

Cumberland County Schools

Legislative Priorities

1. K-3 ADM Adjustment



2. Administrator Salary



3. Teacher Salary



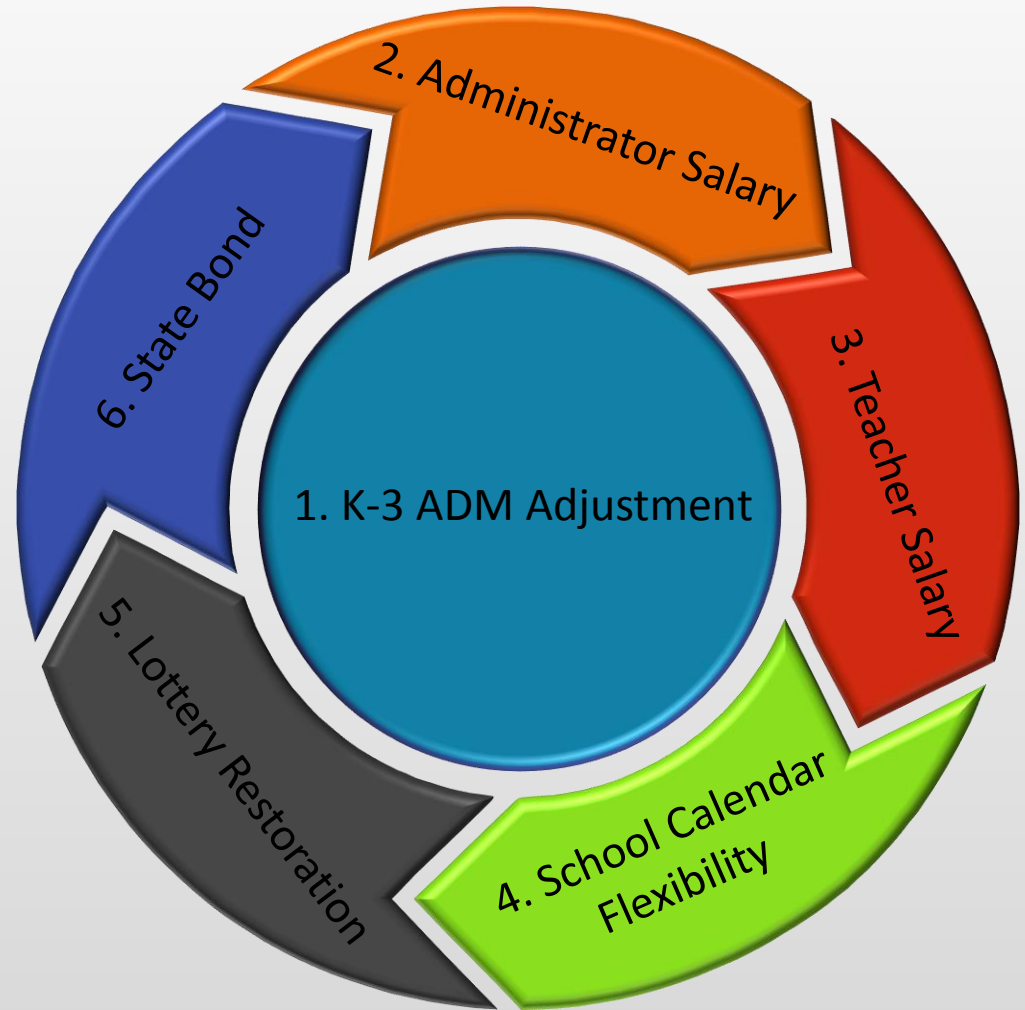
4. School Calendar



5. Lottery Restoration



6. State Bond



1. K-3 ADM Adjustment

K-3 ADM

- Current class size requirements allow districts to have individual class sizes as large as 24 students as long the average class size across a district is no more than 21 students.
- The 2016-2017 state budget changed the class size requirements beginning in 2017-2018 to: Kindergarten 1:18; 1st grade 1:16; and 2nd and 3rd grade 1:17.
- The budget removed local districts' flexibility around allocating staff for these grades, with no more students allowed in each grade, regardless of local conditions.



K-3 ADM Adjustment

K-3 ADM

2016-2017 Class Sizes

	Funded Allotment		Max Average Class Size for LEA		Max Individual Class Size
Kindergarten	1:18	← +3 →	1:21	← +3 →	1:24
Grade 1	1:16	← +5 →	1:21	← +3 →	1:24
Grades 2-3	1:17	← +4 →	1:21	← +3 →	1:24

2017-218 Class Sizes

	Funded Allotment		Max Average Class Size for LEA		Max Individual Class Size
Kindergarten	1:18	← 0 →	1:18	← +3 →	1:21
Grade 1	1:16	← 0 →	1:16	← +3 →	1:19
Grades 2-3	1:17	← 0 →	1:17	← +3 →	1:20



K-3 ADM Adjustment

K-3 ADM

- The flexibility provided in the current class size requirements allows districts to use some allotted positions for non-core or specialty teachers at the elementary level (i.e., art, music, PE).
- To comply with the class size requirements effective 2017-2018 it is projected that Cumberland County Schools would need to hire **140** additional teachers in grades K-3.
- Since no additional funding is forecasted CCS would have to consider adjusting the number of specialty positions (art, music, PE) allocated at the elementary which is currently **130**.



K-3 ADM Adjustment

K-3 ADM

- Classroom huts would need to be leased or purchased to accommodate an influx of 140 additional teachers at the elementary level.
- A statewide teacher shortage at the elementary level would make it impossible to find 140 additional elementary teachers.
- As a district we would have to limit our non-core offerings at the elementary level.



2. Administrator Salary

Administrator Salary

- A recent study conducted by U.S. Department of Labor Bureau of Labor Statistics shows that out of the 55 US states and territories, North Carolina ranks 50th in principal and assistant principal pay.
- The current salary schedule for administrators is restrictive. For example, a principal who oversees between 44 and 54 teachers the first level of pay is \$4,918 a month or \$59,016 a year plus a local supplement. But that base level is given to all principals who fall within a range of experience from zero to 19 years. It's not until the 20th year that the pay given by the state bumps up to \$4,983 or \$59,796 annually.



Administrator Salary

Administrator Salary

- The problem has been exacerbated by pay freezes which began in 2009 in the wake of the economic recession and continued through 2013, with the exception of a one-time salary increase of 1.2 percent in 2012. An increase of 1.5 percent was approved in the 2015-16 budget.
- To complicate matters, teacher raises have considerably outpaced administrator raises. Which has resulted in a system where some administrators would make more if paid on the teacher pay scale.



Administrator Salary

Administrator Salary

- The budget bill section 9.3 changed the General Statute that allows school based administrators to be paid, on a monthly basis, at least as much as he or she would earn as a teacher employed by that local school administrative unit.
- In CCS, 29% of our Principals are paid on the teacher salary scale and 82% of our Assistant Principals are paid on the teacher salary scale.



3. Teacher Salary

Teacher Salary

- Increase the pay of all teachers before addressing pay for performance measures and adjust teacher salaries in order to compete within our region and exceed the national average.
- According to the Public School Forum of North Carolina, the latest estimates from the National Education Association show that North Carolina ranks 41st out of 50 states in average teacher pay.
- In CCS, the average teacher salary is \$43,904.00.
- Allow pay incentives for hard-to-staff subject areas (Math, Science, EC) and in high-needs schools.



Teacher Salary

Teacher Salary

- Layer merit-based pay on top of a well-performing salary schedule to further incentivize outstanding performance in the classroom.
- Provide supplements for master's degree and doctoral degree earned after July 1, 2014 on an ongoing basis.
- Re-establish a state-funded scholarship program to attract high-performing high school students into teacher preparation programs at colleges and universities across the state.



4. School Calendar Flexibility

School Calendar

School Calendars

LEGISLATION SUMMARY FOR LEAS

EFFECTIVE JULY 1, 2013

2012 Senate Bill 187 (Session Law 2012-145), applies beginning with the 2013-2014 school year, rewrites a portion of the calendar law (General Statute 115C-84.2). Legislation: Session Law 2012-145, Senate Bill 187, Section 7A.11.

School Calendars must meet the following requirements:

1. Start date no earlier than the Monday closest to August 26 and end date no later than the Friday closest to June 11 (2017 – 2018: Monday, August 28, 2017 and Friday, June 8, 2018, 2018-2019: Monday, August 27, 2018 and Friday, June 7, 2019).
2. There are no educational purpose waivers for exemption of the opening and/or closing dates.
3. All schools within the district must be closed all day for purposes of determining eligibility for a weather related waiver (delayed starts or early dismissals of two or more hours no longer apply).
4. Covers at least nine calendar months.
5. Must have a minimum of 185 days **OR** 1,025 hours of instruction.
6. Must have at least ten (10) teacher workdays. Note: In years when Christmas is on Tuesday, Wednesday or Thursday, nine (9) days shall be designated as teacher workdays. (*2017 – 2018 – Christmas falls on a Monday. 2018 – 2019 – Christmas falls on a Tuesday.)
7. Local Boards shall designate two (2) workdays on which teachers may take accumulated vacation leave. Local Boards may designate the remaining workdays as days teachers may take accumulated vacation leave.
8. Have a minimum of ten (10) annual vacation leave days.
9. Have the same or an equivalent number of legal holidays occurring within the school calendar as those designated by the State Personnel Commission for State employees.
10. School shall not be held on Sunday.
11. Veterans Day shall be a holiday for all public school personnel and for all students enrolled in the public schools.
12. Teachers must have 215 paid days including holidays and annual leave days.
13. Traditional calendar must allow 42 consecutive days where teacher attendance is not required (between 2017 – 2018 and 2018 – 2019 calendars).
14. Local Boards may opt to schedule system-wide required workdays for professional development.

2017 – 2018 Traditional School Calendar

August 2017						
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 First and Last Day for Students

2017 – 2018 Traditional School Calendar

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	First and Last Day for Students
	Teacher Holidays

2017 – 2018 Traditional School Calendar

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	First and Last Day for Students
	Teacher Holidays
	Required Annual Leave

2017 – 2018 Traditional School Calendar

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	First and Last Day for Students
	Teacher Holidays
	Required Annual Leave
	System-Wide Required Workdays

2017 – 2018 Traditional School Calendar

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	First and Last Day for Students
	Teacher Holidays
	Required Annual Leave
	System-Wide Required Workdays
	Teacher Workdays

2017 – 2018 Traditional School Calendar

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	First and Last Day for Students
	Teacher Holidays
	Required Annual Leave
	System-Wide Required Workdays
	Teacher Workdays
	Additional Required Teacher Workdays

School Calendar Flexibility

School Calendar

- Local control of developing a school calendar to meet the needs of schools and students is controlled by the State.
- Lack of flexibility doesn't allow common sense decisions by LEA.
 - *Teachers' workdays for professional development and planning have to be clustered before school starts and after school year ends.*
 - *Legislation requires 185 instructional days or 1025 hours of instruction but the mandated beginning and ending dates will not allow 185 days. Therefore, LEAs are required to consider longer school days for students resulting in less planning and collaboration time for teachers.*
 - *High school students who take advantage of college credit through FTCC's College Connection program are taking 1st semester exams while starting new classes.*
 - *The Advanced Placement and International Baccalaureate programs require testing in May creating loss of instruction for students during the second semester.*



5. Lottery Restoration

Lottery Restoration

Capital Outlay Revenue

(SCHOOL BOARD FUNDED)

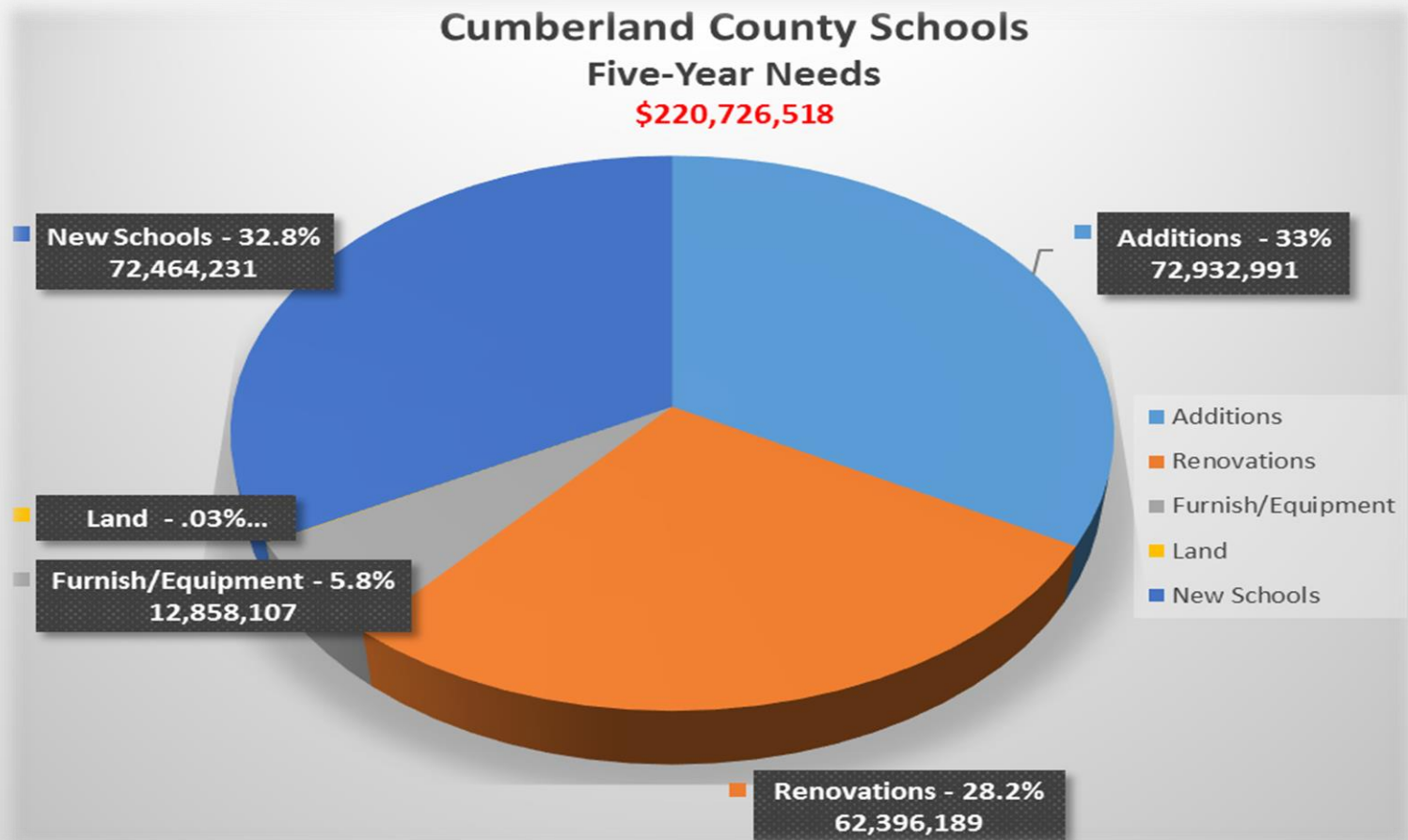
Year	Public School Building Fund		Sales Tax	Total	Debt	Available Funds
	Tax Revenue	Lottery				
2006	4,015,000	4,789,000	9,132,000	17,936,000	4,000,000	13,936,000
2007	1,596,000	5,920,000	11,800,000	19,316,000	3,884,000	15,432,000
2008	1,778,000	5,016,000	10,000,000	16,794,000	3,721,000	13,073,000
2009	0	8,707,000	9,500,000	18,207,000	6,100,000	12,107,000
2010	0	4,271,000	7,414,000	11,685,000	7,800,000	3,885,000
2011	0	3,277,520	7,400,000	10,677,520	8,741,000	1,936,520
2012	0	3,600,000	7,900,000	11,500,000	8,340,000	3,160,000
2013	0	3,600,000	8,500,000	12,100,000	7,412,000	4,688,000
2014	0	3,800,000	9,800,000	13,600,000	5,618,000	7,982,000
2015	0	3,400,000	9,300,000	12,700,000	6,400,000	6,300,000
2016	0	3,300,000	9,600,000	12,900,000	6,300,000	6,600,000
2017	0	3,300,000	9,600,000	12,900,000	6,200,000	6,700,000
2018	0	3,300,000	9,900,000	13,200,000	6,500,000	6,700,000



6. State Bond

State Bond

- ❖ Cumberland County Schools 2015 Survey listed \$220,726,518 of Needs over the next 5 years



6 . State Bond

State Bond

- ❖ Last State Bond -1996 \$1.8 Billion.
- ❖ The 2015 State-wide School Facility Needs Survey identified \$8.1 Billion of school needs over the next 5 years.

