

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2017

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HOUSE BILL DRH30223-LRa-92C (03/21)

Short Title: Teachers & State Employees Pay Raise. (Public)

Sponsors: Representatives Malone, Jordan, J. Bell, and Hardister (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT AWARDING A TWO-THOUSAND-FOUR-HUNDRED-DOLLAR PAY
3 INCREASE TO TEACHERS AND TO STATE EMPLOYEES EARNING LESS THAN
4 ONE HUNDRED THOUSAND DOLLARS AND APPROPRIATING FUNDS FOR
5 THOSE PURPOSES.

6 The General Assembly of North Carolina enacts:

7
8 **GENERAL PROVISIONS**

9 **SECTION 1.(a)** Effective July 1, 2017, the annual salaries of all State employees
10 subject to or exempt from the North Carolina Human Resources Act who earn less than one
11 hundred thousand dollars (\$100,000) shall be increased by the sum of two thousand four
12 hundred dollars (\$2,400) in the 2017-2018 fiscal year. Those eligible employees include:

- 13 (1) Permanent full-time State officials and persons whose salaries are set in
14 accordance with the State Human Resources Act.
15 (2) Permanent full-time State officials and persons in positions exempt from the
16 State Human Resources Act.
17 (3) Permanent part-time State employees, on a pro rata basis.
18 (4) Temporary and permanent hourly State employees.

19 **SECTION 1.(b)** Except as otherwise provided, the annual salary increases
20 provided in this act do not apply to persons separated from State service due to resignation,
21 dismissal, reduction in force, death, or retirement or whose last workday is prior to July 1,
22 2017.

23 **SECTION 1.(c)** Employees eligible for statutory increases under G.S. 20-187.3,
24 7A-102, and 7A-171.1 who earn less than one hundred thousand dollars (\$100,000) annually
25 may receive the increases authorized by this section.

26 **SECTION 1.(d)** Payroll checks issued to employees after July 1, 2017, that
27 represent payment of services provided prior to July 1, 2017, shall not be eligible for salary
28 increases provided for in this act. This subsection applies to all employees paid from State
29 funds, whether or not subject to or exempt from the North Carolina Human Resources Act,
30 including employees of public schools, community colleges, and The University of North
31 Carolina.

32 **SECTION 1.(e)** Salaries and Related Benefits for Positions That Are Funded:

- 33 (1) Partially from the General Fund or Highway Fund and partially from sources
34 other than the General Fund or Highway Fund shall be increased from the
35 General Fund or Highway Fund appropriation only to the extent of the



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1 proportionate part of the salaries paid from the General Fund or Highway
2 Fund.

- 3 (2) Fully from sources other than the General Fund or Highway Fund shall be
4 increased as provided by this act. The Director of the Budget may increase
5 expenditures of receipts from these sources by the amount necessary to
6 provide the legislative increase to receipt-supported personnel in the
7 certified budget.

8 The Director of the Budget may increase expenditures of receipts from these sources
9 in the certified budget by the amount necessary to provide the increases authorized by this Part
10 to receipt-supported personnel.

11 **SECTION 1.(f)** Nothing in this act authorizes the transfer of funds between the
12 General Fund and the Highway Fund for salary increases.

13 14 **JUDICIAL BRANCH SALARIES**

15 **SECTION 2.** Effective July 1, 2017:

- 16 (1) The annual salaries of employees of the Judicial Department earning less
17 than one hundred thousand dollars (\$100,000) and whose salaries are not
18 itemized in this Current Operations Appropriations Act shall be increased by
19 the sum of two thousand four hundred dollars (\$2,400) in the 2017-2018
20 fiscal year.
- 21 (2) The district attorney or public defender of a judicial district, with the
22 approval of the Administrative Officer of the Courts or the Commission on
23 Indigent Defense Services, respectively, shall set the annual salaries of
24 assistant district attorneys or assistant public defenders, respectively, in that
25 district such that the average salaries of assistant district attorneys or
26 assistant public defenders in that district who earn less than one hundred
27 thousand dollars (\$100,000) shall be increased by the sum of two thousand
28 four hundred dollars (\$2,400) in the 2017-2018 fiscal year, in accordance
29 with the provisions of this section.
- 30 (3) The annual salaries of elected clerks of court earning less than one hundred
31 thousand dollars (\$100,000) shall be increased by the sum of two thousand
32 four hundred dollars (\$2,400) in the 2017-2018 fiscal year.
- 33 (4) The annual salaries of full-time clerks of court set under G.S. 7A-102(c1)
34 shall be increased by the sum of two thousand four hundred dollars (\$2,400)
35 in the 2017-2018 fiscal year.
- 36 (5) The annual salaries of magistrates under G.S. 7A-171.1 shall be increased by
37 the sum of two thousand four hundred dollars (\$2,400) in the 2017-2018
38 fiscal year.

39 40 **LEGISLATIVE BRANCH SALARIES**

41 **SECTION 3.** Effective July 1, 2017:

- 42 (1) The annual salaries, in effect on June 30, 2017, of the nonelected employees
43 of the General Assembly who earn less than one hundred thousand dollars
44 (\$100,000) shall be increased by the sum of two thousand four hundred
45 dollars (\$2,400) in the 2017-2018 fiscal year in accordance with the
46 provisions of this act.
- 47 (2) The salaries of sergeants-at-arms and reading clerks set under G.S. 120-37
48 are increased, pro rata, to the sum of four hundred thirty-nine dollars
49 (\$439.00) for the 2017-2018 fiscal year and four hundred sixty-eight dollars
50 (\$468.00) for the 2018-2019 fiscal year.

COMMUNITY COLLEGES PERSONNEL

SECTION 4. Effective July 1, 2017, the minimum annual salaries for nine-month, full-time curriculum community college faculty earning less than one hundred thousand dollars (\$100,000) shall be increased by the sum of two thousand four hundred dollars (\$2,400) in the 2017-2018 fiscal year.

UNIVERSITY OF NORTH CAROLINA SYSTEM

SECTION 5. Effective July 1, 2017, the annual salaries of all full-time University of North Carolina SHRA and EHRA employees earning less than one hundred thousand dollars (\$100,000) shall be increased by the sum of two thousand four hundred dollars (\$2,400) in the 2017-2018 fiscal year.

STATE AGENCY TEACHERS

SECTION 6. Employees of schools operated by the Department of Health and Human Services, the Department of Public Safety, the State Board of Education, and employees of the School of Science and Mathematics of The University of North Carolina who are paid on the Teacher Salary Schedule shall be paid as authorized by this act.

PUBLIC SCHOOLS/SALARIES/SCHEDULES

SECTION 7.(a) Sections 9.1 and 9.2 of S.L. 2016-94 are repealed.

SECTION 7.(b) Effective July 1, 2017, the following teacher salary schedule shall apply to licensed personnel of the public schools who are classified as teachers. The salary schedule is based on years of teaching experience.

Years of Experience	Teacher Salary Schedule
0	\$3,524
1	3,599
2	3,624
3	3,649
4	3,699
5	3,749
6	3,824
7	3,874
8	3,924
9	3,974
10	4,049
11	4,124
12	4,199
13	4,274
14	4,349
15	4,549
16	4,549
17	4,549
18	4,549
19	4,549
20	4,824
21	4,824
22	4,824
23	4,824
24	4,824
25	5,124
26	5,124

1	27	5,124
2	28	5,124
3	29	5,124
4	30	5,124
5	31	5,124
6	32	5,124
7	33	5,124
8	34	5,124
9	35	5,124
10	36	5,124
11	37	5,124

SECTION 7.(c) Effective July 1, 2017, the following base salary schedule for school-based administrators shall apply only to principals and assistant principals:

**Principal and Assistant Principal Salary Schedules
Classifications**

Years of Experience	Assistant Principal	Prin I (0-10)	Prin II (11-21)	Prin III (22-32)	Prin IV (33-43)
0-9	\$4,208				
10	4,277				
11	4,425				
12	4,544				
13	4,628				
14	4,683	4,643	-	-	-
15	4,741	4,701	4,756	-	-
16	4,796	4,756	4,815	-	-
17	4,855	4,815	4,875	4,935	-
18	4,915	4,875	4,935	4,997	5,060
19	4,975	4,935	4,997	5,060	5,124
20	5,037	4,997	5,060	5,124	5,192
21	5,100	5,060	5,124	5,192	5,258
22	5,164	5,124	5,192	5,258	5,326
23	5,232	5,192	5,258	5,326	5,396
24	5,298	5,258	5,326	5,396	5,466
25	5,366	5,326	5,396	5,466	5,542
26	5,436	5,396	5,466	5,542	5,615
27	5,506	5,466	5,542	5,615	5,690
28	5,582	5,542	5,615	5,690	5,765
29	5,655	5,615	5,690	5,765	5,844
30	5,730	5,690	5,765	5,844	5,926
31	5,805	5,765	5,844	5,926	6,008
32	5,884	5,844	5,926	6,008	6,081
33	5,966	5,926	6,008	6,081	6,198
34	6,048	6,008	6,081	6,198	6,317
35	6,121	6,081	6,198	6,317	6,440
36	6,238	6,198	6,317	6,440	6,565

37	-	6,317	6,440	6,565	6,692
38	-	-	6,565	6,692	6,822
39	-	-	-	6,822	6,954
40	-	-	-	6,954	7,089
41	-	-	-	7,089	7,227
42	-	-	-	-	7,367

SECTION 7.(d) Effective July 1, 2017, the monthly salary ranges that follow apply to assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers:

School Administrator I	\$3,642	\$6,618
School Administrator II	\$3,846	\$7,005
School Administrator III	\$4,068	\$7,417
School Administrator IV	\$4,221	\$7,702
School Administrator V	\$4,382	\$8,004
School Administrator VI	\$4,634	\$8,473
School Administrator VII	\$4,810	\$8,605

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

SECTION 7.(e) Effective July 1, 2017, the monthly salary ranges apply to public school superintendents.

Superintendent I	\$5,091	\$9,126
Superintendent II	\$5,390	\$9,675
Superintendent III	\$5,703	\$10,261
Superintendent IV	\$6,038	\$10,882
Superintendent V	\$6,394	\$11,543

APPROPRIATIONS

SECTION 8.(a) State Employees/General Fund. – There is appropriated from the General Fund to the Reserve for Compensation Increases the sum of seven hundred one million two hundred ninety thousand one hundred seventy-seven dollars (\$701,290,177) for the 2017-2018 fiscal year.

SECTION 8.(b) State Employees/Highway Fund. – There is appropriated from the Highway Fund to the Reserve for Compensation Increases the sum of thirteen million seven hundred ninety-two thousand five hundred sixty dollars (\$13,792,560) for the 2017-2018 fiscal year.

EFFECTIVE DATE

SECTION 9. This act becomes effective July 1, 2017.