



# North Carolina Teacher Compensation

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# Educator Salary Schedules

- The salary schedules are determined annually by legislation.
- “Step and Lane” schedules where by
  - the “Steps” are years of experience 0 to 25+
  - the “Lanes” are education (Bachelors, Masters and National Board Certification (NBPTS))
- Movement to the next step increase is not automatic and must be authorized by the General Assembly.
- All schedules are derived from the Bachelor “A” schedule.
- Additional compensation may apply including local salary supplement and performance bonus.



# Personnel Paid from the Teacher Salary Schedule

- Classroom Teachers
- Media Coordinators
- Guidance Counselors
- Social Workers
- Certified nurses



# Personnel Paid from a Derivative of the Teacher Salary Schedule

## Masters schedule + 5 steps

Psychologists, audiologists and speech  
language pathologists

## Bachelors Schedule + 19%

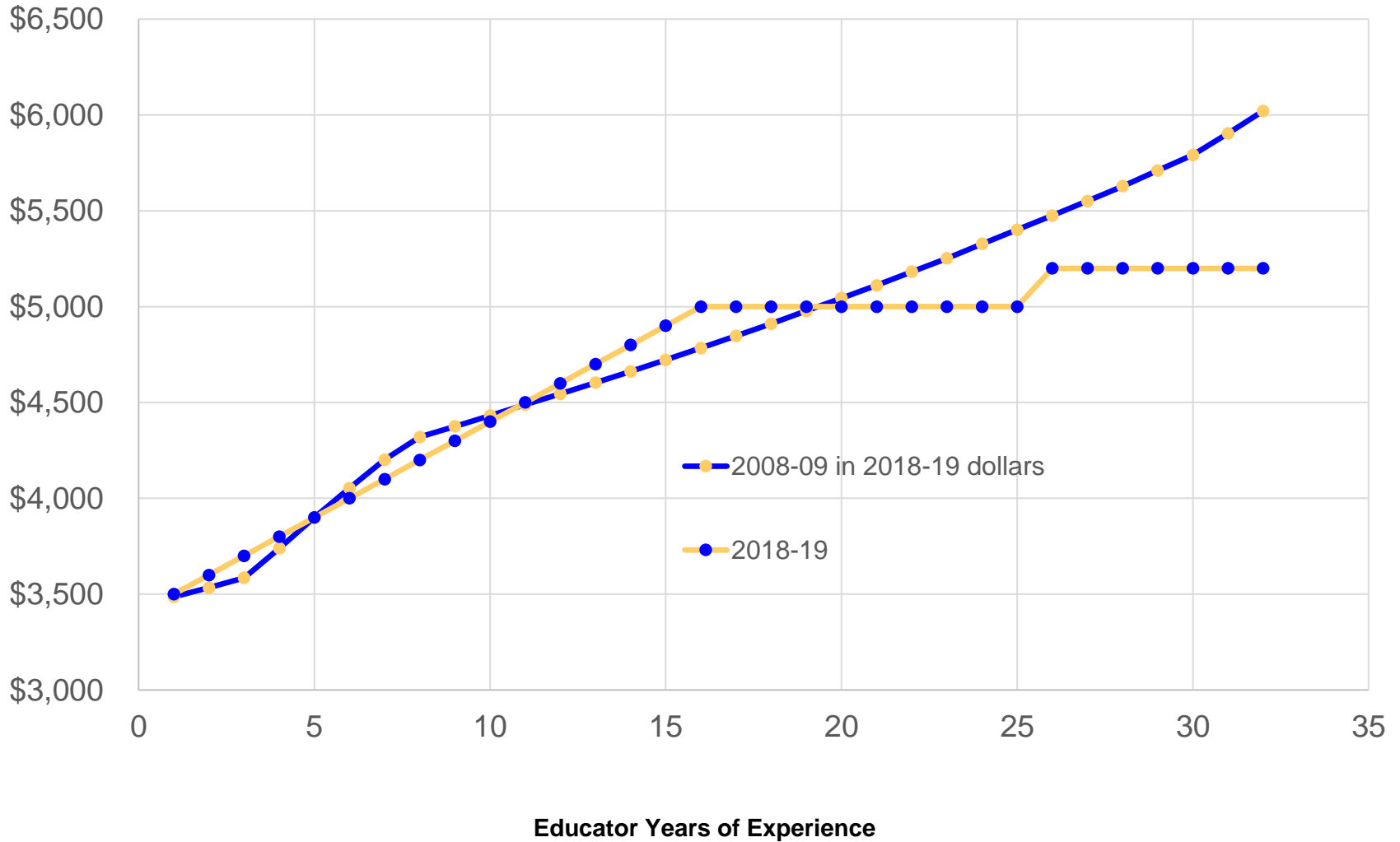
Assistant Principals

Principals – No longer tied to the teacher schedules

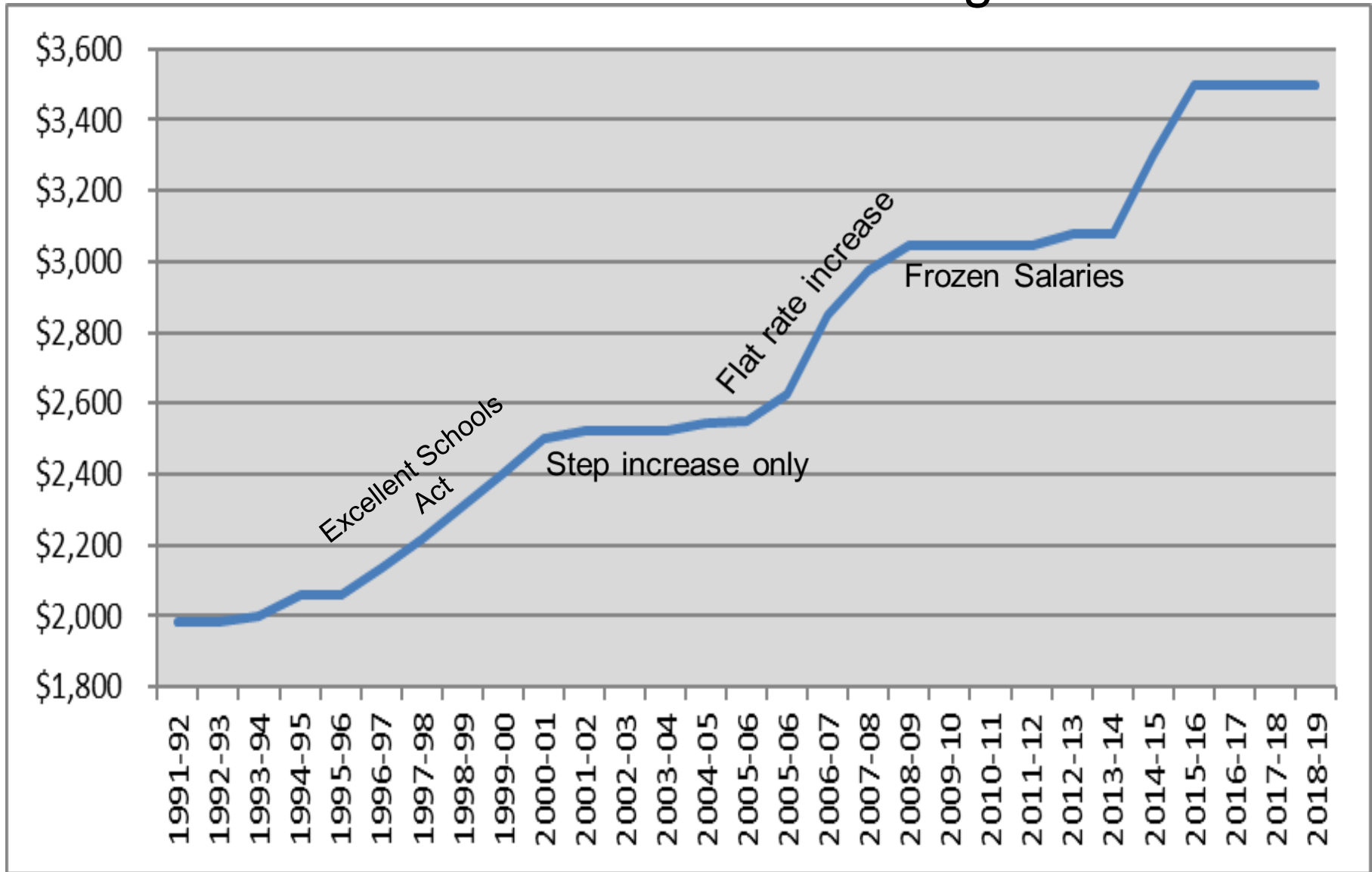
# History of Teacher Compensation



# Teacher Monthly Salary Schedule Bachelors Level 2009 and 2019 in 2019 Dollars



# History of Base Salary for a Beginning Teacher with a Bachelors Degree





# Minimum and Maximum Salary for Classroom Teachers 2018-19

Description	1st year		15th year <sup>(2)</sup>		More than 25 years <sup>(5)</sup>		More than 35 years <sup>(5)</sup>	
	Base	Addl Pay	Base	Addl Pay	Base	Addl Pay	Base	Addl Pay
Minimum Salary	\$3,500	\$3,500	\$5,000	\$5,000	\$5,200	\$5,200	\$ 5,200	\$ 5,200
<b>Additional Education</b>								
Masters - 10% <sup>(4)</sup>				500		520		520
Doctorate <sup>(4)</sup>				253		253		253
NBPTS - 12%				600		624		624
Monthly Salary	3,500	3,500	5,000	6,353	5,200	6,597	5,200	6,597
Annual (10 Months)	35,000	35,000	50,000	63,530	52,000	65,970	52,000	65,970
Local Supplement <sup>(1)</sup>		5,250		9,530		9,896		9,896
New Teacher Orientation	488	488						
Performance Bonus <sup>(3)</sup>				7,000		7,000		7,000
<b>Total 10 Month Salary</b>	<b>\$35,488</b>	<b>\$40,738</b>	<b>\$50,000</b>	<b>\$80,060</b>	<b>\$52,000</b>	<b>\$82,866</b>	<b>\$ 52,000</b>	<b>\$ 82,866</b>

Change since 2012-13

State Base	14%	-4%	25%	22%	14%	12%	-2%	-3%
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Teachers paid as hold harmless not included  
No adjustment for CPI made

# Minimum & Maximum Salary for Classroom Teachers

## Fiscal Year 2012-13

Description	1st year		16th year <sup>(2)</sup>		More than 36 years	
	Base	Addl Pay	Base	Addl Pay	Base	Addl Pay
Minimum Salary	\$ 3,080	\$ 3,043	\$ 4,015	\$ 4,015	\$ 5,318	\$ 5,318
Additional Education						
Masters - 10%		304		402		532
Doctorate		253		253		253
NBPTS - 12%				530		702
Monthly Salary	3,080	3,600	4,015	5,199	5,318	6,805
Annual (10 Months)	30,800	36,003	40,150	51,995	53,180	68,048
Local Supplement <sup>(1)</sup>		5,400		7,799		10,207
New Teacher Orientation	430	502				
Mentor Pay						
Longevity			903	1,170	2,393	3,062
ABC Bonus						
<b>Total 10 month salary</b>	<b>\$ 31,230</b>	<b>\$ 41,906</b>	<b>\$ 41,053</b>	<b>\$ 60,964</b>	<b>\$ 55,573</b>	<b>\$ 81,317</b>

(1) Amount included for maximum is 15% of certified salary.

Local Supplements range from 0% to 25% depending on the LEA and the years of experience

(2) 17<sup>th</sup> teaching year – 16 years experience

Masters differential  
eliminated for new hires

Longevity eliminated

# Average Teacher Compensation

Category	2017-18 Estimate	2016-17 Final	2017-18 \$ Chg	Est vs Final % Chg
Base Salary <sup>(1)</sup>	\$ 45,861	\$ 45,191	\$ 670	1%
New Teacher Orientation <sup>(2)</sup>	\$ 15	\$ 14	\$ 1	7%
Extended Contract <sup>(2)</sup>	\$ 2	\$ 2	\$ -	0%
Tutorial Pay <sup>(7)</sup>	\$ 93	\$ 93	\$ -	0%
Performance Bonus <sup>(6)</sup>	\$ 414	\$ -	\$ 414	0%
Supplementary Pay <sup>(3)</sup>	\$ 4,338	\$ 4,194	\$ 144	3%
Bonus <sup>(4)</sup>	\$ 3	\$ 5	\$ (2)	-40%
Workshop Participant <sup>(2)</sup>	\$ 25	\$ 11	\$ 14	127%
Annual Leave Pay <sup>(7)</sup>	\$ 367	\$ 367	\$ -	0%
Mentor Pay <sup>(2)</sup>	\$ 6	\$ 4	\$ 2	50%
Other Assignments <sup>(2)</sup>	\$ 21	\$ 19	\$ 2	11%
Total	\$ 51,145	\$ 49,900	\$ 1,245	2%
State Agency Teachers <sup>(5)</sup>	\$ 70	\$ 70	\$ -	0%
Grand Total	<b>\$ 51,215</b>	\$ 49,970	\$ 1,245	2%

# Average Teacher Compensation Estimate for 2018-19

- In 2018, State base salary + local supplement made up 98% of the average compensation
  - State Base Salary is estimated to increase approx. 5.5%
  - Local Supplement to increase by approx. 5.5%



# NC vs National Compensation

