

# SCHOOL BOARD OF NASSAU COUNTY, FLORIDA

RESOLUTION # 1355



A RESOLUTION OF THE SCHOOL BOARD OF NASSAU COUNTY, TO DIRECT THE BOARD OF COUNTY COMMISSIONERS FOR NASSAU COUNTY, FLORIDA, TO PLACE A REFERENDUM ON THE BALLOT FOR THE NOVEMBER 8, 2022, GENERAL ELECTION FOR THE ELECTORS WITHIN THE NASSAU COUNTY SCHOOL DISTRICT TO VOTE ON THE APPROVAL OF AN ADDITIONAL ONE (1) MILL OF AD VALOREM MILLAGE TAX PURSUANT TO SECTION 1011.73(2) OF THE FLORIDA STATUTES.

**WHEREAS**, the School Board of Nassau County (the Board) is charged with operating the public schools within Nassau County, Florida, and

**WHEREAS**, the board has as its primary goal the continued improvement of the education provided to the students attending its public schools; and

**WHEREAS**, the education funds available through traditional means, such as the state funding formula and the required local millage option, do not give the Board the resources to continue improving and providing the excellence in education that students deserve, and,

**WHEREAS**, the national teacher shortage and an alarming increase in the number of resignations and retirements have created a continuous increase in vacancy rates in Nassau County schools, and national exit interviews indicate that lower pay or higher wages elsewhere is one of the primary reasons for departures from the classroom, and,

**WHEREAS**, the Board has concluded that a significant increase in teacher compensation, particularly for experience teachers, is crucial to recruiting and sustaining a highly qualified workforce, and



**WHEREAS**, recent increase in state categorical funding for raising the minimum teacher salary and required minimum wage increase has resulted in significant disparity (also known as wage compression) among experienced teachers/employees making the same or similar salaries as beginning teachers/employees, for Nassau County Schools' most experienced educators and staff, and,

**WHEREAS**, the Board further faces a shortage of various support services positions, primarily due to pay significantly lower than the private sector for similar services, and,

**WHEREAS**, the average teacher salary in Nassau County ranks 50<sup>th</sup> out of 67 districts,

**WHEREAS**, the Board has concluded that a significant increase in teacher compensation, particularly for experienced teachers, is critical to recruiting and sustaining a highly qualified faculty work force, and,

**WHEREAS**, the Board intends that the revenues generated by the additional millage for operational purposes shall be used to retain and recruit instructional personnel including teachers, support staff, safety personnel, administrators, and school counselors, to make its compensation competitive with surrounding counties and other large Florida school districts, and

**WHEREAS**, the Board further intends to use some of the revenue generated by the additional tax to enhance art, music, and athletic programs, and

**WHEREAS**, dedicated revenue sources exist for many other programmatic needs, there is no specific funding source for fine arts and athletics, and

**WHEREAS**, a high-quality education system benefits all residents in Nassau County, regardless of whether they have children in school, and

**WHEREAS**, the district has seen continuous success as an A rated school district, high graduation rates, and closing the achievement gap, and wishes to continue this cycle of improvement, and

**WHEREAS**, the state Legislature has mandated a steady decline in the Required Local Effort millage rate since 2008, from 5.64 to 4.47, so a 1 mill increase in the rate if approved by voters will still be less than the 2008 level, which funds



operational expenses and helps keep up with growth for all Nassau County Schools, and

**WHEREAS**, the Board is aware that voters in 20 school districts in Florida have been asked to approve a similar millage increase and did in fact, approve additional millage for school operations, creating a competitive advantage for them; and,

**WHEREAS**, all of the dollars raised through the 1 mill increase will stay in Nassau County, remaining under district control.

**NOW, THEREFORE, BE IT RESOLVED** by the School Board of Nassau County, Florida, in a public meeting called and assembled:

1. That pursuant to Section 1011.73(2), Florida Statutes, the Nassau County Board of Commissioners is hereby directed to call an election on the November 8, 2022 general election ballot, for the qualified electors of the Nassau County School District to vote whether to increase ad valorem millage by 1 mill. The additional millage shall be limited to operating expenses of the School District as described in this resolution and district strategic plans. The additional millage shall begin on July 1, 2023 and shall expire on June 30, 2027, as authorized by Section 1011.71(9), Florida Statutes, unless renewed by the electorate.
2. The substance of the millage referendum question and the ballot title shall read:

**NASSAU COUNTY SCHOOL DISTRICT**

**AD VALOREM MILLAGE ELECTION**

**Shall the Nassau County School District levy an ad valorem operating millage of 1 mill annually to attract and retain high-quality teachers and staff through additional compensation, enhance fine arts and athletic programs, and provide enhanced safety and security for students and staff, in order to continue and sustain improvements in the quality of Nassau County's school system.**

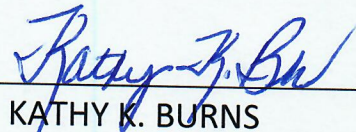
\_\_\_\_\_ **YES, for additional millage**

\_\_\_\_\_ **NO, against additional millage**



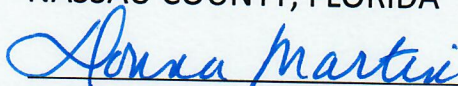
**DULY ADOPTED AND APPROVED** by the School Board of Nassau County, Florida, at a regular meeting held this 9 day of June, 2022.

**ATTEST:**

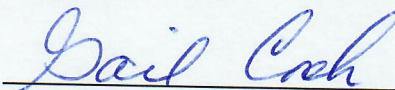


KATHY K. BURNS  
Superintendent of Schools

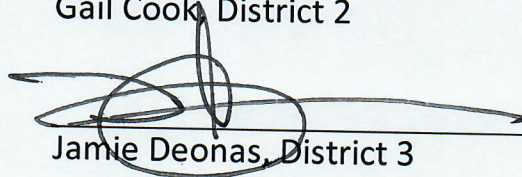
NASSAU COUNTY SCHOOL BOARD  
NASSAU COUNTY, FLORIDA



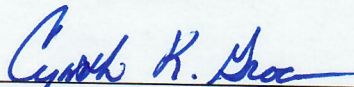
Donna Martin, School Board Chair,  
District 1



Gail Cook, District 2



Jamie Deonas, District 3



Cynthia Grooms, District 4



Lissa Braddock, District 5

Affix Seal