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North Carolina  
House of Representatives

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Representative  
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## Wake County Teacher Compensation upon Passage of Budget for 2016-17<sup>1</sup>

July 1, 2016

### Beginning Teacher Compensation

	<u>Bachelor's Degree</u>	<u>Master's Degree***</u>	<u>Master's Degree and National Board</u>
State Salary	\$35,000	\$38,500	N/A (must have 3 years of experience)
Wake County Supplement*	\$6,038	\$6,834	--
<b>Total Pay</b>	<b>\$41,038</b>	<b>\$45,334</b>	--
Benefits**	\$15,323	\$16,334	--
<b>Total, Estimated Compensation</b>	<b>\$56,360</b>	<b>\$61,678</b>	--

### Mid-Career Teacher Compensation (15 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary	\$45,250	\$49,775	\$55,205
Wake County Supplement*	\$8,258	\$9,333	\$10,351
<b>Total Pay</b>	<b>\$53,508</b>	<b>\$59,108</b>	<b>\$65,556</b>
Benefits**	\$18,287	\$19,618	\$21,151
<b>Total, Estimated Compensation</b>	<b>\$71,795</b>	<b>\$78,726</b>	<b>\$86,707</b>

<sup>1</sup> Local supplement values are based on 2015-2016 numbers. They are subject to change by local decision.

**Most-Experienced (30+ years of experience) Teacher Compensation**

	<b><u>Bachelor's Degree</u></b>	<b><u>Master's Degree</u></b>	<b><u>Master's Degree and National Board</u></b>
State Salary****	\$51,000	\$56,100	\$62,220
Wake County Supplement*	\$11,858	\$13,324	\$14,777
<b>Total Pay</b>	<b>\$62,858</b>	<b>\$69,424</b>	<b>\$76,997</b>
Benefits**	\$20,509	\$22,070	\$23,870
<b>Total Estimated Compensation</b>	<b>\$83,367</b>	<b>\$91,494</b>	<b>\$100,867</b>

\* For 2015-16, Wake County supplements for teachers with a bachelor's degree are a percentage of the base pay, summarized as follows: 0-2 years: 17.25%; 3-7 years: 17.5%; 8-12 years: 17.75%; 13-17 years: 18.25%; 18-22 years: 18.75%; 23-24 years: 19.5%; 25-27 years: 20%; 28-29 years: 22.25%; 30+ years 23.25%. Teachers with a Master's degree earn 1/2% (0.5%) higher than a teacher with a bachelor's degree on the same step. Wake County has one of the highest teacher supplements in the state.

\*\* Benefits reflect 23.77% of salary for retirement, retiree health benefits, disability and life insurance (16.12%) and for Social Security/Medicare (7.65%); and \$5,568 for the State Health Plan.

\*\*\* Must have completed a course towards Master's Degree by August 2013.

\*\*\*\* Because of hold harmless agreements when the state salary schedule changed, some teachers' total compensation may be a bit higher than shown above.

Beginning teachers (0-5 years) are far more represented in the workforce than teachers with 25 or more years of experience. For 2013-14, teachers with 0-5 years of experience represented 17% of the total WCPSS teachers; while only 6.2% of the total number of WCPSS teachers had 25 years or more.