

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2019

H.B. 457
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HOUSE PRINCIPAL CLERK

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HOUSE BILL DRH40219-MT-52A

Short Title: Restore Master's Pay for Certain Teachers. (Public)

Sponsors: Representatives Horn, Ball, Johnson, and Brockman (Primary Sponsors).

Referred to:

1 A BILL TO BE ENTITLED
2 AN ACT TO REINSTATE EDUCATION-BASED SALARY SUPPLEMENTS FOR
3 CERTAIN TEACHERS.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.** The following session laws are repealed:

- 6 (1) Section 8.22 of S.L. 2013-360.
7 (2) Section 8.3 of S.L. 2014-100.

8 **SECTION 2.(a)** Notwithstanding any other provision of law, only the following
9 teachers and instructional support personnel shall be paid on the "M" salary schedule or receive
10 a salary supplement for academic preparation at the six-year degree level or at the doctoral degree
11 level for the 2019-2020 school year and subsequent school years:

- 12 (1) Certified school nurses and instructional support personnel in positions for
13 which a master's degree is required for licensure.
14 (2) Teachers and instructional support personnel who were paid on that salary
15 schedule or received that salary supplement prior to the 2014-2015 school
16 year.
17 (3) Teachers and instructional support personnel who (i) complete a degree at the
18 master's, six-year, or doctoral degree level for which they completed at least
19 one course prior to August 1, 2013, and (ii) would have qualified for the salary
20 supplement pursuant to the State Board of Education policy, TCP-A-006, as
21 it was in effect on June 30, 2013.
22 (4) Teachers who are employed in at least one of the following:
23 a. A low-performing school.
24 b. A high-attrition school. For purposes of this sub-subdivision, a
25 high-attrition school is a school with a teacher attrition rate from the
26 previous school year of fifteen percent (15%) or higher.
27 c. An elementary school.
28 d. As a teacher in any of the following licensure areas:
29 1. Science, technology, engineering, or mathematics.
30 2. Special education.
31 3. English.

- 32 (5) Teachers who do not qualify under subdivisions (1), (2), (3), and (4) of this
33 section but who spend at least seventy percent (70%) of their work time in
34 classroom instruction related to their graduate academic preparation in their
35 field or subject area within their area of licensure. Most of the teachers'
36 remaining time shall be spent in one or more of the following:



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- 1 a. Mentoring teachers.
- 2 b. Performing demonstration lessons for teachers.
- 3 c. Writing curricula.
- 4 d. Developing and leading staff development programs for teachers.

5 **SECTION 2.(b)** The Superintendent of Public Instruction shall identify and provide
6 to each local school administrative unit a list of STEM and special education licensure areas that
7 qualify for education-based salary supplements pursuant to subsection (a)(4)d. of this section.
8 Local school administrative units shall make the list of STEM and special education licensure
9 areas available to teachers.

10 **SECTION 3.** Beginning with the 2019-2020 fiscal year and in subsequent fiscal
11 years, for teachers who are paid on the "M" salary schedule under subdivisions (4) and (5) of
12 Section 2(a) of this act, determination of whether teachers shall be paid on the "M" salary
13 schedule or receive a salary supplement for academic preparation shall take place on an annual
14 basis. Teachers may be moved off the "M" salary schedule or discontinue receiving salary
15 supplements if they are not meeting the requirements of subdivisions (4) or (5) of Section 2(a) of
16 this act in that year.

17 **SECTION 4.** Unless an individual otherwise qualifies under subdivision (2) or (3)
18 of Section 2(a) of this act, teachers and instructional support personnel who earn an advanced
19 degree in school administration shall not be paid on the "M" salary schedule or receive a salary
20 supplement for academic preparation.

21 **SECTION 5.** This act becomes effective July 1, 2019.