

“Heads -up” Presentation To The Chatham County Board of Commissioners



For ALL Students

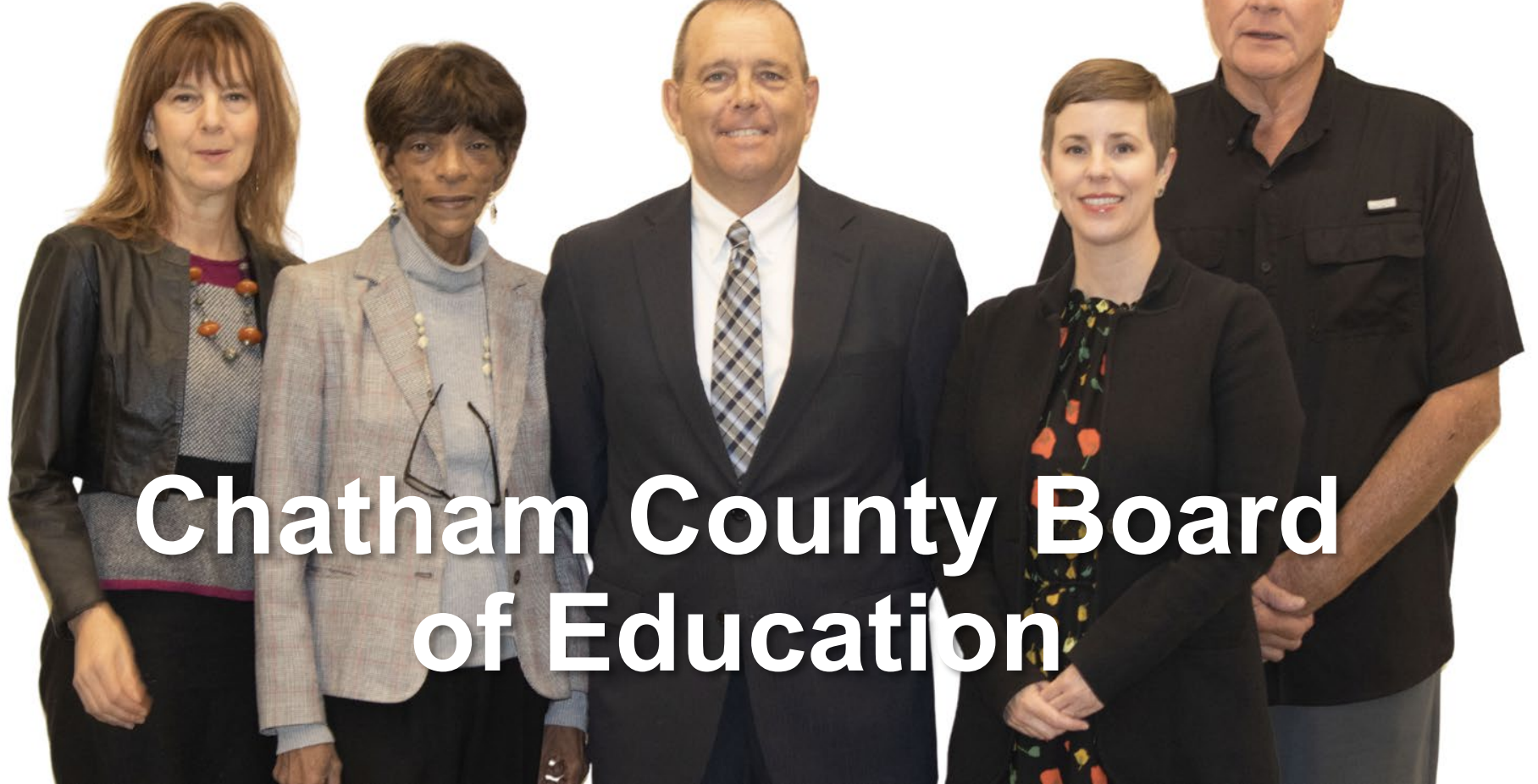
REVISED

2024 -25

*Dr. Anthony D. Jackson, Superintendent
Mr. Tony M. Messer, Chief Finance Officer*

We strive daily to operate as a dynamic, high performing organization, focused on preparing students for bright and prosperous futures.

STRONG, STABLE GOVERNANCE



Chatham County Board of Education

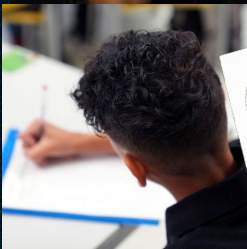
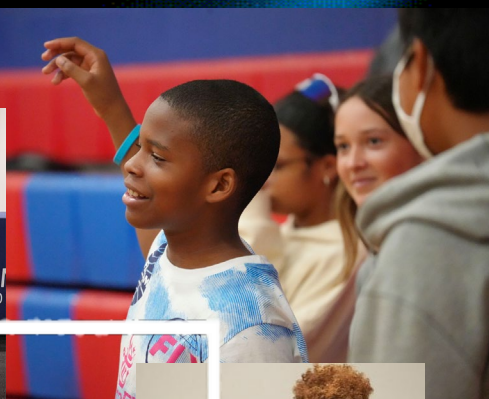
CHATHAM COUNTY SCHOOLS
Senior Cabinet – Effective July 1, 2023

EXPERIENCED LEADERSHIP





Strategic Direction



the why





STRATEGIC PLAN ROADMAP

"Preparing ALL students for bright and prosperous futures"

Dr. Anthony Jackson, Superintendent

Listening Tour

- Promotional Materials
- Agenda
- Listening Tour Final Product



Focus Groups

- promotional materials
- Survey
- Slides
- Agenda
- Strategic Plan Timeline
- Final product from forthright

One Chatham Community Event

- Invite
- Video slides
- Activities in folder
- Agenda
- Highlight reel

Working Groups

- 5 groups by Priority Area
- Multiple meetings held for each group
- Diverse groups (parents, school and district staff)

Board Approval

- Link to final Strategic Plan Document
- Board meeting Agenda Item
- Approved on August 15, 2022



Convocation

- Second video
- Visual Sketch of Plan Poster
- Convocation Slides
- Strategic Plan Website
- Highlight reel convocation



ONE CHATHAM COUNTY SCHOOLS

A well-defined Strategic Plan



5 PRIORITY AREAS

Through the Listening and Learning Tour and One Chatham Focus Groups, we established five critical priority areas for One Chatham Strategic Plan goals and strategies.

These five areas are where we will be directing our energy, resources and efforts to improve the experience for all Chatham County students and families.

OUR VISION

For all students for bright and successful futures.

OUR CORE BELIEFS

- Inclusive, respectful, safe and nurturing school environments are essential for ALL students and staff.
- ALL students can achieve given the appropriate access to resources and opportunities.
- Education is a shared responsibility among educators, parents, students and the community.
- Our community depends on a strong public education system led by innovative and caring professionals who are supported by stakeholders who are invested in a sound, vibrant and inclusive public school system.

Priority 1

- Science of Reading (LETRS) training
- AVID Program Expansion
- Dual Language

Priority 2

- ONE Academy
- Revised Code of Civility
- Mental Health and Equity Teams established at every school
- School Justice Partnership Agreement

CHARTING our course



Priority 3

- Service Recognition
- NC Beginning Teacher Program

Priority 5

- Increased social media presence
- Development of student, teacher, and parent advisory groups
- NC Ed Corp
- Partnerships with new industry: VinFast, WolfSpeed, Toyota

Priority 4

- Clean Audit 11th consecutive year
- Wi-Fi /Here Comes the Bus app /Radio communication on buses
- Enhanced safety training

One Chatham Strategic Plan

WHERE DO WE WANT TO GO? (GOAL 1)

Increase Chatham County Schools' audience reach and profile in the community using statistics from social media analytics and on metrics for traditional media articles and appearances annually.



GOAL PROGRESS

2021-22 BASELINE	2022-23 Year 1	2023-24 Year 2	2024-25 Year 3	2025-26 Year 4	2026-27 Year 5
<ul style="list-style-type: none"> Instagram: 0 followers YouTube 138 subscribers Facebook: 6,179 followers Twitter: 4,090 followers 	15% Increase	25% Increase	30% Increase	35% Increase	40% Increase

Avg. 24 releases per year Avg. 30 releases per year Avg. 36 releases per year Avg. 42 releases per year Avg. 48 releases per year Avg. 52 releases per year

	Strengthen partnerships and create ambassadors with community education stakeholders to help tell our success stories and share information about the district		Create a speakers bureau, both internal and external
	Start an Instagram account		Launch monthly district newsletter for parents who want to opt-in
	Create an updated and easier-to-navigate website		Create videos showcasing CCS successes
	Create additional volunteer opportunities for stakeholders to see learning taking place in schools and contribute to programming		Use the Hootsuite platform to organize district and school social media accounts for greater reach
	Develop stronger media ties throughout the Triangle		Make it standard procedure to share photos with local media from our social media posts, school events and athletics

WHERE DO WE WANT TO GO? (GOAL 2)

By 2027, Chatham County Schools will increase overall communication satisfaction by 50% with timely communications at the school and district level for families and by increasing two-way communications.



GOAL PROGRESS

2021-22 BASELINE	2022-23 Year 1	2023-24 Year 2	2024-25 Year 3	2025-26 Year 4	2026-27 Year 5
TBD	15%	15%	10%	10%	50% from base

	Create for the website a clear list of job descriptions, organization charts, and resources to help families know who to contact for various needs		Provide tutorials and help guides for PowerSchool
	Hold quarterly listening events to increase two-way communication		Develop district expectations for responding to emails and voicemails
	Establish an Exceptional Children Parent Advisory Group to allow two-way communication between the EC department and parents		Explore avenues to streamline school and district communication tools
	Conduct a survey each semester to gauge parent satisfaction with communication		Communicate information regarding district curriculum and instructional resources that is streamlined and easy to understand and access
	Hold monthly Parent University sessions that would provide information and seek input about district programs		Creation of an English Learner (EL) parent advisory group to support EL families throughout the CCS educational experience



OUR CHALLENGES
ARE REAL...

one.
CHATHAM

CHALLENGES

- Competitive Compensation
 - Most Competitive Region in the State
- Closing Achievement Gaps
 - Every Subgroup met or exceeded growth this year
 - Close to Pre-Pandemic Performance
- School Safety
- Workforce
 - Pipeline
 - Affordable Housing
- School Choice and the Impact of Vouchers/ Opportunity Scholarships Unfunded Mandates
- Preparing for/ Managing Growth
 - Maintaining the old/ Preparing for the New
- Embracing Innovation and Implementing Innovative Programs





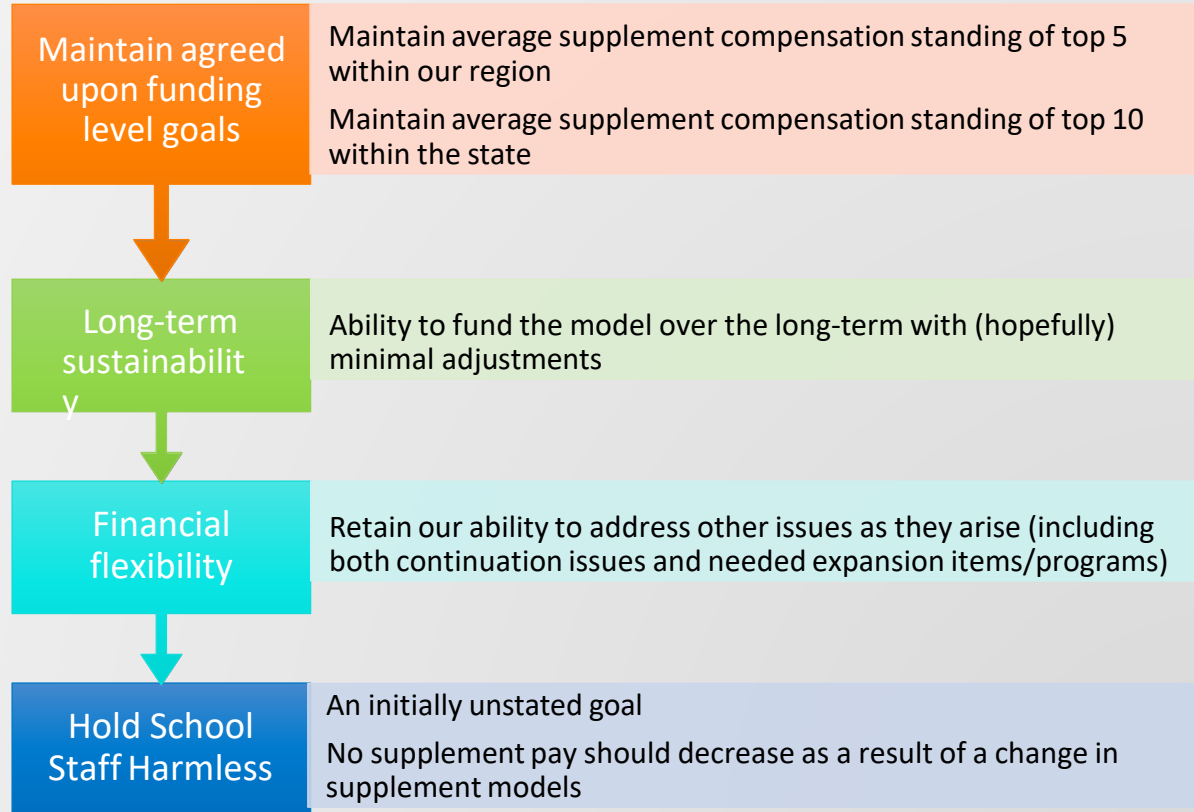
EMPLOYEE SUPPLEMENT DISCUSSION

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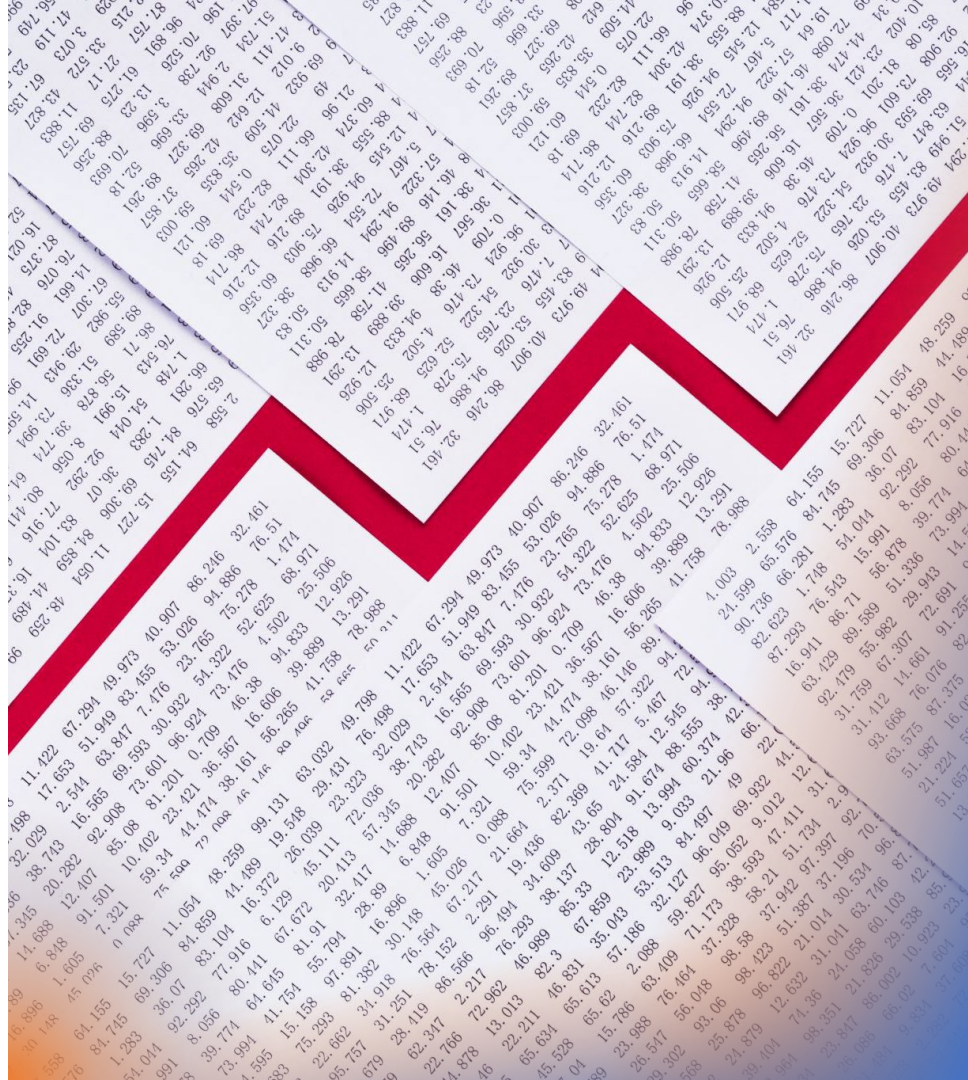
A Clearly
Defined
Vision
for
NOW and the
FUTURE

Goals and Guardrails established by the BOE for Local Supplement Appropriation



CHANGING CONDITIONS

State data released March 1, 2024



Per Pupil Expenditure Ranking

School Year 2022-23

row(s) 1 - 30 of 116 Next >

Year	LEA	LEA Name	State PPE	State Rank	Federal PPE	Federal Rank	Local PPE	Local Rank	Total PPE	Total Rank	↑
2023	999	STATE TOTAL	7,590.81	-	1,674.10	-	2,763.14	-	12,028.05	-	
2023	422	Weldon City Schools	12,774.23	3	8,609.64	1	6,239.11	3	27,622.98	1	
2023	480	Hyde County Schools	19,010.69	1	3,402.85	7	4,089.41	8	26,502.95	2	
2023	890	Tyrrell County Schools	17,169.28	2	3,192.74	10	2,206.47	69	22,568.49	3	
2023	940	Washington County Schools	11,949.11	6	6,018.59	2	2,017.22	84	19,984.92	4	
2023	660	Northampton County Schools	12,450.44	4	3,671.54	6	3,141.37	25	19,263.35	5	
2023	930	Warren County Schools	11,422.14	8	2,884.67	14	3,193.90	21	17,500.71	6	
2023	690	Pamlico County Schools	11,345.45	9	2,251.59	34	3,834.18	10	17,431.22	7	
2023	420	Halifax County Schools	10,932.06	11	4,076.65	5	2,245.46	65	17,254.17	8	
2023	520	Jones County Schools	12,210.83	5	2,420.50	26	2,314.80	60	16,946.13	9	
2023	380	Graham County Schools	11,434.31	7	1,921.68	53	2,998.15	27	16,354.14	10	
2023	460	Hertford County Schools	10,459.05	13	3,280.52	9	2,461.90	49	16,201.47	11	
2023	681	Chapel-Hill/Carrboro City Schools	7,115.73	109	890.48	111	8,155.09	1	16,161.30	12	
2023	080	Bertie County Schools	10,841.21	12	3,294.59	8	2,023.75	83	16,159.55	13	
2023	111	Asheville City Schools	7,734.38	78	1,266.22	96	6,837.39	2	15,837.99	14	
2023	090	Bladen County Schools	9,475.76	30	4,464.45	4	1,804.78	97	15,744.99	15	
2023	910	Vance County Schools	9,470.74	31	4,823.48	3	1,297.15	111	15,591.37	16	
2023	370	Gates County Schools	10,941.11	10	1,200.32	101	3,402.94	17	15,544.37	17	
2023	060	Avery County Schools	9,663.22	27	2,705.07	17	2,893.81	29	15,262.10	18	
2023	040	Anson County Schools	10,188.50	19	2,404.83	28	2,484.64	47	15,075.97	19	
2023	030	Alleghany County Schools	10,418.80	15	2,102.05	44	2,358.69	54	14,879.54	20	
2023	400	Greene County Schools	10,359.66	17	3,034.56	13	1,458.90	109	14,853.12	21	
2023	580	Martin County Schools	10,111.51	20	2,365.61	29	2,286.71	63	14,763.83	22	
2023	320	Durham County Schools	7,700.02	80	2,098.84	45	4,956.97	6	14,755.83	23	
2023	570	Madison County Schools	10,093.45	21	2,178.65	38	2,334.10	57	14,606.20	24	
2023	750	Polk County Schools	9,582.24	28	1,686.55	66	3,186.00	23	14,454.79	25	
2023	995	Yancey County Schools	9,964.30	23	2,153.91	41	2,298.60	62	14,416.81	26	
2023	720	Perquimans County Schools	10,398.80	16	1,843.66	56	2,094.78	81	14,337.24	27	
2023	870	Swain County Schools	10,078.61	22	1,358.83	89	2,891.04	30	14,328.48	28	
2023	050	Ashe County Schools	9,481.27	29	2,441.17	24	2,374.50	53	14,296.94	29	

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Per Pupil Expenditure Ranking

School Year 2022-23

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Year	LEA	LEA Name	State PPE	State Rank	Federal PPE	Federal Rank	Local PPE	Local Rank	Total PPE	Total Rank	↑
2023	210	Edenton-Chowan County Schools	9,900.48	24	2,135.14	42	2,188.54	76	14,224.16	30	
2023	220	Clay County Schools	10,423.05	14	1,481.78	79	2,250.38	64	14,155.21	31	
2023	680	Orange County Schools	7,408.40	94	1,174.17	103	5,416.38	4	13,998.95	32	
2023	330	Edgecombe County Schools	9,073.36	33	3,137.59	11	1,706.96	101	13,917.91	33	
2023	610	Mitchell County Schools	10,308.09	18	1,338.72	90	2,139.92	78	13,786.73	34	
2023	280	Dare County Schools	7,528.83	89	977.35	110	5,226.04	5	13,732.22	35	
2023	810	Rutherford County Schools	8,348.38	51	2,183.98	36	3,195.42	20	13,727.78	36	
2023	170	Caswell County Schools	9,867.27	25	2,156.08	40	1,664.32	102	13,687.67	37	
2023	880	Transylvania County Schools	8,605.01	40	1,330.83	92	3,713.09	12	13,648.93	38	
2023	190	Chatham County Schools	7,573.10	86	1,376.69	87	4,559.94	7	13,509.73	39	
2023	241	Whiteville City Schools	9,099.64	32	2,737.25	15	1,649.14	104	13,486.03	40	
2023	070	Beaufort County Schools	8,208.07	57	2,478.97	23	2,794.60	32	13,481.64	41	
2023	200	Cherokee County Schools	8,972.97	34	1,747.43	62	2,756.47	34	13,476.87	42	
2023	700	Pasquotank County Schools	8,823.00	38	2,072.89	47	2,526.73	44	13,422.62	43	
2023	240	Columbus County Schools	8,520.15	45	3,133.58	12	1,750.82	98	13,404.55	44	
2023	861	Elkin City Schools	8,894.88	35	1,465.90	80	2,976.10	28	13,336.88	45	
2023	291	Lexington City Schools	8,208.40	56	2,620.27	19	2,300.48	61	13,129.15	46	
2023	830	Scotland County Schools	8,828.51	37	2,259.15	33	2,037.91	82	13,125.57	47	
2023	110	Buncombe County Schools	7,839.60	76	1,693.28	65	3,577.42	15	13,110.30	48	
2023	340	Forsyth County Schools	7,348.92	98	2,481.08	22	3,166.83	24	12,996.83	49	
2023	620	Montgomery County Schools	8,401.49	50	2,034.30	48	2,457.89	50	12,893.68	50	
2023	650	New Hanover County Schools	7,209.90	105	1,647.24	68	4,028.34	9	12,885.48	51	
2023	500	Jackson County Schools	8,339.15	52	1,638.12	69	2,865.22	31	12,842.49	52	
2023	862	Mount Airy City Schools	8,603.15	41	1,886.48	55	2,333.50	58	12,823.13	53	
2023	230	Cleveland County Schools	7,896.07	72	2,496.08	21	2,394.64	52	12,786.79	54	
2023	730	Person County Schools	8,472.11	48	2,087.43	46	2,189.96	75	12,749.50	55	
2023	410	Guilford County Schools	7,362.73	97	1,693.59	64	3,600.41	14	12,656.73	56	
2023	292	Thomasville City Schools	7,725.11	79	2,410.24	27	2,518.01	45	12,653.36	57	
2023	350	Franklin County Schools	8,006.56	67	1,918.97	54	2,713.79	35	12,639.32	58	
2023	950	Watauga County Schools	7,685.83	81	1,208.76	100	3,715.92	11	12,610.51	59	

STATE PER PUPIL EXPENDITURE RANKING

UNDERSTANDING
OUR CHALLENGES...

DO THESE GOALS
STILL REFLECT
OUR
EXPECTATIONS?

If NOT, what should they be?



Staff cuts coming as schools in Chapel Hill/Carrboro face budget crisis

by Melody Kramer
February 19, 2024

Over the past several years, the number of students enrolled in the two public school districts in Orange County has declined 6% across both districts, with the more acute loss being felt in the Chapel Hill-Carrboro City Schools, which experienced a 7.5% decrease from 2019-20 to the 2022-23 school year.

Student headcount declines from 2019-20 to 2022-23 school year

Source: American Schools & Jobs Members (ASAJ) #2020 to #2023

-7.5% Chapel Hill-Carrboro Schools

About 1,200 CMS jobs will vanish next year. Officials hope that won't mean layoffs

WFAE | By Ann Doss Helms
Published February 16, 2024 at 1:02 AM EST

▶ LISTEN • 1:55

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RECOMMENDED

Alamance-Burlington School System superintendent to recommend over 50 layoffs to Board of Education amid budget crisis

What is Amazon Warehouse? Here's how to never pay full price on Amazon

Vitali really speaks to supporters in...

Updated: 12:59 PM EST Feb 3, 2024

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OUR CHALLENGES ARE NOT UNIQUE.

- We cannot make promises that we cannot fulfill.
- We will refrain from spending or committing resources that are not available to us.

LET'S DISCUSS THE POSSIBILITIES



Chapel Hill Carrboro City Schools

\$2670 The difference between the **average employee supplement** in Chapel Hill Carrboro City Schools is **\$2670**

Wake County Public Schools

The difference between the **average employee supplement** in Wake County Public Schools is **\$2000**

SUPPLEMENT BENCHMARKS

“Heads -up” Presentation

Preliminary Budget Request 2024

-2025



Financial Highlights as of June 30, 2023

- Local Current Expense Fund Balance totaled **\$5,872,430** (appropriate for a district our size)
- Capital Outlay Fund Balance totaled **\$778,341**
- Other Local Current Expense Fund Balance totaled **\$350,615**
- Zero audit findings or compliance issues for twelve (12) consecutive years
- Recognized for financial accountability and reporting at the state, national and international level for twelve (12) consecutive years



UPDATED CCS Rank by Funding Source

Per DPI, 2022 per pupil funding (116 LEA's):

- State Funding = \$7,573, rank of 86, increase of 2.9% (PY92)
- Federal Funding = \$1,377, rank of 87, decrease of 36.7% (PY 96)
- Local Funding = \$4,560, rank of 7, increase of 12.9% (PY 6)
- Total Funding = \$13,510, rank of 39, decrease of 1.1% (PY 50)

NOTE: Numbers are actual dollars spent not budgeted dollars.



UPDATED Local Current Expense Funding

- Local current expense funding (including charter schools) has increased approximately **22.7%** since the 2018-2019 fiscal year.
- Proposing a Local Current Expense increase of **\$6,016,000** for the 2024-2025 fiscal year to:
 - sustain the local salary supplement model, to ensure continued salary competitiveness with surrounding school districts;
 - fund current and anticipated state driven compensation and benefit increases and
 - support increased fixed operational costs.
 - .
- Increase in Charter School Transfer
 - An increase of **\$633,000** or (12%) to cover the cost of increased charter school enrollment

If fully funded this increase will bring our local current expense county funding (including the Charter School Transfer) to **\$50,047,370**



Budget Priorities for Chatham County 2024-2025



2024 -2025 Budget Priorities

- Employee Compensation
 - Parity
 - Equity
 - **SALARY COMPETITIVENESS**
- Managing Fixed Costs
 - Benefits
 - Operations
- Capital Outlay
 - Aging facilities



FOCUS AREA 1: Enhanced Compensation for Classified Staff

- Our classified staff plays a pivotal role in the smooth functioning of our educational institutions.
- Mandated state raises created salary compaction and unfairly impacted many of our long-time employees
- To recognize their dedication and attract top talent, it is imperative to prioritize enhanced compensation.
- Investing in competitive pay scales for classified staff not only fosters a positive work environment but also ensures the retention of skilled individuals, contributing to the overall efficiency and success of our schools.



FOCUS AREA 1: Enhanced Compensation for Classified Staff

New Classified Employee Pay Scale

Request:
\$1,400,000

Data to Support Need:

To ensure the long-term success of our schools, it is imperative that we invest in the recruitment and retention of highly qualified classified employees. The proposed pay scale adjustment is a strategic move to attract skilled individuals who play a crucial role in the day-to-day operations of our educational institutions. By aligning our pay scales with industry standards, we not only acknowledge the value of our classified staff but also send a clear message about our commitment to fostering a work environment that encourages excellence. This investment not only addresses the immediate need for competitive compensation but also lays the foundation for a robust and dedicated workforce, enhancing the overall effectiveness of our schools.



FOCUS AREA 2: Increased Cost of Employee Benefits

- A comprehensive and competitive benefits package is crucial to attract and retain high-quality educators and staff.
- Recognizing the increased costs associated with employee benefits, prioritizing this aspect in the budget is essential.
- By offering robust benefits, we not only demonstrate our commitment to the well-being of our workforce but also strengthen the overall morale and job satisfaction, leading to a more stable and dedicated team.



FOCUS AREA 2: Increased Cost of Employee Benefits

Employee Raises and Benefit Costs

Request:

\$400,000

Data to Support Need:

Our educators are the backbone of our educational system, and their dedication deserves recognition through competitive compensation and comprehensive benefits. The requested funds for employee raises and benefits are not merely an expense but a strategic investment in the well-being and motivation of our workforce. By prioritizing our staff's financial and professional needs, we ensure a positive and supportive working environment that directly translates into improved student outcomes. This allocation is an essential step towards building a sustainable and high-performing educational community, fostering a culture of commitment and excellence that will pay dividends for years to come.



FOCUS AREA 3: Increased Operational Costs

- The dynamic nature of the educational landscape demands continuous adaptation and innovation.
- Acknowledging the increased operational costs is a strategic move to ensure the sustainability and effectiveness of our schools.
- By proactively addressing these rising costs, we can maintain a secure and conducive learning environment, invest in technological advancements, and meet the evolving needs of our students and staff, ultimately positioning our schools as leaders in providing quality education.



FOCUS AREA 3: Increased Operational Costs

Operational Increases

Request:
\$300,000

Data to Support Need:

A thriving educational system requires continuous adaptation to meet the evolving needs of our students and staff. The requested funds for operational increases are a proactive measure to address rising costs associated with inflation, utilities, and technological advancements. By anticipating and addressing these challenges, we demonstrate our commitment to maintaining a top-tier learning environment. This investment not only safeguards the quality of education but also positions our schools as leaders in providing innovative and cutting-edge learning experiences. Advocating for operational increases is not just about sustaining the status quo; it's about future-proofing our educational institutions for the benefit of generations to come.

These funds are required to cover inflationary increases for utilities, insurance and basic supply needs for operating the district.



Area of Need: Capital Outlay Expansion

Request:

\$115,000 (5% Increase)

Data to Support Need:

Our request for a 5% increase or \$115,000 in the Capital Outlay budget for the 2024-2025 school year is imperative to address the pressing needs resulting from seven years of stagnant funding. With the addition of two new schools and a Central Office facility, our infrastructure has expanded significantly, amplifying the strain on maintaining older buildings and aging equipment. This increase is essential to alleviate the financial burden associated with upkeep, repairs, and upgrades. Furthermore, heightened safety expectations demand substantial investments in updated security measures such as cameras, vape detection systems, access controls, and key access protocols. These additional funds are crucial for creating a secure and conducive learning environment, ensuring the long-term sustainability and success of our school district.



FOCUS AREA 4: Adjustments to the Employee Supplement Model:

- Recognizing and rewarding excellence among our educators is fundamental to fostering a culture of continuous improvement.
- Prioritizing adjustments to the employee supplement model is a strategic investment in the professional growth and commitment of our staff.
 - This not only serves as a retention tool but also encourages ongoing professional development, contributing to a more skilled and motivated workforce.
- Aligning the supplement model with the achievements and contributions of our educators is key to promoting a culture of success and excellence within our educational community.



FOCUS AREA 4: Adjustments to the Employee Supplement Model

Adjustments to the Certified and Classified Supplement Schedule

Request:

\$3,168,000

Data to Support Need:

Recognizing and rewarding excellence is paramount in fostering a culture of continuous improvement within our educational community. The proposed adjustment for certified and classified supplements is an investment in our educators' professional growth and commitment to excellence. By providing supplements, we acknowledge the extra mile our staff goes to ensure the success of our students. This allocation serves not only as a retention tool but also as a catalyst for ongoing professional development. Building a culture that values and supports the achievements of our educators positions our schools as institutions that prioritize and celebrate success, ultimately enhancing the overall quality of education.



Focus Area 5

Charter School Transfer

Required Charter School Transfer

\$633,000

Data to Support Need:

The Charter School Transfer allocation reflects our legal obligation to transfer the appropriate local per pupil funding to charter schools serving Chatham County students. Chatham County serves as the fiscal pass-through for these funds.

The current percentage of Chatham county students enrolled in charter school is approximately 12%. That equates to a **\$633,000** increase in funding for Charter Schools out of the 24-25 request from the county.

12% of our annual allocation from the Chatham County Commissions is earmarked for transfer to charter schools serving students who reside in Chatham County.



2024 -2025 Expansion Budget Requests

- New Classified Employees Pay Scale Adjustment - **\$1,400,000**
- Employee Raises and Benefits = **\$400,000**
- Operational Increases = **\$300,000**
- Certified and Classified Supplement Adjustment = **\$400,000**
- **Chatham County Schools Current Expense Appropriations Request: \$5,268,000**
 - Charter School Transfer = **\$633,000**
- **Capital Outlay Appropriation Request: = \$115,000**
- **Total Appropriation Request (Including Charter School Transfer and Capital Outlay Request): = \$6,016,000**



QUESTIONS?

