

# 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 at 0 years experience 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 graduated scale can be found on the next page.

## 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 **as long as the updated license was received by the provider and CCSA by December 31 of the current program year**. 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. **Teachers submitting updated licenses on January 1 or after will not be eligible for increased payments for the current school year.**

## 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.

## 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.

# Durham PreK Teacher Compensation Support Payment Policy & FAQ

## When and how will payments be received?

Payments will be issued by direct deposit by the 15<sup>th</sup> of each month, or the following business day if the 15<sup>th</sup> falls on a weekend or holiday. September payments will be issued by September 15 before documentation has been submitted. Proper paystub documentation as mentioned above must be submitted before October payments will be issued.

## Graduated Scale Teacher Compensation Support Payment

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

Years of Experience	% of Monthly Salary
15	25.00%
16	25.30%
17	25.60%
18	25.90%
19	26.20%
20	26.50%
21	26.80%
22	27.10%
23	27.40%
24	27.70%
25	28.00%
26	28.30%
27	28.60%
28	28.90%
29	29.20%
30	29.50%

Please note that the Graduated Scale above is based on the [FY21-22 Salary Schedule](#) as of July 1, 2021 (included on the next page) which freezes salary levels at FY20-21 levels pending the passage of the FY21-22 state budget. Once a state budget passes, the new salary scales will go into effect, and the Graduated Scale above will be modified accordingly.

**Please note that because of the way the FY21-22 salary scale is configured while awaiting passage of the new budget, paying teachers at the years of experience on their license, according to Durham PreK policy, will result in a decrease in pay for returning teachers. However, teacher salaries are expected to increase in the FY21-22 budget when it is passed, and these raises may be retroactive to July 1. When the new budget is passed, you will be expected to adjust teacher pay based on the new salary scale, including retroactive pay if necessary. CCSA's Teacher Compensation Support Payment will also increase accordingly, including retroactive pay if necessary.**

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<b>Durham Public Schools</b>
<b>2021-22 Certified Salary Schedule - State Base Pay and Local Salary Supplement</b>
<b>Bachelor's Degree Teachers and Certified Instructional Support Staff</b>
<b>Effective July 1, 2021</b>
<b>Note: State salaries are frozen at FY 2020-21 levels until the passage of a state budget for FY 2021-22</b>

Years of Experience	Monthly State Base Pay	Monthly Local Supplement	Monthly Salary: State Base Pay & Local Supplement	Annual 10-Month State Base Pay	Annual 10-Month Local Salary Supplement	Annual 10-Month Salary: State Base & Local Supplement
0-1	\$3,500	\$567.50	\$4,067.50	\$35,000.00	\$5,675.00	\$40,675.00
2	\$3,600	\$567.50	\$4,167.50	\$36,000.00	\$5,675.00	\$41,675.00
3	\$3,700	\$583.00	\$4,283.00	\$37,000.00	\$5,830.00	\$42,830.00
4	\$3,800	\$598.50	\$4,398.50	\$38,000.00	\$5,985.00	\$43,985.00
5	\$3,900	\$614.00	\$4,514.00	\$39,000.00	\$6,140.00	\$45,140.00
6	\$4,000	\$629.50	\$4,629.50	\$40,000.00	\$6,295.00	\$46,295.00
7	\$4,100	\$645.00	\$4,745.00	\$41,000.00	\$6,450.00	\$47,450.00
8	\$4,200	\$660.50	\$4,860.50	\$42,000.00	\$6,605.00	\$48,605.00
9	\$4,300	\$676.00	\$4,976.00	\$43,000.00	\$6,760.00	\$49,760.00
10	\$4,400	\$691.50	\$5,091.50	\$44,000.00	\$6,915.00	\$50,915.00
11	\$4,500	\$707.00	\$5,207.00	\$45,000.00	\$7,070.00	\$52,070.00
12	\$4,600	\$722.50	\$5,322.50	\$46,000.00	\$7,225.00	\$53,225.00
13	\$4,700	\$738.00	\$5,438.00	\$47,000.00	\$7,380.00	\$54,380.00
14	\$4,800	\$753.50	\$5,553.50	\$48,000.00	\$7,535.00	\$55,535.00
15	\$4,900	\$769.00	\$5,669.00	\$49,000.00	\$7,690.00	\$56,690.00
16	\$5,000	\$784.50	\$5,784.50	\$50,000.00	\$7,845.00	\$57,845.00
17	\$5,000	\$800.00	\$5,800.00	\$50,000.00	\$8,000.00	\$58,000.00
18	\$5,000	\$815.50	\$5,815.50	\$50,000.00	\$8,155.00	\$58,155.00
19	\$5,000	\$831.00	\$5,831.00	\$50,000.00	\$8,310.00	\$58,310.00
20	\$5,000	\$846.50	\$5,846.50	\$50,000.00	\$8,465.00	\$58,465.00
21	\$5,000	\$862.00	\$5,862.00	\$50,000.00	\$8,620.00	\$58,620.00
22	\$5,000	\$877.50	\$5,877.50	\$50,000.00	\$8,775.00	\$58,775.00
23	\$5,000	\$893.00	\$5,893.00	\$50,000.00	\$8,930.00	\$58,930.00
24	\$5,000	\$908.50	\$5,908.50	\$50,000.00	\$9,085.00	\$59,085.00
25	\$5,000	\$924.00	\$5,924.00	\$50,000.00	\$9,240.00	\$59,240.00
26	\$5,200	\$939.50	\$6,139.50	\$52,000.00	\$9,395.00	\$61,395.00
27	\$5,200	\$955.00	\$6,155.00	\$52,000.00	\$9,550.00	\$61,550.00
28	\$5,200	\$970.50	\$6,170.50	\$52,000.00	\$9,705.00	\$61,705.00