



MASTER'S PAY RECOMMENDATION

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THE “WHY”



RATIONALE

Durham Public Schools (DPS) must remain competitive in attracting and retaining highly qualified educators. One key strategy to achieve this is increasing local master's pay to properly compensate classroom teachers who invest in advanced degrees. Increasing local master's pay would benefit teachers, students, and the overall quality of education in Durham.



FOCUS: RETENTION

- Retaining Experienced and Highly Qualified Classroom Teachers
- Incentivizing Continued Professional Development
- Competing with Neighboring Districts
- Enhancing Student Learning and Achievement
- Supporting Equity and Growth in Public Education



BUDGET IMPACT REMINDERS

2025-2026 Calculations



- Average Base Teacher Salary
\$54,612.50
- 10% Master's Supplement
\$5,461.25
- FICA & Retirement Matching
\$1,796.75
- Total Cost to add Master's Pay
\$7,258



Previous Statistics: Projections



Employment Category	Est # of Emp	Est # of Emp with M Degree (or higher)	Est # of Emp Currently Receiving State M Pay	Est # of Emp for Local M Pay Review
Instructional Specialists	33	31	23	6
Instructional Coaches	66	45	29	16
Coordinators	23	15	12	2
School Social Workers	38	29	18	11
Total	161	119	83	35

Certified Position Types Without Local Master's Pay



Employment Category	Affected Areas	Potential # of Positions
Coaches (Academic)	Instruction, Literacy, Math, Student Success	29
Coordinators/Program Admin	AIG, COPE, CTE, Digital Media, Family Engagement, Magnet	14
Facilitators	EC, ESL, Instructional, Technology	14
Interventionists	Instruction	13
Liaison	McKinney Vento	1
Mentors	Mentors	7
Social Workers	Social Workers	20
Specialists	AIG, CTE, Dual Language, MTSS, Outdoor Learning, Science, Whole School Well Being	23
Other	CTE, Mental Health	3
Total		124



Budget Impact of Expanding to Non-Teaching Certified Roles

- Human Resources estimates there are 124 certified employees without at least 50% classroom teacher responsibilities
- These individuals are currently not eligible
- Cost to expand to these 124 = \$899,992
- This was not included in the 2024-2025 budget and partially in the 2025-2026 request
 - 11 social workers for \$79,838

Summary of Cost



Financial Variable	2024-2025 Local Master's Pay Model	2025-2026 Proposed Local Master's Pay Model	Local Master's Pay Model with other Certified Roles Added
Cost	\$2,517,814	\$2,678,202	\$3,433,034
Budgeted Amount	\$2,517,814	\$2,678,202	\$2,678,202
Notes	Classroom teachers of record with minimum 50% of day teaching	2024-2025 model with addition of social workers adjusted for salary and benefit increases	Includes all certified roles. Would require additional \$754,832 compared to 2025-2026 budget request



RECOMMENDATION



Recommendation

- *At this time, given the financial forecast, it is our recommendation that only staff that have an appropriate master's on their license from NCDPI would be considered for master's pay, if they are classroom teachers and/or social workers.*
- *This recommendation focuses on recruitment and retention.*

Master's Pay Eligibility For 2025-2026

Eligible

- PreK-12 Classroom Teachers
- AIG, CTE, EC, ESL, Teachers
- School Social Workers (contingent upon funding)

Not Eligible

- Instructional Coaches
- Coordinators
- Facilitators
- Interventionists
- Liaisons
- Mentors
- Specialists

Questions?



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