

## Proposals for Pathways Salary Schedules [UPDATED DRAFT – 8-24-2022]

### *Base Salaries for Apprentices and Licenses 1-4*

- Base salaries for each license level would be as follows:
  - Apprentice - \$30,000 per year (payable on a weekly or monthly basis)
  - License 1 - \$38,000 per year
  - License 2 - \$40,000 per year
  - License 3 - \$45,000 per year
  - License 4 - \$56,000 per year (eligible for a 1% annual experience-based base salary increase if the teacher successfully maintains a License 4)
- Once a teacher achieves License 4, they would be eligible for a 1% annual experience-based salary increase if the teacher successfully maintains a License 4. This 1% annual experience-based salary increase will be a part of the teacher's base salary. If a teacher is not able to successfully renew License 4 and is in their second five-year renewal period, their salary will remain at the previous year's salary until they have successfully renewed their license. A sample salary schedule with these experience-based salary increases is attached.
- Base salaries and the experience-based salary increases would be eligible for salary increases implemented by the General Assembly.
- Teachers with National Board Certification (NBCT) would still be eligible for a 12% salary supplement on top of their base salary.
- In line with current statute, teachers who were eligible for the master's salary supplement during the 2014-15 school year or started a master's degree program prior to August 2013 would still be eligible for a 10% salary supplement on top of their base salary.
- Teachers would still be eligible for local salary supplements on top of their base salary and any additional state-supported salary supplements.

### *Salary Stipends for Advanced Certifications*

- License 4 teachers who earn either an Advanced Classroom Teacher Excellence certification or an Advanced Teacher Adult Leadership certification will continue to receive a base salary and supplements if eligible based on their number of years with a License 4, and if hired into an advanced teacher position in their school or district will receive an additional stipend based on their advanced teacher certification and position. The stipend will be set by the school or district hiring the teacher.
- Supplemental funding for these stipends will be provided to school districts through a dollar allotment. The allotment will provide funding equal to 40% of average teacher salary from the previous year for every 221 in adm (the allotment formula for Instructional Support Personnel).

### *Transitioning Current Teachers to the New Licensure System and Salary Schedule*

- Teachers with three years or less of experience who do not have a Continuing Professional License (CPL) will transition into License 1, 2 or 3 depending on what requirements they have met.
  - Teachers with an Emergency, Provisional, Limited or Residency License will transition to License 1 or 2 depending on their status.
  - Teachers with an Initial Professional License will transition to License 2 or 3 depending on if they have passed the edTPA and Praxis exams.
- Any teacher with a CPL and four or more years of experience will transition to License 4.

- CPL teachers once they transition to License 4 will be eligible for renewal based on how many years they have remaining in the current CPL renewal cycle.
  - If a CPL teacher with 5 or more years of experience has four or five years remaining in their license renewal cycle, then their License 4 five-year renewal cycle begins when they become a License 4 teacher.
  - CPL teachers with less than four years remaining on their renewal cycle will continue with their renewal cycle under current requirements (i.e. completion of eight units of professional learning and proficiency on the most recent summative evaluation). Once they have achieved license renewal, their License 4 five-year renewal cycle begins under the new requirements.

<b>Years of Experience</b>	<b>Current License and Years Remaining in Renewal Cycle</b>	<b>New License</b>
0-3 years of experience	Permit to Teach	License 1
	Emergency	License 1
	Provisional	License 1
	Limited License	License 2
	Residency License	License 1 or 2 depending on status
	Initial Professional License	License 2 if not passed EdTPA and/or Praxis; License 3 if passed edTPA and/or Praxis
4 or more years of experience	Limited License	License 2
	CPL with 4 or 5 years remaining in renewal cycle	License 4 with new 5-year renewal cycle
	CPL with 1, 2 or 3 years remaining in renewal cycle	License 4 (complete current renewal cycle under current requirements before new 5-year cycle under new requirements)
	Lifetime License with no renewal required	License 4 + 30 years of experience

- Current teachers with a CPL would transition to the new base salary schedule based on years of experience with a continuing professional license (CPL). For example, an NBCT teacher in Alamance-Burlington Schools in their tenth year of teaching who has had a CPL for 6 years would have a base salary of \$59,445 (License 4 + 6 years base salary). The teacher would also

receive a 12% NBCT supplement of \$7,133 and an average local supplement of \$5,367<sup>1</sup> for a total salary of \$71,945. For comparison, during the 2022-23 school year, the salary for a teacher with these same qualifications would be \$56,887.

*Salary Comparison for Alamance-Burlington Schools Sample Teacher  
in 10<sup>th</sup> Year of Teacher (9 Years of Experience)*

	<b>Pathways Proposal</b>	<b>2022-23 Salary Schedule</b>
<b>Base Salary</b>	\$59,445	\$46,000
<b>NBCT Supplement (12%)</b>	\$7,133	\$5,520
<b>Local Supplement<sup>1</sup></b>	\$5,367	\$5,367
<b>Total</b>	<b>\$71,945</b>	<b>\$56,887</b>

<sup>1</sup> 2021-22 average local supplement for Alamance-Burlington Schools

- All teachers will be “held harmless” for their current salaries as the new salary schedule is implemented.

*Transitioning Out-of-State Teachers to the to the New Licensure System and Salary Schedule*

- Out-of-state teachers with three years or less of experience will transition into License 1, 2 or 3 depending on what requirements they have met.
  - If they have completed an EPP program and have passed the required exams for their out-of-state license, they will transition to a License 3.
  - If they have not completed an EPP program or not passed the required exams, then they will transition to a License 1 or 2 depending on their status.
- Out-of-state teachers with the equivalent of a CPL and four or more years of experience will transition to License 4. Their License 4 five-year renewal cycle will begin when they are issued a License 4. They will be placed on the salary schedule based on the number of years they have held the equivalent of a CPL in their home state. For example, if an out-of-state teacher has 9 total years of teaching experience (they are in their 10th year teaching) and has held an equivalent of a CPL in their home state for 6 years, they will be placed on the salary schedule at the License 4 + 6 years level.

---

<sup>1</sup> The 2021-22 statewide average local supplement was \$5,123.

*Attachment: Proposed Salary Schedule for Licenses 1-4*

	<b>Lic. 1</b>	<b>Lic. 2</b>	<b>Lic. 3</b>	<b>Lic. 4<sup>1</sup></b>	<b>Lic. 4 + Masters</b>	<b>Lic. 4 + NBCT</b>
<b>Starting Salary</b>	\$38,000	\$40,000	\$45,000	\$56,000	\$61,600	\$62,720
<b>License 4 + 1 year</b>	-	-	-	\$56,560	\$62,216	\$63,347
<b>License 4 + 2 years</b>	-	-	-	\$57,126	\$62,838	\$63,981
<b>License 4 + 3 years</b>	-	-	-	\$57,697	\$63,467	\$64,620
<b>License 4 + 4 years</b>	-	-	-	\$58,274	\$64,101	\$65,267
<b>License 4 + 5 years</b>	-	-	-	\$58,857	\$64,742	\$65,919
<b>License 4 + 6 years</b>	-	-	-	\$59,445	\$65,390	\$66,579
<b>License 4 + 7 years</b>	-	-	-	\$60,040	\$66,044	\$67,244
<b>License 4 + 8 years</b>	-	-	-	\$60,640	\$66,704	\$67,917
<b>License 4 + 9 years</b>	-	-	-	\$61,246	\$67,371	\$68,596
<b>License 4 + 10 years</b>	-	-	-	\$61,859	\$68,045	\$69,282
<b>License 4 + 11 years</b>	-	-	-	\$62,477	\$68,725	\$69,975
<b>License 4 + 12 years</b>	-	-	-	\$63,102	\$69,412	\$70,674
<b>License 4 + 13 years</b>	-	-	-	\$63,733	\$70,107	\$71,381
<b>License 4 + 14 years</b>	-	-	-	\$64,371	\$70,808	\$72,095
<b>License 4 + 15 years</b>	-	-	-	\$65,014	\$71,516	\$72,816
<b>License 4 + 16 years</b>	-	-	-	\$65,664	\$72,231	\$73,544
<b>License 4 + 17 years</b>	-	-	-	\$66,321	\$72,953	\$74,280
<b>License 4 + 18 years</b>	-	-	-	\$66,984	\$73,683	\$75,022
<b>License 4 + 19 years</b>	-	-	-	\$67,654	\$74,420	\$75,773
<b>License 4 + 20 years</b>	-	-	-	\$68,331	\$75,164	\$76,530
<b>License 4 + 21 years</b>	-	-	-	\$69,014	\$75,915	\$77,296
<b>License 4 + 22 years</b>	-	-	-	\$69,704	\$76,674	\$78,069
<b>License 4 + 23 years</b>	-	-	-	\$70,401	\$77,441	\$78,849
<b>License 4 + 24 years</b>	-	-	-	\$71,105	\$78,216	\$79,638
<b>License 4 + 25 years</b>	-	-	-	\$71,816	\$78,998	\$80,434

<sup>1</sup> Experienced-based salary increases for License 4 teachers is dependent on renewal of License 4.