



Supporting North Carolina's Hardworking State Employees

The Governor's Recommended Budget recognizes the importance of state employees, investing over \$447 million in compensation and benefits for state employees, state-funded local employees, and state government retirees.

State Employees and State-Funded Local Employees

This backbone of this investment in state employees is a recurring cost of living adjustment (COLA) of the greater of \$1,250 or 2%, the largest salary increase in a decade. This increase goes to state-funded employees within state agencies and community colleges as well as central office and non-certified personnel within public schools.

The compensation and benefits package includes:

- A cost of living adjustment of the greater of \$1,250 or 2%.
- A \$1,000 salary increase for approximately 30,000 public safety and mental health employees, including law enforcement officers and certain Department of Public Safety (DPS) and Department of Health and Human Services (DHHS) personnel in (a) high-risk positions or (b) in positions that face a high potential for danger and violence.
- \$10 million for NC 457 contributions for certified State Correctional Officers.
- \$500,000 for sign-on and referral bonuses programs for hard-to-fill positions within DPS.
- \$20 million for the Salary Adjustment Fund to further the implementation of the new market-based classification and compensation system through targeting hard-to-staff, high-turnover positions, salaries below market rates, and other staffing needs.
- \$23.3 million for bonuses for University of North Carolina and Community College System faculty.
- 5 days of non-expiring special annual leave.
- A 1% COLA for the more than 209,000 retirees of the state's retirement systems.
- Over \$11 million to continue to fully fund the state's retirement systems.

[More information on the Governor's proposal on corrections and public safety](#)

Teachers and School-Based Administrators

The Governor's Recommended Budget makes substantial changes to both the teacher salary schedule and the principal salary schedule as well as other recommendations.

Highlights include:

- Returning to a 30-step teacher salary schedule, eliminating salary plateaus for experienced teachers. Every teacher gets at least a 5% raise, with the average raise being 8%.
- Investing \$98.7 million more in teacher salaries to reach the national average by FY 2021-22.
- Providing a \$150 stipend for teachers to use for classroom supplies.
- Dedicating over \$22.7 million to principal salaries, including a new principal salary schedule based on experience as a principal and on school size.

[More information on the recommended salary increases for teachers and school-based administrators.](#)