

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2001**

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**HOUSE BILL 619**

Short Title: Teacher Assistant Salary Schedule. (Public)

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Sponsors: Representatives Warner, Buchanan, Bonner (Primary Sponsors); Allen, Allred, Barefoot, Bell, Capps, Cole, Cunningham, Davis, Dedmon, Fox, Gibson, Hurley, Insko, Jeffus, Lucas, McAllister, Morris, Sexton, Sherrill, Smith, Sutton, Wainwright, and Womble.

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Referred to: Appropriations.

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March 15, 2001

A BILL TO BE ENTITLED

AN ACT TO ESTABLISH A SALARY SCHEDULE FOR TEACHER ASSISTANTS.

The General Assembly of North Carolina enacts:

**SECTION 1.** G.S. 115C-12(16) reads as rewritten:

**"§ 115C-12. Powers and duties of the Board generally.**

The general supervision and administration of the free public school system shall be vested in the State Board of Education. The State Board of Education shall establish policy for the system of free public schools, subject to laws enacted by the General Assembly. The powers and duties of the State Board of Education are defined as follows:

...

(16) Power with Regard to Salary Schedules. – The Board shall provide for sick leave with pay for all public school employees in accordance with the provisions of this Chapter and shall promulgate rules and regulations providing for necessary substitutes on account of sick leave and other teacher absences.

a. Support personnel refers to all public school employees who are not required by statute or regulation to be certified in order to be employed. The State Board of Education is authorized and empowered to adopt all necessary rules for full implementation of all schedules to the extent that State funds are made available for support personnel.

b. Salary schedules for the following public school support personnel shall be adopted by the State Board of Education: school finance officer, office support personnel, teacher

1 assistants, maintenance supervisors, custodial personnel, and  
2 transportation personnel. The Board shall classify these support  
3 positions in terms of uniform pay grades included in the salary  
4 schedule of the State Personnel Commission.

5 ~~By the end of the third payroll period of the 1995-96 fiscal~~  
6 ~~year, local~~ Local boards of education shall place State-allotted  
7 office support personnel, ~~teacher assistants,~~ and custodial  
8 personnel on the salary schedule adopted by the State Board of  
9 Education so that the average salary paid is the State-allotted  
10 amount for the category. In placing employees on the salary  
11 schedule, the local board shall consider the education, training,  
12 and experience of each employee, including experience in other  
13 local school administrative units. It is the intent of the General  
14 Assembly that a local school administrative unit not fail to  
15 employ an employee who was employed for the prior school  
16 year in order to implement the provisions of this  
17 sub-subdivision. A local board of education is in compliance  
18 with this sub-subdivision if the average salary paid is ~~at least~~  
19 ~~ninety five percent (95%) of the State allotted amount for the~~  
20 ~~category at the end of the third payroll period of the 1995-96~~  
21 ~~fiscal year, and~~ at least ninety-eight percent (98%) of the  
22 State-allotted amount for the category at the end of the third  
23 payroll period of each subsequent fiscal year. The Department  
24 of Public Instruction shall provide technical assistance to local  
25 school administrative units regarding the implementation of this  
26 sub-subdivision.

27 c. Salary schedules for other support personnel, excluding teacher  
28 assistants and including but not limited to maintenance and  
29 school food service personnel, shall be adopted by the State  
30 Board of Education. The Board shall classify these support  
31 positions in terms of uniform pay grades included in the salary  
32 schedule of the State Personnel Commission. These schedules  
33 shall apply if the local board of education does not adopt a  
34 salary schedule of its own for personnel paid from other than  
35 State appropriations.

36 d. The State Board of Education shall adopt guidelines for the  
37 implementation of the teacher assistant salary schedule enacted  
38 by the General Assembly.

39 ...."

40 **SECTION 2.(a)** The following teacher assistant salary schedule shall be  
41 fully implemented by June 30, 2004:

	<u>Experience</u>	<u>0 Credit</u>	<u>18 Credits Certificate</u>	<u>48 Credits Diploma</u>	<u>AA Degree</u>	<u>BA Degree</u>
1						
2						
3						
4	0	\$14,000	\$14,210	\$14,423	\$14,639	\$14,859
5	1	\$14,210	\$14,423	\$14,639	\$14,859	\$15,082
6	2	\$14,423	\$14,639	\$14,859	\$15,082	\$15,308
7	3	\$14,639	\$14,859	\$15,082	\$15,308	\$15,538
8	4	\$14,859	\$15,082	\$15,308	\$15,538	\$15,771
9	5	\$15,082	\$15,308	\$15,538	\$15,771	\$16,007
10	6	\$15,308	\$15,538	\$15,771	\$16,007	\$16,248
11	7	\$15,538	\$15,771	\$16,007	\$16,248	\$16,491
12	8	\$15,771	\$16,007	\$16,248	\$16,491	\$16,739
13	9	\$16,007	\$16,248	\$16,491	\$16,739	\$16,990
14	10	\$16,248	\$16,491	\$16,739	\$16,990	\$17,245
15	11	\$16,491	\$16,739	\$16,990	\$17,245	\$17,503
16	12	\$16,739	\$16,990	\$17,245	\$17,503	\$17,766
17	13	\$16,990	\$17,245	\$17,503	\$17,766	\$18,032
18	14	\$17,245	\$17,503	\$17,766	\$18,032	\$18,303
19	15	\$17,503	\$17,766	\$18,032	\$18,303	\$18,577
20	16	\$17,766	\$18,032	\$18,303	\$18,577	\$18,856
21	17	\$18,032	\$18,303	\$18,577	\$18,856	\$19,139
22	18	\$18,303	\$18,577	\$18,856	\$19,139	\$19,426
23	19	\$18,577	\$18,856	\$19,139	\$19,426	\$19,717
24	20	\$18,856	\$19,139	\$19,426	\$19,717	\$20,013
25	21	\$19,139	\$19,426	\$19,717	\$20,013	\$20,313
26	22	\$19,426	\$19,717	\$20,013	\$20,313	\$20,618
27	23	\$19,717	\$20,013	\$20,313	\$20,618	\$20,927
28	24	\$20,013	\$20,313	\$20,618	\$20,927	\$21,241
29	25	\$20,313	\$20,618	\$20,927	\$21,241	\$21,560

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31 **SECTION 2.(b)** Placement on the Salary Schedule. -- A teacher assistant  
 32 shall be placed on the salary schedule in accordance with the teacher assistant's  
 33 education level and years of experience as of July 1 prior to the beginning of the school  
 34 year.

35 The North Carolina Community Colleges System shall evaluate the  
 36 coursework of a teacher assistant and issue a certificate, diploma, or associate degree if  
 37 the teacher assistant has met the course requirements for a teacher assistant program  
 38 developed by the Community Colleges System. Local boards of education shall provide  
 39 all teacher assistants with verification of years of experience as a teacher assistant.

40 The State Board of Education shall adopt policies defining years of  
 41 experience for teacher assistants and shall also adopt forms for documentation of  
 42 education levels and years of experience. It is the responsibility of each teacher  
 43 assistant to provide the documentation to the Department of Public Instruction on forms  
 44 adopted by the State Board and in accordance with Department policies.

1           **SECTION 2.(c)** Notwithstanding the provisions of this section, no teacher  
2 assistant shall be paid less under this section than that teacher assistant was paid during  
3 the prior school year.

4           **SECTION 2.(d)** Teacher assistants who drive school buses or are assigned  
5 to tasks that require fewer skills than their professional level shall be paid on the teacher  
6 assistant salary schedule; however, if a teacher assistant who drives a school bus is  
7 employed for more than 40 hours a week, that teacher assistant shall receive time and  
8 one-half for the additional hours of employment based on the salary of a school bus  
9 driver.

10           **SECTION 2.(e)** The teacher assistant salary schedule shall be phased in over  
11 three fiscal years. Funds appropriated for the 2001-2002 fiscal year to provide a salary  
12 increase for teacher assistants shall be used to begin implementation of the salary  
13 schedule. By January 31, 2002:

- 14           (1) Teacher assistants with at least five but less than 10 years of  
15 experience shall be paid, at a minimum, the amount on the salary  
16 schedule for a teacher assistant with five years of experience.
- 17           (2) Teacher assistants with at least 10 but less than 15 years of experience  
18 shall be paid, at a minimum, the amount on the salary schedule for a  
19 teacher assistant with 10 years of experience.
- 20           (3) Teacher assistants with at least 15 but less than 20 years of experience  
21 shall be paid, at a minimum, the amount on the salary schedule for a  
22 teacher assistant with 15 years of experience.
- 23           (4) Teacher assistants with at least 20 years of experience shall be paid, at  
24 a minimum, the amount on the salary schedule for a teacher assistant  
25 with 20 years of experience.

26           **SECTION 2.(f)** Funds appropriated for the 2002-2003 fiscal year to provide  
27 a salary increase for teacher assistants shall be used to place all teacher assistants on the  
28 salary schedule in accordance with their years of experience.

29           Funds appropriated for the 2003-2004 fiscal year to provide a salary increase  
30 for teacher assistants shall be used to place all teacher assistants on the salary schedule  
31 in accordance with their years of experience and their education level.

32           **SECTION 2.(g)** Nothing in this act shall be construed to modify the  
33 provisions of G.S. 115C-105.25(b)(1). If a school transfers funds allocated for a teacher  
34 assistant position pursuant to G.S. 115C-105.25(b)(1) or any other law in order to  
35 reduce class size, the amount transferred shall equal the average teacher assistant salary.

36           **SECTION 2.(h)** Effective July 1, 2002, State funds for teacher assistants  
37 shall be allocated as a position allotment.

38           Effective July 1, 2003, State funds for teacher assistants shall be allocated as  
39 a position allotment based on years of experience and education.

40           **SECTION 3.** This act becomes effective July 1, 2001.