

## Comparison of Compensation Plans

Employee Group	<u>Senate</u>		<u>House</u>		<u>Conference</u>	
	Description	Cost in Millions	Description	Cost in Millions	Description	Cost in Millions
1 Educator Raises*	<ul style="list-style-type: none"> <li>- Creates a new 21-step Professional Status Teacher Salary schedule</li> <li>- For those moving to the new schedule:                             <ul style="list-style-type: none"> <li>- Increases starting pay to \$33,000 per year and increase the salary of all steps</li> <li>- Requires educators to relinquish rights to career status, longevity, current supplement computation method</li> <li>- Provides, on average, an 11.45% increase in salaries for teachers moving to the new schedule (for step and schedule change)</li> <li>- Holds harmless educators making more than the new top salary of their lane, gives these educators a 1% bonus</li> <li>- The Career Status schedule, for educators who do not relinquish these rights, remains unchanged</li> </ul> </li> </ul>	\$ 468.73	<ul style="list-style-type: none"> <li>- Increases starting pay to \$33,000 per year and changes the salary of all steps on the salary schedule</li> <li>- Provides an average increase for all teachers of 5% (for step and schedule change)</li> <li>- Provides a 2% bonus to educators at the top of the salary schedule</li> </ul>	\$ 178.34	<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> </ul>	\$ 5.95	<ul style="list-style-type: none"> <li>- Provides one step</li> <li>- Updates salary schedule to reflect changes to teacher schedule</li> </ul>	\$ 10.16	<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 schedule</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	<ul style="list-style-type: none"> <li>- Provides a \$1,000 salary increase</li> </ul>	\$ 65.27	<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 \$809 salaries increase</li> <li>- Excludes step-eligible employees</li> <li>- Excludes UNC EPA</li> </ul>	\$ 75.45	<ul style="list-style-type: none"> <li>- Provides a \$1,000 salary increase</li> <li>- Excludes step-eligible employees</li> <li>- Compensates State Agency and NCSSM teachers per teacher salary schedule</li> </ul>	\$ 117.91	<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

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	Description	Cost in Millions	Description	Cost in Millions	Description	Cost in Millions
5 Asst. & Dept. Clerks	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$809 salary increase.	\$ 3.62	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$1,000 salary increase.	\$ 3.62	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$1,000 salary increase.	\$ 3.62
6 Magistrates	- Provides an experience-based step increase to all eligible employees - Employees who receive a step increase do not also receive the \$809 salary increase.	\$ 2.57	- Provides an experience-based step increase to all eligible employees. - Increases the step schedule as follows to address recruitment concerns: - Step 0 - \$2,250 increase - Step 1 - \$1,999 increase - Step 2 - \$1,700 increase - Step 3 - \$1,250 increase - Step 4-6 - \$999 increase	\$ 3.73	- Provides an experience-based step increase to all eligible employees. - Increases the step schedule as follows to address recruitment concerns: - Step 0 - \$2,250 increase - Step 1 - \$1,999 increase - Step 2 - \$1,700 increase - Step 3 - \$1,250 increase - Step 4-6 - \$999 increase	\$ 3.73
7 State Hwy Patrol	- Provides one step to all step-eligible State Highway Patrol Troopers - Provides a \$809 salary increase to non-step eligible Troopers (included in State Employee estimate)	\$ 1.71	- Funds more than a step increase (5%): - 6% for troopers sworn since 2012 - 5.5% for troopers sworn 2008 - 2011 - 5% for troopers sworn 2005 - 2007 - A \$1,000 salary increase for all non-step-eligible Troopers (included in State Employee estimate)	\$ 1.83	- Funds more than a step increase (5%): - 6% for troopers sworn since 2012 - 5.5% for troopers sworn 2008 - 2011 - 5% for troopers sworn 2005 - 2007 - A \$1,000 salary increase for all non-step-eligible Troopers	\$ 1.83
8 Cost for Active Employees		\$ 590.67		\$ 380.86		\$ 429.92
9 Retirees	- Provides a 0.8% COLA	\$ 30.00	- Provides a 1.44% COLA	\$ 53.41	- Provides a 1.0% COLA	\$ 36.60
10 Total Cost		\$ 620.67		\$ 434.27		\$ 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.