

Meeting Minutes
May 08, 2024

MINUTES OF MECKLENBURG COUNTY, NORTH CAROLINA
BOARD OF COUNTY COMMISSIONERS

The Board of Commissioners of Mecklenburg County, North Carolina, met in Special Meeting Session- CMS Budget Request in the Valerie C. Woodard Conference Center, 3205 Freedom Drive, Charlotte, North Carolina, at 2:31 p.m. on Wednesday, May 8, 2024.

ATTENDANCE

Present: Vice-Chair Mark Jerrell, and Commissioners Leigh Altman, Patricia “Pat” Cotham, Arthur Griffin, Elaine Powell, Vilma D. Leake, Laura J Meier, and Susan Rodriguez- McDowell
County Manager Dena R. Diorio
County Attorney Tyrone C. Wade
Clerk to the Board Kristine M. Smith
Deputy Clerk to the Board Arlissa Eason

Absent: Chair George Dunlap

-INFORMAL SESSION-

CALL TO ORDER

The meeting was called to order by Vice Chair Jerrell, followed by introductions and the Pledge of Allegiance to the Flag.

24-0276 CHARLOTTE-MECKLENBURG SCHOOLS FY2025 BUDGET REQUEST

Commissioner Elaine Powell joined the meeting at 2:44 p.m.



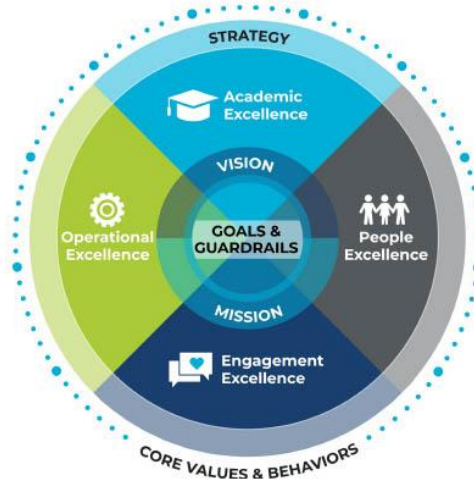
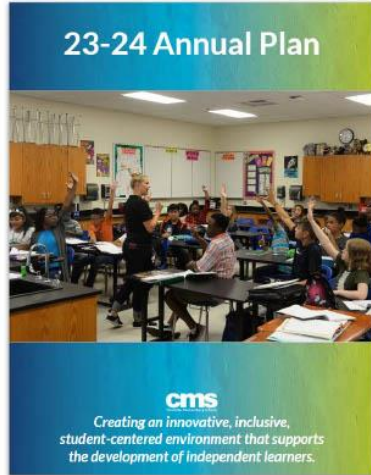
Building on Success: Endless Possibilities

- **ALL reading and math composite scores increased**, including improvements in third grade literacy and high school Math I
- District student growth **met or exceeded state projections in ALL content areas**, exceeding growth in reading math, grade 5 science, English II and biology and exceeded district growth pre-pandemic
- Most recent **student membership numbers* highest since 2019-2020** (pre-pandemic)



* Student membership numbers are calculated as membership last day (MLD) and average daily membership (ADA). Using both calculations, Month 6 student membership numbers have increased yearly since 2019-20. Detailed numbers are in the appendix of this presentation and always available on the CMS website.

2023-24 Annual Plan



Supporting All Learners

CMS provides comprehensive curricula and resources aligned to North Carolina standards to support all learners.

- **Language Dives** support the use and understanding of complex language.
- **Conversation Cues** provide scaffolds to support students express their their ideas clearly.
- **Mathematical Language Routines (MLRs)** require students to explain their approach to solving math problems.



Staff Recruitment, Retention & Engagement

Growing our Own:

- STEP pilot
- Internal Career Fair
- Teacher Assistant to Teacher program

Attracting Teacher to CMS:

- Marketing
- CMS Teacher Residency

Retaining Teachers:

- Robust onboarding
- Expanded Teacher Leader Pathway



PreKindergarten

CMS/Meck Pre-K Dual Placement Workgroup

- Bi-Weekly Meetings
- Document created to clarify the differences and similarities of both programs
- Process improvement to identify families that applied for both programs; increased communication
 - August 2022, 300+ children were placed in both programs
 - Week 1: 195 families applied for both programs by week 10 there were only 36 waiting for enrollment
 - Fewer withdrawals in August 2023



Process Improvement

- Create plans
- Execute plans
- Monitor plans
- Continuously Improve



CHARLOTTE-MECKLENBURG SCHOOLS

7

Safety and Security

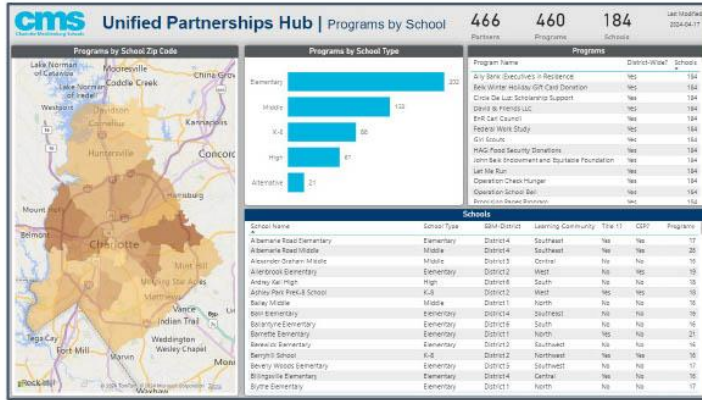
- CMS Police Department
- Safety Cameras
- Signage and Emergency Books at All Sites
- Say Something Anonymous Reporting System
- Safe Schools Plans
- Safety Audits
- Weapon Detection Systems
- Staff Training



CHARLOTTE-MECKLENBURG SCHOOLS

8

Strategic Partnerships



- Partnership requests
- Partnership agreements
- Matching partners with schools
- Partnership mapping

CHARLOTTE-MECKLENBURG SCHOOLS

Endless Possibilities

- Celebrate and support post-graduation plans for seniors:
 - Road to Hire's Annual Commitment Day
 - Undecided Day
 - What's Your E?
- Provided guidance and recognition to more than 1,600 students over the course of these three events
- Adopted a goal that acknowledges the myriad of options available to students to ensure they are enrolled, enlisted, or employed after graduation



CHARLOTTE-MECKLENBURG SCHOOLS

Meeting Minutes
May 08, 2024



MISSION

Create an innovative, inclusive, student-centered environment that supports the development of independent learners

VISION

Lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.



Building for the Future

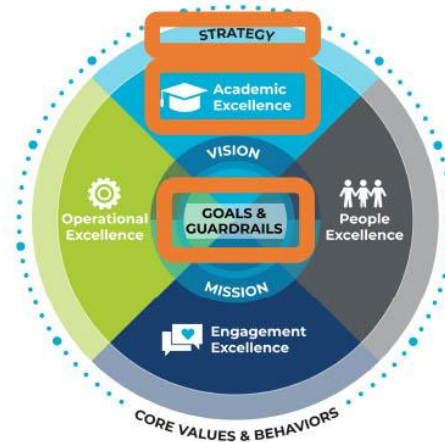
Early Literacy	Equity over Equality: Equitable Distribution of Outcomes (Closing Gaps)
Percent of Kindergarten through 2nd grade students scoring at or above benchmark in early literacy as measured by DIBELS will increase from 67% in June 2023 to 91% by June 2029	While ensuring schools have the resources needed to meet student needs, the Superintendent shall not neglect strategies or resources for significantly reducing achievement gaps .
Grades 3-8 Literacy	Safety
Percent of students scoring CCR (college and career ready) on reading end of grade assessments in grades 3-8 will increase from 30.5% in September 2023 to 50% by June 2029	The Superintendent shall not allow an unsafe environment in schools, at school-related events, or on transportation.
Math I	Attend to the Whole Child: Student Well-Being & Engagement
Percent of students scoring CCR (college and career ready) on Math I assessments will increase from 27.4% in September 2023 to 57% by June 2029	The Superintendent shall not neglect social-emotional support; character development support; attendance support; or access to enrichment activities that successfully engage students.
Postsecondary Readiness	Staffing: Teacher Recruitment, Retention & Engagement
Percent of rising 12th grade students on track to graduate from high school enrolled, enlisted or employed will increase from ___% to ___% by June 2029	While ensuring all schools have teachers equipped to deliver high-quality instruction, the Superintendent shall neither neglect targeted nor comprehensive strategies for teacher recruitment, retention and engagement.

Building for the Future



2024-29 Strategic Plan

- The **goals and guardrails** set by the BOE are appropriately focused on student outcomes - that is ultimately the focus for all of us.
- There are four **pillars of excellence**. While the academic pillar is most closely aligned with the goals, the other three pillars - people, operations, and engagement - are critical to the achievement of the goals.
- Within each pillar, district leadership identified **priorities**, 18 total priorities, that will support goal achievement.
- Action-oriented **strategies** were identified to support each priority. These 70 strategies will comprise our plan of action.



Building for the Future

April- June	<ul style="list-style-type: none"> Finalize measures of success and process for cascading throughout the organization Prepare for 2024-29 Strategic Plan District Launch at the CMS Summer Leadership Conference (June 2024), including internally and externally facing comprehensive 2024-29 Strategic Plan resources and guides
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CHARLOTTE-MECKLENBURG SCHOOLS 15

How did we get here?



Building for the Future

<p>Early Literacy</p> <p>Percent of Kindergarten through 2nd grade students scoring at or above benchmark in early literacy as measured by DIBELS will increase from 67% in June 2023 to 91% by June 2029</p>	<p>Equity over Equality: Equitable Distribution of Outcomes (Closing Gaps)</p> <p>While ensuring schools have the resources needed to meet student needs, the Superintendent shall not neglect strategies or resources for significantly reducing achievement gaps.</p>
<p>Grades 3-8 Literacy</p> <p>Percent of students scoring CCR (college and career ready) on reading end of grade assessments in grades 3-8 will increase from 30.5% in September 2023 to 50% by June 2029</p>	<p>Safety</p> <p>The Superintendent shall not allow an unsafe environment in schools, at school-related events, or on transportation.</p>
<p>Math I</p> <p>Percent of students scoring CCR (college and career ready) on Math I assessments will increase from 27.4% in September 2023 to 57% by June 2029</p>	<p>Attend to the Whole Child: Student Well-Being & Engagement</p> <p>The Superintendent shall not neglect social-emotional support; character development support; attendance support; or access to enrichment activities that successfully engage students.</p>
<p>Postsecondary Readiness</p> <p>Percent of rising 12th grade students on track to graduate from high school enrolled, enlisted or employed will increase from ___% to ___% by June 2029</p>	<p>Staffing: Teacher Recruitment, Retention & Engagement</p> <p>While ensuring all schools have teachers equipped to deliver high-quality instruction, the Superintendent shall neither neglect targeted nor comprehensive strategies for teacher recruitment, retention and engagement.</p>

PILLARS OF EXCELLENCE



**ACADEMIC
EXCELLENCE**



**PEOPLE
EXCELLENCE**



**OPERATIONAL
EXCELLENCE**



**ENGAGEMENT
EXCELLENCE**

Trego Budget Objectives

Academic Excellence	People Excellence	Operational Excellence	Engagement Excellence
Positive impact on student outcomes	Recruitment of effective teachers and staff	Efficiencies for preventative maintenance	Effective communication to stakeholders
Positive impact on SOFG Goals	Retention of effective teachers and staff	Safe and secure environment in schools	
Impact on reducing the achievement gap	Mental health resources	Access to and support for technology	
Access to Choice Programs	Relevant professional development opportunities for all staff	Efficiency of student transportation	
Access to enrichment activities/programs that successfully engage students		Safe environment at school related events	
Access to standard aligned culturally relevant curriculum		Safe environment on transportation	
Access to character development programs			
Resources to support diverse discipline approaches			

Stakeholder Input

Meeting Minutes
May 08, 2024

Engagement Opportunities

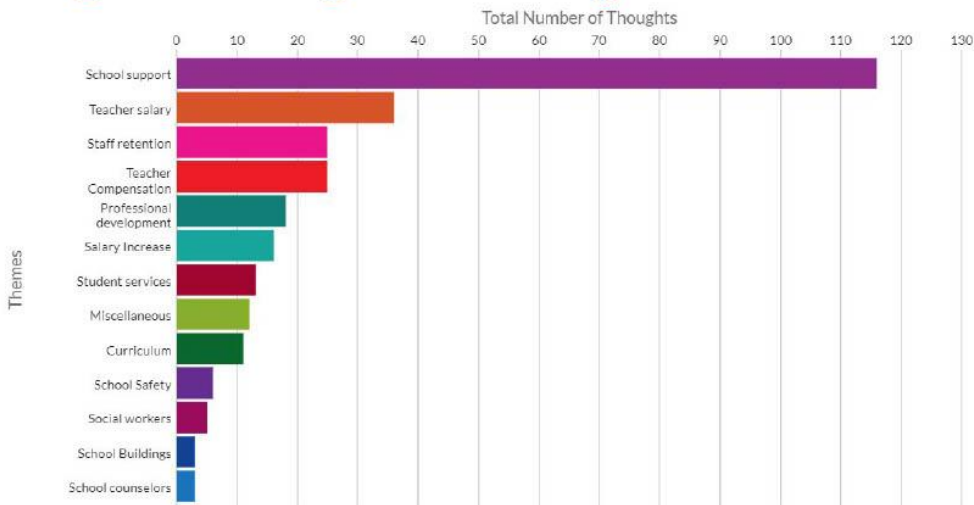
February 5	Board of Education Work Session – Budget Update
February 15	Employee Engagement Session (Virtual)
February 21	Community Engagement Session – Mallard Creek High School
February 22	Superintendent’s Teacher Advisory Council (STAC) Budget Presentation
February 26	Principal Leadership Advisory Team (PLAT) Budget Presentation
March 5	Superintendent’s Parent and Family Advisory Council (SPFAC) Budget Presentation
March 6	Community Engagement Session – Olympic High
March 19	Char-Meck Student Advisory Council Budget Presentation

ThoughtExchange Question: Based on what you’ve heard today about the 24-25 school year budget, what should we be spending more time on or putting a greater emphasis on to meet the goals?

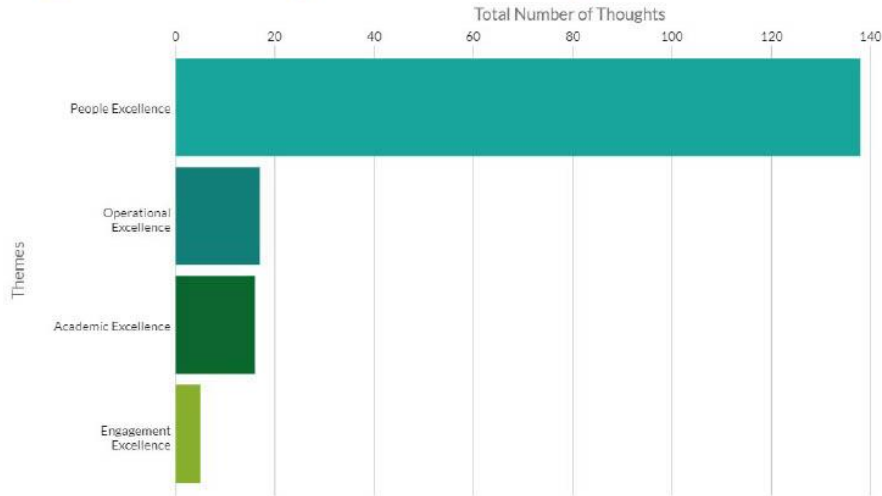
 176
Thoughts

 2,319
Ratings

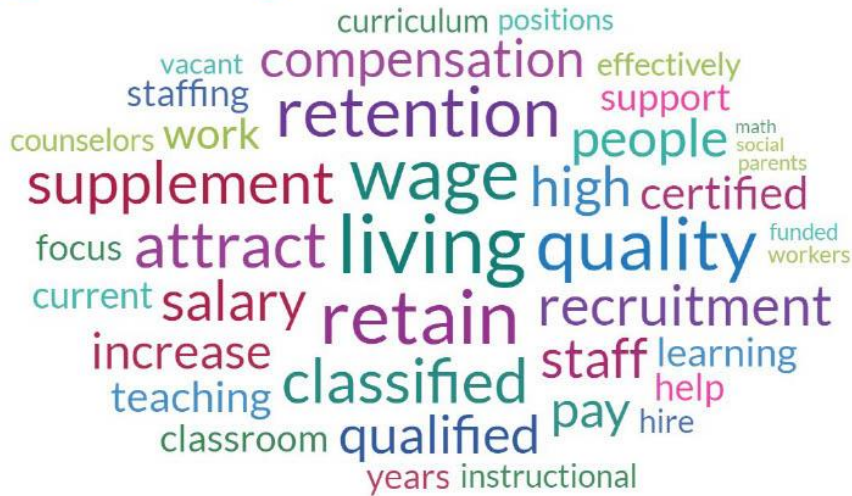
ThoughtExchange Results by Theme



ThoughtExchange Results by Pillar of Excellence



ThoughtExchange Results



Data

Teacher Salary + Supplement + Projection



	State Salary	Local Supplement	Total
Beginning Teacher - Current Year	\$39,000	\$7,302 (18.63%)	\$46,302
Beginning Teacher Projection - SY24.25	\$41,000	\$7,636 (18.63%)	\$48,636
Teacher - 25 years - Current Year	\$55,100	\$11,457 (20.79%)	\$66,557
Teacher - 25 years Projection - SY 24.25	\$55,950	\$12,169 (21.75%)	\$68,119

Livable Wage In Charlotte

Average Listing Price for Home Ownership & Home Rental

Ownership: Average Listing Price (Dec 2022) in Charlotte ¹	\$522,000
Rental: Average Cost to Rent a One-Bedroom Apartment in Charlotte (\$1,435/month) ²	\$17,220/yr
Income Needed to Rent a One-Bedroom Apartment in Charlotte ² * Based on average cost for a one-bedroom apartment of \$1435 a month	\$61,479/yr

¹ U.S. Census Bureau, NAR, Realtor.com

² [WBTV Home Ownership](#)



Teacher Supplements - AVERAGE

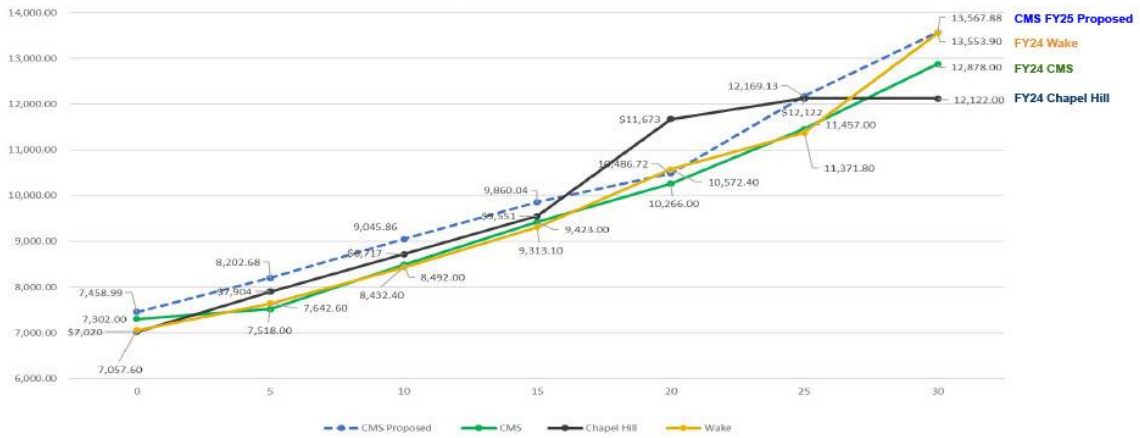
Rank	District	Local Supplement SY22.23	Local Supplement SY23.24	Proposed Local Supplement SY24.25	Beginning Teacher
1	Chapel Hill-Carrboro City Schools	\$10,650	\$10,650	\$10,863 (2%)	18%
2	Wake County	\$9,828	\$10,270 (4.5%)	\$10,270 (0%)	18.09%
3	Charlotte-Mecklenburg Schools	\$9,797	\$10,287 (5.0%)	\$10,801 (5%)	18.63%

Average teacher supplement is reported by DPI and NCACC by dividing the total amount of actual supplements paid by the total number of teachers. However, there are lots of variations in the tenure and make-up of each district that have an impact on this value. Also, there are differences in how each district applies the local supplement for years of experience or other factors. For example, the supplement for a first-year teacher at CMS is the highest in the state, however, New Hanover adds an even higher supplement for hard-to-fill positions. It should also be noted that **Orange County levies a special district tax of 19.8 Cents for the Chapel-Hill/Carrboro school district on top of the County's 83.53 cent rate.**



Teacher Supplement District Comparison

Current Schedule vs. CMS Proposed Increase



FY24 Local Supplement Rates for Wake, CMS & Chapel Hill versus CMS FY25 Proposed Local Supplement Rate.

Per Pupil Expenditure

District	State PPE	Federal PPE	Local PPE	Total PPE
Charlotte-Mecklenburg Schools	\$7,034.29	\$1,557.61	\$3,190.43	\$11,782.33
Chapel-Hill/Carrboro City Schools	\$7,115.73	\$890.48	\$8,155.09	\$16,161.30
Wake County Schools	\$6,897.41	\$1,055.02	\$3,354.00	\$11,306.43

111 of 115 districts receive supplemental funding from the state for teacher supplements including Chapel-Hill/Carrboro City Schools. Those that do not are : Charlotte-Mecklenburg, Wake County, Guilford County, Durham County.

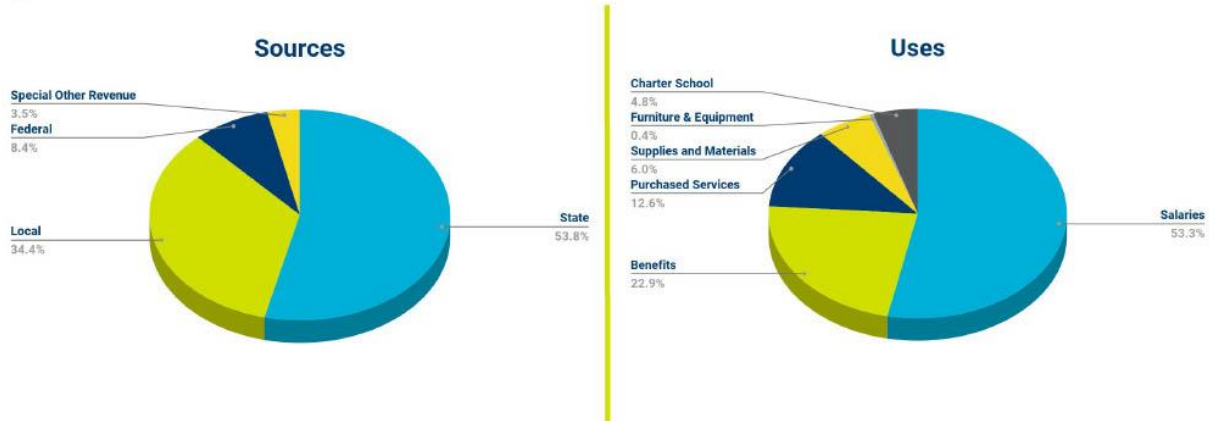
*PPE- Per Pupil Expenditure

CMS % of County General Fund Budget

Fiscal Year	Ongoing Operating	1x Funding Operating*	County Funded Operating	General Fund Total	% of General Fund Budget
2010	317,367,391		317,367,391	1,342,883,374	24%
2011	302,250,000		302,250,000	1,273,336,133	24%
2012	328,339,101		328,339,101	1,039,160,222	32%
2013	337,432,664		337,432,664	1,060,416,737	32%
2014	356,544,548		356,544,548	1,079,419,240	33%
2015	388,236,594		388,236,594	1,151,240,065	34%
2016	402,202,352		402,202,352	1,181,738,548	34%
2017	413,493,792		413,493,792	1,226,844,496	34%
2018	428,744,699		428,744,699	1,273,633,517	34%
2019	459,864,612		459,864,612	1,289,512,928	36%
2020	501,451,701	3,000,000	504,451,701	1,437,105,273	35%
2021	520,815,366	1,300,000	522,115,366	1,447,183,759	36%
2022	538,015,366		538,015,366	1,528,867,823	35%
2023	557,956,214		557,956,214	1,584,469,750	35%
2024	596,915,849		596,915,849	1,606,715,733	37%

2024-25 Proposed Operating Budget

2024-25 Proposed Operating Budget



2024-25 Proposed Operating Budget: \$ 1,936,031,360
 2024-25 Projected Enrollment: 141,149 Students
 Budget Cost Per Pupil (excluding Charter School Passthrough): \$ 13,053

CHARLOTTE-MECKLENBURG SCHOOLS

33

Operating Budget Assumptions

Revenue

- Revenue projections are not available this early in the year, so best **estimates** are included within the budget
 - County funding level is unknown, but optimistic that education is a priority (details outlined further below)
 - Federal grant allotments are not typically available until late spring - estimated based on current year allocations less any funds that may be expiring

Salary and Benefits

- Anticipated Salary Increases
 - Certified Staff (teachers and instructional support staff) is 4.5%
 - School-Based Administrators is 4.5%
 - Non-Certified Staff is 4.5%
- Anticipated increase for health insurance from \$7,557 to \$8,095
- Anticipated decrease in the retirement rate from 25.02% to 24.04%

Operating Budget Assumptions

Staffing

- State changed the funding model to be in **arrears**. We know that we will only be funded for our current students with no increase for growth until the **following year**

Enrollment

- Changes in enrollment in existing charter schools and addition of new charters next year in Mecklenburg county

Added Facility Space and New Schools

- Addt'l square footage due to building additions will increase utility and maintenance costs
- (2) new schools are scheduled to open in July 2024 that will require additional staff
 - Ballantyne Ridge High School
 - Knights View Elementary

2024-25 Proposed Recurring Operational County Appropriation

Proposed County Appropriation (2024-25 Recurring Operational Cost)

Initiative Description	Total Amount	Pillar
Sustaining Operations - Utilities	\$ 2,700,000	Operational Excellence
Investment in Our Employees - Estimated State Driven Salary Increases & Benefit Rate Adjustments for locally paid employees	\$ 10,200,000	People Excellence
Investment in Our Employees - Increase Teacher Supplement	\$ 7,400,000	People Excellence
Student Growth - Charter School Enrollment Growth	\$ 4,000,000	Operational Excellence
New Schools & Additional Facility Space - Ballantyne Ridge HS, Knights View ES	\$ 1,800,000	Operational Excellence

Proposed County Appropriation (2024-25 Recurring Operational Cost)

Initiative Description	Total Amount	Pillar
Implementation of Compensation Study	\$ 9,800,000	People Excellence
Cyber Security	\$ 2,500,000	Operational Excellence
1:1 Device Refresh Replacement Cycle	\$ 4,000,000	Academic Excellence
Total Recurring Request	\$ 42,400,000	

Proposed County Appropriation (2024-25 Recurring Operational Cost)

	Proposed County Appropriation
2023-24 Recurring Operational County Appropriation	\$ 596,915,849
Sustaining Operations	\$ 2,700,000
Investing in Our Employees	\$ 27,400,000
Student Growth and Additional Space	\$ 5,800,000
Program Expansion (Cyber Security & Devices)	\$ 6,500,000
2024-25 Proposed Recurring Operational County Appropriation	\$ 639,315,849

Proposed County Appropriation (Comparison of 2023-24 and 2024-25 Recurring Operational Costs)

2023-24 Fully Funded County Recurring Appropriation	2024-25 Proposed County Recurring Appropriation
\$ 38,959,000	\$ 42,400,00
6.98% increase	7.10% increase

Compensation Study Recommendation

For Classified and/or Non-Certified Staff



Implementing Compensation Study

For Classified and/or Non-Certified Staff

- **Year 1 Targets**
 - Increase minimum pay rate for pay grades 1-3 to \$17.25
 - Provide a COLA Bonus for employees who are paid less than \$20 per hour
 - Provide 1/3 of state service steps (Year 1 of 3 year plan)
- **Year 2 Targets**
 - Increase minimum pay rate to \$20 per hour permanently (no bonus needed)
 - Provide 2/3 of state service steps (Year 2 of 3 year plan)
 - Implement compression pay of 1.5% between steps
- **Year 3 Targets**
 - Provide final 1/3 of state service steps (Year 3 of 3 year plan)
 - Continue compression pay of 1.5% between steps
 - Implement job reclassification for some pay grades

Target - defined as something we are trying to achieve. The state budget and other factors can significantly impact our ability to reach our targets. After those variables are determined, an updated recommendation will be provided.

Implementing Compensation Study

For Classified and/or Non-Certified Staff

Recurring Operational County Request	\$9,800,000
One-time Operational County Request <ul style="list-style-type: none">● COLA (Cost of Living Adjustment) Bonus	\$4,000,000
Other Funding Considerations (State, SNP*, ASEP*, Federal)	TBD

*ASEP - After School Enrichment Program *SNP - School Nutrition Program

Implementing Compensation Study

For Classified and/or Non-Certified Staff

- Not all staff will receive an increase
- Pay increases will vary
- A minimum of 3 years will be necessary to implement
- Decisions are not final and should not be considered guarantees

Capital Outlay



Charlotte-Mecklenburg Schools - CMS

CMS facility portfolio consists of **204** schools and facilities, **409** buildings of approximately **24 million** square feet on **5,085** acres across Mecklenburg County.

184 Schools

- 102 elementary schools
- 44 middle schools and K-8
- 34 high schools
- 4 specialty schools

There are more than **1200** mobile classrooms and **200** restrooms in use.

Additional 2 elementary schools in 2024-25.



Our Approach to Improving CMS Facilities

1. Mecklenburg County capital maintenance funding in the annual operating budget
2. Capital improvement programs funded through general obligation bonds
3. Facility Conditions Assessment (FCA) to validate needs and provide inputs



47

Facility Condition Assessment (FCA)

- The Facility Conditions Assessment (FCA) evaluates the condition of the district facilities. Data is captured, analyzed and rated to determine the condition of our buildings.
- The results from the FCA are intended to develop the CMS **ten (10) year Facilities Master Plan** to repair or replace identified components and equipment.
- Phase I summary finding, identify \$57 million in needs

48

Facility Condition Assessment: Phase I

Facilities Assessed

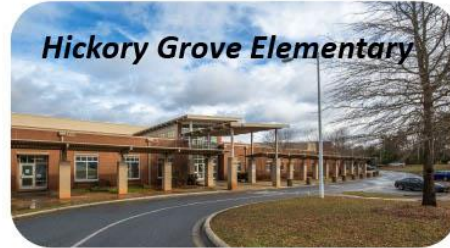
30 schools and facilities were evaluated
(54 buildings)

- 15-Elementary schools
- 6 - Middle schools
- 4 - K-8 schools
- 2 - High schools
- 3 - Support facilities

687 work items identified

6,766 Inventory records created

3,118,190 gross square footage assessed



49

Facility Condition Assessment: Phase I

Facilities Assessed Continued...

30 schools and facilities were evaluated
(54 buildings)

- 15-Elementary schools
- 6 - Middle schools
- 4 - K-8 schools
- 2 - High schools
- 3 - Support facilities

687 work items identified

6,766 Inventory records created

3,118,190 gross square footage assessed



Thomasboro Academy

50

Meeting Minutes
May 08, 2024

Phase I FCA Schools- 27 Schools, 3 Facility Sites

Albemarle Road Elementary	Governors' Village STEM Academy (Lower)	James Martin Middle	Phillip O. Berry Academy of Technology	Turning Point Academy MS
Blythe Elementary School	Governors' Village STEM Academy (Upper)	Lake Wylie Elementary School	Sedgefield Middle	University Meadows Elementary School
Crestdale Middle	Greenway Park Elementary School	Mallard Creek Elementary School	Smithfield Elementary School	Walter G Byers School
David Cox Road Elementary School	Hawk Ridge Elementary School	McKee Road Elementary School	Thomasboro Academy	<i>Craig Avenue Graphic Productions</i>
Elizabeth Lane Elementary School	Hickory Grove Elementary School	Merry Oaks International Academy	Tuckaseegee Elementary School	<i>Craig Avenue Transportation Center Building A&B</i>
Francis Bradley Middle	Highland Renaissance Academy	Oaklawn Language Academy	Turning Point Academy HS	<i>Stafford Drive Facility</i>

51

Facilities Condition Assessment Results

Total repair and replacement cost 30 Sites	*74.6% of the components rated Very Poor or Poor ★	*25.4% of the components rated Fair to Very Good ★
\$57,450,581	\$42,853,563.00	\$14,597,018.00

- Recommendation to fund over 3 years
 - **Year 1 \$10,000,000**
 - \$11,700,000 savings from 2017 Bond
 - Year 2 \$16,600,386
 - Year 3 \$19,150,193

★ Updated from previous presentations where preliminary data was presented on April 9 and 30 CMBE meetings, CMS virtual staff session on Feb 15, BOCC/CMBE joint meeting Feb 21, and community meetings on Feb 21, Mar 4, Apr 22, Apr 29.

Proposed Capital Appropriation

Preventative Maintenance (<i>historical allocation</i>)	\$18,000,000
Capital Replacement (<i>historical allocation</i>)	\$4,960,000
2023-24 County Capital Appropriation	\$ 22,960,000
Facility Condition Assessment (Year 1)	\$ 10,000,000
Total 2024-25 Proposed County Capital Appropriation	\$ 32,960,000

One-time Request

cms
Charlotte-Mecklenburg Schools

Proposed County Appropriation (2024-25 One-Time Costs)

Initiative Description	Total Amount	Pillar
Operating Request <ul style="list-style-type: none">• Compensation Study - Phase 1 COLA Bonus	\$ 4,000,000	People & Operational Excellence
Capital Request <ul style="list-style-type: none">• Facility Condition Assessment	\$ 10,000,000	Operational Excellence
Total One-Time Costs	\$ 14,000,000	

Enterprise Funds (Self Funded)

Enterprise Fund Budget Assumptions

School Nutrition

- No meal price change is recommended for the 2024-25 school year
- Meal prices for students have remained consistent since the 2019-20 school year

Breakfast	Elementary Lunch	Secondary Lunch
No Charge	\$ 2.75	\$ 3.00

After School Enrichment Program (ASEP)

- Increased operating costs have necessitated a 3.5% fee increase for ASEP for the 2024-25 school year

	Price Range Varies spending on EOD Bell Schedule	
Before School	\$ 38.00	\$ 66.00
After School	\$ 47.00	\$ 83.00



2024-25 Total Recommended Budget



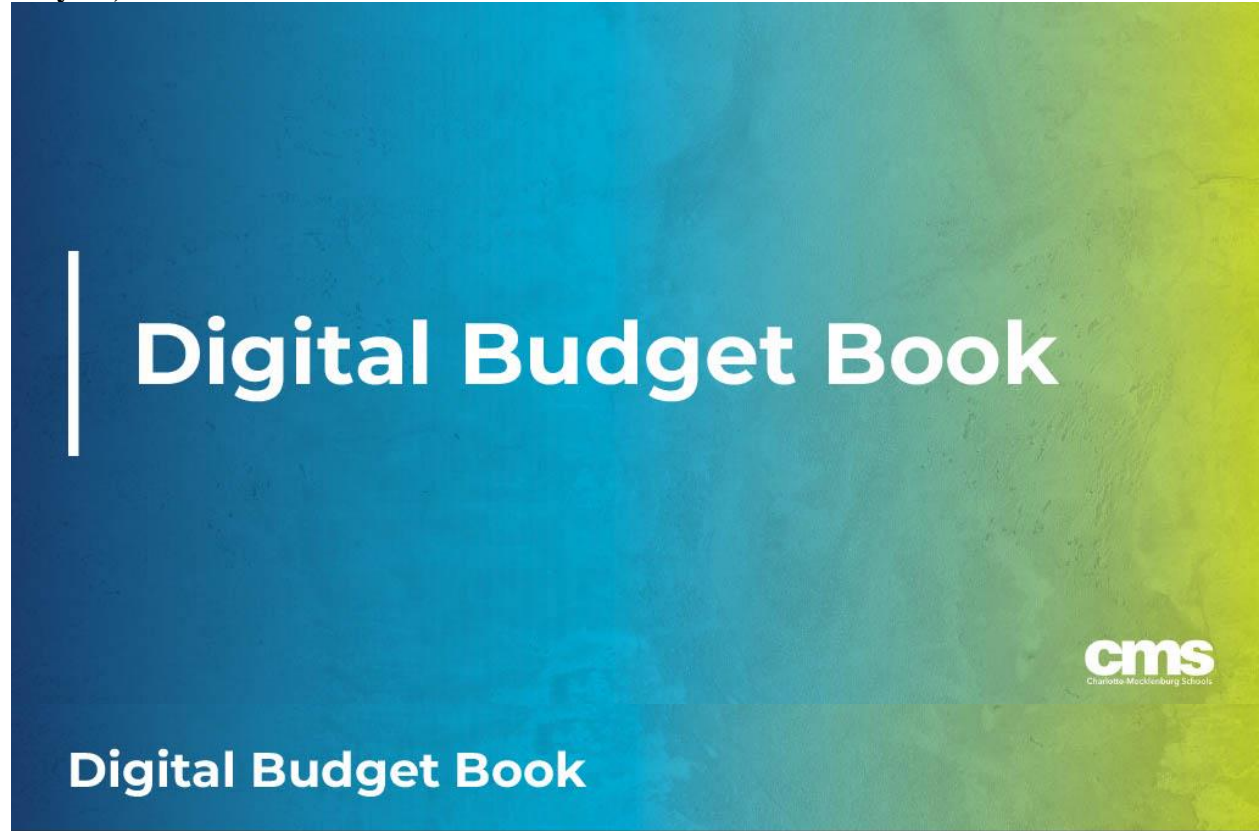
**Meeting Minutes
May 08, 2024**

**2024-25
County
Request
Summary**

Project Request	County Recurring	County One-Time	Capital Recurring (Historical)	Capital One-Time
Sustaining Operations - Utilities	2,700,000			
State Driven Salary Increase & Benefit Rate Adj.	10,200,000			
Average 5% Increase to Teacher Supplements	7,400,000			
Charter School Enrollment Growth	4,000,000			
New Schools and Addtl Facility Space	1,800,000			
1:1 Device Replacement Plan	4,000,000			
Cyber Security	2,500,000			
Compensation Study (Local Portion)	9,800,000			
Compensation Study (Phase 1 COLA Bonuses)		4,000,000		
Capital - Replacement			4,960,000	
Capital - Preventative Maintenance			18,000,000	
Capital - Facility Condition Assessment (Phase 1)				10,000,000
	\$ 42,400,000	\$ 4,000,000	\$ 22,960,000	\$ 10,000,000
			Total Request	\$ 79,360,000

**2024-25 Total
Recommended
Budget**

Revenues by Source	Proposed Budget
State of North Carolina	1,045,550,667
Mecklenburg County	639,315,849
One-Time Funding Request	4,000,000
Federal Grants	162,566,338
Other and Special Revenue	68,089,608
Fund Balance Appropriation - Local Funds	16,508,898
Total Operating Budget	\$ 1,936,031,360
Capital Funding	
Preventative Maintenance	18,000,000
Capital Replacement	4,960,000
One-Time Funding Request	10,000,000
Enterprise Funds	
School Nutrition Services	91,796,689
After School Enrichment Program (ASEP)	9,800,034
Total Recommended Budget	\$ 2,070,588,083



Digital Budget Book

Charlotte-Mecklenburg Schools 2024-25 Budget Recommendation (ClearGov)

Charlotte-Mecklenburg Schools powered by ClearGov

2024-25 Budget Recommendation
Proposed Version

Overview Operating Budget County Appropriation Capital Outlay/Leases Enterprise Programs Print

Endless Possibilities Start in Charlotte-Mecklenburg Schools



Preparing All Students for Endless Possibilities

May 8, 2024

Meeting Minutes

May 08, 2024

Comments:

Commissioner Griffin thanked them. He said it was the worst budget in 30 years regarding student achievement. He said academic excellence hadn't been achieved. He asked why there were still blanks if the budget supported the outcomes they anticipated. *Dr. Hill said they presented expansion. She said that in February, they went through a list of asks. She said they could review what was working and what wasn't and said the expansion request showed what they couldn't do with their current budget. She said the quality of the teacher showed academic expansion. She said they classified it as the best budget. She said in terms of goals – she said as he was a former Board of Education member, he knew the State changed the goal post every 5 years, and it was impossible to compare to 10 years ago.*

Commissioner Cotham agreed with Commissioner Griffin and wanted to see more improvement in the children's scores and reading. She wished they had engaged more with the Board and the community and said education was the key to everything. She said African American kids were in schools that weren't meeting their needs and that she wished pay was a priority. *Dr. Hill said they held multiple engagement sessions for the public and an online session. She said they could work on meeting with commissioners if desired. She said she and County Manager Diorio planned the meeting in February. She said all reading and math scores improved, along with other scores.*

Commissioner Leake thanked them for the presentation. She said she was concerned about the quality of staffing and the basics to get them started. She also thanked the Superintendent for meeting with school leaders of universities and colleges. *Chief Strategy and Innovation Officer Beth Thompson further clarified Commissioner Leake's concerns, stating that it would take new and innovative ways to address these issues.*

Commissioner Meier thanked them for the presentation. She said she thought it was wonderful to see the numbers increase. She thanked them for their work. She thanked County Manager Diorio for supporting teacher supplements. She said teachers don't teach to make money but must make money to get by. She asked about Page 47 and the 30 projects passed in the bond. She asked if it was above that. *Kelly Kluttz, Chief Financial Officer said it was not including the 30, but the next phase.*

Commissioner Meier asked if the projects went into the CIP. *County Manager Diorio said they were more capital maintenance items like roofs and other repairs.*

Commissioner Meier asked when the first round would start. *Brian Schultz, Chief Operations Officer, said the first round of repairs was requested for that budget cycle and that they would begin the work as soon as possible. He also added that over 600 items had been identified.*

Commissioner Rodriguez-McDowell asked the difference between last year and the current year,

Meeting Minutes

May 08, 2024

comparing \$38.9 million (6.98 increase) versus \$42 million (7.1% increase). She asked if it was a normal amount and if they should expect to see it every year. *Ms. Kluttz said if looking at salaries only, it was well over 50% of the ask. She said the State sets the salary increases. She said they were not really expanding, only maintaining what they were currently doing. She said they were recycling and reutilizing State dollars and trying to maximize the resources the Board had given them. She said the majority of the ask was sustaining.*

Commissioner Altman asked about the last projection of growth revenue. *Adrian Cox, Budget Director, said it was \$56 million.*

Commissioner Altman asked if they remembered the increased expenses for the previous year. *Mr. Cox said he could get that information for her.*

Commissioner Powell thanked them for their commitment to education. She said she loved Priority 1 and was protective of one-time funding. She asked them to talk about that in the relationship of K-3. *Ms. Kluttz said that with the compensation study and the \$4 million one-time ask, it would go to their lowest-paid employees, such as teacher's assistants, custodians, and bus drivers. She said the \$4 million would take them from \$17.25 to \$20 an hour. She said she thought the State would give a 4.5% increase, but they weren't sure. She said it was a safe way to protect the County dollars.*

Commissioner Powell said it seemed risky from her point of view. *Ms. Kluttz said they planned to make it a permanent decision. She said the gap would decrease after the State gave them the increase. Dr. Hill clarified that the \$4 million was to accelerate the increase in the lowest-paid employees to \$20 that current year, and they wouldn't need it next year, as the gap would have been closed.*

Vice Chair Jerrell said he appreciated that they were trending up. He said that with the aggregate data of kids of color, understanding that that would help, he asked how the idea of investments in teachers and staff contributed to the outcome as it related to student performance.

Dr. Hill referenced slide 34, saying most funding was from the State. She said their alignment of achievement was coming from the other revenue sources. She also said she believed they were to maximize their budgets and spend conservatively.

Ms. Kluttz said 75% of the budget was for salary and benefits, 54% came from the State, and a smaller percentage came locally. She said the impact on employees was highly dependent on what they received from the state.

Dr. Hill said she recently spoke to the General Assembly and mentioned the importance of increasing teacher pay.

Meeting Minutes May 08, 2024

Ms. Thompson said that when they implemented the strategies over the next five years, they'd have better classroom quality and better student engagement results. She said retention had to be their priority. If there weren't people to hire, they had to shift strategies.

Nancy Brightwell, Chief of Recruitment, Retention, and Talent Development, said over one-third of their new teachers were not coming through the traditional teacher preparation program. She said they planned to expand what was a three-day onboarding to an eleven-day experience with ongoing support.

Commissioner Griffin said that with what they give to Meck PreK, they would love to have a relationship with CMS to determine their success. He said he was focused on their students being able to compete in society so that economic and upward mobility was something within their reach because it currently was not.

Dr. Balknight, Deputy Superintendent, said they had a great relationship with Meck PreK and continued to expand that relationship. She said they were working to expand data with the County in a new way.

NOTE: A power outage interrupted the live stream. The remaining portion of the meeting after 1:33 p.m. was not captured on video. The remaining comments do not include every comment but a summary.

Dr. Hill said they previously had 411 positions allotted to schools specific to demographics. She said about 75% of those positions were traded for something else due to the number of vacancies. She said they were reallocated positions based on the data. She said this included high school counselors, master math teachers, master literacy teachers at every single school, and assistant principals, along with other positions.

Commissioner Cotham asked whether they discussed the value of retirement pay, such as the total benefits package, when recruiting new teachers. She also asked what teachers would pay on average for health insurance. Ms. Kluttz said they discussed *retirement benefits, and self-coverage in relation to health insurance was around \$25 to \$30. She said it was around \$600 monthly for a family, depending on the plan.*

Dr. Hill added that the State of North Carolina removed the healthcare benefit for anyone hired after 2001. They would not receive healthcare as a retirement benefit.

Commissioner Leake asked how many low-performing schools they had at the time. *Ms. Thompson said there were 58.* Commissioner Leake asked how many there were the previous year. *Ms.*

Meeting Minutes

May 08, 2024

Thompson said she believed 50. Commissioner Leake asked which district did the best job with maintenance and asked for clarification concerning repairs. *Mr. Schultz said they couldn't speak to the repairs needed, but 30 schools were reviewed, and they prioritized needs at every school.*

Commissioner Altman thanked the school board members and said her concern was how they would make the numbers work. Referring to page 31 of the presentation, she said the BOCC percentage going to public schools had increased over 14 years. She said she struggled to understand how to keep the tax rate down and make the numbers work.

Commissioner Meier asked how many teacher vacancies there were at the time. She said 112 were enrolled in the teacher residency program, with 200 enrolled for the following year. She asked if it was in partnership with the university or if they were being trained on the job.

Ms. Brightwell said they provided all of the work for the program, which took three years to complete. Commissioner Meier asked if they were retained for work afterward. *Ms. Brightwell said they retained about 90%.*

Commissioner Rodriguez-McDowell said the State kept trying to cripple public education. She said they had to invest in students and educators. She said it was up to them to bridge that gap. She asked them to clarify pages 29 and 30 and what they meant. *Ms. Klutz provided clarification of the pages.*

Commissioner Powell thanked the school board members, and stated she agreed with Commissioner Rodriguez-McDowell. She said there were multiple ways the State was crippling students, and the burden fell on them. She also thanked them for focusing on K-3.

Vice Chair Jerrell thanked his colleagues for their engagement and CMS and expressed confidence that they would find a way to support the community.

Meeting Minutes
May 08, 2024
ADJOURNMENT

Motion was made by Commissioner Leake, seconded by Commissioner Cotham, and unanimously carried, that there being no further business to come before the Board that the meeting be adjourned at 4:25 p.m.

Arlissa Eason, Deputy Clerk to the Board

Mark Jerrell, Vice Chair