

North Carolina State Salary Schedules

FY 2025-2026

STATE BOARD OF EDUCATION

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

Effective July 1, 2025

Years of Exp	Bachelor's Teacher		Bachelor's w/ NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (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 of Exp	Master's Teacher		Master's w/NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (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% differential.

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

Effective July 1, 2025

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	\$4,636	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.

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

Effective July 1, 2025

Years of Exp	Bachelor's Teacher		Bachelor's w/ NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (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

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FY 2025-26

MASTER'S DEGREE - INSTRUCTIONAL SUPPORT

Effective July 1, 2025

Years of Exp	Master's Teacher		Master's w/NBPTS Certification	
	Monthly Salary	Annual Salary (10 months)	Monthly Salary	Annual Salary (10 months)
0	\$4,510	\$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

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	\$4,636	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.

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FY 2025-26
DAILY RATE SCHEDULES
DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL
(Based on 215 Days)

Effective July 1, 2025

Years of Exp	Bachelor's Degree		Master's Degree		Advanced Degree		Doctorate Degree	
	Bachelor's	with NBPTS	Master's	with NBPTS	Advanced	with NBPTS	Doctorate	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 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	\$4,610	\$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

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"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 Days)

Effective July 01, 2025

Years of Exp	BASE SALARY	School Counselors			YEARS OF EXP	BASE SALARY	School Counselors with NBPTS		
		Masters	Advanced	Doctorate			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

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FY 2025-26

SCHOOL PSYCHOLOGIST SALARY SCHEDULE

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

Effective July 1, 2025

Years of Exp	Master's	Advanced	Doctorate
	Monthly Salary	Monthly Salary	Monthly Salary
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

- (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 Days)

Effective July 1, 2025

<u>Years of Exp</u>	<u>BASE SALARY</u>	<u>Psychologists</u>		
		<u>Masters</u>	<u>Advanced</u>	<u>Doctorate</u>
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 of Exp	Assist. Principals (MASTER)		Assist. Principals (ADVANCED)		Assist. Principals (DOCTORATE)	
	10 Month	Annual Salary (10 months)	10 Month	Annual Salary (10 months)	10 Month	Annual Salary (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**

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	\$6,482.67	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**

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	\$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/ PAY LEVEL	BASE Monthly Salary	YTD Days 261
B0	\$6,482.67	\$298.05
B1	\$6,806.75	\$312.95
B2	\$7,130.83	\$327.85
B3	\$7,455.08	\$342.76
B4	\$7,779.17	\$357.66
B5	\$8,103.25	\$372.56

		Met Growth - Daily Rates
SCHEDULE/ PAY LEVEL	MET GROWTH Monthly Salary	YTD Days 261
G0	\$7,130.83	\$327.85
G1	\$7,487.42	\$344.25
G2	\$7,844.00	\$360.64
G3	\$8,200.50	\$377.03
G4	\$8,557.08	\$393.43
G5	\$8,913.58	\$409.82

		Exceeded Growth - Daily Rates
SCHEDULE/ PAY LEVEL	EXCEEDED GROWTH Monthly Salary	YTD Days 261
E0	\$7,779.17	\$357.66
E1	\$8,168.08	\$375.54
E2	\$8,557.08	\$393.43
E3	\$8,946.08	\$411.31
E4	\$9,335.00	\$429.20
E5	\$9,723.92	\$447.08

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 NC25 (\$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		Certified	
		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 Board 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 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.

Salary Grade Placements
Reference Materials that may be useful:

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:

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	3,915
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.

STATE SCALE based on 40 Hour Work Week				
Pay Grade	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>	<u>Hourly Minimum</u>	<u>Hourly 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
NC20	5,873.17	10,278.00	33.88	59.30
NC21	5,885.58	11,477.00	33.96	66.21
NC22	6,327.08	12,337.83	36.50	71.18
NC23	6,801.67	13,263.17	39.24	76.52
NC24	7,311.67	14,257.92	42.18	82.26
NC25	7,466.33	16,799.42	43.08	96.92

Note : To determine monthly rate, use the OSHR annual salary and divide by 12 (months).

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

To determine hourly rate, use the OSHR annual salary and divide by 52 (weeks) and 40 (hours).

$$\$31,200.00 / 52 / 40 = \$15.00$$

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.

STATE SCALE based on 40 Hour Work Week				
<u>Pay Grade</u>	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>	<u>Hourly Minimum</u>	<u>Hourly 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 12 (months).

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

To determine hourly rate, use the OSHR annual salary and divide by 52 (weeks) and 40 (hours).

$\$31,200.00 / 52 / 40 = \15.00