

DOCUMENT RESUME

ED 403 265

SP 037 125

TITLE Public School Personnel 1996-97 State Salary Schedule.

INSTITUTION North Carolina State Dept. of Public Instruction, Raleigh.

PUB DATE 96

NOTE 80p.

AVAILABLE FROM Publications, Room B75, Division of Communications and Information, Public Schools of North Carolina, 301 North Wilmington Street, Raleigh, NC 27601-2825 (\$6, plus 6% North Carolina sales tax, plus 20% shipping and handling).

PUB TYPE Legal/Legislative/Regulatory Materials (090) -- Guides - Non-Classroom Use (055)

EDRS PRICE MF01/PC04 Plus Postage.

DESCRIPTORS \*Administrators; Elementary Secondary Education; \*Public Schools; \*Salaries; \*School Personnel; State Regulation; \*Teachers

IDENTIFIERS \*North Carolina

ABSTRACT

This manual gives 1996-97 state salary levels as set by North Carolina for its public school employees. Definitions are given for each type of certified personnel, noncertified personnel, licensure class level, and for terms such as pay level, schedule, and school. Special provisions affecting salary are listed such as summer school and other teaching assignments, advanced degrees held, and salary\*adjustments for length of service. Specific salary amounts are listed for central office administrators, school-based administrators, teachers, and student support services, and for noncertified personnel. These tables show salary rates by length of service, schedule or pay level, and monthly salary with annual salary amounts. For noncertified personnel, salary ranges are provided. These noncertified personnel categories include child nutrition personnel, curriculum support staff, maintenance personnel, office support personnel, and transportation personnel. (JLS)

\*\*\*\*\*  
 \* Reproductions supplied by EDRS are the best that can be made \*  
 \* from the original document. \*  
 \*\*\*\*\*

# Public School Personnel

## 1996-97 State Salary Schedule

North Carolina

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)



- This document has been reproduced as received from the person or organization originating it.
- Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND  
DISSEMINATE THIS MATERIAL  
HAS BEEN GRANTED BY

E. Brumbaugh

TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC)

Public Schools of North Carolina  
State Board of Education  
Department of Public Instruction  
School Business/Salary Administration

Adopted by the North Carolina State Board of Education

**North Carolina Public School Personnel  
STATE SALARY SCHEDULE**

Additional copies may be obtained by contacting:

**Publications, Room B75  
Division of Communications and Information  
Public Schools of North Carolina  
301 North Wilmington Street  
Raleigh, North Carolina 27601-2825**

**(919) 715-1018  
Toll Free -- 1-800-663-1250**

(Price per copy is \$6.00 + 6% sales tax + 20% shipping and handling)

# Public School Personnel

1996-97  
State Salary Schedule

North Carolina



Public Schools of North Carolina  
State Board of Education  
Department of Public Instruction  
School Business/Salary Administration

Adopted by the North Carolina State Board of Education

# TABLE OF CONTENTS

## SECTION A

### GENERAL PROVISIONS

|             |   |    |
|-------------|---|----|
| <b>I.</b>   | <b>Definitions For Licensed And Certified Personnel</b> |    |
| A.          | Certified Personnel                                     | 1  |
| B.          | Licensure Class Levels                                  | 4  |
| C.          | Other Certified Personnel                               | 6  |
| D.          | Noncertified Personnel                                  | 9  |
| <b>II.</b>  | <b>Other Definitions</b>                                |    |
| A.          | Administrator   | 10 |
| B.          | Educator  | 10 |
| C.          | Classification  | 11 |
| D.          | Position  | 11 |
| E.          | Pay Level   | 12 |
| F.          | Schedule  | 12 |
| G.          | Regular Work  | 12 |
| H.          | School  | 12 |
| <b>III.</b> | <b>Source Of Funds</b>                                  |    |
| A.          | Noncertified Employees Paid From State Funds            | 13 |
| B.          | Employees Paid From Local or Federal Funds              | 13 |
| C.          | State/Local Responsibilities                            | 14 |

## SECTION B

### SPECIAL PROVISIONS

|             |  |    |
|-------------|--|----|
| <b>I.</b>   | <b>Other Teaching Assignments</b>  |    |
| A.          | Summer School  | 15 |
| B.          | Consultant   | 16 |
| C.          | ROTC Instructors   | 16 |
| D.          | Interim Teachers   | 17 |
| E.          | Noncertified Instructional Personnel   | 17 |
| F.          | Driver Training Teachers   | 18 |
| <b>II.</b>  | <b>Advanced Degrees</b>  |    |
| A.          | Effective Date for Salary Purposes When Degrees Earned<br>Above the Bachelor's Level | 18 |
| B.          | Monthly Supplement for Teachers With Earned Advanced Degrees                         | 18 |
| C.          | Monthly Advanced Degree Supplement for Administrators                                | 19 |
| D.          | Effective Date Examples  | 19 |
| <b>III.</b> | <b>Salary Adjustments</b>  |    |
| A.          | Additional Years of Service  | 20 |
| B.          | If Correction is due to LEA Failing to Submit Complete Information                   | 20 |
| <b>IV.</b>  | <b>Provisional Licenses</b>  |    |
| A.          | Failing to Meet Requirements for<br>Continuing Provisional License                   | 20 |
| <b>V.</b>   | <b>Noncertified Personnel</b>  |    |
| A.          | Computing Hourly Rate of Pay for Non-exempt Employees                                | 21 |
| B.          | Average Salary/State Allotment compliance  | 21 |
| C.          | Bus Drivers: Average Hourly Rate   | 21 |
| <b>VI.</b>  | <b>Overtime Pay Determinations</b>   |    |
| A.          | Overtime Policy  | 22 |
| B.          | Calculating Overtime Pay   | 24 |

**SECTION C CENTRAL OFFICE ADMINISTRATORS**

- I. Salary Determinations**
  - A. Using 1996-97 Salary Ranges . . . . . 26
  - B. Superintendent . . . . . 26
  - C. Associate/Assistant Superintendent . . . . . 27
  - D. Supervisors, Directors, Coordinators, and Finance Officers . . . . . 28
  - E. Daily Rates For Central Office Personnel . . . . . 30
- II. School Administrator Salary Schedules . . . . . 31**
- III. Superintendent Salary Schedules . . . . . 32**

**SECTION D SCHOOL BASED ADMINISTRATORS**

- I. Salary Determinations**
  - A. Using 1996-97 Salary Schedules . . . . . 33
  - B. Principals . . . . . 33
  - C. Building Principal . . . . . 35
  - D. Assistant Principals. . . . . 36
  - E. Held Harmless School Based Administrators. . . . . 36
  - F. Transfers to Lower Positions in Merged Systems . . . . . 36
- II. Assistant Principal Salary Schedule . . . . . 37**
- III. Principal Salary Schedules . . . . . 38**
- IV. School Based Administrator Salary Schedule Summary . . . . . 45**
- V. Daily Rate Schedules . . . . . 46**

**SECTION E TEACHERS AND STUDENT SUPPORT SERVICES**

- I. Salary Determinations**
  - A. Using 1996-97 Salary Schedules . . . . . 48
  - B. Teachers and Student Support Services . . . . . 48
  - C. Reassignments to Vocational Position . . . . . 49
  - D. Psychologists and Speech - Language Pathologists. . . . . 49
- II. "A" Teacher Salary Schedule . . . . . 51**
- III. "G" Teacher Salary Schedule . . . . . 52**
- IV. School Psychologist and Speech-Lang Pathologist Salary Schedule . . . . . 53**
- V. Daily Rate Schedules . . . . . 54**
- VI. 12 Month Installment Schedules . . . . . 61**

**SECTION F NONCERTIFIED PERSONNEL**

- I. Salary Determinations**
  - A. Using 1996-97 Salary Ranges . . . . . 63
  - B. Noncertified Personnel . . . . . 63
  - C. New Class Specifications . . . . . 63
  - D. Workweek . . . . . 64
- II. Noncertified Salary Schedules**
  - Child Nutrition Personnel . . . . . 65
  - Curriculum Support . . . . . 67
  - Maintenance Personnel . . . . . 68
  - Office Support Personnel . . . . . 71
  - Transportation Personnel . . . . . 72
- III. Certified Other**
  - School Nurse Schedule . . . . . 73



## Section A

# GENERAL PROVISIONS

## I. Definitions for Licensed and Certified Personnel

---

### A. Certified Personnel

Certified personnel are personnel employed in positions within job classifications that require professional licensure issued by the Division of Human Resource Management, Licensure Section, based on the completion of approved education program requirements as specified by the State Board of Education.

---

#### 1. Superintendent

A superintendent is a person who is

- appointed by the local board of education in accordance with G.S. 115C-271, and
- verified by the State Board of Education as to their eligibility to serve.

This person must hold a

- superintendent's license (AS or DAS, license area 00011), and a
- principal's license (P, license area 00012) with an experience rating of P-01 or greater.

NOTE: The duties of a superintendent are defined in G.S. 115C-276.

---

#### 2. Associate Superintendent

An associate superintendent is a person who is designated by a local board of education as next in line of authority to the superintendent.

This person must hold a

- superintendent's license (S, license area 00011), and one of the following:
- principal's license at the advanced level (AP, license area 00012), or
- a curriculum instructional specialist (supervisor) license at the advanced level (ASG, license area 00113).

Exceptions to these licensure requirements are outlined in "Section 4. Exceptions to License Requirements."

---

#### 3. Assistant Superintendent

An assistant superintendent is a person who holds a

- superintendent's license (S, license area 00011),
  - principal's license (AP, license area 00012), or
- 

*Continued on next page*

## I. Definitions for Licensed and Certified Personnel, Continued

---

### 3. Assistant Superintendent (continued)

- curriculum instructional specialist's (supervisor) license (SG, license area 00113), and
- is designated by a local board of education that does not have an associate superintendent as being next in line of authority to the superintendent.

Exceptions to these licensure requirements are outlined below.

---

### 4. Exceptions to Licensure Requirements

The licensure requirements for associate superintendents, and assistant superintendents are not applicable for the following positions:

- Associate Superintendent for Personnel (6640-02-112)
  - Assistant Superintendent for
    - Fiscal Management (budget code 6520-02-118),
    - Personnel Management (budget code 6640-02-118), or
    - Auxiliary Services (budget code 6590-02-118).
- 

### Education requirements

Those designated in these positions should hold at least one of the following:

- school administrator's degree,
  - business degree,
  - accounting degree, or
  - a degree in a related field.
- 

### 5. Supervisor, Director, or Coordinator

A supervisor, director, or coordinator is a person who

- is designated by the local board of education to work throughout the unit to provide leadership in improving programs, and quality of instruction, and
  - holds a license appropriate to the area of assignment.
- 

*Continued on next page*



**1. Definitions for Licenses and Certified Personnel, Continued**

---

**6. Principal**

A principal is a person who

- is designated by a local board of education as the head of a school
  - with 100 or more students in average daily membership (ADM), and/or
  - seven or more full-time state allotted teachers (or the equivalent), and
- holds a principal's license (P, AP or DAP, license area 00012).

NOTE: Principals cannot hold a provisional principal's license.

---

**7. Assistant Principal**

An assistant principal is a person who

- is designated by a local board of education as next in line of authority to the principal in a school, and
- holds a principal's license (P, AP or DAP, license area 00012).

NOTE: Assistant principals cannot hold a provisional principal's license.

---

**8. Teacher**

A teacher is a person who

- is designated to carry out the duties and responsibilities of the instructional process in the school, and
  - holds a license appropriate to the area of assignment.
- 

**9. Vocational teacher**

A vocational teacher is a person who

- is employed to instruct in the areas of
    - vocational skill development,
    - prevocational/introductory, and/or
    - vocational development services, and
  - holds a license in a vocational area.
- 

**10. Student Support Services Personnel**

Student support services personnel

- are designated to provide specialized assistance to students, and
  - hold an appropriate license for the area of assignment.
- 

*Continued on next page*

## I. Definitions for Licensed and Certified Personnel, Continued

---

**Positions**

Included in the student support services personnel category are

- guidance counselors (license area 005),
  - school social workers (license area 006),
  - school psychologists (license area 026),
  - mentors (license area 008),
  - speech-language pathologists (license area 88082), and
  - audiologists (license area 88003).
- 

**B.  
Licensure  
Class Levels**

The class level code corresponds to the educational level at which an individual has completed licensure requirements.

The codes on pages 5-6 indicate the level (or class) of licensure as determined by the Licensure Section.

---

*Continued on next page*

**I. Definitions for Licensed and Certified Personnel, Continued**

**Below  
Bachelor's  
Level**

| Licensure Code | License Area  |
|----------------|---|
| V              | Trade preparatory based on experience and academic preparation below the bachelor's level |
| PV             | Provisional Vocational  |

**Bachelor's Level**

| Licensure Code | License Area           |
|----------------|------------------------|
| A              | Regular teaching area  |
| PVA            | Provisional Vocational |
| VA             | Vocational             |
| SWA            | School Social Worker   |

**Master's Level**

| Licensure Code | License Area  |
|----------------|---|
| G              | Regular teaching area                               |
| SG             | Curriculum Support Specialist (Supervisor/Director) |
| VG             | Vocational  |
| P              | Principal   |
| CG             | Counselor   |
| SWG            | School Social Worker                                |

*Continued on next page*

**I. Definitions for Licenses and Certified Personnel, Continued**

**Advanced  
(Sixth-year)  
Level**

| Licensure Code | Licensure Area   |
|----------------|--|
| AG             | Regular teaching area                                  |
| ASG            | Curriculum Support Specialist<br>(Supervisor/Director) |
| AVG            | Vocational   |
| AP             | Principal  |
| ACG            | Counselor  |
| AWG            | School Social Worker                                   |
| AS             | Superintendent   |

**Doctoral Level**

| Licensure Code | Licensure Area        |
|----------------|-----------------------|
| DG             | Regular teaching area |
| DSG            | Supervisor/Director   |
| DVG            | Vocational            |
| DAP            | Principal             |
| DCG            | Counselor             |
| DWG            | School Social Worker  |
| DAS            | Superintendent        |

**C. Other  
Certified  
Personnel**

Personnel employed in positions within job classifications which require professional certification as prescribed by the State Board of Education.

These positions are **not** required to complete

- an approved education program, or
- achieve a specified minimum score on the National Teachers Examination.

*Continued on next page*

## I. Definitions for Licensed and Certified Personnel, Continued

---

**1. School  
Finance Officer  
(SFO I)**

A person who

- was in the position as of June 30, 1986, and
  - does not meet the minimum requirement for the SFO II certification.
- 

**2. School  
Business  
Administrator  
(SFO II)**

A person who has met the minimum State Board of Education approved requirements as outlined in the Professional Certification Program for North Carolina School Finance Officers manual.

---

**3. Child  
Nutrition  
Director II**

Any Child Nutrition Director who

- has been satisfactorily performing in that position since on or before June 30, 1992, and
- meets the minimum requirements for the position as prescribed in the professional certification program for Child Nutrition Director

will be certified as a Child Nutrition Director II upon recommendation by the local superintendent, and approval of the State Board of Education.

---

**4. School Nurse**

As of July 1, 1993, all newly employed school nurses are required to be certified by

- the American Nurses' Association (ANA), or
  - the National Association of School Nurses (NASN).
- 

**Employment of  
school nurses  
not holding  
national  
certification**

Local education agencies may employ, if necessary, uncertified nurses; however, they must be hired with the stipulation that they become nationally certified within three years of their hire date.

*Rule: Until national certification is attained, their salary shall be assigned according to the noncertified nurse schedule in section F, page 67.*

---

*Continued on next page*

**I. Definitions for Licensed and Certified Personnel, Continued**

**Prerequisites  
for school  
nursing  
national  
certification**

| <b>Association</b>   | <b>Initial Certification Requirements</b>  |
|--|--|
| <p><b>American Nurses' Association (ANA)</b></p>           | <ol style="list-style-type: none"> <li>1. Current license as a registered nurse in the U.S., and</li> <li>2. Baccalaureate or higher degree in nursing or in another field, if first licensed before 1993, or baccalaureate or higher degree in nursing if first licensed after 1993, and</li> <li>3. Have completed 15 semester credit hours of college/university course work with a minimum of 2 semester credit hours in each of the following                             <ul style="list-style-type: none"> <li>● school and/or community health nursing,</li> <li>● growth and development,</li> <li>● basic introduction to the education system,</li> <li>● human and intercultural relations (Examples: sociology, psychology), and</li> <li>● children with special needs,</li> </ul>                             and                         </li> <li>4. Have completed a minimum of 200 hours in a supervised college/university sponsored internship or practicum in school nursing, or completed a minimum of 3,600 hours (with an active nursing license) in school nursing practice, education supervision, or direction of other persons engaged in school nursing within the past 3 years.</li> </ol> <p>A combination of practicum hours and school nursing experience that totals a minimum of 3,600 hours is acceptable. Fifty hours of practicum is equal to 900 hours of work experience.</p> |
| <p><b>National Association of School Nurses (NASN)</b></p> | <ol style="list-style-type: none"> <li>1. Current license as a registered nurse in the U.S.</li> <li>2. Have a baccalaureate degree or higher</li> <li>3. Three years of experience in school nursing practice is recommended.</li> </ol>  |

*Continued on next page*

## I. Definitions for Licensed and Certified Personnel, Continued

---

**For additional information**      The American Nurses Credentialing Center  
600 Maryland Avenue, SW  
Suite 100 West  
Washington, DC 20024  
202/651-7000

National Association of School Nurses  
NBCSN Inc.  
Professional Testing Corporation  
1211 Avenue of the Americas  
15th Floor  
New York, NY 10036  
212/581-2211

---

**D. Noncertified Personnel**      Personnel in positions within job classifications which do not require a professional license issued by the Division of Human Resource Management, Licensure Section.

**NOTE:** Recommended new class specifications for Noncertified Public School Employees were adopted by the State Board of Education, effective July 1, 1996. If you need a copy of this document, please contact the Division of Human Resource Management, School Personnel Support Section, at the Department of Public Instruction.

---

## II. Other Definitions

---

**A. Administrator** A person employed by the State of North Carolina to work in an administrative position in a North Carolina Public School System.

He or she must meet the employment or licensure criteria required by the State Board of Education for the specific administrative assignment.

There are two types of administrators: school based and central office.

- School Based Administrators are
  - principals, and
  - assistant principals.
  
- Central Office Administrators are
  - superintendents,
  - associate superintendents,
  - assistant superintendents,
  
  - supervisors,
  - directors,
  - coordinators,
  
  - school business administrators, and
  - school finance officers.

---

**B. Educator** An educator is a person

- licensed by the Division of Human Resource Management, Licensure Section, and
- employed in a North Carolina school system in one or more of the following positions:
  - superintendent,
  - associate superintendent,
  - assistant superintendent,
  
  - supervisor,
  - director,
  - coordinator,

---

*Continued on next page*



## II. Other Definitions, Continued

---

### B. Educator (continued)

- principal,
  - assistant principal,
  - school psychologist,
  
  - teacher,
  - student support services personnel
    - guidance counselors,
    - school social workers,
    - school psychologists,
    - mentors,
    - speech-language pathologists, and
    - audiologists
- 

### C. Classification

A classification is a category for a particular position referring to levels of

- responsibility  
Example: Principals are classified based on the number of state-funded teachers, and student support services personnel at their school.
  
  - occupational group, or  
Example: Office support personnel are classified under an office support personnel category according to the type of work they perform.
  
  - type of license/educational level.  
Example: Classroom teachers are classified based on their educational level ("A" for bachelor's degree, "G" for a master's degree).
- 

### D. Position

The category in which a public school employee is

- licensed, and
  - employed.
- 

### Examples

These categories include such positions as:

- teachers,
  - principals, and
  - superintendents
- 

*Continued on next page*

## II. Other Definitions, Continued

---

### E. Pay Level

A level between 1-44 which corresponds to a school based administrator's

- monthly, or
- annual salary (not including salary supplements)

based on the individual's

- position, and
  - classification.
- 

### F. Schedule

A schedule is a numerical indicator preceding the pay level assignment which designates the specific salary schedule from which the employee is paid.

Principals and assistant principals are designated as Schedule 0. Superintendents are designated as Schedule 1. Associate and assistant superintendents, directors, supervisors, coordinators, and finance officers are designated as Schedule 2.

The school psychologist's and speech-language pathologist's salary schedule is designated as Schedule 3, differentiating it from the teacher schedules (A and G).

---

### G. Regular Work

Ongoing daily or weekly responsibilities as opposed to short-term or one-time tasks.

---

### H. School

An organizational subdivision of a school system

- consisting of a group of students composed of one or more grade groups,
- organized as one unit with an assigned principal or person acting in the capacity of principal, and
- housed in a school plant of one or more buildings,

which provides instruction of the type defined in the North Carolina Standard Course of Study.

---

*Continued on next page*

### III. Source Of Funds

---

**A. Noncertified Employees paid from state funds**

Each local board of education shall

- examine the duties and responsibilities of all noncertified personnel in its employment whose salaries are paid from state funds (in whole or in part),
- classify noncertified personnel on the basis of the job evaluation descriptions established by the State Board of Education, and
- pay these employees in accordance with the state salary ranges for noncertified personnel.

NOTE: Recommended new class specifications for Noncertified Public School Employees were adopted by the State Board of Education, effective July 1, 1996. If you need a copy of this document, please contact the Division of Human Resource Management, School Personnel Support Section, at the Department of Public Instruction.

---

**Noncertified average salaries/State allotment**

By the end of the third payroll period of the 1996-97 fiscal year, local boards of education shall place state-allotted

- office support personnel,
- teacher assistants, and
- custodial personnel

on the salary schedule adopted by the State Board of Education so that the average salary paid is the State-allotted amount for the category.

Compliance: See Special Provision V. B, page 21 for 1996-97 compliance standards.

---

**B. Employees paid from local or federal funds**

The local board of education shall

- have full authority to establish the salary of its locally and federally paid employees, and
  - **not be bound by rules and regulations established for state employees,**
- 

*Continued on next page*

### III. Source of Funds, Continued

---

- B. Employees paid from local or federal funds (continued)** *Only If* they have adopted a local salary schedule that recognizes a difference in salaries based on variations in
- duties,
  - training,
  - experience,
  - professional fitness, and
  - continued service in the same school.
- 

**If a local schedule is not adopted** If a local salary schedule is not adopted, the state salary schedule shall be in force.

---

**C. State/Local responsibilities** The state's responsibility for a position paid from state funds ceases at the end of the last work day of actual employment.

The only salary benefit from state funds beyond that day shall be

- payment of accumulated annual leave not to exceed 30 days, and
- that portion of any longevity pay due the employee.

When a local education agency releases an employee from employment, the local education agency shall assume full responsibility for any additional pay that is negotiated between the local education agency and the employee.

---

## Section B

# SPECIAL PROVISIONS

## I. Other Teaching Assignments

---

### A. Summer School

#### 1. Summer School Lead Teacher Positions

Teachers who are assigned to work as the lead teacher (budget code: 5200-69-123) for summer school programs will receive a salary increase of two experience increments above their salary certified during the regular school term based on years of experience.

This special salary assignment is applicable for the summer school program only.

Teachers who have been credited with 28 or greater years of experience will receive an increase of four percent (4%) above their base certified salary.

---

#### 2. Teacher reassigned to site supervisor

Teachers reassigned to work as a site supervisor (budget code: 6210-02-113) during the summer school period shall be assigned to a School Administrator I - VII category by the local board of education.

Salary determination will be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

---

#### 3. Assistant principals

Assistant principals who serve

- in the same capacity, or
- as lead teachers

during the summer school period will receive the same salary for the summer school assignment as they received during the regular school term.

Salaries for teachers assigned to assistant principal positions will be determined by placement on the assistant principal salary schedule.

---

*Continued on next page*

**BEST COPY AVAILABLE**

## I. Other Training Assignments, Continued

---

- B. Consultant** Teachers assigned to work with the Department of Public Instruction (DPI) under a statewide consulting basis during the 1996-97 school year are to be paid three (3) experience steps (a 6% increase) above their certified salary for the length of their assignment at DPI.

Teachers with twenty-seven (27) years or more of experience are to be paid six percent (6%) above their base pay.

---

### C. ROTC Instructors

- 1. How is experience determined?** The beginning state teaching license for ROTC instructors will be leveled at zero years of experience unless they have previous teaching experience.

Credit will be given for teaching years of experience in the public schools on a year-for-year basis.

---

- 2. Military contract requires salary equivalent to active duty pay** The military contracts with local education agencies for the Junior ROTC programs require that ROTC instructors be compensated at their military active duty pay level.

The formula for determining the salary is as follows:

(1) Active Duty Pay - Military Retirement = Difference to be compensated

(2) Difference to be compensated =

- 50% paid from
    - LEA local funds, or
    - State funding from identified state allotted teaching position, and
  - 50% paid by Military.
- 

- 3. Use of state allotted teaching position for ROTC instructor** State regulations permit
- identification of a state allotted teaching position (no additional positions are provided and no vocational education funds can be used), and
  - use of that position to pay a Junior ROTC instructor; provided the LEA employs another teaching position using local funds to replace the use of the state allotted position.
- 

*Continued on next page*

## I. Other Teaching Assignments, Continued

---

### D. Interim Teachers

- 1. When can an interim teacher be employed?** When a vacancy in a teaching position occurs by
- separation,
  - leave without pay, or
  - absence by injury caused by an episode of violence in the schools, an interim teacher may be employed.

Leave without pay includes:

- placement on Disability Income Plan, or
- Worker's Compensation.

- 
- 2. Serving for More Than 10 Days** If the interim teacher is serving more than ten consecutive teaching days, the employee shall be paid for the entire time employed on the basis of their certified rating established through the Operating School Budget For Instructional Personnel (408A).

Upon request of the interim teacher, he/she may be paid on the basis of a substitute teacher's pay instead of being paid on the basis of their certified rating.

If a noncertified teacher is employed for more than ten days, refer to the Financial Policy and Procedures Manual for Local Education Agencies for regulations regarding interim assignments and payroll indicator requirements.

- 
- 3. "Permanent" Status** The interim teacher will be paid in accordance with his or her licensure level and experience, and accorded all benefits due to a permanent employee if determined to be permanent, as defined in the Employee Benefits Manual.

- 
- E. Noncertified Instructional Personnel** If employed in a temporary position requiring a license, a noncertified person shall be paid as a substitute teacher.
- 

*Continued on next page*

## I. Other Teaching Assignments, Continued

---

**1. Substitute Teachers** Substitute teachers are paid according to substitute teacher regulations as outlined in the North Carolina Public Schools Allotments Policy Manual.

NOTE: Any teacher assistants serving as substitute teachers are to be paid at the daily rate for A-0 teachers.

---

**F. Driver Training Teachers** The workday for driver training teachers who hold teaching licenses will be the same as for all other certified teachers as established by local boards of education.

---

## II. Advanced Degrees

---

**A. Effective date for salary purposes when degree earned above the bachelor's level** The effective date for degrees above the bachelor's level earned

- on or after April 1 of the school year, will become effective for salary purposes July 1 of the upcoming school year, or
- when earned prior to April 1 of a school year, will receive a salary adjustment in accordance with salary schedule for "G" classroom teachers effective with the first day of the pay period which begins in the same month as the license effective date.

---

**B. Monthly supplement for teachers with earned advanced degrees** Teachers earning an advanced or doctoral license prior to April 1 of a school year in the area of

- teaching,
- student support services, or
- curriculum instructional specialist (supervision),

shall be paid an additional monthly supplement as indicated on the state salary schedule for "G" classroom teachers effective with the first day of the pay period which begins in the same month as the license effective date.

---

*Continued on next page*



## I. Advanced Degrees, Continued

---

**C. Monthly advanced degree supplement for administrators**

An administrator who, prior to April 1 of a school year, earns

- an advanced, or
- doctoral license

will receive an additional monthly supplement, as indicated on the applicable salary schedule, effective with the first day of the pay period which begins in the same month as the license effective date.

---

**D. Effective date examples**

Example: Pay period runs 12/14 through 1/13. Effective date of doctorate is 12/17. Pay increase begins 12/14.

If the effective date of the doctorate was 12/3, pay increase would still begin on 12/14.

---

### III. Salary Adjustments

---

**A. Additional years of service** Retroactive salary adjustments for receiving additional years of service not previously credited to an educator's certificate will be granted effective July 1 of the current school year.

---

**Rule: Adjustments for more than a 12 month period** Retroactive pay for the 12 months prior to July 1 of the current school year may be granted with special permission from the School Business Division, Salary Administration Section. However, under no circumstances will a retroactive adjustment be granted for a period of more than 12 months prior to July 1 of the current school year.

---

**B. If correction is due to LEA failing to submit complete information** If it is determined that a retroactive salary adjustment is the result of a local education agency failing to submit

- complete, or
- the required payroll data

**the local education agency becomes financially responsible for any salary adjustment due.**

---

### IV. Provisional Licenses

---

**A. Failing to meet requirements for continuing provisional license** When an educator fails to meet the educational requirements for continuing a provisional license, this results in an expired license.

Reinstatement of licensure by removal of provisional areas from the initial license may result in

- ineligibility to service in the specific capacity, and
  - reduction to a lower pay level.
-

## V. Noncertified Personnel

---

**A. Computing hourly rate of pay for non-exempt employees** Compute the hourly rate of pay for non-exempt employees using the following calculations:

| Step | Calculation                         |
|------|-------------------------------------|
| 1    | Monthly Salary x 12 = Annual Salary |
| 2    | Annual Salary ÷ 52 = Weekly Salary  |
| 3    | Weekly Salary ÷ 40 = Hourly Rate    |

**B. Average Salary/State allotment compliance** Prior to the end of the third pay period of the 1996-97 fiscal year, local boards of education must place the following state funded positions:

- office support personnel (object codes, 151 and 159)
- teacher assistants, and (object code, 142)
- custodian personnel (object code, 173)

on the state salary schedule at a rate of pay such that the average salary paid for each personnel classification is at least 98% of the state allotted amounts.

In placing these employees on the salary schedule, local boards will consider each employee's:

- education,
- training, and
- experience.

**C. Bus Drivers: Average hourly rate** For the 1996-97 school year, LEAs have no average salary requirements for bus drivers.

---

## VI. Overtime Pay Determinations

---

### A. Overtime Policy

**1. Federal Law** As of April 15, 1986, overtime compensation must be provided to employees determined to be nonexempt on the basis of U.S. Department of Labor Regulations, (Code of Federal Regulations, Chapter 29, Part 541) and other U.S. Department of Labor publications.

---

**2. Types of overtime compensation** Public schools may provide this compensation in either of two forms:

- overtime pay at the rate of one and one-half times the regular rate of pay for all hours in excess of 40 hours in a workweek; or
- compensatory time off at a rate of one and one-half hours for each hour worked in excess of 40 hours in a regular workweek.

---

**3. Who decides how to compensate?** The decision to provide either overtime pay or compensatory time off rests with the local board of education. The local board of education may establish policies as to

- the number of hours allowed to be accumulated, and
- the time frame in which these hours shall be taken.

*Rule: Local board policies cannot violate the Fair Labor Standards Act (FLSA).*

---

**4. Determining exempt status** The determination of exempt status for employees occupying positions which do not require licensure depends on

- the duties of the position, and
- the employee's actual work.

All employees occupying positions requiring an educator's license and some others occupying positions without licensure requirements are exempt from the FLSA, and are not subject to the overtime provisions.

---

*Continued on next page*

## VI. Overtime Pay Determinations, Continued

---

### 5. Local responsibility

Exemption determinations must be made at the local level.

---

### 6. FLSA Definitions

#### a. Salary

- An employee's salary includes:
  - the amount of compensation to which the employee is entitled during the year from the salary schedule
  - the amount of longevity pay, if any, to which the employee is entitled during the year
  - the amount of local supplement, if applicable, to which the employee is entitled during the school year.

#### b. Workweek

The workweek is a fixed and regularly recurring period of 168 hours - seven consecutive 24-hour periods.

A non-exempt employee is entitled to overtime at time and one-half for all hours worked over 40 in a workweek.

#### c. Employee's Regular Workweek

For a non-exempt employee, the employee's regular workweek is the period of time (hours) for which the salary is intended to provide compensation.

---

*Continued on next page*

## VI. Overtime Pay Determinations, Continued

**7. State does not provide overtime funds**

The state does not provide additional funds to pay overtime.

If overtime occurs and money is not available in the state allotment from which the employee is paid, it must be paid from local fund sources.

**8. If regular workweek includes paid leave days**

If the regular workweek includes any pay for

- holiday,
- vacation, or
- sick leave

the employee must work in excess of 40 hours excluding these days to receive overtime pay.

### B. Calculating Overtime Pay

**1. Calculating gross pay including overtime for noncertified staff**

All monthly salaries shown in the noncertified section of the state salary schedule are based on a standard workweek of 40 hours.

Exception for Teacher Assistants: The standard workweek for teacher assistants is established by the local board of education.

**Calculating overtime pay**

| Step | Calculation  |
|------|--|
| 1    | monthly salary x 12 = annual salary  |
| 2    | annual salary ÷ 52 = weekly salary   |
| 3    | weekly salary ÷ hours in regular workweek = hourly rate                    |
| 4    | Determine the number of hours worked during the work-week in excess of 40. |
| 5    | hourly rate x hours worked over 40 x 1.5 = overtime pay                    |
| 6    | weekly salary + overtime pay = total gross wages due                       |

*Continued on next page*

## VI. Overtime Pay Determinations, Continued

---

**Regular  
workweek less  
than 40 hours?**

If an employee's regular workweek is less than 40 hours, the employee is not entitled to overtime pay until hours worked exceed 40.

Hours worked do not include any pay for

- holiday,
  - vacation, or
  - sick leave.
- 

**2. Calculation  
of overtime pay  
when employed  
in more than  
one position**

When a noncertified person is employed

- in two or more positions having different rates of pay, and
- the total hours worked in the workweek exceeds 40

follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

---

**Prorate  
overtime to  
budget codes for  
each position**

Allocation of overtime pay at time and one-half must be prorated to the overtime budget codes for each position's respective allotment. Follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

---

## Section C

### Central Office Administrators

#### I. Salary Determinations

---

**A. Using 1996-97 Salary Ranges** The salary ranges for superintendents and central office administrators (see pages 31-32) become effective on September 1, 1996. For the period between July 1, 1996, and August 31, 1996, superintendents and other central office administrators are to be paid from state funds at the same monthly amount they were paid from state funds at the end of the 1995-96 school year.

---

**B. Superintendent**

**1. ADM determines pay** Superintendents are paid within salary ranges determined by the ADM of the local education agency to which they are assigned.

ADM is based on the higher of

- the best one of the first two months projected ADM, or
- the best one of the first two months prior year actual.

Placement within the ADM salary ranges is determined by the local boards of education.

NOTE: The range maximums do not include advanced or doctoral supplements.

---

**2. Advanced degree supplement**

A person holding an

- advanced superintendent's, "AS," license, or
- doctorate superintendent's, "DAS," license

shall be paid an additional monthly supplement as noted on the state salary schedule for superintendents.

---

*Continued on next page*



## I. Salary Determinations, Continued

---

### 3. 101 Rule no longer valid

Effective July 1, 1993, the state requirement that the superintendent of each local education agency will be compensated at an amount that is at least one percent (1%) greater than the highest paid principal in that same unit Is No Longer Valid.

However, superintendents whose salaries were established under this provision during the 1992-93 school year will continue to have their salary established based on this provision

- for as long as they are employed as superintendent of the local education agency in which they were employed during 1992-93, and
- as long as there is a principal employed in that LEA whose salary exceeds that of the current superintendent.

NOTE: Each local education agency will be responsible for assigning its superintendent's salary. For assistance with the 101 Rule, please contact the School Business Division, Salary Administration Section.

---

### C. Associate/ Assistant Superinten- dent

#### 1. Paid within pay ranges

The following positions shall be assigned to a category School Administrator I - VII by the local board of education.

- Associate and assistant superintendents in positions that require professional licensure issued by the Division of Human Resource Management, Licensure Section, and the
  - Associate Superintendents for Personnel, and the
  - Assistant Superintendents for
    - Fiscal Management,
    - Personnel Management, and
    - Auxiliary Services.
- 

*Continued on next page*

## I. Salary Determinations, Continued

---

**1. Paid within  
pay ranges  
(continued)**

Salary determination shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

NOTE: The range maximums do not include advanced or doctoral supplements.

---

**2. Advanced  
Degree  
Supplement**

A person holding the following licenses:

- advanced principal (AP, license code 00012),
- advanced curriculum instruction specialist/supervisor (ASG, license area 00113),
- advanced superintendent (AS, license area 00011)
- doctoral degrees (DAP, DSG, or DAS)

shall be paid an additional monthly supplement as noted on the salary schedule for central office administrators.

---

**D.  
Supervisors,  
Directors,  
Coordinators,  
and Finance  
Officers**

**1. Paid within  
School  
Administrator  
Pay Range**

The following positions shall be assigned to a category School Administrator I - VII by the local board of education.

- Supervisors, directors, coordinators, in positions that require professional licensure issued by the Division of Human Resource Management, Licensure Section, and
- All finance officers.

Salary determination shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.

NOTE: The range maximums do not include advanced or doctoral supplements.

---

*Continued on next page*

## I. Salary Determinations, Continued

---

### 2. Advanced Degree Supplement

A person holding in the area or subject supervised an

- advanced supervisor's license "ASG, " or
- advanced supervisor's license, and an earned doctorate "DSG"

shall be paid an additional monthly supplement as noted on the state salary schedule for central office administrators.

---

### 3. Noncertified Supervisors and Directors

The following noncertified supervisor and director positions shall be paid within the ranges on the appropriate **noncertified salary schedules**.

- Maintenance Personnel
    - Carpenter Supervisor
    - Custodian Supervisor
    - Electrician Supervisor I - II
    - Floor Maintenance Supervisor
    - Grounds Supervisor I - II
    - HVAC Supervisor
    - Maintenance Director/Supervisor I-X
  - Child Nutrition Personnel
    - Child Nutrition Supervisor
    - Child Nutrition Director I
    - Child Nutrition Director II
  - Transportation Personnel
    - Supervisor
    - Transportation Director
- 

### 4. Licensure requirements for general administration

A supervisor/director for general administration of specific educational programs may hold a school administrator "P" license as a requirement for salary licensure, in place of the "SG" (supervisor/director) license.

A supplement will be paid for an

- advanced principal's "AP," or
  - doctoral "DAP" license.
- 

*Continued on next page*

## I. Salary Determinations, Continued

---

**E. Daily Rates  
for Central  
Office  
Personnel**

Daily rates for central office personnel are calculated as follows:

- monthly salary (with supplement)  $\div$  number of days in the month (28, 29, 30, or 31) = daily rate of pay.
-

**II. Central Office Administration Salary Schedules  
ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,  
DIRECTORS, SUPERVISORS, COORDINATORS,  
AND FINANCE OFFICERS**

| <b>Classification</b>    | <b>Minimum<br/>Monthly Salary</b> | <b>Maximum<br/>Monthly Salary</b> |
|--------------------------|-----------------------------------|-----------------------------------|
| School Administrator I   | \$2,818                           | \$4,533                           |
| School Administrator II  | 2,991                             | 4,811                             |
| School Administrator III | 3,174                             | 5,106                             |
| School Administrator IV  | 3,302                             | 5,313                             |
| School Administrator V   | 3,435                             | 5,528                             |
| School Administrator VI  | 3,645                             | 5,867                             |
| School Administrator VII | 3,792                             | 6,104                             |

**NOTES:**

1. Please see pages 27 through 28 for a complete listing of positions included in these ranges.
2. Salary determinations shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.
3. ADD \$126 per month for an appropriate advanced license.
4. ADD \$253 per month for an appropriate advanced license and an earned doctorate.
5. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.
6. The salary ranges for superintendents and central office administrators become effective on September 1, 1996. For the period between July 1, 1996, and August 31, 1996, superintendents and other central office administrators are to be paid from state funds at the same monthly amount they were paid from state funds at the end of the 1995-96 school year.

### III. SUPERINTENDENTS

| Classification                             | Minimum Monthly Salary | Maximum Monthly Salary |
|--|------------------------|------------------------|
| Superintendent I<br>(Up to 2,500 ADM)      | \$4,025                | \$6,478                |
| Superintendent II<br>(2,501 - 5,000 ADM)   | 4,272                  | 6,874                  |
| Superintendent III<br>(5,001 - 10,000 ADM) | 4,533                  | 7,295                  |
| Superintendent IV<br>(10,001 - 25,000 ADM) | 4,811                  | 7,741                  |
| Superintendent V<br>(Over 25,000 ADM)      | 5,106                  | 8,215                  |

**NOTES:**

1. Salary Assignment: Superintendents are paid within salary ranges determined by the ADM of the local education agency (LEA) to which they are assigned. ADM is based on the higher of the best one of the first two months projected ADM, or the best one of the first two months prior year actual. Placement within the ADM salary ranges is determined by the local board of education.
2. This salary schedule is effective September 1, 1996.
3. ADD \$126 per month for an advanced superintendent's certificate (AS)
4. ADD \$253 per month for an advanced superintendent's certificate based on an earned doctorate degree (DAS)
5. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.
6. The salary ranges for superintendents and central office administrators become effective on September 1, 1996. For the period between July 1, 1996, and August 31, 1996, superintendents and other central office administrators are to be paid from state funds at the same monthly amount they were paid from state funds at the end of the 1995-96 school year.

## Section D

### School Based Administrators

#### I. Salary Determinations

---

**A. Using 1996-97 Salary Schedules** The years of experience salary schedules for assistant principals and principals (see pages 37-45) become effective on September 1, 1996.

Eleven and twelve month assistant principals and all principals will be paid from the 1995-96 salary schedules based on their 1995-96 years of experience for service between July 1, 1996, through August 31, 1996.

---

#### B. Principals

**1. Salary based on state allotted teachers and years of experience** Principals are paid according to

- the number of state allotted teachers, including the assistant principal, employed at the specific school, and
  - their total years of experience in education including
    - the number of years on their teaching license, and
    - an additional year of credit is given for every three years on the educator's principal license.
- 

**a. Determining teacher count** The salaries of principals are established based on the number of state allotted teaching positions, including the assistant principal assigned to a school. The principal position is not counted.

School count based on: Each specific school is assigned a teacher count based on the number of teachers who serve for one-half (5 months) or more of the school year.

Rounding: If the inclusion of part-time positions caused the total state allotted teacher count to fall between consecutive whole numbers, the teacher count is rounded to the nearest whole number. Fifty percent or greater is rounded up.

---

*Continued on next page*

**BEST COPY AVAILABLE**

## I. Salary Determinations, Continued

---

**Example:** If the state allotted teacher count is 11.5, the principal's salary shall be based on 12 teaching positions.  
**Round to the nearest whole number**

---

**b. State allotted teachers defined** State allotted teachers refer specifically to the teachers, student support services personnel, and the assistant principal employed from the State Public School Fund allotment.

---

**c. Additional credit for principal experience** No rounding is used when giving additional years of credit for principal experience.

---

**Example** 8 Years of experience on "P" license  $\div 3 = 2.66$   
2.66 equals 2.00

---

**Years on principal license must be verified** The number of years on the principal license must be verified through the Licensure Section of the Division of Human Resource Management.

---

**2. Principal advanced degree supplement** A person holding an

- advanced principal's license "AP," or
- an earned doctorate degree "DAP"

shall be paid an additional monthly supplement as noted on the state salary schedule for principals.

---

*Continued on next page*



## I. Salary Determinations, Continued

---

### C. Building principal

Schools with less than seven but more than two full time state allotted teachers must use a teaching position as principal of that school. This position is called a **building principal**.

A teacher employed as a building principal according to this regulation shall be paid:

- at the appropriate pay level within the 0-10 teacher classification as indicated on the salary schedule for principals,
- based upon total years of experience on their teacher's license, with no extra credit for years on their principal's license,
- at the scheduled monthly rate of pay for ten months.

---

### Notify Salary Administration

The Salary Administration Section must be notified in writing with the name and social security number of the teacher designated as the building principal.

---

### 1. Experience Credit

Experience as a building principal is not added to the "P," principal license.

---

### 2. Budget Code

Building principals are coded 5100-01-121.

---

### 3. Building Principal advanced degree supplement

A person holding an

- advanced principal's license "AP,"
- advanced teacher's license "AG,"
- advanced curriculum instructional specialist's (director) license "ASG," or
- an earned doctorate "DAP", " DG" or "DSG" for the above

shall be paid an additional monthly supplement as noted on the state salary schedule for principals with 0-10 teachers.

---

*Continued on next page*

## I. Salary Determinations, Continued

---

### D. Assistant Principals

**1. Salary is based on years of experience**

Assistant principals are paid on the state salary schedule for assistant principals according to the total number of years on their teaching license.

NOTE: An additional year of credit is NOT given for every three years on the educators' principal license.

---

**2. Experience Credit**

Experience as an assistant principal is not credited to the "P" (principal) license.

---

**3. Advanced degree supplement for assistant principal**

A person holding an

- advanced principal's license "AP," or
- advanced principal's license, and an earned doctorate degree "DAP"

shall be paid an additional monthly supplement as noted on the state salary schedule for assistant principals.

---

**E. Held harmless school based administrators**

Except when reassigned to a higher or lower principal classification, the state salary of a principal or assistant principal shall not be less for the 1996-97 fiscal year than it was for the 1993-94 fiscal year solely as a result of placement on the salary schedule for 1996-97.

---

**F. Transfers to lower positions in merged systems**

The rate of state pay for a principal who is transferred to a

- principal's position, in a
- school with fewer state-allotted teachers, and
- within a school system that has been created, or will be created, by merger,

will not be reduced for one calendar year following the date of the merger.

---

**II. ASSISTANT PRINCIPAL**

| <u>Years of Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly Salary</u> | <u>10 Mo. Salary</u> |
|----------------------------|--------------------------------|-----------------------|----------------------|
| 0-4                        | 0-1                            | \$2,576               | \$25,760             |
| 5                          | 0-2                            | 2,627                 | 26,270               |
| 6                          | 0-3                            | 2,680                 | 26,800               |
| 7                          | 0-4                            | 2,734                 | 27,340               |
| 8                          | 0-5                            | 2,789                 | 27,890               |
| 9                          | 0-6                            | 2,845                 | 28,450               |
| 10                         | 0-7                            | 2,902                 | 29,020               |
| 11                         | 0-8                            | 2,960                 | 29,600               |
| 12                         | 0-9                            | 3,019                 | 30,190               |
| 13                         | 0-10                           | 3,079                 | 30,790               |
| 14                         | 0-11                           | 3,141                 | 31,410               |
| 15                         | 0-12                           | 3,204                 | 32,040               |
| 16                         | 0-13                           | 3,268                 | 32,680               |
| 17                         | 0-14                           | 3,333                 | 33,330               |
| 18                         | 0-15                           | 3,400                 | 34,000               |
| 19                         | 0-16                           | 3,468                 | 34,680               |
| 20                         | 0-17                           | 3,537                 | 35,370               |
| 21                         | 0-18                           | 3,608                 | 36,080               |
| 22                         | 0-19                           | 3,680                 | 36,800               |
| 23                         | 0-20                           | 3,754                 | 37,540               |
| 24                         | 0-21                           | 3,829                 | 38,290               |
| 25                         | 0-22                           | 3,906                 | 39,060               |
| 26                         | 0-23                           | 3,984                 | 39,840               |
| 27                         | 0-24                           | 4,064                 | 40,640               |
| 28                         | 0-25                           | 4,145                 | 41,450               |
| 29                         | 0-26                           | 4,228                 | 42,280               |
| 30                         | 0-27                           | 4,313                 | 43,130               |
| 31+                        | 0-28                           | 4,399                 | 43,990               |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for assistant principals becomes effective on September 1, 1996.

Eleven and twelve month assistant principals will be paid from the 1995-96 salary schedules based on their 1995-96 years of experience for working between July 1, 1996, through August 31, 1996.

### III. Principal Salary Schedules

#### PRINCIPAL I

0-10 Teachers

| <u>Combined<br/>Years of<br/>Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly<br/>Salary</u> | <u>12 Mo.<br/>Salary</u> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-8   | 0-5                            | \$2,789                   | \$33,468                 |
| 9   | 0-6                            | 2,845                     | 34,140                   |
| 10  | 0-7                            | 2,902                     | 34,824                   |
| 11  | 0-8                            | 2,960                     | 35,520                   |
| 12  | 0-9                            | 3,019                     | 36,228                   |
| 13  | 0-10                           | 3,079                     | 36,948                   |
| 14  | 0-11                           | 3,141                     | 37,692                   |
| 15  | 0-12                           | 3,204                     | 38,448                   |
| 16  | 0-13                           | 3,268                     | 39,216                   |
| 17  | 0-14                           | 3,333                     | 39,996                   |
| 18  | 0-15                           | 3,400                     | 40,800                   |
| 19  | 0-16                           | 3,468                     | 41,616                   |
| 20  | 0-17                           | 3,537                     | 42,444                   |
| 21  | 0-18                           | 3,608                     | 43,296                   |
| 22  | 0-19                           | 3,680                     | 44,160                   |
| 23  | 0-20                           | 3,754                     | 45,048                   |
| 24  | 0-21                           | 3,829                     | 45,948                   |
| 25  | 0-22                           | 3,906                     | 46,872                   |
| 26  | 0-23                           | 3,984                     | 47,808                   |
| 27  | 0-24                           | 4,064                     | 48,768                   |
| 28  | 0-25                           | 4,145                     | 49,740                   |
| 29  | 0-26                           | 4,228                     | 50,736                   |
| 30  | 0-27                           | 4,313                     | 51,756                   |
| 31  | 0-28                           | 4,399                     | 52,788                   |
| 32+   | 0-29                           | 4,487                     | 53,844                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

**III. Principal Salary Schedules****PRINCIPAL II**

11-21 Teachers

| <u>Combined<br/>Years of<br/>Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly<br/>Salary</u> | <u>12 Mo.<br/>Salary</u> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-10  | 0-8                            | \$2,960                   | \$35,520                 |
| 11  | 0-9                            | 3,019                     | 36,228                   |
| 12  | 0-10                           | 3,079                     | 36,948                   |
| 13  | 0-11                           | 3,141                     | 37,692                   |
| 14  | 0-12                           | 3,204                     | 38,448                   |
| 15  | 0-13                           | 3,268                     | 39,216                   |
| 16  | 0-14                           | 3,333                     | 39,996                   |
| 17  | 0-15                           | 3,400                     | 40,800                   |
| 18  | 0-16                           | 3,468                     | 41,616                   |
| 19  | 0-17                           | 3,537                     | 42,444                   |
| 20  | 0-18                           | 3,608                     | 43,296                   |
| 21  | 0-19                           | 3,680                     | 44,160                   |
| 22  | 0-20                           | 3,754                     | 45,048                   |
| 23  | 0-21                           | 3,829                     | 45,948                   |
| 24  | 0-22                           | 3,906                     | 46,872                   |
| 25  | 0-23                           | 3,984                     | 47,808                   |
| 26  | 0-24                           | 4,064                     | 48,768                   |
| 27  | 0-25                           | 4,145                     | 49,740                   |
| 28  | 0-26                           | 4,228                     | 50,736                   |
| 29  | 0-27                           | 4,313                     | 51,756                   |
| 30  | 0-28                           | 4,399                     | 52,788                   |
| 31  | 0-29                           | 4,487                     | 53,844                   |
| 32  | 0-30                           | 4,577                     | 54,924                   |
| 33  | 0-31                           | 4,669                     | 56,028                   |
| 34+   | 0-32                           | 4,762                     | 57,144                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

**III. Principal Salary Schedules**  
**PRINCIPAL III**  
 22-32 Teachers

| <u>Combined<br/>Years of<br/>Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly<br/>Salary</u> | <u>12 Mo.<br/>Salary</u> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-12  | 0-11                           | \$3,141                   | \$37,692                 |
| 13  | 0-12                           | 3,204                     | 38,448                   |
| 14  | 0-13                           | 3,268                     | 39,216                   |
| 15  | 0-14                           | 3,333                     | 39,996                   |
| 16  | 0-15                           | 3,400                     | 40,800                   |
| 17  | 0-16                           | 3,468                     | 41,616                   |
| 18  | 0-17                           | 3,537                     | 42,444                   |
| 19  | 0-18                           | 3,608                     | 43,296                   |
| 20  | 0-19                           | 3,680                     | 44,160                   |
| 21  | 0-20                           | 3,754                     | 45,048                   |
| 22  | 0-21                           | 3,829                     | 45,948                   |
| 23  | 0-22                           | 3,906                     | 46,872                   |
| 24  | 0-23                           | 3,984                     | 47,808                   |
| 25  | 0-24                           | 4,064                     | 48,768                   |
| 26  | 0-25                           | 4,145                     | 49,740                   |
| 27  | 0-26                           | 4,228                     | 50,736                   |
| 28  | 0-27                           | 4,313                     | 51,756                   |
| 29  | 0-28                           | 4,399                     | 52,788                   |
| 30  | 0-29                           | 4,487                     | 53,844                   |
| 31  | 0-30                           | 4,577                     | 54,924                   |
| 32  | 0-31                           | 4,669                     | 56,028                   |
| 33  | 0-32                           | 4,762                     | 57,144                   |
| 34  | 0-33                           | 4,857                     | 58,284                   |
| 35  | 0-34                           | 4,954                     | 59,448                   |
| 36+   | 0-35                           | 5,053                     | 60,636                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

**III. Principal Salary Schedules**

**PRINCIPAL IV**

33-43 Teachers

| <u>Combined<br/>Years of<br/>Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly<br/>Salary</u> | <u>12 Mo.<br/>Salary</u> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-13  | 0-13                           | \$3,268                   | \$39,216                 |
| 14  | 0-14                           | 3,333                     | 39,996                   |
| 15  | 0-15                           | 3,400                     | 40,800                   |
| 16  | 0-16                           | 3,468                     | 41,616                   |
| 17  | 0-17                           | 3,537                     | 42,444                   |
| 18  | 0-18                           | 3,608                     | 43,296                   |
| 19  | 0-19                           | 3,680                     | 44,160                   |
| 20  | 0-20                           | 3,754                     | 45,048                   |
| 21  | 0-21                           | 3,829                     | 45,948                   |
| 22  | 0-22                           | 3,906                     | 46,872                   |
| 23  | 0-23                           | 3,984                     | 47,808                   |
| 24  | 0-24                           | 4,064                     | 48,768                   |
| 25  | 0-25                           | 4,145                     | 49,740                   |
| 26  | 0-26                           | 4,228                     | 50,736                   |
| 27  | 0-27                           | 4,313                     | 51,756                   |
| 28  | 0-28                           | 4,399                     | 52,788                   |
| 29  | 0-29                           | 4,487                     | 53,844                   |
| 30  | 0-30                           | 4,577                     | 54,924                   |
| 31  | 0-31                           | 4,669                     | 56,028                   |
| 32  | 0-32                           | 4,762                     | 57,144                   |
| 33  | 0-33                           | 4,857                     | 58,284                   |
| 34  | 0-34                           | 4,954                     | 59,448                   |
| 35  | 0-35                           | 5,053                     | 60,636                   |
| 36  | 0-36                           | 5,154                     | 61,848                   |
| 37+   | 0-37                           | 5,257                     | 63,084                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

### III. Principal Salary Schedules

#### PRINCIPAL V

44-54 Teachers

| <u>Combined<br/>Years of<br/>Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly<br/>Salary</u> | <u>12 Mo.<br/>Salary</u> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-14  | 0-15                           | \$3,400                   | \$40,800                 |
| 15  | 0-16                           | 3,468                     | 41,616                   |
| 16  | 0-17                           | 3,537                     | 42,444                   |
| 17  | 0-18                           | 3,608                     | 43,296                   |
| 18  | 0-19                           | 3,680                     | 44,160                   |
| 19  | 0-20                           | 3,754                     | 45,048                   |
| 20  | 0-21                           | 3,829                     | 45,948                   |
| 21  | 0-22                           | 3,906                     | 46,872                   |
| 22  | 0-23                           | 3,984                     | 47,808                   |
| 23  | 0-24                           | 4,064                     | 48,768                   |
| 24  | 0-25                           | 4,145                     | 49,740                   |
| 25  | 0-26                           | 4,228                     | 50,736                   |
| 26  | 0-27                           | 4,313                     | 51,756                   |
| 27  | 0-28                           | 4,399                     | 52,788                   |
| 28  | 0-29                           | 4,487                     | 53,844                   |
| 29  | 0-30                           | 4,577                     | 54,924                   |
| 30  | 0-31                           | 4,669                     | 56,028                   |
| 31  | 0-32                           | 4,762                     | 57,144                   |
| 32  | 0-33                           | 4,857                     | 58,284                   |
| 33  | 0-34                           | 4,954                     | 59,448                   |
| 34  | 0-35                           | 5,053                     | 60,636                   |
| 35  | 0-36                           | 5,154                     | 61,848                   |
| 36  | 0-37                           | 5,257                     | 63,084                   |
| 37  | 0-38                           | 5,362                     | 64,344                   |
| 38+   | 0-39                           | 5,469                     | 65,628                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.



**III. Principal Salary Schedules**  
**PRINCIPAL VI**  
 55-65 Teachers

| <u>Combined<br/>Years of<br/>Experience</u> | <u>Schedule/<br/>Pay Level</u> | <u>Monthly<br/>Salary</u> | <u>12 Mo.<br/>Salary</u> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-16  | 0-18                           | \$3,608                   | \$43,296                 |
| 17  | 0-19                           | 3,680                     | 44,160                   |
| 18  | 0-20                           | 3,754                     | 45,048                   |
| 19  | 0-21                           | 3,829                     | 45,948                   |
| 20  | 0-22                           | 3,906                     | 46,872                   |
| 21  | 0-23                           | 3,984                     | 47,808                   |
| 22  | 0-24                           | 4,064                     | 48,768                   |
| 23  | 0-25                           | 4,145                     | 49,740                   |
| 24  | 0-26                           | 4,228                     | 50,736                   |
| 25  | 0-27                           | 4,313                     | 51,756                   |
| 26  | 0-28                           | 4,399                     | 52,788                   |
| 27  | 0-29                           | 4,487                     | 53,844                   |
| 28  | 0-30                           | 4,577                     | 54,924                   |
| 29  | 0-31                           | 4,669                     | 56,028                   |
| 30  | 0-32                           | 4,762                     | 57,144                   |
| 31  | 0-33                           | 4,857                     | 58,284                   |
| 32  | 0-34                           | 4,954                     | 59,448                   |
| 33  | 0-35                           | 5,053                     | 60,636                   |
| 34  | 0-36                           | 5,154                     | 61,848                   |
| 35  | 0-37                           | 5,257                     | 63,084                   |
| 36  | 0-38                           | 5,362                     | 64,344                   |
| 37  | 0-39                           | 5,469                     | 65,628                   |
| 38  | 0-40                           | 5,578                     | 66,936                   |
| 39  | 0-41                           | 5,690                     | 68,280                   |
| 40+   | 0-42                           | 5,804                     | 69,648                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

**III. Principal Salary Schedules****PRINCIPAL VII**

66+ Teachers

| <b>Combined<br/>Years of<br/>Experience</b> | <b>Schedule/<br/>Pay Level</b> | <b>Monthly<br/>Salary</b> | <b>12 Mo.<br/>Salary</b> |
|---|--------------------------------|---------------------------|--------------------------|
| 0-17  | 0-20                           | \$3,754                   | \$45,048                 |
| 18  | 0-21                           | 3,829                     | 45,948                   |
| 19  | 0-22                           | 3,906                     | 46,872                   |
| 20  | 0-23                           | 3,984                     | 47,808                   |
| 21  | 0-24                           | 4,064                     | 48,768                   |
| 22  | 0-25                           | 4,145                     | 49,740                   |
| 23  | 0-26                           | 4,228                     | 50,736                   |
| 24  | 0-27                           | 4,313                     | 51,756                   |
| 25  | 0-28                           | 4,399                     | 52,788                   |
| 26  | 0-29                           | 4,487                     | 53,844                   |
| 27  | 0-30                           | 4,577                     | 54,924                   |
| 28  | 0-31                           | 4,669                     | 56,028                   |
| 29  | 0-32                           | 4,762                     | 57,144                   |
| 30  | 0-33                           | 4,857                     | 58,284                   |
| 31  | 0-34                           | 4,954                     | 59,448                   |
| 32  | 0-35                           | 5,053                     | 60,636                   |
| 33  | 0-36                           | 5,154                     | 61,848                   |
| 34  | 0-37                           | 5,257                     | 63,084                   |
| 35  | 0-38                           | 5,362                     | 64,344                   |
| 36  | 0-39                           | 5,469                     | 65,628                   |
| 37  | 0-40                           | 5,578                     | 66,936                   |
| 38  | 0-41                           | 5,690                     | 68,280                   |
| 39  | 0-42                           | 5,804                     | 69,648                   |
| 40  | 0-43                           | 5,920                     | 71,040                   |
| 41+   | 0-44                           | 6,038                     | 72,456                   |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. The years of experience salary schedules for principals becomes effective on September 1, 1996.

**IV. SCHOOL BASED ADMINISTRATORS**

| Years of Experience | Assistant Principal | Principal I (0-10) | Principal II (11-21) | Principal III (22-32) | Principal IV (33-43) | Principal V (44-54) | Principal VI (55-65) | Principal VII (66+) |
|---------------------|---------------------|--------------------|----------------------|-----------------------|----------------------|---------------------|----------------------|---------------------|
| 0                   |                     |                    |                      |                       |                      |                     |                      |                     |
| 1                   |                     |                    |                      |                       |                      |                     |                      |                     |
| 2                   |                     |                    |                      |                       |                      |                     |                      |                     |
| 3                   |                     |                    |                      |                       |                      |                     |                      |                     |
| 4                   | \$2,576             |                    |                      |                       |                      |                     |                      |                     |
| 5                   | 2,627               |                    |                      |                       |                      |                     |                      |                     |
| 6                   | 2,680               |                    |                      |                       |                      |                     |                      |                     |
| 7                   | 2,734               |                    |                      |                       |                      |                     |                      |                     |
| 8                   | 2,789               | \$2,789            |                      |                       |                      |                     |                      |                     |
| 9                   | 2,845               | 2,845              |                      |                       |                      |                     |                      |                     |
| 10                  | 2,902               | 2,902              | \$2,960              |                       |                      |                     |                      |                     |
| 11                  | 2,960               | 2,960              | 3,019                |                       |                      |                     |                      |                     |
| 12                  | 3,019               | 3,019              | 3,079                | \$3,141               |                      |                     |                      |                     |
| 13                  | 3,079               | 3,079              | 3,141                | 3,204                 | \$3,268              |                     |                      |                     |
| 14                  | 3,141               | 3,141              | 3,204                | 3,268                 | 3,333                | \$3,400             |                      |                     |
| 15                  | 3,204               | 3,204              | 3,268                | 3,333                 | 3,400                | 3,468               |                      |                     |
| 16                  | 3,268               | 3,268              | 3,333                | 3,400                 | 3,468                | 3,537               | \$3,608              |                     |
| 17                  | 3,333               | 3,333              | 3,400                | 3,468                 | 3,537                | 3,608               | 3,680                | \$3,754             |
| 18                  | 3,400               | 3,400              | 3,468                | 3,537                 | 3,608                | 3,680               | 3,754                | 3,829               |
| 19                  | 3,468               | 3,468              | 3,537                | 3,608                 | 3,680                | 3,754               | 3,829                | 3,906               |
| 20                  | 3,537               | 3,537              | 3,608                | 3,680                 | 3,754                | 3,829               | 3,906                | 3,984               |
| 21                  | 3,608               | 3,608              | 3,680                | 3,754                 | 3,829                | 3,906               | 3,984                | 4,064               |
| 22                  | 3,680               | 3,680              | 3,754                | 3,829                 | 3,906                | 3,984               | 4,064                | 4,145               |
| 23                  | 3,754               | 3,754              | 3,829                | 3,906                 | 3,984                | 4,064               | 4,145                | 4,228               |
| 24                  | 3,829               | 3,829              | 3,906                | 3,984                 | 4,064                | 4,145               | 4,228                | 4,313               |
| 25                  | 3,906               | 3,906              | 3,984                | 4,064                 | 4,145                | 4,228               | 4,313                | 4,399               |
| 26                  | 3,984               | 3,984              | 4,064                | 4,145                 | 4,228                | 4,313               | 4,399                | 4,487               |
| 27                  | 4,064               | 4,064              | 4,145                | 4,228                 | 4,313                | 4,399               | 4,487                | 4,577               |
| 28                  | 4,145               | 4,145              | 4,228                | 4,313                 | 4,399                | 4,487               | 4,577                | 4,669               |
| 29                  | 4,228               | 4,228              | 4,313                | 4,399                 | 4,487                | 4,577               | 4,669                | 4,762               |
| 30                  | 4,313               | 4,313              | 4,399                | 4,487                 | 4,577                | 4,669               | 4,762                | 4,857               |
| 31                  | 4,399               | 4,399              | 4,487                | 4,577                 | 4,669                | 4,762               | 4,857                | 4,954               |
| 32                  |                     | 4,487              | 4,577                | 4,669                 | 4,762                | 4,857               | 4,954                | 5,053               |
| 33                  |                     |                    | 4,669                | 4,762                 | 4,857                | 4,954               | 5,053                | 5,154               |
| 34                  |                     |                    | 4,762                | 4,857                 | 4,954                | 5,053               | 5,154                | 5,257               |
| 35                  |                     |                    |                      | 4,954                 | 5,053                | 5,154               | 5,257                | 5,362               |
| 36                  |                     |                    |                      | 5,053                 | 5,154                | 5,257               | 5,362                | 5,469               |
| 37                  |                     |                    |                      |                       | 5,257                | 5,362               | 5,469                | 5,578               |
| 38                  |                     |                    |                      |                       |                      | 5,469               | 5,578                | 5,690               |
| 39                  |                     |                    |                      |                       |                      |                     | 5,690                | 5,804               |
| 40                  |                     |                    |                      |                       |                      |                     | 5,804                | 5,920               |
| 41                  |                     |                    |                      |                       |                      |                     |                      | 6,038               |

**NOTES:**

1. ADD \$126 per month for an advanced principal license (AP).
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree (DAP).
3. See the individual school based administrators salary schedules for detailed information regarding effective dates.

**BEST COPY AVAILABLE**

**V. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**

**28-DAY MONTH  
DAILY RATES**

**30-DAY MONTH  
DAILY RATES**

**31-DAY MONTH  
DAILY RATES**

| SCHED/<br>PAYLEVEL | BASE<br>SALARY | BASE<br>CERT. | ADV.<br>CERT. | DOC.<br>CERT. |
|--------------------|----------------|---------------|---------------|---------------|
| 0-1                | \$2,576        | \$92.00       | \$96.50       | \$101.04      |
| 0-2                | 2,627          | \$93.82       | \$98.32       | \$102.86      |
| 0-3                | 2,680          | \$95.71       | \$100.21      | \$104.75      |
| 0-4                | 2,734          | \$97.64       | \$102.14      | \$106.68      |
| 0-5                | 2,789          | \$99.61       | \$104.11      | \$108.64      |
| 0-6                | 2,845          | \$101.61      | \$106.11      | \$110.64      |
| 0-7                | 2,902          | \$103.64      | \$108.14      | \$112.68      |
| 0-8                | 2,960          | \$105.71      | \$110.21      | \$114.75      |
| 0-9                | 3,019          | \$107.82      | \$112.32      | \$116.86      |
| 0-10               | 3,079          | \$109.96      | \$114.46      | \$119.00      |
| 0-11               | 3,141          | \$112.18      | \$116.68      | \$121.21      |
| 0-12               | 3,204          | \$114.43      | \$118.93      | \$123.46      |
| 0-13               | 3,268          | \$116.71      | \$121.21      | \$125.75      |
| 0-14               | 3,333          | \$119.04      | \$123.54      | \$128.07      |
| 0-15               | 3,400          | \$121.43      | \$125.93      | \$130.46      |
| 0-16               | 3,468          | \$123.86      | \$128.36      | \$132.89      |
| 0-17               | 3,537          | \$126.32      | \$130.82      | \$135.36      |
| 0-18               | 3,608          | \$128.86      | \$133.36      | \$137.89      |
| 0-19               | 3,680          | \$131.43      | \$135.93      | \$140.46      |
| 0-20               | 3,754          | \$134.07      | \$138.57      | \$143.11      |
| 0-21               | 3,829          | \$136.75      | \$141.25      | \$145.79      |
| 0-22               | 3,906          | \$139.50      | \$144.00      | \$148.54      |

| BASE<br>CERT. | ADV.<br>CERT. | DOC.<br>CERT. |
|---------------|---------------|---------------|
| \$85.87       | \$90.07       | \$94.30       |
| 87.57         | 91.77         | 96.00         |
| 89.33         | 93.53         | 97.77         |
| 91.13         | 95.33         | 99.57         |
| 92.97         | 97.17         | 101.40        |
| 94.83         | 99.03         | 103.27        |
| 96.73         | 100.93        | 105.17        |
| 98.67         | 102.87        | 107.10        |
| 100.63        | 104.83        | 109.07        |
| 102.63        | 106.83        | 111.07        |
| 104.70        | 108.90        | 113.13        |
| 106.80        | 111.00        | 115.23        |
| 108.93        | 113.13        | 117.37        |
| 111.10        | 115.30        | 119.53        |
| 113.33        | 117.53        | 121.77        |
| 115.60        | 119.80        | 124.03        |
| 117.90        | 122.10        | 126.33        |
| 120.27        | 124.47        | 128.70        |
| 122.67        | 126.87        | 131.10        |
| 125.13        | 129.33        | 133.57        |
| 127.63        | 131.83        | 136.07        |
| 130.20        | 134.40        | 138.63        |

| BASE<br>CERT. | ADV.<br>CERT. | DOC.<br>CERT. |
|---------------|---------------|---------------|
| \$83.10       | \$87.16       | \$91.26       |
| 84.74         | 88.81         | 92.90         |
| 86.45         | 90.52         | 94.61         |
| 88.19         | 92.26         | 96.35         |
| 89.97         | 94.03         | 98.13         |
| 91.77         | 95.84         | 99.94         |
| 93.61         | 97.68         | 101.77        |
| 95.48         | 99.55         | 103.65        |
| 97.39         | 101.45        | 105.55        |
| 99.32         | 103.39        | 107.48        |
| 101.32        | 105.39        | 109.48        |
| 103.35        | 107.42        | 111.52        |
| 105.42        | 109.48        | 113.58        |
| 107.52        | 111.58        | 115.68        |
| 109.68        | 113.74        | 117.84        |
| 111.87        | 115.94        | 120.03        |
| 114.10        | 118.16        | 122.26        |
| 116.39        | 120.45        | 124.55        |
| 118.71        | 122.77        | 126.87        |
| 121.10        | 125.16        | 129.26        |
| 123.52        | 127.58        | 131.68        |
| 126.00        | 130.06        | 134.16        |

The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD.

The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

**V. DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**

| SCHED/<br>PAY LEVEL | 28-DAY MONTH<br>DAILY RATES |               |               |               | 30-DAY MONTH<br>DAILY RATES |               |               | 31-DAY MONTH<br>DAILY RATES |               |               |
|---------------------|-----------------------------|---------------|---------------|---------------|-----------------------------|---------------|---------------|-----------------------------|---------------|---------------|
|                     | BASE<br>SALARY              | BASE<br>CERT. | ADV.<br>CERT. | DOC.<br>CERT. | BASE<br>CERT.               | ADV.<br>CERT. | DOC.<br>CERT. | BASE<br>CERT.               | ADV.<br>CERT. | DOC.<br>CERT. |
| 0-23                | \$3,984                     | \$142.29      | \$146.79      | \$151.32      | \$132.80                    | \$137.00      | \$141.23      | \$128.52                    | \$132.58      | \$136.68      |
| 0-24                | 4,064                       | \$145.14      | \$149.64      | \$154.18      | 135.47                      | 139.67        | 143.90        | 131.10                      | 135.16        | 139.26        |
| 0-25                | 4,145                       | \$148.04      | \$152.54      | \$157.07      | 138.17                      | 142.37        | 146.60        | 133.71                      | 137.77        | 141.87        |
| 0-26                | 4,228                       | \$151.00      | \$155.50      | \$160.04      | 140.93                      | 145.13        | 149.37        | 136.39                      | 140.45        | 144.55        |
| 0-27                | 4,313                       | \$154.04      | \$158.54      | \$163.07      | 143.77                      | 147.97        | 152.20        | 139.13                      | 143.19        | 147.29        |
| 0-28                | 4,399                       | \$157.11      | \$161.61      | \$166.14      | 146.63                      | 150.83        | 155.07        | 141.90                      | 145.97        | 150.06        |
| 0-29                | 4,487                       | \$160.25      | \$164.75      | \$169.29      | 149.57                      | 153.77        | 158.00        | 144.74                      | 148.81        | 152.90        |
| 0-30                | 4,577                       | \$163.46      | \$167.96      | \$172.50      | 152.57                      | 156.77        | 161.00        | 147.65                      | 151.71        | 155.81        |
| 0-31                | 4,669                       | \$166.75      | \$171.25      | \$175.79      | 155.63                      | 159.83        | 164.07        | 150.61                      | 154.68        | 158.77        |
| 0-32                | 4,762                       | \$170.07      | \$174.57      | \$179.11      | 158.73                      | 162.93        | 167.17        | 153.61                      | 157.68        | 161.77        |
| 0-33                | 4,857                       | \$173.46      | \$177.96      | \$182.50      | 161.90                      | 166.10        | 170.33        | 156.68                      | 160.74        | 164.84        |
| 0-34                | 4,954                       | \$176.93      | \$181.43      | \$185.96      | 165.13                      | 169.33        | 173.57        | 159.81                      | 163.87        | 167.97        |
| 0-35                | 5,053                       | \$180.46      | \$184.96      | \$189.50      | 168.43                      | 172.63        | 176.87        | 163.00                      | 167.06        | 171.16        |
| 0-36                | 5,154                       | \$184.07      | \$188.57      | \$193.11      | 171.80                      | 176.00        | 180.23        | 166.26                      | 170.32        | 174.42        |
| 0-37                | 5,257                       | \$187.75      | \$192.25      | \$196.79      | 175.23                      | 179.43        | 183.67        | 169.58                      | 173.65        | 177.74        |
| 0-38                | 5,362                       | \$191.50      | \$196.00      | \$200.54      | 178.73                      | 182.93        | 187.17        | 172.97                      | 177.03        | 181.13        |
| 0-39                | 5,469                       | \$195.32      | \$199.82      | \$204.36      | 182.30                      | 186.50        | 190.73        | 176.42                      | 180.48        | 184.58        |
| 0-40                | 5,578                       | \$199.21      | \$203.71      | \$208.25      | 185.93                      | 190.13        | 194.37        | 179.94                      | 184.00        | 188.10        |
| 0-41                | 5,690                       | \$203.21      | \$207.71      | \$212.25      | 189.67                      | 193.87        | 198.10        | 183.55                      | 187.61        | 191.71        |
| 0-42                | 5,804                       | \$207.29      | \$211.79      | \$216.32      | 193.47                      | 197.67        | 201.90        | 187.23                      | 191.29        | 195.39        |
| 0-43                | 5,920                       | \$211.43      | \$215.93      | \$220.46      | 197.33                      | 201.53        | 205.77        | 190.97                      | 195.03        | 199.13        |
| 0-44                | 6,038                       | \$215.64      | \$220.14      | \$224.68      | 201.27                      | 205.47        | 209.70        | 194.77                      | 198.84        | 202.94        |

The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD.  
 The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

## Section E

### Teachers and Student Support Services

#### I. Salary Determinations

---

**A. Using  
1996-97  
Salary  
Schedules**

The years of experience salary schedules for teachers and student support personnel (see pages 51-53) are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first installment coincides with the third pay period.

Teachers and student support personnel working outside of their ten month contract will be paid from the 1995-96 salary schedules and their 1995-96 years of experience for the first two pay periods of the 1996-97 fiscal year. Examples of this group include: summer school teachers, eleven and twelve month teachers, and teachers working extended employment.

---

**B. Teachers  
and Student  
Support  
Services**

Teachers and student support services personnel employed with the North Carolina Public School system are assigned a salary according to the license held, and years of experience on the license.

---

**1. Certified  
teacher salary  
at the highest  
license level**

If a teacher holds at least one area beyond the "A" level (master's, advanced (sixth-year), or doctorate) in

- teaching,
- student support services, or
- curriculum instructional specialist/supervision ("SG" license)

that teacher's salary is certified at his or her highest level of license.

Rule: This rule applies even if the teacher is assigned to an area other than the one with the highest class level.

Exception: Certification at the "SG" or "G" level in ROTC and certain vocational areas which are not based on the completion of approved education programs do not qualify. Such areas are identified by a 5 as the second character in the licensure program code.

---

*Continued on next page*

## I. Salary Determinations, Continued

---

**2. Nonteaching "G" License Allowed** Effective July 1, 1993, the Division of Human Resource Management, Licensure Section, began authorizing the salary license on the class "G" teacher license for teachers who hold master's degrees that are not in teacher education.

---

**Application for "G" supplemental salary** Because assignments change from year to year, requests for placement on the "G" salary scale for teachers who hold a master's degree in a nonteaching education area must be made each school year to the Licensure Section using Form G - Request for Authorization of Graduate Salary.

---

**3. Advanced degree monthly supplement for teachers** A teacher who has earned an advanced or a doctoral license in a teaching, student support services, or curriculum instructional specialist/supervision ("SG" license) shall be paid an additional monthly supplement as noted on the state salary schedule for "G" classroom teachers.

---

**C. Reassignments to vocational position** When a classroom teacher is reassigned to

- a vocational teaching position, and
- has more years of experience (due to creditable work experience) in the vocational area of license than in the academic area

placement on the salary schedule shall be in accordance with work experience granted in the vocational area.

If the teacher then returns to a regular classroom teaching position, he/she will be paid in accordance with their years of experience in the academic area.

---

**D. Psychologists and Speech-Language Pathologists**

Licensed psychologists and speech-language pathologists are paid on the school psychologist's and speech-language pathologist's scale according to the number of years on their license.

---

*Continued on next page*

## I. Salary Determinations, Continued

---

**1. Psychologists  
Advanced  
Degree  
Supplement**

A person holding an

- advanced psychologists license "AG," (license area 00026) or
- earned doctorate "DG,"

shall be paid an additional monthly supplement as noted on the state salary schedule for school psychologists.

---

**2. Speech-  
Language  
Pathologists  
advanced  
degree  
supplement**

A person holding an

- advanced speech-language pathologist's license "AG," (license area 88082)  
or
- earned doctorate "DG,"

shall be paid an additional monthly supplement as noted on the state salary schedule for school psychologists and speech-language pathologists.

---

**3. Provisionally  
licensed school  
psychologists**

School psychologists who are

- provisionally licensed, and
- have not completed the sixth year education requirement

will be compensated on the master's degree "G" teacher salary schedule.

---

**4. Bachelor's  
level licensed  
speech-  
language  
pathologists**

Speech-language pathologists who have not completed their master's education requirement will be compensated on the bachelor's degree "A" teacher salary schedule.

---



**II. "A" CLASSROOM AND VOCATIONAL EDUCATION TEACHERS  
A, V, VA, PV, PVA, OR SWA LICENSE**

| <u>YEARS OF EXPERIENCE</u> | <u>MONTHLY SALARY</u> | <u>10 MO. SALARY</u> |
|----------------------------|-----------------------|----------------------|
| 0                          | \$2,133               | \$21,330             |
| 1                          | 2,175                 | 21,750               |
| 2                          | 2,218                 | 22,180               |
| 3                          | 2,306                 | 23,060               |
| 4                          | 2,353                 | 23,530               |
| 5                          | 2,401                 | 24,010               |
| 6                          | 2,450                 | 24,500               |
| 7                          | 2,499                 | 24,990               |
| 8                          | 2,548                 | 25,480               |
| 9                          | 2,598                 | 25,980               |
| 10                         | 2,650                 | 26,500               |
| 11                         | 2,703                 | 27,030               |
| 12                         | 2,757                 | 27,570               |
| 13                         | 2,812                 | 28,120               |
| 14                         | 2,868                 | 28,680               |
| 15                         | 2,925                 | 29,250               |
| 16                         | 2,983                 | 29,830               |
| 17                         | 3,043                 | 30,430               |
| 18                         | 3,104                 | 31,040               |
| 19                         | 3,167                 | 31,670               |
| 20                         | 3,230                 | 32,300               |
| 21                         | 3,294                 | 32,940               |
| 22                         | 3,359                 | 33,590               |
| 23                         | 3,426                 | 34,260               |
| 24                         | 3,495                 | 34,950               |
| 25                         | 3,565                 | 35,650               |
| 26                         | 3,636                 | 36,360               |
| 27                         | 3,709                 | 37,090               |
| 28                         | 3,783                 | 37,830               |
| 29                         | 3,859                 | 38,590               |
| 30+                        | 3,859                 | 38,590               |

**NOTE:** The years of experience salary schedules for teachers and student support personnel are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first payment coincides with the third pay period.

**III. "G" CLASSROOM AND VOCATIONAL EDUCATION TEACHERS  
G, VG, CG, OR SWG LICENSE  
PROVISIONALLY LICENSED PSYCHOLOGISTS**

| <u>YEARS OF EXPERIENCE</u> | <u>MONTHLY SALARY</u> | <u>10 MO. SALARY</u> |
|----------------------------|-----------------------|----------------------|
| 0                          | \$2,266               | \$22,660             |
| 1                          | 2,311                 | 23,110               |
| 2                          | 2,357                 | 23,570               |
| 3                          | 2,451                 | 24,510               |
| 4                          | 2,501                 | 25,010               |
| 5                          | 2,551                 | 25,510               |
| 6                          | 2,602                 | 26,020               |
| 7                          | 2,654                 | 26,540               |
| 8                          | 2,707                 | 27,070               |
| 9                          | 2,761                 | 27,610               |
| 10                         | 2,816                 | 28,160               |
| 11                         | 2,872                 | 28,720               |
| 12                         | 2,929                 | 29,290               |
| 13                         | 2,987                 | 29,870               |
| 14                         | 3,047                 | 30,470               |
| 15                         | 3,108                 | 31,080               |
| 16                         | 3,170                 | 31,700               |
| 17                         | 3,233                 | 32,330               |
| 18                         | 3,298                 | 32,980               |
| 19                         | 3,364                 | 33,640               |
| 20                         | 3,431                 | 34,310               |
| 21                         | 3,500                 | 35,000               |
| 22                         | 3,570                 | 35,700               |
| 23                         | 3,641                 | 36,410               |
| 24                         | 3,714                 | 37,140               |
| 25                         | 3,788                 | 37,880               |
| 26                         | 3,864                 | 38,640               |
| 27                         | 3,941                 | 39,410               |
| 28                         | 4,020                 | 40,200               |
| 29                         | 4,100                 | 41,000               |
| 30+                        | 4,100                 | 41,000               |

**NOTES:**

1. ADD \$126 per month for an advanced teaching license.
2. ADD \$253 per month for an earned doctorate teaching license.
- 3) The years of experience salary schedules for teachers and student support personnel are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first installment coincides with the third pay period.

### IV. SCHOOL PSYCHOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS

| <u>YEARS OF EXPERIENCE</u> | <u>MONTHLY SALARY</u> | <u>10 MONTH SALARY</u> |
|----------------------------|-----------------------|------------------------|
| 0                          | \$2,551               | \$25,510               |
| 1                          | 2,602                 | 26,020                 |
| 2                          | 2,654                 | 26,540                 |
| 3                          | 2,707                 | 27,070                 |
| 4                          | 2,761                 | 27,610                 |
| 5                          | 2,816                 | 28,160                 |
| 6                          | 2,872                 | 28,720                 |
| 7                          | 2,929                 | 29,290                 |
| 8                          | 2,987                 | 29,870                 |
| 9                          | 3,047                 | 30,470                 |
| 10                         | 3,108                 | 31,080                 |
| 11                         | 3,170                 | 31,700                 |
| 12                         | 3,233                 | 32,330                 |
| 13                         | 3,298                 | 32,980                 |
| 14                         | 3,364                 | 33,640                 |
| 15                         | 3,431                 | 34,310                 |
| 16                         | 3,500                 | 35,000                 |
| 17                         | 3,570                 | 35,700                 |
| 18                         | 3,641                 | 36,410                 |
| 19                         | 3,714                 | 37,140                 |
| 20                         | 3,788                 | 37,880                 |
| 21                         | 3,864                 | 38,640                 |
| 22                         | 3,941                 | 39,410                 |
| 23                         | 4,020                 | 40,200                 |
| 24                         | 4,100                 | 41,000                 |
| 25                         | 4,182                 | 41,820                 |
| 26                         | 4,266                 | 42,660                 |
| 27                         | 4,351                 | 43,510                 |
| 28                         | 4,438                 | 44,380                 |
| 29                         | 4,527                 | 45,270                 |
| 30+                        | 4,527                 | 45,270                 |

**NOTES:**

1. ADD \$126 per month for an advanced teaching license.
2. ADD \$253 per month for an earned doctorate teaching license.
- 3) The years of experience salary schedules for teachers and student support personnel are effective with the third pay period of the 1996-97 school year. However, individuals in year-round and block schedule schools will be paid from the 1996-97 schedules for their entire ten month contract, regardless of whether their first installment coincides with the third pay period.

**V. DAILY RATES FOR "A" TEACHERS**

| <u>YEARS OF EXPERIENCE</u> | <u>BASE SALARY</u> | <u>28 DAY MONTH</u> | <u>30 DAY MONTH</u> | <u>31 DAY MONTH</u> |
|----------------------------|--------------------|---------------------|---------------------|---------------------|
| 0                          | \$2,133            | \$76.18             | \$71.10             | \$68.81             |
| 1                          | 2,175              | 77.68               | 72.50               | 70.16               |
| 2                          | 2,218              | 79.21               | 73.93               | 71.55               |
| 3                          | 2,306              | 82.36               | 76.87               | 74.39               |
| 4                          | 2,353              | 84.04               | 78.43               | 75.90               |
| 5                          | 2,401              | 85.75               | 80.03               | 77.45               |
| 6                          | 2,450              | 87.50               | 81.67               | 79.03               |
| 7                          | 2,499              | 89.25               | 83.30               | 80.61               |
| 8                          | 2,548              | 91.00               | 84.93               | 82.19               |
| 9                          | 2,598              | 92.79               | 86.60               | 83.81               |
| 10                         | 2,650              | 94.64               | 88.33               | 85.48               |
| 11                         | 2,703              | 96.54               | 90.10               | 87.19               |
| 12                         | 2,757              | 98.46               | 91.90               | 88.94               |
| 13                         | 2,812              | 100.43              | 93.73               | 90.71               |
| 14                         | 2,868              | 102.43              | 95.60               | 92.52               |
| 15                         | 2,925              | 104.46              | 97.50               | 94.35               |
| 16                         | 2,983              | 106.54              | 99.43               | 96.23               |
| 17                         | 3,043              | 108.68              | 101.43              | 98.16               |
| 18                         | 3,104              | 110.86              | 103.47              | 100.13              |
| 19                         | 3,167              | 113.11              | 105.57              | 102.16              |
| 20                         | 3,230              | 115.36              | 107.67              | 104.19              |
| 21                         | 3,294              | 117.64              | 109.80              | 106.26              |
| 22                         | 3,359              | 119.96              | 111.97              | 108.35              |
| 23                         | 3,426              | 122.36              | 114.20              | 110.52              |
| 24                         | 3,495              | 124.82              | 116.50              | 112.74              |
| 25                         | 3,565              | 127.32              | 118.83              | 115.00              |
| 26                         | 3,636              | 129.86              | 121.20              | 117.29              |
| 27                         | 3,709              | 132.46              | 123.63              | 119.65              |
| 28                         | 3,783              | 135.11              | 126.10              | 122.03              |
| 29                         | 3,859              | 137.82              | 128.63              | 124.48              |
| 30+                        | 3,859              | 137.82              | 128.63              | 124.48              |

**NOTES:**

1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the 'A' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

### V. DAILY RATES FOR "G" TEACHERS

| <u>YEARS OF EXPERIENCE</u> | <u>BASE SALARY</u> | <u>28 DAY MONTH</u> | <u>30 DAY MONTH</u> | <u>31 DAY MONTH</u> |
|----------------------------|--------------------|---------------------|---------------------|---------------------|
| 0                          | \$2,266            | \$80.93             | \$75.53             | \$73.10             |
| 1                          | 2,311              | 82.54               | 77.03               | 74.55               |
| 2                          | 2,357              | 84.18               | 78.57               | 76.03               |
| 3                          | 2,451              | 87.54               | 81.70               | 79.06               |
| 4                          | 2,501              | 89.32               | 83.37               | 80.68               |
| 5                          | 2,551              | 91.11               | 85.03               | 82.29               |
| 6                          | 2,602              | 92.93               | 86.73               | 83.94               |
| 7                          | 2,654              | 94.79               | 88.47               | 85.61               |
| 8                          | 2,707              | 96.68               | 90.23               | 87.32               |
| 9                          | 2,761              | 98.61               | 92.03               | 89.06               |
| 10                         | 2,816              | 100.57              | 93.87               | 90.84               |
| 11                         | 2,872              | 102.57              | 95.73               | 92.65               |
| 12                         | 2,929              | 104.61              | 97.63               | 94.48               |
| 13                         | 2,987              | 106.68              | 99.57               | 96.35               |
| 14                         | 3,047              | 108.82              | 101.57              | 98.29               |
| 15                         | 3,108              | 111.00              | 103.60              | 100.26              |
| 16                         | 3,170              | 113.21              | 105.67              | 102.26              |
| 17                         | 3,233              | 115.46              | 107.77              | 104.29              |
| 18                         | 3,298              | 117.79              | 109.93              | 106.39              |
| 19                         | 3,364              | 120.14              | 112.13              | 108.52              |
| 20                         | 3,431              | 122.54              | 114.37              | 110.68              |
| 21                         | 3,500              | 125.00              | 116.67              | 112.90              |
| 22                         | 3,570              | 127.50              | 119.00              | 115.16              |
| 23                         | 3,641              | 130.04              | 121.37              | 117.45              |
| 24                         | 3,714              | 132.64              | 123.80              | 119.81              |
| 25                         | 3,788              | 135.29              | 126.27              | 122.19              |
| 26                         | 3,864              | 138.00              | 128.80              | 124.65              |
| 27                         | 3,941              | 140.75              | 131.37              | 127.13              |
| 28                         | 4,020              | 143.57              | 134.00              | 129.68              |
| 29                         | 4,100              | 146.43              | 136.67              | 132.26              |
| 30+                        | 4,100              | 146.43              | 136.67              | 132.26              |

**NOTES:**

- 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.
- 2) This schedule is based upon the 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

**V. DAILY RATES FOR ADVANCED TEACHERS**

| <u>YEARS OF EXPERIENCE</u> | <u>BASE SALARY</u> | <u>28 DAY MONTH</u> | <u>30 DAY MONTH</u> | <u>31 DAY MONTH</u> |
|----------------------------|--------------------|---------------------|---------------------|---------------------|
| 0                          | \$2,392            | \$85.43             | \$79.73             | \$77.16             |
| 1                          | 2,437              | 87.04               | 81.23               | 78.61               |
| 2                          | 2,483              | 88.68               | 82.77               | 80.10               |
| 3                          | 2,577              | 92.04               | 85.90               | 83.13               |
| 4                          | 2,627              | 93.82               | 87.57               | 84.74               |
| 5                          | 2,677              | 95.61               | 89.23               | 86.35               |
| 6                          | 2,728              | 97.43               | 90.93               | 88.00               |
| 7                          | 2,780              | 99.29               | 92.67               | 89.68               |
| 8                          | 2,833              | 101.18              | 94.43               | 91.39               |
| 9                          | 2,887              | 103.11              | 96.23               | 93.13               |
| 10                         | 2,942              | 105.07              | 98.07               | 94.90               |
| 11                         | 2,998              | 107.07              | 99.93               | 96.71               |
| 12                         | 3,055              | 109.11              | 101.83              | 98.55               |
| 13                         | 3,113              | 111.18              | 103.77              | 100.42              |
| 14                         | 3,173              | 113.32              | 105.77              | 102.35              |
| 15                         | 3,234              | 115.50              | 107.80              | 104.32              |
| 16                         | 3,296              | 117.71              | 109.87              | 106.32              |
| 17                         | 3,359              | 119.96              | 111.97              | 108.35              |
| 18                         | 3,424              | 122.29              | 114.13              | 110.45              |
| 19                         | 3,490              | 124.64              | 116.33              | 112.58              |
| 20                         | 3,557              | 127.04              | 118.57              | 114.74              |
| 21                         | 3,626              | 129.50              | 120.87              | 116.97              |
| 22                         | 3,696              | 132.00              | 123.20              | 119.23              |
| 23                         | 3,767              | 134.54              | 125.57              | 121.52              |
| 24                         | 3,840              | 137.14              | 128.00              | 123.87              |
| 25                         | 3,914              | 139.79              | 130.47              | 126.26              |
| 26                         | 3,990              | 142.50              | 133.00              | 128.71              |
| 27                         | 4,067              | 145.25              | 135.57              | 131.19              |
| 28                         | 4,146              | 148.07              | 138.20              | 133.74              |
| 29                         | 4,226              | 150.93              | 140.87              | 136.32              |
| 30+                        | 4,226              | 150.93              | 140.87              | 136.32              |

**NOTES:**

1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

**BEST COPY AVAILABLE**

**V. DAILY RATES FOR DOCTORATE TEACHERS**

| <u>YEARS OF EXPERIENCE</u> | <u>BASE SALARY</u> | <u>28 DAY MONTH</u> | <u>30 DAY MONTH</u> | <u>31 DAY MONTH</u> |
|----------------------------|--------------------|---------------------|---------------------|---------------------|
| 0                          | \$2,519            | \$89.96             | \$83.97             | \$81.26             |
| 1                          | 2,564              | 91.57               | 85.47               | 82.71               |
| 2                          | 2,610              | 93.21               | 87.00               | 84.19               |
| 3                          | 2,704              | 96.57               | 90.13               | 87.23               |
| 4                          | 2,754              | 98.36               | 91.80               | 88.84               |
| 5                          | 2,804              | 100.14              | 93.47               | 90.45               |
| 6                          | 2,855              | 101.96              | 95.17               | 92.10               |
| 7                          | 2,907              | 103.82              | 96.90               | 93.77               |
| 8                          | 2,960              | 105.71              | 98.67               | 95.48               |
| 9                          | 3,014              | 107.64              | 100.47              | 97.23               |
| 10                         | 3,069              | 109.61              | 102.30              | 99.00               |
| 11                         | 3,125              | 111.61              | 104.17              | 100.81              |
| 12                         | 3,182              | 113.64              | 106.07              | 102.65              |
| 13                         | 3,240              | 115.71              | 108.00              | 104.52              |
| 14                         | 3,300              | 117.86              | 110.00              | 106.45              |
| 15                         | 3,361              | 120.04              | 112.03              | 108.42              |
| 16                         | 3,423              | 122.25              | 114.10              | 110.42              |
| 17                         | 3,486              | 124.50              | 116.20              | 112.45              |
| 18                         | 3,551              | 126.82              | 118.37              | 114.55              |
| 19                         | 3,617              | 129.18              | 120.57              | 116.68              |
| 20                         | 3,684              | 131.57              | 122.80              | 118.84              |
| 21                         | 3,753              | 134.04              | 125.10              | 121.06              |
| 22                         | 3,823              | 136.54              | 127.43              | 123.32              |
| 23                         | 3,894              | 139.07              | 129.80              | 125.61              |
| 24                         | 3,967              | 141.68              | 132.23              | 127.97              |
| 25                         | 4,041              | 144.32              | 134.70              | 130.35              |
| 26                         | 4,117              | 147.04              | 137.23              | 132.81              |
| 27                         | 4,194              | 149.79              | 139.80              | 135.29              |
| 28                         | 4,273              | 152.61              | 142.43              | 137.84              |
| 29                         | 4,353              | 155.46              | 145.10              | 140.42              |
| 30+                        | 4,353              | 155.46              | 145.10              | 140.42              |

**NOTES:**

1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

**V. DAILY RATES FOR SCHOOL PSYCHOLOGISTS  
and SPEECH-LANGUAGE PATHOLOGISTS**

| <u>YEARS OF EXPERIENCE</u> | <u>BASE SALARY</u> | <u>28 DAY MONTH</u> | <u>30 DAY MONTH</u> | <u>31 DAY MONTH</u> |
|----------------------------|--------------------|---------------------|---------------------|---------------------|
| 0                          | \$2,551            | \$91.11             | \$85.03             | \$82.29             |
| 1                          | 2,602              | 92.93               | 86.73               | 83.94               |
| 2                          | 2,654              | 94.79               | 88.47               | 85.61               |
| 3                          | 2,707              | 96.68               | 90.23               | 87.32               |
| 4                          | 2,761              | 98.61               | 92.03               | 89.06               |
| 5                          | 2,816              | 100.57              | 93.87               | 90.84               |
| 6                          | 2,872              | 102.57              | 95.73               | 92.65               |
| 7                          | 2,929              | 104.61              | 97.63               | 94.48               |
| 8                          | 2,987              | 106.68              | 99.57               | 96.35               |
| 9                          | 3,047              | 108.82              | 101.57              | 98.29               |
| 10                         | 3,108              | 111.00              | 103.60              | 100.26              |
| 11                         | 3,170              | 113.21              | 105.67              | 102.26              |
| 12                         | 3,233              | 115.46              | 107.77              | 104.29              |
| 13                         | 3,298              | 117.79              | 109.93              | 106.39              |
| 14                         | 3,364              | 120.14              | 112.13              | 108.52              |
| 15                         | 3,431              | 122.54              | 114.37              | 110.68              |
| 16                         | 3,500              | 125.00              | 116.67              | 112.90              |
| 17                         | 3,570              | 127.50              | 119.00              | 115.16              |
| 18                         | 3,641              | 130.04              | 121.37              | 117.45              |
| 19                         | 3,714              | 132.64              | 123.80              | 119.81              |
| 20                         | 3,788              | 135.29              | 126.27              | 122.19              |
| 21                         | 3,864              | 138.00              | 128.80              | 124.65              |
| 22                         | 3,941              | 140.75              | 131.37              | 127.13              |
| 23                         | 4,020              | 143.57              | 134.00              | 129.68              |
| 24                         | 4,100              | 146.43              | 136.67              | 132.26              |
| 25                         | 4,182              | 149.36              | 139.40              | 134.90              |
| 26                         | 4,266              | 152.36              | 142.20              | 137.61              |
| 27                         | 4,351              | 155.39              | 145.03              | 140.35              |
| 28                         | 4,438              | 158.50              | 147.93              | 143.16              |
| 29                         | 4,527              | 161.68              | 150.90              | 146.03              |
| 30+                        | 4,527              | 161.68              | 150.90              | 146.03              |

**NOTES:**

- 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.
- 2) This schedule is based upon the School Psychologists and Speech-Language Pathologists Salary Schedule effective in the third (3) pay period of the 1996-97 school year.



**V. DAILY RATES FOR SCHOOL PSYCHOLOGISTS  
and SPEECH-LANGUAGE PATHOLOGISTS SIX-YEAR DEGREE**

| <u>YEARS OF EXPERIENCE</u> | <u>BASE SALARY</u> | <u>28 DAY MONTH</u> | <u>30 DAY MONTH</u> | <u>31 DAY MONTH</u> |
|----------------------------|--------------------|---------------------|---------------------|---------------------|
| 0                          | \$2,677            | \$95.61             | \$89.23             | \$86.35             |
| 1                          | 2,728              | 97.43               | 90.93               | 88.00               |
| 2                          | 2,780              | 99.29               | 92.67               | 89.68               |
| 3                          | 2,833              | 101.18              | 94.43               | 91.39               |
| 4                          | 2,887              | 103.11              | 96.23               | 93.13               |
| 5                          | 2,942              | 105.07              | 98.07               | 94.90               |
| 6                          | 2,998              | 107.07              | 99.93               | 96.71               |
| 7                          | 3,055              | 109.11              | 101.83              | 98.55               |
| 8                          | 3,113              | 111.18              | 103.77              | 100.42              |
| 9                          | 3,173              | 113.32              | 105.77              | 102.35              |
| 10                         | 3,234              | 115.50              | 107.80              | 104.32              |
| 11                         | 3,296              | 117.71              | 109.87              | 106.32              |
| 12                         | 3,359              | 119.96              | 111.97              | 108.35              |
| 13                         | 3,424              | 122.29              | 114.13              | 110.45              |
| 14                         | 3,490              | 124.64              | 116.33              | 112.58              |
| 15                         | 3,557              | 127.04              | 118.57              | 114.74              |
| 16                         | 3,626              | 129.50              | 120.87              | 116.97              |
| 17                         | 3,696              | 132.00              | 123.20              | 119.23              |
| 18                         | 3,767              | 134.54              | 125.57              | 121.52              |
| 19                         | 3,840              | 137.14              | 128.00              | 123.87              |
| 20                         | 3,914              | 139.79              | 130.47              | 126.26              |
| 21                         | 3,990              | 142.50              | 133.00              | 128.71              |
| 22                         | 4,067              | 145.25              | 135.57              | 131.19              |
| 23                         | 4,146              | 148.07              | 138.20              | 133.74              |
| 24                         | 4,226              | 150.93              | 140.87              | 136.32              |
| 25                         | 4,308              | 153.86              | 143.60              | 138.97              |
| 26                         | 4,392              | 156.86              | 146.40              | 141.68              |
| 27                         | 4,477              | 159.89              | 149.23              | 144.42              |
| 28                         | 4,564              | 163.00              | 152.13              | 147.23              |
| 29                         | 4,653              | 166.18              | 155.10              | 150.10              |
| 30+                        | 4,653              | 166.18              | 155.10              | 150.10              |

NOTES: 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the School Psychologists and Speech-Language Pathologists Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

**V. DAILY RATES FOR SCHOOL PSYCHOLOGIST  
and SPEECH-LANGUAGE PATHOLOGISTS DOCTORAL DEGREE**

| <u>YEARS OF<br/>EXPERIENCE</u> | <u>BASE<br/>SALARY</u> | <u>28<br/>DAY<br/>MONTH</u> | <u>30<br/>DAY<br/>MONTH</u> | <u>31<br/>DAY<br/>MONTH</u> |
|--------------------------------|------------------------|-----------------------------|-----------------------------|-----------------------------|
| 0                              | \$2,804                | \$100.14                    | \$93.47                     | \$90.45                     |
| 1                              | 2,855                  | 101.96                      | 95.17                       | 92.10                       |
| 2                              | 2,907                  | 103.82                      | 96.90                       | 93.77                       |
| 3                              | 2,960                  | 105.71                      | 98.67                       | 95.48                       |
| 4                              | 3,014                  | 107.64                      | 100.47                      | 97.23                       |
| 5                              | 3,069                  | 109.61                      | 102.30                      | 99.00                       |
| 6                              | 3,125                  | 111.61                      | 104.17                      | 100.81                      |
| 7                              | 3,182                  | 113.64                      | 106.07                      | 102.65                      |
| 8                              | 3,240                  | 115.71                      | 108.00                      | 104.52                      |
| 9                              | 3,300                  | 117.86                      | 110.00                      | 106.45                      |
| 10                             | 3,361                  | 120.04                      | 112.03                      | 108.42                      |
| 11                             | 3,423                  | 122.25                      | 114.10                      | 110.42                      |
| 12                             | 3,486                  | 124.50                      | 116.20                      | 112.45                      |
| 13                             | 3,551                  | 126.82                      | 118.37                      | 114.55                      |
| 14                             | 3,617                  | 129.18                      | 120.57                      | 116.68                      |
| 15                             | 3,684                  | 131.57                      | 122.80                      | 118.84                      |
| 16                             | 3,753                  | 134.04                      | 125.10                      | 121.06                      |
| 17                             | 3,823                  | 136.54                      | 127.43                      | 123.32                      |
| 18                             | 3,894                  | 139.07                      | 129.80                      | 125.61                      |
| 19                             | 3,967                  | 141.68                      | 132.23                      | 127.97                      |
| 20                             | 4,041                  | 144.32                      | 134.70                      | 130.35                      |
| 21                             | 4,117                  | 147.04                      | 137.23                      | 132.81                      |
| 22                             | 4,194                  | 149.79                      | 139.80                      | 135.29                      |
| 23                             | 4,273                  | 152.61                      | 142.43                      | 137.84                      |
| 24                             | 4,353                  | 155.46                      | 145.10                      | 140.42                      |
| 25                             | 4,435                  | 158.39                      | 147.83                      | 143.06                      |
| 26                             | 4,519                  | 161.39                      | 150.63                      | 145.77                      |
| 27                             | 4,604                  | 164.43                      | 153.47                      | 148.52                      |
| 28                             | 4,691                  | 167.54                      | 156.37                      | 151.32                      |
| 29                             | 4,780                  | 170.71                      | 159.33                      | 154.19                      |
| 30+                            | 4,780                  | 170.71                      | 159.33                      | 154.19                      |

NOTES: 1) The daily rate is dependent upon the number of CALENDAR DAYS in the MONTHLY PAY PERIOD. The daily rate is computed by dividing the monthly salary by the number of calendar days in the monthly pay period.

2) This schedule is based upon the School Psychologists and Speech-Language Pathologists Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

## VI. 12 MONTH INSTALLMENT RATE CHART FOR TEACHERS

| YEARS OF EXPERIENCE | "A" License<br>MONTHLY RATE |            | "G" License<br>MONTHLY RATE |            |
|---------------------|-----------------------------|------------|-----------------------------|------------|
|                     | 10 MONTH                    | 12 INSTAL. | 10 MONTH                    | 12 INSTAL. |
| 0                   | \$2,133                     | \$1,777.50 | \$2,266                     | \$1,888.33 |
| 1                   | 2,175                       | 1,812.50   | 2,311                       | 1,925.83   |
| 2                   | 2,218                       | 1,848.33   | 2,357                       | 1,964.17   |
| 3                   | 2,306                       | 1,921.67   | 2,451                       | 2,042.50   |
| 4                   | 2,353                       | 1,960.83   | 2,501                       | 2,084.17   |
| 5                   | 2,401                       | 2,000.83   | 2,551                       | 2,125.83   |
| 6                   | 2,450                       | 2,041.67   | 2,602                       | 2,168.33   |
| 7                   | 2,499                       | 2,082.50   | 2,654                       | 2,211.67   |
| 8                   | 2,548                       | 2,123.33   | 2,707                       | 2,255.83   |
| 9                   | 2,598                       | 2,165.00   | 2,761                       | 2,300.83   |
| 10                  | 2,650                       | 2,208.33   | 2,816                       | 2,346.67   |
| 11                  | 2,703                       | 2,252.50   | 2,872                       | 2,393.33   |
| 12                  | 2,757                       | 2,297.50   | 2,929                       | 2,440.83   |
| 13                  | 2,812                       | 2,343.33   | 2,987                       | 2,489.17   |
| 14                  | 2,868                       | 2,390.00   | 3,047                       | 2,539.17   |
| 15                  | 2,925                       | 2,437.50   | 3,108                       | 2,590.00   |
| 16                  | 2,983                       | 2,485.83   | 3,170                       | 2,641.67   |
| 17                  | 3,043                       | 2,535.83   | 3,233                       | 2,694.17   |
| 18                  | 3,104                       | 2,586.67   | 3,298                       | 2,748.33   |
| 19                  | 3,167                       | 2,639.17   | 3,364                       | 2,803.33   |
| 20                  | 3,230                       | 2,691.67   | 3,431                       | 2,859.17   |
| 21                  | 3,294                       | 2,745.00   | 3,500                       | 2,916.67   |
| 22                  | 3,359                       | 2,799.17   | 3,570                       | 2,975.00   |
| 23                  | 3,426                       | 2,855.00   | 3,641                       | 3,034.17   |
| 24                  | 3,495                       | 2,912.50   | 3,714                       | 3,095.00   |
| 25                  | 3,565                       | 2,970.83   | 3,788                       | 3,156.67   |
| 26                  | 3,636                       | 3,030.00   | 3,864                       | 3,220.00   |
| 27                  | 3,709                       | 3,090.83   | 3,941                       | 3,284.17   |
| 28                  | 3,783                       | 3,152.50   | 4,020                       | 3,350.00   |
| 29                  | 3,859                       | 3,215.83   | 4,100                       | 3,416.67   |
| 30+                 | 3,859                       | 3,215.83   | 4,100                       | 3,416.67   |

NOTE: This schedule is based upon the 'A' and 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

## VI. 12 MONTH INSTALLMENT RATE CHART FOR TEACHERS

| YEARS OF<br>EXPERIENCE | Advanced License<br>MONTHLY RATE |               | Doctorate License<br>MONTHLY RATE |               |
|------------------------|----------------------------------|---------------|-----------------------------------|---------------|
|                        | 10<br>MONTH                      | 12<br>INSTAL. | 10<br>MONTH                       | 12<br>INSTAL. |
|                        | 0                                | \$2,392       | \$1,993.33                        | \$2,519       |
| 1                      | 2,437                            | 2,030.83      | 2,564                             | 2,136.67      |
| 2                      | 2,483                            | 2,069.17      | 2,610                             | 2,175.00      |
| 3                      | 2,577                            | 2,147.50      | 2,704                             | 2,253.33      |
| 4                      | 2,627                            | 2,189.17      | 2,754                             | 2,295.00      |
| 5                      | 2,677                            | 2,230.83      | 2,804                             | 2,336.67      |
| 6                      | 2,728                            | 2,273.33      | 2,855                             | 2,379.17      |
| 7                      | 2,780                            | 2,316.67      | 2,907                             | 2,422.50      |
| 8                      | 2,833                            | 2,360.83      | 2,960                             | 2,466.67      |
| 9                      | 2,887                            | 2,405.83      | 3,014                             | 2,511.67      |
| 10                     | 2,942                            | 2,451.67      | 3,069                             | 2,557.50      |
| 11                     | 2,998                            | 2,498.33      | 3,125                             | 2,604.17      |
| 12                     | 3,055                            | 2,545.83      | 3,182                             | 2,651.67      |
| 13                     | 3,113                            | 2,594.17      | 3,240                             | 2,700.00      |
| 14                     | 3,173                            | 2,644.17      | 3,300                             | 2,750.00      |
| 15                     | 3,234                            | 2,695.00      | 3,361                             | 2,800.83      |
| 16                     | 3,296                            | 2,746.67      | 3,423                             | 2,852.50      |
| 17                     | 3,359                            | 2,799.17      | 3,486                             | 2,905.00      |
| 18                     | 3,424                            | 2,853.33      | 3,551                             | 2,959.17      |
| 19                     | 3,490                            | 2,908.33      | 3,617                             | 3,014.17      |
| 20                     | 3,557                            | 2,964.17      | 3,684                             | 3,070.00      |
| 21                     | 3,626                            | 3,021.67      | 3,753                             | 3,127.50      |
| 22                     | 3,696                            | 3,080.00      | 3,823                             | 3,185.83      |
| 23                     | 3,767                            | 3,139.17      | 3,894                             | 3,245.00      |
| 24                     | 3,840                            | 3,200.00      | 3,967                             | 3,305.83      |
| 25                     | 3,914                            | 3,261.67      | 4,041                             | 3,367.50      |
| 26                     | 3,990                            | 3,325.00      | 4,117                             | 3,430.83      |
| 27                     | 4,067                            | 3,389.17      | 4,194                             | 3,495.00      |
| 28                     | 4,146                            | 3,455.00      | 4,273                             | 3,560.83      |
| 29                     | 4,226                            | 3,521.67      | 4,353                             | 3,627.50      |
| 30+                    | 4,226                            | 3,521.67      | 4,353                             | 3,627.50      |

NOTE: This schedule is based upon the 'A' and 'G' Teacher Salary Schedule effective in the third (3) pay period of the 1996-97 school year.

## Section F

### Noncertified Personnel

#### I. Salary Determinations

---

**A. Using 1996-97 Salary Ranges** The salary ranges for noncertified personnel (see pages 65-72) are effective with the third pay period of the 1996-97 school year. Individuals whose work occurs exclusively during the ten month school year will be paid from the 1996-97 ranges for their entire ten month term regardless of whether that term begins on or before the third pay period.

Eleven and twelve month personnel will be paid at their 1995-96 salary for the first two pay periods of the 1996-97 school year.

---

**B. Noncertified Personnel** Noncertified personnel must be paid within the salary range for their job classification.

---

**Exception** School nurses with national certification are paid according to years of experience in nursing. Salary assignment and verification of nursing experience are calculated at the local level.

Definition: See pages 7-9 in the General Provisions.

Schedule: See page 73 for the nationally certified school nurses salary schedule.

---

**C. New Class Specifications** Effective July 1, 1996, new recommended class specifications have been approved by the State Board of Education. The salary schedules on pages 65-72 reflect these new specifications. In those instances where the class specifications state "Salary Based on ADM," or "Salary Based on Number of Sites/Programs Supervised," the salary grades are the same as in the July 1, 1995, Public School Personnel State Salary Schedule.

---

*Continued on next page*

**BEST COPY AVAILABLE**

**I. Salary Determinations, Continued**

**1. Major Pay Grade Changes**

|   | <b>1995-96<br/>Salary Grade</b> | <b>1996-97<br/>Salary Grade</b> |
|---|---------------------------------|---------------------------------|
| Teacher Assistant                             | 53                              | 56<br>(See Item 2. below)       |
| School Nurse (without national certification) | 67                              | 68                              |
| Therapeutic Recreation Specialist             | 66                              | 67                              |
| Orientation and Mobility Specialist           | 67                              | 68                              |

**2. Implementing Pay Grade Changes**

Teacher assistants must be paid at least at the minimum of salary grade 54 (\$1,227.69 per month) for the 1996-97 school year. Additional step increases will not be adopted by the state board until legislative funding is received.

Other positions with salary grade increases are to be implemented on a funds available basis.

**D. Workweek**

Salaries for all classifications of noncertified personnel are based on a 40-hour workweek (excluding teacher assistants). The monthly salary for standard workweeks of less than 40 hours must be prorated accordingly.

## II. CHILD NUTRITION PERSONNEL

| Classification   | Salary Grade | Minimum Monthly Salary | Maximum Monthly Salary |
|--|--------------|------------------------|------------------------|
| Child Nutrition Assistant                                  |              |                        |                        |
| I  | 50           | 1,133.14               | 1,644.58               |
| II   | 52           | 1,150.93               | 1,781.92               |
| III  | 54           | 1,227.69               | 1,928.25               |
| IV   | 55           | 1,276.83               | 2,003.33               |
| Child Nutrition Manager                                    |              |                        |                        |
| I  | 55           | 1,276.83               | 2,003.33               |
| II   | 56           | 1,327.96               | 2,088.67               |
| III  | 57           | 1,379.25               | 2,178.67               |
| IV   | 58           | 1,431.58               | 2,270.83               |
| Child Nutrition Supervisor &<br>Child Nutrition Director I |              |                        |                        |
| I  | 61           | 1,613.83               | 2,581.17               |
| II   | 64           | 1,817.67               | 2,932.92               |
| III  | 68           | 2,144.25               | 3,517.83               |
| IV   | 72           | 2,541.00               | 4,216.83               |

**Rule:** Noncertified salaries are based on a 40 hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

**II. CHILD NUTRITION PERSONNEL, continued**

| Classification                                  | Salary Grade | Minimum Monthly Salary | Maximum Monthly Salary |
|---|--------------|------------------------|------------------------|
| Child Nutrition Supervisor & Director I         |              |                        |                        |
| I   | 61           | 1,613.83               | 2,581.17               |
| II  | 67           | 2,057.67               | 3,358.67               |
| III   | 68           | 2,144.25               | 3,517.83               |
| IV  | 72           | 2,541.00               | 4,216.83               |
|   |              |                        |                        |
| Child Nutrition Director II (bachelor's degree) |              |                        |                        |
| III   |              | 2,225.00               | 3,519.00               |
| IV  |              | 2,636.00               | 4,219.00               |
|   |              |                        |                        |
| Child Nutrition Director II (advanced degree)   |              | 3,000.00               | 4,562.00               |

**Rule:** Noncertified salaries are based on a 40 hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.



## II. CURRICULUM SUPPORT

| Classification                                    | Salary Grade | Minimum Monthly Salary | Maximum Monthly Salary |
|---|--------------|------------------------|------------------------|
| Braillist   | 59           | 1,489.08               | 2,367.75               |
| Educational Interpreter                           | 59           | 1,489.08               | 2,367.75               |
| Exceptional Children Data Manager                 | 63           | 1,747.25               | 2,807.17               |
| Occupational Therapist                            | 76           | 3,033.83               | 5,073.75               |
| Occupational Therapist Assistant                  | 64           | 1,817.67               | 2,932.92               |
| Orientation and Mobility Specialist               | 68           | 2,144.25               | 3,517.83               |
| Parent Counselor-Trainer                          | 63           | 1,747.25               | 2,807.17               |
| Physical Therapist                                | 76           | 3,033.83               | 5,073.75               |
| Physical Therapist Assistant                      | 64           | 1,817.67               | 2,932.92               |
| School Health Assistant                           | 52           | 1,150.93               | 1,781.92               |
| School Nurse (Not Holding National Certification) | 68           | 2,144.25               | 3,517.83               |
| Teacher Assistant                                 | 54           | 1,227.69               | 1,928.25               |
| Technology Assistant                              | 61           | 1,613.83               | 2,581.17               |
| Therapeutic Recreation Spec.                      | 67           | 2,057.67               | 3,358.67               |
| Vocational Technical Assistant                    | 54           | 1,227.69               | 1,928.25               |

**Rule:** Noncertified salaries are based on a 40 hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

**II. MAINTENANCE PERSONNEL**

| <b>Classification</b>          | <b>Salary Grade</b> | <b>Minimum Monthly Salary</b> | <b>Maximum Monthly Salary</b> |
|--------------------------------|---------------------|-------------------------------|-------------------------------|
| Cabinet Maker                  | 61                  | 1,613.83                      | 2,581.17                      |
| Carpenter I                    | 57                  | 1,379.25                      | 2,178.67                      |
| Carpenter II                   | 61                  | 1,613.83                      | 2,581.17                      |
| Carpentry Crew Leader          | 63                  | 1,747.25                      | 2,807.17                      |
| Carpenter Supervisor           | 65                  | 1,891.33                      | 3,069.08                      |
| Custodian I                    | 50                  | 1,133.14                      | 1,644.58                      |
| Custodian II                   | 51                  | 1,141.96                      | 1,711.42                      |
| Custodian Crew Leader          | 52                  | 1,150.93                      | 1,781.92                      |
| Custodian Supervisor I         | 56                  | 1,327.96                      | 2,088.67                      |
| Custodian Supervisor II        | 58                  | 1,431.58                      | 2,270.83                      |
| Custodian Supervisor III       | 60                  | 1,548.83                      | 2,472.83                      |
| Electrician I                  | 59                  | 1,489.08                      | 2,367.75                      |
| Electrician II                 | 63                  | 1,747.25                      | 2,807.17                      |
| Electrician Crew Leader        | 64                  | 1,817.67                      | 2,932.92                      |
| Electrician Supervisor I       | 66                  | 1,971.33                      | 3,208.58                      |
| Electrician Supervisor II      | 68                  | 2,144.25                      | 3,517.83                      |
| Electronic Technician I        | 64                  | 1,817.67                      | 2,932.92                      |
| Electronic Technician II       | 67                  | 2,057.67                      | 3,358.67                      |
| Floor Maintenance Assistant I  | 53                  | 1,182.91                      | 1,852.25                      |
| Floor Maintenance Assistant II | 55                  | 1,276.83                      | 2,003.33                      |
| Floor Maintenance Crew Leader  | 56                  | 1,327.96                      | 2,088.67                      |
| Floor Maintenance Supervisor   | 62                  | 1,678.00                      | 2,690.83                      |
| Glazier                        | 60                  | 1,548.83                      | 2,472.83                      |
| Grounds Keeper I               | 56                  | 1,327.96                      | 2,088.67                      |
| Grounds Keeper II              | 58                  | 1,431.58                      | 2,270.83                      |
| Grounds Crew Leader            | 59                  | 1,489.08                      | 2,367.75                      |

**II. MAINTENANCE PERSONNEL, continued**

| Classification                  | Salary Grade | Minimum Monthly Salary | Maximum Monthly Salary |
|---------------------------------|--------------|------------------------|------------------------|
| Grounds Supervisor I            | 63           | 1,747.25               | 2,807.17               |
| Grounds Supervisor II           | 65           | 1,891.33               | 3,069.08               |
| HVAC Mechanic I                 | 65           | 1,891.33               | 3,069.08               |
| HVAC Mechanic II                | 67           | 2,057.67               | 3,358.67               |
| HVAC Supervisor                 | 69           | 2,235.83               | 3,680.42               |
| Laborer                         | 50           | 1,133.14               | 1,644.58               |
| Locksmith                       | 62           | 1,678.00               | 2,690.83               |
| Machine Operator                | 57           | 1,379.25               | 2,178.67               |
| Maintenance Supervisor/Director |              |                        |                        |
| I                               | 65           | 1,891.33               | 3,069.08               |
| II                              | 66           | 1,971.33               | 3,208.58               |
| III                             | 68           | 2,144.25               | 3,517.83               |
| IV                              | 70           | 2,337.33               | 3,853.50               |
| V                               | 70           | 2,337.33               | 3,853.50               |
| VI                              | 72           | 2,541.00               | 4,216.83               |
| VII                             | 74           | 2,772.42               | 4,626.17               |
| VIII                            | 76           | 3,033.83               | 5,073.75               |
| IX                              | 77           | 3,178.92               | 5,313.67               |
| X                               | 78           | 3,325.08               | 5,568.50               |
| Mason                           | 63           | 1,747.25               | 2,807.17               |
| Painter I                       | 59           | 1,489.08               | 2,367.75               |

**Rule:** Noncertified salaries are based on a 40 hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

**II. MAINTENANCE PERSONNEL, continued**

| <b>Classification</b>          | <b>Salary Grade</b> | <b>Minimum Monthly Salary</b> | <b>Maximum Monthly Salary</b> |
|--------------------------------|---------------------|-------------------------------|-------------------------------|
| Painter II                     | 61                  | 1,613.83                      | 2,581.17                      |
| Painter Crew Leader            | 62                  | 1,678.00                      | 2,690.83                      |
| Plasterer I                    | 63                  | 1,747.25                      | 2,807.17                      |
| Plasterer Crew Leader          | 65                  | 1,891.33                      | 3,069.08                      |
| Plumber I                      | 59                  | 1,489.08                      | 2,367.75                      |
| Plumber II                     | 63                  | 1,747.25                      | 2,807.17                      |
| Plumber Crew Leader            | 64                  | 1,817.67                      | 2,932.92                      |
| Refrigeration Mechanic         | 61                  | 1,613.83                      | 2,581.17                      |
| Roofer                         | 61                  | 1,613.83                      | 2,581.17                      |
| Warehouse Manager I            | 61                  | 1,613.83                      | 2,581.17                      |
| Warehouse Manager II           | 63                  | 1,747.25                      | 2,807.17                      |
| Waste Water Plant Operator I   | 57                  | 1,379.25                      | 2,178.67                      |
| Waste Water Plant Operator II  | 62                  | 1,678.00                      | 2,690.83                      |
| Waste Water Plant Operator III | 70                  | 2,337.33                      | 3,853.50                      |
| Welder I                       | 61                  | 1,613.83                      | 2,581.17                      |
| Welder II                      | 63                  | 1,747.25                      | 2,807.17                      |
| Welder Crew Leader             | 65                  | 1,891.33                      | 3,069.08                      |

**Rule:** Noncertified salaries are based on a 40 hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

**II. OFFICE SUPPORT PERSONNEL**

| <b>Classification</b> | <b>Salary Grade</b> | <b>Minimum Monthly Salary</b> | <b>Maximum Monthly Salary</b> |
|-----------------------|---------------------|-------------------------------|-------------------------------|
| Office Support I      | 55                  | \$1,276.83                    | \$2,003.33                    |
| Office Support II     | 57                  | 1,379.25                      | 2,178.67                      |
| Office Support III    | 59                  | 1,489.08                      | 2,367.75                      |
| Office Support IV     | 61                  | 1,613.83                      | 2,581.17                      |
| Office Support V      | 63                  | 1,747.25                      | 2,807.17                      |

**Rule:** Noncertified salaries are based on a 40 hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

## II. TRANSPORTATION PERSONNEL

| Classification                  | Salary Grade | Minimum Monthly Salary | Maximum Monthly Salary |
|---------------------------------|--------------|------------------------|------------------------|
| Bus Driver                      | 51           | \$1,141.96             | \$1,711.42             |
| Transportation Safety Assistant | 50           | 1,133.14               | 1,644.58               |
| Transportation Mechanic         |              |                        |                        |
| I                               | 59           | 1,489.08               | 2,367.75               |
| II                              | 63           | 1,747.25               | 2,807.17               |
| III                             | 65           | 1,891.33               | 3,069.08               |
| Transportation Supervisor       | 67           | 2,057.67               | 3,358.67               |
| Transportation Director         |              |                        |                        |
| I                               | 66           | 1,971.33               | 3,208.58               |
| II                              | 66           | 1,971.33               | 3,208.58               |
| III                             | 68           | 2,144.25               | 3,517.83               |
| IV                              | 71           | 2,437.50               | 4,030.92               |
| V                               | 71           | 2,437.50               | 4,030.92               |
| VI                              | 72           | 2,541.00               | 4,216.83               |
| VII                             | 74           | 2,772.42               | 4,626.17               |
| VIII                            | 76           | 3,033.83               | 5,073.75               |
| IX                              | 77           | 3,178.92               | 5,313.67               |
| X                               | 78           | 3,325.08               | 5,568.50               |
| Vehicle Operator                | 53           | 1,182.91               | 1,852.25               |

Rule: Noncertified salaries are based on a 40 hour workweek.

Exception: Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

### III. SCHOOL NURSE NATIONAL CERTIFICATION

| <u>YEARS OF<br/>EXPERIENCE</u> | <u>MONTHLY<br/>SALARY</u> | <u>10 MO.<br/>SALARY</u> |
|--------------------------------|---------------------------|--------------------------|
| 0                              | \$2,139                   | \$21,392                 |
| 1                              | 2,181                     | \$21,810                 |
| 2                              | 2,225                     | \$22,250                 |
| 3                              | 2,270                     | \$22,700                 |
| 4                              | 2,315                     | \$23,150                 |
| 5                              | 2,361                     | \$23,610                 |
| 6                              | 2,408                     | \$24,080                 |
| 7                              | 2,456                     | \$24,560                 |
| 8                              | 2,505                     | \$25,050                 |
| 9                              | 2,555                     | \$25,550                 |
| 10                             | 2,606                     | \$26,060                 |
| 11                             | 2,659                     | \$26,590                 |
| 12                             | 2,712                     | \$27,120                 |
| 13                             | 2,766                     | \$27,660                 |
| 14                             | 2,822                     | \$28,220                 |
| 15                             | 2,878                     | \$28,780                 |
| 16                             | 2,936                     | \$29,360                 |
| 17                             | 2,994                     | \$29,940                 |
| 18                             | 3,054                     | \$30,540                 |
| 19                             | 3,115                     | \$31,150                 |
| 20                             | 3,177                     | \$31,770                 |
| 21                             | 3,241                     | \$32,410                 |
| 22                             | 3,306                     | \$33,060                 |
| 23                             | 3,372                     | \$33,720                 |
| 24                             | 3,439                     | \$34,390                 |
| 25                             | 3,508                     | \$35,080                 |
| 26                             | 3,578                     | \$35,780                 |
| 27                             | 3,649                     | \$36,490                 |
| 28                             | 3,722                     | \$37,220                 |
| 29                             | 3,796                     | \$37,960                 |
| 30+                            | 3,796                     | \$37,960                 |

**BEST COPY AVAILABLE**

# State Board of Education

301 N. Wilmington Street  
Raleigh, North Carolina 27601-2825

Jay M. Robinson  
Chairman  
Wilmington

Prezell R. Robinson  
Vice Chairman  
Raleigh

Kenneth R. Harris  
Chairman Emeritus  
Charlotte

Barbara M. Tapscott  
Chairman Emeritus  
Burlington

Dennis A. Wicker  
Lieutenant Governor  
Raleigh

Harlan E. Boyles  
State Treasurer  
Raleigh

Kathy A. Taft  
Greenville

Margaret B. Harvey  
Kinston

Evelyn B. Monroe  
Pinehurst

Lowell Thomas  
Blowing Rock

Robert R. Douglas  
Asheville

Jane P. Norwood  
Charlotte

Eddie Davis, III  
Durham





**U.S. DEPARTMENT OF EDUCATION**  
*Office of Educational Research and Improvement (OERI)*  
*Educational Resources Information Center (ERIC)*



## NOTICE

### REPRODUCTION BASIS



This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.



This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").