

# Superintendent's Proposed 2019-2020 Budget

Presented by  
Dr. Robert P. Grimesey, Jr., Superintendent and  
Mr. Mike Bundy, Executive Officer for Budget and Finance  
to the Moore County Board of Education  
March 4, 2019

# Vision

*Moore County Schools  
will ensure that educational experiences  
inspire students to reach their full potential  
and lead productive lives in an ever-changing world.*

# Mission

*Moore County Schools creates a supportive, engaging, and safe learning environment that builds knowledge, skills, and abilities needed for future success.*

# Core Beliefs

*We believe successful schools are essential for thriving communities, and that*

- every student can learn and succeed, regardless of socio-economic status, race, and ethnicity;*
- all staff are empowered to meet the diverse learning needs for our students;*
- resources are provided so students and staff of all backgrounds and abilities can be successful;*
- students should come to school and feel safe, secure, and cared for;*
- we are a partnership with students, parents, and community; and*
- we are accountable for the education of our students.*

# Domain 1: Academic Achievement

Budget Items	2019/20	2020/21	2021/22	2022/23	2023/24
Add 2 teachers for K-3 CSR compliance	<b>\$130,000</b>	0	0	0	0
Restore 13 teachers for grades 4-12 CSR impact	<b>\$845,000</b>	0	0	0	0
Increase Academically Intellectually Gifted by 1 FTE per year for 3 years	<b>\$65,000</b>	\$65,000	\$65,000	0	0
Restore Digital Instructional Facilitator	<b>\$65,000</b>	0	0	0	0
Increase IT Technician to support operational demand	<b>\$60,000</b>	0	0	0	0
Increase annual allotment for digital plan by \$150,000 per year to a max of \$1.2 million	<b>\$150,000</b>	\$150,000	\$150,000	0	0
Increase Digital Instructional Facilitators by 2 FTE's starting in FY 20/21	<b>0</b>	\$65,000	\$65,000	0	0
Increase IT Technician support by 1 FTE per year for 3 years	<b>\$60,000</b>	\$60,000	\$60,000	0	0
Increase IT Media /Tech Asst. by 1 FTE per year for 4 years	<b>\$35,000</b>	\$35,000	\$35,000	\$35,000	0
Maintain school receptionist allocation formula	<b>\$15,000</b>	0	0	0	0
Establish/Sustain annual support for STEM learning	<b>0</b>	\$20,950	\$20,950	0	0
5 <b>Domain 1 Total</b>	<b>\$1,425,000</b>	\$395,950	\$395,950	\$35,000	0

# Domain 2 : Student Safety, Health, and Welfare

Budget Items	2019/20	2020/21	2021/22	2022/23	2023/24
Achieve/ Sustain State Standard of 1 Nurse/750 students (need 3 FTE's to meet standard starting in FY 21/22)	0	0	\$67,000	\$67,000	\$67,000
Reduce Fund 8 bridge funding by 2.5 nurses and 1 counselor for FY 19/20; and 2.5 nurses and 1 psychologist in FY 20/21	<b>\$237,500</b>	\$237,500	0	0	0
Add Social Worker (need 21 to meet standard, add one per year)	<b>\$70,000</b>	\$70,000	\$70,000	\$70,000	\$70,000
Add Psychologist (need 7 to meet standard, add one per year)	<b>\$70,000</b>	\$70,000	\$70,000	\$70,000	\$70,000
Add Counselor (need 13 to meet standard, add one per year)	<b>\$65,000</b>	\$65,000	\$65,000	\$65,000	\$65,000
Add School Resource Officer ( 2 FTE's in FY 19/20 and 1 FTE in FY 20/21 to cover each HS/MS)	<b>\$120,000</b>	\$60,000	0	0	0
6 <b>Domain 2 Total</b>	<b>\$562,500</b>	\$502,500	\$272,000	\$272,000	\$272,000

# Domain 3: Employee Culture and Capacity

Budget Items	2019/20	2020/21	2021/22	2022/23	2023/24
State salary increase (estimate of 3% certified, 1% classified for FY 19/20)	<b>\$415,000</b>	0	0	0	0
Classified salary study proposal & step increase	<b>\$850,000</b>	\$160,000	\$160,000	\$160,000	\$160,000
Salary step increase for certified staff	<b>\$270,000</b>	\$270,000	\$270,000	\$270,000	\$270,000
Shift Assistant Principals from 11 month to 12 months	<b>0</b>	\$70,000	\$70,000	\$70,000	0
Add Director for Human Resources	<b>\$100,000</b>	0	0	0	0
Stipends for beginning teacher mentor program	<b>0</b>	\$115,000	0	0	0
Shift data managers from 11 months to 12 months	<b>0</b>	\$40,000	\$40,000	0	0
Supplements for extra-curricular/extra duty	<b>0</b>	\$50,000	0	0	0
<b>Domain 3 Total</b>	<b>\$1,635,000</b>	\$705,000	\$540,000	\$500,000	\$430,000

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# Domain 4: Parent and Community Engagement

Budget Items	2019/20	2020/21	2021/22	2022/23	2023/24
Digital Information Specialist	<b>\$80,000</b>	0	0	0	0
Stipends for school-based webmasters	<b>\$30,000</b>	0	0	0	0
<b>Domain 4 Total</b>	<b>\$110,000</b>	0	0	0	0



# Domain 5: Organizational Capacity and Efficiency

Budget Items	2019/20	2020/21	2021/22	2022/23	2023/24
Charter school ( estimated increase of 75 students)	<b>\$249,600</b>	\$175,000	\$175,000	\$175,000	\$175,000
Restore funding to maintenance operations	<b>\$156,000</b>	0	0	0	0
Equipment/vehicle replacement cycle	<b>\$70,000</b>	0	0	0	
<b>Domain 5 Total</b>	<b>\$475,600</b>	\$175,000	\$175,000	\$175,000	\$175,000

# Total Annual & Cumulative Costs

Budget Items	2019/20	2020/21	2021/22	2022/23	2023/24
Domain 1: Academic Achievement	<b>\$1,425,000</b>	\$395,950	\$395,950	\$35,000	0
Domain 2 : Students Safety, Health and Welfare	<b>\$562,500</b>	\$502,500	\$272,000	\$272,000	\$272,000
Domain 3: Employee Culture and Capacity	<b>\$1,635,000</b>	\$705,000	\$540,000	\$500,000	\$430,000
Domain 4: Parent and Community Engagement	<b>\$110,000</b>	0	0	0	0
Domain 5: Organizational Capacity and Efficiency	<b>\$475,600</b>	\$175,000	\$175,000	\$175,000	\$175,000
<b>Domains 1-5 Annual Total</b>	<b>* \$4,208,100</b>	\$1,778,450	\$1,382,950	\$982,000	\$877,000
<b>Percentage Increase</b>	<b>* 14.26%</b>	5.28%	3.90%	2.66%	2.32%
<b>Cumulative Total</b>	<b>\$4,208,100</b>	\$5,986,550	\$7,369,500	\$8,351,500	\$9,228,500

\* - Percentage increase is on a base of \$ 29,500,000.

# Estimated State Salary and Benefits

Budget Items	1% increase	2% increase	3% increase	4% increase	5% increase
Certified Staff	\$151,634	\$170,069	\$276,878	\$339,503	\$402,103
Classified Staff	\$102,965	\$166,560	0	0	0
<b>Total</b>	\$254,599	\$366,629	\$276,878	\$339,503	\$402,103

In FY 2019-20, we are using an estimate of 3% for certified staff and 1% for classified staff. This is a total estimate of \$379,843 plus an additional cost of \$35,000 for 15 locally paid teachers rounded to \$415,000.

# Fixed Cost Items for FY 2019-2020

Fixed Cost Items	Cost	Running Total
Add 2 teachers for K-3 CSR compliance ( 2 teachers @ \$65,000)	\$130,000	\$130,000
Charter school increase for an estimated 75 students	\$249,600	\$379,600
State salary increase ( estimate of 3% certified , 1% classified for FY 19/20)	\$415,000	\$794,600
Salary Step Increases for certified staff	\$270,000	\$1,064,600
Transfer personnel from bridge funding to local funds	\$237,500	\$1,302,100
Maintain school receptionist allocation	\$15,000	\$1,317,100
Restore funding to maintain operations	\$156,000	\$1,473,100
<b>Fixed Cost</b>	<b>\$1,473,100</b>	<b>\$1,473,100</b>

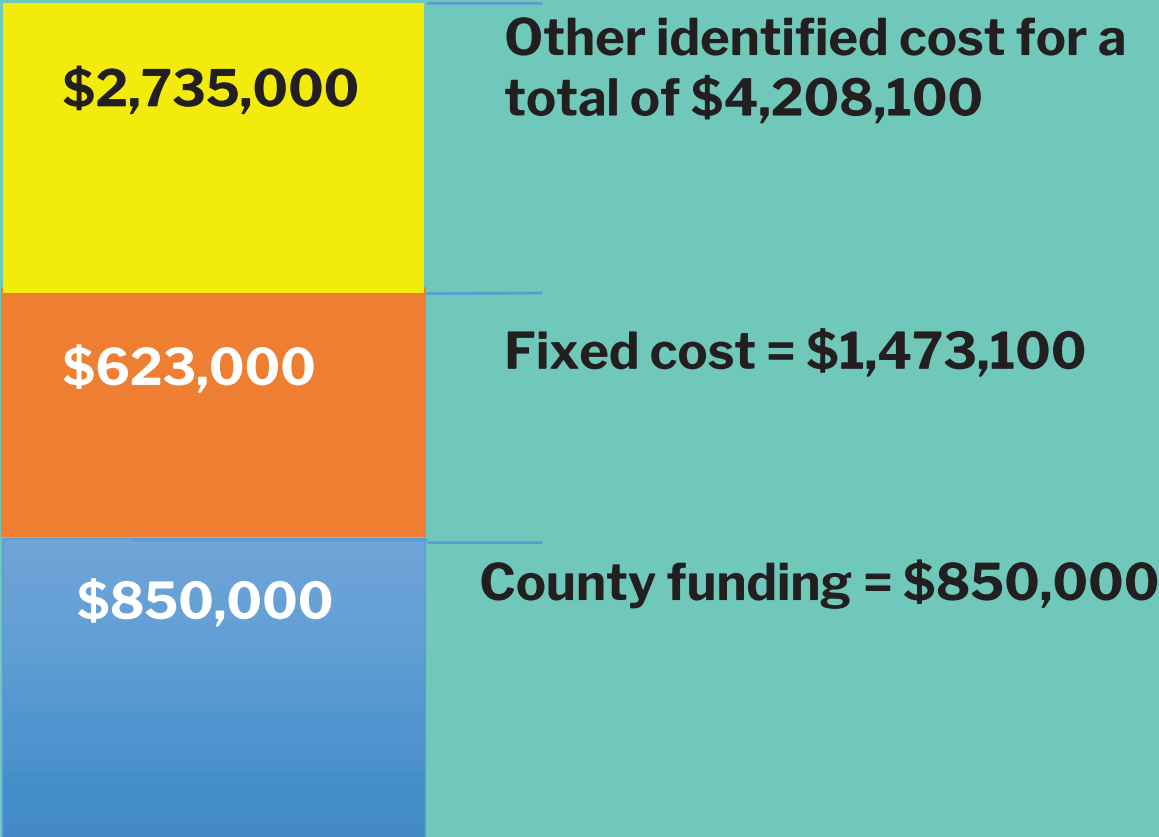
# Other Identified Needs FY 2019-2020

Other Identified Needs	Cost	Running Total
Implement Classified Salary proposal	\$850,000	\$850,000
Restore Teachers for grades 4-12 CSR impact (13 teachers @ \$65,000)	\$845,000	\$1,695,000
Add Director for Human Resources	\$100,000	\$1,795,000
Restore Digital Information Specialist	\$80,000	\$1,875,000
Add stipends for school-based digital information management	\$30,000	\$1,905,000
Increase IT Technician to support operational demand	\$60,000	\$1,965,000
Restore DIF FTE reduction in 2018	\$65,000	\$2,030,000
Add Social Worker by 1 FTE	\$70,000	\$2,100,000
<b>Sub-Total</b>	<b>\$2,100,000</b>	<b>\$2,100,000</b>

# Other Identified Needs FY 2019-2020

Other Identified Needs - continued	Cost	Running Total
Sub-Total	\$2,100,000	\$2,100,000
Increase annual allotment for digital plan by 150,000 to a max of \$1.2 million in three years	\$150,000	\$2,250,000
Increase IT Technicians support by 1 FTE	\$ 60,000	\$2,310,000
Increase IT Media/Tech Asst. support by 1 FTE	\$ 35,000	\$2,345,000
Add Resource Officers by 2 FTE's	\$ 120,000	\$2,465,000
Increase AIG staffing by 1 FTE	\$ 65,000	\$2,530,000
Add Psychologist by 1 FTE	\$ 70,000	\$2,600,000
Add Counselor by 1 FTE	\$ 65,000	\$2,665,000
Equipment/vehicle life cycle plan for maintenance	\$ 70,000	\$2,735,000
<b>Other Identified Needs Total</b>	<b>\$2,735,000</b>	<b>\$2,735,000</b>

# Detailed Analysis of Identified Cost



### Factors Influencing Identified Cost:

1. County Manager’s preliminary forecast of funding provides an increase of \$850,000 for current expense.
2. This funding does not cover the identified fixed cost of \$1,473,100 and has a shortage of \$623,000. There is no available funding for other identified cost of \$2,735,000.

# Framework of Needs

Maintain current operations for next year	Cost	Running Total
Add 2 teachers for K-3 CSR compliance ( 2 teachers @ \$65,000)	\$130,000	\$130,000
Charter school increase for an estimated 75 students	\$249,600	\$379,600
State salary increase ( estimate of 3% certified , 1% classified for FY 19/20)	\$415,000	\$794,600
Maintain school receptionist allocation	\$15,000	\$809,600
<b>Total</b>	<b>\$809,600</b>	<b>\$809,600</b>

Maintain current operations beyond next year	Cost	Running Total
Salary Step Increases for certified staff	\$270,000	\$270,000
Implement classified salary proposal	\$850,000	\$1,120,000
Transfer personnel from bridge funding to local funds	\$237,500	\$1,357,500
<b>Total</b>	<b>\$1,357,500</b>	<b>\$1,357,500</b>



# Framework of Needs

Restore past cuts	Cost	Running Total
Restore Teachers for grades 4-12 CSR impact (13 teachers @ \$65,000)	\$845,000	\$845,000
Restore DIF FTE reduction in 2018	\$65,000	\$910,000
Restore funding to maintain operations	\$156,000	\$1,066,000
<b>Total</b>	<b>\$1,066,000</b>	<b>\$1,066,000</b>

Value added investments	Cost	Running Total
Restore Digital Information Specialist	\$80,000	\$80,000
Add stipends for school-based digital information management	\$30,000	\$110,000
<b>Total</b>	<b>\$110,000</b>	<b>\$110,000</b>

# Framework of Needs

Expand to meet deferred needs	Cost	Running Total
Add Director for Human Resources	\$100,000	\$100,000
Increase IT Technician to support operational demand	\$60,000	\$160,000
Add Social Worker by 1 FTE	\$70,000	\$230,000
Increase annual allotment for digital plan by 150,000 to a max of \$1.2 million in three years	\$150,000	\$380,000
Increase IT Technicians support by 1 FTE	\$ 60,000	\$440,000
Increase IT Media/Tech Asst. support by 1 FTE	\$ 35,000	\$475,000
Add Resource Officers by 2 FTE's	\$ 120,000	\$595,000
Increase AIG staffing by 1 FTE	\$ 65,000	\$660,000
Add Psychologist by 1 FTE	\$ 70,000	\$730,000
Add Counselor by 1 FTE	\$ 65,000	\$795,000
Equipment/vehicle life cycle plan for maintenance	\$ 70,000	\$865,000
<b>Total</b>	<b>\$865,000</b>	<b>\$865,000</b>

# Summary of Needs

Description - Summary	Cost	Running Total
Maintain current operations for next year	\$809,600	\$809,600
Maintain current operations beyond next year	\$1,357,500	\$2,167,100
Restore past cuts	\$1,066,000	\$3,233,100
Value added investments	\$110,000	\$3,343,100
Expand to meet deferred needs	\$865,000	\$4,208,100
<b>Total</b>	<b>\$4,208,100</b>	<b>\$4,208,100</b>

# Summary of Reoccurring Costs for FY 2019-2020

Description	Cost
Total of fixed cost items	\$1,473,100
Total of other identified needs	\$2,735,000
<b>Total</b>	<b>\$4,208,100</b>
<b>Preliminary County Funding for current expense</b>	\$850,000
<b>Additional funding to cover fixed cost</b>	\$623,100
<b>Additional funding to cover identified needs</b>	\$2,735,000
<b>Total</b>	<b>\$4,208,100</b>

# Summary of One-Time Costs FY 2019-2020

Description	Cost	Running Total
Start-up cost associated with staffing for Aberdeen and Southern Pines	\$234,100	\$234,100
Technology life cycle infrastructure	\$750,000	\$984,100
Projected operational cost of new McDeeds Creek ES (County funding of \$739,133 rounded to \$740,000)	\$740,000	\$1,724,100
Capital Improvements to support maintenance and repairs (annual request)	\$1,900,000	\$3,624,100
<b>Total</b>	<b>\$3,624,100</b>	<b>\$3,624,100</b>

# Total Proposed FY 2019-20 County Allotment Includes All Fund Types

Budget Year	County Funding	Annual Increase in Funding	% Change
2014/15	\$27,115,140		
2015/16	\$27,765,140	\$650,000	2.39
2016/17	\$28,529,515	\$764,375	2.75
2017/18	\$31,841,352	\$3,311,837	11.61
2018/19	\$31,000,000	-\$841,352	-2.64
<b>2019/20 *</b>	<b>\$35,208,100</b>	<b>\$4,208,100</b>	<b>13.57</b>

\* County funding includes \$29,500,000 for current expense; \$900,000 for digital learning fund; \$750,000 for Capital outlay; and \$4,058,100 increase for a total of \$35,208,100.

# Proposed 2019-20 County Allotment by Fund Type

Fund Type	Proposed Level
Local Expense	\$32,298,100
Charter Schools	\$1,260,000
Capital Expense	\$750,000
Digital Learning	\$900,000
<b>Total</b>	<b>\$35,208,100</b>

# Proposed 2019-20 Local Expense Fund

Revenue Type	Proposed Level
County Appropriation	\$32,298,100
Charter Schools	\$1,260,000
Fines/ Forfeitures	\$450,000
Interest	\$30,000
<b>Total</b>	<b>\$34,038,100</b>



# Proposed 2019-20 Moore County Schools Budget

Fund Type	Proposed Level
State – Fund 1	\$75,500,000
Local Expense – Fund 2 (\$32,778,100 Fund 2 + \$1,260,000 New Charter Fund)	\$34,038,100
Federal – Fund 3	\$7,400,000
Capital Expense – Fund 4	\$750,000
School Nutrition – Fund 5	\$5,485,000
Local Operations – Fund 8	\$2,115,000
<b>Proposed 2019/20 Budget</b>	<b>\$125,288,100</b>

# Proposed 2019-20 County Allotment by Fund Type

Fund Type	Original Request	One-Time Funding	Supplemental Requests	Total
Local Expense	\$32,298,100	\$740,000	0	\$33,038,100
Charter Schools	\$1,260,000	0	0	\$1,260,000
Capital Expense	\$750,000	\$984,100	\$1,900,000	\$3,634,100
Digital Learning	\$900,000	0	0	\$900,000
<b>Total</b>	<b>\$35,208,100</b>	<b>\$1,724,100</b>	<b>\$1,900,000</b>	<b>\$38,832,200</b>

One-time funding includes projected operating cost for McDeeds Creek ES of \$739,133 rounded to \$740,000; start-up cost for Aberdeen and Southern Pines of \$234,100; and technology life cycle infrastructure of \$750,000.



# Current Budget Framework

- Moody's increased Moore County's bond rating from Aa1 to Aa2 for general obligation bonds and Aa2 to Aa3 for limited obligation bonds. Approaching total of \$50 million in general capital fund balances.
- Moore County is reassessing property value and considering increase in tax rates. Will not do so again for at least five years.
- Moore County voters approved quarter-cent sales tax increase, which increased revenue \$2.5 to \$3.1 million per year.
- Moore County approved a \$1.2 million increase in local expense to support a much-deserved shift of non-school employees to a salary scale for this current year. The projected cost for the first step increase in the coming FY 2019-20 will be \$337,000 for a total increase of \$1.537 million over the two-year period.
- Moore County budget policy caps annual local revenue increase to schools at 40% of the total county revenue increase. Based on the cap, the County Manager's forecasted increase will be \$850,000.

# Budget Process: Next Steps

- March 11 – MCS Public Hearing and Board Discussion
- April 1 – MCS Board Discussion
- April 8 – MCS Board Action
- May 7 – MCS Presentation to County Board of Commissioners
- June 4 – County Manager recommended budget presentation to County Board of Commissioners
- June 18 – County Public hearing and County Board of Commissioners Action

# Budget Committee Members

- Ms. Helena Wallin-Miller, Chairman, Moore County Schools Board of Education;
- Ms. Libby Carter, Vice-Chairman, Moore County Schools Board of Education;
- Mr. Thomas Boals, Vice President, First Bank;
- Mr. Bruce Rosenberger, Director of Administrative Services, Town of Southern Pines;
- Dr. Robert Grimesey, Superintendent;
- Mr. Tim Locklair, Chief Officer for Academics and Student Support Services;
- Dr. Anita Alpenfels, Executive Officer for Human Resources; and
- Mr. Michael Bundy, Executive Officer for Budget & Finance



# Past Budget Failures

- Failed to improve retention/recruitment of high quality teachers, support staff and leadership.
- Failed to accelerate our teachers' access to “base digital content.”
- Failed to expand 1:1 student-to-laptop ratio into grades 3-5.
- Failed to establish plan to address technology infrastructure obsolescence.
- Failed to reduce student-nurse ratio toward state-recommended 750:1, from current 900:1.
- Failed to expand support for student mental health needs.
- Failed to expand all assistant principal and data manager services to 12 months.
- Failed to create a separate and independent charter school fund.

# Proposed Budget Accomplishments

- Reduces reliance on non-recurring revenues ( subject to NC General Assembly’s final state budget resolution.)
- Provides funding to maintain current operations and services.
- Restores past cuts from teachers and maintenance.
- Provides funding to improve retention and recruitment of support services, technology services, and student services.
- Provides one-time funding for operational needs.

# Discussion/Questions