



FY 2024-25

Recommended Budget

Dr. Chris Dossenbach
Superintendent
February 15, 2024

BUDGET MESSAGE

Dear Members of the Lee County Board of Education,

As we embark on the fiscal planning for the upcoming year, I am pleased to present the proposed budget that reflects our commitment to the core values of excellence and innovation in education. Our priorities are centered on investing in our people and upgrading our facilities to provide an optimal learning environment for our students.

First and foremost, our proposed budget emphasizes investing in our people. This includes ensuring that our current employees are compensated fairly for their dedication and hard work, as well as establishing a system that will attract future talent to our district. Recognizing and valuing the contributions of our educators and staff is essential to maintaining a thriving educational community.

Additionally, continuous upgrades to our facilities are integral to creating environments conducive to learning. We are committed to providing safe, modern, and inspiring spaces that support the academic, social, and emotional growth of our students.

It is important to recognize that an investment in public education is an investment in our community and economic development. By prioritizing the needs of our schools, we not only enhance the educational experience for our students but also contribute to the vitality and prosperity of our community as a whole. Retaining and attracting high-quality employees, students, and families will ultimately lead to improved performance and outcomes for everyone involved.

In summary, the proposed budget reflects our unwavering dedication to fostering a supportive and enriching educational environment for all members of our school community. Together, let us continue to strive for excellence in education and empower our students to reach their full potential.

Thank you for your continued support and commitment to our shared vision of educational success.

Sincerely,

Dr. Chris Dossenbach
Superintendent of Lee County Schools

Budget Goals



People



Property



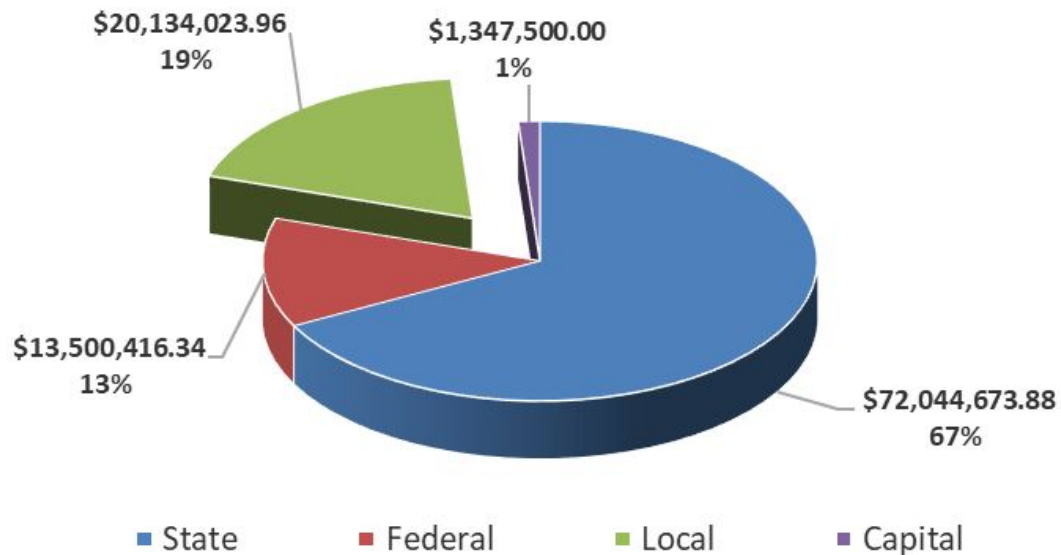
Performance

Budget Challenges

- ESSER funding expires September 2024
- Retaining, recruiting, and rewarding a high quality workforce
- Inflation
- Supplementing program areas with alternate funding sources
- Increased services and funding provided to Charter schools

Funding Sources

Local - Current Expense
% of Total Budget 2023-2024

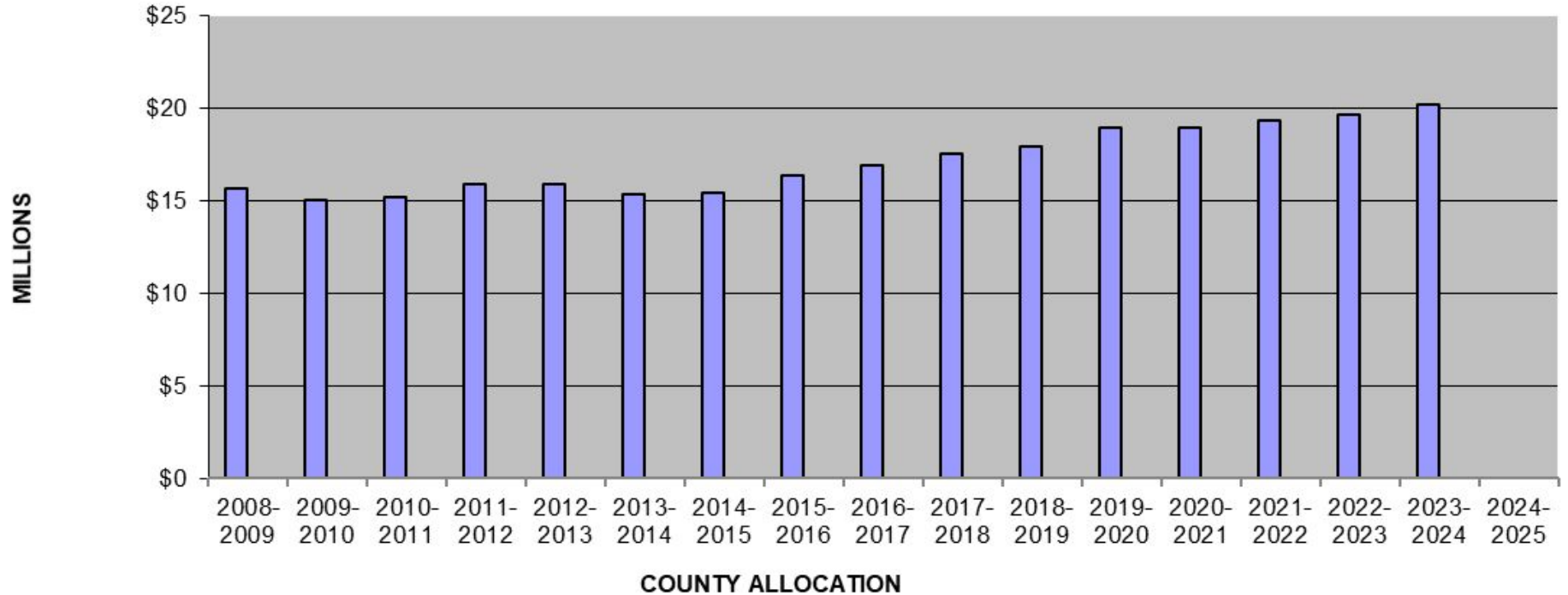


CURRENT

Historical Allocations

BUDGET YEAR	TOTAL REQUEST	CE ALLOCATION	SPECIAL ALLOCATION	TOTAL ALLOCATION	% INC
2008-2009	\$ 16,067,222.00	\$ 15,602,134.00		\$ 15,602,134.00	15.55%
2009-2010	\$ 15,602,134.00	\$ 14,978,050.00		\$ 14,978,050.00	-4.00%
2010-2011	\$ 15,445,974.00	\$ 15,178,050.00		\$ 15,178,050.00	1.34%
2011-2012	\$ 19,228,291.00	\$ 15,338,050.00	\$ 500,000.00	\$ 15,838,050.00	4.35%
2012-2013	\$ 19,125,962.00	\$ 15,338,050.00	\$ 500,000.00	\$ 15,838,050.00	0.00%
2013-2014	\$ 18,619,423.00	\$ 15,338,050.00	\$ -	\$ 15,338,050.00	-3.16%
2014-2015	\$ 18,761,103.00	\$ 15,338,050.00	\$ 42,000.00	\$ 15,380,050.00	0.27%
2015-2016	\$ 18,453,579.00	\$ 16,312,278.00	\$ -	\$ 16,312,278.00	6.06%
2016-2017	\$ 18,169,819.00	\$ 16,862,278.00	\$ -	\$ 16,862,278.00	3.37%
2017-2018	\$ 18,996,527.00	\$ 17,512,278.00	\$ -	\$ 17,512,278.00	3.85%
2018-2019	\$ 19,583,881.00	\$ 17,862,278.00	\$ -	\$ 17,862,278.00	2.00%
2019-2020	\$ 20,226,298.00	\$ 18,912,278.00	\$ -	\$ 18,912,278.00	5.88%
2020-2021	\$ 18,912,278.00	\$ 18,912,278.00	\$ -	\$ 18,912,278.00	0.00%
2021-2022	\$ 20,387,278.00	\$ 19,290,524.00	\$ -	\$ 19,290,524.00	2.00%
2022-2023	\$ 20,951,491.00	\$ 19,610,524.08	\$ -	\$ 19,610,524.08	1.66%
2023-2024	\$ 20,951,491.00	\$ 20,134,023.96	\$ -	\$ 20,134,023.96	2.67%
2024-2025	\$ -	\$ -	\$ -	\$ -	-100.00%

Historical Allocations



Challenge - ESSER funding expires September 2024

Previous

ESSER Related Positions - FY 23-24	
Federal Programs Director	1
Dean of Students @ each Middle School	3
AP Position	1
Retired Teacher on Contract	2
Teacher	2
Retired Guidance	1
Social Workers	2
Guidance	2
Curriculum Coach @ each Middle School	3
Teacher Assistant	6
Translator	1
Nurse	1.2
FAFSA Coordinator @ SLHS	1
Total Positions	26.2

Current

Description	#
Federal Programs Director	1
Dean of Students @ each Middle School	3
Social Workers	2
Guidance	1
Curriculum Coach @ each Middle School	3
Translator	1
Nurse	2
FAFSA Coordinator @ SLHS	1
Total Positions	14

Challenge - Retaining, recruiting and rewarding a high quality workforce

NC Attrition Rate = 9.1% (2022)

Lee County Attrition Rate = 14.6% (2022)

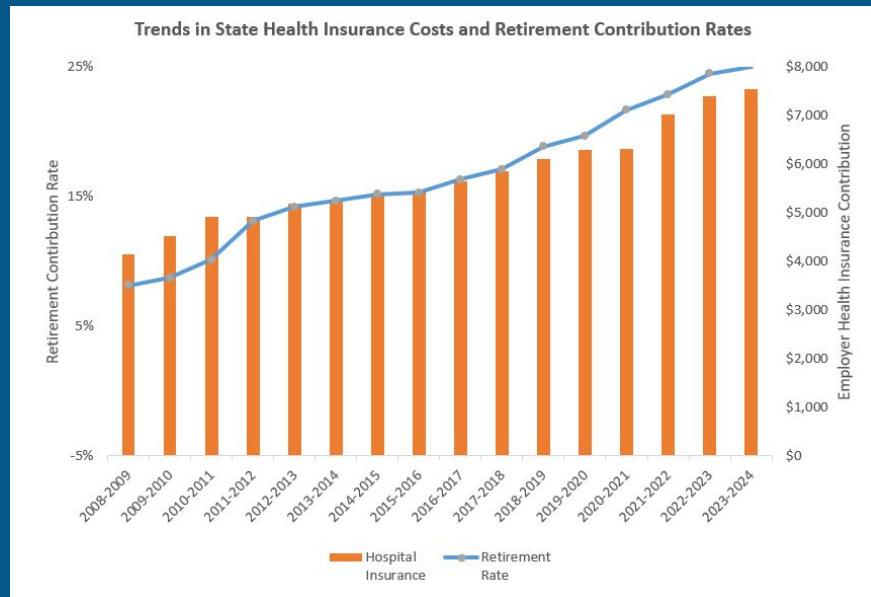
National Education Association estimates that districts spend an average of \$20,000 on training a new teacher each time a teacher leaves the district.

	January 18, 2024		February 13, 2024	
	Certified	Classified	Certified	Classified
Bragg	0	0	0	0
Broadway	1	2	1	2
Bullock	4	4	3	3
Deep River	0	4	0	4
East Lee Middl	6	1	5	1
J. Glenn Edwar	5	5	5	5
Floyd Knight	2	9	3	9
Greenwood	1	4	0	4
Central Office	1	3	1	3
J.R. Ingram	4	4	4	4
Lee Early Colle	0	0	1	0
Lee Co. High	13	6	14	7
SanLee Middle	1	0	1	0
Southern Lee	6	8	8	8
Tramway	0	3	0	3
Warren Williar	0	4	0	4
W. B. Wicker	2	6	1	6
West Lee Midd	6	1	6	1
Maintenance	n/a	0	n/a	0
Transportation	n/a	0	n/a	0
District Wide	1 Psychologist, 1 EC Homebound Teacher PT, 1 Elem PT job share, 1 MG PT Job Share, 1 secondary PT job share	1 Inst. Asst PT Job Share, 3 CN PT	1 Psychologist, 1 EC Homebound Teacher PT, 1 Elem PT job share, 1 MG PT Job Share, 1 secondary PT job share	1 Inst. Asst PT Job Share, 3 CN PT
Totals	57	68	58	68

Challenge - Inflation

Personnel

	2020-2021	2021-2022	2022-2023	% Increase
Supplements	\$3,956,262.33	\$3,990,137.70	\$4,226,527.42	6.8%
Retirement	\$1,744,993.77	\$2,148,181.90	\$2,754,490.38	57.8%
Hospitalization	\$531,226.34	\$800,450.62	\$953,000.99	79.4%

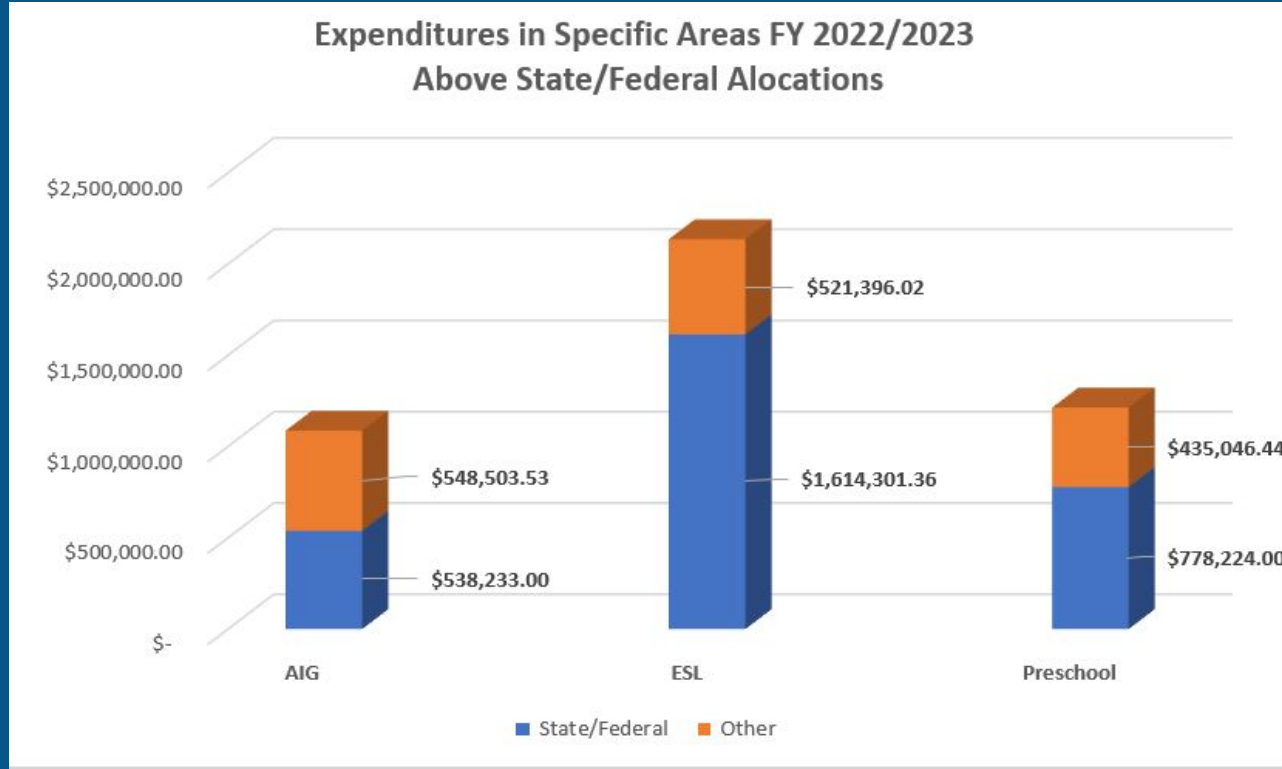


Challenge - Inflation

Insurance / Utilities / Supplies

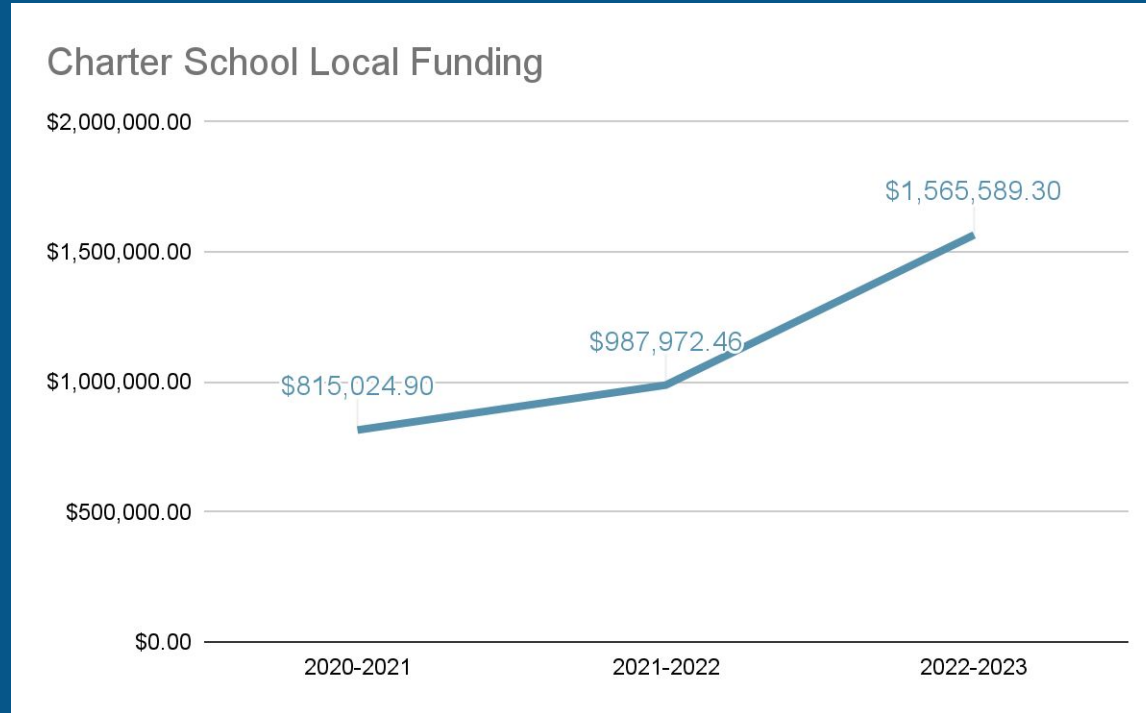
	2020-2021	2021-2022	2022-2023	% Increase
Insurance Costs	\$439,959.76	\$450,018.94	\$543,108.93	23.4%
Utility Costs	\$2,526,161.70	\$3,011,909.30	\$3,130,411.63	23.9%
Custodial Supplies	\$1,634,579.50 COVID	\$413,973.57	\$518,054.20	25.1%

Challenge - Supplementing program areas with alternate funding sources



\$1,504,945.99

Challenge - Increased services and funding provided to Charter schools



Opportunities

#1 - Implement New Pay Plan

#2 - Restore Master's Pay Locally

#3 - Operational Increases

#4 - Personnel Requests

#1 Implement New Pay Plan

Request:

Implement new recommended pay plan for 1,335 employees = \$3,456,467.83 (includes SS matching & retirement)

Data to Support Request:

Evergreen pay and classification study for Lee County Schools.

Implement New Pay Plan

Class Year Parity = employee gets credit for number of years within same job classification at the newly proposed scale.

Group	Option	Total Cost	Cost of Benefits (SS Matching. & Retirement)	TOTAL	# of Employees Impacted
Classified	Class Year Parity	\$2,028,685.27	\$662,771.48	\$2,691,456.75	624
Certified	Updated supplement structure	\$290,357.42	\$94,859.77	\$385,217.19	655
Principals / APs	Updated supplement structure	\$88,910.08	\$29,046.92	\$117,957.00	33
Central Office	Class Year Parity	\$197,359.53	\$64,477.36	\$261,836.89	23
TOTALS:		\$2,605,312.30	\$851,155.53	\$3,456,467.83	1,335

Supplement Restructure Data

Years	Lee	Peer Average	Difference		Years	Lee	Peer Average	Difference
0	10.00%	9.56%	0.44%		16	10.00%	9.66%	0.34%
1	10.00%	9.43%	0.57%		17	10.00%	9.75%	0.25%
2	10.00%	9.35%	0.65%		18	10.00%	9.81%	0.19%
3	10.00%	8.80%	1.20%		19	10.00%	9.87%	0.13%
4	10.00%	8.76%	1.24%		20	10.00%	10.40%	-0.40%
5	10.00%	9.16%	0.84%		21	10.00%	10.59%	-0.59%
6	10.00%	9.40%	0.60%		22	10.00%	10.63%	-0.63%
7	10.00%	9.30%	0.70%		23	10.00%	10.70%	-0.70%
8	10.00%	9.25%	0.75%		24	10.00%	10.78%	-0.78%
9	10.00%	9.21%	0.79%		25	10.00%	11.36%	-1.36%
10	10.00%	9.24%	0.76%		26	10.00%	11.68%	-1.68%
11	10.00%	9.39%	0.61%		27	10.00%	11.77%	-1.77%
12	10.00%	9.44%	0.56%		28	10.00%	11.86%	-1.86%
13	10.00%	9.36%	0.64%		29	10.00%	11.95%	-1.95%
14	10.00%	9.40%	0.60%		30	10.00%	12.01%	-2.01%
15	10.00%	9.38%	0.62%		31+	10.00%	12.07%	-2.07%

#2 Restore Master's Pay Locally

Request:

Restore Master's pay locally = \$202,815.00*

*This number is based on the current number of employees and will fluctuate based on new hires and attrition.

Data to Support Request:

In 2013, the North Carolina General Assembly ended state-funded master's pay for teachers who began their degree programs after that year. Wake County used local funding to restore master's pay in 2023 and several surrounding districts are in discussions to do the same. Based on exit interviews and information provided by school administrators, since July 2023 there has been a significant increase in the number of teachers indicating that payment for advanced degrees was a factor in their departure. Private and Charter schools also have the financial flexibility to offer master's pay to their employees during the hiring process.

#3 Operational Increases

Request:

Operational costs increases = \$981,633.37

Data to Support Request:

Data shared earlier in this presentation outlines a significant increase in personnel costs paid from local funds as well as increased costs of insurance, utilities and supplies due to inflation.

- Supplements: approximately 10% of positions paid from local funds = \$27,026.51 increase
- Retirement: approximately 10% of positions paid from local funds = \$100,949.66 increase
- Hospitalization: approximately 10% of positions paid from local funds = \$42,177.47 increase
- Insurance: \$103,149.17 increase
- Utilities: \$604,249.93 increase
- Supplies: \$104,080.63 increase

#4 Personnel Requests

Request:

Additional personnel requested in the area of Behavior Support (2), English Language (ESL) (2) and funding to maintain two nursing positions currently paid from ESSER funding = \$512,550.00

Data to Support Request:

- Increased number of behavior issues require more supports for students, parents and employees. These individuals will provide supports, recommendations and interventions for regular education students with severe behavioral issues.
- Funding for ESL from the state is capped at 10.6% of ADM rather than actual ADM (average daily membership) and federal funds are calculated based on 80% of the state's share of federal funds. Currently, 17.6% of our district's population are identified as ESL.
- Nurses are needed in every school in our district and nursing logs indicate the increased frequency of student visits, parent conversations and overall school involvement.

Opportunities Overview

#1 - Implement New Pay Plan = \$3,456,467.83

#2 - Restore Master's Pay = \$202,815.00

#3 - Operational Increases = \$981,633.37

#4 - Personnel Requests = \$512,550.00

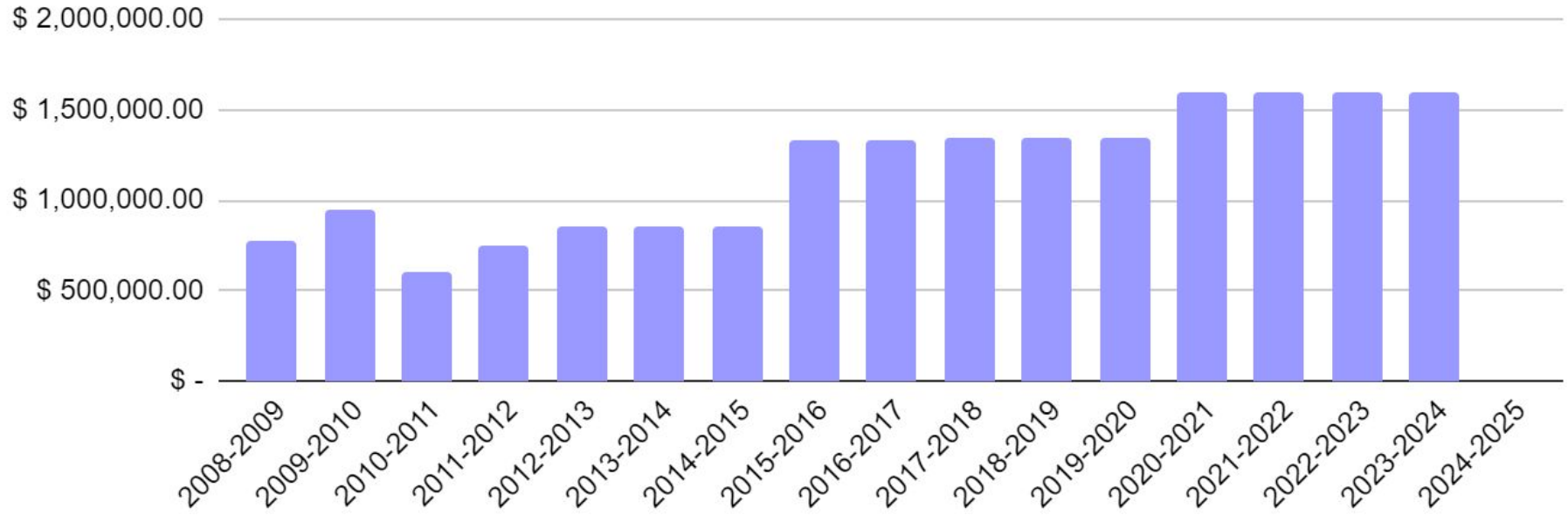
TOTAL: \$5,153,466.20

CAPITAL

Historical Allocations

BUDGET YEAR	TOTAL REQUEST	CO ALLOCATION	SPECIAL ALLOCATION	TOTAL ALLOCATION	LOTTERY	% INCREASE
2008-2009	\$ 4,569,108.00	\$ 777,268.00		\$ 777,268.00	\$ 1,465,619.00	-3.01%
2009-2010	\$ 3,028,262.00	\$ 746,177.00	\$ 207,654.00	\$ 953,831.00	\$ 1,000,000.00	22.72%
2010-2011	\$ 2,410,744.00	\$ 396,177.00	\$ 207,654.00	\$ 603,831.00	\$ 1,042,636.00	-36.69%
2011-2012	\$ 1,880,969.00	\$ 546,177.00	\$ 207,654.00	\$ 753,831.00	\$ 756,500.00	24.84%
2012-2013	\$ 1,476,700.00	\$ 850,331.00		\$ 850,331.00	\$ 970,650.00	12.80%
2013-2014	\$ 1,486,958.00	\$ 850,331.00		\$ 850,331.00	\$ 700,000.00	0.00%
2014-2015	\$ 1,548,500.00	\$ 850,331.00		\$ 850,331.00	\$ 700,000.00	0.00%
2015-2016	\$ 1,582,000.00	\$ 1,337,445.00		\$ 1,337,445.00	\$ 784,000.00	57.29%
2016-2017	\$ 1,810,000.00	\$ 1,347,506.04		\$ 1,337,445.00	\$ 685,049.00	0.00%
2017-2018	\$ 1,604,000.00	\$ 1,347,506.00		\$ 1,347,506.00	\$ 685,000.00	0.75%
2018-2019	\$ 2,427,000.00	\$ 1,347,506.00		\$ 1,347,506.00	\$ 685,000.00	0.00%
2019-2020	\$ 1,807,000.00	\$ 1,347,506.00		\$ 1,347,506.00	\$ 685,000.00	0.00%
2020-2021	\$ 1,347,506.00	\$ 1,347,506.00	\$ 253,000.00	\$ 1,600,506.00	\$ 685,000.00	18.78%
2021-2022	\$ 1,347,506.00	\$ 1,347,506.00		\$ 1,600,506.00	\$ 685,000.00	0.00%
2022-2023	\$ 1,347,506.00	\$ 1,347,506.00		\$ 1,600,506.00	\$ 685,000.00	0.00%
2023-2024	\$ 1,347,506.00	\$ 1,347,506.00		\$ 1,600,506.00	\$ 685,000.00	0.00%
2024-2025				\$ -		

Historical Allocations



Capital Outlay Request

Projects

Furniture & Equipment

Technology

Vehicles

Projects

<u>Category I Projects</u>	<u>School/Dept.</u>	<u>Amount</u>
Paved Walkway (east side of building)	BT Bullock Elem.	6,500.00
Removal of carpet from front office area	Broadway Elem.	20,000.00
Carpet removed from front office	Deep River Elem.	3,000.00
Repave walking track	Deep River Elem.	3,000.00
Sidewalk Shelter	Floyd L. Knight	15,000.00
Bus awning needs to be extended	Floyd L. Knight	8,000.00
Emergency road to back of school	Greenwood Elem.	50,000.00
Ramps at mobile units	Edwards Elem.	5,000.00
Additional outside lighting (on building and in parking lots)	Ingram Elem.	20,000.00
Fence	Tramway Elem.	50,000.00
Two school entrance doors with intercoms	Warren Williams Preschool	250,000.00
Additional lights in the bus parking lot	East Lee Middle	10,000.00
Seal & stripe the parking lots	East Lee Middle	40,000.00
Replace carpet in the front office and media center	East Lee Middle	25,000.00
Sand and repaint gym floor	San Lee Middle	25,000.00
Carpet replacement	West Lee Middle	25,000.00
Carpet removal	Bragg Street Academy	17,500.00
Replace handrails	Bragg Street Academy	1,200.00
Replace carpet in Room 207	Southern Lee High	12,000.00
Redo outdoor ramps	Lee Early College	10,000.00
In House Construction	Various Locations	200,000.00
Category I Project Total		796,200.00

Furniture & Equipment

<u>Category II Furniture & Equipment</u>	<u>School/Dept.</u>	<u>Amount</u>
Replacement of fabric cubicles in finance	Finance Department	55,000.00
Furniture Replacement	Various Locations	150,000.00
	Category II Furniture & Equipment Total	205,000.00

Technology

<u>Category II Technology</u>	<u>School/Dept.</u>	<u>Amount</u>
Chromebook Refresh	Technology	250,000.00
	Category II Technology Total	250,000.00

Vehicles

<u>Category III Vehicles</u>	<u>School/Dept.</u>	<u>Amount</u>
Mini Digger and scissor lift	Maintenance	45,000.00
3 vans & 2 trucks	Maintenance	250,000.00
Forklift	Transportation	20,000.00
Large Diesel Exhaust Fluid tank to service buses	Transportation	3,000.00
Work beds for all existing service trucks	Transportation	55,000.00
Activity Buses (2)	Transportation	280,000.00
Replacement of fleet vehicles (3)	Transportation	90,000.00
	Category III Vehicles Total	743,000.00

Capital Outlay Request

Projects = \$796,200.00

Furniture & Equipment = \$205,000.00

Technology = \$250,000.00

Vehicles = \$743,000.00

TOTAL REQUEST: \$1,994,200.00

- 
- ★ **Increase Academic Performance**
 - ★ **Retain and Recruit High Quality Employees**
 - ★ **Increase Parental and Community Engagement**

QUESTIONS?