

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013**

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SENATE BILL 654*

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

Sponsors: Senators Parmon and Robinson (Primary Sponsors).

Referred to: Appropriations/Base Budget.

April 4, 2013

1 A BILL TO BE ENTITLED
2 AN ACT TO PROVIDE SALARY INCREASES FOR PUBLIC SCHOOL EMPLOYEES.
3 The General Assembly of North Carolina enacts:

4
5 **TEACHER SALARY SCHEDULES**

6 **SECTION 1.(a)** It is the intent of the General Assembly to move teacher salaries to
7 the national average by the 2019-2020 school year.

8 **SECTION 1.(b)** The following monthly salary schedules shall apply for the
9 2013-2014 fiscal year to certified personnel of local school administrative units who are
10 classified as teachers. The schedules contain 37 steps, with each step corresponding to one year
11 of teaching experience. Employees paid according to this salary schedule and receiving NBPTS
12 certification or obtaining a master's degree shall not be prohibited from receiving the
13 appropriate increase in salary. Provided, however, teachers employed during the 2012-2013
14 school year who did not work the required number of months to acquire an additional year of
15 experience shall not receive a decrease in salary as otherwise would be required by the salary
16 schedule below.

17 2013-2014 Monthly Salary Schedule

18 "A" Teachers

19	Years of Experience	"A" Teachers	NBPTS Certification
20	0-2	\$3,172	N/A
21	3-5	\$3,172	\$3,553
22	6	\$3,216	\$3,602
23	7	\$3,262	\$3,653
24	8	\$3,402	\$3,810
25	9	\$3,548	\$3,974
26	10	\$3,687	\$4,129
27	11	\$3,822	\$4,281
28	12	\$3,930	\$4,402
29	13	\$3,981	\$4,459
30	14	\$4,031	\$4,515
31	15	\$4,084	\$4,574
32	16	\$4,135	\$4,631
33	17	\$4,188	\$4,691
34	18	\$4,242	\$4,751
35	19	\$4,296	\$4,812
36	20	\$4,353	\$4,875



1	21	\$4,410	\$4,939
2	22	\$4,467	\$5,003
3	23	\$4,529	\$5,072
4	24	\$4,590	\$5,141
5	25	\$4,650	\$5,208
6	26	\$4,714	\$5,280
7	27	\$4,778	\$5,351
8	28	\$4,847	\$5,429
9	29	\$4,914	\$5,504
10	30	\$4,981	\$5,579
11	31	\$5,050	\$5,656
12	32	\$5,121	\$5,736
13	33	\$5,195	\$5,818
14	34	\$5,269	\$5,901
15	35	\$5,371	\$6,016
16	36+	\$5,478	\$6,135

2013-2014 Monthly Salary Schedule

"M" Teachers

19	Years of Experience	"M" Teachers	NBPTS Certification
20	0-2	\$3,489	N/A
21	3-5	\$3,489	\$3,908
22	6	\$3,538	\$3,963
23	7	\$3,588	\$4,019
24	8	\$3,742	\$4,191
25	9	\$3,903	\$4,371
26	10	\$4,056	\$4,543
27	11	\$4,204	\$4,708
28	12	\$4,323	\$4,842
29	13	\$4,379	\$4,904
30	14	\$4,434	\$4,966
31	15	\$4,492	\$5,031
32	16	\$4,549	\$5,095
33	17	\$4,607	\$5,160
34	18	\$4,666	\$5,226
35	19	\$4,726	\$5,293
36	20	\$4,788	\$5,363
37	21	\$4,851	\$5,433
38	22	\$4,914	\$5,504
39	23	\$4,982	\$5,580
40	24	\$5,049	\$5,655
41	25	\$5,115	\$5,729
42	26	\$5,185	\$5,807
43	27	\$5,256	\$5,887
44	28	\$5,332	\$5,972
45	29	\$5,405	\$6,054
46	30	\$5,479	\$6,136
47	31	\$5,555	\$6,222
48	32	\$5,633	\$6,309
49	33	\$5,715	\$6,401
50	34	\$5,796	\$6,492
51	35	\$5,908	\$6,617

1 36+ \$6,026 \$6,749
 2 **SECTION 1.(c)** The following monthly salary schedules shall apply for the
 3 2014-2015 fiscal year to certified personnel of local school administrative units who are
 4 classified as teachers. The schedules contain 38 steps, with each step corresponding to one year
 5 of teaching experience. Employees paid according to this salary schedule and receiving NBPTS
 6 certification or obtaining a master's degree shall not be prohibited from receiving the
 7 appropriate increase in salary. Provided, however, teachers employed during the 2013-2014
 8 school year who did not work the required number of months to acquire an additional year of
 9 experience shall not receive a decrease in salary as otherwise would be required by the salary
 10 schedule below.

11 2014-2015 Monthly Salary Schedule

12 "A" Teachers

13 Years of Experience	"A" Teachers	NBPTS Certification
14 0-2	\$3,267	N/A
15 3-6	\$3,267	\$3,659
16 7	\$3,312	\$3,709
17 8	\$3,360	\$3,763
18 9	\$3,504	\$3,924
19 10	\$3,654	\$4,092
20 11	\$3,798	\$4,254
21 12	\$3,937	\$4,409
22 13	\$4,048	\$4,534
23 14	\$4,100	\$4,592
24 15	\$4,152	\$4,650
25 16	\$4,207	\$4,712
26 17	\$4,259	\$4,770
27 18	\$4,314	\$4,832
28 19	\$4,369	\$4,893
29 20	\$4,425	\$4,956
30 21	\$4,484	\$5,022
31 22	\$4,542	\$5,087
32 23	\$4,601	\$5,153
33 24	\$4,665	\$5,225
34 25	\$4,728	\$5,295
35 26	\$4,790	\$5,365
36 27	\$4,855	\$5,438
37 28	\$4,921	\$5,512
38 29	\$4,992	\$5,591
39 30	\$5,061	\$5,668
40 31	\$5,130	\$5,746
41 32	\$5,202	\$5,826
42 33	\$5,275	\$5,908
43 34	\$5,351	\$5,993
44 35	\$5,427	\$6,078
45 36	\$5,532	\$6,196
46 37+	\$5,642	\$6,319

47 2014-2015 Monthly Salary Schedule

48 "M" Teachers

49 Years of Experience	"M" Teachers	NBPTS Certification
50 0-2	\$3,594	N/A
51 3-6	\$3,594	\$4,025

1	7	\$3,643	\$4,080
2	8	\$3,696	\$4,140
3	9	\$3,854	\$4,316
4	10	\$4,019	\$4,501
5	11	\$4,178	\$4,679
6	12	\$4,331	\$4,851
7	13	\$4,453	\$4,987
8	14	\$4,510	\$5,051
9	15	\$4,567	\$5,115
10	16	\$4,628	\$5,183
11	17	\$4,685	\$5,247
12	18	\$4,745	\$5,314
13	19	\$4,806	\$5,383
14	20	\$4,868	\$5,452
15	21	\$4,932	\$5,524
16	22	\$4,996	\$5,596
17	23	\$5,061	\$5,668
18	24	\$5,132	\$5,748
19	25	\$5,201	\$5,825
20	26	\$5,269	\$5,901
21	27	\$5,341	\$5,982
22	28	\$5,413	\$6,063
23	29	\$5,491	\$6,150
24	30	\$5,567	\$6,235
25	31	\$5,643	\$6,320
26	32	\$5,722	\$6,409
27	33	\$5,803	\$6,499
28	34	\$5,886	\$6,592
29	35	\$5,970	\$6,686
30	36	\$6,085	\$6,815
31	37+	\$6,206	\$6,951

SECTION 1.(d) Annual longevity payments for teachers shall be at the rate of one and one-half percent (1.5%) of base salary for 10 to 14 years of State service, two and twenty-five hundredths percent (2.25%) of base salary for 15 to 19 years of State service, three and twenty-five hundredths percent (3.25%) of base salary for 20 to 24 years of State service, and four and one-half percent (4.5%) of base salary for 25 or more years of State service. The longevity payment shall be paid in a lump sum once a year.

SECTION 1.(e) Teachers employed by local school administrative units with certification based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided for certified personnel of local school administrative units who are classified as "M" teachers. Teachers employed by local school administrative units with certification based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for certified personnel of local school administrative units who are classified as "M" teachers.

SECTION 1.(f) The first step of the salary schedule for school psychologists shall be equivalent to step 10, corresponding to 10 years of experience for the 2013-2014 fiscal year and step 11 for the 2014-2015 fiscal year, on the salary schedule established in this section for certified personnel employed by local school administrative units who are classified as "M" teachers. Certified psychologists shall be placed on the salary schedule at an appropriate step

1 based on their years of experience. Certified psychologists shall receive longevity payments
 2 based on years of State service in the same manner as teachers.

3 Certified psychologists with certification based on academic preparation at the
 4 six-year degree level shall receive a salary supplement of one hundred twenty-six dollars
 5 (\$126.00) per month in addition to the compensation provided for certified psychologists.
 6 Certified psychologists with certification based on academic preparation at the doctoral degree
 7 level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month
 8 in addition to the compensation provided for certified psychologists.

9 **SECTION 1.(g)** Speech pathologists who are certified as speech pathologists at the
 10 master's degree level and audiologists who are certified as audiologists at the master's degree
 11 level and who are employed by local school administrative units as speech and language
 12 specialists and audiologists shall be paid on the school psychologist salary schedule.

13 Speech pathologists and audiologists with certification based on academic
 14 preparation at the six-year degree level shall receive a salary supplement of one hundred
 15 twenty-six dollars (\$126.00) per month in addition to the compensation provided for speech
 16 pathologists and audiologists. Speech pathologists and audiologists with certification based on
 17 academic preparation at the doctoral degree level shall receive a salary supplement of two
 18 hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for
 19 speech pathologists and audiologists.

20 **SECTION 1.(h)** Certified school nurses who are employed by local school
 21 administrative units as nurses shall be paid on the "M" salary schedule.

22 **SECTION 1.(i)** As used in this section, the term "teacher" shall also include
 23 instructional support personnel.
 24

25 **SCHOOL-BASED ADMINISTRATOR SALARY SCHEDULE**

26 **SECTION 2.(a)** The following base salary schedule for school-based
 27 administrators shall apply only to principals and assistant principals. This base salary schedule
 28 shall apply for the 2013-2014 fiscal year, commencing July 1, 2013. Provided, however,
 29 school-based administrators (i) employed during the 2012-2013 school year who did not work
 30 the required number of months to acquire an additional year of experience and (ii) employed
 31 during the 2013-2014 school year in the same classification shall not receive a decrease in
 32 salary as otherwise would be required by the salary schedule below.

33 2013-2014 Principal and Assistant Principal Salary Schedules

34 Classification

35 Years of Exp	Assistant	Prin I	Prin II	Prin III	Prin IV
36	Principal	(0-10)	(11-21)	(22-32)	(33-43)
37 0-9	\$3,943	-	-	-	-
38 10	\$4,096	-	-	-	-
39 11	\$4,247	-	-	-	-
40 12	\$4,367	-	-	-	-
41 13	\$4,424	\$4,424	-	-	-
42 14	\$4,478	\$4,478	-	-	-
43 15	\$4,538	\$4,538	\$4,595	-	-
44 16	\$4,595	\$4,595	\$4,654	-	-
45 17	\$4,654	\$4,654	\$4,712	\$4,773	-
46 18	\$4,712	\$4,712	\$4,773	\$4,836	\$4,900
47 19	\$4,773	\$4,773	\$4,836	\$4,900	\$4,964
48 20	\$4,836	\$4,836	\$4,900	\$4,964	\$5,032
49 21	\$4,900	\$4,900	\$4,964	\$5,032	\$5,100
50 22	\$4,964	\$4,964	\$5,032	\$5,100	\$5,168
51 23	\$5,032	\$5,032	\$5,100	\$5,168	\$5,238

1	24	\$5,100	\$5,100	\$5,168	\$5,238	\$5,309
2	25	\$5,168	\$5,168	\$5,238	\$5,309	\$5,386
3	26	\$5,238	\$5,238	\$5,309	\$5,386	\$5,459
4	27	\$5,309	\$5,309	\$5,386	\$5,459	\$5,534
5	28	\$5,386	\$5,386	\$5,459	\$5,534	\$5,610
6	29	\$5,459	\$5,459	\$5,534	\$5,610	\$5,690
7	30	\$5,534	\$5,534	\$5,610	\$5,690	\$5,771
8	31	\$5,610	\$5,610	\$5,690	\$5,771	\$5,855
9	32	\$5,690	\$5,690	\$5,771	\$5,855	\$5,968
10	33	\$5,771	\$5,771	\$5,855	\$5,968	\$6,086
11	34	\$5,855	\$5,855	\$5,968	\$6,086	\$6,208
12	35	\$5,968	\$5,968	\$6,086	\$6,208	\$6,332
13	36	\$6,086	\$6,086	\$6,208	\$6,332	\$6,459
14	37	-	\$6,027	\$6,332	\$6,459	\$6,588
15	38	-	-	\$6,459	\$6,588	\$6,720
16	39	-	-	\$6,588	\$6,720	\$6,854
17	40	-	-	-	\$6,854	\$6,991
18	41	-	-	-	\$6,991	\$7,131
19	42	-	-	-	-	\$7,273

2013-2014 Principal and Assistant Principal Salary Schedules

Classification

22	Years of Exp	Prin V	Prin VI	Prin VII	Prin VIII
23		(44-54)	(55-65)	(66-100)	(101+)
24	0-19	\$5,032	-	-	-
25	20	\$5,100	-	-	-
26	21	\$5,168	\$5,238	-	-
27	22	\$5,238	\$5,309	\$5,459	-
28	23	\$5,309	\$5,386	\$5,534	\$5,610
29	24	\$5,386	\$5,459	\$5,610	\$5,690
30	25	\$5,459	\$5,534	\$5,690	\$5,771
31	26	\$5,534	\$5,610	\$5,771	\$5,855
32	27	\$5,610	\$5,690	\$5,855	\$5,968
33	28	\$5,690	\$5,771	\$5,968	\$6,086
34	29	\$5,771	\$5,855	\$6,086	\$6,208
35	30	\$5,855	\$5,968	\$6,208	\$6,332
36	31	\$5,968	\$6,086	\$6,332	\$6,459
37	32	\$6,086	\$6,208	\$6,459	\$6,588
38	33	\$6,208	\$6,332	\$6,588	\$6,720
39	34	\$6,332	\$6,459	\$6,720	\$6,854
40	35	\$6,459	\$6,588	\$6,854	\$6,991
41	36	\$6,588	\$6,720	\$6,991	\$7,131
42	37	\$6,720	\$6,854	\$7,131	\$7,273
43	38	\$6,854	\$6,991	\$7,273	\$7,418
44	39	\$6,991	\$7,131	\$7,418	\$7,566
45	40	\$7,131	\$7,273	\$7,566	\$7,718
46	41	\$7,273	\$7,418	\$7,718	\$7,872
47	42	\$7,418	\$7,566	\$7,872	\$8,030
48	43	\$7,566	\$7,718	\$8,030	\$8,191
49	44	-	\$7,872	\$8,191	\$8,354
50	45	-	\$8,030	\$8,354	\$8,521
51	46+	-	-	\$8,521	\$8,691

1 **SECTION 2.(b)** The following base salary schedule for school-based
 2 administrators shall apply only to principals and assistant principals. This base salary schedule
 3 shall apply for the 2014-2015 fiscal year, commencing July 1, 2014. Provided, however,
 4 school-based administrators (i) employed during the 2013-2014 school year who did not work
 5 the required number of months to acquire an additional year of experience and (ii) employed
 6 during the 2014-2015 school year in the same classification shall not receive a decrease in
 7 salary as otherwise would be required by the salary schedule below.

8 2014-2015 Principal and Assistant Principal Salary Schedules
 9 Classification

10	Years of Exp	Assistant Principal	Prin I (0-10)	Prin II (11-21)	Prin III (22-32)	Prin IV (33-43)
12	0-10	\$4,061	-	-	-	-
13	11	\$4,219	-	-	-	-
14	12	\$4,374	-	-	-	-
15	13	\$4,498	-	-	-	-
16	14	\$4,557	\$4,557	-	-	-
17	15	\$4,612	\$4,612	-	-	-
18	16	\$4,674	\$4,674	\$4,733	-	-
19	17	\$4,733	\$4,733	\$4,794	-	-
20	18	\$4,794	\$4,794	\$4,853	\$4,916	-
21	19	\$4,853	\$4,853	\$4,916	\$4,981	\$5,047
22	20	\$4,916	\$4,916	\$4,981	\$5,047	\$5,113
23	21	\$4,981	\$4,981	\$5,047	\$5,113	\$5,183
24	22	\$5,047	\$5,047	\$5,113	\$5,183	\$5,253
25	23	\$5,113	\$5,113	\$5,183	\$5,253	\$5,323
26	24	\$5,183	\$5,183	\$5,253	\$5,323	\$5,395
27	25	\$5,253	\$5,253	\$5,323	\$5,395	\$5,468
28	26	\$5,323	\$5,323	\$5,395	\$5,468	\$5,548
29	27	\$5,395	\$5,395	\$5,468	\$5,548	\$5,623
30	28	\$5,468	\$5,468	\$5,548	\$5,623	\$5,700
31	29	\$5,548	\$5,548	\$5,623	\$5,700	\$5,778
32	30	\$5,623	\$5,623	\$5,700	\$5,778	\$5,861
33	31	\$5,700	\$5,700	\$5,778	\$5,861	\$5,944
34	32	\$5,778	\$5,778	\$5,861	\$5,944	\$6,031
35	33	\$5,861	\$5,861	\$5,944	\$6,031	\$6,147
36	34	\$5,944	\$5,944	\$6,031	\$6,147	\$6,269
37	35	\$6,031	\$6,031	\$6,147	\$6,269	\$6,394
38	36	\$6,147	\$6,147	\$6,269	\$6,394	\$6,522
39	37	\$6,269	\$6,269	\$6,394	\$6,522	\$6,653
40	38	-	\$6,027	\$6,522	\$6,653	\$6,786
41	39	-	-	\$6,653	\$6,786	\$6,922
42	40	-	-	\$6,786	\$6,922	\$7,060
43	41	-	-	-	\$7,060	\$7,201
44	42	-	-	-	\$7,201	\$7,345
45	43	-	-	-	-	\$7,491

46 2014-2015 Principal and Assistant Principal Salary Schedules
 47 Classification

48	Years of Exp	Prin V (44-54)	Prin VI (55-65)	Prin VII (66-100)	Prin VIII (101+)
50	0-20	\$5,183	-	-	-
51	21	\$5,253	-	-	-

1	22	\$5,323	\$5,395	-	-
2	23	\$5,395	\$5,468	\$5,623	-
3	24	\$5,468	\$5,548	\$5,700	\$5,778
4	25	\$5,548	\$5,623	\$5,778	\$5,861
5	26	\$5,623	\$5,700	\$5,861	\$5,944
6	27	\$5,700	\$5,778	\$5,944	\$6,031
7	28	\$5,778	\$5,861	\$6,031	\$6,147
8	29	\$5,861	\$5,944	\$6,147	\$6,269
9	30	\$5,944	\$6,031	\$6,269	\$6,394
10	31	\$6,031	\$6,147	\$6,394	\$6,522
11	32	\$6,147	\$6,269	\$6,522	\$6,653
12	33	\$6,269	\$6,394	\$6,653	\$6,786
13	34	\$6,394	\$6,522	\$6,786	\$6,922
14	35	\$6,522	\$6,653	\$6,922	\$7,060
15	36	\$6,653	\$6,786	\$7,060	\$7,201
16	37	\$6,786	\$6,922	\$7,201	\$7,345
17	38	\$6,922	\$7,060	\$7,345	\$7,491
18	39	\$7,060	\$7,201	\$7,491	\$7,641
19	40	\$7,201	\$7,345	\$7,641	\$7,793
20	41	\$7,345	\$7,491	\$7,793	\$7,950
21	42	\$7,491	\$7,641	\$7,950	\$8,108
22	43	\$7,641	\$7,793	\$8,108	\$8,271
23	44	\$7,793	\$7,950	\$8,271	\$8,437
24	45	-	\$8,108	\$8,437	\$8,605
25	46	-	\$8,271	\$8,605	\$8,777
26	47+	-	-	\$8,777	\$8,952

SECTION 2.(c) The appropriate classification for placement of principals and assistant principals on the salary schedule, except for principals in alternative schools and in cooperative innovative high schools, shall be determined in accordance with the following schedule:

	Classification	Number of Teachers Supervised
31	Assistant Principal	
32	Principal I	Fewer than 11 Teachers
33	Principal II	11-21 Teachers
34	Principal III	22-32 Teachers
35	Principal IV	33-43 Teachers
36	Principal V	44-54 Teachers
37	Principal VI	55-65 Teachers
38	Principal VII	66-100 Teachers
39	Principal VIII	More than 100 Teachers

The number of teachers supervised includes teachers and assistant principals paid from State funds only; it does not include teachers or assistant principals paid from non-State funds or the principal or teacher assistants.

The beginning classification for principals in alternative schools and in cooperative innovative high school programs shall be the Principal III level. Principals in alternative schools who supervise 33 or more teachers shall be classified according to the number of teachers supervised.

SECTION 2.(d) A principal shall be placed on the step on the salary schedule that reflects total number of years of experience as a certificated employee of a local school administrative unit and an additional step for every three years of experience as a principal.

1 Provided, however, a principal who acquires an additional step for the 2013-2014 or 2014-2015
 2 fiscal years shall not receive a corresponding increase in salary during the 2013-2015 fiscal
 3 biennium. A principal or assistant principal shall also continue to receive any additional
 4 State-funded percentage increases earned for the 1997-1998, 1998-1999, and 1999-2000 school
 5 years for improvement in student performance or maintaining a safe and orderly school.

6 **SECTION 2.(e)** Principals and assistant principals with certification based on
 7 academic preparation at the six-year degree level shall be paid a salary supplement of one
 8 hundred twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a
 9 salary supplement of two hundred fifty-three dollars (\$253.00) per month.

10 **SECTION 2.(f)** Longevity pay for principals and assistant principals shall be as
 11 provided for State employees under the State Personnel Act.

12 **SECTION 2.(g)** If a principal is reassigned to a higher job classification because
 13 the principal is transferred to a school within a local school administrative unit with a larger
 14 number of State-allotted teachers, the principal shall be placed on the salary schedule as if the
 15 principal had served the principal's entire career as a principal at the higher job classification.

16 If a principal is reassigned to a lower job classification because the principal is
 17 transferred to a school within a local school administrative unit with a smaller number of
 18 State-allotted teachers, the principal shall be placed on the salary schedule as if the principal
 19 had served the principal's entire career as a principal at the lower job classification.

20 This subsection applies to all transfers on or after the effective date of this section,
 21 except transfers in school systems that have been created, or will be created, by merging two or
 22 more school systems. Transfers in these merged systems are exempt from the provisions of this
 23 subsection for one calendar year following the date of the merger.

24 **SECTION 2.(h)** Participants in an approved full-time master's in school
 25 administration program shall receive up to a 10-month stipend at the beginning salary of an
 26 assistant principal during the internship period of the master's program. For the 2006-2007
 27 fiscal year and subsequent fiscal years, the stipend shall not exceed the difference between the
 28 beginning salary of an assistant principal plus the cost of tuition, fees, and books and any
 29 fellowship funds received by the intern as a full-time student, including awards of the Principal
 30 Fellows Program. The Principal Fellows Program or the school of education where the intern
 31 participates in a full-time master's in school administration program shall supply the
 32 Department of Public Instruction with certification of eligible full-time interns.

33 **SECTION 2.(i)** During the 2013-2015 fiscal biennium, the placement on the salary
 34 schedule of an administrator with a one-year provisional assistant principal's certificate shall be
 35 at the entry-level salary for an assistant principal or the appropriate step on the teacher salary
 36 schedule, whichever is higher.

37 38 **CENTRAL OFFICE SALARIES**

39 **SECTION 3.(a)** The monthly salary ranges that follow apply to assistant
 40 superintendents, associate superintendents, directors/coordinators, supervisors, and finance
 41 officers for the 2013-2014 fiscal year, beginning July 1, 2013.

42	School Administrator I	\$3,449	\$6,469
43	School Administrator II	\$3,657	\$6,862
44	School Administrator III	\$3,882	\$7,280
45	School Administrator IV	\$4,038	\$7,569
46	School Administrator V	\$4,200	\$7,876
47	School Administrator VI	\$4,456	\$8,352
48	School Administrator VII	\$4,635	\$8,689

49 The local board of education shall determine the appropriate category and
 50 placement for each assistant superintendent, associate superintendent, director/coordinator,
 51 supervisor, or finance officer within the salary ranges and within funds appropriated by the

1 General Assembly for central office administrators and superintendents. The category in which
2 an employee is placed shall be included in the contract of any employee.

3 **SECTION 3.(b)** The monthly salary ranges that follow apply to assistant
4 superintendents, associate superintendents, directors/coordinators, supervisors, and finance
5 officers for the 2014-2015 fiscal year, beginning July 1, 2014.

6	School Administrator I	\$3,552	\$6,663
7	School Administrator II	\$3,767	\$7,068
8	School Administrator III	\$3,998	\$7,498
9	School Administrator IV	\$4,159	\$7,796
10	School Administrator V	\$4,326	\$8,112
11	School Administrator VI	\$4,590	\$8,603
12	School Administrator VII	\$4,774	\$8,950

13 The local board of education shall determine the appropriate category and
14 placement for each assistant superintendent, associate superintendent, director/coordinator,
15 supervisor, or finance officer within the salary ranges and within funds appropriated by the
16 General Assembly for central office administrators and superintendents. The category in which
17 an employee is placed shall be included in the contract of any employee.

18 **SECTION 3.(c)** The monthly salary ranges that follow apply to superintendents
19 employed by local school administrative units for the 2013-2014 fiscal year, beginning July 1,
20 2013.

21	Superintendent I	\$4,920	\$9,217
22	Superintendent II	\$5,223	\$9,775
23	Superintendent III	\$5,541	\$10,369
24	Superintendent IV	\$5,881	\$10,999
25	Superintendent V	\$6,242	\$11,670

26 The local board of education shall determine the appropriate category and
27 placement for the superintendent based on the average daily membership of the local school
28 administrative unit and within funds appropriated by the General Assembly for central office
29 administrators and superintendents.

30 **SECTION 3.(d)** The monthly salary ranges that follow apply to superintendents
31 employed by local school administrative units for the 2014-2015 fiscal year, beginning July 1,
32 2014.

33	Superintendent I	\$5,068	\$9,494
34	Superintendent II	\$5,380	\$10,068
35	Superintendent III	\$5,707	\$10,680
36	Superintendent IV	\$6,057	\$11,329
37	Superintendent V	\$6,429	\$12,020

38 The local board of education shall determine the appropriate category and
39 placement for the superintendent based on the average daily membership of the local school
40 administrative unit and within funds appropriated by the General Assembly for central office
41 administrators and superintendents.

42 **SECTION 3.(e)** Longevity pay for superintendents, assistant superintendents,
43 associate superintendents, directors/coordinators, supervisors, and finance officers shall be as
44 provided for State employees under the State Personnel Act.

45 **SECTION 3.(f)** Superintendents, assistant superintendents, associate
46 superintendents, directors/coordinators, supervisors, and finance officers with certification
47 based on academic preparation at the six-year degree level shall receive a salary supplement of
48 one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided
49 pursuant to this section. Superintendents, assistant superintendents, associate superintendents,
50 directors/coordinators, supervisors, and finance officers with certification based on academic
51 preparation at the doctoral degree level shall receive a salary supplement of two hundred

1 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this
2 section.

3 **SECTION 3.(g)** The State Board of Education shall not permit local school
4 administrative units to transfer State funds from other funding categories for salaries for public
5 school central office administrators.

6 **SECTION 3.(h)** The salaries of all permanent full-time personnel paid from the
7 Central Office Allotment shall be increased by three percent (3.0%), commencing July 1, 2013,
8 and by an additional three percent (3.0%), commencing July 1, 2014. The State Board of
9 Education shall allocate these funds to local school administrative units. The local boards of
10 education shall establish guidelines for providing salary increases to these personnel.

11 12 **NONCERTIFIED PERSONNEL SALARIES**

13 **SECTION 4.(a)** The annual salary increase for permanent, full-time noncertified
14 employees of local school administrative units whose salaries are supported from the State's
15 General Fund shall be three percent (3.0%), commencing July 1, 2013, and by an additional
16 three percent (3.0%), commencing July 1, 2014.

17 **SECTION 4.(b)** Local boards of education shall increase the rates of pay for such
18 employees who were employed for all or part of fiscal year 2012-2013 and who continue their
19 employment for fiscal year 2013-2014 by providing an annual salary increase for employees of
20 three percent (3.0%).

21 Local boards of education shall increase the rates of pay for such employees who
22 were employed for all or part of fiscal year 2013-2014 and who continue their employment for
23 fiscal year 2014-2015 by providing an annual salary increase for employees of three percent
24 (3.0%).

25 For part-time employees, the pay increase shall be pro rata based on the number of
26 hours worked.

27 **SECTION 4.(c)** The State Board of Education may adopt salary ranges for
28 noncertified personnel to support increases of three percent (3.0%) for the 2013-2014 fiscal
29 year and an additional three percent (3.0%) for the 2014-2015 fiscal year.

30 31 **STATE AGENCY TEACHERS' COMPENSATION**

32 **SECTION 5.** Funds in the Reserve for Compensation Increases shall be used to
33 increase annual salaries by three percent (3.0%) for the 2013-2014 fiscal year and by an
34 additional three percent (3.0%) for the 2014-2015 fiscal year for employees of schools operated
35 by the Department of Public Instruction, the Department of Health and Human Services, and
36 the Department of Public Safety, who are paid on the Teacher Salary Schedule or the
37 School-Based Administrator Salary Schedule.

38 39 **APPROPRIATION**

40 **SECTION 6.** There is appropriated from the General Fund to the Reserve for
41 Compensation Increases the sum of two hundred fourteen million seven hundred ninety-three
42 thousand three hundred thirty-one dollars (\$214,793,331) for the 2013-2014 fiscal year and the
43 sum of four hundred thirty-six million thirty thousand four hundred sixty-one dollars
44 (\$436,030,461) for the 2014-2015 fiscal year to implement the provisions of this act.

45 46 **EFFECTIVE DATE**

47 **SECTION 7.** This act becomes effective July 1, 2013.