

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2005

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HOUSE DRH80367-LE-220 (3/30)

Short Title: Salary Increase for School Employees. (Public)

Sponsors: Representatives Jeffus and Yongue (Primary Sponsors).

Referred to:

A BILL TO BE ENTITLED

AN ACT TO APPROPRIATE FUNDS TO PROVIDE FOR A FIVE PERCENT
SALARY INCREASE FOR PUBLIC SCHOOL PERSONNEL.

Whereas, the recruitment and retention of quality teachers is a major challenge the State's schools are facing; and

Whereas, total compensation, including salary and benefits, and working conditions are the key ingredients in recruiting and retaining a quality work force; and

Whereas, in 1996, the Governor and the General Assembly with full support of the North Carolina Association of Educators launched a National Average Campaign; and

Whereas, in 1996-1997, North Carolina ranked 43rd in the country in teacher salaries and 9th in the Southeast; and

Whereas, in 2001-2002, North Carolina ranked 19th in the country in teacher salaries (96% of the national average salary). North Carolina ranked 2nd in the Southeast; and

Whereas, in 2003-2004, North Carolina had slipped to 24th in the country in teacher salaries (92% of the national average salary.). North Carolina ranked 3rd in the Southeast; and

Whereas, the national average is an ever-moving target, since it is affected by actions taken by other states; and

Whereas, the first recommended step is to increase the current salary schedule of teachers by 5% and to continue to allow teachers to advance on the salary schedule based on years of experience; and

Whereas, North Carolina teaching professionals continue to prepare North Carolina students superbly for secondary and vocational education challenges; Now therefore:

The General Assembly of North Carolina enacts:

1 **SECTION 1.(a)** There is appropriated from the General Fund to the
2 Department of Public Instruction the sum of two hundred eighty-eight million four
3 hundred forty-five thousand dollars (\$288,445,000) for the 2005-2006 fiscal year and
4 the sum of two hundred eighty-eight million four hundred forty-five thousand dollars
5 (\$288,445,000) for the 2006-2007 fiscal year to implement the pay increases authorized
6 by this act for public school personnel.

7 **SECTION 1.(b)** There is appropriated from the Highway Fund to the
8 Department of Public Instruction the sum of one hundred ninety-seven thousand dollars
9 (\$197,000) for the 2005-2006 fiscal year and the sum of one hundred ninety-seven
10 thousand dollars (\$197,000) for the 2006-2007 fiscal year to implement the pay
11 increases authorized by this act for public school personnel.

12 **SECTION 2.** The State Board of Education shall use these funds to:

- 13 (1) Provide for an average salary increase of five percent (5%) for
14 teachers, school-based administrators, and all other certified public
15 school personnel, who (i) are paid from State, federal, local, or other
16 funds and (ii) are not at the top of their respective salary ranges.
- 17 (2) Provide all permanent public school personnel with 29 or more years
18 of experience who are paid from State, federal, local, or other funds on
19 the teacher salary schedule with a one-time bonus equivalent to the
20 average salary increase of the 26- to 29-year steps.
- 21 (3) Provide permanent personnel who are paid from State, federal, local,
22 or other funds and are at the top of the principal and assistant principal
23 salary schedule, with a one-time bonus equivalent to the average salary
24 increase of the 35- to 41-year steps.
- 25 (4) Provide for a salary increase that is the greater of (i) five percent (5%)
26 or (ii) the amount required to increase 10-month salaries to sixteen
27 thousand five hundred dollars (\$16,500) for all noncertified public
28 school employees who are working full-time and are paid from State,
29 federal, local, or other funds. "Noncertified school personnel"
30 includes, but is not limited to, teacher assistants, custodial staff, bus
31 drivers, and cafeteria workers.

32 **SECTION 3.** This act becomes effective July 1, 2005.