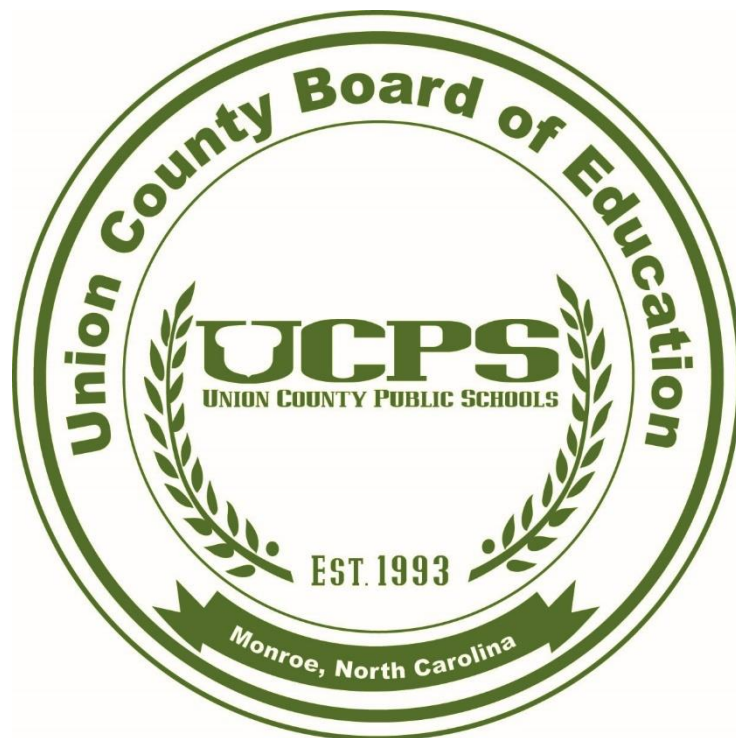


# **UNION COUNTY PUBLIC SCHOOLS**



**Budget Proposal**  
**2025 - 2026**



#### **Board Members**

Rev. Jimmy H. Bention, Sr. – Chairman  
Matt Helms – Vice Chairman  
Sandra Greene  
Kathy Heintel  
Rev. John J. Kirkpatrick, IV  
Sarah May  
Joseph Morreale  
Todd Price  
Barry Tucker

#### **Superintendent**

Dr. Andrew G. Houlihan

## **BUDGET EXECUTIVE SUMMARY AND MESSAGE TO THE UNION COUNTY COMMUNITY**

On Tuesday, May 6, 2025, the Union County Board of Education approved the 2025-2026 proposed operating and capital budget. This proposal fully supports our 41,000+ students and 5,000+ employees.

Developing a budget for a system of our size involves considering many factors. As one of the highest-performing school districts in North Carolina, we must continue to support effective programming and resources that position our students and teachers for success. As the largest employer in Union County and the sixth-largest school district in North Carolina, we must also evaluate where improvements are needed and make adjustments to ensure success throughout our county.

We are extremely proud of our teachers, principals, students, administrators, and staff, and we appreciate their resilience and hard work. Our collective efforts have been extremely successful and are a true example of the dedication of Team UCPS and our stakeholders.

As we look to the 2025-2026 school year, the Budget Recommendation is outlined in six categories that support the Union County Public Schools Strategic Plan. The areas of focus are:

- **Sustaining Operations**
- **Investing in Employees**
- **Student Growth**
- **Program Expansion / New Initiatives**
- **Additional Request**
- **Investing in our Future**

The approval of the recommended budget will continue to move UCPS in the right direction, and will align with our goal of establishing UCPS as the best school system in North Carolina.

An area of continued concern is funding to support increases in compensation for all school personnel, particularly teachers. Maintaining alignment with cost-of-living and market rate increases is crucial to our ability to recruit and retain the best talent. The employees of Union County Public Schools are our greatest resource, and supporting them is critical to the continued academic success of our students.

Our 2025-2026 budget proposal includes increases to the local supplement schedule to support our certified teachers and instructional staff. If funded, this would mark the first time in over a decade that UCPS has increased teacher supplements for two consecutive years. Ensuring competitive compensation is essential for maintaining our standing within local and regional markets.

400 North Church Street, Monroe, NC 28112 • Phone: 704-296-9898 • Fax: 704-289-9182 • [www.ucps.k12.nc.us](http://www.ucps.k12.nc.us)

*In compliance with federal law, UCPS administers all educational programs, employment activities and admissions without discrimination against any person on the basis of gender, race, color, religion, national origin, age or disability.*



The budget recommendation also includes funding needed to sustain current operations as follows:

- Projected increases to property / liability insurance and public utilities
- State increases in certified and non-certified salaries
- State health and retirement employer matching benefits
- Supplement increases for Teachers/Certified staff
- Compensation increases for Traffic Directors
- Funding to support administrative positions
- Required increase for the charter school pass through payments
- Year one of a five-year phased plan to have a School Nurse at every school

Capital funding for aging facility needs continues to be a top priority. The recommended capital budget and capital improvement plan addresses and prioritizes the renovations and repairs needed across the district. The capital request also includes items to address aging infrastructure needs, district technology needs, vehicle replacements and funding for year seven of our band uniform and equipment replacements.

The students, teachers, school administration and staff of Union County Public Schools expect and deserve the very best. In order to meet this expectation, we need funding to address the needs of the district as outlined in this request.

As Superintendent and Board of Education, we submit the Union County Public Schools 2025-2026 budget recommendation for your consideration.

In Partnership,

Andrew G. Houlihan, Ed.D.  
Superintendent

In Partnership,

Rev. Jimmy H. Bention, Sr.  
Board Chairman

# FAST FACTS

**53**

SCHOOLS

**41,000**  
STUDENTS

**5,000 EMPLOYEES**

**93.3%**

GRADUATION RATE

**30**

DUAL LANGUAGE  
PROGRAMS

**3** NATIONAL  
BLUE RIBBON  
SCHOOLS OF  
EXCELLENCE

**7** LEADER IN ME  
LIGHTHOUSE  
SCHOOLS

**13,161** CREDENTIALS EARNED  
IN 20+ CAREER  
READINESS PATHWAYS

EACH HIGH SCHOOL OFFERS A  
**MINIMUM OF 10 AP COURSES**

CAREER-ADVANCING COHORT  
**OPPORTUNITIES FOR STAFF**

**UCPS**  
UNION COUNTY PUBLIC SCHOOLS

**DETAIL OF CHANGES TO 2024-2025 COUNTY APPROPRIATION**

**Proposed**

**2024-2025 BASE BUDGET** **\$ 130,611,680**

**I. SUSTAINING OPERATIONS**

|  |  |                     |
|--|--|---------------------|
| A. Program Continuation                                      |  |                     |
| 1. Special Population Support - Exceptional Children         |  | \$ 900,000          |
| B. Inflationary Adjustments                                  |  |                     |
| 1. Insurance - Property and Liability                        |  | 200,000             |
| 2. Utility Increases   |  | 482,500             |
| C. Classroom Support   |  |                     |
| 1. Long Term Substitute Costs (Coverage for extended leaves) |  | 500,000             |
| <b>Total Sustaining Operations</b>                           |  | <b>\$ 2,082,500</b> |

**II. INVESTING IN OUR EMPLOYEES**

|   |  |                      |
|---|--|----------------------|
| A. Salaries and Benefits  |  |                      |
| 1. State Legislated Increase - Projected 3% for Non-Certified                 |  | \$ 1,015,247         |
| 2. State Legislated Increase - Projected 4% Step increase for Certified staff |  | 538,324              |
| 3. Benefit Increases - Projected average increase of 4.5%                     |  | 881,791              |
| B. Staff Recruitment and Retention  |  |                      |
| 1. Certified Staff - \$2,000 Increase to local supplement                     |  | 7,681,620            |
| 2. Compensation Study - Increase Non-Certified Instructional Support of 1.5%  |  | 375,500              |
| 3. Compensation Study - Skilled Trades (Facilities / Transportation) of 3%    |  | 350,000              |
| 4. Compensation Study - Traffic Directors                                     |  | 97,600               |
| C. Organizational Changes   |  |                      |
| 1. Staffing Realignment   |  | 240,500              |
| <b>Total Investing In Our Employees</b>                                       |  | <b>\$ 11,180,582</b> |

**III. STUDENT GROWTH**

|  |  |                   |
|--|--|-------------------|
| A. Student Enrollment Growth Costs       |  |                   |
| 1. Charter School Enrollment Projections |  | \$ 850,000        |
| <b>Total Student Enrollment Growth</b>   |  | <b>\$ 850,000</b> |

**IV. PROGRAM EXPANSION / NEW INITIATIVE**

|  |  |                   |
|--|--|-------------------|
| A. Talent Acquisition  |  |                   |
| 1. Elementary Administrative Support - Bookkeeper/Data Manger  |  | \$ 151,000        |
| 2. Administrative Support - Legal Services                     |  | 81,500            |
| 3. Technology Programming Support<br>Academic Support Services |  | 135,000           |
| B. 1. School Nurses - Year 1 of 5                              |  | 196,400           |
| <b>Total Program Expansion / New Initiative</b>                |  | <b>\$ 563,900</b> |

**Category I. - IV. Totals** **\$ 14,676,982**

|  |                       |
|--|-----------------------|
|  | <b>\$ 145,288,662</b> |
| <b>2025-2026 PROPOSED COUNTY APPROPRIATION</b>         | <b>\$ 145,288,662</b> |
| INCREASE IN TOTAL COUNTY APPROPRIATION OVER PRIOR YEAR | <b>\$ 14,676,982</b>  |
| BOCC proposed increase                                 | <b>\$ (8,608,837)</b> |
| <b>Additional Request</b>                              | <b>6,068,145</b>      |

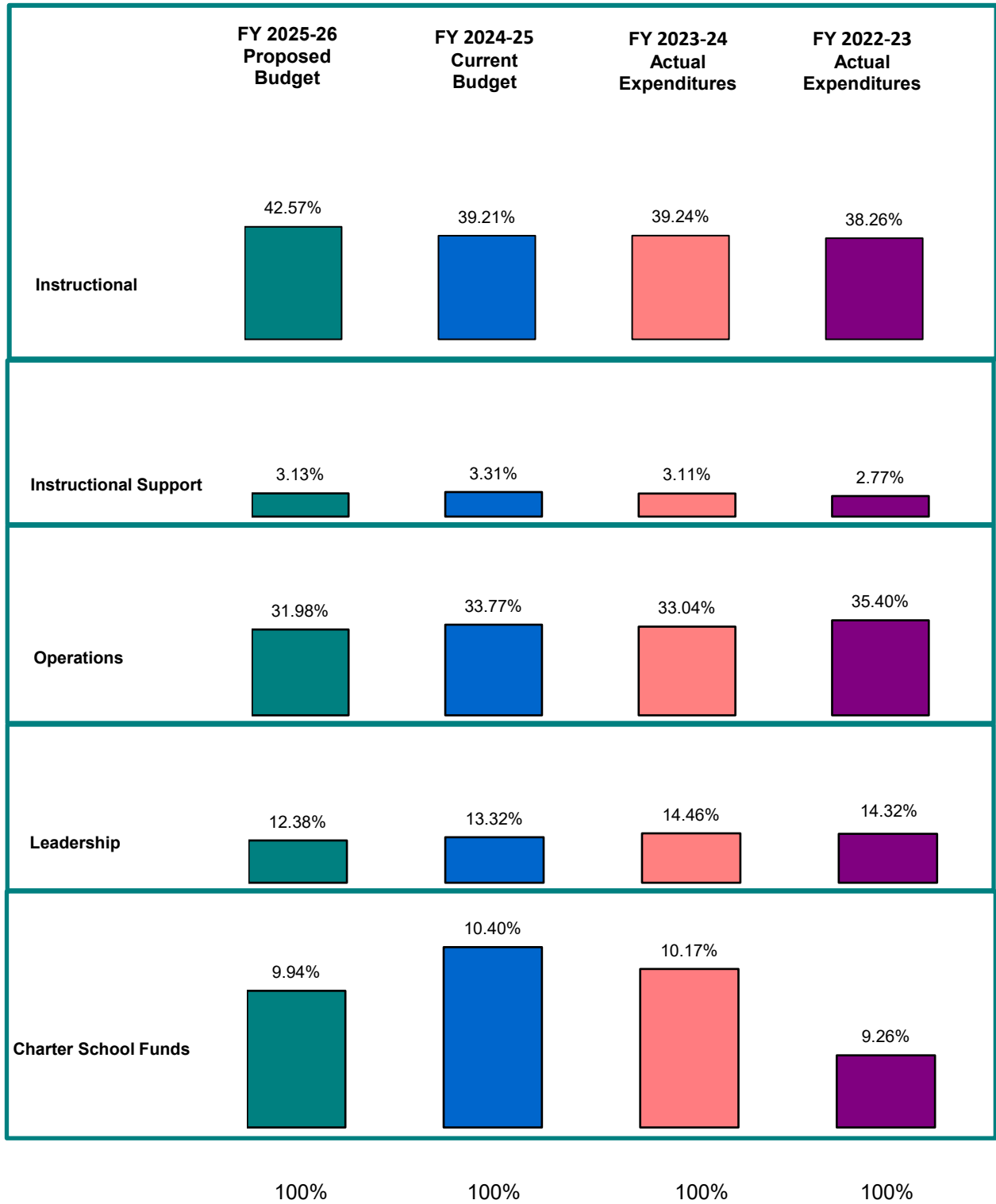
## 2025 - 2026 PROPOSED LOCAL OPERATING BUDGET: COMPARISON TO PRIOR YEAR

|  | 2025-26<br>Proposed<br>Budget | 2024-25<br>Current<br>Budget | %<br>Change  |
|--|-------------------------------|------------------------------|--------------|
| <b>REVENUES</b>                              |                               |                              |              |
| Union County Operating Appropriation         | \$ 145,288,662                | \$ 130,611,680               | 11.2%        |
| Local Fines and Forfeitures                  | 700,000                       | 700,000                      | -            |
| ABC Revenues                                 | 60,000                        | 60,000                       | -            |
| <b>TOTAL REVENUES</b>                        | <u>\$ 146,048,662</u>         | <u>\$ 131,371,680</u>        | <u>11.2%</u> |
| <b>EXPENDITURES</b>                          |                               |                              |              |
| Instructional                                |                               |                              |              |
| Regular Instructional                        | \$ 37,327,392                 | \$ 28,389,043                | 31.5%        |
| Special Populations                          | 6,175,356                     | 4,960,449                    | 24.5%        |
| Alternative Programs and Services            | 5,494,746                     | 5,413,543                    | 1.5%         |
| Co-Curricular                                | 2,509,850                     | 2,509,850                    | -            |
| School-Based Support                         | 10,670,981                    | 10,223,627                   | 4.4%         |
| Total Instructional                          | <u>62,178,325</u>             | <u>51,496,512</u>            | 20.7%        |
| Instructional Support                        |                               |                              |              |
| Support and Development                      | \$ 3,336,116                  | \$ 3,177,253                 | 5.0%         |
| Special Population Support and Development   | 429,427                       | 408,978                      | 5.0%         |
| Alternative Programs Support and Development | 185,315                       | 176,490                      | 5.0%         |
| System-wide Pupil Support                    | 614,201                       | 584,953                      | 5.0%         |
| Total Instructional Support                  | 4,565,058                     | 4,347,674                    | 5.0%         |
| Operations                                   |                               |                              |              |
| Technology Support                           | \$ 4,620,812                  | \$ 4,400,773                 | 5.0%         |
| Operational Support                          | 30,772,004                    | 29,722,234                   | 3.5%         |
| Financial and Human Resource Services        | 10,236,425                    | 9,160,881                    | 11.7%        |
| Accountability                               | 636,630                       | 636,630                      | -            |
| Community Services                           | -                             | -                            | 0.0%         |
| Nutrition Services                           | 442,377                       | 442,377                      | 0.0%         |
| Total Operations                             | <u>46,708,248</u>             | <u>44,362,895</u>            | 5.3%         |
| Leadership                                   |                               |                              |              |
| Policy, Leadership and Public Relations      | \$ 3,902,753                  | \$ 3,746,326                 | 4.2%         |
| School Leadership Services                   | 14,176,319                    | 13,750,313                   | 3.1%         |
| Total Leadership                             | <u>18,079,072</u>             | <u>17,496,639</u>            | 3.3%         |
| Charter School Funds                         | \$ 14,517,960                 | \$ 13,667,960                | 6.2%         |
| <b>TOTAL EXPENDITURES</b>                    | <u>\$ 146,048,662</u>         | <u>\$ 131,371,680</u>        | <u>11.2%</u> |

## COMPARATIVE EXPENDITURES BY MAJOR FUNCTION

|  | FY 2025-26<br>Proposed<br>Budget | FY 2024-25<br>Current<br>Budget | FY 2023-24<br>Actual<br>Expenditures | FY 2022-23<br>Actual<br>Expenditures |
|--|----------------------------------|---------------------------------|--------------------------------------|--------------------------------------|
| <b>Instructional</b>                         |                                  |                                 |                                      |                                      |
| Regular Instructional                        | \$ 37,327,392                    | \$ 28,389,043                   | \$ 27,735,840                        | \$ 26,274,848                        |
| Special Populations                          | 6,175,356                        | 4,960,449                       | 5,334,440                            | 4,086,408                            |
| Alternative Programs                         | 5,494,746                        | 5,413,543                       | 3,102,995                            | 3,131,429                            |
| Co-Curricular                                | 2,509,850                        | 2,509,850                       | 2,754,816                            | 2,607,022                            |
| School-Based Support                         | 10,670,981                       | 10,223,627                      | 9,933,694                            | 9,996,541                            |
| <b>Total Instructional</b>                   | <u>62,178,325</u>                | <u>51,496,512</u>               | <u>48,861,784</u>                    | <u>46,096,248</u>                    |
| <b>Instructional Support</b>                 |                                  |                                 |                                      |                                      |
| Support and Development                      | \$ 3,336,116                     | \$ 3,177,253                    | \$ 2,781,211                         | \$ 2,334,604                         |
| Special Population Support and Development   | 429,427                          | 408,978                         | 438,023                              | 309,769                              |
| Alternative Programs Support and Development | 185,315                          | 176,490                         | 142,737                              | 148,075                              |
| System-wide Pupil Support                    | 614,201                          | 584,953                         | 512,709                              | 541,067                              |
| <b>Total Instructional Support</b>           | <u>4,565,058</u>                 | <u>4,347,674</u>                | <u>3,874,680</u>                     | <u>3,333,515</u>                     |
| <b>Operations</b>                            |                                  |                                 |                                      |                                      |
| Technology Support                           | \$ 4,620,812                     | \$ 4,400,773                    | \$ 4,381,174                         | \$ 5,321,011                         |
| Operational Support                          | 30,772,004                       | 29,722,234                      | 28,864,853                           | 29,272,066                           |
| Financial and Human Resource Services        | 10,236,425                       | 9,160,881                       | 7,415,349                            | 6,916,637                            |
| Accountability                               | 636,630                          | 636,630                         | 492,552                              | 513,451                              |
| Community Services                           | -                                | -                               | -                                    | -                                    |
| Nutrition Services                           | 442,377                          | 442,377                         | -                                    | 640,832                              |
| <b>Total Operations</b>                      | <u>46,708,248</u>                | <u>44,362,895</u>               | <u>41,153,928</u>                    | <u>42,663,997</u>                    |
| <b>Leadership</b>                            |                                  |                                 |                                      |                                      |
| Policy, Leadership and Public Relations      | \$ 3,902,753                     | \$ 3,746,326                    | \$ 3,673,552                         | \$ 3,428,288                         |
| School Leadership Services                   | 14,176,319                       | 13,750,313                      | 14,335,189                           | 13,831,117                           |
| <b>Total Leadership</b>                      | <u>18,079,072</u>                | <u>17,496,639</u>               | <u>18,008,741</u>                    | <u>17,259,405</u>                    |
| <b>Charter School Funds</b>                  | \$ 14,517,960                    | \$ 13,667,960                   | \$ 12,667,960                        | \$ 11,157,808                        |
| <b>Total</b>                                 | <u>\$ 146,048,662</u>            | <u>\$ 131,371,680</u>           | <u>\$ 124,567,094</u>                | <u>\$ 120,510,973</u>                |

UNION COUNTY BOARD OF EDUCATION  
**INSTRUCTION TAKES TOP PRIORITY**



Note: Vertical bar graphs are not intended to be proportional across categories.

**2025-2026 PROPOSED CAPITAL IMPROVEMENT BUDGET****Proposed****I. Facilities**

|  |    |           |
|--|----|-----------|
| 1. Identified Building Projects - Building Systems       | \$ | 7,997,375 |
| 2. Identified Building Projects - Expansion/ Renovations |    | 1,577,000 |
| 3. Identified Building Projects - Safety/Security        |    | 294,063   |
| 4. Identified - Facilities Landscape Equipment/Vehicles  |    | 783,000   |
| 5. Painting  |    | 1,298,838 |
| 6. Roofing   |    | 3,500,000 |

**Total Facilities****\$ 15,450,276****II. Transportation**

|                                |    |         |
|--------------------------------|----|---------|
| 1. Vehicle - (1) Service Truck | \$ | 50,000  |
| 2. Local Vehicle - (1)         |    | 50,000  |
| 3. Activity Bus (3)            |    | 460,000 |

**Total Transportation****\$ 560,000****III. School Nutrition**

|   |    |         |
|---|----|---------|
| 1. Cafeteria Equipment - Replacement Schedule | \$ | 250,000 |
|---|----|---------|

**Total School Nutrition****\$ 250,000****IV. Technology Services**

|                              |    |           |
|------------------------------|----|-----------|
| 1. Laptop Lease Payment      |    |           |
| 3-5 Students (Year 1)        | \$ | 1,238,525 |
| 6-12 Students (Year 3 of 5)  |    | 2,338,468 |
| Teacher/ Admin (Year 4 of 5) |    | 913,760   |

**Total Technology Services****\$ 4,490,753****V. Co-Curricular Support**

|  |    |        |
|--|----|--------|
| 1. Band Uniforms and Equipment - Piedmont High | \$ | 50,000 |
|--|----|--------|

**Total Co-Curricular Support****\$ 50,000****2025-2026 PROPOSED COUNTY CAPITAL BUDGET****\$ 20,801,029**

UNION COUNTY BOARD OF EDUCATION

**CAPITAL DEVELOPMENT BUDGET**  
**SCHEDULE OF REVENUES AND EXPENDITURES**

|  | 2025-26<br>Proposed<br>Budget | 2024-25<br>Adopted<br>Budget | 2023-24<br>Adopted<br>Budget | 2022-23<br>Adopted<br>Budget |
|--|-------------------------------|------------------------------|------------------------------|------------------------------|
| <b>REVENUES</b>                                  |                               |                              |                              |                              |
| Capital Development                              | 20,801,029                    | 19,950,805                   | 26,456,833                   | 19,122,311                   |
| <b>TOTAL REVENUES</b>                            | <b>\$ 20,801,029</b>          | <b>\$ 19,950,805</b>         | <b>\$ 26,456,833</b>         | <b>\$ 19,122,311</b>         |
| <b>CAPITAL DEVELOPMENT EXPENDITURES</b>          |                               |                              |                              |                              |
| <u>Buildings and Sites</u>                       |                               |                              |                              |                              |
| ADA  | \$ -                          | \$ -                         | \$ 144,900                   | \$ -                         |
| Building Systems                                 | 8,097,375                     | 3,332,600                    | 8,598,550                    | 8,639,286                    |
| Expansion Renovations                            | 1,577,000                     | 4,469,410                    | 4,719,548                    | 3,957,850                    |
| Painting   | 1,298,838                     | -                            | 1,298,325                    | 714,000                      |
| Roofing  | 3,500,000                     | -                            | 2,307,976                    | 1,870,000                    |
| Safety and Security                              | 194,063                       | 468,600                      | 505,943                      | -                            |
| Marvin Ridge High HVAC                           | -                             | 2,640,000                    | 1,129,013                    | -                            |
| East Union Middle - Design                       | -                             | -                            | 2,721,015                    | -                            |
| Total Buildings and Sites                        | <u>\$ 14,667,276</u>          | <u>\$ 10,910,610</u>         | <u>\$ 21,425,270</u>         | <u>\$ 15,181,136</u>         |
| <u>Furniture and Equipment</u>                   |                               |                              |                              |                              |
| Infrastructure - Classroom Furniture & Equipment | \$ -                          | \$ 1,500,000                 | \$ 120,750                   | \$ 275,000                   |
| Infrastructure - District Phone system migration | -                             | 1,000,000                    | -                            | -                            |
| Infrastructure - Cafeteria Furniture & Equipment | 250,000                       | -                            | -                            | -                            |
| Laptop Lease Payments                            | 4,490,753                     | 3,469,770                    | 3,469,770                    | 3,210,275                    |
| Transportation Buses / Vans and Equipment        | 560,000                       | 2,020,425                    | 421,000                      | -                            |
| Facilities Vehicles / Related Equipment          | 783,000                       | 1,000,000                    | 970,043                      | 405,900                      |
| Band Uniforms and Equipment                      | 50,000                        | 50,000                       | 50,000                       | 50,000                       |
| Total Vehicles/Furniture/Equipment               | <u>\$ 6,133,753</u>           | <u>\$ 9,040,195</u>          | <u>\$ 5,031,563</u>          | <u>\$ 3,941,175</u>          |
| <b>TOTAL CAPITAL DEVELOPMENT EXPENDITURES</b>    | <b><u>\$ 20,801,029</u></b>   | <b><u>\$ 19,950,805</u></b>  | <b><u>\$ 26,456,833</u></b>  | <b><u>\$ 19,122,311</u></b>  |

**2025-2026**  
**Union County Board of Education**  
**Budget Request Summary**

|   | <b>FY25 Adopted<br/>Appropriation</b> | <b>Change</b>                       | <b>FY26 Proposed<br/>Appropriation</b> |
|---|---------------------------------------|-------------------------------------|--|
| County Operating Budget                             | \$130,611,680                         | \$14,676,982                        | \$145,288,662                          |
| County Capital Budget                               | \$19,950,805                          | \$850,224                           | \$20,801,029                           |
| <b>Total County Appropriation</b>                   | <b>\$150,562,485</b>                  | <b>\$15,527,206</b>                 | <b>\$166,089,691</b>                   |
|   |                                       |                                     | <hr/>                                  |
| Projected Operating and Capital increase over FY 25 |                                       |                                     | 8,608,837                              |
| FY26 Projected Funding from BOCC                    |                                       |                                     | 159,171,322                            |
|   |                                       |                                     | <hr/>                                  |
|   |                                       | <b>Additional Funding Requested</b> | <b>\$6,918,369</b>                     |

# 2025-2026 DRAFT Capital Budget 04.28.25

| School/Location          | Category         | Item  | Proposed Year Budget | Year |
|--------------------------|------------------|---|----------------------|------|
| Antioch                  | Building Systems | Fire Lite Alarm Panels                                      | \$125,000.00         | 2026 |
| Antioch                  | Building Systems | Fencing - 3/5 playground from Antioch Church Rd. ~ 750 Lft. | \$25,000.00          | 2026 |
| Antioch                  | Building Systems | Repave main drive   | \$100,000.00         | 2026 |
| Benton Heights           | Building Systems | ADA accessibilty at back staircase                          | \$25,000.00          | 2026 |
| CATA                     | Building Systems | Cafeteria flooring  | \$80,000.00          | 2026 |
| CATA                     | Building Systems | Lights for soccer stadium/ scoreboard                       | \$599,000.00         | 2026 |
| Kensington               | Building Systems | Replacement flooring  | \$225,000.00         | 2026 |
| Kensington               | Building Systems | Restroom floors replaced                                    | \$100,000.00         | 2026 |
| Marvin                   | Building Systems | LVT Flooring - Media, all Hallways                          | \$180,000.00         | 2026 |
| Marvin Ridge High        | Building Systems | Replace scoreboards- baseball/softball                      | \$60,000.00          | 2026 |
| Media Tech               | Building Systems | Fire Lite Alarm Panels                                      | \$165,000.00         | 2026 |
| New Salem                | Building Systems | Replace Auditorium Flooring & Seating                       | \$145,000.00         | 2026 |
| New Town                 | Building Systems | Replacement chillers  | \$460,800.00         | 2026 |
| New Town                 | Building Systems | Fencing ~700lf  | \$25,000.00          | 2026 |
| Parkwood High            | Building Systems | 50 Ton Chiller and Media Center HVAC Replacement            | \$250,000.00         | 2026 |
| Piedmont High            | Building Systems | Replace Gym Lobby Flooring                                  | \$75,000.00          | 2026 |
| Piedmont High            | Building Systems | Stormwater flooding issues at auxuiliary gym                | \$40,000.00          | 2026 |
| Porter Ridge High        | Building Systems | Auditorium lighting   | \$350,000.00         | 2026 |
| Porter Ridge Middle      | Building Systems | Repair masonry cracks                                       | \$250,000.00         | 2026 |
| Porter Ridge Middle      | Building Systems | Front parking lot paving                                    | \$200,000.00         | 2026 |
| Prospect                 | Building Systems | Media Center HVAC Replacement                               | \$75,000.00          | 2026 |
| Rock Rest                | Building Systems | Replacement water heater with rack system                   | \$60,000.00          | 2026 |
| Sandy Ridge              | Building Systems | Classroom bathrooms flooring replacement                    | \$100,000.00         | 2026 |
| Sardis                   | Building Systems | Kitchen HVAC Unit Replacement (split unit, ceiling work)    | \$70,000.00          | 2026 |
| Shiloh Valley Elementary | Building Systems | Replacement lights - LED                                    | \$474,375.00         | 2026 |
| Shiloh Valley Primary    | Building Systems | LVT Flooring - Office, Media, K-1 Classrooms/Hallway        | \$290,000.00         | 2026 |
| South Providence         | Building Systems | Fire Lite Alarm Panels                                      | \$125,000.00         | 2026 |
| Sun Valley High          | Building Systems | Rework roof drain overflow at new admin building            | \$85,000.00          | 2026 |
| Sun Valley Middle        | Building Systems | Painting 300, 400 and gym                                   | \$175,000.00         | 2026 |
| Sun Valley Middle        | Building Systems | Electrical Panels Replacement                               | \$92,400.00          | 2026 |
| Unionville               | Building Systems | LVT Flooring - Media, K-1 Classrooms/Hallway                | \$250,000.00         | 2026 |
| Unionville               | Building Systems | BBQ Grease Trap & Water Heater Replacement                  | \$225,000.00         | 2026 |
| Various                  | Building Systems | Electrical Panel Change Outs                                | \$300,000.00         | 2026 |
| Various                  | Building Systems | Replacement Wrestling Mats - 6 Schools                      | \$120,000.00         | 2026 |
| Various                  | Building Systems | RTU Replacements  | \$120,000.00         | 2026 |
| Various                  | Building Systems | Carpet replacement  | \$100,000.00         | 2026 |

# 2025-2026 DRAFT Capital Budget 04.28.25

| School/Location           | Category                                    | Item   | Proposed Year Budget | Year |
|---------------------------|---|--|----------------------|------|
| Various                   | Building Systems                            | Life Safety Systems Replacements   | \$75,000.00          | 2026 |
| Various                   | Building Systems                            | Boiler Improvements  | \$66,000.00          | 2026 |
| Walter Bickett Elementary | Building Systems                            | LVT Flooring - K-1 Classrooms, Hallways, Near Gym  | \$100,000.00         | 2026 |
| Waxhaw                    | Building Systems                            | Fire Lite Alarm Panels   | \$125,000.00         | 2026 |
| Weddington Elementary     | Building Systems                            | Replacement playground - Green and White   | \$150,000.00         | 2026 |
| Weddington Elementary     | Building Systems                            | Replacement domestic water lines throughout - periodically pinholing<br>All irrigation and domestic needs to be replaced; the pipework is 2.5" thin wall pipework that is constantly failing. We also have issues with cross-connections and pressure variances. | \$70,000.00          | 2026 |
| Weddington High           | Building Systems                            | Fire Lite Alarm Panels   | \$335,000.00         | 2026 |
| Weddington High           | Building Systems                            | Playground replacement   | \$300,000.00         | 2026 |
| Wesley Chapel             | Building Systems                            | Replacement manhole and sewer line/Sewer line replacements in kitchen  | \$150,000.00         | 2026 |
| Western Union             | Building Systems                            | Replacement boiler and pumps   | \$400,000.00         | 2026 |
| Unionville                | Building Systems                            | Track replacement, drainage and bleachers?? (1000)   | \$184,800.00         | 2026 |
| CATA                      | Expansion/Renovations                       | Replacement fencing  | \$1,400,000.00       | 2026 |
| Various                   | Expansion/Renovations                       | Refinish/Repair stage floor  | \$132,000.00         | 2026 |
| Weddington High           | Expansion/Renovations                       | Last painted in 2009   | \$45,000.00          | 2026 |
| Cuthbertson High          | Painting                                    | Last painted in 2009   | \$389,400.00         | 2026 |
| Cuthbertson Middle        | Painting                                    | Last painted in 2009   | \$265,938.00         | 2026 |
| Prospect                  | Painting                                    | Last painted in 2009   | \$171,600.00         | 2026 |
| Various                   | Painting                                    | Painting for various locations   | \$82,500.00          | 2026 |
| Wolfe                     | Painting                                    | Last painted in 2008   | \$389,400.00         | 2026 |
| Various                   | Roofing                                     | Roofing Replacements   | \$3,500,000.00       | 2026 |
| Walter Bickett Elementary | Safety / Security                           | Playground upgrades; more equipment; walking paths   | \$194,063.00         | 2026 |
| Facilities                | F/E   | Vehicle and equipment replacements   | \$750,000.00         | 2026 |
| Various                   | F/E   | Custodial Equipment  | \$33,000.00          | 2026 |
| Technology                | F/E   | Teacher & Administrator Laptop Lease Payment - 3rd year  | \$913,760.00         | 2026 |
| Technology                | F/E   | Student Laptops (3rd-5th grade) Lease Payment - RENEWAL  | \$1,238,525.00       | 2026 |
| Technology                | F/E   | Student Laptops (6th-12th grade) Lease Payment - 2nd year  | \$2,338,468.00       | 2026 |
| Co-Curricular Support     | F/E   | Band Uniforms and Equipment - Piedmont High School   | \$50,000.00          | 2026 |
| School Nutrition          | F/E   | Various schools - Multi-year equipment replacement schedule  | \$250,000.00         | 2026 |
| Transportation            | Transportation Vehicles / Related Equipment | Service Vehicles (2)   | \$100,000.00         | 2026 |
| Transportation            | Transportation Vehicles / Related Equipment | Activity Bus (3)   | \$460,000.00         | 2026 |

**\$20,801,029.00**



# UNION COUNTY PUBLIC SCHOOLS



# FY 2025-2026

Budget Proposal  
Board of Education Meeting  
May 6, 2025

# Agenda

- Budget Priorities
- Proposed Local Operating Budget Request
- Proposed Operating Capital Budget Request
- Summary
- Supplemental graphs and statistical information

# Budget Priorities

# Budget Priorities

- Sustaining Operations
  - Program Continuations
  - Inflationary Adjustments
  - Classroom Support
  - Projected increase to charter schools payments
- Investing in our Employees
  - State legislated salary and benefits
  - Organizational Changes
  - Staff Recruitment and Retention

# Budget Priorities

- Program Expansion / New Initiatives
  - Talent Acquisition
  - Academic Support Services
- Investing in our Future
  - Facilities – Operating Capital - CIP Projects
  - Transportation – Vehicle(s) and Activity Buses
  - Technology Services
    - Laptop lease payments (annual recurring cost)
  - Cafeteria Equipment Needs
  - Co-Curricular support (annual recurring cost)

# Local Operating Budget Request

# Local Budget Assumptions

- Anticipated State legislated Salary increases
  - Currently we do not have any information for the 2025-2026 State Budget. For now, UCPS will use an average of 4% increase for Certified staff and 3% for non-certified staff.
- Health Insurance and Retirement assumed – budgeted increase 5%
- Project flat enrollment – anticipated increase to charter enrollment due to opening of new charter at initial enrollment of 600.

# UCPS State Ranking by Category

- FY2024/2025
  - #37 FY25 Local Teacher Salary Supplement
  - #115 FY24 State Per Pupil Appropriations
  - #37 FY24 Local Per Pupil Appropriations
  - #113 FY24 Total Per Pupil Expenditure

# Proposed Local Operating – Mandated Increases

- Sustaining Operations

- Utilities and Insurance Cost
- Charter School Enrollment

\$ 682,500

\$ 850,000

- Investing in our Employees

- Salary and Benefits

\$2,435,362

**Mandated Total**

**\$3,967,862**

# Proposed Local Operating – Additional Needs

- Sustaining Operations

- Program Continuation \$ 900,000
- Long Term Substitute Costs \$ 500,000

- Investing in our Employees

- Staff Recruiting and Retention
  - Certified Supplement increase (\$2,000 flat) \$7,681,620
  - Implementation of Compensation Market Adjustment \$ 823,100
- Organizational Changes \$ 240,500

- Program Expansion

- Talent Acquisition \$ 563,900

**Total Proposed Increase**

**\$14,676,982**

# Operating Capital – Capital Improvement Plan(CIP)

# District Operating Capital Considerations

- Continuous improvements needed to adequately maintain facilities and aging infrastructure.
- Classroom and school technology needed to replace and upgrade outdated and failing devices and systems.
- Fleet vehicle replacements needed due to age, obsolescence and repair costs.

# Operating Capital Request

|  |                     |
|--|---------------------|
| ● Facilities                                   |                     |
| ○ Building Projects/Roofing/Painting/Equipment | \$15,450,276        |
| ● Transportation                               |                     |
| ○ Service Vehicles/Activity Buses              | \$ 560,000          |
| ● School Nutrition                             |                     |
| ○ Equipment Replacements                       | \$ 250,000          |
| ● Technology                                   |                     |
| ○ Student and Teacher Laptop Lease Payments    | \$ 4,490,753        |
| ● Co-Curricular Support                        |                     |
| ○ Band Uniforms and Equipment – Piedmont High  | \$ 50,000           |
| <b>Total</b>                                   | <b>\$20,801,029</b> |

# Summary

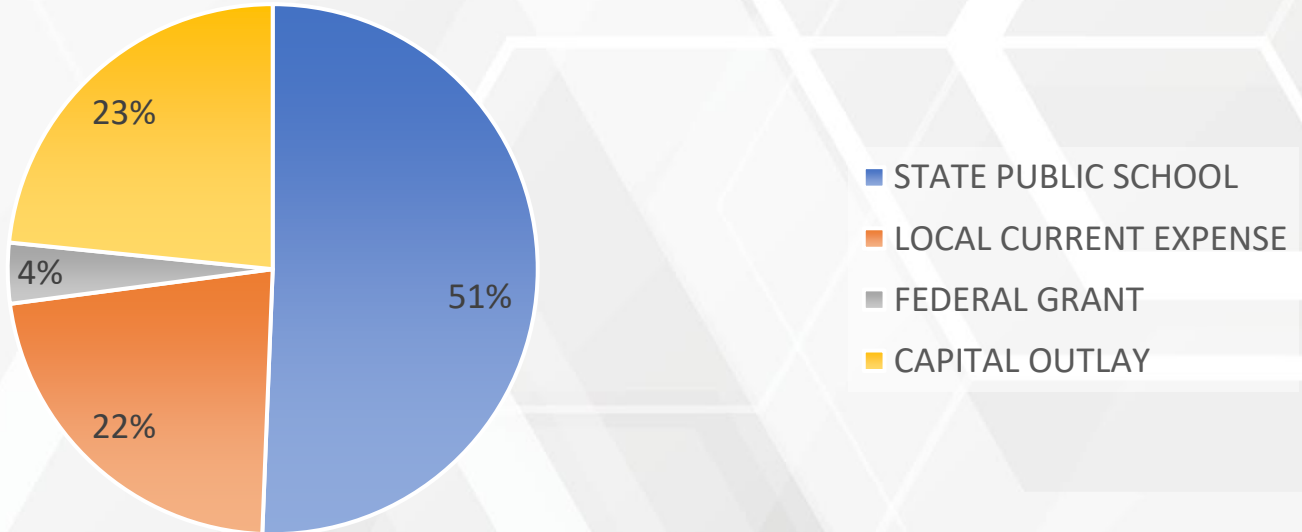
# 2025-2026 Budget Request Summary

|   | FY25 Adopted<br>Appropriation | Change              | FY26 Proposed<br>Appropriation |
|---|-------------------------------|---------------------|--------------------------------|
| County Operating Budget                             | \$130,611,680                 | \$14,676,982        | \$145,288,662                  |
| County Capital Budget                               | \$19,950,805                  | \$850,224           | \$20,801,029                   |
| <b>Total County Appropriation</b>                   | <b>\$150,562,485</b>          | <b>\$15,527,206</b> | <b>\$166,089,691</b>           |
| Projected Operating and Capital increase over FY 25 |                               |                     | 8,608,837                      |
| FY26 Projected Funding from BOCC                    |                               |                     | 159,171,322                    |
| <b>Additional Funding Requested</b>                 |                               |                     | <b>\$6,918,369</b>             |

# Supplemental Graphs & Statistical Data

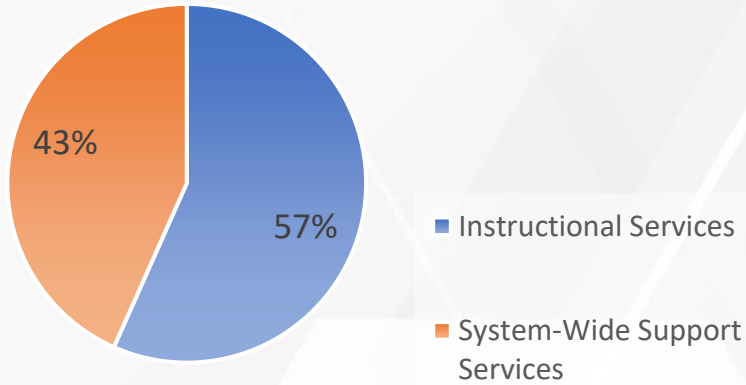
# UCPS Revenue

2025 Budgeted Revenue By Fund

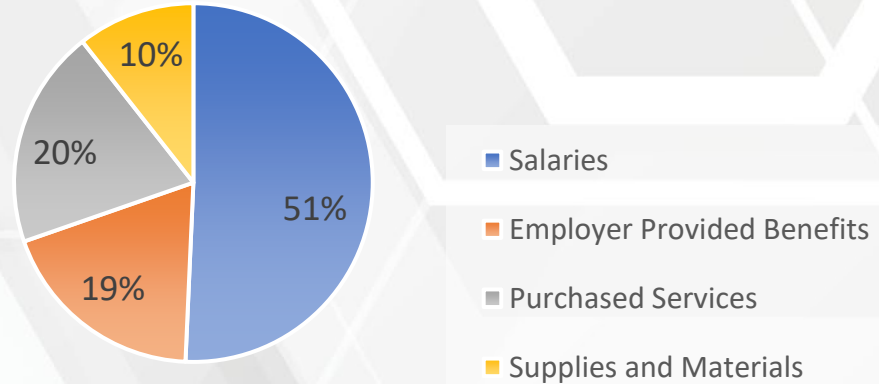


# Local Funding - Uses

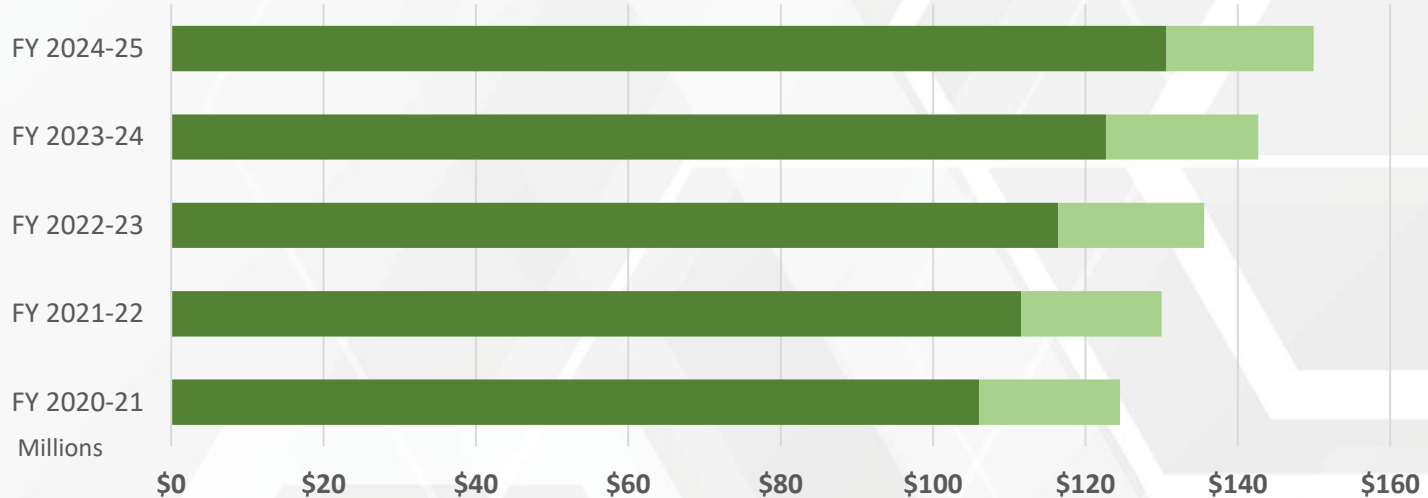
FY2025 Local Budget Allocations



FY2025 Local Allocated Uses



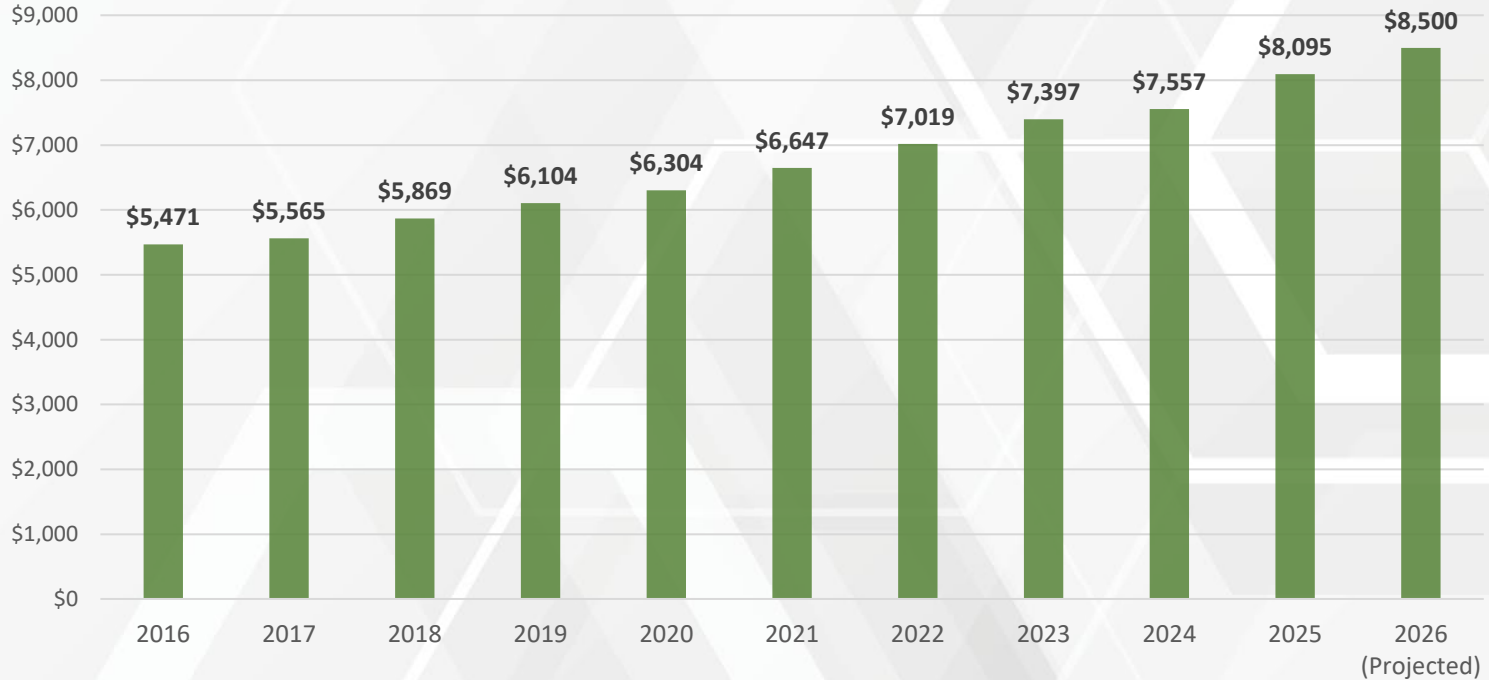
# 5 year - Combined Local Funding



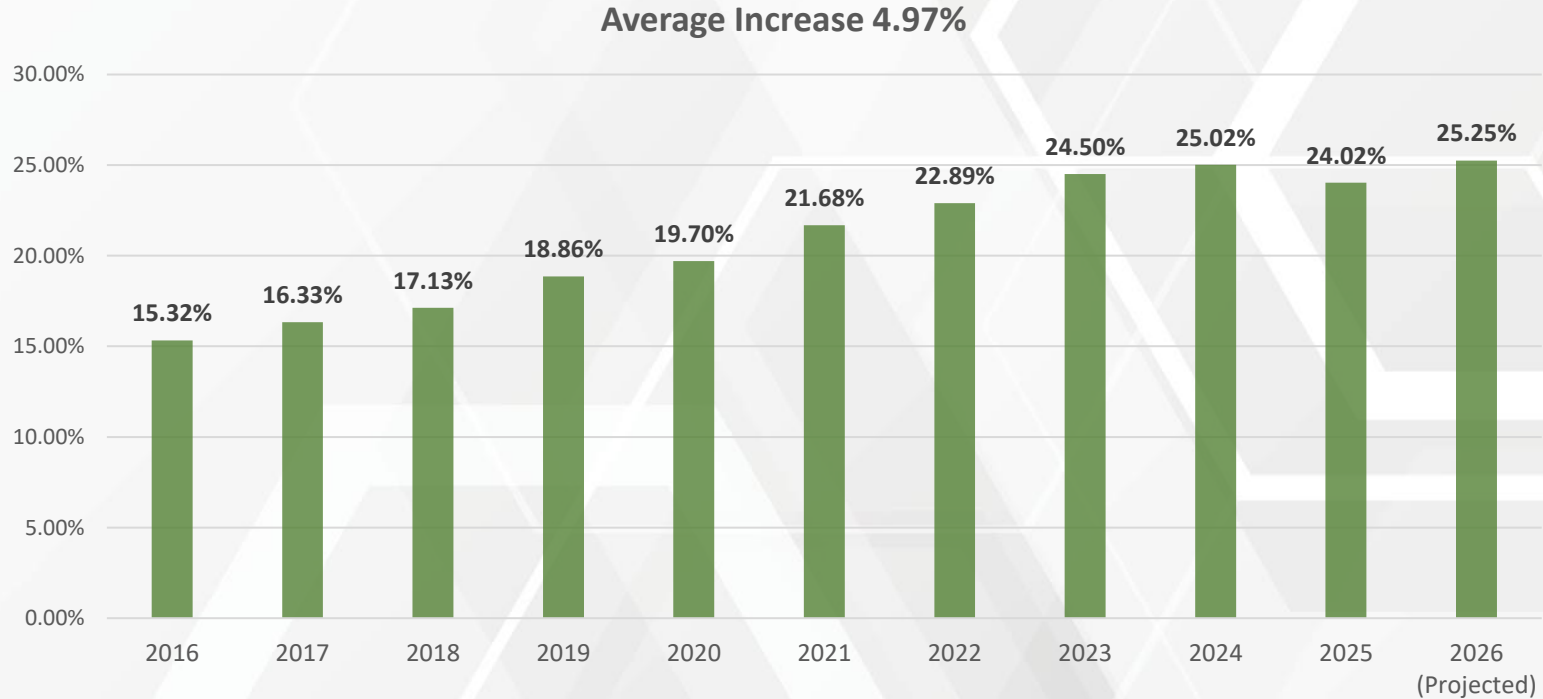
|                    | FY 2020-21    | FY 2021-22    | FY 2022-23    | FY 2023-24    | FY 2024-25    |
|--------------------|---------------|---------------|---------------|---------------|---------------|
| ■ Operating Budget | \$106,046,045 | \$111,546,045 | \$116,450,157 | \$122,690,414 | \$130,611,680 |
| ■ Capital          | \$18,475,660  | \$18,475,663  | \$19,122,663  | \$19,982,816  | \$19,335,075  |

# Employer Hospital Insurance – 10 year Trend

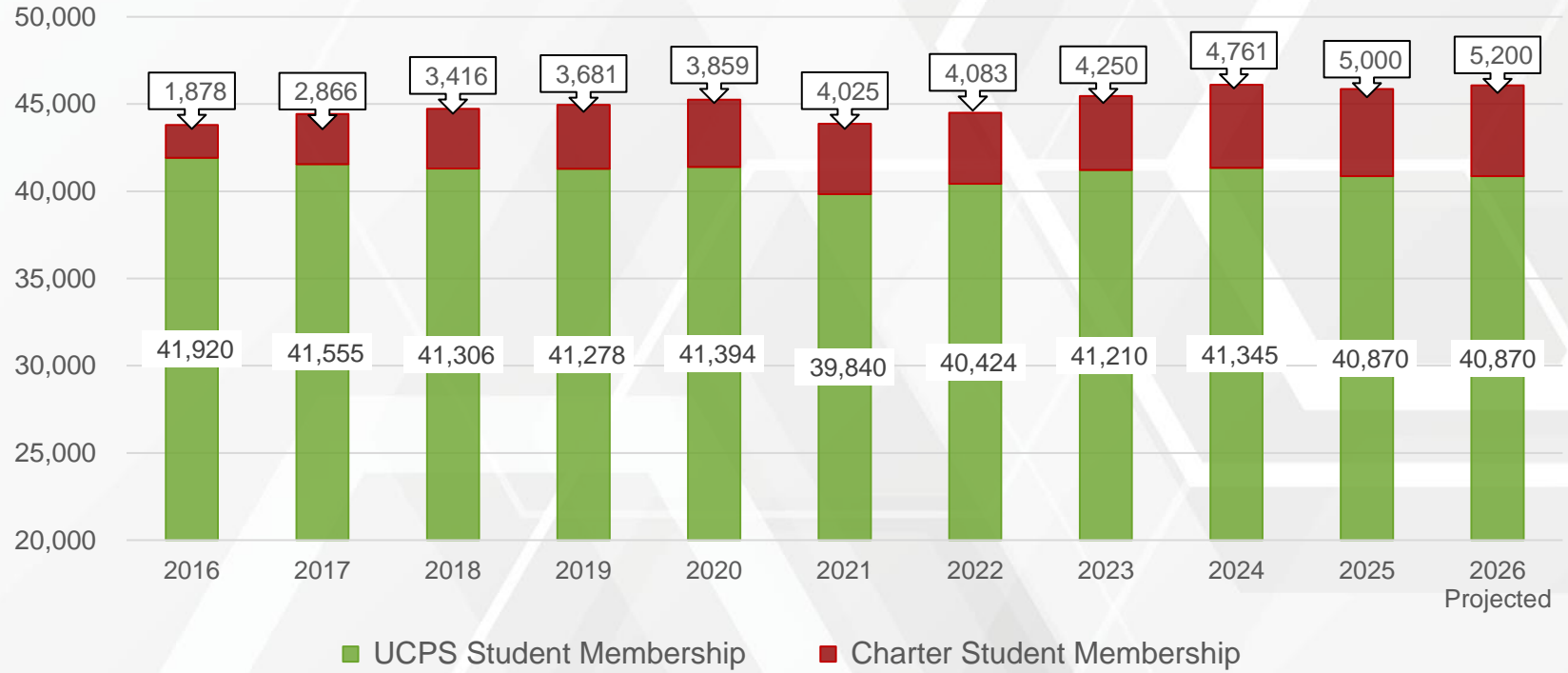
Average Increase 4.17%



# Employer Retirement Contributions – 10 year Trend



# UCPS & Charter Student Enrollment



# 2024 – 2025 Teacher Supplements – Largest 12 districts

**Table 20 - Selected Statistics of Local Salary Supplements  
Year 2025**

| Rank | Year | LEA | LEA Name                             | Teacher No. of Positions | Teacher No. Rec. Supplmt. | Teacher Average Supplmt. |
|------|------|-----|--------------------------------------|--------------------------|---------------------------|--------------------------|
| 1    | 2025 | 920 | Wake County Schools                  | 10,339                   | 10,339                    | 11,289                   |
| 2    | 2025 | 681 | Chapel-Hill/Carrboro City Schools    | 906                      | 906                       | 11,043                   |
| 3    | 2025 | 320 | Durham County Schools                | 2,444                    | 2,434                     | 10,355                   |
| 4    | 2025 | 600 | Charlotte-Mecklenburg County Schools | 9,677                    | 9,561                     | 10,264                   |
| 5    | 2025 | 650 | New Hanover County Schools           | 1,659                    | 1,659                     | 9,399                    |
| 7    | 2025 | 510 | Johnston County Schools              | 2,654                    | 2,654                     | 9,307                    |
| 9    | 2025 | 340 | Forsyth County Schools               | 4,232                    | 4,213                     | 8,759                    |
| 13   | 2025 | 670 | Onslow County Schools                | 2,047                    | 2,047                     | 7,773                    |
| 15   | 2025 | 410 | Guilford County Schools              | 5,411                    | 5,411                     | 7,520                    |
| 24   | 2025 | 130 | Cabarrus County Schools              | 2,650                    | 2,650                     | 6,823                    |
| 37   | 2025 | 900 | Union County Schools                 | 2,458                    | 2,438                     | 6,341                    |
| 76   | 2025 | 360 | Gaston County Schools                | 2,123                    | 1,982                     | 4,082                    |
| 82   | 2025 | 260 | Cumberland County Schools            | 2,780                    | 2,780                     | 3,923                    |
|      | 2025 | 999 | STATE TOTAL                          | 99,473                   | 99,047                    | 7,028                    |

[State personnel table20](#)

Thank You

**Table 20 - Selected Statistics of Local Salary Supplements  
Year 2025**

| Ranking | Year | LEA | LEA Name                                 | Teacher No. of Position | Teacher No. Rec. Supplmt. | Teacher Average |
|---------|------|-----|--|-------------------------|---------------------------|-----------------|
| 1       | 2025 | 920 | <b>Wake County Schools</b>               | 10,339                  | 10,339                    | 11,289          |
| 2       | 2025 | 681 | <b>Chapel-Hill/Carrboro City Schools</b> | 906                     | 906                       | 11,043          |
| 3       | 2025 | 320 | <b>Durham County Schools</b>             | 2,444                   | 2,434                     | 10,355          |
| 4       | 2025 | 600 | <b>Charlotte-Mecklenburg County</b>      | 9,677                   | 9,561                     | 10,264          |
| 5       | 2025 | 650 | <b>New Hanover County Schools</b>        | 1,659                   | 1,659                     | 9,399           |
| 6       | 2025 | 190 | Chatham County Schools                   | 657                     | 657                       | 9,334           |
| 7       | 2025 | 510 | <b>Johnston County Schools</b>           | 2,654                   | 2,654                     | 9,307           |
| 8       | 2025 | 990 | Yadkin County Schools                    | 383                     | 383                       | 9,046           |
| 9       | 2025 | 340 | <b>Forsyth County Schools</b>            | 4,232                   | 4,213                     | 8,759           |
| 10      | 2025 | 730 | Person County Schools                    | 327                     | 327                       | 8,294           |
| 11      | 2025 | 241 | Whiteville City Schools                  | 179                     | 179                       | 8,168           |
| 12      | 2025 | 680 | Orange County Schools                    | 599                     | 599                       | 8,102           |
| 13      | 2025 | 670 | <b>Onslow County Schools</b>             | 2,047                   | 2,047                     | 7,773           |
| 14      | 2025 | 830 | Scotland County Schools                  | 379                     | 379                       | 7,651           |
| 15      | 2025 | 410 | <b>Guilford County Schools</b>           | 5,411                   | 5,411                     | 7,520           |
| 16      | 2025 | 80  | Bertie County Schools                    | 140                     | 140                       | 7,491           |
| 17      | 2025 | 110 | Buncombe County Schools                  | 1,853                   | 1,843                     | 7,222           |
| 18      | 2025 | 530 | Lee County Schools                       | 757                     | 757                       | 7,170           |
| 19      | 2025 | 20  | Alexander County Schools                 | 275                     | 275                       | 7,137           |
| 20      | 2025 | 710 | Pender County Schools                    | 706                     | 706                       | 7,046           |
| 21      | 2025 | 100 | Brunswick County Schools                 | 1,007                   | 1,007                     | 6,961           |
| 22      | 2025 | 820 | Sampson County Schools                   | 598                     | 598                       | 6,950           |
| 23      | 2025 | 821 | Clinton City Schools                     | 221                     | 221                       | 6,911           |
| 24      | 2025 | 130 | <b>Cabarrus County Schools</b>           | 2,650                   | 2,650                     | 6,823           |
| 25      | 2025 | 300 | Davie County Schools                     | 484                     | 484                       | 6,792           |
| 26      | 2025 | 960 | Wayne County Schools                     | 1,086                   | 1,086                     | 6,771           |
| 27      | 2025 | 111 | Asheville City Schools                   | 309                     | 309                       | 6,675           |
| 28      | 2025 | 880 | Transylvania County Schools              | 301                     | 301                       | 6,603           |
| 29      | 2025 | 850 | Stokes County Schools                    | 446                     | 446                       | 6,596           |
| 30      | 2025 | 620 | Montgomery County Schools                | 255                     | 255                       | 6,588           |
| 31      | 2025 | 770 | Richmond County Schools                  | 459                     | 459                       | 6,550           |
| 32      | 2025 | 280 | Dare County Schools                      | 489                     | 489                       | 6,526           |
| 33      | 2025 | 690 | Pamlico County Schools                   | 106                     | 106                       | 6,500           |
| 34      | 2025 | 10  | Alamance-Burlington Schools              | 1,563                   | 1,562                     | 6,432           |
| 35      | 2025 | 550 | Lincoln County Schools                   | 870                     | 870                       | 6,421           |
| 36      | 2025 | 181 | Hickory City Schools                     | 301                     | 301                       | 6,384           |
| 37      | 2025 | 900 | <b>Union County Schools</b>              | <b>2,458</b>            | <b>2,438</b>              | <b>6,341</b>    |
| 38      | 2025 | 390 | Granville County Schools                 | 509                     | 509                       | 6,297           |
| 39      | 2025 | 370 | Gates County Schools                     | 125                     | 125                       | 6,100           |
| 40      | 2025 | 150 | Camden County Schools                    | 148                     | 148                       | 6,035           |
| 41      | 2025 | 740 | Pitt County Schools                      | 1,896                   | 1,896                     | 6,003           |
| 42      | 2025 | 480 | Hyde County Schools                      | 55                      | 52                        | 6,001           |
| 43      | 2025 | 970 | Wilkes County Schools                    | 570                     | 570                       | 5,995           |
| 44      | 2025 | 720 | Perquimans County Schools                | 122                     | 122                       | 5,972           |
| 45      | 2025 | 700 | Pasquotank County Schools                | 345                     | 345                       | 5,957           |
| 46      | 2025 | 230 | Cleveland County Schools                 | 1,238                   | 1,238                     | 5,896           |
| 47      | 2025 | 200 | Cherokee County Schools                  | 201                     | 201                       | 5,895           |
| 48      | 2025 | 180 | Catawba County Schools                   | 1,202                   | 1,202                     | 5,758           |
| 49      | 2025 | 910 | Vance County Schools                     | 386                     | 386                       | 5,708           |
| 50      | 2025 | 430 | Harnett County Schools                   | 1,533                   | 1,533                     | 5,692           |
| 51      | 2025 | 590 | McDowell County Schools                  | 395                     | 395                       | 5,620           |
| 52      | 2025 | 780 | Robeson County Schools                   | 1,564                   | 1,564                     | 5,619           |
| 53      | 2025 | 750 | Polk County Schools                      | 168                     | 168                       | 5,517           |
| 54      | 2025 | 861 | Elkin City Schools                       | 94                      | 94                        | 5,510           |
| 55      | 2025 | 491 | Moore County Schools                     | 404                     | 404                       | 5,360           |
| 56      | 2025 | 630 | Moore County Schools                     | 878                     | 878                       | 5,343           |
| 57      | 2025 | 250 | Craven County Schools                    | 874                     | 870                       | 5,335           |
| 58      | 2025 | 862 | Mount Airy City Schools                  | 120                     | 120                       | 5,311           |
| 59      | 2025 | 640 | Nash-Rocky Mount Schools                 | 876                     | 876                       | 5,051           |
| 60      | 2025 | 580 | Martin County Schools                    | 221                     | 221                       | 5,034           |

**Table 20 - Selected Statistics of Local Salary Supplements  
Year 2025**

| Ranking | Year | LEA | LEA Name                         | Teacher No. of Position | Teacher No. Rec. Supplmt. | Teacher Average |
|---------|------|-----|----------------------------------|-------------------------|---------------------------|-----------------|
| 61      | 2025 | 330 | Edgecombe County Schools         | 531                     | 531                       | 5,028           |
| 62      | 2025 | 870 | Swain County Schools             | 124                     | 124                       | 4,957           |
| 63      | 2025 | 120 | Burke County Schools             | 922                     | 922                       | 4,942           |
| 64      | 2025 | 132 | Kannapolis City Schools          | 374                     | 374                       | 4,938           |
| 65      | 2025 | 450 | Henderson County Schools         | 859                     | 859                       | 4,758           |
| 66      | 2025 | 30  | Alleghany County Schools         | 130                     | 130                       | 4,754           |
| 67      | 2025 | 790 | Rockingham County Schools        | 953                     | 953                       | 4,733           |
| 68      | 2025 | 490 | Iredell-Statesville Schools      | 1,294                   | 1,294                     | 4,483           |
| 69      | 2025 | 610 | Mitchell County Schools          | 121                     | 121                       | 4,365           |
| 70      | 2025 | 660 | Northampton County Schools       | 115                     | 115                       | 4,252           |
| 71      | 2025 | 761 | Asheboro City Schools            | 372                     | 372                       | 4,219           |
| 72      | 2025 | 980 | Wilson County Schools            | 755                     | 755                       | 4,201           |
| 73      | 2025 | 350 | Franklin County Schools          | 558                     | 558                       | 4,197           |
| 74      | 2025 | 160 | Carteret County Schools          | 672                     | 672                       | 4,186           |
| 75      | 2025 | 90  | Bladen County Schools            | 310                     | 310                       | 4,090           |
| 76      | 2025 | 360 | <b>Gaston County Schools</b>     | 2,123                   | 1,982                     | 4,082           |
| 77      | 2025 | 270 | Currituck County Schools         | 274                     | 274                       | 4,052           |
| 78      | 2025 | 182 | Newton-Conover City Schools      | 186                     | 186                       | 4,021           |
| 79      | 2025 | 940 | Washington County Schools        | 66                      | 66                        | 4,018           |
| 80      | 2025 | 420 | Halifax County Schools           | 107                     | 107                       | 4,000           |
| 81      | 2025 | 240 | Columbus County Schools          | 336                     | 336                       | 3,996           |
| 82      | 2025 | 260 | <b>Cumberland County Schools</b> | 2,780                   | 2,780                     | 3,923           |
| 83      | 2025 | 291 | Lexington City Schools           | 230                     | 230                       | 3,885           |
| 84      | 2025 | 800 | Rowan-Salisbury County Schools   | 1,313                   | 1,313                     | 3,873           |
| 85      | 2025 | 50  | Ashe County Schools              | 226                     | 226                       | 3,725           |
| 86      | 2025 | 220 | Clay County Schools              | 112                     | 112                       | 3,661           |
| 87      | 2025 | 860 | Surry County Schools             | 521                     | 521                       | 3,572           |
| 88      | 2025 | 760 | Randolph County Schools          | 1,138                   | 1,138                     | 3,469           |
| 89      | 2025 | 292 | Thomasville City Schools         | 137                     | 137                       | 3,318           |
| 90      | 2025 | 310 | Duplin County Schools            | 695                     | 695                       | 3,256           |
| 91      | 2025 | 810 | Rutherford County Schools        | 404                     | 404                       | 3,239           |
| 92      | 2025 | 290 | Davidson County Schools          | 1,326                   | 1,326                     | 3,171           |
| 93      | 2025 | 840 | Stanly County Schools            | 666                     | 656                       | 3,132           |
| 94      | 2025 | 440 | Haywood County Schools           | 439                     | 439                       | 3,014           |
| 95      | 2025 | 140 | Caldwell County Schools          | 740                     | 740                       | 2,937           |
| 96      | 2025 | 930 | Warren County Schools            | 137                     | 137                       | 2,816           |
| 97      | 2025 | 470 | Hoke County Schools              | 519                     | 519                       | 2,733           |
| 98      | 2025 | 421 | Roanoke Rapids City Schools      | 193                     | 193                       | 2,654           |
| 99      | 2025 | 950 | Watauga County Schools           | 441                     | 441                       | 2,518           |
| 100     | 2025 | 520 | Jones County Schools             | 85                      | 85                        | 2,500           |
| 101     | 2025 | 210 | Edenton-Chowan County Schools    | 134                     | 134                       | 2,115           |
| 102     | 2025 | 540 | Lenoir County Schools            | 557                     | 557                       | 2,000           |
| 103     | 2025 | 500 | Jackson County Schools           | 304                     | 304                       | 2,000           |
| 104     | 2025 | 70  | Beaufort County Schools          | 461                     | 461                       | 1,890           |
| 105     | 2025 | 60  | Avery County Schools             | 149                     | 149                       | 1,627           |
| 106     | 2025 | 460 | Hertford County Schools          | 161                     | 161                       | 1,524           |
| 107     | 2025 | 890 | Tyrrell County Schools           | 41                      | 41                        | 1,317           |
| 108     | 2025 | 40  | Anson County Schools             | 265                     | 265                       | 1,307           |
| 109     | 2025 | 560 | Macon County Schools             | 353                     | 353                       | 1,057           |
| 110     | 2025 | 570 | Madison County Schools           | 166                     | 166                       | 1,000           |
| 111     | 2025 | 400 | Greene County Schools            | 200                     | 200                       | 1,000           |
| 112     | 2025 | 995 | Yancey County Schools            | 155                     | 155                       | 300             |
| 113     | 2025 | 380 | Graham County Schools            | 92                      | 0                         | 0               |
| 114     | 2025 | 422 | Weldon City Schools              | 0                       | 0                         | 0               |
| 115     | 2025 | 170 | Caswell County Schools           | 0                       | 0                         | 0               |
|         | 2025 | 999 | STATE TOTAL                      | 99,473                  | 99,047                    | 7,028           |