Wayne County, North Carolina
Board of Commissioners

March 12, 2024
224 E. Walnut Street
Courthouse 4th Floor
Goldsboro, NC 27530

MINUTES

12:00 P.M. CALL TO ORDER By Chairman Chris Gurley

The Wayne County Board of Commissioners and Wayne County Board of Education met in a joint meeting on Tuesday, March 12, 2024, at 12:00 p.m., in the Farm Bureau Room at the Maxwell Center, 3114-A Wayne Memorial Drive, Goldsboro, North Carolina, after due notice thereof had been given.

Members present: Chairman Chris Gurley; Vice-Chairman George Wayne Aycock, Jr.; Barbara Aycock; Joe C. Daughtery; Freeman Hardison, Jr.; and Antonio Williams.

Members absent: Bevan Foster

Board of Education Members present: Chairman Craig Foucht; Vice-Chair Tommy Sanders; Patricia Burden; Len Henderson; Bill Joyner; Wade Leatham; and Chris West.

Others present: Wayne County staff; Wayne County Public Schools staff; members of the public, members of the media.

INVOCATION - Commissioner Joe C. Daughtery

Commissioner Joe C. Daughtery gave the invocation.

PLEDGE OF ALLEGIANCE - Commissioner Freeman Hardison, Jr.

Commissioner Freeman Hardison, Jr. led the Board of Commissioners in the Pledge of Allegiance to the Flag of the United States of America.

LUNCH

At 12:01 p.m., Chairman Chris Gurley recessed the joint meeting for lunch.

At 12:30 p.m., Chairman Chris Gurley reconvened the joint meeting.

INTRODUCTIONS

Chairman Chris Gurley asked the members of both boards and staff to introduce themselves.

PRESENTATION BY WAYNE COUNTY PUBLIC SCHOOLS AND WAYNE COUNTY BOARD OF EDUCATION

Wayne County Public Schools Superintendent Dr. Marc Whichard presented the requested budget of the Wayne County Board of Education, attached hereto as Attachment A. He shared a new mission statement and discussed the district's new five-year strategic plan. Dr. Whichard stated there was "a lot of congruence between local funding and low-performing schools."

Upon Dr. Whichard reviewing other eastern NC counties compared to Wayne County, Commissioner Barbara Aycock asked how Jones County improved their proficiency results 8%, from 45% to 53%, and Dr. Whichard stated he did not know but was asking. He did state that Jones County had consolidated some of their schools.

Commissioner Joe C. Daughtery asked for an explanation on the $1.8 million to Charter Schools, and he explained the funding followed the student.

Commissioner Antonio Williams asked about the transportation to Wayne Community College (WCC) and how the students were transported back. Dr. Whichard stated the transportation was to WCC and back to their base school.

Following the presentation on percentage of supplements for principals, Commissioner Daughtery asked Dr. Whichard who set the percentages and he stated it was done locally by the Board of Education.

Dr. Whichard explained the Current Expense Request, citing inflation and increasing costs beyond their control. He did not detail the capital outlay increase request. He finished his presentation stating he had outlined what their needs were and the vision for Wayne County Public Schools. He acknowledged that resources were tight in eastern North Carolina.

DISCUSSION AND COMMENTS

Commissioner Daughtery questioned the current expense request and said the $4 million request would result in approximately a five-cent increase in the tax rate. He said additionally, the capital outlay request would increase the rate further, with a seven-cent increase overall. He said expenses would need to be cut. School Board member Chris West asked Commissioner Daughtery if a tax increase was the only option for finding the funding. He asked about the revaluation scheduled for next year and how much income that would bring to the County. Commissioner Daughtery and County Manager Chip Crumpler explained that was an unknown, particularly if the County chooses a revenue-neutral stance, which they are required by law to present following a revaluation. Commissioner Daughtery said if the County chooses not to go with a revenue-neutral budget, meaning the same revenue based on new valuations, that would result in a tax increase.

Discussion by both boards and staff continued regarding low-wealth funding, a shrinking Average Daily Membership (ADM), ESSER (Covid) funding, and salaries and bonuses paid from the one-time, nonrecurring funds. The school system carried forward $24 million in ESSER funding this year but stated it is all encumbered.

Chairman Chris Gurley asked about the salaries and bonuses paid out of ESSER funding and Dr. Whichard stated "nothing was recurring."

Commissioner Daughtery stated 50% of the schools in the district were low-performing, and it made it difficult to discuss more funding when the performance is not there. He said he went to bat for the school system five years ago for $800,000 in teacher supplements, that he fought for at the risk of professional friendships on the board, and at that time the number of low-performing schools was half of what it is today. He also questioned the number of teachers per classroom.

Dr. Whichard explained that some positions, such as librarians, are listed as teachers, so the number of students per classroom is greater than thirteen; sometimes as many as thirty per teacher. He also stated the low-performing schools are "one and done", meaning they have one year to turn things around. Commissioner Daughtery stated he believed there were more factors than funding creating the low-performing schools and Dr. Whichard agreed. He discussed other causes and stated they simply wanted to "move the needle."

Once the two boards finished asking questions, Commissioner Daughtery said there is a serious issue with the public education and a solution had to be discovered; and if it is increased funding, it had to be tied to performance.

Chairman Chris Gurley stated the two boards needed to work together and he and Chairman Craig Foucht had been meeting to discuss solutions, both agreeing to tie the solutions to performance. He said the low-performing schools had to improve.

Dr. Whichard stated he appreciated the tone of the meeting and the two boards needed to work together to grow the school system.

Chairman Gurley thanked Dr. Whichard for doing away with the "screw up and move up" mentality.

Commissioner Antonio Williams asked if the school system had other revenue sources, such as grants. Dr. Whichard said the school system does not have a grant writer and Commissioner Williams offered the County's.

Chairman Gurley asked about the virtual teachers being used and Dr. Whichard said it was not the preferred situation, but in a period of teacher shortages, it was better than five different substitutes each week. He said there is a teacher on the screen and a coach in the classroom.

Commissioner Barbara Aycock asked about the low-wealth funding, the ADM, and how that affected funding. Dr. Whichard said the loss of low-wealth would mean the loss of $2 million.

County Manager Chip Crumpler thanked Dr. Whichard for doing a tough job.

Chairman Foucht said the school system does apply for grants and has recently done so for Fremont, Rosewood, Brogden, and Greenwood projects. He said it was very clear the County expected better performance and they owed that to the Board of Commissioners and the citizens of Wayne County. He said his three requirements for the strategic plan were that it be measurable, achievable, and challenging.

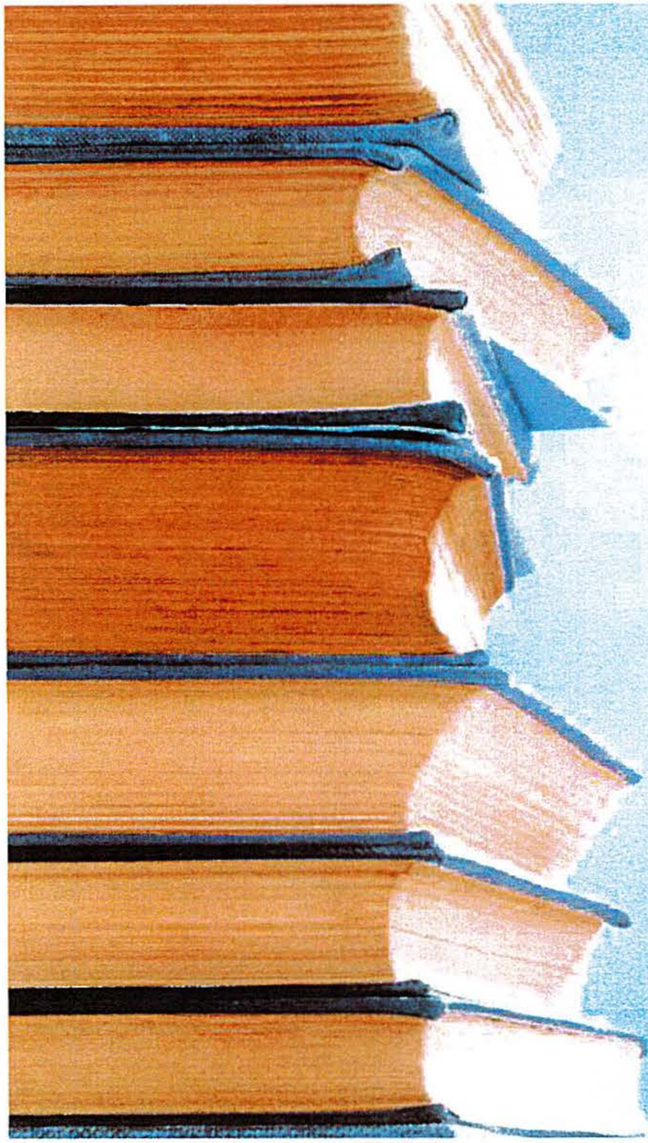
Chairman Gurley thanked everyone for attending and communicating. He said the two boards battling was not productive and everyone should know the situation did not evolve overnight and would not be fixed overnight. He said the two chairmen would continue to work together and he felt Dr. Whichard and County Manager Crumpler would do the same.

ADJOURNMENT

At 1:46 p.m. Chairman Chris Gurley adjourned the joint meeting of the Wayne County Board of Commissioners and the Wayne County Board of Education.

Carol Bowden

Carol Bowden, Clerk to the Board



Wayne County Public Schools

Joint Board Meeting: District Budget and Vision Presentation

March 12, 2024
Maxwell Center

Wayne County Public Schools

Mission:

WCPS will educate students to become contributing members of society in a competitive, collaborative, and safe environment.

Vision:

To be Wayne County's choice for education, where students, faculty, and community learn and grow together.

Wayne County Public Schools

Provide Educational Services to 86% of School Aged Students

Childhood Poverty Rate: 29.9%

County Poverty Rate: 20.2% (NC = 14%)
(Data Source: MyFutureNC)

Per Pupil Funding Per ADM (Local Appropriation)

New Hanover:	$ 3,431
Pamlico:	$ 3,025
Carteret:	$ 3,014
Wilson:	$ 2,228
Pender:	$ 2,157
Johnston:	$ 2,016
Jones:	$ 1,708
Sampson:	$ 1,432
Lenoir:	$ 1,215
Wayne:	**$ 1,215** $1353
Duplin:	$ 962
Greene:	$ 957

23 million ÷ 17,000 students

(Data Source: NC Public School Forum 2023)

Academic Highlights

Composite Performance by District
All Grade Level and Subject EOG and EOC Combined
Grade Level Proficiency (Level 3 and Above)
Southeast Region

	2021-2022	2022-2023
Carteret County Schools	65.5	66.7
New Hanover County Schools	55.7	60.8
Pender County Schools	55.0	58.7
Pamlico County Schools	49.3	55.4
Brunswick County Schools	53.9	54.9
Craven County Schools	51.3	53.6
Pitt County Schools	50.4	53.2
Jones County Schools	45.2	53.0
Onslow County Schools	49.6	51.8
Beaufort County Schools	46.2	48.6
Clinton City Schools	48.3	48.1
Lenoir County Schools	39.6	41.8
Wayne County Public Schools	**40.4**	**41.6**
Greene County Schools	35.0	37.9
Duplin County Schools	37.3	37.7
Dillard Academy	37.0	35.5
Wayne Preparatory Academy	33.5	36.0

Capital Project Overview Fiscal Year 2023-2024

Total Capital Outlay Budget:

2020-2021:
Appropriation $2,500,000

2021-2022:
Appropriation $2,407,319

2022-2023:
Appropriation $2,407,319

2023-2024:
Appropriation $2,407,319

Wayne County Public Schools Completed Capital Projects 2023-2024

Campus Safety and Security $500,000
Parking Lot Improvements $248,750
Spring Creek High School Bleacher Replacement $156,300
Mt. Olive Middle School Bleacher Replacement $95,600
Activity Bus Replacement $131,287
Maintenance Vehicle Replacement $164,776
Annual Recoat / Rescreen Gym Floors $70,348
Carver Elementary School Hot Water Heater Replacement $45,512
Tommy's Road Hot Water Heater Replacement $34,174
Eastern Wayne High School Switch Gear Replacement $125,000
Playground Equipment (Fremont) $220,000
ADA Wheelchair Lift $11,351
Meadow Lane Bathroom Modification $58,000
Custodial Operational Equipment $50,000
Brady Services Maintenance Contracts $101,551
ICON Boiler $31,500
Misc. Operational / Nuts and Bolts $1,200,000

2024-2025 Capital Facility Needs

Projected Capital Needs:

Roofing Projects (CBA, NOR, SWH) $1,200,000

Asphalt Paving / Sealcoat Projects $700,000

Waste Management Vehicle $350,000

Facility Utilization Movement Cost $200,000

Modular Movement and Set Up $200,000

Athletic Facility Needs $500,000

2024-2025 Capital Outlay Request:

$5,150,000

Current Expense Fund Highlights 2023-2024

Current Expense Budget Expenditures:

Classroom Supplies and Materials:	$ 135,048	(Required as a part of Federal Programs)
Band Equipment and Uniforms:	$ 152,000	
Media Equipment and Supplies:	$ 113,800	
Employee Supplement and Benefits: (Amount exclusive of Local Appropriation)	$6,700,000	
District Property / Liability / Vehicle	$1,504,921	
Small County Sign-On Bonus (Match)	$ 183,084	
Transportation costs (CCP to WCC)	$ 80,000	
Charter School Funding:	$1,800,000	
Maintenance (Salary / Facilities)	$5,607,974	
Utilities	$3,920,928	

Recurring Expenses:

Significant Contributing Factors

State Salary Raises (Increases Supplement Payment Cost)

Retirement Rate Increase (25.02% to 26.0% - Estimate)

Hospitalization Rate Increase ($7,557 to $8,095 - Estimate)

Permanent Employee Supplement: 7.5% Certified Staff
(Principals Range from 6.5% - 9.0%)

Employee Local Supplement :

Current Certified Staff Receive a Local Supplement: 7.5%

Assistant Principals Receive a 6.5% Local Supplement

Principals Receive a Local Supplement:
Elementary Principals – 6.5%
Middle School Principals – 7.0%
High School Principals – 9.0%

Increase Certified Staff and Asst. Principal Local Supplement: 10%
Elementary Principals – 11%
Middle School Principals – 12%
High School Principals – 13%

Creation of a Local Classified Staff Supplement: $300 per year

Employee Local Supplement :

Increase Certified Staff and Asst. Principal Local Supplement: 10 %

Elementary Principals – 11 %
Middle School Principals – 12 %
High School Principals – 13 %

Creation of a Local Classified Staff Supplement: $300 per year

Employee Local Supplement:

Regional Comparison

	Certified	Classified	Principal
Wilson County:	8%	6%	9%-11%
Duplin County:	$2,740-$4,000	$393 - $787	No Data
Johnston County:	11.5% - 14.5%	$300	No Data

*** All are reviewing increase considerations**

Current Expense Comparison:

2019-2020:
$19,053,791

2020-2021:
$19,430,495
(2.0% Increase)

2021-2022:
$19,680,495
(1.3% Increase)

2022-2023:
$20,108,109
(2.2% Increase)

2023-2024:
$20,556,276
(2.2% Increase)

Current Expense Comparison:

Additional Restricted Appropriation

2019-2020:
$800,200 (Supplement) $600,000 (Technology) $293,500 (ECDS)

2020-2021:
$800,200 (Supplement) $600,000 (Technology)

2021-2022:
$800,200 (Supplement) $600,000 (Technology)

2022-2023:
$800,200 (Supplement) $600,000 (Technology) $600,000 (WSTA)

2023-2024:
$800,200 (Supplement) $600,000 (Technology) $600,000 (WSTA)

Current Expense Comparison:

When current expense local appropriations are reviewed with annual inflationary analysis for our region, the resulting Consumer Price Index (CPI) data reveals the following:

2019	$19,000,000.00	2.29% Inflation
2020	$19,434,174.65	1.36% Inflation
2021	$19,698,869.18	7.04% Inflation
2022	$21,084,960.97	6.45% Inflation
2023	$22,445,868.97	3.35% Inflation
2024	$23,198,282.07	Underway

2024-2025 Current Expense Request:

$ 24,219,880

2024-2025 Total Budget Request:

Current Expense: $ 24,219,880

Capital Outlay: $ 5,150,000

Standard Operating Procedures
Wayne County Public Schools

Clean Schools / Facilities, and Grounds

Safe, Orderly, Caring Environments

Efficient Processes and Procedures

Rules and Procedures Govern Operations

Data Informs, Guides, and Directs our Instructional Practices

Competitive Environment for School Performance

Community Engagement and Involvement

Respect for our Family of Educators