

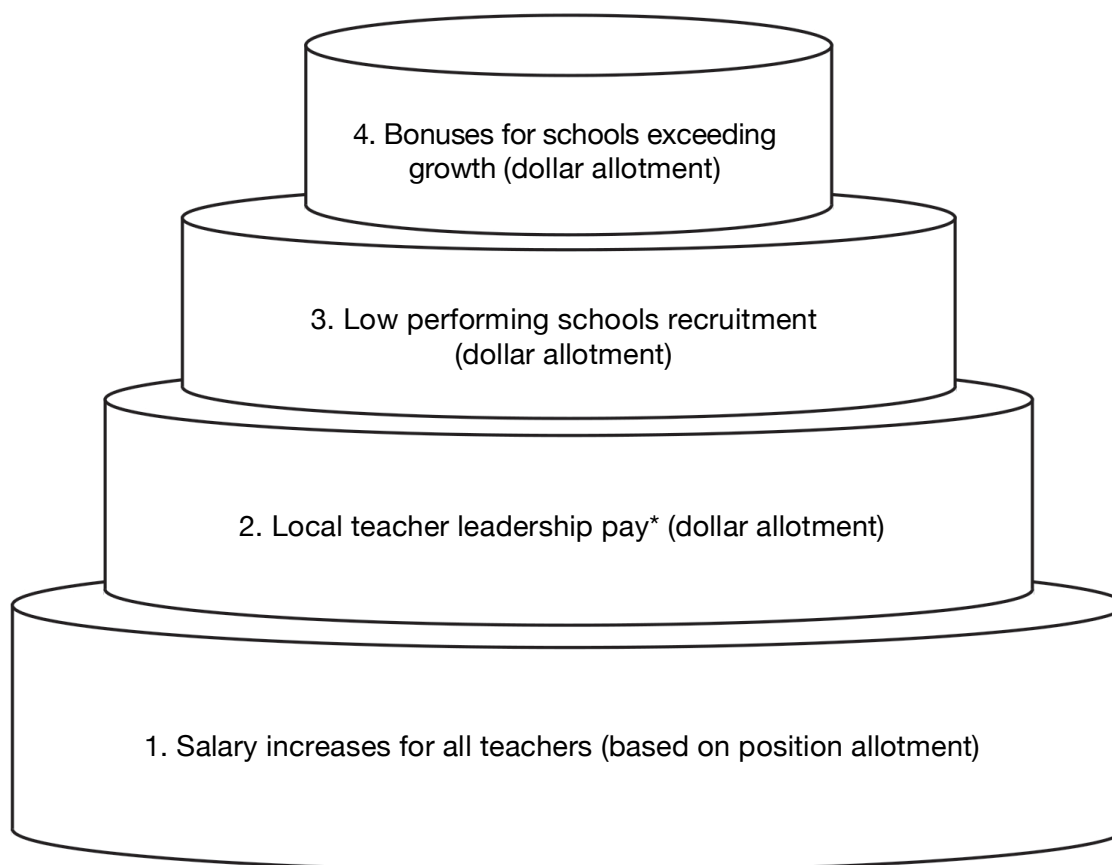


A Comprehensive Approach to Improving NC Teacher Compensation

January 27, 2016 | June St. Clair Atkinson, State Superintendent of Public Instruction

Guiding Principles

- A teacher has the greatest impact on student achievement and growth.
- Teacher salaries must be at a level competitive with the salaries of other careers having similar responsibilities and education requirements.
- Effective teachers must be given opportunities for professional growth and additional responsibilities coupled with commensurate pay. Providing opportunities for professional growth is an effective strategy for keeping great teachers.
- Sufficient salary resources must be available to support teams of teachers who serve in low-performing schools.



* Examples: 11 and 12 month contracts, mentors for beginning teachers, instructional coaches, grade/subject coordinators, and peer evaluators.

Key Facts about Teacher Compensation

1. Salary Increases

For each 1 percent pay/benefits increase	\$54 million
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2. Teacher leader costs projections

COST PER TEACHER	# OF TEACHERS	TOTAL COST
\$10,000 per teacher	1/3rd	\$320 million
\$10,000 per teacher	1/4th	\$240 million
\$10,000 per teacher	1/5th	\$192 million
\$10,000 per teacher	1/10th	\$96 million

3. Low-performing schools

581 schools	General Assembly's A-F system
70 schools	Lowest 5 percent of Title I schools
130 schools	Lowest 5 percent of all schools (required federal)

4. Schools exceeding growth

2014-15	27.6 percent
2013-14	31.8 percent