

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2025

**H.B. 192**  
**Feb 25, 2025**  
**HOUSE PRINCIPAL CLERK**

H

D

HOUSE BILL DRH10080-MTa-54

Short Title: Raise Teacher Pay & Dollar Allot. Study. (Public)

Sponsors: Representative Paré.

Referred to:

1 A BILL TO BE ENTITLED  
2 AN ACT TO RAISE SALARIES AND REINSTATE EDUCATION-BASED SALARY  
3 SUPPLEMENTS FOR TEACHERS AND INSTRUCTIONAL SUPPORT PERSONNEL  
4 AND TO DIRECT THE NORTH CAROLINA COLLABORATORY TO STUDY THE  
5 CREATION OF A DOLLAR ALLOTMENT SYSTEM FOR THE COMPENSATION OF  
6 CERTAIN PUBLIC SCHOOL EMPLOYEES.

7 The General Assembly of North Carolina enacts:

8  
9 **PART I. RAISE SALARIES FOR TEACHERS AND INSTRUCTIONAL SUPPORT**  
10 **PERSONNEL**

11 **SECTION 1.(a)** The following monthly teacher salary schedule shall apply for the  
12 2025-2026 fiscal year to licensed personnel of the public schools who are classified as teachers.  
13 The salary schedule is based on years of teaching experience.

14 **2025-2026 Teacher Monthly Salary Schedule**

15 <b>Years of Experience</b>	<b>"A" Teachers</b>
16 0	\$5,000
17 1	\$5,091
18 2	\$5,183
19 3	\$5,274
20 4	\$5,366
21 5	\$5,457
22 6	\$5,576
23 7	\$5,687
24 8	\$5,796
25 9	\$5,907
26 10	\$6,018
27 11	\$6,128
28 12	\$6,239
29 13	\$6,349
30 14	\$6,460
31 15-24	\$6,571
32 25+	\$6,823

33 **SECTION 1.(b)** Salary Supplements for Teachers Paid on This Salary Schedule. –

- 34 (1) Licensed teachers who have NBPTS certification shall receive a salary  
35 supplement each month of twelve percent (12%) of their monthly salary on  
36 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) School counselors who are licensed as counselors at the master's degree level  
15 or higher shall receive a salary supplement each month of one hundred dollars  
16 (\$100.00).

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

- 20 (1) The first step of the salary schedule shall be equivalent to the sixth step of the  
21 "A" salary schedule.
- 22 (2) These employees shall receive the following salary supplements each month:  
23 a. Ten percent (10%) of their monthly salary, excluding the supplement  
24 provided pursuant to sub-subdivision b. of this subdivision.  
25 b. Three hundred fifty dollars (\$350.00).
- 26 (3) These employees are eligible to receive salary supplements equivalent to those  
27 of teachers for academic preparation at the six-year degree level or the  
28 doctoral degree level.
- 29 (4) The twenty-sixth step of the salary schedule shall be seven and one-half  
30 percent (7.5%) higher than the salary received by these same employees on  
31 the twenty-fifth step of the salary schedule.

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

35 **SECTION 1.(e)** A teacher compensated in accordance with this salary schedule for  
36 the 2025-2026 school year shall receive an amount equal to the greater of the following:

- 37 (1) The applicable amount on the salary schedule for the applicable school year.
- 38 (2) For teachers who were eligible for longevity for the 2013-2014 school year,  
39 the sum of the following:  
40 a. The salary the teacher received in the 2013-2014 school year pursuant  
41 to Section 35.11 of S.L. 2013-360.  
42 b. The longevity that the teacher would have received under the longevity  
43 system in effect for the 2013-2014 school year provided in Section  
44 35.11 of S.L. 2013-360 based on the teacher's current years of service.  
45 c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.
- 46 (3) For teachers who were not eligible for longevity for the 2013-2014 school  
47 year, the sum of the salary and annual bonus the teacher received in the  
48 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

49 **SECTION 1.(f)** As used in this section, the term "teacher" shall also include  
50 instructional support personnel.

1           **SECTION 1.(g)** There is appropriated from the General Fund to the Department of  
2 Public Instruction the sum of one billion five hundred ninety-seven million dollars  
3 (\$1,597,000,000) in recurring funds for the 2025-2026 fiscal year to increase teacher salaries in  
4 accordance with this section.  
5

6           **PART II. REINSTATE EDUCATION-BASED SALARY SUPPLEMENTS FOR**  
7 **TEACHERS AND INSTRUCTIONAL SUPPORT PERSONNEL**

8           **SECTION 2.(a)** G.S. 115C-302.10 is repealed.

9           **SECTION 2.(b)** Notwithstanding any other provision of law, for the 2025-2026  
10 fiscal year, State Board of Education policy TCP-A-006, as it was in effect on June 30, 2013,  
11 shall be used to determine (i) whether teachers and instructional support personnel are paid on  
12 the "M" salary schedule and (ii) whether they receive a salary supplement for academic  
13 preparation at the six-year or doctoral degree level.

14           **SECTION 2.(c)** There is appropriated from the General Fund to the Department of  
15 Public Instruction the sum of eight million dollars (\$8,000,000) in recurring funds for the  
16 2025-2026 fiscal year to reinstate education-based salary supplements for teachers and  
17 instructional support personnel in accordance with this act.  
18

19           **PART III. STUDY DOLLAR ALLOTMENT SYSTEM FOR TEACHERS,**  
20 **INSTRUCTIONAL SUPPORT PERSONNEL, AND ASSISTANT PRINCIPALS**

21           **SECTION 3.** No later than February 15, 2026, the North Carolina Collaboratory  
22 shall study and report to the Joint Legislative Education Oversight Committee on the feasibility  
23 and advisability of implementing a system of allotting funds to local school administrative units  
24 for the compensation of teachers, instructional support personnel, and assistant principals that is  
25 based on the average daily membership of the unit instead of guaranteed positions. As part of its  
26 study, the Collaboratory shall consult with the Department of Public Instruction, the Fiscal  
27 Research Division, at least one small, one medium-sized, and one large local school  
28 administrative unit and, to the extent practicable, any other stakeholders, experts in the State on  
29 public school funding, and states that have transitioned from an allotment system based on  
30 positions to an allotment system based on students in membership. At a minimum, the study and  
31 report shall include the following:

- 32           (1) Recommended plans for changing allotment systems as described in this  
33 section, including at least one option funded entirely within existing  
34 appropriations. All recommendations shall (i) collapse current allotments  
35 related to compensation for teachers, instructional support personnel, and  
36 assistant principals, including allotments for bonuses and salary supplements,  
37 and (ii) include a hold harmless component for the affected employees.
- 38           (2) The impacts of instituting the allotment change described in this section on  
39 small, large, and medium-sized local school administrative units.
- 40           (3) The process other states have used to transition from an allotment system  
41 based on positions to an allotment system based on student membership,  
42 including challenges, successes, and other relevant feedback.
- 43           (4) Alternative compensation structures that do not rely on years of experience to  
44 compensate teachers, instructional support personnel, and assistant principals.
- 45           (5) Any proposed legislation necessary for changing allotment systems as  
46 described in this section.
- 47           (6) Any other matter the Collaboratory deems relevant to this study.  
48

49           **PART IV. EFFECTIVE DATE**

50           **SECTION 4.** This act becomes effective July 1, 2025.