

MINUTES
JAMES CITY COUNTY BOARD OF SUPERVISORS
Joint Meeting with Williamsburg City Council and W-JCC School Board
James City County Recreation Center, 5301 Longhill Road, Williamsburg, VA
March 11, 2022
9:00 AM

ADOPTED

APR 26 2022

Board of Supervisors
James City County, VA

A. CALL TO ORDER

Mr. Dowell called the School Board to order at 9:01 a.m.

Ms. Sadler called the Board of Supervisors to order at 9:01 a.m.

Mayor Pons called the City Council to order at 9:01 a.m.

B. ROLL CALL

School Board: Present were Dr. James Beers, Ms. Kyra Cook, Ms. Julie Hummel, Mrs. Kimberley Hundley, Mrs. Sarah Ortego, Mrs. Sandra Young, and Mr. Greg Dowell (Chair). Also present were Olwen E. Herron, Ed.D., superintendent; Ms. Beth Allar, clerk of the board, staff, press and the public.

Board of Supervisors: Present were Mr. James Icenhour, Mrs. Sue Sadler, and Ms. Ruth Larson. Also present was Mr. Scott Stevens, County Administrator. Mr. Michael Hipple and Mr. John McGlennon (Chairman) were absent due to scheduling conflicts.

City Council: Present were Mr. Douglas Pons (Mayor), Mr. W. Pat Dent, Ms. Barbara Ramsey, Mr. Ted Maslin, and Mr. Caleb Rogers. Also present was Mr. Andrew Trivette, City Manager; and Ms. Sandi Filicko, clerk of council.

C. JOINT MEETING AGENDA ITEM

1. FY2023 Operating Budget

Dr. Herron opened with an introduction, noting that it is a budget of need with priorities to meet the needs of all students.

Rene Ewing, Chief Financial Officer, presented the FY23 Operating Budget.

The following members of the WJCC senior leadership team also presented: Sean Walker, Assistant Superintendent for School Leadership, Elementary Schools; Cathy Worley, Assistant Superintendent for School Leadership, Secondary Schools; Stephanie Bourgeois, Senior Director for Student Services; and Tim Baker, Senior Director for Human Resources.

Highlights from the presentation included:

- State Code Requirements
- FY 23 Budget Process Timeline Reviewed
- Local Composite Index (LCI) - decreasing for the new biennium for both areas
- Local Composite Index Comparison
- Enrollment History K-12 (Sept.30 count) - planning for SY 22-23 enrollment to be 11,018 (not including preschool students)

- State Revenue Comparison - FY 23 Estimated \$62,337,625 (change from FY 22 14.7%)
- Budget Development Goal
- Expenditure Increases
 - **Goal 1:** Academic Achievement/College Readiness \$1,671,159
 - -- Stonehouse Elementary School Assistant Principal
 - -- Assistant Principals - High Schools
 - **Goal 2:** Educational Equity \$595,000
 - -- Special Education Student Population
 - -- Special Education Staffing
 - -- Special Education Caseload Capacity
 - **Goal 4:** Safety and Security \$373,700
 - **Goal 5:** Human Capital & Positive Culture \$7,677,041
 - -- WJCC Regional Ranking, BA Entry Level - WJCC is 3rd out of 6 for entry level teachers
 - -- WJCC Regional Ranking - BA & Years of Service
 - -- WJCC Regional Ranking, MA Entry Level - WJCC is 4th out of 6 for Masters level teachers
 - -- WJCC Regional Ranking - MA & Years of Service
 - **Goal 6:** Organizational Efficiency & Effectiveness \$609,400
- Budget Reductions & Savings (\$1,294,000)
- Operating Expenditures by Function - focusing on Instruction 74% of total budget
- Revenue/Expenditure Summary
- Additional Funds Needed (request from localities): \$1,662,950
- Local Revenue History - Average increase all years (except FY19) = 2.5%

Ms. Ramsey asked what year Stonehouse Elementary was built (2000), and the capacity at that time; regarding enrollment history, she noted the 4% gap between SY 2019-2020 vs where the division is currently; and to compare pre-pandemic numbers - requested a breakdown by elementary, middle and high schools in 2019-2020 as well as what is anticipated for the next school year.

Ms. Ewing provided the following information:

- 2019-2020: elementary school enrollment was 5,019 or 44% of total enrollment; middle school enrollment was 2,655 or 23% of total; and high school enrollment was 3,774 or 33% of total
- Current Year Enrollment (as of 9/30): elementary school enrollment was 4,725 or 41% of total; middle school enrollment was 2,585 or 23% of total; and high school enrollment was 3,708 or 32% of total

Mr. Maslin confirmed that there is a tuition reimbursement program for teachers and staff; and inquired if there will be more flexibility from the state on how the surplus is used at the end of the year. Mr. Trivette clarified that there is not a state mandate, but they have been talking about a potential change to the year-end spending process.

Mr. Icenhour asked if it is known what the FY22 surplus might be, and Dr. Herron replied that they do not at this time, but that it may be significant due to the unfilled positions; confirmed that the WJCC revenue allocation for school construction projects in the Governor's Proposed Budget is 4.6 million; and, clarified information regarding the new FTE positions in the budget (the total increase is 31.19 FTEs - of those positions, 21 were previously funded by ESSER grant funds and are being transferred into the operating budget).

Ms. Larson inquired about lost personnel due to the pandemic: how many and the specific reasons for departure. During that discussion, Dr. Herron mentioned the recently

distributed intent to return forms and expressed concern about potentially losing many qualified staff. Ms. Larson also inquired if the division is seeing the desired results from bringing in the additional Assistant Principals (currently being supported by ESSER funds); clarified that the Governor's Proposed Budget includes a 5% salary supplement for SOQ positions, though the final numbers are not yet confirmed; and, inquired how many positions are above SOQ.

Mr. Rogers questioned the enrollment estimation and why it was not changed from this year to next year, noting the consultant company predicted a higher number. Dr. Herron explained the decision to take a conservative approach to the budget based on current numbers, since enrollment numbers had fluctuated. Mr. Rogers also inquired about the LCI calculations; and, confirmed that the 5% salary increase in the Governor's Budget would be for all divisions across the state, and WJCC would have to be competitive on top of that provided pay increase.

Ms. Sadler asked to clarify the long-term plan for personnel hired using American Rescue Plan Act (ARPA) funds. Dr. Herron spoke about the plan to bring positions into the operating budget, and also confirmed that employees hired with the support of grant funds were made aware at the front end. Ms. Sadler then inquired if ARPA can be used for any current or upcoming projects. Dr. Herron spoke about restrictions, though did confirm that a grant was received for the Berkeley HVAC system which took 2 million out of the CIP; and Ms. Ewing discussed the limitations and approvals needed to use ARPA funds towards construction.

Mr. Dowell commented that it is a budget of need; that the division has to overcome the loss of teachers and approve a budget so the division is in a position to retain and attract bright, well intentioned, thoughtful, educators and staff members; and, noted that there is a lot of work to do to remain competitive in the region.

Mayor Pons commented that the City Council recognizes the challenges WJCC faces in terms of retaining and attracting new employees; supports the budget to increase the pay; and, noted that the employees are educating children and making a difference in their lives - the profession should be one that is rewarding and attracts new people to it.

Mr. Icenhour commented on the increased cost of medical insurance, what employers often pick-up in terms of cost, and the detrimental effect when the bulk of an increase falls on the employee; how pay raises have less impact when the employee has to pay more for the medical; that supporting teachers and staff is not just through compensation, but supporting people by improving work conditions, work rules and making connections; spoke about looking deeper at why people are leaving (highlighted substitutes and missing planning periods); and, commented on transitioning FTEs from grant funds into the budget.

Mrs. Hundley shared her knowledge of the Stonehouse capacity history, explaining that she had taught in the school; and spoke about teachers leaving WJCC to work in Newport News where they are receiving \$2,000 signing bonuses, comparable compensation packets for insurance, more funding for classroom supplies, and lower cost of living than Williamsburg.

Dr. Herron reiterated that there is a plan for moving off of the grants, and also gave examples of teacher support that included lowering class sizes and having behavior and mental health support so teachers can focus on educating. She also thanked the governing bodies for their ongoing support of the schools.

Dr. Beers commented that teachers should receive the recognition that they are just as

important as first responder groups, are vital and should be recognized in the same way.

Mr. Dowell thanked the funding partners for their continued support, and for their consideration of the proposed budget.

D. ADJOURNMENT

2. Adjourn until 8:30 a.m. on March 12, 2022 for the Board Retreat

School Board Adjourns - The Williamsburg-James City County School Board adjourned at 10:08 a.m.

Board of Supervisors Adjourns - At 10:08 a.m., Ms. Larson made a motion to adjourn until 8:30 a.m. on Saturday, March 12 for the Board of Supervisors Retreat at Legacy Hall. A roll call vote was taken, and the motion carried 3:0.

City Council Adjourns - At 10:08 a.m., Ms. Ramsey made a motion to adjourn the Williamsburg City Council. A roll call vote was taken, and the motion carried 5:0.


Deputy Clerk