



2026-2027 Budget Feedback

**Jeremy Teetor
Chief Finance Officer
January 15, 2026**



PARTICIPATION

Breakdown of Participation



1,284
Participants



1,037
Thoughts



23,475
Ratings



PARTICIPATION

Breakdown of Participation



What is your role in the district?

 **1205**
Responses

%		Answer (Multiple select)
67%	(811)	Parent/Guardian/Family Member
3%	(33)	Student
33%	(402)	District Employee
7%	(80)	Community Member
5%	(59)	Other



WORDCLOUD

Top Rated



important classroom drivers maintenance
classroom raises quality transportation
high bus pay attract staff transparency
better bus pay attract paid positions
dps safety facilities
class safe building
good retention increase children
employees salaries jobs sizes
budget classified
work support education
kids learning



THOUGHTS

Key Thoughts



Teacher pay To hire and retain great teachers

4.6  (29 people)

Ranked #1 of 1037

Increase pay for teachers and support staff Our teachers deserve more. They have an extremely demanding job that is physically and emotionally stressful. Their pay is absolutely deplorable.

4.6  (28 people)

Ranked #2 of 1037

Teacher salaries/retention Invest in our children's education by attracting motivated teachers and retaining loyal ones

4.6  (28 people)

Ranked #3 of 1037



THOUGHTS

Raises



Teacher raises Staff raises

4.5  (28 )

pay raises for teachers and staff They ARE education

4.5  (28 )

Classified staff pay raises and certified staff pay raises In order to keep our teachers and support staff, we have to increase pay. The cost of living in durham is just too high and our teachers deserve it.

4.3  (30 )



THOUGHTS

Work



Competitive wages for staff The kids are why teachers stay not why we leave. Low wages reveal our state's contempt for education and cause significant financial stress.

4.5  (28 

More money for salaries. If someone works hard full time, they should be able to live without a second or third job.

4.5  (26 

Paying teachers and staff teachers and staff need a livable wages in Durham with ability to increase wages

4.5  (26 



THOUGHTS

Increase Pay



DPS's top budget priorities for 26-27 should be to increase teacher pay. It's important because all teachers salaries in DPS deserve to be aligned with other teachers across the country.

4.5  (29 

Increase Teacher Pay Role expectations continue to expand, yet compensation does not align with workload or livable wage standards.

4.4  (27 

Increasing teachers salary. Teachers deserve a pay increase for the amount of work and time they put into their jobs.

4.4  (27 

Meet & Confer Feedback

- Classified pay- living wage and addressing compression
- Extra duty pay
- Bereavement leave
- Transportation Supplement

DAE will provide additional information after conferring with membership and receiving additional information from administration.



Continuation Considerations

- Due to lack of state raise in 2025-2026 and upcoming election season, preparing for potential of larger than normal state raise
- Preparing for moderate increase in retirement contribution rate
- Preparing for large increase in health insurance contribution rate
- Preparing for large increases in utilities due to recent rate increase requests from Duke Energy
- Preparing for potential loss of federal and medicaid funding



Expansion Requests

- Received over \$7,000,000 in expansion requests across multiple functional areas
- These items are under review for inclusion in the Superintendent's recommended budget



Superintendent's Priorities

- Continuation Costs (including federally funded initiatives)
- Classified pay raise (including occupational and physical therapists)
- Capital Outlay Needs (including technology)



Next Steps

January 8, 2026	Meet & Confer
January 9, 2026	Thought Exchange Closed
January 13, 2026	Superintendent Teacher Advisory Council Parent Ambassadors
January 15, 2026	Board Work Session to report on feedback to date
January 22, 2026	Meet & Confer
January 29, 2026	Release Draft Superintendent Recommended Budget
February, 2026 (date to be determined by BOE)	Budget/Finance Town Hall
<i>February 11, 2026</i>	<i>Tentative date for a public hearing</i>
March 12, 2026	Target date to submit request to county



Questions?