

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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HOUSE BILL 725
Committee Substitute Without Prejudice 6/30/89

Short Title: Modernize School Salary Schedule.

(Public)

Sponsors:

Referred to:

March 20, 1989

1 A BILL TO BE ENTITLED
2 AN ACT TO ESTABLISH NEW SALARY SCHEDULES FOR CERTIFIED AND
3 NONCERTIFIED PUBLIC SCHOOL EMPLOYEES.

4 The General Assembly of North Carolina enacts:

5 Section 1. (a) Beginning July 1, 1989, and ending June 30, 1992, the following
6 monthly salary schedule shall be phased in for certified personnel of the public schools
7 who are classified as "A" teachers. The schedule contains 21 steps with each step
8 corresponding to one year of teaching experience.

9 Yrs.	1988-89	1989-90	1990-91	1991-92
10 <u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
11 0	\$1,833	\$1,905	\$1,978	\$2,050
12 1	1,833	1,976	2,019	2,091
13 2	1,833	1,994	2,118	2,133
14 3	1,833	2,014	2,156	2,261
15 4	1,915	2,034	2,194	2,317
16 5	2,030	2,108	2,234	2,375
17 6	2,030	2,206	2,302	2,435
18 7	2,030	2,227	2,382	2,495
19 8	2,100	2,253	2,425	2,558
20 9	2,100	2,327	2,477	2,622
21 10	2,100	2,355	2,554	2,700
22 11	2,196	2,384	2,610	2,781
23 12	2,196	2,477	2,667	2,865

1	13	2,295	2,513	2,758	2,951
2	14	2,295	2,615	2,829	3,039
3	15	2,400	2,653	2,936	3,146
4	16	2,516	2,763	3,012	3,256
5	17	2,516	2,881	3,125	3,370
6	18	2,640	2,923	3,245	3,488
7	19	2,640	3,049	3,329	3,610
8	20+	2,765	3,094	3,458	3,736

(b) Beginning July 1, 1989, and ending June 30, 1992, the following monthly salary schedule shall be phased in for certified personnel of the public schools who are classified as "G"teachers. The schedule contains 21 steps with each step corresponding to one year of teaching experience.

13	Yrs.	1988-89	1989-90	1990-91	1991-92
14	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
15	0	\$2,003	\$2,053	\$2,103	\$2,153
16	1	2,003	2,127	2,146	2,196
17	2	2,003	2,146	2,250	2,239
18	3	2,003	2,167	2,290	2,374
19	4	2,100	2,187	2,330	2,433
20	5	2,196	2,273	2,372	2,494
21	6	2,196	2,359	2,447	2,556
22	7	2,196	2,382	2,523	2,620
23	8	2,295	2,409	2,567	2,686
24	9	2,295	2,504	2,623	2,753
25	10	2,295	2,533	2,712	2,836
26	11	2,295	2,563	2,770	2,921
27	12	2,400	2,594	2,830	3,008
28	13	2,516	2,701	2,892	3,098
29	14	2,516	2,817	3,002	3,191
30	15	2,640	2,857	3,118	3,303
31	16	2,640	2,981	3,197	3,419
32	17	2,765	3,023	3,321	3,538
33	18	2,765	3,151	3,407	3,662
34	19	2,902	3,197	3,537	3,790
35	20+	2,902	3,335	3,638	3,923

(c) Beginning July 1, 1989, and ending June 30, 1992, the following monthly salary schedule shall be phased in for certified personnel of the public schools who are classified as "G"teachers with advanced certification. The schedule contains 21 steps with each step corresponding to one year of teaching experience.

40	Yrs.	1988-89	1989-90	1990-91	1991-92
41	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
42	0	\$2,129	\$2,155	\$2,181	\$2,207
43	1	2,129	2,230	2,225	2,251
44	2	2,129	2,251	2,332	2,295

1	3	2,129	2,271	2,372	2,433
2	4	2,226	2,293	2,414	2,494
3	5	2,322	2,379	2,456	2,556
4	6	2,322	2,466	2,533	2,620
5	7	2,322	2,489	2,609	2,686
6	8	2,421	2,517	2,655	2,753
7	9	2,421	2,612	2,712	2,822
8	10	2,421	2,642	2,803	2,907
9	11	2,421	2,672	2,862	2,994
10	12	2,526	2,704	2,924	3,083
11	13	2,642	2,813	2,988	3,175
12	14	2,642	2,929	3,099	3,271
13	15	2,766	2,970	3,217	3,386
14	16	2,766	3,095	3,298	3,504
15	17	2,891	3,139	3,425	3,626
16	18	2,891	3,268	3,512	3,754
17	19	3,028	3,315	3,644	3,885
18	20+	3,028	3,454	3,738	4,021

19 (d) Beginning July 1, 1989, and ending June 30, 1992, the following monthly
 20 salary schedule shall be phased in for certified personnel of the public schools who are
 21 classified as "D" teachers. The schedule contains 21 steps with each step corresponding
 22 to one year of teaching experience.

23	Yrs.	1988-89	1989-90	1990-91	1991-92
24	<u>Exp.</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
25	0	\$2,256	\$2,258	\$2,260	\$2,262
26	1	2,256	2,335	2,305	2,307
27	2	2,256	2,356	2,415	2,352
28	3	2,256	2,377	2,456	2,494
29	4	2,353	2,399	2,499	2,556
30	5	2,449	2,486	2,543	2,620
31	6	2,449	2,573	2,620	2,686
32	7	2,449	2,597	2,698	2,753
33	8	2,548	2,626	2,745	2,822
34	9	2,548	2,722	2,803	2,893
35	10	2,548	2,752	2,895	2,980
36	11	2,548	2,783	2,956	3,069
37	12	2,653	2,816	3,019	3,160
38	13	2,769	2,926	3,085	3,254
39	14	2,769	3,043	3,198	3,353
40	15	2,893	3,085	3,318	3,471
41	16	2,893	3,211	3,401	3,592
42	17	3,018	3,256	3,530	3,717
43	18	3,018	3,386	3,619	3,848
44	19	3,155	3,434	3,754	3,982

1 20+ 3,155 3,575 3,850 4,122
 2 (e) The salary schedules for "A", "G", "G"with advanced certification, and
 3 "D"teachers provide for a two percent (2%) cumulative increase between steps zero and
 4 three, a six percent (6%) increase at step four, a two and one-half percent (2 1/2%)
 5 increase between steps four and 10, a three percent (3%) increase between steps 10 and
 6 15, and a three and one-half percent (3 1/2%) increase between steps 15 and 20.

7 (f) Teachers shall be placed on the applicable salary schedule based on years
 8 of experience and shall receive the salary increases necessary to bring them to the
 9 appropriate level on the schedule.

10 Sec. 2. (a) Effective July 1, 1989, the following monthly salary schedule shall
 11 be applicable to certified personnel of the public schools who are classified as
 12 "administrators."

		<u>Salary Grade</u>						
<u>Yrs.</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	
<u>Exp.</u>								
16	0	\$2,483	\$2,582	\$2,686	\$2,793	\$2,905	\$3,021	\$3,142
17	1	2,545	2,647	2,752	2,862	2,977	3,096	3,220
18	2	2,609	2,713	2,822	2,935	3,052	3,174	3,302
19	3	2,674	2,781	2,893	3,008	3,128	3,253	3,384
20	4	2,741	2,851	2,964	3,083	3,206	3,334	3,468
21	5	2,810	2,922	3,039	3,161	3,287	3,418	3,555
22	6	2,894	3,009	3,129	3,254	3,385	3,520	3,660
23	7	2,983	3,100	3,224	3,353	3,487	3,626	3,772
24	8	3,070	3,193	3,321	3,454	3,593	3,736	3,886
25	9	3,162	3,288	3,419	3,556	3,698	3,846	4,000
26	10	3,257	3,388	3,523	3,663	3,810	3,963	4,122
27	11	3,355	3,489	3,629	3,774	3,925	4,082	4,245
28	12	3,455	3,594	3,737	3,887	4,043	4,205	4,373
29	13	3,576	3,720	3,868	4,023	4,184	4,351	4,525
30	14	3,701	3,849	4,003	4,163	4,329	4,502	4,682
31	15	3,830	3,983	4,142	4,308	4,480	4,660	4,846
32	16	3,965	4,124	4,289	4,460	4,638	4,824	5,016
33	17	4,103	4,267	4,438	4,616	4,800	4,992	5,192
34	18	4,247	4,417	4,593	4,777	4,967	5,166	5,373
35	19	4,395	4,572	4,754	4,945	5,142	5,348	5,563
36	20	4,549	4,731	4,921	5,118	5,323	5,536	5,757
37								
38								
39								
40		<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
41								
42	0	\$3,268	\$3,399	\$3,535	\$3,677	\$3,823	\$3,976	\$4,135
43	1	3,349	3,483	3,622	3,767	3,918	4,074	4,237
44	2	3,434	3,571	3,714	3,862	4,017	4,178	4,345

1	3	3,519	3,659	3,806	3,959	4,116	4,281	4,453
2	4	3,606	3,750	3,900	4,056	4,218	4,387	4,562
3	5	3,697	3,845	3,999	4,158	4,324	4,498	4,678
4	6	3,807	3,960	4,118	4,283	4,455	4,633	4,819
5	7	3,923	4,080	4,242	4,413	4,589	4,772	4,963
6	8	4,042	4,204	4,372	4,547	4,728	4,918	5,115
7	9	4,159	4,326	4,499	4,679	4,867	5,061	5,264
8	10	4,287	4,458	4,636	4,822	5,014	5,215	5,424
9	11	4,415	4,591	4,774	4,965	5,164	5,371	5,586
10	12	4,548	4,729	4,919	5,116	5,321	5,534	5,755
11	13	4,707	4,895	5,091	5,295	5,507	5,728	5,957
12	14	4,870	5,065	5,267	5,479	5,698	5,926	6,162
13	15	5,040	5,242	5,452	5,670	5,897	6,133	6,378
14	16	5,217	5,426	5,644	5,869	6,104	6,348	6,602
15	17	5,400	5,616	5,840	6,074	6,317	6,570	6,833
16	18	5,588	5,812	6,044	6,286	6,537	6,799	7,070
17	19	5,785	6,017	6,258	6,508	6,768	7,039	7,321
18	20	5,988	6,228	6,477	6,736	7,006	7,286	7,577

19

20 SALARY GRADES BY ADMINISTRATOR TITLE

21	1	Psychologist, Observer/Evaluator
22	2	Assistant Principal
23		Program Consultant
24	3	Program Coordinator
25	4	Principal—Up to 300 ADM
26	5	Principal—301 to 600 ADM
27		Program Director
28	6	Principal—601 to 900 ADM
29	7	Principal—901 to 1200 ADM
30		Assistant Superintendent
31	8	Principal—1,201 to 1,500 ADM
32		Associate Superintendent—Up to 20,000 ADM
33		Superintendent—Up to 1,500 ADM
34	9	Principal—1,501 and up ADM
35		Associate Superintendent—20,001 and up ADM
36		Superintendent—1,501 to 5,000 ADM
37	10	Superintendent—5,001 to 10,000 ADM
38	11	Superintendent—10,001 to 20,000 ADM
39	12	Superintendent—20,001 to 30,000 ADM
40	13	Superintendent—30,001 to 50,000 ADM
41	14	Superintendent—50,001 and up ADM

42 (b) The administrators' schedule provides for a two and one-half percent (2 1/2%)
43 increase between steps zero and six, a three percent (3%) increase between steps six and
44 13, and a three and one-half percent (3 1/2%) increase between steps 13 and 20.

1 (c) Administrators holding a degree above that required for the position shall be
2 paid five percent (5%) above the base schedule for the applicable salary grade.

3 (d) Administrators shall be placed on the new salary schedule in accordance with
4 rules and regulations approved by the State Board of Education.

5 Sec. 3. After reaching the final step on their respective salary schedules,
6 teachers and administrators shall be eligible for longevity awards based on years of
7 service in North Carolina schools.

8 Sec. 4. Effective July 1, 1989, all noncertified public school employees shall
9 receive a five percent (5%) across-the-board salary increase. In addition, local boards
10 of education are authorized to use, within available funds, any unexpended salary
11 allocations for noncertified personnel to adjust salaries to relieve inequities that exist in
12 the current salary plan. There is further established a one percent (1%) salary reserve to
13 be administered by the State Superintendent of Public Instruction to reclassify
14 noncertified employees, insofar as possible, commensurate with the level of the State
15 Employees' Salary Plan for comparable positions.

16 Sec. 5. The State Board of Education shall adopt rules and regulations
17 necessary to implement this act.

18 Sec. 6. There is appropriated from the General Fund to the Department of
19 Public Education the sum of \$218,300,000 for the 1989-90 fiscal year and the sum of
20 \$243,900,000 for the 1990-91 fiscal year to be used for the implementation of this act.

21 Sec. 7. This act shall become effective July 1, 1989.