

# Employee Compensation Recommendations

## Wake County Board of Education - Work Session

November 2, 2021

David Neter, Chief Business Officer

AJ Muttillo, Assistant Superintendent, Human Resources



## Context

- November 2, 2021, and still no indication of a State Budget
- Today we recommend moving forward with 3 employee compensation items
- Employee Recognition & Retention bonus for all staff – this is a new item
- Two compensation increases using funding included in 2021-22 budget
- Normally compensation changes follow reconciliation of Board's Operating Budget
- Review planning for use of ESSER funding for recognition / retention bonuses

# Employee Compensation Recommendations



**\$1,250** one-time bonus for all benefit-earning employees



**\$13/hr** minimum rate for all non-certified support staff



**1%** increase to local supplement portion of certified staff salaries



Planning use of ESSEER funds for recognition / retention bonuses



## \$1,250 Recognition and Retention Bonus

- \$1,250 bonus in recognition of the additional lift all staff have made
- To be paid in Nov. 2021 paycheck
- All certified & non-certified benefit-earning staff employed as of Nov. 2 are eligible
- Part-time staff receive prorated amount based on percent employed
- Investment ≈ \$25.8 million
- Funds reserved in Fund Balance



## \$13/hr Minimum Rate for Non-Certified Support Staff

- Largest groups of non-certified employees impacted include:
  - **Instructional Assistants**
  - **CNS Staff**
  - **School Secretaries**
  - **Custodians**
  - **Couriers / Drivers**
- Implementation with Dec. 2021 paycheck
- Including retroactive amounts to July 1, 2021
- Funds from Business Case in Board's 2021-22 Budget for Non-Certified Staff Schedules



## 1% Increase to Certified Staff Salary Supplement Schedule\*

- Applicable to all paid on teacher or student services personnel scales
- Implementation to begin with Dec. 2021 paycheck
- Retroactive to July 1, 2021
- Cost \$1.4 million
- Funding included in Board's 2021-22 Budget for Certified Salary Supplement Schedules

\* Represents increase to the Local Salary Supplement. Final State Legislated increases will be in addition to this.



## 2022 Employee Recognition / Employee Retention Bonuses

- Phase II Employee Recognition & Retention bonuses
- Planned recommendations for use of ESSER funding to invest in all staff
- Ongoing recognition of the additional lift all staff are making
- Recommendation will cover 2022 Calendar Year
- Paid on a periodic basis (3 or 4 times / calendar year)
- Proposal to BOE first December Work-Session
- Will require NC Department of Public Instruction approval

## Next Steps



- Requesting approval tonight of 3 compensation recommendations **as first step** ahead of state budget approval
- Staff to recommend usage of ESSER funding for Employee Recognition / Employee Retention Compensation for CY 2022 subject to NC DPI approval
- Staff to recommend any additional compensation recommendations using Local Funds upon reconciliation of 2021-22 Budget & Adoption of Balanced Budget Resolution
- Any State Legislated changes to be implemented as directed by State.

# Dialogue and Questions

FROM HERE,  
ANYTHING  
IS POSSIBLE.