

LEGISLATIVE SALARY INCREASES

YEAR	STATE EMPLOYEES	TEACHERS
1973-74	5% + (5% for those under \$2.75/hour)	5% + (employment extended 187 to 200 days = 7% salary increase and 1 step added to schedule)
1974-75	7.5%	7.5%
1975-76	-0-	-0-
1976-77	4% + \$300 (average 7.2%)	4% + \$300 (average 6.8%)
1977-78	6.5%	6.5%
1978-79	6%	6%
1979-80	5% + (\$200 one-time bonus payment)	5% + (\$200 one-time bonus payment)
1980-81	10%	10% + (Salary schedule changed = 2% to 10% added top each step of salary range)
1981-82	5% (effective 1-1-82)	5% (effective 1-1-82)
1982-83 ^a	-0-	-0-
1983-84 ^a	5%	5%
1984-85 ^a	10%	10% + 4.8% salary classification adjustment
1985-86 ^b	5% + 1 step increase (9.6%)	1-step increase (4.8%) second year teachers; 2-step increase (9.6%) third or more year teachers
1986-87	\$75 month (average 6%)	6.5%
1987-88	5%	5%
1988-89	4.5%	4.5%
1989-90	4% + 2% merit funds	6.65% average
1990-91	4% + 2% merit funds	6.15% average
1991-92	-0-	-0-
1992-93	\$522	2% average
1993-94	2% + 1% one-time bonus payment	3% average
1994-95	4% + 1% one-time bonus payment	5% - 1-3 years 7% - 4-29 years
1995-96	2%	2%
1996-97	2.5% COLA + 2% career growth	5.5%
1997-98 ^c	2% COLA + 2% career growth	4% - 9%
1998-99	1% COLA + 2% career growth + 1% one-time bonus	4% - 9%

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1999-00	1% COLA + 2% career growth + \$125 compensation bonus	4% - 11%
2000-01	2.2% COLA + 2% career growth + \$500 compensation bonus	2.5% - 13.8%
2001-02	\$625	1% - 6.92% (2.86% average)
2002-03	-0-	0% - 5.85% (1.84% average)
2003-04	\$550 one-time bonus	1.42% - 5.86% (1.81% average)
2004-05	Greater of a \$1,000 or 2.5% across-the-board increase	1.41% - 5.9% (2.5% average)
2005-06	Greater of a \$850 or 2% across-the-board increase	1.77% - 6.27% (2.24% average)
2006-07	5.5% across-the-board increase	6.45% - 14.05% (8.23% average)
2007-08	4% across-the-board increase	4.05% - 9.53% (5% average)
2008-09	Greater of \$1,100 or 2.74% across-the-board increase	2.39% - 6.63% (3% average)
2009-10	-0-	-0-
2010-11	-0-	-0-
2011-12	-0-	-0-
2012-13 ^d	1.2% across-the-board increase	1.2% across-the-board increase
2013-14	-0-	-0-
2014-15 ^e	\$1,000 for State employees	0.5% - 18.5% (7% average)
2015-16 ^f	-0- + \$750 compensation bonus	0 - 9.6% + \$750 compensation bonus (3.8% average)
2016-17 ^g	1.5% increase + 0.5% compensation bonus Funding for merit bonuses	0% - 13.1% (4.7% average)
2017-18 ^h	\$1,000 salary increase	0.6% - 6.9% (3.3% average)
2018-19 ⁱ	Greater of 2% salary increase or increase to \$31,200 salary for State agency employees	0% - 14.8% (6.5% average)
2019-20 ^j	2.5% for State agency employees	0% - 2.9% (1.2% average)
2020-21 ^k	2.5% for State agency employees	0% - 2.9% (1.2% average)
2021-22 ^l	2.5% + \$1,000 (or \$1,500) bonus	1.3% - 5.4% (2.5% average) + \$100 million (1.4% average) in teacher supplements + \$2,800 in bonuses for most teachers

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YEAR	STATE EMPLOYEES	TEACHERS
2022-23 ^m	3.5% + 1% labor market adjustment salary reserve eligible	2.5% - 7.2% (4.2% average) + \$70 million (1% average) in teacher supplement funds
2023-24 ⁿ	4% + 1.5% labor market adjustment salary reserve eligible	2% - 7.7% (4% average) + \$30 million (.4% average) in teacher supplement funds
2024-25 ^o	3%	1.5% - 7.1% (3% average)

Notes:

- a. Salary increment program frozen
- b. Conditional upon continuous employment for one year
- c. Most teachers received between 4%-9%. Teachers receiving National Board of Professional Teaching Standards (NBPTS) certification were eligible for larger increases.
- d. The UNC Board of Governors was given flexibility in the use of compensation increase funds for EPA employees. The State Board of Community Colleges was given flexibility in the use of compensation increase funds for local community college employees.
- e. State agency and local community college employees received a \$1,000 salary increase. UNC employees who are subject to the Human Resources Act (SHRA) also received a \$1,000 increase. The UNC Board of Governors was given \$5 million to provide increases to UNC employees who are exempt from the Human Resources Act (EHRA). School-based Administrators (Principals & Assistant Principals) received a 2% salary increase; Noncertified and central office local public school employees received a \$500 salary increase.
- f. Starting pay for educators was increased from \$3,300 per month to \$3,500 per month, a 6.1 % raise for educators on steps 0-4. The step increase for educators changing tiers of the schedule provides an increase ranging from 6.5% to 9.6%. The 3.8% average includes the \$750 bonus; without the bonus, the average increase is 2.2%.
- g. The 0.5% compensation bonus is provided across-the-board to all State employees and State-funded local employees except teachers. The merit bonus will be distributed based on policies developed by each employing agency.
- h. The State Board of Community Colleges and, for EHRA employees, the UNC Board of Governors were given flexibility in the use of compensation increase funds. Judges and members of the Council of State did not receive the \$1,000 increase. The increase shown for teachers is the increase in State funding for a teacher who taught in FY 2016-17 and continues to teach in FY 2017-18, consistent with the prior years in the table. It does not include the \$385 bonus paid to veteran teachers or performance-related bonuses.
- i. UNC employees are not eligible for the 2% across-the-board salary increase, but are eligible to receive a salary increase to the newly established \$31,200 minimum salary for full-time

permanent positions. The UNC Board of Governors was appropriated \$20 million to provide salary increases to UNC employees, which is the equivalent of approximately 0.7% of the UNC net General Fund appropriated salary base. Noncertified personnel of local school districts will receive the 2% salary increase but are not eligible for the \$31,200 minimum salary. The State Board of Community Colleges was given flexibility in the use of its appropriated compensation increase funds. Certain public safety personnel received increases in excess of the 2%, including correctional personnel based in prisons (4%) and Highway Patrol Troopers (8% average).

- j. UNC employees are not eligible for the 2.5% across-the-board salary increase. No legislative salary adjustments were enacted for most State-funded local employee groups (community college employees, noncertified public school personnel, and central office employees). Teachers, instructional support personnel, and assistant principals received any applicable experience-based step increase, but the salary schedule remained the same as the prior year. All levels of the principal salary schedule were increased, resulting in an average salary increase of approximately 6.2%. Most SBI/ALE law enforcement officers were placed on the salary schedule established for the Highway Patrol in FY 2018-19, resulting in an average salary increase exceeding 14% for impacted employees. Two new salary supplement programs were established to provide additional compensation to correctional employees in facilities with high vacancy rates (\$2,500 or greater annually) and certain principals supervising high growth schools who move to low-performing schools (\$30,000 for 3 years).
- k. UNC employees are not eligible for the 2.5% across-the-board salary increase. No legislative salary adjustments were enacted for most State-funded local employee groups (community college employees, noncertified public school personnel, and central office employees). Teachers, instructional support personnel, and assistant principals received any applicable experience-based step increase, but the salary schedule remained the same as the prior year. Performance-based bonus funds for teachers were repurposed into a \$350 bonus due to COVID-related data quality issues.
- l. 2.5% provided across-the-board to most State employees. In lieu of an across-the-board increase, correctional officers and probation/parole officers were placed on new experience-based salary schedules, resulting in average increases of approximately 7% and 17% respectively. Each step of the teacher salary schedule was increased by 1.3%, resulting in average teacher salary increases of approximately 2.5% after incorporating average step increases. Teacher supplement funds provided to counties with a real property tax base of \$40 billion or less. Noncertified personnel of public schools received the greater of 2.5% or an increase to \$13/hour. 2.5% across-the-board was provided to most other State-funded local employees (e.g. community colleges, central office of public schools, etc.). A bonus from federal American Rescue Plan Act (ARPA) funds of \$1,000 was provided to all employees, with an additional \$500 bonus provided to employees who have an annual salary <\$75,000 or meet other eligibility criteria.
- m. For most State employees and community college employees, a 3% across-the-board increase was provided with additional funding provided to each agency equal to 1% of the

agency's payroll for labor market based salary adjustments. For State positions paid based on an experience-based salary schedule or paid a salary set in law, the employees received an across-the-board increase of 4.5% without eligibility to receive labor market salary adjustments. Most non-teacher public school personnel received a 4% across-the-board salary increase, with noncertified personnel able to receive a larger increase if necessary to meet the new \$15/hour minimum wage for those positions.

- n. For most State employees and community college employees, a 4% across-the-board increase was provided with additional funding provided to each agency equal to 1.5% of the agency's payroll for labor market based salary adjustments. For State positions paid based on an experience-based salary schedule or paid a salary set in law, the employees received an across-the-board increase of 5.5% without eligibility to receive labor market salary adjustments. Most non-teacher public school personnel received a 4% across-the-board salary increase.
- o. A 3% across-the-board increase was provided for most State employees and community college employees. Most non-teacher public school personnel received a 3% across-the-board salary increase.