

# North Carolina Public School Personnel

## *Employee Salary and Benefits Manual 2002-2003*

### **Part I: Salary**

Public Schools of North Carolina  
Department of Public Instruction  
Division of School Business  
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## DEFINITION OF TERMS

**Administrative Intern:** Administrative interns are students in an approved full-time master's degree program in school administration and are participating in their required internship at a school unit. Full-time students, while completing their internship, are not required to have a North Carolina educator's license.

**Administrator:** An administrator is a person employed by the Local Education Agencies (LEAs) to work in an administrative position in a North Carolina public school system. He or she must meet the employment and/or licensure criteria required by the State Board of Education for the specific administrative assignment. There are two types of administrators: school based and central office:

- 1) School-Based Administrators: principals and assistant principals
- 2) Central Office Administrators: superintendents, associate superintendents, assistant superintendents, supervisors, directors, coordinators, school business administrators, and finance officers.

**Average Daily Membership (ADM):** ADM is the sum of the number of days in membership for all students in an individual Local Education Agency (LEA), divided by the number of school days in the term, usually a school month or school year.

**Assistant Principal:** An assistant principal is designated by a local board of education as next in line of authority to the principal in a school and holds a principal's license ('P,' 'AP,' or 'DP,' license area 00012). Under special circumstances, a local board of education may employ an assistant principal with a provisional license.

**Assistant Superintendent:** An assistant superintendent must hold a superintendent's license or ('AS' or 'DS,' license area 00011), a principal's license ('P,' 'AP,' or 'DP,' license area 00012) or a curriculum instructional specialist (supervisor) license ('M,' 'S' or 'D,' license area 00113). Unless the school system has a designated associate superintendent, an assistant superintendent is designated as being next in line of authority to the superintendent.

**Associate Superintendent:** An associate superintendent is a person who is designated by a local board of education as next in line of authority to the superintendent. This person must hold a superintendent's license ('AS' or 'DS,' license area 00011) **and either** a principal's license ('AP' or 'DP,' license area 00012) **or** a curriculum instructional specialist (supervisor) license at the advanced level ('S' or 'D,' license area 00113).

**Building Principal:** A building principal is an individual who serves as a principal in a school with less than seven but more than two full-time state-allotted teaching positions. The building principal position must be a converted teaching position.

**BUD:** Budget Utilization and Development: BUD is a statewide system of budget management.

**Certified Personnel:** Certified personnel are personnel employed in positions within job classifications which require licenses issued by the Licensure Section based on the completion

of approved education program requirements as specified by the State Board of Education.

**Classification:** A classification is a category for a particular position referring to levels of responsibility and work performed. For example, principals are classified based on the number of state-funded teachers and student services personnel at their school. (Occupational groups are office support personnel classified under office support personnel category according to the type of work they perform).

Type of license/educational level for example, are classroom teachers classified based on their educational level ('A' for Bachelor's degree, 'M' for a Master's degree, etc.).

**Educator :** An educator is licensed by the Licensure Section and employed in a North Carolina school system in one or more of the following positions: superintendent, associate superintendent, assistant superintendent, supervisor, director, coordinator, principal, assistant principal, teacher, and/or student services personnel.

**Full-time Substitute Teacher:** *See Substitute Teacher.*

**Interim Employee:** An interim employee may be employed when a vacancy in a teaching position occurs by separation from employment, leave without pay, workers' compensation, short-term disability or absence caused by an episode of violence in the school. An interim teacher may not be employed to replace a permanent employee who is using paid leave. If the interim teacher is licensed in the area of assignment, he/she would be paid from the budget code from which the regular teacher being replaced is paid. Non-certified interim employees must be coded to object code 127. Certified interim employees should be coded to object code 121, with provisional licensing if the assignment is out-of-field.

**National Board for Professional Teaching Standards (NBPTS):** The National Board for Professional Teaching Standards (NBPTS) was established in 1987 as an independent, nonprofit organization to establish high standards for teachers' knowledge and performance and for development and operation of a national voluntary systems to assess and certify teachers who meet those standards.

**Non-certified Personnel:** Non-certified personnel are in positions within job classifications, which do not require a professional educator's license issued by the Licensure Section, nor professional certification, prescribed by the State Board of Education.

**Other Certified Personnel:** Certain positions require professional certification that is prescribed by the State Board of Education. These positions do not require a professional license issued by the Licensure Section. These positions are not required to complete an approved teacher education program or achieve a specified minimum score on the Praxis Examinations (formerly the National Teacher's Examination).

**Position:** A position is the category in which a public school employee is employed. Many positions require individuals to also be licensed.

**Principal:** A principal is designated by a local board of education as the head of a school. To receive State funding for a principal, a school must have 100 or more students in average daily membership (ADM) and/or seven or more full-time state allotted teachers (or the equivalent). A principal must hold a principal's license ('P,' 'AP,' or 'DP,' licensure area 00012). There are

no provisional licenses allowed for principals.

**School:** A school is an organizational subdivision of a school system consisting of a group of students composed of one or more grade groups, organized as one unit with an assigned principal or person acting in the capacity of principal, and housed in a school plant of one or more buildings, which provides instruction of the type defined in the North Carolina Standard Course of Study.

**School-based Administrators:** *See Assistant Principal and/or Principal.*

**Student Services Personnel:** Student services personnel positions are designed to provide specialized assistance to students. Individuals must hold an appropriate license for the area of assignment. An example of a student services personnel category is guidance counselor.

**Substitute Teacher:** A substitute teacher fills in for a permanent teacher who is still on payroll and using paid leave. A licensed substitute (who holds a valid NC teacher's license) must be paid at least 65% of the A-00 teacher rate. A substitute without a valid NC teacher's license must be paid at least 50% of the A-00 teacher rate and not more than a substitute with a license. Teacher assistants are paid at the A-00 rate if they substitute. Substitutes must be coded to object code 182.

A **full-time substitute** is employed to fill in for a regular teacher when that teacher is absent and on paid leave. They may serve a single classroom, a school, or more than one school. Full-time substitutes must work at least 30 hours per week and are expected to be employed at least six consecutive months. They earn the same benefits as other employees and are paid the same rates as regular substitutes. Full-time substitutes must be coded to object code 184.

**Supervisor, Director, Coordinator, and Finance Officer:** A supervisor, director, or coordinator is designated by the local board of education to work throughout the unit to provide leadership in improving programs and quality of instruction and must hold a license appropriate to the area of assignment.

**Superintendent:** A superintendent is a person appointed by the local board of education to serve as the chief educational authority of a school system. Their eligibility for the appointment must be verified by the State Board of Education. Effective July 1, 2001, SB 378 amended G.S. 115C-271 to provide local boards of education to employment superintendents with appropriate qualifications yet lacking licensure.

**Teacher:** A teacher is designated to carry out the duties and responsibilities of the instructional process in the school and holds a license appropriate to the area of assignment.

**Workforce Development Teachers (Vocational Education):** A workforce development (vocational education) teacher is employed to instruct in the areas of vocational skill development, prevocational/introductory, and/or vocational development services; and holds a license in a workforce development appropriate to the area of assignment.

## Section A

### OVERVIEW

#### I. The Information Analysis and Support Section

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- A. Purpose and Mission**      The Information Analysis and Support Section is part of the Division of School Business. Salary related duties include:
- Communicating legislation, State Board of Education policy, and Department of Public Instruction (DPI) procedures;
  - Certifying educator salaries;
  - Auditing educator salaries;
  - Responding to inquiries from customers; and
  - Providing meaningful information to agency management, the State Board of Education, the NC General Assembly, the Governor's Office, and local education agencies (LEAs).
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- B. Hours of Operation**      Office hours for the Information Analysis and Support Section hours are 8:00am to 5:00pm. The office is closed on all state holidays.
- 

- C. Contact Information**      Department of Public Instruction  
Division of School Business  
6332 Mail Service Center  
Raleigh, NC 27699-6332
- 919.807.3722
- FAX: 919.807.3723
- Please notify the individual to whom you are faxing information by phone before you fax any materials. This helps process the request efficiently.*
- 

- D. Internet sites**      Department of Public Instruction (DPI): <http://www.ncpublicschools.org>  
Salary Schedules:  
[http://www.ncpublicschools.org/salary\\_admin/salinfo.htm](http://www.ncpublicschools.org/salary_admin/salinfo.htm)
- LEA License and Salary Info center: <http://dpiweb.dpi.state.nc.us>. \*
- \* User ID and password are required. Contact Information Analysis and Support at (919) 807-3722 to obtain password access. Forms are available on <http://dpiweb.dpi.state.nc.us>
- Access to this site may be given to Local Education Agency (LEA), Charter Schools and Institutes of Higher Education only.
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## II. Reference Materials

### A. Information Analysis and Support Section

Other helpful materials with financial information can be found on [www.ncpublicschools.org/fbs](http://www.ncpublicschools.org/fbs) , click on the Manuals link for access.

Attachment "A" lists budget codes and their required licensure areas for salary calculation purposes. This listing is online at <http://www.ncpublicschools.org/fbs/AttachA>

The NC Public Schools Uniform Chart of Accounts provides the allowable current year accounting codes for each program funded from state or federal funds as well as the guidelines of the coding structure. This manual is online at <http://www.ncpublicschools.org/fbs/coa>

*Contact information is on the previous page.*

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### B. School Personnel Support Section

The Benefits and Employment Policy Manual contains information on employee benefits related to leave, calendar issues, substitute teachers, longevity, contracts, and hiring retired teachers. This policy manual is online at: <http://www.ncpublicschools.org/benemanual>

Additional personnel information is online at:  
<http://www.ncpublicschools.org/fbs/schlbus/SchPerSupp.htm>

Contact: 919.807.3365

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### C. Office of Budget Management

The Allotment Policy Manual contains all of the legislative, State Board of Education, and departmental policies regarding the current school year's state and federal funding categories. This is online at:  
<http://www.ncpublicschools.org/fbs/allotmentpolicy.htm>

Contact: 919.807.3739

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### D. Licensure Section

Licensure frequently asked questions, packets and supporting forms, and contact information is online at <http://www.ncpublicschools.org/licensure>

The Key To North Carolina License Codes lists license areas, codes, and grade spans. This sheet also details the possible class codes (education levels) on a license. It is online at  
<http://www.ncpublicschools.org/licensure/pdfs2/codes.pdf>

Contact information is available on the Internet at  
<http://www.ncpublicschools.org/licensure/contact.html>

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### III. Legislation Impacting 2002-2003 fiscal year

Senate Bill 1115 establishes salary schedules and other important information for the 2002-2003 fiscal year, effective July 1, 2002. Listed below are the major changes to legislation.

- 
- A. Teacher, Principal and Assistant Principal Salaries** On average, teachers will receive a 1.84% salary increase due to an experience step increase on the state salary schedule. School-based administrators will also receive a salary step increase based on experience.
- 
- B. LEA employees not receiving monetary increases** LEA employees not receiving incremental step increases from the teacher and principal salary schedules will receive an annual leave bonus of 10 days, based on 12-month employment. Individuals must be employed in a permanent, full-time position on September 30, 2002. Those in part-time and/or in less than 12-month positions receive this leave pro-rata.
- 
- C. Mentor Pay** The State Board of Education has adopted a policy (QP-A-002) requiring each initially licensed teacher to be assigned a qualified, well-trained mentor as soon as possible after employment. Mentors are assigned to assist initially licensed teachers during their first 3 years of employment in a North Carolina public school system. This policy was developed in response to the requirements of the Excellent Schools Act of 1997.
- Effective July 1, 2002, state funds are available only for mentors who serve state-paid beginning teachers.
- For more information, see page D-8.*
- 
- D. Clarification of Provision addressing the teacher shortage: \$1,800 bonus rules** Language clarifies the policy explaining that the \$1,800 bonuses for math, science and special education teachers in high priority schools apply only to those teaching in grades 6 through 12.
- For detailed information, see page D-4.
- 
- E. No funds for instructional supplies** The \$100 allowance for teachers to purchase instructional supplies has been eliminated.
-

### III. Legislation Impacting 2002-2003 fiscal year, continued

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- F. Benefits** Senate Bill 1115 changes the State employer's contribution rate for retirement and related benefits to three and three one-hundredths percent (3.03%) effective July 1, 2002. The annual hospitalization rate is \$2,933 for non-Medicare-eligible employees and \$2,233 for Medicare eligible employees and retirees for the 2002-2003 fiscal year.
- 
- G. Conversion of Accumulated Leave Time: Elimination of Forfeited Vacation Leave Pay** Teachers and other personnel paid on the teacher salary schedule may earn annual leave without any maximum during each fiscal year. However, only 30 days may be carried over to the next fiscal year. Therefore, any accumulated annual leave over 30 days will be converted to sick leave at the end of the fiscal year. Public school personnel are also able to convert annual leave in excess of 30 days to sick leave upon retirement.
- Forfeited annual leave payments for teachers and other personnel paid on the teacher salary schedule are eliminated.
- 
- H. Re-employing Retirees Subject to the Earnings Income Cap** Individuals who retire after September 1, 2002 are subject to an earnings cap for the 12 months immediately following the effective date of retirement. For additional information, see Section A, XII, page A-12.
- 
- I. Study of Performance Based Licensure** Suspension of the portfolio product, as part of the Performance Based Licensure process from August 1, 2002 to June 30, 2004, results in the elimination of 3 days of release time for initially licensed teachers, who would ordinarily use those days to work on the portfolio product.
- 
- J. School Nurses** Effective July 1, 2002, school nurses employed in the public schools prior to July 1, 1998, shall not be required to be nationally certified to continue employment. Therefore, all school nurses employed since July 1, 1998 are required to be certified by either
- the American Nurses' Association (ANA) or
  - the National Association of School Nurses (NASN).
- For additional information, see pages D13 through D-15.
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## IV. Clarifications of Existing Policies

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### A. Extended Day and Extra Pay

Any work that a teacher does in the confines of the school day, which is established by the local board of education, does not constitute extended day and therefore makes this time ineligible for extra duty pay.

However, if teachers are performing **instruction** beyond the school day, they are eligible to receive extra duty pay.

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### B. Held Harmless Clause for Principals

When a principal's salary is reduced due to a decrease in the number of state-funded teachers, assistant principals, and student services personnel in a school, the school system may apply for a 1 year 'held-harmless' waiver for the principal's salary.

The request should be sent to the attention of the Director of the Division of School Business.

*For additional information, see page C-5.*

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### C. NBPTS Pay and Assignments

Media Specialists (and other student services personnel when applicable) may qualify for NBPTS pay. LEAs must send a letter to the Division of School Business annually stating that these employees meet the criteria listed above and are working in the area of NBPTS certification.

*For additional information, see page D-5.*

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## V. Licensure Class Codes

### A. Licensure Class Codes & Salary

The licensure class code corresponds to the educational level at which an individual has completed licensure requirements.

The codes on pages A-6 through A-7 indicate the level (or class) of the licensure area as determined by the Licensure Section.

Effective July 1, 2000, licensed public school personnel are to be paid on the salary schedules applicable to their assignment at the highest license level held. The Form G process for non-educational master's, advanced or doctoral degrees (see page D-4) is unaffected by this policy.

#### 1. Below bachelor's level

Licensure Class Code	Licensure Area
V	Workforce Development areas are based on experience and academic preparation below the bachelor's level
	Provisional Workforce Development (Vocational)

#### 2. Bachelor's level

Licensure Class Code	Licensure Area
A	Regular teaching area
	Provisional Workforce Development (Vocational)
	Workforce Development (Vocational)
	School Social Worker
PP	Provisional Assistant Principal

**V. Licensure Class Codes, Continued**

**3. Master's level**

Licensure Class Code	Licensure Area
M	Regular teaching area
	Curriculum Instructional Specialist (Supervisor/Director)
	Workforce Development (Vocational)
	Counselor
	School Social Worker
P	Principal

**4. Advanced (sixth-year) level**

Licensure Class Code	Licensure Area
S	Regular teaching area
	Curriculum Instructional Specialist (Supervisor/Director)
	Workforce Development (Vocational)
	Counselor
	School Social Worker
AP	Principal
AS	Superintendent

**5. Doctoral level**

Licensure Class Code	Licensure Area
D	Regular teaching area
	Supervisor/Director
	Workforce Development (Vocational)
	Counselor
	School Social Worker
DP	Principal
DS	Superintendent

## V. Licensure Class Codes, Continued

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### B. Pay Level and Schedule

Pay levels indicate where an individual is placed on the legislated salary schedules, and can be found on the Employment Inquiry Screen and Employee Roster on the Licensure and Salary Info center (<http://dpiweb.dpi.state.nc.us>) system. The table below provides a summary of how each pay level is derived.

	<b>Digits 1 &amp; 2</b>	<b>Digits 3 &amp; 4</b>	<b>Digits 5 &amp; 6</b>	<b>Digit 7</b>
<b>Teacher Schedule</b>	Education: A, M, MS, or MD	Years of Experience	Blank	Blank or N for NBPTS
<b>Psychologist Schedule</b>	3, 3S, or 3D	Years of Experience	Blank	Blank
<b>School Based Administrator Schedule</b>	0, 0S, or 0D (zero)	Pay Level 1-46	Blank	ABCs & Safe Schools Incentive Indicators (See pages C-2 and C-3)

A schedule is a numerical indicator preceding the pay level assignment, which designates the specific salary schedule from which the employee is paid.

Principals and assistant principals are designated as Schedule 0.

The School Psychologist salary schedule (which includes master's level audiologist and master's level speech-language pathologists) is designated as Schedule 3, differentiating it from the teacher schedules (A and M).

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## VI. Assistance Teams

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- A. Salary Basis** ABCs assistance team members are to be paid at the same monthly rate as they would have earned in the position they held prior to being named to the assistance team.
- 
- B. ABC's School Payments** ABCs assistance team members are paid relevant ABCs incentive awards if the schools where they served as assistance team members met or exceeded their ABCs objectives.
- EXAMPLE:** Mary Smith was a teacher at Fair Oaks Elementary School before serving as an ABCs assistance team member at Springfield Elementary School. If Springfield Elementary School exceeded its ABCs objectives, then Mary is eligible for up to \$1,500. Fair Oaks Elementary School's ABCs results do not factor into Mary Smith's ABCs award payment.
- 
- C. Funding Source** Intervention/assistance team members' salaries are funded through PRC 037. No allotment is made; eligible expenditures will be covered. Intervention/assistance team members' ABCs incentive awards are funded through PRC 038.
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## VII. Salary Adjustments

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- A. Additional Years of Service** Retroactive salary adjustments for receiving additional years of service not previously credited to an educator's certificate will be granted effective July 1 of the current school year.
- 
- Rule:**  
*Adjustments for more than a 12-month period*
- Retroactive pay for the 12 months prior to July 1 of the current school year may be granted with special permission from the Division of School Business. However, only under special circumstances will a retroactive adjustment be granted for a period of more than 12 months, prior to July 1 of the current school year.
- 
- B. When LEA Fails to Submit Complete Information** If it is determined that a retroactive salary adjustment is the result of a LEA failing to submit payroll data that is
- complete or
  - required,
- the LEA becomes financially responsible for any salary adjustment due.
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## VIII. Funding

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### State/Local Responsibilities

The state’s responsibility for a position paid from state funds ceases at the end of the last workday of actual employment.

The only salary benefit from state funds beyond that day shall be payment of

- accumulated annual leave not to exceed 30 days, and
- the State’s portion of any longevity pay due to the employee.

When a LEA releases an employee from employment, the LEA shall assume full responsibility for any additional pay that is negotiated between the LEA and the employee.

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## IX. Installment Indicators

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### New Descriptions

Beginning with the 1998-1999 school year, installment indicators were given new descriptions. They only indicate when the last 2 installment payments are made to an employee. The type of school calendar does not affect the installment indicator. The table below details the valid numeric characters and the new interpretations.

Numeric Indicator	11th and 12th Installment Months
0	Not applicable. Employee is paid on a 10-month schedule.
1	July and August
2	May and June
3	June and July

Please note that indicator numbers 4 and 5 are invalid installment indicators. If you have any questions, please contact [the Information Analysis and Support Section](#) for help.

### Update

**NOTE:** 11-month employees can not be on installment payments.

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## X. Longevity

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### B. Longevity

All permanent full-time or part-time employees in state-funded positions with 10 or more years of state service will receive a longevity payment equal to a percentage of their base salary as shown in the table below.

Years of Service	Longevity Rate
10-14	1.50%
15-19	2.25%
20-24	3.25%
25+	4.50%

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## XI. ABC Bonuses

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### A. ABC Bonuses and Distribution

In accordance with legislation and State Board of Education policy, incentive awards in schools that achieve higher than expected improvements in student performance may be up to \$1,500 for each certified staff member (principal, assistant principal, teacher, student services personnel) and \$500 for each teacher assistant

Incentive awards in schools that meet the expected improvements in student performance may be up to \$750 for each certified staff member and \$375 for each teacher assistant

The actual dollar payment for full-time employees must be at the same level as appropriated by the State.

A school's improvement plan should identify all factors related to the distribution of incentive awards. For example, if a certified staff member or teacher assistant worked for less than x weeks, this certified staff member or teacher assistant would not be eligible. If the school's improvement plan does not address restrictions, the local board can identify uniform regulations for the system. It is recommended that the distribution to less than full-time employees be based on the percent employed and employment period of the employee.

**NOTE:** School improvement plans cannot include personnel other than principals, assistant principals, teachers, student services personnel, and teacher assistants for ABCs incentive bonus awards. Certified staff members and teacher assistants must be coded to the school and not to the central office. Funding calculations are further explained in subsequent sections.

Payments must be made no later than the second regular teacher payroll following the receipt of funds.

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## XII. Re-employing Retirees

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### A. Re-employing Retirees Subject to the Earnings Income Cap

Individuals who retire after September 1, 2002 are subject to an earning cap for the 12 months immediately following the effective date of retirement. After 12 months they are subject to earning caps based on calendar years. The earnings cap is the greater of:

- 50% of the individual's salary during the final 12 months of service preceding the effective date of retirement, or
- \$20,000 adjusted each January for inflation by the Retirement System. (2002 calendar year: \$23,600)

**NOTE:** Individuals who retired on or before September 1, 2002 and who also had entered into an employment contract or commitment for any or all of the 2002-2003 fiscal year, are not subject to the immediate 12 month requirement. That is, their earning cap is based on the calendar year. (See SB 1115, Section 28.13)

*For additional information, see the Benefits and Employee Policy Manual, Section 16.*

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## Section B

### CENTRAL OFFICE ADMINISTRATORS

#### I. All Central Office Administrators

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- A. Daily Rate of Pay**      The daily rate of pay for all central office administrators is based on the actual number of weekdays in the month of service.

Daily rates are calculated as follows:  
 monthly salary (with supplement) ÷ number of workdays in the month (20, 21, 22, 23) = daily rate of pay.

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- B. Advanced degree supplement**      A person holding an advanced license, (S, AP, AS) or a doctoral license, (D, DP, DS) shall be paid an additional monthly supplement, as noted on the state salary schedules.
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#### II. Superintendents

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- A. Superintendent Definition**      Effective July 1, 2001, G.S. 115C-271 as amended by SB 378 states that a superintendent is a person who is

- appointed by the local board of education in accordance with G.S. 115C-271 and
- verified by the State Board of Education as to their eligibility to serve.

**NOTE:** A superintendent is not required to hold a NC License. Under special circumstances a superintendent may meet alternative criteria. Contact the Licensure Section for details.

---

- B. Salary Basis**      Superintendents are paid within salary ranges determined by the average daily membership (ADM) of the local education agency to which they are assigned.
- 

- 1. ADM**      ADM is based on the number of days in membership for all students in the individual LEA divided by the number of school days in the term—usually a school month or school year.

The local boards of education determine placement within the ADM salary ranges.

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## II. Superintendents, continued

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2. **101 rule no longer valid** Effective July 1, 1993, the state requirement that the superintendent of each local education agency will be compensated at an amount that is at least one percent (1%) greater than the highest paid principal in that same unit **is no longer valid.**

However, superintendents whose salaries were established under this provision during the 1992-93 school year will continue to have their salary established based on this provision provided that

- they are employed as superintendent of the LEA in which they were employed during 1992-93 and
- there is a principal employed in that LEA whose salary exceeds that of the current superintendent.

**NOTE:** Each LEA is responsible for assigning its superintendent's salary. For assistance with the 101 Rule, please contact the Information Analysis and Support Section.

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## III. Associate/Assistant Superintendents

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- A. **Associate Superintendent Definition** An associate superintendent is a person who is designated by a local board of education as next in line of authority to the superintendent.

This person must hold a superintendent's license ('AS' or 'DS,' license area 00011) **and either**

- a principal's license ('AP' or 'DP,' license area 00012) **or**
- a curriculum instructional specialist (supervisor) license at the advanced level ('S' or 'D,' license area 00113).

**See exceptions to the licensure requirements in Section C of this chapter.**

---

- B. **Assistant Superintendent Definition** An assistant superintendent must hold
- a superintendent's license ('AS' or 'DS,' license area 00011), or
  - a principal's license ('P', 'AP, or 'DP,' license area 00012), or
  - a curriculum instructional specialist (supervisor) license ('M', 'S' or 'D,' license area 00113), and
  - is designated by a local board of education that has not designated an associate superintendent as next in line of authority to the superintendent.

**See exceptions to the licensure requirements in Section C of this chapter.**

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### III. Associate/Assistant Superintendents, Continued

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#### C. Exceptions to Licensure Requirements

The licensure requirements for associate superintendents and assistant superintendents are not applicable for the following positions:

- Associate Superintendent for
  - Fiscal Management (budget code 6520-002-112), or
  - Personnel Management (budget code 6640-002-112), or
  - General Business Support (budget code 6510-002-112)
- Assistant Superintendent for
  - Fiscal Management (budget code 6520-002-118), or
  - Personnel Management (budget code 6640-002-118), or
  - Auxiliary Services (budget code 6590-002-118), or
  - General Business Support (budget code 6510-002-118)

Those designated in these positions should hold one of the following:

- a school administrator's degree,
  - a business degree,
  - an accounting degree, or
  - a degree in a related field.
- 

#### D. Salary Basis

Associate and assistant superintendents are assigned to a School Administrator I-VII category (see page B-7) by the local board of education. Salary determination shall be made by the local board of education within the salary range, corresponding to the school administrator assignment.

**NOTE:** The range maximums do not include advanced, doctoral, or local supplements.

---

#### 1. Positions

The following positions shall be assigned to a School Administrator I-VII category:

- Associate and assistant superintendents in positions requiring professional licenses issued by the Licensure Section;
  - Associate Superintendents for
    - Fiscal Management,
    - Personnel Management; and
    - General Business Support
  - Assistant Superintendents for
    - Fiscal Management,
    - Personnel Management,
    - Auxiliary Services, and
    - General Business Support
-

## IV. Supervisors, Directors, Coordinators, and Finance Officers

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### A. Definitions

A supervisor, director, or coordinator

- is designated by the local board of education to work throughout the unit to provide leadership in improving programs and quality of instruction and
  - must hold a license appropriate to the area of assignment:
    - 00077 Instructional Technology Specialist – Computers,
    - 00078 Media Supervisor,
    - 00113 Curriculum Instructional Specialist,
    - 00711 Workforce Development (Vocational) Director, or
    - 88099 Exceptional Children Program Administrator.
- 

### B. Salary Basis

Supervisors, directors, coordinators, and finance officers are assigned to a School Administrator I-VII category (see page B-7) by the local board of education.

Salary determination also shall be made by the local board of education within the salary range, which corresponds to the school administrator assignment.

**NOTE:** The range maximums do not include advanced, doctoral, or local supplements.

---

#### 1. Positions

The following positions are assigned to a School Administrator I-VII category:

- supervisors, directors, and coordinators in positions requiring professional licensure issued by the Licensure Section and
  - all finance officers.
- 

#### 2. Licensure requirements for general administration

A supervisor/director for general administration of specific educational programs may hold a school administrator 'P' license as a requirement for salary licensure, in place of the 'SG' (supervisor/director) license.

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#### **IV. Supervisors, Directors, Coordinators, and Finance Officers, Continued**

- 3. Non-certified supervisors and directors** The following non-certified supervisor and director positions shall be paid within the ranges of the appropriate non-certified salary schedules in Section E:

- Maintenance Personnel
  - Carpenter Supervisor,
  - Custodian Supervisor I-III,
  - Electrician Supervisor I-II,
  - Floor Maintenance Supervisor,
  - Grounds Supervisor I-II,
  - HVAC Supervisor, or
  - Maintenance Supervisor/Director I-X;
- Child Nutrition Personnel
  - Child Nutrition Supervisor,
  - Child Nutrition Director I-II; or
- Transportation Personnel
  - Supervisor or
  - Transportation Director I-X.

- 
- C. Charter Schools** Charter schools may use definitions similar to those outlined in this section, but they are not required to adhere to licensing requirements.
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## V. Superintendent Salary Ranges

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Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$4,187	\$7,503
Superintendent II (2,501 - 5,000 ADM)	\$4,445	\$7,956
Superintendent III (5,001 - 10,000 ADM)	\$4,716	\$8,441
Superintendent IV (10,001 - 25,000 ADM)	\$5,005	\$8,953
Superintendent V (Over 25,000 ADM)	\$5,312	\$9,499

**NOTES:**

1. Salary Assignment: Superintendents are paid within salary ranges determined by the ADM of the LEA to which they are assigned. See definition of ADM on page B-1. Placement within the ADM salary ranges is determined by the local board of education.
  2. ADD \$126 per month for an advanced license.
  3. ADD \$253 per month for a doctoral license.
  4. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.
-

## VI. Central Office Administrator Salary Ranges

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### ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS, DIRECTORS, SUPERVISORS, COORDINATORS, AND FINANCE OFFICERS

Classification	Minimum Monthly Salary	Maximum Monthly Salary
School Administrator I	\$2,932	\$5,266
School Administrator II	\$3,112	\$5,586
School Administrator III	\$3,303	\$5,925
School Administrator IV	\$3,436	\$6,162
School Administrator V	\$3,574	\$6,410
School Administrator VI	\$3,792	\$6,799
School Administrator VII	\$3,945	\$7,072

#### NOTES:

1. Please see pages B-4 through B-5 for a complete listing of positions included in these ranges.
  2. Salary determinations shall be made by the local board of education within the salary range corresponding to the School Administrator assignment.
  3. ADD \$126 per month for an advanced license.
  4. ADD \$253 per month for an advanced license and an earned doctorate.
  5. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.
-

## Section C

### SCHOOL BASED ADMINISTRATORS: PRINCIPALS AND ASSISTANT PRINCIPALS

#### I. All School-based Administrators

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##### A. Daily Rate of Pay

The daily rate of pay for school based administrators is based on the number of actual weekdays in the month of service and is calculated as follows:

- $\text{monthly salary} \div \text{number of weekdays in the month (21, 22, 23)} = \text{daily rate of pay.}$

Administrators who are split between a position that is calculated based on the actual days in the month and a position that is based on the standard 22-days per month have their daily rate calculated on the standard 22-days.

**EXAMPLE:** An employee serves 50% of the day as a teacher (22 day basis) and 50% of the day as an assistant principal (actual number of week day basis). This employee's daily rate is calculated on the 22 days per month formula.

**NOTE:** Daily Rate Schedules are available through the Information Analysis and Support Section and are on the Internet at [www.ncpublicschools.org/salary\\_admin/salinfo.htm](http://www.ncpublicschools.org/salary_admin/salinfo.htm)

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##### B. ABCs and Safe Schools Salary Incentives Schedule

For the 2002-2003 school year, a principal or assistant principal is to be paid based on meeting or exceeding goals pertaining to the ABCs of Public Education Program accomplishments and for maintaining a safe and orderly school for the 1997-1998 through 1999-2000 school year(s) only. Accomplishments earned for the 2000-2001 school year are not added to the principal or assistant principal base salary.

---

##### 1. Service requirements for ABCs and/or Safe Schools eligibility

A school based administrator serving in one school for at least eight (8) months (any percentage) will qualify for ABCs and/or safe schools salary incentives for any year the school met or exceeded its goals from 1997-1998 through 1999-2000.

A school based administrator serving in more than one school qualifies for 2000-2001 salary incentives, if he/she served at least eight (8) full-time equivalent months as a school based administrator for any year in which the school(s) met or exceeded its goals.

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**I. All School-based Administrators, Continued**

**2. Salary schedule placement: Base schedule**

A principal or an assistant principal is assigned a salary for the 2002-2003 school year on the base salary schedule if he or she

- did not serve as an assistant principal or principal during the 1997-1998 through 2000-2001 school years, or
- served as a school based administrator at a school(s) which did not meet or exceed its ABCs or Safe Schools objectives for any school year between 1997-1998 and 1999-2000, or
- did not meet the service requirement (see page C-1) as a school based administrator in a school(s) meeting or exceeding its ABCs or Safe Schools objectives.

**3. Salary schedule placement and pay level indicators**

A principal shall be placed on the step on the salary schedule that reflects the total number of years of experience as a certified employee of the public schools and an additional step for every three years of experience as a principal. (See C-10 to C-25) A principal or assistant principal shall continue to receive any additional State-funded percentage increases earned for the 1997-1998, 1998-1999, and 1999-2000 school years for improvement in student performance or maintaining a safe and orderly school.

<b>Salary Schedule</b>	<b>Criteria</b>	<b>7th Digit on Lic/Sal system</b>
Base	Did not meet or exceed ABCs or Safe Schools objectives for any school year between 1997-98 and 1999-2000	Nothing
Base + 1%	Met or exceeded one ABCs or Safe Schools objective for any school year between 1997-98 and 1999-2000.	A
Base + 2%	Met or exceeded two ABCs and/or Safe Schools objectives for any school year between 1997-98 and 1999-2000.	B
Base + 3%	Met or exceeded three ABCs and/or Safe Schools objectives for any school year between 1997-98 and 1999-2000.	C
Base + 4%	Met or exceeded four ABCs and/or Safe Schools objectives for any school year between 1997-98 and 1999-2000.	D
Base + 5%	Met or exceeded five ABCs and/or Safe Schools objectives for any school year between 1997-98 and 1999-2000.	E
Base + 6%	Met or exceeded all ABCs and Safe Schools objectives for all school years between 1997-98 and 1999-2000.	F

## I. All School-based Administrators, Continued

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### C. Advanced Degree Supplements

A principal or an assistant principal who earns an advanced or doctoral license will receive an additional monthly supplement as indicated on the principal or assistant principal salary schedule. This supplement will be effective the first day of the pay period, beginning the same month as the license effective date.

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### D. ABC Bonus Funding Calculations

The following object codes are used in the ABC bonus funding calculations for principals and assistant principals: 114 and 116. Budget code 6410-005-119 is also used in the funding calculation.

Local and state funded personnel are included. Federally funded personnel must receive their ABC bonuses from applicable federal funds.

For additional information related to ABC bonuses, see page A-11.

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### E. ABCs and Safe Schools Lump Sum Payments

Principals and assistant principals who were assigned to a school or schools meeting or exceeding 2000-2001 goals for

- the ABCs of Public Education Program **or**
  - maintaining a safe and orderly school
- will receive a lump sum payment of 1% of their 2000-2001 base salary as a school-based administrator.

Principals and assistant principals who were assigned to a school or schools meeting or exceeding goals for both

- the ABCs of Public Education Program **and**
  - maintaining a safe and orderly school
- will receive a lump sum payment of 2% of their 2000-2001 base salary as a school-based administrator.
-

## II. Principals

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### A. Monthly Salary

Principals are paid monthly for the 2002-2003 school year according to

- the number of state-funded teachers, student services personnel, and assistant principals employed at their school
  - the total number of years of experience on their teaching license, plus one year of credit for every three years on their principal's license (see page C-5);
  - achievements in the ABCs of Public Education Program for school years 1997-1998 through 1999-2000;
  - achievements for maintaining a safe and orderly school in accordance with goals set by the local board of education for school years 1997-1998 through 1999-2000; and
  - their education level as determined by their highest license designation (see page C-3).
- 

### 1. Determining teacher count

School Count Based On: Each specific school is assigned a teacher count based on the number of state-funded teachers, student services personnel, and assistant principals who serve **5 months or more** of the school year. This calculation includes BUD transactions made throughout the year.

Rounding: If the inclusion of part-time positions caused the total state-funded teacher, student services personnel, and assistant principal count to fall between consecutive whole numbers, the teacher count is rounded to the nearest whole number. Fifty percent or greater is rounded up.

EXAMPLE: If the state-funded teacher, student services personnel, and assistant principal count are 11.5, the principal's salary shall be based on 12 teaching positions.

Part-time is defined as a position employed less than 100% for at least 5 months.

Note: Salaries are calculated automatically for 3<sup>rd</sup>, 7<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> pay periods.

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## II. Principals, Continued

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- 2. Exception: Alternative schools** The beginning classification for principals in alternative schools shall be the Principal III level. Principals in alternative schools who supervise 33 or more state-funded teachers, student services personnel, and assistant principals shall be classified according to the number of these individuals supervised.

**NOTE:** Individuals without a principal's license serving as building principals for alternative schools are to be paid in accordance with page C-6.

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- 3. Determining years of experience** An additional year of credit for principal experience is not subject to rounding.
- EXAMPLE:** 8 years of experience on 'P' license  $\div 3 = 2.66$   
2.66 equals 2.00 for salary schedule experience purposes
- 

**Verify years on principal license** The number of years on the principal's license **must be verified** through the Licensure Section.

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- B. Held Harmless Clause** When a principal's salary is reduced due to a decrease in the number of state-funded teachers, assistant principals, and student services personnel in a school, the school system may apply for a 1 year 'hold-harmless' waiver for the principal's salary.

The request should be sent to the attention of the Director of the Division of School Business.

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- C. Transfers in Merged Systems** The rate of state pay for a principal who is transferred to a principal's position
- in a school with fewer state-allotted teachers and
  - within a school system that has been created, or will be created, by merger,
- will not be reduced for one calendar year following the date of the merger or reassignment.
-

## II. Principals, Continued

**D. New Schools** Principals assigned to a new school may be employed prior to the opening of the school. Salaries for these principals will be calculated based on the projected teacher count.

Note: Documentation of the projected teacher count must be submitted to the Information Analysis and Support Section prior to the salary assignment. Additionally, if funds are available, LEAs will be allowed to employ a principal four months prior to the opening of the school. This does not apply to alternative schools or schools that are replacing existing schools within the LEA.

**E. Building Principal**

A teacher employed as a **building principal** according to this regulation shall be paid

- at the appropriate pay level on the Principal I salary schedule;
- based upon total years of experience on their teacher's license, with no extra credit for years on their principal's license;
- achievements in the ABCs of Public Education program for years 1997-1998 through 1999-2000 (see pages C-1 through C-3);
- maintenance of a safe and orderly school in accordance with goals set by the local board of education (see pages C-1 through C-3) for the school years 1997-1998 through 1999-2000; and
- at the scheduled monthly rate of pay for ten months

**NOTE:** Building principals are not eligible for a lump sum bonus for ABCs or Safe Schools achievements for the 2002-2003 school year.

**1. Notify DPI** The Information Analysis and Support Section must be notified in writing with the name and social security number of the teacher designated as the building principal for appropriate salary assignment. Failure to provide notification will result in a salary audit exception.

**2. Experience credit**

Experience as a

**3. Budget code**

Building principal

**4. Advanced degree supplement**

A person serving as a building principal and holding an advanced or doctoral license shall be paid an additional monthly supplement as noted on the state salary schedule for principals with 0-10 teachers.



### III. Assistant Principals

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#### A. Monthly Salary

Assistant principals are paid monthly for the 2002-2003 school year according to

- the total number of years of experience on their teaching license;
- achievements in the ABCs of Public Education program for years 1997-1998 through 1999-2000 (see pages C-1 through C-3);
- maintenance of a safe and orderly school in accordance with goals set by the local board of (see pages C-1 through C-3) for the school years 1997-1998 through 1999-2000; and
- their education level as determined by their highest license designation

**NOTE:** An additional year of credit is not given for every three years on the educator's principal license.

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#### B. Summer School

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### III. Assistant Principals, Continued

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#### C. Provisional License

During the 2002-2003 school year, a local school administrative unit may employ a person who is provisionally certified as an assistant principal.

To qualify for a one-year provisional assistant principal's license issued by the Licensure Section, one of the following conditions must be met:

- the local school board determines there is a shortage of persons who hold or are qualified to hold a principal's certificate and the employee enrolls in an approved program leading to a master's degree in school administration before the provisional license expires **or**
- the employee is enrolled currently in an approved master's of education program in school administration and is participating in the program's required internship.

Provisionally licensed assistant principals can qualify for 1% or 2% bonus award for achievements on ABC of education program and safe schools but do not qualify for higher than base amount on the assistant principal salary schedule.

The license area is the same as a principal, 00012, however, the class code will be 'PP' to designate a provisional assistant principal license.

A provisional assistant principal's license can be extended up to two additional years while the employee completes the approved education program leading to a master's degree in school administration. Contact the Licensure Section for details on how to obtain and extend a provisional principal's license.

---

#### 1. Salary basis

Provisionally licensed assistant principals are paid the higher of

- their teacher rating on the teacher schedule or
- the first step of the assistant principal salary schedule (\$3,226 per month).

**NOTE:** Provisionally licensed assistant principals cannot be certified on the National Board for Professional Teaching Standards Salary Schedule.

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#### 2. Budget code

Provisionally licensed assistant principals are to be coded to 6410-005-119.

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#### 3. Benefits

Provisionally licensed assistant principals have benefits as described for public school employees in the Benefits and Employment Policy Manual.

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## II. Assistant Principals, Continued

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**D. Administrative Interns: Full-time Students** Administrative interns are students in an approved full-time master’s degree program in school administration and are participating in their required internship at a school unit. Full-time students serving their internship are not required to have a North Carolina Educator’s License.

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- 1. Notification** Notification of eligible full-time interns shall be supplied to DPI by the
- Principal Fellows Program or
  - school of education where the intern participates in a full-time master’s degree program in school administration.

DPI will notify the LEA Finance Officer of the approved intern(s) and the dollars allotted for interns (PRC 066).

---

**2. Salary basis** Administrative interns shall receive up to a 10-month stipend at the beginning salary of an assistant principal (\$3,226 per month for the 2002-2003 school year) during their internship period.

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**3. Budget code**

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Full-time MSA internships unc

**4. Benefits**

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Full-time MSA holiday leave, r

### IV. ASSISTANT PRINCIPAL SALARY SCHEDULE

		Base	Base +1%	Base +2%	Base +3%	Base +4%	Base +5%	Base +6%		
Yrs of Exp	Schedule/ Pay Level	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-4	0-1	\$3,226	\$3,258	\$3,291	\$3,323	\$3,355	\$3,387	\$3,420	0-4	0-1
5	0-2	\$3,373	\$3,407	\$3,440	\$3,474	\$3,508	\$3,542	\$3,575	5	0-2
6	0-3	\$3,515	\$3,550	\$3,585	\$3,620	\$3,656	\$3,691	\$3,726	6	0-3
7	0-4	\$3,629	\$3,665	\$3,702	\$3,738	\$3,774	\$3,810	\$3,847	7	0-4
8	0-5	\$3,681	\$3,718	\$3,755	\$3,791	\$3,828	\$3,865	\$3,902	8	0-5
9	0-6	\$3,735	\$3,772	\$3,810	\$3,847	\$3,884	\$3,922	\$3,959	9	0-6
10	0-7	\$3,791	\$3,829	\$3,867	\$3,905	\$3,943	\$3,981	\$4,018	10	0-7
11	0-8	\$3,845	\$3,883	\$3,922	\$3,960	\$3,999	\$4,037	\$4,076	11	0-8
12	0-9	\$3,901	\$3,940	\$3,979	\$4,018	\$4,057	\$4,096	\$4,135	12	0-9
13	0-10	\$3,956	\$3,996	\$4,035	\$4,075	\$4,114	\$4,154	\$4,193	13	0-10
14	0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	14	0-11
15	0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	15	0-12
16	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	16	0-13
17	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	17	0-14
18	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	18	0-15
19	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	19	0-16
20	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	20	0-17
21	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	21	0-18
22	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	22	0-19
23	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	23	0-20
24	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	24	0-21
25	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	25	0-22
26	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	26	0-23
27	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	27	0-24
28	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	28	0-25
29	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	29	0-26
30	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	30	0-27
31+	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	31+	0-28

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules

### A. PRINCIPAL I

(0 - 10 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-8	0-5	\$3,681	\$3,718	\$3,755	\$3,791	\$3,828	\$3,865	\$3,902	0-8	0-5
9	0-6	\$3,735	\$3,772	\$3,810	\$3,847	\$3,884	\$3,922	\$3,959	9	0-6
10	0-7	\$3,791	\$3,829	\$3,867	\$3,905	\$3,943	\$3,981	\$4,018	10	0-7
11	0-8	\$3,845	\$3,883	\$3,922	\$3,960	\$3,999	\$4,037	\$4,076	11	0-8
12	0-9	\$3,901	\$3,940	\$3,979	\$4,018	\$4,057	\$4,096	\$4,135	12	0-9
13	0-10	\$3,956	\$3,996	\$4,035	\$4,075	\$4,114	\$4,154	\$4,193	13	0-10
14	0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	14	0-11
15	0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	15	0-12
16	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	16	0-13
17	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	17	0-14
18	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	18	0-15
19	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	19	0-16
20	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	20	0-17
21	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	21	0-18
22	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	22	0-19
23	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	23	0-20
24	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	24	0-21
25	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	25	0-22
26	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	26	0-23
27	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	27	0-24
28	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	28	0-25
29	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	29	0-26
30	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	30	0-27
31	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	31	0-28
32+	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	32+	0-29

**NOTES:**

1. ADD \$126 per month for an advanced principal license ‘AP.’
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree ‘DAP.’
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules, Continued

### B. PRINCIPAL II (11 - 21 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-10	0-8	\$3,845	\$3,883	\$3,922	\$3,960	\$3,999	\$4,037	\$4,076	0-10	0-8
11	0-9	\$3,901	\$3,940	\$3,979	\$4,018	\$4,057	\$4,096	\$4,135	11	0-9
12	0-10	\$3,956	\$3,996	\$4,035	\$4,075	\$4,114	\$4,154	\$4,193	12	0-10
13	0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	13	0-11
14	0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	14	0-12
15	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	15	0-13
16	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	16	0-14
17	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	17	0-15
18	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	18	0-16
19	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	19	0-17
20	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	20	0-18
21	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	21	0-19
22	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	22	0-20
23	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	23	0-21
24	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	24	0-22
25	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	25	0-23
26	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	26	0-24
27	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	27	0-25
28	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	28	0-26
29	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	29	0-27
30	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	30	0-28
31	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	31	0-29
32	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	32	0-30
33	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	33	0-31
34+	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	34+	0-32

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules, Continued

### C. PRINCIPAL III (22 - 32 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-12	0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	0-12	0-11
13	0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	13	0-12
14	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	14	0-13
15	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	15	0-14
16	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	16	0-15
17	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	17	0-16
18	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	18	0-17
19	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	19	0-18
20	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	20	0-19
21	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	21	0-20
22	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	22	0-21
23	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	23	0-22
24	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	24	0-23
25	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	25	0-24
26	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	26	0-25
27	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	27	0-26
28	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	28	0-27
29	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	29	0-28
30	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	30	0-29
31	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	31	0-30
32	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	32	0-31
33	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	33	0-32
34	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	34	0-33
35	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	35	0-34
36+	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	36+	0-35

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules, Continued

### D. PRINCIPAL IV (33 - 43 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-13	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	0-13	0-13
14	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	14	0-14
15	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	15	0-15
16	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	16	0-16
17	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	17	0-17
18	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	18	0-18
19	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	19	0-19
20	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	20	0-20
21	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	21	0-21
22	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	22	0-22
23	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	23	0-23
24	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	24	0-24
25	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	25	0-25
26	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	26	0-26
27	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	27	0-27
28	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	28	0-28
29	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	29	0-29
30	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	30	0-30
31	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	31	0-31
32	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	32	0-32
33	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	33	0-33
34	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	34	0-34
35	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	35	0-35
36	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	36	0-36
37+	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	37+	0-37

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.



## V. Principal Salary Schedules, Continued

### E. PRINCIPAL V (44 - 54 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-14	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	0-14	0-15
15	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	15	0-16
16	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	16	0-17
17	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	17	0-18
18	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	18	0-19
19	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	19	0-20
20	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	20	0-21
21	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	21	0-22
22	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	22	0-23
23	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	23	0-24
24	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	24	0-25
25	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	25	0-26
26	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	26	0-27
27	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	27	0-28
28	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	28	0-29
29	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	29	0-30
30	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$4,845	\$5,901	30	0-31
31	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$4,962	\$6,019	31	0-32
32	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	32	0-33
33	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	33	0-34
34	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	34	0-35
35	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	35	0-36
36	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	36	0-37
37	0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	37	0-38
38+	0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	38+	0-39

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules, Continued

### F. PRINCIPAL VI (55 - 65 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-16	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	0-16	0-18
17	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	17	0-19
18	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	18	0-20
19	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	19	0-21
20	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	20	0-22
21	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	21	0-23
22	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	22	0-24
23	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	23	0-25
24	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	24	0-26
25	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	25	0-27
26	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	26	0-28
27	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	27	0-29
28	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	28	0-30
29	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	29	0-31
30	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	30	0-32
31	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	31	0-33
32	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	32	0-34
33	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	33	0-35
34	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	34	0-36
35	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	35	0-37
36	0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	36	0-38
37	0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	37	0-39
38	0-40	\$6,653	\$6,720	\$6,786	\$6,853	\$6,919	\$6,986	\$7,052	38	0-40
39	0-41	\$6,786	\$6,854	\$6,922	\$6,990	\$7,057	\$7,125	\$7,193	39	0-41
40+	0-42	\$6,922	\$6,991	\$7,060	\$7,130	\$7,199	\$7,268	\$7,337	40+	0-42

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules, Continued

### G. PRINCIPAL VII (66 - 100 Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-17	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	0-17	0-21
18	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	18	0-22
19	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	19	0-23
20	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	20	0-24
21	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	21	0-25
22	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	22	0-26
23	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	23	0-27
24	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	24	0-28
25	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	25	0-29
26	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	26	0-30
27	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	27	0-31
28	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	28	0-32
29	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	29	0-33
30	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	30	0-34
31	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	31	0-35
32	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	32	0-36
33	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	33	0-37
34	0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	34	0-38
35	0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	35	0-39
36	0-40	\$6,653	\$6,720	\$6,786	\$6,853	\$6,919	\$6,986	\$7,052	36	0-40
37	0-41	\$6,786	\$6,854	\$6,922	\$6,990	\$7,057	\$7,125	\$7,193	37	0-41
38	0-42	\$6,922	\$6,991	\$7,060	\$7,130	\$7,199	\$7,268	\$7,337	38	0-42
39	0-43	\$7,060	\$7,131	\$7,201	\$7,272	\$7,342	\$7,413	\$7,484	39	0-43
40	0-44	\$7,201	\$7,273	\$7,345	\$7,417	\$7,489	\$7,561	\$7,633	40	0-44
41+	0-45	\$7,345	\$7,418	\$7,492	\$7,565	\$7,639	\$7,712	\$7,786	41+	0-45

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## V. Principal Salary Schedules, Continued

### H. PRINCIPAL VIII (101+ Teachers)

Yrs of Exp	Schedule/ Pay Level	Base Monthly Salary	Base +1% Monthly Salary	Base +2% Monthly Salary	Base +3% Monthly Salary	Base +4% Monthly Salary	Base +5% Monthly Salary	Base +6% Monthly Salary	Yrs of Exp	Schedule/ Pay Level
0-18	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	0-18	0-23
19	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	19	0-24
20	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	20	0-25
21	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	21	0-26
22	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	22	0-27
23	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	23	0-28
24	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	24	0-29
25	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	25	0-30
26	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	26	0-31
27	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	27	0-32
28	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	28	0-33
29	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	29	0-34
30	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	30	0-35
31	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	31	0-36
32	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	32	0-37
33	0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	33	0-38
34	0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	34	0-39
35	0-40	\$6,653	\$6,720	\$6,786	\$6,853	\$6,919	\$6,986	\$7,052	35	0-40
36	0-41	\$6,786	\$6,854	\$6,922	\$6,990	\$7,057	\$7,125	\$7,193	36	0-41
37	0-42	\$6,922	\$6,991	\$7,060	\$7,130	\$7,199	\$7,268	\$7,337	37	0-42
38	0-43	\$7,060	\$7,131	\$7,201	\$7,272	\$7,342	\$7,413	\$7,484	38	0-43
39	0-44	\$7,201	\$7,273	\$7,345	\$7,417	\$7,489	\$7,561	\$7,633	39	0-44
40	0-45	\$7,345	\$7,418	\$7,492	\$7,565	\$7,639	\$7,712	\$7,786	40	0-45
41+	0-46	\$7,492	\$7,567	\$7,642	\$7,717	\$7,792	\$7,867	\$7,942	41+	0-46

**NOTES:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## VI. Principal and Assistant Principal Salary Schedules

### A. Base Salary Schedule. No ABCs or Safe Schools Incentives (monthly amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,226								
5	\$3,373								
6	\$3,515								
7	\$3,629								
8	\$3,681	\$3,681							
9	\$3,735	\$3,735							
10	\$3,791	\$3,791	\$3,845						
11	\$3,845	\$3,845	\$3,901						
12	\$3,901	\$3,901	\$3,956	\$4,015					
13	\$3,956	\$3,956	\$4,015	\$4,074	\$4,135				
14	\$4,015	\$4,015	\$4,074	\$4,135	\$4,197	\$4,259			
15	\$4,074	\$4,074	\$4,135	\$4,197	\$4,259	\$4,324			
16	\$4,135	\$4,135	\$4,197	\$4,259	\$4,324	\$4,388	\$4,456		
17	\$4,197	\$4,197	\$4,259	\$4,324	\$4,388	\$4,456	\$4,524	\$4,666	
18	\$4,259	\$4,259	\$4,324	\$4,388	\$4,456	\$4,524	\$4,596	\$4,737	\$4,811
19	\$4,324	\$4,324	\$4,388	\$4,456	\$4,524	\$4,596	\$4,666	\$4,811	\$4,886
20	\$4,388	\$4,388	\$4,456	\$4,524	\$4,596	\$4,666	\$4,737	\$4,886	\$4,963
21	\$4,456	\$4,456	\$4,524	\$4,596	\$4,666	\$4,737	\$4,811	\$4,963	\$5,042
22	\$4,524	\$4,524	\$4,596	\$4,666	\$4,737	\$4,811	\$4,886	\$5,042	\$5,143
23	\$4,596	\$4,596	\$4,666	\$4,737	\$4,811	\$4,886	\$4,963	\$5,143	\$5,246
24	\$4,666	\$4,666	\$4,737	\$4,811	\$4,886	\$4,963	\$5,042	\$5,246	\$5,351
25	\$4,737	\$4,737	\$4,811	\$4,886	\$4,963	\$5,042	\$5,143	\$5,351	\$5,458
26	\$4,811	\$4,811	\$4,886	\$4,963	\$5,042	\$5,143	\$5,246	\$5,458	\$5,567
27	\$4,886	\$4,886	\$4,963	\$5,042	\$5,143	\$5,246	\$5,351	\$5,567	\$5,678
28	\$4,963	\$4,963	\$5,042	\$5,143	\$5,246	\$5,351	\$5,458	\$5,678	\$5,792
29	\$5,042	\$5,042	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,792	\$5,908
30	\$5,143	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,908	\$6,026
31	\$5,246	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$6,026	\$6,147
32		\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$5,908	\$6,147	\$6,270
33			\$5,567	\$5,678	\$5,792	\$5,908	\$6,026	\$6,270	\$6,395
34			\$5,678	\$5,792	\$5,908	\$6,026	\$6,147	\$6,395	\$6,523
35				\$5,908	\$6,026	\$6,147	\$6,270	\$6,523	\$6,653
36				\$6,026	\$6,147	\$6,270	\$6,395	\$6,653	\$6,786
37					\$6,270	\$6,395	\$6,523	\$6,786	\$6,922
38						\$6,523	\$6,653	\$6,922	\$7,060
39							\$6,786	\$7,060	\$7,201
40							\$6,922	\$7,201	\$7,345
41								\$7,345	\$7,492

**Notes:**

1. ADD \$126 per month for an advanced principal license ‘AP.’
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree ‘DAP.’
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## VI. Principal and Assistant Principal Salary Schedules, Continued

### B. Base + 1% Salary Schedule. Met (1) ABCs or Safe Schools Incentive

Yrs of Exp.	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,258								
5	\$3,407								
6	\$3,550								
7	\$3,665								
8	\$3,718	\$3,718							
9	\$3,772	\$3,772							
10	\$3,829	\$3,829	\$3,883						
11	\$3,883	\$3,883	\$3,940						
12	\$3,940	\$3,940	\$3,996	\$4,055					
13	\$3,996	\$3,996	\$4,055	\$4,115	\$4,176				
14	\$4,055	\$4,055	\$4,115	\$4,176	\$4,239	\$4,302			
15	\$4,115	\$4,115	\$4,176	\$4,239	\$4,302	\$4,367			
16	\$4,176	\$4,176	\$4,239	\$4,302	\$4,367	\$4,432	\$4,501		
17	\$4,239	\$4,239	\$4,302	\$4,367	\$4,432	\$4,501	\$4,569	\$4,713	
18	\$4,302	\$4,302	\$4,367	\$4,432	\$4,501	\$4,569	\$4,642	\$4,784	\$4,859
19	\$4,367	\$4,367	\$4,432	\$4,501	\$4,569	\$4,642	\$4,713	\$4,859	\$4,935
20	\$4,432	\$4,432	\$4,501	\$4,569	\$4,642	\$4,713	\$4,784	\$4,935	\$5,013
21	\$4,501	\$4,501	\$4,569	\$4,642	\$4,713	\$4,784	\$4,859	\$5,013	\$5,092
22	\$4,569	\$4,569	\$4,642	\$4,713	\$4,784	\$4,859	\$4,935	\$5,092	\$5,194
23	\$4,642	\$4,642	\$4,713	\$4,784	\$4,859	\$4,935	\$5,013	\$5,194	\$5,298
24	\$4,713	\$4,713	\$4,784	\$4,859	\$4,935	\$5,013	\$5,092	\$5,298	\$5,405
25	\$4,784	\$4,784	\$4,859	\$4,935	\$5,013	\$5,092	\$5,194	\$5,405	\$5,513
26	\$4,859	\$4,859	\$4,935	\$5,013	\$5,092	\$5,194	\$5,298	\$5,513	\$5,623
27	\$4,935	\$4,935	\$5,013	\$5,092	\$5,194	\$5,298	\$5,405	\$5,623	\$5,735
28	\$5,013	\$5,013	\$5,092	\$5,194	\$5,298	\$5,405	\$5,513	\$5,735	\$5,850
29	\$5,092	\$5,092	\$5,194	\$5,298	\$5,405	\$5,513	\$5,623	\$5,850	\$5,967
30	\$5,194	\$5,194	\$5,298	\$5,405	\$5,513	\$5,623	\$5,735	\$5,967	\$6,086
31	\$5,298	\$5,298	\$5,405	\$5,513	\$5,623	\$5,735	\$5,850	\$6,086	\$6,208
32		\$5,405	\$5,513	\$5,623	\$5,735	\$5,850	\$5,967	\$6,208	\$6,333
33			\$5,623	\$5,735	\$5,850	\$5,967	\$6,086	\$6,333	\$6,459
34			\$5,735	\$5,850	\$5,967	\$6,086	\$6,208	\$6,459	\$6,588
35				\$5,967	\$6,086	\$6,208	\$6,333	\$6,588	\$6,720
36				\$6,086	\$6,208	\$6,333	\$6,459	\$6,720	\$6,854
37					\$6,333	\$6,459	\$6,588	\$6,854	\$6,991
38						\$6,588	\$6,720	\$6,991	\$7,131
39							\$6,854	\$7,131	\$7,273
40							\$6,991	\$7,273	\$7,418
41								\$7,418	\$7,567

**Notes:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## VI. Principal and Assistant Principal Salary Schedules, Continued

### C. Base + 2% Salary Schedule. Met (2) ABCs or Safe Schools Incentives

Yrs of Exp.	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,291								
5	\$3,440								
6	\$3,585								
7	\$3,702								
8	\$3,755	\$3,755							
9	\$3,810	\$3,810							
10	\$3,867	\$3,867	\$3,922						
11	\$3,922	\$3,922	\$3,979						
12	\$3,979	\$3,979	\$4,035	\$4,095					
13	\$4,035	\$4,035	\$4,095	\$4,155	\$4,218				
14	\$4,095	\$4,095	\$4,155	\$4,218	\$4,281	\$4,344			
15	\$4,155	\$4,155	\$4,218	\$4,281	\$4,344	\$4,410			
16	\$4,218	\$4,218	\$4,281	\$4,344	\$4,410	\$4,476	\$4,545		
17	\$4,281	\$4,281	\$4,344	\$4,410	\$4,476	\$4,545	\$4,614	\$4,759	
18	\$4,344	\$4,344	\$4,410	\$4,476	\$4,545	\$4,614	\$4,688	\$4,832	\$4,907
19	\$4,410	\$4,410	\$4,476	\$4,545	\$4,614	\$4,688	\$4,759	\$4,907	\$4,984
20	\$4,476	\$4,476	\$4,545	\$4,614	\$4,688	\$4,759	\$4,832	\$4,984	\$5,062
21	\$4,545	\$4,545	\$4,614	\$4,688	\$4,759	\$4,832	\$4,907	\$5,062	\$5,143
22	\$4,614	\$4,614	\$4,688	\$4,759	\$4,832	\$4,907	\$4,984	\$5,143	\$5,246
23	\$4,688	\$4,688	\$4,759	\$4,832	\$4,907	\$4,984	\$5,062	\$5,246	\$5,351
24	\$4,759	\$4,759	\$4,832	\$4,907	\$4,984	\$5,062	\$5,143	\$5,351	\$5,458
25	\$4,832	\$4,832	\$4,907	\$4,984	\$5,062	\$5,143	\$5,246	\$5,458	\$5,567
26	\$4,907	\$4,907	\$4,984	\$5,062	\$5,143	\$5,246	\$5,351	\$5,567	\$5,678
27	\$4,984	\$4,984	\$5,062	\$5,143	\$5,246	\$5,351	\$5,458	\$5,678	\$5,792
28	\$5,062	\$5,062	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,792	\$5,908
29	\$5,143	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,908	\$6,026
30	\$5,246	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$6,026	\$6,147
31	\$5,351	\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$5,908	\$6,147	\$6,270
32		\$5,458	\$5,567	\$5,678	\$5,792	\$5,908	\$6,026	\$6,270	\$6,395
33			\$5,678	\$5,792	\$5,908	\$6,026	\$6,147	\$6,395	\$6,523
34			\$5,792	\$5,908	\$6,026	\$6,147	\$6,270	\$6,523	\$6,653
35				\$6,026	\$6,147	\$6,270	\$6,395	\$6,653	\$6,786
36				\$6,147	\$6,270	\$6,395	\$6,523	\$6,786	\$6,922
37					\$6,395	\$6,523	\$6,653	\$6,922	\$7,060
38						\$6,653	\$6,786	\$7,060	\$7,201
39							\$6,922	\$7,201	\$7,345
40							\$7,060	\$7,345	\$7,492
41								\$7,492	\$7,642

**Notes:**

1. ADD \$126 per month for an advanced principal license ‘AP.’
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree ‘DAP.’
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## VI. Principal and Assistant Principal Salary Schedules, Continued

### D. Base + 3% Salary Schedule. Met (3) ABCs or Safe Schools Incentives

Yrs of Exp.	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,323								
5	\$3,474								
6	\$3,620								
7	\$3,738								
8	\$3,791	\$3,791							
9	\$3,847	\$3,847							
10	\$3,905	\$3,905	\$3,960						
11	\$3,960	\$3,960	\$4,018						
12	\$4,018	\$4,018	\$4,075	\$4,135					
13	\$4,075	\$4,075	\$4,135	\$4,196	\$4,259				
14	\$4,135	\$4,135	\$4,196	\$4,259	\$4,323	\$4,387			
15	\$4,196	\$4,196	\$4,259	\$4,323	\$4,387	\$4,454			
16	\$4,259	\$4,259	\$4,323	\$4,387	\$4,454	\$4,520	\$4,590		
17	\$4,323	\$4,323	\$4,387	\$4,454	\$4,520	\$4,590	\$4,660	\$4,806	
18	\$4,387	\$4,387	\$4,454	\$4,520	\$4,590	\$4,660	\$4,734	\$4,879	\$4,955
19	\$4,454	\$4,454	\$4,520	\$4,590	\$4,660	\$4,734	\$4,806	\$4,955	\$5,033
20	\$4,520	\$4,520	\$4,590	\$4,660	\$4,734	\$4,806	\$4,879	\$5,033	\$5,112
21	\$4,590	\$4,590	\$4,660	\$4,734	\$4,806	\$4,879	\$4,955	\$5,112	\$5,193
22	\$4,660	\$4,660	\$4,734	\$4,806	\$4,879	\$4,955	\$5,033	\$5,193	\$5,297
23	\$4,734	\$4,734	\$4,806	\$4,879	\$4,955	\$5,033	\$5,112	\$5,297	\$5,403
24	\$4,806	\$4,806	\$4,879	\$4,955	\$5,033	\$5,112	\$5,193	\$5,403	\$5,512
25	\$4,879	\$4,879	\$4,955	\$5,033	\$5,112	\$5,193	\$5,297	\$5,512	\$5,622
26	\$4,955	\$4,955	\$5,033	\$5,112	\$5,193	\$5,297	\$5,403	\$5,622	\$5,734
27	\$5,033	\$5,033	\$5,112	\$5,193	\$5,297	\$5,403	\$5,512	\$5,734	\$5,848
28	\$5,112	\$5,112	\$5,193	\$5,297	\$5,403	\$5,512	\$5,622	\$5,848	\$5,966
29	\$5,193	\$5,193	\$5,297	\$5,403	\$5,512	\$5,622	\$5,734	\$5,966	\$6,085
30	\$5,297	\$5,297	\$5,403	\$5,512	\$5,622	\$5,734	\$5,848	\$6,085	\$6,207
31	\$5,403	\$5,403	\$5,512	\$5,622	\$5,734	\$5,848	\$5,966	\$6,207	\$6,331
32		\$5,512	\$5,622	\$5,734	\$5,848	\$5,966	\$6,085	\$6,331	\$6,458
33			\$5,734	\$5,848	\$5,966	\$6,085	\$6,207	\$6,458	\$6,587
34			\$5,848	\$5,966	\$6,085	\$6,207	\$6,331	\$6,587	\$6,719
35				\$6,085	\$6,207	\$6,331	\$6,458	\$6,719	\$6,853
36				\$6,207	\$6,331	\$6,458	\$6,587	\$6,853	\$6,990
37					\$6,458	\$6,587	\$6,719	\$6,990	\$7,130
38						\$6,719	\$6,853	\$7,130	\$7,272
39							\$6,990	\$7,272	\$7,417
40							\$7,130	\$7,417	\$7,565
41								\$7,565	\$7,717

**Notes:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.



## VI. Principal and Assistant Principal Salary Schedules, Continued

### E. Base + 4% Salary Schedule. Met (4) ABCs or Safe Schools Incentives

Yrs of Exp.	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,355								
5	\$3,508								
6	\$3,656								
7	\$3,774								
8	\$3,828	\$3,828							
9	\$3,884	\$3,884							
10	\$3,943	\$3,943	\$3,999						
11	\$3,999	\$3,999	\$4,057						
12	\$4,057	\$4,057	\$4,114	\$4,176					
13	\$4,114	\$4,114	\$4,176	\$4,237	\$4,300				
14	\$4,176	\$4,176	\$4,237	\$4,300	\$4,365	\$4,429			
15	\$4,237	\$4,237	\$4,300	\$4,365	\$4,429	\$4,497			
16	\$4,300	\$4,300	\$4,365	\$4,429	\$4,497	\$4,564	\$4,634		
17	\$4,365	\$4,365	\$4,429	\$4,497	\$4,564	\$4,634	\$4,705	\$4,853	
18	\$4,429	\$4,429	\$4,497	\$4,564	\$4,634	\$4,705	\$4,780	\$4,926	\$5,003
19	\$4,497	\$4,497	\$4,564	\$4,634	\$4,705	\$4,780	\$4,853	\$5,003	\$5,081
20	\$4,564	\$4,564	\$4,634	\$4,705	\$4,780	\$4,853	\$4,926	\$5,081	\$5,162
21	\$4,634	\$4,634	\$4,705	\$4,780	\$4,853	\$4,926	\$5,003	\$5,162	\$5,244
22	\$4,705	\$4,705	\$4,780	\$4,853	\$4,926	\$5,003	\$5,081	\$5,244	\$5,349
23	\$4,780	\$4,780	\$4,853	\$4,926	\$5,003	\$5,081	\$5,162	\$5,349	\$5,456
24	\$4,853	\$4,853	\$4,926	\$5,003	\$5,081	\$5,162	\$5,244	\$5,456	\$5,565
25	\$4,926	\$4,926	\$5,003	\$5,081	\$5,162	\$5,244	\$5,349	\$5,565	\$5,676
26	\$5,003	\$5,003	\$5,081	\$5,162	\$5,244	\$5,349	\$5,456	\$5,676	\$5,790
27	\$5,081	\$5,081	\$5,162	\$5,244	\$5,349	\$5,456	\$5,565	\$5,790	\$5,905
28	\$5,162	\$5,162	\$5,244	\$5,349	\$5,456	\$5,565	\$5,676	\$5,905	\$6,024
29	\$5,244	\$5,244	\$5,349	\$5,456	\$5,565	\$5,676	\$5,790	\$6,024	\$6,144
30	\$5,349	\$5,349	\$5,456	\$5,565	\$5,676	\$5,790	\$5,905	\$6,144	\$6,267
31	\$5,456	\$5,456	\$5,565	\$5,676	\$5,790	\$5,905	\$6,024	\$6,267	\$6,393
32		\$5,565	\$5,676	\$5,790	\$5,905	\$6,024	\$6,144	\$6,393	\$6,521
33			\$5,790	\$5,905	\$6,024	\$6,144	\$6,267	\$6,521	\$6,651
34			\$5,905	\$6,024	\$6,144	\$6,267	\$6,393	\$6,651	\$6,784
35				\$6,144	\$6,267	\$6,393	\$6,521	\$6,784	\$6,919
36				\$6,267	\$6,393	\$6,521	\$6,651	\$6,919	\$7,057
37					\$6,521	\$6,651	\$6,784	\$7,057	\$7,199
38						\$6,784	\$6,919	\$7,199	\$7,342
39							\$7,057	\$7,342	\$7,489
40							\$7,199	\$7,489	\$7,639
41								\$7,639	\$7,792

**Notes:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## VI. Principal and Assistant Principal Salary Schedules, Continued

### F. Base + 5% Salary Schedule. Met (5) ABCs or Safe Schools Incentives

Yrs of Exp.	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,387								
5	\$3,542								
6	\$3,691								
7	\$3,810								
8	\$3,865	\$3,865							
9	\$3,922	\$3,922							
10	\$3,981	\$3,981	\$4,037						
11	\$4,037	\$4,037	\$4,096						
12	\$4,096	\$4,096	\$4,154	\$4,216					
13	\$4,154	\$4,154	\$4,216	\$4,278	\$4,342				
14	\$4,216	\$4,216	\$4,278	\$4,342	\$4,407	\$4,472			
15	\$4,278	\$4,278	\$4,342	\$4,407	\$4,472	\$4,540			
16	\$4,342	\$4,342	\$4,407	\$4,472	\$4,540	\$4,607	\$4,679		
17	\$4,407	\$4,407	\$4,472	\$4,540	\$4,607	\$4,679	\$4,750	\$4,899	
18	\$4,472	\$4,472	\$4,540	\$4,607	\$4,679	\$4,750	\$4,826	\$4,974	\$5,052
19	\$4,540	\$4,540	\$4,607	\$4,679	\$4,750	\$4,826	\$4,899	\$5,052	\$5,130
20	\$4,607	\$4,607	\$4,679	\$4,750	\$4,826	\$4,899	\$4,974	\$5,130	\$5,211
21	\$4,679	\$4,679	\$4,750	\$4,826	\$4,899	\$4,974	\$5,052	\$5,211	\$5,294
22	\$4,750	\$4,750	\$4,826	\$4,899	\$4,974	\$5,052	\$5,130	\$5,294	\$5,400
23	\$4,826	\$4,826	\$4,899	\$4,974	\$5,052	\$5,130	\$5,211	\$5,400	\$5,508
24	\$4,899	\$4,899	\$4,974	\$5,052	\$5,130	\$5,211	\$5,294	\$5,508	\$5,619
25	\$4,974	\$4,974	\$5,052	\$5,130	\$5,211	\$5,294	\$5,400	\$5,619	\$5,731
26	\$5,052	\$5,052	\$5,130	\$5,211	\$5,294	\$5,400	\$5,508	\$5,731	\$5,845
27	\$5,130	\$5,130	\$5,211	\$5,294	\$5,400	\$5,508	\$5,619	\$5,845	\$5,962
28	\$5,211	\$5,211	\$5,294	\$5,400	\$5,508	\$5,619	\$5,731	\$5,962	\$6,082
29	\$5,294	\$5,294	\$5,400	\$5,508	\$5,619	\$5,731	\$5,845	\$6,082	\$6,203
30	\$5,400	\$5,400	\$5,508	\$5,619	\$5,731	\$5,845	\$5,962	\$6,203	\$6,327
31	\$5,508	\$5,508	\$5,619	\$5,731	\$5,845	\$5,962	\$6,082	\$6,327	\$6,454
32		\$5,619	\$5,731	\$5,845	\$5,962	\$6,082	\$6,203	\$6,454	\$6,584
33			\$5,845	\$5,962	\$6,082	\$6,203	\$6,327	\$6,584	\$6,715
34			\$5,962	\$6,082	\$6,203	\$6,327	\$6,454	\$6,715	\$6,849
35				\$6,203	\$6,327	\$6,454	\$6,584	\$6,849	\$6,986
36				\$6,327	\$6,454	\$6,584	\$6,715	\$6,986	\$7,125
37					\$6,584	\$6,715	\$6,849	\$7,125	\$7,268
38						\$6,849	\$6,986	\$7,268	\$7,413
39							\$7,125	\$7,413	\$7,561
40							\$7,268	\$7,561	\$7,712
41								\$7,712	\$7,867

**Notes:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## VI. Principal and Assistant Principal Salary Schedules, Continued

### G. Base + 6% Salary Schedule. Met (6) ABCs or Safe Schools Incentives

Yrs of Exp.	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,420								
5	\$3,575								
6	\$3,726								
7	\$3,847								
8	\$3,902	\$3,902							
9	\$3,959	\$3,959							
10	\$4,018	\$4,018	\$4,076						
11	\$4,076	\$4,076	\$4,135						
12	\$4,135	\$4,135	\$4,193	\$4,256					
13	\$4,193	\$4,193	\$4,256	\$4,318	\$4,383				
14	\$4,256	\$4,256	\$4,318	\$4,383	\$4,449	\$4,515			
15	\$4,318	\$4,318	\$4,383	\$4,449	\$4,515	\$4,583			
16	\$4,383	\$4,383	\$4,449	\$4,515	\$4,583	\$4,651	\$4,723		
17	\$4,449	\$4,449	\$4,515	\$4,583	\$4,651	\$4,723	\$4,795	\$4,946	
18	\$4,515	\$4,515	\$4,583	\$4,651	\$4,723	\$4,795	\$4,872	\$5,021	\$5,100
19	\$4,583	\$4,583	\$4,651	\$4,723	\$4,795	\$4,872	\$4,946	\$5,100	\$5,179
20	\$4,651	\$4,651	\$4,723	\$4,795	\$4,872	\$4,946	\$5,021	\$5,179	\$5,261
21	\$4,723	\$4,723	\$4,795	\$4,872	\$4,946	\$5,021	\$5,100	\$5,261	\$5,345
22	\$4,795	\$4,795	\$4,872	\$4,946	\$5,021	\$5,100	\$5,179	\$5,345	\$5,452
23	\$4,872	\$4,872	\$4,946	\$5,021	\$5,100	\$5,179	\$5,261	\$5,452	\$5,561
24	\$4,946	\$4,946	\$5,021	\$5,100	\$5,179	\$5,261	\$5,345	\$5,561	\$5,672
25	\$5,021	\$5,021	\$5,100	\$5,179	\$5,261	\$5,345	\$5,452	\$5,672	\$5,785
26	\$5,100	\$5,100	\$5,179	\$5,261	\$5,345	\$5,452	\$5,561	\$5,785	\$5,901
27	\$5,179	\$5,179	\$5,261	\$5,345	\$5,452	\$5,561	\$5,672	\$5,901	\$6,019
28	\$5,261	\$5,261	\$5,345	\$5,452	\$5,561	\$5,672	\$5,785	\$6,019	\$6,140
29	\$5,345	\$5,345	\$5,452	\$5,561	\$5,672	\$5,785	\$5,901	\$6,140	\$6,262
30	\$5,452	\$5,452	\$5,561	\$5,672	\$5,785	\$5,901	\$6,019	\$6,262	\$6,388
31	\$5,561	\$5,561	\$5,672	\$5,785	\$5,901	\$6,019	\$6,140	\$6,388	\$6,516
32		\$5,672	\$5,785	\$5,901	\$6,019	\$6,140	\$6,262	\$6,516	\$6,646
33			\$5,901	\$6,019	\$6,140	\$6,262	\$6,388	\$6,646	\$6,779
34			\$6,019	\$6,140	\$6,262	\$6,388	\$6,516	\$6,779	\$6,914
35				\$6,262	\$6,388	\$6,516	\$6,646	\$6,914	\$7,052
36				\$6,388	\$6,516	\$6,646	\$6,779	\$7,052	\$7,193
37					\$6,646	\$6,779	\$6,914	\$7,193	\$7,337
38						\$6,914	\$7,052	\$7,337	\$7,484
39							\$7,193	\$7,484	\$7,633
40							\$7,337	\$7,633	\$7,786
41								\$7,786	\$7,942

**Notes:**

1. ADD \$126 per month for an advanced principal license 'AP.'
2. ADD \$253 per month for an advanced principal license and an earned doctorate degree 'DAP.'
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98 through 1999-2000 school year accomplishments.

## Section D

### TEACHER AND STUDENT SERVICES PERSONNEL

#### I. Teacher and Student Services Personnel

##### A. Teacher Positions/ Budget Codes

Included in the teacher positions are:

Positions	2002-2003 Budget Codes
Regular Classroom Teacher	5100-xxx-121
Exceptional Children Teacher	5200-xxx-121
JROTC Teacher	5100-xxx-123
Homebound Exceptional Children Teacher	5200-xxx-123
Retired Teacher*	5100-xxx-128
Retired Teacher — Exceptional Children*	5200-xxx-128
Visiting International Faculty	5100-xxx-129

\* Retired teachers hired under G.S. 135-3(8)c, as amended by Section 28.24(a) of S.L. 1998-212 and 2000 House Bill 1840, section 8.24.

**NOTE:** Refer to “Attachment A” for specific Licensure areas required for salary certification purposes.

##### B. Student Services Personnel Positions/ Budget Codes

Included in the student services personnel category are:

Positions	2002-2003 Budget Codes
Guidance Counselor ( <i>licensure area 00005</i> )	5830-xxx-121
School Social Worker ( <i>licensure area 00006</i> )	5820-xxx-139
School Psychologist ( <i>licensure area 00026</i> )	5850-xxx-139
Speech-Language Pathologist ( <i>licensure area 88082</i> )	5860-xxx-124
Audiologist ( <i>licensure area 88003</i> )	5860-xxx-139
Media Coordinator ( <i>see Attachment A</i> )	5810-xxx-121
Nationally Certified School Nurse ( <i>no license area assigned by DPI; see pages D-13 through D-15 for requirements</i> )	6840-xxx-139
Not Nationally Certified School Nurse ( <i>no license area assigned by DPI; see page D-15 for salary basis</i> )	6840-xxx-148

## I. Teacher and Student Services Personnel, Continued

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**C. Salary Basis** Teachers, guidance counselors, school social workers, and media coordinators employed with the Public Schools of North Carolina are assigned a salary on the appropriate classroom teacher salary schedule according to the class level of their license, experience level, and area of assignment.

Audiologists, school psychologists, and speech-language pathologists employed with the Public Schools of North Carolina are paid on the "M" teacher salary schedule, with 5 years of experience on the "M" teacher salary schedule corresponding to 0 years of experience as an audiologist, school psychologist or speech-language pathologist. (For exceptions, see page D-13.)

For the salary basis of school nurses, page D-15.

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**1. Certified salary at highest license level**

Effective July 1, 2000, if an individual in a teaching or student services position holds at least one license area beyond the 'A' level then that individual's salary is certified at his or her highest education level of licensure.

**RULE:** This rule applies even if the educator is assigned to an area other than the one with the highest-class level.

**EXCEPTION:** Salary certification for audiologists, speech-language pathologists, and school psychologists follows procedures on pages D-1 through D-3 and page D-13.

If an individual in a teaching or student services personnel position has earned an advanced or doctoral license s/he will receive an additional monthly supplement, of \$126 per month for an advanced license and \$253 per month for both an advanced license and a doctorate license.

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**2. Effective date for salary purposes**

For salary purposes, degrees above the bachelor's level that are earned

- on or after April 1 of the current school year will become effective July 1 of the upcoming school year or
- prior to April 1 of the current school year will become effective in the same pay period as the license effective date.

**EXAMPLE:** The license area effective date of a doctorate degree is 12/17 (as shown on the Employment Inquiry screen). For salary purposes, this doctorate degree will be effective in the 6th pay period. All December paychecks should reflect the pay increase.

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## II. Teacher and Student Services Personnel, Continued

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### D. ABC Bonus Funding Calculation

The following object codes are used in the ABC bonus funding calculations for teachers and student services personnel: 121, 123, 124, 128, 129, and 139. Object code 119 in PRC 005 is also used in the funding calculations.

Local and state funded personnel are included. Federally funded personnel must receive their ABC bonuses from applicable federal funds.

For additional information related to ABC Bonuses, see page A-11.

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### E. Provisional Licenses: Failing to Meet Requirement

When an educator fails to meet the educational requirements for maintaining a provisional license, the license will be classified as expired.

Removal of the provisional area to reinstate the initial license may result in

- ineligibility to serve in the specific capacity and/or
  - reduction to a lower pay level.
- 

### F. Daily Rate of Pay

The following employees have their daily rate of pay based on 22 days regardless of the number of week days in the month of service

- all teachers,
- all student services personnel, and
- all employees in split position where one of the positions is based on a 22-day daily rate.

**EXAMPLE:** An employee serves 50% of the day as a teacher (22-day basis) and 50% of the day as an assistant principal (actual number of days in month basis). This employee's daily rate is calculated on 22 days per month.

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## II. Teachers

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### A. Non-educational Master's Degree and Application for 'M' Supplemental Salary

Effective July 1, 1993, the Licensure Section began authorizing salary payments on the class 'M' teacher license for teachers who hold a master's degree in a non-teaching area and the degree is directly relevant to the teacher's area of assignment.

Effective July 1, 2002, a list of individuals by LEA who are currently on the "M" salary schedule will be viewed on the website. It will be the LEA's responsibility to review the web page and send the list to Licensure for any additions or deletions. For new employees or changes in assignment who hold a master's degree in a non-teaching education area, a Form G - Request for Authorization of Graduate Salary must be submitted. If Licensure grants approval, the form is forwarded to the Information Analysis and Support Section for salary assignment. This information must be submitted early in the new school year for proper placement on the "M" salary scale.

Note: The list can be viewed from the Licensure and Salary Info Center or the Non-Public Professional Experience Info Center.

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### B. \$1,800 bonus for teachers of mathematics, science, and special education

Senate Bill 1005 of the 2001 Legislative Session of the General Assembly appropriated funds for a \$1,800 bonus for teachers certified and teaching in the areas of mathematics, science and special education in grades 6-12. In order for the school to qualify,

- 80% or more of the students in the school must be eligible for free or reduced lunch, **or**
- 50% or more of the students in the school are performing below grade level in Algebra I and Biology.

The \$1,800 bonus is paid monthly, with matching benefits, and teachers remain eligible as long as they are employed in the appropriate licensure area and the school continues to qualify. If the school no longer qualifies due to improvement or a change in student population but the teacher remains, the teacher will continue to receive the bonus.

Teachers who do not serve 100% in a qualifying position will receive the bonus on a pro-rata basis.

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### 1. Eligible Licensure Areas and Types

Teachers must hold a valid North Carolina teaching license in middle grades or high school mathematics, science or exceptional children. Valid license types include lateral entry, alternative entry, provisional, and temporary permits.

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## II. Teachers, Continued

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- 2. Ineligible Licensure Areas and Types**      The following individuals will not qualify for the \$1,800 bonus:
- Teachers who hold an elementary (K-6) education license, even though they may be teaching 6<sup>th</sup> grade mathematics and/or science.
  - Individuals who hold an Emergency Permit to Practice do not qualify.
  - Interim teachers coded to object code 127.
  - Academically gifted teachers.
  - Teachers who hold endorsements in math, science or exceptional children.
- 
- 3. Budget Code**      The \$1,800 must be coded to 1-XXXX-094-183.
- 
- C. NBPTS Certification**      Teachers who meet the following criteria are to be paid based on National Board for Professional Teaching Standards (NBPTS) certification and on the highest-license level outlined in section D., I, C.
1. The teacher holds a valid certification from the National Board for Professional Teaching Standards (NBPTS), and
  2. The teacher “spends at least seventy percent (70%) of his or her work time:
    - a. in classroom instruction. Most of the remaining 30% of time should be spent in areas such as mentoring teachers, doing demonstration lessons, writing curricula, developing and leading staff development programs, **or**
    - b. working within the area of certification if the employee is employed in an area of NBPTS certification other than direct classroom instruction.”
- Note:** Media Specialists (and other student services personnel when applicable) may qualify for NBPTS pay. LEAs must send a letter to the Division of School Business annually stating that these employees meet the criteria listed above and are working in the area of NBPTS certification.
- 
- 1. Salary schedules**      NBPTS certified personnel serving as teachers who meet the criteria above are to be paid from the NBPTS certified salary schedules on pages D-16 through D-18.
- 
- 2. Budget codes**      The same budget codes are used for NBPTS certified teachers as used for non-NBPTS teachers.
- Pay Indicator:** Individuals with salaries certified on the NBPTS salary schedule will have an ‘N’ in the seventh digit of the pay level.
- EXAMPLE:** Mary Smith is a teacher with NBPTS certification, ‘M’ license, and ten years of experience. Her pay level will be assigned by DPI as M 10 N.
-



## II. Teachers, Continued

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- 3. Effective Dates** For pay purposes, the effective date is July 1 of the school year that NBPTS certification is earned.
- EXAMPLE:** Mary Smith is notified in October of 2001 that she has become NBPTS certified. She will be paid from the NBPTS salary schedule effective July 1, 2001.
- 
- 4. NBPTS candidate funding** Along with the assessment fee, three (3) days of paid leave, to be scheduled and approved by the candidate's supervisor, will be provided to professional educators seeking NBPTS certification. This leave should be coded as leave with pay.
- 
- 5. Substitute code** The substitute used for the NBPTS candidate's leave should be paid under PRC 011 and coded to either 5100-011-182 or to 5200-011-182, consistent with how the teacher is normally coded.
- 
- 6. Funding obligation** Candidates who receive state funding for the NBPTS assessment fee agree to
- complete the portfolio and the assessment center activities during the year for which they are funded and
  - teach for one full year in a North Carolina public school immediately following the assessment year.
- NOTE:** For purposes of NBPTS, one full year is defined as 120 days performed as a teacher, excluding leave days. This is based on GS115C-325.
- 
- 7. Additional information** For a candidate's eligibility requirements and other frequently asked questions, visit the web at: <http://www.ncpublicschools.org/nbpts/> or <http://www.nbpts.org> .
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## II. Teachers, Continued

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### D. Workforce Development Teachers (Vocational Education)

When a classroom teacher is re-assigned to

- a workforce development teaching position and
- has more years of experience (due to creditable work experience) in the workforce development license area than in the academic area,

placement on the salary schedule shall be in accordance with work experience granted in the workforce development license area.

If the teacher then returns to a regular classroom teaching position, he/she will be paid in accordance with the years of experience in the academic area.

Effective July 1, 1999, local education agencies can pay workforce development teachers holding a limited license from PRC 001.

Note: LEAs MUST report limited licensed workforce development teachers to the Department of Public Instruction, Licensure Section in order to ensure proper salary certification.

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### E. ROTC Instructors

The contracts between the military and LEAs for the Junior ROTC programs require that ROTC instructors are compensated at their military active duty pay level. ROTC instructors should be coded to 5100-001-123.

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#### 1. Military contract formula

The formula for determining the salary is as follows:

- (1) Active Duty Pay - Military Retirement = Difference to be compensated
  - (2) Difference to be compensated =
    - 50% paid from
      - LEA local funds or
      - State funding from identified state allotted teaching positions (based on license and years of experience), and
    - 50% paid by the military.
- 

#### 2. Total compensation

If the total compensation based on the military contract formula is less than what an individual would earn on the state salary schedule (based on the license rating), the local school system MUST add funds to compensate the instructor at the state salary level.

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## II. Teachers, Continued

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- 3. Experience** The Licensure Section will award up to 10 years of educator experience for military service (based on a minimum of 20 years of retirement from the military).

Credit will be given for teaching experience in the public schools on a year-for-year basis.

**NOTE:** Questions and answers on military leave can be found online at <http://www.ncpublicschools.org/fbs/schlbus/MilitaryLeaveFAQ.html>

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- 4. Use of a state-allotted position for a ROTC instructor** State regulations permit
- identification of a state-allotted teaching position (no additional positions are provided and no vocational education funds can be used) and
  - use of that position to pay a Junior ROTC instructor provided the LEA employs another teaching position using local funds to replace the use of the state-allotted position.
- 

- F. Driver Training Teachers** The workday for driver training teachers who hold teaching licenses will be the same as for all certified teachers as established by the local board of education. **Driver training teachers who hold DMV certificates must be coded to 5100-012-199.**
- 

- G. Mentors** The State Board of Education has adopted a policy (QP-A-002) requiring each initially licensed teacher to be assigned a qualified, well-trained mentor as soon as possible after employment. Mentors are assigned to assist initially licensed teachers during their first 3 years of employment in a North Carolina public school system. This policy was developed in response to the requirements of the Excellent Schools Act of 1997.

Effective July 1, 2002, state funds are available only for mentors who serve state-paid beginning teachers.

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- 1. Eligibility** Beginning teachers, in years 1, 2, and 3, must be assigned a mentor. Beginning teachers are defined as:
- Newly licensed teachers, those who have never taught in a classroom
  - Second year and third year teachers who had mentors in year one and whose first year of teaching was in a public school in North Carolina, a public school in another state, a private school or a charter school
  - Entry-level instructional support personnel who have not previously been teachers and whose first year of teaching was in a public school in North Carolina, a public school in another state, a private school or a charter school.
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## II. Teachers, Continued

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**2. Compensation** Well-trained and qualified individuals who are assigned to mentor one or more state-paid beginning teachers as previously defined will be compensated as follows:

- \$100 for serving as a mentor only to newly licensed state-paid teachers for one day prior to the beginning of the school year (if utilized) and
- \$100 per month for a maximum of 10 months for serving as a mentor.

**NOTE:** Mentors are paid a maximum of \$100 per month, regardless of how many teachers, state-paid or otherwise, they mentor.

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### H. New Teacher Orientation

For the 2002-2003 school year, individuals are eligible for new teacher orientation if they

- have never taught before, or
  - have taught less than 6 months, or
  - are lateral entry teachers with only non-teaching work experience on their license; or
  - are workforce development (vocational) teachers with only non-teaching work experience on their license; or
  - are employed with an emergency permit to practice,
- and**
- in prior years, have never participated in the new teacher orientation program.

If the teacher does not have zero years on his or her license due to additional experience being credited, the Licensure Section must verify if the experience is teaching or non-teaching.

**NOTE:** Student Services Personnel do not qualify for this orientation.

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### I. Retired teachers Exempt from the Salary Earnings Cap

Effective July 1, 2001 the “wait period” for hiring retired teachers was changed from 12 months to 6 months. Retired teachers who have not been employed **“in any capacity, except as a substitute teacher or part-time tutor with a public school for at least 6 months immediately preceding the effective date of reemployment”** shall not be subject to the computation of post retirement earnings (earnings cap). This policy is effective through June 30, 2004.

**These retired teachers must be coded to object code 128.**

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- 1. Salary assignment** A local board of education may pay a retired teacher hired under this provision no more than the employee would have received on the teacher salary schedule, excluding longevity, had the employee not retired.

**NOTE:** A local board of education may pay a retired teacher hired under these provisions less than his or her certified rating.

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## II. Teachers, Continued

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- 2. Career status** A retired teacher hired under this provision shall be treated the same as a probationary teacher except that a retired teacher is not eligible for career status. **If employed in a permanent position of 20 or more hours per week, the retired teacher will earn all applicable state benefits except hospitalization and enrollment in the Retirement system (i.e., disability, death benefits, etc.).**

- 3. Benefits** A retired teacher shall earn longevity, annual leave, sick leave, and FICA benefits.

- J. Retired Teachers Subject to the Salary Earnings cap** Retired teachers who do not meet the criteria to be re-employed exempt from the salary earnings cap may be hired. This information is outlined in Section A, page A-12, of this manual.

For additional information, please see the [Benefits and Employment Policy Manual, Section 16.2](#) or view the Retirement Manual online at <http://www.treasurers.state.nc.us/retire/frbook.htm>.

**These retired teachers must be coded to object code 121.**

**\*NOTE:** The earnings cap is adjusted due to inflation in January of each year by the Retirement System.

- K. Visiting International Faculty teachers** State Board policy allows LEAs to convert **teaching** positions to dollars to cover the contract cost for Visiting International Faculty.

For the 2002-2003 school year, the conversion to dollars shall be \$43,682 (average teacher salary, with benefits, minus 2.963%),

To request the conversion, the LEA must submit the *Program Expansion Teacher Positions Request for Conversion to a Dollar Allotment* form to the Office of Instructional and Accountability Services.

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## II. Teachers, Continued

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### L. Interim Teachers

An interim teacher may be employed when a vacancy in a teaching position exists. An interim teacher may **not** be employed to replace a permanent employee who is using paid leave.

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#### 1. Salary determination

An interim teacher will be paid at his or her certified salary rating if

- the interim employee is licensed in the area of assignment and
- is coded with an object code of 121.

An LEA may want to see if it is an advantage to the LEA or the individual to request a provisional license if the interim is certified but working out-of-field. This may allow the individual to be paid with state funds and receive experience credit. However, the interim employee may be paid at the substitute rate if he or she requests to be paid at the substitute rate.

An interim teacher must be paid at the substitute rate if

- the interim employee is not licensed in the area of assignment and
- is coded with an object code of 127.

Interim teachers coded to 127 do not earn experience credit.

**EXCEPTION:** Re-employed retirees must be coded to either object code 128 or 121 as outlined in sections I and J above.

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#### 2. Budget code

Certified interim teachers (except those retired and re-employed exempt from the earnings cap) are paid from the budget code from which the regular teacher (XXXX-XXX-121) being replaced was paid.

Refer to the Financial Policy and Procedures Manual for Local Education Agencies for information regarding payroll indicator requirements.

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#### 3. "Permanent" status

The interim teacher will be accorded all benefits due a permanent employee, if the period of interim employment will be at least six full consecutive monthly pay periods. (See Benefits and Employment Policy Manual 01.1.1 (b) and 12.1.3.)

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## II. Teachers, Continued

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### M. Substitute Teachers

Current pay rates are indexed to the A-00 teacher rates. For the 2002-2003 school year, they are as follows:

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate
Licensed	\$75	Licensed daily rate	65%
Unlicensed	\$57	Licensed daily rate	50%

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#### 1. Full-time

A full-time substitute must work at least 30 hours per week and is expected to be employed at least six consecutive months. They earn the same benefits as other employees and are paid the same rates as other substitutes. Full-time substitutes must be coded with an object code of 184.

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#### 2. Pay rate

For licensed substitutes working either part-time or full-time, the pay rate is at least 65% of the A-00 teacher. The maximum pay rate allowable is the licensed daily rate of pay.

A licensed substitute must hold a current North Carolina license.

For unlicensed substitutes working either part-time or full-time, the pay rate is at least 50% of the A-00 teacher rate. The maximum pay rate allowable is the daily rate of licensed substitutes.

**NOTE:** Under no circumstances can an unlicensed substitute earn more than a licensed substitute; however, the pay rate can be the same for both.

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### N. Summer School

Summer school teachers are paid in accordance with their teaching license rating on the teacher salary schedule from PRC 069 or 072.

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#### 1. Lead teacher positions

Teachers who are assigned to work as the lead teacher (budget code 5200-069-123) for summer school programs will receive a salary increase of two experience increments above their base certified salary during the regular school term based on years of experience.

This special salary assignment is applicable for the summer school program only.

Teachers who have been credited with 28 or greater years of experience will receive an increase of four percent (4%) above their base certified salary.

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## II. Teachers, Continued

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**2. Teacher  
reassigned  
to site  
supervisor**

Teachers reassigned to work as a site supervisor (budget code 6210-002-113) during the summer school period shall be assigned to a School Administrator I-VII category by the local board of education.

Salary determination will be made by the local board of education within the salary range which corresponds to the School Administrator I-VII assignment. (See page B-7 for the salary ranges.)

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**O. DPI  
Consultant**

Teachers assigned to work with DPI on a statewide or regional instructional basis (e.g., state teacher of the year, PBL regional coordinator, Recruiters, educators on loan, etc.) during the school year are to be paid at the same monthly rate as they would earn in the position they held prior to being named a teacher-on-loan plus three experience steps above their certified salary for the length of their assignment at DPI.

Teachers with twenty-seven (27) years or more of experience are to be paid six percent (6%) above their base pay.

It is common practice for LEAs to continue to pay these individuals their local supplements.

**NOTE:** Regional consultants such as Intervention/Assistance team members, do not qualify for this three-step increment.

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**1. Effective date**

For salary purposes, the consultant position is effective with the first day of the consulting contract.

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### III. Student Services Personnel

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**A. Audiologists  
Licensed  
Below the  
Master's  
Degree Level**

Audiologists licensed below the master's level in license area 88003 are to be compensated on the teacher salary schedule according to the number of years on their license and their highest level of certification.

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**B. Speech-  
language  
Pathologists  
Licensed  
Below the  
Master's  
Degree Level**

Speech-language pathologists licensed below the master's degree level in area 88082 are to be compensated on the teacher salary schedule according to the number of years on their license and their highest level of certification.

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**C. Provisionally  
Licensed  
School  
Psychologists**

School psychologists who are provisionally licensed and have not completed the sixth year education requirement will be compensated on the master's degree 'M' teacher salary schedule.

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### IV. Other Certified Personnel

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**A. Overview**

Other certified personnel are employed in positions within job classifications requiring professional certification as prescribed by the State Board of Education. These positions do not require a professional license issued by the Licensure Section and are not required to complete

- an approved education program or
  - achieve a specified minimum score on the National Teacher's Examination/Praxis Examination.
- 

**B. School Nurse**

Effective July 1, 2002, school nurses employed in the public schools prior to July 1, 1998, shall not be required to be nationally certified to continue employment. Therefore, all school nurses employed since July 1, 1998 are required to be certified by either

- the American Nurses' Association (ANA) or
  - the National Association of School Nurses (NASN).
-

**IV. Other Certified Personnel, Continued**

**1. Prerequisites for national certification**

Association	Initial Certification Requirements
American Nurses' Association (ANA)	<ol style="list-style-type: none"> <li>1. Currently hold an active RN license in the U.S. or its territories;</li> <li>2. Hold a baccalaureate or higher degree in nursing; and</li> <li>3. Have completed a practice requirement in school nursing which may be met by                             <ol style="list-style-type: none"> <li>a. successful completion of a minimum 200-hour supervised college/university sponsored internship or practicum in school nursing (the practicum must be documented by transcripts or a letter from the program director); or</li> <li>b. completion of a minimum of 1,500 hours (with an active U.S. license) in school nursing practice, education supervision, or direction of other person engaged in school nursing within the past three years; or</li> <li>c. a combination of practicum hours and school nursing experience that totals a minimum of 1,500 hours (fifty hours of practicum is equal to 900 hours of work experience).</li> </ol> </li> </ol>
National Association of School Nurses (NASN)	<ol style="list-style-type: none"> <li>1. Current license as a registered nurse in the U.S.;</li> <li>2. Have a baccalaureate degree or higher; and</li> <li>3. Are recommended to have completed a</li> </ol>

**For additional information**

The American Nurses Credentialing Center  
 600 Maryland Avenue, SW  
 Suite 100 West  
 Washington, DC 20024-2571  
 202/651-7000 or 1-800-284-2378  
<http://www.nursingworld.org/ancc/index.htm>

National Association of School Nurses  
 P.O. Box 1300  
 Scarborough, ME 04070-1300  
 207/883-2117 or 1-877-627-6476  
<http://www.nasn.org/>

## IV. Other Certified Personnel, Continued

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- 2. Salary basis** Nationally certified school nurses who are employed in the public schools as nurses shall be paid on the classroom teacher's 'M' salary schedule according to their years of experience. Since the Licensure Section does not currently license school nurses, LEAs will assign years of experience for their nationally certified school nurses following the licensure rules used for determining non-teaching experience for workforce development health occupations.
- Non-nationally certified school nurses should be paid within the non-certified nurse salary range in Section E., page E-9.
- 
- 3. ABCs incentive bonus** The ABCs incentive bonus given to teachers and student services personnel in schools that either meet or exceed the student performance goals are also applicable to nationally certified school nurses, but not to non-certified school nurses. (See pages A-11 and D-3.)
- 
- 4. Budget code** Budget code 5840-xxx-139 should be used to code the nationally certified school nurses.
- Budget code 5840-xxx-148 should be used to code the non-certified school nurses.
- 
- 5. Daily rate of pay** Nationally certified school nurses are paid based on 22 days regardless of the number of weekdays in the month of service.
- Non-certified school nurses whose term of employment is *exactly* 10 months (220 days) will be paid based on 22 days in a month. Those non-certified school nurses whose term of employment is *not exactly* 10 months (220 days) will be paid based on the actual number of workdays in a month (20, 21, 22, or 23).
- 
- 6. Employing non-certified school nurses** LEAs may employ, if necessary, non-certified nurses. However, they must be hired with the stipulation that they become nationally certified within three years of their hire date.
- RULE:** Until national certification is attained, their salary shall be assigned according to the non-certified nurse ranges in Section E, page E-9.
-

## V. "A" CLASSROOM AND WORKFORCE DEVELOPMENT TEACHER SALARY SCHEDULE

### Bachelor's Degree Certified Teachers Includes Workplace Development (Voc. Ed.) Teachers

Years of Exp.	"A" Teacher			"A" with NBPTS Certification		
	Monthly Salary	12 Monthly Installments	10 Month Salary	Monthly Salary	12 Monthly Installments	10 Month Salary
0	\$2,525	\$2,104.17	\$25,250	N/A	N/A	N/A
1	\$2,567	\$2,139.17	\$25,670	N/A	N/A	N/A
2	\$2,611	\$2,175.83	\$26,110	N/A	N/A	N/A
3	\$2,764	\$2,303.33	\$27,640	\$3,095	\$2,579.17	\$30,950
4	\$2,904	\$2,420.00	\$29,040	\$3,252	\$2,710.00	\$32,520
5	\$3,036	\$2,530.00	\$30,360	\$3,400	\$2,833.33	\$34,000
6	\$3,164	\$2,636.67	\$31,640	\$3,543	\$2,952.50	\$35,430
7	\$3,266	\$2,721.67	\$32,660	\$3,657	\$3,047.50	\$36,570
8	\$3,314	\$2,761.67	\$33,140	\$3,711	\$3,092.50	\$37,110
9	\$3,362	\$2,801.67	\$33,620	\$3,765	\$3,137.50	\$37,650
10	\$3,412	\$2,843.33	\$34,120	\$3,821	\$3,184.17	\$38,210
11	\$3,461	\$2,884.17	\$34,610	\$3,876	\$3,230.00	\$38,760
12	\$3,511	\$2,925.83	\$35,110	\$3,932	\$3,276.67	\$39,320
13	\$3,561	\$2,967.50	\$35,610	\$3,988	\$3,323.33	\$39,880
14	\$3,614	\$3,011.67	\$36,140	\$4,047	\$3,372.50	\$40,470
15	\$3,667	\$3,055.83	\$36,670	\$4,107	\$3,422.50	\$41,070
16	\$3,722	\$3,101.67	\$37,220	\$4,168	\$3,473.33	\$41,680
17	\$3,777	\$3,147.50	\$37,770	\$4,230	\$3,525.00	\$42,300
18	\$3,834	\$3,195.00	\$38,340	\$4,294	\$3,578.33	\$42,940
19	\$3,892	\$3,243.33	\$38,920	\$4,359	\$3,632.50	\$43,590
20	\$3,950	\$3,291.67	\$39,500	\$4,424	\$3,686.67	\$44,240
21	\$4,011	\$3,342.50	\$40,110	\$4,492	\$3,743.33	\$44,920
22	\$4,072	\$3,393.33	\$40,720	\$4,560	\$3,800.00	\$45,600
23	\$4,136	\$3,446.67	\$41,360	\$4,632	\$3,860.00	\$46,320
24	\$4,200	\$3,500.00	\$42,000	\$4,704	\$3,920.00	\$47,040
25	\$4,264	\$3,553.33	\$42,640	\$4,775	\$3,979.17	\$47,750
26	\$4,330	\$3,608.33	\$43,330	\$4,849	\$4,040.83	\$48,490
27	\$4,398	\$3,665.00	\$43,980	\$4,925	\$4,104.17	\$49,250
28	\$4,467	\$3,722.50	\$44,670	\$5,003	\$4,169.17	\$50,030
29	\$4,538	\$3,781.67	\$45,380	\$5,083	\$4,235.00	\$50,820
30+	\$4,538	\$3,781.67	\$45,380	\$5,083	\$4,235.00	\$50,820

**NOTE:**

- 'NBPTS' stands for National Board for Professional Teaching Standards.

## VI. "M" CLASSROOM AND WORKFORCE DEVELOPMENT TEACHER SALARY SCHEDULE

### Master's Degree Certified Teachers Salary Schedule

Years of Exp.	"M" Teacher			"M" with NBPTS Certification		
	Monthly Salary	12 Monthly Installments	10 Month Salary	Monthly Salary	12 Monthly Installments	10 Month Salary
0	\$2,778	\$2,315.00	\$27,780	N/A	N/A	N/A
1	\$2,824	\$2,353.33	\$28,240	N/A	N/A	N/A
2	\$2,872	\$2,393.33	\$28,720	N/A	N/A	N/A
3	\$3,040	\$2,533.33	\$30,400	\$3,404	\$2,836.67	\$34,040
4	\$3,194	\$2,661.67	\$31,940	\$3,577	\$2,980.83	\$35,770
5	\$3,340	\$2,783.33	\$33,400	\$3,740	\$3,116.67	\$37,400
6	\$3,480	\$2,900.00	\$34,800	\$3,897	\$3,247.50	\$38,970
7	\$3,593	\$2,994.17	\$35,930	\$4,024	\$3,353.33	\$40,240
8	\$3,645	\$3,037.50	\$36,450	\$4,082	\$3,401.67	\$40,820
9	\$3,698	\$3,081.67	\$36,980	\$4,141	\$3,450.83	\$41,410
10	\$3,753	\$3,127.50	\$37,530	\$4,203	\$3,502.50	\$42,030
11	\$3,807	\$3,172.50	\$38,070	\$4,263	\$3,552.50	\$42,630
12	\$3,862	\$3,218.33	\$38,620	\$4,325	\$3,604.17	\$43,250
13	\$3,917	\$3,264.17	\$39,170	\$4,387	\$3,655.83	\$43,870
14	\$3,975	\$3,312.50	\$39,750	\$4,452	\$3,710.00	\$44,520
15	\$4,034	\$3,361.67	\$40,340	\$4,518	\$3,765.00	\$45,180
16	\$4,094	\$3,411.67	\$40,940	\$4,585	\$3,820.83	\$45,850
17	\$4,155	\$3,462.50	\$41,550	\$4,653	\$3,877.50	\$46,530
18	\$4,217	\$3,514.17	\$42,170	\$4,723	\$3,935.83	\$47,230
19	\$4,281	\$3,567.50	\$42,810	\$4,794	\$3,995.00	\$47,940
20	\$4,345	\$3,620.83	\$43,450	\$4,866	\$4,055.00	\$48,660
21	\$4,412	\$3,676.67	\$44,120	\$4,941	\$4,117.50	\$49,410
22	\$4,479	\$3,732.50	\$44,790	\$5,016	\$4,180.00	\$50,160
23	\$4,550	\$3,791.67	\$45,500	\$5,096	\$4,246.67	\$50,960
24	\$4,620	\$3,850.00	\$46,200	\$5,174	\$4,311.67	\$51,740
25	\$4,690	\$3,908.33	\$46,900	\$5,252	\$4,376.67	\$52,520
26	\$4,763	\$3,969.17	\$47,630	\$5,334	\$4,445.00	\$53,340
27	\$4,838	\$4,031.67	\$48,380	\$5,418	\$4,515.00	\$54,180
28	\$4,914	\$4,095.00	\$49,140	\$5,503	\$4,585.83	\$55,030
29	\$4,992	\$4,160.00	\$49,920	\$5,591	\$4,659.17	\$55,910
30+	\$4,992	\$4,160.00	\$49,920	\$5,591	\$4,659.17	\$55,910

**NOTES:**

1. 'NBPTS' stands for National Board for Professional Teaching Standards.

## VII. Advanced and Doctoral Degreed Teachers and Student Support Personnel Salary Schedule

### Advanced and Doctoral Degreed Teacher Salary Schedule

Years of Exp.	<b>ADVANCED (SIXTH YEAR)</b>				<b>DOCTORATE</b>			
	Adv. Teacher		Adv. with NBPTS Cert.		Ph.D. Teacher		Ph.D. with NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	\$2,904	\$2,420.00	N/A	N/A	\$3,031	\$2,525.83	N/A	N/A
1	\$2,950	\$2,458.33	N/A	N/A	\$3,077	\$2,564.17	N/A	N/A
2	\$2,998	\$2,498.33	N/A	N/A	\$3,125	\$2,604.17	N/A	N/A
3	\$3,166	\$2,638.33	\$3,530	\$2,941.67	\$3,293	\$2,744.17	\$3,657	\$3,047.50
4	\$3,320	\$2,766.67	\$3,703	\$3,085.83	\$3,447	\$2,872.50	\$3,830	\$3,191.67
5	\$3,466	\$2,888.33	\$3,866	\$3,221.67	\$3,593	\$2,994.17	\$3,993	\$3,327.50
6	\$3,606	\$3,005.00	\$4,023	\$3,352.50	\$3,733	\$3,110.83	\$4,150	\$3,458.33
7	\$3,719	\$3,099.17	\$4,150	\$3,458.33	\$3,846	\$3,205.00	\$4,277	\$3,564.17
8	\$3,771	\$3,142.50	\$4,208	\$3,506.67	\$3,898	\$3,248.33	\$4,335	\$3,612.50
9	\$3,824	\$3,186.67	\$4,267	\$3,555.83	\$3,951	\$3,292.50	\$4,394	\$3,661.67
10	\$3,879	\$3,232.50	\$4,329	\$3,607.50	\$4,006	\$3,338.33	\$4,456	\$3,713.33
11	\$3,933	\$3,277.50	\$4,389	\$3,657.50	\$4,060	\$3,383.33	\$4,516	\$3,763.33
12	\$3,988	\$3,323.33	\$4,451	\$3,709.17	\$4,115	\$3,429.17	\$4,578	\$3,815.00
13	\$4,043	\$3,369.17	\$4,513	\$3,760.83	\$4,170	\$3,475.00	\$4,640	\$3,866.67
14	\$4,101	\$3,417.50	\$4,578	\$3,815.00	\$4,228	\$3,523.33	\$4,705	\$3,920.83
15	\$4,160	\$3,466.67	\$4,644	\$3,870.00	\$4,287	\$3,572.50	\$4,771	\$3,975.83
16	\$4,220	\$3,516.67	\$4,711	\$3,925.83	\$4,347	\$3,622.50	\$4,838	\$4,031.67
17	\$4,281	\$3,567.50	\$4,779	\$3,982.50	\$4,408	\$3,673.33	\$4,906	\$4,088.33
18	\$4,343	\$3,619.17	\$4,849	\$4,040.83	\$4,470	\$3,725.00	\$4,976	\$4,146.67
19	\$4,407	\$3,672.50	\$4,920	\$4,100.00	\$4,534	\$3,778.33	\$5,047	\$4,205.83
20	\$4,471	\$3,725.83	\$4,992	\$4,160.00	\$4,598	\$3,831.67	\$5,119	\$4,265.83
21	\$4,538	\$3,781.67	\$5,067	\$4,222.50	\$4,665	\$3,887.50	\$5,194	\$4,328.33
22	\$4,605	\$3,837.50	\$5,142	\$4,285.00	\$4,732	\$3,943.33	\$5,269	\$4,390.83
23	\$4,676	\$3,896.67	\$5,222	\$4,351.67	\$4,803	\$4,002.50	\$5,349	\$4,457.50
24	\$4,746	\$3,955.00	\$5,300	\$4,416.67	\$4,873	\$4,060.83	\$5,427	\$4,522.50
25	\$4,816	\$4,013.33	\$5,378	\$4,481.67	\$4,943	\$4,119.17	\$5,505	\$4,587.50
26	\$4,889	\$4,074.17	\$5,460	\$4,550.00	\$5,016	\$4,180.00	\$5,587	\$4,655.83
27	\$4,964	\$4,136.67	\$5,544	\$4,620.00	\$5,091	\$4,242.50	\$5,671	\$4,725.83
28	\$5,040	\$4,200.00	\$5,629	\$4,690.83	\$5,167	\$4,305.83	\$5,756	\$4,796.67
29	\$5,118	\$4,265.00	\$5,717	\$4,764.17	\$5,245	\$4,370.83	\$5,844	\$4,870.00
30+	\$5,118	\$4,265.00	\$5,717	\$4,764.17	\$5,245	\$4,370.83	\$5,844	\$4,870.00

**NOTES:**

1. 'NBPTS' stands for National Board for Professional Teaching Standards.

## VIII. SCHOOL PSYCHOLOGIST SALARY SCHEDULE

### Including Masters Level Speech-Language Pathologists and Masters Level Audiologists

<u>YEARS OF EXPERIENCE</u>	<u>MONTHLY SALARY</u>	<u>10 MONTH SALARY</u>
0	\$3,340	\$33,400
1	\$3,480	\$34,800
2	\$3,593	\$35,930
3	\$3,645	\$36,450
4	\$3,698	\$36,980
5	\$3,753	\$37,530
6	\$3,807	\$38,070
7	\$3,862	\$38,620
8	\$3,917	\$39,170
9	\$3,975	\$39,750
10	\$4,034	\$40,340
11	\$4,094	\$40,940
12	\$4,155	\$41,550
13	\$4,217	\$42,170
14	\$4,281	\$42,810
15	\$4,345	\$43,450
16	\$4,412	\$44,120
17	\$4,479	\$44,790
18	\$4,550	\$45,500
19	\$4,620	\$46,200
20	\$4,690	\$46,900
21	\$4,763	\$47,630
22	\$4,838	\$48,380
23	\$4,914	\$49,140
24	\$4,992	\$49,920
25	\$5,072	\$50,720
26	\$5,153	\$51,530
27	\$5,235	\$52,350
28	\$5,319	\$53,190
29	\$5,404	\$54,040
30+	\$5,404	\$54,040

**NOTES:**

1. ADD \$126 per month for an advanced license.
2. ADD \$253 per month for an advanced and earned doctorate license.
3. 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 scales according to their highest level of certification.

## Section E

### NON-CERTIFIED PERSONNEL

#### I. Salary Determinations

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**A. Salary Basis** Non-certified personnel must be paid within the salary range for their job classification.

EXCEPTION: Nationally certified school nurses are to be paid on the classroom teacher's 'M' salary schedule. For more information, see pages D-14 and D-15.

---

**B. Implementing Pay Grade Changes** Teacher assistants must be paid at least at the minimum of salary grade 54 (\$1,427.25 per month) for the 2002-2003 school year. Additional grade increases will not be adopted by the State Board of Education until legislative funding is received.

Other positions with salary grade increases are to be implemented on a funds available basis.

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**C. Workweek** Salaries for all classifications of non-certified personnel (excluding teacher assistants) are based on a 40-hour workweek. The monthly salary for standard workweeks of less than 40 hours must be prorated accordingly.

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**D. Daily Rate of Pay** Effective July 1, 1998, school-based non-certified employees whose term of employment is exactly 10 months (220 days) will be paid based on 22 days in a month.

School-based non-certified employees whose term of employment is not exactly 10 months (220 days), and all central office non-certified employees will be paid based on the actual number of weekdays in a month.

EXCEPTION: All teacher assistants will be paid based on 22 days in a month.

---



**I. Salary Determinations, Continued**

**E. Non-exempt Hourly Rate of Pay**

Compute the hourly rate of pay for non-exempt employees using the following calculations:

Step	Calculation
1	Monthly Salary x 12 = Annual Salary
2	Annual Salary ÷ 52 = Weekly Salary
3	Weekly Salary ÷ 40 = Hourly Rate

**F. Average Salary/State Allotment Compliance**

By the end of the third pay period each fiscal year, state law (G.S. 115C-12(16)(b)) requires that local boards of education place the following state-allotted positions:

- office support personnel (object codes 151 and 159),
- teacher assistants (object code 142, 144, and 147), and
- custodial personnel (object code 173)

on the salary schedule adopted by the State Board of Education so that the average salary paid for each personnel classification is at least 98% of the state-allotted amounts.

In placing these employees on the salary schedule, local boards shall consider each employee's

- education,
- training, and
- experience (including other local school administrative units).

**II. Source of Funds**

**A. State Funded Non-certified Employees**

Each local board of education shall

- examine the duties and responsibilities of all non-certified personnel in its employment whose salaries are paid from state funds (in whole or in part),
- classify non-certified personnel according to class specification in Class Specifications for Non-certified Public School Employees, and
- pay these employees in accordance with the state salary ranges for non-certified personnel.

## II. Source of Funds, continued

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### B. Local or Federal Funds

The local board of education shall have full authority to establish the salary of its locally or federally paid employees. Local boards are not bound by rules and regulations established for employees paid from state funds if they have adopted a local salary schedule that recognizes a difference in salaries based on variations in

- duties,
  - training,
  - experience,
  - professional fitness, and
  - continued service in the same school.
- 

### 1. If a local schedule is not adopted

If a local salary schedule is not adopted, the state salary schedule shall be in force.

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## III. ABCs Incentive Bonuses

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### A. ABC Bonus Funding Calculations

The following non-certified object codes are used in the ABC bonus funding calculations for teaching assistants only: 142, 144, and 147.

Local and state funded personnel are included. Federally funded personnel must receive their ABC bonuses from applicable federal funds.

For additional information related to ABC bonuses, see page A-10.

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## IV. Overtime Pay Determinations

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### A. Overtime Policy

As of April 15, 1986, overtime compensation must be provided to employees determined to be non-exempt on the basis of U.S. Department of Labor Regulations (Code of Federal Regulations, Chapter 29, Part 541) and other U.S. Department of Labor publications.

---

### 1. Types of overtime compensation

Public schools may provide this compensation in either of two forms:

- overtime pay at the rate of one and one-half times the regular rate of pay for all hours in excess of 40 hours in a workweek, or
  - compensatory time off at a rate of one and one-half hours for each hour worked in excess of 40 hours in a regular workweek provided the employee is notified that compensatory time will be given before the work is performed.
-

## IV. Overtime Pay Determinations, continued

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2. **Who decides how to compensate?** The decision to provide either overtime pay or compensatory time off rests with the local board of education. The local board of education may establish policies as to

- the number of hours allowed to be accumulated up to a maximum of 240 hours and
  - the timeframe in which these hours shall be taken (e.g., compensatory time off must be taken before annual vacation leave is used).
- 

3. **Determining FLSA status** The determination of exempt status for employees depends on

- the duties of the position and
- the employee's actual work.

Generally, employees occupying positions requiring an educator's license and others occupying professional or managerial positions without licensure requirements are exempt from the FLSA and are not subject to the overtime provision.

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4. **Local responsibility** FLSA exemption determinations must be made at the local level.
- 

5. **FLSA definitions**

**Salary:** An employee's salary includes:

- the amount of compensation to which the employee is entitled during the year from the salary schedule;
- the amount of longevity pay, if any, to which the employee is entitled during the year; and
- the amount of local supplement, if applicable, to which the employee is entitled during the school year.

**Workweek:** The workweek is a fixed and regularly recurring period of 168 hours — seven consecutive 24-hour periods.

An employee who is subject to the requirements of FLSA is entitled to overtime at time and one-half for all hours worked over 40 in a workweek. Holidays and paid leave do not count toward the 40-hour requirement.

**Employee's regular workweek:** For a non-exempt employee, the employee's regular workweek is the period of time (hours) for which the salary is intended to provide compensation.

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## IV. Overtime Pay Determinations, Continued

**6. State does not provide overtime funds**      The state does not provide additional funds to pay overtime. If overtime occurs and money is not available in the state allotment from which the employee is paid, it must be paid from local fund sources.

**7. If regular workweek includes paid leave days**      If the regular workweek includes any pay for

- holiday,
- vacation, or
- sick leave,

the employee must work in excess of 40 hours, excluding paid leave days to receive overtime pay.

**B. Calculating Overtime Pay/Hours in a work week**      All monthly salaries shown in the non-certified section of the state salary schedule are based on a standard workweek of 40 hours.

**EXCEPTION:** The standard workweek for teacher assistants is established by the local board of education.

**1. Regular workweek less than 40 hours?**      If an employee's regular workweek is less than 40 hours, the employee is not entitled to overtime pay until hours worked exceed 40.

Hours worked do not include any pay for

- holiday,
- vacation, or
- sick leave.

**2. Calculation when employed in one position**

Step	Calculation
1	Monthly salary x 12 = annual salary
2	Annual salary ÷ 52 = weekly salary
3	Weekly salary ÷ hours in regular workweek = hourly rate
4	Determine the number of hours worked during the workweek in excess of 40
5	Hourly rate x hours worked over 40 x 1.5 = overtime pay
6	Weekly salary + overtime pay = total gross wages due

## IV. Overtime Pay Determinations, Continued

---

**3. Calculation when employed in more than one position**

When a non-certified person is employed

- in two or more positions having different rates of pay and
- the total hours worked in the workweek exceeds 40

If agreed upon by both the employer and the employee, up to 240 hours may be granted as compensatory time off instead of overtime pay. Hours of compensatory time shall accrue at a rate of time and a half. Overtime compensation, in the form of overtime pay or compensatory time shall be provided after 40 hours of work and shall not be waived by agreement between the employer and employee.

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**4. Prorate overtime to budget codes for each position**

Allocation of overtime pay at time and one-half must be prorated to the overtime budget codes for each position's respective allotment. Follow the procedures outlined in the Financial Policy and Procedures Manual for Local Education Agencies.

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## V. NON-CERTIFIED SALARY RANGES

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### NON-CERTIFIED SALARY RANGES

<b>Pay Grade</b>	<b>Minimum</b>	<b>Maximum</b>
50	\$1,329.78	\$1,953.26
51	\$1,339.72	\$2,068.47
52	\$1,349.84	\$2,111.14
53	\$1,385.89	\$2,192.00
54	\$1,427.25	\$2,279.38
55	\$1,451.00	\$2,365.70
56	\$1,505.41	\$2,463.80
57	\$1,539.91	\$2,567.28
58	\$1,574.41	\$2,673.25
59	\$1,635.50	\$2,784.66
60	\$1,699.08	\$2,905.48
61	\$1,768.25	\$3,030.03
62	\$1,836.41	\$3,156.10
63	\$1,910.08	\$3,289.85
64	\$1,984.91	\$3,434.42
65	\$2,063.41	\$3,590.97
66	\$2,148.41	\$3,751.34
67	\$2,240.16	\$3,923.90
68	\$2,332.25	\$4,106.88
69	\$2,429.66	\$4,293.80
70	\$2,537.58	\$4,492.79
71	\$2,644.08	\$4,696.77
72	\$2,754.16	\$4,910.50
73	\$2,871.00	\$5,138.43
74	\$3,000.25	\$5,381.11
75	\$3,138.75	\$5,631.73
76	\$3,278.16	\$5,895.68
77	\$3,432.50	\$6,171.51
78	\$3,587.91	\$6,464.48
79	\$3,754.75	\$6,770.87
80	\$3,925.91	\$7,087.90
81	\$4,107.41	\$7,421.97
82	\$4,291.41	\$7,779.99
83	\$4,495.58	\$8,159.30
84	\$4,706.41	\$8,553.06
85	\$4,926.50	\$8,964.17
86	\$5,155.66	\$9,397.88

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## VI. NON-CERTIFIED SALARY SCHEDULES

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### A. CHILD NUTRITION SALARY RANGES

Classification	Salary Grade
Child Nutrition Assistant	
I	50
II	52
III	54
IV	55
Child Nutrition Manager	
I	55
II	56
III	57
IV	58
Child Nutrition Supervisor & Child Nutrition Director I	
I	61
II	64
III	68
IV	72
Child Nutrition Director II (Bachelor's Degree)	
III	N/A
IV	N/A
Child Nutrition Director II (Advanced Degree)	N/A

**Rule:** Non-certified salaries are based on a 40-hour workweek.

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## VI NON-CERTIFIED SALARY SCHEDULES, Continued

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### B. CURRICULUM SUPPORT SALARY RANGES

Classification	Salary Grade
Braillist	59
Educational Interpreter	59
Exceptional Children Data Manager	63
Occupational Therapist	76
Occupational Therapist Assistant	64
Orientation and Mobility Specialist	68
Parent Counselor-Trainer	63
Physical Therapist	76
Physical Therapist Assistant	64
School Health Assistant	52
School Nurse (Not Holding)	68
Speech-Language Pathology Assistant	64
Teacher Assistant (see NOTE below)	54
	56
Technology Assistant	61
Therapeutic Recreation Specialist	67
Vocational Technical Assistant	54

**Rule:** Non-certified salaries are based on a 40-hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

**NOTE:** Teacher assistants are classified at salary grade 56. However, until legislation provides funding to pay teacher assistants at salary grade 56, teacher assistants must be paid at least at the minimum of salary grade 54.

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**V. NON-CERTIFIED SALARY SCHEDULES, Continued**

**C. MAINTENANCE PERSONNEL SALARY RANGES**

<b>Classification</b>	<b>Salary Grade</b>
Cabinet Maker	61
Carpenter I	57
Carpenter II	61
Carpentry Crew Leader	63
Carpenter Supervisor	65
Custodian I	50
Custodian II	51
Custodian Crew Leader	52
Custodian Supervisor I	56
Custodian Supervisor II	58
Custodian Supervisor III	60
Electrician I	59
Electrician II	63
Electrician Crew Leader	64
Electrician Supervisor I	66
Electrician Supervisor II	68
Electronic Technician I	64
Electronic Technician II	67
Floor Maintenance Assistant I	53
Floor Maintenance Assistant II	55
Floor Maintenance Crew Leader	56
Floor Maintenance Supervisor	62
Glazier	60
Grounds Keeper I	56
Grounds Keeper II	58
Grounds Crew Leader	59

**Rule:** Non-certified salaries are based on a 40-hour workweek



## V. NON-CERTIFIED SALARY SCHEDULES, Continued

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### C. MAINTENANCE PERSONNEL SALARY RANGES, Continued

<b>Classification</b>	<b>Salary Grade</b>
Grounds Supervisor I	63
Grounds Supervisor II	65
HVAC Mechanic I	65
HVAC Mechanic II	67
HVAC Supervisor	69
Laborer	50
Locksmith	62
Machine Operator	57
Maintenance Supervisor/Director	
I	65
II	66
III	68
IV	70
V	70
VI	72
VII	74
VIII	76
IX	77
X	78
Mason	63
Painter I	59
Painter II	61
Painter Crew Leader	62

**Rule:** Non-certified salaries are based on a 40-hour workweek.

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## V. NON-CERTIFIED SALARY SCHEDULES, Continued

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### C. MAINTENANCE PERSONNEL SALARY RANGES, Continued

<b>Classification</b>	<b>Salary Grade</b>
Plasterer I	63
Plasterer Crew Leader	65
Plumber I	59
Plumber II	63
Plumber Crew Leader	64
Refrigeration Mechanic	61
Roofer	61
Warehouse Manager I	61
Warehouse Manager II	63
Waste Water Plant Operator I	57
Waste Water Plant Operator II	62
Waste Water Plant Operator III	70
Welder I	61
Welder II	63
Welder Crew Leader	65

**Rule:** Non-certified salaries are based on a 40-hour workweek.

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**V. NON-CERTIFIED SALARY SCHEDULES,** Continued

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**D. OFFICE SUPPORT PERSONNEL SALARY RANGES**

<b>Classification</b>	<b>Salary Grade</b>
Distance Learning Instructional Assistant	54
Local Area Network (LAN) Engineer	74
Office Support I	55
Office Support II	57
Office Support III	59
Office Support IV	61
Office Support V	63
Student Information Data Manager I (see note)	61
Student Information Data Manager II (see note)	63
Technology Technician I	64
Technology Technician II	68
Technology Technician III	72
Wide Area Network (WAN) Engineer	76

**Rule:** Non-certified salaries are based on a 40-hour workweek.

**Note:** Student Information Data Manager I and II have been approved for use at the LEAs discretion, however, no state funding will be provided.

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**V. NON-CERTIFIED SALARY SCHEDULES, Continued**

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**E. TRANSPORTATION PERSONNEL SALARY RANGES**

<b>Classification</b>	<b>Salary Grade</b>
Bus Driver	51
Transportation Safety Assistant	50
Transportation Mechanic	
I	59
II	63
III	65
Transportation Supervisor	67
Transportation Director	
I	66
II	66
III	68
IV	71
V	71
VI	72
VII	74
VIII	76
IX	77
X	78
Vehicle Operator	53

**Rule:** Non-certified salaries are based on a 40-hour workweek.

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Fiscal Year  
2002 - 2003

North Carolina Public School  
Salary Schedules

Also available online: [www.ncpublicschools.org/fbs/manuals.htm](http://www.ncpublicschools.org/fbs/manuals.htm)

Financial & Business Services  
NC Department of Public Instruction

**2002-2003**  
**BACHELOR'S DEGREE CERTIFIED TEACHER**  
**INCLUDES WORKPLACE DEVELOPMENT (VOC. ED.) TEACHERS**  
**SALARY SCHEDULE**

Years of Exp	Bachelor's Teacher			Bachelor's w/ NBPTS Certification		
	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)
0	\$2,525	\$2,104.17	\$25,250	N/A	N/A	N/A
1	\$2,567	\$2,139.17	\$25,670	N/A	N/A	N/A
2	\$2,611	\$2,175.83	\$26,110	N/A	N/A	N/A
3	\$2,764	\$2,303.33	\$27,640	\$3,096	\$2,580.00	\$30,960
4	\$2,904	\$2,420.00	\$29,040	\$3,252	\$2,710.00	\$32,520
5	\$3,036	\$2,530.00	\$30,360	\$3,400	\$2,833.33	\$34,000
6	\$3,164	\$2,636.67	\$31,640	\$3,544	\$2,953.33	\$35,440
7	\$3,266	\$2,721.67	\$32,660	\$3,658	\$3,048.33	\$36,580
8	\$3,314	\$2,761.67	\$33,140	\$3,712	\$3,093.33	\$37,120
9	\$3,362	\$2,801.67	\$33,620	\$3,765	\$3,137.50	\$37,650
10	\$3,412	\$2,843.33	\$34,120	\$3,821	\$3,184.17	\$38,210
11	\$3,461	\$2,884.17	\$34,610	\$3,876	\$3,230.00	\$38,760
12	\$3,511	\$2,925.83	\$35,110	\$3,932	\$3,276.67	\$39,320
13	\$3,561	\$2,967.50	\$35,610	\$3,988	\$3,323.33	\$39,880
14	\$3,614	\$3,011.67	\$36,140	\$4,048	\$3,373.33	\$40,480
15	\$3,667	\$3,055.83	\$36,670	\$4,107	\$3,422.50	\$41,070
16	\$3,722	\$3,101.67	\$37,220	\$4,169	\$3,474.17	\$41,690
17	\$3,777	\$3,147.50	\$37,770	\$4,230	\$3,525.00	\$42,300
18	\$3,834	\$3,195.00	\$38,340	\$4,294	\$3,578.33	\$42,940
19	\$3,892	\$3,243.33	\$38,920	\$4,359	\$3,632.50	\$43,590
20	\$3,950	\$3,291.67	\$39,500	\$4,424	\$3,686.67	\$44,240
21	\$4,011	\$3,342.50	\$40,110	\$4,492	\$3,743.33	\$44,920
22	\$4,072	\$3,393.33	\$40,720	\$4,561	\$3,800.83	\$45,610
23	\$4,136	\$3,446.67	\$41,360	\$4,632	\$3,860.00	\$46,320
24	\$4,200	\$3,500.00	\$42,000	\$4,704	\$3,920.00	\$47,040
25	\$4,264	\$3,553.33	\$42,640	\$4,776	\$3,980.00	\$47,760
26	\$4,330	\$3,608.33	\$43,300	\$4,850	\$4,041.67	\$48,500
27	\$4,398	\$3,665.00	\$43,980	\$4,926	\$4,105.00	\$49,260
28	\$4,467	\$3,722.50	\$44,670	\$5,003	\$4,169.17	\$50,030
29	\$4,538	\$3,781.67	\$45,380	\$5,083	\$4,235.83	\$50,830
30+	\$4,538	\$3,781.67	\$45,380	\$5,083	\$4,235.83	\$50,830

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



**2002-2003**  
**MASTER'S DEGREE CERTIFIED TEACHER**  
**SALARY SCHEDULE**

Years of <u>Exp</u>	Master's Teacher			Master's w/NBPTS Certification		
	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)
0	\$2,778	\$2,315.00	\$27,780	N/A	N/A	N/A
1	\$2,824	\$2,353.33	\$28,240	N/A	N/A	N/A
2	\$2,872	\$2,393.33	\$28,720	N/A	N/A	N/A
3	\$3,040	\$2,533.33	\$30,400	\$3,405	\$2,837.50	\$34,050
4	\$3,194	\$2,661.67	\$31,940	\$3,577	\$2,980.83	\$35,770
5	\$3,340	\$2,783.33	\$33,400	\$3,741	\$3,117.50	\$37,410
6	\$3,480	\$2,900.00	\$34,800	\$3,898	\$3,248.33	\$38,980
7	\$3,593	\$2,994.17	\$35,930	\$4,024	\$3,353.33	\$40,240
8	\$3,645	\$3,037.50	\$36,450	\$4,082	\$3,401.67	\$40,820
9	\$3,698	\$3,081.67	\$36,980	\$4,142	\$3,451.67	\$41,420
10	\$3,753	\$3,127.50	\$37,530	\$4,203	\$3,502.50	\$42,030
11	\$3,807	\$3,172.50	\$38,070	\$4,264	\$3,553.33	\$42,640
12	\$3,862	\$3,218.33	\$38,620	\$4,325	\$3,604.17	\$43,250
13	\$3,917	\$3,264.17	\$39,170	\$4,387	\$3,655.83	\$43,870
14	\$3,975	\$3,312.50	\$39,750	\$4,452	\$3,710.00	\$44,520
15	\$4,034	\$3,361.67	\$40,340	\$4,518	\$3,765.00	\$45,180
16	\$4,094	\$3,411.67	\$40,940	\$4,585	\$3,820.83	\$45,850
17	\$4,155	\$3,462.50	\$41,550	\$4,654	\$3,878.33	\$46,540
18	\$4,217	\$3,514.17	\$42,170	\$4,723	\$3,935.83	\$47,230
19	\$4,281	\$3,567.50	\$42,810	\$4,795	\$3,995.83	\$47,950
20	\$4,345	\$3,620.83	\$43,450	\$4,866	\$4,055.00	\$48,660
21	\$4,412	\$3,676.67	\$44,120	\$4,941	\$4,117.50	\$49,410
22	\$4,479	\$3,732.50	\$44,790	\$5,016	\$4,180.00	\$50,160
23	\$4,550	\$3,791.67	\$45,500	\$5,096	\$4,246.67	\$50,960
24	\$4,620	\$3,850.00	\$46,200	\$5,174	\$4,311.67	\$51,740
25	\$4,690	\$3,908.33	\$46,900	\$5,253	\$4,377.50	\$52,530
26	\$4,763	\$3,969.17	\$47,630	\$5,335	\$4,445.83	\$53,350
27	\$4,838	\$4,031.67	\$48,380	\$5,419	\$4,515.83	\$54,190
28	\$4,914	\$4,095.00	\$49,140	\$5,504	\$4,586.67	\$55,040
29	\$4,992	\$4,160.00	\$49,920	\$5,591	\$4,659.17	\$55,910
30+	\$4,992	\$4,160.00	\$49,920	\$5,591	\$4,659.17	\$55,910

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

**2002-2003**  
**ADVANCED AND DOCTORAL DEGREED TEACHER SALARY SCHEDULE**

YEARS OF EXP	ADVANCED (SIXTH YEAR)				DOCTORATE			
	Adv. Teacher		Adv. with NBPTS Cert.		PhD Teacher		PhD with NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	\$2,904	\$2,420.00	N/A	N/A	\$3,031	\$2,525.83	N/A	N/A
1	\$2,950	\$2,458.33	N/A	N/A	\$3,077	\$2,564.17	N/A	N/A
2	\$2,998	\$2,498.33	N/A	N/A	\$3,125	\$2,604.17	N/A	N/A
3	\$3,166	\$2,638.33	\$3,531	\$2,942.50	\$3,293	\$2,744.17	\$3,658	\$3,048.33
4	\$3,320	\$2,766.67	\$3,703	\$3,085.83	\$3,447	\$2,872.50	\$3,830	\$3,191.67
5	\$3,466	\$2,888.33	\$3,867	\$3,222.50	\$3,593	\$2,994.17	\$3,994	\$3,328.33
6	\$3,606	\$3,005.00	\$4,024	\$3,353.33	\$3,733	\$3,110.83	\$4,151	\$3,459.17
7	\$3,719	\$3,099.17	\$4,150	\$3,458.33	\$3,846	\$3,205.00	\$4,277	\$3,564.17
8	\$3,771	\$3,142.50	\$4,208	\$3,506.67	\$3,898	\$3,248.33	\$4,335	\$3,612.50
9	\$3,824	\$3,186.67	\$4,268	\$3,556.67	\$3,951	\$3,292.50	\$4,395	\$3,662.50
10	\$3,879	\$3,232.50	\$4,329	\$3,607.50	\$4,006	\$3,338.33	\$4,456	\$3,713.33
11	\$3,933	\$3,277.50	\$4,390	\$3,658.33	\$4,060	\$3,383.33	\$4,517	\$3,764.17
12	\$3,988	\$3,323.33	\$4,451	\$3,709.17	\$4,115	\$3,429.17	\$4,578	\$3,815.00
13	\$4,043	\$3,369.17	\$4,513	\$3,760.83	\$4,170	\$3,475.00	\$4,640	\$3,866.67
14	\$4,101	\$3,417.50	\$4,578	\$3,815.00	\$4,228	\$3,523.33	\$4,705	\$3,920.83
15	\$4,160	\$3,466.67	\$4,644	\$3,870.00	\$4,287	\$3,572.50	\$4,771	\$3,975.83
16	\$4,220	\$3,516.67	\$4,711	\$3,925.83	\$4,347	\$3,622.50	\$4,838	\$4,031.67
17	\$4,281	\$3,567.50	\$4,780	\$3,983.33	\$4,408	\$3,673.33	\$4,907	\$4,089.17
18	\$4,343	\$3,619.17	\$4,849	\$4,040.83	\$4,470	\$3,725.00	\$4,976	\$4,146.67
19	\$4,407	\$3,672.50	\$4,921	\$4,100.83	\$4,534	\$3,778.33	\$5,048	\$4,206.67
20	\$4,471	\$3,725.83	\$4,992	\$4,160.00	\$4,598	\$3,831.67	\$5,119	\$4,265.83
21	\$4,538	\$3,781.67	\$5,067	\$4,222.50	\$4,665	\$3,887.50	\$5,194	\$4,328.33
22	\$4,605	\$3,837.50	\$5,142	\$4,285.00	\$4,732	\$3,943.33	\$5,269	\$4,390.83
23	\$4,676	\$3,896.67	\$5,222	\$4,351.67	\$4,803	\$4,002.50	\$5,349	\$4,457.50
24	\$4,746	\$3,955.00	\$5,300	\$4,416.67	\$4,873	\$4,060.83	\$5,427	\$4,522.50
25	\$4,816	\$4,013.33	\$5,379	\$4,482.50	\$4,943	\$4,119.17	\$5,506	\$4,588.33
26	\$4,889	\$4,074.17	\$5,461	\$4,550.83	\$5,016	\$4,180.00	\$5,588	\$4,656.67
27	\$4,964	\$4,136.67	\$5,545	\$4,620.83	\$5,091	\$4,242.50	\$5,672	\$4,726.67
28	\$5,040	\$4,200.00	\$5,630	\$4,691.67	\$5,167	\$4,305.83	\$5,757	\$4,797.50
29	\$5,118	\$4,265.00	\$5,717	\$4,764.17	\$5,245	\$4,370.83	\$5,844	\$4,870.00
30+	\$5,118	\$4,265.00	\$5,717	\$4,764.17	\$5,245	\$4,370.83	\$5,844	\$4,870.00

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

## 2002-2003 DAILY RATE SCHEDULES

### DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL (Based on 22 Days)

YEARS OF EXPERIENCE	Bachelor's Degree		Master's Degree		Advanced Degree		Doctorate Degree	
	Bachelor's Bachelor's with NBPTS		Master's Master's with NBPTS		Advanced Advanced with NBPTS		Doctorate Doctorate with NBPTS	
0	\$114.77	N/A	\$126.27	N/A	\$132.00	N/A	\$137.77	N/A
1	\$116.68	N/A	\$128.36	N/A	\$134.09	N/A	\$139.86	N/A
2	\$118.68	N/A	\$130.55	N/A	\$136.27	N/A	\$142.05	N/A
3	\$125.64	\$140.73	\$138.18	\$154.77	\$143.91	\$160.50	\$149.68	\$166.27
4	\$132.00	\$147.82	\$145.18	\$162.59	\$150.91	\$168.32	\$156.68	\$174.09
5	\$138.00	\$154.55	\$151.82	\$170.05	\$157.55	\$175.77	\$163.32	\$181.55
6	\$143.82	\$161.09	\$158.18	\$177.18	\$163.91	\$182.91	\$169.68	\$188.68
7	\$148.45	\$166.27	\$163.32	\$182.91	\$169.05	\$188.64	\$174.82	\$194.41
8	\$150.64	\$168.73	\$165.68	\$185.55	\$171.41	\$191.27	\$177.18	\$197.05
9	\$152.82	\$171.14	\$168.09	\$188.27	\$173.82	\$194.00	\$179.59	\$199.77
10	\$155.09	\$173.68	\$170.59	\$191.05	\$176.32	\$196.77	\$182.09	\$202.55
11	\$157.32	\$176.18	\$173.05	\$193.82	\$178.77	\$199.55	\$184.55	\$205.32
12	\$159.59	\$178.73	\$175.55	\$196.59	\$181.27	\$202.32	\$187.05	\$208.09
13	\$161.86	\$181.27	\$178.05	\$199.41	\$183.77	\$205.14	\$189.55	\$210.91
14	\$164.27	\$184.00	\$180.68	\$202.36	\$186.41	\$208.09	\$192.18	\$213.86
15	\$166.68	\$186.68	\$183.36	\$205.36	\$189.09	\$211.09	\$194.86	\$216.86
16	\$169.18	\$189.50	\$186.09	\$208.41	\$191.82	\$214.14	\$197.59	\$219.91
17	\$171.68	\$192.27	\$188.86	\$211.55	\$194.59	\$217.27	\$200.36	\$223.05
18	\$174.27	\$195.18	\$191.68	\$214.68	\$197.41	\$220.41	\$203.18	\$226.18
19	\$176.91	\$198.14	\$194.59	\$217.95	\$200.32	\$223.68	\$206.09	\$229.45
20	\$179.55	\$201.09	\$197.50	\$221.18	\$203.23	\$226.91	\$209.00	\$232.68
21	\$182.32	\$204.18	\$200.55	\$224.59	\$206.27	\$230.32	\$212.05	\$236.09
22	\$185.09	\$207.32	\$203.59	\$228.00	\$209.32	\$233.73	\$215.09	\$239.50
23	\$188.00	\$210.55	\$206.82	\$231.64	\$212.55	\$237.36	\$218.32	\$243.14
24	\$190.91	\$213.82	\$210.00	\$235.18	\$215.73	\$240.91	\$221.50	\$246.68
25	\$193.82	\$217.09	\$213.18	\$238.77	\$218.91	\$244.50	\$224.68	\$250.27
26	\$196.82	\$220.45	\$216.50	\$242.50	\$222.23	\$248.23	\$228.00	\$254.00
27	\$199.91	\$223.91	\$219.91	\$246.32	\$225.64	\$252.05	\$231.41	\$257.82
28	\$203.05	\$227.41	\$223.36	\$250.18	\$229.09	\$255.91	\$234.86	\$261.68
29	\$206.27	\$231.05	\$226.91	\$254.14	\$232.64	\$259.86	\$238.41	\$265.64
30+	\$206.27	\$231.05	\$226.91	\$254.14	\$232.64	\$259.86	\$238.41	\$265.64

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

**2002-2003**  
**SCHOOL PSYCHOLOGIST SALARY SCHEDULE**  
**(INCLUDING MASTER'S LEVEL SPEECH-LANGUAGE PATHOLOGIST**  
**AND MASTER'S LEVEL AUDIOLOGISTS)**

Years of <u>Exp.</u>	Master's		Advanced		Doctorate	
	Monthly Salary	12 Monthly Installments	Monthly Salary	12 Monthly Installments	Monthly Salary	12 Monthly Installments
0	\$3,340	\$2,783.33	\$3,466	\$2,888.33	\$3,593	\$2,994.17
1	\$3,480	\$2,900.00	\$3,606	\$3,005.00	\$3,733	\$3,110.83
2	\$3,593	\$2,994.17	\$3,719	\$3,099.17	\$3,846	\$3,205.00
3	\$3,645	\$3,037.50	\$3,771	\$3,142.50	\$3,898	\$3,248.33
4	\$3,698	\$3,081.67	\$3,824	\$3,186.67	\$3,951	\$3,292.50
5	\$3,753	\$3,127.50	\$3,879	\$3,232.50	\$4,006	\$3,338.33
6	\$3,807	\$3,172.50	\$3,933	\$3,277.50	\$4,060	\$3,383.33
7	\$3,862	\$3,218.33	\$3,988	\$3,323.33	\$4,115	\$3,429.17
8	\$3,917	\$3,264.17	\$4,043	\$3,369.17	\$4,170	\$3,475.00
9	\$3,975	\$3,312.50	\$4,101	\$3,417.50	\$4,228	\$3,523.33
10	\$4,034	\$3,361.67	\$4,160	\$3,466.67	\$4,287	\$3,572.50
11	\$4,094	\$3,411.67	\$4,220	\$3,516.67	\$4,347	\$3,622.50
12	\$4,155	\$3,462.50	\$4,281	\$3,567.50	\$4,408	\$3,673.33
13	\$4,217	\$3,514.17	\$4,343	\$3,619.17	\$4,470	\$3,725.00
14	\$4,281	\$3,567.50	\$4,407	\$3,672.50	\$4,534	\$3,778.33
15	\$4,345	\$3,620.83	\$4,471	\$3,725.83	\$4,598	\$3,831.67
16	\$4,412	\$3,676.67	\$4,538	\$3,781.67	\$4,665	\$3,887.50
17	\$4,479	\$3,732.50	\$4,605	\$3,837.50	\$4,732	\$3,943.33
18	\$4,550	\$3,791.67	\$4,676	\$3,896.67	\$4,803	\$4,002.50
19	\$4,620	\$3,850.00	\$4,746	\$3,955.00	\$4,873	\$4,060.83
20	\$4,690	\$3,908.33	\$4,816	\$4,013.33	\$4,943	\$4,119.17
21	\$4,763	\$3,969.17	\$4,889	\$4,074.17	\$5,016	\$4,180.00
22	\$4,838	\$4,031.67	\$4,964	\$4,136.67	\$5,091	\$4,242.50
23	\$4,914	\$4,095.00	\$5,040	\$4,200.00	\$5,167	\$4,305.83
24	\$4,992	\$4,160.00	\$5,118	\$4,265.00	\$5,245	\$4,370.83
25	\$5,072	\$4,226.67	\$5,198	\$4,331.67	\$5,325	\$4,437.50
26	\$5,153	\$4,294.17	\$5,279	\$4,399.17	\$5,406	\$4,505.00
27	\$5,235	\$4,362.50	\$5,361	\$4,467.50	\$5,488	\$4,573.33
28	\$5,319	\$4,432.50	\$5,445	\$4,537.50	\$5,572	\$4,643.33
29	\$5,404	\$4,503.33	\$5,530	\$4,608.33	\$5,657	\$4,714.17
30+	\$5,404	\$4,503.33	\$5,530	\$4,608.33	\$5,657	\$4,714.17

**NOTE:** Speech-language pathologists and audiologists who are not certified at the master's level field are to be paid on the teacher salary schedule according to their highest level of certifi

**2002-2003**  
**DAILY RATES FOR SCHOOL PSYCHOLOGISTS**  
**Including Masters Level Speech-Language Pathologists and**  
**Masters Level Audiologists**  
**(Based on 22 Days)**

<b>YEARS OF EXP</b>	<b>BASE SALARY</b>	<b>Psychologists</b>		
		Masters	Advanced	Doctorate
0	\$3,340	\$151.82	\$157.55	\$163.32
1	\$3,480	\$158.18	\$163.91	\$169.68
2	\$3,593	\$163.32	\$169.05	\$174.82
3	\$3,645	\$165.68	\$171.41	\$177.18
4	\$3,698	\$168.09	\$173.82	\$179.59
5	\$3,753	\$170.59	\$176.32	\$182.09
6	\$3,807	\$173.05	\$178.77	\$184.55
7	\$3,862	\$175.55	\$181.27	\$187.05
8	\$3,917	\$178.05	\$183.77	\$189.55
9	\$3,975	\$180.68	\$186.41	\$192.18
10	\$4,034	\$183.36	\$189.09	\$194.86
11	\$4,094	\$186.09	\$191.82	\$197.59
12	\$4,155	\$188.86	\$194.59	\$200.36
13	\$4,217	\$191.68	\$197.41	\$203.18
14	\$4,281	\$194.59	\$200.32	\$206.09
15	\$4,345	\$197.50	\$203.23	\$209.00
16	\$4,412	\$200.55	\$206.27	\$212.05
17	\$4,479	\$203.59	\$209.32	\$215.09
18	\$4,550	\$206.82	\$212.55	\$218.32
19	\$4,620	\$210.00	\$215.73	\$221.50
20	\$4,690	\$213.18	\$218.91	\$224.68
21	\$4,763	\$216.50	\$222.23	\$228.00
22	\$4,838	\$219.91	\$225.64	\$231.41
23	\$4,914	\$223.36	\$229.09	\$234.86
24	\$4,992	\$226.91	\$232.64	\$238.41
25	\$5,072	\$230.55	\$236.27	\$242.05
26	\$5,153	\$234.23	\$239.95	\$245.73
27	\$5,235	\$237.95	\$243.68	\$249.45
28	\$5,319	\$241.77	\$247.50	\$253.27
29	\$5,404	\$245.64	\$251.36	\$257.14
30+	\$5,404	\$245.64	\$251.36	\$257.14

## 2002-2003 ASSISTANT PRINCIPAL SALARY SCHEDULE

Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Years of Exp	Schedule/ Pay Level
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary		
0-4	0-1	\$3,226	\$3,258	\$3,291	\$3,323	\$3,355	\$3,387	\$3,420	0-4	0-1
5	0-2	\$3,373	\$3,407	\$3,440	\$3,474	\$3,508	\$3,542	\$3,575	5	0-2
6	0-3	\$3,515	\$3,550	\$3,585	\$3,620	\$3,656	\$3,691	\$3,726	6	0-3
7	0-4	\$3,629	\$3,665	\$3,702	\$3,738	\$3,774	\$3,810	\$3,847	7	0-4
8	0-5	\$3,681	\$3,718	\$3,755	\$3,791	\$3,828	\$3,865	\$3,902	8	0-5
9	0-6	\$3,735	\$3,772	\$3,810	\$3,847	\$3,884	\$3,922	\$3,959	9	0-6
10	0-7	\$3,791	\$3,829	\$3,867	\$3,905	\$3,943	\$3,981	\$4,018	10	0-7
11	0-8	\$3,845	\$3,883	\$3,922	\$3,960	\$3,999	\$4,037	\$4,076	11	0-8
12	0-9	\$3,901	\$3,940	\$3,979	\$4,018	\$4,057	\$4,096	\$4,135	12	0-9
13	0-10	\$3,956	\$3,996	\$4,035	\$4,075	\$4,114	\$4,154	\$4,193	13	0-10
14	0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	14	0-11
15	0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	15	0-12
16	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	16	0-13
17	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	17	0-14
18	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	18	0-15
19	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	19	0-16
20	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	20	0-17
21	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	21	0-18
22	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	22	0-19
23	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	23	0-20
24	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	24	0-21
25	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	25	0-22
26	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	26	0-23
27	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	27	0-24
28	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	28	0-25
29	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	29	0-26
30	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	30	0-27
31+	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	31+	0-28

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

## 2002-2003 PRINCIPAL SALARY SCHEDULES

### PRINCIPAL I

0 - 10 Teachers

Combined Years of Exp		Schedule/ Pay Level		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp		Schedule/ Pay Level	
				Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary				
0-8	0-5	\$3,681	\$3,718	\$3,755	\$3,791	\$3,828	\$3,865	\$3,902	0-8	0-5				
9	0-6	\$3,735	\$3,772	\$3,810	\$3,847	\$3,884	\$3,922	\$3,959	9	0-6				
10	0-7	\$3,791	\$3,829	\$3,867	\$3,905	\$3,943	\$3,981	\$4,018	10	0-7				
11	0-8	\$3,845	\$3,883	\$3,922	\$3,960	\$3,999	\$4,037	\$4,076	11	0-8				
12	0-9	\$3,901	\$3,940	\$3,979	\$4,018	\$4,057	\$4,096	\$4,135	12	0-9				
13	0-10	\$3,956	\$3,996	\$4,035	\$4,075	\$4,114	\$4,154	\$4,193	13	0-10				
14	0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	14	0-11				
15	0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	15	0-12				
16	0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	16	0-13				
17	0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	17	0-14				
18	0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	18	0-15				
19	0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	19	0-16				
20	0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	20	0-17				
21	0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	21	0-18				
22	0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	22	0-19				
23	0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	23	0-20				
24	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	24	0-21				
25	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	25	0-22				
26	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	26	0-23				
27	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	27	0-24				
28	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	28	0-25				
29	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	29	0-26				
30	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	30	0-27				
31	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	31	0-28				
32+	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	32+	0-29				

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 PRINCIPAL SALARY SCHEDULES PRINCIPAL II

11 - 21 Teachers

Combined Years of Exp		Schedule/ Pay Level	Base Monthly Salary	Base + 1% Monthly Salary	Base + 2% Monthly Salary	Base + 3% Monthly Salary	Base + 4% Monthly Salary	Base + 5% Monthly Salary	Base + 6% Monthly Salary	Combined Years of Exp		Schedule/ Pay Level
0-10		0-8	\$3,845	\$3,883	\$3,922	\$3,960	\$3,999	\$4,037	\$4,076	0-10		0-8
11		0-9	\$3,901	\$3,940	\$3,979	\$4,018	\$4,057	\$4,096	\$4,135	11		0-9
12		0-10	\$3,956	\$3,996	\$4,035	\$4,075	\$4,114	\$4,154	\$4,193	12		0-10
13		0-11	\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	13		0-11
14		0-12	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	14		0-12
15		0-13	\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	15		0-13
16		0-14	\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	16		0-14
17		0-15	\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	17		0-15
18		0-16	\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	18		0-16
19		0-17	\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	19		0-17
20		0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	20		0-18
21		0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	21		0-19
22		0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	22		0-20
23		0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	23		0-21
24		0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	24		0-22
25		0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	25		0-23
26		0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	26		0-24
27		0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	27		0-25
28		0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	28		0-26
29		0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	29		0-27
30		0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	30		0-28
31		0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	31		0-29
32		0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	32		0-30
33		0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	33		0-31
34+		0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	34+		0-32

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.



## 2002-2003 PRINCIPAL SALARY SCHEDULES

### PRINCIPAL III

22 - 32 Teachers

Combined Years of Exp		Schedule/ Pay Level		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp		Schedule/ Pay Level	
				Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary				
0-12	0-11			\$4,015	\$4,055	\$4,095	\$4,135	\$4,176	\$4,216	\$4,256	0-12	0-11		
13	0-12			\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318	13	0-12		
14	0-13			\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	14	0-13		
15	0-14			\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	15	0-14		
16	0-15			\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	16	0-15		
17	0-16			\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	17	0-16		
18	0-17			\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	18	0-17		
19	0-18			\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	19	0-18		
20	0-19			\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	20	0-19		
21	0-20			\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	21	0-20		
22	0-21			\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	22	0-21		
23	0-22			\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	23	0-22		
24	0-23			\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	24	0-23		
25	0-24			\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	25	0-24		
26	0-25			\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	26	0-25		
27	0-26			\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	27	0-26		
28	0-27			\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	28	0-27		
29	0-28			\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	29	0-28		
30	0-29			\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	30	0-29		
31	0-30			\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	31	0-30		
32	0-31			\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	32	0-31		
33	0-32			\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	33	0-32		
34	0-33			\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	34	0-33		
35	0-34			\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	35	0-34		
36+	0-35			\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	36+	0-35		

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
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3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 PRINCIPAL SALARY SCHEDULES

### PRINCIPAL IV

33 - 43 Teachers

Combined Years of Exp		Schedule/ Pay Level	Base Monthly Salary	Base + 1% Monthly Salary	Base + 2% Monthly Salary	Base + 3% Monthly Salary	Base + 4% Monthly Salary	Base + 5% Monthly Salary	Base + 6% Monthly Salary	Combined Years of Exp	Schedule/ Pay Level
0-13	0-13		\$4,135	\$4,176	\$4,218	\$4,259	\$4,300	\$4,342	\$4,383	0-13	0-13
14	0-14		\$4,197	\$4,239	\$4,281	\$4,323	\$4,365	\$4,407	\$4,449	14	0-14
15	0-15		\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	15	0-15
16	0-16		\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	16	0-16
17	0-17		\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	17	0-17
18	0-18		\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	18	0-18
19	0-19		\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	19	0-19
20	0-20		\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	20	0-20
21	0-21		\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	21	0-21
22	0-22		\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	22	0-22
23	0-23		\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	23	0-23
24	0-24		\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	24	0-24
25	0-25		\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	25	0-25
26	0-26		\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	26	0-26
27	0-27		\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	27	0-27
28	0-28		\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	28	0-28
29	0-29		\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	29	0-29
30	0-30		\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	30	0-30
31	0-31		\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	31	0-31
32	0-32		\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	32	0-32
33	0-33		\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	33	0-33
34	0-34		\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	34	0-34
35	0-35		\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	35	0-35
36	0-36		\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	36	0-36
37+	0-37		\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	37+	0-37

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 PRINCIPAL SALARY SCHEDULES

### PRINCIPAL V

44 - 54 Teachers

Combined Years of Exp		Schedule/ Pay Level		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp		Schedule/ Pay Level	
				Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary				
0-14	0-15			\$4,259	\$4,302	\$4,344	\$4,387	\$4,429	\$4,472	\$4,515	0-14	0-15		
15	0-16			\$4,324	\$4,367	\$4,410	\$4,454	\$4,497	\$4,540	\$4,583	15	0-16		
16	0-17			\$4,388	\$4,432	\$4,476	\$4,520	\$4,564	\$4,607	\$4,651	16	0-17		
17	0-18			\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	17	0-18		
18	0-19			\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	18	0-19		
19	0-20			\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	19	0-20		
20	0-21			\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	20	0-21		
21	0-22			\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	21	0-22		
22	0-23			\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	22	0-23		
23	0-24			\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	23	0-24		
24	0-25			\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	24	0-25		
25	0-26			\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	25	0-26		
26	0-27			\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	26	0-27		
27	0-28			\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	27	0-28		
28	0-29			\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	28	0-29		
29	0-30			\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	29	0-30		
30	0-31			\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	30	0-31		
31	0-32			\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	31	0-32		
32	0-33			\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	32	0-33		
33	0-34			\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	33	0-34		
34	0-35			\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	34	0-35		
35	0-36			\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	35	0-36		
36	0-37			\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	36	0-37		
37	0-38			\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	37	0-38		
38+	0-39			\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	38+	0-39		

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
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3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 PRINCIPAL SALARY SCHEDULES PRINCIPAL VI

55 - 65 Teachers

Combined Years of Exp		Schedule/ Pay Level	Base Monthly Salary	Base + 1% Monthly Salary	Base + 2% Monthly Salary	Base + 3% Monthly Salary	Base + 4% Monthly Salary	Base + 5% Monthly Salary	Base + 6% Monthly Salary	Combined Years of Exp	Schedule/ Pay Level
0-16		0-18	\$4,456	\$4,501	\$4,545	\$4,590	\$4,634	\$4,679	\$4,723	0-16	0-18
17		0-19	\$4,524	\$4,569	\$4,614	\$4,660	\$4,705	\$4,750	\$4,795	17	0-19
18		0-20	\$4,596	\$4,642	\$4,688	\$4,734	\$4,780	\$4,826	\$4,872	18	0-20
19		0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	19	0-21
20		0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	20	0-22
21		0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	21	0-23
22		0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	22	0-24
23		0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	23	0-25
24		0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	24	0-26
25		0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	25	0-27
26		0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	26	0-28
27		0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	27	0-29
28		0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	28	0-30
29		0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	29	0-31
30		0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	30	0-32
31		0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	31	0-33
32		0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	32	0-34
33		0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	33	0-35
34		0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	34	0-36
35		0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	35	0-37
36		0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	36	0-38
37		0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	37	0-39
38		0-40	\$6,653	\$6,720	\$6,786	\$6,853	\$6,919	\$6,986	\$7,052	38	0-40
39		0-41	\$6,786	\$6,854	\$6,922	\$6,990	\$7,057	\$7,125	\$7,193	39	0-41
40+		0-42	\$6,922	\$6,991	\$7,060	\$7,130	\$7,199	\$7,268	\$7,337	40+	0-42

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 PRINCIPAL SALARY SCHEDULES

### PRINCIPAL VII

66 - 100 Teachers

Combined Years of Exp		Schedule/ Pay Level		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp		Schedule/ Pay Level	
				Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary				
0-17	0-21	\$4,666	\$4,713	\$4,759	\$4,806	\$4,853	\$4,899	\$4,946	0-17	0-21				
18	0-22	\$4,737	\$4,784	\$4,832	\$4,879	\$4,926	\$4,974	\$5,021	18	0-22				
19	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	19	0-23				
20	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	20	0-24				
21	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	21	0-25				
22	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	22	0-26				
23	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	23	0-27				
24	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	24	0-28				
25	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	25	0-29				
26	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	26	0-30				
27	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	27	0-31				
28	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	28	0-32				
29	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	29	0-33				
30	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	30	0-34				
31	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	31	0-35				
32	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	32	0-36				
33	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	33	0-37				
34	0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	34	0-38				
35	0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	35	0-39				
36	0-40	\$6,653	\$6,720	\$6,786	\$6,853	\$6,919	\$6,986	\$7,052	36	0-40				
37	0-41	\$6,786	\$6,854	\$6,922	\$6,990	\$7,057	\$7,125	\$7,193	37	0-41				
38	0-42	\$6,922	\$6,991	\$7,060	\$7,130	\$7,199	\$7,268	\$7,337	38	0-42				
39	0-43	\$7,060	\$7,131	\$7,201	\$7,272	\$7,342	\$7,413	\$7,484	39	0-43				
40	0-44	\$7,201	\$7,273	\$7,345	\$7,417	\$7,489	\$7,561	\$7,633	40	0-44				
41+	0-45	\$7,345	\$7,418	\$7,492	\$7,565	\$7,639	\$7,712	\$7,786	41+	0-45				

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 PRINCIPAL SALARY SCHEDULES PRINCIPAL VIII

101+ Teachers

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp	Schedule/ Pay Level
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary		
0-18	0-23	\$4,811	\$4,859	\$4,907	\$4,955	\$5,003	\$5,052	\$5,100	0-18	0-23
19	0-24	\$4,886	\$4,935	\$4,984	\$5,033	\$5,081	\$5,130	\$5,179	19	0-24
20	0-25	\$4,963	\$5,013	\$5,062	\$5,112	\$5,162	\$5,211	\$5,261	20	0-25
21	0-26	\$5,042	\$5,092	\$5,143	\$5,193	\$5,244	\$5,294	\$5,345	21	0-26
22	0-27	\$5,143	\$5,194	\$5,246	\$5,297	\$5,349	\$5,400	\$5,452	22	0-27
23	0-28	\$5,246	\$5,298	\$5,351	\$5,403	\$5,456	\$5,508	\$5,561	23	0-28
24	0-29	\$5,351	\$5,405	\$5,458	\$5,512	\$5,565	\$5,619	\$5,672	24	0-29
25	0-30	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785	25	0-30
26	0-31	\$5,567	\$5,623	\$5,678	\$5,734	\$5,790	\$5,845	\$5,901	26	0-31
27	0-32	\$5,678	\$5,735	\$5,792	\$5,848	\$5,905	\$5,962	\$6,019	27	0-32
28	0-33	\$5,792	\$5,850	\$5,908	\$5,966	\$6,024	\$6,082	\$6,140	28	0-33
29	0-34	\$5,908	\$5,967	\$6,026	\$6,085	\$6,144	\$6,203	\$6,262	29	0-34
30	0-35	\$6,026	\$6,086	\$6,147	\$6,207	\$6,267	\$6,327	\$6,388	30	0-35
31	0-36	\$6,147	\$6,208	\$6,270	\$6,331	\$6,393	\$6,454	\$6,516	31	0-36
32	0-37	\$6,270	\$6,333	\$6,395	\$6,458	\$6,521	\$6,584	\$6,646	32	0-37
33	0-38	\$6,395	\$6,459	\$6,523	\$6,587	\$6,651	\$6,715	\$6,779	33	0-38
34	0-39	\$6,523	\$6,588	\$6,653	\$6,719	\$6,784	\$6,849	\$6,914	34	0-39
35	0-40	\$6,653	\$6,720	\$6,786	\$6,853	\$6,919	\$6,986	\$7,052	35	0-40
36	0-41	\$6,786	\$6,854	\$6,922	\$6,990	\$7,057	\$7,125	\$7,193	36	0-41
37	0-42	\$6,922	\$6,991	\$7,060	\$7,130	\$7,199	\$7,268	\$7,337	37	0-42
38	0-43	\$7,060	\$7,131	\$7,201	\$7,272	\$7,342	\$7,413	\$7,484	38	0-43
39	0-44	\$7,201	\$7,273	\$7,345	\$7,417	\$7,489	\$7,561	\$7,633	39	0-44
40	0-45	\$7,345	\$7,418	\$7,492	\$7,565	\$7,639	\$7,712	\$7,786	40	0-45
41+	0-46	\$7,492	\$7,567	\$7,642	\$7,717	\$7,792	\$7,867	\$7,942	41+	0-46

**NOTES:**

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 ABCs and School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,226	\$161.30	\$153.62	\$146.64	\$140.26	\$167.60	\$159.62	\$152.36	\$145.74	\$173.95	\$165.67	\$158.14	\$151.26
0-2	\$3,373	\$168.65	\$160.62	\$153.32	\$146.65	\$174.95	\$166.62	\$159.05	\$152.13	\$181.30	\$172.67	\$164.82	\$157.65
0-3	\$3,515	\$175.75	\$167.38	\$159.77	\$152.83	\$182.05	\$173.38	\$165.50	\$158.30	\$188.40	\$179.43	\$171.27	\$163.83
0-4	\$3,629	\$181.45	\$172.81	\$164.95	\$157.78	\$187.75	\$178.81	\$170.68	\$163.26	\$194.10	\$184.86	\$176.45	\$168.78
0-5	\$3,681	\$184.05	\$175.29	\$167.32	\$160.04	\$190.35	\$181.29	\$173.05	\$165.52	\$196.70	\$187.33	\$178.82	\$171.04
0-6	\$3,735	\$186.75	\$177.86	\$169.77	\$162.39	\$193.05	\$183.86	\$175.50	\$167.87	\$199.40	\$189.90	\$181.27	\$173.39
0-7	\$3,791	\$189.55	\$180.52	\$172.32	\$164.83	\$195.85	\$186.52	\$178.05	\$170.30	\$202.20	\$192.57	\$183.82	\$175.83
0-8	\$3,845	\$192.25	\$183.10	\$174.77	\$167.17	\$198.55	\$189.10	\$180.50	\$172.65	\$204.90	\$195.14	\$186.27	\$178.17
0-9	\$3,901	\$195.05	\$185.76	\$177.32	\$169.61	\$201.35	\$191.76	\$183.05	\$175.09	\$207.70	\$197.81	\$188.82	\$180.61
0-10	\$3,956	\$197.80	\$188.38	\$179.82	\$172.00	\$204.10	\$194.38	\$185.55	\$177.48	\$210.45	\$200.43	\$191.32	\$183.00
0-11	\$4,015	\$200.75	\$191.19	\$182.50	\$174.57	\$207.05	\$197.19	\$188.23	\$180.04	\$213.40	\$203.24	\$194.00	\$185.57
0-12	\$4,074	\$203.70	\$194.00	\$185.18	\$177.13	\$210.00	\$200.00	\$190.91	\$182.61	\$216.35	\$206.05	\$196.68	\$188.13
0-13	\$4,135	\$206.75	\$196.90	\$187.95	\$179.78	\$213.05	\$202.90	\$193.68	\$185.26	\$219.40	\$208.95	\$199.45	\$190.78
0-14	\$4,197	\$209.85	\$199.86	\$190.77	\$182.48	\$216.15	\$205.86	\$196.50	\$187.96	\$222.50	\$211.90	\$202.27	\$193.48
0-15	\$4,259	\$212.95	\$202.81	\$193.59	\$185.17	\$219.25	\$208.81	\$199.32	\$190.65	\$225.60	\$214.86	\$205.09	\$196.17
0-16	\$4,324	\$216.20	\$205.90	\$196.55	\$188.00	\$222.50	\$211.90	\$202.27	\$193.48	\$228.85	\$217.95	\$208.05	\$199.00
0-17	\$4,388	\$219.40	\$208.95	\$199.45	\$190.78	\$225.70	\$214.95	\$205.18	\$196.26	\$232.05	\$221.00	\$210.95	\$201.78
0-18	\$4,456	\$222.80	\$212.19	\$202.55	\$193.74	\$229.10	\$218.19	\$208.27	\$199.22	\$235.45	\$224.24	\$214.05	\$204.74
0-19	\$4,524	\$226.20	\$215.43	\$205.64	\$196.70	\$232.50	\$221.43	\$211.36	\$202.17	\$238.85	\$227.48	\$217.14	\$207.70
0-20	\$4,596	\$229.80	\$218.86	\$208.91	\$199.83	\$236.10	\$224.86	\$214.64	\$205.30	\$242.45	\$230.90	\$220.41	\$210.83
0-21	\$4,666	\$233.30	\$222.19	\$212.09	\$202.87	\$239.60	\$228.19	\$217.82	\$208.35	\$245.95	\$234.24	\$223.59	\$213.87
0-22	\$4,737	\$236.85	\$225.57	\$215.32	\$205.96	\$243.15	\$231.57	\$221.05	\$211.43	\$249.50	\$237.62	\$226.82	\$216.96
0-23	\$4,811	\$240.55	\$229.10	\$218.68	\$209.17	\$246.85	\$235.10	\$224.41	\$214.65	\$253.20	\$241.14	\$230.18	\$220.17

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base, Continued

SCHD/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$4,886	\$244.30	\$232.67	\$222.09	\$212.43	\$250.60	\$238.67	\$227.82	\$217.91	\$256.95	\$244.71	\$233.59	\$223.43
0-25	\$4,963	\$248.15	\$236.33	\$225.59	\$215.78	\$254.45	\$242.33	\$231.32	\$221.26	\$260.80	\$248.38	\$237.09	\$226.78
0-26	\$5,042	\$252.10	\$240.10	\$229.18	\$219.22	\$258.40	\$246.10	\$234.91	\$224.70	\$264.75	\$252.14	\$240.68	\$230.22
0-27	\$5,143	\$257.15	\$244.90	\$233.77	\$223.61	\$263.45	\$250.90	\$239.50	\$229.09	\$269.80	\$256.95	\$245.27	\$234.61
0-28	\$5,246	\$262.30	\$249.81	\$238.45	\$228.09	\$268.60	\$255.81	\$244.18	\$233.57	\$274.95	\$261.86	\$249.95	\$239.09
0-29	\$5,351	\$267.55	\$254.81	\$243.23	\$232.65	\$273.85	\$260.81	\$248.95	\$238.13	\$280.20	\$266.86	\$254.73	\$243.65
0-30	\$5,458	\$272.90	\$259.90	\$248.09	\$237.30	\$279.20	\$265.90	\$253.82	\$242.78	\$285.55	\$271.95	\$259.59	\$248.30
0-31	\$5,567	\$278.35	\$265.10	\$253.05	\$242.04	\$284.65	\$271.10	\$258.77	\$247.52	\$291.00	\$277.14	\$264.55	\$253.04
0-32	\$5,678	\$283.90	\$270.38	\$258.09	\$246.87	\$290.20	\$276.38	\$263.82	\$252.35	\$296.55	\$282.43	\$269.59	\$257.87
0-33	\$5,792	\$289.60	\$275.81	\$263.27	\$251.83	\$295.90	\$281.81	\$269.00	\$257.30	\$302.25	\$287.86	\$274.77	\$262.83
0-34	\$5,908	\$295.40	\$281.33	\$268.55	\$256.87	\$301.70	\$287.33	\$274.27	\$262.35	\$308.05	\$293.38	\$280.05	\$267.87
0-35	\$6,026	\$301.30	\$286.95	\$273.91	\$262.00	\$307.60	\$292.95	\$279.64	\$267.48	\$313.95	\$299.00	\$285.41	\$273.00
0-36	\$6,147	\$307.35	\$292.71	\$279.41	\$267.26	\$313.65	\$298.71	\$285.14	\$272.74	\$320.00	\$304.76	\$290.91	\$278.26
0-37	\$6,270	\$313.50	\$298.57	\$285.00	\$272.61	\$319.80	\$304.57	\$290.73	\$278.09	\$326.15	\$310.62	\$296.50	\$283.61
0-38	\$6,395	\$319.75	\$304.52	\$290.68	\$278.04	\$326.05	\$310.52	\$296.41	\$283.52	\$332.40	\$316.57	\$302.18	\$289.04
0-39	\$6,523	\$326.15	\$310.62	\$296.50	\$283.61	\$332.45	\$316.62	\$302.23	\$289.09	\$338.80	\$322.67	\$308.00	\$294.61
0-40	\$6,653	\$332.65	\$316.81	\$302.41	\$289.26	\$338.95	\$322.81	\$308.14	\$294.74	\$345.30	\$328.86	\$313.91	\$300.26
0-41	\$6,786	\$339.30	\$323.14	\$308.45	\$295.04	\$345.60	\$329.14	\$314.18	\$300.52	\$351.95	\$335.19	\$319.95	\$306.04
0-42	\$6,922	\$346.10	\$329.62	\$314.64	\$300.96	\$352.40	\$335.62	\$320.36	\$306.43	\$358.75	\$341.67	\$326.14	\$311.96
0-43	\$7,060	\$353.00	\$336.19	\$320.91	\$306.96	\$359.30	\$342.19	\$326.64	\$312.43	\$365.65	\$348.24	\$332.41	\$317.96
0-44	\$7,201	\$360.05	\$342.90	\$327.32	\$313.09	\$366.35	\$348.90	\$333.05	\$318.57	\$372.70	\$354.95	\$338.82	\$324.09
0-45	\$7,345	\$367.25	\$349.76	\$333.86	\$319.35	\$373.55	\$355.76	\$339.59	\$324.83	\$379.90	\$361.81	\$345.36	\$330.35
0-46	\$7,492	\$374.60	\$356.76	\$340.55	\$325.74	\$380.90	\$362.76	\$346.27	\$331.22	\$387.25	\$368.81	\$352.05	\$336.74



## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1%

SCHD/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,258	\$162.90	\$155.14	\$148.09	\$141.65	\$169.20	\$161.14	\$153.82	\$147.13	\$175.55	\$167.19	\$159.59	\$152.65
0-2	\$3,407	\$170.35	\$162.24	\$154.86	\$148.13	\$176.65	\$168.24	\$160.59	\$153.61	\$183.00	\$174.29	\$166.36	\$159.13
0-3	\$3,550	\$177.50	\$169.05	\$161.36	\$154.35	\$183.80	\$175.05	\$167.09	\$159.83	\$190.15	\$181.10	\$172.86	\$165.35
0-4	\$3,665	\$183.25	\$174.52	\$166.59	\$159.35	\$189.55	\$180.52	\$172.32	\$164.83	\$195.90	\$186.57	\$178.09	\$170.35
0-5	\$3,718	\$185.90	\$177.05	\$169.00	\$161.65	\$192.20	\$183.05	\$174.73	\$167.13	\$198.55	\$189.10	\$180.50	\$172.65
0-6	\$3,772	\$188.60	\$179.62	\$171.45	\$164.00	\$194.90	\$185.62	\$177.18	\$169.48	\$201.25	\$191.67	\$182.95	\$175.00
0-7	\$3,829	\$191.45	\$182.33	\$174.05	\$166.48	\$197.75	\$188.33	\$179.77	\$171.96	\$204.10	\$194.38	\$185.55	\$177.48
0-8	\$3,883	\$194.15	\$184.90	\$176.50	\$168.83	\$200.45	\$190.90	\$182.23	\$174.30	\$206.80	\$196.95	\$188.00	\$179.83
0-9	\$3,940	\$197.00	\$187.62	\$179.09	\$171.30	\$203.30	\$193.62	\$184.82	\$176.78	\$209.65	\$199.67	\$190.59	\$182.30
0-10	\$3,996	\$199.80	\$190.29	\$181.64	\$173.74	\$206.10	\$196.29	\$187.36	\$179.22	\$212.45	\$202.33	\$193.14	\$184.74
0-11	\$4,055	\$202.75	\$193.10	\$184.32	\$176.30	\$209.05	\$199.10	\$190.05	\$181.78	\$215.40	\$205.14	\$195.82	\$187.30
0-12	\$4,115	\$205.75	\$195.95	\$187.05	\$178.91	\$212.05	\$201.95	\$192.77	\$184.39	\$218.40	\$208.00	\$198.55	\$189.91
0-13	\$4,176	\$208.80	\$198.86	\$189.82	\$181.57	\$215.10	\$204.86	\$195.55	\$187.04	\$221.45	\$210.90	\$201.32	\$192.57
0-14	\$4,239	\$211.95	\$201.86	\$192.68	\$184.30	\$218.25	\$207.86	\$198.41	\$189.78	\$224.60	\$213.90	\$204.18	\$195.30
0-15	\$4,302	\$215.10	\$204.86	\$195.55	\$187.04	\$221.40	\$210.86	\$201.27	\$192.52	\$227.75	\$216.90	\$207.05	\$198.04
0-16	\$4,367	\$218.35	\$207.95	\$198.50	\$189.87	\$224.65	\$213.95	\$204.23	\$195.35	\$231.00	\$220.00	\$210.00	\$200.87
0-17	\$4,432	\$221.60	\$211.05	\$201.45	\$192.70	\$227.90	\$217.05	\$207.18	\$198.17	\$234.25	\$223.10	\$212.95	\$203.70
0-18	\$4,501	\$225.05	\$214.33	\$204.59	\$195.70	\$231.35	\$220.33	\$210.32	\$201.17	\$237.70	\$226.38	\$216.09	\$206.70
0-19	\$4,569	\$228.45	\$217.57	\$207.68	\$198.65	\$234.75	\$223.57	\$213.41	\$204.13	\$241.10	\$229.62	\$219.18	\$209.65
0-20	\$4,642	\$232.10	\$221.05	\$211.00	\$201.83	\$238.40	\$227.05	\$216.73	\$207.30	\$244.75	\$233.10	\$222.50	\$212.83
0-21	\$4,713	\$235.65	\$224.43	\$214.23	\$204.91	\$241.95	\$230.43	\$219.95	\$210.39	\$248.30	\$236.48	\$225.73	\$215.91
0-22	\$4,784	\$239.20	\$227.81	\$217.45	\$208.00	\$245.50	\$233.81	\$223.18	\$213.48	\$251.85	\$239.86	\$228.95	\$219.00
0-23	\$4,859	\$242.95	\$231.38	\$220.86	\$211.26	\$249.25	\$237.38	\$226.59	\$216.74	\$255.60	\$243.43	\$232.36	\$222.26

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% , Continued

SCHD/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$4,935	\$246.75	\$235.00	\$224.32	\$214.57	\$253.05	\$241.00	\$230.05	\$220.04	\$259.40	\$247.05	\$235.82	\$225.57
0-25	\$5,013	\$250.65	\$238.71	\$227.86	\$217.96	\$256.95	\$244.71	\$233.59	\$223.43	\$263.30	\$250.76	\$239.36	\$228.96
0-26	\$5,092	\$254.60	\$242.48	\$231.45	\$221.39	\$260.90	\$248.48	\$237.18	\$226.87	\$267.25	\$254.52	\$242.95	\$232.39
0-27	\$5,194	\$259.70	\$247.33	\$236.09	\$225.83	\$266.00	\$253.33	\$241.82	\$231.30	\$272.35	\$259.38	\$247.59	\$236.83
0-28	\$5,298	\$264.90	\$252.29	\$240.82	\$230.35	\$271.20	\$258.29	\$246.55	\$235.83	\$277.55	\$264.33	\$252.32	\$241.35
0-29	\$5,405	\$270.25	\$257.38	\$245.68	\$235.00	\$276.55	\$263.38	\$251.41	\$240.48	\$282.90	\$269.43	\$257.18	\$246.00
0-30	\$5,513	\$275.65	\$262.52	\$250.59	\$239.70	\$281.95	\$268.52	\$256.32	\$245.17	\$288.30	\$274.57	\$262.09	\$250.70
0-31	\$5,623	\$281.15	\$267.76	\$255.59	\$244.48	\$287.45	\$273.76	\$261.32	\$249.96	\$293.80	\$279.81	\$267.09	\$255.48
0-32	\$5,735	\$286.75	\$273.10	\$260.68	\$249.35	\$293.05	\$279.10	\$266.41	\$254.83	\$299.40	\$285.14	\$272.18	\$260.35
0-33	\$5,850	\$292.50	\$278.57	\$265.91	\$254.35	\$298.80	\$284.57	\$271.64	\$259.83	\$305.15	\$290.62	\$277.41	\$265.35
0-34	\$5,967	\$298.35	\$284.14	\$271.23	\$259.43	\$304.65	\$290.14	\$276.95	\$264.91	\$311.00	\$296.19	\$282.73	\$270.43
0-35	\$6,086	\$304.30	\$289.81	\$276.64	\$264.61	\$310.60	\$295.81	\$282.36	\$270.09	\$316.95	\$301.86	\$288.14	\$275.61
0-36	\$6,208	\$310.40	\$295.62	\$282.18	\$269.91	\$316.70	\$301.62	\$287.91	\$275.39	\$323.05	\$307.67	\$293.68	\$280.91
0-37	\$6,333	\$316.65	\$301.57	\$287.86	\$275.35	\$322.95	\$307.57	\$293.59	\$280.83	\$329.30	\$313.62	\$299.36	\$286.35
0-38	\$6,459	\$322.95	\$307.57	\$293.59	\$280.83	\$329.25	\$313.57	\$299.32	\$286.30	\$335.60	\$319.62	\$305.09	\$291.83
0-39	\$6,588	\$329.40	\$313.71	\$299.45	\$286.43	\$335.70	\$319.71	\$305.18	\$291.91	\$342.05	\$325.76	\$310.95	\$297.43
0-40	\$6,720	\$336.00	\$320.00	\$305.45	\$292.17	\$342.30	\$326.00	\$311.18	\$297.65	\$348.65	\$332.05	\$316.95	\$303.17
0-41	\$6,854	\$342.70	\$326.38	\$311.55	\$298.00	\$349.00	\$332.38	\$317.27	\$303.48	\$355.35	\$338.43	\$323.05	\$309.00
0-42	\$6,991	\$349.55	\$332.90	\$317.77	\$303.96	\$355.85	\$338.90	\$323.50	\$309.43	\$362.20	\$344.95	\$329.27	\$314.96
0-43	\$7,131	\$356.55	\$339.57	\$324.14	\$310.04	\$362.85	\$345.57	\$329.86	\$315.52	\$369.20	\$351.62	\$335.64	\$321.04
0-44	\$7,273	\$363.65	\$346.33	\$330.59	\$316.22	\$369.95	\$352.33	\$336.32	\$321.70	\$376.30	\$358.38	\$342.09	\$327.22
0-45	\$7,418	\$370.90	\$353.24	\$337.18	\$322.52	\$377.20	\$359.24	\$342.91	\$328.00	\$383.55	\$365.29	\$348.68	\$333.52
0-46	\$7,567	\$378.35	\$360.33	\$343.95	\$329.00	\$384.65	\$366.33	\$349.68	\$334.48	\$391.00	\$372.38	\$355.45	\$340.00

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,291	\$164.55	\$156.71	\$149.59	\$143.09	\$170.85	\$162.71	\$155.32	\$148.57	\$177.20	\$168.76	\$161.09	\$154.09
0-2	\$3,440	\$172.00	\$163.81	\$156.36	\$149.57	\$178.30	\$169.81	\$162.09	\$155.04	\$184.65	\$175.86	\$167.86	\$160.57
0-3	\$3,585	\$179.25	\$170.71	\$162.95	\$155.87	\$185.55	\$176.71	\$168.68	\$161.35	\$191.90	\$182.76	\$174.45	\$166.87
0-4	\$3,702	\$185.10	\$176.29	\$168.27	\$160.96	\$191.40	\$182.29	\$174.00	\$166.43	\$197.75	\$188.33	\$179.77	\$171.96
0-5	\$3,755	\$187.75	\$178.81	\$170.68	\$163.26	\$194.05	\$184.81	\$176.41	\$168.74	\$200.40	\$190.86	\$182.18	\$174.26
0-6	\$3,810	\$190.50	\$181.43	\$173.18	\$165.65	\$196.80	\$187.43	\$178.91	\$171.13	\$203.15	\$193.48	\$184.68	\$176.65
0-7	\$3,867	\$193.35	\$184.14	\$175.77	\$168.13	\$199.65	\$190.14	\$181.50	\$173.61	\$206.00	\$196.19	\$187.27	\$179.13
0-8	\$3,922	\$196.10	\$186.76	\$178.27	\$170.52	\$202.40	\$192.76	\$184.00	\$176.00	\$208.75	\$198.81	\$189.77	\$181.52
0-9	\$3,979	\$198.95	\$189.48	\$180.86	\$173.00	\$205.25	\$195.48	\$186.59	\$178.48	\$211.60	\$201.52	\$192.36	\$184.00
0-10	\$4,035	\$201.75	\$192.14	\$183.41	\$175.43	\$208.05	\$198.14	\$189.14	\$180.91	\$214.40	\$204.19	\$194.91	\$186.43
0-11	\$4,095	\$204.75	\$195.00	\$186.14	\$178.04	\$211.05	\$201.00	\$191.86	\$183.52	\$217.40	\$207.05	\$197.64	\$189.04
0-12	\$4,155	\$207.75	\$197.86	\$188.86	\$180.65	\$214.05	\$203.86	\$194.59	\$186.13	\$220.40	\$209.90	\$200.36	\$191.65
0-13	\$4,218	\$210.90	\$200.86	\$191.73	\$183.39	\$217.20	\$206.86	\$197.45	\$188.87	\$223.55	\$212.90	\$203.23	\$194.39
0-14	\$4,281	\$214.05	\$203.86	\$194.59	\$186.13	\$220.35	\$209.86	\$200.32	\$191.61	\$226.70	\$215.90	\$206.09	\$197.13
0-15	\$4,344	\$217.20	\$206.86	\$197.45	\$188.87	\$223.50	\$212.86	\$203.18	\$194.35	\$229.85	\$218.90	\$208.95	\$199.87
0-16	\$4,410	\$220.50	\$210.00	\$200.45	\$191.74	\$226.80	\$216.00	\$206.18	\$197.22	\$233.15	\$222.05	\$211.95	\$202.74
0-17	\$4,476	\$223.80	\$213.14	\$203.45	\$194.61	\$230.10	\$219.14	\$209.18	\$200.09	\$236.45	\$225.19	\$214.95	\$205.61
0-18	\$4,545	\$227.25	\$216.43	\$206.59	\$197.61	\$233.55	\$222.43	\$212.32	\$203.09	\$239.90	\$228.48	\$218.09	\$208.61
0-19	\$4,614	\$230.70	\$219.71	\$209.73	\$200.61	\$237.00	\$225.71	\$215.45	\$206.09	\$243.35	\$231.76	\$221.23	\$211.61
0-20	\$4,688	\$234.40	\$223.24	\$213.09	\$203.83	\$240.70	\$229.24	\$218.82	\$209.30	\$247.05	\$235.29	\$224.59	\$214.83
0-21	\$4,759	\$237.95	\$226.62	\$216.32	\$206.91	\$244.25	\$232.62	\$222.05	\$212.39	\$250.60	\$238.67	\$227.82	\$217.91
0-22	\$4,832	\$241.60	\$230.10	\$219.64	\$210.09	\$247.90	\$236.10	\$225.36	\$215.57	\$254.25	\$242.14	\$231.14	\$221.09
0-23	\$4,907	\$245.35	\$233.67	\$223.05	\$213.35	\$251.65	\$239.67	\$228.77	\$218.83	\$258.00	\$245.71	\$234.55	\$224.35

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%, Continued

SCHD/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$4,984	\$249.20	\$237.33	\$226.55	\$216.70	\$255.50	\$243.33	\$232.27	\$222.17	\$261.85	\$249.38	\$238.05	\$227.70
0-25	\$5,062	\$253.10	\$241.05	\$230.09	\$220.09	\$259.40	\$247.05	\$235.82	\$225.57	\$265.75	\$253.10	\$241.59	\$231.09
0-26	\$5,143	\$257.15	\$244.90	\$233.77	\$223.61	\$263.45	\$250.90	\$239.50	\$229.09	\$269.80	\$256.95	\$245.27	\$234.61
0-27	\$5,246	\$262.30	\$249.81	\$238.45	\$228.09	\$268.60	\$255.81	\$244.18	\$233.57	\$274.95	\$261.86	\$249.95	\$239.09
0-28	\$5,351	\$267.55	\$254.81	\$243.23	\$232.65	\$273.85	\$260.81	\$248.95	\$238.13	\$280.20	\$266.86	\$254.73	\$243.65
0-29	\$5,458	\$272.90	\$259.90	\$248.09	\$237.30	\$279.20	\$265.90	\$253.82	\$242.78	\$285.55	\$271.95	\$259.59	\$248.30
0-30	\$5,567	\$278.35	\$265.10	\$253.05	\$242.04	\$284.65	\$271.10	\$258.77	\$247.52	\$291.00	\$277.14	\$264.55	\$253.04
0-31	\$5,678	\$283.90	\$270.38	\$258.09	\$246.87	\$290.20	\$276.38	\$263.82	\$252.35	\$296.55	\$282.43	\$269.59	\$257.87
0-32	\$5,792	\$289.60	\$275.81	\$263.27	\$251.83	\$295.90	\$281.81	\$269.00	\$257.30	\$302.25	\$287.86	\$274.77	\$262.83
0-33	\$5,908	\$295.40	\$281.33	\$268.55	\$256.87	\$301.70	\$287.33	\$274.27	\$262.35	\$308.05	\$293.38	\$280.05	\$267.87
0-34	\$6,026	\$301.30	\$286.95	\$273.91	\$262.00	\$307.60	\$292.95	\$279.64	\$267.48	\$313.95	\$299.00	\$285.41	\$273.00
0-35	\$6,147	\$307.35	\$292.71	\$279.41	\$267.26	\$313.65	\$298.71	\$285.14	\$272.74	\$320.00	\$304.76	\$290.91	\$278.26
0-36	\$6,270	\$313.50	\$298.57	\$285.00	\$272.61	\$319.80	\$304.57	\$290.73	\$278.09	\$326.15	\$310.62	\$296.50	\$283.61
0-37	\$6,395	\$319.75	\$304.52	\$290.68	\$278.04	\$326.05	\$310.52	\$296.41	\$283.52	\$332.40	\$316.57	\$302.18	\$289.04
0-38	\$6,523	\$326.15	\$310.62	\$296.50	\$283.61	\$332.45	\$316.62	\$302.23	\$289.09	\$338.80	\$322.67	\$308.00	\$294.61
0-39	\$6,653	\$332.65	\$316.81	\$302.41	\$289.26	\$338.95	\$322.81	\$308.14	\$294.74	\$345.30	\$328.86	\$313.91	\$300.26
0-40	\$6,786	\$339.30	\$323.14	\$308.45	\$295.04	\$345.60	\$329.14	\$314.18	\$300.52	\$351.95	\$335.19	\$319.95	\$306.04
0-41	\$6,922	\$346.10	\$329.62	\$314.64	\$300.96	\$352.40	\$335.62	\$320.36	\$306.43	\$358.75	\$341.67	\$326.14	\$311.96
0-42	\$7,060	\$353.00	\$336.19	\$320.91	\$306.96	\$359.30	\$342.19	\$326.64	\$312.43	\$365.65	\$348.24	\$332.41	\$317.96
0-43	\$7,201	\$360.05	\$342.90	\$327.32	\$313.09	\$366.35	\$348.90	\$333.05	\$318.57	\$372.70	\$354.95	\$338.82	\$324.09
0-44	\$7,345	\$367.25	\$349.76	\$333.86	\$319.35	\$373.55	\$355.76	\$339.59	\$324.83	\$379.90	\$361.81	\$345.36	\$330.35
0-45	\$7,492	\$374.60	\$356.76	\$340.55	\$325.74	\$380.90	\$362.76	\$346.27	\$331.22	\$387.25	\$368.81	\$352.05	\$336.74
0-46	\$7,642	\$382.10	\$363.90	\$347.36	\$332.26	\$388.40	\$369.90	\$353.09	\$337.74	\$394.75	\$375.95	\$358.86	\$343.26

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%

SCH ED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,323	\$166.15	\$158.24	\$151.05	\$144.48	\$172.45	\$164.24	\$156.77	\$149.96	\$178.80	\$170.29	\$162.55	\$155.48
0-2	\$3,474	\$173.70	\$165.43	\$157.91	\$151.04	\$180.00	\$171.43	\$163.64	\$156.52	\$186.35	\$177.48	\$169.41	\$162.04
0-3	\$3,620	\$181.00	\$172.38	\$164.55	\$157.39	\$187.30	\$178.38	\$170.27	\$162.87	\$193.65	\$184.43	\$176.05	\$168.39
0-4	\$3,738	\$186.90	\$178.00	\$169.91	\$162.52	\$193.20	\$184.00	\$175.64	\$168.00	\$199.55	\$190.05	\$181.41	\$173.52
0-5	\$3,791	\$189.55	\$180.52	\$172.32	\$164.83	\$195.85	\$186.52	\$178.05	\$170.30	\$202.20	\$192.57	\$183.82	\$175.83
0-6	\$3,847	\$192.35	\$183.19	\$174.86	\$167.26	\$198.65	\$189.19	\$180.59	\$172.74	\$205.00	\$195.24	\$186.36	\$178.26
0-7	\$3,905	\$195.25	\$185.95	\$177.50	\$169.78	\$201.55	\$191.95	\$183.23	\$175.26	\$207.90	\$198.00	\$189.00	\$180.78
0-8	\$3,960	\$198.00	\$188.57	\$180.00	\$172.17	\$204.30	\$194.57	\$185.73	\$177.65	\$210.65	\$200.62	\$191.50	\$183.17
0-9	\$4,018	\$200.90	\$191.33	\$182.64	\$174.70	\$207.20	\$197.33	\$188.36	\$180.17	\$213.55	\$203.38	\$194.14	\$185.70
0-10	\$4,075	\$203.75	\$194.05	\$185.23	\$177.17	\$210.05	\$200.05	\$190.95	\$182.65	\$216.40	\$206.10	\$196.73	\$188.17
0-11	\$4,135	\$206.75	\$196.90	\$187.95	\$179.78	\$213.05	\$202.90	\$193.68	\$185.26	\$219.40	\$208.95	\$199.45	\$190.78
0-12	\$4,196	\$209.80	\$199.81	\$190.73	\$182.43	\$216.10	\$205.81	\$196.45	\$187.91	\$222.45	\$211.86	\$202.23	\$193.43
0-13	\$4,259	\$212.95	\$202.81	\$193.59	\$185.17	\$219.25	\$208.81	\$199.32	\$190.65	\$225.60	\$214.86	\$205.09	\$196.17
0-14	\$4,323	\$216.15	\$205.86	\$196.50	\$187.96	\$222.45	\$211.86	\$202.23	\$193.43	\$228.80	\$217.90	\$208.00	\$198.96
0-15	\$4,387	\$219.35	\$208.90	\$199.41	\$190.74	\$225.65	\$214.90	\$205.14	\$196.22	\$232.00	\$220.95	\$210.91	\$201.74
0-16	\$4,454	\$222.70	\$212.10	\$202.45	\$193.65	\$229.00	\$218.10	\$208.18	\$199.13	\$235.35	\$224.14	\$213.95	\$204.65
0-17	\$4,520	\$226.00	\$215.24	\$205.45	\$196.52	\$232.30	\$221.24	\$211.18	\$202.00	\$238.65	\$227.29	\$216.95	\$207.52
0-18	\$4,590	\$229.50	\$218.57	\$208.64	\$199.57	\$235.80	\$224.57	\$214.36	\$205.04	\$242.15	\$230.62	\$220.14	\$210.57
0-19	\$4,660	\$233.00	\$221.90	\$211.82	\$202.61	\$239.30	\$227.90	\$217.55	\$208.09	\$245.65	\$233.95	\$223.32	\$213.61
0-20	\$4,734	\$236.70	\$225.43	\$215.18	\$205.83	\$243.00	\$231.43	\$220.91	\$211.30	\$249.35	\$237.48	\$226.68	\$216.83
0-21	\$4,806	\$240.30	\$228.86	\$218.45	\$208.96	\$246.60	\$234.86	\$224.18	\$214.43	\$252.95	\$240.90	\$229.95	\$219.96
0-22	\$4,879	\$243.95	\$232.33	\$221.77	\$212.13	\$250.25	\$238.33	\$227.50	\$217.61	\$256.60	\$244.38	\$233.27	\$223.13
0-23	\$4,955	\$247.75	\$235.95	\$225.23	\$215.43	\$254.05	\$241.95	\$230.95	\$220.91	\$260.40	\$248.00	\$236.73	\$226.43

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%, Continued

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$5,033	\$251.65	\$239.67	\$228.77	\$218.83	\$257.95	\$245.67	\$234.50	\$224.30	\$264.30	\$251.71	\$240.27	\$229.83
0-25	\$5,112	\$255.60	\$243.43	\$232.36	\$222.26	\$261.90	\$249.43	\$238.09	\$227.74	\$268.25	\$255.48	\$243.86	\$233.26
0-26	\$5,193	\$259.65	\$247.29	\$236.05	\$225.78	\$265.95	\$253.29	\$241.77	\$231.26	\$272.30	\$259.33	\$247.55	\$236.78
0-27	\$5,297	\$264.85	\$252.24	\$240.77	\$230.30	\$271.15	\$258.24	\$246.50	\$235.78	\$277.50	\$264.29	\$252.27	\$241.30
0-28	\$5,403	\$270.15	\$257.29	\$245.59	\$234.91	\$276.45	\$263.29	\$251.32	\$240.39	\$282.80	\$269.33	\$257.09	\$245.91
0-29	\$5,512	\$275.60	\$262.48	\$250.55	\$239.65	\$281.90	\$268.48	\$256.27	\$245.13	\$288.25	\$274.52	\$262.05	\$250.65
0-30	\$5,622	\$281.10	\$267.71	\$255.55	\$244.43	\$287.40	\$273.71	\$261.27	\$249.91	\$293.75	\$279.76	\$267.05	\$255.43
0-31	\$5,734	\$286.70	\$273.05	\$260.64	\$249.30	\$293.00	\$279.05	\$266.36	\$254.78	\$299.35	\$285.10	\$272.14	\$260.30
0-32	\$5,848	\$292.40	\$278.48	\$265.82	\$254.26	\$298.70	\$284.48	\$271.55	\$259.74	\$305.05	\$290.52	\$277.32	\$265.26
0-33	\$5,966	\$298.30	\$284.10	\$271.18	\$259.39	\$304.60	\$290.10	\$276.91	\$264.87	\$310.95	\$296.14	\$282.68	\$270.39
0-34	\$6,085	\$304.25	\$289.76	\$276.59	\$264.57	\$310.55	\$295.76	\$282.32	\$270.04	\$316.90	\$301.81	\$288.09	\$275.57
0-35	\$6,207	\$310.35	\$295.57	\$282.14	\$269.87	\$316.65	\$301.57	\$287.86	\$275.35	\$323.00	\$307.62	\$293.64	\$280.87
0-36	\$6,331	\$316.55	\$301.48	\$287.77	\$275.26	\$322.85	\$307.48	\$293.50	\$280.74	\$329.20	\$313.52	\$299.27	\$286.26
0-37	\$6,458	\$322.90	\$307.52	\$293.55	\$280.78	\$329.20	\$313.52	\$299.27	\$286.26	\$335.55	\$319.57	\$305.05	\$291.78
0-38	\$6,587	\$329.35	\$313.67	\$299.41	\$286.39	\$335.65	\$319.67	\$305.14	\$291.87	\$342.00	\$325.71	\$310.91	\$297.39
0-39	\$6,719	\$335.95	\$319.95	\$305.41	\$292.13	\$342.25	\$325.95	\$311.14	\$297.61	\$348.60	\$332.00	\$316.91	\$303.13
0-40	\$6,853	\$342.65	\$326.33	\$311.50	\$297.96	\$348.95	\$332.33	\$317.23	\$303.43	\$355.30	\$338.38	\$323.00	\$308.96
0-41	\$6,990	\$349.50	\$332.86	\$317.73	\$303.91	\$355.80	\$338.86	\$323.45	\$309.39	\$362.15	\$344.90	\$329.23	\$314.91
0-42	\$7,130	\$356.50	\$339.52	\$324.09	\$310.00	\$362.80	\$345.52	\$329.82	\$315.48	\$369.15	\$351.57	\$335.59	\$321.00
0-43	\$7,272	\$363.60	\$346.29	\$330.55	\$316.17	\$369.90	\$352.29	\$336.27	\$321.65	\$376.25	\$358.33	\$342.05	\$327.17
0-44	\$7,417	\$370.85	\$353.19	\$337.14	\$322.48	\$377.15	\$359.19	\$342.86	\$327.96	\$383.50	\$365.24	\$348.64	\$333.48
0-45	\$7,565	\$378.25	\$360.24	\$343.86	\$328.91	\$384.55	\$366.24	\$349.59	\$334.39	\$390.90	\$372.29	\$355.36	\$339.91
0-46	\$7,717	\$385.85	\$367.48	\$350.77	\$335.52	\$392.15	\$373.48	\$356.50	\$341.00	\$398.50	\$379.52	\$362.27	\$346.52

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%

SCHD/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,355	\$167.75	\$159.76	\$152.50	\$145.87	\$174.05	\$165.76	\$158.23	\$151.35	\$180.40	\$171.81	\$164.00	\$156.87
0-2	\$3,508	\$175.40	\$167.05	\$159.45	\$152.52	\$181.70	\$173.05	\$165.18	\$158.00	\$188.05	\$179.10	\$170.95	\$163.52
0-3	\$3,656	\$182.80	\$174.10	\$166.18	\$158.96	\$189.10	\$180.10	\$171.91	\$164.43	\$195.45	\$186.14	\$177.68	\$169.96
0-4	\$3,774	\$188.70	\$179.71	\$171.55	\$164.09	\$195.00	\$185.71	\$177.27	\$169.57	\$201.35	\$191.76	\$183.05	\$175.09
0-5	\$3,828	\$191.40	\$182.29	\$174.00	\$166.43	\$197.70	\$188.29	\$179.73	\$171.91	\$204.05	\$194.33	\$185.50	\$177.43
0-6	\$3,884	\$194.20	\$184.95	\$176.55	\$168.87	\$200.50	\$190.95	\$182.27	\$174.35	\$206.85	\$197.00	\$188.05	\$179.87
0-7	\$3,943	\$197.15	\$187.76	\$179.23	\$171.43	\$203.45	\$193.76	\$184.95	\$176.91	\$209.80	\$199.81	\$190.73	\$182.43
0-8	\$3,999	\$199.95	\$190.43	\$181.77	\$173.87	\$206.25	\$196.43	\$187.50	\$179.35	\$212.60	\$202.48	\$193.27	\$184.87
0-9	\$4,057	\$202.85	\$193.19	\$184.41	\$176.39	\$209.15	\$199.19	\$190.14	\$181.87	\$215.50	\$205.24	\$195.91	\$187.39
0-10	\$4,114	\$205.70	\$195.90	\$187.00	\$178.87	\$212.00	\$201.90	\$192.73	\$184.35	\$218.35	\$207.95	\$198.50	\$189.87
0-11	\$4,176	\$208.80	\$198.86	\$189.82	\$181.57	\$215.10	\$204.86	\$195.55	\$187.04	\$221.45	\$210.90	\$201.32	\$192.57
0-12	\$4,237	\$211.85	\$201.76	\$192.59	\$184.22	\$218.15	\$207.76	\$198.32	\$189.70	\$224.50	\$213.81	\$204.09	\$195.22
0-13	\$4,300	\$215.00	\$204.76	\$195.45	\$186.96	\$221.30	\$210.76	\$201.18	\$192.43	\$227.65	\$216.81	\$206.95	\$197.96
0-14	\$4,365	\$218.25	\$207.86	\$198.41	\$189.78	\$224.55	\$213.86	\$204.14	\$195.26	\$230.90	\$219.90	\$209.91	\$200.78
0-15	\$4,429	\$221.45	\$210.90	\$201.32	\$192.57	\$227.75	\$216.90	\$207.05	\$198.04	\$234.10	\$222.95	\$212.82	\$203.57
0-16	\$4,497	\$224.85	\$214.14	\$204.41	\$195.52	\$231.15	\$220.14	\$210.14	\$201.00	\$237.50	\$226.19	\$215.91	\$206.52
0-17	\$4,564	\$228.20	\$217.33	\$207.45	\$198.43	\$234.50	\$223.33	\$213.18	\$203.91	\$240.85	\$229.38	\$218.95	\$209.43
0-18	\$4,634	\$231.70	\$220.67	\$210.64	\$201.48	\$238.00	\$226.67	\$216.36	\$206.96	\$244.35	\$232.71	\$222.14	\$212.48
0-19	\$4,705	\$235.25	\$224.05	\$213.86	\$204.57	\$241.55	\$230.05	\$219.59	\$210.04	\$247.90	\$236.10	\$225.36	\$215.57
0-20	\$4,780	\$239.00	\$227.62	\$217.27	\$207.83	\$245.30	\$233.62	\$223.00	\$213.30	\$251.65	\$239.67	\$228.77	\$218.83
0-21	\$4,853	\$242.65	\$231.10	\$220.59	\$211.00	\$248.95	\$237.10	\$226.32	\$216.48	\$255.30	\$243.14	\$232.09	\$222.00
0-22	\$4,926	\$246.30	\$234.57	\$223.91	\$214.17	\$252.60	\$240.57	\$229.64	\$219.65	\$258.95	\$246.62	\$235.41	\$225.17
0-23	\$5,003	\$250.15	\$238.24	\$227.41	\$217.52	\$256.45	\$244.24	\$233.14	\$223.00	\$262.80	\$250.29	\$238.91	\$228.52

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%, Continued

SCH ED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$5,081	\$254.05	\$241.95	\$230.95	\$220.91	\$260.35	\$247.95	\$236.68	\$226.39	\$266.70	\$254.00	\$242.45	\$231.91
0-25	\$5,162	\$258.10	\$245.81	\$234.64	\$224.43	\$264.40	\$251.81	\$240.36	\$229.91	\$270.75	\$257.86	\$246.14	\$235.43
0-26	\$5,244	\$262.20	\$249.71	\$238.36	\$228.00	\$268.50	\$255.71	\$244.09	\$233.48	\$274.85	\$261.76	\$249.86	\$239.00
0-27	\$5,349	\$267.45	\$254.71	\$243.14	\$232.57	\$273.75	\$260.71	\$248.86	\$238.04	\$280.10	\$266.76	\$254.64	\$243.57
0-28	\$5,456	\$272.80	\$259.81	\$248.00	\$237.22	\$279.10	\$265.81	\$253.73	\$242.70	\$285.45	\$271.86	\$259.50	\$248.22
0-29	\$5,565	\$278.25	\$265.00	\$252.95	\$241.96	\$284.55	\$271.00	\$258.68	\$247.43	\$290.90	\$277.05	\$264.45	\$252.96
0-30	\$5,676	\$283.80	\$270.29	\$258.00	\$246.78	\$290.10	\$276.29	\$263.73	\$252.26	\$296.45	\$282.33	\$269.50	\$257.78
0-31	\$5,790	\$289.50	\$275.71	\$263.18	\$251.74	\$295.80	\$281.71	\$268.91	\$257.22	\$302.15	\$287.76	\$274.68	\$262.74
0-32	\$5,905	\$295.25	\$281.19	\$268.41	\$256.74	\$301.55	\$287.19	\$274.14	\$262.22	\$307.90	\$293.24	\$279.91	\$267.74
0-33	\$6,024	\$301.20	\$286.86	\$273.82	\$261.91	\$307.50	\$292.86	\$279.55	\$267.39	\$313.85	\$298.90	\$285.32	\$272.91
0-34	\$6,144	\$307.20	\$292.57	\$279.27	\$267.13	\$313.50	\$298.57	\$285.00	\$272.61	\$319.85	\$304.62	\$290.77	\$278.13
0-35	\$6,267	\$313.35	\$298.43	\$284.86	\$272.48	\$319.65	\$304.43	\$290.59	\$277.96	\$326.00	\$310.48	\$296.36	\$283.48
0-36	\$6,393	\$319.65	\$304.43	\$290.59	\$277.96	\$325.95	\$310.43	\$296.32	\$283.43	\$332.30	\$316.48	\$302.09	\$288.96
0-37	\$6,521	\$326.05	\$310.52	\$296.41	\$283.52	\$332.35	\$316.52	\$302.14	\$289.00	\$338.70	\$322.57	\$307.91	\$294.52
0-38	\$6,651	\$332.55	\$316.71	\$302.32	\$289.17	\$338.85	\$322.71	\$308.05	\$294.65	\$345.20	\$328.76	\$313.82	\$300.17
0-39	\$6,784	\$339.20	\$323.05	\$308.36	\$294.96	\$345.50	\$329.05	\$314.09	\$300.43	\$351.85	\$335.10	\$319.86	\$305.96
0-40	\$6,919	\$345.95	\$329.48	\$314.50	\$300.83	\$352.25	\$335.48	\$320.23	\$306.30	\$358.60	\$341.52	\$326.00	\$311.83
0-41	\$7,057	\$352.85	\$336.05	\$320.77	\$306.83	\$359.15	\$342.05	\$326.50	\$312.30	\$365.50	\$348.10	\$332.27	\$317.83
0-42	\$7,199	\$359.95	\$342.81	\$327.23	\$313.00	\$366.25	\$348.81	\$332.95	\$318.48	\$372.60	\$354.86	\$338.73	\$324.00
0-43	\$7,342	\$367.10	\$349.62	\$333.73	\$319.22	\$373.40	\$355.62	\$339.45	\$324.70	\$379.75	\$361.67	\$345.23	\$330.22
0-44	\$7,489	\$374.45	\$356.62	\$340.41	\$325.61	\$380.75	\$362.62	\$346.14	\$331.09	\$387.10	\$368.67	\$351.91	\$336.61
0-45	\$7,639	\$381.95	\$363.76	\$347.23	\$332.13	\$388.25	\$369.76	\$352.95	\$337.61	\$394.60	\$375.81	\$358.73	\$343.13
0-46	\$7,792	\$389.60	\$371.05	\$354.18	\$338.78	\$395.90	\$377.05	\$359.91	\$344.26	\$402.25	\$383.10	\$365.68	\$349.78



## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,387	\$169.35	\$161.29	\$153.95	\$147.26	\$175.65	\$167.29	\$159.68	\$152.74	\$182.00	\$173.33	\$165.45	\$158.26
0-2	\$3,542	\$177.10	\$168.67	\$161.00	\$154.00	\$183.40	\$174.67	\$166.73	\$159.48	\$189.75	\$180.71	\$172.50	\$165.00
0-3	\$3,691	\$184.55	\$175.76	\$167.77	\$160.48	\$190.85	\$181.76	\$173.50	\$165.96	\$197.20	\$187.81	\$179.27	\$171.48
0-4	\$3,810	\$190.50	\$181.43	\$173.18	\$165.65	\$196.80	\$187.43	\$178.91	\$171.13	\$203.15	\$193.48	\$184.68	\$176.65
0-5	\$3,865	\$193.25	\$184.05	\$175.68	\$168.04	\$199.55	\$190.05	\$181.41	\$173.52	\$205.90	\$196.10	\$187.18	\$179.04
0-6	\$3,922	\$196.10	\$186.76	\$178.27	\$170.52	\$202.40	\$192.76	\$184.00	\$176.00	\$208.75	\$198.81	\$189.77	\$181.52
0-7	\$3,981	\$199.05	\$189.57	\$180.95	\$173.09	\$205.35	\$195.57	\$186.68	\$178.57	\$211.70	\$201.62	\$192.45	\$184.09
0-8	\$4,037	\$201.85	\$192.24	\$183.50	\$175.52	\$208.15	\$198.24	\$189.23	\$181.00	\$214.50	\$204.29	\$195.00	\$186.52
0-9	\$4,096	\$204.80	\$195.05	\$186.18	\$178.09	\$211.10	\$201.05	\$191.91	\$183.57	\$217.45	\$207.10	\$197.68	\$189.09
0-10	\$4,154	\$207.70	\$197.81	\$188.82	\$180.61	\$214.00	\$203.81	\$194.55	\$186.09	\$220.35	\$209.86	\$200.32	\$191.61
0-11	\$4,216	\$210.80	\$200.76	\$191.64	\$183.30	\$217.10	\$206.76	\$197.36	\$188.78	\$223.45	\$212.81	\$203.14	\$194.30
0-12	\$4,278	\$213.90	\$203.71	\$194.45	\$186.00	\$220.20	\$209.71	\$200.18	\$191.48	\$226.55	\$215.76	\$205.95	\$197.00
0-13	\$4,342	\$217.10	\$206.76	\$197.36	\$188.78	\$223.40	\$212.76	\$203.09	\$194.26	\$229.75	\$218.81	\$208.86	\$199.78
0-14	\$4,407	\$220.35	\$209.86	\$200.32	\$191.61	\$226.65	\$215.86	\$206.05	\$197.09	\$233.00	\$221.90	\$211.82	\$202.61
0-15	\$4,472	\$223.60	\$212.95	\$203.27	\$194.43	\$229.90	\$218.95	\$209.00	\$199.91	\$236.25	\$225.00	\$214.77	\$205.43
0-16	\$4,540	\$227.00	\$216.19	\$206.36	\$197.39	\$233.30	\$222.19	\$212.09	\$202.87	\$239.65	\$228.24	\$217.86	\$208.39
0-17	\$4,607	\$230.35	\$219.38	\$209.41	\$200.30	\$236.65	\$225.38	\$215.14	\$205.78	\$243.00	\$231.43	\$220.91	\$211.30
0-18	\$4,679	\$233.95	\$222.81	\$212.68	\$203.43	\$240.25	\$228.81	\$218.41	\$208.91	\$246.60	\$234.86	\$224.18	\$214.43
0-19	\$4,750	\$237.50	\$226.19	\$215.91	\$206.52	\$243.80	\$232.19	\$221.64	\$212.00	\$250.15	\$238.24	\$227.41	\$217.52
0-20	\$4,826	\$241.30	\$229.81	\$219.36	\$209.83	\$247.60	\$235.81	\$225.09	\$215.30	\$253.95	\$241.86	\$230.86	\$220.83
0-21	\$4,899	\$244.95	\$233.29	\$222.68	\$213.00	\$251.25	\$239.29	\$228.41	\$218.48	\$257.60	\$245.33	\$234.18	\$224.00
0-22	\$4,974	\$248.70	\$236.86	\$226.09	\$216.26	\$255.00	\$242.86	\$231.82	\$221.74	\$261.35	\$248.90	\$237.59	\$227.26
0-23	\$5,052	\$252.60	\$240.57	\$229.64	\$219.65	\$258.90	\$246.57	\$235.36	\$225.13	\$265.25	\$252.62	\$241.14	\$230.65

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%, Continued

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$5,130	\$256.50	\$244.29	\$233.18	\$223.04	\$262.80	\$250.29	\$238.91	\$228.52	\$269.15	\$256.33	\$244.68	\$234.04
0-25	\$5,211	\$260.55	\$248.14	\$236.86	\$226.57	\$266.85	\$254.14	\$242.59	\$232.04	\$273.20	\$260.19	\$248.36	\$237.57
0-26	\$5,294	\$264.70	\$252.10	\$240.64	\$230.17	\$271.00	\$258.10	\$246.36	\$235.65	\$277.35	\$264.14	\$252.14	\$241.17
0-27	\$5,400	\$270.00	\$257.14	\$245.45	\$234.78	\$276.30	\$263.14	\$251.18	\$240.26	\$282.65	\$269.19	\$256.95	\$245.78
0-28	\$5,508	\$275.40	\$262.29	\$250.36	\$239.48	\$281.70	\$268.29	\$256.09	\$244.96	\$288.05	\$274.33	\$261.86	\$250.48
0-29	\$5,619	\$280.95	\$267.57	\$255.41	\$244.30	\$287.25	\$273.57	\$261.14	\$249.78	\$293.60	\$279.62	\$266.91	\$255.30
0-30	\$5,731	\$286.55	\$272.90	\$260.50	\$249.17	\$292.85	\$278.90	\$266.23	\$254.65	\$299.20	\$284.95	\$272.00	\$260.17
0-31	\$5,845	\$292.25	\$278.33	\$265.68	\$254.13	\$298.55	\$284.33	\$271.41	\$259.61	\$304.90	\$290.38	\$277.18	\$265.13
0-32	\$5,962	\$298.10	\$283.90	\$271.00	\$259.22	\$304.40	\$289.90	\$276.73	\$264.70	\$310.75	\$295.95	\$282.50	\$270.22
0-33	\$6,082	\$304.10	\$289.62	\$276.45	\$264.43	\$310.40	\$295.62	\$282.18	\$269.91	\$316.75	\$301.67	\$287.95	\$275.43
0-34	\$6,203	\$310.15	\$295.38	\$281.95	\$269.70	\$316.45	\$301.38	\$287.68	\$275.17	\$322.80	\$307.43	\$293.45	\$280.70
0-35	\$6,327	\$316.35	\$301.29	\$287.59	\$275.09	\$322.65	\$307.29	\$293.32	\$280.57	\$329.00	\$313.33	\$299.09	\$286.09
0-36	\$6,454	\$322.70	\$307.33	\$293.36	\$280.61	\$329.00	\$313.33	\$299.09	\$286.09	\$335.35	\$319.38	\$304.86	\$291.61
0-37	\$6,584	\$329.20	\$313.52	\$299.27	\$286.26	\$335.50	\$319.52	\$305.00	\$291.74	\$341.85	\$325.57	\$310.77	\$297.26
0-38	\$6,715	\$335.75	\$319.76	\$305.23	\$291.96	\$342.05	\$325.76	\$310.95	\$297.43	\$348.40	\$331.81	\$316.73	\$302.96
0-39	\$6,849	\$342.45	\$326.14	\$311.32	\$297.78	\$348.75	\$332.14	\$317.05	\$303.26	\$355.10	\$338.19	\$322.82	\$308.78
0-40	\$6,986	\$349.30	\$332.67	\$317.55	\$303.74	\$355.60	\$338.67	\$323.27	\$309.22	\$361.95	\$344.71	\$329.05	\$314.74
0-41	\$7,125	\$356.25	\$339.29	\$323.86	\$309.78	\$362.55	\$345.29	\$329.59	\$315.26	\$368.90	\$351.33	\$335.36	\$320.78
0-42	\$7,268	\$363.40	\$346.10	\$330.36	\$316.00	\$369.70	\$352.10	\$336.09	\$321.48	\$376.05	\$358.14	\$341.86	\$327.00
0-43	\$7,413	\$370.65	\$353.00	\$336.95	\$322.30	\$376.95	\$359.00	\$342.68	\$327.78	\$383.30	\$365.05	\$348.45	\$333.30
0-44	\$7,561	\$378.05	\$360.05	\$343.68	\$328.74	\$384.35	\$366.05	\$349.41	\$334.22	\$390.70	\$372.10	\$355.18	\$339.74
0-45	\$7,712	\$385.60	\$367.24	\$350.55	\$335.30	\$391.90	\$373.24	\$356.27	\$340.78	\$398.25	\$379.29	\$362.05	\$346.30
0-46	\$7,867	\$393.35	\$374.62	\$357.59	\$342.04	\$399.65	\$380.62	\$363.32	\$347.52	\$406.00	\$386.67	\$369.09	\$353.04

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,420	\$171.00	\$162.86	\$155.45	\$148.70	\$177.30	\$168.86	\$161.18	\$154.17	\$183.65	\$174.90	\$166.95	\$159.70
0-2	\$3,575	\$178.75	\$170.24	\$162.50	\$155.43	\$185.05	\$176.24	\$168.23	\$160.91	\$191.40	\$182.29	\$174.00	\$166.43
0-3	\$3,726	\$186.30	\$177.43	\$169.36	\$162.00	\$192.60	\$183.43	\$175.09	\$167.48	\$198.95	\$189.48	\$180.86	\$173.00
0-4	\$3,847	\$192.35	\$183.19	\$174.86	\$167.26	\$198.65	\$189.19	\$180.59	\$172.74	\$205.00	\$195.24	\$186.36	\$178.26
0-5	\$3,902	\$195.10	\$185.81	\$177.36	\$169.65	\$201.40	\$191.81	\$183.09	\$175.13	\$207.75	\$197.86	\$188.86	\$180.65
0-6	\$3,959	\$197.95	\$188.52	\$179.95	\$172.13	\$204.25	\$194.52	\$185.68	\$177.61	\$210.60	\$200.57	\$191.45	\$183.13
0-7	\$4,018	\$200.90	\$191.33	\$182.64	\$174.70	\$207.20	\$197.33	\$188.36	\$180.17	\$213.55	\$203.38	\$194.14	\$185.70
0-8	\$4,076	\$203.80	\$194.10	\$185.27	\$177.22	\$210.10	\$200.10	\$191.00	\$182.70	\$216.45	\$206.14	\$196.77	\$188.22
0-9	\$4,135	\$206.75	\$196.90	\$187.95	\$179.78	\$213.05	\$202.90	\$193.68	\$185.26	\$219.40	\$208.95	\$199.45	\$190.78
0-10	\$4,193	\$209.65	\$199.67	\$190.59	\$182.30	\$215.95	\$205.67	\$196.32	\$187.78	\$222.30	\$211.71	\$202.09	\$193.30
0-11	\$4,256	\$212.80	\$202.67	\$193.45	\$185.04	\$219.10	\$208.67	\$199.18	\$190.52	\$225.45	\$214.71	\$204.95	\$196.04
0-12	\$4,318	\$215.90	\$205.62	\$196.27	\$187.74	\$222.20	\$211.62	\$202.00	\$193.22	\$228.55	\$217.67	\$207.77	\$198.74
0-13	\$4,383	\$219.15	\$208.71	\$199.23	\$190.57	\$225.45	\$214.71	\$204.95	\$196.04	\$231.80	\$220.76	\$210.73	\$201.57
0-14	\$4,449	\$222.45	\$211.86	\$202.23	\$193.43	\$228.75	\$217.86	\$207.95	\$198.91	\$235.10	\$223.90	\$213.73	\$204.43
0-15	\$4,515	\$225.75	\$215.00	\$205.23	\$196.30	\$232.05	\$221.00	\$210.95	\$201.78	\$238.40	\$227.05	\$216.73	\$207.30
0-16	\$4,583	\$229.15	\$218.24	\$208.32	\$199.26	\$235.45	\$224.24	\$214.05	\$204.74	\$241.80	\$230.29	\$219.82	\$210.26
0-17	\$4,651	\$232.55	\$221.48	\$211.41	\$202.22	\$238.85	\$227.48	\$217.14	\$207.70	\$245.20	\$233.52	\$222.91	\$213.22
0-18	\$4,723	\$236.15	\$224.90	\$214.68	\$205.35	\$242.45	\$230.90	\$220.41	\$210.83	\$248.80	\$236.95	\$226.18	\$216.35
0-19	\$4,795	\$239.75	\$228.33	\$217.95	\$208.48	\$246.05	\$234.33	\$223.68	\$213.96	\$252.40	\$240.38	\$229.45	\$219.48
0-20	\$4,872	\$243.60	\$232.00	\$221.45	\$211.83	\$249.90	\$238.00	\$227.18	\$217.30	\$256.25	\$244.05	\$232.95	\$222.83
0-21	\$4,946	\$247.30	\$235.52	\$224.82	\$215.04	\$253.60	\$241.52	\$230.55	\$220.52	\$259.95	\$247.57	\$236.32	\$226.04
0-22	\$5,021	\$251.05	\$239.10	\$228.23	\$218.30	\$257.35	\$245.10	\$233.95	\$223.78	\$263.70	\$251.14	\$239.73	\$229.30
0-23	\$5,100	\$255.00	\$242.86	\$231.82	\$221.74	\$261.30	\$248.86	\$237.55	\$227.22	\$267.65	\$254.90	\$243.32	\$232.74

## 2002-2003 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%, Continued

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$5,179	\$258.95	\$246.62	\$235.41	\$225.17	\$265.25	\$252.62	\$241.14	\$230.65	\$271.60	\$258.67	\$246.91	\$236.17
0-25	\$5,261	\$263.05	\$250.52	\$239.14	\$228.74	\$269.35	\$256.52	\$244.86	\$234.22	\$275.70	\$262.57	\$250.64	\$239.74
0-26	\$5,345	\$267.25	\$254.52	\$242.95	\$232.39	\$273.55	\$260.52	\$248.68	\$237.87	\$279.90	\$266.57	\$254.45	\$243.39
0-27	\$5,452	\$272.60	\$259.62	\$247.82	\$237.04	\$278.90	\$265.62	\$253.55	\$242.52	\$285.25	\$271.67	\$259.32	\$248.04
0-28	\$5,561	\$278.05	\$264.81	\$252.77	\$241.78	\$284.35	\$270.81	\$258.50	\$247.26	\$290.70	\$276.86	\$264.27	\$252.78
0-29	\$5,672	\$283.60	\$270.10	\$257.82	\$246.61	\$289.90	\$276.10	\$263.55	\$252.09	\$296.25	\$282.14	\$269.32	\$257.61
0-30	\$5,785	\$289.25	\$275.48	\$262.95	\$251.52	\$295.55	\$281.48	\$268.68	\$257.00	\$301.90	\$287.52	\$274.45	\$262.52
0-31	\$5,901	\$295.05	\$281.00	\$268.23	\$256.57	\$301.35	\$287.00	\$273.95	\$262.04	\$307.70	\$293.05	\$279.73	\$267.57
0-32	\$6,019	\$300.95	\$286.62	\$273.59	\$261.70	\$307.25	\$292.62	\$279.32	\$267.17	\$313.60	\$298.67	\$285.09	\$272.70
0-33	\$6,140	\$307.00	\$292.38	\$279.09	\$266.96	\$313.30	\$298.38	\$284.82	\$272.43	\$319.65	\$304.43	\$290.59	\$277.96
0-34	\$6,262	\$313.10	\$298.19	\$284.64	\$272.26	\$319.40	\$304.19	\$290.36	\$277.74	\$325.75	\$310.24	\$296.14	\$283.26
0-35	\$6,388	\$319.40	\$304.19	\$290.36	\$277.74	\$325.70	\$310.19	\$296.09	\$283.22	\$332.05	\$316.24	\$301.86	\$288.74
0-36	\$6,516	\$325.80	\$310.29	\$296.18	\$283.30	\$332.10	\$316.29	\$301.91	\$288.78	\$338.45	\$322.33	\$307.68	\$294.30
0-37	\$6,646	\$332.30	\$316.48	\$302.09	\$288.96	\$338.60	\$322.48	\$307.82	\$294.43	\$344.95	\$328.52	\$313.59	\$299.96
0-38	\$6,779	\$338.95	\$322.81	\$308.14	\$294.74	\$345.25	\$328.81	\$313.86	\$300.22	\$351.60	\$334.86	\$319.64	\$305.74
0-39	\$6,914	\$345.70	\$329.24	\$314.27	\$300.61	\$352.00	\$335.24	\$320.00	\$306.09	\$358.35	\$341.29	\$325.77	\$311.61
0-40	\$7,052	\$352.60	\$335.81	\$320.55	\$306.61	\$358.90	\$341.81	\$326.27	\$312.09	\$365.25	\$347.86	\$332.05	\$317.61
0-41	\$7,193	\$359.65	\$342.52	\$326.95	\$312.74	\$365.95	\$348.52	\$332.68	\$318.22	\$372.30	\$354.57	\$338.45	\$323.74
0-42	\$7,337	\$366.85	\$349.38	\$333.50	\$319.00	\$373.15	\$355.38	\$339.23	\$324.48	\$379.50	\$361.43	\$345.00	\$330.00
0-43	\$7,484	\$374.20	\$356.38	\$340.18	\$325.39	\$380.50	\$362.38	\$345.91	\$330.87	\$386.85	\$368.43	\$351.68	\$336.39
0-44	\$7,633	\$381.65	\$363.48	\$346.95	\$331.87	\$387.95	\$369.48	\$352.68	\$337.35	\$394.30	\$375.52	\$358.45	\$342.87
0-45	\$7,786	\$389.30	\$370.76	\$353.91	\$338.52	\$395.60	\$376.76	\$359.64	\$344.00	\$401.95	\$382.81	\$365.41	\$349.52
0-46	\$7,942	\$397.10	\$378.19	\$361.00	\$345.30	\$403.40	\$384.19	\$366.73	\$350.78	\$409.75	\$390.24	\$372.50	\$356.30

**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base Salary Schedule. No ABCs or Safe Schools Incentives**  
 (Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,226								
5	\$3,373								
6	\$3,515								
7	\$3,629								
8	\$3,681	\$3,681							
9	\$3,735	\$3,735							
10	\$3,791	\$3,791	\$3,845						
11	\$3,845	\$3,845	\$3,901						
12	\$3,901	\$3,901	\$3,956	\$4,015					
13	\$3,956	\$3,956	\$4,015	\$4,074	\$4,135				
14	\$4,015	\$4,015	\$4,074	\$4,135	\$4,197	\$4,259			
15	\$4,074	\$4,074	\$4,135	\$4,197	\$4,259	\$4,324			
16	\$4,135	\$4,135	\$4,197	\$4,259	\$4,324	\$4,388	\$4,456		
17	\$4,197	\$4,197	\$4,259	\$4,324	\$4,388	\$4,456	\$4,524	\$4,666	
18	\$4,259	\$4,259	\$4,324	\$4,388	\$4,456	\$4,524	\$4,596	\$4,737	\$4,811
19	\$4,324	\$4,324	\$4,388	\$4,456	\$4,524	\$4,596	\$4,666	\$4,811	\$4,886
20	\$4,388	\$4,388	\$4,456	\$4,524	\$4,596	\$4,666	\$4,737	\$4,886	\$4,963
21	\$4,456	\$4,456	\$4,524	\$4,596	\$4,666	\$4,737	\$4,811	\$4,963	\$5,042
22	\$4,524	\$4,524	\$4,596	\$4,666	\$4,737	\$4,811	\$4,886	\$5,042	\$5,143
23	\$4,596	\$4,596	\$4,666	\$4,737	\$4,811	\$4,886	\$4,963	\$5,143	\$5,246
24	\$4,666	\$4,666	\$4,737	\$4,811	\$4,886	\$4,963	\$5,042	\$5,246	\$5,351
25	\$4,737	\$4,737	\$4,811	\$4,886	\$4,963	\$5,042	\$5,143	\$5,351	\$5,458
26	\$4,811	\$4,811	\$4,886	\$4,963	\$5,042	\$5,143	\$5,246	\$5,458	\$5,567
27	\$4,886	\$4,886	\$4,963	\$5,042	\$5,143	\$5,246	\$5,351	\$5,567	\$5,678
28	\$4,963	\$4,963	\$5,042	\$5,143	\$5,246	\$5,351	\$5,458	\$5,678	\$5,792
29	\$5,042	\$5,042	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,792	\$5,908
30	\$5,143	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,908	\$6,026
31	\$5,246	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$6,026	\$6,147
32		\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$5,908	\$6,147	\$6,270
33			\$5,567	\$5,678	\$5,792	\$5,908	\$6,026	\$6,270	\$6,395
34			\$5,678	\$5,792	\$5,908	\$6,026	\$6,147	\$6,395	\$6,523
35				\$5,908	\$6,026	\$6,147	\$6,270	\$6,523	\$6,653
36				\$6,026	\$6,147	\$6,270	\$6,395	\$6,653	\$6,786
37					\$6,270	\$6,395	\$6,523	\$6,786	\$6,922
38						\$6,523	\$6,653	\$6,922	\$7,060
39							\$6,786	\$7,060	\$7,201
40							\$6,922	\$7,201	\$7,345
41								\$7,345	\$7,492

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base+1% Salary Schedule. Met (1) ABCs or Safe Schools Incentive**  
**(Monthly Amounts)**

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,258								
5	\$3,407								
6	\$3,550								
7	\$3,665								
8	\$3,718	\$3,718							
9	\$3,772	\$3,772							
10	\$3,829	\$3,829	\$3,883						
11	\$3,883	\$3,883	\$3,940						
12	\$3,940	\$3,940	\$3,996	\$4,055					
13	\$3,996	\$3,996	\$4,055	\$4,115	\$4,176				
14	\$4,055	\$4,055	\$4,115	\$4,176	\$4,239	\$4,302			
15	\$4,115	\$4,115	\$4,176	\$4,239	\$4,302	\$4,367			
16	\$4,176	\$4,176	\$4,239	\$4,302	\$4,367	\$4,432	\$4,501		
17	\$4,239	\$4,239	\$4,302	\$4,367	\$4,432	\$4,501	\$4,569	\$4,713	
18	\$4,302	\$4,302	\$4,367	\$4,432	\$4,501	\$4,569	\$4,642	\$4,784	\$4,859
19	\$4,367	\$4,367	\$4,432	\$4,501	\$4,569	\$4,642	\$4,713	\$4,859	\$4,935
20	\$4,432	\$4,432	\$4,501	\$4,569	\$4,642	\$4,713	\$4,784	\$4,935	\$5,013
21	\$4,501	\$4,501	\$4,569	\$4,642	\$4,713	\$4,784	\$4,859	\$5,013	\$5,092
22	\$4,569	\$4,569	\$4,642	\$4,713	\$4,784	\$4,859	\$4,935	\$5,092	\$5,194
23	\$4,642	\$4,642	\$4,713	\$4,784	\$4,859	\$4,935	\$5,013	\$5,194	\$5,298
24	\$4,713	\$4,713	\$4,784	\$4,859	\$4,935	\$5,013	\$5,092	\$5,298	\$5,405
25	\$4,784	\$4,784	\$4,859	\$4,935	\$5,013	\$5,092	\$5,194	\$5,405	\$5,513
26	\$4,859	\$4,859	\$4,935	\$5,013	\$5,092	\$5,194	\$5,298	\$5,513	\$5,623
27	\$4,935	\$4,935	\$5,013	\$5,092	\$5,194	\$5,298	\$5,405	\$5,623	\$5,735
28	\$5,013	\$5,013	\$5,092	\$5,194	\$5,298	\$5,405	\$5,513	\$5,735	\$5,850
29	\$5,092	\$5,092	\$5,194	\$5,298	\$5,405	\$5,513	\$5,623	\$5,850	\$5,967
30	\$5,194	\$5,194	\$5,298	\$5,405	\$5,513	\$5,623	\$5,735	\$5,967	\$6,086
31	\$5,298	\$5,298	\$5,405	\$5,513	\$5,623	\$5,735	\$5,850	\$6,086	\$6,208
32		\$5,405	\$5,513	\$5,623	\$5,735	\$5,850	\$5,967	\$6,208	\$6,333
33			\$5,623	\$5,735	\$5,850	\$5,967	\$6,086	\$6,333	\$6,459
34			\$5,735	\$5,850	\$5,967	\$6,086	\$6,208	\$6,459	\$6,588
35				\$5,967	\$6,086	\$6,208	\$6,333	\$6,588	\$6,720
36				\$6,086	\$6,208	\$6,333	\$6,459	\$6,720	\$6,854
37					\$6,333	\$6,459	\$6,588	\$6,854	\$6,991
38						\$6,588	\$6,720	\$6,991	\$7,131
39							\$6,854	\$7,131	\$7,273
40							\$6,991	\$7,273	\$7,418
41								\$7,418	\$7,567

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base+2% Salary Schedule. Met (2) ABCs or Safe Schools Incentives**  
**(Monthly Amounts)**

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,291								
5	\$3,440								
6	\$3,585								
7	\$3,702								
8	\$3,755	\$3,755							
9	\$3,810	\$3,810							
10	\$3,867	\$3,867	\$3,922						
11	\$3,922	\$3,922	\$3,979						
12	\$3,979	\$3,979	\$4,035	\$4,095					
13	\$4,035	\$4,035	\$4,095	\$4,155	\$4,218				
14	\$4,095	\$4,095	\$4,155	\$4,218	\$4,281	\$4,344			
15	\$4,155	\$4,155	\$4,218	\$4,281	\$4,344	\$4,410			
16	\$4,218	\$4,218	\$4,281	\$4,344	\$4,410	\$4,476	\$4,545		
17	\$4,281	\$4,281	\$4,344	\$4,410	\$4,476	\$4,545	\$4,614	\$4,759	
18	\$4,344	\$4,344	\$4,410	\$4,476	\$4,545	\$4,614	\$4,688	\$4,832	\$4,907
19	\$4,410	\$4,410	\$4,476	\$4,545	\$4,614	\$4,688	\$4,759	\$4,907	\$4,984
20	\$4,476	\$4,476	\$4,545	\$4,614	\$4,688	\$4,759	\$4,832	\$4,984	\$5,062
21	\$4,545	\$4,545	\$4,614	\$4,688	\$4,759	\$4,832	\$4,907	\$5,062	\$5,143
22	\$4,614	\$4,614	\$4,688	\$4,759	\$4,832	\$4,907	\$4,984	\$5,143	\$5,246
23	\$4,688	\$4,688	\$4,759	\$4,832	\$4,907	\$4,984	\$5,062	\$5,246	\$5,351
24	\$4,759	\$4,759	\$4,832	\$4,907	\$4,984	\$5,062	\$5,143	\$5,351	\$5,458
25	\$4,832	\$4,832	\$4,907	\$4,984	\$5,062	\$5,143	\$5,246	\$5,458	\$5,567
26	\$4,907	\$4,907	\$4,984	\$5,062	\$5,143	\$5,246	\$5,351	\$5,567	\$5,678
27	\$4,984	\$4,984	\$5,062	\$5,143	\$5,246	\$5,351	\$5,458	\$5,678	\$5,792
28	\$5,062	\$5,062	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,792	\$5,908
29	\$5,143	\$5,143	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,908	\$6,026
30	\$5,246	\$5,246	\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$6,026	\$6,147
31	\$5,351	\$5,351	\$5,458	\$5,567	\$5,678	\$5,792	\$5,908	\$6,147	\$6,270
32		\$5,458	\$5,567	\$5,678	\$5,792	\$5,908	\$6,026	\$6,270	\$6,395
33			\$5,678	\$5,792	\$5,908	\$6,026	\$6,147	\$6,395	\$6,523
34			\$5,792	\$5,908	\$6,026	\$6,147	\$6,270	\$6,523	\$6,653
35				\$6,026	\$6,147	\$6,270	\$6,395	\$6,653	\$6,786
36				\$6,147	\$6,270	\$6,395	\$6,523	\$6,786	\$6,922
37					\$6,395	\$6,523	\$6,653	\$6,922	\$7,060
38						\$6,653	\$6,786	\$7,060	\$7,201
39							\$6,922	\$7,201	\$7,345
40							\$7,060	\$7,345	\$7,492
41								\$7,492	\$7,642

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base+3% Salary Schedule. Met (3) ABCs or Safe Schools Incentives**  
**(Monthly Amounts)**

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,323								
5	\$3,474								
6	\$3,620								
7	\$3,738								
8	\$3,791	\$3,791							
9	\$3,847	\$3,847							
10	\$3,905	\$3,905	\$3,960						
11	\$3,960	\$3,960	\$4,018						
12	\$4,018	\$4,018	\$4,075	\$4,135					
13	\$4,075	\$4,075	\$4,135	\$4,196	\$4,259				
14	\$4,135	\$4,135	\$4,196	\$4,259	\$4,323	\$4,387			
15	\$4,196	\$4,196	\$4,259	\$4,323	\$4,387	\$4,454			
16	\$4,259	\$4,259	\$4,323	\$4,387	\$4,454	\$4,520	\$4,590		
17	\$4,323	\$4,323	\$4,387	\$4,454	\$4,520	\$4,590	\$4,660	\$4,806	
18	\$4,387	\$4,387	\$4,454	\$4,520	\$4,590	\$4,660	\$4,734	\$4,879	\$4,955
19	\$4,454	\$4,454	\$4,520	\$4,590	\$4,660	\$4,734	\$4,806	\$4,955	\$5,033
20	\$4,520	\$4,520	\$4,590	\$4,660	\$4,734	\$4,806	\$4,879	\$5,033	\$5,112
21	\$4,590	\$4,590	\$4,660	\$4,734	\$4,806	\$4,879	\$4,955	\$5,112	\$5,193
22	\$4,660	\$4,660	\$4,734	\$4,806	\$4,879	\$4,955	\$5,033	\$5,193	\$5,297
23	\$4,734	\$4,734	\$4,806	\$4,879	\$4,955	\$5,033	\$5,112	\$5,297	\$5,403
24	\$4,806	\$4,806	\$4,879	\$4,955	\$5,033	\$5,112	\$5,193	\$5,403	\$5,512
25	\$4,879	\$4,879	\$4,955	\$5,033	\$5,112	\$5,193	\$5,297	\$5,512	\$5,622
26	\$4,955	\$4,955	\$5,033	\$5,112	\$5,193	\$5,297	\$5,403	\$5,622	\$5,734
27	\$5,033	\$5,033	\$5,112	\$5,193	\$5,297	\$5,403	\$5,512	\$5,734	\$5,848
28	\$5,112	\$5,112	\$5,193	\$5,297	\$5,403	\$5,512	\$5,622	\$5,848	\$5,966
29	\$5,193	\$5,193	\$5,297	\$5,403	\$5,512	\$5,622	\$5,734	\$5,966	\$6,085
30	\$5,297	\$5,297	\$5,403	\$5,512	\$5,622	\$5,734	\$5,848	\$6,085	\$6,207
31	\$5,403	\$5,403	\$5,512	\$5,622	\$5,734	\$5,848	\$5,966	\$6,207	\$6,331
32		\$5,512	\$5,622	\$5,734	\$5,848	\$5,966	\$6,085	\$6,331	\$6,458
33			\$5,734	\$5,848	\$5,966	\$6,085	\$6,207	\$6,458	\$6,587
34			\$5,848	\$5,966	\$6,085	\$6,207	\$6,331	\$6,587	\$6,719
35				\$6,085	\$6,207	\$6,331	\$6,458	\$6,719	\$6,853
36				\$6,207	\$6,331	\$6,458	\$6,587	\$6,853	\$6,990
37					\$6,458	\$6,587	\$6,719	\$6,990	\$7,130
38						\$6,719	\$6,853	\$7,130	\$7,272
39							\$6,990	\$7,272	\$7,417
40							\$7,130	\$7,417	\$7,565
41								\$7,565	\$7,717

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.



**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base+4% Salary Schedule. Met (4) ABCs or Safe Schools Incentives**  
**(Monthly Amounts)**

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,355								
5	\$3,508								
6	\$3,656								
7	\$3,774								
8	\$3,828	\$3,828							
9	\$3,884	\$3,884							
10	\$3,943	\$3,943	\$3,999						
11	\$3,999	\$3,999	\$4,057						
12	\$4,057	\$4,057	\$4,114	\$4,176					
13	\$4,114	\$4,114	\$4,176	\$4,237	\$4,300				
14	\$4,176	\$4,176	\$4,237	\$4,300	\$4,365	\$4,429			
15	\$4,237	\$4,237	\$4,300	\$4,365	\$4,429	\$4,497			
16	\$4,300	\$4,300	\$4,365	\$4,429	\$4,497	\$4,564	\$4,634		
17	\$4,365	\$4,365	\$4,429	\$4,497	\$4,564	\$4,634	\$4,705	\$4,853	
18	\$4,429	\$4,429	\$4,497	\$4,564	\$4,634	\$4,705	\$4,780	\$4,926	\$5,003
19	\$4,497	\$4,497	\$4,564	\$4,634	\$4,705	\$4,780	\$4,853	\$5,003	\$5,081
20	\$4,564	\$4,564	\$4,634	\$4,705	\$4,780	\$4,853	\$4,926	\$5,081	\$5,162
21	\$4,634	\$4,634	\$4,705	\$4,780	\$4,853	\$4,926	\$5,003	\$5,162	\$5,244
22	\$4,705	\$4,705	\$4,780	\$4,853	\$4,926	\$5,003	\$5,081	\$5,244	\$5,349
23	\$4,780	\$4,780	\$4,853	\$4,926	\$5,003	\$5,081	\$5,162	\$5,349	\$5,456
24	\$4,853	\$4,853	\$4,926	\$5,003	\$5,081	\$5,162	\$5,244	\$5,456	\$5,565
25	\$4,926	\$4,926	\$5,003	\$5,081	\$5,162	\$5,244	\$5,349	\$5,565	\$5,676
26	\$5,003	\$5,003	\$5,081	\$5,162	\$5,244	\$5,349	\$5,456	\$5,676	\$5,790
27	\$5,081	\$5,081	\$5,162	\$5,244	\$5,349	\$5,456	\$5,565	\$5,790	\$5,905
28	\$5,162	\$5,162	\$5,244	\$5,349	\$5,456	\$5,565	\$5,676	\$5,905	\$6,024
29	\$5,244	\$5,244	\$5,349	\$5,456	\$5,565	\$5,676	\$5,790	\$6,024	\$6,144
30	\$5,349	\$5,349	\$5,456	\$5,565	\$5,676	\$5,790	\$5,905	\$6,144	\$6,267
31	\$5,456	\$5,456	\$5,565	\$5,676	\$5,790	\$5,905	\$6,024	\$6,267	\$6,393
32		\$5,565	\$5,676	\$5,790	\$5,905	\$6,024	\$6,144	\$6,393	\$6,521
33			\$5,790	\$5,905	\$6,024	\$6,144	\$6,267	\$6,521	\$6,651
34			\$5,905	\$6,024	\$6,144	\$6,267	\$6,393	\$6,651	\$6,784
35				\$6,144	\$6,267	\$6,393	\$6,521	\$6,784	\$6,919
36				\$6,267	\$6,393	\$6,521	\$6,651	\$6,919	\$7,057
37					\$6,521	\$6,651	\$6,784	\$7,057	\$7,199
38						\$6,784	\$6,919	\$7,199	\$7,342
39							\$7,057	\$7,342	\$7,489
40							\$7,199	\$7,489	\$7,639
41								\$7,639	\$7,792

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base+5% Salary Schedule. Met (5) ABCs or Safe Schools Incentives**  
**(Monthly Amounts)**

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,387								
5	\$3,542								
6	\$3,691								
7	\$3,810								
8	\$3,865	\$3,865							
9	\$3,922	\$3,922							
10	\$3,981	\$3,981	\$4,037						
11	\$4,037	\$4,037	\$4,096						
12	\$4,096	\$4,096	\$4,154	\$4,216					
13	\$4,154	\$4,154	\$4,216	\$4,278	\$4,342				
14	\$4,216	\$4,216	\$4,278	\$4,342	\$4,407	\$4,472			
15	\$4,278	\$4,278	\$4,342	\$4,407	\$4,472	\$4,540			
16	\$4,342	\$4,342	\$4,407	\$4,472	\$4,540	\$4,607	\$4,679		
17	\$4,407	\$4,407	\$4,472	\$4,540	\$4,607	\$4,679	\$4,750	\$4,899	
18	\$4,472	\$4,472	\$4,540	\$4,607	\$4,679	\$4,750	\$4,826	\$4,974	\$5,052
19	\$4,540	\$4,540	\$4,607	\$4,679	\$4,750	\$4,826	\$4,899	\$5,052	\$5,130
20	\$4,607	\$4,607	\$4,679	\$4,750	\$4,826	\$4,899	\$4,974	\$5,130	\$5,211
21	\$4,679	\$4,679	\$4,750	\$4,826	\$4,899	\$4,974	\$5,052	\$5,211	\$5,294
22	\$4,750	\$4,750	\$4,826	\$4,899	\$4,974	\$5,052	\$5,130	\$5,294	\$5,400
23	\$4,826	\$4,826	\$4,899	\$4,974	\$5,052	\$5,130	\$5,211	\$5,400	\$5,508
24	\$4,899	\$4,899	\$4,974	\$5,052	\$5,130	\$5,211	\$5,294	\$5,508	\$5,619
25	\$4,974	\$4,974	\$5,052	\$5,130	\$5,211	\$5,294	\$5,400	\$5,619	\$5,731
26	\$5,052	\$5,052	\$5,130	\$5,211	\$5,294	\$5,400	\$5,508	\$5,731	\$5,845
27	\$5,130	\$5,130	\$5,211	\$5,294	\$5,400	\$5,508	\$5,619	\$5,845	\$5,962
28	\$5,211	\$5,211	\$5,294	\$5,400	\$5,508	\$5,619	\$5,731	\$5,962	\$6,082
29	\$5,294	\$5,294	\$5,400	\$5,508	\$5,619	\$5,731	\$5,845	\$6,082	\$6,203
30	\$5,400	\$5,400	\$5,508	\$5,619	\$5,731	\$5,845	\$5,962	\$6,203	\$6,327
31	\$5,508	\$5,508	\$5,619	\$5,731	\$5,845	\$5,962	\$6,082	\$6,327	\$6,454
32		\$5,619	\$5,731	\$5,845	\$5,962	\$6,082	\$6,203	\$6,454	\$6,584
33			\$5,845	\$5,962	\$6,082	\$6,203	\$6,327	\$6,584	\$6,715
34			\$5,962	\$6,082	\$6,203	\$6,327	\$6,454	\$6,715	\$6,849
35				\$6,203	\$6,327	\$6,454	\$6,584	\$6,849	\$6,986
36				\$6,327	\$6,454	\$6,584	\$6,715	\$6,986	\$7,125
37					\$6,584	\$6,715	\$6,849	\$7,125	\$7,268
38						\$6,849	\$6,986	\$7,268	\$7,413
39							\$7,125	\$7,413	\$7,561
40							\$7,268	\$7,561	\$7,712
41								\$7,712	\$7,867

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

**2002-2003**  
**Principal and Assistant Principal Salary Schedules**  
**Base+6% Salary Schedule. Met (6) ABCs or Safe Schools Incentives**  
**(Monthly Amounts)**

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,420								
5	\$3,575								
6	\$3,726								
7	\$3,847								
8	\$3,902	\$3,902							
9	\$3,959	\$3,959							
10	\$4,018	\$4,018	\$4,076						
11	\$4,076	\$4,076	\$4,135						
12	\$4,135	\$4,135	\$4,193	\$4,256					
13	\$4,193	\$4,193	\$4,256	\$4,318	\$4,383				
14	\$4,256	\$4,256	\$4,318	\$4,383	\$4,449	\$4,515			
15	\$4,318	\$4,318	\$4,383	\$4,449	\$4,515	\$4,583			
16	\$4,383	\$4,383	\$4,449	\$4,515	\$4,583	\$4,651	\$4,723		
17	\$4,449	\$4,449	\$4,515	\$4,583	\$4,651	\$4,723	\$4,795	\$4,946	
18	\$4,515	\$4,515	\$4,583	\$4,651	\$4,723	\$4,795	\$4,872	\$5,021	\$5,100
19	\$4,583	\$4,583	\$4,651	\$4,723	\$4,795	\$4,872	\$4,946	\$5,100	\$5,179
20	\$4,651	\$4,651	\$4,723	\$4,795	\$4,872	\$4,946	\$5,021	\$5,179	\$5,261
21	\$4,723	\$4,723	\$4,795	\$4,872	\$4,946	\$5,021	\$5,100	\$5,261	\$5,345
22	\$4,795	\$4,795	\$4,872	\$4,946	\$5,021	\$5,100	\$5,179	\$5,345	\$5,452
23	\$4,872	\$4,872	\$4,946	\$5,021	\$5,100	\$5,179	\$5,261	\$5,452	\$5,561
24	\$4,946	\$4,946	\$5,021	\$5,100	\$5,179	\$5,261	\$5,345	\$5,561	\$5,672
25	\$5,021	\$5,021	\$5,100	\$5,179	\$5,261	\$5,345	\$5,452	\$5,672	\$5,785
26	\$5,100	\$5,100	\$5,179	\$5,261	\$5,345	\$5,452	\$5,561	\$5,785	\$5,901
27	\$5,179	\$5,179	\$5,261	\$5,345	\$5,452	\$5,561	\$5,672	\$5,901	\$6,019
28	\$5,261	\$5,261	\$5,345	\$5,452	\$5,561	\$5,672	\$5,785	\$6,019	\$6,140
29	\$5,345	\$5,345	\$5,452	\$5,561	\$5,672	\$5,785	\$5,901	\$6,140	\$6,262
30	\$5,452	\$5,452	\$5,561	\$5,672	\$5,785	\$5,901	\$6,019	\$6,262	\$6,388
31	\$5,561	\$5,561	\$5,672	\$5,785	\$5,901	\$6,019	\$6,140	\$6,388	\$6,516
32		\$5,672	\$5,785	\$5,901	\$6,019	\$6,140	\$6,262	\$6,516	\$6,646
33			\$5,901	\$6,019	\$6,140	\$6,262	\$6,388	\$6,646	\$6,779
34			\$6,019	\$6,140	\$6,262	\$6,388	\$6,516	\$6,779	\$6,914
35				\$6,262	\$6,388	\$6,516	\$6,646	\$6,914	\$7,052
36				\$6,388	\$6,516	\$6,646	\$6,779	\$7,052	\$7,193
37					\$6,646	\$6,779	\$6,914	\$7,193	\$7,337
38						\$6,914	\$7,052	\$7,337	\$7,484
39							\$7,193	\$7,484	\$7,633
40							\$7,337	\$7,633	\$7,786
41								\$7,786	\$7,942

Notes:

1. ADD \$126 per month for an earned advanced degree.
2. ADD \$253 per month for an earned doctorate degree.
3. Placement on one of the Base through Base + 6% salary schedules is determined by 1997-98, 1998-99 and 1999-2000 only ABCs and School Safety accomplishments.

**2002-2003**  
**CENTRAL OFFICE ADMINISTRATOR SALARY RANGES**  
**ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,**  
**DIRECTORS, SUPERVISORS, COORDINATORS,**  
**AND FINANCE OFFICERS**

Classification	Minimum Monthly Salary	Maximum Monthly Salary
School Administrator I	\$2,932	\$5,266
School Administrator II	\$3,112	\$5,586
School Administrator III	\$3,303	\$5,925
School Administrator IV	\$3,436	\$6,162
School Administrator V	\$3,574	\$6,410
School Administrator VI	\$3,792	\$6,799
School Administrator VII	\$3,945	\$7,072

**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.

**2002-2003  
SUPERINTENDENT SALARY RANGES**

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$4,187	\$7,503
Superintendent II (2,501 - 5,000 ADM)	\$4,445	\$7,956
Superintendent III (5,001 - 10,000 ADM)	\$4,716	\$8,441
Superintendent IV (10,001 - 25,000 ADM)	\$5,005	\$8,953
Superintendent V (Over 25,000 ADM)	\$5,312	\$9,499

**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.

**2002-2003  
Child Nutrition Personnel  
Salary Ranges**

Effective July 1, 2002

<b>Classification</b>	<b>Salary</b>	<b>Minimum</b>	<b>Maximum</b>
	<b>Grade</b>	<b>Monthly Salary</b>	<b>Monthly Salary</b>
Child Nutrition Assistant			
I	50	\$1,329.78	\$1,953.26
II	52	\$1,349.84	\$2,111.14
III	54	\$1,427.25	\$2,279.38
IV	55	\$1,451.00	\$2,365.70
Child Nutrition Manager			
I	55	\$1,451.00	\$2,365.70
II	56	\$1,505.41	\$2,463.80
III	57	\$1,539.91	\$2,567.28
IV	58	\$1,574.41	\$2,673.25
Child Nutrition Supervisor & Child Nutrition Director I			
I	61	\$1,768.25	\$3,030.03
II	64	\$1,984.91	\$3,434.42
III	68	\$2,332.25	\$4,106.88
IV	72	\$2,754.16	\$4,910.50
Child Nutrition Director II (Bachelor's Degree)			
III	N/A	\$2,368.08	\$4,110.50
IV	N/A	\$2,795.08	\$4,914.50
Child Nutrition Director II (Advanced Degree)			
	N/A	\$3,174.08	\$5,309.50

**Rule:** Noncertified salaries are based on a 40-hour workweek.

Effective July 1, 2002

**2002-2003  
Curriculum Support Personnel  
Salary Ranges**

<b>Classification</b>	<b>Salary</b>	<b>Minimum</b>	<b>Maximum</b>
	<b>Grade</b>	<b>Monthly Salary</b>	<b>Monthly Salary</b>
Brailist	59	\$1,635.50	\$2,784.66
Educational Interpreter	59	\$1,635.50	\$2,784.66
Exceptional Children Data Manager	63	\$1,910.08	\$3,289.85
Occupational Therapist	76	\$3,278.16	\$5,895.68
Occupational Therapist Assistant	64	\$1,984.91	\$3,434.42
Orientation and Mobility Specialist	68	\$2,332.25	\$4,106.88
Parent Counselor-Trainer	63	\$1,910.08	\$3,289.85
Physical Therapist	76	\$3,278.16	\$5,895.68
Physical Therapist Assistant	64	\$1,984.91	\$3,434.42
School Health Assistant	52	\$1,349.84	\$2,111.14
School Nurse (Not Holding)	68	\$2,332.25	\$4,106.88
Speech-Language Pathology Assistant	64	\$1,984.91	\$3,434.42
Teacher Assistant			
(see NOTE below)	54	\$1,427.25	\$2,279.38
	56	\$1,505.41	\$2,463.80
Technology Assistant	61	\$1,768.25	\$3,030.03
Therapeutic Recreation Specialist	67	\$2,240.16	\$3,923.90
Vocational Technical Assistant	54	\$1,427.25	\$2,279.38

**Rule:** Noncertified salaries are based on a 40-hour workweek.

**Exception:** Local boards of education set the standard workweek (not to exceed 40 hours) for teacher assistants.

**NOTE:** Teacher assistants are classified at salary grade 56. However, until legislation provides funding to pay teacher assistants at salary grade 56, teacher assistants must be paid at least at the minimum of salary grade 54.

Effective July 1, 2002

**2002-2003  
Maintenance Personnel  
Salary Ranges**

Classification	Salary	Minimum	Maximum
	Grade	Monthly Salary	Monthly Salary
Cabinet Maker	61	\$1,768.25	\$3,030.03
Carpenter I	57	\$1,539.91	\$2,567.28
Carpenter II	61	\$1,768.25	\$3,030.03
Carpentry Crew Leader	63	\$1,910.08	\$3,289.85
Carpenter Supervisor	65	\$2,063.41	\$3,590.97
Custodian I	50	\$1,329.78	\$1,953.26
Custodian II	51	\$1,339.72	\$2,068.47
Custodian Crew Leader	52	\$1,349.84	\$2,111.14
Custodian Supervisor I	56	\$1,505.41	\$2,463.80
Custodian Supervisor II	58	\$1,574.41	\$2,673.25
Custodian Supervisor III	60	\$1,699.08	\$2,905.48
Electrician I	59	\$1,635.50	\$2,784.66
Electrician II	63	\$1,910.08	\$3,289.85
Electrician Crew Leader	64	\$1,984.91	\$3,434.42
Electrician Supervisor I	66	\$2,148.41	\$3,751.34
Electrician Supervisor II	68	\$2,332.25	\$4,106.88
Electronic Technician I	64	\$1,984.91	\$3,434.42
Electronic Technician II	67	\$2,240.16	\$3,923.90
Floor Maintenance Assistant I	53	\$1,385.89	\$2,192.00
Floor Maintenance Assistant II	55	\$1,451.00	\$2,365.70
Floor Maintenance Crew Leader	56	\$1,505.41	\$2,463.80
Floor Maintenance Supervisor	62	\$1,836.41	\$3,156.10
Glazier	60	\$1,699.08	\$2,905.48
Grounds Keeper I	56	\$1,505.41	\$2,463.80
Grounds Keeper II	58	\$1,574.41	\$2,673.25
Grounds Crew Leader	59	\$1,635.50	\$2,784.66

**Rule:** Noncertified salaries are based on a 40-hour workweek.



Effective July 1, 2002

**2002-2003  
Maintenance Personnel, cont.  
Salary Ranges**

Classification	Salary	Minimum	Maximum
	Grade	Monthly Salary	Monthly Salary
Grounds Supervisor I	63	\$1,910.08	\$3,289.85
Grounds Supervisor II	65	\$2,063.41	\$3,590.97
HVAC Mechanic I	65	\$2,063.41	\$3,590.97
HVAC Mechanic II	67	\$2,240.16	\$3,923.90
HVAC Supervisor	69	\$2,429.66	\$4,293.80
Laborer	50	\$1,329.78	\$1,953.26
Locksmith	62	\$1,836.41	\$3,156.10
Machine Operator	57	\$1,539.91	\$2,567.28
Maintenance Supervisor/Director			
I	65	\$2,063.41	\$3,590.97
II	66	\$2,148.41	\$3,751.34
III	68	\$2,332.25	\$4,106.88
IV	70	\$2,537.58	\$4,492.79
V	70	\$2,537.58	\$4,492.79
VI	72	\$2,754.16	\$4,910.50
VII	74	\$3,000.25	\$5,381.11
VIII	76	\$3,278.16	\$5,895.68
IX	77	\$3,432.50	\$6,171.51
X	78	\$3,587.91	\$6,464.48
Mason	63	\$1,910.08	\$3,289.85
Painter I	59	\$1,635.50	\$2,784.66
Painter II	61	\$1,768.25	\$3,030.03
Painter Crew Leader	62	\$1,836.41	\$3,156.10

**Rule:** Noncertified salaries are based on a 40-hour workweek.

Effective July 1, 2002

**2002-2003  
Maintenance Personnel, cont.  
Salary Ranges**

<b>Classification</b>	<b>Salary Grade</b>	<b>Minimum Monthly Salary</b>	<b>Maximum Monthly Salary</b>
Plasterer I	63	\$1,910.08	\$3,289.85
Plasterer Crew Leader	65	\$2,063.41	\$3,590.97
Plumber I	59	\$1,635.50	\$2,784.66
Plumber II	63	\$1,910.08	\$3,289.85
Plumber Crew Leader	64	\$1,984.91	\$3,434.42
Refrigeration Mechanic	61	\$1,768.25	\$3,030.03
Roofer	61	\$1,768.25	\$3,030.03
Warehouse Manager I	61	\$1,768.25	\$3,030.03
Warehouse Manager II	63	\$1,910.08	\$3,289.85
Waste Water Plant Operator I	57	\$1,539.91	\$2,567.28
Waste Water Plant Operator II	62	\$1,836.41	\$3,156.10
Waste Water Plant Operator III	70	\$2,537.58	\$4,492.79
Welder I	61	\$1,768.25	\$3,030.03
Welder II	63	\$1,910.08	\$3,289.85
Welder Crew Leader	65	\$2,063.41	\$3,590.97

**Rule:** Noncertified salaries are based on a 40-hour workweek.

Effective July 1, 2002

**2002-2003  
Office Support Personnel  
Salary Ranges**

<b>Classification</b>	<b>Salary</b>	<b>Minimum</b>	<b>Maximum</b>
	<b>Grade</b>	<b>Monthly Salary</b>	<b>Monthly Salary</b>
Distance Learning Instructional Assistant	54	\$1,427.25	\$2,279.38
Local Area Network (LAN) Engineer	74	\$3,000.25	\$5,381.11
Office Support I	55	\$1,451.00	\$2,365.70
Office Support II	57	\$1,539.91	\$2,567.28
Office Support III	59	\$1,635.50	\$2,784.66
Office Support IV	61	\$1,768.25	\$3,030.03
Office Support V	63	\$1,910.08	\$3,289.85
Student Information Data Manager I (see note)	61	\$1,768.25	\$3,030.03
Student Information Data Manager II (see note)	63	\$1,910.08	\$3,289.85
Technology Technician I	64	\$1,984.91	\$3,434.42
Technology Technician II	68	\$2,332.25	\$4,106.88
Technology Technician III	72	\$2,754.16	\$4,910.50
Wide Area Network (WAN) Engineer	76	\$3,278.16	\$5,895.68

**Rule:** Noncertified salaries are based on a 40-hour workweek.

Effective July 1, 2002

**2002-2003  
Transportation Personnel  
Salary Ranges**

<b>Classification</b>	<b>Salary</b>	<b>Minimum</b>	<b>Maximum</b>
	<b>Grade</b>	<b>Monthly Salary</b>	<b>Monthly Salary</b>
Bus Driver	51	\$1,339.72	\$2,068.47
Transportation Safety Assistant	50	\$1,329.78	\$1,953.26
Transportation Mechanic			
I	59	\$1,635.50	\$2,784.66
II	63	\$1,910.08	\$3,289.85
III	65	\$2,532.41	\$3,590.97
Transportation Supervisor	67	\$2,240.16	\$3,923.90
Transportation Director			
I	66	\$2,148.41	\$3,751.34
II	66	\$2,148.41	\$3,751.34
III	68	\$2,332.25	\$4,106.88
IV	71	\$2,644.08	\$4,696.77
V	71	\$2,644.08	\$4,696.77
VI	72	\$2,754.16	\$4,910.50
VII	74	\$3,000.25	\$5,381.11
VIII	76	\$3,278.16	\$5,895.68
IX	77	\$3,432.50	\$6,171.51
X	78	\$3,587.91	\$6,464.48
Vehicle Operator	53	\$1,385.89	\$2,192.00

**Rule:** Noncertified salaries are based on a 40-hour workweek.

**2002-2003  
Public School Employees**

Effective July 1, 2002

Grade	Monthly Amounts	
	Minimum	Maximum
50	\$1,329.78	\$1,953.26
51	\$1,339.72	\$2,068.47
52	\$1,349.84	\$2,111.14
53	\$1,385.89	\$2,192.00
54	\$1,427.25	\$2,279.38
55	\$1,451.00	\$2,365.70
56	\$1,505.41	\$2,463.80
57	\$1,539.91	\$2,567.28
58	\$1,574.41	\$2,673.25
59	\$1,635.50	\$2,784.66
60	\$1,699.08	\$2,905.48
61	\$1,768.25	\$3,030.03
62	\$1,836.41	\$3,156.10
63	\$1,910.08	\$3,289.85
64	\$1,984.91	\$3,434.42
65	\$2,063.41	\$3,590.97
66	\$2,148.41	\$3,751.34
67	\$2,240.16	\$3,923.90
68	\$2,332.25	\$4,106.88
69	\$2,429.66	\$4,293.80
70	\$2,537.58	\$4,492.79
71	\$2,644.08	\$4,696.77
72	\$2,754.16	\$4,910.50
73	\$2,871.00	\$5,138.43
74	\$3,000.25	\$5,381.11
75	\$3,138.75	\$5,631.73
76	\$3,278.16	\$5,895.68
77	\$3,432.50	\$6,171.51
78	\$3,587.91	\$6,464.48
79	\$3,754.75	\$6,770.87
80	\$3,925.91	\$7,087.90
81	\$4,107.41	\$7,421.97
82	\$4,291.41	\$7,779.99
83	\$4,495.58	\$8,159.30
84	\$4,706.41	\$8,553.06
85	\$4,926.50	\$8,964.17
86	\$5,155.66	\$9,397.88