

# North Carolina State Salary Schedules

FY 2023-2024

STATE BOARD OF EDUCATION

**FY 2023-24**  
**BACHELOR'S DEGREE**  
**CERTIFIED TEACHER SALARY SCHEDULE**  
**Effective July 1, 2023**

| Years<br>of<br>Exp | Bachelor's Teacher |                              | Bachelor's w/ NBPTS Certification |                              |
|--------------------|--------------------|------------------------------|-----------------------------------|------------------------------|
|                    | Monthly<br>Salary  | Annual Salary<br>(10 months) | Monthly<br>Salary                 | Annual Salary<br>(10 months) |
| 0                  | \$3,900            | \$39,000                     | N/A                               | N/A                          |
| 1                  | \$3,984            | \$39,840                     | N/A                               | N/A                          |
| 2                  | \$4,085            | \$40,850                     | N/A                               | N/A                          |
| 3                  | \$4,187            | \$41,870                     | \$4,689                           | \$46,890                     |
| 4                  | \$4,289            | \$42,890                     | \$4,804                           | \$48,040                     |
| 5                  | \$4,391            | \$43,910                     | \$4,918                           | \$49,180                     |
| 6                  | \$4,481            | \$44,810                     | \$5,019                           | \$50,190                     |
| 7                  | \$4,572            | \$45,720                     | \$5,121                           | \$51,210                     |
| 8                  | \$4,662            | \$46,620                     | \$5,221                           | \$52,210                     |
| 9                  | \$4,753            | \$47,530                     | \$5,323                           | \$53,230                     |
| 10                 | \$4,843            | \$48,430                     | \$5,424                           | \$54,240                     |
| 11                 | \$4,933            | \$49,330                     | \$5,525                           | \$55,250                     |
| 12                 | \$5,024            | \$50,240                     | \$5,627                           | \$56,270                     |
| 13                 | \$5,114            | \$51,140                     | \$5,728                           | \$57,280                     |
| 14                 | \$5,205            | \$52,050                     | \$5,830                           | \$58,300                     |
| 15                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 16                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 17                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 18                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 19                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 20                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 21                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 22                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 23                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 24                 | \$5,306            | \$53,060                     | \$5,943                           | \$59,430                     |
| 25+                | \$5,510            | \$55,100                     | \$6,171                           | \$61,710                     |

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

**FY 2023-24**  
**MASTER'S DEGREE**  
**CERTIFIED TEACHER SALARY SCHEDULE**

**Effective July 1, 2023**

| Years<br>of<br>Exp | Master's Teacher  |                              | Master's w/NBPTS<br>Certification |                              |
|--------------------|-------------------|------------------------------|-----------------------------------|------------------------------|
|                    | Monthly<br>Salary | Annual Salary<br>(10 months) | Monthly<br>Salary                 | Annual Salary<br>(10 months) |
| 0                  | \$4,290           | \$42,900                     | N/A                               | N/A                          |
| 1                  | \$4,382           | \$43,820                     | N/A                               | N/A                          |
| 2                  | \$4,494           | \$44,940                     | N/A                               | N/A                          |
| 3                  | \$4,606           | \$46,060                     | \$5,108                           | \$51,080                     |
| 4                  | \$4,718           | \$47,180                     | \$5,233                           | \$52,330                     |
| 5                  | \$4,830           | \$48,300                     | \$5,357                           | \$53,570                     |
| 6                  | \$4,929           | \$49,290                     | \$5,467                           | \$54,670                     |
| 7                  | \$5,029           | \$50,290                     | \$5,578                           | \$55,780                     |
| 8                  | \$5,128           | \$51,280                     | \$5,687                           | \$56,870                     |
| 9                  | \$5,228           | \$52,280                     | \$5,798                           | \$57,980                     |
| 10                 | \$5,327           | \$53,270                     | \$5,908                           | \$59,080                     |
| 11                 | \$5,426           | \$54,260                     | \$6,018                           | \$60,180                     |
| 12                 | \$5,526           | \$55,260                     | \$6,129                           | \$61,290                     |
| 13                 | \$5,625           | \$56,250                     | \$6,239                           | \$62,390                     |
| 14                 | \$5,726           | \$57,260                     | \$6,351                           | \$63,510                     |
| 15                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 16                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 17                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 18                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 19                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 20                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 21                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 22                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 23                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 24                 | \$5,837           | \$58,370                     | \$6,474                           | \$64,740                     |
| 25+                | \$6,061           | \$60,610                     | \$6,722                           | \$67,220                     |

**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 N.C. Public School Personnel State Salary Manual, SECTION D, Subsection D, I. B. -Salary Schedule Placement

**FY 2023-24**  
**ADVANCED AND DOCTORAL DEGREE**  
**CERTIFIED TEACHER SALARY SCHEDULE**

**Effective July 1, 2023**

| Years<br>of<br>Exp | ADVANCED (SIXTH YEAR) |                     | DOCTORATE   |                    |
|--------------------|-----------------------|---------------------|-------------|--------------------|
|                    | Adv. Teacher          | Adv. w/ NBPTS Cert. | PhD Teacher | PhD w/ NBPTS Cert. |
|                    | 10<br>Month           | 10<br>Month         | 10<br>Month | 10<br>Month        |
| 0                  | \$4,416               | N/A                 | \$4,543     | N/A                |
| 1                  | \$4,508               | N/A                 | \$4,635     | N/A                |
| 2                  | \$4,620               | N/A                 | \$4,747     | N/A                |
| 3                  | \$4,732               | \$5,234             | \$4,859     | \$5,361            |
| 4                  | \$4,844               | \$5,359             | \$4,971     | \$5,486            |
| 5                  | \$4,956               | \$5,483             | \$5,083     | \$5,610            |
| 6                  | \$5,055               | \$5,593             | \$5,182     | \$5,720            |
| 7                  | \$5,155               | \$5,704             | \$5,282     | \$5,831            |
| 8                  | \$5,254               | \$5,813             | \$5,381     | \$5,940            |
| 9                  | \$5,354               | \$5,924             | \$5,481     | \$6,051            |
| 10                 | \$5,453               | \$6,034             | \$5,580     | \$6,161            |
| 11                 | \$5,552               | \$6,144             | \$5,679     | \$6,271            |
| 12                 | \$5,652               | \$6,255             | \$5,779     | \$6,382            |
| 13                 | \$5,751               | \$6,365             | \$5,878     | \$6,492            |
| 14                 | \$5,852               | \$6,477             | \$5,979     | \$6,604            |
| 15                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 16                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 17                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 18                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 19                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 20                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 21                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 22                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 23                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 24                 | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 25+                | \$6,187               | \$6,848             | \$6,314     | \$6,975            |

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**FY 2023-24**  
**BACHELOR'S DEGREE**  
**CERTIFIED SALARY SCHEDULE**  
**INSTRUCTIONAL SUPPORT**

**Effective July 1, 2023**

| Years<br>of<br>Exp | Bachelor's Instructional Support |                              | Bachelor's w/ NBPTS Certification |                              |
|--------------------|----------------------------------|------------------------------|-----------------------------------|------------------------------|
|                    | Monthly<br>Salary                | Annual Salary<br>(10 months) | Monthly<br>Salary                 | Annual Salary<br>(10 months) |
| 0                  | \$3,900                          | \$39,000                     | N/A                               | N/A                          |
| 1                  | \$3,984                          | \$39,840                     | N/A                               | N/A                          |
| 2                  | \$4,085                          | \$40,850                     | N/A                               | N/A                          |
| 3                  | \$4,187                          | \$41,870                     | \$4,689                           | \$46,890                     |
| 4                  | \$4,289                          | \$42,890                     | \$4,804                           | \$48,040                     |
| 5                  | \$4,391                          | \$43,910                     | \$4,918                           | \$49,180                     |
| 6                  | \$4,481                          | \$44,810                     | \$5,019                           | \$50,190                     |
| 7                  | \$4,572                          | \$45,720                     | \$5,121                           | \$51,210                     |
| 8                  | \$4,662                          | \$46,620                     | \$5,221                           | \$52,210                     |
| 9                  | \$4,753                          | \$47,530                     | \$5,323                           | \$53,230                     |
| 10                 | \$4,843                          | \$48,430                     | \$5,424                           | \$54,240                     |
| 11                 | \$4,933                          | \$49,330                     | \$5,525                           | \$55,250                     |
| 12                 | \$5,024                          | \$50,240                     | \$5,627                           | \$56,270                     |
| 13                 | \$5,114                          | \$51,140                     | \$5,728                           | \$57,280                     |
| 14                 | \$5,205                          | \$52,050                     | \$5,830                           | \$58,300                     |
| 15                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 16                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 17                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 18                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 19                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 20                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 21                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 22                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 23                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 24                 | \$5,306                          | \$53,060                     | \$5,943                           | \$59,430                     |
| 25+                | \$5,510                          | \$55,100                     | \$6,171                           | \$61,710                     |

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**FY 2023-24**  
**CERTIFIED SALARY SCHEDULE**  
**MASTERS DEGREE INSTRUCTIONAL**  
**SUPPORT**

**Effective July 1, 2023**

| Years<br>of<br>Exp | Master's Instructional Support |                              | Master's w/NBPTS Certification |                              |
|--------------------|--------------------------------|------------------------------|--------------------------------|------------------------------|
|                    | Monthly<br>Salary              | Annual Salary<br>(10 months) | Monthly<br>Salary              | Annual Salary<br>(10 months) |
| 0                  | \$4,290                        | \$42,900                     | N/A                            | N/A                          |
| 1                  | \$4,382                        | \$43,820                     | N/A                            | N/A                          |
| 2                  | \$4,494                        | \$44,940                     | N/A                            | N/A                          |
| 3                  | \$4,606                        | \$46,060                     | \$5,108                        | \$51,080                     |
| 4                  | \$4,718                        | \$47,180                     | \$5,233                        | \$52,330                     |
| 5                  | \$4,830                        | \$48,300                     | \$5,357                        | \$53,570                     |
| 6                  | \$4,929                        | \$49,290                     | \$5,467                        | \$54,670                     |
| 7                  | \$5,029                        | \$50,290                     | \$5,578                        | \$55,780                     |
| 8                  | \$5,128                        | \$51,280                     | \$5,687                        | \$56,870                     |
| 9                  | \$5,228                        | \$52,280                     | \$5,798                        | \$57,980                     |
| 10                 | \$5,327                        | \$53,270                     | \$5,908                        | \$59,080                     |
| 11                 | \$5,426                        | \$54,260                     | \$6,018                        | \$60,180                     |
| 12                 | \$5,526                        | \$55,260                     | \$6,129                        | \$61,290                     |
| 13                 | \$5,625                        | \$56,250                     | \$6,239                        | \$62,390                     |
| 14                 | \$5,726                        | \$57,260                     | \$6,351                        | \$63,510                     |
| 15                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 16                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 17                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 18                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 19                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 20                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 21                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 22                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 23                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 24                 | \$5,837                        | \$58,370                     | \$6,474                        | \$64,740                     |
| 25+                | \$6,061                        | \$60,610                     | \$6,722                        | \$67,220                     |

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**FY 2023-24**  
**CERTIFIED SALARY SCHEDULE**  
**ADVANCED AND DOCTORAL DEGREE**  
**INSTRUCTIONAL SUPPORT**

**Effective July 1, 2023**

| Years<br>of<br><u>Exp</u> | ADVANCED (SIXTH YEAR) |                     | DOCTORATE   |                    |
|---------------------------|-----------------------|---------------------|-------------|--------------------|
|                           | Adv.                  | Adv. w/ NBPTS Cert. | PhD         | PhD w/ NBPTS Cert. |
|                           | 10<br>Month           | 10<br>Month         | 10<br>Month | 10<br>Month        |
| 0                         | \$4,416               | N/A                 | \$4,543     | N/A                |
| 1                         | \$4,508               | N/A                 | \$4,635     | N/A                |
| 2                         | \$4,620               | N/A                 | \$4,747     | N/A                |
| 3                         | \$4,732               | \$5,234             | \$4,859     | \$5,361            |
| 4                         | \$4,844               | \$5,359             | \$4,971     | \$5,486            |
| 5                         | \$4,956               | \$5,483             | \$5,083     | \$5,610            |
| 6                         | \$5,055               | \$5,593             | \$5,182     | \$5,720            |
| 7                         | \$5,155               | \$5,704             | \$5,282     | \$5,831            |
| 8                         | \$5,254               | \$5,813             | \$5,381     | \$5,940            |
| 9                         | \$5,354               | \$5,924             | \$5,481     | \$6,051            |
| 10                        | \$5,453               | \$6,034             | \$5,580     | \$6,161            |
| 11                        | \$5,552               | \$6,144             | \$5,679     | \$6,271            |
| 12                        | \$5,652               | \$6,255             | \$5,779     | \$6,382            |
| 13                        | \$5,751               | \$6,365             | \$5,878     | \$6,492            |
| 14                        | \$5,852               | \$6,477             | \$5,979     | \$6,604            |
| 15                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 16                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 17                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 18                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 19                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 20                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 21                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 22                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 23                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 24                        | \$5,963               | \$6,600             | \$6,090     | \$6,727            |
| 25+                       | \$6,187               | \$6,848             | \$6,314     | \$6,975            |

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**FY 2023-24**  
**DAILY RATE SCHEDULES**  
**DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL**  
**(Based on 21.5 Days)**

**Effective July 1, 2023**

| Years<br>of<br>Exp | Bachelor's Degree     |          | Master's Degree     |          | Advanced Degree     |          | Doctorate Degree     |          |
|--------------------|-----------------------|----------|---------------------|----------|---------------------|----------|----------------------|----------|
|                    | Bachelor's with NBPTS | N/A      | Master's with NBPTS | N/A      | Advanced with NBPTS | N/A      | Doctorate with NBPTS | N/A      |
| 0                  | \$181.40              | N/A      | \$199.53            | N/A      | \$205.40            | N/A      | \$211.30             | N/A      |
| 1                  | \$185.30              | N/A      | \$203.81            | N/A      | \$209.67            | N/A      | \$215.58             | N/A      |
| 2                  | \$190.00              | N/A      | \$209.02            | N/A      | \$214.88            | N/A      | \$220.79             | N/A      |
| 3                  | \$194.74              | \$218.09 | \$214.23            | \$237.58 | \$220.09            | \$243.44 | \$226.00             | \$249.35 |
| 4                  | \$199.49              | \$223.44 | \$219.44            | \$243.40 | \$225.30            | \$249.26 | \$231.21             | \$255.16 |
| 5                  | \$204.23              | \$228.74 | \$224.65            | \$249.16 | \$230.51            | \$255.02 | \$236.42             | \$260.93 |
| 6                  | \$208.42              | \$233.44 | \$229.26            | \$254.28 | \$235.12            | \$260.14 | \$241.02             | \$266.05 |
| 7                  | \$212.65              | \$238.19 | \$233.91            | \$259.44 | \$239.77            | \$265.30 | \$245.67             | \$271.21 |
| 8                  | \$216.84              | \$242.84 | \$238.51            | \$264.51 | \$244.37            | \$270.37 | \$250.28             | \$276.28 |
| 9                  | \$221.07              | \$247.58 | \$243.16            | \$269.67 | \$249.02            | \$275.53 | \$254.93             | \$281.44 |
| 10                 | \$225.26              | \$252.28 | \$247.77            | \$274.79 | \$253.63            | \$280.65 | \$259.53             | \$286.56 |
| 11                 | \$229.44              | \$256.98 | \$252.37            | \$279.91 | \$258.23            | \$285.77 | \$264.14             | \$291.67 |
| 12                 | \$233.67              | \$261.72 | \$257.02            | \$285.07 | \$262.88            | \$290.93 | \$268.79             | \$296.84 |
| 13                 | \$237.86              | \$266.42 | \$261.63            | \$290.19 | \$267.49            | \$296.05 | \$273.40             | \$301.95 |
| 14                 | \$242.09              | \$271.16 | \$266.33            | \$295.40 | \$272.19            | \$301.26 | \$278.09             | \$307.16 |
| 15                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 16                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 17                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 18                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 19                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 20                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 21                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 22                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 23                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 24                 | \$246.79              | \$276.42 | \$271.49            | \$301.12 | \$277.35            | \$306.98 | \$283.26             | \$312.88 |
| 25+                | \$256.28              | \$287.02 | \$281.91            | \$312.65 | \$287.77            | \$318.51 | \$293.67             | \$324.42 |

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



**FY 2023-24**  
**SCHOOL GUIDANCE COUNSELORS SALARY SCHEDULE**  
**CERTIFIED SALARY SCHEDULE**

**Effective July 1, 2023**

| Years<br>of<br>Exp | Master's          | Advanced          | Doctorate         | Master's<br>w/NBPTS | Advanced<br>w/NBPTS | Doctorate<br>w/NBPTS |
|--------------------|-------------------|-------------------|-------------------|---------------------|---------------------|----------------------|
|                    | Monthly<br>Salary | Monthly<br>Salary | Monthly<br>Salary | Monthly<br>Salary   | Monthly<br>Salary   | Monthly<br>Salary    |
| 0                  | \$4,390           | \$4,516           | \$4,643           | NA                  | NA                  | NA                   |
| 1                  | \$4,482           | \$4,608           | \$4,735           | NA                  | NA                  | NA                   |
| 2                  | \$4,594           | \$4,720           | \$4,847           | NA                  | NA                  | NA                   |
| 3                  | \$4,706           | \$4,832           | \$4,959           | \$5,208             | \$5,334             | \$5,461              |
| 4                  | \$4,818           | \$4,944           | \$5,071           | \$5,333             | \$5,459             | \$5,586              |
| 5                  | \$4,930           | \$5,056           | \$5,183           | \$5,457             | \$5,583             | \$5,710              |
| 6                  | \$5,029           | \$5,155           | \$5,282           | \$5,567             | \$5,693             | \$5,820              |
| 7                  | \$5,129           | \$5,255           | \$5,382           | \$5,678             | \$5,804             | \$5,931              |
| 8                  | \$5,228           | \$5,354           | \$5,481           | \$5,787             | \$5,913             | \$6,040              |
| 9                  | \$5,328           | \$5,454           | \$5,581           | \$5,898             | \$6,024             | \$6,151              |
| 10                 | \$5,427           | \$5,553           | \$5,680           | \$6,008             | \$6,134             | \$6,261              |
| 11                 | \$5,526           | \$5,652           | \$5,779           | \$6,118             | \$6,244             | \$6,371              |
| 12                 | \$5,626           | \$5,752           | \$5,879           | \$6,229             | \$6,355             | \$6,482              |
| 13                 | \$5,725           | \$5,851           | \$5,978           | \$6,339             | \$6,465             | \$6,592              |
| 14                 | \$5,826           | \$5,952           | \$6,079           | \$6,451             | \$6,577             | \$6,704              |
| 15                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 16                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 17                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 18                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 19                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 20                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 21                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 22                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 23                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 24                 | \$5,937           | \$6,063           | \$6,190           | \$6,574             | \$6,700             | \$6,827              |
| 25+                | \$6,161           | \$6,287           | \$6,414           | \$6,822             | \$6,948             | \$7,075              |

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

**FY 2023-24**  
**DAILY RATES FOR SCHOOL GUIDANCE COUNSELORS**

(Based on 21.5 Days)

**Effective July 01, 2023**

| Years<br>of Exp | BASE<br>SALARY | School Counselors |          |           | YEARS<br>OF EXP | BASE<br>SALARY | School Counselors with NBPTS |          |           |
|-----------------|----------------|-------------------|----------|-----------|-----------------|----------------|------------------------------|----------|-----------|
|                 |                | Masters           | Advanced | Doctorate |                 |                | Masters                      | Advanced | Doctorate |
| 0               | \$4,390        | \$204.19          | \$210.05 | \$215.95  | 0               | NA             | NA                           | NA       | NA        |
| 1               | \$4,482        | \$208.47          | \$214.33 | \$220.23  | 1               | NA             | NA                           | NA       | NA        |
| 2               | \$4,594        | \$213.67          | \$219.53 | \$225.44  | 2               | NA             | NA                           | NA       | NA        |
| 3               | \$4,706        | \$218.88          | \$224.74 | \$230.65  | 3               | \$5,208        | \$242.23                     | \$248.09 | \$254.00  |
| 4               | \$4,818        | \$224.09          | \$229.95 | \$235.86  | 4               | \$5,333        | \$248.05                     | \$253.91 | \$259.81  |
| 5               | \$4,930        | \$229.30          | \$235.16 | \$241.07  | 5               | \$5,457        | \$253.81                     | \$259.67 | \$265.58  |
| 6               | \$5,029        | \$233.91          | \$239.77 | \$245.67  | 6               | \$5,567        | \$258.93                     | \$264.79 | \$270.70  |
| 7               | \$5,129        | \$238.56          | \$244.42 | \$250.33  | 7               | \$5,678        | \$264.09                     | \$269.95 | \$275.86  |
| 8               | \$5,228        | \$243.16          | \$249.02 | \$254.93  | 8               | \$5,787        | \$269.16                     | \$275.02 | \$280.93  |
| 9               | \$5,328        | \$247.81          | \$253.67 | \$259.58  | 9               | \$5,898        | \$274.33                     | \$280.19 | \$286.09  |
| 10              | \$5,427        | \$252.42          | \$258.28 | \$264.19  | 10              | \$6,008        | \$279.44                     | \$285.30 | \$291.21  |
| 11              | \$5,526        | \$257.02          | \$262.88 | \$268.79  | 11              | \$6,118        | \$284.56                     | \$290.42 | \$296.33  |
| 12              | \$5,626        | \$261.67          | \$267.53 | \$273.44  | 12              | \$6,229        | \$289.72                     | \$295.58 | \$301.49  |
| 13              | \$5,725        | \$266.28          | \$272.14 | \$278.05  | 13              | \$6,339        | \$294.84                     | \$300.70 | \$306.60  |
| 14              | \$5,826        | \$270.98          | \$276.84 | \$282.74  | 14              | \$6,451        | \$300.05                     | \$305.91 | \$311.81  |
| 15              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 15              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 16              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 16              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 17              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 17              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 18              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 18              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 19              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 19              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 20              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 20              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 21              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 21              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 22              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 22              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 23              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 23              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 24              | \$5,937        | \$276.14          | \$282.00 | \$287.91  | 24              | \$6,574        | \$305.77                     | \$311.63 | \$317.53  |
| 25+             | \$6,161        | \$286.56          | \$292.42 | \$298.33  | 25+             | \$6,822        | \$317.30                     | \$323.16 | \$329.07  |

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

## FY 2023-24

### SCHOOL PSYCHOLOGIST SALARY SCHEDULE

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

**Effective July 1, 2023**

| Years<br>of<br>Exp | Master's          | Advanced          | Doctorate         |
|--------------------|-------------------|-------------------|-------------------|
|                    | Monthly<br>Salary | Monthly<br>Salary | Monthly<br>Salary |
| 0                  | \$5,180           | \$5,306           | \$5,433           |
| 1                  | \$5,279           | \$5,405           | \$5,532           |
| 2                  | \$5,379           | \$5,505           | \$5,632           |
| 3                  | \$5,478           | \$5,604           | \$5,731           |
| 4                  | \$5,578           | \$5,704           | \$5,831           |
| 5                  | \$5,677           | \$5,803           | \$5,930           |
| 6                  | \$5,776           | \$5,902           | \$6,029           |
| 7                  | \$5,876           | \$6,002           | \$6,129           |
| 8                  | \$5,975           | \$6,101           | \$6,228           |
| 9                  | \$6,076           | \$6,202           | \$6,329           |
| 10                 | \$6,187           | \$6,313           | \$6,440           |
| 11                 | \$6,187           | \$6,313           | \$6,440           |
| 12                 | \$6,187           | \$6,313           | \$6,440           |
| 13                 | \$6,187           | \$6,313           | \$6,440           |
| 14                 | \$6,187           | \$6,313           | \$6,440           |
| 15                 | \$6,187           | \$6,313           | \$6,440           |
| 16                 | \$6,187           | \$6,313           | \$6,440           |
| 17                 | \$6,187           | \$6,313           | \$6,440           |
| 18                 | \$6,187           | \$6,313           | \$6,440           |
| 19                 | \$6,187           | \$6,313           | \$6,440           |
| 20                 | \$6,411           | \$6,537           | \$6,664           |
| 21                 | \$6,411           | \$6,537           | \$6,664           |
| 22                 | \$6,411           | \$6,537           | \$6,664           |
| 23                 | \$6,411           | \$6,537           | \$6,664           |
| 24                 | \$6,411           | \$6,537           | \$6,664           |
| 25+                | \$6,892           | \$7,018           | \$7,145           |

**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.

## FY 2023-24

### DAILY RATES FOR SCHOOL PSYCHOLOGISTS

Including Masters Level Speech-Language Pathologists  
and Masters Level Audiologists

(Based on 21.5 Days)

Effective July 1, 2023

| Years<br>of Exp | BASE<br>SALARY | Psychologists |          |           |
|-----------------|----------------|---------------|----------|-----------|
|                 |                | Masters       | Advanced | Doctorate |
| 0               | \$5,180        | \$240.93      | \$246.79 | \$252.70  |
| 1               | \$5,279        | \$245.53      | \$251.40 | \$257.30  |
| 2               | \$5,379        | \$250.19      | \$256.05 | \$261.95  |
| 3               | \$5,478        | \$254.79      | \$260.65 | \$266.56  |
| 4               | \$5,578        | \$259.44      | \$265.30 | \$271.21  |
| 5               | \$5,677        | \$264.05      | \$269.91 | \$275.81  |
| 6               | \$5,776        | \$268.65      | \$274.51 | \$280.42  |
| 7               | \$5,876        | \$273.30      | \$279.16 | \$285.07  |
| 8               | \$5,975        | \$277.91      | \$283.77 | \$289.67  |
| 9               | \$6,076        | \$282.60      | \$288.47 | \$294.37  |
| 10              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 11              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 12              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 13              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 14              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 15              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 16              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 17              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 18              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 19              | \$6,187        | \$287.77      | \$293.63 | \$299.53  |
| 20              | \$6,411        | \$298.19      | \$304.05 | \$309.95  |
| 21              | \$6,411        | \$298.19      | \$304.05 | \$309.95  |
| 22              | \$6,411        | \$298.19      | \$304.05 | \$309.95  |
| 23              | \$6,411        | \$298.19      | \$304.05 | \$309.95  |
| 24              | \$6,411        | \$298.19      | \$304.05 | \$309.95  |
| 25+             | \$6,892        | \$320.55      | \$326.41 | \$332.32  |

**FY 2023-24**  
**ASSISTANT PRINCIPALS**  
**SALARY SCHEDULE**

**Effective July 1, 2023**

| Years<br>of<br>Exp | Assist. Principals (MASTER) |                              | Assist. Principals (ADVANCED) |                              | Assist. Principals (DOCTORATE) |                              |
|--------------------|-----------------------------|------------------------------|-------------------------------|------------------------------|--------------------------------|------------------------------|
|                    | 10<br>Month                 | Annual Salary<br>(10 months) | 10<br>Month                   | Annual Salary<br>(10 months) | 10<br>Month                    | Annual Salary<br>(10 months) |
| 0                  | \$4,641                     | \$46,410                     | \$4,767                       | \$47,670                     | \$4,894                        | \$48,940                     |
| 1                  | \$4,741                     | \$47,410                     | \$4,867                       | \$48,670                     | \$4,994                        | \$49,940                     |
| 2                  | \$4,861                     | \$48,610                     | \$4,987                       | \$49,870                     | \$5,114                        | \$51,140                     |
| 3                  | \$4,983                     | \$49,830                     | \$5,109                       | \$51,090                     | \$5,236                        | \$52,360                     |
| 4                  | \$5,104                     | \$51,040                     | \$5,230                       | \$52,300                     | \$5,357                        | \$53,570                     |
| 5                  | \$5,225                     | \$52,250                     | \$5,351                       | \$53,510                     | \$5,478                        | \$54,780                     |
| 6                  | \$5,332                     | \$53,320                     | \$5,458                       | \$54,580                     | \$5,585                        | \$55,850                     |
| 7                  | \$5,441                     | \$54,410                     | \$5,567                       | \$55,670                     | \$5,694                        | \$56,940                     |
| 8                  | \$5,548                     | \$55,480                     | \$5,674                       | \$56,740                     | \$5,801                        | \$58,010                     |
| 9                  | \$5,656                     | \$56,560                     | \$5,782                       | \$57,820                     | \$5,909                        | \$59,090                     |
| 10                 | \$5,763                     | \$57,630                     | \$5,889                       | \$58,890                     | \$6,016                        | \$60,160                     |
| 11                 | \$5,870                     | \$58,700                     | \$5,996                       | \$59,960                     | \$6,123                        | \$61,230                     |
| 12                 | \$5,979                     | \$59,790                     | \$6,105                       | \$61,050                     | \$6,232                        | \$62,320                     |
| 13                 | \$6,086                     | \$60,860                     | \$6,212                       | \$62,120                     | \$6,339                        | \$63,390                     |
| 14                 | \$6,194                     | \$61,940                     | \$6,320                       | \$63,200                     | \$6,447                        | \$64,470                     |
| 15                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 16                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 17                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 18                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 19                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 20                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 21                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 22                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 23                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 24                 | \$6,314                     | \$63,140                     | \$6,440                       | \$64,400                     | \$6,567                        | \$65,670                     |
| 25+                | \$6,557                     | \$65,570                     | \$6,683                       | \$66,830                     | \$6,810                        | \$68,100                     |

NOTE: Assistant Principals no longer qualify for Longevity

**PRINCIPAL SALARY  
(Monthly Schedules)  
FY 2023-24  
Effective July 1, 2023**

| ADM Range      | Schedule/<br>Pay Level | Base              | Schedule/<br>Pay Level | Growth Met        | Schedule/<br>Pay Level | Growth Exceeded   |
|----------------|------------------------|-------------------|------------------------|-------------------|------------------------|-------------------|
|                |                        | Monthly<br>Salary |                        | Monthly<br>Salary |                        | Monthly<br>Salary |
| up to 200      | B0                     | \$6,293.83        | G0                     | \$6,923.17        | E0                     | \$7,552.58        |
| 201 to 400     | B1                     | \$6,608.50        | G1                     | \$7,269.33        | E1                     | \$7,930.17        |
| 401 to 700     | B2                     | \$6,923.17        | G2                     | \$7,615.50        | E2                     | \$8,307.83        |
| 701 to 1,000   | B3                     | \$7,237.92        | G3                     | \$7,961.67        | E3                     | \$8,685.50        |
| 1,001 to 1,600 | B4                     | \$7,552.58        | G4                     | \$8,307.83        | E4                     | \$9,063.08        |
| over 1,600     | B5                     | \$7,867.25        | G5                     | \$8,654.00        | E5                     | \$9,440.67        |

**PRINCIPAL SALARY  
(Annual Schedules)  
FY 2023-24  
Effective July 1, 2023**

| ADM Range      | Schedule/<br>Pay Level | Base             | Schedule/<br>Pay Level | Growth Met       | Schedule/<br>Pay Level | Growth Exceeded  |
|----------------|------------------------|------------------|------------------------|------------------|------------------------|------------------|
|                |                        | Annual<br>Salary |                        | Annual<br>Salary |                        | Annual<br>Salary |
| up to 200      | B0                     | \$75,526         | G0                     | \$83,078         | E0                     | \$90,631         |
| 201 to 400     | B1                     | \$79,302         | G1                     | \$87,232         | E1                     | \$95,162         |
| 401 to 700     | B2                     | \$83,078         | G2                     | \$91,386         | E2                     | \$99,694         |
| 701 to 1,000   | B3                     | \$86,855         | G3                     | \$95,540         | E3                     | \$104,226        |
| 1,001 to 1,600 | B4                     | \$90,631         | G4                     | \$99,694         | E4                     | \$108,757        |
| over 1,600     | B5                     | \$94,407         | G5                     | \$103,848        | E5                     | \$113,288        |

# PRINCIPAL DAILY RATES

FY 2023-24

Effective July 1, 2023

|                                |                                | Base - Daily Rates |           |           |           |
|--------------------------------|--------------------------------|--------------------|-----------|-----------|-----------|
| <u>SCHEDULE/<br/>PAY LEVEL</u> | <u>BASE<br/>Monthly Salary</u> | Days in Pay Period |           |           |           |
|                                |                                | <u>20</u>          | <u>21</u> | <u>22</u> | <u>23</u> |
| B0                             | \$6,293.83                     | \$314.69           | \$299.71  | \$286.08  | \$273.64  |
| B1                             | \$6,608.50                     | \$330.43           | \$314.69  | \$300.39  | \$287.33  |
| B2                             | \$6,923.17                     | \$346.16           | \$329.67  | \$314.69  | \$301.01  |
| B3                             | \$7,237.92                     | \$361.90           | \$344.66  | \$329.00  | \$314.69  |
| B4                             | \$7,552.58                     | \$377.63           | \$359.65  | \$343.30  | \$328.37  |
| B5                             | \$7,867.25                     | \$393.36           | \$374.63  | \$357.60  | \$342.05  |

|                                |                                      | Met Growth - Daily Rates |           |           |           |
|--------------------------------|--------------------------------------|--------------------------|-----------|-----------|-----------|
| <u>SCHEDULE/<br/>PAY LEVEL</u> | <u>MET GROWTH<br/>Monthly Salary</u> | Days in Pay Period       |           |           |           |
|                                |                                      | <u>20</u>                | <u>21</u> | <u>22</u> | <u>23</u> |
| G0                             | \$6,923.17                           | \$346.16                 | \$329.67  | \$314.69  | \$301.01  |
| G1                             | \$7,269.33                           | \$363.47                 | \$346.16  | \$330.42  | \$316.06  |
| G2                             | \$7,615.50                           | \$380.78                 | \$362.64  | \$346.16  | \$331.11  |
| G3                             | \$7,961.67                           | \$398.08                 | \$379.13  | \$361.89  | \$346.16  |
| G4                             | \$8,307.83                           | \$415.39                 | \$395.61  | \$377.63  | \$361.21  |
| G5                             | \$8,654.00                           | \$432.70                 | \$412.10  | \$393.36  | \$376.26  |

|                                |   | Exceeded Growth - Daily Rates |           |           |           |
|--------------------------------|---|-------------------------------|-----------|-----------|-----------|
| <u>SCHEDULE/<br/>PAY LEVEL</u> | <u>EXCEEDED GROWTH<br/>Monthly Salary</u> | Days in Pay Period            |           |           |           |
|                                |   | <u>20</u>                     | <u>21</u> | <u>22</u> | <u>23</u> |
| E0                             | \$7,552.58                                | \$377.63                      | \$359.65  | \$343.30  | \$328.37  |
| E1                             | \$7,930.17                                | \$396.51                      | \$377.63  | \$360.46  | \$344.79  |
| E2                             | \$8,307.83                                | \$415.39                      | \$395.61  | \$377.63  | \$361.21  |
| E3                             | \$8,685.50                                | \$434.28                      | \$413.60  | \$394.80  | \$377.63  |
| E4                             | \$9,063.08                                | \$453.15                      | \$431.58  | \$411.96  | \$394.05  |
| E5                             | \$9,440.67                                | \$472.03                      | \$449.56  | \$429.12  | \$410.46  |

**FY2023-24 Salary Schedules**  
**CENTRAL OFFICE ADMINISTRATOR SALARY RANGES**  
**ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,**  
**DIRECTORS, SUPERVISORS, AND COORDINATORS**

Effective July 1, 2023

| Classification           | Maximum Monthly Salary |
|--------------------------|------------------------|
| School Administrator I   | \$7,352                |
| School Administrator II  | \$7,790                |
| School Administrator III | \$8,254                |
| School Administrator IV  | \$8,577                |
| School Administrator V   | \$8,919                |
| School Administrator VI  | \$9,448                |
| School Administrator VII | \$9,825                |

**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.

**FY 2023-24 Salary Schedules**  
**Finance Officers**  
**Effective July 1, 2023**

| Classification               | Minimum Monthly Salary | Maximum Monthly Salary |
|------------------------------|------------------------|------------------------|
| Finance Officers NC24 - NC25 | \$6,834                | \$15,702               |

*The Finance Officer scale is maintained by OSHR. Please cross-reference to the OSHR website to see any changes implemented for State Budget actions. Be reminded these are only minimum and maximums, OSHR will not be adjusting the minimum or maximum. Local Boards of Education should have scales for these staff and should update them as may be required for State Budget actions.*



**FY 2023-24 Salary Schedules**  
**SUPERINTENDENT SALARY RANGES**

**Effective July 1, 2023**

| Classification                                 | Maximum Monthly Salary |
|--|------------------------|
| <b>Superintendent I</b> (Up to 2,500 ADM)      | \$10,415               |
| <b>Superintendent II</b> (2,501 - 5,000 ADM)   | \$11,035               |
| <b>Superintendent III</b> (5,001 - 10,000 ADM) | \$11,698               |
| <b>Superintendent IV</b> (10,001 - 25,000 ADM) | \$12,401               |
| <b>Superintendent V</b> (Over 25,000 ADM)      | \$13,147               |

**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, 2023**

22 days in month

|     |          |                 |     |                  |     |
|-----|----------|-----------------|-----|------------------|-----|
|     |          | <b>Non Cert</b> |     | <b>Certified</b> |     |
|     |          | 50.00%          |     | 65.00%           |     |
|     |          | *** Min         | Max | Min              | Max |
| A00 | 3,900.00 | 89              | 177 | 115              | 177 |

\*\*\* 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**  
**Reference Materials that may be useful:**  
**NC Office of State Human Resources – Classification and Compensation**  
**website:**

[NC OSHR: Classification and Compensation](https://www.ncoshr.gov/Classification-and-Compensation)

**For Most Classified Positions at the Public Schools**

*These grades and scales are maintained by OSHR. Please cross-reference to the OSHR website to see any changes implemented for State Budget actions. Be reminded these are only minimum and maximums, OSHR will not be adjusting the minimum or maximum. Local Boards of Education should have scales for these staff and should update them as may be required for State Budget actions.*

- 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           |

## FY2023-2024 – 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           |

## FY 2023-2024 – 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           |

### Salary Grade Placements

### Reference Materials that may be useful:

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

[NC OSHR: Classification and Compensation](https://www.ncshrs.gov/Classification-and-Compensation)

**FY 2023-24 Salary Schedules**  
**Public School Employees Salary Grades**  
**Effective July 1, 2023**

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.

| <b>OSHR-STATE SCALE based on 40 Hour Work Week</b> |                            |                            |                           |                           |
|--|----------------------------|----------------------------|---------------------------|---------------------------|
| <b>Pay Grade</b>                                   | <b>Monthly<br/>Minimum</b> | <b>Monthly<br/>Maximum</b> | <b>Hourly<br/>Minimum</b> | <b>Hourly<br/>Maximum</b> |
| 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                     |

**FY 2023-24 Salary Schedules  
Public School Employees Salary Grades  
Effective July 1, 2023**

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.

| <b>OSHR-STATE SCALE based on 40 Hour Work Week</b> |                        |                        |                       |                       |
|--|------------------------|------------------------|-----------------------|-----------------------|
| <b>Pay Grade</b>                                   | <b>Monthly Minimum</b> | <b>Monthly Maximum</b> | <b>Hourly Minimum</b> | <b>Hourly Maximum</b> |
| <b>MH01</b>  | 2,600                  | 3,505                  | 15.00                 | 20.22                 |
| <b>MH02</b>  | 2,600                  | 3,680                  | 15.00                 | 21.23                 |
| <b>MH03</b>  | 2,600                  | 3,864                  | 15.00                 | 22.29                 |
| <b>MH04</b>  | 2,705                  | 4,058                  | 15.61                 | 23.41                 |
| <b>MH05</b>  | 2,840                  | 4,260                  | 16.39                 | 24.58                 |
| <b>MH06</b>  | 2,982                  | 4,474                  | 17.21                 | 25.81                 |
| <b>MH07</b>  | 3,131                  | 4,697                  | 18.07                 | 27.10                 |
| <b>MH08</b>  | 3,288                  | 4,932                  | 18.97                 | 28.45                 |
| <b>MH09</b>  | 3,452                  | 5,179                  | 19.92                 | 29.88                 |
| <b>MH10</b>  | 3,625                  | 5,438                  | 20.91                 | 31.37                 |
| <b>MH11</b>  | 3,806                  | 5,709                  | 21.96                 | 32.94                 |
| <b>MH12</b>  | 3,997                  | 5,995                  | 23.06                 | 34.59                 |
| <b>MH13</b>  | 4,196                  | 6,295                  | 24.21                 | 36.32                 |
| <b>MH14</b>  | 4,406                  | 6,609                  | 25.42                 | 38.13                 |
| <b>MH15</b>  | 4,627                  | 6,940                  | 26.69                 | 40.04                 |
| <b>MH16</b>  | 4,692                  | 7,742                  | 27.07                 | 44.67                 |
| <b>MH17</b>  | 5,044                  | 8,322                  | 29.10                 | 48.01                 |
| <b>MH18</b>  | 5,422                  | 8,947                  | 31.28                 | 51.62                 |