

FY27 Consolidated Salary Supplement Survey

Default Question Block

Q1 FY26-27 Salary Supplement Survey

Required Respondents: This survey is required to be completed by **all local education agencies (LEAs)**; it is not applicable to charter, regional or lab schools.

Purpose: This survey collects statewide salary supplement information for reporting required by the General Assembly and used for other North Carolina Department of Public Instruction reporting and analysis. The data are used to prepare the legislated **State Board of Education Report on Supplemental Funds for Teacher Compensation**, the **Average Teacher Compensation Report**, and other analyses of salary supplements. These reports and analyses are public and reported at the national level. LEAs are asked to report salary supplement information by staff category and funding source, including **PRC 0071 supplements, local supplements, and all other supplements. This survey is comprehensive, but it streamlines data collection by replacing the SS300 for this fiscal year.**

Data: The data are being collected for the 2026-27 fiscal year.

Due date: Responses are due by **Monday, October 26, 2026**. You will know your survey has been submitted when you receive an email confirmation with a copy of your response.

Contact: For questions, please contact SchoolFinancialReporting@dpi.nc.gov.

Q2 Definitions:

FTE (Full-Time Equivalent): A position expressed as the equivalent of one full-time employee. We are not collecting information about Pre-K staff.

Classroom Teacher:

Any staff who is eligible to be paid out of PRCs 001 and 004 (including classroom teachers at Step 0 of the State legislated salary schedule). We are not collecting information about Pre-K teachers.

Step 0 Teacher:

A classroom teacher paid on the first step (**Step 0**) of their respective State legislated salary schedule as of September 1, 2026 or the date of their employment in 2026-27.

Instructional Support:

Any instructional support personnel who is required to be paid on a State legislated salary

schedule and is eligible to be funded out of PRCs 007 or 006, but is **NOT a classroom teacher**. **This does not include central office staff.**

Salary Supplement:

Compensation paid to a certified position above the State legislated salary schedule during the fiscal year that is **locally determined (meaning the LEA has discretion to determine whether the supplement is provided, who receives it, and/or the amount paid, within applicable State or Federal requirements regardless of whether the funding source is local, State, or Federal).** This includes supplemented funded by PRC 0071. Salary supplement amounts do **not** include employer-paid retirement or FICA contributions. For this survey:

- **Do not include the Legislated determined supplements such as those paid from PRC 0028 HQ teachers or principals in low performing schools.**
- **Do not include any portion of the State Principal Salary Supplement related to the “met” or “exceeded” criteria (effective January 1, 2027) in your responses since it is part of the legislated principal's state salary.**
- **Do not include Advanced Teaching Role Supplements**
- **Do not include any Legislated Bonuses** in your responses eg. Out of PRCs 046 or 048.

Receiving Salary Supplements:

For this survey, count FTEs as receiving salary supplements **if they have received OR are anticipated to receive the supplement during FY 2026-27.**

PRC 0071 Supplement:

A salary supplement paid from State PRC 0071 funds. For FY 2026-27, the legislated maximum PRC 0071 Supplement for a single FTE is \$5,000.

Locally Sourced Supplement:

A salary supplement **sourced** from local funding sources (e.g., Funds 2, 7 and/or 8 ONLY). Do not include Low Wealth (PRC 0031) or Small County Funding (PRC 0019) under Local Supplements because the State (Fund 1) is the source of those funds. Do not include any supplements sourced from Federal funds (Fund 3).

Supplements from All Sources EXCLUDING PRC 0071:

A salary supplement that is locally determined and paid from any funding source **other than** State PRC 0071. This includes all other eligible State, Federal, Local, or other funding sources. For example, other salary supplements might be funded by PRCs 0019, 0031, and 0024, but this is not an exhaustive list. We are NOT including PRCs 0062, 0025, and 0028 because these are not locally determined.

Minimum Salary Supplement:

The lowest annual salary supplement paid to an employee within the reported staff category and funding source.

Average Salary Supplement:

The arithmetic mean (average) annual salary supplement paid to employees within the reported staff category and funding source. This is calculated by taking the total dollar amount divided by the number of FTEs receiving that supplement.

Maximum Salary Supplement:

The highest annual salary supplement paid to an employee within the reported staff category and funding source.

Q3 Select your Local Education Agency:

▼ 010 - Alamance-Burlington Schools (1) ... 995 - Yancey County Schools (113)

Q4 How many total Full-Time Equivalent (FTE) staff did your PSU employ in each position as of September 2026? Count **ALL** FTEs regardless of funding source and regardless of whether they received salary supplements.

Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)	_____
Instructional Support	_____
Principals	_____
Assistant Principals	_____
Total	_____

Page Break

Q5 Step 0 Teachers are a subset of Classroom Teachers at step 0 of the legislated salary schedule. Include Step 0 Teachers whenever asked about ALL teachers, then report information for Step 0 Teachers only when asked about Step 0 Teachers.

Out of all $\{Q4/ChoiceNumericEntryValue/1\}$ Classroom Teacher FTEs employed, how many are Step 0 Teachers (Classroom Teachers at step 0 of the legislated salary schedule)?

_____ Step 0 Teachers

Validation in Qualtrics: Cannot have more Step 0 Teacher FTEs than ALL teacher FTEs. Step 0 Teacher FTEs must be included in ALL Classroom Teacher FTEs.

Page Break

Q6 This group of questions is about **PRC 0071**.

Q7 As a reminder, you reported these FTE employment counts:

	Total FTEs Employed
Teachers (ALL Classroom Teachers, including Step 0 Teachers)	#{Q4/ChoiceNumericEntryValue/1}
Step 0 Teachers (only Classroom Teachers at legislated salary step 0)	#{Q5/ChoiceNumericEntryValue/1}
Instructional Support	#{Q4/ChoiceNumericEntryValue/5}
Principals	#{Q4/ChoiceNumericEntryValue/3}
Assistant Principals	#{Q4/ChoiceNumericEntryValue/4}

Q8 How many FTEs in each position are receiving salary supplements from **PRC 0071** in the current fiscal year (2026-27)? Note: Only principals and assistant principals who are paid as if they are teachers are eligible for supplements funded from PRC 0071 (pursuant to G.S. 115C-285(a)(8) and G.S. 115C-285(a)(8a)).

Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers) _____
Instructional Support _____
Principals _____
Assistant Principals _____
Total : _____

Validation in Qualtrics: The count of FTEs receiving a salary supplement cannot exceed the number of FTEs employed in the position.

Page Break _____

Q9 How many of the #{Q5/ChoiceNumericEntryValue/1} Step 0 Teachers are receiving salary supplements from **PRC 0071** this fiscal year (2026-27)?

_____ Step 0 Teachers (Classroom Teachers at step 0 of the legislated salary schedule)

Validation in Qualtrics: There cannot be more Step 0 Teacher FTEs receiving a supplement than Teacher FTEs receiving the same supplement. Step 0 Teacher FTEs must be included in the Teacher FTE count.

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Q10 What are the minimum, average, and maximum salary supplements **funded by PRC 0071** for each position receiving supplements in the current fiscal year (2026-27)? Enter the amounts in dollars per 1 FTE.

These amounts should reflect gross pay. **Do not include retirement or FICA payments.**

Compute the average as the total gross pay funded for each position by PRC 0071 salary supplements divided by the number of FTEs in that position receiving the supplement.

	Minimum	Average	Maximum
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)			
Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)			
Instructional Support			
Principals			
Assistant Principals			

Validation in Qualtrics: PRC 071 supplements are restricted to a maximum of \$5,000 per teacher. The minimum supplement amount must be greater than 0 and cannot exceed the average amount. The average amount cannot exceed the maximum amount.

Q11 You will not be able to click "Next" unless the minimum is less than or equal to the average, and the average is less than or equal to the maximum.

If you returned to this page using the back arrow, you must re-enter at least one number to unlock the next button.

Page Break

Q12 This group of questions is about **Locally Sourced Supplements (Funds 2, 7 and/or 8)**.

Q13 As a reminder, you reported these FTE employment counts:

	Total FTEs Employed
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)	$\{Q4/ChoiceNumericEntryValue/1\}$
Step 0 Teachers (only Classroom Teachers at legislated salary step 0)	$\{Q5/ChoiceNumericEntryValue/1\}$
Instructional Support	$\{Q4/ChoiceNumericEntryValue/5\}$
Principals	$\{Q4/ChoiceNumericEntryValue/3\}$
Assistant Principals	$\{Q4/ChoiceNumericEntryValue/4\}$

Q14 How many FTEs in each position are receiving **Locally Sourced Supplements (Funds 2, 7 and/or 8)** in the current fiscal year (2026-27)?

Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers) _____
Instructional Support _____
Principals _____
Assistant Principals _____
Total : _____

Validation in Qualtrics: The count of FTEs receiving a salary supplement cannot exceed the number of FTEs employed in the position.

Page Break

Q15 How many of the $\{Q5/ChoiceNumericEntryValue/1\}$ Step 0 Teachers are receiving **Locally Sourced Supplements (Funds 2, 7 and/or 8)** this fiscal year (2026-27)?

_____ Step 0 Teachers (Classroom Teachers at step 0 of the legislated salary schedule)

Validation in Qualtrics: There cannot be more Step 0 Teacher FTEs receiving a supplement than Teacher FTEs receiving the same supplement. Step 0 Teacher FTEs must be included in the Teacher FTE count.

Page Break

Q16 You reported on the previous pages that the following FTEs are receiving **Locally Sourced Supplements** (Funds 2, 7 and/or 8):

$\{Q14/ChoiceNumericEntryValue/x1\}$	Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)
$\{Q15/ChoiceNumericEntryValue/4\}$	Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)
$\{Q14/ChoiceNumericEntryValue/x5\}$	Instructional Support
$\{Q14/ChoiceNumericEntryValue/x3\}$	Principals
$\{Q14/ChoiceNumericEntryValue/x4\}$	Assistant Principals

Q17 What are the minimum, average, and maximum **Locally Sourced Supplements (Funds 2, 7 and/or 8) for each position** in the current fiscal year (2026-27)? Enter the amounts in dollars per 1 FTE.

These amounts should reflect gross pay. **Do not include retirement or FICA payments.**

Compute the average as the total dollar amount of gross pay funded for each position for **Locally Sourced Supplements (Funds 2, 7 and/or 8)** divided by the number of FTEs in that position receiving the supplement.

	Minimum	Average	Maximum
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)			
Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)			
Instructional Support			
Principals			
Assistant Principals			

Validation in Qualtrics: The minimum supplement amount must be greater than 0 and cannot exceed the average amount. The average amount cannot exceed the maximum amount.

Q18 You will not be able to click "Next" unless the minimum is less than or equal to the average, and the average is less than or equal to the maximum.

If you returned to this page using the back arrow, you must re-enter at least one number to unlock the next button.

Q20 What is the total dollar amount of **Locally Sourced Supplements (Funds 2, 7 and/or 8)** in the current fiscal year (2026-27)? Enter the total for each position in dollars.

	Total of Locally Sourced Supplements (Funds 2,7 and/or 8)
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)	
Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)	
Instructional Support	
Principals	
Assistant Principals	

Validation in Qualtrics: The total for each position must be within 15% of their average supplement multiplied by the number of FTEs receiving the supplement.

Q21 To ensure data quality, you will not be able to click "Next" unless the total is within 15% of each position's average supplement amount multiplied by the number of FTEs in each position receiving the supplement.

If you returned to this page using the back arrow, you must re-enter at least one number to unlock the next button.

Q22 This group of questions is about **Supplements from All Sources EXCLUDING PRC 0071**.

Supplements from All Sources EXCLUDING PRC 0071 includes Funds 1, 2, 3, 7, and 8. It includes EVERY SOURCE EXCEPT PRC 0071.

Q23 As a reminder, you reported these FTE employment counts:

	Total FTEs Employed
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)	$\{Q4/ChoiceNumericEntryValue/1\}$
Step 0 Teachers (only Classroom teachers at legislated salary step 0)	$\{Q5/ChoiceNumericEntryValue/1\}$
Instructional Support	$\{Q4/ChoiceNumericEntryValue/5\}$
Principals	$\{Q4/ChoiceNumericEntryValue/3\}$
Assistant Principals	$\{Q4/ChoiceNumericEntryValue/4\}$

Q24 How many FTEs in each position are receiving **Supplements from All Sources EXCLUDING PRC 0071** in the current fiscal year (2026-27)?

Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers) _____
Instructional Support _____
Principals _____
Assistant Principals _____
Total : _____

Validation in Qualtrics: The count of FTEs receiving a salary supplement cannot exceed the number of FTEs employed in the position. In addition, the count of FTEs receiving a salary supplement from all sources excluding PRC 0071 must be greater than or equal to the number of FTEs receiving Locally Sourced Supplements (Funds 2, 7, and/or 8), since Local funds are included in "all sources" excluding PRC 0071.

Page Break _____

Q25 How many of the $\{Q5/ChoiceNumericEntryValue/1\}$ Step 0 Teachers are receiving salary **Supplements from All Sources EXCLUDING PRC 0071** this fiscal year (2026-27)?

_____ Step 0 Teachers (Classroom Teachers at step 0 of the legislated salary schedule)

Validation in Qualtrics: There cannot be more Step 0 Teacher FTEs receiving a supplement than Teacher FTEs receiving the same supplement. Step 0 Teacher FTEs must be included in the Teacher FTE count.

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Q26 You reported on the previous pages that the following staff are receiving any **Supplements from All Sources EXCLUDING PRC 0071**.

$\{Q24/ChoiceNumericEntryValue/x1\}$	Teachers (ALL Classroom Teachers, including Step 0 Teachers)
$\{Q25/ChoiceNumericEntryValue/4\}$	Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)
$\{Q24/ChoiceNumericEntryValue/x5\}$	Instructional Support
$\{Q24/ChoiceNumericEntryValue/x3\}$	Principals
$\{Q24/ChoiceNumericEntryValue/x4\}$	Assistant Principals

Q27 What are the minimum, average, and maximum salary **Supplements from All Sources EXCLUDING PRC 0071** for each position in the current fiscal year (2026-27)? Enter the amounts in dollars per 1 FTE.

These amounts should reflect gross pay. **Do not include retirement or FICA payments.**

Compute the average as the total dollar amount of gross pay funded for each position by all **Supplements from All Sources EXCLUDING PRC 0071** divided by the number of FTEs in that position receiving a supplement.

	Minimum	Average	Maximum
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)			
Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)			
Instructional Support			
Principals			
Assistant Principals			

Validation in Qualtrics: The minimum supplement amount must be greater than 0 and cannot exceed the average amount. The average amount cannot exceed the maximum amount.

Q28 You will not be able to click "Next" unless the minimum is less than or equal to the average, and the average is less than or equal to the maximum. If you returned to this page using the back arrow, you must re-enter at least one number to unlock the next button.

Q30 What is the total dollar amount of salary **Supplements from All Sources EXCLUDING PRC 0071** in the current fiscal year (2026-27)? Enter the total for each position in dollars.

	Total of salary Supplements from All Sources EXCLUDING PRC 0071
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)	
Step 0 Teachers (only Classroom Teachers at step 0 of the legislated salary schedule)	
Instructional Support	
Principals	
Assistant Principals	

Validation in Qualtrics: The total for each position must be within 15% of their average supplement multiplied by the number of FTEs receiving the supplement.

Q31 To ensure data quality, you will not be able to click "Next" unless the total is within 15% of each position's average supplement amount multiplied by the number of FTEs in each position receiving the supplement.

If you returned to this page using the back arrow, you must re-enter at least one number to unlock the next button.

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Q32 You reported the following FTE counts:

	Total FTEs Employed	FTEs Receiving Supplements from PRC 0071 (Fund 1)	FTEs Receiving Locally Sourced Supplements (Fund 2, 7, and/or 8)	FTEs Receiving Supplements from All Sources Excluding PRC 0071
Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers)	#{Q4/ChoiceNumericEntryValue/1}	#{Q8/ChoiceNumericEntryValue/x1}	#{Q14/ChoiceNumericEntryValue/x1}	#{Q24/ChoiceNumericEntryValue/x1}
Step 0 Teachers (only Classroom Teachers at legislated salary step 0)	#{Q5/ChoiceNumericEntryValue/1}	#{Q9/ChoiceNumericEntryValue/4}	#{Q15/ChoiceNumericEntryValue/4}	#{Q25/ChoiceNumericEntryValue/4}
Instructional Support	#{Q4/ChoiceNumericEntryValue/5}	#{Q8/ChoiceNumericEntryValue/x5}	#{Q14/ChoiceNumericEntryValue/x5}	#{Q24/ChoiceNumericEntryValue/x5}
Principals	#{Q4/ChoiceNumericEntryValue/3}	#{Q8/ChoiceNumericEntryValue/x3}	#{Q14/ChoiceNumericEntryValue/x3}	#{Q24/ChoiceNumericEntryValue/x3}
Assistant Principals	#{Q4/ChoiceNumericEntryValue/4}	#{Q8/ChoiceNumericEntryValue/x4}	#{Q14/ChoiceNumericEntryValue/x4}	#{Q24/ChoiceNumericEntryValue/x4}

Q33 Are the counts in the table above accurate to the best of your knowledge?

- ☐ Yes
- ☐ Not sure, I will go back and double check
- ☐ No, I will go back and double check

Q34 How many FTEs in each of the positions listed below are **NOT** receiving salary supplements from any source in the current fiscal year (2026-27)?

Any employee in the positions below who are receiving a salary supplement from any source, including state PRC 0071, should not be included here.

Classroom Teachers (ALL Classroom Teachers, including Step 0 Teachers) _____

Step 0 Teachers (Classroom Teachers at step 0 of the legislated salary schedule) _____

Instructional Support _____

Principals _____

Assistant Principals _____

Validation in Qualtrics: All FTEs must be accounted for. That means the total FTEs receiving any supplements plus the FTEs that do not receive any supplements must be greater than or equal to the Total FTEs employed in that position. Also, the number that do not receive supplements plus the number that receive any single supplement cannot be greater than the number of FTEs employed.

Page Break

Q36 Check all that apply to the PRC 0071 Supplement for the 2026-27 fiscal year:

- ☐ All teachers who receive PRC 0071 supplements receive an equal dollar amount
 - ☐ The LEA differentiated the PRC 0071 supplement by tier on the salary schedule
 - ☐ The LEA distributed PRC 0071 supplement as a % of the teacher's step on the salary schedule
 - ☐ The LEA differentiated the PRC 0071 supplement based on hard to staff assignments
 - ☐ The LEA pro-rated PRC 0071 supplements by hire date during the current year
 - ☐ None of the above
 - ☐ Other, please describe _____
-

Q37 Have PRC 0071 salary supplements affected the retention and recruitment of teachers and eligible school building administrators from the fiscal years 2023 to current?

- ☐ Yes
 - ☐ No
-

Q38 How have PRC 0071 salary supplements affected the retention and recruitment of teachers and eligible school building administrators? Mark all that apply.

- ☐ Improved retention of teachers and/or eligible school building administrators
 - ☐ Improved recruitment of teachers and/or eligible school building administrators
 - ☐ Helped our district remain competitive with neighboring districts, counties, or states
 - ☐ Encouraged employees to remain through the end of the school year due to the timing of supplement payments
 - ☐ Improved employee morale, financial well-being, or satisfaction
 - ☐ Other, please provide details
-

Q39 Please attach your LEA's schedule(s) and/or local board actions for all salary supplements as a PDF. Use the following naming convention: LEA#_supp_schedule. Example: "010_supp_schedule" If you have different schedules or local board actions for supplements from different funding sources, please attach them all in a single document, or upload as a compressed (ZIP) file.

Q40 Are your PSU's criteria for a teacher to receive non-PRC 0071 supplements different from the criteria used to determine if they receive PRC 0071 supplements?

- ☐ No
 - ☐ Yes
-

Q41 How do your LEA's criteria for a teacher to receive non-PRC 0071 supplements differ from your criteria for teachers to receive PRC 0071 supplements? **Check all criteria that apply to non-PRC 0071 supplements but do not apply to PRC 0071 supplements.**

- ☐ Non-PRC 0071 supplements include Pre-K teachers
- ☐ Non-PRC 0071 supplements are provided to all certified employees
- ☐ Non-PRC 0071 supplements are pro-rated by days or months employed during the year, and the employee does not have to be employed on the payout date
- ☐ Non-PRC 0071 supplements are paid in two or more installments during the year (for example, half in November and half in May)
- ☐ Non-PRC 0071 supplements are a percentage of the employee's salary
- ☐ Other, please provide details

Q42 We thank you for this information, so that DPI can comply with legislation and respond to inquiries. By filling out the questionnaire, I confirm that the information is true and accurate to the best of my knowledge, and that it provides the information requested on all funded salary supplements.

***To be submitted by the LEA Finance Officer.**

- ☐ First Name _____
- ☐ Last Name _____
- ☐ Title _____
- ☐ Telephone _____
- ☐ Email _____

Thank you for filling out this survey and ensuring that DPI can meet statutory requirements. Your response has been recorded, and you will receive an email confirmation.

As a reminder, Sec. 7A.6 of S.L. 2026-41 also requires all LEAs to report all of their salary schedules to the State Auditor by November 15th of each year. This includes:

1. base salary schedules for each class of teachers and instructional personnel in the unit, regardless of source of funds,
2. all supplemental salary amounts provided to each class of teachers and instructional support in the unit, delineated by source of funds, and
3. total salary amounts provided to each class of teachers and instructional support personnel in the unit.