

Onslow County Schools

Board of Education

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DATE: August 1, 2016

TO: Onslow County Schools' Employees

FROM: Dr. Barry Collins, Associate Superintendent – Human Resources
Jeff Hollamon, Chief Financial Officer

SUBJECT: Payroll Changes for Fiscal Year 2016-2017

The NC General Assembly and the Governor have recently adopted the State budget for the fiscal year running from July 1, 2016 through June 30, 2017. This memo provides information about related payroll changes.

Pay Increases

Pay increases for fiscal year 2016-2017 are effective as of July 1, 2016 and will be included in payroll payments beginning with the July payroll payments.

Teachers/Instructional Support Personnel Paid on State Certified Pay Schedules

Teachers/Instructional Support Personnel receive their State salary schedule step increase. The certified pay schedules have been increased by varying amounts for all steps after the initial step 0. Pay increases average 4.7% and range from 2% to 13.1% depending on placement on the new schedule. Annual step increases have been reestablished for each year through step 15. The certified pay schedule continues to associate a band of steps with a single pay rate for years 15 – 19, years 20 - 24, and years 25 plus. The hold harmless provision remains in effect for those on the certified pay schedule to ensure that no teacher makes less in 2016-17 than in 2014-15 provided there is no break in service. (For more information regarding these salary schedules, please look on the OCS website under the “Staff” tab for the link to the “2016-2017 North Carolina Public School Salary Schedule”.)

Principals and Assistant Principals

Principals and Assistant Principals receive their State salary schedule step increase. The school-based administrator schedules have been increased by 1.5%. Principals and Assistant Principals are eligible to be paid on the teacher salary schedule if the teacher schedule is higher.

Other Permanent Salaried Employees

Other permanent salaried employees receive their local salary schedule step increase. The pay schedules have been increased by 1.5%.

Other Permanent Hourly Paid Employees

- Bus Drivers, Bus Monitors, Child Nutrition Assistants, and Dual Employees

Other permanent hourly paid employees receive their local salary schedule step increase. The pay schedules have been increased by 1.5%.

State Legislated One-Time Bonuses

There are several types of one-time bonuses authorized in the adopted State budget. These bonuses are not considered compensation subject to the State retirement system.

Across-the-Board ½% Bonus

A ½% one-time bonus was approved by the State for eligible permanent employees who are employed on September 1, 2016. Part-time permanent employees (scheduled for 20 or more hours per week) will receive a pro-rated amount determined by their standard work assignment. This one-time Across-the-Board ½% Bonus will be paid on October 31, 2016. Teachers/Instructional Support Personnel paid from the State certified pay schedules are not eligible for this bonus.

Merit-Based Bonus

The State will provide an amount of funding, yet to be determined, in order to provide one-time merit-based bonuses in accordance with yet to be determined eligibility policies which are not across-the-board. Early indications suggest this bonus would be paid to qualifying employees on January 31, 2017. Teachers/Instructional Support Personnel paid from the State certified pay schedules are not eligible for this bonus. Additional information will be available after the eligibility requirements and procedures have been determined.

Advanced Placement/International Baccalaureate Teacher Bonus

This is the first year of a two year pilot program. A bonus of \$50 will be paid to the applicable AP/IB teacher for each student taught who receives an AP score of three or higher or an IB score of four or higher. No teacher shall receive more than \$2000 for any given school year. Bonuses for data from the 2015-2016 school year will be paid on January 31, 2017, and bonuses for data from the 2016-2017 school year will be paid on January 31, 2018. These AP/IB course teachers must remain employed teaching AP/IB courses in Onslow County Schools through the payment period to qualify.

Industry Certifications and Credentials Teacher Bonus

This is the first year of a two year pilot program. A bonus of \$25 or \$50 (as determined by the Department of Commerce based on academic rigor and employment value) will be paid to the applicable teacher for each student taught who attains an approved industry certification or credential. No teacher shall receive more than \$2000 for any given school year. Bonuses for data from the 2015-2016 school year will be paid on January 31, 2017, and bonuses for data from the 2016-2017 school year will be paid on January 31, 2018. These approved industry certification or credential course teachers must remain employed teaching approved industry certification or credential courses in Onslow County Schools through the payment period to qualify.

Third Grade Reading Teacher Performance Bonus

This is the first year of a two year pilot program. A bonus will be paid to the applicable top 25% of licensed third grade teachers in Onslow County Schools based on the EVAAS student growth index score for third grade reading from the previous year. In addition, a bonus will be paid to the applicable top 25% of licensed third grade teachers in the State based on the EVAAS student growth index score for third grade reading from the previous year. A third grade teacher who is eligible to receive the top-of-OCS and the top-of-the-State bonuses will receive both bonuses. Bonuses for data from the 2015-2016 school year will be paid on January 31, 2017, and bonuses for data from the 2016-2017 school year will be paid on January 31, 2018. These third grade teachers must remain employed teaching third grade in Onslow County Schools through the payment period to qualify. The amounts of these bonuses have not been announced by the State at this time. Further information will be available after additional information is provided by the State.

Additional Questions

Additional questions concerning payroll changes that were not covered in this memo can be forwarded to Doris Macfarlane, Payroll Supervisor, at doris.macfarlane@onslow.k12.nc.us or 455-2211 extension 20617.