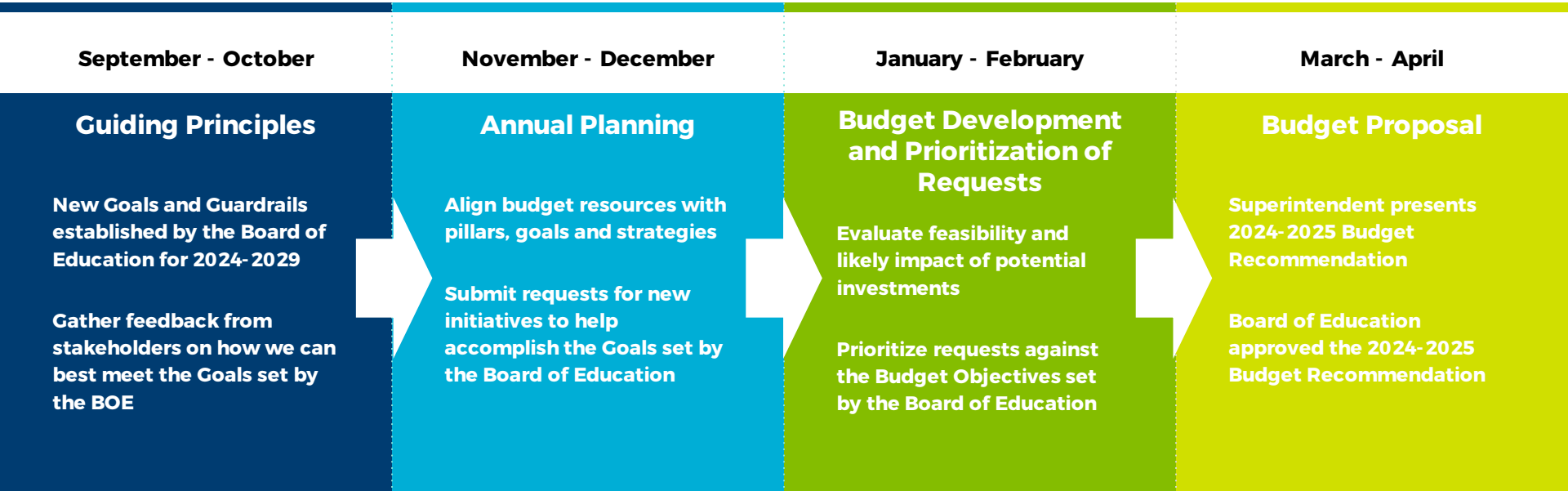


# **Charlotte- Mecklenburg Schools 2024- 2025**

## **Amended Budget Recommendation April 30, 2024**

Original Budget Recommendation on April 9, 2024

# How did we get here?





# MISSION

Create an innovative, inclusive, student-centered environment that supports the development of independent learners

# VISION

Lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.

# 2024-29 Goals - Student Outcomes Focused Governance (SOFG)

Early Literacy	
<b>Goal 1</b>	Percent of Kindergarten through 2nd grade students scoring at or above benchmark in early literacy as measured by DIBELS will increase from <b>67%</b> in June 2023 to <b>91%</b> by June 2029
Grades 3-8 Literacy	
<b>Goal 2</b>	Percent of students scoring CCR (college and career ready) on reading end of grade assessments in grades 3-8 will increase from <b>30.5%</b> in September 2023 to <b>50%</b> by June 2029
Math I	
<b>Goal 3</b>	Percent of students scoring CCR (college and career ready) on Math I assessments will increase from <b>27.4%</b> in September 2023 to <b>57%</b> by June 2029
Postsecondary Readiness	
<b>Goal 4</b>	Percent of rising 12th grade students on track to graduate from high school enrolled, enlisted or employed will increase from ___ % to ___ % by June 2029

# 2024-29 Guardrails

## Equity over Equality: Equitable Distribution of Outcomes (Closing Gaps)

### Guardrail 1

While ensuring schools have the resources needed to meet student needs, the Superintendent shall not neglect strategies or resources for **significantly reducing achievement gaps**.

## Safety

### Guardrail 2

The Superintendent shall not allow an unsafe environment in schools, at school-related events, or on transportation.

## Attend to the Whole Child: Student Well-Being & Engagement

### Guardrail 3

The Superintendent shall not neglect social-emotional support; character development support; attendance support; or access to enrichment activities that successfully engage students.

## Staffing: Teacher Recruitment, Retention & Engagement

### Guardrail 4

While ensuring all schools have teachers equipped to deliver high-quality instruction, the Superintendent shall neither neglect targeted nor comprehensive strategies for teacher recruitment, retention and engagement.

# PILLARS OF EXCELLENCE



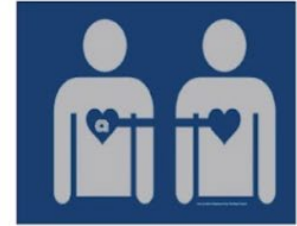
**ACADEMIC  
EXCELLENCE**



**PEOPLE  
EXCELLENCE**



**OPERATIONAL  
EXCELLENCE**



**ENGAGEMENT  
EXCELLENCE**

Academic Excellence	People Excellence	Operational Excellence	Engagement Excellence
Positive impact on student outcomes	Recruitment of effective teachers and staff	Efficiencies for preventative maintenance	Effective communication to stakeholders
Positive impact on SOFG Goals	Retention of effective teachers and staff	Safe and secure environment in schools	
Impact on reducing the achievement gap	Mental health resources	Access to and support for technology	
Access to Choice Programs	Relevant professional development opportunities for all staff	Efficiency of student transportation	
Access to enrichment activities/ programs that successfully engage students		Safe environment at school related events	
Access to standard aligned culturally relevant curriculum		Safe environment on transportation	
Access to character development programs			
Resources to support diverse discipline approaches			

# Stakeholder Input



# Engagement Opportunities

February 5	Board of Education Work Session – Budget Update
February 15	Employee Engagement Session (Virtual)
February 21	Community Engagement Session – Mallard Creek High School
February 22	Superintendent’s Teacher Advisory Council (STAC) Budget Presentation
February 26	Principal Leadership Advisory Team (PLAT) Budget Presentation
March 5	Superintendent’s Parent and Family Advisory Council (SPFAC) Budget
March 5	Presentation
March 6	Community Engagement Session – Olympic High
March 19	Char-Meck Student Advisory Council Budget Presentation

**ThoughtExchange Question:** Based on what you've heard today about the 24-25 school year budget, what should we be spending more time on or putting a greater emphasis on to meet the goals?



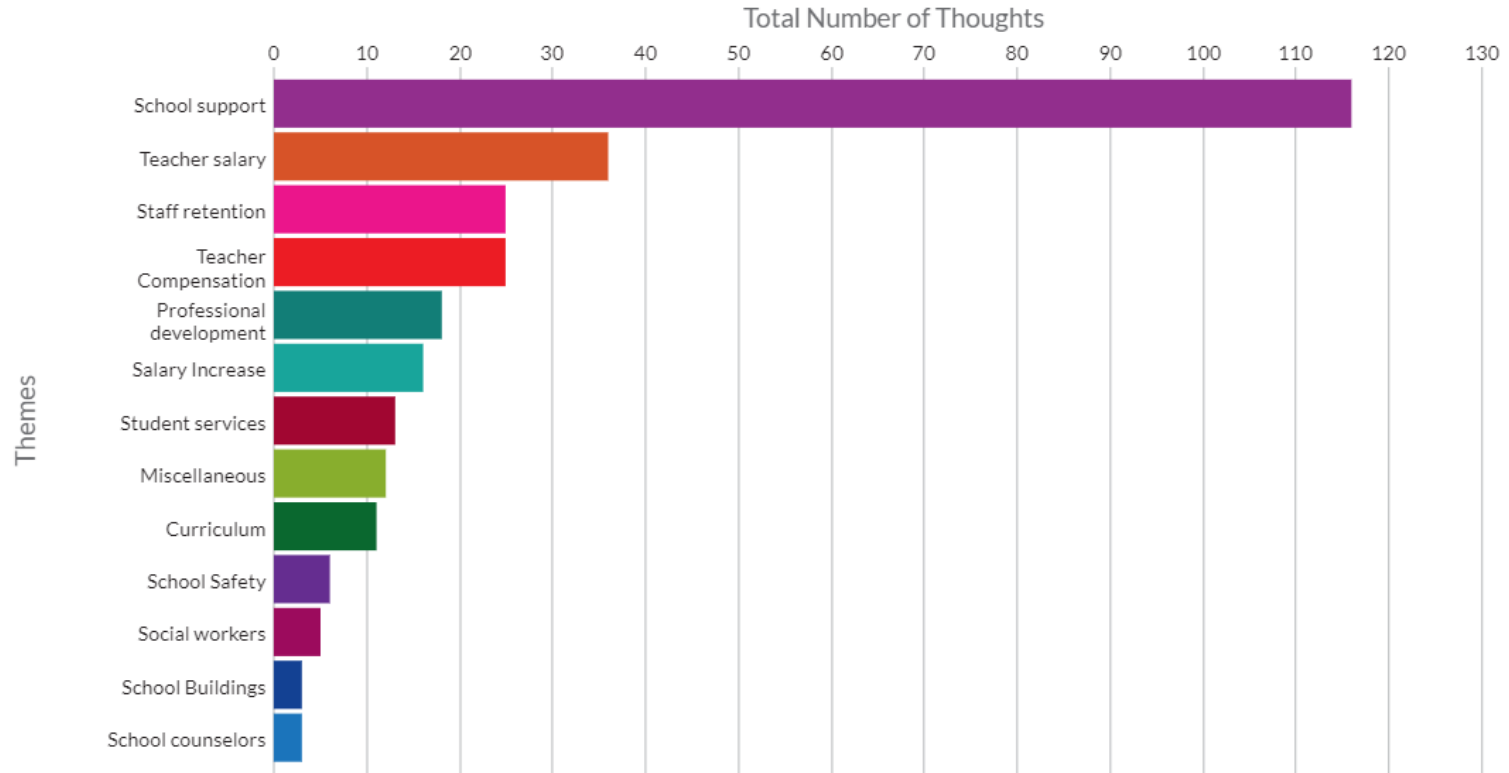
176  
Thoughts



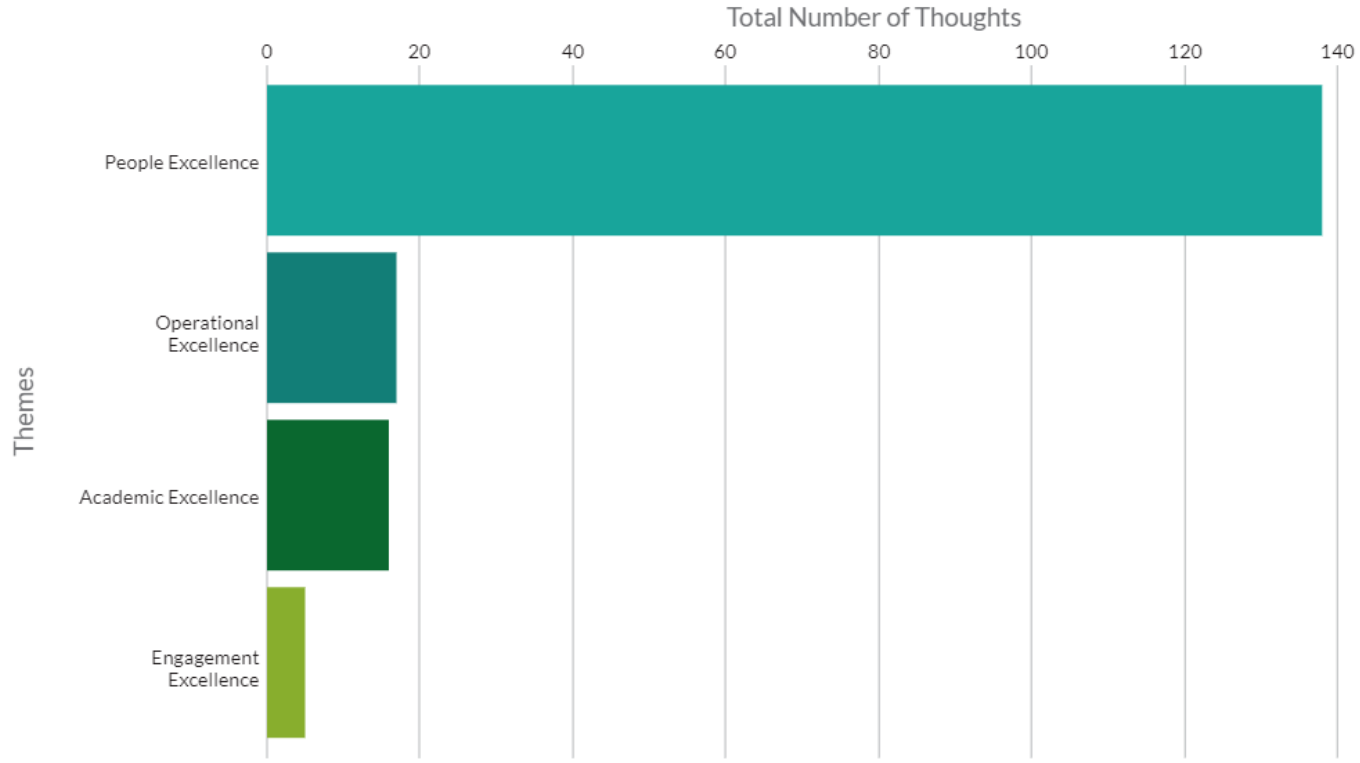
2,319  
Ratings

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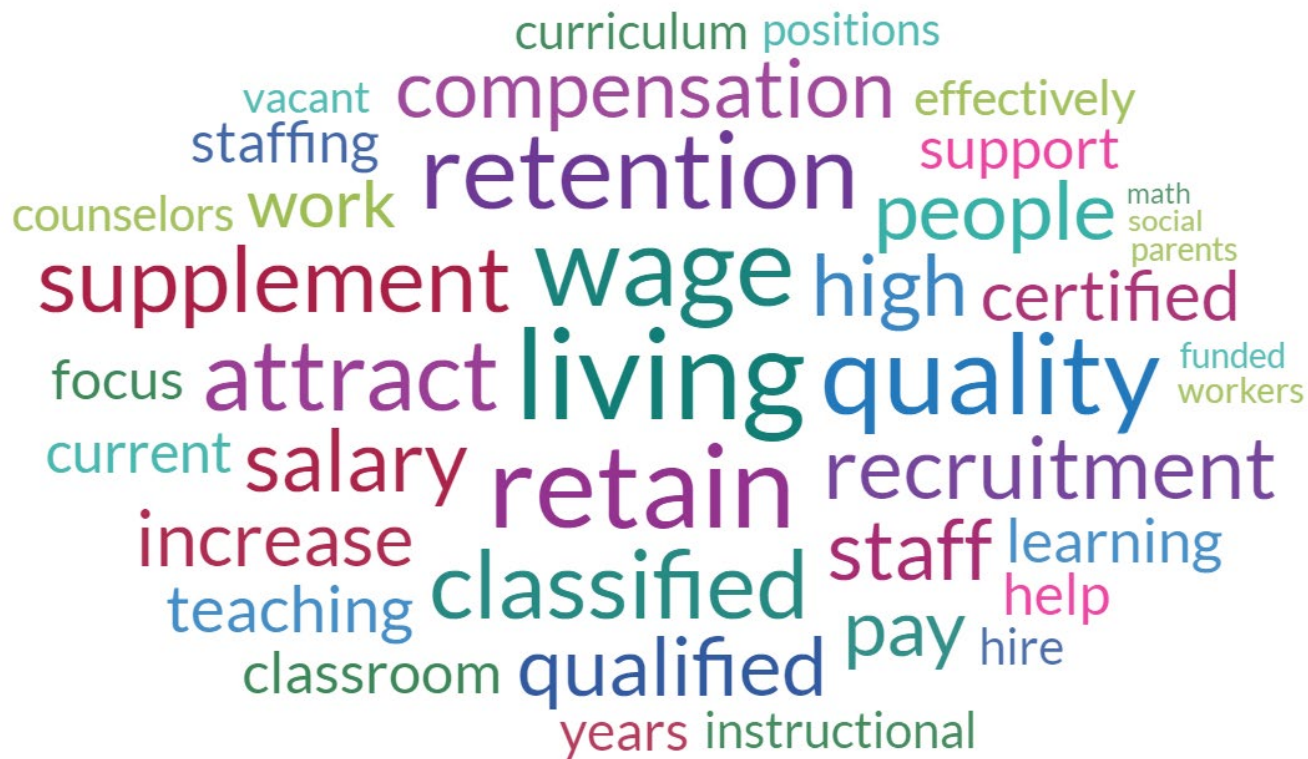
# ThoughtExchange Results by Theme



# ThoughtExchange Results by Pillar of Excellence



# ThoughtExchange Results





# Data

# Teacher Salary + Supplement + Projection

	State Salary	Local Supplement	Total
<b>Beginning Teacher - Current Year</b>	<b>\$39,000</b>	<b>\$7,302 (18.63%)</b>	<b>\$46,302</b>
<b>Beginning Teacher Projection - SY24.25</b>	<b>\$41,000</b>	<b>\$7,636 (18.63%)</b>	<b>\$48,636</b>
<b>Teacher - 25 years - Current Year</b>	<b>\$55,100</b>	<b>\$11,457 (20.79%)</b>	<b>\$66,557</b>
<b>Teacher - 25 years Projection - SY 24.25</b>	<b>\$55,950</b>	<b>\$12,169 (21.75%)</b>	<b>\$68,119</b>

# Livable Wage In Charlotte

## Average Listing Price for Home Ownership & Home Rental

<b>Ownership:</b> Average Listing Price (Dec 2022) in Charlotte <sup>1</sup>	\$522,000
<b>Rental:</b> Average Cost to Rent a One-Bedroom Apartment in Charlotte (\$1,435/month) <sup>2</sup>	\$17,220/yr
<b>Income Needed to Rent a One-Bedroom Apartment in Charlotte<sup>2</sup></b> <i>* Based on average cost for a one-bedroom apartment of \$1435 a month</i>	\$61,479/yr

<sup>1</sup> U.S. Census Bureau, NAR, Realtor.com

<sup>2</sup> [WBTV Home Ownership](#)

# Teacher Supplements - AVERAGE

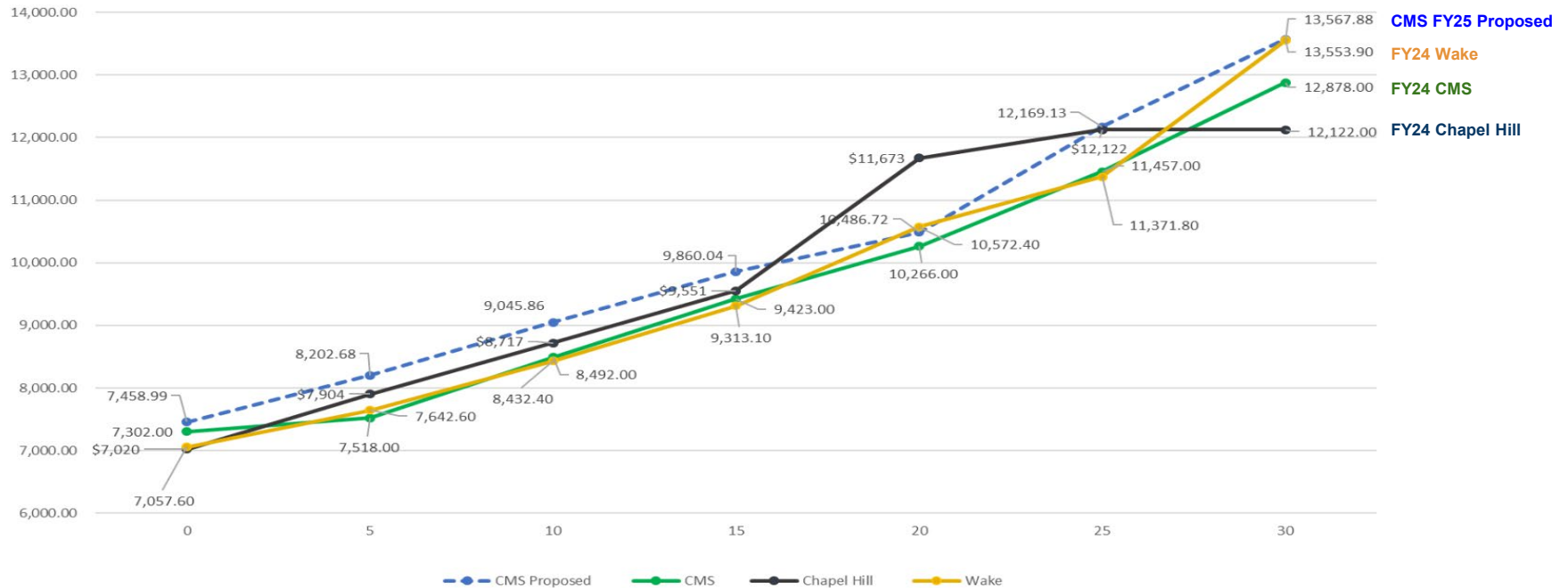
Rank	District	Local Supplement SY22.23	Local Supplement SY23.24	Proposed Local Supplement SY24.25	Beginning Teacher
1	Chapel Hill- Carrboro City Schools	\$10,650	\$10,650	\$10,863 (2%)	18%
2	Wake County	\$9,828	\$10,270 (4.5%)	\$10,270 (0%)	18.09%
3	Charlotte- Mecklenburg Schools	\$9,797	\$10,287 (5.0%)	\$10,801 (5%)	18.63%

Average teacher supplement is reported by DPI and NCACC by dividing the total amount of actual supplements paid by the total number of teachers. However, there are lots of variations in the tenure and make-up of each district that have an impact on this value. Also, there are differences in how each district applies the local supplement for years of experience or other factors. For example, the supplement for a first-year teacher at CMS is the highest in the state, however, New Hanover adds an even higher supplement for hard-to-fill positions. It should also be noted that **Orange County levies a special district tax of 19.8 Cents for the Chapel-Hill/ Carrboro school district on top of the County's 83.53 cent rate.**



# Teacher Supplement District Comparison

## Current Schedule vs. CMS Proposed Increase



FY24 Local Supplement Rates for Wake, CMS & Chapel Hill versus CMS FY25 Proposed Local Supplement Rate.

# CMS %of County General Fund Budget

Fiscal Year	Ongoing Operating	1x Funding Operating*	County Funded Operating	General Fund Total	% of General Fund Budget
2010	317,367,391		317,367,391	1,342,883,374	24%
2011	302,250,000		302,250,000	1,273,336,133	24%
2012	328,339,101		328,339,101	1,039,160,222	32%
2013	337,432,664		337,432,664	1,060,416,737	32%
2014	356,544,548		356,544,548	1,079,419,240	33%
2015	388,236,594		388,236,594	1,151,240,065	34%
2016	402,202,352		402,202,352	1,181,738,548	34%
2017	413,493,792		413,493,792	1,226,844,496	34%
2018	428,744,699		428,744,699	1,273,633,517	34%
2019	459,864,612		459,864,612	1,289,512,928	36%
2020	501,451,701	3,000,000	504,451,701	1,437,105,273	35%
2021	520,815,366	1,300,000	522,115,366	1,447,183,759	36%
2022	538,015,366		538,015,366	1,528,867,823	35%
2023	557,956,214		557,956,214	1,584,469,750	35%
2024	596,915,849		596,915,849	1,606,715,733	37%

# Per Pupil Expenditure - County Funds

District	State PPE	Federal PPE	Local PPE	Total PPE
Charlotte-Mecklenburg Schools	\$7,034.29	\$1,557.61	\$3,190.43	\$11,782.33
Chapel-Hill/ Carrboro City Schools	\$7,115.73	\$890.48	\$8,155.09	\$16,161.30
Wake County Schools	\$6,897.41	\$1,055.02	\$3,354.00	\$11,306.43

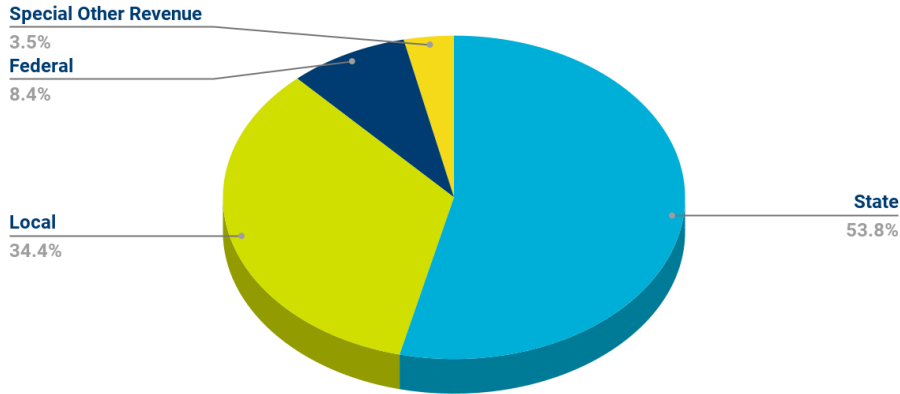
**111 of 115 districts receive supplemental funding from the state for teacher supplements including Chapel-Hill/ Carrboro City Schools. Those that do not are : **Charlotte-Mecklenburg, Wake County, Guilford County, Durham County.****

\*PPE- Per Pupil Expenditure

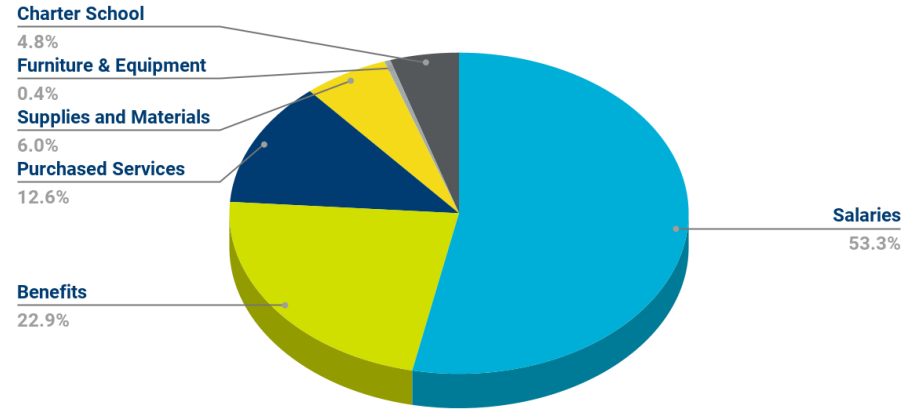
# 2024-25 Proposed Operating Budget

# 2024-25 Proposed Operating Budget

## Sources



## Uses



2024-25 Proposed Operating Budget: \$ 1,936,031,360 ★  
2024-25 Projected Enrollment: 141,149 Students  
Budget Cost Per Pupil (excluding Charter School Passthrough): \$ 13,053

# Operating Budget Assumptions

## Revenue

- Revenue projections are not available this early in the year, so best **estimates** are included within the budget
  - County funding level is unknown, but optimistic that education is a priority (details outlined further below)
  - Federal grant allotments are not typically available until late spring - estimated based on current year allocations less any funds that may be expiring

## Salary and Benefits

- Anticipated Salary Increases
  - Certified Staff (teachers and instructional support staff) is 4.5%★
  - School-Based Administrators is 4.5%★
  - Non-Certified Staff is 4.5%★
- Anticipated increase for health insurance from \$7,557 to \$8,095
- Anticipated decrease in the retirement rate from 25.02% to 24.04%

★ Certified Staff previously 2.9% School-Based Admin and Non-Certified Staff previously 3%

# Operating Budget Assumptions

## Staffing

- State changed the funding model to be in **arrears**. We know that we will only be funded for our current students with no increase for growth until the **following year**

## Enrollment

- Changes in enrollment in existing charter schools and addition of new charters next year in Mecklenburg county

## Added Facility Space and New Schools

- Addt'l square footage due to building additions will increase utility and maintenance costs
- (2) new schools are scheduled to open in July 2024 that will require additional staff
  - Ballantyne Ridge High School
  - Knights View Elementary

# 2024-25 Proposed Recurring Operational County Appropriation



# Proposed County Appropriation

## (2024- 25 Recurring Operational Cost)

Initiative Description	Total Amount	Pillar
<b>Sustaining Operations</b> <ul style="list-style-type: none"> <li>Utilities</li> </ul>	\$ 2,700,000	Operational Excellence
<b>Investment in Our Employees</b> <ul style="list-style-type: none"> <li>Estimated State Driven Salary Increases &amp; Benefit Rate Adjustments</li> </ul>	\$ 10,200,000★	People Excellence
<b>Investment in Our Employees</b> <ul style="list-style-type: none"> <li>Increase Teacher Supplement</li> </ul>	\$ 7,400,000	People Excellence
<b>Student Growth</b> <ul style="list-style-type: none"> <li>Charter School Enrollment Growth</li> </ul>	\$ 4,000,000	Operational Excellence
<b>New Schools &amp; Additional Facility Space</b> <ul style="list-style-type: none"> <li>Ballantyne Ridge HS, Knights View ES</li> </ul>	\$ 1,800,000	Operational Excellence

★ Estimated State driven salary Increase previously presented as \$6,800,000

# Proposed County Appropriation (2024-25 Recurring Operational Cost)

Initiative Description	Total Amount	Pillar
<b>Compensation Study</b>	\$ 9,800,000	People Excellence
<b>Cyber Security</b>	\$ 2,500,000	Operational Excellence
<b>1:1 Device Refresh Replacement Cycle</b>	\$ 4,000,000 ★	Academic Excellence
<b>Total Recurring Request</b>	<b>\$ 42,400,000 ★</b>	

★ 1:1 Device Refresh Replacement Cycle previously presented at \$8,000,000 one-time request

★ Total Recommended Recurring Request on April 9, 2024 \$35,000,000



# Proposed County Appropriation

(2024- 25 Recurring Operational Cost)

	<b>April 9, 2024</b>	<b>April 30, 2024</b>	<b>Adjustment</b>
<b>2023- 24 Recurring Operational County Appropriation</b>	<b>\$ 596,915,849</b>	<b>\$ 596,915,849</b>	
Sustaining Operations	\$ 2,700,000	\$ 2,700,000	
Investing in Our Employees	\$24,000,000	\$ 27,400,000★	\$3,400,000
Student Growth and Additional Space	\$ 5,800,000	\$ 5,800,000	
Program Expansion (Cyber Security & Devices)	\$2,500,000	\$ 6,500,000 ★	\$4,000,000
<b>2024- 25 Proposed Recurring Operational County Appropriation</b>	<b>\$ 631,915,849</b>	<b>\$ 639,315,849</b>	<b>\$7,400,000</b>

# Proposed County Appropriation

(Comparison of 2023-24 and 2024-25 Recurring Operational Costs)

<b>2023- 24 Fully Funded County Recurring Appropriation</b>	<b>2024- 25 Proposed County Recurring Appropriation</b>
\$ 38,959,000	\$ 42,400,00 
6.98%increase	7.10%increase 

# Compensation Study Recommendation

For Classified and/ or Non-Certified Staff

# Implementing Compensation Study

## For Classified and/ or Non-Certified Staff

- **Year 1 Targets**
  - Increase minimum pay rate for pay grades 1-3 to \$17.25
  - Provide a COLA Bonus for employees who are paid less than \$20 per hour
  - Provide ⅓ of state service steps (Year 1 of 3 year plan)
- **Year 2 Targets**
  - Increase minimum pay rate to \$20 per hour permanently (no bonus needed)
  - Provide ⅓ of state service steps (Year 2 of 3 year plan)
  - Implement compression pay of 1.5% between steps
- **Year 3 Targets**
  - Provide final ⅓ of state service steps (Year 3 of 3 year plan)
  - Continue compression pay of 1.5% between steps
  - Implement job reclassification for some pay grades

**Target - defined as something we are trying to achieve. The state budget and other factors can significantly impact our ability to reach our targets. After those variables are determined, an updated recommendation will be provided.**

# Implementing Compensation Study

## For Classified and/ or Non-Certified Staff

<b>Recurring Operational County Request</b>	<b>\$9,800,000</b>
<b>One-time Operational County Request</b> <ul style="list-style-type: none"><li>● COLA (Cost of Living Adjustment) Bonus</li></ul>	<b>\$4,000,000</b>
<b>Other Funding Considerations (State, SNP*, ASEP*, Federal)</b>	<b>TBD</b>

\*ASEP - After School Enrichment Program \*SNP - School Nutrition Program

# Implementing Compensation Study

## For Classified and/ or Non-Certified Staff

- Not all staff will receive an increase
- Pay increases will vary
- A minimum of 3 years will be necessary to implement
- Decisions are not final and should not be considered guarantees



# Capital Outlay

# FACILITIES CONDITION ASSESSMENT (FCA)

## Purpose

- Terracon Consulting conducted a Facility Condition Assessment (FCA) of 30 sites; 27 schools and 3 facilities
  - Selected sites exclude sites approved in 2023 bond
- The FCA is an inventory and conditions assessment to identify components (i.e., roofing, building enclosures, HVAC etc.,) that require repair or replacement and cost associated with the repair or replacement
- The findings from the FCA are intended to support the development of a ten (10) year planning budget to proactively repair or replace identified components

# FCA PRELIMINARY RESULTS

- The FCA report indicated a cost of **\$57,450,579** to address the deferred maintenance at the 30 sites.
  - 67.8% of components at the 30 sites were considered Very Poor or Poor
  - 32.3% of components at the 30 sites were considered Fair or Good
- Recommendation to fund over 3 years
  - **Year 1 \$10,000,000** ★
    - \$11,700,000 savings from 2017 Bond ★
  - Year 2 \$16,600,386 ★
  - Year 3 \$19,150,193

★ FCA Year 1 and Year 2 request previously presented as \$19,150,193 - Reduced to capture savings from 2017 bond

# Proposed Capital Appropriation

Preventative Maintenance <i>(historical allocation)</i>	\$18,000,000
Capital Replacement <i>(historical allocation)</i>	\$4,960,000
<b>2023- 24 County Capital Appropriation</b>	<b>\$ 22,960,000</b>
Facility Condition Assessment (Year 1)	\$ 10,000,000 ★
<b>Total 2024- 25 Proposed County Capital Appropriation</b>	<b>\$ 32,960,000 ★</b>

★ FCA Year 1 request previously presented as \$19,150,193 - Reduced to capture savings from 2017 bond

# One-time Request

# Proposed County Appropriation

(2024-25 One-Time Costs)

Initiative Description	Total Amount	Pillar
<b>Operating Request</b> <ul style="list-style-type: none"><li>• Compensation Study - Phase 1 COLA Bonus</li></ul>	\$ 4,000,000	People & Operational Excellence
<b>Capital Request</b> <ul style="list-style-type: none"><li>• Facility Condition Assessment</li></ul>	\$ 10,000,000 ★	Operational Excellence
<b>Total One-Time Costs</b>	<b>\$ 14,000,000 ★</b>	

★ Request previously include the \$8,000,000 for the 1:1 Device Refresh Replacement Cycle  
FCA Year 1 request previously presented as \$19,150,193

# Enterprise Funds (Self Funded)

# Enterprise Fund Budget Assumptions

## School Nutrition

- No meal price change is recommended for the 2024- 25 school year
- Meal prices for students have remained consistent since the 2019-20 school year

<b>Breakfast</b>	<b>Elementary Lunch</b>	<b>Secondary Lunch</b>
No Charge	\$ 2.75	\$ 3.00

## After School Enrichment Program (ASEP)

- Increased operating costs have necessitated a 3.5% fee increase for ASEP for the 2024- 25 school year

	<b>Price Range</b> Varies spending on EOD Bell Schedule	
Before School	\$ 38.00	\$ 66.00
After School	\$ 47.00	\$ 83.00



# 2024-25 Total Recommended Budget

# 2024-25 County Request Summary April 9, 2024

Project Request	County Recurring	County One-Time	Capital Recurring (Historical)	Capital One-Time
Sustaining Operations - Utilities	2,700,000			
State Driven Salary Increase & Benefit Rate Adj.	6,800,000			
Average 5% Increase to Teacher Supplements	7,400,000			
Charter School Enrollment Growth	4,000,000			
New Schools and Addt'l Facility Space	1,800,000			
1:1 Device Replacement Plan		8,000,000		
Cyber Security	2,500,000			
Compensation Study (Local Portion)	9,800,000			
Compensation Study (Phase 1 COLA Bonuses)		4,000,000		
Capital - Replacement			4,960,000	
Capital - Preventative Maintenance			18,000,000	
Capital - Facility Condition Assessment (Phase 1)				19,150,193
	<b>\$ 35,000,000</b>	<b>\$ 12,000,000</b>	<b>\$ 22,960,000</b>	<b>\$ 19,150,193</b>
			Total Request	<b>\$ 89,110,193</b>

# Amended 2024-25 County Request Summary April 30, 2024

Project Request	County Recurring	County One-Time	Capital Recurring (Historical)	Capital One-Time
Sustaining Operations - Utilities	2,700,000			
State Driven Salary Increase & Benefit Rate Adj.	10,200,000			
Average 5% Increase to Teacher Supplements	7,400,000			
Charter School Enrollment Growth	4,000,000			
New Schools and Addt'l Facility Space	1,800,000			
1:1 Device Replacement Plan	4,000,000			
Cyber Security	2,500,000			
Compensation Study (Local Portion)	9,800,000			
Compensation Study (Phase 1 COLA Bonuses)		4,000,000		
Capital - Replacement			4,960,000	
Capital - Preventative Maintenance			18,000,000	
Capital - Facility Condition Assessment (Phase 1)				10,000,000
	<b>\$ 42,400,000</b>	<b>\$ 4,000,000</b>	<b>\$ 22,960,000</b>	<b>\$ 10,000,000</b>
			Total Request	<b>\$ 79,360,000</b>

# 2024-25 Total Recommended Budget

Revenues by Source	April 9, 2024 Proposed Budget	April 30, 2024 Proposed Budget	Adjustments
State of North Carolina	1,045,550,667	1,045,550,667	-
Mecklenburg County	631,915,849	639,315,849	7,400,000
One-Time Funding Request	12,000,000	4,000,000	(8,000,000)
Federal Grants	162,566,338	162,566,338	-
Other and Special Revenue	68,089,608	68,089,608	-
Fund Balance Appropriation - Local Funds	16,508,898	16,508,898	-
<b>Total Operating Budget</b>	<b>\$ 1,936,631,360</b>	<b>\$ 1,936,031,360</b>	<b>(600,000)</b>
<b>Capital Funding</b>			
Preventative Maintenance	18,000,000	18,000,000	-
Capital Replacement	4,960,000	4,960,000	-
One-Time Funding Request	19,150,193	10,000,000	(9,150,193)
<b>Enterprise Funds</b>			
School Nutrition Services	91,796,689	91,796,689	-
After School Enrichment Program (ASEP)	9,800,034	9,800,034	-
<b>Total Recommended Budget</b>	<b>\$ 2,080,338,276</b>	<b>\$ 2,070,588,083</b>	<b>(9,750,193)</b>

# Digital Budget Book

# Digital Budget Book

## Charlotte-Mecklenburg Schools 2024-25 Budget Recommendation (ClearGov)

Charlotte-Mecklenburg Schools

powered by  ClearGov



### 2024-25 Budget Recommendation

Proposed Version

Overview

Operating Budget

County Appropriation

Capital Outlay/Leases

Enterprise Programs



Print

