

### ***Proposed Budget Background and Highlights***

The School Board unanimously approved the 2014-15 Superintendent's Proposed Budget (<http://www.wcpss.net/budget101/>) on April 22, 2014. The budget includes two long-term goals for 2020:

- WCPSS will have the **highest local investment for students** in North Carolina
- WCPSS will **pay its teachers at the national average** of teacher salaries

WCPSS requested a **\$39M** increase in County appropriation. The majority of the request (\$29.1 million) is for a **locally funded salary increase of 3.5% for all WCPSS employees**.

**At the May 19<sup>th</sup> Board of Commissioners' meeting**, Wake County Manager Jim Hartmann recommended that \$10M in funding be given to WCPSS. Although he budgeted an additional 2.75% raise for County employees, **he did not recommend funding a salary increase for WCPSS employees**. Hartmann cited Governor Pat McCrory's recent proposal for a salary increase (for teachers only), and suggested that the state was really responsible for funding additional salary increases: "Once the state

resolves this, we will be in a much better position to understand future funding and decide how much to fund our school salary supplement, which is already the second highest in the state at an average \$6,200 per teacher."

#### Wake Employees versus WCPSS Employees

**Comparison of Changes in Employee Compensation**

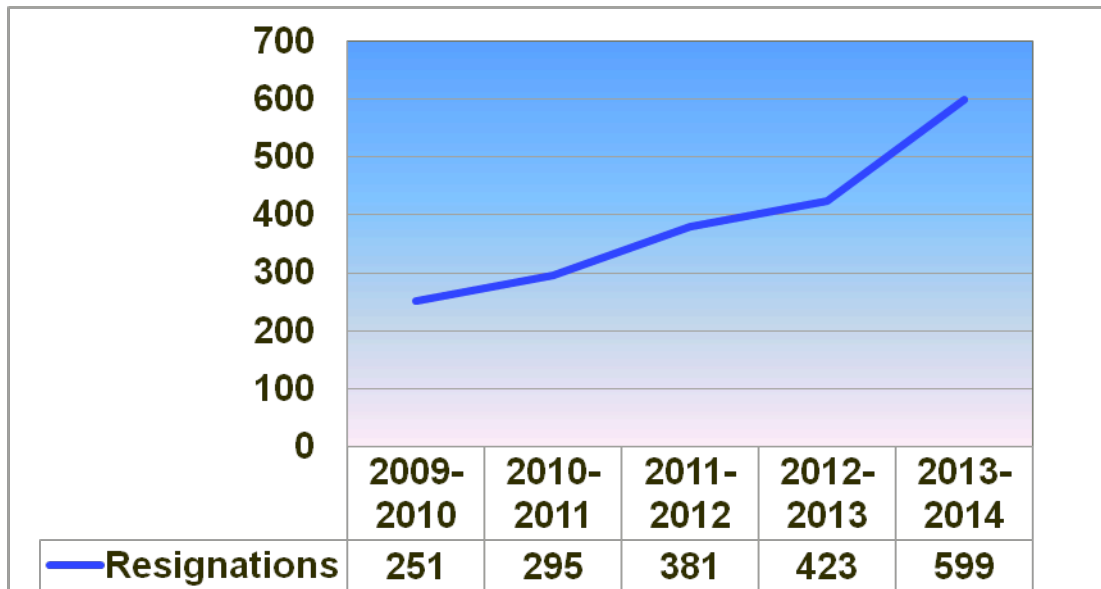
	<b>Wake County Government</b>	<b>Wake County Public School System</b>
2013-14	2.75%	0
2012-13	2.00%	1.20%
2011-12	2.00%	0
2010-11	0	0
2009-10	0	0

#### Facts of interest:

- A 2008-09 beginning teacher's **annual salary** = \$34,462
- Five years later, that teacher earns an annual salary = \$35,189 (\$727 more than his/her starting salary)
- If you adjust that current salary by inflation (8% over the past five years), that teacher earns \$32,432, or a loss of \$2,030 in effective wages.
- If that teacher receive the requested 3.5% salary increase, it would amount to \$1,232, less than the rise in inflation
- The employee portion of family health coverage now equals **23%** of gross pay for a five-year teacher

Teacher Loss: In the past year, WCPSS has seen a **42% one-year increase in teacher resignations.**

- 81% increase – retired w/reduced benefits
- 180% increase – dissatisfied with teaching
- 50% increase – career change
- 131% increase – moved to employment outside of education
- 270% increase – to teach in another state



**Important Dates**

- 2 pm, Monday, June 2—Regular Board meeting (public comment at 2:30 pm—sign up at 2 pm), Justice Center Board Room 2700
- 7 pm, Monday, June 2—**Public hearing on the budget**, Commons Building, 4011 Cary Drive, Raleigh
- 9 am, Monday, June 9—Budget work session (no public comment); Justice Center Conference Room 2800
- 2 pm, Monday, June 16—Regular Board meeting, (public comment at 2:30 pm), Justice Center Board Room 2700; **Final Adoption of Wake County budget**