

Table 3. Compensation Packages for Eligible Teachers Working in Nonpublic School Programs
B-K Licensure, Pre-school Add-on Licensure, Provisional B-K Licensure, Initial Provisional Lateral Entry B-K License & BA/BS Degree

Experience	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Minimum Compensation	\$26,260	\$26,680	\$27,120	\$28,680	\$30,080	\$31,420	\$32,710	\$33,750	\$34,230	\$34,720	\$35,220	\$35,710	\$36,220	\$36,730	\$37,260	\$37,800
Compensation Target	\$30,900	\$31,322	\$31,786	\$33,392	\$34,834	\$36,215	\$37,543	\$38,615	\$39,109	\$39,614	\$40,129	\$40,633	\$41,159	\$41,684	\$42,230	\$42,786

Notes

- Minimum and Maximum Compensation Target (Salary and Benefits) Packages** based on North Carolina Public School Salary Schedules for Certified Employees - Bachelor's Degree Certified Teacher Salary Schedule 5th Pay Period 2005-2006. For Minimum Compensation Tables for more than 15 years of service, see: <http://www.dpi.state.nc.us/docs/fls/finance/salary/schedules/2005-06schedulespayperiod5.pdf>
- Health benefit calculation based on 2005-2006 NC State Health Plan rate **\$321 per month** (12 months of employment).
- Retirement benefit calculation based on **3% of annual salary**.
- Compensation scale assumes a 40-hour work week for 36 weeks (10-month school year) (1,440 hours: includes 6 ½ hours direct child contact, plus related instructional planning, home visits, family conferences, professional development activities – See Section 6. b).
- Employer and employee state and federal taxes are **not** included in these figures.
- County supplements are determined by the Local NCPRE-K Committee.
- Initial Provisional Lateral Entry B-K License** – Granted to a teacher with a BA/BS degree in child development, early childhood or a related field (human development and family studies, or psychology), and at least a 2.5 GPA. Upon completion of B-K requirements teacher recommended for a B-K Standard Professional I or II license.
- Provisional B-K Licensure** – Granted to a teacher with another North Carolina license. Ex: Teacher with K-6 license approved for a provisional B-K or Preschool Add-on. Upon completion of B-K requirements teacher recommended for a B-K Standard Professional I or II license and/or Preschool Add-on License.
- Teaching Experience** – One year of full time (at least 30 hours/week) teaching experience in a public or nonpublic setting is given for each increment (step) on the state salary schedule. Experience is determined by the NC Department of Public Instruction (DPI) at the time the license is issued. Teachers should be placed at the “0” level of experience until the DPI Licensure Section computes “years of experience,” which are denoted on the license document mailed to the teacher. Teacher’s salary would move to the appropriate step of **Table 3** upon receipt of license.

Source: http://ncchildcare.nc.gov/pdf_forms/NCPre-K_Program_Requirements_Guidance_2012-2013.pdf