

Does NCAE Effectively Represent the Interests of NC Teachers & Students?



The North Carolina Association of Educators (NCAE) is one of the largest affiliates of the NEA, one of the most radical unions in the nation. Since 1974, members of NCAE are required to join NEA.

MEMBERSHIP DOWN

Total NCAE membership in North Carolina (49,142) is down **19.7 percent** since 2008-09.¹

COMPENSATION UP WHILE REVENUE IS DOWN

Since 2009, NCAE revenue has declined 25 percent. Yet pay and **compensation for top executives remains up.**²

2012 Data

Scott Anderson, Executive Director	\$226,000
Joyce Jarrett, Associate Executive Director	\$201,216
Jacqueline Vaughn, Communications Manager	\$186,295
Claudia Williams, Legal Service Manager	\$166,357
Angela Farthing, Teaching and Learning Manager	\$161,462
Thomas Herbert, Business Affairs Manager	\$160,849
Brian Lewis, PAC Director	\$159,435

2011-2012 Data

TEACHER RAISES VS. NCAE RAISES

Over the past three years **NCAE top executives have received annual pay raises**. Over the same time period **teachers received one raise of 1.2 percent**.

AVERAGE COMPENSATION: TEACHERS VS. TOP NCAE EXECUTIVES³



Average Compensation (2011-2012)

Source: Highlights of the North Carolina State Budget, 2013 and IRS Form 990, 2012

¹Education Intelligence Agency, Active and Total National Education Association "State Affiliates totals for 2011-12, percentage change from 2011-12 and percentage change since 2010-11 and Cumulative Percentage Change since 2008-09. Available at: <http://www.eiaonline.com/NEAMembership2011-12.pdf>

²Average teacher compensation includes base salary plus other additional pay such as new teacher orientation, longevity pay, supplementary pay, or mentor pay. Average compensation for NCAE Executives includes base compensation, retirement and other deferred compensation and nontaxable benefits.

³See Highlights of the North Carolina Public School Budget, February 2013 Teacher Compensation page 16; available at: <http://www.ncpublicschools.org/docs/fbs/resources/data/highlights/2014highlights.pdf>. Figure derived by adding salaries for Executive Director, Associate Exec. Director, Communications Manager, Business Affairs Mgr. Teaching and Learning Mgr and PAC Director.