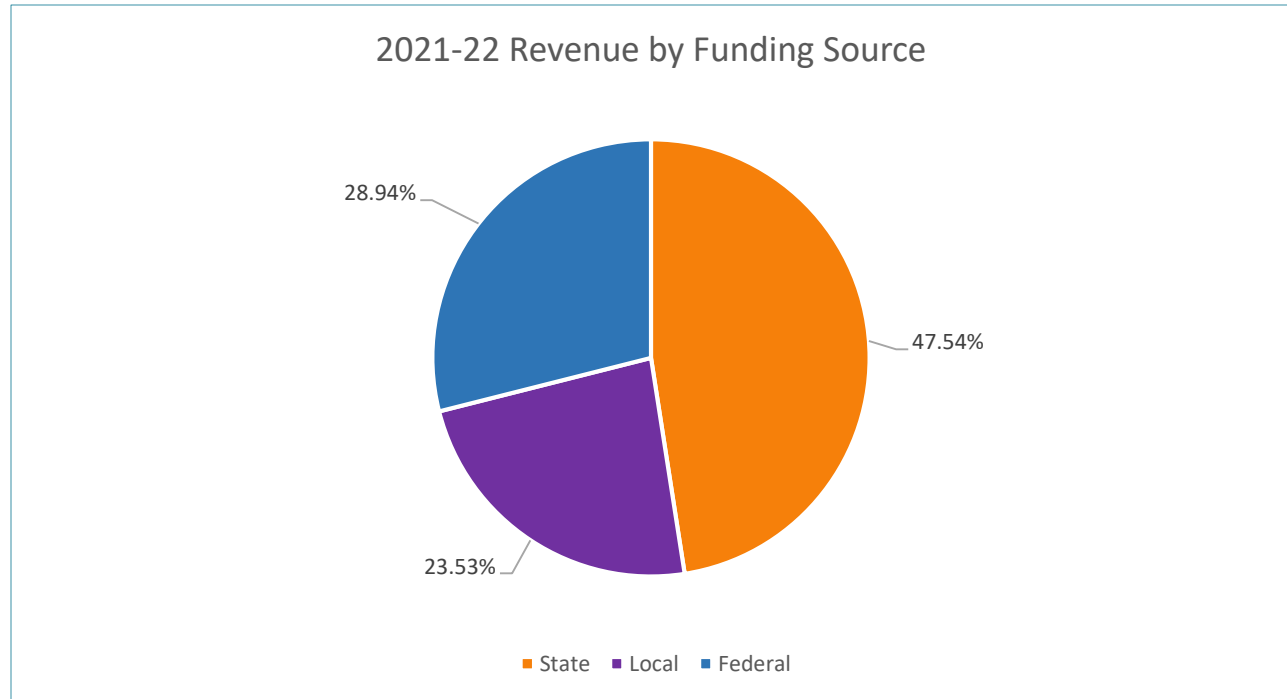


2022-2023
OPERATIONAL BUDGET REQUEST
PROPOSAL
May 10, 2022



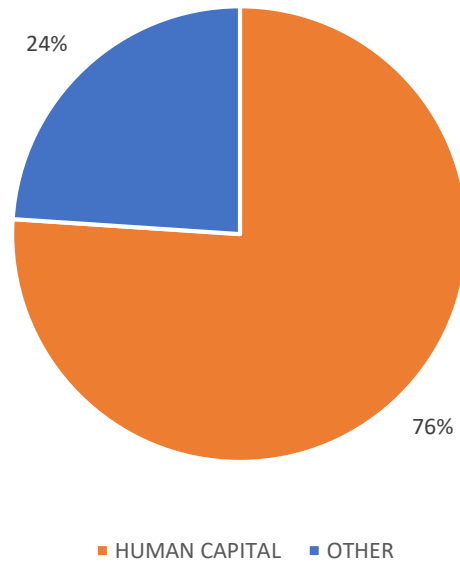
2021-22 Revenue Analysis

*As of April 30, 2022



*Federal ESSER Funds are skewing the graph normalcy

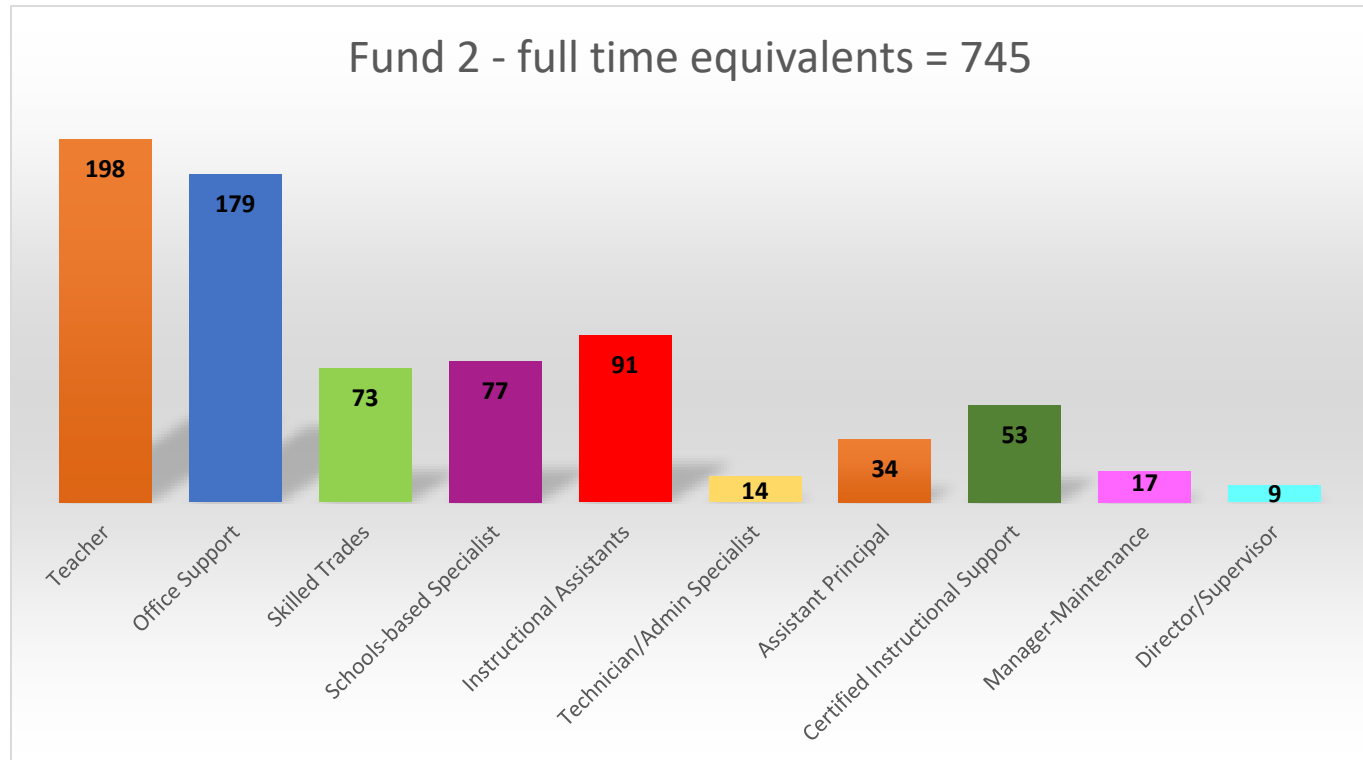
WHERE DOES OUR OPERATING BUDGET GO EACH YEAR?
2021-22
HUMAN CAPITAL



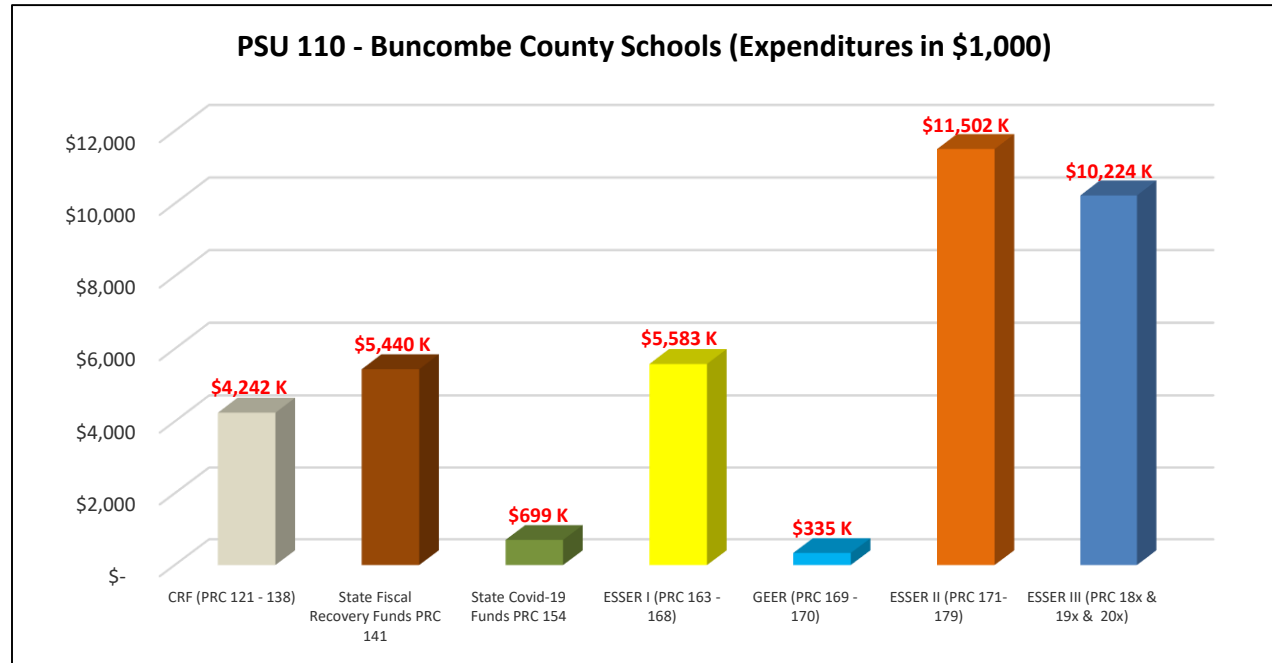
In the best interest of students.....



Locally Funded Personnel



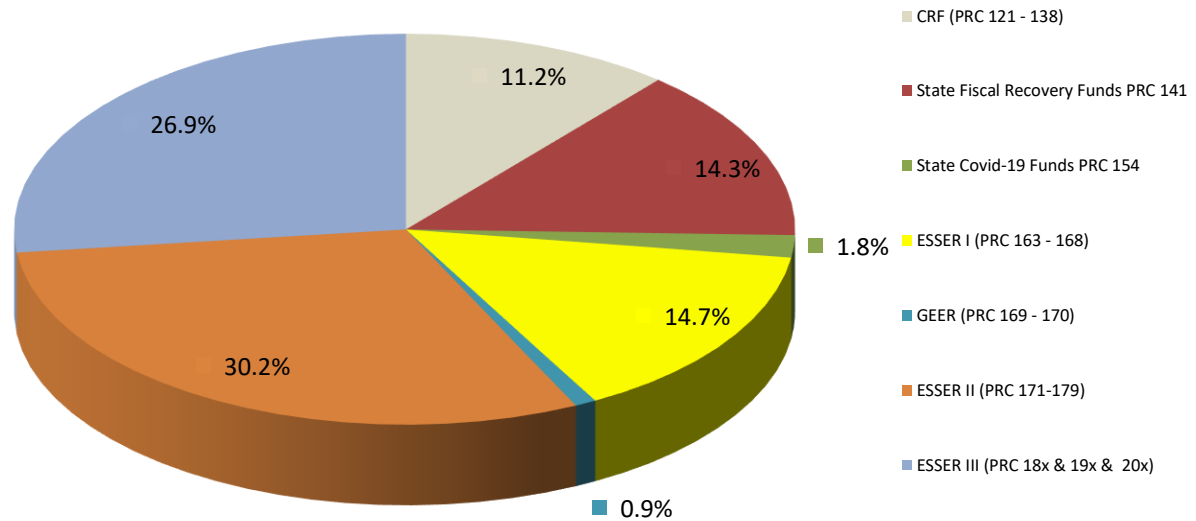
COVID FUNDING



Total COVID Funding Allotted since 3/2020 = \$94,559,855
Total COVID Funding Expended since 3/2020 = \$38,025,567
Total COVID Funding Encumbered/Allocated through 9/2024 = \$56,534,288

COVID FUNDING

PSU 110 - Buncombe County Schools Selected Expenditures (in %)



Total COVID funding percentage expended since March 2020



HIL Consultants (Hurd-Isenhour-Lopes)

Independent Salary Study

Classified Staff

- October 2021 – Interviewed multiple classified personnel within various classified job assignments
- Conducted an in-depth study of current salary policies, scales, steps, ranges, local supplement percentage
- Analyzed and compared key economic impacts – cost of living, hourly living wage, industry key drivers, market supply and demands on the workforce



HIL Consultants (Hurd-Isenhour-Lopes) Independent Salary Study

- Goals of Salary Study:
 - To evaluate and compare salary ranges for non-certified/classified job groups.
 - To provide a detailed compilation of survey results from the market and cohort group including recommendations to assist BCS in recruitment, retention, and maintaining competitiveness in the K-12 public school marketplace.
 - To update the salary schedule for the district's classified employee groups
 - To provide recommendations for placement of the classified groups on the new scale.

HIL Consultants (Hurd-Isenhour-Lopes)

Independent Salary Study

- Recommendations:

- HIL recommends the district phase in the salary schedule we are proposing. This salary schedule is a 30-step classified scale with 1 and 1.5 percent between steps and various percentage between grades to eliminate compression.
- Employees should be placed on the new salary schedules based on “current years of experience”.
- HIL does not recommend retroactively adding years of experience.
- The district should offer some increase each year (less than 1% or a flat dollar amount) if state cost-of-living increases are not approved to prevent new hires from earning the same as experienced employees.
- We recommend the district give 1 year for 1 year experience for similar work for new hires with an experience cap of 10 years. The cap can be increased for the hard to fill position as determined by the district.
- Classified employees who earn trade licenses/certifications should be placed on a higher pay grade to compensate for attaining licenses in the skilled trade areas.
- Multiple categories of employees have salaries in need of adjustment.
- Move the remaining staff to monthly local supplement payments

Proposed Salary & Benefits 2022-23

Local Operational Budget

Recurring

Based on SL2021-180 & Salary Analysis

- Certified Staff – provides step increase + 1.3% which averages to 2.5% across all steps
- Non-certified staff – provides the higher of 2.5% increase or minimum hourly rate of \$15
- Retirement rate increase from 22.89% to 24.19% Hospitalization rate increase from \$7,019 to \$7,397

***Total Proposed Increase to Local Salary & Benefits**
\$15,237,875

Proposed Other Non-Negotiable Items 2022-23

Local Operational Budget

Recurring

Based on Industry Provided Projections

- Insurance – 25% projected increase per industry experts
- Utilities – Electric/Natural Gas projected 15% increase; Water projected 5% increase
- Contracted Services – 10% to 30% increase depending on skilled labor market areas
- Price increase on all consumable & repair supplies – inflation rate at 8.5% for the 12 months ended March 2022 – highest since the 1981 peak of 7.9%
- Price increase on fuel and oil – crude oil is expected to average \$100 a barrel in 2022 and maintain an average of \$92 a barrel in 2023 which is the highest since 2013. The average over the last five years has been \$60 a barrel.

***Total Proposed Increase to Local Other Non-Negotiable Items**

\$3,737,789

Proposed Restoration of Stabilization Funds

Fund Balance 2022-23

Local Operational Budget

Total request to restore stabilization funds previously used
to balance the budget

\$4,931,000

- In 2021/22 \$4,900,000 of fund balance was used to balance the budget, Buncombe County Schools need to be able to restore stabilization funds in fund balance.
- See Policy [8100](#) -An amount of fund balance equal to one-month's operating expenses for the Local Current Expense Fund to remain unappropriated in the Local Current Expense Fund (1/12 of the Local Current Expense Fund's estimated revenue for the ensuring fiscal year) (\$97,564,972/12= \$8,130,414.33)
- Fund Balance should not be used for recurring expenditures



Summary of Proposed Additional Local Funding Request from the County

• Salary & Benefits	\$15,237,875
• Other Non-Negotiable Items	\$3,737,789
• Fund Balance Stabilization	\$4,931,000
Total Increase	\$23,906,664

ANY QUESTIONS

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Supplemental Information

School Community Impact Funding Showcase

*Due to supply chain issues, the Community Impact Funding for Erwin Middle School and Estes Elementary, installation has been delayed.

Hominy Valley Elementary School





Thank you, County Commissioners for your
generosity and support of School Communities.