



SENATE BILL 599: State Teacher/Employee Pay & Local LEO Bonus.

2025-2026 General Assembly

Committee:	House Rules, Calendar, and Operations of the House	Date:	October 22, 2025
Introduced by:	Sens. Galey, Sawrey, Burgin	Prepared by:	Jeff Cherry
Analysis of:	PCS to Third Edition S599-CSLRa-1		Staff Attorney

OVERVIEW: *The Proposed Committee Substitute (PCS) of Senate Bill 599 (1) awards legislatively mandated annual salary increases to State employees, teachers and other public school employees, and (2) awards legislatively mandated annual salary increases to State law enforcement and correctional officers and State Bureau of Investigation administrative employees and grants bonuses to State and local law enforcement officers; These salary increases are contingent upon the General Assembly passing a Current Operations Appropriations Act for the 2025-2026 fiscal year.*

BILL ANALYSIS:

- **Part I**
 - **Section 1.1** appropriates \$881 million from the General Fund and \$25 million from the Highway Fund for salary increases, and \$40 million to a Reserve for Local Law Enforcement Officer Bonuses for the local law enforcement bonuses.
- **Part II** addresses teacher and other public school employee compensation, as follows:
 - **Section 2.1** authorizes raises for teachers in the 2025-2026 fiscal year of an average of six and four-tenths percent (6.4%).
 - **Section 2.2** reinstates education-based salary supplements for teachers and instructional support personnel.
 - **Section 2.3** authorizes bonuses for teachers in the 2025-2026 fiscal year.
 - **Section 2.4** authorizes funds for salary supplements for teachers in the 2025-2026 fiscal year.
 - **Section 2.5** authorizes raises for principals in the 2025-2026 fiscal year of two and one-half percent (2.5%).
 - **Section 2.6** authorizes bonuses for principals in the 2025-2026 fiscal year.
 - **Section 2.7** authorizes raises for assistant principals in the 2025-2026 fiscal year based on the raises provided to teachers, plus nineteen percent (19%).
 - **Section 2.8** authorizes raises of two and one-half percent (2.5%) and sets new salary maximums for central office personnel in the 2025-2026 fiscal year.
 - **Section 2.9** authorizes raises of two and one-half percent (2.5%) for noncertified personnel.
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Daniel Ettefagh
Director



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- **Part III** provides salary increases for State employees and law enforcement officers and bonuses for local law enforcement officers, as follows:
 - **Section 3.3** provides for a legislatively mandated salary increase of two and one-half percent (2.5%) for State employees and thirteen percent (13%) for State law enforcement officers.
 - **Sections 3.4 – 3.14** provide for a legislatively mandated salary increase of two and one-half percent (2.5%) for the Governor, Council of State, executive branch officials, the judicial branch, clerks of court, magistrates, legislative employees and clerks, community college employees, and the UNC system.
 - **Sections 3.15 and 3.16** provide for a legislatively mandated salary increase of thirteen percent (13%) for Correctional Officers and certain Juvenile Justice employees, and State law enforcement officers (including the Highway Patrol, the State Bureau of Investigation (SBI), and Alcohol Beverage Control officers).
 - **Section 3.18** provides for a legislatively mandated salary increase of six and one-half percent (6.5%) for probation and parole officers and juvenile court counselors.
 - **Section 3.19** provides that employees of schools operated by State agencies other than the Department of Public Instruction shall receive the salary increases provided for in the PCS.
 - **Sections 3.20 and 3.21** provide additional details regarding the scope of salary increases provided in the PCS.
 - **Section 3.22** provides directives requiring that appropriations specified for employee salaries and benefits be used only for employee compensation.
 - **Section 3.23** provides for a \$1,750 bonus for sworn local law enforcement officers in each year of the 2025-2027 fiscal biennium, to be paid in November of each year and administered by the SBI.

EFFECTIVE DATE: The portions of the PCS providing for salary increases and bonuses becomes effective July 1, 2025, but only upon enactment of a Current Operations Appropriations Act for the 2025-2026 fiscal year.