



# Recommendation for State Funded Merit-Based Bonus

*December 6, 2016 – BOE Meeting*

---

# Merit Based Bonus for non-Educators

## House Bill 1030

- Provides funding for one-time merit-based bonus to non-educators.
- \$1,736,050 of State funding allotted to WCPSS
- Cannot be an across the board bonus
- Can only be paid to state funded employees
- Can be used for school administrators, central office, and non-certified
- Cannot be used for staff paid on the teacher salary schedules
- Not eligible towards retirement
- Must report to NC DPI plan for the bonus

# Merit Based Bonus for non-Educators

## Recommendations for Eligibility

- *State* funded
  - School Administrators
  - Central Office Staff
  - Non-Certified Staff
- Earn less than \$15 per hour\*
- Legislation limits bonus to State funded employees, so.....
- *Recommend same bonus to Non-State funded employees*

---

\*Less than \$15 per hour subsequent to pay changes effective July 1, 2016

\*Less than \$15 per hour or Less than \$15 per hour effective hourly rate if salaried

# Merit Based Bonus for non-Educators

## Eligible employees

≈ 4,300 WCPSS employees are eligible based upon recommendation\*

- ≈ 3,200 State funded
- ≈ 1,100 Non-State funded

Positions with staff under the \$15 per hour threshold include:

- Teaching Assistants
- Child Nutrition Workers
- Clerical Staff
- Bus Drivers
- Mechanics
- Custodial Staff
- Customer Service Staff
- Warehouse Staff
- Other

---

\* almost 1 of every 4 positions within WCPSS is under \$15 per hour wage

# Merit Based Bonus for non-Educators

## Additional Recommendations for Eligibility

- Must be Permanent Full-Time or Permanent Part-Time\*
- Must be employed on or before December 31, 2016 *and* in active work status

---

\*Temporary full-time & Temporary part-time not eligible

# Merit Based Bonus for non-Educators

## Recommendation for Qualifying\*

- Must be performing satisfactorily to qualify
- Employees under a Conditional Evaluation work-plan at the time of bonus payment (January 2017) do not qualify for the bonus
- Employees receiving a rating of Unsatisfactory or Needs Improvement on any component of the 2015-16 employee evaluation do not qualify for the bonus

## Bonus Recommendation

- Qualifying full-time employees receive \$500 gross
- Qualifying part-time employees receive pro-rated bonus
- Paid January 2017

---

\*Must be an eligible employee to be considered for qualifying

# Merit Based Bonus for non-Educators

## Why limit to under \$15 per Hour?

- Recommendation targets lowest paid support staff
- Finite funding → goal to provide meaningful bonus
- Salary Grade Schedules 16 through 22 include staff on both sides of limit

# Merit Based Bonus for non-Educators

## Why limit to under \$15 per Hour?

- Moving the threshold up a step then bumps against next step, and so on....

WAKE COUNTY PUBLIC SCHOOL SYSTEM  
2016-2017 Salary Schedule  
TEACHER ASSISTANTS GRADE 18

Monthly Salaries

GR	Step	10 month Traditional Calendar	10 Month Year-Roundup or Modified	Hourly	Annual
18	0	1,901.93	\$1,584.95	\$11.80	\$19,019.30
18	01	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	02	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	03	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	04	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	05	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	06	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	07	1,977.96	\$1,648.31	\$12.27	\$19,779.82
18	08	2,001.11	\$1,667.60	\$12.41	\$20,011.09
18	09	2,024.53	\$1,687.11	\$12.56	\$20,245.27
18	10	2,046.91	\$1,705.76	\$12.70	\$20,469.12
18	11	2,069.56	\$1,724.64	\$12.84	\$20,695.57
18	12	2,092.50	\$1,743.75	\$12.98	\$20,925.00
18	13	2,114.54	\$1,762.12	\$13.12	\$21,145.41
18	14	2,135.77	\$1,779.82	\$13.25	\$21,357.73
18	15	2,157.27	\$1,797.73	\$13.38	\$21,572.75
18	16	2,179.05	\$1,815.88	\$13.52	\$21,790.46
18	17	2,201.07	\$1,834.23	\$13.65	\$22,010.69
18	18	2,223.36	\$1,852.81	\$13.79	\$22,233.61
18	19	2,245.91	\$1,871.60	\$13.93	\$22,459.13
18	20	2,268.76	\$1,890.64	\$14.07	\$22,687.63
18	21	2,291.88	\$1,909.91	\$14.22	\$22,918.83
18	22	2,315.28	\$1,929.41	\$14.36	\$23,152.82
18	23	2,338.97	\$1,949.15	\$14.51	\$23,389.69
18	24	2,362.94	\$1,969.12	\$14.66	\$23,629.44
18	25	2,387.21	\$1,989.34	\$14.81	\$23,872.08
18	26	2,411.76	\$2,009.80	\$14.96	\$24,117.80
18	27	2,436.60	\$2,030.50	\$15.12	\$24,366.00
18	28	2,461.77	\$2,051.48	\$15.27	\$24,617.66
18	29	2,487.22	\$2,072.69	\$15.43	\$24,872.20
18	30	2,513.01	\$2,094.18	\$15.59	\$25,130.09
18	31	2,539.10	\$2,115.92	\$15.75	\$25,390.96
18	32+	2,565.51	\$2,137.93	\$15.92	\$25,655.08

Employee Groups paid from Salary Grade 18:  
Teacher Assistant (10-month, student days only)

# Merit Based Bonus for non-Educators

## Why limit to under \$15 per Hour?

- Moving the threshold up a step then bumps against next step, and so on....
- One-time / Salary Schedules do not change
- Steps at \$15+ earn more/hour, earn more longevity, more retirement, etc.
- Recommendation targets lowest paid staff

WAKE COUNTY PUBLIC SCHOOL SYSTEM  
2016-2017 Salary Schedule  
TEACHER ASSISTANTS GRADE 18

Monthly Salaries					
GR	Step	10 month Traditional Calendar	10 Month Year-Roundup or Modified	Hourly	Annual
18	0	1,901.93	\$1,584.95	\$11.80	\$19,019.30
18	01	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	02	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	03	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	04	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	05	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	06	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	07	1,977.96	\$1,648.31	\$12.27	\$19,779.62
18	08	2,001.11	\$1,667.60	\$12.41	\$20,011.09
18	09	2,024.53	\$1,687.11	\$12.56	\$20,245.27
18	10	2,048.91	\$1,705.76	\$12.70	\$20,489.12
18	11	2,069.56	\$1,724.64	\$12.84	\$20,695.57
18	12	2,092.50	\$1,743.75	\$12.98	\$20,925.00
18	13	2,114.54	\$1,762.12	\$13.12	\$21,145.41
18	14	2,135.77	\$1,779.82	\$13.25	\$21,357.73
18	15	2,157.27	\$1,797.73	\$13.38	\$21,572.75
18	16	2,179.05	\$1,815.88	\$13.52	\$21,790.46
18	17	2,201.07	\$1,834.23	\$13.65	\$22,010.69
18	18	2,223.36	\$1,852.81	\$13.79	\$22,233.61
18	19	2,245.91	\$1,871.60	\$13.93	\$22,459.13
18	20	2,268.76	\$1,890.64	\$14.07	\$22,687.63
18	21	2,291.88	\$1,909.91	\$14.22	\$22,918.83
18	22	2,315.28	\$1,929.41	\$14.36	\$23,152.82
18	23	2,338.97	\$1,949.15	\$14.51	\$23,389.69
18	24	2,362.94	\$1,969.12	\$14.66	\$23,629.44
18	25	2,387.21	\$1,989.34	\$14.81	\$23,872.08
18	26	2,411.76	\$2,009.80	\$14.96	\$24,117.60
18	27	2,436.60	\$2,030.50	\$15.12	\$24,366.00
18	28	2,461.77	\$2,051.48	\$15.27	\$24,617.66
18	29	2,487.22	\$2,072.69	\$15.43	\$24,872.20
18	30	2,513.01	\$2,094.18	\$15.59	\$25,130.09
18	31	2,539.10	\$2,115.92	\$15.75	\$25,390.96
18	32+	2,565.51	\$2,137.93	\$15.92	\$25,655.08

Employee Groups paid from Salary Grade 18:  
Teacher Assistant (10-month, student days only)

# Merit Based Bonus for non-Educators

WAKE COUNTY PUBLIC SCHOOL SYSTEM		
2016-2017 Salary Schedule		
NONCERTIFIED GRADE 16		
GR	Step	Hourly
16	0	\$11.11
16	01	\$11.45
16	02	\$11.45
16	03	\$11.45
16	04	\$11.45
16	05	\$11.45
16	06	\$11.45
16	07	\$11.58
16	08	\$11.73
16	09	\$11.86
16	10	\$11.98
16	11	\$11.98
16	12	\$12.12
16	13	\$12.23
16	14	\$12.34
16	15	\$12.48
16	16	\$12.59
16	17	\$12.70
16	18	\$12.83
16	19	\$12.96
16	20	\$13.08
16	21	\$13.21
16	22	\$13.33
16	23	\$13.48
16	24	\$13.59
16	25	\$13.72
16	26	\$13.87
16	27	\$13.99
16	28	\$14.13
16	29	\$14.28
16	30	\$14.40
16	31	\$14.56
16	32	\$14.69
<b>Employee Groups paid from Salary Grade 16:</b>		
CNS Assistant		

# Merit Based Bonus for non-Educators

WAKE COUNTY PUBLIC SCHOOL SYSTEM		
2016-2017 Salary Schedule		
NONCERTIFIED GRADE 17		
GR	Step	Hourly
17	0	\$11.58
17	01	\$11.93
17	02	\$11.93
17	03	\$11.93
17	04	\$11.93
17	05	\$11.93
17	06	\$11.93
17	07	\$12.08
17	08	\$12.21
17	09	\$12.34
17	10	\$12.50
17	11	\$12.63
17	12	\$12.78
17	13	\$12.91
17	14	\$13.03
17	15	\$13.16
17	16	\$13.28
17	17	\$13.42
17	18	\$13.55
17	19	\$13.67
17	20	\$13.80
17	21	\$13.94
17	22	\$14.07
17	23	\$14.22
17	24	\$14.35
17	25	\$14.50
17	26	\$14.63
17	27	\$14.78
17	28	\$14.93
17	29	\$15.08
17	30	\$15.24
17	31	\$15.38
17	32	\$15.53
<b>Employee Groups paid from Salary Grade 17:</b>		
Bus Safety Assistant CNS Cashier/Assistant		
CNS Floating Cashier/Assistant		

# Merit Based Bonus for non-Educators

WAKE COUNTY PUBLIC SCHOOL SYSTEM					
2016-2017 Salary Schedule TEACHER ASSISTANTS GRADE 18					
Monthly Salaries					
GR	Step	10 month Traditional Calendar	10 Month Year-Roundup or Modified	Hourly	Annual
18	0	1,901.93	\$1,584.95	\$11.80	\$19,019.30
18	01	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	02	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	03	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	04	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	05	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	06	1,958.99	\$1,632.50	\$12.15	\$19,589.90
18	07	1,977.96	\$1,648.31	\$12.27	\$19,779.62
18	08	2,001.11	\$1,667.60	\$12.41	\$20,011.09
18	09	2,024.53	\$1,687.11	\$12.56	\$20,245.27
18	10	2,046.91	\$1,705.76	\$12.70	\$20,469.12
18	11	2,069.56	\$1,724.64	\$12.84	\$20,695.57
18	12	2,092.50	\$1,743.75	\$12.98	\$20,925.00
18	13	2,114.54	\$1,762.12	\$13.12	\$21,145.41
18	14	2,135.77	\$1,779.82	\$13.25	\$21,357.73
18	15	2,157.27	\$1,797.73	\$13.38	\$21,572.75
18	16	2,179.05	\$1,815.88	\$13.52	\$21,790.46
18	17	2,201.07	\$1,834.23	\$13.65	\$22,010.69
18	18	2,223.36	\$1,852.81	\$13.79	\$22,233.61
18	19	2,245.91	\$1,871.60	\$13.93	\$22,459.13
18	20	2,268.76	\$1,890.64	\$14.07	\$22,687.63
18	21	2,291.88	\$1,909.91	\$14.22	\$22,918.83
18	22	2,315.28	\$1,929.41	\$14.36	\$23,152.82
18	23	2,338.97	\$1,949.15	\$14.51	\$23,389.69
18	24	2,362.94	\$1,969.12	\$14.66	\$23,629.44
18	25	2,387.21	\$1,989.34	\$14.81	\$23,872.08
18	26	2,411.76	\$2,009.80	\$14.96	\$24,117.60
18	27	2,436.60	\$2,030.50	\$15.12	\$24,366.00
18	28	2,461.77	\$2,051.48	\$15.27	\$24,617.66
18	29	2,487.22	\$2,072.69	\$15.43	\$24,872.20
18	30	2,513.01	\$2,094.18	\$15.59	\$25,130.09
18	31	2,539.10	\$2,115.92	\$15.75	\$25,390.96
18	32+	2,565.51	\$2,137.93	\$15.92	\$25,655.08
<b>Employee Groups paid from Salary Grade 18:</b>					
Teacher Assistant (10-month, student days only)					

# Merit Based Bonus for non-Educators

WAKE COUNTY PUBLIC SCHOOL SYSTEM								
2016-2017 Salary Schedule								
NONCERTIFIED GRADE 19								
Monthly Salaries				Hourly Rates				
Annual Salaries								
GR	Step	10 or 11 mo. Traditional Calendar	10 Month Year-Roundup or Modified	12 Month	10 or 11 Month	12 Month	10 Month	12 Month
19	0	\$2,154.58	\$1,795.49	\$2,146.00	\$12.44	\$12.39	\$21,545.80	\$25,752.00
19	01	\$2,219.22	\$1,849.35	\$2,210.38	\$12.81	\$12.76	\$22,192.20	\$26,524.56
19	02	\$2,219.22	\$1,849.35	\$2,210.38	\$12.81	\$12.76	\$22,192.20	\$26,524.56
19	03	\$2,219.22	\$1,849.35	\$2,210.38	\$12.81	\$12.76	\$22,192.20	\$26,524.56
19	04	\$2,219.22	\$1,849.35	\$2,210.38	\$12.81	\$12.76	\$22,192.20	\$26,524.56
19	05	\$2,219.22	\$1,849.35	\$2,210.38	\$12.81	\$12.76	\$22,192.20	\$26,524.56
19	06	\$2,219.22	\$1,849.35	\$2,210.38	\$12.81	\$12.76	\$22,192.20	\$26,524.56
19	07	\$2,245.21	\$1,871.01	\$2,236.37	\$12.96	\$12.91	\$22,452.10	\$26,836.44
19	08	\$2,271.53	\$1,892.95	\$2,262.69	\$13.11	\$13.06	\$22,715.30	\$27,152.28
19	09	\$2,298.14	\$1,915.12	\$2,289.30	\$13.26	\$13.21	\$22,981.40	\$27,471.60
19	10	\$2,323.67	\$1,936.40	\$2,314.84	\$13.41	\$13.36	\$23,236.70	\$27,778.08
19	11	\$2,349.51	\$1,957.93	\$2,340.67	\$13.56	\$13.51	\$23,495.10	\$28,088.04
19	12	\$2,375.65	\$1,979.71	\$2,366.81	\$13.71	\$13.66	\$23,756.50	\$28,401.72
19	13	\$2,400.88	\$2,000.74	\$2,392.05	\$13.86	\$13.81	\$24,008.80	\$28,704.60
19	14	\$2,425.25	\$2,021.05	\$2,416.42	\$14.00	\$13.95	\$24,252.50	\$28,997.04
19	15	\$2,449.93	\$2,041.61	\$2,441.09	\$14.14	\$14.09	\$24,499.30	\$29,293.08
19	16	\$2,474.93	\$2,062.45	\$2,466.09	\$14.28	\$14.23	\$24,749.30	\$29,593.08
19	17	\$2,500.23	\$2,083.53	\$2,491.39	\$14.43	\$14.38	\$25,002.30	\$29,896.68
19	18	\$2,525.81	\$2,104.85	\$2,516.97	\$14.58	\$14.53	\$25,258.10	\$30,203.64
19	19	\$2,551.73	\$2,126.45	\$2,542.89	\$14.73	\$14.68	\$25,517.30	\$30,514.68
19	20	\$2,577.94	\$2,148.29	\$2,569.10	\$14.88	\$14.83	\$25,779.40	\$30,829.20
19	21	\$2,604.48	\$2,170.40	\$2,595.65	\$15.03	\$14.98	\$26,044.80	\$31,147.80
19	22	\$2,631.34	\$2,192.79	\$2,622.50	\$15.19	\$15.13	\$26,313.40	\$31,470.00
19	23	\$2,658.53	\$2,215.45	\$2,649.69	\$15.34	\$15.29	\$26,585.30	\$31,796.28
19	24	\$2,686.06	\$2,238.39	\$2,677.22	\$15.50	\$15.45	\$26,860.60	\$32,126.64
19	25	\$2,713.92	\$2,261.60	\$2,705.08	\$15.66	\$15.61	\$27,139.20	\$32,460.96
19	26	\$2,742.12	\$2,285.10	\$2,733.29	\$15.82	\$15.77	\$27,421.20	\$32,799.48
19	27	\$2,770.63	\$2,308.86	\$2,761.80	\$15.99	\$15.94	\$27,706.30	\$33,141.60
19	28	\$2,799.51	\$2,332.93	\$2,790.68	\$16.16	\$16.11	\$27,995.10	\$33,488.16
19	29	\$2,828.76	\$2,357.30	\$2,819.92	\$16.32	\$16.27	\$28,287.60	\$33,839.04
19	30	\$2,858.35	\$2,381.96	\$2,849.51	\$16.50	\$16.44	\$28,583.50	\$34,194.12
19	31	\$2,888.31	\$2,406.93	\$2,879.47	\$16.67	\$16.62	\$28,883.10	\$34,553.64
19	32+	\$2,918.63	\$2,432.20	\$2,909.80	\$16.84	\$16.79	\$29,186.30	\$34,917.60
<b>Employee Groups paid from Salary Grade 19:</b>								
Bindery Clerk					Receptionist - Central Office			
CNS Manager (0-400 Participation)					Receptionist - High School			
Courier					Receptionist - Middle School			
Driver I					School Secretary - High School			
Mail Clerk								

# Merit Based Bonus for non-Educators

Wake County Public School System		
2016-2017 Salary Schedule		
Bus Drivers and Bus Operations Team Leaders		
	<u>Step</u>	<u>Bus Driver</u>
		<u>Bus Operations Team Leader</u>
	0	\$12.55
	1	\$12.93
	2	\$12.93
	3	\$12.93
	4	\$12.93
	5	\$12.93
	6	\$12.93
	7	\$13.20
	8	\$13.48
	9	\$13.75
	10	\$14.05
	11	\$14.36
	12	\$14.82
	13	\$15.31
	14	\$15.45
	15	\$15.61
	16	\$16.11
	17	\$16.45
	18	\$16.95
	19	\$17.25
	20	\$17.53
	21	\$17.81
	22	\$18.09
	23	\$18.34
	24	\$18.58
	25	\$18.79
	26	\$18.99
	27	\$19.22
	28	\$19.43
	29	\$19.66
	30	\$19.86
	31	\$20.10
	32	\$20.29
		Bus Driver amounts are hourly rates.
		Bus Operation Team Leader are monthly rates.

# Merit Based Bonus for non-Educators

WAKE COUNTY PUBLIC SCHOOL SYSTEM								
2016-2017 Salary Schedule								
NONCERTIFIED GRADE 21								
Monthly Salaries				Hourly Rates				
Annual Salaries								
GR	Step	10 or 11 mo. Traditional Calendar	10 Month Year-Roundup or Modified	12 Month	10 or 11 Month	12 Month	10 Month	12 Month
21	0	\$2,417.92	\$2,014.94	\$2,409.34	\$13.95	\$13.91	\$24,179.20	\$28,912.08
21	01	\$2,490.46	\$2,075.39	\$2,481.63	\$14.37	\$14.32	\$24,904.60	\$29,779.56
21	02	\$2,490.46	\$2,075.39	\$2,481.63	\$14.37	\$14.32	\$24,904.60	\$29,779.56
21	03	\$2,490.46	\$2,075.39	\$2,481.63	\$14.37	\$14.32	\$24,904.60	\$29,779.56
21	04	\$2,490.46	\$2,075.39	\$2,481.63	\$14.37	\$14.32	\$24,904.60	\$29,779.56
21	05	\$2,490.46	\$2,075.39	\$2,481.63	\$14.37	\$14.32	\$24,904.60	\$29,779.56
21	06	\$2,490.46	\$2,075.39	\$2,481.63	\$14.37	\$14.32	\$24,904.60	\$29,779.56
21	07	\$2,519.71	\$2,099.76	\$2,510.88	\$14.54	\$14.49	\$25,197.10	\$30,130.56
21	08	\$2,549.31	\$2,124.43	\$2,540.47	\$14.71	\$14.66	\$25,493.10	\$30,485.64
21	09	\$2,579.27	\$2,149.40	\$2,570.43	\$14.89	\$14.83	\$25,792.70	\$30,845.16
21	10	\$2,608.17	\$2,173.48	\$2,599.33	\$15.05	\$15.00	\$26,081.70	\$31,191.96
21	11	\$2,637.40	\$2,197.84	\$2,628.58	\$15.22	\$15.17	\$26,374.00	\$31,542.96
21	12	\$2,667.01	\$2,222.51	\$2,658.18	\$15.39	\$15.34	\$26,670.10	\$31,898.16
21	13	\$2,695.72	\$2,246.44	\$2,686.88	\$15.56	\$15.51	\$26,957.20	\$32,242.56
21	14	\$2,723.23	\$2,269.36	\$2,714.39	\$15.72	\$15.66	\$27,232.30	\$32,572.68
21	15	\$2,751.08	\$2,292.57	\$2,742.25	\$15.88	\$15.83	\$27,510.80	\$32,907.00
21	16	\$2,779.26	\$2,316.05	\$2,770.43	\$16.04	\$15.99	\$27,792.60	\$33,245.16
21	17	\$2,807.76	\$2,339.80	\$2,798.93	\$16.20	\$16.15	\$28,077.60	\$33,587.16
21	18	\$2,836.62	\$2,363.85	\$2,827.79	\$16.37	\$16.32	\$28,366.20	\$33,933.48
21	19	\$2,865.82	\$2,388.19	\$2,856.98	\$16.54	\$16.49	\$28,658.20	\$34,283.76
21	20	\$2,895.38	\$2,412.82	\$2,886.54	\$16.71	\$16.66	\$28,953.80	\$34,638.48
21	21	\$2,925.25	\$2,437.71	\$2,916.41	\$16.88	\$16.83	\$29,252.50	\$34,996.92
21	22	\$2,955.53	\$2,462.95	\$2,946.69	\$17.06	\$17.01	\$29,555.30	\$35,360.28
21	23	\$2,986.15	\$2,488.46	\$2,977.31	\$17.23	\$17.18	\$29,861.50	\$35,727.72
21	24	\$3,017.11	\$2,514.26	\$3,008.27	\$17.41	\$17.36	\$30,171.10	\$36,099.24
21	25	\$3,048.49	\$2,540.41	\$3,039.65	\$17.59	\$17.54	\$30,484.90	\$36,475.80
21	26	\$3,080.21	\$2,566.85	\$3,071.37	\$17.78	\$17.72	\$30,802.10	\$36,856.44
21	27	\$3,112.30	\$2,593.59	\$3,103.47	\$17.96	\$17.91	\$31,123.00	\$37,241.64
21	28	\$3,144.81	\$2,620.68	\$3,135.97	\$18.15	\$18.10	\$31,448.10	\$37,631.64
21	29	\$3,177.70	\$2,648.09	\$3,168.86	\$18.34	\$18.29	\$31,777.00	\$38,026.32
21	30	\$3,210.97	\$2,675.81	\$3,202.13	\$18.53	\$18.48	\$32,109.70	\$38,425.56
21	31	\$3,244.66	\$2,703.89	\$3,235.82	\$18.72	\$18.67	\$32,446.60	\$38,829.84
21	32+	\$3,278.72	\$2,732.27	\$3,269.88	\$18.92	\$18.87	\$32,787.20	\$39,238.56

**Employee Groups paid from Salary Grade 21:**

- |   |   |
|---|---|
| Central Records Technician              | Media Materials Specialist                        |
| CNS Manager (801-1000 Participation)    | Secretary (Admin/Sr Admin)                        |
| CNS Receiving Specialist                | Technology Assistant                              |
| Craftsman - Environmental and GRoundups | Webster Center Multipurpose Technician Mechanic I |

# Merit Based Bonus for non-Educators

WAKE COUNTY PUBLIC SCHOOL SYSTEM								
2016-2017 Salary Schedule								
NONCERTIFIED GRADE 22								
Monthly Salaries				Hourly Rates				
Annual Salaries								
GR	Step	10 or 11 mo. Traditional Calendar	10 Month Year-Roundup or Modified	12 Month	10 or 11 Month	12 Month	10 Month	12 Month
22	0	\$2,557.04	\$2,130.87	\$2,548.46	\$14.76	\$14.71	\$25,570.40	\$30,581.52
22	01	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04
22	02	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04
22	03	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04
22	04	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04
22	05	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04
22	06	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04
22	07	\$2,664.73	\$2,220.61	\$2,655.89	\$15.38	\$15.33	\$26,647.30	\$31,870.68
22	08	\$2,696.06	\$2,246.72	\$2,687.22	\$15.56	\$15.51	\$26,960.60	\$32,246.64
22	09	\$2,727.78	\$2,273.15	\$2,718.95	\$15.74	\$15.69	\$27,277.80	\$32,627.40
22	10	\$2,758.46	\$2,298.72	\$2,749.62	\$15.92	\$15.87	\$27,584.60	\$32,995.44
22	11	\$2,789.51	\$2,324.60	\$2,780.68	\$16.10	\$16.05	\$27,895.10	\$33,368.16
22	12	\$2,820.92	\$2,350.77	\$2,812.08	\$16.28	\$16.23	\$28,209.20	\$33,744.96
22	13	\$2,851.48	\$2,376.24	\$2,842.64	\$16.46	\$16.40	\$28,514.80	\$34,111.68
22	14	\$2,880.85	\$2,400.71	\$2,872.02	\$16.63	\$16.57	\$28,808.50	\$34,464.24
22	15	\$2,910.58	\$2,425.49	\$2,901.74	\$16.80	\$16.75	\$29,105.80	\$34,820.88
22	16	\$2,940.64	\$2,450.54	\$2,931.81	\$16.97	\$16.92	\$29,406.40	\$35,181.72
22	17	\$2,971.08	\$2,475.90	\$2,962.24	\$17.15	\$17.09	\$29,710.80	\$35,546.88
22	18	\$3,001.90	\$2,501.59	\$2,993.06	\$17.32	\$17.27	\$30,019.00	\$35,916.72
22	19	\$3,033.08	\$2,527.57	\$3,024.24	\$17.50	\$17.45	\$30,330.80	\$36,290.88
22	20	\$3,064.62	\$2,553.85	\$3,055.78	\$17.69	\$17.63	\$30,646.20	\$36,669.36
22	21	\$3,096.55	\$2,580.46	\$3,087.71	\$17.87	\$17.82	\$30,965.50	\$37,052.52
22	22	\$3,128.85	\$2,607.38	\$3,120.01	\$18.06	\$18.01	\$31,288.50	\$37,440.12
22	23	\$3,161.55	\$2,634.63	\$3,152.71	\$18.24	\$18.19	\$31,615.50	\$37,832.52
22	24	\$3,194.62	\$2,662.19	\$3,185.78	\$18.44	\$18.38	\$31,946.20	\$38,229.36
22	25	\$3,228.10	\$2,690.09	\$3,219.26	\$18.63	\$18.58	\$32,281.00	\$38,631.12
22	26	\$3,261.98	\$2,718.32	\$3,253.15	\$18.82	\$18.77	\$32,619.80	\$39,037.80
22	27	\$3,296.26	\$2,746.89	\$3,287.43	\$19.02	\$18.97	\$32,962.60	\$39,449.16
22	28	\$3,330.96	\$2,775.80	\$3,322.13	\$19.22	\$19.17	\$33,309.60	\$39,865.56
22	29	\$3,366.07	\$2,805.06	\$3,357.23	\$19.42	\$19.37	\$33,660.70	\$40,286.76
22	30	\$3,401.58	\$2,834.65	\$3,392.74	\$19.63	\$19.58	\$34,015.80	\$40,712.88
22	31	\$3,437.55	\$2,864.63	\$3,428.71	\$19.84	\$19.79	\$34,375.50	\$41,144.52
22	32+	\$3,473.94	\$2,894.95	\$3,465.10	\$20.05	\$20.00	\$34,739.40	\$41,581.20
<b>Employee Groups paid from Salary Grade 22:</b>								
Applications Technician				Growth and Planning Technician				
Bookkeeper				Secretary (Director)				
Budget Technician				Student Info. Data Manager - Elementary				
CNS Eligibility Specialist				Student Info. Data Manager - Secondary (+2 steps) CNS Manager (1001-1400 Participation)				
Data Processor/Student Assignment				Warehouse General II Facilities Maintenance Technician				
File Room Technician								

# Merit Based Bonus for non-Educators

	Grade 16	Grade 17	Grade 18	Grade 19	Grade 20	Bus Drivers	Grade 21	Grade 22	
Step 0									
Step 1									<b>Under \$15 per hour</b>
Step 2									
Step 3									
Step 4									<b>≈ 4,300 employees</b>
Step 5									<b>≈ 1,500 employees</b>
Step 6									
Step 7									
Step 8									
Step 9									
Step 10									
Step 11									
Step 12									
Step 13									
Step 14									
Step 15									
Step 16									
Step 17									
Step 18									
Step 19									
Step 20									
Step 21									
Step 22									
Step 23									
Step 24									
Step 25									
Step 26									
Step 27									
Step 28									
Step 29									
Step 30									
Step 31									
Step 32 +									

# Merit Based Bonus for non-Educators

## WAKE COUNTY PUBLIC SCHOOL SYSTEM 2016-2017 Salary Schedule NONCERTIFIED GRADE 22

### Monthly Salaries      Hourly Rates

Annual Salaries		10 or 11 mo. Traditional Calendar		10 Month Year-Roundup or Modified	12 Month	10 or 11 Month	12 Month	10 Month	12 Month
GR	Step								
22	0	\$2,557.04	\$2,130.87	\$2,548.46	\$14.76	\$14.71	\$25,570.40	\$30,581.52	
22	01	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04	
22	02	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04	
22	03	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04	
22	04	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04	
22	05	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04	
22	06	\$2,633.76	\$2,194.80	\$2,624.92	\$15.20	\$15.15	\$26,337.60	\$31,499.04	
22	07	\$2,664.73	\$2,220.61	\$2,655.89	\$15.38	\$15.33	\$26,647.30	\$31,870.68	
22	08	\$2,696.06	\$2,246.72	\$2,687.22	\$15.56	\$15.51	\$26,960.60	\$32,246.64	
22	09	\$2,727.78	\$2,273.15	\$2,718.95	\$15.74	\$15.69	\$27,277.80	\$32,627.40	
22	10	\$2,758.46	\$2,298.72	\$2,749.62	\$15.92	\$15.87	\$27,594.60	\$32,995.44	
22	11	\$2,789.51	\$2,324.60	\$2,780.68	\$16.10	\$16.05	\$27,911.40	\$33,368.16	
22	12	\$2,820.92	\$2,350.77	\$2,812.08	\$16.28	\$16.23	\$28,228.20	\$33,744.96	
22	13	\$2,851.48	\$2,376.24	\$2,842.64	\$16.46	\$16.40	\$28,544.80	\$34,111.68	
22	14	\$2,880.85	\$2,400.71	\$2,872.02	\$16.63	\$16.57	\$28,860.50	\$34,464.24	
22	15	\$2,910.58	\$2,425.49	\$2,901.74	\$16.80	\$16.75	\$29,176.20	\$34,820.88	
22	16	\$2,940.64	\$2,450.54	\$2,931.81	\$16.97	\$16.92	\$29,491.90	\$35,181.72	
22	17	\$2,971.08	\$2,475.90	\$2,962.24	\$17.15	\$17.09	\$29,807.60	\$35,546.88	
22	18	\$3,001.90	\$2,501.59	\$2,993.06	\$17.32	\$17.27	\$30,119.00	\$35,916.72	
22	19	\$3,033.08	\$2,527.57	\$3,024.24	\$17.50	\$17.45	\$30,330.80	\$36,290.88	
22	20	\$3,064.62	\$2,553.85	\$3,055.78	\$17.69	\$17.63	\$30,646.20	\$36,669.36	
22	21	\$3,096.55	\$2,580.46	\$3,087.71	\$17.87	\$17.82	\$30,965.50	\$37,052.52	
22	22	\$3,128.85	\$2,607.38	\$3,120.01	\$18.06	\$18.01	\$31,288.50	\$37,440.12	
22	23	\$3,161.55	\$2,634.63	\$3,152.71	\$18.24	\$18.19	\$31,615.50	\$37,832.52	
22	24	\$3,194.62	\$2,662.19	\$3,185.78	\$18.44	\$18.38	\$31,946.20	\$38,229.36	
22	25	\$3,228.10	\$2,690.09	\$3,219.26	\$18.63	\$18.58	\$32,281.00	\$38,631.12	
22	26	\$3,261.98	\$2,718.32	\$3,253.15	\$18.82	\$18.77	\$32,619.80	\$39,037.80	
22	27	\$3,296.26	\$2,746.89	\$3,287.43	\$19.02	\$18.97	\$32,962.60	\$39,449.16	
22	28	\$3,330.96	\$2,775.80	\$3,322.13	\$19.22	\$19.17	\$33,309.60	\$39,865.56	
22	29	\$3,366.07	\$2,805.06	\$3,357.23	\$19.42	\$19.37	\$33,660.70	\$40,286.76	
22	30	\$3,401.58	\$2,834.65	\$3,392.74	\$19.63	\$19.58	\$34,015.80	\$40,712.88	
22	31	\$3,437.55	\$2,864.63	\$3,428.71	\$19.84	\$19.79	\$34,375.50	\$41,144.52	
22	32+	\$3,473.94	\$2,894.95	\$3,465.10	\$20.05	\$20.00	\$34,739.40	\$41,581.20	

### Employee Groups paid from Salary Grade 22:

- Applications Technician
- Bookkeeper
- Budget Technician
- CNS Eligibility Specialist
- Data Processor/Student Assignment
- File Room Technician
- Growth and Planning Technician
- Secretary (Director)
- Student Info. Data Manager - Elementary
- Student Info. Data Manager - Secondary (+2 steps) CNS Manager (1001-1400 Participation)
- Warehouse General II Facilities Maintenance Technician

## WAKE COUNTY PUBLIC SCHOOL SYSTEM 2016-2017 Salary Schedule NONCERTIFIED GRADE 23

### Monthly Salaries      Hourly Rates

Annual Salaries		10 or 11 mo. Traditional Calendar		10 Month Year-Roundup or Modified	12 Month	10 or 11 Month	12 Month	10 Month	12 Month
GR	Step								
23	0	\$2,705.49	\$2,254.58	\$2,696.91	\$15.61	\$15.56	\$27,054.90	\$32,362.92	
23	01	\$2,786.66	\$2,322.22	\$2,777.82	\$16.08	\$16.03	\$27,866.60	\$33,333.84	
23	02	\$2,786.66	\$2,322.22	\$2,777.82	\$16.08	\$16.03	\$27,866.60	\$33,333.84	
23	03	\$2,786.66	\$2,322.22	\$2,777.82	\$16.08	\$16.03	\$27,866.60	\$33,333.84	
23	04	\$2,786.66	\$2,322.22	\$2,777.82	\$16.08	\$16.03	\$27,866.60	\$33,333.84	
23	05	\$2,786.66	\$2,322.22	\$2,777.82	\$16.08	\$16.03	\$27,866.60	\$33,333.84	
23	06	\$2,786.66	\$2,322.22	\$2,777.82	\$16.08	\$16.03	\$27,866.60	\$33,333.84	
23	07	\$2,819.45	\$2,349.55	\$2,810.62	\$16.27	\$16.22	\$28,194.50	\$33,727.44	
23	08	\$2,852.65	\$2,377.21	\$2,843.81	\$16.46	\$16.41	\$28,526.50	\$34,125.72	
23	09	\$2,886.25	\$2,405.21	\$2,877.41	\$16.66	\$16.61	\$28,862.50	\$34,528.92	
23	10	\$2,919.83	\$2,433.36	\$2,909.99	\$16.84	\$16.79	\$29,198.30	\$34,939.88	
23	11	\$2,951.81	\$2,459.85	\$2,942.97	\$17.03	\$16.98	\$29,518.10	\$35,315.64	
23	12	\$2,985.16	\$2,487.64	\$2,976.32	\$17.23	\$17.18	\$29,851.60	\$35,715.84	
23	13	\$3,017.72	\$2,514.77	\$3,008.88	\$17.41	\$17.36	\$30,177.20	\$36,106.56	
23	14	\$3,049.07	\$2,540.90	\$3,040.24	\$17.60	\$17.54	\$30,490.70	\$36,482.88	
23	15	\$3,080.80	\$2,567.34	\$3,071.56	\$17.79	\$17.73	\$30,808.00	\$36,863.52	
23	16	\$3,112.92	\$2,594.10	\$3,104.09	\$17.96	\$17.91	\$31,129.20	\$37,249.08	
23	17	\$3,145.42	\$2,621.19	\$3,136.58	\$18.15	\$18.10	\$31,454.20	\$37,638.96	
23	18	\$3,178.32	\$2,648.60	\$3,169.48	\$18.34	\$18.29	\$31,783.20	\$38,033.76	
23	19	\$3,211.60	\$2,676.34	\$3,202.76	\$18.53	\$18.48	\$32,116.00	\$38,433.12	
23	20	\$3,245.28	\$2,704.40	\$3,238.44	\$18.73	\$18.68	\$32,452.80	\$38,837.28	
23	21	\$3,279.37	\$2,732.81	\$3,270.53	\$18.92	\$18.87	\$32,793.70	\$39,246.36	
23	22	\$3,313.88	\$2,761.57	\$3,305.04	\$19.12	\$19.07	\$33,138.80	\$39,660.48	
23	23	\$3,348.77	\$2,790.65	\$3,339.93	\$19.32	\$19.27	\$33,487.70	\$40,079.16	
23	24	\$3,384.10	\$2,820.09	\$3,375.26	\$19.53	\$19.48	\$33,841.00	\$40,503.12	
23	25	\$3,419.85	\$2,849.88	\$3,411.01	\$19.73	\$19.68	\$34,198.50	\$40,932.12	
23	26	\$3,456.03	\$2,880.03	\$3,447.19	\$19.94	\$19.89	\$34,560.30	\$41,366.28	
23	27	\$3,492.62	\$2,910.52	\$3,483.78	\$20.15	\$20.10	\$34,926.20	\$41,805.36	
23	28	\$3,529.67	\$2,941.40	\$3,520.83	\$20.37	\$20.32	\$35,296.70	\$42,249.96	
23	29	\$3,567.16	\$2,972.64	\$3,558.33	\$20.58	\$20.53	\$35,671.60	\$42,699.96	
23	30	\$3,605.11	\$3,004.26	\$3,596.27	\$20.80	\$20.75	\$36,051.10	\$43,155.24	
23	31	\$3,643.49	\$3,036.25	\$3,634.65	\$21.03	\$20.97	\$36,434.90	\$43,615.80	
23	32+	\$3,682.34	\$3,068.62	\$3,673.50	\$21.25	\$21.20	\$36,823.40	\$44,082.00	

### Employee Groups paid from Salary Grade 23:

- Accounts Payable Processing Technician
- Audiology Technician
- CNS Manager (1401-1800 Participation)
- Craftsman - Automotive Repair
- Craftsman - Locksmith
- Craftsman - Plumbing
- Custodial Supervisor
- Interpreter/Transliterator (state certif I)
- Language Services Technician
- Accounts Payable Processing Technician/Secretary
- Traditional/Yr-Roundup Single Track Benefits Representative
- Yr-Roundup Multi-Track (+2 steps) Community Schools Technician
- Office Manager
- Payroll Technician
- Print Specialist
- Processing Technician
- Secretary (Sr. Director) TMS Technician

# Merit Based Bonus for non-Educators

## Why limit to under \$15 per Hour?

- Recommendation targets lowest paid support staff
- Finite funding → goal to provide meaningful bonus
- Salary Grade Schedules 16 through 22 include staff on both sides of limit

# Merit Based Bonus for non-Educators

## Questions



# Recommendation for State Funded Merit-Based Bonus

*December 6, 2016 – BOE Meeting*

---

# Merit Based Bonus for non-Educators

## Funding Recommendation

- \$1,736,050 allotted from the State for this one-time merit based bonus
- Funding must cover bonus and associated FICA taxes (7.65%)
- State funding covers an estimated \$468 bonus for State funded staff
- Funding reserved to increase bonus to \$500 for State funded staff\*
- Funding reserved to pay \$500 bonus to Non-State funded staff\*\*

---

\*Local funding of \$121 k reserved to bring bonus to \$500 for state funded staff

\*\*Local funding of \$279 k and enterprise funding of \$365 k reserved

# Merit Based Bonus for non-Educators

## House Bill 1030

### STATE-FUNDED PERSONNEL/MERIT-BASED BONUSES AUTHORIZED

SECTION 36.1 A. (a) Funds for Merit-Based Bonuses. – Of the funds appropriated in this act from the General Fund and Highway Fund to the Compensation Bonus Reserves, nonrecurring funds for the 2016-2017 fiscal year are authorized generally to provide employing agencies with funds to award one-time merit-based bonuses to State-funded personnel in accordance with eligibility policies adopted by the employing agencies. The eligibility policy shall not provide an across-the-board bonus for this purpose. Notwithstanding G.S. 135-1(7a) and G.S. 135-53(5), merit-based bonuses awarded under this Part are not compensation under Chapter 135 of the General Statutes.

SECTION 36.1A. (b) Employing Agency. – For the purposes of this Part, "employing agency" includes the following entities employing State-funded personnel:

- (1) The State Human Resources Commission, for executive branch departments with respect to both EHRA and SHRA employees, except University of North Carolina EHRA employees.
- (2) The Administrative Office of the Courts and the Commission on Indigent Defense Services, for the judicial branch.
- (3) The Legislative Services Commission, for the legislative branch.
- (4) The Board of Governors of The University of North Carolina, except as to its SHRA employees.
- (5) The State Board of Community Colleges, for the North Carolina Community College System.
- (6) Each local board of education, for school-based administrators, central office, and noncertified personnel.

Educators are not eligible.

SECTION 36.1A. (c) Reporting. – Each local board of education shall provide to the Department of Public Instruction (DPI) the details of how these funds are distributed by district and school. All other employing agencies, and DPI, shall report to the chairs of the Senate Appropriations/Base Budget Committee and the House of Representatives Committee on Appropriations and the Fiscal Research Division on the use of these funds by no later than February 1, 2017.