

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2005**

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**HOUSE BILL 1763**

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

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Sponsors: Representatives Jeffus, Yongue (Primary Sponsors); Adams, England, Faison, Gibson, Goodwin, Harrison, McLawhorn, Underhill, Wainwright, Warren, and Wray.

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Referred to: Appropriations.

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May 12, 2005

A BILL TO BE ENTITLED

1 AN ACT TO APPROPRIATE FUNDS TO PROVIDE FOR A FIVE PERCENT  
2 SALARY INCREASE FOR PUBLIC SCHOOL PERSONNEL.  
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4 Whereas, the recruitment and retention of quality teachers is a major  
5 challenge the State's schools are facing; and

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

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

11 Whereas, in 1996-1997, North Carolina ranked 43<sup>rd</sup> in the country in teacher  
12 salaries and 9<sup>th</sup> in the Southeast; and

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

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

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

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

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

27 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.