

Conference Decisions

(In Thousands)

Details of Latest Offer	Moore Berger Compromise Proposal		
	FY 2015-16	FY 2016-17	
1 Teacher Starting Pay Increase	\$41,980	\$41,980	
2 Teacher Step Increase	\$15,632	\$15,632	
3 All LEA Hold Harmless	\$5,706	\$5,706	
4 6th tier for Psychologists	\$429	\$429	
5 SBA Step Increase	\$3,509	\$3,509	
6 State Agency Step Increase, eff 1/16	\$3,598	\$7,196	
7 NCCCS Employees - FLEXIBLE	\$10,000	\$20,000	
8 Salary Adjustment Fund	\$12,500	\$25,000	
9 Forensic Scientist Mkt Increase	\$1,024	\$1,024	
10 Codifier of Rules Designation	\$20	\$20	
11 Parole Commission Increase	\$98	\$98	
12 Market-based adj. for Sworn Hwy Patrol	\$3,700	\$3,700	
13 Transportation Museum Director Salary*	\$0	\$0	
14 OSHR Comp. System (Min. of Mkt)	\$0	\$12,000	
15 Correctional Officer w/Food Safety	\$12,771	\$25,543	
16 1% All Employees eff. 1/16	\$0	\$0	
17 True Bonus**	\$202,283	\$0	
18 State Health Plan Reserve	\$35,282	\$35,282	
19 Reserve for Future Benefit Needs	\$0	\$71,000	
20 Retiree COLA***	\$0	\$0	
21 Leg. Retirement System	\$65	\$65	
Total	\$348,598	\$268,184	
	Recurring	\$146,315	\$268,184
	Non-recurring	\$202,283	\$0
* Transportation Museum Director position will either (1) be funded from Full Chair reserve or (2) include a provision stating that the salary	Agree to one or the other		
** True Bonus does not include retirement contributions	\$750 bonus		
*** Retiree COLA - agree to no additional appropriation for retirement systems; whether a COLA is granted or the Rate of Return Assumption decreased will be determined later.	Agree to negotiate policy decision later		