

**LEGISLATIVE
RESEARCH COMMISSION**

**REPORT
TO THE
1979
GENERAL ASSEMBLY OF NORTH CAROLINA**



**SALARY SCHEDULE
FOR PUBLIC
SCHOOL EMPLOYEES**

RALEIGH, NORTH CAROLINA

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



December 15, 1978

TO THE MEMBERS OF THE 1979 GENERAL ASSEMBLY:

Transmitted herewith is the Report on a Salary Schedule for Public School Employees prepared by the Legislative Research Commission's Committee on A Uniform and Equitable Salary System for Public School Employees and the Committee on the Authorization for, and Use of, Office and Clerical Personnel in the Primary and Secondary School Systems. These studies were conducted pursuant to Chapter 1292 of the 1977 Session Laws (Second Session, 1978) and Senate Joint Resolution 896 of the 1977 Session Laws (Second Session, 1978).

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,

The 1977 General Assembly directed the Legislative Research Commission to conduct a study of public school employees' salaries and the financing, benefits and operations of the Law Enforcement Officers' Benefit and Retirement Fund and the Fireman's Pension Fund (Chapter 972 of the 1977 Session Laws, First Session, 1977). To aid in these studies, the co-chairmen 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, consisting of additional members of the General Assembly. This Committee divided itself into two subcommittees at its October 13, 1977 meeting, one subcommittee to consider public school employees' salaries and the other, police and firemen's retirement. The Subcommittee on Public School Employees'

Salaries presented a report to the Legislative Research Commission which transmitted it to the 1977 Session of the General Assembly, Second Session 1978. The General Assembly then passed Chapter 1292 to appropriate further monies to the Legislative Research Commission for the study of a uniform and equitable salary system for paying all public school employees, and Resolution 116, directing the Commission to study the authorization for, and use of, office and clerical personnel within the public schools. (Appendix B.) Two committees with identical membership were set up, one to deal with uniform and equitable salaries for public school employees and one to deal with office and clerical personnel in the primary and secondary school systems.

Representative Lura S. Tally was appointed to be the Legislative Research Commission member in charge of both committees' studies. Representative Jo Graham Foster and Senator Harold W. Hardison were appointed co-chairmen of the Committee on Uniform and Equitable Salaries for Public School Employees. Representative James H. Edwards and Senator Harold W. Hardison were appointed co-chairmen of the Committee on Office and Clerical Personnel within the Primary and Secondary School Systems. The remaining members, serving on both committees, were Representatives Howard B. Chapin, W. Casper Holroyd, Jr., and Hector E. Ray, and Senators T. Cass Ballenger, I. C. Crawford, Kenneth C. Royall, Jr., and D. Livingstone Stallings.

PROCEEDINGS

The Committees met four times during the fall of 1978. The work of the Fulcher Commission, which had studied the various formulae used in allocating State appropriations to local school administrative units and had made recommendations for change to the State Board of Education, was supported. The Fulcher Commission's ratios of office and clerical personnel and attendance counselors to numbers of students was affirmed. The Legislative Research Commission Report of Public School Employees' Salaries made to the 1978 General Assembly included a 13-step salary schedule for all public school personnel and since that time the State Board of Education has implemented some terms in the report, and adopted salary range schedules in making allotments for aides, school food service personnel and maintenance supervisors. The Committees considered all salary schedules presented. All schedules were variations of the 1978 Report.

The Committees invited all the various groups of employees in the public schools to make any presentations they wished or any suggestions as to necessary changes in the proposed salary schedule plan. A number of groups did make presentations, including the North Carolina Association of Educators. All groups agreed on the necessity of establishing a comprehensive pay plan which would cover all categories of employees in local school systems. It was stressed that no salary schedule was to be looked on as

an attempt to bring about raises for any category or group of employees. Emphasis was rather to be placed on equity which would bring about a fair system of salary administration.

At the third meeting, the State Department of Education presented two versions of a proposal for the placement of all public school personnel on the salary schedule for State employees subject to the State Personnel Act. A subcommittee, chaired by Representative Edwards, was appointed to study the Department's two versions and to report its findings to the full Committee. The subcommittee, after due consideration, approved a plan which was a combination of the two versions and recommended that the full Committee adopt it as the most satisfactory and equitable schedule available. The subcommittee also voted to ask the full Committee to recommend that a Legislative Research Commission committee be appointed to study the issues of merit pay and of salary credit for additional graduate hours of study.

The full Committee accepted the subcommittee's recommendation but voted to amend the schedule adopted such that, if there be funds available, two additional steps be considered for teachers. The Committee also recommended that a Legislative Research Commission committee be appointed to study the issues of merit pay and of salary credit for additional graduate hours of study.

RECOMMENDATIONS

Recommendation 1: The full Committee recommended that the salary schedule be accepted with the amendment that, if funds be available, two additional steps be considered for teachers; and that it be brought before the 1979 Session of the General Assembly for consideration.

Recommendation 2.: The full Committee recommended that the Legislative Research Commission appoint a committee to study the issues of merit pay and of salary credit for additional graduate hours.

The details of the recommended salary schedule and job summaries are found in 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 has been adopted but never funded. What North Carolina really has is a set of salary tables for certain employees and no salary table or system at all for others.

In general, the proposed salary system will establish a uniform salary system for all public school employees. Uniformity will eliminate most existing inequities and will also prevent future unfairness. Uniformity will also enable legislative salary increases to be applied equitably and uniformly.

The following are pertinent points in the proposed salary plan:

1. A grandfather clause to assure no reduction of current salary for any employee.
2. A uniform 8-step salary scale.
3. All teachers treated equally, regardless of field.
4. The same salary schedule as that for employees subject to the State Personnel Act.
5. A uniform beginning of longevity pay following all employees' 10th year of service.
6. Uniform and equitable application of any legislative salary rate increase.

Public school employees paid by the State will, under the proposed plan, be subject to the same salary schedule although not the same conditions as State employees subject to the Personnel Act. 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. The proposed schedule provides a uniform number of increments for each administrative position and adds a classified schedule for assistant principals, psychologists, school nurses, social workers, occupational and physical therapists, transportation personnel, finance officers and other support personnel, as Chapter 1292 requested. Each administrative position will be scheduled for the uniform number of increments.

All teacher positions are placed on the uniform schedule and, as a result, all teachers will reach the current top of the salary range earlier. A-Certificate teachers will reach the top six years earlier and G-Certificate teachers seven years earlier. All will receive longevity pay earlier.

All employees whose jobs are covered by certification requirements will receive an automatic increment for each year until they reach the top of the schedule. Upon completion of ten years of service, employees will be entitled to receive the first payment of longevity pay at the prevailing rate.

This salary schedule also provides minimum salary requirements for local units' employment of all non-certified employees covered by the schedule and a maximum amount which may be paid from State funds. Existing dollar allotments for clerical assistants, custodians and maintenance supervisors will be changed to position allotments based on enrollments. Placement of the individual on the salary schedule within the appropriate salary range will be left to the local unit's discretion. All support personnel will become eligible to receive longevity pay after completion of their 10th year of service, regardless of what step they are on the salary schedule. The State Board of Education will provide the local unit classification descriptions for support personnel to enable the local unit to fit the employees into their appropriate slot in the schedule.

The remainder of the report consists of a cost analysis, the salary schedule and supplemental tables, and job summaries for support personnel.

Salary schedules and costs are based upon the salary schedule adopted for all State Personnel Act employees. The schedule for employees subject to the State Personnel Act is a twelve-month annual schedule. Employees in the public school system whose term of employment is less than twelve months will be paid on the schedule based upon the monthly salary for the term of their employment. For example, a beginning teacher employed on a ten-month basis at pay grade sixty-seven (67), step zero (0), will be paid \$10,230 annually.

The adoption of these salary schedules is based upon every individual receiving no less funds than he/she received in the current year. If the pay grade under which his/her classification now falls will not provide this, it will be guaranteed under a grandfather clause in order to assure no less salary for any employee than he/she would have received under the current schedule.

The cost estimates following are based upon the Continuation Budget personnel currently provided in the Public School System. These are the additional costs that would be necessary to continue to support the same number of personnel in changing to the new salary schedule and pay grades that are being proposed. These costs do not provide for any new personnel not currently employed. If, in the Expansion Budget or in the decisions made by the General Assembly, additional personnel is recommended, it would be necessary to make changes in the additional cost currently projected to bring the personnel to the level reflected in these schedules. Some of the individuals not currently provided from State sources are: School Finance Officers, Maintenance Mechanics, and School Food Service Personnel.

COST ESTIMATE FOR IMPLEMENTATION OF SCHEDULE
FOR CERTIFIED PERSONNEL IN THE PUBLIC SCHOOL SYSTEM

	1979-80	1980-81	1981-82	1982-83
Superintendents	\$ 92,466	\$ 256,650	\$ 444,126	\$ 605,514
Associate & Assistant Superintendents	46,080	162,948	300,588	445,008
Supervisors	(18,261)	270,299	578,171	621,023
Classified Principals	(12,758)	1,814,398	3,956,002	6,203,746
Assistant & Building Principals	1,014,123	1,522,488	1,537,608	1,553,148
Classroom Teachers	<u>5,424,260</u>	<u>16,581,060</u>	<u>17,934,077</u>	<u>19,058,451</u>
Totals	\$6,545,910	\$20,607,843	\$24,750,572	\$28,486,890
Social Security	401,264	1,316,841	1,655,813	1,908,622
Retirement	<u>596,987</u>	<u>1,879,435</u>	<u>2,257,252</u>	<u>2,598,004</u>
Total Cost for Certified Personnel	<u>\$7,544,161</u>	<u>\$23,804,119</u>	<u>\$28,663,637</u>	<u>\$32,993,516</u>

COST ESTIMATE FOR IMPLEMENTATION OF SCHEDULE
FOR CERTIFIED PERSONNEL IN THE PUBLIC SCHOOL SYSTEM

	1979-80	1980-81	1981-82	1982-83
Superintendents	\$ 92,466	\$ 92,466 164,184	\$ 92,466 164,184 187,476	\$ 92,466 164,184 187,476 161,388
Total	\$ 92,466	\$ 256,650	\$ 444,126	\$ 605,514
Associate & Assistant Superintendents	\$ 46,080	\$ 46,080 116,868	\$ 46,080 116,868 137,640	\$ 46,080 116,868 137,640 144,420
Total	\$ 46,080	\$ 162,948	\$ 300,588	\$ 445,008
Supervisors	\$ (18,261)	\$ (18,261) 288,560	\$ (18,261) 288,560 307,872	\$ (18,261) 288,560 307,872 42,852
Total	\$ (18,261)	\$ 270,299	\$ 578,171	\$ 621,023
Classified Principals	\$ (12,758)	\$ (12,758) 1,827,156	\$ (12,758) 1,827,156 2,141,604	\$ (12,758) 1,827,156 2,141,604 2,247,744
Total	\$ (12,758)	\$ 1,814,398	\$ 3,956,002	\$ 6,203,746
Assistant & Building Principals	\$ 1,014,123	\$ 1,014,123 508,365	\$ 1,014,123 508,365 15,120	\$ 1,014,123 508,365 15,120 15,540
Total	\$ 1,014,123	\$ 1,522,488	\$ 1,537,608	\$ 1,553,148
Classroom Teachers	\$ 5,424,260	\$ 5,424,260 11,156,800	\$ 5,424,260 11,156,800 1,353,017	\$ 5,424,260 11,156,800 1,353,017 1,124,374
Total	\$ 5,424,260	\$ 16,581,060	\$ 17,934,077	\$ 19,058,451
Grand Total of Salaries	\$ 6,545,910	\$ 20,607,843	\$ 24,750,572	\$ 28,486,890

COST ESTIMATE FOR IMPLEMENTATION OF SCHEDULE
 FOR SUPPORT PERSONNEL IN THE PUBLIC SCHOOL SYSTEM
 CONTINUATION BUDGET LEVEL

	1979-80	1980-81	1981-82	1982-83
Office Support Personnel	\$ 4,476,690	\$4,664,568	\$4,664,568	\$4,664,568
Aides	5,100,210	5,055,680	5,055,680	5,055,680
Maintenance Supervisor	120,385	129,921	129,921	129,921
Custodial Supervisors and Custodians	482,313	482,313	482,313	482,313
Property & Cost Clerks	<u>(52,323)</u>	<u>(34,818)</u>	<u>(34,818)</u>	<u>(34,818)</u>
Totals	\$10,127,275	\$10,297,664	\$10,297,664	\$10,297,664
Social Security	620,802	654,931	654,931	654,931
Retirement	<u>923,607</u>	<u>939,147</u>	<u>939,147</u>	<u>939,147</u>
Total Cost for Support Personnel - Continuation Budget Level	<u>\$11,671,684</u>	<u>\$11,891,742</u>	<u>\$11,891,742</u>	<u>\$11,891,742</u>

SUMMARY OF COSTS ESTIMATES

	<u>1979-80</u>	<u>1980-81</u>	<u>1981-82</u>	<u>1982-83</u>
Certified Personnel	\$ 7,544,161	\$23,804,119	\$28,663,637	\$32,993,516
Support Personnel	11,671,684	11,891,742	11,891,742	11,891,742
Longevity ¹	<u>2,000,000</u>	<u>2,000,000</u>	<u>2,000,000</u>	<u>2,000,000</u>
Grand Totals	<u>\$21,215,845</u>	<u>\$37,695,861</u>	<u>\$42,555,379</u>	<u>\$46,885,258</u>

¹ The payment of longevity for all persons now paid from State sources on the proposed schedules will now begin at the end of ten years rather than the present fifteen years for all except administrators, who currently receive longevity on the ten-year schedule.

NORTH CAROLINA PUBLIC SCHOOLS

COMPARISON OF SALARY LEVELS OF PROPOSED CLASSIFICATIONS

	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85		
Superintendent																																							
Associate/Assistant Superintendent																																							
Supervisors																																							
Classified Principals																																							
Assistant/Building Principals																																							
Classroom Teach./Guid. Counselors																																							
School Finance Officer																																							
Office Support Personnel/ Property and Cost Clerks																																							
Aides																																							
School Nurse/Occupational & Physical Therapist																																							
Social Worker																																							
Maintenance Supervisor																																							
School Maintenance Mechanic																																							
Custodial Supervisor & Custodians																																							
Transportation Supervisor/Mechanic																																							
Psychologist																																							
School Food Service Personnel																																							

Positions and Pay Grades for
Various Personnel in the Public School System

<u>Title</u>	<u>Pay Grade</u>		<u>Classifications</u>
Superintendent	85	ADM	35,000 & Up
	84		30,000 - 34,999
	83		25,000 - 29,999
	82		20,000 - 24,999
	81		15,000 - 19,999
	80		10,000 - 14,999
	79		5,000 - 9,999
	78		Up to 4,999
Classified Principal	80	No. of Teachers	52 & Up
	79		42 - 51
	78		33 - 41
	77		25 - 32
	76		18 - 24
	75		12 - 17
	74		7 - 11
Assistant/Building Principals	70		G Certificate
	68		A Certificate
Classroom Teachers/Guidance Counselors	69		G Certificate
	67		A Certificate
School Finance Officer	78	ADM	35,000 & Up
	76		30,000 - 34,999
	74		25,000 - 29,999
	72		20,000 - 24,999
	70		15,000 - 19,999
	68		10,000 - 14,999
	66		5,000 - 9,999
	64		Up to 4,999
Office Support Personnel and Property & Cost Clerks	61	Class. Desc.	Level V
	59		Level IV
	56		Level III
	53		Level II
	50		Level I
School Nurse	67		

Occupational and Physical Therapists	69	G Certificate
	67	A Certificate
Maintenance Supervisor	79	Level X
	78	Level IX
	77	Level VIII
	75	Level VII
	73	Level VI
	71	Level V
	70	Level IV
	68	Level III
	66	Level II
64	Level I	
School Maintenance Mechanics	73	Level X
	70	Level IX
	69	Level VIII
	67	Level VII
	65	Level VI
	63	Level V
	60	Level IV
	57	Level III
	54	Level II
51	Level I	
Custodial Supervisors	60	
Custodian	56	Level III
	52	Level II
	49	Level I
Transportation Supervisor and Mechanics	68	Supervisor II
	66	Supervisor I
	64	Mechanic Foreman
	62	Mechanic II
	58	Mechanic I
	54	Apprentice Mechanic
Psychologists	72	Level II
	69	Level I
School Food Service Supervisor/Director	72	Level IV
	68	Level III
	64	Level II
	60	Level I

School Food Service
Manager

59
58
57
56

Level IV
Level III
Level II
Level I

School Food Service
Assistant

55
54
53
51
50

Level V
Level IV
Level III
Level II
Level I

NORTH CAROLINA OFFICE OF STATE PERSONNEL

2

SALARY SCHEDULE

Effective July 1, 1978

Annual and Monthly Salary Rates

Salary Grade	Hiring Rate		Steps																																																																																																													
			1		2		3		4		5		6		7																																																																																																	
48	5472	456	5700	475	5928	494	6180	515	6432	636	6684	557	6960	580	7284	607	7608	634	7932	661	8292	691	8664	722	9048	754	9444	787	9864	822	10296	858	10764	897	11232	936	11736	978	12276	1023	12840	1070	13428	1119	14052	1171	14724	1227	15396	1283	16092	1341	16848	1404	17652	1471	18516	1543	19404	1617	20376	1698	21348	1779	22392	1866	23472	1956	24612	2051	25788	2149	27060	2255	28380	2365	29784	2482	31236	2603	32760	2730	34392	2866	36060	3005	37812	3151	39684	3307	41664	3472	43740	3645	45912	3826	48204	4017	50592	4216	53112	4426	55728	4644	58500	4875	61416	5118	64476	5373	67704	5644
49	5700	476	5928	494	6180	515	6432	536	6684	557	6960	580	7284	607	7608	634	7932	661	8292	691	8664	722	9048	754	9444	787	9864	822	10296	858	10764	897	11232	936	11736	978	12276	1023	12840	1070	13428	1119	14052	1171	14724	1227	15396	1283	16092	1341	16848	1404	17652	1471	18516	1543	19404	1617	20376	1698	21348	1779	22392	1866	23472	1956	24612	2051	25788	2149	27060	2255	28380	2365	29784	2482	31236	2603	32760	2730	34392	2866	36060	3005	37812	3151	39684	3307	41664	3472	43740	3645	45912	3826	48204	4017	50592	4216	53112	4426	55728	4644	58500	4875	61416	5118	64476	5373	67704	5644		
50	6928	494	7284	515	7608	536	7932	557	8292	580	8664	607	9048	634	9444	661	9864	691	10296	722	10764	754	11232	787	11736	822	12276	858	12840	897	13428	936	14052	978	14724	1023	15396	1070	16092	1119	16848	1171	17652	1227	18516	1283	19404	1341	20376	1404	21348	1471	22392	1543	23472	1617	24612	1698	25788	1779	27060	1866	28380	1956	29784	2051	31236	2149	32760	2255	34392	2365	36060	2482	37812	2603	39684	2730	41664	2866	43740	3005	45912	3151	48204	3307	50592	3472	53112	3645	55728	3826	58500	4017	61416	4216	64476	4426	67704	4644												
51	8180	615	8432	536	8684	557	8960	580	9284	607	9608	634	9932	661	10296	691	10764	722	11232	754	11736	787	12276	822	12840	858	13428	897	14052	936	14724	978	15396	1023	16092	1070	16848	1119	17652	1171	18516	1227	19404	1283	20376	1341	21348	1404	22392	1471	23472	1543	24612	1617	25788	1698	27060	1779	28380	1866	29784	1956	31236	2051	32760	2149	34392	2255	36060	2365	37812	2482	39684	2603	41664	2730	43740	2866	45912	3005	48204	3151	50592	3307	53112	3472	55728	3645	58500	3826	61416	4017	64476	4216	67704	4426																
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58	8292	691	8664	722	9048	754	9444	787	9864	822	10296	858	10764	897	11232	936	11736	978	12276	1023	12840	1070	13428	1119	14052	1171	14724	1227	15396	1283	16092	1341	16848	1404	17652	1471	18516	1543	19404	1617	20376	1698	21348	1779	22392	1866	23472	1956	24612	2051	25788	2149	27060	2255	28380	2365	29784	2482	31236	2603	32760	2730	34392	2866	36060	3005	37812	3151	39684	3307	41664	3472	43740	3645	45912	3826	48204	4017	50592	4216	53112	4426	55728	4644	58500	4875	61416	5118	64476	5373	67704	5644																				
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JOB SUMMARIES FOR SUPPORT PERSONNEL³

SCHOOL FINANCE OFFICER

An employee in this class is responsible for budgeting control and the recording, classifying, examining, analyzing and reporting of the data and records of the financial transactions of one or more combined school administrative units. Some of the possible duties are:

Develops an accounting system in accordance with accepted principles of governmental accounting, rules and regulations of the State Board of Education and Local Government Commission.

Assures budget authorization, unencumbered balance and grants approval of any obligation so assured.

Determines and authorizes the accurate and proper documentation of all transactions.

Prepares statements of financial conditions on a scheduled basis and when requested by the Superintendent, Board of Education or Board of County Commissioners.

Projects accounting data to show the effects of proposed expenditures.

AIDES

An education aide is a para-professional staff member assisting the teacher in the instruction of public school children. This aide relieves the teacher of non-teaching functions to provide the teacher with more time to apply to the evaluation of student needs and progress and to the designing of learning objectives and strategies. Also, the aide assists the teacher in instructional activities by working with individual students or small groups to help them achieve the skill levels of the class as a whole. Duties are performed under the direct supervision of the teacher and/or principal.

OFFICE PERSONNEL

Employees in this occupational group assist school administrators by performing a wide variety of clerical tasks of differing levels of complexity. The individual degree of difficulty, responsibility, judgment required and supervision received is dependent upon the characteristics of the work required in each position.

³ Detailed classification descriptions are maintained by the Department of Public Instruction.

MAINTENANCE SUPERVISOR

This is supervisory and management work involving planning and supervising the maintenance and plant operations of the school facilities.

Work involves organizing and planning the work of the department, and assisting in the administration of policies and procedures as they relate to the day-to-day operation and maintenance of the school system's buildings and grounds.

This work is performed independently under the general supervision of the superintendent or assistant superintendent and is evaluated daily through conferences, observation, and daily accomplishments.

Responsible to provide assistance and guidance to those involved in planning and designing new construction renovation.

Work includes co-ordinating energy conservation program and/or assisting those assigned these duties at administrative unit and each local school.

Duties include the training and supervising of subordinate employees, informing and advising superintendent and school board of maintenance requirements.

Responsibilities include the preparation of the annual maintenance budget and co-ordination with business manager and/or other representatives of the administrative unit for the expenditure of maintenance funds.

Responsible for expenditure of maintenance funds and resources in a manner to insure the greatest benefit to the instructional program and in order to maximize maintenance efforts.

SCHOOL MAINTENANCE MECHANICS

Participates in the many types of maintenance and care of school facilities with primary work being in one or more of the technical trades.

Provides leadership in technical areas and performs work on equipment, building, proper or related controls so as to achieve effective school maintenance and operation.

Activities may include a great variety of trades for some periods and be limited to only one for other periods.

Work is assigned to this person by maintenance department leadership, but this person provides supervision to workers that may be assigned to job or project within such assignment.

TRANSPORTATION SUPERVISOR

This employee works under the direction of the County Superintendent of Schools. Work in this class involves the supervision of the school transportation program, the technical and administrative direction of automotive repair, and bus maintenance activities. Work includes responsibility for the development of standard repair practices, the instruction of mechanics in such methods, and the

making of recommendations concerning the disposal of uneconomical or obsolete equipment, as well as the ordering, receiving and storing a variety of materials, supplies, and equipment used in the repair and maintenance of school transportation equipment.

TRANSPORTATION MECHANIC

An employee in this class works under the direction of Mechanic Foreman or Supervisor II. Work in this class involves the repair, service, maintenance and rebuilding of gasoline powered automotive equipment. An employee in this class must be capable of making almost any mechanical repairs to a school bus or other vehicle except for the highly technical jobs such as rebuilding engines. Work assignments are received from a mechanic foreman or supervisor II and are usually accompanied by general instructions regarding the repairs to be made; however, the actual repair methods and procedures to be followed are made by the employee who will secure the advice of the foreman on the more difficult jobs. The degree of supervision received will vary, depending on the experience, aptitude and ability of the employee.

SCHOOL FOOD SERVICE

DIRECTOR SUPERVISOR

A person who assists with planning, organizing, directing and administering a school food service and nutrition information program for a school district. Basic responsibilities may include program planning; resource allocation; designing of food service facilities; administration of the food service system, active participation in a program of nutrition information and all other duties as assigned.

FOOD SERVICE MANAGER

A person, who, under the general supervision of a food service director/supervisor and/or school administrator, has the overall supervisory responsibility of a school food service operation. Basic responsibilities include the supervision of a staff of employees and the implementation and coordination of food services that ensure high standard of nutrition, food production, and service. Duties may include assisting the Director/Supervisor in the assessment, planning implementation, coordination, evaluation of the food service.

FOOD SERVICE ASSISTANT

A person, under the direct supervision of a school food service manager, who performs assigned tasks in designated areas. Basic responsibilities include participation and coordination in food production, sanitation, service, and other tasks as assigned. Duties may include some degree of supervision of some employees.

APPENDICES

APPENDIX A

1977-79

LEGISLATIVE RESEARCH COMMISSION MEMBERSHIP

House Speaker Carl J. Stewart, Jr. Chairman	Senate President Pro Tempore John T. Henley, Chairman
Representative Chris S. Barker, Jr.	Senator Dallas L. Alford, Jr.
Representative John R. Gamble, Jr.	Senator Cecil J. Hill
Representative A. Hartwell Campbell	Senator Robert B. Jordan, III
Representative H. Parks Helms	Senator Vernon E. White
Representative Lura S. Tally	Senator Russell Walker

APPENDIX B
GENERAL ASSEMBLY OF NORTH CAROLINA

1977 SESSION (2nd SESSION, 1978)

RATIFIED BILL

CHAPTER 1292

HOUSE BILL 1664

AN ACT TO APPROPRIATE FIVE THOUSAND DOLLARS TO THE LEGISLATIVE RESEARCH COMMISSION FOR THE STUDY OF A UNIFORM AND EQUITABLE SALARY SYSTEM FOR PAYING ALL PUBLIC SCHOOL EMPLOYEES.

The General Assembly of North Carolina enacts:

Section 1. There is hereby appropriated from the General Fund to the Legislative Research Commission in fiscal year 1978-79 five thousand dollars (\$5,000) for the study of a uniform and equitable salary system for paying all public school personnel paid from State funds, including both professional and support personnel. It is the intent of the General Assembly that this study be applicable to the following categories of personnel to the extent that the positions are supported from State funds: superintendents, associate and assistant superintendents, finance officers, principals, assistant principals, supervisors, classroom teachers, occupational teachers, school psychologists, guidance counselors, aides, social workers, clerical assistants, nursing personnel, school food service personnel, transportation, supervisors, transportation mechanics, property and cost clerks, maintenance personnel, and custodial personnel.

Sec. 2. This act shall become effective on July 1,
1978.

In the General Assembly read three times and ratified,
this the 16th day of June, 1978.

JAMES C. GREEN, SR.

James C. Green

President of the Senate

CARL J. STEWART, JR.

Carl J. Stewart, Jr.

Speaker of the House of Representatives

GENERAL ASSEMBLY OF NORTH CAROLINA

1977 SESSION (2nd SESSION, 1978)

RATIFIED BILL

RESOLUTION 116

SENATE JOINT RESOLUTION 896

A JOINT RESOLUTION DIRECTING THE LEGISLATIVE RESEARCH COMMISSION TO STUDY THE AUTHORIZATION FOR, AND USE OF, OFFICE AND CLERICAL PERSONNEL WITHIN THE PRIMARY AND SECONDARY SCHOOL SYSTEMS OF NORTH CAROLINA.

Whereas, there exists no present study commission with sufficient funding, staff, and management expertise to undertake a study of the scope described in the title of this resolution; and

Whereas, there appears to be a potential for the realization of substantial savings to the taxpayers and improvements in efficiency in administration of the school systems at the local level;

Now, therefore, be it resolved by the Senate, the House of Representatives concurring:

Sec. 1. The Legislative Research Commission shall study the authorization for, and use of, office and clerical personnel within the school system including, but not limited to, the following:

1. the current methods of funding personnel positions;
2. the optimum ratio of office and clerical personnel to the number of students within the system; and
3. the job descriptions necessary in school systems of various sizes.

Sec. 2. The commission is authorized to obtain assistance in carrying out its functions under this resolution

from the Department of Education and local government units or organizations of local government units.

Sec. 3. The commission shall report on its study, including recommendations for appropriate legislative action, to the 1979 General Assembly.

Sec. 4. This resolution shall become effective July 1, 1978.

In the General Assembly read three times and ratified, this the 16th day of June, 1978.

JAMES C. GREEN, SR.

James C. Green

President of the Senate

CARL J. STEWART, JR.

Carl J. Stewart, Jr.

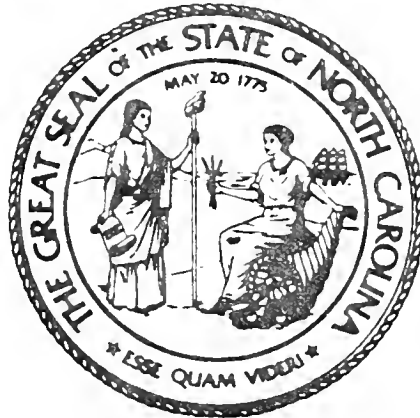
Speaker of the House of Representatives

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

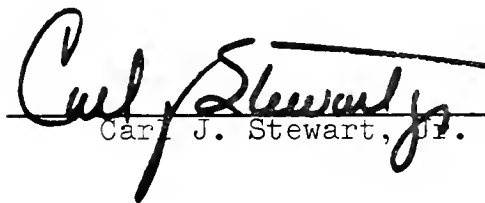



May 26, 1978

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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Chapter 972 of the 1977 Session Laws
(First Session, 1977), Authorizing StudyB-1

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.

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			10	9
55	1,994						12			11			9	8
54	1,939					12				10			8	7
53	1,885					11				9			7	6
52	1,833					10				8			6	5
51	1,782					9				7			5	4
50	1,733					8				6			4	3
49	1,685					7				5			3	2
48	1,638					6				4			2	1
47	1,593					5				3			1	0
46	1,549					4				2			0	
45	1,506					3				1				
44	1,464					2				0				
43	1,423					1								
42	1,383					0								
41	1,344													
40	1,307													

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 Sec. 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. Asst. III	Admin. Asst. III
45	\$1,506										
44	1,464										
43	1,423										
42	1,383										
41	1,344										
40	1,307									12	
39	1,271									11	
38	1,236									10	
37	1,202									9	
36	1,169							12		8	
35	1,137							11		7	
34	1,105							10		6	
33	1,074						12	9		5	
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 Mental Health Nurse II	Public Health Nursing Consultant I	Nurse Supervisor	Senior Floor Mental Health	Public Health Nursing Supervisor I	Public Health Nursing Consultant II	Public Health Nursing Supervisor II	Public Health Nursing Director	Public Health Nursing Consultant III
41	\$1,782												
50	1,711												
49	1,685												
58	1,614												
57	1,589												
56	1,559												
45	1,506												
44	1,464												
53	1,451												
52	1,383												
41	1,344												
40	1,307												
39	1,271												
38	1,216												
37	1,207												
36	1,169												
35	1,137												
34	1,105												
33	1,074												
32	1,044												
31	1,015												
30	987												
29	960												
28	933												
27	907												
26	882												
25	856												
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	597												
11	581												
10	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						
			N U M B E R O F B U S E S						
			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
45	1,506		12		11		10		9
44	1,464		11		10		9		8
43	1,423		10		9		8		7
42	1,383	12	9		8		7		6
41	1,344	11	8		7		6		5
40	1,307	10	7		6		5		4
39	1,271	9	6		5		4		3
38	1,236	8	5		4		3		2
37	1,202	7	4		3		2		1
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	

Maintenance Supervisor
Proposed Salary Schedule
1978-79

SALARY LEVEL	MONTHLY SALARY	MAINTENANCE SUPERVISOR												
		I	II	III	IV	V	VI	VII	VIII	IX	X			
60	\$2,295													12
59	2,221												12	11
58	2,149												11	10
57	2,109											12	10	9
56	2,051											11	9	8
55	1,994											10	8	7
54	1,939											9	7	6
53	1,885									12		8	6	5
52	1,833									11		7	5	4
51	1,782									10		6	4	3
50	1,733								12	9		5	3	2
49	1,685								11	8		4	2	1
48	1,638								10	7		3	1	0
47	1,593							12	9	6		2	0	
46	1,549							11	8	5		1		
45	1,506					12	10	7	4	0				
44	1,464					11	9	6	3					
43	1,423					10	8	5	2					
42	1,383				12	9	7	4	1					
41	1,344				11	8	6	3	0					
40	1,307				10	7	5	2						
39	1,271				9	6	4	1						
38	1,236			12	8	5	3	0						
37	1,202			11	7	4	2							
36	1,169			10	6	3	1							
35	1,137			12	9	5	2	0						
34	1,105			11	8	4	1							
33	1,074			10	7	3	0							
32	1,044			9	6	2								
31	1,015			8	5	1								
30	987			7	4									
29	960			6	3									
28	933			5	2									
27	907			4	1									
26	882			3	0									
25	858			2										
24	834			1										
23	811			0										

CUSTODIAL SUPERVISORS AND CUSTODIANS
 PROPOSED SALARY SCHEDULE
 1978-79

Salary Level	Monthly Salary	Custodian I	Custodian II	Custodian III	Custodian Supervisor
30	5487				12
29	4960				11
28	4533				10
27	4007				9
26	3882				8
25	3556				7
24	3334			12	6
23	3111			11	5
22	2889			10	4
21	2667			9	3
20	2446			8	2
19	2225			7	1
18	2005		12	6	0
17	1884		11	5	
16	1666		10	4	
15	1648		9	3	
14	1630		8	2	
13	1613	12	7	1	
12	1596	11	6	0	
11	1579	10	5		
10	1563	9	4		
9	1547	8	3		
8	1532	7	2		
7	1517	6	1		
6	1503	5	0		
5	1489	4			
4	1475	3			
3	1462	2			
2	1449	1			
1	1436	0			

APPENDICES

APPENDIX A

1977-79

LEGISLATIVE RESEARCH COMMISSION MEMBERSHIP

House Speaker Carl J. Stewart, Jr. Chairman	Senate President Pro Tempore John T. Henley, Chairman
Representative Chris S. Barker, Jr.	Senator Dallas L. Alford, Jr.
Representative John P. Gamble, Jr.	Senator Luther J. Britt, Jr.
Representative A. Hartwell Campbell	Senator Cecil J. Hill
Representative H. Parks Helms	Senator Robert B. Jordan, III
Representative Lura S. Tally	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.

