

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1999

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HOUSE BILL 1392

Short Title: Teacher Ass't Salary Schedule Funds.

(Public)

Sponsors: Representatives Moore; Barefoot and Nesbitt.

Referred to: Education, if favorable, Appropriations.

April 29, 1999

A BILL TO BE ENTITLED

AN ACT TO APPROPRIATE FUNDS TO ESTABLISH A SALARY SCHEDULE FOR ASSISTANT TEACHERS.

The General Assembly of North Carolina enacts:

Section 1. G.S. 115C-12 reads as rewritten:

"§ 115C-12. Powers and duties of the Board generally.

The general supervision and administration of the free public school system shall be vested in the State Board of Education. The State Board of Education shall establish policy for the system of free public schools, subject to laws enacted by the General Assembly. The powers and duties of the State Board of Education are defined as follows:

(16) Power with Regard to Salary Schedules. – The Board shall provide for sick leave with pay for all public school employees in accordance with the provisions of this Chapter and shall promulgate rules and regulations providing for necessary substitutes on account of sick leave and other teacher absences.

a. Support personnel refers to all public school employees who are not required by statute or regulation to be certified in order to be employed. The State Board of Education is authorized and empowered to adopt all necessary rules for full implementation

1 of all schedules to the extent that State funds are made available
2 for support personnel.

- 3 b. Salary schedules for the following public school support
4 personnel shall be adopted by the State Board of Education:
5 school finance officer, office support personnel, ~~teacher~~
6 ~~assistants~~, maintenance supervisors, custodial personnel, and
7 transportation personnel. The Board shall classify these support
8 positions in terms of uniform pay grades included in the salary
9 schedule of the State Personnel Commission.

10 ~~By the end of the third payroll period of the 1995-96 fiscal year,~~
11 ~~local~~ Local boards of education shall place State-allotted office
12 support personnel, ~~teacher assistants~~, and custodial personnel on
13 the salary schedule adopted by the State Board of Education so
14 that the average salary paid is the State-allotted amount for the
15 category. In placing employees on the salary schedule, the local
16 board shall consider the education, training, and experience of
17 each employee, including experience in other local school
18 administrative units. It is the intent of the General Assembly that
19 a local school administrative unit not fail to employ an employee
20 who was employed for the prior school year in order to
21 implement the provisions of this sub-subdivision. A local board
22 of education is in compliance with this sub-subdivision if the
23 average salary paid is at least ~~ninety five percent (95%) of the~~
24 ~~State allotted amount for the category at the end of the third~~
25 ~~payroll period of the 1995-96 fiscal year, and at least~~ ninety-
26 eight percent (98%) of the State-allotted amount for the category
27 at the end of the third payroll period of each ~~subsequent~~ fiscal
28 year. The Department of Public Instruction shall provide
29 technical assistance to local school administrative units regarding
30 the implementation of this sub-subdivision.

- 31 c. Salary schedules for other support personnel, including but not
32 limited to maintenance and school food service personnel, shall
33 be adopted by the State Board of Education. The Board shall
34 classify these support positions in terms of uniform pay grades
35 included in the salary schedule of the State Personnel
36 Commission. These schedules shall apply if the local board of
37 education does not adopt a salary schedule of its own for
38 personnel paid from other than State appropriations.

39"

40 Section 2. Chapter 115C of the General Statutes is amended by adding a new
41 section to read:

42 "**§ 115C-315.1. Teacher Assistant Professional Development Certificate Program.**

1 (a) Development of a Teacher Assistant Professional Development Certificate
2 Program. – The State Board of Community Colleges, subject to the direction, control, and
3 approval of the State Board of Education, shall develop and administer a teacher assistant
4 professional development certificate program. The program curriculum shall be
5 appropriate to meet the requirements necessary for teacher assistants to contribute to
6 student achievement. The certificate program shall include an associate degree certificate
7 that prepares a teacher assistant to enter a teacher education program at a university.
8 Community colleges are encouraged to offer courses in collaboration with local school
9 administrative units, educational associations, the Teacher Academy Program, and other
10 entities that provide in-service or preservice training to educators.

11 (b) Development of a Portfolio Program to Enable Teacher Assistants to Earn
12 Credit for Prior Learning Experience. – The State Board of Community Colleges, subject
13 to the direction, control, and approval of the State Board of Education, shall develop and
14 administer a portfolio program to assist teacher assistants with prior learning experience
15 in developing portfolios of that experience which may be used to earn credit under the
16 certificate program. Teacher assistants who participate in the portfolio program and
17 develop portfolios may apply to community colleges for credit for their prior learning
18 experience. A transcript or verification form signed by the representative of the college
19 offering the course shall document participation in the portfolio program.

20 Portfolios submitted to community colleges for credit shall be evaluated by an expert
21 in education who holds a masters degree or higher degree.

22 A teacher assistant shall complete a portfolio by 2004 in order to use prior learning
23 experience as credit for a certificate. The State Board of Education may extend this date
24 if the Community College System has not been able to accommodate eligible teacher
25 assistants prior to January 1, 2004.

26 (c) Credit for Courses Taken in Other States and for Courses Taken Prior to
27 Establishment of the Program. – The State Board of Education and the State Board of
28 Community Colleges shall, to the maximum extent possible, accept transcripts from
29 colleges in any state as college credits if the courses taken meet curriculum guidelines
30 and are related to the competencies necessary to be a teacher assistant.

31 Continuing education or staff development courses taken between 1981 through 2000
32 shall be eligible for credit under the certification program.

33 (d) Establishment of a Professional Development Plan Certificate Committee. –
34 The State Board of Community Colleges shall appoint a Professional Development Plan
35 Certificate Committee to monitor the teacher assistant certificate programs and portfolio
36 programs offered at the colleges and to make recommendations to the State Board of
37 Community Colleges on ways to improve implementation of the programs to meet the
38 needs of local school administrative units.

39 The Committee shall be comprised of one elementary school principal, one
40 community college director, one teacher, one university educator, a local school staff
41 development specialist, and six teacher assistants.

42 (e) Types of Teacher Assistant Certificates Offered. – The State Board of
43 Education shall offer the following types of teacher assistant certificates:

- 1 (1) A Standard Certificate that requires 15 credits for courses taken at
 2 community colleges or accredited colleges or universities and 240
 3 contact hours of continuing education or staff development activities
 4 that meet certification requirements;
- 5 (2) An Advanced Certificate that requires 30 credits and 480 contact hours;
- 6 (3) An Instructional Associate Certificate that requires 60 credits and 960
 7 contact hours;
- 8 (4) An Associate Degree Certificate for teacher assistants who are
 9 interested in a higher level of proficiency or in continuing at a college
 10 or university to become a teacher; and
- 11 (5) A Baccalaureate Degree Certificate that requires a Baccalaureate
 12 Degree and 30 credits of basic education courses or a valid teacher
 13 certificate from any state.

14 The teacher assistant certificate fee shall be set by the State Board of Education in an
 15 amount up to _____."

16 Section 3.(a) Effective July 1, 1999, teacher assistants shall receive a three
 17 percent (3%) salary increment.

18 Section 3.(b) Effective January 1, 2000, teacher assistants shall be paid retroactive
 19 to July 1, 1999, on the following salary schedule:

21 **CERTIFICATE LEVEL**

| 22 | Standard | Advanced | Instructional | Associate | BA Degree | |
|----|-------------|-------------|---------------|-------------|-------------|------------|
| 23 | Certificate | Certificate | Associate | Degree | Certificate | |
| 24 | | | Certificate | Certificate | Certificate | Experience |
| 25 | 0 | \$13,094 | \$13,330 | \$13,570 | \$13,841 | \$13,979 |
| 26 | 1 | \$13,330 | \$13,570 | \$13,814 | \$14,090 | \$14,231 |
| 27 | 2 | \$13,570 | \$13,814 | \$14,063 | \$14,344 | \$14,487 |
| 28 | 3 | \$13,814 | \$14,063 | \$14,316 | \$14,602 | \$14,748 |
| 29 | 4 | \$14,063 | \$14,316 | \$14,573 | \$14,865 | \$15,013 |
| 30 | 5 | \$14,316 | \$14,573 | \$14,836 | \$15,132 | \$15,284 |
| 31 | 6 | \$14,573 | \$14,836 | \$15,103 | \$15,405 | \$15,559 |
| 32 | 7 | \$14,836 | \$15,103 | \$15,375 | \$15,682 | \$15,839 |
| 33 | 8 | \$15,103 | \$15,375 | \$15,651 | \$15,964 | \$16,124 |
| 34 | 9 | \$15,375 | \$15,651 | \$15,933 | \$16,252 | \$16,414 |
| 35 | 10 | \$15,651 | \$15,933 | \$16,220 | \$16,544 | \$16,710 |
| 36 | 11 | \$15,933 | \$16,220 | \$16,512 | \$16,842 | \$17,010 |
| 37 | 12 | \$16,220 | \$16,512 | \$16,809 | \$17,145 | \$17,317 |
| 38 | 13 | \$16,512 | \$16,809 | \$17,112 | \$17,454 | \$17,628 |
| 39 | 14 | \$16,809 | \$17,112 | \$17,420 | \$17,768 | \$17,946 |
| 40 | 15 | \$17,112 | \$17,420 | \$17,733 | \$18,088 | \$18,269 |
| 41 | 16 | \$17,420 | \$17,733 | \$18,052 | \$18,413 | \$18,597 |
| 42 | 17 | \$17,733 | \$18,052 | \$18,377 | \$18,745 | \$18,932 |
| 43 | 18 | \$18,052 | \$18,377 | \$18,708 | \$19,082 | \$19,273 |

| | | | | | | |
|---|----|----------|----------|----------|----------|----------|
| 1 | 19 | \$18,377 | \$18,708 | \$19,045 | \$19,426 | \$19,620 |
| 2 | 20 | \$18,708 | \$19,045 | \$19,388 | \$19,775 | \$19,973 |
| 3 | 21 | \$19,045 | \$19,388 | \$19,737 | \$20,131 | \$20,333 |
| 4 | 22 | \$19,388 | \$19,737 | \$20,092 | \$20,494 | \$20,699 |
| 5 | 23 | \$19,737 | \$20,092 | \$20,453 | \$20,863 | \$21,071 |
| 6 | 24 | \$20,092 | \$20,453 | \$20,822 | \$21,238 | \$21,450 |

7 25 \$20,453 \$20,822 \$21,196 \$21,620 \$21,837 Section 3.(c)
 8 Notwithstanding the provisions of the salary schedule set out in subsection (a)
 9 of this section, no teacher assistant shall be paid less during the 1999-2000 school year
 10 than the teacher assistant was paid during the 1998-99 school year.

11 Section 3.(d) In computing years of experience under the salary schedule, one year
 12 of experience means at least six months of employment as a teacher or teacher assistant
 13 in a publicly funded school of any state or of the federal government.

14 A teacher assistant shall submit a statement of experience verified by an
 15 authorized person at the local school administrative unit at which the teacher assistant
 16 was previously employed.

17 Section 3.(e) Placement on the salary schedule for each year shall be in
 18 accordance with the type of teacher assistant certificate the teacher held on July 1 prior to
 19 the beginning of the school year.

20 Section 4. Nothing in this act shall be interpreted to tenure to teacher
 21 assistants.

22 Section 5. There is appropriated from the General Fund to State Aid to Local
 23 School Administrative Units the sum of thirty-one million dollars (\$31,000,000) for the
 24 1999-2000 fiscal year and the sum of thirty-one million dollars (\$31,000,000) for the
 25 2000-2001 fiscal year to implement this act.

26 There is appropriated from the General Fund to the Department of Public
 27 Instruction the sum of _____ for the 1999-2000 fiscal year and the sum of
 28 _____ for the 2000-2001 fiscal year to certify teacher assistants.

29 Section 6. This act becomes effective July 1, 1999.