



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

Supplemental Funds for Teacher
Compensation

SL 2023-134 §7.A.4.(g)

Date Due: April 15, 2026
DPI Chronological Schedule, 2025-2026

STATE BOARD OF EDUCATION

STATE BOARD OF EDUCATION VISION

Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

STATE BOARD OF EDUCATION MISSION

The mission of the North Carolina State Board of Education and the North Carolina Superintendent of Public Instruction is to use their constitutional authority to guard and maintain the right to a public education for every student in North Carolina and to support public school units in providing every student an excellent education that prepares them for success in their next phase of life.

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The above State Board of Education information is a record of the board members at the time of this document's approval for publication. For the current list of State Board Members, Vision and Mission Statements, go to www.dpi.nc.gov/about-dpi/state-board-education.

NC DEPARTMENT OF PUBLIC INSTRUCTION

Maurice "Mo" Green, State Superintendent / 301 N. Wilmington Street, Raleigh, North Carolina 27601

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints regarding discrimination issues should be directed to:

Thomas Tomberlin, Senior Director, Educator Preparation, Licensure, and Performance, NCDPI
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LEGISLATIVE REQUIREMENT

SL 2023-134 §7.A.4.(G) REPORTS

No later than April 15 of each year of the 2023-2025 fiscal biennium, the State Board of Education shall report the following information for the applicable fiscal year to the Joint Legislative Education Oversight Committee and the Fiscal Research Division:

- (1) A list of all eligible counties and eligible local school administrative units.
- (2) Funds allocated to each eligible local school administrative unit.
- (3) The percentage and amount of teachers and qualifying school administrators in each eligible local school administrative unit receiving salary supplements.
- (4) The average salary supplement amount in each eligible local school administrative unit.
- (5) The range of salary supplement amounts in each eligible local school administrative unit.
- (6) The effect of the salary supplements on the retention of teachers and qualifying school administrators in eligible local school administrative units.
- (7) The identity of any local school administrative unit that the State Board determines has supplanted funds.

DATA COLLECTION METHOD

This report was developed using survey responses submitted by Local Education Agencies (LEAs) that received supplemental compensation funds. Allocation amounts for each eligible local administrative unit were provided by the Division of Financial and Business Services within the Department of Public Instruction (DPI). All reported expenditures are recorded under the Supplemental Funds for Teacher Compensation (SFTC) allotment.

The supplement amounts per full-time equivalent (FTE) position do not include employer State retirement or Federal Insurance Contributions Act (FICA) contributions. All eligible local administrative units participated in the survey. If a local administrative unit did not provide supplemental compensation to principals or assistant principals, supplemental data from those FTEs were excluded from this report. Notably, all reporting units indicated that principals received \$0 in Supplemental Funds for Teacher Compensation.

Durham, Guilford, Mecklenburg, Wake, New Hanover, Forsyth, Asheville City, and Buncombe County Schools were not eligible for Supplemental Funds for Teacher Compensation under the legislation and, therefore, were not included in this report.

SUPPLANTING REPORT

Testing for the supplanting provision is included in the compliance supplement and performed by the LEA's independent auditor. Based on the Fiscal Year 2025 audits the Department of Public Instruction has received to date, there are no LEAs to report as having supplanted funds.

2025-2026 Supplemental Funds for Teacher Compensation by Public School Unit

LEA Number	LEA Name	Total Allotment	FTE Teachers Receiving Supplement	Minimum Teacher Supplement	Maximum Teacher Supplement	Average Teacher Supplement	% of FTE Teachers Receiving Supplement
010	Alamance-Burlington Schools	\$ 3,099,636	\$ 1,400	\$ 1,440	\$ 1,440	\$ 1,440	100%
020	Alexander County Schools	\$ 1,938,488	\$ 304	\$ 4,000	\$ 5,000	\$ 4,500	100%
030	Alleghany County Schools	\$ 707,912	\$ 113	\$ 2,321	\$ 4,642	\$ 4,642	100%
040	Anson County Schools	\$ 1,508,448	\$ 243	\$ 4,733	\$ 4,733	\$ 4,733	100%
050	Ashe County Schools	\$ 936,372	\$ 220	\$ 3,192	\$ 3,192	\$ 3,192	100%
060	Avery County Schools	\$ 489,710	\$ 153	\$ 2,455	\$ 2,545	\$ 2,545	100%
070	Beaufort County Schools	\$ 1,519,378	\$ 434	\$ 2,645	\$ 2,645	\$ 2,645	100%
080	Bertie County Schools	\$ 879,928	\$ 133	\$ 4,988	\$ 4,988	\$ 4,988	100%
090	Bladen County Schools	\$ 1,620,851	\$ 262	\$ 4,243	\$ 4,243	\$ 4,243	100%
100	Brunswick County Schools	\$ 1,274,507	\$ 1,075	\$ 900	\$ 900	\$ 900	100%
120	Burke County Schools	\$ 2,951,759	\$ 857	\$ 2,139	\$ 2,139	\$ 2,139	97%
130	Cabarrus County Schools	\$ 3,292,507	\$ 2,499	\$ 1,015	\$ 1,015	\$ 1,015	99%
132	Kannapolis City Schools	\$ 558,288	\$ 378	\$ 1,151	\$ 1,151	\$ 1,151	100%
140	Caldwell County Schools	\$ 3,092,421	\$ 827	\$ 2,700	\$ 2,700	\$ 2,700	100%
150	Camden County Schools	\$ 1,032,096	\$ 160	\$ 4,756	\$ 4,756	\$ 4,756	100%
160	Carteret County Public Schools	\$ 921,316	\$ 670	\$ 1,039	\$ 1,039	\$ 1,039	100%
170	Caswell County Schools	\$ 1,098,256	\$ 149	\$ 4,500	\$ 4,500	\$ 4,500	100%
180	Catawba County Schools	\$ 2,218,979	\$ 1,204	\$ 1,394	\$ 1,394	\$ 1,394	99%
181	Hickory City Schools	\$ 551,325	\$ 269	\$ 1,588	\$ 1,588	\$ 1,588	94%
182	Newton Conover City Schools	\$ 393,503	\$ 183	\$ 1,344	\$ 1,344	\$ 1,344	100%
190	Chatham County Schools	\$ 1,081,861	\$ 659	\$ 1,050	\$ 1,050	\$ 1,050	100%
200	Cherokee County Schools	\$ 1,034,307	\$ 206	\$ 2,512	\$ 3,140	\$ 3,140	100%
210	Edenton-Chowan Schools	\$ 879,928	\$ 147	\$ 4,500	\$ 4,500	\$ 4,500	100%
220	Clay County Schools	\$ 641,752	\$ 114	\$ 4,464	\$ 4,464	\$ 4,464	100%
230	Cleveland County Schools	\$ 2,799,186	\$ 987	\$ 1,950	\$ 2,309	\$ 2,129	100%
240	Columbus County Schools	\$ 2,142,432	\$ 351	\$ 4,129	\$ 4,129	\$ 4,129	100%
241	Whiteville City Schools	\$ 842,529	\$ 163	\$ 3,906	\$ 3,906	\$ 3,906	100%
250	Craven County Schools	\$ 2,414,534	\$ 822	\$ 1,800	\$ 2,271	\$ 2,000	99%
260	Cumberland County Schools	\$ 7,092,463	\$ 3,780	\$ 1,523	\$ 1,523	\$ 1,523	100%
270	Currituck County Schools	\$ 825,044	\$ 332	\$ 1,975	\$ 1,975	\$ 1,975	100%
280	Dare County Schools	\$ 572,010	\$ 457	\$ 946	\$ 946	\$ 946	98%
290	Davidson County Schools	\$ 2,768,016	\$ 1,270	\$ 1,684	\$ 1,747	\$ 1,620	97%
291	Lexington City Schools	\$ 508,010	\$ 218	\$ 1,577	\$ 1,577	\$ 1,577	100%
292	Thomasville City Schools	\$ 269,628	\$ 150	\$ 1,320	\$ 1,320	\$ 1,320	100%
300	Davie County Schools	\$ 2,071,147	\$ 466	\$ 2,773	\$ 3,342	\$ 3,064	100%
310	Duplin County Schools	\$ 3,252,573	\$ 632	\$ 3,891	\$ 3,891	\$ 3,891	96%
330	Edgecombe County Public Schools	\$ 2,660,918	\$ 395	\$ 4,444	\$ 4,444	\$ 4,444	100%
350	Franklin County Schools	\$ 1,242,344	\$ 615	\$ 1,696	\$ 1,696	\$ 1,696	100%
360	Gaston County Schools	\$ 3,945,490	\$ 2,146	\$ 1,150	\$ 1,150	\$ 1,150	94%
370	Gates County Schools	\$ 747,608	\$ 118	\$ 4,700	\$ 5,000	\$ 4,780	100%
380	Graham County Schools	\$ 635,136	\$ 100	\$ 4,400	\$ 5,000	\$ 4,717	100%
390	Granville County Schools	\$ 1,198,160	\$ 412	\$ 2,195	\$ 2,195	\$ 2,195	94%
400	Greene County Schools	\$ 1,442,288	\$ 220	\$ 2,424	\$ 4,848	\$ 4,848	100%
420	Halifax County Schools	\$ 1,001,059	\$ 176	\$ 3,650	\$ 3,650	\$ 3,650	100%
421	Roanoke Rapids City Schools	\$ 1,180,056	\$ 179	\$ 4,982	\$ 5,000	\$ 4,982	92%
422	Weldon City Schools	\$ 285,070	\$ 60	\$ 3,581	\$ 3,581	\$ 3,581	98%
430	Harnett County Schools	\$ 3,575,194	\$ 1,500	\$ 1,900	\$ 1,900	\$ 1,900	100%
440	Haywood County Schools	\$ 1,178,860	\$ 516	\$ 1,728	\$ 1,728	\$ 1,728	98%
450	Henderson County Schools	\$ 1,821,487	\$ 971	\$ 1,420	\$ 1,420	\$ 1,420	98%
460	Hertford County Schools	\$ 1,091,640	\$ 177	\$ 4,640	\$ 4,640	\$ 4,640	100%
470	Hoke County Schools	\$ 3,352,201	\$ 527	\$ 4,000	\$ 4,000	\$ 4,000	100%
480	Hyde County Schools	\$ 337,416	\$ 45	\$ 3,125	\$ 5,000	\$ 4,758	92%
490	Iredell-Statesville Schools	\$ 2,003,826	\$ 1,471	\$ 1,015	\$ 1,015	\$ 1,015	100%
491	Mooresville Graded School District	\$ 558,313	\$ 454	\$ 1,096	\$ 1,096	\$ 1,096	100%
500	Jackson County Public Schools	\$ 684,783	\$ 251	\$ 1,697	\$ 1,697	\$ 1,697	100%
510	Johnston County Public Schools	\$ 4,212,255	\$ 2,707	\$ 1,173	\$ 1,173	\$ 1,173	100%
520	Jones County Schools	\$ 522,664	\$ 76	\$ 5,000	\$ 5,000	\$ 5,000	100%
530	Lee County Schools	\$ 2,536,665	\$ 758	\$ 2,525	\$ 2,525	\$ 2,525	100%
540	Lenoir County Public Schools	\$ 3,361,350	\$ 582	\$ 4,365	\$ 4,365	\$ 4,365	97%
550	Lincoln County Schools	\$ 1,589,803	\$ 824	\$ 1,076	\$ 1,476	\$ 1,276	100%
560	Macon County Schools	\$ 850,211	\$ 355	\$ 1,805	\$ 1,805	\$ 1,805	100%
570	Madison County Schools	\$ 1,059,345	\$ 150	\$ 4,750	\$ 4,750	\$ 4,750	100%
580	Martin County Schools	\$ 1,067,077	\$ 211	\$ 3,822	\$ 3,822	\$ 3,822	100%
590	McDowell County Schools	\$ 2,292,455	\$ 396	\$ 3,457	\$ 3,457	\$ 3,457	100%
610	Mitchell County Schools	\$ 866,696	\$ 144	\$ 4,549	\$ 4,549	\$ 4,549	100%
620	Montgomery County Schools	\$ 1,274,712	\$ 237	\$ 3,951	\$ 3,951	\$ 3,951	96%
630	Moore County Schools	\$ 1,521,160	\$ 919	\$ 1,209	\$ 1,209	\$ 1,209	87%

2025-2026 Supplemental Funds for Teacher Compensation by Public School Unit (Continued)

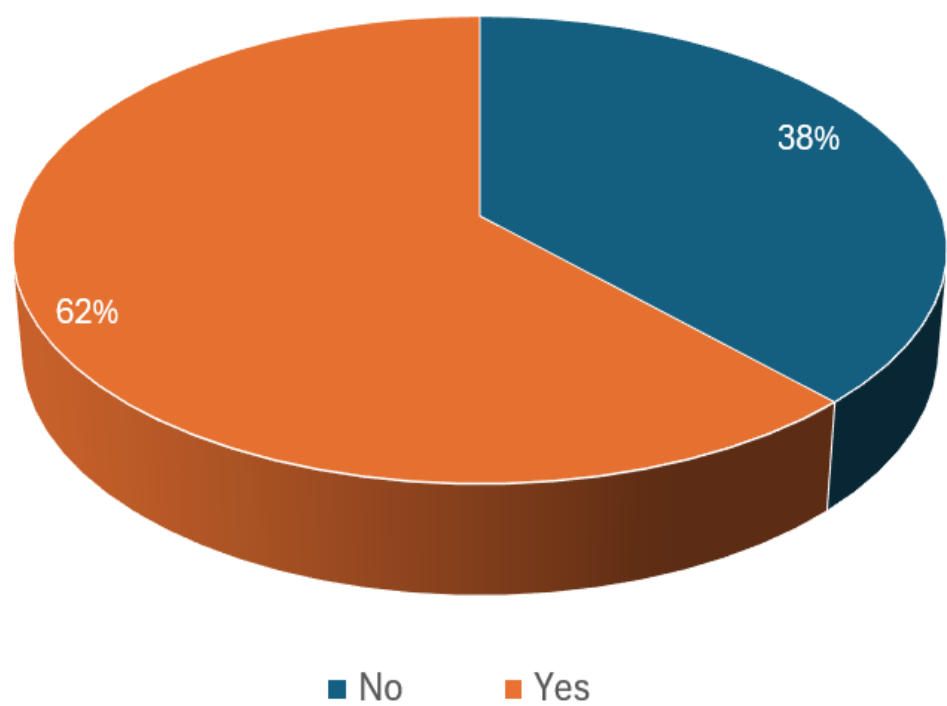
LEA Number	LEA Name	Total Allotment	FTE Teachers Receiving Supplement	Minimum Teacher Supplement	Maximum Teacher Supplement	Average Teacher Supplement	% of FTE Teachers Receiving Supplement
640	Nash County Public Schools	\$ 2,545,859	\$ 937	\$ 1,500	\$ 2,387	\$ 2,053	100%
660	Northampton County Schools	\$ 259,373	\$ 88	\$ 1,832	\$ 1,832	\$ 1,832	94%
670	Onslow County Schools	\$ 4,461,687	\$ 2,028	\$ 1,767	\$ 1,767	\$ 1,767	100%
680	Orange County Schools	\$ 828,698	\$ 613	\$ 1,021	\$ 1,021	\$ 1,021	98%
681	Chapel Hill-Carrboro City Schools	\$ 1,291,165	\$ 838	\$ 1,355	\$ 1,355	\$ 1,355	100%
690	Pamlico County Schools	\$ 476,613	\$ 98	\$ 3,150	\$ 3,750	\$ 3,630	100%
700	Elizabeth City-Pasquotank Public Schools	\$ 1,587,104	\$ 297	\$ 3,967	\$ 3,967	\$ 3,967	100%
710	Pender County Schools	\$ 1,987,017	\$ 813	\$ 1,845	\$ 1,845	\$ 1,845	100%
720	Perquimans County Schools	\$ 793,920	\$ 137	\$ 4,200	\$ 4,200	\$ 4,200	100%
730	Person County Schools	\$ 1,362,818	\$ 329	\$ 1,625	\$ 3,250	\$ 3,250	100%
740	Pitt County Schools	\$ 4,212,187	\$ 1,845	\$ 1,725	\$ 1,725	\$ 1,725	98%
750	Polk County Schools	\$ 792,038	\$ 193	\$ 2,700	\$ 3,450	\$ 3,098	94%
760	Randolph County School System	\$ 2,629,676	\$ 1,049	\$ 380	\$ 1,902	\$ 1,893	93%
761	Asheboro City Schools	\$ 826,831	\$ 348	\$ 1,727	\$ 1,727	\$ 1,727	100%
770	Richmond County Schools	\$ 3,056,592	\$ 484	\$ 4,800	\$ 4,800	\$ 4,800	100%
780	Public Schools of Robeson County	\$ 6,755,345	\$ 1,575	\$ 356	\$ 3,556	\$ 3,500	99%
790	Rockingham County Schools	\$ 2,817,230	\$ 821	\$ 2,593	\$ 2,593	\$ 2,593	100%
800	Rowan-Salisbury Schools	\$ 2,927,212	\$ 1,361	\$ 1,600	\$ 1,600	\$ 1,600	100%
810	Rutherford County Schools	\$ 1,611,417	\$ 548	\$ 1,111	\$ 2,222	\$ 2,011	100%
820	Sampson County Schools	\$ 3,009,824	\$ 581	\$ 3,952	\$ 3,952	\$ 3,952	98%
821	Clinton City Schools	\$ 1,110,320	\$ 220	\$ 3,938	\$ 3,938	\$ 3,938	100%
830	Scotland County Schools	\$ 2,699,328	\$ 423	\$ 4,725	\$ 4,725	\$ 4,725	98%
840	Stanly County Schools	\$ 2,341,969	\$ 642	\$ 2,757	\$ 2,757	\$ 2,757	100%
850	Stokes County Schools	\$ 2,529,020	\$ 449	\$ 4,344	\$ 4,344	\$ 4,344	100%
860	Surry County Schools	\$ 2,017,158	\$ 462	\$ 2,750	\$ 2,750	\$ 2,750	100%
861	Elkin City Schools	\$ 354,253	\$ 95	\$ 3,019	\$ 3,019	\$ 3,019	100%
862	Mount Airy City Schools	\$ 508,457	\$ 132	\$ 2,923	\$ 2,923	\$ 2,923	100%
870	Swain County Schools	\$ 795,292	\$ 143	\$ 3,979	\$ 4,485	\$ 4,203	94%
880	Transylvania County Schools	\$ 656,627	\$ 287	\$ 1,727	\$ 1,727	\$ 1,727	100%
890	Tyrrell County Schools	\$ 337,416	\$ 42	\$ 5,000	\$ 5,000	\$ 5,000	100%
900	Union County Public Schools	\$ 3,407,835	\$ 2,848	\$ 968	\$ 968	\$ 968	100%
910	Vance County Schools	\$ 1,707,590	\$ 365	\$ 3,550	\$ 3,550	\$ 3,550	93%
930	Warren County Schools	\$ 731,877	\$ 96	\$ 4,500	\$ 4,500	\$ 4,500	91%
940	Washington County Schools	\$ 343,202	\$ 74	\$ 3,100	\$ 3,100	\$ 3,100	96%
950	Watauga County Schools	\$ 708,292	\$ 399	\$ 1,342	\$ 1,342	\$ 1,342	99%
960	Wayne County Public Schools	\$ 3,910,785	\$ 1,236	\$ 2,315	\$ 2,315	\$ 2,315	100%
970	Wilkes County Schools	\$ 3,106,032	\$ 666	\$ 3,200	\$ 3,200	\$ 3,200	100%
980	Wilson County Schools	\$ 2,152,664	\$ 584	\$ 2,439	\$ 2,439	\$ 2,439	100%
990	Yadkin County Schools	\$ 2,441,304	\$ 385	\$ 2,422	\$ 4,844	\$ 4,844	97%
995	Yancey County Schools	\$ 1,104,872	\$ 181	\$ 4,613	\$ 4,613	\$ 4,613	100%
All LEAs		\$ 186,574,241	\$ 64,691	\$ 1,955	\$ 2,151	\$ 2,125	99%

Please note that the total appropriation for salary supplement funds is \$200 million. Charter schools located within eligible LEAs receive a per-pupil share of these funds. The difference between the appropriation and the LEA allotment of \$186,574,241, was distributed to charter schools. While the charter school funds are unrestricted, state law encourages their use for salary supplements.

2025-2026 Supplemental Funds for Teacher Compensation by Public School Unit - Assistant Principals

LEA Number	LEA Name	FTE Assistant Principals Receiving Supplement	Minimum Assistant Principal Supplement	Maximum Assistant Principal Supplement	Average Assistant Principal Supplement	% of FTE Assistant Principals Receiving Supplement
160	Carteret County Public Schools	1	\$ 1,039	\$ 1,039	\$ 1,039	6%
180	Catawba County Schools	4	\$ 1,394	\$ 1,394	\$ 1,394	11%
250	Craven County Schools	1	\$ 1,950	\$ 1,950	\$ 1,950	3%
310	Duplin County Schools	1	\$ 3,891	\$ 3,891	\$ 3,891	4%
420	Halifax County Schools	5	\$ 3,650	\$ 3,650	\$ 3,650	100%
520	Jones County Schools	1	\$ 5,000	\$ 5,000	\$ 5,000	100%
700	Elizabeth City-Pasquotank Public Schools	1	\$ 3,967	\$ 3,967	\$ 3,967	8%
730	Person County Schools	1	\$ 3,250	\$ 3,250	\$ 3,250	11%
770	Richmond County Schools	1	\$ 4,800	\$ 4,800	\$ 4,800	6%
862	Mount Airy City Schools	4	\$ 2,923	\$ 2,923	\$ 2,923	100%
970	Wilkes County Schools	1	\$ 3,200	\$ 3,200	\$ 3,200	7%
All LEAs		21	\$ 2,982	\$ 2,982	\$ 2,982	52%

Have supplemental funds impacted retention and recruitment efforts ?



How have salary supplements impacted retention and recruitment efforts?

Increased salary retains teachers

The supplement has helped us retain teachers that may have gone to other districts with higher supp

Helps to increase our total supplement base.

It made us more competitive with other counties that had a larger supplement

December supplement provide motivation to push through until June.

Having 071 Supplements higher than neighboring counties improves recruitment and retention.

Any additional financial incentive we can provide to teachers helps recruit and retain statewide

Teachers and state staff are significantly under the national average. Establishing a guaranteed am

helps compete with larger neighboring districts with large local supplements

teachers have stated that they depend on the 071 and local supplements in order remain employed.

The low wealth supplement helps make the teaching profession more attractive and helps retain current

State and local teacher salary supplements play a critical role in retaining qualified, experienced

Teacher turnover rate remains low

The supplements have increased teacher retention.

All funds are good - our district is punished due to its size

It has helped some with retention so they'll work through the whole year.

We make a stipulation that the teacher has to be employed as of May 1st, this helps to keep them

Has assisted in the recognition of tenure and value among our certified staff

The state supplement allows us to be more competitive with districts who have more local funding.

Makes district pay more attractive to competing counties.

We compete with neighboring districts that pay higher supplements and it boosts teacher morale.

Several teachers have chose to stay in order to receive the supplement.

supplement supports the requested, but unfunded additional 2% supplement to be competitive

We are able to provide competitive supplements compared to surrounding larger counties.

The 071 funds are disbursed according to the NC State 071 guidelines

Helps compete, somewhat, with more wealthy neighboring counties

We have not seen the turnover increase as much as in other areas, or going to South Carolina

The PRC071 supplement is used as a recruitment benefit

Prospective teachers use the projected amount in decision on teaching here (i.e. rural)

Certified positions look for the extra pay in their check in May, and start asking about it

Allows our district to effectively compete with wealthier counties.

Jones County is a very rural areas; it is very difficult to attract/maintain teachers.

With us being a low wealth county and being so close to Wake and Chatham Counties it helps us.

We pay this supplement in June and employees must be employed the last day of the 10 month calendar

It has allowed us to keep some here who would have originally probably gone to a different system

By paying supplements at the end of the year, retention has increased.

The funding allows McDowell County Schools to be more competitive with teacher wages

We have Teachers/Instructional Support Personnel that would not have taken the position without it.

I believe it has help us retain teachers throughout the year, especially since we pay ours out in Ma

The instructional support look forward to this supplement annually.

This funding was used to increase the overall local supplement scale

the extra money is greatly appreciated by our staff

It helped retention through the end of the school year.

Increased Retention

The teachers look forward to the additional supplement each year in February.

Teacher retention has increased over the past year especially our beginning teachers.

It is an added incentive for retention and recruitment.

We advertise the PRC 071 supplement when recruiting teachers.

Local PRC 071 eligibility requires employment through May 31 ensuring retention through end of year.

We are located close to South Carolina and the supplement helps bridge the gap in salaries with SC.

Retention has not decreased during this time.

Must be employed when supplement is paid Nov. & June

We pay PRC 071 in June of each year and find that teachers will complete the year for this payment.

Everyone appreciates more money

PRC 071 supplement and increase in local certified supplement to 9% has decreased vacancies.

It has been beneficial in retention with a lower local supplement than surrounding counties

The certified staff view this supplement as part of their annual salary.

Stokes County can be more competitive with other surrounding counties who pay a higher local suppl su

We are competing with other districts to recruit and retain teachers.

The state supplement allows us to provide us with a more competitive salary to recruit and retain

Any additional supplement to staff is an incentive to retain quality employees.

Being a low wealth district our teachers depend on this supplement to make ends met.

Supplement helps Vance County compete with surrounding counties who pay higher local supplements.

Retention rates have increased since retention supplements have been implemented.

The supplements have helped to retain teachers, by giving them more compensation for their hard work

Salary supplements have been beneficial to employee retention.

Yes, 071 has made our LEA competitive with surrounding counties.