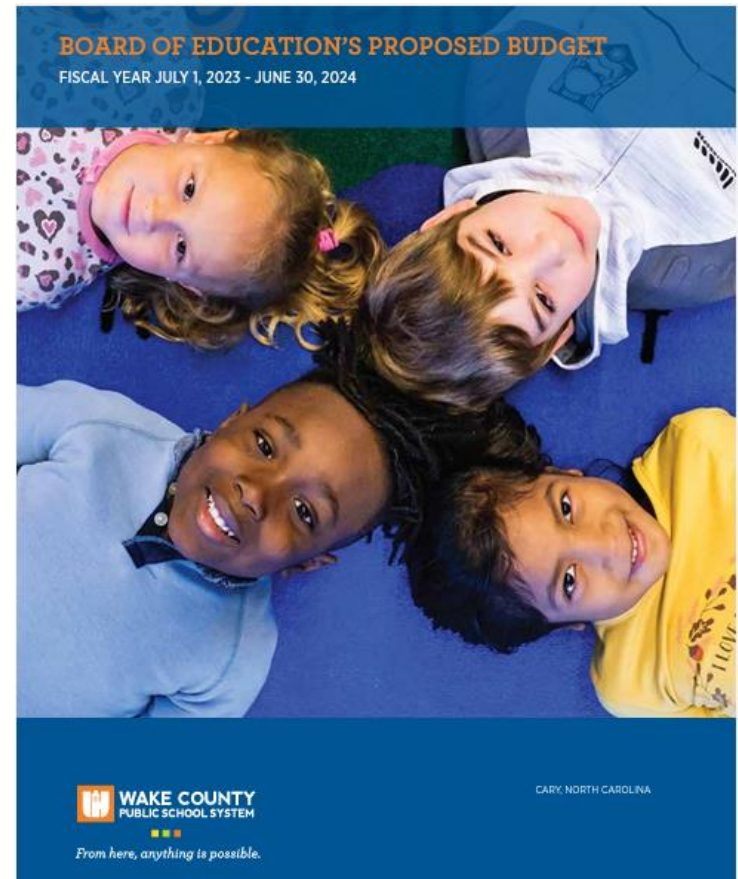


WCPSS 2023-24 Budget Reconciliation & Compensation Recommendations

Board of Education
Finance Committee
October 17, 2023



2023-24 Budget Reconciliation & Compensation Recommendations

Today

- Recommendations to reconcile budget
- Staff compensation schedule recommendations
- Other changes included in final state budget as time allows

2023-24 Budget Development Process

- Superintendent proposes operating budget
- BOE recommends changes / revisions
- BOE approves proposed operating budget
- BOE approved proposed budget presented to County
- County approves budget including appropriation to WCPSS
- State approves budget
- WCPSS must reconcile BOE proposed budget to funding from county & final state budget

2023-24 Budget Reconciliation

- Recommendations make no changes to local funding requests included in Board's Proposed Budget
- All Business Cases remain in place including use of local funding to supplement state legislated compensation changes
- Reconciliation also includes staff compensation changes not contained in BOE Proposed Budget.

Salary Increase Recommendations

Certified Personnel & Assistant Principals

Proposed Budget

3% state-funded
base salary increase

4.5% locally funded
salary supplement
increase

State Budget

Step increase for
all + increase to the
step

Range of increase
including step
\$1,069 to \$2,890 or
2.0% to 7.7%

No change to
performance
bonuses

Recommendation

New scales per DPI
Teacher A-0 starts at
\$3,900

*5.5% locally funded
salary supplement
increase recommended.*

Salary Increase Recommendations

Non-Certified Personnel

<u>Proposed Budget</u>	<u>State Budget</u>	<u>Recommendation</u>
3% state-funded salary increase Locally funded: \$17 per hour minimum while continuing a \$0.25 step differential and \$0.40 grade differential - 4% minimum	4% state-funded salary increase Bus drivers receive an additional average 2% increase	\$17 per hour minimum while continuing a \$0.25 step differential and \$0.40 grade differential 4% minimum Additional increase for bus drivers

Salary Increase Recommendations

Administrative/Technology/SLT & Principals

<u>Proposed Budget</u>	<u>State Budget</u>	<u>Recommendation</u>
3% state-funded salary increase	4% state-funded salary increase	4% state-funded salary increase
1.5% locally funded salary increase		1.5% locally funded salary increase
4.5% total increase		5.5% total increase

Salary Increase Recommendations

Other Recommendations

OT/PT Staff

- Occupational/Physical Therapist to match Speech Language Pathologist model
- Joint OT/PT & HR team worked together towards this recommendation

Substitutes Teachers

- Certified from \$130 to \$135
- Non-certified from \$115 to \$120
- IA as Sub per diem from \$34 to \$35

Salary Increase Recommendations

Masters Pay

- Reminder that BOE approved re-instituting Master's Pay Differential for all instructional & instructional support staff, including Social Workers, effective July 1, 2023
- This was approved and funding reserved in the prior fiscal year.
- Over 1,000 additional instructional / instructional support staff are now receiving this pay differential

Compensation Examples – Bus Drivers

Full-Time new Bus Drivers
eligible for:

- \$38.6 k compensation
- \$1.2 k sign-on bonus
- \$1.0 k retention bonus
- \$3.0 k attendance bonuses

		10, 11, 12	10	11	12
GR	Step	Month	Month	Month	Month
BD	00	\$18.55	\$32,153.34	\$35,368.67	\$38,584.00
BD	01	\$18.80	\$32,586.67	\$35,845.34	\$39,104.00
BD	02	\$19.05	\$33,020.00	\$36,322.00	\$39,624.00
BD	03	\$19.30	\$33,453.34	\$36,798.67	\$40,144.00
BD	04	\$19.60	\$33,973.34	\$37,370.67	\$40,768.00
BD	05	\$19.85	\$34,406.67	\$37,847.34	\$41,288.00
BD	06	\$20.10	\$34,840.00	\$38,324.00	\$41,808.00
BD	07	\$20.35	\$35,273.34	\$38,800.67	\$42,328.00
BD	08	\$20.60	\$35,706.67	\$39,277.34	\$42,848.00
BD	09	\$20.85	\$36,140.00	\$39,754.00	\$43,368.00
BD	10	\$21.10	\$36,573.34	\$40,230.67	\$43,888.00
BD	11	\$21.35	\$37,006.67	\$40,707.34	\$44,408.00
BD	12	\$21.60	\$37,440.00	\$41,184.00	\$44,928.00
BD	13	\$21.85	\$37,873.34	\$41,660.67	\$45,448.00
BD	14	\$22.15	\$38,393.34	\$42,232.67	\$46,072.00
BD	15	\$22.40	\$38,826.67	\$42,709.34	\$46,592.00
BD	16	\$22.65	\$39,260.00	\$43,186.00	\$47,112.00
BD	17	\$22.90	\$39,693.34	\$43,662.67	\$47,632.00
BD	18	\$23.15	\$40,126.67	\$44,139.34	\$48,152.00
BD	19	\$23.40	\$40,560.00	\$44,616.00	\$48,672.00
BD	20	\$23.65	\$40,993.34	\$45,092.67	\$49,192.00
BD	21	\$23.90	\$41,426.67	\$45,569.34	\$49,712.00
BD	22	\$24.15	\$41,860.00	\$46,046.00	\$50,232.00
BD	23	\$24.40	\$42,293.34	\$46,522.67	\$50,752.00
BD	24	\$24.70	\$42,813.34	\$47,094.67	\$51,376.00

Compensation Examples – Teachers

Bachelor's Degree Only

Years on License	State Base	Local Supplement	Total Salary	State Base	Local Supplement	Total Salary	10 Month Salary
0	3,900.00	705.76	4,605.76	3,250.00	588.13	3,838.13	46,057.60
1	3,984.00	706.33	4,690.33	3,320.00	588.61	3,908.61	46,903.30
2	4,085.00	726.52	4,811.52	3,404.17	605.43	4,009.60	48,115.20
3	4,187.00	732.95	4,919.95	3,489.17	610.79	4,099.96	49,199.50
4	4,289.00	763.70	5,052.70	3,574.17	636.42	4,210.59	50,527.00
5	4,391.00	764.26	5,155.26	3,659.17	636.88	4,296.05	51,552.60
6	4,481.00	784.73	5,265.73	3,734.17	653.94	4,388.11	52,657.30
7	4,572.00	785.29	5,357.29	3,810.00	654.41	4,464.41	53,572.90
8	4,662.00	805.72	5,467.72	3,885.00	671.43	4,556.43	54,677.20
9	4,753.00	817.48	5,570.48	3,960.83	681.23	4,642.06	55,704.80
10	4,843.00	843.24	5,686.24	4,035.83	702.70	4,738.53	56,862.40
11	4,933.00	843.81	5,776.81	4,110.83	703.18	4,814.01	57,768.10
12	5,024.00	874.64	5,898.64	4,186.67	728.87	4,915.54	58,986.40
13	5,114.00	875.20	5,989.20	4,261.67	729.33	4,991.00	59,892.00
14	5,205.00	930.74	6,135.74	4,337.50	775.62	5,113.12	61,357.40
15	5,306.00	931.31	6,237.31	4,421.67	776.09	5,197.76	62,373.10
16	5,306.00	972.77	6,278.77	4,421.67	810.64	5,232.31	62,787.70
17	5,306.00	988.33	6,294.33	4,421.67	823.61	5,245.28	62,943.30
18	5,306.00	1,009.07	6,315.07	4,421.67	840.89	5,262.56	63,150.70
19	5,306.00	1,035.94	6,341.94	4,421.67	863.28	5,284.95	63,419.40
20	5,306.00	1,057.24	6,363.24	4,421.67	881.03	5,302.70	63,632.40
21	5,306.00	1,067.89	6,373.89	4,421.67	889.91	5,311.58	63,738.90
22	5,306.00	1,078.54	6,384.54	4,421.67	898.78	5,320.45	63,845.40
23	5,306.00	1,107.29	6,413.29	4,421.67	922.74	5,344.41	64,132.90
24	5,306.00	1,136.05	6,442.05	4,421.67	946.71	5,368.38	64,420.50
25	5,510.00	1,137.18	6,647.18	4,591.67	947.65	5,539.32	66,471.80
26	5,510.00	1,195.13	6,705.13	4,591.67	995.94	5,587.61	67,051.30
27	5,510.00	1,238.83	6,748.83	4,591.67	1,032.36	5,624.03	67,488.30
28	5,510.00	1,282.54	6,792.54	4,591.67	1,068.78	5,660.45	67,925.40
29	5,510.00	1,326.24	6,836.24	4,591.67	1,105.20	5,696.87	68,362.40
30	5,510.00	1,355.39	6,865.39	4,591.67	1,129.49	5,721.16	68,653.90
31+	5,510.00	1,384.54	6,894.54	4,591.67	1,153.78	5,745.45	68,945.40

Compensation Examples – Teachers

Masters Degree

Years on License	Traditional Calendar Schools			Year-Round Schools			Annual
	State Base	Local Supplement	Total Salary	State Base	Local Supplement	Total Salary	10 Month Salary
0	4,290.00	798.22	5,088.22	3,575.00	665.18	4,240.18	50,882.20
1	4,382.00	798.84	5,180.84	3,651.67	665.70	4,317.37	51,808.40
2	4,494.00	821.63	5,315.63	3,745.00	684.69	4,429.69	53,156.30
3	4,606.00	828.92	5,434.92	3,838.33	690.77	4,529.10	54,349.20
4	4,718.00	863.39	5,581.39	3,931.67	719.49	4,651.16	55,813.90
5	4,830.00	864.01	5,694.01	4,025.00	720.01	4,745.01	56,940.10
6	4,929.00	887.13	5,816.13	4,107.50	739.28	4,846.78	58,161.30
7	5,029.00	887.74	5,916.74	4,190.83	739.78	4,930.61	59,167.40
8	5,128.00	910.88	6,038.88	4,273.33	759.07	5,032.40	60,388.80
9	5,228.00	923.77	6,151.77	4,356.67	769.81	5,126.48	61,517.70
10	5,327.00	953.00	6,280.00	4,439.17	794.17	5,233.34	62,800.00
11	5,426.00	953.63	6,379.63	4,521.67	794.69	5,316.36	63,796.30
12	5,526.00	988.47	6,514.47	4,605.00	823.73	5,428.73	65,144.70
13	5,625.00	989.09	6,614.09	4,687.50	824.24	5,511.74	66,140.90
14	5,726.00	1,051.14	6,777.14	4,771.67	875.95	5,647.62	67,771.40
15	5,837.00	1,051.76	6,888.76	4,864.17	876.47	5,740.64	68,887.60
16	5,837.00	1,098.62	6,935.62	4,864.17	915.52	5,779.69	69,356.20
17	5,837.00	1,116.08	6,953.08	4,864.17	930.07	5,794.24	69,530.80
18	5,837.00	1,139.52	6,976.52	4,864.17	949.60	5,813.77	69,765.20
19	5,837.00	1,169.08	7,006.08	4,864.17	974.23	5,838.40	70,060.80
20	5,837.00	1,193.13	7,030.13	4,864.17	994.28	5,858.45	70,301.30
21	5,837.00	1,205.15	7,042.15	4,864.17	1,004.29	5,868.46	70,421.50
22	5,837.00	1,217.17	7,054.17	4,864.17	1,014.31	5,878.48	70,541.70
23	5,837.00	1,249.04	7,086.04	4,864.17	1,040.87	5,905.04	70,860.40
24	5,837.00	1,280.90	7,117.90	4,864.17	1,067.42	5,931.59	71,179.00
25	6,061.00	1,282.14	7,343.14	5,050.83	1,068.45	6,119.28	73,431.40
26	6,061.00	1,346.69	7,407.69	5,050.83	1,122.24	6,173.07	74,076.90
27	6,061.00	1,394.76	7,455.76	5,050.83	1,162.30	6,213.13	74,557.60
28	6,061.00	1,442.84	7,503.84	5,050.83	1,202.37	6,253.20	75,038.40
29	6,061.00	1,490.92	7,551.92	5,050.83	1,242.43	6,293.26	75,519.20
30	6,061.00	1,522.97	7,583.97	5,050.83	1,269.14	6,319.97	75,839.70
31+	6,061.00	1,555.03	7,616.03	5,050.83	1,295.86	6,346.69	76,160.30

Compensation Examples – Teachers

Masters Degree &
National Board
Certification

	Traditional Calendar Schools			Year-Round Schools			Annual
Years on License	State Base	Local Supplement	Total Salary	State Base	Local Supplement	Total Salary	10 Month Salary
0	-	-	-	-	-	-	-
1	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-
3	5,108.00	932.01	6,040.01	4,256.67	776.68	5,033.35	60,400.10
4	5,233.00	957.64	6,190.64	4,360.83	798.03	5,158.86	61,906.40
5	5,357.00	958.35	6,315.35	4,464.17	798.63	5,262.80	63,153.50
6	5,467.00	983.98	6,450.98	4,555.83	819.98	5,375.81	64,509.80
7	5,578.00	984.67	6,562.67	4,648.33	820.56	5,468.89	65,626.70
8	5,687.00	1,010.31	6,697.31	4,739.17	841.93	5,581.10	66,973.10
9	5,798.00	1,024.63	6,822.63	4,831.67	853.86	5,685.53	68,226.30
10	5,908.00	1,057.05	6,965.05	4,923.33	880.88	5,804.21	69,650.50
11	6,018.00	1,057.73	7,075.73	5,015.00	881.44	5,896.44	70,757.30
12	6,129.00	1,096.38	7,225.38	5,107.50	913.65	6,021.15	72,253.80
13	6,239.00	1,097.07	7,336.07	5,199.17	914.23	6,113.40	73,360.70
14	6,351.00	1,165.88	7,516.88	5,292.50	971.57	6,264.07	75,168.80
15	6,474.00	1,166.58	7,640.58	5,395.00	972.15	6,367.15	76,405.80
16	6,474.00	1,218.55	7,692.55	5,395.00	1,015.46	6,410.46	76,925.50
17	6,474.00	1,237.94	7,711.94	5,395.00	1,031.62	6,426.62	77,119.40
18	6,474.00	1,263.92	7,737.92	5,395.00	1,053.27	6,448.27	77,379.20
19	6,474.00	1,296.70	7,770.70	5,395.00	1,080.58	6,475.58	77,707.00
20	6,474.00	1,323.38	7,797.38	5,395.00	1,102.82	6,497.82	77,973.80
21	6,474.00	1,336.72	7,810.72	5,395.00	1,113.93	6,508.93	78,107.20
22	6,474.00	1,350.05	7,824.05	5,395.00	1,125.04	6,520.04	78,240.50
23	6,474.00	1,385.34	7,859.34	5,395.00	1,154.45	6,549.45	78,593.40
24	6,474.00	1,420.62	7,894.62	5,395.00	1,183.85	6,578.85	78,946.20
25	6,722.00	1,422.00	8,144.00	5,601.67	1,185.00	6,786.67	81,440.00
26	6,722.00	1,493.69	8,215.69	5,601.67	1,244.74	6,846.41	82,156.90
27	6,722.00	1,547.02	8,269.02	5,601.67	1,289.18	6,890.85	82,690.20
28	6,722.00	1,600.34	8,322.34	5,601.67	1,333.62	6,935.29	83,223.40
29	6,722.00	1,653.67	8,375.67	5,601.67	1,378.06	6,979.73	83,756.70
30	6,722.00	1,689.22	8,411.22	5,601.67	1,407.68	7,009.35	84,112.20
31+	6,722.00	1,724.77	8,446.77	5,601.67	1,437.31	7,038.98	84,467.70

Employer Matching Benefit Rates

<u>2022-23 Rates</u>	<u>Proposed Budget</u>	<u>State Budget</u>
Retirement 24.5%	Retirement 26.25%	Retirement 25.02%
Hospital \$7,397	Hospital \$7,766	Hospital \$7,557

County Appropriation - Funding Gap

- Wake County commissioners adopted their budget on June 5.
- The commissioners approved \$644,262,316 for WCPSS. This is an increase of \$50m or 8% over the current year appropriation.
- The approved amount is \$5.8m less than the request from the board of education.
- This funding gap must be reconciled.

	WCPSS Board of Education's Proposed Budget	Wake County Commissioner's Approved Budget	Difference
County Appropriation for WCPSS	\$ 650,094,842	\$ 644,262,316	\$ (5,832,526)

Revenue Adjustments

<i>Interest Earned</i>	Increase interest earned based on current collection rates.	\$ 3,785,575.00
<i>Fines and Forfeitures</i>	Increase fines and forfeitures based on prior year collections.	\$ 876,364.00
<i>ROTC</i>	Increase ROTC revenues based on prior year collections.	\$ 166,484.00
<i>Parking Fees</i>	Increase parking fees based on prior year collections.	\$ 142,101.00
<i>Tuition and Fees</i>	Increase tuition and fees based on collections.	\$ 5,488.00
<i>Red Light Camera Fines</i>	Remove red light camera fines. City	\$ (150,000.00)
<i>Indirect Cost</i>	Adjust indirect cost based on prior year collections.	\$ (741,552.00)
		\$ 4,084,460.00

Salary Differences from BOE Budget

<i>State-Legislated Salary Increase</i>	3% estimated to 4% actual for noncertified and new certified scales	\$ 2,500,000.00
<i>Supplement Pay</i>	4.5% increase to 5.5% increase	\$ 1,700,000.00
<i>Occupational/Physical Therapists</i>	Speech Language Therapist Alignment Model	\$ 450,000.00
<i>Substitute Pay</i>	Increase to daily sub rate by \$5/day	\$ 500,000.00
<i>Bus Driver Pay</i>	Additional 2% for bus drivers; may not get full funding from the state	\$ 225,000.00
		\$ 5,375,000.00

Benefit Differences from BOE Budget

<i>Retirement</i>	Adjust retirement rate from 26.25% to 25.02%.	\$ (2,744,388.00)
<i>Hospitalization</i>	Adjust hospitalization rate from \$7,766 to \$7,557	\$ (503,054.00)
		\$ (3,247,442.00)

Budget Adjustments

- County appropriation request vs funded – (\$5.83m)
- Revenue adjustments based on prior and current year collections – \$4.08m
- Salary differences from BOE budget to current recommendations – (\$5.38m)
- Benefit differences from BOE budget to approved state budget – \$3.25m
- Amount to reconcile - \$3.88 million

Reconciliation Options

- Recommendation to appropriate an additional \$3.88m of fund balance to reconcile
- BOE proposed budget invests \$25.2 million to balance
- Recommendation brings amount to \$29.1 million
- Represents just over 50% of available balance
- Waiver of board policy required

State Budget Review and WCPSS 2023-24 Operating Budget Reconciliation

Next Steps

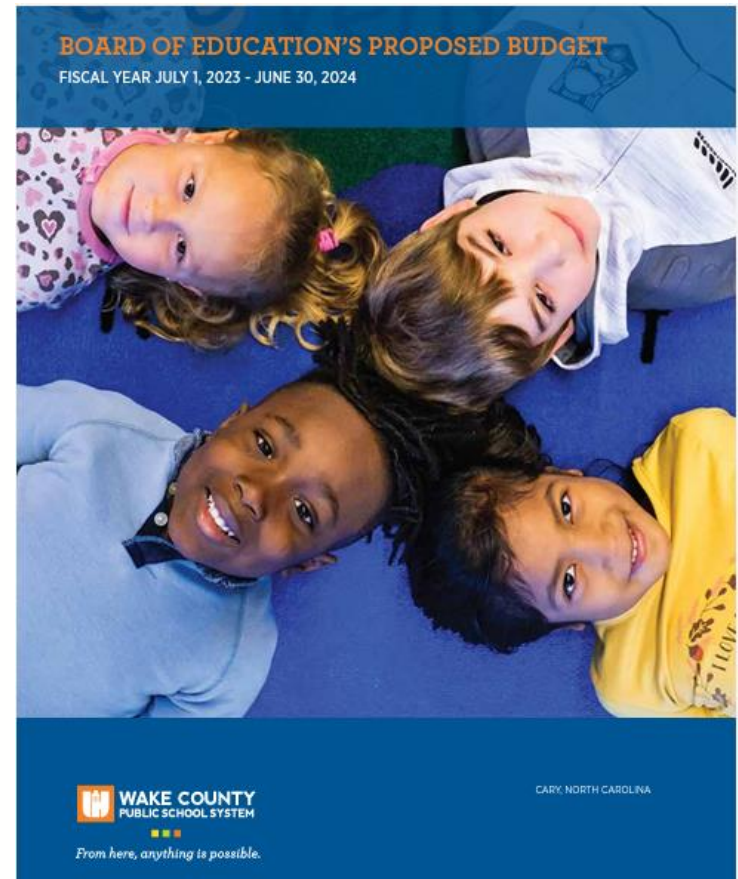
- Board consideration of approval tonight
- If board directs revisions / changes to recommendations, to be brought back to BOE at subsequent meeting for review & approval

State Budget Review and WCPSS 2023-24 Operating Budget Reconciliation

Q&A

WCPSS 2023-24 Budget Reconciliation & Compensation Recommendations

Board of Education
Finance Committee
October 17, 2023



State Budget Changes

At-Risk Student Services

- Reduce At-Risk Allotment by \$7 million for each year to develop a grant program for at risk students.
- The grant program is referred to as Extended Learning & Integrated Student Supports (ELISS).
- Grants may be up to \$500K, and a match is required.
- DPI may utilize up to \$200K for administration.

State Budget Changes

Paid Parental Leave

Clarifies language related to the paid parental leave (g.S.126-8.6(c1) related to minimum service may be an aggregate of all entities providing parental leave (e.g., state agencies, IHE, community college and charter schools that have opted in).

State Budget Changes

School Safety Grants

- Provides \$35 million nonrecurring in each year of the biennium for additional School Safety Grants
- Nonrecurring amount will be added to the recurring appropriation of \$9.7 million.
- Funds would be for the following types of competitive grants:
 - Grants for Students in Crisis
 - Grants for Training to Increase School Safety
 - Grants for Safety Equipment

State Budget Changes

Codified – No Change to Formula

- Funds for Children with Disabilities - 115C-111.05.
Remains a cap of 13%.
- Funds for Academically Gifted - 115C-150.10.
Remains 4% of allotted ADM. Requires DPI to develop a uniform definition for AIG for funding purposes effective 2024-25.
- Disadvantaged Supplemental Funding - 115C-472.19.

State Budget Changes

Weighted Funding for EC

Directs DPI to develop a funding model based on the reported costs of services provided. Due January 15, 2024.

Conflict-of-Interest Training Certain School Employees

New G.S.115C-335.15 requires all administrators of contracts to take a minimum of two hours of conflict-of-interest training within six months.

Revises School Transportation Funds Requirements

Requires that transportation funds be allocated based on the efficiency of transporting students.

State Budget Changes

DPI Funding in Arrears

DPI shall develop a funding model based on prior year ADM rather than projections for implementation in 2024-25. A contingency reserve shall be used to fund growth and no reductions would be made for actual current year ADM declining from the prior year. Model shall address funding for new charter schools, technical adjustments and the laws that would need to be adjusted in a report to FRD February 15, 2024.