

GENERAL ASSEMBLY OF NORTH CAROLINA  
SESSION 2021

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HOUSE BILL 497

Short Title: Support Veteran Teachers. (Public)

Sponsors: Representative B. Jones.

*For a complete list of sponsors, refer to the North Carolina General Assembly web site.*

Referred to: Appropriations, if favorable, Rules, Calendar, and Operations of the House

April 12, 2021

1 A BILL TO BE ENTITLED  
2 AN ACT TO INCREASE COMPENSATION FOR TEACHERS IN THE PUBLIC SCHOOLS  
3 WITH AT LEAST FIFTEEN YEARS OF EXPERIENCE.

4 The General Assembly of North Carolina enacts:

5 **SECTION 1.(a)** The following monthly teacher salary schedule shall apply for the  
6 2021-2022 fiscal year to licensed personnel of the public schools who are classified as teachers.  
7 The salary schedule is based on years of teaching experience.

8 **2021-2022 Teacher Monthly Salary Schedule**

9	Years of Experience	"A" Teachers
10	0	\$3,500
11	1	\$3,600
12	2	\$3,700
13	3	\$3,800
14	4	\$3,900
15	5	\$4,000
16	6	\$4,100
17	7	\$4,200
18	8	\$4,300
19	9	\$4,400
20	10	\$4,500
21	11	\$4,600
22	12	\$4,700
23	13	\$4,800
24	14	\$4,900
25	15-24	\$5,250
26	25+	\$5,460.

27 **SECTION 1.(b)** Salary Supplements for Teachers Paid on This Salary Schedule. –

- 28 (1) Licensed teachers who have National Board for Professional Teaching  
29 Standards (NBPTS) certification shall receive a salary supplement each month  
30 of twelve percent (12%) of their monthly salary on the "A" salary schedule.  
31 (2) Licensed teachers who are classified as "M" teachers shall receive a salary  
32 supplement each month of ten percent (10%) of their monthly salary on the  
33 "A" salary schedule.  
34 (3) Licensed teachers with licensure based on academic preparation at the  
35 six-year degree level shall receive a salary supplement of one hundred



1 twenty-six dollars (\$126.00) per month in addition to the supplement provided  
2 to them as "M" teachers.

3 (4) Licensed teachers with licensure based on academic preparation at the  
4 doctoral degree level shall receive a salary supplement of two hundred  
5 fifty-three dollars (\$253.00) per month in addition to the supplement provided  
6 to them as "M" teachers.

7 (5) Certified school nurses shall receive a salary supplement each month of ten  
8 percent (10%) of their monthly salary on the "A" salary schedule.

9 **SECTION 1.(c)** The first step of the salary schedule for (i) school psychologists, (ii)  
10 school speech pathologists who are licensed as speech pathologists at the master's degree level  
11 or higher, and (iii) school audiologists who are licensed as audiologists at the master's degree  
12 level or higher shall be equivalent to the sixth step of the "A" salary schedule. These employees  
13 shall receive a salary supplement each month of ten percent (10%) of their monthly salary and  
14 are eligible to receive salary supplements equivalent to those of teachers for academic preparation  
15 at the six-year degree level or the doctoral degree level.

16 **SECTION 1.(d)** The twenty-sixth step of the salary schedule for (i) school  
17 psychologists, (ii) school speech pathologists who are licensed as speech pathologists at the  
18 master's degree level or higher, and (iii) school audiologists who are licensed as audiologists at  
19 the master's degree level or higher shall be seven and one-half percent (7.5%) higher than the  
20 salary received by these same employees on the twenty-fifth step of the salary schedule.

21 **SECTION 1.(e)** Beginning with the 2014-2015 fiscal year, in lieu of providing  
22 annual longevity payments to teachers paid on the teacher salary schedule, the amounts of those  
23 longevity payments are included in the monthly amounts under the teacher salary schedule.

24 **SECTION 1.(f)** A teacher compensated in accordance with this salary schedule for  
25 the 2021-2022 school year shall receive an amount equal to the greater of the following:

26 (1) The applicable amount on the salary schedule for the applicable school year.  
27 (2) For teachers who were eligible for longevity for the 2013-2014 school year,  
28 the sum of the following:

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

31 b. The longevity that the teacher would have received under the longevity  
32 system in effect for the 2013-2014 school year provided in Section  
33 35.11 of S.L. 2013-360 based on the teacher's current years of service.

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

35 (3) For teachers who were not eligible for longevity for the 2013-2014 school  
36 year, the sum of the salary and annual bonus the teacher received in the  
37 2014-2015 school year pursuant to Section 9.1 of S.L. 2014-100.

38 **SECTION 1.(g)** As used in this section, the term "teacher" shall also include  
39 instructional support personnel.

40 **SECTION 2.** There is appropriated from the General Fund to the Department of  
41 Public Instruction for the 2021-2022 fiscal year the sum of one hundred seventy-nine million  
42 dollars (\$179,000,000) in recurring funds to increase salaries for teachers with at least 15 years  
43 of experience in accordance with Section 1 of this act.

44 **SECTION 3.** This act becomes effective July 1, 2021.