

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2019**

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**SENATE BILL 354  
Education/Higher Education Committee Substitute Adopted 5/6/19  
House Committee Substitute Favorable 6/25/19  
House Committee Substitute #2 Favorable 7/8/19  
Proposed Conference Committee Substitute S354-PCCS35356-MM-3**

Short Title: Strengthening Educators' Pay Act.

(Public)

Sponsors:

Referred to:

March 26, 2019

A BILL TO BE ENTITLED

AN ACT, CONSISTENT WITH HOUSE BILL 966 OF THE 2019 REGULAR SESSION, TO APPROPRIATE FUNDS FOR LEGISLATIVELY MANDATED COMPENSATION INCREASES FOR CERTAIN PUBLIC SCHOOL PERSONNEL AND, CONTINGENT UPON THE PASSAGE OF HOUSE BILL 966 OF THE 2019 REGULAR SESSION, TO APPROPRIATE FUNDS FOR LEGISLATIVELY MANDATED COMPENSATION INCREASES FOR CERTAIN EDUCATIONAL EMPLOYEES AND INCREASED FUNDING FOR TUITION GRANTS FOR GRADUATES OF THE NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS.

The General Assembly of North Carolina enacts:

**PART I. COMPENSATION OF CERTAIN PUBLIC SCHOOL EMPLOYEES  
CONSISTENT WITH HOUSE BILL 966**

**INTRODUCTION**

**SECTION 1.1.** The provisions of this Part provide for the compensation of certain public school employees in accordance with House Bill 966, 2019 Regular Session, in the event that act does not become law.

**APPROPRIATIONS**

**SECTION 1.2.(a)** There is appropriated from the General Fund for the 2019-2021 fiscal biennium the sum of seventy-four million two hundred eighteen thousand seven hundred seventy-two dollars (\$74,218,772) for the 2019-2020 fiscal year and the sum of one hundred nineteen million one hundred thirty-seven thousand five hundred forty-four dollars (\$119,137,544) for the 2020-2021 fiscal year to provide legislatively mandated compensation increases for public school employees as authorized by this Part, as follows:

<b>Entity</b>	<b>2019-2020 Recurring</b>	<b>2019-2020 Nonrecurring</b>	<b>2020-2021 Recurring</b>	<b>2020-2021 Nonrecurring</b>
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**EDUCATION**

Department of Public

Instruction	\$66,420,422	\$7,400,000	\$111,014,597	\$7,400,000
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1	University of North				
2	Carolina	\$158,961	\$0	\$290,217	\$0
3					
4	<b>HEALTH AND</b>				
5	<b>HUMAN SERVICES</b>				
6	Services for the				
7	Blind/Deaf/Hard				
8	of Hearing	\$4,069	\$0	\$7,945	\$0
9					
10	Mental Hlth/				
11	Dev. Disable./				
12	Subs. Abuse Serv.	\$62,816	\$0	\$109,715	\$0
13					
14	<b>JUSTICE AND</b>				
15	<b>PUBLIC SAFETY</b>				
16	Public Safety	\$172,504	\$0	\$315,070	\$0.

17 **SECTION 1.2.(b)** Departmental receipts, as defined in G.S. 143C-1-1, are  
 18 appropriated for each year of the 2019-2021 fiscal biennium up to the amounts needed to  
 19 implement the salary increases provided in this Part for each year of the 2019-2021 fiscal  
 20 biennium.

21  
 22 **TEACHER SALARY SCHEDULE**

23 **SECTION 1.3.(a)** The following monthly teacher salary schedule shall apply for the  
 24 2019-2020 fiscal year to licensed personnel of the public schools who are classified as teachers.  
 25 The salary schedule is based on years of teaching experience.

26 **2019-2020 Teacher Monthly Salary Schedule**

27	Years of Experience	"A" Teachers
28	0	\$3,500
29	1	\$3,600
30	2	\$3,700
31	3	\$3,800
32	4	\$3,900
33	5	\$4,000
34	6	\$4,100
35	7	\$4,200
36	8	\$4,300
37	9	\$4,400
38	10	\$4,500
39	11	\$4,600
40	12	\$4,700
41	13	\$4,800
42	14	\$4,900
43	15	\$5,000
44	16-20	\$5,050
45	21-24	\$5,150
46	25+	\$5,260.

47 **SECTION 1.3.(b)** Salary Supplements for Teachers Paid on This Salary Schedule.

48 -

49 (1) Licensed teachers who have NBPTS certification shall receive a salary  
 50 supplement each month of twelve percent (12%) of their monthly salary on  
 51 the "A" salary schedule.

- 1 (2) Licensed teachers who are classified as "M" teachers shall receive a salary  
2 supplement each month of ten percent (10%) of their monthly salary on the  
3 "A" salary schedule.
- 4 (3) Licensed teachers with licensure based on academic preparation at the  
5 six-year degree level shall receive a salary supplement of one hundred  
6 twenty-six dollars (\$126.00) per month in addition to the supplement provided  
7 to them as "M" teachers.
- 8 (4) Licensed teachers with licensure based on academic preparation at the  
9 doctoral degree level shall receive a salary supplement of two hundred  
10 fifty-three dollars (\$253.00) per month in addition to the supplement provided  
11 to them as "M" teachers.
- 12 (5) Certified school nurses shall receive a salary supplement each month of ten  
13 percent (10%) of their monthly salary on the "A" salary schedule.
- 14 (6) Certified school counselors shall receive a salary supplement of eighty dollars  
15 (\$80.00) per month.

16 **SECTION 1.3.(c)** The first step of the salary schedule for (i) school psychologists,  
17 (ii) school speech pathologists who are licensed as speech pathologists at the master's degree  
18 level or higher, and (iii) school audiologists who are licensed as audiologists at the master's  
19 degree level or higher shall be equivalent to the sixth step of the "A" salary schedule. These  
20 employees shall receive a salary supplement each month of ten percent (10%) of their monthly  
21 salary and are eligible to receive salary supplements equivalent to those of teachers for academic  
22 preparation at the six-year degree level or the doctoral degree level.

23 **SECTION 1.3.(d)** The twenty-sixth step of the salary schedule for (i) school  
24 psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the  
25 master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at  
26 the master's degree level or higher shall be seven and one-half percent (7.5%) higher than the  
27 salary received by these same employees on the twenty-fifth step of the salary schedule.

28 **SECTION 1.3.(e)** Beginning with the 2014-2015 fiscal year, in lieu of providing  
29 annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those  
30 longevity payments are included in the monthly amounts under the teacher salary schedule.

31 **SECTION 1.3.(f)** A teacher compensated in accordance with this salary schedule for  
32 the 2019-2020 school year shall receive an amount equal to the greater of the following:

- 33 (1) The applicable amount on the salary schedule for the applicable school year.
- 34 (2) For teachers who were eligible for longevity for the 2013-2014 school year,  
35 the sum of the following:
- 36 a. The salary the teacher received in the 2013-2014 school year pursuant  
37 to Section 35.11 of S.L. 2013-360.
- 38 b. The longevity that the teacher would have received under the longevity  
39 system in effect for the 2013-2014 school year provided in Section  
40 35.11 of S.L. 2013-360 based on the teacher's current years of service.
- 41 c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.
- 42 (3) For teachers who were not eligible for longevity for the 2013-2014 school  
43 year, the sum of the salary and annual bonus the teacher received in the  
44 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

45 **SECTION 1.3.(g)** As used in this section, the term "teacher" shall also include  
46 instructional support personnel.

47 **SECTION 1.3.(h)** It is the intent of the General Assembly to implement the  
48 following base monthly teacher salary schedule for the 2020-2021 fiscal year to licensed  
49 personnel of the public schools who are classified as teachers. The salary schedule is based on  
50 years of teaching experience.

51 **2020-2021 Teacher Monthly Salary Schedule**

	Years of Experience	"A" Teachers
1		
2	0	\$3,500
3	1	\$3,600
4	2	\$3,700
5	3	\$3,800
6	4	\$3,900
7	5	\$4,000
8	6	\$4,100
9	7	\$4,200
10	8	\$4,300
11	9	\$4,400
12	10	\$4,500
13	11	\$4,600
14	12	\$4,700
15	13	\$4,800
16	14	\$4,900
17	15	\$5,000
18	16-20	\$5,100
19	21-24	\$5,200
20	25+	\$5,310.
21		

**SUPPORT HIGHLY QUALIFIED NC TEACHING GRADUATES**

**SECTION 1.4.(a)** For purposes of this section, a "highly qualified graduate" or "graduate" is an individual entering the teaching profession and hired on or after July 1, 2019, who has graduated from an approved educator preparation program located in North Carolina with both of the following criteria:

- (1) A grade point average of 3.75 or higher on a 4.0 scale, or its equivalent.
- (2) A score of the following or higher on an edTPA assessment or an equivalent score on a nationally normed and valid pedagogy assessment used to determine clinical practice performance:
  - a. A score of 42 for the World Languages and Classical Languages edTPA assessment.
  - b. A score of 57 for the Elementary Education edTPA assessment.
  - c. A score of 48 for all other edTPA assessments.

**SECTION 1.4.(b)** Notwithstanding the teacher salary schedule, for the 2019-2021 fiscal biennium, a highly qualified graduate who is employed by a local board of education shall receive a salary supplement each month at the highest level for which the graduate qualifies, as follows:

- (1) A graduate who accepts initial employment at a school identified as low-performing by the State Board of Education pursuant to G.S. 115C-105.37 shall receive a salary supplement during the graduate's first three years of employment as a teacher, without a break in service, equivalent to the difference between the State-funded salary of the graduate and the State-funded salary of a similarly situated teacher with three years of experience on the "A" Teachers Salary Schedule, as long as the graduate (i) remains teaching at the same school or (ii) accepts subsequent employment at another low-performing school or local school administrative unit identified as low-performing.
- (2) A graduate licensed and employed to teach in the areas of special education, science, technology, engineering, or mathematics shall receive a salary supplement during the graduate's first two years of employment as a teacher,

1 without a break in service, equivalent to the difference between the  
2 State-funded salary of the graduate and the State-funded salary of a similarly  
3 situated teacher with two years of experience on the "A" Teachers Salary  
4 Schedule, as long as the graduate continues teaching in one of those areas.

- 5 (3) All other graduates shall receive a salary supplement during the graduate's  
6 first year of employment as a teacher, without a break in service, equivalent  
7 to the difference between the State-funded salary of the graduate and the  
8 State-funded salary of a similarly situated teacher with one year of experience  
9 on the "A" Teachers Salary Schedule.

10 **SECTION 1.4.(c)** This section applies to highly qualified graduates hired on or after  
11 July 1, 2019, and entering the teaching profession in the 2019-2021 fiscal biennium.

### 12 **VETERAN TEACHER BONUSES**

13 **SECTION 1.5.(a)** No later than November 30, 2019, the Department of Public  
14 Instruction shall administer a one-time, lump sum bonus of five hundred dollars (\$500.00) for  
15 any licensed teacher of the public schools who, as of November 1, 2019, (i) is employed as a  
16 teacher and (ii) has 25 or more years of teaching experience.

17 **SECTION 1.5.(b)** The bonuses awarded pursuant to this section shall be in addition  
18 to any regular wage or other bonus the teacher receives or is scheduled to receive.

19 **SECTION 1.5.(c)** Notwithstanding G.S. 135-1(7a), the bonuses awarded pursuant  
20 to this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the  
21 Teachers' and State Employees' Retirement System.

22 **SECTION 1.5.(d)** As used in this section, the term "teacher" shall also include  
23 instructional support personnel.

24 **SECTION 1.5.(e)** It is the intent of the General Assembly that, no later than October  
25 31, 2020, the Department of Public Instruction shall administer a one-time, lump sum bonus of  
26 five hundred dollars (\$500.00) for any licensed teacher of the public schools who, as of October  
27 1, 2020, (i) is employed as a teacher and (ii) has 25 or more years of teaching experience.  
28  
29

### 30 **ASSISTANT PRINCIPAL SALARIES**

31 **SECTION 1.6.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, assistant  
32 principals shall receive a monthly salary based on the salary schedule for teachers who are  
33 classified as "A" teachers plus nineteen percent (19%). An assistant principal shall be placed on  
34 the step on the salary schedule that reflects the total number of years of experience as a certified  
35 employee of the public schools. For purposes of this section, an administrator with a one-year  
36 provisional assistant principal's certificate shall be considered equivalent to an assistant principal.

37 **SECTION 1.6.(b)** Assistant principals with certification based on academic  
38 preparation at the six-year degree level shall be paid a salary supplement of one hundred  
39 twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a salary  
40 supplement of two hundred fifty-three dollars (\$253.00) per month.

41 **SECTION 1.6.(c)** Participants in an approved full-time master's in-school  
42 administration program shall receive up to a 10-month stipend at the beginning salary of an  
43 assistant principal during the internship period of the master's program. The stipend shall not  
44 exceed the difference between the beginning salary of an assistant principal plus the cost of  
45 tuition, fees, and books and any fellowship funds received by the intern as a full-time student,  
46 including awards of the Principal Fellows Program. The Principal Fellows Program or the school  
47 of education where the intern participates in a full-time master's in-school administration  
48 program shall supply the Department of Public Instruction with certification of eligible full-time  
49 interns.

50 **SECTION 1.6.(d)** Beginning with the 2017-2018 fiscal year, in lieu of providing  
51 annual longevity payments to assistant principals on the assistant principal salary schedule, the

1 amounts of those longevity payments are included in the monthly amounts provided to assistant  
 2 principals pursuant to subsection (a) of this section.

3 **SECTION 1.6.(e)** An assistant principal compensated in accordance with this section  
 4 for the 2019-2020 fiscal year shall receive an amount equal to the greater of the following:

- 5 (1) The applicable amount determined pursuant to subsections (a) through (d) of  
 6 this section.
- 7 (2) For assistant principals who were eligible for longevity in the 2016-2017 fiscal  
 8 year, the sum of the following:
  - 9 a. The salary the assistant principal received in the 2016-2017 fiscal year  
 10 pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.
  - 11 b. The longevity that the assistant principal would have received as  
 12 provided for State employees under the North Carolina Human  
 13 Resources Act for the 2016-2017 fiscal year based on the assistant  
 14 principal's current years of service.
- 15 (3) For assistant principals who were not eligible for longevity in the 2016-2017  
 16 fiscal year, the salary the assistant principal received in the 2016-2017 fiscal  
 17 year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.

18  
 19 **CENTRAL OFFICE SALARIES**

20 **SECTION 1.7.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual  
 21 salary for superintendents, assistant superintendents, associate superintendents,  
 22 directors/coordinators, supervisors, and finance officers, whose salaries are supported from State  
 23 funds, shall be increased by one percent (1%).

24 **SECTION 1.7.(b)** It is the intent of the General Assembly to increase the annual  
 25 salary for superintendents, assistant superintendents, associate superintendents,  
 26 directors/coordinators, supervisors, and finance officers, whose salaries are supported from State  
 27 funds, in the 2020-2021 fiscal year, beginning July 1, 2020, by one percent (1%).

28 **SECTION 1.7.(c)** The monthly salary maximums that follow apply to assistant  
 29 superintendents, associate superintendents, directors/coordinators, supervisors, and finance  
 30 officers for the 2019-2020 fiscal year, beginning July 1, 2019:

	<b>2019-2020 Fiscal Year</b>
	Maximum
33 School Administrator I	\$6,697
34 School Administrator II	\$7,096
35 School Administrator III	\$7,520
36 School Administrator IV	\$7,814
37 School Administrator V	\$8,125
38 School Administrator VI	\$8,608
39 School Administrator VII	\$8,951.

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

45 **SECTION 1.7.(d)** The monthly salary maximums that follow apply to public school  
 46 superintendents for the 2019-2020 fiscal year, beginning July 1, 2019:

	<b>2019-2020 Fiscal Year</b>
	Maximum
49 Superintendent I	\$9,488
50 Superintendent II	\$10,054
51 Superintendent III	\$10,657

1 Superintendent IV \$11,297  
 2 Superintendent V \$11,978.

3 The local board of education shall determine the appropriate category and placement  
 4 for the superintendent based on the average daily membership of the local school administrative  
 5 unit and within funds appropriated by the General Assembly for central office administrators and  
 6 superintendents.

7 **SECTION 1.7.(e)** Longevity pay for superintendents, assistant superintendents,  
 8 associate superintendents, directors/coordinators, supervisors, and finance officers shall be as  
 9 provided for State employees under the North Carolina Human Resources Act.

10 **SECTION 1.7.(f)** Superintendents, assistant superintendents, associate  
 11 superintendents, directors/coordinators, supervisors, and finance officers with certification based  
 12 on academic preparation at the six-year degree level shall receive a salary supplement of one  
 13 hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided  
 14 pursuant to this section. Superintendents, assistant superintendents, associate superintendents,  
 15 directors/coordinators, supervisors, and finance officers with certification based on academic  
 16 preparation at the doctoral degree level shall receive a salary supplement of two hundred  
 17 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this  
 18 section.

19 **SECTION 1.7.(g)** The State Board of Education shall not permit local school  
 20 administrative units to transfer State funds from other funding categories for salaries for public  
 21 school central office administrators.

22 **SECTION 1.7.(h)** It is the intent of the General Assembly that the monthly salary  
 23 maximums that follow shall apply to assistant superintendents, associate superintendents,  
 24 directors/coordinators, supervisors, and finance officers for the 2020-2021 fiscal year, beginning  
 25 July 1, 2020:

		<b>2020-2021 Fiscal Year</b>
		Maximum
26		
27		
28	School Administrator I	\$6,764
29	School Administrator II	\$7,167
30	School Administrator III	\$7,596
31	School Administrator IV	\$7,893
32	School Administrator V	\$8,207
33	School Administrator VI	\$8,694
34	School Administrator VII	\$9,040.

35 **SECTION 1.7.(i)** It is the intent of the General Assembly that the monthly salary  
 36 maximums that follow shall apply to public school superintendents for the 2020-2021 fiscal year,  
 37 beginning July 1, 2020:

		<b>2020-2021 Fiscal Year</b>
		Maximum
38		
39		
40	Superintendent I	\$9,583
41	Superintendent II	\$10,154
42	Superintendent III	\$10,763
43	Superintendent IV	\$11,410
44	Superintendent V	\$12,097.

45  
 46 **NONCERTIFIED PERSONNEL SALARIES**

47 **SECTION 1.8.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual  
 48 salary for noncertified public school employees whose salaries are supported from State funds  
 49 shall be increased as follows:

- 50 (1) For permanent, full-time employees on a 12-month contract, by one percent  
 51 (1%).

- 1 (2) For the following employees, by a prorated and equitable amount based on the  
2 amount specified in subdivision (1) of this subsection:  
3 a. Permanent, full-time employees on a contract for fewer than 12  
4 months.  
5 b. Permanent, part-time employees.  
6 c. Temporary and permanent hourly employees.

7 **SECTION 1.8.(b)** It is the intent of the General Assembly to increase the annual  
8 salary for noncertified public school employees whose salaries are supported from State funds in  
9 the 2020-2021 fiscal year, beginning July 1, 2020, as follows:

- 10 (1) For permanent, full-time employees on a 12-month contract, by one percent  
11 (1%).  
12 (2) For the following employees, by a prorated and equitable amount based on the  
13 amount specified in subdivision (1) of this subsection:  
14 a. Permanent, full-time employees on a contract for fewer than 12  
15 months.  
16 b. Permanent, part-time employees.  
17 c. Temporary and permanent hourly employees.

### 18 **SMALL COUNTY SIGNING BONUS FOR TEACHERS**

19 **SECTION 1.9.(a)** Definitions. – For purposes of this section, the following  
20 definitions shall apply:

- 21 (1) Eligible employee. – A person who meets all of the following criteria:  
22 a. Accepts employment as a teacher with an eligible employer for the  
23 2019-2020 school year.  
24 b. Was not employed by the eligible employer identified in  
25 sub-subdivision (1)a. of this subsection in the 2018-2019 fiscal year.  
26 c. Is employed by the eligible employer identified in sub-subdivision  
27 (1)a. of this subsection as of December 1, 2019.  
28 (2) Eligible employer. – The governing board of a local school administrative unit  
29 that received small county school system supplemental funding in the  
30 2018-2019 fiscal year.  
31 (3) Local funds. – Matching funds provided by an eligible employer to enable an  
32 eligible employee to qualify for the signing bonus program established by this  
33 section.  
34 (4) Teacher. – Teachers and instructional support personnel.

35 **SECTION 1.9.(b)** Signing Bonus Program. – The Department of Public Instruction  
36 shall administer a signing bonus program in the 2019-2020 fiscal year. Bonuses shall be provided  
37 to eligible employees who are employed by an eligible employer and matched on the basis of one  
38 dollar (\$1.00) in State funds for every one dollar (\$1.00) in local funds, up to two thousand dollars  
39 (\$2,000) in State funds.

40 **SECTION 1.9.(c)** Limited Exclusion from Future Signing Bonuses. – A teacher who  
41 receives a signing bonus pursuant to this section is ineligible to receive another signing bonus  
42 pursuant to this section or a similar enactment of the General Assembly until July 1, 2022, at the  
43 earliest. This section shall not apply to legislative bonuses received by teachers that are not  
44 signing bonuses.

45 **SECTION 1.9.(d)** Bonuses as Additions. – The bonuses awarded pursuant to this  
46 section shall be in addition to any regular wage or other bonus a teacher receives or is scheduled  
47 to receive.

48 **SECTION 1.9.(e)** Not for Retirement. – Notwithstanding G.S. 135-1(7a), the  
49 bonuses awarded pursuant to this section are not compensation under Article 1 of Chapter 135  
50 of the General Statutes, the Teachers' and State Employees' Retirement System.  
51



1  
2 **CONSOLIDATE AND BROADEN QUALIFICATIONS FOR CERTAIN TEACHER**  
3 **BONUSES**

4 **SECTION 1.10.(a)** Repeal Current Teacher Bonus Programs. – The following  
5 session laws are repealed:

- 6 (1) Sections 8.8 and 8.9 of S.L. 2016-94.  
7 (2) Sections 8.8B, 8.8C, 8.8D, and 8.8E of S.L. 2017-57.  
8 (3) Section 2.10 of S.L. 2017-197.  
9 (4) Sections 8.10, 8.11, and 8.12 of S.L. 2018-5.

10 **SECTION 1.10.(b)** Establish Consolidated Teacher Bonus Program. – The State  
11 Board of Education shall establish a teacher bonus program for the 2019-2021 fiscal biennium  
12 to reward teacher performance and encourage student learning and improvement. To attain this  
13 goal, the Department of Public Instruction shall administer bonus pay to qualifying teachers in  
14 qualifying public school units in accordance with this section.

15 **SECTION 1.10.(c)** Definitions. – For purposes of this section, the following  
16 definitions shall apply:

- 17 (1) Eligible advanced course teacher. – A teacher of Advanced Placement  
18 courses, International Baccalaureate Diploma Programme courses, or the  
19 Cambridge Advanced International Certificate of Education (AICE) program  
20 who meets the following criteria:  
21 a. Is employed by, or retired having last held a position at, one or more  
22 of the following:  
23 1. A qualifying public school unit.  
24 2. The North Carolina Virtual Public School program.  
25 b. Taught one or more students who received a score listed in subsection  
26 (d) of this section.
- 27 (2) Eligible career and technical education teacher. – A teacher who meets the  
28 following criteria:  
29 a. Is employed by, or retired having last held a position at, a qualifying  
30 public school unit.  
31 b. Taught one or more students who attained approved industry  
32 certifications or credentials consistent with G.S. 115C-156.2.
- 33 (3) Eligible EVAAS teacher. – A teacher who meets at least one of the following  
34 criteria:  
35 a. Is employed by, or retired having last held a position at, a qualifying  
36 public school unit and meets one of the following criteria:  
37 1. Is in the top twenty-five percent (25%) of teachers in the State  
38 according to the EVAAS student growth index score for third  
39 grade reading from the previous school year.  
40 2. Is in the top twenty-five percent (25%) of teachers in the State  
41 according to the EVAAS student growth index score for fourth  
42 or fifth grade reading from the previous school year.  
43 3. Is in the top twenty-five percent (25%) of teachers in the State  
44 according to the EVAAS student growth index score for fourth,  
45 fifth, sixth, seventh, or eighth grade mathematics from the  
46 previous school year.  
47 b. Is employed by, or retired having last held a position at, a local school  
48 administrative unit and meets one of the following criteria:  
49 1. Is in the top twenty-five percent (25%) of teachers in the  
50 teacher's respective local school administrative unit according

- 1 to the EVAAS student growth index score for third grade  
 2 reading from the previous school year.
- 3 2. Is in the top twenty-five percent (25%) of teachers in the  
 4 teacher's respective local school administrative unit according  
 5 to the EVAAS student growth index score for fourth or fifth  
 6 grade reading from the previous school year.
- 7 3. Is in the top twenty-five percent (25%) of teachers in the  
 8 teacher's respective local school administrative unit according  
 9 to the EVAAS student growth index score for fourth, fifth,  
 10 sixth, seventh, or eighth grade mathematics from the previous  
 11 school year.
- 12 c. Was employed by a local school administrative unit that employed in  
 13 the previous school year three or fewer total teachers in that teacher's  
 14 grade level as long as the teacher has an EVAAS student growth index  
 15 score from the previous school year of exceeded expected growth in  
 16 one of the following subject areas:  
 17 1. Third grade reading.  
 18 2. Fourth or fifth grade reading.  
 19 3. Fourth, fifth, sixth, seventh, or eighth grade mathematics.
- 20 (3a) Identified teacher. – A teacher who would have qualified to receive a bonus  
 21 in January of 2020 under any of the following session laws, as those session  
 22 laws were in effect on June 30, 2019:  
 23 a. Third grade reading. – Section 8.8C of S.L. 2017-57, as amended by  
 24 Section 2.10(b) of S.L. 2017-197 and Section 8.10(d) of S.L. 2018-5.  
 25 b. Fourth and fifth grade reading. – Section 8.8D of S.L. 2017-57, as  
 26 amended by Section 8.11 of S.L. 2018-5.  
 27 c. Fourth to eighth grade math. – Section 8.8E of S.L. 2017-57, as  
 28 amended by Section 8.12 of S.L. 2018-5.
- 29 (4) Qualifying public school unit. – Any of the following:  
 30 a. A local school administrative unit.  
 31 b. A charter school.  
 32 c. A regional school.  
 33 d. A school providing elementary or secondary instruction operated by  
 34 the State Board of Education under Article 7A of Chapter 115C of the  
 35 General Statutes.  
 36 e. A school providing elementary or secondary instruction operated by  
 37 The University of North Carolina under Article 29A of Chapter 116 of  
 38 the General Statutes.
- 39 (5) Qualifying teacher. – An eligible advanced course teacher, eligible career and  
 40 technical education teacher, or eligible EVAAS teacher who meets one of the  
 41 following criteria:  
 42 a. Remains employed teaching in the same qualifying public school unit,  
 43 or, if an eligible advanced course teacher is only employed by the  
 44 North Carolina Virtual Public School program, remains employed  
 45 teaching in that program, at least from the school year the data is  
 46 collected until January 1 of the corresponding school year that the  
 47 bonus is paid.  
 48 b. Retired, between the last day of the school year in which the data is  
 49 collected and January 1 of the corresponding school year in which the  
 50 bonus is paid, after attaining one of the following:  
 51 1. The age of at least 65 with five years of creditable service.

- 1 2. The age of at least 60 with 25 years of creditable service.
- 2 3. Thirty years of creditable service.

3 **SECTION 1.10.(d)** Advanced Course Bonuses. – A bonus in the amount of fifty  
4 dollars (\$50.00) shall be paid to qualifying advanced course teachers for each student taught in  
5 each advanced course who receives the following score:

- 6 (1) For Advanced Placement courses, a score of three or higher on the College  
7 Board Advanced Placement Examination.
- 8 (2) For International Baccalaureate Diploma Programme courses, a score of four  
9 or higher on the International Baccalaureate course examination.
- 10 (3) For the Cambridge AICE program, a score of "C" or higher on the Cambridge  
11 AICE program examinations.

12 **SECTION 1.10.(e)** CTE Bonuses. – For qualifying career and technical education  
13 teachers, bonuses shall be provided in the following amounts:

- 14 (1) A bonus in the amount of twenty-five dollars (\$25.00) for each student taught  
15 by a teacher who provided instruction in a course that led to the attainment of  
16 an industry certification or credential with a twenty-five dollar (\$25.00) value  
17 ranking as determined under subsection (f) of this section.
- 18 (2) A bonus in the amount of fifty dollars (\$50.00) for each student taught by a  
19 teacher who provided instruction in a course that led to the attainment of an  
20 industry certification or credential with a fifty dollar (\$50.00) value ranking  
21 as determined under subsection (f) of this section.

22 **SECTION 1.10.(f)** CTE Course Value Ranking. – The Department of Commerce,  
23 in consultation with the State Board, shall assign a value ranking for each industry certification  
24 and credential based on academic rigor and employment value in accordance with this subsection.  
25 Fifty percent (50%) of the ranking shall be based on academic rigor and the remaining fifty  
26 percent (50%) on employment value. Academic rigor and employment value shall be based on  
27 the following elements:

- 28 (1) Academic rigor shall be based on the number of instructional hours, including  
29 work experience or internship hours, required to earn the industry certification  
30 or credential, with extra weight given for coursework that also provides  
31 community college credit.
- 32 (2) Employment value shall be based on the entry wage, growth rate in  
33 employment for each occupational category, and average annual openings for  
34 the primary occupation linked with the industry certification or credential.

35 **SECTION 1.10.(g)** Statewide EVAAS Bonuses. – Of the funds appropriated for this  
36 program, bonuses shall be provided to eligible EVAAS teachers under sub-subdivision (c)(3)a.  
37 of this section, as follows:

- 38 (1) The sum of five million dollars (\$5,000,000) shall be allocated for bonuses to  
39 eligible EVAAS teachers under sub-sub-subdivision (c)(3)a.1. of this section.  
40 These funds shall be distributed equally among qualifying teachers.
- 41 (2) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to  
42 each qualifying teacher who is an eligible teacher under sub-sub-subdivision  
43 (c)(3)a.2. of this section.
- 44 (3) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to  
45 each qualifying teacher who is an eligible teacher under sub-sub-subdivision  
46 (c)(3)a.3. of this section.

47 **SECTION 1.10.(h)** Local EVAAS Bonuses. – Of the funds appropriated for this  
48 program, bonuses shall be provided to eligible EVAAS teachers under sub-subdivisions (c)(3)b.  
49 and (c)(3)c. of this section, as follows:

- 50 (1) The sum of five million dollars (\$5,000,000) shall be allocated for bonuses to  
51 eligible EVAAS teachers under sub-sub-subdivisions (c)(3)b.1. and (c)(3)c.1.

1 of this section. These funds shall be divided proportionally based on average  
2 daily membership in third grade for each local school administrative unit and  
3 then distributed equally among qualifying third grade reading teachers in each  
4 local school administrative unit.

5 (2) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to  
6 each qualifying teacher who is an eligible teacher under sub-sub-subdivision  
7 (c)(3)b.2. or (c)(3)c.2. of this section.

8 (3) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to  
9 each qualifying teacher who is an eligible teacher under sub-sub-subdivision  
10 (c)(3)b.3. or (c)(3)c.3. of this section.

11 **SECTION 1.10.(i)** Limitations and Other Criteria. – The following additional  
12 limitations and other criteria shall apply to the program:

13 (1) Bonus funds awarded to a teacher pursuant to subsection (d), subsection (e),  
14 subdivision (g)(1), or subdivision (h)(1) of this section shall not exceed three  
15 thousand five hundred dollars (\$3,500) per subsection or subdivision in any  
16 given school year.

17 (2) A qualifying teacher who is an eligible teacher under sub-sub-subdivision  
18 (c)(3)a.1., (c)(3)b.1., or (c)(3)c.1. of this section may receive a bonus under  
19 both subdivision (g)(1) and subdivision (h)(1) of this section, but shall not  
20 receive more than seven thousand dollars (\$7,000) pursuant to subdivisions  
21 (g)(1) and (h)(1) of this section in any given school year.

22 (3) A qualifying teacher who is an eligible teacher under sub-sub-subdivision  
23 (c)(3)a.2., (c)(3)b.2., or (c)(3)c.2. of this section may receive a bonus under  
24 both subdivision (g)(2) and subdivision (h)(2) of this section, but shall not  
25 receive more than two bonuses pursuant to subdivisions (g)(2) and (h)(2) of  
26 this section in any given school year.

27 (4) A qualifying teacher who is an eligible teacher under sub-sub-subdivision  
28 (c)(3)a.3., (c)(3)b.3., or (c)(3)c.3. of this section may receive a bonus under  
29 both subdivision (g)(3) and subdivision (h)(3) of this section, but shall not  
30 receive more than two bonuses pursuant to subdivisions (g)(3) and (h)(3) of  
31 this section in any given school year.

32 **SECTION 1.10.(j)** Time Line. – Bonuses awarded pursuant to this section are  
33 payable to qualifying teachers in January, based on data from the previous school year.

34 **SECTION 1.10.(k)** Bonuses Not Compensation. – Bonuses awarded to a teacher  
35 pursuant to this section shall be in addition to any regular wage or other bonus the teacher receives  
36 or is scheduled to receive. Notwithstanding G.S. 135-1(7a), the bonuses awarded under this  
37 section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers'  
38 and State Employees' Retirement System.

39 **SECTION 1.10.(k1)** Identified Teachers. – An identified teacher shall receive the  
40 following bonus compensation in January of 2020:

41 (1) Third grade reading. – If the teacher is an identified teacher pursuant to  
42 sub-subdivision (3a)a. of subsection (c) of this section, all of the following:

43 a. Statewide. – The greater of the following:

44 1. The bonus compensation the teacher would have received as  
45 an eligible teacher pursuant to Section 8.8C(a)(1)a.1. of S.L.  
46 2017-57, as amended by Section 2.10(b) of S.L. 2017-197, as  
47 that session law was in effect on June 30, 2019.

48 2. Any bonus compensation the teacher qualifies to receive  
49 pursuant to subdivision (g)(1) of this section.

50 b. Local. – The greater of the following:

- 1                                   1.       The bonus compensation the teacher would have received as  
 2                                   an eligible teacher pursuant to Section 8.8C(a)(1)a.2. of S.L.  
 3                                   2017-57, as amended by Section 2.10(b) of S.L. 2017-197, as  
 4                                   that session law was in effect on June 30, 2019.
- 5                                   2.       Any bonus compensation the teacher qualifies to receive  
 6                                   pursuant to subdivision (h)(1) of this section.
- 7                   (2)     Fourth and fifth grade reading. – If the teacher is an identified teacher pursuant  
 8                   to sub-subdivision (3a)b. of subsection (c) of this section, all of the following:  
 9                   a.       Statewide. – The greater of the following:  
 10                   1.       The bonus compensation the teacher would have received as  
 11                   an eligible teacher pursuant to Section 8.8D(a)(1)a.1. of S.L.  
 12                   2017-57, as amended by Section 8.11 of S.L. 2018-5, as that  
 13                   session law was in effect on June 30, 2019.  
 14                   2.       Any bonus compensation the teacher qualifies to receive  
 15                   pursuant to subdivision (g)(2) of this section.
- 16                   b.       Local. – The greater of the following:  
 17                   1.       The bonus compensation the teacher would have received as  
 18                   an eligible teacher pursuant to Section 8.8D(a)(1)a.2. of S.L.  
 19                   2017-57, as amended by Section 8.11 of S.L. 2018-5, as that  
 20                   session law was in effect on June 30, 2019.  
 21                   2.       Any bonus compensation the teacher qualifies to receive  
 22                   pursuant to subdivision (h)(2) of this section.
- 23                   (3)     Fourth to eighth grade math. – If the teacher is an identified teacher pursuant  
 24                   to sub-subdivision (3a)c. of subsection (c) of this section, all of the following:  
 25                   a.       Statewide. – The greater of the following:  
 26                   1.       The bonus compensation the teacher would have received as  
 27                   an eligible teacher pursuant to Section 8.8E(a)(1)a.1. of S.L.  
 28                   2017-57, as amended by Section 8.12 of S.L. 2018-5, as that  
 29                   session law was in effect on June 30, 2019.  
 30                   2.       Any bonus compensation the teacher qualifies to receive  
 31                   pursuant to subdivision (g)(3) of this section.
- 32                   b.       Local. – The greater of the following:  
 33                   1.       The bonus compensation the teacher would have received as  
 34                   an eligible teacher pursuant to Section 8.8E(a)(1)a.2. of S.L.  
 35                   2017-57, as amended by Section 8.12 of S.L. 2018-5, as that  
 36                   session law was in effect on June 30, 2019.  
 37                   2.       Any bonus compensation the teacher qualifies to receive  
 38                   pursuant to subdivision (h)(3) of this section.
- 39                   **SECTION 1.10.(I)** Study and Report. – The State Board of Education shall study the  
 40                   effect of the program on teacher performance and retention. The State Board shall report the  
 41                   results of its findings and the amount of bonuses awarded to the President Pro Tempore of the  
 42                   Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight  
 43                   Committee, and the Fiscal Research Division by March 15 of each year bonuses are awarded.  
 44                   The report shall include, at a minimum, the following information:  
 45                   (1)     The amounts awarded pursuant to subsection (d) of this section for Advanced  
 46                   Placement, International Baccalaureate Diploma Programme, and Cambridge  
 47                   AICE program courses.  
 48                   (2)     The amounts awarded pursuant to subsection (e) of this section to teachers  
 49                   who teach students earning approved industry certifications or credentials and  
 50                   the type of industry certifications and credentials earned by their students.

(3) The distribution of statewide and local bonuses awarded pursuant to subsections (g) and (h) of this section, respectively, as among qualifying public school units and, where applicable, schools within those units.

**SECTION 1.10.(m)** Effective Date. – This section applies for bonuses awarded in January 2020 and 2021, based on data from the 2018-2019 and 2019-2020 school years, respectively.

**STATE AGENCY TEACHERS**

**SECTION 1.11.** Employees of schools operated by the Department of Health and Human Services, the Department of Public Safety, and the State Board of Education who are paid on the Teacher Salary Schedule shall be paid as authorized under this Part.

**PART II. ADDITIONAL COMPENSATION INCREASES AND EDUCATION-RELATED PROVISIONS CONTINGENT UPON THE PASSAGE OF HOUSE BILL 966**

**CONTINGENT GENERAL FUND APPROPRIATIONS**

**SECTION 2.1.(a)** If House Bill 966, 2019 Regular Session, becomes law, then subsection (a) of Section 2.1 of that act reads as rewritten:

**"SECTION 2.1.(a)** Appropriations from the General Fund for the budgets of the State departments, institutions, and agencies, and for other purposes as enumerated, are made for each year of the 2019-2021 fiscal biennium, according to the following schedule:

<b>Current Operations – General Fund</b>	<b>FY 2019-2020</b>	<b>FY 2020-2021</b>
<b>EDUCATION</b>		
Community College System		
Requirements	1,607,034,198	1,619,366,834
Less: Receipts	380,447,392	380,212,392
<b>Net Appropriation</b>	<b><u>1,226,586,806</u></b>	<b><u>1,238,919,442</u></b>
Public Instruction		
Requirements	12,127,985,122	12,143,403,894
Less: Receipts	2,270,466,432	2,230,466,432
<b>Net Appropriation</b>	<b><u>9,857,518,690</u></b>	<b><u>9,872,937,462</u></b>
...		
UNC BOG – Institutional Programs		
Requirements	94,323,722	135,105,932
Less: Receipts	0	0
<b>Net Appropriation</b>	<b><u>94,323,722</u></b>	<b><u>135,105,932</u></b>
UNC BOG – Related Educational Programs		
Requirements	165,500,476	166,625,426
Less: Receipts	54,031,975	54,031,975
<b>Net Appropriation</b>	<b><u>111,468,501</u></b>	<b><u>112,593,451</u></b>
...		
<b>Total Requirements</b>	<b><u>46,041,828,163</u></b>	<b><u>46,111,486,731</u></b>
<b>Less: Total Receipts</b>	<b><u>22,035,328,163</u></b>	<b><u>22,146,112,920</u></b>
<b>Total Net Appropriation</b>	<b><u>24,006,500,000</u></b>	<b><u>24,076,158,568</u></b>
	<b><u>24,800,000,000</u></b>	<b><u>24,975,830,381</u></b>

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**AVAILABILITY**

**SECTION 2.2.(a)** If House Bill 966, 2019 Regular Session, becomes law, then Section 2.2(a) of that act is repealed.

**SECTION 2.2.(b)** If House Bill 966, 2019 Regular Session, becomes law, then Section 2.2 of that act is amended by adding a new subsection to read:

**"SECTION 2.2.(a1)** The General Fund availability derived from State tax revenue, nontax revenue, and other adjustments used in developing the budget for each year of the 2019-2021 fiscal biennium is as follows:

	<b>FY 2019-2020</b>	<b>FY 2020-2021</b>
Unappropriated Balance	645,592,678	1,081,570,738
Actual and Anticipated Reversions	287,029,354	200,000,000
Over Collections	896,662,617	-
Highway Fund Recovery Act (S.L. 2019-15)	(120,000,000)	-
<b>Total, Prior Year-End Fund Balance</b>	<b>1,709,284,649</b>	<b>1,281,570,738</b>
<b>Tax Revenues</b>		
Personal Income	13,110,400,000	13,700,300,000
Sales and Use	8,141,200,000	8,486,500,000
Corporate Income	732,600,000	787,600,000
Franchise	749,700,000	769,900,000
Insurance	565,300,000	579,800,000
Alcoholic Beverage	411,500,000	425,700,000
Tobacco Products	256,200,000	254,900,000
Other Tax Revenues	132,700,000	136,400,000
<b>Subtotal, Tax Revenues</b>	<b>24,099,600,000</b>	<b>25,141,100,000</b>
<b>Non-tax Revenues</b>		
Judicial Fees	228,800,000	225,300,000
Investment Income	167,200,000	168,300,000
Disproportionate Share	165,300,000	130,000,000
Master Settlement Agreement	136,200,000	131,800,000
Insurance	87,800,000	90,100,000
Other Non-tax Revenues	202,800,000	204,300,000
<b>Subtotal, Non-tax Revenues</b>	<b>988,100,000</b>	<b>949,800,000</b>
<b>Total, Net Revenues</b>	<b>25,087,700,000</b>	<b>26,090,900,000</b>
<b>Adjustments to Tax Revenues: 2019 Session</b>		
Corporate Income and Franchise Tax Changes	(108,400,000)	(273,700,000)
Personal Income Tax Changes	(1,000,000)	(54,400,000)
Sales and Use Tax Changes	72,900,000	132,200,000
Historic Rehabilitation Tax Credit Extension	-	(4,500,000)
Gross Premiums Tax/Prepaid Health Plans	-	192,600,000
Dry Cleaning Solvent Tax Extension	-	(8,000,000)
<b>Subtotal, Adjustments to Tax Revenue</b>	<b>(36,500,000)</b>	<b>(15,800,000)</b>
<b>Other Adjustments to Availability</b>		
Transfer to the Savings Reserve	(86,965,000)	(623,515,000)
Transfer to the State Capital and Infrastructure Fund	(1,517,657,170)	(1,338,522,334)
Judicial Fee Increases	724,418	1,448,835

1	Adjustment to Transfer from Department of Insurance	1,181,724	2,632,604
2	Adjustment to Transfer from State Treasurer	(39,315)	9,904
3	<b>Subtotal, Other Adjustments</b>	<b>(1,602,755,343)</b>	<b>(1,957,945,991)</b>
4			
5	<b>Total, Adjustments and Reservations</b>	<b>(1,639,255,343)</b>	<b>(1,973,745,991)</b>
6			
7	<b>Revised Total Net General Fund Availability</b>	<b>25,157,729,306</b>	<b>25,398,724,747</b>
8			
9	Less General Fund Net Appropriations (H.B. 966)	(24,006,500,000)	(24,800,000,000)
10			
11	Less Additional Appropriations	(69,658,568)	(175,830,381)
12			
13	<b>Unappropriated Balance Remaining</b>	<b>1,081,570,738</b>	<b>422,894,366."</b>
14			

15 SECTION 2.2.(c) If House Bill 966, 2019 Regular Session, becomes law, then  
 16 Section 2.2(c) of that act reads as rewritten:

17 "~~SECTION 2.2.(c) In addition to the amount required under G.S. 143C-4-3.1,~~  
 18 ~~Notwithstanding G.S. 143C-4-3.1 or any other provision of law to the contrary,~~ the State  
 19 Controller shall transfer to the State Capital and Infrastructure Fund established under  
 20 G.S. 143C-4-3.1 the sum of ~~two hundred million dollars (\$200,000,000)~~ one billion five hundred  
 21 seventeen million six hundred fifty-seven thousand one hundred seventy dollars  
 22 (\$1,517,657,170) in the 2019-2020 fiscal year and the sum of ~~one hundred million dollars~~  
 23 ~~(\$100,000,000)~~ one billion three hundred thirty-eight million five hundred twenty-two thousand  
 24 three hundred thirty-four dollars (\$1,338,522,334) in the 2020-2021 fiscal year."

25 SECTION 2.2.(d) If House Bill 966, 2019 Regular Session, becomes law, then  
 26 Section 2.2(d) of that act reads as rewritten:

27 "~~SECTION 2.2.(d) In addition to the amount required under G.S. 143C-4-2,~~  
 28 ~~Notwithstanding G.S. 143C-4-2 or any other provision of law to the contrary,~~ the State Controller  
 29 shall transfer to the Savings Reserve the sum of ~~forty million dollars (\$40,000,000)~~ eighty-six  
 30 million nine hundred sixty-five thousand dollars (\$86,965,000) in the 2019-2020 fiscal year and  
 31 the sum of ~~four hundred sixty million dollars (\$460,000,000)~~ six hundred twenty-three million  
 32 five hundred fifteen thousand dollars (\$623,515,000) in the 2020-2021 fiscal year. This transfer  
 33 is not an "appropriation made by law," as that phrase is used in Section 7(1) of Article V of the  
 34 North Carolina Constitution."  
 35

36 **CERTAIN PUBLIC SCHOOL EMPLOYEES**

37 SECTION 2.3.(a) If House Bill 966, 2019 Regular Session, becomes law, then  
 38 Section 7B.1 of House Bill 966 reads as rewritten:

39 **"TEACHER SALARY SCHEDULE**

40 SECTION 7B.1.(a) The following monthly teacher salary ~~schedule~~ schedules shall apply  
 41 for the 2019-2020 fiscal year and the 2020-2021 fiscal year, respectively, to licensed personnel  
 42 of the public schools who are classified as teachers. The salary ~~schedule~~ schedules are based  
 43 on years of teaching experience.

44 **2019-2020 Teacher Monthly Salary Schedule**

45	<b>Years of Experience</b>	<b>"A" Teachers</b>
46	0	\$3,500
47	1	\$3,600
48	2	\$3,700
49	3	\$3,800
50	4	\$3,900
51	5	\$4,000



1	6	\$4,100
2	7	\$4,200
3	8	\$4,300
4	9	\$4,400
5	10	\$4,500
6	11	\$4,600
7	12	\$4,700
8	13	\$4,800
9	14	\$4,900
10	15	\$5,000
11	16-20	\$5,050
12	21-24	\$5,150
13	25+	\$5,260.

**2020-2021 Teacher Monthly Salary Schedule**

<u>Years of Experience</u>	<u>"A" Teachers</u>	
16	<u>0</u>	<u>\$3,500</u>
17	<u>1</u>	<u>\$3,600</u>
18	<u>2</u>	<u>\$3,700</u>
19	<u>3</u>	<u>\$3,800</u>
20	<u>4</u>	<u>\$3,900</u>
21	<u>5</u>	<u>\$4,000</u>
22	<u>6</u>	<u>\$4,100</u>
23	<u>7</u>	<u>\$4,200</u>
24	<u>8</u>	<u>\$4,300</u>
25	<u>9</u>	<u>\$4,400</u>
26	<u>10</u>	<u>\$4,500</u>
27	<u>11</u>	<u>\$4,600</u>
28	<u>12</u>	<u>\$4,700</u>
29	<u>13</u>	<u>\$4,800</u>
30	<u>14</u>	<u>\$4,900</u>
31	<u>15</u>	<u>\$5,000</u>
32	<u>16-20</u>	<u>\$5,150</u>
33	<u>21-24</u>	<u>\$5,250</u>
34	<u>25+</u>	<u>\$5,360.</u>

**SECTION 7B.1.(b) Salary Supplements for Teachers Paid on This These Salary Schedule Schedules.** –

- 37 (1) Licensed teachers who have NBPTS certification shall receive a salary  
38 supplement each month of twelve percent (12%) of their monthly salary on  
39 the "A" salary schedule.
- 40 (2) Licensed teachers who are classified as "M" teachers shall receive a salary  
41 supplement each month of ten percent (10%) of their monthly salary on the  
42 "A" salary schedule.
- 43 (3) Licensed teachers with licensure based on academic preparation at the  
44 six-year degree level shall receive a salary supplement of one hundred  
45 twenty-six dollars (\$126.00) per month in addition to the supplement provided  
46 to them as "M" teachers.
- 47 (4) Licensed teachers with licensure based on academic preparation at the  
48 doctoral degree level shall receive a salary supplement of two hundred  
49 fifty-three dollars (\$253.00) per month in addition to the supplement provided  
50 to them as "M" teachers.

- 1 (5) Certified school nurses shall receive a salary supplement each month of ten
- 2 percent (10%) of their monthly salary on the "A" salary schedule.
- 3 (6) Certified school counselors shall receive a salary supplement of eighty dollars
- 4 (\$80.00) per month.

5 **SECTION 7B.1.(c)** The first step of the salary schedule for (i) school psychologists, (ii)

6 school speech pathologists who are licensed as speech pathologists at the master's degree level

7 or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree

8 level or higher shall be equivalent to the sixth step of the "A" salary schedule. These employees

9 shall receive a salary supplement each month of ten percent (10%) of their monthly salary and

10 are eligible to receive salary supplements equivalent to those of teachers for academic preparation

11 at the six-year degree level or the doctoral degree level.

12 **SECTION 7B.1.(d)** The twenty-sixth step of the salary schedule for (i) school psychologists,

13 (ii) school speech pathologists who are licensed as speech pathologists at the master's degree

14 level or higher, and (iii) school audiologists who are licensed as audiologists at the master's

15 degree level or higher shall be seven and one-half percent (7.5%) higher than the salary received

16 by these same employees on the twenty-fifth step of the salary schedule.

17 **SECTION 7B.1.(e)** Beginning with the 2014-2015 fiscal year, in lieu of providing annual

18 longevity payments to teachers paid on the teacher salary schedule, the amounts of those

19 longevity payments are included in the monthly amounts under the teacher salary schedule.

20 **SECTION 7B.1.(f)** A teacher compensated in accordance with ~~this~~ these salary schedule

21 schedules for the ~~2019-2020-2019-2021~~ 2019-2021 school year ~~years~~ shall receive an amount equal to the

22 greater of the following:

- 23 (1) The applicable amount on the salary schedule for the applicable school year.
- 24 (2) For teachers who were eligible for longevity for the 2013-2014 school year,
- 25 the sum of the following:
  - 26 a. The salary the teacher received in the 2013-2014 school year pursuant
  - 27 to Section 35.11 of S.L. 2013-360.
  - 28 b. The longevity that the teacher would have received under the longevity
  - 29 system in effect for the 2013-2014 school year provided in Section
  - 30 35.11 of S.L. 2013-360 based on the teacher's current years of service.
  - 31 c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.
- 32 (3) For teachers who were not eligible for longevity for the 2013-2014 school
- 33 year, the sum of the salary and annual bonus the teacher received in the
- 34 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

35 **SECTION 7B.1.(g)** As used in this section, the term "teacher" shall also include

36 instructional support personnel.

37 **SECTION 7B.1.(h)** ~~It is the intent of the General Assembly to implement the following base~~

38 ~~monthly teacher salary schedule for the 2020-2021 fiscal year to licensed personnel of the public~~

39 ~~schools who are classified as teachers. The salary schedule is based on years of teaching~~

40 ~~experience.~~

41 **2020-2021 Teacher Monthly Salary Schedule**

42 <b>Years of Experience</b>	<b>"A" Teachers</b>
43 0	\$3,500
44 1	\$3,600
45 2	\$3,700
46 3	\$3,800
47 4	\$3,900
48 5	\$4,000
49 6	\$4,100
50 7	\$4,200
51 8	\$4,300

1	9	\$4,400
2	10	\$4,500
3	11	\$4,600
4	12	\$4,700
5	13	\$4,800
6	14	\$4,900
7	15	\$5,000
8	16-20	\$5,100
9	21-24	\$5,200
10	25+	\$5,310."

11 **SECTION 2.3.(b)** If House Bill 966, 2019 Regular Session, becomes law, then  
 12 Section 7B.7 of House Bill 966 reads as rewritten:

13 **"CENTRAL OFFICE SALARIES**

14 **SECTION 7B.7.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual salary  
 15 for superintendents, assistant superintendents, associate superintendents, directors/coordinators,  
 16 supervisors, and finance officers, whose salaries are supported from State funds, shall be  
 17 increased by ~~one two percent (1%)-(2%)~~.

18 **SECTION 7B.7.(b)** ~~It is the intent of the General Assembly to increase~~ For the 2020-2021  
 19 fiscal year, beginning July 1, 2020, the annual salary for superintendents, assistant  
 20 superintendents, associate superintendents, directors/coordinators, supervisors, and finance  
 21 officers, whose salaries are supported from State funds, ~~in the 2020-2021 fiscal year, beginning~~  
 22 July 1, 2020, funds shall be increased by ~~one two percent (1%)-(2%)~~.

23 **SECTION 7B.7.(c)** The monthly salary maximums that follow apply to assistant  
 24 superintendents, associate superintendents, directors/coordinators, supervisors, and finance  
 25 officers for each year of the 2019-2020-2019-2021 fiscal year, biennium, beginning July 1,  
 26 2019:2019, and ending June 30, 2021:

	<b>2019-2020 Fiscal Year</b>	<b><u>2020-2021 Fiscal Year</u></b>	
	Maximum	<u>Maximum</u>	
29	School Administrator I	\$6,697\$6,764	\$6,899
30	School Administrator II	\$7,096\$7,167	\$7,310
31	School Administrator III	\$7,520\$7,595	\$7,747
32	School Administrator IV	\$7,814\$7,892	\$8,050
33	School Administrator V	\$8,125\$8,206	\$8,370
34	School Administrator VI	\$8,608\$8,693	\$8,867
35	School Administrator VII	\$8,951-\$9,039	\$9,220.

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

41 **SECTION 7B.7.(d)** The monthly salary maximums that follow apply to public school  
 42 superintendents for each year of the 2019-2020-2019-2021-fiscal year, biennium, beginning July  
 43 1, 2019:2019, and ending June 30, 2021:

	<b>2019-2020 Fiscal Year</b>	<b><u>2020-2021 Fiscal Year</u></b>	
	Maximum	<u>Maximum</u>	
46	Superintendent I	\$9,488\$9,582	\$9,774
47	Superintendent II	\$10,054\$10,153	\$10,356
48	Superintendent III	\$10,657\$10,762	\$10,977
49	Superintendent IV	\$11,297\$11,409	\$11,637
50	Superintendent V	\$11,978-\$12,096	\$12,338.

1 The local board of education shall determine the appropriate category and placement  
 2 for the superintendent based on the average daily membership of the local school administrative  
 3 unit and within funds appropriated by the General Assembly for central office administrators and  
 4 superintendents.

5 **SECTION 7B.7.(e)** Longevity pay for superintendents, assistant superintendents, associate  
 6 superintendents, directors/coordinators, supervisors, and finance officers shall be as provided for  
 7 State employees under the North Carolina Human Resources Act.

8 **SECTION 7B.7.(f)** Superintendents, assistant superintendents, associate superintendents,  
 9 directors/coordinators, supervisors, and finance officers with certification based on academic  
 10 preparation at the six-year degree level shall receive a salary supplement of one hundred  
 11 twenty-six dollars (\$126.00) per month in addition to the compensation provided pursuant to this  
 12 section. Superintendents, assistant superintendents, associate superintendents,  
 13 directors/coordinators, supervisors, and finance officers with certification based on academic  
 14 preparation at the doctoral degree level shall receive a salary supplement of two hundred  
 15 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this  
 16 section.

17 **SECTION 7B.7.(g)** The State Board of Education shall not permit local school  
 18 administrative units to transfer State funds from other funding categories for salaries for public  
 19 school central office administrators.

20 ~~**SECTION 7B.7.(h)** It is the intent of the General Assembly that the monthly salary~~  
 21 ~~maximums that follow shall apply to assistant superintendents, associate superintendents,~~  
 22 ~~directors/coordinators, supervisors, and finance officers for the 2020-2021 fiscal year, beginning~~  
 23 ~~July 1, 2020:~~

	<b>2020-2021 Fiscal Year</b>
	Maximum
24 School Administrator I	\$6,764
25 School Administrator II	\$7,167
26 School Administrator III	\$7,596
27 School Administrator IV	\$7,893
28 School Administrator V	\$8,207
29 School Administrator VI	\$8,694
30 School Administrator VII	\$9,040.

31 ~~**SECTION 7B.7.(i)** It is the intent of the General Assembly that the monthly salary~~  
 32 ~~maximums that follow shall apply to public school superintendents for the 2020-2021 fiscal year,~~  
 33 ~~beginning July 1, 2020:~~

	<b>2020-2021 Fiscal Year</b>
	Maximum
34 Superintendent I	\$9,583
35 Superintendent II	\$10,154
36 Superintendent III	\$10,763
37 Superintendent IV	\$11,410
38 Superintendent V	\$12,097."

39 **SECTION 2.3.(c)** If House Bill 966, 2019 Regular Session, becomes law, then  
 40 Section 7B.8 of House Bill 966 reads as rewritten:

41 **"NONCERTIFIED PERSONNEL SALARIES**

42 **SECTION 7B.8.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual salary  
 43 for noncertified public school employees whose salaries are supported from State funds shall be  
 44 increased as follows:

- 45 (1) For permanent, full-time employees on a 12-month contract, by ~~one percent~~  
 46 (1%)-two percent (2%).

- 1 (2) For the following employees, by a prorated and equitable amount based on the  
2 amount specified in subdivision (1) of this subsection:  
3 a. Permanent, full-time employees on a contract for fewer than 12  
4 months.  
5 b. Permanent, part-time employees.  
6 c. Temporary and permanent hourly employees.

7 **SECTION 7B.8.(b)** ~~It is the intent of the General Assembly to increase the annual salary for~~  
8 ~~noncertified public school employees whose salaries are supported from State funds in the~~  
9 ~~2020-2021 fiscal year, beginning July 1, 2020, as follows: For the 2020-2021 fiscal year,~~  
10 beginning July 1, 2020, the annual salary for noncertified public school employees whose salaries  
11 are supported from State funds shall be increased as follows:

- 12 (1) For permanent, full-time employees on a 12-month contract, by ~~one percent~~  
13 ~~(1%)-two percent (2%).~~  
14 (2) For the following employees, by a prorated and equitable amount based on the  
15 amount specified in subdivision (1) of this subsection:  
16 a. Permanent, full-time employees on a contract for fewer than 12  
17 months.  
18 b. Permanent, part-time employees.  
19 c. Temporary and permanent hourly employees."

20 **SECTION 2.3.(d)** If House Bill 966, 2019 Regular Session, becomes law, then Part  
21 VII-B of that act is amended by adding the following new section to read:

22 **"BONUSES FOR NONCERTIFIED PERSONNEL**

23 **SECTION 7B.8A.(a)** No later than October 31, 2020, the Department of Public Instruction  
24 shall administer a one-time, lump sum bonus to any noncertified public school employee, whose  
25 salary is supported from State funds, equivalent to one half of one percent (0.5%) of that person's  
26 salary.

27 **SECTION 7B.8A.(b)** The bonuses awarded pursuant to this section shall be in addition to  
28 any regular wage or other bonus the employee receives or is scheduled to receive.

29 **SECTION 7B.8A.(c)** Notwithstanding G.S. 135-1(7a), the bonuses awarded pursuant to this  
30 section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers'  
31 and State Employees' Retirement System.

32 **SECTION 7B.8A.(d)** The bonuses awarded pursuant to this section do not apply to  
33 noncertified public school employees no longer employed as noncertified public school  
34 employees due to resignation, dismissal, reduction in force, death, or retirement or whose last  
35 workday is prior to October 1, 2020."

36  
37 **NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS TUITION**  
38 **GRANTS**

39 **SECTION 2.4.(a)** If House Bill 966, 2019 Regular Session, becomes law, then  
40 G.S. 116-209.90, as enacted by Section 8A.2 of that act, reads as rewritten:

41 **"§ 116-209.90. Tuition grants for graduates to attend a constituent institution.**

42 (a) Program Established. – There is established the Tuition Grant for Graduates of the  
43 North Carolina School of Science and Mathematics Program (Program). Within the funds made  
44 available for the Program, a State resident who graduates from the North Carolina School of  
45 Science and Mathematics (NCSSM) in each school year, beginning with the 2019-2020 school  
46 year, and who enrolls as a full-time student in a constituent institution of The University of North  
47 Carolina in the next academic year after graduation shall be eligible for a tuition grant awarded  
48 for that student's first academic year in accordance with this Part. Students who receive initial  
49 tuition grants as a cohort of a graduating class of NCSSM shall also be eligible to apply for tuition  
50 grants for subsequent academic years for up to a total of four academic years.

1 (b) Administration of Grants. – The Authority shall administer the tuition grants provided  
2 for in this Part pursuant to guidelines and procedures established by the Authority consistent with  
3 its practices for administering State-funded financial aid. The guidelines and procedures shall  
4 include an application process and schedule, notification and disbursement procedures, standards  
5 for reporting, and standards for return of tuition grants when a student withdraws. The Authority  
6 shall not approve any grant until it receives proper certification from the appropriate constituent  
7 institution that the student applying for the grant is an eligible student. Upon receipt of the  
8 certification, the Authority shall remit, at the times it prescribes, the tuition grant to the  
9 constituent institution on behalf, and to the credit, of the student. In the event a student on whose  
10 behalf a tuition grant has been paid is not enrolled and carrying a minimum academic load as of  
11 the tenth classroom day following the beginning of the school term for which the tuition grant  
12 was paid, the constituent institution shall refund the full amount of the tuition grant to the  
13 Authority.

14 (c) Award of Grants. – Except as provided in subsections (d) and (e) of this section, the  
15 amount of the grant awarded to a student shall be the full tuition cost at the constituent institution  
16 in which the student is ~~enrolled for the student's first academic year.~~ enrolled. No tuition grant  
17 awarded to a student under this section shall exceed the cost of attendance at the constituent  
18 institution for which the student is enrolled.

19 (d) Reduction of an Award Due to Other Aid. – If a student, who is eligible for a tuition  
20 grant under this section, also receives a scholarship or other grant covering the cost of attendance  
21 at the constituent institution for which the tuition grant is awarded, then the amount of the tuition  
22 grant shall be reduced by an appropriate amount determined by the Authority so that the total  
23 amount of scholarships and grants received by the student does not exceed the cost of attendance  
24 for the institution. The cost of attendance shall be determined by the Authority for each  
25 constituent institution.

26 (e) Pro Rata Amount. – In the event there are not sufficient funds available for the  
27 Program to provide each eligible student with a full tuition grant as provided for by this Part,  
28 each eligible student shall receive a pro rata share of funds available for that academic year.

29 (f) Continuous Enrollment. – A student shall be continuously enrolled in a constituent  
30 institution after the award of the initial tuition grant to be eligible for tuition grants in subsequent  
31 academic years. The Authority shall have the discretion to waive this requirement if the student  
32 is able to demonstrate that any of the following have substantially disrupted or interrupted the  
33 student's pursuit of a degree: (i) a military service obligation, (ii) serious medical debilitation,  
34 (iii) a short-term or long-term disability, or (iv) other extraordinary hardship."

35 **SECTION 2.4.(b)** If House Bill 966, 2019 Regular Session, becomes law, then  
36 notwithstanding any other provision of law to the contrary, students who are State residents who  
37 graduated from the North Carolina School of Science and Mathematics at the end of the  
38 2018-2019 school year and were awarded a tuition grant for the 2019-2020 academic year in  
39 accordance with Section 10A.5 of S.L. 2018-5 shall be included in the award of tuition grants  
40 under G.S. 116-209.90, beginning with the 2020-2021 academic year.

## 41 **USE OF ADDITIONAL GENERAL FUND APPROPRIATIONS**

42 **SECTION 2.5.** If House Bill 966, 2019 Regular Session, becomes law, then the  
43 additional sum of sixty-nine million six hundred fifty-eight thousand five hundred sixty-eight  
44 dollars (\$69,658,568) for the 2019-2020 fiscal year and the additional sum of one hundred  
45 seventy-five million eight hundred thirty thousand three hundred eighty-one dollars  
46 (\$175,830,381) for the 2020-2021 fiscal year, as provided pursuant to Section 2.1 of this act,  
47 shall be used as follows:

- 48  
49 (1) Public school employee compensation. – The sum of fifteen million four  
50 hundred eighteen thousand seven hundred twelve dollars (\$15,418,712) in  
51 recurring funds for the 2019-2020 fiscal year and the sums of sixty million

1 two hundred eight thousand ten dollars (\$60,208,010) in recurring funds and  
2 six million five hundred seventy-six thousand one hundred ninety-two dollars  
3 (\$6,576,192) in nonrecurring funds for the 2020-2021 fiscal year to implement  
4 the compensation provisions of Section 2.3 of this act.

5 (2) Community college compensation. – The sum of twelve million three hundred  
6 thirty-two thousand six hundred thirty-six dollars (\$12,332,636) in recurring  
7 funds for the 2019-2020 fiscal year and the sum of twenty-four million six  
8 hundred sixty-five thousand two hundred seventy-two dollars (\$24,665,272)  
9 in recurring funds for the 2020-2021 fiscal year to increase the funding  
10 available for salary increases for local community college personnel.

11 (3) University of North Carolina compensation. – The sum of forty million seven  
12 hundred eighty-two thousand two hundred ten dollars (\$40,782,210) in  
13 recurring funds for the 2019-2020 fiscal year and the sum of eighty-two  
14 million one hundred thirty-one thousand seven dollars (\$82,131,007) in  
15 recurring funds for the 2020-2021 fiscal year to increase the funding available  
16 for salary increases for employees of the university system.

17 (4) Math tuition grants for the North Carolina School of Science and  
18 Mathematics. – The sum of one million one hundred twenty-four thousand  
19 nine hundred fifty dollars (\$1,124,950) in recurring funds for the 2019-2020  
20 fiscal year and the sum of two million two hundred forty-nine thousand nine  
21 hundred dollars (\$2,249,900) in recurring funds for the 2020-2021 fiscal year  
22 to increase availability of grants to the graduates of the North Carolina School  
23 of Science and Mathematics who attend constituent institutions of The  
24 University of North Carolina.  
25

### 26 PART III. OTHER PROVISIONS

27 **SECTION 3.1.** The legislative salary increases provided by Part I of this act in each  
28 year of the 2019-2021 fiscal biennium do not apply to persons separated from service due to  
29 resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to  
30 June 30, 2019, for the 2019-2020 fiscal year or June 30, 2020, for the 2020-2021 fiscal year. For  
31 the 2019-2021 fiscal biennium, payroll checks issued to employees after July 1, 2019, and July  
32 1, 2020, respectively, that represent payment of services provided prior to July 1 of each year  
33 shall not be eligible for salary increases provided for in this act.

34 **SECTION 3.2.** If any provision of Part I of this act and G.S. 143C-5-4 are in conflict,  
35 the provisions of this act shall prevail.  
36

### 37 PART IV. CONDITIONS AND CONTINGENCIES

38 **SECTION 4.1.(a)** If House Bill 966, 2019 Regular Session:

39 (1) Does not become law, then Part I of this act shall remain in effect.

40 (2) Becomes law, then (i) Sections 1.2, 1.3, 1.4, 1.6, 1.7, and 1.8 of this act are  
41 repealed and (ii) Sections 7B.3A, 7B.9, and 7B.10 of House Bill 966, 2019  
42 Regular Session, are repealed.

43 **SECTION 4.1.(b)** The provisions of Part II of this act become effective only if House  
44 Bill 966, 2019 Regular Session, becomes law.

45 **SECTION 4.2.** If House Bill 377, 2019 Regular Session, becomes law, then Sections  
46 2.1, 2.2, 2.6, and 3.1 of House Bill 377, 2019 Regular Session, are repealed.

47 **SECTION 4.3.** If House Bill 111, 2019 Regular Session, becomes law, then Section  
48 3.6(b)(3) of House Bill 111, 2019 Regular Session, is repealed.  
49

### 50 PART V. EFFECTIVE DATE

1           **SECTION 5.1.** Except as otherwise provided, this act becomes effective July 1,  
2 2019.