

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2003

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HOUSE DRH50167-LE-80A (2/25)

Short Title: Teacher Assistant Salary Schedule. (Public)

Sponsors: Representatives Warner and Pate (Primary Sponsors).

Referred to:

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 assistants~~, maintenance supervisors, custodial personnel, and transportation personnel. The Board shall classify these support

1 positions in terms of uniform pay grades included in the salary
2 schedule of the State Personnel Commission.

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

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

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

37"

38 **SECTION 2.(a)** Placement of the Teacher Assistants Salary Schedule. – A
39 teacher assistant shall be placed on the salary schedule set out in subsection (b) of this
40 section in accordance with the teacher assistant's years of experience and qualification
41 level as of July 1 prior to the beginning of the school year. The professional
42 qualification levels used in the salary schedule are as follows:

- 1 (1) "NCLB Criteria Not Met" is the qualification level of a teacher
2 assistant who has not met the employment criteria set out in the No
3 Child Left Behind Law of 2001.
- 4 (2) "Work Keys Occ. Profile" is the qualification level of a teacher
5 assistant who has successfully completed the Work Keys Occupational
6 Profile for Teacher Assistants, Level I assessment.
- 7 (3) "Dept. of Labor Prog./Prof. Development Plan" is the qualification
8 level of a teacher assistant who has successfully completed the North
9 Carolina Department of Labor Teacher Assistant Apprentice Program;
10 or the North Carolina Teacher Assistant's Professional Development
11 Plan.
- 12 (4) "AA Degree" is the qualification level of a teacher assistant who (i)
13 has an associate's degree from a community college or (ii) has
14 completed at least two years of study at a college or community
15 college with at least 48 semester hours of credit.

16 The State Board of Education shall adopt policies defining years of
17 experience and professional qualifications for teacher assistants. The State Board shall
18 also adopt forms for documentation of education levels and years of experience. It is
19 the responsibility of each teacher assistant to provide the documentation to the
20 Department of Public Instruction on forms adopted by the State Board and in
21 accordance with Department policies.

22 **SECTION 2.(b)** Teacher Assistants Salary Schedule. –

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24	<u>Years of</u>	<u>NCLB Criteria</u>	<u>Work Keys</u>	<u>Dept. of Labor Prog./</u>	
25	<u>Experience</u>	<u>Not Met</u>	<u>Occ. Profile</u>	<u>Prof. Development Plan</u>	<u>AA Degree</u>
26	0	\$15,050	\$15,300	\$16,050	\$17,050
27	1	\$15,231	\$15,484	\$16,243	\$17,255
28	2	\$15,413	\$15,669	\$16,438	\$17,462
29	3	\$15,598	\$15,857	\$16,635	\$17,671
30	4	\$15,786	\$16,048	\$16,834	\$17,883
31	5	\$15,975	\$16,240	\$17,036	\$18,098
32	6	\$16,167	\$16,435	\$17,241	\$18,315
33	7	\$16,361	\$16,632	\$17,448	\$18,535
34	8	\$16,557	\$16,832	\$17,657	\$18,757
35	9	\$16,756	\$17,034	\$17,869	\$18,982
36	10	\$16,957	\$17,238	\$18,083	\$19,210
37	11	\$17,160	\$17,445	\$18,300	\$19,441
38	12	\$17,366	\$17,655	\$18,520	\$19,674
39	13	\$17,575	\$17,866	\$18,742	\$19,910
40	14	\$17,785	\$18,081	\$18,967	\$20,149
41	15	\$17,999	\$18,298	\$19,195	\$20,391
42	16	\$18,215	\$18,517	\$19,425	\$20,635
43	17	\$18,433	\$18,740	\$19,658	\$20,883
44	18	\$18,655	\$18,964	\$19,894	\$21,134

1	19	\$18,878	\$19,192	\$20,133	\$21,387
2	20	\$19,105	\$19,422	\$20,374	\$21,644
3	21	\$19,334	\$19,655	\$20,619	\$21,904
4	22	\$19,566	\$19,891	\$20,866	\$22,166
5	23	\$19,801	\$20,130	\$21,117	\$22,432
6	24	\$20,039	\$20,372	\$21,370	\$22,702
7	25	\$20,279	\$20,616	\$21,627	\$22,974
8	26	\$20,522	\$20,863	\$21,886	\$23,250
9	27	\$20,769	\$21,114	\$22,149	\$23,529
10	28	\$21,018	\$21,367	\$22,415	\$23,811
11	29	\$21,270	\$21,624	\$22,683	\$24,097
12	30	\$21,525	\$21,883	\$22,956	\$24,386

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

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

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

27 **SECTION 2.(f)** Effective July 1, 2003, State funds for teacher assistants
28 shall be allocated as a position allotment based on years of experience and education.

29 **SECTION 3.** There is appropriated from the General Fund to State Aid to
30 Local School Administrative Units the sum of forty million dollars (\$40,000,000) for
31 the 2003-2004 fiscal year and the sum of forty million dollars (\$40,000,000) for the
32 2004-2005 fiscal year to implement Section 2 of this act.

33 **SECTION 4.** This act becomes effective July 1, 2003.