

North Carolina Educator Effectiveness and Compensation Task Force



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Task Force Origins



- Created by S.L. 2013-360
- Bicameral task force with 18 members – both legislators and non-legislators.
- Chaired by Senator Jerry Tillman and Representative Rob Bryan

Task Force Charge



- Make recommendations on whether to create a statewide model of incentive to encourage the recruitment and retention of highly effective educators and to consider the transition to an alternative compensation system for educators.

Task Force Meetings



- Met 4 times in Spring 2014.
- Meetings included more than a dozen presentations on committee's charge, including academic, policy, and local school administrative unit perspectives.
- Committee materials are archived at the NCGA website, including presentations:
<http://www.ncleg.net/gascripts/DocumentSites/browseDocSite.asp?nID=255&sFolderName=\Meetings>

Task Force Recommendations



- Identified 6 considerations for educator compensation legislation:

Primary Consideration: Improved student learning by increasing the likelihood that every student has a highly effective teacher.

Task Force Recommendations



- **Additional Considerations:**
 - Improved recruitment of top-caliber candidates into K-12 education and into North Carolina public school classrooms.
 - Improved retention among highly effective educators at all levels of experience.
 - Meaningful recognition and reward for educators' career growth and excellence.
 - Increased teamwork, collaboration and mentorship among and across teams of educators.
 - Establishment of a financially sustainable compensation model that strategically invests state dollars to bring the teaching profession into the 21st century.

Task Force Recommendations



- **Short term goal:**

The General Assembly should significantly increase the salaries for entering teachers and those teachers who are most likely to leave the profession in North Carolina, i.e., teachers with less than 10 years of teacher experience.

Task Force Recommendations



- **Long term goal:**

The General Assembly should increase the salaries for all teachers, while modernizing North Carolina's educator compensation system to more closely align compensation with student outcomes and educator responsibilities.

Task Force Recommendations



- Recommended Legislation: State Board of Education study of sustainable and effective educator compensation models.
- Introduced as SB 833/HB 1186 – neither bill was enacted.
- SL 2014-100, Sec. 8.41 required local boards of education to submit proposals to establish a local program to provide differentiated pay for highly effective classroom teachers to the Appropriations Committee and Joint Legislative Education Oversight Committee by January 15, 2015.