
Fiscal Year 2026 Superintendent's Recommended Budget

Mrs. Rhonda Rath, Chief Finance Officer
Dr. Danielle Jones, Superintendent

March 24, 2025



FY 2026 Budget Key Dates

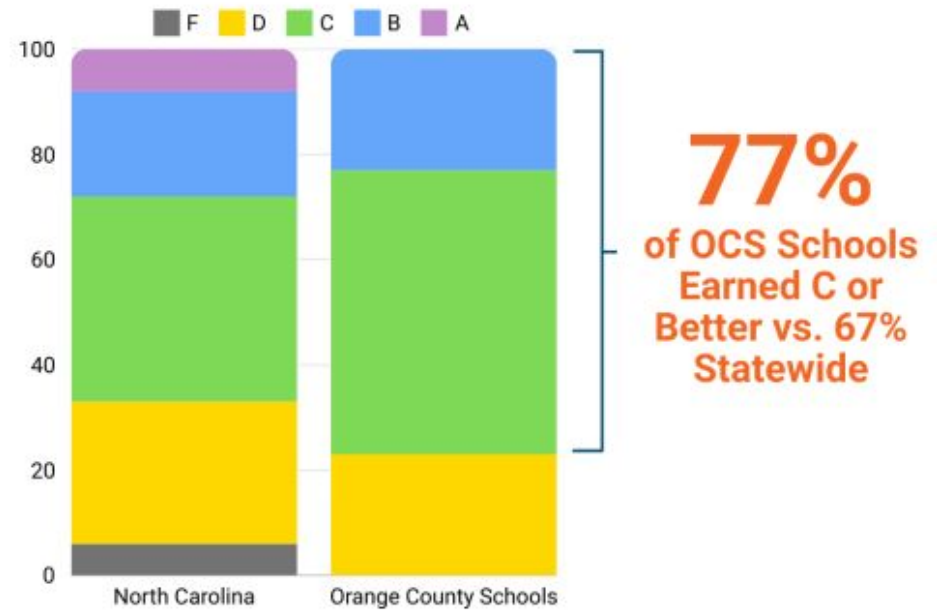
February 2025	FY 2025-26 Superintendent's Recommended Budget formally presented to the Finance Committee
March 24, 2025	FY 2025-26 staff receive feedback on the Superintendent's Recommended Budget from the OCS Board of Education
April 7, 2025	Board of Education holds public hearing for FY 2025-26 Local Operating Budget Board of Education Approves FY 2025-26 Local Operating Budget request
April 14, 2025	FY 2025-26 Local Operating Budget request submitted to County Finance
May 2025	County Manager presents FY 2025-26 Annual Operating Budget to Board of County Commissioners
June 2025	Board of County Commissioners adopt FY 2025-26 local operating budget



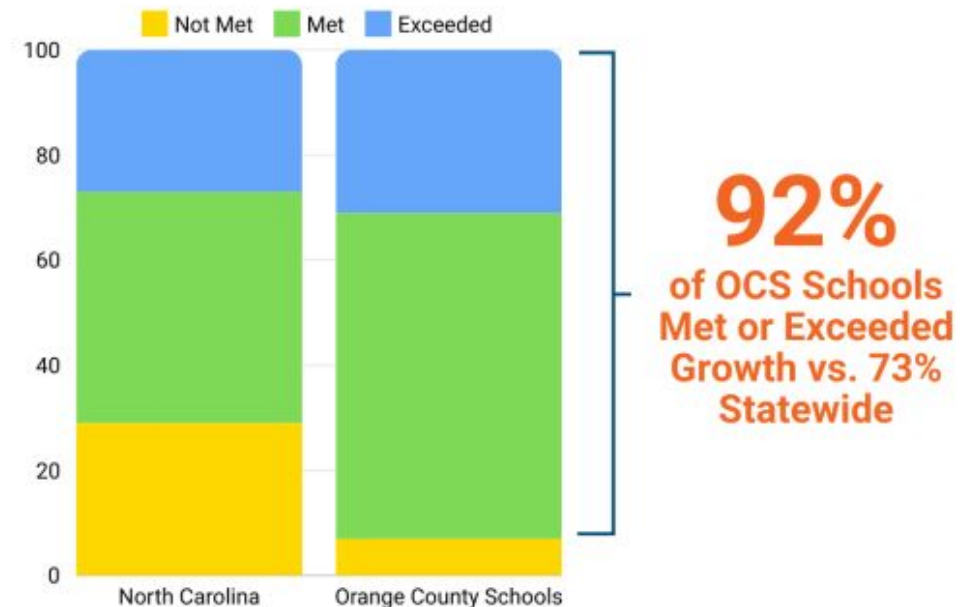
District Highlights

OCS Excels in Achievement and Growth, Statewide Results Released for 2023-2024 School Year

Ten out of 13 schools in Orange County Schools earned a school performance grade of C or higher for the 2023-2024 school year, and 12 out of 13 schools met or exceeded growth targets, well above the state averages for both achievement and growth.



77%
of OCS Schools
Earned C or
Better vs. 67%
Statewide



92%
of OCS Schools
Met or Exceeded
Growth vs. 73%
Statewide

District Highlights



OHS Principal, Jason Johnson, was recently named the 2025 Wells Fargo North Central Region Principal of the Year, one of nine finalists out of 2,500 principals for NC Principal of the Year.



Under the instructional and strategic leadership of Dr. Meredith Maier, Principal, New Hope Elementary has been able to close the achievement gap between subgroups of students and is currently ranked in the top 10 in the state for closing the achievement gap between student groups.



Sarah Brown-Schumacher (Efland-Cheeks) and Amanda Aguayo (Gravelly Hill), were named NCAEA Elementary and Middle Level Art Educators of the Year.



Parker Carroll, a student at Efland-Cheeks Global Elementary School, had a piece of art displayed in the North Carolina General Assembly Youth Art Exhibit, cosponsored by the North Carolina Art Education Association and North Carolina General Assembly. to share with legislators and the public the exceptional creative ability of North Carolina's students.



District Highlights

- Summer Learning Opportunities
 - Summer Careers Academy
 - CTE Student Interns
 - CTE Engineering Camp
 - Multilingual High School Bridge Program
 - Middle and High School Transition Programs
- Community Tutoring Program – Gateway
- NC Education Corps – Tutoring Partnership in Title I Schools
- Balanced Budget – right-sizing internal budgets, nets \$700K+



Budget Priorities

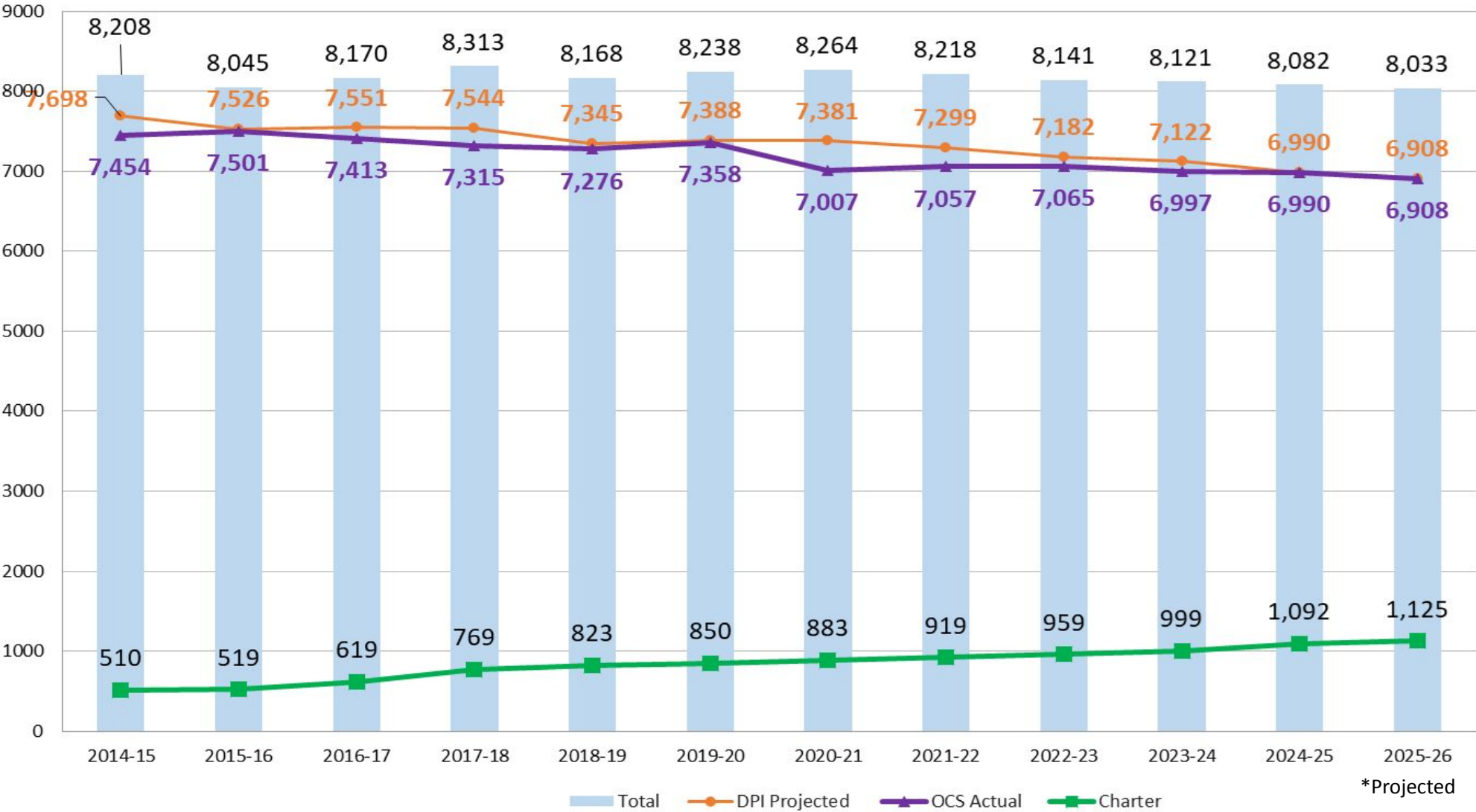
- Recruit and retain a high quality workforce
- Student proficiency and growth
- Allocate resources to best meet the needs of students and staff



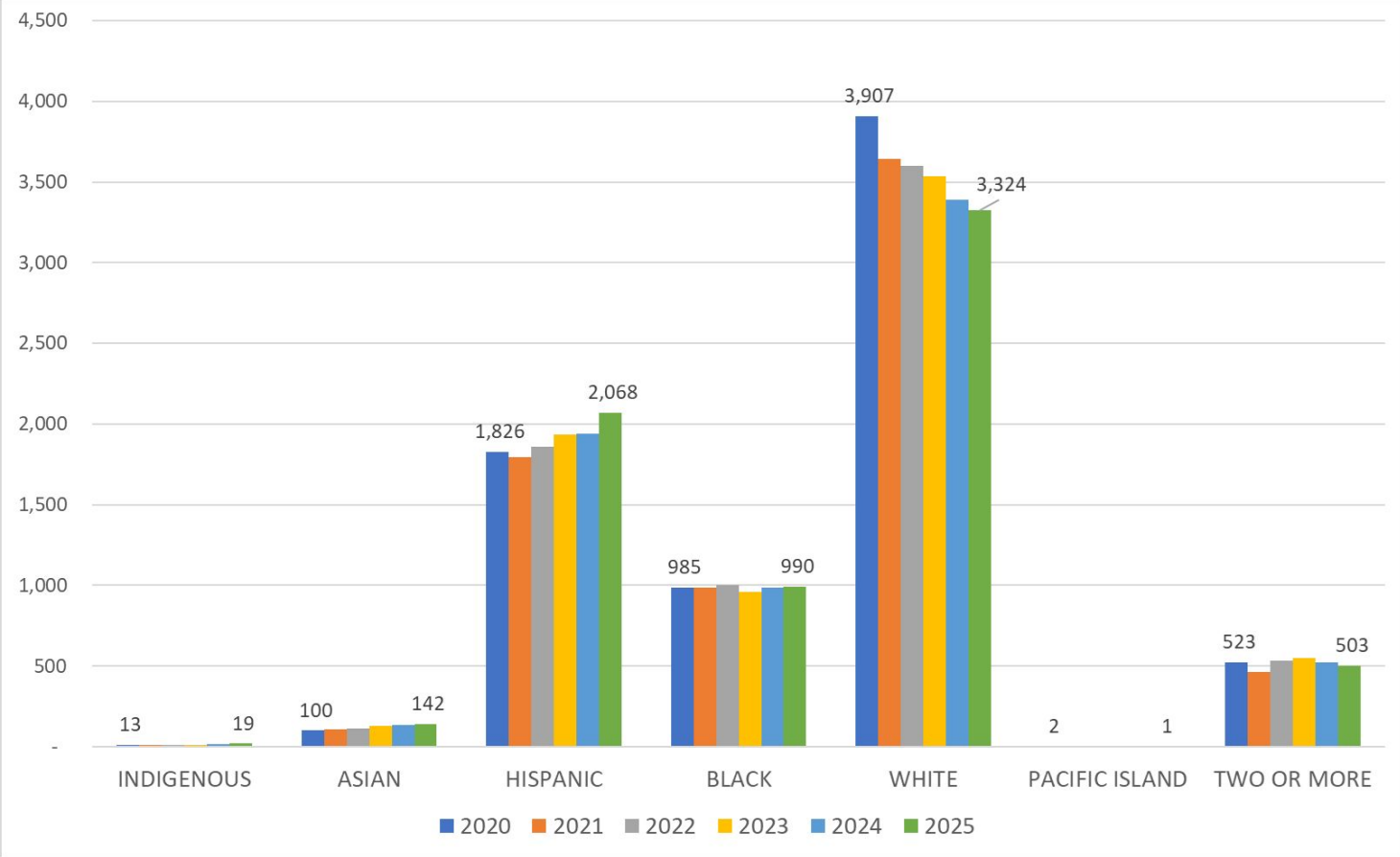
Building the OCS Budget

1. Students Determine Funding

Average Daily Membership 10-Year Trend



Student Enrollment Demographics Trend



YEAR	INDIGENOUS	ASIAN	HISPANIC	BLACK	WHITE	PACIFIC ISLAND	TWO OR MORE	TOTAL
2020	13	100	1,826	985	3,907	2	523	7,356
2021	12	105	1,796	987	3,644	-	464	7,008
2022	11	112	1,860	1,000	3,601	1	534	7,119
2023	10	129	1,932	959	3,533	1	552	7,116
2024	17	132	1,938	986	3,388	-	520	6,981
2025	19	142	2,068	990	3,324	1	503	7,047



ENGAGE. CHALLENGE. INSPIRE.

Student Enrollment Drives Allotments

Projecting Numbers

- NCDPI funds LEAs based on the best/higher ADM from the 1st 20 days of school or 2nd 20 days of school from the previous school year.
- OCS will initially allot schools based on this formula and taking into account changes in ADM until the new school year starts.



Class Size Law

Mandatory State Ratios

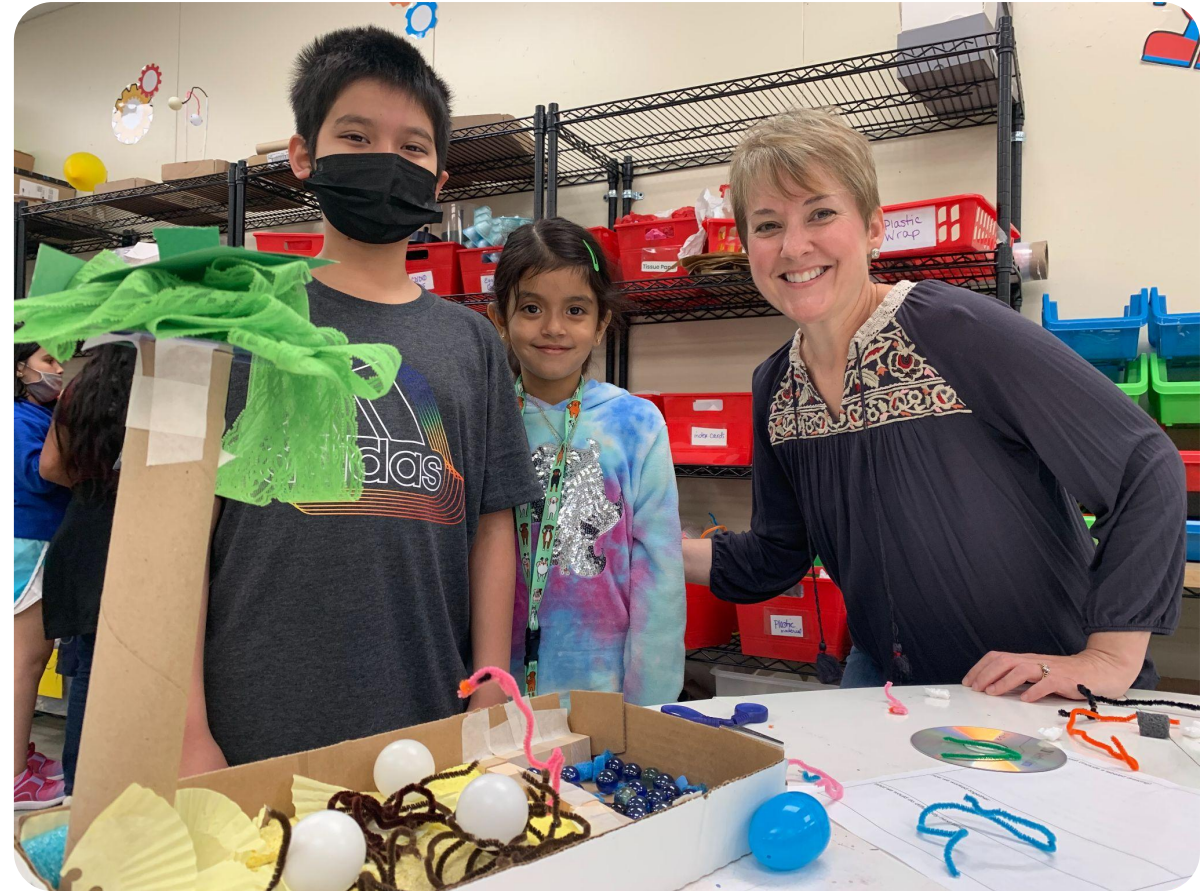
Kindergarten 1:18

1st Grade 1:16

2nd Grade 1:17

3rd Grade 1:17

- Can go over by +3 at class level
- District average must maintain the above ratios



Core Teacher Allotments for 2024-2025

Grade Level	State Ratio	District Ratio
K	1:18	1:18
1	1:16	1:16
2/3	1:17	1:17
4/5	1:24	1:27
6	1:24	1:27
7/8	1:23	1:27
9	1:26.5	1:32
10-12	1:23	1:32
Total Positions	327	298




2024-2025 Allotment:

- 161 elementary core teachers
- 58 middle core teachers
- 79 high core teachers



State and OCS Allotment Comparison, 2024-2025

Position	State Ratio	District Ratio
Core Teachers: (K-5 Elementary Education) (Secondary Science/Social Studies, Math, ELA)	See prior slide 327 Positions	See prior slide 298 Total Positions
Program Enhancements (Electives/Specials)	1:191 in K-5 ADM ~15.9 Positions Grades 6-12 No state allotments	<p style="text-align: center;"> <u>Elementary:</u> 1-Spanish, 1-Music, 1-PE, 1-Art 28 Total Positions </p> <hr style="border-top: 1px dashed #0056b3;"/> <p style="text-align: center;"> <u>Middle:</u> 1- Band, 1- Music, 1-Art, 1.5-Foreign Lang, 2-PE 19.5 Total Positions </p> <hr style="border-top: 1px dashed #0056b3;"/> <p style="text-align: center;"> <u>High:</u> 1-Art, 1-PE/Athl Trainer, 1-Band, 4- Foreign Lang, 3-PE, 1 PE/AD, 1-Chorus, 1-Theater Arts, 1-AVID (some variations based on course enrollment and specialized program) 30 Total Positions </p> <hr style="border-top: 1px dashed #0056b3;"/> <p style="text-align: center;"> ~ 77.5 Total Program Enhancement Positions </p>
AIG Teachers 	\$1,460.70 per child for 4% of ADM For example: RP has 104 students = \$6,076.51 ~5 teachers ~\$425,475 dollars	<p style="text-align: center;"> <u>Elementary and Middle:</u> 1 Per School; >60 Students + 0.5 Position ~11 Total AIG Teachers ~\$963,707 (\$538,232 Over State Allotment) </p> <p style="text-align: right; color: #0056b3; font-weight: bold;"> ENGAGE. CHALLENGE. INSPIRE. </p>

State and OCS Allotment Comparison, 2024-2025

Position	State Ratio	District Ratio
Principal	<p>1 per school (if 100 ADM or 7 state paid teachers)</p> <p>13 Positions</p>	<p>1 per school</p> <p>13 Total Positions</p>
Assistant Principals	<p>1 month of employment per 98.53 in ADM (rounded to the nearest whole)</p> <p>~71 MOE or ~6.5 AP Positions @ 11 MOE</p>	<p>1 AP per Elementary 2 APs per Middle 3 APs per High</p> <p>209 MOE or 19 Total AP Positions @ 11 MOE</p>



State and OCS Allotment Comparison, 2024-2025

Position	State Ratio	District Ratio
Instructional Support	1 Math/Science/Computer Per District ~1 Position	<p>Elementary: 0.5 Digital Learning Coach Secondary: 1 per school</p> <p>~9.0 Total Positions (remaining 0.5 works at the district level)</p>
Instructional Support	1:415.12 in ADM ~16.8 Positions	<p>Elementary: 1-Math Coach, 1-Lit. Coach, 1-Reading Teacher, 1-Media Specialist (28 Total Positions)</p> <p>-----</p> <p>Middle: 1-Literacy Coach, 1/3-Shared Math Coach, 1-Media Specialist (7 Total Positions)</p> <p>-----</p> <p>High: 1- IB Coordinator OR Online Facilitator, 1-Media Specialist (4 Positions)</p> <p>-----</p> <p>~39 Total Positions</p>



State and OCS Allotment Comparison, 2024-2025

Position	State Ratio	District Ratio
School Health Personnel defined as Social Worker/ School Counselor/ School Psychologist	1 position per LEA; additional positions per 419.69 in ADM rounded to the nearest whole position. ~11 Positions	<p><u>Counselors:</u> <u>Elementary:</u> 1:500 ADM, 500+ADM Addition 1 ~9 Total Positions <u>Middle:</u> 2 per school ~6 Total Positions <u>High:</u> 4 per school, PA +1 ~9 Total Positions ~24 Total Positions</p> <hr/> <p><u>Social Workers:</u> 1 per school ~13 Total Positions</p> <hr/> <p><u>Psychologists:</u> ~ 6 School Psychologist</p> <hr/> <p>~ 43 Total School Health Positions</p>
School Nurse	1 position per LEA: ~1 Position	1 per school via agreement with County Health Department + 1 floating nurse ~14 Total Positions



State and OCS Allotment Summary

Category	OCS Allotment	State Allotment
State Teaching Positions	375.5	342.9
<i>Core Classroom Teachers</i>	298.0	
<i>Program Enhancement Teachers</i>	<i>Elementary 28.0</i> <i>Middle 19.5</i> <i>High 30.0</i>	
Academically or Intellectually Gifted (AIG)	11.0	5.0
State Instructional Support	48.0	17.8
<i>Digital Learning Coach</i>	9.0	
<i>Coach/Facilitator/Media Specialist</i>	39.0	
State School Health Personnel	43.0	11.0
<i>Social Worker</i>	13.0	
<i>Guidance Counselor</i>	24.0	
<i>School Psychologist</i>	6.0	
TOTAL ALLOTMENT	477.5	376.7



State and OCS Allotment Picture

Our Schools Today

Principals and Assistant Principals **32**

Core Teachers +
Program Enhancements

375.5

Instructional
Support Staff

48

School Health
Personnel

43

AIG Teachers **11**



State and OCS Allotment Picture

Per State Allotment

Principals and Assistant Principals **19** (-40%)

Core Teachers +
Program Enhancements

342.9
(-8.7%)

Instructional
Support Staff
17.8 (-63%)

School Health
Personnel
11 (-75%)

AIG Teachers **5** (-54%)



State and OCS Allotment Picture

Per State Allotment

One Fewer AP in every school

No Enhancements for Middle or High:

No Arts (Music, Visual, Band, Chorus)

No PE, Athletic Trainers

No World Languages

No AVID

Math, Science,
Reading, Computer,
and IB all reduced

Only 1 in 4
Counselors and
Social Workers

Less than 1/2 AIG

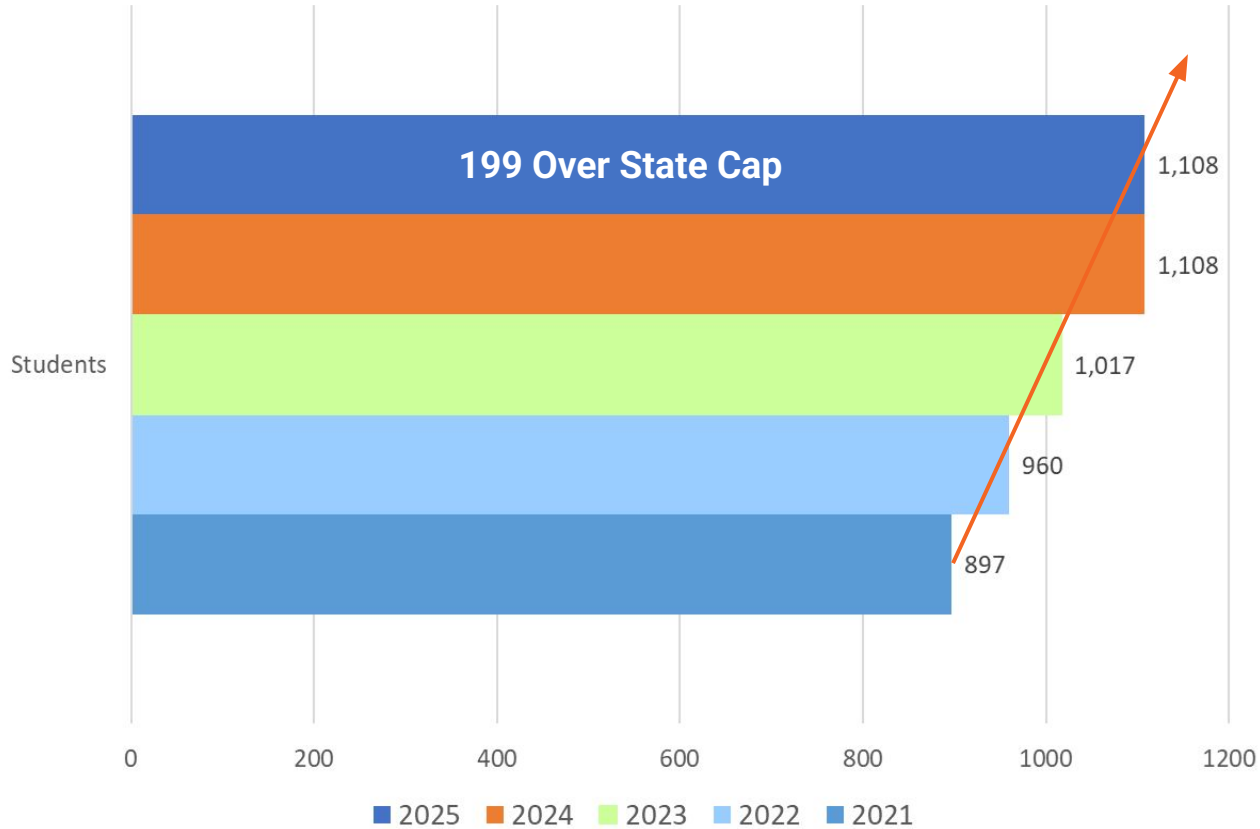


Building the OCS Budget

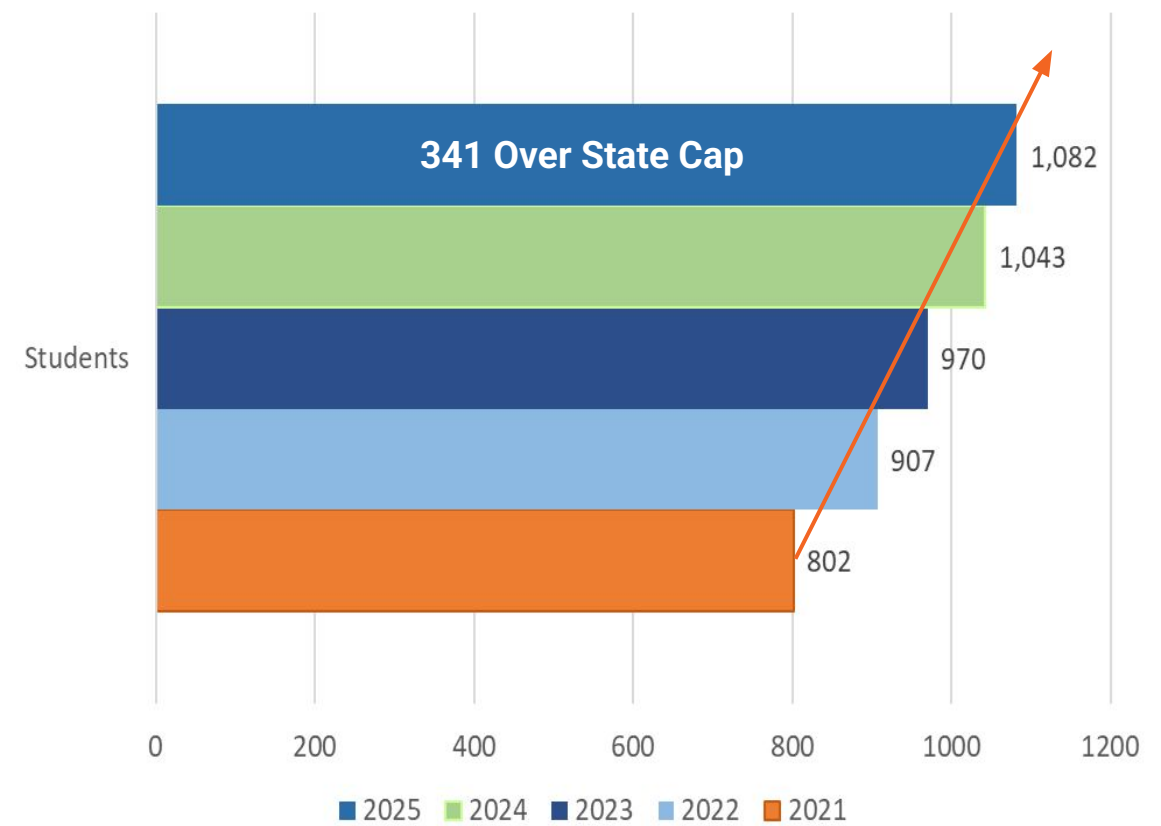
1. Students Determine Funding
2. Mitigating Funding Caps

Exceptional Children & Multilingual Learner Funding Caps

Exceptional Children



Multilingual Learner



- Increased complexity of student need
- Funding based on number of students not accounting for amount of services a student may require
- Students needing services consistently increasing after entering school

- Support for over 40 different languages
- Teacher-to-Student ratios continue to increase
- Population growing faster than average student population
- Teachers split between multiple schools



State and OCS Allotment Comparison, 2024-2025

English Language Learners (ELL)

Position	State Ratio	District Ratio
ELL Teachers	<p>Based on TA (\$43,530), remainder based on 50% of # of LEP students (\$517.29) and 50% of an LEA's concentration of of LEP students (\$3,692.29)</p> <p>~ \$866,406 ELL Teachers</p>	<p><u>District Ratio:</u> (# of OCS ML students) / (total # of ESL specialists) 1:58</p> <p>That ratio is then applied to an individual school. (e.g. in 24-25, if a school had 116 ML students, 2 teachers would be allotted.</p> <p>~19 Total Positions ~\$1,627,257 (\$760,851 Over State Allotment)</p>



State and OCS Allotment Comparison, 2024-2025

Exceptional Children (EC) Case Loads

EC General	State Maximum Case Loads	State Allotment	OCS Average Case Loads	OCS Allotment
Elementary School (~275 Students)	1:35	~8	~1:17	~13.5
Middle School (~200 Students)	1:50	~4	~1:20	~10.5
High School (~200 Students)	1:50	~4	~1:25	~11
Total	16 Positions		34 Positions	



ENGAGE. CHALLENGE. INSPIRE.

State and OCS Allotment Picture

Our Schools Today, EC and ELL

Exceptional Children
Teachers

34

English Language
Learner Teachers

19



State and OCS Allotment Picture

Per State Allotment, EC and ELL

Exceptional Children
Teachers

16
(-53%)

English Language
Learner Teachers

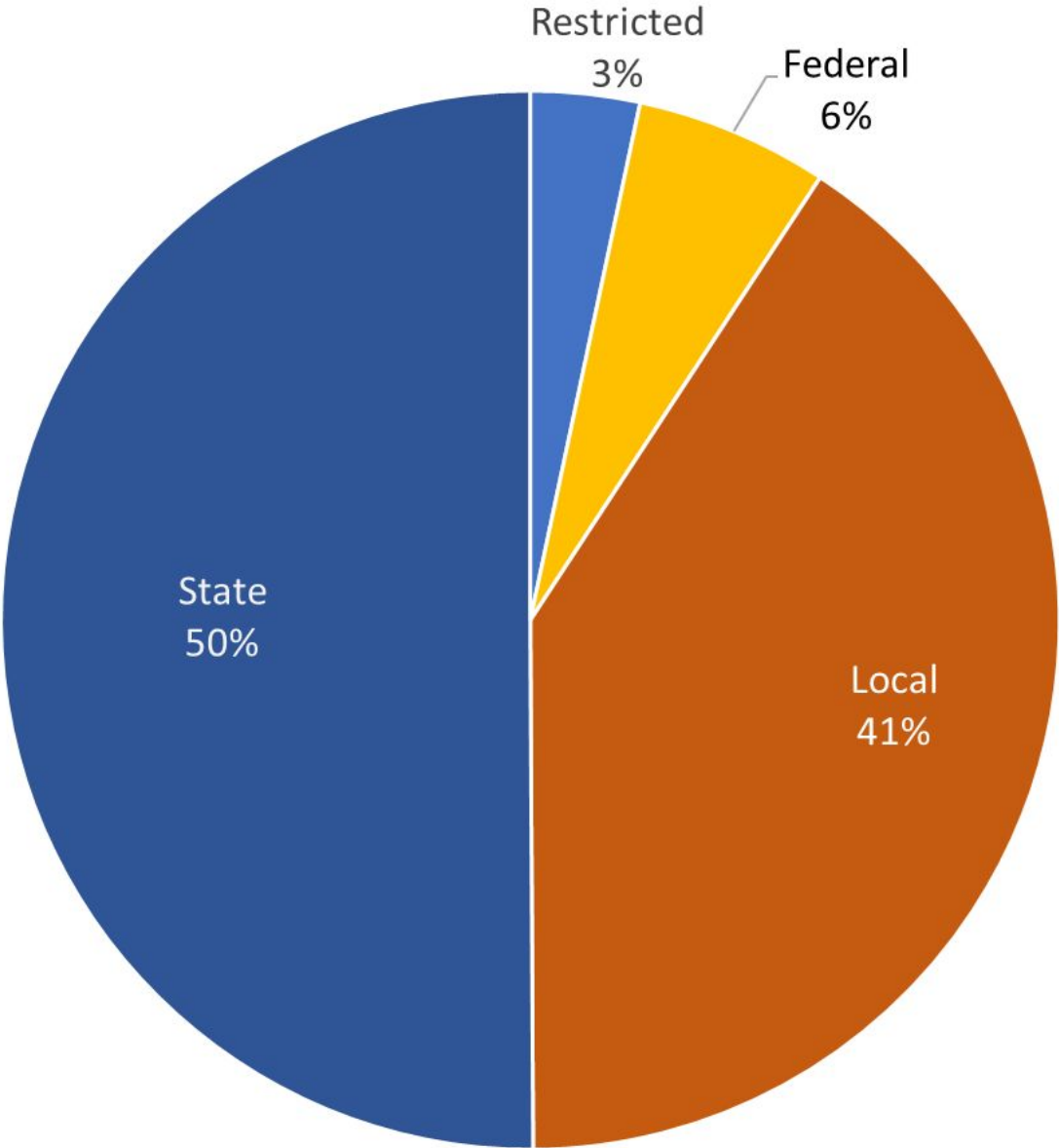
10
(-47%)



Building the OCS Budget

1. Students Determine Funding
2. Mitigating Funding Caps
3. Maximizing Funding Sources

FY 2025 Revenue Sources

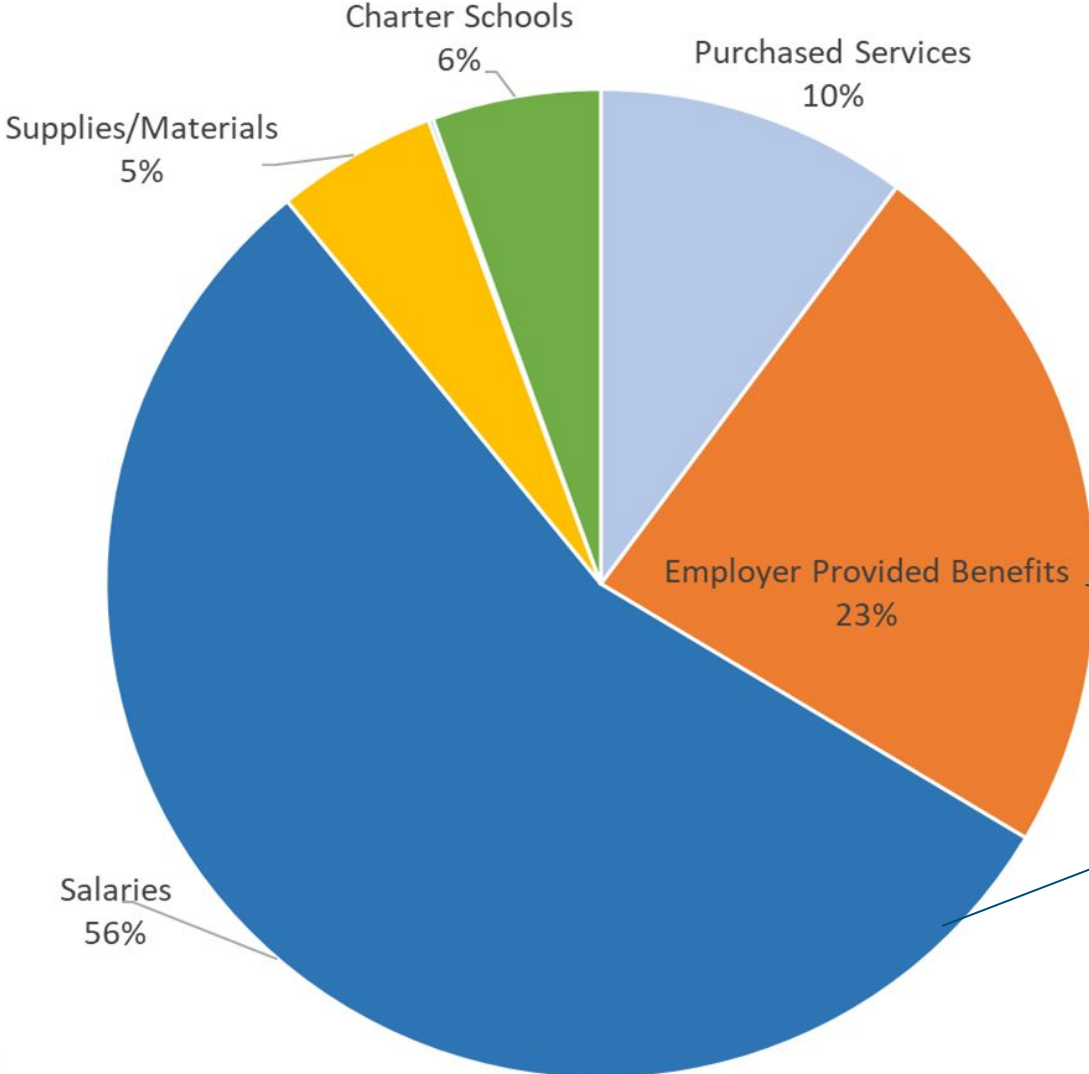


SOURCE	FY 2025
State Public School Fund	\$ 56.2M
*Local Operating Expense	\$ 45.7M
Federal Grants	\$ 6.6M
*Restricted	\$ 3.7M
**Total	\$112.2M

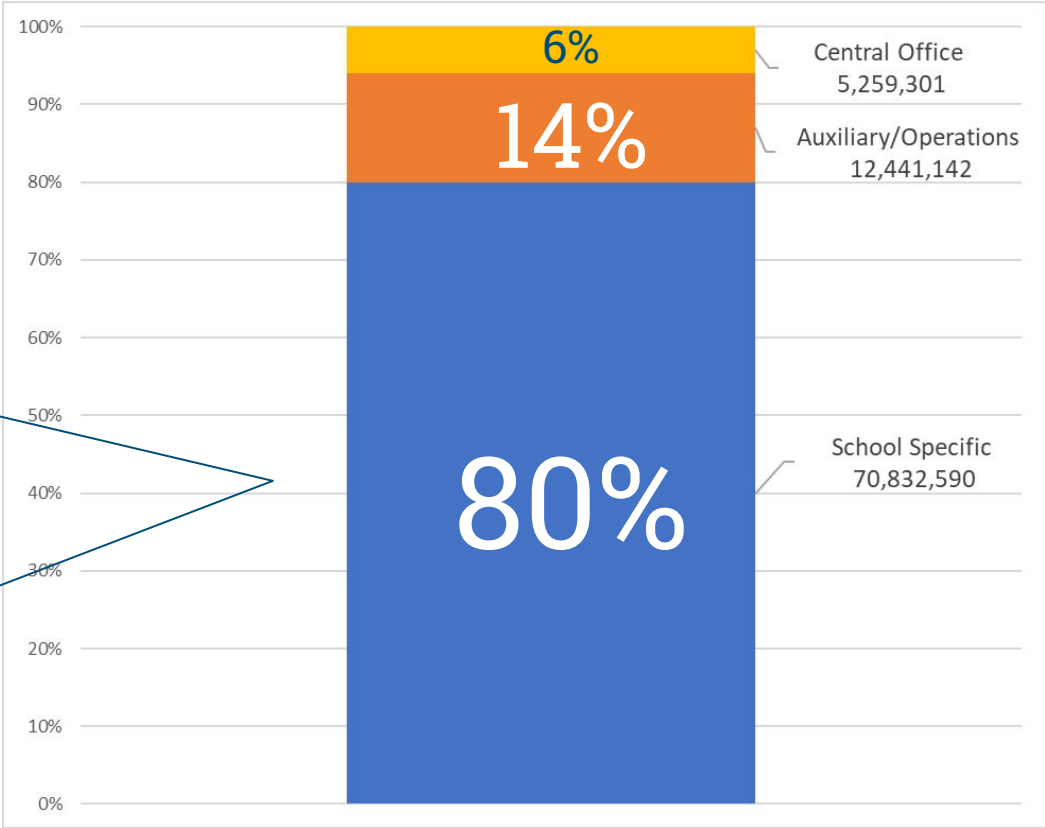
*Includes appropriated fund balance
 **Excludes Capital



FY 2025 Expenditures



Salary & Benefit Breakdown



Building the OCS Budget

1. Students Determine Funding
2. Mitigating Funding Caps
3. Maximizing Funding Source
4. State Mandates

FY 2026 Continuation Budget

FY 2026 Local Operating Continuation Budget ESTIMATE

		FY 2026 Proj w/ 2% - Salary, 3% - Non-salary	FY 2026 Proj w/ 3% - Salary, 3% - Non-salary	FY 2026 Proj w/ 4% - Salary, 3% - Non-salary
	FY 2025 Annualized			
Salaries - 367.78 positions	16,660,812	16,994,028	17,160,636	17,327,244
Supplement	6,768,850	6,904,227	6,971,915	7,039,604
Social Security	1,792,369	1,828,216	1,883,063	1,958,385
Retirement (proj. 25.68%)	5,627,805	6,132,427	6,192,549	6,252,671
Hospital (proj. \$8,373)	7,366,450	7,619,430	7,619,430	7,619,430
Other Salary Items	945,700	964,614	974,071	983,528
Non-Salary Items 3% CPI	<u>5,803,391</u>	<u>5,977,493</u>	<u>5,977,493</u>	<u>5,977,493</u>
Total Projected Spending	\$44,965,376	\$46,420,435	\$46,779,157	\$47,158,355
Estimated Continuation Need		\$1,455,059	\$1,813,781	\$2,192,979



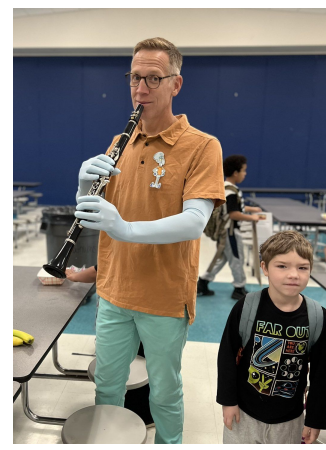
Building the OCS Budget

1. Students Determine Funding
2. Mitigating Funding Caps
3. Maximizing Funding Source
4. State Mandates
5. **Expansion Initiatives**

FY 2026 Expansion Requests

- **Teacher Local Supplement increase**
 - Increase current certified supplements 5% in each band
- **Classified Supplement increase**
 - Increase for lowest paid classified staff currently only receiving 7%
- **Bus Driver Hourly Pay Increase**
 - Increase hourly rate to align with Chapel Hill-Carrboro City Schools

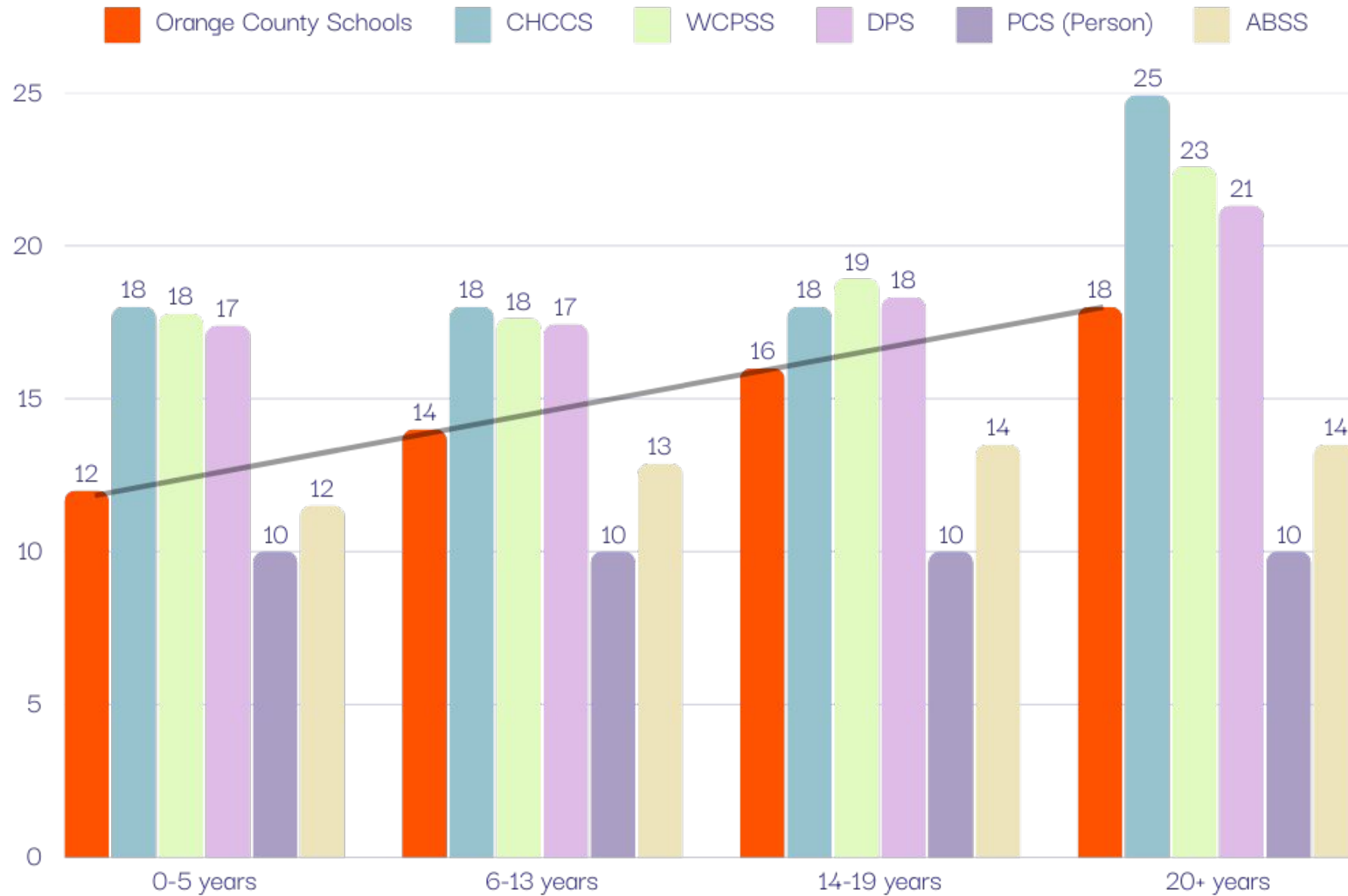




CERTIFIED LOCAL SUPPLEMENTS



2024-2025 Local Supplements for Certified Teachers & Instructional Staff



Current Certified Supplements

Service Years	Supplement	~Staff	Percentage
0 - 5 years	12%	165	26%
6 - 13 years	14%	174	27%
14 - 19 years	16%	107	17%
20+ years	18%	188	30%



Certified Supplement Possibilities

RECOMMEND

Instructional Certified Staff Supplements	<u>Current OCS Supplement</u>	<u>Additional 3% Supplement Total</u>	<u>Additional 5% Supplement Total</u>	<u>Supplement Match to CHCC</u>
<u>Supplement Totals</u>	\$4,892,866.70	\$5,632,242.73	\$6,488,237.11	\$6,475,149.98
<u>Difference in Total</u>	\$0.00	\$739,376.03	\$1,595,370.41	\$1,582,283.28
	<u>Current Supplement</u>	<u>Additional 3% Supplement</u>	<u>Additional 5% Supplement</u>	<u>Supplement Match to CHCC</u>
	0 - 5 years = 12%	0 - 5 years = 15%	0 - 5 years = 17%	0 - 19 years = 18%
	6 - 13 years = 14%	6 - 13 years = 17%	6 - 13 years = 19%	20 - 24 years = 22%
	14 - 19 years = 16%	14 - 19 years = 19%	14 - 19 years = 21%	25+ years = 27%
	20+ years = 18%	20+ years = 21%	20+ years = 23%	

Avg Annual Increase

\$9,099

\$9,340

\$10,760

\$10,738





CLASSIFIED LOCAL SUPPLEMENTS



ENGAGE. CHALLENGE. INSPIRE.

Current Classified Supplements

	Supplement	~Staff
Classified Employees	7%	284
Classified Coordinators	9%	20
Classified Directors	13%	20



Classified Supplement Recommendation

- Focus on classified staff receiving lowest percentage - 7%
 - Includes: *(not inclusive list)*
 - Teacher Assistants
 - School Bookkeepers
 - School Receptionists
 - Office Support
 - Custodians
 - Technicians
 - Child Nutrition



Classified Supplement Possibilities

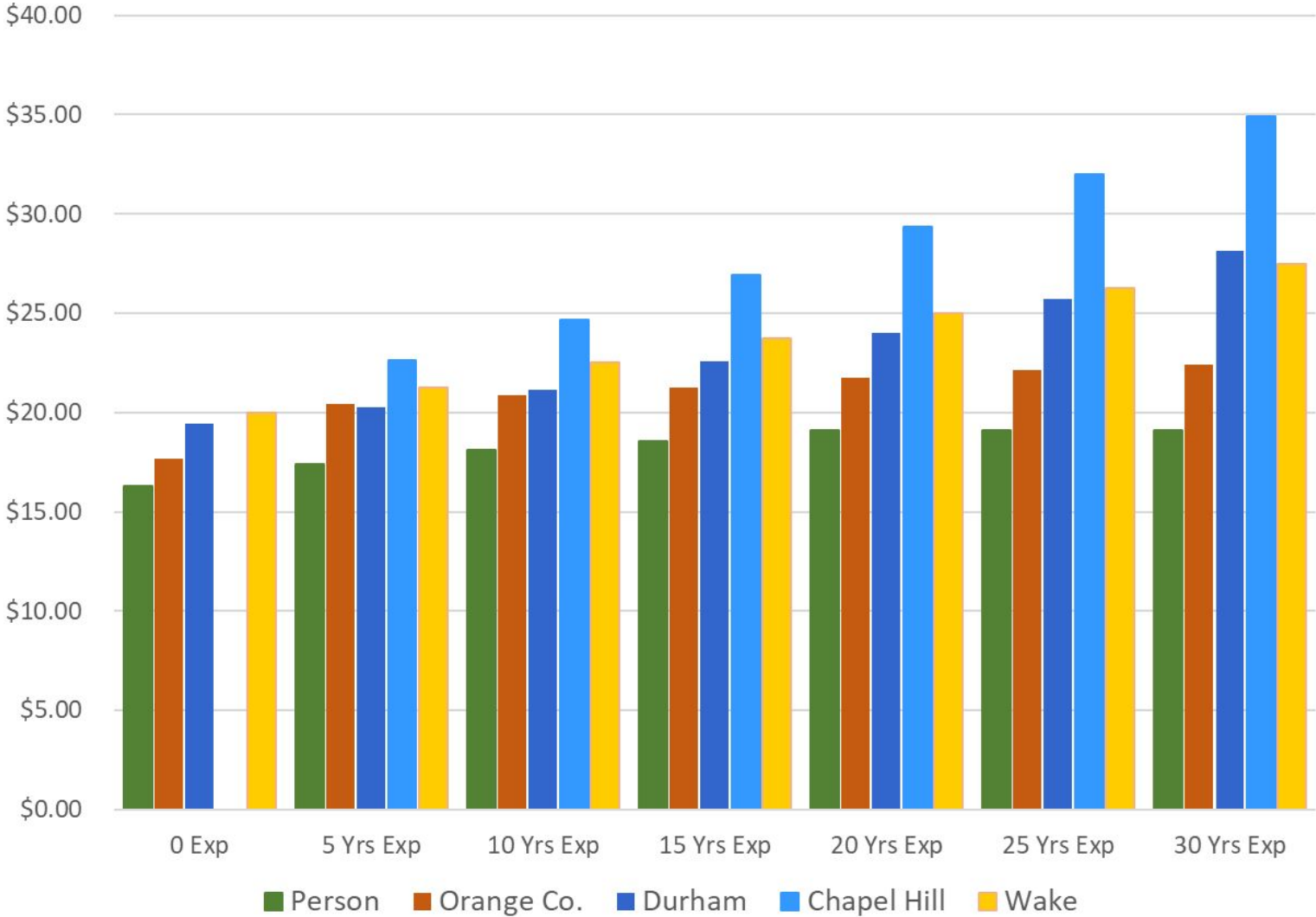
- 2% Local Supplement increase (7% to 9%)
 - ~\$375,000
 - 280+ Employees
 - Average annual increase \$718



BUS DRIVER PAY



2024-25 Bus Driver Hourly Pay



2024-25 Hourly Pay Scales

Level	Orange County	Durham	Chapel Hill	Wake	Person
0	\$ 17.68	\$ 19.43	\$ -	\$ 20.00	\$ 16.30
1	\$ 17.86	\$ 19.58	\$ 21.10	\$ 20.25	\$ 17.40
2	\$ 18.04	\$ 19.76	\$ 21.48	\$ 20.50	\$ 17.40
3	\$ 18.22	\$ 19.93	\$ 21.86	\$ 20.75	\$ 17.40
4	\$ 19.64	\$ 20.10	\$ 22.24	\$ 21.00	\$ 17.40
5	\$ 20.43	\$ 20.27	\$ 22.63	\$ 21.25	\$ 17.40

Level (Yrs Exp)	Number of OCS Drivers
0-5	10
6-10	12
11-15	6
16-20	8
20+	15



Bus Driver Hourly Pay Increase

	Current OCS	Match Durham	Match CHCCS
TOTAL	\$1,052,625	+ \$93,282	+ \$304,773



Local Operating Continuation Budget

	FY26
PROJECTED ENROLLMENT	6,862
CHARTER SCHOOL Funded	1,125
less out of district county estimate	145
TOTAL STUDENT BILLING BASE	7,842
County Health/Safety Appropriation	1,481,464
Local Budget	44,965,376
Grand Total Revenue	46,446,840
Continuation	
Non Personnel Increase	175,000
State Mandated Increases	1,640,000
Total Continuation Budget	48,261,840
Estimated Continuation Shortfall	(*) \$ (1,815,000)



(*)Reflects:
 3% State salary increase and anticipated retirement and health insurance premium increases

 3% increase from BoCC for County Health/Safety Appropriation

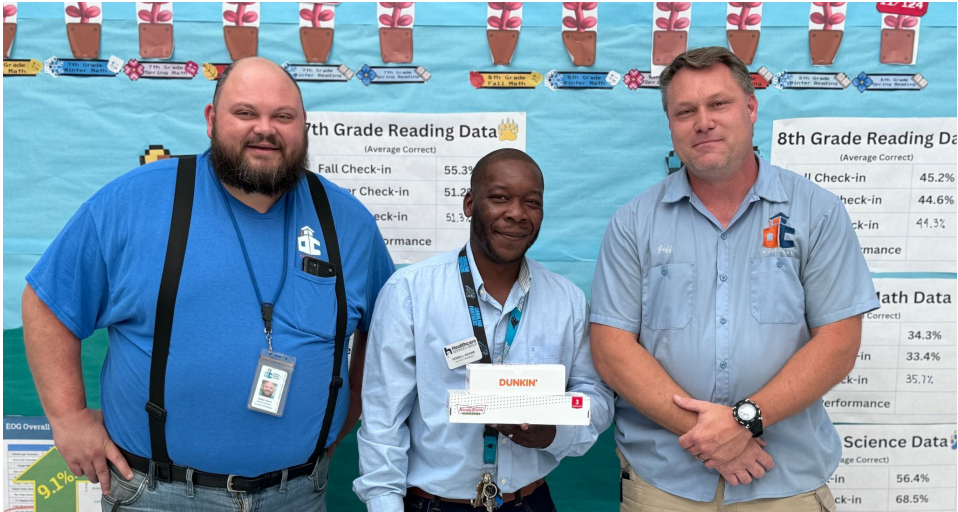
 Total per pupil need of \$5,900 (~\$231/pp increase)



Local Operating Expansion Budget Request

Additional Continuation/Expansion		
Certified Teacher Supplement Increase		1,595,370
Classified Supplement Increase for lowest band		300,000
Bus Driver Hourly Increase to match CHCCS		305,000
Total Expansion Request		2,200,370
Grand Total FY 2025 Revenue Need		\$ 50,462,211
Grand Total Anticipated Shortfall		\$ (4,015,370)

Continuation	~\$231/pp increase
<u>Expansion</u>	<u>~\$281/pp increase</u>
Total	~\$512/pp increase

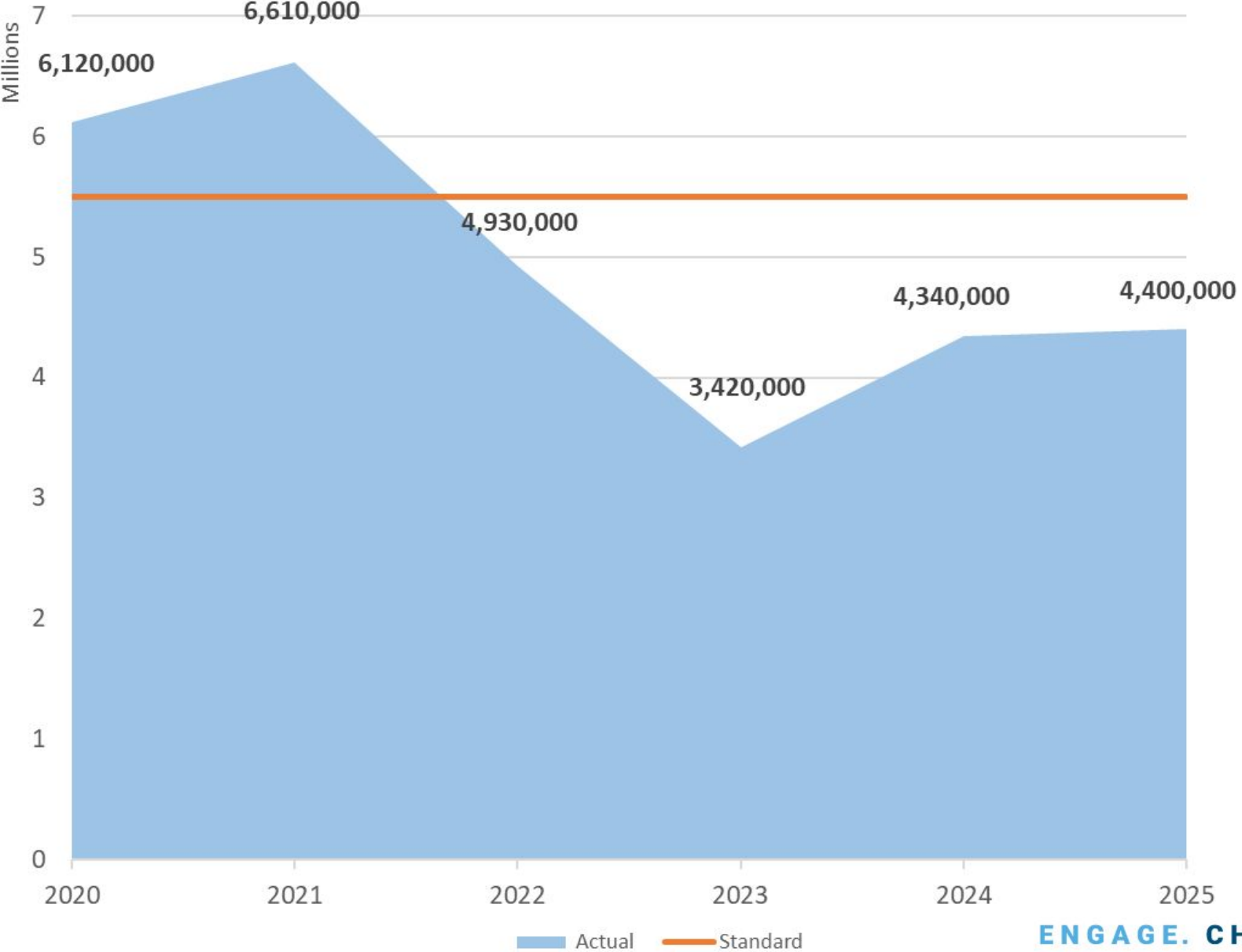


Per Pupil Funding History

Fiscal Year	County Appropriation	
	Per Pupil	Per Pupil Change
2024-25	\$5,666.00	+\$320
2023-24	\$5,346.00	+\$538
2022-23	\$4,808.00	+\$441
2021-22	\$4,367.00	\$-----
2020-21	\$4,367.00	+\$ 15
2019-20	\$4,352.25	+\$187



Local Operating Fund Balance







Orange County Schools

NORTH CAROLINA

ENGAGE. CHALLENGE. **INSPIRE.**