

North Carolina State Salary Schedules

FY 2025-2026

STATE BOARD OF EDUCATION

Updated: October 15, 2025

FY 2025-26 BACHELOR'S DEGREE CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2025

Years	Bachelor'	s Teacher	Bachelor's w/ NB	PTS Certification
of	Monthly	Annual Salary	Monthly	Annual Salary
<u>Exp</u>	<u>Salary</u>	(10 months)	<u>Salary</u>	(10 months)
0	\$4,100	\$41,000	N/A	N/A
1	\$4,175	\$41,750	N/A	N/A
2	\$4,250	\$42,500	N/A	N/A
3	\$4,325	\$43,250	\$4,844	\$48,440
4	\$4,400	\$44,000	\$4,928	\$49,280
5	\$4,475	\$44,750	\$5,012	\$50,120
6	\$4,572	\$45,720	\$5,121	\$51,210
7	\$4,663	\$46,630	\$5,223	\$52,230
8	\$4,753	\$47,530	\$5,323	\$53,230
9	\$4,844	\$48,440	\$5,425	\$54,250
10	\$4,935	\$49,350	\$5,527	\$55,270
11	\$5,025	\$50,250	\$5,628	\$56,280
12	\$5,116	\$51,160	\$5,730	\$57,300
13	\$5,206	\$52,060	\$5,831	\$58,310
14	\$5,297	\$52,970	\$5,933	\$59,330
15	\$5,388	\$53,880	\$6,035	\$60,350
16	\$5,388	\$53,880	\$6,035	\$60,350
17	\$5,388	\$53,880	\$6,035	\$60,350
18	\$5,388	\$53,880	\$6,035	\$60,350
19	\$5,388	\$53,880	\$6,035	\$60,350
20	\$5,388	\$53,880	\$6,035	\$60,350
21	\$5,388	\$53,880	\$6,035	\$60,350
22	\$5,388	\$53,880	\$6,035	\$60,350
23	\$5,388	\$53,880	\$6,035	\$60,350
24	\$5,388	\$53,880	\$6,035	\$60,350
25+	\$5,595	\$55,950	\$6,266	\$62,660

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

"NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential

FY 2025-26 MASTER'S DEGREE CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2025

Years	Master's Teacher			s w/NBPTS ification
of	Monthly	Annual Salary	Monthly	Annual Salary
<u>Exp</u>	<u>Salary</u>	(10 months)	<u>Salary</u>	(10 months)
0	\$4,510	\$45,100	N/A	N/A
1	\$4,593	\$45,930	N/A	N/A
2	\$4,675	\$46,750	N/A	N/A
3	\$4,758	\$47,580	\$5,277	\$52,770
4	\$4,840	\$48,400	\$5,368	\$53,680
5	\$4,923	\$49,230	\$5,460	\$54,600
6	\$5,029	\$50,290	\$5,578	\$55,780
7	\$5,129	\$51,290	\$5,689	\$56,890
8	\$5,228	\$52,280	\$5,798	\$57,980
9	\$5,328	\$53,280	\$5,909	\$59,090
10	\$5,429	\$54,290	\$6,021	\$60,210
11	\$5,528	\$55,280	\$6,131	\$61,310
12	\$5,628	\$56,280	\$6,242	\$62,420
13	\$5,727	\$57,270	\$6,352	\$63,520
14	\$5,827	\$58,270	\$6,463	\$64,630
15	\$5,927	\$59,270	\$6,574	\$65,740
16	\$5,927	\$59,270	\$6,574	\$65,740
17	\$5,927	\$59,270	\$6,574	\$65,740
18	\$5,927	\$59,270	\$6,574	\$65,740
19	\$5,927	\$59,270	\$6,574	\$65,740
20	\$5,927	\$59,270	\$6,574	\$65,740
21	\$5,927	\$59,270	\$6,574	\$65,740
22	\$5,927	\$59,270	\$6,574	\$65,740
23	\$5,927	\$59,270	\$6,574	\$65,740
24	\$5,927	\$59,270	\$6,574	\$65,740
25+	\$6,155	\$61,550	\$6,826	\$68,260

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

"NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differentia

FY 2025-26 ADVANCED AND DOCTORAL DEGREE CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2025

	ADVANCED	(SIXTH YEAR)	DOC	DOCTORATE		
Years	Adv. Teacher	Adv. w/ NBPTS Cert.	PhD Teacher	PhD w/ NBPTS Cert.		
of	10	10	10	10		
<u>Exp</u>	<u>Month</u>	<u>Month</u>	<u>Month</u>	<u>Month</u>		
0	\$4,636	N/A	\$4,763	N/A		
1	\$4,719	N/A	\$4,846	N/A		
2	\$4,801	N/A	\$4,928	N/A		
3	\$4,884	\$5,403	\$5,011	\$5,530		
4	\$4,966	\$5,494	\$5,093	\$5,621		
5	\$5,049	\$5,586	\$5,176	\$5,713		
6	\$5,155	\$5,704	\$5,282	\$5,831		
7	\$5,255	\$5,815	\$5,382	\$5,942		
8	\$5,354	\$5,924	\$5,481	\$6,051		
9	\$5,454	\$6,035	\$5,581	\$6,162		
10	\$5,555	\$6,147	\$5,682	\$6,274		
11	\$5,654	\$6,257	\$5,781	\$6,384		
12	\$5,754	\$6,368	\$5,881	\$6,495		
13	\$5,853	\$6,478	\$5,980	\$6,605		
14	\$5,953	\$6,589	\$6,080	\$6,716		
15	\$6,053	\$6,700	\$6,180	\$6,827		
16	\$6,053	\$6,700	\$6,180	\$6,827		
17	\$6,053	\$6,700	\$6,180	\$6,827		
18	\$6,053	\$6,700	\$6,180	\$6,827		
19	\$6,053	\$6,700	\$6,180	\$6,827		
20	\$6,053	\$6,700	\$6,180	\$6,827		
21	\$6,053	\$6,700	\$6,180	\$6,827		
22	\$6,053	\$6,700	\$6,180	\$6,827		
23	\$6,053	\$6,700	\$6,180	\$6,827		
24	\$6,053	\$6,700	\$6,180	\$6,827		
25+	\$6,281	\$6,952	\$6,408	\$7,079		

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

"NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential

FY 2025-26 BACHELOR'S DEGREE

CERTIFIED TEACHER SALARY SCHEDULE - INSTRUCTIONAL SUPPORT

Effective July 1, 2025

Years	Bachelor's Teacher		Bachelor's w/ NBPTS Certification		
of	Monthly	Annual Salary	Monthly	Annual Salary	
<u>Exp</u>	<u>Salary</u>	(10 months)	<u>Salary</u>	<u>(10 months)</u>	
0	\$4,100	\$41,000	N/A	N/A	
1	\$4,175	\$41,750	N/A	N/A	
2	\$4,250	\$42,500	N/A	N/A	
3	\$4,325	\$43,250	\$4,844	\$48,440	
4	\$4,400	\$44,000	\$4,928	\$49,280	
5	\$4,475	\$44,750	\$5,012	\$50,120	
6	\$4,572	\$45,720	\$5,121	\$51,210	
7	\$4,663	\$46,630	\$5,223	\$52,230	
8	\$4,753	\$47,530	\$5,323	\$53,230	
9	\$4,844	\$48,440	\$5,425	\$54,250	
10	\$4,935	\$49,350	\$5,527	\$55,270	
11	\$5,025	\$50,250	\$5,628	\$56,280	
12	\$5,116	\$51,160	\$5,730	\$57,300	
13	\$5,206	\$52,060	\$5,831	\$58,310	
14	\$5,297	\$52,970	\$5,933	\$59,330	
15	\$5,388	\$53,880	\$6,035	\$60,350	
16	\$5,388	\$53,880	\$6,035	\$60,350	
17	\$5,388	\$53,880	\$6,035	\$60,350	
18	\$5,388	\$53,880	\$6,035	\$60,350	
19	\$5,388	\$53,880	\$6,035	\$60,350	
20	\$5,388	\$53,880	\$6,035	\$60,350	
21	\$5,388	\$53,880	\$6,035	\$60,350	
22	\$5,388	\$53,880	\$6,035	\$60,350	
23	\$5,388	\$53,880	\$6,035	\$60,350	
24	\$5,388	\$53,880	\$6,035	\$60,350	
25+	\$5,595	\$55,950	\$6,266	\$62,660	

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FY 2025-26
MASTER'S DEGREE - INSTRUCTIONAL SUPPORT

Effective July 1, 2025

Years	Master's Teacher		Master's w/NBPTS Certification		
of	Monthly	Annual Salary	Monthly	Annual Salary	
<u>Exp</u>	<u>Salary</u>	(10 months)	<u>Salary</u>	(10 months)	
0	\$4,510	\$45,100	N/A	N/A	
1	\$4,593	\$45,930	N/A	N/A	
2	\$4,675	\$46,750	N/A	N/A	
3	\$4,758	\$47,580	\$5,277	\$52,770	
4	\$4,840	\$48,400	\$5,368	\$53,680	
5	\$4,923	\$49,230	\$5,460	\$54,600	
6	\$5,029	\$50,290	\$5,578	\$55,780	
7	\$5,129	\$51,290	\$5,689	\$56,890	
8	\$5,228	\$52,280	\$5,798	\$57,980	
9	\$5,328	\$53,280	\$5,909	\$59,090	
10	\$5,429	\$54,290	\$6,021	\$60,210	
11	\$5,528	\$55,280	\$6,131	\$61,310	
12	\$5,628	\$56,280	\$6,242	\$62,420	
13	\$5,727	\$57,270	\$6,352	\$63,520	
14	\$5,827	\$58,270	\$6,463	\$64,630	
15	\$5,927	\$59,270	\$6,574	\$65,740	
16	\$5,927	\$59,270	\$6,574	\$65,740	
17	\$5,927	\$59,270	\$6,574	\$65,740	
18	\$5,927	\$59,270	\$6,574	\$65,740	
19	\$5,927	\$59,270	\$6,574	\$65,740	
20	\$5,927	\$59,270	\$6,574	\$65,740	
21	\$5,927	\$59,270	\$6,574	\$65,740	
22	\$5,927	\$59,270	\$6,574	\$65,740	
23	\$5,927	\$59,270	\$6,574	\$65,740	
24	\$5,927	\$59,270	\$6,574	\$65,740	
25+	\$6,155	\$61,550	\$6,826	\$68,260	

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FY 2025-26
ADVANCED AND DOCTORAL DEGREE INSTRUCTIONAL SUPPORT

Effective July 1, 2025

	ADVANCED	(SIXTH YEAR)	DOC	TORATE
Years	Adv. Teacher	Adv. w/ NBPTS Cert.	PhD Teacher	PhD w/ NBPTS Cert.
of	10	10	10	10
<u>Exp</u>	<u>Month</u>	<u>Month</u>	<u>Month</u>	<u>Month</u>
0	\$4,636	N/A	\$4,763	N/A
1	\$4,719	N/A	\$4,846	N/A
2	\$4,801	N/A	\$4,928	N/A
3	\$4,884	\$5,403	\$5,011	\$5,530
4	\$4,966	\$5,494	\$5,093	\$5,621
5	\$5,049	\$5,586	\$5,176	\$5,713
6	\$5,155	\$5,704	\$5,282	\$5,831
7	\$5,255	\$5,815	\$5,382	\$5,942
8	\$5,354	\$5,924	\$5,481	\$6,051
9	\$5,454	\$6,035	\$5,581	\$6,162
10	\$5,555	\$6,147	\$5,682	\$6,274
11	\$5,654	\$6,257	\$5,781	\$6,384
12	\$5,754	\$6,368	\$5,881	\$6,495
13	\$5,853	\$6,478	\$5,980	\$6,605
14	\$5,953	\$6,589	\$6,080	\$6,716
15	\$6,053	\$6,700	\$6,180	\$6,827
16	\$6,053	\$6,700	\$6,180	\$6,827
17	\$6,053	\$6,700	\$6,180	\$6,827
18	\$6,053	\$6,700	\$6,180	\$6,827
19	\$6,053	\$6,700	\$6,180	\$6,827
20	\$6,053	\$6,700	\$6,180	\$6,827
21	\$6,053	\$6,700	\$6,180	\$6,827
22	\$6,053	\$6,700	\$6,180	\$6,827
23	\$6,053	\$6,700	\$6,180	\$6,827
24	\$6,053	\$6,700	\$6,180	\$6,827
25+	\$6,281	\$6,952	\$6,408	\$7,079

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"NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential

FY 2025-26 DAILY RATE SCHEDULES DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL

(Based on 215 YTD Days)

Effective July 1, 2025

Years	Bachelo	r's Degree	Master'	s Degree	Advance	d Degree	Doctor	ate Degree
of		<u>-</u>		<u> </u>		<u>-</u>		
Exp	Bachelor's	with NBPTS	Master's	with NBPTS	Advanced	with NBPTS	<u>Doctorate</u>	with NBPTS
0	\$190.70	N/A	\$209.77	N/A	\$215.63	N/A	\$221.53	N/A
1	\$194.19	N/A	\$213.63	N/A	\$219.49	N/A	\$225.40	N/A
2	\$197.67	N/A	\$217.44	N/A	\$223.30	N/A	\$229.21	N/A
3	\$201.16	\$225.30	\$221.30	\$245.44	\$227.16	\$251.30	\$233.07	\$257.21
4	\$204.65	\$229.21	\$225.12	\$249.67	\$230.98	\$255.53	\$236.88	\$261.44
5	\$208.14	\$233.12	\$228.98	\$253.95	\$234.84	\$259.81	\$240.74	\$265.72
6	\$212.65	\$238.19	\$233.91	\$259.44	\$239.77	\$265.30	\$245.67	\$271.21
7	\$216.88	\$242.93	\$238.56	\$264.60	\$244.42	\$270.47	\$250.33	\$276.37
8	\$221.07	\$247.58	\$243.16	\$269.67	\$249.02	\$275.53	\$254.93	\$281.44
9	\$225.30	\$252.33	\$247.81	\$274.84	\$253.67	\$280.70	\$259.58	\$286.60
10	\$229.53	\$257.07	\$252.51	\$280.05	\$258.37	\$285.91	\$264.28	\$291.81
11	\$233.72	\$261.77	\$257.12	\$285.16	\$262.98	\$291.02	\$268.88	\$296.93
12	\$237.95	\$266.51	\$261.77	\$290.33	\$267.63	\$296.19	\$273.53	\$302.09
13	\$242.14	\$271.21	\$266.37	\$295.44	\$272.23	\$301.30	\$278.14	\$307.21
14	\$246.37	\$275.95	\$271.02	\$300.60	\$276.88	\$306.47	\$282.79	\$312.37
15	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
16	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
17	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
18	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
19	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
20	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
21	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
22	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
23	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
24	\$250.60	\$280.70	\$275.67	\$305.77	\$281.53	\$311.63	\$287.44	\$317.53
25+	\$260.23	\$291.44	\$286.28	\$317.49	\$292.14	\$323.35	\$298.05	\$329.26

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

FY 2025-26

SCHOOL GUIDANCE COUNSELORS SALARY SCHEDULE

CERTIFIED SALARY SCHEDULE

Effective July 1, 2025

Years	Master's	Advanced	Doctorate	Master's w/NBPTS	Advanced w/NBPTS	Doctorate w/NBPTS
of	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly
Exp	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
0	\$4,610	\$4,736	\$4,863	NA	NA	NA
1	\$4,693	\$4,819	\$4,946	NA	NA	NA
2	\$4,775	\$4,901	\$5,028	NA	NA	NA
3	\$4,858	\$4,984	\$5,111	\$5,377	\$5,503	\$5,630
4	\$4,940	\$5,066	\$5,193	\$5,468	\$5,594	\$5,721
5	\$5,023	\$5,149	\$5,276	\$5,560	\$5,686	\$5,813
6	\$5,129	\$5,255	\$5,382	\$5,678	\$5,804	\$5,931
7	\$5,229	\$5,355	\$5,482	\$5,789	\$5,915	\$6,042
8	\$5,328	\$5,454	\$5,581	\$5,898	\$6,024	\$6,151
9	\$5,428	\$5,554	\$5,681	\$6,009	\$6,135	\$6,262
10	\$5,529	\$5,655	\$5,782	\$6,121	\$6,247	\$6,374
11	\$5,628	\$5,754	\$5,881	\$6,231	\$6,357	\$6,484
12	\$5,728	\$5,854	\$5,981	\$6,342	\$6,468	\$6,595
13	\$5,827	\$5,953	\$6,080	\$6,452	\$6,578	\$6,705
14	\$5,927	\$6,053	\$6,180	\$6,563	\$6,689	\$6,816
15	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
16	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
17	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
18	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
19	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
20	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
21	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
22	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
23	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
24	\$6,027	\$6,153	\$6,280	\$6,674	\$6,800	\$6,927
25+	\$6,255	\$6,381	\$6,508	\$6,926	\$7,052	\$7,179

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

"NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential
Scale includes a \$100 salary supplement for School Counselors, licensed as counselors at the master's degree level or higher.

FY 2025-26 DAILY RATES FOR SCHOOL GUIDANCE COUNSELORS

(Based on 215 YTD Days)

Effective July 01, 2025

NBPTS

Years	BASE	Sch	nool Counse	lors	YEARS	BASE	School Co	School Counselors with NBP1	
of Exp	SALARY	Masters	Advanced	Doctorate	OF EXP	SALARY	Masters	Advanced	Doctorate
0	\$4,610	\$214.42	\$220.28	\$226.19	0	NA	NA	NA	NA
1	\$4,693	\$218.28	\$224.14	\$230.05	1	NA	NA	NA	NA
2	\$4,775	\$222.09	\$227.95	\$233.86	2	NA	NA	NA	NA
3	\$4,858	\$225.95	\$231.81	\$237.72	3	\$5,377	\$250.09	\$255.95	\$261.86
4	\$4,940	\$229.77	\$235.63	\$241.53	4	\$5,468	\$254.33	\$260.19	\$266.09
5	\$5,023	\$233.63	\$239.49	\$245.40	5	\$5,560	\$258.60	\$264.47	\$270.37
6	\$5,129	\$238.56	\$244.42	\$250.33	6	\$5,678	\$264.09	\$269.95	\$275.86
7	\$5,229	\$243.21	\$249.07	\$254.98	7	\$5,789	\$269.26	\$275.12	\$281.02
8	\$5,328	\$247.81	\$253.67	\$259.58	8	\$5,898	\$274.33	\$280.19	\$286.09
9	\$5,428	\$252.47	\$258.33	\$264.23	9	\$6,009	\$279.49	\$285.35	\$291.26
10	\$5,529	\$257.16	\$263.02	\$268.93	10	\$6,121	\$284.70	\$290.56	\$296.47
11	\$5,628	\$261.77	\$267.63	\$273.53	11	\$6,231	\$289.81	\$295.67	\$301.58
12	\$5,728	\$266.42	\$272.28	\$278.19	12	\$6,342	\$294.98	\$300.84	\$306.74
13	\$5,827	\$271.02	\$276.88	\$282.79	13	\$6,452	\$300.09	\$305.95	\$311.86
14	\$5,927	\$275.67	\$281.53	\$287.44	14	\$6,563	\$305.26	\$311.12	\$317.02
15	\$6,027	\$280.33	\$286.19	\$292.09	15	\$6,674	\$310.42	\$316.28	\$322.19
16	\$6,027	\$280.33	\$286.19	\$292.09	16	\$6,674	\$310.42	\$316.28	\$322.19
17	\$6,027	\$280.33	\$286.19	\$292.09	17	\$6,674	\$310.42	\$316.28	\$322.19
18	\$6,027	\$280.33	\$286.19	\$292.09	18	\$6,674	\$310.42	\$316.28	\$322.19
19	\$6,027	\$280.33	\$286.19	\$292.09	19	\$6,674	\$310.42	\$316.28	\$322.19
20	\$6,027	\$280.33	\$286.19	\$292.09	20	\$6,674	\$310.42	\$316.28	\$322.19
21	\$6,027	\$280.33	\$286.19	\$292.09	21	\$6,674	\$310.42	\$316.28	\$322.19
22	\$6,027	\$280.33	\$286.19	\$292.09	22	\$6,674	\$310.42	\$316.28	\$322.19
23	\$6,027	\$280.33	\$286.19	\$292.09	23	\$6,674	\$310.42	\$316.28	\$322.19
24	\$6,027	\$280.33	\$286.19	\$292.09	24	\$6,674	\$310.42	\$316.28	\$322.19
25+	\$6,255	\$290.93	\$296.79	\$302.70	25+	\$6,926	\$322.14	\$328.00	\$333.91

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

"NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential

FY 2025-26 SCHOOL PSYCHOLOGIST SALARY SCHEDULE

(INCLUDING MASTER'S LEVEL SPEECH-LANGUAGE PATHOLOGISTS AND MASTER'S LEVEL AUDIOLOGISTS)

Effective July 1, 2025

Years	Master's	Advanced	Doctorate
of	Monthly	Monthly	Monthly
<u>Exp</u>	<u>Salary</u>	<u>Salary</u>	<u>Salary</u>
0	\$5,273	\$5,399	\$5,526
1	\$5,379	\$5,505	\$5,632
2	\$5,479	\$5,605	\$5,732
3	\$5,578	\$5,704	\$5,831
4	\$5,678	\$5,804	\$5,931
5	\$5,779	\$5,905	\$6,032
6	\$5,878	\$6,004	\$6,131
7	\$5,978	\$6,104	\$6,231
8	\$6,077	\$6,203	\$6,330
9	\$6,177	\$6,303	\$6,430
10	\$6,277	\$6,403	\$6,530
11	\$6,277	\$6,403	\$6,530
12	\$6,277	\$6,403	\$6,530
13	\$6,277	\$6,403	\$6,530
14	\$6,277	\$6,403	\$6,530
15	\$6,277	\$6,403	\$6,530
16	\$6,277	\$6,403	\$6,530
17	\$6,277	\$6,403	\$6,530
18	\$6,277	\$6,403	\$6,530
19	\$6,277	\$6,403	\$6,530
20	\$6,505	\$6,631	\$6,758
21	\$6,505	\$6,631	\$6,758
22	\$6,505	\$6,631	\$6,758
23	\$6,505	\$6,631	\$6,758
24	\$6,505	\$6,631	\$6,758
25+	\$6,993	\$7,119	\$7,246

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.

- (1) The first step of the salary schedule shall be equivalent sixth step of the "A" salary schedule
- (2) This scale includes a supplement of ten percent (10%) of the monthly salary.
- (3) This scale includes an additional three hundred fifty dollars (\$350).

FY 2025-26 DAILY RATES FOR SCHOOL PSYCHOLOGISTS

Including Masters Level Speech-Language Pathologists and Masters Level Audiologists

(Based on 215 YTD Days)

Effective July 1, 2025

Years	BASE	Psychologists			
of Exp	SALARY	Masters Advanced		Doctorate	
0	\$5,273	\$245.26	\$251.12	\$257.02	
1	\$5,379	\$250.19	\$256.05	\$261.95	
2	\$5,479	\$254.84	\$260.70	\$266.60	
3	\$5,578	\$259.44	\$265.30	\$271.21	
4	\$5,678	\$264.09	\$269.95	\$275.86	
5	\$5,779	\$268.79	\$274.65	\$280.56	
6	\$5,878	\$273.40	\$279.26	\$285.16	
7	\$5,978	\$278.05	\$283.91	\$289.81	
8	\$6,077	\$282.65	\$288.51	\$294.42	
9	\$6,177	\$287.30	\$293.16	\$299.07	
10	\$6,277	\$291.95	\$297.81	\$303.72	
11	\$6,277	\$291.95	\$297.81	\$303.72	
12	\$6,277	\$291.95	\$297.81	\$303.72	
13	\$6,277	\$291.95	\$297.81	\$303.72	
14	\$6,277	\$291.95	\$297.81	\$303.72	
15	\$6,277	\$291.95	\$297.81	\$303.72	
16	\$6,277	\$291.95	\$297.81	\$303.72	
17	\$6,277	\$291.95	\$297.81	\$303.72	
18	\$6,277	\$291.95	\$297.81	\$303.72	
19	\$6,277	\$291.95	\$297.81	\$303.72	
20	\$6,505	\$302.56	\$308.42	\$314.33	
21	\$6,505	\$302.56	\$308.42	\$314.33	
22	\$6,505	\$302.56	\$308.42	\$314.33	
23	\$6,505	\$302.56	\$308.42	\$314.33	
24	\$6,505	\$302.56	\$308.42	\$314.33	
25+	\$6,993	\$325.25	\$331.11	\$337.02	

FY 2025-26 ASSISTANT PRINCIPALS SALARY SCHEDULE

Effective July 1, 2025

Years	Assist. Principals (MASTER)		Assist. Princ	Assist. Principals (ADVANCED)		Assist. Principals (DOCTORATE)	
of	10	Annual Salary	10	Annual Salary	10	Annual Salary	
<u>Exp</u>	<u>Month</u>	(10 months)	<u>Month</u>	(10 months)	<u>Month</u>	(10 months)	
0	\$4,879	\$48,790	\$5,005	\$50,050	\$5,132	\$51,320	
1	\$4,968	\$49,680	\$5,094	\$50,940	\$5,221	\$52,210	
2	\$5,058	\$50,580	\$5,184	\$51,840	\$5,311	\$53,110	
3	\$5,147	\$51,470	\$5,273	\$52,730	\$5,400	\$54,000	
4	\$5,236	\$52,360	\$5,362	\$53,620	\$5,489	\$54,890	
5	\$5,325	\$53,250	\$5,451	\$54,510	\$5,578	\$55,780	
6	\$5,441	\$54,410	\$5,567	\$55,670	\$5,694	\$56,940	
7	\$5,549	\$55,490	\$5,675	\$56,750	\$5,802	\$58,020	
8	\$5,656	\$56,560	\$5,782	\$57,820	\$5,909	\$59,090	
9	\$5,764	\$57,640	\$5,890	\$58,900	\$6,017	\$60,170	
10	\$5,873	\$58,730	\$5,999	\$59,990	\$6,126	\$61,260	
11	\$5,980	\$59,800	\$6,106	\$61,060	\$6,233	\$62,330	
12	\$6,088	\$60,880	\$6,214	\$62,140	\$6,341	\$63,410	
13	\$6,195	\$61,950	\$6,321	\$63,210	\$6,448	\$64,480	
14	\$6,303	\$63,030	\$6,429	\$64,290	\$6,556	\$65,560	
15	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
16	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
17	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
18	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
19	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
20	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
21	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
22	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
23	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
24	\$6,412	\$64,120	\$6,538	\$65,380	\$6,665	\$66,650	
25+	\$6,658	\$66,580	\$6,784	\$67,840	\$6,911	\$69,110	

NOTE: Assistant Principals no longer qualify for Longevity

PRINCIPAL SALARY (Monthly Schedules) FY 2025-26 Effective July 1, 2025

		Base		Growth Met		Growth Exceeded
ADM	Schedule/	Monthly	Schedule/	Monthly	Schedule/	Monthly
Range	Pay Level	<u>Salary</u>	Pay Level	<u>Salary</u>	Pay Level	<u>Salary</u>
up to 200	B0	\$6,482.67	G0	\$7,130.83	E0	\$7,779.17
201 to 400	B1	\$6,806.75	G1	\$7,487.42	E1	\$8,168.08
401 to 700	B2	\$7,130.83	G2	\$7,844.00	E2	\$8,557.08
701 to 1,000	B3	\$7,455.08	G3	\$8,200.50	E3	\$8,946.08
1,001 to 1,600	B4	\$7,779.17	G4	\$8,557.08	E4	\$9,335.00
over 1,600	B5	\$8,103.25	G5	\$8,913.58	E5	\$9,723.92

PRINCIPAL SALARY (Annual Schedules) FY 2025-26 Effective July 1, 2025

		Base		Growth Met		Growth Exceeded
ADM	Schedule/	Annual	Schedule/	Annual	Schedule/	Annual
Range	Pay Level	<u>Salary</u>	Pay Level	<u>Salary</u>	Pay Level	<u>Salary</u>
up to 200	B0	\$77,792	G0	\$85,570	E0	\$93,350
201 to 400	B1	\$81,681	G1	\$89,849	E1	\$98,017
401 to 700	B2	\$85,570	G2	\$94,128	E2	\$102,685
701 to 1,000	B3	\$89,461	G3	\$98,406	E3	\$107,353
1,001 to 1,600	B4	\$93,350	G4	\$102,685	E4	\$112,020
over 1,600	B5	\$97,239	G5	\$106,963	E5	\$116,687

PRINCIPAL DAILY RATES

FY 2025-26 Effective July 1, 2025

		Base - Daily Rates
SCHEDULE/	BASE	YTD Days
PAY LEVEL	Monthly Salary	<u>260</u>
В0	\$6,482.67	\$299.20
B1	\$6,806.75	\$314.16
B2	\$7,130.83	\$329.12
B3	\$7,455.08	\$344.08
B4	\$7,779.17	\$359.04
B5	\$8,103.25	\$374.00

_		Met Growth - Daily Rates
SCHEDULE/	MET GROWTH	YTD Days
PAY LEVEL	Monthly Salary	<u>260</u>
G0	\$7,130.83	\$329.12
G1	\$7,487.42	\$345.57
G2	\$7,844.00	\$362.03
G3	\$8,200.50	\$378.48
G4	\$8,557.08	\$394.94
G5	\$8,913.58	\$411.40

		Exceeded Growth - Daily Rates	
SCHEDULE/	EXCEEDED GROWTH	YTD Days	
PAY LEVEL	Monthly Salary	<u>260</u>	
E0	\$7,779.17	\$359.04	
E1	\$8,168.08	\$376.99	
E2	\$8,557.08	\$394.94	
E3	\$8,946.08	\$412.90	
E4	\$9,335.00	\$430.85	
E5	\$9,723.92	\$448.80	

FY 2025-26 Salary Schedules

CENTRAL OFFICE ADMINISTRATOR SALARY RANGES ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS, DIRECTORS, SUPERVISORS, COORDINATORS AND FINANCE OFFICERS Effective July 1, 2025

Classification	Maximum Monthly Salary
School Administrator I	\$7,573
School Administrator II	\$8,024
School Administrator III	\$8,502
School Administrator IV	\$8,834
School Administrator V	\$9,187
School Administrator VI	\$9,731
School Administrator VII	\$10,120

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.

NOTE: FINANCE OFFICERS

- 1. State Board Policy FINO-000 requires the State Board of Education shall classify the finance officers in terms of uniform pay grades include the salary schedule of the State Human Resources Commission
- 2. The salary of the finance officer is aligned to the Accounting Director I and II.
- 3. Pay Grade Minimum NC24 (\$82,011)
- 4. Maximum pay grade NC24 (\$188,429)
- 5. The maximum salary paid from State Funds shall not exceed the maximum allowable per legislation paid for the superintendent at the Local Education Agency.

FY 2025-26 Salary Schedules SUPERINTENDENT SALARY RANGES Effective July 1, 2025

Classification	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$10,727
Superintendent II (2,501 - 5, 000 ADM)	\$11,366
Superintendent III (5,001 - 10,000 ADM)	\$12,049
Superintendent IV (10, 001 - 25,000 ADM)	\$12,773
Superintendent V (Over 25,000 ADM)	\$13,541

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.

FY2026 Substitute Rate

Effective July 1, 2025

22 days in month

		Non Cert		Certif	ied
		50.00%		65.00%	
		*** Min	Max	Min	Max
A00	4,100.00	93	186	121	186

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

Salary Grade Placements Guidelines

For Most Classified Positions at the Public Schools

These grades and scales are maintained by the State Boad of Education (SBE). Please cross-reference to the SBE website to see any changes implemented for the State Budget actions. Be reminded these are only minimum and maximum. Local Boards of Education should have scales for these staff and should update them as may be required for State Budget actions.

No eligible State-funded employee shall be prohibited from receiving the full salary increases provided in this section solely because the employee's salary after applying the legislative increase is above the maximum of the salary range prescribed by the State Human Resources Commission. (SL 2023-134 Sec. 39.1.(d))

- 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 the new range minimums are being recommended to go into effect July 1, 2025.
- > The new range maximums being recommended may be paid from state/federal funds beginning January 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 my 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.

Reference Materials that may be useful:
NC Office of State Human Resources – Classification and Compensation Website:
NC OSHR: Classification and Compensation

Salary Grade Placements

Reference Materials that may be useful:

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

NC OSHR: Classification and Compensation

Office Administration

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Office Support	NC01-NC10	2,600	6,074
Student Information Data Managers	NC04-NC10	2,600	6,074

Transportation

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Transportation Safety Assistant	NC01-NC01	2,600	3,915
Bus Driver	NC04-NC06	2,600	4,997
Transportation Mechanic	NC06-NC10	2,855	6,074
Transportation Supervisor	NC14-NC15	4,219	7,753
Transportation Director	NC17-NC19	4,884	9,424

School Nutrition Services

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
School Nutrition Assistant	NC04-NC05	2,600	4,759
School Nutrition Site Manager	NC05-NC06	2,719	4,997
School Nutrition Supervisor - CO	NC07-NC08	2,998	5,510
School Nutrition Director	NC17-NC19	4,884	9,424

Curriculum Support

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Distance Learning Instructional Asst	NC05-NC05	2,719	4,759
Educational Interpreter I	NC05-NC05	2,719	4,759
Educational Interpreter II	NC07-NC07	2,998	5,247
Educational Interpreter III	NC09-NC09	3,305	5,785
School Health Assistant	MH01-MH01	2,600	3,718
Teacher Assistant	NC04-NC06	2,600	4,997
Therapeutic Recreation Specialist	MH03-MH03	2,733	4,099
Vocational Technical Assistant	NC04-NC06	2,600	4,997
Deaf/Blind Intervener I/II	NC12-NC14	3,827	7,383

Note: To determine monthly rate, use the OSHR annual salary and divide by 52 (weeks) and 40 (hours)

\$31,200.00 / 12 = \$2,600.00

To determine hourly rate, use the OSHR annual salary and divide by 12

(months). \$31,200.00 /52 /40 = \$15.00

Salary Grade Placements

Reference Materials that may be useful:

NC Office of State Human Resources - Classification and Compensation website:

NC OSHR: Classification and Compensation

Other Licensed Professionals

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Occupational Therapist	MH17-MH18	5,350	9,491
Occupational Therapist Assistant	MH10-MH12	3,845	6,359
Physical Therapist	MH17-MH18	5,350	9,491
Physical Therapist assistant	MH10-MH12	3,845	6,359
Driver Education instructor- D MV only	NC08-NC08	3,148	5,510
Driver Education Instructor- DMV plus educator license, but no license 096 safety and driver education	NC09-NC09	3,305	5,785
Driver Education Instructor- DMV plus educator license, with license 096 safety and driver education	NC11-NC11	3,644	6,378

Maintenance/Operations

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Carpenter/Cabinet Maker	NC03-NC08	2,600	5,510
Carpenter Supervisor	NC10-NC10	3,471	6,074
Custodian	NC01-NC01	2,600	3,915
Custodian Supervisor (Site-Based)	NC05-NC05	2,719	4,759
Custodian Supervisor	NC07-NC07	2,998	5,247
Electrician	NC08-NC09	3,148	5,785
Electrician Supervisor	NC11-NC11	3,644	6,378
Electronic Technician	NC11-NC11	3,644	6,378
Grounds Keeper	NC01-NC03	2,600	4,317
Grounds Supervisor	NC05-NC05	2,719	4,759
HVAC Mechanic	NC08-NC10	3,148	6,074
HVAC Supervisor	NC12-NC12	3,827	6,697
Laborer	NC01-NC01	2,600	
Locksmith	NC05-NC05	2,719	4,759
Machine Operator	NC04-NC04	2,600	4,533
Plumber	NC07-NC08	2,998	5,510
Plumber Supervisor	NC09-NC09	3,305	5,785
Warehouse Manager	NC05-NC05	2,719	4,759
Waste Water Plant Operator	NC05-NC05	2,719	4,759
Welder	NC09-NC09	3,305	5,785
Maintenance Supervisor	NC13-NC17	4,018	8,547
Maintenance Director	NC17-NC19	4,884	9,424
Maintenance/Construction Technician I	NC03-NC03	2,600	4,317
Maintenance/Construction Technician II	NC06-NC06	2,855	4,997
Maintenance/Construction Technician III	NC09-NC09	3,305	5,785
Maintenance/Construction Technician IV	NC11-NC11	3,644	6,378

Note: To determine monthly rate, use the OSHR annual salary and divide by 52 (weeks) and 40 (hours).\$31,200.00 / 12 = \$2,600.00

To determine hourly rate, use the OSHR annual salary and divide by 12 (months). \$31,200.00/52/40 = \$15.00

FY 2025-26 Salary Schedules Public School Employees Salary Grades Effective July 1, 2025

For Most Classified Position 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	<u>Monthly</u> <u>Minimum</u>	Monthly Maximum	<u>Hourly</u> <u>Minimum</u>	<u>Hourly</u> <u>Maximum</u>
NC01	2,600.00	3,915.92	15.00	22.59
NC02	2,600.00	4,111.67	15.00	23.72
NC03	2,600.00	4,317.25	15.00	24.91
NC04	2,600.00	4,533.08	15.00	26.15
NC05	2,719.92	4,759.75	15.69	27.46
NC06	2,855.83	4,997.75	16.48	28.83
NC07	2,998.67	5,247.58	17.30	30.27
NC08	3,148.50	5,510.00	18.16	31.79
NC09	3,305.92	5,785.50	19.07	33.38
NC10	3,471.25	6,074.75	20.03	35.05
NC11	3,644.83	6,378.50	21.03	36.80
NC12	3,827.17	6,697.42	22.08	38.64
NC13	4,018.50	7,032.33	23.18	40.57
NC14	4,219.42	7,383.92	24.34	42.60
NC15	4,430.33	7,753.17	25.56	44.73
NC16	4,651.92	8,140.75	26.84	46.97
NC17	4,884.42	8,547.83	28.18	49.31
NC18	5,128.75	8,975.25	29.59	51.78
NC19	5,385.08	9,424.00	31.07	54.37

Note: To determine monthly rate, use the OSHR annual salary and divide by 52 (weeks) and 40 (hours). \$31,200.00 / 12 = \$2,600.00

To determine hourly rate, use the OSHR annual salary and divide by 12 (months). \$31,200.00/52/40 = \$15.00

FY 2025-26 Salary Schedules Public School Employees Salary Grades Effective July 1, 2025

For Most Classified Position 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				
	Monthly	Monthly	<u>Hourly</u>	<u>Hourly</u>
Pay Grade	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
MH01	2,600.00	3,718.42	15.00	21.45
MH02	2,602.92	3,904.33	15.02	22.53
MH03	2,733.08	4,099.58	15.77	23.65
MH04	2,869.75	4,304.58	16.56	24.83
MH05	3,013.25	4,519.75	17.38	26.08
MH06	3,163.83	4,745.83	18.25	27.38
MH07	3,322.00	4,983.08	19.17	28.75
MH08	3,488.08	5,232.17	20.12	30.19
MH09	3,662.50	5,493.83	21.13	31.70
MH10	3,845.75	5,768.50	22.19	33.28
MH11	4,038.00	6,057.00	23.30	34.94
MH12	4,239.92	6,359.83	24.46	36.69
MH13	4,451.92	6,677.83	25.68	38.53
MH14	4,674.50	7,011.67	26.97	40.45
MH15	4,908.17	7,362.33	28.32	42.48
MH16	4,977.67	8,213.08	28.72	47.38
MH17	5,350.92	8,829.08	30.87	50.94
MH18	5,752.25	9,491.33	33.19	54.76

Note: To determine monthly rate, use the OSHR annual salary and divide by 52 (weeks) and 40 (hours). \$31,200.00 / 12 = \$2,600.00

To determine hourly rate, use the OSHR annual salary and divide by 12 (months). \$31,200.00/52/40 = \$15.00