

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% |
| 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% |

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| YEAR | STATE EMPLOYEES | TEACHERS |
|----------------------|--|--------------------------------|
| 2001-02 | \$625 | 1% - 6.92% (2.86% average) |
| 2002-03 | -0- | 0% - 5.85% (1.84% average) |
| 2003-04 | -0- | 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) |

- 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). Noncertified and central office local public school employees received a \$500 salary increase.