

Educator and Community College Faculty Pay

**House Select Committee on
Educator Practices and Strategies**

January 27-28, 2016



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TEACHER SALARIES



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Key Takeaways

- Comparisons and Rankings
- Recent Legislative Actions
- Understanding Average Pay Trends
- Cost Scenarios

Average Teacher Salary

Source: NEA Annual Rankings

State	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	Change 2007-08 - 2013-14
United States	52,308	54,319	55,202	55,623	55,418	56,103	56,610	8.2%
North Carolina	47,354	48,648	46,850	46,605	45,947	45,737	44,990	-5.0%
Florida	46,930	46,921	46,708	45,732	46,479	46,598	47,780	1.8%
Georgia	51,560	52,879	53,112	52,815	52,938	52,880	52,924	2.6%
South Carolina	45,758	47,421	47,508	47,050	47,428	48,375	48,430	5.8%
Tennessee	45,030	45,549	46,290	45,891	47,802	47,563	47,742	6.0%
Virginia	46,796	48,365	50,015	48,761	48,703	48,670	49,826	6.5%

Highest Pay

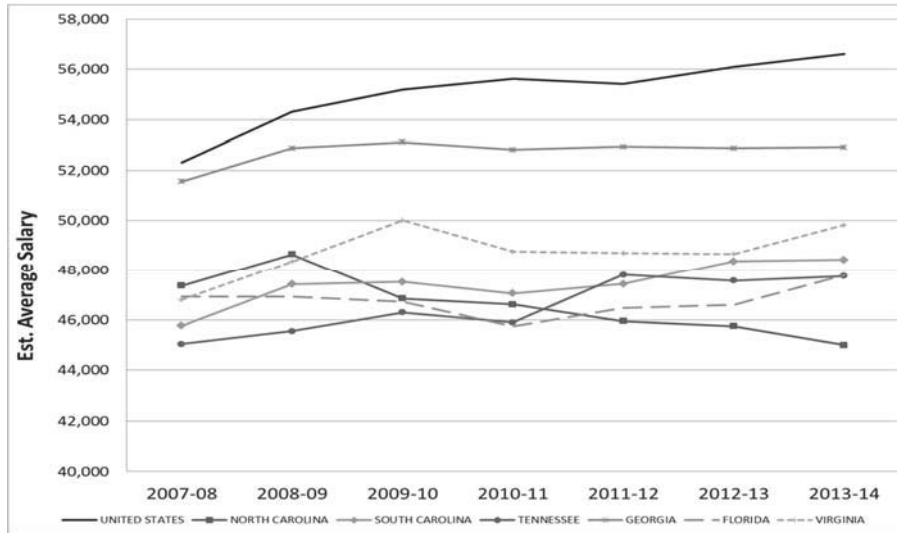
California	64,424	68,093	68,203	67,871	68,531	69,324	71,396	10.8%
New York	62,332	69,118	71,633	72,708	73,398	75,279	76,409	22.6%

Lowest Pay

South Dakota	36,674	35,070	38,837	39,850	38,804	39,018	40,023	9.1%
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Average Teacher Salary

Source: NEA Annual Rankings



Teacher Pay Rankings

State	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
North Carolina	25	25	36	41	46	46	47
Florida	29	35	37	45	42	45	39
Georgia	18	18	18	22	22	23	24
South Carolina	37	33	34	38	39	38	37
Tennessee	40	40	40	44	38	40	40
Virginia	30	29	24	30	30	36	29

Legislative Actions

FY 2009-10
to 2013-14

- Shifted steps, which “froze” pay

FY 2012-13

- Provided a 1.2% increase to all steps

FY 2014-15

- Created new 6-tier step system that increased pay on all tiers above 2008-09 levels
- Increased starting pay from \$30,800 to \$33,000

FY 2015-16

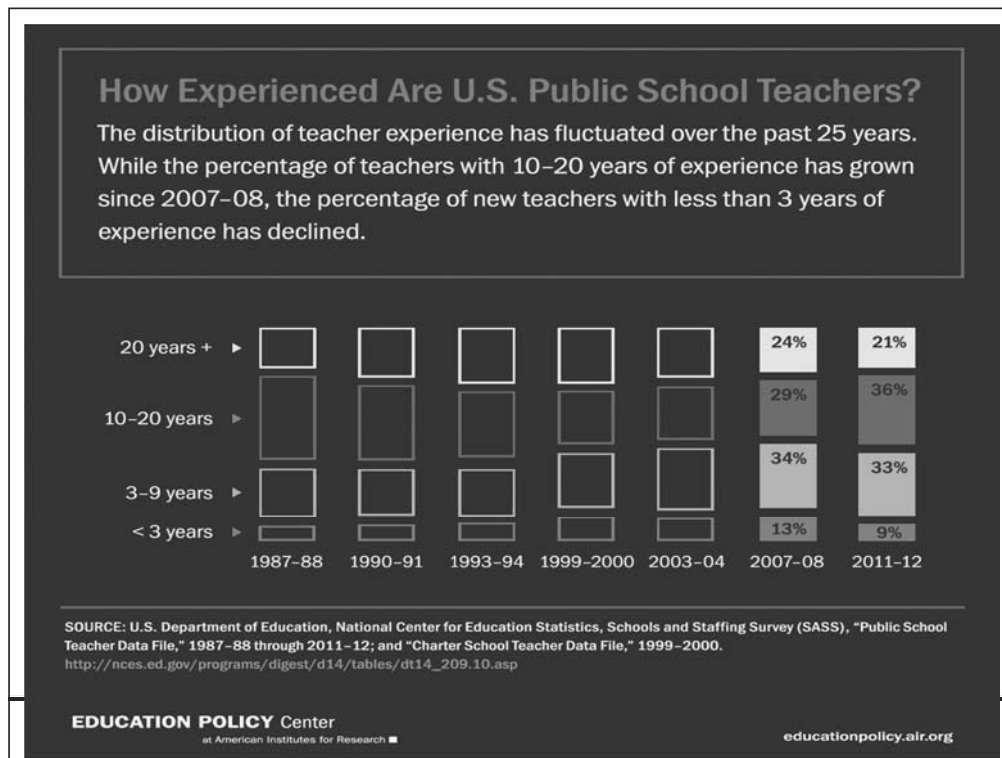
- Increased starting pay to \$35,000/ year
- Provided a \$750 bonus to all educators

Why did Average Pay Decline FY 2009-10 to 2013-14?

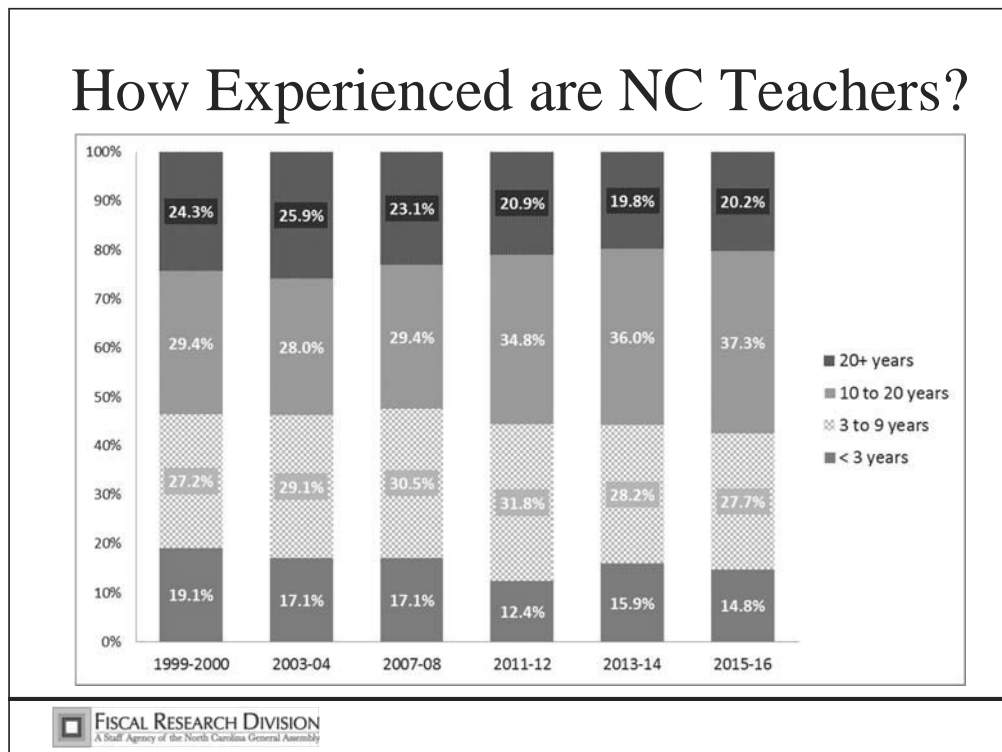
- No decrease in any individual teacher’s pay
- Pay freeze from 2009-10 through 2013-14 effectively lowered pay on each step

Step	2008-09 Pay	2013-14 Pay	2015-16 Pay
3	3,264	3,080	3,500
10	3,918	3,122	4,000
15	4,176	3,965	4,350

- Changes in the distribution of teachers along the pay scale?



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What about 2014-15 and 2015-16?

- NEA rankings for these years have yet to be released

North Carolina:

- FY 2014-15 Average Salary: \$47,783*
 - A 6.2% increase over NEA's FY 2013-14 est. of \$44,990
 - If other states made NO changes, NC would rank 39th in US
- FY 2015-16 average salaries not yet available

**Source: DPI's February 2015 Highlights. Highlights provide a slightly different estimate of average salary than NEA, the FY 2013-14 estimate was \$45,355 as compared to \$44,990.*



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Why Rankings are Challenging

- Average salaries are self-reported and often estimated by NEA (see * in tables)

Average Teacher Compensation

- What NC includes:*

Category	2014-15 Estimate	2013-14 Final	2014-15 \$ Chg
Base Salary ⁽¹⁾	\$ 43,166	\$ 40,189	\$ 2,977
New Teacher Orientation ⁽²⁾	\$ 17	\$ 16	\$ 1
Extended Contract ⁽²⁾	\$ 1	\$ 2	\$ (1)
Tutorial Pay ⁽²⁾	\$ 78	\$ 100	\$ (22)
Longevity Pay ⁽⁴⁾	\$ 407	\$ 757	\$ (350)
Supplementary Pay ⁽³⁾	\$ 3,689	\$ 3,553	\$ 136
Bonus ⁽²⁾	\$ 52	\$ 6	\$ 46
Workshop Participant ⁽²⁾	\$ 11	\$ 10	\$ 1
Annual Leave Pay ⁽¹⁾	\$ 262	\$ 262	\$ -
Mentor Pay ⁽²⁾	\$ 9	\$ 12	\$ (3)
Other Assignments ⁽²⁾	\$ 21	\$ 13	\$ 8
Total	\$ 47,713	\$ 44,920	\$ 2,793
State Agency Teachers ⁽⁵⁾	\$ 70	\$ 70	\$ -
Grand Total	\$ 47,783	\$ 44,990	\$ 2,793

NOTES:

1) Calculated based on 6th pay period payroll.

2) Calculated based on JHA355EG-R01 expenditure data.

3) Information received from LEAs annually via survey.

4) 2014-15 longevity represents payment for benefit earned in 2013-14. Longevity benefit eliminated as of July 1, 2014.

5) Additional pay per Office of State Budget and Management for state agency teachers such as those provided by Office of Juvenile Justice and DHS.

**Source: DPI's February 2015 Highlights.*



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Why Rankings are Challenging

- Things beyond NCGA's control have an effect
 - Distribution of educators
 - Local supplements
 - Other factors
- May have limited utility in developing policy
 - Recent research suggests limited movement of educators between states, more movement within a state and between professions

Cost Scenarios

Each 1% increase in teacher pay costs approximately \$53.6M*

NC 2014-15 Average Salary: \$47,783

Georgia

(Highest of Surrounding States)

2013-14 Av. Salary: \$52,924
Percent Above NC: 10.8%
Est. Cost: \$576.9 M

New York

(Highest in US)

2013-14 Av. Salary: \$76,409
Percent Above NC: 59.9%
Est. Cost: \$ 3.2 B

Assumes no change in Georgia or New York average salaries

* Based on December 2014 survey, updates estimate available late February, 2016

If you increase pay...

What are the goals of increased pay?

- Recruitment?
- Retention?
- Something else?

How are increases distributed?

- Across-the-board
- To newer educators
- To more experienced educators
- In another manner?

NC COMMUNITY COLLEGE FACULTY SALARIES

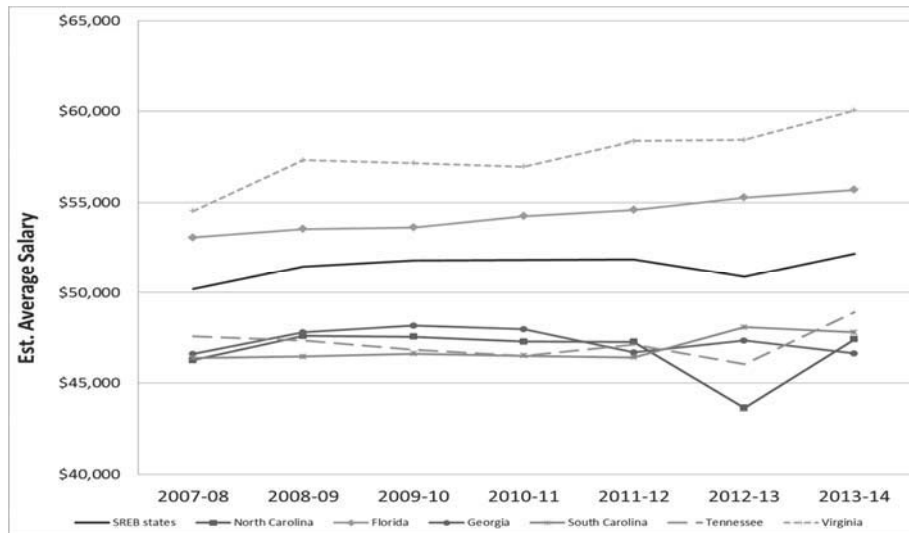
Average Faculty Salaries

Source: SREB

State	2007-08	2008-09	2009-10	2010-11	2011-12	2013-14	Change 2007-08 - 2013-14
SREB states	50,191	51,452	51,799	51,831	51,834	52,158	3.9%
North Carolina	46,253	47,594	47,556	47,284	47,272	47,410	2.5%
Florida	53,059	53,533	53,626	54,244	54,586	55,706	5.0%
Georgia	46,601	47,794	48,163	47,972	46,683	46,627	0.1%
South Carolina	46,384	46,464	46,613	46,504	46,414	47,799	3.1%
Tennessee	47,584	47,337	46,830	46,503	47,131	48,916	2.8%
Virginia	54,538	57,334	57,186	56,975	58,362	60,059	10.1%
Highest Pay							
Delaware	63,767	63,828	62,780	63,804	64,167	60,363	-5.3%
Maryland	63,137	64,964	66,025	65,474	66,085	61,849	-2.0%
Lowest Pay							
Arkansas	44,014	42,375	43,556	43,576	43,997	43,845	-0.4%

Average Teacher Salary

Source: SREB



Faculty Pay Rankings within SREB

State	2007-08	2008-09	2009-10	2010-11	2011-12	2013-14
North Carolina	12	11	12	12	12	11
Florida	5	4	4	4	4	4
Georgia	10	10	11	11	14	13
South Carolina	11	14	15	14	15	10
Tennessee	9	12	13	15	13	9
Virginia	3	3	3	3	3	3

No estimates or rankings available for FY 2014-15, FY 2015-16

Legislative Actions

FY 2009-10
to 2013-14

- Pay freeze
- No additional salary funds provided

FY 2012-13

- Funds sufficient for an across-the-board 1.2% increase, allowed flexibility in use (\$13.6M)

FY 2014-15

- \$1,000 across-the-board salary increase (\$22.74M)

FY 2015-16

- \$14.9 M for \$750 Bonus
- \$10M R in flexible funds (use TBD)

Cost Scenarios

*Each 1% increase in instructional personnel pay costs
approximately \$7M*

NC Faculty Average Salary FY 2013-14: \$47,410

Virginia

(Highest of Surrounding States)

2013-14 Av Salary: \$60,059
Percent Above NC: 26.7%
Estimated Cost: \$186.1 M

Maryland

(Highest of SREB)

2013-14 Av Salary: \$61,849
Percent Above NC: 30.5%
Estimated Cost: \$212.5 M

Assumes no change in Virginia or Maryland average salaries

Questions?

Lanier McRee

Fiscal Research Division

919-733-4910

Lanier.McRee@NCLeg.net