DEPARTMENT OF PUBLIC INSTRUCTION

Mission

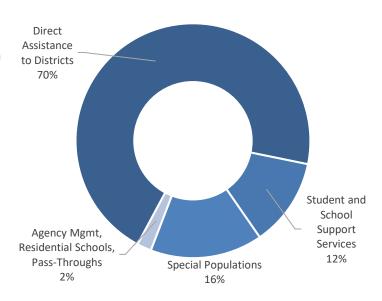
To use the North Carolina State Board of Education's constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

- 1. Eliminate opportunity gaps by 2027.
- 2. Improve school and district performance by 2027.
- 3. Increase educator preparedness to meet the needs of every student by 2027.

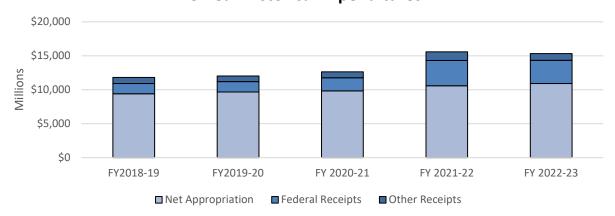
Agency Profile

- Implement the state's public school laws, policies, and procedures governing public education for Pre-K through 12th grade at the direction of the State Board of Education and Superintendent of Public Instruction.
- Provide leadership and service to 115 local public-school districts and 2,600+ traditional public schools, 200+ charters schools, lab and regional schools, the North Carolina Virtual Public School, the North Carolina Governor's School, and three residential schools for students with hearing and visual impairments, serving about 1.5 million Pre-K-12 students across the state.
- Administer state and federal funds totaling \$15.6 billion, and license and support the development of the 117,000 teachers and administrators that serve public schools.

FY 2022-23 Actual Expenditures



5-Year Historical Expenditures



Charts include General Fund budget code only.

Department of Public Instruction (13510)

-	2023	3 Session Law-Enact	ed	2024 Leg	024-25		
	2022-23	2023-24	2024-25	Net	Net	Recommended	2024-25
	Actual	Certified	Certified	Recurring	Nonrecurring	Adjustment	Revised
Requirements	15,321,049,246	13,502,320,541	13,709,714,749	682,861,114	483,166,065	1,166,027,179	14,875,741,928
Receipts	4,404,492,531	1,927,760,615	1,750,698,621	49,100,000	19,000,000	68,100,000	1,818,798,621
Net Appropriation	10,916,556,715	11,574,559,926	11,959,016,128	633,761,114	464,166,065	1,097,927,179	13,056,943,307
Positions (FTE)	1,076.587	1,203.977	1,203.977			30.000	1,233.977

				FY 202	4-25	Recommended	d	
				R Changes		NR Changes		Adjustments
	erve for Salaries and Benefits							
1	Compensation Increase - Teachers and Instructional Support	_	_		_		_	
	Updates the teacher salary schedule to raise starting teacher salaries to the highest in the			322,709,000	\$	-	\$	322,709,000
	Southeast and provide an 8.5% average raise for all existing teachers. This schedule	Rec		-	Ş	-	\$	-
	reduces salary plateaus for experienced teachers, instructional support personnel, school		\$	322,709,000	\$	-	Ş	322,709,000
	psychologists, speech pathologists, and audiologists. State agency teacher salaries are increased in accordance with the statewide teacher salary schedule. Corresponding special provisions provide additional details on these compensation increases.	FTE						0.000
2	Compensation Increase - School-based Administrators Provides funds to improve recruitment and retention for school-based administrators through salary increases. Assistant Principal salaries are tied to the teacher salary	Req Rec		25,443,000	\$	-	\$	25,443,000
	schedule. Funding supports a 6% total increase for existing principals. Corresponding	App	_	25.443.000	ς_	_	ς .	25,443,000
	special provisions show additional details on these compensation increases.	FTE	,	, ,	•		,	0.000
3	Compensation Increase Reserve - Central Office and Noncertified Employees	Dog	ć	FC 018 000	¢		¢	FC 018 000
	Guarantees at least a 5% across-the-board increase for all state-funded employees. In	Req Rec		56,018,000	\$ \$	-	\$	56,018,000
	addition to the 3% provided in SL 2023-134, most state employees receive an additional 2%, while employees paid on an experience-based salary schedule or with a salary set in	App	_	56,018,000			¢	56.018.000
	law receive an additional 3%. State agency teacher salaries are increased in accordance with the statewide salary schedules. Corresponding special provisions show additional details on compensation increases.	FTE	7	30,010,000	*		7	0.000
4	Compensation Increase Reserve - DPI	D		4 726 000				1 726 000
	Guarantees at least a 5% across-the-board increase for all state-funded employees. In	Req		1,736,000	<u>></u>	-	\$	1,736,000
	addition to the 3% provided in SL 2023-134, most state employees receive an additional	Rec App		1.736.000	ç	-	ç	1,736,000
	2%, while employees paid on an experience-based salary schedule or with a salary set in law receive an additional 3%. State agency teacher salaries are increased in accordance with the statewide salary schedules. Corresponding special provisions show additional details on compensation increases.	FTE	7	1,730,000	7		Ţ	0.000
5	Master's Pay Respects the teaching profession by restoring master's pay for over 1,000 teachers	Req		10,000,000	\$	-	\$	10,000,000
	whose advanced degrees are in the subjects they teach.	Rec		-	\$	-	\$	-
		App FTE	\$	10,000,000	\$	-	\$	10,000,000 0.000
6	Position Fundshift Reserve - DPI Establishes a Position Fundshift Reserve to provide the agency with additional flexibility to manage. The agency may use these funds to fundshift a limited number of positions, in	Req Rec		762,000 -	\$ \$	-	\$	762,000 -
	whole or in part, from receipts to net appropriation support. Fundshifting positions will free up receipts, providing much needed availability for receipt-supported compensation increases. Agencies are required to provide legislative increases to receipt-supported positions but are often not able to raise the additional revenue needed to do so.	App FTE		762,000	\$	-	\$	762,000 0.000

				R Changes		NR Changes		Adjustments
7	Retention Bonus - Public School Personnel Provides a \$1,000 bonus to net appropriation-supported employees and an additional \$500 bonus to employees with an annual salary of less than \$75,000. To address	Req Rec		- -	\$	250,404,000	\$	250,404,000
	retention, the retention bonus will be paid in two installments with half of the bonus paid in October 2024 and half in April 2025.			-	\$	250,404,000	\$	250,404,000 0.000
8	Retention Bonus Provides a \$1,000 bonus to net appropriation-supported employees and an additional \$500 bonus to employees with an annual salary of less than \$75,000. To address	Req Rec		- -	\$	1,031,000	\$	1,031,000
	retention, the retention bonus will be paid in two installments with half of the bonus paid in October 2024 and half in April 2025.	App FTE	\$	-	\$	1,031,000	\$	1,031,000 0.000
9	Enhanced Labor Market Retention and Adjustment Reserve Addresses retention and other labor market needs by providing a reserve equal to 2% of General Fund net appropriation-supported and receipt-supported payroll. The inclusion	Req Rec		2,161,000	\$	-	\$	2,161,000
	of funds for receipt-supported positions provides flexibility to agencies to address labor market concerns across all positions regardless of funding source. Agencies may use these funds to address turnover, equity, and compression and to adjust salaries to better compete for and retain talent. Among state agencies, 90% of previous LMAR recipients are still employed with their LMAR-awarding agency compared to 76% of non-recipients.	App FTE		2,161,000	\$	-	\$	2,161,000 0.000
10	Retiree Cost-of-Living Adjustment - Public School Personnel Provides a 3% one-time retiree supplement in FY 2024-25 for over 240,000 retired members and survivors of deceased members.	Req Rec		<u>-</u>	\$	62,738,020	\$ \$	62,738,020 -
		App FTE	-	-	\$	62,738,020		62,738,020 0.000
11	Retiree Cost-of-Living Adjustment - DPI Provides a 3% one-time retiree supplement in FY 2024-25 for over 240,000 retired members and survivors of deceased members.	Req Rec		- -	\$	490,695 -	\$	490,695 -
_		App FTE	\$	-	\$	490,695	\$	490,695 0.000
	Appropriates funds to the ADM Contingency Reserve Appropriates funds to the ADM Contingency Reserve as directed in SL 2023-134 Section 7.20. These funds curport public school unit (DSL) average daily membership (ADM)	Req Rec		-	\$	133,000,000	\$	133,000,000
	7.20. These funds support public school unit (PSU) average daily membership (ADM) increases due to population growth, growing districts and charter schools, and new charter schools. A corresponding provision provides additional details.	App FTE			\$	133,000,000	\$	133,000,000
	hnical Adjustments ADM Technical Adjustment							
	Increases funding for public school allotments based on ADM, including Low-Wealth, Children with Disabilities, and Limited English Proficiency, to reflect changes in student	Req Rec		(125,000,000)	\$ \$	-	\$ \$	(125,000,000)
	population. This adjustment includes a one-time \$200M decrease to comply with the legislatively mandated conversion to the funding in arrears model established in SL 2023-134 Section 7.20. This adjustment is necessary since the new model funds projected PSU growth through the ADM Contingency Reserve, instead of the ADM Technical Adjustment.	App FTE	\$	(125,000,000)	\$	-	\$	(125,000,000) 0.000
14	Average Salary Technical Adjustment Adjusts funding for teacher and instructional support salaries using school year 2023-24 actual sixth pay period average salary data as the revised projection base.	Req Rec		16,500,000	\$	-	\$ \$	16,500,000
		App FTE	_	16,500,000	_	-	\$	16,500,000 0.000
15	Non-ADM Technical Adjustment Adjusts funding for multiple public school allotments not based on ADM, such as transportation and school business systems. A corresponding special provision provides	Req Rec		27,000,000	\$	10,000,000	\$	37,000,000
	additional details on the Transportation Emergency Reserve funded through the nonrecurring portion of this item.	App FTE		27,000,000		10,000,000	_	37,000,000 0.000

			R Changes		NR Changes		Adjustments
	ffing and Capacity Investments						
16	Teacher Recruitment Programs	Dog ¢	200.000	ć	35 000	ć	335,000
	Provides funds to reduce teacher vacancy rates by expanding teacher candidate recruitment programs and funding a study to improve recruitment strategies. The study	Req \$ Rec \$	300,000	\$ \$	25,000	۶ \$	325,000
	will include research and recommendations for a statewide system or entity to	App \$	300.000	\$	25,000		325,000
	coordinate teacher recruitment and support.	FTE	333,333	*	23,000	*	0.000
17	Residencies for High-Need Districts						
	Establishes a matching grant program to support high-quality teacher preparation	Req \$	5,000,000	\$	-	\$	5,000,000
	residency programs in high-need rural and urban districts. Evidence shows that teacher	Rec \$	-	\$	-	\$	-
	residency programs provide better hands-on training, lead to higher teacher retention rates, and can improve student outcomes. The State Board of Education may award grants for up to ten local school administrative units. An accompanying provision establishes research-based parameters, as well as evaluation and reporting requirements, to study the effectiveness of the program in North Carolina.	App \$ FTE	5,000,000	\$	-	\$	5,000,000
18	NC Center for the Advancement of Teaching						
	Provides funds for the NC Center for the Advancement of Teaching (NCCAT) to support	Req \$	500,000	\$	-	\$	500,000
	the continued professional development of teachers in all regions and districts of the	Rec \$	-	\$	-	\$	-
	state. NCCAT provides teaching methods, content, mental health, and STEM training for teachers to use in their classrooms. These funds support operations and two faculty positions, an administrative support position, and a program associate position.	App \$ FTE	500,000	\$	-	>	500,000 4.000
19	Read to Achieve for Middle Grades Students Expands the Read to Achieve program to middle grades students. Data indicates that the	Req \$	13,260,000	Ś	21,477,350	Ś	34,737,350
	program, grounded in the Science of Reading, has had a positive impact for North	Rec \$	10,000,000		15,000,000		25,000,000
	Carolina students in early grades. Recurring funds provide professional development to all middle school core teachers, extending state diagnostic reading assessments and literacy intervention plans to 4th and 5th graders, and adding nine secondary literacy positions for coordination and regional support. Nonrecurring funds include professional development and bonuses for teachers who complete the training. This item is funded through the State Public School Fund using receipts from the Civil Penalty and Forfeiture Fund.	App \$ FTE	3,260,000	\$	6,477,350	\$	9,737,350 9.000
20	Advanced Teaching Roles Program						
	Expands the Advanced Teaching Roles program, which enables outstanding teachers to	Req \$	1,760,000	\$	-	\$	1,760,000
	reach more students, by providing salary supplements for teacher leaders and supporting	App \$	1,760,000	\$	-	<u>۶</u>	1,760,000
	coaching and professional development. These investments allow additional districts to apply for one-time startup funds and enable school districts to provide clearer scopes of work, standardized common data reporting, and increased salary supplements for advanced teacher responsibilities.	FTE	1,700,000	Ÿ		Ÿ	0.000
21	National Board Certification Funds the cost of National Board certification fees for 470 additional teachers annually	Req \$	900,000	\$	-	\$	900,000
	with priority to educators in high-need and low-performing schools. Students of board	Rec \$	-	\$	-	\$	-
	certified teachers learn the equivalent of an extra one to two months' worth of instruction, and certified teachers earn a 12% supplement to their annual salary.	App \$ FTE	900,000	\$	-	\$	900,000 0.000
22	Recruitment Bonuses for Small and Low-Wealth Counties Increases funding for district-level recruitment bonuses to attract certified teachers who	Req \$	1,700,000	\$	-	\$	1,700,000
	will commit to teach in small and low-wealth counties. The revised net appropriation for	Rec \$	-	\$	-	\$	
	these bonuses is \$6 million.	App \$ FTE	1,700,000	\$	-	\$	1,700,000 0.000

			R Changes	i	NR Changes	Adjustments
23	Teacher Licensure Exam Preparation and Fee Support					
	Provides recurring funds to sustain and expand supports for pre-service and beginning	Req \$			- \$	1,600,000
	teachers in becoming fully-licensed teachers. Funds support one teacher licensure and	Rec \$		\$	- \$	1,600,000
	compensation program consultant at DPI, as well as TeachNC licensure exam fee vouchers, fee reimbursement, and licensure exam preparation services.	FTE	1,000,000	۲	- ,	1.000
	geted Student Investments					
24	Children With Disabilities Removes the 13% funding cap and increases funding for the Children with Disabilities	Req \$	56,824,273	¢	- \$	56,824,273
	allotment. Currently, children with disabilities account for more than 13% of ADM in 85	Rec \$		\$	- \$	-
	out of 115 school districts. The ADM technical adjustment adjusts funding for this allotment based on ADM changes, while these funds build on that adjustment.	App \$	56,824,273	\$	- \$	56,824,273 0.000
25	Disadvantaged Student Supplemental Fund Combines the At-Risk and Disadvantaged Student Supplemental Fund allotments and	Req \$	5 70,000,000	¢	- \$	70,000,000
	increases funding for the combined allotment. Purposes for this combined allotment	Rec \$		۶ \$	- \$ - \$	-
	include funding teachers and instructional support positions, providing intensive inschool and after school remediation, and providing professional development for teachers serving disadvantaged students.	App \$	70,000,000	\$	- \$	70,000,000 0.000
26	Supplemental Funding for Low-Wealth Counties	Req \$	40,000,000	¢	خ	40.000.000
	Increases funding for 69 eligible low-wealth counties that have limited capacity to generate local revenue to support public schools. The 13% increase to this allotment	Rec \$		\$	- \$ - \$	40,000,000
	helps those counties enhance instruction and student achievement by providing additional teachers and instructional support, instructional supplies and materials, and staff development. The ADM technical adjustment adjusts funding for this allotment based on ADM changes, while these funds build on that adjustment.	App \$	40,000,000	\$	- \$	40,000,000 0.000
27	Limited English Proficiency Allotment Removes the 10.6% funding cap and increases funding for the Limited English Proficiency	Req \$	20,000,000	\$	- \$	20,000,000
	allotment. Schools with more than 10.6% of their average daily membership qualifying	Rec \$		\$	- \$	20,000,000
	for English language learning support currently receive no additional funds for classroom teachers, textbooks, staff development, and other supports needed to help these students thrive. The ADM technical adjustment adjusts funding for this allotment based on ADM changes, while these funds build on that adjustment.	App \$ FTE	20,000,000	ş	- \$	0.000
28	Teacher Assistants					
	Funds 700 additional teacher assistants to support K-3 students more effectively by aligning more closely with nationally recommended student-to-staff ratios. This	Req \$			- \$ - \$	30,000,000 30,000,000
	represents an 11% increase in the number of teacher assistants funded by the allotment. This item is supported by Education Lottery receipts.	App \$		\$	- \$	0.000
	geted District Supports School Health Personnel					
	Supports student mental and physical health by providing additional funding for school	Req \$			- \$	44,548,449
	counselors, nurses, social workers, and psychologists through the School Health	Rec \$			- \$ - \$	8,100,000 36,448,449
	Personnel allotment. Funds also provide school districts flexibility so that they can strategically hire school health personnel to best meet student needs. This item will fund about 575 new positions and is partially supported by Education Lottery receipts.	FTE	50,446,449	ş	- \$	0.000
30	District and Regional Support Provides recurring funding to continue and enhance the THRIVE district and regional	Req \$			- \$	19,000,000
	support model, which provides targeted and comprehensive assistance to low- performing and high poverty schools and districts through professional learning,	Rec \$		\$	- \$ - \$	19,000,000
	coaching, systems design, and capacity building.	FTE		Υ	Ţ	0.000

_			R Changes		NR Changes		Adjustments
31	Community Schools						
	Establishes a pilot grant program providing funding to high poverty schools that adopt a	Req \$	6,000,000	\$	-	\$	6,000,000
	Community Schools or other evidence-based model to address out of school barriers to	Rec \$	-	\$	-	\$	
	learning. This investment includes funding a full-time school-based coordinator to assess local needs and assets and to integrate social, academic, and health supports in coordination with school support personnel.	App \$ FTE	6,000,000	\$	-	\$	6,000,000 1.000
32	Reduced-Price Lunch Co-Pays Provides funds to offset the co-pays for students eligible for reduced-price lunches in	Req \$	900,000	\$	-	\$	900,000
	schools participating in the National School Lunch Program. Research shows that	Rec \$	-	\$	-	\$	
	receiving free lunch improves school attendance and decreases food insecurity and suspensions.	App \$ FTE	900,000	\$	-	\$	900,000
33	Classroom Materials Provides funds to help schools access high quality instructional materials and supplies	Pog ¢	1 000 000	ć	4,000,000	ċ	E 000 000
	Provides funds to help schools access high-quality instructional materials and supplies through the Classroom Materials Allotment. Schools often rely on parents, teachers, and	Req \$ Rec \$	1,000,000 1,000,000	۶ \$	4,000,000		5,000,000 5,000,000
	community drives for needed supplies, which disadvantages low-wealth school districts.	App \$	-	\$	-	\$	-
	This item is supported by receipts from the Indian Gaming Education Fund.	FTE					0.000
34	North Carolina Virtual Public School Revises the funding approach for the NC Virtual Public School (NCVPS) and effects the	Dog Ć	3 000 000	¢		Ļ	2 000 000
	Revises the funding approach for the NC Virtual Public School (NCVPS) and offsets the costs for local school administrative units and charter schools to participate. This change	Req \$ Rec \$	3,000,000	۶ \$	-	\$ \$	3,000,000
	removes the fundamental cost barrier that prevents students in low-wealth districts from accessing a wide range of NCVPS classes, from credit recovery to Advanced Placement.		3,000,000	\$	-	\$	3,000,000 0.000
35	Career Development Coordinators Provides funds for a Career and Postsecondary Planning Director in DPI's Career and Technical Education Division to focus on career planning in grades 5-12 and phases in funding to increase the number of school-based Career Development Coordinators (CDCs) for grades 6-12. CDCs facilitate linkages with parents, business/industry, postsecondary institutions, workforce boards, and community organizations to support students' transition to postsecondary education and employment.	Req \$ Rec \$ App \$ FTE	10,000,000	\$	-	\$ \$	10,000,000 - 10,000,000 1.000
_	ency Capacity and IT Upgrades Uniform Education Reporting System Cost Increases Increases funding for the Uniform Education Reporting System (UERS), which enables consistent statewide reporting on student grades, attendance, graduation rates, and	Req \$ Rec \$	12,820,392 -	\$	- -	\$ \$	12,820,392
	other student data. North Carolina's student information systems help educators, students, and their families track academic progress and tailor supports.	App \$ FTE	12,820,392	\$	-	\$	12,820,392 0.000
37	K12 Cybersecurity Services - Endpoint Promotes school cybersecurity by funding endpoint protection licenses for 250,000 K-12	Req \$	3,400,000	\$	-	\$	3,400,000
	business servers and staff computers.	Rec \$	3,400,000	\$	-	\$	2 400 000
		App \$ FTE	3,400,000	Ş	-	>	3,400,000 0.000
38	Network Asset Discovery Provides funds for 1.5 million network asset discovery licenses for PSUs to scan internal	Req \$	800,000	\$	-	\$	800,000
	networks and identify cybersecurity risks.	Rec \$	-	\$	-	\$	-
		App \$ FTE	800,000	\$	-	Ş	800,000 0.000
39	K12 Regional Cybersecurity Support Funds four regional IT Security and Compliance Specialist II positions to work with PSUs	Req \$	547,000	\$	-	\$	547,000
	to drive adoption of cybersecurity program initiatives, develop tailored cybersecurity	Rec \$	-	\$	-	\$	
	improvement plans, and provide general guidance and support.	App \$ FTE	547,000	\$	-	\$	547,000 4.000

			R Changes		NR Changes		Adjustments
10 School Business Systems Modernization ERP Grant Program							
Invests funds from the IT Reserve to support PSUs migrating to cloud-based Enterprise	Req	Ś	_	\$	_	\$	_
Resource Planning (ERP) systems. Funds for this project will be allocated to the	Rec		_	\$	_	\$	_
department over the life of the project.	App	•	_	\$	_	\$	_
department over the me of the project.	FTE	Y		7		Y	0.000
1 Office of Equity Affairs							
Establishes the Office of Equity Affairs at DPI to direct the recruitment and retention of a	Req	Ś	400,000	\$	-	\$	400,000
diverse educator workforce that is representative of the state's student population.	Rec		-	Ś	_	Ś	-
	Арр	•	400.000	Ś	-	Ś	400,000
	FTE		,				1.000
2 Whole System Apprenticeships Model							
Funds one FTE at the Department of Public Instruction to work with the Department of	Req	\$	134,000	\$	-	\$	134,000
Commerce and ApprenticeshipNC to develop a 'whole system' model of apprenticeships	Rec	\$	-	\$	-	\$	-
from high school through higher education, leveraging funds provided by the Workforce	App	\$	134,000	\$	-	\$	134,000
Innovation and Opportunity Act (WIOA) as well as from other sources. The Department	FTE		•				1.000
of Commerce and ApprenticeshipNC will each create a similar position to support this							
work, as set out in their respective sections of the budget.							
Agency Financial Services Staffing						_	
Provides funds for positions to support DPI's central financial infrastructure. Funds	Req		453,000	\$	-	Ş	453,000
support three full-time equivalent positions within DPI's Agency Financial Services:	Rec	-	-	\$	-	\$	-
Charter Schools Program Analyst, Auditor, and Accounting Systems Program Analyst.	App FTE	\$	453,000	\$	-	\$	453,000 3.000
esidential Schools							
4 Residential Schools Coordinators							
Provides for the effective and efficient operation and support of North Carolina's	Req	\$	685,000	\$	-	\$	685,000
residential schools. This proposal funds five full-time equivalent positions to meet	Rec	\$	-	\$	-	\$	-
residential schools' operational needs: Business Officer II, HR Division Director I, IT	Арр	\$	685,000	\$	-	\$	685,000
Director I, Procurement Specialist III, and Administrative Specialist II. A corresponding	FTE						5.000
special provision provides additional details on this change.							
otal Change to Requirements		\$	682,861,114	¢	483,166,065	ć	1,166,027,179
otal Change to Receipts		\$	49,100,000		19,000,000		68,100,000
otal Change to Net Appropriation		۶ \$	633,761,114	•			1,097,927,179
otal Change to Net Appropriation otal Change to Full-Time Equivalent (FTE)		Ţ	033,701,114	Ą	+04,100,005	Ą	30.000
ecommended Net Appropriation Changes (Recurring + Nonrecurring)		\$			1,097,927,179		
ecommended Total FTE Changes					30.000		

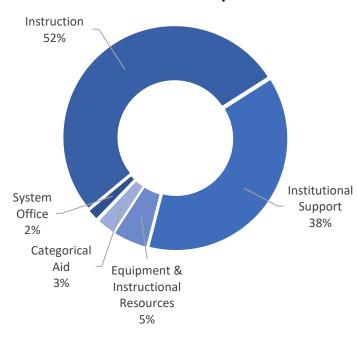
Mission

To open the door to high-quality, accessible educational opportunities that minimize barriers to post-secondary education; maximize student success; develop a globally and multi-culturally competent workforce; and improve the lives and well-being of individuals by providing education, training and retraining for the workforce, support for economic development, and services to communities and individuals.

Goals

- 1. Recruit and retain top talent to enable the North Carolina Community College System to educate and prepare the state's workforce.
- Increase access and enrollment at North Carolina community colleges to meet the state's educational attainment goal and expand postsecondary opportunities.
- Provide resources inside and outside the classroom for all students to successfully enroll, persist, and complete a career program of study.
- Provide education, training, and credentials to develop the most competitive workforce in the nation.
- 5. Increase state funding, streamline the allocation formula, and implement practices to improve system effectiveness.

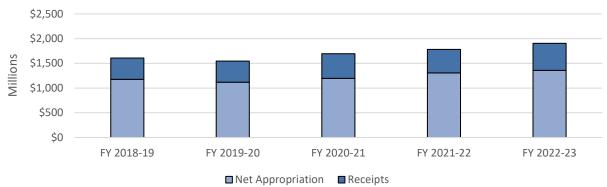
FY 2022-23 Actual Expenditures



Agency Profile

- In 2021-22, NCCCS served almost 575,000 students, enrolled in academic, workforce continuing education, and literacy courses, at 58 colleges across the state.
- In 2021-22, more than 65,000 certificates, diplomas, and associate degrees were awarded.
- Supports economic development and job creation in every county in the state through the Customized Training Program and Small Business Center Network.

5-Year Historical Expenditures



Charts include General Fund budget codes only.

NC Community Colleges System (16800)

_	2023	Session Law-Enacte	ed	2024 Leg	islative Session Re	commended - FY 20	024-25
	2022-23 2023-24 2024-25		Net	Net	Recommended	2024-25	
	Actual	Certified	Certified	Recurring	Nonrecurring	Adjustment	Revised
Requirements	1,847,256,176	1,879,425,960	1,904,011,556	122,866,685	80,587,401	203,454,086	2,107,465,642
Receipts	493,990,512	403,685,353	388,408,799	-	40,000,000	40,000,000	428,408,799
Net Appropriation	1,353,265,664	1,475,740,607	1,515,602,757	122,866,685	40,587,401	163,454,086	1,679,056,843
Positions (FTE)	232.550	216.010	216.010			3.000	219.010

		FY 202	Z4-Z:	Recommende	u	
		R Changes		NR Changes		Adjustment
Reserve for Salaries and Benefits						
Compensation Increase Reserve - System Office		462.000				462.000
Guarantees at least a 5% across-the-board increase for all state-funded employees. In	Req \$ Rec \$	463,000	\$ \$	-	\$ \$	463,000
addition to the 3% provided in SL 2023-134, most state employees receive an additional	App \$	463,000	\$		\$	463,000
2%, while employees paid on an experience-based salary schedule or with a salary set in law receive an additional 3%. State agency teacher salaries are increased in accordance	FTE 5	403,000	Ą	-	Ą	0.000
with the statewide salary schedules. Corresponding special provisions show additional						0.000
details on compensation increases.						
details on compensation increases.						
2 Compensation Increase Reserve - Community Colleges						
Guarantees at least a 5% across-the-board increase for all state-funded employees. In	Req \$	27,925,000	\$	-	\$	27,925,000
addition to the 3% provided in SL 2023-134, most state employees receive an additional	Rec \$ App \$	27,925,000	\$ \$	-	\$	27,925,000
2%, while employees paid on an experience-based salary schedule or with a salary set in	App \$ FTE	27,925,000	Ş	-	Ş	0.000
law receive an additional 3%. State agency teacher salaries are increased in accordance	FIE					0.000
with the statewide salary schedules. Corresponding special provisions show additional details on compensation increases.						
B Position Fundshift Reserve - System Office						
Establishes a Position Fundshift Reserve to provide the agency with additional flexibility to	Req \$	123,000	\$	-	\$	123,000
manage. The agency may use these funds to fundshift a limited number of positions, in	Rec \$	-	\$	-	\$	-
whole or in part, from receipts to net appropriation support. Fundshifting positions will	App \$	123,000	\$	-	\$	123,000
free up receipts, providing much needed availability for receipt-supported compensation increases. Agencies are required to provide legislative increases to receipt-supported positions but are often not able to raise the additional revenue needed to do so.	FTE					0.000
Retention Bonus - System Office Provides a \$1,000 bonus to net appropriation-supported employees and an additional \$500 bonus to employees with an annual salary of less than \$75,000. To address retention	Req \$	-	\$	233,000	\$	233,000
the retention bonus will be paid in two installments with half of the bonus paid in October			ς .	233,000		233,000
2024 and half in April 2025.	FTE		7	233,000	7	0.000
Retention Bonus - Community Colleges	Pog ¢		ċ	26 972 000	¢	26,872,000
Provides a \$1,000 bonus to net appropriation-supported employees and an additional	Req \$ Rec \$	-	\$ ¢	26,872,000	\$ ¢	20,872,000
\$500 bonus to employees with an annual salary of less than \$75,000. To address retention the retention bonus will be paid in two installments with half of the bonus paid in October			\$	26,872,000	\$	26,872,000
2024 and half in April 2025.	FTE		7	20,072,000	7	0.000
Enhanced Labor Market Retention and Adjustment Reserve - System Office		_				_
Addresses retention and other labor market needs by providing a reserve equal to 2% of	Req \$	586,000		-	\$	586,000
General Fund net appropriation-supported and receipt-supported payroll. The inclusion of		-	\$	-	\$	-
funds for receipt-supported positions provides flexibility to agencies to address labor	App \$	586,000	\$	-	\$	586,000
market concerns across all positions regardless of funding source. Agencies may use these funds to address turnover, equity, and compression and to adjust salaries to better compete for and retain talent. Among state agencies, 90% of previous LMAR recipients are	FTE					0.000

			R Changes	;	NR Changes		Adjustments
7	Enhanced Labor Market Retention and Adjustment Reserve - Community Colleges						
•	Addresses retention and other labor market needs by providing a reserve equal to 2% of	Req \$	27,925,000	Ś	_	\$	27,925,000
	General Fund net appropriation-supported and receipt-supported payroll. The inclusion of		-	\$	-	\$	
	funds for receipt-supported positions provides flexibility to agencies to address labor market concerns across all positions regardless of funding source. Agencies may use these funds to address turnover, equity, and compression and to adjust salaries to better compete for and retain talent. Among state agencies, 90% of previous LMAR recipients are still employed with their LMAR-awarding agency compared to 76% of non-recipients.	App \$	27,925,000	\$	-	\$	27,925,000 0.000
8	Retiree Cost-of-Living Adjustment - System Office Provides a 3% one-time retiree supplement in FY 2024-25 for over 240,000 retired	Req \$	-	\$	162,538	\$	162,538
	members and survivors of deceased members.	Rec \$	-	\$	-	\$	-
		App \$	-	\$	162,538	\$	162,538 0.000
9	Retiree Cost-of-Living Adjustment - Community Colleges						
	Provides a 3% one-time retiree supplement in FY 2024-25 for over 240,000 retired	Req \$	-	\$	9,216,363	\$	9,216,363
	members and survivors of deceased members.	Rec \$	-	\$		\$	- 246 262
		App \$ FTE	-	\$	9,216,363	\$	9,216,363 0.000
10	Community College Instructor Bonuses Provides a 10% per course bonus for full-time and adjunct instructors who teach courses	Req \$	3,100,000	\$	_	Ś	3,100,000
	inside correctional facilities. This item also includes funds to evaluate the effectiveness of	Rec \$	-	\$	-	\$	-
	bonuses to attract faculty to teach inside correctional facilities. Community Colleges play a key role in education for incarcerated individuals. Obtaining an associate's degree significantly reduces recidivism rates. Currently, over 75 community college courses are offered in prisons across the state.	App \$	3,100,000	\$	-	\$	3,100,000 0.000
	lent Investment Enrollment Growth Adjustment						
11	Adjusts funds for FY 2024-25 based on the increase in community college enrollment.	Req \$	25,000,000	\$	_	\$	25,000,000
	Community college enrollment increased by 4.6%, or 10,435 full-time equivalent students.	Rec \$		\$	-	\$	
		App \$ FTE	25,000,000	\$	-	\$	25,000,000 0.000
12	Propel NC Funding Model Adjustment Provides funding to implement a new labor-market driven funding model, Propel NC. The	Req \$	34,291,805	\$	-	\$	34,291,805
	State Board of Community Colleges will work with the Department of Commerce to	Rec \$	-	\$	-	\$	-
	allocate these funds to the workforce sectors aligned with the State's high-demand, high-salary jobs. This new funding model will help streamline degree attainment and prepare a well-trained workforce to meet the demands of the State's growing economy.	App \$ FTE	34,291,805	\$	-	\$	34,291,805 0.000
13	Enrollment Increase Reserve						
-	Invests recurring funds to establish an enrollment increase reserve. This reserve will	Req \$	3,000,000	\$	-	\$	3,000,000
	provide funding for individual colleges experiencing an enrollment increase greater than	Rec \$	- 2 000 000	\$	-	\$	2 000 000
	budgeted enrollment levels.	App \$ FTE	3,000,000	\$	-	\$	3,000,000 0.000
14	Advance NC Training Programs Lead						
	Expands the capacity of Advance NC to work with program partners to establish training	Req \$	150,000		-	\$	150,000
	programs that meet the needs of new and existing employers. This investment funds one	Rec \$		\$	-	\$	-
	position at Advance NC, a coalition of community colleges across 18 counties. This coalition works with the UNC system and workforce development boards to train more than 10,000 employees required for new advanced manufacturing facilities.	App \$ FTE	150,000	\$	-	\$	150,000 1.000

		R Changes		NR Changes		Adjustments
L5 Central Carolina Community College – Moore Center						
Provides funds from the Economic Development Reserve to complete construction of the	Req \$	-	\$	40,000,000	\$	40,000,000
Moore Center at Central Carolina Community College. The Moore Center will be used as a	Rec \$		\$	40,000,000	\$	40,000,000
shared training center by Advance NC to train staff for new and expanding employers in	App \$	-	\$	-	\$	-
the electric vehicle manufacturing supply chain, semiconductors, and life sciences.	FTE					0.000
16 Community College Electric Vehicle Workforce						
Provides funding to the North Carolina Community College System to be allocated on a	Req \$		\$	4,000,000	\$	4,000,000
competitive basis to community colleges for fast chargers and electric vehicle (EV)	Rec \$		\$	4 000 000	\$	4 000 000
servicing equipment. This equipment will enable community colleges to train the next generation of mechanics, auto-repair workers, and electricians working on EVs and EV charging networks. Registered zero emission vehicles grew by more than 80,000 in NC, since 2018, with a goal of 1.25 million by 2030.	App \$ FTE	-	Þ	4,000,000	>	4,000,000 0.000
17 Whole System Apprenticeships Model Funds one FTE at ApprenticeshipNC to work with the Departments of Commerce and	Reg S	133,000	¢		\$	133,000
Public Instruction to develop a 'whole system' model of apprenticeships from high school	Rec \$	•	\$	-	Ś	133,000
through higher education, leveraging funds provided by the Workforce Innovation and	App \$			-	\$	133,000
Opportunity Act (WIOA) as well as from other sources.	FTE	·				1.000
18 Program Evaluation Funds						
Provides funds to the NC Community College System Office to evaluate the effectiveness	Req \$		\$	100,000		100,000
of the Child Care Grant Program that was appropriated an additional \$1.2 million in	Rec \$		\$	100,000	\$ \$	100,000
recurring funds in SL 2023-134. The evaluation will assess the program's effectiveness and propose adjustments that would support more parents seeking community college education.	App \$	-	Þ	100,000	Ş	0.000
Department-wide 19 Internal Auditor Position						
Funds an Internal Audit Manager as recommended by the Council of Internal Auditing. This	Rea S	169,880	\$	3,500	\$	173,380
position will oversee the delivery of current workload and ensure the office has at least	Rec \$	-	\$	-,-30	\$	
two internal auditors. Regardless of budget size, the Council of Internal Auditing	App \$	169,880	\$	3,500	\$	173,380
recommends that all agencies have at least two auditors for quality assurance and review	FTE					1.000
purposes. Additional audit staff will improve efficiency, effectiveness, and compliance with						
state laws and internal policies within the agency.						
Total Change to Requirements	ş	122,866,685	\$	80,587,401	\$	203,454,086
Total Change to Receipts	\$	-	\$	40,000,000	\$	40,000,000
Total Change to Net Appropriation Total Change to Full-Time Equivalent (FTE)	\$	122,866,685	\$	40,587,401	\$	163,454,086 3.000
Recommended Net Appropriation Changes (Recurring + Nonrecurring)		\$		163,454,086		
Recommended Total FTE Changes				3.000	1	

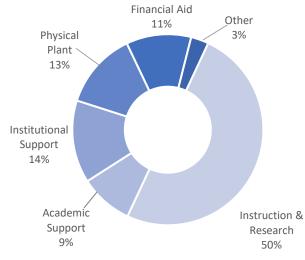
Mission

To discover, create, transmit, and apply knowledge to address the needs of individuals and society. This is accomplished through instruction, which communicates knowledge and values and imparts the skills necessary for individuals to lead responsible, productive, and personally satisfying lives; through research, scholarship, and creative activities, which advance knowledge and enhance the educational process; and through public service, which contributes to the solution of societal problems and enriches the quality of life in the state.

Goals

- 1. Increase access to higher education for underserved populations.
- 2. Increase undergraduate student success.
- 3. Make progress on equity gaps by race/ethnicity and income.
- 4. Increase graduate student success.
- 5. Improve student mental health.
- 6. Increase affordability.
- 7. Improve University productivity.
- 8. Increase the System's contribution to the state's critical workforces.
- 9. Increase research productivity.
- 10. Increase military partnerships.
- 11. Improve the employee experience.
- 12. Improve faculty and staff retention.

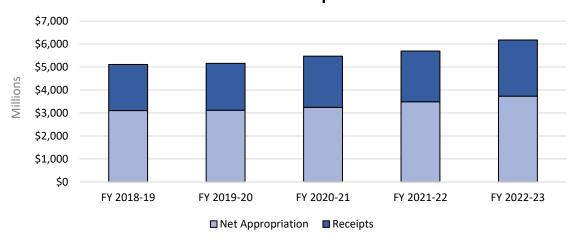
FY 2022-23 Actual Expenditures



Agency Profile

- Served 242,500 students enrolled in the 17 System institutions across the state in 2023.
- In 2023, brought in more than \$1.9 billion in grants for innovative research and scholarship across the UNC System.

5-Year Historical Expenditures



Charts include General Fund budget codes only.

The University of North Carolina (160XX)

_	2023	Session Law-Enacte	ed	2024 Leg	islative Session Re	commended - FY 20)24-25
	2022-23	2023-24	2024-25	Net	Net	Recommended	2024-25
	Actual	Certified	Certified	Recurring	Nonrecurring	Adjustment	Revised
Requirements	6,279,550,637	6,490,678,264	6,623,783,509	80,266,815	70,564,287	150,831,102	6,774,614,611
Receipts	2,466,198,176	2,225,535,020	2,216,294,446	14,000,000	8,000,000	22,000,000	2,238,294,446
Net Appropriation	3,813,352,461	4,265,143,244	4,407,489,063	66,266,815	62,564,287	128,831,102	4,536,320,165
Positions (FTE)	35,589.314	36,187.649	36,187.649			0.000	36,187.649
					FY 2024	-25 Recommended	

Pos	tions (FTE)	35,589.314	36,187.649	36,187.649				0.000	'	36,187.649
				FY 20	24-2	5 Recommended				
D	f C-li	d D 6'4 -				R Changes	;	NR Changes	i	Adjustments
kes	erve for Salaries and Compensation Incr									
_	•		ard increase for all s	tate-funded employees. In	Req \$	75,744,000	\$	-	\$	75,744,000
	addition to the 3% provided in SL 2023-134, most state employees receive an additional		Rec \$	-	\$	-	\$	-		
	2%, while employees paid on an experience-based salary schedule or with a salary set in law receive an additional 3%. State agency teacher salaries are increased in accordance with the statewide salary schedules. Corresponding special provisions show additional details on compensation increases.				App \$	75,744,000	\$	-	\$	75,744,000
					FTE					0.000
2	Position Fundshift Reserve									
				ncy with additional flexibility to		3,944,000	\$	-	\$	3,944,000
				ited number of positions, in	Rec \$ App \$	3,944,000	<u>۲</u>	-	<u>۶</u>	3,944,000
	whole or in part, from receipts to net appropriation support. Fundshifting positions will free up receipts, providing much needed availability for receipt-supported compensation increases. Agencies are required to provide legislative increases to receipt-supported positions but are often not able to raise the additional revenue needed to do so.	FTE	3,944,000	Þ	-	P	0.000			
3	Retention Bonus	oonus to not appropr	iation cunnerted or	nployees and an additional	Reg \$		\$	50,908,000	\$	50,908,000
			* *	\$75,000. To address	Rec \$	-	ڊ \$	-	ڊ \$	-
	-	·	-	nts with half of the bonus paid	App \$	-	\$	50,908,000	\$	50,908,000
	in October 2024 an	n October 2024 and half in April 2025.	FTE					0.000		
4		arket Retention and	-		Req \$	79,319,000	¢		¢	79,319,000
				ding a reserve equal to 2% of ported payroll. The inclusion of	-	79,319,000	\$ \$	-	ş	79,319,000
				agencies to address labor	App \$	79,319,000	\$	-	\$	79,319,000
	market concerns across all positions regardless of funding source. Agencies may use these funds to address turnover, equity, and compression and to adjust salaries to better compete for and retain talent. Among state agencies, 90% of previous LMAR recipients are still employed with their LMAR-awarding agency compared to 76% of non-recipients.						0.000			
5	Retiree Cost-of-Liv									
		time retiree supplem ivors of deceased me		or over 240,000 retired	Req \$ Rec \$	-	\$ ¢	10,961,941	\$ ¢	10,961,941
	members and survi	ivors or deceased frie	ilibers.		App \$		\$	10,961,941	\$	10,961,941
					FTE		Ψ.	10,501,5 .1	Ψ.	0.000
Syst	emwide									
6	Performance-Weig	hted Enrollment Fu	nding							
				e change in enrollment and	Req \$	46,564,200	\$	-	\$	46,564,200
	performance of the constituent institutions of the University of North Carolina.				Rec \$	-	\$	-	\$	-
					App \$ FTE	46,564,200	\$	-	Ş	46,564,200 0.000
7		nd HMSI Enrollment	-	Iniversity, North Carolina	Reg \$	_	\$	637,140	¢	637,140
			-	te University as the UNC	Rec \$	-	\$	-	\$	-
	• • • • • • • • • • • • • • • • • • • •	e Performance-Weig		•	App \$	-	\$	637,140	\$	637,140
	-,			FTE			•		0.000	

			R Changes		NR Changes		Adjustments
8	Completion Assistance Program						
	Invests funds from the Escheats Fund for the program to increase graduation rates at	Req \$	10,500,000	\$	(2,000,000)	\$	8,500,000
	Elizabeth City State University, Fayetteville State University, North Carolina Central	Rec \$	10,500,000	\$	(2,000,000)	\$	8,500,000
	University, UNC-Asheville, UNC-Pembroke, and Winston-Salem State University. This investment will provide aid to students who are on track to graduate but are in danger of	App \$ FTE	-	\$	-	\$	0.000
	dropping out due to financial shortfalls.						
9	HBCU Student Success Initiatives	D Ć	2 000 000				2 000 000
	Provides additional funding to be utilized for academic advising, mentoring, supplemental instruction, cohort-based student supports, and other student success strategies at	Req \$ Rec \$	2,809,800	\$ د	-	\$ ¢	2,809,800
	Historically Black Colleges and Universities (HBCUs) in the UNC System. Each HBCU will		2,809,800	Ś		Ś	2,809,800
	receive approximately \$100 per undergraduate FTE.	App \$ FTE	2,003,000	*		*	0.000
10	Mental Health and Suicide Prevention Supports for Postsecondary Students						
	Provides funds for the UNC System to continue the expansion of evidence-based	Req \$	1,000,000	\$	-	\$	1,000,000
	strategies, such as Mental Health First Aid Training; Question, Persuade, Respond (QPR)	Rec \$	1,000,000	\$	-	\$	1 000 000
	suicide prevention training; and Hilsinski's Hope. Strategies like these support student	App \$	1,000,000	\$	-	\$	1,000,000
	mental health needs and assist in suicide prevention efforts across the state's public and private colleges and universities and community colleges.	FTE					0.000
11	Building Reserves			_			
	Provides maintenance and operational funding for the Joiner Hall academic building, and	Req \$ Rec \$	709,282	\$ c	50,206	\$ ¢	759,488
	for other buildings on the North Carolina School of Science and Mathematics Morganton Campus that are opening in Fall 2024.	App \$	709.282	¢	50.206	¢	759,488
	Campus that are opening in rail 2024.	FTE STE	709,262	Ş	30,200	Ş	0.000
							0.000
12	Internal Auditor Positions						
	Funds internal auditors in the UNC System to meet recommendations of the Council of	Req \$	248,262	\$	7,000	\$	255,262
	Internal Auditing. Additional audit staff will improve efficiency, effectiveness, and	Rec \$	-	\$	-	\$	-
	compliance with state laws and internal policies. Fayetteville State University and UNC	App \$	248,262	\$	7,000	\$	255,262
	Asheville will each receive one auditor position.	FTE					0.000
13	Opportunity Scholarship Moratorium Reduces funding to reflect an Opportunity Scholarship Program moratorium that freezes	Req \$	(174,171,729)	\$	-	\$	(174,171,729)
	vouchers at 2023-24 levels and offers no new awards, adds program accountability, and	Rec \$	-	\$	-	\$	-
	gradually decreases future appropriations. These public funds will instead fund public	App \$	(174,171,729)	\$	-	\$	(174,171,729)
	school students and teachers.	FTE					0.000
14	College Advising Corps Provides matching funds to the College Advising Corps to expand the placement of college	Req \$	3,000,000	\$	-	\$	3,000,000
	advisers in low wealth districts in North Carolina public schools. This investment increases	Rec \$		\$	-	\$	-
	public school students' access to postsecondary degree or certificate attainment at	App \$	3,000,000	\$	-	\$	3,000,000
	community colleges and universities, and a corresponding special provision extends these benefits to all 100 counties of the state.	FTE					0.000
15	NC Principal Fellows Program						
	Expands funding for North Carolina Principal Fellows Program to prepare up to 300 new	Req \$	8,200,000	\$	-	\$	8,200,000
	principals annually to invest in training school leaders who will help improve the quality of	Rec \$	8,200,000	\$	-	\$	-
	public schoools.	App \$ FTE	8,200,000	Ş	-	\$	8,200,000 0.000
16	NC New Teacher Support Program Expands support for the North Carolina Teacher Support Program to mentor, increase	Req \$	4,000,000	\$	-	\$	4,000,000
	effectiveness, enhance skills, and reduce attrition among beginning teachers at low-	Rec \$	-	\$	-	\$	-
	performing and high-poverty schools.	App \$	4,000,000	\$	-	\$	4,000,000
		FTE					0.000

			R Changes		NR Changes		Adjustments
17 Par	tnership Teach						
Pro	Provides funding for the expansion of Partnership Teach, an online degree program at ECU's College of Education that increases the number of high-quality teachers in local		2,200,000	\$ \$	-	\$ \$	2,200,000
	communities by encouraging students to engage in the teaching profession and supporting their professional development.	App \$ FTE	2,200,000	\$	-	\$	2,200,000 0.000
	North Carolina Teaching Fellows		4 700 000	,			4 700 000
pre	reases funding for the NC Teaching Fellows program to expand the pipeline of well- pared teachers committed to teaching in North Carolina. Additional funds could	Req \$	4,700,000	\$	- -	\$	4,700,000
eligi pro	provide support for up to 490 new candidates. A corresponding special provision extends eligibility for the program to all institutions with an approved educator preparation program and to students preparing for any licensure area, improves opportunities for candidates of color, and expands program support and enhancement.	App \$ FTE	4,700,000	Ş	-	\$	4,700,000 0.000
	Center on the Workforce for Health vides support from the Strategic Workforce Trust (SWFT) fund to the North Carolina	Req \$	2,500,000	Ś	<u>-</u>	\$	2,500,000
	a Health Education Centers (NC AHEC) to establish the NC Center on the Workforce for		2,500,000	\$	-	\$	2,500,000
und Reg sup will	Health. The Center will utilize data-driven analysis and other critical resources to better understand and target interventions to help address the estimated shortage of 12,500 Registered Nurses and 5,000 Licensed Practical Nurses by 2033. Funds will help ensure the supply of other health and direct care workers meets demand across the state. The Center will also create two positions to lead statewide work on strengthening the direct care workforce across multiple settings and populations.	App \$ FTE	-	\$	-	\$	o.000
Prov Part prog sites	vanding the Nursing Workforce vides funds to NC AHEC from the SWFT fund to expand the Clinical Instructor tnership, Clinical Site Development, and the Educational Mobility programs. These grams are designed to expand the nursing workforce by creating new clinical training is, increasing the nursing faculty workforce, providing continued professional relopment, and developing new pathways into nursing.	Req \$ Rec \$ App \$ FTE	1,000,000 1,000,000		- - -	\$ \$	1,000,000 1,000,000 - 0.000
	arolina Independent Colleges and Universities						
Prov	NCICU Principal Preparation Program Provides support for the North Carolina Independent Colleges and Universities (NCICU)		3,000,000	\$	-	\$	3,000,000
	member institutions that offer principal preparation programs. NCICU member institutions have produced 828 graduates from principal prepartion programs since 2019.	App \$	3,000,000	\$	-	\$	3,000,000
	owing the Healthcare Workforce vides funds from the SWFT fund to the UNC Board of Governors to make a grant to	Req \$		\$	10,000,000	¢	10,000,000
	NCICU to increase the number of health care professionals trained at private colleges and universities across the state.	Rec \$	-	\$	10,000,000	\$	10,000,000
univ		App \$ FTE	-	\$	-	\$	0.000
	NC Needs Based Scholarship for Private Colleges and Universities Increases scholarship funds for North Carolina residents attending North Carolina Independent Colleges and Universities member institutions.						
			5,000,000	\$	-	\$ \$	5,000,000
		App \$ FTE	5,000,000	\$	-	\$	5,000,000 0.000
	ange to Requirements	\$	80,266,815		70,564,287		150,831,102
otal Ch	nange to Receipts nange to Net Appropriation nange to Full-Time Equivalent (FTE)	\$ \$	14,000,000 66,266,815		8,000,000 62,564,287		22,000,000 128,831,102 0.000
Recomn	nended Net Appropriation Changes (Recurring + Nonrecurring) nended Total FTE Changes	\$			128,831,102 0.000		