

Highlights of Conference Budget Salaries and Benefits

Salaries Summary

State Employees and Community College Employees

The Conference budget appropriates a total of \$777.8 million in FY 2023-24 and \$1.2 billion in FY 2024-25 in additional net appropriations to provide salary increases for State employees and State-funded local employees. Specifically:

- A 4% across-the-board increase in FY 2023-24 and a 3% across-the-board increase in FY 2024-25 for most State agency employees, University employees, and State-funded Community College employees.
- \$39.6 million in additional Labor Market Salary Adjustment Reserve funds. State agency employees whose salaries are not set in law are eligible for these flexible salary funds.
- \$13.7 million to provide an additional 1.5% salary increase in FY 2023-24 in addition to the across-the-board increases to many employees paid on experience-based salary schedules or whose salaries are set in law.
- \$3.5 million in FY 2023-24 and \$3.6 million in FY 2024-25 to compensate certain Juvenile Justice positions per Correctional Officer or Probation and Parole Officer experienced-based salary schedules and address resulting compression.
- \$15.0 million in FY 2023-24 and \$17.9 million in FY 2024-25 to implement a new judicial pay structure, providing salary increases of 10.9%-20.9% over the biennium.
- \$17.3 million in each year of the biennium to implement a new salary schedule for the State Highway Patrol and provide salary increases to sworn members not compensated on the salary schedule. First Sergeants and below will receive an 11% salary increase in FY 2023-24 and other sworn members will receive a 7% salary increase in FY 2023-24.
- \$2.8 million in each year of the biennium to provide salary increases to sworn members of the State Bureau of Investigation and Alcohol Law Enforcement. Special Agents in Charge and above will receive a 7% salary increase in FY 2023-24 and other sworn members will receive 8% in FY 2023-24.
- Additional salary increases for the Governor and Council of State members, District Attorneys, Public Defenders, Assistant District Attorneys, Assistant Public Defenders, University and community college nursing faculty, Wildlife Resources Commission law enforcement, Division of Marine Fisheries law enforcement, Division of Parks & Recreation law enforcement, and Division of Forestry law enforcement.
- \$19.4 million to increase funding of the Community College Faculty Recruitment/Retention Fund.
- \$15.0 million to increase funding of the UNC Faculty Recruitment/Retention Fund.

Teachers and Instructional Support Personnel

The Conference budget appropriates \$181.1 million in FY 2023-24 and \$312.3 million in FY 2024-25 to provide salary increases associated with changes to the teacher salary schedule. Including step increases, the average teacher salary increase when compared to FY 2022-23 under the revised teacher salary schedule is 4% in FY 2023-24 and 7% FY 2024-25.

- Starting teacher pay is increased to \$39,000 in FY 2023-24 and \$41,000 in FY 2024-25.
- Provides an additional \$30.0 million in recurring funds for the Teacher Supplement Assistance Allotment for a revised net appropriation of \$200.0 million in each year of the biennium.

Other Public School Personnel

The Conference budget provides \$85.8 million in FY 2023-24 and \$146.6 million in FY 2024-25 for salary increases to non-teacher public school employees. Specifically, the Conference proposal:

- A 4% across-the-board increase in FY 2023-24 and a 3% across-the-board increase in FY 2024-25 for most noncertified staff, central office staff, and principals.
- An additional \$4.7 million in each year of the biennium for bus driver pay increases. On average, this will increase bus driver salaries by 2%, in addition to the across-the-board raises.
- Assistant principal pay remains tied to the base teacher salary schedule +19%.

Benefits Summary

The Conference budget provides additional net appropriations of \$138.7 million in FY 2023-24 and \$302.3 million in FY 2024-25 to support increasing costs associated with benefits provided to State-funded employees. In summary, the Conference budget provides the following:

- \$40.2 million in FY 2023-24 and \$175.3 million in FY 2024-25 to increase employer premiums to the State Health Plan for active employees.
- \$98.5 million in FY 2023-24 and \$127.0 million in FY 2024-25 to increase contributions to State retirement systems and the Retiree Health Benefit Fund for retiree medical benefits.
- \$145.6 million allocated to the Retiree Supplement Reserve to provide State retirees a 4% one-time supplement (bonus) in fall 2023.

Appendices:

- A. Teacher Salary Schedule Comparison
- B. Correctional Officer Salary Schedule
- C. Probation and Parole Officer Salary Schedule
- D. State Highway Patrol Salary Schedule
- E. Law Enforcement Officer (LEO) Salary Schedule

A. Teacher Salary Schedule

Current Years of Experience	FY 2022-23 "A" Schedule	FY 2023-24	% Change (w/o step)	% Change (w/ step)	Intended FY 2024-25	% Δ from FY	% Δ from FY
						2022-23 (w/o steps)	2022-23 (w/steps)
0	\$ 3,700	\$ 3,900	5.41%	7.7%	\$ 4,100	10.8%	14.9%
1	\$ 3,800	\$ 3,984	4.84%	7.5%	\$ 4,175	9.9%	13.8%
2	\$ 3,900	\$ 4,085	4.74%	7.4%	\$ 4,250	9.0%	12.8%
3	\$ 4,000	\$ 4,187	4.68%	7.2%	\$ 4,325	8.1%	11.9%
4	\$ 4,100	\$ 4,289	4.61%	7.1%	\$ 4,400	7.3%	11.5%
5	\$ 4,200	\$ 4,391	4.55%	6.7%	\$ 4,475	6.5%	11.0%
6	\$ 4,300	\$ 4,481	4.21%	6.3%	\$ 4,572	6.3%	10.5%
7	\$ 4,400	\$ 4,572	3.91%	6.0%	\$ 4,663	6.0%	10.1%
8	\$ 4,500	\$ 4,662	3.60%	5.6%	\$ 4,753	5.6%	9.7%
9	\$ 4,600	\$ 4,753	3.33%	5.3%	\$ 4,844	5.3%	9.2%
10	\$ 4,700	\$ 4,843	3.04%	5.0%	\$ 4,935	5.0%	8.9%
11	\$ 4,800	\$ 4,933	2.77%	4.7%	\$ 5,025	4.7%	8.5%
12	\$ 4,900	\$ 5,024	2.53%	4.4%	\$ 5,116	4.4%	8.1%
13	\$ 5,000	\$ 5,114	2.28%	4.1%	\$ 5,206	4.1%	7.8%
14	\$ 5,100	\$ 5,205	2.06%	4.0%	\$ 5,297	3.9%	5.6%
15	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
16	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
17	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
18	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
19	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
20	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
21	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
22	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	3.6%
23	\$ 5,200	\$ 5,306	2.04%	2.0%	\$ 5,388	3.6%	7.6%
24	\$ 5,200	\$ 5,306	2.04%	6.0%	\$ 5,388	3.6%	7.6%
25+	\$ 5,400	\$ 5,510	2.04%	2.0%	\$ 5,595	3.6%	3.6%

Notes:

- Reflects base "A" teacher salary schedule and does not include any of the various State or locally-funded salary supplements.

- % Change (w/o step) 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 2022-23 will receive under revised schedule if continuing to work as teacher in upcoming biennium (e.g., A teacher with 5 years of experience in FY 2022-23 would be paid under the Conference budget proposal a base salary of \$4,481 monthly from State funds in FY 2023-24 compared to their current base pay of \$4,200 ($\$4,481/\$4,200 = 6.7\%$ increase). In FY 2024-25, that same teacher would be paid a base salary of \$4,663 under the Conference budget proposal ($\$4,663/\$4,200 = 11.0\%$ increase).

B. Correctional Officer Experience-Based Salary Schedule

Years of Experience	FY 2023-24			FY 2024-25		
	COI	COII	COIII	COI	COII	COIII
0	\$36,525	\$37,727	\$40,348	\$37,621	\$38,859	\$41,558
1	\$39,081	\$40,367	\$43,173	\$40,253	\$41,578	\$44,468
2	\$41,427	\$42,790	\$45,764	\$42,670	\$44,074	\$47,137
3	\$43,498	\$44,929	\$48,052	\$44,803	\$46,277	\$49,494
4	\$45,237	\$46,726	\$49,974	\$46,594	\$48,128	\$51,473
5	\$46,595	\$48,127	\$51,473	\$47,993	\$49,571	\$53,017
6+	\$47,527	\$49,090	\$52,503	\$48,953	\$50,563	\$54,078

C. Probation and Parole Officer Experience-Based Salary Schedule

Years of Experience	FY 2023-24	FY 2024-25
0	\$44,099	\$45,422
1	\$46,965	\$48,374
2	\$50,019	\$51,520
3	\$53,270	\$54,868
4	\$56,733	\$58,435
5	\$60,420	\$62,233
6+	\$64,348	\$66,278

D. State Highway Patrol Experience-Based Salary Schedule

Years of Experience	FY 2023-24	FY 2024-25
0	\$55,000	\$55,000
1	\$58,575	\$58,575
2	\$62,382	\$62,382
3	\$66,437	\$66,437
4	\$70,755	\$70,755
5	\$75,354	\$75,354
6+	\$80,252	\$80,252

E. LEO (SBI/ALE) Experience-Based Salary Schedule

Years of Experience	FY 2023-24	FY 2024-25
0	\$53,477	\$53,477
1	\$56,954	\$56,954
2	\$60,656	\$60,656
3	\$64,599	\$64,599
4	\$68,798	\$68,798
5	\$73,270	\$73,270
6+	\$78,033	\$78,033