

WILMINGTON NC TEACHER SALARY

WILMINGTON NC TEACHER SALARY IS A KEY CONSIDERATION FOR EDUCATORS CONTEMPLATING A TEACHING CAREER OR RELOCATION TO WILMINGTON, NORTH CAROLINA. UNDERSTANDING THE TYPICAL SALARY RANGE, FACTORS INFLUENCING PAY, AND COMPARISONS WITH STATE AND NATIONAL AVERAGES IS ESSENTIAL FOR INFORMED CAREER DECISIONS. THIS ARTICLE PROVIDES A COMPREHENSIVE OVERVIEW OF THE WILMINGTON NC TEACHER SALARY LANDSCAPE, INCLUDING AVERAGE COMPENSATION, BENEFITS, AND HOW EXPERIENCE AND EDUCATION IMPACT EARNINGS. ADDITIONALLY, IT EXPLORES SALARY TRENDS WITHIN THE WILMINGTON PUBLIC SCHOOL SYSTEM AND DISCUSSES THE COST OF LIVING TO CONTEXTUALIZE TEACHER SALARIES. WHETHER YOU ARE A PROSPECTIVE TEACHER, CURRENT EDUCATOR, OR EDUCATION ADMINISTRATOR, THIS GUIDE OFFERS VALUABLE INSIGHTS INTO COMPENSATION IN WILMINGTON'S EDUCATIONAL SECTOR. BELOW IS THE DETAILED CONTENT STRUCTURE FOR EASIER NAVIGATION.

- OVERVIEW OF WILMINGTON NC TEACHER SALARY
- FACTORS INFLUENCING TEACHER SALARIES IN WILMINGTON
- SALARY COMPARISONS: WILMINGTON VS. NORTH CAROLINA AND NATIONAL LEVELS
- IMPACT OF EDUCATION AND EXPERIENCE ON TEACHER PAY
- ADDITIONAL BENEFITS AND INCENTIVES FOR WILMINGTON TEACHERS
- COST OF LIVING AND ITS EFFECT ON TEACHER SALARY VALUE

OVERVIEW OF WILMINGTON NC TEACHER SALARY

THE AVERAGE WILMINGTON NC TEACHER SALARY REFLECTS THE EARNING POTENTIAL FOR EDUCATORS WITHIN WILMINGTON'S PUBLIC SCHOOL SYSTEM. TEACHERS IN WILMINGTON TYPICALLY EARN SALARIES THAT ARE COMPETITIVE WITHIN THE REGION, INFLUENCED BY LOCAL FUNDING, DISTRICT POLICIES, AND STATE GUIDELINES. ON AVERAGE, THE SALARY RANGE FOR TEACHERS IN WILMINGTON SPANS FROM ENTRY-LEVEL WAGES FOR NEW EDUCATORS TO HIGHER COMPENSATION FOR SEASONED PROFESSIONALS. UNDERSTANDING THESE SALARY LEVELS HELPS EDUCATORS PLAN THEIR CAREERS AND ASSESS FINANCIAL FEASIBILITY. THE WILMINGTON SCHOOL DISTRICT AIMS TO ATTRACT AND RETAIN QUALITY TEACHERS BY OFFERING SALARIES THAT BALANCE BUDGET CONSTRAINTS WITH FAIR COMPENSATION.

AVERAGE SALARY RANGE

IN WILMINGTON, THE TYPICAL SALARY FOR PUBLIC SCHOOL TEACHERS VARIES DEPENDING ON GRADE LEVEL, SUBJECT AREA, AND EXPERIENCE. ENTRY-LEVEL TEACHERS GENERALLY START AT A SALARY NEAR THE LOWER END OF THE SCALE, WHILE VETERAN TEACHERS WITH ADVANCED DEGREES AND YEARS OF SERVICE EARN SALARIES TOWARD THE HIGHER END. THE AVERAGE BASE SALARY FOR TEACHERS IN WILMINGTON IS APPROXIMATELY \$50,000 TO \$58,000 ANNUALLY, THOUGH THIS CAN FLUCTUATE WITH DISTRICT-SPECIFIC POLICIES AND YEARLY ADJUSTMENTS. SPECIALIZED TEACHERS, SUCH AS THOSE IN STEM FIELDS OR SPECIAL EDUCATION, MAY RECEIVE ADDITIONAL COMPENSATION OR STIPENDS.

SALARY SCHEDULE STRUCTURE

THE WILMINGTON PUBLIC SCHOOLS SYSTEM EMPLOYS A STRUCTURED SALARY SCHEDULE THAT ALIGNS SALARY INCREMENTS WITH YEARS OF EXPERIENCE AND EDUCATIONAL QUALIFICATIONS. THIS SCHEDULE ENSURES TRANSPARENT AND PREDICTABLE SALARY GROWTH FOR TEACHERS AS THEY ADVANCE IN THEIR CAREERS. TYPICALLY, TEACHERS RECEIVE ANNUAL RAISES AND STEP INCREASES BASED ON THEIR TENURE AND ANY ADDITIONAL CERTIFICATIONS OR DEGREES ATTAINED. THE SALARY SCHEDULE IS PUBLICLY AVAILABLE AND REVIEWED PERIODICALLY TO MAINTAIN COMPETITIVENESS AND FAIRNESS.

FACTORS INFLUENCING TEACHER SALARIES IN WILMINGTON

SEVERAL FACTORS CONTRIBUTE TO DETERMINING THE WILMINGTON NC TEACHER SALARY, AFFECTING HOW MUCH AN INDIVIDUAL EDUCATOR MAY EARN. THESE FACTORS INCLUDE THE TEACHER'S LEVEL OF EDUCATION, YEARS OF EXPERIENCE, CERTIFICATION STATUS, SUBJECT SPECIALIZATION, AND THE SPECIFIC SCHOOL DISTRICT WITHIN THE WILMINGTON AREA. EACH OF THESE ELEMENTS PLAYS A SIGNIFICANT ROLE IN SHAPING SALARY OFFERS AND POTENTIAL INCREASES OVER TIME.

EDUCATION LEVEL AND CERTIFICATIONS

HIGHER EDUCATIONAL ATTAINMENT DIRECTLY INFLUENCES TEACHER SALARIES IN WILMINGTON. EDUCATORS HOLDING MASTER'S DEGREES OR DOCTORAL DEGREES OFTEN QUALIFY FOR ELEVATED PAY SCALES COMPARED TO THOSE WITH ONLY BACHELOR'S DEGREES. ADDITIONALLY, OBTAINING ADVANCED CERTIFICATIONS, SUCH AS NATIONAL BOARD CERTIFICATION, CAN LEAD TO SALARY ENHANCEMENTS. THE DISTRICT ENCOURAGES CONTINUING EDUCATION BY PROVIDING CLEAR INCENTIVES ALIGNED WITH DEGREE ADVANCEMENT.

EXPERIENCE AND TENURE

YEARS OF TEACHING EXPERIENCE SIGNIFICANTLY IMPACT COMPENSATION. NEW TEACHERS TYPICALLY START AT THE BASE SALARY, WHILE THOSE WITH MULTIPLE YEARS OF SERVICE RECEIVE INCREMENTAL RAISES. TENURE STATUS CAN ALSO AFFECT SALARY STABILITY AND ELIGIBILITY FOR CERTAIN BONUSES OR BENEFITS. EXPERIENCE IN HARD-TO-STAFF SUBJECTS OR SCHOOLS MAY RESULT IN ADDITIONAL FINANCIAL INCENTIVES.

SUBJECT AREA AND GRADE LEVEL

TEACHERS IN SUBJECTS WITH HIGHER DEMAND, SUCH AS MATHEMATICS, SCIENCE, AND SPECIAL EDUCATION, MAY RECEIVE HIGHER SALARIES OR SUPPLEMENTARY STIPENDS. SIMILARLY, HIGH SCHOOL TEACHERS OFTEN EARN SLIGHTLY MORE COMPARED TO ELEMENTARY EDUCATORS, REFLECTING DIFFERENCES IN CERTIFICATION REQUIREMENTS AND RESPONSIBILITIES. THESE VARIATIONS HELP ADDRESS STAFFING NEEDS AND ENCOURAGE EXPERTISE IN CRITICAL EDUCATIONAL AREAS.

SALARY COMPARISONS: WILMINGTON VS. NORTH CAROLINA AND NATIONAL LEVELS

COMPARING THE WILMINGTON NC TEACHER SALARY TO STATE AND NATIONAL AVERAGES PROVIDES PERSPECTIVE ON HOW COMPETITIVE WILMINGTON'S COMPENSATION IS WITHIN THE BROADER EDUCATIONAL LANDSCAPE. THESE COMPARISONS HIGHLIGHT BOTH STRENGTHS AND AREAS FOR POTENTIAL IMPROVEMENT IN TEACHER REMUNERATION.

COMPARISON TO NORTH CAROLINA STATE AVERAGE

THE AVERAGE TEACHER SALARY ACROSS NORTH CAROLINA TENDS TO BE SLIGHTLY LOWER THAN THE NATIONAL AVERAGE, WITH VARIATIONS DEPENDING ON DISTRICT FUNDING AND LOCAL ECONOMIES. WILMINGTON'S TEACHER SALARIES ARE GENERALLY ON PAR WITH OR marginally ABOVE THE STATE AVERAGE, REFLECTING THE CITY'S COST OF LIVING AND SCHOOL DISTRICT PRIORITIES. THIS PARITY HELPS WILMINGTON ATTRACT QUALIFIED EDUCATORS WHILE BALANCING BUDGETARY CONCERNS.

NATIONAL SALARY BENCHMARKS

ON A NATIONAL SCALE, TEACHER SALARIES VARY WIDELY BASED ON REGION, URBAN VERSUS RURAL SETTINGS, AND LOCAL ECONOMIC CONDITIONS. WILMINGTON'S SALARIES ARE COMPETITIVE WHEN COMPARED TO OTHER MID-SIZED COASTAL CITIES, THOUGH THEY MAY LAG BEHIND LARGER METROPOLITAN AREAS WITH HIGHER LIVING COSTS. NATIONAL BENCHMARKS SERVE AS A REFERENCE FOR WILMINGTON SCHOOL ADMINISTRATORS WHEN DEVELOPING SALARY SCHEDULES AND TRYING TO REMAIN

ATTRACTIVE TO TOP TEACHING TALENT.

SUMMARY OF COMPARATIVE SALARIES

- WILMINGTON AVERAGE TEACHER SALARY: APPROXIMATELY \$50,000 - \$58,000
- NORTH CAROLINA AVERAGE TEACHER SALARY: AROUND \$48,000 - \$52,000
- NATIONAL AVERAGE TEACHER SALARY: APPROXIMATELY \$60,000 - \$65,000

IMPACT OF EDUCATION AND EXPERIENCE ON TEACHER PAY

THE WILMINGTON NC TEACHER SALARY IS CLOSELY TIED TO EDUCATIONAL ATTAINMENT AND PROFESSIONAL EXPERIENCE, WHICH ARE KEY DRIVERS OF SALARY PROGRESSION WITHIN THE SCHOOL SYSTEM.

ADVANCEMENT THROUGH DEGREE LEVELS

TEACHERS WHO PURSUE FURTHER EDUCATION BEYOND THEIR INITIAL BACHELOR'S DEGREE CAN ACCESS HIGHER PAY BRACKETS. FOR EXAMPLE, OBTAINING A MASTER'S DEGREE TYPICALLY RESULTS IN A SALARY INCREASE OF SEVERAL THOUSAND DOLLARS ANNUALLY. DOCTORAL DEGREES OR SPECIALIZED CERTIFICATIONS CAN YIELD ADDITIONAL INCREMENTS. THIS SYSTEM INCENTIVIZES LIFELONG LEARNING AND PROFESSIONAL DEVELOPMENT AMONG EDUCATORS.

EXPERIENCE-BASED SALARY STEPS

MOST SCHOOL DISTRICTS, INCLUDING WILMINGTON, IMPLEMENT A STEP SYSTEM WHERE TEACHERS RECEIVE INCREMENTAL PAY INCREASES BASED ON YEARS OF SERVICE. THESE STEPS REWARD LOYALTY AND ACCUMULATED TEACHING EXPERTISE, TYPICALLY CULMINATING IN A MAXIMUM SALARY AFTER 15-20 YEARS OF EXPERIENCE. THE EXPERIENCE-BASED MODEL HELPS RETAIN SKILLED EDUCATORS AND ACKNOWLEDGES THEIR GROWING CONTRIBUTIONS TO STUDENT SUCCESS.

ADDITIONAL BENEFITS AND INCENTIVES FOR WILMINGTON TEACHERS

BEYOND BASE SALARY, WILMINGTON NC TEACHER SALARY PACKAGES OFTEN INCLUDE A VARIETY OF BENEFITS AND INCENTIVES DESIGNED TO SUPPORT TEACHERS PROFESSIONALLY AND PERSONALLY.

HEALTH AND RETIREMENT BENEFITS

TEACHERS IN WILMINGTON TYPICALLY RECEIVE COMPREHENSIVE HEALTH INSURANCE PLANS, INCLUDING MEDICAL, DENTAL, AND VISION COVERAGE. ADDITIONALLY, PARTICIPATION IN THE NORTH CAROLINA TEACHERS' AND STATE EMPLOYEES' RETIREMENT SYSTEM OFFERS RETIREMENT SECURITY WITH PENSION BENEFITS BASED ON YEARS OF SERVICE AND FINAL SALARY. THESE BENEFITS ARE CRITICAL COMPONENTS OF TOTAL COMPENSATION AND CONTRIBUTE SIGNIFICANTLY TO THE OVERALL VALUE OF TEACHING POSITIONS.

INCENTIVE PROGRAMS

WILMINGTON SCHOOLS MAY OFFER INCENTIVES SUCH AS SIGNING BONUSES, STIPENDS FOR HARD-TO-FILL POSITIONS, AND

PERFORMANCE-BASED REWARDS. PROFESSIONAL DEVELOPMENT OPPORTUNITIES AND TUITION REIMBURSEMENT PROGRAMS ALSO SERVE AS INDIRECT FINANCIAL BENEFITS. THESE INCENTIVES AIM TO ATTRACT HIGH-QUALITY EDUCATORS AND REWARD EXCELLENCE AND DEDICATION.

Work-Life Balance and Support

WHILE NOT DIRECTLY LINKED TO SALARY, WORK-LIFE BALANCE INITIATIVES SUCH AS REASONABLE CLASS SIZES, PLANNING PERIODS, AND SUPPORT RESOURCES CONTRIBUTE TO JOB SATISFACTION. THESE FACTORS CAN INFLUENCE TEACHER RETENTION, INDIRECTLY AFFECTING COMPENSATION STABILITY AND CAREER LONGEVITY.

Cost of Living and Its Effect on Teacher Salary Value

EVALUATING THE WILMINGTON NC TEACHER SALARY REQUIRES CONSIDERATION OF THE LOCAL COST OF LIVING, WHICH AFFECTS THE PURCHASING POWER OF TEACHER EARNINGS.

Overview of Wilmington Cost of Living

WILMINGTON IS KNOWN FOR A MODERATE COST OF LIVING COMPARED TO LARGER METROPOLITAN AREAS. HOUSING, TRANSPORTATION, AND DAILY EXPENSES ARE GENERALLY AFFORDABLE, WHICH ENHANCES THE RELATIVE VALUE OF TEACHER SALARIES. THIS AFFORDABILITY ALLOWS TEACHERS TO MAINTAIN A COMFORTABLE LIFESTYLE DESPITE SALARIES THAT MAY BE LOWER THAN NATIONAL AVERAGES IN HIGH-COST CITIES.

Salary vs. Living Expenses

WHEN SALARY IS MEASURED AGAINST LIVING COSTS, WILMINGTON TEACHER PAY CAN BE SEEN AS COMPETITIVE. LOWER HOUSING COSTS AND REASONABLE UTILITY EXPENSES MEAN THAT TEACHERS CAN ALLOCATE MORE OF THEIR INCOME TO SAVINGS, FAMILY NEEDS, AND PERSONAL DEVELOPMENT. UNDERSTANDING THIS BALANCE IS CRUCIAL FOR EDUCATORS CONSIDERING RELOCATION OR CAREER MOVES WITHIN NORTH CAROLINA.

Financial Planning Considerations

- EVALUATE HOUSING OPTIONS WITHIN WILMINGTON TO MAXIMIZE SALARY BENEFITS.
- CONSIDER TRANSPORTATION COSTS WHEN BUDGETING MONTHLY EXPENSES.
- PLAN FOR RETIREMENT USING AVAILABLE TEACHER PENSION AND SAVINGS PLANS.
- LEVERAGE DISTRICT BENEFITS TO REDUCE OUT-OF-POCKET HEALTHCARE EXPENSES.
- TAKE ADVANTAGE OF PROFESSIONAL DEVELOPMENT TO INCREASE EARNING POTENTIAL.

Frequently Asked Questions

WHAT IS THE AVERAGE TEACHER SALARY IN WILMINGTON, NC?

THE AVERAGE TEACHER SALARY IN WILMINGTON, NC TYPICALLY RANGES FROM \$45,000 TO \$55,000 PER YEAR, DEPENDING

ON EXPERIENCE AND EDUCATION LEVEL.

How Does Wilmington, NC Teacher Salary Compare to the State Average?

Teacher salaries in Wilmington, NC are generally close to the North Carolina state average, though some districts in Wilmington may offer slightly higher pay due to cost of living adjustments.

Are There Salary Increases for Teachers with Advanced Degrees in Wilmington, NC?

Yes, teachers in Wilmington, NC with advanced degrees such as a Master's or Doctorate often receive higher salaries compared to those with only a Bachelor's degree.

What Factors Influence Teacher Salaries in Wilmington, NC?

Factors influencing teacher salaries in Wilmington, NC include years of experience, level of education, certifications, and the specific school district within the Wilmington area.

Does Wilmington, NC Offer Bonuses or Incentives to Teachers?

Some school districts in Wilmington, NC may offer bonuses or signing incentives to attract and retain qualified teachers, especially in high-demand subject areas.

How Has the Teacher Salary Trend Been in Wilmington, NC Over Recent Years?

Teacher salaries in Wilmington, NC have seen gradual increases over recent years, aligning with state initiatives to improve educator compensation.

Where Can I Find Up-to-Date Information on Teacher Salaries in Wilmington, NC?

Up-to-date teacher salary information for Wilmington, NC can be found on the official New Hanover County Schools website, state education department resources, and salary databases like the NC Department of Public Instruction.

Additional Resources

1. *Understanding Teacher Salaries in Wilmington, NC: A Comprehensive Guide*

This book offers an in-depth analysis of teacher salaries in Wilmington, North Carolina, exploring factors that influence pay scales. It covers district budgets, cost of living adjustments, and comparative salaries in neighboring regions. Educators and policymakers will find valuable insights into salary negotiations and career planning.

2. *The Economics of Education: Teacher Compensation in Wilmington, NC*

Focusing on the economic aspects, this book examines how Wilmington's education system allocates funds for teacher compensation. It discusses funding sources, state and local policies, and the impact of salary structures on teacher retention and recruitment. The book also includes case studies from local schools.

3. *Wilmington Teachers' Salary Trends: Past, Present, and Future*

This title traces the historical changes in teacher salaries in Wilmington, providing context on how wages have evolved over the decades. It analyzes current salary schedules and forecasts future trends based on educational reforms and economic conditions. Readers gain a clear picture of the trajectory of teacher pay in the region.

4. *NEGOTIATING TEACHER SALARIES IN WILMINGTON, NC: STRATEGIES AND TIPS*

DESIGNED FOR EDUCATORS, THIS PRACTICAL GUIDE OFFERS STRATEGIES FOR NEGOTIATING TEACHER SALARIES WITHIN WILMINGTON'S SCHOOL DISTRICTS. IT INCLUDES ADVICE ON UNDERSTANDING SALARY SCALES, LEVERAGING EXPERIENCE AND CREDENTIALS, AND COMMUNICATING EFFECTIVELY WITH SCHOOL ADMINISTRATORS. REAL-LIFE EXAMPLES AND NEGOTIATION CHECKLISTS ARE FEATURED.

5. *COST OF LIVING AND TEACHER SALARIES: WILMINGTON, NC IN FOCUS*

THIS BOOK EXAMINES HOW WILMINGTON'S COST OF LIVING IMPACTS TEACHER SALARIES AND OVERALL COMPENSATION SATISFACTION. IT COMPARES WILMINGTON'S ECONOMIC ENVIRONMENT WITH OTHER NORTH CAROLINA CITIES AND DISCUSSES HOW COST OF LIVING ADJUSTMENTS (COLA) ARE INCORPORATED INTO SALARY DECISIONS. THE BOOK PROVIDES INSIGHTS FOR TEACHERS CONSIDERING RELOCATION.

6. *TEACHER COMPENSATION POLICIES IN WILMINGTON: CHALLENGES AND SOLUTIONS*

AN EXPLORATION OF THE POLICY FRAMEWORK GOVERNING TEACHER PAY IN WILMINGTON, THIS BOOK ADDRESSES CHALLENGES SUCH AS BUDGET CONSTRAINTS AND SALARY DISPARITIES. IT OFFERS POTENTIAL SOLUTIONS AND REFORMS AIMED AT CREATING EQUITABLE AND COMPETITIVE COMPENSATION PACKAGES. EDUCATIONAL LEADERS AND ADVOCATES WILL FIND THIS RESOURCE VALUABLE.

7. *WILMINGTON, NC TEACHER SALARY GUIDE: WHAT EVERY EDUCATOR SHOULD KNOW*

THIS USER-FRIENDLY GUIDE BREAKS DOWN THE COMPONENTS OF TEACHER SALARIES IN WILMINGTON, INCLUDING BASE PAY, BONUSES, AND BENEFITS. IT EXPLAINS HOW EXPERIENCE, EDUCATION LEVEL, AND CERTIFICATIONS AFFECT EARNINGS. THE BOOK SERVES AS A QUICK REFERENCE FOR TEACHERS AT ALL CAREER STAGES.

8. *COMPARATIVE ANALYSIS OF TEACHER SALARIES: WILMINGTON VS. OTHER NC CITIES*

THIS BOOK PRESENTS A DETAILED COMPARISON OF TEACHER SALARIES IN WILMINGTON RELATIVE TO OTHER CITIES IN NORTH CAROLINA. IT HIGHLIGHTS DIFFERENCES IN PAY SCALES, BENEFITS, AND CAREER ADVANCEMENT OPPORTUNITIES. THE ANALYSIS HELPS EDUCATORS MAKE INFORMED DECISIONS ABOUT EMPLOYMENT OPTIONS WITHIN THE STATE.

9. *MAXIMIZING YOUR EARNINGS: CAREER ADVANCEMENT AND SALARY GROWTH FOR WILMINGTON TEACHERS*

FOCUSED ON PROFESSIONAL DEVELOPMENT, THIS BOOK GUIDES WILMINGTON TEACHERS ON PATHWAYS TO INCREASE THEIR SALARIES THROUGH ADDITIONAL CERTIFICATIONS, ADVANCED DEGREES, AND LEADERSHIP ROLES. IT INCLUDES TIPS ON TIMING PROMOTIONS AND UNDERSTANDING DISTRICT SALARY SCHEDULES. THE BOOK IS A VALUABLE TOOL FOR CAREER GROWTH PLANNING.

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wilmington nc teacher salary: Action Research in the Classroom Mary Ann Jacobs, Bruce S. Cooper, 2016-04-06 Action Research in the Classroom: Helping Teachers Assess and Improve their Work guides teacher-researchers through the process of using action research in their practice to improve students' learning and teachers' teaching. The book uses actual classroom examples to assist aspiring, new, and veteran teachers and those who support them (administrators, department chairpersons, and mentors) in using a six-step process L.E.A.D.E.R. to successfully accomplish and share research conducted by actual classroom teachers. Each step in the L.E.A.D.E.R. process -- (1) L=Look at the Problem, (2) E=Examine what we know; (3) A=Acquire knowledge of school problem-solving; (4) D=Devise a plan for improvement; (5) E=Execute the plan; and, (6) R=Repeat steps and processes as needed -- can guide teachers, administrators, and even parents - and students - in solving their own problems and improving their learning and teaching.

wilmington nc teacher salary: Mentoring for School Quality Bruce S. Cooper, Carlos R. McCray, 2015-10-21 Making Mentoring Work should help educators to mentor or to be mentored effectively in our schools. We all have had mentors, those key adults from family, work, or schools who have assisted us in learning and becoming good adults, skilled and able professionals, and contributing member of community and society. Although it's not easy, it does occur, is doable, and this book seeks to help everyone - educators, in particular -- both to be mentored and to be a mentor. In fact, the authors believe and show that everyone needs mentoring and many have the capacity, knowledge, and savvy to be a helpful mentor to others in their field, school, and world.

wilmington nc teacher salary: The American School Board Journal , 1917

wilmington nc teacher salary: "We, Too, are Americans" Megan Taylor Shockley, 2004 During World War II, factories across America retooled for wartime production, and unprecedented labor opportunities opened up for women and minorities. In *We, Too, Are Americans*, Megan Taylor Shockley examines the experiences of the African American women who worked in two capitol of industry--Detroit, Michigan, and Richmond, Virginia--during the war and the decade that followed it, making a compelling case for viewing World War II as the crucible of the civil rights movement. As demands on them intensified, the women working to provide American troops with clothing, medical supplies, and other services became increasingly aware of their key role in the war effort. A considerable number of the African Americans among them began to use their indispensability to leverage demands for equal employment, welfare and citizenship benefits, fair treatment, good working conditions, and other considerations previously denied them. Shockley shows that as these women strove to redefine citizenship, backing up their claims to equality with lawsuits, sit-ins, and other forms of activism, they were forging tools that civil rights activists would continue to use in the years to come.

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wilmington nc teacher salary: Schooling the Freed People Ronald E. Butchart, 2010 Conventional Wisdom Holds that freedmen's education was largely the work of privileged, single white northern women motivated by evangelical beliefs and abolitionism. *Schooling the Freed People* shatters this notion entirely. For the most comprehensive study of the origins of black education in freedom ever undertaken, Ronald Butchart combed the archives of all of the freedmen's

aid organizations as well as the archives of every southern state to compile a vast database of over 11,600 individuals who taught in southern black schools between 1861 and 1876. Based on this pathbreaking research, he reaches some surprising conclusions: one-third of the teachers were African Americans; black teachers taught longer than white teachers; half of the teachers were southerners; and even the northern teachers were more diverse than previously imagined. His evidence demonstrates that evangelicalism contributed much less than previously believed to white teachers' commitment to black students, that abolitionism was a relatively small factor in motivating the teachers, and that, on the whole, the teachers' ideas and aspirations about their work often ran counter to the aspirations of the freed people for Schooling. The crowning achievement of a veteran scholar, this is the definitive book on freedmen's teachers in the South as well as an outstanding contribution to social history and our understanding of African American education.

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