

**RESOLUTION IN SUPPORT OF  
IMPROVING TEACHER COMPENSATION IN NORTH CAROLINA**

WHEREAS, the Transylvania County Board of Education values its teachers and believes they are deserving of sufficient compensation; and

WHEREAS, the ability to offer competitive compensation is an integral component of recruiting and retaining strong teachers; and

WHEREAS, the basis for teacher salaries in North Carolina is a salary schedule that is set each year by the State; and

WHEREAS, teachers who attained a Master's, doctorate, or other advanced degree had historically been rewarded with additional salary supplements, thus encouraging their continued growth and training; and

WHEREAS, through a series of robust investments, the State was making tremendous strides in advancing North Carolina teacher salary levels, with average teacher salaries reaching a peak of 22<sup>nd</sup> in the nation in 2002-03; and

WHEREAS, since 2008-09, the General Assembly has frozen all step increases on the salary schedule and provided only a one-time across-the-board salary increase of 1.2% to teachers; and

WHEREAS, as a result of the step increase freezes, teachers today are earning the same salary during their first five years of teaching; and

WHEREAS, teachers with five years of experience in 2013-14 are earning \$4,580 less than teachers with the same amount of experience earned in 2008-09; and

WHEREAS, it takes a teacher with a bachelor's degree 16 years to earn \$40,000; and

WHEREAS, North Carolina's average teacher salary ranking has undergone a precipitous drop in recent years, from 28<sup>th</sup> in 2008-09 to 35<sup>th</sup> in 2009-10 to 46<sup>th</sup> in 2011-12; and

WHEREAS, since 2001-02, average teacher salary in North Carolina has decreased 15.7% after adjusting for inflation, a 10-year change that ranks 51<sup>st</sup> in the nation; and

WHEREAS, North Carolina teacher salary levels are currently lower than its neighboring states;

WHEREAS, the General Assembly has eliminated access to salary supplements for Master's and advanced degrees for teachers who had not obtained such degrees by the end of the 2013-14 school year; and

WHEREAS, the current state of teacher compensation in North Carolina undervalues and demoralizes teachers and makes it extremely difficult for dedicated, passionate, hard-working teachers to support themselves and their families, leaving them in many cases with no alternative but to choose another career path or pursue teaching opportunities in another state; and

WHEREAS, the current state of teacher compensation in North Carolina has made it extremely difficult for school boards to recruit and retain strong teachers and offer employment packages that are competitive with neighboring states and the private sector; and

WHEREAS, on February 10, 2014, Governor Pat McCrory, Lieutenant Governor Dan Forest, and top legislative leaders announced a plan to increase base salaries for teachers with 0-9 years of experience to \$35,000 by the 2015-16 school year; and

WHEREAS, the Governor's plan begins to address the teacher compensation problem but would leave a large percentage of the teaching workforce, veteran teachers who have devoted a decade or two to the teaching profession, without the compensation increases they so richly deserve; and

WHEREAS, the plan does not restore yearly step increases to the salary schedule for teachers with 1-5 years of experience and actually eliminates yearly step increases for teachers with 6-9 years of experience, meaning that teachers would earn \$35,000 in each of their first 10 years of teaching; and

WHEREAS, the plan does not address salary schedule increases for those teachers who obtain a Master's Degree in either education or in their field of teaching.

NOW, THEREFORE, BE IT RESOLVED, that the Transylvania County Board of Education supports the following steps to improve teacher compensation in North Carolina and make the state a more attractive place for teachers to work: (1) provide sufficient salary increases to the teacher salary schedule so that all teachers are adequately compensated; (2) reinstate yearly steps so that teachers in their first five years of teaching are not held at the same salary for that five year period; and, (3) reinstate the Master's Degree salary schedule for any teacher who obtains a Master's Degree in either education or in their field of teaching.

BE IT FURTHER RESOLVED, that the Transylvania County Board of Education appreciates the plan put forward by the Governor and the legislative leadership to improve compensation for beginning teachers, but believes there are a number of other important measures that are left unaddressed by this plan.

BE IT FURTHER RESOLVED, that the Transylvania County Board of Education respectfully requests that the General Assembly take the following actions: provide sufficient salary increases to the salary schedule so that veteran teachers as well as beginning teachers receive adequate compensation increases; drop the component of the Governor's plan that would freeze salaries at the same level for the first nine years of teaching and instead reinstitute yearly step increases in years 1-5; and reinstate the Master's Degree salary schedule for any teacher who obtains a Master's Degree in either education or in their field of teaching.

ADOPTED this the 17<sup>th</sup> day of March, 2014.

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Chairman

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Secretary