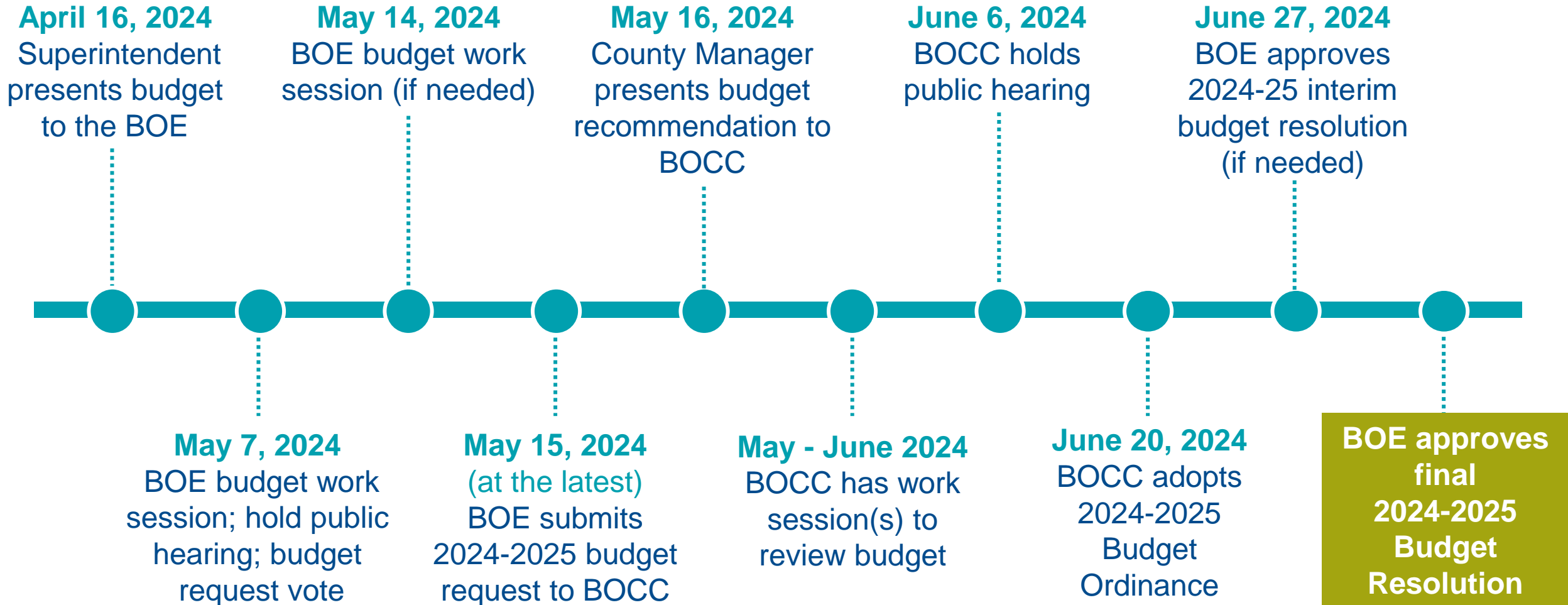


SUPERINTENDENT'S 2024-2025 BUDGET RECOMMENDATION

April 16, 2024

WHITNEY OAKLEY, ED.D. | SUPERINTENDENT

Budget Process – Next Steps



Overview

- GCS Strategic Direction
- Federal ESSER Funding
- Student Enrollment
- Review 2023-24 Budget
- Superintendent's 2024-2025 Budget Recommendation



We continue to be driven by our mission, vision, and values.

VISION

Transforming learning and life outcomes for all students.

MISSION

Guilford County students will graduate as responsible citizens prepared to succeed in higher education or in the career of their choice.

VALUES

Diversity | Empathy | Integrity
Innovation | Equity

Focus Areas

Our new strategic direction is anchored in four focus areas:



**Accelerate
learning**

**Recruit, retain,
and reward
top talent**

**Strengthen health,
wellness & safety
in schools**

**Prepare
students
for the world**

FOCUS AREAS

Accelerate learning



- Strengthen core curriculum and increase access to high-quality instruction across the district
- Grow instructional leaders with a strong equity lens committed to increasing student achievement across racial groups
- **Expand learning recovery efforts (high-dosage tutoring and learning hubs)**
- Improve supports at key academic transition points, including kindergarten, sixth and ninth grades.





JANUARY 17, 2024

FACT SHEET: Biden-Harris Administration Announces Improving Student Achievement Agenda in 2024



This District Wants to Start CTE in Elementary School, in a New Twist on Career Prep



By [Caitlynn Peetz](#) — January 26, 2024 ⌚ 6 min read



Cardona's Tutoring Charge, 1 Year Later: Some Progress, but Obstacles Remain

The education secretary told districts to offer struggling students 90 minutes of tutoring each week. Here's what happened

Colleges and universities are especially valuable sources of tutors, Loeb said, pointing to efforts in the Guilford County, North Carolina, schools. Working with three local universities, the district has built a tutoring corps of 670 undergraduate and graduate students.



School-based telehealth initiative in Guilford County growing after new donations



Carnegie Foundation
for the Advancement of Teaching

CARNEGIE LEARNING LEADERSHIP NETWORK EXPERIENCES COMMUNITY PARTNERSHIPS IN ACTION IN GUILFORD COUNTY SCHOOLS

December 20, 2023 | By [Emily Supple](#), [Tinkhani White](#), and [Simone Palmer](#) |



How 3 Districts Are Bolstering Their School-Based Mental Health Services



By [Lauraine Langreo](#) — February 22, 2023 ⌚ 4 min read

FOCUS AREAS

Strengthen health,
wellness & safety in
schools



- Grow mental health supports for students and staff
- **Expand school safety strategies, including deploying school bond dollars**
- **Support student wellbeing and physical health**

Mental Health Program Makes National News

EducationWeek®

How 3 Districts Are Bolstering Their School-Based Mental Health Services



By [Lauraine Langreo](#) — February 22, 2023 ⌚ 4 min read

NEWS

Despite 'Crisis,' States and Districts Slow to Spend \$1B in Mental Health Funds

Students and staff participated in 10,464 therapy sessions.

GCS secured a \$14.8 million grant to expand mental health services over the next five years.

FOCUS AREAS



Recruit, retain, and reward top talent



- **Advocate for competitive living wages for all staff**
- Foster working environments where all staff feel respected, seen and appreciated
- Provide all staff with meaningful professional opportunities to learn and grow

Teacher Supplement



Teacher Attrition 2022-23

In NC in 2022-23, teacher attrition ranged from 6.0% in Camden County to 30.7% in Asheville City.

LEA	2020-21 Attrition	2021-22 Attrition	2022-23 Attrition
Charlotte	9.3%	11.0%	18.2%
Durham	8.3%	14.6%	21.1%
Guilford	8.2%	10.6%	18.3%
Wake	7.7%	9.3%	16.7%
Winston-Salem/Forsyth	9.5%	11.5%	15.6%
STATE	8.2%	11.1%	16.8%

Source: [2021-22 and 2022-23 State of the Teaching Profession in North Carolina, Report to the North Carolina General Assembly](#)



Teacher Supplement 2021-23

MONEY

Guilford County Schools Superintendent proposes budget recommendation for 2021-22

WS/FCS approves longevity supplement in addition to raise for classified employees

Author: **Blair Barnes**

Published: 11:30 PM EST December 12, 2023

Updated: 11:31 PM EST December 12, 2023

More staff, better pay: Educators want to see change in New Hanover retention policies



Matthew Prensky

Wilmington StarNews

Published 5:00 a.m. ET Feb. 20, 2023

Buncombe County commissioners approve funding for school pay increases



Mitchell Black

Asheville Citizen Times

Published 5:23 a.m. ET Oct. 5, 2023 | Updated 5:23 a.m. ET Oct. 5, 2023

Asheville school staff gets promised raises as district faces \$4.5 million shortfall

Posted on February 14, 2024 by Greg Parlier

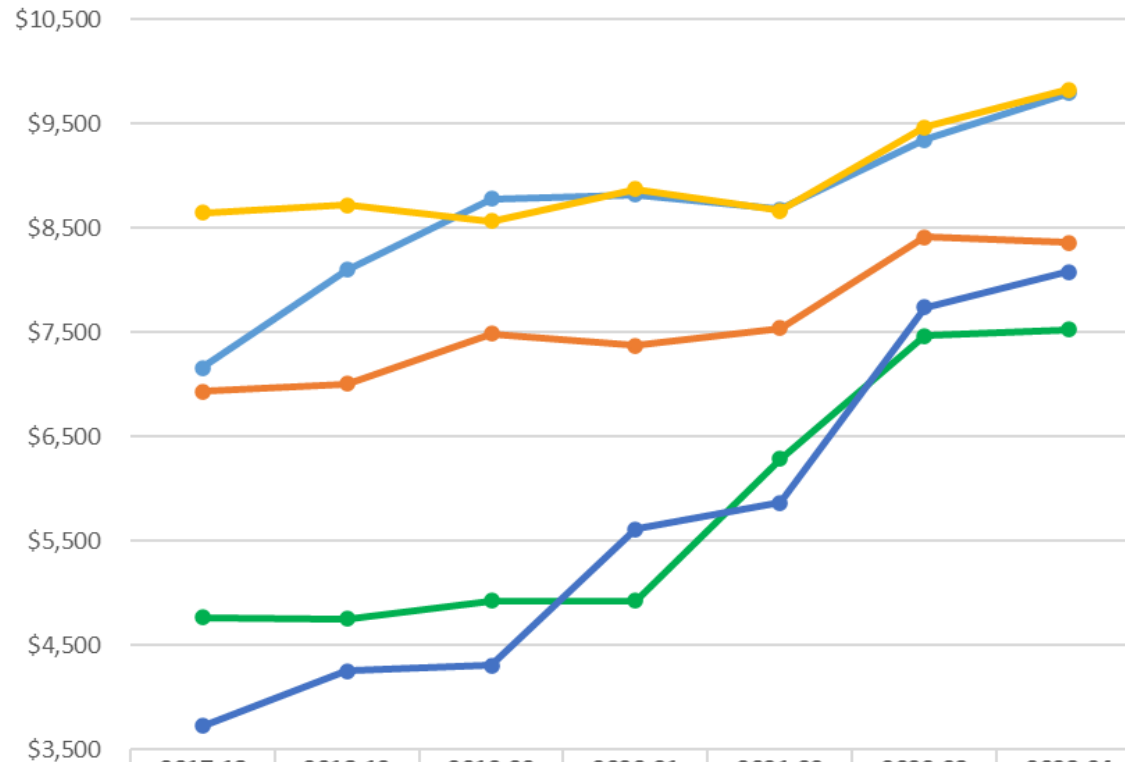
Can Charlotte-Mecklenburg Schools keep its teachers? Why this year may be different

BY REBECCA NOEL AND GAVIN OFF

UPDATED MARCH 12, 2024 3:17 PM



Teacher Supplement




2024-25 Budget Recommendation includes \$10 million to increase the local teacher supplement.

	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
CHARLOTTE/MECKLENBURG COUNTY	\$7,159	\$8,101	\$8,782	\$8,818	\$8,678	\$9,345	\$9,797
DURHAM COUNTY	\$6,931	\$7,005	\$7,487	\$7,375	\$7,543	\$8,414	\$8,361
GUILFORD COUNTY	\$4,764	\$4,751	\$4,929	\$4,927	\$6,288	\$7,465	\$7,529
WAKE COUNTY	\$8,649	\$8,720	\$8,569	\$8,873	\$8,670	\$9,465	\$9,828
WINSTON-SALEM/FORSYTH COUNTY	\$3,727	\$4,251	\$4,309	\$5,614	\$5,868	\$7,740	\$8,081

Source: North Carolina Department of Public Instruction Statistical Profile



Classified Staff Compensation Plan



2023-2024 Classified Salary Schedules

- The funds allocated by the County Commissioners last year allowed the district to restructure the previous salary schedules and raise rates for all classified employees.
- The schedules maintained the 30 grades.
- The number of steps were reduced from 55 to 25 steps, allowing employees to reach maximum rates earlier in their careers.
- Rates increased for each step in a grade as well as between grades, addressing the issue of step and grade compression that had been an issue in the previous salary schedules.
- The 2023-2024 salary schedules addressed structural issues with the previous salary schedules and brought rates closer to market values.

Select Jobs: Market Values and Pay Rate Increases over Time

	0 Years of Experience				15 Years of Experience				30 Years of Experience			
Job	2022-2023	2023-2024	Market Value	Difference: Current Rate and Market Value	2022-2023	2023-2024	Market Value	Difference: Current Rate and Market Value	2022-2023	2023-2024	Market Value	Difference: Current Rate and Market Value
Teacher Assistant	\$15.00	\$15.60	\$15.25	\$0.35	\$15.00	\$17.45	\$18.78	-\$1.33	\$15.00	\$18.66	\$23.48	-\$4.82
School Treasurer	\$15.00	\$15.91	\$17.65	-\$1.74	\$15.00	\$18.48	\$21.75	-\$3.27	\$17.31	\$20.21	\$27.19	-\$6.98
Plumber I	\$15.00	\$15.99	\$19.46	-\$3.47	\$15.00	\$18.57	\$23.97	-\$5.40	\$17.94	\$20.31	\$29.97	-\$9.66
Bus Driver	\$15.25	\$16.13	\$16.01	\$0.12	\$17.89	\$20.16	\$19.72	\$0.44	\$20.81	\$23.06	\$24.66	-\$1.60
HVAC II	\$15.87	\$16.66	\$21.46	-\$4.80	\$16.44	\$20.83	\$26.43	-\$5.60	\$20.00	\$23.82	\$33.05	-\$9.23
Software Specialist	\$22.62	\$23.75	\$24.84	-\$1.09	\$24.42	\$29.69	\$30.60	-\$0.91	\$31.27	\$33.95	\$38.25	-\$4.30
Programmer	\$24.55	\$25.78	\$28.76	-\$2.98	\$26.58	\$32.23	\$35.42	-\$3.19	\$34.04	\$36.85	\$44.28	-\$7.43

NOTE: Market Values were determined based on 2021 salary data.

Pay Rate Increases: FY 2023 to FY 2024

- The funds allocated by the County Commissioners for FY2024 allowed GCS classified employees to receive meaningful rate increases.
- By addressing step and grade compression, mid-career employees and employees in mid-tier grades, such as skilled trades and technology, received some of the greatest percentage increases.

Select Jobs

Years of Experience	Teacher Assistant	School Treasurer	Plumber I	Bus Driver	HVAC II	Software Specialist	Programmer
0	4%	6%	7%	6%	5%	5%	5%
1	5%	7%	8%	7%	7%	7%	7%
2	6%	8%	9%	9%	8%	8%	8%
3	6%	9%	10%	11%	10%	10%	10%
4	7%	10%	11%	8%	11%	11%	11%
5	8%	12%	12%	9%	13%	13%	13%
6	9%	13%	13%	11%	15%	15%	15%
7	10%	14%	14%	9%	14%	16%	15%
8	10%	15%	15%	10%	15%	15%	14%
9	11%	16%	17%	12%	17%	16%	16%
10	12%	17%	18%	10%	18%	16%	16%
11	13%	18%	19%	12%	20%	18%	18%
12	14%	20%	20%	14%	22%	19%	18%
13	15%	21%	21%	13%	24%	20%	20%
14	15%	22%	23%	14%	26%	22%	22%
15	16%	23%	24%	16%	27%	24%	24%
16	17%	24%	25%	14%	29%	23%	23%
17	18%	26%	26%	16%	31%	24%	23%
18	19%	27%	26%	18%	28%	19%	19%
19	20%	26%	22%	16%	25%	18%	18%
20	21%	27%	23%	18%	27%	17%	16%
21	22%	28%	24%	20%	29%	18%	18%
22	23%	26%	22%	18%	27%	20%	20%
23	24%	25%	22%	20%	28%	20%	20%
24	24%	25%	22%	22%	28%	20%	20%

Classified Staff Compensation Plan Next Steps

- Pay School Nutrition employees on the same grades as other classified employees, compensating them for years of experience;
- Create consistent differences between steps across all grades;
- Reduce the number of grades to create meaningful distinctions between jobs of varying scope and impact; and
- Raise pay rates to be more comparable to market values.



**2024-25 Budget
Recommendation
includes \$8.6 million for
phase II of Classified
Staff Compensation
Plan**

FOCUS AREAS

Prepare students for
the world



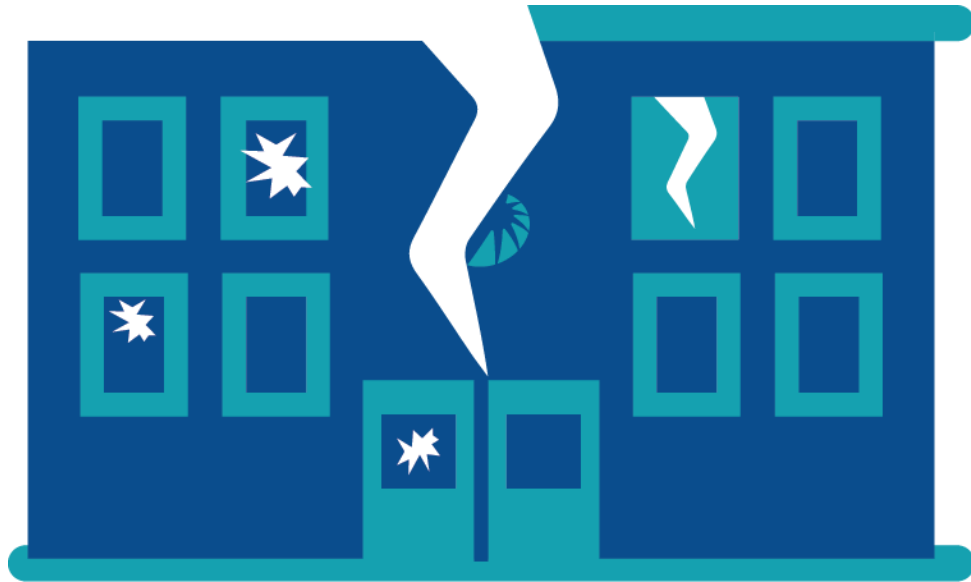
- **Build 21st-century schools that prepare students to compete in a global economy**
- Invest in programs that provide students with the tools to perform 21st-century jobs
- Strengthen alignment between GCS programs, college readiness and workforce development needs
- Expose students early to a broad range of post-secondary opportunities and prepare our graduates to seek various pathways, including employment, enrichment, entrepreneurship and enlistment

FACILITIES MASTER PLAN

PECK
EXPEDITIONARY
SCHOOL

MAIN
ENTRY

Facilities Master Plan Findings



An **independent study** funded jointly by the commissioners and school board in 2019 found that district **schools were**, in some cases, **literally falling apart.**

The **study** rated more than **50%** of our **schools** as being in **poor or unsatisfactory condition** with outdated systems for heating and cooling, electrical and wiring, plumbing, technology and other critical infrastructure needs.

The 2019
Facility Master
Plan called for
a \$2.6B+
investment over
10-15 years



The plan recommended:

- ❑ Rebuilding **22** schools on existing sites;
- ❑ Fully renovating **19** schools;
- ❑ Prioritizing major repairs at **56** schools;
- ❑ Constructing **7** new schools on new sites and constructing new additions at **3** schools to alleviate overcrowding;
- ❑ Closing **13** school buildings and **11** administrative buildings.
- ❑ Upgrading safety and security at **100%** schools;
- ❑ Upgrading technology at **100%** schools; and
- ❑ Eliminating mobile classrooms districtwide;

Bond Progress Update

- Consolidating five elementary schools into two replacement schools;
- Opening five replacement schools during the 2024-25 school year;
- Constructing a new elementary visual and performing arts school is underway and will open during the 2025-26 school year; and
- Designing phase for seven comprehensive school projects.



Bond Program Update - Deferred Maintenance Projects

BOND DEFERRED MAINTENANCE ENCUMBRANCE SCHEDULE - \$48M*

A	B	C	D	E	F			
No	Project Name	Budget as of 7/1/2023	No. of Projects	Encumbered as of 03/31/24	Balance as of 03/31/24 (C - E)	April	May	June
1	Safe Schools Upgrades	\$ 20,000,000	217	\$ 1,795,521	\$ 18,204,479			
	Safe School Entry Upgrades	\$ 5,375,205	28	\$ 480,000	\$ 4,895,205			
	Fire Alarm System Replacements	\$ 1,244,158	6	\$ 413,700	\$ 830,458			
	Interior Door Lock Replacements	\$ 2,518,450	11	\$ -	\$ 2,518,450			
	Parking Lot Cameras/Lights Installations	\$ 3,310,355	15	\$ -	\$ 3,310,355			
	Air Quality Sensor Installations	\$ 1,667,776	41	\$ -	\$ 1,667,776			
	Access Control and Alarm Replacements	\$ 4,807,581	116	\$ -	\$ 4,807,581			
	Program Management	\$ 1,076,475	NA	\$ 901,821	\$ 174,654			
2	Building and Site Improvements	\$ 20,000,000	25	\$ 9,837,068	\$ 10,162,932			
	Roof Replacements	\$ 2,998,116	4	\$ 244,083	\$ 2,754,033			
	Plumbing Replacements	\$ 222,230	1	\$ 222,230	\$ -			
	HVAC Replacements	\$ 13,781,890	10	\$ 7,819,609	\$ 5,962,281			
	Elevator Upgrades	\$ 239,138	2	\$ 239,138	\$ -			
	Above Ground Fuel Storage Installation	\$ 1,050,948	1	\$ -	\$ 1,050,948			
	Playground Equipment Installation	\$ 395,670	7	\$ -	\$ 395,670			
	Program Management	\$ 1,312,008	NA	\$ 1,312,008	\$ -			
3	Technology Modernizations	\$ 8,000,000	28	\$ 4,130,369	\$ 3,869,631			
	Paging/Communication Upgrades	\$ 2,262,372	5	\$ -	\$ 2,262,372			
	Purchase and Install Audio Video Learning Aids	\$ 5,322,486	10	\$ 3,715,227	\$ 1,607,259			
	Infrastructure Analysis	\$ 240,000	13	\$ 240,000	\$ -			
	Program Management	\$ 175,142	NA	\$ 175,142	\$ -			
TOTAL BONDS		\$ 48,000,000	270	\$ 15,762,958	\$ 32,237,042			

* SCHEDULED TO BE ENCUMBERED BY JUNE 30, 2024

Key

	Design Phase
	Bid Phase
	Contract Execution



FEDERAL ESSER FUNDING

EducationWeek

LEADERSHIP POLICY & POLITICS TEACHING & LEARNING

BUDGET & FINANCE

School Districts Prepare for Major Staffing Cuts as ESSER Winds Down



BROOKINGS

RESEARCH

The ESSER fiscal cliff will have serious implications for student equity

The74

Explore → CYBERATTACK ABSENTEEISM FUTURE C

Support The 74 and stories like this one. → Donate Today!

ANALYSIS

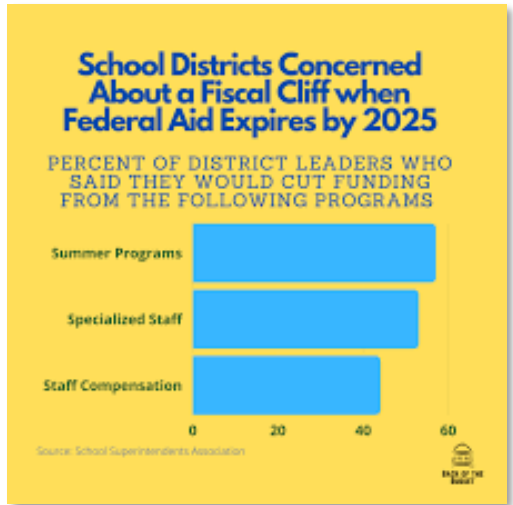
Schools Could Lose 136,000 Teaching Jobs When Federal COVID Funds Run Out

A federal funding cliff is looming for public schools.

EdSource

COMMENTARY SCHOOL FINANCE

The nightmare after federal Covid funding ends



EdW

5 Signs a District Will Be at Risk When ESSER Runs Out

BUDGET & FINANCE

5 Signs a District Will Be at Risk When ESSER Runs Out



GCS ESSER Funding

GCS received \$288,038,244 in ESSER II and ESSER III funding

Deadline for spending is September 30, 2024

Spending was categorized in one of the following priorities:

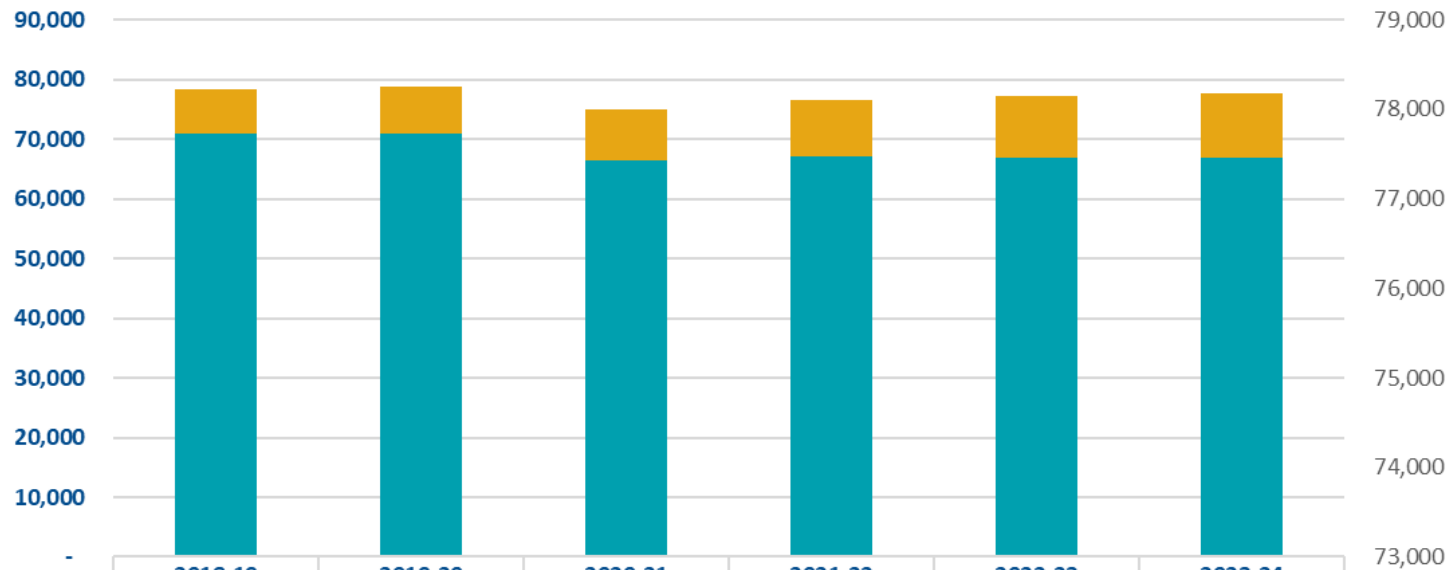
- Accelerate Learning;
- Close the Digital Divide;
- Create Strong Postsecondary Pathways;
- Invest in Instructional Materials and Resources;
- Invest in Staff Capacity;
- Investments in Student Support Services;
- Recruiting, Retaining and Rewarding Highly Effective Staff; and
- Reopening Schools and Keeping them Open.

GUILFORD COUNTY STUDENT ENROLLMENT

Guilford County Student Enrollment

Public School Enrollment in Guilford County

2018-19 thru 2022-23 GCS final ADM data from NCDPI;
 2023-24 GCS 20th day enrollment;
 2018-19 thru 2023-24 charter enrollment from PMRs



	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Charter Schools	7,283	7,795	8,513	9,404	10,477	10,864
Guilford County Schools	71,029	70,903	66,420	67,038	66,817	66,844
Total	78,312	78,698	74,933	76,442	77,294	77,708



IN REVIEW
2023-2024 LOCAL
FUND BUDGET

2023-24 Increased Costs

Legally required and sustaining operations

Growth in charter school enrollment	\$5,990,736	
Employer's retirement rate	469,528	
Employer's health insurance rate	(351,557)	
Legislated salary increase - local teachers	1,618,629	
Legislated salary increase - assistant principals	124,707	
Increase in cost of utilities	1,298,163	
Property/Liability insurance increases	1,143,186	
Startup costs for new schools	60,320	
Total legally required and sustaining operations		\$10,353,712
Salary Increase and Other Compensation Initiatives		
Increase in classified salary schedule	<u>\$15,415,675</u>	<u>\$15,415,675</u>
2023-24 Increased costs		<u>\$25,769,387</u>

2023-24 GCS Resources/Redirections Needed to Balance Budget

State restart school funds*	\$5,070,281	
State at-risk carryover*	2,000,000	
Fund balance*	2,000,000	
Turnaround school funds	553,431	
Interest revenue	400,000	
Procurement card rebate	<u>330,000</u>	<u>\$10,353,712</u>
Increase in county appropriation	<u>\$15,415,675</u>	<u>\$15,415,675</u>
		<u>\$25,769,387</u>

*One-time funding

2024-2025
SUPERINTENDENT'S BUDGET
RECOMMENDATION

2024-2025 Mandatory Expense Increases

Legally Required & Sustaining Operations Costs Increases

Legislated salary increase - local teachers	1,721,703
Legislated salary increase - assistant principals	115,260
Legislated salary increase - principals	24,130
Legislated salary increase – central office/non-certified	1,095,299
Legislated salary increase – school nutrition	653,320
Employer's retirement rate	(1,283,525)
Employer's health insurance rate	1,274,505
Growth in charter school enrollment	2,721,644
Growth in charter school per pupil amount	1,145,289
Liability/property insurance	<u>900,000</u>
Total Increase in 2024-25 Legally Required & Sustaining Operations Costs	<u>\$8,367,625</u>

2024-2025 Expense Increases

Compensation, Safety & Tutoring

Teacher supplement increase	\$10,000,000
Classified staff salary plan	6,848,245
ESSER initiatives:	
Scanners – Middle & High Schools	1,709,226
Emergency radios	365,000
High-dosage tutoring	784,424
Start up costs for new schools	195,000
Growth in charter school per pupil amount	<u>3,252,448</u>
Total 2024-25 Compensation, Safety & Tutoring	<u>\$23,154,343</u>

2024-2025 Expense Increases

Other

One-time dollars to fund 2023-2024 mandatory expense increases

State restart school funds	\$5,070,281
State at-risk carryover	2,000,000
Fund balance	2,000,000
Growth in charter school per pupil amount	<u>1,770,490</u>
Total 2023-24 One-time dollars to balance 2023-2024 budget	\$10,840,771
Total 2024-25 Legally Required & Sustaining Operations	8,367,625
Total 2024-25 Compensation, Safety & Tutoring	<u>23,154,343</u>
Total 2024-25 Estimated Increased Costs	<u>\$42,362,739</u>

2024-2025 Expense Increases

Other

Total 2024-25 Estimated Increased Costs	\$42,362,739
--	---------------------

GCS 2024-25 Reductions/Redirections

School Improvement (PRC 518)	(\$700,000)
------------------------------	-------------

High School Reform (PRC 529)	(245,085)
------------------------------	-----------

School Closings	<u>(1,057,933)</u>
-----------------	--------------------

Total 2024-25 Reductions/Redirections	<u>(\$2,003,018)</u>
--	-----------------------------

Total 2024-25 Operating Funding Increase Request	<u>\$40,359,721</u>
---	----------------------------

2024-2025 Operating Request from Guilford County

Total Guilford County Appropriation for Operating Budget

2023-24 Guilford County Appropriation for Operating Budget	\$260,226,073
2024-25 Estimated Operating Funding Increase Request = 15.5%	<u>40,359,721</u>
2024-25 Guilford County Appropriation for Operating Budget	<u>\$300,585,794</u>

Capital Outlay Fund 2024-2025



= \$17.7 million

2024-2025
OPERATING BUDGET
RECOMMENDATION

2024-2025 State Public School Fund

**Recommended State Fund Budget =
\$485,033,601**

- 2023-2024 allotment formulas adjusted for estimated impact of salary & benefit increases
- Allotted Average Daily Membership (ADM)
 - ✓ 2023-2024 NCDPI Best 1 of 2 ADM = 66,474
 - ✓ 2024-2025 GCS Projected K-12 ADM = 65,954

2024-2025 Local Current Expense Fund

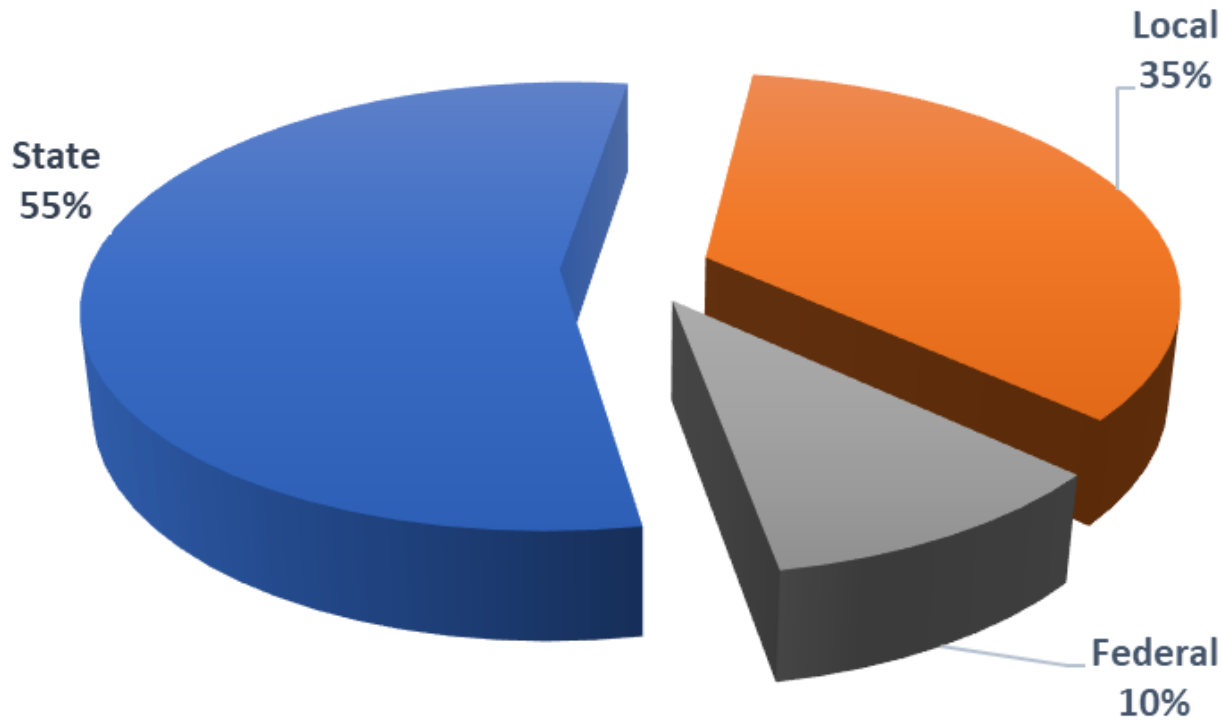
- 2024-2025 Recommended Local Fund = **\$304,589,218**
- Operating Request from County Commissioners = **\$300,585,794**
 - \$260,226,073 = 2023-2024 county appropriation
 - + 40,359,721 = increase requested for 2024-2025 (15.5%)
 - \$300,585,794 = 2024-2025 county appropriation requested
- Other Local Sources = Fines & forfeitures **\$3,000,000**
- Interest earned on investments **\$1,003,424**

2024-2025 Federal Grants Fund

- Used 2023-2024 Federal Allotments + Estimated Carryover = **\$91,557,348**
- 2024-2025 federal planning allotments from NCDPI have not yet been released.

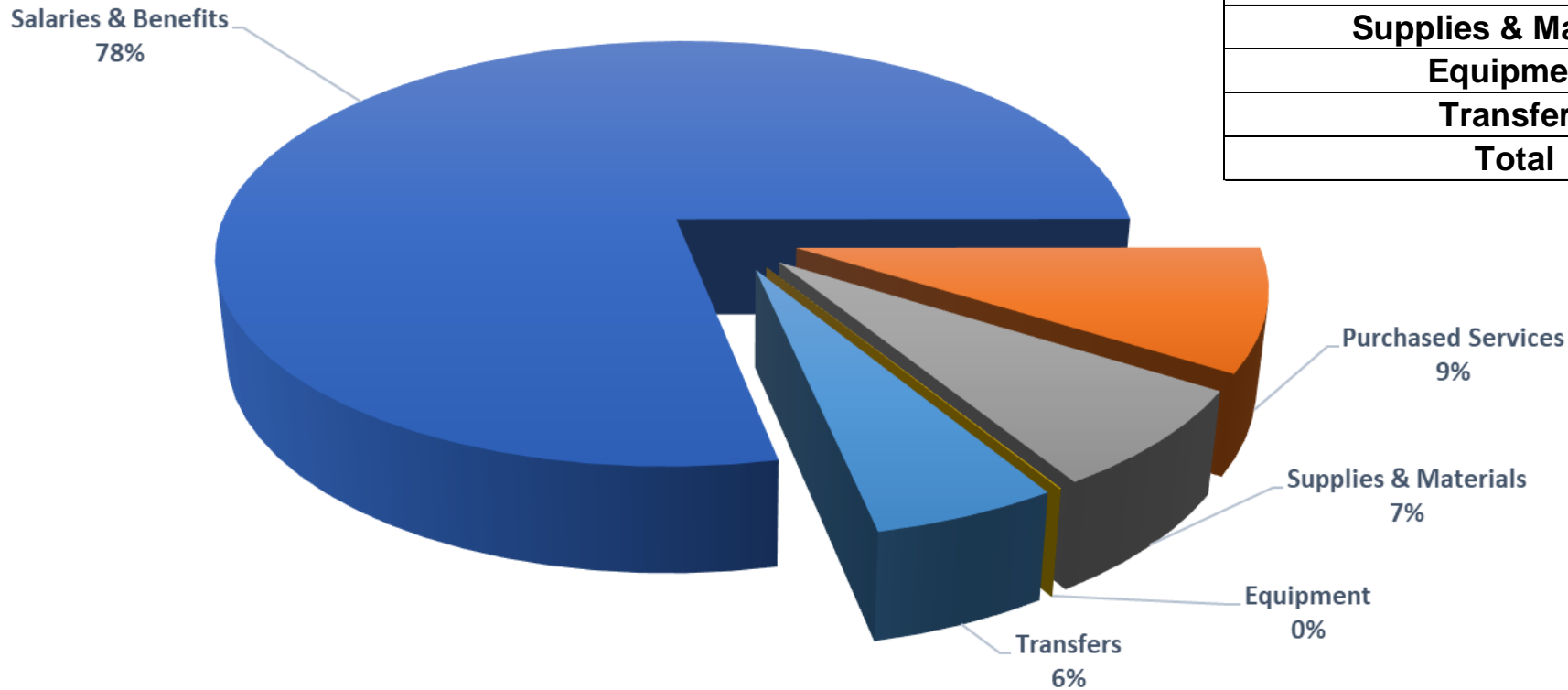


2024-2025 Operating Budget



Revenues/Sources Where The Money Comes From	
State	\$ 485,033,601
Local	304,589,218
Federal	91,557,348
Total	\$ 881,180,167

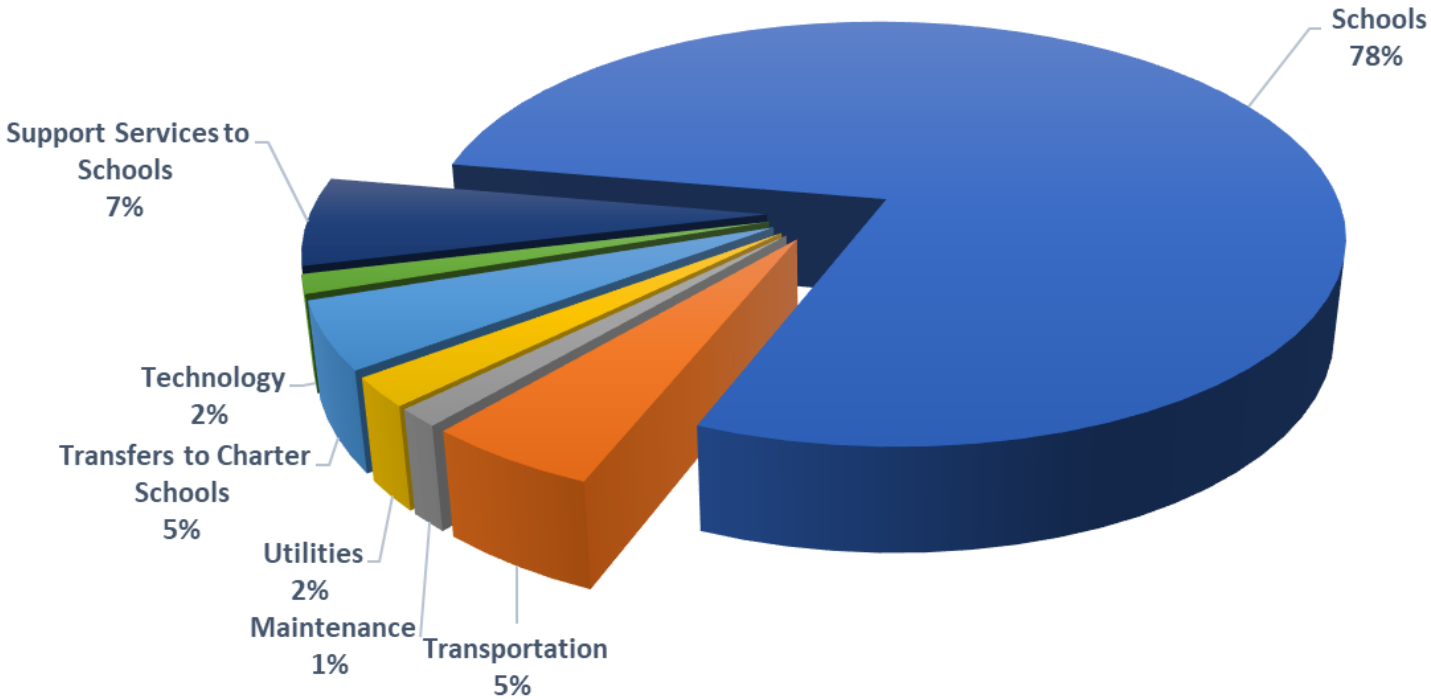
2024-2025 Operating Budget



Expenditures/Uses Where the Money Goes	
Salaries & Benefits	\$689,981,410
Purchased Services	78,773,530
Supplies & Materials	64,306,650
Equipment	372,010
Transfers	47,746,567
Total	\$881,180,167

2024-2025 Operating Budget

Summary by Purpose/Function	
Schools	\$690,116,466
Transportation	45,870,505
Maintenance	11,874,143
Utilities	19,183,668
Transfers to Charter Schools	43,963,922
Technology	12,475,968
Support Services to Schools	57,695,495
Total	\$881,180,167



2024-2025 Total Budget Recommendation

Funding Sources	2023-2024 Budget Resolution	2024-2025 Budget Recommendation
State Fund	\$489,785,886	\$485,033,601
Local Fund (County)	\$268,892,063	\$304,589,218
Federal Fund	\$201,570,503	\$91,557,348
Capital Outlay Fund	\$10,175,000	\$17,700,000
Child Nutrition	\$48,729,971	\$52,592,003
ACES Fund	\$6,246,733	\$6,236,175
Special Revenue Fund	\$13,882,333	\$9,968,000
Total	\$1,039,282,489	\$967,676,345

Future Budget Considerations

GEMS

(Guilford Enterprise Management System)

- Fully integrated enterprise resource planning system
- Replaces 30+ year legacy systems
- Go live date of **January 1, 2025**



Transportation Efficiency

- Realignment of bus routes
- Vehicle purchase to reduce dependence on contractors
- GCS Non-Transport Zone Improvements
- Utilization of Shuttle Points



Technology

- Develop a lifecycle replacement plan for future device purchases, warranties and repairs



School Closings

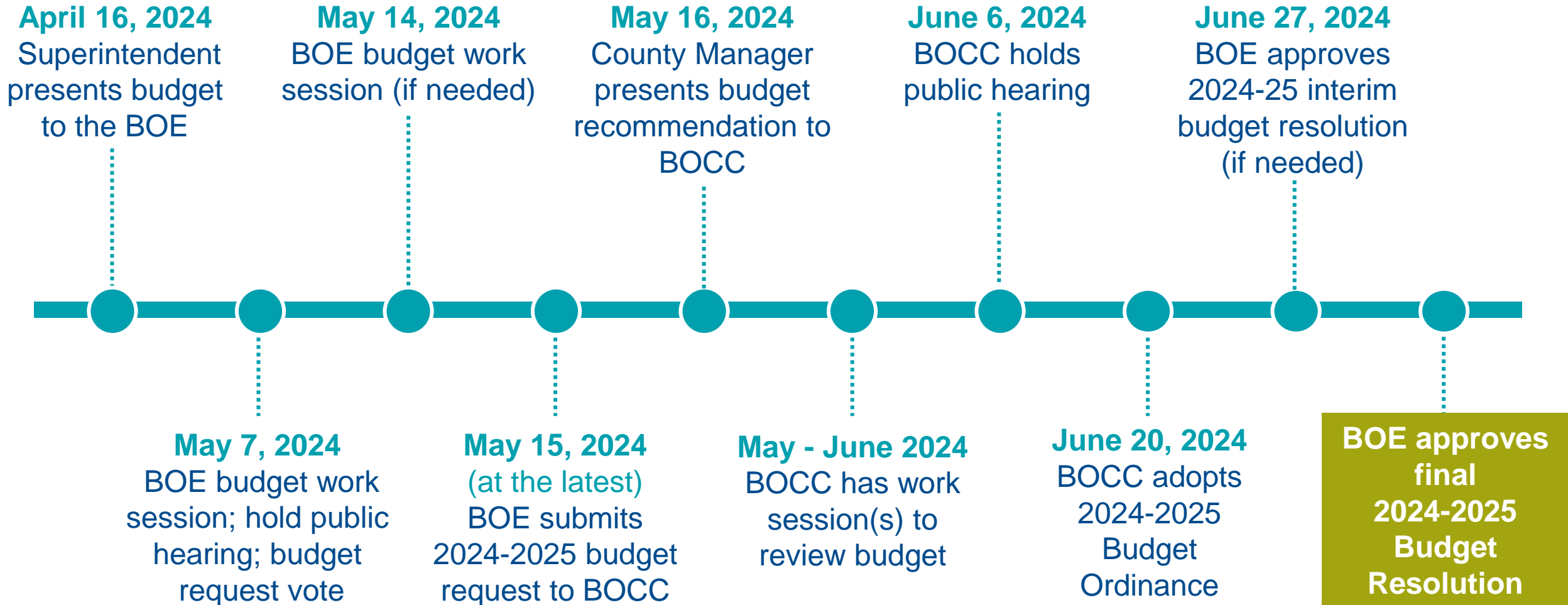
- In alignment with Facilities Master Plan
- Eliminates inefficiencies in operating small schools
- Greater number of students in state-of-the-art learning environments



Better Together Campus

- Consolidates most administrative staff onto a single campus
- Realizes operating efficiencies
- No bond dollars required

Budget Process – Next Steps



2024-25 Budget Priorities

1



Increase in
Pay for
Teachers and
Frontline
Workers

2



Implement
Grades and
Steps for
School
Nutrition Staff

3



Sustain
High-Dosage
Tutoring

4



Continue
School Safety
Strategies

5



Support
Non-Bond
Maintenance
Projects

Questions & Dialogue

