

TRANSYLVANIA COUNTY BOARD OF EDUCATION

RESOLUTION NO. 2026-_____

A RESOLUTION SUPPORTING EDUCATOR PAY EQUITY AND CLASSROOM-FOCUSED ALLOCATION OF PUBLIC EDUCATION RESOURCES

WHEREAS, North Carolina's public education system depends upon the work of teachers, principals, instructional assistants, support personnel, and administrators serving distinct but complementary roles; and

WHEREAS, compensation should reflect responsibility, workload, professional skill, leadership demands, and contribution to the educational mission; and

WHEREAS, pay equity does not require identical compensation for different responsibilities, but it does require periodic examination of whether public education resources are distributed fairly and reasonably throughout the system; and

WHEREAS, administrative mandates, compliance requirements, contracted services, and organizational structures can consume substantial portions of limited education resources; and

WHEREAS, classroom teachers and other employees working directly with students should receive an appropriate and equitable share of the resources entrusted to public education; and

WHEREAS, meaningful compensation reform does not necessarily require continually increasing total appropriations, but may also be achieved through the elimination of unnecessary administrative work and the better allocation of existing education dollars; and

WHEREAS, effective administration remains essential to successful schools, and any review of administrative expenditures should focus first upon reducing unnecessary work rather than arbitrarily eliminating positions;

NOW, THEREFORE, BE IT RESOLVED, that the Transylvania County Board of Education:

1. **Supports a comprehensive review of compensation equity across North Carolina public education**, including classroom teachers, school-level leadership, instructional and student-support personnel, central-office employees, and State-level administration.
2. **Encourages policymakers to evaluate the relationship between administrative compensation and classroom compensation**, including salary schedules,

supplements, contracted administrative services, and the proportion of public education resources devoted to direct instruction and student support.

3. **Affirms that administrative reform should begin by reducing unnecessary mandates, reporting, compliance work, and duplication**, rather than by imposing arbitrary personnel reductions.
4. **Supports the principle that the work should be reduced first and the administrative structure then right-sized to the work that remains.**
5. **Encourages recurring savings produced through administrative simplification or organizational efficiency to be prioritized for classroom teachers, instructional assistants, career and technical education, instructional materials, direct student support, and other expenditures that demonstrably benefit students.**
6. **Encourages the General Assembly and Department of Public Instruction to consider compensation policy as part of overall resource allocation**, rather than addressing salaries independently from the administrative structures and mandates that compete for the same education dollars.
7. **Affirms that compensation equity should recognize the dignity and importance of every employee while maintaining a clear understanding that administrative systems exist to support teaching and learning.**

The Board believes North Carolina should continually ask not only how much it spends on public education, but also **where those dollars go and whether they are reaching students and the professionals who serve them as directly and effectively as possible.**

Pay equity requires fairness.

Administrative efficiency creates opportunity.

Education dollars should remain focused upon education.

DISTRIBUTION

Upon adoption, the Board directs that this Resolution be transmitted to the members of the North Carolina General Assembly representing Transylvania County, the appropriate legislative education committees, the North Carolina State Board of Education, the State Superintendent of Public Instruction, and the North Carolina Department of Public Instruction.

ADOPTED this ____ day of _____, 2026.

Chair, Transylvania County Board of Education

Superintendent / Secretary to the Board