

North Carolina Educator Compensation Overview



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Key Takeaways

- The NC General Assembly establishes minimum salary schedules for all public school personnel
- The schedules vary by personnel type and criteria such as experience and academic credentials
- Recent budgetary pressures and policy changes may be reshaping the demographics of North Carolina's certified professional educators

NC Approach to Educator Compensation

- All licensed public school educators in North Carolina are guaranteed a minimum salary
 - Regardless of fund source
- Minimum educator compensation is based on factors such as:
 - Creditable experience
 - Advanced credentials
 - Master's and other advanced degrees
 - National Board for Professional Teaching Standards (NBPTS)
- Varies by personnel type

Salary Schedule Placement

- DPI Licensure Section administers educator licensure and related creditable experience
- Experience credit is given in yearly increments
 - 6+ months of full-time work in fiscal year = 1yr credit
 - Part-time work or partial years also allowable
- Non-teaching work experience
 - Lateral entry teachers can be given credit for prior experience
 - “...professional work experience in public or private sectors that is directly related to an individual's area of licensure and work assignment.”

Salary Schedule Placement

- **Advanced Degrees**
 - Must also be in a teaching field, or
 - Directly relevant to teacher's area of assignment

- **National Board of Professional Teaching Standards certification (NBPTS)**
 - Teachers must be engaged in classroom instruction at least 70% of the workday
 - Media coordinators, guidance counselors and career development coordinators also have 70% requirement

Salary Schedules by Personnel Area

Classroom Teachers and Instructional Support

School-Based Administrators

Central Office Administrators

Classroom Teachers and Instructional Support

- Teacher: Individual that carries out the direct instructional process in the school
- Instructional Support: Personnel types such as counselors, nurses, social workers, librarians, etc.

2013-14 Certified Personnel FTE							
Personnel Type	Total	State		Local		Federal	
		FTE	%	FTE	%	FTE	%
All Personnel	117,181	97,450	83.2%	11,418	9.7%	8,313	7.1%
Teachers	95,116	81,682	85.9%	6,567	6.9%	6,867	7.2%
Inst. Support	14,972	10,597	70.8%	3,104	20.7%	1,271	8.5%

Classroom Teachers and Instructional Support

Statewide Salary Schedule: "A" Schedule

Step	Years	Bachelor's Degree		% Step
		No NBPTS	NBPTS (12%)	
Step	0-2	\$30,800	N/A	
	3-5	\$30,800	\$34,500	0.0%
Lane	6	\$31,220	\$34,970	1.4%
	7	\$31,670	\$35,470	1.4%
	8	\$33,030	\$36,990	4.3%
	9	\$34,450	\$38,580	4.3%
	10	\$35,800	\$40,100	3.9%
	11	\$37,110	\$41,560	3.7%
	12	\$38,160	\$42,740	2.8%
	13	\$38,650	\$43,290	1.3%
	14-34			1.3%
	35	\$52,150	\$58,410	1.9%
	36+	\$53,180	\$59,560	2.0%

Annualized
Salary based on
10 months of
employment

Classroom Teachers and Instructional Support

Statewide Salary Schedule: "M" Schedule

Years	Masters (10%)		% Step
	No NBPTS	NBPTS (12%)	
0-2	\$33,880	N/A	
3-5	\$33,880	\$37,950	0.0%
6	\$34,340	\$38,460	1.4%
7	\$34,840	\$39,020	1.4%
8	\$36,330	\$40,690	4.3%
9	\$37,900	\$42,450	4.3%
10	\$39,380	\$44,110	3.9%
11	\$40,820	\$45,720	3.7%
12	\$41,980	\$47,020	2.8%
13	\$42,520	\$47,620	1.3%
14-34			1.3%
35	\$57,370	\$64,250	1.9%
36+	\$58,500	\$65,520	2.0%

Freeze

Max Growth

Classroom Teachers and Instructional Support

Other Compensation

- Longevity (% of Base Salary)
 - 10-15 Years: 1.50%
 - 15-20 Years: 2.25%
 - 20-25 Years: 3.25%
 - 25+ Years: 4.50%
- Advanced Degrees
 - 6-year Degree: \$1,260/yr. over base pay
 - PhD: \$2,530/yr. over base pay
- Extra Duties
- New Teacher Orientation
- Annual Leave (unused)
 - Paid out on upon leave of State service

Classroom Teachers and Instructional Support

Other Compensation-Local Supplements

- Local school districts (LEAs) may supplement educator salaries with local funding
- Supplement Policies Vary
 - Differentiate for experience, credentials, etc.

2012-13 Local Supplements: Teachers and Inst. Support

# of LEAs Providing	104 of 115
Avg. Supplement	\$ 3,726
Max. Avg. Supp.	\$ 6,441
Min. Avg. Supp.	\$ 100

Source: 2012-13 DPI Statistical Profile

Other Instructional Support Personnel

- Certain instructional support personnel are paid above typical step on the standard salary schedule
 - Speech-Language Pathologists
 - Audiologists
 - Psychologists
- Step 0 pay for these personnel is the equivalent of Step 10 on the M Schedule

NC Teacher Salary Trends

- Compensation essentially frozen since 2008-09
 - 1.2% State-funded increase in 2012-13 only change
- Lack of “step increase” has compressed schedule
 - 18% of State-funded teachers paid at lowest step

2008-09: Beginning Teacher (Step 0) paid \$30,430

and 5 Years Later

2013-14: Step 5 teacher paid \$30,850

NC Teacher Salary Trends

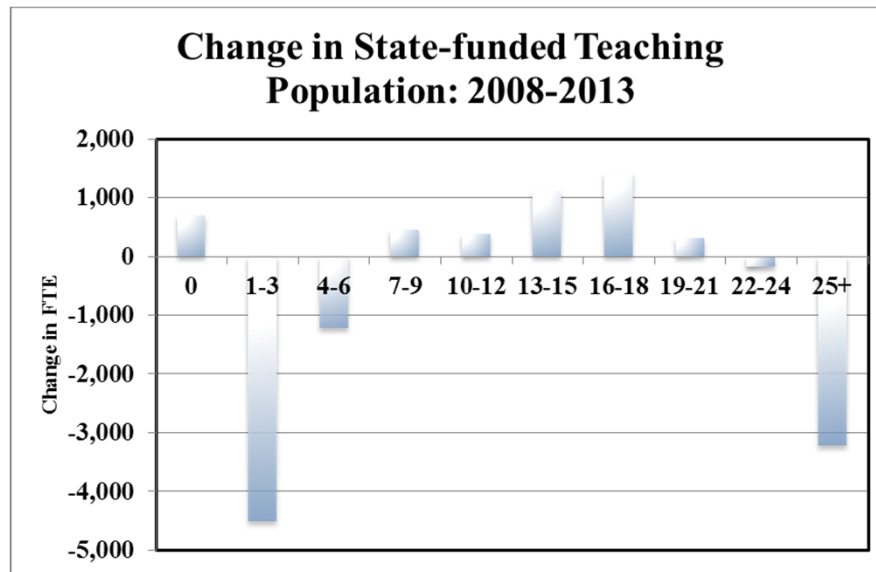
Under the current salary schedule:

A beginning teacher in 2013-14 is paid \$30,800

That teacher would be paid the same \$30,800
salary in 2018-19

It would take 16 years until salary exceeds \$40,000

Teacher Creditable Experience Trends



Adapted from DPI Division of School Business Presentation

Salary Schedules by Personnel Area

Classroom Teachers and Instructional Support

School-Based Administrators

Central Office Administrators

School-Based Administrators

- Principal: Local board of education designee to be the head of a school
- Assistant Principal: Local board designee to be next in line to head a school

2013-14 Certified Personnel FTE							
Personnel Type	Total	State		Local		Federal	
		FTE	%	FTE	%	FTE	%
All Personnel	117,181	97,450	83.2%	11,418	9.7%	8,313	7.1%
Principals	2,458	2,388	97.2%	69	2.8%	1	0.0%
Asst Principals	2,782	1,841	66.2%	925	33.2%	16	0.6%

Principal Compensation

- Principal salary factors include:
 - Experience
 - School Size
 - 8 salary schedules based on number of certified State-funded personnel in the school
 - Position length
 - 12 months of employment vs 10 months for most teachers
- Master's degree is required for principal licensure
 - \$126 monthly supplement for advanced degrees
 - \$253 monthly supplement for PhDs

Principal Compensation

- Additional credit provided for certain criteria
 - ABC performance
 - School safety
- Criteria only applicable in FYs 1997-2000
 - 1% could be earned for each criteria in each of the 3 fiscal years
 - Maximum of 6% could have been earned and is still provided to eligible principals

Assistant Principal Compensation

- Assistant principal salary factors are the same as for principals, except that:
 - Experience credit is applied the same as for teachers and instructional support (1 year = 1 step)
 - School size is not a factor
- Minimum pay must be at least as high as it was in the assistant principal's last year of teaching
 - 2009 budget provision designed to ensure no pay cuts for NBPTS teachers transitioning into administration

Salary Schedules by Personnel Area

Classroom Teachers and Instructional Support

School-Based Administrators

Central Office Administrators

Central Office Administrators

- Superintendent: Local board of education designee of a to be the head of a school district
- Other Personnel: Includes associate superintendent, as well as assistant superintendents and directors with personnel, fiscal, and/or business management responsibility

2013-14 Certified Personnel FTE							
Personnel Type	Total	State		Local		Federal	
		FTE	%	FTE	%	FTE	%
All Personnel	117,181	97,450	83.2%	11,418	9.7%	8,313	7.1%
Central Office	1,853	942	50.8%	753	40.6%	158	8.5%

Central Office Compensation

- Superintendents
 - Statewide minimum salary schedule factors based on student membership (ADM)
 - May be paid anywhere within appropriate range on State schedule
 - However, these personnel receive significant local salary supplements above the State minimum
 - Eligible for advanced degree and PhD supplements
- Other central office administrators
 - Also paid within a salary range, at LEA's discretion
 - Based on 7 different position classes, as defined by the LEA
 - Eligible for advanced degree and PhD supplements

Personnel Benefits

Below are the cost factors for all compulsory benefits for public school personnel:

- Health Insurance
 - Employer cost: \$5,285
 - Employee premium is variable
- Retirement
 - Employer contribution: 14.69% of salary
 - Employee contribution: 6% of salary
- Social Security
 - Employer contribution: 7.65% of salary
 - Employee contribution: 7.65% of salary

Differential and Performance Pay

- State role in differential pay has been limited
 - ABC Bonuses (1997-2009): Provided individual awards to educators based on school-level achievement
 - Math, Science, Special Education Teacher Recruitment (2002-2004): \$1,800 bonus for eligible teachers in low-income or low-performing middle and high schools
 - A similar program to recruit math and science teachers with a \$15k bonus in 3 LEAs began in 2006 but was ended in 2009
- LEA flexibility with State funds
 - Some State allotments, such as Disadvantaged Student Supplement Funding may be used for supplements
 - No funds designated solely for this purpose

Performance Pay: Recent Change

- 2013 Budget provided \$10.2m for merit-based increases
 - Each LEA must offer 4-year contracts to 25% of its certified personnel judged to be effective
 - Effectiveness is demonstrated by proficiency on the relevant evaluation instruments
 - Contracts include a \$500 annual salary increase, which compounds over 4 years (cumulative increase: \$5,000)
 - These educators must opt out of career status (tenure)
- Contracts must be offered and accepted by June 30, 2014 and are effective for 2014-15 school year

Master's Pay: Recent Change

- In 2013 Budget, NCGA also changed its policy for master's pay supplements
 - No new master's supplements for any teacher or instructional support personnel not paid on the M schedule prior to the 2014-15 school year
- State Board of Education action
 - Modified administrative policy to accept Master's completion credit in May 2014 to enable recent degree holders to get on M schedule prior to deadline
- Potential policy modifications

NC Educator Actual Salaries

FY 2013-14 NC Educator Average Salary and Salary Range

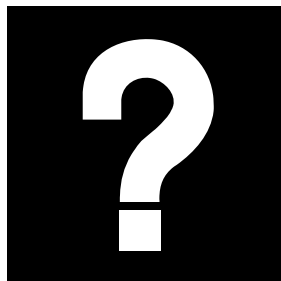
Personnel Type	Salary Range	Average Base Salary
Superintendent (12 month)	\$57,324-\$138,996	N/A
Other Central Office Administration (12 month)	\$40,188-\$104,268	N/A
Principals (12 month)	\$51,540-\$110,364	\$62,860
Assistant Principals (10 month)	\$38,280-\$65,170	\$48,030
Teachers (10 month)	\$30,800-\$68,050	\$40,189
Instructional Support (10 month)	\$30,800-\$68,050	\$46,161

Educator Salary Increase Costing

If the General Assembly wishes to consider salary increases for State-paid public school personnel, estimated costs are as follows:

- 1% Increase
 - Teachers and Inst. Support: \$53.4m
 - School-Based Admin.: \$3.1m
 - Central-Office Admin.: \$1.1m
 - Non-certified Personnel: \$13.5m
- Step Increase
 - Teachers and Inst. Support: \$81m

Questions



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