

## Questions and Answers

### \$1,000 Raise

#### Session Law 2017-257

SECTION 8.7.(a) For the 2017-2018 fiscal year, the annual salary for noncertified public school employees whose salaries are supported from State funds shall be increased as follows: (1) For permanent, full-time employees on a 12-month contract, by one thousand dollars (\$1,000). (2) For the following employees, by a prorated and equitable amount based on the amount specified in subdivision (1) of this subsection: a. Permanent, full-time employees on a contract for fewer than 12 months. b. Permanent, part-time employees. c. Temporary and permanent hourly employees.

SECTION 8.7.(b) Of the funds appropriated in this act for salary increases for noncertified personnel in the 2017-2018 fiscal year, in lieu of the salary increases provided in subsection (a) of this section, the sum of sixteen million eight hundred fifty-five thousand eighty-one dollars (\$16,855,081) shall be allocated to local boards of education to increase the average rates of pay for all school bus drivers in the local school administrative unit on an equitable basis.

#### ELIGIBILITY

**1. *Who is eligible for this raise?***

All full-time, permanent, non-certified State paid personnel. Personnel paid from the Teacher salary schedule, or a derivative there of are not eligible for this raise.

**2. *Are part-time employees eligible for the raise?***

Yes, part-time employees are eligible for a pro-rata portion of the raise.

**3. *8/14/2017 Are employees who work less than 20 hours a week eligible for a pro rata of the \$1,000.***

Yes, temporary employees are eligible for a pro-rata portion of the raise.

**4. *Are employees hired after July 1, 2017 eligible for the raise?***

As of July 1, 2017, all non-certified salary ranges were increased to accommodate the raise. Likewise, all non-certified employees' salaries should reflect this increase, based on where they were placed on the schedule.

**5. *Are school-based administrators, instructional support or teachers eligible to receive the raise?***

No, school-based administrators (Principals and Assistant Principals and teachers and others paid from the teacher salary schedule) are not eligible to receive the raise.

**6. Do people hired on contract get the raise?**

No, only public school employees who meet the eligibility requirements are eligible for the raise.

**7. Do educators on loan qualify to get the raise?**

Only those educators on loan who otherwise qualify for the raise who are not paid on the Teacher, School Psychologist, or School Based Administrator Salary Schedules are eligible for the raise.

**8. Do probationary employees get the raise?**

Yes, probationary employees are eligible for the raise provided they meet the previously discussed criteria.

**9. Are employees on leave without pay eligible for the raise?**

Employees who are on leave without pay would not receive a raise until they return to pay status. Once they return to pay status, provided they worked any amount of time during the 2016-17 fiscal year, they would receive a prorated share (ie. 83.33 per month).

**10. What if an employee was on sick leave or some other extended absence?**

If an employee is on sick leave or any other extended absence, provided they are in pay status, they would receive the raise.

**11. Do employees who are on disability receive the raise?**

Per G.S. 135-108, the compensation upon which the short-term or long-term disability benefit is calculated may be increased by any permanent across the board salary increases granted to employees of the State by the General Assembly. For employees receiving disability payments prior to July 1, 2017, on July 1, 2017 their benefit amount would be recalculated as the annual base salary should be increased by the amount of the raise. Please contact Member Services at (919) 733-4191 with any additional questions concerning disability.

**12. Does a suspended employee qualify for the raise?**

Provided that the suspended employee is still in pay status, they would receive the raise.

**13. Is the raise subject to an employee's longevity payment?**

Yes, the raise amount is considered part of an employee's annual salary; therefore, it is subject to an employee's longevity payment.

**14. Do bus drivers qualify for the \$1,000 raise?**

No, bus drivers are not eligible for the \$1,000 raise. Instead of the \$1,000 salary increase, the local boards will receive an allocated dollar amount to increase the average rates of pay for all school bus drivers.

## CALCULATIONS

### **15. 8/28/2017 What is considered full time?**

Sections 1.1.3, 1.1.4, and 1.1.5 of the North Carolina Public Schools Benefits and Employment Policy Manual address this <http://www.ncpublicschools.org/docs/district-humanresources/key-information/information/policymanual.pdf>

For example: if a cafeteria worker works 35 hours a week for 10 months, the raise that they must receive is

$$(10/12) * (35/40) * \$1,000 = \$729.17$$

A 10-month employee who works 40 hours a week for 10 months, the raise that they would receive is

$$(10/12) * (40/40) * \$1,000 = \$833.33$$

### **16. 8/14/2017 What if the employee is a bus driver and a cafeteria worker?**

The proration of the \$1,000 raise for the cafeteria worker will be calculated as is shown in question 16 above. The local boards will determine the increase in the bus driver average rate of pay.

### **17. 8/14/2017 What if the hours for the employee who is both a bus driver and a cafeteria worker add up to more than 40 hours; does this employee get the \$1,000 raise?**

The bus driver hours cannot be used in calculations for the \$1,000 raise. The cafeteria worker raise would be determined by the hours worked as a cafeteria worker. The bus driver increase will be determined by the local boards.

In addition, if they are subject to wage and hour, they must be paid at least the weighted average of the two salaries for the time and one-half overtime.

### **18. Can employees receive more than \$1,000 annually?**

Eligible employees can be placed anywhere within their salary ranges provided they receive at least the State funded \$1,000 or pro rata \$1,000 raise.

### **19. How should the \$1,000 be paid?**

The \$1,000 or pro rata \$1,000 raise should be added to the base salary of your eligible employees and paid monthly.

### **20. Who pays for the increase in overtime amounts?**

The State has provided funding for a minimum of \$1,000 annual increase based on State funded full-time employee. Overtime pay must be paid from the source of pay of the employee.