

# 3 REASONS WHY THERE ARE SO MANY TEACHER VACANCIES IN N.C.



## # 1 Lack of compensation & benefits

- + NC ranks 46th nationally in beginning teacher salaries
- + Starting salary = \$38,000—nearly \$10,000 below the state's minimum living wage
- + Maximum salary after 25+ years teaching = \$54,000
- + No teacher tenure or longevity pay



## # 2 Dwindling teacher pipeline

- + 50% drop in number of undergraduates completing education programs at UNC System schools
- + Teacher salaries lag 24.5% behind positions with similar degrees
- + 15.6% of NC teachers left the classroom in 2021-22
- + New hires no longer eligible for retirement health care
- + NC Teaching Fellows program heavily cut



## # 3 External Influences in the classroom

- + Legislature's refusal to uphold every child's constitutional right to a sound basic education
- + No budget before start of school year
- + New NC laws have teachers focusing on administrative tasks over time spent planning for student growth
- + Teachers have more non-teaching duties such as cafeteria duty and monitoring bus lines due to staff shortages

