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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1
### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Alamance-Burlington Supplement*</td>
<td>$2,975</td>
<td>$3,273</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,975</strong></td>
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</tr>
<tr>
<td>Benefits**</td>
<td>$14,595</td>
<td>$15,497</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$52,570</strong></td>
<td><strong>$57,270</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Alamance-Burlington Supplement*</td>
<td>$3,846</td>
<td>$4,231</td>
<td>$4,692</td>
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<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$49,096</strong></td>
<td><strong>$54,006</strong></td>
<td><strong>$59,897</strong></td>
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<tr>
<td>Benefits**</td>
<td>$17,238</td>
<td>$18,405</td>
<td>$19,806</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$66,334</strong></td>
<td><strong>$72,411</strong></td>
<td><strong>$79,703</strong></td>
</tr>
</tbody>
</table>

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

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

* 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.

Supplement values represent 2015-2016 numbers. They are subject to change by local decision.
## Anson County Teacher Compensation for 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Anson County Supplement</strong>*</td>
<td>$875</td>
<td>$963</td>
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</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$35,875</td>
<td>$39,463</td>
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<tr>
<td><strong>Benefits</strong>**</td>
<td>$14,095</td>
<td>$14,948</td>
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</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$49,970</td>
<td>$54,411</td>
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</table>

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

<table>
<thead>
<tr>
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<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Anson County Supplement</strong>*</td>
<td>$1,131</td>
<td>$1,244</td>
<td>$1,380</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$46,381</td>
<td>$51,019</td>
<td>$56,585</td>
</tr>
<tr>
<td><strong>Benefits</strong>**</td>
<td>$16,593</td>
<td>$17,695</td>
<td>$19,018</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$62,974</td>
<td>$68,715</td>
<td>$75,603</td>
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</table>

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

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

* 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 2016-17

#### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Ashe County Supplement</strong>*</td>
<td>$500</td>
<td>$500</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$35,500</td>
<td>$39,000</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,006</td>
<td>$14,838</td>
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</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$49,506</td>
<td>$53,838</td>
<td>--</td>
</tr>
</tbody>
</table>

**Beginning Teacher Compensation**
- Bachelor’s Degree
- Master’s Degree
- Master’s Degree and National Board

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Ashe County Supplement</strong>*</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$45,750</td>
<td>$50,275</td>
<td>$55,705</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$16,443</td>
<td>$17,518</td>
<td>$18,809</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$62,193</td>
<td>$67,793</td>
<td>$74,514</td>
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</table>

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

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

* 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.

Supplement values represent 2015-2016 numbers. They are subject to change by local decision.
## Burke County Teacher Compensation for 2016-17\(^3\)

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Burke County Supplement*</td>
<td>$1,925</td>
<td>$2,118</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$36,925</strong></td>
<td><strong>$40,618</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,345</td>
<td>$15,223</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$51,270</strong></td>
<td><strong>$55,840</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Burke County Supplement*</td>
<td>$2,489</td>
<td>$2,738</td>
<td>$3,036</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$47,739</strong></td>
<td><strong>$52,513</strong></td>
<td>$58,241</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,916</td>
<td>$18,050</td>
<td>$19,412</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$64,654</strong></td>
<td><strong>$70,563</strong></td>
<td>$77,653</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Caswell County Supplement*</td>
<td>$0</td>
<td>$0</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$13,888</td>
<td>$14,719</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$48,888</td>
<td>$53,219</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Caswell County Supplement*</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,324</td>
<td>$17,400</td>
<td>$18,690</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$61,574</td>
<td>$67,175</td>
<td>$73,895</td>
</tr>
</tbody>
</table>

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

<table>
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<tr>
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<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary****</td>
<td>$51,000</td>
<td>$56,100</td>
<td>$62,220</td>
</tr>
<tr>
<td>Caswell County Supplement*</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$51,000</td>
<td>$56,100</td>
<td>$62,220</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,691</td>
<td>$18,903</td>
<td>$20,358</td>
</tr>
<tr>
<td><strong>Total Estimated Compensation</strong></td>
<td>$68,691</td>
<td>$75,003</td>
<td>$82,578</td>
</tr>
</tbody>
</table>

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Chapel Hill/Carrboro Supplement*</td>
<td>$5,600</td>
<td>$6,160</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$40,600</strong></td>
<td><strong>$44,660</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$15,219</td>
<td>$16,184</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$55,819</strong></td>
<td><strong>$60,844</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
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<tr>
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<th>Master’s Degree and National Board</th>
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</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Chapel Hill/Carrboro Supplement*</td>
<td>$7,240</td>
<td>$7,964</td>
<td>$8,833</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$52,490</strong></td>
<td><strong>$57,739</strong></td>
<td><strong>$64,038</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$18,045</td>
<td>$19,293</td>
<td>$20,790</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$70,535</strong></td>
<td><strong>$77,032</strong></td>
<td><strong>$84,828</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
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<tbody>
<tr>
<td>State Salary****</td>
<td>$51,000</td>
<td>$56,100</td>
<td>$62,220</td>
</tr>
<tr>
<td>Chapel Hill/Carrboro Supplement*</td>
<td>$12,750</td>
<td>$14,025</td>
<td>$15,555</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$63,750</strong></td>
<td><strong>$70,125</strong></td>
<td><strong>$77,775</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$20,721</td>
<td>$22,237</td>
<td>$24,055</td>
</tr>
<tr>
<td><strong>Total Estimated Compensation</strong></td>
<td><strong>$84,471</strong></td>
<td><strong>$92,362</strong></td>
<td><strong>$101,830</strong></td>
</tr>
</tbody>
</table>

* 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Charlotte/Mecklenburg Supplement*</td>
<td>$5,247</td>
<td>$5,767</td>
<td>--</td>
</tr>
<tr>
<td>Total Pay</td>
<td>$40,247</td>
<td>$44,267</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$15,135</td>
<td>$16,090</td>
<td>--</td>
</tr>
<tr>
<td>Total, Estimated Compensation</td>
<td>$55,381</td>
<td>$60,358</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Charlotte/Mecklenburg Supplement*</td>
<td>$7,027</td>
<td>$8,238</td>
<td>$9,131</td>
</tr>
<tr>
<td>Total Pay</td>
<td>$52,277</td>
<td>$58,013</td>
<td>$64,336</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,994</td>
<td>$19,358</td>
<td>$20,861</td>
</tr>
<tr>
<td>Total, Estimated Compensation</td>
<td>$70,272</td>
<td>$77,370</td>
<td>$85,197</td>
</tr>
</tbody>
</table>

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

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

* 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.

---

* Supplement values represent 2015-2016 numbers. They are subject to change by local decision.
### Chatham County Teacher Compensation for 2016-17

#### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th>Degree</th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Chatham County Supplement</strong>*</td>
<td>$4,024</td>
<td>$4,126</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$39,024</td>
<td>$42,626</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,844</td>
<td>$15,700</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$53,868</td>
<td>$58,326</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Degree</th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Chatham County Supplement</strong>*</td>
<td>$4,728</td>
<td>$4,830</td>
<td>$4,830</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$49,978</td>
<td>$54,605</td>
<td>$60,035</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$17,448</td>
<td>$18,548</td>
<td>$19,838</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$67,426</td>
<td>$73,153</td>
<td>$79,873</td>
</tr>
</tbody>
</table>

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

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

---

* Chatham County supplements for teachers are a variable dollar amount, based on experience and degree. See here: [https://docs.google.com/document/d/1ZQhulmF7V3XGRJvs0pIUXhh6I1v5Z9oMbG9WMFq5q8/edit?pref=2&pli=1](https://docs.google.com/document/d/1ZQhulmF7V3XGRJvs0pIUXhh6I1v5Z9oMbG9WMFq5q8/edit?pref=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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Cleveland County Supplement*</td>
<td>$1,107</td>
<td>$1,216</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,107</td>
<td>$39,716</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,151</td>
<td>$15,008</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$50,258</td>
<td>$54,724</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Cleveland County Supplement*</td>
<td>$1,748</td>
<td>$1,851</td>
<td>$1,851</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$46,998</td>
<td>$51,626</td>
<td>$57,056</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,739</td>
<td>$17,840</td>
<td>$19,130</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$63,737</td>
<td>$69,466</td>
<td>$76,186</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Craven County Supplement</strong>*</td>
<td>$2,300</td>
<td>$2,300</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$37,300</td>
<td>$40,800</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong>**</td>
<td>$14,434</td>
<td>$15,266</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,734</td>
<td>$56,066</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Craven County Supplement</strong>*</td>
<td>$2,300</td>
<td>$2,300</td>
<td>$2,300</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,550</td>
<td>$52,075</td>
<td>$57,505</td>
</tr>
<tr>
<td><strong>Benefits</strong>**</td>
<td>$16,871</td>
<td>$17,946</td>
<td>$19,237</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,421</td>
<td>$70,021</td>
<td>$76,742</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Davie County Supplement*</td>
<td>$1,925</td>
<td>$2,118</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$36,925</strong></td>
<td><strong>$40,618</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,345</td>
<td>$15,223</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,270</td>
<td>$55,840</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Davie County Supplement*</td>
<td>$2,489</td>
<td>$2,738</td>
<td>$3,036</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$47,739</strong></td>
<td><strong>$52,513</strong></td>
<td><strong>$58,241</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,916</td>
<td>$18,050</td>
<td>$19,412</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,654</td>
<td>$70,563</td>
<td><strong>$77,653</strong></td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Duplin County Supplement*</td>
<td>$1,925</td>
<td>$2,118</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$36,925</strong></td>
<td><strong>$40,618</strong></td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,345</td>
<td>$15,223</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$51,270</strong></td>
<td><strong>$55,840</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Duplin County Supplement*</td>
<td>$2,489</td>
<td>$2,738</td>
<td>$3,036</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$47,739</strong></td>
<td><strong>$52,513</strong></td>
<td><strong>$58,241</strong></td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$16,916</td>
<td>$18,050</td>
<td>$19,412</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$64,654</strong></td>
<td><strong>$70,563</strong></td>
<td><strong>$77,653</strong></td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Forsyth County Supplement*</td>
<td>$2,700</td>
<td>$3,000</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,700</strong></td>
<td><strong>$41,500</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,529</td>
<td>$15,433</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$52,229</strong></td>
<td><strong>$56,933</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Forsyth County Supplement*</td>
<td>$3,920</td>
<td>$4,310</td>
<td>$4,310</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$49,170</strong></td>
<td><strong>$54,085</strong></td>
<td>$59,515</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,256</td>
<td>$18,424</td>
<td>$19,715</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$66,426</strong></td>
<td><strong>$72,509</strong></td>
<td>$79,230</td>
</tr>
</tbody>
</table>

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

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


** 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Franklin County Supplement*</td>
<td>$2,450</td>
<td>$2,695</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$37,450</td>
<td>$41,195</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,470</td>
<td>$15,360</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,920</td>
<td>$56,555</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Franklin County Supplement*</td>
<td>$3,168</td>
<td>$3,484</td>
<td>$3,864</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$48,418</td>
<td>$53,259</td>
<td>$59,069</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,077</td>
<td>$18,228</td>
<td>$19,609</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$65,494</td>
<td>$71,487</td>
<td>$78,678</td>
</tr>
</tbody>
</table>

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

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

* 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.

---

* Supplement values represent 2015-2016 numbers. They are subject to change by local decision.
## Gaston County Teacher Compensation for 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Gaston County Supplement</strong>*</td>
<td>$1,677</td>
<td>$1,983</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,677</td>
<td>$40,483</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,286</td>
<td>$15,191</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$50,963</td>
<td>$55,674</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Gaston County Supplement</strong>*</td>
<td>$2,549</td>
<td>$2,844</td>
<td>$2,844</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,799</td>
<td>$52,619</td>
<td>$58,049</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$16,930</td>
<td>$18,076</td>
<td>$19,366</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,729</td>
<td>$70,695</td>
<td>$77,415</td>
</tr>
</tbody>
</table>

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

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


** 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Granville County Supplement*</td>
<td>$2,450</td>
<td>$2,695</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,450</strong></td>
<td><strong>$41,195</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,470</td>
<td>$15,360</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$51,920</strong></td>
<td><strong>$56,555</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Granville County Supplement*</td>
<td>$3,168</td>
<td>$3,484</td>
<td>$3,864</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$48,418</strong></td>
<td><strong>$53,259</strong></td>
<td><strong>$59,069</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,077</td>
<td>$18,228</td>
<td>$19,609</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$65,494</strong></td>
<td><strong>$71,487</strong></td>
<td><strong>$78,678</strong></td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Greene County Supplement*</td>
<td>$1,000</td>
<td>$1,000</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,000</td>
<td>$39,500</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,125</td>
<td>$14,957</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$50,125</td>
<td>$54,457</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Greene County Supplement*</td>
<td>$1,000</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$46,250</td>
<td>$50,775</td>
<td>$56,205</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,562</td>
<td>$17,637</td>
<td>$18,928</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$62,812</td>
<td>$68,412</td>
<td>$75,133</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Harnett County Supplement*</td>
<td>$2,000</td>
<td>$2,000</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,000</strong></td>
<td><strong>$40,500</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,363</td>
<td>$15,195</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$51,363</strong></td>
<td><strong>$55,695</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Harnett County Supplement*</td>
<td>$2,400</td>
<td>$2,400</td>
<td>$2,400</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$47,650</strong></td>
<td><strong>$52,175</strong></td>
<td><strong>$57,605</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,894</td>
<td>$17,970</td>
<td>$19,261</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$64,544</strong></td>
<td><strong>$70,145</strong></td>
<td><strong>$76,866</strong></td>
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</table>

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

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

* 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 2016-17

## Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Haywood County Supplement*</td>
<td>$1,575</td>
<td>$1,733</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,575</td>
<td>$40,233</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,262</td>
<td>$15,131</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$50,837</td>
<td>$55,364</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Haywood County Supplement*</td>
<td>$2,036</td>
<td>$2,240</td>
<td>$2,484</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,286</td>
<td>$52,015</td>
<td>$57,689</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,808</td>
<td>$17,932</td>
<td>$19,281</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,094</td>
<td>$69,947</td>
<td>$76,970</td>
</tr>
</tbody>
</table>

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

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

* 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.

---

*Supplement values represent 2015-2016 numbers. They are subject to change by local decision.*
# Iredell County Teacher Compensation for 2016-17

## Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Iredell County Supplement*</td>
<td>$2,100</td>
<td>$2,310</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$37,100</td>
<td>$40,810</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,387</td>
<td>$15,269</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,487</td>
<td>$56,079</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Iredell County Supplement*</td>
<td>$2,715</td>
<td>$2,987</td>
<td>$3,312</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,965</td>
<td>$52,762</td>
<td>$58,517</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,969</td>
<td>$18,109</td>
<td>$19,478</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,934</td>
<td>$70,871</td>
<td>$77,995</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Lenoir County Supplement</strong>*</td>
<td>$1,700</td>
<td>$1,700</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,700</td>
<td>$40,200</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,292</td>
<td>$15,124</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$50,992</td>
<td>$55,324</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Lenoir County Supplement</strong>*</td>
<td>$1,700</td>
<td>$1,700</td>
<td>$1,700</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$46,950</td>
<td>$51,475</td>
<td>$56,905</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$16,728</td>
<td>$17,804</td>
<td>$19,094</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$63,678</td>
<td>$69,279</td>
<td>$75,999</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Lincoln County Supplement*</td>
<td>$2,450</td>
<td>$2,695</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,450</strong></td>
<td><strong>$41,195</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,470</td>
<td>$15,360</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$51,920</strong></td>
<td><strong>$56,555</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Lincoln County Supplement*</td>
<td>$3,168</td>
<td>$3,484</td>
<td>$3,864</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$48,418</strong></td>
<td><strong>$53,259</strong></td>
<td><strong>$59,069</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,077</td>
<td>$18,228</td>
<td>$19,609</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$65,494</strong></td>
<td><strong>$71,487</strong></td>
<td><strong>$78,678</strong></td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Madison County Supplement</strong>*</td>
<td>$0</td>
<td>$0</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong>**</td>
<td>$13,888</td>
<td>$14,719</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$48,888</strong></td>
<td><strong>$53,219</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Madison County Supplement</strong>*</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Benefits</strong>**</td>
<td>$16,324</td>
<td>$17,400</td>
<td>$18,690</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$61,574</strong></td>
<td><strong>$67,175</strong></td>
<td>$73,895</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong>**</td>
<td>$51,000</td>
<td>$56,100</td>
<td>$62,220</td>
</tr>
<tr>
<td><strong>Madison County Supplement</strong>*</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$51,000</td>
<td>$56,100</td>
<td>$62,220</td>
</tr>
<tr>
<td><strong>Benefits</strong>**</td>
<td>$17,691</td>
<td>$18,903</td>
<td>$20,358</td>
</tr>
<tr>
<td><strong>Total Estimated Compensation</strong></td>
<td><strong>$68,691</strong></td>
<td><strong>$75,003</strong></td>
<td>$82,578</td>
</tr>
</tbody>
</table>

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Nash County Supplement*</td>
<td>$3,150</td>
<td>$3,465</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$38,150</td>
<td>$41,965</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,636</td>
<td>$15,543</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$52,786</td>
<td>$57,508</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Nash County Supplement*</td>
<td>$4,073</td>
<td>$4,480</td>
<td>$4,968</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$49,323</td>
<td>$54,255</td>
<td>$60,173</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,292</td>
<td>$18,464</td>
<td>$19,871</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$66,614</td>
<td>$72,719</td>
<td>$80,045</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>New Hanover County</td>
<td>$2,800</td>
<td>$3,080</td>
<td>--</td>
</tr>
<tr>
<td>Supplement*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Pay</td>
<td>$37,800</td>
<td>$41,580</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,553</td>
<td>$15,452</td>
<td>--</td>
</tr>
<tr>
<td>Total, Estimated Compensation</td>
<td>$52,353</td>
<td>$57,032</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>New Hanover County</td>
<td>$3,620</td>
<td>$3,982</td>
<td>$4,416</td>
</tr>
<tr>
<td>Supplement*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Pay</td>
<td>$48,870</td>
<td>$53,757</td>
<td>$59,621</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,184</td>
<td>$18,346</td>
<td>$19,740</td>
</tr>
<tr>
<td>Total, Estimated Compensation</td>
<td>$66,054</td>
<td>$72,103</td>
<td>$79,361</td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Onslow County Supplement*</td>
<td>$3,500</td>
<td>$3,850</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$38,500</strong></td>
<td><strong>$42,350</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,719</td>
<td>$15,635</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$53,219</strong></td>
<td><strong>$57,985</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Onslow County Supplement*</td>
<td>$4,525</td>
<td>$4,978</td>
<td>$5,521</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$49,775</strong></td>
<td><strong>$54,753</strong></td>
<td><strong>$60,726</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,400</td>
<td>$18,583</td>
<td>$20,002</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$67,175</strong></td>
<td><strong>$73,335</strong></td>
<td><strong>$80,728</strong></td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Pender County Supplement*</td>
<td>$2,100</td>
<td>$2,310</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$37,100</td>
<td>$40,810</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,387</td>
<td>$15,269</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,487</td>
<td>$56,079</td>
<td>--</td>
</tr>
</tbody>
</table>

* 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.

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Pender County Supplement*</td>
<td>$2,715</td>
<td>$2,987</td>
<td>$3,312</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,965</td>
<td>$52,762</td>
<td>$58,517</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,969</td>
<td>$18,109</td>
<td>$19,478</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,934</td>
<td>$70,871</td>
<td>$77,995</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary****</td>
<td>$51,000</td>
<td>$56,100</td>
<td>$62,220</td>
</tr>
<tr>
<td>Pender County Supplement*</td>
<td>$3,060</td>
<td>$3,366</td>
<td>$3,733</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$54,060</td>
<td>$59,466</td>
<td>$65,953</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$18,418</td>
<td>$19,703</td>
<td>$21,245</td>
</tr>
<tr>
<td><strong>Total Estimated Compensation</strong></td>
<td>$72,478</td>
<td>$79,169</td>
<td>$87,198</td>
</tr>
</tbody>
</table>
## Person County Teacher Compensation for 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Person County Supplement*</td>
<td>$3,500</td>
<td>$3,850</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$38,500</strong></td>
<td><strong>$42,350</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,719</td>
<td>$15,635</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$53,219</strong></td>
<td><strong>$57,985</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Person County Supplement*</td>
<td>$4,525</td>
<td>$4,978</td>
<td>$5,521</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$49,775</strong></td>
<td><strong>$54,753</strong></td>
<td><strong>$60,726</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,400</td>
<td>$18,583</td>
<td>$20,002</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$67,175</strong></td>
<td><strong>$73,335</strong></td>
<td><strong>$80,728</strong></td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

#### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Pitt County Supplement*</td>
<td>$1,350</td>
<td>$1,420</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,350</td>
<td>$39,920</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,104</td>
<td>$14,952</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$50,454</td>
<td>$54,872</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Pitt County Supplement*</td>
<td>$2,263</td>
<td>$2,489</td>
<td>$2,760</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,513</td>
<td>$52,264</td>
<td>$57,965</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,862</td>
<td>$17,991</td>
<td>$19,346</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,374</td>
<td>$70,255</td>
<td>$77,312</td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

## Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Randolph County Supplement*</td>
<td>$1,750</td>
<td>$1,925</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,750</td>
<td>$40,425</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,303</td>
<td>$15,177</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,053</td>
<td>$55,602</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Randolph County Supplement*</td>
<td>$2,263</td>
<td>$2,489</td>
<td>$2,760</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,513</td>
<td>$52,264</td>
<td>$57,965</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,862</td>
<td>$17,991</td>
<td>$19,346</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,374</td>
<td>$70,255</td>
<td>$77,312</td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Rockingham County</td>
<td>$1,750</td>
<td>$1,925</td>
<td>--</td>
</tr>
<tr>
<td>Supplement*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Pay</td>
<td>$36,750</td>
<td>$40,425</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,303</td>
<td>$15,177</td>
<td>--</td>
</tr>
<tr>
<td>Total, Estimated</td>
<td>$51,053</td>
<td>$55,602</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Rockingham County</td>
<td>$2,263</td>
<td>$2,489</td>
<td>$2,760</td>
</tr>
<tr>
<td>Supplement*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Pay</td>
<td>$47,513</td>
<td>$52,264</td>
<td>$57,965</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,862</td>
<td>$17,991</td>
<td>$19,346</td>
</tr>
<tr>
<td>Total, Estimated</td>
<td>$64,374</td>
<td>$70,255</td>
<td>$77,312</td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

## Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td><strong>Rowan-Salisbury Supplement</strong>*</td>
<td>$2,000</td>
<td>$2,300</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,000</strong></td>
<td><strong>$40,800</strong></td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,363</td>
<td>$15,266</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,363</td>
<td>$56,066</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td><strong>Rowan-Salisbury Supplement</strong>*</td>
<td>$2,200</td>
<td>$2,650</td>
<td>$2,650</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$47,450</strong></td>
<td><strong>$52,425</strong></td>
<td><strong>$57,855</strong></td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$16,847</td>
<td>$18,029</td>
<td>$19,320</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,297</td>
<td>$70,454</td>
<td>$77,175</td>
</tr>
</tbody>
</table>

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

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

* 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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Rutherford County Supplement*</td>
<td>$1,100</td>
<td>$1,100</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$36,100</strong></td>
<td><strong>$39,600</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,149</td>
<td>$14,981</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$50,249</strong></td>
<td><strong>$54,581</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Rutherford County Supplement*</td>
<td>$1,100</td>
<td>$1,100</td>
<td>$1,100</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$46,350</strong></td>
<td><strong>$50,875</strong></td>
<td><strong>$56,305</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,585</td>
<td>$17,661</td>
<td>$18,952</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$62,935</strong></td>
<td><strong>$68,536</strong></td>
<td><strong>$75,257</strong></td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree***</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Union County Supplement*</td>
<td>$3,150</td>
<td>$4,650</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$38,150</td>
<td>$43,150</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,636</td>
<td>$15,825</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$52,786</td>
<td>$58,975</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor's Degree</th>
<th>Master's Degree</th>
<th>Master's Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Union County Supplement*</td>
<td>$3,915</td>
<td>$5,415</td>
<td>$5,415</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$49,165</td>
<td>$55,190</td>
<td>$60,620</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,255</td>
<td>$18,687</td>
<td>$19,977</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$66,420</td>
<td>$73,877</td>
<td>$80,597</td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

### Beginning Teacher Compensation

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

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

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

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

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

* 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.

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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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Watauga County Supplement*</td>
<td>$1,950</td>
<td>$1,950</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$36,950</td>
<td>$40,450</td>
<td>--</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$14,351</td>
<td>$15,183</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$51,301</td>
<td>$55,633</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>State Salary</strong></td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Watauga County Supplement*</td>
<td>$2,430</td>
<td>$2,430</td>
<td>$2,430</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$47,680</td>
<td>$52,205</td>
<td>$57,635</td>
</tr>
<tr>
<td><strong>Benefits</strong></td>
<td>$16,902</td>
<td>$17,977</td>
<td>$19,268</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$64,528</td>
<td>$70,182</td>
<td>$76,903</td>
</tr>
</tbody>
</table>

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

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

* 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.

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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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Wayne County Supplement*</td>
<td>$2,275</td>
<td>$2,503</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$37,275</strong></td>
<td><strong>$41,003</strong></td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,428</td>
<td>$15,314</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$51,703</strong></td>
<td><strong>$56,317</strong></td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Wayne County Supplement*</td>
<td>$2,941</td>
<td>$3,235</td>
<td>$3,588</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td><strong>$48,191</strong></td>
<td><strong>$53,010</strong></td>
<td><strong>$58,793</strong></td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,023</td>
<td>$18,169</td>
<td>$19,543</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td><strong>$65,214</strong></td>
<td><strong>$71,179</strong></td>
<td><strong>$78,336</strong></td>
</tr>
</tbody>
</table>

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

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

* 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 2016-17

## Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Wilson County Supplement*</td>
<td>$2,800</td>
<td>$3,080</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$37,800</td>
<td>$41,580</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$14,553</td>
<td>$15,452</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$52,353</td>
<td>$57,032</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Wilson County Supplement*</td>
<td>$3,620</td>
<td>$3,982</td>
<td>$4,416</td>
</tr>
<tr>
<td><strong>Total Pay</strong></td>
<td>$48,870</td>
<td>$53,757</td>
<td>$59,621</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$17,184</td>
<td>$18,346</td>
<td>$19,740</td>
</tr>
<tr>
<td><strong>Total, Estimated Compensation</strong></td>
<td>$66,054</td>
<td>$72,103</td>
<td>$79,361</td>
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</tbody>
</table>

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

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

* 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 2016-17

### Beginning Teacher Compensation

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree***</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$35,000</td>
<td>$38,500</td>
<td>N/A (must have 3 years of experience)</td>
</tr>
<tr>
<td>Yancey County</td>
<td>$300</td>
<td>$300</td>
<td>--</td>
</tr>
<tr>
<td>Supplement*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Pay</td>
<td>$35,300</td>
<td>$38,800</td>
<td>--</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$13,959</td>
<td>$14,791</td>
<td>--</td>
</tr>
<tr>
<td>Total, Estimated Compensation</td>
<td>$49,259</td>
<td>$53,591</td>
<td>--</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Bachelor’s Degree</th>
<th>Master’s Degree</th>
<th>Master’s Degree and National Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Salary</td>
<td>$45,250</td>
<td>$49,775</td>
<td>$55,205</td>
</tr>
<tr>
<td>Yancey County</td>
<td>$300</td>
<td>$300</td>
<td>$300</td>
</tr>
<tr>
<td>Supplement*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Pay</td>
<td>$45,550</td>
<td>$50,075</td>
<td>$55,505</td>
</tr>
<tr>
<td>Benefits**</td>
<td>$16,395</td>
<td>$17,471</td>
<td>$18,762</td>
</tr>
<tr>
<td>Total, Estimated Compensation</td>
<td>$61,945</td>
<td>$67,546</td>
<td>$74,267</td>
</tr>
</tbody>
</table>

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

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

* 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.

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