



# **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 <i>(Multiple select)</i> |
|-----|-------|---------------------------------|
| 67% | (811) | Parent/Guardian/Family Member   |
| 3%  | (33)  | Student                         |
| 33% | (402) | District Employee               |
| 7%  | (80)  | Community Member                |
| 5%  | (59)  | Other                           |





WORDCLOUD  
Top Rated





## THOUGHTS

### Key Thoughts



**Teacher pay** To hire and retain great teachers

4.6 ★★★★★ (29 👤)

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 👤)

Ranked #2 of 1037

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

4.6 ★★★★★ (28 👤)

Ranked #3 of 1037



## THOUGHTS Raises



Teacher raises Staff raises

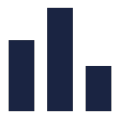
4.5 ★★★★★ (28 👤)

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<br>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?**