

# Summary of Appropriations Bill

## SB 99 SL2018-5

(See “Salary Comparison 18-19” sheet for details of salary proposals)

### SALARY AND PERSONNEL

#### 8.1 TEACHERS AND INSTRUCTIONAL SUPPORT

- Bachelor schedule starts at \$35,000 with no change to the beginning step.
- Bachelor schedule top of the scale for 25 years and above is \$52,000 (a \$700 increase).
- The increase with the step for Bachelor level teachers with less than 25 years of experience, ranges from \$0 to \$6,450 – or 0% to 14.8%
- Continues the hold harmless based on 2013-14 schedule + longevity + \$1Kbonus.

#### 8.9 Veteran Teacher Retention Bonus

- Provides a \$385 bonus to teachers with 25 years and above, employed as of October 1, 2018, and did not receive an increase in State-funded salary according to the 2018-19 monthly teacher salary schedule. – This will apply to some of the hold harmless teachers.
- Bonus not subject to TSERS
- Must be paid by October 31

#### 8.8 Bonus for Highly Qualified NC Teaching Graduates

Adds a new cohort to the bonus program. 2017-18 recurring funds of \$700,000 deemed adequate for supplements for new hires.

#### 8.10 Revise Teacher Bonus Program

##### I. AP/IB and CTE Bonuses:

- Changes grade requirement for Cambridge AICE exams bonus program from grade E to a grade C or better
- Qualifying teacher must remain teaching in the same LEA/charter school until January 1 of the fiscal year the bonus is paid.

#### SL2017-57 8.8C 3<sup>rd</sup> Grade Bonus starting in 2018-19

- Adds Lab Schools to the exclusion from LEA-level bonus
- Allotment formula remains the same but the bonus is capped at \$3,500 for each bonus (i.e., Maximum *total* = \$7,000)
- SBE shall study the effects of the bonus on teacher retention and performance. Due March 15, 2019.

### **8.11 4<sup>th</sup> and 5<sup>th</sup> Grade Reading Teacher Bonus**

- Changes Bonus amount from \$2,150 to \$2,000
- Changes funding from non recurring to recurring

### **8.12 4<sup>th</sup> to 8<sup>th</sup> Grade Math Teacher Bonus**

- Changes Bonus amount from \$2,150 to \$2,000
- Changes funding from non recurring to recurring

### **8.4 ASSISTANT PRINCIPALS**

- Schedule linked to A schedule at A + 19% (2017-18 A+17% )
- Advanced and Doctorate supplements still apply
- Hold harmless clause still applies

### **8.2 PRINCIPALS**

- Increases principal schedules by 6.9%- effective July 1, 2018
- Range from \$66,010 to \$95,054 (previously \$61,751 to \$88,921)
- No Advanced and Doctorate supplements (no change from 2017-18)
- Continues schedule based on size of the school and principal's past performance. Data is updated effective January 1, 2019
  - Size of school - ADM of school
    - From 7/1/18 to 12/31/18 ADM is determined based on 2017-18
    - From 1/1/19 to 6/30/19 ADM is determined based on 2018-19
  - Principal's past performance - School growth at the school(s) for each school the principal supervised in at least 2 of the prior 3 years.
    - From 7/1/18 to 12/31/18 growth based on 2014-15, 2015-16 and 2016-17, or the three most recent scores up to 2016-17 if scores from these years are not available (SB 335)
    - From 1/1/19 to 12/31/19 growth based on 2015-16, 2016-17 and 2017-18, or the three most recent scores up to 2017-18 if scores from these years are not available (SB 335)
- Expiration of hold harmless clause removed.

### **8.3 Principal Bonuses**

I. Bonuses for the top 50% in the State measured by growth of the school supervised.

Top 5%	\$10,000
Top 10%	\$7,500
Top 15%	\$5,000
Top 20%	\$2,500
Top 50%	\$1,000

If the principal is at a school designated as a D or F school the bonus is doubled.

## 8.7 NONCERTIFIED AND CENTRAL OFFICE

- Increases annual salary by 2%

Public schools are not included in the provision for 5 days annual leave. (sect. 35.26)

Public schools are not included in the required minimum pay of \$31,200. (sect 35.14)

### 35.19 Benefits

<b>Retirement</b>	18.86%
<b>Health</b>	\$6,104

## ALLOTMENTS

### Budget Flexibility (GS 115C-105.25) – Adds Driver Education funds

#### SB99

7.11 No funds shall be transferred into or out of driver education allotment.

#### SL2017-57

Effective July 1, 2017

7.1 No funds shall be transferred out of Children with Disabilities

7.12 No funds shall be transferred out of LEP allotment

#### Effective July 1, 2018

7.2 No funds shall be transferred out of Academically & Intellectually Gifted

7.13 Funds allotted for Textbooks and Digital Resources may only be used for the purchase of textbooks and digital resources.

### Program Enhancement Teacher Allotment

SL2018-2 provides funds for program enhancement teachers **\$61,359,225(R)**

Allotment ratio at 1:191 K-5 ADM providing approx. funding for 954 teachers

#### 7.1 Funds for Children with Disabilities

\$4,442.34 per headcount (2018 \$4,125.27 per headcount)

Cap remains 12.75%

#### 7.2 Funds for Academically Gifted

\$1,339.14 for 4% of Allotted ADM (2018 \$1,314.56 for 4% of the allotted ADM)

#### 7.3 Low Wealth Supplemental Funds

Exempts from the funding formula and non-supplanting requirement any LEA with more than 17,000 ADM (previously more than 23,000 ADM) that also has an Armed Forces base. Provides to such LEAs the higher of the funding provided through the formula or the funding as provided in 2012-13. (Adds Wayne Co.)

#### 7.4 Small School Supplemental Funds

- Increases the eligibility ADM from 3,200 to 3,300 ADM (Add Cherokee for 2018-19)
- No change in supplemental amounts provided

#### Central Office from SL2017-57

SL2017-57 reduced central office. **(\$4,000,000) (R)**  
4.4% reduction from 2016-17. (reduction was 7.4% in 2016-17)

#### Textbook and Digital Resources

In 2016-17 and 2017-18 the budget provided nonrecurring funding. The 2018-19 budget continues the same level of funding per ADM. Total funding \$73.9m. No change in per pupil allocation of \$42.46.

#### School Technology Fund

Removes the \$18m of funding from fines and forfeitures and replaces with \$44,842,314 in nonrecurring funding from excess receipts.

#### 7.9 Advanced Teaching Roles

Extends the pilot 5 years for a total of 8 years. Total appropriation \$1.7m **\$200,000 (NR)**  
**\$500,000 (R)**

#### 7.15 Cooperative Innovative High Schools (CIHS)

SB 99 Authorizes 5 new CIHS. No supplemental funding appropriated. **(\$563,662)(R)**  
SL2017-57 Section 7.22 provided \$20,000 non recurring funding to each school in Tier III counties. Therefore, funding per school will be reduced from \$200,000 per school to \$180,000 in Tier III for 2018-19.

#### 7.21 Turning TAs in to Teachers

- Expands existing pilot to Alleghany, Ashe, Bladen, Cherokee, Clay, Columbus, Davidson, Graham, Greene, Jackson, Jones, Lenoir, Macon, McDowell, Mitchell, Robeson, Swain, Yadkin and Yancey.
- 2017-18 Alamance, Beaufort, Bertie, Duplin, Guilford, Edenton, Edgecombe, Halifax, Northampton, Nash-Rocky Mount, Randolph, Tyrrell, Vance and Washington.
- 2016-17 Anson, Franklin, Moore, Richmond and Scotland.
- Modifies the reimbursement to allow coursework toward a college degree that will result in teacher licensure. No change – requires funds to be used towards cost of tuition and fees to attend an educator preparation program in an IHE.
- Increases maximum reimbursement to \$4,600 per academic year (previously \$4,500) .
- LEAs shall report to JLEOC annually by September 1

## 7.27 School Safety Grants Program

Purpose to improve school safety (also see SB335 Technical Corrections for language change)

**(e) School Resource Officers** **\$5,000,000(R)**

Elementary and middle schools.

Matching requirement \$2 State:\$1 Local

All public school units eligible

**(f) Students in Crisis** **\$2,000,000(NR)**

Grants to community partners to provide services and training

**(g) Training to Increase School Safety** **\$3,000,000(NR)**

Grants to community partners that will address school safety by providing training to help students develop healthy responses to trauma and stress.

**(h) Safety Equipment** **\$3,000,000(NR)**

Purchase safety equipment for government owed buildings. Charter schools excluded.

**(i) School Mental Health Support Personnel** **\$10,000,000(NR)**

Grant for salary and benefits for school mental health support personnel (nurses, counselors, psychologists and social workers)

All public school units eligible

**7.26 Statewide Anonymous Safety Tipline Application** **\$5,000,000(NR)**

Supports the anonymous safety tip line application

## SL2017-57 7.11 Carryover of Certain Funds

Allows carry-forward for Connectivity funds until June 30, 2019

## OTHER ITEMS

**7.8 6<sup>th</sup> and 7<sup>th</sup> Grade CTE program extension Grant Program** **\$470,000(R)**

(SL2017-57 7.23F) **\$230,000(NR)**

- Nonrecurring funds allocations to the Commission shall not revert
- 2018-19 funds shall not revert

## 7.11 Driver Education

Adds penalty to LEAs if they do not comply with Driver education reporting requirements.

Allows DPI to withhold up to 5% of State driver education allocation until the LEA is in compliance.

**7.12 Eastern NC STEM** **\$400,000(NR)**  
Adds Edgecombe to the program. And provides additional funds.

**7.13 Extends the Virtual Charter School Pilot**  
Adds 4 years to the pilot (total of 8 years). Ends 2022-23.

**7.16 Regional School Withdrawal Moratorium**  
LEAs participating in the regional school (NERSBA) shall not be permitted to withdraw without legislated approval

**7.18 Permit Military Children to Enroll Prior to Residency in NC**  
Affects all public school units.

**7.19 Charter School Transportation Grant Pilot Report**  
Adds a reporting requirement.

**7.23 Extend Deadline for Implementation of Read to Achieve Assessment Instruments**

**7.24 Clarify Reporting requirement for Read to Achieve**

**7.23K Digital Learning Plans/Program Funds** **(\$2,420,000) (R)**  
Modifies funding from recurring to Non recurring **\$2,420,000 (NR)**

**FUNDS FOR CONTRACTED SERVICE**

**7.17 Workforce Development Hospitality Jobs** **\$200,000**  
Funds from DPI appropriations are to be provided to The NC Hospitality Education Foundation of the NC Restaurant and Lodging Association. Match requirement of \$1 State:\$1 local.

~~**7.22 Funds for Classroom Supplies** **\$200,000(NR)**~~  
~~Funds to be provided to DonorsChoose.org. The funds shall be used for teacher supplies at specified Charlotte Meck schools. (removed in SB335 Technical Corrections)~~

**7.25 Schools that Lead Pilot Program** **\$350,000(R)**  
DPI shall contract with Schools That Lead to provide professional development to teachers & principals in up to 60 schools. Pilot is 3 years  
DPI shall use up to \$100,000 for a contractor to provide an evaluation. Reporting requirement

**Advanced Placement Partnership**

Contract to promote AP/IB. Total appropriation 2018-19 \$2.2m.

**\$500,000(R)****\$150,000(NR)****GRANTS**

Muddy Sneakers	400,000
Beginnings for Parents of Child. who are Deaf	300,000
Cabarrus Ed Foundation	250,000
Johnston-Lee-Harnett Schools	250,000
Henderson County schools	200,000
Cherokee EC	200,000
Transylvania County Schools	126,950
Gaston County Schools	100,000
Avery County schools	100,000
United Way of Alamance Co	75,000
Franklin Co Schools	60,000
Gaston County Schools	50,000
Town of Holly Springs	50,000
REAL School Gardens	50,000
Pitt Co schools	50,000
Communities in Schools of Cape Fear-New Han.	45,000
Greater Wayne Children's Health	35,000
Swain Co Schools	35,000
Communities Supporting Schools in Wayne	30,000
New Dimensions Charter	25,000(1)
Cary Chamber of Commerce	25,000
Clay Co Schools	15,000
Columbus Co Schools	10,000
Robeson Co Sch- career center	10,000
Robeson Co- Early college	75,000
Graham County Schools	10,000 (1)

(1) See SB 335, Technical Corrections

## **DPI and ADMINISTRATION**

### **7.10 Extend Finance Reform**

Continues the task force in to 2018-19.

### **7.14 SBE Roll Call Votes**

### **7.5 Revise DPI Reductions**

**SL2017-57 (\$5,100,000) (R)**

Allows DPI to use up to \$3m in PSF to cover severance, contract renegotiations associated with reductions. SL2017-57 reduced DPI in 2017-18

Reductions shall not come from residential schools, community in schools. TFA,

Excellent Public Schools Act, School Connectivity Program, NCCAT, ISD, Eastern NC STEM, or positions appointed by and direct report to the State Superintendent

### **Misc Contract**

**(\$400,000)(R)**

Budget adjustment to reflect actual expenditures.

### **7.6 Business System Modernization Plan**

Transfer \$3m for 2018-19 to GDAC to leverage existing public-private partnerships for data integration service.

### **7.20 Modify Prohibition on DPI Serving as ISD Operator**

Allows DPI to serve as the IS operator temporarily

### **Central Office Prof Development**

**(\$64,560)(R)**

DPI funds for central office training eliminated..

### **Computer Science Initiative**

**\$500,000(R)**

Funds to implement the State Computer Science Plan

### **Licensure Efficiencies**

**\$140,000(R)**

Funds to improve processes and efficiencies in the DPI licensure section

### **Board and Commission Operating Funds**

**\$20,000(R)**

Provides operating funds for CSAB and PEPSC

### **NC Council on Holocaust**

**\$10,000(NR)**

Contract funds for the Holocaust Commemoration Ceremony

### **8.7 Realign DPI Budget in Certain School Compensation Areas**



Requires DPI with OSBM to realign the DPI budget for anticipated expenditures

## **Summary of HB 986**

### **Part I. Cursive Writing and Multiplication Annual Report**

Requires SBE and DPI to report to Joint Education Oversight Committee by March 30 on LEAs compliance with cursive and multiplication curricula

### **Part II. Enrollment in Advanced Math Courses**

Students who score a 5 on EOG/EOC math tests will be enrolled in an advanced math class the following year

### **Part III. Educator Preparation Program Report Cards**

Report card shall be in a user friendly format to the public and provide a comparison. No longer required to be incorporated in to the UNC Teacher Quality Dashboard.

### **Part IV. State Superintendent Testing Study**

State Superintendent shall study ways to reduce testing not required by state or federal law in grades K-12

### **Part V. DPI Mental Health Training Program and Suicide Risk Referral Protocol**

Requires DPI with DHHS to develop a mental health training program and suicide risk referral protocol

### **Part VI. Renewal School System**

Purpose to allow a LEA, which meets specific criteria, to apply to be exempt from certain statutes and to decide all matters related to the operation of the schools within the district. Rowan Salisbury is the only LEA eligible under the criteria. Funding shall be provided as a block grant.

# Accountability Overview

## School Performance Grades (SPG)

- Uses current year test scores
- Performance is based on students who score Level 3 and above
- Includes students who are in membership over half of the calendar days (consecutively) and are in membership at the time of testing
- If less than 95% of students are tested, the denominator for the percent proficient is 95% of the student population for the grade or course`
- Used for Comprehensive Support and Improvement (CSI) identification and for Targeted Support and Improvement (TSI) identification
- For inclusion in the model, an indicator must have 30 data points: ELA/reading and mathematics must have 30 data points combined
- If there is only one indicator, the SPG is reported based on that indicator
- Each of the reported subgroups: American Indian, Asian, Black, Hispanic, Two or More Races, White, Economically Disadvantaged, Students with Disabilities, and English Learners also have a SPG reported
- English Learners in grades 3–8 and 10 are included in the English Learners progress indicator

## Long-term Goals

- Uses current year scores for Grades 3–8 ELA/reading and mathematics and NC Math 1 for those who take NC Math 1 in Grade 8
- Uses scores for English II (grade 10) and NC Math 1 and NC Math 3 (Grade 11) [May be banked]
- Performance is based on students who score Level 4 and above
- Includes all students in membership on the first day of testing
- If less than 95% of students are tested, the denominator for the percent proficient is 95% of the student population for the grade or course``
- Used to exit Comprehensive Support and Improvement (CSI) identification and Targeted Support and Improvement (TSI) identification
- A target must have 30 data points: ELA/reading and mathematics separately must have 30 data points for grades 3-8 or the grades in the school
- Each of the reported subgroups: American Indian, Asian, Black, Hispanic, Two or More Races, White, Economically Disadvantaged, Students with Disabilities, and English Learners have a long-term goal in ELA/reading and mathematics
- For English Learners, all students in grades K–12 are included in the progress goal

1. English Learners in their first year in a U.S. school are not included in proficiency or growth; in their second year they are included in growth and in their third year they are included in proficiency
2. Biology is not included in high school growth
3. The denominator for Math Course Rigor is All Seniors
4. The ACT and ACT WorkKeys are being combined into one indicator (per pending Technical Corrections bill)

## LEA ESSA PLAN

Under the Every Student Succeeds Act (ESSA), a local educational agency (LEA, i.e., districts and charter schools) may receive a Title I subgrant if it has submitted a district plan to the State educational agency (SEA) for approval by the SEA. In addition, Section 8305 of the ESSA allows LEAs to submit a consolidated application/plan for all applicable grant programs authorized under the ESSA for which the LEA or charter school is eligible. Beginning with the 2017-18 school year, the requirements for local ESSA Plans are addressed through the web-based grants management system, the Comprehensive Continuous Improvement Plan (CCIP). Some requirements are addressed in the Planning Tool and others are addressed in the Funding Applications of CCIP. The completion and submission of CCIP fulfills the requirements of local ESSA plans. Remember, the goal of CCIP is reduce duplication of information collected and ensure coordination of federal resources for improving student outcomes.

## STAKEHOLDER CONSULTATION

A strong local plan that is based on the needs of students, educators, and communities requires everyone's input. LEAs and charter schools should design processes that allow stakeholders the opportunity to provide meaningful feedback throughout the development of plans related to ESSA implementation as well as throughout the implementation of the law. At a minimum, the local ESSA plan must be developed with timely and meaningful consultation with teachers, principals, other school leaders, paraprofessionals, specialized instructional support personnel, administrators, other appropriate school personnel, and parents of students served in the program. Depending on how Title I and other federal funds are used at the local level, additional stakeholder groups should be included, such as early childhood education programs, institutions of higher education, and other organizations with relevant experience with local initiatives.

## EDUCATOR EQUITY PLANS

An important component of the Title I plan under Section 1112(b)(2) of the ESSA requires LEAs to describe how they will identify and address any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers. While no specific template is required, local staff may want to develop the local plan based on the template the NC Department of Public Instruction (NCDPI) used to develop North Carolina's State Plan to Ensure Equitable Access to Excellent Educators (Equity Plan). NC's Equity Plan is organized under four key components: 1) Stakeholder Engagement; 2) Analyses of Equity Gaps; 3) Strategies for Eliminating Equity Gaps; and 4) Ongoing Monitoring and Support. Again, no specific template is required; however, LEAs must develop and submit a plan that identifies gaps in equitable distribution of teachers specifically for low-income and minority students and describes how the LEA will address those gaps.

## RESOURCES

LEA ESSA Plans - <http://www.ncpublicschools.org/program-monitoring/titleI/lea-plans/>

Stakeholder Consultation - <https://www.ccsso.org/resource-library/meaningful-local-engagement-under-essa>

Educator Equity Plans - <http://www.ncpublicschools.org/program-monitoring/titleI/equity-plan/>

Summary of Salary and benefits effective July 1, 2018 per SL2018-5 Part VIII

<https://www2.ncleg.net/BillLookUp/2017/s99>

Veto override 6/12/2018

**Salary and Benefits -Summary**

**Retirement** 18.86%  
**Health Benefits** \$6,104

<b>DRAFT</b>	
<b>Teachers and Instructional Support</b>	
<b>Step</b> Average increase	6.5%
<b>Bonus</b> Teachers	None. (25+ year step increased)
<b>Other</b>  NC Teacher Graduates	New cohort: additional supplement for NC graduates with high test scores teaching in Low Performing schools, STEM or EC areas
4th and 5th Grade Reading Bonus	Reduces bonus from \$ 2,150 to \$2,000 (8.11)
4th-8th Grade Math Bonus (8.8E)	Reduces bonus from \$ 2,150 to \$2,000 (8.11)
<b>School Based Administrators</b>	
Average increase	Increases the schedule by 6.9%
Bonus	modifies the bonus
<b>Assistant Principals</b>	Teacher A + 19%
<b>Non certified and central office</b>	
Increase	2%
<b>Bus Drivers</b>	
Separate allotment for drivers avg 2%	increases with funds available
<b>Bonus Leave</b>	
	Section 35.26
	Not applicable to public schools
<b>Minimum Pay</b>	
State employees min of \$31,200 (\$15/hr)	Section 35.1
	<b>Not applicable to public schools</b>

**Salary and Benefits-Summary  
2018-19**

Years	2016-17 Current "A" Salary Schedule	Increase to Salary Schedule	2017-18 Salary Schedule	increase with Step	% increase with Step	2018-19 Salary Schedule	increase with Step	% increase with Step
0	\$35,000	\$0	\$35,000			\$35,000		
1	\$35,750	\$250	\$36,000	\$1,000	2.9%	\$36,000	\$1,000	2.9%
2	\$36,000	\$300	\$36,300	\$550	1.5%	\$37,000	\$1,000	2.8%
3	\$36,250	\$1,050	\$37,300	\$1,300	3.6%	\$38,000	\$1,700	4.7%
4	\$36,750	\$550	\$37,300	\$1,050	2.9%	\$39,000	\$1,700	4.6%
5	\$37,250	\$1,050	\$38,300	\$1,550	4.2%	\$40,000	\$2,700	7.2%
6	\$38,000	\$300	\$38,300	\$1,050	2.8%	\$41,000	\$2,700	7.0%
7	\$38,500	\$800	\$39,300	\$1,300	3.4%	\$42,000	\$3,700	9.7%
8	\$39,000	\$300	\$39,300	\$800	2.1%	\$43,000	\$3,700	9.4%
9	\$39,500	\$1,050	\$40,550	\$1,550	4.0%	\$44,000	\$4,700	12.0%
10	\$40,250	\$300	\$40,550	\$1,050	2.7%	\$45,000	\$4,450	11.0%
11	\$41,000	\$1,050	\$42,050	\$1,800	4.5%	\$46,000	\$5,450	13.4%
12	\$41,750	\$300	\$42,050	\$1,050	2.6%	\$47,000	\$4,950	11.8%
13	\$42,500	\$1,050	\$43,550	\$1,800	4.3%	\$48,000	\$5,950	14.1%
14	\$43,250	\$300	\$43,550	\$1,050	2.5%	\$49,000	\$5,450	12.5%
15	\$45,250	\$300	\$45,550	\$2,300	5.3%	\$50,000	\$6,450	14.8%
16	\$45,250	\$1,050	\$46,300	\$1,050	2.3%	\$50,000	\$4,450	9.8%
17	\$45,250	\$2,050	\$47,300	\$2,050	4.5%	\$50,000	\$3,700	8.0%
18	\$45,250	\$2,050	\$47,300	\$2,050	4.5%	\$50,000	\$2,700	5.7%
19	\$45,250	\$3,050	\$48,300	\$3,050	6.7%	\$50,000	\$2,700	5.7%
20	\$48,000	\$300	\$48,300	\$3,050	6.7%	\$50,000	\$1,700	3.5%
21	\$48,000	\$1,300	\$49,300	\$1,300	2.7%	\$50,000	\$1,700	3.5%
22	\$48,000	\$1,300	\$49,300	\$1,300	2.7%	\$50,000	\$700	1.4%
23	\$48,000	\$2,000	\$50,000	\$2,000	4.2%	\$50,000	\$700	1.4%
24	\$48,000	\$2,000	\$50,000	\$2,000	4.2%	\$50,000	\$0	0.0%
25	\$51,000	\$300	\$51,300	\$3,300	6.9%	\$52,000	\$2,000	4.0%
26	\$51,000	\$300	\$51,300	\$300	0.6%	\$52,000	\$700	1.4%
27	\$51,000	\$300	\$51,300	\$300	0.6%	\$52,000	\$700	1.4%
28	\$51,000	\$300	\$51,300	\$300	0.6%	\$52,000	\$700	1.4%
29	\$51,000	\$300	\$51,300	\$300	0.6%	\$52,000	\$700	1.4%
30	\$51,000	\$300	\$51,300	\$300	0.6%	\$52,000	\$700	1.4%

(1) Does not take in to account the \$385 bonus paid in 2017-18 to teachers with 25 years or more  
Net increase is \$315

min	\$0	\$0
max	\$6,450	14.8%

**Salary and Benefits-Summary**

**2018-19**

6.9% inc to principal schedule

ADM	Base	Met Growth	Exceeded Growth
0-400	\$ 66,010	\$ 72,611	\$ 79,212
401-700	\$ 69,311	\$ 76,242	\$ 83,173
701-1,000	\$ 72,611	\$ 79,872	\$ 87,133
1,001-1,300	\$ 75,912	\$ 83,503	\$ 91,094
1,301	\$ 79,212	\$ 87,133	\$ 95,054

**Definitions**

ADM 7/1/18 to 12/31/18 ADM is determined based on 2017-18  
 1/1/19 to 6/30/19 ADM is determined based on 2018-19

Growth 7/1/18 to 12/31/18 growth based on 2014-15, 2015-16 and 2016-17<sup>(1)</sup>  
 1/1/19 to 12/31/19 growth based on 2015-16, 2016-17 and 2017-18<sup>(2)</sup>

(1) or the 3 most recent years the principal has growth scores prior to 2016-17  
 (2) or the 3 most recent years the principal has growth scores prior to 2017-18

**Longevity** no change

**Advanced and Doc pay** no change

**Hold Harmless** 2016-17 salary schedule + longevity  
 Hold Harmless expiration date is deleted

**No Loss in Pay** GS 115C-285 (8), (8a) and (9) still apply.

**Bonus** To Principals at schools which were in the top 50% of the State for growth  
 Principal receives the highest award earned

Top 5%	\$ 10,000
Top 10%	\$ 7,500
Top 15%	\$ 5,000
Top 20%	\$ 2,500
Top 50%	\$ 1,000

A principal at a D or F school in 2017-18  
 Receives Bonus x 2

Eliminates the 2017-18 bonus for principals that move a D/F school from notmet/met to Exceeds

Bonuses are not subject to TSERS  
 Principals are not eligible, if they are not employed after June 30, 2017  
 Bonuses to be paid by October 31, 2017

**Demotion** Adds the exclusion to demotion to include change in principals salary from a reduction due to school growth or decline in ADM

**Salary and Benefits-Summary  
2018-19**

Years	2016-17 AP Salary Schedule	2016-17 Tchr Masters	2017-18	2018-19	2017-18 vs 2018-19
0	\$ 3,968	\$ 3,850	\$ 4,095	\$ 4,165	
1	\$ 3,968	\$ 3,933	\$ 4,212	\$ 4,284	4.6%
2	\$ 3,968	\$ 3,960	\$ 4,247	\$ 4,403	4.5%
3	\$ 3,968	\$ 3,988	\$ 4,364	\$ 4,522	6.5%
4	\$ 3,968	\$ 4,043	\$ 4,364	\$ 4,641	6.3%
5	\$ 3,968	\$ 4,098	\$ 4,481	\$ 4,760	9.1%
6	\$ 3,968	\$ 4,180	\$ 4,481	\$ 4,879	8.9%
7	\$ 3,968	\$ 4,235	\$ 4,598	\$ 4,998	11.5%
8	\$ 3,968	\$ 4,290	\$ 4,598	\$ 5,117	11.3%
9	\$ 3,968	\$ 4,345	\$ 4,744	\$ 5,236	13.9%
10	\$ 4,037	\$ 4,428	\$ 4,744	\$ 5,355	12.9%
11	\$ 4,185	\$ 4,510	\$ 4,920	\$ 5,474	15.4%
12	\$ 4,304	\$ 4,593	\$ 4,920	\$ 5,593	13.7%
13	\$ 4,388	\$ 4,675	\$ 5,095	\$ 5,712	16.1%
14	\$ 4,443	\$ 4,758	\$ 5,095	\$ 5,831	14.4%
15	\$ 4,501	\$ 4,978	\$ 5,329	\$ 5,950	16.8%
16	\$ 4,556	\$ 4,978	\$ 5,417	\$ 5,950	11.7%
17	\$ 4,615	\$ 4,978	\$ 5,534	\$ 5,950	9.8%
18	\$ 4,675	\$ 4,978	\$ 5,534	\$ 5,950	7.5%
19	\$ 4,735	\$ 4,978	\$ 5,651	\$ 5,950	7.5%
20	\$ 4,797	\$ 5,280	\$ 5,651	\$ 5,950	5.3%
21	\$ 4,860	\$ 5,280	\$ 5,768	\$ 5,950	5.3%
22	\$ 4,924	\$ 5,280	\$ 5,768	\$ 5,950	3.2%
23	\$ 4,992	\$ 5,280	\$ 5,850	\$ 5,950	3.2%
24	\$ 5,058	\$ 5,280	\$ 5,850	\$ 5,950	1.7%
25	\$ 5,126	\$ 5,610	\$ 6,002	\$ 6,188	5.8%
26	\$ 5,196	\$ 5,610	\$ 6,002	\$ 6,188	3.1%
27	\$ 5,266	\$ 5,610	\$ 6,002	\$ 6,188	3.1%
28	\$ 5,342	\$ 5,610	\$ 6,002	\$ 6,188	3.1%
29	\$ 5,415	\$ 5,610	\$ 6,002	\$ 6,188	3.1%
30	\$ 5,490	\$ 5,610	\$ 6,002	\$ 6,188	3.1%

Teacher A schedule + 19%

**No Loss in Pay** GS 115C-285 (8), (8a) and (9) still apply.



## **School Safety**

### **Grants Available from the Office of the State Superintendent**

The General Assembly (S.L. 2018-5, Section 7.27) appropriated \$35 million for School Safety Grants for 2018-19.

- Applications for these grants must be available no later than August 1.
- For the SRO Grants, it is anticipated that the application will be available by early July.

### **School Resource Officer Grants**

- \$12 million recurring
- Match requirement: \$1 non-State funds for every \$2 in State grant funds
- Grants to LEAs, charter schools, and other public schools for funds to employ SROs in elementary and middle schools, to train them, or both.

### **School Equipment Grants**

- \$3 million nonrecurring
- Grants to LEAs, regional schools, innovative schools, or laboratory schools for the purchase of safety equipment for government-owned school buildings

### **Mental Health Support Personnel Grants**

- \$10 million nonrecurring; legislative intent stated to fund again in 2019-20
- Grants to LEAs, charter schools, and other public schools for salaries and benefits for school nurses, school counselors, school psychologists, and school social workers

### **Students in Crisis Grants**

- \$2 million nonrecurring
- Grants to community partners awarded in consultation with NC DHHS to provide specified crisis services

### **School Safety Training Grants**

- \$3 million nonrecurring
- Grants to community partners, awarded in consultation with NC DHHS, to address school safety by providing training to help students develop healthy responses to trauma and stress

### **Anonymous Tip Line**

The General Assembly (S.L. 2018-5, Section 7.26) appropriated \$5 million for the implementation of a statewide anonymous tip line application available to all schools serving grades 6 or higher in LEAs, charter schools, regional schools, innovative schools and lab schools

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