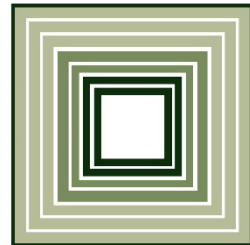


Teacher Compensation: State-Funded Bonuses and Supplements

Joint Legislative Education Oversight Committee

Statewide Team

February 27, 2024



FISCAL RESEARCH DIVISION

A Staff Agency of the North Carolina General Assembly

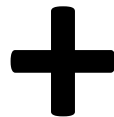
Agenda

- Bonus/Supplement Programs
- Teacher Supplement Assistance Allotment
- Future Program Considerations
- Any additional questions at the direction of the Chair

How Are Teacher Salaries Determined?

Teacher Salary Schedule
(Monthly)

Years of Experience	FY 2023-24 Base Salary
0	\$3,900
1	\$3,984
2	\$4,085
3	\$4,187
4	\$4,289
5	\$4,391
6	\$4,481
7	\$4,572
8	\$4,662
9	\$4,753
10	\$4,843
11	\$4,933
12	\$5,024
13	\$5,114
14	\$5,205
15-24	\$5,306
25+	\$5,510



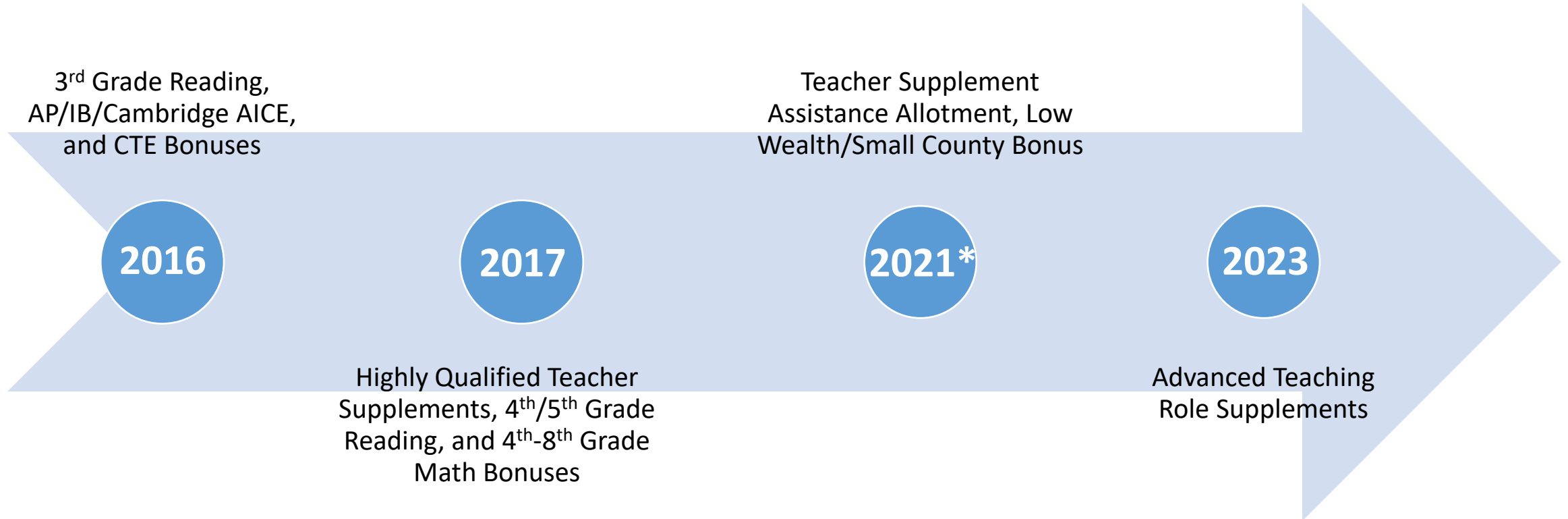
State-funded supplements to the base salary schedule:

- Graduate degrees required for licensure
- National Board certification (+12%)
- Higher schedule placement + \$350/month - school psychologists, speech pathologists, audiologists
- \$100/month – school counselors
- Bonuses for certain test scores or EVAAS growth scores
- Advanced Teaching Roles
- Working in smaller or lower wealth counties

Locally-funded supplements:

- Percentage or dollar-based supplement applied to State-funded salary
- Some may provide small supplements for extra duties

Timeline of Bonuses and Supplements

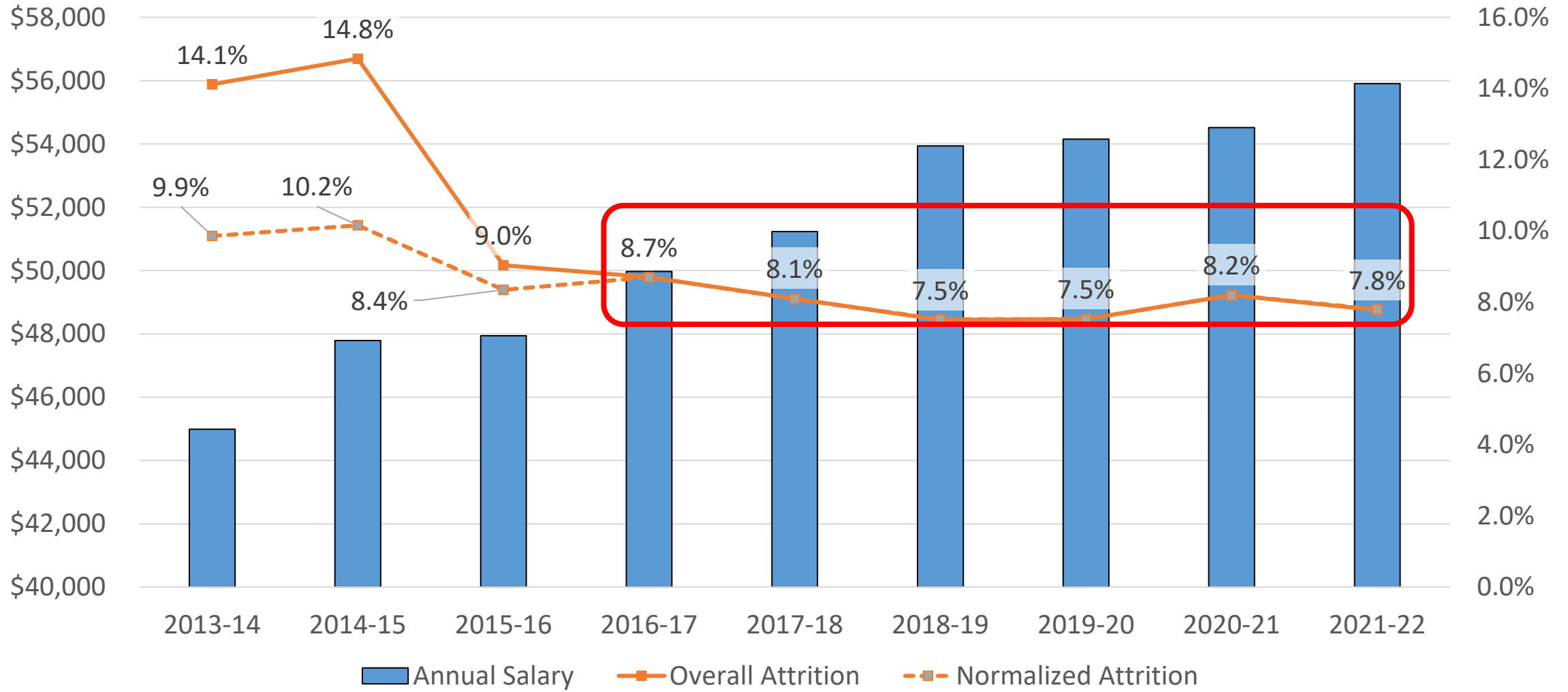


*Note: Some bonus programs interrupted in 2020 and 2021 due to pandemic data issues.

Funding for Bonuses and Supplements

	Program	FY 2023-24
1	3rd Grade Reading Bonus	10,000,000
2	Math and Reading Performance Bonus	22,900,000
3	AP/IB/Cambridge AICE Bonus	4,300,000
4	CTE Teacher Bonuses	600,000
5	Highly Qualified Teacher Supplement	1,055,995
6	Low Wealth/Small County Bonus	4,300,000
7	Advanced Teaching Roles Supplements	10,900,000
8	Teacher Supplement Assistance Allotment	200,000,000
9	Total	254,055,995

NC Average Teacher Salary Compared to Turnover



Note: Attrition rate methodology changed beginning in FY 2016-17 to only reflect teachers who no longer work in a North Carolina school (i.e., teacher transfers to other NC LEAs or within an LEA are not included).

Reading and Math Bonuses

Program Appropriations (\$ in millions)	
FY 2023-24	\$10.0

3rd Grade Reading Bonus

- First established in 2016
- Based on EVAAS student growth scores
- \$5 million allocated for the top 25% of teachers statewide
- \$5 million allocated for the top 25% of teachers in each district

Program Appropriations (\$ in millions)	
FY 2023-24	\$22.9

4th-5th Grade Reading and 4th-8th Grade Math Bonuses

- First established in 2017
- Based on EVAAS student growth scores
- \$2,000 awarded to teachers in the top 25% in the State or top 25% of their district

CTE and Advanced Course Bonuses

Program Appropriations (\$ in millions)	
FY 2023-24	\$0.6

CTE Bonus

- First established in 2016
- \$25 per student receiving an industry certification or credential with this value ranking
- \$50 per student receiving an industry certification or credential with this value ranking

Program Appropriations (\$ in millions)	
FY 2023-24	\$4.3

AP/IB/Cambridge AICE Bonuses

- First established in 2016
- \$50 per student receiving a qualifying score on an advanced course exam:
 - Advanced Placement (AP) – 3 or higher
 - International Baccalaureate (IB) – 4 or higher
 - Cambridge AICE – E or higher

Bonuses (cont'd)

Program Appropriations (\$ in millions)	
FY 2023-24	\$4.3

Low Wealth/Small County Bonus

- First established in 2021
- Signing bonus for new teachers
- 1:1 local match requirement
- Up to \$1,000 in State funds per teacher

Highly Qualified and ATR Supplement

Program Appropriations (\$ in millions)	
FY 2023-24	\$1.06

Program Appropriations (\$ in millions)	
FY 2023-24	\$10.9

Highly Qualified Teacher Supplement

- First established in 2017
- New teachers graduating from an approved NC program are eligible
- Different supplement levels:
 - Base = paid like similar teacher with a 1 year of experience, for 1st yr.
 - Teachers at low-performing schools
 - Special education or STEM teachers

Advanced Teaching Roles Supplement

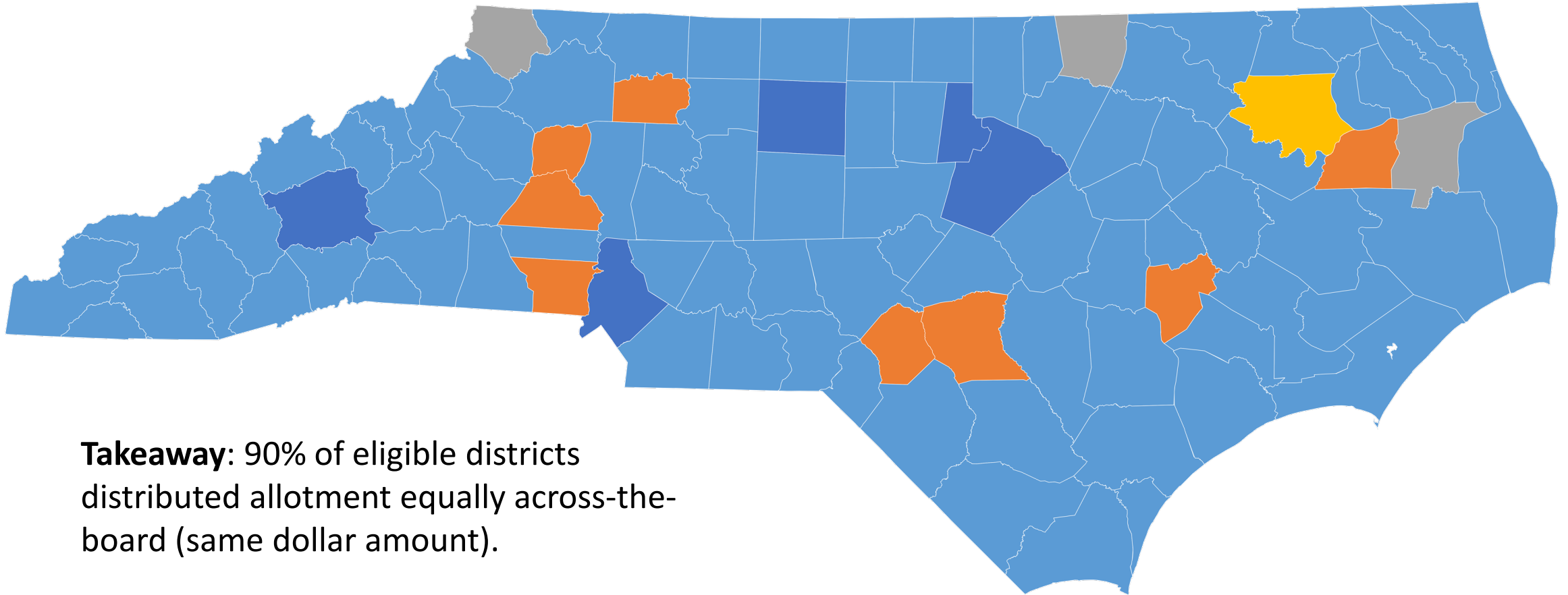
- First established in 2023
- \$10,000 annually for teachers designated as Adult Leadership Teachers (up to 15% of teachers in a participating district)
- \$3,000 annually for teachers designated as Classroom Excellence Teachers (up to 5% of teachers in a participating district)

Teacher Supplement Assistance Allotment

Program Appropriations (\$ in millions)	
FY 2023-24	\$200.0

- First established in 2021
- County tax base threshold determines eligibility
- Formula determines district allocations, weighted by:
 - 65% - county real property tax base
 - 25% - county median household income
 - 10% - county property tax rate
- Non-supplant requirement
- Maximum supplement = $\frac{\text{District allocation}}{\text{\# State-funded teachers}}$
- Districts have flexibility to determine recipients, amount, timing, etc.

2021-22 Implementation



Takeaway: 90% of eligible districts distributed allotment equally across-the-board (same dollar amount).

■ ATB ■ Supplement Range >\$100 ■ <90% Eligible Teachers ■ Both ■ Ineligible

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Considerations – Teacher Supplement Modifications

1. Should districts have full flexibility in determining supplement amounts, recipients?
 1. Alternatively, requirements like the Labor Market Adjustment Reserve (LMAR) for State agencies would encourage districts to be strategic.
 2. Additional direction will likely create winners and losers without notable additional funding.
2. Should districts be required to communicate what portion of a supplement is State-funded?
3. Will employees accept the modifications?

Questions

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