Classified Pay Proposal

Durham Association of Educators

AT THE TABLE
for the Schools Our Students Deserve

DPS Stated Goals: Classified Salary Study

- Construct schedules that reflect a living wage in Durham ✅ **MIT model**

- Mitigate compression

- Eliminate the need for hold harmless or legacy differentials ✅ **MIT model**

- Correct salary grade misalignments ❓

Mr. Teetor presented 3 models to achieve these goals.
These 3 models started with a minimum wage from:

1. The MIT living wage calculator

2. Durham City's living wage + a projected 5% increase

3. Durham County's living wage (last updated in 2023)

AT THE TABLE
for the Schools Our Students Deserve
DAE
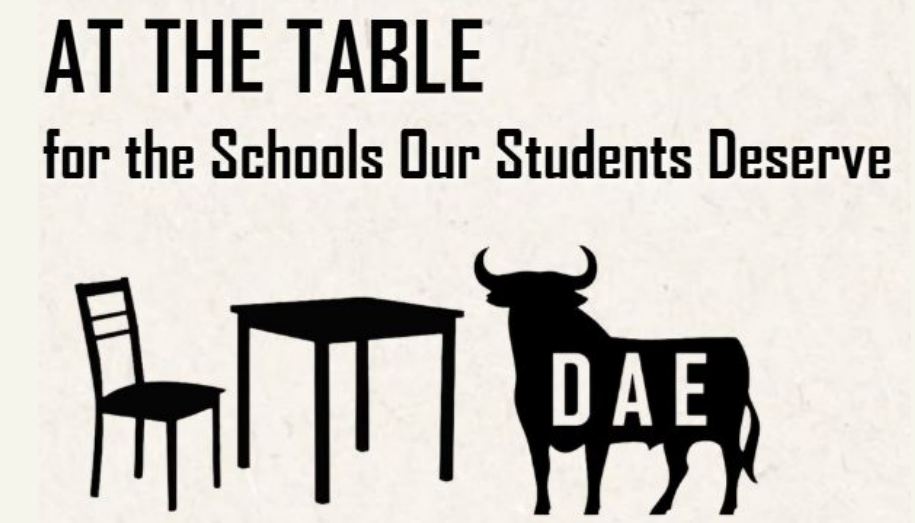
1. Starting Salary Needs to be a Living Wage

DAE Proposal - No starting salary less than $25/hour for any classified worker.

DPS - Only the MIT model accurately reflects Durham's current living wage, and $25.55/hr is the minimum living wage for a single person.

It's critical for political leadership from the city, county, and DPS all align on the same living wage model, fight for a $25/hr minimum, and adjust annually for inflation.

Question: Dr. Lewis and Mr. Teetor recently spoke to the county manager, are there any signals that they plan to update the county's living wage model this year? What is the appetite to align our minimum living wage with the county's?

AT THE TABLE
for the Schools Our Students Deserve

DAE

2. How to Mitigate Compression

DAE proposal - A three-year plan, starting with 2025-2026, that implements a 2% minimum <u>local</u> salary differential between each step. All classified workers will move up a step each year.

DPS Proposed Schedules, across all three models:

Grades	Step Differential*	Min-Max Differential*
NCBUS - NC19	0.5%	16%
Admin I, Admin II	0.8%	27%
M12. Admin III, Admin IV, Admin V	1.0%	35%
M17, M18	1.5%	56%

Step Differential: Annual raise an employee can expect each year (absent state action).

Min-Max Differential: Difference in pay between a Step 0 and a Step 30 employee.

Compression continues under all 3 models of the DPS proposal, especially for our lowest pay grades (NCBUS - NC19).

*approximations

AT THE TABLE
for the Schools Our Students Deserve

DAE
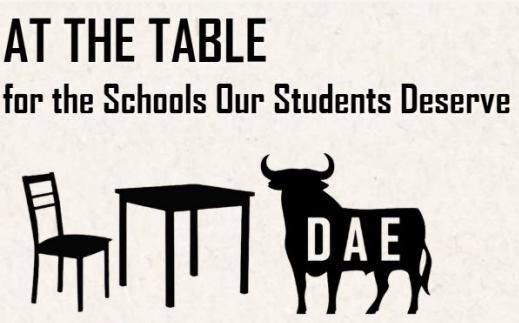
One Example of Compression

DPS01 - Bus Safety Assistant, Custodian					
	DPS Proposals				DAE Proposal
Model	MIT model	Durham City	Durham Co.		MIT with 2% step diff.
Min Hourly Wage	$25.55	$23.00	$19.22		$25.55
Max Hourly Wage	**$29.67**	**$26.71**	**$22.32**		**$46.28**
Min-Max Differential	**16.13%**	**16.13%**	**16.13%**		**81.14%**
Min Step Differential	0.46%	0.47%	0.46%		2.00%
Max Step Differential	0.54%	0.53%	0.54%		2.00%

DPS proposal: Step 30 Custodian would only make *16% more* than Step 1 Custodian.

DAE proposal: Step 30 Custodian would make *81% more* than Step 1 Custodian.

Veteran staff must be fairly compensated for their loyalty & experience.

All staff need to see a clear upwards ladder with opportunity for increases in wages.

3. Consistency in Hiring Process

DAE proposal - Consistency and clear communication during the hiring process regarding where and how workers are placed on the classified salary schedule. DPS shall give private sector experience credit based on actual years of verified service. One step should be given for every year of comparable work experience for new hires. Placement on the salary schedule must honor longevity, experience, and job duties.

Question: Does DPS currently follow a written procedure or policy that describes placement?

DAE Recommendation - develop a consistent and clear process (through Meet & Confer) and communicate this process to potential hires and current employees.

AT THE TABLE
for the Schools Our Students Deserve

DAE

4. No Caps on Salary

DAE proposal - To address salary compression, DPS shall not use the state-recommended maximum as an upper ceiling for classified employee salaries; there must be no caps on salary for non-administrative staff.

It's critical that all supporters of public education continue push state to raise the caps - but in the meantime, there needs to be local investment to ensure our scales are not compressed.

AT THE TABLE
for the Schools Our Students Deserve

5. Bi-Weekly Pay Option

DAE proposal - Bi-weekly pay (every two weeks) for all classified staff starting in January 2026.

Currently, some classified staff are paid twice a month. However, this sometimes means that there are 3 weeks between paychecks. This negatively impacts workers, especially DPS's lowest paid workers.

AT THE TABLE
for the Schools Our Students Deserve

DAE

Additional Questions & Considerations

Proposed Grade Differentials

Grade Differential is defined as the difference in pay between one pay grade and the next pay grade.

Questions:

1. How did the finance team land on these grade differentials?

2. Why is the grade differential higher for administrative positions, compared to NC01-NC19?

   a. Is there a reason that the grade differential cannot be consistent across all classified positions?

3. How do these grade differentials compare to nearby districts and other competitors?

Grades	Grade Differential
NC02-NC05	1%
NC06	6%
NC07-NC19	5%
Admin I	**6%**
Admin II	**15%**
Admin III	**12%**
Admin IV	**6%**
Admin V	**10%**
Admin VI	**40%**
M12 - M18	? unclear how this fits with the rest

M12 (OT Assistant), M17 (Nurse), M18 (OT & PT)

We noticed that these pay grades only have one proposed salary schedule, and they do not "fit" with the rest of the proposed living wage models. There is no clear "grade differential" between these schedules and NC01-NC19.

DPS06IA - EC Instructional Assistant			
	DPS Proposals		
Model	MIT model	Durham City	Durham Co.
Min Hourly Wage	$28.18	$25.37	$21.20
Max Hourly Wage	**$32.73**	**$29.46**	**$24.62**
Min-Max Differential	**16.15%**	**16.12%**	**16.13%**

M12 - Occupational Therapists Assistants			
	DPS Proposals		
Model	MIT model	Durham City	Durham Co.
Min Hourly Wage	$26.24	$26.24	$26.24
Max Hourly Wage	**$35.34**	**$35.34**	**$35.34**
Min-Max Differential	**34.68%**	**34.68%**	**34.68%**

Questions:

1. How were the M12, M17, and M18 salary schedules constructed?
2. How can the district ensure that there are appropriate pay differentials between these grades and NC01 - NC19?

Administrative Positions and Raises

1. What exact positions are going to be classified as Admin I through Admin VI?

2. How do the proposed schedules for administration compare to our nearby competitors (i.e. in Wake, in CHCCS)?

Wake County (24-25 Admin Pay)

	Admin.	Senior Admin.	Director	Senior Director
Min Annual Pay	$59,832	$67,387	$75,914	$85,538
Max Annual Pay	$89,748	$101,081	$113,872	$128,308

CHCCS (24-25 Admin Pay)

	Coordinator	Director	Executive Director	Senior Executive Director
Min Annual Pay	$ 61,668	$ 75,360	$ 89,064	$ 109,620
Max Annual Pay	$ 98,196	$ 119,352	$ 140,496	$ 172,212

DPS proposed (across all 3 models)

	Admin I	Admin II	Admin III	Admin IV	Admin V	Admin VI
Min Annual Pay*	$88,298.35	$101,878.64	$114,542.15	$121,277.23	$133,404.95	$186,019.86
Max Annual Pay**	$149,075.43	$172,003.23	$205,231.52	$217,299.14	$239,029.05	$287,196.21

*Min of Durham Co. model (lowest pay model)

** Max of MIT model (highest pay model)

DPS STRATEGIC PLAN, 2023-2028

- **CORE BELIEFS**
  - **Equity**
    - Our students and schools deserve **equitable access** to the resources and opportunities they need to succeed. Durham Public Schools and the community must distribute those resources in a manner that eliminates inequities.

- **PRIORITY #2**
  - Provide a Safe and Healthy School Environment that Supports the Whole Child

AT THE TABLE
for the Schools Our Students Deserve

DAE

PROTECTING IMMIGRANT STUDENTS

1. **Make Red ("Know Your Rights") cards visible and available** in every school bus, front office, and student services office in DPS and share them with all DPS families so they know their rights when it comes to interacting with ICE. Cards shall be available in multiple languages.
   a. *Question - Are Red Cards available for all schools and busses?*

2. **Pass and enforce the revised and strengthened [Policy 5120](#)**. This includes in-person annual training for all DPS staff to ensure that we are all following Policy 5120.
   a. *Question - When will the BOE vote on this policy, given urgency that is widely and deeply felt in our community?*
   b. *Question - Is DPS open to partnering with DAE and/or other organizations to develop and deliver these trainings?*
   c. *Question - How and when does the district plan to train staff on this policy?*

PROTECTING IMMIGRANT STUDENTS

3. **Provide proof of enrollment letters for all students** (with specific language about residing in Durham - "domiciled"). Provide these by the time of enrollment with the goal of preventing expedited removal of students.

4. **Standardize and clarify procedures for all principals and front office staff to follow if ICE agents come directly to schools** so that all schools respond the same way. These norms should be communicated to all staff (school-based & transportation) and families.

5. **Retrain all staff to fully follow anti-bullying policies with added emphasis on bullying around perceived national origin or immigration status**. These trainings should be conducted in person before the start of the school year.
   a. *Question - Who will conduct these trainings and how will they be implemented?*
   b. *Question - What mechanisms are in place to ensure that these trainings are fully implemented across the board?*

AT THE TABLE
for the Schools Our Students Deserve

PROTECTING IMMIGRANT STUDENTS

6. **Pass and enforce the Private Zones Administrative Policy and Protocol.**

   a. *Question - When will the BOE vote on this policy, given the urgency in our community?*

7. **Ensure clear communication with all DPS parents and staff** by the time of enrollment regarding all protocols.

   a. *Question - How will DPS work to ensure these policies and procedures are implemented consistently across the district such that immigrant students and families feel equally welcome regardless of where they attend school?*

AT THE TABLE
for the Schools Our Students Deserve
DAE