

# HB 103 Noncertified Position Salary FAQ

Session 2021-2022, HB 103

(2022-23 School Year)

**Overview:** This document addresses questions and topics related to the salary provisions for noncertified employees in Section 7A.8 of HB 103. Additional information will be provided relating to the other salary provisions in HB 103 in the future. **Please note that this is a PLANNING document only;** the provisions in HB 103 will not be enacted until the governor signs the bill into law. As such, the provided information is subject to change and does not reflect a guarantee of funding for a public school unit or level of compensation for any individual.

**Legislation** for Noncertified Personnel Salary related provisions is based on Session 2021-2022, HB 103, [Section 7.A.8.](#)

## NONCERTIFIED PERSONNEL Salary Questions:

*Per HB 103, section 7A.8 – Beginning with the 2022-23 fiscal year, all State supported noncertified personnel are to receive a salary increase in an amount that is the greater of 4.0% or the amount necessary to achieve the minimum wage of \$15 per hour for FY 2022-2023. If HB 103 is approved, this requirement will be in effect beginning July 1, 2022.*

### 1. What are the substitute pay rates?

The following rates\*\* will be effective upon passage of HB 103:

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate (calc. on 22 days)
Licensed	\$109	\$168	65%
Unlicensed	\$84	\$168	50%

*\*\* Note: The minimum salary for a substitute paid with state funds must also meet the required \$15/hour per HB 103. It will be the responsibility of each district to verify that they are in compliance with this requirement.*

### 2. Does the \$15 per hour apply to part-time employees or other types of substitutes such as for school food service, bus drivers, custodial services, after-school?

Section 7A.8(a) stipulates that the \$15 per hour minimum hourly compensation rate applies to **all** public school employees. Per Section 7A.(b).2, the provision further includes permanent full-time employees on a contract for fewer than 12 months, permanent part-time employee, and temporary and permanent hourly employees.

Please note for personnel funded from non-State funds, including School Nutrition Employees:

*Per GS 115C-12 (16) part c: Salary schedules for other support personnel, including but not limited to maintenance and school food service personnel, shall be adopted by the State Board of Education. The Board shall classify these support positions in terms of uniform pay grades included in the salary*

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*schedule of the State Human Resources Commission. These schedules shall apply if the local board of education does not adopt a salary schedule of its own for personnel paid from other than State appropriation. FBS will be updating and presenting those schedules for the August SBE meeting.*

3. *If our employees are already making \$15 an hour, do we have to increase them by some percentage regardless? The confusion for my district is the wording "the greater of..." I took this to mean that you needed to make sure that all hourly or salary employees were at \$15 an hour, whether you increased by an amount or a percentage to get to the \$15. HR took this to mean that if they were at \$15 then they got a 4% increase.?*
- The legislation states "...the greater of the following: a. Four percent (4%); b. an amount necessary to increase the minimum hourly compensation rate of the employee to \$15 per hour..."
    - The legislation would require the employee's salary to be increased by greater of either. For example:
      - If it takes 2.5% to raise the employee's hourly compensation rate to the \$15 minimum, then you still have to provide the extra 1.5% over that to achieve the 4.0% minimum increase.
      - Likewise, if it takes 4% to achieve the \$15 minimum hourly rate then that's what is necessary.
      - If the rate is already at \$15 per hour or greater, the rate would need to be increased by 4.0%.

The new rates under Section 7A.8 would go into effect July 1, 2022 upon ratification by the Governor.

4. *Regarding the \$15/hour, can we get a breakdown of how to calculate teacher assistant hourly payroll for districts that have the TA workweek at 37.5 hours? I only ask because I know there is a lot of variances between districts and the way they calculate?*

The PSU must ensure all noncertified employees, including teacher/instructional assistant earn a minimum of \$15 per hour. This would not vary based on the standard hours in the workweek. The subsequent definition and determination on how that might equate to the local salary schedule for your teacher/instructional assistants is a local decision.

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