

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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HOUSE BILL 24*
Committee Substitute Without Prejudice 6/30/89

Short Title: Public School Employees Salaries.

(Public)

Sponsors:

Referred to:

January 18, 1989

1 A BILL TO BE ENTITLED
2 AN ACT TO ESTABLISH NEW SALARY SCHEDULES FOR CERTIFIED AND
3 NONCERTIFIED PUBLIC SCHOOL EMPLOYEES.

4 The General Assembly of North Carolina enacts:

5 Section 1. (a) Beginning July 1, 1989, and ending June 30, 1992, the following
6 monthly salary schedule shall be phased in for certified personnel of the public schools
7 who are classified as "A" teachers. The schedule contains 21 steps with each step
8 corresponding to one year of teaching experience.

9 Yrs.	1988-89	1989-90	1990-91	1991-92
10 <u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
11 0	\$1,833	\$1,914	\$1,983	\$2,050
12 1	1,833	1,929	2,012	2,091
13 2	1,833	1,944	2,041	2,133
14 3	1,833	1,960	2,070	2,176
15 4	1,915	2,032	2,133	2,230
16 5	2,030	2,125	2,207	2,286
17 6	2,030	2,146	2,247	2,343
18 7	2,030	2,168	2,287	2,402
19 8	2,100	2,234	2,351	2,462
20 9	2,100	2,257	2,393	2,524
21 10	2,100	2,286	2,446	2,600
22 11	2,196	2,375	2,530	2,678
23 12	2,196	2,405	2,585	2,758

1	13	2,295	2,498	2,673	2,841
2	14	2,295	2,529	2,732	2,926
3	15	2,400	2,633	2,835	3,028
4	16	2,516	2,745	2,944	3,134
5	17	2,516	2,786	3,020	3,244
6	18	2,640	2,906	3,137	3,358
7	19	2,640	2,950	3,219	3,476
8	20+	2,765	3,074	3,341	3,598

(b) Beginning July 1, 1989, and ending June 30, 1992, the following monthly salary schedule shall be phased in for certified personnel of the public schools who are classified as "G"teachers. The schedule contains 21 steps with each step corresponding to one year of teaching experience.

13	Yrs.	1988-89	1989-90	1990-91	1991-92
14	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
15	0	\$2,003	\$2,059	\$2,107	\$2,153
16	1	2,003	2,075	2,137	2,196
17	2	2,003	2,091	2,167	2,240
18	3	2,003	2,108	2,198	2,285
19	4	2,100	2,190	2,267	2,342
20	5	2,196	2,272	2,337	2,400
21	6	2,196	2,294	2,379	2,460
22	7	2,196	2,317	2,422	2,522
23	8	2,295	2,403	2,496	2,585
24	9	2,295	2,427	2,541	2,650
25	10	2,295	2,456	2,596	2,730
26	11	2,295	2,487	2,653	2,812
27	12	2,400	2,584	2,743	2,896
28	13	2,516	2,689	2,839	2,983
29	14	2,516	2,722	2,901	3,072
30	15	2,640	2,840	3,013	3,179
31	16	2,640	2,882	3,090	3,291
32	17	2,765	3,003	3,209	3,406
33	18	2,765	3,047	3,292	3,526
34	19	2,902	3,180	3,420	3,650
35	20+	2,902	3,227	3,508	3,778

(c) Beginning July 1, 1989, and ending June 30, 1992, the following monthly salary schedule shall be phased in for certified personnel of the public schools who are classified as "G"teachers with advanced certification. The schedule contains 21 steps with each step corresponding to one year of teaching experience.

40	Yrs.	1988-89	1989-90	1990-91	1991-92
41	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
42	0	\$2,129	\$2,158	\$2,183	\$2,207
43	1	2,129	2,174	2,213	2,251
44	2	2,129	2,191	2,245	2,296

1	3	2,129	2,208	2,276	2,342
2	4	2,226	2,291	2,347	2,401
3	5	2,322	2,373	2,417	2,460
4	6	2,322	2,396	2,460	2,522
5	7	2,322	2,420	2,504	2,585
6	8	2,421	2,506	2,579	2,650
7	9	2,421	2,530	2,625	2,716
8	10	2,421	2,561	2,682	2,798
9	11	2,421	2,592	2,740	2,882
10	12	2,526	2,690	2,832	2,968
11	13	2,642	2,796	2,930	3,058
12	14	2,642	2,830	2,993	3,149
13	15	2,766	2,949	3,106	3,258
14	16	2,766	2,991	3,186	3,373
15	17	2,891	3,114	3,306	3,491
16	18	2,891	3,159	3,391	3,614
17	19	3,028	3,293	3,521	3,741
18	20+	3,028	3,341	3,612	3,872

19 (d) Beginning July 1, 1989, and ending June 30, 1992, the following monthly
 20 salary schedule shall be phased in for certified personnel of the public schools who are
 21 classified as "D" teachers. The schedule contains 21 steps with each step corresponding
 22 to one year of teaching experience.

23	Yrs.	1988-89	1989-90	1990-91	1991-92
24	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
25	0	\$2,256	\$2,258	\$2,259	\$2,261
26	1	2,256	2,275	2,291	2,306
27	2	2,256	2,292	2,322	2,352
28	3	2,256	2,309	2,355	2,399
29	4	2,353	2,392	2,426	2,459
30	5	2,449	2,475	2,498	2,520
31	6	2,449	2,499	2,542	2,583
32	7	2,449	2,523	2,587	2,648
33	8	2,548	2,610	2,663	2,714
34	9	2,548	2,635	2,711	2,783
35	10	2,548	2,666	2,769	2,867
36	11	2,548	2,698	2,828	2,953
37	12	2,653	2,797	2,921	3,041
38	13	2,769	2,904	3,020	3,132
39	14	2,769	2,939	3,085	3,226
40	15	2,893	3,058	3,201	3,338
41	16	2,893	3,102	3,283	3,456
42	17	3,018	3,225	3,404	3,576
43	18	3,018	3,272	3,491	3,702
44	19	3,155	3,407	3,624	3,833

1 20+ 3,155 3,456 3,717 3,967
 2 (e) The salary schedules for "A", "G", "G"with advanced certification, and
 3 "D"teachers provide for a two percent (2%) cumulative increase between steps zero and
 4 three, a two and one-half percent (2 1/2%) increase between steps three and 10, a three
 5 percent (3%) increase between steps 10 and 15, and a three and one-half percent (3
 6 1/2%) increase between steps 15 and 20.

7 (f) Teachers shall be placed on the applicable salary schedule based on years
 8 of experience and shall receive the salary increases necessary to bring them to the
 9 appropriate level on the schedule.

10 Sec. 2. (a) Effective July 1, 1989, the following monthly salary schedule shall
 11 be applicable to certified personnel of the public schools who are classified as
 12 "administrators."

		<u>Salary Grade</u>						
<u>Yrs.</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	
<u>Exp.</u>								
16	0	\$2,483	\$2,582	\$2,686	\$2,793	\$2,905	\$3,021	\$3,142
17	1	2,545	2,647	2,752	2,862	2,977	3,096	3,220
18	2	2,609	2,713	2,822	2,935	3,052	3,174	3,302
19	3	2,674	2,781	2,893	3,008	3,128	3,253	3,384
20	4	2,741	2,851	2,964	3,083	3,206	3,334	3,468
21	5	2,810	2,922	3,039	3,161	3,287	3,418	3,555
22	6	2,894	3,009	3,129	3,254	3,385	3,520	3,660
23	7	2,983	3,100	3,224	3,353	3,487	3,626	3,772
24	8	3,070	3,193	3,321	3,454	3,593	3,736	3,886
25	9	3,162	3,288	3,419	3,556	3,698	3,846	4,000
26	10	3,257	3,388	3,523	3,663	3,810	3,963	4,122
27	11	3,355	3,489	3,629	3,774	3,925	4,082	4,245
28	12	3,455	3,594	3,737	3,887	4,043	4,205	4,373
29	13	3,576	3,720	3,868	4,023	4,184	4,351	4,525
30	14	3,701	3,849	4,003	4,163	4,329	4,502	4,682
31	15	3,830	3,983	4,142	4,308	4,480	4,660	4,846
32	16	3,965	4,124	4,289	4,460	4,638	4,824	5,016
33	17	4,103	4,267	4,438	4,616	4,800	4,992	5,192
34	18	4,247	4,417	4,593	4,777	4,967	5,166	5,373
35	19	4,395	4,572	4,754	4,945	5,142	5,348	5,563
36	20	4,549	4,731	4,921	5,118	5,323	5,536	5,757
37								
38								
39		<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
40								
41	0	\$3,268	\$3,399	\$3,535	\$3,677	\$3,823	\$3,976	\$4,135
42	1	3,349	3,483	3,622	3,767	3,918	4,074	4,237
43	2	3,434	3,571	3,714	3,862	4,017	4,178	4,345
44	3	3,519	3,659	3,806	3,959	4,116	4,281	4,453

1	4	3,606	3,750	3,900	4,056	4,218	4,387	4,562
2	5	3,697	3,845	3,999	4,158	4,324	4,498	4,678
3	6	3,807	3,960	4,118	4,283	4,455	4,633	4,819
4	7	3,923	4,080	4,242	4,413	4,589	4,772	4,963
5	8	4,042	4,204	4,372	4,547	4,728	4,918	5,115
6	9	4,159	4,326	4,499	4,679	4,867	5,061	5,264
7	10	4,287	4,458	4,636	4,822	5,014	5,215	5,424
8	11	4,415	4,591	4,774	4,965	5,164	5,371	5,586
9	12	4,548	4,729	4,919	5,116	5,321	5,534	5,755
10	13	4,707	4,895	5,091	5,295	5,507	5,728	5,957
11	14	4,870	5,065	5,267	5,479	5,698	5,926	6,162
12	15	5,040	5,242	5,452	5,670	5,897	6,133	6,378
13	16	5,217	5,426	5,644	5,869	6,104	6,348	6,602
14	17	5,400	5,616	5,840	6,074	6,317	6,570	6,833
15	18	5,588	5,812	6,044	6,286	6,537	6,799	7,070
16	19	5,785	6,017	6,258	6,508	6,768	7,039	7,321
17	20	5,988	6,228	6,477	6,736	7,006	7,286	7,577

18

19 SALARY GRADES BY ADMINISTRATOR TITLE

20	1	Psychologist, Observer/Evaluator
21	2	Assistant Principal
22		Program Consultant
23	3	Program Coordinator
24	4	Principal—Up to 300 ADM
25	5	Principal—301 to 600 ADM
26		Program Director
27	6	Principal—601 to 900 ADM
28	7	Principal—901 to 1200 ADM
29		Assistant Superintendent
30	8	Principal—1,201 to 1,500 ADM
31		Associate Superintendent—Up to 20,000 ADM
32		Superintendent—Up to 1,500 ADM
33	9	Principal—1,501 and up ADM
34		Associate Superintendent—20,001 and up ADM
35		Superintendent—1,501 to 5,000 ADM
36	10	Superintendent—5,001 to 10,000 ADM
37	11	Superintendent—10,001 to 20,000 ADM
38	12	Superintendent—20,001 to 30,000 ADM
39	13	Superintendent—30,001 to 50,000 ADM
40	14	Superintendent—50,001 and up ADM

41 (b) The administrators' schedule provides for a two and one-half percent (2 1/2%)
 42 increase between steps zero and six, a three percent (3%) increase between steps six and
 43 13, and a three and one-half percent (3 1/2%) increase between steps 13 and 20.

1 (c) Administrators holding a degree above that required for the position shall be
2 paid five percent (5%) above the base schedule for the applicable salary grade.

3 (d) Administrators shall be placed on the new salary schedule in accordance with
4 rules and regulations approved by the State Board of Education.

5 Sec. 3. After reaching the final step on their respective salary schedules,
6 teachers and administrators shall be eligible for longevity awards based on years of
7 service in North Carolina schools.

8 Sec. 4. Effective July 1, 1989, all noncertified public school employees shall
9 receive a five percent (5%) across-the-board salary increase. In addition, local boards
10 of education are authorized to use, within available funds, any unexpended salary
11 allocations for noncertified personnel to adjust salaries to relieve inequities that exist in
12 the current salary plan. There is further established a one percent (1%) salary reserve to
13 be administered by the State Superintendent of Public Instruction to reclassify
14 noncertified employees, insofar as possible, commensurate with the level of the State
15 Employees' Salary Plan for comparable positions.

16 Sec. 5. The State Board of Education shall adopt rules and regulations
17 necessary to implement this act.

18 Sec. 6. There is appropriated from the General Fund to the Department of
19 Public Education one hundred ninety-two million nine hundred eighty-four thousand
20 nine hundred eighty-one dollars (\$192,984,981) for the 1989-90 fiscal year and two
21 hundred eight million three hundred sixty-four thousand three hundred fifty-nine dollars
22 (\$208,364,359) for the 1990-91 fiscal year to be used for the implementation of this act.

23 Sec. 7. This act shall become effective July 1, 1989.