

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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YEAR	STATE EMPLOYEES	TEACHERS
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	0.6% - 6.9% (3.3% 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.