

2016-17 Salary

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.

Certified Teachers and Instructional Support

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

July 1, 2016.

2. *What are the substitute pay rates?*

The following rates are effective July 1, 2016

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate (calc. on 22 days)
Licensed	\$103	\$159	65%
Unlicensed	\$80	\$159	50%

Hold Harmless

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

For determinations and examples of calculations see the "Determining Hold Harmless for Teachers" document at www.ncpublicschools.org/fbs/.

4. *Is the \$750 bonus that employees received in 2015-16 included in the hold harmless calculation?*

No. The \$750 is not to be considered.

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

In order to avoid an audit exception, the salary has to be broken out between the 2016-17 certified rate and amounts greater than the 2016-17 certified rate. The total making up the held harmless amount

2016-17 Salary Frequently Asked Questions

Example: A teacher with 36 years of state service and educator years of service, a Masters, NBPTS and Phd supplements.

	2013-14	2016-17: Teachers Get Higher Of:	
		2015-16	2016-17 State Schedule
Bachelor Base (36+ Years)	\$ 53,180	\$53,180	\$51,000
Master Supplement (10%)	5,320	5,320	5,100
NPBTS Supplement (12%)	7,020	7,020	6,120
PhD (\$2,530/year)	2,530	2,530	2,530
<i>Total Certified Salary</i>	68,050	68,050	64,750
Longevity (4.5%)	3,062	3,062	-
Legislated Bonus [Section 9.1.(e)]		1,000	-
Total State Compensation	\$71,112(a)	\$72,112(c)	\$ 64,750(b)

This teacher is paid \$72,112

Coding

The salary system will certify based on the 2016-17 salary schedule - \$64,750.

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

If the above teacher was paid from the State Classroom Teacher Allotment the coding is as follows:

1-5110-001-121 \$64,750 (b)
1-5110-001-129 \$7,363 (\$72,112 (c) - \$64,750 (b))

Note : The \$1,000 bonus from 2014-15 is part of the 129 object code and should not be coded to object 183)

The \$750 bonus from 2015-16 is NOT part of the hold harmless language and is not considered.

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

2016-17 Salary

Frequently Asked Questions

6. *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.

7. *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.

School-Based Administrators

The budget bill section 9.3 changed the General Statute that allows school based administrators to be paid from the teacher salary schedule.

Removes language

A teacher who becomes an assistant principal ~~without a break in service~~ shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher employed by that local school administrative unit.

Adds

A teacher who becomes a principal shall be paid, on a monthly basis, at least as much as he or she would earn as a teacher employed by that local school administrative unit."

8. *What is the impact of removing "without a break in service"?*

ALL assistant principals or principals are now eligible to be paid as much as they would earn as a classroom teacher in the LEA.

9. *What is the impact of adding the provision that includes teachers who become principals?*

Previously, if a teacher became a principal without being an assistant principal first, he/she could not be paid at least as much as the teacher. Now they are included in the provision.

10. *If an SBA is now eligible because of the new language, are they eligible for retroactive pay for prior years?*

No

2016-17 Salary

Frequently Asked Questions

11. 9/28/2016 How do I determine which salary to include?

In general, the provision is to ensure that a SBA is not harmed by moving from a teacher position in the LEA to a SBA position. To determine this, the LEA is to consider the pay of the individual as if they were employed as a teacher vs as if they were employed a SBA.

The following is the appropriate way to determine the salary of the Assistant Principals and Principals.

A. Determine the teacher pay as
Certified salary x months employed + Local supplement as a teacher for the fiscal year = Total Pay
Divide the Total Pay by months employed
Total Monthly Pay as a Teacher

B. Determine the SBA pay as
Certified salary x months employed + local supplement as a SBA for the fiscal year = Total Pay
Divide the Total Pay by months employed
Total Monthly Pay as a SBA

Compare the Total Monthly Pay in A. vs B.

The individual is to be paid the higher of A or B

12. If an AP is paid on the teacher scale, do they receive longevity?

Yes. They receive longevity.

13. If an AP is paid from the teacher schedule per GS115C-285(8), how do we code the salary?

Example. For an assistant principal with 17 years of experience who was a teacher and became an AP The LEA provides a 3% supplement for teachers and a 5% supplement for assistant principals:

His or her monthly salary as a 17-year "M" teacher would be $\$4,978 + 3\% = \$5,127$;

His or her monthly salary as a 17-year assistant principal would be $\$4,615 + 5\% = \$4,846$;

This person would be paid $\$5,127$ and would continue to be eligible for longevity.

Coding:

1-5400-005-116	\$4,615	
1-5400-005-129	\$363	(\$4,978-\$4,615)
2-5400-XXX-181	XXX	

2016-17 Salary

Frequently Asked Questions

14. If a Principal is paid on a schedule higher than the principal schedule, how do we code the salary?

The coding will be similar to #12 above, but object code 114 should be used instead of 116.

15. 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 115-285(8).

2016-17 Salary

Frequently Asked Questions

Non Certified Personnel and Central Office

SECTION 9.6.

- (a) The annual salary increase for permanent, full-time noncertified public school employees whose salaries are supported from the State's General Fund shall be 1.50%, commencing July 1, 2016.
- (b) Local boards of education shall increase the rates of pay for such employees who were employed for all or part of fiscal year 2015-2016 and who continue their employment for fiscal year 2016-2017 by providing an annual salary increase for employees of 1.50%.

For part-time employees, the pay increase shall be pro rata based on the number of hours worked

16. Who is required to receive the 1.5% increase?

Permanent employees who were employed for all or part of the 2015-16 fiscal year and are employed in the 2016-17 year are eligible for the increase. This does not include any person who is required to be paid from the teacher or school based administrator schedules.

17. Drivers Education and non instructional support are not supported by the General fund, are they eligible for the 1.5% increase?

Yes. Subsection (b) of the provision allows these employees to receive the increase.

18. Have the ranges been changed to reflect the 1.5% increase?

The maximum of the range has been increased by 1.5%. The minimum of the range has not been increased. Locally adopted salary schedules must be within these ranges if using state or federal funds.