

## Comparison of Compensation Plans

Cost in Millions

| Employee Group                            | Conference<br>Description   | Cost (m)  |
|---|---|-----------|
| 1 Educator Raises*                        | <ul style="list-style-type: none"> <li>- Creates a new 6-step Teacher Salary schedule</li> <li>- Increases starting pay to \$33,000 per year and increase the salary of all steps</li> <li>- Ends current longevity practices and "rolls" longevity into base pay</li> <li>- Provides, on average, an 7% increase on top of current salary &amp; longevity compensation, includes the increase for both the step and schedule changes</li> <li>- Holds harmless educators making more than the new top salary of their lane, gives these educators a \$1k NR bonus</li> </ul> | \$ 282.28 |
| 2 School-based Administrators*            | <ul style="list-style-type: none"> <li>- Identical to Governor's Proposal</li> <li>- This proposal:                             <ul style="list-style-type: none"> <li>- No longer maintains link between SBA schedules and Masters scheudle</li> <li>- Provides \$809 NR bonus to anyone not getting a pay increase under the new schedule</li> </ul> </li> </ul>  | \$ 5.95   |
| 3 Noncertified & Central Office Personnel | <ul style="list-style-type: none"> <li>- Provides a \$500 salary increase</li> </ul>  | \$ 32.64  |
| 4 State Employees & NCCCS                 | <ul style="list-style-type: none"> <li>- Provides a \$1,000 salary increase</li> <li>- Excludes step-eligible employees</li> <li>- Includes \$5m for UNC EPA to be distributed by the Board of Governors for retention purposes</li> <li>- Funds the average teacher salary increase for NCSSM</li> </ul>   | \$ 99.86  |
| 5 Asst. & Dept. Clerks                    | <ul style="list-style-type: none"> <li>- Provides an experience-based step increase to all eligible employees</li> <li>- Employees who receive a step increase do not also receive the \$1,000 salary increase.</li> </ul>  | \$ 3.62   |
| 6 Magistrates                             | <ul style="list-style-type: none"> <li>- Provides an experience-based step increase to all eligible employees.</li> <li>- Increases the step schedule as follows to address recruitment concerns:                             <ul style="list-style-type: none"> <li>- Step 0 - \$2,250 increase</li> <li>- Step 1 - \$1,999 increase</li> <li>- Step 2 - \$1,700 increase</li> <li>- Step 3 - \$1,250 increase</li> <li>- Step 4-6 - \$999 increase</li> </ul> </li> </ul>   | \$ 3.73   |

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|-----------------------------|---|-----------|
| 7 State Hwy Patrol          | - Funds more than a step increase (5%):<br>- 6% for troopers sworn since 2012<br>- 5.5% for troopers sworn 2008 - 2011<br>- 5% for troopers sworn 2005 - 2007<br>- A \$1,000 salary increase for all non-step-eligible Troopers | \$ 1.83   |
| 8 Cost for Active Employees |   | \$ 429.92 |
| 9 Retirees                  | - Provides a 1.0% COLA  | \$ 36.60  |
| 10 Total Cost               |   | \$ 466.51 |

\* Includes recurring and nonrecurring funds; Nonrecurring funds are for bonuses for educators in all plans and for school-based administrators in the Governor's and Senate budgets.

# Conference Teacher Salary Schedule

"A", "M", NBPTS Lanes

| Years | FY 2014-15<br>Conference "A" | 10% of "A"   | 12% of "A"              | "A" + (12% of "A")<br>+ (10% of "A") |
|-------|------------------------------|--------------|-------------------------|--------------------------------------|
|       |                              | Conference M | Conference<br>NBPTS "A" | Conference<br>NBPTS "M"              |
| 0     | \$ 33,000                    | \$ 36,300    | \$ 36,960               | \$ 40,260                            |
| 1     | 33,000                       | 36,300       | 36,960                  | 40,260                               |
| 2     | 33,000                       | 36,300       | 36,960                  | 40,260                               |
| 3     | 33,000                       | 36,300       | 36,960                  | 40,260                               |
| 4     | 33,000                       | 36,300       | 36,960                  | 40,260                               |
| 5     | 36,500                       | 40,150       | 40,880                  | 44,530                               |
| 6     | 36,500                       | 40,150       | 40,880                  | 44,530                               |
| 7     | 36,500                       | 40,150       | 40,880                  | 44,530                               |
| 8     | 36,500                       | 40,150       | 40,880                  | 44,530                               |
| 9     | 36,500                       | 40,150       | 40,880                  | 44,530                               |
| 10    | 40,000                       | 44,000       | 44,800                  | 48,800                               |
| 11    | 40,000                       | 44,000       | 44,800                  | 48,800                               |
| 12    | 40,000                       | 44,000       | 44,800                  | 48,800                               |
| 13    | 40,000                       | 44,000       | 44,800                  | 48,800                               |
| 14    | 40,000                       | 44,000       | 44,800                  | 48,800                               |
| 15    | 43,500                       | 47,850       | 48,720                  | 53,070                               |
| 16    | 43,500                       | 47,850       | 48,720                  | 53,070                               |
| 17    | 43,500                       | 47,850       | 48,720                  | 53,070                               |
| 18    | 43,500                       | 47,850       | 48,720                  | 53,070                               |
| 19    | 43,500                       | 47,850       | 48,720                  | 53,070                               |
| 20    | 46,500                       | 51,150       | 52,080                  | 56,730                               |
| 21    | 46,500                       | 51,150       | 52,080                  | 56,730                               |
| 22    | 46,500                       | 51,150       | 52,080                  | 56,730                               |
| 23    | 46,500                       | 51,150       | 52,080                  | 56,730                               |
| 24    | 46,500                       | 51,150       | 52,080                  | 56,730                               |
| 25+   | 50,000                       | 55,000       | 56,000                  | 61,000                               |

# "A" Teacher Salary Schedule

FY 2013-14 vs. Conference Proposal

| A                            | B                    | C                                    | D                                    | E  | F   | G                      |
|------------------------------|----------------------|--------------------------------------|--------------------------------------|--|---|------------------------|
| Years                        | FY 2013-14<br>Salary | FY 2013-14<br>Salary w/<br>Longevity | FY 2014-15<br>Conference<br>Proposal | Increase for Current Emp. <sup>1,2</sup> |   | New Step<br>Schedule3  |
|                              |                      |                                      |                                      | \$ = D - C                               | % = [(D-C)/C]   |                        |
| 0                            | 30,800               | 30,800                               |                                      |  |   | Step 0-4<br>\$33,000   |
| 1                            | 30,800               | 30,800                               | 33,000                               | 2,200                                    | 7.1%  |                        |
| 2                            | 30,800               | 30,800                               | 33,000                               | 2,200                                    | 7.1%  |                        |
| 3                            | 30,800               | 30,800                               | 33,000                               | 2,200                                    | 7.1%  |                        |
| 4                            | 30,800               | 30,800                               | 33,000                               | 2,200                                    | 7.1%  |                        |
| 5                            | 30,800               | 30,800                               | 36,500                               | 5,700                                    | 18.5%   | Step 5-9<br>\$36,500   |
| 6                            | 31,220               | 31,220                               | 36,500                               | 5,700                                    | 18.5%   |                        |
| 7                            | 31,670               | 31,670                               | 36,500                               | 5,280                                    | 16.9%   |                        |
| 8                            | 33,030               | 33,030                               | 36,500                               | 4,830                                    | 15.3%   |                        |
| 9                            | 34,450               | 34,450                               | 36,500                               | 3,470                                    | 10.5%   |                        |
| 10                           | 35,800               | 36,337                               | 40,000                               | 5,550                                    | 16.1%   | Step 10-14<br>\$40,000 |
| 11                           | 37,110               | 37,667                               | 40,000                               | 3,663                                    | 10.1%   |                        |
| 12                           | 38,160               | 38,732                               | 40,000                               | 2,333                                    | 6.2%  |                        |
| 13                           | 38,650               | 39,230                               | 40,000                               | 1,268                                    | 3.3%  |                        |
| 14                           | 39,140               | 39,727                               | 40,000                               | 770                                      | 2.0%  |                        |
| 15                           | 39,650               | 40,542                               | 43,500                               | 3,773                                    | 9.5%  | Step 15-19<br>\$43,500 |
| 16                           | 40,150               | 41,053                               | 43,500                               | 2,958                                    | 7.3%  |                        |
| 17                           | 40,660               | 41,575                               | 43,500                               | 2,447                                    | 6.0%  |                        |
| 18                           | 41,180               | 42,107                               | 43,500                               | 1,925                                    | 4.6%  |                        |
| 19                           | 41,710               | 42,648                               | 43,500                               | 1,393                                    | 3.3%  |                        |
| 20                           | 42,260               | 43,633                               | 46,500                               | 3,852                                    | 9.0%  | Step 20-24<br>\$46,500 |
| 21                           | 42,820               | 44,212                               | 46,500                               | 2,867                                    | 6.6%  |                        |
| 22                           | 43,370               | 44,780                               | 46,500                               | 2,288                                    | 5.2%  |                        |
| 23                           | 43,970               | 45,399                               | 46,500                               | 1,720                                    | 3.8%  |                        |
| 24                           | 44,560               | 46,008                               | 46,500                               | 1,101                                    | 2.4%  |                        |
| 25                           | 45,150               | 47,182                               | 50,000                               | 3,992                                    | 8.7%  | Step 25+<br>\$50,000   |
| 26                           | 45,770               | 47,830                               | 50,000                               | 2,818                                    | 6.0%  |                        |
| 27                           | 46,390               | 48,478                               | 50,000                               | 2,170                                    | 4.5%  |                        |
| 28                           | 47,060               | 49,178                               | 50,000                               | 1,522                                    | 3.1%  |                        |
| 29                           | 47,710               | 49,857                               | 50,000                               | 822                                      | 1.7%  |                        |
|                              |                      |                                      | 50,000                               | 143                                      | 0.3%  |                        |
| Formerly<br>Steps 30-<br>36+ | 48,360               | 50,536                               | 51,536                               | 1,000                                    | Salary shown<br>in column D for<br>steps 31-37+<br>refelcts \$1,000<br>NR Bonus |                        |
|                              | 49,030               | 51,236                               | 52,236                               | 1,000                                    |   |                        |
|                              | 49,720               | 51,957                               | 52,957                               | 1,000                                    |   |                        |
|                              | 50,440               | 52,710                               | 53,710                               | 1,000                                    |   |                        |
|                              | 51,160               | 53,462                               | 54,462                               | 1,000                                    |   |                        |
|                              | 52,150               | 54,497                               | 55,497                               | 1,000                                    |   |                        |
|                              | 53,180               | 55,573                               | 56,573                               | 1,000                                    |   |                        |

<sup>1</sup> Increase for Current Employee: The percentage increase between the employee's current step on the FY 2013-14 salary schedule with longevity (column C) and their salary on the FY 2014-15 schedule (column D) (i.e. a FY 2013-14 step 10 becomes a FY 2014-15 step 11).

<sup>2</sup> The percentage increase shows the increase for an individual moving from the step above to the step next to which the percentage increase is shown. For example, the percentage increase on step 11 (10.1%) is the salary increase a person on step 10 will get when he moves to be paid on step 11.

**An Example of Teachers Paid at the Top of the Salary Schedule**  
**Prepared August 8, 2014**

|                                    | 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>      | <i>68,050</i>    |
| Longevity (4.5%)                   | 3,062            |
| Legislated Bonus [Section 9.1.(e)] | -                |
| <b>Total State Compensation</b>    | <b>\$ 71,112</b> |

| 2014-15: Teachers Get Higher Of: |                  |
|----------------------------------|------------------|
| Last Year Plus \$1,000           | New Schedule     |
| \$ 53,180                        | \$ 50,000        |
| 5,320                            | 5,000            |
| 7,020                            | 6,000            |
| 2,530                            | 2,530            |
| <i>68,050</i>                    | <i>63,530</i>    |
| 3,062                            | -                |
| 1,000                            | -                |
| <b>\$ 72,112</b>                 | <b>\$ 63,530</b> |