

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2021

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SENATE BILL 400

Short Title: Restore Benefits to Educators/State Employees. (Public)

Sponsors: Senators Mohammed, Waddell, and Chaudhuri (Primary Sponsors).

Referred to: Rules and Operations of the Senate

March 31, 2021

A BILL TO BE ENTITLED

AN ACT TO MAKE CHANGES TO PROVISIONS OF LAW RELATED TO THE
COMPENSATION OF EDUCATORS, TO RESTORE CERTAIN RETIREE MEDICAL
BENEFITS, AND TO EXPAND THE TEACHING FELLOWS PROGRAM.

The General Assembly of North Carolina enacts:

**PART I. REINSTATE EDUCATION-BASED SALARY SUPPLEMENTS FOR
TEACHERS AND INSTRUCTIONAL SUPPORT PERSONNEL**

SECTION 1.(a) G.S. 115C-302.10 is repealed.

SECTION 1.(b) Notwithstanding any other provision of law, for the 2021-2022 fiscal year, State Board of Education policy TCP-A-006, as it was in effect on June 30, 2013, shall be used to determine (i) whether teachers and instructional support personnel are paid on the "M" salary schedule and (ii) whether they receive a salary supplement for academic preparation at the six-year or doctoral degree level.

SECTION 1.(c) There is appropriated from the General Fund to the Department of Public Instruction the sum of eight million dollars (\$8,000,000) in recurring funds for the 2021-2022 fiscal year to reinstate education-based salary supplements for teachers and instructional support personnel in accordance with this act.

SECTION 1.(d) This section becomes effective July 1, 2021.

PART II. RESTORE LONGEVITY PAYMENTS FOR EDUCATORS

SECTION 2.(a) Section 9.1(d) of S.L. 2014-100 is repealed.

SECTION 2.(b) For the 2021-2022 fiscal year, annual longevity payments for teachers and instructional support personnel 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 2.(c) For the 2021-2022 fiscal year, longevity pay for principals and assistant principals shall be as provided for State employees under the North Carolina Human Resources Act.

SECTION 2.(d) There is appropriated from the General Fund to the Department of Public Instruction for the 2021-2022 fiscal year the sum of one hundred forty million three hundred thousand dollars (\$140,300,000) in recurring funds to restore longevity for educators pursuant to this act.



1 SECTION 2.(e) This section becomes effective July 1, 2021.

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3 **PART III. RESTORE RETIREE MEDICAL BENEFITS FOR MEMBERS FIRST**
4 **EARNING SERVICE UNDER THE TEACHERS' AND STATE EMPLOYEES'**
5 **RETIREMENT SYSTEM, THE CONSOLIDATED JUDICIAL RETIREMENT**
6 **SYSTEM, THE LEGISLATIVE RETIREMENT SYSTEM, OR OPTIONAL**
7 **RETIREMENT PROGRAMS ON OR AFTER JANUARY 1, 2021**

8 SECTION 3.(a) Subsections (c) and (d) of Section 35.21 of S.L. 2017-57 are
9 repealed.

10 SECTION 3.(b) This section is effective retroactively to December 31, 2020.

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12 **PART IV. EXPAND NC TEACHING FELLOWS PROGRAM**

13 SECTION 4.(a) G.S. 116-209.62 reads as rewritten:

14 "§ 116-209.62. North Carolina Teaching Fellows Program established; administration.

15 ...

16 (f) Program Selection Criteria. – The Authority shall administer the Program in
17 cooperation with up to ~~eight~~nine institutions of higher education with approved educator
18 preparation programs selected by the Commission that represent a diverse selection of both
19 postsecondary constituent institutions of The University of North Carolina and private
20 postsecondary institutions operating in the State. The Commission shall include North Carolina
21 Agricultural and Technical State University, a designated historically black college and
22 university (HBCU), to participate in the Program. The Commission shall adopt stringent
23 standards for selection of the other institutions for the most effective educator preparation
24 programs, including the following:

- 25 (1) Demonstrates high rates of educator effectiveness on value-added models and
26 teacher evaluations, including using performance-based, subject-specific
27 assessment and support systems, such as edTPA or other metrics of evaluating
28 candidate effectiveness that have predictive validity.
- 29 (2) Demonstrates measurable impact of prior graduates on student learning,
30 including impact of graduates teaching in STEM or special education
31 licensure areas.
- 32 (3) Demonstrates high rates of graduates passing exams required for teacher
33 licensure.
- 34 (4) Provides curricular and co-curricular enhancements in leadership, facilitates
35 learning for diverse learners, and promotes community engagement,
36 classroom management, and reflection and assessment.
- 37 (5) Requires at least a minor concentration of study in the subject area that the
38 candidate may teach.
- 39 (6) Provides early and frequent internship or practical experiences, including the
40 opportunity for participants to perform practicums in diverse school
41 environments.
- 42 (7) Is approved by the State Board of Education as an educator preparation
43 program.

44 (g) Awards of Forgivable Loans. – The Program shall provide forgivable loans to selected
45 students to be used at ~~up to eight~~selected ~~the participating institutions for completion of a
46 program leading to initial teacher licensure as follows:~~

- 47 (1) North Carolina high school seniors. – Forgivable loans of up to four thousand
48 one hundred twenty-five dollars (\$4,125) per semester for up to eight
49 semesters.

- 1 (2) Students applying for transfer to a selected educator preparation program at
- 2 an institution of higher education. – Forgivable loans of up to four thousand
- 3 one hundred twenty-five dollars (\$4,125) per semester for up to six semesters.
- 4 (3) Individuals currently holding a bachelor's degree seeking preparation for
- 5 teacher licensure. – Forgivable loans of up to four thousand one hundred
- 6 twenty-five dollars (\$4,125) per semester for up to four semesters.
- 7 (4) Students matriculating at institutions of higher education who are changing to
- 8 an approved program of study at a selected educator preparation program. –
- 9 Forgivable loans of up to four thousand one hundred twenty-five dollars
- 10 (\$4,125) per semester for up to four semesters.

11 Forgivable loans may be used for tuition, fees, the cost of books, and expenses related to

12 obtaining licensure.

13 "

14 **SECTION 4.(b)** This section becomes effective July 1, 2021, and applies beginning

15 with the 2022-2023 academic year.

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17 **PART V. EFFECTIVE DATE**

18 **SECTION 5.** Except as otherwise provided, this act is effective when it becomes

19 law.