

**Durham County Commissioner Budget Work Session June 3, 2024**

**Durham Public Schools Q&A**

1. Please provide a copy of the Compensation and Classification Study, which is the basis for the budget request. Data that helps explain the current job categories and pay bands should be shared. Information should reflect current and proposed salary amounts once the \$8.8 million requested funding is applied. An example format is listed below.

<b>Job Title Category</b>	<b>Base Salary</b>	<b>Proposed Salary</b>	<b>\$ Increase</b>	<b>% Increase</b>
Librarian	\$45,000	\$47,000	\$2,000	4.4%

*Attachments: HIL Classified Compensation Study and Schedules - the DPS implementation of these schedules resulted in salary increases ranging from 4% to over 40% - depending on classification and calculated years of experience (placement on the schedule).*

*2024-25 Proposed Salary Schedules - developed by Comptroller Krutchfield*

*The 2024-25 Proposed Salary Schedules include a minimum and maximum salary (a range). The schedules also include job classifications. These schedules begin with examining the 2022-23 Salary Schedules + 11% - which is the final salary schedule for classified staff for the 2023-24 school year.*

*Final compensation changes for DPS Classified Staff for 2023-24 - based on 2022-23 salary plus 11% (4% from Legislative increase, \$4.1 million from Local Budget Increase Request, \$1.5 million from DPS Fund Balance)*

*Proposed Classified Salary Schedules for 2024-25 - all DPS staff will keep their current salary, regardless of what the min/max is on the new schedule. DPS classified staff will have a minimum 3% increase (Legislated increase) or the higher of the new proposed salary schedule implementation. This will result in a range of 3% to 19% - depending on job classification and final Board decision on steps/experience beginning with 2024-25.*

*DPS Proposed Classified Salary Schedules 2024-25 attached. Electronic version available.*

2. The FY 2023-24 Budget included \$4.1 million in county funding to support classified salaries. Provide supportive documentation to show where the funding was applied. How was the remaining amount captured in the FY 2024-25 budget?

The chart below, from the 2023-24 Proposed/Final Budget Presentations, shows the allocation of the \$10.8 million local increase.

<b>Local Budget Requirements for DPS and Charter Schools - FY 2023-24</b>		
	<b>Line Item Description</b>	<b>Cost</b>
<b>DPS Anticipated State Salary/Benefit Increases</b>	Certified Salary Increase (4.25% estimate for FY 2023-24)	\$1,570,398
	Classified Salary Increase (4% estimate for FY 2023-24)	\$1,525,530
	Retirement (24.50% to 25.75%)	\$740,549
	Health Insurance (\$7,697 to \$8,350)	\$1,072,125
	<b>Subtotal</b>	<b>\$4,908,602</b>
<b>Classified Salary Study Increase</b>	Additional funding needed to implement the proposed salary study	\$4,091,398
	<b>Subtotal</b>	<b>\$4,091,398</b>
<b>Total Modified DPS Annual Operating Requirements</b>		<b>\$9,000,000</b>
<b>Charter School Requirements</b>	Additional charter funds associated with requested DPS operating budget increase (based on 20% of total Durham County K-12 enrollment)	\$1,800,000
	<b>Charter School New Money Requirements</b>	<b>\$1,800,000</b>
<b>Grand Total</b>		<b>\$10,800,000</b>

The total amount in Classified Salaries for 2022-23 is shown below, the cost of the Legislated 4% increase is shown, the 11% cost is shown (base budget for 2024-25), and the DPS "HIL" schedules cost is shown.

<b>Funding Source</b>	<b>#</b>	<b>FY23</b>	<b>4%</b>	<b>11%</b>	<b>DPS "HIL" cost</b>
State	1	34,220,133.42	35,711,047.67	38,114,675.88	42,290,224.06
Local	2	29,407,012.74	30,583,293.25	32,641,784.14	36,022,055.53
Federal	3	5,440,262.89	5,696,134.37	6,079,528.03	6,625,972.57
CNS	5	8,967,112.59	9,325,797.09	9,953,494.98	10,567,350.44
Sch/Grant	6	3,059,931.71	3,182,328.98	3,396,524.20	3,678,525.18
Other Restricted	8	-	-	-	-
<b>Annual Totals</b>		<b>81,094,453.35</b>	<b>84,498,601.36</b>	<b>90,186,007.23</b>	<b>99,184,127.78</b>

For 2024-25 - the base budget for Classified salaries includes the \$4.1 million allocation from the Local Budget increase, the \$3.4 million increase from the 4% Legislated increase, and \$1.5

million allocated in 2023-24 from Fund Balance (and incorporated into the \$8.8 local ask for 2024-25).

3. Clarify projected FTEs by position type, classification, and funding source for FY 2023-24 and FY 204-25. What changes are being made to address the loss of Elementary and Secondary School Emergency Relief (ESSER) funding and current fiscal challenges? Based on NC Department of Public Instruction data, an example format for FY 2023-24 is listed below.

*Chart attached. Electronic version available.*

*DPS has been preparing for the end of ESSER funds by ensuring that any staffing that was incorporated were short-term positions, and that no continuing positions were placed on these federal funds. The use of ESSER funds to support capital/operations needs has provided an opportunity to address needs in all DPS schools, but that work has also resulted in greater knowledge of the large amount of capital/life cycle needs in our facilities. DPS will need to increase recurring capital/operations funding, as reflected in the 2024-25 Budget Proposal.*

4. Document specific changes within the DPS budget to address current budgetary and fiscal changes. How will student needs be prioritized?

- *Eliminated flexibility of school-based staff that is beyond formulas for 2024-25*
  - *Classroom teachers*
  - *Assistant Principals*
- *Eliminated flexibility of conversions from allotment categories for 2024-25*
- *Tightening hiring/payroll for teachers with emergency licenses, permit to teach, EPP programs*
- *Eliminated out-of-state travel, reduced in-state travel to mission critical (current and into 2024-25)*
- *Frozen local expenditures for remainder of 2023-24*
- *Implemented a review process for all non-school based hiring*
- *Implementing a \$6 million reduction to local non-personnel budgets for 2024-25*
- *Revising the DPS Finance Manual, create a Budget Manager Training, create DPS Allotment Manual*
- *School based funds and resources are exempt from reductions*
- *Priority training planned for Leadership Retreat and 2024-25 school trainings will continue*

5. Provide an overview of how ESSER funds were used. Could you clarify how funding addressed school facility maintenance and repair needs?

<b>American Rescue Plan (ESSER III) Use of Funding</b>		
<b>Category/Priorities</b>		<b>Allocation</b>
Addressing Learning Loss	<ul style="list-style-type: none"> <li>• Supports school-base and district district positions for acceleration of learning</li> <li>• Curriculum resources and materials</li> </ul>	\$20,808,049.21
Educational Technology	<ul style="list-style-type: none"> <li>• Supports digital learning</li> <li>• Replacement of student devices</li> </ul>	\$5,053,999.35
Mental Health Services	<ul style="list-style-type: none"> <li>• Behavior and mental health services and supports and contracts</li> </ul>	\$3,223,270.11
Addressing Unique Needs of Special Populations	<ul style="list-style-type: none"> <li>• Supplemental educational software and textbook materials</li> </ul>	\$1,090,451.07
Summer Learning	<ul style="list-style-type: none"> <li>• Supports extended-year instruction to mitigate learning loss</li> </ul>	\$1,499,855.17
Facility Repairs/Improvements to Minimize Virus Transmission	<ul style="list-style-type: none"> <li>• Repairs and maintenance of HVAC Systems</li> <li>• Purchase of HVAC Systems (Chillers, Boilers)</li> <li>• Purchase Bottle Fillers Districtwide</li> </ul>	\$6,572,276.46

Improve Air Quality	<ul style="list-style-type: none"> <li>Maintenance contract services for supplies, repairs, and materials</li> </ul>	\$9,024,904.73
Supplies to Sanitize and Clean	<ul style="list-style-type: none"> <li>School cleaning and disinfecting</li> <li>Contracted services for additional cleaning and building maintenance</li> </ul>	\$1,179,683.77
Other ESSA Allowable Use	<ul style="list-style-type: none"> <li>Staff recruitment and retention initiatives</li> <li>Tuition reimbursement for Aspiring Teachers (TA to Teach Program)</li> </ul>	\$13,208,135.67
Long-Term Closure Activities	<ul style="list-style-type: none"> <li>Child Nutrition Contract for food transportation</li> <li>Child Nutrition Services salary &amp; substitute pay</li> </ul>	\$51,826.72
<b>Total</b>		<b>\$62,099,932.80</b>

6. What approaches will be used to evaluate the staffing levels needed to support the financial, human resource, and facilities management operations? How do current staffing levels compare to peer jurisdictions? What's required to ensure seamless operations going forward?

*Staff in HR, Finance, and Facilities are currently reviewing their current staffing and organizational charts and will compare to peer and leading districts. A comprehensive Organizational Audit has been recommended for the incoming superintendent. The focus is to fill current vacant positions, which is a challenge. Like many NC districts, resources have necessarily been prioritized to maintain school-based resources and to improve staff compensation at all levels. In addition to additional staff resources, some infrastructure (technology and software) will need to be considered, to include an implementation plan and training.*

7. Provide an update on 2022 bond-funded projects. What is the status of the remaining funding?

*Charts and tables attached. Electronic version available.*

8. Many questions and comments about the Durham School of the Arts location have emerged. Has any independent analysis of alternatives occurred related to proposed renovations of the current site? Has the project been valued-engineered to contain overall project costs?

*Here is a brief timeline to provide background on the DSA project. Presentations are linked.*

*In 2020 a 10-year Construction Improvement Plan was established by the district using construction numbers and evaluations from a 2019 Facility Conditions Assessment.*

- *In preparation for a 2022 bond, funding was allocated from the county to have projects “shovel ready”. In Oct. 2021(Attached presentation) a detailed SWOT analysis was performed. At that time the anticipated cost of renovation was \$77 million. At that time new construction was \$120 million. Based on factors such as safety, educational suitability, time and cost, the decision from the board was to move forward with design and construction of a new DSA.*

[https://go.boarddocs.com/nc/dpsnc/Board.nsf/files/C7YJP24D2826/\\$file/DPS%20%2010%20YR.%20CIP%20Update.%20BOE.pdf](https://go.boarddocs.com/nc/dpsnc/Board.nsf/files/C7YJP24D2826/$file/DPS%20%2010%20YR.%20CIP%20Update.%20BOE.pdf)

- *The Design Team and Construction Manager at Risk were hired March 2022.*
  - *Several Community Meetings and Staff Meetings were held from March 2022-December 2023 to establish the program and budget for the new construction.*
- *At the Dec. 2023 Meeting the Board approved the Design Development of the New DSA with a project cost of \$198 million for the cost of construction. The cost difference of \$133 million in Oct. 2021 to \$198 million in 2024 is attributed to inflation numbers as well as additional program needs of the school.*

[2023 DSA Design Presentation 12.11.23 revised sw \(1\).pdf](#)

- *Due to the concern that the 2022 Bond funding would not achieve the intended goal and impact the number of schools that were projected to be impacted, a narrative has been socialized by some members of the community that a solution to save the district money would be to remain at the existing DSA location and do small, reduced programming additions and limited updates to the campus. During a May 2024 presentation for approval of demolition and abatement of buildings on the new site, administration performed a high level comparison of revisiting a renovation option vs the path of new construction. The result of the comparison, as reviewed by a third-party consultant, did indicate an increase in the cost to renovate (from prior estimates), but a lesser cost than the new DSA site. The new renovation estimate assumes no updates of the historic buildings, and assumes a cost associated with a new parking deck to be funded by an MOU or an additional county fund allocation. The revisited renovation also does not support the current program and additional capacity. What is also not reflected in a revisited renovation option is the reduced capacity of the current school for the next*

*three-five years and the safety concerns of student learning during a occupied renovation. In addition, given the nature of renovations in older buildings and the uncertainty of unforeseen conditions the project forecast may lead to higher costs and longer times in the long run. Staff are moving forward with the Board approved plan for the new DSA site.*

[4.5.24 DRAFT School Board Presentation DSA Draft 2 \(002\).pptx \(sharepoint.com\)](#)

- *DPS can provide the value-engineered exercises the design team and CM firm have had over the course of this project.*
- *The new DSA site is a comprehensive middle and high school with athletics and specialty art facilities. The program and capacity of the school has been the driving force for the cost of construction. We continue to look at ways to reduce cost on this project. We have created alternates for some of the construction items in the project that will be bid out in July. This will provide the board an opportunity to revisit cost and approval of the final guaranteed maximum price(GMP) for the new DSA.*

9. If available, provide information on the number of DPS teachers that have left the system due to the lack of Masters Pay.

*Current exit interviews do not capture this information.*

10. What plans are underway to address the current facilities crisis needs at schools like E.K. Powe and Club Boulevard?

*See two attached assessment reports and summaries. Electronic version available.*

11. What current DPS programs address literacy, third-grade reading achievement, and reading remediation throughout kindergarten to twelfth grade? How are these efforts being prioritized during this current fiscal challenge?

*Currently, we have several things in place to support literacy across our District and no reductions nor adjustments to school level resources are anticipated:*

*Core Curriculum Resources*

*In K-5 we are using American Reading Company (ARC) Core (6 schools) and HMH Into Reading (27 schools) to support core literacy instruction. In addition, we use UFLI Foundations Toolbox (University of Florida Literacy Institute) to support foundational reading skill development in K-5 classes. In 6-12, we have adopted Study Sync (McGraw-Hill) as our core curriculum resource. As part of Study Sync each school receives an allotment of novels and trade books for classroom use, book groups, and classroom libraries.*

*Universal screeners, Progress Monitoring, and Intervention*

*In K-5, we use the mClass literacy assessment (Amplify) as well as iReady diagnostic assessment in 4-5 to assess and progress monitor students reading growth throughout the year.*

*In 6-12, we use Discovery Education's Reading Plus as a universal screener. All of these programs also provide intensive intervention that is personalized to meet individual student needs. These programs also align to the science of reading and are recognized as reading screeners by the US Department of Education.*

#### *Professional Development*

*We are currently completing our 2nd year of implementation of the LETRS professional development for K-5 teachers, which anchors literacy practices in the science of reading. In 6-12, we have similarly focused attention on the science of reading through building explicit connections and strategies during professional develop for teachers across content areas.*

#### *Enrichment Opportunities for Students*

*Battle of the Books is available to all schools in K-12 to increase student engagement in reading and to encourage students to be lifelong readers. We also offer students extracurricular opportunities to participate in the rich poetry community in Durham as well as to author student publications (newspaper, literary magazine, and yearbook). We partner with the Durham County Library through Bull City SLAM to make sure that all DPS students have access to the vast print and digital resources available through our library system. We also collaborate with literacy-based organizations like Book Harvest to increase student access to text and to build home libraries. A number of other organizations (NC EdCorps, Children's Literacy Project, etc.) to provide literacy tutoring for students.*

#### *School Libraries*

*Each school operates a school media center that serves as a hub for literacy activities across the school. Using ESSER funds, we have updated the technology and enriched the collections to include texts that reflect the diversity of our communities and provide access to texts in the home languages of our students*