

**2019-2020 2020-2021 Grandfathered Teacher Salary Schedule  
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Level	Hourly	Daily	Annual
C	32.78758	245.90685	48,198
D	33.17963	248.84723	48,774
E	34.37885	257.84138	50,537
F	34.77883	260.84123	51,125
G	35.01523	262.61423	51,472
H	35.37629	265.32218	52,003
I	35.57447	266.80853	52,294
J	36.28867	272.16503	53,344
K	36.92504	276.93780	54,280
L	37.42231	280.66733	55,011
M	38.70944	290.32080	56,903
N	39.21754	294.13155	57,650
O	40.25388	301.90410	59,173
P	41.33130	309.98475	60,757
Q	43.33769	325.03268	63,706
R	46.94833	352.11248	69,014
S	52.48719	393.65393	77,156
T&U	53.31619	399.87143	78,375

NCTQ is making the assumption that this salary document was in use for both the 2019-2020 and 2020-2021 school years based on the dates used throughout the document. It appears that NCTQ missed the posting of the stand alone 2019-2020 salary document (without the redlined edits for 2020-2021), but it seems clear from this salary document that salary amounts remained the same in both school years on the grandfathered schedule and on the pay-for-performance initial placement chart.

**SALARY SCHEDULE**

\* Daily Rate: This schedule is based on a 7 1/2 hour workday.

**2020-2021 HB 641 Teacher Salary Increase**

Effective 7/1/2020 hourly rates on the BTU Grandfathered Teacher Salary Schedule shall increase by 1.3%.

**2019-2020 Salary Program Schedule:**

Salaries for levels B-R Grandfathered Teacher Salary Schedule shall increase by 2.37% effective July 1, 2019. Employees on level S on the BTU-Grandfathered Teacher Salary Schedule shall receive a \$950 increase to their annual salary and employees on levels T & U shall receive a \$713 increase to their annual salary, effective July 1, 2019. Employees who are employed as of the date of ratification of this Agreement will receive the increase

**Pay for Performance Teachers:**

BTU-Pay for Performance Teachers rated as "Highly Effective" during the 2018-2019 School Year, shall receive a base salary increase of 2.38% effective July 1, 2019. BTU-Pay for Performance Teachers rated as "Effective" will receive a base salary increase of 1.78% effective July 1, 2019.

**-2019-2020 2020-2021 Pay for Performance Initial Placement Chart Teacher Salary Schedule**  
**Teachers hired after June 30, 2020**  
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Years of Experience	Hourly	Salary (Start Date Effective After June 30, 2020)	Initial Placement Increases	Salary (Start Date Effective After June 30, 2020)
0--16	32.31293	47,500		
17	32.31293	47,500	535	48,035
18	32.31293	47,500	1,184	48,684
19	32.31293	47,500	1,841	49,341
20	32.31293	47,500	2,507	50,007

**SALARY SCHEDULE**

\* Daily Rate: This schedule is based on a 7 1/2 hour workday.

**2019-2020 Salary Program Schedule:**

**Pay for Performance Teachers:**

For the 2019-2020 school year, BTU-Pay for Performance Teachers rated as "Highly Effective" during the 2018-2019 School Year, shall receive a salary adjustment of 2.38% effective July 1, 2019. BTU-Pay for Performance Teachers rated as "Effective" will receive a salary adjustment increase of 1.78% effective July 1, 2019.

**\*Equity Adjustment:** The salary of any employee earning less than the amounts reflected on this schedule who has the equivalent years of experience will be adjusted so that said employee will earn no less than a new hire would pursuant to this schedule. Employees who are employed as of the date of ratification of this Agreement will receive the increase retroactive to January 1, 2019.

**2020-2021 Salary Program Schedule:**

**Pay for Performance Teachers:**

Effective July 1, 2020 in accordance with House Bill 641, new Teacher starting salary will be \$47,500.