UNION COUNTY PUBLIC SCHOOLS

Budget Proposal

2026 - 2027

Budget Executive Summary and Message to the Union County Community

On Tuesday, May 5, 2026, the Union County Board of Education approved the proposed FY 2026–2027 operating and capital budget. This budget recommendation is designed to fully support more than 40,000 students and 5,000 employees, while continuing to advance the Board's vision for academic excellence, operational effectiveness, and fiscal responsibility.

Developing a budget for a school system of this size requires careful evaluation of student needs, workforce demands, community growth, and long-term sustainability. As the highest-performing school district in North Carolina—and the largest employer in Union County—Union County Public Schools must continue to invest strategically in people, programs, and facilities to ensure success across the district.

We are extremely proud of our teachers, principals, students, administrators, and support staff. Their resilience, professionalism, and commitment to excellence continue to define UCPS as a high-performing and student-centered organization. The success of our district is a direct reflection of the dedication of Team UCPS and the ongoing support of our community and stakeholders.
Budget Priorities

As we look toward the 2026–2027 school year, the Superintendent's Budget Recommendation is organized around priority areas aligned with the UCPS 2026-2031 Strategic Plan:

- **Academic Success, Innovation and Future Ready**
- **Safe and Supportive Culture**
- **Recruitment and Retention**
- **Family and Community Partnerships**

Approval of this budget will allow UCPS to continue moving forward in alignment with our goal of establishing Union County Public Schools as the premier school system in North Carolina.

One of the most significant ongoing challenges for public education remains the recruitment and retention of high-quality staff. Competitive compensation that keeps pace with the cost of living and market conditions is essential. The employees of Union County Public Schools are our greatest resource, and continued investment in them is critical to sustaining student success.

The FY 2026–2027 budget recommendation continues support for local supplement enhancements for certified teachers and instructional staff, building upon recent progress in strengthening our compensation structure. Maintaining competitive pay remains vital as UCPS competes within both regional and statewide labor markets.

The budget recommendation also includes funding necessary to maintain current operations, including:

- Increases in property and liability insurance and public utilities
- State-mandated salary adjustments for certified and non-certified employees
- Required increases in state health and retirement employer contributions
- Continued support for local supplement schedules
- Required increases for charter school pass-through payments
- Continued progress toward the multi-year plan to place a School Nurse in every school

Capital funding remains a top priority as the district addresses aging facilities, infrastructure needs, and long-term asset preservation. The recommended capital budget and Capital Improvement Plan prioritize critical renovations and repairs, technology replacements, vehicle upgrades, and ongoing equipment cycles such as band uniforms and instructional resources.

The students, families, employees, and community of Union County Public Schools expect and deserve excellence. This budget request reflects a thoughtful and responsible approach to meeting the district's instructional, operational, and capital needs—both today and in the future.

As Superintendent and Board of Education, we respectfully submit the FY 2026–2027 Union County Public Schools Budget Recommendation for your consideration.

In Partnership,

Andrew G. Houlihan, Ed.D.
Superintendent

In Partnership,

Rev. Jimmy H. Bention, Sr.
Board Chairman

UNION COUNTY PUBLIC SCHOOLS

FAST FACTS

53 SCHOOLS

40,000 STUDENTS

5,000 **EMPLOYEES**

93.2% GRADUATION RATE

30 DUAL LANGUAGE **PROGRAMS**

3 NATIONAL BLUE RIBBON SCHOOLS OF EXCELLENCE

9 LEADER IN ME LIGHTHOUSE SCHOOLS

13,259 CREDENTIALS EARNED IN 20+ CAREER READINESS PATHWAYS

RANKED NUMBER **ONE** IN THE STATE
FOR END-OF-GRADE (EOG) AND END-OF-COURSE (EOC) PROFICIENCY

CAREER-ADVANCING COHORT **OPPORTUNITIES FOR STAFF**

UCPS

UNION COUNTY BOARD OF EDUCATION

DETAIL OF CHANGES TO 2025-2026 COUNTY APPROPRIATION	Mandated	Additional Needs
2025-2026 BASE BUDGET	**$ 139,449,613**	
I. REDIRECTS	$ (5,560,000)	
II. INVESTING IN OUR EMPLOYEES		
A. Salaries and Benefits		
1. State Legislated Increase - Projected 5% for Non-Certified	$ 2,190,267	$ -
2. State Legislated Increase - Projected 5% Step increase for Certified staff	745,785	
3. Benefit Increases - Projected average increase of 4%	672,000	
B. Staff Recruitment and Retention		
1. Local Salary increases - Identified Certified personnel categories (State Supplement)	3,407,000	
2. Local Salary increases - Identified Certified personnel categories (Local Supplement)		7,428,400
3. Local Salary increases - Identified Classified personnel categories		718,032
Total Investing In Our Employees	**$ 7,015,052**	**$ 8,146,432**
III. SUSTAINING OPERATIONS		
A. Program Continuation		
1. Special Population Support - Exceptional Children		$ 1,500,000
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
Total Sustaining Operations	**$ 682,500**	**$ 2,000,000**
IV. STUDENT GROWTH		
A. Student Enrollment Costs		
1. Charter School Enrollment Projections	$ 1,500,000	$ -
Total Student Enrollment Growth	**$ 1,500,000**	**$ -**
V. PROGRAM EXPANSION / NEW INITIATIVE		
A. Student Support Services		
1. School Nurses - Year 2 of 5		100,000
Total Program Expansion / New Initiative	**$ -**	**$ 375,000**
Category I. - V. Totals	**$ 3,637,552**	**$ 10,521,432**
2026-2027 PROPOSED COUNTY APPROPRIATION	**$ 153,608,597**	
INCREASE IN TOTAL COUNTY APPROPRIATION OVER PRIOR YEAR	**$ 14,158,984**	
BOCC projected increase	**$ (5,484,984)**	
Additional Request	**8,674,000**	
	10.15%	

UNION COUNTY BOARD OF EDUCATION

2026 - 2027 PROPOSED LOCAL OPERATING BUDGET: COMPARISON TO PRIOR YEAR

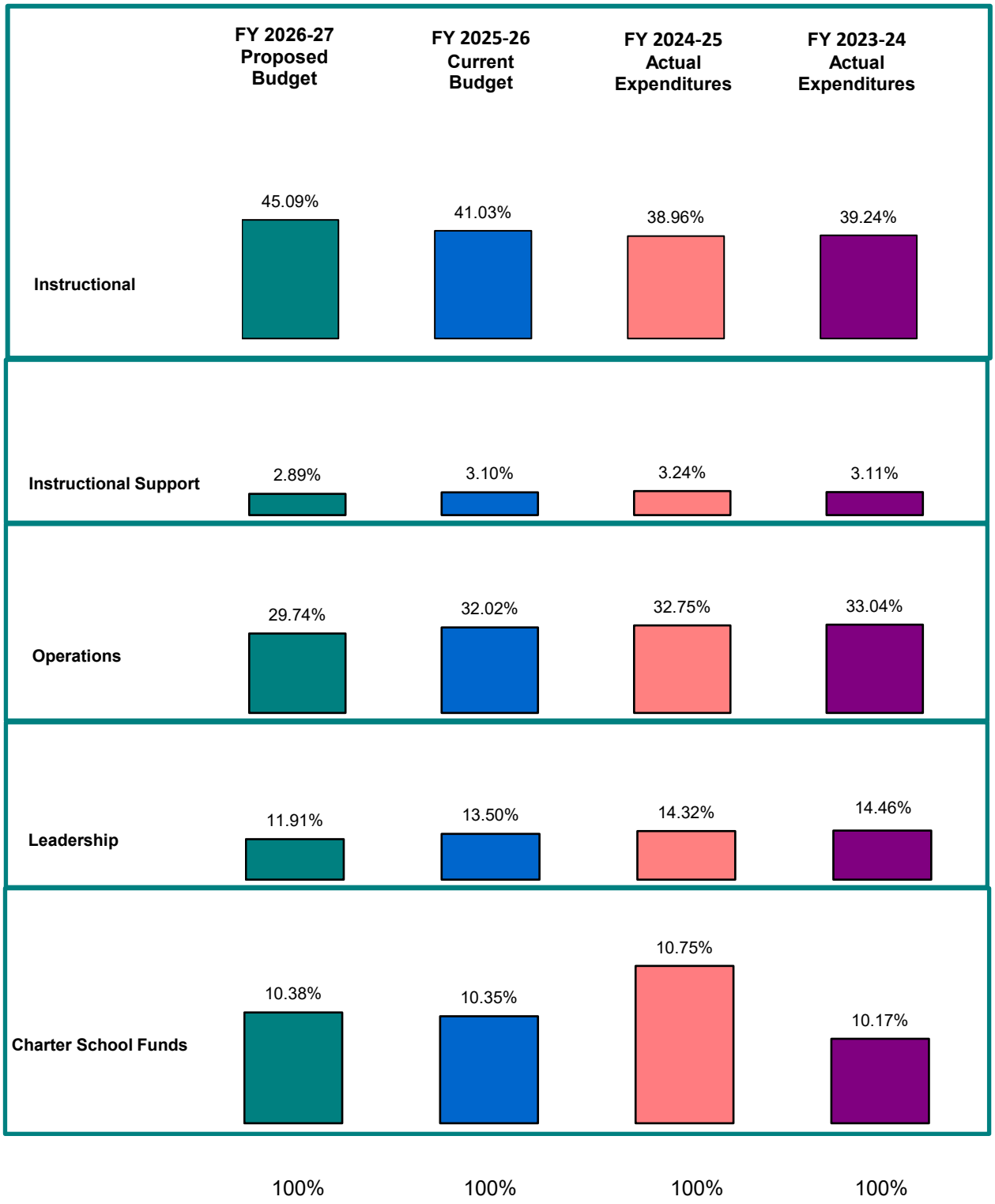
	2026-27 Proposed Budget	2025-26 Current Budget	% Change
REVENUES			
Union County Operating Appropriation	$ 153,608,597	$ 139,449,613	10.2%
Local Fines and Forfeitures	700,000	700,000	-
ABC Revenues	60,000	60,000	-
TOTAL REVENUES	$ 154,368,597	$ 140,209,613	10.1%
EXPENDITURES			
Instructional			
Regular Instructional	$ 45,120,838	$ 32,962,731	36.9%
Special Populations	7,772,648	6,100,949	27.4%
Alternative Programs and Services	5,542,201	5,413,543	2.4%
Co-Curricular	2,526,747	2,468,938	2.3%
School-Based Support	8,637,860	10,571,700	-18.3%
Total Instructional	69,600,294	57,517,861	21.0%
Instructional Support			
Support and Development	$ 3,255,367	$ 3,177,253	2.5%
Special Population Support and Development	419,033	408,978	2.5%
Alternative Programs Support and Development	180,829	176,490	2.5%
System-wide Pupil Support	599,034	584,660	2.5%
Total Instructional Support	4,454,263	4,347,381	2.5%
Operations			
Technology Support	$ 3,763,266	$ 4,400,088	-14.5%
Operational Support	31,196,838	29,921,087	4.3%
Financial and Human Resource Services	9,705,481	9,360,881	3.7%
Accountability	651,536	636,630	2.3%
Community Services	138,319	135,000	0.0%
Nutrition Services	452,735	442,377	0.0%
Total Operations	45,908,175	44,896,063	2.3%
Leadership			
Policy, Leadership and Public Relations	$ 3,897,548	$ 3,804,770	2.4%
School Leadership Services	14,490,358	15,125,579	-4.2%
Total Leadership	18,387,905	18,930,349	-2.9%
Charter School Funds	$ 16,017,960	$ 14,517,960	10.3%
TOTAL EXPENDITURES	$ 154,368,597	$ 140,209,613	10.1%

UNION COUNTY BOARD OF EDUCATION

COMPARATIVE EXPENDITURES BY MAJOR FUNCTION

	FY 2026-27 Proposed Budget	FY 2025-26 Current Budget	FY 2024-25 Actual Expenditures	FY 2023-24 Actual Expenditures
Instructional				
Regular Instructional	$ 45,120,838	$ 32,962,731	$ 29,725,499	$ 27,735,840
Special Populations	7,772,648	6,100,949	4,943,627	5,334,440
Alternative Programs	5,542,201	5,413,543	4,456,415	3,102,995
Co-Curricular	2,526,747	2,468,938	2,604,551	2,754,816
School-Based Support	8,637,860	10,571,700	10,164,394	9,933,694
Total Instructional	69,600,294	57,517,861	51,894,486	48,861,784
Instructional Support				
Support and Development	$ 3,255,367	$ 3,177,253	$ 3,073,972	$ 2,781,211
Special Population Support and Development	419,033	408,978	450,529	438,023
Alternative Programs Support and Development	180,829	176,490	165,128	142,737
System-wide Pupil Support	599,034	584,660	626,525	512,709
Total Instructional Support	4,454,263	4,347,381	4,316,154	3,874,680
Operations				
Technology Support	$ 3,763,266	$ 4,400,088	$ 4,510,458	$ 4,381,174
Operational Support	31,196,838	29,921,087	29,724,843	28,864,853
Financial and Human Resource Services	9,705,481	9,360,881	8,651,803	7,415,349
Accountability	651,536	636,630	455,541	492,552
Community Services	138,319	135,000	-	-
Nutrition Services	452,735	442,377	288,532	-
Total Operations	45,908,175	44,896,063	43,631,177	41,153,928
Leadership				
Policy, Leadership and Public Relations	$ 3,897,548	$ 3,804,770	$ 3,749,999	$ 3,673,552
School Leadership Services	14,490,358	15,125,579	15,327,676	14,335,189
Total Leadership	18,387,905	18,930,349	19,077,675	18,008,741
Charter School Funds	$ 16,017,960	$ 14,517,960	$ 14,317,883	$ 12,667,960
Total	$ 154,368,597	$ 140,209,613	$ 133,237,375	$ 124,567,094

INSTRUCTION TAKES TOP PRIORITY



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

2026-2027 PROPOSED CAPITAL IMPROVEMENT BUDGET		Proposed
I. Facilities		
1. Identified Building Projects - Building Systems	$	13,811,103
2. Identified Building Projects - Expansion/ Renovations		1,662,479
3. Identified - Facilities Landscape Equipment/Vehicles		562,735
4. Painting		492,508
Total Facilities	**$**	**16,528,824**
II. Transportation		
1. Vehicle - (3) Student Transport Vans	$	150,000
Total Transportation	**$**	**150,000**
III. Technology Services		
1. Laptop Lease Payment		
3-5 Students (Year 2 of 5)	$	857,525
6-12 Students (Year 4 of 5)		2,338,468
Teacher/ Admin (Year 5 of 5)		1,000,000
Total Technology Services	**$**	**4,195,993**
IV. Co-Curricular Support		
1. Band Uniforms and Equipment - Sun Valley High	$	50,000
Total Co-Curricular Support	**$**	**50,000**
2026-2027 PROPOSED COUNTY CAPITAL BUDGET	**$**	**20,924,817**

UNION COUNTY BOARD OF EDUCATION

CAPITAL DEVELOPMENT BUDGET

SCHEDULE OF REVENUES AND EXPENDITURES

	2026-27 Proposed Budget	2025-26 Adopted Budget	2024-25 Adopted Budget	2023-24 Adopted Budget
REVENUES				
Capital Development	20,924,817	20,802,029	19,950,805	26,456,833
TOTAL REVENUES	$ 20,924,817	$ 20,802,029	$ 19,950,805	$ 26,456,833
CAPITAL DEVELOPMENT EXPENDITURES				
Buildings and Sites				
ADA	$ -	$ -	$ -	$ 144,900
Building Systems	13,811,103	8,097,375	3,332,600	8,598,550
Expansion Renovations	1,662,479	1,577,000	4,469,410	4,719,548
Painting	492,507	1,298,838	-	1,298,325
Roofing	-	3,500,000	-	2,307,976
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	$ 15,966,089	$ 14,667,276	$ 10,910,610	$ 21,425,270
Furniture and Equipment				
Infrastructure - Classroom Furniture & Equipment	$ -	$ -	$ 1,500,000	$ 120,750
Infrastructure - District Phone system migration	-	-	1,000,000	-
Infrastructure - Cafeteria Furniture & Equipment	-	250,000	-	-
Laptop Lease Payments	4,195,993	4,491,753	3,469,770	3,469,770
Transportation Buses / Vans and Equipment	150,000 0	560,000 0	2,020,425 0	421,000
Facilities Vehicles / Related Equipment	562,735	783,000	1,000,000	970,043
Band Uniforms and Equipment	50,000	50,000	50,000	50,000
Total Vehicles/Furniture/Equipment	$ 4,958,728	$ 6,134,753	$ 9,040,195	$ 5,031,563
TOTAL CAPITAL DEVELOPMENT EXPENDITURES	**$ 20,924,817**	**$ 20,802,029**	**$ 19,950,805**	**$ 26,456,833**

2026-2027
Union County Board of Education
Local Budget Request Summary

	FY26 Adopted Appropriation	Change	FY27 Requested Appropriation
Local Operating Budget	$139,449,613	$14,158,984	$153,608,597
Operating Capital Budget	$20,801,029	$123,788	$20,924,817
Total County Appropriation	**$160,250,642**	**$14,282,772**	**$174,533,414**

Projected Operating and Capital increase over FY 26	5,608,772
FY27 Projected Funding from BOCC	$165,859,414
Increase to Local funding	**$8,674,000**

2026-2027 Board of Education Capital Budget Request

School	Category	Item	Proposed Budget	Year
Benton Heights	**Building Systems**	Phase 2 HVAC Upgrade	$3,937,500.00	2027
Cuthbertson High	**Building Systems**	Replace auditorium lights	301,875.00	2027
Forest Hills	**Building Systems**	Gym Building - Chiller replacement (FY25 has 100K)	277,200.00	2027
Marshville	**Building Systems**	Flooring in 10 classrooms by gym	115,500.00	2027
Marvin Ridge Middle	**Building Systems**	Replace scoreboards	26,957.70	2027
Monroe High	**Building Systems**	Replacement lights - LED	679,218.75	2027
Monroe High	**Building Systems**	Replacement signage	21,000.00	2027
Monroe Middle	**Building Systems**	Replace auditorium sound system	22,641.15	2027
New Salem	**Building Systems**	Replace fixed bleachers in gym w/ retractable	161,503.65	2027
New Town	**Building Systems**	Replace cooler/freezer divider wall	21,000.00	2027
New Town	**Building Systems**	Replace folding partition in cafeteria - leave 2027	99,750.00	2027
Parkwood High	**Building Systems**	ATHLETICS - Replace scoreboards	27,017.55	2027
Parkwood Middle	**Building Systems**	Replace sewer lines, flooring, and add grease trap for kitchen	277,200.00	2027
Piedmont High	**Building Systems**	ATHLETICS - Replacement softball & baseball lighting 1	525,000.00	2027
Poplin	**Building Systems**	Replace flooring in Admin area and media center	141,750.00	2027
Poplin	**Building Systems**	Replace folding partition in cafeteria	99,750.00	2027
Porter Ridge High	**Building Systems**	ATHLETICS - Track replacement	420,000.00	2027
Porter Ridge Middle	**Building Systems**	ATHLETICS - Replacement bleachers - gym	152,250.00	2027
Prospect	**Building Systems**	ADA toilet renovations	167,238.75	2027
Prospect	**Building Systems**	Replacement freezer	131,250.00	2027
Prospect	**Building Systems**	Replacement lights - LED	498,093.75	2027
Rea View	**Building Systems**	Upgrade controls and replace chiller	787,500.00	2027
Rock Rest	**Building Systems**	Replacement chiller	577,500.00	2027
Rocky River	**Building Systems**	Flooring	141,750.00	2027
Rocky River	**Building Systems**	Replace chillers	554,400.00	2027
Rocky River	**Building Systems**	Replace cooler/freezer divider wall	21,000.00	2027
Sandy Ridge	**Building Systems**	New Carpet in Media Center & K-1 Classrooms, New Carpet & LVT Flooring in	183,750.00	2027
Sardis	**Building Systems**	Replace cooler/freezer divider wall	21,000.00	2027
Shiloh Valley Primary	**Building Systems**	Replacement lights - LED	498,093.75	2027
Stallings	**Building Systems**	RTU replacement at Cafeteria	33,600.00	2027
Sun Valley High	**Building Systems**	100 Bldg control/HVAC	78,750.00	2027
Sun Valley High	**Building Systems**	Automated access gates (3)	157,500.00	2027
Sun Valley High	**Building Systems**	Gym Chiller	168,000.00	2027
Sun Valley Middle	**Building Systems**	Design and construction of main entrance and driveway	1,050,000.00	2027
Various	**Building Systems**	Add PRVs and backflow preventers	525,000.00	2027

2026-2027 Board of Education Capital Budget Request

School	Category	Item	Proposed Budget	Year
Various	**Building Systems**	Boiler Improvements	75,468.75	2027
Various	**Building Systems**	Carpet replacement	105,000.00	2027
Various	**Building Systems**	Life Safety Systems Replacements	78,750.00	2027
Various	**Building Systems**	Upgrade HVAC	52,500.00	2027
Weddington High	**Building Systems**	HVAC for Auxiliary Gym	341,250.00	2027
Wesley Chapel	**Building Systems**	Repave track and basketball court	135,843.75	2027
Wingate	**Building Systems**	Generator addition	120,750.00	2027
Fairview	**Expansion/Renovations**	Add canopies	271,687.50	2027
Monroe Middle	**Expansion/Renovations**	Auditorium seat replacement	98,109.90	2027
Various	**Expansion/Renovations**	MCR Relocations/Renovations	315,000.00	2027
Various	**Expansion/Renovations**	Replacement fencing	183,750.00	2027
Wesley Chapel	**Expansion/Renovations**	Replacement lights - LED	597,712.50	2027
Western Union	**Expansion/Renovations**	Auditorium seat replacement	196,218.75	2027
Facilities	**F/E**	Vehicle and equipment replacements	525,000.00	2027
Various	**F/E**	Custodial Equipment	37,734.90	2027
Fairview	**Painting**	Last painted in 2008	196,218.75	2027
Shiloh Valley Primary	**Painting**	Last painted in 2008	209,664.00	2027
Various	**Painting**	Painting for various locations	86,625.00	2027
Technology	**Laptop Leases**	Student, Teacher and Administrators - Annual Lease Payments	4,195,993.00	2027
Co-Curricular Support	**F/E**	Band Uniforms and Equipment - Sun Valley High School	50,000.00	2027
Transportation	**Transportation Vehicles**	Replacement - Student Transport Vans (3)	150,000.00	2027
			$ 20,924,817	

UNION COUNTY
PUBLIC SCHOOLS

2026-2027

Superintendent’s Budget Proposal

April 14, 2026

UNION COUNTY PUBLIC SCHOOLS
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Agenda

- State Budget Outlook
- Local Budget Priorities
- Proposed Local Operating Budget Request
- Proposed Operating Capital Budget Request
- Summary
- Other Funding Considerations
- Supplemental graphs and statistical information

State Budget Outlook

UNION COUNTY PUBLIC SCHOOLS
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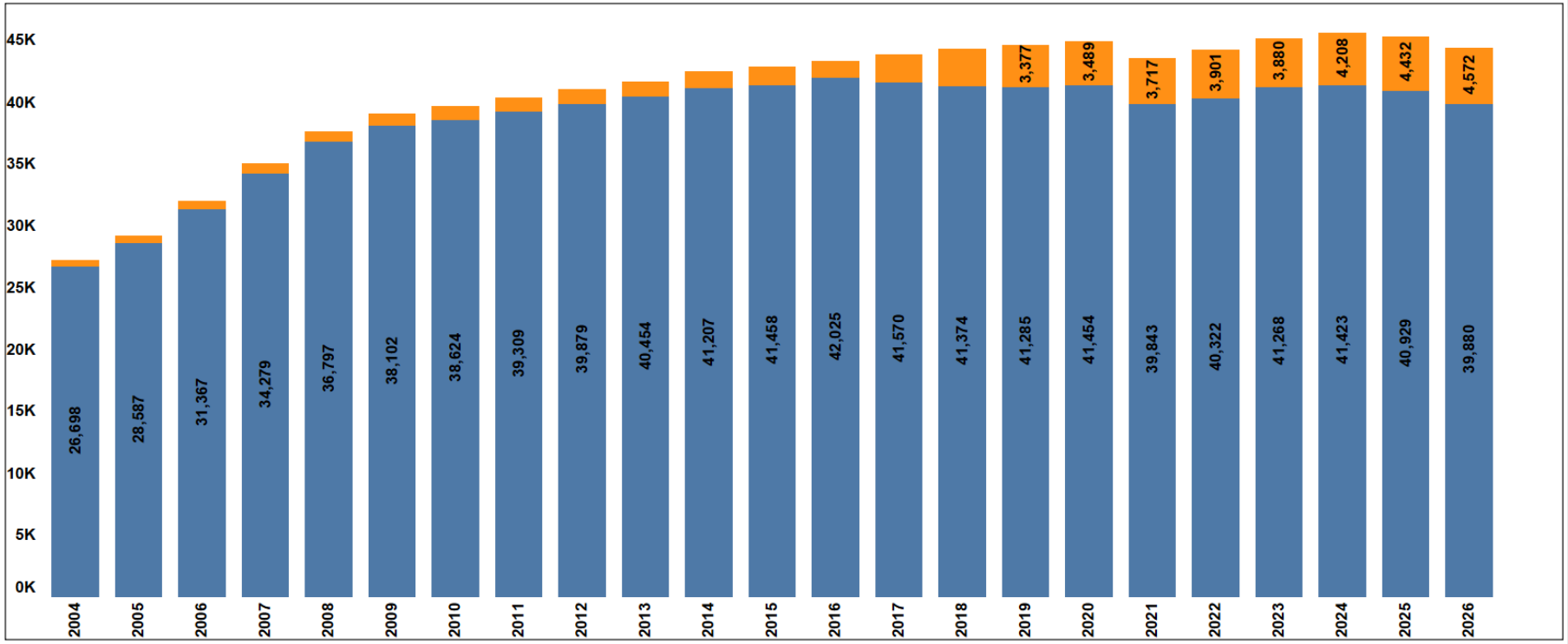
State Budget Assumptions

- FY26-27 State Budget – still operating at FY25 funding levels
- Anticipated state salary increases
  - ❖ In the absence of an adopted state budget, we are projecting state salary increases at an average of 5% for all employees
- Health Insurance costs projected to increase 6%
  - ❖ Current year $8,500 with increase FY27 projected to be $9,000
- Retirement rate relatively flat for Full Time employees at 1.25%
  - ❖ Current year employer match is 24.67% with increase FY27 projected to be 25.00%
- Funding in arrears – this means that the state will fund us based on the previous year's actual student enrollment, rather than projected enrollment

10 year Enrollment Trend

Best 1 of 2 ADM History

County: Union | School Type: All | PSU Number + Name: All | Download to Excel



County	PSU Number	PSU Name	PSU Type	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Grand Total				43,936	44,335	44,662	44,943	43,560	44,223	45,148	45,631	45,361	44,452
Union	90000	Union County Public Schools	Regular local school district	41,570	41,374	41,285	41,454	39,843	40,322	41,268	41,423	40,929	39,880
Union	90A00	Union Academy Charter School	Charter district	1,437	1,711	1,921	1,981	1,988	2,024	2,131	2,195	2,187	2,192
Union	90B00	Union Day School	Charter district	287	420	514	452	578	710	554	675	640	645
Union	90C00	Union Preparatory Academy at Indi..	Charter district	642	830	942	971	1,048	1,049	1,063	1,181	1,257	1,360
Union	90D00	Monroe Charter Academy	Charter district				85	103	118	132	157	104	105
Union	90G00	ALA Monroe	Charter district									244	270

State Budget – Planning Allotments

Why Budget Adjustments Are Needed

- Student enrollment changes drive state funding levels.
- State adjusts allotments one year after enrollment changes occur.
- For 2026–2027, allocations must be updated to reflect state planning numbers.
- This required process is known as “Right Sizing” and ensures expenditures remain within projected state funding.

State Budget – Planning Allotments

Supplement Funding Considerations

- State funding projections exclude annual supplemental funds for certified staff until eligibility is confirmed.
- Eligibility is determined annually based on county wealth levels. Counties must have adjusted taxable real property below $50.9 billion to qualify.
- Based on the most recent fiscal data, UCPS is not expected to qualify for this funding in 2026–2027 unless the General Assembly adjusts the current threshold.

State Budget – Planning Allotments

Supplement Funding – State criteria/provisions

- Eligibility as defined by State Allotment Policy (link to details pg 119-121).

SPECIAL PROVISIONS:

1) Allocation of salary supplements among teachers, instructional support and qualifying school administrators within each eligible local school administrative unit, including whether a qualifying teacher, instructional support or school administrator receives a salary supplement and the amount of the supplement provided to that person, shall be determined in the discretion of the local board of education or governing body of the eligible public school unit.
2) No individual salary supplement shall exceed the per-teacher funding amount awarded to that unit. This maximum does not include benefits.
3) Certified personnel eligible to receive supplemental funds from these funds:
    a. Teachers
    b. Instructional support
    c. Assistant principal who are paid based on the teacher pay per G.S.115C-285(a)(8)
    d. Principal who are paid based on the teacher or assistant principal pay per G.S.115C-285(a)(8a)

- ***UCPS does not currently have staff eligible under 3c. or 3d.***

State Budget – Planning Allotment Reductions

FY2027 – State budget reductions

	Amounts
ADM position allotment	-$4,545,786
Teacher Assistant allotment	-$469,340
Central Office / Non-Instructional support	-$475,000
School Building Administration	-$250,000
Instructional Support	-$650,000
Career & Technical Education	-$228,195
Academically & Intellectually Gifted	-$ 60,580
Textbooks	-$ 38,946
Supplemental Funds for Teacher Compensation	-$3,407,000
Total	**-$10,124,847**

Per Pupil Expenditure Ranking – by source

- #113 FY25 State Per Pupil Appropriations
- #37 FY25 Local Per Pupil Appropriations
- #110 FY25 Total Per Pupil Expenditure
- #43 FY26 Local Teacher Salary Supplement

Local Budget Priorities

UNION COUNTY PUBLIC SCHOOLS
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Local Budget Priorities

- Investing in our Employees
  - ❖ Supplemental funds for Certified staff
  - ❖ State legislated salary and benefits
  - ❖ Local Salary increases

- Sustaining Operations
  - ❖ Special Population Support
  - ❖ Liability and Property Insurance Costs
  - ❖ Public Utilities
  - ❖ Classroom support (Substitute cost)

Local Budget Priorities

- Charter Enrollment
  - ❖ Increase Per pupil funding allocation
- Program Expansion / New Initiatives
  - ❖ School Nurse expansion – Year 2 of 5
- Operational Capital
  - ❖ Facilities – Capital Maintenance projects
  - ❖ Transportation – Fleet replacement
  - ❖ Technology Services – annual laptop lease payments
  - ❖ Co-Curricular support – annual band uniform replacements

Proposed Local Operating Request

UNION COUNTY PUBLIC SCHOOLS
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Identified Redirects

UNION COUNTY BOARD OF EDUCATION

DETAIL OF REDIRECTIONS	Proposed
I. Restructure Instructional Support Model	$ (2,475,000)
II. Software and Contracts	(245,000)
III. School Traffic Directors	(200,000)
IV. Central Service Budgets	(2,640,000)
Total Redirections	**$ (5,560,000)**

Local Operating Request

DETAIL OF CHANGES TO 2025-2026 COUNTY APPROPRIATION	Proposed
2025-2026 BASE BUDGET	**$ 139,449,613**
I. REDIRECTS	$ (5,560,000)
II. INVESTING IN OUR EMPLOYEES	
A. Salaries and Benefits	
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2. Local Salary increases - Identified Certified personnel categories (Local Supplement)	7,428,400
3. Local Salary increases - Identified Classified personnel categories	718,032
Total Investing In Our Employees	**$ 15,161,484**

Local Certified Supplements – Eligible Staff

Instructional Personnel – Certified

- Classroom Teachers
- Master Teachers

Instructional Support Personnel – Certified

- School Nurses
- School Counselors
- Media Coordinators
- Psychologists
- Social Workers
- Curriculum Facilitators
- EC Specialized Services

Note: Definition from state salary manual: **Certified Personnel:** A person who is employed in positions within job classifications which require licenses issued by the Licensure Section based on the completion of approved education program requirements as specified by the State Board of Education.

Local Operating Request – cont'd

DETAIL OF CHANGES TO 2025-2026 COUNTY APPROPRIATION	Proposed
III. SUSTAINING OPERATIONS	
A. Program Continuation	
1. Special Population Support - Exceptional Children	$ 1,500,000
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
Total Sustaining Operations	**$ 2,682,500**

Local Operating Request – cont'd

DETAIL OF CHANGES TO 2025-2026 COUNTY APPROPRIATION		Proposed
IV. STUDENT GROWTH		
A. Student Enrollment Costs		
1. Charter School Enrollment Projections	$	1,500,000
Total Student Enrollment Growth	**$**	**1,500,000**
V. PROGRAM EXPANSION / NEW INITIATIVE		
A. Student Support Services		
1. School Nurses - Year 2 of 5		100,000
Total Program Expansion / New Initiative	**$**	**100,000**
Category I. - V. Totals	**$**	**13,883,984**
2026-2027 PROPOSED COUNTY APPROPRIATION	**$**	**153,333,597**
INCREASE IN TOTAL COUNTY APPROPRIATION OVER PRIOR YEAR	**$**	**13,883,984**
BOCC projected increase	**$**	**(4,880,736)**
Additional Request		**9,003,248**

Proposed Operating Capital Request

UNION COUNTY PUBLIC SCHOOLS
EDUCATE • INNOVATE • GRADUATE

Operating Capital Request

2026-2027 PROPOSED CAPITAL IMPROVEMENT BUDGET		Proposed
I. Facilities		
1. Identified Building Projects - Building Systems	$	13,811,103
2. Identified Building Projects - Expansion/ Renovations		1,662,479
3. Identified - Facilities Landscape Equipment/Vehicles		562,735
4. Painting		492,508
Total Facilities	**$**	**16,528,824**
II. Transportation		
1. Vehicle - (3) Student Transport Vans	$	150,000
Total Transportation	**$**	**150,000**
III. Technology Services		
1. Laptop Lease Payment		
3-5 Students (Year 2 of 5)	$	857,525
6-12 Students (Year 4 of 5)		2,338,468
Teacher/ Admin (Year 1 of 5)		1,000,000
Total Technology Services	**$**	**4,195,993**
IV. Co-Curricular Support		
1. Band Uniforms and Equipment - Sun Valley High	$	50,000
Total Co-Curricular Support	**$**	**50,000**
2026-2027 PROPOSED COUNTY CAPITAL BUDGET	**$**	**20,924,817**

Budget Summary

UNION COUNTY PUBLIC SCHOOLS
EDUCATE • INNOVATE • GRADUATE

2026-2027 Local Budget Summary

	FY26 Adopted Appropriation	Change	FY27 Requested Appropriation
Local Operating Budget	$139,449,613	$13,883,984	$153,333,597
Operating Capital Budget	$20,801,029	$123,788	$20,924,817
Total County Appropriation	**$160,250,642**	**$14,007,772**	**$174,258,414**

Projected Operating and Capital increase over FY 26	5,608,772
FY27 Projected Funding from BOCC	165,859,414
Increase to Local funding	**$8,398,999**

Other Funding Considerations

UNION COUNTY PUBLIC SCHOOLS
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Potential State Legislated Bonus - Local Impact

Background

- State funding for permanent salary increases remains unresolved for FY 2027.
- The General Assembly may instead authorize one-time bonus payments for all state-paid employees as part of the 2027 Comprehensive Budget.
- The potential impact has been calculated and is reflected below

Potential Amount	Local Funding Needed
$1,500	**$2,666,265**

Potential State Legislated Bonus - Local Impact

Local Budget Risk

- If one-time bonus payments for state employees are approved, the UCPS local budget would be expected to mirror these payments for all non–state-paid employees.
- If sufficient local funding is not available, FY 2026–2027 local funding priorities MUST be adjusted to accommodate these payments.
- Any required adjustments will need to be decided before implementing any local salary increases.

Supplemental Graphs & Statistical Data

UNION COUNTY PUBLIC SCHOOLS
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Statistical Data

FY2026 Local Certified Supplement Data State_personnel_table20

Ranking	Year	LEA Name	Teacher Average Supplmt.
1	2026	Chapel Hill-Carrboro City Schools	$ 11,612.00
2	2026	Wake County Schools	$ 11,493.00
3	2026	Charlotte-Mecklenburg Schools	$ 10,598.00
4	2026	Chatham County Schools	$ 9,649.00
5	2026	New Hanover County Schools	$ 9,593.00
6	2026	Person County Schools	$ 9,475.00
7	2026	Johnston County Public Schools	$ 9,370.00
8	2026	Yadkin County Schools	$ 9,152.00
9	2026	Brunswick County Schools	$ 9,064.00
10	2026	Durham Public Schools	$ 8,904.00
11	2026	Hoke County Schools	$ 8,397.00
12	2026	Orange County Schools	$ 8,254.00
13	2026	Harnett County Schools	$ 8,012.00
14	2026	Winston Salem / Forsyth County Schools	$ 7,913.00
15	2026	Onslow County Schools	$ 7,815.00
16	2026	Scotland County Schools	$ 7,695.00
17	2026	Cabarrus County Schools	$ 7,654.00
18	2026	Pamlico County Schools	$ 7,621.00
19	2026	Alexander County Schools	$ 7,478.00
20	2026	Pender County Schools	$ 7,360.00
21	2026	Bertie County Schools	$ 7,319.00
22	2026	Lee County Schools	$ 7,316.00
23	2026	Guilford County Schools	$ 7,282.00
24	2026	Cleveland County Schools	$ 7,272.00
25	2026	Buncombe County Schools	$ 7,242.00
26	2026	Wayne County Public Schools	$ 7,206.00
27	2026	Edenton-Chowan Schools	$ 7,123.00
28	2026	Clinton City Schools	$ 7,042.00
29	2026	Stokes County Schools	$ 6,900.00
30	2026	Whiteville City Schools	$ 6,896.00
31	2026	Davie County Schools	$ 6,859.00
32	2026	Richmond County Schools	$ 6,852.00
33	2026	Asheville City Schools	$ 6,771.00
34	2026	Sampson County Schools	$ 6,650.00
35	2026	Montgomery County Schools	$ 6,640.00
36	2026	Alamance-Burlington Schools	$ 6,630.00
37	2026	Hickory City Schools	$ 6,615.00
38	2026	Transylvania County Schools	$ 6,552.00
39	2026	Lincoln County Schools	$ 6,549.00
40	2026	Dare County Schools	$ 6,546.00
41	2026	Wilkes County Schools	$ 6,495.00
42	2026	Mooresville Graded School District	$ 6,466.00
43	2026	Union County Public Schools	$ 6,351.00
44	2026	Kannapolis City Schools	$ 6,192.00
45	2026	Hyde County Schools	$ 6,111.00
46	2026	Gates County Schools	$ 6,100.00
47	2026	Perquimans County Schools	$ 6,050.00
48	2026	Catawba County Schools	$ 5,982.00
49	2026	Moore County Schools	$ 5,943.00
50	2026	Camden County Schools	$ 5,904.00
51	2026	Public Schools of Robeson County	$ 5,842.00
52	2026	Randolph County School System	$ 5,838.00
53	2026	Rockingham County Schools	$ 5,795.00
54	2026	Mount Airy City Schools	$ 5,717.00
55	2026	Asheboro City Schools	$ 5,657.00
56	2026	Elizabeth City-Pasquotank Public Schools	$ 5,626.00
57	2026	Caswell County Schools	$ 5,600.00
58	2026	Nash County Public Schools	$ 5,549.00
59	2026	Polk County Schools	$ 5,517.00
60	2026	McDowell County Schools	$ 5,439.00
61	2026	Craven County Board of Education	$ 5,364.00
62	2026	Caldwell County Schools	$ 5,178.00
63	2026	Martin County Schools	$ 5,120.00
64	2026	Burke County Schools	$ 5,049.00
65	2026	Edgecombe County Public Schools	$ 5,040.00
66	2026	Currituck County Schools	$ 5,001.00
67	2026	Swain County Schools	$ 4,967.00
68	2026	Alleghany County Schools	$ 4,860.00
69	2026	Henderson County Schools	$ 4,857.00
70	2026	Wilson County Schools	$ 4,840.00
71	2026	Granville County Schools	$ 4,813.00
72	2026	Cherokee County Schools	$ 4,763.00
73	2026	Franklin County Schools	$ 4,761.00
74	2026	Iredell-Statesville Schools	$ 4,736.00
75	2026	Columbus County Schools	$ 4,548.00
76	2026	Clay County Schools	$ 4,464.00
77	2026	Pitt County Schools	$ 4,395.00
78	2026	Gaston County Schools	$ 4,331.00
79	2026	Mitchell County Schools	$ 4,323.00
80	2026	Carteret County Public Schools	$ 4,189.00
81	2026	Newton Conover City Schools	$ 4,131.00
82	2026	Bladen County Schools	$ 4,097.00
83	2026	Avery County Schools	$ 4,058.00
84	2026	Vance County Schools	$ 4,036.00
85	2026	Rowan-Salisbury Schools	$ 3,891.00
86	2026	Surry County Schools	$ 3,808.00
87	2026	Ashe County Schools	$ 3,792.00
88	2026	Weldon City Schools	$ 3,751.00
89	2026	Washington County Schools	$ 3,733.00
90	2026	Cumberland County Schools	$ 3,723.00
91	2026	Thomasville City Schools	$ 3,675.00
92	2026	Davidson County Schools	$ 3,557.00
93	2026	Duplin County Schools	$ 3,555.00
94	2026	Lexington City Schools	$ 3,520.00
95	2026	Warren County Schools	$ 3,432.00
96	2026	Stanly County Schools	$ 3,366.00
97	2026	Anson County Schools	$ 3,137.00
98	2026	Haywood County Schools	$ 2,974.00
99	2026	Halifax County Schools	$ 2,939.00
100	2026	Watauga County Schools	$ 2,753.00
101	2026	Roanoke Rapids City Schools	$ 2,632.00
102	2026	Elkin City Schools	$ 2,506.00
103	2026	Jones County Schools	$ 2,500.00
104	2026	Jackson County Public Schools	$ 2,000.00
105	2026	Lenoir County Public Schools	$ 2,000.00
106	2026	Beaufort County Schools	$ 1,900.00
107	2026	Rutherford County Schools	$ 1,700.00
108	2026	Northampton County Schools	$ 1,538.00
109	2026	Hertford County Schools	$ 1,526.00
110	2026	Macon County Schools	$ 1,135.00
111	2026	Tyrrell County Schools	$ 1,135.00
112	2026	Greene County Schools	$ 1,000.00
113	2026	Madison County Schools	$ 1,000.00
114	2026	Yancey County Schools	$ 500.00
115	2026	Graham County Schools	$ -
	2026	STATE TOTAL	$ 7,233.00

State_personnel_table20

Statistical Data

FY2024

Table 21 - PER CAPITA PERSONAL INCOME BY COUNTY

Per Capita Personal Income by County
Year 2024

North Carolina Per Capita Personal Income: 65,634

Year	County Name	Income	Rank
2024	North Carolina	65,634	0
2024	Chatham County	91,638	1
2024	Orange County	87,778	2
2024	Mecklenburg County	86,098	3
2024	Wake County	85,573	4
2024	Dare County	83,613	5
2024	Union County	76,528	6
2024	Carteret County	74,177	7
2024	Moore County	72,920	8
2024	Polk County	72,236	9
2024	Buncombe County	70,623	10
2024	Iredell County	70,112	11
2024	New Hanover County	69,666	12
2024	Durham County	69,077	13
2024	Davie County	67,760	14
2024	Currituck County	65,005	15
2024	Lincoln County	64,836	16
2024	Transylvania County	64,641	17
2024	Brunswick County	64,262	18
2024	Forsyth County	63,989	19
2024	Henderson County	63,668	20
2024	Guilford County	63,665	21
2024	Camden County	62,549	22
2024	Beaufort County	62,010	23
2024	Craven County	61,929	24
2024	Cabarrus County	61,113	25
2024	Catawba County	60,366	26
2024	Swain County	59,665	27
2024	Pamlico County	59,634	28
2024	Perquimans County	58,932	29

FY2025

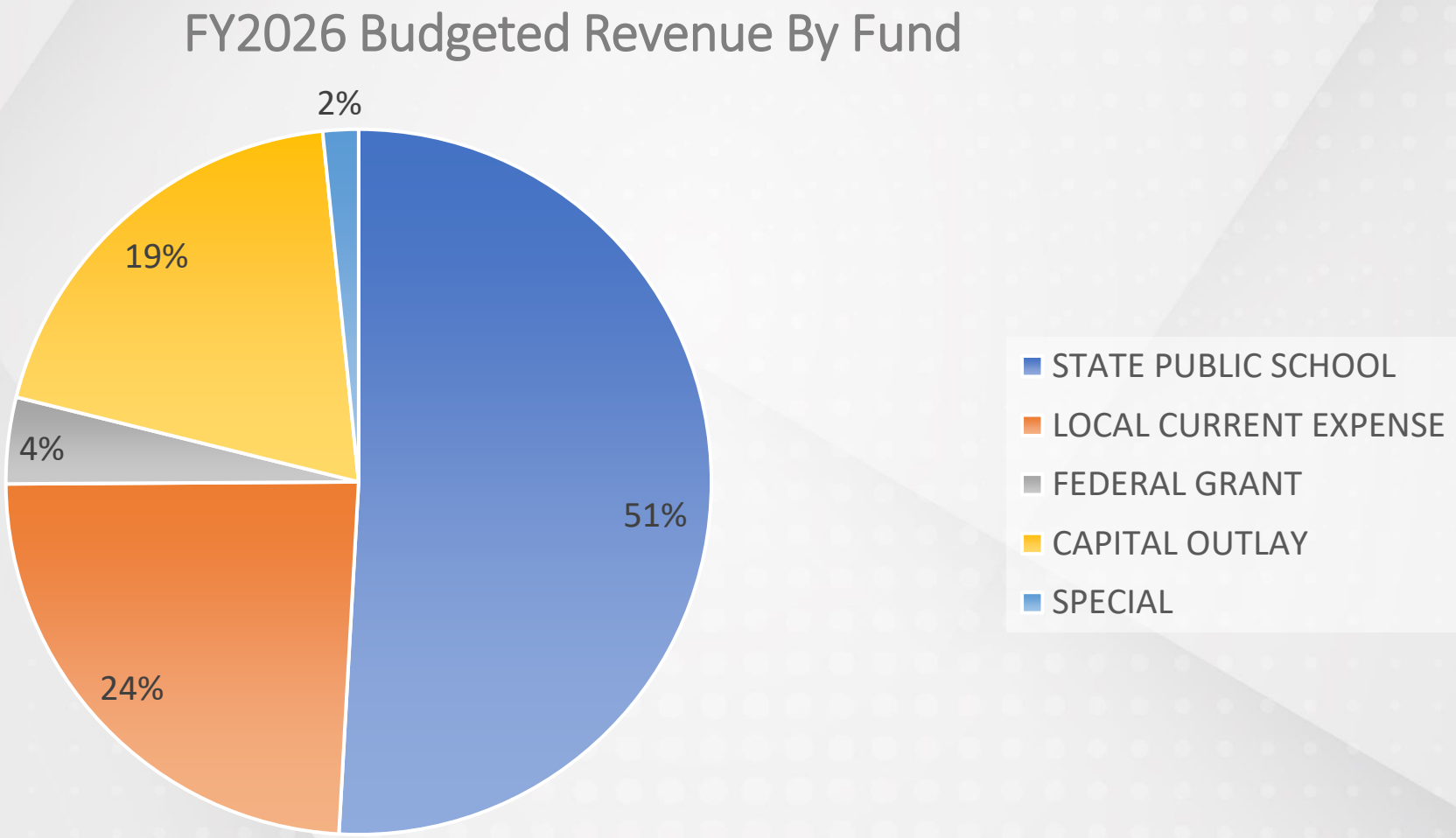
Table 25 - PER PUPIL EXPENDITURE RANKING, School Nutrition EXCLUDED

Per Pupil Expenditure Ranking
School Nutrition Excluded
School Year 2024-25

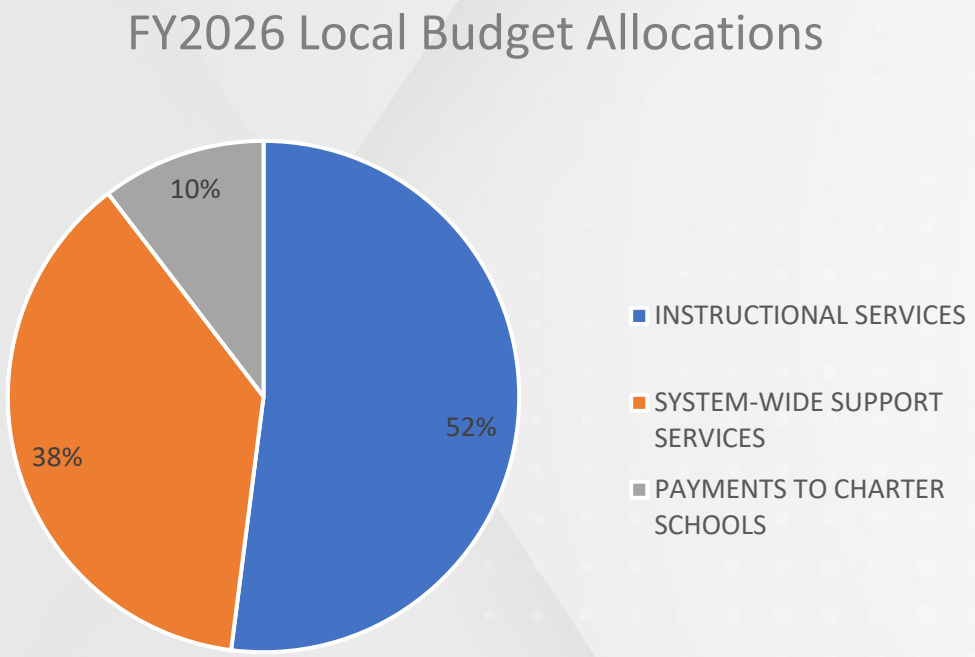
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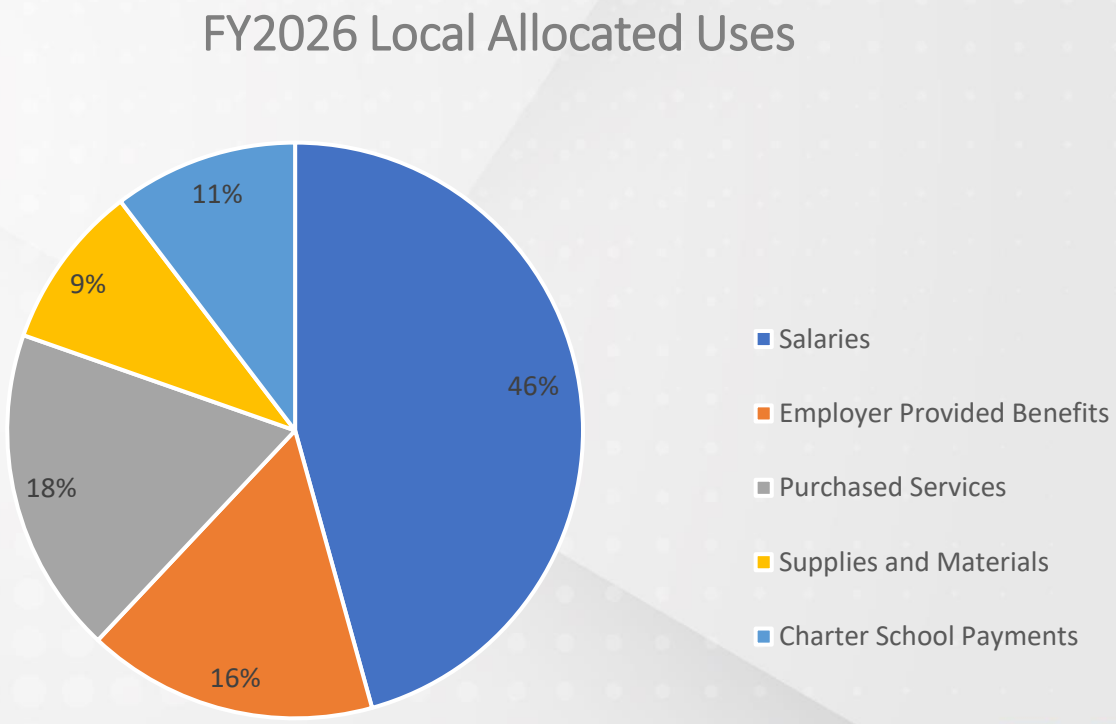
Year	LEA	LEA Name	State PPE	State Rank	Federal PPE	Federal Rank	Local PPE	Local Rank	Total PPE	Total Rank
2025	999	STATE TOTAL	8,145.40	-	948.38	-	3,308.36	-	12,402.14	-
2025	810	Rutherford County Schools	7,140.97	114	1,109.19	48	1,744.49	109	9,994.65	115
2025	140	Caldwell County Schools	7,675.72	104	734.05	93	1,733.56	110	10,143.33	114
2025	180	Catawba County Schools	7,415.26	111	581.34	101	2,333.50	84	10,330.10	113
2025	290	Davidson County Schools	7,760.04	101	746.90	90	1,849.51	103	10,356.45	112
2025	710	Pender County Schools	7,121.59	115	753.24	88	2,495.66	72	10,370.48	111
2025	900	Union County Public Schools	7,204.97	113	322.22	115	3,132.09	37	10,659.28	110
2025	010	Alamance-Burlington Schools	8,086.30	85	929.51	67	1,928.84	99	10,944.64	109
2025	130	Cabarrus County Schools	7,413.43	112	432.06	112	3,277.36	32	11,122.85	108
2025	430	Harnett County Schools	7,907.64	95	1,159.06	43	2,060.54	96	11,127.24	107
2025	490	Iredell-Statesville Schools	7,508.39	109	607.25	99	3,015.27	43	11,130.91	106
2025	840	Stanly County Schools	8,285.30	77	1,000.62	60	1,867.07	102	11,152.98	105
2025	550	Lincoln County Schools	8,082.95	88	496.50	106	2,636.49	63	11,215.94	104
2025	132	Kannapolis City Schools	7,671.79	105	746.06	91	2,812.85	53	11,230.69	103
2025	470	Hoke County Schools	9,033.58	52	1,011.91	58	1,245.33	115	11,290.82	102
2025	300	Davie County Schools	8,204.48	82	500.87	105	2,702.15	58	11,407.50	101
2025	760	Randolph County School System	8,377.60	73	1,006.64	59	2,037.17	97	11,421.42	100
2025	530	Lee County Schools	8,213.29	80	801.26	80	2,407.89	77	11,422.44	99
2025	260	Cumberland County Schools	7,995.05	89	1,119.40	46	2,341.56	83	11,456.01	98
2025	640	Nash County Public Schools	8,347.65	75	1,082.18	51	2,110.51	93	11,540.34	97
2025	860	Surry County Schools	8,786.89	60	934.20	65	1,895.05	100	11,616.14	96
2025	510	Johnston County Public Schools	7,987.41	91	1,085.55	50	2,561.74	68	11,634.71	95
2025	761	Asheboro City Schools	8,248.53	78	862.02	75	2,531.66	69	11,642.21	94
2025	630	Moore County Schools	7,593.62	108	956.99	64	3,151.53	34	11,702.13	93
2025	200	Cherokee County Schools	8,097.65	84	913.19	72	2,732.31	56	11,743.14	92
2025	020	Alexander County Schools	9,271.68	45	672.81	96	1,819.09	106	11,763.58	91
2025	181	Hickory City Schools	8,084.86	86	1,384.16	31	2,321.20	85	11,790.22	90
2025	740	Pitt County Schools	8,297.13	76	921.62	70	2,613.03	64	11,831.78	89
2025	360	Gaston County Schools	7,785.24	100	672.60	98	3,417.72	27	11,875.55	88
2025	670	Onslow County Schools	7,753.47	102	1,057.67	53	3,140.81	36	11,951.95	87

UCPS Revenue by Fund

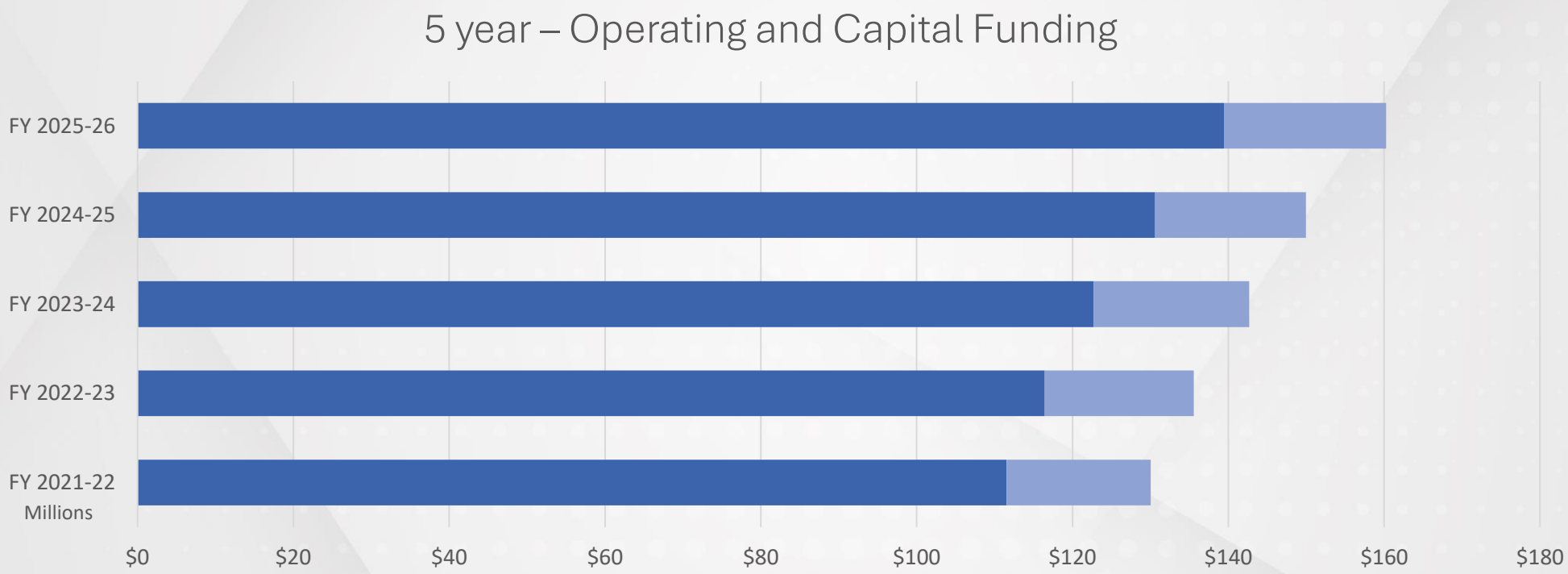


Local Funding Uses



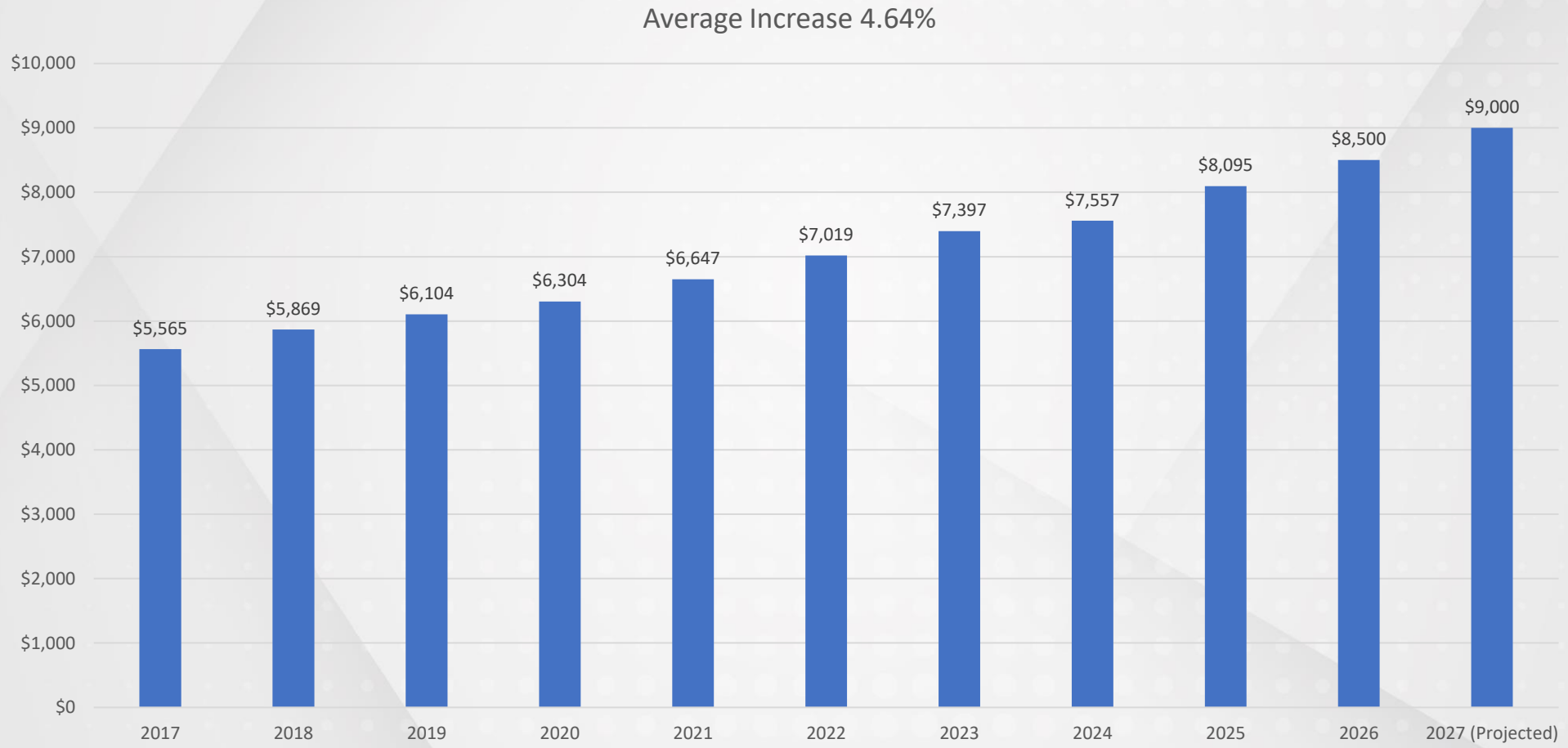


Combined Local Funding

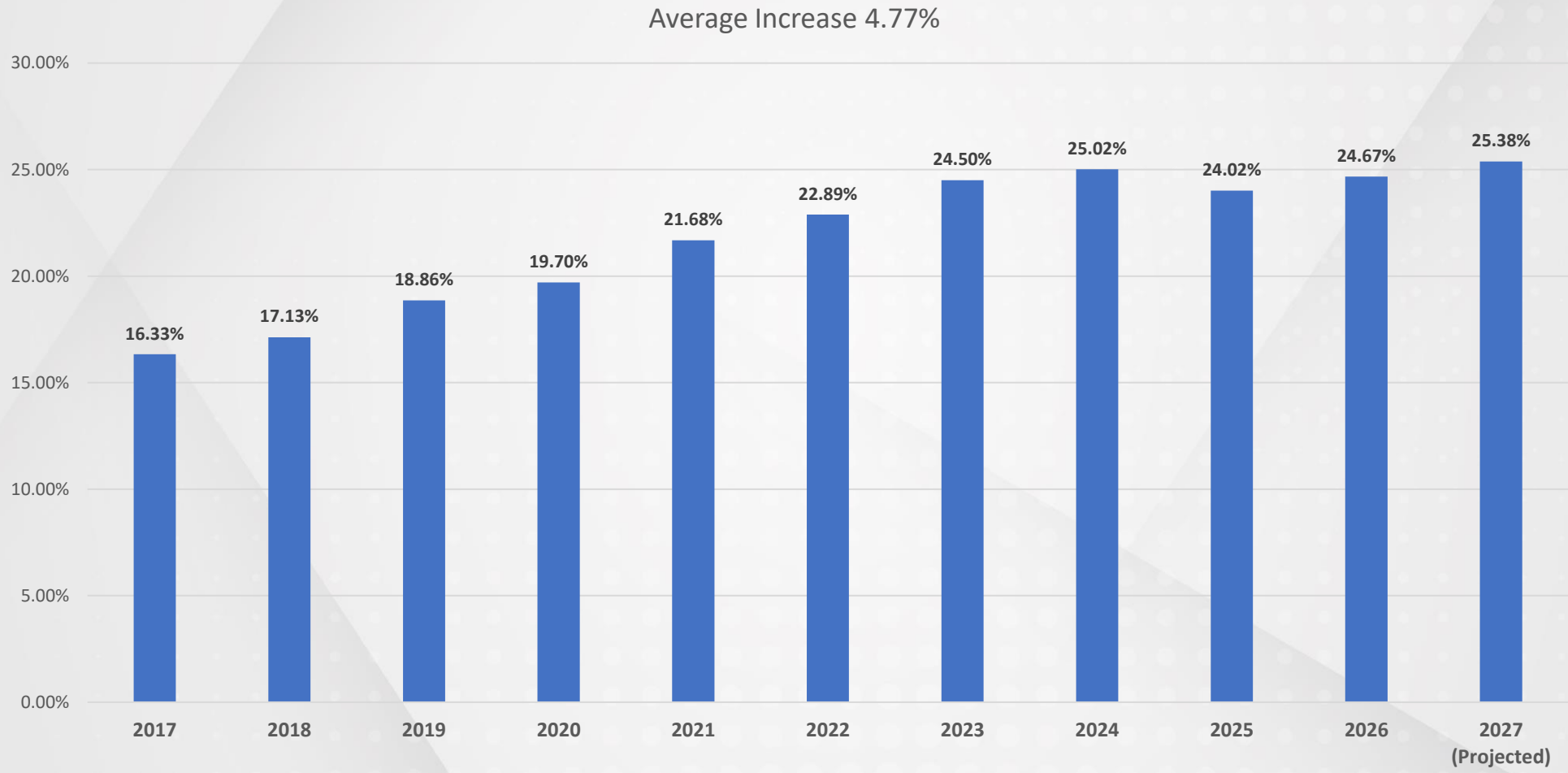


	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Operating Budget	$111,546,045	$116,450,157	$122,690,414	$130,611,680	$139,449,613
Capital	$18,475,663	$19,122,663	$19,982,816	$19,335,075	$20,801,029

Employer Hospital Insurance – 10 year trend



Employer Retirement Contributions – 10 year trend



UNION COUNTY
PUBLIC SCHOOLS

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Thank You