

Salaries Summary

State Employees and Community College Employees

The Conference budget appropriates a total of \$516.1 million in FY 2021-22 and \$899.9 million in FY 2022-23 in additional net appropriations to provide salary increases for State employees and State-funded local employees. Specifically:

- A 2.5% across-the-board increase in each year of the biennium for most State employees and University employees.
- A 2.5% salary increase for Community College faculty and a 2% salary increase for non-faculty Community College positions in each year of the biennium.
- \$32.1 million to implement an experience-based salary schedule for Correctional Officers in Adult Correction (approximately 7% average increase) and an additional \$5.2 million to alleviate salary compression for other certified staff in Adult Correction.
- \$18.1 million to implement an experience-based salary schedule for Probation/Parole Officers resulting in an average increase of approximately 17%.
- Eliminates \$15 million for salary supplements provided to correctional personnel in prisons with high vacancy rates in FY 2022-23.
- \$8.7 million in FY 2021-22 and \$12.3 million FY 2022-23 to create a Community College Faculty Recruitment/Retention Fund.
- \$5 million to increase funding of the UNC Faculty Recruitment/Retention Fund.
- Increases the minimum wage for Public School and Community College employees to \$13/hour in FY 2021-22 and \$15/hour in FY 2022-23.
- \$811,000 for pay increases and position classification adjustments for judicial support staff based on the priorities of the Administrative Office of the Courts.
- \$305,000 to increase salary supplements for certified staff at residential schools managed by the Department of Public Instruction.

Teachers and Instructional Support Personnel

The Conference budget appropriates \$83 million in FY 2021-22 and \$167 million in FY 2022-23 to provide salary increases associated with changes to the teacher salary schedule. Each existing experience level of the base teacher salary schedule is increased by 1.3% in each year of the biennium. Including step increases, the average teacher salary increase is approximately 2.5% in each year of the biennium. In addition to changes to the salary schedule, the Conference budget proposal provides:

- \$100 million to increase salary supplements provided to teachers and instructional support personnel employed in counties with less ability to provide local salary supplements. The amount of funding provided varies depending on the county's tax base, median household income, and effective tax rate. Counties with a tax base in excess of \$40 billion are excluded from this allotment.
- Provides funding for a matching recruitment bonus (1:1, State/Local) for teachers accepting employment in school systems that receive funding from the small county or low-wealth allotments. The maximum State-funded bonus is \$1,000.
- Provides a \$1,000 bonus to teachers that have received training associated with COVID-19 from federal ESSER funds in FY 2021-22.
- Adds \$350 per month (\$3,500 annually) to the salary schedule for school psychologists, audiologists, and speech pathologists.
- Adds \$100 per month (\$1,000 annually) to the salary schedule for school counselors.

- Revises personal leave costs for teachers allowing them to avoid paying for substitutes for using personal leave.
- Provides an across-the-board bonus of \$300 from repurposed funds previously appropriated for performance bonuses that cannot be paid due to COVID-19 related data issues.
- In total, most teachers will receive an aggregate bonus of \$1,500 (SFRF bonus) + \$300 (repurposed EVAAS bonuses) + \$1,000 (ESSER bonus) = \$2,800 in FY 2021-22.
- On a percentage basis, in FY 2021-22, the average teacher will receive:
 - Changes to teacher salary schedule (including steps) – 2.5%
 - Teacher Supplement Assistance Allotment – 1.7%
 - SFRF bonus – 2.7%
 - ESSER bonus – 1.8%
 - Repurposed EVAAS bonuses – 0.5%
 - **Total – 9.2%**

Other Public School Personnel

The Conference budget provides \$68.7 million in FY 2021-22 and \$190.7 million in FY 2022-23 for salary increases to non-teacher public school employees. Specifically, the Conference proposal:

- Noncertified Personnel - a pay increase that is the greater of 2.5% or increase to \$13/hour in FY 2021-22 and another increase in FY 2022-23 that is the greater of 2.5% or increase to \$15/hour.
- Central Office – 2.5% across-the-board increase in each year of the biennium.
- Principals:
 - 2.5% increase to the salary schedule in each year of the biennium.
 - Across-the-board \$1,800 bonus from funding for performance bonuses that can't be paid due to COVID caused data quality issues.
- Assistant Principals – pay remains tied to the base teacher salary schedule + 19%.

American Rescue Plan – Premium Pay Bonuses

The Conference budget appropriates \$545 million in FY 2021-22 from the State Fiscal Recovery Fund to provide premium pay bonuses to State employees and local education employees, regardless of funding source. The maximum bonus an employee could receive is \$1,500. The bonuses are provided as follows:

- \$1,000 for State employees and local education employees
- An additional \$500 for the same employees if they meet one of the following criteria:
 - Annual salary is less than \$75,000
 - Is a law enforcement officer
 - Works in the Division of Adult Correction and Juvenile Justice and had frequent in-person contact
 - Works in a position at a 24-hour residential or treatment facility operated by DHHS

The Conference budget also appropriates \$133 M from the State Fiscal Recovery Fund for bonuses to direct care workers employed by providers that participate in the following Medicaid programs and who worked at least 1,000 hours in a direct care setting since the beginning of the pandemic:

- Community Alternatives Program for Children (CAP/C)
- Community Alternatives Program for Disabled Adults (CAP/DA)
- North Carolina Innovations waiver
- Traumatic Brain Injury (TBI) waiver
- Personal care services (PCS) providers

- Intermediate care facilities for individuals with intellectual disabilities (ICF/IIDs)
- Home health providers
- Nursing homes
- Behavioral health residential facilities, residential treatment facilities, psychiatric residential treatment facilities, medical management and crisis stabilization facilities, and facilities providing inpatient substance use disorder treatment

It is estimated that these funds would be sufficient to support a bonus of approximately \$2,000 per eligible worker.

Benefits Summary

The Conference budget provides additional net appropriations of \$308.3 M in FY 2021-22 and \$521.9 M in FY 2022-23 to support increasing costs associated with benefits provided to State-funded employees, provide a 2.0% retiree supplement in FY 2021-22 and a 3.0% retiree supplement in FY 2022-23. In summary, the Conference budget provides the following:

- \$174.9 M in FY 2021-22 and \$270.7 M in FY 2022-23 to increase employer premiums to the State Health Plan for active employees.
- \$60.7 M in FY 2021-22 and \$142.1 M in FY 2022-23 to increase contributions to State retirement systems and the Retiree Health Benefit Fund for retiree medical benefits.
- \$72.8 M in FY 2021-22 and \$109.1 M in FY 2022-23 to provide a 2.0% one-time supplement (bonus) in fall 2021 and another 3.0% supplement in fall 2022 to State retirees.
- Up to \$101 M from the State Fiscal Recovery Fund and up to \$114 M from remaining funds in the Coronavirus Relief Fund to reimburse the State Health Plan for COVID-19 testing, treatment, and vaccination administration.

The Conference budget also transfers \$40.0 M in FY 2021-22 and \$10.0 M in FY 2022-23 to the Unfunded Liability Solvency Reserve, which will be used to increase contributions to State retirement systems and the Retiree Health Benefit Fund.

Appendices:

- A. Teacher Salary Schedule Comparison
- B. Correctional Officer Salary Schedule
- C. Probation/Parole Office Salary Schedule
- D. SHP/SBI/ALE Salary Schedule
- E. Estimated Allocations from Teacher Supplement Assistance Allotment

A. Teacher Salary Schedule

| Current Years of Experience | FY 2020-21 "A" Schedule | FY 2021-22 | Schedule Increase | FY 2021-22 %Δ w/Step Increase | Intended FY 2022-23 | FY 2022-23 %Δ w/Step Increase v. FY 2020-21 |
|------------------------------------|--------------------------------|-------------------|--------------------------|--------------------------------------|----------------------------|--|
| 0 | \$ 3,500 | \$ 3,546 | 1.3% | 4.2% | \$ 3,592 | 8.5% |
| 1 | \$ 3,600 | \$ 3,647 | 1.3% | 4.1% | \$ 3,694 | 8.3% |
| 2 | \$ 3,700 | \$ 3,748 | 1.3% | 4.0% | \$ 3,797 | 8.2% |
| 3 | \$ 3,800 | \$ 3,849 | 1.3% | 4.0% | \$ 3,899 | 8.0% |
| 4 | \$ 3,900 | \$ 3,951 | 1.3% | 3.9% | \$ 4,002 | 7.9% |
| 5 | \$ 4,000 | \$ 4,052 | 1.3% | 3.8% | \$ 4,105 | 7.7% |
| 6 | \$ 4,100 | \$ 4,153 | 1.3% | 3.8% | \$ 4,207 | 7.6% |
| 7 | \$ 4,200 | \$ 4,255 | 1.3% | 3.7% | \$ 4,310 | 7.5% |
| 8 | \$ 4,300 | \$ 4,356 | 1.3% | 3.7% | \$ 4,413 | 7.4% |
| 9 | \$ 4,400 | \$ 4,457 | 1.3% | 3.6% | \$ 4,515 | 7.3% |
| 10 | \$ 4,500 | \$ 4,559 | 1.3% | 3.6% | \$ 4,618 | 7.2% |
| 11 | \$ 4,600 | \$ 4,660 | 1.3% | 3.5% | \$ 4,721 | 7.1% |
| 12 | \$ 4,700 | \$ 4,761 | 1.3% | 3.4% | \$ 4,823 | 7.0% |
| 13 | \$ 4,800 | \$ 4,862 | 1.3% | 3.4% | \$ 4,925 | 6.9% |
| 14 | \$ 4,900 | \$ 4,964 | 1.3% | 3.4% | \$ 5,029 | 4.7% |
| 15 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 16 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 17 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 18 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 19 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 20 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 21 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 22 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 2.6% |
| 23 | \$ 5,000 | \$ 5,065 | 1.3% | 1.3% | \$ 5,131 | 6.7% |
| 24 | \$ 5,000 | \$ 5,065 | 1.3% | 5.4% | \$ 5,131 | 6.7% |
| 25+ | \$ 5,200 | \$ 5,268 | 1.3% | 1.3% | \$ 5,336 | 2.6% |

Notes:

- Reflects base “A” teacher salary schedule and does not include any of the various State or locally-funded salary supplements.
- Schedule Increase column displays the increase in the monthly salary amount for an experience-level compared to the same experience-level from the prior fiscal year.
- % Change (w/Step) column displays the increase a teacher with referenced experience level in FY 2020-21 will receive under revised schedule if continuing to work as teacher in upcoming biennium.

B. Correctional Officer Salary Schedule

| Years of Experience | FY 2021-22 | | | FY 2022-23 | | |
|---------------------|------------|----------|----------|------------|----------|----------|
| | COI | COII | COIII | COI | COII | COIII |
| 0 | \$33,130 | \$34,220 | \$36,598 | \$33,958 | \$35,076 | \$37,513 |
| 1 | \$35,449 | \$36,615 | \$39,160 | \$36,335 | \$37,530 | \$40,139 |
| 2 | \$37,576 | \$38,812 | \$41,510 | \$38,515 | \$39,782 | \$42,548 |
| 3 | \$39,455 | \$40,753 | \$43,586 | \$40,441 | \$41,772 | \$44,676 |
| 4 | \$41,033 | \$42,383 | \$45,329 | \$42,059 | \$43,443 | \$46,462 |
| 5 | \$42,264 | \$43,654 | \$46,689 | \$43,321 | \$44,745 | \$47,856 |
| 6+ | \$43,109 | \$44,527 | \$47,623 | \$44,187 | \$45,640 | \$48,814 |

C. Probation/Parole Office Salary Schedule

| Years of Experience | FY 2021-22 | FY 2022-23 |
|---------------------|------------|------------|
| 0 | 40,000 | 41,000 |
| 1 | 42,600 | 43,665 |
| 2 | 45,369 | 46,503 |
| 3 | 48,318 | 49,526 |
| 4 | 51,459 | 52,745 |
| 5 | 54,804 | 56,173 |
| 6+ | 58,366 | 59,824 |

D. SHP/SBI/ALE Experience-Based Salary Schedule

| Years of Experience | FY 2021-22 | FY 2022-23 |
|---------------------|------------|------------|
| 0 | 47,384 | 48,569 |
| 1 | 50,464 | 51,726 |
| 2 | 53,744 | 55,088 |
| 3 | 57,237 | 58,669 |
| 4 | 60,957 | 62,482 |
| 5 | 64,919 | 66,543 |
| 6+ | 69,139 | 70,868 |

E. Estimated Allocations from Teacher Supplement Assistance Allotment

| County | Teacher Supplement Assistance (per State Funded Teacher) | Estimated County Allocation (Supplement + Benefits) |
|-------------------|---|--|
| Alamance County | \$ 777 | \$ 1,592,803 |
| Alexander County | \$ 2,119 | \$ 885,923 |
| Alleghany County | \$ 3,345 | \$ 437,691 |
| Anson County | \$ 3,578 | \$ 983,385 |
| Ashe County | \$ 1,672 | \$ 449,897 |
| Avery County | \$ 1,458 | \$ 283,724 |
| Beaufort County | \$ 1,540 | \$ 823,261 |
| Bertie County | \$ 4,250 | \$ 790,895 |
| Bladen County | \$ 2,603 | \$ 953,462 |
| Brunswick County | \$ 549 | \$ 567,884 |
| Buncombe County | \$ - | \$ - |
| Burke County | \$ 1,199 | \$ 1,210,937 |
| Cabarrus County | \$ 640 | \$ 2,011,442 |
| Caldwell County | \$ 1,269 | \$ 1,284,662 |
| Camden County | \$ 4,212 | \$ 766,857 |
| Carteret County | \$ 675 | \$ 451,311 |
| Caswell County | \$ 3,591 | \$ 802,381 |
| Catawba County | \$ 759 | \$ 1,456,282 |
| Chatham County | \$ 775 | \$ 581,217 |
| Cherokee County | \$ 2,037 | \$ 600,263 |
| Chowan County | \$ 4,072 | \$ 722,186 |
| Clay County | \$ 2,870 | \$ 341,758 |
| Cleveland County | \$ 1,234 | \$ 1,585,435 |
| Columbus County | \$ 2,060 | \$ 1,337,459 |
| Craven County | \$ 955 | \$ 1,053,325 |
| Cumberland County | \$ 776 | \$ 3,461,150 |
| Currituck County | \$ 957 | \$ 326,880 |
| Dare County | \$ 747 | \$ 314,016 |
| Davidson County | \$ 813 | \$ 1,661,326 |
| Davie County | \$ 1,487 | \$ 812,868 |
| Duplin County | \$ 1,678 | \$ 1,366,247 |
| Durham County | \$ - | \$ - |
| Edgecombe County | \$ 2,544 | \$ 1,302,012 |
| Forsyth County | \$ 619 | \$ 2,831,971 |
| Franklin County | \$ 1,310 | \$ 947,200 |
| Gaston County | \$ 732 | \$ 1,994,775 |
| Gates County | \$ 4,250 | \$ 750,825 |
| Graham County | \$ 4,250 | \$ 522,939 |

| | | | | |
|-----------------------|----|-------|----|-----------|
| Granville County | \$ | 1,510 | \$ | 897,030 |
| Greene County | \$ | 4,250 | \$ | 1,152,237 |
| Guilford County | \$ | - | \$ | - |
| Halifax County | \$ | 2,341 | \$ | 1,201,807 |
| Harnett County | \$ | 1,023 | \$ | 1,812,621 |
| Haywood County | \$ | 971 | \$ | 608,181 |
| Henderson County | \$ | 715 | \$ | 826,979 |
| Hertford County | \$ | 4,250 | \$ | 993,662 |
| Hoke County | \$ | 1,923 | \$ | 1,449,602 |
| Hyde County | \$ | 3,033 | \$ | 227,520 |
| Iredell County | \$ | 574 | \$ | 1,259,335 |
| Jackson County | \$ | 930 | \$ | 313,861 |
| Johnston County | \$ | 706 | \$ | 2,313,115 |
| Jones County | \$ | 4,250 | \$ | 457,146 |
| Lee County | \$ | 1,459 | \$ | 1,287,550 |
| Lenoir County | \$ | 2,143 | \$ | 1,574,119 |
| Lincoln County | \$ | 829 | \$ | 831,145 |
| McDowell County | \$ | 1,025 | \$ | 558,643 |
| Macon County | \$ | 2,737 | \$ | 1,087,946 |
| Madison County | \$ | 4,250 | \$ | 976,128 |
| Martin County | \$ | 1,809 | \$ | 505,811 |
| Mecklenburg County | \$ | - | \$ | - |
| Mitchell County | \$ | 3,293 | \$ | 565,976 |
| Montgomery County | \$ | 2,191 | \$ | 640,188 |
| Moore County | \$ | 734 | \$ | 775,343 |
| Nash County | \$ | 1,176 | \$ | 1,444,374 |
| New Hanover County | \$ | 532 | \$ | 1,139,399 |
| Northampton County | \$ | 3,474 | \$ | 534,054 |
| Onslow County | \$ | 818 | \$ | 1,927,306 |
| Orange County | \$ | 647 | \$ | 1,072,065 |
| Pamlico County | \$ | 3,379 | \$ | 411,890 |
| Pasquotank County | \$ | 1,928 | \$ | 846,218 |
| Pender County | \$ | 1,049 | \$ | 836,861 |
| Perquimans County | \$ | 3,582 | \$ | 498,896 |
| Person County | \$ | 1,878 | \$ | 728,075 |
| Pitt County | \$ | 903 | \$ | 1,862,039 |
| Polk County | \$ | 1,800 | \$ | 357,085 |
| Randolph County | \$ | 934 | \$ | 1,642,103 |
| Richmond County | \$ | 2,786 | \$ | 1,684,791 |
| Robeson County | \$ | 1,571 | \$ | 2,955,155 |
| Rockingham County | \$ | 1,370 | \$ | 1,354,754 |
| Rowan County | \$ | 885 | \$ | 1,450,356 |
| Rutherford County | \$ | 1,307 | \$ | 878,087 |

| | | | | |
|---------------------|----|-------|-----------|--------------------|
| Sampson County | \$ | 1,715 | \$ | 1,627,971 |
| Scotland County | \$ | 3,672 | \$ | 1,864,169 |
| Stanly County | \$ | 1,375 | \$ | 1,011,858 |
| Stokes County | \$ | 1,827 | \$ | 952,747 |
| Surry County | \$ | 1,405 | \$ | 1,261,494 |
| Swain County | \$ | 2,953 | \$ | 536,976 |
| Transylvania County | \$ | 1,113 | \$ | 319,538 |
| Tyrrell County | \$ | 4,250 | \$ | 316,160 |
| Union County | \$ | 490 | \$ | 1,623,345 |
| Vance County | \$ | 2,482 | \$ | 1,127,320 |
| Wake County | \$ | - | \$ | - |
| Warren County | \$ | 2,669 | \$ | 439,259 |
| Washington County | \$ | 4,250 | \$ | 470,393 |
| Watauga County | \$ | 855 | \$ | 356,895 |
| Wayne County | \$ | 1,207 | \$ | 1,935,440 |
| Wilkes County | \$ | 1,454 | \$ | 1,152,950 |
| Wilson County | \$ | 1,410 | \$ | 1,274,239 |
| Yadkin County | \$ | 2,260 | \$ | 1,003,625 |
| Yancey County | \$ | 2,474 | \$ | 519,520 |
| TOTAL | | | \$ | 100,000,000 |