TCS™ TUSCALOOSA CITY SCHOOLS

CSFO Search

Who We Are

About Us

Tuscaloosa City Schools provide instruction to more than 11,000 Pre-Kindergarten through 12th grade students. The system's Pre-K program has doubled in size over the past 10 years and now stands at 34 classrooms serving students system wide. The system's graduation rate is 86 percent and rising. Twenty-one schools comprise the district, including 11 elementary schools, four middle schools, one K-8 school, three high schools and two program sites dedicated to specialty education: one for students receiving alternative education, and a career technical facility for grades 9 – 12. From dual enrollment/dual credit programs with area universities, to robust performing arts programs, to hands-on STEM/STEAM learning, TCS students are exposed to many pathways to academic success.

More than 1,400 dedicated employees challenge students with a robust curriculum to exceed expectations. TCS saw a three-point increase in its 2019 State Report Card, marking the system's highest score since the report card's inception. This uptick is the result of a system united in its charge to fulfill its mission. The work is paying off, too, with nine TCS sites demonstrating improvement. Eastwood Middle, Oakdale Elementary, Paul W. Bryant High and Skyland Elementary all notched double-digit gains over the past three years. The aim is to have more schools see such improvement following the 2019-2020 school year. This work will be supported by system and school leaders working collaboratively to identify challenges to student growth and achievement while providing additional support and resources for the three schools with scores in the D-range.

TCS is proud of the support it receives from the community. In fact, the system receives $3 million annually from the city to support various educational programs and learning opportunities. In addition, the school system -- in partnership with the City of Tuscaloosa and the Tuscaloosa Police Department -- is committed to student safety. This commitment led to the assignment of School Resource Officers (SROs) to all K-12 TCS schools.

TCS Highlights

- Over 700 Chromebook 1:1 devices distributed to students
- Implemented summer enrichment program to help prevent summer learning slide
- Paul W. Bryant High School, Central Elementary and Westlawn Middle received the CLAS Banner Schools of Distinction
- Eight National Merit Finalists since 2014
- Paul W. Bryant High School recognized as MCJROTC Training Corp Honor School (2017)
- Tuscaloosa Magnet Middle School recognized as National Blue Ribbon School (2017)
- Rock Quarry Elementary recognized as National Blue Ribbon School (2018)
- Woodland Forrest Elementary recognized as Green Ribbon School (2018)
- University Place Elementary recognized for earning STEM certification (2018)

Community

Tuscaloosa is the fifth-largest city in Alabama with an estimated population of over 100,000. The city is served by many major highways, including I-20, I-59 and U.S. Route 82.

Tuscaloosa is known as a college town since the majority of its economy and cultural identity is dominated by The University of Alabama. The city also is home to Stillman College, Shelton State Community College and the Mercedes-Benz Plant. Multiple attractions such as the Tuscaloosa Amphitheater, The River Market, The Riverwalk and more make Tuscaloosa a welcoming city for residents and visitors alike.

In recent years, Tuscaloosa has been named the "Most Livable City in America," one of America's "100 Best Communities for Young People," one of the "50 Best College Towns" and one of the "Best Places to Launch a Small Business."

2018-22 Strategic Plan
Our Plan for the Future

1 Develop an Innovative Curriculum that Ensures Success & Achievement for All Students

- Increase student reading proficiency by 5 percent -- from 43 percent in School Year 2018 -- to 48 percent by May 2021
- Reduce achievement gap by 7 percent in reading and math for special education, Black and English Language Learner students
- Implement digital transformation in Pre-K through 12th grade by end of School Year 2020 - 21
- Reduce chronic/excessive absenteeism by 5 percent annually and increase engagement in learning experiences by removing barriers and creating opportunities for school success

2 Attract, Retain and Reward the Most Talented Employees to Serve Our Students

3 Design and Provide Facilities that Serve as Optimal Learning Environments

The TCS Graduate

By defining what abilities impact student success, Tuscaloosa City Schools is preparing students to be competitive in a global economy. From Pre-K to high school graduates and beyond, the vision is supported every step of the way. The TCS Graduate profile was developed with the idea that there are six key competencies that every student needs before graduating high school.

1. Communicator

Communication requires the creation of a common understanding of ideas, desires and observations through reading, writing and speaking effectively.

2. Global Citizen

Identifies with being part of an emerging world community whose actions contribute to building the community's values and practices

3. Innovator

Identifies issues that are unique and then seeks to find the best possible way to a solution

4. Leader

Willingly collaborates and embraces new ideas and technologies, leads by example and motivates others

5. Technologically Advanced

Has the knowledge to effectively use technology in multiple areas, understands when additional information is needed and effectively uses technology to research

6. Work Ready

Has the aptitude and skill set to persist and achieve academic and career goals

Strategic Plan Initiatives

- TCS Reads (link): TCS established the Reading by Third Grade coalition comprised of all community partners with the goal of establishing a true reading culture.
- Summer Learning (link): Our goal is to ensure every student is connected with a summer learning opportunity.

LINK TO FULL STRATEGIC PLAN

TCS By the Numbers

Personnel

Classified	594
Certified	906
Avg. Teacher Salary	$49,612
Doctoral Degrees	36
Specialist Degrees	83
Master's Degrees	297
Bachelor Degrees	483

Demographics

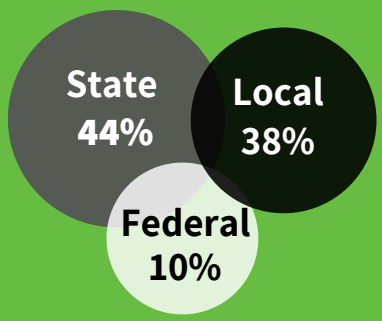
Black	71%
White	22%
Other	7%
Total Enrollment (including Pre-K)	11,006
Free & Reduced Lunch	65%
Community Eligibility Program	61%

View Tuscaloosa City School System Snapshot
link:bit.ly/tsucaloosacitysnapshot

Schools

High Schools	3
Middle Schools	4
Elementary Schools	11
K-8 Schools	1
Specialty Schools	2

2020 Budgeted Revenues



2020 Budgeted Expenditures

$ 180.4 Million

Long-Term Debt $173.4 Million

Transportation

Daily Bus Routes	179
Students Transported Daily	7,329
Route Miles Driven Daily	3,648
Route Buses	108
Average Students Per Bus	40
Annual Fuel Cost	$346,657

Duties & Qualifications

Alabama law requires school boards to have a bondable chief school financial officer (CSFO) who works under the direct supervision of the local superintendent of education but shall have a fiduciary responsibility to the local board of education. The CSFO is responsible for the financial management system that ensures proper accountability for funds administered by a local board of education and its schools and is required by law to perform, at a minimum, each of the following duties:

- Verify the receipt of all funds to which the local board of education may be entitled by law or which may come into its possession for public school purposes.
- Verify the payment of such funds and such payments to occur only on written order of the local superintendent of education.
- Keep an accurate record of all receipts and expenditures and provide such information to the local superintendent and the local board.
- Make reports as may be required by law, by the local board of education, or by rules and regulations of the State Board of Education.
- Personally notify, in writing, each board member and the local superintendent of education of any financial transaction of the local board of education which the chief school financial officer deems to be non-routine, unusual, without legal authorization, or not in compliance with the fiscal management policies of the board. The notification shall be recorded in the minutes of the board by the president of the local board of education.

The law also requires the successful applicant have: at least three years of experience in a business-related field; successful completion of course certification requirements within the first three years of employment; and one or more of the professional requirements listed below:

- Hold a baccalaureate degree from an accredited four-year college or university with a concentration in a business-related curriculum accounting, finance, business administration, etc., including at least 9 semester hours in accounting.
- Hold a MBA or other graduate degree in a business-related field from a regionally accredited institution;
- Be a Certified Public Accountant; or
- Hold a baccalaureate degree in a concentration other than a business-related curriculum but have at least 24 semester hours of business related courses, with at least 18 hours in the following courses (or course equivalents):

  - Principles of Accounting I (3 semester hours)
  - Principles of Accounting II (3 semester hours)
  - Intermediate Accounting (3 semester hours)
  - Cost Accounting (3 semester hours)
  - Governmental Accounting (3 semester hours)
  - Financial Management (3 semester hours)
  - General Management (3 semester hours)
  - Business (or Organizational) Communications (3 semester hours)

Continuing Education

Once certified, a CSFO is required to complete 18 hours of continuing professional education (CPE) each fiscal year. CPE credit may be received through the Alabama Association of School Business Officials (AASBO) or the Government Finance Officers Association (GFOA). Documentation for CPE credit approved for other professional organizations may be submitted to the University of Alabama, College of Continuing Studies, for recognition as acceptable CPE credit.

Our Search for a CSFO

The Tuscaloosa City Board of Education seeks a visionary and goal-oriented CSFO with the ability to work with and generate support from the board while working with the superintendent to meet system goals. The Board is in search of a candidate who has a record of accomplishment in his/her current position and who is a proven manager of budget and fiscal affairs.

Other traits the board expects to see in a successful candidate are:

- Commitment to long-range planning;
- Ability to initiate and adapt to change;
- High degree of ethics and professionalism;
- Strong listening skills;
- Effective communicator, both oral and written;
- Ability to multitask and think outside the box; and
- Skilled in making budget-driven decisions.

Salary Range

Base salary will be **$120,000 to $157,000** and negotiable based on qualifications and years of successful experience.

Relocation Expenses

The Board will reimburse up to $10,000 of IRS defined qualified moving expenses (per Publication 521) provided appropriate documentation are received for direct payment to a third party or for personal reimbursement.

Search Timeline

Deadline: January 12, 2020 or until position is filled

How to Apply

This search is being conducted by the Alabama Association of School Boards. All applications will be taken through Frontline, AASB's online application system, at bit.ly/AASBonlineapp.

If you are new to Frontline, you must first create a user account and password. Next, log in, complete the online profile, choose to apply for this search and upload a cover letter and resume. You also must have an official transcript sent directly to AASB from the institution that granted your highest degree.

If you have previously applied to an AASB-led search and already have a Frontline account, simply log in, choose to apply for this search, answer the questions specific to this search and upload a cover letter.

A search committee will review all applications and recommend up to five finalists to the school board. The board may interview some or all of the finalists. State law requires that these interviews be public.

Send Transcripts to:

Alabama Association of School Boards
Tuscaloosa City CSFO Search
P.O. Box 4980
Montgomery, AL 36103-4980
or email to JBrownell@AlabamaSchoolBoards.org

Only complete applications will be considered.

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For More Information

Contact **Joy Brownell** at 334-277-9700 or JBrownell@AlabamaSchoolBoards.org.