

N.C. Department of Public Instruction  
Average Salaries and Benefits Used for Initial Allotments

	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07	2005-06 (Revised)	2005-06	2004-05	2003-04	2002-03	2001-02	2000-01	1999-00	1998-99	1997-98	1996-97	1995-96	1994-95	1993-94
<b>Principals</b>	\$5,321	\$5,430	\$5,569	\$5,664	\$5,789	\$5,916	\$5,912	\$5,814	\$5,582	\$5,532	\$5,558	\$5,568	\$5,599	\$5,623	\$5,567	\$5,141	\$4,843	\$4,613	\$4,415	\$4,253	\$4,118	\$3,887
Social Security	407	415	426	433	443	453	452	445	427	423	425	426	428	430	426	393	370	353	338	325	315	297
Retirement	782	773	731	595	507	482	463	415	381	377	323	190	170	281	397	454	489	483	478	461	451	426
Hospitalization	440	433	411	411	377	346	341	321	312	312	286	276	244	230	188	177	145	145	145	145	145	145
(12 Months per Position)	<b>\$6,950</b>	<b>\$7,051</b>	<b>\$7,137</b>	<b>\$7,103</b>	<b>\$7,116</b>	<b>\$7,197</b>	<b>\$7,168</b>	<b>\$6,995</b>	<b>\$6,702</b>	<b>\$6,644</b>	<b>\$6,592</b>	<b>\$6,460</b>	<b>\$6,441</b>	<b>\$6,564</b>	<b>\$6,578</b>	<b>\$6,165</b>	<b>\$5,847</b>	<b>\$5,594</b>	<b>\$5,376</b>	<b>\$5,184</b>	<b>\$5,029</b>	<b>\$4,755</b>
<b>Assistant Principals</b>	\$4,885	\$4,996	\$4,975	\$5,026	\$5,082	\$5,159	\$5,133	\$5,026	\$4,811	\$4,758	\$4,718	\$4,753	\$4,774	\$4,824	\$4,831	\$4,432	\$4,197	\$3,969	\$3,801	\$3,686	\$3,697	\$3,477
Social Security	374	382	381	384	389	395	393	384	368	364	361	364	365	369	370	339	321	304	291	282	283	266
Retirement	718	711	653	528	445	420	402	359	328	324	274	163	145	241	344	391	424	415	412	399	405	381
Hospitalization	529	519	493	493	453	416	410	385	375	375	343	331	293	276	226	213	174	174	174	174	174	174
(10 Months per Position)	<b>\$6,506</b>	<b>\$6,608</b>	<b>\$6,502</b>	<b>\$6,431</b>	<b>\$6,369</b>	<b>\$6,390</b>	<b>\$6,338</b>	<b>\$6,154</b>	<b>\$5,882</b>	<b>\$5,821</b>	<b>\$5,696</b>	<b>\$5,611</b>	<b>\$5,577</b>	<b>\$5,710</b>	<b>\$5,771</b>	<b>\$5,375</b>	<b>\$5,116</b>	<b>\$4,862</b>	<b>\$4,678</b>	<b>\$4,541</b>	<b>\$4,559</b>	<b>\$4,298</b>
<b>Teachers</b>	\$41,083	\$41,817	\$42,263	\$42,416	\$42,825	\$43,257	\$42,695	\$40,746	\$39,035	\$38,510	\$38,248	\$38,065	\$38,022	\$37,600	\$37,459	\$35,846	\$33,428	\$31,752	\$30,133	\$29,358	\$29,337	\$27,969
Social Security	3,143	3,199	3,233	3,245	3,276	3,309	3,266	3,117	2,986	2,946	2,926	2,912	2,909	2,876	2,866	2,742	2,557	2,429	2,305	2,246	2,244	2,140
Retirement	6,035	5,951	5,545	4,458	3,747	3,521	3,343	2,909	2,662	2,626	2,224	1,302	1,152	1,880	2,671	3,165	3,377	3,321	3,263	3,179	3,215	3,065
Hospitalization	5,285	5,192	4,931	4,929	4,527	4,157	4,097	3,854	3,748	3,748	3,432	3,307	2,933	2,764	2,256	2,126	1,736	1,736	1,736	1,736	1,736	1,736
	<b>\$55,546</b>	<b>\$56,159</b>	<b>\$55,972</b>	<b>\$55,048</b>	<b>\$54,375</b>	<b>\$54,244</b>	<b>\$53,401</b>	<b>\$50,626</b>	<b>\$48,431</b>	<b>\$47,830</b>	<b>\$46,830</b>	<b>\$45,586</b>	<b>\$45,016</b>	<b>\$45,120</b>	<b>\$45,252</b>	<b>\$43,879</b>	<b>\$41,098</b>	<b>\$39,238</b>	<b>\$37,437</b>	<b>\$36,519</b>	<b>\$36,532</b>	<b>\$34,910</b>
<b>Vocational Education</b>	\$4,354	\$4,411	\$4,414	\$4,440	\$4,491	\$4,558	\$4,504	\$4,305	\$4,097	\$4,044	\$4,023	\$3,979	\$3,982	\$3,950	\$3,905	\$3,775	\$3,523		\$3,189	\$3,111	\$3,105	\$2,959
Social Security	333	337	338	340	344	349	345	329	313	309	308	304	305	302	299	289	270	0	244	238	238	226
Retirement	640	628	579	467	393	371	353	307	279	276	234	136	121	198	278	333	356	0	345	337	340	324
Hospitalization	529	519	493	493	453	416	410	385	375	375	343	331	293	276	226	213	174	0	174	174	174	174
(10 months per Position)	<b>\$5,856</b>	<b>\$5,895</b>	<b>\$5,824</b>	<b>\$5,740</b>	<b>\$5,681</b>	<b>\$5,694</b>	<b>\$5,612</b>	<b>\$5,326</b>	<b>\$5,064</b>	<b>\$5,004</b>	<b>\$4,908</b>	<b>\$4,750</b>	<b>\$4,701</b>	<b>\$4,726</b>	<b>\$4,708</b>	<b>\$4,610</b>	<b>\$4,323</b>	<b>\$0</b>	<b>\$3,952</b>	<b>\$3,860</b>	<b>\$3,857</b>	<b>\$3,683</b>
<b>Instructional Support</b>	\$46,997	\$47,999	\$47,866	\$48,175	\$48,376	\$49,131	\$48,486	\$46,337	\$43,907	\$43,382	\$42,953	\$42,666	\$42,505	\$41,876	\$40,527	\$39,218	\$36,607	\$34,564	\$32,649	\$31,638	\$31,707	\$30,305
Social Security	3,595	3,672	3,662	3,685	3,701	3,759	3,709	3,545	3,359	3,319	3,286	3,264	3,252	3,204	3,100	3,000	2,800	2,644	2,498	2,420	2,426	2,318
Retirement	6,904	6,830	6,280	5,063	4,233	3,999	3,796	3,308	2,994	2,959	2,498	1,459	1,288	2,094	2,890	3,463	3,697	3,615	3,536	3,426	3,475	3,321
Hospitalization	5,285	5,192	4,931	4,929	4,527	4,157	4,097	3,854	3,748	3,748	3,432	3,307	2,933	2,764	2,256	2,126	1,736	1,736	1,736	1,736	1,736	1,736
	<b>\$62,781</b>	<b>\$63,693</b>	<b>\$62,739</b>	<b>\$61,852</b>	<b>\$60,837</b>	<b>\$61,046</b>	<b>\$60,088</b>	<b>\$57,044</b>	<b>\$54,008</b>	<b>\$53,408</b>	<b>\$52,169</b>	<b>\$50,696</b>	<b>\$49,978</b>	<b>\$49,938</b>	<b>\$48,773</b>	<b>\$47,807</b>	<b>\$44,840</b>	<b>\$42,559</b>	<b>\$40,419</b>	<b>\$39,220</b>	<b>\$39,344</b>	<b>\$37,680</b>
<b>Clerical Assistants -</b>	\$31,791	\$31,791	\$31,414	\$31,414	\$31,414	\$31,414	\$30,314	\$28,019	\$26,558	\$26,558	\$25,708	\$24,708	\$23,209	\$23,209	\$22,584	\$21,674	\$21,043		\$19,644	\$18,937	\$18,566	\$17,852
Social Security	2,432	2,432	2,403	2,403	2,403	2,403	2,319	2,143	2,032	2,032	1,967	1,890	1,775	1,775	1,728	1,658	1,610	0	1,503	1,449	1,420	1,366
Retirement	4,670	4,524	4,122	3,302	2,749	2,557	2,374	2,001	1,811	1,811	1,495	845	703	1,160	1,611	1,915	2,125	0	2,127	2,051	2,035	1,957
Hospitalization	5,285	5,192	4,931	4,929	4,527	4,157	4,097	3,854	3,748	3,748	3,432	3,307	2,933	2,764	2,256	2,126	1,736	0	1,736	1,736	1,736	1,736
	<b>\$44,178</b>	<b>\$43,939</b>	<b>\$42,870</b>	<b>\$42,048</b>	<b>\$41,093</b>	<b>\$40,531</b>	<b>\$39,104</b>	<b>\$36,017</b>	<b>\$34,149</b>	<b>\$34,149</b>	<b>\$32,602</b>	<b>\$30,750</b>	<b>\$28,620</b>	<b>\$28,908</b>	<b>\$28,179</b>	<b>\$27,373</b>	<b>\$26,514</b>	<b>\$0</b>	<b>\$25,010</b>	<b>\$24,173</b>	<b>\$23,757</b>	<b>\$22,911</b>
<b>Teacher Assistants -</b>	\$21,258	\$21,258	\$21,006	\$21,006	\$21,006	\$21,006	\$19,906	\$19,331	\$18,323	\$18,323	\$17,473	\$16,473	\$16,344	\$16,344	\$15,719	\$15,085	\$14,646	\$14,219	\$13,672	\$13,180	\$12,922	\$12,425
Social Security	1,626	1,626	1,607	1,607	1,607	1,607	1,523	1,479	1,402	1,402	1,337	1,260	1,250	1,250	1,203	1,154	1,120	1,088	1,046	1,008	989	951
Retirement	3,123	3,025	2,756	2,208	1,838	1,710	1,559	1,380	1,250	1,250	1,016	563	495	817	1,122	1,333	1,479	1,487	1,481	1,427	1,416	1,362
Hospitalization	5,285	5,192	4,931	4,929	4,527	4,157	4,097	3,854	3,748	3,748	3,432	3,307	2,933	2,764	2,256	2,126	1,736	1,736	1,736	1,736	1,736	1,736
	<b>\$31,292</b>	<b>\$31,101</b>	<b>\$30,300</b>	<b>\$29,750</b>	<b>\$28,978</b>	<b>\$28,480</b>	<b>\$27,085</b>	<b>\$26,044</b>	<b>\$24,723</b>	<b>\$24,723</b>	<b>\$23,258</b>	<b>\$21,603</b>	<b>\$21,022</b>	<b>\$21,175</b>	<b>\$20,300</b>	<b>\$19,698</b>	<b>\$18,981</b>	<b>\$18,530</b>	<b>\$17,935</b>	<b>\$17,351</b>	<b>\$17,063</b>	<b>\$16,474</b>
<b>Custodians -</b>	\$20,984	\$20,984	\$20,735	\$20,735	\$20,735	\$20,735	\$19,635	\$18,921	\$17,935	\$17,935	\$17,085	\$16,085	\$15,915	\$15,915	\$15,290	\$14,674	\$14,247		\$13,300	\$12,821	\$12,573	\$15,545
Social Security	1,605	1,605	1,586	1,586	1,586	1,586	1,502	1,447	1,372	1,372	1,307	1,231	1,217	1,217	1,170	1,123	1,090	0	1,017	981	962	1,189
Retirement	3,083	2,986	2,720	2,179	1,814	1,688	1,537	1,351	1,223	1,223	993	550	482	796	1,090	1,296	1,439	0	1,440	1,389	1,378	1,704
Hospitalization	5,285	5,192	4,931	4,929	4,527	4,157	4,097	3,854	3,748	3,748	3,432	3,307	2,933	2,764	2,256	2,126	1,736	0	1,736	1,736	1,736	1,736
	<b>\$30,957</b>	<b>\$30,767</b>	<b>\$29,972</b>	<b>\$29,429</b>	<b>\$28,662</b>	<b>\$28,166</b>	<b>\$26,771</b>	<b>\$25,573</b>	<b>\$24,278</b>	<b>\$24,278</b>	<b>\$22,817</b>	<b>\$21,173</b>	<b>\$20,547</b>	<b>\$20,692</b>	<b>\$19,806</b>	<b>\$19,219</b>	<b>\$18,512</b>	<b>\$0</b>	<b>\$17,493</b>	<b>\$16,927</b>	<b>\$16,649</b>	<b>\$20,174</b>

**N.C. Department of Public Instruction**  
Average Salaries and Benefits Used for Initial Allotments

	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07	2005-06 (Re	2005-06	2004-05	2003-04	2002-03	2001-02	2000-01	1999-00	1998-99	1997-98	1996-97	1995-96	1994-95	1993-94	
<b>Superintendents</b>																							
Social Security																						\$60,923	\$59,218
Retirement																						4,661	4,530
Hospitalization																						6,677	6,490
																						1,736	1,736
																						<b>\$73,997</b>	<b>\$71,974</b>
<b>Associate Superintendents</b>																							
Social Security																						\$53,255	\$52,005
Retirement																						4,074	3,978
Hospitalization																						5,837	5,700
																						1,736	1,736
																						<b>\$64,902</b>	<b>\$63,419</b>
<b>Assistant Superintendents</b>																							
Social Security																						\$51,306	
Retirement																						3,925	
Hospitalization																						5,623	
																						1,736	
																						<b>\$62,590</b>	
<b>Supervisors</b>																							
Social Security																						\$45,678	\$44,073
Retirement																						3,494	3,372
Hospitalization																						5,006	4,830
																						1,736	1,736
																						<b>\$55,914</b>	<b>\$54,011</b>
<b>Program Enhancement Teachers</b>																						\$27,660	\$27,437
Social Security																						2,116	2,099
Retirement																						2,996	3,007
Hospitalization																						1,736	1,736
																						<b>\$34,508</b>	<b>\$34,279</b>
																							<b>\$32,516</b>
<b>Math/Science/Computer Teachers</b>																						\$31,949	\$31,064
Social Security																						2,444	2,376
Retirement																						3,460	3,405
Hospitalization																						1,736	1,736
																						<b>\$39,589</b>	<b>\$38,581</b>
																							<b>\$36,643</b>
<b>Maintenance Supervisors</b>																							
Social Security																						\$39,007	\$37,507
Retirement																						2,984	2,869
Hospitalization																						4,275	4,111
																						1,736	1,736
																						<b>\$48,002</b>	<b>\$46,223</b>
Social Security Rate	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
Retirement Rate	14.690%	14.230%	13.120%	10.510%	8.750%	8.140%	7.830%	7.140%	6.820%	6.820%	5.815%	3.42%	3.03%	5.00%	7.13%	8.83%	10.10%	10.46%	10.83%	10.83%	10.96%	10.96%	
Hospitalization Rate	\$5,285	\$5,192	\$4,931	\$4,929	\$4,527	\$4,157	\$4,097	\$3,854	\$3,748	\$3,748	\$3,432	\$3,307	\$2,933	\$2,764	\$2,256	\$2,126	\$1,736	\$1,736	\$1,736	\$1,736	\$1,736	\$1,736	

Fiscal Year	Notes
2013-14	<ol style="list-style-type: none"> <li>Classroom Teachers and Instructional Support are based on FY 12-13, 6th pay period average salaries - No Increase.</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2006-07, 5th pay period average salaries increased by 4%. Also increased by \$1,100 based on 2008 legislation and increased by 1.2% based on HB 950, 2012.</li> <li>Principals and Assistant Principals are based on FY 12-13, 6th pay period average salaries - No Increase.</li> </ol>
2012-13	<ol style="list-style-type: none"> <li>Classroom Teachers and Instructional Support based on 6th pay period average salaries plus LI</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2006-07, 5th pay period average salaries increased by 4%. Also increased by \$1,100 based on 2008 legislation. Plus LI.</li> <li>Principals and Assistant Principals are based on FY 11-12, 6th pay period average salaries plus LI.</li> </ol>
2011-12	<ol style="list-style-type: none"> <li>Classroom Teachers and Instructional Support based on 6th pay period average salaries- No Increase</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2006-07, 5th pay period average salaries increased by 4%. Also increased by \$1,100 based on 2008 legislation.</li> <li>Principals and Assistant Principals are based on FY 10-11, 6th pay period average salaries- No Increase</li> </ol>
2010-11	<ol style="list-style-type: none"> <li>Classroom Teachers and Instructional Support based on 6th pay period average salaries- No Increase</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2006-07, 5th pay period average salaries increased by 4%. Also increased by \$1,100 based on 2008 legislation.</li> <li>Principals and Assistant Principals are based on FY 09-10, 6th pay period average salaries- No Increase</li> </ol>
2009-10	<ol style="list-style-type: none"> <li>Classroom Teachers and Instructional Support- No Increase</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2006-07, 5th pay period average salaries increased by 4%. Also increased by \$1,100 based on 2008 legislation.</li> <li>Principals and Assistant Principals are based on FY 08-09, 6th pay period average salaries- No Increase</li> </ol>
2008-09	<ol style="list-style-type: none"> <li>Average salaries based on Adjusted* 2006-07 6th pay period average salaries plus LI.</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2006-07 5th pay period average salary increased by 4%.</li> <li>Salary Increase for Teachers and Instructional Support are based on FY 06-07 6th pay period average salaries increased by 5%, Principals and Assistant Principals, 4.44%.</li> </ol>
2007-08	<ol style="list-style-type: none"> <li>Average salaries based on Adjusted* 2005-06 6th pay period average salaries plus LI (* Revised based on negotiated 10th pp Average Salary)</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2003-04 6th pay period average salary plus a \$1,000 salary increase for FY 2004-05, and a \$ 850 increase for FY 2005-06. For FY 2006-07, Salary increase 5.5%.</li> <li>Salary Increase for Teachers and Instructional Support, 7%, Principals and Assistant Principals, 7%.</li> </ol>
2006-07	<ol style="list-style-type: none"> <li>Average salaries based on Adjusted* 2005-06 6th pay period average salaries plus LI (*Revised based on negotiated 10th pp Average Salary).</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2003-04 6th pay period average salary plus a \$1,000 salary increase for FY 2004-05, and a \$ 850 increase for FY 2005-06. For FY 2006-07, Salary increase 5.5%.</li> <li>Salary Increase for Teachers and Instructional Support, 7%, Principles and Assistant Principles, 7%.</li> </ol>
2005-06 (Revised)	<ol style="list-style-type: none"> <li>Average salaries based on 2004-05 6th pay period average salaries plus LI and Governor's Increase</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2004-05 6th pay period average salary plus a \$850 salary increase.</li> <li>Certified salaries are based on 6th pay period plus Legislative Increases. (Principals/Asst. Principals - 2.11% and Classroom and Voc. Ed Teachers, and Instructional Support - 2.24%).</li> </ol>
2005-06	<ol style="list-style-type: none"> <li>Average salaries based on 2004-05 6th pay period average salaries plus LI.</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2004-05 6th pay period average salary plus a \$850 salary increase.</li> <li>Certified salaries are based on 6th pay period plus Legislative Increases. (Principals/Asst. Principals - 2.11% and Classroom and Voc. Ed Teachers, and Instructional Support - 2.24%).</li> </ol>
2004-05	<ol style="list-style-type: none"> <li>Average salaries based on adjusted* 2003-04 6th pay period average salaries plus LI. *The average salary for Teachers has been adjusted for 0 salaries.</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2003-04 6th pay period average salary plus a \$1,000 salary increase.</li> <li>Certified salaries are based on 6th pay period plus Legislative Increases. (Principals/Asst. Principals - 2.39% and Classroom and Voc. Ed Teachers, and Instructional Support - 2.50%).</li> </ol>
2003-04	<ol style="list-style-type: none"> <li>Average salaries based on adjusted* 2002-03 6th pay period average salaries. *The average salary for Teachers has been adjusted for 0 salaries.</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2002-03 6th pay period average salary.</li> <li>Certified salaries are based on 6th pay period plus Legislative Increases. (Principals/Asst. Principals - 1.86% and Classroom and Voc. Ed Teachers, and Instructional Support - 1.81%).</li> </ol>
2002-03	<ol style="list-style-type: none"> <li>Average salaries based on adjusted 2001-02 6th pay period average salaries plus step increases</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2001-02 allotted salaries per 1% sheet revised 1/25/2002.</li> <li>SB 1115 implemented step increases of 1.84% for Teachers, Instructional Support, and Voc-Ed Teachers; 2% for Principals and Asst. Principals.</li> </ol>
2001-02	<ol style="list-style-type: none"> <li>Average salaries based on adjusted 2000-01 6th pay period average salaries plus LI</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 2000-01 allotted salaries.</li> </ol>
2000-01	<ol style="list-style-type: none"> <li>Average salaries based on adjusted 1999-00 6th pay period average salaries plus LI</li> </ol>
1999-00	<ol style="list-style-type: none"> <li>Average salaries based on 1998-99 6th pay period average salaries plus LI</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 1998-99 allotted salaries plus LI.</li> </ol>
1998-99	<ol style="list-style-type: none"> <li>Average salaries based on 1997-98 6th pay period average salaries plus LI</li> <li>Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 1997-98 allotted salaries plus increased 3% for LI.</li> </ol>

N.C. Department of Public Instruction  
Average Salaries and Benefits Used for Initial Allotments

1997-98	
1996-97	1. Average salaries based on 1995-96 6th pay period average salaries plus LI 2. Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 1995-96 allotted salaries.
1995-96	1. Average salaries based on 1994-95 6th pay period average salaries plus LI 2. Noncertified salaries (Clerical Assistants, Teacher Assistants, and Custodians) are based on 1994-95 allotted salaries plus 2%. 3. Maintenance Supervisors average salary is based on actual salaries paid and shown in the Continuation Budget plus 2%.
1994-95	
1993-94	1. Per 1993-94 certified budget includes LI