

# Public School Employee Salary Structure

*Presented by NCDPI*

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# Central Office Administrators

<b>Central Office</b>	<b>Months</b>	<b>Salary Range</b>
Superintendent	12	\$50,244 - \$122,208
Assoc/Asst Supt/Directors	12	\$35,184 - \$91,764

# Non Certified Employees

<b>Non Certified Employees</b>	<b>Pay Grade</b>	<b>Months</b>	<b>Monthly Salary Range</b>
Teacher Assistants	56	10	\$1,581.41 - \$2,669.35
Office Support	55-63	Varies	\$1,605.16 - \$3,495.40
Custodian	50-52	Varies	\$1,483.94 - \$2,316.69
Physical Therapist	76	10	\$3,432.33-\$6,163.99

# Who is Paid from the Teacher Salary Schedule?

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

# Who is Paid from a Derivative of the Teacher Salary Schedule?

- Psychologists
- Audiologists/Speech Language Pathologists
- Assistant Principals
- Principals



# Salary Schedules

- The salary schedules are determined annually by legislation.
- All schedules are derived from the Bachelor schedule.
- Placement on the salary schedule is determined by years of experience and education.
- Additional supplements include local salary supplement, longevity, mentor pay and ABC bonus.
- 10 month teachers are paid on a 21.5 day month, or a 215 day year.

# Minimum & Maximum Salary for Classroom Teachers

## Fiscal Year 2005-06

Description	1st year		15th year		more than 29 years	
	Base	Addl Pay	Base	Addl Pay	Base	Addl Pay
Minimum Salary	\$ 2,626	\$ 2,626	\$ 3,780	\$ 3,780	\$ 4,659	\$ 4,659
Additional Education						
Masters 10%		263		378		466
Doctorate		253		253		253
NBPTS at 12%		-		499		615
Monthly Salary	2,626	3,142	3,780	4,910	4,659	5,993
Annual (10 months)	26,260	31,416	37,800	49,100	46,590	59,929
Local Supplement <sup>(1)</sup>	-	4,712	-	7,365	-	8,989
New Teacher Orientation	366	438	-	-	-	-
Mentor pay	-	-	-	1,100	-	1,100
Longevity	-	-	851	1,105	2,097	2,697
ABC Bonus	-	<u>1,500</u>	-	<u>1,500</u>	-	<u>1,500</u>
<b>Total 10 month salary</b>	<b>26,626</b>	<b>38,067</b>	<b>38,651</b>	<b>60,169</b>	<b>48,687</b>	<b>74,215</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

# Educators Paid from a Derivative of the Teacher Salary Schedule

# Psychologists Schedule

- 1990 a new schedule was created for Psychologists.
- This schedule is the Teacher's Masters schedule PLUS 5 steps. Additional pay ranges from \$2,710 and \$7,300 per year.
- In 1996 audiologists and speech language pathologists were moved from the teacher schedule to the psychologist schedule.

# Assistant Principals

- Assistant Principal salary schedules are set at 1% above the Master's schedule.
- Assistant Principals are not eligible to receive NBPTS 12% differential pay.

# Principals

- There are 8 schedules from which principals are paid.
- Principal's pay is graduated based on the number of state paid certified educators in the school and the total educator years of experience.
- A Principal earns one extra year of experience for every three years they are a principal.
- Principals of alternative schools and Learn & Earn schools are paid at a minimum Principal III.
- Base salary ranges from \$45,636 to \$100,896 (excludes local supplement, doctorate supplement and longevity)

# Certified Employees **Base** Salary Ranges

<b>School Based Educators</b>	<b>Months</b>	<b>Salary Schedule</b>
Principals	12	\$45,636 - \$100,896
Assistant Principals	10	\$33,420 - \$59,620
Classroom Teachers	10	\$26,260 - \$59,930
Media Coordinators	10	\$26,260 - \$59,930
Counselors	10	\$28,890 - \$59,930
Psychologists and Audiologists	10	\$34,560 - \$58,010
Other Instructional Support	10	\$26,260 - \$53,780

# Recent History

1990	modern day 29 step salary schedule
	Psychologists Schedule created
1994	30 <sup>th</sup> step was added, but salary is the same as the 29 <sup>th</sup> step
	NBPTS – 4% salary bonus
1996	Speech language pathologists and audiologists moved to psychologists schedule.

# Recent History

## **1997 1<sup>st</sup> year of Excellent Schools Act**

- 3 days new teacher orientation
- Mentor pay
- Staff development stipend
- Salary schedule was redesigned to include “bumps”

# Salary Bumps

Yrs	Bachelor	Step increase
0	\$2,626	
1	\$2,668	1.60%
2	\$2,712	1.65%
3	\$2,868	5.75%
4	\$3,008	4.88%
5	\$3,142	4.45%
6	\$3,271	4.11%
7	\$3,375	3.18%
8 to 29		1.39 to 1.58%

# 1997 1<sup>st</sup> year of Excellent Schools Act

## National Board Certification

- 12% differential pay
- Assessment fee
- 3 days paid leave

## Who is Eligible to receive the 12%?

- Classroom Teachers
- Media Coordinators
- Guidance Counselors

# Recent History

## **1997 To 2000 Excellent Schools Act**

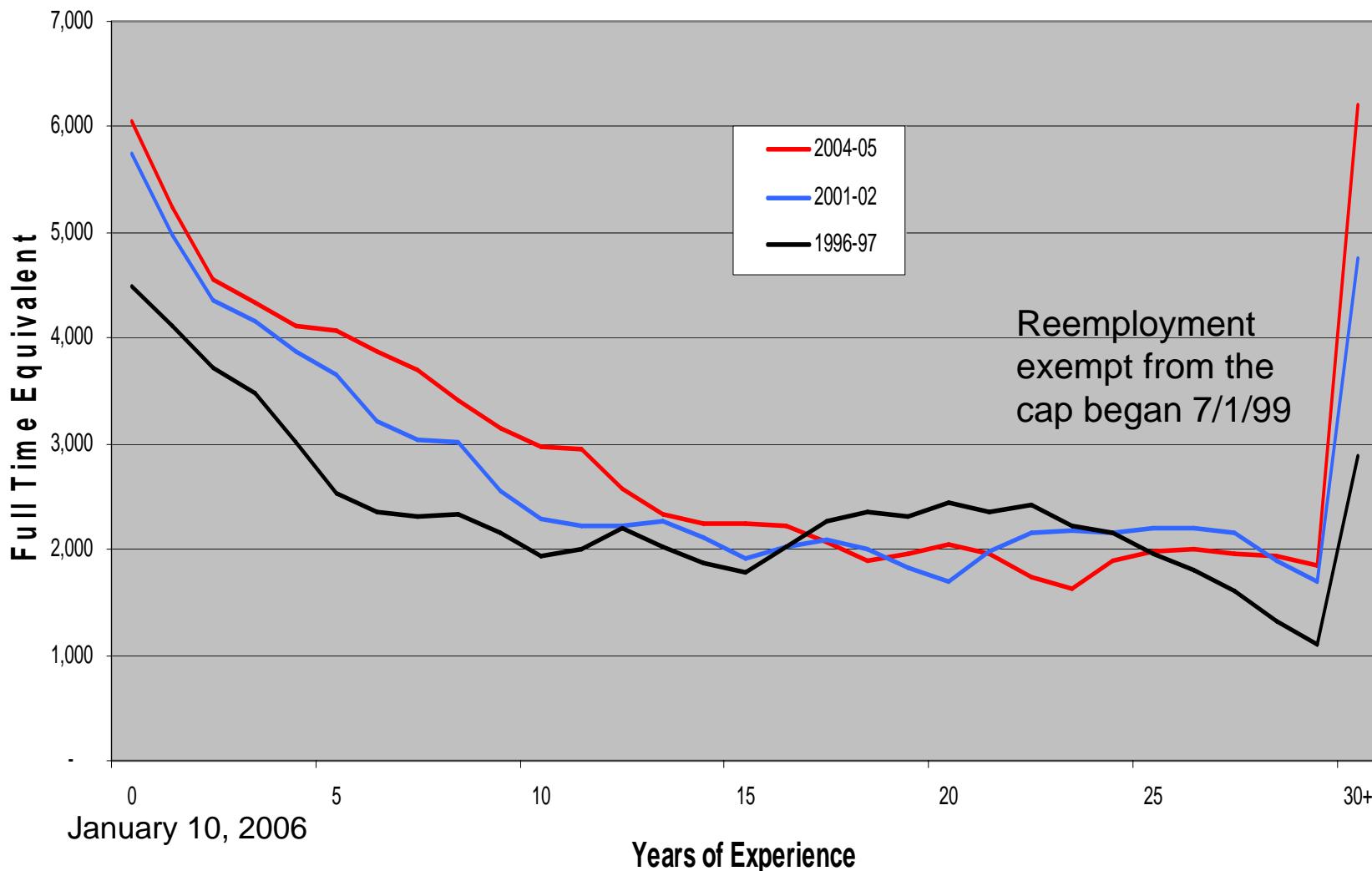
Average salary increases for each year was 7.5%.

Increases ranged from 3% to 14% each year

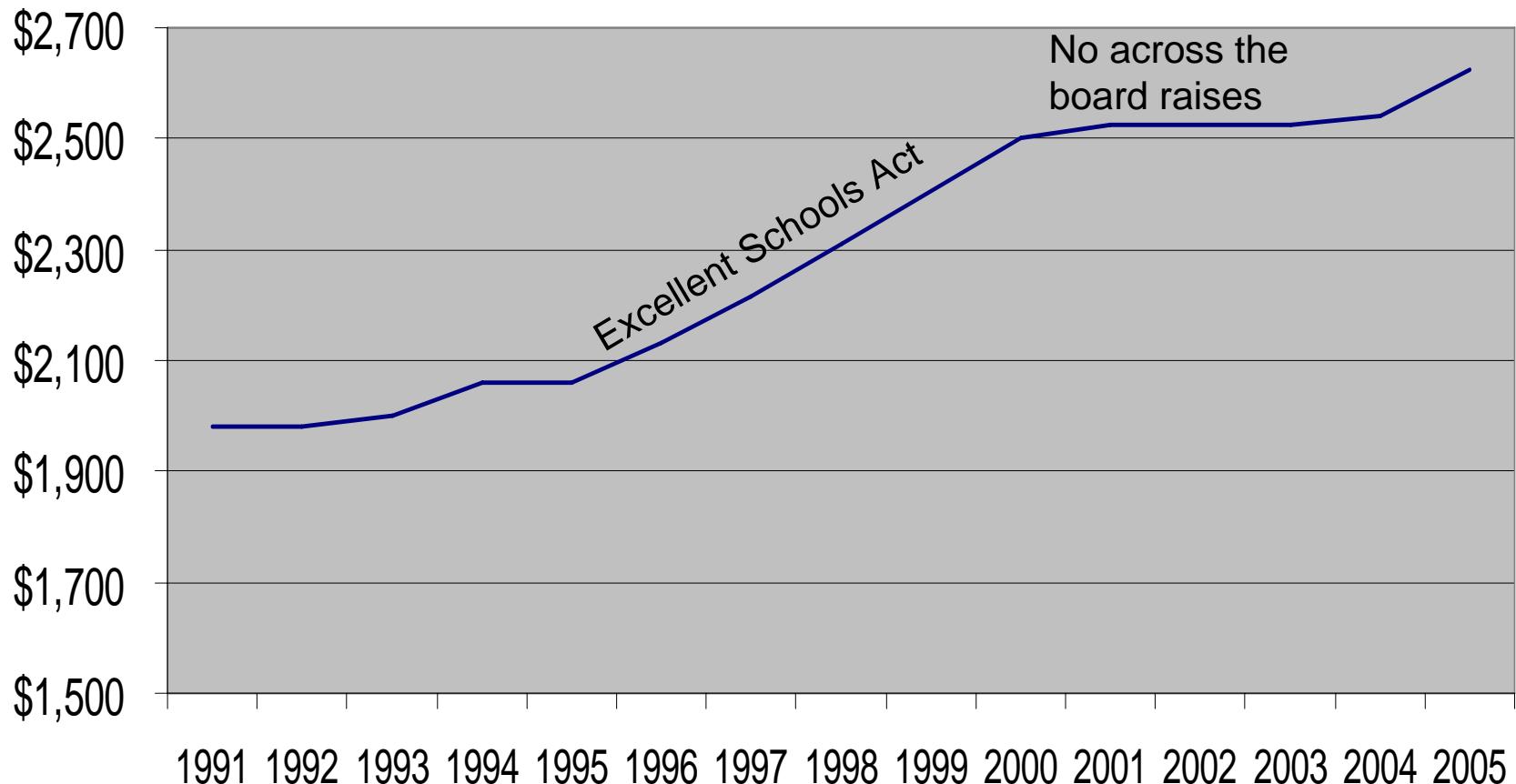
1999                   ABC bonus (\$1,500 or \$750)

2000                   Masters certificates raised from 6% to 10%

# Classroom Teacher Years of Experience Comparative Years



## Bachelor Certificate Classroom Teacher Starting Base Salary 1991 to 2005



# Classroom Teacher Statistics

- Average Compensation 2005 \$43,348
- Average Years of Experience 13.49
- Avg. Yrs of Exp. of a New Tchr 4 years
- Number of classroom teachers 90,667
- (all funding sources, no inst. Support)
- Percentage with Masters 37%
- Percentage with NBPTS 8%
- New 2006 NBPTS 1,540
- Reemployed Retirees Exempt 1,651

# Benefits for Classroom Teachers

## Same as State Employees

- 10 to 21.5 days Annual leave
- 10 Sick days
- 10 holidays
- Longevity

## **In addition to State Employees**

- 20 days Extended Sick Leave
- 2 days of personal leave
- Reemployment Exempt from the Retirement Cap
- Job Sharing with benefits

- One year of Retirement Credit for 10 months
- 12 months hospitalization for 10 months