



**Wake County  
Board of Education**  
*HUMAN RESOURCES*

**BACKUP MATERIALS**

**Subject**

\$13 PER HOUR MINIMUM RATE OF PAY

**Department, Board/Staff Liaison(s), and any Presenters from  
Outside the District**

David Neter, Chief Business Officer  
Anthony Muttillo, Asst. Superintendent, Human Resources

**Main Points**

No State Budget has been established for the 2021-22 fiscal year at this time. Both the House and Senate proposals included increases to \$13 per hour as the minimum rate paid to staff for the 2021-22 year. The Board's Approved 2021-22 Budget includes \$10 million of funding to be applied against the Non-Certified Support Staff Compensation Schedules. Staff recommends utilizing a portion of that the \$10 million included within the Board's Approved Budget to be used to bring the Non-Certified Support Staff Schedules into alignment with the \$13 per hour minimum. This new \$13 per hour minimum will not address step compression. The change is recommended to be effective July 1, 2021, with retroactive pay made to this date for those eligible, and to be implemented on the December 2021 payroll. If the final State Budget provides funding for an increase in the minimum hourly rate to be paid, staff will bring forth recommendations at that time on how to apply any realized Local savings against the Non-Certified Support Staff Compensation Schedules.

**Fiscal Implications**

Outlined in Main Points above.

**Savings**

N/A.

**Recommendation for Action / Next Steps**

Presented for information. Board Approval to be requested at Board's November 2, 2021 Meeting.