

# 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

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- 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

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**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

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- Salary Schedule Placement.

**2022-23**

**ADVANCED AND DOCTORAL DEGREEED  
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	\$4,323	N/A
1	\$4,306	N/A	\$4,433	N/A
2	\$4,416	N/A	\$4,543	N/A
3	\$4,526	\$4,822	\$4,653	\$5,133
4	\$4,636	\$4,946	\$4,763	\$5,255
5	\$4,746	\$5,069	\$4,873	\$5,377
6	\$4,856	\$5,192	\$4,983	\$5,499
7	\$4,966	\$5,318	\$5,093	\$5,621
8	\$5,076	\$5,441	\$5,203	\$5,743
9	\$5,186	\$5,564	\$5,313	\$5,865
10	\$5,296	\$5,688	\$5,423	\$5,987
11	\$5,406	\$5,811	\$5,533	\$6,109
12	\$5,516	\$5,934	\$5,643	\$6,231
13	\$5,626	\$6,057	\$5,753	\$6,353
14	\$5,736	\$6,182	\$5,863	\$6,475
15	\$5,846	\$6,306	\$5,973	\$6,597
16	\$5,846	\$6,306	\$5,973	\$6,597
17	\$5,846	\$6,306	\$5,973	\$6,597
18	\$5,846	\$6,306	\$5,973	\$6,597
19	\$5,846	\$6,306	\$5,973	\$6,597
20	\$5,846	\$6,306	\$5,973	\$6,597
21	\$5,846	\$6,306	\$5,973	\$6,597
22	\$5,846	\$6,306	\$5,973	\$6,597
23	\$5,846	\$6,306	\$5,973	\$6,597
24	\$5,846	\$6,306	\$5,973	\$6,597
25+	\$6,066	\$6,553	\$6,193	\$6,841

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- 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+								

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**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

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**2022-23**

**SCHOOL PSYCHOLOGIST SALARY SCHEDULE**

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

**Effective July 1, 2022**

Years of <u>Exp</u>	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>	<u>BASE</u> <u>SALARY</u>	<u>Psychologists</u>		
		<u>Masters</u>	<u>Advanced</u>	<u>Doctorate</u>
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

		Base - Daily Rates			
SCHEDULE/ PAY LEVEL	BASE monthly SALARY	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

		Met Growth - Daily Rates			
SCHEDULE/ PAY LEVEL	MET GROWTH monthly SALARY	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

		Exceeded Growth - Daily Rates			
SCHEDULE/ PAY LEVEL	EXCEEDED GROWTH monthly SALARY	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

		<b>Non Certified</b>		<b>Certified</b>	
		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.

## 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
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](#)