

North Carolina State Salary Schedules

FY 2024-2025

STATE BOARD OF EDUCATION

Updated: July 10, 2024

FY 2024-25
BACHELOR'S DEGREE
CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2024

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 2024-25
MASTER'S DEGREE
CERTIFIED TEACHER SALARY SCHEDULE
Effective July 1, 2024

Years of Exp	Master's Teacher		Master's w/NBPTS Certification	
	<u>Monthly Salary</u>	<u>Annual Salary (10 months)</u>	<u>Monthly Salary</u>	<u>Annual Salary (10 months)</u>
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 2024-25
ADVANCED AND DOCTORAL DEGREE
CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2024

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.

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

FY 2024-25
BACHELOR'S DEGREE
CERTIFIED TEACHER SALARY SCHEDULE - INSTRUCTIONAL SUPPORT
Effective July 1, 2024

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 2024-25

MASTER'S DEGREE - INSTRUCTIONAL SUPPORT

Effective July 1, 2024

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 2024-25

ADVANCED AND DOCTORAL DEGREE INSTRUCTIONAL SUPPORT

Effective July 1, 2024

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.

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

FY 2024-25
DAILY RATE SCHEDULES
DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL
(Based on 21.5 Days)

Effective July 1, 2024

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 2024-25
SCHOOL GUIDANCE COUNSELORS SALARY SCHEDULE
 CERTIFIED SALARY SCHEDULE

Effective July 1, 2024

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

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 2024-25

DAILY RATES FOR SCHOOL GUIDANCE COUNSELORS

(Based on 21.5 Days)

Effective July 01, 2024

					NBPTS				
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

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

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

FY 2024-25

SCHOOL PSYCHOLOGIST SALARY SCHEDULE

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

Effective July 1, 2024

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

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 2024-25

DAILY RATES FOR SCHOOL PSYCHOLOGISTS

Including Masters Level Speech-Language Pathologists
and Masters Level Audiologists

(Based on 21.5 Days)

Effective July 1, 2024

<u>Years of Exp</u>	<u>BASE SALARY</u>	Psychologists		
		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 2024-25
ASSISTANT PRINCIPALS
SALARY SCHEDULE

Effective July 1, 2024

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 2024-25
Effective July 1, 2024**

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 2024-25
Effective July 1, 2024**

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 2024-25

Effective July 1, 2024

		Base - Daily Rates			
<u>SCHEDULE/ PAY LEVEL</u>	<u>BASE Monthly Salary</u>	Days in Pay Period			
		<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
B0	\$6,482.67	\$324.13	\$308.70	\$294.67	\$281.86
B1	\$6,806.75	\$340.34	\$324.13	\$309.40	\$295.95
B2	\$7,130.83	\$356.54	\$339.56	\$324.13	\$310.04
B3	\$7,455.08	\$372.75	\$355.00	\$338.87	\$324.13
B4	\$7,779.17	\$388.96	\$370.44	\$353.60	\$338.22
B5	\$8,103.25	\$405.16	\$385.87	\$368.33	\$352.32

		Met Growth - Daily Rates			
<u>SCHEDULE/ PAY LEVEL</u>	<u>MET GROWTH Monthly Salary</u>	Days in Pay Period			
		<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
G0	\$7,130.83	\$356.54	\$339.56	\$324.13	\$310.04
G1	\$7,487.42	\$374.37	\$356.54	\$340.34	\$325.54
G2	\$7,844.00	\$392.20	\$373.52	\$356.55	\$341.04
G3	\$8,200.50	\$410.03	\$390.50	\$372.75	\$356.54
G4	\$8,557.08	\$427.85	\$407.48	\$388.96	\$372.05
G5	\$8,913.58	\$445.68	\$424.46	\$405.16	\$387.55

		Exceeded Growth - Daily Rates			
<u>SCHEDULE/ PAY LEVEL</u>	<u>EXCEEDED GROWTH Monthly Salary</u>	Days in Pay Period			
		<u>20</u>	<u>21</u>	<u>22</u>	<u>23</u>
E0	\$7,779.17	\$388.96	\$370.44	\$353.60	\$338.22
E1	\$8,168.08	\$408.40	\$388.96	\$371.28	\$355.13
E2	\$8,557.08	\$427.85	\$407.48	\$388.96	\$372.05
E3	\$8,946.08	\$447.30	\$426.00	\$406.64	\$388.96
E4	\$9,335.00	\$466.75	\$444.52	\$424.32	\$405.87
E5	\$9,723.92	\$486.20	\$463.04	\$442.00	\$422.78

FY 2024-25 Salary Schedules
CENTRAL OFFICE ADMINISTRATOR SALARY RANGES
ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,
DIRECTORS, SUPERVISORS, COORDINATORS AND FINANCE OFFICERS

Effective July 1, 2024

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 in 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 pay grade 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 from the superintendent at the Local Education Agency.

FY 2024-25 Salary Schedules
SUPERINTENDENT SALARY RANGES

Effective July 1, 2024

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.

FY2024 Substitute Rate

Effective July 1, 2024

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 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, 2024.
- 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)

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	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

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
Educational Interpreter III	NC09	3,131	5,480
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

Salary Grade Placements

Reference Materials that may be useful:

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

Other Licensed Professionals

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Occupational Therapist	MH17-MH18	5,044	8,947
Occupational Therapist Assistant	MH10-MH12	3,625	5,995
Physical Therapist	MH17-MH18	5044	8,947
Physical Therapist assistant	MH10-M12	3,625	5,995
Registered Nurse (Not Holding)	MH15	4,627	6,940
Driver Education instructor- D MV only	NC 08	2,982	5,219
Driver Education Instructor- DMV plus educator license, but no license 096 safety and driver education	NC09	3,131	5,480
Driver Education Instructor- DMV plus educator license, with license 096 safety and driver education	NC11	3,452	6,042

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

FY 2024-25 Salary Schedules
Public School Employees Salary Grades
Effective July 1, 2024
For Most Classified Position at the Public Schools

OSHR-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>
NC01	2,600.00	3,709.00	15.00	21.40
NC02	2,600.00	3,895.00	15.00	22.47
NC03	2,600.00	4,089.00	15.00	23.59
NC04	2,600.00	4,294.00	15.00	24.77
NC05	2,600.00	4,508.00	15.00	26.01
NC06	2,750.00	4,734.00	15.87	27.31
NC07	2,840.00	4,971.00	16.38	28.68
NC08	2,982.00	5,219.00	17.20	30.11
NC09	3,131.00	5,480.00	18.06	31.62
NC10	3,288.00	5,754.00	18.97	33.20
NC11	3,452.00	6,042.00	19.92	34.86
NC12	3,625.00	6,344.00	20.91	36.60
NC13	3,806.00	6,661.00	21.96	38.43
NC14	3,997.00	6,994.00	23.06	40.35
NC15	4,196.00	7,344.00	24.21	42.37
NC16	4,406.00	7,711.00	25.42	44.49
NC17	4,627.00	8,096.00	26.69	46.71
NC18	4,858.00	8,501.00	28.03	49.04
NC19	5,101.00	8,926.00	29.43	51.50

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

FY 2024-25 Salary Schedules
Public School Employees Salary Grades
Effective July 1, 2024
For Most Classified Position at the Public Schools

OSHR-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	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	16.23	23.41
MH05	2,840	4,260	17.04	24.58
MH06	2,982	4,474	17.89	25.81
MH07	3,131	4,697	18.79	27.10
MH08	3,288	4,932	19.73	28.45
MH09	3,452	5,179	20.71	29.88
MH10	3,625	5,438	21.75	31.37
MH11	3,806	5,709	22.84	32.94
MH12	3,997	5,995	23.98	34.59
MH13	4,196	6,295	25.18	36.32
MH14	4,406	6,609	26.44	38.13
MH15	4,627	6,940	27.76	40.04
MH16	4,692	7,742	28.15	44.67
MH17	5,044	8,322	30.26	48.01
MH18	5,422	8,947	32.53	51.62

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