

## **SALARY SUPPLEMENTS**

*Policy Code: 7631*

All permanent full-time, part-time, or interim employees of Buncombe County Schools whose term of employment is six months or longer are eligible for the local supplement. Substitute personnel are not eligible for the local supplement.

To attract and retain a high-quality workforce of teachers, administrators and support personnel, the Buncombe County Board of Education shall pay a supplement to the annualized base salary of all permanent employees to the extent that funding is available from the Buncombe County Board of Commissioners.

The supplement, referred to as the Universal Local Supplement (hereinafter “Supplement”), shall be paid as follows:

### **I. MANNER OF PAYMENT**

- A. For employees hired prior to July 1, 2009, unless requested otherwise, the supplement is paid in a lump sum on the last student day prior to the Thanksgiving holiday. The lump sum payment of the supplement is intended to be for an entire school year; therefore, employees who do not work for the entire year may not receive the supplement or may be entitled to a prorated share only.
- B. For employees hired on or after July 1, 2009, a prorated amount of the local supplement is paid on each regular payday.

### **II. AMOUNT OF SUPPLEMENT**

- A. Non-licensed/Classified Employees – A supplement rate of 10.77% shall be paid to non-licensed/classified employees as a percentage of annualized base salary.
- B. Licensed/Certified Employees and Administrators – Effective July 1, 2023, the rate of the supplement for employees who hold a position in which a teaching license is required or who serve as an administrator is as follows:

Years on License	Base Rate
0-4	10.5%
5-9	11.5%
10-14	12.5%
15-19	13.5%
20-24	14.5%
25-29	15.5%
30+	18.0%
Non-licensed employees: 10.77% of base salary	

**III. EXCEPTION TO PAYMENT**

- A. Retired employees – Retired employees who are receiving retirement benefits through the NC Teachers’ and State Employees’ Retirement System or other NC governmental retirement system ~~and~~ who return to employment in a temporary or part-time position shall not be eligible to receive the supplement.
- B. JROTC Instructors – JROTC Instructors hired on or after July 1, 2010, will receive the supplement as part of their normal pay and the amount of supplement shall count toward the minimum instructor pay stipulated by the contract with the applicable military branch.

**IV. ADDITIONAL SUPPLEMENTS**

Nothing herein shall be construed to limit the Superintendent, with the approval of the Board of Education, from approving additional supplements for employees in appropriate situations, such as, where extra responsibilities have been assigned or where extraordinary work has or will be performed or where inequality or unfairness will result.

- V. The Superintendent shall develop procedures in accordance with state law and this policy to carry out this policy in a fair and consistent manner.

**History of Policy 571**

Adopted: August 6, 1992

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(2<sup>nd</sup> reading waived by the Board and approved on 6/30/10)

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Revised: August 4, 2016

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