



GUILFORD COUNTY SCHOOLS EMPLOYEE COMPENSATION SUMMARY 2020 – 2021 SCHOOL YEAR

TEACHER AND INSTRUCTIONAL SUPPORT

- Salary increases range from 0% to 14.8%.
- All teachers are paid in accordance with their licensure level and experience.
- Teachers can receive credit for previous teaching or non-teaching experience. NCDPI reviews and grants experience credit based on the teaching area and whether the experience is directly related.
- For teachers to be eligible to receive master's, sixth year, or doctoral degree level pay, at least one course towards that degree would have to have been completed prior to August 1, 2013.

- ***Bonus for Highly Qualified NC Teaching Graduates***

Highly Qualified

- New teacher
- Graduate from an approved educator preparation program located in NC.
- GPA of 3.75 or higher and meet a certain score on edTPA or PPAT assessments:
 - A score of 42 or higher for the World Languages and Classical Languages edTPA assessment (those with 13 rubrics)
 - A score of 57 or higher for the Elementary Education edTPA assessment (those with 18 rubrics)
 - A score of 48 or higher for all other edTPA assessments (those with 15 rubrics)
 - A score of 44 or higher for the PPAT assessment
 - In all cases, these assessments must be nationally scored. Local scoring will not be accepted.

A highly qualified graduate is paid a monthly supplement of the equivalent of the difference in salary of a Bachelor level teacher with zero years of experience and:

- 3 years of experience, if teaching in a low performing school for the first 3 years of employment (\$300.00/month).
- 2 years of experience, if licensed and teaching in EC, science, technology, engineering or mathematics for the first 2 years of employment (\$200.00/month).
- 1 year of experience, for all others for the first year of employment (\$100.00/month).

HOLD HARMLESS PAY FOR TEACHERS AND INSTRUCTIONAL SUPPORT STAFF

- Teachers and Instructional Support Staff assigned to the teacher salary schedule(s) will receive their 2014-2015 hold harmless salary, including the \$1,000 bonus for the 2014-2015 year **OR** their regular salary based on the 2020-2021 teacher salary schedule, whichever is higher.

GRADUATE PAY FOR NURSES, TEACHERS AND INSTRUCTIONAL SUPPORT

The positions noted below are the only ones eligible to receive graduate pay:

- Nurses and Instructional Support positions requiring a Master's Degree.
- Teachers and Instructional Support employees who were paid on the Master's Degree schedule prior to July 1, 2014.
- Teachers and Instructional Support employees who completed masters, advanced or doctorate degree coursework by August 1, 2013 and would have qualified under the State Board of Education policy that was in effect on June 30, 2013.

SCHOOL-BASED ADMINISTRATORS - PRINCIPALS

- No Advanced and Doctorate supplements (effective 2017-18 school year).
- Not eligible for longevity (effective 2017-18 school year).
- Continues schedule based on size of the school and principal's past performance. Data is updated effective January 1, 2020.
 - Size of school - ADM of school
From 7/1/20 to 12/31/20 ADM is determined based on 2019-20
From 1/1/21 to 6/30/21 ADM is determined based on 2020-21
 - Principal's past performance - School growth at the school(s) for each school the principal supervised in at least 2 of the prior 3 years.
From 7/1/20 to 12/31/20 growth based on 2016-17, 2017-18 and 2018-19, or the three most recent scores up to 2018-19 if scores from these years are not available
From 1/1/2021 to 6/30/2021 growth based on 2017-18, 2018-19 and 2019-20, or the three most recent scores up to 2019-20 if scores from these years are not available
- 6 categories of school size.
- 3 categories of performance – Base (B), Met (G) and Exceeded (E).
- Two separate hold harmless provisions apply:
 1. Hold Harmless at 2016-17 Principal salary schedule plus longevity. Removed the expiration of the hold harmless clause.
 2. An assistant principal or teacher who becomes a principal shall be paid, on a monthly basis, at least as much as he or she would earn as an assistant principal or teacher.
- **Principal Bonuses**
 1. Bonuses for the top 50% in the State measured by growth of the school supervised.
 - Top 5% \$10,000
 - Top 10% \$7,500
 - Top 15% \$5,000

- Top 20% \$2,500
- Top 50% \$1,000

If the principal is at a school designated as a D or F school the bonus is doubled.
Bonuses are not subject to retirement.

Principals who are employed in the district as of October 1, 2020, and received the bonus in 2019-2020 will receive the bonus again in 2020-2021.

SCHOOL-BASED ADMINISTRATORS – ASSISTANT PRINCIPALS

- Schedule linked to A schedule at A + 19%.
- Not eligible for longevity (effective 2017-18 school year).
- Advanced and Doctorate supplements still apply.
- Two separate hold harmless provisions apply:
 1. Hold Harmless at 2016-17 Assistant Principal salary schedule plus longevity.
 2. A teacher who becomes an assistant principal shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher.

CLASSIFIED EMPLOYEES, CENTRAL OFFICE STAFF, AND EMPLOYEES ASSIGNED TO THE DISTRICT LEVEL LICENSED SALARY SCHEDULE(S)

- No change in salary schedule

PARAPROFESSIONALS (Teacher Assistants, Technology Assistants, Testing Coordinators, General Assistants, Media Assistants, ESOL Interpreters, Student Intervention Assistants, etc.)

- Paraprofessionals are currently scheduled to work the same number of days as last school year, which included a 1.5-day reduction.
- Principals are to determine the 1.5-day reductions at their sites and communicate this to their staff.

Bus Drivers

- Will receive step and pay increases based on the current bus driver pay schedule.

SNS Assistants and Managers

- Will receive step and pay increases based on the current SNS assistants and managers pay schedule.