



Superintendent's Recommended 2023-2024 Budget



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





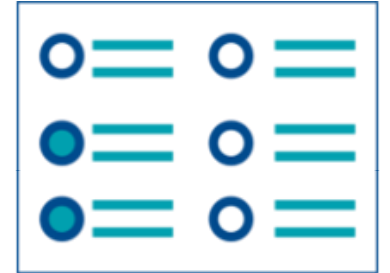
Phase 1

70+ Town
Halls and
Meetings and
2k+
Participants



Phase 2

150+ Town
Halls and
Meetings and
6k+
Participants



350+
Responses
Online

GCS has hosted **200+ community conversations** and engaged **more than 2,000 stakeholders** during phase 1 and **6,000 participants** during 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.

Community Priorities

During the ***Better Together*** community conversations, stakeholders highlighted the following as top focus areas:

RECRUIT, RETAIN
AND REWARD
TOP TALENT



ACCELERATE
LEARNING



FOSTER
HEALTHY AND
SAFE SCHOOLS



PREPARE
STUDENTS FOR
THE WORLD



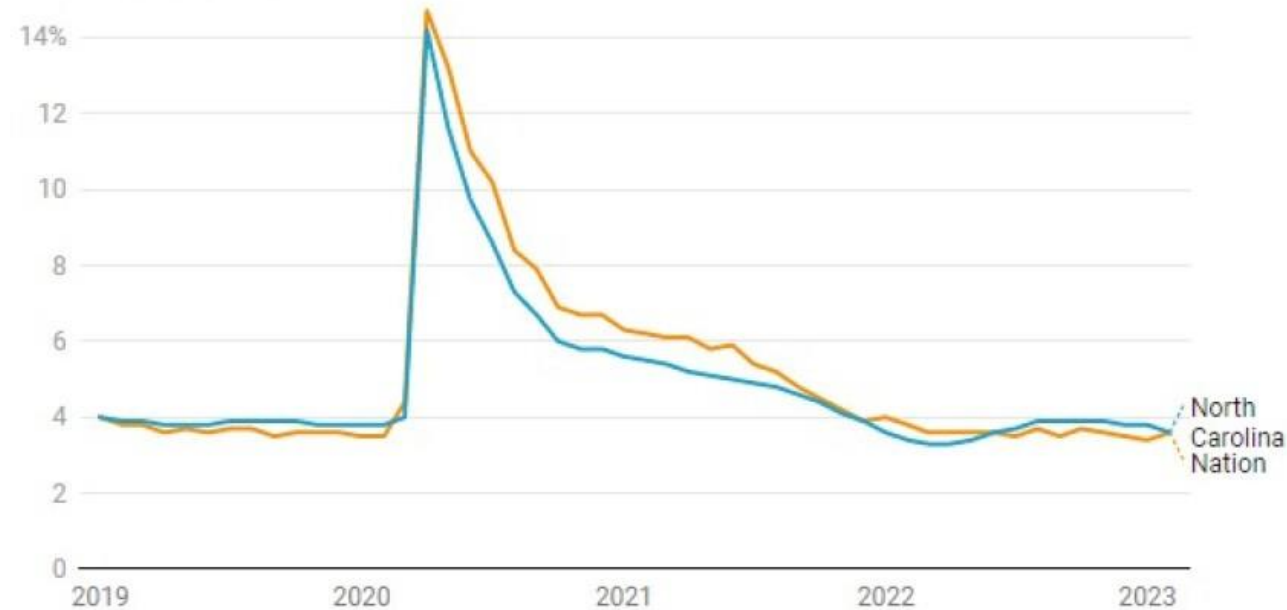
Economic Context



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](#)

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

wunc
NORTH CAROLINA PUBLIC RADIO



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 16, 2021 9:00

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; \$1,403 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.

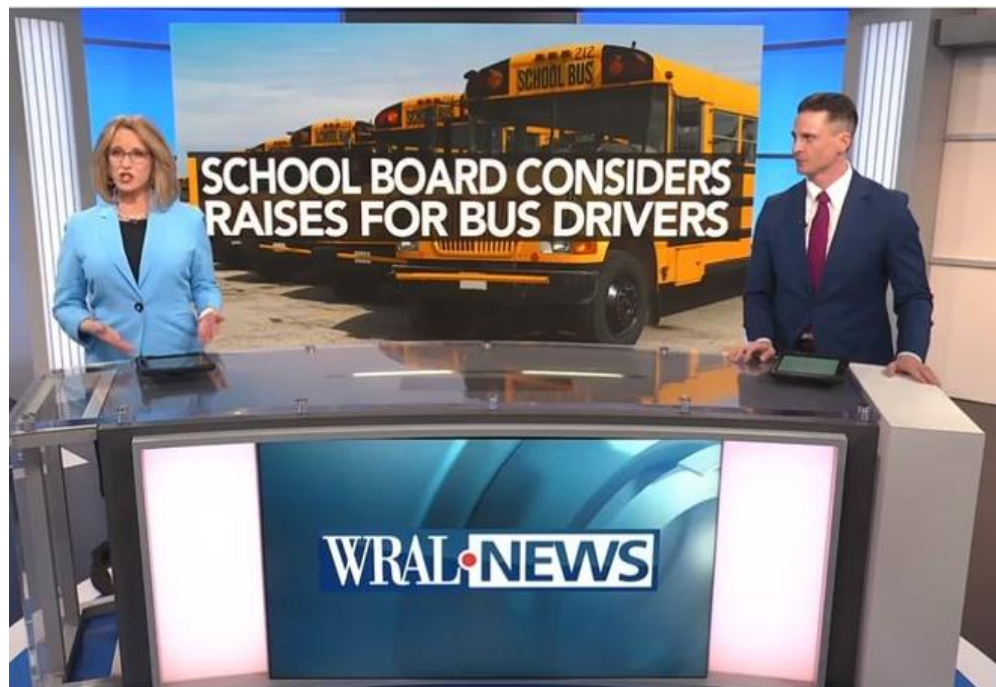
Guilford County had a **lower median family income** than in the state, Wake, Mecklenburg, and Durham counties.



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.





DURHAM
PUBLIC SCHOOLS

Budget Request Highlights

- The largest line item is a **\$4M request to increase the starting teacher salary supplement from \$5,675 to \$6,500**, with commensurate increases across the board.
 - Durham was one of five counties excluded from \$100M in state 'supplemental' funding for higher teacher pay ranging from \$400 to \$4,000 per teacher.
 - The proposed increase will put our teacher salary supplement on par with Wake and Chapel Hill, the two highest paying districts in the state.



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

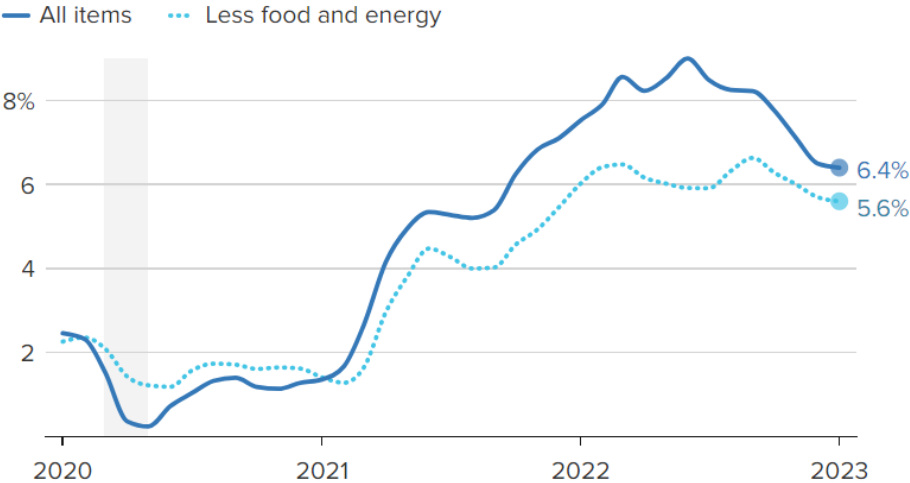
PUBLISHED TUE, FEB 14 2023 8:31 AM EST | UPDATED TUE, FEB 14 2023 12:26 PM EST

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SHARE    

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





Guilford County Government Job Vacancies Evaporating

Posted by Scott D. Yost | Mar 9, 2023 | News



“Since July of last year, the number of vacancies in the county’s government has fallen from 442 to 288 – a 35 percent reduction in nine months.

There’s been a lot of publicity about the county’s vacancies when it comes to jail guards – however, the number of vacancies in jail positions has fallen from 72 in July of 2022 to 59 as of March 1, 2023.

In that same time span, the number of nurse vacancies fell from 46 to 36 and the number of paramedic position vacancies dropped from 31 to 4.

In the Division of Social Services, Guilford County had 27 social worker vacancies last July; now there are only 10. Last summer, the county was looking to fill six emergency medical technician positions. Now every one of those positions is filled.”





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



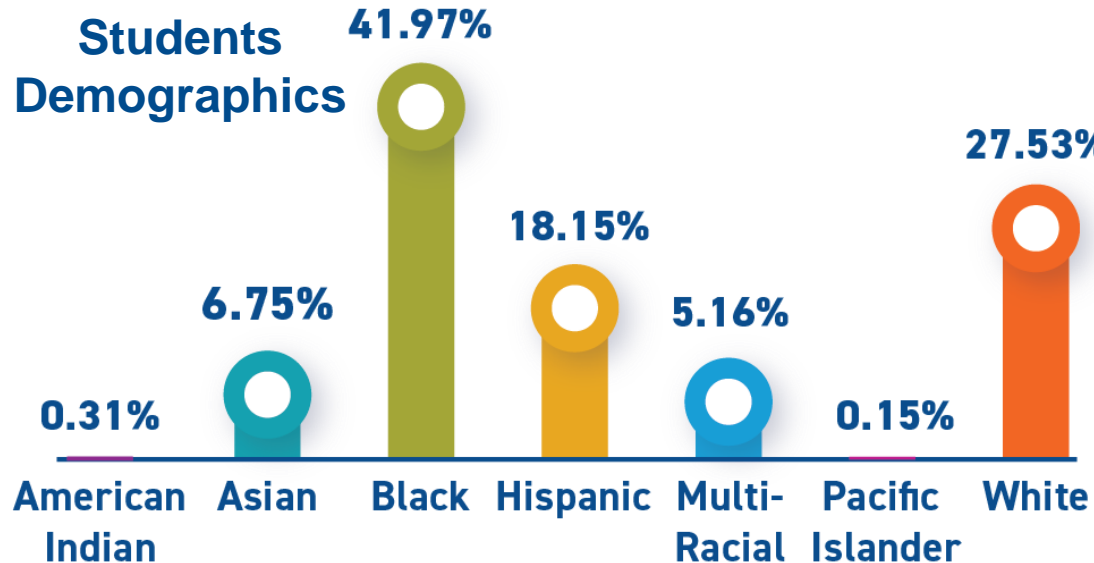
390
NEW TEACHERS
trained in summer/fall 2022



258
CTE COURSES
offered at 49 schools



66
MAGNET/CHOICE
PROGRAMS
offered at 48 schools



5,572
VOLUNTEERS
(2021-22)



109,151
VOLUNTEER
HOURS
(2021-22)



700+
COMMUNITY
PARTNERS

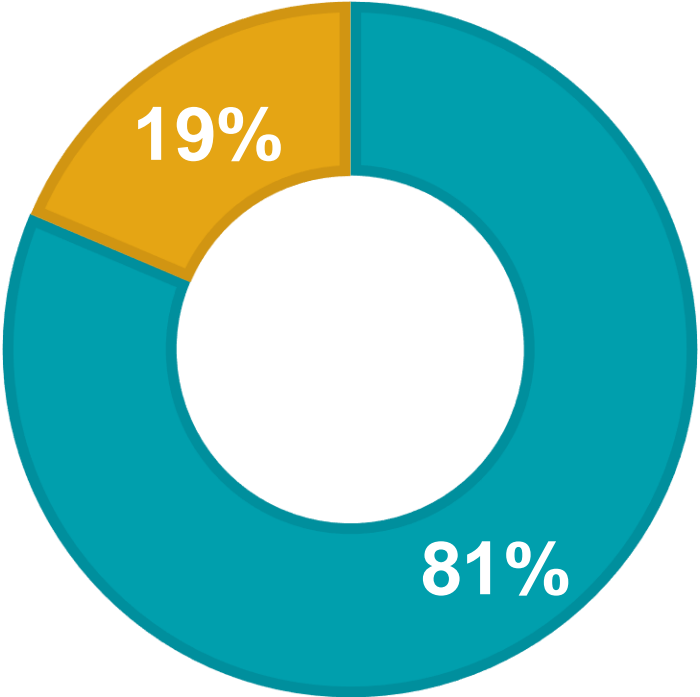
Current District Employees

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

Percentage of Teachers by Years of Experience

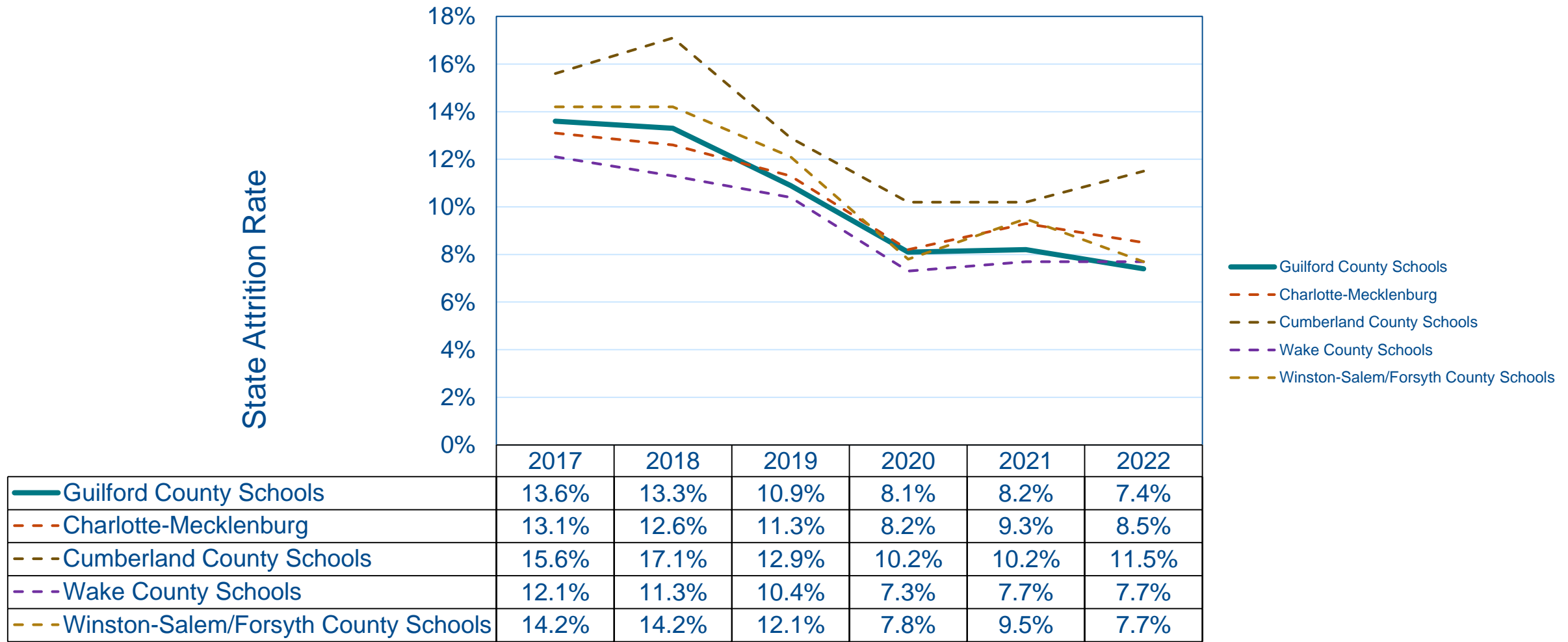


As of March 2023



■ 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)

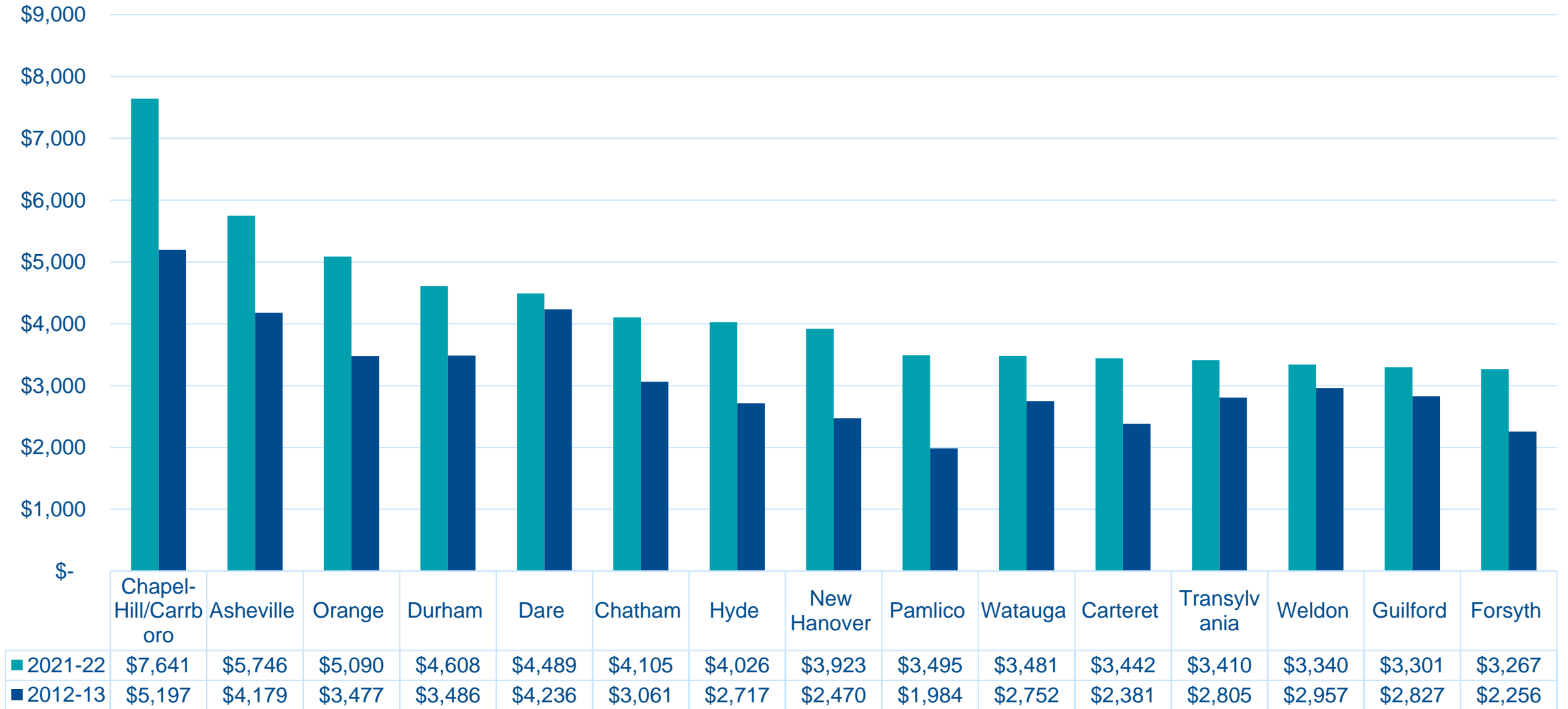
...it is the policy of the State of North Carolina to provide from State revenue sources the instructional expenses for current operations of the public school system as defined in the standard course of study.

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.

Factors Impacting Budget Development

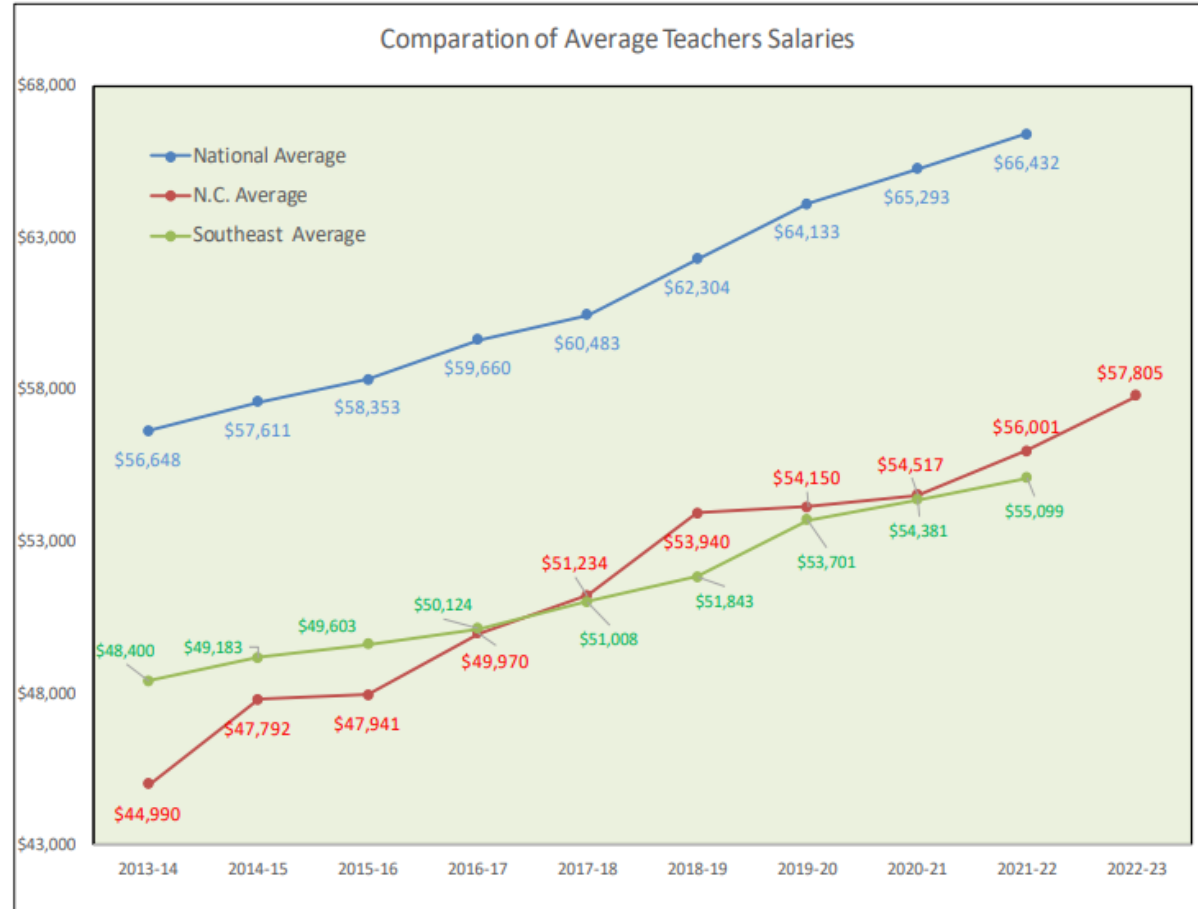
- Salary increases for teachers and licensed staff
- Salary increases for principals and assistant principals
- Salary increases for classified employees
- Changes in employee benefit rates/amounts
- Increases in annual utility/energy and gas/diesel fuel costs
- Increases for various risk management areas
- Additional operating costs associated with the construction program
- Projected growth in student enrollment (including charter schools)
- Inflation for school supplies and materials

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



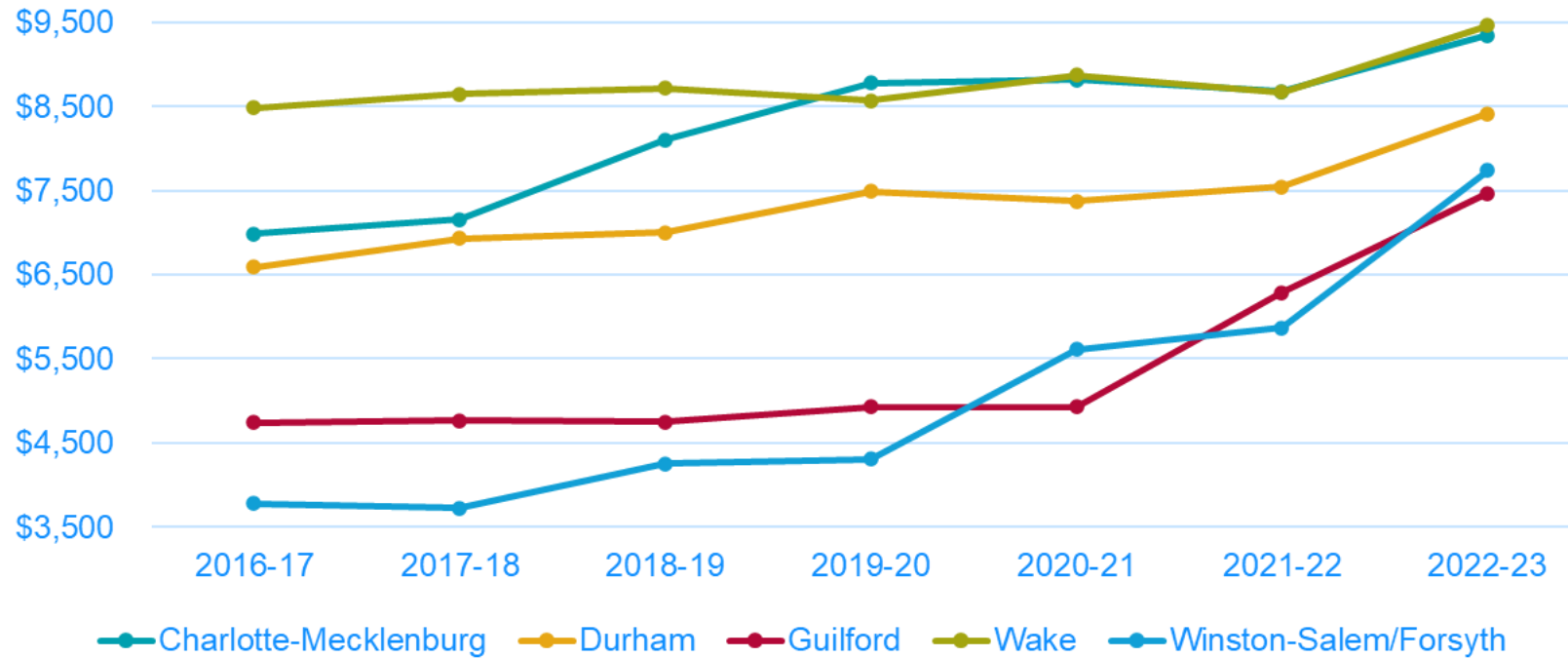
Average Teacher Salary

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	5 th
Guilford	\$4,741	\$4,764	\$4,751	\$4,929	\$4,927	\$6,288	\$7,465	11 th
Wake	\$8,485	\$8,649	\$8,720	\$8,569	\$8,873	\$8,670	\$9,465	2 nd
Winston-Salem/Forsyth	\$3,776	\$3,727	\$4,251	\$4,309	\$5,614	\$5,868	\$7,740	8 th

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.

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

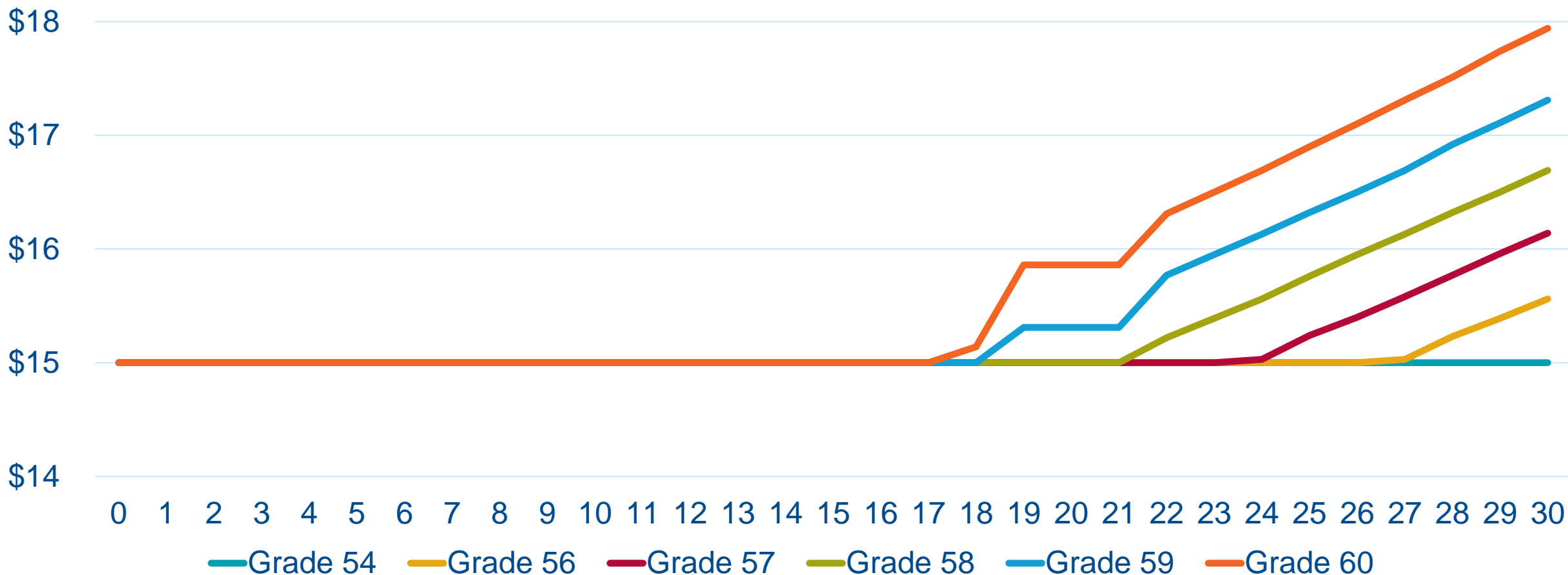


Current Classified Salary Schedules

- 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.

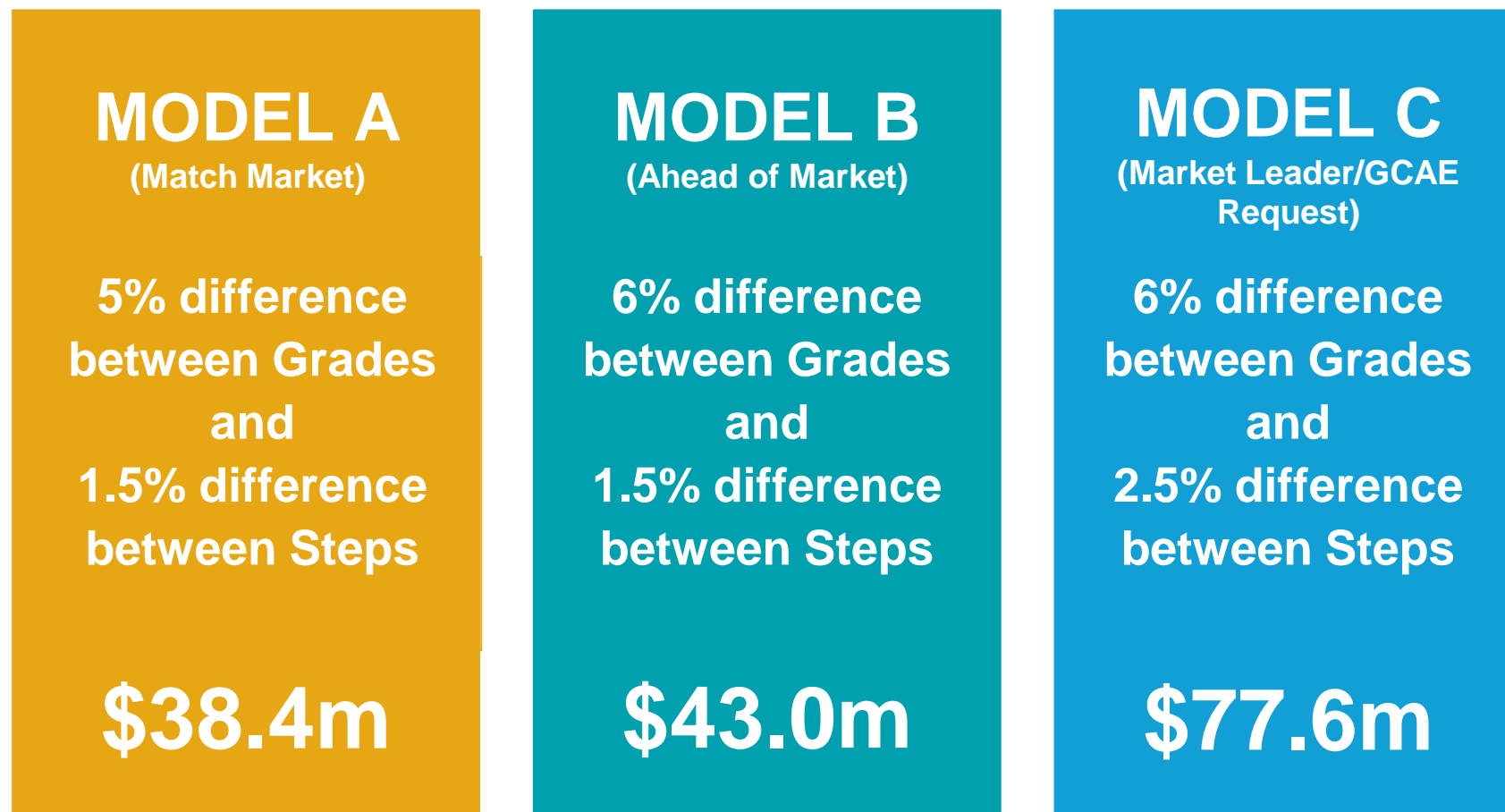
Possible Action Steps

- 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



Employee Compensation



**Teacher
Supplement
Phase III**

\$10M



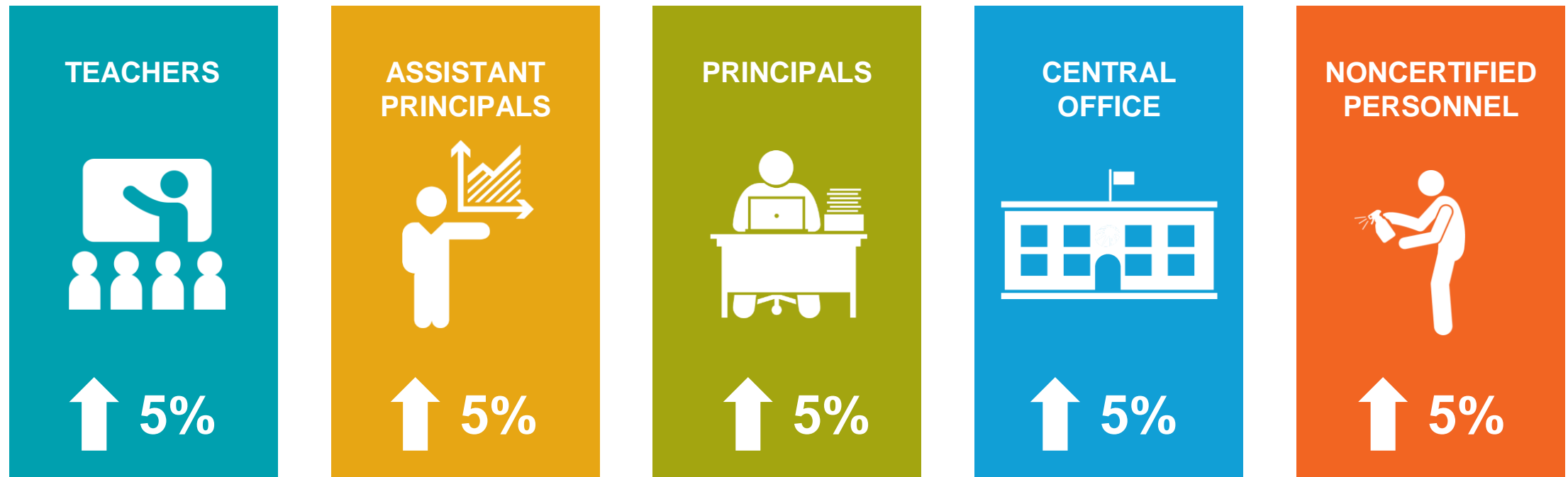
**Classified Staff
Compensation**

\$32M

= \$42 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

Sustaining Operations



Charter School
Increase
\$12.27m



Utilities
\$2.65m



Liability Insurance
\$300k

= \$15.22 million

2023-24 Local Current Expense Fund



Employee
Compensation

\$42m



Legislative Impact
– Salaries

\$4.18m



Legislative Impact
– Benefits

\$1.25m



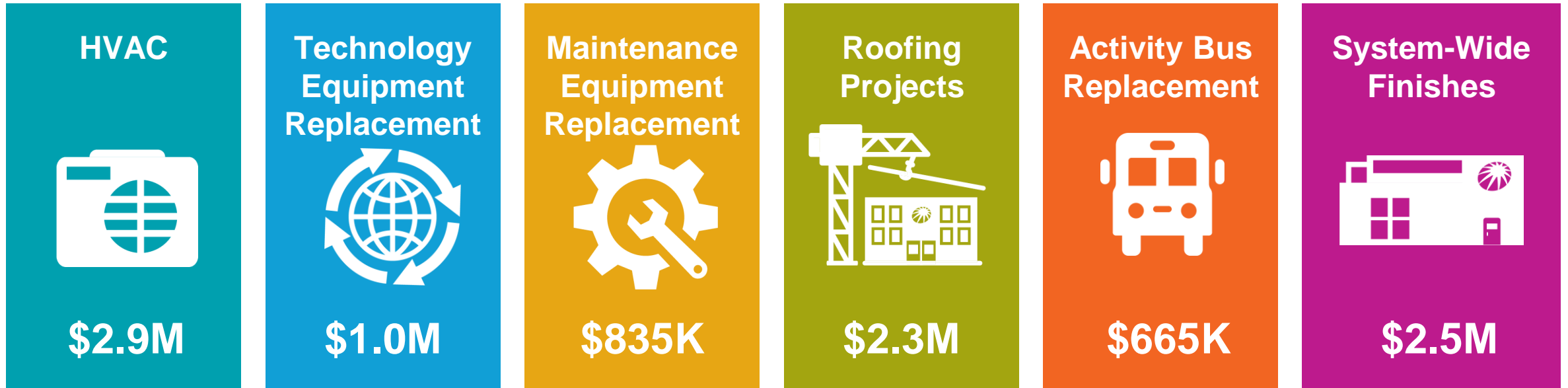
Sustaining
Operations

\$15.22m

= \$62.65 million

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 = **\$311,064,573**

**Operating Request from
County Commissioners =
\$307,461,149**

- \$244,810,398 = 2022-23 county appropriation
- + 62,650,751 = increase requested for 2023-24 (25.6%)
- \$307,461,149 = 2023-24 county appropriation requested

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

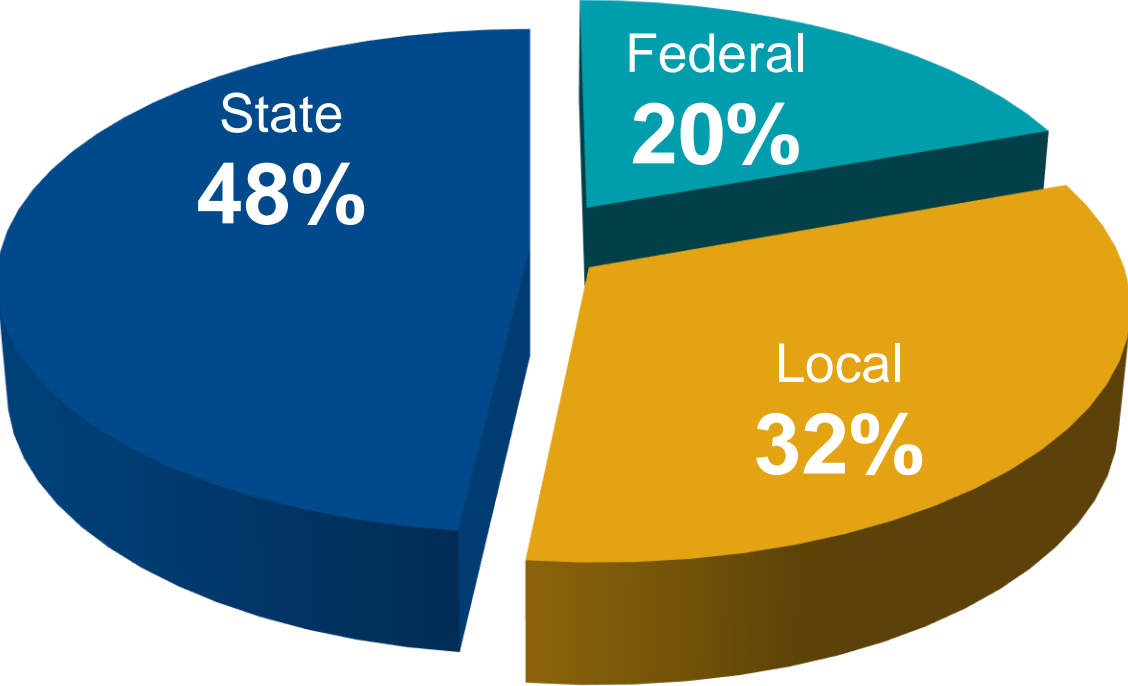
**Interest Earned on
Investments = \$603,424**

2023-24 Federal Grants Fund



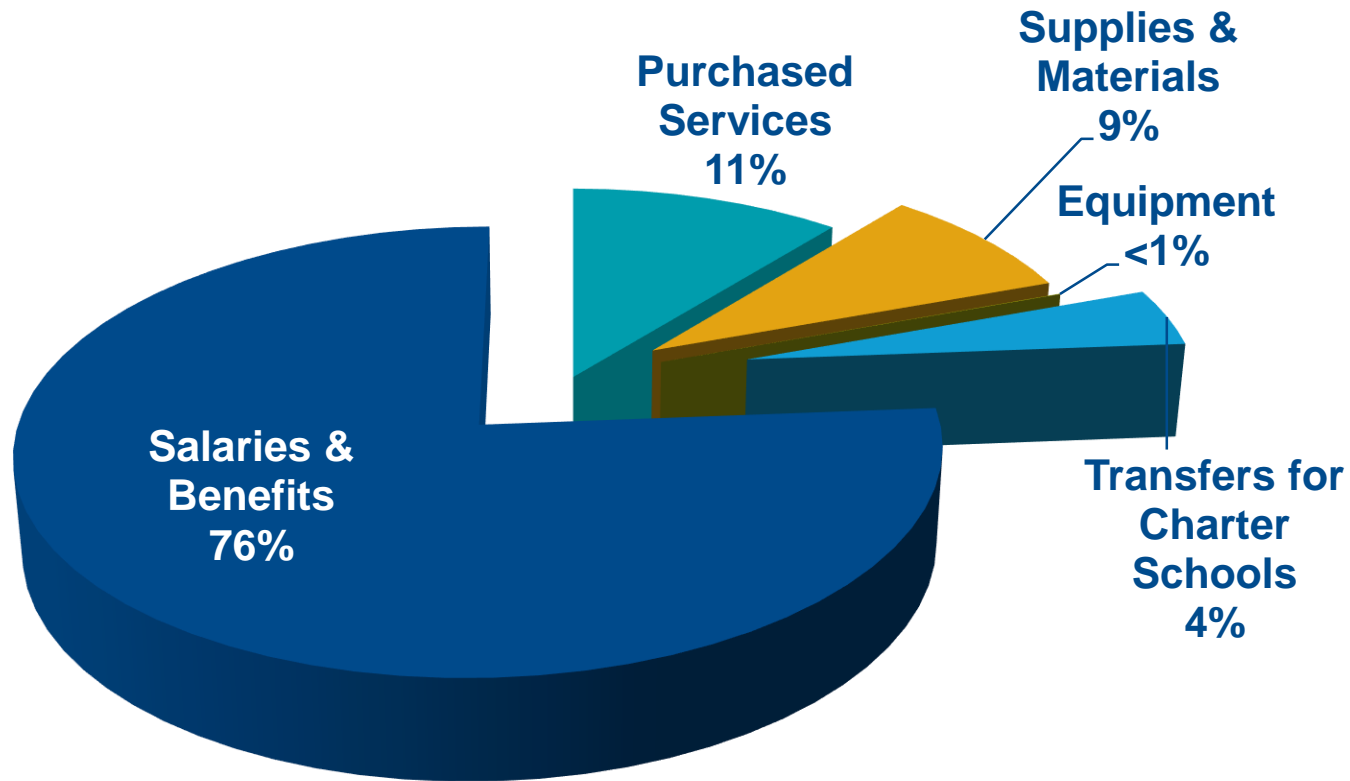
- Used 2022-23 Federal Actual/Planning Allotment plus estimated carryover = **\$186,836,743**
- 2023-24 federal planning allotments from NCDPI have not yet been released.

2023-24 Operating Budget



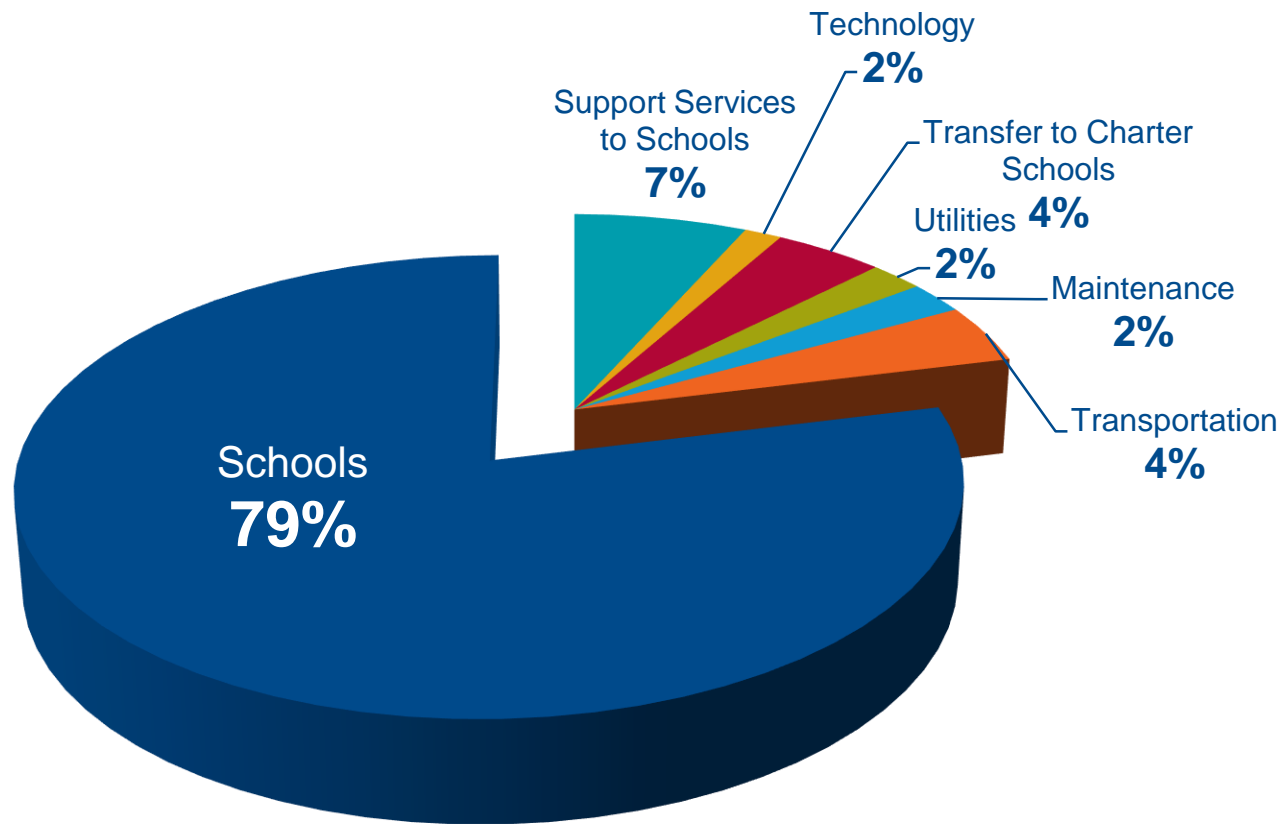
Revenues/Sources Where The Money Comes From	
State	\$461,986,050
Local	311,064,573
Federal	186,836,743
Total	\$959,887,366

2023-24 Operating Budget



Expenditures/Uses Where the Money Goes	
Salaries & Benefits	\$731,553,509
Purchased Services	104,293,684
Supplies & Materials	82,230,834
Equipment	324,949
Transfers for Charter Schools	41,484,390
Total	\$959,567,366

2023-24 Operating Budget

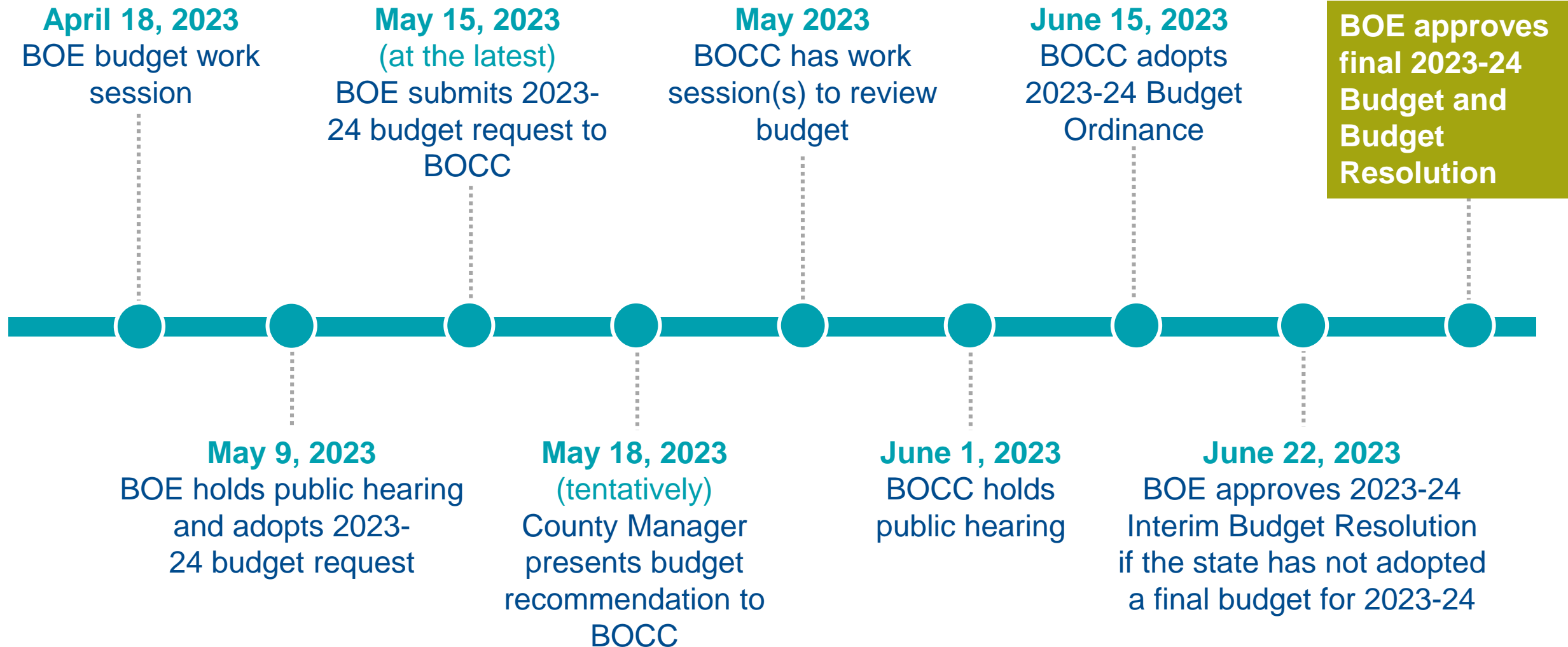


Summary by Purpose/Function	
Schools	\$756,752,736
Transportation	40,627,501
Maintenance	21,948,544
Utilities	20,562,987
Transfers to Charter Schools	41,359,390
Technology	14,097,769
Support Services to Schools	64,538,439
Total	\$959,887,366

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	\$311,064,573
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	\$1,029,473,351

Budget Process – Next Steps



Questions & Dialogue

