




PUBLIC SCHOOLS OF NORTH CAROLINA

STATE BOARD OF EDUCATION William W. Cobey Jr., Chairman
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TO: Jennifer Hoffman, Senior Fiscal Analyst
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AVERAGE EDUCATOR SALARIES FOR SEPTEMBER 2016

Attached is our analysis for the third pay period of the 2016-17 fiscal year. This analysis includes the following:

- Budgeted Versus Actual Salaries for Allotted Positions.....page 1
- Certified Budget Versus Actual Salaries for Allotted Positions.....page 1
- Filled Positions and Zero Salary Analysis for Position Allotments.....page 2
- Categorically Funded Salary Analysis.....page 2
- Zero Salaries for 2015-2016 Compared with Prior Years.....page 3

The average salary calculations contained in this report include all year-to-date input based on payroll data provided by local education agencies.

AS/dkm

Attachment

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State Public School Fund

Budgeted versus Actual Salaries for Allotted Positions 2016-17

(1) Position Category	(2) Actual Certified Salary 3rd 4th	(3) Cert. Budget Positions Salary	(4) Allotted Positions 9/30/2016	(5) Forecasted Expenditures (Col 2 x Col 4)	(6) Auth. Budget 9/30/2016	(7) Projected Reversion (Col 6 - Col 5)	(8) % Variance (Col 7/Col 6)
Principal	\$0	\$63,390	2,541.00	\$157,661,529	\$165,339,837	\$7,678,308	4.64%
Assistant Principal	\$0	\$49,040	1,569.28	\$79,825,052	\$74,363,130	(\$5,461,922)	-7.34%
Instructional Support	\$0	\$49,764	7,117.00	\$344,789,860	\$345,271,809	\$481,949	0.14%
Teacher (ALL) ⁽²⁾	\$0	\$43,856	70,448.00	\$3,000,802,511	\$2,987,794,117	(\$13,008,394)	-0.44%
Career Technical	\$0	\$45,880	7,086.40	\$321,270,975	\$323,383,462	\$2,112,487	0.65%
				\$3,904,349,927	\$3,896,152,355	(\$8,197,572)	-0.21%
						Benefits (7.65% SSI and 16.12% retirement:	
					\$928,063,978	(\$1,948,563)	-0.21%
						Total expenditures w/benefits	
					\$4,832,413,905	(\$4,822,267,770)	-0.21%

(1) Certified personnel without a certified salary are excluded from the average salary calculation.
(2) Includes Class Size Teachers, Math/Science/Computer Teachers, and Expansion Program Teachers.

**State Public School Fund
Filled Position and Zero Salary Analysis
3rd Pay Period 2016-2017**

Salaries Funded by Position Allotments

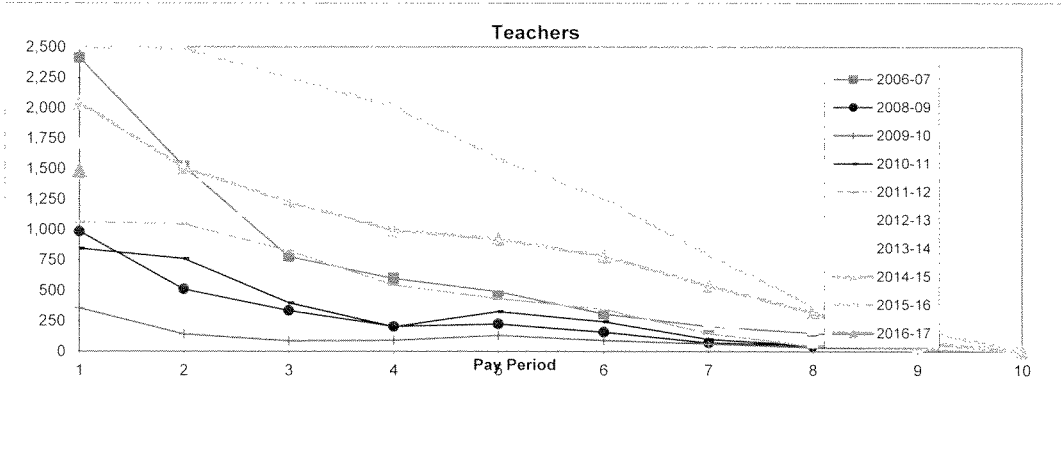
Position Category	Allotted Positions		Filled Positions ⁽¹⁾		Unfilled Positions		Personnel Without a Certified Salary			Percentage without a Certified Salary	
	3rd	4th	3rd	4th	3rd	4th	5th	3rd	4th		5th
Principal	2,441.00	2,403.66	37.34					10.00	-	-	0.41%
Assistant Principal	1,475.50	1,472.58	2.92					16.50	-	-	1.12%
Instructional Support	6,698.32	6,642.28	56.04					179.14	-	-	2.67%
Teacher (ALL)	65,825.42	64,672.13	1,153.29					1,484.40	-	-	2.26%
Career Technical	6,796.90	6,325.46	471.44					602.96	-	-	8.87%
TOTAL	83,237.14	81,516.11	1,721.03					2,293.00	-	-	2.75%

(1) Includes positions with and without a certified salary.

Salaries Funded by Dollar Categorical Allotments

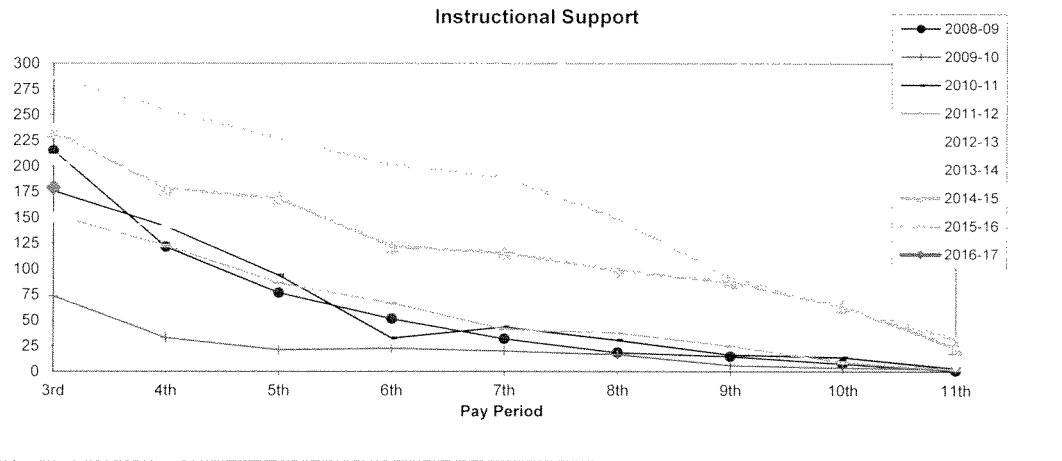
Dollar Allotment Category	With a Certified Salary		FTEs After Current Pay Period (3rd)	
	3rd	4th	With Certified Salary	Without Certified Salary
Principal	57,729	0	6.00	0.00
Assistant Principal	48,402	0	696.83	12.50
Teacher	42,145	0	9,984.97	937.61
Instructional Support	46,964	0	3,580.21	237.26
Career Technical	41,688	0	7.80	2.67
			14,275.81	1,190.04

Number of Zero Salaries for 2016-17 Compared with prior years (Position Allotments Only)



FTE Zero Salaries

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
3rd	983.86	355.05	844.76	1,061.01	1,455.11	1,706.81	2,040.74	2,497.33	1,484.40
4th	509.90	140.91	759.13	1,043.37	1,307.85	1,434.91	1,506.73	2,481.94	
5th	332.14	85.13	396.71	821.12	958.38	1,222.47	1,223.96	2,248.47	
6th	201.69	89.19	200.48	540.91	692.33	990.26	990.94	2,005.02	
7th	223.13	130.16	324.31	429.38	544.75	972.21	918.35	1,580.75	
8th	157.14	89.03	242.00	345.21	393.61	740.29	778.91	1,249.56	
9th	70.38	60.54	98.95	144.43	222.84	307.04	536.41	786.97	
10th	46.55	30.75	48.39	46.26	77.72	183.75	315.60	372.95	
11th	28.55	22.75	21.96	19.50	35.50	61.04	78.19	180.03	



**Instructional Support
FTE Zero Salaries**

	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
3rd	214.95	73.50	175.82	152.23	150.31	205.79	234.05	286.47	179.14
4th	121.33	33.00	141.25	122.43	141.03	182.49	178.05	255.02	
5th	76.63	21.10	93.77	86.28	122.8	145.81	168.30	227.19	
6th	51.22	22.50	32.50	66.28	106.44	118.10	121.60	201.12	
7th	31.80	20.00	43.30	41.10	81.66	114.30	115.80	189.13	
8th	18.50	16.50	30.50	37.50	63.57	104.20	98.30	148.34	
9th	14.50	6.00	16.26	24.68	48.97	63.02	87.11	90.99	
10th	7.50	3.50	13.84	9.18	20.86	41.72	63.30	62.32	
11th	1.00	2.50	3.19	2.00	7.06	14.00	23.67	31.74	