

2025-26 Budget Recommendation

Board of Education Meeting

Tuesday, March 25, 2025

Mecklenburg County Government Center

2025-26 Budget Highlights

- ✓ Clearly resources the boards student outcomes focused goals
- ✓ First Budget since FY 2019-20 without Federal ESSER Funding
- ✓ Minimal Increase in Total Operating Budget
 - ❑ Less than 1% Increase Year-Over-Year
- ✓ Year 2 of a 4-year, \$2M sustainability plan for student devices, ensuring equitable access and academic success

2025-26 Budget Highlights

- ✓ Prioritizes Retention and Recruitment
 - ❑ Assumed 3% State-Driven Pay Increase for All Staff
 - ❑ Average of a 5% Certified Supplement Increase
 - ❑ Implementing Phase II of Market Aligned Salary Schedules for Classified Staff

- ✓ Capital Outlay
 - ❑ Invests in safety, security, roofing and HVAC upgrades to mitigate operational risks



Resourcing 2025-26 Goal Targets

2025-29 Goals

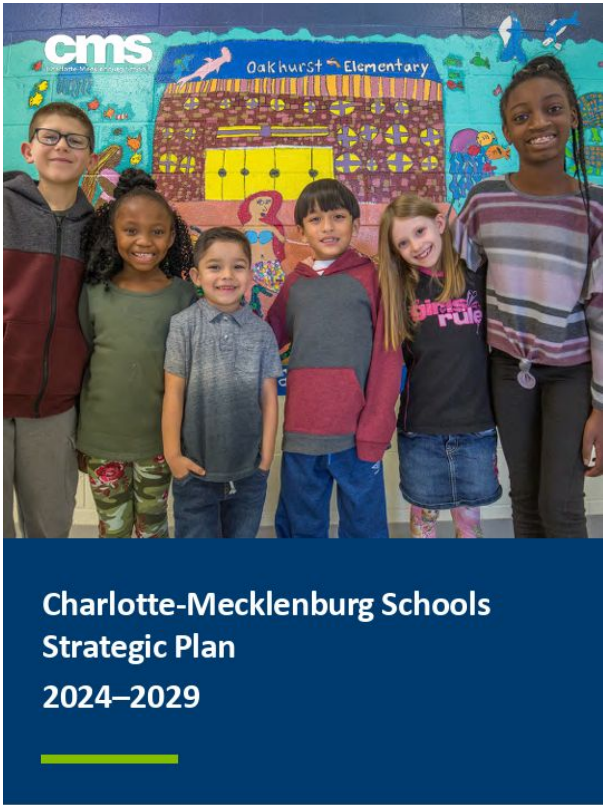
Goals		From	To	By
➤	Increase the percent of K-2 students scoring at or above benchmark in early literacy as measured by DIBELS.	67%	91%	June 2029
➤	Increase the percent of students scoring CCR (college and career ready) on reading end-of-grade assessments in grades 3-8.	31%	50%	June 2029
➤	Increase the percent of students scoring CCR (college and career ready) on Math I assessments.	27%	57%	June 2029
➤	Increase the percent of high school students graduating with their graduation cohort on track to be enrolled, enlisted, or employed.	72%	85%	June 2029

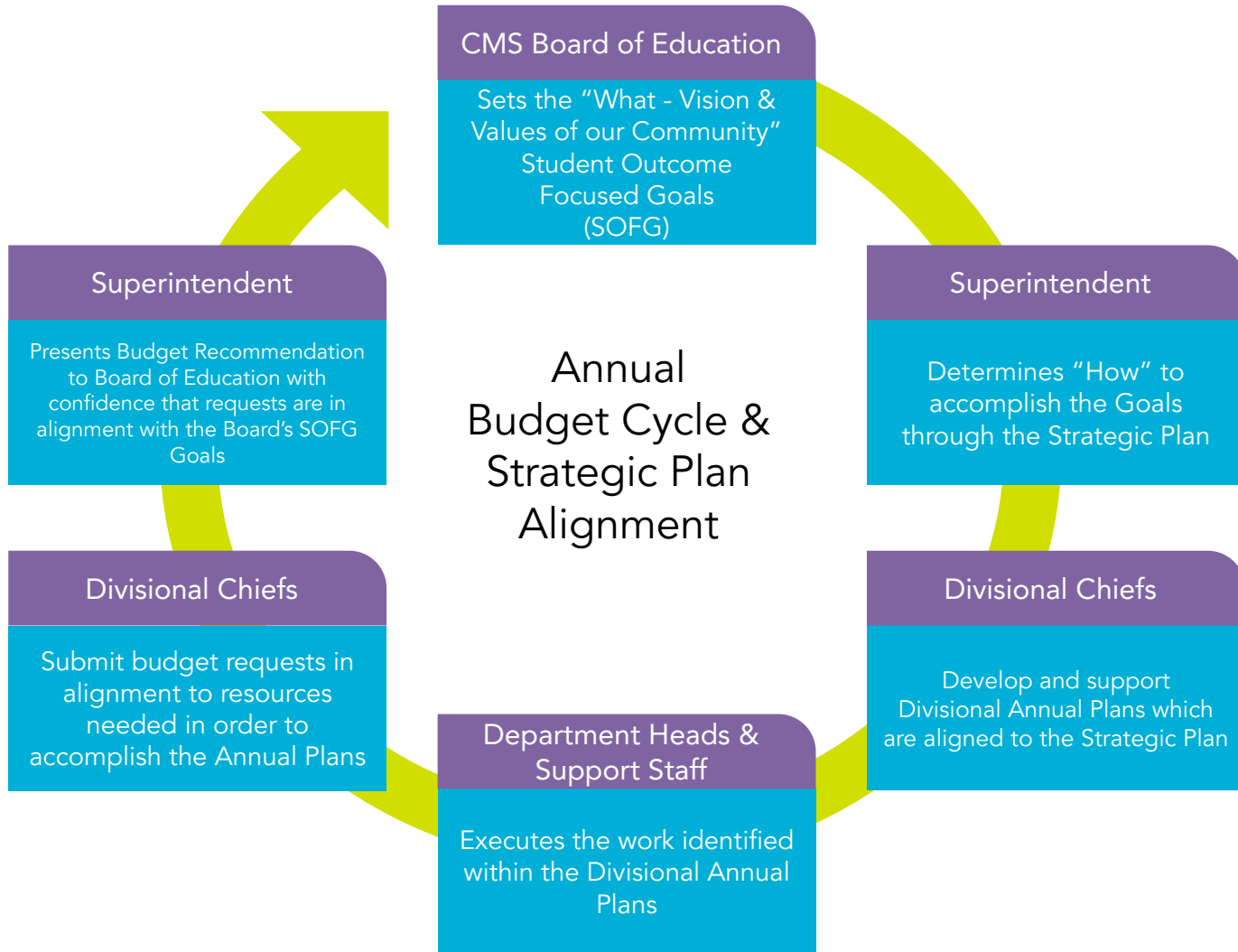
2025-29 Guardrails

Guardrails

➤	While ensuring schools have the resources needed to meet student needs, the Superintendent shall not neglect strategies or resources for significantly reducing achievement gaps.
➤	The Superintendent shall not allow an unsafe environment in schools, at school-related events, or on transportation.
➤	The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students.
➤	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.

2024-29 Strategic Plan





Theory of Change

School Principals: Change Agents

High-Quality
Specialists

HQ
Literacy
Master
Teachers

HQ
Math
Master
Teachers

High-Quality
Teacher
Professional
Development

High-Quality
Teachers

High-Quality
Core
Instruction

Student
Engagement

Family
Engagement

Benchmark
Performance
Quarter 1, 2, 3

EOG / EOC
Performance

Consistent high-quality instruction

Progress in grade level
standards mastery

Goal: College &
Career Readiness

Core, supplemental, and intensive support

2025-26 Annual Plan: High-Quality District Specialists

High-Quality Specialists

- Provide training and development to high-quality literacy and math master teachers and classroom teachers

Key Lever	Investment	Goal and Guardrail Alignment
High-Quality Specialists*	\$9.6M	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Goal 2 Grades 3-8 Literacy• Goal 3 Middle & High Math I• Guardrail 1: Eliminating Achievement Gaps

2025-26 Annual Plan: High-Quality Literacy & Math Master Teachers

High-Quality Literacy and Math Master Teachers

- Provide job-embedded training and development to high-quality literacy and math classroom teachers

Key Lever	Investment	Goal and Guardrail Alignment
High-Quality Literacy Master Teachers*	\$15.0M**	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Goal 2 Grades 3-8 Literacy• Goal 3 Middle & High Math I• Guardrail 1: Eliminating Achievement Gaps
High-Quality Math Master Teachers*	\$8.4M***	
Funding for Teacher Leader Pathway Supplements for Multi-Classroom Leader Positions	\$3.4M****	

* Charlotte-Mecklenburg Schools allocates a literacy and math master teacher to every single school. If a school exchanges the master teacher for a multi-classroom leader position as a part of the Teacher Leader Pathway program, a school 1) must ensure that role is completing all required duties of a master teacher and 2) must use additional funds available to the school (district provided stipend, school-allocated federal funds, a portion of an allocated position for their school, or designated state funds) to make up the difference.

** This investment amount reflects district investment in the 150 literacy master teachers serving elementary, middle, K-8 and 3 enrichment schools. This is aligned to Goals 1 and 2.

*** This investment amount reflects district investment in the 84 math master teachers serving middle, K-8, high and 4 enrichment schools. This is aligned to Goal 3.

**** This investment amount reflects the district investment in the differentials for multi-classroom leader positions regardless of funding course.

2025-26 Annual Plan: High-Quality Teacher Professional Development

High-Quality
Teacher
Professional
Development

- Instructional development for teachers in Charlotte-Mecklenburg Schools

Key Lever	Investment	Goal and Guardrail Alignment
Teacher Instructional Onboarding*	\$2.3M	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Goal 2 Grades 3-8 Literacy• Goal 3 Middle & High Math I• Guardrail 1: Eliminating Achievement Gaps• Guardrail 4: Teacher Recruitment & Retention

2025-26 Annual Plan: High-Quality Teachers

High-Quality Teachers

- Ensure there is a high-quality classroom teacher for each classroom

Key Lever	Investment	Goal and Guardrail Alignment
High-Quality Classroom Teachers*	\$319.7M	<ul style="list-style-type: none"> • Goal 1 Grades K-2 Literacy • Goal 2 Grades 3-8 Literacy • Goal 3 Middle & High Math I • Guardrail 1: Eliminating Achievement Gaps • Guardrail 4: Teacher Recruitment & Retention
Funding for Teacher Leader Pathway Supplements for Expanded Impact Positions	\$2.7M**	
Recruitment and Retention Staff	\$7.6M***	
Teacher Residency Program Cost	\$0.9M	
High School Math I Teacher Recruitment	\$0.7M**** New!	<ul style="list-style-type: none"> • Goal 3 Middle & High Math I • Guardrail 1: Eliminating Achievement Gaps • Guardrail 4: Teacher Recruitment & Retention

* Charlotte-Mecklenburg Schools allocates a literacy and math master teacher to every single school. If a school exchanges the master teacher for a multi-classroom leader position as a part of the Teacher Leader Pathway program, a school 1) must ensure that role is completing all required duties of a master teacher and 2) must use additional funds available to the school (district provided stipend, school-allocated federal funds, a portion of an allocated position for their school, or designated state funds) to make up the difference.

** This investment amount reflects the district investment in the differentials for expanded impact teacher positions regardless of funding source.

*** Staff with roles with the purpose and function of recruiting and retaining classroom teachers include: The Beginning Teacher Department, Teacher Leader Pathway Department, CMS Teaching Residency Department, Talent Acquisition Department, Talent Development department, and Retention Department.

**** New investment in 2025-26

2025-26 Annual Plan: High-Quality Core Instruction

High-Quality Core Instruction

- Ensure consistent, high-quality instruction in every classroom

Key Lever	Investment	Goal and Guardrail Alignment
Curriculum	\$16.0M	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Goal 2 Grades 3-8 Literacy• Goal 3 Middle & High Math I• Guardrail 1: Eliminating Achievement Gaps
Student Devices	\$2.0M	
Extended Learning Opportunities*	\$13.7M	
High-Dosage Tutoring	\$1.0M** New!	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Guardrail 1: Eliminating Achievement Gaps

2025-26 Annual Plan: Student Engagement

Student Engagement

- Ensure a framework and associated district supports are in place to provide a welcoming, inclusive environment in all schools

Key Lever	Investment	Goal and Guardrail Alignment
Districtwide Framework to Ensure School Environments Foster Student Well-Being*	\$2.0M	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Goal 2 Grades 3-8 Literacy• Goal 3 Middle & High Math I• Guardrail 1: Eliminating Achievement Gaps• Guardrail 2: Safety• Guardrail 3: Student Support & Engagement
Counselors	\$47.2M	
Social Workers	\$19.8M	
Psychologists	\$18.5M	
School-Based Safety Staff**	\$21.8M	

* Capturing Kids Hearts Framework
**Behavior Modification Technicians (BMTs), Campus Security Associates (CSAs)

2025-26 Annual Plan: Family Engagement

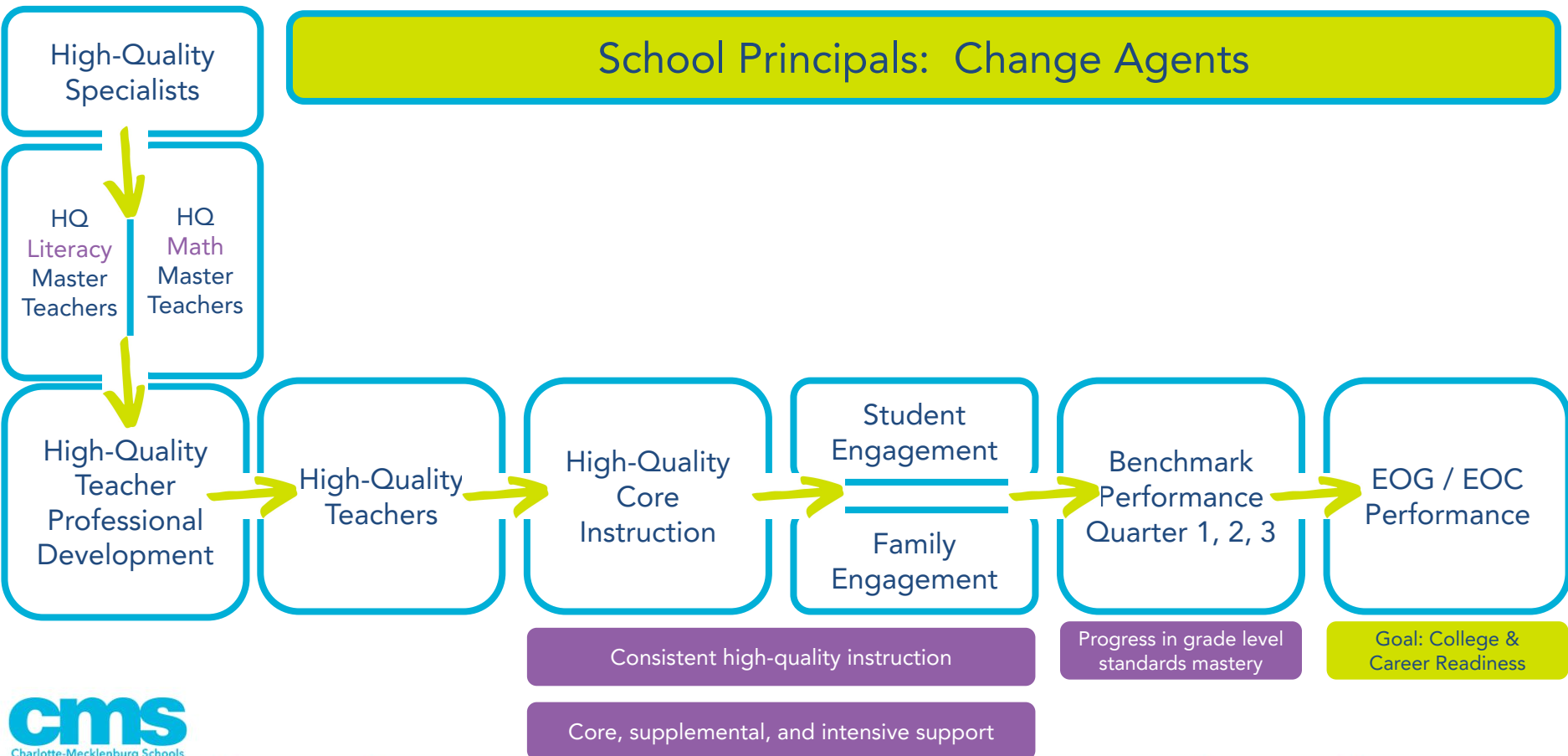
Family Engagement

- Ensure family understanding of student progress and how to use available resources to extend learning within and outside of the school day

Key Lever	Investment	Goal and Guardrail Alignment
Family Academy*	\$1.4M	<ul style="list-style-type: none">• Goal 1 Grades K-2 Literacy• Goal 2 Grades 3-8 Literacy• Goal 3 Middle & High Math I• Guardrail 1: Eliminating Achievement Gaps

** Reflects costs to run Family Academy, including family engagement staff, and the cost for the district wide communication tool (ParentSquare).*

Theory of Change



FY 2025-26 Superintendent's Budget Recommendation

Stakeholder Input

PLAT:

Principal Leadership Advisory Council

STAC:

Teacher Advisory Council

SSAC:

Support Staff Advisory Council

SAC:

Student Advisory Council

SPFAC:

Parent + Family Advisory Council

Connections with Crystal

CMS Central Office Leadership

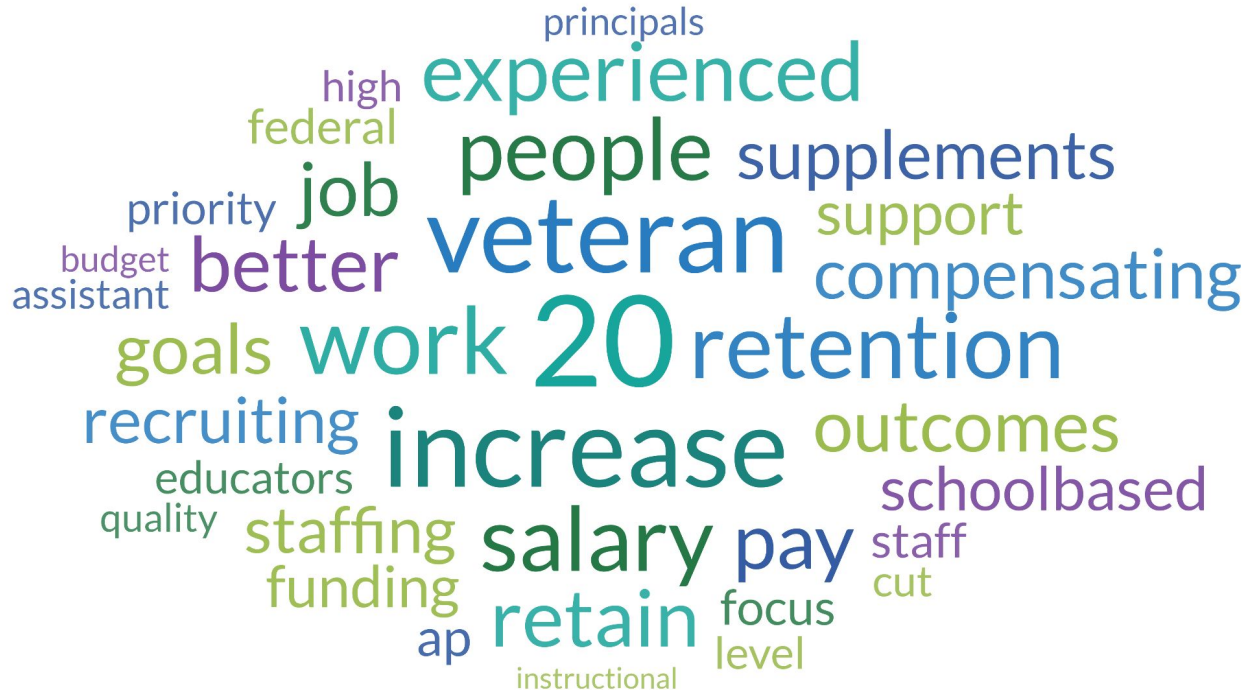
League of Women Voters

Employee Engagement

Community Engagement

935+
Attendees

Stakeholder Input



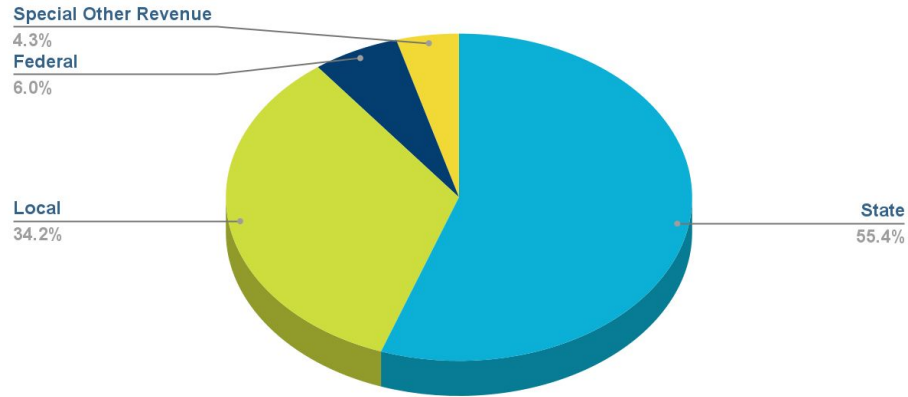
A word cloud visualization of stakeholder input. The words are arranged in a circular pattern, with larger words indicating higher frequency or importance. The colors of the words vary, including shades of blue, green, purple, and yellow. The words are: principals, experienced, people, supplements, support, compensating, outcomes, schoolbased, staff, cut, focus, level, instructional, retain, salary, pay, staffing, funding, ap, quality, educators, recruiting, goals, work, 20, retention, increase, better, job, federal, high, priority, budget, assistant, veteran, and goals.

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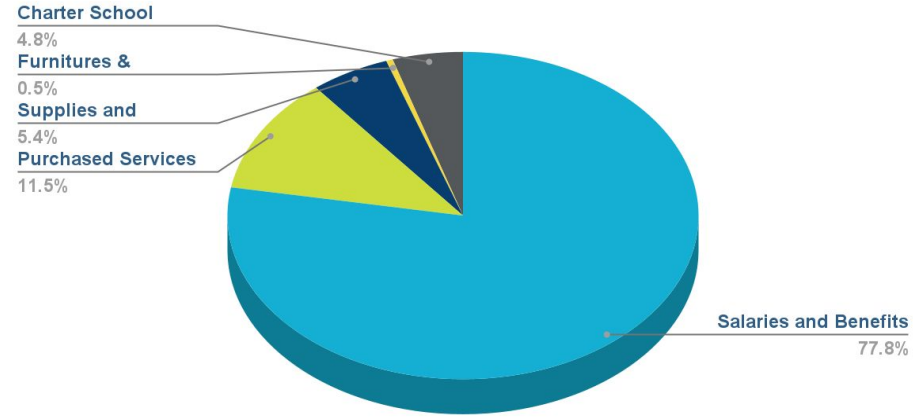
2025-26 Proposed Operating Budget

2025-26 Proposed Operating Budget

Sources



Uses



2025-26 Proposed Operating Budget: \$ 1,951,050,035

2025-26 Enrollment: 141,726 Students

Operating Budget Assumptions

Salary and Benefits

- Anticipated Salary Increases:
 - Do not yet have information on 2025-26 State Budget and any salary increases that may be included.
 - For now, CMS is budgeting with an assumed 3% increase to salaries based on the average of State salary increases over the last 5 years.
- Anticipated Benefit Increases
 - Do not yet have information on 2025-26 State Budget and any benefit rate adjustments that may be included.
 - For now, CMS is budgeting with an assumed 4.24% increase to benefits based on rate adjustments over the last 5 years.

Enrollment

- Any changes in enrollment in existing charter schools and/or the addition of new charters in Mecklenburg County will impact the amount needed to fund charter school students.

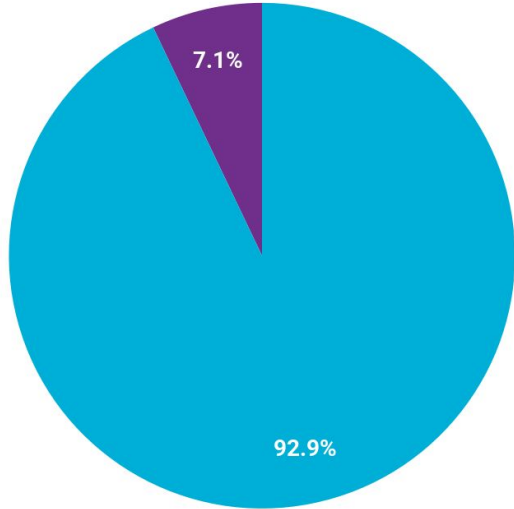
2025-26 Proposed Operational County Appropriation

Proposed County Appropriation 2025-26 Recurring Operational Costs

Budget Expansion	Strategic Initiative	Requested Amount
<u>Investment in Our Employees</u>		
Certified Supplement (Average of 5%)	PE.1	8,066,000
State Driven Salary + Benefit Adjustments	OE.3	9,898,000
Classified Compensation Study (Phase II)	PE.1	8,300,000
<u>Program Continuation</u>		
Student Device Refresh	OE.2	2,000,000
		\$ 28,264,000

Proposed County Appropriation

Investing in Our Employees Program Continuation



2024-25 Adopted Recurring Operational County Appropriation	\$ 639,315,849
Investing in Our Employees	26,264,000
Program Continuation	2,000,000
2025-26 Proposed Recurring Operational County Appropriation	\$ 667,579,849

2025-26 Recurring Operational Costs Funded through Central Office Reductions

Budget Expansion	Strategic Initiative	Amount
Compensation Adjustment (Assistant Principals)	PE.1	1,700,000
Compensation Adjustment (Specialist)	PE.1	1,000,000
Compensation Adjustment (Directors)	PE.1	400,000
Professional Development Platform	PE.2	150,000
Parent Square	EE.3	566,800
		\$ 3,816,800

Investments shown here are being funded through Central Office reductions or cuts that have been identified within non-personnel budgets like contracted services or equipment, depending on the department, as well as, eliminating select vacant positions.

2025-26 Proposed Capital Outlay

Proposed Capital Outlay

Capital Appropriation (<i>historical allocation</i>)	\$ 22,960,000
Facility Condition Assessment (Year 2)*	10,000,000
Total 2025-26 Proposed County Capital Appropriation	\$ 32,960,000

*[FY 2024-25 Budget Recommendation with Preliminary FCA Results](#)

2025-26 Proposed Enterprise Funds

Enterprise Funds Budget Assumptions

School Nutrition

No meal price change is recommended for the 2025-26 school year

- Meal prices for students have remained consistent since the 2019-20 school year

Breakfast	Elementary Lunch	Secondary Lunch
No Charge	\$ 2.75	\$ 3.00

After School Enrichment Program (ASEP)

- Increased operating costs have necessitated an average of a 5.7% fee increase for ASEP for the 2025-26 school year

	Price Range Varies depending on EOD Bell Schedule	
Before School	\$ 40.00	\$ 68.00
After School	\$ 52.00	\$ 86.00

2025-26 Total Recommended Budget

2025-26 Total Recommended Budget

Revenues by Source		Proposed Budget
State of North Carolina		1,081,398,539
Mecklenburg County		667,579,849
Federal Grants		117,309,966
Other and Special Revenue		84,761,680
Total Operating Budget		\$ 1,951,050,034
Capital Funding		
Capital Appropriation		22,960,000
One-Time Funding Request		10,000,000
Total Capital Funding		32,960,000
Enterprise Funds		
School Nutrition Services		95,470,787
After School Enrichment Program (ASEP)		11,297,510
Total Enterprise Funds		\$ 106,768,297
Total Recommended Budget		\$ 2,090,778,331

Digital Budget Book

2025-26 Digital Budget Book



<http://bit.ly/3Frv6Oy>

2025-26 Superintendent's Budget Recommendation

Proposed Version - 3/25/2025

Last Updated 03/13/25

2025-26 Budget Timeline

April 2nd

Virtual Community
Engagement - 1PM

In-Person Community
Engagement - 6PM
JM Alexander Middle School

April 8th

Board of Education Public
Hearing on Budget
Recommendation

April 22nd

Board of Education Vote
on Superintendent
Budget Recommendation

Budget Overview: Driving Results with Strategic Investment

Proven Results

Delivered on commitments — results prove our strategies are working

Current year resourcing decisions have driven positive outcomes

This budget continues that momentum

Financial Efficiency & Responsibility

Despite a 2.8% consumer price index increase and the loss of ESSER fund

Operating budget increase held to less than 1%

Demonstrates maximized resources and a responsible financial request

Reflects awareness of anticipated revenue shortfalls

Retention and Recruitment

Teachers are the most impactful factor in student performance

Prioritizes competitive salaries to attract and retain top talent

Student Outcomes Focused Goals

Guided by our theory of change and strategic priorities

Directs resources to key levers that have the greatest impact on student achievement

Confident Recommendation

This budget prioritizes and resources the Board's student outcomes-focused goals



Endless Possibilities

start with

cms

Charlotte-Mecklenburg Schools