



INSIGHT ON NC TEACHER PAY

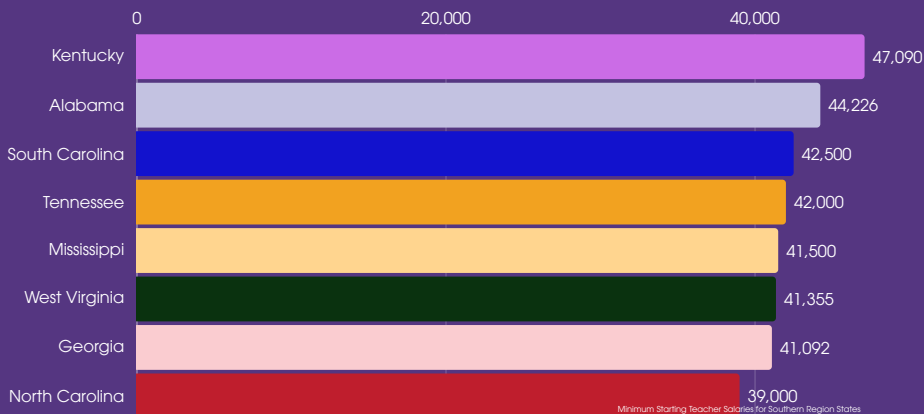
Facts and Research About Teacher Pay in North Carolina

THE CRUCIAL IMPACT OF QUALITY TEACHERS ON STUDENT ACHIEVEMENT

Research showing the critical role teachers play in student achievement highlights the importance of making sure North Carolina has a strong, well-supported teaching force.

Quality teachers with experience, advanced degrees, proper compensation, and subject-specific certification all contribute to student achievement. When teachers are not properly supported, the impact on children can be devastating.

2023-24 MINIMUM STARTING TEACHER SALARIES FOR SOUTHERN REGION STATES



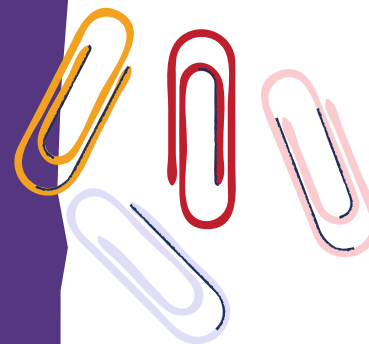
"AN INVESTMENT IN KNOWLEDGE PAYS THE BEST INTEREST."

-BENJAMIN FRANKLIN

UNDERMINING NORTH CAROLINA'S TEACHING FORCE: LEGISLATIVE ACTIONS AND THEIR IMPACT

Since 2011, the NC General Assembly (NCGA) has systematically cut teacher benefits and given lower-than-inflation pay raises, severely diminishing the conditions for the state's public school educators and crippling the recruitment and retention of our teaching professionals.

North Carolina has the lowest starting salary of states in the southern region that publish a state minimum salary schedule. The NC state salary schedule sets starting pay for certified beginning teachers with a bachelor's degree and no experience at \$39,000 (2023-24).



FAST FACTS ABOUT TEACHER PAY IN NORTH CAROLINA



TEACHER SALARIES IN NORTH CAROLINA



TEACHER SALARY DISADVANTAGES IN NORTH CAROLINA

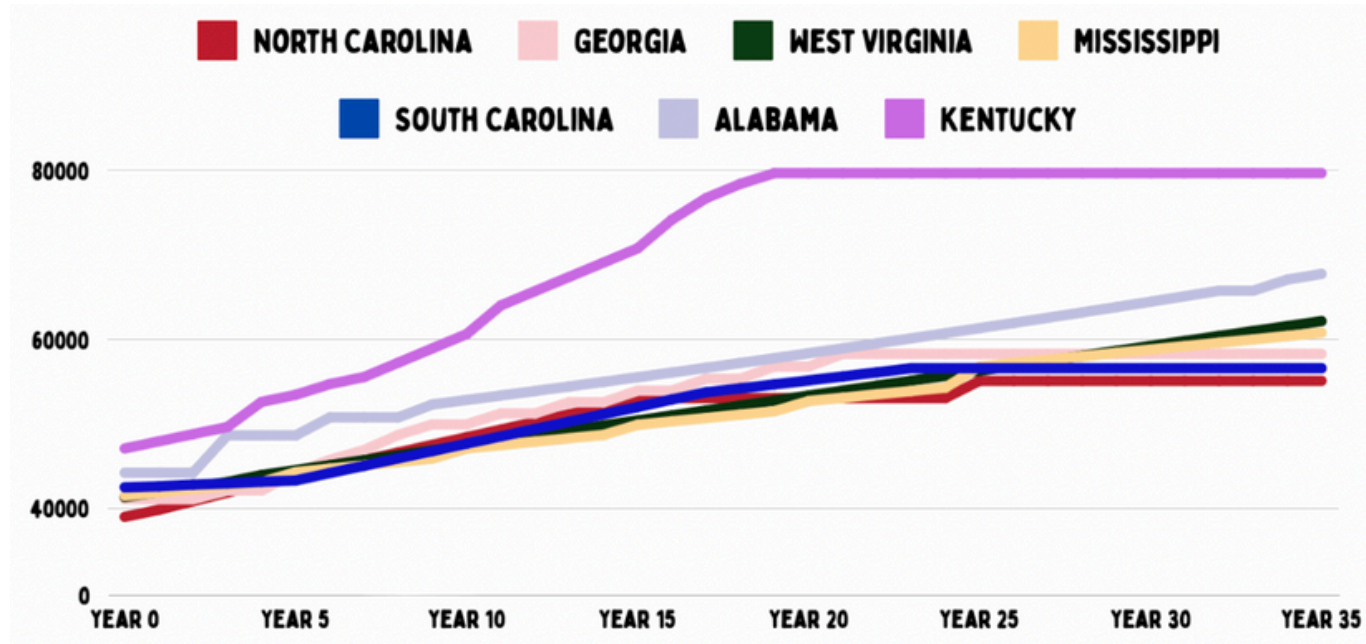
Currently, the top salary on the NC state salary schedule is \$55,100, which a teacher reaches after 25 years in the profession. The NC state salary is frozen during years 15 through 24. This creates a clear competitive disadvantage for NC in attracting and retaining teachers.

"...THE REALLY GREAT FEELING YOU HAVE WHEN YOU'RE TEACHING AND HELPING KIDS, THAT ISN'T SOMETHING THAT PAYS YOUR MORTGAGE OR PAYS YOUR WATER BILL...SO ULTIMATELY, THAT WAS A DEFINITE BIG FACTOR IN WHY I DECIDED TO LEAVE."

- GINA GUZZO, FORMER WAKE COUNTY EDUCATOR



2023-24 MINIMUM STATE SALARIES BY YEARS OF EXPERIENCE FOR SOUTHERN REGION

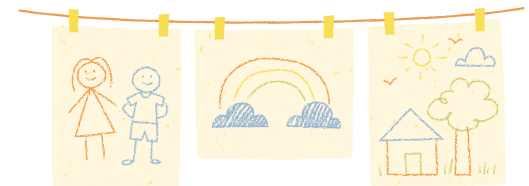


VALUING OUR EDUCATORS

NC is known for its highly accredited educators, leading the nation in the number of teachers who have earned National Board Certification. Despite being highly qualified, these teachers are not properly compensated for their work, causing new and veteran educators to leave the profession.

Raising salaries substantially is an essential first step. We need to pay our teachers like their job is the most important job on our children's journey to become successful citizens.

"AT BOTH THE BEGINNING AND END OF A TEACHER'S CAREER, NC RANKS AT THE BOTTOM OF SOUTHERN REGION STATES."



FOR MORE INFORMATION, PLEASE VISIT OUR WEBSITE:

[HTTPS://PUBLICSCHOOLSFIRSTNC.ORG/RESOURCES/FACT-SHEETS/THE-FACTS-ON-TEACHER-PAY/](https://publicschoolsfirstnc.org/resources/fact-sheets/the-facts-on-teacher-pay/)