Summary of Salary and associated Special Provision  
Conference Report Not Enacted  
July 30, 2014

Salary:

**Teachers and Instructional Support**

Average increase Step plus adding varying amounts to the steps

- $282.3m  Tchr +IS.
- 5.95m  APs and principals

Breakdown as follows for those getting a step increase:

<table>
<thead>
<tr>
<th>Steps</th>
<th>Bachelors Monthly</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 to 4</td>
<td>3,300</td>
</tr>
<tr>
<td>5 to 9</td>
<td>3,650</td>
</tr>
<tr>
<td>10 to 14</td>
<td>4,000</td>
</tr>
<tr>
<td>15 to 19</td>
<td>4,350</td>
</tr>
<tr>
<td>20 to 24</td>
<td>4,650</td>
</tr>
<tr>
<td>25+</td>
<td>5,000</td>
</tr>
</tbody>
</table>

- Teachers with both NBPTS and Masters receive (Bachelors +10%) + (Bachelors+12%) previously the 12% NBPTS was calculated based on the Masters schedule.) (9.1 (a)(1))
- Psychologists, SLP, audiologist –the 1st step of the psychologists schedule shall be paid on the 5th step of the Masters schedule. (9.1 (c)).
- Teachers will receive the higher of their 2013-14 certified rate + Longevity and the 2014-15 certified rate. (9.1 (e))
- Teachers receiving pay at 2013-14 rate + longevity (ie. No increase) shall receive $1,000 bonus paid monthly.

**Longevity**

Longevity is built in to the schedule and no separate payments will be made for longevity earned after July 1, 214. (9.1 (d))

Longevity accrued from 2013-14, will be paid out at a prorated basis where applicable. (9.1 (f) $24.3m + reversion (expected cost $48m))

**8.3 Graduate Pay**

Restores the $18.7m

The following are the only eligible personnel to receive graduate pay

- Nurses and instructional support for which a Masters degree is required
- Teachers and instructional support who were paid on M schedule prior to July 1, 2014
- Grandfathered in if completed Masters, advanced or doctorate course by August 1, 2013 & would have qualified for under the SBE policy in effect on 6/30/13.
- No in field requirement

**8.21 NBPTS for instructional coaches in Title I schools**

Instructional coaches (as defined by DPI) working in Title I schools receive NBPTS
8.41 Differentiated Pay for Highly Effective Teachers
LEAs to submit proposals to Senate Appropriations/Base Budget Committee, House Committee on Appropriations and Joint Education Oversight Committee by January 15, 2015 on differentiated pay including
Performance based, hard to staff schools or subject areas, leadership roles, instructional coaches. Limited to Classroom teachers and Title I instructional coaches.

$1,000,000 appropriated by the General assembly in to the NC Education Endowment Fund to provide LEAs funds for differentiated pay for highly effective teachers. 8.11i

Merit Pay for Teachers
Eliminates the funds to provide pay to the top 25% that was to be effective 2014-15 $10.2m

School Based Administrators:
Schedules are NOT tied to the teachers’ salary schedule.
2013-14 schedules plus a small increase to some steps to make a 2% raise.
Principals no longer receive an extra year for every 3 years of principal experience. Years earned prior to 6/30/2009 will remain. (9.11 c)
Longevity remains for SBA (9.11e)

SBA not receiving an increase shall receive a bonus of $809. (eg. Top of the scale, or below the threshold) 9.11i

Non certified and Central office: $500 added to salary. (9.12 min/max in document increased by $42/month - $504)

35. 13 Benefits
Retirement – 15.21%
Health $5,378