



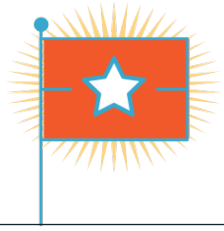
IGNITING LIMITLESS POTENTIAL

2024-2025 Compensation Schedules



DURHAM
PUBLIC SCHOOLS

**Board of Education Monthly Meeting
September 12, 2024**



AGENDA



Classified Compensation



Teacher Compensation



School-Based Administrator Compensation

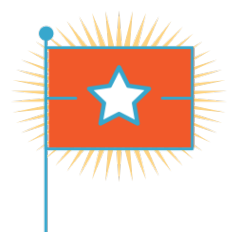


Timeline and Next Steps



CLASSIFIED COMPENSATION





Classified Compensation: Key Points

- Compensation schedules are based on the recommendations provided by Comptroller Kerry Crutchfield for 2024-2025.
- As described at the May 2024 BOE meeting, the recommendations include:

2023-2024 Classified Employees	2024-2025 Compensation
Employees whose Board approved 11% salary increase in March 2024 is <u>greater than or equal to</u> proposed reclassified salary will receive...	the 3% state legislated increase to their end-of-year compensation.
Employees whose Board approved 11% salary increase in March 2024 is <u>less than</u> proposed reclassified salary will receive...	the remainder of the eligible March reclassification increase to their end-of year-compensation AND the 3% state legislated increase.

A Closer Look

March 2024 increase (11%) greater than or equal to reclassification

March 2024 increase (11%) less than reclassification

EXAMPLE 1

Name	Title	2023-2024 Final (11%)	2024-2025	2024-2025 +3%
Aubrey	Custodian	\$3,092.68	\$3,092.68	\$3,185.46

Name	Title	2023-2024 Final (11%)	2024-2025	2024-2025 +3%
Brayden	Lead Custodian	\$3,022.75	\$3,181.48	\$3,276.92

EXAMPLE 2

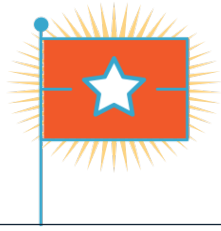
Name	Title	2023-2024 Final (11%)	2024-2025	2024-2025 +3%
Carter	Data Mgr – MS	\$3,840.71	\$3,840.71	\$3,955.93

Name	Title	2023-2024 Final (11%)	2024-2025	2024-2025 +3%
Dylan	Data Mgr - HS	\$3,840.71	\$3,889.49	\$4,006.17

EXAMPLE 3

Name	Title	2023-2024 Final (11%)	2024-2025	2024-2025 +3%
Erin	Instructional Asst	\$3,046.51	\$3,046.51	\$3,137.91

Name	Title	2023-2024 Final (11%)	2024-2025	2024-2025 +3%
Frankie	Instructional Asst-EC	\$3,046.51	\$3,153.73	\$3,248.34



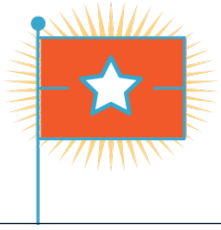
Classified Compensation: Key Points

- DPS salary grades will be aligned to the state naming protocol (i.e. NC01-NC19). The prior salary grades (i.e. 50-78) will be retired.
- Salary steps are set based on the verified years of service at onboarding.
- Future annual salary adjustments will be made based on BOE adoption of yearly compensation schedules.
- The new compensation schedules will have 30 steps. Future discussion may be necessary to address steps beyond 25 per NCDPI alignment.
- Additionally, if appropriations are adequate to cover the cost (using the six-month rule used by the state for granting experience steps to teachers), the comptroller recommends adding an experience increment of 1%.



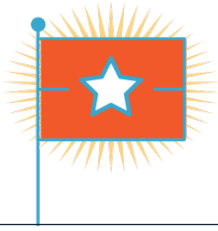
TEACHER COMPENSATION





Teacher Compensation: Key Points

- The state approved compensation schedules for 2024-2025 include an average 3% increase for teachers and instructional support.
- The base teacher salary scale (Bachelors) advances from a beginning annual salary of \$45,450 to \$46,250 (10 months).
- The recommended schedules include an \$800 annual increase (\$80 per month) to the local teacher supplement (projected \$3.1 million cost).
- A step will be advanced for qualifying instructional staff pursuant to state policy.

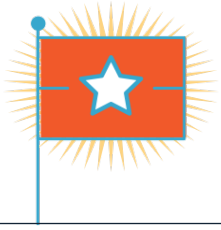


Teacher Compensation: Differentials

- During the spring budget proposal development, the Board approved the following additions:

Type of Differential *	Projected Cost
10% pay differential Relevant Masters degree for <u>classroom-based teachers</u>	\$1.2 million
\$200 per month <u>Regular EC (i.e. resource) and ESL teachers</u>	\$1.5 million
\$350 per month total (<i>\$200 plus an additional \$150 for the EC teacher differential</i>) <u>EC specialized program teachers (i.e. “self-contained”)</u>	\$200,000
\$200 per month EC classified differential for <u>Sign Language, Deaf/Hard of Hearing, Visually Impaired and Spoken Language staff</u>	\$90,000
TOTAL	\$2.99 million

** The qualifiers for the differentials outlined above are based on prior BOE action and discussion and were used to determine projected costs.*



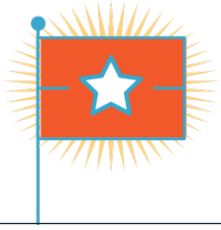
Other Instructional Support: Key Points

Per NCDPI salary guidelines:

- Speech-language pathologists and audiologists who are not certified at the Masters level in their field are to be paid on the teacher salary schedule according to their highest level of certification.
- The schedules for school psychologists, including Masters level speech-language pathologists and Masters level audiologists will include the following:
 - > The first step of the salary schedule shall be equivalent to the sixth step of the "A" (Bachelors) salary schedule.
 - > The scale includes a supplement of 10% of the monthly salary.
 - > The scale includes an additional \$350.



SCHOOL-BASED ADMINISTRATOR COMPENSATION



School-Based Administrator Compensation: Key Points

- The state approved compensation schedules for 2024-2025 include an average 3% increase.
- The current local supplement amounts will be maintained.
- A step will be advanced for qualifying school-based administrators pursuant to state policy.



TIMELINE AND NEXT STEPS





Timeline

Employees review salary information and address concerns with HR

September payroll(s) – Adjust to approved pay schedules and retroactive pay

October – Reconciliation completed



Next Steps

- Employee SPARKmail and text message regarding state and local action regarding compensation.
- Ongoing development and approval of Policy 7502 – Salary Administration.
- Updated Salary Projection Tool after approval of compensation schedules.
- Template to submit compensation concerns after review.
- Convening of Classified Compensation Review Committee and communication of the review process to staff.
- Extra duty rates are being evaluated to return to pre-Covid levels.
- Hold harmless and other differentials require approval to be maintained.



QUESTIONS

