

Durham PreK Teacher Pay Scale Salary Supplement



In November 2018 and in more detail in February 2019, the Durham PreK Governance Committee discussed and approved the Durham PreK teacher compensation plan for January 2019 – June 2019 bulleted below. The supplement was debated by the committee and approved; a commitment was made for further review in advance of the 2020-2021 school year.

- Follow Durham Public Schools' Salary Schedule for B-K Licensed teachers
- Follow NC Department of Public Instruction Salary Schedule for non B-K teachers
- Follow Durham Public Schools' Salary Schedule for teacher assistants and require at least \$12.75 an hour for teacher assistants with an AA degree; the members voted to align with the DPS TA salary schedule for now, with a goal to incrementally reach a living wage
- Lead teacher and teacher assistant compensation based on a 40-hour workweek for 36 weeks (10-month school year)
- The 40-hour week will consist of 32.5 hours of direct child contact and the remaining 7.5 hours for planning, professional development and related instructional activities
- Require benefits package as close to the value of the public schools as possible

In February 2019, the Durham PreK Governance Committee discussed and approved the Durham PreK teacher salary supplement. The goal of the supplement is to offer additional financial resources to early education classrooms with highly experienced teachers. The committee voted to:

- Provide a salary supplement to mitigate the high expense for salary for highly experienced Durham PreK teachers through the 2019-2020 school year. A monthly salary supplement, equal to 80% of the difference between the lead teacher's years of experience and the base year (0 years of experience on the DPS 2018-2019 salary table) for all teachers with three (3) or more years of experience
- Pay the supplement to the early education program, requiring that it pass through to the teacher in the form of salary
- Require that Durham PreK collect and study data (cost modeling, etc.) and present findings to the Governance Committee for further consideration of the supplement

Membership discussed extensively the costs for requiring equitable teacher salaries. Based on calculations from the credentials and experience levels of the teachers at the first 19 applying sites, CCSA estimates this supplement will cost an average of \$9,000 to \$10,000 per classroom (per teacher salary supplement).

Membership discussed extensively that this decision could affect the number of children served by Durham PreK due to budget allocations. The Governance Membership discussed that this will likely be an advocacy issue in future Durham PreK budgets.