

# One Vision, One Voice, **ONE CHATHAM**

PROPOSED  
Budget Recommendations  
2026-2027

Dr. Anthony D. Jackson  
Superintendent



# CCS Board of Education

## GOVERNANCE MATTERS



**Ms. Ana Carlson**  
District 1



**Mr. Gary Leonard**  
Chair / District 5



**Ms. Del Turner**  
Vice Chair / District 3



**Mr. David Hamm**  
District 2



**Ms. Jane Allen Wilson**  
District 4

A CLEAR STRATEGIC DIRECTION



# one CHATHAM 2022-27 STRATEGIC PLAN



## 5 PRIORITY AREAS

Through the Listening and Learning Tour and One Chatham Focus Groups, we established five critical priority areas for our One Chatham Strategic Plan goals and strategies.

These five areas are where we will be directing our energy, resources and attention to improve the experience for all Chatham County students and families.

## OUR VISION

Preparing ALL students for bright and prosperous futures.

## OUR MISSION

Inspiring learning and empowering ALL learners to be productive citizens.

## OUR CORE BELIEFS

- Inclusive, respectful, safe and nurturing school environments are essential for ALL students and staff.
- ALL students can achieve given the appropriate access to resources and opportunities.
- Education is a shared responsibility among educators, parents, students and the community.
- Our community depends on a strong public education system led by innovative and caring professionals who are supported by stakeholders who are invested in a sound, vibrant and inclusive public school system.
- Rigorous, innovative and culturally respectful teaching and learning empowers schools and ALL students.

# 5

## PRIORITY AREAS

# 111

## STRATEGIES

# OVER 8,700

## STUDENTS

# A WELL CONSTRUCTED ROADMAP

# one. CHATHAM PORTRAIT OF A GRADUATE

If we inspire learning and empower all learners we will prepare all students for a bright and prosperous future

## EMPOWERED LEARNER

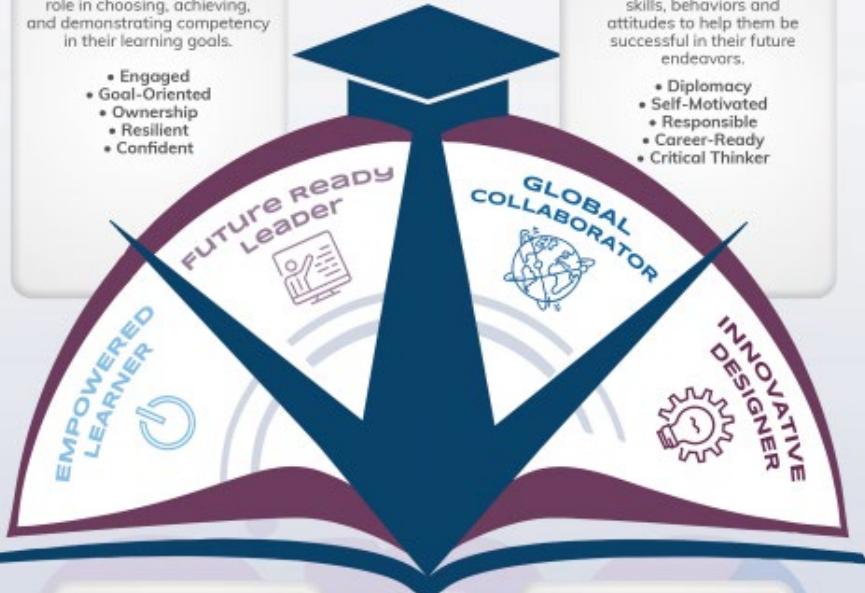
Students take an active role in choosing, achieving, and demonstrating competency in their learning goals.

- Engaged
- Goal-Oriented
- Ownership
- Resilient
- Confident

## FUTURE-READY LEADER

Students develop lifelong skills, behaviors and attitudes to help them be successful in their future endeavors.

- Diplomacy
- Self-Motivated
- Responsible
- Career-Ready
- Critical Thinker



## GLOBAL COLLABORATOR

Students broaden their perspectives and enrich their learning by collaborating with others and working effectively in teams locally and globally.

- Empathetic
- Respectful
- Digital Citizen
- Inclusive
- Connected

## INNOVATIVE DESIGNER

Students use a design process to identify and solve problems by creating new, useful, or imaginative solutions.

- Creator
- Strategic
- Problem Solver
- Inventive
- Resourceful

# A CLEARLY DEFINED DESTINATION

one.  
CHATHAM



# one CHATHAM

...A Shared Vision OF WHAT's  
POSSIBLE

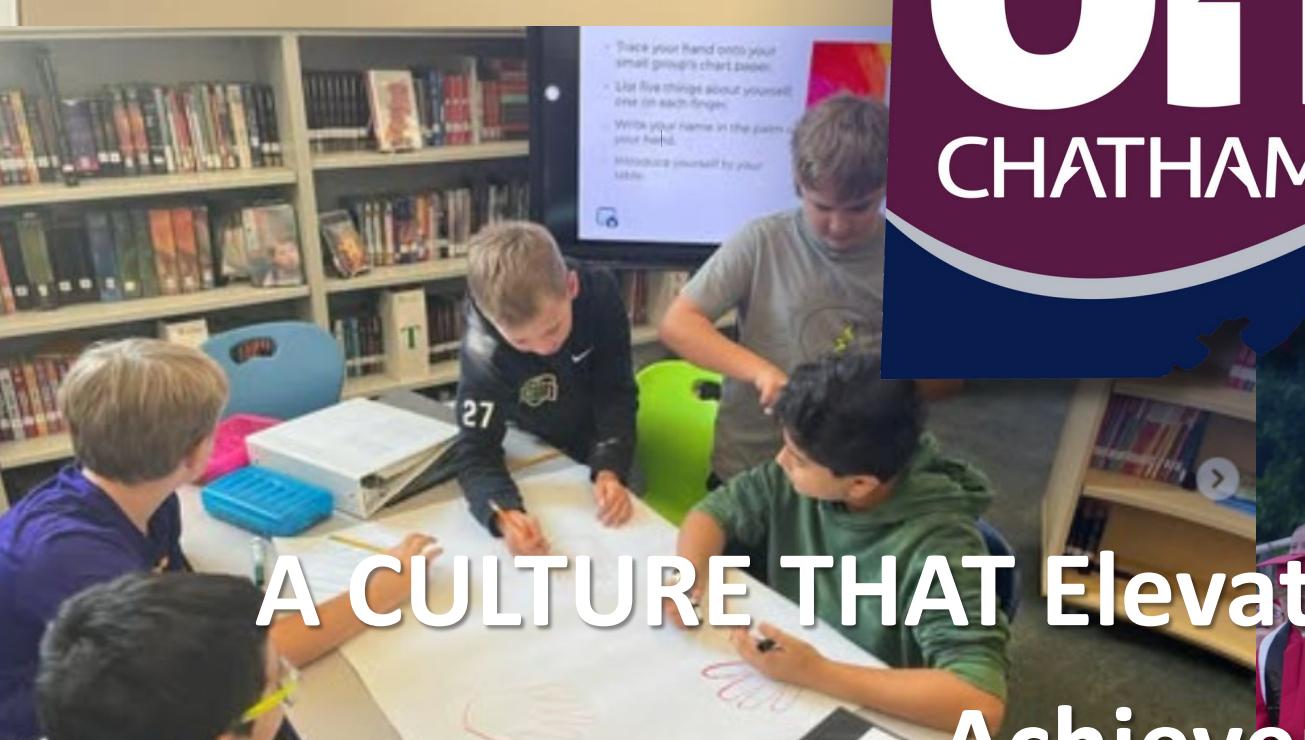
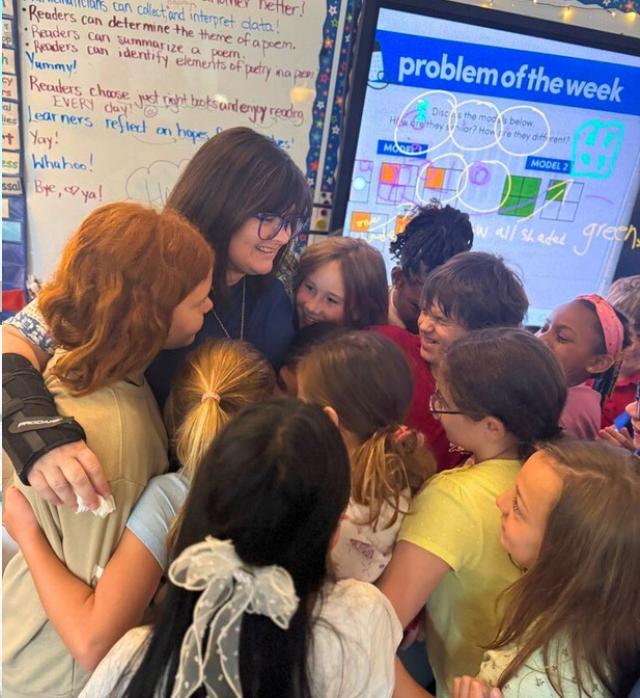




# CORE VALUES

one/  
CHATHAM

...AN UNAPOLOGETIC BELIEF THAT  
ALL MEANS ALL...



A CULTURE THAT Elevates AND CELEBRATES

Achievement



# one CHATHAM

# Arts



ATHLETICS

ATHLETICS



one  
CHATHAM

ACADEMICS

2024-2025

One:  
CHATHAM

UNPRECEDENTED GROWTH AND HISTORIC STUDENT  
PERFORMANCE



# IN THE STATE FOR OVERALL GROWTH

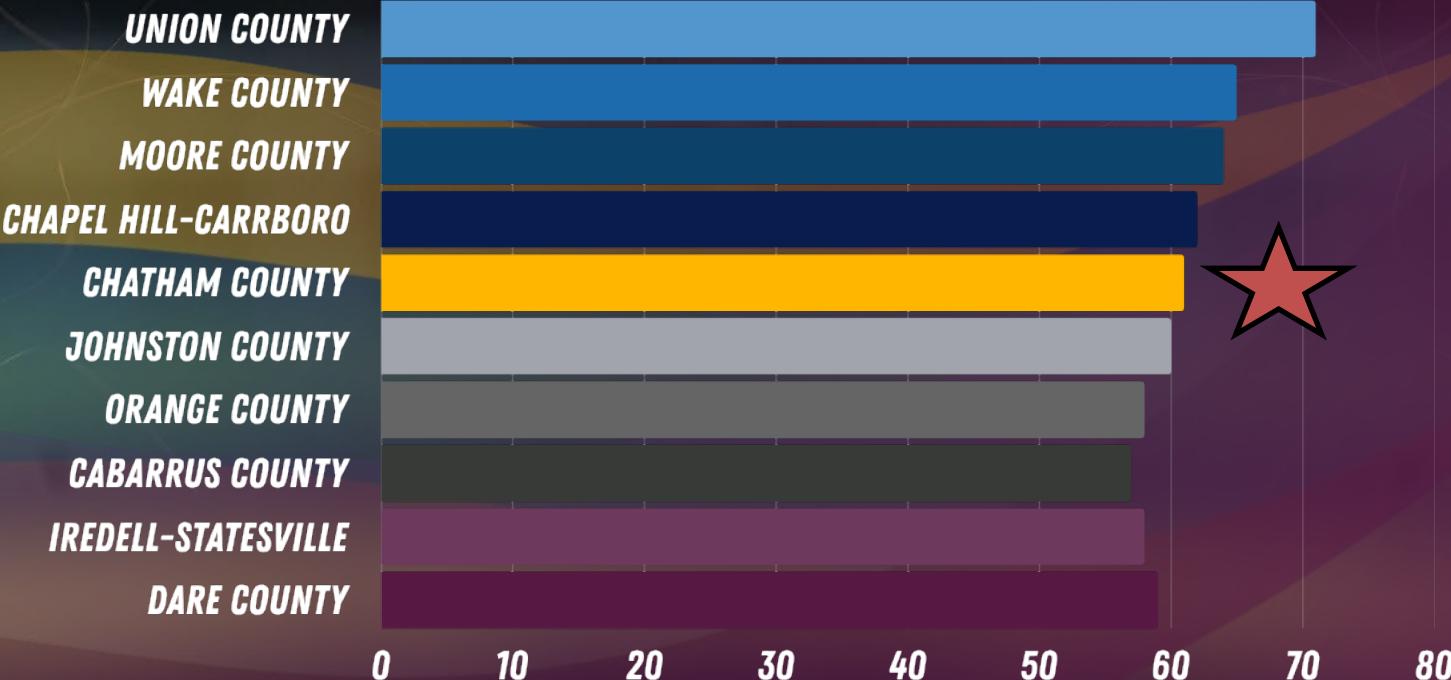
| YEAR      | % of Schools that Met/ Exceeded Growth |
|-----------|--|
| 2024-2025 | 100%                                   |
| 2023-2024 | 73%                                    |
| 2022-2023 | 68%                                    |

In 2024-2025  
13 of our 19 Schools EXCEEDED GROWTH





# 5<sup>TH</sup> IN THE STATE OVERALL PROFICIENCY



one.  
CHATHAM

## Jordan-Matthews FEEDER PATTERN



## Northwood/Seaforth FEEDER PATTERN



## Chatham Central FEEDER PATTERN



**GRADUATION  
RATE OF:  
90.4%**

The Highest in District History



**\$33.5  
MILLION  
IN TOTAL  
SCHOLARSHIPS**

\$24 million was earned by the 2025  
AVID Cohort



**921  
COLLEGE  
ACCEPTANCES**

The class of 2025 – 724 Graduates



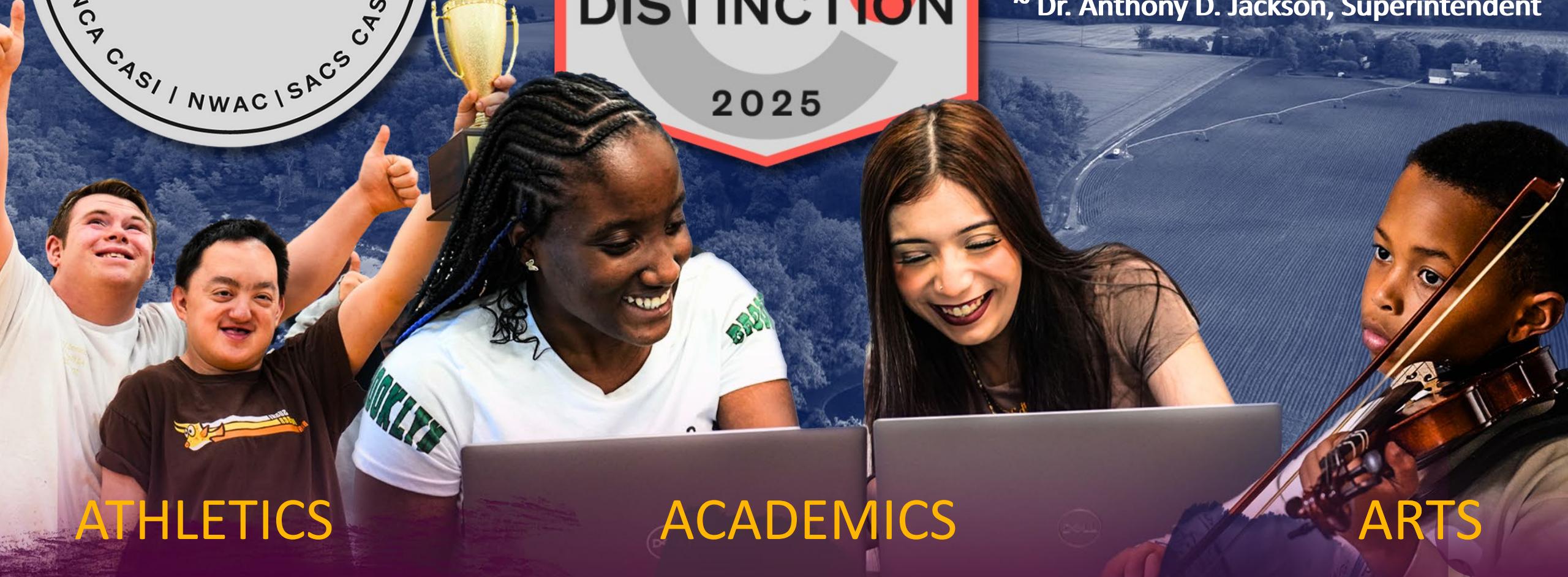
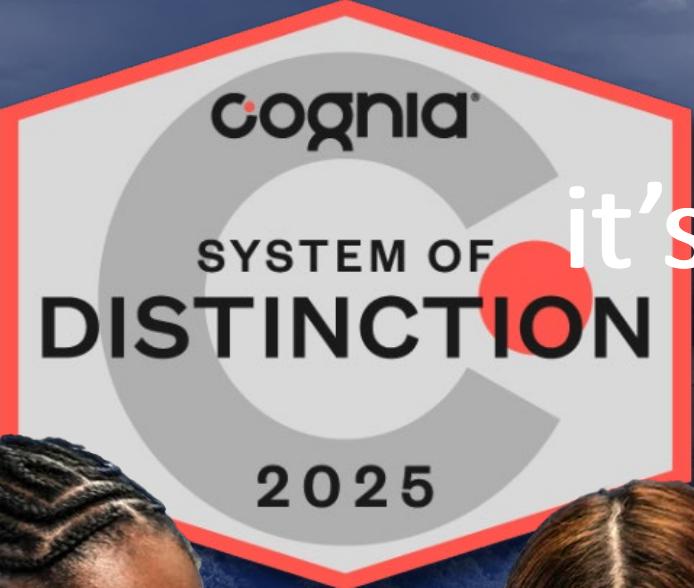
**21  
EARNED  
ASSOCIATE  
DEGREES**

Chatham Early College had a senior  
class of 23 students.



“Excellence is no longer the exception  
—  
it’s the expectation.”

~ Dr. Anthony D. Jackson, Superintendent



ATHLETICS

ACADEMICS

ARTS



# One CHATHAM

WORKING FOR OUR STUDENTS

# THE PERFECT STORM IS UPON US...

## FEDERAL

### Top stories



FOX 5 Washington D.C.

Government Shutdown 2025 Update: Vote expected Wednesday as standoff hits day 22

21 hours ago

 Yahoo News...

How long will the government shutdown 2025 last? Update, odds on next



 federal shutdown update tod...

## STATE

 MSN  
<https://www.msn.com> • en-us • money

### With no pay raises in sight, NC teachers group votes to join ...

Without it, the state operates off its previous budget, meaning teachers and other state employees will go without raises for the time being.

 Axios  
<https://wwwaxios.com> • local • raleigh

### At the center of North Carolina's budget deadlock are state ...

Sep 8, 2025 · The House, under Speaker Destin Hall, wants larger raises for teachers and state workers and for state revenue thresholds to increase, which would likely delay those tax...



 ABC11 Raleigh-Durham  
<https://abc11.com> • post • north-carolina-education-s...

### As state budget stalemate continues, teacher pay raises ...

Sep 25, 2025 · RALEIGH, N.C. (WTVD) -- As the Republican-controlled State House and Senate remain at an impasse in budget negotiations, educators are...

 EducationNC or EdNC  
<https://www.ednc.org> • 6/30/2025-what-no-budget-...

### What's the status of the budget and teacher pay in North ...

Jun 30, 2025 · Since no budget was passed before the end of the fiscal year, state funding will continue at the current level laid out in the most recent certified budget. That means...



# our CHALLENGES ARE REAL



Navigating Financial  
Uncertainty at  
the state AND  
Federal Levels

ensuring  
That external  
influences are not  
impacting schools  
and classrooms

staying focused on  
the core work of the  
district - teaching  
and learning/ hiring  
the best people and  
producing amazing  
students



One  
CHATHAM



# DRAFT BUDGET PRIORITIES 2026-2027

**Brittany Smith, Interim Chief Finance Officer**

**Anthony D. Jackson, EdD, Superintendent**

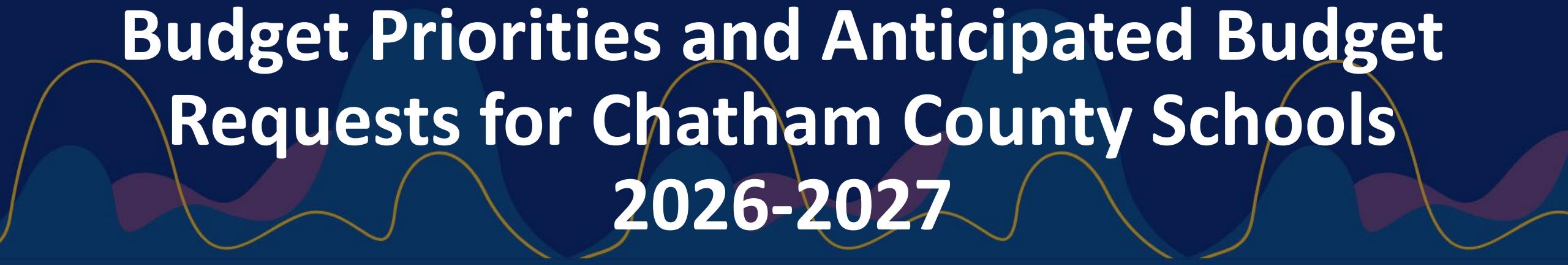


# CCS Rank by Funding Source

| FUNDING SOURCE       | 2024 RANK OUT OF 116 LEAS | 2025 RANK OUT OF 116 LEAS | 2024 FUNDING    | 2025 FUNDING    | DIFFERENCE   |
|----------------------|---------------------------|---------------------------|-----------------|-----------------|--------------|
| State Funding        | 76                        | 66                        | \$8,145         | \$8,494         | \$349        |
| Federal Funding      | 112                       | 104                       | \$636           | \$516           | (\$120)      |
| Local Funding        | 7                         | 6                         | \$4,709         | \$5,546         | \$837        |
| <b>TOTAL FUNDING</b> | <b>52</b>                 | <b>27</b>                 | <b>\$13,490</b> | <b>\$14,456</b> | <b>\$966</b> |

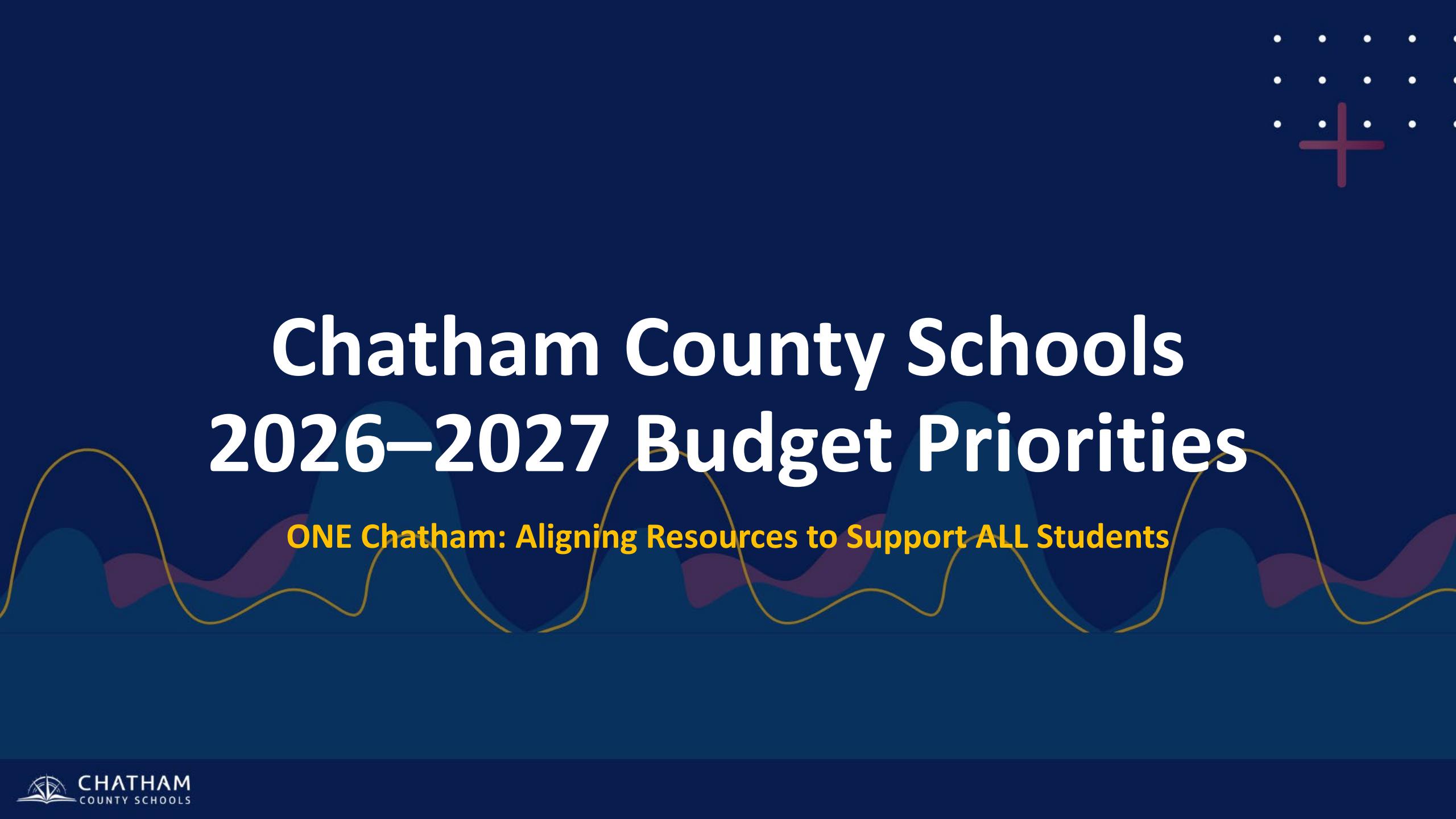
*This chart presents the ranks and funding amounts for each funding source (State, Federal, Local) and the total funding, along with their respective prior year's rankings.*

*NOTE: These totals represent the actual dollars spent, not budgeted dollars.*



# Budget Priorities and Anticipated Budget Requests for Chatham County Schools 2026-2027





# Chatham County Schools 2026–2027 Budget Priorities

**ONE Chatham: Aligning Resources to Support ALL Students**



# BUDGET PRIORITIES



## Addressing:

- Rising Fixed Benefit And Operational Costs
- District Employee Retention and Recognition Program Funding
  - *Master Pay Phase II*
  - *Unified Stipend Phase II*
- Mitigate Impact of Financial Instability at the State and Federal Levels.
- Stabilize Impact of Charter School Funding Shifts
- Right-size staffing to reflect current enrollment realities

# 1. FIXED BENEFIT COSTS



- Accounts for Increases in
  - State-mandated increases in retirement , health insurance and compensation
  - These are non-negotiable costs required to maintain staffing

**ONE Chatham: Protects a stable, high-quality workforce**

## 2. FIXED OPERATIONAL COSTS



- Accounts for Increases in
  - Utilities, transportation, technology, safety and regulatory compliance
  - Essential to keep schools safe, modern, and operational



**ONE Chatham: Ensures safe, welcoming learning environments**

# 3. EMPLOYEE SUPPLEMENT MODEL

- Accounts for

- The annual percent increase applied to the state salary portion of the supplement model (Certified staff Only). The base amounts of the supplement will remain stable this year.
- This allows our supplements to remain market-aligned and ranked within the top 10 in the state and top 5 in the region.



**ONE Chatham: Strengthens People & Talent strategy**

## 4. STABILIZE IMPACT OF CHARTER SCHOOL FUNDING SHIFTS



Accounts for:

- Increased Charter School Enrollment by Chatham County Students
- the statutory requirements associated with funding students in charter schools and that the local expenditures follow students to their respective charter schools
- funding for approximately 1300 students in 26 charter schools.
- This currently represents **13%** of our current student population.
- We are projecting this to increase to **13.5%** of eligible public school enrolled students in **2026-2027**.

**ONE Chatham: Promotes equitable resource allocation**

## 5. RIGHT-SIZE STAFFING TO REFLECT CURRENT ENROLLMENT REALITIES



### Accounts for

- Stagnant enrollment
- Shifts in Federal budget priorities; state budget uncertainty
- Increased mental health, interventions, technology, academic recovery needs of students

**ONE Chatham: Protects Academic Excellence for ALL students**



# BUDGET RECOMMENDATIONS 2026-2027



# RISING FIXED BENEFIT AND OPERATIONAL COSTS:

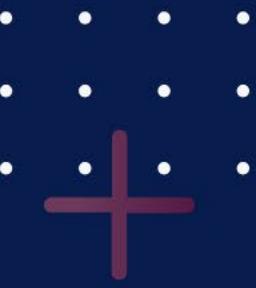


| REQUEST                                      | AMOUNT       | RATIONALE  |
|--|--------------|--|
| Fixed Employee Costs                         | \$975,000.00 | <p>This projection reflects significant, largely unavoidable increases in employee compensation and benefit costs. Health insurance premiums are expected to rise as the State Health Plan transition from Blue Cross Blue Shield to Aetna continues; increasing the employer cost from approximately <b>\$8,500</b> to <b>\$9,000</b> per participating employee—an estimated \$500 increase per employee.</p> <p>At the same time, the employer retirement contribution rate is projected to increase from <b>24.67%</b> to <b>26%</b>. These pressures are compounded by continued uncertainty at the state level; to date, no state budget has been adopted, and employees have received no compensation increase beyond step movement for certified employees.</p> <p>For planning purposes, the district is modeling a modest 4–5% salary increase for all employees to remain competitive and support retention, using local funds to offset rising benefit and retirement costs for employees not fully covered by state allocations. <b><u>These estimates may change based on final action by the North Carolina General Assembly.</u></b></p> |
| Fixed Operational Costs                      | \$575,000.00 | <p>This allocation covers required increases in district insurance costs, including property, cyber liability, workers' compensation, and other mandated coverages. These rising costs are essential to maintaining compliance, protecting district assets and personnel, and ensuring uninterrupted operations. Adequate funding in this area safeguards the district against operational, financial, and legal risk while preserving system stability.</p>   |
| Certified and Classified Supplement Increase | \$70,000.00  | <p>This request reflects the annual percentage increase necessary to fund the Board-approved supplement model. It does not propose an increase to the local base supplement amount; rather, it funds only the percentage-based component of the model that adjusts as state salary schedules change. This allocation ensures the district can fully implement the existing supplement framework as approved, preserving equity, consistency, and competitiveness without expanding the underlying supplement structure.</p>  |

# EMPLOYEE RETENTION AND RECOGNITION PROGRAM FUNDING



| ITEM  | AMOUNT       | RATIONALE   |
|---|--------------|---|
| Expansion of Master's Pay Supplement for Eligible staff | \$250,000.00 | This request continues the restoration of the Master's Pay Supplement for eligible teachers not included in Phase I, addressing a long-standing inequity created when the State eliminated compensation for advanced degrees nearly a decade ago. As a result, many classroom teachers with earned master's degrees receive no additional pay unless their coursework began prior to 2013, despite the professional value these credentials provide. This funding promotes fairness and parity among similarly qualified educators, supports the district's commitment to competitive compensation, and helps close a growing gap with neighboring districts—such as Durham, Wake, and Chapel Hill—that already compensate all teachers for master's degrees regardless of when they were earned. |
| Unified Stipend Schedule                                | \$150,000.00 | Prior to the 2024–2025 school year, the district did not provide consistent extra-duty stipends for employees leading clubs and activities outside of athletics. Following a comprehensive review, the district implemented a unified stipend schedule to ensure equitable compensation for staff leading academic, athletic, and arts programs beyond their normal contractual responsibilities. The additional funds requested reflect required benefit adjustments and are necessary to fully implement and sustain this Board-approved model, ensuring fairness, consistency, and long-term sustainability in recognizing staff contributions that enrich students' extracurricular experiences.  |



# ANTICIPATED MINIMUM SUSTAINABILITY REQUEST FOR DISTRICT NEEDS

|              |                       |   |
|--------------|-----------------------|---|
| <b>TOTAL</b> | <b>\$2,020,000.00</b> | The following items are currently under review as we consider our budgetary request for 2026-2027 |
|--------------|-----------------------|---|

# ANTICIPATED BUDGET ITEMS 2026-2027 +

## Required Charter School Transfer

|   |                     |   |
|---|---------------------|---|
| ANTICIPATED<br>REQUIRED CHARTER<br>SCHOOL TRANSFER<br>26-27 | \$272,700.00        | The Charter School Transfer allocation reflects the district's statutory obligation to pass through local per-pupil funding to charter schools serving Chatham County students, with Chatham County Schools acting as the fiscal agent for these funds. Currently, approximately <b>13.5%</b> of district students are enrolled in charter schools, resulting in a required increase of <b>\$272,700</b> in charter transfers as part of the 2026-2027 budget request. This allocation ensures full compliance with state law while supporting educational options for Chatham County families. |
| ANTICIPATED<br>CHARTER SCHOOL<br>FUNDING GAP<br>25-26       | \$450,000.00        | This request represents the one-time funding gap between the preliminary charter school transfer amount included in the 2025–2026 Heads-Up budget request and the actual charter school expenditures anticipated for the current school year. If approved, this gap will be addressed through the Charter School Reserve Fund during the mid-year reconciliation process, establishing a sustainable mechanism to manage future variances.  |
| <b>TOTAL</b>  | <b>\$722,700.00</b> | <b>The following items are currently under review as we consider our budgetary request for 2026-2027</b>  |

# ANTICIPATED BUDGET ITEMS 2026-2027

## Capital Outlay

|                |                     |   |
|----------------|---------------------|---|
| Capital Outlay | \$250,000.00        | <p>The district is requesting a \$250,000 increase in the Capital Outlay budget for the 2025–2026 school year to address growing facility and infrastructure demands following seven years of stagnant funding. The addition of two new schools and a Central Office facility has significantly expanded preventive maintenance needs across aging buildings and systems. This funding is essential to support critical repairs, upgrades, and ongoing upkeep, as well as to meet heightened safety expectations through investments in security enhancements such as updated camera systems, vape detection, and access controls. This request represents a strategic investment in the long-term safety, sustainability, and effectiveness of district facilities, ensuring schools remain secure, functional, and conducive to high-quality teaching and learning.</p> |
| <b>TOTAL</b>   | <b>\$250,000.00</b> | <p><b>The following items are currently under review as we consider our budgetary request for 2026-2027</b></p>   |

# REQUEST SUMMARY

|   |                       |
|---|-----------------------|
|   |                       |
| Fixed Employee Costs                                    | \$975,000.00          |
| Fixed Operational Costs                                 | \$575,000.00          |
| Certified and Classified Supplement Increase            | \$70,000.00           |
| Expansion of Master's Pay Supplement for Eligible staff | \$250,000.00          |
| Unified Stipend Schedule                                | \$150,000.00          |
| <b>TOTAL</b>  | <b>\$2,020,000.00</b> |
|   |                       |
| Anticipated Required Charter School Transfer<br>26-27   | \$272,700.00          |
| Anticipated Charter School Funding Gap<br>25-26         | \$450,000.00          |
| Capital Outlay  | \$250,000.00          |
| <b>TOTAL</b>  | <b>\$2,992,700.00</b> |



# CHARTER SCHOOL RESERVE FUND

Planning for the Moving Target



# ESTABLISH A CHARTER SCHOOL RESERVE FUND



|   |                     |  |
|---|---------------------|--|
| <b>Charter School Reserve Funding Be Maintained by the County</b> | <b>\$350,000.00</b> | The establishment of a Charter School Reserve Fund is not a direct funding request, but a fiscally responsible strategy to set aside funds that would be used only if needed to address any gap in the district's mandatory charter school transfer obligation following the mid-year reconciliation. While charter payments are budgeted based on projected Average Daily Membership (ADM), final charter ADM is not certified until later in the fiscal year, often resulting in a variance between anticipated and required transfers. This reserve allows those differences to be reconciled without disrupting district operations or requiring mid-year reductions, with funds held by the county and accessed solely to ensure full and timely charter school payments once ADM is finalized. This approach promotes financial stability, protects core district services, and ensures continued compliance with state law. |
| <b>TOTAL</b>  | <b>\$350,000.00</b> | <b>The following items are currently under review as we consider our budgetary request for 2026-2027</b>   |

# QUESTIONS?

