



Education Appendix

WCPSS Average Teacher Salary

<u>Fiscal Year</u>	<u>Minimum Salary</u>	<u>System Average Salary</u>
2017	\$ 41,037.50	\$ 54,459.90
2016	41,037.50	50,802.93
2015	37,867.50	49,530.36
2014	37,702.50	49,798.52
2013	35,189.00	46,245.03
2012	34,462.00	46,243.08
2011	34,462.00	45,905.70
2010	34,462.00	46,488.40
2009	34,462.00	46,488.40
2008	33,691.90	45,368.70

Average Teacher Pay per WCPSS FY17 financial report increased 7.2% or \$3,657 in FY17 (*before adjusting for inflation*)

Source: WCPSS FY17 CAFR

Cost of Living Adjustment Factor

- Source: Council for Community and Economic Research (C2ER) Cost of Living Index (COLI), State and County level indices
 - <http://coli.org/About/>

What is the Cost of Living Index?

Published since 1968, the Cost of Living Index, published by the [Council for Community and Economic Research \(C2ER\)](#), has been the most consistent source of city-to-city cost comparisons available. COLI data is recognized by the U.S. Census Bureau, U.S. Bureau of Labor Statistics, and CNN Money. Our data and methodology are described in detail and completely transparent to users. Both data and methodology are reviewed by an Advisory Board composed of academic researchers and government officials. The Cost of Living Index is referenced in the Census Bureau's Statistical Abstract of the U.S..

Cost of Living Adjustment Calculations

	Unadjusted Data						Cost of Living Adjustment Completed by Wake County Staff			
	A	B	C	D	E	F	G	H	I	J
State	2013-14 Average Salary	2014-15 Average Salary	Percent Growth (14 to 15)*	2015-16 Average Salary	Percent Growth (15 to 16)*	Average Percent Growth Last Two Years (Average of C and E)*	Projected/ Actual Average Salary for 2016-17 (Inflate D by F)*	Cost of Living Factor for State(2)(3)	Percent Adjustment (111.3-H)/H*	Cost of Living Adjusted Salary* (Change G by I)
South Carolina	\$ 48,430	\$ 48,486	0.1%	\$ 48,769	0.6%	0.3%	\$ 48,940	103.4	7.6%	\$ 52,671
Pennsylvania	\$ 63,701	\$ 64,447	1.2%	\$ 65,151	1.1%	1.1%	\$ 65,888	111.8	-0.5%	\$ 65,580
Massachusetts	\$ 73,195	\$ 75,398	3.0%	\$ 76,981	2.1%	2.6%	\$ 78,948	137.1	-18.8%	\$ 64,086
North Carolina	\$ 44,990	\$ 47,819	6.3%	\$ 47,941	0.3%	3.3%	\$ 49,509	100.3	10.9%	\$ 54,912
WCPSS**	\$ 49,799	\$ 49,530	-0.5%	\$ 50,803	2.6%	1.0%	\$ 54,459	106.6	4.5%	\$ 56,883

(1) National Education Association Rankings of States and Estimates of School Statistics, Average Salaries of Public School Teachers: <http://www.nea.org/home/44479.htm>

(2) Council for Community and Economic Research, 2017 State Cost of Living Index: <http://coli.org/products/>

(3) Council for Community and Economic Research, 2017 County Cost of Living Index: <http://coli.org/products/> . The County index was used to adjust WCPSS.

*Represents County Calculation. The cost of living index adjustments are based on a national average of 111.3

**WCPSS salary data pulled from WCPSS 2017 Comprehensive Annual Financial Report. FY17 salary for WCPSS is not a projection, but the actual average for FY 2017.