



Board of Education Budget Proposal 2023-2024



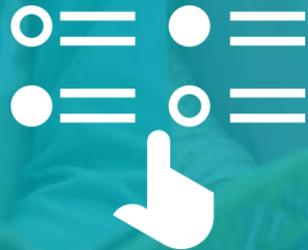
WHITNEY OAKLEY, ED.D. | SUPERINTENDENT

Overview

- Alignment with the Strategic Direction
- Economic Context
- GCS by the Numbers
- Public School Funding
- Current Salary Schedules for Classified Staff
- Salary Study for Classified Staff
- Covid-19 Federal Relief Funds Spending Update
- 2023-2024 Budget



Alignment with the Strategic Direction





GUILFORD
County Schools
BETTER TOGETHER



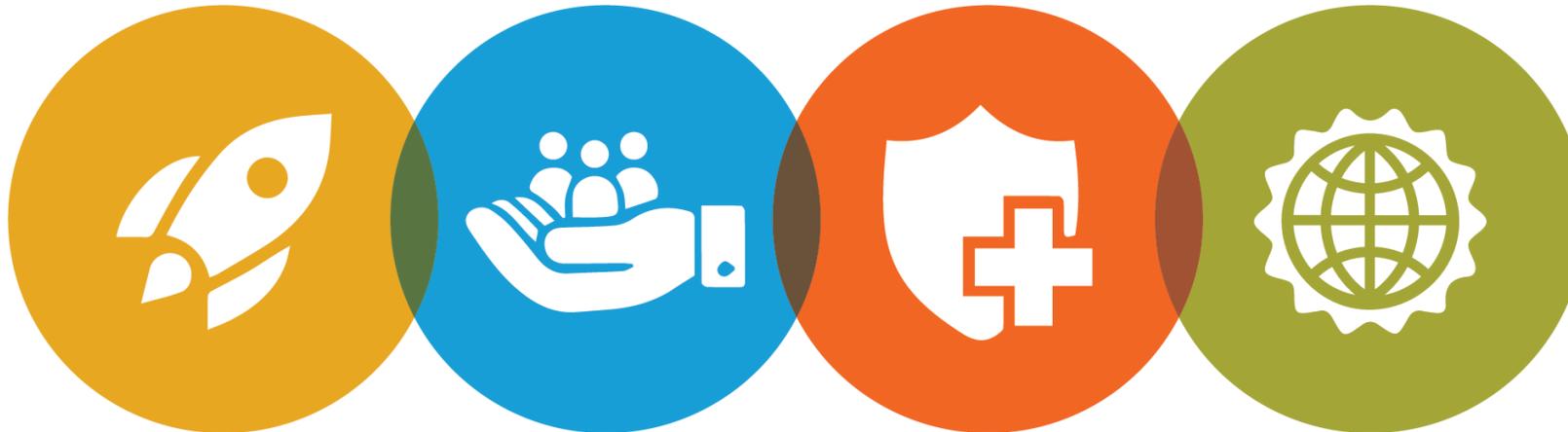
OUR STRATEGIC DIRECTION

GCS hosted 200+ community conversations and engaged more than 8,000 stakeholders during phase 1 and phase 2 to inform Better Together, our new strategic direction, with a singular focus to make GCS the best place to learn, work, and grow.

FOCUS AREAS



Our new strategic direction is anchored in four focus areas:



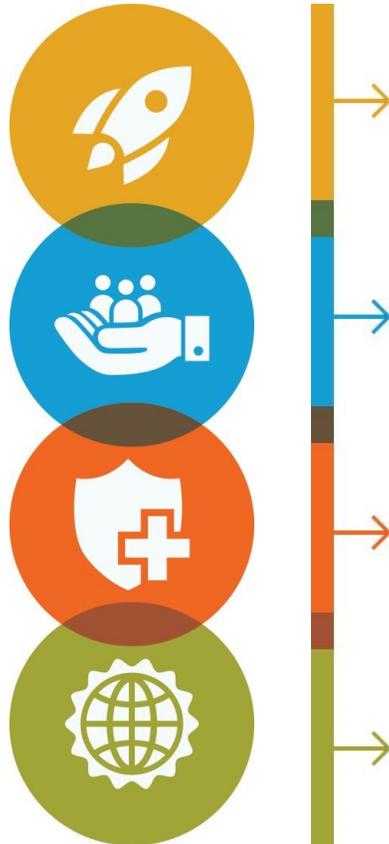
**Accelerate
learning**

**Recruit, retain,
and reward
top talent**

**Strengthen health,
wellness & safety
in schools**

**Prepare
students
for the world**

SHARED COMMITMENTS



As we work across all our focus areas, we commit to:

- Making investments that address historical inequities
- Prioritizing collaboration among stakeholders to address barriers to student success and achievement
- Maintaining open lines of communication and engagement
- Operating efficiently to maximize resources for students

FOCUS AREAS



Recruit, retain, and reward top talent



- Advocate for competitive living wages for all staff
- Foster working environments where all staff feel respected, seen and appreciated
- Provide all staff with meaningful professional opportunities to learn and grow



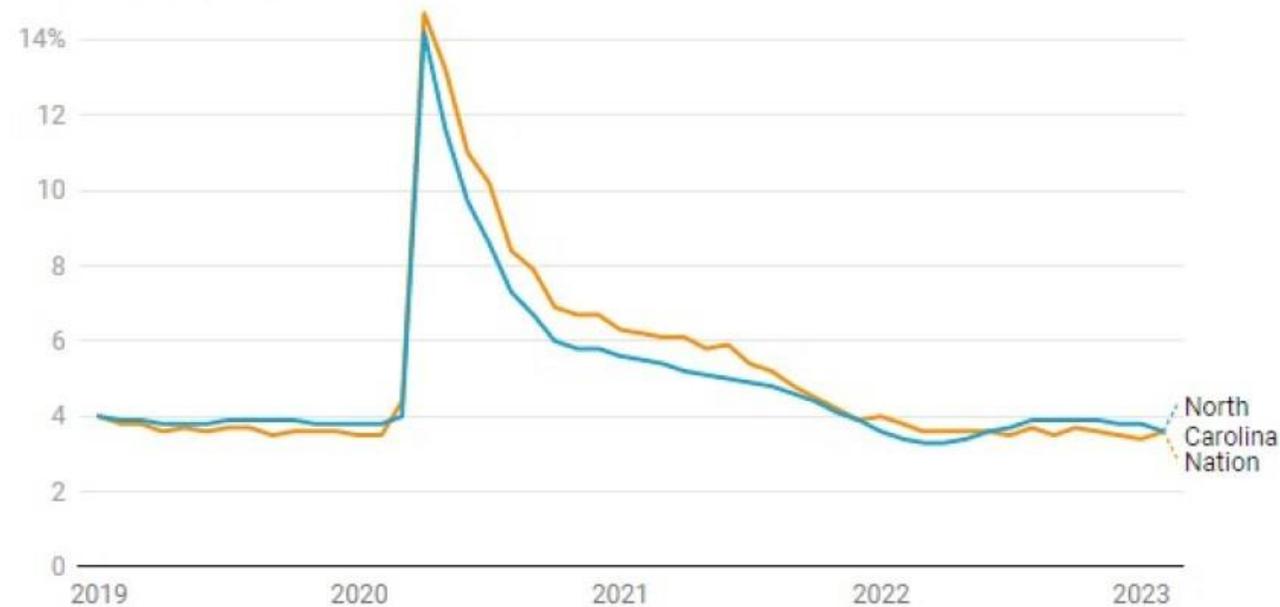
Economic Context



North Carolina unemployment rate falls to 3.6% in February

Unemployment rate by month

The North Carolina unemployment rate (in blue) dropped below the national average (orange) for the first time in nearly a year



Get the data • Created with Datawrapper

Education

Wake County still needs 400 teachers. What does that mean for other NC schools?

North Carolina Public Radio | By [Liz Schlemmer](#)
Published August 18, 2022 at 5:05 PM EDT



The Wake County School board voted this week to raise its local pay for teachers again by an average of 4% and increased its minimum pay for staff to \$16 an hour. Last year, the district had the second highest local salary supplement in the state, only trailing Charlotte-Mecklenburg Schools by an average of \$8 per teacher.

SCHOOL VACANCIES FOR CERTIFIED POSITIONS (TEACHERS, LIBRARIANS, COUNSELORS)

District	Aug '22 Vacancies	Vacancy Rate*
Chapel Hill-Carrboro	99	11%
Charlotte-Mecklenburg	341	3.5%
Cumberland County	100	2.7%
Durham Public Schools	270	15.6%
Johnston County	115.5	4.3%
Wake County	401	3.4%

*VACANCY RATES IN SOME CASES ARE ESTIMATED BASED ON 2020-21 STAFFING





Shortage of Qualified Plumbers Plaguing The Plumbing Industry



Installing and maintaining plumbing systems for your residential or commercial plumbing needs is an occupation that requires extreme focus and dedication. Unfortunately, there seems to be an insufficient pool of qualified workers in the field. Studies show that despite the growing need for Plumbers, there are fewer men and women entering the workforce.

Teacher Supplement – New State \$100 Million Fund

TOP STORY

Teachers will get pay bump, bonus under proposed North Carolina state budget

Lisa O'Donnell Nov 15, 2021

Teachers will get an average 2.5% salary increase in each of the next two years, and most will receive a \$2,800 bonus in the proposed budget that Gov. Roy Cooper said on Tuesday that he will sign into law.

In addition, Winston-Salem/Forsyth County Schools will get \$2.8 million to boost teacher supplements, amounting to \$619 for each state-funded teaching position.

That money will come from a new and recurring \$100 million fund that the state will create to increase teacher supplements in low-wealth counties that are not able to match salaries in wealthier counties.

The per teacher supplement in the rural counties surrounding Forsyth will be \$1,487 in Davie County; \$813 in Davidson County; \$1,827 in Stokes County; \$1,405 in Surry County; and \$2,260 in Yadkin County.

Wake, Durham, Buncombe, Mecklenburg, and Guilford counties will not be getting additional money.

- Winston-Salem/Forsyth County Schools will get **\$2.8 million** to boost teacher supplements, amounting to **\$619 for each state-funded teaching position**.
- That money will come from **a new and recurring \$100 million fund** that the state will create to increase teacher supplements in low-wealth counties that are not able to match salaries in wealthier counties.
- Wake, Durham, Mecklenburg and **Guilford** counties **will not get** this additional money.

Guilford County Child Poverty

as reported on the 2022 NC Data Cards



Guilford County had a **higher child poverty rate** than in the state, Wake, Mecklenburg and Durham counties.

Food insecurity was higher in Guilford County than in the state, Wake, Mecklenburg, Forsyth and Durham counties.

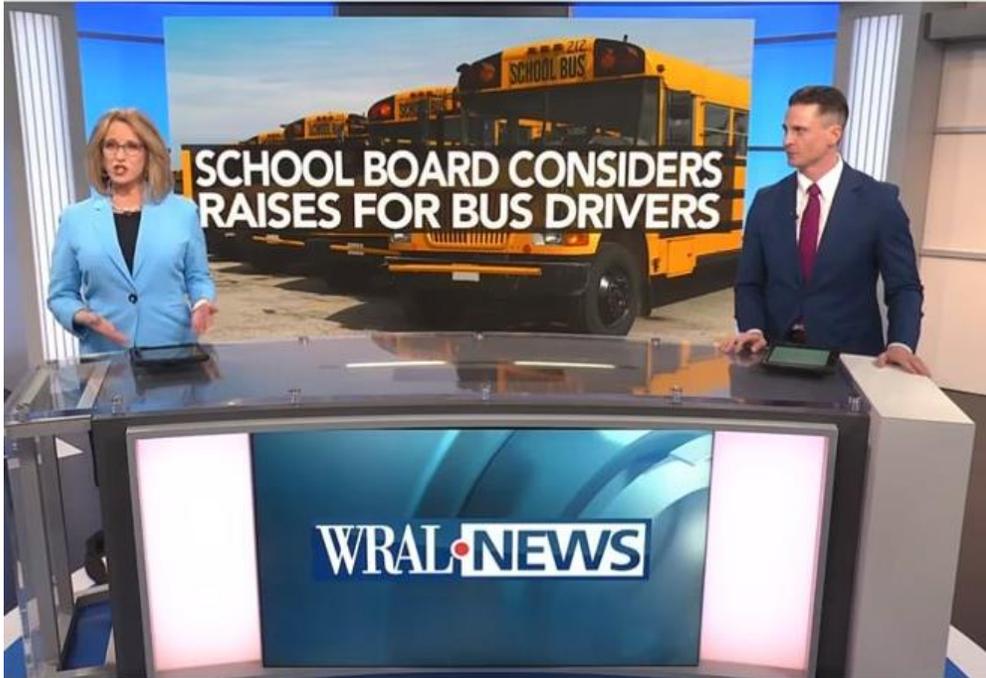
Guilford County had a **lower median family income** than in the state, Wake, Mecklenburg, and Durham counties.



Wake school board approves new bus driver attendance bonus, Master's pay for teachers and social workers

The extra pay will cost as much as \$6.1 million more starting next year. It's just the latest effort to reduce canceled bus routes and raise pay for hard-to-fill positions.

Posted 5:30 p.m. Mar 20 — Updated 10:13 p.m. Mar 21



School board improves salary increase for veteran teachers

Lisa O'Donnell Nov 1, 2022 0

District leaders said they believe the boost will help them retain and recruit teachers and make them more competitive with surrounding counties, particularly Guilford County.





EDUCATION

Chapel Hill-Carrboro City Schools increase pay for school bus drivers in push to fill open positions

Tuesday night, Chapel Hill-Carrboro City Schools Board of Education unanimously approved increasing the minimum bus driver pay to \$20 per hour. New hires will immediately be eligible for that pay rate. Current drivers will receive the \$20 per hour rate or a three-step increase from their current salary, whichever is larger, in July.



Inflation rose 0.5% in January, more than expected and up 6.4% from a year ago

PUBLISHED TUE, FEB 14 2023-8:31 AM EST | UPDATED TUE, FEB 14 2023-12:26 PM EST

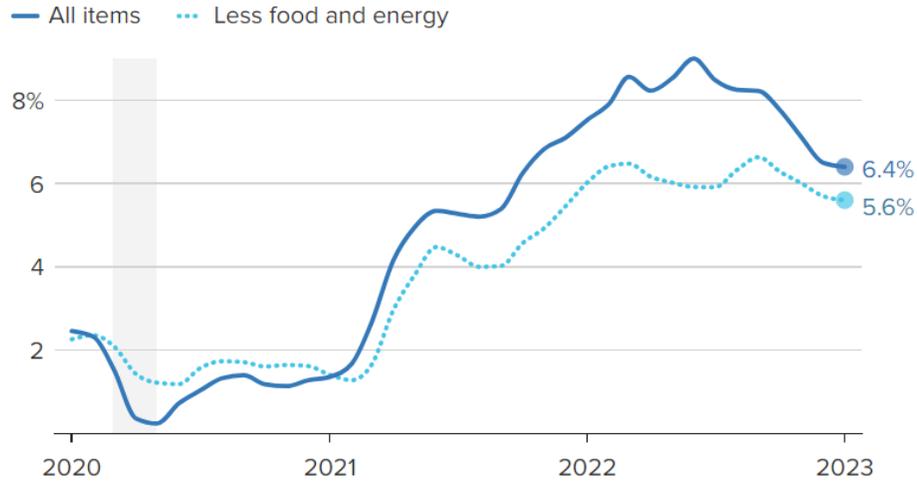


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U.S. consumer price index

Year-over-year percent change through January 2023



Note: Shaded area indicates recession.

Chart: Gabriel Cortes / CNBC

Source: [U.S. Bureau of Labor Statistics](#)

Data last published Feb. 14, 2023





GCS

By the Numbers



By the Numbers



LARGEST
district in North Carolina



126 Schools
and **300+**
buildings



The average GCS school was built 62 years ago – before the invention of the internet and moon landing



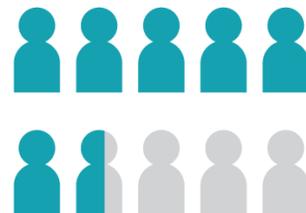
25,664
WORK ORDERS
COMPLETED
in 2020-2021



Nearly 68K
Students and
10K employees



121
LANGUAGES/
DIALECTS SPOKEN



63%
STUDENT
POVERTY RATE



2,517
OF OUR CHILDREN
ARE HOMELESS

By the Numbers



14K+

**LEARNERS
RECEIVING GIFTED
SERVICES**



9.5K+

**LEARNERS
RECEIVING SPECIAL
EDUCATION
SERVICES**



390

NEW TEACHERS
trained in summer/fall 2022



258

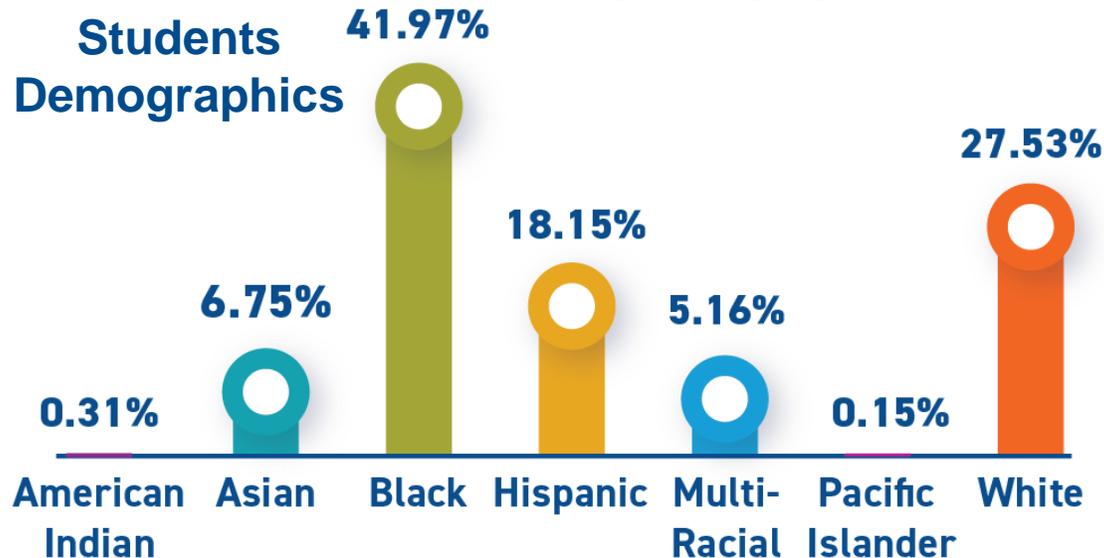
CTE COURSES
offered at 49 schools



66

**MAGNET/CHOICE
PROGRAMS**
offered at 48 schools

**Students
Demographics**



5,572
VOLUNTEERS
(2021-22)



109,151
**VOLUNTEER
HOURS**
(2021-22)



700+
**COMMUNITY
PARTNERS**

Current District Employees

Group	Number of Employees
Teachers	4,716
Principals	123
Assistant Principals	148
Other Licensed (Counselors, curriculum facilitators, district-level licensed staff, psychologists, media specialists, social workers, etc.)	879
Teacher Assistants	912
Other Classified	2,764
Total	9,534

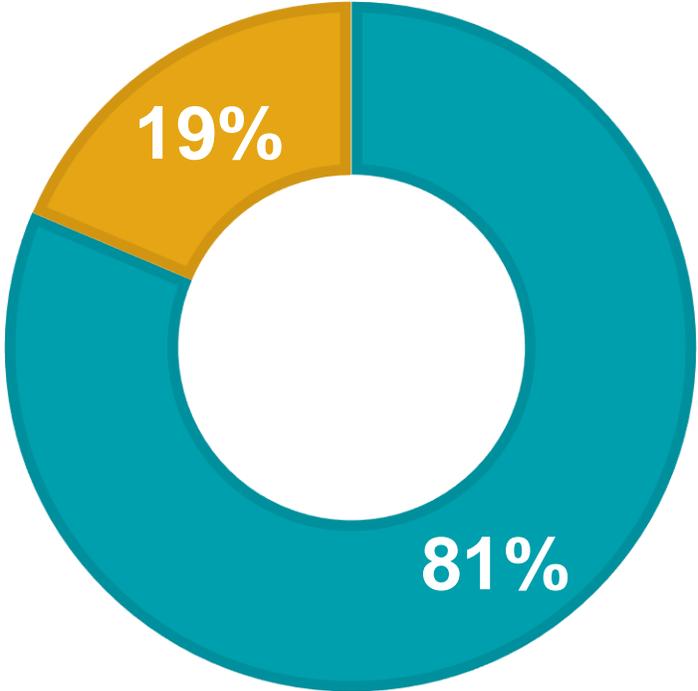
As of April 2023



Percentage of Teachers by Years of Experience

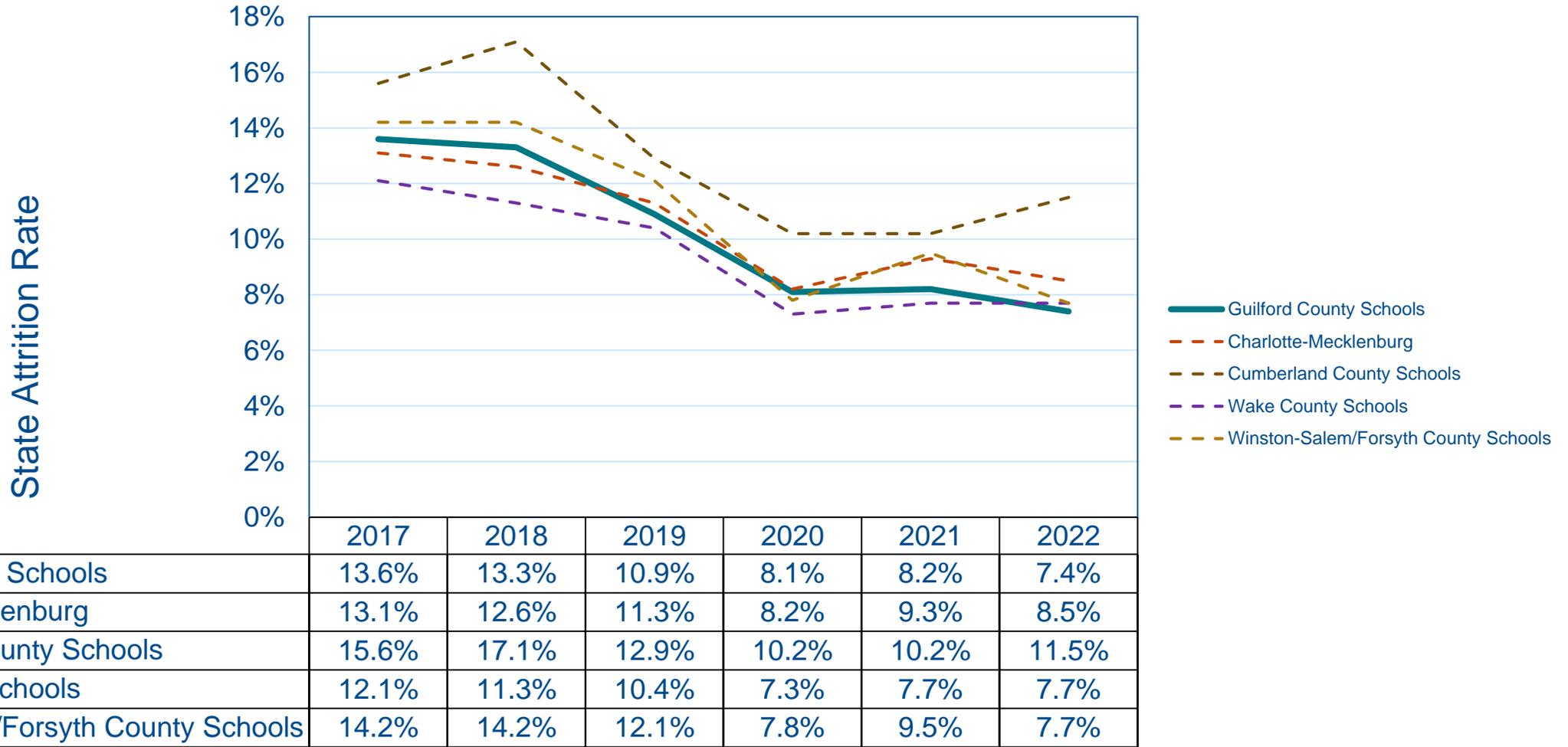


As of March 2023



■ Three Years or More ■ Less than Three Years

GCS Teacher Attrition Rates



As of March 2023



Public School Funding



Public School Funding

- N.C. Constitution Article IX, Section 2

- 1....The General Assembly shall provide by taxation and otherwise for a general and uniform system of free public schools...

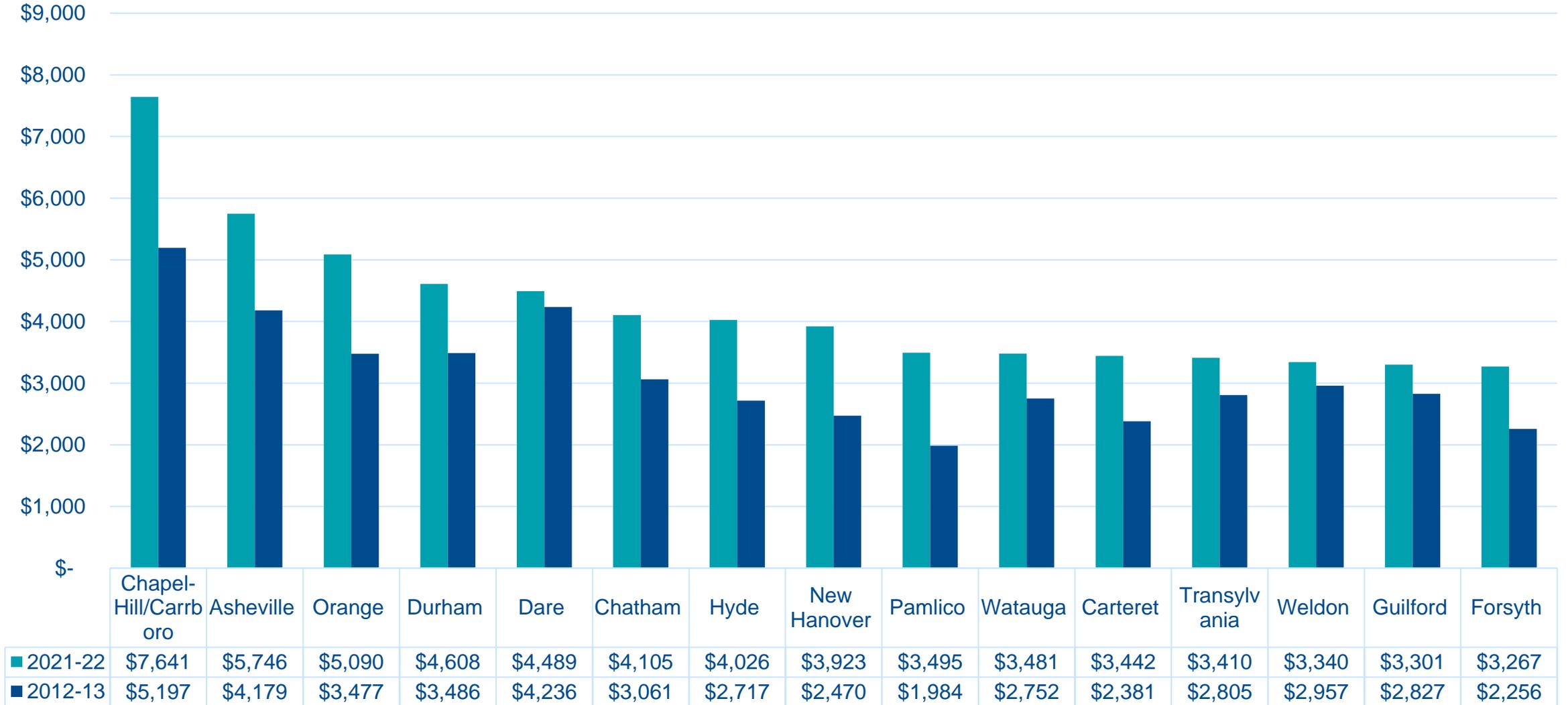
- 2....The governing board of units of local government with financial responsibility for public education may use local revenues to add to or supplement any public school or post-secondary school program..

- G.S. 115C-408(b)

...it is the policy of the State of North Carolina to provide from State revenue sources the instructional expenses for current operations of the public school system as defined in the standard course of study.

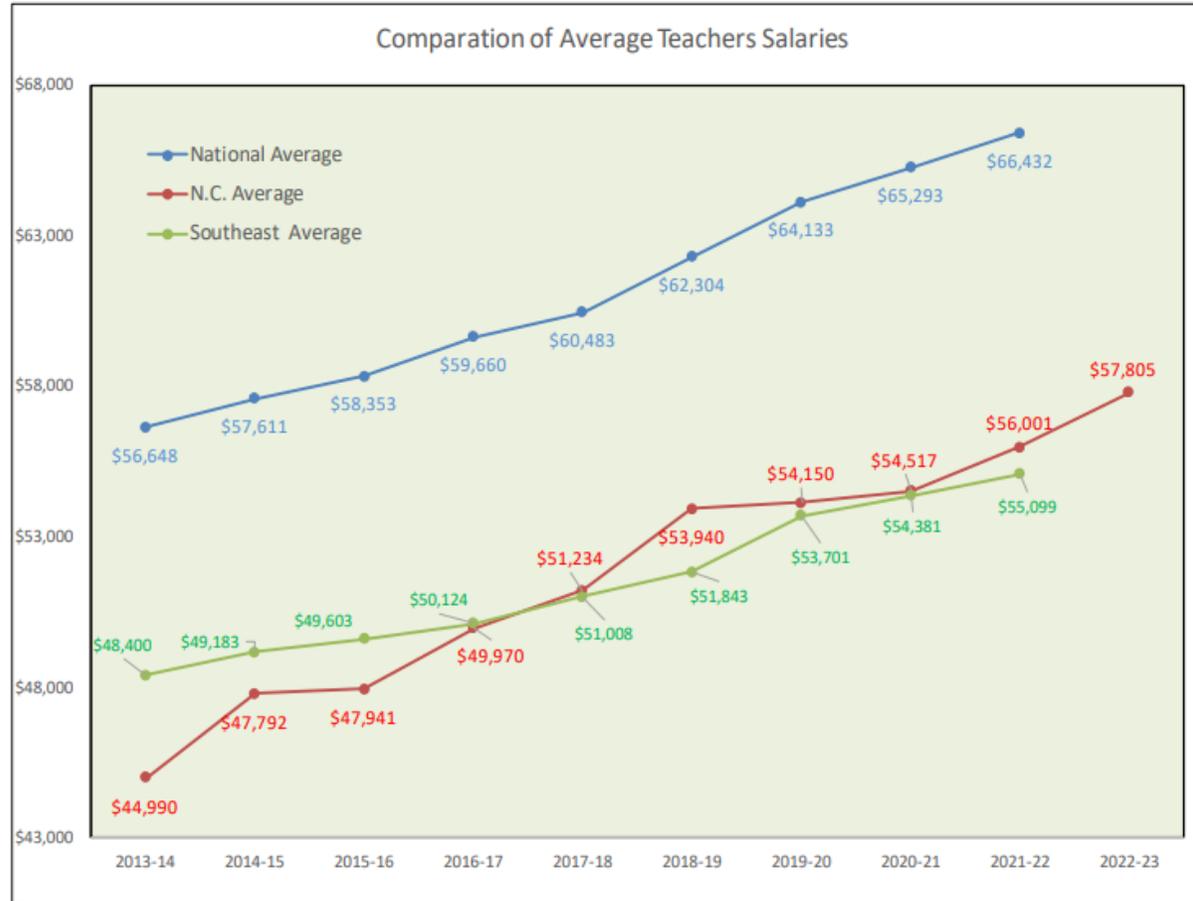
It is the policy of the State of North Carolina that the facilities requirements for a public education system will be met by county governments.

2021-22 Local Per Pupil Appropriation With Comparison to 2012-13 Local Per Pupil Appropriation



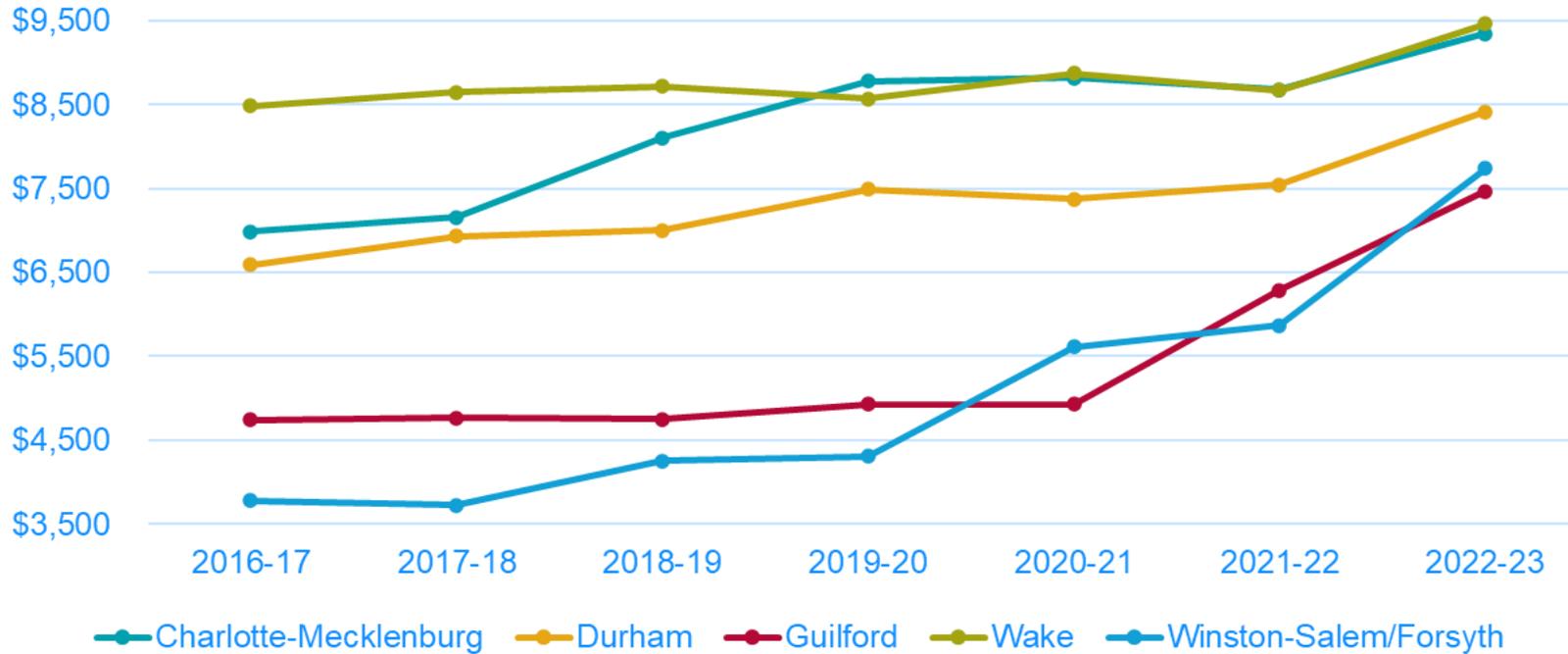
Average Teacher Salary

North Carolina vs. National Average



Source: NCDPI Highlights of the North Carolina Public School Budget, March 2023

Teacher Supplement



	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	Current Rank
Charlotte-Mecklenburg	\$6,985	\$7,159	\$8,101	\$8,782	\$8,818	\$8,678	\$9,345	3rd
Durham	\$6,586	\$6,931	\$7,005	\$7,487	\$7,375	\$7,543	\$8,414	5th
Guilford	\$4,741	\$4,764	\$4,751	\$4,929	\$4,927	\$6,288	\$7,465	11th
Wake	\$8,485	\$8,649	\$8,720	\$8,569	\$8,873	\$8,670	\$9,465	2nd
Winston-Salem/Forsyth	\$3,776	\$3,727	\$4,251	\$4,309	\$5,614	\$5,868	\$7,740	8th

Source: North Carolina Department of Public Instruction Statistical Profile

Hard-to-Fill Positions

Vacancy rates do not reflect the increasing reliance on contracted labor in critical hard-to-fill areas nor the difficulty in recruiting and retaining high-quality talent.

As of April 2023

Job	Vacancies	Vacancy Rate
HVAC	18	64%
Plumber	3	44%
Electrician	4	33%
Technology	3	28%
Skilled Trades	18	27%
Mechanic	13	27%
Maintenance	76	22%
Nurse	2.4	20%
Bus Driver	77	16%
Office Support	31	15%
Occupational Therapist	4	13%
Treasurer	9	7%
Teacher	88	7%
Custodian	30	7%

Current Salary Schedules For Classified Staff



1017



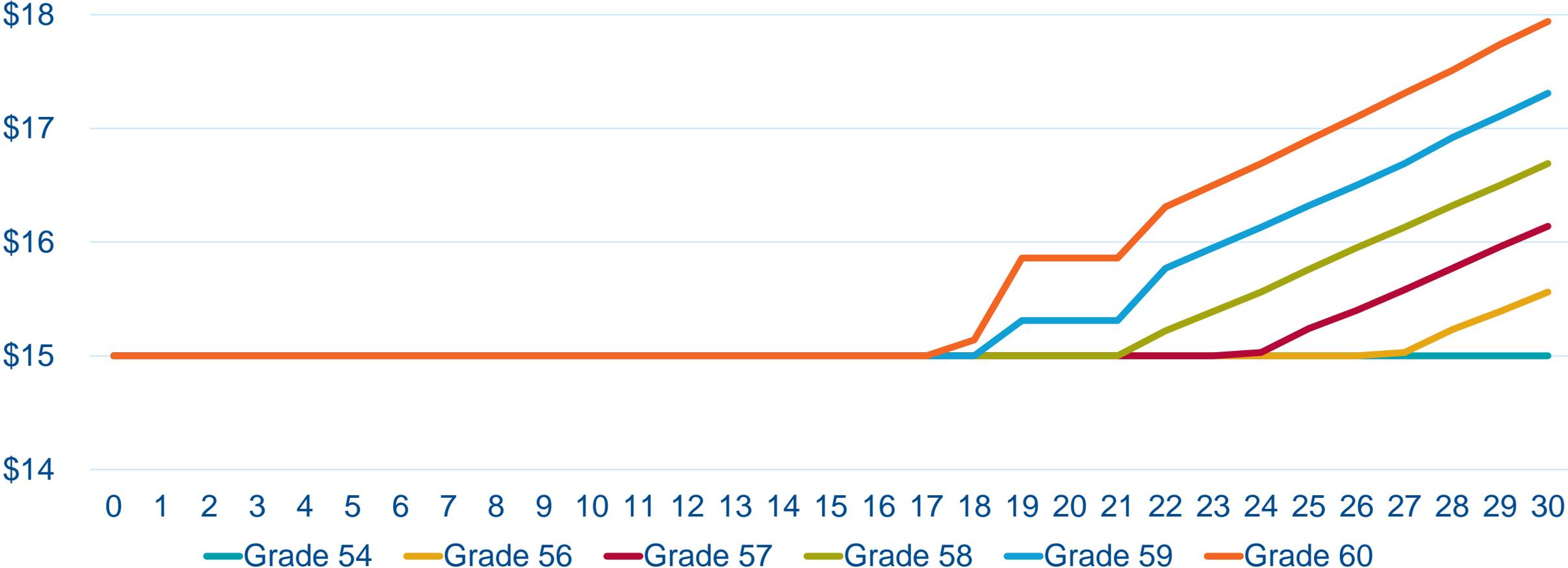
Mercedes-Benz
power

Current Classified Salary Schedules

- Each job is placed on one of thirty grades. A grade classifies a job based on its responsibility and impact.
- Each grade has fifty-four steps, which are equivalent to years of experience.
- Each year, an additional step is added. The employee retains the same rate but the rate is moved to the next step unless there is a state-legislated increase. Next year, there will be 55 steps if this practice is continued.
- The state sets salary minimums for each job. Each district determines the number of steps and grade structure.

Problems with Current Classified Salary Schedules

Hourly Rates Across Years of Experience
Grade 54 to Grade 60



Salary Study For Classified Staff



Classified Staff – Salary Study

Purpose:

Equitable and effective salary structure that retains and attracts talent needed to achieve organizational goals.

Scope:

- ✓ Update job profiles
- ✓ Market study salary
- ✓ Develop salary strategy
- ✓ Redesign salary system

Process

- Information was gathered from employees and supervisors to develop profiles that accurately reflected the knowledge, skills and impact of each job.
- Information from the job profiles was used to determine the market value of each job.
- Salary ranges were determined for each job based on market values.
- An analysis was conducted to group jobs into grades based on market values.

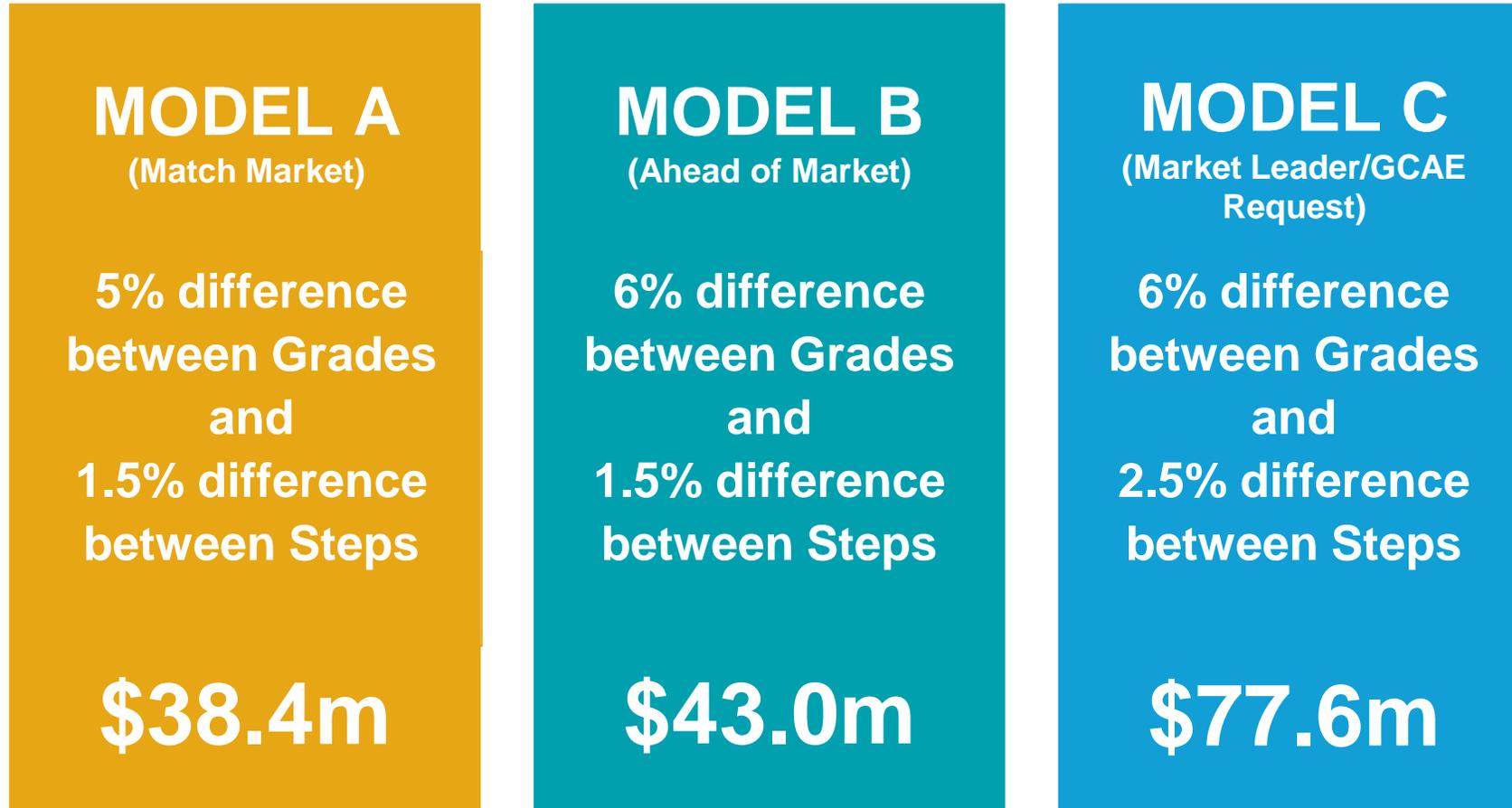
Possible Action Steps

- Set pay ranges based on market rates.
- Reduce the number of grades to allow for meaningful differences in pay rates as employees accept positions of greater impact and responsibility.
- Maintain a thirty-step schedule to reflect the number of years in a 'natural career' progression.

Possible Outcomes

- Meaningful differences in pay rates as employees accept positions of greater impact and responsibility
- Meaningful differences in pay rates across years of experience
- Competitive wage structure to fill high-need positions and increase organizational efficiency and effectiveness by reducing turnover in critical operational areas
- Ability to hire and retain high-quality talent in a competitive market

Funding Models



3,876 Full-Time Equivalent Positions

COVID-19
Federal Relief Funds
Spending Update



Covid-19 Federal Relief Funds Spending



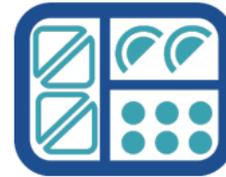
Summer Learning Program



Remote Instruction



Student Computers and Devices



School Nutrition



Connectivity Student Mobile Internet Access



Mental Health



Accelerate Learning



Learning Management System



Exceptional Children



Cybersecurity



Personal Protective Equipment (PPE)



Supplemental Funds



Staff Recruiting and Retention



Instructional Resources

Federal Grant Funds Progress

ESSER I (CARES Act)

Allotment:
\$20,919,803

Remaining:
\$0

100% Spent

Available through
September 2022

ESSER II (CRRSA)

Allotment:
\$88,775,146

Remaining:
\$3,594,236.96

96% Spent

Available through
September 2023

On track to be fully
expended by June
2023

ESSER III (ARPA)

Allotment:
\$199,263,098

Remaining:
\$121,609,187.03

39% Spent

Available through
September 2024

On track to be fully
encumbered by
September 2024

2023-24 Budget



Model A: Match Market Employee Compensation



Teacher
Supplement
Phase III

\$10M



Classified Staff
Compensation

\$32M

= \$42 million

Model B: Ahead of Market Employee Compensation



**Teacher
Supplement
Phase III**

\$10M



**Classified Staff
Compensation**

\$36.1M

= \$46.1 million

Model C: Market Leader/GCAE Request Employee Compensation



Teacher
Supplement
Phase III

\$10M



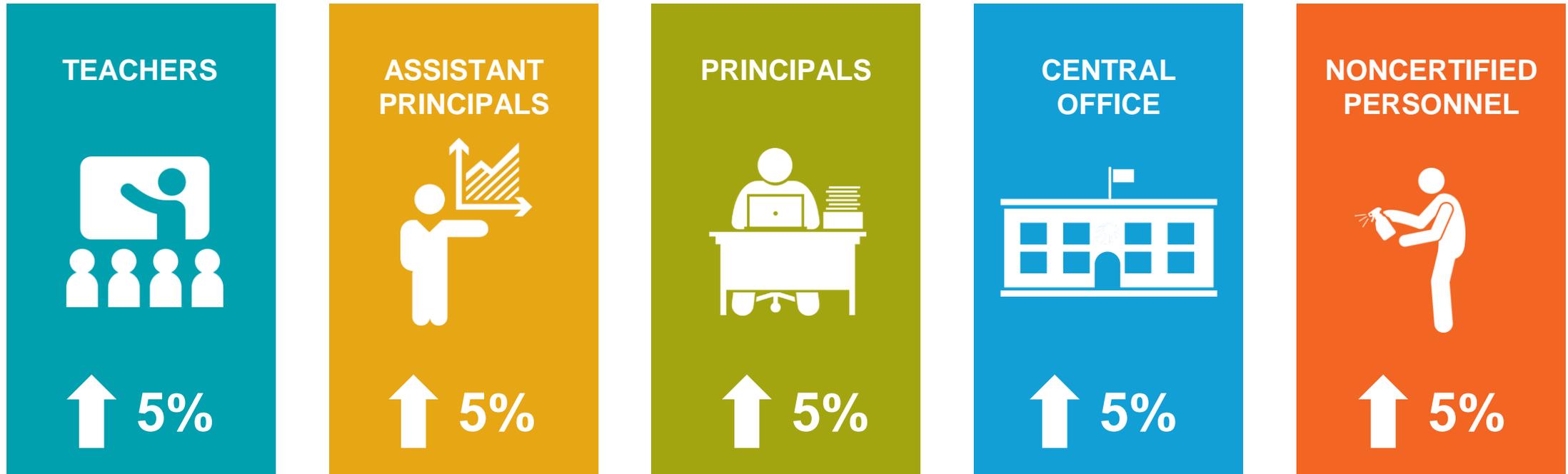
Classified Staff
Compensation

\$65.25M

= \$75.25 million

Legislative Impacts

Salary Increases



= \$4.18 million

Legislative Impacts

Benefits Rate Increases

Retirement Rate:

FY 2022-23	FY 2023-24	Change	% Change
24.5%	25.4%	0.9%	3.6%

Hospitalization Rate:

FY 2022-23	FY 2023-24	Change	% Change
\$7,397	\$7,700	\$303	4.1%

= \$1.25 million

Model A: Match Market Sustaining Operations



Charter School
Increase
\$12.27m



Utilities
\$2.65m



Liability Insurance
\$300k

= \$15.22 million

Model B: Ahead of Market Sustaining Operations



Charter School
Increase
\$12.92m



Utilities
\$2.65m



Liability Insurance
\$300k

= \$15.87 million

Model C: Market Leader/GCAE Request Sustaining Operations



Charter School
Increase
\$17.5m



Utilities
\$2.65m



Liability Insurance
\$300k

= \$20.45 million

Model A: Match Market

2023-24 Local Current Expense Fund



Employee
Compensation

\$42m



Legislative Impact
– Salaries

\$4.18m



Legislative Impact
– Benefits

\$1.25m



Sustaining
Operations

\$15.22m

= \$62.65 million

Model B: Ahead of Market 2023-24 Local Current Expense Fund



Employee
Compensation

\$46.1m



Legislative Impact
– Salaries

\$4.18m



Legislative Impact
– Benefits

\$1.25m



Sustaining
Operations

\$15.87m

=\$67.4 million

Model C: Market Leader/GCAE Request 2023-24 Local Current Expense Fund



Employee
Compensation

\$75.25m



Legislative Impact
– Salaries

\$4.18m



Legislative Impact
– Benefits

\$1.25m



Sustaining
Operations

\$20.45m

=\$101.13 million

Capital Outlay Request 2023-24

Deferred Maintenance



= \$10.2 million



Summary



2023-24 State Public School Fund



Recommended State Fund Budget = \$461,986,050

- 2023-24 NCDPI Planning Allotments
- NCDPI allotted Average Daily Membership (ADM)
 - ✓ 2022-23 allotted K-12 ADM = 69,428
 - ✓ 2023-24 allotted K-12 ADM = 67,768

2023-24 Local Current Expense Fund

2023-24 Recommended Local Fund = **\$349,538,498**

Operating Request from
County Commissioners =
\$345,935,074

- \$244,810,398 = 2022-23 county appropriation
- + 101,124,676 = increase requested for 2023-24 (41.3%)
- \$345,935,074 = 2023-24 county appropriation requested

Fines & Forfeitures
= **\$3,000,000**

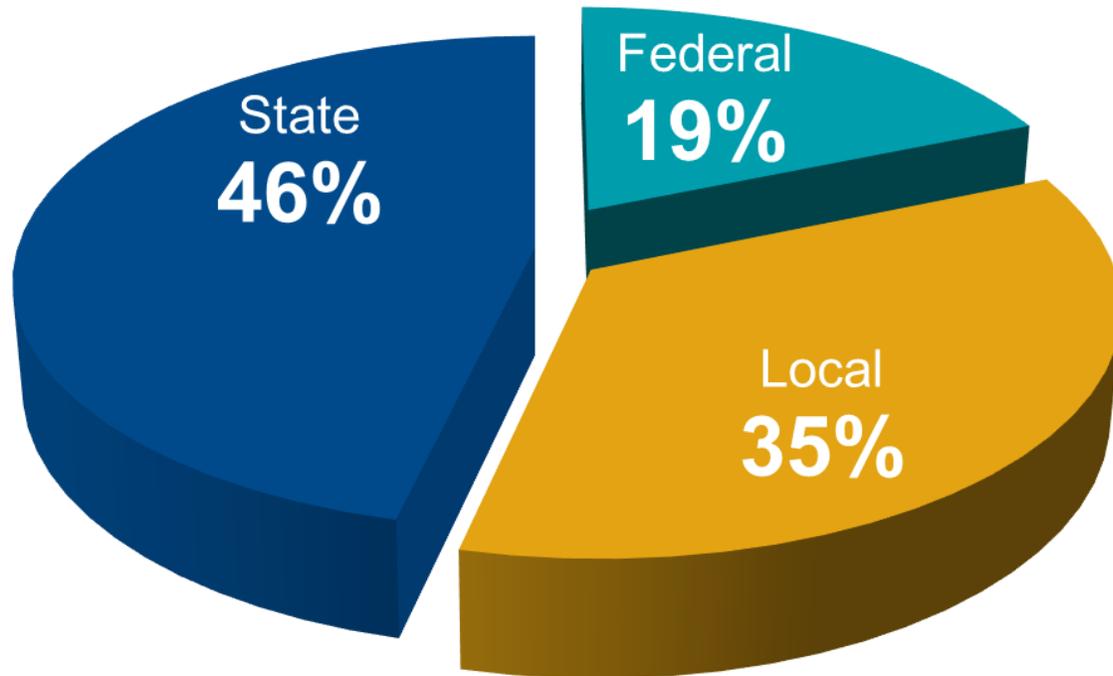
Interest Earned on
Investments = **\$603,424**

2023-24 Federal Grants Fund



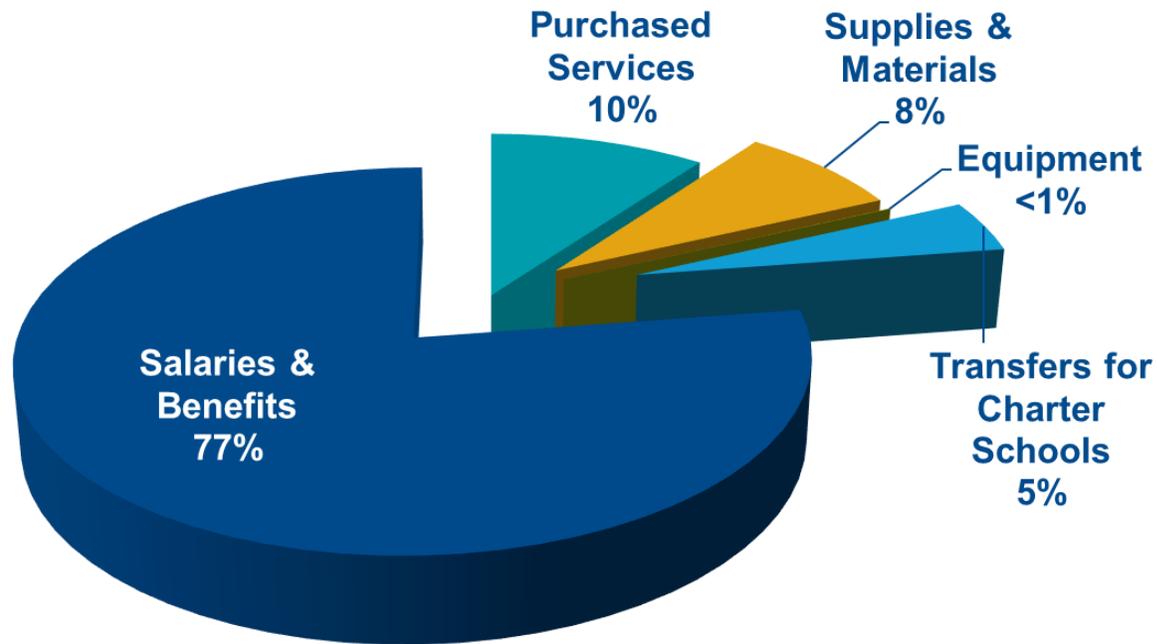
- Used 2022-23 Federal Actual/Planning Allotment plus estimated carryover = **\$186,836,743**
- 2023-24 federal planning allotments from NCDPI have not yet been released.

2023-24 Operating Budget



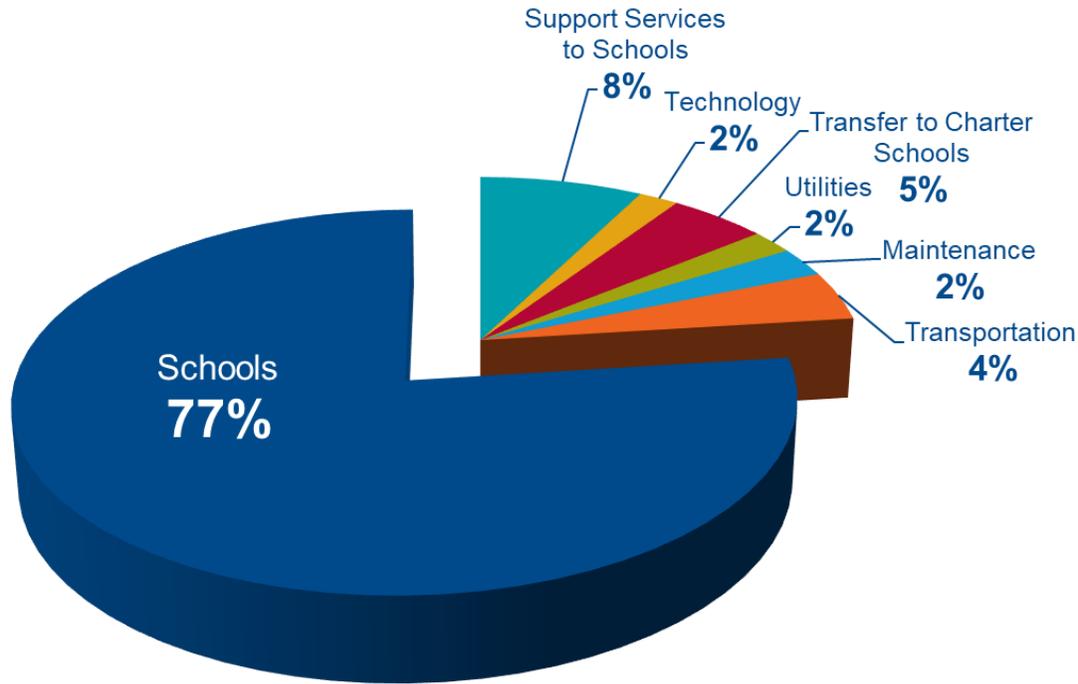
Revenues/Sources Where The Money Comes From	
State	\$461,986,050
Local	349,538,498
Federal	186,836,743
Total	\$998,361,291

2023-24 Operating Budget



Expenditures/Uses Where the Money Goes	
Salaries & Benefits	\$764,803,509
Purchased Services	104,293,684
Supplies & Materials	82,230,834
Equipment	324,949
Transfers for Charter Schools	46,708,315
Total	\$998,361,291

2023-24 Operating Budget



Summary by Purpose/Function	
Schools	\$768,139,418
Transportation	42,624,633
Maintenance	25,326,888
Utilities	20,611,552
Transfers to Charter Schools	46,583,315
Technology	18,693,043
Support Services to Schools	76,382,442
Total	\$998,361,291

2023-24 Budget Recommendation

Funding Sources	2022-23 Budget Resolution	2023-24 Budget Recommendation
State Fund	\$473,635,202	\$461,986,050
Local Fund (County)	\$252,002,182	\$349,538,498
Federal Fund	\$274,068,361	\$186,836,743
Capital Outlay Fund	\$10,034,751	\$10,200,000
School Nutrition	\$37,266,163	\$42,545,000
ACES Fund	\$4,845,609	\$6,246,733
Special Revenue Fund	\$11,346,280	\$10,594,252
Total	\$1,063,198,548	\$1,067,947,276

Questions & Dialogue

