

**GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013**

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HOUSE BILL 464

Short Title: Salary Increase for School Employees. (Public)

Sponsors: Representatives Glazier, Michaux, Lucas, and Goodman (Primary Sponsors).
For a complete list of Sponsors, refer to the North Carolina General Assembly Web Site.

Referred to: Appropriations.

April 1, 2013

A BILL TO BE ENTITLED
AN ACT TO PROVIDE SALARY INCREASES FOR PUBLIC SCHOOL EMPLOYEES.
The General Assembly of North Carolina enacts:

TEACHER SALARY SCHEDULES

SECTION 1.(a) It is the intent of the General Assembly to move teacher salaries to the national average by the 2019-2020 school year.

SECTION 1.(b) The following monthly salary schedules shall apply for the 2013-2014 fiscal year to certified personnel of local school administrative units who are classified as teachers. The schedules contain 37 steps, with each step corresponding to one year of teaching experience. Employees paid according to this salary schedule and receiving NBPTS certification or obtaining a master's degree shall not be prohibited from receiving the appropriate increase in salary. Provided, however, teachers employed during the 2012-2013 school year who did not work the required number of months to acquire an additional year of experience shall not receive a decrease in salary as otherwise would be required by the salary schedule below.

2013-2014 Monthly Salary Schedule

"A" Teachers

Years of Experience	"A" Teachers	NBPTS Certification
0-2	\$3,172	N/A
3-5	\$3,172	\$3,553
6	\$3,216	\$3,602
7	\$3,262	\$3,653
8	\$3,402	\$3,810
9	\$3,548	\$3,974
10	\$3,687	\$4,129
11	\$3,822	\$4,281
12	\$3,930	\$4,402
13	\$3,981	\$4,459
14	\$4,031	\$4,515
15	\$4,084	\$4,574
16	\$4,135	\$4,631
17	\$4,188	\$4,691
18	\$4,242	\$4,751
19	\$4,296	\$4,812



1	20	\$4,353	\$4,875
2	21	\$4,410	\$4,939
3	22	\$4,467	\$5,003
4	23	\$4,529	\$5,072
5	24	\$4,590	\$5,141
6	25	\$4,650	\$5,208
7	26	\$4,714	\$5,280
8	27	\$4,778	\$5,351
9	28	\$4,847	\$5,429
10	29	\$4,914	\$5,504
11	30	\$4,981	\$5,579
12	31	\$5,050	\$5,656
13	32	\$5,121	\$5,736
14	33	\$5,195	\$5,818
15	34	\$5,269	\$5,901
16	35	\$5,371	\$6,016
17	36+	\$5,478	\$6,135

2013-2014 Monthly Salary Schedule

"M" Teachers

20	Years of Experience	"M" Teachers	NBPTS Certification
21	0-2	\$3,489	N/A
22	3-5	\$3,489	\$3,908
23	6	\$3,538	\$3,963
24	7	\$3,588	\$4,019
25	8	\$3,742	\$4,191
26	9	\$3,903	\$4,371
27	10	\$4,056	\$4,543
28	11	\$4,204	\$4,708
29	12	\$4,323	\$4,842
30	13	\$4,379	\$4,904
31	14	\$4,434	\$4,966
32	15	\$4,492	\$5,031
33	16	\$4,549	\$5,095
34	17	\$4,607	\$5,160
35	18	\$4,666	\$5,226
36	19	\$4,726	\$5,293
37	20	\$4,788	\$5,363
38	21	\$4,851	\$5,433
39	22	\$4,914	\$5,504
40	23	\$4,982	\$5,580
41	24	\$5,049	\$5,655
42	25	\$5,115	\$5,729
43	26	\$5,185	\$5,807
44	27	\$5,256	\$5,887
45	28	\$5,332	\$5,972
46	29	\$5,405	\$6,054
47	30	\$5,479	\$6,136
48	31	\$5,555	\$6,222
49	32	\$5,633	\$6,309
50	33	\$5,715	\$6,401
51	34	\$5,796	\$6,492

1 35 \$5,908 \$6,617
 2 36+ \$6,026 \$6,749
 3 **SECTION 1.(c)** The following monthly salary schedules shall apply for the
 4 2014-2015 fiscal year to certified personnel of local school administrative units who are
 5 classified as teachers. The schedules contain 38 steps, with each step corresponding to one year
 6 of teaching experience. Employees paid according to this salary schedule and receiving NBPTS
 7 certification or obtaining a master's degree shall not be prohibited from receiving the
 8 appropriate increase in salary. Provided, however, teachers employed during the 2013-2014
 9 school year who did not work the required number of months to acquire an additional year of
 10 experience shall not receive a decrease in salary as otherwise would be required by the salary
 11 schedule below.

12 2014-2015 Monthly Salary Schedule

13 "A" Teachers

14	Years of Experience	"A" Teachers	NBPTS Certification
15	0-2	\$3,267	N/A
16	3-6	\$3,267	\$3,659
17	7	\$3,312	\$3,709
18	8	\$3,360	\$3,763
19	9	\$3,504	\$3,924
20	10	\$3,654	\$4,092
21	11	\$3,798	\$4,254
22	12	\$3,937	\$4,409
23	13	\$4,048	\$4,534
24	14	\$4,100	\$4,592
25	15	\$4,152	\$4,650
26	16	\$4,207	\$4,712
27	17	\$4,259	\$4,770
28	18	\$4,314	\$4,832
29	19	\$4,369	\$4,893
30	20	\$4,425	\$4,956
31	21	\$4,484	\$5,022
32	22	\$4,542	\$5,087
33	23	\$4,601	\$5,153
34	24	\$4,665	\$5,225
35	25	\$4,728	\$5,295
36	26	\$4,790	\$5,365
37	27	\$4,855	\$5,438
38	28	\$4,921	\$5,512
39	29	\$4,992	\$5,591
40	30	\$5,061	\$5,668
41	31	\$5,130	\$5,746
42	32	\$5,202	\$5,826
43	33	\$5,275	\$5,908
44	34	\$5,351	\$5,993
45	35	\$5,427	\$6,078
46	36	\$5,532	\$6,196
47	37+	\$5,642	\$6,319

48 2014-2015 Monthly Salary Schedule

49 "M" Teachers

50	Years of Experience	"M" Teachers	NBPTS Certification
51	0-2	\$3,594	N/A

1	3-6	\$3,594	\$4,025
2	7	\$3,643	\$4,080
3	8	\$3,696	\$4,140
4	9	\$3,854	\$4,316
5	10	\$4,019	\$4,501
6	11	\$4,178	\$4,679
7	12	\$4,331	\$4,851
8	13	\$4,453	\$4,987
9	14	\$4,510	\$5,051
10	15	\$4,567	\$5,115
11	16	\$4,628	\$5,183
12	17	\$4,685	\$5,247
13	18	\$4,745	\$5,314
14	19	\$4,806	\$5,383
15	20	\$4,868	\$5,452
16	21	\$4,932	\$5,524
17	22	\$4,996	\$5,596
18	23	\$5,061	\$5,668
19	24	\$5,132	\$5,748
20	25	\$5,201	\$5,825
21	26	\$5,269	\$5,901
22	27	\$5,341	\$5,982
23	28	\$5,413	\$6,063
24	29	\$5,491	\$6,150
25	30	\$5,567	\$6,235
26	31	\$5,643	\$6,320
27	32	\$5,722	\$6,409
28	33	\$5,803	\$6,499
29	34	\$5,886	\$6,592
30	35	\$5,970	\$6,686
31	36	\$6,085	\$6,815
32	37+	\$6,206	\$6,951

SECTION 1.(d) Annual longevity payments for teachers shall be at the rate of one and one-half percent (1.5%) of base salary for 10 to 14 years of State service, two and twenty-five hundredths percent (2.25%) of base salary for 15 to 19 years of State service, three and twenty-five hundredths percent (3.25%) of base salary for 20 to 24 years of State service, and four and one-half percent (4.5%) of base salary for 25 or more years of State service. The longevity payment shall be paid in a lump sum once a year.

SECTION 1.(e) Teachers employed by local school administrative units with certification based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided for certified personnel of local school administrative units who are classified as "M" teachers. Teachers employed by local school administrative units with certification based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for certified personnel of local school administrative units who are classified as "M" teachers.

SECTION 1.(f) The first step of the salary schedule for school psychologists shall be equivalent to step 10, corresponding to 10 years of experience for the 2013-2014 fiscal year and step 11 for the 2014-2015 fiscal year, on the salary schedule established in this section for certified personnel employed by local school administrative units who are classified as "M"

1 teachers. Certified psychologists shall be placed on the salary schedule at an appropriate step
 2 based on their years of experience. Certified psychologists shall receive longevity payments
 3 based on years of State service in the same manner as teachers.

4 Certified psychologists with certification based on academic preparation at the
 5 six-year degree level shall receive a salary supplement of one hundred twenty-six dollars
 6 (\$126.00) per month in addition to the compensation provided for certified psychologists.
 7 Certified psychologists with certification based on academic preparation at the doctoral degree
 8 level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month
 9 in addition to the compensation provided for certified psychologists.

10 **SECTION 1.(g)** Speech pathologists who are certified as speech pathologists at the
 11 master's degree level and audiologists who are certified as audiologists at the master's degree
 12 level and who are employed by local school administrative units as speech and language
 13 specialists and audiologists shall be paid on the school psychologist salary schedule.

14 Speech pathologists and audiologists with certification based on academic
 15 preparation at the six-year degree level shall receive a salary supplement of one hundred
 16 twenty-six dollars (\$126.00) per month in addition to the compensation provided for speech
 17 pathologists and audiologists. Speech pathologists and audiologists with certification based on
 18 academic preparation at the doctoral degree level shall receive a salary supplement of two
 19 hundred fifty-three dollars (\$253.00) per month in addition to the compensation provided for
 20 speech pathologists and audiologists.

21 **SECTION 1.(h)** Certified school nurses who are employed by local school
 22 administrative units as nurses shall be paid on the "M" salary schedule.

23 **SECTION 1.(i)** As used in this section, the term "teacher" shall also include
 24 instructional support personnel.
 25

26 **SCHOOL-BASED ADMINISTRATOR SALARY SCHEDULE**

27 **SECTION 2.(a)** The following base salary schedule for school-based
 28 administrators shall apply only to principals and assistant principals. This base salary schedule
 29 shall apply for the 2013-2014 fiscal year, commencing July 1, 2013. Provided, however,
 30 school-based administrators (i) employed during the 2012-2013 school year who did not work
 31 the required number of months to acquire an additional year of experience and (ii) employed
 32 during the 2013-2014 school year in the same classification shall not receive a decrease in
 33 salary as otherwise would be required by the salary schedule below.

34 2013-2014 Principal and Assistant Principal Salary Schedules

35 Classification

36 Years of Exp	Assistant Principal	Prin I (0-10)	Prin II (11-21)	Prin III (22-32)	Prin IV (33-43)
38 0-9	\$3,943	-	-	-	-
39 10	\$4,096	-	-	-	-
40 11	\$4,247	-	-	-	-
41 12	\$4,367	-	-	-	-
42 13	\$4,424	\$4,424	-	-	-
43 14	\$4,478	\$4,478	-	-	-
44 15	\$4,538	\$4,538	\$4,595	-	-
45 16	\$4,595	\$4,595	\$4,654	-	-
46 17	\$4,654	\$4,654	\$4,712	\$4,773	-
47 18	\$4,712	\$4,712	\$4,773	\$4,836	\$4,900
48 19	\$4,773	\$4,773	\$4,836	\$4,900	\$4,964
49 20	\$4,836	\$4,836	\$4,900	\$4,964	\$5,032
50 21	\$4,900	\$4,900	\$4,964	\$5,032	\$5,100
51 22	\$4,964	\$4,964	\$5,032	\$5,100	\$5,168

1	23	\$5,032	\$5,032	\$5,100	\$5,168	\$5,238
2	24	\$5,100	\$5,100	\$5,168	\$5,238	\$5,309
3	25	\$5,168	\$5,168	\$5,238	\$5,309	\$5,386
4	26	\$5,238	\$5,238	\$5,309	\$5,386	\$5,459
5	27	\$5,309	\$5,309	\$5,386	\$5,459	\$5,534
6	28	\$5,386	\$5,386	\$5,459	\$5,534	\$5,610
7	29	\$5,459	\$5,459	\$5,534	\$5,610	\$5,690
8	30	\$5,534	\$5,534	\$5,610	\$5,690	\$5,771
9	31	\$5,610	\$5,610	\$5,690	\$5,771	\$5,855
10	32	\$5,690	\$5,690	\$5,771	\$5,855	\$5,968
11	33	\$5,771	\$5,771	\$5,855	\$5,968	\$6,086
12	34	\$5,855	\$5,855	\$5,968	\$6,086	\$6,208
13	35	\$5,968	\$5,968	\$6,086	\$6,208	\$6,332
14	36	\$6,086	\$6,086	\$6,208	\$6,332	\$6,459
15	37	-	\$6,027	\$6,332	\$6,459	\$6,588
16	38	-	-	\$6,459	\$6,588	\$6,720
17	39	-	-	\$6,588	\$6,720	\$6,854
18	40	-	-	-	\$6,854	\$6,991
19	41	-	-	-	\$6,991	\$7,131
20	42	-	-	-	-	\$7,273

2013-2014 Principal and Assistant Principal Salary Schedules
Classification

Years of Exp	Prin V (44-54)	Prin VI (55-65)	Prin VII (66-100)	Prin VIII (101+)
0-19	\$5,032	-	-	-
20	\$5,100	-	-	-
21	\$5,168	\$5,238	-	-
22	\$5,238	\$5,309	\$5,459	-
23	\$5,309	\$5,386	\$5,534	\$5,610
24	\$5,386	\$5,459	\$5,610	\$5,690
25	\$5,459	\$5,534	\$5,690	\$5,771
26	\$5,534	\$5,610	\$5,771	\$5,855
27	\$5,610	\$5,690	\$5,855	\$5,968
28	\$5,690	\$5,771	\$5,968	\$6,086
29	\$5,771	\$5,855	\$6,086	\$6,208
30	\$5,855	\$5,968	\$6,208	\$6,332
31	\$5,968	\$6,086	\$6,332	\$6,459
32	\$6,086	\$6,208	\$6,459	\$6,588
33	\$6,208	\$6,332	\$6,588	\$6,720
34	\$6,332	\$6,459	\$6,720	\$6,854
35	\$6,459	\$6,588	\$6,854	\$6,991
36	\$6,588	\$6,720	\$6,991	\$7,131
37	\$6,720	\$6,854	\$7,131	\$7,273
38	\$6,854	\$6,991	\$7,273	\$7,418
39	\$6,991	\$7,131	\$7,418	\$7,566
40	\$7,131	\$7,273	\$7,566	\$7,718
41	\$7,273	\$7,418	\$7,718	\$7,872
42	\$7,418	\$7,566	\$7,872	\$8,030
43	\$7,566	\$7,718	\$8,030	\$8,191
44	-	\$7,872	\$8,191	\$8,354
45	-	\$8,030	\$8,354	\$8,521

1 46+ - - \$8,521 \$8,691

2 **SECTION 2.(b)** The following base salary schedule for school-based
 3 administrators shall apply only to principals and assistant principals. This base salary schedule
 4 shall apply for the 2014-2015 fiscal year, commencing July 1, 2014. Provided, however,
 5 school-based administrators (i) employed during the 2013-2014 school year who did not work
 6 the required number of months to acquire an additional year of experience and (ii) employed
 7 during the 2014-2015 school year in the same classification shall not receive a decrease in
 8 salary as otherwise would be required by the salary schedule below.

9 2014-2015 Principal and Assistant Principal Salary Schedules

10 Classification

11	Years of Exp	Assistant	Prin I	Prin II	Prin III	Prin IV
12		Principal	(0-10)	(11-21)	(22-32)	(33-43)
13	0-10	\$4,061	-	-	-	-
14	11	\$4,219	-	-	-	-
15	12	\$4,374	-	-	-	-
16	13	\$4,498	-	-	-	-
17	14	\$4,557	\$4,557	-	-	-
18	15	\$4,612	\$4,612	-	-	-
19	16	\$4,674	\$4,674	\$4,733	-	-
20	17	\$4,733	\$4,733	\$4,794	-	-
21	18	\$4,794	\$4,794	\$4,853	\$4,916	-
22	19	\$4,853	\$4,853	\$4,916	\$4,981	\$5,047
23	20	\$4,916	\$4,916	\$4,981	\$5,047	\$5,113
24	21	\$4,981	\$4,981	\$5,047	\$5,113	\$5,183
25	22	\$5,047	\$5,047	\$5,113	\$5,183	\$5,253
26	23	\$5,113	\$5,113	\$5,183	\$5,253	\$5,323
27	24	\$5,183	\$5,183	\$5,253	\$5,323	\$5,395
28	25	\$5,253	\$5,253	\$5,323	\$5,395	\$5,468
29	26	\$5,323	\$5,323	\$5,395	\$5,468	\$5,548
30	27	\$5,395	\$5,395	\$5,468	\$5,548	\$5,623
31	28	\$5,468	\$5,468	\$5,548	\$5,623	\$5,700
32	29	\$5,548	\$5,548	\$5,623	\$5,700	\$5,778
33	30	\$5,623	\$5,623	\$5,700	\$5,778	\$5,861
34	31	\$5,700	\$5,700	\$5,778	\$5,861	\$5,944
35	32	\$5,778	\$5,778	\$5,861	\$5,944	\$6,031
36	33	\$5,861	\$5,861	\$5,944	\$6,031	\$6,147
37	34	\$5,944	\$5,944	\$6,031	\$6,147	\$6,269
38	35	\$6,031	\$6,031	\$6,147	\$6,269	\$6,394
39	36	\$6,147	\$6,147	\$6,269	\$6,394	\$6,522
40	37	\$6,269	\$6,269	\$6,394	\$6,522	\$6,653
41	38	-	\$6,027	\$6,522	\$6,653	\$6,786
42	39	-	-	\$6,653	\$6,786	\$6,922
43	40	-	-	\$6,786	\$6,922	\$7,060
44	41	-	-	-	\$7,060	\$7,201
45	42	-	-	-	\$7,201	\$7,345
46	43	-	-	-	-	\$7,491

47 2014-2015 Principal and Assistant Principal Salary Schedules

48 Classification

49	Years of Exp	Prin V	Prin VI	Prin VII	Prin VIII
50		(44-54)	(55-65)	(66-100)	(101+)
51	0-20	\$5,183	-	-	-

1	21	\$5,253	-	-	-
2	22	\$5,323	\$5,395	-	-
3	23	\$5,395	\$5,468	\$5,623	-
4	24	\$5,468	\$5,548	\$5,700	\$5,778
5	25	\$5,548	\$5,623	\$5,778	\$5,861
6	26	\$5,623	\$5,700	\$5,861	\$5,944
7	27	\$5,700	\$5,778	\$5,944	\$6,031
8	28	\$5,778	\$5,861	\$6,031	\$6,147
9	29	\$5,861	\$5,944	\$6,147	\$6,269
10	30	\$5,944	\$6,031	\$6,269	\$6,394
11	31	\$6,031	\$6,147	\$6,394	\$6,522
12	32	\$6,147	\$6,269	\$6,522	\$6,653
13	33	\$6,269	\$6,394	\$6,653	\$6,786
14	34	\$6,394	\$6,522	\$6,786	\$6,922
15	35	\$6,522	\$6,653	\$6,922	\$7,060
16	36	\$6,653	\$6,786	\$7,060	\$7,201
17	37	\$6,786	\$6,922	\$7,201	\$7,345
18	38	\$6,922	\$7,060	\$7,345	\$7,491
19	39	\$7,060	\$7,201	\$7,491	\$7,641
20	40	\$7,201	\$7,345	\$7,641	\$7,793
21	41	\$7,345	\$7,491	\$7,793	\$7,950
22	42	\$7,491	\$7,641	\$7,950	\$8,108
23	43	\$7,641	\$7,793	\$8,108	\$8,271
24	44	\$7,793	\$7,950	\$8,271	\$8,437
25	45	-	\$8,108	\$8,437	\$8,605
26	46	-	\$8,271	\$8,605	\$8,777
27	47+	-	-	\$8,777	\$8,952

SECTION 2.(c) The appropriate classification for placement of principals and assistant principals on the salary schedule, except for principals in alternative schools and in cooperative innovative high schools, shall be determined in accordance with the following schedule:

Classification	Number of Teachers Supervised
Assistant Principal	
Principal I	Fewer than 11 Teachers
Principal II	11-21 Teachers
Principal III	22-32 Teachers
Principal IV	33-43 Teachers
Principal V	44-54 Teachers
Principal VI	55-65 Teachers
Principal VII	66-100 Teachers
Principal VIII	More than 100 Teachers

The number of teachers supervised includes teachers and assistant principals paid from State funds only; it does not include teachers or assistant principals paid from non-State funds or the principal or teacher assistants.

The beginning classification for principals in alternative schools and in cooperative innovative high school programs shall be the Principal III level. Principals in alternative schools who supervise 33 or more teachers shall be classified according to the number of teachers supervised.

SECTION 2.(d) A principal shall be placed on the step on the salary schedule that reflects total number of years of experience as a certificated employee of a local school

1 administrative unit and an additional step for every three years of experience as a principal.
 2 Provided, however, a principal who acquires an additional step for the 2013-2014 or 2014-2015
 3 fiscal years shall not receive a corresponding increase in salary during the 2013-2015 fiscal
 4 biennium. A principal or assistant principal shall also continue to receive any additional
 5 State-funded percentage increases earned for the 1997-1998, 1998-1999, and 1999-2000 school
 6 years for improvement in student performance or maintaining a safe and orderly school.

7 **SECTION 2.(e)** Principals and assistant principals with certification based on
 8 academic preparation at the six-year degree level shall be paid a salary supplement of one
 9 hundred twenty-six dollars (\$126.00) per month and at the doctoral degree level shall be paid a
 10 salary supplement of two hundred fifty-three dollars (\$253.00) per month.

11 **SECTION 2.(f)** Longevity pay for principals and assistant principals shall be as
 12 provided for State employees under the State Personnel Act.

13 **SECTION 2.(g)** If a principal is reassigned to a higher job classification because
 14 the principal is transferred to a school within a local school administrative unit with a larger
 15 number of State-allotted teachers, the principal shall be placed on the salary schedule as if the
 16 principal had served the principal's entire career as a principal at the higher job classification.

17 If a principal is reassigned to a lower job classification because the principal is
 18 transferred to a school within a local school administrative unit with a smaller number of
 19 State-allotted teachers, the principal shall be placed on the salary schedule as if the principal
 20 had served the principal's entire career as a principal at the lower job classification.

21 This subsection applies to all transfers on or after the effective date of this section,
 22 except transfers in school systems that have been created, or will be created, by merging two or
 23 more school systems. Transfers in these merged systems are exempt from the provisions of this
 24 subsection for one calendar year following the date of the merger.

25 **SECTION 2.(h)** Participants in an approved full-time master's in school
 26 administration program shall receive up to a 10-month stipend at the beginning salary of an
 27 assistant principal during the internship period of the master's program. For the 2006-2007
 28 fiscal year and subsequent fiscal years, the stipend shall not exceed the difference between the
 29 beginning salary of an assistant principal plus the cost of tuition, fees, and books and any
 30 fellowship funds received by the intern as a full-time student, including awards of the Principal
 31 Fellows Program. The Principal Fellows Program or the school of education where the intern
 32 participates in a full-time master's in school administration program shall supply the
 33 Department of Public Instruction with certification of eligible full-time interns.

34 **SECTION 2.(i)** During the 2013-2015 fiscal biennium, the placement on the salary
 35 schedule of an administrator with a one-year provisional assistant principal's certificate shall be
 36 at the entry-level salary for an assistant principal or the appropriate step on the teacher salary
 37 schedule, whichever is higher.

38
 39 **CENTRAL OFFICE SALARIES**

40 **SECTION 3.(a)** The monthly salary ranges that follow apply to assistant
 41 superintendents, associate superintendents, directors/coordinators, supervisors, and finance
 42 officers for the 2013-2014 fiscal year, beginning July 1, 2013.

43	School Administrator I	\$3,449	\$6,469
44	School Administrator II	\$3,657	\$6,862
45	School Administrator III	\$3,882	\$7,280
46	School Administrator IV	\$4,038	\$7,569
47	School Administrator V	\$4,200	\$7,876
48	School Administrator VI	\$4,456	\$8,352
49	School Administrator VII	\$4,635	\$8,689

50 The local board of education shall determine the appropriate category and
 51 placement for each assistant superintendent, associate superintendent, director/coordinator,

1 supervisor, or finance officer within the salary ranges and within funds appropriated by the
2 General Assembly for central office administrators and superintendents. The category in which
3 an employee is placed shall be included in the contract of any employee.

4 **SECTION 3.(b)** The monthly salary ranges that follow apply to assistant
5 superintendents, associate superintendents, directors/coordinators, supervisors, and finance
6 officers for the 2014-2015 fiscal year, beginning July 1, 2014.

7	School Administrator I	\$3,552	\$6,663
8	School Administrator II	\$3,767	\$7,068
9	School Administrator III	\$3,998	\$7,498
10	School Administrator IV	\$4,159	\$7,796
11	School Administrator V	\$4,326	\$8,112
12	School Administrator VI	\$4,590	\$8,603
13	School Administrator VII	\$4,774	\$8,950

14 The local board of education shall determine the appropriate category and
15 placement for each assistant superintendent, associate superintendent, director/coordinator,
16 supervisor, or finance officer within the salary ranges and within funds appropriated by the
17 General Assembly for central office administrators and superintendents. The category in which
18 an employee is placed shall be included in the contract of any employee.

19 **SECTION 3.(c)** The monthly salary ranges that follow apply to superintendents
20 employed by local school administrative units for the 2013-2014 fiscal year, beginning July 1,
21 2013.

22	Superintendent I	\$4,920	\$9,217
23	Superintendent II	\$5,223	\$9,775
24	Superintendent III	\$5,541	\$10,369
25	Superintendent IV	\$5,881	\$10,999
26	Superintendent V	\$6,242	\$11,670

27 The local board of education shall determine the appropriate category and
28 placement for the superintendent based on the average daily membership of the local school
29 administrative unit and within funds appropriated by the General Assembly for central office
30 administrators and superintendents.

31 **SECTION 3.(d)** The monthly salary ranges that follow apply to superintendents
32 employed by local school administrative units for the 2014-2015 fiscal year, beginning July 1,
33 2014.

34	Superintendent I	\$5,068	\$9,494
35	Superintendent II	\$5,380	\$10,068
36	Superintendent III	\$5,707	\$10,680
37	Superintendent IV	\$6,057	\$11,329
38	Superintendent V	\$6,429	\$12,020

39 The local board of education shall determine the appropriate category and
40 placement for the superintendent based on the average daily membership of the local school
41 administrative unit and within funds appropriated by the General Assembly for central office
42 administrators and superintendents.

43 **SECTION 3.(e)** Longevity pay for superintendents, assistant superintendents,
44 associate superintendents, directors/coordinators, supervisors, and finance officers shall be as
45 provided for State employees under the State Personnel Act.

46 **SECTION 3.(f)** Superintendents, assistant superintendents, associate
47 superintendents, directors/coordinators, supervisors, and finance officers with certification
48 based on academic preparation at the six-year degree level shall receive a salary supplement of
49 one hundred twenty-six dollars (\$126.00) per month in addition to the compensation provided
50 pursuant to this section. Superintendents, assistant superintendents, associate superintendents,
51 directors/coordinators, supervisors, and finance officers with certification based on academic

1 preparation at the doctoral degree level shall receive a salary supplement of two hundred
2 fifty-three dollars (\$253.00) per month in addition to the compensation provided for under this
3 section.

4 **SECTION 3.(g)** The State Board of Education shall not permit local school
5 administrative units to transfer State funds from other funding categories for salaries for public
6 school central office administrators.

7 **SECTION 3.(h)** The salaries of all permanent full-time personnel paid from the
8 Central Office Allotment shall be increased by three percent (3.0%), commencing July 1, 2013,
9 and by an additional three percent (3.0%), commencing July 1, 2014. The State Board of
10 Education shall allocate these funds to local school administrative units. The local boards of
11 education shall establish guidelines for providing salary increases to these personnel.

12 13 **NONCERTIFIED PERSONNEL SALARIES**

14 **SECTION 4.(a)** The annual salary increase for permanent, full-time noncertified
15 employees of local school administrative units whose salaries are supported from the State's
16 General Fund shall be three percent (3.0%), commencing July 1, 2013, and by an additional
17 three percent (3.0%), commencing July 1, 2014.

18 **SECTION 4.(b)** Local boards of education shall increase the rates of pay for such
19 employees who were employed for all or part of fiscal year 2012-2013 and who continue their
20 employment for fiscal year 2013-2014 by providing an annual salary increase for employees of
21 three percent (3.0%).

22 Local boards of education shall increase the rates of pay for such employees who
23 were employed for all or part of fiscal year 2013-2014 and who continue their employment for
24 fiscal year 2014-2015 by providing an annual salary increase for employees of three percent
25 (3.0%).

26 For part-time employees, the pay increase shall be pro rata based on the number of
27 hours worked.

28 **SECTION 4.(c)** The State Board of Education may adopt salary ranges for
29 noncertified personnel to support increases of three percent (3.0%) for the 2013-2014 fiscal
30 year and an additional three percent (3.0%) for the 2014-2015 fiscal year.

31 32 **STATE AGENCY TEACHERS' COMPENSATION**

33 **SECTION 5.** Funds in the Reserve for Compensation Increases shall be used to
34 increase annual salaries by three percent (3.0%) for the 2013-2014 fiscal year and by an
35 additional three percent (3.0%) for the 2014-2015 fiscal year for employees of schools operated
36 by the Department of Public Instruction, the Department of Health and Human Services, and
37 the Department of Public Safety, who are paid on the Teacher Salary Schedule or the
38 School-Based Administrator Salary Schedule.

39 40 **APPROPRIATION**

41 **SECTION 6.** There is appropriated from the General Fund to the Reserve for
42 Compensation Increases the sum of two hundred fourteen million seven hundred ninety-three
43 thousand three hundred thirty-one dollars (\$214,793,331) for the 2013-2014 fiscal year and the
44 sum of four hundred thirty-six million thirty thousand four hundred sixty-one dollars
45 (\$436,030,461) for the 2014-2015 fiscal year to implement the provisions of this act.

46 47 **EFFECTIVE DATE**

48 **SECTION 7.** This act becomes effective July 1, 2013.