

**NC Pre-K Teacher Compensation Policy
SY: 2021-2022**

Name of Site: _____

Lead Teachers: Beginning SFY: 2019-2020, NC Pre-K sites will have three years to provide compensation packages for lead teachers equivalent to at least the minimum compensation level for eligible lead teachers as defined by the NC Public School Teacher Salary Schedule.

Teacher Assistants: Following the three-year period given to NC Pre-K sites to raise lead teacher compensation, NC Pre-K sites will have two years to provide compensation packages for teacher assistants equivalent to at least the minimum compensation level for eligible teacher assistants as defined by the NC Public School Teacher Salary Schedule.

The goal is to have all NC Pre-K sites providing compensation packages equivalent to at least the minimum compensation level as defined by the NC Public School Teacher Salary Schedule within the described five-year period. New NC Pre-K sites must enter the program providing compensation packages equivalent to at least the minimum compensation level as defined by the NC Public School Teacher Salary Schedule.

Compensation packages may consist of a, b, or c and equal to the NC Public School Teacher Salary Schedule amount.

- a. Salary only, or
- b. Salary plus health or retirement plans, or
- c. Salary plus health and retirement plans

Please check to agree to provide compensation packages consisting of a, b, or c and equal to the NC Public School Teacher Salary Schedule amount.

Sites may seek approval from the Contract Administrator to offer alternative benefits that may count toward the compensation package. Examples may include, but are not limited to, paid childcare for dependent children or financial assistance for higher education coursework.

Please check to request approval to offer the following compensation package equal to the NC Public School Teacher Salary Schedule amount with alternative benefits. Use the space below to describe the alternative compensation package:

Documentation to support compliance with the policy will be reviewed and verified at the site-monitoring visit.

Signatures *(Contract Administrator signature is required to show approval of the request to provide an alternative compensation package.)

Site Administrator Signature: _____ **Date:** _____

Contract Administrator Signature: _____ **Date:** _____