

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1989

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SENATE BILL 163*
Corrected Copy 2/16/89
Education Committee Substitute Adopted 6/1/89

Short Title: School Employee Salary Schedule.

(Public)

Sponsors:

Referred to:

February 15, 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
6 following monthly salary schedule shall be phased in for certified personnel of the
7 public schools who are classified as "A" teachers. The schedule contains 30 steps with
8 each step 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	\$1,914	\$1,981	\$2,050
12 1	1,833	1,986	2,021	2,091
13 2	1,833	2,002	2,111	2,133
14 3	1,833	2,020	2,141	2,240
15 4	1,915	2,037	2,172	2,285
16 5	2,030	2,106	2,204	2,330
17 6	2,030	2,196	2,263	2,377
18 7	2,030	2,215	2,332	2,425
19 8	2,100	2,234	2,366	2,473
20 9	2,100	2,297	2,400	2,523
21 10	2,100	2,316	2,458	2,573
22 11	2,196	2,336	2,494	2,625

1	12	2,196	2,417	2,530	2,677
2	13	2,295	2,438	2,598	2,731
3	14	2,295	2,521	2,636	2,785
4	15	2,400	2,543	2,706	2,841
5	16	2,516	2,631	2,746	2,898
6	17	2,516	2,726	2,819	2,956
7	18	2,640	2,749	2,897	3,015
8	19	2,640	2,850	2,939	3,075
9	20	2,765	2,874	3,021	3,137
10	21	2,765	2,976	3,065	3,199
11	22	2,765	3,001	3,149	3,263
12	23	2,765	3,027	3,195	3,329
13	24	2,765	3,053	3,241	3,395
14	25	2,765	3,079	3,288	3,463
15	26	2,765	3,106	3,336	3,532
16	27	2,765	3,134	3,386	3,603
17	28	2,765	3,162	3,436	3,675
18	29+	2,765	3,191	3,487	3,748

19 (b) 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 "G" teachers. The schedule contains 30 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	\$2,003	\$2,059	\$2,105	\$2,153
26	1	2,003	2,134	2,147	2,196
27	2	2,003	2,152	2,241	2,239
28	3	2,003	2,170	2,273	2,352
29	4	2,100	2,188	2,306	2,399
30	5	2,196	2,267	2,339	2,447
31	6	2,196	2,346	2,404	2,496
32	7	2,196	2,366	2,469	2,546
33	8	2,295	2,386	2,505	2,597
34	9	2,295	2,468	2,541	2,649
35	10	2,295	2,489	2,609	2,702
36	11	2,295	2,510	2,647	2,756
37	12	2,400	2,531	2,685	2,811
38	13	2,516	2,619	2,724	2,867
39	14	2,516	2,714	2,798	2,924
40	15	2,640	2,736	2,875	2,983
41	16	2,640	2,837	2,916	3,043
42	17	2,765	2,861	2,998	3,103
43	18	2,765	2,963	3,042	3,165
44	19	2,902	2,988	3,125	3,229

1	20	2,902	3,099	3,170	3,293
2	21	3,043	3,124	3,259	3,359
3	22	3,043	3,239	3,306	3,426
4	23	3,043	3,265	3,399	3,495
5	24	3,043	3,293	3,447	3,565
6	25	3,043	3,321	3,497	3,636
7	26	3,043	3,349	3,548	3,709
8	27	3,043	3,378	3,600	3,783
9	28	3,043	3,408	3,652	3,859
10	29+	3,043	3,438	3,706	3,936

11 (c) At the end of the phase-in period, June 30, 1992, the "A" and
 12 "G" schedules provide for a two percent (2%) cumulative increase after each step, except
 13 between the third and fourth years of experience. Teachers who complete the three-year
 14 probationary period shall receive a five percent (5%) increase between the third and
 15 fourth years.

16 (d) Teachers shall be placed on the applicable salary schedule based on years of
 17 experience and shall receive the salary increases necessary to bring them to the
 18 appropriate level on the schedule.

19 Sec. 2. (a) Effective July 1, 1991, the following monthly salary schedule shall
 20 be applicable to certified personnel of the public schools who are classified as
 21 "administrators." The schedule contains 14 salary grades and 25 steps with each step
 22 corresponding to one year's experience.

		<u>Salary Grade</u>						
Yrs.								
<u>Exp.</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	
26	1	\$2,702	\$2,810	\$2,922	\$3,039	\$3,161	\$3,287	\$3,418
27	2	2,756	2,866	2,981	3,100	3,224	3,353	3,487
28	3	2,811	2,923	3,040	3,162	3,288	3,420	3,557
29	4	2,952	3,070	3,193	3,321	3,454	3,592	3,736
30	5	3,011	3,131	3,256	3,386	3,521	3,662	3,808
31	6	3,071	3,194	3,322	3,455	3,593	3,737	3,886
32	7	3,132	3,257	3,387	3,522	3,663	3,810	3,962
33	8	3,195	3,323	3,456	3,594	3,738	3,888	4,044
34	9	3,259	3,389	3,525	3,666	3,813	3,966	4,125
35	10	3,324	3,457	3,595	3,739	3,889	4,045	4,207
36	11	3,390	3,526	3,667	3,814	3,967	4,126	4,291
37	12	3,458	3,596	3,740	3,890	4,046	4,208	4,376
38	13	3,527	3,668	3,815	3,968	4,127	4,292	4,464
39	14	3,598	3,742	3,892	4,048	4,210	4,378	4,553
40	15	3,670	3,817	3,970	4,129	4,294	4,466	4,645
41	16	3,743	3,893	4,049	4,211	4,379	4,554	4,736
42	17	3,818	3,971	4,130	4,295	4,467	4,646	4,832
43	18	3,894	4,050	4,212	4,380	4,555	4,737	4,926
44	19	3,972	4,131	4,296	4,468	4,647	4,833	5,026

1	20	4,051	4,213	4,382	4,557	4,739	4,929	5,126
2	21	4,132	4,297	4,469	4,648	4,834	5,027	5,228
3	22	4,215	4,384	4,559	4,741	4,931	5,128	5,333
4	23	4,299	4,471	4,650	4,836	5,029	5,230	5,439
5	24	4,385	4,560	4,742	4,932	5,129	5,334	5,547
6	25	4,473	4,652	4,838	5,032	5,233	5,442	5,660
7		<u>Salary Grade</u>						
8	Yrs.							
9	<u>Exp.</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
10	1	\$3,555	\$3,697	\$3,845	\$3,999	\$4,159	\$4,325	\$4,498
11	2	3,626	3,771	3,922	4,079	4,242	4,412	4,588
12	3	3,699	3,847	4,001	4,161	4,327	4,500	4,680
13	4	3,885	4,040	4,202	4,370	4,545	4,727	4,916
14	5	3,960	4,118	4,283	4,454	4,632	4,817	5,010
15	6	4,041	4,203	4,371	4,546	4,728	4,917	5,114
16	7	4,120	4,285	4,456	4,634	4,819	5,012	5,212
17	8	4,206	4,374	4,549	4,731	4,920	5,117	5,322
18	9	4,290	4,462	4,640	4,826	5,019	5,220	5,429
19	10	4,375	4,550	4,732	4,921	5,118	5,323	5,536
20	11	4,463	4,642	4,828	5,021	5,222	5,431	5,648
21	12	4,551	4,733	4,922	5,119	5,324	5,537	5,758
22	13	4,643	4,829	5,022	5,223	5,432	5,649	5,875
23	14	4,735	4,924	5,121	5,326	5,539	5,761	5,991
24	15	4,831	5,024	5,225	5,434	5,651	5,877	6,112
25	16	4,925	5,122	5,327	5,540	5,762	5,992	6,232
26	17	5,025	5,226	5,435	5,652	5,878	6,113	6,358
27	18	5,123	5,328	5,541	5,763	5,994	6,234	6,483
28	19	5,227	5,436	5,653	5,879	6,114	6,359	6,613
29	20	5,331	5,544	5,766	5,997	6,237	6,486	6,745
30	21	5,437	5,654	5,880	6,115	6,360	6,614	6,879
31	22	5,546	5,768	5,999	6,239	6,489	6,749	7,019
32	23	5,657	5,883	6,118	6,363	6,618	6,883	7,158
33	24	5,769	6,000	6,240	6,490	6,750	7,020	7,301
34	25	5,886	6,121	6,366	6,621	6,886	7,161	7,447

(b) Effective July 1, 1991, the following monthly salary schedule shall be applicable to administrators holding a degree above that required for the position. The schedule contains 14 salary grades and 25 steps with each step corresponding to one year's experience.

39		<u>Salary Grade</u>						
40	Yrs.							
41	<u>Exp.</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
42	0							
43	1	\$2,837	\$2,951	\$3,068	\$3,191	\$3,319	\$3,451	\$3,589
44	2	2,894	3,009	3,130	3,255	3,385	3,521	3,661

1	3	2,952	3,069	3,192	3,320	3,452	3,591	3,735
2	4	3,100	3,224	3,353	3,487	3,627	3,772	3,923
3	5	3,162	3,288	3,419	3,555	3,697	3,845	3,998
4	6	3,225	3,354	3,488	3,628	3,773	3,924	4,080
5	7	3,289	3,420	3,556	3,698	3,846	4,001	4,160
6	8	3,355	3,489	3,629	3,774	3,925	4,082	4,246
7	9	3,422	3,558	3,701	3,849	4,004	4,164	4,331
8	10	3,490	3,630	3,775	3,926	4,083	4,247	4,417
9	11	3,560	3,702	3,850	4,005	4,165	4,332	4,506
10	12	3,631	3,776	3,927	4,085	4,248	4,418	4,595
11	13	3,703	3,851	4,006	4,166	4,333	4,507	4,687
12	14	3,778	3,929	4,087	4,250	4,421	4,597	4,781
13	15	3,854	4,008	4,169	4,335	4,509	4,689	4,877
14	16	3,930	4,088	4,251	4,422	4,598	4,782	4,973
15	17	4,009	4,170	4,337	4,510	4,690	4,878	5,074
16	18	4,089	4,253	4,423	4,599	4,783	4,974	5,172
17	19	4,171	4,338	4,511	4,691	4,879	5,075	5,277
18	20	4,254	4,424	4,601	4,785	4,976	5,175	5,382
19	21	4,339	4,512	4,692	4,880	5,076	5,278	5,489
20	22	4,426	4,603	4,787	4,978	5,178	5,384	5,600
21	23	4,514	4,695	4,883	5,078	5,280	5,492	5,711
22	24	4,604	4,788	4,979	5,179	5,385	5,601	5,824
23	25	4,697	4,885	5,080	5,284	5,495	5,714	5,943
24		<u>Salary Grade</u>						
25	Yrs.							
26	<u>Exp.</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>
27	0							
28	1	\$3,733	\$3,882	\$4,037	\$4,199	\$4,367	\$4,541	\$4,723
29	2	3,807	3,960	4,118	4,283	4,454	4,633	4,817
30	3	3,884	4,039	4,201	4,369	4,543	4,725	4,914
31	4	4,079	4,242	4,412	4,589	4,772	4,963	4,162
32	5	4,158	4,324	4,497	4,677	4,864	5,058	5,261
33	6	4,243	4,413	4,590	4,773	4,964	5,163	5,370
34	7	4,326	4,499	4,679	4,866	5,060	5,263	5,473
35	8	4,416	4,593	4,776	4,968	5,166	5,373	5,588
36	9	4,505	4,685	4,872	5,067	5,270	5,481	5,700
37	10	4,594	4,778	4,969	5,167	5,374	5,589	5,813
38	11	4,686	4,874	5,069	5,272	5,483	5,703	5,930
39	12	4,779	4,970	5,168	5,375	5,590	5,814	6,046
40	13	4,875	5,070	5,273	5,484	5,704	5,931	6,169
41	14	4,972	5,170	5,377	5,592	5,816	6,049	6,293
42	15	5,073	5,275	5,486	5,706	5,934	6,171	6,418
43	16	5,171	5,378	5,593	5,817	6,050	6,292	6,544
44	17	5,276	5,487	5,707	5,935	6,172	6,419	6,676

1	18	5,379	5,594	5,818	6,051	6,294	6,546	6,807
2	19	5,488	5,708	5,936	6,173	6,420	6,677	6,944
3	20	5,598	5,821	6,054	6,297	6,549	6,810	7,082
4	21	5,709	5,937	5,174	6,124	6,421	6,678	7,223
5	22	5,823	6,056	6,299	6,551	6,813	7,086	7,370
6	23	5,940	6,177	6,424	6,681	6,949	7,227	7,516
7	24	6,057	6,300	6,552	6,815	7,088	7,371	7,666
8	25	6,180	6,427	6,684	6,952	7,230	7,519	7,819

Salary Grades

- 10 Grade 1 Psychologist; Observer/Evaluator
- 11 Grade 2 Assistant Principal; Program Consultant
- 12 Grade 3 Program Coordinator
- 13 Grade 4 Principal (Up to 300 ADM)
- 14 Grade 5 Principal (301 to 600 ADM), Program Director
- 15 Grade 6 Principal (601 to 900 ADM)
- 16 Grade 7 Principal (901 to 1200 ADM); Assistant Superintendent
- 17 Grade 8 Principal (1201 to 1500 ADM); Associate Superintendent (Up to
- 18 20,000 ADM); Superintendent (Up to 1500 ADM)
- 19 Grade 9 Principal (1500+ ADM); Associate Superintendent (20,000+
- 20 ADM); Superintendent (1501 to 5000 ADM)
- 21 Grade 10 Superintendent (5001 to 10,000 ADM)
- 22 Grade 11 Superintendent (10,001 to 20,000 ADM)
- 23 Grade 12 Superintendent (20,001 to 30,000 ADM)
- 24 Grade 13 Superintendent (30,001 to 50,000 ADM)
- 25 Grade 14 Superintendent (50,000+ ADM)

26 (c) The salary schedules for administrators provide for a two percent (2%)
 27 cumulative increase after each step, except between the third and fourth years of
 28 experience. Administrators who complete the three-year probationary period shall
 29 receive a 5% increase between years three and four.

30 (d) In fiscal years 1989-90, 1990-91, and 1991-92, administrators shall receive a
 31 percentage increase equal to the weighted average increase given to teachers under the
 32 provisions of this act. The dollar amount of the increase in each year shall be figured on
 33 the individual administrator's base salary, plus longevity if applicable. At the end of the
 34 phase-in, 1991-92, administrators shall be placed on the appropriate salary schedule by
 35 grade and step. Salary grade shall be determined according to the position held. Within
 36 grade, administrators shall be placed in the step equal to or next higher than their 1991-
 37 92 salaries.

38 Sec. 3. The new salary schedules for teachers and administrators include
 39 compensation for longevity service as follows: one and one-half percent (1.50%) of
 40 gross annual salary for the 10-14 year service interval, two and one-fourth percent
 41 (2.25%) of gross annual salary for the 15-19 year service interval, three and one-fourth
 42 percent (3.25%) of gross annual salary for the 20-24 year service interval, and four and
 43 one-half percent (4.50%) of gross annual salary for the 25-30 year service interval.

1 Effective July 1, 1989, payments for longevity service shall no longer be made as
2 additions to annual salary.

3 Sec. 4. Effective July 1, 1989, all noncertified public school employees shall
4 receive a 5% across-the-board increase. There is further established a one percent (1%)
5 salary reserve to be administered by the State Superintendent of Public Instruction to
6 reclassify noncertified employees, to the extent possible, commensurate with the level
7 of the State Employees' Salary Plan for comparable positions.

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

10 Sec. 6. There is appropriated from the General Fund to the Department of
11 Public Education the sum of one hundred forty-eight million five hundred twenty-nine
12 thousand nine hundred fifty-nine dollars (\$148,529,959) for the 1989-90 fiscal year and
13 the sum of three hundred four million five hundred forty-six thousand seven hundred
14 ninety-five dollars (\$304,546,795) for the 1990-91 fiscal year to be used for the
15 implementation of this act.

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