a very good retirement system for GA teachers. It helps keep teachers in the profession.
Anonymous School District 47	5 - Strong Beneficial	
Anonymous School District 48	5 - Strong Beneficial	
Anonymous School District 49	5 - Strong Beneficial	
Anonymous School District 50	5 - Strong Beneficial	I feel that TRS is a great retirement plan that attracts employees.
Anonymous School District 51	5 - Strong Beneficial	From speaking with our new teachers, they are fully aware of the benefits and the importance of the pension system we have.
Anonymous School District 52	5 - Strong Beneficial	We can't offer great pay but the retirement is much better than most other entities.





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Anonymous School District 53	5 - Strong Beneficial	
Anonymous School District 54	4 - Beneficial	
Anonymous School District 55	5 - Strong Beneficial	
Anonymous School District 56	4 - Beneficial	It seems to have a greater impact on retention than on recruitment. It certainly becomes more of a conversation for those who are vested than it does for those in early stages.
Anonymous School District 57	5 - Strong Beneficial	Many teachers and future teachers know the value of TRS and the impact it has on their careers.
Anonymous School District 58	3 - Neutral or No Impact	Teacher recruitment is affected more by the salary and the quality of the work environment since we compete for teachers with other school districts that are also in TRS
Anonymous School District 59	5 - Strong Beneficial	A strong retirement pension system is our single greatest recruitment and retention tool we have as a school system.
Anonymous School District 60	5 - Strong Beneficial	We are not able to pay what private industry pays so having a retirement plan for teachers is a huge benefit.
Anonymous School District 61	5 - Strong Beneficial	It is a selling point that I use often in my discussions with prospective teachers.
Anonymous School District 62	5 - Strong Beneficial	
Anonymous School District 63	5 - Strong Beneficial	





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Anonymous School District 64	5 - Strong Beneficial	It is a huge draw in the retention of highly qualified teachers.
Anonymous School District 65	4 - Beneficial	
Anonymous School District 66	5 - Strong Beneficial	Due to lower salaries that are paid to educators that have similar education levels as other occupations, TRS is a positive benefit that does help with educator retention and recruitment.
Anonymous School District 67	5 - Strong Beneficial	TRS is a tremendous retention tool - especially for those at the mid-point of their career.
Anonymous School District 68	5 - Strong Beneficial	
Anonymous School District 69	5 - Strong Beneficial	
Anonymous School District 70	5 - Strong Beneficial	TRS is one of the most influential incentives teachers have to enter the profession.
Anonymous School District 71	5 - Strong Beneficial	TRS is a huge factor in retention for teachers who are vested. The current teacher shortage is the worst I have seen. We need to do whatever we can to retain our staff.
Anonymous School District 72	5 - Strong Beneficial	A great retirement option is very beneficial for recruiting and retaining employees.
Anonymous School District 73	5 - Strong Beneficial	Mainly for the retention of educators.
Anonymous School District 74	5 - Strong Beneficial	





School District Name	From your perspective, how big of a role does the Teachers Retirement System play in the recruitment or retention of educators in your district?	Please explain your answer.
Anonymous School District 75	4 - Beneficial	
Anonymous School District 76	4 - Beneficial	Pension plans are quickly becoming a thing of the past. Therefore, it is an attractive benefit.





Questions on the Public School Employee Retirement System

School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Academy for Classical Education	3 - Neutral or No Impact	We do not participate as we have not eligible employees.
Atlanta Public Schools	3 - Neutral or No Impact	N/A
Bacon County	1 - Strong Negative	The amount of retirement after 30 years of service for above mentioned staff is extremely low.
Baldwin County School District	4 - Beneficial	
Barrow County School System	4 - Beneficial	Same as above except that the PSERS is not nearly as beneficial to these individuals as the TRS is to the educators. Still, it provided some stability and motivation for these staff members who we cannot always afford to pay what they are worth.
Bibb County	2 - Negative	We are lucky the have social security to help them in retirement. We just implemented a 3% employer match to help these value team members in their golden years. When you compare the two systems, they are not comparable.
Bleckley County Schools	2 - Negative	The retirement benefits paid under PSERS are insufficient.
Brooks County	3 - Neutral or No Impact	



School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Bryan County Schools	3 - Neutral or No Impact	
Calhoun City Schools	3 - Neutral or No Impact	While any retirement benefit is appreciated, PSERS is not enough to pay for health insurance when they retire. The system's health insurance is more of a recruitment tool.
Camden County Schools	4 - Beneficial	It is beneficial to the employees. However, it does not provide the same long term planning ability offered by TRS.
Cartersville City Schools	4 - Beneficial	I am not sure if it plays as much of a role as TRS but I do believe it is still beneficial.
Charlton County School	3 - Neutral or No Impact	
Chattahoochee	2 - Negative	Due to the lower salary, our classified staff is mainly concerned with cost of living. We have committed our budget to provide a 10% salary increase to these valuable employees.
Cherokee County School District	5 - Strong Beneficial	
City Schools of Decatur	5 - Strong Beneficial	One of the major benefits considered when seeking employment is the retirement plan.
Clayton County Public Schools	1 - Strong Negative	





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Crisp County Board of Education	1 - Strong Negative	Very low benefit, only a supplement
Dalton Public Schools	1 - Strong Negative	Although it would be an increased cost, we need all employee groups in TRS not PSERS. The TRS program truly sets aside portions of employee pay for their future in retirement to compliment social security. PSERS retirement amount is nominal in comparison.
Dekalb County	5 - Strong Beneficial	Our non-certified staff are perhaps our lowest paid in terms of the workforce and also greatly depend on PSERS plan for retirement benefits.
Dooly County School System	5 - Strong Beneficial	PSERS is one of the last great incentives to become a school employee..
Early County School System	5 - Strong Beneficial	Many of our classified staff come to work for retirement and other benefits.
Emanuel County	3 - Neutral or No Impact	
Foothills Education Charter High School	3 - Neutral or No Impact	
Forsyth County School District	3 - Neutral or No Impact	
Franklin County	3 - Neutral or No Impact	
Fulton County Schools	3 - Neutral or No Impact	TRS/Pension are not likely to play a significant role in retaining cafeteria workers that are not yet vested in the system. As long as cafeteria





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
		workers can get comparable retirement programs or other sources of income, they may or may not be swayed to remain in education for the sake of TRS/Pension if they are not vested employees. Vested employees may be more inclined to remain in the field of education to continue to participate in these programs, but they know they enroll in any Georgia School System so it may not help with retention in the local school system.
Hall County	2 - Negative	The benefit from PSERS is so small, in a lot of cases, that it doesn't represent a sufficient retirement stream for those who participate in the plan. Therefore, it is often looked at as a drain on take-home pay by the employees who contribute. As a district, it is hard to tout or encourage employees with regard to the good financial habits of saving for retirement when the plan does not offer much in the way of long term value, particularly when time-value of money reduces the long term value of such a small retirement to begin with. It makes PSERS a non-motivating factor in recruitment.
International Charter Academy of Georgia	3 - Neutral or No Impact	Our school does not participate in the Public School Employee Retirement System as we don't have custodian, bus drivers and cafeteria workers.
Irwin County Schools	3 - Neutral or No Impact	Benefits through this system are a secondary recruitment reason for these employees.



School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Jackson County Schools	4 - Beneficial	While the PSERS is somewhat of a benefit, it is not as attractive as TRS simply because of the limited retirement benefit.
Jasper County Board of Education	3 - Neutral or No Impact	
Jeff Davis	4 - Beneficial	Some not all can see and appreciate the benefit of a retirement plan
Lamar County Schools	2 - Negative	With these employees making only \$10 a month for retirement that is not much for retirement. That is not a big incentive.
Lanier County Schools	3 - Neutral or No Impact	Does not provide enough retirement income to be material.
Lincoln County Schools	2 - Negative	The amount PSERS workers earn is too small to justify a strong retirement plan. If they were on TRS, they would exhaust their entire paycheck for the cost of retirement.
Mitchell County	1 - Strong Negative	N/A
Monroe County Board of Education	3 - Neutral or No Impact	These employees are working mainly for the health insurance.
Morgan County Charter School System	3 - Neutral or No Impact	
Murray County Schools	1 - Strong Negative	The PSERS is not a adequate retirement benefit.





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Muscogee County School District	3 - Neutral or No Impact	The Public School Employee Retirement System provides some benefit for employees but needs to be enhanced to serve as a true attractor or retainer of employees.
Oglethorpe County	3 - Neutral or No Impact	
Pataula Charter Academy	1 - Strong Negative	
Paulding County Board of Education	3 - Neutral or No Impact	These employees are typically more concerned with their hourly rate and are not looking towards a long term retirement plan. Although the employee contribution is small, the monthly benefit of \$15.75 per year of service is not enough to make the plan a recruitment or retention tool.
Pike County Schools	4 - Beneficial	
Putnam County	1 - Strong Negative	The benefit is embarrassing.
Savannah Chatham County Public School System	2 - Negative	TRS would benefit those employees more.
School for Arts-Infused Learning	3 - Neutral or No Impact	
Social Circle City	3 - Neutral or No Impact	
Statesboro STEAM Academy	3 - Neutral or No Impact	





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Stewart County Board of Education	2 - Negative	PSERS does not have a big enough benefit to use for recruitment. The retirement pension is very small
Taliaferro County	3 - Neutral or No Impact	It I do not believe it is advertised enough by ERS or systems as a quality pension program. I also do not believe that these workers make enough now so that when one retires after 30 years of service, it will not be an adequate retirement income when one retires.
Thomas County School District	3 - Neutral or No Impact	Benefit is so small is does not have an impact.
Thomasville City Schools	3 - Neutral or No Impact	3 - The PSERS retirement system is neutral, regarding impacts on recruitment. I recommend an update to this system, possibly a similar benefit such as TRS, which would lead to increased recruitment for these positions.
Trion City Schools	1 - Strong Negative	PSER is a very weak retirement plan. It's very unfortunate that cafeteria workers, custodians, do not have a better option.
Troup County School System	3 - Neutral or No Impact	
Valdosta City Schools	3 - Neutral or No Impact	
Walker County	3 - Neutral or No Impact	The district struggles to find school nutrition, bus drivers, custodial staff.



School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Washington County Board of Education	3 - Neutral or No Impact	The PSERS retirement program does not have the same appeal as TRS. It is rarely mentioned by individuals when they inquire about positions covered by this retirement program.
Yi Hwang Academy of Language Excellence	3 - Neutral or No Impact	
Anonymous School District 1	4 - Beneficial	The availability of a retirement plan has a positive impact on employee recruitment and retention.
Anonymous School District 2	3 - Neutral or No Impact	No impact. However, some of these employees, particularly those in skilled trades such as electrical, HVAC, plumbing, have shared that exclusion from TRS makes them feel like "2nd class" employees.
Anonymous School District 3	3 - Neutral or No Impact	
Anonymous School District 4	1 - Strong Negative	Health Benefits are the main reason in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in our district.
Anonymous School District 5	4 - Beneficial	





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 6	3 - Neutral or No Impact	
Anonymous School District 7	3 - Neutral or No Impact	
Anonymous School District 8	5 - Strong Beneficial	From what I understand, and with the low pay among these professions, the benefits really matter for these employees. That would include retirement.
Anonymous School District 9	3 - Neutral or No Impact	Health insurance is important.
Anonymous School District 10	3 - Neutral or No Impact	The level of ERS percentages are not high enough for an employee to rely on ERS for retirement.
Anonymous School District 11	3 - Neutral or No Impact	
Anonymous School District 12	5 - Strong Beneficial	
Anonymous School District 13	3 - Neutral or No Impact	Facilities and cafeteria employees are contracted and not eligible for TRS.
Anonymous School District 14	3 - Neutral or No Impact	I have not had members of this system yet.
Anonymous School District 15	4 - Beneficial	





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 16	1 - Strong Negative	This plan is not a benefit. Between the low wages and poor retirement plan, employees in this area would rather work somewhere else.
Anonymous School District 17	2 - Negative	
Anonymous School District 18	4 - Beneficial	It is a good benefit, but not a rich benefit
Anonymous School District 19	3 - Neutral or No Impact	these worker do not receive this benefit.
Anonymous School District 20	3 - Neutral or No Impact	This is not a lucrative to a prospective employee.
Anonymous School District 21	1 - Strong Negative	
Anonymous School District 22	3 - Neutral or No Impact	
Anonymous School District 23	2 - Negative	
Anonymous School District 24	2 - Negative	This benefit is so minimal that it does not play a factor. I wish this could be reviewed and increased.
Anonymous School District 25	3 - Neutral or No Impact	Few express an interest one way or another in a retirement offering.
Anonymous School District 26	3 - Neutral or No Impact	For our employees, it is nice to have, but they would love to be a part of TRS.



School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 27	3 - Neutral or No Impact	The amount is too small
Anonymous School District 28	3 - Neutral or No Impact	The amount is too small
Anonymous School District 29	1 - Strong Negative	N/A
Anonymous School District 30	4 - Beneficial	
Anonymous School District 31	1 - Strong Negative	Terrible retirement system for those hard working employees. They need to be under TRS!
Anonymous School District 32	3 - Neutral or No Impact	
Anonymous School District 33	3 - Neutral or No Impact	
Anonymous School District 34	3 - Neutral or No Impact	
Anonymous School District 35	4 - Beneficial	
Anonymous School District 36	2 - Negative	PSERS contributors do not feel that their contributions afford them an opportunity to retire after 30 years of service and maintain the same quality of living without the need to seek additional employment.





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 37	3 - Neutral or No Impact	
Anonymous School District 38	3 - Neutral or No Impact	
Anonymous School District 39	1 - Strong Negative	PSERS is not a bonafide retirement benefit.
Anonymous School District 40	4 - Beneficial	
Anonymous School District 41	4 - Beneficial	Huge benefit for prospective employees
Anonymous School District 42	3 - Neutral or No Impact	No impact to attract employees, hourly rate is the attraction and health insurance
Anonymous School District 43	3 - Neutral or No Impact	This plan does not provide adequate retirement.
Anonymous School District 44	4 - Beneficial	Although not as attractive as TRS, PSERS is a valuable benefit to staff.
Anonymous School District 45	3 - Neutral or No Impact	
Anonymous School District 46	4 - Beneficial	It is beneficial.
Anonymous School District 47	3 - Neutral or No Impact	





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 48	5 - Strong Beneficial	
Anonymous School District 49	5 - Strong Beneficial	
Anonymous School District 50	3 - Neutral or No Impact	
Anonymous School District 51	3 - Neutral or No Impact	While the contributions are low, so are the benefits and having to work until age 65, no matter the years of service is not a perk.
Anonymous School District 52	1 - Strong Negative	This retirement is very weak and not an incentive for employees.
Anonymous School District 53	2 - Negative	
Anonymous School District 54	1 - Strong Negative	
Anonymous School District 55	3 - Neutral or No Impact	
Anonymous School District 56	4 - Beneficial	It is certainly more attractive than the alternative. Similar comment to TRS.
Anonymous School District 57	4 - Beneficial	It gives these workers money to supplement their retirement.
Anonymous School District 58	3 - Neutral or No Impact	While PSERS matters to new hires, we compete for candidates with other school districts that are also in PSERS



School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/ cafeteria workers, bus drivers/ monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 59	2 - Negative	This system is poorly funded and the benefit to these employees is very low.
Anonymous School District 60	5 - Strong Beneficial	I believe PSERS provides the same benefit as TRS.
Anonymous School District 61	4 - Beneficial	It needs to be improved, but it still helps because it opens the door for them to be able to have state health in retirement.
Anonymous School District 62	5 - Strong Beneficial	
Anonymous School District 63	5 - Strong Beneficial	
Anonymous School District 64	3 - Neutral or No Impact	
Anonymous School District 65	5 - Strong Beneficial	
Anonymous School District 66	2 - Negative	PSERS needs to be overhauled with better retirement benefits. At current rates, the monthly amount barely will cover their health insurance costs. As State Health has changed the structure of rates over the next several years, these monthly benefits will not cover the cost of their health insurance. Some local districts provide other monthly investment options to try to retain PSERS employees.





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 67	5 - Strong Beneficial	ERS is a great recruitment and retention tool for school systems to obtain classified employees. Without this benefit, I'm not sure we would be able to fill these positions unless we increased compensation significantly.
Anonymous School District 68	3 - Neutral or No Impact	Public School Employees Retirement System needs improvement to better prepare this group of employees for retirement.
Anonymous School District 69	2 - Negative	
Anonymous School District 70	4 - Beneficial	
Anonymous School District 71	3 - Neutral or No Impact	PSR employees work mainly for the health insurance and related benefits, not the retirement benefits.
Anonymous School District 72	2 - Negative	PSERS is not significantly beneficial in the recruitment or retention of employees.
Anonymous School District 73	2 - Negative	The retirement benefit does not even cover health insurance premiums.
Anonymous School District 74	3 - Neutral or No Impact	
Anonymous School District 75	3 - Neutral or No Impact	





School District Name	From your perspective, how big of a role does the Public School Employee Retirement System play in the recruitment or retention of maintenance/cafeteria workers, bus drivers/monitors and other non-certified employees in your district?	Please explain your answer.
Anonymous School District 76	3 - Neutral or No Impact	These positions are more likely to be strongly impacted by health insurance benefits rather than retirement benefits.





Questions on budget cuts and additional comments

School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Academy for Classical Education	Don't know/No Opinion	
Atlanta Public Schools	Raise revenues	
Bacon County	Don't know/No Opinion	
Baldwin County School District	Raise revenues	
Barrow County School System	Raise revenues	
Bibb County	Raise revenues	One way we show how much we value our employees is with salary and benefits. Education is to important to our nation and state for us to not increase the funding. Additionally, our students have some catching up to do with the other states. And now with COVID-19, our students have more catching up to do. We are not overfunded.
Bleckley County Schools	Raise revenues	An increase in the gasoline or sales tax earmarked for education with a corresponding tax credit for full-time Georgia residents would provide much-needed education funding without creating additional tax burden on Georgia taxpayers.
Brooks County	Raise revenues	





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Bryan County Schools	Don't know/No Opinion	To further clarify the "Future Budget Cuts" question, based on statewide tax collections, it appears that education can be fully funded without additional budget cuts or new revenue taxes. In my District, sales tax revenues have substantially increased since the pandemic began.
Calhoun City Schools	Raise revenues	Austerity cuts are detrimental to school districts who are already one of the lowest per pupil expenditure in the state. It is getting more difficult to do more with less.
Camden County Schools	Raise revenues	
Cartersville City Schools	Don't know/No Opinion	
Charlton County School	Raise revenues	
Chattahoochee	Raise revenues	I do not support tax increases for income or property tax; however, personal choices such as alcohol and tobacco are industry that I do support tax increase to assist public education.
Cherokee County School District	Raise revenues	
City Schools of Decatur	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Clayton County Public Schools	Raise revenues	
Crisp County Board of Education	Raise revenues	
Dalton Public Schools	Raise revenues	I think it is important for Georgia to maintain the income tax as a revenue component with sales and property tax. Income tax is a reliable source of revenue and is fair. Sales tax tends to be more volatile with changes in the economy. Sales tax also is a regressive tax, where those in poverty or with less money are likely to pay a greater percentage of income toward taxes. I would also like to see an expansion within sales tax categories. Specifically, Georgia could consider sales taxes on services.
DeKalb County	Raise revenues	Districts have not completely realized the learning and economic deficits caused by the pandemic. Our district is in the process of utilizing current data while anticipating long term needs.
Dooly County School System	Raise revenues	
Early County School System	Raise revenues	
Emanuel County	Don't know/No Opinion	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Foothills Education Charter High School	Raise revenues	QBE should at a minimum be fully funded. And I would suggest it needs tweaking to reflect education costs in 2022 since it was written in the 1980s.
Forsyth County School District	Raise revenues	
Franklin County	Raise revenues	
Fulton County Schools	Raise revenues	Anytime the state legislature can increase state revenue for education in counties/cities through sales or other ways where “everyone contributes” including visitors to the state, it lessens the burden of increasing milage rates on school districts to generate revenue to provide services to schools.
Hall County	Raise revenues	
International Charter Academy of Georgia	Don't know/No Opinion	Our school is committed 100% to safety of students and on-going development and growth of its academic and enrollment. During the COVID-19 pandemic, we quickly purchased /upgraded technology and instructional tools for remote learning. We are very grateful that we had access to the Federal programs. However, as a charter school, we don't have access to munipicle bonds to raise capital for facility maintenance/expansion. We receive approximately \$40k for a facility grant each year. The school faces challenges to maintain facility and mortgage payments. The lack of





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
		affordable and adequate school buildings limits the growth and efficient operations.
Irwin County Schools	Raise revenues	
Jackson County Schools	Raise revenues	
Jasper County Board of Education	Don't know/No Opinion	
Jeff Davis	Raise revenues	
Lamar County Schools	Raise revenues	
Lanier County Schools	Continue budget cuts	
Lincoln County Schools	Raise revenues	The Federal dollars were used to offset the extreme cost of COVID. With COVID paid and the Federal assistance exhausted, revenues go back to below the necessary amount to fund education properly. If we are going to entice the best and brightest into education, we must pay them to come to education.
Mitchell County	Raise revenues	
Monroe County Board of Education	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Morgan County Charter School System	Don't know/No Opinion	
Murray County Schools	Don't know/No Opinion	Total revenues can be raised without raising taxes. Grow the economy.
Muscogee County School District	Raise revenues	In order for Georgia to continue its commitment to being the best state in which to conduct business, it is imperative to ensure a world-class workforce which requires commensurate investment in its educational system that places it in the upper echelon nationwide. The inherent costs associated with innovative programs such as coding, artificial intelligence, robotics and film are costly and must be funded appropriately.
Oglethorpe County	Raise revenues	
Pataula Charter Academy	Don't know/No Opinion	
Paulding County Board of Education	Don't know/No Opinion	
Pike County Schools	Raise revenues	
Putnam County	Raise revenues	No one wants to pay taxes. Raise revenues or cut other budgets but The provision of an adequate public education for the citizens shall be a primary





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
		obligation of the State of Georgia. Public education for the citizens prior to the college or postsecondary level shall be free and shall be provided for by taxation.
Savannah Chatham County Public School System	Raise revenues	More funding for Special Education.
School for Arts-Infused Learning	Raise revenues	
Social Circle City	Raise revenues	
Statesboro STEAM Academy	Raise revenues	
Stewart County Board of Education	Don't know/No Opinion	
Taliaferro County	Raise revenues	The state allotment formula is a travesty as it is antiquated and severely underfunds education in Georgia. Yet not a single person or group, inside or outside the government wishes to tackle this subject head on. All you or we do is complain, the government doesn't listen nor care and we continue to march onward towards the demise of good, quality public education. Instead of politicians, who





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
		were educated in Georgia's public schools, being vocally supportive of public education, they sit by and let these same systems be blasphemed, and underfunded, teachers become frustrated and quit, and new teachers are not to be found as others of negative influence try to direct funds to private, for profit and even home schools, and are being quite successful at doing so.
Thomas County School District	Raise revenues	
Thomasville City Schools	Don't know/No Opinion	Regarding raising revenue compared to budget cuts, it is important to be fiscally responsible - every action has a equal and opposite reaction - so school and state budgets need to be considered in a thoughtful and productive way based upon the FTE and demands of enrollment; as well as the subsequent needs to support our institutions and instruction - this can be a moving target but should provide the baseline for spending.
Trion City Schools	Raise revenues	
Troup County School System	Raise revenues	
Valdosta City Schools	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Walker County	Raise revenues	Tobacco tax would have helped. Education is our future.
Washington County Board of Education	Raise revenues	
Yi Hwang Academy of Language Excellence	Raise revenues	
Anonymous School District 1	Raise revenues	We need more flexibility in spending state and federal grants to allow local stakeholders to make spending decisions that are most beneficial and effective for our students.
Anonymous School District 2	Don't know/No Opinion	
Anonymous School District 3	Don't know/No Opinion	
Anonymous School District 4	Raise revenues	If austerity cuts continue to take place, it will be impossible for us to provide the same quality of education for our students that we are currently providing.
Anonymous School District 5	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 6	Raise revenues	
Anonymous School District 7	Don't know/No Opinion	
Anonymous School District 8	Raise revenues	The state can either provide the investment in education and families at the beginning or pay the future costs of having unprepared (for college and/or career) Georgians.
Anonymous School District 9	Raise revenues	
Anonymous School District 10	Raise revenues	
Anonymous School District 11	Raise revenues	
Anonymous School District 12	Don't know/No Opinion	Please keep in mind that the needs of student and districts in rural areas is very different than the suburban and urban areas of the state. Legislation should keep this in mind when establishing a budget for the state.
Anonymous School District 13	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 14	Raise revenues	
Anonymous School District 15	Raise revenues	
Anonymous School District 16	Raise revenues	
Anonymous School District 17	Don't know/No Opinion	
Anonymous School District 18	Raise revenues	
Anonymous School District 19	Raise revenues	
Anonymous School District 20	Don't know/No Opinion	I think that both should be considered options.
Anonymous School District 21	Raise revenues	Raise revenues by increasing taxes on vices state tobacco tax, etc.,





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 22	Don't know/No Opinion	
Anonymous School District 23	Raise revenues	
Anonymous School District 24	Raise revenues	
Anonymous School District 25	Raise revenues	
Anonymous School District 26	Raise revenues	Every district's reserve serves a different purpose and continuing with austerity because school systems have "healthy" reserves, it short-sighted. For example, we are about to open a second middle school in Aug. 2022, which will require additional operations and personnel costs. We will be utilizing our reserve for a few years to offset the additional costs. Seeing a number as the reserve without understanding how it is used is not a good precedent to set at the state level.
Anonymous School District 27	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 28	Raise revenues	
Anonymous School District 29	Raise revenues	
Anonymous School District 30	Continue budget cuts	
Anonymous School District 31	Continue budget cuts	
Anonymous School District 32	Don't know/No Opinion	
Anonymous School District 33	Raise revenues	
Anonymous School District 34	Raise revenues	
Anonymous School District 35	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 36	Raise revenues	Because of our rural location, CARES funds were essential to allow students, faculty, and staff to remain safe while affording all students the opportunity to participate in virtual instruction throughout the 2021-2022 school year.
Anonymous School District 37	Raise revenues	
Anonymous School District 38	Raise revenues	
Anonymous School District 39	Raise revenues	Public education is the backbone to a strong economy for the state. Recognizing this value and placing funds to support is extremely important to the State's success.
Anonymous School District 40	Don't know/No Opinion	
Anonymous School District 41	Continue budget cuts	
Anonymous School District 42	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 43	Raise revenues	
Anonymous School District 44	Raise revenues	
Anonymous School District 45	Raise revenues	
Anonymous School District 46	Raise revenues	
Anonymous School District 47	Don't know/No Opinion	
Anonymous School District 48	Raise revenues	
Anonymous School District 49	Don't know/No Opinion	
Anonymous School District 50	Don't know/No Opinion	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 51	Raise revenues	We have to provide enough pay for our employees to live. The housing market and increased cost of daily items are making it difficult to maintain the same equality of life.
Anonymous School District 52	Raise revenues	We could always use more funding for operations, textbooks, technology, etc. Most of our budget is salaries and benefits. Software fees are getting extremely expensive.
Anonymous School District 53	Raise revenues	
Anonymous School District 54	Don't know/No Opinion	
Anonymous School District 55	Don't know/No Opinion	
Anonymous School District 56	Raise revenues	
Anonymous School District 57	Raise revenues	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 58	Raise revenues	N/A
Anonymous School District 59	Raise revenues	Although the QBE is a great funding system, it has not kept pace with the actual cost of providing a quality basic education.
Anonymous School District 60	Raise revenues	
Anonymous School District 61	Don't know/No Opinion	
Anonymous School District 62	Raise revenues	
Anonymous School District 63	Raise revenues	
Anonymous School District 64	Don't know/No Opinion	This last question is a very loaded question. I would like to see us use the money we are currently receiving in a more fiscally sound way. I'm not sure raising taxes is the answer to sound fiscal practice. There is a lot of government waste occurring that should be addressed before we decide to add taxes to the great people of the State of GA.





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 65	Raise revenues	
Anonymous School District 66	Raise revenues	
Anonymous School District 67	Raise revenues	
Anonymous School District 68	Don't know/No Opinion	
Anonymous School District 69	Raise revenues	
Anonymous School District 70	Raise revenues	
Anonymous School District 71	Raise revenues	I agree with utilizing the proposed common-sense revenue options, not raising state taxes.
Anonymous School District 72	Don't know/No Opinion	





School District Name	In the 2021 General Assembly, lawmakers rejected calls to increase revenue (such as raising the state tobacco tax). In the future, if given the option, would you prefer that state lawmakers continue budget cuts or instead pursue options to raise revenues?	Please include any additional comments that help explain your district's financial and/or student needs.
Anonymous School District 73	Raise revenues	Increase funding for pupil transportation, school nurses and the state reimbursement for facility upgrades.
Anonymous School District 74	Don't know/No Opinion	
Anonymous School District 75	Continue budget cuts	
Anonymous School District 76	Raise revenues	

