

# 2015-16 Salary Schedules

## Frequently Asked Questions

Please see additional budget information posted on the NCDPI Financial and Business Services Division website at [www.ncpublicschools.org/fbs/budget/](http://www.ncpublicschools.org/fbs/budget/) . This document will be updated as additional questions are received.

### General

**1. *When are the new salary schedules effective?***

July 1, 2015.

**2. *Since the salary rates under the 2015-16 salary schedules are effective July 1, 2015, how will this affect the salaries of those teachers who worked in the Summer Reading Camp program or work in July and August? Are these teachers to be paid at the higher rate for time worked in July?***

The salary schedules are effective as of July 1, 2015, therefore if personnel were paid based on the certified salary schedule for work performed since July 1, 2015, they may be due a salary adjustment, specifically if they have earned an experience increase that put them on the next tier.

**3. *What are the substitute pay rates?***

The following rates are effective July 1, 2015

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate (calc. on 22 days)
Licensed	\$103	159.09	65%
Unlicensed	\$80	159.09	50%

### Teachers and Instructional Support

#### **Hold Harmless Teachers and Instructional Support Only**

**4. *How do I know if a teacher or instructional support staff member is held harmless in regards to the 2013-14 salary schedules?***

For determinations and examples of calculations see the "Determining Hold Harmless for Teachers" document at [www.ncpublicschools.org/fbs/](http://www.ncpublicschools.org/fbs/).

**5. If a 30-year teacher terminated employment in 2014 or before and is re-employed in 2015-16, is this teacher held harmless?**

No, the hold harmless language is not applicable to a teacher who terminated employment prior to July 1, 2015 and has been paid out. If a teacher terminates employment and then returns to work, he or she will be paid on the 2015-16 salary schedule.

**6. Do teachers and instructional support staff members still receive longevity?**

Teachers and instructional support staff members are not eligible to earn longevity starting July 1, 2014. The longevity payments were built in to the schedule in 2014-15.

**7. How do we code the certified salary for the held harmless teachers to prevent an audit exception?**

In order to avoid an audit exception, the salary has to be broken out between the 2015-16 certified rate and amounts greater than the 2015-16 certified rate.

**Example: A teacher with 36 years of state service and educator years of service, a Masters, NBPTS and Phd supplements.**

		<b>2015-16: Teachers Get Higher Of:</b>	
		<b>Last Year Plus \$1,000</b>	<b>2015-16 State Schedule</b>
	<b>2013-14</b>		
Bachelor Base (36+ Years)	\$ 53,180	\$53,180	\$50,000
Master Supplement (10%)	5,320	5,320	5,000
NPBTS Supplement (12%)	7,020	7,020	6,000
PhD (\$2,530/year)	2,530	2,530	2,530
<i>Total Certified Salary</i>	68,050	68,050	63,530
Longevity (4.5%)	3,062	3,062	-
Legislated Bonus [Section 9.1.(e)]		1,000	-
<b>Total State Compensation</b>	<b>\$71,112(a)</b>	<b>\$72,112(c)</b>	<b>\$ 63,530(b)</b>

This teacher is paid \$72,112

## Coding

The salary system will certify based on the 2015-16 salary schedule - \$63,530.  
Salary in excess of this amount must be coded separately using the object code 129.

If the above teacher was paid from the State Classroom Teacher Allotment the coding is as follows:

1-5110-001-121	\$63,530 (b)
1-5110-001-129	\$8,583 (\$72,113 (c) - \$63,530 (b))

Note : The \$1,000 bonus from last year is now part of the 129 object code and should not be coded to object 183)

Federally paid employees in this situation will be coded to their regular salary federal PRC.

**8. *Are we to code the \$1,000 held harmless bonus that a teacher received in 2014-15 and continues to receive in 2015-16 to PRC 045?***

No. In 2014-15, the legislation directed the LEAs to pay this as a monthly bonus. In 2015-16 the \$1,000 is considered part of the hold harmless salary and the \$1,000 should be paid with the regular salary and out of the same PRC as that salary.

**9. *Do we allow the amounts coded to object 129 to be spread over 12 months for those on installments?***

Yes, the object code 129 is salary and should be treated in the same way as object code 121. Therefore, if the employee has elected to be on 12-month installments, both 121 and 129 should be paid over 12 months.

**10. *If a teacher has a day without pay, is this charged against the salary differential "129" as well as the regular salary?***

Yes, the pay coded to "129" is salary for work performed, and would be deducted for a day without pay.

**11. *Do individuals who are held harmless to the 2013-14 teacher salary schedule get a raise?***

Possibly. If the individual is held harmless and they change longevity tiers (for instance increase from 24 years of state service to 25 years of state service) in 2015-16, their longevity portion of the held harmless will be paid at the rate of their current years of service (i.e. 4.5% instead of 3.25%).

**12. *Is there any legislation protecting the salary schedules beyond this year?***

The salary schedules in Session Law 2015-249 are only guaranteed for fiscal year 2015-16.

**13. How should salaries be adjusted in November for employees who are held harmless and who did NOT renew their National Board certification?**

These employees will not be eligible for the National Board certification increase when their certification expires. Therefore, their certified rate will be adjusted down to remove the National Board supplement. Compare the 2013-14 certified rate without National Board certification and the longevity earned at the 2015-16 rate, plus any portion of the \$1,000 bonus received in 2014-15 (if applicable) to the 2015-16 salary schedule. If the 2013-14 rate is still higher, they are held harmless at the non-National Board certified rate.

### **School-Based Administrators**

The budget bill changed the general statute that allows school based administrators to be paid from the teachers salary schedule.

*Teachers and instructional support personnel who are paid on the teacher salary schedule and become an assistant principal without a break in service (~~on or after that date July 1, 2009~~) shall be paid on a monthly basis at least as much as they would be paid as a classroom teacher employed by that local school administrative unit.*

*An assistant principal who becomes a principal without a break in service shall be paid, on a monthly basis, at least as much as he or she would earn as an assistant principal employed by that local school administrative unit."*

**14. What is the impact of removing the July 1, 2009 date in the AP section?**

Before July 1, 2015 only APs who became an AP on or after July 1, 2009 were eligible to be paid on the higher schedule. The general Assembly deleted the July 1, 2009 date, therefore all assistant principals may be paid at least as much as they would be paid as a classroom teacher employed by that local school administrative unit.

**15. I have an AP who became an AP from a teacher position without a break in service in 2007. Are they now eligible to be paid on the higher salary?**

Yes.

**16. 9/30/2015 I have an AP who became an AP from a teacher position without a break in service in 2007. Are they eligible for retroactive pay back to July 1, 2009, if applicable?**

Technical Corrections Bill HB 259 Section 3.2 clarified the language stating that there is no retroactive pay for years before July 1, 2015.

**17. How do I determine which salary to include?**

The legislation requires that the pay that is provided on a monthly basis should be included. Therefore, the certified salary amount, plus local salary supplements/bonuses if it is paid monthly.

**18. If an AP is paid on the teacher scale, do they receive longevity?**

Yes. They will receive longevity.

**19. Does the rule allowing APs to be paid at the teacher rate if higher also apply to principals in the same situation?**

Yes, the new language in the 2015 budget bill adds language to allows an assistant principal who becomes a principal without a break in service to be paid, on a monthly basis, at least as much as he or she would earn as an assistant principal employed by that local school administrative unit.

For example, if your district pays principals a \$500 month bonus that teachers do not get, add the \$500 to the principal salary schedule amount to determine the higher of the two salaries).

**20. If an AP is paid from the teacher schedule per GS115C-285(8), how do we code the salary?**

Example. For an assistant principal with 17 years of experience who was a teacher in 2014 and became an AP in 2015 without a break in service:

His or her certified salary as a 17-year "M" teacher would be \$4,785;

His or her certified salary as a 17-year assistant principal would be \$4,547;

This person would be paid \$4,785 and would continue to be eligible for longevity.

Coding:

1-5400-005-116        \$4,547

1-5400-005-129        \$238

**Total                    \$4,785**

**21. If a Principal is paid on a schedule higher than the principal schedule, how do we code the salary?**

The coding will be similar to #21 above, but object code 114 should be used instead of 116.

**22. Do we still pay provisionally licensed APs the higher of their teacher pay or do we pay them first-year AP pay? If we do this, they will make more with a provisional license than with a clear administrator's license.**

Yes, you will pay provisionally licensed AP's the higher of their teacher pay or the first year of the AP salary schedule. Once they have a clear license, you will apply GS 115-285(8).

## **No Increase Bonus**

### ***Section 9.2(i)***

*Effective July 1, 2015, any School-Based Administrator (SBA) paid on the State Salary Schedule in the 2013-2014 school year and employed on July 1, 2015 who does not receive a salary increase on this salary schedule shall receive a non-recurring salary bonus of \$809.00.*

### **23. Who is eligible for the above bonus?**

Assistant Principals and Principals who were paid on the State Salary Schedule in 2013-14 and did not receive a salary increase.

If a SBA received ANY increase to their pay, they are NOT eligible for any portion of the bonus. If the individual did not receive an increase in pay they are eligible for the bonus.

Examples below

1. Principals who do not have enough years of experience to move off the lowest step of their respective schedule receive the \$809. (i.e. Principal I with 12 years of experience in 2014-15, Principal IV with 17 years of experience etc.).
2. Any SBA who did not receive a step increase because they did not earn enough experience to get a bump, receive the \$809.
3. All SBA at the top of the scale receive the \$809 because there is no change to the top step.

### **24. Why isn't the AP who did not get off the first step eligible for the \$809?**

The first step of the AP scale was increased in value (\$81 per month), therefore, these employees received an increase.

### **25. Is the \$809 prorated based on percent employed?**

Yes, the \$809 is to be prorated based on percent employed. Therefore, a 75% employed SBA received \$606.75, paid in monthly amounts for his or her contract term.

### **26. Is the \$809 paid as a lump sum or monthly?**

The \$809 is paid in monthly amounts for his or her contract term.

### **27. Are newly hired SBAs eligible for the \$809?**

The SBA must have been employed in the 2013-14 school year and employed on July 1, 2015 to be eligible.

**28. What if an AP is employed as an AP in one school district last year and is employed with a different school district as a principal this year? Does this person get the bonus?**

The legislation states that the bonus is for those "who do not receive a salary increase." Therefore, if this move resulted in a salary increase on the state schedule, this person is not eligible for the bonus. For instance, if they principal moved to a higher principal level eg. PII to a PIV.

**29. How will this be coded?**

The following is the code for state-funded SBAs who are eligible for the \$809:

1-5400-045-183

**30. Is this payment subject to retirement?**

Yes

**31. How about local or federally funded eligible personnel?**

If the SBA salary is funded from local or federal funds, the \$809 must be funded from local or federal funds consistent with salary source of funding.

**32. 9/25/15 - If an assistant principal did not receive a salary increase because they are paid on the teacher salary schedule and they did not move to the next highest teacher salary schedule tier, does he/she receive the \$809 bonus?**

No. Legislation says they are to receive the \$809 bonus if they do not receive a pay increase on "this" schedule, which refers to the SBA schedule in Section 9.2 and not the teacher salary schedule in Section 9.1.

## **Non-Certified Personnel**

**33. 9/25/15**

**9/30/15 If we have a locally adopted salary schedule for non certified personnel, can we move our non-certified staff up a step?**

Yes. Technical Corrections Bill HB 259 Section 3.2 clarified the language stating that there is no prohibition to acting of local salary schedules.