



# TEACHER RECRUITMENT AND RETENTION

## Governor Michael F. Easley

*“We want to be the best place to teach and learn in America. That means providing good working conditions, competitive salaries and high standards for both teachers and students.”*

**Governor Mike Easley**  
**10-25-2005**

# The Plan To Raise Teacher Salaries

- Above the projected national average within four years (\$52,266)
- Substantially increases the competitiveness of North Carolina's beginning teacher salary
- Provides for an increase of \$750 for teachers on an annualized basis this year, effective in the November paycheck

# The Plan To Raise Teacher Salaries

- This permanent increase was in addition to the average 2.24 percent increase already provided in the 2005-06 budget
- There will be additional average annual increases of 5 percent for the following three years
- This increase will significantly increase pay for new teachers. *Future raises may be provided as flat-rate, percentage increases or some combination of both to meet the state's goal.*
- Examination for future years of differentiated pay for Hard-to-Staff schools and math, science, and special education

# How Much Does This Cost?

- Costs an additional \$150 million per year to move the schedule
- Step must be funded as usual practice

# Can We Afford This ?

- Long-term average revenue growth indicates 'yes'
- Assumes average growth in spending (Medicaid, enrollment, etc)
- Accounts for other education investments such as low-wealth formula, high school reform, and so forth