



**NORTH CAROLINA
EDUCATION
INNOVATION**

LAB



**A SMART INVESTMENT:
TEACHER PAY IN NORTH CAROLINA**

Tuesday, December 5, 2023

Best Practices in Compensating High-Skilled Professionals:

Insights from the Private Sector

Jenn Mann, Executive Vice President & Chief Human Resources Officer,
SAS Institute

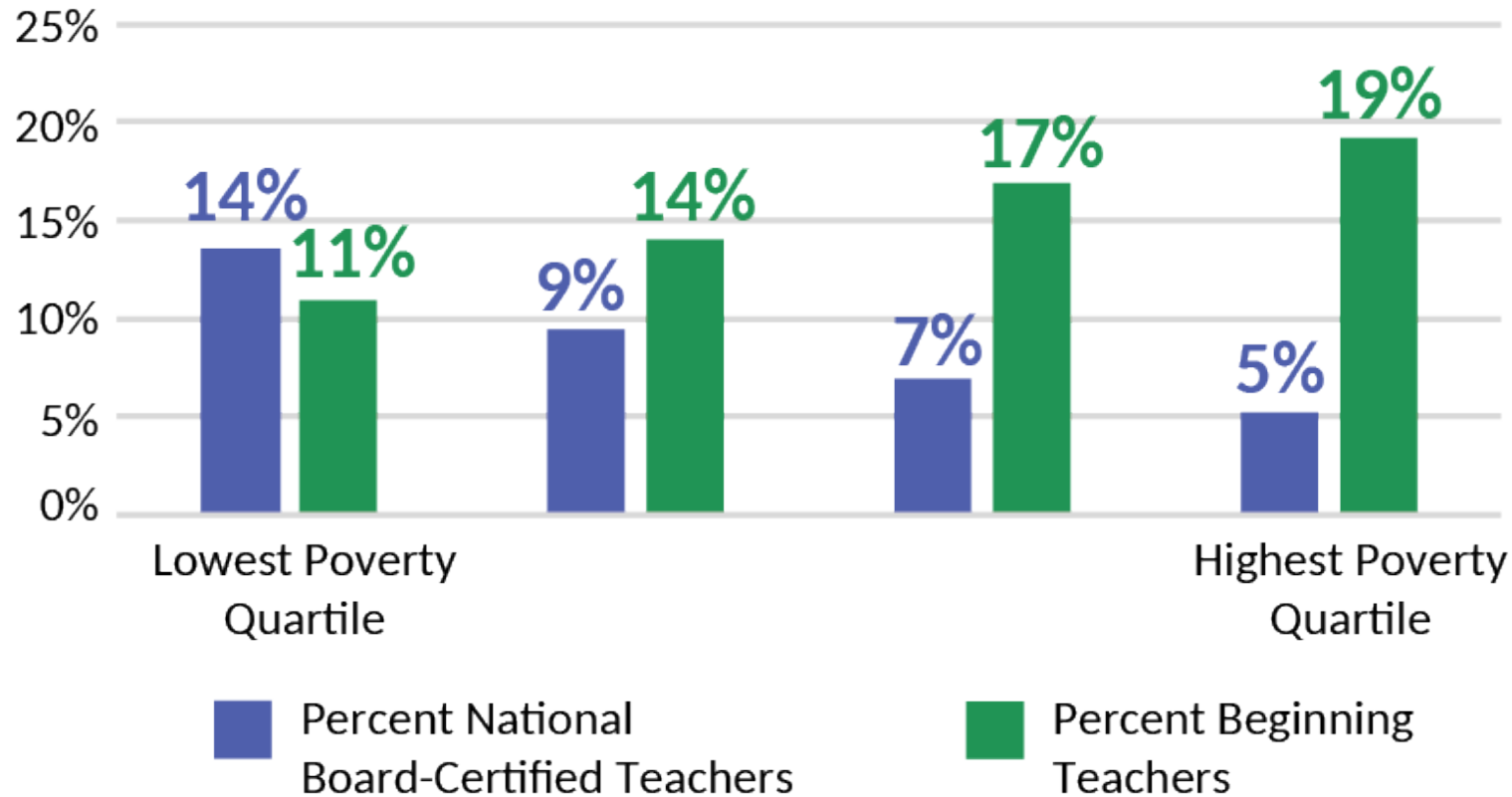
Abigail Smith, Partner, Bain & Company

Moderator:

Brenda Berg, President & CEO, BEST NC

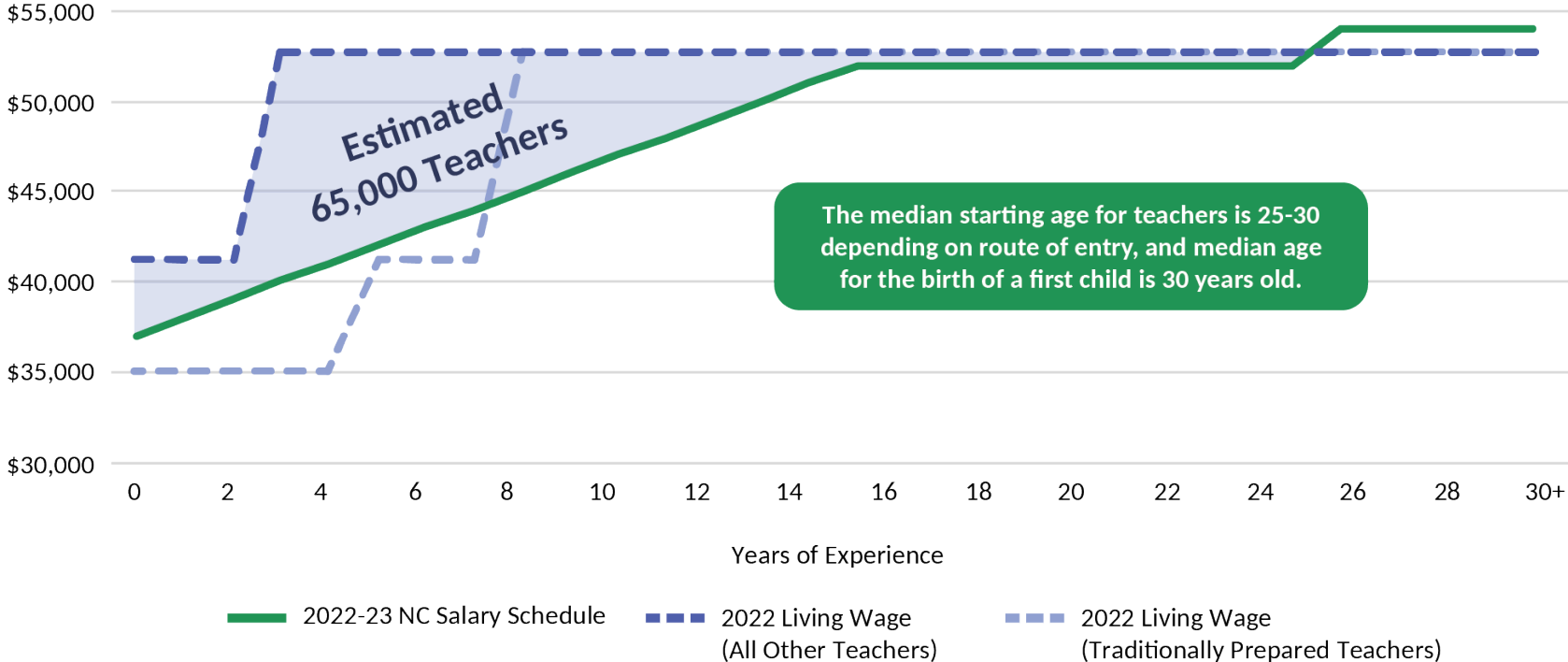
Inequitable Distribution of Teachers in NC Public Schools

Percent Beginning Teachers and National Board-Certified Teachers in N.C. Traditional Public Schools, by School Poverty Quartile (2020-21)



Challenge: Takes Too Long for a Living Wage

North Carolina State Teacher Salary Schedules vs. Typical Living Wage Trajectory of Teachers (2022-23)



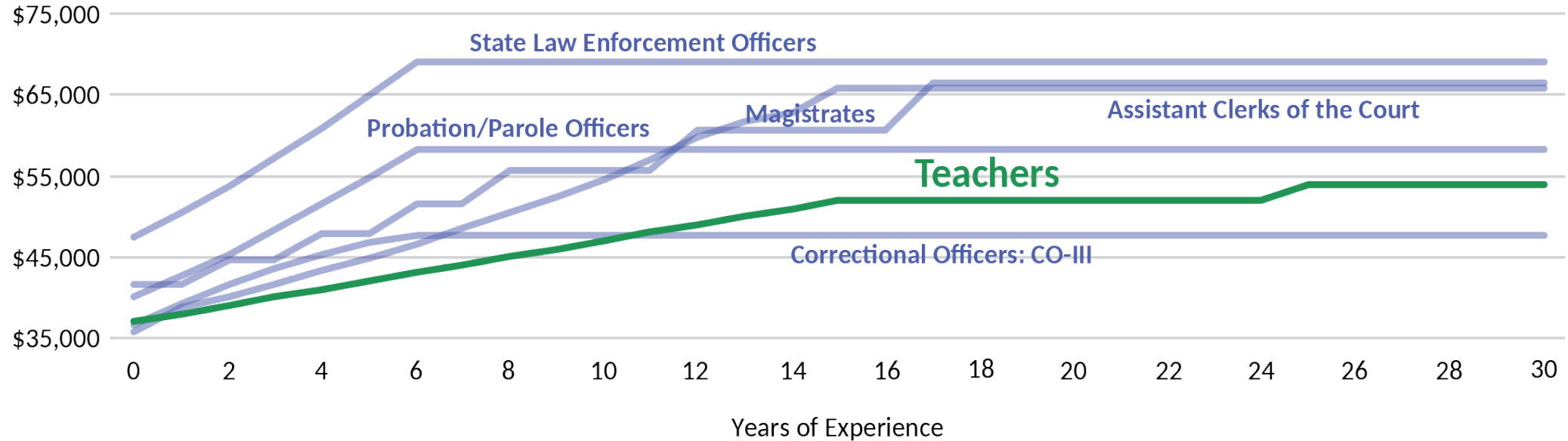
Challenge: Not Designed for Top-Tier Candidates

Perceptions of Teaching vs. Preferred Occupation for "Top-Third" College Graduates NOT Planning to Teach

	Percentage that Agree/Strongly Agree this Attribute Rates Highly for:		
	Preferred Occupation	Teaching	Gap between Preferred Occupation and Teaching
There are opportunities to continue to advance professionally in this career.	87%	35%	52
I could support a family with this career.	81%	33%	48
If I were to do well in this job, I would be rewarded financially.	75%	13%	62
Pays appropriately for the skills and effort I will bring.	72%	17%	55
Offers a salary that would increase substantially over the next seven to ten years.	71%	18%	53
This job offers a competitive starting salary.	65%	10%	55

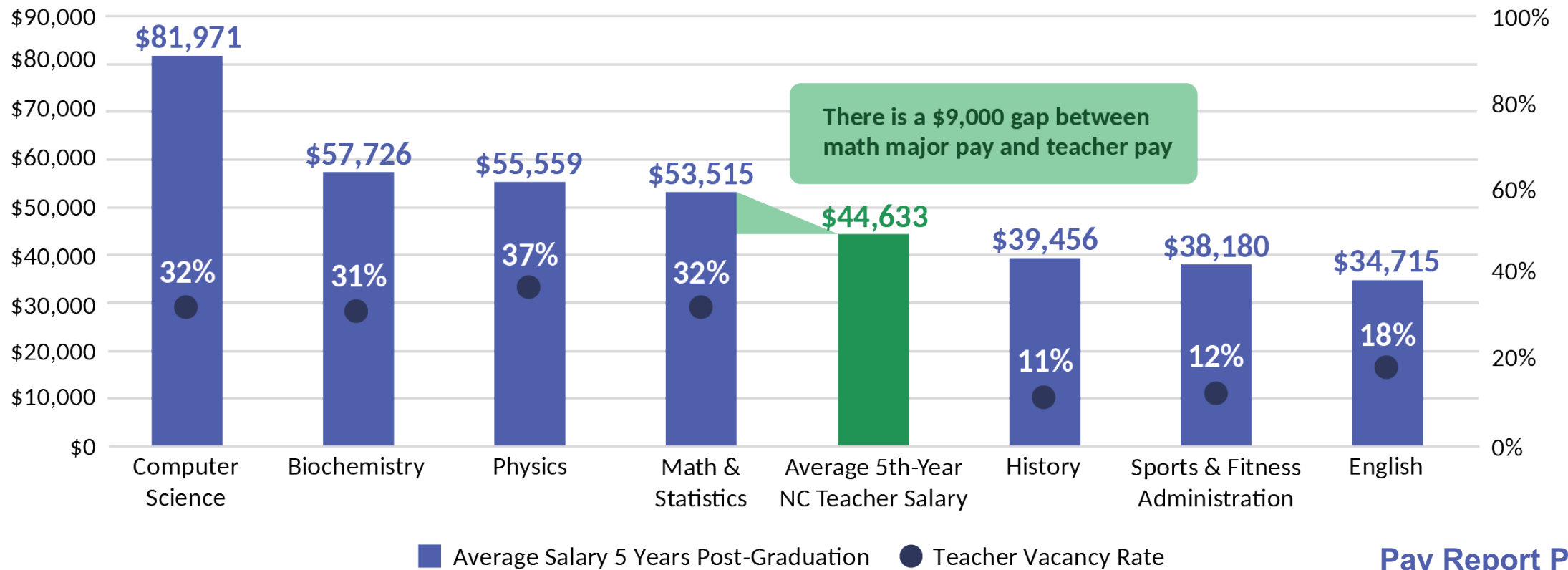
Challenge: Pay Rises More Slowly than other Public Sector Jobs

Comparison of State Salary Schedules for NC Public Sector Employees (2021-22)



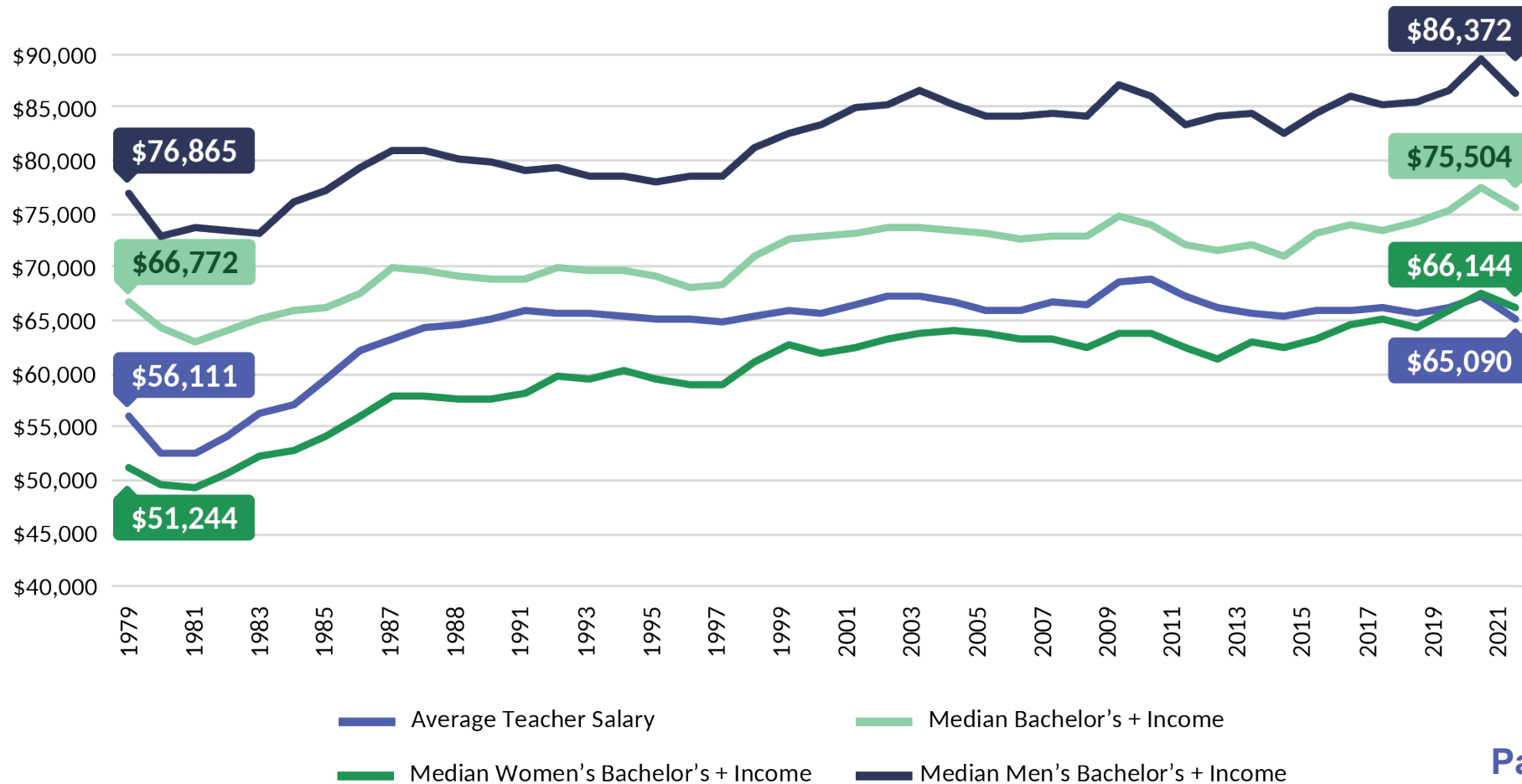
Challenge: Not Designed to Fill Hard-to-Staff Positions

Average Wages of UNC System Graduates Five Years Post-Graduation (Class of 2016) and Percentage of U.S. Schools with Difficulty Filling Teacher Vacancies (2020-21), by Subject Area



Challenge: Not Competitive with Female Incomes

Inflation-Adjusted Average Public School Teacher Salary and Median Incomes for Adults (25 Years or Older) with at Least a Bachelor's Degree (1985 to 2021)



Key Recommendations

Replace or at least amend the Outdated Step-and-Lane Schedule with a Modern Professional Pay Plan that includes:

- ✓ **Competitive Starting Pay**
- ✓ **Pay more for Hard-to-Staff Schools & Subjects**
- ✓ **Ensure Living Wage by Front-loading the Teacher Pay Schedule**
- ✓ **Advanced Teaching Roles & Other Retention Strategies**

Best Practices in Compensating High-Skilled Professionals:

Reflections from Educators

Xavier Adams, 2022 Prudential NC Beginning Teacher of the Year, Orange County Schools

Dr. Kim Morrison, Superintendent, Mount Airy City Schools

Claudia Spencer, Executive Director of Human Resources, Wilson County Schools

Teacher Pay Challenges

- ✓ Takes too long for a living wage
- ✓ Not designed for top-tier candidates
- ✓ Pay rises more slowly than other public sector jobs
- ✓ Not designed to fill hard-to-staff positions
- ✓ Not competitive with female incomes