



# Quality of Life Collaborative (QLC)

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**BOCC – BOE Joint Meeting**

January 8, 2026

# Quality of Life Collaborative (QLC)

## *Better Together*

- QLC was co-hosted by CMS Superintendent Dr. Crystal Hill, City Manager Marcus Jones, and County Manager Mike Bryant
- Convened 35+ public, private, and nonprofit organizations around Quality of Life Indicators
- Quality of life issues are complex, interconnected, and require coordinated cross-sector action
- Identified shared focus areas and strategies to improve Quality of Life in Charlotte-Mecklenburg



# QLC Participants

Organizations		
Advocate Health	Bank of America	Central Piedmont Community College (CPCC)
Charlotte Center City Partners	Charlotte Regional Business Alliance	Charlotte Works
Charlotte-Mecklenburg Schools (CMS)	City of Charlotte	Crisis Assistance Ministry
District Attorney's Office	Faith Memorial Missionary Baptist Church	Foundation For The Carolinas
Inlivan	Knight Foundation	Local Initiatives Support Corporation (LISC)
Mecklenburg County Government	Novant Health	Nourish Up
Roof Above	Town of Cornelius	Town of Davidson
Town of Huntersville	Town of Matthews	Town of Mint Hill
UNC Charlotte's Urban Institute	United Way of Greater Charlotte	



## ***Additional partner engagement:***

*Participants recommended expanded engagement with Charlotte-Mecklenburg Police Department (CMPD) Chief Patterson*

# QLC Focus Areas

**Pathways for All Ages That Lead to Sustainable Wages**

**The Value of the Education Profession**

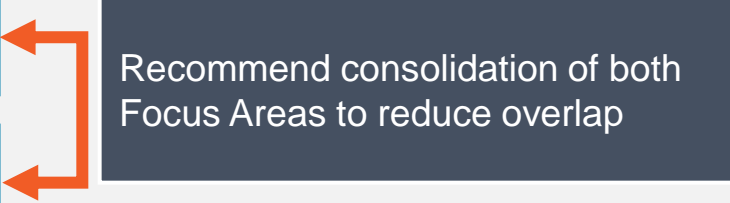
**Support, Resources, Compensation, and Incentives for Educators**

**Mental Health Services for All**

**Safe and Affordable Housing**

**Neighborhood-Based Community Court**

**Accessible and Rapid Transportation Across the County**



Recommend consolidation of both  
Focus Areas to reduce overlap

The diagram consists of a dark blue rectangular box on the right containing the text 'Recommend consolidation of both Focus Areas to reduce overlap'. Two orange arrows originate from the left side of this box. One arrow points horizontally to the left, ending at the right edge of the box 'The Value of the Education Profession'. The other arrow points diagonally down and to the left, ending at the right edge of the box 'Support, Resources, Compensation, and Incentives for Educators'.

# The Value of the Education Profession

## Focus Area Participants

- Beth Thompson, Charlotte-Mecklenburg Schools (CMS)
- Dr. Kandi Deitemeyer, Central Piedmont Community College (CPCC)
- Melia James, Town of Matthews
- Joe Bost, UNC Charlotte

## Draft Strategy

- 1 Frame educators as community and economic-capacity builders
- 2 Promote educators as respected high-skill professionals

# Support, Resources, Compensation, and Incentives for Educators

## Focus Area Participants

- Dr. Crystal Hill, Charlotte-Mecklenburg Schools
- Adrian Cox, Mecklenburg County Government
- Pastor Dennis Williams, Faith Memorial Missionary Baptist Church
- Lauren Woodruff, Bank of America
- Dr. Monica Allen, City of Charlotte

## Draft Strategy

- 1 Establish a housing program for educators that addresses the continuum of housing needs through both rental and downpayment programs
- 2 Establish a marketing and communications strategy that clearly articulates the value educators bring to the community



# QLC Feedback

## *Collaborative Cards*

- Strong support for cross-sector collaboration
- Build on momentum with quick, visible wins
- Clear roles, structured strategy, and transparent communication with regular updates
- Positive energy and commitment to excellence

# Next Steps

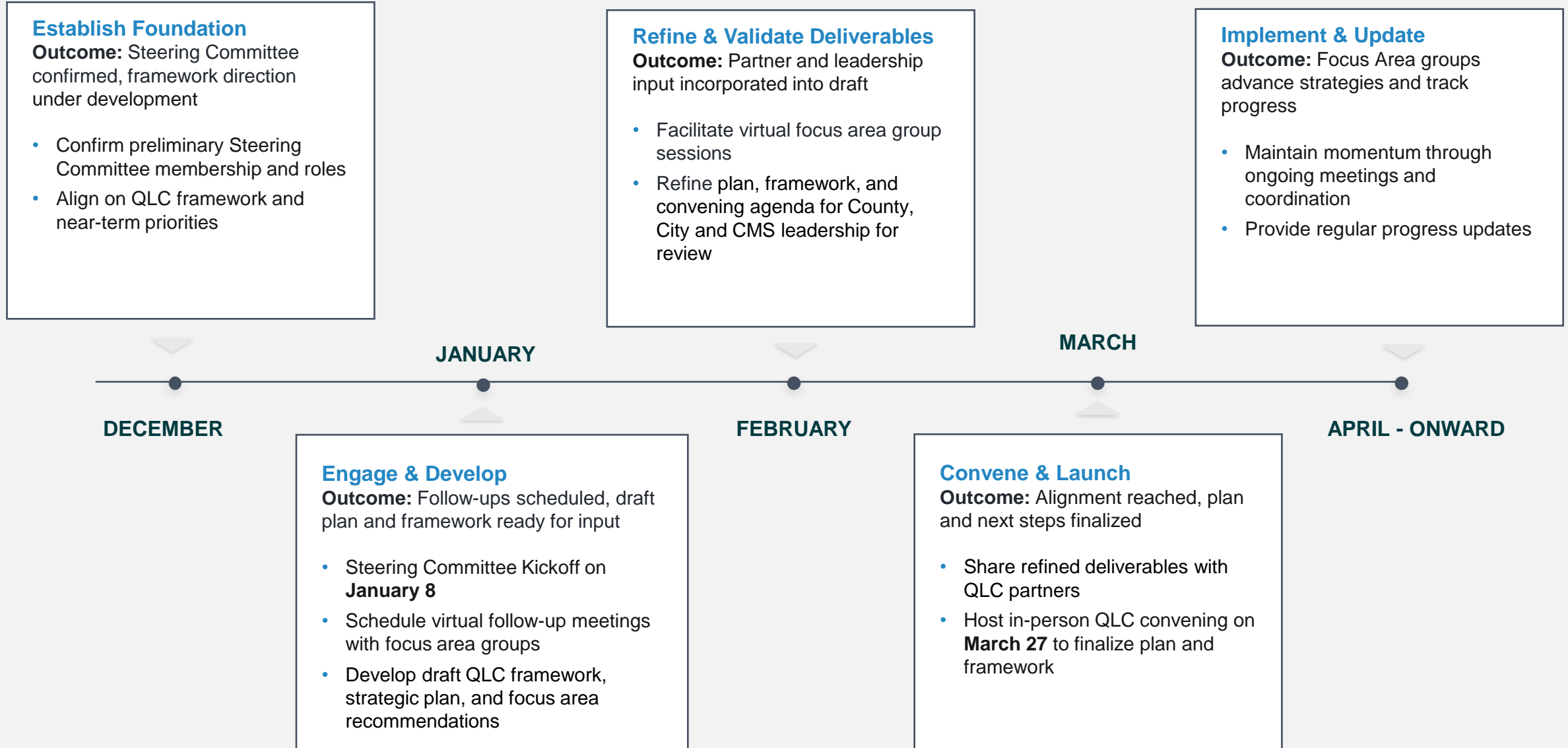
1. Stand up QLC operating framework to carry strategic planning work forward and sustain collaboration
  - Confirm preliminary QLC Steering Committee
2. Conduct February virtual focus area group follow-ups
  - Share draft framework and strategic plan for partner input
3. Align with leadership on deliverables and in-person convening design (*County, City, CMS*)
4. Host convening on March 27 to finalize framework, plan, and next steps with QLC partners

## Preliminary Steering Committee Members

Name	Organization
Michael Griswold	Mecklenburg County
Dr. Monica Allen	City of Charlotte
Beth Thompson	Charlotte-Mecklenburg Schools (CMS)
Dr. Lori Thomas	UNC Charlotte Urban Institute
Lauren Woodruff	Bank of America



# QLC Timeline



Better Together



# Examples of Q.O.L. Collaborative Initiatives

**Identify opportunities to swop land and facilities to address gaps in service delivery**

**Improve coordination of youth workforce development programs**

**Enhance collaboration for summer youth programs**

**Explore options to increase teacher pay to a livable wage**





# How are teacher salaries determined

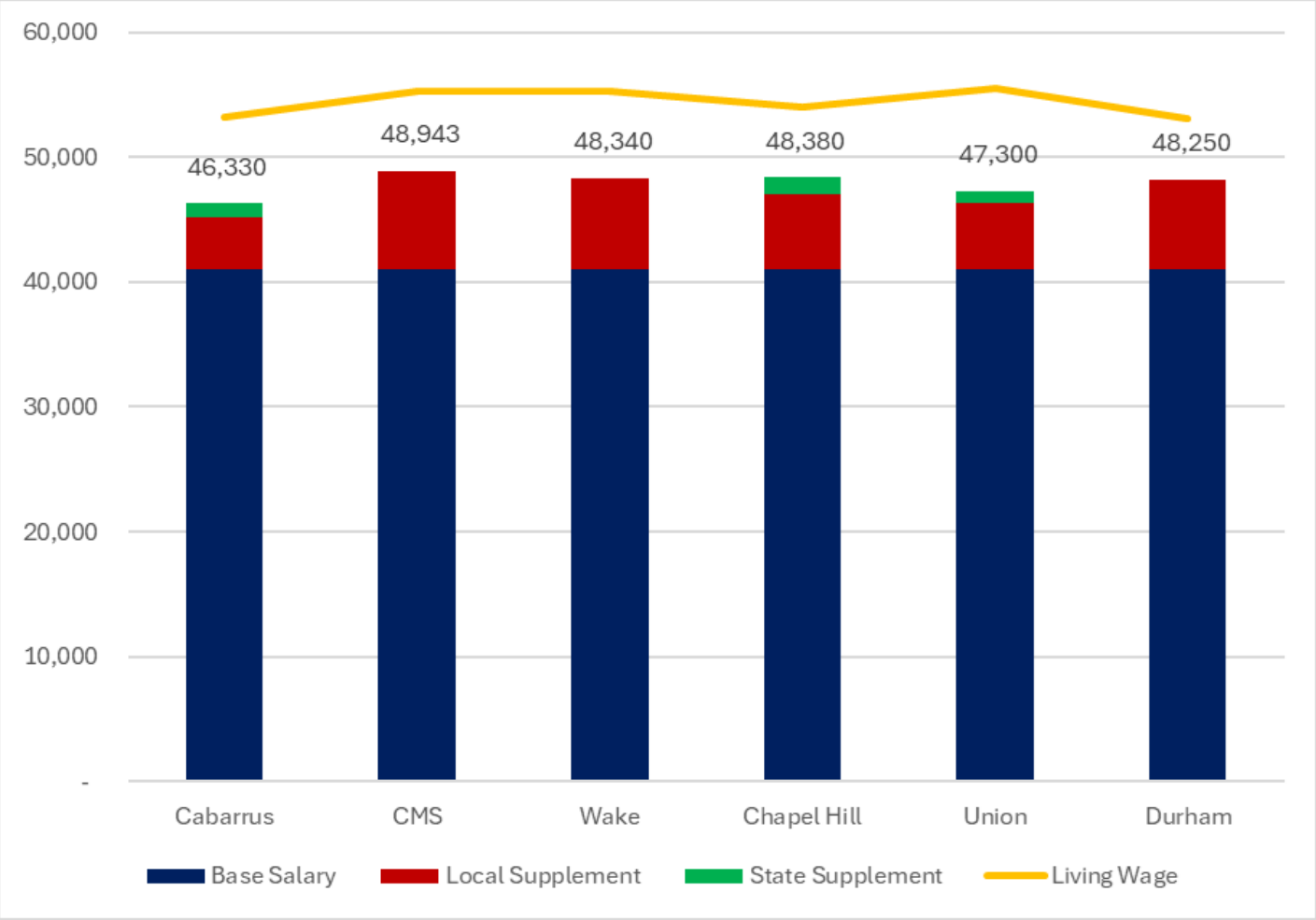
All teachers in North Carolina earn a **state determined and funded** base salary based on the North Carolina Teacher Salary Scale.

All teachers in North Carolina earn a **state determined and funded** teacher supplement in addition to their base salary except teachers who work in Charlotte-Mecklenburg, Wake County, Guilford County, New Hanover, Buncombe, Asheville City, Forsyth and Durham County.

Overwhelming majority of teachers in North Carolina earn a **locally determined supplement** funded by the local board of county commissioners.

Some teachers in North Carolina earn **an additional local supplement** as determined by districts that may have taxing authority or local government.

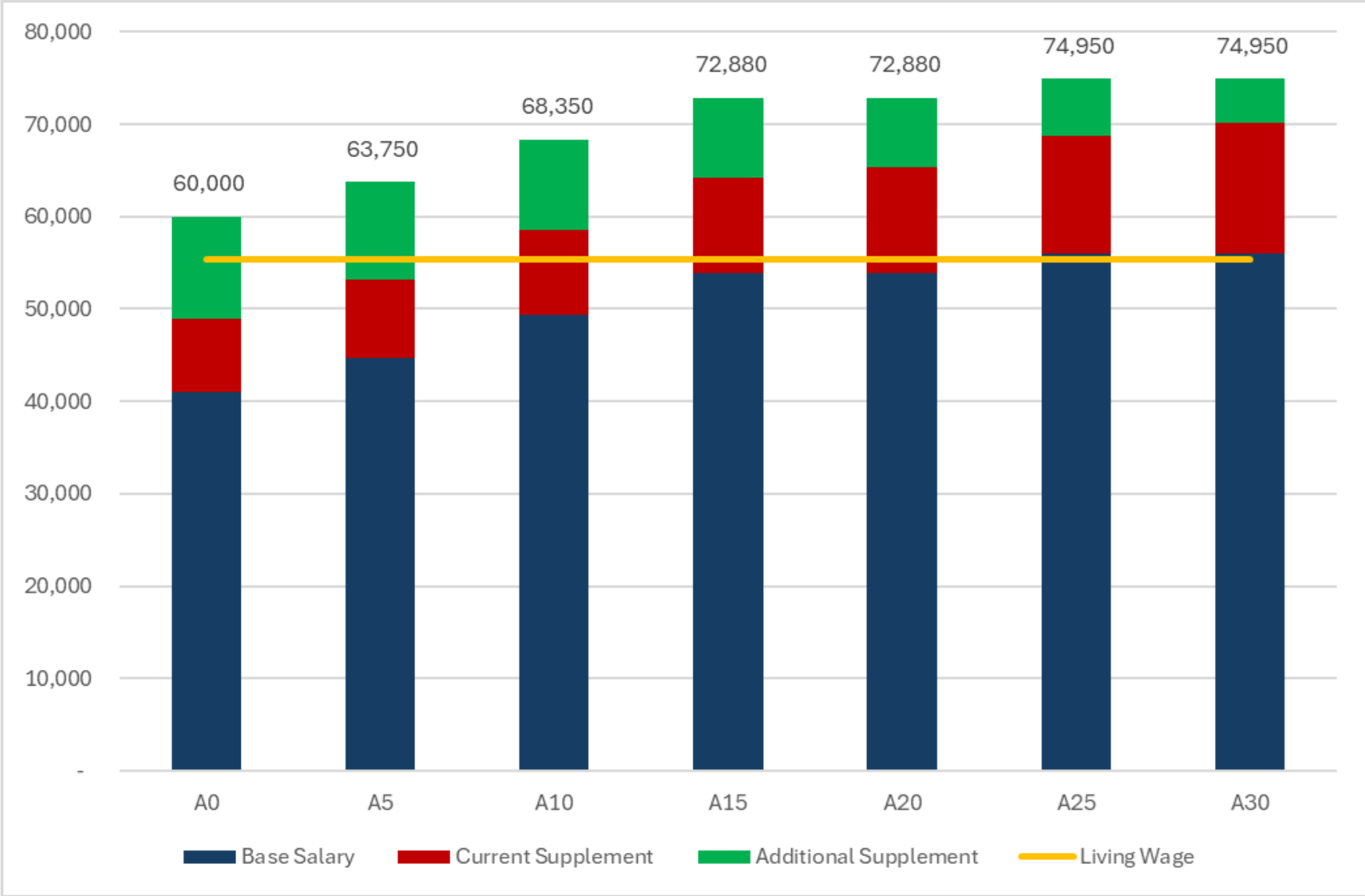
# FY2026 Beginning Teacher Wages vs Living Wage



Living Wage by County	
Cabarrus	53,269
CMS	55,307
Wake	55,286
Chapel Hill	53,976
Union	55,474
Durham	53,144

*\*Living wage total is based on 1 person working, no children working 2080 hours a year. Rates can be found at [MIT Living Wage Calculator](#)*

# Multi-Year Goal: Align Teacher Pay Above Living Wage



Living Wage for  
Mecklenburg  
County is  
\$ 55,307

*\*Living wage total is based on 1 person working, no children working 2080 hours a year. Rates can be found at [MIT Living Wage Calculator](#)*

Q&A



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