

Teachers

By most measures of teacher quality, Wake County public schools employ a well-qualified cadre of instructors.

Teacher turnover numbers are lower than the state average, and the district employs a higher percentage of teachers with advanced degrees and National Board Certification.

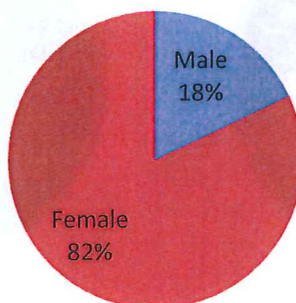
This does not mean that every teacher in every classroom is going to be a winner. The system employs almost 10,000 teachers so raw numbers alone dictate a range of talents.

But in general, Wake County is considered a desirable location with a good quality of life, the school system offers salaries that are competitive with similar and neighboring districts, and the system has a solid academic reputation that is well known in colleges of education throughout the country.

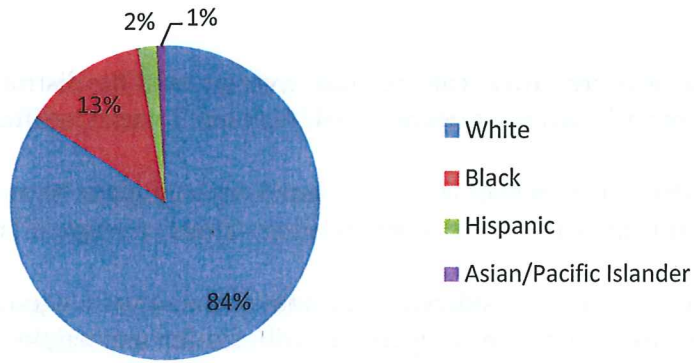
The following charts provide information that help break down the traits of Wake County teachers and how they compare to state averages.

What does the WCPSS teacher workforce look like?

Teacher Gender Composition

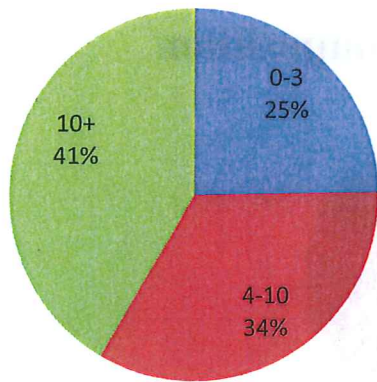


Teacher Racial Composition

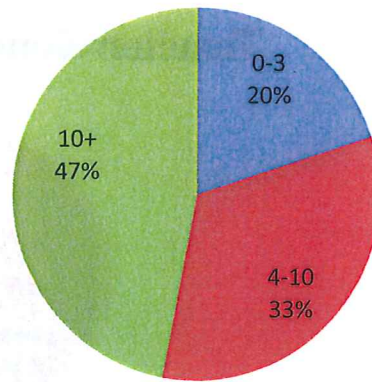


Teachers' Experience Years of Experience at Different Grade Levels

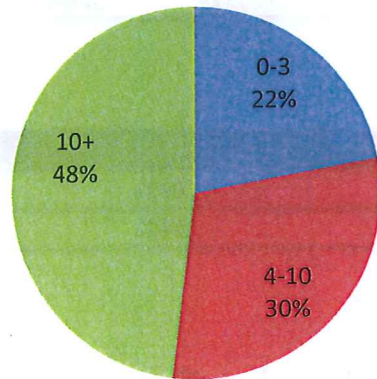
Elementary School



Middle School



High School



Teacher Licensing and Standards (number with advanced degrees)

Fully Licensed Teachers

	Elementary	Middle	High
WCPSS	99%	96%	95%
State	97%	91%	89%

Teachers with Emergency/Provisional Licenses

	Elementary	Middle	High
WCPSS	0%	0%	1%
State	2%	1%	2%

Teachers Entering via Lateral Entry

	Elementary	Middle	High
WCPSS	0	4%	4%
State	2%	7%	8%

Highest Degree Held by Classroom Teachers – 9,290 teachers in WCPSS

	None	Vocational	Bachelor	Masters	Advanced	Doctorate
WCPSS	0.6%	0.2%	68.9%	29.7%	0.3%	0.3%
State	0.7%	1.0%	72.9%	24.8%	0.4%	0.2%

Teachers with Advanced Degrees

	Elementary	Middle	High
WCPSS	30%	29%	32%
State	27%	24%	25%

Teacher Salaries

Teacher salaries in WCPSS are based on the state base pay for certified personnel. Teachers with an “A” License have a bachelor’s degree. Teachers with an “M” license have a graduate degree. There is a 10% pay increase in state base salary for an “M” license. Teachers may also have National Board Certification, which results in an additional 12% increase in state base salary.

WCPSS pays an additional supplement to teachers. This supplement is a designated percentage based on years of service. The additional supplement makes WCPSS a competitive employer. In 2007-2008, the average supplement was \$6,133.

Licensure	Minimum-Maximum Salary Range
A License	\$34,462.00 - \$61,089.40
A License and NBC	\$41,404.20 - \$68,424.80
M License	\$38,072.20 - \$67,493.20
M License and NBC	\$45,738.90 - \$75,595.70

Advanced certification = additional \$126 per month

Doctorate certification = additional \$253 per month.

In a few other districts, the 2007-2008 average teacher supplement was:

Chapel Hill-Carrboro - \$6456

Asheville - \$6,133

Charlotte-Mecklenburg - \$5,697

Durham - \$5,336

Orange - \$5,163

Forsyth - \$4,312

Guilford - \$4,574

Several districts do not offer any supplement (Cherokee, Clay, Graham, and Halifax).

National Board Certification

WCPSS had 197 educators earn certification in the fall of 2008. This is the fourth largest number of educators to earn certification of any school district in the nation and the largest in the state. With a total of 1,487 National Board certified teachers, WCPSS employs the second largest number of National Board certified teachers in the nation behind Broward County, Florida. And Broward County is over 80% larger than WCPSS, serving over 250,000 students.

Average Number of School Staff with National Board Certification

	Elementary	Middle	High
WCPSS	6	9	17
State	5	5	8

Teacher Turnover

	Elementary	Middle	High
WCPSS	10%	12%	10%
State	12%	15%	14%

Handwritten text, possibly a list or notes, located in the upper right quadrant of the page. The text is faint and difficult to read.

Handwritten text, possibly a list or notes, located in the middle right quadrant of the page. The text is faint and difficult to read.