

Onslow County Schools
Employee Pay Raises and Bonuses
For the 2023-2024 School Year

On October 19, 2023, we received guidance from the NC Department of Instruction regarding implementation of employee pay increases and bonuses approved in the State budget that became law on October 3, 2023. The following information is provided to notify you of the main provisions. Information is also included regarding local certified supplements and local retention bonuses.

Employee Pay Raises and Supplements

The new rates will be implemented in the October 2023 end-of-month payroll. The newly established pay rates are effective retroactive back to the beginning of this school year for 10-month positions and retroactive back to July 1, 2023 for 12-month positions. Differences between the old rate and the new rate will also be included in the October 2023 end-of-month payroll.

Teachers and Instructional Support Personnel Paid on the State Certified Pay Schedules

The pay schedules have been increased across all steps and employees who are paid on these State certified pay schedules receive their new step amount. As there are differing amounts between steps on these schedules, the combined effect of the step increase and the legislated increase to these schedules resulted in total increases ranging from 2% to 7.7% with an average increase of about 4.2%. The pay schedule for School Counselors and the pay schedule for School Psychologists received corresponding increases.

Assistant Principals

Increases to the Assistant Principal pay schedule corresponds to the pattern of increases described above regarding teacher and certified instructional support personnel pay schedules.

Principals

Principal pay schedules increased by 4%.

Classified Positions

The local classified pay schedules were increased across all grades and steps by 4%, and employees paid on these schedules receive their new step amount.

Bus Drivers

The State budget provided additional funding for bus driver pay, and the local pay schedule for bus drivers was increased across all steps by 6%. Bus drivers paid on this schedule receive their new step amount.

Local Certified Supplement

As a reminder, the local certified supplement will continue to be paid to eligible certified employees in one annual payment at 12% occurring with the June end-of-month payroll.

10/25/2023

Employee Bonuses

Several bonuses were approved in the State budget. Requirements to qualify for each of the State bonuses are established through the State budget legislation. The main provisions known at this time related to these bonuses follow along with information about a local one-time retention bonus.

State Supplemental Compensation for Teachers and Certified Instructional Support Personnel

The State is providing funding for supplemental compensation for eligible teachers and certified instructional support personnel. The State establishes the maximum individual payments that each school district is allowed to pay and the amount of funding provided. These limits set by the State will vary between individual districts and will also vary from year to year. This year's maximum individual payment amount for OCS has not yet been provided to us. OCS will make this additional payment to teachers and certified instructional support personnel receiving the local certified supplement in the June 2024 end-of-month payroll. (This supplemental compensation payment is subject to retirement. Employee payroll withholding taxes will be deducted from the gross payment amount.)

State Performance Bonuses for Teachers

We are awaiting additional information and data from NC DPI regarding the AP/IB/CTE performance bonuses as well as teacher performance bonuses based on the 2022-2023 school year top 25% EVAAS student growth index scores for grade 3 reading, grades 4-5 reading, and grades 4-8 math. These payments will be made to eligible teachers in the January 2024 end-of-month payroll. (These performance bonus payments are not subject to retirement. Employee payroll withholding taxes will be deducted from the gross payment amount.)

State Signing Bonus for Teachers and Certified Instructional Support Personnel

The State is providing funding for signing bonuses for eligible teachers and certified instructional support personnel if funding is matched dollar for dollar with local funds up to \$1,000. The State establishes baseline criteria for an employee to be eligible which includes all of the following: 1) Accepted employment as a teacher or certified instructional support staff with OCS for the current school year, 2) Was not employed by OCS in any capacity during the previous fiscal year, and 3) Is employed by and remains in pay status with OCS as of October 1 in the current fiscal year. Individuals who receive this signing bonus using these funds will be ineligible to receive another signing bonus using these funds for the following two fiscal years. Given these restrictions, OCS will make a payment of \$2000 (\$1000 from State and \$1000 from local) with the October 2023 end-of-month payroll to eligible teachers and certified instructional support personnel. (This signing bonus payment is not subject to retirement. Employee payroll withholding taxes will be deducted from the gross payment amount.)

Local Retention Bonus for OCS Employees

Employees Eligible for Retention Bonus

- Certified permanent salaried employees
- Classified permanent salaried employees
- Hourly paid bus drivers, bus monitors, and school nutrition employees with a daily work assignment
- (Note: Other types of employment arrangements including those with a weekly assignment under 20 hours or those who only work on a temporary, intermittent, or substitute basis are not eligible.)

Retention Bonus Payment Qualifications and Schedule

\$1500 - November 30, 2023

A one-time payment of \$1500 will be made on November 30, 2023 for eligible employees who remain employed in pay status as of November 1, 2023.

(This retention bonus payment is not subject to retirement. Employee payroll withholding taxes will be deducted from the gross payment amount. Eligible employees on leave without pay on November 1, 2023, will receive the payment if they return to pay status without a break in service by June 30, 2024.)