

Estimated Wake Public Schools Teacher Compensation 2017-18

Beginning Teacher Compensation

	<u>Bachelor's Degree</u>	<u>Master's Degree***</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$35,000	\$38,500	N/A (must have 3 years of experience)	N/A (must have 3 years of experience)
Wake Schools Supplement*	\$6,038	\$6,834	--	--
Total Pay	\$41,038	\$45,334	--	--
Benefits**	\$16,038	\$17,103	--	--
Total, Estimated Compensation	\$57,076	\$62,436	--	--

Mid-Career Teacher Compensation (15 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$45,550	\$50,105	\$51,016	\$55,571
Wake Schools Supplement*	\$8,313	\$9,395	\$9,310	\$10,420
Total Pay	\$53,863	\$59,500	\$60,326	\$65,991
Benefits**	\$19,216	\$20,613	\$20,818	\$22,221
Total, Estimated Compensation	\$73,079	\$80,113	\$81,144	\$88,212

Experienced Teacher Compensation (30 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$51,300	\$56,430	\$57,456	\$62,586
Wake Schools Supplement*	\$11,927	\$13,402	\$13,359	\$14,864
Total Pay	\$63,227	\$69,832	\$70,815	\$77,450
Benefits**	\$21,537	\$23,173	\$23,417	\$25,061
Total, Estimated Compensation	\$84,764	\$93,006	\$94,231	\$102,511

* Based on FY 2017-18 local supplements.

** Benefits reflect 24.78% of salary for retirement, retiree health benefits, disability and life insurance (17.13%) and for Social Security/Medicare (7.65%); and \$5,869 for the State Health Plan.

*** Master's supplement is available to teachers for whom assignment for the majority of the school day is in the area for which the eligible master's degree applies. State-funded master's degree salary supplements are available to teachers who were paid on the M schedule prior to the 2014-15 school year or completed a relevant course by August 1, 2015.

Estimated Durham Public Schools Teacher Compensation 2017-18

Beginning Teacher Compensation

	<u>Bachelor's Degree</u>	<u>Master's Degree***</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$35,000	\$38,500	N/A (must have 3 years of experience)	N/A (must have 3 years of experience)
Durham Schools Supplement*	\$4,375	\$4,813	--	--
Total Pay	\$39,375	\$43,313	--	--
Benefits**	\$15,626	\$16,602	--	--
Total, Estimated Compensation	\$55,001	\$59,914	--	--

Mid-Career Teacher Compensation (15 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$45,550	\$50,105	\$51,016	\$55,571
Durham Schools Supplement*	\$6,719	\$7,390	\$7,525	\$8,197
Total Pay	\$52,269	\$57,495	\$58,541	\$63,768
Benefits**	\$18,821	\$20,116	\$20,375	\$21,671
Total, Estimated Compensation	\$71,090	\$77,612	\$78,916	\$85,438

Experienced Teacher Compensation (30 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$51,300	\$56,430	\$57,456	\$62,586
Durham Schools Supplement*	\$9,491	\$10,440	\$10,629	\$11,578
Total Pay	\$60,791	\$66,870	\$68,085	\$74,164
Benefits**	\$20,933	\$22,439	\$22,741	\$24,247
Total, Estimated Compensation	\$81,723	\$89,309	\$90,826	\$98,411

* Based on FY 2017-18 local supplements.

** Benefits reflect 24.78% of salary for retirement, retiree health benefits, disability and life insurance (17.13%) and for Social Security/Medicare (7.65%); and \$5,869 for the State Health Plan.

*** Master's supplement is available to teachers for whom assignment for the majority of the school day is in the area for which the eligible master's degree applies. State-funded master's degree supplements are available to teachers who were paid on the M schedule prior to the 2014-15 school year or completed a relevant course by August 1, 2015.

Estimated Chapel Hill-Carrboro Public Schools Teacher Compensation 2017-18

Beginning Teacher Compensation

	<u>Bachelor's Degree</u>	<u>Master's Degree***</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$35,000	\$38,500	N/A (must have 3 years of experience)	N/A (must have 3 years of experience)
Chapel Hill-Carrboro Schools Supplement*	\$5,600	\$6,160	--	--
Total Pay	\$40,600	\$44,660	--	--
Benefits**	\$15,930	\$16,936	--	--
Total, Estimated Compensation	\$56,530	\$61,596	--	--

Mid-Career Teacher Compensation (15 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$45,550	\$50,105	\$51,016	\$55,571
Chapel Hill-Carrboro Schools Supplement*	\$7,288	\$8,017	\$8,163	\$8,891
Total Pay	\$52,838	\$58,122	\$59,179	\$64,462
Benefits**	\$18,962	\$20,272	\$20,533	\$21,843
Total, Estimated Compensation	\$71,800	\$78,393	\$79,712	\$86,305

Experienced Teacher Compensation (30 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$51,300	\$56,430	\$57,456	\$62,586
Chapel Hill-Carrboro Schools Supplement*	\$12,825	\$14,108	\$14,364	\$15,647
Total Pay	\$64,125	\$70,538	\$71,820	\$78,233
Benefits**	\$21,759	\$23,348	\$23,666	\$25,255
Total, Estimated Compensation	\$85,884	\$93,886	\$95,486	\$103,488

* Based on FY 2017-18 local supplements.

** Benefits reflect 24.78% of salary for retirement, retiree health benefits, disability and life insurance (17.13%) and for Social Security/Medicare (7.65%); and \$5,869 for the State Health Plan.

*** Master's supplement is available to teachers for whom assignment for the majority of the school day is in the area for which the eligible master's degree applies. State-funded master's degree supplements are available to teachers who were paid on the M schedule prior to the 2014-15 school year or completed a relevant course by August 1, 2015.

Estimated Charlotte-Mecklenburg Public Schools Teacher Compensation 2017-18

Beginning Teacher Compensation

	<u>Bachelor's Degree</u>	<u>Master's Degree***</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$35,000	\$38,500	N/A (must have 3 years of experience)	N/A (must have 3 years of experience)
Charlotte-Mecklenburg Schools Supplement*	\$5,247	\$5,767	--	--
Total Pay	\$40,247	\$44,267	--	--
Benefits**	\$15,842	\$16,838	--	--
Total, Estimated Compensation	\$56,089	\$61,106	--	--

Mid-Career Teacher Compensation (15 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$45,550	\$50,105	\$51,016	\$55,571
Charlotte-Mecklenburg Schools Supplement*	\$7,074	\$8,292	\$7,923	\$9,197
Total Pay	\$52,624	\$58,397	\$58,939	\$64,768
Benefits**	\$18,909	\$20,340	\$20,474	\$21,919
Total, Estimated Compensation	\$71,533	\$78,737	\$79,413	\$86,687

Experienced Teacher Compensation (30 years of experience)

	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>National Board</u>	<u>Master's Degree and National Board</u>
State Salary	\$51,300	\$56,430	\$57,456	\$62,586
Charlotte-Mecklenburg Schools Supplement*	\$8,747	\$10,490	\$9,802	\$11,635
Total Pay	\$60,047	\$66,920	\$67,258	\$74,221
Benefits**	\$20,749	\$22,452	\$22,536	\$24,261
Total, Estimated Compensation	\$80,795	\$89,372	\$89,794	\$98,482

* Based on FY 2017-18 local supplements.

** Benefits reflect 24.78% of salary for retirement, retiree health benefits, disability and life insurance (17.13%) and for Social Security/Medicare (7.65%); and \$5,869 for the State Health Plan.

*** Master's supplement is available to teachers for whom assignment for the majority of the school day is in the area for which the eligible master's degree applies. State-funded master's degree supplements are available to teachers who were paid on the M schedule prior to the 2014-15 school year or completed a relevant course by August 1, 2015.