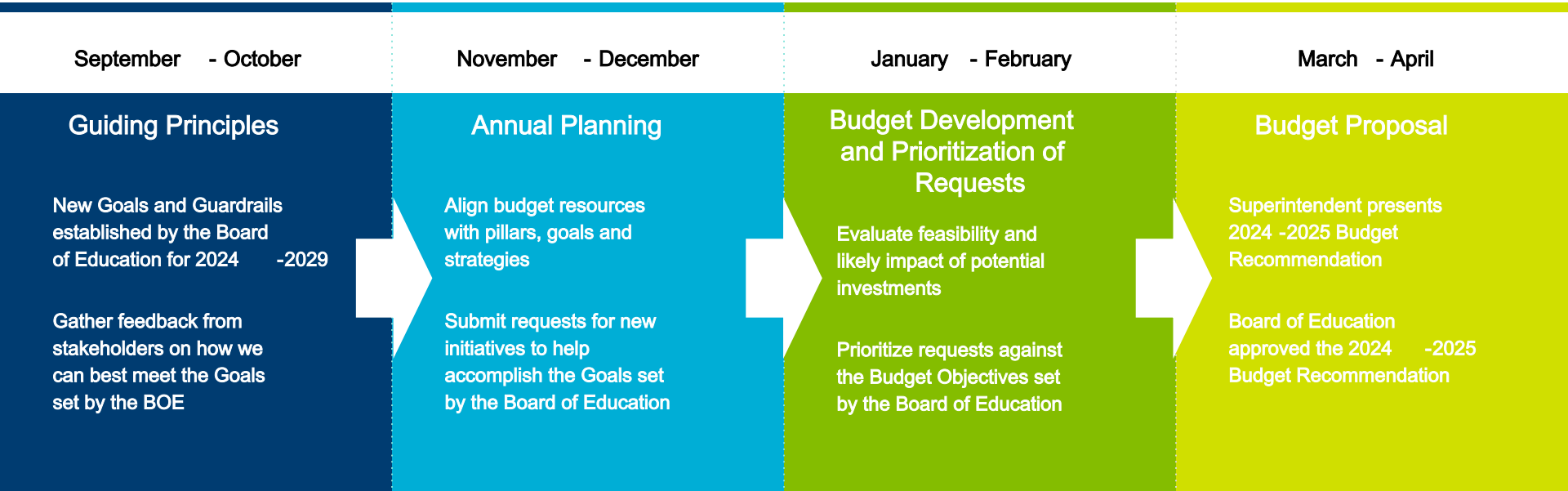


**Charlotte-Mecklenburg
Schools
2024 -2025
Budget Recommendation**

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	
Goal 1	Percent of Kindergarten through 2nd grade students scoring at or above benchmark in early literacy as measured by DIBELS will increase from 67% in June 2023 to 91% by June 2029
Grades 3 -8 Literacy	
Goal 2	Percent of students scoring CCR (college and career ready) on reading end of grade assessments in grades 3-8 will increase from 30.5% in September 2023 to 50% by June 2029
Math I	
Goal 3	Percent of students scoring CCR (college and career ready) on Math I assessments will increase from 27.4% in September 2023 to 57% by June 2029
Postsecondary Readiness	
Goal 4	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



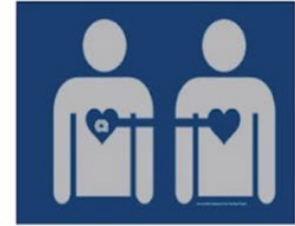
**ACADEMIC
EXCELLENCE**



**PEOPLE
EXCELLENCE**



**OPERATIONAL
EXCELLENCE**



**ENGAGEMENT
EXCELLENCE**

Board of Education: Budget Objectives

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 Presentation	Superintendent’s Parent and Family Advisory Council (SPFAC) Budget
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?

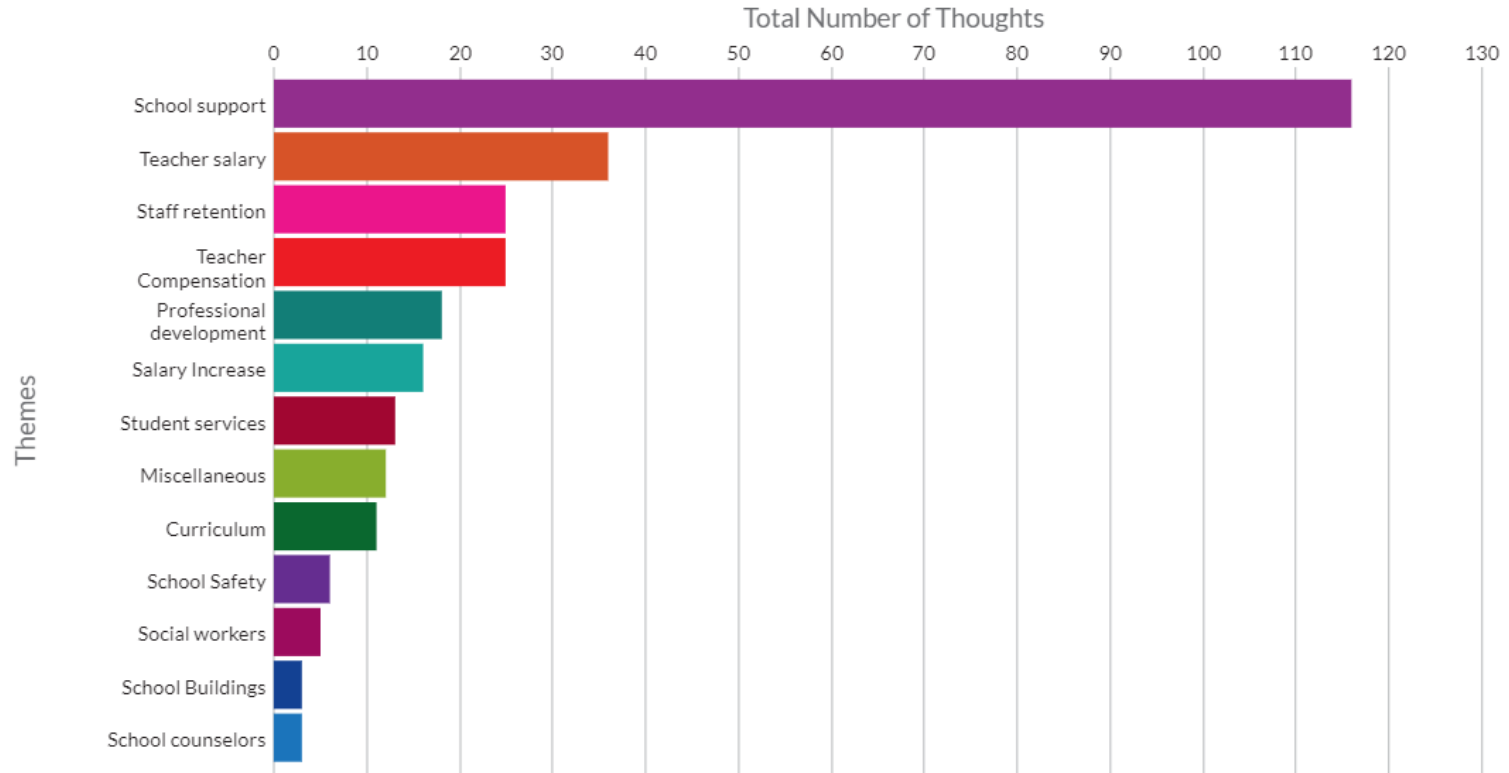


176
Thoughts

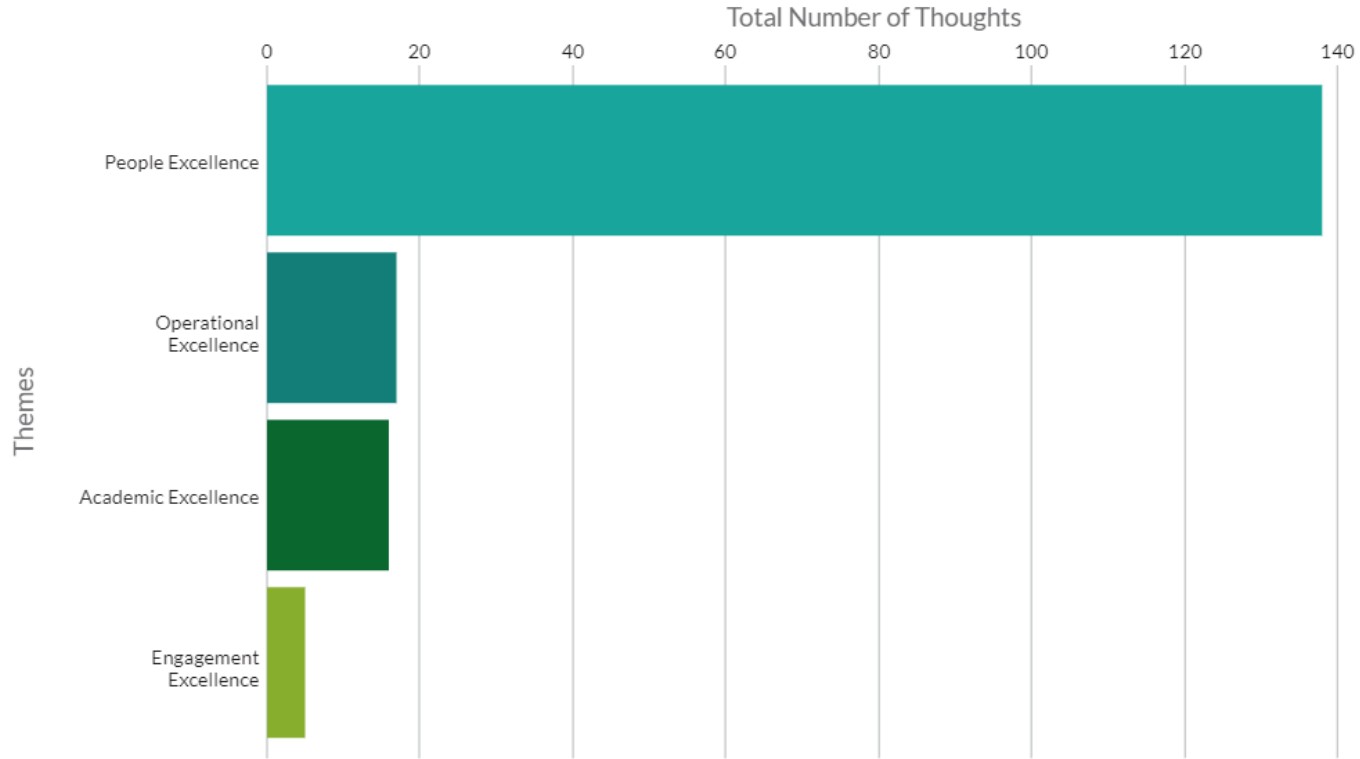


2,319
Ratings

ThoughtExchange Results by Theme



ThoughtExchange Results by Pillar of Exc



ThoughtExchange Results





Data

Teacher Salary + Supplement + Projection

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

Livable Wage In Charlotte

Average Listing Price for Home Ownership & Home Rental

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

¹ U.S. Census Bureau, NAR, Realtor.com

² [WBTV Home Ownership](#)

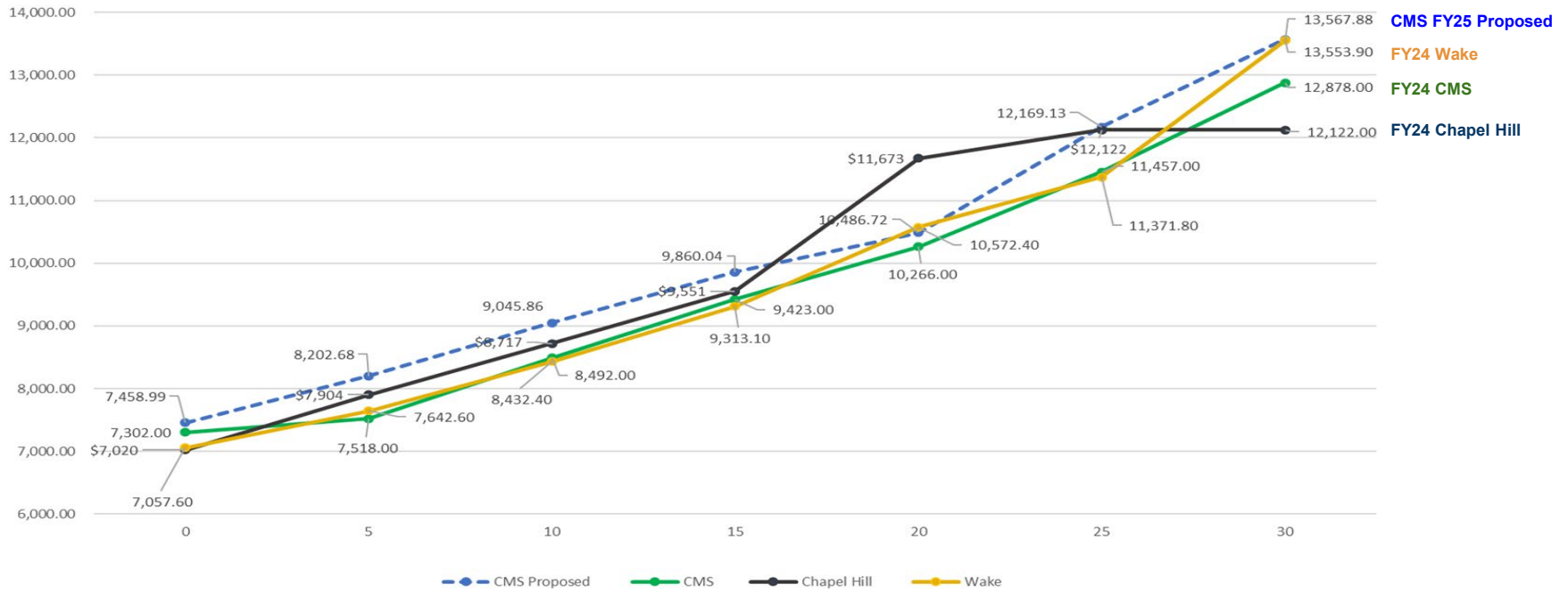
Teacher Supplements - AVERAGE

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

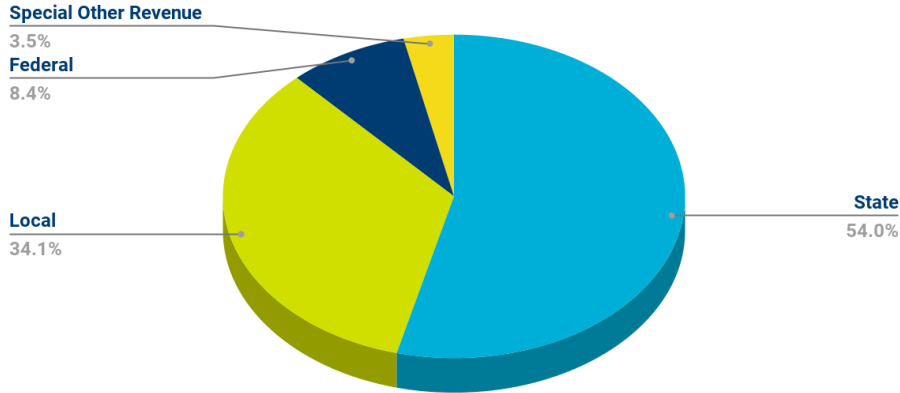
111 of 115 districts receive supplemental funding from the state for teacher supplements including Chapel -Hill/Carrboro City Schools. Those that do not are : **Charlotte -Mecklenburg, Wake County, Guilford County, Durham County.**

*PPE - Per Pupil Expenditure

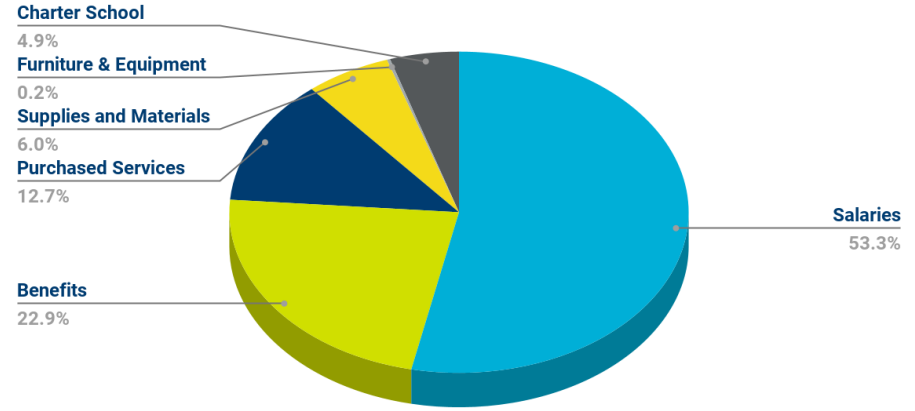
2024 -25 Proposed Operating Budget

2024 -25 Proposed Operating Budget

Sources



Uses



2024 -25 Proposed Operating Budget: \$ 1,936,631,360
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 2.9%
 - School -Based Administrators is 3%
 - Non -Certified Staff is 3%
- In the event the state provides a **higher salary increase**, there will be a **negative impact** to the amount available to support the compensation study
- Anticipated increase for health insurance from \$7,557 to \$8,095
- Anticipated decrease in the retirement rate from 25.02% to 24.04%

Operating Budget Assumptions

Staffing

- State changed the funding model to be in **arrears**
- 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 Costs)

Initiative Description	Total Amount	Pillar
Sustaining Operations <ul style="list-style-type: none"> - Utilities 	\$ 2,700,000	Operational Excellence
Investments in Our Employees <ul style="list-style-type: none"> - Estimated State Driven Salary Increases & Benefit Rate Adjustments - Increase Teacher Supplements 	\$ 6,800,000 \$ 7,400,000	People Excellence
Student Growth <ul style="list-style-type: none"> - Charter School Enrollment Growth 	\$ 4,000,000	Operational Excellence
New Schools & Additional Facility Space <ul style="list-style-type: none"> - Ballantyne Ridge HS, Knights View ES 	\$ 1,800,000	Operational Excellence

Proposed County Appropriation

(2024 -25 Recurring Operational Costs)

Initiative Description	Total Amount	Pillar
Compensation Study	\$ 9,800,000	People Excellence
Cyber Security	\$ 2,500,000	Operational Excellence
Total Recurring Costs	\$ 35,000,000	

Proposed Recurring Operational County Appropriation

2023 -24 Adopted County Appropriation	\$ 596,915,849
Sustaining Operations	\$ 2,700,000
Investing in Our Employees	\$ 24,000,000
Student Growth and Additional Space	\$ 5,800,000
Program Continuation	\$ 2,500,000
2024 -25 Proposed County Appropriation	\$ 631,915,849

Proposed County Appropriation

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

2023 -24 Fully Funded County Appropriation	2024 -25 Proposed County Appropriation
\$38,959,000	\$35,000,000
6.98% increase	5.86% increase

Compensation Study Recommendation

Compensation Study Targets By Year

- **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 $\frac{1}{3}$ 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 $\frac{1}{3}$ of state service steps (Year 2 of 3 year plan)
- Implement compression pay of 1.5% between steps

- **Year 3 Targets**

- Provide final $\frac{1}{3}$ 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.

Compensation Study Funding

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

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

Compensation Study Reminders

- 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 \$19,150,193**
 - Year 2 \$19,150,193
 - Year 3 \$19,150,193
 - Total \$57,450,579

Proposed Capital Appropriation

Preventive Maintenance	\$18,000,000
Capital Replacement	\$4,960,000
2023 -24 County Capital Appropriation	\$ 22,960,000
Facility Condition Assessment (Year 1 of 3 year plan)	\$ 19,150,193
Total 2024 -25 Proposed County Funding	\$ 42,110,193

1:1 Technology Device Refresh

1:1 Technology Device Refresh

- One-to-one technology, also known as a one-to-one initiative, refers to an educational program where schools provide each student with their own personal learning device
 - Students would take device home
 - Refresh the device every 4 years
 - Total Cost \$64,000,000
 - 4 year plan \$16,000,000 annually
 - Current request \$8,000,000

One -time Request

Proposed County Appropriation

(2024 -25 One -Time Costs)

Initiative Description	Total Amount	Pillar
Operating Request <ul style="list-style-type: none">• Compensation Study - Phase 1 COLA Bonus	\$ 4,000,000	People & Operational Excellence
Capital Request <ul style="list-style-type: none">• Facility Condition Assessment	\$ 19,150,193	Operational Excellence
Operating Request <ul style="list-style-type: none">• 1:1 Device Refresh Replacement Cycle	\$ 8,000,000	Operational Excellence
Total One -Time Costs	\$31,150,193	

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

Breakfast	Elementary Lunch	Secondary Lunch
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

	Price Range Varies depending on EOD Bell Schedule	
Before School	\$ 38.00	\$ 66.00
After School	\$ 47.00	\$ 83.00

2024 -25 Total Recommended Budget

2024 -25 Total Recommended Budget

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

Digital Budget Book

Digital Budget Book

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

Charlotte-Mecklenburg Schools

powered by 

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2024-25 Budget Recommendation
Proposed Version

Overview Operating Budget County Appropriation Capital Outlay/Leases Enterprise Programs  Print

