441 Page Street • P.O. Box 427
Troy, North Carolina 27371-0427
PHONE: (910) 576-6511 • FAX: (910) 576-2044

TO: Board of Education

FROM: Dale Ellis

DATE: March 1, 2021

SUBJ: ACTION ITEM (Staff Supplements)

Please find attached a proposal to make significant increases to both our classified supplement and our certified supplement. While we have been able to increase these amounts over time, we have been promising a plan to “move the needle” on staff supplements. I am happy to report that we are in a position to take this leap forward in recognizing and rewarding our current staff and for making our supplement much more competitive as it relates to recruitment.

I am available to answer any questions you might have.

Classified Staff				
		FICA	RET	Total
# of Classified Staff (2/16/2020)	165			
$100 Supplement	$ 16,500.00	$ 1,262.25	$ 3,577.20	$ 21,339.45
Proposed $500 Supplement	$82,500.00	$6,311.25	$17,886.00	$106,697.25

Based on Current Teacher Count

Years on Teaching License			Number of Supplements Paid	Difference
0-4	$	1,200.00	59	$1,200
5-9	$	1,600.00	45	$800
10-14	$	1,800.00	40	$1,000
15-19	$	2,000.00	59	$800
20-24	$	2,400.00	38	$800
25+	$	3,000.00	47	$2-600
			288	

Total Supplement 2020 Scale	$	565,000.00

Total CURRENT Supplement	$	565,000.00
FICA Matching	$	43,222.50
RET Matching	$	122,492.00
Total	$	730,714.50

Proposed Teacher Supplement Count

Years on Teaching License			Number of Supplements Paid
0-9	$	2,400.00	104
10-19	$	2,800.00	99
20-29	$	3,200.00	66
30+	$	3,600.00	19
			288

Total Proposed Supplement Scale			$ 806,400.00
Total PROPOSED Supplement	$	806,400.00	
FICA Matching	$	61,689.60	
RET Matching	$	174,827.52	
Total	$	1,042,917.12	