



# Legislative Rate Increases for Private Sites FREQUENTLY ASKED QUESTIONS (FAQS) FOR NC PRE-K CONTRACTORS, PROVIDERS and STAFF



TOPIC	QUESTION	ANSWER
Legislative Rate Increases	We have already given pay increases. Can this be used as a reimbursement to us?	No. These funds must be used to provide salary increases to NC Pre-K teachers as is intended by the General Assembly.
	I have already given a raise. Do I have to give any more?	Yes. These funds must be used to provide salary increases to NC Pre-K teachers as is intended by the General Assembly.
	Is this to be given <i>in addition to</i> the increases given with the stabilization grant?	Yes. These funds are separate from those provided by the Stabilization Grants and must be used to provide salary increased to NC Pre-K teachers as is intended by the General Assembly.
	Is the money supposed to be divided between teacher and assistant?	Yes. These funds should be divided between the NC Pre-K lead teacher and teacher assistant(s) that are approved in the NC Pre-K Plan.
	Can I re-allocate the stabilization grants and give them only to non-NC Pre-K teachers?	No. The Stabilization Grants are for all employees and should be provided as such. The Legislative Rate Increase funds are separate from those provided by the Stabilization Grants and must be used to provide salary increases to NC Pre-K teachers as is intended by the General Assembly.
	Is DCDEE requiring contractors to amend subcontracts for the purpose of ensuring that the specified funds within the rate increase are used for salary increases?	Yes. However, each contracting agency must develop a process for monitoring programs to ensure funds are used as intended.

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Legislative Rate Increases	Is it a requirement that teacher salaries be raised by a certain %?	Teacher salaries should be increased by the amount of funds provided rather than by a certain percentage of their current salary.
	Are we monitoring the additional dollar amount per teacher?	Teacher salaries should be increased by the amount of funds provided. NC Pre-K sites should maintain financial records following their regular practices and should ensure that this increase is reflected within them for monitoring purposes.
	Is the money shared between teacher and teacher assistant or teacher only? Are any other employees eligible for a portion of the funds?	These funds should be divided between the NC Pre-K lead teacher and teacher assistant(s) that are approved in the NC Pre-K Plan. No other staff are eligible to receive these funds.
	Is this considered a bonus since, for now, it is only for two years, or are sites expected to continue this rate of pay in the future even if funding discontinues?	The funding provided for private site rate increases for the 21-22 and 22-23 program years is recurring and will be provided in future years. Therefore, the increases to teacher salaries are expected to be maintained.
	Is there any differentiation between years of experience (such as with public school teachers?)	No. NC Pre-K teachers should receive the full salary increase regardless of years of experience.
	If a site already pays equivalent to the public-school teacher pay scale, are they still eligible to receive the funds? Must they still pay them to the teacher if that would put the teacher over maximum salary anywhere else?	Yes. NC Pre-K teachers should receive the full salary increase regardless of their current salary.
	What documentation of teacher pay are we required to collect?	NC Pre-K sites should maintain financial records following their regular practices and should ensure that this increase is reflected within them for monitoring purposes.

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Legislative Rate Increases	Can our local committee decide on a parity plan for dispersing these funds?	No. Teacher salaries should be increased by the amount of funds provided regardless of current salary, years of experience, etc.
	Is it the intent to increase the salary of the <u>LEAD teacher only</u> – or both teaching staff in each classroom?	These funds should be divided between the NC Pre-K lead teacher and teacher assistant(s) that are approved in the NC Pre-K Plan.
	Will sites receive the additional funds at the beginning of the 2022-2023 year so they can split it up as an increase over the 10 months? Or will they be expected to front the funds for the increase and get a reimbursement towards the end of the year?	Funding for the 2022-2023 private site rate increases will be provided in monthly payments that align with the normal monthly reimbursement schedule.
	In order to meet the needs of the classroom, a provider might employ one lead and 2 or 3 assistant teachers. <b>Are other teachers in the classroom, who are not listed in PLAN, eligible to receive the benefit of a pay increase with these new funds?</b>	These funds should be divided between the NC Pre-K lead teacher and teacher assistant(s) that are approved in the NC Pre-K Plan. All teacher assistants serving in the classroom should be entered into the NC Pre-K Plan. Please reach out to your NC Pre-K Program Policy Consultant for assistance with updating the NC Pre-K Plan.
	Since the legislation states that the 2% increase should be used to increase salaries, can programs provide bonuses for their teachers for this year? Or does it have to be a raise or salary increase?	For the 2021-2022 program year, sites may provide funding to teachers as a lump sum or bonus. However, for the 2022-2023 program year, the funding must be provided in the form of a salary increase.

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Who do I contact with further questions about...?	NC Pre-K Classroom Eligibility Criteria	Janessa Nieves, NC Pre-K Manager <a href="mailto:janessa.nieves@dhhs.nc.gov">janessa.nieves@dhhs.nc.gov</a>	
	Payment Distribution Process (as it relates to NC Pre-K Plan or NC Pre-K KIDS)		
	Other NC Pre-K related questions	<b>NC Pre-K Program Policy Consultants</b>	
		Jeanne Barnes ( <i>South East</i> ) <a href="mailto:jeanne.barnes@dhhs.nc.gov">jeanne.barnes@dhhs.nc.gov</a> (919) 814-6357	Jennifer Griffith ( <i>West</i> ) <a href="mailto:jennifer.griffith@dhhs.nc.gov">jennifer.griffith@dhhs.nc.gov</a> (919) 609-6921
		Sharon Stukes ( <i>Central</i> ) <a href="mailto:sharon.stukes@dhhs.nc.gov">sharon.stukes@dhhs.nc.gov</a> (704) 594-0151	Frances Minton ( <i>North East</i> ) <a href="mailto:frances.minton@dhhs.nc.gov">frances.minton@dhhs.nc.gov</a> (919) 604-7626
	Payment Distribution Process (as it relates to FSR submission)	Please refer to the <a href="#">NC Pre-K Program Unit Regional Map</a> as some counties have been recently shifted due to a change in staffing.	
Contract Amendments	Candice Bailey, Contracts Manager <a href="mailto:candice.bailey@dhhs.nc.gov">candice.bailey@dhhs.nc.gov</a>		