

**GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2021**

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**HOUSE BILL 1080**

Short Title: Professionalizing the Education Workforce. (Public)

Sponsors: Representatives von Haefen, Gill, Ball, and Cooper-Suggs (Primary Sponsors).  
*For a complete list of sponsors, refer to the North Carolina General Assembly web site.*

Referred to: Rules, Calendar, and Operations of the House

May 27, 2022

A BILL TO BE ENTITLED

AN ACT TO PREVENT THE ELIMINATION OF RETIREE MEDICAL BENEFITS FOR MEMBERS FIRST EARNING SERVICE UNDER THE TEACHERS' AND STATE EMPLOYEES' RETIREMENT SYSTEM, THE CONSOLIDATED JUDICIAL RETIREMENT SYSTEM, THE LEGISLATIVE RETIREMENT SYSTEM, OR THE OPTIONAL RETIREMENT PROGRAMS, ESTABLISHED UNDER G.S. 135-5.1 AND G.S. 135-5.4, ON OR AFTER JANUARY 1, 2021, TO INCREASE SALARIES FOR TEACHERS AND INSTRUCTIONAL SUPPORT PERSONNEL WHO HAVE SIXTEEN OR MORE YEARS OF EXPERIENCE, AND TO PROVIDE EDUCATION-BASED SALARY SUPPLEMENTS TO SCHOOL SOCIAL WORKERS.

The General Assembly of North Carolina enacts:

**PART I. RESTORE STATE EMPLOYEE AND TEACHER RETIREE MEDICAL BENEFITS**

**SECTION 1.(a)** Subsections (c) and (d) of Section 35.21 of S.L. 2017-57 are repealed.

**SECTION 1.(b)** This section is effective retroactively to December 31, 2020.

**PART II. INCREASE VETERAN TEACHER SALARIES**

**SECTION 2.(a)** The following monthly teacher salary schedule shall apply for the 2022-2023 fiscal year to licensed personnel of the public schools who are classified as teachers. The salary schedule is based on years of teaching experience.

**2022-2023 Teacher Monthly Salary Schedule**

Years of Experience	"A" Teachers
0	\$3,546
1	\$3,647
2	\$3,748
3	\$3,849
4	\$3,951
5	\$4,052
6	\$4,153
7	\$4,255
8	\$4,356
9	\$4,457
10	\$4,559



1	11	\$4,660
2	12	\$4,761
3	13	\$4,862
4	14	\$4,964
5	15	\$5,065
6	16	\$5,165
7	17	\$5,265
8	18	\$5,365
9	19	\$5,465
10	20	\$5,565
11	21	\$5,665
12	22	\$5,765
13	23	\$5,865
14	24	\$5,965
15	25	\$6,065
16	26	\$6,165
17	27	\$6,265
18	28	\$6,365
19	29	\$6,465
20	30+	\$6,565

**SECTION 2.(b)** Salary Supplements for Teachers Paid on This Salary Schedule. –

- (1) Licensed teachers who have NBPTS certification shall receive a salary supplement each month of twelve percent (12%) of their monthly salary on the "A" salary schedule.
- (2) Licensed teachers who are classified as "M" teachers shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (3) Licensed teachers with licensure based on academic preparation at the six-year degree level shall receive a salary supplement of one hundred twenty-six dollars (\$126.00) per month in addition to the supplement provided to them as "M" teachers.
- (4) Licensed teachers with licensure based on academic preparation at the doctoral degree level shall receive a salary supplement of two hundred fifty-three dollars (\$253.00) per month in addition to the supplement provided to them as "M" teachers.
- (5) Certified school nurses shall receive a salary supplement each month of ten percent (10%) of their monthly salary on the "A" salary schedule.
- (6) School counselors who are licensed as counselors at the master's degree level or higher shall receive a salary supplement each month of one hundred dollars (\$100.00).

**SECTION 2.(c)** For school psychologists, school speech pathologists who are licensed as speech pathologists at the master's degree level or higher, and school audiologists who are licensed as audiologists at the master's degree level or higher, the following shall apply:

- (1) The first step of the salary schedule shall be equivalent to the sixth step of the "A" salary schedule.
- (2) These employees shall receive the following salary supplements each month:
  - a. Ten percent (10%) of their monthly salary, excluding the supplement provided pursuant to sub-subdivision b. of this subdivision.
  - b. Three hundred fifty dollars (\$350.00).

1 (3) These employees are eligible to receive salary supplements equivalent to those  
2 of teachers for academic preparation at the six-year degree level or the  
3 doctoral degree level.

4 (4) The twenty-sixth step of the salary schedule shall be seven and one-half  
5 percent (7.5%) higher than the salary received by these same employees on  
6 the twenty-fifth step of the salary schedule.

7 **SECTION 2.(d)** Beginning with the 2014-2015 fiscal year, in lieu of providing  
8 annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those  
9 longevity payments are included in the monthly amounts under the teacher salary schedule.

10 **SECTION 2.(e)** A teacher compensated in accordance with this salary schedule for  
11 the 2022-2023 school year shall receive an amount equal to the greater of the following:

12 (1) The applicable amount on the salary schedule for the applicable school year.

13 (2) For teachers who were eligible for longevity for the 2013-2014 school year,  
14 the sum of the following:

15 a. The salary the teacher received in the 2013-2014 school year pursuant  
16 to Section 35.11 of S.L. 2013-360.

17 b. The longevity that the teacher would have received under the longevity  
18 system in effect for the 2013-2014 school year provided in Section  
19 35.11 of S.L. 2013-360 based on the teacher's current years of service.

20 c. The annual bonus provided in Section 9.1(e) of S.L. 2014-100.

21 (3) For teachers who were not eligible for longevity for the 2013-2014 school  
22 year, the sum of the salary and annual bonus the teacher received in the  
23 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

24 **SECTION 2.(f)** As used in this section, the term "teacher" shall also include  
25 instructional support personnel.

26 **SECTION 2.(g)** There is appropriated from the General Fund to the Department of  
27 Public Instruction for the 2022-2023 fiscal year the sum of three hundred sixty million dollars  
28 (\$360,000,000) in recurring funds to provide for the compensation of teachers and instructional  
29 support personnel in accordance with this section.

30 **SECTION 2.(h)** This section becomes effective July 1, 2022.

### 31 32 **PART III. PROVIDE EDUCATION-BASED SALARY SUPPLEMENTS FOR SCHOOL** 33 **SOCIAL WORKERS**

34 **SECTION 3.(a)** G.S. 115C-302.10, as amended by Section 7A.1(h) of S.L.  
35 2021-180, reads as rewritten:

36 **"§ 115C-302.10. Qualifications for certain education-based salary supplements.**

37 Notwithstanding any other provision of law, only the following teachers and instructional  
38 support personnel shall be paid on the "M" salary schedule or receive a salary supplement for  
39 academic preparation at the six-year degree level or at the doctoral degree level:

40 (1) ~~Certified school nurses and instructional~~ The following licensed personnel:

41 a. School nurses.

42 b. School social workers.

43 c. Instructional support personnel in positions for which a master's  
44 degree is required for licensure.

45 (2) Teachers and instructional support personnel who were paid on that salary  
46 schedule or received that salary supplement prior to the 2014-2015 school  
47 year.

48 (3) Teachers and instructional support personnel who (i) complete a degree at the  
49 master's, six-year, or doctoral degree level for which they completed at least  
50 one course prior to August 1, 2013, and (ii) would have qualified for the salary

1 supplement pursuant to State Board of Education policy TCP-A-006, as it was  
2 in effect on June 30, 2013."

3 **SECTION 3.(b)** There is appropriated from the General Fund to the Department of  
4 Public Instruction for the 2022-2023 fiscal year the sum of four hundred fifty thousand dollars  
5 (\$450,000) in recurring funds to provide education-based salary supplements to school social  
6 workers in accordance with this section.

7 **SECTION 3.(c)** This section becomes effective July 1, 2022.

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9 **PART IV. EFFECTIVE DATE**

10 **SECTION 4.** Except as otherwise provided, this act is effective when it becomes  
11 law.