



NORTH CAROLINA
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

Supplemental Funds for Teacher
Compensation

Session Law 2023-134 Section 7A.4(g)

Date Due: April 18, 2024

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 is to use its constitutional authority to guard and maintain the right of a sound, basic education for every child in North Carolina Public Schools.

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NC DEPARTMENT OF PUBLIC INSTRUCTION

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Thomas Tomberlin, Director of Educator Recruitment and Support, NCDPI

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Report to Joint Legislative Education Oversight Committee

Pursuant to Session Law 2021-134 Section 7A.4(g), the State Board of Education shall report:

- (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.

The report numbers (1) to (5) are based on the 2022-23 \$170 million appropriation.

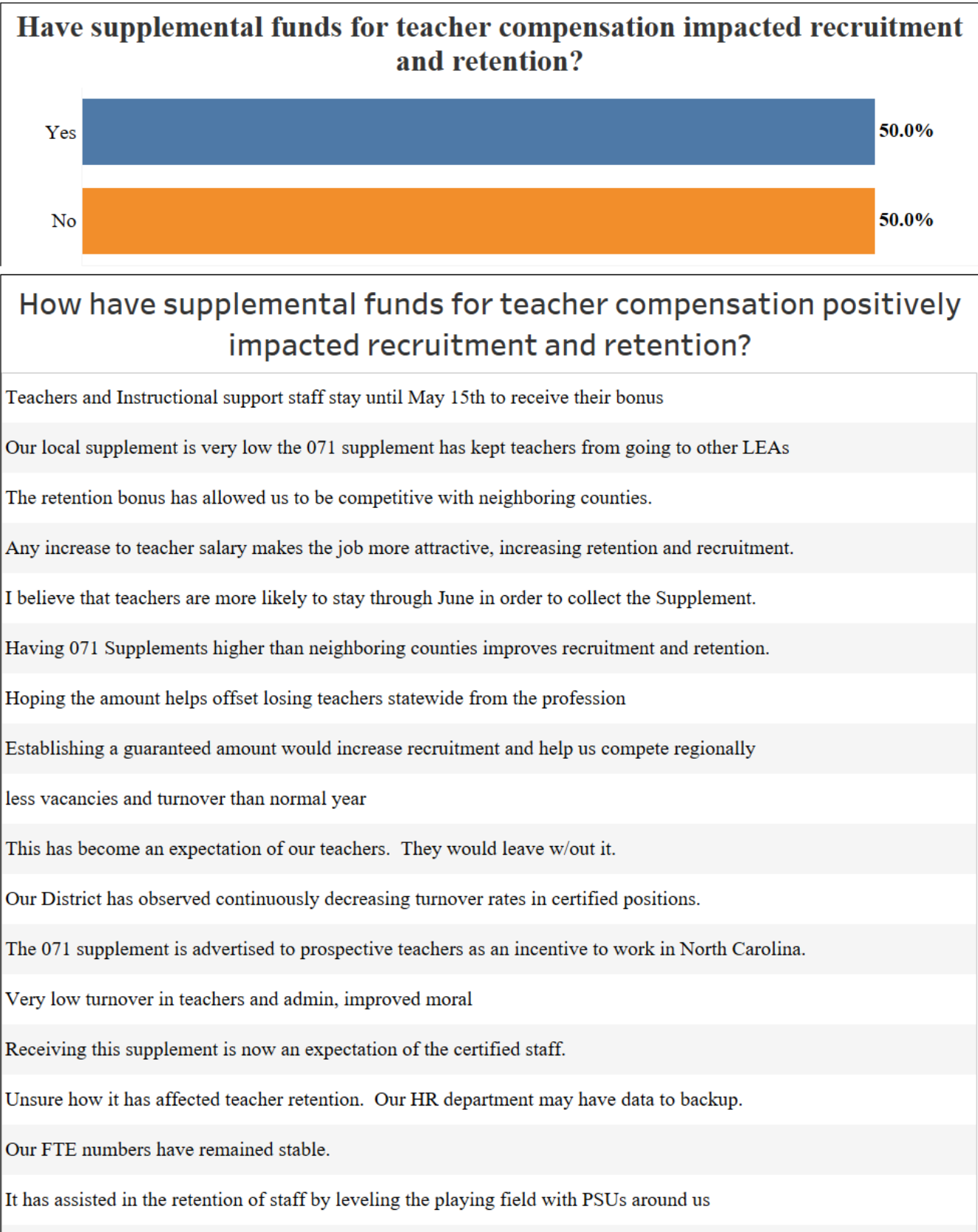
LEA	LEA Name	Total Supplement	Minimum	Maximum	Average Supplement	Percentage Receiving Supplement
10	Alamance-Burlington	\$ 3,100,333	\$ 645	\$ 645	\$ 645	100%
20	Alexander County	\$ 1,848,287	\$ 3,431	\$ 4,498	\$ 3,924	95%
30	Alleghany County	\$ 749,586	\$ 1,443	\$ 4,813	\$ 4,813	95%
40	Anson County	\$ 1,353,234	\$ 4,000	\$ 4,000	\$ 4,000	90%
50	Ashe County	\$ 936,269	\$ 2,955	\$ 2,955	\$ 2,906	96%
60	Avery County	\$ 546,062	\$ 2,450	\$ 3,025	\$ 2,738	100%
70	Beaufort County	\$ 1,588,350	\$ 2,642	\$ 2,642	\$ 2,642	92%
80	Bertie County	\$ 902,156	\$ 2,000	\$ 5,000	\$ 4,500	94%
90	Bladen County	\$ 1,413,915	\$ 1,767	\$ 3,534	\$ 3,534	93%
100	Brunswick County	\$ 1,100,583	\$ 825	\$ 825	\$ 825	95%
110	Buncombe County	\$ 2,087,883	\$ 938	\$ 938	\$ 938	85%
111	Asheville City	\$ 353,460	\$ 705	\$ 705	\$ 703	90%
120	Burke County	\$ 2,511,839	\$ 2,055	\$ 2,055	\$ 2,055	100%
130	Cabarrus County	\$ 3,092,718	\$ 925	\$ 925	\$ 925	94%
132	Kannapolis City	\$ 558,170	\$ 275	\$ 1,132	\$ 661	95%
140	Caldwell County	\$ 2,959,108	\$ 2,585	\$ 2,585	\$ 2,585	95%
150	Camden County	\$ 975,125	\$ 4,509	\$ 4,509	\$ 4,509	85%
160	Carteret County	\$ 928,655	\$ 1,250	\$ 1,250	\$ 1,250	96%
170	Caswell County	\$ 988,392	\$ 4,000	\$ 4,000	\$ 4,000	93%
180	Catawba County	\$ 2,073,221	\$ 1,391	\$ 1,391	\$ 1,391	95%
181	Hickory City	\$ 517,824	\$ 1,332	\$ 1,332	\$ 1,332	90%
182	Newton-Conover	\$ 367,031	\$ 1,251	\$ 1,251	\$ 1,251	94%
190	Chatham County	\$ 904,445	\$ 900	\$ 900	\$ 900	95%
200	Cherokee County	\$ 1,134,775	\$ 3,300	\$ 3,300	\$ 3,300	93%
210	Chowan County	\$ 868,989	\$ 4,500	\$ 4,500	\$ 4,500	94%
220	Clay County	\$ 610,282	\$ 1,569	\$ 2,092	\$ 2,092	95%

LEA	LEA Name	Total Supplement	Minimum	Maximum	Average Supplement	Percentage Receiving Supplement
230	Cleveland County	\$ 2,891,664	\$ 1,810	\$ 2,250	\$ 2,032	91%
240	Columbus County	\$ 1,821,001	\$ 3,492	\$ 3,492	\$ 3,492	84%
241	Whiteville City	\$ 750,699	\$ 3,450	\$ 3,450	\$ 3,450	87%
250	Craven County	\$ 2,233,921	\$ 1,800	\$ 1,960	\$ 1,876	91%
260	Cumberland County	\$ 6,822,977	\$ 1,510	\$ 1,510	\$ 1,510	89%
270	Currituck County	\$ 747,595	\$ 1,624	\$ 1,624	\$ 1,624	93%
280	Dare County	\$ 581,716	\$ 912	\$ 912	\$ 912	93%
290	Davidson County	\$ 2,690,420	\$ 1,575	\$ 1,575	\$ 1,575	94%
291	Lexington City	\$ 424,009	\$ 1,359	\$ 1,359	\$ 1,359	93%
292	Thomasville City	\$ 319,892	\$ 1,687	\$ 1,687	\$ 1,687	95%
300	Davie County	\$ 1,795,016	\$ 2,308	\$ 3,305	\$ 2,779	100%
310	Duplin County	\$ 3,486,506	\$ 3,930	\$ 3,930	\$ 3,901	92%
330	Edgecombe County	\$ 2,028,768				
340	Forsyth County	\$ 5,288,886	\$ 1,110	\$ 1,110	\$ 1,110	99%
350	Franklin County	\$ 1,287,998	\$ 1,900	\$ 1,900	\$ 1,900	94%
360	Gaston County	\$ 3,476,280	\$ 843	\$ 843	\$ 843	100%
370	Gates County	\$ 769,486	\$ 4,600	\$ 5,000	\$ 4,600	94%
380	Graham County	\$ 630,183				
390	Granville County	\$ 1,149,739	\$ 464	\$ 1,856	\$ 1,840	94%
400	Greene County	\$ 1,412,936	\$ 4,434	\$ 4,434	\$ 4,434	93%
420	Halifax County	\$ 748,867				
421	Roanoke Rapids City	\$ 984,754	\$ 3,535	\$ 3,535	\$ 3,535	95%
422	Weldon City	\$ 295,062	\$ 3,500	\$ 3,500	\$ 3,500	93%
430	Harnett County	\$ 3,688,056	\$ 1,650	\$ 1,650	\$ 1,650	95%
440	Haywood County	\$ 1,146,032	\$ 166	\$ 1,657	\$ 1,526	95%
450	Henderson County	\$ 1,624,348	\$ 1,300	\$ 1,300	\$ 1,300	93%
460	Hertford County	\$ 1,048,093				
470	Hoke County	\$ 3,131,801	\$ 4,191	\$ 4,191	\$ 4,191	93%
480	Hyde County	\$ 358,209	\$ 4,355	\$ 4,355	\$ 4,355	95%
490	Iredell County	\$ 1,730,485	\$ 870	\$ 870	\$ 870	95%
491	Mooreville City	\$ 469,639	\$ 972	\$ 972	\$ 972	95%
500	Jackson County	\$ 613,710	\$ 2,950	\$ 2,950	\$ 2,950	95%
510	Johnston County	\$ 4,194,546	\$ 1,035	\$ 1,035	\$ 1,035	95%
520	Jones County	\$ 530,680	\$ 4,440	\$ 4,440	\$ 4,294	95%
530	Lee County	\$ 2,217,515	\$ 2,274	\$ 2,274	\$ 2,274	95%
540	Lenoir County	\$ 3,377,080	\$ 4,250	\$ 4,250	\$ 4,250	0%
550	Lincoln County	\$ 1,419,322	\$ 1,000	\$ 1,375	\$ 1,187	94%
560	Macon County	\$ 962,018	\$ 1,996	\$ 1,996	\$ 1,996	95%
570	Madison County	\$ 1,018,457	\$ 3,450	\$ 3,450	\$ 3,450	111%
580	Martin County	\$ 1,078,010	\$ 5,000	\$ 5,000	\$ 5,000	89%
590	McDowell County	\$ 1,898,948	\$ 1,102	\$ 2,819	\$ 2,584	87%
610	Mitchell County	\$ 796,020	\$ 3,784	\$ 3,784	\$ 3,784	94%
620	Montgomery County	\$ 1,254,840	\$ 3,829	\$ 3,829	\$ 3,829	93%
630	Moore County	\$ 1,452,360	\$ 1,200	\$ 1,200	\$ 1,200	89%
640	Nash County	\$ 2,652,224	\$ -	\$ -	\$ -	0%

LEA	LEA Name	Total Supplement	Minimum	Maximum	Average Supplement	Percentage Receiving Supplement
650	New Hanover County	\$ 2,298,289	\$ 663	\$ 5,000	\$ 2,656	31%
660	Northampton County	\$ 284,730	\$ 2,000	\$ 2,000	\$ 2,000	91%
670	Onslow County	\$ 4,437,179	\$ 1,779	\$ 1,779	\$ 1,779	96%
680	Orange County	\$ 842,529	\$ 916	\$ 916	\$ 916	96%
681	Chapel Hill-Carrboro	\$ 1,359,703	\$ 1,134	\$ 1,134	\$ 1,134	95%
690	Pamlico County	\$ 468,397	\$ 2,000	\$ 3,379	\$ 2,514	100%
700	Pasquotank County	\$ 1,660,045	\$ 3,419	\$ 3,419	\$ 3,419	93%
710	Pender County	\$ 1,762,751	\$ 1,789	\$ 1,789	\$ 1,789	95%
720	Perquimans County	\$ 762,853	\$ 4,323	\$ 4,323	\$ 4,323	87%
730	Person County	\$ 1,301,469	\$ 2,800	\$ 2,800	\$ 2,792	91%
740	Pitt County	\$ 3,999,411	\$ 1,600	\$ 1,845	\$ 1,700	94%
750	Polk County	\$ 879,423	\$ 2,500	\$ 4,068	\$ 3,167	95%
760	Randolph County	\$ 2,307,555	\$ 1,576	\$ 1,576	\$ 1,576	94%
761	Asheboro City	\$ 735,881	\$ 1,540	\$ 1,540	\$ 1,540	91%
770	Richmond County	\$ 3,044,777	\$ 4,500	\$ 4,500	\$ 4,491	91%
780	Robeson County	\$ 6,232,583	\$ 3,300	\$ 3,300	\$ 3,300	94%
790	Rockingham County	\$ 2,636,358	\$ 2,272	\$ 2,272	\$ 2,269	95%
800	Rowan-Salisbury Schools	\$ 2,769,484				
810	Rutherford County	\$ 1,421,395	\$ 937	\$ 1,890	\$ 1,857	91%
820	Sampson County	\$ 2,615,509	\$ 1,976	\$ 3,447	\$ 3,391	95%
821	Clinton City	\$ 970,215	\$ 3,197	\$ 3,197	\$ 3,197	96%
830	Scotland County	\$ 2,507,463	\$ 5,000	\$ 5,000	\$ 5,000	93%
840	Stanly County	\$ 2,007,516	\$ 2,222	\$ 2,222	\$ 2,222	95%
850	Stokes County	\$ 2,183,041	\$ 3,850	\$ 3,850	\$ 3,841	94%
860	Surry County	\$ 1,830,360	\$ 2,455	\$ 2,455	\$ 2,455	92%
861	Elkin City	\$ 345,943	\$ 915	\$ 2,050	\$ 2,013	92%
862	Mount Airy City	\$ 429,987	\$ 2,400	\$ 2,400	\$ 2,330	100%
870	Swain County	\$ 802,146	No Data	No Data	\$ 4,012	92%
880	Transylvania County	\$ 674,860	\$ 2,205	\$ 2,205	\$ 2,205	93%
890	Tyrrell County	\$ 278,607	\$ 4,979	\$ 4,979	\$ 4,979	67%
900	Union County	\$ 3,224,411	\$ 936	\$ 936	\$ 936	94%
910	Vance County	\$ 1,540,803	\$ 3,032	\$ 3,032	\$ 3,032	90%
930	Warren County	\$ 819,318	\$ 4,500	\$ 4,500	\$ 4,500	92%
940	Washington County	\$ 347,145	\$ 3,631	\$ 3,631	\$ 3,631	89%
950	Watauga County	\$ 717,762	\$ 1,250	\$ 1,250	\$ 1,250	96%
960	Wayne County	\$ 3,746,948	\$ 2,296	\$ 2,296	\$ 2,296	96%
970	Wilkes County	\$ 2,702,538	\$ 3,120	\$ 3,120	\$ 3,115	94%
980	Wilson County	\$ 1,948,976	\$ 2,087	\$ 2,087	\$ 2,087	94%
990	Yadkin County	\$ 2,276,722	\$ 4,100	\$ 4,842	\$ 4,513	94%
995	Yancey County	\$ 1,028,193	\$ 4,432	\$ 4,432	\$ 4,432	93%

Rowan Salisbury is a Renewal School System and per legislation, receives their funding in a block unrestricted allotment.

The Effect of the Salary Supplements on the Retention of Educators
The following was collected via survey from the local education agencies.



Teacher turnover has decreased and we have filled more positions.

For our low-wealth county with wealthy neighbors, every penny of 071 funds are helpful to supplement

Folks have commented that without it they would be looking to go to another LEA.

We were no able to provide more in a local supplement, so this helped lessen the post Covid exits

Supplements increase total salary of teachers plus adds to benefits. Attraction/Retention

Teacher turnover down, incoming teachers are asking about the 071 supplement amount when applying

It allows our teacher pay to be more competitive with wealthier districts.

Teachers are motivated to remain on staff when they know that they will be receiving this supplement

Used to incentivize retention and reward longevity in teacher years of experience

Positive feedback from teachers.

It has caused a decrease in the number of resignations and retirements.

The 071 supplement has made us competitive with our surrounding areas.

I think having that extra money each year has enabled us to keep some of our employees

It has allowed us to compete with other counties in compensating staff allowing us to retain them

It has allowed small counties with a small local supplement to more adequately compensate teachers

21/22- 65% retention rate BTs, 22/23 - 95% retention rate with BTs

The addition funding allowed for increase in supplement tier schedule

It has helped retention through the end of the school year.

It encourages them to stay in the profession when their pay is higher.

It has made us more competitive with neighboring counties.

It has had a slight affect.

Certified staff that stay appreciate the supplement. Licensure is an issue for us.

It has helped us retain certified teachers and instructional personnel.

Hard to measure retention because we don't poll employees who remained employed with us as to why.

Any additional funding that can be provided to teachers is definitely a tool to keep our staff.

Helps us compete with larger districts would offer higher local supplement than we can.

This helps us since other counties offer a local supplement.

Supplanting

SECTION 7A.4.(f) Nonsupplant Requirement. – A local school administrative unit that receives funds under this section shall use those funds to supplement non-State funds provided for salary supplements for teachers and qualifying school administrators and shall not use any State funds, including funds received under this section or Section 7A.12 of S.L. 2021-180, to supplant non-State funds provided for salary supplements for teachers and qualifying school administrators. For purposes of this section, a local school administrative unit has supplanted non-State funds if the State Board finds that the amount of non-State funds expended by the unit for salary supplements was less than ninety-five percent (95%) of the maintenance of effort amount for the local school administrative unit.

SECTION 7A.4.(f1) Nonsupplant Enforcement. – If the State Board of Education determines that a local school administrative unit has supplanted non-State funds in violation of subsection (f) of this section, the State Board of Education shall do the following:

- (1) For the 2023-2024 fiscal year, continue to allocate funds to the unit in accordance with subsection (c) of this section.*
- (2) For the 2024-2025 fiscal year, not allocate any funds under this section to the unit.*

SECTION 7A.4.(f2) Additional Penalty for Consecutive Supplanting. – It is the intent of the General Assembly that the State Board of Education will not allocate supplemental funds for teacher compensation to a local school administrative unit in the 2025-2026 fiscal year if the State Board of Education determines that the local school administrative unit supplanted non-State funds provided for salary supplements for teachers and qualifying school administrators with State funds in the 2021-2022 fiscal year and the 2022-2023 fiscal year. For the 2021-2022 fiscal year, the State Board shall not deem a local school administrative unit to have supplanted non-State funds for purposes of this subsection if the State Board determines that the unit supplanted non-State funds solely with any State funds for which the allowable uses include salary supplements for teachers or qualifying school administrators.

DPI calculated the supplanting in accordance with the law, and below is the list of LEAs which have been determined to have supplanted. This calculation compares federal and local funds used for local supplements in fiscal years 2021 and 2023 as a percentage of total certified salaries for teachers and instructional support.

430	Harnett County Schools
790	Rockingham County Schools
750	Polk County Schools

Polk County Schools did not supplant funds in the prior year.

Harnett County Schools and Rockingham County School supplanted non state funds in the prior year, however the supplanting was caused by the use of State funds for which the allowable uses include salary supplements. Therefore, there is no penalty under Section 7A.4(f2).