

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

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HOUSE BILL 1364

Short Title: Teacher/St. Emp'ee Raises.

(Public)

Sponsors: Representatives Barnes, Nesbitt, Hackney, Hensley, Fitch, Dickson, Diamont, Miller, Stamey, Fussell, Payne; Ethridge, Gottovi, Hightower, Jeffus, Justus, Luebke, McLawhorn, Oldham, and Redwine.

Referred to: Appropriations.

May 28, 1992

A BILL TO BE ENTITLED

1
2 AN ACT TO APPROPRIATE FUNDS TOWARD THE IMPLEMENTATION OF
3 THE TEACHER SALARY SCHEDULE AND FOR A RAISE FOR ALL OTHER
4 STATE EMPLOYEES.

5 Whereas, in 1989, the General Assembly began the process of implementing
6 a rational and equitable pay schedule for public school teachers; and

7 Whereas, the General Assembly anticipated completing the implementation
8 of the salary schedule during the 1991-92 fiscal year but was unable to do so because of
9 severe budgetary constraints; and

10 Whereas, because no funds were appropriated for the 1991-92 fiscal year
11 towards implementation of the teacher salary schedule, teachers with no years of
12 experience and teachers with one year of experience received the same salary for the
13 1991-92 school year; and

14 Whereas, when the teacher salary schedule is fully implemented, this
15 "bunching" at the lower end of the salary schedule will be eliminated and each teacher
16 will be paid based on teaching experience; and

17 Whereas, sound personnel policy makes it imperative that the General
18 Assembly appropriate funds toward the implementation of the teacher salary schedule
19 during the 1992-93 fiscal year; and

20 Whereas, since the 1965-66 fiscal year, only two of the pay raises and one
21 bonus granted by the General Assembly to State employees have included a lump sum
22 amount for each State employee; and

1 Whereas, by consistently giving State employees percentage pay increases
2 instead of lump sum increases, the General Assembly has created an enormous
3 discrepancy between the upper and lower end of the State employee salary schedule;
4 and

5 Whereas, State employees at the lower end of the salary schedule are
6 experiencing great financial difficulties because of the condition of the economy and the
7 cost-of-living; and

8 Whereas, a lump sum salary increase will, on a percentage basis, benefit most
9 the employees at the lower end of the salary schedule and will slightly reduce the
10 percentage gap between the upper and lower ends of the salary schedule; Now,
11 therefore,

12 The General Assembly of North Carolina enacts:

13 Section 1. There is appropriated from the General Fund to the Reserve for
14 State Employees Salary Increases the sum of sixty-two million two hundred thousand
15 dollars (\$62,200,000) for the 1992-93 fiscal year to provide a lump-sum raise for each
16 State employee and each school employee except for teachers; provided however, the
17 Board of Governors of The University of North Carolina may allocate the funds it
18 receives for the salary increment for its employees in positions exempt from the State
19 Personnel Act according to rules adopted by the Board of Governors.

20 Sec. 2. There is appropriated from the Highway Fund to the Reserve for State
21 Employees Salary Increases the sum of nine million two hundred thousand dollars
22 (\$9,200,000) for the 1992-93 fiscal year to provide a lump-sum raise for each State
23 employee.

24 Sec. 3. There is appropriated from the General Fund to the Reserve for
25 Teacher Salary Increases the sum of forty-two million three hundred thousand dollars
26 (\$42,300,000) for the 1992-93 fiscal year to be used toward the implementation of a
27 teacher salary schedule.

28 Sec. 4. There is appropriated from the Highway Fund to the Reserve for
29 Teacher Salary Increases the sum of three hundred ninety-one thousand dollars
30 (\$391,000) for the 1992-93 fiscal year to be used toward the implementation of a
31 teacher salary schedule.

32 Sec. 5. This act becomes effective July 1, 1992.