

North Carolina Public School Personnel

Employee Salary and Benefits Manual 2004-2005

Part I: Salary

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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 school principal, 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

DPI CONTACTS AND GENERAL INFORMATION

I. The Information Analysis and Support Section

A. PURPOSE AND MISSION

The Information Analysis and Support Section is part of the Division of School Business. Salary related responsibilities include:

- Communicating legislation, State Board of Education policy, and Department of Public Instruction (DPI) procedures;
- Certifying educator salaries;
- Auditing educator and non certified salaries and other payments;
- 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).

B. CONTACT INFORMATION

Department of Public Instruction
Division of School Business
6334 Mail Service Center
Raleigh, NC 27699-6334
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.

C. INTERNET SITES

Department of Public Instruction (DPI): <http://www.ncpublicschools.org>

Salary Schedules: http://www.ncpublicschools.org/salary_admin/salinfo.htm

LEA License and Salary Info center: <http://licsalweb.dpi.state.nc.us> *

* User ID and password are required. Contact Information Analysis and Support at (919) 807-3720 to obtain password access. Forms are available on

<http://licsalweb.dpi.state.nc.us>

Access to this site may be given to Local Education Agency (LEA), Charter Schools and Institutes of Higher Education only.

II. Reference Materials

A. INFORMATION ANALYSIS AND SUPPORT SECTION

Other helpful materials with financial information can be found on 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/default.htm>

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/default.html>

B. SCHOOL PERSONNEL SUPPORT SECTION

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

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/Allot/>

Contact: 919.807.3739

D. LICENSURE SECTION

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

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: 919.807.3310

III. New Legislation Impacting 2004-2005

House Bill 1414 establishes salary schedules and other important information for the 2004-2005 fiscal year, effective July 1, 2004. Listed below are the major changes to legislation.

A. TEACHER, PRINCIPAL AND ASSISTANT PRINCIPAL SALARIES

Section 7.1(a)

On average, teachers and instructional support will receive a 2.5% salary increase due to an experience step increase on the state salary schedule and the state salary schedule increasing by 0.67%. School-based administrators will also receive a salary step increase based on experience and a 0.67% increase in the salary schedule. The range of increase is 2.1% and 6.6% depending between which step on the salary schedule the educator is moving.

B. BONUS - Certified Employees at the top of their salary schedule

Section 7.2A

Certified employees paid on the teacher's salary schedule with 29+ years of experience shall receive a one-time bonus of 1.58%.

Certified employees paid at the top of the principal and assistant principal salary schedule shall receive a one-time bonus of 2%.

Permanent part-time personnel shall receive the bonus adjusted pro rata

A question and answer related to this bonus can be found on the Financial and Business Services website at <http://www.ncpublicschools.org/fbs/hb1414qa.html>

C. LEA employees not paid from the teacher or principal salary schedule

Section 7.4(a)

LEA employees not paid from the teacher or principal salary schedules will receive an increase to the annual salary of the greater of \$1,000 or 2.5%. Individuals must be employed in a permanent, full-time position on July 1, 2003. Those in part-time permanent position receive this increase pro-rata. This increase will not be pro-rated for 9, 10 or 11 month employment. This raise will be add to the monthly salary.

A question and answer related to this bonus can be found on the internet at <http://www.ncpublicschools.org/fbs/raise04qa.html>

D. BENEFITS

Section 31.16D

HB 1414 changes the State employer's contribution rate for retirement and related benefits to 5.815% effective July 1, 2004. The annual hospitalization rate is \$3,432 for non-Medicare-eligible employees.

E. \$1,800 BONUS*Section 7.14*

HB 1414 eliminates the funding for the \$1,800 bonus to eligible schools to pay teachers who are certified in and teaching in the fields of exceptional children, math and science. No payments may be paid from state funds to these teachers as of July 1, 2004.

F. ADMINISTRATIVE INTERNS*Section 7.14*

Participants in an approved full-time masters in school administration program shall receive a stipend that shall not exceed the difference between the beginning salary of an assistant principal and any fellowship funds received by the intern as a full-time student, including awards of the Principal Fellows Program. (see Section C.III.D)

G. REEMPLOYED RETIREES EXEMPT FROM THE CAP*Section 31.18A*

Each LEA shall pay the retirement system a Reemployed Teacher Contribution Rate of 11.70% as a percentage of covered salaries that the retired teachers who are exempt from the cap are being paid. Each LEA shall report to the Retirement System on payments made pursuant to this subsection. Any amount of the salary paid plus the 11.7% contribution that exceeds the State supported salary level for that position must be paid from local funds. See more explanation on this on the FBS website <http://www.ncpublicschools.org/fbs/reempretiredteacherqa.html>

H. LATERAL ENTRY TEACHERS STAFF DEVELOPMENT*No Child Left Behind Legislation*

No Child Left Behind legislation requires all lateral entry teachers to complete 10 days of staff development BEFORE they enter the classroom. (See Section D.I.H).

IV. LICENSURE CLASS CODES

A. LICENSURE CLASS CODES AND SALARY

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

The codes on pages A-5 through A-6 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 D,II,B on 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

3. Master's level

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

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://licsalweb.dpi.state.nc.us>) system. The table below provides a summary of how each pay level is derived.

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

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).

V. SALARY ADJUSTMENTS

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.

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.

VI. FUNDING RESPONSIBILITIES

A. 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.

VII. ABC BONUSES

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.

VIII. OTHER

A. MILITARY LEAVE

Employees called to active military duty shall be paid the difference of military basic pay and state salary, when military pay is less than state salary. Differential pay shall be paid from the same source of funds as the regular salary. For state paid employees, the differential pay should be coded to PRC 021. This policy is retroactive to July 1, 2002. See Benefits Manual Section 10 for more details.

B. JOB SHARING

Effective January 1, 2004 all employees of local education agencies are eligible for job sharing. Participation in job sharing is optional, not mandatory based of approval by the local education agency. See Benefits Manual Section 17 for more details.

C. SCHOOL NUMBER REPORTING

In accordance with General Statute 115C-12(18)d, school number reporting is a requirement for all payments, including salary payments.

Expenditure coding of payments to employees must always reflect the job assignments of the individuals. The key factors in the payment reporting proration are the expenditure code and the school number the employee is assigned to. Therefore, LEAs are required to prorate employees assigned to more than one school or paid from more than one expenditure code. Failure to accurately prorate salary payments could affect the allotment of ABC's bonuses.

SECTION B

CENTRAL OFFICE ADMINISTRATORS

I. All Central Office Administrators

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:

$\text{Monthly salary (with supplement)} \div \text{Number of workdays in the month (20, 21, 22, 23)} = \text{Daily rate of pay.}$

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 in Appendix A.

II. Superintendents

A. DEFINITION-SUPERINTENDENT

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 SUPERINTENDENT

Superintendents are paid within salary ranges determined by the average daily membership (ADM) of the local education agency to which they are assigned. See **APPENDIX A** for Salary Ranges.

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.

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.

III. Associate/Assistant Superintendents

A. DEFINITION 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).

See exceptions to the licensure requirements in Section B III.C.

B. DEFINITION ASSISTANT SUPERINTENDENT

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 B III.C.

C. EXCEPTIONS TO ASSOCIATE AND ASSISTANT SUPERINTENDENT'S 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) or
 - Auxiliary Services (budget code 6590-002-112)
- 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

Associate and assistant superintendents are assigned to a School Administrator I-VII category 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. See **APPENDIX A** for Salary Ranges.

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

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

A. DEFINITIONS - SUPERVISOR, DIRECTOR OR COORDINATOR

A supervisor, director, or coordinator

- is designated by the local board of education to work throughout the LEA 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 – SUPERVISOR, DIRECTOR OR COORDINATOR

Supervisors, directors, coordinators, and finance officers are assigned to a School Administrator I-VII category by the local board of education. See **APPENDIX A** for Salary Ranges.

Salary determination 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.

C. 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.
-

D. 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.

E. 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.
-

V. Charter Schools

Charter schools may use definitions similar to those outlined in this section, but they are not required to adhere to licensing requirements.

SEE APPENDIX A FOR SALARY RANGES

SECTION C

SCHOOL BASED ADMINISTRATORS

PRINCIPALS AND ASSISTANT PRINCIPALS

I. All School-Based Administrators

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:

- monthly salary ÷ number of weekdays in the month (21, 22, 23) = 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.

B. SALARY BASIS-SCHOOL BASED ADMINISTRATORS

1. ABCs and Safe Schools Salary Incentives Schedule

New ABCs and Safe Schools Salary Incentives are no longer awarded. Principals and Assistant Principals who earned ABCs of Public Education Program accomplishments and for maintaining a safe and orderly school for the 1997-1998 through 1999-2000 school year(s) will continue to be paid on the salary schedule with any incentives that they earned during that time. This incentive is added to the base salary and continues to be paid if the principal or assistant principal moves to a different school.

Accomplishments earned after the 1999-2000 school year are not added to the principal or assistant principal base salary.

2. Service requirements for ABCs and/or Safe Schools eligibility

A school based administrator who served in one school for at least eight (8) months (any percentage) qualifies 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.

C. SALARY SCHEDULE PLACEMENT – BASE PAY

A principal or an assistant principal is assigned a salary for the 2003-2004 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.

D. SALARY SCHEDULE PLACEMENT- ABCS AND SAFE SCHOOLS

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. 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.

The level of the percentage increase is reflected in the 7th digit of the pay level.

Salary Schedule	Criteria	7th Digit on Lic/Sal system
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

E. ADVANCE DEGREE SUPPLEMENT

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.

F. ABC BONUS FUNDING CALCULATION

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 (provisionally licensed assistant principal) 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 Section A VII.

II. Principals

A. MONTHLY SALARY

Principals are paid monthly for the 2003-2004 school year according to

1. **Teacher Count** - The number of state-funded teachers, student services personnel, and assistant principals employed at their school;
2. **Years of Experience** - The total number of years of experience on their teaching license, plus one additional year of credit for every three years on their principal's license;
3. **ABCs** - Achievements in the ABCs of Public Education Program for school years 1997-1998 through 1999-2000;
4. **Safe Schools** - 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
5. **Education level** as determined by their highest license designation.

See APPENDIX B for Principals Salary Schedules

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 includes all fund 1 certified employees except object 114 and 125) This calculation includes BUD transactions made throughout the year. (see exception on page C-5 for alternative schools)

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

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.

Note: Salaries are calculated automatically at the end of the 3rd, 7th and 11th pay periods.

Alternative Schools: Exception

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 Section C II.E on page C-6.

Reduction in Teacher Count

HB 397 Section 7.2(h)b. states that if a principal is reassigned to a lower job classification because the principal is transferred to a school within a local school administrative unit with a smaller number of State-allotted teachers, the principal shall be placed on the salary schedule as if the principal had served the principal's entire career as a principal at the lower job classification.

Therefore, the State will not hold harmless principal salaries. The LEA may hold the principal's salary harmless using local funds.

2. Determining years of experience

An additional year of credit for three years of 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.

B. TRANSFERS IN MERGED SYSTEMS

The rate of state pay for a principal who is transferred to a principal's position

- within a school system that has been created, or will be created, by merger and,
- in a school with fewer state-allotted teachers

will not be reduced for one calendar year following the date of the merger or reassignment.

C. PRINCIPALS IN 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.

D. BUILDING PRINCIPALS

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;
- maintenance of a safe and orderly school in accordance with goals set by the local board of education for the school years 1997-1998 through 1999-2000; and
- at the scheduled monthly rate of pay for ten months

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 building principal is not added to the 'P' principal license.

3. Budget code

Building principals are coded 5100-001-121.

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

A. MONTHLY SALARY - ASSISTANT PRINCIPALS

Assistant principals are paid monthly for the 2003-2004 school year according to

- **Years of Experience** - the total number of years of experience on their teaching license;
- **ABCs** - achievements in the ABCs of Public Education program for years 1997-1998 through 1999-2000;
- **Safe Schools** - maintenance of a safe and orderly school in accordance with goals set by the local board of for the school years 1997-1998 through 1999-2000; and
- **Education** - their education level as determined by their highest license

designation

See APPENDIX B for Assistant Principals Salary Schedules

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

B. SUMMER SCHOOL MONTHLY SALARY

Assistant principals, who serve as either assistant principals or as lead teachers during the summer school period, will receive the same monthly salary for the summer school assignment as they received during the regular school term.

NOTE: A non-teaching assistant principal can be employed when 10 or more teachers are employed to work at a specific summer school.

C. PROVISIONAL ASSISTANT PRINCIPAL'S LICENSE

During the 2003-2004 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 qualified for 1% or 2% bonus award for achievements on ABC of education program and safe schools (applicable to the 1997-98 through 1999-2000 school years only) 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 – Provisional Assistant Principals

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). (See Appendix B I. for assistant principal salary schedule)

NOTE 1: Provisionally licensed assistant principals cannot be certified on the National Board for Professional Teaching Standards Salary Schedule.

NOTE 2: If a teacher who is licensed in ROTC and received experience years based on military service, receives an Assistant Principal license, the military years of service may not transfer on the Assistant Principal license. Call the Licensure Section to see if the years will be removed or credited.

2. Budget code – Provisional Assistant Principals

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

3. Benefits- Provisional Assistant Principals

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

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.

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

Administrative interns shall receive up to a 10-month stipend that shall not exceed the difference between the beginning salary of an assistant principal (\$3,248 per month for the 2004-2005 school year) and any fellowship funds received by the intern as a full-time student, including awards of the Principal Fellows Program. *(HB 1414 Section 7.2(i))*

3. Budget code

Principal Fellows and other MSA students must be coded differently to prevent salary audit exceptions.

Principal Fellows are to be coded to 6410-066-119.

Other Full-time MSA (Master's of School Administration) students serving internships under this provision are to be coded 6390-066-119.

4. Benefits

Full-time MSA interns do not earn sick leave, annual leave, personal leave, holiday leave, retirement, or longevity, but do qualify for FICA.

NOTE: An administrative intern may NOT be in a full time MSA program and at the same time work in a state funded position.

SECTION D

TEACHER AND STUDENT SERVICES

I. All Teacher and Student Services Personnel

A. 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.

B. SALARY BASIS

1. Teachers, guidance counselors, school social workers, and media coordinators

Those 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. (See APPENDIX C for Salary Schedules)

2. Audiologists, school psychologists, and speech-language pathologists

Those 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 Section D IV). (See APPENDIX C for Salary Schedules)

3. School Nurses

For the salary basis of school nurses, see Section D V.

C. SALARY SCHEDULE PLACEMENT**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 in Section D IV.

D. ADVANCED DEGREE SUPPLEMENT

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.

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.

E. 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.

State funds may **not** be used to pay certified instructional personnel for a planning period that is outside of the regular instructional day. Therefore, if a school decides to require a teacher to teach an additional class and to schedule their planning period after the regular instructional day, no State funds may be used to provide additional compensation.

Extended Day Pay Computation

The computation of payment for extended day duties for all employees is based on a standard number of hours worked per month. The number of hours in a work month can be obtained by using the following formula:

Formula: **Daily rate divided by hours per day = \$ per hour** x days in week = hours per week x weeks in year = hours per year ÷ months in year = hours per month (Hours refer to work hours.)

Table:	Hours Per Month
8.0 X 5 = 40.0	X 52 = 2,080 ÷ 12 = 173.33
7.5 X 5 = 37.5	X 52 = 1,950 ÷ 12 = 162.50
7.0 X 5 = 35.0	X 52 = 1,820 ÷ 12 = 151.66
6.5 X 5 = 32.5	X 52 = 1,690 ÷ 12 = 140.83
6.0 X 5 = 30.0	X 52 = 1,560 ÷ 12 = 130.00

Divide the hours of extended-day time worked by the appropriate hours per month from the table; multiply this result by the employee's monthly salary to determine the extended-day payment.

Example: An employee works in a local education agency that considers 7.5 hours a regular workday. Forty (40) hours of extended-day time was worked in November. The regular monthly salary is \$2,500.

Extended-Day Payment = $40 \div 162.50 = 24.62\%$ X \$2,500 = **\$615.50**

F. 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 only

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 Section A,VII.

G. PROVISIONAL LICENSES: FAILING TO MEET REQUIREMENTS

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.

II. Teachers

A. TEACHER POSITIONS AND BUDGET CODES

Included in the teacher positions are:

Positions	2004-2005 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

Note: Refer to "[Attachment A](#)" for specific Licensure areas required for salary certification purposes.

B. 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, 2003, a list of individuals by LEA who are currently on the "M" salary schedule can be viewed on the website. It is the LEA's responsibility to review the web page and send the list to Licensure for any additions or deletions. For new employees who hold a master's degree in a non-teaching education or for a current employee whose area of assignment changes, 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 schedule.

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

C. NBPTS CERTIFICATION

1. Eligibility for NBPTS Pay

Teachers who meet the following criteria are paid based on National Board for Professional Teaching Standards (NBPTS) certification and on the highest-license level outlined in Section D, I, C. See the Guidelines for National Board for Professional Teaching Standards (NBPTS) Pay Differential document on the FBS website at <http://www.ncpublicschools.org/fbs/nbpts03-04.html>

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 [NC State] certification if the employee is employed in an area of NBPTS certification other than direct classroom instruction."

Note: If an employee is employed in an area other than classroom instruction (eg media or guidance counselor) their license must be clear of any deficiencies to be eligible for the 12% pay differential. Therefore, a classroom teacher cannot be paid the NBPTS differential, if they are working in media, and their media license has deficiencies (eg. Provisional).

2. Salary schedules

NBPTS certified personnel serving as teachers who meet the criteria above are paid from the NBPTS certified salary schedules.

3. Budget codes

The same budget codes are used for NBPTS certified teachers as used for non-NBPTS teachers.

4. Pay Indicator

Individuals with salaries certified on the NBPTS salary schedule will have an 'N' in the seventh digit of the pay level. (See APPENDIX C for Salary Schedules)

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.

5. 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 2004 that she has become NBPTS certified. She will be paid from the NBPTS salary schedule effective July 1, 2004.

6. 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. For further information Contact the Center for Recruitment and Retention in the Division Human Resource Management, or visit the website at

<http://www.ncpublicschools.org/nbpts/>

7. 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.

8. 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.

9. 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>.

D. WORKFORCE DEVELOPMENT TEACHERS (VOCATIONAL EDUCATION)

1. Years of Experience

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.

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.

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.

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). This military experience credit may not be transferable to other teaching licenses (eg. Assistant Principal, math etc). Check with the Licensure Section.

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.htm>

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.

1. Eligibility

Beginning teachers, in years 1, 2, and 3, must be assigned a mentor. Beginning teachers are defined as:

- a. Newly licensed teachers, those who have never taught in a classroom
- b. 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
- c. 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.

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 of a state-paid teacher.

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

H. NEW TEACHER ORIENTATION

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 (See below for lateral entry staff development requirements); 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.

Eligible new teachers may be paid up to a **maximum** of 3 days from State funds.

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

In order for an eligible teacher to be paid additional for the orientation, the orientation must take place outside of the normal instructional calendar. No additional pay will be allowed if the orientation takes place on a workday or on a regular instructional day.

LATERAL ENTRY TEACHERS

No Child Left Behind legislation requires all lateral entry teachers to complete 10 days of staff development **BEFORE** they enter the classroom. This staff development must be coded to object 186-workshop participant and funded out of allowable dollar allotments. The lateral entry teacher should be paid a minimum of a A-00 salary. If the teacher does not have any teaching experience and is eligible for new teacher orientation, the final three days of staff development may be coded to object 125-new teacher orientation and these three days may be paid at the certified rate.

No experience credit will be given for these staff development days.

I. RETIRED TEACHERS EXEMPT FROM THE SALARY EARNINGS CAP

Effective July 1, 2001 the "wait period" for hiring retired teachers is 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.

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.

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 may earn longevity, annual leave, sick leave, and FICA benefits.

The LEA shall pay to the Teachers' and State Employees' Retirement System a Reemployed Teacher Contribution Rate of 11.7% of the salary. The 11.7% plus the salary may not exceed the certified salary of the teacher. (*HB1414 Section 31.18A 2004*)

The retirement contribution must be coded to X-5910-XXX-228.

Additional information is available on the Financial Business Services website at www.ncpublicschools.org/fbs

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 subject to a salary earnings cap.

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

These retired teachers must be coded to object code 121.

NOTE: The Retirement System adjusts the earnings cap due to inflation in January of each year.

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 2004-2005 school year, the conversion to dollars shall be \$46,830 (average teacher salary, with benefits). The dollars from this conversion will be allotted to PRC 020 Program Enhancement Foreign Exchange)

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.

L. SUMMER SCHOOL

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

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.

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 that corresponds to the School Administrator I-VII assignment.

M. 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. Local Supplements may not be paid from State funds.

NOTE: Regional consultants such as Intervention/Assistance team members and Closing the Gap consultants do not qualify for this three-step increment.

Coding

The allotment for the DPI consultant is in PRC 096 Special Position Allotment. Individuals should be coded to school number "000"

Effective date

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

N. ASSISTANCE TEAMS

1. Salary Basis and Funding

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.

The teacher's "home" LEA is responsible for paying their salary (including any local supplement and benefits). All payments should be coded to PRC 037, a guaranteed allotment - eligible expenditures will be covered. Intervention/assistance team members' ABCs incentive awards are funded through PRC 038.

2. 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.

O. INTERIM TEACHERS

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

1. Pay Basis

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
- service in the interim position is more than 10 teaching days, 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 or
- service in the interim position is 10 teaching days or less,
- is coded with an object code of 127.

Interim teachers coded to 127 (non certified) do not earn experience credit.

Assignment (certified): When a certified interim teacher who either chooses to be paid at the substitute rate or who served ten teaching days or less is assigned to a permanent teaching position, pay is at the certified substitute rate. The salary associated with the permanent position becomes retroactive to the date the employee became an interim teacher. However, employee benefits such as retirement and leave are not retroactive.

EXCEPTION: Retirees re-employed as classroom teachers must be coded to either object code 128 or 121 as outlined in Section D I and J above.

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. Therefore, all interim teachers must be paid from the program report code from which the regular teacher being replaced was paid.

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.)

P. \$1,800 BONUS FOR MATHEMATICS, SCIENCE AND SPECIAL EDUCATION TEACHERS

HB1414 Section 7.14 (2004) repeals this bonus effective July 1, 2004.

III. Substitute Teachers

A. PAY BASIS

Current pay rates are indexed to the A-00 teacher rates. For the 2004-2005 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%

Licensed 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.

Unlicensed 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.

B. FULL TIME SUBSTITUTES

A full-time substitute must work at least 30 hours per week and is expected to be employed at least six consecutive months. Full-time substitutes earn the same benefits as other employees and are paid as a substitute.

Full-time substitutes must be coded with an object code of 184.

C. NON FULL TIME SUBSTITUTES

Substitute teachers who are not classified as full-time can only be paid for the actual number of days worked. This payment does not include the option of installment payments, pay for weekends, pay for holidays, etc.

D. TEACHER ASSISTANTS AS A SUBSTITUTE

When a teacher assistant is assigned to serve as a substitute teacher, the daily rate paid shall be the same as the daily rate for an entry level teacher with an 'A' license (A-00). An absence without pay (Reason Code 7) is to be charged to the regular teacher assistant assignment (object code 142) for each day or half-day the teacher assistant serves as a substitute. The PRC for the

payment of the teacher assistant's substitute payment is the same PRC from which the teacher assistant is normally paid, with the exception of substitute payment for staff development activities.

E.

FUNDING SOURCE

1. Instructional Personnel:

Unless otherwise required, a substitute for a regular teacher is paid from the same source of funds from which the regular teacher is paid. If the teacher is paid from more than one fund, the substitute will be paid at the same percent from each fund as the teacher for the appropriate number of days.

Example: A teacher is 50% state and 50% local and is absent one day. The substitute will be paid for one day at 50% state and 50% local; NOT ½ day at 100% state and ½ day at 100% local

Exceptions:**a. *Substitute Pay for Staff Development:***

The PRC used for the substitute's payment due to staff development activities is the same PRC used for the teacher's staff development payment. Substitute payments for staff development activities are **not** charged to object 312 (Workshop Expenses), but to one of the approved substitute pay object codes listed in Sub-Section 2.4.

b. *Substitute Pay for Child Involvement Leave:*

Substitutes employed for teachers taking Child Involvement Leave shall be paid from Local funds **only**.

2. Non-Instructional Support

In general, the LEA shall pay a person who substitutes for a non-teaching counselor, assistant principal, principal, or supervisor from local funds. In some instances, a substitute is required for non-instructional personnel, such as teacher assistants, clerical personnel, bus drivers, etc. The LEA superintendent determines the need to employ a substitute for a non-teaching counselor, assistant principal, principal, or supervisor.

3. Principal Replacement

A substitute employed to replace the teacher who fills in for a principal shall be paid from the same source of funds as that of the principal's salary (local, state or federal). An assistant principal filling in for a principal does not constitute a substitute. Additional pay is not applicable to the assistant principal due to the terms in the contract of regular duties associated with the position of assistant principal.

4. Exceptional Children Requirements

When non-instructional temporary replacement personnel are required in the Exceptional Children Program, the replacement person shall be paid from the same source of funds as the

employee being replaced. If a teacher assistant is absent and a temporary replacement teacher assistant is required by law to be placed in that absent position, the temporary replacement teacher assistant is paid based on the non-certified salary schedule, which includes teacher assistant. The same source of funds as the absent teacher assistant should be used.

IV. Student Services Personnel

A. STUDENT SERVICES PERSONNEL POSITIONS AND BUDGET CODES

Included in the student services personnel category are:

Positions	2000-2001 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 Section D., IV., B., or pages D-13 through D-15 for requirements</i>)	5840-xxx-139
Not Nationally Certified School Nurse (<i>no license area assigned by DPI; see Section D., IV., B., 6., or page D-15 for salary basis</i>)	5840-xxx-148

B. 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. (See APPENDIX C for Salary Schedules).

C. 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. (See APPENDIX C for Salary Schedules).

D. 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.

V. Other Certified Personnel

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
 - to 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).

1. Prerequisites for national certification

Association	Initial Certification Requirements
American Nurses' Association (ANA)	<p>Currently hold an active RN license in the U.S. or its territories;</p> <p>Hold a baccalaureate or higher degree in nursing; and</p> <p>Have completed a practice requirement in school nursing which may be met by:</p> <p>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</p> <p>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</p> <p>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).</p>
National Association of School Nurses (NASN)	<p>Current license as a registered nurse in the U.S.;</p> <p>Have a baccalaureate degree or higher; and</p> <p>Are recommended to have completed a practice requirement in school nursing.</p>

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/>

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

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.

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.

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.

SECTION E

NON-CERTIFIED PERSONNEL

I. Salary Determinations

A. 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.

B. 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

C. 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](#). See Section D V.B.

D. TEACHER ASSISTANTS PAY GRADE CHANGES

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 (\$1,510.58 per month) for the 2004-2005 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.

E. EDUCATIONAL INTERPRETERS

In November 2002, the State Board of Education (QP2) approved two levels of Educational Interpreters with new pay grades.

Educational Interpreter I	Pay grade 62
Educational Interpreter II	Pay grade 64

Educational Interpreters who are currently employed and do not meet the standards of an Educational Interpreter I, must be paid at a pay grade 59. These individuals must meet the standards by July 2005.

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).
-

G. 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.

II. Source of Funds

A. STATE FUNDED NON CERTIFIED EMPLOYEES

Each local board of education shall

1. 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),
 2. Classify non-certified personnel according to class specification in Class Specifications for Non-certified Public School Employees, and
 3. Pay these employees in accordance with the state salary ranges for non-certified personnel.
-

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.

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

C. PRORATING OF TIME – MULTIPLE POSITIONS – NO OVERTIME**Teachers and Other Personnel Who also Drive a Bus**

If a teacher or other employee also drives a school bus during the hours designated as their standard workday, the standard workday of that individual must be adjusted to reflect actual work time and their salary adjusted accordingly. The bus driving time must be coded to and paid from the transportation allotment. The rate of pay for bus driver duty is based on the bus driver salary range. For example, if a teacher's regular work hours begin at 7:30, but the teacher drives a bus from 7:30 til 8:00, the teacher would be prorated 93.33% employed as teacher and 6.67% employed as Bus Driver (no overtime applicable).

III. ABCs Incentive Bonuses**A. ABC BONUS FUNDING CALCULATION**

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 A,XI or page A-10.

IV. Overtime Pay Policy and Definitions

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.

B. 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 and is in agreement that compensatory time will be given before the work is performed.
-

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 on

- 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).

If compensatory time off is used, the following guidelines must be followed:

1. The employer and the employee must arrive at an understanding or agreement on the use of compensatory time before any work is performed.
2. Compensatory time must be given at the premium rate of not less than one and one-half hours for each hour of employment for which overtime compensation is required.
3. Employees may not accrue more than 240 hours of compensatory time (160 actual hours) for hours worked.
4. An employee who accrues the maximum amount of compensatory time (240 hours) must receive cash payments for any additional hours of overtime work.
5. If the employee is paid for the accrued compensation time off (ie.cashed out), cash payments must be paid at the regular rate earned by the employee at the time the employee worked the overtime or receives such payment.
6. Upon termination of employment, an employee must be paid for unused compensatory time at a rate of compensation not less than (a) the average regular rate received by the employee during the last 3 years of employment, or (b) the final regular rate received by the employee, whichever is higher.
7. An employee who requests the use of compensatory time must be permitted to use such time within a reasonable period, if the use of compensatory time does not unduly disrupt the operations of the unit. Any unused compensatory time must be paid for at the time of separation from employment.

D. DETERMINING FLSA STATUS

The determination of exempt status for employees depends on

- the duties of the position
- the employee's actual work.
- the salary level and
- the salary basis/method of payment

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.

E. EXEMPTIONS FROM OVERTIME PAY

FLSA exemption determinations must be made at the local level.

Under the FLSA, the following groups of employees are exempt from the overtime pay

provision:

1. Elected public officials, their immediate advisors, and appointees
2. Employees that meet exemption requirements for executive, administrative, professional and highly compensated occupations, and high income computer employees, which are defined as follows:
 - a. **Executive employees** - must earn a salary of \$455 or more a week, and meet the following conditions:
 - (1) Primary duty (main, major or most important duty; generally 50% or more of time) - must manage an enterprise, department, or subdivision thereof;
 - (2) Supervision - must customarily and regularly direct the work of two or more employees;
 - (3) Authority - must be able to hire and fire or suggest changes in status of other employees, and their input is give particular weight;
 - b. **Administrative employees** - must earn a salary or fee of \$455 or more per week, except for academic administrative personnel, who must earn at least the entrance salary for teachers in the school or educational institution by which employed; and meet the following conditions:
 - (1) Primary duty (main, major or most important duty; generally 50% or more of time) - must perform office or non-manual work relating to management policies, or general business operations, or perform functions in the administration of a school or educational institution in work directly related to academic instruction;
 - (2) Other duties - must regularly and directly assist an executive or administrative employee, or must work under general supervision along specialized or technical lines that require special training, experience, or knowledge, or must execute specialized assignments under only general supervision;
 - (3) Discretion - must customarily and regularly exercise discretion and independent judgment with respect to matters of significance;
 - c. **Professional employees** - must earn a salary or fee of \$455 or more per week, except this requirement does not apply to teachers employed by schools or other educational institutions, or to qualified computer employees who may be paid on an hourly basis of at least \$27.63 per hour. In addition, the following conditions must be met:
 - (1) Primary duty (main, major, or most important duty; generally 50% or more of time) - must perform work requiring advanced knowledge in a field of science or learning acquired by specialized study; or must perform original and creative work in a recognized artistic endeavor, which depends primarily on the invention, imagination, or talent of the employee; or must teach; or must perform work requiring theoretical and practical application of specialized knowledge in computer systems analysis, programming design, or software engineering;
 - (2) Other duties – learned professionals must perform work that is predominantly intellectual and varied in nature and involves output, which cannot be measured on

- the basis of standardized units of time;
- (3) Discretion - must consistently exercise discretion and judgment;

F. SPECIAL PROVISIONS – PUBLIC EMPLOYEES

One of the most important factors used to determine whether an employee qualifies for the overtime exemption is that the employee must be paid on a “salary basis.” One test used by the US Department of Labor to determine “salary basis” payment is whether an employee’s pay is subject to reduction for time away from work of less than one day. This test has been recognized as an important factor in determining the line between exempt and non-exempt employees. *However, this test does not work well in the public sector.* Statute or public policy requires public employers to use pay systems that require all employees to use accrued leave or incur a reduction in pay for absences from work. Thus, under the above test, all public employees, including managers who otherwise would clearly be exempt from the overtime requirements, could be considered non-exempt. As a result, the US Department of Labor has adopted regulations to eliminate this anomaly. Under this rule, an otherwise exempt public sector employee who is paid according to a pay system that reduces earnings for time away from work of less than one day will not be disqualified from exemption because of such a pay system. Furthermore, the exemption will not be lost because of budget-required furloughs that are not regular and recurring, except in the workweek in which such a deduction occurs.

V. Calculating Overtime Pay/Hours

A. STATE DOES NOT ALLOT 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.

B. STANDARD WORKWEEK

All monthly salaries shown in the non-certified section of the state salary schedule are based on a standard workweek of 40 hours.

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.

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. However, the employee may be entitled to straight-time pay for hours worked up to 40, unless it is clear that the salary covers a 40-hour workweek.

Hours worked do not include any pay for

- holiday,
- vacation, or
- sick leave

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.

2. Hours worked

Hours worked includes all the time that an employee is required to be on duty, on the employer's premises or at another prescribed workplace, and all times during which the employee is permitted to work for the employer. It also includes any work, which the employee performs on or away from the premises, if the employer knows or has reason to believe that the work is being performed. If an employee's regular workweek is less than 40 hours, the employee is not entitled to overtime pay until hours worked exceed 40. However, the employee may be entitled to straight-time pay for hours worked up to 40, unless it is clear that the salary covers a 40-hour workweek.

3. Volunteer work

An employee cannot volunteer to perform work that involves duties, which are normally associated with the employee's regular work. Volunteers may be paid expenses, reasonable benefits, a nominal fee, or any combination of these for their services without losing their volunteer status. The value of any benefit or nominal fee received by an employee for volunteer work would be reported on the employee's annual W-2 form.

4. Occasional or sporadic work

The FLSA provides that State and local government employees can work "occasionally or sporadically" at another job for the same public agency, without requiring the employer to combine the hours from both jobs in determining the overtime liability. However, to use this exemption, the employee must work at the other job solely at his/her option, and the other job must be on a part-time basis and must be infrequent, irregular or occurring in scattered instances. In addition, the employee's other job must be in a different capacity from his/her regular job.

C. 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.
 - non-discretionary bonuses (ie. The employer contract agrees or makes a promise to pay it)
-

D. CALCULATION WHEN EMPLOYED IN ONE POSITION

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

E. 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 can not be waived by agreement between the employer and employee.

1. 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.

- a. Non-exempt Employee and a Non-exempt Position:* If a non-exempt employee works in more than one capacity (i.e., teacher assistant/bus driver), all compensation would be paid from the sources of funds that incurred the expense.

For example, if the teacher assistant/bus driver worked 45 hours in a given week, the first 40 hours would be distributed and paid at straight time according to the work normally performed. The appropriate number of hours would be paid for teacher assistant duties from the teacher assistant allotment, and the appropriate number of hours would be paid for bus driver duties from the transportation allotment. **Payment for the five hours of overtime must be prorated between the same budget codes as the salary payments.** Use the respective percentages calculated by comparing the number of hours in the teacher assistant position to the total hours and the number of hours in the bus driver

position to the total hours to prorate the overtime payment. The overtime payment would be charged to the appropriate overtime expenditure code in each allotment.

b. *Non-exempt Employee and an Exempt Position:* When a non-exempt employee works in more than one capacity and the second position is typically held by an exempt employee (i.e., teacher assistant/athletic coach), those hours worked as a coach are categorized as non-exempt hours. Where the employee who coaches beyond the regular full-time duties performed in a position which is non-exempt under the Fair Labor Standards Act, the employee remains non-exempt in the coaching position. This is true even though a full-time coach could be classified as exempt. **Part-time duties of non-exempt employees do not change their classification; the full-time duties control in fixing the status of non-exempt employees.**

c. *Exempt Employee and a Non-exempt Position:* If an exempt employee works in more than one capacity, and the second position is typically held by a non-exempt employee (i.e., teacher/bus driver), the amount of time worked per week in the non-exempt position **must** not be the employee's primary duty. Therefore, if the employee's regular workweek in a combination job is 40 hours, then they may work only eight hours per week in a non-exempt position without changing their classification to non-exempt, and **none** of the time worked would be subject to overtime. However, if the employee worked more than eight hours in a non-exempt position, then the employee's classification would change to non-exempt and **all** of the time worked would be used to qualify for overtime.

d. *Exempt Employee and Non-Exempt Summer Employment:* When a 10-month employee (i.e., teacher) works as a painter or in some similar class of work during the summer months, that employee is to receive time and a half compensation for hours over 40 per week during those summer months. This answer is based upon the implicit assumptions that (1) the employee is employed by the same employer during the summers as during the school term, and (2) that the employee does not perform his/her regular full-time teaching duties during the summer months. Work as a painter is non-exempt under the Fair Labor Standards Act, and the requirements pertaining to overtime (i.e., hours over 40 hours per week) apply to that employee.

F. OVERTIME CALCULATION: MULTIPLE POSITIONS WITH DIFFERENT PAY RATES:

1. Determine the total number of hours worked during the workweek in each position.
2. Determine the employee's hourly rate of pay for each position.
3. Multiply the number of hours worked during the workweek in each position by the appropriate hourly rate of pay.
4. Total the results for all positions to determine the total regular wages.
5. Divide the result in #4 above by the total number of hours worked during the workweek in all positions to determine a weighted hourly rate of pay for the employee.

6. Multiply the weighted hourly rate by .5 and then multiply the result by the number of hours worked in the workweek in excess of 40 to determine the overtime premium.
7. Add the result in #6 to the result in #4. This is the employee's total gross compensation due.
8. Total gross compensation, consisting of salary and overtime pay, must be prorated among the positions worked, with overtime pay recorded to the appropriate overtime code.

EXAMPLE:

1. & 2. Teacher Assistant	30 hrs	@	
			\$9.00
Bus Driver	15 hrs	@	\$8.00
Total Hours Worked	<u>45 hrs</u>		

Total Gross Compensation would be computed as follows:

3.	Teacher Assistant	30.0 hrs x \$9.00 =	\$270. 00
	Bus Driver	15.0 hrs x \$8.00 =	\$120. 00
			<u>\$390.00</u>
4.	Regular Wages		
5.	\$390.00 ÷ 45 hrs = \$8.67 weighted hourly rate		
6.	\$8.67 x .5 = \$4.34 = ½ time rate		
7.	\$4.34 x 5 = \$21.70 overtime premium		
8.	\$390.00 + \$21.70 = \$411.70 Total Gross Compensation		

9. **Proration of Overtime Pay:**

Teacher Assistant Overtime Pay:

$$30 \div 45 = .6667 \times 5 \text{ hrs} \times \$8.67 \times 1.5 = \$43.35$$

Bus Driver Overtime Pay:

$$15 \div 45 = .3333 \times 5 \text{ hrs} \times \$8.67 \times 1.5 = \$21.67$$

\$43.35	Coded to Teacher Assistant Overtime Pay
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\$21.67	Coded to Bus Driver Overtime Pay
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<u>\$65.02</u>	Total Overtime Pay
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Total Gross Compensation	= \$411.70
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Total Overtime Pay	= - \$65.02
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Total Straight Time Pay	<u>\$346.68</u>
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Proration of Salary Payment:

Teacher Assistant	\$346.68 x .6667 =	\$231.13
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Bus Driver	\$348.68 x .3333 =	\$115.55
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Total Straight Time Pay		<u>\$346.68</u>
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OR

Hours in each Job Percentage in each Job Overtime in each position Rate/hr Total Overtime Pay

30	66.667%	3.33 x 1.5	\$9.00	\$45.00
15	33.333%	1.67 x 1.5	\$8.00	\$20.00
45	100.000%	5.00		\$65.00

G. FUNDING SOURCE

Whether an employee is funded from multiple state sources, multiple federal sources, multiple local sources, or a combination of any of these sources, the appropriate wage for hours worked (both for straight time and overtime) must be paid from the funding sources appropriate for the duties being performed.

Overtime compensation is an expense that is paid from available funds in the appropriate allotment. No additional allotments are made to cover these expenses. Therefore, if overtime occurs and funds are not available in the appropriate allotment, the overtime must be paid from local funds. This is true regardless of the funding sources for employees subject to the Fair Labor Standards Act. Overtime pay must be charged to object code 180. The regular salary

object code (i.e., 142, 171) is not used for the payment of overtime.

H. DUE DATE OF OVERTIME PAYMENT

Overtime compensation earned in a particular workweek must be paid to the employee on the regular payday for the period in which such is done. If this is not possible due to cut off times necessary for preparing payrolls, then payment must be made no later than the next regular payday.

I. RECORD KEEPING

Under FLSA, all covered employers must meet certain record keeping regulations. These records must be kept for each non-exempt employee. The following is a listing of the basic records that an employer must maintain:

1. Every LEA shall maintain and preserve payroll or other records containing the following information and data:

- a. Employee's full name and social security number.
- b. Home address, including zip code.
- c. Date of birth, if under 19.
- d. Sex and occupation.
- e. Time of day and day of week on which the employee's workweek begins (can be stated in LEA policy).
- f. Hours worked each day.
- g. Regular hourly rate of pay in any workweek in which overtime premium is due; basis on which wages are paid (e.g., \$6/hour, \$220/week, \$1300/month); the amount and nature of payments which are excludable from the regular rate of pay. (Basis of which employee's wages are paid)
- h. Total daily and weekly hours of work.
- i. Total daily or weekly straight time earnings.
- j. Total overtime earnings for the workweek.
- k. All additions to or deductions from wages.
- l. Total wages paid each pay period.
- m. Date of payment and the pay period covered by payment.

2. The basic record keeping requirements for employees subject to the compensatory time provisions are:

- a. All of the applicable information above,
- b. The number of hours of compensatory time earned each workweek, or other work period, by each employee at the rate of one and one-half for each overtime hour worked,
- c. The number of hours of such compensatory time used each workweek, or other work period, by each employee,
- d. The number of hours of compensatory time paid in cash, the total amount paid, and the date of such payment, and
- e. Any collective bargaining agreement or written understanding or agreement with respect to earning and using compensatory time. If such agreement or understanding is not in writing, a

record of its existence must be kept.

3. The basic record keeping requirements for executive, administrative, and professional employees are:

- a. All of the information required above in (1.) except for items (f) through (k).
- b. Necessary information to permit calculation for each pay period of the employee's total remuneration for employment, including fringe benefits (e.g., \$2000 per month plus hospitalization, insurance plan A, benefit package B, and two weeks paid vacation).

Records of the required payroll information must be preserved for three (3) years. Records on which wage computations are based should be retained for two years; i.e., time cards, wage rate tables, time schedules, and records of additions to or deductions from wages.

An employer that fails to maintain adequate records could face serious consequences if subjected to enforcement proceedings or a lawsuit seeking to collect back wages and unpaid overtime.

J. ENFORCEMENT

Investigators for the local Wage and Hour Division of the US Department of Labor enforce the provisions of the FLSA. The wage-hour investigators have the authority to conduct investigations and gather data on wages, hours, and other employment conditions or practices, in order to determine compliance with the FLSA. If violations are found, the wage-hour investigators have the authority to recommend changes in employment practices in order to bring an employer into compliance with the FLSA. Employers who willfully violate the FLSA may be prosecuted criminally. The violator may be fined criminal penalties up to \$10,000, and a second conviction may result in imprisonment. Employers who willfully or repeatedly violate the overtime pay provisions are subject to civil monetary penalties of up to \$1,100 per violation. Finally, the FLSA prohibits the shipment of goods in interstate commerce, which were produced in violation of the overtime pay provisions.

K. COMMON VIOLATIONS

The 10 most common violations made by employers are as follows:

1. ***Misclassification of employees as exempt from the overtime requirements of the FLSA.***

In many cases, an employee has been erroneously classified as exempt and should have been receiving overtime.

2. ***Not properly compensating employees for meal and break periods.***

Generally, an employee must be paid for meal periods unless:

- a. the period is at least 30 minutes long,
- b. the employee is completely relieved of duties, and
- c. the employee can leave the work post, although he/she can be required to stay on the premises of the unit.

If an employee is required to perform work during this time, it must be counted as hours worked even if the period is labeled as a meal period and the employee eats during this time. Rest periods and coffee breaks of 20 minutes or less are generally required to be counted as hours worked.

3. ***Not compensating employees for "on call" time.***

If an employee is required to sit by the phone and be available for a phone call and come to work immediately, that time is compensatory.

4. ***Not paying employees for time in training and other educational sessions.***

Payment is required when attendance is mandatory and the training session is designed to enhance the skills needed by an employee to perform a current job assignment. Teacher assistant training to meet the employment criteria under "No Child Left Behind" legislation is exempt from this requirement.

5. ***Not paying employees for compensatory travel time.***

6. ***Not properly administering a compensatory time off policy that substitutes time off for overtime.***

7. ***Not compensating employees for unauthorized overtime.***

If management is aware that an employee is working before or after normal hours, during break times, or at home, the hours worked must be compensated and included as overtime if the employee has worked more than 40 hours in a week.

8. ***Failing to include certain non-discretionary bonus payments or overtime into weekly payments for overtime calculation.***

9. ***Not paying employees for all time that is recorded on time cards.***

10. ***Not maintaining accurate records or in cases of dual recordkeeping, having inconsistent records.***
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L. INTERPRETATION OF FLSA LAWS

To obtain additional information, contact the nearest office of the Wage and Hour Division listed in most telephone directories under U. S. Government, Department of Labor; or by accessing the Department of Labor on the internet: <http://www.dol.gov>.

M. SAMPLE QUESTIONS - OVERTIME PAY

1. *Question:* When a teacher assistant (or any non-exempt employee) is also employed beyond their regular work week as an athletic coach, are those hours worked as a coach in the exempt or non-exempt category?

Answer Non-exempt: When an employee coaches beyond the regular duties performed in a full-time position which is non-exempt under the FLSA, the employee remains non-exempt in the coaching position. This is true even though a full-time coach could be classified as an exempt position. Part-time duties in this instance do not change the status as the full-time primary duties predominate in fixing the character of the position.
2. *Question* When a teacher, who is exempt from FLSA by the law during the regular ten month term, also works as a painter or in some such class of work during the summer months, is that employee to receive time and a half compensation for hours over forty per week during those months?

Answer Yes, this answer is based upon the implicit assumptions that (1) the employee is employed by the same employer during the summer as during the school term, and (2) that the employee does not perform his/her regular full-time teaching duties during the summer months. Work as a painter is non-exempt under the FLSA, and the requirements pertaining to overtime (i.e., hours over 40 hours per week) applies to that employee.
3. *Question* When a school secretary volunteers to serve as an athletic coach for a small fee, are those hours worked as a coach eligible for overtime compensation?

Answer No, according to the Fair Labor Standards Act, employees who volunteer their time outside their normal services and who receive only expenses, reasonable benefits, or a nominal fee are exempt from coverage under the FLSA. When utilizing school employees who volunteer their time to coach, always take care to see that their services are totally voluntary, are not similar to their normal duties, and are rewarded with a nominal fee, expense reimbursement, or on some other basis that is clearly not a salary.
4. *Question* When a maintenance or any other non-exempt employee is employed beyond their regular workweek to perform work at the school (cleanup, opening and closing of school, etc.) for an outside agency, how is the employee paid?

Answer If the employee is required to perform work for the outside agency, anytime worked over 40 hours is payable at time and a half. The employee is still considered an employee of the school system when conducting this type of work

for the outside agencies and is paid accordingly. The school system should pay the employee the applicable rate (including overtime, if appropriate) and have the outside agency reimburse the school system, if the outside agency is required to pay for this service by the school system. Payment for this type of activity must be paid from local funds. Note, however, that an employee could choose to volunteer to assist an outside agency, and such work would not have to be compensated as long as the outside agency is considered an independent entity from the school district.

5. Question What is the work week for a non-exempt employee?

Answer The work week is established by the local Board of Education for teacher assistants. For all other non-certified employees the salary manual provides for a 40 (forty) hour work week.

SECTION F

MISCELLANEOUS

I. DEDUCTIONS FROM PAYROLL

A. ASSIGNMENTS OF CLAIMS AGAINST THE STATE

According to 143-3.3(i)

1. Definitions

The following definitions apply in this section:

- a. Assignment: An assignment or transfer of a claim, or a power of attorney, an order, or another authority for receiving payment of a claim.
- b. Claim: A claim, a part or share of a claim, or an interest in a claim, whether absolute or conditional.
- c. Qualified charitable organization: A charitable organization that is exempt from federal income tax pursuant to Section 501 (c)(3) of the Internal Revenue Code.
- d. State Employee Credit Union: A credit union organized under Chapter 54 of the General Statutes whose membership are at least one-half employees of the State.
- e. The State: The State of North Carolina and any department, bureau, or institution of the State of North Carolina.

2. Assignments Prohibited

Except as otherwise provided in this section, any assignment of a claim against the State is void, regardless of the consideration given for the assignment, unless the claim has been duly audited and allowed by the State and the State has issued a warrant for payment of the claim. Except as otherwise provided in this section, the State shall not issue a warrant to an assignee of a claim against the State.

3. Assignments in Favor of Certain Entities Allowed

This section does not apply to an assignment in favor of:

- a. A hospital.
- b. A building and loan association.
- c. An insurance company for medical, hospital, disability, or life insurance.

4. Assignments to Meet Child Support Obligations Allowed

This section does not apply to assignments made to meet child support obligations pursuant to G.S. 110-136.1.

5. Assignments for Prepaid Legal Services Allowed

This section does not apply to an assignment for payment for prepaid legal services.

6. Payroll Deduction for State Employee Credit Union Accounts Allowed

An employee of the State who is a member of a State employee credit union may authorize, in writing, the periodic deduction from the employee's salary or wages paid for employment by the State of a designated lump sum for deposit to any credit union accounts, purchase of any credit union shares, or payment of any credit union obligations agreed to by the employee and the State employee credit union.

7. Payroll Deduction for Payments to Certain Employee's Associations Allowed

An employee of the State or any of its institutions, departments, bureaus, agencies, or commissions, or any of its local boards of education or community colleges, who is a member of a domiciled employees' association that has at least 2,000 members, the majority of whom are employees of the State or public school employees, may authorize, in writing, the periodic deduction each payroll period from the employee's salary or wages a designated lump sum to be paid to the employee's association. An employee of any local board of education who is a member of a domiciled employee's association that has at least 40,000 members, the majority of whom are public school teachers, may authorize in writing the periodic deduction each payroll period from the employee's salary or wages, designed lump sum or sums to be paid for dues and voluntary contributions for the employee's association. An authorization under this subsection shall remain in effect until revoked by the employee. A plan of payroll deductions pursuant to this subsection for employees of the State and other association members shall become void if the employees' association engages in collective bargaining with the State, any political subdivision of the State, or any local school administrative unit. This subsection does not apply to county or municipal governments or any local governmental unit, except for local boards of education.

8. Payroll Deduction for State Employees Combined Campaign Allowed

Subject to rules adopted by the State Controller, an employee of the State may authorize, in writing, the periodic deduction from the employee's salary or wages paid for employment by the State of a designated lump sum to be paid to satisfy the employee's pledge to the State Employees Combined Campaign.

9. Payroll Deduction for Public School Employees' Contributions to Charitable Organizations Allowed

An employee of a local board of education may authorize, in writing, the periodic deduction from the employee's salary or wages paid for employment by the board of education of a designated lump sum to be contributed to a qualified charitable organization that has first been approved by the employee's board of education.

B. COLLECTION OF DELINQUENT TAXES

Delinquent taxes can be collected through attachment and garnishment, levy, and foreclosure. Each of these is an effective means of collecting taxes, given the proper situation. The tax collector has the authority to use the above remedies by virtue of his or her office, without any other special authority and generally without the assistance of the unit's attorney. With respect to the current fiscal year's taxes, the collector may use these remedies at any time after taxes are delinquent (January 6) (G.S. 105-366(b)). The type of

property being attached determines which procedure to use.

G.S. 105-369 states that on the first Monday (counties) or second Monday (municipalities) in February the tax collector must report to the governing board the total amount of unpaid taxes for the current year. Liens may be advertised in March, April, May, or June. Advertising in this case means publication at least once in at least one newspaper of general circulation in the unit and posting of the same list at the courthouse or at the town hall. The selling of liens is no longer permitted.

Proceedings against personal property may begin at any time after January 5. There are instances in which the tax collector can proceed against personal property prior to that time: (1) if the collector has reasonable grounds for believing the taxpayer is about to remove his or her property from the taxing unit; (2) if the collector has reasonable grounds for believing the taxpayer is about to transfer his or her property to another person; or (3) if the collector has reasonable grounds for believing the taxpayer is about to become insolvent.

C. ATTACHMENT AND GARNISHMENT

Attachment and garnishment is a legal procedure by which a taxpayer's intangible personal property is seized to pay a tax claim of a unit of local government. Intangible or non-touchable personal property in this context usually consists of bank deposits; wages earned but not yet paid, and rents of the debts owed to the taxpayer. Therefore, the property the tax collector is proceeding against is usually "held" by a third party, called the "garnishee." The attachment and garnishment procedure provides a method whereby the collector notifies the garnishee, usually the taxpayer's financial institution or employer, of the taxpayer's unpaid tax bill, and the financial institution or employer pays to the collector an amount of the taxpayer's money sufficient to pay the taxes (G.S. 105-368). In the tax collection context, attachment and garnishment is the name of a single remedy, although it is a combination of attachment, a "freezing" of a taxpayer's property, and garnishment, the paying over of this property by the third party.

Attachment and garnishment is available only for proceeding against intangible personal property. Either the taxpayer or the garnishee must reside in the collector's taxing unit of government before the collector can use attachment and garnishment. If the delinquent taxpayer and the intended garnishee reside outside the collector's taxing unit or government, then the collector may not use attachment and garnishment or levy, but must use the certification process authorized by G.S. 105-364.

Preliminary procedures must be followed if the tax collector wishes to attach wages. In the first week of January, the tax collector should request that each major employer in the county and municipality furnishes a list of employees to the office of the tax collector.

Any employer that does not provide a list of employees to the tax collector as requested is guilty of a misdemeanor (G.S. 105-368(i)(1)). These employee lists may not be released for any purpose other than the collection of taxes and may not be released to unauthorized persons

(G.S.105-368(i)(2)). Most employers, once they have been informed of what attachment and garnishment is and their duties and liabilities under the procedure are willing to cooperate. Wages can only be remitted up to 10% of the gross pay per pay period. An attachment of wages is good for one calendar year.

Steps in Attachment and Garnishment (G.S. 105-368)

1. Prepare three (3) copies of the "Notice of Attachment and Garnishment". The notice must contain the following information (G.S. 105-368(b)): (a) the name of the taxpayer, his or her social security number or federal taxpayer identification number, and his or her address, (b) the amount of taxes, penalties, interest, and costs (including fees allowed), and the year or years for which the taxes were imposed, (c) a brief description of the property sought to be attached, (d) the name of the taxing unit or units by which the taxes were levied, and (e) a copy of the applicable law (G.S. 105-366 and 368). Notices for two or more taxpayers may be combined if they are served on the same garnishee but the amount of taxes, penalties, interest, and costs for each taxpayer must be set out separately.
2. Deliver the Notices to the taxpayer and the garnishee. This must be done in person or by registered or certified mail. The tax collector, deputy collector, or county sheriff normally makes delivery. If the garnishee is a corporation, delivery must be made to the president or other head, secretary, cashier, treasurer, director, managing agent, or local agent of the corporation. Fees for delivery are set by G.S. 7A-311. The fee is added to the tax bill being collected.
3. The garnishee must respond to the Notice within 10 days, either by remitting the funds with a statement of no defense to the garnishment, or by stating an objection to the garnishment, or by a partial remittance. The garnishee may offer a "defense" to the garnishment, which is simply a legitimate reason that the garnishment is not valid. For example, if the garnishee is a bank and the taxpayer had no accounts with that bank, then the bank would have a defense to the garnishment. The garnishee also may respond with a "set-off" to the garnishment, which is a valid, enforceable claim by the garnishee against the taxpayer. This could include an unpaid loan or advance owed to the garnishee by the taxpayer. If the collector accepts the defense or set-off, he or she notifies the garnishee within 10 days after receiving the garnishee's statement. The collector may accept the defense or set-off in whole or in part. If partial payment is sent, the garnishment is discharged to the extent accepted. The remaining amount is still owed. If the collector rejects the defense or set-off, the collector must notify the garnishee within 10 days of receipt of the garnishee's statement. Then the collector must file copies of the Notice, the garnishee's response, and the collector's objections to the response with the appropriate division of the General Court of Justice. A court action will follow in which the taxing unit will seek a judgment against the garnishee. If the garnishee does not respond to the Notice within 15 days, the collector may file for a similar judgment. If a judgment is awarded to the collector against the garnishee, the garnishee will be liable for the taxes owed and the court costs.

REFERENCES for Deductions from Payroll

North Carolina Department of State Treasurer Policies Manual

<http://www.treasurer.state.nc.us/lgc/pages/policy.asp>

N. C. General Statutes 143-3.3, 110-136.1, 105-366, 105-364, and 105-368

<http://www.ncleg.ref/statutes/statutes.asp>

II. INSTALLMENT PAY

A. ACADEMIC TEACHERS

According to Public School Law, G. S. 115C-302.1(b), State-allotted teachers shall be paid for a term of 10 months. Each local board of education shall establish a set date on which monthly salary payments to State-allotted teachers shall be made. This set pay date may differ from the end of the month of service. Any individual teacher who is not employed in a year-round school may be paid in 12 monthly installments if the teacher so requests **on or before the first day of the school year**. Such request shall be filed in the local school administrative unit, which employs the teacher. The payment of the annual salary in 12 installments instead of 10 shall not increase or decrease the teacher's annual salary nor in any other way alter the contract made between the teacher and the local school administrative unit. Teachers employed for a period of less than 10 months shall not receive their salaries in 12 installments. **Employees hired for more than 10 months can not be paid on installments.**

B. SCHOOL EMPLOYEES PAID ON AN HOURLY BASIS

According to Public School Law, G. S. 115C-316, "Salary payments to employees other than those covered in G.S. 115C-272(b)(1), 115C-285(a)(1) and (2), 115C-302.1(b) and 115C-316(a)(1) shall be made at a time determined by each local board of education. Expenditures for the salary of these employees from State funds shall be within allocations made by the State Board of Education and in accordance with rules and regulations approved by the State Board of Education concerning allocations of State funds: Provided that school employees employed for a term of 10 calendar months in year-round schools shall be paid in 12 equal installments: Provided further, that any individual school employee employed for a term of 10 calendar months who is not employed in a year-round school may be paid in 12 monthly installments, if the employee so requests **on or before the first day of the school year**. Such request shall be filed in the administrative unit, which employs the employee. The payment of the annual salary in 12 installments instead of 10 shall not increase or decrease said annual salary nor in any other way alter the contract between the employee and the said administrative unit."

NOTE:

The installment payment method may be granted only if the employee requests installment pay **on or before the first day of the school year**. The employee may discontinue installment pay at any time during the school year. However, if an employee discontinues the installment pay method during the school year, it cannot be continued before the next school year.

Also, if an employee on installment pay has a break in service during the school year (i.e., on Worker's Compensation, short-term disability, leave of absence, etc.), they are no longer on payroll status for 10 months and are therefore, no longer eligible for installment pay. The LEA must adjust the employee to non-installment status.

C. INSTALLMENT PAY INDICATORS

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 the installment indicators are improperly reported, position resources will be overused and could result in allotment overdrafts. Therefore, it is imperative that these indicators be correct.

If you have any questions, please contact the Information Analysis and Support Section for help.

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

If installment pay indicators are changed prior to the payment of the 11th and 12th installments, it will not be necessary to change data for salary payments already submitted.

It is permissible to pay bus drivers employed in full or part-time permanent positions in equal monthly installments (i.e., ten equal checks instead of ten checks of varying amounts.) If a driver is paid an hourly wage, it must be annualized, and then divided by the months of employment. The formula is as follows:

Formula: Number of Days of employment X daily rate = annual salary ÷ months employed = monthly rate.

Example: 200 days = length of employment (180 driver days, 10 holidays, 10 vacation days); and 10 months of employment.

\$65 = daily rate (\$13.00 per hour X 5 hours per day)

200 X \$65 = \$13,000 annual salary

\$13,000 ÷ 10 = \$1,300 monthly rate

Adjustments for payments of unearned holiday and annual leave must be made if employee resigns during the school year.

NOTE: The payment of a bus driver “bonus” (unless specifically legislated) is ineligible from state funds. If and when legislated, bonus pay must be paid from the regular bonus program report code, PRC 45 - Compensation Bonus, not the transportation program report code, PRC 56 - Transportation of Pupils. Under no circumstances can bus drivers be paid above the state salary schedule from state funds.

III. ABSENCE REPORTING

A. ABSENCE CODES

The required codes for reporting absences are as follows:

<i>Codes when Employing Non-certified Substitutes</i>		<i>Codes when Employing Certified Substitutes</i>	
<u>Codes</u>	<u>Pay Status</u>	<u>Codes</u>	<u>Pay Status</u>
01 Sick Leave	No Deduction	11 Sick Leave	No Deduction
03 Extended Sick Leave	\$50 Deduction	13 Extended Sick Leave	\$50 Deduction
04 Absence Without Deduction	No Deduction	14 Absence Without Deduction	No Deduction
05 Absence With Deduction	\$50 Deduction	15 Absence With Deduction	\$50 Deduction
06 Personal Leave	\$50 Deduction	16 Personal Leave	\$50 Deduction
07 Absence Without Pay	Days Pay Deduction	17 Absence Without Pay	Days Pay Deduction
08 Sick Leave Bank	No Deduction	18 Sick Leave Bank	No Deduction

<i>Other Absences Codes</i>	
<u>Codes</u>	<u>Pay Status</u>
02 Voluntary Shared Leave	No Deduction
10 Child Involvement Leave	At LEA Discretion
20 Annual Leave	No Deduction
22 Annual Leave for Catastrophic Illness	No Deduction
28 Bonus Annual Leave	No Deduction

Absence Code 10 - Child Involvement Leave: Substitutes will be charged to local funds only. Substitutes are paid for whole or half days only.

Other Absence Code 12 - Leave Adjustment is no longer needed since the absence deduction is no longer based on the type of substitute but has been standardized at \$50.00.

For a full discussion of employee leave policy; (See the Part II of the Employee Salary and Benefits Manual).

B. ABSENCE WITHOUT DEDUCTIONS

The LEA will not make deductions from the public school employee's salary in the following cases:

1. ***Annual Leave:*** Temporary employees are not allowed to be employed to replace an Public School employee, (non-teaching) who is absent on annual leave, except in the case of catastrophic illness or annual leave for new parents. (Reference Section 3.1, in Part II “Benefits” of this manual)
2. ***Annual Leave for Catastrophic Illness:*** Temporary employees employed for these absences shall be paid from the same source of funds as the employee. (Reference Section 3.2, in Part II “Benefits” of this manual)
3. ***Sick Leave:*** Temporary employees employed for these absences shall be paid from the same source of funds as the employee’s salary. (Reference Section 4, in Part II “Benefits” of this manual)
4. ***Jury Duty:*** Temporary employees employed for these absences shall be paid from the same source of funds as the employee. (Reference Section 7.2, in Part II “Benefits” of this manual)
5. ***Professional Leave (Assignment by State Superintendent, Governor, General Assembly, or State Board of Education):*** Temporary employees employed for these absences shall be paid from State funds. (Reference Section 6.2, in Part II “Benefits” of this manual)
6. ***Court Attendance by Duty or Subpoena:*** Temporary employees employed for these absences shall be paid from the same source of funds as the employee. (Reference Section 7.3, in Part II “Benefits” of this manual)
7. ***Educational Leave (In-Service School Projects):*** Temporary employees employed to replace teachers participating in in-service school projects must be paid from the same source of funds as the employee. (Reference Section 6.1, in Part II “Benefits” of this manual)
8. ***Educational Leave State-Sponsored Staff Development:*** Temporary employees employed to replace teachers participating in state-sponsored staff development activities, for which state funds have been budgeted for substitutes, shall be paid from the appropriate budgeted State funds. (Reference Section 6.1, in Part II “Benefits” of this manual)
9. ***North Carolina Center for Advancement of Teaching (NCCAT):*** Employees may be allowed to attend NCCAT seminars with pay upon the approval of the local superintendent. Pay for substitutes must be provided by the Center.
10. ***Incident of Contagious Disease:*** Temporary employees employed to replace teachers absent for reason of a contagious disease shall be paid from the same source of funds as the employee. (Reference Section 9.4, in Part II “Benefits” of this manual)

11. ***Bona Fide Religious Holiday:*** When a substitute is employed on these holidays, payment must be made from the same source of funds as the employee's salary.
12. ***Community Service:*** Upon approval of the supervisor, full-time or part-time public school employees may be granted leave to represent the school or LEA at community functions. Substitutes or temporary employees employed for these absences shall not be paid from state funds.
13. ***Military Leave with Pay:*** Substitutes or temporary employees employed for these absences shall be paid from the same source of funds as the employee's salary. (See Section 10 in Part II "Benefits" of this manual)
14. ***Episode of Violence:*** If the employment of a replacement teacher is necessary for the continuation of services, the replacement teacher shall be paid from the same source of funds as the injured teacher. The Department of Public Instruction, Division of School Business, shall be notified of the employee who is absent due to an episode of violence. (Reference Section 9.3.1, in Part II "Benefits" of this manual)
15. ***Suspension With Pay:*** A person employed to replace the suspended employee shall be paid a salary based on the replacement's certification and shall be paid from the same source of funds as the individual suspended. The Department of Public Instruction, Division of School Business shall be notified of the suspension and the replacement person employed. See **NOTE** below. (Reference Section 9.5, in Part II "Benefits" of this manual)

NOTE:

The notification of an absence due to an **Episode of Violence** or a **Suspension With Pay** can be made by setting a "flag" through payroll that will update the 275-byte payroll detail record, or entered through the BUD System on an IPC adjustment. Refer to your individual software instructions on how to set the flag.

16. ***Principal Replacement:*** No deduction shall be made from the salary of a teacher who fills in for a disabled principal who does not have an assistant principal. The teacher may be reassigned to fill in for the principal after the principal has been on sick leave for at least ten days. This reassignment shall be allowed until the principal returns to work or exhausts paid leave.

C. ABSENCE WITH DEDUCTIONS

The LEA will make deductions from public school employees' salaries in the following cases:

- 1. Leave With Deduction:** Absences not covered under the rules of Leave With Pay require a deduction of \$50.00 from the regular teacher's salary. The superintendent must approve these absences. These absences include:
 - a. Extended Sick Leave**
 - b. Personal Leave**
 - c. Other Absence with Deduction** includes leave for professional obligations. Permanent public school employees who have professional responsibilities, or who need to attend professional meetings, may be absent with pay minus a salary deduction of \$50.00. This deduction is mandatory whether or not a substitute is employed. Such absences are allowed only with the approval of the local superintendent and will be allowed for a period not exceeding three successive days for in-state meetings or five successive days for out-of-state meetings. Absences for this purpose may not exceed ten days for the school year. The limitation shall not apply to a person who is a local or district president or president-elect, state or national officer of a professional education association, or a person selected as the National Teacher of the Year. The Office of the State Superintendent shall upon request determine the eligibility of the professional education association.
- 2. Days Pay Deduction:**
 - a. Monthly Salary** divided by days in the pay period
- 3. Leave of Absence Without Pay:**
 - a. Family Medical Leave** If the employee does not elect to use earned leave or the employer does not wish to require use of earned leave. (Reference Section 4, in Part II "Benefits" of this manual)
 - a. Military leave** without pay for certain periods of active duty or attendance at service schools beyond annual eligible days. (See Section 10 in Part II "Benefits" of this manual)

IV. PERSONAL USE OF VEHICLES

The value of fringe benefits that you provide to your employees is taxable and must be included in their income as compensation, unless law specifically excludes the benefits or the employee pays fair market value for them. Some of the benefits you may provide to your employees that must be reported in their income include their personal use of an employer-provided vehicle.

The total value of the fringe benefit is determined by the employer and included on the W-2 of the employee. The employer reports the taxable fringe benefits in the “wages, tips, and other compensation” box and, if applicable, in the “social security wages” and “Medicare wages” boxes on Form W-2. The total value of the fringe benefits should also be shown on Form W-2.

The reporting and withholding on personal use of employer-provided vehicles must be handled through **local funds**. To submit this information on your state payroll records is incorrect and results in a salary discrepancy and an expense to the state for the matching social security on an ineligible charge. If you have previously handled your personal use of employer-provided vehicles through state funds, a refund for the salary plus social security matching (and retirement, if applicable) is due immediately. All future reporting must be handled through **local funds**. For additional information, please refer to IRS **Publication 17 - Your Federal Income Tax, Publication 505 - Tax Withholding and Estimated Tax**, or Publication 535 - Business Expenses.

Fiscal Year
2004 - 2005

North Carolina Public School
Salary Schedules

Also available online: www.ncpublicschools.org/fbs/manuals.htm

2004-2005
BACHELOR'S DEGREE CERTIFIED TEACHER
INCLUDES WORKPLACE DEVELOPMENT (VOC. ED.) TEACHERS
SALARY SCHEDULE

Years of Exp	Bachelor's Teacher			Bachelor's w/ NBPTS Certification		
	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Annual Salary (10 months)</u>	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Annual Salary (10 months)</u>
0	\$2,542	\$2,118.33	\$25,420	N/A	N/A	N/A
1	\$2,584	\$2,153.33	\$25,840	N/A	N/A	N/A
2	\$2,628	\$2,190.00	\$26,280	N/A	N/A	N/A
3	\$2,783	\$2,319.17	\$27,830	\$3,117	\$2,597.50	\$31,170
4	\$2,923	\$2,435.83	\$29,230	\$3,274	\$2,728.33	\$32,740
5	\$3,056	\$2,546.67	\$30,560	\$3,423	\$2,852.50	\$34,230
6	\$3,185	\$2,654.17	\$31,850	\$3,567	\$2,972.50	\$35,670
7	\$3,288	\$2,740.00	\$32,880	\$3,683	\$3,069.17	\$36,830
8	\$3,336	\$2,780.00	\$33,360	\$3,736	\$3,113.33	\$37,360
9	\$3,385	\$2,820.83	\$33,850	\$3,791	\$3,159.17	\$37,910
10	\$3,435	\$2,862.50	\$34,350	\$3,847	\$3,205.83	\$38,470
11	\$3,484	\$2,903.33	\$34,840	\$3,902	\$3,251.67	\$39,020
12	\$3,535	\$2,945.83	\$35,350	\$3,959	\$3,299.17	\$39,590
13	\$3,585	\$2,987.50	\$35,850	\$4,015	\$3,345.83	\$40,150
14	\$3,638	\$3,031.67	\$36,380	\$4,075	\$3,395.83	\$40,750
15	\$3,692	\$3,076.67	\$36,920	\$4,135	\$3,445.83	\$41,350
16	\$3,747	\$3,122.50	\$37,470	\$4,197	\$3,497.50	\$41,970
17	\$3,802	\$3,168.33	\$38,020	\$4,258	\$3,548.33	\$42,580
18	\$3,860	\$3,216.67	\$38,600	\$4,323	\$3,602.50	\$43,230
19	\$3,918	\$3,265.00	\$39,180	\$4,388	\$3,656.67	\$43,880
20	\$3,976	\$3,313.33	\$39,760	\$4,453	\$3,710.83	\$44,530
21	\$4,038	\$3,365.00	\$40,380	\$4,523	\$3,769.17	\$45,230
22	\$4,099	\$3,415.83	\$40,990	\$4,591	\$3,825.83	\$45,910
23	\$4,164	\$3,470.00	\$41,640	\$4,664	\$3,886.67	\$46,640
24	\$4,228	\$3,523.33	\$42,280	\$4,735	\$3,945.83	\$47,350
25	\$4,293	\$3,577.50	\$42,930	\$4,808	\$4,006.67	\$48,080
26	\$4,359	\$3,632.50	\$43,590	\$4,882	\$4,068.33	\$48,820
27	\$4,427	\$3,689.17	\$44,270	\$4,958	\$4,131.67	\$49,580
28	\$4,497	\$3,747.50	\$44,970	\$5,037	\$4,197.50	\$50,370
29	\$4,568	\$3,806.67	\$45,680	\$5,116	\$4,263.33	\$51,160
30+	\$4,568	\$3,806.67	\$45,680	\$5,116	\$4,263.33	\$51,160

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

2004-2005
MASTER'S DEGREE CERTIFIED TEACHER
SALARY SCHEDULE

Years of Exp	Master's Teacher			Master's w/NBPTS Certification		
	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Annual Salary (10 months)</u>	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Annual Salary (10 months)</u>
0	\$2,797	\$2,330.83	\$27,970	N/A	N/A	N/A
1	\$2,843	\$2,369.17	\$28,430	N/A	N/A	N/A
2	\$2,891	\$2,409.17	\$28,910	N/A	N/A	N/A
3	\$3,060	\$2,550.00	\$30,600	\$3,427	\$2,855.83	\$34,270
4	\$3,215	\$2,679.17	\$32,150	\$3,601	\$3,000.83	\$36,010
5	\$3,362	\$2,801.67	\$33,620	\$3,765	\$3,137.50	\$37,650
6	\$3,503	\$2,919.17	\$35,030	\$3,923	\$3,269.17	\$39,230
7	\$3,617	\$3,014.17	\$36,170	\$4,051	\$3,375.83	\$40,510
8	\$3,669	\$3,057.50	\$36,690	\$4,109	\$3,424.17	\$41,090
9	\$3,723	\$3,102.50	\$37,230	\$4,170	\$3,475.00	\$41,700
10	\$3,778	\$3,148.33	\$37,780	\$4,231	\$3,525.83	\$42,310
11	\$3,833	\$3,194.17	\$38,330	\$4,293	\$3,577.50	\$42,930
12	\$3,888	\$3,240.00	\$38,880	\$4,355	\$3,629.17	\$43,550
13	\$3,943	\$3,285.83	\$39,430	\$4,416	\$3,680.00	\$44,160
14	\$4,002	\$3,335.00	\$40,020	\$4,482	\$3,735.00	\$44,820
15	\$4,061	\$3,384.17	\$40,610	\$4,548	\$3,790.00	\$45,480
16	\$4,121	\$3,434.17	\$41,210	\$4,616	\$3,846.67	\$46,160
17	\$4,183	\$3,485.83	\$41,830	\$4,685	\$3,904.17	\$46,850
18	\$4,245	\$3,537.50	\$42,450	\$4,754	\$3,961.67	\$47,540
19	\$4,310	\$3,591.67	\$43,100	\$4,827	\$4,022.50	\$48,270
20	\$4,374	\$3,645.00	\$43,740	\$4,899	\$4,082.50	\$48,990
21	\$4,442	\$3,701.67	\$44,420	\$4,975	\$4,145.83	\$49,750
22	\$4,509	\$3,757.50	\$45,090	\$5,050	\$4,208.33	\$50,500
23	\$4,580	\$3,816.67	\$45,800	\$5,130	\$4,275.00	\$51,300
24	\$4,651	\$3,875.83	\$46,510	\$5,209	\$4,340.83	\$52,090
25	\$4,721	\$3,934.17	\$47,210	\$5,288	\$4,406.67	\$52,880
26	\$4,795	\$3,995.83	\$47,950	\$5,370	\$4,475.00	\$53,700
27	\$4,870	\$4,058.33	\$48,700	\$5,454	\$4,545.00	\$54,540
28	\$4,947	\$4,122.50	\$49,470	\$5,541	\$4,617.50	\$55,410
29	\$5,025	\$4,187.50	\$50,250	\$5,628	\$4,690.00	\$56,280
30+	\$5,025	\$4,187.50	\$50,250	\$5,628	\$4,690.00	\$56,280

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

2004-2005
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	\$2,923	\$2,435.83	N/A	N/A	\$3,050	\$2,541.67	N/A	N/A
1	\$2,969	\$2,474.17	N/A	N/A	\$3,096	\$2,580.00	N/A	N/A
2	\$3,017	\$2,514.17	N/A	N/A	\$3,144	\$2,620.00	N/A	N/A
3	\$3,186	\$2,655.00	\$3,553	\$2,960.83	\$3,313	\$2,760.83	\$3,680	\$3,066.67
4	\$3,341	\$2,784.17	\$3,727	\$3,105.83	\$3,468	\$2,890.00	\$3,854	\$3,211.67
5	\$3,488	\$2,906.67	\$3,891	\$3,242.50	\$3,615	\$3,012.50	\$4,018	\$3,348.33
6	\$3,629	\$3,024.17	\$4,049	\$3,374.17	\$3,756	\$3,130.00	\$4,176	\$3,480.00
7	\$3,743	\$3,119.17	\$4,177	\$3,480.83	\$3,870	\$3,225.00	\$4,304	\$3,586.67
8	\$3,795	\$3,162.50	\$4,235	\$3,529.17	\$3,922	\$3,268.33	\$4,362	\$3,635.00
9	\$3,849	\$3,207.50	\$4,296	\$3,580.00	\$3,976	\$3,313.33	\$4,423	\$3,685.83
10	\$3,904	\$3,253.33	\$4,357	\$3,630.83	\$4,031	\$3,359.17	\$4,484	\$3,736.67
11	\$3,959	\$3,299.17	\$4,419	\$3,682.50	\$4,086	\$3,405.00	\$4,546	\$3,788.33
12	\$4,014	\$3,345.00	\$4,481	\$3,734.17	\$4,141	\$3,450.83	\$4,608	\$3,840.00
13	\$4,069	\$3,390.83	\$4,542	\$3,785.00	\$4,196	\$3,496.67	\$4,669	\$3,890.83
14	\$4,128	\$3,440.00	\$4,608	\$3,840.00	\$4,255	\$3,545.83	\$4,735	\$3,945.83
15	\$4,187	\$3,489.17	\$4,674	\$3,895.00	\$4,314	\$3,595.00	\$4,801	\$4,000.83
16	\$4,247	\$3,539.17	\$4,742	\$3,951.67	\$4,374	\$3,645.00	\$4,869	\$4,057.50
17	\$4,309	\$3,590.83	\$4,811	\$4,009.17	\$4,436	\$3,696.67	\$4,938	\$4,115.00
18	\$4,371	\$3,642.50	\$4,880	\$4,066.67	\$4,498	\$3,748.33	\$5,007	\$4,172.50
19	\$4,436	\$3,696.67	\$4,953	\$4,127.50	\$4,563	\$3,802.50	\$5,080	\$4,233.33
20	\$4,500	\$3,750.00	\$5,025	\$4,187.50	\$4,627	\$3,855.83	\$5,152	\$4,293.33
21	\$4,568	\$3,806.67	\$5,101	\$4,250.83	\$4,695	\$3,912.50	\$5,228	\$4,356.67
22	\$4,635	\$3,862.50	\$5,176	\$4,313.33	\$4,762	\$3,968.33	\$5,303	\$4,419.17
23	\$4,706	\$3,921.67	\$5,256	\$4,380.00	\$4,833	\$4,027.50	\$5,383	\$4,485.83
24	\$4,777	\$3,980.83	\$5,335	\$4,445.83	\$4,904	\$4,086.67	\$5,462	\$4,551.67
25	\$4,847	\$4,039.17	\$5,414	\$4,511.67	\$4,974	\$4,145.00	\$5,541	\$4,617.50
26	\$4,921	\$4,100.83	\$5,496	\$4,580.00	\$5,048	\$4,206.67	\$5,623	\$4,685.83
27	\$4,996	\$4,163.33	\$5,580	\$4,650.00	\$5,123	\$4,269.17	\$5,707	\$4,755.83
28	\$5,073	\$4,227.50	\$5,667	\$4,722.50	\$5,200	\$4,333.33	\$5,794	\$4,828.33
29	\$5,151	\$4,292.50	\$5,754	\$4,795.00	\$5,278	\$4,398.33	\$5,881	\$4,900.83
30+	\$5,151	\$4,292.50	\$5,754	\$4,795.00	\$5,278	\$4,398.33	\$5,881	\$4,900.83

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

2004-2005 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	
	<u>Bachelor's</u>	Bachelor's with NBPTS	<u>Master's</u>	Master's with NBPTS	<u>Advanced</u>	Advanced with NBPTS	<u>Doctorate</u>	Doctorate with NBPTS
0	\$115.55	N/A	\$127.14	N/A	\$132.86	N/A	\$138.64	N/A
1	\$117.45	N/A	\$129.23	N/A	\$134.95	N/A	\$140.73	N/A
2	\$119.45	N/A	\$131.41	N/A	\$137.14	N/A	\$142.91	N/A
3	\$126.50	\$141.68	\$139.09	\$155.77	\$144.82	\$161.50	\$150.59	\$167.27
4	\$132.86	\$148.82	\$146.14	\$163.68	\$151.86	\$169.41	\$157.64	\$175.18
5	\$138.91	\$155.59	\$152.82	\$171.14	\$158.55	\$176.86	\$164.32	\$182.64
6	\$144.77	\$162.14	\$159.23	\$178.32	\$164.95	\$184.05	\$170.73	\$189.82
7	\$149.45	\$167.41	\$164.41	\$184.14	\$170.14	\$189.86	\$175.91	\$195.64
8	\$151.64	\$169.82	\$166.77	\$186.77	\$172.50	\$192.50	\$178.27	\$198.27
9	\$153.86	\$172.32	\$169.23	\$189.55	\$174.95	\$195.27	\$180.73	\$201.05
10	\$156.14	\$174.86	\$171.73	\$192.32	\$177.45	\$198.05	\$183.23	\$203.82
11	\$158.36	\$177.36	\$174.23	\$195.14	\$179.95	\$200.86	\$185.73	\$206.64
12	\$160.68	\$179.95	\$176.73	\$197.95	\$182.45	\$203.68	\$188.23	\$209.45
13	\$162.95	\$182.50	\$179.23	\$200.73	\$184.95	\$206.45	\$190.73	\$212.23
14	\$165.36	\$185.23	\$181.91	\$203.73	\$187.64	\$209.45	\$193.41	\$215.23
15	\$167.82	\$187.95	\$184.59	\$206.73	\$190.32	\$212.45	\$196.09	\$218.23
16	\$170.32	\$190.77	\$187.32	\$209.82	\$193.05	\$215.55	\$198.82	\$221.32
17	\$172.82	\$193.55	\$190.14	\$212.95	\$195.86	\$218.68	\$201.64	\$224.45
18	\$175.45	\$196.50	\$192.95	\$216.09	\$198.68	\$221.82	\$204.45	\$227.59
19	\$178.09	\$199.45	\$195.91	\$219.41	\$201.64	\$225.14	\$207.41	\$230.91
20	\$180.73	\$202.41	\$198.82	\$222.68	\$204.55	\$228.41	\$210.32	\$234.18
21	\$183.55	\$205.59	\$201.91	\$226.14	\$207.64	\$231.86	\$213.41	\$237.64
22	\$186.32	\$208.68	\$204.95	\$229.55	\$210.68	\$235.27	\$216.45	\$241.05
23	\$189.27	\$212.00	\$208.18	\$233.18	\$213.91	\$238.91	\$219.68	\$244.68
24	\$192.18	\$215.23	\$211.41	\$236.77	\$217.14	\$242.50	\$222.91	\$248.27
25	\$195.14	\$218.55	\$214.59	\$240.36	\$220.32	\$246.09	\$226.09	\$251.86
26	\$198.14	\$221.91	\$217.95	\$244.09	\$223.68	\$249.82	\$229.45	\$255.59
27	\$201.23	\$225.36	\$221.36	\$247.91	\$227.09	\$253.64	\$232.86	\$259.41
28	\$204.41	\$228.95	\$224.86	\$251.86	\$230.59	\$257.59	\$236.36	\$263.36
29	\$207.64	\$232.55	\$228.41	\$255.82	\$234.14	\$261.55	\$239.91	\$267.32
30+	\$207.64	\$232.55	\$228.41	\$255.82	\$234.14	\$261.55	\$239.91	\$267.32

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

2004-2005
SCHOOL PSYCHOLOGIST SALARY SCHEDULE
(INCLUDING MASTER'S LEVEL SPEECH-LANGUAGE PATHOLOGISTS
AND MASTER'S LEVEL AUDIOLOGISTS)

Years of Exp.	Master's		Advanced		Doctorate	
	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>
0	\$3,362	\$2,801.67	\$3,488	\$2,906.67	\$3,615	\$3,012.50
1	\$3,503	\$2,919.17	\$3,629	\$3,024.17	\$3,756	\$3,130.00
2	\$3,617	\$3,014.17	\$3,743	\$3,119.17	\$3,870	\$3,225.00
3	\$3,669	\$3,057.50	\$3,795	\$3,162.50	\$3,922	\$3,268.33
4	\$3,723	\$3,102.50	\$3,849	\$3,207.50	\$3,976	\$3,313.33
5	\$3,778	\$3,148.33	\$3,904	\$3,253.33	\$4,031	\$3,359.17
6	\$3,833	\$3,194.17	\$3,959	\$3,299.17	\$4,086	\$3,405.00
7	\$3,888	\$3,240.00	\$4,014	\$3,345.00	\$4,141	\$3,450.83
8	\$3,943	\$3,285.83	\$4,069	\$3,390.83	\$4,196	\$3,496.67
9	\$4,002	\$3,335.00	\$4,128	\$3,440.00	\$4,255	\$3,545.83
10	\$4,061	\$3,384.17	\$4,187	\$3,489.17	\$4,314	\$3,595.00
11	\$4,121	\$3,434.17	\$4,247	\$3,539.17	\$4,374	\$3,645.00
12	\$4,183	\$3,485.83	\$4,309	\$3,590.83	\$4,436	\$3,696.67
13	\$4,245	\$3,537.50	\$4,371	\$3,642.50	\$4,498	\$3,748.33
14	\$4,310	\$3,591.67	\$4,436	\$3,696.67	\$4,563	\$3,802.50
15	\$4,374	\$3,645.00	\$4,500	\$3,750.00	\$4,627	\$3,855.83
16	\$4,442	\$3,701.67	\$4,568	\$3,806.67	\$4,695	\$3,912.50
17	\$4,509	\$3,757.50	\$4,635	\$3,862.50	\$4,762	\$3,968.33
18	\$4,580	\$3,816.67	\$4,706	\$3,921.67	\$4,833	\$4,027.50
19	\$4,651	\$3,875.83	\$4,777	\$3,980.83	\$4,904	\$4,086.67
20	\$4,721	\$3,934.17	\$4,847	\$4,039.17	\$4,974	\$4,145.00
21	\$4,795	\$3,995.83	\$4,921	\$4,100.83	\$5,048	\$4,206.67
22	\$4,870	\$4,058.33	\$4,996	\$4,163.33	\$5,123	\$4,269.17
23	\$4,947	\$4,122.50	\$5,073	\$4,227.50	\$5,200	\$4,333.33
24	\$5,025	\$4,187.50	\$5,151	\$4,292.50	\$5,278	\$4,398.33
25	\$5,106	\$4,255.00	\$5,232	\$4,360.00	\$5,359	\$4,465.83
26	\$5,188	\$4,323.33	\$5,314	\$4,428.33	\$5,441	\$4,534.17
27	\$5,270	\$4,391.67	\$5,396	\$4,496.67	\$5,523	\$4,602.50
28	\$5,355	\$4,462.50	\$5,481	\$4,567.50	\$5,608	\$4,673.33
29	\$5,440	\$4,533.33	\$5,566	\$4,638.33	\$5,693	\$4,744.17
30+	\$5,440	\$4,533.33	\$5,566	\$4,638.33	\$5,693	\$4,744.17

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

2004-2005
DAILY RATES FOR SCHOOL PSYCHOLOGISTS
Including Masters Level Speech-Language Pathologists and
Masters Level Audiologists
(Based on 22 Days)

YEARS OF EXP	BASE SALARY	Psychologists		
		Masters	Advanced	Doctorate
0	\$3,362	\$152.82	\$158.55	\$164.32
1	\$3,503	\$159.23	\$164.95	\$170.73
2	\$3,617	\$164.41	\$170.14	\$175.91
3	\$3,669	\$166.77	\$172.50	\$178.27
4	\$3,723	\$169.23	\$174.95	\$180.73
5	\$3,778	\$171.73	\$177.45	\$183.23
6	\$3,833	\$174.23	\$179.95	\$185.73
7	\$3,888	\$176.73	\$182.45	\$188.23
8	\$3,943	\$179.23	\$184.95	\$190.73
9	\$4,002	\$181.91	\$187.64	\$193.41
10	\$4,061	\$184.59	\$190.32	\$196.09
11	\$4,121	\$187.32	\$193.05	\$198.82
12	\$4,183	\$190.14	\$195.86	\$201.64
13	\$4,245	\$192.95	\$198.68	\$204.45
14	\$4,310	\$195.91	\$201.64	\$207.41
15	\$4,374	\$198.82	\$204.55	\$210.32
16	\$4,442	\$201.91	\$207.64	\$213.41
17	\$4,509	\$204.95	\$210.68	\$216.45
18	\$4,580	\$208.18	\$213.91	\$219.68
19	\$4,651	\$211.41	\$217.14	\$222.91
20	\$4,721	\$214.59	\$220.32	\$226.09
21	\$4,795	\$217.95	\$223.68	\$229.45
22	\$4,870	\$221.36	\$227.09	\$232.86
23	\$4,947	\$224.86	\$230.59	\$236.36
24	\$5,025	\$228.41	\$234.14	\$239.91
25	\$5,106	\$232.09	\$237.82	\$243.59
26	\$5,188	\$235.82	\$241.55	\$247.32
27	\$5,270	\$239.55	\$245.27	\$251.05
28	\$5,355	\$243.41	\$249.14	\$254.91
29	\$5,440	\$247.27	\$253.00	\$258.77
30+	\$5,440	\$247.27	\$253.00	\$258.77

2004-2005 ASSISTANT PRINCIPAL SALARY SCHEDULE

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	Years of Exp	Schedule/ Pay Level
0-4	0-1	\$3,248	\$3,280	\$3,313	\$3,345	\$3,378	\$3,410	\$3,443	0-4	0-1
5	0-2	\$3,396	\$3,430	\$3,464	\$3,498	\$3,532	\$3,566	\$3,600	5	0-2
6	0-3	\$3,539	\$3,574	\$3,610	\$3,645	\$3,681	\$3,716	\$3,751	6	0-3
7	0-4	\$3,653	\$3,690	\$3,726	\$3,763	\$3,799	\$3,836	\$3,872	7	0-4
8	0-5	\$3,706	\$3,743	\$3,780	\$3,817	\$3,854	\$3,891	\$3,928	8	0-5
9	0-6	\$3,760	\$3,798	\$3,835	\$3,873	\$3,910	\$3,948	\$3,986	9	0-6
10	0-7	\$3,816	\$3,854	\$3,892	\$3,930	\$3,969	\$4,007	\$4,045	10	0-7
11	0-8	\$3,871	\$3,910	\$3,948	\$3,987	\$4,026	\$4,065	\$4,103	11	0-8
12	0-9	\$3,927	\$3,966	\$4,006	\$4,045	\$4,084	\$4,123	\$4,163	12	0-9
13	0-10	\$3,983	\$4,023	\$4,063	\$4,102	\$4,142	\$4,182	\$4,222	13	0-10
14	0-11	\$4,042	\$4,082	\$4,123	\$4,163	\$4,204	\$4,244	\$4,285	14	0-11
15	0-12	\$4,101	\$4,142	\$4,183	\$4,224	\$4,265	\$4,306	\$4,347	15	0-12
16	0-13	\$4,163	\$4,205	\$4,246	\$4,288	\$4,330	\$4,371	\$4,413	16	0-13
17	0-14	\$4,225	\$4,267	\$4,310	\$4,352	\$4,394	\$4,436	\$4,479	17	0-14
18	0-15	\$4,288	\$4,331	\$4,374	\$4,417	\$4,460	\$4,502	\$4,545	18	0-15
19	0-16	\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614	19	0-16
20	0-17	\$4,417	\$4,461	\$4,505	\$4,550	\$4,594	\$4,638	\$4,682	20	0-17
21	0-18	\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	21	0-18
22	0-19	\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	22	0-19
23	0-20	\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	23	0-20
24	0-21	\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	24	0-21
25	0-22	\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	25	0-22
26	0-23	\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	26	0-23
27	0-24	\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	27	0-24
28	0-25	\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	28	0-25
29	0-26	\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	29	0-26
30	0-27	\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	30	0-27
31+	0-28	\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	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.

2004-2005 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		\$3,706	\$3,743	\$3,780	\$3,817	\$3,854	\$3,891	\$3,928	0-8		0-5	
9		0-6		\$3,760	\$3,798	\$3,835	\$3,873	\$3,910	\$3,948	\$3,986	9		0-6	
10		0-7		\$3,816	\$3,854	\$3,892	\$3,930	\$3,969	\$4,007	\$4,045	10		0-7	
11		0-8		\$3,871	\$3,910	\$3,948	\$3,987	\$4,026	\$4,065	\$4,103	11		0-8	
12		0-9		\$3,927	\$3,966	\$4,006	\$4,045	\$4,084	\$4,123	\$4,163	12		0-9	
13		0-10		\$3,983	\$4,023	\$4,063	\$4,102	\$4,142	\$4,182	\$4,222	13		0-10	
14		0-11		\$4,042	\$4,082	\$4,123	\$4,163	\$4,204	\$4,244	\$4,285	14		0-11	
15		0-12		\$4,101	\$4,142	\$4,183	\$4,224	\$4,265	\$4,306	\$4,347	15		0-12	
16		0-13		\$4,163	\$4,205	\$4,246	\$4,288	\$4,330	\$4,371	\$4,413	16		0-13	
17		0-14		\$4,225	\$4,267	\$4,310	\$4,352	\$4,394	\$4,436	\$4,479	17		0-14	
18		0-15		\$4,288	\$4,331	\$4,374	\$4,417	\$4,460	\$4,502	\$4,545	18		0-15	
19		0-16		\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614	19		0-16	
20		0-17		\$4,417	\$4,461	\$4,505	\$4,550	\$4,594	\$4,638	\$4,682	20		0-17	
21		0-18		\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	21		0-18	
22		0-19		\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	22		0-19	
23		0-20		\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	23		0-20	
24		0-21		\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	24		0-21	
25		0-22		\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	25		0-22	
26		0-23		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	26		0-23	
27		0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	27		0-24	
28		0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	28		0-25	
29		0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	29		0-26	
30		0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	30		0-27	
31		0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	31		0-28	
32+		0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	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.

2004-2005 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	\$3,871	\$3,910	\$3,948	\$3,987	\$4,026	\$4,065	\$4,103	0-10	0-8
11		0-9	\$3,927	\$3,966	\$4,006	\$4,045	\$4,084	\$4,123	\$4,163	11	0-9
12		0-10	\$3,983	\$4,023	\$4,063	\$4,102	\$4,142	\$4,182	\$4,222	12	0-10
13		0-11	\$4,042	\$4,082	\$4,123	\$4,163	\$4,204	\$4,244	\$4,285	13	0-11
14		0-12	\$4,101	\$4,142	\$4,183	\$4,224	\$4,265	\$4,306	\$4,347	14	0-12
15		0-13	\$4,163	\$4,205	\$4,246	\$4,288	\$4,330	\$4,371	\$4,413	15	0-13
16		0-14	\$4,225	\$4,267	\$4,310	\$4,352	\$4,394	\$4,436	\$4,479	16	0-14
17		0-15	\$4,288	\$4,331	\$4,374	\$4,417	\$4,460	\$4,502	\$4,545	17	0-15
18		0-16	\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614	18	0-16
19		0-17	\$4,417	\$4,461	\$4,505	\$4,550	\$4,594	\$4,638	\$4,682	19	0-17
20		0-18	\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	20	0-18
21		0-19	\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	21	0-19
22		0-20	\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	22	0-20
23		0-21	\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	23	0-21
24		0-22	\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	24	0-22
25		0-23	\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	25	0-23
26		0-24	\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	26	0-24
27		0-25	\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	27	0-25
28		0-26	\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	28	0-26
29		0-27	\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	29	0-27
30		0-28	\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	30	0-28
31		0-29	\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	31	0-29
32		0-30	\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	32	0-30
33		0-31	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	33	0-31
34+		0-32	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	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.

2004-2005 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		\$4,042	\$4,082	\$4,123	\$4,163	\$4,204	\$4,244	\$4,285	0-12		0-11	
13		0-12		\$4,101	\$4,142	\$4,183	\$4,224	\$4,265	\$4,306	\$4,347	13		0-12	
14		0-13		\$4,163	\$4,205	\$4,246	\$4,288	\$4,330	\$4,371	\$4,413	14		0-13	
15		0-14		\$4,225	\$4,267	\$4,310	\$4,352	\$4,394	\$4,436	\$4,479	15		0-14	
16		0-15		\$4,288	\$4,331	\$4,374	\$4,417	\$4,460	\$4,502	\$4,545	16		0-15	
17		0-16		\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614	17		0-16	
18		0-17		\$4,417	\$4,461	\$4,505	\$4,550	\$4,594	\$4,638	\$4,682	18		0-17	
19		0-18		\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	19		0-18	
20		0-19		\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	20		0-19	
21		0-20		\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	21		0-20	
22		0-21		\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	22		0-21	
23		0-22		\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	23		0-22	
24		0-23		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	24		0-23	
25		0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	25		0-24	
26		0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	26		0-25	
27		0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	27		0-26	
28		0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	28		0-27	
29		0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	29		0-28	
30		0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	30		0-29	
31		0-30		\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	31		0-30	
32		0-31		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	32		0-31	
33		0-32		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	33		0-32	
34		0-33		\$5,831	\$5,889	\$5,948	\$6,006	\$6,064	\$6,123	\$6,181	34		0-33	
35		0-34		\$5,948	\$6,007	\$6,067	\$6,126	\$6,186	\$6,245	\$6,305	35		0-34	
36+		0-35		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	36+		0-35	

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.

2004-2005 PRINCIPAL SALARY SCHEDULES**PRINCIPAL IV**

33 - 43 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			
0-13	0-13		\$4,163	\$4,205	\$4,246	\$4,288	\$4,330	\$4,371	\$4,413	0-13	0-13	
14	0-14		\$4,225	\$4,267	\$4,310	\$4,352	\$4,394	\$4,436	\$4,479	14	0-14	
15	0-15		\$4,288	\$4,331	\$4,374	\$4,417	\$4,460	\$4,502	\$4,545	15	0-15	
16	0-16		\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614	16	0-16	
17	0-17		\$4,417	\$4,461	\$4,505	\$4,550	\$4,594	\$4,638	\$4,682	17	0-17	
18	0-18		\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	18	0-18	
19	0-19		\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	19	0-19	
20	0-20		\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	20	0-20	
21	0-21		\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	21	0-21	
22	0-22		\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	22	0-22	
23	0-23		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	23	0-23	
24	0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	24	0-24	
25	0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	25	0-25	
26	0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	26	0-26	
27	0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	27	0-27	
28	0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	28	0-28	
29	0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	29	0-29	
30	0-30		\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	30	0-30	
31	0-31		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	31	0-31	
32	0-32		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	32	0-32	
33	0-33		\$5,831	\$5,889	\$5,948	\$6,006	\$6,064	\$6,123	\$6,181	33	0-33	
34	0-34		\$5,948	\$6,007	\$6,067	\$6,126	\$6,186	\$6,245	\$6,305	34	0-34	
35	0-35		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	35	0-35	
36	0-36		\$6,188	\$6,250	\$6,312	\$6,374	\$6,436	\$6,497	\$6,559	36	0-36	
37+	0-37		\$6,312	\$6,375	\$6,438	\$6,501	\$6,564	\$6,628	\$6,691	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.

2004-2005 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		\$4,288	\$4,331	\$4,374	\$4,417	\$4,460	\$4,502	\$4,545	0-14	0-15
15	0-16		\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614	15	0-16
16	0-17		\$4,417	\$4,461	\$4,505	\$4,550	\$4,594	\$4,638	\$4,682	16	0-17
17	0-18		\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	17	0-18
18	0-19		\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	18	0-19
19	0-20		\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	19	0-20
20	0-21		\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	20	0-21
21	0-22		\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	21	0-22
22	0-23		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	22	0-23
23	0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	23	0-24
24	0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	24	0-25
25	0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	25	0-26
26	0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	26	0-27
27	0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	27	0-28
28	0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	28	0-29
29	0-30		\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	29	0-30
30	0-31		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	30	0-31
31	0-32		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	31	0-32
32	0-33		\$5,831	\$5,889	\$5,948	\$6,006	\$6,064	\$6,123	\$6,181	32	0-33
33	0-34		\$5,948	\$6,007	\$6,067	\$6,126	\$6,186	\$6,245	\$6,305	33	0-34
34	0-35		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	34	0-35
35	0-36		\$6,188	\$6,250	\$6,312	\$6,374	\$6,436	\$6,497	\$6,559	35	0-36
36	0-37		\$6,312	\$6,375	\$6,438	\$6,501	\$6,564	\$6,628	\$6,691	36	0-37
37	0-38		\$6,438	\$6,502	\$6,567	\$6,631	\$6,696	\$6,760	\$6,824	37	0-38
38+	0-39		\$6,567	\$6,633	\$6,698	\$6,764	\$6,830	\$6,895	\$6,961	38+	0-39

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.

2004-2005 PRINCIPAL SALARY SCHEDULES**PRINCIPAL VI**

55 - 65 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				
0-16		0-18		\$4,486	\$4,531	\$4,576	\$4,621	\$4,665	\$4,710	\$4,755	0-16		0-18	
17		0-19		\$4,554	\$4,600	\$4,645	\$4,691	\$4,736	\$4,782	\$4,827	17		0-19	
18		0-20		\$4,627	\$4,673	\$4,720	\$4,766	\$4,812	\$4,858	\$4,905	18		0-20	
19		0-21		\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	19		0-21	
20		0-22		\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	20		0-22	
21		0-23		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	21		0-23	
22		0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	22		0-24	
23		0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	23		0-25	
24		0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	24		0-26	
25		0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	25		0-27	
26		0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	26		0-28	
27		0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	27		0-29	
28		0-30		\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	28		0-30	
29		0-31		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	29		0-31	
30		0-32		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	30		0-32	
31		0-33		\$5,831	\$5,889	\$5,948	\$6,006	\$6,064	\$6,123	\$6,181	31		0-33	
32		0-34		\$5,948	\$6,007	\$6,067	\$6,126	\$6,186	\$6,245	\$6,305	32		0-34	
33		0-35		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	33		0-35	
34		0-36		\$6,188	\$6,250	\$6,312	\$6,374	\$6,436	\$6,497	\$6,559	34		0-36	
35		0-37		\$6,312	\$6,375	\$6,438	\$6,501	\$6,564	\$6,628	\$6,691	35		0-37	
36		0-38		\$6,438	\$6,502	\$6,567	\$6,631	\$6,696	\$6,760	\$6,824	36		0-38	
37		0-39		\$6,567	\$6,633	\$6,698	\$6,764	\$6,830	\$6,895	\$6,961	37		0-39	
38		0-40		\$6,698	\$6,765	\$6,832	\$6,899	\$6,966	\$7,033	\$7,100	38		0-40	
39		0-41		\$6,831	\$6,899	\$6,968	\$7,036	\$7,104	\$7,173	\$7,241	39		0-41	
40+		0-42		\$6,968	\$7,038	\$7,107	\$7,177	\$7,247	\$7,316	\$7,386	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.

2004-2005 PRINCIPAL SALARY SCHEDULES**PRINCIPAL VII**

66 - 100 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	
0-17		0-21		\$4,697	\$4,744	\$4,791	\$4,838	\$4,885	\$4,932	\$4,979	0-17		0-21	
18		0-22		\$4,769	\$4,817	\$4,864	\$4,912	\$4,960	\$5,007	\$5,055	18		0-22	
19		0-23		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	19		0-23	
20		0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	20		0-24	
21		0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	21		0-25	
22		0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	22		0-26	
23		0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	23		0-27	
24		0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	24		0-28	
25		0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	25		0-29	
26		0-30		\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	26		0-30	
27		0-31		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	27		0-31	
28		0-32		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	28		0-32	
29		0-33		\$5,831	\$5,889	\$5,948	\$6,006	\$6,064	\$6,123	\$6,181	29		0-33	
30		0-34		\$5,948	\$6,007	\$6,067	\$6,126	\$6,186	\$6,245	\$6,305	30		0-34	
31		0-35		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	31		0-35	
32		0-36		\$6,188	\$6,250	\$6,312	\$6,374	\$6,436	\$6,497	\$6,559	32		0-36	
33		0-37		\$6,312	\$6,375	\$6,438	\$6,501	\$6,564	\$6,628	\$6,691	33		0-37	
34		0-38		\$6,438	\$6,502	\$6,567	\$6,631	\$6,696	\$6,760	\$6,824	34		0-38	
35		0-39		\$6,567	\$6,633	\$6,698	\$6,764	\$6,830	\$6,895	\$6,961	35		0-39	
36		0-40		\$6,698	\$6,765	\$6,832	\$6,899	\$6,966	\$7,033	\$7,100	36		0-40	
37		0-41		\$6,831	\$6,899	\$6,968	\$7,036	\$7,104	\$7,173	\$7,241	37		0-41	
38		0-42		\$6,968	\$7,038	\$7,107	\$7,177	\$7,247	\$7,316	\$7,386	38		0-42	
39		0-43		\$7,107	\$7,178	\$7,249	\$7,320	\$7,391	\$7,462	\$7,533	39		0-43	
40		0-44		\$7,249	\$7,321	\$7,394	\$7,466	\$7,539	\$7,611	\$7,684	40		0-44	
41+		0-45		\$7,394	\$7,468	\$7,542	\$7,616	\$7,690	\$7,764	\$7,838	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.

2004-2005 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		\$4,843	\$4,891	\$4,940	\$4,988	\$5,037	\$5,085	\$5,134	0-18	0-23
19	0-24		\$4,919	\$4,968	\$5,017	\$5,067	\$5,116	\$5,165	\$5,214	19	0-24
20	0-25		\$4,996	\$5,046	\$5,096	\$5,146	\$5,196	\$5,246	\$5,296	20	0-25
21	0-26		\$5,076	\$5,127	\$5,178	\$5,228	\$5,279	\$5,330	\$5,381	21	0-26
22	0-27		\$5,177	\$5,229	\$5,281	\$5,332	\$5,384	\$5,436	\$5,488	22	0-27
23	0-28		\$5,281	\$5,334	\$5,387	\$5,439	\$5,492	\$5,545	\$5,598	23	0-28
24	0-29		\$5,387	\$5,441	\$5,495	\$5,549	\$5,602	\$5,656	\$5,710	24	0-29
25	0-30		\$5,495	\$5,550	\$5,605	\$5,660	\$5,715	\$5,770	\$5,825	25	0-30
26	0-31		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	26	0-31
27	0-32		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	27	0-32
28	0-33		\$5,831	\$5,889	\$5,948	\$6,006	\$6,064	\$6,123	\$6,181	28	0-33
29	0-34		\$5,948	\$6,007	\$6,067	\$6,126	\$6,186	\$6,245	\$6,305	29	0-34
30	0-35		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	30	0-35
31	0-36		\$6,188	\$6,250	\$6,312	\$6,374	\$6,436	\$6,497	\$6,559	31	0-36
32	0-37		\$6,312	\$6,375	\$6,438	\$6,501	\$6,564	\$6,628	\$6,691	32	0-37
33	0-38		\$6,438	\$6,502	\$6,567	\$6,631	\$6,696	\$6,760	\$6,824	33	0-38
34	0-39		\$6,567	\$6,633	\$6,698	\$6,764	\$6,830	\$6,895	\$6,961	34	0-39
35	0-40		\$6,698	\$6,765	\$6,832	\$6,899	\$6,966	\$7,033	\$7,100	35	0-40
36	0-41		\$6,831	\$6,899	\$6,968	\$7,036	\$7,104	\$7,173	\$7,241	36	0-41
37	0-42		\$6,968	\$7,038	\$7,107	\$7,177	\$7,247	\$7,316	\$7,386	37	0-42
38	0-43		\$7,107	\$7,178	\$7,249	\$7,320	\$7,391	\$7,462	\$7,533	38	0-43
39	0-44		\$7,249	\$7,321	\$7,394	\$7,466	\$7,539	\$7,611	\$7,684	39	0-44
40	0-45		\$7,394	\$7,468	\$7,542	\$7,616	\$7,690	\$7,764	\$7,838	40	0-45
41+	0-46		\$7,542	\$7,617	\$7,693	\$7,768	\$7,844	\$7,919	\$7,995	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
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
4. Combined years experience include total years as an educator plus one for three as a principal.

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base**

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	\$3,248	\$162.40	\$154.67	\$147.64	\$141.22	\$168.70	\$160.67	\$153.36	\$146.70	\$175.05	\$166.71	\$159.14	\$152.22
0-2	\$3,396	\$169.80	\$161.71	\$154.36	\$147.65	\$176.10	\$167.71	\$160.09	\$153.13	\$182.45	\$173.76	\$165.86	\$158.65
0-3	\$3,539	\$176.95	\$168.52	\$160.86	\$153.87	\$183.25	\$174.52	\$166.59	\$159.35	\$189.60	\$180.57	\$172.36	\$164.87
0-4	\$3,653	\$182.65	\$173.95	\$166.05	\$158.83	\$188.95	\$179.95	\$171.77	\$164.30	\$195.30	\$186.00	\$177.55	\$169.83
0-5	\$3,706	\$185.30	\$176.48	\$168.45	\$161.13	\$191.60	\$182.48	\$174.18	\$166.61	\$197.95	\$188.52	\$179.95	\$172.13
0-6	\$3,760	\$188.00	\$179.05	\$170.91	\$163.48	\$194.30	\$185.05	\$176.64	\$168.96	\$200.65	\$191.10	\$182.41	\$174.48
0-7	\$3,816	\$190.80	\$181.71	\$173.45	\$165.91	\$197.10	\$187.71	\$179.18	\$171.39	\$203.45	\$193.76	\$184.95	\$176.91
0-8	\$3,871	\$193.55	\$184.33	\$175.95	\$168.30	\$199.85	\$190.33	\$181.68	\$173.78	\$206.20	\$196.38	\$187.45	\$179.30
0-9	\$3,927	\$196.35	\$187.00	\$178.50	\$170.74	\$202.65	\$193.00	\$184.23	\$176.22	\$209.00	\$199.05	\$190.00	\$181.74
0-10	\$3,983	\$199.15	\$189.67	\$181.05	\$173.17	\$205.45	\$195.67	\$186.77	\$178.65	\$211.80	\$201.71	\$192.55	\$184.17
0-11	\$4,042	\$202.10	\$192.48	\$183.73	\$175.74	\$208.40	\$198.48	\$189.45	\$181.22	\$214.75	\$204.52	\$195.23	\$186.74
0-12	\$4,101	\$205.05	\$195.29	\$186.41	\$178.30	\$211.35	\$201.29	\$192.14	\$183.78	\$217.70	\$207.33	\$197.91	\$189.30
0-13	\$4,163	\$208.15	\$198.24	\$189.23	\$181.00	\$214.45	\$204.24	\$194.95	\$186.48	\$220.80	\$210.29	\$200.73	\$192.00
0-14	\$4,225	\$211.25	\$201.19	\$192.05	\$183.70	\$217.55	\$207.19	\$197.77	\$189.17	\$223.90	\$213.24	\$203.55	\$194.70
0-15	\$4,288	\$214.40	\$204.19	\$194.91	\$186.43	\$220.70	\$210.19	\$200.64	\$191.91	\$227.05	\$216.24	\$206.41	\$197.43
0-16	\$4,353	\$217.65	\$207.29	\$197.86	\$189.26	\$223.95	\$213.29	\$203.59	\$194.74	\$230.30	\$219.33	\$209.36	\$200.26
0-17	\$4,417	\$220.85	\$210.33	\$200.77	\$192.04	\$227.15	\$216.33	\$206.50	\$197.52	\$233.50	\$222.38	\$212.27	\$203.04
0-18	\$4,486	\$224.30	\$213.62	\$203.91	\$195.04	\$230.60	\$219.62	\$209.64	\$200.52	\$236.95	\$225.67	\$215.41	\$206.04
0-19	\$4,554	\$227.70	\$216.86	\$207.00	\$198.00	\$234.00	\$222.86	\$212.73	\$203.48	\$240.35	\$228.90	\$218.50	\$209.00
0-20	\$4,627	\$231.35	\$220.33	\$210.32	\$201.17	\$237.65	\$226.33	\$216.05	\$206.65	\$244.00	\$232.38	\$221.82	\$212.17
0-21	\$4,697	\$234.85	\$223.67	\$213.50	\$204.22	\$241.15	\$229.67	\$219.23	\$209.70	\$247.50	\$235.71	\$225.00	\$215.22
0-22	\$4,769	\$238.45	\$227.10	\$216.77	\$207.35	\$244.75	\$233.10	\$222.50	\$212.83	\$251.10	\$239.14	\$228.27	\$218.35
0-23	\$4,843	\$242.15	\$230.62	\$220.14	\$210.57	\$248.45	\$236.62	\$225.86	\$216.04	\$254.80	\$242.67	\$231.64	\$221.57

2004-2005 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	\$4,919	\$245.95	\$234.24	\$223.59	\$213.87	\$252.25	\$240.24	\$229.32	\$219.35	\$258.60	\$246.29	\$235.09	\$224.87
0-25	\$4,996	\$249.80	\$237.90	\$227.09	\$217.22	\$256.10	\$243.90	\$232.82	\$222.70	\$262.45	\$249.95	\$238.59	\$228.22
0-26	\$5,076	\$253.80	\$241.71	\$230.73	\$220.70	\$260.10	\$247.71	\$236.45	\$226.17	\$266.45	\$253.76	\$242.23	\$231.70
0-27	\$5,177	\$258.85	\$246.52	\$235.32	\$225.09	\$265.15	\$252.52	\$241.05	\$230.57	\$271.50	\$258.57	\$246.82	\$236.09
0-28	\$5,281	\$264.06	\$251.48	\$240.05	\$229.62	\$270.36	\$257.48	\$245.78	\$235.09	\$276.71	\$263.53	\$251.55	\$240.62
0-29	\$5,387	\$269.34	\$256.52	\$244.86	\$234.21	\$275.64	\$262.52	\$250.58	\$239.69	\$281.99	\$268.56	\$256.36	\$245.21
0-30	\$5,495	\$274.73	\$261.65	\$249.75	\$238.89	\$281.03	\$267.65	\$255.48	\$244.37	\$287.38	\$273.69	\$261.25	\$249.89
0-31	\$5,604	\$280.21	\$266.87	\$254.74	\$243.67	\$286.51	\$272.87	\$260.47	\$249.14	\$292.86	\$278.92	\$266.24	\$254.67
0-32	\$5,716	\$285.80	\$272.19	\$259.82	\$248.52	\$292.10	\$278.19	\$265.55	\$254.00	\$298.45	\$284.24	\$271.32	\$259.52
0-33	\$5,831	\$291.54	\$277.66	\$265.04	\$253.51	\$297.84	\$283.66	\$270.76	\$258.99	\$304.19	\$289.71	\$276.54	\$264.51
0-34	\$5,948	\$297.38	\$283.22	\$270.34	\$258.59	\$303.68	\$289.22	\$276.07	\$264.07	\$310.03	\$295.27	\$281.84	\$269.59
0-35	\$6,066	\$303.32	\$288.87	\$275.74	\$263.76	\$309.62	\$294.87	\$281.47	\$269.23	\$315.97	\$300.92	\$287.24	\$274.76
0-36	\$6,188	\$309.41	\$294.68	\$281.28	\$269.05	\$315.71	\$300.68	\$287.01	\$274.53	\$322.06	\$306.72	\$292.78	\$280.05
0-37	\$6,312	\$315.60	\$300.57	\$286.91	\$274.44	\$321.90	\$306.57	\$292.64	\$279.91	\$328.25	\$312.62	\$298.41	\$285.44
0-38	\$6,438	\$321.89	\$306.56	\$292.63	\$279.91	\$328.19	\$312.56	\$298.36	\$285.38	\$334.54	\$318.61	\$304.13	\$290.91
0-39	\$6,567	\$328.34	\$312.70	\$298.49	\$285.51	\$334.64	\$318.70	\$304.21	\$290.99	\$340.99	\$324.75	\$309.99	\$296.51
0-40	\$6,698	\$334.88	\$318.93	\$304.44	\$291.20	\$341.18	\$324.93	\$310.16	\$296.68	\$347.53	\$330.98	\$315.94	\$302.20
0-41	\$6,831	\$341.57	\$325.31	\$310.52	\$297.02	\$347.87	\$331.31	\$316.25	\$302.50	\$354.22	\$337.36	\$322.02	\$308.02
0-42	\$6,968	\$348.42	\$331.83	\$316.74	\$302.97	\$354.72	\$337.83	\$322.47	\$308.45	\$361.07	\$343.88	\$328.24	\$313.97
0-43	\$7,107	\$355.37	\$338.44	\$323.06	\$309.01	\$361.67	\$344.44	\$328.79	\$314.49	\$368.02	\$350.49	\$334.56	\$320.01
0-44	\$7,249	\$362.46	\$345.20	\$329.51	\$315.18	\$368.76	\$351.20	\$335.24	\$320.66	\$375.11	\$357.25	\$341.01	\$326.18
0-45	\$7,394	\$369.71	\$352.11	\$336.10	\$321.49	\$376.01	\$358.11	\$341.83	\$326.97	\$382.36	\$364.15	\$347.60	\$332.49
0-46	\$7,542	\$377.11	\$359.15	\$342.83	\$327.92	\$383.41	\$365.15	\$348.55	\$333.40	\$389.76	\$371.20	\$354.33	\$338.92

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 1%**

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	\$3,280	\$164.00	\$156.19	\$149.09	\$142.61	\$170.30	\$162.19	\$154.82	\$148.09	\$176.65	\$168.24	\$160.59	\$153.61
0-2	\$3,430	\$171.50	\$163.33	\$155.91	\$149.13	\$177.80	\$169.33	\$161.64	\$154.61	\$184.15	\$175.38	\$167.41	\$160.13
0-3	\$3,574	\$178.70	\$170.19	\$162.45	\$155.39	\$185.00	\$176.19	\$168.18	\$160.87	\$191.35	\$182.24	\$173.95	\$166.39
0-4	\$3,690	\$184.50	\$175.71	\$167.73	\$160.43	\$190.80	\$181.71	\$173.45	\$165.91	\$197.15	\$187.76	\$179.23	\$171.43
0-5	\$3,743	\$187.15	\$178.24	\$170.14	\$162.74	\$193.45	\$184.24	\$175.86	\$168.22	\$199.80	\$190.29	\$181.64	\$173.74
0-6	\$3,797	\$189.85	\$180.81	\$172.59	\$165.09	\$196.15	\$186.81	\$178.32	\$170.57	\$202.50	\$192.86	\$184.09	\$176.09
0-7	\$3,855	\$192.75	\$183.57	\$175.23	\$167.61	\$199.05	\$189.57	\$180.95	\$173.09	\$205.40	\$195.62	\$186.73	\$178.61
0-8	\$3,909	\$195.45	\$186.14	\$177.68	\$169.96	\$201.75	\$192.14	\$183.41	\$175.43	\$208.10	\$198.19	\$189.18	\$180.96
0-9	\$3,966	\$198.30	\$188.86	\$180.27	\$172.43	\$204.60	\$194.86	\$186.00	\$177.91	\$210.95	\$200.90	\$191.77	\$183.43
0-10	\$4,023	\$201.15	\$191.57	\$182.86	\$174.91	\$207.45	\$197.57	\$188.59	\$180.39	\$213.80	\$203.62	\$194.36	\$185.91
0-11	\$4,082	\$204.10	\$194.38	\$185.55	\$177.48	\$210.40	\$200.38	\$191.27	\$182.96	\$216.75	\$206.43	\$197.05	\$188.48
0-12	\$4,143	\$207.15	\$197.29	\$188.32	\$180.13	\$213.45	\$203.29	\$194.05	\$185.61	\$219.80	\$209.33	\$199.82	\$191.13
0-13	\$4,204	\$210.20	\$200.19	\$191.09	\$182.78	\$216.50	\$206.19	\$196.82	\$188.26	\$222.85	\$212.24	\$202.59	\$193.78
0-14	\$4,267	\$213.35	\$203.19	\$193.95	\$185.52	\$219.65	\$209.19	\$199.68	\$191.00	\$226.00	\$215.24	\$205.45	\$196.52
0-15	\$4,331	\$216.55	\$206.24	\$196.86	\$188.30	\$222.85	\$212.24	\$202.59	\$193.78	\$229.20	\$218.29	\$208.36	\$199.30
0-16	\$4,396	\$219.80	\$209.33	\$199.82	\$191.13	\$226.10	\$215.33	\$205.55	\$196.61	\$232.45	\$221.38	\$211.32	\$202.13
0-17	\$4,462	\$223.10	\$212.48	\$202.82	\$194.00	\$229.40	\$218.48	\$208.55	\$199.48	\$235.75	\$224.52	\$214.32	\$205.00
0-18	\$4,531	\$226.55	\$215.76	\$205.95	\$197.00	\$232.85	\$221.76	\$211.68	\$202.48	\$239.20	\$227.81	\$217.45	\$208.00
0-19	\$4,600	\$230.00	\$219.05	\$209.09	\$200.00	\$236.30	\$225.05	\$214.82	\$205.48	\$242.65	\$231.10	\$220.59	\$211.00
0-20	\$4,673	\$233.65	\$222.52	\$212.41	\$203.17	\$239.95	\$228.52	\$218.14	\$208.65	\$246.30	\$234.57	\$223.91	\$214.17
0-21	\$4,745	\$237.25	\$225.95	\$215.68	\$206.30	\$243.55	\$231.95	\$221.41	\$211.78	\$249.90	\$238.00	\$227.18	\$217.30
0-22	\$4,816	\$240.80	\$229.33	\$218.91	\$209.39	\$247.10	\$235.33	\$224.64	\$214.87	\$253.45	\$241.38	\$230.41	\$220.39
0-23	\$4,892	\$244.60	\$232.95	\$222.36	\$212.70	\$250.90	\$238.95	\$228.09	\$218.17	\$257.25	\$245.00	\$233.86	\$223.70

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% , 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	\$4,968	\$248.40	\$236.57	\$225.82	\$216.00	\$254.70	\$242.57	\$231.55	\$221.48	\$261.05	\$248.62	\$237.32	\$227.00
0-25	\$5,047	\$252.35	\$240.33	\$229.41	\$219.43	\$258.65	\$246.33	\$235.14	\$224.91	\$265.00	\$252.38	\$240.91	\$230.43
0-26	\$5,126	\$256.30	\$244.10	\$233.00	\$222.87	\$262.60	\$250.10	\$238.73	\$228.35	\$268.95	\$256.14	\$244.50	\$233.87
0-27	\$5,229	\$261.45	\$249.00	\$237.68	\$227.35	\$267.75	\$255.00	\$243.41	\$232.83	\$274.10	\$261.05	\$249.18	\$238.35
0-28	\$5,333	\$266.65	\$253.95	\$242.41	\$231.87	\$272.95	\$259.95	\$248.14	\$237.35	\$279.30	\$266.00	\$253.91	\$242.87
0-29	\$5,441	\$272.05	\$259.10	\$247.32	\$236.57	\$278.35	\$265.10	\$253.05	\$242.04	\$284.70	\$271.14	\$258.82	\$247.57
0-30	\$5,550	\$277.50	\$264.29	\$252.27	\$241.30	\$283.80	\$270.29	\$258.00	\$246.78	\$290.15	\$276.33	\$263.77	\$252.30
0-31	\$5,661	\$283.05	\$269.57	\$257.32	\$246.13	\$289.35	\$275.57	\$263.05	\$251.61	\$295.70	\$281.62	\$268.82	\$257.13
0-32	\$5,773	\$288.65	\$274.90	\$262.41	\$251.00	\$294.95	\$280.90	\$268.14	\$256.48	\$301.30	\$286.95	\$273.91	\$262.00
0-33	\$5,889	\$294.45	\$280.43	\$267.68	\$256.04	\$300.75	\$286.43	\$273.41	\$261.52	\$307.10	\$292.48	\$279.18	\$267.04
0-34	\$6,007	\$300.35	\$286.05	\$273.05	\$261.17	\$306.65	\$292.05	\$278.77	\$266.65	\$313.00	\$298.10	\$284.55	\$272.17
0-35	\$6,127	\$306.35	\$291.76	\$278.50	\$266.39	\$312.65	\$297.76	\$284.23	\$271.87	\$319.00	\$303.81	\$290.00	\$277.39
0-36	\$6,250	\$312.50	\$297.62	\$284.09	\$271.74	\$318.80	\$303.62	\$289.82	\$277.22	\$325.15	\$309.67	\$295.59	\$282.74
0-37	\$6,375	\$318.75	\$303.57	\$289.77	\$277.17	\$325.05	\$309.57	\$295.50	\$282.65	\$331.40	\$315.62	\$301.27	\$288.17
0-38	\$6,502	\$325.10	\$309.62	\$295.55	\$282.70	\$331.40	\$315.62	\$301.27	\$288.17	\$337.75	\$321.67	\$307.05	\$293.70
0-39	\$6,632	\$331.60	\$315.81	\$301.45	\$288.35	\$337.90	\$321.81	\$307.18	\$293.83	\$344.25	\$327.86	\$312.95	\$299.35
0-40	\$6,765	\$338.25	\$322.14	\$307.50	\$294.13	\$344.55	\$328.14	\$313.23	\$299.61	\$350.90	\$334.19	\$319.00	\$305.13
0-41	\$6,900	\$345.00	\$328.57	\$313.64	\$300.00	\$351.30	\$334.57	\$319.36	\$305.48	\$357.65	\$340.62	\$325.14	\$311.00
0-42	\$7,038	\$351.90	\$335.14	\$319.91	\$306.00	\$358.20	\$341.14	\$325.64	\$311.48	\$364.55	\$347.19	\$331.41	\$317.00
0-43	\$7,179	\$358.95	\$341.86	\$326.32	\$312.13	\$365.25	\$347.86	\$332.05	\$317.61	\$371.60	\$353.90	\$337.82	\$323.13
0-44	\$7,322	\$366.10	\$348.67	\$332.82	\$318.35	\$372.40	\$354.67	\$338.55	\$323.83	\$378.75	\$360.71	\$344.32	\$329.35
0-45	\$7,468	\$373.40	\$355.62	\$339.45	\$324.70	\$379.70	\$361.62	\$345.18	\$330.17	\$386.05	\$367.67	\$350.95	\$335.70
0-46	\$7,618	\$380.90	\$362.76	\$346.27	\$331.22	\$387.20	\$368.76	\$352.00	\$336.70	\$393.55	\$374.81	\$357.77	\$342.22

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 2%**

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	\$3,313	\$165.65	\$157.76	\$150.59	\$144.04	\$171.95	\$163.76	\$156.32	\$149.52	\$178.30	\$169.81	\$162.09	\$155.04
0-2	\$3,463	\$173.15	\$164.90	\$157.41	\$150.57	\$179.45	\$170.90	\$163.14	\$156.04	\$185.80	\$176.95	\$168.91	\$161.57
0-3	\$3,609	\$180.45	\$171.86	\$164.05	\$156.91	\$186.75	\$177.86	\$169.77	\$162.39	\$193.10	\$183.90	\$175.55	\$167.91
0-4	\$3,727	\$186.35	\$177.48	\$169.41	\$162.04	\$192.65	\$183.48	\$175.14	\$167.52	\$199.00	\$189.52	\$180.91	\$173.04
0-5	\$3,780	\$189.00	\$180.00	\$171.82	\$164.35	\$195.30	\$186.00	\$177.55	\$169.83	\$201.65	\$192.05	\$183.32	\$175.35
0-6	\$3,836	\$191.80	\$182.67	\$174.36	\$166.78	\$198.10	\$188.67	\$180.09	\$172.26	\$204.45	\$194.71	\$185.86	\$177.78
0-7	\$3,893	\$194.65	\$185.38	\$176.95	\$169.26	\$200.95	\$191.38	\$182.68	\$174.74	\$207.30	\$197.43	\$188.45	\$180.26
0-8	\$3,948	\$197.40	\$188.00	\$179.45	\$171.65	\$203.70	\$194.00	\$185.18	\$177.13	\$210.05	\$200.05	\$190.95	\$182.65
0-9	\$4,006	\$200.30	\$190.76	\$182.09	\$174.17	\$206.60	\$196.76	\$187.82	\$179.65	\$212.95	\$202.81	\$193.59	\$185.17
0-10	\$4,062	\$203.10	\$193.43	\$184.64	\$176.61	\$209.40	\$199.43	\$190.36	\$182.09	\$215.75	\$205.48	\$196.14	\$187.61
0-11	\$4,122	\$206.10	\$196.29	\$187.36	\$179.22	\$212.40	\$202.29	\$193.09	\$184.70	\$218.75	\$208.33	\$198.86	\$190.22
0-12	\$4,183	\$209.15	\$199.19	\$190.14	\$181.87	\$215.45	\$205.19	\$195.86	\$187.35	\$221.80	\$211.24	\$201.64	\$192.87
0-13	\$4,246	\$212.30	\$202.19	\$193.00	\$184.61	\$218.60	\$208.19	\$198.73	\$190.09	\$224.95	\$214.24	\$204.50	\$195.61
0-14	\$4,310	\$215.50	\$205.24	\$195.91	\$187.39	\$221.80	\$211.24	\$201.64	\$192.87	\$228.15	\$217.29	\$207.41	\$198.39
0-15	\$4,373	\$218.65	\$208.24	\$198.77	\$190.13	\$224.95	\$214.24	\$204.50	\$195.61	\$231.30	\$220.29	\$210.27	\$201.13
0-16	\$4,440	\$222.00	\$211.43	\$201.82	\$193.04	\$228.30	\$217.43	\$207.55	\$198.52	\$234.65	\$223.48	\$213.32	\$204.04
0-17	\$4,506	\$225.30	\$214.57	\$204.82	\$195.91	\$231.60	\$220.57	\$210.55	\$201.39	\$237.95	\$226.62	\$216.32	\$206.91
0-18	\$4,575	\$228.75	\$217.86	\$207.95	\$198.91	\$235.05	\$223.86	\$213.68	\$204.39	\$241.40	\$229.90	\$219.45	\$209.91
0-19	\$4,645	\$232.25	\$221.19	\$211.14	\$201.96	\$238.55	\$227.19	\$216.86	\$207.43	\$244.90	\$233.24	\$222.64	\$212.96
0-20	\$4,719	\$235.95	\$224.71	\$214.50	\$205.17	\$242.25	\$230.71	\$220.23	\$210.65	\$248.60	\$236.76	\$226.00	\$216.17
0-21	\$4,791	\$239.55	\$228.14	\$217.77	\$208.30	\$245.85	\$234.14	\$223.50	\$213.78	\$252.20	\$240.19	\$229.27	\$219.30
0-22	\$4,864	\$243.20	\$231.62	\$221.09	\$211.48	\$249.50	\$237.62	\$226.82	\$216.96	\$255.85	\$243.67	\$232.59	\$222.48
0-23	\$4,940	\$247.00	\$235.24	\$224.55	\$214.78	\$253.30	\$241.24	\$230.27	\$220.26	\$259.65	\$247.29	\$236.05	\$225.78

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 2%, 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	\$5,017	\$250.85	\$238.90	\$228.05	\$218.13	\$257.15	\$244.90	\$233.77	\$223.61	\$263.50	\$250.95	\$239.55	\$229.13
0-25	\$5,096	\$254.80	\$242.67	\$231.64	\$221.57	\$261.10	\$248.67	\$237.36	\$227.04	\$267.45	\$254.71	\$243.14	\$232.57
0-26	\$5,177	\$258.85	\$246.52	\$235.32	\$225.09	\$265.15	\$252.52	\$241.05	\$230.57	\$271.50	\$258.57	\$246.82	\$236.09
0-27	\$5,281	\$264.05	\$251.48	\$240.05	\$229.61	\$270.35	\$257.48	\$245.77	\$235.09	\$276.70	\$263.52	\$251.55	\$240.61
0-28	\$5,387	\$269.35	\$256.52	\$244.86	\$234.22	\$275.65	\$262.52	\$250.59	\$239.70	\$282.00	\$268.57	\$256.36	\$245.22
0-29	\$5,495	\$274.75	\$261.67	\$249.77	\$238.91	\$281.05	\$267.67	\$255.50	\$244.39	\$287.40	\$273.71	\$261.27	\$249.91
0-30	\$5,604	\$280.20	\$266.86	\$254.73	\$243.65	\$286.50	\$272.86	\$260.45	\$249.13	\$292.85	\$278.90	\$266.23	\$254.65
0-31	\$5,716	\$285.80	\$272.19	\$259.82	\$248.52	\$292.10	\$278.19	\$265.55	\$254.00	\$298.45	\$284.24	\$271.32	\$259.52
0-32	\$5,831	\$291.55	\$277.67	\$265.05	\$253.52	\$297.85	\$283.67	\$270.77	\$259.00	\$304.20	\$289.71	\$276.55	\$264.52
0-33	\$5,948	\$297.40	\$283.24	\$270.36	\$258.61	\$303.70	\$289.24	\$276.09	\$264.09	\$310.05	\$295.29	\$281.86	\$269.61
0-34	\$6,066	\$303.30	\$288.86	\$275.73	\$263.74	\$309.60	\$294.86	\$281.45	\$269.22	\$315.95	\$300.90	\$287.23	\$274.74
0-35	\$6,188	\$309.40	\$294.67	\$281.27	\$269.04	\$315.70	\$300.67	\$287.00	\$274.52	\$322.05	\$306.71	\$292.77	\$280.04
0-36	\$6,312	\$315.60	\$300.57	\$286.91	\$274.43	\$321.90	\$306.57	\$292.64	\$279.91	\$328.25	\$312.62	\$298.41	\$285.43
0-37	\$6,438	\$321.90	\$306.57	\$292.64	\$279.91	\$328.20	\$312.57	\$298.36	\$285.39	\$334.55	\$318.62	\$304.14	\$290.91
0-38	\$6,567	\$328.35	\$312.71	\$298.50	\$285.52	\$334.65	\$318.71	\$304.23	\$291.00	\$341.00	\$324.76	\$310.00	\$296.52
0-39	\$6,698	\$334.90	\$318.95	\$304.45	\$291.22	\$341.20	\$324.95	\$310.18	\$296.70	\$347.55	\$331.00	\$315.95	\$302.22
0-40	\$6,831	\$341.55	\$325.29	\$310.50	\$297.00	\$347.85	\$331.29	\$316.23	\$302.48	\$354.20	\$337.33	\$322.00	\$308.00
0-41	\$6,968	\$348.40	\$331.81	\$316.73	\$302.96	\$354.70	\$337.81	\$322.45	\$308.43	\$361.05	\$343.86	\$328.23	\$313.96
0-42	\$7,107	\$355.35	\$338.43	\$323.05	\$309.00	\$361.65	\$344.43	\$328.77	\$314.48	\$368.00	\$350.48	\$334.55	\$320.00
0-43	\$7,249	\$362.45	\$345.19	\$329.50	\$315.17	\$368.75	\$351.19	\$335.23	\$320.65	\$375.10	\$357.24	\$341.00	\$326.17
0-44	\$7,394	\$369.70	\$352.10	\$336.09	\$321.48	\$376.00	\$358.10	\$341.82	\$326.96	\$382.35	\$364.14	\$347.59	\$332.48
0-45	\$7,542	\$377.10	\$359.14	\$342.82	\$327.91	\$383.40	\$365.14	\$348.55	\$333.39	\$389.75	\$371.19	\$354.32	\$338.91
0-46	\$7,693	\$384.65	\$366.33	\$349.68	\$334.48	\$390.95	\$372.33	\$355.41	\$339.96	\$397.30	\$378.38	\$361.18	\$345.48

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 3%**

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	\$3,345	\$167.25	\$159.29	\$152.05	\$145.43	\$173.55	\$165.29	\$157.77	\$150.91	\$179.90	\$171.33	\$163.55	\$156.43
0-2	\$3,497	\$174.85	\$166.52	\$158.95	\$152.04	\$181.15	\$172.52	\$164.68	\$157.52	\$187.50	\$178.57	\$170.45	\$163.04
0-3	\$3,644	\$182.20	\$173.52	\$165.64	\$158.43	\$188.50	\$179.52	\$171.36	\$163.91	\$194.85	\$185.57	\$177.14	\$169.43
0-4	\$3,763	\$188.15	\$179.19	\$171.05	\$163.61	\$194.45	\$185.19	\$176.77	\$169.09	\$200.80	\$191.24	\$182.55	\$174.61
0-5	\$3,816	\$190.80	\$181.71	\$173.45	\$165.91	\$197.10	\$187.71	\$179.18	\$171.39	\$203.45	\$193.76	\$184.95	\$176.91
0-6	\$3,873	\$193.65	\$184.43	\$176.05	\$168.39	\$199.95	\$190.43	\$181.77	\$173.87	\$206.30	\$196.48	\$187.55	\$179.39
0-7	\$3,931	\$196.55	\$187.19	\$178.68	\$170.91	\$202.85	\$193.19	\$184.41	\$176.39	\$209.20	\$199.24	\$190.18	\$181.91
0-8	\$3,987	\$199.35	\$189.86	\$181.23	\$173.35	\$205.65	\$195.86	\$186.95	\$178.83	\$212.00	\$201.90	\$192.73	\$184.35
0-9	\$4,045	\$202.25	\$192.62	\$183.86	\$175.87	\$208.55	\$198.62	\$189.59	\$181.35	\$214.90	\$204.67	\$195.36	\$186.87
0-10	\$4,102	\$205.10	\$195.33	\$186.45	\$178.35	\$211.40	\$201.33	\$192.18	\$183.83	\$217.75	\$207.38	\$197.95	\$189.35
0-11	\$4,163	\$208.15	\$198.24	\$189.23	\$181.00	\$214.45	\$204.24	\$194.95	\$186.48	\$220.80	\$210.29	\$200.73	\$192.00
0-12	\$4,224	\$211.20	\$201.14	\$192.00	\$183.65	\$217.50	\$207.14	\$197.73	\$189.13	\$223.85	\$213.19	\$203.50	\$194.65
0-13	\$4,288	\$214.40	\$204.19	\$194.91	\$186.43	\$220.70	\$210.19	\$200.64	\$191.91	\$227.05	\$216.24	\$206.41	\$197.43
0-14	\$4,352	\$217.60	\$207.24	\$197.82	\$189.22	\$223.90	\$213.24	\$203.55	\$194.70	\$230.25	\$219.29	\$209.32	\$200.22
0-15	\$4,416	\$220.80	\$210.29	\$200.73	\$192.00	\$227.10	\$216.29	\$206.45	\$197.48	\$233.45	\$222.33	\$212.23	\$203.00
0-16	\$4,484	\$224.20	\$213.52	\$203.82	\$194.96	\$230.50	\$219.52	\$209.55	\$200.43	\$236.85	\$225.57	\$215.32	\$205.96
0-17	\$4,550	\$227.50	\$216.67	\$206.82	\$197.83	\$233.80	\$222.67	\$212.55	\$203.30	\$240.15	\$228.71	\$218.32	\$208.83
0-18	\$4,621	\$231.05	\$220.05	\$210.05	\$200.91	\$237.35	\$226.05	\$215.77	\$206.39	\$243.70	\$232.10	\$221.55	\$211.91
0-19	\$4,691	\$234.55	\$223.38	\$213.23	\$203.96	\$240.85	\$229.38	\$218.95	\$209.43	\$247.20	\$235.43	\$224.73	\$214.96
0-20	\$4,766	\$238.30	\$226.95	\$216.64	\$207.22	\$244.60	\$232.95	\$222.36	\$212.70	\$250.95	\$239.00	\$228.14	\$218.22
0-21	\$4,838	\$241.90	\$230.38	\$219.91	\$210.35	\$248.20	\$236.38	\$225.64	\$215.83	\$254.55	\$242.43	\$231.41	\$221.35
0-22	\$4,912	\$245.60	\$233.90	\$223.27	\$213.57	\$251.90	\$239.90	\$229.00	\$219.04	\$258.25	\$245.95	\$234.77	\$224.57
0-23	\$4,988	\$249.40	\$237.52	\$226.73	\$216.87	\$255.70	\$243.52	\$232.45	\$222.35	\$262.05	\$249.57	\$238.23	\$227.87

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 3%, 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	\$5,067	\$253.35	\$241.29	\$230.32	\$220.30	\$259.65	\$247.29	\$236.05	\$225.78	\$266.00	\$253.33	\$241.82	\$231.30
0-25	\$5,146	\$257.30	\$245.05	\$233.91	\$223.74	\$263.60	\$251.05	\$239.64	\$229.22	\$269.95	\$257.10	\$245.41	\$234.74
0-26	\$5,228	\$261.40	\$248.95	\$237.64	\$227.30	\$267.70	\$254.95	\$243.36	\$232.78	\$274.05	\$261.00	\$249.14	\$238.30
0-27	\$5,332	\$266.60	\$253.90	\$242.36	\$231.83	\$272.90	\$259.90	\$248.09	\$237.30	\$279.25	\$265.95	\$253.86	\$242.83
0-28	\$5,439	\$271.95	\$259.00	\$247.23	\$236.48	\$278.25	\$265.00	\$252.95	\$241.96	\$284.60	\$271.05	\$258.73	\$247.48
0-29	\$5,549	\$277.45	\$264.24	\$252.23	\$241.26	\$283.75	\$270.24	\$257.95	\$246.74	\$290.10	\$276.29	\$263.73	\$252.26
0-30	\$5,660	\$283.00	\$269.52	\$257.27	\$246.09	\$289.30	\$275.52	\$263.00	\$251.57	\$295.65	\$281.57	\$268.77	\$257.09
0-31	\$5,772	\$288.60	\$274.86	\$262.36	\$250.96	\$294.90	\$280.86	\$268.09	\$256.43	\$301.25	\$286.90	\$273.86	\$261.96
0-32	\$5,887	\$294.35	\$280.33	\$267.59	\$255.96	\$300.65	\$286.33	\$273.32	\$261.43	\$307.00	\$292.38	\$279.09	\$266.96
0-33	\$6,006	\$300.30	\$286.00	\$273.00	\$261.13	\$306.60	\$292.00	\$278.73	\$266.61	\$312.95	\$298.05	\$284.50	\$272.13
0-34	\$6,126	\$306.30	\$291.71	\$278.45	\$266.35	\$312.60	\$297.71	\$284.18	\$271.83	\$318.95	\$303.76	\$289.95	\$277.35
0-35	\$6,249	\$312.45	\$297.57	\$284.05	\$271.70	\$318.75	\$303.57	\$289.77	\$277.17	\$325.10	\$309.62	\$295.55	\$282.70
0-36	\$6,373	\$318.65	\$303.48	\$289.68	\$277.09	\$324.95	\$309.48	\$295.41	\$282.57	\$331.30	\$315.52	\$301.18	\$288.09
0-37	\$6,501	\$325.05	\$309.57	\$295.50	\$282.65	\$331.35	\$315.57	\$301.23	\$288.13	\$337.70	\$321.62	\$307.00	\$293.65
0-38	\$6,631	\$331.55	\$315.76	\$301.41	\$288.30	\$337.85	\$321.76	\$307.14	\$293.78	\$344.20	\$327.81	\$312.91	\$299.30
0-39	\$6,764	\$338.20	\$322.10	\$307.45	\$294.09	\$344.50	\$328.10	\$313.18	\$299.57	\$350.85	\$334.14	\$318.95	\$305.09
0-40	\$6,899	\$344.95	\$328.52	\$313.59	\$299.96	\$351.25	\$334.52	\$319.32	\$305.43	\$357.60	\$340.57	\$325.09	\$310.96
0-41	\$7,037	\$351.85	\$335.10	\$319.86	\$305.96	\$358.15	\$341.10	\$325.59	\$311.43	\$364.50	\$347.14	\$331.36	\$316.96
0-42	\$7,178	\$358.90	\$341.81	\$326.27	\$312.09	\$365.20	\$347.81	\$332.00	\$317.57	\$371.55	\$353.86	\$337.77	\$323.09
0-43	\$7,321	\$366.05	\$348.62	\$332.77	\$318.30	\$372.35	\$354.62	\$338.50	\$323.78	\$378.70	\$360.67	\$344.27	\$329.30
0-44	\$7,467	\$373.35	\$355.57	\$339.41	\$324.65	\$379.65	\$361.57	\$345.14	\$330.13	\$386.00	\$367.62	\$350.91	\$335.65
0-45	\$7,616	\$380.80	\$362.67	\$346.18	\$331.13	\$387.10	\$368.67	\$351.91	\$336.61	\$393.45	\$374.71	\$357.68	\$342.13
0-46	\$7,769	\$388.45	\$369.95	\$353.14	\$337.78	\$394.75	\$375.95	\$358.86	\$343.26	\$401.10	\$382.00	\$364.64	\$348.78

2004-2005 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	\$3,377	\$168.85	\$160.81	\$153.50	\$146.83	\$175.15	\$166.81	\$159.23	\$152.30	\$181.50	\$172.86	\$165.00	\$157.83
0-2	\$3,532	\$176.60	\$168.19	\$160.55	\$153.57	\$182.90	\$174.19	\$166.27	\$159.04	\$189.25	\$180.24	\$172.05	\$164.57
0-3	\$3,680	\$184.00	\$175.24	\$167.27	\$160.00	\$190.30	\$181.24	\$173.00	\$165.48	\$196.65	\$187.29	\$178.77	\$171.00
0-4	\$3,799	\$189.95	\$180.90	\$172.68	\$165.17	\$196.25	\$186.90	\$178.41	\$170.65	\$202.60	\$192.95	\$184.18	\$176.17
0-5	\$3,854	\$192.70	\$183.52	\$175.18	\$167.57	\$199.00	\$189.52	\$180.91	\$173.04	\$205.35	\$195.57	\$186.68	\$178.57
0-6	\$3,910	\$195.50	\$186.19	\$177.73	\$170.00	\$201.80	\$192.19	\$183.45	\$175.48	\$208.15	\$198.24	\$189.23	\$181.00
0-7	\$3,969	\$198.45	\$189.00	\$180.41	\$172.57	\$204.75	\$195.00	\$186.14	\$178.04	\$211.10	\$201.05	\$191.91	\$183.57
0-8	\$4,026	\$201.30	\$191.71	\$183.00	\$175.04	\$207.60	\$197.71	\$188.73	\$180.52	\$213.95	\$203.76	\$194.50	\$186.04
0-9	\$4,084	\$204.20	\$194.48	\$185.64	\$177.57	\$210.50	\$200.48	\$191.36	\$183.04	\$216.85	\$206.52	\$197.14	\$188.57
0-10	\$4,142	\$207.10	\$197.24	\$188.27	\$180.09	\$213.40	\$203.24	\$194.00	\$185.57	\$219.75	\$209.29	\$199.77	\$191.09
0-11	\$4,204	\$210.20	\$200.19	\$191.09	\$182.78	\$216.50	\$206.19	\$196.82	\$188.26	\$222.85	\$212.24	\$202.59	\$193.78
0-12	\$4,265	\$213.25	\$203.10	\$193.86	\$185.43	\$219.55	\$209.10	\$199.59	\$190.91	\$225.90	\$215.14	\$205.36	\$196.43
0-13	\$4,329	\$216.45	\$206.14	\$196.77	\$188.22	\$222.75	\$212.14	\$202.50	\$193.70	\$229.10	\$218.19	\$208.27	\$199.22
0-14	\$4,394	\$219.70	\$209.24	\$199.73	\$191.04	\$226.00	\$215.24	\$205.45	\$196.52	\$232.35	\$221.29	\$211.23	\$202.04
0-15	\$4,459	\$222.95	\$212.33	\$202.68	\$193.87	\$229.25	\$218.33	\$208.41	\$199.35	\$235.60	\$224.38	\$214.18	\$204.87
0-16	\$4,527	\$226.35	\$215.57	\$205.77	\$196.83	\$232.65	\$221.57	\$211.50	\$202.30	\$239.00	\$227.62	\$217.27	\$207.83
0-17	\$4,595	\$229.75	\$218.81	\$208.86	\$199.78	\$236.05	\$224.81	\$214.59	\$205.26	\$242.40	\$230.86	\$220.36	\$210.78
0-18	\$4,665	\$233.25	\$222.14	\$212.05	\$202.83	\$239.55	\$228.14	\$217.77	\$208.30	\$245.90	\$234.19	\$223.55	\$213.83
0-19	\$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
0-20	\$4,812	\$240.60	\$229.14	\$218.73	\$209.22	\$246.90	\$235.14	\$224.45	\$214.70	\$253.25	\$241.19	\$230.23	\$220.22
0-21	\$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
0-22	\$4,959	\$247.95	\$236.14	\$225.41	\$215.61	\$254.25	\$242.14	\$231.14	\$221.09	\$260.60	\$248.19	\$236.91	\$226.61
0-23	\$5,037	\$251.85	\$239.86	\$228.95	\$219.00	\$258.15	\$245.86	\$234.68	\$224.48	\$264.50	\$251.90	\$240.45	\$230.00

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 4%, 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	\$5,115	\$255.75	\$243.57	\$232.50	\$222.39	\$262.05	\$249.57	\$238.23	\$227.87	\$268.40	\$255.62	\$244.00	\$233.39
0-25	\$5,197	\$259.85	\$247.48	\$236.23	\$225.96	\$266.15	\$253.48	\$241.95	\$231.43	\$272.50	\$259.52	\$247.73	\$236.96
0-26	\$5,279	\$263.95	\$251.38	\$239.95	\$229.52	\$270.25	\$257.38	\$245.68	\$235.00	\$276.60	\$263.43	\$251.45	\$240.52
0-27	\$5,385	\$269.25	\$256.43	\$244.77	\$234.13	\$275.55	\$262.43	\$250.50	\$239.61	\$281.90	\$268.48	\$256.27	\$245.13
0-28	\$5,493	\$274.65	\$261.57	\$249.68	\$238.83	\$280.95	\$267.57	\$255.41	\$244.30	\$287.30	\$273.62	\$261.18	\$249.83
0-29	\$5,602	\$280.10	\$266.76	\$254.64	\$243.57	\$286.40	\$272.76	\$260.36	\$249.04	\$292.75	\$278.81	\$266.14	\$254.57
0-30	\$5,714	\$285.70	\$272.10	\$259.73	\$248.43	\$292.00	\$278.10	\$265.45	\$253.91	\$298.35	\$284.14	\$271.23	\$259.43
0-31	\$5,829	\$291.45	\$277.57	\$264.95	\$253.43	\$297.75	\$283.57	\$270.68	\$258.91	\$304.10	\$289.62	\$276.45	\$264.43
0-32	\$5,945	\$297.25	\$283.10	\$270.23	\$258.48	\$303.55	\$289.10	\$275.95	\$263.96	\$309.90	\$295.14	\$281.73	\$269.48
0-33	\$6,064	\$303.20	\$288.76	\$275.64	\$263.65	\$309.50	\$294.76	\$281.36	\$269.13	\$315.85	\$300.81	\$287.14	\$274.65
0-34	\$6,185	\$309.25	\$294.52	\$281.14	\$268.91	\$315.55	\$300.52	\$286.86	\$274.39	\$321.90	\$306.57	\$292.64	\$279.91
0-35	\$6,309	\$315.45	\$300.43	\$286.77	\$274.30	\$321.75	\$306.43	\$292.50	\$279.78	\$328.10	\$312.48	\$298.27	\$285.30
0-36	\$6,436	\$321.80	\$306.48	\$292.55	\$279.83	\$328.10	\$312.48	\$298.27	\$285.30	\$334.45	\$318.52	\$304.05	\$290.83
0-37	\$6,565	\$328.25	\$312.62	\$298.41	\$285.43	\$334.55	\$318.62	\$304.14	\$290.91	\$340.90	\$324.67	\$309.91	\$296.43
0-38	\$6,696	\$334.80	\$318.86	\$304.36	\$291.13	\$341.10	\$324.86	\$310.09	\$296.61	\$347.45	\$330.90	\$315.86	\$302.13
0-39	\$6,829	\$341.45	\$325.19	\$310.41	\$296.91	\$347.75	\$331.19	\$316.14	\$302.39	\$354.10	\$337.24	\$321.91	\$307.91
0-40	\$6,965	\$348.25	\$331.67	\$316.59	\$302.83	\$354.55	\$337.67	\$322.32	\$308.30	\$360.90	\$343.71	\$328.09	\$313.83
0-41	\$7,104	\$355.20	\$338.29	\$322.91	\$308.87	\$361.50	\$344.29	\$328.64	\$314.35	\$367.85	\$350.33	\$334.41	\$319.87
0-42	\$7,247	\$362.35	\$345.10	\$329.41	\$315.09	\$368.65	\$351.10	\$335.14	\$320.57	\$375.00	\$357.14	\$340.91	\$326.09
0-43	\$7,391	\$369.55	\$351.95	\$335.95	\$321.35	\$375.85	\$357.95	\$341.68	\$326.83	\$382.20	\$364.00	\$347.45	\$332.35
0-44	\$7,539	\$376.95	\$359.00	\$342.68	\$327.78	\$383.25	\$365.00	\$348.41	\$333.26	\$389.60	\$371.05	\$354.18	\$338.78
0-45	\$7,690	\$384.50	\$366.19	\$349.55	\$334.35	\$390.80	\$372.19	\$355.27	\$339.83	\$397.15	\$378.24	\$361.05	\$345.35
0-46	\$7,844	\$392.20	\$373.52	\$356.55	\$341.04	\$398.50	\$379.52	\$362.27	\$346.52	\$404.85	\$385.57	\$368.05	\$352.04

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 5%**

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	\$3,410	\$170.50	\$162.38	\$155.00	\$148.26	\$176.80	\$168.38	\$160.73	\$153.74	\$183.15	\$174.43	\$166.50	\$159.26
0-2	\$3,566	\$178.30	\$169.81	\$162.09	\$155.04	\$184.60	\$175.81	\$167.82	\$160.52	\$190.95	\$181.86	\$173.59	\$166.04
0-3	\$3,716	\$185.80	\$176.95	\$168.91	\$161.57	\$192.10	\$182.95	\$174.64	\$167.04	\$198.45	\$189.00	\$180.41	\$172.57
0-4	\$3,836	\$191.80	\$182.67	\$174.36	\$166.78	\$198.10	\$188.67	\$180.09	\$172.26	\$204.45	\$194.71	\$185.86	\$177.78
0-5	\$3,891	\$194.55	\$185.29	\$176.86	\$169.17	\$200.85	\$191.29	\$182.59	\$174.65	\$207.20	\$197.33	\$188.36	\$180.17
0-6	\$3,948	\$197.40	\$188.00	\$179.45	\$171.65	\$203.70	\$194.00	\$185.18	\$177.13	\$210.05	\$200.05	\$190.95	\$182.65
0-7	\$4,008	\$200.40	\$190.86	\$182.18	\$174.26	\$206.70	\$196.86	\$187.91	\$179.74	\$213.05	\$202.90	\$193.68	\$185.26
0-8	\$4,064	\$203.20	\$193.52	\$184.73	\$176.70	\$209.50	\$199.52	\$190.45	\$182.17	\$215.85	\$205.57	\$196.23	\$187.70
0-9	\$4,123	\$206.15	\$196.33	\$187.41	\$179.26	\$212.45	\$202.33	\$193.14	\$184.74	\$218.80	\$208.38	\$198.91	\$190.26
0-10	\$4,182	\$209.10	\$199.14	\$190.09	\$181.83	\$215.40	\$205.14	\$195.82	\$187.30	\$221.75	\$211.19	\$201.59	\$192.83
0-11	\$4,244	\$212.20	\$202.10	\$192.91	\$184.52	\$218.50	\$208.10	\$198.64	\$190.00	\$224.85	\$214.14	\$204.41	\$195.52
0-12	\$4,307	\$215.35	\$205.10	\$195.77	\$187.26	\$221.65	\$211.10	\$201.50	\$192.74	\$228.00	\$217.14	\$207.27	\$198.26
0-13	\$4,371	\$218.55	\$208.14	\$198.68	\$190.04	\$224.85	\$214.14	\$204.41	\$195.52	\$231.20	\$220.19	\$210.18	\$201.04
0-14	\$4,437	\$221.85	\$211.29	\$201.68	\$192.91	\$228.15	\$217.29	\$207.41	\$198.39	\$234.50	\$223.33	\$213.18	\$203.91
0-15	\$4,502	\$225.10	\$214.38	\$204.64	\$195.74	\$231.40	\$220.38	\$210.36	\$201.22	\$237.75	\$226.43	\$216.14	\$206.74
0-16	\$4,570	\$228.50	\$217.62	\$207.73	\$198.70	\$234.80	\$223.62	\$213.45	\$204.17	\$241.15	\$229.67	\$219.23	\$209.70
0-17	\$4,638	\$231.90	\$220.86	\$210.82	\$201.65	\$238.20	\$226.86	\$216.55	\$207.13	\$244.55	\$232.90	\$222.32	\$212.65
0-18	\$4,710	\$235.50	\$224.29	\$214.09	\$204.78	\$241.80	\$230.29	\$219.82	\$210.26	\$248.15	\$236.33	\$225.59	\$215.78
0-19	\$4,782	\$239.10	\$227.71	\$217.36	\$207.91	\$245.40	\$233.71	\$223.09	\$213.39	\$251.75	\$239.76	\$228.86	\$218.91
0-20	\$4,858	\$242.90	\$231.33	\$220.82	\$211.22	\$249.20	\$237.33	\$226.55	\$216.70	\$255.55	\$243.38	\$232.32	\$222.22
0-21	\$4,932	\$246.60	\$234.86	\$224.18	\$214.43	\$252.90	\$240.86	\$229.91	\$219.91	\$259.25	\$246.90	\$235.68	\$225.43
0-22	\$5,007	\$250.35	\$238.43	\$227.59	\$217.70	\$256.65	\$244.43	\$233.32	\$223.17	\$263.00	\$250.48	\$239.09	\$228.70
0-23	\$5,086	\$254.30	\$242.19	\$231.18	\$221.13	\$260.60	\$248.19	\$236.91	\$226.61	\$266.95	\$254.24	\$242.68	\$232.13

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 5%, 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	\$5,164	\$258.20	\$245.90	\$234.73	\$224.52	\$264.50	\$251.90	\$240.45	\$230.00	\$270.85	\$257.95	\$246.23	\$235.52
0-25	\$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
0-26	\$5,329	\$266.45	\$253.76	\$242.23	\$231.70	\$272.75	\$259.76	\$247.95	\$237.17	\$279.10	\$265.81	\$253.73	\$242.70
0-27	\$5,436	\$271.80	\$258.86	\$247.09	\$236.35	\$278.10	\$264.86	\$252.82	\$241.83	\$284.45	\$270.90	\$258.59	\$247.35
0-28	\$5,545	\$277.25	\$264.05	\$252.05	\$241.09	\$283.55	\$270.05	\$257.77	\$246.57	\$289.90	\$276.10	\$263.55	\$252.09
0-29	\$5,657	\$282.85	\$269.38	\$257.14	\$245.96	\$289.15	\$275.38	\$262.86	\$251.43	\$295.50	\$281.43	\$268.64	\$256.96
0-30	\$5,769	\$288.45	\$274.71	\$262.23	\$250.83	\$294.75	\$280.71	\$267.95	\$256.30	\$301.10	\$286.76	\$273.73	\$261.83
0-31	\$5,884	\$294.20	\$280.19	\$267.45	\$255.83	\$300.50	\$286.19	\$273.18	\$261.30	\$306.85	\$292.24	\$278.95	\$266.83
0-32	\$6,002	\$300.10	\$285.81	\$272.82	\$260.96	\$306.40	\$291.81	\$278.55	\$266.43	\$312.75	\$297.86	\$284.32	\$271.96
0-33	\$6,123	\$306.15	\$291.57	\$278.32	\$266.22	\$312.45	\$297.57	\$284.05	\$271.70	\$318.80	\$303.62	\$289.82	\$277.22
0-34	\$6,245	\$312.25	\$297.38	\$283.86	\$271.52	\$318.55	\$303.38	\$289.59	\$277.00	\$324.90	\$309.43	\$295.36	\$282.52
0-35	\$6,369	\$318.45	\$303.29	\$289.50	\$276.91	\$324.75	\$309.29	\$295.23	\$282.39	\$331.10	\$315.33	\$301.00	\$287.91
0-36	\$6,497	\$324.85	\$309.38	\$295.32	\$282.48	\$331.15	\$315.38	\$301.05	\$287.96	\$337.50	\$321.43	\$306.82	\$293.48
0-37	\$6,628	\$331.40	\$315.62	\$301.27	\$288.17	\$337.70	\$321.62	\$307.00	\$293.65	\$344.05	\$327.67	\$312.77	\$299.17
0-38	\$6,760	\$338.00	\$321.90	\$307.27	\$293.91	\$344.30	\$327.90	\$313.00	\$299.39	\$350.65	\$333.95	\$318.77	\$304.91
0-39	\$6,895	\$344.75	\$328.33	\$313.41	\$299.78	\$351.05	\$334.33	\$319.14	\$305.26	\$357.40	\$340.38	\$324.91	\$310.78
0-40	\$7,033	\$351.65	\$334.90	\$319.68	\$305.78	\$357.95	\$340.90	\$325.41	\$311.26	\$364.30	\$346.95	\$331.18	\$316.78
0-41	\$7,173	\$358.65	\$341.57	\$326.05	\$311.87	\$364.95	\$347.57	\$331.77	\$317.35	\$371.30	\$353.62	\$337.55	\$322.87
0-42	\$7,317	\$365.85	\$348.43	\$332.59	\$318.13	\$372.15	\$354.43	\$338.32	\$323.61	\$378.50	\$360.48	\$344.09	\$329.13
0-43	\$7,463	\$373.15	\$355.38	\$339.23	\$324.48	\$379.45	\$361.38	\$344.95	\$329.96	\$385.80	\$367.43	\$350.73	\$335.48
0-44	\$7,612	\$380.60	\$362.48	\$346.00	\$330.96	\$386.90	\$368.48	\$351.73	\$336.43	\$393.25	\$374.52	\$357.50	\$341.96
0-45	\$7,764	\$388.20	\$369.71	\$352.91	\$337.57	\$394.50	\$375.71	\$358.64	\$343.04	\$400.85	\$381.76	\$364.41	\$348.57
0-46	\$7,920	\$396.00	\$377.14	\$360.00	\$344.35	\$402.30	\$383.14	\$365.73	\$349.83	\$408.65	\$389.19	\$371.50	\$355.35

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%

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	\$3,443	\$172.15	\$163.95	\$156.50	\$149.70	\$178.45	\$169.95	\$162.23	\$155.17	\$184.80	\$176.00	\$168.00	\$160.70
0-2	\$3,599	\$179.95	\$171.38	\$163.59	\$156.48	\$186.25	\$177.38	\$169.32	\$161.96	\$192.60	\$183.43	\$175.09	\$167.48
0-3	\$3,751	\$187.55	\$178.62	\$170.50	\$163.09	\$193.85	\$184.62	\$176.23	\$168.57	\$200.20	\$190.67	\$182.00	\$174.09
0-4	\$3,873	\$193.65	\$184.43	\$176.05	\$168.39	\$199.95	\$190.43	\$181.77	\$173.87	\$206.30	\$196.48	\$187.55	\$179.39
0-5	\$3,928	\$196.40	\$187.05	\$178.55	\$170.78	\$202.70	\$193.05	\$184.27	\$176.26	\$209.05	\$199.10	\$190.05	\$181.78
0-6	\$3,986	\$199.30	\$189.81	\$181.18	\$173.30	\$205.60	\$195.81	\$186.91	\$178.78	\$211.95	\$201.86	\$192.68	\$184.30
0-7	\$4,045	\$202.25	\$192.62	\$183.86	\$175.87	\$208.55	\$198.62	\$189.59	\$181.35	\$214.90	\$204.67	\$195.36	\$186.87
0-8	\$4,103	\$205.15	\$195.38	\$186.50	\$178.39	\$211.45	\$201.38	\$192.23	\$183.87	\$217.80	\$207.43	\$198.00	\$189.39
0-9	\$4,163	\$208.15	\$198.24	\$189.23	\$181.00	\$214.45	\$204.24	\$194.95	\$186.48	\$220.80	\$210.29	\$200.73	\$192.00
0-10	\$4,221	\$211.05	\$201.00	\$191.86	\$183.52	\$217.35	\$207.00	\$197.59	\$189.00	\$223.70	\$213.05	\$203.36	\$194.52
0-11	\$4,285	\$214.25	\$204.05	\$194.77	\$186.30	\$220.55	\$210.05	\$200.50	\$191.78	\$226.90	\$216.10	\$206.27	\$197.30
0-12	\$4,347	\$217.35	\$207.00	\$197.59	\$189.00	\$223.65	\$213.00	\$203.32	\$194.48	\$230.00	\$219.05	\$209.09	\$200.00
0-13	\$4,412	\$220.60	\$210.10	\$200.55	\$191.83	\$226.90	\$216.10	\$206.27	\$197.30	\$233.25	\$222.14	\$212.05	\$202.83
0-14	\$4,479	\$223.95	\$213.29	\$203.59	\$194.74	\$230.25	\$219.29	\$209.32	\$200.22	\$236.60	\$225.33	\$215.09	\$205.74
0-15	\$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
0-16	\$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
0-17	\$4,682	\$234.10	\$222.95	\$212.82	\$203.57	\$240.40	\$228.95	\$218.55	\$209.04	\$246.75	\$235.00	\$224.32	\$214.57
0-18	\$4,755	\$237.75	\$226.43	\$216.14	\$206.74	\$244.05	\$232.43	\$221.86	\$212.22	\$250.40	\$238.48	\$227.64	\$217.74
0-19	\$4,827	\$241.35	\$229.86	\$219.41	\$209.87	\$247.65	\$235.86	\$225.14	\$215.35	\$254.00	\$241.90	\$230.91	\$220.87
0-20	\$4,905	\$245.25	\$233.57	\$222.95	\$213.26	\$251.55	\$239.57	\$228.68	\$218.74	\$257.90	\$245.62	\$234.45	\$224.26
0-21	\$4,979	\$248.95	\$237.10	\$226.32	\$216.48	\$255.25	\$243.10	\$232.05	\$221.96	\$261.60	\$249.14	\$237.82	\$227.48
0-22	\$5,055	\$252.75	\$240.71	\$229.77	\$219.78	\$259.05	\$246.71	\$235.50	\$225.26	\$265.40	\$252.76	\$241.27	\$230.78
0-23	\$5,134	\$256.70	\$244.48	\$233.36	\$223.22	\$263.00	\$250.48	\$239.09	\$228.70	\$269.35	\$256.52	\$244.86	\$234.22

2004-2005 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS**Base + 6%, 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	\$5,214	\$260.70	\$248.29	\$237.00	\$226.70	\$267.00	\$254.29	\$242.73	\$232.17	\$273.35	\$260.33	\$248.50	\$237.70
0-25	\$5,296	\$264.80	\$252.19	\$240.73	\$230.26	\$271.10	\$258.19	\$246.45	\$235.74	\$277.45	\$264.24	\$252.23	\$241.26
0-26	\$5,381	\$269.05	\$256.24	\$244.59	\$233.96	\$275.35	\$262.24	\$250.32	\$239.43	\$281.70	\$268.29	\$256.09	\$244.96
0-27	\$5,489	\$274.45	\$261.38	\$249.50	\$238.65	\$280.75	\$267.38	\$255.23	\$244.13	\$287.10	\$273.43	\$261.00	\$249.65
0-28	\$5,598	\$279.90	\$266.57	\$254.45	\$243.39	\$286.20	\$272.57	\$260.18	\$248.87	\$292.55	\$278.62	\$265.95	\$254.39
0-29	\$5,710	\$285.50	\$271.90	\$259.55	\$248.26	\$291.80	\$277.90	\$265.27	\$253.74	\$298.15	\$283.95	\$271.05	\$259.26
0-30	\$5,824	\$291.20	\$277.33	\$264.73	\$253.22	\$297.50	\$283.33	\$270.45	\$258.70	\$303.85	\$289.38	\$276.23	\$264.22
0-31	\$5,941	\$297.05	\$282.90	\$270.05	\$258.30	\$303.35	\$288.90	\$275.77	\$263.78	\$309.70	\$294.95	\$281.55	\$269.30
0-32	\$6,059	\$302.95	\$288.52	\$275.41	\$263.43	\$309.25	\$294.52	\$281.14	\$268.91	\$315.60	\$300.57	\$286.91	\$274.43
0-33	\$6,181	\$309.05	\$294.33	\$280.95	\$268.74	\$315.35	\$300.33	\$286.68	\$274.22	\$321.70	\$306.38	\$292.45	\$279.74
0-34	\$6,304	\$315.20	\$300.19	\$286.55	\$274.09	\$321.50	\$306.19	\$292.27	\$279.57	\$327.85	\$312.24	\$298.05	\$285.09
0-35	\$6,431	\$321.55	\$306.24	\$292.32	\$279.61	\$327.85	\$312.24	\$298.05	\$285.09	\$334.20	\$318.29	\$303.82	\$290.61
0-36	\$6,560	\$328.00	\$312.38	\$298.18	\$285.22	\$334.30	\$318.38	\$303.91	\$290.70	\$340.65	\$324.43	\$309.68	\$296.22
0-37	\$6,691	\$334.55	\$318.62	\$304.14	\$290.91	\$340.85	\$324.62	\$309.86	\$296.39	\$347.20	\$330.67	\$315.64	\$301.91
0-38	\$6,824	\$341.20	\$324.95	\$310.18	\$296.70	\$347.50	\$330.95	\$315.91	\$302.17	\$353.85	\$337.00	\$321.68	\$307.70
0-39	\$6,960	\$348.00	\$331.43	\$316.36	\$302.61	\$354.30	\$337.43	\$322.09	\$308.09	\$360.65	\$343.48	\$327.86	\$313.61
0-40	\$7,099	\$354.95	\$338.05	\$322.68	\$308.65	\$361.25	\$344.05	\$328.41	\$314.13	\$367.60	\$350.10	\$334.18	\$319.65
0-41	\$7,241	\$362.05	\$344.81	\$329.14	\$314.83	\$368.35	\$350.81	\$334.86	\$320.30	\$374.70	\$356.86	\$340.64	\$325.83
0-42	\$7,386	\$369.30	\$351.71	\$335.73	\$321.13	\$375.60	\$357.71	\$341.45	\$326.61	\$381.95	\$363.76	\$347.23	\$332.13
0-43	\$7,534	\$376.70	\$358.76	\$342.45	\$327.57	\$383.00	\$364.76	\$348.18	\$333.04	\$389.35	\$370.81	\$353.95	\$338.57
0-44	\$7,684	\$384.20	\$365.90	\$349.27	\$334.09	\$390.50	\$371.90	\$355.00	\$339.57	\$396.85	\$377.95	\$360.77	\$345.09
0-45	\$7,838	\$391.90	\$373.24	\$356.27	\$340.78	\$398.20	\$379.24	\$362.00	\$346.26	\$404.55	\$385.29	\$367.77	\$351.78
0-46	\$7,995	\$399.75	\$380.71	\$363.41	\$347.61	\$406.05	\$386.71	\$369.14	\$353.09	\$412.40	\$392.76	\$374.91	\$358.61

2004-2005
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	\$3,248								
5	\$3,396								
6	\$3,539								
7	\$3,653								
8	\$3,706	\$3,706							
9	\$3,760	\$3,760							
10	\$3,816	\$3,816	\$3,871						
11	\$3,871	\$3,871	\$3,927						
12	\$3,927	\$3,927	\$3,983	\$4,042					
13	\$3,983	\$3,983	\$4,042	\$4,101	\$4,163				
14	\$4,042	\$4,042	\$4,101	\$4,163	\$4,225	\$4,288			
15	\$4,101	\$4,101	\$4,163	\$4,225	\$4,288	\$4,353			
16	\$4,163	\$4,163	\$4,225	\$4,288	\$4,353	\$4,417	\$4,486		
17	\$4,225	\$4,225	\$4,288	\$4,353	\$4,417	\$4,486	\$4,554	\$4,697	
18	\$4,288	\$4,288	\$4,353	\$4,417	\$4,486	\$4,554	\$4,627	\$4,769	\$4,843
19	\$4,353	\$4,353	\$4,417	\$4,486	\$4,554	\$4,627	\$4,697	\$4,843	\$4,919
20	\$4,417	\$4,417	\$4,486	\$4,554	\$4,627	\$4,697	\$4,769	\$4,919	\$4,996
21	\$4,486	\$4,486	\$4,554	\$4,627	\$4,697	\$4,769	\$4,843	\$4,996	\$5,076
22	\$4,554	\$4,554	\$4,627	\$4,697	\$4,769	\$4,843	\$4,919	\$5,076	\$5,177
23	\$4,627	\$4,627	\$4,697	\$4,769	\$4,843	\$4,919	\$4,996	\$5,177	\$5,281
24	\$4,697	\$4,697	\$4,769	\$4,843	\$4,919	\$4,996	\$5,076	\$5,281	\$5,387
25	\$4,769	\$4,769	\$4,843	\$4,919	\$4,996	\$5,076	\$5,177	\$5,387	\$5,495
26	\$4,843	\$4,843	\$4,919	\$4,996	\$5,076	\$5,177	\$5,281	\$5,495	\$5,604
27	\$4,919	\$4,919	\$4,996	\$5,076	\$5,177	\$5,281	\$5,387	\$5,604	\$5,716
28	\$4,996	\$4,996	\$5,076	\$5,177	\$5,281	\$5,387	\$5,495	\$5,716	\$5,831
29	\$5,076	\$5,076	\$5,177	\$5,281	\$5,387	\$5,495	\$5,604	\$5,831	\$5,948
30	\$5,177	\$5,177	\$5,281	\$5,387	\$5,495	\$5,604	\$5,716	\$5,948	\$6,066
31	\$5,281	\$5,281	\$5,387	\$5,495	\$5,604	\$5,716	\$5,831	\$6,066	\$6,188
32		\$5,387	\$5,495	\$5,604	\$5,716	\$5,831	\$5,948	\$6,188	\$6,312
33			\$5,604	\$5,716	\$5,831	\$5,948	\$6,066	\$6,312	\$6,438
34			\$5,716	\$5,831	\$5,948	\$6,066	\$6,188	\$6,438	\$6,567
35				\$5,948	\$6,066	\$6,188	\$6,312	\$6,567	\$6,698
36				\$6,066	\$6,188	\$6,312	\$6,438	\$6,698	\$6,831
37					\$6,312	\$6,438	\$6,567	\$6,831	\$6,968
38						\$6,567	\$6,698	\$6,968	\$7,107
39							\$6,831	\$7,107	\$7,249
40							\$6,968	\$7,249	\$7,394
41								\$7,394	\$7,542

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.

2004-2005
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	\$3,280								
5	\$3,430								
6	\$3,574								
7	\$3,690								
8	\$3,743	\$3,743							
9	\$3,798	\$3,798							
10	\$3,854	\$3,854	\$3,910						
11	\$3,910	\$3,910	\$3,966						
12	\$3,966	\$3,966	\$4,023	\$4,082					
13	\$4,023	\$4,023	\$4,082	\$4,142	\$4,205				
14	\$4,082	\$4,082	\$4,142	\$4,205	\$4,267	\$4,331			
15	\$4,142	\$4,142	\$4,205	\$4,267	\$4,331	\$4,397			
16	\$4,205	\$4,205	\$4,267	\$4,331	\$4,397	\$4,461	\$4,531		
17	\$4,267	\$4,267	\$4,331	\$4,397	\$4,461	\$4,531	\$4,600	\$4,744	
18	\$4,331	\$4,331	\$4,397	\$4,461	\$4,531	\$4,600	\$4,673	\$4,817	\$4,891
19	\$4,397	\$4,397	\$4,461	\$4,531	\$4,600	\$4,673	\$4,744	\$4,891	\$4,968
20	\$4,461	\$4,461	\$4,531	\$4,600	\$4,673	\$4,744	\$4,817	\$4,968	\$5,046
21	\$4,531	\$4,531	\$4,600	\$4,673	\$4,744	\$4,817	\$4,891	\$5,046	\$5,127
22	\$4,600	\$4,600	\$4,673	\$4,744	\$4,817	\$4,891	\$4,968	\$5,127	\$5,229
23	\$4,673	\$4,673	\$4,744	\$4,817	\$4,891	\$4,968	\$5,046	\$5,229	\$5,334
24	\$4,744	\$4,744	\$4,817	\$4,891	\$4,968	\$5,046	\$5,127	\$5,334	\$5,441
25	\$4,817	\$4,817	\$4,891	\$4,968	\$5,046	\$5,127	\$5,229	\$5,441	\$5,550
26	\$4,891	\$4,891	\$4,968	\$5,046	\$5,127	\$5,229	\$5,334	\$5,550	\$5,660
27	\$4,968	\$4,968	\$5,046	\$5,127	\$5,229	\$5,334	\$5,441	\$5,660	\$5,773
28	\$5,046	\$5,046	\$5,127	\$5,229	\$5,334	\$5,441	\$5,550	\$5,773	\$5,889
29	\$5,127	\$5,127	\$5,229	\$5,334	\$5,441	\$5,550	\$5,660	\$5,889	\$6,007
30	\$5,229	\$5,229	\$5,334	\$5,441	\$5,550	\$5,660	\$5,773	\$6,007	\$6,127
31	\$5,334	\$5,334	\$5,441	\$5,550	\$5,660	\$5,773	\$5,889	\$6,127	\$6,250
32		\$5,441	\$5,550	\$5,660	\$5,773	\$5,889	\$6,007	\$6,250	\$6,375
33			\$5,660	\$5,773	\$5,889	\$6,007	\$6,127	\$6,375	\$6,502
34			\$5,773	\$5,889	\$6,007	\$6,127	\$6,250	\$6,502	\$6,633
35				\$6,007	\$6,127	\$6,250	\$6,375	\$6,633	\$6,765
36				\$6,127	\$6,250	\$6,375	\$6,502	\$6,765	\$6,899
37					\$6,375	\$6,502	\$6,633	\$6,899	\$7,038
38						\$6,633	\$6,765	\$7,038	\$7,178
39							\$6,899	\$7,178	\$7,321
40							\$7,038	\$7,321	\$7,468
41								\$7,468	\$7,617

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.

2004-2005
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	\$3,313								
5	\$3,464								
6	\$3,610								
7	\$3,726								
8	\$3,780	\$3,780							
9	\$3,835	\$3,835							
10	\$3,892	\$3,892	\$3,948						
11	\$3,948	\$3,948	\$4,006						
12	\$4,006	\$4,006	\$4,063	\$4,123					
13	\$4,063	\$4,063	\$4,123	\$4,183	\$4,246				
14	\$4,123	\$4,123	\$4,183	\$4,246	\$4,310	\$4,374			
15	\$4,183	\$4,183	\$4,246	\$4,310	\$4,374	\$4,440			
16	\$4,246	\$4,246	\$4,310	\$4,374	\$4,440	\$4,505	\$4,576		
17	\$4,310	\$4,310	\$4,374	\$4,440	\$4,505	\$4,576	\$4,645	\$4,791	
18	\$4,374	\$4,374	\$4,440	\$4,505	\$4,576	\$4,645	\$4,720	\$4,864	\$4,940
19	\$4,440	\$4,440	\$4,505	\$4,576	\$4,645	\$4,720	\$4,791	\$4,940	\$5,017
20	\$4,505	\$4,505	\$4,576	\$4,645	\$4,720	\$4,791	\$4,864	\$5,017	\$5,096
21	\$4,576	\$4,576	\$4,645	\$4,720	\$4,791	\$4,864	\$4,940	\$5,096	\$5,178
22	\$4,645	\$4,645	\$4,720	\$4,791	\$4,864	\$4,940	\$5,017	\$5,178	\$5,281
23	\$4,720	\$4,720	\$4,791	\$4,864	\$4,940	\$5,017	\$5,096	\$5,281	\$5,387
24	\$4,791	\$4,791	\$4,864	\$4,940	\$5,017	\$5,096	\$5,178	\$5,387	\$5,495
25	\$4,864	\$4,864	\$4,940	\$5,017	\$5,096	\$5,178	\$5,281	\$5,495	\$5,605
26	\$4,940	\$4,940	\$5,017	\$5,096	\$5,178	\$5,281	\$5,387	\$5,605	\$5,716
27	\$5,017	\$5,017	\$5,096	\$5,178	\$5,281	\$5,387	\$5,495	\$5,716	\$5,830
28	\$5,096	\$5,096	\$5,178	\$5,281	\$5,387	\$5,495	\$5,605	\$5,830	\$5,948
29	\$5,178	\$5,178	\$5,281	\$5,387	\$5,495	\$5,605	\$5,716	\$5,948	\$6,067
30	\$5,281	\$5,281	\$5,387	\$5,495	\$5,605	\$5,716	\$5,830	\$6,067	\$6,187
31	\$5,387	\$5,387	\$5,495	\$5,605	\$5,716	\$5,830	\$5,948	\$6,187	\$6,312
32		\$5,495	\$5,605	\$5,716	\$5,830	\$5,948	\$6,067	\$6,312	\$6,438
33			\$5,716	\$5,830	\$5,948	\$6,067	\$6,187	\$6,438	\$6,567
34			\$5,830	\$5,948	\$6,067	\$6,187	\$6,312	\$6,567	\$6,698
35				\$6,067	\$6,187	\$6,312	\$6,438	\$6,698	\$6,832
36				\$6,187	\$6,312	\$6,438	\$6,567	\$6,832	\$6,968
37					\$6,438	\$6,567	\$6,698	\$6,968	\$7,107
38						\$6,698	\$6,832	\$7,107	\$7,249
39							\$6,968	\$7,249	\$7,394
40							\$7,107	\$7,394	\$7,542
41								\$7,542	\$7,693

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.

2004-2005
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	\$3,345								
5	\$3,498								
6	\$3,645								
7	\$3,763								
8	\$3,817	\$3,817							
9	\$3,873	\$3,873							
10	\$3,930	\$3,930	\$3,987						
11	\$3,987	\$3,987	\$4,045						
12	\$4,045	\$4,045	\$4,102	\$4,163					
13	\$4,102	\$4,102	\$4,163	\$4,224	\$4,288				
14	\$4,163	\$4,163	\$4,224	\$4,288	\$4,352	\$4,417			
15	\$4,224	\$4,224	\$4,288	\$4,352	\$4,417	\$4,484			
16	\$4,288	\$4,288	\$4,352	\$4,417	\$4,484	\$4,550	\$4,621		
17	\$4,352	\$4,352	\$4,417	\$4,484	\$4,550	\$4,621	\$4,691	\$4,838	
18	\$4,417	\$4,417	\$4,484	\$4,550	\$4,621	\$4,691	\$4,766	\$4,912	\$4,988
19	\$4,484	\$4,484	\$4,550	\$4,621	\$4,691	\$4,766	\$4,838	\$4,988	\$5,067
20	\$4,550	\$4,550	\$4,621	\$4,691	\$4,766	\$4,838	\$4,912	\$5,067	\$5,146
21	\$4,621	\$4,621	\$4,691	\$4,766	\$4,838	\$4,912	\$4,988	\$5,146	\$5,228
22	\$4,691	\$4,691	\$4,766	\$4,838	\$4,912	\$4,988	\$5,067	\$5,228	\$5,332
23	\$4,766	\$4,766	\$4,838	\$4,912	\$4,988	\$5,067	\$5,146	\$5,332	\$5,439
24	\$4,838	\$4,838	\$4,912	\$4,988	\$5,067	\$5,146	\$5,228	\$5,439	\$5,549
25	\$4,912	\$4,912	\$4,988	\$5,067	\$5,146	\$5,228	\$5,332	\$5,549	\$5,660
26	\$4,988	\$4,988	\$5,067	\$5,146	\$5,228	\$5,332	\$5,439	\$5,660	\$5,772
27	\$5,067	\$5,067	\$5,146	\$5,228	\$5,332	\$5,439	\$5,549	\$5,772	\$5,887
28	\$5,146	\$5,146	\$5,228	\$5,332	\$5,439	\$5,549	\$5,660	\$5,887	\$6,006
29	\$5,228	\$5,228	\$5,332	\$5,439	\$5,549	\$5,660	\$5,772	\$6,006	\$6,126
30	\$5,332	\$5,332	\$5,439	\$5,549	\$5,660	\$5,772	\$5,887	\$6,126	\$6,248
31	\$5,439	\$5,439	\$5,549	\$5,660	\$5,772	\$5,887	\$6,006	\$6,248	\$6,374
32		\$5,549	\$5,660	\$5,772	\$5,887	\$6,006	\$6,126	\$6,374	\$6,501
33			\$5,772	\$5,887	\$6,006	\$6,126	\$6,248	\$6,501	\$6,631
34			\$5,887	\$6,006	\$6,126	\$6,248	\$6,374	\$6,631	\$6,764
35				\$6,126	\$6,248	\$6,374	\$6,501	\$6,764	\$6,899
36				\$6,248	\$6,374	\$6,501	\$6,631	\$6,899	\$7,036
37					\$6,501	\$6,631	\$6,764	\$7,036	\$7,177
38						\$6,764	\$6,899	\$7,177	\$7,320
39							\$7,036	\$7,320	\$7,466
40							\$7,177	\$7,466	\$7,616
41								\$7,616	\$7,768

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.

2004-2005
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	\$3,378								
5	\$3,532								
6	\$3,681								
7	\$3,799								
8	\$3,854	\$3,854							
9	\$3,910	\$3,910							
10	\$3,969	\$3,969	\$4,026						
11	\$4,026	\$4,026	\$4,084						
12	\$4,084	\$4,084	\$4,142	\$4,204					
13	\$4,142	\$4,142	\$4,204	\$4,265	\$4,330				
14	\$4,204	\$4,204	\$4,265	\$4,330	\$4,394	\$4,460			
15	\$4,265	\$4,265	\$4,330	\$4,394	\$4,460	\$4,527			
16	\$4,330	\$4,330	\$4,394	\$4,460	\$4,527	\$4,594	\$4,665		
17	\$4,394	\$4,394	\$4,460	\$4,527	\$4,594	\$4,665	\$4,736	\$4,885	
18	\$4,460	\$4,460	\$4,527	\$4,594	\$4,665	\$4,736	\$4,812	\$4,960	\$5,037
19	\$4,527	\$4,527	\$4,594	\$4,665	\$4,736	\$4,812	\$4,885	\$5,037	\$5,116
20	\$4,594	\$4,594	\$4,665	\$4,736	\$4,812	\$4,885	\$4,960	\$5,116	\$5,196
21	\$4,665	\$4,665	\$4,736	\$4,812	\$4,885	\$4,960	\$5,037	\$5,196	\$5,279
22	\$4,736	\$4,736	\$4,812	\$4,885	\$4,960	\$5,037	\$5,116	\$5,279	\$5,384
23	\$4,812	\$4,812	\$4,885	\$4,960	\$5,037	\$5,116	\$5,196	\$5,384	\$5,492
24	\$4,885	\$4,885	\$4,960	\$5,037	\$5,116	\$5,196	\$5,279	\$5,492	\$5,602
25	\$4,960	\$4,960	\$5,037	\$5,116	\$5,196	\$5,279	\$5,384	\$5,602	\$5,715
26	\$5,037	\$5,037	\$5,116	\$5,196	\$5,279	\$5,384	\$5,492	\$5,715	\$5,828
27	\$5,116	\$5,116	\$5,196	\$5,279	\$5,384	\$5,492	\$5,602	\$5,828	\$5,945
28	\$5,196	\$5,196	\$5,279	\$5,384	\$5,492	\$5,602	\$5,715	\$5,945	\$6,064
29	\$5,279	\$5,279	\$5,384	\$5,492	\$5,602	\$5,715	\$5,828	\$6,064	\$6,186
30	\$5,384	\$5,384	\$5,492	\$5,602	\$5,715	\$5,828	\$5,945	\$6,186	\$6,309
31	\$5,492	\$5,492	\$5,602	\$5,715	\$5,828	\$5,945	\$6,064	\$6,309	\$6,436
32		\$5,602	\$5,715	\$5,828	\$5,945	\$6,064	\$6,186	\$6,436	\$6,564
33			\$5,828	\$5,945	\$6,064	\$6,186	\$6,309	\$6,564	\$6,696
34			\$5,945	\$6,064	\$6,186	\$6,309	\$6,436	\$6,696	\$6,830
35				\$6,186	\$6,309	\$6,436	\$6,564	\$6,830	\$6,966
36				\$6,309	\$6,436	\$6,564	\$6,696	\$6,966	\$7,104
37					\$6,564	\$6,696	\$6,830	\$7,104	\$7,247
38						\$6,830	\$6,966	\$7,247	\$7,391
39							\$7,104	\$7,391	\$7,539
40							\$7,247	\$7,539	\$7,690
41								\$7,690	\$7,844

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.

2004-2005
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	\$3,410								
5	\$3,566								
6	\$3,716								
7	\$3,836								
8	\$3,891	\$3,891							
9	\$3,948	\$3,948							
10	\$4,007	\$4,007	\$4,065						
11	\$4,065	\$4,065	\$4,123						
12	\$4,123	\$4,123	\$4,182	\$4,244					
13	\$4,182	\$4,182	\$4,244	\$4,306	\$4,371				
14	\$4,244	\$4,244	\$4,306	\$4,371	\$4,436	\$4,502			
15	\$4,306	\$4,306	\$4,371	\$4,436	\$4,502	\$4,571			
16	\$4,371	\$4,371	\$4,436	\$4,502	\$4,571	\$4,638	\$4,710		
17	\$4,436	\$4,436	\$4,502	\$4,571	\$4,638	\$4,710	\$4,782	\$4,932	
18	\$4,502	\$4,502	\$4,571	\$4,638	\$4,710	\$4,782	\$4,858	\$5,007	\$5,085
19	\$4,571	\$4,571	\$4,638	\$4,710	\$4,782	\$4,858	\$4,932	\$5,085	\$5,165
20	\$4,638	\$4,638	\$4,710	\$4,782	\$4,858	\$4,932	\$5,007	\$5,165	\$5,246
21	\$4,710	\$4,710	\$4,782	\$4,858	\$4,932	\$5,007	\$5,085	\$5,246	\$5,330
22	\$4,782	\$4,782	\$4,858	\$4,932	\$5,007	\$5,085	\$5,165	\$5,330	\$5,436
23	\$4,858	\$4,858	\$4,932	\$5,007	\$5,085	\$5,165	\$5,246	\$5,436	\$5,545
24	\$4,932	\$4,932	\$5,007	\$5,085	\$5,165	\$5,246	\$5,330	\$5,545	\$5,656
25	\$5,007	\$5,007	\$5,085	\$5,165	\$5,246	\$5,330	\$5,436	\$5,656	\$5,770
26	\$5,085	\$5,085	\$5,165	\$5,246	\$5,330	\$5,436	\$5,545	\$5,770	\$5,884
27	\$5,165	\$5,165	\$5,246	\$5,330	\$5,436	\$5,545	\$5,656	\$5,884	\$6,002
28	\$5,246	\$5,246	\$5,330	\$5,436	\$5,545	\$5,656	\$5,770	\$6,002	\$6,123
29	\$5,330	\$5,330	\$5,436	\$5,545	\$5,656	\$5,770	\$5,884	\$6,123	\$6,245
30	\$5,436	\$5,436	\$5,545	\$5,656	\$5,770	\$5,884	\$6,002	\$6,245	\$6,369
31	\$5,545	\$5,545	\$5,656	\$5,770	\$5,884	\$6,002	\$6,123	\$6,369	\$6,497
32		\$5,656	\$5,770	\$5,884	\$6,002	\$6,123	\$6,245	\$6,497	\$6,628
33			\$5,884	\$6,002	\$6,123	\$6,245	\$6,369	\$6,628	\$6,760
34			\$6,002	\$6,123	\$6,245	\$6,369	\$6,497	\$6,760	\$6,895
35				\$6,245	\$6,369	\$6,497	\$6,628	\$6,895	\$7,033
36				\$6,369	\$6,497	\$6,628	\$6,760	\$7,033	\$7,173
37					\$6,628	\$6,760	\$6,895	\$7,173	\$7,316
38						\$6,895	\$7,033	\$7,316	\$7,462
39							\$7,173	\$7,462	\$7,611
40							\$7,316	\$7,611	\$7,764
41								\$7,764	\$7,919

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.

2004-2005
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	\$3,443								
5	\$3,600								
6	\$3,751								
7	\$3,872								
8	\$3,928	\$3,928							
9	\$3,986	\$3,986							
10	\$4,045	\$4,045	\$4,103						
11	\$4,103	\$4,103	\$4,163						
12	\$4,163	\$4,163	\$4,222	\$4,285					
13	\$4,222	\$4,222	\$4,285	\$4,347	\$4,413				
14	\$4,285	\$4,285	\$4,347	\$4,413	\$4,479	\$4,545			
15	\$4,347	\$4,347	\$4,413	\$4,479	\$4,545	\$4,614			
16	\$4,413	\$4,413	\$4,479	\$4,545	\$4,614	\$4,682	\$4,755		
17	\$4,479	\$4,479	\$4,545	\$4,614	\$4,682	\$4,755	\$4,827	\$4,979	
18	\$4,545	\$4,545	\$4,614	\$4,682	\$4,755	\$4,827	\$4,905	\$5,055	\$5,134
19	\$4,614	\$4,614	\$4,682	\$4,755	\$4,827	\$4,905	\$4,979	\$5,134	\$5,214
20	\$4,682	\$4,682	\$4,755	\$4,827	\$4,905	\$4,979	\$5,055	\$5,214	\$5,296
21	\$4,755	\$4,755	\$4,827	\$4,905	\$4,979	\$5,055	\$5,134	\$5,296	\$5,381
22	\$4,827	\$4,827	\$4,905	\$4,979	\$5,055	\$5,134	\$5,214	\$5,381	\$5,488
23	\$4,905	\$4,905	\$4,979	\$5,055	\$5,134	\$5,214	\$5,296	\$5,488	\$5,598
24	\$4,979	\$4,979	\$5,055	\$5,134	\$5,214	\$5,296	\$5,381	\$5,598	\$5,710
25	\$5,055	\$5,055	\$5,134	\$5,214	\$5,296	\$5,381	\$5,488	\$5,710	\$5,825
26	\$5,134	\$5,134	\$5,214	\$5,296	\$5,381	\$5,488	\$5,598	\$5,825	\$5,940
27	\$5,214	\$5,214	\$5,296	\$5,381	\$5,488	\$5,598	\$5,710	\$5,940	\$6,059
28	\$5,296	\$5,296	\$5,381	\$5,488	\$5,598	\$5,710	\$5,825	\$6,059	\$6,181
29	\$5,381	\$5,381	\$5,488	\$5,598	\$5,710	\$5,825	\$5,940	\$6,181	\$6,305
30	\$5,488	\$5,488	\$5,598	\$5,710	\$5,825	\$5,940	\$6,059	\$6,305	\$6,430
31	\$5,598	\$5,598	\$5,710	\$5,825	\$5,940	\$6,059	\$6,181	\$6,430	\$6,559
32		\$5,710	\$5,825	\$5,940	\$6,059	\$6,181	\$6,305	\$6,559	\$6,691
33			\$5,940	\$6,059	\$6,181	\$6,305	\$6,430	\$6,691	\$6,824
34			\$6,059	\$6,181	\$6,305	\$6,430	\$6,559	\$6,824	\$6,961
35				\$6,305	\$6,430	\$6,559	\$6,691	\$6,961	\$7,100
36				\$6,430	\$6,559	\$6,691	\$6,824	\$7,100	\$7,241
37					\$6,691	\$6,824	\$6,961	\$7,241	\$7,386
38						\$6,961	\$7,100	\$7,386	\$7,533
39							\$7,241	\$7,533	\$7,684
40							\$7,386	\$7,684	\$7,838
41								\$7,838	\$7,995

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.

2004-2005
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	\$5,398
School Administrator II	\$3,112	\$5,726
School Administrator III	\$3,303	\$6,073
School Administrator IV	\$3,436	\$6,316
School Administrator V	\$3,574	\$6,570
School Administrator VI	\$3,792	\$6,969
School Administrator VII	\$3,945	\$7,249

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.

**2004-2005
SUPERINTENDENT SALARY RANGES**

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$4,187	\$7,691
Superintendent II (2,501 - 5,000 ADM)	\$4,445	\$8,155
Superintendent III (5,001 - 10,000 ADM)	\$4,716	\$8,652
Superintendent IV (10,001 - 25,000 ADM)	\$5,005	\$9,177
Superintendent V (Over 25,000 ADM)	\$5,312	\$9,736

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.

**2004-2005
Child Nutrition Personnel
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: Noncertified salaries are based on a 40-hour workweek.

**2004-2005
Curriculum Support Personnel
Salary Ranges**

Classification	Salary Grade
Braillist	59
Educational Interpreter (See Note 1)	59
Educational Interpreter I (See Note 1)	62
Educational Interpreter II (See Note 1)	64
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	54
(see NOTE 2 below)	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 1: In Nov. 2002 the SBE approved a change of pay grade for Educational Interpreters. If an educational interpreter is currently employed and does not meet the standards of an Educational Interpreter I or II, they are to be paid at a pay grade 59. They have until July 2005 by which to meet the standards

NOTE 2: 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.

**2004-2005
Maintenance Personnel
Salary Ranges**

Classification	Salary <u>Grade</u>
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: Noncertified salaries are based on a 40-hour workweek

**2004-2005
Maintenance Personnel, cont.
Salary Ranges**

Classification	Salary Grade
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
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: Noncertified salaries are based on a 40-hour workweek.

**2004-2005
Office Support Personnel
Salary Ranges**

Classification	Salary <u>Grade</u>
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: Noncertified salaries are based on a 40-hour workweek.

**2004-2005
Transportation Personnel
Salary Ranges**

Classification	Salary Grade
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: Noncertified salaries are based on a 40-hour workweek.

2004-2005
Public School Employees

Grade	Monthly Amounts	
	Minimum	Maximum
50	\$1,413.11	\$2,064.37
51	\$1,423.05	\$2,179.58
52	\$1,433.17	\$2,222.25
53	\$1,469.22	\$2,303.11
54	\$1,510.58	\$2,390.49
55	\$1,534.33	\$2,476.81
56	\$1,588.75	\$2,574.91
57	\$1,623.25	\$2,678.39
58	\$1,657.75	\$2,784.36
59	\$1,718.83	\$2,895.77
60	\$1,782.42	\$3,016.59
61	\$1,851.58	\$3,141.14
62	\$1,919.75	\$3,267.21
63	\$1,993.42	\$3,400.96
64	\$2,068.25	\$3,545.53
65	\$2,146.75	\$3,702.08
66	\$2,231.75	\$3,862.45
67	\$2,323.50	\$4,022.00
68	\$2,415.58	\$4,209.55
69	\$2,513.00	\$4,401.15
70	\$2,620.92	\$4,605.11
71	\$2,727.42	\$4,814.19
72	\$2,837.50	\$5,033.26
73	\$2,954.33	\$5,266.89
74	\$3,083.58	\$5,515.64
75	\$3,222.08	\$5,772.52
76	\$3,361.50	\$6,043.07
77	\$3,518.33	\$6,325.80
78	\$3,677.58	\$6,626.09
79	\$3,848.58	\$6,940.14
80	\$4,024.08	\$7,265.10
81	\$4,210.08	\$7,607.52
82	\$4,398.67	\$7,974.49
83	\$4,608.00	\$8,363.28
84	\$4,824.08	\$8,766.89
85	\$5,049.67	\$9,188.27
86	\$5,284.58	\$9,632.83

In compliance with federal law, including the provisions of Title IX of the Education Amendments of 1972, N C Public Schools administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints should be directed to:
Dr. Elsie C. Leak, Associate Superintendent
Office of Curriculum and School Reform Services
6307 Mail Service Center
Raleigh, NC 27699-6307
Telephone (919) 807-3761; fax (919) 807-3767