Summary of Mini Budget Bills Affecting Public School Employee Compensation

**Items that are stuck out (example) are included in either H966 and/or S354 both of which have been vetoed by the Governor and the veto has not been overridden.**

**Items that are in plain text have become law**

**Teachers and Instructional Support SL2019-247**

- Effective 7/1/2019 - Step increase for teachers and instructional support who earned a year of experience
- Continues hold harmless from 2013-14

- Increase to salary schedule Average increase including the step, 2.01%
- Range of increase including step and bonus $500 to $3,100 / 1.0% to 6.2%
- $500 Bonus for 25+ years. Must be employed as of October 1, 2019 (H966) November 1, 2019 (S354)
- Provides school counselors with a State supplement of $80 per month

**38.25 Rehire High Need Teachers SL 2019-110 and SL 2019-212 Part VII**

Permits a retired teacher to be reemployed to work in Title I school or a grade D/F school. The teacher shall be paid at A00 certified salary for all areas other than STEM or EC. Teachers teaching in a STEM or EC area shall be paid on the 6th step of the “A” schedule. Earnings shall not be included in the postretirement earnings calculation.

**HQ NC Teaching Graduates SL2019-247**

Allows for eligible new hires to be eligible for the supplement

**Small County Signing Bonus for Teachers $1,000,000(R)**

Signing bonus for teachers in small counties. Requires a local match of 1:1 up to $2,000 state funds. Not subject to TSERS.

**Assistant Principals SL2019-247**

- Step increase
- Increase to schedule
- Keeps schedule at A schedule + 19%
- Keeps adv and doc pay
Principals SL.2019-247

- Keeps structure the same but modifies categories of size of school
- Adds a higher range of ADM +1,601 (previously capped at 1,301)
- Continues hold harmless
- Eliminates double bonus for D/F.
- Add $30K supplement for up to 40 principals paid on “Exceeded” paylevel and who work in a qualifying low performing school.

<table>
<thead>
<tr>
<th>ADM</th>
<th>Base</th>
<th>Met Growth</th>
<th>Exceeded Growth</th>
<th>BONUS</th>
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</thead>
<tbody>
<tr>
<td>0-200</td>
<td>$68,125</td>
<td>$74,938</td>
<td>$81,750</td>
<td>Top 5% $15,000</td>
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<tr>
<td>201-400</td>
<td>$71,531</td>
<td>$78,684</td>
<td>$85,837</td>
<td>Top 10% $10,000</td>
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<td>401-700</td>
<td>$74,938</td>
<td>$82,432</td>
<td>$89,926</td>
<td>Top 15% $5,000</td>
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<tr>
<td>701-1,000</td>
<td>$78,344</td>
<td>$86,178</td>
<td>$94,013</td>
<td>Top 20% $2,500</td>
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<tr>
<td>1,001-1,600</td>
<td>$81,750</td>
<td>$89,925</td>
<td>$98,100</td>
<td>Top 50% $1,000</td>
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<tr>
<td>1,601</td>
<td>$85,156</td>
<td>$93,672</td>
<td>$102,187</td>
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</tbody>
</table>

Noncertified and Central Office

Increases annual salary by 1% (Most other state employees salary increase is 2.5% + 5 days bonus leave)

Benefits

<table>
<thead>
<tr>
<th></th>
<th>Conference</th>
<th>SL 2019-209</th>
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<tbody>
<tr>
<td>Retirement</td>
<td>19.86%</td>
<td>19.70%</td>
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<tr>
<td>Health</td>
<td>$6,306</td>
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Division of School Business
NC Department of Public Instruction