

# Teaching with Distinction

JK-12



COUNTRY DAY  
**Ready.**

[charlottecountryday.org/employment](http://charlottecountryday.org/employment)

Charlotte Country Day School is a leader in education, where exceptional faculty nurture highly motivated students in a caring and inclusive community that is committed to continuous improvement. We offer students and their families a profound commitment to lifelong learning, hands-on experiences, and individualized attention that prepares them for a fast-changing world.

## Our Student Body at a Glance

Approximately **1,740** students in grades JK–12; **97%** five-year reenrollment average

**21%** of enrollment comprises students of color, and **257** students have parents who represent **64 different countries** of origin.

The Class of 2024 earned **\$11.9 million in scholarship** offers and was admitted to many of the nation's most selective schools. The past four classes have included Morehead-Cain (UNC-Chapel Hill), Park (NC State), Jefferson (UVA), and Robertson (Duke/UNC) scholars, along with military academy appointments.

Each year, 10 to **20+ graduates** go on to play sports at the **collegiate level**, including these highly selective schools: Amherst, Colgate, Davidson, Dartmouth, Middlebury, MIT, Princeton, Stanford, UNC-Chapel Hill, University of Virginia, US Naval Academy, and Williams College.

More than **85%** of our students in Middle and Upper School **participate on 72 sports teams**; in Lower School, students have **PE every day**, along with recess.

## Our Supportive Community

Our **parent support groups**, including the Parents' Association and the Boosters Club, raise more than **\$500,000 each year** to help support classroom, athletics, and student programs.

The Parents' Association values and recognizes teachers through several appreciation activities, **recognitions** for outstanding service, and **travel grants**.

The arts are highly valued with more than **70+ student performances** each year in theater, music, and dance, along with numerous showings in our state-of-the-art gallery.

Students at every grade level engage with our community partners in deep and meaningful ways, including serving as **Special Olympics buddies** and **Big Brothers Big Sisters** mentors.

**Modern and classical language** instruction **begins in junior kindergarten**, and a deep and varied international travel program offers students the chance to participate in global service, academic, and **cultural immersion on five continents**, beginning in sixth grade.

Our Farm provides a **330-acre living classroom** where students and teachers engage in hands-on outdoor and experiential learning. The farm includes produce, livestock, beekeeping, mushroom farming, and an eight-mile trail system. The diverse landscape offers integrated educational programming in sustainable agriculture, ecology, biology, environmental science, and entrepreneurship.

Through strong support of annual giving (\$2.25 million) and endowment (\$57.5 million), the Country Day community provides faculty with **ongoing professional development, enhanced curriculum and programming**, and **exceptional employee benefits**. Capital giving is supporting a three-phased construction plan to bring a new science building, two new libraries, and a new dining hall and student center to Cannon Campus.



### Our Mission

Through excellence in education, Charlotte Country Day School develops the potential of each student by fostering intellectual curiosity, principled character, ethical leadership, and a responsibility to serve.



### Affirmation of Community

Charlotte Country Day School is committed to living as an authentic, inclusive community. Our pursuit of this commitment to community recognizes and affirms the richness brought by difference and discovered through commonality.

# Our Outstanding Faculty

Dedicated, passionate, and professional teachers are the heart of Country Day. More than 200 educators make up our full-time, JK–12 faculty, a diverse team of professionals who love what they do. Our faculty members work in close collaboration with one another, constantly seeking new ways to integrate curricula and strengthen their students' experiences. They are supported through ongoing, high-quality professional development and a collegial atmosphere of commitment to best practices and innovation.

"We encourage our students to think about their personal understanding of modern science and then tie it into what they are learning about in ancient mythology. That way, they learn how to explain phenomena such as earthquakes and volcanic eruptions from two distinctly different perspectives: the past and the present. The whole experience of winning this grant and traveling to Iceland has made me a better person and a much better science teacher."

—Adam Lawrence,  
sixth-grade science,  
McGuire Family Grant  
Winner



Travel is essential to Country Day's broad approach to global mindedness. Grants and sabbaticals make it possible for teachers to pursue knowledge through first-hand experiences all over the globe. This science teacher traveled to Iceland.

## Quality of Professional Life

**8:1** Student to teacher ratio

Average class size: **15** students in Upper School, **15** students in Middle School, **24** in Lower School with a full-time, qualified teaching assistant

Class load: **4 sections** in Upper and Middle School

Annual on-site and off-site **professional development** opportunities that enhance teaching skills

**Full tuition remission** for up to two children (full-time educator)

Nationally **competitive salaries** and benefits (see back page)

Average faculty **raise** since 2015: **4%**

Financial assistance with **relocation expenses**

On-site physical, mental, and financial **health** and **wellness classes**

Close informal relationships with **major colleges** and **universities** in the Charlotte area

Collaborative faculty relationship with **Teach for America**

## Professional Development Highlights

Seven annual travel grants provide opportunities for international travel related to curriculum and professional growth

A wide range of opportunities (conferences, workshops, retreats, book studies, etc.) foster institutional and personal goals

Expenses are fully covered (travel, transportation, registration, materials, lodging, meals, etc.)

Support for advanced degrees is provided

# A Comprehensive Benefits Package

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**Medical:** Country Day pays 100% of health insurance premiums for full-time employees. Spouse and family plans are offered.

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**Dental:** Country Day pays 100% of dental insurance premiums for full-time employees. Spouse and family plans are offered.

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**Vision:** Full-time employees may opt-in to a single or family plan.

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**Life Insurance:** Country Day provides basic term-life insurance up to \$250,000 for full-time employees.

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**Short and Long-Term Disability:** LTD insurance is required for full-time employees and they may opt-in to a STD insurance policy.

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**Flexible Spending Accounts:** Allows full-time employees to redirect a portion of their taxable income in order to receive non-taxable benefits for qualified health and child care expenses.

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**Retirement Plan:** After one year of service, full-time employees are required to contribute between 4 and 7.5 percent of their monthly pay (increases with age) to their 403 (b) through TIAA-CREF. The school matches the mandatory contribution. Supplemental pre-tax and ROTH plans are also offered.

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**Tuition Remission:** The school pays 100 percent of tuition for up to two children at any one time to full-time faculty. Full-time faculty assistants and full-time support staff receive 50% tuition cost for up to two children at any one time after three years of service. All employees are eligible to apply for financial aid.

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**Cafeteria Benefit:** Annually employees receive a set amount of credit on their ID card to use toward meals in the cafeteria. For most employees, the credit covers lunch expenses for the year.

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**Health and Wellness:** On-site physical, mental, and financial health and wellness programs and classes are offered for free or at a significant discount to employees.

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“Country Day has some of the most incredible teachers that I have ever had the pleasure of learning from. I was challenged by them, yet learned more (both inside and outside the classroom) than I ever could have hoped as a result.”

–Comment from an alumnus

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## COUNTRY DAY FIRSTS

Founded in 1941, Country Day’s long legacy of firsts among the Charlotte region’s independent schools includes groundbreaking programs and progressive ideas.

- First independent school
- First International Baccalaureate Diploma Program
- First full-time assistants in every Lower School classroom
- First college-level organic chemistry class
- First Office of Diversity Planning
- First Office of International Studies
- First high school Big Brothers Big Sisters mentoring program
- First sports medicine services for student-athletes
- First Summer Science Outreach Program

