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## Demands met or not yet?

1 message

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Wed, Apr 24, 2024 at 8:01 AM



April 24, 2024

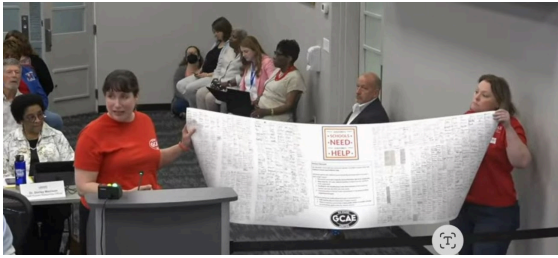
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### Our Demands & The Budget

Dr. Oakley shared her [Budget Presentation](#) during the Board of Education meeting on April 16. And GCS workers showed up to the Workers' Budget Presentation with over 2300 signatures on [the petition!](#) The GCS Board of Education received our demands, and we have reviewed the superintendents' budget presentation for alignment.



[Photos & News Coverage](#)



Here's our analysis of how the Superintendent's Budget Presentation stacked up against our demands. **Remember:** These are victories in the *superintendent's presented budget*. To make these changes real, we still need to make sure the Board of Education votes to request these funds AND THEN the Board of County Commissioners actually fully funds the GCS request!

<p><b>DEMAND 1:</b> Reinstated meaningful steps for School Nutrition Services employees.</p>	<p><b>Superintendent's Budget Presentation says:</b> The requested funds for the classified pay scale will include paying School Nutrition employees on the same grades as other classified employees, compensating them for years of experience. (slides 19, 51)</p>	<p><b>GCAE says:</b> Demand met! School Nutrition employees were left out of the classified pay scale improvement this school year. GCS heard our cafeteria coworkers and heard us support them to get paid fairly.</p>
<p><b>DEMAND 2:</b> Step raises for 15+ year veteran teachers funded from the certified local supplement.</p>	<p><b>Superintendent's Budget Presentation says:</b> GCS teacher attrition rate was a whopping 18.3% in 2022-23. The 2024-25 Budget Recommendation includes \$10 million to increase the local teacher supplement. (slides 12, 14)</p>	<p><b>GCAE says:</b> Demand not yet met. Even if the superintendent's budget recommendation passes as presented, there is still room to make this demand before the budget resolution this fall. Stay tuned for opportunities to keep pushing this demand.</p>
<p><b>DEMAND 3:</b> Funding for the classified pay scale improvement at the projected market rate from the 2022 pay scale study.</p>	<p><b>Superintendent's Budget Presentation says:</b> The funds allocated by the County Commissioners for FY2024 allowed GCS classified employees to receive meaningful rate increases. The 2024-25 Budget Recommendation includes \$8.6 million for phase II of Classified Staff Compensation Plan. (slides 15-19)</p>	<p><b>GCAE says:</b> Demand met! Last year was a start, and we know we're still going to be chasing market rate for our classified folks this year. The budget request gets classified folks one step closer to fair pay and a living wage.</p>
<p><b>DEMAND 4:</b> Implementation of the full 5-year commitment to the</p>	<p><b>Superintendent's Budget Presentation says:</b> The 2024-25 Budget Recommendation</p>	<p><b>GCAE says:</b> Demand met! The current budget requests puts the district on track to receive the</p>

local certified supplement increase.	includes \$10 million to increase the local teacher supplement. (slides 14, 51)	supplement increase projected for this year in the original agreement from the Board of Education and the Board of County Commissioners.
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Now that we've delivered a **powerful** petition and **won the first big step** toward getting our demands (with a plan in the works to get the last one), it's time to put some pressure on the Board of Education and Board of County Commissioners to do their part! Here's how:

1. PLAN TO ATTEND THE [MAY 7 BUDGET HEARING](#), AND SHARE YOUR COMMENTS ON THE BUDGET PROPOSAL.
2. COME TO THE GCAE MAY MASS MEETING TO LAUNCH PHASE 2 OF THE BUDGET CAMPAIGN! RSVP: <http://bit.ly/GCAEmass5-9-24>
3. SAVE THE DATE OF MAY 20 FOR *MO MONEY MONDAY* WITH MEMBERS OF THE BOARD OF COUNTY COMMISSIONERS.

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## Plug in and Build YOUR Union!

It's going to take all of us to face the attacks being leveled against our public schools. Join the fight today!

<b>May 7, 6:00 PM</b>	<b>Board of Education Budget Public Hearing</b>	<b>Register</b>
<b>GCS Board Room</b>	Wear red, and give your comments on the budget proposal.  <a href="https://bit.ly/GCAEboe5-7-24">https://bit.ly/GCAEboe5-7-24</a>	
<b>May 9, 5:30-7:30 PM</b>	<b>GCAE Mass Meeting &amp; Phase 2 Campaign Launch</b>	<b>Register</b>
<b>Smith High School</b>	Join your coworkers to build power and WIN the schools we and our students need and deserve.  <a href="http://bit.ly/GCAEmass5-9-24">http://bit.ly/GCAEmass5-9-24</a>	

**May 20, 6:00-7:30 PM    Mo' Money Monday with our Board of  
County Commissioners**

Save the date! GCAE is inviting our commissioners to come tell *us* about their plan to fund our schools.

*Registration coming soon.*

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**T-shirt Design Contest**

Check your email for a link to vote! *This week only!*

**Notice of Proposed Constitutional Amendments**

The GCAE Executive Board has proposed amendments to the GCAE Constitution, last amended and ratified in 2009. Members may view all proposed amendments for a period of 90 days here: <https://bit.ly/GCAEamend2024>

All members will have an opportunity to vote to ratify the proposed amendments after the 90-day review period.

**NEA Representative Assembly**

A total of [10 delegates](#) from GCAE will be representing our members at the NEA Representative Assembly on July 3-7 in Philadelphia. Delegates will be debating and voting on the business of our union at the convention. Delegates may also be reaching out to you for PAC donations as we gear up for the 2024 election. Thank you, delegates!

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**Ways to Plug In with NCAE & NEA:**

GCAE is the local affiliate of our state union, NCAE, and our national union, NEA. The following opportunities are available for all GCAE members ready to learn one more thing, take one more step, or dig just a little bit deeper.

- **Know and Grow: Documentation**
    - Thursday, April 25, 6:30-7:30 PM, virtual
    - Register: <https://www.mobilize.us/ncae/event/596313>
  - **Advocacy Center Training: Educator Rights**
    - Thursday, May 2, 6:00-7:00 PM, virtual
    - Register: <https://www.mobilize.us/ncae/event/618434>
  - **NCAE Local Strength Cohort Meeting**
    - Monday, May 6, 6:00-8:00 PM, virtual
    - Register: <https://link.ncae.org/Local-Strength-Cohort>
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Sent via [ActionNetwork.org](https://ActionNetwork.org). To update your email address, change your name or address, or to stop receiving emails from Guilford County Association of Educators, please [click here](#).