



Staff Compensation Recommendations & Update Finance Committee

November 16, 2021

Staff Compensation Recommendations & Update

Today

- Two staff compensation recommendations
- Update on other staff compensation matters

Staff Compensation Recommendations & Update

Recommendation – Employee Retention & Recognition Bonus – CY 2022

- 3 Employee Retention & Recognition (R&R) bonuses during calendar year 2022
- Above & beyond the R&R Bonus being paid November 2021
- \$1,250 per bonus
- Target payment in January 2022, May 2022, and November 2022
- Employed as of dates targeted as 5th day of month to be paid
- All benefit earning employees eligible, pro-rata bonus for eligible part-time employees
- Estimated \$80.7 million required to support – Federal ESSER funds proposed
- Will require repurposing approximately \$12.7 million of currently assigned ESSER funds
- Contingent upon NC DPI approval to use Federal ESSER Funds for this purpose
- Potential early 2023 CY Employee R&R Bonus based upon funding availability - TBD

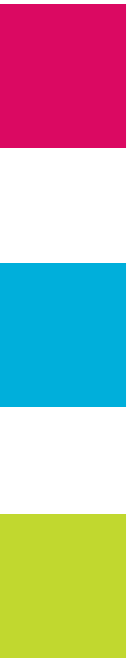
Staff Compensation Recommendations & Update

Recommendation – Increase Substitute Teacher Daily Rates

- Currently use NC DPI Sub daily rates
- Recommend Non-Certified Sub increase from \$80/day to \$104/day
- Recommend Certified Sub increase from \$103/day to \$130/day
- Estimated cost of \$2.2 million for remainder of current school year
- Current year savings to fund 2021-22
- Identify annual funding source to maintain rates beginning 2022-23
- If approved, effective date of November 18, 2021

Staff Compensation Recommendations & Update

Q&A – Compensation Recommendations



Staff Compensation Recommendations & Update

Update on Other Staff Compensation Items

- Review recent compensation recommendations
- Status of State Budget for 2021-2023
- Refresh on ESSER funding allotments to LEA's
- Review what ESSER Federal Funds can be used for related to compensation
- Next steps in funding support staff minimum hourly rate scenarios

Staff Compensation Recommendations & Update

Review recent compensation recommendations to WCPSS BOE

- \$13 per hour support staff minimum approved utilizing local funding*
- \$1,250 all benefits earning employee R&R bonus paid November 2021 approved
- 1% increase to Certified Staff Salary Supplement Schedule approved*
- 3x - \$1,250 R&R bonus for benefits earning employees recommended - CY 2022
- Increase in Substitute Teacher Daily Rates recommended

*Paid retroactively to July 1, 2021

Staff Compensation Recommendations & Update

Status of State Budget for 2021-2023

- Joint Conference Budget released end of day November 15, 2021
- Under analysis
- Following slides highlight initial staff compensation takeaways
- More analysis to follow given implications of locally funded supplements, etc.
- Next steps including Governor's' approval required to finalize / implement

Staff Compensation Recommendations & Update

Initial Review of State Budget Released November 15, 2021

- Teacher State salary schedule adjusted 1.3% at each step in each of 2 years
- Teachers to receive State step increase each of 2 years
- Average of 2.5% State increase for teachers for each of two years in biennium

Staff Compensation Recommendations & Update

Initial Review of State Budget Released November 15, 2021

- Principals – 2.5% increase to State base pay each of two years in biennium
- AP's – increases to maintain current alignment (+19%) with State Teacher Schedule A

Staff Compensation Recommendations & Update

Initial Review of State Budget Released November 15, 2021

- Non-Certified Support Staff to \$13 per hour minimum for 2021-2022
- Non-Certified Support Staff to \$15 per hour minimum for 2022-2023
- 2021-22 Non-Certified Support Staff already at minimum – 2.5% increase
- 2022-23 Non-Certified Support Staff already at minimum – 2.5% increase
- Local cost estimates to accelerate State proposed Legislated minimums to be presented at next BOE Meeting
- Local funding requirements to support proposed State Budget to be presented at next BOE Meeting with 2021-22 Board of Education Approved Budget reconciliation implications

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Initial Review of State Budget Released November 15, 2021

- School Psychologists, Speech Pathologists, Audiologists - \$3,500 annual supplement
- School Counselors - \$1,000 annual supplement

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Initial Review of State Budget Released November 15, 2021

- \$1,000 one-time premium pay bonus all employees
- Additional \$500 one-time premium pay bonus all employees under \$75,000 per year
- These proposed bonuses in the State Budget are independent of the locally funded bonuses to be paid November 2021 and recommended bonuses to be paid from ESSER funds during calendar year 2022

Staff Compensation Recommendations & Update

Refresh on ESSER funding allotments to LEA's

- Funding generally not based upon ADM
- Important to consider when reviewing / comparing other LEA actions

	<u>Durham</u>	<u>Randolph</u>	<u>WCPSS</u>
2021-22 ADM Projections	32,490	15,307	161,291
LEA State COVID Funds	\$ 857,371	\$ 633,699	\$ 3,829,817
LEA CRF Funds	\$ 6,560,820	\$ 3,471,258	\$ 21,572,961
LEA GEER Funds	\$ 1,286,526	\$ 604,665	\$ 5,333,795
LEA ESSER 1 Funds	\$ 12,390,525	\$ 394,850	\$ 27,504,664
LEA ESSER 2 Funds	\$ 48,599,342	\$ 15,128,492	\$ 105,456,657
LEA ESSER 3 Funds	\$ 106,219,527	\$ 32,579,225	\$ 222,958,678
Total Funding	\$ 175,951,785	\$ 52,829,512	\$ 386,837,863
Funding per ADM	\$ 5,416	\$ 3,451	\$ 2,398
WCPSS if Funded @ Durham ADM			\$873,482,282
WCPSS if Funded @ Randolph ADM			\$556,668,506

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Review what ESSER Federal Funds can be used for related to compensation

- Can be used for employee retention bonuses
- Use of ESSER funding would likely not be approved for use to provide employee base compensation increases
- ESSER funding is non-recurring. Any recurring expenditures assigned to ESSER must find a replacement funding stream.
- Currently ≈ \$45 million of recurring expenditures assigned to ESSER funding.
- All ESSER uses subject to NC DPI approval based upon Federal requirements

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Next steps in funding support staff minimum hourly rate scenarios

- Staff begins analysis of Legislative Budget vis a vis Board's Approved Budget
- Based upon State Legislation, cost estimates derived to exceed State hourly rate mins
- Cost estimates beyond what is in Board's Approved Budget to support State Budget
- Discussion between WCPSS Superintendent & Wake County Manager
- Discussion between WCPSS Board Chair & Chair of Wake County Commissioners
- Compensation increases generally implemented retroactive to beginning of fiscal year
- Updates and possible recommendations to December WCPSS Board Meeting

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Q&A – Update on Staff Compensation Options





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