

EXECUTIVE SUMMARY

Title: SLRY-000 Realignment of SBE Classified Pay Ranges to NC Office of State Human Resource Pay Ranges

Presenters:

- Ms. Alexis Schauss (Chief Financial Officer, Financial and Business Services)
- Jennifer Bennett (Senior Director, School Business Services)

Strategic Priorities (Goals/Objectives):

Goal 2: Improve school and district performance by 2025

Objective 1: Allocate financial, business and technology resources according to State and Federal laws and State Board of Education policies.

Board Action Needed (Choose One):

- Action on First Reading
- Action
- Discussion
- Consent
- New Business
- Issues Session

Detailed Item Description:

G.S. 115C-12(16) states that the State Board of Education (SBE) shall adopt salary ranges for school finance officer, office support personnel, teacher assistants, maintenance, custodial personnel, food service personnel and transportation personnel. Per SLRY-000, the SBE has also chosen to provide salary ranges for other public school personnel. The law also states that the SBE shall classify these positions in terms of uniform pay grades included in the salary ranges of the State Human Resources Commission (OSHR). Effective June 1, 2022, OSHR implemented new salary classifications and for State employees and effective July 1, 2022, the minimum pay for North Carolina public school employees was set by law at \$15 per hour.

The SBE sets the pay ranges, however per G.S. 115C-47(21) the local boards of education are responsible for developing salary schedules within these pay ranges. Local boards are permitted to pay their employees above the maximum set by the SBE for the position with local funds.

These salary changes do not apply to charter schools, lab schools, regional schools, renewal school systems or employees of restart schools.

It is recommended that the SBE approve the revised classified salary pay grades as presented with the effective date for the minimums of July 1, 2024 to allow time for the LEAs to update and implement as may be needed. The maximums for these scales are recommended to go into effect with the FY 2022-2023 fiscal year, again as may be needed for the LEAs.

Resources: NC Office of State Human Resource Classification and Compensation

Input Process:

N/A

Stakeholders:

LEAs

Timeline for Action:

This item is being presented for action at the December 2022 SBE meeting.

Recommendation: It is recommended that the State Board of Education approve the recommendation.

Statute/Policy Implication(s): (Choose all that apply)

- Constitution _____
- General Statute # _____
- SBE Policy # SLRY-000
- SBE Policy Amendment
- SBE Policy (New)
- APA # _____
- APA Amendment
- APA (New)
- Other _____

Classified Salary Ranges

Legislation – G.S. 115C-12 (16) and the SBE Adopted Salary Manual

Presented by
Alexis Schauss, Chief Financial Officer, Financial & Business Services
Jennifer Bennett, Senior Director, School Business Services

Classified Personnel (Non certified)

Those personnel who are not required to be certified **by the State Board of Education** in order to be employed

Goals of the Recommendation

- Meet legislative requirements
- Provide flexibility for local education agencies (LEAs) to establish competitive local pay scales
- Simplify and combine the pay ranges for levels within a position classification
- Expand the pay ranges to allow the local boards of education to establish pay scales that meet the needs for their specific employment markets
- Align the SBE salary policy to Office of State of Human Resource (OSHR) pay ranges and job descriptions where possible to create greater efficiency and comparability
 - These were updated July 1, 2022, to help align state jobs more to market ranges

Concerns with current pay grades

- SBE pay Grades do not reflect the NC OSHR new pay grades
- Compression
 - State minimum wage increase to \$15 per hour (covers several of the pay grades)
 - Current Min-Max range then creates little room for creating a meaningful scale based on years of experience
- Pay grades are too narrow and therefore, are not flexible enough to address hiring needs for the LEAs

Governing Legislation

Legislation – G.S. 115C-12 (16)

Salary schedules for the following public school support personnel shall be adopted **by the State Board of Education:**

school finance officer, office support personnel, teacher assistants, maintenance supervisors and personnel, custodial personnel, transportation personnel and school food service personnel.

The Board shall classify these support positions in terms of uniform pay grades included in the salary schedule of the State Human Resources Commission.

Legislation *other governing*

G.S. 115C-47(21) **The local board shall** determine salary schedules of employees pursuant to the provisions of G.S. 115C-273, 115C-285(b), 115C-302.1(i), and 115C-316(b).

Every local board of education may adopt, [for most personnel] not paid out of State funds, a salary schedule similar to the State salary schedule, but it likewise shall recognize a difference in salaries based on different duties, training, experience, professional fitness, and continued service in the same school system; but if any local board of education shall fail to adopt such a schedule, the State salary schedule shall be in force.

Legislation *other governing*

Other G.S. 115C-316(b1)OT/PTs

Every local board of education shall adopt a minimum salary schedule **for occupational therapists and physical therapists** employed in full-time, permanent positions. The minimum salary schedule shall apply to positions paid from State, local, or federal funds.

In accordance with the noncertified salary grades and ranges adopted by the State Board of Education, the minimum salary schedule shall differentiate salaries based on years of experience, but experience-based intervals shall be no greater than five years. Local boards of education may compensate occupational therapists and physical therapists above the minimum salary schedule provided all State-funded salaries are within the noncertified salary grades and ranges adopted by the State Board of Education.

Legislation *other governing*

G.S.115-215 (d) Drivers Education

The State Board of Education shall adopt a salary range for the delivery of driver education courses by driver education instructors who are public school employees. The salary range shall be based on the driver education instructor's qualifications, certification, and licensure specific to driver education.

G.S.115C-315(d1) Certification for School Nurses

Notwithstanding any other provision of law or rule, school nurses employed in the public schools prior to July 1, 1998, shall not be required to be nationally certified to continue employment. School nurses not certified by the American Nurses' Association or the National Association of School Nurses shall continue to be paid based on the noncertified nurse **salary range as established by the State Board of Education.**

Proposed Pay Ranges

We've included the Salary Schedule manual with the proposed changes and scales.

The Board can see the sections removed and the proposed updated scales being recommended.

Basic Parameters

- Align where possible to the NC OSHR pay grades for the classification
- Where no classification exists, align with comparable level of position and the current pay grade
- All SBE pay grades reflect \$15 state minimum hourly wage for full-time personnel
- Review of a sample of current LEA salary schedules was performed (small to large LEAs)

Other

- This policy does not provide additional funding for any increases in the maximum of the pay range.
- LEAs are responsible to develop the salary schedules for their employees that differentiate by education and experience.
- This policy does not reflect all the classified positions employees in the LEAs.

Finance Officer

- Current review of SBE policy FINO-000 with NCASBO
- Proposed recommendations for modifications will be presented to the SBE in the next 6 months.
- Current ranges for the Finance Officer position are included in the School Administrators section and provide a monthly range from \$7,069 to \$9,447.

Technology Positions

- The SBE is not required to provide a scale related to technology positions under the general statutes
- Due to the rapid evolution and market influences with these positions it is recommended that the PSUs refer to the OSHR classifications to assist in developing those salary schedules that may apply for their PSU.

Other Licensed Professionals

- This section is for the staff who require licenses or certifications for their profession or job that is not issued by the State Board of Education.
- This includes the OT/PTs as well as the Drivers Education Instructors and the Nurses (not holding).
- These professionals are not in legislation as being required to be paid from the legislated state educator salary schedule.

OT/PT Placement

- This group is under the Other Licensed Professionals section.
- Was aligned to the Medical/Health group under the OSHR scale
- The range is from \$5,044 to \$8,947 per month.
- In comparison the “Certified” scale for School Psychologists and Speech-Language Pathologists with a Doctorate range is from \$5,223 to \$7,015 per month.
- The proposed classified scale range for the OT/PT group provides sufficient flexibility for the Local Board of Educations to establish a scale that meets the legislated requirements (115C-316(b1)).

Summary

- Meets the \$15 minimum state wage
- Provides the minimum and maximum for using State and/or federal funds
- Local funds may supplement the pay ranges
- LEAs may approve local schedules differentiating years of experience and education
- Aligns with the NC OSHR salary ranges.
- Provides wider ranges to create more flexibility

Timing

- \$15 per hour minimum wage is effective July 1, 2022, under General Statutes.
- Recommended that the SBE approved new **Minimum's** (other than the \$15 per hour) for the ranges go **into effect July 1, 2024**.
- Recommended allowable maximums may go into effect using State and/or Federal funds when updated policy is approved by the SBE.
- This should allow sufficient time for the LEAs to update their local salary schedules as may be needed.

OSHR Reference Information

[NC OSHR: Classification and Compensation](#)

Discussion



North Carolina Department of

PUBLIC INSTRUCTION

North Carolina State Salary Schedules

FY 2022-2023

STATE BOARD OF EDUCATION

2022-23
BACHELOR'S DEGREE
CERTIFIED TEACHER SALARY
SCHEDULE

Effective July 1, 2022

Years of <u>Exp</u>	Bachelor's Teacher		Bachelor's w/ NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (10 months)
0	\$3,700	\$37,000	N/A	N/A
1	\$3,800	\$38,000	N/A	N/A
2	\$3,900	\$39,000	N/A	N/A
3	\$4,000	\$40,000	\$4,480	\$44,800
4	\$4,100	\$41,000	\$4,592	\$45,920
5	\$4,200	\$42,000	\$4,704	\$47,040
6	\$4,300	\$43,000	\$4,816	\$48,160
7	\$4,400	\$44,000	\$4,928	\$49,280
8	\$4,500	\$45,000	\$5,040	\$50,400
9	\$4,600	\$46,000	\$5,152	\$51,520
10	\$4,700	\$47,000	\$5,264	\$52,640
11	\$4,800	\$48,000	\$5,376	\$53,760
12	\$4,900	\$49,000	\$5,488	\$54,880
13	\$5,000	\$50,000	\$5,600	\$56,000
14	\$5,100	\$51,000	\$5,712	\$57,120
15	\$5,200	\$52,000	\$5,824	\$58,240
16	\$5,200	\$52,000	\$5,824	\$58,240
17	\$5,200	\$52,000	\$5,824	\$58,240
18	\$5,200	\$52,000	\$5,824	\$58,240
19	\$5,200	\$52,000	\$5,824	\$58,240
20	\$5,200	\$52,000	\$5,824	\$58,240
21	\$5,200	\$52,000	\$5,824	\$58,240
22	\$5,200	\$52,000	\$5,824	\$58,240
23	\$5,200	\$52,000	\$5,824	\$58,240
24	\$5,200	\$52,000	\$5,824	\$58,240
25+	\$5,400	\$54,000	\$6,048	\$60,480

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.

2022-23
MASTER'S DEGREE
CERTIFIED TEACHER SALARY SCHEDULE
Effective July 1, 2022

Years of Exp	Master's Teacher		Master's w/NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (10 months)
0	\$4,070	\$40,700	N/A	N/A
1	\$4,180	\$41,800	N/A	N/A
2	\$4,290	\$42,900	N/A	N/A
3	\$4,400	\$44,000	\$4,880	\$48,800
4	\$4,510	\$45,100	\$5,002	\$50,020
5	\$4,620	\$46,200	\$5,124	\$51,240
6	\$4,730	\$47,300	\$5,246	\$52,460
7	\$4,840	\$48,400	\$5,368	\$53,680
8	\$4,950	\$49,500	\$5,490	\$54,900
9	\$5,060	\$50,600	\$5,612	\$56,120
10	\$5,170	\$51,700	\$5,734	\$57,340
11	\$5,280	\$52,800	\$5,856	\$58,560
12	\$5,390	\$53,900	\$5,978	\$59,780
13	\$5,500	\$55,000	\$6,100	\$61,000
14	\$5,610	\$56,100	\$6,222	\$62,220
15	\$5,720	\$57,200	\$6,344	\$63,440
16	\$5,720	\$57,200	\$6,344	\$63,440
17	\$5,720	\$57,200	\$6,344	\$63,440
18	\$5,720	\$57,200	\$6,344	\$63,440
19	\$5,720	\$57,200	\$6,344	\$63,440
20	\$5,720	\$57,200	\$6,344	\$63,440
21	\$5,720	\$57,200	\$6,344	\$63,440
22	\$5,720	\$57,200	\$6,344	\$63,440
23	\$5,720	\$57,200	\$6,344	\$63,440
24	\$5,720	\$57,200	\$6,344	\$63,440
25+	\$5,940	\$59,400	\$6,588	\$65,880

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards. For eligibility to be paid on Master's, Advanced or Doctoral Teacher Salary Schedule, refer to NC Public School Personnel State Salary Manual, SECTION D, Subsection I.B. - Salary Schedule Placement.

2022-23
ADVANCED AND DOCTORAL DEGREE
CERTIFIED TEACHER SALARY SCHEDULE
Effective July 1, 2022

Years of Exp	ADVANCED (SIXTH YEAR)		DOCTORATE	
	Adv. Teacher	Adv. w/ NBPTS Cert.	PhD Teacher	PhD w/ NBPTS Cert.
	10 Month	10 Month	10 Month	10 Month
0	\$4,196	N/A	\$4,323	N/A
1	\$4,306	N/A	\$4,433	N/A
2	\$4,416	N/A	\$4,543	N/A
3	\$4,526	\$5,006	\$4,653	\$5,133
4	\$4,636	\$5,128	\$4,763	\$5,255
5	\$4,746	\$5,250	\$4,873	\$5,377
6	\$4,856	\$5,372	\$4,983	\$5,499
7	\$4,966	\$5,494	\$5,093	\$5,621
8	\$5,076	\$5,616	\$5,203	\$5,743
9	\$5,186	\$5,738	\$5,313	\$5,865
10	\$5,296	\$5,860	\$5,423	\$5,987
11	\$5,406	\$5,982	\$5,533	\$6,109
12	\$5,516	\$6,104	\$5,643	\$6,231
13	\$5,626	\$6,226	\$5,753	\$6,353
14	\$5,736	\$6,348	\$5,863	\$6,475
15	\$5,846	\$6,470	\$5,973	\$6,597
16	\$5,846	\$6,470	\$5,973	\$6,597
17	\$5,846	\$6,470	\$5,973	\$6,597
18	\$5,846	\$6,470	\$5,973	\$6,597
19	\$5,846	\$6,470	\$5,973	\$6,597
20	\$5,846	\$6,470	\$5,973	\$6,597
21	\$5,846	\$6,470	\$5,973	\$6,597
22	\$5,846	\$6,470	\$5,973	\$6,597
23	\$5,846	\$6,470	\$5,973	\$6,597
24	\$5,846	\$6,470	\$5,973	\$6,597
25+	\$6,066	\$6,714	\$6,193	\$6,841

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.
For eligibility to be paid on Master's, Advanced or Doctoral Teacher Salary Schedule, refer to NC Public School Personnel State Salary Manual, SECTION D, Subsection I.B.
- Salary Schedule Placement.

2022-23
BACHELOR'S DEGREE
CERTIFIED TEACHER SALARY SCHEDULE - INSTRUCTIONAL
SUPPORT

Effective July 1, 2022

Years of Exp	Bachelor's Teacher		Bachelor's w/ NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (10 months)
0	\$3,700	\$37,000	N/A	N/A
1	\$3,800	\$38,000	N/A	N/A
2	\$3,900	\$39,000	N/A	N/A
3	\$4,000	\$40,000	\$4,480	\$44,800
4	\$4,100	\$41,000	\$4,592	\$45,920
5	\$4,200	\$42,000	\$4,704	\$47,040
6	\$4,300	\$43,000	\$4,816	\$48,160
7	\$4,400	\$44,000	\$4,928	\$49,280
8	\$4,500	\$45,000	\$5,040	\$50,400
9	\$4,600	\$46,000	\$5,152	\$51,520
10	\$4,700	\$47,000	\$5,264	\$52,640
11	\$4,800	\$48,000	\$5,376	\$53,760
12	\$4,900	\$49,000	\$5,488	\$54,880
13	\$5,000	\$50,000	\$5,600	\$56,000
14	\$5,100	\$51,000	\$5,712	\$57,120
15	\$5,200	\$52,000	\$5,824	\$58,240
16	\$5,200	\$52,000	\$5,824	\$58,240
17	\$5,200	\$52,000	\$5,824	\$58,240
18	\$5,200	\$52,000	\$5,824	\$58,240
19	\$5,200	\$52,000	\$5,824	\$58,240
20	\$5,200	\$52,000	\$5,824	\$58,240
21	\$5,200	\$52,000	\$5,824	\$58,240
22	\$5,200	\$52,000	\$5,824	\$58,240
23	\$5,200	\$52,000	\$5,824	\$58,240
24	\$5,200	\$52,000	\$5,824	\$58,240
25+	\$5,400	\$54,000	\$6,048	\$60,480

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.

2022-23
MASTER'S DEGREE - INSTRUCTIONAL SUPPORT
CERTIFIED SALARY SCHEDULE

Effective July 1, 2022

Years of Exp	Master's Instructional Support		Master's w/ NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (10 months)
0	\$4,070	\$40,700	N/A	N/A
1	\$4,180	\$41,800	N/A	N/A
2	\$4,290	\$42,900	N/A	N/A
3	\$4,400	\$44,000	\$4,880	\$48,800
4	\$4,510	\$45,100	\$5,002	\$50,020
5	\$4,620	\$46,200	\$5,124	\$51,240
6	\$4,730	\$47,300	\$5,246	\$52,460
7	\$4,840	\$48,400	\$5,368	\$53,680
8	\$4,950	\$49,500	\$5,490	\$54,900
9	\$5,060	\$50,600	\$5,612	\$56,120
10	\$5,170	\$51,700	\$5,734	\$57,340
11	\$5,280	\$52,800	\$5,856	\$58,560
12	\$5,390	\$53,900	\$5,978	\$59,780
13	\$5,500	\$55,000	\$6,100	\$61,000
14	\$5,610	\$56,100	\$6,222	\$62,220
15	\$5,720	\$57,200	\$6,344	\$63,440
16	\$5,720	\$57,200	\$6,344	\$63,440
17	\$5,720	\$57,200	\$6,344	\$63,440
18	\$5,720	\$57,200	\$6,344	\$63,440
19	\$5,720	\$57,200	\$6,344	\$63,440
20	\$5,720	\$57,200	\$6,344	\$63,440
21	\$5,720	\$57,200	\$6,344	\$63,440
22	\$5,720	\$57,200	\$6,344	\$63,440
23	\$5,720	\$57,200	\$6,344	\$63,440
24	\$5,720	\$57,200	\$6,344	\$63,440
25+	\$5,940	\$59,400	\$6,588	\$65,880

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.
For eligibility to be paid on Master's, Advanced or Doctoral Teacher Salary Schedule,
refer to NC Public School Personnel State Salary Manual, SECTION D, Subsection I.B.
- Salary Schedule Placement.

2022-23
ADVANCED AND DOCTORAL DEGREED
INSTRUCTIONAL SUPPORT SALARY SCHEDULE
Effective July 1, 2022

Years of Exp	ADVANCED (SIXTH YEAR)		DOCTORATE	
	Adv. Ins. Support	Adv. w/ NBPTS Cert.	PhD Ins. Support	PhD w/ NBPTS Cert.
	10 Month	10 Month	10 Month	10 Month
0	\$4,196	N/A	\$4,154	N/A
1	\$4,306	N/A	\$4,265	N/A
2	\$4,416	N/A	\$4,376	N/A
3	\$4,526	\$4,822	\$4,487	\$5,133
4	\$4,636	\$4,946	\$4,599	\$5,255
5	\$4,746	\$5,069	\$4,710	\$5,377
6	\$4,856	\$5,192	\$4,821	\$5,499
7	\$4,966	\$5,318	\$4,934	\$5,621
8	\$5,076	\$5,441	\$5,045	\$5,743
9	\$5,186	\$5,564	\$5,156	\$5,865
10	\$5,296	\$5,688	\$5,268	\$5,987
11	\$5,406	\$5,811	\$5,379	\$6,109
12	\$5,516	\$5,934	\$5,490	\$6,231
13	\$5,626	\$6,057	\$5,601	\$6,353
14	\$5,736	\$6,182	\$5,713	\$6,475
15	\$5,846	\$6,306	\$5,825	\$6,597
16	\$5,846	\$6,306	\$5,825	\$6,597
17	\$5,846	\$6,306	\$5,825	\$6,597
18	\$5,846	\$6,306	\$5,825	\$6,597
19	\$5,846	\$6,306	\$5,825	\$6,597
20	\$5,846	\$6,306	\$5,825	\$6,597
21	\$5,846	\$6,306	\$5,825	\$6,597
22	\$5,846	\$6,306	\$5,825	\$6,597
23	\$5,846	\$6,306	\$5,825	\$6,597
24	\$6,066	\$6,553	\$6,048	\$6,841
25+				

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.
For eligibility to be paid on Master's, Advanced or Doctoral Teacher Salary Schedule,
refer to NC Public School Personnel State Salary Manual, SECTION D, Subsection I.B.
- Salary Schedule Placement.

2022-23
DAILY RATE SCHEDULES
DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL
(Based on 21.5 Days)

Effective July 1, 2022

Years of Exp	Bachelor's Degree		Master's Degree		Advanced Degree		Doctorate Degree	
	Bachelor's		Master's		Advanced		Doctorate	
	Bachelor's	with NBPTS	Master's	with NBPTS	Advanced	with NBPTS	Doctorate	with NBPTS
0	\$172.09	N/A	\$189.30	N/A	\$195.16	N/A	\$201.07	N/A
1	\$176.74	N/A	\$194.42	N/A	\$200.28	N/A	\$206.19	N/A
2	\$181.40	N/A	\$199.53	N/A	\$205.40	N/A	\$211.30	N/A
3	\$186.05	\$208.37	\$204.65	\$226.98	\$210.51	\$232.84	\$216.42	\$238.74
4	\$190.70	\$213.58	\$209.77	\$232.65	\$215.63	\$238.51	\$221.53	\$244.42
5	\$195.35	\$218.79	\$214.88	\$238.33	\$220.74	\$244.19	\$226.65	\$250.09
6	\$200.00	\$224.00	\$220.00	\$244.00	\$225.86	\$249.86	\$231.77	\$255.77
7	\$204.65	\$229.21	\$225.12	\$249.67	\$230.98	\$255.53	\$236.88	\$261.44
8	\$209.30	\$234.42	\$230.23	\$255.35	\$236.09	\$261.21	\$242.00	\$267.12
9	\$213.95	\$239.63	\$235.35	\$261.02	\$241.21	\$266.88	\$247.12	\$272.79
10	\$218.60	\$244.84	\$240.47	\$266.70	\$246.33	\$272.56	\$252.23	\$278.47
11	\$223.26	\$250.05	\$245.58	\$272.37	\$251.44	\$278.23	\$257.35	\$284.14
12	\$227.91	\$255.26	\$250.70	\$278.05	\$256.56	\$283.91	\$262.47	\$289.81
13	\$232.56	\$260.47	\$255.81	\$283.72	\$261.67	\$289.58	\$267.58	\$295.49
14	\$237.21	\$265.67	\$260.93	\$289.40	\$266.79	\$295.26	\$272.70	\$301.16
15	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
16	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
17	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
18	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
19	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
20	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
21	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
22	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
23	\$241.86	\$270.88	\$266.05	\$295.07	\$271.91	\$300.93	\$277.81	\$306.84
24	\$251.16	\$281.30	\$276.28	\$306.42	\$282.14	\$312.28	\$288.05	\$318.19
25+								

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.

2022-23
SCHOOL GUIDANCE COUNSELORS SALARY SCHEDULE
CERTIFIED SALARY SCHEDULE

Effective July 1, 2022

Years of Exp	Master's	Advanced	Doctorate	Master's w/NBPTS	Advanced w/NBPTS	Doctorate w/NBPTS
	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0	\$4,170	\$4,296	\$4,423	NA	NA	NA
1	\$4,280	\$4,406	\$4,533	NA	NA	NA
2	\$4,390	\$4,516	\$4,643	NA	NA	NA
3	\$4,500	\$4,626	\$4,753	\$4,980	\$5,106	\$5,233
4	\$4,610	\$4,736	\$4,863	\$5,102	\$5,228	\$5,355
5	\$4,720	\$4,846	\$4,973	\$5,224	\$5,350	\$5,477
6	\$4,830	\$4,956	\$5,083	\$5,346	\$5,472	\$5,599
7	\$4,940	\$5,066	\$5,193	\$5,468	\$5,594	\$5,721
8	\$5,050	\$5,176	\$5,303	\$5,590	\$5,716	\$5,843
9	\$5,160	\$5,286	\$5,413	\$5,712	\$5,838	\$5,965
10	\$5,270	\$5,396	\$5,523	\$5,834	\$5,960	\$6,087
11	\$5,380	\$5,506	\$5,633	\$5,956	\$6,082	\$6,209
12	\$5,490	\$5,616	\$5,743	\$6,078	\$6,204	\$6,331
13	\$5,600	\$5,726	\$5,853	\$6,200	\$6,326	\$6,453
14	\$5,710	\$5,836	\$5,963	\$6,322	\$6,448	\$6,575
15	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
16	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
17	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
18	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
19	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
20	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
21	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
22	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
23	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
24	\$5,820	\$5,946	\$6,073	\$6,444	\$6,570	\$6,697
25+	\$6,040	\$6,166	\$6,293	\$6,688	\$6,814	\$6,941

2022-23
DAILY RATES FOR SCHOOL GUIDANCE COUNSELORS
 (Based on 21.5 Days)
Effective July 1, 2022

Years of Exp.	BASE SALARY	School Counselors			Years of Exp.	BASE SALARY	School Counselors with NBPTS		
		Masters	Advanced	Doctorate			Masters	Advanced	Doctorate
0	\$4,170	\$193.95	\$199.81	\$205.72	0	NA	NA	NA	NA
1	\$4,280	\$199.07	\$204.93	\$210.84	1	NA	NA	NA	NA
2	\$4,390	\$204.19	\$210.05	\$215.95	2	NA	NA	NA	NA
3	\$4,500	\$209.30	\$215.16	\$221.07	3	\$4,980	\$231.63	\$237.49	\$243.40
4	\$4,610	\$214.42	\$220.28	\$226.19	4	\$5,102	\$237.30	\$243.16	\$249.07
5	\$4,720	\$219.53	\$225.40	\$231.30	5	\$5,224	\$242.98	\$248.84	\$254.74
6	\$4,830	\$224.65	\$230.51	\$236.42	6	\$5,346	\$248.65	\$254.51	\$260.42
7	\$4,940	\$229.77	\$235.63	\$241.53	7	\$5,468	\$254.33	\$260.19	\$266.09
8	\$5,050	\$234.88	\$240.74	\$246.65	8	\$5,590	\$260.00	\$265.86	\$271.77
9	\$5,160	\$240.00	\$245.86	\$251.77	9	\$5,712	\$265.67	\$271.53	\$277.44
10	\$5,270	\$245.12	\$250.98	\$256.88	10	\$5,834	\$271.35	\$277.21	\$283.12
11	\$5,380	\$250.23	\$256.09	\$262.00	11	\$5,956	\$277.02	\$282.88	\$288.79
12	\$5,490	\$255.35	\$261.21	\$267.12	12	\$6,078	\$282.70	\$288.56	\$294.47
13	\$5,600	\$260.47	\$266.33	\$272.23	13	\$6,200	\$288.37	\$294.23	\$300.14
14	\$5,710	\$265.58	\$271.44	\$277.35	14	\$6,322	\$294.05	\$299.91	\$305.81
15	\$5,820	\$270.70	\$276.56	\$282.47	15	\$6,444	\$299.72	\$305.58	\$311.49
16	\$5,820	\$270.70	\$276.56	\$282.47	16	\$6,444	\$299.72	\$305.58	\$311.49
17	\$5,820	\$270.70	\$276.56	\$282.47	17	\$6,444	\$299.72	\$305.58	\$311.49
18	\$5,820	\$270.70	\$276.56	\$282.47	18	\$6,444	\$299.72	\$305.58	\$311.49
19	\$5,820	\$270.70	\$276.56	\$282.47	19	\$6,444	\$299.72	\$305.58	\$311.49
20	\$5,820	\$270.70	\$276.56	\$282.47	20	\$6,444	\$299.72	\$305.58	\$311.49
21	\$5,820	\$270.70	\$276.56	\$282.47	21	\$6,444	\$299.72	\$305.58	\$311.49
22	\$5,820	\$270.70	\$276.56	\$282.47	22	\$6,444	\$299.72	\$305.58	\$311.49
23	\$5,820	\$270.70	\$276.56	\$282.47	23	\$6,444	\$299.72	\$305.58	\$311.49
24	\$5,820	\$270.70	\$276.56	\$282.47	24	\$6,444	\$299.72	\$305.58	\$311.49
25+	\$6,040	\$280.93	\$286.79	\$292.70	25+	\$6,688	\$311.07	\$316.93	\$322.84

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.

2022-23

SCHOOL PSYCHOLOGIST SALARY SCHEDULE

(Including Masters Level Speech-Language Pathologist
and Masters Level Audiologist)

Effective July 1, 2022

Years of Exp	Master's	Advanced	Doctorate
	Monthly Salary	Monthly Salary	Monthly Salary
0	\$4,970	\$5,096	\$5,223
1	\$5,080	\$5,206	\$5,333
2	\$5,190	\$5,316	\$5,443
3	\$5,300	\$5,426	\$5,553
4	\$5,410	\$5,536	\$5,663
5	\$5,520	\$5,646	\$5,773
6	\$5,630	\$5,756	\$5,883
7	\$5,740	\$5,866	\$5,993
8	\$5,850	\$5,976	\$6,103
9	\$5,960	\$6,086	\$6,213
10	\$6,070	\$6,196	\$6,323
11	\$6,070	\$6,196	\$6,323
12	\$6,070	\$6,196	\$6,323
13	\$6,070	\$6,196	\$6,323
14	\$6,070	\$6,196	\$6,323
15	\$6,070	\$6,196	\$6,323
16	\$6,070	\$6,196	\$6,323
17	\$6,070	\$6,196	\$6,323
18	\$6,070	\$6,196	\$6,323
19	\$6,070	\$6,196	\$6,323
20	\$6,290	\$6,416	\$6,543
21	\$6,290	\$6,416	\$6,543
22	\$6,290	\$6,416	\$6,543
23	\$6,290	\$6,416	\$6,543
24	\$6,290	\$6,416	\$6,543
25+	\$6,762	\$6,888	\$7,015

NOTE: Speech-language pathologists and audiologists who are not certified at the master's level in their field are to be paid on the teacher salary schedule according to their highest level of certification.

2022-23
DAILY RATES FOR SCHOOL
PSYCHOLOGISTS

(Including Masters Level Speech-Language Pathologists
and Masters Level Audiologists)
(Based on 21.5 Days)

Effective July 1, 2022

Years of <u>Exp</u>	BASE <u>SALARY</u>	Psychologists		
		Masters	Advanced	Doctorate
0	\$4,970	\$231.16	\$237.02	\$242.93
1	\$5,080	\$236.28	\$242.14	\$248.05
2	\$5,190	\$241.40	\$247.26	\$253.16
3	\$5,300	\$246.51	\$252.37	\$258.28
4	\$5,410	\$251.63	\$257.49	\$263.40
5	\$5,520	\$256.74	\$262.60	\$268.51
6	\$5,630	\$261.86	\$267.72	\$273.63
7	\$5,740	\$266.98	\$272.84	\$278.74
8	\$5,850	\$272.09	\$277.95	\$283.86
9	\$5,960	\$277.21	\$283.07	\$288.98
10	\$6,070	\$282.33	\$288.19	\$294.09
11	\$6,070	\$282.33	\$288.19	\$294.09
12	\$6,070	\$282.33	\$288.19	\$294.09
13	\$6,070	\$282.33	\$288.19	\$294.09
14	\$6,070	\$282.33	\$288.19	\$294.09
15	\$6,070	\$282.33	\$288.19	\$294.09
16	\$6,070	\$282.33	\$288.19	\$294.09
17	\$6,070	\$282.33	\$288.19	\$294.09
18	\$6,070	\$282.33	\$288.19	\$294.09
19	\$6,070	\$282.33	\$288.19	\$294.09
20	\$6,290	\$292.56	\$298.42	\$304.33
21	\$6,290	\$292.56	\$298.42	\$304.33
22	\$6,290	\$292.56	\$298.42	\$304.33
23	\$6,290	\$292.56	\$298.42	\$304.33
24	\$6,290	\$292.56	\$298.42	\$304.33
25+	\$6,762	\$314.50	\$320.36	\$326.27

2022-23
ASSISTANT PRINCIPALS
SALARY SCHEDULE
Effective July 1, 2022

Years of Exp	Assist. Principals (MASTER)		Assist. Principals (ADVANCED)		Assist. Principals (DOCTORATE)	
	10	Annual Salary	10	Annual Salary	10	Annual Salary
	Month	(10 months)	Month	(10 months)	Month	(10 months)
0	\$4,403	\$44,030	\$4,529	\$45,290	\$4,656	\$46,560
1	\$4,522	\$45,220	\$4,648	\$46,480	\$4,775	\$47,750
2	\$4,641	\$46,410	\$4,767	\$47,670	\$4,894	\$48,940
3	\$4,760	\$47,600	\$4,886	\$48,860	\$5,013	\$50,130
4	\$4,879	\$48,790	\$5,005	\$50,050	\$5,132	\$51,320
5	\$4,998	\$49,980	\$5,124	\$51,240	\$5,251	\$52,510
6	\$5,117	\$51,170	\$5,243	\$52,430	\$5,370	\$53,700
7	\$5,236	\$52,360	\$5,362	\$53,620	\$5,489	\$54,890
8	\$5,355	\$53,550	\$5,481	\$54,810	\$5,608	\$56,080
9	\$5,474	\$54,740	\$5,600	\$56,000	\$5,727	\$57,270
10	\$5,593	\$55,930	\$5,719	\$57,190	\$5,846	\$58,460
11	\$5,712	\$57,120	\$5,838	\$58,380	\$5,965	\$59,650
12	\$5,831	\$58,310	\$5,957	\$59,570	\$6,084	\$60,840
13	\$5,950	\$59,500	\$6,076	\$60,760	\$6,203	\$62,030
14	\$6,069	\$60,690	\$6,195	\$61,950	\$6,322	\$63,220
15	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
16	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
17	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
18	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
19	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
20	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
21	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
22	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
23	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
24	\$6,188	\$61,880	\$6,314	\$63,140	\$6,441	\$64,410
25+	\$6,426	\$64,260	\$6,552	\$65,520	\$6,679	\$66,790

NOTE: Assistant Principals no longer qualify for Longevity

**PRINCIPAL SALARY
(Monthly Schedules)
FY 2022-23
Effective July 1, 2022**

ADM Range	Schedule/ Pay Level	Base	Schedule/ Pay Level	Growth Met	Schedule/ Pay Level	Growth Exceeded
		Monthly Salary		Monthly Salary		Monthly Salary
up to 200	B0	\$6,051.75	G0	\$6,656.92	E0	\$7,262.08
201 to 400	B1	\$6,354.33	G1	\$6,989.75	E1	\$7,625.17
401 to 700	B2	\$6,656.92	G2	\$7,322.58	E2	\$7,988.33
701 to 1,000	B3	\$6,959.50	G3	\$7,655.42	E3	\$8,351.42
1,001 to 1,600	B4	\$7,262.08	G4	\$7,988.33	E4	\$8,714.50
over 1,600	B5	\$7,564.67	G5	\$8,321.17	E5	\$9,077.58

**PRINCIPAL SALARY
(Annual Schedules)
FY 2022-23
Effective July 1, 2022**

ADM Range	Schedule/ Pay Level	Base	Schedule/ Pay Level	Growth Met	Schedule/ Pay Level	Growth Exceeded
		Annual Salary		Annual Salary		Annual Salary
up to 200	B0	\$72,621	G0	\$79,883	E0	\$87,145
201 to 400	B1	\$76,252	G1	\$83,877	E1	\$91,502
401 to 700	B2	\$79,883	G2	\$87,871	E2	\$95,860
701 to 1,000	B3	\$83,514	G3	\$91,865	E3	\$100,217
1,001 to 1,600	B4	\$87,145	G4	\$95,860	E4	\$104,574
over 1,600	B5	\$90,776	G5	\$99,854	E5	\$108,931

PRINCIPAL DAILY RATES

FY 2022-23

Effective July 1, 2022

SCHEDULE/ PAY LEVEL	BASE monthly SALARY	Base - Daily Rates			
		Days in Pay Period			
		<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
B0	\$6,051.75	\$302.59	\$288.18	\$275.08	\$263.12
B1	\$6,354.33	\$317.72	\$302.59	\$288.83	\$276.28
B2	\$6,656.92	\$332.85	\$317.00	\$302.59	\$289.43
B3	\$6,959.50	\$347.98	\$331.40	\$316.34	\$302.59
B4	\$7,262.08	\$363.10	\$345.81	\$330.09	\$315.74
B5	\$7,564.67	\$378.23	\$360.22	\$343.85	\$328.90

SCHEDULE/ PAY LEVEL	MET GROWTH monthly SALARY	Met Growth - Daily Rates			
		Days in Pay Period			
		<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
G0	\$6,656.92	\$332.85	\$317.00	\$302.59	\$289.43
G1	\$6,989.75	\$349.49	\$332.85	\$317.72	\$303.90
G2	\$7,322.58	\$366.13	\$348.69	\$332.84	\$318.37
G3	\$7,655.42	\$382.77	\$364.54	\$347.97	\$332.84
G4	\$7,988.33	\$399.42	\$380.40	\$363.11	\$347.32
G5	\$8,321.17	\$416.06	\$396.25	\$378.24	\$361.79

SCHEDULE/ PAY LEVEL	EXCEEDED GROWTH monthly SALARY	Exceeded Growth - Daily Rates			
		Days in Pay Period			
		<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
E0	\$7,262.08	\$363.10	\$345.81	\$330.09	\$315.74
E1	\$7,625.17	\$381.26	\$363.10	\$346.60	\$331.53
E2	\$7,988.33	\$399.42	\$380.40	\$363.11	\$347.32
E3	\$8,351.42	\$417.57	\$397.69	\$379.61	\$363.11
E4	\$8,714.50	\$435.73	\$414.98	\$396.11	\$378.89
E5	\$9,077.58	\$453.88	\$432.27	\$412.62	\$394.68

FY2022-23 Salary Schedules
CENTRAL OFFICE ADMINISTRATOR SALARY RANGES
ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,
DIRECTORS, SUPERVISORS, COORDINATORS, AND FINANCE OFFICERS

Effective July 1, 2022

Classification	Maximum Monthly Salary
School Administrator I	\$7,069
School Administrator II	\$7,490
School Administrator III	\$7,937
School Administrator IV	\$8,247
School Administrator V	\$8,576
School Administrator VI	\$9,085
School Administrator VII	\$9,447

NOTES:

1. Salary determinations shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.
2. ADD \$126 per month for an appropriate advanced license.
3. ADD \$253 per month for an appropriate advanced license and an earned doctorate.
4. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.

**FY2022-23 Salary Schedules
SUPERINTENDENT SALARY RANGES**

Effective July 1, 2022

Classification	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$10,014
Superintendent II (2,501 - 5,000 ADM)	\$10,611
Superintendent III (5,001 - 10,000 ADM)	\$11,248
Superintendent IV (10,001 - 25,000 ADM)	\$11,924
Superintendent V (Over 25,000 ADM)	\$12,641

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 ADM. Placement within the ADM salary ranges is determined by the local board of education.
2. ADD \$126 per month for an advanced superintendent's certificate (AS).
3. ADD \$253 per month for an advanced superintendent's certificate based on an earned doctorate degree (DAS).
4. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.

FY2023 Substitute Rate

Effective July 1, 2022

22 days in month

		Non Certified		Certified	
		50.00%		65.00%	
		*** Minimum	Maximum	Minimum	Maximum
A00	3,700.00	84	168	109	168

*** Note: Minimum salary for substitute paid with state funds shall also meet the required **\$15/hour per** SL2021-180, SB105. It is responsibility of each district to verify that they are in compliance with this legislation.

22-23 Salary Schedules
Public School Employees
Salary Grades
Effective July 1, 2022

<u>Grade</u>	<u>Monthly Amounts</u>	
	<u>Minimum</u>	<u>Maximum</u>
50	2,600.00	2,933.94
51	2,600.00	3,075.08
51B	2,600.00	3,224.43
52	2,600.00	3,127.36
53	2,600.00	3,226.48
54	2,600.00	3,333.55
55	2,600.00	3,439.32
56	2,600.00	3,559.54
57	2,600.00	3,686.34
58	2,600.00	3,816.24
59	2,600.00	3,952.74
60	2,600.00	4,100.78
61	2,600.00	4,253.42
62	2,640.06	4,407.92
63	2,729.00	4,574.84
64	2,819.35	4,748.96
65	2,914.12	4,940.80
66	3,016.75	5,137.33
67	3,127.52	5,335.06
68	3,238.68	5,571.23
69	3,356.31	5,812.48
70	3,486.60	6,069.28
71	3,615.18	6,334.86
72	3,748.08	6,616.22
73	3,889.14	6,916.28
74	4,049.04	7,235.73
75	4,220.86	7,565.66
76	4,393.80	7,913.13
77	4,588.37	8,276.26
78	4,789.28	8,661.92
79	5,005.66	9,065.24
80	5,227.73	9,482.61
81	5,463.08	9,922.38
82	5,701.71	10,393.68
83	5,966.58	10,893.04
84	6,239.99	11,411.38
85	6,525.45	11,952.55

86	6,822.69	12,523.52
----	----------	-----------

FY2023 Salary Schedules

Child Nutrition Personnel

Salary Ranges

Effective July 1, 2022

<u>Classification</u>	<u>Salary Grade</u>
Child Nutrition Assistant	
†	50
‡	52
¶	54
∑	55
Child Nutrition Manager	
†	55
‡	56
¶	57
∑	58
Child Nutrition Supervisor & Child Nutrition Director-I	
†	64
‡	64
¶	68
∑	72
Child Nutrition Director-II (Bachelor's Degree)	
¶	N/A
∑	N/A
Child Nutrition Director-II (Advanced Degree)	N/A

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

FY2023 Salary Schedules
Curriculum Support Personnel
Salary Ranges
 Effective July 1, 2022

<u>Classification</u>	<u>Salary Grade</u>
Brailist	59
Educational Interpreter-I	62
Educational Interpreter-II	64
Exceptional Children Data Manager	63
Occupational Therapist	78
Occupational Therapist Assistant	67
Orientation and Mobility Specialist	68
Parent Counselor-Trainer	63
Physical Therapist	78
Physical Therapist Assistant	67
School Health Assistant	52
School Nurse (Not Holding)	68
Speech-Language Pathology Assistant	64
Teacher Assistant	56
Technology Assistant	61
Therapeutic Recreation Specialist	67
Vocational Technical Assistant	54

~~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.~~

FY2023 Salary Schedules

Maintenance Personnel

Salary Ranges

Effective July 1, 2022

<u>Classification</u>	<u>Salary Grade</u>
Cabinet Maker	61
Carpenter-I	57
Carpenter-II	61
Carpentry Crew Leader	63
Carpenter Supervisor	65
Custodian-I	50
Custodian-II	51
Custodian Crew Leader	52
Custodian Supervisor-I	56
Custodian Supervisor-II	58
Custodian Supervisor-III	60
Electrician-I	59
Electrician-II	63
Electrician Crew Leader	64
Electrician Supervisor-I	66
Electrician Supervisor-II	68
Electronic Technician-I	64
Electronic Technician-II	67
Floor Maintenance Assistant-I	53
Floor Maintenance Assistant-II	55
Floor Maintenance Crew Leader	56
Floor Maintenance Supervisor	62
Glazier	60
Grounds Keeper-I	56
Grounds Keeper-II	58
Grounds Crew Leader	59
Grounds Supervisor-I	63
Grounds Supervisor-II	65
HVAC Mechanic-I	65
HVAC Mechanic-II	67
HVAC Supervisor	69

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

FY2023 Salary Schedules
Maintenance Personnel, cont.
Salary Ranges
 Effective July 1, 2022

<u>Classification</u>	<u>Salary Grade</u>
Laborer	50
Locksmith	62
Machine Operator	57
Maintenance Supervisor/Director	
I	65
II	66
III	68
IV	70
V	70
VI	72
VII	74
VIII	76
IX	77
X	78
Mason	63
Painter-I	59
Painter-II	61
Painter-Crew Leader	62
Plasterer-I	63
Plasterer-Crew Leader	65
Plumber-I	59
Plumber-II	63
Plumber-Crew Leader	64
Refrigeration-Mechanic	61
Roofer	61
Warehouse-Manager-I	61
Warehouse-Manager-II	63
Waste-Water-Plant-Operator-I	57
Waste-Water-Plant-Operator-II	62
Waste-Water-Plant-Operator-III	70
Welder-I	61
Welder-II	63
Welder-Crew Leader	65

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

~~FY2023 Salary Schedules~~
~~Office Support Personnel~~
~~Salary Ranges~~
~~Effective July 1, 2022~~

<u>Classification</u>	<u>Salary Grade</u>
Distance Learning Instructional Assistant	54
Local Area Network (LAN) Engineer	74
Office Support I	55
Office Support II	57
Office Support III	59
Office Support IV	61
Office Support V	63
Student Information Data Manager I	61
Student Information Data Manager II	63
Technology Technician I	64
Technology Technician II	68
Technology Technician III	72
Wide Area Network (WAN) Engineer	76

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

~~FY2023 Salary Schedules
 Transportation Personnel
 Salary Ranges
 Effective July 1, 2022~~

<u>Classification</u>	<u>Salary Grade</u>
Bus Driver	51B
Transportation Safety Assistant	50
Transportation Mechanic	
I	59
II	63
III	65
Transportation Supervisor	67
Transportation Director	
I	66
II	66
III	68
IV	74
V	74
VI	72
VII	74
VIII	76
IX	77
X	78
Vehicle Operator	53

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



FY 2022-2023 State Pay Scales

For Most Classified Positions at the Public Schools

The State NC and MH Scales have been modified to reflect the state minimum wage of \$15 per hour for full-time employees.

OSHR - STATE SCALE based on 40 Hour Work Week				
PAY GRADE	Monthly Minimum	Monthly Maximum	Hourly Minimum	Hourly Maximum
NC01	2,600	3,709	15.00	21.40
NC02	2,600	3,895	15.00	22.47
NC03	2,600	4,089	15.00	23.59
NC04	2,600	4,294	15.00	24.77
NC05	2,600	4,508	15.00	26.01
NC06	2,705	4,734	15.61	27.31
NC07	2,840	4,971	16.39	28.68
NC08	2,982	5,219	17.21	30.11
NC09	3,131	5,480	18.07	31.62
NC10	3,288	5,754	18.97	33.20
NC11	3,452	6,042	19.92	34.86
NC12	3,625	6,344	20.91	36.60
NC13	3,806	6,661	21.96	38.43
NC14	3,997	6,994	23.06	40.35
NC15	4,196	7,344	24.21	42.37
NC16	4,406	7,711	25.42	44.49
NC17	4,627	8,096	26.69	46.71
NC18	4,858	8,501	28.03	49.05
NC19	5,101	8,926	29.43	51.50

FY 2022-2023 State Pay Scales

For Most Classified Positions at the Public Schools

The State NC and MH Scales have been modified to reflect the state minimum wage of \$15 per hour for full-time employees.

OSHR-State Salary Schedule MH based on 40 hour week				
Salary Grade	Monthly Minimum	Monthly Maximum	Hourly Minimum	Hourly Maximum
MH01	2,600	3,505	15.00	20.22
MH02	2,600	3,680	15.00	21.23
MH03	2,600	3,864	15.00	22.29
MH04	2,705	4,058	15.61	23.41
MH05	2,840	4,260	16.39	24.58
MH06	2,982	4,474	17.21	25.81
MH07	3,131	4,697	18.07	27.10
MH08	3,288	4,932	18.97	28.45
MH09	3,452	5,179	19.92	29.88
MH10	3,625	5,438	20.91	31.37
MH11	3,806	5,709	21.96	32.94
MH12	3,997	5,995	23.06	34.59
MH13	4,196	6,295	24.21	36.31
MH14	4,406	6,609	25.42	38.13
MH15	4,627	6,940	26.69	40.04
MH16	4,692	7,742	27.07	44.66
MH17	5,044	8,322	29.10	48.01
MH18	5,422	8,947	31.28	51.62

Please note that the OSHR also has a Technology Scale (DT) that may be referenced.

FY2022-2023 – Salary Grade Placements

- All Scales are based on Full-Time Personnel and a 40 hour work week.
- The \$15 minimum wage for Full-Time State personnel goes into effect July 1, 2022
- Other than the required \$15 minimum (\$2,600), the new range minimums are being recommended to go into effect July 1, 2024.
- The new range maximums being recommended may be paid from state/federal funds beginning July 1, 2022.
- These recommendations provide the range of salary that may be paid from state and/or federal funds allocated to the school district by NCDPI as required in GS 115C-12 (16).
- These scales do not cover ALL classified positions that may be used or employed at a school district (PSU), as such the Local Boards of Education may adopt their own local salary schedules per GS 115C-47 (21).
- Local funds may be used to supplement these ranges as needed by the Local Boards of Education.

Office Administration

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Office Support	NC01-NC10	2,600	5,754
Student Information Data Managers	NC04-NC10	2,600	5,754

Transportation

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Transportation Safety Assistant	NC01	2,600	3,709
Bus Driver	NC04-NC06	2,600	4,734
Transportation Mechanic	NC06-NC10	2,705	5,754
Transportation Supervisor	NC14-NC15	3,997	6,994
Transportation Director	NC17-NC19	4,627	8,926

School Nutrition Services

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
School Nutrition Assistant	NC04-NC05	2,600	4,508
School Nutrition Site Manager	NC05-NC06	2,600	4,734
School Nutrition Supervisor - CO	NC07-NC08	2,840	5,219
School Nutrition Director	NC17-NC19	4,627	8,926

FY2022-2023 – Salary Grade Placements

Curriculum Support

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Distance Learning Instructional Asst	NC05	2,600	4,509
Educational Interpreter I	NC05	2,600	4,509
Educational Interpreter II	NC07	2,840	4,971
School Health Assistant	MH01	2,600	3,505
Teacher Assistant	NC04-NC06	2,600	4,734
Therapeutic Recreation Specialist	MH03	2,600	3,864
Vocational Technical Assistant	NC04-NC06	2,600	4,734
Technology Assistant	NC04	2,600	4,294
Deaf/Blind intervener	NC12	3,625	6,344

Other Licensed Professionals

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Occupational Therapist	MH17-MH18	5,044	8,947
Occupational Therapy Assistant	MH10-MH12	3,625	5,995
Physical Therapist	MH17-MH18	5,044	8,947
Physical Therapist Assistant	MH10-MH12	3,625	5,995
Registered Nurse (Not Holding)	MH15	4,627	6,940
Driver Education Instructor - DMV only	NC08	2,982	5,219
Driver Education Instructor - DMV + educator license, but no License 096 Safety and Driver Education	NC09	3,131	5,480
Driver Education Instructor - DMV + educator license, with License 096 Safety and Driver Education	NC11	3,452	6,042

FY2022-2023 – Salary Grade Placements

Maintenance/Operations

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Carpenter/Cabinet Maker	NC03-NC08	2,600	5,219
Carpenter Supervisor	NC10	3,288	5,754
Custodian	NC01	2,600	3,709
Custodian Supervisor (Site-Based)	NC05	2,600	4,508
Custodian Supervisor	NC07	2,840	4,971
Electrician	NC08-NC09	2,982	5,480
Electrician Supervisor	NC11	3,452	6,042
Electronic Technician	NC11	3,452	6,042
Grounds Keeper	NC01-NC03	2,600	4,089
Grounds Supervisor	NC05	2,600	4,508
HVAC Mechanic	NC08-NC10	2,982	5,754
HVAC Supervisor	NC12	3,625	6,344
Laborer	NC01	2,600	3,709
Locksmith	NC05	2,600	4,508
Machine Operator	NC04	2,600	4,294
Plumber	NC07-NC08	2,840	5,219
Plumber Supervisor	NC09	3,131	5,480
Warehouse Manager	NC05	2,600	4,508
Waste Water Plant Operator	NC05	2,600	4,508
Welder	NC09	3,131	5,480
Maintenance Supervisor	NC13-NC17	3,806	8,096
Maintenance Director	NC17-NC19	4,627	8,926
Maintenance/Construction Technician I	NC03	2,600	4,089
Maintenance/Construction Technician II	NC06	2,705	4,734
Maintenance/Construction Technician III	NC09	3,131	5,480
Maintenance/Construction Technician IV	NC11	3,452	6,042

FY2022-2023 – Salary Grade Placements

Reference Materials that may be useful:

**NC Office of State Human Resources –
Classification and Compensation website:**

[NC OSHR: Classification and Compensation](#)