

Education Appropriations Teacher Compensation Follow-Up

Statewide Team

March 3, 2021



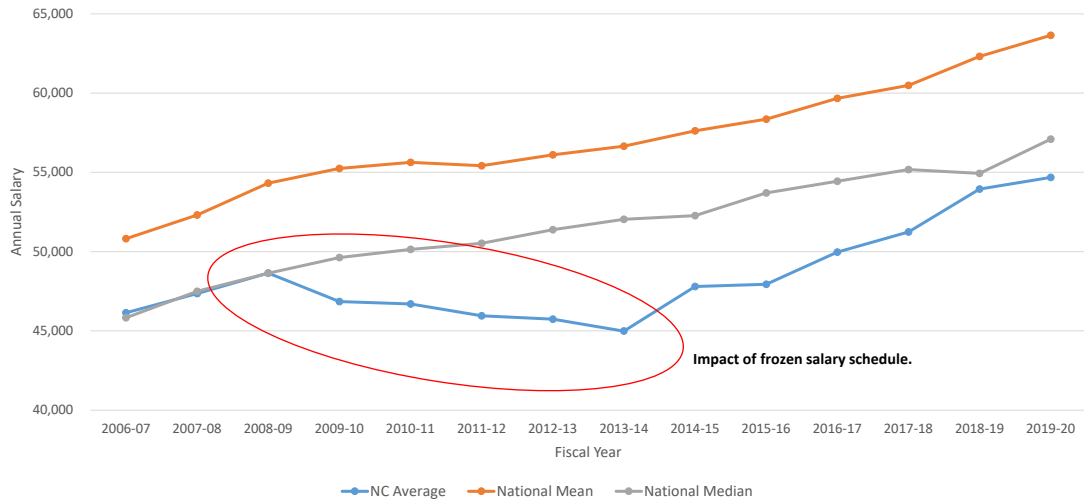
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Agenda

- Answer questions regarding teacher pay, benefits, and overall compensation from the 3/2/21 Joint Education Appropriations Committee meeting:
 - Average teacher pay/national ranking
 - Average teacher pay/national ranking – adjusted for Cost of Living (COL)
 - Average teacher pay/ranking if H966 had become law
 - How does the NC teacher benefit package compare to other states
 - Compensation comparison between public v. private teachers
 - Healthcare cost growth
- Any additional questions at the direction of the Chairs of the Education Appropriations Committee

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NEA Average Teacher Salary Comparison

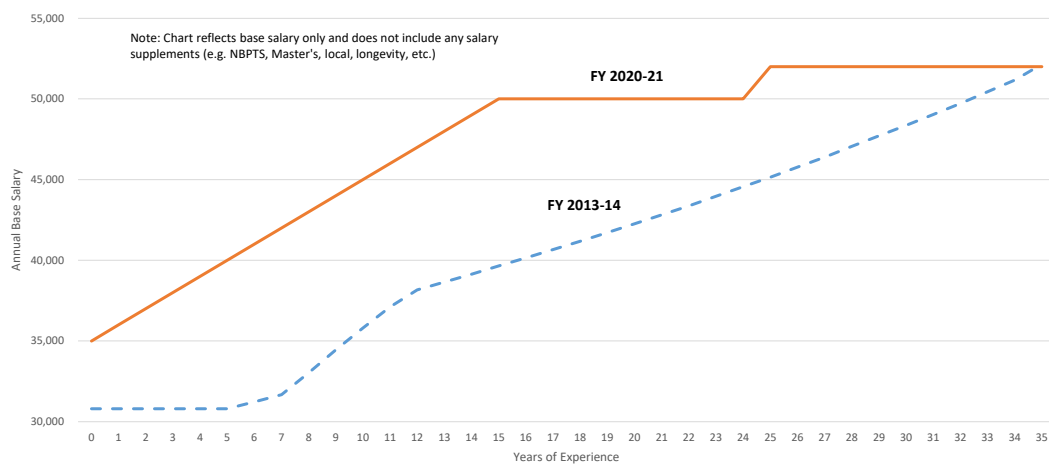
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Teacher Salary Progression – FY 2013-14 v. FY 2020-21

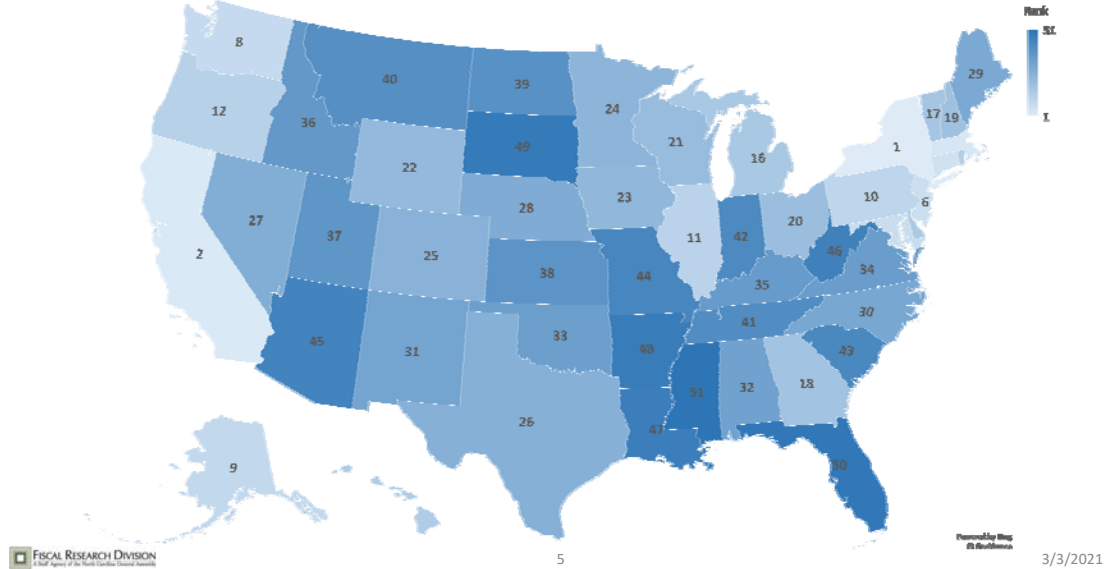
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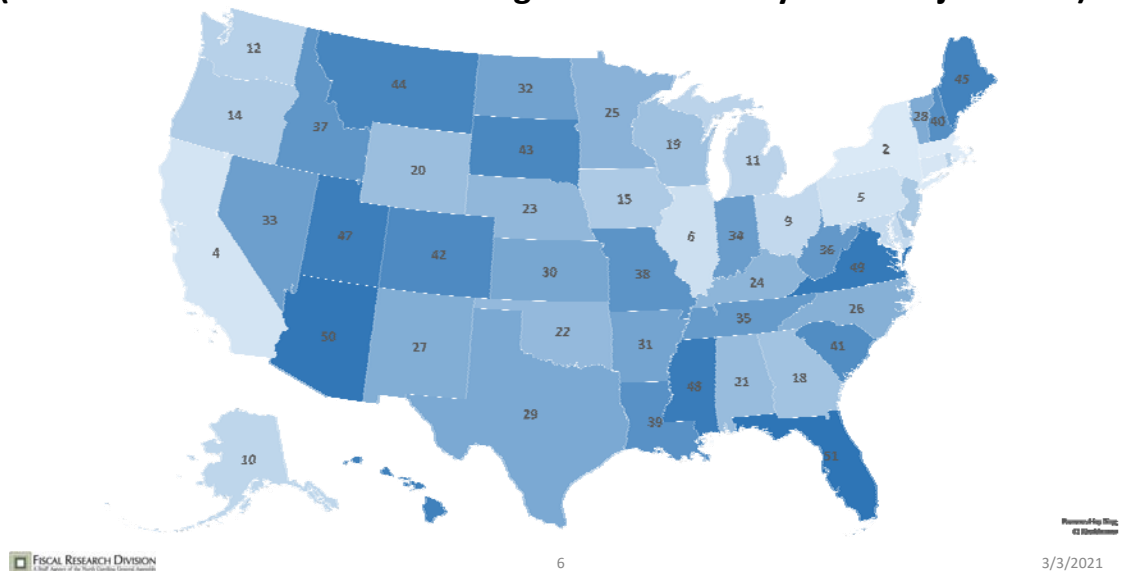
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National Comparison – FY 2019-20 Average Teacher Pay (NEA estimates)



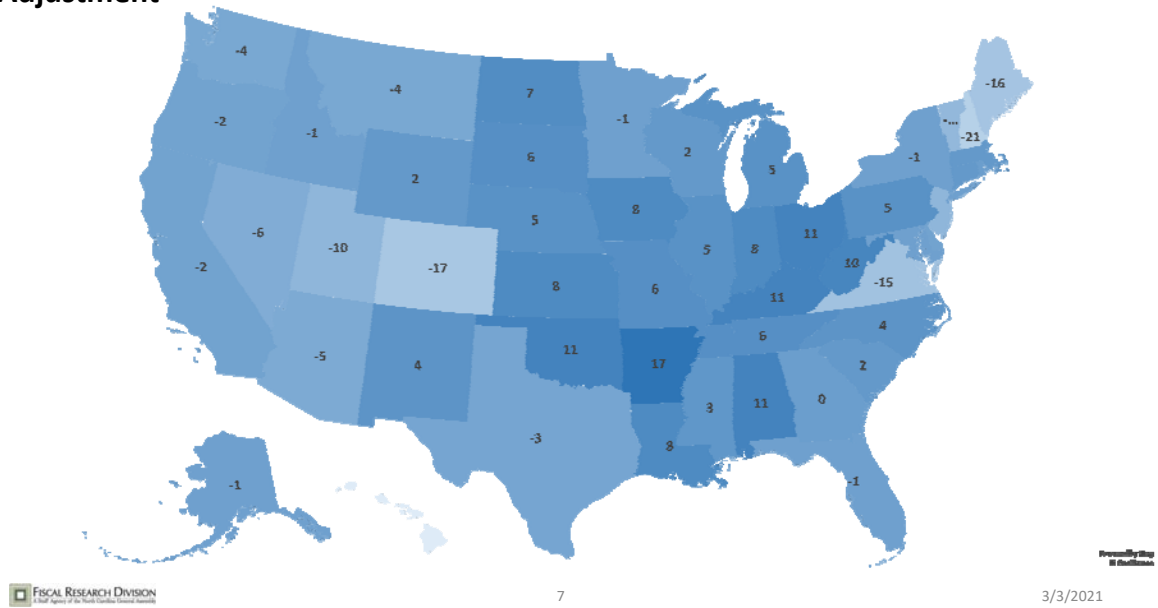
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National Comparison – FY 2019-20 Average Teacher Pay (COL Adjusted) (NEA estimates with BEA 2019 Regional Price Parity Index Adjustment)



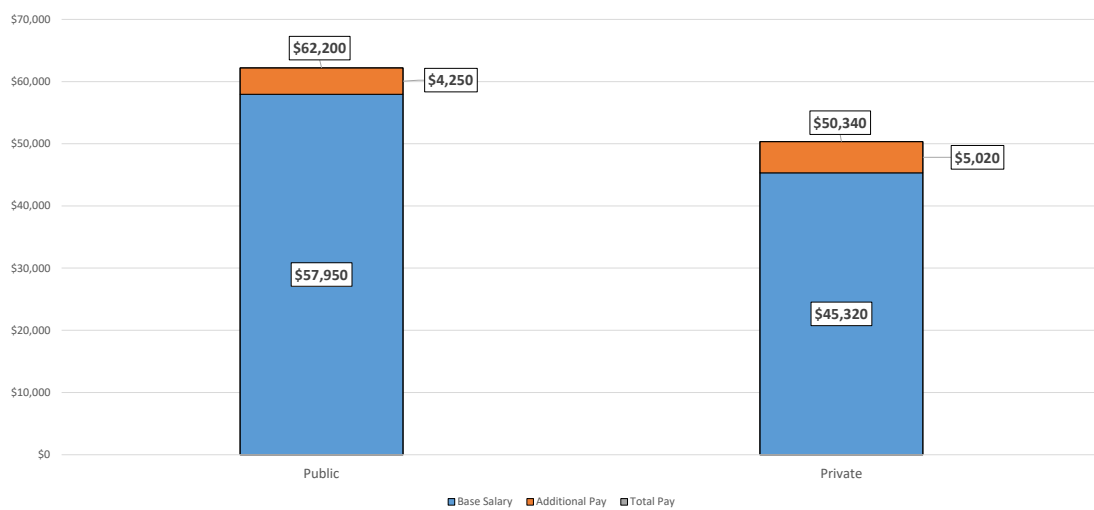
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National Comparison – FY 2019-20 Average Teacher Pay – Net Change After COL Adjustment



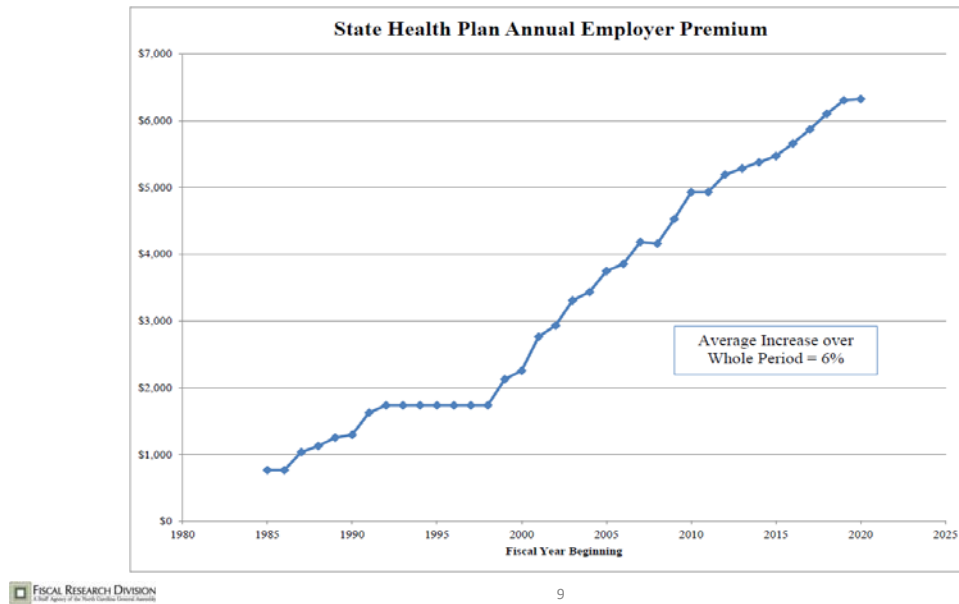
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Public v. Private Teacher Pay (FY 2017-18 NCES Estimates)



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Healthcare Cost Growth

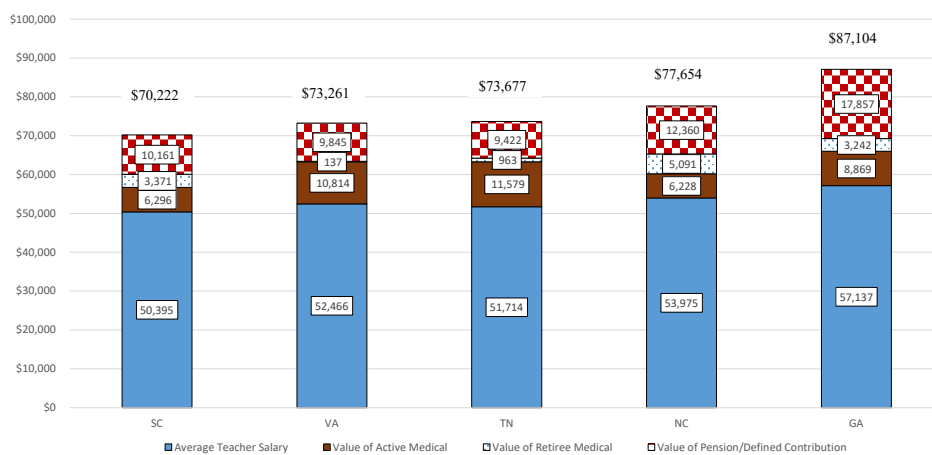


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Salary and Benefit Value for Teachers – Neighboring State Comparison



Sources:
Average teacher salary from NEA Estimate for FY 2018-19. Benefit values are based on current plans for new hires. VA and TN value of active medical is based on state employees, whereas many school districts offer their own health benefits which may be more or less valuable than amount shown. Retiree medical values derived from service cost in OPEB valuations. Pension values derived from normal cost in annual funding valuations, adjusted to risk-free rate of 2.74% to capture economic value of secure benefit.

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Questions

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