

**ORANGE COUNTY SCHOOLS
BOARD OF EDUCATION'S
2014-2015
LOCAL CURRENT EXPENSE BUDGET
April 29, 2014**



**ORANGE COUNTY
SCHOOLS**



“Orange County Schools, in partnership with students, families and the community, is committed to providing challenging and engaging educational experiences that will develop responsible, knowledgeable and resourceful citizens prepared to contribute in our global society.”

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ORANGE COUNTY BOARD OF EDUCATION

Board of Education Members and Principal Officials

Donna Coffey, Chair

Dr. Stephen H. Halkiotis, Vice-Chair

Tony McKnight

Anne Medenblik

Dr. Debbie Piscitelli

Lawrence Sanders

Brenda Stephens

Dr. Gerri P. Martín, Superintendent

Dr. Amanda Hartness, Chief Academic Officer

Dr. Marcie Holland, Assistant Superintendent for Human Resources

Donna Brinkley, Chief Finance Officer

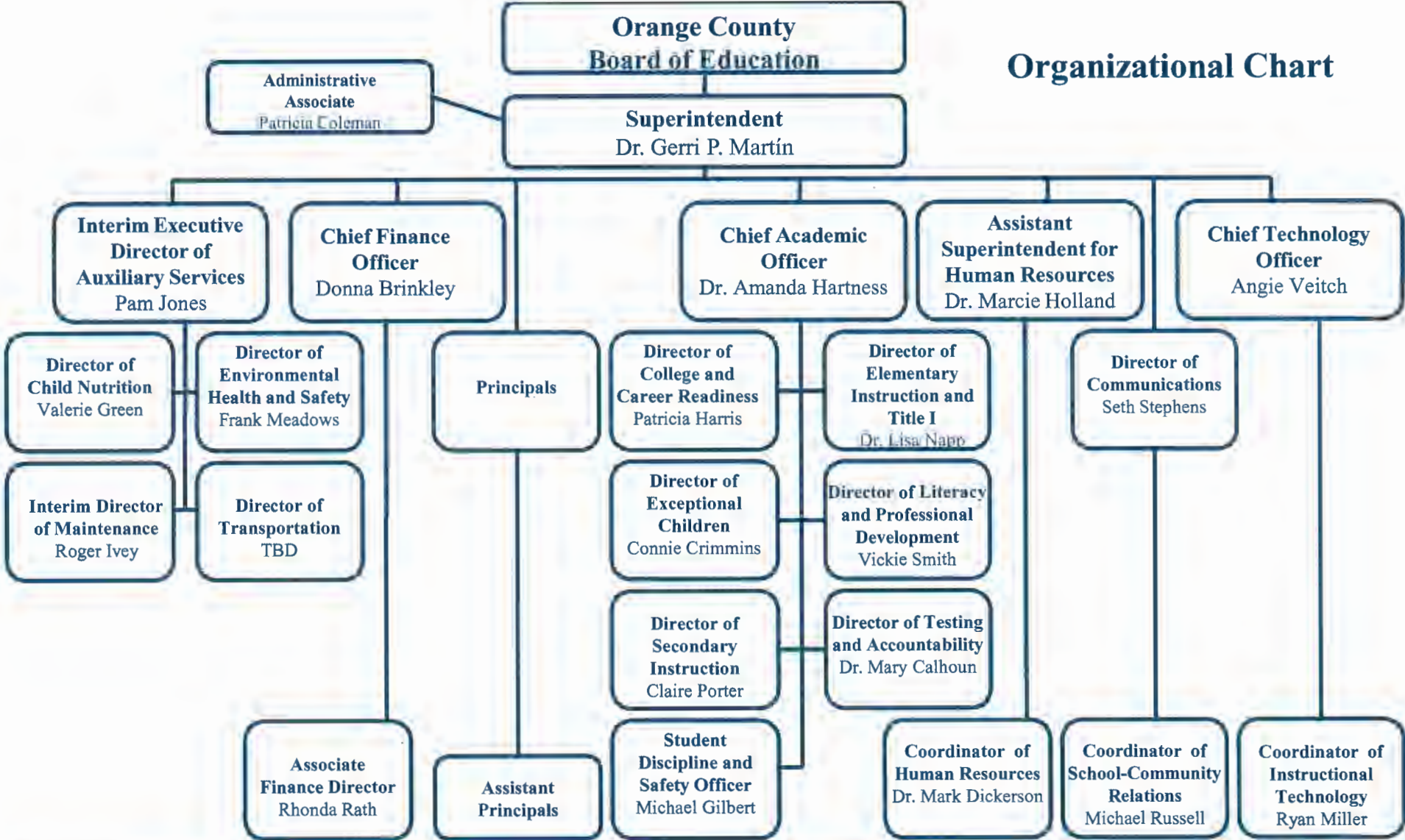
Pam Jones, Interim Executive Director of Auxiliary Services

Angie Veitch, Chief Technology Officer

200 East King Street
Hillsborough, NC 27278
(919) 732-8126

April 28, 2014

Organizational Chart



Message from the Superintendent



ORANGE COUNTY SCHOOLS

SUPERINTENDENT'S OFFICE
Dr. Gerri P. Martín, *Superintendent*

200 East King Street
Hillsborough, North Carolina 27278
PHONE: 919.732.8126
FAX: 919.732.8120

March 24, 2014

Dear Orange County Board of Education:

We are pleased to present the attached FY 2014-2015 budget proposal for your consideration.

*Orange County Schools,
in partnership with students,
families and the community,
is committed to providing
challenging and engaging
educational experiences
that will develop responsible,
knowledgeable and
resourceful citizens
prepared to contribute in our
global society.*

As a community, we have much of which to be proud! Our mission drives our work. There is a strong sense of commitment to education from all stakeholders in the community. There are many accomplishments from our staff and students that bring a great source of pride to Orange County Schools. As a district, our students have outperformed the state averages across virtually every measure. Our dropout rates are low and our graduation rates are of the highest in the state. We have accomplished the very coveted *Schools to Watch* distinction at two of our middle schools among many other accolades in academics and the arts. However, we believe in continuous improvement. We believe that the economic health of our community depends on the success of our school system. We must carefully review and study all available data to ascertain how to better meet the needs of each and every student in our district. We recognize our responsibility to provide the education that allows every student to graduate prepared for their future and prepared to be productive citizens. It is through our success in this endeavor that our community will flourish.

The 2014-2015 budget development process included conversations with key stakeholders. The Board of Education priorities were used in the process. District level directors and school based administrators collaborated in making recommendations for budget

Message from the Superintendent



consideration. The Superintendent's cabinet reviewed programs, initiatives, data, and safety and facility reports. In addition, the Superintendent's cabinet analyzed the 2013-2014 budget to identify potential areas for budget recommendations for the coming year. The mission of Orange County Schools is to provide challenging and engaging educational experiences that develop our citizens. Budget priorities were established to reflect the mission as stated.

Many factors will impact funding for the operation of Orange County Schools in 2014-2015. These include: increased student enrollment, proposed salary increases by the Governor and general assembly, charter school payments, rising costs of employee benefits, a smaller fund balance than previous years, and unknown state and county appropriations. When developing the 2014-2015 budget, all of these factors were considered. In addition, in previous years, the planning allotments from the state have usually been received by February and those allotments are not yet available.

Increased Student Enrollment: The school system receives appropriations from local government based on the number of students enrolled. Student enrollment in Orange County Schools has risen 6 of the last 7 years and is expected to do so again this year. Our current enrollment is 75 students more than last year for a total of 7576. Based on the current per-pupil appropriation of \$3269 used last year, the county appropriation would increase by \$245,175.

Proposed Salary Increase by the Governor: The Governor has released his plan to increase the salaries of 0-7 year teachers over a two-year period. The estimated cost to the local budget that would be required to implement such salaries as well as the local supplement would be approximately \$290,000 for the 2014-2015 year only. The recommendation from the NCDPI budget department is that school systems build in a 3% salary increase across the board for all employees which will impact both local salaries and supplements. The estimated impact is approximately \$461,426 for 2014-2015.

Charter School Payments: For the current fiscal year, the OCS budget includes \$1,091,847 to pay for 325 students attending different charter schools. Next year's appropriation is projected to increase by \$164,046. Next year's estimate is 340 students. This

Message from the Superintendent



amount assumes no county increase. This amount could change significantly since the legislation lifting the limit on charters makes it impossible to know what charters may open.

Rising Costs of Employee Benefits: Employee benefit costs are projected to go up and these mandated expenses will have an effect on the school system's budget. The estimated increase of health insurance will require an additional \$37,500 from the local appropriation. Additionally, mandated increases in the retirement contribution rates will require an additional \$137,500 appropriation from local funds.

Smaller Fund Balance than Previous Years: There is significantly less fund balance available for use in the 2014-2015 budget. For the past several years, the Board of Education has successfully cut costs and improved operational efficiencies which have resulted in increased fund reserves. Last year, the Board appropriated nearly \$900,000 of its reserves for district operations. In balancing the budget with this appropriation, the Board was able to avoid further staffing cuts, maintain class sizes, complete the digital learning conversion, and prevent program elimination. The audited fund balance reserve on June 30, 2013 was \$2,543,699. The 2014-2015 budget includes a recommendation to appropriate \$965,050 of fund balance to support the existing budget and a limited number of expansion items.

State Funding Appropriations: The Department of Public Instruction's Finance and Business Office annually issues its financial planning allotments to school systems across the state. This usually occurs in February. At the time of this message, that had not yet occurred. In spite of the fact that we know we have approximately 75 more students than last year, it is impossible to know what our planning allotments will be. We have built this budget using current year information and will incorporate the planning allotments at such time as they are available.

The Orange County Board of Education takes its responsibility very seriously, working tirelessly to provide the most effective educational tools to our students as well as the most effective staff. As available resources have declined over the last several years, the Orange County Board of Education and the Orange County Schools staff have monitored the available funds to maximize the effect on student achievement. The 2014-2015 Superintendent's budget has been developed with several driving factors in mind.

Message from the Superintendent



These include high student achievement, the safety and well-being of all students and staff, the proper maintenance and care of our 18 facilities, and recruiting and retaining the highest quality staff. The year will see a continued focus on supporting the digital learning environment investment that the Board of Education has made to our students and staff. We will continue to increase literacy rates among our students in English Language Arts, Mathematics, and Science. We will continue to focus on decreasing the dropout rate, raising the graduation rate, and closing the gaps in achievement that still exist among our students. In the coming year, we will always continue to work to identify areas of need while striving to minimize tax dollar expenditures. This recommended budget supports the Board of Education's priorities while maintaining existing programs and personnel and providing the best possible education experiences for our students.

As we continue to develop our young citizens, we sincerely thank the Orange County Board of County Commissioners for their tireless support and understanding of the value that a strong educational system has on the entire community. I look forward with great anticipation to working with both the Board of Education and the Board of County Commissioners to meet the high expectations we all share for educating the children within this community. We have seen that our students rise to high expectations. We must continue to strive to provide the highest quality education that our students deserve. Our citizens are fortunate to have such dedicated elected officials who value education and continue to provide the operational revenue that allows the district to maintain the level of service that produces results.

Respectfully submitted,

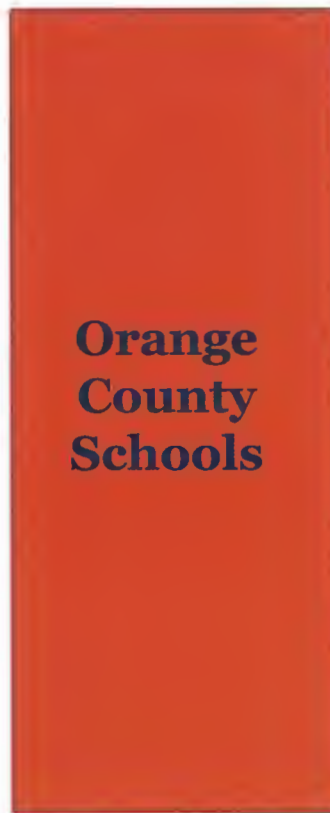
Gerri P. Martín

Gerri P. Martín, Ed. D.
Superintendent
Orange County Schools

Education: The Key to Progress

- Education is a vital part of the Orange County Economy

- Academic evidence show linkage between educational improvement and virtually every standard of living measure



Spending impact in local economy



Economic value of degrees awarded



Future reduction in public costs



Economic impact on local wealth



Community impact

Sanford School of Public Policy, Duke University- November 2013



Achievement Results

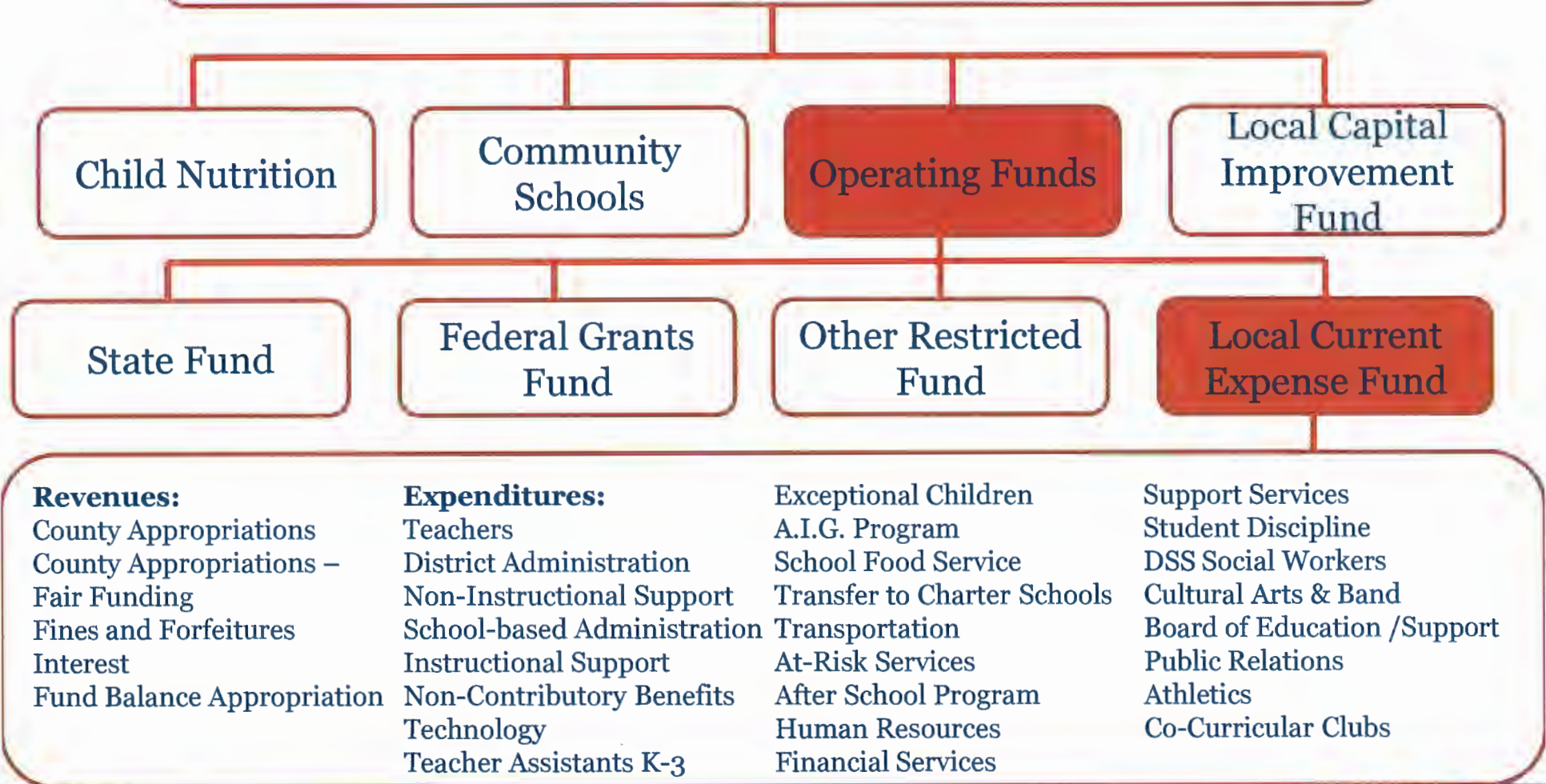
2012-2013	State	Orange County
Math 3-8	42.3	48.1
Reading 3-8	43.9	51.0
EOC Composite	44.1	47.6
Math I	36.3	36.6
English II	51.2	56.1
Biology	45.6	50.1
4-Year Graduation Rate	82.5	82.5

ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



All Governmental Fund Types



ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



2013-2014 OCS Budget

Local :	\$29,088,153
State :	\$41,503,068
Federal :	\$ 4,025,649
Other Restricted :	\$ 1,645,499
Capital Improvement:	<u>\$ 7,981,264</u>

Total Funding for the
2013-2014 School Year: \$84,243,633

ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



2013-2014 OCS Budget

Local :

*County Appropriation	\$ 25,554,154
*Fines & Forfeitures	\$ 200,000
*Interest	\$ 70,000
*Fund Balance Appropriated	<u>\$ 3,263,999</u>

Total Operating Budget
Funding for the
2013-2014 School Year:

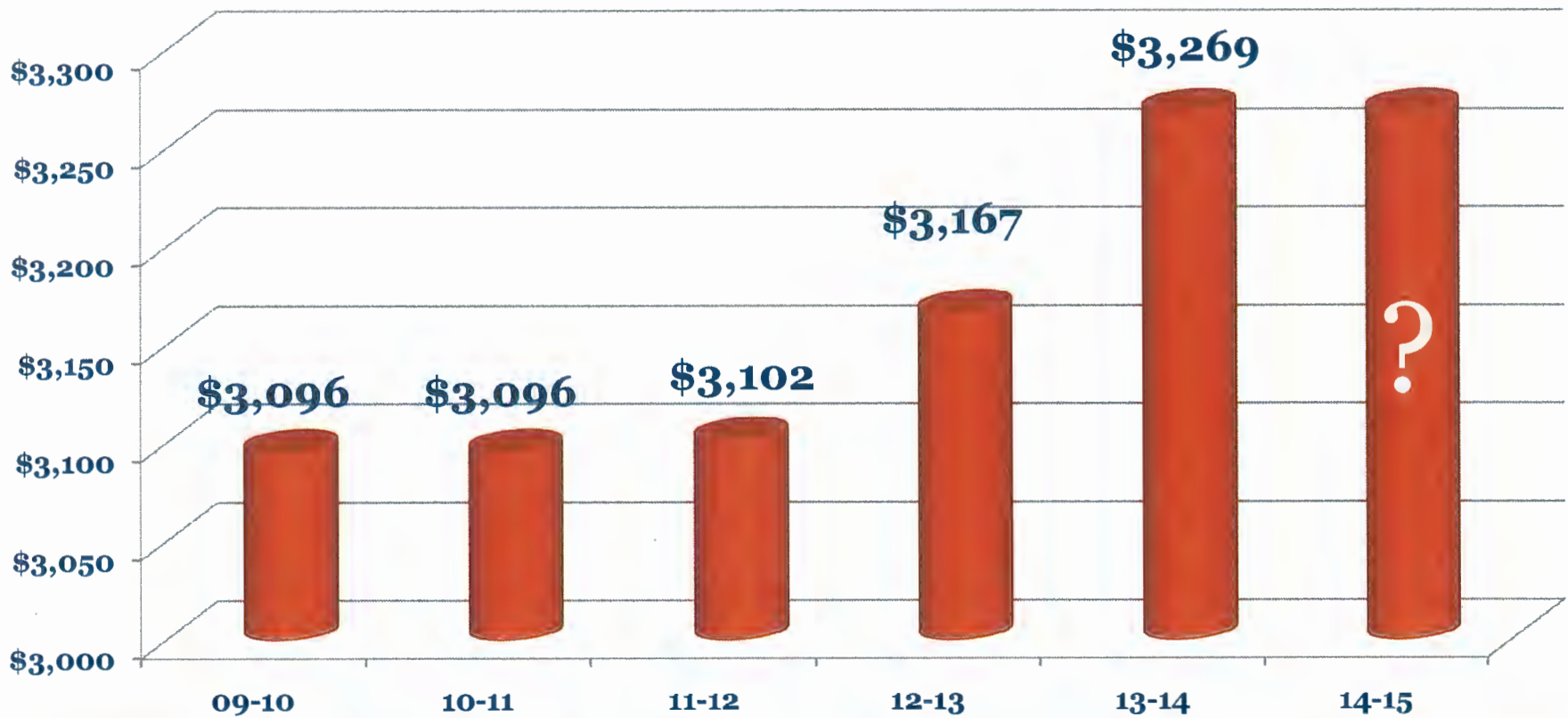
\$29,088,153

ORANGE COUNTY SCHOOLS

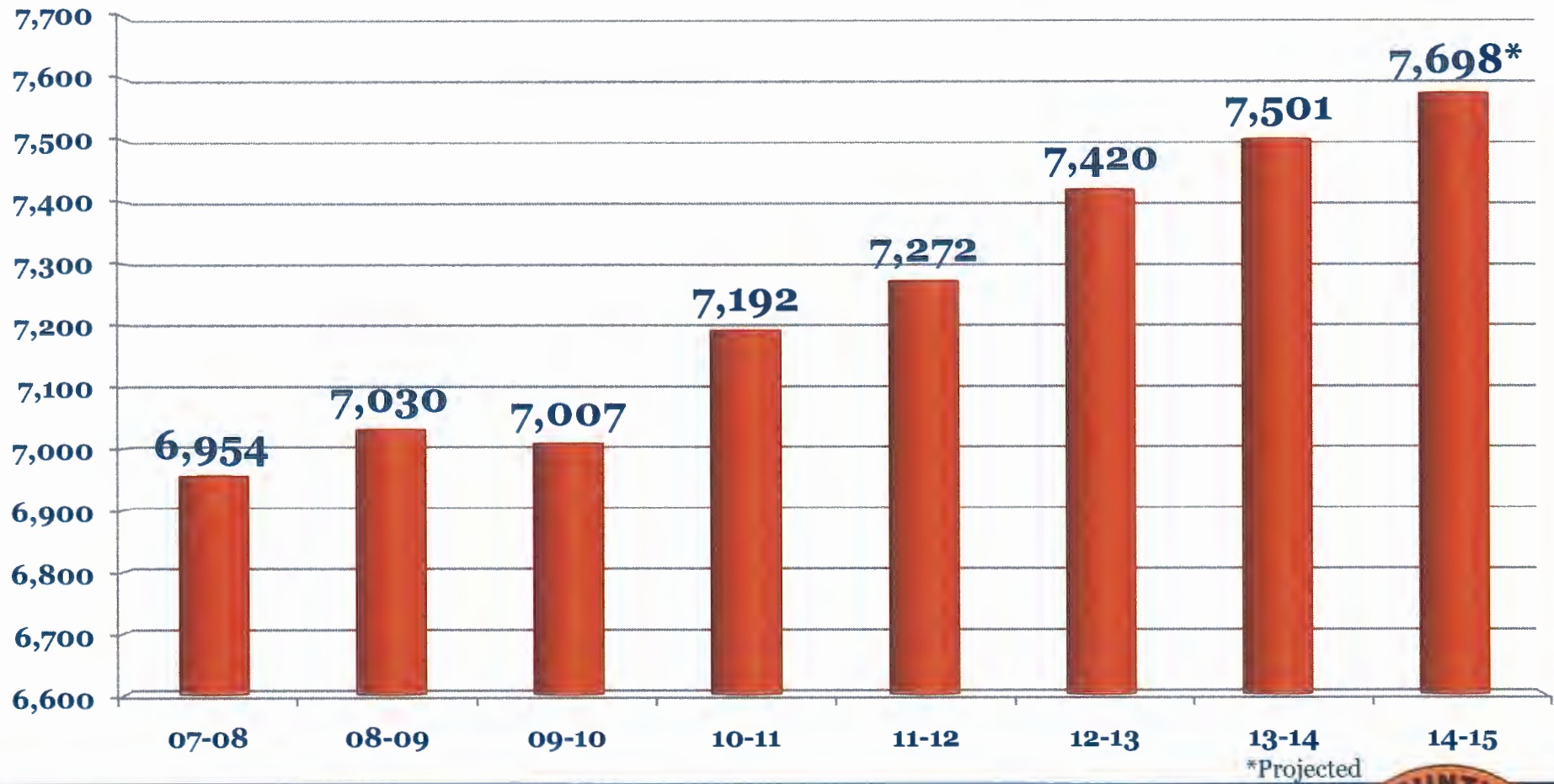
PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



OCS Per-Pupil Appropriation



Increase in Enrollment



Local Funding and Student Enrollment

Year	Student Enrollment	Total County Funding	Local Funds Received by OCS		
			Current Expense*	Per Pupil Allocation	Capital Improvement
2009-10	7,007	\$25,484,163	\$22,698,512	\$3096	\$2,785,651
2010-11	7,192	\$25,415,641	\$23,271,992	\$3096	\$2,143,649
2011-12	7,272	\$25,750,421	\$23,563,574	\$3102	\$2,186,854
2012-13	7,420	\$27,104,762	\$24,515,695	\$3167	\$2,589,067
2013-14	7,501	\$28,143,221	\$25,554,154	\$3269	\$2,589,067

*Includes Fair Funding



OCS Historical Profile

School Year	Teaching Staff	Students	Pupil/Teacher ratio	% Poverty
2008-09	517	7,030	14	35.33
2009-10	515	7,007	14	38.99
2010-11	524	7,192	14	39.82
2011-12	527	7,272	14	40.08
2012-13	546	7,420	13	40.20
2013-14	559	7,501	13	41.47

ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



ORANGE COUNTY BOARD OF EDUCATION

Full-Time Employees 2004-2013*

Year ended June 30	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Officials, Admins, Mgrs	18	19	20	20	18	19	19	19	18	17
Principals	11	11	12	13	13	13	13	13	13	13
Asst. Principals	15	15	15	16	16	16	14	16	15	16
Total Administrators	44	45	47	49	47	48	46	48	46	46
Elementary Teachers	228	234	236	231	251	255	247	257	259	262
Secondary Teachers	87	95	96	103	104	109	107	103	106	107
Other Teachers	152	150	140	152	160	153	161	164	162	177
Total Teachers	467	479	472	486	515	517	515	524	527	546
Guidance	18	18	17	20	24	24	23	24	25	25
Psychological	4	4	4	5	6	5	5	5	5	5
Librarian, Audio Visual	11	11	11	12	12	12	12	12	12	12
Consultant, Supervisor of Instruction	3	5	4	6	7	8	9	8	5	4
Other Professionals (S.W.s,etc.)	35	48	45	47	34	32	30	32	31	36
Total Professionals	582	610	600	625	645	646	640	653	651	674
Teacher Assistants	157	160	157	157	151	139	125	126	123	120
Technicians	5	5	5	5	4	6	3	5	6	10
Clerical, Secretarial	64	62	65	70	69	67	68	67	69	68
Service Workers (custodians, etc.)	125	117	112	111	113	107	105	98	96	98
Skilled Crafts (mechanics, electricians, etc.)	19	19	20	20	20	20	21	19	20	18
Laborers, Unskilled (groundskeepers, etc.)	2	2	2	2	2	1	2	2	2	2
Totals	954	975	961	990	1004	986	964	970	967	990

Source: North Carolina Public Schools Statistical Profile

*includes all local, state, and federal

ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



OCS Staff Profile

	District	Elementary	Middle	High
Teachers with Advanced Degrees	38%	40%	37%	37%
# of National Board Certified Teachers	42	11	8	23
Highly Qualified Teachers	100%	100%	100%	100%
Over 10 Years of Teaching Experience	60%	53%	55%	63%
Principals with Degrees beyond Masters	54%			



Expansion Budget Requests

(In Priority Order)

1. Preserve D.S.S. School Social Workers
2. Add 2 Secondary Literacy Specialists
3. Add District Math Specialist
4. Add Academic Support Specialist
5. Restore Maintenance Position
6. Address Salary Compression
7. Living wage adjustment

ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



Expansion Budget Requests (con't.)

8. Add Pre-K Program Specialist (1/3 salary)
9. Expanded Free Breakfast for all K-12 students
10. Provide Dental/Vision benefit for employees

Fund From Fund Balance:

1. Allocate funds to address Safe Havens report
2. Increase funding to address deferred maintenance

ORANGE COUNTY SCHOOLS

PROMOTING STUDENT ACHIEVEMENT AND INDIVIDUAL SUCCESS



2014-2015 Local Appropriation Projection

Per-Pupil Allocation	\$3,269
Projected Student Population (increase 197)	7,698
Projected additional funds with no increase:	\$ 643,993
2013-14 Allocation:	\$25,060,154
Predicted Local Appropriation: (If no increase to the per-pupil allocation)	\$25,704,147



2014-2015 Local Funding Request

Current Expense Requested: \$27,929,376

Increase requested per pupil: \$283



Orange County Schools
2014-2015
Budget Drivers

	PROJECTED ADDITIONAL REVENUES
Projected Increase in Student Enrollment of 197 students (197x \$3,269)	\$ 643,993
Awarded Grants for Elementary Reserve Officers	\$ 160,000
	POTENTIAL ADDITIONAL EXPENSES
<u>Mandated Expenses</u>	
Average 3% Pay Raise for All Employees per NC Dept. of Public Instruction	\$ 461,426
Pay Raise for Teachers in Steps 0-7 at Governor's Recommendation	\$ 290,000
Anticipated State Mandated Increase in Employer State Retirement Match	\$ 137,490
Anticipated State Mandated Increase in Employee Health Insurance	\$ 36,509
Charter School Payments Increase due to Enrollment and Request for Per Pupil Increase in County Appropriation (Based on Requested Increase)	\$ 164,046
<u>Additional Expenses in Priority Order</u>	
Preservation of the DSS Social Workers due to Loss of Medicaid Reimbursement	\$ 307,808
Addition of two Secondary Literacy Specialists	\$ 130,000

(Continued)

Orange County Schools
2014-2015
Budget Drivers

	POTENTIAL ADDITIONAL EXPENSES
Addition of a District Math Specialist	\$ 60,000
Addition of an Academic Support Specialist	\$ 60,000
Restoration of a Maintenance Position	\$ 47,180
Addressing Salary Compression	\$ 350,000
Living Wage Adjustment	\$ 75,000
Addition of One-Third of a Pre-K Program Specialist	\$ 23,000
Expanded Free Breakfast for all K-12 students	\$ 347,333
Providing Dental/Vision benefit for employees	\$ 500,000
 <u>Fund Balance Appropriation</u>	
Facilities Study Implementation	\$ 150,000
Safe Havens/District Safety	\$ 320,000

ORANGE COUNTY SCHOOLS

2014-2015 Recommended Local Budget Summary

		2013-2014 Budget	2014-2015 Recommended Budget	
<u>REVENUES</u>		<u>7666 Students*\$3,269</u>	<u>7863 Students*\$3,552</u>	
2.4110	County Appropriation	\$ 25,060,154	\$ 27,929,376	Recommended budget with a \$283 increase per pupil from \$3269 to \$3552 and reflects 197 more students
2.4110.007	County Appropriation - Fair Funding	494,000	494,000	
2.4410	Fines & Forfeitures	200,000	200,000	
2.4450	Interest	70,000	68,000	
2.4910	Fund Balance Appropriated	3,263,999	965,050	
TOTAL REVENUES		<u><u>\$ 29,088,153</u></u>	<u><u>\$ 29,656,426</u></u>	
<u>EXPENDITURES</u>		2013-2014 Budget	2014-2015 Recommended Budget	
PRC 001	REGULAR CLASSROOM TEACHERS (Salaries, Supplements, Benefits, Matching Funds, 6th & 9th Grade Academies and Vocational Rehabilitation Match)	\$ 7,424,798	\$ 8,148,275 (1) (2) (3)	Includes the addition of a District Math Specialist and 1/3 of a Pre-K Program Specialist as well as Salary, Supplement and Benefit Increases. Also includes \$350K to address salary compression.
PRC 002	CENTRAL OFFICE ADMINISTRATION (Salaries, Supplements and Benefits)	\$ 1,290,674	\$ 1,333,418	Salary, Supplement and Benefit Increases
PRC 003	NON-INSTRUCTIONAL SUPPORT (Custodial, Clerical, Technology, and Substitute Salaries, Benefits and Custodial Contracted Services)	\$ 4,447,651	\$ 4,477,140 (4)	Reduction in Substitute costs, Reduction in Clerical and Custodial Salaries to actual with an increase for Salary, Supplement and Benefit Increases. Also included is \$40K to raise all employees' salary to the Minimum Living Wage set by the BOCC

ORANGE COUNTY SCHOOLS

2014-2015 Recommended Local Budget Summary

<u>EXPENDITURES</u>	<u>2013-2014 Budget</u>	<u>2014-2015 Recommended Budget</u>	
PRC 005 SCHOOL BUILDING ADMINISTRATION (Principal and Assistant Principal Salaries, Supplements, Benefits and Travel)	\$ 1,043,427	\$ 1,077,934	Salary, Supplement and Benefit Increases
PRC 007 INSTRUCTIONAL SUPPORT (Psychologists, Social Workers, Media Specialists, Guidance Counselors, Nurses, and Literacy Coaches Salaries and Benefits)	\$ 917,374	\$ 1,024,615 (5)	Includes the addition of 2 Secondary Literacy Specialists as well as Salary, Supplement and Benefit Increases
PRC 009 NON-CONTRIBUTORY BENEFITS (Longevity, Bonus Leave Payout, Annual Leave Payout and Benefits, Unemployment Insurance, Worker's Comp. Insurance and Life Ins.)	\$ 514,578	\$ 1,014,578 (6)	Includes \$500K to provide Dental/Vision Benefit for Employees
PRC 013 CAREER AND TECHNICAL EDUCATION (Voc Ed. Network Certification Tests, Workshops and Student and Employee Travel)	\$ 4,248	\$ -	Increase in State Funding
PRC 015 TECHNOLOGY (Contracted Repairs and Maintenance, Travel, Computer Software and Supplies, and Computer Equipment)	\$ 957,549	\$ 122,000	2013-14 budget included one time funding to purchase the Elem. laptops, to refresh Admin, certified supp. staff & BOE computers & to purchase assistive technology for students in the EC program. 2014-15 budget includes \$100K to purchase laptops for 122 students and 12 teachers.
PRC 024 DSSF (Supplement Pay)	\$ 15,292	\$ 15,505	Supplement and Benefit Increases
PRC 027 TEACHER ASSISTANTS K-3 (Salaries, Substitute Pay and Benefits)	\$ 255,992	\$ 257,266	To reflect budget vs. actual and to reflect Salary and Benefit Increases
PRC 032 EXCEPTIONAL CHILDREN (Salaries, Benefits, Contracted Services, Staff Development, Travel, Supplies & Materials and Furniture & Equipment)	\$ 1,259,566	\$ 1,316,653	Salary, Supplement and Benefit Increases
PRC 034 ACADEMICALLY GIFTED PROGRAM (Teachers, Substitutes, Benefits, Staff Development, and Supplies and Materials)	\$ 349,341	\$ 368,552	Salary, Supplement and Benefit Increases
PRC 035 SCHOOL FOOD SERVICES (Unpaid Charged Meals)	\$ 1,200	\$ 348,333 (7)	Expanded Free Breakfast for all K-12 students

ORANGE COUNTY SCHOOLS

2014-2015 Recommended Local Budget Summary

<u>EXPENDITURES</u>		2013-2014 Budget	2014-2015 Recommended Budget	
PRC 036	TRANSFER TO CHARTER SCHOOLS (Per Pupil Allotment Sent to Charter Schools)	\$ 1,091,847	\$ 1,255,893	Increase of 20 students & increase in County appropriation
PRC 050	TITLE I (Supplement Pay)	\$ 58,485	\$ 70,036	Supplement and Benefit Increases
PRC 054	ENGLISH AS A SECOND LANGUAGE (Teachers, Substitutes, Benefits, Travel and Supplies & Materials)	\$ 320,588	\$ 278,956	One position now paid from additional state PRC 069 funds. Also includes Salary, Supplement and Benefit Increases
PRC 056	TRANSPORTATION (Salaries and Benefits, Repair Parts and Materials, Fuel, Tires & Tubes and Equipment)	\$ 535,943	\$ 406,041 (4)	Increase in State funding. (Route review; increased efficiency; no increased ride time) Also, included is \$35K to raise all employees' salary to the Minimum Living Wage set by the BOCC
PRC 060	IDEA TITLE VI-B (Supplement Pay)	\$ 177,400	\$ 165,754	Adjust to actual and reflect Supplement and Benefit Increases
PRC 061	INSTRUCTIONAL SUPPLIES (IB Exam Fees, Supplies & Materials and Library Books)	\$ 171,392	\$ 221,392	\$50K added for additional classroom materials and supplies
PRC 069	AT RISK STUDENT SERVICES (Salaries, Benefits, Contracted Services, Staff Development, Travel and Supplies & Materials)	\$ 200,000	\$ 260,000 (8)	Includes the addition of an Academic Support Specialist
PRC 103	TITLE II (Salary, Supplement and Benefits)	\$ 48,582	\$ 45,237	25% salary for a clerical support position now paid from PRC 003 offset by increase in Salary, Supplement and Benefits
PRC 701	AFTER SCHOOL PROGRAM (Middle School After School)	\$ 125,000	\$ 125,000	
PRC 706	NON-YELLOW BUS (Activity Buses and Bus Driver Supplements)	\$ 51,578	\$ 53,201	Supplement and Benefit Increases
PRC 801	CURRICULAR SERVICES (Salaries, Benefits, Contracted Services, Printing, Fieldtrips, Travel, Memberships, Supplies & Materials and Science Program Enhancements)	\$ 662,824	\$ 467,952	One time expenditure budgeted in 2013-14 not necessary to budget in 2014-15

ORANGE COUNTY SCHOOLS 2014-2015 Recommended Local Budget Summary

<u>EXPENDITURES</u>	<u>2013-2014 Budget</u>	<u>2014-2015 Recommended Budget</u>	
PRC 802 OPERATION OF PLANT (Maintenance Salaries, Benefits, District Wide Utilities, Contracted Services, Security Monitoring, Maintenance Projects, Supplies & Materials and Gas & Oil)	\$ 4,530,130	\$ 3,365,295	2013-14 budget included \$1M for the OHS Connector and \$80K to improve school based emergency communications. This offset Salary, Supplement and Benefit increases in 2014-2015. Also, \$100K for Resource Officers was moved to PRC 806, District Safety.
PRC 803 HUMAN RESOURCES (Criminal Records Check, Staff Development, Printing, Magellan Employee Assistance Program, Travel, HRMS Fees, Supplies, SubFinder, Scanning, Recruitment Travel and Recruitment Materials)	\$ 184,252	\$ 119,252	2013-14 budget included a one time expense of \$65K for a salary study
PRC 804 FINANCIAL SERVICES (Copier Costs, Contracted Services, Staff Development, Printing, Travel, Liability, Vehicle & Property Insurance, Student Accident & Boiler Ins., Office Supplies, Fidelity Bond, and Memberships)	\$ 448,325	\$ 448,325	
PRC 805 SUPPORT SERVICES (Mobile Communications, Staff Development and Supplies and Materials)	\$ 31,236	\$ 4,050	2013-2014 budget included \$30,000 for one time contracted services
PRC 806 DISTRICT SAFETY (Resource Officers and Reserve Officers)	\$ -	\$ 180,000	\$100K moved from PRC 802 for Resource Officers and \$80K budgeted for OCS match for Reserve Officers
PRC 807 SAFE HAVENS (Access Control, Security Monitoring)	\$ -	\$ 320,000 (9)	Includes the addition of \$320K to address issues mentioned in the Safe Havens report
PRC 808 FACILITIES STUDY IMPLEMENTATION (Additional Maintenance Position and Additional Maintenance Projects)	\$ -	\$ 197,180 (10) (11)	Includes the restoration of one maintenance position as well as \$150K for additional maintenance projects
PRC 840 DSS FAMILY SOCIAL WORKERS (School Social Workers' Salaries and Benefits)	\$ 387,192	\$ 695,000 (12)	Includes an additional \$307,808 to preserve the Family Specialist/Social Workers
PRC 850 PROJECT GRADUATION (Contracted Services and Supplies & Materials)	\$ 12,000	\$ 12,000	

ORANGE COUNTY SCHOOLS

2014-2015 Recommended Local Budget Summary

<u>EXPENDITURES</u>		2013-2014 Budget	2014-2015 Recommended Budget	
PRC 851	CULTURAL ARTS (Supplements, Benefits, Contracted Services and Supplies & Materials)	\$ 86,667	\$ 86,667	
PRC 854	BAND (Band Instrument Repair and Band Grants to Schools)	\$ 67,240	\$ 67,240	
PRC 860	ATHLETICS (Supplements, Benefits, Catastrophic Insurance and Athletic Grants to Schools)	\$ 629,203	\$ 631,117	Benefit Increases
PRC 861	CO-CURRICULAR CLUBS (Supplements, Benefits and Supplies and Materials)	\$ 49,522	\$ 49,657	Benefit Increases
PRC 890	BOARD OF EDUCATION (Salaries, Benefits, Contracted Services, Workshops, Travel and Supplies)	\$ 90,036	\$ 57,674	2013-2014 included \$47,000 for contracted services for policy updates. The expense for policy updates in 2014-2015 will be \$14,633.
PRC 891	EXECUTIVE ADMINISTRATION (Awards & Recognitions, Office Postage, Supplies and Materials and Staff Development)	\$ 26,574	\$ 29,050	Increases in staff development and membership fees and dues
PRC 892	BOARD AND ADMINISTRATION SUPPORT (Memberships & Fees, Legal Fees, Internal Auditor's Salary and Benefits and External Audit Costs)	\$ 535,800	\$ 452,800	Reduction in School Safety Contingency offset by an increase to PRC 807, Safe Havens
PRC 900	PUBLIC RELATIONS (Salary, Benefits, Printing/Promotional Materials, Supplies, and Membership Fees)	\$ 84,648	\$ 87,388	Increase in Salary and Benefits
	TOTAL EXPENSES	<u>\$ 29,088,153</u>	<u>\$ 29,656,426</u>	

- (1) Add District Math Specialist \$60,000
- (2) Add One-Third Pre-K Program Specialist \$23,000
- (3) Allocate Funds to Address Salary Compression \$350,000

ORANGE COUNTY SCHOOLS

2014-2015 Recommended Local Budget Summary

- (4) Raise All Employees' Salary to the Minimum Living Wage set by the BOCC \$75,000
- (5) Add 2 Secondary Literacy Specialists \$130,000
- (6) Allocate Funds to Provide Dental/Vision Benefits to Employees \$500,000
- (7) Expanded Free Breakfast for all K-12 Students \$347,333
- (8) Add Academic Support Specialist \$60,000
- (9) Allocate Funds to Address Safe Havens Report \$320,000
- (10) Restore Maintenance Position \$47,180
- (11) Increase Funding to Address Deferred Maintenance \$150,000
- (12) Preserve Family Specialist/Social Workers \$307,808

**Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Budget
2014-2015**

Description	Proposed Budget
Operating Revenue Budget	
County Appropriation	\$ 27,929,376
County Appropriation - Fair Funding	494,000
Fines and Forfeitures	200,000
Interest Earned on Investments	68,000
Fund Balance Appropriated	965,050
Total	\$ 29,656,426
Operating Expenditure Budget	
PRC 001 - Classroom Teachers	\$ 8,148,275
PRC 002 - Central Office Administration	1,333,418
PRC 003 - Non-Instructional Support	4,477,140
PRC 005 - School Building Administration	1,077,934
PRC 007 - Instructional Support	1,024,615
PRC 009 - Non-Contributory Benefits	1,014,578
PRC 013 - Career and Technical Education	-
PRC 015 - Technology	122,000
PRC 024 - DSSF	15,505
PRC 027 - Teacher Assistants	257,266
PRC 032 - Exceptional Children	1,316,653

**Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Budget
2014-2015**

Description	Proposed Budget
Operating Expenditure Budget (Cont'd)	
PRC 034 - Academically Gifted Program	\$ 368,552
PRC 035 - School Food Services	348,333
PRC 036 - Transfer to Charter Schools	1,255,893
PRC 050 - Title I	70,036
PRC 054 - English as a Second Language	278,956
PRC 056 - Transportation	406,041
PRC 060 - IDEA Title VI-B	165,754
PRC 061 - Instructional Supplies	221,392
PRC 069 - At Risk Student Services	260,000
PRC 103 - Literacy Support	45,237
PRC 701 - After School Program	125,000
PRC 706 - Non-Yellow Bus	53,201
PRC 801 - Curricular Services	467,952
PRC 802 - Operation of Plant	3,365,295
PRC 803 - Human Resources	119,252
PRC 804 - Financial Services	448,325
PRC 805 - Support Services	4,050
PRC 806 - District Safety	180,000
PRC 807 - Safe Havens	320,000
PRC 808 - Facilities Study Implementation	197,180
PRC 840 - DSS Family Social Workers	695,000
PRC 850 - Project Graduation	12,000
PRC 851 - Cultural Arts	86,667
PRC 854 - Band	67,240
PRC 860 - Athletics	631,117

Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Budget
2014-2015

Description	Proposed Budget
Operating Expenditure Budget (Cont'd)	
PRC 861 - Co-Curricular Clubs	\$ 49,657
PRC 890 - Board of Education	57,674
PRC 891 - Executive Administration	29,050
PRC 892 - Board and Administration Support	452,800
PRC 900 - Public Relations	87,388
	<hr/>
Total	\$ 29,656,426
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**Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Budget Reconciliation
2014-2015**

Description	2013-2014 Budget	Increase/ (Decrease)	2014-2015 Proposed Budget
Operating Revenue Budget			
County Appropriation	\$ 25,060,154	\$ 2,869,222	\$ 27,929,376
County Appropriation - Fair Funding	494,000	-	494,000
Fines and Forfeitures	200,000	-	200,000
Interest Earned on Investments	70,000	(2,000)	68,000
Fund Balance Appropriated	3,263,999	(2,298,949)	965,050
Total	\$ 29,088,153	\$ 568,273	\$ 29,656,426

Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Program Report Code (PRC)
X.XXXX.XXX.XXX
2014-2015

Description	2013-2014 Budget	Increase/ (Decrease)	2014-2015 Proposed Budget
Operating Expenditure Budget			
PRC 001 - Classroom Teachers	\$ 7,424,798	\$ 723,477	\$ 8,148,275
PRC 002 - Central Office Administration	1,290,674	42,744	1,333,418
PRC 003 - Non-Instructional Support	4,447,651	29,489	4,477,140
PRC 005 - School Building Administration	1,043,427	34,507	1,077,934
PRC 007 - Instructional Support	917,374	107,241	1,024,615
PRC 009 - Non-Contributory Benefits	514,577	500,001	1,014,578
PRC 013 - Career and Technical Education	4,248	(4,248)	-
PRC 015 - Technology	957,549	(835,549)	122,000
PRC 024 - DSSF	15,292	213	15,505
PRC 027 - Teacher Assistants	255,992	1,274	257,266
PRC 032 - Exceptional Children	1,259,566	57,087	1,316,653
PRC 034 - Academically Gifted Program	349,341	19,211	368,552
PRC 035 - School Food Services	1,200	347,133	348,333
PRC 036 - Transfer to Charter Schools	1,091,847	164,046	1,255,893
PRC 050 - Title I	58,485	11,551	70,036
PRC 054 - English as a Second Language	320,588	(41,632)	278,956
PRC 056 - Transportation	535,943	(129,902)	406,041
PRC 060 - IDEA Title VI-B	177,400	(11,646)	165,754
PRC 061 - Instructional Supplies	171,392	50,000	221,392
PRC 069 - At Risk Student Services	200,000	60,000	260,000
PRC 103 - Literacy Support	48,582	(3,345)	45,237
PRC 701 - After School Program	125,000	-	125,000
PRC 706 - Non-Yellow Bus	51,578	1,623	53,201
PRC 801 - Curricular Services	662,824	(194,872)	467,952
PRC 802 - Operation of Plant	4,530,130	(1,164,835)	3,365,295

Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Program Report Code (PRC)
X.XXXX.XXX.XXX
2014-2015

Description	2013-2014 Budget	Increase/ (Decrease)	2014-2015 Proposed Budget
Operating Expenditure Budget (Cont'd)			
PRC 803 - Human Resources	\$ 184,252	\$ (65,000)	\$ 119,252
PRC 804 - Financial Services	448,325	-	448,325
PRC 805 - Support Services	31,236	(27,186)	4,050
PRC 806 - District Safety	-	180,000	180,000
PRC 807 - Safe Havens	-	320,000	320,000
PRC 808 - Facilities Study Implementation	-	197,180	197,180
PRC 840 - DSS Family Social Workers	387,192	307,808	695,000
PRC 850 - Project Graduation	12,000	-	12,000
PRC 851 - Cultural Arts	86,667	-	86,667
PRC 854 - Band	67,240	-	67,240
PRC 860 - Athletics	629,203	1,914	631,117
PRC 861 - Co-Curricular Clubs	49,522	135	49,657
PRC 890 - Board of Education	90,036	(32,362)	57,674
PRC 891 - Executive Administration	26,574	2,476	29,050
PRC 892 - Board and Administration Support	535,800	(83,000)	452,800
PRC 900 - Public Relations	84,648	2,740	87,388
Total	<u>\$ 29,088,153</u>	<u>\$ 568,273</u>	<u>\$ 29,656,426</u>

Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Purpose Code
X.XXXX.XXX.XXX
2014-2015

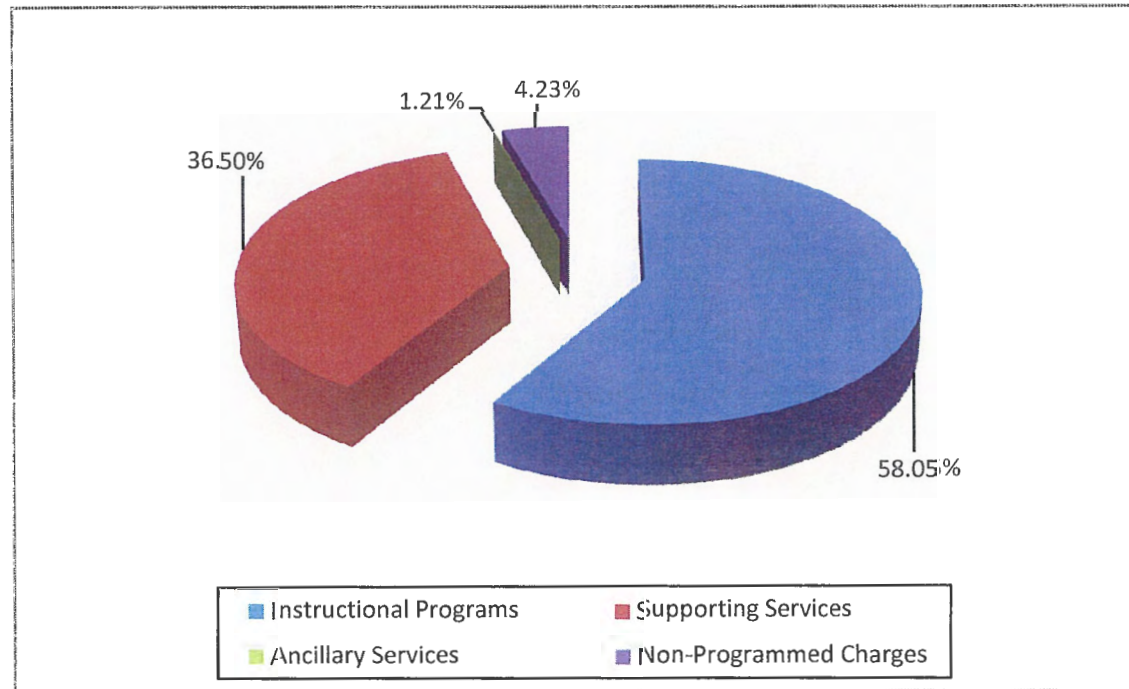
Description	2013-2014 Budget	2014-2015 Proposed Budget	Increase/ (Decrease)	Proposed % Mix
Operating Expenditure Budget				
INSTRUCTIONAL SERVICES				
5100 - Regular Instructional Services	\$ 8,412,932	\$ 9,273,674	\$ 860,742	31.27%
5200 - Special Population Services	2,206,757	2,272,012	65,255	7.66%
5300 - Alternative Programs and Services	652,991	1,138,715	485,724	3.84%
5400 - School Leadership Services	1,942,343	2,010,569	68,226	6.78%
5500 - Co-Curricular Services	934,829	937,019	2,190	3.16%
5800 - School Based Support Services	1,531,458	1,584,429	52,971	5.34%
TOTAL	<u>\$ 15,681,310</u>	<u>\$ 17,216,418</u>	<u>\$ 1,535,108</u>	<u>58.05%</u>
SYSTEM-WIDE SUPPORT SERVICES				
6100 - Support and Development Services	\$ 2,587,807	\$ 1,839,494	\$ (748,313)	6.20%
6200 - Special Population Support and Development Services	112,119	112,047	(72)	0.38%
6300 - Alternative Programs and Services Support and Development Services	17	17	-	0.00%
6400 - Technology Support Services	676,034	713,728	37,694	2.41%
6500 - Operational Support Services	6,045,191	5,289,067	(756,124)	17.83%
6600 - Financial and Human Resource Services	1,247,095	1,219,312	(27,783)	4.11%
6700 - Accountability Services	211,370	216,538	5,168	0.73%
6800 - System-wide Pupil Support Services	12,000	12,000	-	0.04%
6900 - Policy, Leadership and Public Relations Services	1,411,744	1,422,836	11,092	4.80%
TOTAL	<u>\$ 12,303,377</u>	<u>\$ 10,825,039</u>	<u>\$ (1,478,338)</u>	<u>36.50%</u>

Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Purpose Code
X.XXXX.XXX.XXX
2014-2015

Description	2013-2014 Budget	2014-2015 Proposed Budget	Increase/ (Decrease)	Proposed % Mix
Operating Expenditure Budget (Cont'd)				
ANCILLARY SERVICES				
7100 - Community Services	\$ 82	\$ 82	\$ -	0.00%
7200 - Nutrition Services	11,537	358,994	347,457	1.21%
TOTAL	<u>\$ 11,619</u>	<u>\$ 359,076</u>	<u>\$ 347,457</u>	<u>1.21%</u>
NON-PROGRAMMED CHARGES				
8100 - Payments to Other Governmental Units	\$ 1,091,847	\$ 1,255,893	\$ 164,046	4.23%
TOTAL	<u>\$ 1,091,847</u>	<u>\$ 1,255,893</u>	<u>\$ 164,046</u>	<u>4.23%</u>
TOTAL OPERATING BUDGET	<u>\$ 29,088,153</u>	<u>\$ 29,656,426</u>	<u>\$ 568,273</u>	<u>100.00%</u>

**Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Purpose Code
2014-2015**

Description	Budget	%
Instructional Programs	\$ 17,216,418	58.05%
Supporting Services	10,825,039	36.50%
Ancillary Services	359,076	1.21%
Non-Programmed Charges	1,255,893	4.23%
Total	\$ 29,656,426	100.00%

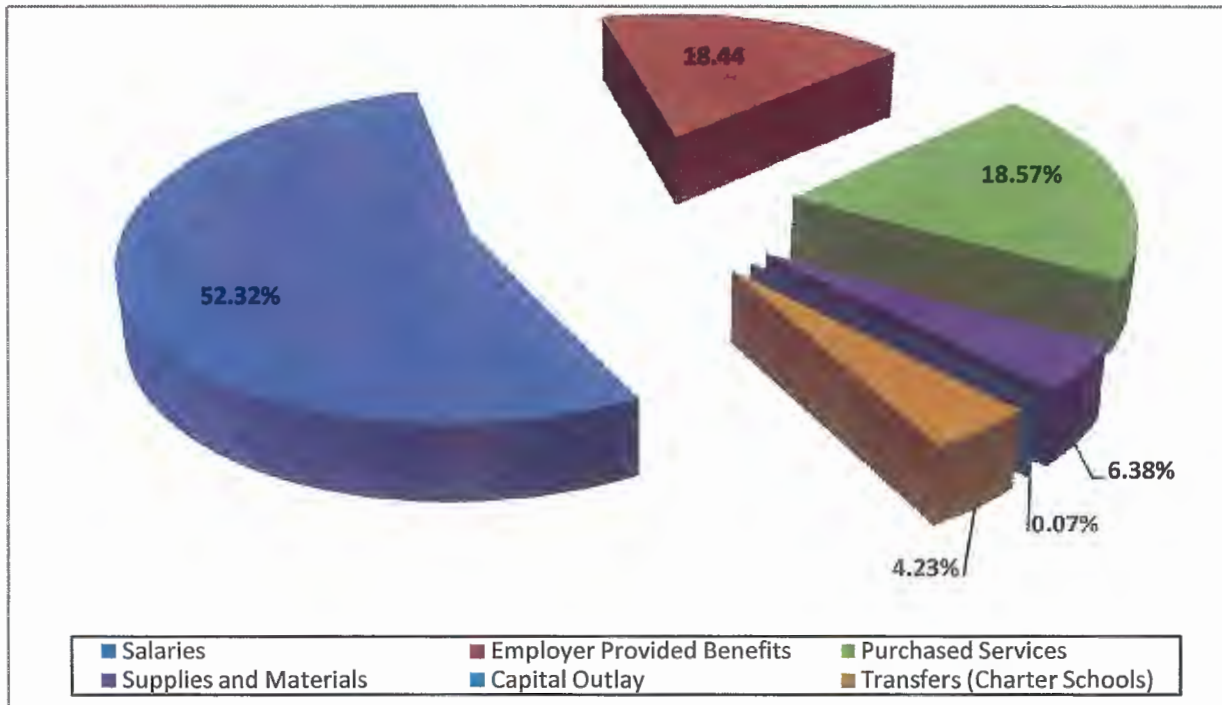


Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Object Code
X.XXXX.XXX.XXX
2014-2015

<i>Description</i>	2013-2014 Budget	2014-2015 Proposed Budget	Increase (Decrease)	Proposed % Mix
Operating Expenditure Budget				
100 - Salaries	\$ 14,741,250	\$ 15,517,278	\$ 776,028	52.32%
200 - Employer Provided Benefits	4,656,018	5,465,305	809,287	18.44%
300 - Purchased Services	5,496,393	5,506,204	9,811	18.57%
400 - Supplies and Materials	2,053,288	1,890,746	(162,542)	6.38%
500 - Capital Outlay	1,049,357	21,000	(1,028,357)	0.07%
700 - Transfers (Charter Schools)	1,091,847	1,255,893	164,046	4.23%
TOTAL	\$ 29,088,153	\$ 29,656,426	\$ 568,273	100.00%

**Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Expenditures by Object Code
2014-2015**

Description	Budget	%
Salaries	\$ 15,517,278	52.32%
Employer Provided Benefits	5,465,305	18.44%
Purchased Services	5,506,204	18.57%
Supplies and Materials	1,890,746	6.38%
Capital Outlay	21,000	0.07%
Transfers (Charter Schools)	1,255,893	4.23%
Total	\$ 29,656,426	100.00%

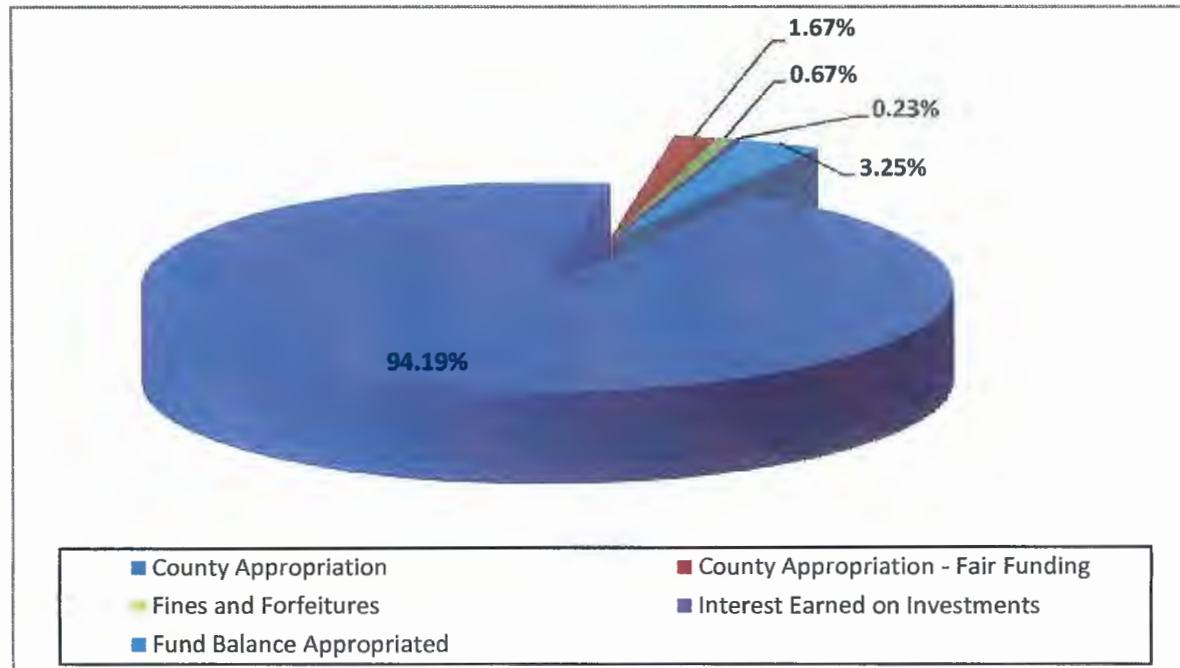


**Orange County Schools
Local Current Expense Budget Proposal
Proposed Operating Revenues by Source
2014-2015**

Description	2013-2014 Budget	2014-2015 Proposed Budget	Increase/ (Decrease)	Proposed % Mix
Operating Revenue Budget				
County Funding:				
County Appropriation	\$ 25,060,154	\$ 27,929,376	\$ 2,869,222	94.19%
County Appropriation - Fair Funding	494,000	494,000	-	1.67%
Total County Funding	<u>25,554,154</u>	<u>28,423,376</u>	<u>2,869,222</u>	<u>95.85%</u>
Fines and Forfeitures	200,000	200,000	-	0.67%
Interest Earned On Investments	70,000	68,000	(2,000)	0.23%
Fund Balance Appropriated	<u>3,263,999</u>	<u>965,050</u>	<u>(2,298,949)</u>	<u>3.25%</u>
Total	<u>\$ 29,088,153</u>	<u>\$ 29,656,426</u>	<u>\$ 568,273</u>	<u>100.00%</u>

**Orange County Schools
Local Current Expense Budget Proposal
Proposed Revenue by Source
2014-2015**

Description	Budget	%
County Appropriation	\$ 27,929,376	94.19%
County Appropriation - Fair Funding	494,000	1.67%
Fines and Forfeitures	200,000	0.67%
Interest Earned on Investments	68,000	0.23%
Fund Balance Appropriated	965,050	3.25%
Total	\$ 29,656,426	100.00%



ORANGE COUNTY SCHOOLS

EXPANSION REQUESTS

(IN PRIORITY ORDER)

2014-2015



Initiative:

Funding School Social Workers/Family Specialists at each of the District's Schools

Implementation Timeline and Budget Needed

2013-2014	Amount	Notes
Fund and hire 8 School Social Workers to replace the D.S.S. Family Specialist Social Worker positions lost to the changes to/ reductions in Medicaid.	\$307,808	This is a recurring expenditure.

Expected Results

To provide services to our most needy students and their families.

Evidence or Reasoning for this Recommendation

Orange County Schools currently has four (4) district-based Social Workers (PES, ALS, CRHS and HES/PA) and eight (8) Family Specialist Social Workers through the Orange County Department of Social Services. The D.S.S. positions have historically been able to bill Medicaid for the services they provide to our students and families. These funds offset the cost of their salaries and benefits. The D.S.S. Family Specialist Social Workers will no longer be able to bill Medicaid and the Department of Social Services does not have the funding to support these positions.

The Social Workers provide critical services for our most needy students and their families. The loss of these positions will negatively impact the programs and safety nets we currently provide. The four (4) current OCS Social Workers will not be able to adequately or appropriately serve the needs of all of our students and families.

OCS currently budgets \$387,192 to fund the District's four (4) Social Workers and to cover the salaries and benefits of the D.S.S. Family Specialist Social Workers that are not funded through Medicaid. To fully fund Social Workers at each of the schools, the District would have to increase the budget by \$307,808 for a total budget of \$695,000.



Initiative: Add 2 Secondary Literacy Specialist positions for OHS and CRHS

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Hire 2 Secondary Literacy specialists for OHS and for CRHS	\$130,000	10 month position & recurring expenditure

Expected Results

Since the implementation of literacy coaches K-8 in 2008 in OCS, the district’s reading performance as measured by the 3-8th End-of-Grade reading test has increased 16.17% as compared to the state’s average. By extending the use of literacy coaches into high school, we can maintain this trend. We will reduce the number of students not reading on grade level by offering targeted reading intervention thru 12th grade. Likewise, we will increase the reading level of student’s already at or above grade level to meet the demands of college and career text levels. Literacy specialists will offer job-embedded professional development to content-area teachers who need reading and writing strategies to increase student reading comprehension in their subject areas. Literacy specialists will offer professional development to reading interventionists who analyze assessment data to determine why a reader is not reading with comprehension one level higher and offer targeted, daily instruction to meet a student’s greatest area of need as a reader.

Evidence or Reasoning for this Recommendation

Based on rising 9th grade Whole-to-Part assessment data, 43% or 144 out of 335 students at CRHS and 39% or 133 out of 342 students at OHS are reading below grade level.

Reading Level	%	Level of Support Needed
8 th grade	25%	Moderate by content area teachers
5 th -7 th grade	63%	Strategic by content area teachers and reading interventionists
5 th grade & below	12%	Intensive by reading interventionist and literacy coach working with content area teachers

Based on EVAAS data, 49% or 281 8th graders are projected to have 40% or less proficiency on the 8th grade end-of-grade reading test.

Based on EVAAS data, 44% or 279 10th graders are projected to have 40% or less proficiency on the English II end-of-course reading test.

Based on NC ACT benchmark percentages, 62.6% of students at CRHS and 25% at OHS met proficiency on the reading portion of the ACT; 48.5% at CRHS and 45% at OHS met writing proficiency.

Contact Person: Vickie Smith, Director of Literacy 245.4001 ext 1550



Initiative: Add District Math Specialist.

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Hire district math specialist	\$60,000	10 month position & recurring expenditure

Expected Results

When we look at the data below, it is indicative that our teachers need in-depth work with alignment of the math standards to the courses. A math specialist will be able to work with middle school on differentiation in the math plus classes and implementing the math practices. With high and middle school, a math specialist will be able to work specifically with the curriculum in Math 1. High school math teachers are still trying to capture the Math II and Math III curriculum. In addition, a fourth math course will be developed by the state and curriculum is unknown at this point. Professional development and PLC work is needed across the district. We have hired a consultant previously to work with middle school math this school year. She was able to offer professional development for 3 sessions. This PD was well-received by teachers and the time to work on alignment together as a district was very effective. However, best practice indicates that PD should be embedded on a consistent basis to make a shift in teaching and understanding. A math specialist will be able to continue this work.

Evidence or Reasoning for this Recommendation

It is an expectation that we would see a drop in proficiency scores when standards are re-aligned. We dropped approximately 40 % in 6th – 8th and also in Math I.

Grade Level	2012-2013 EOG Math Proficiency (%)
6 th grade	45 %
7 th grade	40.4 %
8 th grade	41.2 %
Math 1 (includes Middle and High School)	36.8 %

Contact Person: Dr. Amanda Hartness, Chief Academic Officer



INITIATIVE: Academic Support Specialist

Implementation Timeline and Budget Needed

Notes	Amount	2014-15
<p>This amount represents the estimated total for salary and benefits. This is a recurring expense.</p>	<p>\$60,000</p>	<p>hire in summer and implement in the fall</p>

Expected Results

The role of the academic support specialist would be to assist district leaders and schools in decreasing achievement gaps that exist for minority populations. The position would focus on data driven decision making, culturally proficient practices, and establishing equity teams and practices in schools. Staff development would be provided to school leaders in the area of culturally proficient teaching practices. The academic support specialist would work with the C&I team to establish areas within core curriculum and ongoing staff development that could infuse culturally proficient practices. A comprehensive district plan would be created to address achievement gap issues. The overall expected result would be a decrease in the achievement gaps between white and minority students and increase overall student growth.

Evidence or Reasoning for this Recommendation

The Achievement Gap is one of the nation’s largest and most challenging educational reform topics (Lewis, Simon, Uzzell, Horwitz, & Casserly, 2010; Singham, 2003; 2005). Districts in essentially every state spend countless hours and resources investigating and implementing strategies to close the Achievement Gap and create schools that educate all children regardless of ethnicity. In their book, *Cultural Proficiency*, Lindsey et al. (2003) suggested that in the educational landscape today, teachers must not only understand their pedagogy, but must also utilize culturally proficient teaching strategies. Gay (2002) states, “Culturally responsive teaching can be defined as using the cultural knowledge, prior experiences, frames of reference, and performance styles of ethnically diverse students to make learning encounters more relevant and effective for them. It teaches to and through the strengths of these students. It is validating and affirming” (Gay, 2002, p. 29). According to researchers such as Donna Ford (1993) and Claude Steele (1997); “The extent to which students feel personally accepted, respected, included, and supported at school may be

an important factor in supporting academic achievement of minority youth. Although a sense of school belonging is important for all students, it may be especially critical to the academic survival of those students who are more likely to feel alienated and unaccepted in an environment whose values and beliefs seem incompatible with their own.”

The disaggregated student achievement data for Orange County Schools reveals that there is a need for increased achievement among minority populations. According to 2012-2013 EOG scores, African American and Hispanic students score significantly lower than white students in the areas of reading and math. One area specifically mentioned in the mission of Orange County Schools is to create challenging and engaging educational experiences for students. A core belief for Orange County Schools is to have outstanding student achievement and individual success. Orange County Schools is committed to serving all students regardless of ethnicity. In order to meet these district goals, a new position is being requested for an academic support specialist.

The role of an academic support specialist would include the following:

- district staff development in culturally proficient practices
- district data analysis
- collaboration with curriculum directors
- coaching for principals in equity
- facilitating a district equity advisory team
- researching best practices for closing achievement gaps
- Infusing equity practices with other district programs such as PBIS, literacy, RtI, counseling services, etc.

The academic support specialist would report to the Chief Academic Officer.

The following chart outlines the gaps between White and African American students and White and Hispanic students for the 2012-2013 academic year. The following scores represent the actual gap totals and not the proficiency scores. For example, in the area of reading in 3rd grade, The gap between White students and African American students is 34.2 points. White students in 3rd grade scored 30.3 points higher in literacy in comparison with Hispanic students.

Grade	Reading		Math		Science	
	African American	Hispanic	African American	Hispanic	African American	Hispanic
3	34.2	30.3	46.9	28.8		
4	43.6	42	46.3	34.3		
5	28.5	33.7	42.5	23.6	36.6	21.6
6	29.7	37.9	35.9	28		
7	27.9	26.5	27.4	22.1		
8	29	20.7	31.7	21.9	33.9	9.8



Initiative: Restore a Maintenance position to address identified significant areas of deferred maintenance throughout the district

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Restore a Maintenance Technician position	\$47,180	Restoring a cut position; recurring expense; includes salary and benefit costs

Expected Results

Restoring a previously frozen position (vacancy from 2010 - 2011 timeframe that went unfilled) will allow the District to hire a Maintenance Technician with varying skills in carpentry, construction, painting, etc. who can work with the current staff to address items identified as deferred maintenance in the recent facilities study. Though this will not completely remedy the issues associated with deferred maintenance, staffing a position will provide more depth in the Maintenance department to begin addressing the most pressing needs.

Evidence or Reasoning for this Recommendation

Refer to the recent facilities assessment for the catalog of deferred maintenance issues throughout the district.

Additional evidence:

- **Student Growth** – increase since 2007-08 (6,964) more than 600 students to the current 7,576 students (Month 4 Principals’ Monthly Report Student Membership number)
- **Increase in facilities/square footage, with no increase in Maintenance personnel** – Gravelly Hill Middle School (2006); Partnership Academy (separate facility; 2006); Administrative Annex (2012); Additional athletic fields/grounds maintenance with opening new facilities
- **Industry standards (square footage by employee)** – 2005 International Facility Management Association (IFMA) survey recommends a staffing ratio of 1 maintenance FTE (full time equivalent) position per 47,000 square feet; total district building square footage is 1,378,432, which at a ratio of 1:47,000 is a total of 29 FTE positions. There are currently 18 FTE positions in Maintenance.

Contact Person: Pam Jones, Interim Executive Director of Auxiliary Services



Initiative: Address salary compression that has resulted due to the State's condensing of the salary schedules since the 2009-2010 school year

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Upon review of all employees' current salary (grade and step; degree and years of experience, etc), each employee will be placed on the salary scale at the appropriate level that corresponds to his/her qualifications and experience	\$350,000	This is an initial estimate for correcting the salary compression at the beginning (low end) of each salary.

Expected Results

Improvement of salaries will improve morale as well as eliminate the compression of salaries that has occurred since the 2009-2010 school year.

Evidence or Reasoning for this Recommendation

Salary compression typically is thought of as new hires being employed and paid more than incumbent employees. In this instance, salary compression is not specifically about new employees being hired and making more, but about new employees being hired and paid at the same level of current employees who may have more experience as they have been serving in their positions for between 1 and 4 years.

State and local salary schedules have been condensed at the beginning level (0-5 years) since the 2009-2010 school year. This has resulted in new hires who have between 0 and 5 years of experience being placed on the same level on the salary scale.

Contact Person: Dr. Marcie Holland, Assistant Superintendent for Human Resources



Initiative: Raise the rate of pay for identified employees to that of the Living Wage as defined by Orange County Government

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Raise the pay rate of identified employees who currently earn an hourly rate below the Living Wage, as defined by Orange County Government, which is currently \$10.97 per hour	\$75,000	Estimates are based on trends for each of the groups identified below

Expected Results

Improvement of salaries of the lowest paid employees in the district will improve morale as well as address the Orange County Board of Commissioners’ goal of social justice.

Evidence or Reasoning for this Recommendation

At their September 2, 2010, regular meeting, the Orange County Board of County Commissioners adopted a Social Justice Goal for Orange County. The Vision for Social Justice includes an objective for “Ensuring economic self-sufficiency by fostering a sustainable community in which individuals can sufficiently provide for the physical, social, and mental needs of themselves and their dependents, and by providing safety net mechanisms for those who find themselves unable to do so.” One of the specific actions to be implemented to ensure ‘economic self-sufficiency’ is to provide a living wage.

For the 2013-14 fiscal year, the Living Wage is \$10.97 per hour. Based on a review of all employees, some employees in the following groups would be impacted by an increase in their minimum hourly rate to the Living Wage (\$10.97). Not all employees in each of these groups would be impacted as they currently make more than the Living Wage.

- **Child Nutrition Substitutes** – currently child nutrition substitutes are paid an hourly rate of \$9.15 per hour, a difference of \$1.82 per hour.
- **After School Site Employees (Hourly)** – there are currently 17 after school employees who are not otherwise employed in another capacity by Orange County Schools; 9 of these employees earn less than the current Living Wage, between \$.32 and \$3.58 less per hour.
- **After School Substitutes** – currently there are 6 substitutes who serve in the After School Program and are paid \$3.58 less per hour than the Living Wage.
- **Substitute Teachers** – non-licensed substitute teachers earn \$75.00 per day; for a 7.5 hour day, that’s \$10.00 per hour, a difference of \$.97 per hour.

Contact Person: Dr. Marcie Holland, Assistant Superintendent for Human Resources



Initiative: 33% Funding requested for a 12 Month Pre-school Program Specialist

Implementation Timeline and Budget Needed

2013-2014	Amount	Notes
Additional position: PK Program Specialist	33% Salary and benefits of Approximately \$23,000 per year; remaining funding will come from Title I	Individual must possess a BK license. This is a 12month position due to NC Child Find in-take and referral processes. This is a recurring expense.

Expected Results

- Coordination of PK services including Title 1 PK classes and EC separate classes
- Increased PK proficiency with concepts needed for Kindergarten
- Ongoing, embedded Professional development focused on language development, curriculum implementation and other PK related topics
- Maintain 5 star child care licenses in Title 1 classrooms
- Implementation of PK Curriculum—Creative Curriculum Gold
- Increased student outcomes as measured by the Dial 4 and Creative Curriculum Gold formative and summative assessments

Evidence or Reasoning for this Recommendation

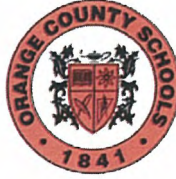
Currently, Orange County Schools maintains 4 classes Title 1/Blended Pre-kindergarten classes (64 students) and 2 low incidence classes for students with disabilities (8 students) as well as housing 3 Headstart PK classrooms. In addition, there are 9 students with disabilities served in a 2 playgroups each meeting 2 times a week for 90 minutes and 8 students served itinerantly in their daycare settings. Students receiving speech only services (48 students) are served in a variety of settings throughout the district and 6 students are served at the Children's Learning Center. **Between the EC services and Title1/blended classrooms, 145 children are served in Orange County Schools PK programs.**

Presently, the duties listed below are divided between 3 individuals. The goal of the proposed position is to bring consistency of programming as well as a single point of contact for families, staff and the district.

The PK program specialist would be responsible for the following:

- Coordinate the EC referral and placement process
- Facilitate and participate on the Transdisciplinary Play-Based Assessment Team
- Provide coordination and maintenance of placements of PK students with disabilities
- Coordinate and participate in referral meetings from outside agencies including the CDSA, Headstart, physician's offices and parents
- Coordinate the Title 1 application and enrollment process for PK classes
- Coordinate the Title 1 PK assessment process
- Conduct observations in all PK classes to insure high quality instructional practices and implementation of the PK curriculum
- Coordinate and/or conduct professional development as needed.
- Monitor the Continuous Improvement Performance Plan Indicators (8 and 12)
- Monitor the compliance of licensing requirements for the PK classrooms to maintain 5 star facilities
- Participate in classroom Walk-Throughs with site-based Administration to build a cohesive model and district agreement of high quality Pre-K instruction
- Conduct Peer observations of teachers and related services personnel

Contact Person: Dr. Lisa Napp, Director of Elementary Instruction



Initiative: Options for Expanded Free Breakfast Service for students

Implementation Timeline and Budget Needed

2013-2014	Amount	Notes
Option 1: Provide free breakfast to all OCS students K-5	\$159,716	Estimated annual Board supported funding for K-5 students.
Option 2: Provide free breakfast to all OCS students K-8	\$269,975	Estimated annual Board supported funding for all <u>K-8</u> students.
Option 2: Provide free breakfast to all OCS students K-12	\$482,311	Estimated annual Board supported for all <u>K-12</u> students.
Requested Appropriation	\$347,333	

Note: Estimated costs assume 100% student participation, which is not likely. The requested appropriation assumes an average of 72% participation for all students K-12.

Expected Results

Assures all children regardless of income are provided the opportunity for a nutritious breakfast.

Evidence or Reasoning for this Recommendation

Universal breakfast is one of the best ways to support the health and academic potential of children particularly low income children. Adequate nutrition and freedom from hunger are absolutely essential for good health. Universal school breakfast offers breakfast at no charge to all students, regardless of income status. Currently, those qualifying for free and reduced meals may receive their meals at no cost due to federal regulations and the SB 415 Elimination of Cost of Reduced-Price Breakfast meals. All others pay for the meal. There is a growing concern that many children whose parents are considered “working poor” cannot afford the meals, but do not qualify for the reduced meals, therefore creating a good chance that the student goes hungry.

Studies reflect students who eat a healthy breakfast have an enhanced ability to focus and therefore to learn. Some area schools have piloted the programs and are experiencing significant improvements in test scores for students who eat breakfast.

Contact Person: Valerie Green, Director of Child Nutrition



Initiative: Increase benefits provided to Orange County Schools employees.

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Provide dental and vision insurance expenditure Insurance for 950 OCS employees	\$500,000	This is a recurring
Dental	\$430,000	
Vision (Comprehensive)	\$70,000	

Expected Results

Increased employer-paid benefits for OCS employees will positively impact future retention.

Evidence or Reasoning for this Recommendation

The teacher turnover rate for 2012-2013 increased to 16% from 10% in the prior year. Few school districts provide employer-paid dental insurance. Enhancing the employee benefit package will reduce out-of-pocket costs for all employees in the district.

Contact Person: Donna Brinkley, Finance Director



Initiative: Safe Havens Report Recommendations-Phase I Implementation:
Access Control/Enhanced Electronic Observations of School Properties

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
Identify and install initial phases of access Systems and campus surveillance on all School campuses	\$320,000	This is a non-recurring cost.

Expected Results

- *Safer school campuses
- *Long-term solutions for building access and reliable surveillance systems are implemented.
- *Best practices adopted for how these tools are utilized and maintained.

Evidence or Reasoning for this Recommendation

Safe Havens International, a firm internationally recognized for their expertise in school safety, surveyed all District facilities and made recommendations for security enhancements and physical plant modifications at some facilities. Access control and enhanced electronic observation tools were two key areas where the District could experience some significant benefits relatively quickly. Through assistance from Safe Havens, OCS will identify specific technological applications that would provide a long-term solution to address both of these critical issues. While future capital appropriations would be needed to continue implementation of the Report's findings and recommendations, this important first step would make all schools and District buildings safer now.

Contact Person(s): Pam Jones, Interim Director of Auxiliary Services



Initiative: Facilities Assessment Projects

Implementation Timeline and Budget Needed

2014-2015	Amount	Notes
An increase in the Maintenance Budget to address deferred maintenance and projects identified in the Facilities Assessment	\$150,000	Recurring cost

Expected Results

Improved facilities

Evidence or Reasoning for this Recommendation

During the 2013-14 school year, the district completed a Facilities Assessment. The Assessment identified a multitude of projects and areas of concern that need to be addressed. Many of these are the result of deferred maintenance, which has occurred since the initial budget decline in the mid- to late-2000s. The total estimate for the Facilities Assessment was a minimum of \$160,000,000 to address all needs. These funds will be for specific projects that may be more easily addressed with contracted services and having these as operating funds rather than in a specific position, which is a separate business case.

Contact Person(s): Pam Jones, Interim Director of Auxiliary Services

ORANGE COUNTY SCHOOLS

CAPITAL INVESTMENT PLAN

2014-2024

Approved 2/24/2014

ORANGE COUNTY SCHOOLS
PAY-AS-YOU-GO FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019	FIVE YEAR TOTAL	YEARS 6--10
Scope of Work	Location							
ADA								
CONSTRUCT ADA ACCESSIBLE EGRESS ON SOUTH SIDE OF SCHOOL	CENTRAL	\$30,000					\$30,000	
PROVIDE RAMPS AT EGRESS PATHS	CP	\$1,800					\$1,800	
RESOLVE ADA HANDRAILS AT EGRESS	CP	\$3,500					\$3,500	
ADD RAMP FOR ACCESS TO ENTRANCE WHERE STEPS ARE LOCATED	EFLAND	\$30,000					\$30,000	
BUILDING 300--INSTALL RAMP TO MAKE THE REAR EXIT ACCESSIBLE	HES	\$40,000					\$40,000	
BUILDING 600-INSTALL RAMPS TO MAKE THE SIDE EXITS ACCESSIBLE	HES	\$25,000					\$25,000	
PROVIDE ACCESSIBLE SHOWER AND TOILET IN BOYS LOCKER AREA	CRHS		\$12,500				\$12,500	
ADD NEW RAMP AND HANDRAILS TO ENTRANCE AT SOUTHERN CLASSROOM WING	CWS		\$50,000				\$50,000	
CONSTRUCT ADA ACCESSIBLE RAMP TO PLAYGROUND	CENTRAL		\$75,000				\$75,000	
MODIFY CURRENT TOILET FACILITIES FOR ADA COMPLIANCE	COM RELATIONS		\$3,500				\$3,500	
ADD HANDICAPPED PARKING AND FRONT ENTRANCE ACCESSIBILITY	BOE			\$27,000			\$27,000	
ADD ACCESSIBLE RAMP AT KITCHEN	CP				\$16,000		\$16,000	
ATHLETIC FACILITIES								
REPLACE WRESTLING MATS	DISTRICT-WIDE	\$25,000					\$25,000	
RESURFACE BASKETBALL COURTS	PATHWAYS		\$18,000				\$18,000	
IMPROVE SOCCER AND LACROSS FIELDS	CRHS		\$225,000				\$225,000	
RESURFACE BASKETBALL COURTS	CENTRAL			\$18,000			\$18,000	
RESURFACE PLAY AREA AT REAR OF SCHOOL	CENTRAL			\$20,000			\$20,000	
RESURFACE BASKETBALL COURTS	CP			\$20,000			\$20,000	
REPLACE CONCRETE PAVEMENT FOR BASKETBALL COURTS	HES			\$50,000			\$50,000	
REPAVE WALKING TRACK	HES			\$30,000			\$30,000	

ORANGE COUNTY SCHOOLS
PAY-AS-YOU-GO FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019	FIVE YEAR TOTAL	YEARS 6--10
Scope of Work	Location							
REPAVE WALKING TRACK	NEW HOPE				\$12,500		\$12,500	
CLASSROOM/BUILDING IMPROVEMENTS								
IMPROVE SCIENCE CLASSROOM AND PREP ROOMS TO MEET CURRENT NCBOE STANDARDS	CRHS	\$45,000					\$45,000	
INSTALL DUCTED FUME HOODS	CRHS	\$75,000					\$75,000	
PROVIDE SEPARATE CHEMICAL PREP AREAS	CRHS	\$20,000					\$20,000	
IMPROVE SCIENCE CLASSROOM AND PREP ROOMS TO MEET CURRENT NCBOE STANDARDS	CWS	\$100,000					\$100,000	
IMPROVE SCIENCE CLASSROOM AND PREP ROOMS TO MEET CURRENT NCBOE STANDARDS	GHMS	\$30,000					\$30,000	
NEW FLOOR DRAIN (KITCHEN)	CP		\$1,600				\$1,600	
NEW FLOOR SINK (KITCHEN)	CP		\$4,500				\$4,500	
NEW LAVATORY IN KITCHEN WITH MIXING VALVE	CP		\$1,950				\$1,950	
NEW TROUGH DRAIN (KITCHEN)	CP		\$10,000				\$10,000	
REPLACE 2 COMPARTMENT PREP SINKS WITH 3 COMPARTMENT SINKS	CP		\$5,000				\$5,000	
UPGRADE FLOOR DRAINS NEAR STEAMER AND BRAISING PAN	CP		\$3,000				\$3,000	
ADD ADDITIONAL HAND SINK	CP		\$2,500				\$2,500	
REPLACE COLD STORAGE UNIT	CP		\$55,000				\$55,000	
REPLACE REACH-IN REFRIGERATORS	CP		\$13,000				\$13,000	
ADD FLOOR TROUGH NEAR BRAISING PAN	EFLAND			\$5,000			\$5,000	
NEW TROUGH DRAIN (KITCHEN)	EFLAND			\$10,000			\$10,000	
REPLACE ALL PREP TABLES	HES			\$12,000			\$12,000	
REPLACE COLD STORAGE UNIT	HES			\$55,000			\$55,000	
REPLACE FLOOR DRAIN AT STEAMER AND BRAISER	OHS				\$2,500		\$2,500	

ORANGE COUNTY SCHOOLS
PAY-AS-YOU-GO FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019	FIVE YEAR TOTAL	YEARS 6--10
Scope of Work	Location							
UPGRADE SCIENCE CLASSROOMS TO MEET CURRENT DPI STANDARDS	ALS					\$250,000	\$250,000	
UPGRADE SCIENCE CLASSROOMS TO MEET CURRENT DPI STANDARDS	CWS					\$235,000	\$235,000	
DOORS/HARDWARE/CANOPIES								
REPAIR EXISTING WALKWAY CANOPIES	HES					\$21,000	\$21,000	
ENERGY EFFICIENCY/LIGHTING IMPROVEMENTS								
CONVERT GYMNASIUM LIGHTING TO LED--ALL SCHOOLS		\$28,000	\$90,000	\$174,000	\$125,800		\$417,800	
FIRE/SAFETY/SECURITY SYSTEMS								
NEW FIRE ALARM SYSTEM --25 STATION	MAINT			\$35,000			\$35,000	
INSTALL NEW SPRINKLER SYSTEM	TRANSPORTATION			\$140,000			\$140,000	
MECHANICAL SYSTEMS								
NEW KITCHEN HOOD EXHAUST & SUPPLY FAN/DUCTWORK	CENTRAL	\$20,000					\$20,000	
NEW KITCHEN HOOD EXHAUST & SUPPLY FAN/DUCTWORK	CP	\$20,000					\$20,000	
NEW KITCHEN HOOD EXHAUST & SUPPLY FAN/DUCTWORK	CWS	\$20,000					\$20,000	
NEW KITCHEN HOOD EXHAUST & SUPPLY FAN/DUCTWORK	GRADY BROWN	\$6,000					\$6,000	
NEW KITCHEN HOOD EXHAUST & SUPPLY FAN/DUCTWORK	HES	\$20,000					\$20,000	
ANALYSIS OF STEAM LINE ALTERNATIVES; EMERGENCY REPAIRS TO STEAM LINES	OHS	\$100,000					\$100,000	
NEW SUPPLY FAN W/ HEAT FOR KITCHEN HOOD	EFLAND	\$20,000					\$20,000	
REPLACE HVAC AT KITCHEN	EFLAND	\$90,000					\$90,000	
NEW DISHWASHER EXHAUST FAN AND DUCTWORK	CP		\$3,500				\$3,500	
NEW ROOFTOP WATER SOURCE HEAT PUMPS	EFLAND				\$252,000		\$252,000	
NEW ZONE DAMPER SYSTEM	EFLAND				\$162,700		\$162,700	
ENERGY MANAGEMENT SYSTEM	EFLAND				\$292,900		\$292,900	

ORANGE COUNTY SCHOOLS
PAY-AS-YOU-GO FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019	FIVE YEAR TOTAL	YEARS 6--10
Scope of Work	Location							
HVAC RESERVE						\$276,566	\$276,566	
NEW BUILDING CONSTRUCTION								
ADD CLASSROOM WING (PRICE INCLUDES FULL PROJECT COSTS)	CRHS			\$12,583,000			\$12,583,000	
ELEMENTARY #8--NON PROTOTYPICAL DESIGN								\$28,000,000
PAVING: PARKING LOTS/DRIVEWAYS/WALKWAYS								
REPAIR CONCRETE WALKS AND PATIO	NEW HOPE	\$30,000					\$30,000	
ROOFING PROJECTS								
100 WING	OHS	\$220,000					\$220,000	
PIPE EXISTING PVC DRAIN TO NEAREST UNDERGROUND SYSTEM	CWS	\$6,500					\$6,500	
BACK CLASSROOMS ROOF REPLACEMENT	EFLAND	\$220,000					\$220,000	
REPAIR EXPOSED AND RECESSED DOWNSPOUTS AND GUTTER LEAKS	OHS	\$7,500					\$7,500	
200 BUILDING	GRADY BROWN	\$0	\$269,000				\$269,000	
CAFETERIA	GRADY BROWN	\$0	\$165,000				\$165,000	
200 WING (MULTI YEAR FUNDING)	OHS		\$90,000	\$130,000			\$220,000	
REPLACE DAMAGED DOWNSPOUTS	CP		\$2,200				\$2,200	
PROVIDE BOOT AND UNDERGROUND STORM PIPING FOR DOWNSPOUT	GRADY BROWN		\$20,000				\$20,000	
300 BUILDING ROOFING	GRADY BROWN			\$310,000			\$310,000	
500 BUILDING ROOFING	GRADY BROWN			\$137,000			\$137,000	
REPLACE SHINGLE ROOF	BOE				\$35,000		\$35,000	
MEDIA CENTER ROOF REPLACEMENT	CENTRAL				\$300,000		\$300,000	
ART/MUSIC CLASSROOM ROOF REPLACEMENT	CENTRAL					\$80,000	\$80,000	
CAFETERIA ROOF REPLACEMENT	CENTRAL					\$52,000	\$52,000	
GYMNASIUM ROOF REPLACEMENT	CENTRAL					\$80,000	\$80,000	
CONNECT DOWNSPOUTS UNDERGROUND AWAY FROM BUILDING	EFLAND					\$7,500	\$7,500	
BACK CLASSROOMS ROOF REPLACEMENT	CP							\$300,000

ORANGE COUNTY SCHOOLS
PAY-AS-YOU-GO FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019	FIVE YEAR TOTAL	YEARS 6--10
Scope of Work	Location							
OFFICE/CLASSROOMS	CP							\$175,000
BUILDING 400 ROOF REPLACEMENT	HES							\$175,000
AUDITORIUM/ENTRANCE ROOF REPLACEMENT	OHS							\$395,000
GYM/OFFICE ROOF REPLACEMENT	OHS							\$395,000
AUDITORIUM ROOF REPLACEMENT	ALS							\$130,000
CAFETERIA/CLASSROOMS ROOF REPLACEMENT	ALS							\$502,000
GYM/LOCKER ROOMS ROOF REPLACEMENT	ALS							\$235,000
OFFICE/MAIN ENTRY ROOF REPLACEMENT	ALS							\$30,000
UPPER CLASSROOMS/ROOF REPLACEMENT	ALS							\$878,000
SCHOOL SAFETY /SECURITY								
IMPLEMENTATION OF SCHOOL SAFETY INITIATIVES (ITEMIZED VIA ANNUAL WORKPLAN)		\$200,767	\$300,328	\$304,412	\$300,173	\$300,000	\$1,405,680	\$1,500,000
REPLACE PERIMETER FENCING	HES		\$35,000				\$35,000	
WINDOW REPLACEMENTS								
REPLACE WINDOWS	GRADY BROWN					\$220,000	\$220,000	
		2014-15	2015-16	2016-17	2017-18	2018-19		
AVAILABLE FUNDING		\$1,434,067	\$1,455,578	\$1,477,412	\$1,499,573	\$1,522,066		
AMOUNT ALLOCATED		\$1,434,067	\$1,455,578	\$14,060,412	\$1,499,573	\$1,522,066		
UNFUNDED PROJECTS		\$0	\$0	-\$12,583,000	\$0	\$0		

TOTAL AVAILABLE FUNDING FROM COUNTY:								
PAY-AS-YOU-GO		\$1,434,067	\$1,455,578	\$1,477,412	\$1,499,573	\$1,522,066		\$15,348,420.00
LOTTERY (SEPARATE SCHEDULE OF PROJECTS ATTACHED)		\$507,336	\$507,336	\$507,336	\$507,336	\$507,336		\$5,073,360.00
ARTICLE 46 SALES TAX (SEPARATE SCHEDULE OF PROJECTS ATTACHED)		\$515,628	\$523,362	\$531,212	\$539,180	\$547,268		\$5,518,619.00
GRAND TOTAL ANNUAL ALLOCATION		\$2,457,031	\$2,486,276	\$2,515,960	\$2,546,089	\$2,576,670		\$25,940,399.00

ORANGE COUNTY SCHOOLS
PROPOSED LOTTERY FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019
Scope of Work	Location					
LOTTERY ALLOCATION FROM COUNTY						
		\$507,336	\$507,336	\$507,336	\$507,336	\$507,336
DISTRICT: TECHNOLOGY UPGRADES		\$400,000	\$500,000	\$100,000	\$100,000	\$100,000
DISTRICT VEHICLES--MAINTENANCE TRUCK/VAN		\$30,000		\$30,000		
CREATE SECURE RECEPTION AREA AT THE LEVEL AND OPENING INTO THE MAIN ENTRY FOYER	EFLAND	\$25,000				
INSTALL BOUNDARY FENCE ON PLAYGROUND	GRADY BROWN	\$24,000				
ENCLOSE RECEPTION DESK AREA	GRADY BROWN	\$10,000				
RELOCATE NETWORK EQUIPMENT RACK IN THE CHEMICAL STORAGE AREA	CRHS	\$4,000				
NEW EYE WASH	TRANSPORTATION	\$1,200				
PROVIDE CODE COMPLIANT STAIRS TO MEZZANINE AREA	TRANSPORTATION	\$10,000				
EXTEND RAILINGS AT EGRESS STAIRS AND RAISE GRADE	CENTRAL	\$3,136				
SCHOOL SAFETY INITIATIVES			\$7,336			
REPLACE COLD STORAGE UNIT	CENTRAL			\$50,000		
REPLACE REACH-IN REFRIGERATORS	CENTRAL			\$20,000		
REPLACE COOKING EQUIPMENT	CENTRAL			\$75,000		
REPLACE DISHWASHER CONDENSATE HOOD	CENTRAL			\$1,500		
ADD DRYING RACKS	CENTRAL			\$1,500		
REPLACE FLOOR DRAIN AT STEAMER AND BRAISER	CENTRAL			\$2,500		

ORANGE COUNTY SCHOOLS
PROPOSED LOTTERY FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019
Scope of Work	Location					
REPLACE PREP SINKS TO 3-COMPARTMENT SINKS	CENTRAL			\$12,000		
ADD FLOOR TROUGH NEAR BRAISING PAN AND STEAMER	HES			\$3,000		
NEW TROUGH DRAIN (KITCHEN)	HES			\$10,000		
ADD FLOOR TROUGH NEAR BRAISING PAN	CWS			\$50		
NEW EXTERIOR GREASE TRAP (KITCHEN)	CWS			\$15,000		
NEW FLOOR SINK (KITCHEN)	CWS			\$6,750		
NEW LAVATORY (KITCHEN)	CWS			\$4,000		
NEW TROUGH DRAIN (KITCHEN)	CWS			\$10,000		
REPLACE 2 COMPARTMENT SINKS AND ADD GREASE TRAP	CWS			\$12,000		
ADD NEW 60 QT MIXER	CWS			\$10,000		
REPLACE COLD STORAGE UNIT	CWS			\$50,000		
REPLACE STEAMER	CWS			\$35,000		
ADD HOT FOOD CABINET	CWS			\$5,000		
REPLACE ICEMAKER	CWS			\$8,500		
ADD DRYING RACKS	CWS			\$1,500		
REPLACE COLD STORAGE UNIT	OHS			\$44,036		
ADD FLOOR TROUGH NEAR BRAISING PAN	GRADY BROWN				\$5,000	
ADD LIFT OUT GUARD RAILS AND HANDRAILS AT THE STEP OF THE MAIN KITCHEN LOADING DOCK	GRADY BROWN				\$4,000	
ISOLATE DISH WASH ROOM FROM PREP AREA	GRADY BROWN				\$20,000	
NEW TROUGH DRAIN (KITCHEN)	GRADY BROWN				\$10,000	

ORANGE COUNTY SCHOOLS
PROPOSED LOTTERY FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019
Scope of Work	Location					
REPLACE POT WASH SINK	GRADY BROWN				\$6,000	
REPLACE PREP SINKS	GRADY BROWN				\$6,000	
ADD AIR CURTAIN ON RECEIVING UNIT	GRADY BROWN				\$2,000	
REPLACE COLD STORAGE UNIT	GRADY BROWN				\$75,000	
REPLACE FOOD SLICER	GRADY BROWN				\$4,500	
REPLACE CASTERS ON DRY STORAGE SHELVING	GRADY BROWN				\$1,600	
ADD 1-COMPARTMENT COMBI-OVEN	GRADY BROWN				\$22,500	
ADD TWO MOBILE VAN PACKS	GRADY BROWN				\$2,000	
REPAIR SERVING LINE COMPUTER EQUIPMEMNT	GRADY BROWN				\$3,500	
REPLACE SERVING EQUIPMENT CASTERS AND CASTER TROUGH	NEW HOPE				\$5,000	
REPLACE OUTDATED COOKING EQUIPMENT	OHS				\$75,000	
ADD TWO HOT FOOD CABINETS	OHS				\$10,000	
REPLACE FOOD SLICER	OHS				\$2,000	
ADD DRYING RACKS	OHS				\$2,000	
REPLACE MERCHANDISING REFRIGERATOR	OHS				\$20,000	
REPLACE HOT WELLS IN SERVING EQUIPMENT	OHS				\$11,000	
REPLACE COLD WELLS IN SERVING EQUIPMENT	OHS				\$6,000	
REPLACE HOOD AND FIRE SUPPRESSION SYSTEM	OHS				\$16,000	
ADD DRYING RACKS	PATHWAYS				\$1,500	

ORANGE COUNTY SCHOOLS
PROPOSED LOTTERY FUNDED CIP PROJECTS

		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019
Scope of Work	Location					
UPGRADE SERVING LINE EQUIPMENT	CENTRAL				\$20,000	
ADD PASS-THROUGH REFRIGERATOR	CENTRAL				\$4,500	
SERVING LINE EQUIPMENT MODIFICATIONS	ALS				\$5,600	
NEW SERVING LINE COUNTERS	CRHS				\$35,000	
REPLACE COOKING EQUIPMENT	EFLAND				\$18,000	
REPLACE SERVING EQUIPMENT CASTERS AND CASTER TROUGH	EFLAND				\$4,800	
ADD PASS THROUGH MOBILE HOT CABINET	EFLAND				\$8,836	
UPGRADE/ADD STEAMER & BRASING PAN	CP					\$40,000
UPGRADE DISHWASHING AREA	CP					\$1,500
UPGRADE SERVING LINE EQUIPMENT	CP					\$5,000
ACTIVITY BUS REPLACEMENT						\$300,000
CIP PROJECT CONTINGENCY						\$60,836
		\$507,336	\$500,000	\$507,336	\$507,336	\$446,500
		\$0	\$7,336	\$0	\$0	\$60,836
		Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019

ORANGE COUNTY SCHOOLS
PROPOSED ARTICLE 46 SALES TAX CIP PROJECTS

			Year 1 2014-2015	YEAR 2 2015-16	Year 3 2016- 2017	Year 4 2017-2018	Year 5 2018-2019
Scope of Work	PRIORITY/ CATEGORY	Location					
ANNUAL ALLOCATION FROM COUNTY			\$515,628	\$523,362	\$531,212	\$539,180	\$547,268
TECHNOLOGY DEBT SERVICE			\$490,000	\$490,000			
TECHNOLOGY UPGRADES			\$25,628	\$33,362	\$531,212	\$539,180	\$547,268

**Orange County Schools
Revised Budget Calendar
Fiscal Year 2014-2015**

OCS – Board Approval	February 24, 2014	OCS Board of Education review/approval of Fiscal Year 2014-19 Capital Investment Plan
OCS – FY 2014-2019 Capital Investment Plan	February, 2014	FY 2014-19 Capital Investment Plan due to Orange County Financial Services from Orange County Schools
BOCC – Capital Investment Plan	March 11, 2014	Manager presents 2014-2019 Capital Investment Plan to Board of County Commissioners (Regular Work Session)
OCS – Budget Recommendation	March 24, 2014	Formal presentation made to Board of Education by the Superintendent on “Budget Recommendations”
BOCC – CIP Follow-up	April 10, 2014	Capital Investment Plan follow-up with BOCC (Budget Work Session)
OCS – Budget Consideration (Public Hearing) OCS - Work Session	April 14, 2014 7:00 P.M.	Public Hearing – Capital Funds Budget And Local Current Expense Budget Board of Education participates in Budget Work session
OCS – Budget Distribution	April 22, 2014	Draft Budget due to County Commissioners From Orange County Schools
OCS – Board Approval	April 28, 2014	Board of Education Adopts Local Current Expense Budget
OCS – Budget Distribution	April 29, 2014	Budget due to County Commissioners From Orange County Schools

BOCC – Work Session	April 29, 2014	Boards of Education Fiscal Year 2014-15 Budget Presentations to BOCC @ Work Session
BOCC – Work Session	May 15, 2014	Board of County Commissioners participates in CIP follow-up and Budget Drivers for 2014-15. (Budget Work Session)
BOCC – Manager Presents	May 20, 2014	Manager presents Fiscal Year 2014-15 Annual Operating Budget to Board of County Commissioners
BOCC – Budget Consideration	May 22, 2014	Public Hearing – Orange County Budget and Capital Investment Plan Public Hearings
BOCC – Budget Consideration	May 29, 2014	Public Hearing – Orange County Budget and Capital Investment Plan Public Hearings
BOCC – Work Session Discussion of School Budgets	June 5, 2014	Board of County Commissioners Participates in Board of Education Budget Work Session
BOCC – County Commissioners Adoption of Budget	June 17, 2014	County Commissioners adopt Fiscal Year 2014-15 Annual Operating Budget and 2014-19 Capital Investment Plan
OCS – Continuation Budget Approval	June 19, 2014	Board of Education adopts Continuation Budget