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LEGISLATIVE RESEARCH COMMISSION

REPORT
TO THE
1977

1978

GENERAL ASSEMBLY OF NORTH CAROLINA
SECOND SESSION 1978



PUBLIC SCHOOL EMPLOYEES' SALARIES

RALEIGH, NORTH CAROLINA

STATE OF NORTH CAROLINA
LEGISLATIVE RESEARCH COMMISSION
STATE LEGISLATIVE BUILDING
RALEIGH 27611

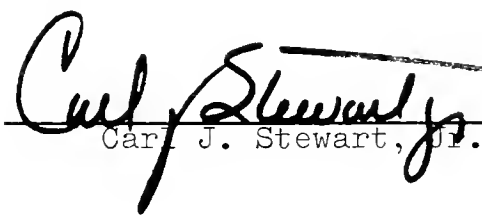


May 26, 1978

TO THE MEMBERS OF THE 1978 GENERAL ASSEMBLY:

Transmitted herewith is the Report on Public School Employees' Salaries prepared by the Legislative Research Commission's Committee on Public School Employees' Salaries and Other Matters. The study was conducted pursuant to Chapter 972 of the 1977 Session Laws (First Session, 1977).

Respectfully submitted,


Carl J. Stewart, Jr.


John T. Henley

Co-Chairmen

LEGISLATIVE RESEARCH COMMISSION

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INTRODUCTION

The Legislative Research Commission, authorized by Article 6B of Chapter 120 of the North Carolina General Statutes (G.S.), is a general-purpose legislative study group. Among the Commission's duties is that of making or causing to be made, upon the direction of the General Assembly or of either of its houses,

such studies of and investigations into governmental agencies and institutions and matters of public policy as will aid the General Assembly in performing its duties in the most efficient and effective manner (G.S. 120-30.17(1)).

A list of the membership of the Legislative Research Commission will be found in Appendix A.

During the 1977 Session of the General Assembly the Legislative Research Commission was directed to conduct a variety of studies. Chapter 972 of the 1977 Session Laws (First Session, 1977), see Appendix B, mandated a study of public school employees' salaries and the financing, benefits and operations of the Law Enforcement Officers' Benefit and Retirement Fund and the Firemen's Pension Fund (hereafter referred to as LEOBRF and FPF, respectively). To aid in these studies, the cochairmen of the Legislative Research Commission, under the authority of G.S. 120-30.10(b) and (c), appointed a Committee on Public School Employees' Salaries and Other Matters (hereafter referred to as the "Committee"), consisting of additional members of the General Assembly.

Representative Lura S. Tally was appointed to be the Legislative Research Commission member in charge of this study, while Representative Jo Graham Foster and Senator Harold W. Hardison were appointed cochairmen of the Committee. The other members of the Committee were Representatives Howard B. Chapin, James H. Edwards, W. Casper Holroyd, Jr.,* and Hector E. Ray; and Senators T. Cass Ballenger, I. C. Crawford, Kenneth C. Royall, Jr., and D. Livingston Stallings.

Because the topics directed to be studied by Chapter 972 are dissimilar, the Committee at its October 13, 1977 meeting decided to divide itself into two subcommittees--one for public school employees' salaries and the other for police and firemen's retirement. The Subcommittee on Public School Employees' Salaries consisted of the following individuals: Representative Foster, Chairman; Representatives Tally, Chapin and Edwards; and Senators Royall and Stallings. The rest of this report will devote itself solely to the proceedings of the Subcommittee on Public School Employees' Salaries.

* Representative Holroyd replaced the original appointee, former representative Richard C. Erwin, who resigned on January 3, 1978.

Proceedings of the Subcommittee on Public School Employees' Salaries

The Subcommittee on Public School Employees' Salaries held seven meetings, three of which ran for two days each.

Representatives of all the various groups of employees in the public schools were invited and given the opportunity to appear before the Subcommittee to make whatever statements they wished to make and to respond to questions from members of the Subcommittee. Many proposals were suggested which would affect appropriations. All of these proposals were costed out to determine the net increase in cost and each was reviewed in detail.

The Subcommittee held one joint meeting with the Fulcher Commission, appointed by the State Board of Education as authorized by Resolution 91 ratified by the 1977 General Assembly. The Fulcher Commission was to study the various formulas used in allocating state appropriations to local school administrative units and make recommendations for change to the State Board of Education in time for the Board to reflect them in its interim budget request to the Advisory Budget Commission in early 1978.

Since under Sections 2 and 3 of Chapter 972 of the 1977 Session Laws (First Session, 1977) there would be overlapping of responsibilities with the Fulcher Commission, the decision was made by the Subcommittee to concentrate its work on Section 1 which relates to salary schedules. Sections 2 and 3 were left to the Fulcher Commission as to the ratios of office and clerical personnel and

attendance counselors to numbers of students, and to the State Board of Education as to job descriptions for these type of employees.

With regard to the work of the Subcommittee in the establishment of salary schedules, it was emphasized that the work to be done would be to establish a comprehensive pay plan which would cover all categories of employees in local school systems. There was to be no attempt to bring about raises for any category or group of employees, but rather emphasis was to be placed on equity which would bring about a good system of salary administration.

Recommendation

The salary plan proposed by the Subcommittee was reported to the Committee established under Chapter 972 of the 1977 Session Laws (First Session, 1977). The recommendation of the Committee was that the salary plan proposed by the Subcommittee be accepted in principle and reported to the Second Session of the 1977 General Assembly; and further, that it be brought before the 1979 Session of the General Assembly for consideration.

The details on this recommendation are on the pages which follow.

AN ANALYSIS OF THE SALARY PLAN PROPOSED

While much has traditionally been said about the so-called salary index system--no such system exists, nor has it ever existed for public school employees in North Carolina. The concept was adopted but it has never been funded. Over the course of time, changes have occurred that tended to further erode the concept. What North Carolina really has, and has had for a number of years, is a set of salary tables for certain employees and absolutely no system at all for others.

The salary plan proposed will establish a salary system for all public school employees and in so doing minimize existing inequities and build safeguards to prevent them in the future. It will also enable legislative salary increases to be applied equitably and uniformly to this salary schedule system.

The following are pertinent points in the salary plan proposed.

1. A grandfather clause to assure no less salary for any employee.
2. A uniform 13 step salary scale.
3. A uniform 2.85% increment between each step.
4. Elimination of the present 1 step differential for occupational education teachers by raising all regular classroom teachers 1 step.
5. Certificated personnel would receive salary supplement recognition after 15 semester hours of planned graduate study beyond their degree level.
6. A uniform beginning of longevity pay following the 13th step.
7. A uniform system of salary administration.
8. Whatever comes by way of a salary rate increase would be applied uniformly and equitably to this system.

Superintendents, Associate and Assistant Superintendents and Principals have never been on a uniform salary schedule with teachers and other employees. Assistant Principals have received only a flat dollar amount, regardless of the number of teachers in a school. The proposed schedule will provide a uniform number of increments for each administrative position and add a unified schedule for Assistant Principals and Finance Officers. The pertinent point to remember for all administrative personnel is that each administrator will be on a uniform number of increments.

All teacher positions will be placed on a uniform schedule. This proposal simply means that all teachers would reach the current top of the salary scale earlier. A-certificate teachers would reach the top one year earlier and G-certificate teachers would reach the top two years earlier. All teachers would receive longevity earlier.

All employees covered by certification requirements for jobs, especially those pertaining to instruction, would carry an automatic increment for each year until the employee reaches the top of the schedule, or the 13th step. The following year, after an employee has reached the 13th step, that employee will be entitled to receive the first payment of his longevity pay at the prevailing rate.

All non-certified employees covered by this salary schedule would have a minimum and maximum requirement for local units for all employees paid from State funds. Existing dollar allotments for clerical assistants, custodians, and maintenance supervisors would be changed to position allotments based on enrollments. However, placement of the individual on the salary schedule would be left to the discretion of the local education agency. All support service personnel would become eligible to receive longevity pay with the beginning of the fourteenth year of employment regardless of the step on the salary schedule at which the local board may be paying the employee.

ESTIMATED ADDITIONAL COST FROM STATE FUNDS FOR
 PROPOSED SALARY SCHEDULES FOR ALL PUBLIC SCHOOL EMPLOYEES
 FISCAL YEAR 1978-79

Classification	Additional Cost for Proposed Salary Schedule	Grandfather Clause		Total Additional Cost
		Number of Employees	Estimated Cost of Grandfather Clause	
Superintendents	\$ 554,911	1	\$ 3,418	\$ 558,329
Asst. Superintendents	445,655	8	786	446,441
Classified Principals	3,413,940	365	237,866	3,651,806
Supervisors	135,288	0	0	135,288
Classroom Teachers	21,585,604	0	0	21,585,604
Occ. Teachers	470,628	0	0	470,628
Aides	6,593,101	0	0	6,593,101
Clerical Assts. (Supts.)	4,888,687	0	0	4,888,687
Clerical Assts. (Schools)	5,253,632	0	0	5,253,632
Maintenance Supervisors	2,382,590	0	0	2,382,590
Custodial	6,319,419	0	0	6,319,419
Transportation Mechanics	126,400	0	0	126,400
Longevity Pay	2,000,000	0	0	2,000,000
Total	54,169,855	374	242,070	54,411,925

These have been included by the State Board in its Supplemental Budget Request for 1978-79 in that the Board had originally included these personnel in its original budget request for 1977-79. The remaining items have been treated as Special Requests in conjunction with studies being made by various Legislative Committees.

N. C. Public Schools
Proposed Salary Schedule
1978-79

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N. C. Public Schools
Proposed Salary Schedule
Professional Personnel
(Certificated Personnel)

The following are incremental salary schedules for certificated personnel in the public schools. Incremental salary schedules provide for a one step automatic increment for each year of service until the maximum is reached.

Each of the schedules shown will be supplemented by the following schedule.

ADD: \$20 per month to the certificate level for a person who has:

1. Fifteen (15) semester hours of planned graduate study beyond the bachelor's degree leading toward the master's degree.
2. Fifteen (15) semester hours of planned graduate study beyond the master's degree leading toward the advanced (6th year) certification.
3. Fifteen (15) semester hours of planned graduate study beyond the advanced certificate (6th year) leading toward the doctor's degree.
4. Thirty (30) semester hours of planned graduate study beyond the advanced certificate (6th year) leading toward the doctor's degree.

ADD: \$40 per month to the certificate level for a person holding an advanced certificate in the area or subject taught.

ADD: \$140 per month to the certificate level for a person holding an earned doctor's degree in the area or subject taught.

Superintendents
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	MEMBERSHIP R A N G E																										
		Up to 4,999	5,000 - 8,999	9,000 - 12,999	13,000 - 16,999	17,000 - 20,999	21,000 - 24,999	25,000 - 29,999	30,000 UP																			
66	\$2,715																12											
65	2,640															12	11											
64	2,567															12	11	10										
63	2,496															12	11	10	9									
62	2,427															12	11	10	9	8								
61	2,360															12	11	10	9	8	7							
60	2,295															12	11	10	9	8	7	6						
59	2,231															12	11	10	9	8	7	6	5					
58	2,169															12	11	10	9	8	7	6	5	4				
57	2,109															12	11	10	9	8	7	6	5	4	3			
56	2,051															12	11	10	9	8	7	6	5	4	3	2		
55	1,994															12	11	10	9	8	7	6	5	4	3	2	1	
54	1,939															12	11	10	9	8	7	6	5	4	3	2	1	0
53	1,885															12	11	10	9	8	7	6	5	4	3	2	1	0
52	1,833															12	11	10	9	8	7	6	5	4	3	2	1	0
51	1,782															12	11	10	9	8	7	6	5	4	3	2	1	0
50	1,733															12	11	10	9	8	7	6	5	4	3	2	1	0
49	1,685															12	11	10	9	8	7	6	5	4	3	2	1	0
48	1,638															12	11	10	9	8	7	6	5	4	3	2	1	0
47	1,593															12	11	10	9	8	7	6	5	4	3	2	1	0

Associate and Assistant Superintendents and School Finance Officers
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	School Finance Officer	Assistant Superintendent	Associate Superintendent
59	\$2,231			12
58	2,169			11
57	2,109		12	10
56	2,051		11	9
55	1,994		10	8
54	1,939		9	7
53	1,885		8	6
52	1,833		7	5
51	1,782	12	6	4
50	1,733	11	5	3
49	1,685	10	4	2
48	1,638	9	3	1
47	1,593	8	2	0
46	1,549	7	1	
45	1,506	6	0	
44	1,464	5		
43	1,423	4		
42	1,383	3		
41	1,344	2		
40	1,307	1		
39	1,271	0		

Classified Principals
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Number of Teachers															
		7-13	14-20	21-27	28-34	35-41	42-48	49-54	55-UP								
59	\$2,231																12
58	2,169															12	11
57	2,109														12	11	10
56	2,051									12					11	10	9
55	1,994								12	11					10	9	8
54	1,939					12			11	10					9	8	7
53	1,885				12	11			10	9					8	7	6
52	1,833			12	11	10			9	8					7	6	5
51	1,782			11	10	9			8	7					6	5	4
50	1,733			10	9	8			7	6					5	4	3
49	1,685			9	8	7			6	5					4	3	2
48	1,638			8	7	6			5	4					3	2	1
47	1,593			7	6	5			4	3					2	1	0
46	1,549			6	5	4			3	2					1	0	
45	1,506			5	4	3			2	1					0		
44	1,464			4	3	2			1	0							
43	1,423			3	2	1			0								
42	1,383			2	1	0											
41	1,344			1	0												
40	1,307			0													

ASSISTANT PRINCIPAL HOLDING "G" CERTIFICATE
10 MONTHS

Salary Level	Monthly Salary	State Allotted Teachers			
		25-34	35-44	45-54	55 & Over
48	\$1,638				12
47	1,593			12	11
46	1,549		12	11	10
45	1,506	12	11	10	9
44	1,464	11	10	9	8
43	1,423	10	9	8	7
42	1,383	9	8	7	6
41	1,344	8	7	6	5
40	1,307	7	6	5	4
39	1,271	6	5	4	3
38	1,236	5	4	3	2
37	1,202	4	3	2	1
36	1,169	3	2	1	0
35	1,137	2	1	0	
34	1,105	1	0		
33	1,074	0			

An Assistant Principal will be paid on this schedule according to his/her classroom teachers experience rating.

ASSISTANT PRINCIPAL HOLDING "A" CERTIFICATE
10 MONTHS

Salary Level	Monthly Salary	State Allotted Teachers			
		25-34	35-44	45-54	55 & Over
45	\$1,506				12
44	1,464			12	11
43	1,423		12	11	10
42	1,383	12	11	10	9
41	1,344	11	10	9	8
40	1,307	10	9	8	7
39	1,271	9	8	7	6
38	1,236	8	7	6	5
37	1,202	7	6	5	4
36	1,169	6	5	4	3
35	1,137	5	4	3	2
34	1,105	4	3	2	1
33	1,074	3	2	1	0
32	1,044	2	1	0	
31	1,015	1	0		
30	987	0			

An Assistant Principal will be paid on this schedule according to his/her classroom teachers' experience rating.

Supervisors
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Certificate Levels	
		"SA"	"SG"
46	\$1,549		12
45	1,506		11
44	1,464		10
43	1,423	12	9
42	1,383	11	8
41	1,344	10	7
40	1,307	9	6
39	1,271	8	5
38	1,236	7	4
37	1,202	6	3
36	1,169	5	2
35	1,137	4	1
34	1,105	3	0

Classroom Teachers
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Types of Certificates and Salary Levels				
		Non Standard	"C"	"B"	"A"	"G"
44	\$1,464					12
43	1,423					11
42	1,383					10
41	1,344				12	9
40	1,307				11	8
39	1,271				10	7
38	1,236				9	6
37	1,202				8	5
36	1,169				7	4
35	1,137				6	3
34	1,105				5	2
33	1,074				4	1
32	1,044				3	0
31	1,015				2	
30	987			6	1	
29	960			5	0	
28	933			4		
27	907			3		
26	882			2		
25	858			1		
24	834			0		
23	811		5			
22	789		4			
21	767		3			
20	746		2			
19	725		1			
18	705		0			
8	532	N.S.				

Occupational Education Teachers
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Non Standard	Class B Vocational VB	Provisional Vocational PV Vocational V	"A" Vocational VA "A" Provisional V	Graduate Vocational VG
44	\$1,464					12
43	1,423					11
42	1,383					10
41	1,344			12	12	9
40	1,307			11	11	8
39	1,271			10	10	7
38	1,236			9	9	6
37	1,202			8	8	5
36	1,169			7	7	4
35	1,137			6	6	3
34	1,105			5	5	2
33	1,074			4	4	1
32	1,044			3	3	0
31	1,015		6	2	2	
30	987		5	1	1	
29	960		4	0	0	
28	933		3			
27	907		2			
26	882		1			
25	858		0			
8	532	N.S.				

School Pyschologists & Guidance Counselors
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Guidance Counselor		School Psychologists
		I	II	
44	\$1,464		12	12
43	1,423		11	11
42	1,383		10	10
41	1,344	12	9	9
40	1,307	11	8	8
39	1,271	10	7	7
38	1,236	9	6	6
37	1,202	8	5	5
36	1,169	7	4	4
35	1,137	6	3	3
34	1,105	5	2	2
33	1,074	4	1	1
32	1,044	3	0	0
31	1,015	2		
30	987	1		
29	960	0		

N. C. Public Schools
Proposed Salary Schedule
Support Personnel

The following are range salary schedules for support personnel in the public schools. A range salary schedule provides for minimums and maximums to be paid for various classification of employees. These schedules would be administered by average allotments being made to the local boards of education which they would then negotiate salaries with the various individuals to be employed and determine on what step within the range each individual would be paid. The restriction would be that the number of positions allotted and the total funds allotted could not be exceeded. There would be no guaranteed automatic increments for those individuals on a range schedule.

Aides in Public Schools
Proposed Salary Schedule
1978-79
(10 Month Term)

Salary Level	Monthly Salary	Aides
14	\$630	12
13	613	11
12	596	10
11	579	9
10	563	8
9	547	7
8	532	6
7	517	5
6	503	4
5	489	3
4	475	2
3	462	1
2	449	0

Social Workers (Attendance Counselors)
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Social Worker*
25	\$858	12
24	834	11
23	811	10
22	789	9
21	767	8
20	746	7
19	725	6
18	705	5
17	685	4
16	666	3
15	648	2
14	630	1
13	613	0

*Note: Social Workers holding a certificate will be paid on the classroom teachers salary schedule according to the certificate and years of experience obtained by the individual.

Clerical Assistants
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Clerk I	Clerk II Steno II	Clerk III Acct'. Clerk III	Sec. IV Acct'. Clerk IV	Acct'. Clerk V Admin. Sec. V	Acct'. Tech. III Admin. Asst. I	Admin. Asst. II	Admin. Asst. III	Admin. Office II
45	\$1,506									12
44	1,464									11
43	1,423									10
42	1,383									9
41	1,344									8
40	1,307								12	7
39	1,271								11	6
38	1,236								10	5
37	1,202								9	4
36	1,169							12	8	3
35	1,137							11	7	2
34	1,105							10	6	1
33	1,074						12	9	5	0
32	1,044						11	8	4	
31	1,015						10	7	3	
30	987					12	9	6	2	
29	960					11	8	5	1	
28	933					10	7	4	0	
27	907					9	6	3		
26	882				12	8	5	2		
25	858				11	7	4	1		
24	834				10	6	3	0		
23	811			12	9	5	2			
22	789			11	8	4	1			
21	767			10	7	3	0			
20	746			9	6	2				
19	725		12	8	5	1				
18	705		11	7	4	0				
17	685		10	6	3					
16	666		9	5	2					
15	648		8	4	1					
14	630	12	7	3	0					
13	613	11	6	2						
12	596	10	5	1						
11	579	9	4	0						
10	563	8	3							
9	547	7	2							
8	532	6	1							
7	517	5	0							
6	503	4								
5	489	3								
4	475	2								
3	462	1								
2	449	0								

Salary Level	Monthly Salary	Practical Nurse I	General Duty Nurse Mental Health Nurse I	Public Health Nurse I	Public Health Nurse II - Mental Health Nurse II	Public Health Nursing Consultant I	Nurse Supervisor	Nurse Supervisor Mental Health	Public Health Nursing Supervisor	Public Health Nursing Consultant	Public Health Nursing Supervisor	Public Health Nursing Director	Public Health Nursing Consultant III
31	51,782												
30	49,733												
29	47,685												
28	45,637												
27	43,589												
26	41,541												
25	39,493												
24	37,445												
23	35,397												
22	33,349												
21	31,301												
20	29,253												
19	27,205												
18	25,157												
17	23,109												
16	21,061												
15	19,013												
14	16,965												
13	14,917												
12	12,869												
11	10,821												
10	8,773												
9	6,725												
8	4,677												
7	2,629												
6	566												
5	613												
4	610												
3	613												
2	507												
1	507												
0	563												

School Food Service Personnel
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Assit. Aide (10 Mo.)	Assist. (10 Mo.)	Manager (10 Mo.)	Supervisor (12 Mo.)	Director (12 Mo.)
49	\$1,685					12
48	1,638					11
47	1,593					10
46	1,549					9
45	1,506					8
44	1,464				12	7
43	1,423				11	6
42	1,383				10	5
41	1,344				9	4
40	1,307				8	3
39	1,271				7	2
38	1,236				6	1
37	1,202				5	0
36	1,169				4	
35	1,137				3	
34	1,105				2	
33	1,074				1	
32	1,044				0	
31	1,015					
30	987					
29	960			12		
28	933			11		
27	907			10		
26	882			9		
25	858			8		
24	834			7		
23	811			6		
22	789			5		
21	767		12	4		
20	746		11	3		
19	725		10	2		
18	705		9	1		
17	685		8	0		
16	666		7			
15	648		6			
14	630		5			
13	613	12	4			
12	596	11	3			
11	579	10	2			
10	563	9	1			
9	547	8	0			
8	532	7				
7	517	6				
6	503	5				
5	489	4				
4	475	3				
3	462	2				
2	449	1				
1	436	0				

Personnel paid for a 30 hour week will receive 75% of the appropriate rate.

Transportation Supervisors
Proposed Salary Schedule
1978-79

Salary Level	Monthly Salary	Transportation Supervisor I Up to 50 Buses	Transportation Supervisor II						
			NUMBER OF BUSES						
			51-100	101-150	151-200	201-250	251-300	300-UP	
50	\$1,733								12
49	1,685							12	11
48	1,638					12	11		10
47	1,593				12	11	10		9
46	1,549			12	11	10	9		8
45	1,506		12	11	10	9	8		7
44	1,464		11	10	9	8	7		6
43	1,423		10	9	8	7	6		5
42	1,383	12	9	8	7	6	5		4
41	1,344	11	8	7	6	5	4		3
40	1,307	10	7	6	5	4	3		2
39	1,271	9	6	5	4	3	2		1
38	1,236	8	5	4	3	2	1		0
37	1,202	7	4	3	2	1	0		
36	1,169	6	3	2	1	0			
35	1,137	5	2	1	0				
34	1,105	4	1	0					
33	1,074	3	0						
32	1,044	2							
31	1,015	1							
30	987	0							

Transportation Mechanics
Proposed Salary Schedule
1978-79

SALARY LEVEL	MONTHLY SALARY	APPR. MECHANIC	MECHANIC I	MECHANIC II	MECHANIC FOREMAN
37	1,202				12
36	1,169				11
35	1,137				10
34	1,105			12	9
33	1,074			11	8
32	1,044			10	7
31	1,015			9	6
30	987			8	5
29	960			7	4
28	933		12	6	3
27	907		11	5	2
26	882		10	4	1
25	858		9	3	0
24	834		8	2	
23	811		7	1	
22	789		6	0	
21	767	12	5		
20	746	11	4		
19	725	10	3		
18	705	9	2		
17	685	8	1		
16	666	7	0		
15	648	6			
14	630	5			
13	613	4			
12	596	3			
11	579	2			
10	563	1			
9	547	0			

PROPERTY AND COST CLERKS
 PROPOSED SALARY SCHEDULE
 1978-79
 (FULL-TIME POSITIONS)

Salary Grade	Monthly Salary	Property and Cost Clerk I	Property and Cost Clerk II
30	\$987		12
29	960		11
28	933		10
27	907		9
26	882		8
25	858		7
24	834		6
23	811		5
22	789		4
21	767	12	3
20	746	11	2
19	725	10	1
18	705	9	0
17	685	8	
16	666	7	
15	648	6	
14	630	5	
13	613	4	
12	596	3	
11	579	2	
10	563	1	
9	547	0	

SCHOOL MAINTENANCE MECHANICS
PROPOSED SALARY SCHEDULE
1978-79

Salary Level	Monthly Salary	School Maintenance Mechanic																					
		I	II	III	IV	V	VI	VII	VIII	IX	X												
50	\$1,733																				12		
49	1,685																				11		
48	1,638																				10		
47	1,593																				9		
46	1,549																			12	8		
45	1,506																			11	7		
44	1,464																			10	6		
43	1,423																		12	9	5		
42	1,383																		11	8	4		
41	1,344																		10	7	3		
40	1,307																		12	9	6	2	
39	1,271																		11	8	5	1	
38	1,236																		10	7	4	0	
37	1,202																		12	9	6	3	
36	1,169																		11	8	5	2	
35	1,137																		10	7	4	1	
34	1,105																		12	9	6	3	0
33	1,074																		11	8	5	2	
32	1,044																		10	7	4	1	
31	1,015																		9	6	3	0	
30	987																		8	5	2		
29	960																		12	7	4	1	
28	933																		11	6	3	0	
27	907																		10	5	2		
26	882																		9	4	1		
25	858																		8	3	0		
24	834																						
23	811																						
22	789																						
21	767																						
20	746																						
19	725																						
18	705																						
17	685																						
16	666																						
15	648																						
14	630																						
13	613																						
12	596																						
11	579																						
10	563																						
9	547																						
8	532																						
7	517																						
6	503																						
5	489																						
4	475																						
3	462																						

CUSTODIAL SUPERVISORS AND CUSTODIANS
 PROPOSED SALARY SCHEDULE
 1978-79

Salary Level	Monthly Salary	Custodian I	Custodian II	Custodian III	Custodian Supervisor
30	987				12
29	960				11
28	935				10
27	907				9
26	882				8
25	858				7
24	834			12	6
23	811			11	5
22	789			10	4
21	767			9	3
20	746			8	2
19	725			7	1
18	705		12	6	0
17	685		11	5	
16	666		10	4	
15	648		9	3	
14	630		8	2	
13	613	12	7	1	
12	596	11	6	0	
11	579	10	5		
10	563	9	4		
9	547	8	3		
8	532	7	2		
7	517	6	1		
6	503	5	0		
5	489	4			
4	475	3			
3	462	2			
2	449	1			
1	436	0			

APPENDICES

1977-79

LEGISLATIVE RESEARCH COMMISSION MEMBERSHIP

House Speaker Carl J. Stewart, Jr.

Chairman

Representative Chris S. Barker, Jr.

Representative John P. Gamble, Jr.

Representative A. Hartwell Campbell

Representative H. Parks Helms

Representative Lura S. Tally

Senate President Pro Tempore

John T. Henley, Chairman

Senator Dallas L. Alford, Jr.

Senator Luther J. Britt, Jr.

Senator Cecil J. Hill

Senator Robert B. Jordan, III

Senator Vernon E. White

H. B. 674

CHAPTER 972

AN ACT DIRECTING THE LEGISLATIVE RESEARCH COMMISSION TO STUDY PUBLIC SCHOOL EMPLOYEES' SALARIES, AND OTHER MATTERS.

The General Assembly of North Carolina enacts:

Section 1. The Legislative Research Commission, as structured by G.S. 120-30.10 *et seq.*, shall make a thorough study of adequate salaries for public school employees, and the commission shall recommend adjustments in the salary index schedule for public school employees.

Sec. 2. The commission shall study the authorization for, and use of, office and clerical personnel within the public school system including: the current methods of funding personnel positions, the optimum ratio of office and clerical personnel to the number of students within the system, and the job descriptions necessary in school systems of various sizes. (Originated in S.J.R. 896.)

Sec. 3. The commission shall study the advisability of using State funds to provide trained and qualified attendance counselors to local education agencies including: the ratio of counselors to students, minimum educational standards, certification requirements, rate of pay, and function of attendance counselors. (Originated in H.B. 981.)

Sec. 4. The commission shall study the financing, the benefits, and the operations of the Law Enforcement Officers' Benefit and Retirement Fund (including the Basic Benefit Fund and other funds) and the Firemen's Pension Fund. The commission shall further examine:

(1) providing a permanent plan to require employer's participation in the LEOBRF to contribute to the Basic Benefit Fund;

(2) transferring the LEOBRF and the Firemen's Pension Fund to the Department of the State Treasurer by a Type II transfer;

(3) alternate methods of funding the LEOBRF and the Firemen's Pension Fund.

Sec. 5. The commission shall report on these subjects on the convening of the 1977 General Assembly, Second Session 1978.

Sec. 6. This act shall become effective upon ratification.

In the General Assembly read three times and ratified, this the 1st day of July, 1977.

