



HOUSE BILL 767: Market Rate Teacher Pay Study.

2025-2026 General Assembly

Committee:	House Education - K-12. If favorable, re-refer to Rules, Calendar, and Operations of the House	Date:	April 29, 2025
Introduced by:	Reps. Lofton, Lambeth	Prepared by:	Drupti Chauhan
Analysis of:	First Edition		Committee Counsel

OVERVIEW: *House Bill 767 would establish the Joint Legislative Study Commission on Market Rate Compensation for Teachers.*

BILL ANALYSIS: House Bill 767 would establish the Joint Legislative Study Commission on Market Rate Compensation for Teachers (Commission). The Commission would be charged with studying and reporting on public school compensation in the State as compared to other states nationwide.

The Commission would be composed of 7 members as follows: (i) 2 members of the Senate appointed by the President Pro Tempore of the Senate; (ii) 2 members of the House of Representatives appointed by the Speaker of the House of Representatives; (iii) 2 members to be appointed by the Governor; and (iv) The State Superintendent or the Superintendent's designee. The Commission would be chaired by a Senator and Representative designated by the appointing authority and would be required to hold at least 5 public meetings in distinct geographic regions of the State.

The Commission would be required to study the following issues related to public school teacher compensation in North Carolina:

- Starting and average salaries of public school teachers in North Carolina as compared to other public school teachers in the United States and in the southeastern region.
- A comparison of the benefits associated with employment as a public school teacher in North Carolina as compared to other public school teachers in the United States and in the southeastern region.
- The wage gap between public school teachers and other professionals with similar education levels.
- Attrition rates of public school teachers in North Carolina, including how many teachers leave for other professions and how many pursue education careers outside of North Carolina public schools.
- The impact of State-funded salary supplements, bonuses, and loan forgiveness programs on retention and recruitment for public school teachers in the State at the beginning, middle, and end of their careers.
- The impact of increasing local supplements and increasing county-level funding for public schools through property taxes.
- Any other issue the Commission deems relevant to its study.

The Commission would be required to make an interim report, including legislative recommendations, to the 2026 Regular Session of the 2025 General Assembly prior to its convening, and would be required to submit a final report, including any legislative recommendations, by the end of the 2026 session. The Commission would terminate on December 31, 2026, or upon the filing of its final report, whichever occurs first.

EFFECTIVE DATE: The bill would become effective when it becomes law.

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