

2014-15 Salary Schedules

Frequently Asked Questions

Please see additional budget information posted on the NCDPI Financial and Business Services Division website at www.ncpublicschools.org/fbs/budget/ . This document will be updated as additional questions are received.

General

1. *When are the new salary schedules effective?*

July 1, 2014.

2. *Since the salary rates under the 2014-15 salary schedules were effective July 1, 2014, how will this affect the salaries of those teachers who worked in the Summer Reading Camp program? Are these teachers to be paid at the higher rate for time worked in July?*

The salary schedules are effective as of July 1, 2014.

3. *Are public school employees eligible for the five days of bonus annual leave provided to state employees?*

No. The legislation only provides this leave to state and community college employees, not LEA employees.

4. *What are the substitute pay rates?*

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate (calc. on 22 days)
Licensed	\$98	150.00	65%
Unlicensed	\$75	150.00	50%

Teachers and Instructional Support

5. *If a teacher's salary has been frozen since 2008-09, which step are they paid from in 2014-15? For example, consider a 5-year teacher whose salary has been frozen at the beginning step of \$30,800. Will this teacher's new pay be at the 2014-15 beginning step or the 5th step?*

The teacher will be paid on the step according to his or her years of experience. In this example, the teacher would be paid on the step according to those five years of experience.

Held Harmless and Top of the Scale Bonus – Teachers and Instructional Support Only

6. *How do I know if a teacher or instructional support staff member is held harmless in regards to the 2013-14 salary schedules?*

Provisions in the law outline that an individual will receive the higher of his or her 2013-14 certified rate teacher salary plus longevity **or** the salary based on the 2014-15 salary schedules.

*See the "Teachers Paid at the Top of the Scale" document at www.ncpublicschools.org/fbs/ .

7. *If a 30-year teacher terminated employment in 2013 or before and is re-employed in 2014-15, is this teacher held harmless?*

No, the hold harmless language is not applicable to a teacher who terminated employment prior to July 1, 2014 and has been paid out. If a teacher terminates employment and then returns to work, he or she will be paid on the 2014-15 salary schedule.

8. *Do these teachers and instructional support staff members still receive longevity?*

Teachers and instructional support staff members are not eligible to earn longevity starting July 1, 2014. If an individual is held harmless to the 2014-15 salary schedule, his or her new certified rate is the 2013-14 certified rate + longevity (if applicable).

9. *How do we code the certified salary for the held harmless teachers to prevent an audit exception?*

Educator years of experience may not be the same as state years of service so this amount will vary between teachers. For example, one 30-year teacher may earn 4.5% longevity, while another may earn zero. Therefore, if the entire amount was coded to "121," an audit exception would occur.

The salary system will certify based on the 2014-15 salary schedule.

Salary in excess of this amount must be coded separately using the new object code 129.

This is easiest explained with an example:

Consider a 36+ year teacher with master's degree, National Board certification and doctoral degree supplements and who also was eligible for the highest level of longevity (4.5%).

In 2013-14, his or her salary plus longevity would have been \$71,113.

In 2014-15, the salary would be \$63,530.

Therefore, this teacher will be paid in 2014-15 based on the 2013-14 salary plus longevity amount. This teacher will also receive **an annual bonus** of \$1,000, paid monthly.

Therefore, this teacher will receive \$72,113.

State-paid employees will be paid from Classroom Teacher Allotment as follows:

1-5110-001-121	\$63,530 (from 2014-15 salary schedule)
1-5110-001-129	\$7,583 (\$71,113 - \$63,530)

1-5110-045-183 \$1,000 (non-recurring bonus paid monthly)

Federally paid employees in this situation will be coded to their regular salary PRC.

10. Do we allow the amounts coded to object 129 to be spread over 12 months for those on installments?

Yes, the object code 129 is salary and should be treated in the same way as object code 121. Therefore, if the employee has elected to be on 12-month installments, both 121 and 129 should be paid over 12 months.

11. If a teacher has a day without pay, is this charged against the salary differential "129" as well as the regular salary?

Yes, the pay coded to "129" is salary for work performed, and would be deducted for a day without pay.

12. Do individuals who are held harmless to the 2013-14 teacher salary schedule get a raise?

Yes, teachers who are held harmless will be eligible for an annual \$1,000 bonus, paid monthly.

13. For teachers at steps 29 and 30 earning less than a \$1,000 raise, are they eligible for any portion of the bonus?

No, there is no language that states that a teacher is to receive a minimum of \$1,000. The \$1,000 is only paid to teachers if their pay would decrease on the 2014-15 salary schedule.

14. Can we pay the \$1,000 in one lump sum?

No, the \$1,000 must be paid monthly.

15. How do we code the \$1,000 bonus for teachers whose salary on the 2014-15 salary schedule is less than their salary plus longevity in 2013-14?

The bonus should be coded to the individual's regular purpose code, PRC045, Object 183 (for example, 1-5110-045-183).

16. Will the state pay for federally and locally paid teachers?

No.

For federally paid employees, the \$1,000 bonus will be paid from the PRC from which their salary is paid (for example, Title I teachers – 3-5110-050-183).

Local funds shall pay for locally paid teachers.

17. If the employee is split funded between state and local dollars, who pays?

The state will pay for the percentage of state employment. The local fund is responsible for the remainder.

18. Is the \$1,000 subject to retirement?

Yes.

19. Can the \$1,000 be spread over 12 months for those on installments?

No, the \$1,000 is to be paid in monthly amounts of \$100 and is not to be spread over 12 months.

20. If the teacher is a 12-month employee, do we pay the \$1,000 over the 12 months?

Yes, the \$1,000 is to be paid in monthly over the term of the employment.

21. Should the \$1,000 be prorated based on percent employed?

Yes, the \$1,000 is to be prorated based on percent employed. Therefore, a 75% employed teacher should receive \$750, to be paid in monthly amounts of \$75.

22. Is there any legislation protecting the salary schedules beyond this year?

The salary schedules in Session Law 2014-100 are only guaranteed for fiscal year 2014-15.

23. Will the \$1,000 be added to the salary for next year?

The \$1,000 bonuses are only funded for one year.

24. How should salaries be adjusted in November for employees who are held harmless and who did NOT renew their National Board certification?

These employees will not be eligible for the National Board certification increase when their certification expires. Therefore, their certified rate will be adjusted down to remove the National Board supplement. Compare the 2013-14 certified rate without National Board certification and the longevity earned in 2013-14 to the 2014-15 salary schedule. If the 2013-14 rate is still higher, they are held harmless at the non-National Board certified rate. They also are eligible for the \$1,000 bonus.

School-Based Administrators

25. *What is the average increase for principals and assistant principals?*

2%

26. *Why is this different than the teachers?*

The school-based administrators schedule is no longer tied to the teachers' salary schedule. Therefore, the changes and increases that were made to the teachers' schedule did not affect the school-based administrators' schedule.

Assistant Principals (AP)

27. *We have an AP who was hired after July 1, 2009. Do we pay this person according to the appropriate teacher-level scale instead of the AP salary schedule if the teacher salary schedule is higher?*

Assistant principals hired as an AP after July 1, 2009 are eligible to be paid on the teacher salary schedule if the teacher schedule is higher according to General Statute 115C-286 (8) (Session Law 2009-451, Section 7.22).

Teachers and instructional support personnel who are paid on the teacher salary schedule and become an assistant principal (without a break in service) shall be paid on a monthly basis **at least** as much as they would be paid as a classroom teacher employed by that local school administrative unit.

28. *If an AP is paid from the teacher schedule per GS115C-286(8), how do we code the salary?*

Consider this example. For an assistant principal with 17 years of experience who was a teacher in 2012 and became an AP in 2013 without a break in service:

His or her certified salary as a 17-year "M" teacher would be \$4,785;

His or her certified salary as a 17-year assistant principal would be \$4,547;

This person would be paid \$4,785 and would continue to be eligible for longevity.

Coding:

1-5400-005-116 \$4,547

1-5400-005-129 \$238

Total \$4,785

29. *Does the rule allowing APs to be paid at the teacher rate if higher also apply to principals in the same situation?*

No, this provision only applies to assistant principals, not principals.

30. Do we still pay provisionally licensed APs the higher of their teacher pay or do we pay them first-year AP pay? If we do this, they will make more with a provisional license than with a clear administrator's license.

Yes, you will pay provisionally licensed AP's the higher of their teacher pay or the first year of the AP salary schedule. Once they have a clear license, you will apply GS 115-286(8). (See question #27 above.)

No Increase Bonus

Effective July 1, 2014, any school-based administrator (SBA) paid on the state salary schedule in the 2013-2014 school year and employed on July 1, 2014 who does not receive a salary increase on this salary schedule shall receive a non-recurring salary bonus of \$809.00.

31. Who is eligible for the above bonus?

If a SBA received ANY increase to his or her pay, the individual is NOT eligible for any portion of the bonus. If the individual did not receive an increase in pay, he or she is eligible for the bonus, or a pro rata share. See the examples below.

1. Assistant principals who do not have enough years of experience to get a step increase (those below the threshold of 10 years of experience, for example) receive the \$809.
2. Principals who are below the threshold do NOT receive the increase because the first step of the principal salary schedules increased between \$33 per month and \$35 per month (approx. 0.5%).
3. A SBA who did not receive a step increase because he or she did not earn enough experience to get a bump, AND the step did not change in value, receives the \$809.
4. All SBAs at the top of the scale receive the \$809 because there is no change to the top step.

32. Is the \$809 prorated based on percent employed?

Yes, the \$809 is to be prorated based on percent employed. Therefore, a 75% employed SBA received \$606.75, paid in monthly amounts for his or her contract term.

33. Are newly hired SBAs eligible for the \$809?

The SBA must have been employed in the 2013-14 school year and employed on July 1, 2014 to be eligible.

34. What if an AP is employed as an AP in one school district last year and is employed with a different school district as a principal this year? Does this person get the bonus?

The legislation states that the bonus is for those "who do not receive a salary increase." Therefore, if this move resulted in a salary increase, this person is not eligible for the bonus.

35. Do we pay this \$809 monthly or at one time?

This should be paid monthly.

36. How will this be coded?

Following is the code for state-funded SBAs who are eligible for the \$809:

1-5400-045-183

Non-Certified Personnel

37. Non-certified personnel receive \$500 per year. Do we prorate this for months of employment?

No.

38. How does this bonus calculate to monthly salary?

12-month salary \$41.67 per month

11-month salary \$45.45 per month

10-month salary \$50.00 per month

9-month salary \$55.56 per month

39. Does the \$500.00 for employees (other than certified teachers) include bus drivers, food service, etc. who work less than four hours per day (less than 20 hours per week)?

The \$500 is for permanent full-time employees. Therefore, this amount is not prorated for months of employment, it is prorated for hours worked. Less than 20 hours per week is not considered permanent.

See the Benefits Manual for the definition of permanent employees:

www.ncpublicschools.org/docs/district-humanresources/key-information/information/policymanual.pdf

40. What is the definition of full time?

For purposes of salary requirements, full-time is 40 hours per week. If an employee works less than 40 hours per week, the salary must be prorated.

One exception is teacher assistants (TA). The full time hours for TAs can be defined by the local board as less than 40 hours per week.

Note: This is different than the definition for purposes of benefits.

41. Is the \$500 a one-time increase or is it recurring?

This is a recurring increase (in other words, it is added to the salary).

42. Is the \$500 prorated for the percent employed?

Yes, employees who work less than full time receive a pro rata increase.

43. How is the hourly rate calculated?

Days employed, month employed and percent employed need to be taken in to consideration. See spreadsheet of examples on the Financial and Business Services Division website at <http://www.ncpublicschools.org/fbs/> .

44. Are employees who work less than 20 hours a week eligible for a pro rata share of the \$500?

Employees who work less than 20 hours a week are classified as temporary employees. Temporary employees must be paid at least the minimum amount for their pay grade. Part-time temporary employees are not required to receive a salary increase according to the legislation, but MAY receive the increase prorated according to the number of hours worked.

Longevity

45. What happened to longevity?

Teachers and instructional support no longer earn longevity benefits. The General Assembly incorporated these funds into the salary schedules to provide higher salaries at each step.

46. Will the teachers and instructional support personnel receive longevity that was earned in 2013-14 but not paid out?

Yes, longevity earned in 2013-14 will be paid out on a pro rata basis, based on the number of months since the anniversary date of employment.

47. Do principals and assistant principals still receive longevity benefits?

Yes.

48. How much will employees be paid for the longevity earned during the last fiscal year?

Teachers and instructional support personnel cease earning longevity as of June 30, 2014. They shall be paid for any unpaid longevity earned prior to June 30. The amount is determined as the amount that they would be eligible had they terminated employment as of June 30, 2014.

49. My anniversary date is August 5th. August 2014 will be my 10 year anniversary. Am I eligible for the prorated longevity based on the current legislation?

No. Your anniversary date indicates when you have completed a year. If you have not completed 10 years of service by July 1, 2014, you are not eligible for prorated longevity.

50. I am a 10-month teacher and I did not start at the beginning of the school year my first year. I have taught summer school for several summers. Can that time be counted toward a partial year of service for longevity purposes so I can move to the next year level for longevity payout?

No. Ten-month employees earn a year of service for working 10 months. They cannot earn more than one year of experience during a work year.

51. How do I calculate the number of months that longevity should be paid?

The longevity pay amount shall be calculated using the salary as of the last day worked. This is prorated by an amount equal to the proportion of the year worked toward the annual eligibility date.

52. What rate is used for longevity?

The rate is based on the years earned at the time of payout EXCEPT if an employee has a fraction of a year toward the next higher percentage rate. If that is the case, the payment would be based on the higher rate. For example, if an employee has 19 years and 3 months service, the payment would be 3.25% rather than 2.25%.