

TABLED



NORTH CAROLINA GENERAL ASSEMBLY
AMENDMENT
Senate Bill 257

AMENDMENT NO. A33
(to be filled in by
Principal Clerk)

S257-AMT-19 [v.7]

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Amends Title [NO]
Second Edition

Date _____, 2025

Senator Chaudhuri

1 moves to amend the bill on page 110, line 15, to page 111, line 41, by rewriting the lines to read:

2 **"TEACHER SALARY SCHEDULE**

3 **SECTION 7A.1.(a)** The following monthly teacher salary schedules shall apply for
4 the 2025-2026 fiscal year and the 2026-2027 fiscal year, respectively, to licensed personnel of
5 the public schools who are classified as teachers. The salary schedules are based on years of
6 teaching experience.

7 **2025-2026 Teacher Monthly Salary Schedule**

8	Years of Experience	"A" Teachers
9	0	4,450
10	1	4,530
11	2	4,610
12	3	4,690
13	4	4,770
14	5	4,850
15	6	4,930
16	7	5,010
17	8	5,090
18	9	5,170
19	10	5,250
20	11	5,330
21	12	5,410
22	13	5,490
23	14	5,570
24	15-24	5,588
25	25+	5,795

26 **2026-2027 Teacher Monthly Salary Schedule**

27	Years of Experience	"A" Teachers
28	0	5,120
29	1	5,160
30	2	5,200
31	3	5,240
32	4	5,280



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1	5	5,320
2	6	5,360
3	7	5,400
4	8	5,440
5	9	5,480
6	10	5,520
7	11	5,560
8	12	5,600
9	13	5,640
10	14	5,680
11	15-24	5,720
12	25+	5,920

SECTION 7A.1.(b) Salary Supplements for Teachers Paid on These Salary

Schedules. –

- (1) Licensed teachers who have NBPTS certification shall receive a salary supplement each month of twelve percent (12%) of their monthly salary on the "A" salary schedule.
- (2) Licensed teachers who are classified as "M" teachers shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (3) Licensed teachers with licensure based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the supplement provided to them as "M" teachers.
- (4) Licensed teachers with licensure based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the supplement provided to them as "M" teachers.
- (5) Certified school nurses shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (6) School counselors who are licensed as counselors at the master's degree level or higher shall receive a salary supplement each month of one hundred dollars (\$100.00).

SECTION 7A.1.(c) For school psychologists, school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and school audiologists who are licensed as audiologists at the master's degree level or higher, the following shall apply:

- (1) The first step of the salary schedule shall be equivalent to the sixth step of the "A" salary schedule.
- (2) These employees shall receive the following salary supplements each month:
 - a. Ten percent (10%) of their monthly salary, excluding the supplement provided pursuant to sub-subdivision b. of this subdivision.
 - b. Three hundred fifty dollars (\$350.00).

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1 (3) These employees are eligible to receive salary supplements equivalent to those
2 of teachers for academic preparation at the six-year degree level or the
3 doctoral degree level.

4 (4) The twenty-sixth step of the salary schedule shall be seven and one-half
5 percent (7.5%) higher than the salary received by these same employees on
6 the twenty-fifth step of the salary schedule.

7 **SECTION 7A.1.(d)** Beginning with the 2014-2015 fiscal year, in lieu of providing
8 annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those
9 longevity payments are included in the monthly amounts under the teacher salary schedule.

10 **SECTION 7A.1.(e)** A teacher compensated in accordance with these salary
11 schedules in the 2025-2027 fiscal biennium shall receive an amount equal to the greater of the
12 following:

13 (1) The applicable amount on the applicable salary schedule for the applicable
14 school year.

15 (2) For teachers who were eligible for longevity for the 2013-2014 school year,
16 the sum of the following:

17 a. The salary the teacher received in the 2013-2014 school year pursuant
18 to Section 35.11 of S.L. 2013-360.

19 b. The longevity that the teacher would have received under the longevity
20 system in effect for the 2013-2014 school year provided in Section
21 35.11 of S.L. 2013-360 based on the teacher's current years of service.

22 c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.

23 (3) For teachers who were not eligible for longevity for the 2013-2014 school
24 year, the sum of the salary and annual bonus the teacher received in the
25 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

26 **SECTION 7A.1.(f)** As used in this section, the term "teacher" shall also include
27 instructional support personnel.";

28
29 and on page 147, line 13, to page 148, line 45, by rewriting the lines to read:

30 **"REPEAL OPPORTUNITY SCHOLARSHIPS AND MAKE NECESSARY**
31 **CONFORMING CHANGES TO THE PERSONAL EDUCATION STUDENT ACCOUNT**
32 **PROGRAM**

33 **SECTION 8A.2.(a)** Part 2A of Article 39 of Chapter 115C of the General Statutes
34 is repealed.

35 **SECTION 8A.2.(b)** Notwithstanding any other provision of law or of the Committee
36 Report referenced in Section 45.2 of this act to the contrary, funds that were appropriated for the
37 award of opportunity scholarship grants pursuant to Part 2A of Article 39 of Chapter 115C of the
38 General Statutes for the 2025-2027 fiscal biennium are reduced as follows:

39 (1) Of the recurring funds appropriated to the Board of Governors of The
40 University of North Carolina for the opportunity scholarship program
41 pursuant to S.L. 2021-180, by the sum of thirty million dollars (\$30,000,000)
42 for the 2025-2026 fiscal year.

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(2) Of the funds appropriated to the Opportunity Scholarship Grant Fund Reserve, as follows:

(1) Of the funds allocated from the Reserve for the award of scholarship grants in the 2025-2026 fiscal year, by the sum of seven hundred five million dollars (\$705,000,000) in nonrecurring funds.

(2) Of the funds appropriated for the 2025-2026 fiscal year, by the sum of six hundred twenty-five million dollars (\$625,000,000) in recurring funds.

(3) Of the funds appropriated for the 2026-2027 fiscal year, by the sum of an additional fifty million dollars (\$50,000,000) in recurring funds.

SECTION 8A.2.(c) G.S. 115C-555 reads as rewritten:

"§ 115C-555. Qualification of nonpublic schools.

The provisions of this Part shall apply to any nonpublic school which has one or more of the following characteristics:

...

(4) It receives no funding from the State of North Carolina. For the purposes of this Article, scholarship funds awarded pursuant to ~~Part 2A of this Article or Article 41 of this Chapter~~ to eligible students attending a nonpublic school shall not be considered funding from the State of North Carolina."

SECTION 8A.2.(d) G.S. 115C-567.1(a) reads as rewritten:

"§ 115C-567.1. Outreach and assistance for parents and students.

(a) The State Education Assistance Authority, in its administration of ~~scholarship programs for eligible students pursuant to Part 2A of this Article and~~ Personal Education Student Accounts for Children with Disabilities under Article 41 of this Chapter may contract with a nonprofit corporation representing parents and families, for outreach and scholarship education, program promotion, and application assistance for parents and students. The Authority shall issue a request for proposals in order to enter into a contract with a nonprofit corporation that meets the following requirements during the term of the contract:

...."

SECTION 8A.2.(e) Article 41 of Chapter 115C of the General Statutes reads as rewritten:

"Article 41.

"Personal Education Student Accounts for Children with Disabilities.

...

"§ 115C-591. Definitions.

The following definitions apply in this Article:

...

(3) Eligible student. – A student residing in North Carolina who has not yet received a high school diploma and who meets all of the following requirements:

a. Is eligible to attend a North Carolina public school pursuant to Article 25 of this Chapter. A child who is the age of four on or before April 16 is eligible to attend the following school year if the principal, or

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- 1 equivalent, of the school in which the child seeks to enroll finds that
2 the student meets the requirements established by the Authority
3 pursuant to ~~G.S. 115C-562.2(d)~~G.S. 115C-597(a)(5) and those
4 findings are submitted to the Authority with the child's application.
5 b. Has not been enrolled in a postsecondary institution as a full-time
6 student taking at least 12 hours of academic credit.
7 c. Is a child with a disability, as defined in G.S. 115C-106.3(1).
8 d. Has not been placed in a nonpublic school or facility by a public
9 agency at public expense.
10 (3a) ~~G.S. 115C-562.5-compliant~~Compliant school. – A Part 1 or 2 nonpublic
11 school that consents to comply with the requirements of
12 ~~G.S. 115C-562.5~~G.S. 115C-596.5.

13 ...

14 **"§ 115C-592. Award of scholarship funds for a personal education student account.**

15 ...

16 (e) ~~Eligibility for Other Scholarship Programs. — An eligible student under this Article~~
17 ~~may receive, in addition to a PESA, a scholarship under Part 2A of Article 39 of this Chapter.~~

18 ...

19 **"§ 115C-595. Parental agreement; use of funds.**

20 (a) Parental Agreement. – The Authority shall provide the parent of a scholarship
21 recipient with a written agreement, applicable for each year the eligible student receives
22 scholarship funds under this Article, to be signed and returned to the Authority prior to receiving
23 the scholarship funds. The agreement shall be submitted to the Authority electronically. The
24 parent shall not designate any entity or individual to execute the agreement on the parent's behalf.
25 A parent or eligible student's failure to comply with this section shall result in a forfeit of
26 scholarship funds and those funds may be awarded to another eligible student. The parent shall
27 agree to the following conditions in order to receive scholarship funds under this Article:

28 ...

- 29 (3) Use the scholarship funds deposited into a personal education student account
30 only for the following qualifying education expenses of the eligible student:
31 a. Tuition and fees for a ~~G.S. 115C-562.5-compliant~~ school, disbursed as
32 provided in subdivision (1) of subsection (a1) of this section.

33 ...

- 34 (3a) Use of scholarship funds for reimbursement of tuition. – Notwithstanding
35 sub-subdivision a. of subdivision (3) of this subsection, a parent of an eligible
36 student may pay tuition to Part 1 or 2 nonpublic schools that are not
37 ~~G.S. 115C-562.5-compliant~~ schools with funds other than funds available in
38 the personal education student account and then request reimbursement from
39 the Authority from scholarship funds if the parent complies with the
40 provisions of subdivision (2) of subsection (a1) of this section.

41 ...

42 (a1) Disbursement of Funds for Tuition. – The method by which the Authority shall
43 disburse scholarship funds awarded to eligible students for tuition at a nonpublic school shall be

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1 based upon whether the nonpublic school is a ~~G.S. 115C-562.5~~-compliant school. Scholarship
2 funds for tuition shall be disbursed as follows:

3 (1) Scholarship endorsement for tuition. – The Authority shall remit, at least two
4 times each school year, scholarship funds from the personal education student
5 account for eligible students who attend ~~G.S. 115C-562.5~~-compliant schools.
6 The funds shall be remitted to the ~~G.S. 115C-562.5~~-compliant school for
7 endorsement by at least one of the student's parents. The parent shall
8 restrictively endorse the scholarship funds awarded to the eligible student for
9 deposit into the account of the ~~G.S. 115C-562.5~~-compliant school to the credit
10 of the eligible student. The parent shall not designate any entity or individual
11 associated with the school as the parent's attorney-in-fact to endorse the
12 scholarship funds. A parent's failure to comply with this subdivision shall
13 result in forfeiture of the scholarship funds for tuition. Scholarship funds
14 forfeited for failure to comply with this subdivision shall be returned to the
15 Authority to be awarded to another student.

16 (2) Reimbursement for tuition. – The parent of an eligible student who enrolls in
17 a school that is (i) a North Carolina public school other than the public school
18 to which that student would have been assigned as provided in G.S. 115C-366
19 or (ii) a Part 1 or 2 nonpublic school that is not a ~~G.S. 115C-562.5~~-compliant
20 school may pay tuition directly to the school with funds other than scholarship
21 funds and request reimbursement with funds available in the personal
22 education student account under subdivision (3a) of subsection (a) of this
23 section. However, the Authority shall not reimburse the parent prior to the
24 midpoint of each semester. A parent may only receive reimbursement for
25 tuition if the parent provides documentation to the Authority that the student
26 is enrolled in the school.

27 ...
28 **§ 115C-596.5. Obligations of nonpublic schools accepting eligible students receiving**
29 **scholarship funds.**

30 (a) A compliant school shall do all of the following:

31 (1) Provide to the Authority documentation for required tuition and fees charged
32 to the student by the school.

33 (2) Provide to the Authority a criminal background check conducted for the staff
34 member with the highest decision-making authority, as defined by the bylaws,
35 articles of incorporation, or other governing document. Information provided
36 to the Authority in accordance with this subdivision is privileged information
37 and is not a public record but is for the exclusive use of the Authority.

38 (3) Provide to the parent or guardian of an eligible student, whose tuition and fees
39 are paid in whole or in part with scholarship funds, an annual written
40 explanation of the student's progress, including the student's scores on
41 standardized achievement tests.

42 (4) Administer, at least once in each school year, tests as provided in this
43 subdivision. Test performance data shall be submitted to the Authority by July

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- 1 15 of each year. Test performance data reported to the Authority under this
2 subdivision is not a public record under Chapter 132 of the General Statutes.
3 Tests shall be administered to all eligible students enrolled in grades three and
4 higher whose tuition and fees are paid in whole or in part with a scholarship
5 grant as follows:
6 a. The nationally standardized test designated by the Authority in grades
7 three and eight.
8 b. The ACT in grade 11.
9 c. A nationally standardized test or other nationally standardized
10 equivalent measurement selected by the chief administrative officer of
11 the nonpublic school in all other grades four and higher. For grades
12 four through seven, the nationally standardized test or other equivalent
13 measurement selected must measure achievement in the areas of
14 English grammar, reading, spelling, and mathematics. For grades nine,
15 10, and 12, the nationally standardized test or other equivalent
16 measurement selected must measure either (i) achievement in the areas
17 of English grammar, reading, spelling, and mathematics or (ii)
18 competencies in the verbal and quantitative areas.
19 (5) Provide to the Authority graduation rates of the students receiving scholarship
20 funds in a manner consistent with nationally recognized standards.
21 (6) Contract with a certified public accountant to perform a financial review,
22 consistent with generally accepted methods of accounting or any other
23 comprehensive basis of accounting recognized by the American Institute of
24 Certified Public Accountants (AICPA) for each school year in which the
25 school enrolls 70 or more students receiving scholarship grants or scholarship
26 funds awarded by the Authority.
27 (7) Maintain a school facility within the State where in-person instruction is
28 provided. This subdivision does not prohibit a school from offering
29 remote-only courses of instruction in addition to in-person instruction.
30 (8) Provide the following information annually to the Division:
31 a. Name and address of the school, including physical location address.
32 A school with more than one physical location shall establish a
33 separate notice of intent for each physical location and shall provide
34 all information required by this subdivision for each physical location.
35 b. The name of the owners and chief administrator.
36 c. Number of students in attendance at the school as of October 1.
37 (b) A compliant school that accepts students receiving scholarship funds shall not require
38 any additional fees based on the status of the student as a recipient of scholarship funds.
39 (c) A compliant school enrolling more than 25 students in any grade whose tuition and
40 fees are paid in whole or in part with a scholarship grant shall provide and retain information on
41 student test performance in each grade with more than 25 students, as follows:
42 (1) Report to the Authority on the aggregate standardized test performance of
43 eligible students in grades three, eight, and 11. Aggregate test performance

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1 data reported to the Authority which does not contain personally identifiable
2 student data shall be a public record under Chapter 132 of the General Statutes.
3 Test performance data may be shared with public or private institutions of
4 higher education located in North Carolina and shall be provided to an
5 independent research organization selected by the Authority for research
6 purposes as permitted by the Federal Education Rights and Privacy Act, 20
7 U.S.C. § 1232g.

8 (2) Retain standardized test performance data for eligible students in all other
9 grades and annually certify to the Authority compliance with the requirements
10 of subdivision (4) of subsection (a) of this section.

11 (d) A compliant school shall not discriminate with respect to the categories listed in 42
12 U.S.C. § 2000d, as that statute read on January 1, 2014.

13 (e) If the Authority determines that a school is not in compliance with the requirements
14 of this section, the school shall be ineligible to receive future scholarship funds. The school shall
15 notify the parent or guardian of any enrolled student receiving scholarship funds that the school
16 is no longer eligible to receive future scholarship funds. The Authority shall establish by rule a
17 process for a school to appeal for reconsideration of eligibility after one year. To ensure
18 compliance, the Board of Directors of the Authority shall review the criminal history provided
19 under subdivision (2) of subsection (a) of this section to ensure that the person has not been
20 convicted of any crime listed in G.S. 115C-332. The Board shall determine through this review
21 whether the school is noncompliant with this section. The Board shall make written findings with
22 regard to how the criminal history information was used when making the compliance
23 determination. The Board of Directors may delegate any of the duties in this subsection to the
24 Executive Director of the Authority. As part of its review, the Board shall determine whether the
25 results indicate that the staff member has any of the following disqualifying characteristics:

26 (1) Poses a threat to the physical safety of students or personnel.

27 (2) Demonstrates that he or she does not have the integrity or honesty to fulfill his
28 or her duties in overseeing State funds and the requirements of the scholarship
29 grant program.

30 (3) Has not fully satisfied the criminal sentencing obligations imposed following
31 his or her conviction by a court of competent jurisdiction.

32 (e) If a nonpublic school terminates operation during the school's regular schedule and
33 fails to (i) report the date of the closure to the Division within 14 days and (ii) return funds owed
34 to the Authority in a timely manner for students who received scholarship grants, any other
35 nonpublic school opened during that school year or subsequent school years by an owner or chief
36 administrator listed in the report submitted to the Division under subdivision (8) of subsection
37 (a) of this section for that closed school shall be ineligible to receive scholarship grants until such
38 time the Authority determines the obligation to return those funds has been satisfied.

39 **"§ 115C-597. Administration.**

40 (a) Rules and Regulations. – The Authority shall establish rules and regulations for the
41 administration of the program, including the following:

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- 1 (1) The administration and awarding of scholarship funds, including a lottery
- 2 process for the selection of recipients within the criteria established by
- 3 G.S. 115C-592(a), if necessary.
- 4 (2) Requiring a surety bond or insurance to be held by account holders.
- 5 (3) Use of the funds and the reporting of expenditures.
- 6 (4) Monitoring and control of spending scholarship funds deposited in a PESA.
- 7 (5) A rule regarding the early admission of 4 year old children that establishes the
- 8 same factors for eligibility as the rule adopted by the State Board of Education
- 9 pursuant to G.S. 115C-364(d).

10 The Authority shall provide recipients of scholarship funds with the annual list of defined
11 educational technology for which scholarship funds may be used.

12 **"§ 115C-598. Reporting requirements.**

13 (a) The Authority shall report annually, no later than October 15, to the Joint Legislative
14 Education Oversight Committee on the following information from the prior school year:

- 15 (1) Total number, grade level, race, ethnicity, and sex of eligible students
- 16 receiving scholarship funds.
- 17 (2) Total amount of scholarship funding awarded.
- 18 (3) Number of students previously enrolled in public schools in the prior semester
- 19 by the previously attended local education agency.
- 20 (4) Nonpublic schools in which scholarship recipients are enrolled, including
- 21 numbers of scholarship recipients at each nonpublic school.
- 22 (5) The number of substantiated cases of fraud by recipients and the number of
- 23 parents or students removed from the program for noncompliance with the
- 24 provisions of this Article.

25 (a1) The Authority shall report annually, no later than December 1, to the Department of
26 Public Instruction and the Joint Legislative Education Oversight Committee on the following for
27 students enrolled in compliant schools:

- 28 (1) Learning gains or losses of students receiving scholarship funds. The report
29 shall include learning gains or losses of participating students on a statewide
30 basis and shall compare, to the extent possible, the learning gains or losses of
31 eligible students by nonpublic school to the statewide learning gains or losses
32 of public school students with similar socioeconomic backgrounds, using
33 aggregate standardized test performance data provided to the Authority by
34 nonpublic schools and by the Department of Public Instruction. The report
35 shall, at a minimum, analyze the aggregate performance of students receiving
36 scholarship grants in grades three, eight, and 11 on the designated nationally
37 standardized test in comparison to national outcomes for that test.
- 38 (2) Competitive effects on public school performance as a result of the program.
39 The report shall analyze the impact of the availability of scholarship funds on
40 public school performance by local school administrative units to the extent
41 possible, and shall provide comparisons of the impact by geographic region
42 and between rural and urban local school administrative units.

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1 This report shall be conducted by an independent research organization to be selected by the
2 Authority, which may be a public or private entity or university. The independent research
3 organization shall report to the Authority on the results of its research. The Joint Legislative
4 Education Oversight Committee shall review reports from the Authority and shall make ongoing
5 recommendations to the General Assembly as needed regarding improving administration and
6 accountability for nonpublic schools accepting students receiving scholarship funds.

7 (b) For any fiscal year in which the Authority uses funds as provided under
8 G.S. 115C-600(b), the Authority shall report to the Joint Legislative Education Oversight
9 Committee and the Fiscal Research Division of the General Assembly by April 1 of that fiscal
10 year on at least the following:

- 11 (1) The methodology used by the Authority for determining the awards for the
12 school year, including the number of eligible students and the amount of
13 scholarship funds that were awarded under G.S. 115C-592.
- 14 (2) The actual number of eligible students and the amount of scholarship funds
15 received by eligible students for that school year.
- 16 (3) The amount of funds used pursuant to G.S. 115C-600(b) to fully fund the
17 awards.
- 18 (4) Any legislative recommendations, including funding amounts, for the
19 Program for the next fiscal year.

20"

21 **SECTION 8A.2.(f)** Section 3J.23 of S.L. 2024-57 reads as rewritten:

22 **"REPORTS ON ~~OPPORTUNITY~~ SCHOLARSHIPPERSONAL EDUCATION**
23 **STUDENT ACCOUNT TESTING**

24 ...

25 **"SECTION 3J.23.(b)** The Office of Learning Research at The University of North Carolina,
26 as established by Section 2A.8 of this act, shall study and report the following to the Joint
27 Legislative Education Oversight Committee by December 31, 2025:

- 28 (1) For the purpose of comparing student performance, recommendations for
29 nationally standardized tests for use in third grade and eighth grade that would
30 be appropriate for administering to (i) students in nonpublic schools that are
31 compliant schools who are receiving ~~Opportunity Scholarship~~ scholarship
32 funds for a personal education student account pursuant to Article 41 of
33 Chapter 115C of the General Statutes beginning with the 2026-2027 school
34 year and (ii) students attending schools in public school units. To the extent
35 practicable, the Office of Learning Research shall recommend only one test
36 for use in third grade and one test for use in eighth grade.
- 37 (2) Alignment between the nationally standardized tests selected pursuant to
38 subdivision (1) of this subsection and the standard course of study for third
39 grade and eighth grade, respectively, including a crosswalk between the
40 standards assessed by the nationally standardized tests and the standard course
41 of study.
- 42 (3) Feasibility of developing a through-grade assessment for third and eighth
43 grade that would meet the following criteria:

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- 1 a. Assess mastery of the standard course of study.
- 2 b. Consist of multiple testing events throughout the year that are
- 3 aggregated into a summative score.
- 4 c. Replace the current end-of-grade assessments for third and eighth
- 5 grade.
- 6 d. Yield data that can be used with the Education Value-Added
- 7 Assessment System (EVAAS).
- 8 e. Comply with federal law.

9 **"SECTION 3J.23.(c)** The State Education Assistance Authority shall designate as the
10 nationally standardized assessments to be administered by ~~nonpublic schools,~~ compliant schools
11 in accordance with ~~G.S. 115C-562.5(a)(4),~~ G.S. 115C-596.5(a)(4), the tests recommended by the
12 Office of Learning Research at The University of North Carolina for use in third grade and eighth
13 grade in accordance with subsection (b) of this section.

14 **"SECTION 3J.23.(d)** Notwithstanding ~~G.S. 115C-562.7(e),~~ G.S. 115C-598(a1), the State
15 Education Assistance Authority shall submit the report required by ~~G.S. 115C-562.7(e)~~
16 G.S. 115C-598(a1) by December 1, 2027, and annually thereafter, based on the data submitted
17 by ~~nonpublic~~ compliant schools in accordance with
18 ~~G.S. 115C-562.5(e)(1)~~ G.S. 115C-596.5(c)(1) beginning with the 2026-2027 school year."

19 **SECTION 8A.2.(g)** Subsection (b) of this section becomes effective July 1, 2025.
20 Except as otherwise provided, this section is effective when it becomes law and applies beginning
21 with the 2025-2026 school year.";

22
23 on page 383, line 33, through page 384, line 11, by rewriting the lines to read:

24 **"ELIGIBLE STATE-FUNDED EMPLOYEES AWARDED COST-OF-LIVING**
25 **ADJUSTMENT/LEGISLATIVE SALARY INCREASES**

26 **SECTION 41.1.(a)** Effective July 1, 2025, except as provided by subsection (c) of
27 this section, a person (i) whose salary is set by this Part, pursuant to the North Carolina Human
28 Resources Act or as otherwise authorized in this act, and (ii) who is employed in a State-funded
29 position on June 30, 2025, is awarded a compensation adjustment as follows:

- 30 (1) Three percent (3%) effective July 1, 2025.
- 31 (2) As otherwise allowed or provided by law.

32 **SECTION 41.1.(a1)** Except as provided by subsection (c) of this section, a person
33 (i) whose salary is set by this Part, pursuant to the North Carolina Human Resources Act or as
34 otherwise authorized in this act, and (ii) who is employed in a State-funded position on June 30,
35 2026, is awarded a cost-of-living adjustment as follows:

- 36 (1) Three percent (3%) effective July 1, 2026.
- 37 (2) As otherwise allowed or provided by law.

38 **SECTION 41.1.(b)** For the 2025-2027 fiscal biennium, the following persons are
39 not eligible to receive the legislative salary increases provided by subsections (a) and (a1) of this
40 section:

- 41 (1) Employees of local boards of education.
- 42 (2) Employees of The University of North Carolina.
- 43 (3) Clerks of superior court compensated under G.S. 7A-101.

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- 1 (4) Officers and employees to which Section 41.14 of this Part applies.
2 (5) Officers and employees to which Section 41.15 of this Part applies.
3 (6) Officers and employees to which Section 41.16 of this Part applies.
4 (7) Employees of schools operated by the Department of Health and Human
5 Services, the Department of Public Safety, the Department of Adult
6 Correction, the Governor Morehead School for the Blind, the Eastern North
7 Carolina School for the Deaf, the North Carolina School for the Deaf, and the
8 State Board of Education who are paid based on the Teacher Salary Schedule.

9 **SECTION 41.1.(c)** Permanent part-time employees shall receive the increase
10 authorized by this section on a prorated and equitable basis.

11 **SECTION 41.1.(d)** No eligible State-funded employee shall be prohibited from
12 receiving the full salary increase provided in this section solely because the employee's salary
13 after applying the legislative increase is above the maximum of the salary range prescribed by
14 the State Human Resources Commission.";

15
16 and on page 384, line 33 through page 388, line 4, by rewriting the lines to read:

17 **"GOVERNOR AND COUNCIL OF STATE**

18 **SECTION 41.3.(a)** Effective July 1, 2025, G.S. 147-11(a) reads as rewritten:

19 **"§ 147-11. Salary and expense allowance of Governor; allowance to person designated to**
20 **represent Governor's office.**

21 (a) The salary of the Governor shall be ~~two hundred three thousand seventy-three dollars~~
22 ~~(\$203,073)~~ two hundred nine thousand one hundred sixty-five dollars (\$209,165) annually,
23 payable monthly."

24 **SECTION 41.3.(a1)** Effective July 1, 2026, G.S. 147-11(a) reads as rewritten:

25 **"§ 147-11. Salary and expense allowance of Governor; allowance to person designated to**
26 **represent Governor's office.**

27 (a) The salary of the Governor shall be ~~two hundred nine thousand one hundred sixty-~~
28 ~~five dollars (\$209,165)~~ two hundred fifteen thousand four hundred forty dollars (\$215,440)
29 annually, payable monthly."

30 **SECTION 41.3.(b)** Effective July 1, 2025, the annual salaries for members of the
31 Council of State, payable monthly, are set as follows:

Council of State	Annual Salary
Lieutenant Governor	\$173,436
Attorney General	173,436
Secretary of State	173,436
State Treasurer	173,436
State Auditor	173,436
Superintendent of Public Instruction	173,436
Agriculture Commissioner	173,436
Insurance Commissioner	173,436
Labor Commissioner	173,436

42 **SECTION 41.3.(b1)** Effective July 1, 2026, the annual salaries for members of the
43 Council of State, payable monthly, are set as follows:

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	Council of State	Annual Salary
1		
2	Lieutenant Governor	\$178,639
3	Attorney General	178,639
4	Secretary of State	178,639
5	State Treasurer	178,639
6	State Auditor	178,639
7	Superintendent of Public Instruction	178,639
8	Agriculture Commissioner	178,639
9	Insurance Commissioner	178,639
10	Labor Commissioner	178,639

11

CERTAIN EXECUTIVE BRANCH OFFICIALS

12
13 **SECTION 41.4.(a)** Effective July 1, 2025, the annual salaries, payable monthly, for
14 the following executive branch officials are as follows:

15

	Executive Branch Officials	Annual Salary
16		
17	Chairman, Alcoholic Beverage Control Commission	\$145,069
18	State Controller	202,003
19	Commissioner of Banks	162,818
20	Chair, Board of Review, Division of Employment Security	159,707
21	Members, Board of Review, Division of Employment Security	157,755
22	Chairman, Parole Commission	159,707
23	Full-time Members of the Parole Commission	147,665
24	Chairman, Utilities Commission	207,073
25	Members of the Utilities Commission	184,295
26	Executive Director, North Carolina Agricultural Finance Authority	141,276
27	State Fire Marshal	143,222

28 **SECTION 41.4.(b)** Effective July 1, 2026, the annual salaries, payable monthly, for
29 the following executive branch officials are as follows:

30

	Executive Branch Officials	Annual Salary
31		
32	Chairman, Alcoholic Beverage Control Commission	\$149,421
33	State Controller	208,063
34	Commissioner of Banks	167,703
35	Chair, Board of Review, Division of Employment Security	164,498
36	Members, Board of Review, Division of Employment Security	162,488
37	Chairman, Parole Commission	164,498
38	Full-time Members of the Parole Commission	152,095
39	Chairman, Utilities Commission	213,285
40	Members of the Utilities Commission	188,800
41	Executive Director, North Carolina Agricultural Finance Authority	145,514
42	State Fire Marshal	147,519

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1 **JUDICIAL BRANCH**

2 **SECTION 41.5.(a)** Effective July 1, 2025, the annual salaries, payable monthly, for
3 the following judicial branch officials are as follows:

4 Judicial Branch Officials	Annual Salary
5 Chief Justice, Supreme Court	\$209,165
6 Associate Justice, Supreme Court	203,736
7 Chief Judge, Court of Appeals	200,514
8 Judge, Court of Appeals	195,310
9 Judge, Senior Regular Resident Superior Court	179,478
10 Judge, Superior Court	174,199
11 Chief Judge, District Court	172,574
12 Judge, District Court	167,499
13 Chief Administrative Law Judge	167,499
14 District Attorney	172,357
15 Assistant Administrative Officer of the Courts	156,369
16 Public Defender	172,357
17 Director of Indigent Defense Services	173,622

18 **SECTION 41.5.(b)** The district attorney of a judicial district, with the approval of
19 the Administrative Officer of the Courts, and the public defender of a judicial district, with the
20 approval of the Commission on Indigent Defense Services, shall set the salaries of assistant
21 district attorneys and assistant public defenders in that district such that the average salary of
22 those assistants in that district does not exceed one hundred four thousand three hundred eighty-
23 eight dollars (\$104,388) and the minimum salary of any assistant is at least fifty-six thousand
24 dollars (\$56,000), effective July 1, 2025.

25 **SECTION 41.5.(c)** Effective July 1, 2026, the annual salaries, payable monthly, for
26 the following judicial branch officials are as follows:

27 Judicial Branch Officials	Annual Salary
28 Chief Justice, Supreme Court	\$215,440
29 Associate Justice, Supreme Court	209,848
30 Chief Judge, Court of Appeals	206,529
31 Judge, Court of Appeals	201,169
32 Judge, Senior Regular Resident Superior Court	184,862
33 Judge, Superior Court	179,425
34 Chief Judge, District Court	177,751
35 Judge, District Court	172,524
36 Chief Administrative Law Judge	172,524
37 District Attorney	177,528
38 Assistant Administrative Officer of the Courts	161,060
39 Public Defender	177,528
40 Director of Indigent Defense Services	178,831

41 **SECTION 41.5.(d)** The district attorney of a judicial district, with the approval of
42 the Administrative Officer of the Courts, and the public defender of a judicial district, with the
43 approval of the Commission on Indigent Defense Services, shall set the salaries of assistant

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1 district attorneys and assistant public defenders in that district such that the average salary of
2 those assistants in that district does not exceed one hundred seven thousand four hundred
3 sixty-eight dollars (\$107,468) and the minimum salary of any assistant is at least fifty-seven
4 thousand six hundred eighty dollars (\$57,680), effective July 1, 2026.

5
6 **CLERKS OF SUPERIOR COURT**

7 **SECTION 41.6.(a)** Effective July 1, 2025, G.S. 7A-101(a) reads as rewritten:

8 **"§ 7A-101. Compensation.**

9 (a) The clerk of superior court is a full-time employee of the State and shall receive an
10 annual salary, payable in equal monthly installments, based on the number of State-funded
11 assistant and deputy clerks of court as determined by the Administrative Office of Court's
12 workload formula, according to the following schedule:

Assistants and Deputies	Annual Salary
0-19	\$111,726 <u>\$115,078</u>
20-29	123,488 <u>127,193</u>
30-49	135,248 <u>139,305</u>
50-99	147,010 <u>151,420</u>
100 and above	149,949 <u>154,447</u>

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19 If the number of State-funded assistant and deputy clerks of court as determined by the
20 Administrative Office of Court's workload formula changes, the salary of the clerk shall be
21 changed, on July 1 of the fiscal year for which the change is reported, to the salary appropriate
22 for that new number, except that the salary of an incumbent clerk shall not be decreased by any
23 change in that number during the clerk's continuance in office."

24 **SECTION 41.6.(b)** Effective July 1, 2026, G.S. 7A-101(a) reads as rewritten:

25 **"§ 7A-101. Compensation.**

26 (a) The clerk of superior court is a full-time employee of the State and shall receive an
27 annual salary, payable in equal monthly installments, based on the number of State-funded
28 assistant and deputy clerks of court as determined by the Administrative Office of Court's
29 workload formula, according to the following schedule:

Assistants and Deputies	Annual Salary
0-19	\$115,078 <u>\$118,530</u>
20-29	127,193 <u>131,009</u>
30-49	139,305 <u>143,484</u>
50-99	151,420 <u>155,963</u>
100 and above	154,447 <u>159,080</u>

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36 If the number of State-funded assistant and deputy clerks of court as determined by the
37 Administrative Office of Court's workload formula changes, the salary of the clerk shall be
38 changed, on July 1 of the fiscal year for which the change is reported, to the salary appropriate
39 for that new number, except that the salary of an incumbent clerk shall not be decreased by any
40 change in that number during the clerk's continuance in office."

41
42 **ASSISTANT AND DEPUTY CLERKS OF COURT**

43 **SECTION 41.7.(a)** Effective July 1, 2025, G.S. 7A-102(c1) reads as rewritten:

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"(c1) A full-time assistant clerk or a full-time deputy clerk, and up to one full-time deputy clerk serving as head bookkeeper per county, shall be paid an annual salary subject to the following minimum and maximum rates:

Assistant Clerks and Head Bookkeeper	Annual Salary
Minimum	\$40,482 <u>\$41,696</u>
Maximum	74,792 <u>77,036</u>

Deputy Clerks	Annual Salary
Minimum	\$36,315 <u>\$37,404</u>
Maximum	58,740 <u>60,502</u> "

SECTION 41.7.(b) Effective July 1, 2026, G.S. 7A-102(c1) reads as rewritten:

"(c1) A full-time assistant clerk or a full-time deputy clerk, and up to one full-time deputy clerk serving as head bookkeeper per county, shall be paid an annual salary subject to the following minimum and maximum rates:

Assistant Clerks and Head Bookkeeper	Annual Salary
Minimum	\$41,696 <u>\$42,947</u>
Maximum	77,036 <u>79,347</u>

Deputy Clerks	Annual Salary
Minimum	\$27,404 <u>\$38,526</u>
Maximum	60,502 <u>62,317</u> "

MAGISTRATES

SECTION 41.8.(a) Effective July 1, 2025, G.S. 7A-171.1(a)(1) reads as rewritten:

"(1) A full-time magistrate shall be paid the annual salary indicated in the table set out in this subdivision. A full-time magistrate is a magistrate who is assigned to work an average of not less than 40 hours a week during the term of office. The Administrative Officer of the Courts shall designate whether a magistrate is full-time. Initial appointment shall be at the entry rate. A magistrate's salary shall increase to the next step every two years on the anniversary of the date the magistrate was originally appointed for increases to Steps 1 through 3, and every four years on the anniversary of the date the magistrate was originally appointed for increases to Steps 4 through 6:

Table of Salaries of Full-Time Magistrates

Step Level	Annual Salary
Entry Rate	\$47,228 <u>\$48,645</u>
Step 1	\$50,714 <u>\$52,235</u>
Step 2	\$54,475 <u>\$56,109</u>
Step 3	\$58,457 <u>\$60,211</u>
Step 4	\$63,228 <u>\$65,125</u>
Step 5	\$68,973 <u>\$71,042</u>

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Step 6 ~~\$75,415.~~\$77,677."

SECTION 41.8.(b) Effective July 1, 2026, G.S. 7A-171.1(a)(1) reads as rewritten:

"(1) A full-time magistrate shall be paid the annual salary indicated in the table set out in this subdivision. A full-time magistrate is a magistrate who is assigned to work an average of not less than 40 hours a week during the term of office. The Administrative Officer of the Courts shall designate whether a magistrate is full-time. Initial appointment shall be at the entry rate. A magistrate's salary shall increase to the next step every two years on the anniversary of the date the magistrate was originally appointed for increases to Steps 1 through 3, and every four years on the anniversary of the date the magistrate was originally appointed for increases to Steps 4 through 6:

Table of Salaries of Full-Time Magistrates

Step Level	Annual Salary
Entry Rate	\$48,645 <u>\$50,104</u>
Step 1	\$52,235 <u>\$53,802</u>
Step 2	\$56,109 <u>\$57,792</u>
Step 3	\$60,211 <u>\$62,017</u>
Step 4	\$65,125 <u>\$67,079</u>
Step 5	\$71,042 <u>\$73,173</u>
Step 6	\$77,677 <u>\$80,007.</u> "

LEGISLATIVE EMPLOYEES

SECTION 41.9.(a) Effective July 1, 2025, the annual salaries of the Legislative Services Officer and of nonelected employees of the General Assembly in effect on June 30, 2025, shall be legislatively increased by three percent (3%). Effective July 1, 2026, the annual salaries of the Legislative Services Officer and of nonelected employees of the General Assembly in effect on June 30, 2026, shall be legislatively increased by three percent (3%).

SECTION 41.9.(b) Nothing in this act limits any of the provisions of G.S. 120-32.

GENERAL ASSEMBLY PRINCIPAL CLERKS

SECTION 41.10.(a) Effective July 1, 2025, G.S. 120-37(c) reads as rewritten:

"(c) The principal clerks shall be full-time officers. Each principal clerk shall be entitled to other benefits available to permanent legislative employees and shall be paid an annual salary of ~~one hundred thirty three thousand nine hundred thirty six dollars (\$133,936),~~ one hundred thirty-seven thousand nine hundred fifty-four dollars (\$137,954), payable monthly. Each principal clerk shall also receive such additional compensation as approved by the Speaker of the House of Representatives or the President Pro Tempore of the Senate, respectively, for additional employment duties beyond those provided by the rules of their House. The Legislative Services Commission shall review the salary of the principal clerks prior to submission of the proposed operating budget of the General Assembly to the Governor and shall make appropriate recommendations for changes in those salaries. Any changes enacted by the General Assembly shall be by amendment to this ~~paragraph~~subsection."

SECTION 41.10.(b) Effective July 1, 2026, G.S. 120-37(c) reads as rewritten:

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1 "(c) The principal clerks shall be full-time officers. Each principal clerk shall be entitled
2 to other benefits available to permanent legislative employees and shall be paid an annual salary
3 of one hundred ~~thirty seven thousand nine hundred fifty four dollars (\$137,954)~~, forty-two
4 thousand ninety-three dollars (\$142,093) payable monthly. Each principal clerk shall also receive
5 such additional compensation as approved by the Speaker of the House of Representatives or the
6 President Pro Tempore of the Senate, respectively, for additional employment duties beyond
7 those provided by the rules of their House. The Legislative Services Commission shall review
8 the salary of the principal clerks prior to submission of the proposed operating budget of the
9 General Assembly to the Governor and shall make appropriate recommendations for changes in
10 those salaries. Any changes enacted by the General Assembly shall be by amendment to this
11 subsection."

12
13 **SERGEANTS-AT-ARMS AND READING CLERKS**

14 **SECTION 41.11.(a)** Effective July 1, 2025, G.S. 120-37(b) reads as rewritten:

15 "(b) The sergeant at arms and the reading clerk in each house shall be paid a salary of ~~five~~
16 ~~hundred twenty-eight dollars (\$528.00)~~ five hundred forty-four dollars (\$544.00) per week plus
17 subsistence at the same daily rate provided for members of the General Assembly, plus mileage
18 at the rate provided for members of the General Assembly for one round trip only from their
19 homes to Raleigh and return. The sergeants at arms shall serve during sessions of the General
20 Assembly and at such time prior to the convening of, and subsequent to adjournment or recess
21 of, sessions as may be authorized by the Legislative Services Commission. The reading clerks
22 shall serve during sessions only.

23 Each sergeant at arms shall also receive such additional compensation as approved by the
24 Speaker of the House of Representatives or the President Pro Tempore of the Senate,
25 respectively, for additional employment duties beyond those provided by the rules of their House.
26 The Legislative Services Commission shall review the salary of the sergeant at arms prior to
27 submission of the proposed operating budget of the General Assembly to the Governor and shall
28 make appropriate recommendations for changes in those salaries. Any changes enacted by the
29 General Assembly shall be by amendment to this subsection."

30 **SECTION 41.11.(b)** Effective July 1, 2026, G.S. 120-37(b) reads as rewritten:

31 "(b) The sergeant at arms and the reading clerk in each house shall be paid a salary of five
32 hundred ~~forty-four dollars (\$544.00)~~ sixty dollars (560.00) per week plus subsistence at the same
33 daily rate provided for members of the General Assembly, plus mileage at the rate provided for
34 members of the General Assembly for one round trip only from their homes to Raleigh and return.
35 The sergeants at arms shall serve during sessions of the General Assembly and at such time prior
36 to the convening of, and subsequent to adjournment or recess of, sessions as may be authorized
37 by the Legislative Services Commission. The reading clerks shall serve during sessions only.

38 Each sergeant at arms shall also receive such additional compensation as approved by the
39 Speaker of the House of Representatives or the President Pro Tempore of the Senate,
40 respectively, for additional employment duties beyond those provided by the rules of their House.
41 The Legislative Services Commission shall review the salary of the sergeant at arms prior to
42 submission of the proposed operating budget of the General Assembly to the Governor and shall

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1 make appropriate recommendations for changes in those salaries. Any changes enacted by the
2 General Assembly shall be by amendment to this subsection."

3
4 **COMMUNITY COLLEGES**

5 **SECTION 41.12.(a)** Effective July 1, 2025, the State Board of Community Colleges
6 shall provide community college faculty and non-faculty personnel with an across-the-board
7 salary increase in the amount of three percent (3.0%). Effective July 1, 2026, the State Board of
8 Community Colleges shall provide community college faculty and non-faculty personnel with
9 an across-the-board salary increase in the amount of three percent (3.0%).

10 **SECTION 41.12.(b)** Effective July 1, 2025, the minimum salaries for nine-month,
11 full-time curriculum community college faculty are as follows:

Educational Level	Minimum Salary
Vocational Diploma/Certificate or Less	\$44,414
Associate Degree or Equivalent	445,032
Bachelor's Degree	47,711
Master's Degree or Education Specialist	50,088
Doctoral Degree	53,515

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18 **SECTION 41.12.(b1)** Effective July 1, 2026, the minimum salaries for nine-month,
19 full-time curriculum community college faculty are as follows:

Educational Level	Minimum Salary
Vocational Diploma/Certificate or Less	\$44,969
Associate Degree or Equivalent	45,595
Bachelor's Degree	48,307
Master's Degree or Education Specialist	50,714
Doctoral Degree	54,183

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27 **SECTION 41.12.(c)** No full-time faculty member shall earn less than the minimum
28 salary for the faculty member's education level. The pro rata hourly rate of the minimum salary
29 for each education level shall be used to determine the minimum salary for part-time faculty
30 members.

31
32 **UNIVERSITY OF NORTH CAROLINA**

33 **SECTION 41.13.** Effective July 1, 2025, the Board of Governors of The University
34 of North Carolina shall provide SHRA employees, EHRA employees, and teachers employed by
35 the North Carolina School of Science and Mathematics with an across-the-board salary increase
36 in the amount of three percent (3.0%). Effective July 1, 2026, the Board of Governors of The
37 University of North Carolina shall provide SHRA employees, EHRA employees, and teachers
38 employed by the North Carolina School of Science and Mathematics with an across-the-board
39 salary increase in the amount of three percent (3.0%).";

40
41 and on page 389, lines 10-31, by rewriting the lines to read:
42

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1 **"PROBATION AND PAROLE OFFICERS/JUVENILE COURT COUNSELORS –**
2 **SALARY SCHEDULE**

3 **SECTION 41.16.(a)** Probation and parole officers shall be compensated pursuant to
4 the experience-based salary schedule based on the officer's respective work experience, as
5 established in subsection (b) and subsection (b1) of this section.

6 **SECTION 41.16.(a1)** State employees serving in the Department of Public Safety,
7 Division of Juvenile Justice and Delinquency Prevention, as Juvenile Court Counselors shall be
8 compensated under the probation and parole officer salary schedule.

9 **SECTION 41.16.(b)** Effective July 1, 2025, the following annual salary schedule
10 applies for the 2025-2026 fiscal year under subsections (a) and (a1) of this section:

Years of Experience	2025-26
0	46,898
1	49,946
2	53,194
3	56,651
4	60,334
5	64,256
6+	68,432

11 **SECTION 41.16.(b1)** Effective July 1, 2026, the following annual salary schedule
12 applies for the 2026-2027 fiscal year under subsections (a) and (a1) of this section:

Years of Experience	2026-27
0	48,305
1	51,444
2	54,790
3	58,351
4	62,144
5	66,184
6+	70,485

13 **SECTION 41.16.(c)** If an employee will not receive a salary increase under this
14 section because the employee's salary exceeds the scheduled salary level, then the employee shall
15 receive an annual salary increase equal to the amount of the across-the-board legislative salary
16 increase authorized in this Part.";

17 and on page 391, lines 2-3, by inserting the following between the lines:

18 **"APPROPRIATION FOR PAY INCREASES IN THIS ACT**

19 **SECTION 41.21A.** Notwithstanding anything the Committee Report referenced in
20 Section 45.2 of this act to the contrary, to fund the pay increases awarded in Part VIIA and this
21 Part of this act, all of the following apply:

- 22 (1) Effective July 1, 2025, there is appropriated from the General Fund to the
23 Reserve for Compensation Increases the sum of five hundred twenty-nine
24 million one hundred thousand dollars (\$529,100,000) in recurring funds for
25 the 2025-2026 fiscal year.

