



**Orange  
County  
Schools**  
NORTH CAROLINA

ENGAGE. CHALLENGE. INSPIRE.

# Board Meeting

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February 7, 2022

Dr. Monique Felder, Superintendent



ENGAGE. CHALLENGE. **INSPIRE.**

# VISION

Preparing every learner for lifelong  
service and success





ENGAGE. CHALLENGE. **INSPIRE.**

# MISSION

*Engage, Challenge, Inspire*

Educating students in a safe,  
inclusive environment where we  
engage, challenge, and inspire them  
to reach their maximum potential.





**ENGAGE. CHALLENGE. INSPIRE.**

# BELIEF STATEMENTS

1. Value Diversity
2. Put Students First
3. Excellence in All We Do
4. Prioritize Equity
5. Provide a Safe Environment
6. Serve the Whole Child
7. Inclusive Culture & Climate Starts with Us
8. Accountability
9. Collaborate To Do Great Work





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# Board Meeting

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- Call to Order
- Public Charge
- Pledge of Allegiance
- Moment of Silence
- Recognitions (go to next slide)



# RECOGNITIONS



# NATIONAL GIRLS & WOMEN IN SPORTS DAY





# Spelling Bee Champions!



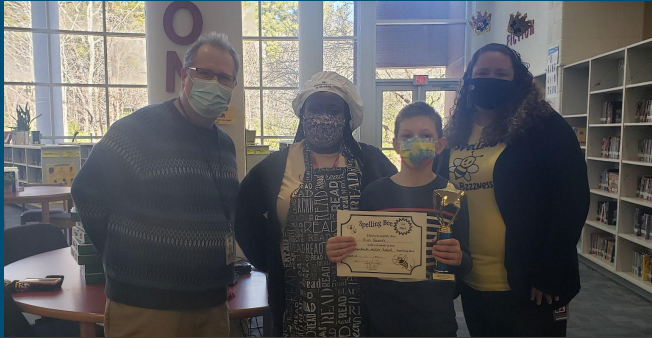
*And the winners are...*



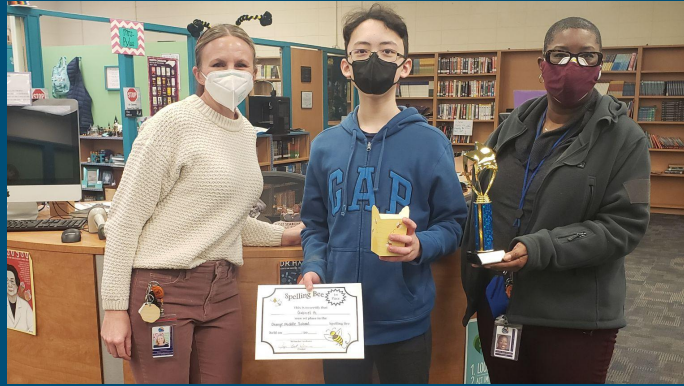


# Spelling Bee Champions!

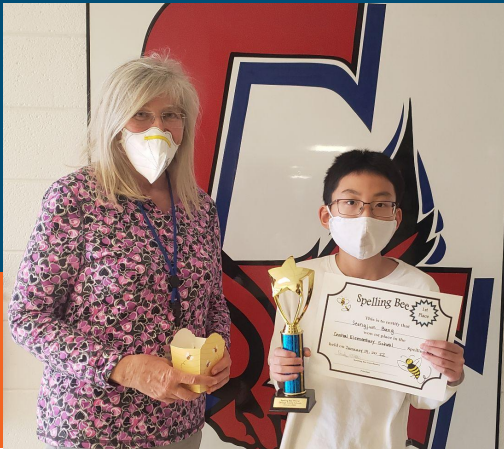
- Zion Green
- Ian Aguirre
- Kaitlin Gibbons
- Peyton Shaw



# Spelling Bee Champions!



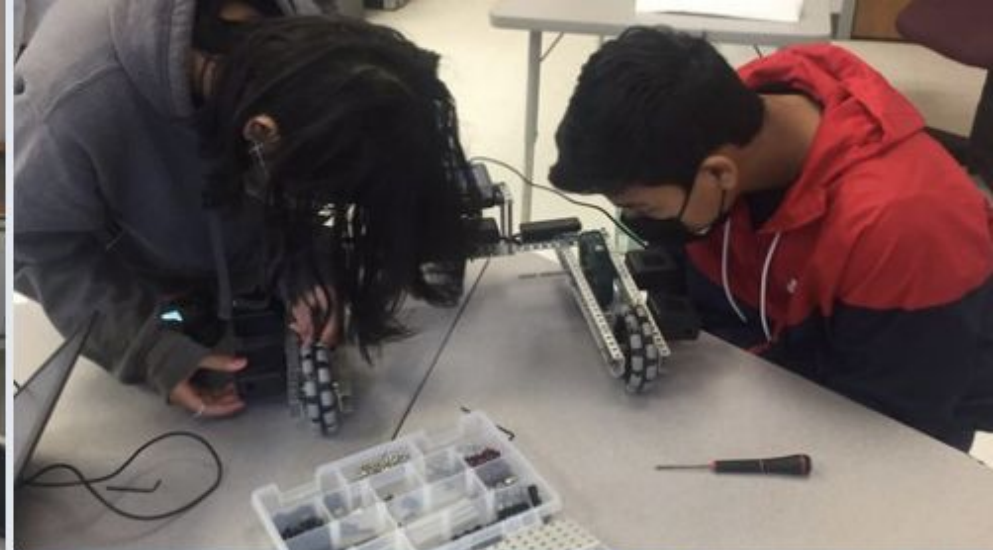
- Felix Travers
- Gabriel R.
- Seongjun Bang
- Jake Elkins
- Andrew





# SCHOOL BUS DRIVER APPRECIATION WEEK





**NATIONAL CAREER & TECHNICAL EDUCATION MONTH**

# NATIONAL SCHOOL COUNSELING WEEK



FEBRUARY  
7–11, 2022

SCHOOL COUNSELING:  
BETTER TOGETHER





# BLACK HISTORY MONTH

*Know the past, shape the future*





A silver ballpoint pen and a silver clip are positioned diagonally across a white sheet of paper. The pen is in the foreground, pointing towards the bottom left. The clip is in the background, partially visible at the top left. The text "AGENDA ADOPTION" is printed in bold black capital letters on the right side of the paper.

# **AGENDA ADOPTION**



# AGENDA



## Discussion/Action Item

- COVID-19 Health & Safety Updates



## Work Session (Information Items)

- Classified Salary Study Update: HIL Group's Recommendations, Alternate Recommendations, & Next Steps

# PUBLIC COMMENTS





# BOARD COMMENTS



# CONSENT AGENDA

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12



# CONSENT AGENDA



- Minutes
- Personnel Report
- Assessment of Recommendations for OCS Online Academy 2022-2023 SY
- New CTE Course Pathways
- Bus Transportation and Fuel Purchase Contract
- 2022-2023 Academic Calendars
- 2021-2022 Budget Amendments
- CAPS
- River Park Elementary School Phase II Renovation Project
- Additional Local Revenue Plan
- Human Capital Reorganization
- Overnight Athletic Field Trips



# COVID-19 HEALTH & SAFETY UPDATES





## Updates for February 7, 2022

- Omicron surge is receding
- Minimal secondary transmission in schools as of January 28th
- Focus on the following strategies:
  - High filtration masks for students (375) and staff (415)
  - Test to Stay (opt-in) (314 enrolled in old process, will need to register for state vendor-MAKO)
  - Weekly Surveillance Testing (opt-in)
  - Continue efforts to increase vaccination rates
- Goal is to normalize the educational experience to pre-pandemic levels over the next 6-8 weeks

# COVID-19 Health & Safety Updates: Student & Staff Cases



Weekly Totals as of January 28, 2022

STUDENT CASES					STAFF CASES			
School Tier	Primary Case	Secondary Case	Quarantine	Presumptive Positive	Primary Case	Secondary Case	Quarantine	Presumptive Positive
Elem. Totals:	63	4	50	63	16	1	7	12
Middle Totals:	20	0	21	27	1	0	1	3
High Totals:	39	0	17	18	2	0	2	2

# COVID-19 Health & Safety Updates: Student & Staff Cases



Weekly Totals as of February 4, 2022

STUDENT CASES					STAFF CASES			
School Tier	Primary Case	Secondary Case	Quarantine	Presumptive Positive	Primary Case	Secondary Case	Quarantine	Presumptive Positive
Elem. Totals:	22	20	63	61	7	1	2	8
Middle Totals:	9	0	20	30	2	0	1	2
High Totals:	28	8	7	20	1	1	4	0

# COVID-19 Health & Safety Updates: Surrounding County Case Rates



## **CDC 7-Day Metrics: As of February 1, 2022: Orange County & Surrounding Districts**

<b>County</b>	<b>7-Day Metrics % Positivity</b>	<b>% Populations 5+ Fully Vaccinated</b>
Orange County	19.09%	79.3%
Alamance	31.49%	60.3%
Caswell	39.09%	51.3%
Chatham	26.24%	63.0%
Durham	25.36%	73.2%
Person	36.32%	57.5%
Wake	24.91%	75.3%



## Recommendations for February 7th

- **\*Masks:**

- Outdoors: optional
- Indoors: required

- **Meals:**

- 40 degrees and above, meals outdoors; talking allowed, no time limits
- Indoors, limit to 15 minutes without mask and can talk during the 15 minutes the masks are off (time eating with mask off is 15 minutes)

\*Masks required *indoors and outdoors* for those returning under special rules from the Health Department that mandate masks to be worn at all times for additional days.





## Recommendations for February 7th

- **Recess:**

- No time limitations
- \*Masks optional outdoors; required indoors

- **Physical Distancing:**

- 3 ft to the extent possible indoors in classrooms or other group settings.

\*Masks required **indoors and outdoors** for those returning under special rules from the Health Department that mandate masks to be worn at all times for additional days.



## Recommendations for February 7th

- **Sports: Visitors & Guests:**
  - No fan limitations
  - Concessions allowed indoors and outdoors
  - Masks required indoors; optional outdoors
- **Events/Performances: Visitors & Guests:**
  - No spectator/guest limitations except as seating capacity allows
  - Concessions allowed indoors and outdoors
  - Masks required indoors; optional outdoors

# QUESTIONS, FEEDBACK, & ACTION



Superintendent recommends approval of COVID-19 Health & Safety Updates & Recommendations





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# Classified Salary Study Update

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HIL Group Recommendation, Alternate Scenarios, Local Budget Implications & Next Steps



- Review conducted to compare Orange County School Classified/Non Licensed positions to the market.
  - The Market???
    - Neighboring School Districts
    - Orange County Government
    - Triangle (Durham-Chapel Hill)
- Findings reported January 24:
  - OCS salaries are below other districts at the midpoint and maximum levels.
  - Salaries are compressed, and employees have not advanced on the scale each year.

# THE PROCESS: EMPLOYEE GROUPS REVIEWED



## CLASSIFIED EMPLOYEE GROUPS REVIEWED

- Administrative Support Staff
- Bookkeepers
- Custodians
- Data Managers
- Family Liaisons
- Finance/Human Capital
- Maintenance/Trades and Office Support Staff
- Non certified Coordinators
- Non certified Directors
- Non certified Specialists
- Operational Technology Support Staff
- Receptionist/Secretaries
- Teacher Assistants
- Transportation Support Staff (Non Bus Drivers)

## NON-CLASSIFIED EMPLOYEE GROUPS REVIEWED

- Principals
- Chiefs and Executive Directors



# HISTORY OF CLASSIFIED SALARY vs. COUNTY GOV'T



Year	Orange County Schools Employees	Orange County Government Employees
2008-2009	None	2.25%
2009-2010	None	none
2010-2011	None	none
2011-2012	None	none
2012-2013	1.2%	2.00%
2013-2014	None	2.00%
2014-2015	\$500	1.50%
2015-2016	None*	2.00%
2016-2017	1.5%*	3.00%
2017-2018	\$1000 annual salary increase; 3 bonus AL days (no expiration, no cash value)	2.00%
2018-2019	2.0%	2.00%
2019-2020	None	2.00%

# K-12 MARKET ANALYSIS



Job Class*	Percent <b>Below</b> K-12 Cohort
Technology (Technicians, Network Admin. Support)	(35.2)%
District Support (Clerical Support; Administrative Assistants; Non-Certified Directors, Coordinators, Specialists, etc.)	(25.9)%
Maintenance (HVAC, Electricians, Plumbers, Carpenters, Trades, etc.)	(14.8)%
School Office Support (School Secretaries, Bookkeepers & Data Managers etc.)	(10.2)%
Teacher Assistant	(9.5)%
Custodial	(5.0)%

\*See listing of positions reviewed on the previous slide. (Slide 33)

# HIL CONSULTANT RECOMMENDATION



## Pay scale with years of experience (i.e., Steps) 0 - 29 incorporating a **1.5%** increase for each year of service

### Implications of the Recommendation

- \$3.1 million in additional recurring annual funding needed to implement
  - Includes 24.10% state retirement, 7.65% FICA, and 7.0% local supplement
- 255 Classified Staff reviewed

### Benefits

- Eliminates current salary compression
- Facilitates recruitment & retention of staff
- Communicates the value of our workforce

### Challenges

- Identifying recurring funding sources
- Sustainability

# BOARD REQUESTED ALTERNATIVE #1



**Pay scale with years of experience (i.e., Steps) 0 - 29 incorporating a **1.0%** increase for each year of service**

## Implications of the Alternative

- \$1.9 million in additional annual funding needed to implement
  - Includes 24.10% state retirement, 7.65% FICA, and 7.0% local supplement
- 255 Classified Staff reviewed

## Benefits

- Eliminate salary compression
- Improve the ability to provide sustainable funding

## Challenges

- Does not make us competitive with employers where we are losing staff

# BOARD REQUESTED ALTERNATIVE #2



**Pay scale with years of experience (i.e., Steps) 0 - 29 incorporating a **0.5%** increase for each year of service**

## Implications of the Alternative

- \$900,000 in additional annual funding needed to implement
  - Includes 24.10% state retirement, 7.65% FICA, and 7.0% local supplement
- 255 Classified Staff reviewed

## Benefits

- Eliminates salary compression
- Improves sustainability of funding

## Challenges

- Does not create market competitiveness
- Deters retention & recruitment of staff

# BOARD REQUESTED ALTERNATIVE #3



**Pay scale with tiered increased years of experience  
(i.e., steps) every 3 years.**

Implications of the Alternative
<p>Tiered Pay Scales as follows:</p> <ul style="list-style-type: none"><li>● 0-2 Years</li><li>● 3-5 Years</li><li>● 6-8 Years</li><li>● 9-11 Years, etc.</li></ul>

Benefits	Challenges
<ul style="list-style-type: none"><li>● Eliminates some compression throughout the scale</li><li>● Improves sustainability of funding</li></ul>	<ul style="list-style-type: none"><li>● Does not create market competitiveness</li><li>● Deters retention &amp; recruitment of staff</li></ul>

# BOARD REQUESTED ALTERNATIVE #3



## Example Using OCS Grade 56 Pay Scale

Yrs Exp	OCS Annual	3.0% increase each tier	1.5% increase each tier	1.0% increase each tier
0-1 years	24,920	26,260	26,260	26,260
2-4 years	24,920	27,050	26,650	26,520
5-7 years	24,920	27,860	27,050	26,790
8-10 years	24,920	28,700	27,460	27,060
11-13 years	24,920	29,560	27,870	27,330
14-16 years	24,920	30,440	28,290	27,600
17-19 years	24,920	31,360	28,710	27,880

Yrs Exp	OCS Annual	3.0% increase each tier	1.5% increase each tier	1.0% increase each tier
20-22 years	24,920	32,300	29,140	28,150
23-25 years	25,466	33,270	29,580	28,440
26-28 years	26,101	34,260	30,030	28,720
29-30 years	26,753	35,290	30,480	29,010
*Annual Cost	4,044,533	761,191	459,174	363,439

\*Includes benefits of 7.00% Local Supplement, 7.65% FICA and 24.10% Retirement Match

**REFLECTS ONLY ONE CLASSIFIED PAY SCALE**

# SUMMARY OF 3 SCENARIOS



DETAILS		INCREASE	WHO	TOTAL
<b>HIL Recommendation</b>	Pay scale with years of experience (i.e., Steps) 0 - 29 incorporating a 1.5% increase for each year of service	1.5%	255 classified staff	\$3.1 million <b><i>annual</i></b>
<b>Board Requested Alternative 1</b>	Pay scale with years of experience (i.e., Steps) 0 - 29 incorporating a 1.0% increase for each year of service	1.0%	255 classified staff	\$1.9 million <b><i>annual</i></b>
<b>Board Requested Alternative 2</b>	Pay scale with years of experience (i.e., Steps) 0 - 29 incorporating a 0.5% increase for each year of service	0.5%	255 classified staff	\$900,000 <b><i>annual</i></b>
<b>Board Requested Alternative 3</b>	Pay scale with tiered increased years of experience (i.e., Steps) every 3 years	3.00% 1.50% 1.00%	255 classified staff	\$762,000 \$460,000 \$364,000 <b><i>annual</i></b>



# HIL CONSULTANT RECOMMENDATION

## PRINCIPAL SUPPLEMENT



**Principal pay based on STATE pay scale for school size (current practice)**

**PLUS**

Implications of the Alternative
<ul style="list-style-type: none"><li>• \$32,000 in additional annual funding needed to implement<ul style="list-style-type: none"><li>◦ Includes 24.10% state retirement, 7.65% FICA, and 7.0% local supplement</li></ul></li><li>• Supplement as a percentage of base pay instead of a flat amount per school category</li></ul>

Benefits	Challenges
<ul style="list-style-type: none"><li>• Ties supplement to base pay as Elementary 17.5%, Middle &amp; Alternative 25% High 35%</li><li>• Provides additional supplement for years of experience as \$1,500 1-3 Yrs; \$3,000 4 Yrs; \$5,000 5+ Yrs.</li></ul>	<ul style="list-style-type: none"><li>• Remaining competitive (the market has changed since the study)</li><li>• Retention may continue to be a challenge</li></ul>

# BOARD REQUESTED ESTIMATED ANNUAL COMPENSATION OPTIONS & IMPACTS TO THE LOCAL BUDGET

1. Approximately \$3.1 million of local funds would be needed to implement the HIL Consultant's recommended Pay Scale for Classified Staff\*
2. Approximately \$32,000 of local funds would be needed to implement proposed HIL Consultant's recommended Principal Supplement
3. Approximately \$650,000 of local funds would be needed to recognize STATE years of service for Licensed/Classified staff
4. Approximately \$1.2 million of local funds would be needed to provide "Master's Pay" to current Licensed/Certified staff compensated on the "A" (Bachelor's degree) pay scale who are not receiving State recognized Master's pay

\*See listing of positions reviewed on the previous slide. (Slide 33)



# NEXT STEPS



2/24/22

## Budget Comm.

Staff and Budget Committee will discuss/ review Board feedback from 2/7/22 Board Meeting

3/7/22

## 2023 Budget

Superintendent's recommended 2022-2023 budget presented to BOE

3/22/22

## 2023 Budget

Budget Public Hearing. BOE discusses recommended budget

4/11/22

## 2023 Budget

Board will adopt a local operating budget for submission to Commissioners

Discuss/review funding priorities for salary study implementation, funding options and timeline

Board directed priorities for salary study implementation will be a component of the budget for the 2022-23 school year

Public opportunity to comment on recommended budget. BOE will provide direction on final budget

BOE will adopt a local budget for submission to Commissioners for funding

# QUESTIONS & FEEDBACK

