

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2019**

**SENATE BILL 354  
RATIFIED BILL**

AN ACT, CONSISTENT WITH HOUSE BILL 966 OF THE 2019 REGULAR SESSION, TO APPROPRIATE FUNDS FOR LEGISLATIVELY MANDATED COMPENSATION INCREASES FOR CERTAIN PUBLIC SCHOOL PERSONNEL AND, CONTINGENT UPON THE PASSAGE OF HOUSE BILL 966 OF THE 2019 REGULAR SESSION, TO APPROPRIATE FUNDS FOR LEGISLATIVELY MANDATED COMPENSATION INCREASES FOR CERTAIN EDUCATIONAL EMPLOYEES AND INCREASED FUNDING FOR TUITION GRANTS FOR GRADUATES OF THE NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS.

The General Assembly of North Carolina enacts:

**PART I. COMPENSATION OF CERTAIN PUBLIC SCHOOL EMPLOYEES  
CONSISTENT WITH HOUSE BILL 966**

**INTRODUCTION**

**SECTION 1.1.** The provisions of this Part provide for the compensation of certain public school employees in accordance with House Bill 966, 2019 Regular Session, in the event that act does not become law.

**APPROPRIATIONS**

**SECTION 1.2.(a)** There is appropriated from the General Fund for the 2019-2021 fiscal biennium the sum of seventy-four million two hundred eighteen thousand seven hundred seventy-two dollars (\$74,218,772) for the 2019-2020 fiscal year and the sum of one hundred nineteen million one hundred thirty-seven thousand five hundred forty-four dollars (\$119,137,544) for the 2020-2021 fiscal year to provide legislatively mandated compensation increases for public school employees as authorized by this Part, as follows:

<b>Entity</b>	<b>2019-2020 Recurring</b>	<b>2019-2020 Nonrecurring</b>	<b>2020-2021 Recurring</b>	<b>2020-2021 Nonrecurring</b>
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**EDUCATION**

Department of Public Instruction	\$66,420,422	\$7,400,000	\$111,014,597	\$7,400,000
University of North Carolina	\$158,961	\$0	\$290,217	\$0

**HEALTH AND  
HUMAN SERVICES**

Services for the Blind/Deaf/Hard of Hearing	\$4,069	\$0	\$7,945	\$0
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Mental Hlth/ Dev. Disable./ Subs. Abuse Serv.	\$62,816	\$0	\$109,715	\$0
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**JUSTICE AND  
PUBLIC SAFETY**

Public Safety	\$172,504	\$0	\$315,070	\$0.
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**SECTION 1.2.(b)** Departmental receipts, as defined in G.S. 143C-1-1, are appropriated for each year of the 2019-2021 fiscal biennium up to the amounts needed to implement the salary increases provided in this Part for each year of the 2019-2021 fiscal biennium.

**TEACHER SALARY SCHEDULE**

**SECTION 1.3.(a)** The following monthly teacher salary schedule shall apply for the 2019-2020 fiscal year to licensed personnel of the public schools who are classified as teachers. The salary schedule is based on years of teaching experience.

**2019-2020 Teacher Monthly Salary Schedule**

<b>Years of Experience</b>	<b>"A" Teachers</b>
0	\$3,500
1	\$3,600
2	\$3,700
3	\$3,800
4	\$3,900
5	\$4,000
6	\$4,100
7	\$4,200
8	\$4,300
9	\$4,400
10	\$4,500
11	\$4,600
12	\$4,700
13	\$4,800
14	\$4,900
15	\$5,000
16-20	\$5,050
21-24	\$5,150
25+	\$5,260.

**SECTION 1.3.(b)** Salary Supplements for Teachers Paid on This Salary Schedule.

- (1) Licensed teachers who have NBPTS certification shall receive a salary supplement each month of twelve percent (12%) of their monthly salary on the "A" salary schedule.
- (2) Licensed teachers who are classified as "M" teachers shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (3) Licensed teachers with licensure based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the supplement provided to them as "M" teachers.
- (4) Licensed teachers with licensure based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred

fifty-three dollars (\$253.00) per month in addition to the supplement provided to them as "M" teachers.

- (5) Certified school nurses shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (6) Certified school counselors shall receive a salary supplement of eighty dollars (\$80.00) per month.

**SECTION 1.3.(c)** The first step of the salary schedule for (i) school psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree level or higher shall be equivalent to the sixth step of the "A" salary schedule. These employees shall receive a salary supplement each month of ten percent (10%) of their monthly salary and are eligible to receive salary supplements equivalent to those of teachers for academic preparation at the six-year degree level or the doctoral degree level.

**SECTION 1.3.(d)** The twenty-sixth step of the salary schedule for (i) school psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree level or higher shall be seven and one-half percent (7.5%) higher than the salary received by these same employees on the twenty-fifth step of the salary schedule.

**SECTION 1.3.(e)** Beginning with the 2014-2015 fiscal year, in lieu of providing annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those longevity payments are included in the monthly amounts under the teacher salary schedule.

**SECTION 1.3.(f)** A teacher compensated in accordance with this salary schedule for the 2019-2020 school year shall receive an amount equal to the greater of the following:

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

**SECTION 1.3.(g)** As used in this section, the term "teacher" shall also include instructional support personnel.

**SECTION 1.3.(h)** It is the intent of the General Assembly to implement the following base monthly teacher salary schedule for the 2020-2021 fiscal year to licensed personnel of the public schools who are classified as teachers. The salary schedule is based on years of teaching experience.

**2020-2021 Teacher Monthly Salary Schedule**

<b>Years of Experience</b>	<b>"A" Teachers</b>
0	\$3,500
1	\$3,600
2	\$3,700
3	\$3,800
4	\$3,900
5	\$4,000
6	\$4,100
7	\$4,200

8	\$4,300
9	\$4,400
10	\$4,500
11	\$4,600
12	\$4,700
13	\$4,800
14	\$4,900
15	\$5,000
16-20	\$5,100
21-24	\$5,200
25+	\$5,310.

**SUPPORT HIGHLY QUALIFIED NC TEACHING GRADUATES**

**SECTION 1.4.(a)** For purposes of this section, a "highly qualified graduate" or "graduate" is an individual entering the teaching profession and hired on or after July 1, 2019, who has graduated from an approved educator preparation program located in North Carolina with both of the following criteria:

- (1) A grade point average of 3.75 or higher on a 4.0 scale, or its equivalent.
- (2) A score of the following or higher on an edTPA assessment or an equivalent score on a nationally normed and valid pedagogy assessment used to determine clinical practice performance:
  - a. A score of 42 for the World Languages and Classical Languages edTPA assessment.
  - b. A score of 57 for the Elementary Education edTPA assessment.
  - c. A score of 48 for all other edTPA assessments.

**SECTION 1.4.(b)** Notwithstanding the teacher salary schedule, for the 2019-2021 fiscal biennium, a highly qualified graduate who is employed by a local board of education shall receive a salary supplement each month at the highest level for which the graduate qualifies, as follows:

- (1) A graduate who accepts initial employment at a school identified as low-performing by the State Board of Education pursuant to G.S. 115C-105.37 shall receive a salary supplement during the graduate's first three years of employment as a teacher, without a break in service, equivalent to the difference between the State-funded salary of the graduate and the State-funded salary of a similarly situated teacher with three years of experience on the "A" Teachers Salary Schedule, as long as the graduate (i) remains teaching at the same school or (ii) accepts subsequent employment at another low-performing school or local school administrative unit identified as low-performing.
- (2) A graduate licensed and employed to teach in the areas of special education, science, technology, engineering, or mathematics shall receive a salary supplement during the graduate's first two years of employment as a teacher, without a break in service, equivalent to the difference between the State-funded salary of the graduate and the State-funded salary of a similarly situated teacher with two years of experience on the "A" Teachers Salary Schedule, as long as the graduate continues teaching in one of those areas.
- (3) All other graduates shall receive a salary supplement during the graduate's first year of employment as a teacher, without a break in service, equivalent to the difference between the State-funded salary of the graduate and the State-funded salary of a similarly situated teacher with one year of experience on the "A" Teachers Salary Schedule.

**SECTION 1.4.(c)** This section applies to highly qualified graduates hired on or after July 1, 2019, and entering the teaching profession in the 2019-2021 fiscal biennium.

#### **VETERAN TEACHER BONUSES**

**SECTION 1.5.(a)** No later than November 30, 2019, the Department of Public Instruction shall administer a one-time, lump sum bonus of five hundred dollars (\$500.00) for any licensed teacher of the public schools who, as of November 1, 2019, (i) is employed as a teacher and (ii) has 25 or more years of teaching experience.

**SECTION 1.5.(b)** The bonuses awarded pursuant to this section shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive.

**SECTION 1.5.(c)** Notwithstanding G.S. 135-1(7a), the bonuses awarded pursuant to this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.

**SECTION 1.5.(d)** As used in this section, the term "teacher" shall also include instructional support personnel.

**SECTION 1.5.(e)** It is the intent of the General Assembly that, no later than October 31, 2020, the Department of Public Instruction shall administer a one-time, lump sum bonus of five hundred dollars (\$500.00) for any licensed teacher of the public schools who, as of October 1, 2020, (i) is employed as a teacher and (ii) has 25 or more years of teaching experience.

#### **ASSISTANT PRINCIPAL SALARIES**

**SECTION 1.6.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, assistant principals shall receive a monthly salary based on the salary schedule for teachers who are classified as "A" teachers plus nineteen percent (19%). An assistant principal shall be placed on the step on the salary schedule that reflects the total number of years of experience as a certified employee of the public schools. For purposes of this section, an administrator with a one-year provisional assistant principal's certificate shall be considered equivalent to an assistant principal.

**SECTION 1.6.(b)** Assistant principals with certification based on academic preparation at the six-year degree level shall be paid a salary supplement of one hundred twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a salary supplement of two hundred fifty-three dollars (\$253.00) per month.

**SECTION 1.6.(c)** Participants in an approved full-time master's in-school administration program shall receive up to a 10-month stipend at the beginning salary of an assistant principal during the internship period of the master's program. The stipend shall not exceed the difference between the beginning salary of an assistant principal plus the cost of tuition, fees, and books and any fellowship funds received by the intern as a full-time student, including awards of the Principal Fellows Program. The Principal Fellows Program or the school of education where the intern participates in a full-time master's in-school administration program shall supply the Department of Public Instruction with certification of eligible full-time interns.

**SECTION 1.6.(d)** Beginning with the 2017-2018 fiscal year, in lieu of providing annual longevity payments to assistant principals on the assistant principal salary schedule, the amounts of those longevity payments are included in the monthly amounts provided to assistant principals pursuant to subsection (a) of this section.

**SECTION 1.6.(e)** An assistant principal compensated in accordance with this section for the 2019-2020 fiscal year shall receive an amount equal to the greater of the following:

- (1) The applicable amount determined pursuant to subsections (a) through (d) of this section.
- (2) For assistant principals who were eligible for longevity in the 2016-2017 fiscal year, the sum of the following:

- a. The salary the assistant principal received in the 2016-2017 fiscal year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.
  - b. The longevity that the assistant principal would have received as provided for State employees under the North Carolina Human Resources Act for the 2016-2017 fiscal year based on the assistant principal's current years of service.
- (3) For assistant principals who were not eligible for longevity in the 2016-2017 fiscal year, the salary the assistant principal received in the 2016-2017 fiscal year pursuant to Section 9.1 or Section 9.2 of S.L. 2016-94.

**CENTRAL OFFICE SALARIES**

**SECTION 1.7.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual salary for superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers, whose salaries are supported from State funds, shall be increased by one percent (1%).

**SECTION 1.7.(b)** It is the intent of the General Assembly to increase the annual salary for superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers, whose salaries are supported from State funds, in the 2020-2021 fiscal year, beginning July 1, 2020, by one percent (1%).

**SECTION 1.7.(c)** The monthly salary maximums that follow apply to assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers for the 2019-2020 fiscal year, beginning July 1, 2019:

	<b>2019-2020 Fiscal Year</b>
	Maximum
School Administrator I	\$6,697
School Administrator II	\$7,096
School Administrator III	\$7,520
School Administrator IV	\$7,814
School Administrator V	\$8,125
School Administrator VI	\$8,608
School Administrator VII	\$8,951.

The local board of education shall determine the appropriate category and placement for each assistant superintendent, associate superintendent, director/coordinator, supervisor, or finance officer within the maximums and within funds appropriated by the General Assembly for central office administrators and superintendents. The category in which an employee is placed shall be included in the contract of any employee.

**SECTION 1.7.(d)** The monthly salary maximums that follow apply to public school superintendents for the 2019-2020 fiscal year, beginning July 1, 2019:

	<b>2019-2020 Fiscal Year</b>
	Maximum
Superintendent I	\$9,488
Superintendent II	\$10,054
Superintendent III	\$10,657
Superintendent IV	\$11,297
Superintendent V	\$11,978.

The local board of education shall determine the appropriate category and placement for the superintendent based on the average daily membership of the local school administrative unit and within funds appropriated by the General Assembly for central office administrators and superintendents.

**SECTION 1.7.(e)** Longevity pay for superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers shall be as provided for State employees under the North Carolina Human Resources Act.

**SECTION 1.7.(f)** Superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers with certification based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided pursuant to this section. Superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers with certification based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this section.

**SECTION 1.7.(g)** The State Board of Education shall not permit local school administrative units to transfer State funds from other funding categories for salaries for public school central office administrators.

**SECTION 1.7.(h)** It is the intent of the General Assembly that the monthly salary maximums that follow shall apply to assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers for the 2020-2021 fiscal year, beginning July 1, 2020:

	<b>2020-2021 Fiscal Year</b>
	Maximum
School Administrator I	\$6,764
School Administrator II	\$7,167
School Administrator III	\$7,596
School Administrator IV	\$7,893
School Administrator V	\$8,207
School Administrator VI	\$8,694
School Administrator VII	\$9,040.

**SECTION 1.7.(i)** It is the intent of the General Assembly that the monthly salary maximums that follow shall apply to public school superintendents for the 2020-2021 fiscal year, beginning July 1, 2020:

	<b>2020-2021 Fiscal Year</b>
	Maximum
Superintendent I	\$9,583
Superintendent II	\$10,154
Superintendent III	\$10,763
Superintendent IV	\$11,410
Superintendent V	\$12,097.

## **NONCERTIFIED PERSONNEL SALARIES**

**SECTION 1.8.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual salary for noncertified public school employees whose salaries are supported from State funds shall be increased as follows:

- (1) For permanent, full-time employees on a 12-month contract, by one percent (1%).
- (2) For the following employees, by a prorated and equitable amount based on the amount specified in subdivision (1) of this subsection:
  - a. Permanent, full-time employees on a contract for fewer than 12 months.
  - b. Permanent, part-time employees.
  - c. Temporary and permanent hourly employees.

**SECTION 1.8.(b)** It is the intent of the General Assembly to increase the annual salary for noncertified public school employees whose salaries are supported from State funds in the 2020-2021 fiscal year, beginning July 1, 2020, as follows:

- (1) For permanent, full-time employees on a 12-month contract, by one percent (1%).
- (2) For the following employees, by a prorated and equitable amount based on the amount specified in subdivision (1) of this subsection:
  - a. Permanent, full-time employees on a contract for fewer than 12 months.
  - b. Permanent, part-time employees.
  - c. Temporary and permanent hourly employees.

### **SMALL COUNTY SIGNING BONUS FOR TEACHERS**

**SECTION 1.9.(a)** Definitions. – For purposes of this section, the following definitions shall apply:

- (1) Eligible employee. – A person who meets all of the following criteria:
  - a. Accepts employment as a teacher with an eligible employer for the 2019-2020 school year.
  - b. Was not employed by the eligible employer identified in sub-subdivision (1)a. of this subsection in the 2018-2019 fiscal year.
  - c. Is employed by the eligible employer identified in sub-subdivision (1)a. of this subsection as of December 1, 2019.
- (2) Eligible employer. – The governing board of a local school administrative unit that received small county school system supplemental funding in the 2018-2019 fiscal year.
- (3) Local funds. – Matching funds provided by an eligible employer to enable an eligible employee to qualify for the signing bonus program established by this section.
- (4) Teacher. – Teachers and instructional support personnel.

**SECTION 1.9.(b)** Signing Bonus Program. – The Department of Public Instruction shall administer a signing bonus program in the 2019-2020 fiscal year. Bonuses shall be provided to eligible employees who are employed by an eligible employer and matched on the basis of one dollar (\$1.00) in State funds for every one dollar (\$1.00) in local funds, up to two thousand dollars (\$2,000) in State funds.

**SECTION 1.9.(c)** Limited Exclusion from Future Signing Bonuses. – A teacher who receives a signing bonus pursuant to this section is ineligible to receive another signing bonus pursuant to this section or a similar enactment of the General Assembly until July 1, 2022, at the earliest. This section shall not apply to legislative bonuses received by teachers that are not signing bonuses.

**SECTION 1.9.(d)** Bonuses as Additions. – The bonuses awarded pursuant to this section shall be in addition to any regular wage or other bonus a teacher receives or is scheduled to receive.

**SECTION 1.9.(e)** Not for Retirement. – Notwithstanding G.S. 135-1(7a), the bonuses awarded pursuant to this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.

### **CONSOLIDATE AND BROADEN QUALIFICATIONS FOR CERTAIN TEACHER BONUSES**

**SECTION 1.10.(a)** Repeal Current Teacher Bonus Programs. – The following session laws are repealed:

- (1) Sections 8.8 and 8.9 of S.L. 2016-94.



- (2) Sections 8.8B, 8.8C, 8.8D, and 8.8E of S.L. 2017-57.
- (3) Section 2.10 of S.L. 2017-197.
- (4) Sections 8.10, 8.11, and 8.12 of S.L. 2018-5.

**SECTION 1.10.(b)** Establish Consolidated Teacher Bonus Program. – The State Board of Education shall establish a teacher bonus program for the 2019-2021 fiscal biennium to reward teacher performance and encourage student learning and improvement. To attain this goal, the Department of Public Instruction shall administer bonus pay to qualifying teachers in qualifying public school units in accordance with this section.

**SECTION 1.10.(c)** Definitions. – For purposes of this section, the following definitions shall apply:

- (1) Eligible advanced course teacher. – A teacher of Advanced Placement courses, International Baccalaureate Diploma Programme courses, or the Cambridge Advanced International Certificate of Education (AICE) program who meets the following criteria:
  - a. Is employed by, or retired having last held a position at, one or more of the following:
    - 1. A qualifying public school unit.
    - 2. The North Carolina Virtual Public School program.
  - b. Taught one or more students who received a score listed in subsection (d) of this section.
- (2) Eligible career and technical education teacher. – A teacher who meets the following criteria:
  - a. Is employed by, or retired having last held a position at, a qualifying public school unit.
  - b. Taught one or more students who attained approved industry certifications or credentials consistent with G.S. 115C-156.2.
- (3) Eligible EVAAS teacher. – A teacher who meets at least one of the following criteria:
  - a. Is employed by, or retired having last held a position at, a qualifying public school unit and meets one of the following criteria:
    - 1. Is in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for third grade reading from the previous school year.
    - 2. Is in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for fourth or fifth grade reading from the previous school year.
    - 3. Is in the top twenty-five percent (25%) of teachers in the State according to the EVAAS student growth index score for fourth, fifth, sixth, seventh, or eighth grade mathematics from the previous school year.
  - b. Is employed by, or retired having last held a position at, a local school administrative unit and meets one of the following criteria:
    - 1. Is in the top twenty-five percent (25%) of teachers in the teacher's respective local school administrative unit according to the EVAAS student growth index score for third grade reading from the previous school year.
    - 2. Is in the top twenty-five percent (25%) of teachers in the teacher's respective local school administrative unit according to the EVAAS student growth index score for fourth or fifth grade reading from the previous school year.

3. Is in the top twenty-five percent (25%) of teachers in the teacher's respective local school administrative unit according to the EVAAS student growth index score for fourth, fifth, sixth, seventh, or eighth grade mathematics from the previous school year.
  - c. Was employed by a local school administrative unit that employed in the previous school year three or fewer total teachers in that teacher's grade level as long as the teacher has an EVAAS student growth index score from the previous school year of exceeded expected growth in one of the following subject areas:
    1. Third grade reading.
    2. Fourth or fifth grade reading.
    3. Fourth, fifth, sixth, seventh, or eighth grade mathematics.
- (3a) Identified teacher. – A teacher who would have qualified to receive a bonus in January of 2020 under any of the following session laws, as those session laws were in effect on June 30, 2019:
- a. Third grade reading. – Section 8.8C of S.L. 2017-57, as amended by Section 2.10(b) of S.L. 2017-197 and Section 8.10(d) of S.L. 2018-5.
  - b. Fourth and fifth grade reading. – Section 8.8D of S.L. 2017-57, as amended by Section 8.11 of S.L. 2018-5.
  - c. Fourth to eighth grade math. – Section 8.8E of S.L. 2017-57, as amended by Section 8.12 of S.L. 2018-5.
- (4) Qualifying public school unit. – Any of the following:
- a. A local school administrative unit.
  - b. A charter school.
  - c. A regional school.
  - d. A school providing elementary or secondary instruction operated by the State Board of Education under Article 7A of Chapter 115C of the General Statutes.
  - e. A school providing elementary or secondary instruction operated by The University of North Carolina under Article 29A of Chapter 116 of the General Statutes.
- (5) Qualifying teacher. – An eligible advanced course teacher, eligible career and technical education teacher, or eligible EVAAS teacher who meets one of the following criteria:
- a. Remains employed teaching in the same qualifying public school unit, or, if an eligible advanced course teacher is only employed by the North Carolina Virtual Public School program, remains employed teaching in that program, at least from the school year the data is collected until January 1 of the corresponding school year that the bonus is paid.
  - b. Retired, between the last day of the school year in which the data is collected and January 1 of the corresponding school year in which the bonus is paid, after attaining one of the following:
    1. The age of at least 65 with five years of creditable service.
    2. The age of at least 60 with 25 years of creditable service.
    3. Thirty years of creditable service.

**SECTION 1.10.(d) Advanced Course Bonuses.** – A bonus in the amount of fifty dollars (\$50.00) shall be paid to qualifying advanced course teachers for each student taught in each advanced course who receives the following score:

- (1) For Advanced Placement courses, a score of three or higher on the College Board Advanced Placement Examination.
- (2) For International Baccalaureate Diploma Programme courses, a score of four or higher on the International Baccalaureate course examination.
- (3) For the Cambridge AICE program, a score of "C" or higher on the Cambridge AICE program examinations.

**SECTION 1.10.(e) CTE Bonuses.** – For qualifying career and technical education teachers, bonuses shall be provided in the following amounts:

- (1) A bonus in the amount of twenty-five dollars (\$25.00) for each student taught by a teacher who provided instruction in a course that led to the attainment of an industry certification or credential with a twenty-five dollar (\$25.00) value ranking as determined under subsection (f) of this section.
- (2) A bonus in the amount of fifty dollars (\$50.00) for each student taught by a teacher who provided instruction in a course that led to the attainment of an industry certification or credential with a fifty dollar (\$50.00) value ranking as determined under subsection (f) of this section.

**SECTION 1.10.(f) CTE Course Value Ranking.** – The Department of Commerce, in consultation with the State Board, shall assign a value ranking for each industry certification and credential based on academic rigor and employment value in accordance with this subsection. Fifty percent (50%) of the ranking shall be based on academic rigor and the remaining fifty percent (50%) on employment value. Academic rigor and employment value shall be based on the following elements:

- (1) Academic rigor shall be based on the number of instructional hours, including work experience or internship hours, required to earn the industry certification or credential, with extra weight given for coursework that also provides community college credit.
- (2) Employment value shall be based on the entry wage, growth rate in employment for each occupational category, and average annual openings for the primary occupation linked with the industry certification or credential.

**SECTION 1.10.(g) Statewide EVAAS Bonuses.** – Of the funds appropriated for this program, bonuses shall be provided to eligible EVAAS teachers under sub-subdivision (c)(3)a. of this section, as follows:

- (1) The sum of five million dollars (\$5,000,000) shall be allocated for bonuses to eligible EVAAS teachers under sub-sub-subdivision (c)(3)a.1. of this section. These funds shall be distributed equally among qualifying teachers.
- (2) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)a.2. of this section.
- (3) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)a.3. of this section.

**SECTION 1.10.(h) Local EVAAS Bonuses.** – Of the funds appropriated for this program, bonuses shall be provided to eligible EVAAS teachers under sub-subdivisions (c)(3)b. and (c)(3)c. of this section, as follows:

- (1) The sum of five million dollars (\$5,000,000) shall be allocated for bonuses to eligible EVAAS teachers under sub-sub-subdivisions (c)(3)b.1. and (c)(3)c.1. of this section. These funds shall be divided proportionally based on average daily membership in third grade for each local school administrative unit and then distributed equally among qualifying third grade reading teachers in each local school administrative unit.

- (2) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)b.2. or (c)(3)c.2. of this section.
- (3) A bonus in the amount of two thousand dollars (\$2,000) shall be awarded to each qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)b.3. or (c)(3)c.3. of this section.

**SECTION 1.10.(i)** Limitations and Other Criteria. – The following additional limitations and other criteria shall apply to the program:

- (1) Bonus funds awarded to a teacher pursuant to subsection (d), subsection (e), subdivision (g)(1), or subdivision (h)(1) of this section shall not exceed three thousand five hundred dollars (\$3,500) per subsection or subdivision in any given school year.
- (2) A qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)a.1., (c)(3)b.1., or (c)(3)c.1. of this section may receive a bonus under both subdivision (g)(1) and subdivision (h)(1) of this section, but shall not receive more than seven thousand dollars (\$7,000) pursuant to subdivisions (g)(1) and (h)(1) of this section in any given school year.
- (3) A qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)a.2., (c)(3)b.2., or (c)(3)c.2. of this section may receive a bonus under both subdivision (g)(2) and subdivision (h)(2) of this section, but shall not receive more than two bonuses pursuant to subdivisions (g)(2) and (h)(2) of this section in any given school year.
- (4) A qualifying teacher who is an eligible teacher under sub-sub-subdivision (c)(3)a.3., (c)(3)b.3., or (c)(3)c.3. of this section may receive a bonus under both subdivision (g)(3) and subdivision (h)(3) of this section, but shall not receive more than two bonuses pursuant to subdivisions (g)(3) and (h)(3) of this section in any given school year.

**SECTION 1.10.(j)** Time Line. – Bonuses awarded pursuant to this section are payable to qualifying teachers in January, based on data from the previous school year.

**SECTION 1.10.(k)** Bonuses Not Compensation. – Bonuses awarded to a teacher pursuant to this section shall be in addition to any regular wage or other bonus the teacher receives or is scheduled to receive. Notwithstanding G.S. 135-1(7a), the bonuses awarded under this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.

**SECTION 1.10.(k1)** Identified Teachers. – An identified teacher shall receive the following bonus compensation in January of 2020:

- (1) Third grade reading. – If the teacher is an identified teacher pursuant to sub-subdivision (3a)a. of subsection (c) of this section, all of the following:
  - a. Statewide. – The greater of the following:
    1. The bonus compensation the teacher would have received as an eligible teacher pursuant to Section 8.8C(a)(1)a.1. of S.L. 2017-57, as amended by Section 2.10(b) of S.L. 2017-197, as that session law was in effect on June 30, 2019.
    2. Any bonus compensation the teacher qualifies to receive pursuant to subdivision (g)(1) of this section.
  - b. Local. – The greater of the following:
    1. The bonus compensation the teacher would have received as an eligible teacher pursuant to Section 8.8C(a)(1)a.2. of S.L. 2017-57, as amended by Section 2.10(b) of S.L. 2017-197, as that session law was in effect on June 30, 2019.

2. Any bonus compensation the teacher qualifies to receive pursuant to subdivision (h)(1) of this section.
- (2) Fourth and fifth grade reading. – If the teacher is an identified teacher pursuant to sub-subdivision (3a)b. of subsection (c) of this section, all of the following:
- a. Statewide. – The greater of the following:
    1. The bonus compensation the teacher would have received as an eligible teacher pursuant to Section 8.8D(a)(1)a.1. of S.L. 2017-57, as amended by Section 8.11 of S.L. 2018-5, as that session law was in effect on June 30, 2019.
    2. Any bonus compensation the teacher qualifies to receive pursuant to subdivision (g)(2) of this section.
  - b. Local. – The greater of the following:
    1. The bonus compensation the teacher would have received as an eligible teacher pursuant to Section 8.8D(a)(1)a.2. of S.L. 2017-57, as amended by Section 8.11 of S.L. 2018-5, as that session law was in effect on June 30, 2019.
    2. Any bonus compensation the teacher qualifies to receive pursuant to subdivision (h)(2) of this section.
- (3) Fourth to eighth grade math. – If the teacher is an identified teacher pursuant to sub-subdivision (3a)c. of subsection (c) of this section, all of the following:
- a. Statewide. – The greater of the following:
    1. The bonus compensation the teacher would have received as an eligible teacher pursuant to Section 8.8E(a)(1)a.1. of S.L. 2017-57, as amended by Section 8.12 of S.L. 2018-5, as that session law was in effect on June 30, 2019.
    2. Any bonus compensation the teacher qualifies to receive pursuant to subdivision (g)(3) of this section.
  - b. Local. – The greater of the following:
    1. The bonus compensation the teacher would have received as an eligible teacher pursuant to Section 8.8E(a)(1)a.2. of S.L. 2017-57, as amended by Section 8.12 of S.L. 2018-5, as that session law was in effect on June 30, 2019.
    2. Any bonus compensation the teacher qualifies to receive pursuant to subdivision (h)(3) of this section.

**SECTION 1.10.(I)** Study and Report. – The State Board of Education shall study the effect of the program on teacher performance and retention. The State Board shall report the results of its findings and the amount of bonuses awarded to the President Pro Tempore of the Senate, the Speaker of the House of Representatives, the Joint Legislative Education Oversight Committee, and the Fiscal Research Division by March 15 of each year bonuses are awarded. The report shall include, at a minimum, the following information:

- (1) The amounts awarded pursuant to subsection (d) of this section for Advanced Placement, International Baccalaureate Diploma Programme, and Cambridge AICE program courses.
- (2) The amounts awarded pursuant to subsection (e) of this section to teachers who teach students earning approved industry certifications or credentials and the type of industry certifications and credentials earned by their students.
- (3) The distribution of statewide and local bonuses awarded pursuant to subsections (g) and (h) of this section, respectively, as among qualifying public school units and, where applicable, schools within those units.

**SECTION 1.10.(m)** Effective Date. – This section applies for bonuses awarded in January 2020 and 2021, based on data from the 2018-2019 and 2019-2020 school years, respectively.

**STATE AGENCY TEACHERS**

**SECTION 1.11.** Employees of schools operated by the Department of Health and Human Services, the Department of Public Safety, and the State Board of Education who are paid on the Teacher Salary Schedule shall be paid as authorized under this Part.

**PART II. ADDITIONAL COMPENSATION INCREASES AND EDUCATION-RELATED PROVISIONS CONTINGENT UPON THE PASSAGE OF HOUSE BILL 966**

**CONTINGENT GENERAL FUND APPROPRIATIONS**

**SECTION 2.1.(a)** If House Bill 966, 2019 Regular Session, becomes law, then subsection (a) of Section 2.1 of that act reads as rewritten:

**"SECTION 2.1.(a)** Appropriations from the General Fund for the budgets of the State departments, institutions, and agencies, and for other purposes as enumerated, are made for each year of the 2019-2021 fiscal biennium, according to the following schedule:

<b>Current Operations – General Fund</b>	<b>FY 2019-2020</b>	<b>FY 2020-2021</b>
<b>EDUCATION</b>		
Community College System		
Requirements	1,607,034,198 <u>1,619,366,834</u>	1,640,309,029 <u>1,664,974,301</u>
Less: Receipts	380,447,392	380,212,392
<b>Net Appropriation</b>	<b><u>1,226,586,806</u></b>	<b><u>1,260,096,637</u></b>
Public Instruction		
Requirements	12,127,985,122 <u>12,143,403,894</u>	12,407,998,762 <u>12,474,782,964</u>
Less: Receipts	2,270,466,432	2,230,466,432
<b>Net Appropriation</b>	<b><u>9,857,518,690</u></b>	<b><u>10,177,532,330</u></b>
...		
UNC BOG – Institutional Programs		
Requirements	94,323,722 <u>135,105,932</u>	166,475,681 <u>248,606,688</u>
Less: Receipts	0	0
<b>Net Appropriation</b>	<b><u>94,323,722</u></b>	<b><u>166,475,681</u></b>
UNC BOG – Related Educational Programs		
Requirements	165,500,476 <u>166,625,426</u>	165,500,476 <u>167,750,376</u>
Less: Receipts	54,031,975	54,031,975
<b>Net Appropriation</b>	<b><u>111,468,501</u></b>	<b><u>113,718,401</u></b>
...		
<b>Total Requirements</b>	<b><u>46,041,828,163</u></b>	<b><u>46,946,112,920</u></b>
<b>Less: Total Receipts</b>	<b><u>22,035,328,163</u></b>	<b><u>22,146,112,920</u></b>
<b>Total Net Appropriation</b>	<b><u>24,006,500,000</u></b>	<b><u>24,800,000,000</u></b>

**AVAILABILITY**

**SECTION 2.2.(a)** If House Bill 966, 2019 Regular Session, becomes law, then Section 2.2(a) of that act is repealed.

**SECTION 2.2.(b)** If House Bill 966, 2019 Regular Session, becomes law, then Section 2.2 of that act is amended by adding a new subsection to read:

**"SECTION 2.2.(a1)** The General Fund availability derived from State tax revenue, nontax revenue, and other adjustments used in developing the budget for each year of the 2019-2021 fiscal biennium is as follows:

	<b>FY 2019-2020</b>	<b>FY 2020-2021</b>
Unappropriated Balance	645,592,678	1,081,570,738
Actual and Anticipated Reversions	287,029,354	200,000,000
Over Collections	896,662,617	-
Highway Fund Recovery Act (S.L. 2019-15)	(120,000,000)	-
<b>Total, Prior Year-End Fund Balance</b>	<b>1,709,284,649</b>	<b>1,281,570,738</b>
<b>Tax Revenues</b>		
Personal Income	13,110,400,000	13,700,300,000
Sales and Use	8,141,200,000	8,486,500,000
Corporate Income	732,600,000	787,600,000
Franchise	749,700,000	769,900,000
Insurance	565,300,000	579,800,000
Alcoholic Beverage	411,500,000	425,700,000
Tobacco Products	256,200,000	254,900,000
Other Tax Revenues	132,700,000	136,400,000
<b>Subtotal, Tax Revenues</b>	<b>24,099,600,000</b>	<b>25,141,100,000</b>
<b>Non-tax Revenues</b>		
Judicial Fees	228,800,000	225,300,000
Investment Income	167,200,000	168,300,000
Disproportionate Share	165,300,000	130,000,000
Master Settlement Agreement	136,200,000	131,800,000
Insurance	87,800,000	90,100,000
Other Non-tax Revenues	202,800,000	204,300,000
<b>Subtotal, Non-tax Revenues</b>	<b>988,100,000</b>	<b>949,800,000</b>
<b>Total, Net Revenues</b>	<b>25,087,700,000</b>	<b>26,090,900,000</b>
<b>Adjustments to Tax Revenues: 2019 Session</b>		
Corporate Income and Franchise Tax Changes	(108,400,000)	(273,700,000)
Personal Income Tax Changes	(1,000,000)	(54,400,000)
Sales and Use Tax Changes	72,900,000	132,200,000
Historic Rehabilitation Tax Credit Extension	-	(4,500,000)
Gross Premiums Tax/Prepaid Health Plans	-	192,600,000
Dry Cleaning Solvent Tax Extension	-	(8,000,000)
<b>Subtotal, Adjustments to Tax Revenue</b>	<b>(36,500,000)</b>	<b>(15,800,000)</b>
<b>Other Adjustments to Availability</b>		
Transfer to the Savings Reserve	(86,965,000)	(623,515,000)
Transfer to the State Capital and Infrastructure Fund	(1,517,657,170)	(1,338,522,334)
Judicial Fee Increases	724,418	1,448,835
Adjustment to Transfer from Department of Insurance	1,181,724	2,632,604
Adjustment to Transfer from State Treasurer	(39,315)	9,904

<b>Subtotal, Other Adjustments</b>	<b>(1,602,755,343)</b>	<b>(1,957,945,991)</b>
<b>Total, Adjustments and Reservations</b>	<b>(1,639,255,343)</b>	<b>(1,973,745,991)</b>
<b>Revised Total Net General Fund Availability</b>	<b>25,157,729,306</b>	<b>25,398,724,747</b>
Less General Fund Net Appropriations (H.B. 966)	(24,006,500,000)	(24,800,000,000)
Less Additional Appropriations	(69,658,568)	(175,830,381)
<b>Unappropriated Balance Remaining</b>	<b>1,081,570,738</b>	<b>422,894,366."</b>

**SECTION 2.2.(c)** If House Bill 966, 2019 Regular Session, becomes law, then Section 2.2(c) of that act reads as rewritten:

**"SECTION 2.2.(c)** ~~In addition to the amount required under G.S. 143C-4-3.1,~~ Notwithstanding G.S. 143C-4-3.1 or any other provision of law to the contrary, the State Controller shall transfer to the State Capital and Infrastructure Fund established under G.S. 143C-4-3.1 the sum of ~~two hundred million dollars (\$200,000,000)~~ one billion five hundred seventeen million six hundred fifty-seven thousand one hundred seventy dollars (\$1,517,657,170) in the 2019-2020 fiscal year and the sum of ~~one hundred million dollars (\$100,000,000)~~ one billion three hundred thirty-eight million five hundred twenty-two thousand three hundred thirty-four dollars (\$1,338,522,334) in the 2020-2021 fiscal year."

**SECTION 2.2.(d)** If House Bill 966, 2019 Regular Session, becomes law, then Section 2.2(d) of that act reads as rewritten:

**"SECTION 2.2.(d)** ~~In addition to the amount required under G.S. 143C-4-2,~~ Notwithstanding G.S. 143C-4-2 or any other provision of law to the contrary, the State Controller shall transfer to the Savings Reserve the sum of ~~forty million dollars (\$40,000,000)~~ eighty-six million nine hundred sixty-five thousand dollars (\$86,965,000) in the 2019-2020 fiscal year and the sum of ~~four hundred sixty million dollars (\$460,000,000)~~ six hundred twenty-three million five hundred fifteen thousand dollars (\$623,515,000) in the 2020-2021 fiscal year. This transfer is not an "appropriation made by law," as that phrase is used in Section 7(1) of Article V of the North Carolina Constitution."

### **CERTAIN PUBLIC SCHOOL EMPLOYEES**

**SECTION 2.3.(a)** If House Bill 966, 2019 Regular Session, becomes law, then Section 7B.1 of House Bill 966 reads as rewritten:

#### **"TEACHER SALARY SCHEDULE**

**SECTION 7B.1.(a)** The following monthly teacher salary ~~schedule~~ schedules shall apply for the 2019-2020 fiscal year and the 2020-2021 fiscal year, respectively, to licensed personnel of the public schools who are classified as teachers. The salary ~~schedule~~ is ~~schedules~~ are based on years of teaching experience.

#### **2019-2020 Teacher Monthly Salary Schedule**

<b>Years of Experience</b>	<b>"A" Teachers</b>
0	\$3,500
1	\$3,600
2	\$3,700
3	\$3,800
4	\$3,900
5	\$4,000
6	\$4,100
7	\$4,200



8	\$4,300
9	\$4,400
10	\$4,500
11	\$4,600
12	\$4,700
13	\$4,800
14	\$4,900
15	\$5,000
16-20	\$5,050
21-24	\$5,150
25+	\$5,260.

**2020-2021 Teacher Monthly Salary Schedule**

<b><u>Years of Experience</u></b>	<b><u>"A" Teachers</u></b>
<u>0</u>	<u>\$3,500</u>
<u>1</u>	<u>\$3,600</u>
<u>2</u>	<u>\$3,700</u>
<u>3</u>	<u>\$3,800</u>
<u>4</u>	<u>\$3,900</u>
<u>5</u>	<u>\$4,000</u>
<u>6</u>	<u>\$4,100</u>
<u>7</u>	<u>\$4,200</u>
<u>8</u>	<u>\$4,300</u>
<u>9</u>	<u>\$4,400</u>
<u>10</u>	<u>\$4,500</u>
<u>11</u>	<u>\$4,600</u>
<u>12</u>	<u>\$4,700</u>
<u>13</u>	<u>\$4,800</u>
<u>14</u>	<u>\$4,900</u>
<u>15</u>	<u>\$5,000</u>
<u>16-20</u>	<u>\$5,150</u>
<u>21-24</u>	<u>\$5,250</u>
<u>25+</u>	<u>\$5,360.</u>

**SECTION 7B.1.(b)** Salary Supplements for Teachers Paid on ~~This~~ These Salary ~~Schedule~~ Schedules. –

- (1) Licensed teachers who have NBPTS certification shall receive a salary supplement each month of twelve percent (12%) of their monthly salary on the "A" salary schedule.
- (2) Licensed teachers who are classified as "M" teachers shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (3) Licensed teachers with licensure based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the supplement provided to them as "M" teachers.
- (4) Licensed teachers with licensure based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the supplement provided to them as "M" teachers.
- (5) Certified school nurses shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.

- (6) Certified school counselors shall receive a salary supplement of eighty dollars (\$80.00) per month.

**SECTION 7B.1.(c)** The first step of the salary schedule for (i) school psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree level or higher shall be equivalent to the sixth step of the "A" salary schedule. These employees shall receive a salary supplement each month of ten percent (10%) of their monthly salary and are eligible to receive salary supplements equivalent to those of teachers for academic preparation at the six-year degree level or the doctoral degree level.

**SECTION 7B.1.(d)** The twenty-sixth step of the salary schedule for (i) school psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree level or higher shall be seven and one-half percent (7.5%) higher than the salary received by these same employees on the twenty-fifth step of the salary schedule.

**SECTION 7B.1.(e)** Beginning with the 2014-2015 fiscal year, in lieu of providing annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those longevity payments are included in the monthly amounts under the teacher salary schedule.

**SECTION 7B.1.(f)** A teacher compensated in accordance with ~~this~~ these salary schedule ~~schedules~~ for the ~~2019-2020~~ 2019-2021 school year ~~years~~ shall receive an amount equal to the greater of the following:

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

**SECTION 7B.1.(g)** As used in this section, the term "teacher" shall also include instructional support personnel.

**SECTION 7B.1.(h)** ~~It is the intent of the General Assembly to implement the following base monthly teacher salary schedule for the 2020-2021 fiscal year to licensed personnel of the public schools who are classified as teachers. The salary schedule is based on years of teaching experience.~~

**~~2020-2021 Teacher Monthly Salary Schedule~~**

<del>Years of Experience</del>	<del>"A" Teachers</del>
0	\$3,500
1	\$3,600
2	\$3,700
3	\$3,800
4	\$3,900
5	\$4,000
6	\$4,100
7	\$4,200
8	\$4,300
9	\$4,400
10	\$4,500

11	\$4,600
12	\$4,700
13	\$4,800
14	\$4,900
15	\$5,000
16-20	\$5,100
21-24	\$5,200
25+	\$5,310."

**SECTION 2.3.(b)** If House Bill 966, 2019 Regular Session, becomes law, then Section 7B.7 of House Bill 966 reads as rewritten:

**"CENTRAL OFFICE SALARIES**

**SECTION 7B.7.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual salary for superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers, whose salaries are supported from State funds, shall be increased by ~~one-two~~ percent (1%)-(2%).

**SECTION 7B.7.(b)** ~~It is the intent of the General Assembly to increase~~ For the 2020-2021 fiscal year, beginning July 1, 2020, the annual salary for superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers, whose salaries are supported from State funds, ~~in the 2020-2021 fiscal year, beginning July 1, 2020, funds shall be increased by~~ one-two percent (1%)-(2%).

**SECTION 7B.7.(c)** The monthly salary maximums that follow apply to assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers for each year of the 2019-2020-2019-2021 fiscal year, biennium, beginning July 1, ~~2019:2019,~~ and ending June 30, 2021:

	<b>2019-2020 Fiscal Year</b>	<b>2020-2021 Fiscal Year</b>
	Maximum	<u>Maximum</u>
School Administrator I	<del>\$6,697</del> \$6,764	\$6,899
School Administrator II	<del>\$7,096</del> \$7,167	\$7,310
School Administrator III	<del>\$7,520</del> \$7,595	\$7,747
School Administrator IV	<del>\$7,814</del> \$7,892	\$8,050
School Administrator V	<del>\$8,125</del> \$8,206	\$8,370
School Administrator VI	<del>\$8,608</del> \$8,693	\$8,867
School Administrator VII	<del>\$8,951</del> \$9,039	\$9,220.

The local board of education shall determine the appropriate category and placement for each assistant superintendent, associate superintendent, director/coordinator, supervisor, or finance officer within the maximums and within funds appropriated by the General Assembly for central office administrators and superintendents. The category in which an employee is placed shall be included in the contract of any employee.

**SECTION 7B.7.(d)** The monthly salary maximums that follow apply to public school superintendents for each year of the 2019-2020-2019-2021-fiscal year, biennium, beginning July 1, ~~2019:2019,~~ and ending June 30, 2021:

	<b>2019-2020 Fiscal Year</b>	<b>2020-2021 Fiscal Year</b>
	Maximum	<u>Maximum</u>
Superintendent I	<del>\$9,488</del> \$9,582	\$9,774
Superintendent II	<del>\$10,054</del> \$10,153	\$10,356
Superintendent III	<del>\$10,657</del> \$10,762	\$10,977
Superintendent IV	<del>\$11,297</del> \$11,409	\$11,637
Superintendent V	<del>\$11,978</del> \$12,096	\$12,338.

The local board of education shall determine the appropriate category and placement for the superintendent based on the average daily membership of the local school administrative

unit and within funds appropriated by the General Assembly for central office administrators and superintendents.

**SECTION 7B.7.(e)** Longevity pay for superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers shall be as provided for State employees under the North Carolina Human Resources Act.

**SECTION 7B.7.(f)** Superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers with certification based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided pursuant to this section. Superintendents, assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers with certification based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this section.

**SECTION 7B.7.(g)** The State Board of Education shall not permit local school administrative units to transfer State funds from other funding categories for salaries for public school central office administrators.

~~**SECTION 7B.7.(h)** It is the intent of the General Assembly that the monthly salary maximums that follow shall apply to assistant superintendents, associate superintendents, directors/coordinators, supervisors, and finance officers for the 2020-2021 fiscal year, beginning July 1, 2020:~~

	<b>2020-2021 Fiscal Year</b>
	<b>Maximum</b>
School Administrator I	\$6,764
School Administrator II	\$7,167
School Administrator III	\$7,596
School Administrator IV	\$7,893
School Administrator V	\$8,207
School Administrator VI	\$8,694
School Administrator VII	\$9,040.

~~**SECTION 7B.7.(i)** It is the intent of the General Assembly that the monthly salary maximums that follow shall apply to public school superintendents for the 2020-2021 fiscal year, beginning July 1, 2020:~~

	<b>2020-2021 Fiscal Year</b>
	<b>Maximum</b>
Superintendent I	\$9,583
Superintendent II	\$10,154
Superintendent III	\$10,763
Superintendent IV	\$11,410
Superintendent V	\$12,097."

**SECTION 2.3.(c)** If House Bill 966, 2019 Regular Session, becomes law, then Section 7B.8 of House Bill 966 reads as rewritten:

**"NONCERTIFIED PERSONNEL SALARIES**

**SECTION 7B.8.(a)** For the 2019-2020 fiscal year, beginning July 1, 2019, the annual salary for noncertified public school employees whose salaries are supported from State funds shall be increased as follows:

- (1) For permanent, full-time employees on a 12-month contract, by ~~one percent (1%)~~ two percent (2%).
- (2) For the following employees, by a prorated and equitable amount based on the amount specified in subdivision (1) of this subsection:

- a. Permanent, full-time employees on a contract for fewer than 12 months.
- b. Permanent, part-time employees.
- c. Temporary and permanent hourly employees.

**SECTION 7B.8.(b)** ~~It is the intent of the General Assembly to increase the annual salary for noncertified public school employees whose salaries are supported from State funds in the 2020-2021 fiscal year, beginning July 1, 2020, as follows:~~For the 2020-2021 fiscal year, beginning July 1, 2020, the annual salary for noncertified public school employees whose salaries are supported from State funds shall be increased as follows:

- (1) For permanent, full-time employees on a 12-month contract, by ~~one percent (1%)~~two percent (2%).
- (2) For the following employees, by a prorated and equitable amount based on the amount specified in subdivision (1) of this subsection:
  - a. Permanent, full-time employees on a contract for fewer than 12 months.
  - b. Permanent, part-time employees.
  - c. Temporary and permanent hourly employees."

**SECTION 2.3.(d)** If House Bill 966, 2019 Regular Session, becomes law, then Part VII-B of that act is amended by adding the following new section to read:

**"BONUSES FOR NONCERTIFIED PERSONNEL**

**SECTION 7B.8A.(a)** No later than October 31, 2020, the Department of Public Instruction shall administer a one-time, lump sum bonus to any noncertified public school employee, whose salary is supported from State funds, equivalent to one half of one percent (0.5%) of that person's salary.

**SECTION 7B.8A.(b)** The bonuses awarded pursuant to this section shall be in addition to any regular wage or other bonus the employee receives or is scheduled to receive.

**SECTION 7B.8A.(c)** Notwithstanding G.S. 135-1(7a), the bonuses awarded pursuant to this section are not compensation under Article 1 of Chapter 135 of the General Statutes, the Teachers' and State Employees' Retirement System.

**SECTION 7B.8A.(d)** The bonuses awarded pursuant to this section do not apply to noncertified public school employees no longer employed as noncertified public school employees due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to October 1, 2020."

**NORTH CAROLINA SCHOOL OF SCIENCE AND MATHEMATICS TUITION GRANTS**

**SECTION 2.4.(a)** If House Bill 966, 2019 Regular Session, becomes law, then G.S. 116-209.90, as enacted by Section 8A.2 of that act, reads as rewritten:

**"§ 116-209.90. Tuition grants for graduates to attend a constituent institution.**

(a) Program Established. – There is established the Tuition Grant for Graduates of the North Carolina School of Science and Mathematics Program (Program). Within the funds made available for the Program, a State resident who graduates from the North Carolina School of Science and Mathematics (NCSSM) in each school year, beginning with the 2019-2020 school year, and who enrolls as a full-time student in a constituent institution of The University of North Carolina in the next academic year after graduation shall be eligible for a tuition grant awarded ~~for that student's first academic year~~ in accordance with this Part. Students who receive initial tuition grants as a cohort of a graduating class of NCSSM shall also be eligible to apply for tuition grants for subsequent academic years for up to a total of four academic years.

(b) Administration of Grants. – The Authority shall administer the tuition grants provided for in this Part pursuant to guidelines and procedures established by the Authority consistent with its practices for administering State-funded financial aid. The guidelines and procedures shall

include an application process and schedule, notification and disbursement procedures, standards for reporting, and standards for return of tuition grants when a student withdraws. The Authority shall not approve any grant until it receives proper certification from the appropriate constituent institution that the student applying for the grant is an eligible student. Upon receipt of the certification, the Authority shall remit, at the times it prescribes, the tuition grant to the constituent institution on behalf, and to the credit, of the student. In the event a student on whose behalf a tuition grant has been paid is not enrolled and carrying a minimum academic load as of the tenth classroom day following the beginning of the school term for which the tuition grant was paid, the constituent institution shall refund the full amount of the tuition grant to the Authority.

(c) Award of Grants. – Except as provided in subsections (d) and (e) of this section, the amount of the grant awarded to a student shall be the full tuition cost at the constituent institution in which the student is ~~enrolled for the student's first academic year.~~ enrolled. No tuition grant awarded to a student under this section shall exceed the cost of attendance at the constituent institution for which the student is enrolled.

(d) Reduction of an Award Due to Other Aid. – If a student, who is eligible for a tuition grant under this section, also receives a scholarship or other grant covering the cost of attendance at the constituent institution for which the tuition grant is awarded, then the amount of the tuition grant shall be reduced by an appropriate amount determined by the Authority so that the total amount of scholarships and grants received by the student does not exceed the cost of attendance for the institution. The cost of attendance shall be determined by the Authority for each constituent institution.

(e) Pro Rata Amount. – In the event there are not sufficient funds available for the Program to provide each eligible student with a full tuition grant as provided for by this Part, each eligible student shall receive a pro rata share of funds available for that academic year.

(f) Continuous Enrollment. – A student shall be continuously enrolled in a constituent institution after the award of the initial tuition grant to be eligible for tuition grants in subsequent academic years. The Authority shall have the discretion to waive this requirement if the student is able to demonstrate that any of the following have substantially disrupted or interrupted the student's pursuit of a degree: (i) a military service obligation, (ii) serious medical debilitation, (iii) a short-term or long-term disability, or (iv) other extraordinary hardship."

**SECTION 2.4.(b)** If House Bill 966, 2019 Regular Session, becomes law, then notwithstanding any other provision of law to the contrary, students who are State residents who graduated from the North Carolina School of Science and Mathematics at the end of the 2018-2019 school year and were awarded a tuition grant for the 2019-2020 academic year in accordance with Section 10A.5 of S.L. 2018-5 shall be included in the award of tuition grants under G.S. 116-209.90, beginning with the 2020-2021 academic year.

## **USE OF ADDITIONAL GENERAL FUND APPROPRIATIONS**

**SECTION 2.5.** If House Bill 966, 2019 Regular Session, becomes law, then the additional sum of sixty-nine million six hundred fifty-eight thousand five hundred sixty-eight dollars (\$69,658,568) for the 2019-2020 fiscal year and the additional sum of one hundred seventy-five million eight hundred thirty thousand three hundred eighty-one dollars (\$175,830,381) for the 2020-2021 fiscal year, as provided pursuant to Section 2.1 of this act, shall be used as follows:

- (1) Public school employee compensation. – The sum of fifteen million four hundred eighteen thousand seven hundred twelve dollars (\$15,418,712) in recurring funds for the 2019-2020 fiscal year and the sums of sixty million two hundred eight thousand ten dollars (\$60,208,010) in recurring funds and six million five hundred seventy-six thousand one hundred ninety-two dollars

(\$6,576,192) in nonrecurring funds for the 2020-2021 fiscal year to implement the compensation provisions of Section 2.3 of this act.

- (2) Community college compensation. – The sum of twelve million three hundred thirty-two thousand six hundred thirty-six dollars (\$12,332,636) in recurring funds for the 2019-2020 fiscal year and the sum of twenty-four million six hundred sixty-five thousand two hundred seventy-two dollars (\$24,665,272) in recurring funds for the 2020-2021 fiscal year to increase the funding available for salary increases for local community college personnel.
- (3) University of North Carolina compensation. – The sum of forty million seven hundred eighty-two thousand two hundred ten dollars (\$40,782,210) in recurring funds for the 2019-2020 fiscal year and the sum of eighty-two million one hundred thirty-one thousand seven dollars (\$82,131,007) in recurring funds for the 2020-2021 fiscal year to increase the funding available for salary increases for employees of the university system.
- (4) Math tuition grants for the North Carolina School of Science and Mathematics. – The sum of one million one hundred twenty-four thousand nine hundred fifty dollars (\$1,124,950) in recurring funds for the 2019-2020 fiscal year and the sum of two million two hundred forty-nine thousand nine hundred dollars (\$2,249,900) in recurring funds for the 2020-2021 fiscal year to increase availability of grants to the graduates of the North Carolina School of Science and Mathematics who attend constituent institutions of The University of North Carolina.

### **PART III. OTHER PROVISIONS**

**SECTION 3.1.** The legislative salary increases provided by Part I of this act in each year of the 2019-2021 fiscal biennium do not apply to persons separated from service due to resignation, dismissal, reduction in force, death, or retirement or whose last workday is prior to June 30, 2019, for the 2019-2020 fiscal year or June 30, 2020, for the 2020-2021 fiscal year. For the 2019-2021 fiscal biennium, payroll checks issued to employees after July 1, 2019, and July 1, 2020, respectively, that represent payment of services provided prior to July 1 of each year shall not be eligible for salary increases provided for in this act.

**SECTION 3.2.** If any provision of Part I of this act and G.S. 143C-5-4 are in conflict, the provisions of this act shall prevail.

### **PART IV. CONDITIONS AND CONTINGENCIES**

**SECTION 4.1.(a)** If House Bill 966, 2019 Regular Session:

- (1) Does not become law, then Part I of this act shall remain in effect.
- (2) Becomes law, then (i) Sections 1.2, 1.3, 1.4, 1.6, 1.7, and 1.8 of this act are repealed and (ii) Sections 7B.3A, 7B.9, and 7B.10 of House Bill 966, 2019 Regular Session, are repealed.

**SECTION 4.1.(b)** The provisions of Part II of this act become effective only if House Bill 966, 2019 Regular Session, becomes law.

**SECTION 4.2.** If House Bill 377, 2019 Regular Session, becomes law, then Sections 2.1, 2.2, 2.6, and 3.1 of House Bill 377, 2019 Regular Session, are repealed.

**SECTION 4.3.** If House Bill 111, 2019 Regular Session, becomes law, then Section 3.6(b)(3) of House Bill 111, 2019 Regular Session, is repealed.

### **PART V. EFFECTIVE DATE**

2019. **SECTION 5.1.** Except as otherwise provided, this act becomes effective July 1,  
2019. In the General Assembly read three times and ratified this the 31<sup>st</sup> day of October,

s/ Philip E. Berger  
President Pro Tempore of the Senate

s/ Tim Moore  
Speaker of the House of Representatives

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Roy Cooper  
Governor

Approved \_\_\_\_\_m. this \_\_\_\_\_ day of \_\_\_\_\_, 2019