

Determining the Hold Harmless for Teachers
Session Law 2016-94

Salary schedules are posted at

<http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2016-17schedules.pdf>

Held Harmless

The legislation includes the following language which is intended to ensure that no teacher makes less in 2016-17 than in 2014-15, provided they have no break in service.

SECTION 9.1.(f) A teacher compensated in accordance with this salary schedule shall receive an amount equal to the greater of:

1. the applicable amount on the salary schedule for 2016-17

OR

2. if the teacher was eligible for longevity in 2013-14, the sum of
 - a. the teacher's salary per the salary schedule in effect for 2013-14, plus
 - b. the annual longevity payment the teacher would have received in 2013-14, based on current years of service, plus
 - c. the annual bonus provided in 2014-15

OR

3. if the teacher was NOT eligible for longevity in 2013-14
 - d. the sum of the teacher's salary in effect for 2013-14, plus
 - e. the annual bonus provided in 2014-15

To determine each amount listed above

1. 2016-17 salary schedule amounts are found at
<http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2016-17schedules.pdf>
2. (i) Add the certified salary paid in 2013-14 PLUS
(ii) Calculate the longevity on the 2013-14 compensation for longevity calculated at the longevity rate the teacher would be eligible for based on the teacher's current years of service PLUS
(iii) the annual bonus paid in 2014-15 (\$1,000)
3. (i) Add the certified salary paid in 2013-14 PLUS
(ii) the annual bonus paid in 2014-15 (\$1,000)

NOTE: The \$750 bonus provided in 2015-16 is not included in the hold harmless

Questions

1. In 2013-14, a teacher had 30 years of educator experience and 19 years of state service. How do I calculate their pay for 2016-17?

	2013-14
Bachelor Base (30 Years)	\$ 49,030
<i>Total Certified Salary</i>	49,030
Longevity* (2.25% in 13-14) (3.25 in 2015-16)	1,103
Legislated Bonus [Section 9.1.(e)]	
Total State Compensation	\$50,133(a)

2016-17: Teachers Get Higher Of:	
Adj*	2016-17 State Schedule
\$49,030	\$51,000
\$49,030	51,000
1,595	-
1,000	-
\$51,625(c)	\$ 51,000(b)

*Longevity rate was 2.25% in 2013-14 but with the current years of service, the rate increases to 3.25%. Teacher is paid the higher of (c) and (b).

2. In 2013-14 a teacher with 36 years of state service AND educator years of service, a Masters, NBPTS and Phd supplements. How do I calculate their pay for 2016-17?

	2013-14
Bachelor Base (36+ Years)	\$ 53,180
Master Supplement (10%)	5,320
NPBTS Supplement (12%)	7,020
PhD (\$2,530/year)	2,530
<i>Total Certified Salary</i>	68,050
Longevity (4.5%)	3,062
Legislated Bonus [Section 9.1.(e)]	
Total State Compensation	\$71,112(a)

2016-17: Teachers Get Higher Of:	
Last Year	2016-17 State Schedule
\$53,180	\$51,000
5,320	5,100
7,020	6,120
2,530	2,530
68,050	64,750
3,062	-
1,000	-
\$72,112(c)	\$ 64,750(b)

Teacher is paid the higher of (c) and (b) = \$72,112 (c)

3. Teacher with 14 years of educator experience in 2013-14, and with 1.5% longevity

	2013-14
Bachelor Base (14 Years)	\$ 39,140
Master Supplement (10%)	3,910
NPBTS Supplement (12%)	5,170
PhD (\$2,530/year)	2,530
<i>Total Certified Salary</i>	<i>50,750</i>
Longevity (1.5% in 13-14) (2.25 in 2015-16)	761
Legislated Bonus [Section 9.1.(e)]	-
Total State Compensation	\$ 51,511(a)

2016-17: Teachers Get Higher Of:	
2013-14 salary, not eligible for \$1,000 bonus in 2014-15	2016-17 State Schedule (16 yrs)
\$ 39,140	\$ 45,250
3,910	4,525
5,170	5,430
2,530	2,530
<i>50,750</i>	<i>57,740</i>
1,142	-
-	-
\$ 51,892(c)	\$ 57,740(b)

Therefore, this teacher is paid based on the 2016-17 salary schedule (b).

4. Bachelor level teachers with 25 years of educator experience, no NC State experience (no longevity)

In 2013-14, the salary plus longevity = \$45,150 (a)

In 2016-17 the salary = \$51,000(b)

Therefore, this teacher is paid based on the 2016-17 salary schedule (b). This teacher is not eligible for the \$1,000 paid monthly.

	2013-14
Bachelor Base (10 Years)	\$ 45,150
Master Supplement (10%)	
NPBTS Supplement (12%)	
PhD (\$2,530/year)	
<i>Total Certified Salary</i>	<i>45,150</i>
Longevity	
Legislated Bonus [Section 9.1.(e)]	-
Total State Compensation	\$ 45,150 (a)

2016-17: Teachers Get Higher Of:	
2013-14 salary, not eligible for \$1,000 bonus in 2014-15	2016-17 Schedule
\$ 45,150	\$51,000
<i>45,150</i>	<i>51,000</i>
	-
	-
\$ 45,150 (c)	\$ 51,000 (b)

Therefore, this teacher is paid based on the 2016-17 salary schedule (b).