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North Carolina
House of Representatives**

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Teacher Compensation Across North Carolina

Some County calculations are based on 2015-2016 local supplements and may have changed for the 2016-2017 school year depending on local actions taken over the summer.

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Alamance/Burlington Teacher Compensation for 2016-17¹

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)
Alamance-Burlington Supplement*	\$2,975	\$3,273	--
Total Pay	\$37,975	\$41,773	--
Benefits**	\$14,595	\$15,497	--
Total, Estimated Compensation	\$52,570	\$57,270	--

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
Alamance-Burlington Supplement*	\$3,846	\$4,231	\$4,692
Total Pay	\$49,096	\$54,006	\$59,897
Benefits**	\$17,238	\$18,405	\$19,806
Total, Estimated Compensation	\$66,334	\$72,411	\$79,703

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Alamance-Burlington Supplement*	\$4,335	\$4,769	\$5,289
Total Pay	\$55,335	\$60,869	\$67,509
Benefits**	\$18,721	\$20,036	\$21,615
Total Estimated Compensation	\$74,056	\$80,905	\$89,124

* As of the 2015-2016 school year, Alamance-Burlington offered a supplement of 8.5% of the base State salary to all teachers.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

¹ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Anson County Teacher Compensation for 2016-17

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)
Anson County Supplement*	\$875	\$963	--
Total Pay	\$35,875	\$39,463	--
Benefits**	\$14,095	\$14,948	--
Total, Estimated Compensation	\$49,970	\$54,411	--

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
Anson County Supplement*	\$1,131	\$1,244	\$1,380
Total Pay	\$46,381	\$51,019	\$56,585
Benefits**	\$16,593	\$17,695	\$19,018
Total, Estimated Compensation	\$62,974	\$68,715	\$75,603

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Anson County Supplement*	\$1,275	\$1,403	\$1,556
Total Pay	\$52,275	\$57,503	\$63,776
Benefits**	\$17,994	\$19,236	\$20,727
Total Estimated Compensation	\$70,269	\$76,739	\$84,503

* From the most recent records, Anson County supplements for all teachers are 2.5% of the base state salary.

** 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 pay may be higher than shown above.

Ashe County Teacher Compensation for 2016-17²

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)
Ashe County Supplement*	\$500	\$500	--
Total Pay	\$35,500	\$39,000	--
Benefits**	\$14,006	\$14,838	--
Total, Estimated Compensation	\$49,506	\$53,838	--

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
Ashe County Supplement*	\$500	\$500	\$500
Total Pay	\$45,750	\$50,275	\$55,705
Benefits**	\$16,443	\$17,518	\$18,809
Total, Estimated Compensation	\$62,193	\$67,793	\$74,514

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Ashe County Supplement*	\$500	\$500	\$500
Total Pay	\$51,500	\$56,600	\$62,720
Benefits**	\$17,810	\$19,022	\$20,477
Total Estimated Compensation	\$69,310	\$75,622	\$83,197

* For 2015-16, Ashe County supplements for all teachers were \$500.

** 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 pay may be higher than shown above.

² Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Burke County Teacher Compensation for 2016-17³

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)
Burke County Supplement*	\$1,925	\$2,118	--
Total Pay	\$36,925	\$40,618	--
Benefits**	\$14,345	\$15,223	--
Total, Estimated Compensation	\$51,270	\$55,840	--

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
Burke County Supplement*	\$2,489	\$2,738	\$3,036
Total Pay	\$47,739	\$52,513	\$58,241
Benefits**	\$16,916	\$18,050	\$19,412
Total, Estimated Compensation	\$64,654	\$70,563	\$77,653

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Burke County Supplement*	\$2,805	\$3,086	\$3,422
Total Pay	\$53,805	\$59,186	\$65,642
Benefits**	\$18,357	\$19,636	\$21,171
Total Estimated Compensation	\$72,162	\$78,822	\$86,813

* For all 2015-16 Burke County local supplements for all teachers were 5.5% of the base State Salary.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

³ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Caswell County Teacher Compensation for 2016-17

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)
Caswell County Supplement*	\$0	\$0	--
Total Pay	\$35,000	\$38,500	--
Benefits**	\$13,888	\$14,719	--
Total, Estimated Compensation	\$48,888	\$53,219	--

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
Caswell County Supplement*	\$0	\$0	\$0
Total Pay	\$45,250	\$49,775	\$55,205
Benefits**	\$16,324	\$17,400	\$18,690
Total, Estimated Compensation	\$61,574	\$67,175	\$73,895

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Caswell County Supplement*	\$0	\$0	\$0
Total Pay	\$51,000	\$56,100	\$62,220
Benefits**	\$17,691	\$18,903	\$20,358
Total Estimated Compensation	\$68,691	\$75,003	\$82,578

* At the moment Caswell County does not provide a local salary supplement.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

Chapel Hill/Carrboro Teacher Compensation for 2016-17

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)
Chapel Hill/Carrboro Supplement*	\$5,600	\$6,160	--
Total Pay	\$40,600	\$44,660	--
Benefits**	\$15,219	\$16,184	--
Total, Estimated Compensation	\$55,819	\$60,844	--

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
Chapel Hill/Carrboro Supplement*	\$7,240	\$7,964	\$8,833
Total Pay	\$52,490	\$57,739	\$64,038
Benefits**	\$18,045	\$19,293	\$20,790
Total, Estimated Compensation	\$70,535	\$77,032	\$84,828

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Chapel Hill/Carrboro Supplement*	\$12,750	\$14,025	\$15,555
Total Pay	\$63,750	\$70,175	\$77,775
Benefits**	\$20,721	\$22,237	\$24,055
Total Estimated Compensation	\$84,471	\$92,362	\$101,830

* Chapel Hill/Carrboro supplements for teachers are a variable percentage of the base state salary, based on experience, as follows: 0-19 years: 16%; 20-24 years: 20%; 25+ years: 25%.

** 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 pay may be higher than shown above.

Charlotte/Mecklenburg Teacher Compensation for 2016-17⁴

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)
Charlotte/Mecklenburg Supplement*	\$5,247	\$5,767	--
Total Pay	\$40,247	\$44,267	--
Benefits**	\$15,135	\$16,090	--
Total, Estimated Compensation	\$55,381	\$60,358	--

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
Charlotte/Mecklenburg Supplement*	\$7,027	\$8,238	\$9,131
Total Pay	\$52,277	\$58,013	\$64,336
Benefits**	\$17,994	\$19,358	\$20,861
Total, Estimated Compensation	\$70,272	\$77,370	\$85,197

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Charlotte/Mecklenburg Supplement*	\$8,696	\$10,429	\$11,573
Total Pay	\$59,696	\$66,529	\$73,793
Benefits**	\$19,758	\$21,382	\$23,109
Total Estimated Compensation	\$79,453	\$87,911	\$96,901

* For 2015-16, Charlotte/Mecklenburg supplements for teachers were the following percentages of the State base salary: Beginning with Bachelor's – 14.99%; Mid-Career with Bachelor's – 15.53%; Experienced with Bachelor's – 17.05%; Beginning with Master's – 14.99%; Mid-Career with Master's – 16.55%; Experienced with Master's – 18.59%.

** 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 pay may be higher than shown above.

⁴ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Chatham County Teacher Compensation for 2016-17

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)
Chatham County Supplement*	\$4,024	\$4,126	--
Total Pay	\$39,024	\$42,626	--
Benefits**	\$14,844	\$15,700	--
Total, Estimated Compensation	\$53,868	\$58,326	--

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
Chatham County Supplement*	\$4,728	\$4,830	\$4,830
Total Pay	\$49,978	\$54,605	\$60,035
Benefits**	\$17,448	\$18,548	\$19,838
Total, Estimated Compensation	\$67,426	\$73,153	\$79,873

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Chatham County Supplement*	\$5,784	\$5,886	\$5,886
Total Pay	\$56,784	\$61,986	\$68,106
Benefits**	\$19,066	\$20,302	\$21,757
Total Estimated Compensation	\$75,850	\$82,288	\$89,863

* Chatham County supplements for teachers are a variable dollar amount, based on experience and degree. See here:

<https://docs.google.com/document/d/1ZQhulmF7V3XGRJvs0pIUxhh611v5Z9oMbG9WMFq5q8/edit?pre f=2&pli=1>

** 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 pay may be higher than shown above.

Cleveland County Teacher Compensation for 2016-17⁵

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)
Cleveland County Supplement*	\$1,107	\$1,216	--
Total Pay	\$36,107	\$39,716	--
Benefits**	\$14,151	\$15,008	--
Total, Estimated Compensation	\$50,258	\$54,724	--

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
Cleveland County Supplement*	\$1,748	\$1,851	\$1,851
Total Pay	\$46,998	\$51,626	\$57,056
Benefits**	\$16,739	\$17,840	\$19,130
Total, Estimated Compensation	\$63,737	\$69,466	\$76,186

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Cleveland County Supplement*	\$1,936	\$2,093	\$2,093
Total Pay	\$52,936	\$58,193	\$64,313
Benefits**	\$18,151	\$19,400	\$20,855
Total Estimated Compensation	\$71,087	\$77,593	\$85,168

* For Cleveland County local supplements by experience and certification, see [this link](#).

** 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 in 2015, some teachers' total compensation may be higher than shown above.

⁵ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Craven County Teacher Compensation for 2016-17

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)
Craven County Supplement*	\$2,300	\$2,300	--
Total Pay	\$37,300	\$40,800	--
Benefits**	\$14,434	\$15,266	--
Total, Estimated Compensation	\$51,734	\$56,066	--

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
Craven County Supplement*	\$2,300	\$2,300	\$2,300
Total Pay	\$47,550	\$52,075	\$57,505
Benefits**	\$16,871	\$17,946	\$19,237
Total, Estimated Compensation	\$64,421	\$70,021	\$76,742

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Craven County Supplement*	\$2,300	\$2,300	\$2,300
Total Pay	\$53,300	\$58,400	\$64,520
Benefits**	\$18,237	\$19,450	\$20,904
Total Estimated Compensation	\$71,537	\$77,850	\$85,424

* Craven County supplements for all teachers are \$2,300 per year.

** 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 pay may be higher than shown above.

Davie County Teacher Compensation for 2016-17

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)
Davie County Supplement*	\$1,925	\$2,118	--
Total Pay	\$36,925	\$40,618	--
Benefits**	\$14,345	\$15,223	--
Total, Estimated Compensation	\$51,270	\$55,840	--

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
Davie County Supplement*	\$2,489	\$2,738	\$3,036
Total Pay	\$47,739	\$52,513	\$58,241
Benefits**	\$16,916	\$18,050	\$19,412
Total, Estimated Compensation	\$64,654	\$70,563	\$77,653

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Davie County Supplement*	\$2,805	\$3,086	\$3,422
Total Pay	\$53,805	\$59,186	\$65,642
Benefits**	\$18,357	\$19,636	\$21,171
Total Estimated Compensation	\$72,162	\$78,822	\$86,813

* Davie County supplements for all teachers are 5.5% of the base state salary.

** 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 pay may be higher than shown above.

Duplin County Teacher Compensation for 2016-17

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)
Duplin County Supplement*	\$1,925	\$2,118	--
Total Pay	\$36,925	\$40,618	--
Benefits**	\$14,345	\$15,223	--
Total, Estimated Compensation	\$51,270	\$55,840	--

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
Duplin County Supplement*	\$2,489	\$2,738	\$3,036
Total Pay	\$47,739	\$52,513	\$58,241
Benefits**	\$16,916	\$18,050	\$19,412
Total, Estimated Compensation	\$64,654	\$70,563	\$77,653

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Duplin County Supplement*	\$2,805	\$3,086	\$3,422
Total Pay	\$53,805	\$59,186	\$65,642
Benefits**	\$18,357	\$19,636	\$21,171
Total Estimated Compensation	\$72,162	\$78,822	\$86,813

* Duplin County supplements for teachers are variable dollar values based on experience as follows: 0-3 years: \$2,740.50; 4-10 years: \$2,950.50; 11-15 years: \$3,370.50; 16-20 years: \$3,580.50; 21-25 years: \$3,790.50; 26+ years: \$4,000.50.

** 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 pay may be higher than shown above.

Forsyth County Teacher Compensation for 2016-17

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)
Forsyth County Supplement*	\$2,700	\$3,000	--
Total Pay	\$37,700	\$41,500	--
Benefits**	\$14,529	\$15,433	--
Total, Estimated Compensation	\$52,229	\$56,933	--

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
Forsyth County Supplement*	\$3,920	\$4,310	\$4,310
Total Pay	\$49,170	\$54,085	\$59,515
Benefits**	\$17,256	\$18,424	\$19,715
Total, Estimated Compensation	\$66,426	\$72,509	\$79,230

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Forsyth County Supplement*	\$5,660	\$6,230	\$6,230
Total Pay	\$56,660	\$62,330	\$68,450
Benefits**	\$19,036	\$20,284	\$21,839
Total Estimated Compensation	\$75,696	\$82,714	\$90,289

* Forsyth County supplements for teachers are variable dollar values based on experience and degree, adjusted each year. See <http://www.wsfcs.k12.nc.us/site/default.aspx?PageID=324>.

** 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 pay may be higher than shown above.

Franklin County Teacher Compensation for 2016-17⁶

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)
Franklin County Supplement*	\$2,450	\$2,695	--
Total Pay	\$37,450	\$41,195	--
Benefits**	\$14,470	\$15,360	--
Total, Estimated Compensation	\$51,920	\$56,555	--

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
Franklin County Supplement*	\$3,168	\$3,484	\$3,864
Total Pay	\$48,418	\$53,259	\$59,069
Benefits**	\$17,077	\$18,228	\$19,609
Total, Estimated Compensation	\$65,494	\$71,487	\$78,678

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Franklin County Supplement*	\$3,570	\$3,927	\$4,355
Total Pay	\$54,570	\$60,027	\$66,575
Benefits**	\$18,539	\$19,836	\$21,393
Total Estimated Compensation	\$73,109	\$79,863	\$87,968

* For 2015-16, Franklin County supplements for all teachers were 7% of the State base salary.

** 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 pay may be higher than shown above.

⁶ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Gaston County Teacher Compensation for 2016-17

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)
Gaston County Supplement*	\$1,677	\$1,983	--
Total Pay	\$36,677	\$40,483	--
Benefits**	\$14,286	\$15,191	--
Total, Estimated Compensation	\$50,963	\$55,674	--

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
Gaston County Supplement*	\$2,549	\$2,844	\$2,844
Total Pay	\$47,799	\$52,619	\$58,049
Benefits**	\$16,930	\$18,076	\$19,366
Total, Estimated Compensation	\$64,729	\$70,695	\$77,415

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Gaston County Supplement*	\$3,238	\$3,566	\$3,566
Total Pay	\$54,238	\$59,666	\$65,786
Benefits**	\$18,460	\$19,751	\$21,205
Total Estimated Compensation	\$72,698	\$79,417	\$86,991

* Gaston County supplements for teachers are variable dollar values based on experience and degree, adjusted each year. See

<http://www.gaston.k12.nc.us/cms/lib8/NC01911153/Centricity/Domain/126/2015-2016%20Salary%20Supplement%20Schedule.pdf>

** 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 pay may be higher than shown above.

Granville County Teacher Compensation for 2016-17

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)
Granville County Supplement*	\$2,450	\$2,695	--
Total Pay	\$37,450	\$41,195	--
Benefits**	\$14,470	\$15,360	--
Total, Estimated Compensation	\$51,920	\$56,555	--

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
Granville County Supplement*	\$3,168	\$3,484	\$3,864
Total Pay	\$48,418	\$53,259	\$59,069
Benefits**	\$17,077	\$18,228	\$19,609
Total, Estimated Compensation	\$65,494	\$71,487	\$78,678

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Granville County Supplement*	\$3,570	\$3,927	\$4,355
Total Pay	\$54,570	\$60,027	\$66,575
Benefits**	\$18,539	\$19,836	\$21,393
Total Estimated Compensation	\$73,109	\$79,863	\$87,968

* Granville County supplements for all teachers are 7% of the state base salary.

** 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 pay may be higher than shown above.

Greene County Teacher Compensation for 2016-17

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)
Greene County Supplement*	\$1,000	\$1,000	--
Total Pay	\$36,000	\$39,500	--
Benefits**	\$14,125	\$14,957	--
Total, Estimated Compensation	\$50,125	\$54,457	--

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
Greene County Supplement*	\$1,000	\$1,000	\$1,000
Total Pay	\$46,250	\$50,775	\$56,205
Benefits**	\$16,562	\$17,637	\$18,928
Total, Estimated Compensation	\$62,812	\$68,412	\$75,133

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Greene County Supplement*	\$1,000	\$1,000	\$1,000
Total Pay	\$52,000	\$57,100	\$63,220
Benefits**	\$17,928	\$19,141	\$20,595
Total Estimated Compensation	\$69,928	\$76,241	\$83,815

* Greene County supplements for all teachers are \$1,000 per year.

** 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 pay may be higher than shown above.

Harnett County Teacher Compensation for 2016-17

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)
Harnett County Supplement*	\$2,000	\$2,000	--
Total Pay	\$37,000	\$40,500	--
Benefits**	\$14,363	\$15,195	--
Total, Estimated Compensation	\$51,363	\$55,695	--

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
Harnett County Supplement*	\$2,400	\$2,400	\$2,400
Total Pay	\$47,650	\$52,175	\$57,605
Benefits**	\$16,894	\$17,970	\$19,261
Total, Estimated Compensation	\$64,544	\$70,145	\$76,866

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Harnett County Supplement*	\$2,600	\$2,600	\$2,600
Total Pay	\$53,600	\$58,700	\$64,820
Benefits**	\$18,309	\$19,521	\$20,976
Total Estimated Compensation	\$71,909	\$78,221	\$85,796

* Harnett County supplements for teachers are variable dollar amounts ranging from \$2,000-\$2,600 based on experience.

** 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 pay may be higher than shown above.

Haywood County Teacher Compensation for 2016-17⁷

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)
Haywood County Supplement*	\$1,575	\$1,733	--
Total Pay	\$36,575	\$40,233	--
Benefits**	\$14,262	\$15,131	--
Total, Estimated Compensation	\$50,837	\$55,364	--

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
Haywood County Supplement*	\$2,036	\$2,240	\$2,484
Total Pay	\$47,286	\$52,015	\$57,689
Benefits**	\$16,808	\$17,932	\$19,281
Total, Estimated Compensation	\$64,094	\$69,947	\$76,970

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Haywood County Supplement*	\$2,550	\$2,805	\$3,111
Total Pay	\$53,550	\$58,905	\$65,331
Benefits**	\$18,297	\$19,570	\$21,097
Total Estimated Compensation	\$71,847	\$78,475	\$86,428

* As of the 2015-2016 school year in Haywood County, local salary supplements were the following percentages of the State base salary based on experience: 0-19 yrs: 4.5%; 20-24 yrs: 4.75%; 25+ yrs: 5%.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

⁷ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Iredell County Teacher Compensation for 2016-17⁸

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)
Iredell County Supplement*	\$2,100	\$2,310	--
Total Pay	\$37,100	\$40,810	--
Benefits**	\$14,387	\$15,269	--
Total, Estimated Compensation	\$51,487	\$56,079	--

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
Iredell County Supplement*	\$2,715	\$2,987	\$3,312
Total Pay	\$47,965	\$52,762	\$58,517
Benefits**	\$16,969	\$18,109	\$19,478
Total, Estimated Compensation	\$64,934	\$70,871	\$77,995

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Iredell County Supplement*	\$3,060	\$3,366	\$3,733
Total Pay	\$54,060	\$59,466	\$65,953
Benefits**	\$18,418	\$19,703	\$21,245
Total Estimated Compensation	\$72,478	\$79,169	\$87,198

* For 2015-16, Iredell County supplements for all teachers were 6% of the base State salary.

** 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 pay may be higher than shown above.

⁸ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Lenoir County Teacher Compensation for 2016-17

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)
Lenoir County Supplement*	\$1,700	\$1,700	--
Total Pay	\$36,700	\$40,200	--
Benefits**	\$14,292	\$15,124	--
Total, Estimated Compensation	\$50,992	\$55,324	--

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
Lenoir County Supplement*	\$1,700	\$1,700	\$1,700
Total Pay	\$46,950	\$51,475	\$56,905
Benefits**	\$16,728	\$17,804	\$19,094
Total, Estimated Compensation	\$63,678	\$69,279	\$75,999

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Lenoir County Supplement*	\$1,700	\$1,700	\$1,700
Total Pay	\$52,700	\$57,800	\$63,920
Benefits**	\$18,095	\$19,307	\$20,762
Total Estimated Compensation	\$70,795	\$77,107	\$84,682

* Lenoir County supplements for all teachers are \$1,700.

** 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 pay may be higher than shown above.

Lincoln County Teacher Compensation for 2016-17

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)
Lincoln County Supplement*	\$2,450	\$2,695	--
Total Pay	\$37,450	\$41,195	--
Benefits**	\$14,470	\$15,360	--
Total, Estimated Compensation	\$51,920	\$56,555	--

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
Lincoln County Supplement*	\$3,168	\$3,484	\$3,864
Total Pay	\$48,418	\$53,259	\$59,069
Benefits**	\$17,077	\$18,228	\$19,609
Total, Estimated Compensation	\$65,494	\$71,487	\$78,678

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Lincoln County Supplement*	\$3,570	\$3,927	\$4,355
Total Pay	\$54,570	\$60,027	\$66,575
Benefits**	\$18,539	\$19,836	\$21,393
Total Estimated Compensation	\$73,109	\$79,863	\$87,968

* Lincoln County supplements for all teachers are 7% of the state base salary.

** 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 pay may be higher than shown above.

Madison County Teacher Compensation for 2016-17⁹

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)
Madison County Supplement*	\$0	\$0	--
Total Pay	\$35,000	\$38,500	--
Benefits**	\$13,888	\$14,719	--
Total, Estimated Compensation	\$48,888	\$53,219	--

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
Madison County Supplement*	\$0	\$0	\$0
Total Pay	\$45,250	\$49,775	\$55,205
Benefits**	\$16,324	\$17,400	\$18,690
Total, Estimated Compensation	\$61,574	\$67,175	\$73,895

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Madison County Supplement*	\$0	\$0	\$0
Total Pay	\$51,000	\$56,100	\$62,220
Benefits**	\$17,691	\$18,903	\$20,358
Total Estimated Compensation	\$68,691	\$75,003	\$82,578

* At the moment Madison County does not provide a local salary supplement.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

⁹ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Nash – Rocky Mount Teacher Compensation for 2016-17

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)
Nash County Supplement*	\$3,150	\$3,465	--
Total Pay	\$38,150	\$41,965	--
Benefits**	\$14,636	\$15,543	--
Total, Estimated Compensation	\$52,786	\$57,508	--

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
Nash County Supplement*	\$4,073	\$4,480	\$4,968
Total Pay	\$49,323	\$54,255	\$60,173
Benefits**	\$17,292	\$18,464	\$19,871
Total, Estimated Compensation	\$66,614	\$72,719	\$80,045

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Nash County Supplement*	\$4,590	\$5,049	\$5,600
Total Pay	\$55,590	\$61,149	\$67,820
Benefits**	\$18,782	\$20,103	\$21,689
Total Estimated Compensation	\$74,372	\$81,252	\$89,509

* Nash – Rocky Mount supplements for all teachers are 9% of the state base salary.

** 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 pay may be higher than shown above.

New Hanover County Teacher Compensation for 2016-17

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)
New Hanover County Supplement*	\$2,800	\$3,080	--
Total Pay	\$37,800	\$41,580	--
Benefits**	\$14,553	\$15,452	--
Total, Estimated Compensation	\$52,353	\$57,032	--

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
New Hanover County Supplement*	\$3,620	\$3,982	\$4,416
Total Pay	\$48,870	\$53,757	\$59,621
Benefits**	\$17,184	\$18,346	\$19,740
Total, Estimated Compensation	\$66,054	\$72,103	\$79,361

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
New Hanover County Supplement*	\$4,590	\$5,049	\$5,600
Total Pay	\$55,590	\$61,149	\$67,820
Benefits**	\$18,782	\$20,103	\$21,689
Total Estimated Compensation	\$74,372	\$81,252	\$89,509

* New Hanover County supplements for teacher are 8% of the state base salary for teachers with up to 25 years of experience, and 9% of the state base salary for teachers with over 25 years experience.

** 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 pay may be higher than shown above.

Onslow County Teacher Compensation 2016-17¹⁰

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)
Onslow County Supplement*	\$3,500	\$3,850	--
Total Pay	\$38,500	\$42,350	--
Benefits**	\$14,719	\$15,635	--
Total, Estimated Compensation	\$53,219	\$57,985	--

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
Onslow County Supplement*	\$4,525	\$4,978	\$5,521
Total Pay	\$49,775	\$54,753	\$60,726
Benefits**	\$17,400	\$18,583	\$20,002
Total, Estimated Compensation	\$67,175	\$73,335	\$80,728

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Onslow County Supplement*	\$5,100	\$5,610	\$6,222
Total Pay	\$56,100	\$61,710	\$68,442
Benefits**	\$18,903	\$20,236	\$21,837
Total Estimated Compensation	\$75,003	\$81,946	\$90,279

* For 2015-16, the Onslow County supplement for all teachers was 10% of the State base salary.

** 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 pay may be higher than shown above.

¹⁰ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Pender County Teacher Compensation for 2016-17

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)
Pender County Supplement*	\$2,100	\$2,310	--
Total Pay	\$37,100	\$40,810	--
Benefits**	\$14,387	\$15,269	--
Total, Estimated Compensation	\$51,487	\$56,079	--

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
Pender County Supplement*	\$2,715	\$2,987	\$3,312
Total Pay	\$47,965	\$52,762	\$58,517
Benefits**	\$16,969	\$18,109	\$19,478
Total, Estimated Compensation	\$64,934	\$70,871	\$77,995

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Pender County Supplement*	\$3,060	\$3,366	\$3,733
Total Pay	\$54,060	\$59,466	\$65,953
Benefits**	\$18,418	\$19,703	\$21,245
Total Estimated Compensation	\$72,478	\$79,169	\$87,198

* Pender County supplements for all teachers are 6% of the base State salary.

** 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 pay may be higher than shown above.

Person County Teacher Compensation for 2016-17¹¹

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)
Person County Supplement*	\$3,500	\$3,850	--
Total Pay	\$38,500	\$42,350	--
Benefits**	\$14,719	\$15,635	--
Total, Estimated Compensation	\$53,219	\$57,985	--

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
Person County Supplement*	\$4,525	\$4,978	\$5,521
Total Pay	\$49,775	\$54,753	\$60,726
Benefits**	\$17,400	\$18,583	\$20,002
Total, Estimated Compensation	\$67,175	\$73,335	\$80,728

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Person County Supplement*	\$5,100	\$5,610	\$6,222
Total Pay	\$56,100	\$61,710	\$68,442
Benefits**	\$18,903	\$20,236	\$21,837
Total Estimated Compensation	\$75,003	\$81,946	\$90,279

* For 2015-16, the Person County supplement for all teachers was 10% of the State base salary.

** 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 pay may be higher than shown above.

¹¹ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Pitt County Teacher Compensation for 2016-17¹²

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)
Pitt County Supplement*	\$1,350	\$1,420	--
Total Pay	\$36,350	\$39,920	--
Benefits**	\$14,104	\$14,952	--
Total, Estimated Compensation	\$50,454	\$54,872	--

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
Pitt County Supplement*	\$2,263	\$2,489	\$2,760
Total Pay	\$47,513	\$52,264	\$57,965
Benefits**	\$16,862	\$17,991	\$19,346
Total, Estimated Compensation	\$64,374	\$70,255	\$77,312

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Pitt County Supplement*	\$2,550	\$2,805	\$3,111
Total Pay	\$53,550	\$58,905	\$65,331
Benefits**	\$18,297	\$19,570	\$21,097
Total Estimated Compensation	\$71,847	\$78,475	\$86,428

* As of the 2015-2016 school year in Pitt County, all new teachers received a \$650 signing bonus. All teachers who are new to Pitt County Schools receive a 2% supplement. If the teacher meets the criteria after one year of service, a 5% supplement is available.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

¹² Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Randolph County Teacher Compensation for 2016-17¹³

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)
Randolph County Supplement*	\$1,750	\$1,925	--
Total Pay	\$36,750	\$40,425	--
Benefits**	\$14,303	\$15,177	--
Total, Estimated Compensation	\$51,053	\$55,602	--

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
Randolph County Supplement*	\$2,263	\$2,489	\$2,760
Total Pay	\$47,513	\$52,264	\$57,965
Benefits**	\$16,862	\$17,991	\$19,346
Total, Estimated Compensation	\$64,374	\$70,255	\$77,312

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Randolph County Supplement*	\$2,550	\$2,805	\$3,111
Total Pay	\$53,550	\$58,905	\$65,331
Benefits**	\$18,297	\$19,570	\$21,097
Total Estimated Compensation	\$71,847	\$78,475	\$86,428

* For 2015-16, Randolph County supplements for all teachers are 5% of the State base salary.

** 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 pay may be higher than shown above.

¹³ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Rockingham County Teacher Compensation for 2016-17¹⁴

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)
Rockingham County Supplement*	\$1,750	\$1,925	--
Total Pay	\$36,750	\$40,425	--
Benefits**	\$14,303	\$15,177	--
Total, Estimated Compensation	\$51,053	\$55,602	--

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
Rockingham County Supplement*	\$2,263	\$2,489	\$2,760
Total Pay	\$47,513	\$52,264	\$57,965
Benefits**	\$16,862	\$17,991	\$19,346
Total, Estimated Compensation	\$64,374	\$70,255	\$77,312

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Rockingham County Supplement*	\$2,550	\$2,805	\$3,111
Total Pay	\$53,550	\$58,905	\$65,331
Benefits**	\$18,297	\$19,570	\$21,097
Total Estimated Compensation	\$71,847	\$78,475	\$86,428

* 2015-16 Rockingham County local supplements for all teachers were 5% of the base State Salary.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

¹⁴ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Rowan County Teacher Compensation for 2016-17¹⁵

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)
Rowan-Salisbury Supplement*	\$2,000	\$2,300	--
Total Pay	\$37,000	\$40,800	--
Benefits**	\$14,363	\$15,266	--
Total, Estimated Compensation	\$51,363	\$56,066	--

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
Rowan-Salisbury Supplement*	\$2,200	\$2,650	\$2,650
Total Pay	\$47,450	\$52,425	\$57,855
Benefits**	\$16,847	\$18,029	\$19,320
Total, Estimated Compensation	\$64,297	\$70,454	\$77,175

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Rowan-Salisbury Supplement*	\$2,350	\$2,900	\$2,900
Total Pay	\$53,350	\$59,000	\$65,120
Benefits**	\$18,249	\$19,592	\$21,047
Total Estimated Compensation	\$71,599	\$78,592	\$86,167

* For 2015-16, Rowan-Salisbury supplements for teachers with a bachelor's degree were as follows: 0-4 years: \$2,000; 5-9 years: \$2,050; 10-14 years: \$2,125; 15-19 years: \$2,200; 20-24 years: \$2,275; 25+ years: \$2,350. Supplements for teachers with a Master's degree are as follows: 0-4 years: \$2,300; 5-9 years: \$2,400; 10-14 years: \$2,525; 15-19 years: \$2,650; 20-24 years: \$2,775; 25+ years: \$2,900.

** 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 pay may be higher than shown above.

¹⁵ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Rutherford County Teacher Compensation for 2016-17

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)
Rutherford County Supplement*	\$1,100	\$1,100	--
Total Pay	\$36,100	\$39,600	--
Benefits**	\$14,149	\$14,981	--
Total, Estimated Compensation	\$50,249	\$54,581	--

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
Rutherford County Supplement*	\$1,100	\$1,100	\$1,100
Total Pay	\$46,350	\$50,875	\$56,305
Benefits**	\$16,585	\$17,661	\$18,952
Total, Estimated Compensation	\$62,935	\$68,536	\$75,257

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Rutherford County Supplement*	\$1,100	\$1,100	\$1,100
Total Pay	\$52,100	\$57,200	\$63,320
Benefits**	\$17,952	\$19,164	\$20,619
Total Estimated Compensation	\$70,052	\$76,364	\$83,939

* The Rutherford County supplement for all teachers is \$1,100 dollars annually.

** 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 pay may be higher than shown above.

Union County Teacher Compensation for 2016-17¹⁶

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)
Union County Supplement*	\$3,150	\$4,650	--
Total Pay	\$38,150	\$43,150	--
Benefits**	\$14,636	\$15,825	--
Total, Estimated Compensation	\$52,786	\$58,975	--

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
Union County Supplement*	\$3,915	\$5,415	\$5,415
Total Pay	\$49,165	\$55,190	\$60,620
Benefits**	\$17,255	\$18,687	\$19,977
Total, Estimated Compensation	\$66,420	\$73,877	\$80,597

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Union County Supplement*	\$4,500	\$6,000	\$6,000
Total Pay	\$55,500	\$62,100	\$68,220
Benefits**	\$18,760	\$20,329	\$21,784
Total Estimated Compensation	\$74,260	\$82,429	\$90,004

* For 2015-16, Union County supplements for teachers with a bachelor's degree were as follows: 0-4 years: \$3,150; 5-9 years: \$3,285; 10-14 years: \$3,600; 15-19 years: \$3,915; 20-24 years: \$4,185; 25+ years: \$4,500. Supplements for teachers with a Master's degree are as follows: 0-4 years: \$4,650; 5-9 years: \$4,785; 10-14 years: \$5,100; 15-19 years: \$5,415; 20-24 years: \$5,685; 25+ years: \$6,000.

** 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 pay may be higher than shown above.

¹⁶ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Wake County Teacher Compensation for 2016-17¹⁷

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	--
Total Pay	\$41,038	\$45,334	--
Benefits**	\$15,323	\$16,334	--
Total, Estimated Compensation	\$56,360	\$61,678	--

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
Total Pay	\$53,508	\$59,108	\$65,556
Benefits**	\$18,287	\$19,618	\$21,151
Total, Estimated Compensation	\$71,795	\$78,726	\$86,707

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

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

* For 2015-16, Wake County supplements for teachers with a bachelor's degree were 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.

¹⁷ Local supplement values are based on 2015-2016 numbers. They are subject to change by local decision.

** 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.

Watauga County Teacher Compensation for 2016-17¹⁸

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)
Watauga County Supplement*	\$1,950	\$1,950	--
Total Pay	\$36,950	\$40,450	--
Benefits**	\$14,351	\$15,183	--
Total, Estimated Compensation	\$51,301	\$55,633	--

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
Watauga County Supplement*	\$2,430	\$2,430	\$2,430
Total Pay	\$47,680	\$52,205	\$57,635
Benefits**	\$16,902	\$17,977	\$19,268
Total, Estimated Compensation	\$64,528	\$70,182	\$76,903

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Watauga County Supplement*	\$2,760	\$2,760	\$2,760
Total Pay	\$53,760	\$58,860	\$64,980
Benefits**	\$18,347	\$19,559	\$21,014
Total Estimated Compensation	\$72,107	\$78,419	\$85,994

* For 2015-16, Watauga County supplements for teachers were based on years of experience: 0-4 yrs: \$1,950; 5-9 yrs: \$2,135; 10-14 yrs: \$2,280; 15-19 yrs: \$2,430; 20-24 yrs: \$2,560; 25+ yrs: \$2,760.

** 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 pay may be higher than shown above.

¹⁸ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Wayne County Teacher Compensation for 2016-17

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)
Wayne County Supplement*	\$2,275	\$2,503	--
Total Pay	\$37,275	\$41,003	--
Benefits**	\$14,428	\$15,314	--
Total, Estimated Compensation	\$51,703	\$56,317	--

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
Wayne County Supplement*	\$2,941	\$3,235	\$3,588
Total Pay	\$48,191	\$53,010	\$58,793
Benefits**	\$17,023	\$18,169	\$19,543
Total, Estimated Compensation	\$65,214	\$71,179	\$78,336

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Wayne County Supplement*	\$3,315	\$3,647	\$4,044
Total Pay	\$54,315	\$59,747	\$66,264
Benefits**	\$18,479	\$19,770	\$21,319
Total Estimated Compensation	\$72,794	\$79,516	\$87,583

* Wayne County supplements for all teachers are 6.5% of the base State salary.

** 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 pay may be higher than shown above.

Wilson County Teacher Compensation for 2016-17¹⁹

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)
Wilson County Supplement*	\$2,800	\$3,080	--
Total Pay	\$37,800	\$41,580	--
Benefits**	\$14,553	\$15,452	--
Total, Estimated Compensation	\$52,353	\$57,032	--

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
Wilson County Supplement*	\$3,620	\$3,982	\$4,416
Total Pay	\$48,870	\$53,757	\$59,621
Benefits**	\$17,184	\$18,346	\$19,740
Total, Estimated Compensation	\$66,054	\$72,103	\$79,361

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Wilson County Supplement*	\$4,080	\$4,488	\$4,978
Total Pay	\$55,080	\$60,588	\$67,198
Benefits**	\$18,661	\$19,970	\$21,541
Total Estimated Compensation	\$73,741	\$80,558	\$88,738

* For the 2015-2016 school year, Wilson County provided a supplement of 8% of the base State salary.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

¹⁹ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.

Yancey County Teacher Compensation for 2016-17²⁰

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)
Yancey County Supplement*	\$300	\$300	--
Total Pay	\$35,300	\$38,800	--
Benefits**	\$13,959	\$14,791	--
Total, Estimated Compensation	\$49,259	\$53,591	--

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
Yancey County Supplement*	\$300	\$300	\$300
Total Pay	\$45,550	\$50,075	\$55,505
Benefits**	\$16,395	\$17,471	\$18,762
Total, Estimated Compensation	\$61,945	\$67,546	\$74,267

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

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Master's Degree and National Board</u>
State Salary****	\$51,000	\$56,100	\$62,220
Yancey County Supplement*	\$300	\$300	\$300
Total Pay	\$51,300	\$56,400	\$62,520
Benefits**	\$17,762	\$18,974	\$20,429
Total Estimated Compensation	\$69,062	\$75,374	\$82,949

* As of the 2015-2016 school year, Yancey County offered a \$300 supplement to all teachers.

** 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 in 2015, some teachers' total compensation may be higher than shown above.

²⁰ Supplement values represent 2015-2016 numbers. They are subject to change by local decision.