

Joint Meeting

January 13, 2020

Jeremy Teetor

Chief Finance Officer

State Teacher Pay (Bachelor Degree)

2008-2009

- ✓ Step 0- \$30,430
- ✓ Step 15- \$41,760
- ✓ Step 30- \$51,530

2018-2019

- ✓ Step 0- \$35,000
- ✓ Step 15- \$50,000
- ✓ Step 30- \$52,000

Assistant Principal Pay

2008-2009

✓ Step 5- \$39,310

✓ Step 15- \$46,400

✓ Step 30- \$57,250

2019-2019

✓ Step 5- \$47,600

✓ Step 15- \$59,500

✓ Step 30- \$61,880

Principal Pay

2008-2009

- ✓ Minimum- \$ 50,916
- ✓ Maximum- \$106,080

2018-2019

- ✓ Minimum- \$66,010
- ✓ Maximum- \$95,060
- ✓ Opportunities to earn bonuses:
Range \$1,000-\$10,000

Principal Pay 2019-2020

- ✓ Minimum- \$ 68,125
- ✓ Maximum- \$102,187
- ✓ Opportunities to earn bonuses:
\$1,000-\$15,000
- ✓ 11 ABSS Principals qualified this year
 - ✓ 2 Received the maximum amount
 - ✓ \$50,000 in bonuses overall

State Funding Changes

2008-2009 (22,340 ADM)

- Instructional Supplies
 - \$1,348,508
 - **\$1,611,381**
- Textbooks
 - \$1,528,381
 - **\$1,826,318**
- Teacher Assistants
 - \$7,791,103
 - **\$9,309,870**

2018-2019 (22,523 ADM)

- Instructional Supplies
 - \$702,960
- Textbooks
 - \$890,046
- Teacher Assistants
 - \$6,027,170

Red is amount adjusted for inflation

State Funding Changes Continued...

2008-2009 (22,340 ADM)

- Central Office
 - \$1,507,235
 - **\$1,801,049**
- Classified Support
 - \$6,230,148
 - **7,444,629**
- Mentors
 - \$228,607
- Professional Development
 - \$150,691

2018-2019 (22,523 ADM)

- Central Office
 - \$1,068,971
- Classified Support
 - \$6,188,874
- Mentors
 - \$0
- Professional Development
 - \$0

Red is amount adjusted for inflation

State Funded Positions

2008-2009 (22,340 ADM)

- Teachers- 1,068
- School Administration-
 - Principals- 35
 - Assistant Principals- 285 Months
- Instructional Support- 114

2018-2019 (22,523 ADM)

- Teachers- 1,054
- School Administration-
 - Principals- 35
 - Assistant Principals- 234 Months
- Instructional Support- 106

How does that Translate?

Loss of 14 Teaching Positions + Impact of K-3 Class Size Mandate

Loss of 5 10-Month Assistant Principals

Loss of 8 Certified Instructional Support Positions

Local Progress

Supplement Progress

2008-2009

- Average Teacher Supplement
 - \$3,173
 - #24 in NC
- Average Asst. Prin. Supplement
 - \$3,614
 - #27 in NC
- Average Principal Supplement
 - \$9,266
 - #27 in NC

2018-2019

- Average Teacher Supplement
 - \$4,817
 - #10 in NC
- Average Asst. Prin. Supplement
 - \$7,766
 - #15 in NC
- Average Principal Supplement
 - \$17,936
 - #11 in NC

Teacher Supplement Calculation

2017-2018	@ Step 16	2018-2019	@ Step 17
Base Pay-	\$46,300.00	Base Pay-	\$50,000.00
<u>Supplement Pay-</u>	<u>\$ 5,324.50</u>	<u>Supplement Pay-</u>	<u>\$ 5,875.00</u>
Total Pay-	\$51,624.50	Total Pay-	\$55,875.00

The Alamance-Burlington School System, like many districts, utilizes a percentage based supplement that rises in tandem with state pay increases.

This structure forces a continued investment into local supplements. This, in conjunction with a steady commitment of raising the percentage rate applied, has allowed us to remain competitive.

SupplementRank	Local PPF Rank	School System	Average Supplement	Difference	Cost to Close Gap
#1	#22	Wake County Schools	\$8,720	\$3,903	\$9,940,941
#2	#1	Chapel-Hill/Carrboro City Schools	\$8,320	\$3,503	\$8,922,141
#3	#23	Charlotte-Mecklenburg County Schools	\$8,101	\$3,284	\$8,364,348
#4	#6	Durham County Schools	\$7,005	\$2,188	\$5,572,836
#5	#5	Orange County Schools	\$6,585	\$1,768	\$4,503,096
#6	#7	Chatham County Schools	\$5,960	\$1,143	\$2,911,221
#7	#14	Buncombe County Schools	\$5,465	\$648	\$1,650,456
#8	#62	Johnston County Schools	\$5,417	\$600	\$1,528,200
#9	#83	Nash-Rocky Mount Schools	\$4,867	\$50	\$127,350
#10	#67	Alamance-Burlington Schools	\$4,817	\$0	\$0
#11	#69	Person County Schools	\$4,807	(\$10)	(\$25,470)
#12	#18	Guilford County Schools	\$4,751	(\$66)	(\$168,102)
#13	#57	Clinton City Schools	\$4,661	(\$156)	(\$397,332)
#14	#55	Lee County Schools	\$4,624	(\$193)	(\$491,571)
#15	#2	Asheville City Schools	\$4,608	(\$209)	(\$532,323)
#16	#31	Union County Schools	\$4,521	(\$296)	(\$753,912)
#17	#33	Craven County Schools	\$4,487	(\$330)	(\$840,510)
#18	#44	Onslow County Schools	\$4,482	(\$335)	(\$853,245)
#19	#56	Granville County Schools	\$4,304	(\$513)	(\$1,306,611)
#20	#25	Forsyth County Schools	\$4,251	(\$566)	(\$1,441,602)

Proposal would fill Nash schools' budget gap by reducing teacher supplements

Johnston County Public Schools faces \$10 million shortfall

City school board OKs reducing teacher supplements

Skilled Trades (Plumber, Electrician, etc.)

2008-2009

- Starting pay- \$27,528
 - Grade 62, Step 0

2018-2019

- Pay after 10 years- \$30,356
- Should be \$32,894 to account for inflation
- Private Sector Median Pay 2018:
 - Plumber- \$53,910
 - Electrician- \$55,190
 - Locksmith- \$41,450
 - Carpenter- \$46,950
 - HVAC Tech- \$47,610



Impact of 2019-2020 Expansion

Impact of Salary Study—Phase I

Increased pay for:

- School Treasurers
- Data Managers
- School Receptionists
- Some Central Office Positions

Loosened credit for service restrictions

Staff Recruited:

School Treasurers

- 1- Chapel-Hill Carrboro
- 1- Caswell County Schools
- 3- Private Sector
- 15 of 36 = State Certified School Treasurer

Data Managers

- 2- Orange County Schools
- 1- Guilford County Schools

Central Office

- 1- Caswell County Schools

Impact of Risk Manager

2019 Experience Mod

2015-2016: \$452,411

2016-2017: \$181,762

2017-2018: \$382,875

2018-2019: N/A

Experience Total: \$1,017,048

2020 Experience Mod (Tentative)

2015-2016: Falls out of Calculation

2016-2017: \$166,122

2017-2018: \$384,207

2018-2019: \$406,900

Experience Total: \$957,229

2019-2020: \$46,882