

Handout
Public Appearance
3-19-19
19-5277

Introduction (Erlene Lyde)

Good evening Chairman Dunlap, Commissioners, and Manager Diorio. We are members of the Charlotte Mecklenburg Association of Educators.

I am Erlene Lyde, President of CMAE and with me tonight are Amanda Thompson, Secretary, Board members Linda Ingle and Stephanie Collins Frempong, and Kevin Strawn of the Charlotte Mecklenburg Retired School Personnel.

We are here tonight to present information about the local teacher supplement, what it is, why it is, how much it is, and how Mecklenburg County compares to other areas of the state.

But let me begin by thanking you for your support in raising the local supplement this past year. CMS teachers appreciate the recognition of the County Commission.

Background (Amanda)

The NC State Constitution Article IX, Education states (Just read the highlighted part)

Sec. 2. Uniform system of schools.

(1) General and uniform system: term. The General Assembly shall provide by taxation and otherwise for a general and uniform system of free public schools, which shall be maintained at least nine months in every year, and wherein equal opportunities shall be provided for all students.

(2) Local responsibility. The General Assembly may assign to units of local government such responsibility for the financial support of the free public schools as it may deem appropriate. The governing boards of units of local government with financial responsibility for public education may use local revenues to add to or supplement any public school or post-secondary school program.

Historically the state has paid a base salary for some number of teachers that they chose, and the local education authority has supplemented the base pay and in some cases additional teachers among other things.

Let me make it clear. Teachers are paid according to a State pay scale + a **local supplement**. Local supplements vary among local education authorities from nothing in some counties to 25% of base pay for teachers with 25 or more years of experience in Chapel Hill Carrboro Schools.

CMS has 8 different schedules for teachers. One each for teachers with Bachelor's, Master's, Advanced Degree, and Doctorate and then 4 more for each of this levels with a National Board Certification. Refer to **figure 1**, the Bachelor's Schedule A. Note that the local supplement is based on a percentage of the state base salary.

Reasons for local supplement (Linda)

There are 2 reasons for the local supplement that I have heard.

1. CMS wants to recruit and retain the best teachers available so they offer more money.

2. The cost of living in Charlotte area is greater than more rural counties, therefore we need to pay more.

There could be additional reasons.

1. A local education Authority could use a supplement to pay more because they felt the state wasn't paying enough.
2. Even out the salary schedule. The state used to have 31 different levels with an annual increase every year for 30 years. That changed over the last decade. Now raises stop at 15 years except for one last increase at 25 years. Refer to example of Bachelor's Schedule A again. Curious, right? What are they thinking? Regardless, a local education authority could use a local supplement to continue increases for those years which the state does not as an incentive to retain experienced teachers. Refer to **figure 2**, the example of this is Durham Public Schools which increases the supplement by .25% each year starting at year 17.

How does CMS compare to other NC School Systems? (Kevin)

In this month of basketball madness, I know some of the more competitive of you want to know how CMS compares to other NC school systems. If you would refer to **figure 3**, you can see a comparison of the school systems with the 4 highest supplements. CMS (red line) and Chapel Hill Carrboro overlap starting at that gray line at 16%. And although CMS has a slight lead over CHC in years 14-19, CHC takes the lead of all school systems from years 20 – 31+. Wake (blue line) exceeds CMS for all but 2 years. But clearly CMS exceeds the Durham school system (yellow line) for all but years 25 – 31+. So, CMS is at least tied for third in supplemental compensation if not outright owning the second runner-up position.

Compare Wake and CMS (Stephanie)

My name is Stephanie Collins Frempong and I have been a teacher for 24 years. When I moved to Charlotte the teacher salary was comfortable with the cost of living in Charlotte. I was able to purchase a home and enjoy other things in the City of Charlotte. With my salary today as a teacher, I would not be able to afford the community that I live in because the average house is almost 300,000. Every teacher should have an opportunity to live the American Dream. Many of the new teachers either still live at home or live with a roommate. The average rent cost in Charlotte is 1,179 and the average home cost is 225, 000 and as you know the teacher salary does not support the cost of living in Charlotte.

To make matters more complicated we are losing teachers to Wake County because the word on the street is that Wake County Public School System pays teachers more than Charlotte Mecklenburg Schools. According to the pay schedules published on the school systems web sites, that is generally true. In a review of the Bachelor's Schedule A, teachers at every experience level are paid more than CMS except for year 13 and year 15 where CMS has a \$11.10 and a \$111.10 edge respectively. The street word is Mostly true.

The differences in the supplements is shown graphically in **figure 4**, first by comparing "Supplement Percentages" and then again by showing "Supplement Dollars". The "Percentages" graph shows that

Wake has a higher percentage supplement for starting teachers than CMS. That difference diminishes and disappears in year 13 to 15, but then builds steadily from year 16 to 31.

Although the percentages for Wake seems a little wonky, viewing the “Dollars” graph shows a steady increase in salary over the entire 31-year schedule.

An additional fact to consider is that Wake County has switched from a supplement stated in percentages to one that is stated in dollars and cents. This helps the county in budgeting. At this point in time it is unknown what the “State” salary schedule will be for teachers. With a percentage supplement, if the state increases salaries, the local supplement will increase also. However, using a dollar amount, the county and the school system could set the supplement cost anytime and have one less variable in trying to set the budget. If this Dollar system were adopted, it should be indexed for cost of living adjustments or reviewed annually to make sure it is still set where it needs to be set.

I hope this presentation has been helpful. Feel free to contact us if you have any questions. Thank you for your time.

Wake County Schools <https://www.wcpss.net/compensation>

Durham Public Schools <https://www.dpsnc.net/domain/148>

Chapel Hill Carrboro City Schools <https://www.chccs.org/Page/8391>

CMS <http://www.cms.k12.nc.us/cmsdepartments/humanresources/Pages/Compensation.aspx>

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Figure 1 - Charlotte Mecklenburg Schools

2018-2019 Bachelor "A" Schedule

YEARS OF EXPER- IENCE	Monthly State Base Salary	Annual State Base Salary	Percent of Annual State Base Salary	Annual Locally Paid Base Salary	TOTAL MONTH BASE SALARY	TEN ANNUAL
A00	\$ 3,500.00	\$ 35,000.00	16.04%	\$ 5,615.00	\$ 40,615.00	
A01	\$ 3,600.00	\$ 36,000.00	16.04%	\$ 5,775.00	\$ 41,775.00	
A02	\$ 3,700.00	\$ 37,000.00	16.04%	\$ 5,936.00	\$ 42,936.00	
A03	\$ 3,800.00	\$ 38,000.00	16.04%	\$ 6,096.00	\$ 44,096.00	
A04	\$ 3,900.00	\$ 39,000.00	16.04%	\$ 6,257.00	\$ 45,257.00	
A05	\$ 4,000.00	\$ 40,000.00	16.07%	\$ 6,429.00	\$ 46,429.00	
A06	\$ 4,100.00	\$ 41,000.00	16.08%	\$ 6,591.00	\$ 47,591.00	
A07	\$ 4,200.00	\$ 42,000.00	16.07%	\$ 6,751.00	\$ 48,751.00	
A08	\$ 4,300.00	\$ 43,000.00	16.07%	\$ 6,912.00	\$ 49,912.00	
A09	\$ 4,400.00	\$ 44,000.00	16.07%	\$ 7,072.00	\$ 51,072.00	
A10	\$ 4,500.00	\$ 45,000.00	16.07%	\$ 7,233.00	\$ 52,233.00	
A11	\$ 4,600.00	\$ 46,000.00	16.07%	\$ 7,394.00	\$ 53,394.00	
A12	\$ 4,700.00	\$ 47,000.00	16.07%	\$ 7,555.00	\$ 54,555.00	
A13	\$ 4,800.00	\$ 48,000.00	16.07%	\$ 7,715.00	\$ 55,715.00	
A14	\$ 4,900.00	\$ 49,000.00	16.07%	\$ 7,876.00	\$ 56,876.00	
A15	\$ 5,000.00	\$ 50,000.00	16.62%	\$ 8,309.00	\$ 58,309.00	
A16	\$ 5,000.00	\$ 50,000.00	16.62%	\$ 8,309.00	\$ 58,309.00	
A17	\$ 5,000.00	\$ 50,000.00	16.62%	\$ 8,309.00	\$ 58,309.00	
A18	\$ 5,000.00	\$ 50,000.00	16.62%	\$ 8,309.00	\$ 58,309.00	
A19	\$ 5,000.00	\$ 50,000.00	16.62%	\$ 8,309.00	\$ 58,309.00	
A20	\$ 5,000.00	\$ 50,000.00	17.15%	\$ 8,577.00	\$ 58,577.00	
A21	\$ 5,000.00	\$ 50,000.00	17.15%	\$ 8,577.00	\$ 58,577.00	
A22	\$ 5,000.00	\$ 50,000.00	17.15%	\$ 8,577.00	\$ 58,577.00	
A23	\$ 5,000.00	\$ 50,000.00	17.15%	\$ 8,577.00	\$ 58,577.00	
A24	\$ 5,000.00	\$ 50,000.00	17.15%	\$ 8,577.00	\$ 58,577.00	
A25	\$ 5,200.00	\$ 52,000.00	17.15%	\$ 8,920.00	\$ 60,920.00	
A26	\$ 5,200.00	\$ 52,000.00	17.15%	\$ 8,920.00	\$ 60,920.00	
A27	\$ 5,200.00	\$ 52,000.00	17.15%	\$ 8,920.00	\$ 60,920.00	
A28	\$ 5,200.00	\$ 52,000.00	17.15%	\$ 8,920.00	\$ 60,920.00	
A29	\$ 5,200.00	\$ 52,000.00	17.15%	\$ 8,920.00	\$ 60,920.00	
A30	\$ 5,200.00	\$ 52,000.00	18.24%	\$ 9,487.00	\$ 61,487.00	
A31	\$ 5,200.00	\$ 52,000.00	18.24%	\$ 9,487.00	\$ 61,487.00	
A32	\$ 5,200.00	\$ 52,000.00	18.24%	\$ 9,487.00	\$ 61,487.00	
A33	\$ 5,200.00	\$ 52,000.00	18.24%	\$ 9,487.00	\$ 61,487.00	
A34	\$ 5,200.00	\$ 52,000.00	18.24%	\$ 9,487.00	\$ 61,487.00	
A35+	\$ 5,200.00	\$ 52,000.00	18.24%	\$ 9,487.00	\$ 61,487.00	

Figure 2 - Durham Public Schools

DURHAM PUBLIC SCHOOLS
2018-19 SALARY SCHEDULE AND NEW SUPPLEMENT SCHEDULE
Bachelor's Degree-Teachers and Instructional Support
Effective July 1, 2018

Years of Experience	Annual 10 month Salary	Monthly	Supplement Rates	Annual Supplement	Monthly Supplement	Salary with Supplement
0	35,000	3,500	14.00%	4,900	490.00	39,900
1	36,000	3,600	14.00%	5,040	504.00	41,040
2	37,000	3,700	14.00%	5,180	518.00	42,180
3	38,000	3,800	14.00%	5,320	532.00	43,320
4	39,000	3,900	14.00%	5,460	546.00	44,460
5	40,000	4,000	14.00%	5,600	560.00	45,600
6	41,000	4,100	14.00%	5,740	574.00	46,740
7	42,000	4,200	14.00%	5,880	588.00	47,880
8	43,000	4,300	14.00%	6,020	602.00	49,020
9	44,000	4,400	14.00%	6,160	616.00	50,160
10	45,000	4,500	14.00%	6,300	630.00	51,300
11	46,000	4,600	15.00%	6,900	690.00	52,900
12	47,000	4,700	15.00%	7,050	705.00	54,050
13	48,000	4,800	15.00%	7,200	720.00	55,200
14	49,000	4,900	15.00%	7,350	735.00	56,350
15	50,000	5,000	15.00%	7,500	750.00	57,500
16	50,000	5,000	15.00%	7,500	750.00	57,500
17	50,000	5,000	15.25%	7,625	762.50	57,625
18	50,000	5,000	15.50%	7,750	775.00	57,750
19	50,000	5,000	15.75%	7,875	787.50	57,875
20	50,000	5,000	16.00%	8,000	800.00	58,000
21	50,000	5,000	16.25%	8,125	812.50	58,125
22	50,000	5,000	16.50%	8,250	825.00	58,250
23	50,000	5,000	16.75%	8,375	837.50	58,375
24	50,000	5,000	17.00%	8,500	850.00	58,500
25	52,000	5,200	17.25%	8,970	897.00	60,970
26	52,000	5,200	17.50%	9,100	910.00	61,100
27	52,000	5,200	17.75%	9,230	923.00	61,230
28	52,000	5,200	18.00%	9,360	936.00	61,360
29	52,000	5,200	18.25%	9,490	949.00	61,490
30+	52,000	5,200	18.50%	9,620	962.00	61,620

Figure 3

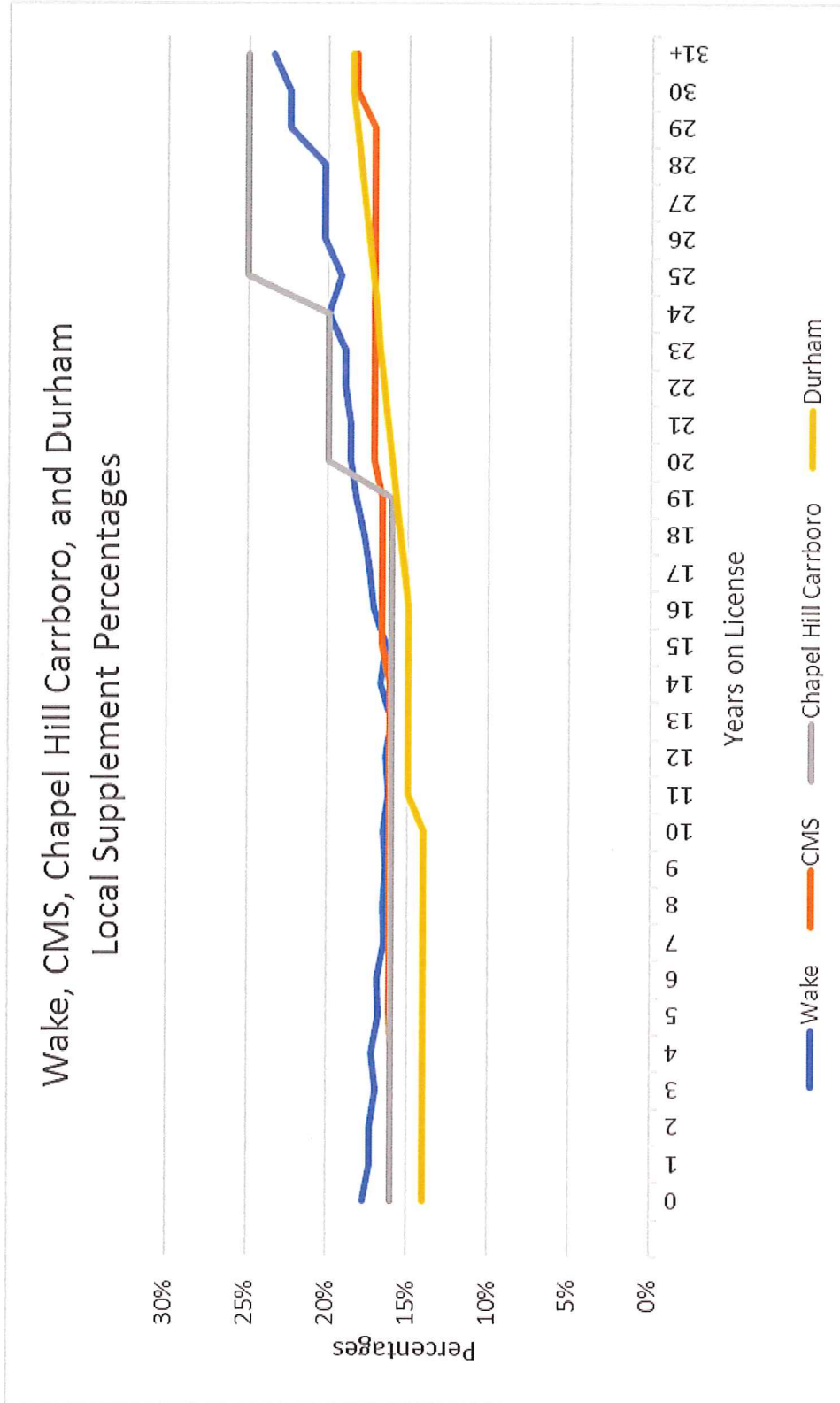


Figure 4 – Wake vs CMS comparisons

