

Added since 4/28

- From what I understand about the budget, there seems to be a lot of carry over funds that were given for specific reasons that are now going to be applied towards whatever the board decides. I am not an expert, and no one will be fully happy with whatever the final outcome is--because you are dealing with money--but, if I personally gave a scholarship for something I was passionate about, I would expect that money to remain focused in that direction. For example, under budget changes, I saw a line item for a vehicle chassis donated by Hendrick for \$20,000 to Mount Vernon College & Career. That's a pretty significant donation, specifically to WCPSS, in order to further schooling--specifically in trade. There is a supreme need for skilled tradesmen in the automotive field. The school plans to "roll over unspent funds to the 2023-24 school year for additional purchases." I'd have to object to this since the donation explicitly states the \$20,000 is for a racecar chassis AND racecar parts to build a racecar by the club's members (students). Unless Hendrick gives express permission otherwise, the carryover should unambiguously state: "roll over unspent funds to the 2023-24 school year for the purchase of a racecar chassis and parts to build a racecar by club members." And Hendrick should be made aware the funds have not been used if they have already advanced the monies. There is another grant carryover, ESSER III - NBPTS Certification Fee Reimbursement Program of about \$42k. Are the teachers aware they can apply for reimbursement and WCPSS is holding money the government supplied during COVID to assist teachers during the pandemic? "Funds are used to reimburse teachers at qualifying public schools for the cost of the participation fee for National Board for Professional Teaching Standards (NBPTS) certification." Hopefully this is something teachers are aware of. Over \$88k is asked to be rolled over in ESSER III - Principal Retention Supplements. This is more money given from the government that hasn't been used for its intended purpose. Is the plan to wait until the deadline and then apply the monies to whatever the board so chooses? Is that the same plan for the hidden "net savings in the local budget?" This money is allocated for employee retention, perhaps use it for employee raises--such as bus drivers and teacher assistants. No public money should be kept from the public's knowledge. I listened to the end of the board meeting before it went to a private session and heard the board members rescind a vote, withdrawing the approval of an agenda item. I believe someone said it was within your fiduciary responsibility to maintain transparency--I agree. It was also said, the information was provided on a quarterly basis, it's put on the consent agenda quarterly, and the board approves as a consent item quarterly. The board approves an information item. What happens if it's not approved? I do not think that this needs to be approved. Thank you, Jonathan. A vote to remove the item, then went into closed session. Please put the express and explicit verbiage of the grant or donation rollover reason and the unambiguous action plan for monetary use of funds to be expended by the date of expiration. For example, if the money was given to feed children during COVID make sure the money is used to actually feed children. Give them better food. Make sure the cafeterias don't run out of food and milk. Give them a pizza party. Make sure there are vegetarian options every day. What is going on with the ESSER III - STEM Pilot Program and its \$792,000? Funds were expected to be used by June of this year? What happened? Wake County doesn't have any teachers that would like to utilize chemistry and physical science in

their classrooms? Are teachers aware of these budget items? How many schools and teachers were offered this pilot program and turned it down, that it is still sitting as a line item today? The line item ESSER III - IDEA 611 Grants to States is only for children ages 3-21 with disabilities. There is nothing listed of how the provided money is specifically helping special education. The Strategic Objectives are broadly stated and do not mention the intended class of individuals. That's a lot of money sitting there unused especially when there's an increase in students with special needs. I think the biggest problem lies within the magnet program. You are asking for money from the government. The government approves these grants based upon the provided information. This is a substantial amount of money. You talk about equity and how every child should have an equal opportunity to education—I completely agree, particularly since the NC Constitution guarantees it. However, that is not the reality of your magnet program. It is stated on wcpss.net that only high-socioeconomic and medium socioeconomic students are considered "priorities" to attend their schools. Therefore, not every student is afforded a choice to a magnet school. Attending a magnet school isn't as easy as just visiting and applying—as suggested during the board meeting. Wake County only gives priority to children from high and medium socioeconomic status households who additionally are already selected to attend schools in Wake County that are high and medium socioeconomic status schools. This "priority status" blocks any student attending a low socioeconomic status school from acceptance to a magnet school of choice, regardless of whether they are living in a high or medium socioeconomic status household. This means students who attend or will attend a low socioeconomic status school or students from a low socioeconomic status household neighborhood have no chance of acceptance to a choice school. A school that receives all of the additional funding with the superior education, better teachers, school themes, stem, steam, field trips...the only students who are prioritized to attend these choice premiere magnet schools are high and medium socioeconomic status children. If Wake County is getting grants for better education for all children, for equity, inclusion, school choice, why aren't all children benefitting? Why are only the priority benefitting? The choice is up to the parent whether they want to voluntarily choose to apply for their child to enroll in a magnet school and be a part of the "voluntary desegregation." A child should not be discriminated against, for any reason, regarding an equal education, and in this situation because their "next school" is coded as low socioeconomic, and barred from attendance from their choice magnet school. It's worrisome to think we have problems with a budget and sitting on all of this extra capital due to a pandemic from 3 years ago. I would support a budget where money is allocated appropriately and with transparency. I also think teachers deserve to be paid well, and teaching assistants are important. I listened to those teachers that stood up and spoke. They are begging for help.

- Use some of the money to stop the cruel separation of Black Fathers and the Children. One part of Wake County claim to have concerns while another part make it clear they have no concerns about the education, welfare and overall health of black children. Child Protection Service absolutely knew my children we being abused by their mother but I concluded that the equity in my homes in the hands of white officials take precedence over the welfare of

Black child. I'm speaking of the equity of \$550k I once owned in 1009 Fieldgrass Pl Raleigh stolen in May 2005 and the equity out of 610 Martin St unlawfully siezed in December 14th 2017 and Feloniously paid out in 2019. To cover their felonious, unconstitutional actions, ,I , the black father was subjected to the violation of 18 USC 1589. Your racist corrupt District Attorney Nancy Lorrin Freeman called me directly and told me she was not stopping the felonious attach by white men on my family. So what do you want from me. Wake County took my homes, my children, my money and closed my companies. Wake County should go on and remove me from your system as a parent being that you stole everything. Is this your way of tracking me and inflicting more phycology injury 🤔

- I think it's great to increase the budget to offer better pay to our teachers. But I don't want resources to go to teaching the gender craze that is happening right now. Let kids be kids, and teach the curriculum-math, science, social studies, and language arts
- Would like to see a full time position to support/leverage sustainability and environmental literacy across the district.
- Wake County school District need to put funding in their school lunch
- I believe the budget will make a difference; our children, teachers and public schools deserve better, especially with families that have limited income. We need better programs for our children and more resources, but also I believe school teachers should get better pay.
- Include budget for WECHS student transportation so that they are provided with neighborhood transportation daily. Some are assigned in a random stop where it is not safe for them to wait or even be dropped off in the morning. Just because parents can't leave their workplace to pick up children. Not everyone is requiring (small numbers requires help). Please do not exclude us. We are wake county families too.
- I appreciate the raises for staff - definitely needed. But please do not ask Commissioners for more money - our taxes have been going up every year. Please take money away from other areas to make up for increase costs in other areas. There is surely some money in central services that can be used in a better spot. We have too many employees in central services when we can't even keep teachers or bus drivers. Let the teachers do the teaching and get staff back into the schools where they are needed. Lay people off so the list needed can get the pay they deserve.
- Raising bus drivers' salaries and hiring safety monitors for buses are critical to ensure there are enough drivers to get all students to school on time and take them home on time. When buses are late or do not run, students miss instruction or miss school all together. This disproportionately impacts students of lower income families who may not be able to take their children to school or causes a financial hardship when they have to choose between working and providing transportation to or from school. Nor should students and staff be

expected to wait for over an hour each afternoon to get transportation home for students. Transportation to and from school within regular school hours is a fundamental component of public schools that students and their families should not have to worry about on a day to day basis.

- I appreciate that the budgetary focus on increasing staff levels and compensation (especially for support staff like bus drivers, cafeteria workers, IAs, etc.). I know this has been a focus for some years but in the absence of additional funding from the General Assembly I find that the district and county commissioners have done an admirable job trying to make up the shortfall.
- I am concerned about the state of some of our facilities. Many of the most pressing facilities concerns have been brought to the board's attention at recent meetings, but it seems there's never enough money to keep ALL our facilities in good condition. Where does construction funding come from?
- Cut the bureaucracy and raise teachers pay, and higher more bus drivers.

Staffing/compensation

- I feel that I wear many hats in the building. We elementary Media Coordinators that teach 6 classes a day and we are 100% tech contact for the last 3 years before the pandemic do essentially two full time jobs. Plus in my particular case, the specialists were asked to cover the Tech lab during our extra plannings that we had during the day above our regular scheduled planning time. I have done 3 hats here this year and I feel like the Tech contact person (is solely me) spends as much time doing Tech duties daily as I do teaching class. Since we have gotten new boards that has definitely helped because I am not climbing in chairs changing light bulbs and operating on older promethean boards throughout the day and even after work hours. Extra duty pay would be nice or Tech Contact pay when we have to do this job on top of the one we were hired for. I feel this position should deserve the same stipend or more that Testing, SIT teams, Leadership Teams get. We work daily repairing, ordering, sending Tech tickets, going to classrooms to work on boards when they aren't acting properly. It has been very very stressful to do two full time jobs as Tech Contact has not really been part-time the last 3-4 years. Can we get a stipend as we teach 6 classes a day plus take care of everyone's tech in the building? Thank you for listening.
- I am thankful to see that every part of this budget is a true investment in people. I applaud the efforts to increase the wages of all employees - as retention is difficult, and recruitment challenges by smaller applicant pools. I see an

investment in our most vulnerable students and in our buildings. Please continue to make every attempt to assist CNS to pay their employees the wages they deserve, without placing the burden on students by increasing meal costs - it greatly impacts those who do not qualify for FRL, but are close. I do hope that removing the 300 MOE (p110) from targeted enrollment will NOT increase the number of cut positions that are not protected. I remain certain that one of the biggest reasons to choose WCPSS are the Fine Arts. Private and charter schools simply do not offer the same opportunities. Fine Arts Programs strengthen the bond between the community and the schools. I do worry that principals might not fight as hard, or will feel pressured to cut these positions if their projected enrollment is lower. Keep strong arts programs = you will keep students in your buildings. Please make sure principals are familiar with how to request additional MOE and check that programs are not being cut.

- *Raising wages for bus drivers & the various support staff within the WCPSS is a great first step. However, being a teacher on the paystep for 18 years of service I would push for salary increases for all. Raising property taxes is hurting teachers like me who live in the area where they teach. My raises have not caught up with inflation and I am making less now adjusted for inflation than I did years ago. *I work at Hunter Elementary and the school has consistently been pushed down the remodel/rebuild list in the 13 years I've worked there. Hunter flooded most recently 2 weeks ago (April 14th) but has flooded numerous times over the years that I've been here. One time you could literally canoe down the hallway. I respectfully ask that the system stop putting bandaids on a school that is almost 100 years old and actually honor the school with a remodel. This would also be a better use of tax funds. *I see so much wasted taxpayer dollars & yet my school doesn't have the reams of paper, pencils, and other materials to meet the needs of students without depending on parents largesse. Please consider being fiscally responsible instead of just tax & spend.
- I believe that your employees should be compensated at a higher rate across the board, particularly bus drivers and certified teaching staff. I believe they deserve more than your proposal. As you continue to lose employees in those positions listed, the burden falls on the ones who remain. Certified teachers are losing their planning period uncompensated so that they can cover for teachers who are absent or for vacant positions sometimes up to 50 or more times in a school year. Every year new duties and demands are added to teacher's daily job expectations without any increase in compensation or support, and without any decrease in demands in other areas. I know the same holds true for bus drivers. As you lose bus driving staff, current drivers have routes added to their day - more work, more hazards, same pay. You want to have highly qualified and

motivated staff and your schools not only to ensure academic success for students, but also to improve safety. I want my children to have teachers who are happy to be there and eager to teach them, not exhausted and demoralized by the poorly compensated growing demands of a thankless job.

- I am grateful that steps are being taken to improve teacher compensation, but I believe it needs to be more. I came from a different state and took a paycut of about \$42,000. I have 2 masters degrees and my admin building and district licenses. I know that we won't be able to be comparable to other states, but if you don't have a more drastic increase in salary you will see more numbers leave the field. I have been teaching for 19 years and here in N.C, teachers between 15 and I believe 25!!! years of experience see very little increase. I would love to stay and teach for the remainder of my career, but I don't know how it will be financially possible, unless I get another job on the side. TEACHERS should not have to work two or more jobs to live. We have families and children to support and need us there after we help other families' children become successful. I also believe we need to be compensated for the months we are off in the summer to help pay for our bills.
- To help with staffing retention; could all certified staff and support staff receive a Christmas bonus just as we have the last 2 years? To ensure student and staff members are in clean and safe spaces, we need custodial staff for each designated grade level or department. Custodial staff should not have to ration out supplies such as paper towels and cleaning supplies. Having more in-house staff rather than contractors for cleaning helps to build relationships and having a consistent custodial staffer helps build accountability for keeping a clean space. If teachers are not going to be given the proposed 18% increase within the next 2 years, the amount that we have to pay for health insurance should be reduced or completely eliminated for workers once they reach their 5 year anniversary with the state and/or WCPSS. Teachers should be given a stipend or a streamline method to be reimbursed for supplies and educational material.
- North Carolina is one of the lowest teacher salary states. Not only is a raise necessary, but a substantial one to offset the cost of living and to retain professionals leaving teaching in droves. We need to treat teachers with the respect they deserve. Money should also go towards resources that HELP take the unmanageable amount of work teachers continuously get put on their plate. Organizations and businesses that take care of their employees create an environment that people enjoy where they want to come to work each because they are supported. Money needs to go towards changing the system in which behavior is handled, providing adequate training on the psychology and trauma that has caused such dramatic changes in student behavior. Money needs to go

to hiring more behavioral specialists that are qualified to effectively help students, and provide behavior programs in schools.

- Love to see pay increases for teachers. I am a Wake County teacher who currently cannot afford housing in any capacity. All I am asking for is to make enough money to pay my rent. Additionally, our school is not serving IEP students as expected. There is one resource teacher serving grades K-5. Because of this, push in services are defaulting to pull out services, kids are not being seen as often or as long as stated. Decisions are being made by the psychology department who has never even observed the student. Referral meetings are happening based on year old data because there is no room in the schedule to update. Additionally, I would like to see more of the budget used for safety updates in my school specially. The WCPSS practices are outdated. It is very easy to send a representative to updated ALICE training and then have the representative assist in sharing info with their school.
- I am happy to see master pay included. As someone who got their masters before, I have felt it wasn't equitable. I wish there was something to address the cost of living increases we see in the area we teach as teachers. We are waiting to rely on the state leaders to make a change but often this ends in deadlock and we don't actually see money in our checks to help us live and work in this area until December. Every bill I have has increased in the last 5 years and will continue to do so. I appreciate the increase in local supplement but after taxes, it may be a \$20 increase or less. As a science teacher, I know many of my colleagues are leaving and going to work in RTP for more money. This is a real threat for many of our STEM teachers. I just wish the county was taking the increased cost of living into account beyond the small local supplement increase.
- Would like to see more resources allocated to IEP students as well. These students want to do well and they are putting a lot of effort into succeeding, they are in need of one on one tutoring. Great to see a pay increase for teachers, would also make sense if some resources can be allocated to help expedite teaching certification. If there is a substitute teacher doing the job already I think it would make a lot more sense to assist him/her get certified. Another suggestion that may help is creating a certified floating teacher position in each core subject, these teachers will fill in when there is a sudden vacancy, it will help eliminate having multiple teachers fill in, stability is crucial in students progress, having too many teachers throughout school year may have a negative impact on students' progress and could derail their learning.
- Approving the increased budget request will benefit our entire community, providing a safer, more educational experience for the next generation. As it

stands, our schools are severely underfunded which has decreased both the quantity and the quality of teachers. Our experience has been poor in the public school system and for the first time we are considering moving our children to private school because of the many issues, including excessive student to teacher ratios, lack of specialized resources for children who require extra attention due to learning or behavioral challenges which disrupts the classroom dynamics and often creates unsafe situations, unmotivated and unhappy teachers, and the need for parents to fill the role of TAs on a daily basis in the classroom. If we invest in our schools and our children, everyone will benefit.

- Compensation: I am a teacher (34 years old) with 6 years of experience and this is my first year teaching in North Carolina. I fully support the right to work state and plan to give the most honest feedback on this survey. I plan on leaving education (the classroom) within the next two years to better provide for my family. My hopes are if this proposed budget passes the wage compensation makes its way to the educator level. My current school has seen teachers/employees in the double digits level mid-year. I understand education is a business but I have never seen this in my prior years of education. After talking to other educators in the district, I do not see this being an isolated issue with my school. Thank you for letting me be heard Best wishes. Tim
- I support the proposed budget. It is crucial to increase employee compensation in order to keep and recruit quality teachers, especially in the face of an imminent teacher shortage. Teachers are struggling to afford to live in the county that they teach in because of the rising cost of living in Wake County. Post-pandemic mental health has been the fastest rising issue facing our students, so it is also important to ensure there are enough mental health supports in place to support ALL students. The American School Counseling Association recommends a ratio of 250 students to 1 counselor- currently our numbers are closer to 500 to 1, and it is hard to provide adequate equitable support with such large caseloads.
- As a WCPSS occupational therapist, I appreciate that we OTs are being included for 4.5% raises (as I understand it). In reading responses from the Proposed Budget Meeting held on 4/25/23, I want to share that I appreciate the honesty in the responses I have read. However, I find it disheartening and lacking in accountability for WCPSS to continue to lay blame to the state for our lack of alignment with our speech therapy counterparts in terms of payscale. As OTs and PTs, we have shared with the board (at the board meeting on 3/21) that other LEAs have found ways to align OTs and PTs to speech therapy pay scales within their budgets. WCPSS needs to do the same to maintain recruitment and retention.

- I agree that support and certified staff should receive a raise! Especially while we struggle to hire people into teaching! Charter schools also need more money. The charter school I worked at previously sometimes struggled with resources. Part of the behavioral health issues we have had at our title I school have taken a toll on our counselors. We started the year with 3 and now have 1. I am concerned that just giving them a raise will not be enough. Will there be extra behavioral health support staff placed in high needs schools? Perhaps counselors and then a BH floater who functions much like AST/BST, coming into classrooms, providing support and giving social emotional lessons to each classroom?
- Is compensation always the answer? I get it - I do. I enjoy receiving a merit based increase each year, but given that compensation isn't addressing the serious issues around bus/cab transportation (we've had to pull our son with special needs off the cab route), what is the root problem? We're at Bryan Road and I think it's a gem in Wake County. I'd love to see all schools in the system modeled after Bryan Road. Is it teacher pay? I doubt it. It's the leadership over that school and it filters down. What won't fix teacher pay are parents who aren't involved and helping make a difference, but I think BR tries. All-Star Dads is a fantastic program and would love to see that across all our schools.
- The more money we can allocate from taxpayer dollars to the compensation received to teachers, faculty and staff of our public school system, the better off we all will be. Wake County has, and continues to be known as a promising educational system, with the exception that North Carolina provides some of the worst compensation for teachers in the nation. As a growing and continuously diverse community attracting thousands of new residents, we need to place more of our taxpayer dollars to the growing need for well-paid teachers and well funded schools. If the proposal is to increase teacher wages and improve schooling infrastructure, supplies, food and other necessities, then please make it so.
- All of the proposals are good- particularly salary increases and supporting behavioral programs, preschool and special education. Employee retention and recruitment is CRITICAL- particularly within the Special Education sector. I'd be curious to know what the proposed funding allotment for special education services would be- I'm disappointed that a number wasn't mentioned. There is such a significant need for student support and special education referrals are so much higher this school year. It would be nice to see extra compensation for school staff performing extra duties- I continue to worry that the demands made on teachers and IAs are driving them out of the education field.

- I am in favor of this for our hard working teachers and staff. I am in North Raleigh and unfortunately our school is seeing upper families apply to charter and private schools, leaving Wake county schools altogether. The teachers are doing their best, but I feel overwhelmed for them. I would also like there to be some encouragement from higher up helping parents (like myself) see this pay raise not as a reason for teachers/staff to be “doing more” though, especially when it comes to behaviors and honestly in many cases parenting....or parents feeling like they can be less involved. Millennials need to get in the school game! (This all coming from a millennial :))
- I appreciate what you are trying to do to raise compensation, and know the county can only do so much, but we are losing good teachers at rapid rates. I have a master's degree, and my board certification and will be starting my 15th year of teaching. The little upwards mobility I have between now and 30 years if I stay that long is incredibly defeating. There is literally nothing else I can do to be more qualified, and the only ways I increased my salary were to put in my own money towards my masters degree and certification. How can we expect new graduates to have any interest in this very important profession?
- As a lead secretary at a WCPSS school, a mother of a student in WCPSS, and a resident of Wake County, it is imperative that we receive a cost-of-living adjustment in pay. The cost of living in Raleigh is on the rise, and it has become very difficult to maintain a salary of less than \$40,000 per year. I am fully aware that a massive increase is unrealistic in a single school year however, to survive in this area a salary of \$50k minimum would be needed. Additionally, the benefits provided to employees are subpar. As a college educated person, I find it increasingly difficult to stay with WCPSS.
- - Yay to increasing teacher compensation! - Nay to a larger budget to charter schools (fix the public schools my daughters building is crumbling and overall resources to help students extremely lacking). - Yay to money for maintenance. - Absolutely more money for Behavioral health support! I recently learned of a Wellness program for middle and high school students. I want that here for our kids! - Yay to additional special education resources and support resources for teachers. - Preschool support is not a major concern in my opinion and resources should be placed elsewhere.
- It appears to be a good attempt at minimal raises but honestly doesn't come close to covering inflation or keeping up with other states or even neighboring counties. Limited new positions for a lot of areas...I understand some of this is out of your control as the state continues to underfund public education in favor of charter schools and private schools but all entities currently have surplus funds

and are struggling with retention so now would be the time to spend those extra funds and take care of employees that are dedicated to wake Co. This budget doesn't do enough.

- In order to retain qualified and talented teachers it is necessary to prioritize mental health. As a talented and qualified teacher I feel that fair compensation is also necessary. If a teacher is dedicated enough to this field to seek additional relevant education with no promise of compensation it is an advantage more so than an expense to Wake County to compensate such a dedicated teacher despite what the state decides to do. In order to continue to grow in prosperity Wake County must invest in order to set itself apart. The dividends will far exceed the investment.
- We have got to find money to compensate our teachers more. Advocate at the federal level if need be but nothing will improve until we can attract and retain talent and that means giving teachers better pay so teaching is a viable career. This is the single most important issue and we are one of the worst states for teacher pay. It's shameful. Entry level teachers should make at least \$45k and they should have upside of at least mid 6 figures. This is a matter of national security frankly - a poorly educated populace leads to terrible consequences for this country
- I think the budget looks good though it's kind of hard to compare to what the budget usually is and what it is cutting to be honest. The biggest priority for me is teacher compensation. We are losing them left and right and they need to be paid what they're worth. Also, mental health is huge for me too. Post-pandemic kids have been struggling with mental health issues, self control, and it's been hard for the teachers as well. I love the proposed pre k program as well. I hope that soon all kids have access to something like that!
- I don't think there's any more need for you to keep giving out bonuses and pay for people who are not qualified to teach . They are doing a bad job first and need to bring back customer service training, because Wake County's public school system is suffering badly from poor teacher service , customer service, and professionalism. So no I do not support the budget and I don't see where it's going to benefit the children. I hate you saying a lot about the teachers, but what about supporting the children financially also
- I support increases to support staff and teacher pay. I strongly support increased funding for mental health supports in schools, particularly more school psychologists and counselors. This is not only critical for student well-being, but necessary to support our teachers and instructional aides, who increasingly are

expected to deal with behavioral and mental health crises that put a strain on their own mental and emotional health - and prevent them from being effective catalysts of learning in our classrooms.


- This is a great budget proposal. It will be beneficial to Teachers, Staff, and other school workers with the increase of wages. It will also give more incentive to bus drivers to work for wake county schools. I also believe this will help Schools and the students in them to strive and be able to set better goals for the students. The calendar and school schedule will definitely be a plus for wake county schools in the long hall. I look forward to the outcome of this proposal. Great proposal toward great works.
- School Library Media Specialists are drowning in the amount of technology assistance required with student Chromebooks in addition to what was already being performed with site and staff devices. It is something they are not evaluated on, yet it takes hours a day to perform depending on the needs of students and staff everyday. Each school needs the site-based full-time technology facilitator position to be restored. 34 ISTs for 198 schools leaves the majority of schools without someone in that capacity.
- I think non-certified staff deserve more money. Us teachers truly can not educate if our kids can not get to school. Attendance is a continuous issue this year, and the main "excuse" has been bus situations. Certified staff not only need the proposed increase in pay to be closer to inflation but there also needs to be additional funds given to schools solely to be given to teachers that take on additional roles. For example, if a teacher takes the lead of a school base initiative, that should be rewarded.
- The proposal sounds good, but when will people in the Central Office have appropriate raises as well. Or at least once a year have a job fair internally so employees can identify better incomes and positions within the system to make more money. It is a very sad thing that employees can not pay rent and have a sufficient salary to feed their families. We all want to provide the best services to our stakeholders. It becomes a challenge when employees can not take care of their own families.
- The plan highlights one of the top priorities which is to provide better compensation to our educators. They desperately need more pay, which will never be enough for the work they do. One of my only concerns with the budget is it didn't seem to address the safety of our schools. This needs to be a top priority and the funding should definitely be put in positions or equipment that will

help to keep our children's schools safe from intruders or the possibility of criminal acts.

- Please support the budget! We need our classified staff paid at a competitive rate so we can retain quality employees. Nearly every day we have announcements about bus routes that aren't running and students hear "if you can't find another way home, come to the cafeteria for assistance". All of our classified staff are important custodians, TA's, CNS staff, Bus drivers, safety assistants,... We cannot attract and retain quality staff without an adequate compensation package.
- In recognition of needed improvements to address student mental health, I suggest adding a full time position to support/leverage sustainability and environmental literacy across the district. Such a person could encourage and facilitate outdoor learning across WCPSS schools (look at the outdoor learning initiative in Durham — where they recognize this is what our kids need for peak performance AND mental health AND physical health).
- I'm glad to see the increase in salaries for our hard working educators and support staff. It's nice but of course not enough. Mental health services are greatly needed and glad to see this included. We REALLY need universal no cost pre-k, not just for low income or special needs kids. It would have benefitted my child so much when we could not afford it, even as a middle income family. Please consider this in future budgets.
- The increase in teacher salaries is barely going to be felt if at all. The maintenance of the buildings is also really poor. Finding definitely needs to be channeled there as well as the maintenance teams that fix the schools. There's a shortage of labor there too, in addition to bus drivers. They need competitive pay to attract hires.
- It's absolutely outrageous that we spend over \$13,000 per student and can't fully staff schools. You make damn sure you have enough administrators to administrate the administrators, and pay them well - but you can't figure out how to hire and pay quality teachers. Cut administration to fund more teachers with better pay.
- I believe it is essential that teachers have better compensation for their work. It is not easy and it is very exhausting. Also, compared to other professions, it is low for what it means to be a teacher. If the budget includes that and also improvements in the infrastructure and facilities, then fantastic.

- I very much support increased teacher and support staff salaries. As a state employee, I know how undervalued our positions are compared to the private sector. These teachers have a very important role in society - they are educating the future! An investment should be made in our future!
- I feel like Wake county schools students deserve any and all types of resources available for them to obtain a good education, and Wake county schools staff also deserve to be properly compensated for the hard work we all put in to make sure that our students get the education they need.
- Please increase the budget for WCPSS. My kid's school is understaffed. The teachers won't stay because they don't get paid enough. We are losing teachers faster than we can hire them. I am very concerned. We love our school, our teachers, and staff. Please pay them so they will stay.
- I completely support the budget increase and feel that it's necessary to increase compensation for all those who are educators, administrators, and supporters. The education of our next generation is priceless and our teachers and staff should be compensated for this invaluable job.
- I think it's a good incentive 9% for employees and funding for healthcare and keeping employees at Wake County to try to keep up with the competition. I also believe you should be able to bring your work years from state to state. I couldn't bring my 15 years of service from PA.
- I agree that we need to request full funding for counselors and mental health, call it a security issue. I agree that we need to raise the pay for teachers, bus drivers, etc. I understand there is still a building maintenance / repair backlog as well. Request funding!
- Ensuring WCPSS employees are compensated appropriately is critical! We can't afford to lose our current employees and certainly need help attracting new talent. I'm glad to see this as a top priority. Also nice to see special education service expansion as a priority!
- The teachers absolutely deserve better pay. Mental health is something that should be focused on as well. And we NEED to have rhino ware door barriers on all classroom doors to keep all students and teachers safe. Metal detectors on entry way doors for middle and high schools as well. Too many gun related incidents are happening in our county. You need to install RhinoWare barriers ASAP to protect our children if someone's in the school with a deadly weapon.

- Teachers, bus drivers, cafeteria workers, principals - pay them more. A lot more. Educate the young, it is an investment in the future. If you work with kids in the public schools, it seems reasonable that you can afford to buy a 3/4 bedroom house 10/20 minutes from where you work. That's not true in Wake County. I hate thinking that my kids' teachers are sacrificing their own well being and living in poverty because they choose to educate kids.
- I like that you are increasing teacher pay; you should, their pay is embarrassing. I reject the proposed money spent on behavioral health. THAT IS NOT YOUR JOB. A major contributor to behavioral health problems was shutting down schools... that you proposed. Wake County schools have abysmal math and reading scores, invest in math, reading and writing. Why do you think you will excel at improving behavioral health when you can't do your main job well?
- I am in strong favor of allocating funds from the budget to increase employee compensation. As inflation is at an all time high and the cost of living continues to increase in Wake County (ie. property taxes, Duke Energy and Dominion increasing their rates...etc.), it's becoming harder and harder to make ends meet with our current compensation rates. In order to retain talent and recruit new talent, our salaries need to be more competitive.
- Not only is the overall budget allocation too small, it teases teachers and bus-drivers with a below-inflation raise. When is WCPSS going to get serious, pressuring the state's (ineffectual) leaders for more ACTUAL school funding? Also...please stop using the terms "Teacher shortage/retention" and "Bus driver shortage/retention". The public isn't stupid, we know this is just code for: COMPENSATION shortage.
- I think the most important part of the budget is raising pay for teachers and support workers. The schools are struggling with so many empty openings that the ones who are there are crumbling mentally. Give the teachers and staff the means to not have to have a second job as well as the support staff they need to be successful in the classroom. Pay educators and support staff what they deserve!
- I am currently a Special Education Instructional Assistant for a Wake County Elementary school. The increase in the budget will help pay more to our teachers and assistants. We are teaching the future and deserve a pay increase. Many Wake county schools are overcrowded and the new budget would help accommodate the larger class sizes and provide vital upgrades to schools in need.

- Additional compensation for retaining teachers and instructional assistants as well as bringing everyone up to liveable wages taking into account inflation and costs of living. Current salaries are well below this threshold. Additional funding for special education programs in terms of being able to supply teachers with materials and manipulatives for their students.
- Teachers need more competitive salaries. The proposed raise is a start, but they need a 10,000 bump in the salary schedule. SO many teachers have TWO jobs to make ends meet to be able to keep up with their monthly bills to live in Wake County. On top of that, many purchase materials and work over time to be sure our children have what they need. Please consider this.
- We should be doing everything we can to retain and attract teachers over anything else. In part this calls for better compensation. Without teachers, we have no public education. Technology and the repair/upkeep of existing buildings is important as is the building of new schools but without teachers to teach, it's all meaningless. We must act! Enough ignoring it.
- Teacher and bus driver salaries need to be at the very top of the priority list. North Carolina teacher salaries need to be high enough that teachers from other states want to move here. It's imperative that as a society, we value these individuals by paying them what they deserve. If we don't invest in those individuals, they will not stay in their field.
- I feel that there are too many administrators and that these funds could better be used to attract and retain teachers and other positions that more directly impact students. For example my son's middle school has a principal and then an assistant principal for each grade. This seems excessive and I imagine these resources could be used better.
- By increasing the compensation of our teachers and educators, we will attract and retain key employees. Without incentives to stay or to even start teaching, our students will be impacted by constant turnover and inconsistent educators. We have had inflationary COLAs in our area and our teachers' salaries should reflect that.
- Thank you for increasing pay for bus drivers, CNS and other support personnel. Thank you for increasing funding for social workers and school counselors! Can you PLEASE create one District position that manages Green/environmental topics for the school system!! 
- Not raised enough to pay for teachers that are leaving in droves, schools that are falling apart and a legislature that has a surplus. If we don't start investing in

education and teaching we will have doomed our children to the jobs we don't want to do ourselves.

- Please increase teacher salaries. I think this is a really important thing for retention of great talent, which is critical for teaching our children. Teachers are not paid nearly enough for what they do for our kids. They could easily take their talent elsewhere.
- You are losing teachers. Teachers are unmotivated due to the lack of funding, support and duties. They are tired, feel disrespected and underpaid. Please continue to reward , support and give appropriate raises to support teachers and support staff.
- The occupational and physical therapists should be paid the same amount as their speech language and audiology counterparts. There should be enough related services positions to support the growth of schools and the number of students with special needs.
- I strongly support increases to salaries. The lack of qualified staff applying for jobs and our inability to retain amazing staff as a district due to lack of competitive compensation poses the greatest threat to public education of all.
- We need to continue to advocate for pay equity, attracting and keeping a quality workforce depends on paying a fair wage; as indicated by the number of teachers leaving the profession, and those that already left, we aren't doing that.
- Teachers deserve to be paid much more for what they deal with in our schools. Teachers who are well compensated and care will provide a better learning environment for our children. They deserve a large part of this increase.
- Paying our teachers/staff and making public education a more lucrative career is our best chance at finding success in our school system both for them and their families as well as the students with whom they are entrusted.
- Need to ensure teachers are getting more supplements. I'll gladly pay more property tax as long as it goes to teacher supplements. Wake county needs to find an alternate revenue source to funnel to teacher supplement.
- Thank you for prioritizing salaries. PLEASE HIRE MORE SOCIAL WORKERS. One for every 250 students is ideal (same as school counselors). Then actually use them as mental health professionals. They are trained as such.

- Not enough is being done for educators, not enough for social - emotional needs, retention, too much money towards charter schools - no need to build more when you can not keep the current schools employed.
- Our family would like to strongly support the increased compensation for the amazing teachers of WCPSS. Funding should be there to provide for ample raises that help recruit and retain talented teachers.
- Any proposal that compensates school staff and benefits to students is a good thing and I hope it's approved. Staff works hard and students that may need special services and all students will benefit.
- Appreciate efforts to improve teacher compensation, but more is needed. NC is significantly behind other states and retaining/attracting top talent for instruction should be prioritized higher.
- I would like to make enough money to pay my rent and afford my life. A raise would be very nice so that I do not need to stress over things and be able to be fully present at my job.
- You need to pay all non-certified staff a livable wage. They are the heart and soul of the schools and deserve more. EBS IAs deserve combat pay for what all they have to go through.
- Double teacher raises. Teachers educate children, not fancy buildings. Raise my taxes to do it. Drop all payments to charter schools since the vast majority of them are a scam.
- I hope the new budget gets approved! We need more money for the teachers!! This is much needed! I hope the bus drivers get more money too! We need more bus drivers desperately.
- It's a great start. It should be the goal of the county to retain and attract qualified teachers and support staff. Many of the county schools are in dire need of renovations
- I would like the budget to include funding for IAs in elementary schools k-3. It would be a major help to have two adults to support small instruction and core.
- Compensation should be dispensed across all levels of teaching equitably. The top pay scale should be increased to remain competitive with neighboring states.
- If you do not pay your staff, you will not retain good people. Please keep good teachers in the classroom. It is sad what is happening to public education.

- Based on the increase in the student inflow, quality faculty are needed in our schools and with low salaries it's hard to maintain the quality of education
- The budget is far too low and does not increase salaries nearly enough. You cannot attract and retain good teachers without paying higher salaries.
- Teachers need to be paid more to reflect the inflation rates and to reflect the level of responsibility they have with meeting students' needs.
- I appreciate the increase. Without an increase in teacher pay, the teacher shortage will continue to grow and affect our kids even more.
- I support the hiring of IST and additional Prek support roles. I think the base salary for all non certified staff needs to be \$18/hour.
- Investing the resources in staff would be an excellent use of funding, for recruitment and retention purposes. Make the right decision.
- We absolutely need to pay our teachers and school staff more! And we need to spend a LOT more money on public education in general.
- I fully support any budget that offers much-needed increases in classroom teacher compensation for the 2023-24 school year.
- I'm in support of raising teachers salaries. The more we can give to our schools and teachers the better we all benefit.
- I am grateful to see employee compensation as top of mind, as well as federal funds for Covid redirected as needed.
- Is this enough of an increase in teacher compensation? That's the most impactful thing you can do with the budget.
- I want to see Wake County teachers get a larger increase in pay. They are severely underpaid and deserve better.
- Our teachers are underpaid!! We are losing teachers left and right. Please, increase wages for our teachers!
- I would like to see teachers get a much deserved pay increase and for all schools to have more SEL support.
- I totally agree with increasing teacher salaries and providing behavioral/ mental health support staff.

- Looking good! The more we invest in teachers, the higher quality the education our kids will receive.
- Looks good hopefully the additional money will help with classroom supplies and staff pay increase
- Higher compensation to teachers and Instructional assistants especially SPED needs a lot more pay
- We can't spend too much on employee salaries and increased mental/behavioral health services
- We have to increase teacher pay significantly to retain teachers and hire quality teachers.
- More pay for qualified teachers and bus drivers. No money for CRT or anything related!!!!!!
- Approval to Teacher compensation, library and and physical safety of schools is important
- I support the budget, especially paying masters pay level to teachers and social workers.
- The teachers deserve a raise and the kids deserve teachers that get paid enough to stay.
- I am supportive of this plan, especially the increases for teacher and staff salary.
- Agree! Teachers and staff need to have an increase in compensation. They deserve it.
- Yes!! Raise salaries and put more money into public schools!! No vouchers.
- Going to have to do something better with those infilled teacher spots.
- I agree with the needed improvements in schools and staff compensation.
- Teachers and IAs need more compensation for all the hard work we do
- Happy that school staff are getting a raise. It should be more.
- Teacher pay and building maintenance/upkeep should be priorities.
- I support Employee Compensation so good teachers can be retained.
- Agree. Our teachers and bus drivers should be compensated fairly!

- I like the increase in teacher pay and in mental health services
- Schools have to be funded more. Teachers deserve better pay.
- Teacher Pay and Mental Health Resources are my top priorities.
- Please pay your support staff more. That's all. Thank you!
- Pay teachers more. Whatever needs to be done otherwise.
- I fully support higher compensation for all educators.
- More money should be allocated for teacher raises
- Need to add bus driver compensation to that list
- Employee Compensation should be top priority
- Pay teachers more and cut out the excess.
- Teacher compensation should be increased.
- I realize the needs are great but I have been working for WCPSS as an IA for nearly 17 years and just last year I received a much needed pay raise. I feel the raise was not nearly enough considering all IA's do to support the school, teachers and students. I have a child in college working part time making the same wage per hour that I am now receiving. I am only receiving \$19.00 per hour. When I see that you want to put minimum wage at \$17.00 per hour and I am only 2 dollars more per hour and have given WCPSS almost 17 years this is a slap in the face. I do have good benefits but that doesn't pay my bills or put food on my table or a roof over my head. While some are paid 6 figures and some are barely getting by and needing to work 2 jobs I find the pay scale to be way out of alignment. WCPSS IAs need more based on years of service then the mere step increase that is offered. If you want to retain highly qualified staff you need to pay them better.
- With regard to teacher and staff salaries it is beyond comprehensible that since none of them did any work to speak of during the pandemic with virtual learning that anyone can say they are earning their salaries as they stand. I happen to know a "civics" teacher who makes over \$60k per year and teaches 4 classes per day, mostly elective psychology classes which are electives. Her final exam was open notes and if the student had a C or better in the class they were exempt from taking the exam. That's not teaching, that's collecting a pretty hefty paycheck for assigning reading and note taking to the students. I do not support teacher salary increases until the standards of teaching are raised. In addition,

the background checking process of those you hire needs to be more thorough since it has been widely documented that caught and convicted pedophiles have held jobs in more than one school in WCPSS.

- I believe with the cost of living rising in the way it has the past few years that Wake County needs to increase its supplement for employees more than what is being planned. You employees are unable to live in the same towns in which they work because they can no longer afford rent / mortgages in those areas. If you want to keep what good employees you have and attract more to fill empty positions, you need to start with drastically increasing the county's supplement. When the cheapest houses on the market are above the 300,000 dollar price point and most new housing is within the 500,000 dollar price range, there is no doubt an increase in tax revenue which can accommodate the demand for a salary increase across the board for all employees. Families like ours that live in Wake deserve the best that our tax monies can provide.
- I am supportive of putting as much money as possible toward teacher pay. Retention is a huge issue at our school and I believe salary is the baseline issue that can be addressed with the budget.
- A reality of the classroom is that teachers have been forced to be mere administrative employees, in charge of keeping stats and meeting metrics, while assistant teachers are the ones teaching the students. That's why I agree and support increasing salaries for them. In this same category, cafeteria employees and bus drivers should also be supported with a dignifying salary increase.
- The priority needs to be the actual boots-on-the-ground staff and teachers within the schools. No one else. Mental health as well. We need more counselors within our schools.
- I support increasing teachers' salaries but 4.5% is not enough - too many teachers are burning out and leaving the profession in part due to poor compensation. I agree that all school support staff should receive at least \$17/hour. I wish there was less funding for charter schools and more for public schools. Behavioral health and funding needs to be a much bigger priority and must include hiring a higher number of school psychologists and BST staff.

Facilities

- It looks good on paper, except \$17 an hour for non certified seems low. I'm concerned about the conditions of some buildings. One school in particular

doesn't have AC and is falling apart. Bugs are in the school. How would anyone be expected to teach or learn in such a horrible environment? I believe that high schools also need more behavioral and emotional support staff. Elementary schools that have over 400 kids need 2-3 full time counselors. Overcrowding is an issue. At Holly Ridge ES, there is literally no more room. We lost our book room to SRO space. There's no more land for any new trailers unless we lose our playground. Even though we are "capped" (whatever that means), we continue to enroll kids. If schools don't have a self contained EBS/BED, why aren't the kids sent to a nearby school that does instead of placing them in a 3-5 setting?

- Before any money is spent on sport fields, gear.. schools should be looked at and updated. Heritage Elementary trailers are rusting out and will become safety hazards to the kids. Windows were broken for weeks before being fixed. The kids have no recess gear, yet sports teams get new uniforms/gear every year. I'm 100% for giving teachers and support staff competitive raises. The school system should be listening to the parents, the exit of the heritage elementary/middle school is terrible, yet nothing is being done. A new light was added, but the left hand turn doesn't even work. Why bother! Stop putting a majority of county tax payers money into Cary, apex.. look at wake forest, especially the elementary schools.
- Good afternoon! I see that the budget includes maintenance for aging buildings, does this include school playgrounds too? My children go to Yates Mill Elementary School. The K-2 playground has been shut down since March 2022 due to failing underlayment. The 3-5 playground is old, out of code, and the underlayment is starting to fail as well. The rumor is that we will get a hand-me-down k-2 playground from a school that is getting remodeled. Our title one school has a diverse student body that wants to learn, play, and be proud of their school. We have wonderful teachers, our students should have the same access to facilities outside of the classroom as the wealthier schools.
- How about a couple of cans of paint and some general upgrades to Cary HS. I look at all the other shiny, new schools with their turf fields in Cary/ Wake and surely there must be some extra paint, light bulbs for the tax paying parents whose kids go to Cary HS!

Transportation

- I didn't see anything about Transportation in the budget. The school bus situation in this county is clearly an issue that I would imagine most have experienced.

There should be funds dedicated to ensure there are enough bus drivers available to fill in as needed.

- I think that attention for the bus needs should also be addressed. Transportation is crucial and I don't see things getting better. The buses are not reliable or timely and it leaves parents scrambling at the very last minute and this is unacceptable and it is not fair to the students, parents or teachers. I think bus drivers pay needs to increase and there needs to be a backup plan for drivers that cannot report to work. The bus needs to be a priority and thus far I see no evidence that it is? Children cannot learn if they can't get to school, and it is all for the children if not for them no one would be in any position.
- I think the proposed budget should include allocations for transportation for all students, reinstate bus routes or provide express transportation to all students, and include a pay increase to hire & retain bus drivers
- Use some of the money to rearrange the buses, so the students can walk a short distance to a bus stop, and then have a 10 minute ride to the school. Currently the gigantic buses are mostly empty. We live close to the school, yet the bus leaves our place an hour before school starts. Parents should not be driving their children to school. It is absurd.

Security

- It is extremely disappointing to not see anything in the budget about increasing funding for security to have at least two resource officers stationed in every school at all times from elementary to high school. There also does not seem to be a proposal about installing metal detectors or weapon detection systems in any school. Our children's safety has to be the number one priority over pay, bus drivers, "equity", mental health concerns that WCPSS CAUSED by their illogical, unnecessary and harmful school closures and anything else. Very sad state of affairs when the wake county school board is going to just allow something to happen and react to it instead of being proactive and actually protecting our children. We're supposed to be one of the best school systems in the state but we are being outpaced by smaller, more rural counties that actually CARE about the children in their charge. Completely disgraceful.
- I want the priority and emphasis to be on school safety. With a gun violence and school shooting epidemic, this is the most crucial problem our kids and staff are

facing right now. I encourage any and all school safety measures to be funded and implemented swiftly. This includes but is not limited to, school resources officers in every school including the elementary level, RhinoWare door locks for each individual classroom or another comparable lock, bullet proof glass on exterior doors and windows, and an entry system in each school where people are not let in easily (unless they have clearly identified as a parent or staff member, etc). Please prioritize this and keep our children and teachers safe!

- Massive resources are allocated to fire safety in schools, especially in the construction phases. I would like to see more allocated to safety from violence as this is and has been for some time the greatest concern I have when I send my kids to school every day. I see this coming in the form of significantly hardening the school facilities as well as having a full time law enforcement presence in the elementary school.
- I am in agreement with the proposed budget and allocations. My concern is there is no funding or line item identified for increased security and facility upgrades to the schools. Funding of school safety officers, additions of door locks, additional fencing, etc. To me, the safety of the children and our teachers is the most critical element of the budget.
- I briefly looked over the budget, my question is this: are we considering increased security measures for our schools, metal detectors, resource officers, etc? I have one at Middle Creek and one at WLMS. I want them to be safe at school along with all the staff. We don't want to lose any more kids to a gun or weapon of any sort being slipped in a backpack.
- I'd rather spend the budget by trying to get the right tools to prevent kids from bringing weapons to school. That's what worries me the most. And also better payments for teachers and bus drivers. Thx
- Use funding for hiring police officers at every school or add SROs for elementary schools. They deserve to be protected the same way middle and high school is
- Money should be going towards Safety of the students. Like Police Officers, new Locks, video cameras and metal detectors. Thank you.
- I think this visitor system is a waste, you are failing a real opportunity to keep our kids safe with a weapons detection system.
- Please focus on school/building safety. Metal detectors- should be looked into installing at all level schools.

- No, let's spend money for safety for kids and staff- need metal detectors before a tragedy and it's too late!!!
- I would like to see funding implemented for metal detectors in schools to keep our children safe.
- Use funding for hiring police officers for all schools and adding SROs for elementary schools.
- I would like to see a budget allocated for our children's safety in regard to school security.
- More safety features like metal detectors, securable classrooms with private areas etc.
- It should have included metal detectors for schools for the safety of school workers.
- Kindly have some budget for school safety and security against gun violence
- I would love to see more money invested in school safety!
- The WCPSS should take every measure possible to keep our children safe at school; the school budget, which includes 9% more funding than last year, should allocate funding to install weapons detection systems at all Wake County Public Schools. Several NC counties are prioritizing implementing this safety measure - WCPSS should follow their lead.
- There are four listed priority areas in this budget that the Superintendent claims are "critical to the operations of the school system" Where does School and Campus Safety fit into these priorities?? Based on my reading of this budget, there are not nearly enough funds being allocated to this. There is nothing more important than the safety of our children. NOTHING. There is ONE staff member listed in the myriad of org charts in this document who is tasked with safety. One person to be accountable and responsible for the safety and security of all of our schools in this oversized and overgrown school system?????? This person should have a fully paid staff of his/her own with the budget to match. The fact that building safety doesn't have a line item of its own in the operating budget is also concerning. Programs like "Cooperative Innovative High Schools" and "Assistant Principal Intern - MSA Schools" have budgets over \$1 million, while there's not a single line item on school safety. This school system needs to be much more transparent on where it stands today, and where it is going, when it comes to its strategy for school safety.

Equity

- I like that all of the major highlights are being addressed in this budget, staff compensation, facilities management, and addressing expanding special education programming. I work in the ECE field with the NC Pre-K Program and make referrals to the OEL regularly, so seeing money being provided to secure those areas for me as a stakeholder as a parent and a partner is reassuring. The one area that I didn't see any real language used to recognize and address financially or otherwise is the equity gap. There is no ongoing equity training or mention of continuation of an equity council partnering with families and the community. When you have children with profound trauma from the pandemic combined with other life factors being taught by teachers who have different life experiences and struggle to relate to a child before their behaviors, that is a continued recipe for disaster for many children. The amount of children we are seeing in EC and NC Pre-K that are needing preschool services referrals has grown exponentially. Having teachers that are ready and equipped is vital to the students' success as well as the teacher's. Thank you for allowing me to share.
- I found it interesting that you list a proposed budgeted amount for almost everything listed except for the equity section. I do remember seeing that 6 million was budgeted for this a few years back which is entirely too much. I'd love to see subject books as a line item. I know they use them in school but they need to be able to bring them home and there needs to be enough of them to do so. I have children in elementary and high school right now and I can tell you that each one of them does so much better with a book in hand than a computer. I think you'll need to go back to the basics and focus your attention on STEM or STEAM, adding art in there as well.
- We don't need more spending on equity. Get rid of this department and use the monies towards actual mental health therapists in the schools. If you're not willing to get rid of this debt. then at least hire a more balanced staff. We need more spending on school resource officers in EVERY school. Period! THIS IS A MUST!!! The charter schools deserve every penny they're receiving because they are actually teaching their children and preparing them for the real world.
- I don't agree with the budget proposal that supports equity programs . Money spending needs to go to academic and research and math for kids and learning center

- No money should be spent on diversity, equity or inclusion initiatives. Spend the money on math and reading instead.
- Equity programs should not be part of public education, nor receive public funding. A child's academic success is largely dependent on the value their familial culture places on education. School districts should not try to compensate for families that do not value education by hindering the progress of children from families that do. Both nature and human societies are not equitable, so incorporating equity in K-12 education is setting children up for failure when they step into the adult world and find that equity does not exist. Spending taxpayer money on equity programs is a misuse of taxpayer funds and should be eliminated entirely.

Student services/Academics

- Behavioral Health Support: I commend WCPSS intention to look after and support students with mental and behavioral challenges, however I do not believe the current approach is sensible. Currently students with behavior and developmental disabilities are being sent to regular schools. They are being literally put in the hands of teachers and TA's that are not specialized in the area. This generates enormous pressure and stress in personnel that did not study and are not prepared for those tasks. This also generates a high rate of attrition as regular teachers and TA's can't deal with the stress levels. Instead, WCPSS should create 1 or 2 specialized schools for that population. This can ensure that professionals in special education make actual and regular use of their skills. This can ensure that experts, professionals in the field, or simply people with real vocation can help these students more efficiently. Besides, this is fairer in terms of salary. Experts are paid accordingly. Regular teachers currently serving this population are not.
- I'm very thankful to see the request for additional funding to cover the additional school counselor positions that were previously added the last few years using federal funds. As a school counselor, I see daily how the needs of our students, their families and even our school staff are greater than ever before. We are being stretched very thin even with the additional positions that were added in 2020. Prior to the pandemic, access to mental health providers was limited, but now it has become even harder for families to access quality services and providers. While school counselors can not do therapy in schools, we have become the bridge and gap-fillers for students in between their appointments,

while families are trying to secure a provider and in some cases as a face-to-face support as so many mental health providers are now only accessible via telehealth. There is also an increasing need for support for students as they pursue post-secondary options (i.e., assistance with college and career planning, acquisition, etc.) and our number of students with 504 plans (school counselors as the case manager) are ever increasing. I understand there are many priorities and pulls on the district budget, but school counselors cannot be a place we cut. Our ratios are already beyond national recommended ratios and we are asked and required to complete many tasks school counselors in some other places do not even do. It's my understanding temporary funds have been used in the past to try to assist with supportive services, but school counselors available to students and families who are in the building and integrated within the school campus community are where students come who need assistance. Thank you for advocating for this crucial funding.

- There needs to be a large increase in AIG funding to adequately support the number of identified children in Wake Co. AIG has been receiving only a fraction of the funding that is required to meet the needs of ALL AIG learners. Additionally, AIG teachers are forced to serve talent development students along with AIG students, so those children are not even accounted for in the numbers of students that are actually identified in ELA or math. Therefore, increased funding should also be enough to accommodate AIG teachers serving students that are not identified. AIG needs updated resources/curriculum that aligns with NC SCOS. The current resources are very old and minimally align with the NC SCOS.
- This budget proposal is critical to meeting student needs at the moment and in the future. As a high school counselor, our numbers are more than double what the American School Counselor Association aligns with, which poses not only difficulty for employees meeting needs of students, but substantially limits the depth of work we can do with each student. Behavioral health needs are not new and also not decreasing, and prioritizing support in these areas is crucial.
- I did not review all of the details but would like to make sure the food services department is receiving enough to feed all kids that want them hot lunches at school. Repeatedly my daughter tells me her school runs out of 1 or both hot lunch choices before her lunch period and she's in 4th grade and the second to last lunch period, so if they run out for her they're definitely running out for the 5th graders.
- I'm happy to see that some of this money will be spent on behavioral health at the schools. My main concern is how much taxes will go up to support this new

spending. I also would like to know if any of this money will be spent on school security in light of the ongoing mass shootings in the U.S. Being transparent about where all this spending is specifically going will make me support this even more.

- The budget is not equitable. If you are expanding special education, where is the expanded funds for gifted services? There are many, many more students and too few gifted teachers in the schools. The budget also does not adequately fund teacher pay increases and more retention bonuses. The district is losing great teachers daily because of the low pay, long hours, and high stress.
- We need more time allotted to special Ed therapists working with children who have delays, especially in elementary school when the timing is so crucial for laying the foundation these children need to succeed in each year to follow.
- I think more behavioral schools should be open to children that are repeat, behavioral, offenders as they are creating a disruptive environment for students who want to learn. That's a big chunk of money right there.
- Can we start funding STEM teams at the school? There are many sports teams, but having software/robotics/design/engineering teams would give support to so many kids who are not athletic.
- I would suggest money be allocated to return to books. The online teaching tools with no books are not working for so many reasons. Books should be the top funding priority.
- Need to have a line item for sanitary products to be placed as a common item in bathrooms. Girls should not be forced to go to a certain teacher to get a body function item
- I feel we need more funds to support behavioral health in all of our Schools, as well as raise the salary for our teachers to attract more and better teachers in NC!
- I am in support of increased funding for mental health services
- I am concerned about the lack of funding towards the purchase of high quality, published curriculum and accompanying hands-on materials for students. At the elementary level the only subject that has a published and vetted curriculum is ELA. WCPSS should commit a large portion of funding to purchasing curriculum including textbooks and accompanying materials for other subjects. Additionally, more consideration should be given to the amount of funding being put toward students' devices. I believe that the district is not making choices that are in the

best interests of students. Students should not be coming to school to be put on devices and teachers should not be teaching from slides. When it comes to high quality and engaging curriculum and materials, teachers and students deserve more than digital documents and links.

- I recently learned that many of our schools do not have dedicated nursing staff. This seems like a major issue, and while I understand that budget constraints are a real concern, I have a hard time understanding how our students' health and safety can be properly prioritized without medically certified nursing staff.
- My son is in a school in the city of Garner we have been living in this city for about seven months and honestly the school (south Garner high school) has a very poor way of teaching, especially for children who have an IEP since my son is in this school he has had a lot of trouble keeping his grades up my son has an IEP and his rights are not respected. In this school I have communicated and met with many people from the school as assistants to the school director and I have also gone to the special education offices for children and they have not given me the help that the child needs, because I do not understand why, the schools want more money if they don't use it to help special children like mine the school ignores my son's rights I came to this city hoping that my son would go to a better school and that he would have a better quality of education in this school but honestly I think I made a mistake, I had stayed in the city where I lived before it was not very nice it was half as big as this school is, but there they respected the rights of my son and if he was given the necessary education and help to advance as a person, the truth is that I am disappointed in this school and also in the education sector of Wake County. When I ask the lady who works with special children why they can't offer me the help he had at the other school. they say that this school and that they cannot give him more than what he is already receiving at school, which they are probably receiving absolutely nothing, practically what Wake County wants is perhaps to pocket the money and not invest it in really, what the schools really need totally disappointed in the school and the people in charge that the schools work in a professional way and with enough help that the children really need I thought maybe move to a bigger city It was going to be better, but as I said before, I was disappointed because the rights of a special child are not respected here, nor are they really given the help they need.
- I have concerns about the efficiency of the technology spent. Why does the district need licenses from both Microsoft and Google for students? If there was standardization on a single platform would it jot save significant expenses? The role of Technology Senior Administrator for administration of platforms geared toward self-service seems inflated. Based on current market conditions, the

district could fill the role at \$80k and spend time training/empowering additional staff for support. I would like to see additional breakdown of 3rd party personal contracts. I see no information on companies like Participate Learning, which certainly are a significant expenditure for the district. As a strong proponent of the Magner program and language immersion within it, I would like to have better visibility into expenses around supporting those programs, and in particular providing native speakers for the differentiated learning the district has promoted.

- It's kind of ironic that you have these questions in both SPANISH and English, but we have no language teaching at Green Hope Elementary! Even after every study shows that the younger we teach them, the more likely they are to be bilingual.

Translation

- I would just like to mention that the translation department is gravely underfunded in order for Wake County to avoid a discrimination complaint to the Office of Civil Rights. Schools are not able to communicate in the languages that the parents understand.
- I am very concerned about funding for children and families who need interpretation and translation services. It is vital to our community in Wake County for our students to have the complete assistance they need in order to learn. There is a significant refugee and immigrant population who depend and rely on these services. It is vital, as a community, to support everyone. When we support everyone the community grows and becomes even stronger. We cannot ignore issues and pretend they do not exist or the thought if it does not apply to me then I do not need to worry about it. We must provide services to help educate our students. Please consider ensuring that the translation and interpretation are funded well.
- There is a lack of funding for interpreters and translation services. This lack of funding makes it more difficult for non-English speakers to access their children's schools. Please consider making this a priority.

Charter schools

- I do not think taxpayer money should be given for charter schools. This money should definitely stay in the public school system. From what I understand, the teachers in the public school system have degrees in education whereas in charter schools teachers do not have a degree in education but random degrees in math, science, and the arts. As a doctor of nursing practice student now with focus on nursing education, I am learning how important it is for an educator to receive that education about how to instruct and promote learning for students. It is pivotal to the success of students that research based education techniques be utilized in education. I do not think a person that has not had specific education/learning technique training should be receiving taxpayer money when they are not using research based data/information to advance our students' learning. Also, mental health is a major concern for all at this time. In primary care I am seeing frequent suicides in families , which is devastating. Recommend you increase your nursing and provider staff for the school systems to help these children that unfortunately developmentally can only reflect on the now and not the future, such despair in some of these children, so much pressure from social media and the media in general . Also, recommend you increase safety measures in the schools. I pray everyday my child goes to school that there will not be a shooting at the school. The schools need metal detectors and routine safety checks of doors and locks . Thank you for your time.
- I'm all for everything in this budget with the exception of more money going to charter schools. Charter schools are an excuse for many families to segregate their kids away from minorities and children with special needs. I'm tired of public schools suffering because the money they desperately need is going to the segregation of our schools (aka charter schools) to the detriment of our communities of students and teachers. Teachers need more pay, there needs to be more behavioral specialists and counselors, and more resources for special education.
- I support and have no reservations about any of this funding except for the charter school funds. I wish the budget proposal hyperlinked to something that explained what is meant by legislative requirements and what specifically that money goes towards. Charter schools seem like it takes up the most amount of money in this increase.
- Wish the amount to charter schools was less, but that's a state govt issue. Fully support the budget, other than the share that has to go Towards charter school.
- I would like to see some of the funds going to charter schools go to new, expanding and special education learning.

Athletics

- We're disappointed that no funds were used to address the lack of athletic fields for practices and games at Broughton High School. Broughton is the ONLY WCPSS high school without a single practice field that is controlled by the school and must "borrow" sub-standard fields at Fletcher Park that are overused and do not have grass on them due to the number of hours that the field is used during the year. The marching band, football, women's lacrosse (JV/Varsity) women's soccer (JV and Varsity), men's lacrosse (JV and Varsity) and men's soccer (JV and Varsity) must all find practice time either at the school's game field or at Fletcher Park. PLEASE help the more than 450 student athletes who play field sports for Broughton by making improvements at Fletcher Park (in conjunction with the city of Raleigh) a priority. All other schools in Raleigh have their own, dedicated, locked, fenced practice fields that can only be used by permission of the principal of the school.

Public spending

- A 9% year over year increase seems excessive, especially when inflation is hurting families and economic indicators are pointing to worsening recession. The unintended consequence of the increase will be to hurt many of the families that are supposed to benefit from the proposal. It is more prudent to save like the working families must save.
- This is an exorbitant amount of money. I feel like my money is going into a bottomless pit. Every time there's an increase I don't see improvements. Plus all the money tends to go to the western side of the county while the school's on the Eastern side suffer. I recently requested to have my son placed in a magnet school in Cary and it was declined. So much for equity.... Extremely disappointed in this school system and if I had known it was going to be this bad I never would have moved here. Higher taxes are not going to help this situation. I vote no.
- Wake County is a totally mismanaged school system. Rather than layers upon layers upon layers of bureaucracy, lean out the organization chart and pay teachers and front line people more. Thankfully the current superintendent is leaving but the radical far left school board will only hire someone as progressive as they are. Rather than more money for staff promoting DEO, maybe we should

focus on making sure that the vast majority of students are able to read, write and do math at their appropriate grade level.

- The budget should be \$0. Wake County schools are a joke, and the leadership is completely incompetent. The system should be completely defunded and replaced by actual educators who are qualified to teach. You have failed our children. And the fact you are going to waste \$650 million of taxpayer money this year is nothing short of criminal.
- Wake county should not need an almost 10% increase in funds when enrollment is declining in many schools, year round multi track schools are not full to capacity in many cases and WCPSS is not a good steward of funds and accountability in general. I am opposed to the increased level of funding.
- I don't understand why the county has to offer the majority of its budget to the public school system when the state should be funding these schools. Our county could do so much more with that 50 million plus if the state would provide the bulk of the funding for our schools.
- We should be looking holistically at cutting 2-3% of the entire budget every year for the next 10 years. The amount of waste is inexcusable. WCPSS spends about \$13k PER STUDENT yet it costs HALF that to send my child to Thales. Your budget is FAT and WASTEFUL.
- Overall I think the budget as present has reasonable and correct emphasis on our most important priorities. Given the current environment the 9% increase over last year is appropriate without being excessive.
- My opinion is we should be funding schools, however much money they need to support our children , and all staff! We should not have a number on keeping our children safe and furthering their education !!
- I support any budget proposal that supports increases in staff pay and benefits, prioritizes student resources for learning and provides adequate funding for maintenance of buses or school transportation.
- I am in favor of the budget proposal that will increase teacher pay, increase learning, mental health, and college readiness of students, and optimize the learning environment for our students.
- I wholeheartedly agree with this budget increase, especially since it is for the items it is suggesting it will be used for. Employee compensation and mental health services are very important.

- I think we need to dramatically increase the amount of money we spend per pupil. We need to increase teacher pay. It is absurd that a teacher could not afford to live in Wake County.
- The budget should be cut by 20%. A majority of the administration, including the superintendent's office, etc, should be cut. Teacher pay should increase with inflation at 5% per annum.
- Why? Why not more? Cary makes the top of the list for richest places in the US. So much more could go to the school system it is shameful. We can do better!
- I feel confident that the requested budget is reasonable and I would like to remind everyone that educational investment is critical to a healthy community.
- I think the proposed budget increase should be lower than you are requesting. I also think you do not share enough here about the budget breakdown as to how much will get spent on each program. For example, yes, I agree we need budget to provide behavioral health support and ensure our school facilities offer optimal environments for teaching and learning...but you only said you want additional budget/funding for that - my question is exactly how much did you spend last year on each of these programs and exactly how much more are you wanting to spend on each program?! I do not agree that we need to improve employee compensation. Instead, I think the schools need to make efforts and be intentional about improving employee morale (which is the same thing corporations would require - we can't just keep throwing more money at teachers each year and think that is going to make everyone happy!)
- I would like the DEI eliminated. This would open up a large amount of funding to actually assist students' learning. So far, evidence of this agency has shown it only to be used for political and social reform, which is unnecessary and not the purpose of our WCPSS budget. Also, use the funds set aside for what they are assigned to. Federal COVID funding was not used for its purpose. As well, millions of dollars have been set aside for textbooks and yet, there are few textbooks to be found within the county. (Given the curricula chosen in the past decade, make sure that these curricula go through a better screening process before acceptance.) Allocate fewer funds to technology. Focus more on books, quality teacher hires, etc.
- I definitely agree with the plan. Increasing teachers/staff salaries is number one! Behavioral support is also so important. Thank you!
- I am very happy to see teachers and staff salaries as a priority. I'm also glad to see special education services being expanded.

- yes!! that plus the \$3M something the school system is owed from LAST YEAR and \$650M from the 20 YEAR OLD LESANDRO CASE!!!!!!
- I am in full support of the superintendent request for next year's budget, including increasing funding for wake county schools.
- If it's actually used for the purposes intended I'm totally on board. Compensation for teachers and behavioral health is major.
- I think the budget includes well-researched and necessary increases that support students, staff, and learning outcomes.
- No. There's a recession, huge inflation, lots of people without jobs, who is going to pay for all this? Not now.
- Poorly done. No accountability for major learning loss. Not enough transparency. Comes off sneaky and vague.
- I agree with the budget's focus. Wake County has the wealth to fund this necessary budget supplement.
- This state needs to have a school tax like northern states. NC schools are way underfunded.
- I'm so glad we are investing in the kids, the staff, and the infrastructure. Keep it up!
- No vouchers! This takes away from public schools, which are already stretched thin.
- Hope the school gets the needed budget especially everything needed for teachers
- I'm in favor of the proposed budget, and expect teacher raises to be a focus.
- I agree with the proposed budget and the greater cause it's going to serve.
- The proposal seems very good to me if the Wake school district needs it
- Could we please make the increase smaller and spread it over 5 years?
- Love seeing resources go to our schools! Sounds like a great plan!
- As long it doesn't go to private or charter schools I'm good.
- I think this proposed budget would greatly help wcpss.

- It's good but it's never enough. Make WFMS a magnet.
- I agree with the requested increase to the budget.
- I fully support all of the proposed initiatives.
- I am in favor of the spending listed for Employee Compensation, Legislative Requirements, Maintenance and operation standards, Behavioral health support, and special education programs. I am not in favor of the spending listed in Instruction support technicians and Achieving excellence and equity. The Chromebooks and iPads gained during the pandemic are largely no longer required since students are now back to in-person education. Younger students, especially, do not need a personally-issued Chromebook. These devices should be sold or otherwise offloaded to reduce the financial burden on the district. Likewise, once the number of devices are reduced, there will not be a need to hire more IST positions. Taking the solution used to overcome the difficulties of remote learning during the extreme circumstances of the pandemic and then incorporating that solution into the every-day post-pandemic operating procedure does not make sense from an operational point of view and exhibits poor stewardship of taxpayer funds.
- Very pleased with all of these proposals & feel they're going to the areas in need. We need to take care of our students & our teachers, all about the pay raise, love my Durant elementary teachers!!
- I support the budget & priorities proposed by the superintendent
- A 9% increase in the budget seems higher than inflation this past year. I agree that teacher salaries and bus driver pay need to be higher. But I also think in light of this large increase, other measures should be taken to reduce the ask. Can you consider making all elementary and middle schools year round to maximize the use of school resources?
- I'm glad to see the request being made. The money may not be there but you have to request it. Show legislatures that it's needed. I wish every county did this!
- As a father of four children who attend Wake county public schools, I fully support increasing the budget for schools - this increase, if anything, is not large enough. I would also support reasonable tax increases to fund increases in school quality and teacher pay, if necessary to ensure a robust public school budget.
- As a parent of a child in WCPSS and a teacher in WCPSS, I believe the board should fully fund the proposed budget. The proposed budget includes continued and significant investments to improve employee compensation, provide

behavioral health support and ensure our school facilities offer optimal environments for teaching and learning. We moved to Wake because of the schools. I hope that Wake continues to invest in the schools, the students and the teachers so that it is an ideal place to learn and work.

- I support this budget, I also support making sure that all funds are being used responsibly. We have struggled in Wakefield hiring math and science teachers because of low pay. We have buildings in need of maintenance. We have children in need of mental health services. We have to rehire our principal for the second time in two years which causes issues for teachers and children. We moved to Wake County two years ago from PA, which has a very different funding model. We have been happy with Wakefield except for the issues I mentioned above. Thank you.
- I agree with the super intendants request for additional funding to better compensate teachers, improve school counseling and mental health services. I am a parent of a high school junior and had two other children pass through the Wake County public education school system. We have got to put more money behind our public schools.
- I think it is great to invest in education. Some schools are running low in funds that there is not even enough copy paper to print out stuff for the students.
- I think this is a great step in the right direction. Teacher and staff salaries are so important right now because our children deserve the best and our best teachers are leaving left and right. Please consider even greater amounts of the budget for teacher / bus driver / admin / custodial staff salaries. I also appreciate the additional support for building repairs, mental health and special education. This is critical and sorely needed.
- I fully support your budget proposal. I agree with you that we need to take care of the teachers, staff and faculty members, as well as student mental well being and invest in the technology and facility maintenance to provide good and healthy environments for both teachers and students to learn and thrive in the community and society. Kind regards.
- It all looks great, particularly more support for mental health. I would like to see WCPSS support a position that leverages sustainability and environmental literacy across the district- this would support equitable access to associated benefits of sustainable features and outdoor learning. Outdoor learning and access is supportive of mental health and academic achievement per recent research. It fits well into the rest of the funded strategies for student wellness and success.

- The budget amount seems appropriate. I would like the budget to shift from giving the majority to testing to reallocating the majority of that money to school building improvement and teacher and support staff funding. The amount the district spends on testing is out of control and would be better used toward providing teachers with higher pay so the students have better teachers rather than more testing. The state testing and federal testing is redundant and a waste of valuable resources, especially when buildings are falling apart and unsafe. Please stop spending the majority of the budget on testing!
- Far too much is being spent on unneeded administrators and incompetent counselors. Get the political agendas out of the spending and focus on EDUCATION!
- I am in favor of raising educator pay, increasing mental health services and improved facilities so I am in favor of the budget.
- It seems ambitious and expensive, and almost like too many things are included as being done at one time. There are certainly things of importance such as employee compensation, mental health resources, and special education that are discussed-I think it would be important to rank these and determine how best to accomplish the most with whatever funds are received.

Miscellaneous

- I love how the county is trying to make public school a better experience for everyone. Thank you for the work you do.
- Get the compensation corrected and stop deferring maintenance. Approve the budget and do what's right for our children's education.
- I would really appreciate an actual budget and not text. Where is the pdf version or something we can actually view?
- Like the focus on salary increases and mental health/ special ed resources. Missing suggestions for ongoing school transport challenges.
- The budget should be modified to promote school choice. Please create and find a school voucher program that could be used for alternative school choices, such as private school and homeschool.
- 1) Really annoyed about charter schools continuing to siphon funding away from public schools but I understand this is a legislative thing. 2) A mental health professional, your behavioral support plan says NOTHING. It needs way more

specifics and also needs to ensure that NO funding will go towards ABA therapists. Overall, this proposal just isn't specific enough to be well informed on what you're wanting to put money towards.

- Redistrict students so it makes financial sense and enables community building. Students need to attend base schools in their geographic area/neighborhoods so they can develop a sense of community (attend school events, engage in sports, etc) and money isn't spent on unnecessary busing. Attending schools outside of your geographic area is also a hardship on parents and families when bus routes are canceled at the last minute. For the underperforming schools, instead of shuffling around the students, offer incentives to teachers to teach at those schools. Schools need to hire certified clinical staff in addition to contracting with outside mental health agencies. The school "counselors" hired need to be licensed professionals that can diagnose and treat mental health issues. Nurses should also be in every school building, every day. Spend less money on AP classes and offer hands-on skilled learning and CTE programs. Build community partnerships with the surrounding corporations/businesses to foster opportunities for our students. Spend money on improving and repairing existing schools. For such a prosperous area, our schools do not meet the basic standards and we are losing families to more attractive Charter and Private schools. In reading the proposed budget, I am extremely disappointed that there was no mention of addressing school safety. SRO's in all buildings, metal detectors, metal wands at events are all precautions we should be taking into consideration. Unless that portion of the budget is factored into the Maintenance and Operation Standards?
- Increase in salaries is good. I disagree with the increase to charter schools seeing as how some seem to operate outside the bounds they should. It is disappointing that instead of focusing on our public schools, the county still pushes charter schools as the primary option. It is not clear if any of the funds will go to supplying classrooms with proper books and supplies. Will there be funding for proper translators for students who need it or will it continue to be put on the kids, based on little more than their last name, to provide that translation support? Will there be a push to hire in school counselors that seem to understand their roles and responsibilities and don't just inhabit a position and draw a paycheck? The budget has pretty words but it seems to lack any true meat to address actual issues. I also noticed that it doesn't highlight anything around school security processes even though it's been in the media that Wake County is actually doing things around that but not providing details to parents as to what they are doing. In short, it is an increase that doesn't seem like it is actually going to address much that it should outside of salaries and I think that it probably doesn't even do enough on the salary front either. I guess we'll find out

when another year comes through and kids are left with a rotation of substitutes versus a permanent teacher.

- I think the budget allows for a lot of good to happen in our district. We still have a school safety issue that doesn't seem to be addressed separately, but my hope is that it will be included with building improvements. In regards to the increase in teacher and staff salary, I hope that we can also start to look into some of the programs we are investing in for elementary students. There are so many computer programs being used to give data points to administration. Yes, it can be helpful, but what I have seen is that teachers are not really given the opportunity to really teach, if the computer program is telling the admin (or higher up decision makers) how that class is doing. I truly believe that this learning loss that we hear so much about would be much less, if we relied on the expertise of the teachers more than computer programs so the decision makers can be comforted by a quantified data point.
- Our family supports several parts of the proposal and are judicious use of taxpayer dollars. However there are a few concerns and do not know who and how to address these concerns; 1. The teacher pay needs to increase for our kids and teachers to have great outcomes 2. Contribution to charter schools is a rip off. We would like more transparency on how these dollars are spent and contributions of the charter schools to the community. These are taxpayer dollars paid for privileged few. 3. We would also like Wcpss schools to get more serious about college readiness, college counseling support, and more transparency on college outcomes. Wcpss students are not doing well compared to peers in the state and country. 4. Long term planning needs to improve to address overcrowding in schools and homes built without supporting school resources. Refer schools being capped within a year of starting.
- I trust the people in charge and in office. I feel the need for what is on the table. Thank you for doing the good of the people. Educators=Angels
- In addition to the well known issues consider: Exposure field trips for highschool students
- The additional funds for behavioral health services due to the unconstitutional mandates put in place, regardless of the presentations at school board meetings by furious parents, would be unnecessary if WCPSS had listened to the families and given everyone a choice as to whether or not they chose to comply. It's since been proven that virtual learning and mask wearing was an epic failure and neither were effective in preventing any additional health issues with our children. And now you have a mental health crisis that you want the taxpayers to provide

the solution to with our hard earned dollars? We are all suffering financially due to the huge hoax of the chyna virus and you should be ashamed to be asking for additional funding for anything.

- I do not think that any taxpayer dollars need to go into any training or instruction of critical race theory.
- There should be more for direct assistance to families before you shift all the Covid money into general funds. We got a SNAP benefit of \$380 due to the Covid relief for our son. We have three children and the money was so helpful. Also, some schools need general maintenance and upkeep but Cary is getting 100 million. How about West Millbrook and other schools in less wealthy areas? Why 100 million for Cary? I'd like to know. Also, how about safety measures in schools. Schools w 3k students (Leesville) are so overcrowded people can just walk in and out. How is that safe?? Get security cards and wands. Police the bathrooms. Commit to keeping all children safe. Please spend money on common sense safety measures.
- More pay and benefits for substitute teachers and a more safe environment for students and staff.
- Technology and IST's. Technology is great and inevitable. However, if there is something the pandemic helped demonstrate was that technology-focused instruction is not ideal. Not only were students left with a learning gap, but their physical health (eyesight) as well as mental health took a toll. Please, consider going back to basics. If WCPSS is indeed striving for excellence, get some of the budget each year to send staff to learn how the best countries in the world do it. Send people to Finland for example. Point high, send teachers away, have them learn from the best in the world, bring them back to teach *and apply* what they learned. Stop focusing on creating a workforce for corporations (focus on EL and Math) and begin teaching for creating critical thinkers, people who love the humanities, people who love other people. Teach practical skills such as how to keep personal finances healthy, how to graph and plot data without using computers, how to grow crops, how to keep a home-garden, and how to play musical instruments.
- I would like to see a budget for Staff Wellness. Something as simple as having equality across buildings for a nice teacher lounge. A place to relax, reflect, regroup, and return to the classroom. Honestly, a massage chair, nice lighting, and appliances that work is a start!

