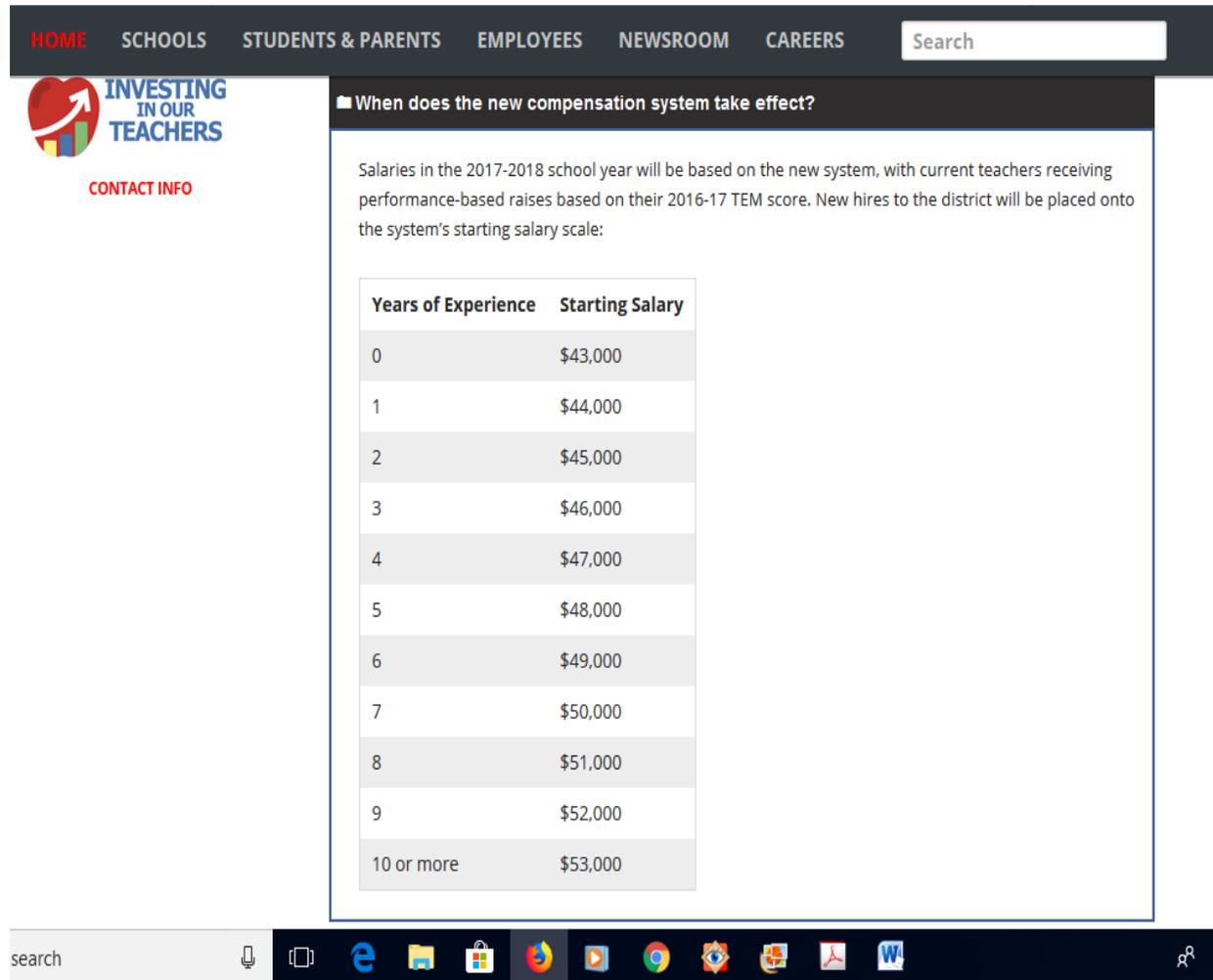


For NCTQ's analysis of 2018-2019 salary schedules, this 2017-2018 salary information was used again, as it remained posted on the district website as of October 2, 2019. NCTQ's policy is to analyze salary schedules posted as of January 1, 2019. This salary document was used again for NCTQ's analysis of 2019-2020 salary schedules, as it remained posted on the district website as of May 2020.



The screenshot shows a website header with navigation links: HOME, SCHOOLS, STUDENTS & PARENTS, EMPLOYEES, NEWSROOM, CAREERS, and a search bar. On the left is a logo for 'INVESTING IN OUR TEACHERS' with a 'CONTACT INFO' link. The main content area has a dark header with the title 'When does the new compensation system take effect?'. Below this, a paragraph explains that salaries for the 2017-2018 school year are based on the new system, with current teachers receiving performance-based raises based on their 2016-17 TEM score. New hires will be placed on the system's starting salary scale. A table follows, listing 'Years of Experience' and 'Starting Salary'.

Years of Experience	Starting Salary
0	\$43,000
1	\$44,000
2	\$45,000
3	\$46,000
4	\$47,000
5	\$48,000
6	\$49,000
7	\$50,000
8	\$51,000
9	\$52,000
10 or more	\$53,000

At the bottom of the screenshot is a Windows taskbar with a search bar and various application icons including Edge, File Explorer, Mail, Store, Firefox, YouTube, Chrome, and Word.

■ If I receive a hard-to-staff subject stipend this year, will I always receive one assuming I continue to earn a TEM 4 or higher?

■ Who is eligible for the job-related advanced degree stipend, and how is this stipend awarded?

A job-related advanced degree is defined as an advanced degree that is directly related to either: the primary subject(s) taught by a teacher, or the practice of education itself. If a teacher (a) holds a job-related advanced degree, and (b) has not received any salary increases or credit for an advanced degree previously, he or she is eligible for the following for four years. Eligible teachers will receive the stipend for each year they earn a TEM 4 or 5 within the first four years following hire/placement into the new system, or degree receipt (for current teachers holding a BA/BS who will earn a job-related advanced degree in the future). This stipend is performance-dependent with amounts as follows:

- Year 1: A \$1,250 stipend award at the end of the first year, if earning a TEM 4 or 5
- Year 2: A \$1,250 stipend award at the end of the second year, if earning a TEM 4 or 5
- Year 3: A \$1,250 stipend award at the end of the third year, if earning a TEM 4 or 5
- Year 4: A \$1,250 stipend award at the end of the fourth year, if earning a TEM 4 or 5



CONTACT INFO

- An elevated salary maximum of \$73,000 is accessible to all teachers

■ When are annual performance-based raises awarded, and how much can I expect to earn?

Performance-based raises will be awarded each year upon receipt of TEM scores, with raises retroactively effective to the first day of each school year. Raises based on 2016-2017 performance will be awarded once TEM scores are reported for this year, and will be retroactive to the first day of the 2017-2018 school year. All teachers are eligible for performance-based increases up to the salary maximum of \$73,000, with raise amounts determined by TEM score:

TEM RATING	Raise Amount
5	\$1,500
4	\$1,000
3	\$750
2	\$0
1	\$0