

## History of Teacher Compensation

- 1990 Modern day 29 step salary schedule  
Psychologists schedule created as a derivative of the teacher schedule
- 1994 30<sup>th</sup> step was added, but salary is the same as the 29<sup>th</sup> step  
National Board Certification – 4% salary bonus
- 1996 Speech language pathologists and audiologists moved to psychologist’s schedule
- 1997 1<sup>st</sup> year of Excellent Schools Act
- 3 days new teacher orientation
  - Mentor pay (funding eliminated in 2011-12)
  - Staff development stipend
  - Salary schedule was redesigned to include retention “bumps”
- National Board Certification
- 12% differential pay
  - Assessment fee paid (eliminated in 2009-10)
  - 3 days paid leave
- Eligible to receive the 12%
- Classroom Teachers
  - Media Coordinators
  - Guidance Counselors
  - 2014-15 Added Instructional Coaches in Title I schools to eligibility
- 1997 To 2000 Excellent Schools Act
- Average salary increases for each year was 7.5%.
  - Increases ranged from 3% to 14% each year
- 2000 Masters certificates raised from 6% to 10%
- 2009 to 2014 No step increase was funded causing the 0-5 years of experience to be paid the same amount and the top of the schedule extending from 30 years to 36 years of experience.
- 2014-15 Condensed schedule down to six ranges  
Top step is 25 years  
Removed longevity benefit, incorporating the funding in to the schedule  
Teachers are held harmless to avoid a decrease in pay
- Master’s 10% differential no longer applies to new hires.  
NBPTS 12% supplement calculated as 12% above Bachelors (even for those with a Masters)
- 2015-16 Individual teachers eligible for performance bonus related to 3<sup>rd</sup> grade reading, AP/IB exams and CTE certification.
- 2016-17 Expands bonuses to 4<sup>th</sup> & 5<sup>th</sup> grade reading and 4<sup>th</sup> – 8<sup>th</sup> grade math.  
First year of legislated supplement for newly graduated teachers with high GPA and exam results.

## Bonus and incentive plans

### **1999-2008 ABC bonus (\$1,500 or \$750)**

Provided to all certified personnel based on the school's growth performance. Certified personnel in schools that exceeded growth received \$1,500, teachers in schools that met growth received \$750. Teacher assistants received a lesser bonus of \$750 or \$375, respectively. Program eliminated.

### **2001-02 to 2003-04 \$1,800 Bonus**

Provided to teachers in low performing middle and high schools who teach math, science or EC. This initiative was a part of other initiatives to support low performing schools. (approx. \$1.5m) Program eliminated

### **2005-06 Math & Science Teacher Supplement Pilot (\$515,115)**

SBE selected 3 LEAs, targeting low performing LEAs. LEAs shall provide a supplement of \$15,000 to up to 10 newly hired teachers at middle or high schools, who teach math or science. Expanded in 2008-09 to include highly qualified as well a newly hired teachers, Program eliminated in 2009-10.

### **2011-12 Race to the Top Funded Bonuses to Persistently Low Performing Schools (\$1.6-\$3m)**

Years 1 & 2 Modeled similar to the ABC bonus but included a retention incentive. Years after – bonus based on individual teachers EVAAS growth.

### **2016-17 3<sup>rd</sup> Grade Reading Bonus**

Bonus to individual teachers based on the growth of their students in 3<sup>rd</sup> grade reading. 2 levels of bonus. 1. Teachers in the top 25% of the State. 2. Teachers in the top 25% of their LEA. (\$10m)

#### **Advanced Placement and IB exam Bonus**

Bonus to individual teachers based on the number of AP/IB exams passes (\$50 per exam up to \$2,000 which was increased to \$3,500 in 2017-18) (\$4.3m)

#### **Industry Certifications and Credentials Bonus**

Bonus to individual teachers based on the number of credentials attained by their students. Bonus is \$25 or \$50 dependent on the credential. Max \$2,000 which was increased to \$3,500 in 2017-18. (\$600K)

### **2017-18 Highly Qualified NC Teaching Graduate (\$700K)**

A new teacher, who graduated from an approved educator preparation program located in NC, with a GPA of 3.75 or higher and an eligible score on the edTPA or equivalent assessment shall be paid the monthly supplement of the equivalent of the difference in salary of a Bachelor level teacher with zero years of experience and

- 3 years of experience, if teaching in a low performing school for the first 3 years of employment.
- 2 years of experience, if licensed and teaching in EC, science, technology, engineering or mathematics for the first 2 years of employment.
- 1 year of experience, for all others for the first year of employment.

### **4<sup>th</sup> and 5<sup>th</sup> Grade Reading Bonus**

Bonus of \$2,150 to individual teachers based on the growth of their students in 4<sup>th</sup> or 5<sup>th</sup> grade reading. 2 levels of bonus.

1. Teachers in the top 25% of the State.
2. Teachers in the top 25% of their LEA.

Must be teaching in the same LEA to be eligible. (\$9.47m)

Bonus reduced to \$2,000 in 2018-19

### **4<sup>th</sup> to 8<sup>th</sup> Grade Math Bonus**

Bonus of \$2,150 to individual teachers based on the growth of their students in 4<sup>th</sup> to 8<sup>th</sup> grade math. 2 levels of bonus.

1. Teachers in the top 25% of the State.
2. Teachers in the top 25% of their LEA.

Must be teaching in the same LEA to be eligible. (\$15.87m)

Bonus reduced to \$2,000 in 2018-19

## **Studies and other efforts**

**2005** Salary Task Force

**2006** Per SL2005-276 Section 2.2(j) and 7.47 Study teacher compensation

**2007** SL 2007-453 Legislation that directs the SBE to establish a pilot program allowing LEAs to implement an alternative teacher salary plan. Charlotte Mecklenburg was the only applicant.

Per SL 2006-66 study psychologist with NBPTS

### **2007-08 to 2009-10 Focused Education Reform Pilot (\$4.4m to \$7.1m)**

Program administered by the Public School Forum. Pilot LEAs selected based on hard to staff, low performing and at risk population. Comprehensive program including professional development, retention & recruitment bonuses, leadership training etc. Program eliminated.

### **2012-13 Pay for Excellence**

Legislation that allows a LEA to develop a plan of performance pay for all licensed personnel. No state funding provided.

### **2014-15 Differentiated Pay for Highly Effective Teachers**

LEAs requested to submit proposals to General Assembly committees on differentiated pay. \$1m appropriated in the NC Education Endowment Fund to fund.

### **2017-18 Teacher Compensation Models and Advanced Teaching Roles Pilot**

Develop advanced teaching roles and organizational models that link teacher performance and professional growth to salary increases in selected LEAs for classroom teachers.

Purpose:

- Allow highly effective teachers to teach an increased number of students
- Enable LEAs to provide salary supplements to teachers in advanced roles
- Enable LEAs to create innovative compensation models that focus on teacher professional growth and student outcomes.