

# Durham PreK Teacher Compensation Support Payment Policy & FAQ

## According to Durham PreK policy:

*Durham PreK lead teachers with a BK license must be compensated according to Durham Public Schools' certified teacher salary schedule. Durham PreK lead teachers working toward a BK license or holding a provisional BK License such as a Lateral Entry BK License, Residency BK License, Emergency BK License or Provisional BK Add-on License must be compensated according to NC Department of Public Instruction's salary schedule.*

Providers will receive a monthly Teacher Compensation Support Payment to help offset the cost of teachers who must be paid on the Durham Public Schools scale. The Compensation Support Payment is based on a graduated scale which takes into account the monthly salary and teacher years of experience and is available to all providers with lead teachers required to be paid on the Durham Public Schools salary schedule. The Compensation Support Payment begins at 5% of the teacher's monthly salary at 0 years of experience and is increased by 1% in years 1 and 2, by 1.5% in years 3-14, and by .3% in years 15 and beyond. The graduated scale can be found on the next page.

## How is this different from the Teacher Salary Supplement Payment?

The Teacher Salary Supplement Payment was only available for teachers with 3 or more years of experience on their license and was calculated by taking 80% of the difference between the lead teacher's years of experience and the base year (0 years of experience on the DPS salary table). As we heard feedback from providers regarding this policy and learned about upcoming raises in the state budget for teachers that would increase teacher salaries even more, it became clear that support was needed for teachers at all levels of experience while also continuing to support the hiring of highly experienced teachers. *This new model provides increased payments at all experience levels over the original Salary Supplement model.*

In addition, we have changed the name from "Salary Supplement Payment" to "Compensation Support Payment" to more accurately reflect the payment's intent as a support to the provider for the increased teacher compensation that is required by participating in Durham PreK and to decrease confusion with CCSA's payment and the county's supplement to teacher salaries.

## How will years of experience be calculated?

Years of experience will be determined by the years of experience in early childhood (birth through grade 3) listed on the teacher's current license. Teachers will be responsible for updating their years of experience on their license through the Department of Public Instruction in order to receive payment for additional years of experience earned since the license issue date. No credit will be provided for years of experience not printed on the current license.

## What if a teacher updates their license to add years of experience during a program year?

If a teacher updates their license to add years of experience during a program year, the provider will be expected to pay the teacher at the higher experience rate starting with the next pay period from the time the updated license was received and moving forward. Once CCSA receives a copy of the updated license, the provider's next Compensation Support Payment from CCSA will be at the higher experience rate as well.

## Who will receive the Compensation Support Payment, the teacher or the provider?

The Compensation Support Payment will be paid by direct deposit to the provider by CCSA on a monthly basis to help offset the cost of paying the teacher on the DPS salary scale.

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### What type of monitoring will be required?

As part of the contracting process, providers and teachers will confirm the hourly rate to be paid to the teacher in order to meet the salary requirements. Durham PreK providers must submit copies of the lead teacher's monthly paystubs with sensitive information blacked out (address, SSN, withholdings, etc.) after the first full month of Durham PreK to confirm they are paying at the correct rate. The paystub must show the full name of the teacher, the dates of the pay period, the gross payment amount, and the hourly rate/hours worked (if applicable). If teachers are paid twice a month, both paystubs must be submitted. After the first month of Durham PreK, paystubs do not need to be submitted monthly but will be monitored by Durham PreK staff during regular on-site monitoring visits. Providers must notify Durham PreK within 5 business days of any teacher change so that Compensation Support Payments can be adjusted as appropriate.

### Graduated Scale Teacher Compensation Support Payment

Years of Experience	% of Monthly Salary
0	5.00%
1	6.00%
2	7.00%
3	8.50%
4	10.00%
5	11.50%
6	13.00%
7	14.50%
8	16.00%
9	17.50%
10	19.00%
11	20.50%
12	22.00%
13	23.50%
14	25.00%

Years of Experience	% of Monthly Salary
15	25.30%
16	25.60%
17	25.90%
18	26.20%
19	26.50%
20	26.80%
21	27.10%
22	27.40%
23	27.70%
24	28.00%
25	28.30%
26	28.60%
27	28.90%
28	29.20%
29	29.50%
30	29.80%