

North Carolina Public School Personnel

Employee Salary and Benefits Manual 2008-2009

Part I: Salary

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

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

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

School-Based Administrators: principals and assistant principals

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 ('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). 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 system 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 paid 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 *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.

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 employ 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 or Career Technical): A workforce development 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 Reporting Section

A. PURPOSE AND MISSION

The Information Analysis and Reporting 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

PHONE: 919.807.3700

FAX: 919.807.3704

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): www.ncpublicschools.org

Salary Schedules: www.ncpublicschools.org/fbs/finance/salary/

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

* User ID and password are required. Contact Information Analysis and Reporting 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 Agencies (LEAs), Charter Schools and Institutes of Higher Education only.

II. Reference Materials

A. INFORMATION ANALYSIS AND REPORTING 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 with the link to the Chart of Accounts at www.ncpublicschools.org/fbs/finance/reporting/.

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 www.ncpublicschools.org/fbs/finance/reporting/.

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: www.ncpublicschools.org/fbs/personnel/benefits/.

Additional personnel information is online at: [School Personnel](#).

Contact: 919.807.3365

C. ALLOTMENTS SECTION

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: www.ncpublicschools.org/fbs/allotments/general/.

Contact: 919.807.3700

D. LICENSURE SECTION

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

Contact: 919.807.3310

III. New Legislation Impacting 2008-2009

House Bill 2436 establishes [salary schedules](#) and other important information for the 2008-2009 fiscal year, effective July 1, 2008. Listed below are the major changes to legislation.

A. TEACHER, PRINCIPAL AND ASSISTANT PRINCIPAL SALARIES

Each monthly step on the Bachelor's teacher salary schedule (A Schedule) increased by \$68 for steps 0-2. For steps 3-31, the increase was \$47. The master's and NBPTS schedules continue to be tied to the Bachelor's schedule with the 10% and 12% differential, respectively. Therefore, the Master's step is calculated as 10% x (Bachelors +\$68 for steps 0-2 and \$47 for steps 3-31).

The total range of increase for teachers and instructional support is 2.39% and 6.63% depending between which step on the salary schedule the educator is moving. The average increase was 3.00%.

The total range of increase for school based administrators is 2.4% and 5.4% depending between which step on the salary schedule the educator is moving. The average increase was 2.69%.

B. BONUS – PERMANENT TEACHERS AND INSTRUCTIONAL SUPPORT AT THE TOP OF THEIR SALARY SCHEDULE

Effective July 1, 2008, any permanent certified personnel employed on July 1, 2008, and paid on the teacher salary schedule with 31+ years of experience shall receive a onetime bonus equivalent to one and eight-tenths percent (1.8%). Personnel defined under G.S. 115C-325(a)(5a) are not eligible to receive the bonus.

C. BONUS – SCHOOL BASED ADMINISTRATORS AT THE TOP OF THEIR SALARY SCHEDULE

Section 26.20.

Effective July 1, 2008, any permanent personnel employed on July 1, 2008, and paid at the top of the principal and assistant principal salary schedule shall receive a onetime bonus equivalent to two percent (2%).

D. SALARY UPGRADE FOR ASSISTANTS TO OCCUPATIONAL THERAPISTS AND PHYSICAL THERAPISTS

At the September 2007 board meeting, the State Board of Education approved a salary upgrade for OT and PT assistants from a pay grade 64 to a pay grade 67. Effective July 1, 2008, all OT and PT assistants must be paid at a minimum of pay grade 67. The State Board also approved updated job descriptions at www.ncpublicschools.org/work4ncschools/employment/jobdescrip/.

E. PRINCIPAL FELLOWS

For the first year, the scholarship loan shall be \$30,000.

For the second year, the total compensation to the intern shall be \$41,910 (Beginning salary of an asst. principal + \$4,100).

Funding

PFP 60% of the beginning Asst Principals Salary + \$4,100 for fees and tuition

DPI 40% of the beginning Asst Principals Salary = \$1,512 per month

See Section C.III.D

F. LEA EMPLOYEES NOT PAID FROM THE CERTIFIED SALARY SCHEDULE (NONCERTIFIED PERSONNEL SALARIES)*Section 26.19(a)*

LEA employees not paid from the teacher or principal salary schedules will receive an increase to the annual salary of 2.75% or \$1,100, whichever is higher. Individuals must be employed in a permanent position on July 1, 2008 and must have worked all or part of the 2007-08 fiscal year.

G. BENEFITS*Section 28.19(c)*

The State employer's contribution rate for retirement and related benefits is 8.14% effective July 1, 2008. The annual hospitalization rate is \$4,157 for non-Medicare-eligible employees.

H. NO PENALTY FOR TEACHERS TAKING ONE DAY OF PERSONAL LEAVE*Section 26.21(a)*

House Bill 2436, Section 26.21.(a) provides for classroom teachers and media specialists who require substitutes, to use up to one (1) day of personal leave per year, and receive full salary without a deduction for a substitute. This provision expires June 30, 2009. A Question and Answer section can be found at www.ncpublicschools.org/docs/fbs/finance/legislation/salarypersonnel/personalleavenode/duction.pdf.

House Bill 15 provides for classroom teachers and media specialists who require substitutes, to use personal leave on non-protected teacher workdays, and receive full salary without a deduction for a substitute.

I. MATH & SCIENCE TEACHERS PILOT PROGRAM MODIFIED*Section 7.21*

House Bill 2436, Section 7.21 modifies the original pilot program providing for salary supplements for newly hired mathematics or science teachers to receive salary supplements, permitting both highly qualified and newly hired teachers in the pilot units to qualify to receive salary supplements.

J. BOARD CERTIFIED (NBPTS) TEACHERS SERVE AS FULL-TIME MENTORS*HB 2360*

Local boards of education would be permitted to assign NBPTS teachers to serve as full-time mentors the greater of 5 teachers or 5% of the number of NBPTS teachers it has during the school year immediately preceding the assignment of teachers as full-time mentors.

Eligibility requirements are:

1. Teach in a classroom for at least two years after receiving NBPTS certification.
2. Complete the mentor training required by the teacher's LEA.
3. May serve as a full-time mentor for up to three consecutive years.
4. Teach in a classroom for at least three years after serving as a full-time mentor to be eligible to be reassigned as a full-time mentor.
5. Be school-based, work at one or more schools, and mentor each year at least 14 newly hired teachers who are in their 1st-3rd year of teaching.
6. Shall continue to receive the 12% salary differential.

Nothing in the bill requires local boards of education to assign NBPTS teachers to serve as full-time mentors or that would require NBPTS teachers to accept such an assignment.

K. ABC Bonuses

ABC bonuses were not fully funded for 2008-09 payments (based on the 2007-08 ABC test results). In schools that exceeded student performance expectations, certified personnel received a capped rate of \$1,053, while teacher assistants received a capped rate of \$351. In schools that met student performance expectations, certified personnel received a capped rate of \$527, while teacher assistants received a capped rate of \$263. www.ncpublicschools.org/docs/fbs/allotments/support/current/abccountyinstruction.pdf

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-6 and A-7 indicate the level (or class) of the licensure area as determined by the Licensure Section.

Effective July 1, 2000, licensed public school personnel are to be paid on the [salary schedules](#) applicable to their assignment at the highest license level held. The Form G process for non-educational master's, advanced or doctoral degrees (see 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
M	Regular teaching area
	Curriculum Instructional Specialist (Supervisor/Director)
	Workforce Development (Vocational)
	Counselor
	School Social Worker
P	Principal

4. Advanced (sixth-year) level

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

5. Doctoral level

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

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

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

ABC Bonuses and Distribution

In accordance with legislation and State Board of Education policy, incentive awards in schools that exceeded projected levels of improvement in student performance may be up to \$1,500 for each certified staff member (principal, assistant principal, teacher, and student services personnel) and may be up to \$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 may be up to \$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.

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:

Monthly salary (with supplement) ÷ Number of workdays in the month (20, 21, 22, 23) = 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 the [Salary Schedules](#).

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. State funds used for the Superintendents salary may not exceed the maximum of the range. For a list of ranges, see the [Salary Schedules](#).

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 Reporting 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 ,or
 - Personnel Management ,or
- Assistant Superintendent for:
 - Fiscal Management (budget code 6610-002-113), or
 - Personnel Management (budget code 6620-002-118).

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. For a list of ranges, see the [Salary Schedules](#).

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 Career Technical 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. For a list of ranges, the [Salary Schedules](#).

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.

For a list of salary ranges, see the [Salary Schedules](#).

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 21.5-days per month have their daily rate calculated on the standard 21.5-days.

EXAMPLE: An employee serves 50% of the day as a teacher (21.5 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 21.5 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 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 5400-005-117 (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 according to:

- **Teacher Count** - The number of state-funded teachers, student services personnel, and assistant principals employed at their school;
- **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;
- **ABCs** - Achievements in the ABCs of Public Education Program for school years 1997-1998 through 1999-2000;
- **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
- **Education level** as determined by their highest license designation.

See the [Salary Schedules](#) for a list of Principal salary ranges.

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 114,125 and 126. This calculation includes BUD transactions made throughout the year. (See exception below for alternative schools, innovative high schools, and early colleges).

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, retroactive to the 1st pay period.

Alternative Schools, Early Colleges, and Innovative High Schools: Exception

The beginning classification for principals in Alternative Schools, Early Colleges and Innovative High Schools (as defined in SB 622 Section 7.33) shall be the Principal III level. Principals in these 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.D on page C-5.

Reduction in Teacher Count

SB622 Section 7.2(g) 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. This does not apply to principals assigned to alternative schools, innovative high schools and early colleges, who will be paid according to the Principal III salary schedule.

NOTE: Documentation of the projected teacher count must be submitted to the Information Analysis and Reporting 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, innovative high 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.

Notify DPI

The Information Analysis and Reporting 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.

- **Experience credit**
Experience as a building principal is not added to the 'P' principal license.
 - **Budget code**
Building principals are coded 5110-001-121.
 - **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 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 the [Salary Schedules](#) for Assistant Principals salary ranges.

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

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 (\$3,781 per month). (See the [Salary Schedules](#) for assistant principal salary ranges)

NOTE 1: Provisionally licensed assistant principals cannot be certified on the National Board for Professional Teaching Standards (NBPTS) 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 5400-005-117.

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 (MSA): 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

The school of education where the intern participates in a full-time master's in school administration (MSA) program **shall supply transcripts** for verification of eligibility to the Department of Public Instruction.

DPI will notify the LEA Finance Officer of the approved MSA intern(s) and the dollars allotted for interns (PRC 067).

2. Budget Code

Full-time MSA (Master's of School Administration) students serving internships under this provision are to be coded 5400-067-117.

3. Benefits

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

Participants in the MSA program do not qualify for unemployment benefits.

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

E. PRINCIPAL FELLOWS PROGRAM

1. Salary Basis Administrative Interns

Administrative interns in the Principal Fellows Program shall receive up to a 10-month stipend that shall not exceed the difference between the beginning salary of an assistant principal (\$3,781) plus tuition & fees (\$4,100) and any fellowship funds received by the intern as a full-time student, including awards of the Principal Fellows Program. *(SB1741 Section 7.2(h) and 9.16(a)).*

Intern Compensation			
Asst. Principal Beg. Salary	\$	37,810	
Fees & Tuition		4,100	
			\$ 41,910
Funding			
PFP	60%	\$ 22,686	
		4,100	
			\$ 26,786
DPI	40%	\$ 15,124	

2. Budget code

Principal Fellows are to be coded to 5400-066-117.

3. Additional Principal Fellows Information– 1st and 2nd Year

The following information describes the status of an individual during each year of the Principal Fellows Program (PFP) as related to personnel and finance issues.

Year 1 Principal Fellows:

- 1) Are on a leave of absence without pay from his / her LEA during both years of the fellowship.
- 2) Receive \$30,000.00 of a scholarship / loan during the first year. The NC State Education Assistance Authority issues the funds at the beginning of the fall and spring semester to the financial aid departments of the Fellows’ university. Tuition and fees are taken out, and the balance is made available through the financial aid offices for living expenses.
- 3) Does not earn annual, personal, sick, or holiday leave or longevity during either year of the fellowship.
- 4) Participants do not qualify for unemployment benefits during either year of the fellowship.
- 5) Retirement account is on hold during the two year fellowship, although they may choose to contribute while in the program or buy back the Fellowship years after returning to service.

- 6) Teaching license is on hold – no experience is earned for the first year of the Fellowship. The Fellow is responsible for keeping the license active / current while on the leave of absence.
- 7) Individual health insurance premium for both years is paid by the LEA granting the leave of absence; however, the Fellow pays additional costs for a family plan or co-pays to an HMO.
- 8) May participate in any local benefits both years of the fellowship, e.g. life insurance, dental insurance, as allowed by the LEA.

Year 2 Principal Fellows:

- 9) Are on a leave of absence without pay from his / her LEA during both years of the fellowship.
- 10) Receive 60% of a current beginning assistant principal monthly salary multiplied by 10, plus \$4,100. This amount is divided in half and dispersed from the NC State Education Assistance Authority twice per year to each Fellow's campus financial aid office at the beginning of each semester (fall and spring). Tuition and fees are subtracted from the amount. The balance can be accessed by Fellows for remaining expenses.

Separate and in addition to the scholarship loan, second year Fellows receive a stipend through the NC Department of Public Instruction in the amount of 40% of a current beginning assistant principal monthly salary multiplied by 10. The money will be allotted from the NC Department of Public Instruction to each Fellow's internship school system during the internship year's first or second allotment. School finance officers will be informed via the Finance Officer's Weekly Newsletter the correct PRC for the Fellow. Each Fellow will then receive a monthly check from the internship school system of the amount less all applicable taxes. Federal, State, and FICA taxes are deducted from the stipend. No other benefits are paid from the stipend.

- 11) Does not earn annual, personal, sick, or holiday leave or longevity during either year of the fellowship.
- 12) Participants do not qualify for unemployment benefits during either year of the fellowship.
- 13) Retirement account is on hold during the two year fellowship, although they may choose to contribute while in the program or buy back the Fellowship years after returning to service.
- 14) One year of experience is earned on the teaching license for completion of the internship – the year is added at the request of the NC Principal Fellows Program to the Licensure Section at NCDPI upon completion of requirements as agreed upon by the Principal Fellows Program and the NCDPI.
- 15) Individual health insurance premium for both years is paid by the LEA granting the leave of absence; however, the Fellow pays additional costs for a family plan or co-pays to an HMO.
- 16) May participate in any local benefits both years of the fellowship, e.g. life insurance, dental insurance, as allowed by the leave of absence granting LEA.

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 21.5 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 21.5-day daily rate.

EXAMPLE: An employee serves 50% of the day as a teacher (21.5 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 21.5 days per month.

B. SALARY BASIS

1. Teachers, school 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 [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 the [Salary Schedules](#) for salary ranges)

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 11/15 (as shown on the Employment Inquiry screen). For salary purposes, this doctorate degree will be effective in the 5th pay period. **All November paychecks, retroactive to 11/1**, 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: Hours per day 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:	<u>Hours Per Month</u>		
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 = $40 \div 162.50 = 24.62\% \times \$2,500 = \mathbf{\$615.50}$

F. ABC BONUS FUNDING CALCULATION

The following object code is used in the ABC bonus funding calculations for teachers and student services personnel coded to school buildings:

Purpose Codes 5110 thru 6400. PRC 033 only. Object code 183.

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 BUDGET CODES AND THE ATTACHMENT A

All budget codes are listed in the Chart of Accounts. Teachers' certified salary is coded to one of the following object codes:

121 – Classroom Teacher

123 - JRROTC

124- Visiting International Faculty

128 – Reemployed Retired Teacher Exempt from the Earnings Cap

Attachment A provides a list of the licensure requirements for each budget code. This document can be found at "[Attachment A](#)". If an individual does not have the required educator license required for the budget code, a salary audit exception will be created.

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. This information must be submitted early in the new school year for proper placement on the "M" salary schedule. **A new Form G must be submitted for each school number assignment. Therefore, the "M" salary is only valid for the school on the Form G.**

NOTE: Authorized users can view the list from the Licensure and Salary Info Center (<http://licsalweb.dpi.state.nc.us>) 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.

The teacher holds a valid certification from the National Board for Professional Teaching Standards (NBPTS), and

1. 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. media coordinators, guidance counselors and career development coordinators if the employee works 70% of their time in these specific areas.
- OR**
- c. a literacy coach (as defined by Session law 2007-232, HB 1473, Section 7.23.(b)) Paid from PRC 052, and is employed at a middle school funded under this special provision,
- OR**
- d. full time mentors (as defined by Session law 2007, HB 2360)

See the Guidelines for National Board for Professional Teaching Standards (NBPTS) Pay Differential document on the FBS website at www.ncpublicschools.org/docs/fbs/finance/legislation/salarypersonnel/nbptsguidelines.pdf.

NOTE: If an employee is employed in an area other than classroom instruction (e.g. library/media, literacy coach or school 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 (e.g. 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.

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. NBPTS certificates will expire according to the expiration date listed on the NBPTS certificate.

EXAMPLE: Mary Smith is notified in October of 2007 that she has become NBPTS certified. She will be paid from the NBPTS salary schedule effective July 1, 2007. Her certificate will expire in October of 2017 and will need to be renewed as of this date in order to continue to receive payment for NBPTS in the 2017 school year.

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 www.ncpublicschools.org/recruitment/nationalboardcertification/.

7. Substitute code

The substitute used for the NBPTS candidate's leave should be paid under PRC 011 and coded to either object code 163, 164 or 166, 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: www.ncpublicschools.org/recruitment/nationalboardcertification/ or www.nbpts.org.

D. CAREER TECHNICAL TEACHERS

Years of Experience

When a classroom teacher is re-assigned to:

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

placement on the salary schedule shall be in accordance with work experience granted in the career technical 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 career technical teachers holding a limited license from PRC 001.

NOTE: LEAs MUST report limited licensed career technical 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 5110-001-123.

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 (e.g. 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 www.ncpublicschools.org/fbs/finance/legislation/salarypersonnel/military.

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 career technical 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 5110-012-148.**

G. MENTORS

The State Board of Education has adopted a policy (QP-A-004) 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.

1. Compensation

Mentor teachers are assigned to provide support and assistance to beginning teachers. Beginning with the 2008-2009 school year, the State Board of Education began allotting funds for mentoring services to local school administrative units based on the highest number of employees in the preceding three school years

who (i) are paid with State, federal, or local funds and (ii) are either teachers paid on the first or second steps of the teacher salary schedule or instructional support personnel paid on the first step of the instructional support personnel salary schedule. Each local school administrative unit determines the amount of compensation paid to school based teachers serving as mentors. To qualify for mentor pay, a mentor must be:

1. assigned to a newly licensed teacher who has less than 6 months of teaching experience, or
2. assigned to a teacher in their second year of teaching and who qualified for a paid mentor during the previous year, or
3. assigned to a first year instructional staff member who has not previously been a teacher, or
4. assigned to a teacher in their second year who has one year or less of teaching experience out of state, in a private school, or in a charter school.

State-funded mentors are not provided for superintendents, associate superintendents, or assistant superintendents; principals, assistant principals or central office staff; or teachers with classroom teaching experience other than that identified above.

In 2008-09 all LEAs received an allotment for mentors in PRC022. LEAs may no longer use the guaranteed allotment of PRC009 for Mentor stipends.

NOTE: Mentor stipends are to be coded to 5xxx-022-193. Full-time mentors salary should be coded to 5xxx-022-134.

H. NEW TEACHER ORIENTATION

Individuals are eligible for new teacher orientation if they:

- have never taught before, (including out of county, state or country) 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 196, workshop participant and funded out of allowable dollar allotments. The lateral entry teacher should be paid a minimum of an 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 November 1, 2005 the "wait period" for hiring retired teachers is 6 months. During the 6 month break the employee shall not work in any capacity in an organization participating in the Teachers' and State Employees' Retirement System including part-time, temporary, substitute, part time tutor or contractor service.

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. The retirement contribution must be coded to object 228.

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

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. As of November 1, 2005 they are subject to the same 6 month break in service. During the 6 month break, the employee shall not work in any capacity in an organization participating in the Teachers' and State Employees' Retirement System including part-time, temporary, substitute, part time tutor or contractor service.

For additional information, please see the [Benefits and Employment Policy Manual](#), Section 16.2 or the Retirement Booklet at www.treasurer.state.nc.us/dsthome/RetirementSystems.

Retired teachers subject to the cap are coded the same way as a regular employee (e.g. 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 2008-2009 school year, the conversion to dollars shall be \$54,244 (average teacher salary, with benefits). The dollars from this conversion will be allotted to PRC 020 Program Enhancement Foreign Exchange-Initial Allotments.

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 Curriculum and School Reform](#).

L. SUMMER SCHOOL

Summer school teachers are paid in accordance with their teaching license rating on the teacher salary schedule.

1. Lead Teacher Positions

Teachers, who are assigned to work as the lead teacher (budget code xxxx-069-135) 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 (object code 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. 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 122.

Interim teachers coded to 122 (non certified) do not earn experience credit.

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](#) 1.1.2 (b) and 12.1.3.)

III. Substitute Teachers

A person is considered a substitute when filling in for a teacher who is on paid leave, not filling an interim position.

A. PAY BASIS

Current pay rates are indexed to the A-00 teacher rates.

Substitute	Minimum Dollar Amount	Maximum Daily Rate	% of A-00 Teacher Rate (calc. on 22 days)
Licensed	\$90	138.32	65%
Unlicensed	\$69	138.32	50%

Licensed

For licensed substitutes working either part-time or full-time, the pay rate is at least 65% of the A-00 teacher calculated on a 22 day month (not 21.5). The maximum pay rate allowable is the licensed daily rate of pay calculated on a 22 day month.

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 calculated on a 22 day month (not 21.5). The maximum pay rate allowable is the daily rate of licensed substitutes pay calculated on a 22 day month.

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 164.

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 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) (calculated on 21.5 days).

An absence code (Reason Code 37) 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.

b. Substitute Pay for Child Involvement Leave:

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

2. 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.

3. 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

1) Student Services Personnel paid on the Teacher Salary Schedule:

Positions	Object Codes
School Counselor (<i>licensure area 00005</i>)	131
School Social Worker (<i>licensure area 00006</i>)	131
Nationally Certified School Nurse (no license area assigned by DPI)	131
Media Coordinator (see "Attachment A")	131
Full-Time Mentors	134
Instructional Coaches	135

2) Student Services Personnel paid starting at the 5th Step of the M Teacher Salary Schedule:

Positions	Object Codes
Speech-Language Pathologist (<i>licensure area 88082</i>)	132
Audiologist (<i>licensure area 88003</i>)	132
School Psychologist (<i>licensure area 00026</i>)	133

3) Student Service Personnel paid on the Non-Certified Salary Schedule:

Positions	Object Codes
Non-Nationally Certified School Nurse (no license area assigned by DPI)	146

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 the [Salary Schedules](#) for salary ranges).

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 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 with 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.

Continue to next page.

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)	Currently hold an active RN license in the U.S. or its territories; Hold a baccalaureate or higher degree in nursing; and Have completed a practice requirement in school nursing which may be met by: <ul style="list-style-type: none"> • 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 • 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 • 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).
National Association of School Nurses (NASN)	Current license as a registered nurse in the U.S.; Have a baccalaureate degree or higher; and Are recommended to have completed a practice requirement in school nursing.

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

www.nursingworld.org/ancc/

National Association of School Nurses
 PO Box 1300
 Scarborough ME 04070-1300

207-883-2117 or 1-877-627-6476

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-131 should be used to code the nationally certified school nurses.

Budget code 5840-xxx-146 should be used to code the non-certified school nurses.

5. Daily rate of pay

Nationally certified school nurses are paid based on 21.5 days regardless of the number of weekdays in the month of service.

Non-certified school nurses whose term of employment is *exactly* 10 months (215 days) will be paid based on 21.5 days in a month. Those non-certified school nurses whose term of employment is *not exactly* 10 months (215 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, 2005, school-based non-certified employees whose term of employment is exactly 10 months (215 days) will be paid based on 21.5 days in a month.

School-based non-certified employees whose term of employment is not exactly 10 months (215 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 21.5 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. 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),
- teacher assistants (object code 142), 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).

E. 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.

Class Specifications for Non-Certified Personnel can be found at www.ncpublicschools.org/docs/fbs/personnel/tools/jobclass.pdf.

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 till 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 (5xxx-033-183)

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 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.

C. 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 (i.e. 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:
 - i. Primary duty (main, major or most important duty; generally 50% or more of time) - must manage an enterprise, department, or subdivision thereof;
 - ii. Supervision - must customarily and regularly direct the work of two or more employees;
 - iii. Authority - must be able to hire and fire or suggest changes in status of other employees, and their input is given 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:
 - i. 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;
 - ii. 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;
- iii. 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:
- i. 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;
 - ii. 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;
 - iii. 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 (i.e. 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 cannot be waived by agreement between the employer and employee.

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 =	<u>\$120.00</u>
4. Regular Wages		<u>\$390.00</u>
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

\$21.67 Coded to Bus Driver Overtime Pay

\$65.02 Total Overtime Pay

Total Gross Compensation	=	\$411.70
Total Overtime Pay	=	<u>- \$65.02</u>
Total Straight Time Pay		<u>\$346.68</u>

Proration of Salary Payment:

Teacher Assistant \$346.68 x .6667 = \$231.13

Bus Driver \$348.68 x .3333 = \$115.55

Total Straight Time Pay \$346.68

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
<u>45</u>	<u>100.000%</u>	<u>5.00</u>		<u>\$65.00</u>

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 199. 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.***

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: www.dol.gov.

M. SAMPLE QUESTIONS - OVERTIME PAY

1. 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. 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. 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. 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. 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

REFERENCES for Deductions from Payroll

North Carolina Department of State Treasurer Policies Manual

www.nctreasurer.com/DSTHome/StateAndLocalGov/AuditingAndReporting/policiesmanual.htm

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

www.ncleg.net/gascripts/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 Reporting 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.

D. BUS DRIVERS

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:

Codes when Employing Non-certified Substitutes			Codes when Employing Certified Substitutes		
<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

Other Absences Codes

<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
26	Personal Leave Day/Non Protected Day	No Deduction
28	Bonus Annual Leave	No Deduction
36	Personal Leave (1Day) Employing Non-Certified Substitute	No Deduction
37	Teacher Assistant When Subbing	Days Pay Deduction
46	Personal Leave (1 Day) Employing Certified Substitute	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 [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 4.1, in the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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 10.1 in the [Benefits & Employment Policy 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, in the [Benefits & Employment Policy 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 the [Benefits & Employment Policy 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:** 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 the [Benefits & Employment Policy Manual](#).)
 - b. **Military leave** without pay for certain periods of active duty or attendance at service schools beyond annual eligible days. (See Section 10, in the [Benefits & Employment Policy 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

2008 - 2009

North Carolina Public School

Salary Schedules

Also available online: www.ncpublicschools.org/fbs/finance/salary/

2008-2009

BACHELOR'S DEGREE CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2008

Years of Exp	Bachelor's Teacher			Bachelor's w/ NBPTS Certification		
	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)
0	\$3,043	\$2,535.83	\$30,430	N/A	N/A	N/A
1	\$3,085	\$2,570.83	\$30,850	N/A	N/A	N/A
2	\$3,129	\$2,607.50	\$31,290	N/A	N/A	N/A
3	\$3,264	\$2,720.00	\$32,640	\$3,656	\$3,046.67	\$36,560
4	\$3,404	\$2,836.67	\$34,040	\$3,812	\$3,176.67	\$38,120
5	\$3,538	\$2,948.33	\$35,380	\$3,963	\$3,302.50	\$39,630
6	\$3,667	\$3,055.83	\$36,670	\$4,107	\$3,422.50	\$41,070
7	\$3,771	\$3,142.50	\$37,710	\$4,224	\$3,520.00	\$42,240
8	\$3,819	\$3,182.50	\$38,190	\$4,277	\$3,564.17	\$42,770
9	\$3,868	\$3,223.33	\$38,680	\$4,332	\$3,610.00	\$43,320
10	\$3,918	\$3,265.00	\$39,180	\$4,388	\$3,656.67	\$43,880
11	\$3,967	\$3,305.83	\$39,670	\$4,443	\$3,702.50	\$44,430
12	\$4,018	\$3,348.33	\$40,180	\$4,500	\$3,750.00	\$45,000
13	\$4,069	\$3,390.83	\$40,690	\$4,557	\$3,797.50	\$45,570
14	\$4,122	\$3,435.00	\$41,220	\$4,617	\$3,847.50	\$46,170
15	\$4,176	\$3,480.00	\$41,760	\$4,677	\$3,897.50	\$46,770
16	\$4,231	\$3,525.83	\$42,310	\$4,739	\$3,949.17	\$47,390
17	\$4,286	\$3,571.67	\$42,860	\$4,800	\$4,000.00	\$48,000
18	\$4,345	\$3,620.83	\$43,450	\$4,866	\$4,055.00	\$48,660
19	\$4,403	\$3,669.17	\$44,030	\$4,931	\$4,109.17	\$49,310
20	\$4,461	\$3,717.50	\$44,610	\$4,996	\$4,163.33	\$49,960
21	\$4,523	\$3,769.17	\$45,230	\$5,066	\$4,221.67	\$50,660
22	\$4,584	\$3,820.00	\$45,840	\$5,134	\$4,278.33	\$51,340
23	\$4,650	\$3,875.00	\$46,500	\$5,208	\$4,340.00	\$52,080
24	\$4,714	\$3,928.33	\$47,140	\$5,280	\$4,400.00	\$52,800
25	\$4,779	\$3,982.50	\$47,790	\$5,352	\$4,460.00	\$53,520
26	\$4,845	\$4,037.50	\$48,450	\$5,426	\$4,521.67	\$54,260
27	\$4,913	\$4,094.17	\$49,130	\$5,503	\$4,585.83	\$55,030
28	\$4,984	\$4,153.33	\$49,840	\$5,582	\$4,651.67	\$55,820
29	\$5,055	\$4,212.50	\$50,550	\$5,662	\$4,718.33	\$56,620
30	\$5,153	\$4,294.17	\$51,530	\$5,771	\$4,809.17	\$57,710
31+	\$5,255	\$4,379.17	\$52,550	\$5,886	\$4,905.00	\$58,860

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

2008-2009
MASTER'S DEGREE CERTIFIED TEACHER SALARY SCHEDULE

Effective July 1, 2008

Years of Exp	Master's Teacher			Master's w/NBPTS Certification		
	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)
0	\$3,347	\$2,789.17	\$33,470	N/A	N/A	N/A
1	\$3,394	\$2,828.33	\$33,940	N/A	N/A	N/A
2	\$3,442	\$2,868.33	\$34,420	N/A	N/A	N/A
3	\$3,590	\$2,991.67	\$35,900	\$4,021	\$3,350.83	\$40,210
4	\$3,744	\$3,120.00	\$37,440	\$4,193	\$3,494.17	\$41,930
5	\$3,892	\$3,243.33	\$38,920	\$4,359	\$3,632.50	\$43,590
6	\$4,034	\$3,361.67	\$40,340	\$4,518	\$3,765.00	\$45,180
7	\$4,148	\$3,456.67	\$41,480	\$4,646	\$3,871.67	\$46,460
8	\$4,201	\$3,500.83	\$42,010	\$4,705	\$3,920.83	\$47,050
9	\$4,255	\$3,545.83	\$42,550	\$4,766	\$3,971.67	\$47,660
10	\$4,310	\$3,591.67	\$43,100	\$4,827	\$4,022.50	\$48,270
11	\$4,364	\$3,636.67	\$43,640	\$4,888	\$4,073.33	\$48,880
12	\$4,420	\$3,683.33	\$44,200	\$4,950	\$4,125.00	\$49,500
13	\$4,476	\$3,730.00	\$44,760	\$5,013	\$4,177.50	\$50,130
14	\$4,534	\$3,778.33	\$45,340	\$5,078	\$4,231.67	\$50,780
15	\$4,594	\$3,828.33	\$45,940	\$5,145	\$4,287.50	\$51,450
16	\$4,654	\$3,878.33	\$46,540	\$5,212	\$4,343.33	\$52,120
17	\$4,715	\$3,929.17	\$47,150	\$5,281	\$4,400.83	\$52,810
18	\$4,780	\$3,983.33	\$47,800	\$5,354	\$4,461.67	\$53,540
19	\$4,843	\$4,035.83	\$48,430	\$5,424	\$4,520.00	\$54,240
20	\$4,907	\$4,089.17	\$49,070	\$5,496	\$4,580.00	\$54,960
21	\$4,975	\$4,145.83	\$49,750	\$5,572	\$4,643.33	\$55,720
22	\$5,042	\$4,201.67	\$50,420	\$5,647	\$4,705.83	\$56,470
23	\$5,115	\$4,262.50	\$51,150	\$5,729	\$4,774.17	\$57,290
24	\$5,185	\$4,320.83	\$51,850	\$5,807	\$4,839.17	\$58,070
25	\$5,257	\$4,380.83	\$52,570	\$5,888	\$4,906.67	\$58,880
26	\$5,330	\$4,441.67	\$53,300	\$5,970	\$4,975.00	\$59,700
27	\$5,404	\$4,503.33	\$54,040	\$6,052	\$5,043.33	\$60,520
28	\$5,482	\$4,568.33	\$54,820	\$6,140	\$5,116.67	\$61,400
29	\$5,561	\$4,634.17	\$55,610	\$6,228	\$5,190.00	\$62,280
30	\$5,668	\$4,723.33	\$56,680	\$6,348	\$5,290.00	\$63,480
31+	\$5,781	\$4,817.50	\$57,810	\$6,475	\$5,395.83	\$64,750

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

**2008-2009
ADVANCED AND DOCTORAL DEGREEED
TEACHER SALARY SCHEDULE**

Effective July 1, 2008

Years of Exp	ADVANCED (SIXTH YEAR)				DOCTORATE			
	Adv. Teacher		Adv. w/ NBPTS Cert.		PhD Teacher		PhD w/ NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	\$3,473	\$2,894.17	N/A	N/A	\$3,600	\$3,000.00	N/A	N/A
1	\$3,520	\$2,933.33	N/A	N/A	\$3,647	\$3,039.17	N/A	N/A
2	\$3,568	\$2,973.33	N/A	N/A	\$3,695	\$3,079.17	N/A	N/A
3	\$3,716	\$3,096.67	\$4,147	\$3,455.83	\$3,843	\$3,202.50	\$4,274	\$3,561.67
4	\$3,870	\$3,225.00	\$4,319	\$3,599.17	\$3,997	\$3,330.83	\$4,446	\$3,705.00
5	\$4,018	\$3,348.33	\$4,485	\$3,737.50	\$4,145	\$3,454.17	\$4,612	\$3,843.33
6	\$4,160	\$3,466.67	\$4,644	\$3,870.00	\$4,287	\$3,572.50	\$4,771	\$3,975.83
7	\$4,274	\$3,561.67	\$4,772	\$3,976.67	\$4,401	\$3,667.50	\$4,899	\$4,082.50
8	\$4,327	\$3,605.83	\$4,831	\$4,025.83	\$4,454	\$3,711.67	\$4,958	\$4,131.67
9	\$4,381	\$3,650.83	\$4,892	\$4,076.67	\$4,508	\$3,756.67	\$5,019	\$4,182.50
10	\$4,436	\$3,696.67	\$4,953	\$4,127.50	\$4,563	\$3,802.50	\$5,080	\$4,233.33
11	\$4,490	\$3,741.67	\$5,014	\$4,178.33	\$4,617	\$3,847.50	\$5,141	\$4,284.17
12	\$4,546	\$3,788.33	\$5,076	\$4,230.00	\$4,673	\$3,894.17	\$5,203	\$4,335.83
13	\$4,602	\$3,835.00	\$5,139	\$4,282.50	\$4,729	\$3,940.83	\$5,266	\$4,388.33
14	\$4,660	\$3,883.33	\$5,204	\$4,336.67	\$4,787	\$3,989.17	\$5,331	\$4,442.50
15	\$4,720	\$3,933.33	\$5,271	\$4,392.50	\$4,847	\$4,039.17	\$5,398	\$4,498.33
16	\$4,780	\$3,983.33	\$5,338	\$4,448.33	\$4,907	\$4,089.17	\$5,465	\$4,554.17
17	\$4,841	\$4,034.17	\$5,407	\$4,505.83	\$4,968	\$4,140.00	\$5,534	\$4,611.67
18	\$4,906	\$4,088.33	\$5,480	\$4,566.67	\$5,033	\$4,194.17	\$5,607	\$4,672.50
19	\$4,969	\$4,140.83	\$5,550	\$4,625.00	\$5,096	\$4,246.67	\$5,677	\$4,730.83
20	\$5,033	\$4,194.17	\$5,622	\$4,685.00	\$5,160	\$4,300.00	\$5,749	\$4,790.83
21	\$5,101	\$4,250.83	\$5,698	\$4,748.33	\$5,228	\$4,356.67	\$5,825	\$4,854.17
22	\$5,168	\$4,306.67	\$5,773	\$4,810.83	\$5,295	\$4,412.50	\$5,900	\$4,916.67
23	\$5,241	\$4,367.50	\$5,855	\$4,879.17	\$5,368	\$4,473.33	\$5,982	\$4,985.00
24	\$5,311	\$4,425.83	\$5,933	\$4,944.17	\$5,438	\$4,531.67	\$6,060	\$5,050.00
25	\$5,383	\$4,485.83	\$6,014	\$5,011.67	\$5,510	\$4,591.67	\$6,141	\$5,117.50
26	\$5,456	\$4,546.67	\$6,096	\$5,080.00	\$5,583	\$4,652.50	\$6,223	\$5,185.83
27	\$5,530	\$4,608.33	\$6,178	\$5,148.33	\$5,657	\$4,714.17	\$6,305	\$5,254.17
28	\$5,608	\$4,673.33	\$6,266	\$5,221.67	\$5,735	\$4,779.17	\$6,393	\$5,327.50
29	\$5,687	\$4,739.17	\$6,354	\$5,295.00	\$5,814	\$4,845.00	\$6,481	\$5,400.83
30	\$5,794	\$4,828.33	\$6,474	\$5,395.00	\$5,921	\$4,934.17	\$6,601	\$5,500.83
31+	\$5,907	\$4,922.50	\$6,601	\$5,500.83	\$6,034	\$5,028.33	\$6,728	\$5,606.67

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

**2008-2009
BACHELOR'S DEGREE CERTIFIED INSTRUCTIONAL SUPPORT SALARY
SCHEDULE**

Effective July 1, 2008

Years of Exp	Bachelor's Instructional Support			Bachelor's w/ NBPTS Certification		
	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)
0	\$3,043	\$2,535.83	\$30,430	N/A	N/A	N/A
1	\$3,085	\$2,570.83	\$30,850	N/A	N/A	N/A
2	\$3,129	\$2,607.50	\$31,290	N/A	N/A	N/A
3	\$3,264	\$2,720.00	\$32,640	\$3,656	\$3,046.67	\$36,560
4	\$3,404	\$2,836.67	\$34,040	\$3,812	\$3,176.67	\$38,120
5	\$3,538	\$2,948.33	\$35,380	\$3,963	\$3,302.50	\$39,630
6	\$3,667	\$3,055.83	\$36,670	\$4,107	\$3,422.50	\$41,070
7	\$3,771	\$3,142.50	\$37,710	\$4,224	\$3,520.00	\$42,240
8	\$3,819	\$3,182.50	\$38,190	\$4,277	\$3,564.17	\$42,770
9	\$3,868	\$3,223.33	\$38,680	\$4,332	\$3,610.00	\$43,320
10	\$3,918	\$3,265.00	\$39,180	\$4,388	\$3,656.67	\$43,880
11	\$3,967	\$3,305.83	\$39,670	\$4,443	\$3,702.50	\$44,430
12	\$4,018	\$3,348.33	\$40,180	\$4,500	\$3,750.00	\$45,000
13	\$4,069	\$3,390.83	\$40,690	\$4,557	\$3,797.50	\$45,570
14	\$4,122	\$3,435.00	\$41,220	\$4,617	\$3,847.50	\$46,170
15	\$4,176	\$3,480.00	\$41,760	\$4,677	\$3,897.50	\$46,770
16	\$4,231	\$3,525.83	\$42,310	\$4,739	\$3,949.17	\$47,390
17	\$4,286	\$3,571.67	\$42,860	\$4,800	\$4,000.00	\$48,000
18	\$4,345	\$3,620.83	\$43,450	\$4,866	\$4,055.00	\$48,660
19	\$4,403	\$3,669.17	\$44,030	\$4,931	\$4,109.17	\$49,310
20	\$4,461	\$3,717.50	\$44,610	\$4,996	\$4,163.33	\$49,960
21	\$4,523	\$3,769.17	\$45,230	\$5,066	\$4,221.67	\$50,660
22	\$4,584	\$3,820.00	\$45,840	\$5,134	\$4,278.33	\$51,340
23	\$4,650	\$3,875.00	\$46,500	\$5,208	\$4,340.00	\$52,080
24	\$4,714	\$3,928.33	\$47,140	\$5,280	\$4,400.00	\$52,800
25	\$4,779	\$3,982.50	\$47,790	\$5,352	\$4,460.00	\$53,520
26	\$4,845	\$4,037.50	\$48,450	\$5,426	\$4,521.67	\$54,260
27	\$4,913	\$4,094.17	\$49,130	\$5,503	\$4,585.83	\$55,030
28	\$4,984	\$4,153.33	\$49,840	\$5,582	\$4,651.67	\$55,820
29	\$5,055	\$4,212.50	\$50,550	\$5,662	\$4,718.33	\$56,620
30	\$5,153	\$4,294.17	\$51,530	\$5,771	\$4,809.17	\$57,710
31	\$5,255	\$4,379.17	\$52,550	\$5,886	\$4,905.00	\$58,860

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

2008-2009

MASTER'S DEGREE CERTIFIED INSTRUCTIONAL SUPPORT SALARY SCHEDULE

Effective July 1, 2008

Years of Exp	Master's Instructional Support			Master's w/ NBPTS Certification		
	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)	Monthly Salary	12 Monthly Installments	Annual Salary (10 months)
0	\$3,347	\$2,789.17	\$33,470	N/A	N/A	N/A
1	\$3,394	\$2,828.33	\$33,940	N/A	N/A	N/A
2	\$3,442	\$2,868.33	\$34,420	N/A	N/A	N/A
3	\$3,590	\$2,991.67	\$35,900	\$4,021	\$3,350.83	\$40,210
4	\$3,744	\$3,120.00	\$37,440	\$4,193	\$3,494.17	\$41,930
5	\$3,892	\$3,243.33	\$38,920	\$4,359	\$3,632.50	\$43,590
6	\$4,034	\$3,361.67	\$40,340	\$4,518	\$3,765.00	\$45,180
7	\$4,148	\$3,456.67	\$41,480	\$4,646	\$3,871.67	\$46,460
8	\$4,201	\$3,500.83	\$42,010	\$4,705	\$3,920.83	\$47,050
9	\$4,255	\$3,545.83	\$42,550	\$4,766	\$3,971.67	\$47,660
10	\$4,310	\$3,591.67	\$43,100	\$4,827	\$4,022.50	\$48,270
11	\$4,364	\$3,636.67	\$43,640	\$4,888	\$4,073.33	\$48,880
12	\$4,420	\$3,683.33	\$44,200	\$4,950	\$4,125.00	\$49,500
13	\$4,476	\$3,730.00	\$44,760	\$5,013	\$4,177.50	\$50,130
14	\$4,534	\$3,778.33	\$45,340	\$5,078	\$4,231.67	\$50,780
15	\$4,594	\$3,828.33	\$45,940	\$5,145	\$4,287.50	\$51,450
16	\$4,654	\$3,878.33	\$46,540	\$5,212	\$4,343.33	\$52,120
17	\$4,715	\$3,929.17	\$47,150	\$5,281	\$4,400.83	\$52,810
18	\$4,780	\$3,983.33	\$47,800	\$5,354	\$4,461.67	\$53,540
19	\$4,843	\$4,035.83	\$48,430	\$5,424	\$4,520.00	\$54,240
20	\$4,907	\$4,089.17	\$49,070	\$5,496	\$4,580.00	\$54,960
21	\$4,975	\$4,145.83	\$49,750	\$5,572	\$4,643.33	\$55,720
22	\$5,042	\$4,201.67	\$50,420	\$5,647	\$4,705.83	\$56,470
23	\$5,115	\$4,262.50	\$51,150	\$5,729	\$4,774.17	\$57,290
24	\$5,185	\$4,320.83	\$51,850	\$5,807	\$4,839.17	\$58,070
25	\$5,257	\$4,380.83	\$52,570	\$5,888	\$4,906.67	\$58,880
26	\$5,330	\$4,441.67	\$53,300	\$5,970	\$4,975.00	\$59,700
27	\$5,404	\$4,503.33	\$54,040	\$6,052	\$5,043.33	\$60,520
28	\$5,482	\$4,568.33	\$54,820	\$6,140	\$5,116.67	\$61,400
29	\$5,561	\$4,634.17	\$55,610	\$6,228	\$5,190.00	\$62,280
30	\$5,668	\$4,723.33	\$56,680	\$6,348	\$5,290.00	\$63,480
31+	\$5,781	\$4,817.50	\$57,810	\$6,475	\$5,395.83	\$64,750

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

2008-2009
ADVANCED AND DOCTORAL DEGREED
INSTRUCTIONAL SUPPORT SALARY SCHEDULE
Effective July 1, 2008

Years of Exp	ADVANCED (SIXTH YEAR)				DOCTORATE			
	Adv. Ins. Support		Adv. w/ NBPTS Cert.		PhD Ins. Support		PhD w/ NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	\$3,473	\$2,894.17	N/A	N/A	\$3,600	\$3,000.00	N/A	N/A
1	\$3,520	\$2,933.33	N/A	N/A	\$3,647	\$3,039.17	N/A	N/A
2	\$3,568	\$2,973.33	N/A	N/A	\$3,695	\$3,079.17	N/A	N/A
3	\$3,716	\$3,096.67	\$4,147	\$3,455.83	\$3,843	\$3,202.50	\$4,274	\$3,561.67
4	\$3,870	\$3,225.00	\$4,319	\$3,599.17	\$3,997	\$3,330.83	\$4,446	\$3,705.00
5	\$4,018	\$3,348.33	\$4,485	\$3,737.50	\$4,145	\$3,454.17	\$4,612	\$3,843.33
6	\$4,160	\$3,466.67	\$4,644	\$3,870.00	\$4,287	\$3,572.50	\$4,771	\$3,975.83
7	\$4,274	\$3,561.67	\$4,772	\$3,976.67	\$4,401	\$3,667.50	\$4,899	\$4,082.50
8	\$4,327	\$3,605.83	\$4,831	\$4,025.83	\$4,454	\$3,711.67	\$4,958	\$4,131.67
9	\$4,381	\$3,650.83	\$4,892	\$4,076.67	\$4,508	\$3,756.67	\$5,019	\$4,182.50
10	\$4,436	\$3,696.67	\$4,953	\$4,127.50	\$4,563	\$3,802.50	\$5,080	\$4,233.33
11	\$4,490	\$3,741.67	\$5,014	\$4,178.33	\$4,617	\$3,847.50	\$5,141	\$4,284.17
12	\$4,546	\$3,788.33	\$5,076	\$4,230.00	\$4,673	\$3,894.17	\$5,203	\$4,335.83
13	\$4,602	\$3,835.00	\$5,139	\$4,282.50	\$4,729	\$3,940.83	\$5,266	\$4,388.33
14	\$4,660	\$3,883.33	\$5,204	\$4,336.67	\$4,787	\$3,989.17	\$5,331	\$4,442.50
15	\$4,720	\$3,933.33	\$5,271	\$4,392.50	\$4,847	\$4,039.17	\$5,398	\$4,498.33
16	\$4,780	\$3,983.33	\$5,338	\$4,448.33	\$4,907	\$4,089.17	\$5,465	\$4,554.17
17	\$4,841	\$4,034.17	\$5,407	\$4,505.83	\$4,968	\$4,140.00	\$5,534	\$4,611.67
18	\$4,906	\$4,088.33	\$5,480	\$4,566.67	\$5,033	\$4,194.17	\$5,607	\$4,672.50
19	\$4,969	\$4,140.83	\$5,550	\$4,625.00	\$5,096	\$4,246.67	\$5,677	\$4,730.83
20	\$5,033	\$4,194.17	\$5,622	\$4,685.00	\$5,160	\$4,300.00	\$5,749	\$4,790.83
21	\$5,101	\$4,250.83	\$5,698	\$4,748.33	\$5,228	\$4,356.67	\$5,825	\$4,854.17
22	\$5,168	\$4,306.67	\$5,773	\$4,810.83	\$5,295	\$4,412.50	\$5,900	\$4,916.67
23	\$5,241	\$4,367.50	\$5,855	\$4,879.17	\$5,368	\$4,473.33	\$5,982	\$4,985.00
24	\$5,311	\$4,425.83	\$5,933	\$4,944.17	\$5,438	\$4,531.67	\$6,060	\$5,050.00
25	\$5,383	\$4,485.83	\$6,014	\$5,011.67	\$5,510	\$4,591.67	\$6,141	\$5,117.50
26	\$5,456	\$4,546.67	\$6,096	\$5,080.00	\$5,583	\$4,652.50	\$6,223	\$5,185.83
27	\$5,530	\$4,608.33	\$6,178	\$5,148.33	\$5,657	\$4,714.17	\$6,305	\$5,254.17
28	\$5,608	\$4,673.33	\$6,266	\$5,221.67	\$5,735	\$4,779.17	\$6,393	\$5,327.50
29	\$5,687	\$4,739.17	\$6,354	\$5,295.00	\$5,814	\$4,845.00	\$6,481	\$5,400.83
30	\$5,794	\$4,828.33	\$6,474	\$5,395.00	\$5,921	\$4,934.17	\$6,601	\$5,500.83
31+	\$5,907	\$4,922.50	\$6,601	\$5,500.83	\$6,034	\$5,028.33	\$6,728	\$5,606.67

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

2008-2009
DAILY RATE SCHEDULES
DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL
(Based on 21.5 Days)
Effective July 1, 2008

Years of <u>Exp</u>	Bachelor's Degree		Master's Degree		Advanced Degree		Doctorate Degree	
	Bachelor's	Bachelor's with NBPTS	Master's	Master's with NBPTS	Advanced	Advanced with NBPTS	Doctorate	Doctorate with NBPTS
0	\$141.53	N/A	\$155.67	N/A	\$161.53	N/A	\$167.44	N/A
1	\$143.49	N/A	\$157.86	N/A	\$163.72	N/A	\$169.63	N/A
2	\$145.53	N/A	\$160.09	N/A	\$165.95	N/A	\$171.86	N/A
3	\$151.81	\$170.05	\$166.98	\$187.02	\$172.84	\$192.88	\$178.74	\$198.79
4	\$158.33	\$177.30	\$174.14	\$195.02	\$180.00	\$200.88	\$185.91	\$206.79
5	\$164.56	\$184.33	\$181.02	\$202.74	\$186.88	\$208.60	\$192.79	\$214.51
6	\$170.56	\$191.02	\$187.63	\$210.14	\$193.49	\$216.00	\$199.40	\$221.91
7	\$175.40	\$196.47	\$192.93	\$216.09	\$198.79	\$221.95	\$204.70	\$227.86
8	\$177.63	\$198.93	\$195.40	\$218.84	\$201.26	\$224.70	\$207.16	\$230.60
9	\$179.91	\$201.49	\$197.91	\$221.67	\$203.77	\$227.53	\$209.67	\$233.44
10	\$182.23	\$204.09	\$200.47	\$224.51	\$206.33	\$230.37	\$212.23	\$236.28
11	\$184.51	\$206.65	\$202.98	\$227.35	\$208.84	\$233.21	\$214.74	\$239.12
12	\$186.88	\$209.30	\$205.58	\$230.23	\$211.44	\$236.09	\$217.35	\$242.00
13	\$189.26	\$211.95	\$208.19	\$233.16	\$214.05	\$239.02	\$219.95	\$244.93
14	\$191.72	\$214.74	\$210.88	\$236.19	\$216.74	\$242.05	\$222.65	\$247.95
15	\$194.23	\$217.53	\$213.67	\$239.30	\$219.53	\$245.16	\$225.44	\$251.07
16	\$196.79	\$220.42	\$216.47	\$242.42	\$222.33	\$248.28	\$228.23	\$254.19
17	\$199.35	\$223.26	\$219.30	\$245.63	\$225.16	\$251.49	\$231.07	\$257.40
18	\$202.09	\$226.33	\$222.33	\$249.02	\$228.19	\$254.88	\$234.09	\$260.79
19	\$204.79	\$229.35	\$225.26	\$252.28	\$231.12	\$258.14	\$237.02	\$264.05
20	\$207.49	\$232.37	\$228.23	\$255.63	\$234.09	\$261.49	\$240.00	\$267.40
21	\$210.37	\$235.63	\$231.40	\$259.16	\$237.26	\$265.02	\$243.16	\$270.93
22	\$213.21	\$238.79	\$234.51	\$262.65	\$240.37	\$268.51	\$246.28	\$274.42
23	\$216.28	\$242.23	\$237.91	\$266.47	\$243.77	\$272.33	\$249.67	\$278.23
24	\$219.26	\$245.58	\$241.16	\$270.09	\$247.02	\$275.95	\$252.93	\$281.86
25	\$222.28	\$248.93	\$244.51	\$273.86	\$250.37	\$279.72	\$256.28	\$285.63
26	\$225.35	\$252.37	\$247.91	\$277.67	\$253.77	\$283.53	\$259.67	\$289.44
27	\$228.51	\$255.95	\$251.35	\$281.49	\$257.21	\$287.35	\$263.12	\$293.26
28	\$231.81	\$259.63	\$254.98	\$285.58	\$260.84	\$291.44	\$266.74	\$297.35
29	\$235.12	\$263.35	\$258.65	\$289.67	\$264.51	\$295.53	\$270.42	\$301.44
30	\$239.67	\$268.42	\$263.63	\$295.26	\$269.49	\$301.12	\$275.40	\$307.02
31	\$244.42	\$273.77	\$268.88	\$301.16	\$274.74	\$307.02	\$280.65	\$312.93

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

2008-2009
SCHOOL PSYCHOLOGIST SALARY SCHEDULE
(INCLUDING MASTER'S LEVEL SPEECH-LANGUAGE PATHOLOGISTS
AND MASTER'S LEVEL AUDIOLOGISTS)

Effective July 1, 2008

Years of Exp	Master's		Advanced		Doctorate	
	Monthly Salary	12 Monthly Installments	Monthly Salary	12 Monthly Installments	Monthly Salary	12 Monthly Installments
0	\$3,892	\$3,243.33	\$4,018	\$3,348.33	\$4,145	\$3,454.17
1	\$4,034	\$3,361.67	\$4,160	\$3,466.67	\$4,287	\$3,572.50
2	\$4,148	\$3,456.67	\$4,274	\$3,561.67	\$4,401	\$3,667.50
3	\$4,201	\$3,500.83	\$4,327	\$3,605.83	\$4,454	\$3,711.67
4	\$4,255	\$3,545.83	\$4,381	\$3,650.83	\$4,508	\$3,756.67
5	\$4,310	\$3,591.67	\$4,436	\$3,696.67	\$4,563	\$3,802.50
6	\$4,364	\$3,636.67	\$4,490	\$3,741.67	\$4,617	\$3,847.50
7	\$4,420	\$3,683.33	\$4,546	\$3,788.33	\$4,673	\$3,894.17
8	\$4,476	\$3,730.00	\$4,602	\$3,835.00	\$4,729	\$3,940.83
9	\$4,534	\$3,778.33	\$4,660	\$3,883.33	\$4,787	\$3,989.17
10	\$4,594	\$3,828.33	\$4,720	\$3,933.33	\$4,847	\$4,039.17
11	\$4,654	\$3,878.33	\$4,780	\$3,983.33	\$4,907	\$4,089.17
12	\$4,715	\$3,929.17	\$4,841	\$4,034.17	\$4,968	\$4,140.00
13	\$4,780	\$3,983.33	\$4,906	\$4,088.33	\$5,033	\$4,194.17
14	\$4,843	\$4,035.83	\$4,969	\$4,140.83	\$5,096	\$4,246.67
15	\$4,907	\$4,089.17	\$5,033	\$4,194.17	\$5,160	\$4,300.00
16	\$4,975	\$4,145.83	\$5,101	\$4,250.83	\$5,228	\$4,356.67
17	\$5,042	\$4,201.67	\$5,168	\$4,306.67	\$5,295	\$4,412.50
18	\$5,115	\$4,262.50	\$5,241	\$4,367.50	\$5,368	\$4,473.33
19	\$5,185	\$4,320.83	\$5,311	\$4,425.83	\$5,438	\$4,531.67
20	\$5,257	\$4,380.83	\$5,383	\$4,485.83	\$5,510	\$4,591.67
21	\$5,330	\$4,441.67	\$5,456	\$4,546.67	\$5,583	\$4,652.50
22	\$5,404	\$4,503.33	\$5,530	\$4,608.33	\$5,657	\$4,714.17
23	\$5,482	\$4,568.33	\$5,608	\$4,673.33	\$5,735	\$4,779.17
24	\$5,561	\$4,634.17	\$5,687	\$4,739.17	\$5,814	\$4,845.00
25	\$5,668	\$4,723.33	\$5,794	\$4,828.33	\$5,921	\$4,934.17
26	\$5,781	\$4,817.50	\$5,907	\$4,922.50	\$6,034	\$5,028.33
27	\$5,873	\$4,894.17	\$5,999	\$4,999.17	\$6,126	\$5,105.00
28	\$5,967	\$4,972.50	\$6,093	\$5,077.50	\$6,220	\$5,183.33
29	\$6,062	\$5,051.67	\$6,188	\$5,156.67	\$6,315	\$5,262.50
30	\$6,159	\$5,132.50	\$6,285	\$5,237.50	\$6,412	\$5,343.33
31+	\$6,258	\$5,215.00	\$6,384	\$5,320.00	\$6,511	\$5,425.83

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.

2008-2009
DAILY RATES FOR SCHOOL PSYCHOLOGISTS
Including Masters Level Speech-Language Pathologists
and Masters Level Audiologists
(Based on 21.5 Days)
Effective July 1, 2008

YEARS OF <u>EXP</u>	BASE <u>SALARY</u>	Psychologists		
		Masters	Advanced	Doctorate
0	\$3,892	\$181.02	\$186.88	\$192.79
1	\$4,034	\$187.63	\$193.49	\$199.40
2	\$4,148	\$192.93	\$198.79	\$204.70
3	\$4,201	\$195.40	\$201.26	\$207.16
4	\$4,255	\$197.91	\$203.77	\$209.67
5	\$4,310	\$200.47	\$206.33	\$212.23
6	\$4,364	\$202.98	\$208.84	\$214.74
7	\$4,420	\$205.58	\$211.44	\$217.35
8	\$4,476	\$208.19	\$214.05	\$219.95
9	\$4,534	\$210.88	\$216.74	\$222.65
10	\$4,594	\$213.67	\$219.53	\$225.44
11	\$4,654	\$216.47	\$222.33	\$228.23
12	\$4,715	\$219.30	\$225.16	\$231.07
13	\$4,780	\$222.33	\$228.19	\$234.09
14	\$4,843	\$225.26	\$231.12	\$237.02
15	\$4,907	\$228.23	\$234.09	\$240.00
16	\$4,975	\$231.40	\$237.26	\$243.16
17	\$5,042	\$234.51	\$240.37	\$246.28
18	\$5,115	\$237.91	\$243.77	\$249.67
19	\$5,185	\$241.16	\$247.02	\$252.93
20	\$5,257	\$244.51	\$250.37	\$256.28
21	\$5,330	\$247.91	\$253.77	\$259.67
22	\$5,404	\$251.35	\$257.21	\$263.12
23	\$5,482	\$254.98	\$260.84	\$266.74
24	\$5,561	\$258.65	\$264.51	\$270.42
25	\$5,668	\$263.63	\$269.49	\$275.40
26	\$5,781	\$268.88	\$274.74	\$280.65
27	\$5,873	\$273.16	\$279.02	\$284.93
28	\$5,967	\$277.53	\$283.40	\$289.30
29	\$6,062	\$281.95	\$287.81	\$293.72
30	\$6,159	\$286.47	\$292.33	\$298.23
31+	\$6,258	\$291.07	\$296.93	\$302.84

FY 2008-09
ASSISTANT PRINCIPAL SALARY SCHEDULE
Effective July 1, 2008

Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-4	0-1	\$3,781	\$3,819	\$3,857	\$3,894	\$3,932	\$3,970	\$4,008
5	0-2	\$3,931	\$3,970	\$4,010	\$4,049	\$4,088	\$4,128	\$4,167
6	0-3	\$4,074	\$4,115	\$4,155	\$4,196	\$4,237	\$4,278	\$4,318
7	0-4	\$4,189	\$4,231	\$4,273	\$4,315	\$4,357	\$4,398	\$4,440
8	0-5	\$4,243	\$4,285	\$4,328	\$4,370	\$4,413	\$4,455	\$4,498
9	0-6	\$4,298	\$4,341	\$4,384	\$4,427	\$4,470	\$4,513	\$4,556
10	0-7	\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614
11	0-8	\$4,408	\$4,452	\$4,496	\$4,540	\$4,584	\$4,628	\$4,672
12	0-9	\$4,464	\$4,509	\$4,553	\$4,598	\$4,643	\$4,687	\$4,732
13	0-10	\$4,521	\$4,566	\$4,611	\$4,657	\$4,702	\$4,747	\$4,792
14	0-11	\$4,579	\$4,625	\$4,671	\$4,716	\$4,762	\$4,808	\$4,854
15	0-12	\$4,640	\$4,686	\$4,733	\$4,779	\$4,826	\$4,872	\$4,918
16	0-13	\$4,701	\$4,748	\$4,795	\$4,842	\$4,889	\$4,936	\$4,983
17	0-14	\$4,762	\$4,810	\$4,857	\$4,905	\$4,952	\$5,000	\$5,048
18	0-15	\$4,828	\$4,876	\$4,925	\$4,973	\$5,021	\$5,069	\$5,118
19	0-16	\$4,891	\$4,940	\$4,989	\$5,038	\$5,087	\$5,136	\$5,184
20	0-17	\$4,956	\$5,006	\$5,055	\$5,105	\$5,154	\$5,204	\$5,253
21	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
22	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
23	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
24	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
25	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
26	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
27	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
28	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
29	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
30	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
31+	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL I
0 - 10 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-8	0-5	\$4,243	\$4,285	\$4,328	\$4,370	\$4,413	\$4,455	\$4,498
9	0-6	\$4,298	\$4,341	\$4,384	\$4,427	\$4,470	\$4,513	\$4,556
10	0-7	\$4,353	\$4,397	\$4,440	\$4,484	\$4,527	\$4,571	\$4,614
11	0-8	\$4,408	\$4,452	\$4,496	\$4,540	\$4,584	\$4,628	\$4,672
12	0-9	\$4,464	\$4,509	\$4,553	\$4,598	\$4,643	\$4,687	\$4,732
13	0-10	\$4,521	\$4,566	\$4,611	\$4,657	\$4,702	\$4,747	\$4,792
14	0-11	\$4,579	\$4,625	\$4,671	\$4,716	\$4,762	\$4,808	\$4,854
15	0-12	\$4,640	\$4,686	\$4,733	\$4,779	\$4,826	\$4,872	\$4,918
16	0-13	\$4,701	\$4,748	\$4,795	\$4,842	\$4,889	\$4,936	\$4,983
17	0-14	\$4,762	\$4,810	\$4,857	\$4,905	\$4,952	\$5,000	\$5,048
18	0-15	\$4,828	\$4,876	\$4,925	\$4,973	\$5,021	\$5,069	\$5,118
19	0-16	\$4,891	\$4,940	\$4,989	\$5,038	\$5,087	\$5,136	\$5,184
20	0-17	\$4,956	\$5,006	\$5,055	\$5,105	\$5,154	\$5,204	\$5,253
21	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
22	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
23	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
24	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
25	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
26	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
27	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
28	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
29	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
30	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
31	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
32+	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313

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 School Safety accomplishments.
4. Combined years experience include total years as an educator plus one for three as a principal.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL II
11 - 21 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-10	0-8	\$4,408	\$4,452	\$4,496	\$4,540	\$4,584	\$4,628	\$4,672
11	0-9	\$4,464	\$4,509	\$4,553	\$4,598	\$4,643	\$4,687	\$4,732
12	0-10	\$4,521	\$4,566	\$4,611	\$4,657	\$4,702	\$4,747	\$4,792
13	0-11	\$4,579	\$4,625	\$4,671	\$4,716	\$4,762	\$4,808	\$4,854
14	0-12	\$4,640	\$4,686	\$4,733	\$4,779	\$4,826	\$4,872	\$4,918
15	0-13	\$4,701	\$4,748	\$4,795	\$4,842	\$4,889	\$4,936	\$4,983
16	0-14	\$4,762	\$4,810	\$4,857	\$4,905	\$4,952	\$5,000	\$5,048
17	0-15	\$4,828	\$4,876	\$4,925	\$4,973	\$5,021	\$5,069	\$5,118
18	0-16	\$4,891	\$4,940	\$4,989	\$5,038	\$5,087	\$5,136	\$5,184
19	0-17	\$4,956	\$5,006	\$5,055	\$5,105	\$5,154	\$5,204	\$5,253
20	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
21	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
22	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
23	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
24	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
25	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
26	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
27	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
28	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
29	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
30	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
31	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
32	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
33	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
34+	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL III
22 - 32 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-12	0-11	\$4,579	\$4,625	\$4,671	\$4,716	\$4,762	\$4,808	\$4,854
13	0-12	\$4,640	\$4,686	\$4,733	\$4,779	\$4,826	\$4,872	\$4,918
14	0-13	\$4,701	\$4,748	\$4,795	\$4,842	\$4,889	\$4,936	\$4,983
15	0-14	\$4,762	\$4,810	\$4,857	\$4,905	\$4,952	\$5,000	\$5,048
16	0-15	\$4,828	\$4,876	\$4,925	\$4,973	\$5,021	\$5,069	\$5,118
17	0-16	\$4,891	\$4,940	\$4,989	\$5,038	\$5,087	\$5,136	\$5,184
18	0-17	\$4,956	\$5,006	\$5,055	\$5,105	\$5,154	\$5,204	\$5,253
19	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
20	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
21	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
22	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
23	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
24	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
25	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
26	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
27	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
28	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
29	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
30	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
31	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
32	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
33	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700
34	0-33	\$6,447	\$6,511	\$6,576	\$6,640	\$6,705	\$6,769	\$6,834
35	0-34	\$6,576	\$6,642	\$6,708	\$6,773	\$6,839	\$6,905	\$6,971
36+	0-35	\$6,708	\$6,775	\$6,842	\$6,909	\$6,976	\$7,043	\$7,110

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL IV
33 - 43 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-13	0-13	\$4,701	\$4,748	\$4,795	\$4,842	\$4,889	\$4,936	\$4,983
14	0-14	\$4,762	\$4,810	\$4,857	\$4,905	\$4,952	\$5,000	\$5,048
15	0-15	\$4,828	\$4,876	\$4,925	\$4,973	\$5,021	\$5,069	\$5,118
16	0-16	\$4,891	\$4,940	\$4,989	\$5,038	\$5,087	\$5,136	\$5,184
17	0-17	\$4,956	\$5,006	\$5,055	\$5,105	\$5,154	\$5,204	\$5,253
18	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
19	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
20	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
21	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
22	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
23	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
24	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
25	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
26	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
27	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
28	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
29	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
30	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
31	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
32	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700
33	0-33	\$6,447	\$6,511	\$6,576	\$6,640	\$6,705	\$6,769	\$6,834
34	0-34	\$6,576	\$6,642	\$6,708	\$6,773	\$6,839	\$6,905	\$6,971
35	0-35	\$6,708	\$6,775	\$6,842	\$6,909	\$6,976	\$7,043	\$7,110
36	0-36	\$6,842	\$6,910	\$6,979	\$7,047	\$7,116	\$7,184	\$7,253
37+	0-37	\$6,979	\$7,049	\$7,119	\$7,188	\$7,258	\$7,328	\$7,398

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL V
44 - 54 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-14	0-15	\$4,828	\$4,876	\$4,925	\$4,973	\$5,021	\$5,069	\$5,118
15	0-16	\$4,891	\$4,940	\$4,989	\$5,038	\$5,087	\$5,136	\$5,184
16	0-17	\$4,956	\$5,006	\$5,055	\$5,105	\$5,154	\$5,204	\$5,253
17	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
18	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
19	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
20	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
21	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
22	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
23	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
24	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
25	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
26	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
27	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
28	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
29	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
30	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
31	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700
32	0-33	\$6,447	\$6,511	\$6,576	\$6,640	\$6,705	\$6,769	\$6,834
33	0-34	\$6,576	\$6,642	\$6,708	\$6,773	\$6,839	\$6,905	\$6,971
34	0-35	\$6,708	\$6,775	\$6,842	\$6,909	\$6,976	\$7,043	\$7,110
35	0-36	\$6,842	\$6,910	\$6,979	\$7,047	\$7,116	\$7,184	\$7,253
36	0-37	\$6,979	\$7,049	\$7,119	\$7,188	\$7,258	\$7,328	\$7,398
37	0-38	\$7,119	\$7,190	\$7,261	\$7,333	\$7,404	\$7,475	\$7,546
38+	0-39	\$7,261	\$7,334	\$7,406	\$7,479	\$7,551	\$7,624	\$7,697

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL VI
55 - 65 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-16	0-18	\$5,025	\$5,075	\$5,126	\$5,176	\$5,226	\$5,276	\$5,327
17	0-19	\$5,092	\$5,143	\$5,194	\$5,245	\$5,296	\$5,347	\$5,398
18	0-20	\$5,166	\$5,218	\$5,269	\$5,321	\$5,373	\$5,424	\$5,476
19	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
20	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
21	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
22	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
23	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
24	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
25	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
26	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
27	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
28	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
29	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
30	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700
31	0-33	\$6,447	\$6,511	\$6,576	\$6,640	\$6,705	\$6,769	\$6,834
32	0-34	\$6,576	\$6,642	\$6,708	\$6,773	\$6,839	\$6,905	\$6,971
33	0-35	\$6,708	\$6,775	\$6,842	\$6,909	\$6,976	\$7,043	\$7,110
34	0-36	\$6,842	\$6,910	\$6,979	\$7,047	\$7,116	\$7,184	\$7,253
35	0-37	\$6,979	\$7,049	\$7,119	\$7,188	\$7,258	\$7,328	\$7,398
36	0-38	\$7,119	\$7,190	\$7,261	\$7,333	\$7,404	\$7,475	\$7,546
37	0-39	\$7,261	\$7,334	\$7,406	\$7,479	\$7,551	\$7,624	\$7,697
38	0-40	\$7,406	\$7,480	\$7,554	\$7,628	\$7,702	\$7,776	\$7,850
39	0-41	\$7,554	\$7,630	\$7,705	\$7,781	\$7,856	\$7,932	\$8,007
40+	0-42	\$7,705	\$7,782	\$7,859	\$7,936	\$8,013	\$8,090	\$8,167

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL VII
66 - 100 Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-17	0-21	\$5,237	\$5,289	\$5,342	\$5,394	\$5,446	\$5,499	\$5,551
18	0-22	\$5,310	\$5,363	\$5,416	\$5,469	\$5,522	\$5,576	\$5,629
19	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
20	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
21	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
22	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
23	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
24	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
25	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
26	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
27	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
28	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700
29	0-33	\$6,447	\$6,511	\$6,576	\$6,640	\$6,705	\$6,769	\$6,834
30	0-34	\$6,576	\$6,642	\$6,708	\$6,773	\$6,839	\$6,905	\$6,971
31	0-35	\$6,708	\$6,775	\$6,842	\$6,909	\$6,976	\$7,043	\$7,110
32	0-36	\$6,842	\$6,910	\$6,979	\$7,047	\$7,116	\$7,184	\$7,253
33	0-37	\$6,979	\$7,049	\$7,119	\$7,188	\$7,258	\$7,328	\$7,398
34	0-38	\$7,119	\$7,190	\$7,261	\$7,333	\$7,404	\$7,475	\$7,546
35	0-39	\$7,261	\$7,334	\$7,406	\$7,479	\$7,551	\$7,624	\$7,697
36	0-40	\$7,406	\$7,480	\$7,554	\$7,628	\$7,702	\$7,776	\$7,850
37	0-41	\$7,554	\$7,630	\$7,705	\$7,781	\$7,856	\$7,932	\$8,007
38	0-42	\$7,705	\$7,782	\$7,859	\$7,936	\$8,013	\$8,090	\$8,167
39	0-43	\$7,859	\$7,938	\$8,016	\$8,095	\$8,173	\$8,252	\$8,331
40	0-44	\$8,016	\$8,096	\$8,176	\$8,256	\$8,337	\$8,417	\$8,497
41+	0-45	\$8,176	\$8,258	\$8,340	\$8,421	\$8,503	\$8,585	\$8,667

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.

FY 2008-09 PRINCIPAL SALARY SCHEDULES
PRINCIPAL VIII
101+ Teachers
Effective July 1, 2008

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary
0-18	0-23	\$5,383	\$5,437	\$5,491	\$5,544	\$5,598	\$5,652	\$5,706
19	0-24	\$5,458	\$5,513	\$5,567	\$5,622	\$5,676	\$5,731	\$5,785
20	0-25	\$5,537	\$5,592	\$5,648	\$5,703	\$5,758	\$5,814	\$5,869
21	0-26	\$5,617	\$5,673	\$5,729	\$5,786	\$5,842	\$5,898	\$5,954
22	0-27	\$5,725	\$5,782	\$5,840	\$5,897	\$5,954	\$6,011	\$6,069
23	0-28	\$5,839	\$5,897	\$5,956	\$6,014	\$6,073	\$6,131	\$6,189
24	0-29	\$5,956	\$6,016	\$6,075	\$6,135	\$6,194	\$6,254	\$6,313
25	0-30	\$6,075	\$6,136	\$6,197	\$6,257	\$6,318	\$6,379	\$6,440
26	0-31	\$6,197	\$6,259	\$6,321	\$6,383	\$6,445	\$6,507	\$6,569
27	0-32	\$6,321	\$6,384	\$6,447	\$6,511	\$6,574	\$6,637	\$6,700
28	0-33	\$6,447	\$6,511	\$6,576	\$6,640	\$6,705	\$6,769	\$6,834
29	0-34	\$6,576	\$6,642	\$6,708	\$6,773	\$6,839	\$6,905	\$6,971
30	0-35	\$6,708	\$6,775	\$6,842	\$6,909	\$6,976	\$7,043	\$7,110
31	0-36	\$6,842	\$6,910	\$6,979	\$7,047	\$7,116	\$7,184	\$7,253
32	0-37	\$6,979	\$7,049	\$7,119	\$7,188	\$7,258	\$7,328	\$7,398
33	0-38	\$7,119	\$7,190	\$7,261	\$7,333	\$7,404	\$7,475	\$7,546
34	0-39	\$7,261	\$7,334	\$7,406	\$7,479	\$7,551	\$7,624	\$7,697
35	0-40	\$7,406	\$7,480	\$7,554	\$7,628	\$7,702	\$7,776	\$7,850
36	0-41	\$7,554	\$7,630	\$7,705	\$7,781	\$7,856	\$7,932	\$8,007
37	0-42	\$7,705	\$7,782	\$7,859	\$7,936	\$8,013	\$8,090	\$8,167
38	0-43	\$7,859	\$7,938	\$8,016	\$8,095	\$8,173	\$8,252	\$8,331
39	0-44	\$8,016	\$8,096	\$8,176	\$8,256	\$8,337	\$8,417	\$8,497
40	0-45	\$8,176	\$8,258	\$8,340	\$8,421	\$8,503	\$8,585	\$8,667
41+	0-46	\$8,340	\$8,423	\$8,507	\$8,590	\$8,674	\$8,757	\$8,840

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.

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-1	\$3,781	\$189.05	\$180.05	\$171.86	\$164.39	\$195.35	\$186.05	\$177.59	\$169.87	\$201.70	\$192.10	\$183.36	\$175.39
0-2	\$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
0-3	\$4,074	\$203.70	\$194.00	\$185.18	\$177.13	\$210.00	\$200.00	\$190.91	\$182.61	\$216.35	\$206.05	\$196.68	\$188.13
0-4	\$4,189	\$209.45	\$199.48	\$190.41	\$182.13	\$215.75	\$205.48	\$196.14	\$187.61	\$222.10	\$211.52	\$201.91	\$193.13
0-5	\$4,243	\$212.15	\$202.05	\$192.86	\$184.48	\$218.45	\$208.05	\$198.59	\$189.96	\$224.80	\$214.10	\$204.36	\$195.48
0-6	\$4,298	\$214.90	\$204.67	\$195.36	\$186.87	\$221.20	\$210.67	\$201.09	\$192.35	\$227.55	\$216.71	\$206.86	\$197.87
0-7	\$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
0-8	\$4,408	\$220.40	\$209.90	\$200.36	\$191.65	\$226.70	\$215.90	\$206.09	\$197.13	\$233.05	\$221.95	\$211.86	\$202.65
0-9	\$4,464	\$223.20	\$212.57	\$202.91	\$194.09	\$229.50	\$218.57	\$208.64	\$199.57	\$235.85	\$224.62	\$214.41	\$205.09
0-10	\$4,521	\$226.05	\$215.29	\$205.50	\$196.57	\$232.35	\$221.29	\$211.23	\$202.04	\$238.70	\$227.33	\$217.00	\$207.57
0-11	\$4,579	\$228.95	\$218.05	\$208.14	\$199.09	\$235.25	\$224.05	\$213.86	\$204.57	\$241.60	\$230.10	\$219.64	\$210.09
0-12	\$4,640	\$232.00	\$220.95	\$210.91	\$201.74	\$238.30	\$226.95	\$216.64	\$207.22	\$244.65	\$233.00	\$222.41	\$212.74
0-13	\$4,701	\$235.05	\$223.86	\$213.68	\$204.39	\$241.35	\$229.86	\$219.41	\$209.87	\$247.70	\$235.90	\$225.18	\$215.39
0-14	\$4,762	\$238.10	\$226.76	\$216.45	\$207.04	\$244.40	\$232.76	\$222.18	\$212.52	\$250.75	\$238.81	\$227.95	\$218.04
0-15	\$4,828	\$241.40	\$229.90	\$219.45	\$209.91	\$247.70	\$235.90	\$225.18	\$215.39	\$254.05	\$241.95	\$230.95	\$220.91
0-16	\$4,891	\$244.55	\$232.90	\$222.32	\$212.65	\$250.85	\$238.90	\$228.05	\$218.13	\$257.20	\$244.95	\$233.82	\$223.65
0-17	\$4,956	\$247.80	\$236.00	\$225.27	\$215.48	\$254.10	\$242.00	\$231.00	\$220.96	\$260.45	\$248.05	\$236.77	\$226.48
0-18	\$5,025	\$251.25	\$239.29	\$228.41	\$218.48	\$257.55	\$245.29	\$234.14	\$223.96	\$263.90	\$251.33	\$239.91	\$229.48
0-19	\$5,092	\$254.60	\$242.48	\$231.45	\$221.39	\$260.90	\$248.48	\$237.18	\$226.87	\$267.25	\$254.52	\$242.95	\$232.39
0-20	\$5,166	\$258.30	\$246.00	\$234.82	\$224.61	\$264.60	\$252.00	\$240.55	\$230.09	\$270.95	\$258.05	\$246.32	\$235.61
0-21	\$5,237	\$261.85	\$249.38	\$238.05	\$227.70	\$268.15	\$255.38	\$243.77	\$233.17	\$274.50	\$261.43	\$249.55	\$238.70
0-22	\$5,310	\$265.50	\$252.86	\$241.36	\$230.87	\$271.80	\$258.86	\$247.09	\$236.35	\$278.15	\$264.90	\$252.86	\$241.87
0-23	\$5,383	\$269.15	\$256.33	\$244.68	\$234.04	\$275.45	\$262.33	\$250.41	\$239.52	\$281.80	\$268.38	\$256.18	\$245.04

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base, Continued

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters				Advanced				Doctorate			
		Days in Pay Period				Days in Pay Period				Days in Pay Period			
		20	21	22	23	20	21	22	23	20	21	22	23
0-24	\$5,458	\$272.90	\$259.90	\$248.09	\$237.30	\$279.20	\$265.90	\$253.82	\$242.78	\$285.55	\$271.95	\$259.59	\$248.30
0-25	\$5,537	\$276.85	\$263.67	\$251.68	\$240.74	\$283.15	\$269.67	\$257.41	\$246.22	\$289.50	\$275.71	\$263.18	\$251.74
0-26	\$5,617	\$280.85	\$267.48	\$255.32	\$244.22	\$287.15	\$273.48	\$261.05	\$249.70	\$293.50	\$279.52	\$266.82	\$255.22
0-27	\$5,725	\$286.25	\$272.62	\$260.23	\$248.91	\$292.55	\$278.62	\$265.95	\$254.39	\$298.90	\$284.67	\$271.73	\$259.91
0-28	\$5,839	\$291.95	\$278.05	\$265.41	\$253.87	\$298.25	\$284.05	\$271.14	\$259.35	\$304.60	\$290.10	\$276.91	\$264.87
0-29	\$5,956	\$297.80	\$283.62	\$270.73	\$258.96	\$304.10	\$289.62	\$276.45	\$264.43	\$310.45	\$295.67	\$282.23	\$269.96
0-30	\$6,075	\$303.75	\$289.29	\$276.14	\$264.13	\$310.05	\$295.29	\$281.86	\$269.61	\$316.40	\$301.33	\$287.64	\$275.13
0-31	\$6,197	\$309.85	\$295.10	\$281.68	\$269.43	\$316.15	\$301.10	\$287.41	\$274.91	\$322.50	\$307.14	\$293.18	\$280.43
0-32	\$6,321	\$316.05	\$301.00	\$287.32	\$274.83	\$322.35	\$307.00	\$293.05	\$280.30	\$328.70	\$313.05	\$298.82	\$285.83
0-33	\$6,447	\$322.35	\$307.00	\$293.05	\$280.30	\$328.65	\$313.00	\$298.77	\$285.78	\$335.00	\$319.05	\$304.55	\$291.30
0-34	\$6,576	\$328.80	\$313.14	\$298.91	\$285.91	\$335.10	\$319.14	\$304.64	\$291.39	\$341.45	\$325.19	\$310.41	\$296.91
0-35	\$6,708	\$335.40	\$319.43	\$304.91	\$291.65	\$341.70	\$325.43	\$310.64	\$297.13	\$348.05	\$331.48	\$316.41	\$302.65
0-36	\$6,842	\$342.10	\$325.81	\$311.00	\$297.48	\$348.40	\$331.81	\$316.73	\$302.96	\$354.75	\$337.86	\$322.50	\$308.48
0-37	\$6,979	\$348.95	\$332.33	\$317.23	\$303.43	\$355.25	\$338.33	\$322.95	\$308.91	\$361.60	\$344.38	\$328.73	\$314.43
0-38	\$7,119	\$355.95	\$339.00	\$323.59	\$309.52	\$362.25	\$345.00	\$329.32	\$315.00	\$368.60	\$351.05	\$335.09	\$320.52
0-39	\$7,261	\$363.05	\$345.76	\$330.05	\$315.70	\$369.35	\$351.76	\$335.77	\$321.17	\$375.70	\$357.81	\$341.55	\$326.70
0-40	\$7,406	\$370.30	\$352.67	\$336.64	\$322.00	\$376.60	\$358.67	\$342.36	\$327.48	\$382.95	\$364.71	\$348.14	\$333.00
0-41	\$7,554	\$377.70	\$359.71	\$343.36	\$328.43	\$384.00	\$365.71	\$349.09	\$333.91	\$390.35	\$371.76	\$354.86	\$339.43
0-42	\$7,705	\$385.25	\$366.90	\$350.23	\$335.00	\$391.55	\$372.90	\$355.95	\$340.48	\$397.90	\$378.95	\$361.73	\$346.00
0-43	\$7,859	\$392.95	\$374.24	\$357.23	\$341.70	\$399.25	\$380.24	\$362.95	\$347.17	\$405.60	\$386.29	\$368.73	\$352.70
0-44	\$8,016	\$400.80	\$381.71	\$364.36	\$348.52	\$407.10	\$387.71	\$370.09	\$354.00	\$413.45	\$393.76	\$375.86	\$359.52
0-45	\$8,176	\$408.80	\$389.33	\$371.64	\$355.48	\$415.10	\$395.33	\$377.36	\$360.96	\$421.45	\$401.38	\$383.14	\$366.48
0-46	\$8,340	\$417.00	\$397.14	\$379.09	\$362.61	\$423.30	\$403.14	\$384.82	\$368.09	\$429.65	\$409.19	\$390.59	\$373.61

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1%

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-1	\$3,819	\$190.95	\$181.86	\$173.59	\$166.04
0-2	\$3,970	\$198.50	\$189.05	\$180.45	\$172.61
0-3	\$4,115	\$205.75	\$195.95	\$187.05	\$178.91
0-4	\$4,231	\$211.55	\$201.48	\$192.32	\$183.96
0-5	\$4,285	\$214.25	\$204.05	\$194.77	\$186.30
0-6	\$4,341	\$217.05	\$206.71	\$197.32	\$188.74
0-7	\$4,397	\$219.85	\$209.38	\$199.86	\$191.17
0-8	\$4,452	\$222.60	\$212.00	\$202.36	\$193.57
0-9	\$4,509	\$225.45	\$214.71	\$204.95	\$196.04
0-10	\$4,566	\$228.30	\$217.43	\$207.55	\$198.52
0-11	\$4,625	\$231.25	\$220.24	\$210.23	\$201.09
0-12	\$4,686	\$234.30	\$223.14	\$213.00	\$203.74
0-13	\$4,748	\$237.40	\$226.10	\$215.82	\$206.43
0-14	\$4,810	\$240.50	\$229.05	\$218.64	\$209.13
0-15	\$4,876	\$243.80	\$232.19	\$221.64	\$212.00
0-16	\$4,940	\$247.00	\$235.24	\$224.55	\$214.78
0-17	\$5,006	\$250.30	\$238.38	\$227.55	\$217.65
0-18	\$5,075	\$253.75	\$241.67	\$230.68	\$220.65
0-19	\$5,143	\$257.15	\$244.90	\$233.77	\$223.61
0-20	\$5,218	\$260.90	\$248.48	\$237.18	\$226.87
0-21	\$5,289	\$264.45	\$251.86	\$240.41	\$229.96
0-22	\$5,363	\$268.15	\$255.38	\$243.77	\$233.17
0-23	\$5,437	\$271.85	\$258.90	\$247.14	\$236.39

Advanced				
Days in Pay Period				
20	21	22	23	
\$197.25	\$187.86	\$179.32	\$171.52	
\$204.80	\$195.05	\$186.18	\$178.09	
\$212.05	\$201.95	\$192.77	\$184.39	
\$217.85	\$207.48	\$198.05	\$189.43	
\$220.55	\$210.05	\$200.50	\$191.78	
\$223.35	\$212.71	\$203.05	\$194.22	
\$226.15	\$215.38	\$205.59	\$196.65	
\$228.90	\$218.00	\$208.09	\$199.04	
\$231.75	\$220.71	\$210.68	\$201.52	
\$234.60	\$223.43	\$213.27	\$204.00	
\$237.55	\$226.24	\$215.95	\$206.57	
\$240.60	\$229.14	\$218.73	\$209.22	
\$243.70	\$232.10	\$221.55	\$211.91	
\$246.80	\$235.05	\$224.36	\$214.61	
\$250.10	\$238.19	\$227.36	\$217.48	
\$253.30	\$241.24	\$230.27	\$220.26	
\$256.60	\$244.38	\$233.27	\$223.13	
\$260.05	\$247.67	\$236.41	\$226.13	
\$263.45	\$250.90	\$239.50	\$229.09	
\$267.20	\$254.48	\$242.91	\$232.35	
\$270.75	\$257.86	\$246.14	\$235.43	
\$274.45	\$261.38	\$249.50	\$238.65	
\$278.15	\$264.90	\$252.86	\$241.87	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$203.60	\$193.90	\$185.09	\$177.04	
\$211.15	\$201.10	\$191.95	\$183.61	
\$218.40	\$208.00	\$198.55	\$189.91	
\$224.20	\$213.52	\$203.82	\$194.96	
\$226.90	\$216.10	\$206.27	\$197.30	
\$229.70	\$218.76	\$208.82	\$199.74	
\$232.50	\$221.43	\$211.36	\$202.17	
\$235.25	\$224.05	\$213.86	\$204.57	
\$238.10	\$226.76	\$216.45	\$207.04	
\$240.95	\$229.48	\$219.05	\$209.52	
\$243.90	\$232.29	\$221.73	\$212.09	
\$246.95	\$235.19	\$224.50	\$214.74	
\$250.05	\$238.14	\$227.32	\$217.43	
\$253.15	\$241.10	\$230.14	\$220.13	
\$256.45	\$244.24	\$233.14	\$223.00	
\$259.65	\$247.29	\$236.05	\$225.78	
\$262.95	\$250.43	\$239.05	\$228.65	
\$266.40	\$253.71	\$242.18	\$231.65	
\$269.80	\$256.95	\$245.27	\$234.61	
\$273.55	\$260.52	\$248.68	\$237.87	
\$277.10	\$263.90	\$251.91	\$240.96	
\$280.80	\$267.43	\$255.27	\$244.17	
\$284.50	\$270.95	\$258.64	\$247.39	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% , Continued
Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,513	\$275.65	\$262.52	\$250.59	\$239.70
0-25	\$5,592	\$279.60	\$266.29	\$254.18	\$243.13
0-26	\$5,673	\$283.65	\$270.14	\$257.86	\$246.65
0-27	\$5,782	\$289.10	\$275.33	\$262.82	\$251.39
0-28	\$5,897	\$294.85	\$280.81	\$268.05	\$256.39
0-29	\$6,016	\$300.80	\$286.48	\$273.45	\$261.57
0-30	\$6,136	\$306.80	\$292.19	\$278.91	\$266.78
0-31	\$6,259	\$312.95	\$298.05	\$284.50	\$272.13
0-32	\$6,384	\$319.20	\$304.00	\$290.18	\$277.57
0-33	\$6,511	\$325.55	\$310.05	\$295.95	\$283.09
0-34	\$6,642	\$332.10	\$316.29	\$301.91	\$288.78
0-35	\$6,775	\$338.75	\$322.62	\$307.95	\$294.57
0-36	\$6,910	\$345.50	\$329.05	\$314.09	\$300.43
0-37	\$7,049	\$352.45	\$335.67	\$320.41	\$306.48
0-38	\$7,190	\$359.50	\$342.38	\$326.82	\$312.61
0-39	\$7,334	\$366.70	\$349.24	\$333.36	\$318.87
0-40	\$7,480	\$374.00	\$356.19	\$340.00	\$325.22
0-41	\$7,630	\$381.50	\$363.33	\$346.82	\$331.74
0-42	\$7,782	\$389.10	\$370.57	\$353.73	\$338.35
0-43	\$7,938	\$396.90	\$378.00	\$360.82	\$345.13
0-44	\$8,096	\$404.80	\$385.52	\$368.00	\$352.00
0-45	\$8,258	\$412.90	\$393.24	\$375.36	\$359.04
0-46	\$8,423	\$421.15	\$401.10	\$382.86	\$366.22

Advanced				
Days in Pay Period				
20	21	22	23	
\$281.95	\$268.52	\$256.32	\$245.17	
\$285.90	\$272.29	\$259.91	\$248.61	
\$289.95	\$276.14	\$263.59	\$252.13	
\$295.40	\$281.33	\$268.55	\$256.87	
\$301.15	\$286.81	\$273.77	\$261.87	
\$307.10	\$292.48	\$279.18	\$267.04	
\$313.10	\$298.19	\$284.64	\$272.26	
\$319.25	\$304.05	\$290.23	\$277.61	
\$325.50	\$310.00	\$295.91	\$283.04	
\$331.85	\$316.05	\$301.68	\$288.57	
\$338.40	\$322.29	\$307.64	\$294.26	
\$345.05	\$328.62	\$313.68	\$300.04	
\$351.80	\$335.05	\$319.82	\$305.91	
\$358.75	\$341.67	\$326.14	\$311.96	
\$365.80	\$348.38	\$332.55	\$318.09	
\$373.00	\$355.24	\$339.09	\$324.35	
\$380.30	\$362.19	\$345.73	\$330.70	
\$387.80	\$369.33	\$352.55	\$337.22	
\$395.40	\$376.57	\$359.45	\$343.83	
\$403.20	\$384.00	\$366.55	\$350.61	
\$411.10	\$391.52	\$373.73	\$357.48	
\$419.20	\$399.24	\$381.09	\$364.52	
\$427.45	\$407.10	\$388.59	\$371.70	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$288.30	\$274.57	\$262.09	\$250.70	
\$292.25	\$278.33	\$265.68	\$254.13	
\$296.30	\$282.19	\$269.36	\$257.65	
\$301.75	\$287.38	\$274.32	\$262.39	
\$307.50	\$292.86	\$279.55	\$267.39	
\$313.45	\$298.52	\$284.95	\$272.57	
\$319.45	\$304.24	\$290.41	\$277.78	
\$325.60	\$310.10	\$296.00	\$283.13	
\$331.85	\$316.05	\$301.68	\$288.57	
\$338.20	\$322.10	\$307.45	\$294.09	
\$344.75	\$328.33	\$313.41	\$299.78	
\$351.40	\$334.67	\$319.45	\$305.57	
\$358.15	\$341.10	\$325.59	\$311.43	
\$365.10	\$347.71	\$331.91	\$317.48	
\$372.15	\$354.43	\$338.32	\$323.61	
\$379.35	\$361.29	\$344.86	\$329.87	
\$386.65	\$368.24	\$351.50	\$336.22	
\$394.15	\$375.38	\$358.32	\$342.74	
\$401.75	\$382.62	\$365.23	\$349.35	
\$409.55	\$390.05	\$372.32	\$356.13	
\$417.45	\$397.57	\$379.50	\$363.00	
\$425.55	\$405.29	\$386.86	\$370.04	
\$433.80	\$413.14	\$394.36	\$377.22	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-1	\$3,857	\$192.85	\$183.67	\$175.32	\$167.70
0-2	\$4,010	\$200.50	\$190.95	\$182.27	\$174.35
0-3	\$4,155	\$207.75	\$197.86	\$188.86	\$180.65
0-4	\$4,273	\$213.65	\$203.48	\$194.23	\$185.78
0-5	\$4,328	\$216.40	\$206.10	\$196.73	\$188.17
0-6	\$4,384	\$219.20	\$208.76	\$199.27	\$190.61
0-7	\$4,440	\$222.00	\$211.43	\$201.82	\$193.04
0-8	\$4,496	\$224.80	\$214.10	\$204.36	\$195.48
0-9	\$4,553	\$227.65	\$216.81	\$206.95	\$197.96
0-10	\$4,611	\$230.55	\$219.57	\$209.59	\$200.48
0-11	\$4,671	\$233.55	\$222.43	\$212.32	\$203.09
0-12	\$4,733	\$236.65	\$225.38	\$215.14	\$205.78
0-13	\$4,795	\$239.75	\$228.33	\$217.95	\$208.48
0-14	\$4,857	\$242.85	\$231.29	\$220.77	\$211.17
0-15	\$4,925	\$246.25	\$234.52	\$223.86	\$214.13
0-16	\$4,989	\$249.45	\$237.57	\$226.77	\$216.91
0-17	\$5,055	\$252.75	\$240.71	\$229.77	\$219.78
0-18	\$5,126	\$256.30	\$244.10	\$233.00	\$222.87
0-19	\$5,194	\$259.70	\$247.33	\$236.09	\$225.83
0-20	\$5,269	\$263.45	\$250.90	\$239.50	\$229.09
0-21	\$5,342	\$267.10	\$254.38	\$242.82	\$232.26
0-22	\$5,416	\$270.80	\$257.90	\$246.18	\$235.48
0-23	\$5,491	\$274.55	\$261.48	\$249.59	\$238.74

Advanced				
Days in Pay Period				
20	21	22	23	
\$199.15	\$189.67	\$181.05	\$173.17	
\$206.80	\$196.95	\$188.00	\$179.83	
\$214.05	\$203.86	\$194.59	\$186.13	
\$219.95	\$209.48	\$199.95	\$191.26	
\$222.70	\$212.10	\$202.45	\$193.65	
\$225.50	\$214.76	\$205.00	\$196.09	
\$228.30	\$217.43	\$207.55	\$198.52	
\$231.10	\$220.10	\$210.09	\$200.96	
\$233.95	\$222.81	\$212.68	\$203.43	
\$236.85	\$225.57	\$215.32	\$205.96	
\$239.85	\$228.43	\$218.05	\$208.57	
\$242.95	\$231.38	\$220.86	\$211.26	
\$246.05	\$234.33	\$223.68	\$213.96	
\$249.15	\$237.29	\$226.50	\$216.65	
\$252.55	\$240.52	\$229.59	\$219.61	
\$255.75	\$243.57	\$232.50	\$222.39	
\$259.05	\$246.71	\$235.50	\$225.26	
\$262.60	\$250.10	\$238.73	\$228.35	
\$266.00	\$253.33	\$241.82	\$231.30	
\$269.75	\$256.90	\$245.23	\$234.57	
\$273.40	\$260.38	\$248.55	\$237.74	
\$277.10	\$263.90	\$251.91	\$240.96	
\$280.85	\$267.48	\$255.32	\$244.22	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$205.50	\$195.71	\$186.82	\$178.70	
\$213.15	\$203.00	\$193.77	\$185.35	
\$220.40	\$209.90	\$200.36	\$191.65	
\$226.30	\$215.52	\$205.73	\$196.78	
\$229.05	\$218.14	\$208.23	\$199.17	
\$231.85	\$220.81	\$210.77	\$201.61	
\$234.65	\$223.48	\$213.32	\$204.04	
\$237.45	\$226.14	\$215.86	\$206.48	
\$240.30	\$228.86	\$218.45	\$208.96	
\$243.20	\$231.62	\$221.09	\$211.48	
\$246.20	\$234.48	\$223.82	\$214.09	
\$249.30	\$237.43	\$226.64	\$216.78	
\$252.40	\$240.38	\$229.45	\$219.48	
\$255.50	\$243.33	\$232.27	\$222.17	
\$258.90	\$246.57	\$235.36	\$225.13	
\$262.10	\$249.62	\$238.27	\$227.91	
\$265.40	\$252.76	\$241.27	\$230.78	
\$268.95	\$256.14	\$244.50	\$233.87	
\$272.35	\$259.38	\$247.59	\$236.83	
\$276.10	\$262.95	\$251.00	\$240.09	
\$279.75	\$266.43	\$254.32	\$243.26	
\$283.45	\$269.95	\$257.68	\$246.48	
\$287.20	\$273.52	\$261.09	\$249.74	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%, Continued

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,567	\$278.35	\$265.10	\$253.05	\$242.04
0-25	\$5,648	\$282.40	\$268.95	\$256.73	\$245.57
0-26	\$5,729	\$286.45	\$272.81	\$260.41	\$249.09
0-27	\$5,840	\$292.00	\$278.10	\$265.45	\$253.91
0-28	\$5,956	\$297.80	\$283.62	\$270.73	\$258.96
0-29	\$6,075	\$303.75	\$289.29	\$276.14	\$264.13
0-30	\$6,197	\$309.85	\$295.10	\$281.68	\$269.43
0-31	\$6,321	\$316.05	\$301.00	\$287.32	\$274.83
0-32	\$6,447	\$322.35	\$307.00	\$293.05	\$280.30
0-33	\$6,576	\$328.80	\$313.14	\$298.91	\$285.91
0-34	\$6,708	\$335.40	\$319.43	\$304.91	\$291.65
0-35	\$6,842	\$342.10	\$325.81	\$311.00	\$297.48
0-36	\$6,979	\$348.95	\$332.33	\$317.23	\$303.43
0-37	\$7,119	\$355.95	\$339.00	\$323.59	\$309.52
0-38	\$7,261	\$363.05	\$345.76	\$330.05	\$315.70
0-39	\$7,406	\$370.30	\$352.67	\$336.64	\$322.00
0-40	\$7,554	\$377.70	\$359.71	\$343.36	\$328.43
0-41	\$7,705	\$385.25	\$366.90	\$350.23	\$335.00
0-42	\$7,859	\$392.95	\$374.24	\$357.23	\$341.70
0-43	\$8,016	\$400.80	\$381.71	\$364.36	\$348.52
0-44	\$8,176	\$408.80	\$389.33	\$371.64	\$355.48
0-45	\$8,340	\$417.00	\$397.14	\$379.09	\$362.61
0-46	\$8,507	\$425.35	\$405.10	\$386.68	\$369.87

Advanced				
Days in Pay Period				
20	21	22	23	
\$284.65	\$271.10	\$258.77	\$247.52	
\$288.70	\$274.95	\$262.45	\$251.04	
\$292.75	\$278.81	\$266.14	\$254.57	
\$298.30	\$284.10	\$271.18	\$259.39	
\$304.10	\$289.62	\$276.45	\$264.43	
\$310.05	\$295.29	\$281.86	\$269.61	
\$316.15	\$301.10	\$287.41	\$274.91	
\$322.35	\$307.00	\$293.05	\$280.30	
\$328.65	\$313.00	\$298.77	\$285.78	
\$335.10	\$319.14	\$304.64	\$291.39	
\$341.70	\$325.43	\$310.64	\$297.13	
\$348.40	\$331.81	\$316.73	\$302.96	
\$355.25	\$338.33	\$322.95	\$308.91	
\$362.25	\$345.00	\$329.32	\$315.00	
\$369.35	\$351.76	\$335.77	\$321.17	
\$376.60	\$358.67	\$342.36	\$327.48	
\$384.00	\$365.71	\$349.09	\$333.91	
\$391.55	\$372.90	\$355.95	\$340.48	
\$399.25	\$380.24	\$362.95	\$347.17	
\$407.10	\$387.71	\$370.09	\$354.00	
\$415.10	\$395.33	\$377.36	\$360.96	
\$423.30	\$403.14	\$384.82	\$368.09	
\$431.65	\$411.10	\$392.41	\$375.35	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$291.00	\$277.14	\$264.55	\$253.04	
\$295.05	\$281.00	\$268.23	\$256.57	
\$299.10	\$284.86	\$271.91	\$260.09	
\$304.65	\$290.14	\$276.95	\$264.91	
\$310.45	\$295.67	\$282.23	\$269.96	
\$316.40	\$301.33	\$287.64	\$275.13	
\$322.50	\$307.14	\$293.18	\$280.43	
\$328.70	\$313.05	\$298.82	\$285.83	
\$335.00	\$319.05	\$304.55	\$291.30	
\$341.45	\$325.19	\$310.41	\$296.91	
\$348.05	\$331.48	\$316.41	\$302.65	
\$354.75	\$337.86	\$322.50	\$308.48	
\$361.60	\$344.38	\$328.73	\$314.43	
\$368.60	\$351.05	\$335.09	\$320.52	
\$375.70	\$357.81	\$341.55	\$326.70	
\$382.95	\$364.71	\$348.14	\$333.00	
\$390.35	\$371.76	\$354.86	\$339.43	
\$397.90	\$378.95	\$361.73	\$346.00	
\$405.60	\$386.29	\$368.73	\$352.70	
\$413.45	\$393.76	\$375.86	\$359.52	
\$421.45	\$401.38	\$383.14	\$366.48	
\$429.65	\$409.19	\$390.59	\$373.61	
\$438.00	\$417.14	\$398.18	\$380.87	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-1	\$3,894	\$194.70	\$185.43	\$177.00	\$169.30
0-2	\$4,049	\$202.45	\$192.81	\$184.05	\$176.04
0-3	\$4,196	\$209.80	\$199.81	\$190.73	\$182.43
0-4	\$4,315	\$215.75	\$205.48	\$196.14	\$187.61
0-5	\$4,370	\$218.50	\$208.10	\$198.64	\$190.00
0-6	\$4,427	\$221.35	\$210.81	\$201.23	\$192.48
0-7	\$4,484	\$224.20	\$213.52	\$203.82	\$194.96
0-8	\$4,540	\$227.00	\$216.19	\$206.36	\$197.39
0-9	\$4,598	\$229.90	\$218.95	\$209.00	\$199.91
0-10	\$4,657	\$232.85	\$221.76	\$211.68	\$202.48
0-11	\$4,716	\$235.80	\$224.57	\$214.36	\$205.04
0-12	\$4,779	\$238.95	\$227.57	\$217.23	\$207.78
0-13	\$4,842	\$242.10	\$230.57	\$220.09	\$210.52
0-14	\$4,905	\$245.25	\$233.57	\$222.95	\$213.26
0-15	\$4,973	\$248.65	\$236.81	\$226.05	\$216.22
0-16	\$5,038	\$251.90	\$239.90	\$229.00	\$219.04
0-17	\$5,105	\$255.25	\$243.10	\$232.05	\$221.96
0-18	\$5,176	\$258.80	\$246.48	\$235.27	\$225.04
0-19	\$5,245	\$262.25	\$249.76	\$238.41	\$228.04
0-20	\$5,321	\$266.05	\$253.38	\$241.86	\$231.35
0-21	\$5,394	\$269.70	\$256.86	\$245.18	\$234.52
0-22	\$5,469	\$273.45	\$260.43	\$248.59	\$237.78
0-23	\$5,544	\$277.20	\$264.00	\$252.00	\$241.04

Advanced				
Days in Pay Period				
20	21	22	23	
\$201.00	\$191.43	\$182.73	\$174.78	
\$208.75	\$198.81	\$189.77	\$181.52	
\$216.10	\$205.81	\$196.45	\$187.91	
\$222.05	\$211.48	\$201.86	\$193.09	
\$224.80	\$214.10	\$204.36	\$195.48	
\$227.65	\$216.81	\$206.95	\$197.96	
\$230.50	\$219.52	\$209.55	\$200.43	
\$233.30	\$222.19	\$212.09	\$202.87	
\$236.20	\$224.95	\$214.73	\$205.39	
\$239.15	\$227.76	\$217.41	\$207.96	
\$242.10	\$230.57	\$220.09	\$210.52	
\$245.25	\$233.57	\$222.95	\$213.26	
\$248.40	\$236.57	\$225.82	\$216.00	
\$251.55	\$239.57	\$228.68	\$218.74	
\$254.95	\$242.81	\$231.77	\$221.70	
\$258.20	\$245.90	\$234.73	\$224.52	
\$261.55	\$249.10	\$237.77	\$227.43	
\$265.10	\$252.48	\$241.00	\$230.52	
\$268.55	\$255.76	\$244.14	\$233.52	
\$272.35	\$259.38	\$247.59	\$236.83	
\$276.00	\$262.86	\$250.91	\$240.00	
\$279.75	\$266.43	\$254.32	\$243.26	
\$283.50	\$270.00	\$257.73	\$246.52	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$207.35	\$197.48	\$188.50	\$180.30	
\$215.10	\$204.86	\$195.55	\$187.04	
\$222.45	\$211.86	\$202.23	\$193.43	
\$228.40	\$217.52	\$207.64	\$198.61	
\$231.15	\$220.14	\$210.14	\$201.00	
\$234.00	\$222.86	\$212.73	\$203.48	
\$236.85	\$225.57	\$215.32	\$205.96	
\$239.65	\$228.24	\$217.86	\$208.39	
\$242.55	\$231.00	\$220.50	\$210.91	
\$245.50	\$233.81	\$223.18	\$213.48	
\$248.45	\$236.62	\$225.86	\$216.04	
\$251.60	\$239.62	\$228.73	\$218.78	
\$254.75	\$242.62	\$231.59	\$221.52	
\$257.90	\$245.62	\$234.45	\$224.26	
\$261.30	\$248.86	\$237.55	\$227.22	
\$264.55	\$251.95	\$240.50	\$230.04	
\$267.90	\$255.14	\$243.55	\$232.96	
\$271.45	\$258.52	\$246.77	\$236.04	
\$274.90	\$261.81	\$249.91	\$239.04	
\$278.70	\$265.43	\$253.36	\$242.35	
\$282.35	\$268.90	\$256.68	\$245.52	
\$286.10	\$272.48	\$260.09	\$248.78	
\$289.85	\$276.05	\$263.50	\$252.04	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%, Continued

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,622	\$281.10	\$267.71	\$255.55	\$244.43
0-25	\$5,703	\$285.15	\$271.57	\$259.23	\$247.96
0-26	\$5,786	\$289.30	\$275.52	\$263.00	\$251.57
0-27	\$5,897	\$294.85	\$280.81	\$268.05	\$256.39
0-28	\$6,014	\$300.70	\$286.38	\$273.36	\$261.48
0-29	\$6,135	\$306.75	\$292.14	\$278.86	\$266.74
0-30	\$6,257	\$312.85	\$297.95	\$284.41	\$272.04
0-31	\$6,383	\$319.15	\$303.95	\$290.14	\$277.52
0-32	\$6,511	\$325.55	\$310.05	\$295.95	\$283.09
0-33	\$6,640	\$332.00	\$316.19	\$301.82	\$288.70
0-34	\$6,773	\$338.65	\$322.52	\$307.86	\$294.48
0-35	\$6,909	\$345.45	\$329.00	\$314.05	\$300.39
0-36	\$7,047	\$352.35	\$335.57	\$320.32	\$306.39
0-37	\$7,188	\$359.40	\$342.29	\$326.73	\$312.52
0-38	\$7,333	\$366.65	\$349.19	\$333.32	\$318.83
0-39	\$7,479	\$373.95	\$356.14	\$339.95	\$325.17
0-40	\$7,628	\$381.40	\$363.24	\$346.73	\$331.65
0-41	\$7,781	\$389.05	\$370.52	\$353.68	\$338.30
0-42	\$7,936	\$396.80	\$377.90	\$360.73	\$345.04
0-43	\$8,095	\$404.75	\$385.48	\$367.95	\$351.96
0-44	\$8,256	\$412.80	\$393.14	\$375.27	\$358.96
0-45	\$8,421	\$421.05	\$401.00	\$382.77	\$366.13
0-46	\$8,590	\$429.50	\$409.05	\$390.45	\$373.48

Advanced				
Days in Pay Period				
20	21	22	23	
\$287.40	\$273.71	\$261.27	\$249.91	
\$291.45	\$277.57	\$264.95	\$253.43	
\$295.60	\$281.52	\$268.73	\$257.04	
\$301.15	\$286.81	\$273.77	\$261.87	
\$307.00	\$292.38	\$279.09	\$266.96	
\$313.05	\$298.14	\$284.59	\$272.22	
\$319.15	\$303.95	\$290.14	\$277.52	
\$325.45	\$309.95	\$295.86	\$283.00	
\$331.85	\$316.05	\$301.68	\$288.57	
\$338.30	\$322.19	\$307.55	\$294.17	
\$344.95	\$328.52	\$313.59	\$299.96	
\$351.75	\$335.00	\$319.77	\$305.87	
\$358.65	\$341.57	\$326.05	\$311.87	
\$365.70	\$348.29	\$332.45	\$318.00	
\$372.95	\$355.19	\$339.05	\$324.30	
\$380.25	\$362.14	\$345.68	\$330.65	
\$387.70	\$369.24	\$352.45	\$337.13	
\$395.35	\$376.52	\$359.41	\$343.78	
\$403.10	\$383.90	\$366.45	\$350.52	
\$411.05	\$391.48	\$373.68	\$357.43	
\$419.10	\$399.14	\$381.00	\$364.43	
\$427.35	\$407.00	\$388.50	\$371.61	
\$435.80	\$415.05	\$396.18	\$378.96	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$293.75	\$279.76	\$267.05	\$255.43	
\$297.80	\$283.62	\$270.73	\$258.96	
\$301.95	\$287.57	\$274.50	\$262.57	
\$307.50	\$292.86	\$279.55	\$267.39	
\$313.35	\$298.43	\$284.86	\$272.48	
\$319.40	\$304.19	\$290.36	\$277.74	
\$325.50	\$310.00	\$295.91	\$283.04	
\$331.80	\$316.00	\$301.64	\$288.52	
\$338.20	\$322.10	\$307.45	\$294.09	
\$344.65	\$328.24	\$313.32	\$299.70	
\$351.30	\$334.57	\$319.36	\$305.48	
\$358.10	\$341.05	\$325.55	\$311.39	
\$365.00	\$347.62	\$331.82	\$317.39	
\$372.05	\$354.33	\$338.23	\$323.52	
\$379.30	\$361.24	\$344.82	\$329.83	
\$386.60	\$368.19	\$351.45	\$336.17	
\$394.05	\$375.29	\$358.23	\$342.65	
\$401.70	\$382.57	\$365.18	\$349.30	
\$409.45	\$389.95	\$372.23	\$356.04	
\$417.40	\$397.52	\$379.45	\$362.96	
\$425.45	\$405.19	\$386.77	\$369.96	
\$433.70	\$413.05	\$394.27	\$377.13	
\$442.15	\$421.10	\$401.95	\$384.48	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-1	\$3,932	\$196.60	\$187.24	\$178.73	\$170.96
0-2	\$4,088	\$204.40	\$194.67	\$185.82	\$177.74
0-3	\$4,237	\$211.85	\$201.76	\$192.59	\$184.22
0-4	\$4,357	\$217.85	\$207.48	\$198.05	\$189.43
0-5	\$4,413	\$220.65	\$210.14	\$200.59	\$191.87
0-6	\$4,470	\$223.50	\$212.86	\$203.18	\$194.35
0-7	\$4,527	\$226.35	\$215.57	\$205.77	\$196.83
0-8	\$4,584	\$229.20	\$218.29	\$208.36	\$199.30
0-9	\$4,643	\$232.15	\$221.10	\$211.05	\$201.87
0-10	\$4,702	\$235.10	\$223.90	\$213.73	\$204.43
0-11	\$4,762	\$238.10	\$226.76	\$216.45	\$207.04
0-12	\$4,826	\$241.30	\$229.81	\$219.36	\$209.83
0-13	\$4,889	\$244.45	\$232.81	\$222.23	\$212.57
0-14	\$4,952	\$247.60	\$235.81	\$225.09	\$215.30
0-15	\$5,021	\$251.05	\$239.10	\$228.23	\$218.30
0-16	\$5,087	\$254.35	\$242.24	\$231.23	\$221.17
0-17	\$5,154	\$257.70	\$245.43	\$234.27	\$224.09
0-18	\$5,226	\$261.30	\$248.86	\$237.55	\$227.22
0-19	\$5,296	\$264.80	\$252.19	\$240.73	\$230.26
0-20	\$5,373	\$268.65	\$255.86	\$244.23	\$233.61
0-21	\$5,446	\$272.30	\$259.33	\$247.55	\$236.78
0-22	\$5,522	\$276.10	\$262.95	\$251.00	\$240.09
0-23	\$5,598	\$279.90	\$266.57	\$254.45	\$243.39

	Advanced			
	Days in Pay Period			
	20	21	22	23
	\$202.90	\$193.24	\$184.45	\$176.43
	\$210.70	\$200.67	\$191.55	\$183.22
	\$218.15	\$207.76	\$198.32	\$189.70
	\$224.15	\$213.48	\$203.77	\$194.91
	\$226.95	\$216.14	\$206.32	\$197.35
	\$229.80	\$218.86	\$208.91	\$199.83
	\$232.65	\$221.57	\$211.50	\$202.30
	\$235.50	\$224.29	\$214.09	\$204.78
	\$238.45	\$227.10	\$216.77	\$207.35
	\$241.40	\$229.90	\$219.45	\$209.91
	\$244.40	\$232.76	\$222.18	\$212.52
	\$247.60	\$235.81	\$225.09	\$215.30
	\$250.75	\$238.81	\$227.95	\$218.04
	\$253.90	\$241.81	\$230.82	\$220.78
	\$257.35	\$245.10	\$233.95	\$223.78
	\$260.65	\$248.24	\$236.95	\$226.65
	\$264.00	\$251.43	\$240.00	\$229.57
	\$267.60	\$254.86	\$243.27	\$232.70
	\$271.10	\$258.19	\$246.45	\$235.74
	\$274.95	\$261.86	\$249.95	\$239.09
	\$278.60	\$265.33	\$253.27	\$242.26
	\$282.40	\$268.95	\$256.73	\$245.57
	\$286.20	\$272.57	\$260.18	\$248.87

	Doctorate			
	Days in Pay Period			
	20	21	22	23
	\$209.25	\$199.29	\$190.23	\$181.96
	\$217.05	\$206.71	\$197.32	\$188.74
	\$224.50	\$213.81	\$204.09	\$195.22
	\$230.50	\$219.52	\$209.55	\$200.43
	\$233.30	\$222.19	\$212.09	\$202.87
	\$236.15	\$224.90	\$214.68	\$205.35
	\$239.00	\$227.62	\$217.27	\$207.83
	\$241.85	\$230.33	\$219.86	\$210.30
	\$244.80	\$233.14	\$222.55	\$212.87
	\$247.75	\$235.95	\$225.23	\$215.43
	\$250.75	\$238.81	\$227.95	\$218.04
	\$253.95	\$241.86	\$230.86	\$220.83
	\$257.10	\$244.86	\$233.73	\$223.57
	\$260.25	\$247.86	\$236.59	\$226.30
	\$263.70	\$251.14	\$239.73	\$229.30
	\$267.00	\$254.29	\$242.73	\$232.17
	\$270.35	\$257.48	\$245.77	\$235.09
	\$273.95	\$260.90	\$249.05	\$238.22
	\$277.45	\$264.24	\$252.23	\$241.26
	\$281.30	\$267.90	\$255.73	\$244.61
	\$284.95	\$271.38	\$259.05	\$247.78
	\$288.75	\$275.00	\$262.50	\$251.09
	\$292.55	\$278.62	\$265.95	\$254.39

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%, Continued

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,676	\$283.80	\$270.29	\$258.00	\$246.78
0-25	\$5,758	\$287.90	\$274.19	\$261.73	\$250.35
0-26	\$5,842	\$292.10	\$278.19	\$265.55	\$254.00
0-27	\$5,954	\$297.70	\$283.52	\$270.64	\$258.87
0-28	\$6,073	\$303.65	\$289.19	\$276.05	\$264.04
0-29	\$6,194	\$309.70	\$294.95	\$281.55	\$269.30
0-30	\$6,318	\$315.90	\$300.86	\$287.18	\$274.70
0-31	\$6,445	\$322.25	\$306.90	\$292.95	\$280.22
0-32	\$6,574	\$328.70	\$313.05	\$298.82	\$285.83
0-33	\$6,705	\$335.25	\$319.29	\$304.77	\$291.52
0-34	\$6,839	\$341.95	\$325.67	\$310.86	\$297.35
0-35	\$6,976	\$348.80	\$332.19	\$317.09	\$303.30
0-36	\$7,116	\$355.80	\$338.86	\$323.45	\$309.39
0-37	\$7,258	\$362.90	\$345.62	\$329.91	\$315.57
0-38	\$7,404	\$370.20	\$352.57	\$336.55	\$321.91
0-39	\$7,551	\$377.55	\$359.57	\$343.23	\$328.30
0-40	\$7,702	\$385.10	\$366.76	\$350.09	\$334.87
0-41	\$7,856	\$392.80	\$374.10	\$357.09	\$341.57
0-42	\$8,013	\$400.65	\$381.57	\$364.23	\$348.39
0-43	\$8,173	\$408.65	\$389.19	\$371.50	\$355.35
0-44	\$8,337	\$416.85	\$397.00	\$378.95	\$362.48
0-45	\$8,503	\$425.15	\$404.90	\$386.50	\$369.70
0-46	\$8,674	\$433.70	\$413.05	\$394.27	\$377.13

Advanced				
Days in Pay Period				
20	21	22	23	
\$290.10	\$276.29	\$263.73	\$252.26	
\$294.20	\$280.19	\$267.45	\$255.83	
\$298.40	\$284.19	\$271.27	\$259.48	
\$304.00	\$289.52	\$276.36	\$264.35	
\$309.95	\$295.19	\$281.77	\$269.52	
\$316.00	\$300.95	\$287.27	\$274.78	
\$322.20	\$306.86	\$292.91	\$280.17	
\$328.55	\$312.90	\$298.68	\$285.70	
\$335.00	\$319.05	\$304.55	\$291.30	
\$341.55	\$325.29	\$310.50	\$297.00	
\$348.25	\$331.67	\$316.59	\$302.83	
\$355.10	\$338.19	\$322.82	\$308.78	
\$362.10	\$344.86	\$329.18	\$314.87	
\$369.20	\$351.62	\$335.64	\$321.04	
\$376.50	\$358.57	\$342.27	\$327.39	
\$383.85	\$365.57	\$348.95	\$333.78	
\$391.40	\$372.76	\$355.82	\$340.35	
\$399.10	\$380.10	\$362.82	\$347.04	
\$406.95	\$387.57	\$369.95	\$353.87	
\$414.95	\$395.19	\$377.23	\$360.83	
\$423.15	\$403.00	\$384.68	\$367.96	
\$431.45	\$410.90	\$392.23	\$375.17	
\$440.00	\$419.05	\$400.00	\$382.61	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$296.45	\$282.33	\$269.50	\$257.78	
\$300.55	\$286.24	\$273.23	\$261.35	
\$304.75	\$290.24	\$277.05	\$265.00	
\$310.35	\$295.57	\$282.14	\$269.87	
\$316.30	\$301.24	\$287.55	\$275.04	
\$322.35	\$307.00	\$293.05	\$280.30	
\$328.55	\$312.90	\$298.68	\$285.70	
\$334.90	\$318.95	\$304.45	\$291.22	
\$341.35	\$325.10	\$310.32	\$296.83	
\$347.90	\$331.33	\$316.27	\$302.52	
\$354.60	\$337.71	\$322.36	\$308.35	
\$361.45	\$344.24	\$328.59	\$314.30	
\$368.45	\$350.90	\$334.95	\$320.39	
\$375.55	\$357.67	\$341.41	\$326.57	
\$382.85	\$364.62	\$348.05	\$332.91	
\$390.20	\$371.62	\$354.73	\$339.30	
\$397.75	\$378.81	\$361.59	\$345.87	
\$405.45	\$386.14	\$368.59	\$352.57	
\$413.30	\$393.62	\$375.73	\$359.39	
\$421.30	\$401.24	\$383.00	\$366.35	
\$429.50	\$409.05	\$390.45	\$373.48	
\$437.80	\$416.95	\$398.00	\$380.70	
\$446.35	\$425.10	\$405.77	\$388.13	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-1	\$3,970	\$198.50	\$189.05	\$180.45	\$172.61
0-2	\$4,128	\$206.40	\$196.57	\$187.64	\$179.48
0-3	\$4,278	\$213.90	\$203.71	\$194.45	\$186.00
0-4	\$4,398	\$219.90	\$209.43	\$199.91	\$191.22
0-5	\$4,455	\$222.75	\$212.14	\$202.50	\$193.70
0-6	\$4,513	\$225.65	\$214.90	\$205.14	\$196.22
0-7	\$4,571	\$228.55	\$217.67	\$207.77	\$198.74
0-8	\$4,628	\$231.40	\$220.38	\$210.36	\$201.22
0-9	\$4,687	\$234.35	\$223.19	\$213.05	\$203.78
0-10	\$4,747	\$237.35	\$226.05	\$215.77	\$206.39
0-11	\$4,808	\$240.40	\$228.95	\$218.55	\$209.04
0-12	\$4,872	\$243.60	\$232.00	\$221.45	\$211.83
0-13	\$4,936	\$246.80	\$235.05	\$224.36	\$214.61
0-14	\$5,000	\$250.00	\$238.10	\$227.27	\$217.39
0-15	\$5,069	\$253.45	\$241.38	\$230.41	\$220.39
0-16	\$5,136	\$256.80	\$244.57	\$233.45	\$223.30
0-17	\$5,204	\$260.20	\$247.81	\$236.55	\$226.26
0-18	\$5,276	\$263.80	\$251.24	\$239.82	\$229.39
0-19	\$5,347	\$267.35	\$254.62	\$243.05	\$232.48
0-20	\$5,424	\$271.20	\$258.29	\$246.55	\$235.83
0-21	\$5,499	\$274.95	\$261.86	\$249.95	\$239.09
0-22	\$5,576	\$278.80	\$265.52	\$253.45	\$242.43
0-23	\$5,652	\$282.60	\$269.14	\$256.91	\$245.74

Advanced				
Days in Pay Period				
20	21	22	23	
\$204.80	\$195.05	\$186.18	\$178.09	
\$212.70	\$202.57	\$193.36	\$184.96	
\$220.20	\$209.71	\$200.18	\$191.48	
\$226.20	\$215.43	\$205.64	\$196.70	
\$229.05	\$218.14	\$208.23	\$199.17	
\$231.95	\$220.90	\$210.86	\$201.70	
\$234.85	\$223.67	\$213.50	\$204.22	
\$237.70	\$226.38	\$216.09	\$206.70	
\$240.65	\$229.19	\$218.77	\$209.26	
\$243.65	\$232.05	\$221.50	\$211.87	
\$246.70	\$234.95	\$224.27	\$214.52	
\$249.90	\$238.00	\$227.18	\$217.30	
\$253.10	\$241.05	\$230.09	\$220.09	
\$256.30	\$244.10	\$233.00	\$222.87	
\$259.75	\$247.38	\$236.14	\$225.87	
\$263.10	\$250.57	\$239.18	\$228.78	
\$266.50	\$253.81	\$242.27	\$231.74	
\$270.10	\$257.24	\$245.55	\$234.87	
\$273.65	\$260.62	\$248.77	\$237.96	
\$277.50	\$264.29	\$252.27	\$241.30	
\$281.25	\$267.86	\$255.68	\$244.57	
\$285.10	\$271.52	\$259.18	\$247.91	
\$288.90	\$275.14	\$262.64	\$251.22	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$211.15	\$201.10	\$191.95	\$183.61	
\$219.05	\$208.62	\$199.14	\$190.48	
\$226.55	\$215.76	\$205.95	\$197.00	
\$232.55	\$221.48	\$211.41	\$202.22	
\$235.40	\$224.19	\$214.00	\$204.70	
\$238.30	\$226.95	\$216.64	\$207.22	
\$241.20	\$229.71	\$219.27	\$209.74	
\$244.05	\$232.43	\$221.86	\$212.22	
\$247.00	\$235.24	\$224.55	\$214.78	
\$250.00	\$238.10	\$227.27	\$217.39	
\$253.05	\$241.00	\$230.05	\$220.04	
\$256.25	\$244.05	\$232.95	\$222.83	
\$259.45	\$247.10	\$235.86	\$225.61	
\$262.65	\$250.14	\$238.77	\$228.39	
\$266.10	\$253.43	\$241.91	\$231.39	
\$269.45	\$256.62	\$244.95	\$234.30	
\$272.85	\$259.86	\$248.05	\$237.26	
\$276.45	\$263.29	\$251.32	\$240.39	
\$280.00	\$266.67	\$254.55	\$243.48	
\$283.85	\$270.33	\$258.05	\$246.83	
\$287.60	\$273.90	\$261.45	\$250.09	
\$291.45	\$277.57	\$264.95	\$253.43	
\$295.25	\$281.19	\$268.41	\$256.74	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%, Continued

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,731	\$286.55	\$272.90	\$260.50	\$249.17
0-25	\$5,814	\$290.70	\$276.86	\$264.27	\$252.78
0-26	\$5,898	\$294.90	\$280.86	\$268.09	\$256.43
0-27	\$6,011	\$300.55	\$286.24	\$273.23	\$261.35
0-28	\$6,131	\$306.55	\$291.95	\$278.68	\$266.57
0-29	\$6,254	\$312.70	\$297.81	\$284.27	\$271.91
0-30	\$6,379	\$318.95	\$303.76	\$289.95	\$277.35
0-31	\$6,507	\$325.35	\$309.86	\$295.77	\$282.91
0-32	\$6,637	\$331.85	\$316.05	\$301.68	\$288.57
0-33	\$6,769	\$338.45	\$322.33	\$307.68	\$294.30
0-34	\$6,905	\$345.25	\$328.81	\$313.86	\$300.22
0-35	\$7,043	\$352.15	\$335.38	\$320.14	\$306.22
0-36	\$7,184	\$359.20	\$342.10	\$326.55	\$312.35
0-37	\$7,328	\$366.40	\$348.95	\$333.09	\$318.61
0-38	\$7,475	\$373.75	\$355.95	\$339.77	\$325.00
0-39	\$7,624	\$381.20	\$363.05	\$346.55	\$331.48
0-40	\$7,776	\$388.80	\$370.29	\$353.45	\$338.09
0-41	\$7,932	\$396.60	\$377.71	\$360.55	\$344.87
0-42	\$8,090	\$404.50	\$385.24	\$367.73	\$351.74
0-43	\$8,252	\$412.60	\$392.95	\$375.09	\$358.78
0-44	\$8,417	\$420.85	\$400.81	\$382.59	\$365.96
0-45	\$8,585	\$429.25	\$408.81	\$390.23	\$373.26
0-46	\$8,757	\$437.85	\$417.00	\$398.05	\$380.74

Advanced				
Days in Pay Period				
20	21	22	23	
\$292.85	\$278.90	\$266.23	\$254.65	
\$297.00	\$282.86	\$270.00	\$258.26	
\$301.20	\$286.86	\$273.82	\$261.91	
\$306.85	\$292.24	\$278.95	\$266.83	
\$312.85	\$297.95	\$284.41	\$272.04	
\$319.00	\$303.81	\$290.00	\$277.39	
\$325.25	\$309.76	\$295.68	\$282.83	
\$331.65	\$315.86	\$301.50	\$288.39	
\$338.15	\$322.05	\$307.41	\$294.04	
\$344.75	\$328.33	\$313.41	\$299.78	
\$351.55	\$334.81	\$319.59	\$305.70	
\$358.45	\$341.38	\$325.86	\$311.70	
\$365.50	\$348.10	\$332.27	\$317.83	
\$372.70	\$354.95	\$338.82	\$324.09	
\$380.05	\$361.95	\$345.50	\$330.48	
\$387.50	\$369.05	\$352.27	\$336.96	
\$395.10	\$376.29	\$359.18	\$343.57	
\$402.90	\$383.71	\$366.27	\$350.35	
\$410.80	\$391.24	\$373.45	\$357.22	
\$418.90	\$398.95	\$380.82	\$364.26	
\$427.15	\$406.81	\$388.32	\$371.43	
\$435.55	\$414.81	\$395.95	\$378.74	
\$444.15	\$423.00	\$403.77	\$386.22	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$299.20	\$284.95	\$272.00	\$260.17	
\$303.35	\$288.90	\$275.77	\$263.78	
\$307.55	\$292.90	\$279.59	\$267.43	
\$313.20	\$298.29	\$284.73	\$272.35	
\$319.20	\$304.00	\$290.18	\$277.57	
\$325.35	\$309.86	\$295.77	\$282.91	
\$331.60	\$315.81	\$301.45	\$288.35	
\$338.00	\$321.90	\$307.27	\$293.91	
\$344.50	\$328.10	\$313.18	\$299.57	
\$351.10	\$334.38	\$319.18	\$305.30	
\$357.90	\$340.86	\$325.36	\$311.22	
\$364.80	\$347.43	\$331.64	\$317.22	
\$371.85	\$354.14	\$338.05	\$323.35	
\$379.05	\$361.00	\$344.59	\$329.61	
\$386.40	\$368.00	\$351.27	\$336.00	
\$393.85	\$375.10	\$358.05	\$342.48	
\$401.45	\$382.33	\$364.95	\$349.09	
\$409.25	\$389.76	\$372.05	\$355.87	
\$417.15	\$397.29	\$379.23	\$362.74	
\$425.25	\$405.00	\$386.59	\$369.78	
\$433.50	\$412.86	\$394.09	\$376.96	
\$441.90	\$420.86	\$401.73	\$384.26	
\$450.50	\$429.05	\$409.55	\$391.74	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-1	\$4,008	\$200.40	\$190.86	\$182.18	\$174.26
0-2	\$4,167	\$208.35	\$198.43	\$189.41	\$181.17
0-3	\$4,318	\$215.90	\$205.62	\$196.27	\$187.74
0-4	\$4,440	\$222.00	\$211.43	\$201.82	\$193.04
0-5	\$4,498	\$224.90	\$214.19	\$204.45	\$195.57
0-6	\$4,556	\$227.80	\$216.95	\$207.09	\$198.09
0-7	\$4,614	\$230.70	\$219.71	\$209.73	\$200.61
0-8	\$4,672	\$233.60	\$222.48	\$212.36	\$203.13
0-9	\$4,732	\$236.60	\$225.33	\$215.09	\$205.74
0-10	\$4,792	\$239.60	\$228.19	\$217.82	\$208.35
0-11	\$4,854	\$242.70	\$231.14	\$220.64	\$211.04
0-12	\$4,918	\$245.90	\$234.19	\$223.55	\$213.83
0-13	\$4,983	\$249.15	\$237.29	\$226.50	\$216.65
0-14	\$5,048	\$252.40	\$240.38	\$229.45	\$219.48
0-15	\$5,118	\$255.90	\$243.71	\$232.64	\$222.52
0-16	\$5,184	\$259.20	\$246.86	\$235.64	\$225.39
0-17	\$5,253	\$262.65	\$250.14	\$238.77	\$228.39
0-18	\$5,327	\$266.35	\$253.67	\$242.14	\$231.61
0-19	\$5,398	\$269.90	\$257.05	\$245.36	\$234.70
0-20	\$5,476	\$273.80	\$260.76	\$248.91	\$238.09
0-21	\$5,551	\$277.55	\$264.33	\$252.32	\$241.35
0-22	\$5,629	\$281.45	\$268.05	\$255.86	\$244.74
0-23	\$5,706	\$285.30	\$271.71	\$259.36	\$248.09

Advanced				
Days in Pay Period				
20	21	22	23	
\$206.70	\$196.86	\$187.91	\$179.74	
\$214.65	\$204.43	\$195.14	\$186.65	
\$222.20	\$211.62	\$202.00	\$193.22	
\$228.30	\$217.43	\$207.55	\$198.52	
\$231.20	\$220.19	\$210.18	\$201.04	
\$234.10	\$222.95	\$212.82	\$203.57	
\$237.00	\$225.71	\$215.45	\$206.09	
\$239.90	\$228.48	\$218.09	\$208.61	
\$242.90	\$231.33	\$220.82	\$211.22	
\$245.90	\$234.19	\$223.55	\$213.83	
\$249.00	\$237.14	\$226.36	\$216.52	
\$252.20	\$240.19	\$229.27	\$219.30	
\$255.45	\$243.29	\$232.23	\$222.13	
\$258.70	\$246.38	\$235.18	\$224.96	
\$262.20	\$249.71	\$238.36	\$228.00	
\$265.50	\$252.86	\$241.36	\$230.87	
\$268.95	\$256.14	\$244.50	\$233.87	
\$272.65	\$259.67	\$247.86	\$237.09	
\$276.20	\$263.05	\$251.09	\$240.17	
\$280.10	\$266.76	\$254.64	\$243.57	
\$283.85	\$270.33	\$258.05	\$246.83	
\$287.75	\$274.05	\$261.59	\$250.22	
\$291.60	\$277.71	\$265.09	\$253.57	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$213.05	\$202.90	\$193.68	\$185.26	
\$221.00	\$210.48	\$200.91	\$192.17	
\$228.55	\$217.67	\$207.77	\$198.74	
\$234.65	\$223.48	\$213.32	\$204.04	
\$237.55	\$226.24	\$215.95	\$206.57	
\$240.45	\$229.00	\$218.59	\$209.09	
\$243.35	\$231.76	\$221.23	\$211.61	
\$246.25	\$234.52	\$223.86	\$214.13	
\$249.25	\$237.38	\$226.59	\$216.74	
\$252.25	\$240.24	\$229.32	\$219.35	
\$255.35	\$243.19	\$232.14	\$222.04	
\$258.55	\$246.24	\$235.05	\$224.83	
\$261.80	\$249.33	\$238.00	\$227.65	
\$265.05	\$252.43	\$240.95	\$230.48	
\$268.55	\$255.76	\$244.14	\$233.52	
\$271.85	\$258.90	\$247.14	\$236.39	
\$275.30	\$262.19	\$250.27	\$239.39	
\$279.00	\$265.71	\$253.64	\$242.61	
\$282.55	\$269.10	\$256.86	\$245.70	
\$286.45	\$272.81	\$260.41	\$249.09	
\$290.20	\$276.38	\$263.82	\$252.35	
\$294.10	\$280.10	\$267.36	\$255.74	
\$297.95	\$283.76	\$270.86	\$259.09	

2008-2009 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%, Continued

Effective July 1, 2008

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,785	\$289.25	\$275.48	\$262.95	\$251.52
0-25	\$5,869	\$293.45	\$279.48	\$266.77	\$255.17
0-26	\$5,954	\$297.70	\$283.52	\$270.64	\$258.87
0-27	\$6,069	\$303.45	\$289.00	\$275.86	\$263.87
0-28	\$6,189	\$309.45	\$294.71	\$281.32	\$269.09
0-29	\$6,313	\$315.65	\$300.62	\$286.95	\$274.48
0-30	\$6,440	\$322.00	\$306.67	\$292.73	\$280.00
0-31	\$6,569	\$328.45	\$312.81	\$298.59	\$285.61
0-32	\$6,700	\$335.00	\$319.05	\$304.55	\$291.30
0-33	\$6,834	\$341.70	\$325.43	\$310.64	\$297.13
0-34	\$6,971	\$348.55	\$331.95	\$316.86	\$303.09
0-35	\$7,110	\$355.50	\$338.57	\$323.18	\$309.13
0-36	\$7,253	\$362.65	\$345.38	\$329.68	\$315.35
0-37	\$7,398	\$369.90	\$352.29	\$336.27	\$321.65
0-38	\$7,546	\$377.30	\$359.33	\$343.00	\$328.09
0-39	\$7,697	\$384.85	\$366.52	\$349.86	\$334.65
0-40	\$7,850	\$392.50	\$373.81	\$356.82	\$341.30
0-41	\$8,007	\$400.35	\$381.29	\$363.95	\$348.13
0-42	\$8,167	\$408.35	\$388.90	\$371.23	\$355.09
0-43	\$8,331	\$416.55	\$396.71	\$378.68	\$362.22
0-44	\$8,497	\$424.85	\$404.62	\$386.23	\$369.43
0-45	\$8,667	\$433.35	\$412.71	\$393.95	\$376.83
0-46	\$8,840	\$442.00	\$420.95	\$401.82	\$384.35

Advanced				
Days in Pay Period				
20	21	22	23	
\$295.55	\$281.48	\$268.68	\$257.00	
\$299.75	\$285.48	\$272.50	\$260.65	
\$304.00	\$289.52	\$276.36	\$264.35	
\$309.75	\$295.00	\$281.59	\$269.35	
\$315.75	\$300.71	\$287.05	\$274.57	
\$321.95	\$306.62	\$292.68	\$279.96	
\$328.30	\$312.67	\$298.45	\$285.48	
\$334.75	\$318.81	\$304.32	\$291.09	
\$341.30	\$325.05	\$310.27	\$296.78	
\$348.00	\$331.43	\$316.36	\$302.61	
\$354.85	\$337.95	\$322.59	\$308.57	
\$361.80	\$344.57	\$328.91	\$314.61	
\$368.95	\$351.38	\$335.41	\$320.83	
\$376.20	\$358.29	\$342.00	\$327.13	
\$383.60	\$365.33	\$348.73	\$333.57	
\$391.15	\$372.52	\$355.59	\$340.13	
\$398.80	\$379.81	\$362.55	\$346.78	
\$406.65	\$387.29	\$369.68	\$353.61	
\$414.65	\$394.90	\$376.95	\$360.57	
\$422.85	\$402.71	\$384.41	\$367.70	
\$431.15	\$410.62	\$391.95	\$374.91	
\$439.65	\$418.71	\$399.68	\$382.30	
\$448.30	\$426.95	\$407.55	\$389.83	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$301.90	\$287.52	\$274.45	\$262.52	
\$306.10	\$291.52	\$278.27	\$266.17	
\$310.35	\$295.57	\$282.14	\$269.87	
\$316.10	\$301.05	\$287.36	\$274.87	
\$322.10	\$306.76	\$292.82	\$280.09	
\$328.30	\$312.67	\$298.45	\$285.48	
\$334.65	\$318.71	\$304.23	\$291.00	
\$341.10	\$324.86	\$310.09	\$296.61	
\$347.65	\$331.10	\$316.05	\$302.30	
\$354.35	\$337.48	\$322.14	\$308.13	
\$361.20	\$344.00	\$328.36	\$314.09	
\$368.15	\$350.62	\$334.68	\$320.13	
\$375.30	\$357.43	\$341.18	\$326.35	
\$382.55	\$364.33	\$347.77	\$332.65	
\$389.95	\$371.38	\$354.50	\$339.09	
\$397.50	\$378.57	\$361.36	\$345.65	
\$405.15	\$385.86	\$368.32	\$352.30	
\$413.00	\$393.33	\$375.45	\$359.13	
\$421.00	\$400.95	\$382.73	\$366.09	
\$429.20	\$408.76	\$390.18	\$373.22	
\$437.50	\$416.67	\$397.73	\$380.43	
\$446.00	\$424.76	\$405.45	\$387.83	
\$454.65	\$433.00	\$413.32	\$395.35	

**2008-2009
SUPERINTENDENT SALARY RANGES**

Effective July 1, 2008

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$4,720	\$8,843
Superintendent II (2,501 - 5,000 ADM)	\$5,011	\$9,377
Superintendent III (5,001 - 10,000 ADM)	\$5,316	\$9,948
Superintendent IV (10,001 - 25,000 ADM)	\$5,642	\$10,552
Superintendent V (Over 25,000 ADM)	\$5,988	\$11,196

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.

2008-2009

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

Effective July 1, 2008

Classification	Minimum Monthly Salary	Maximum Monthly Salary
School Administrator I	\$3,309	\$6,207
School Administrator II	\$3,508	\$6,583
School Administrator III	\$3,724	\$6,984
School Administrator IV	\$3,874	\$7,262
School Administrator V	\$4,030	\$7,556
School Administrator VI	\$4,275	\$8,013
School Administrator VII	\$4,447	\$8,336

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.

2008-2009**Public School Employees**

Grade	Monthly Amounts	
	<u>Minimum</u>	<u>Maximum</u>
50	1,834.71	2,490.87
51	1,834.71	2,617.27
52	1,834.71	2,664.09
53	1,834.71	2,752.81
54	1,834.71	2,848.69
55	1,852.85	2,943.40
56	1,912.56	3,051.03
57	1,950.41	3,164.57
58	1,988.27	3,280.84
59	2,055.28	3,403.08
60	2,125.06	3,535.64
61	2,200.94	3,672.30
62	2,275.73	3,810.62
63	2,356.57	3,957.37
64	2,438.67	4,116.00
65	2,524.80	4,287.76
66	2,618.06	4,463.72
67	2,718.73	4,640.76
68	2,819.76	4,852.20
69	2,926.65	5,068.21
70	3,045.06	5,298.15
71	3,161.91	5,535.93
72	3,282.69	5,787.85
73	3,410.88	6,056.51
74	3,556.20	6,342.54
75	3,712.34	6,637.94
76	3,869.52	6,949.05
77	4,046.32	7,274.17
78	4,228.92	7,619.47
79	4,425.56	7,980.61
80	4,627.37	8,354.28
81	4,841.26	8,748.04
82	5,058.12	9,170.03
83	5,298.83	9,617.11
84	5,547.31	10,081.23
85	5,806.72	10,565.78
86	6,076.84	11,076.99

2008-2009
Child Nutrition Personnel
Salary Ranges

<u>Classification</u>	<u>Salary Grade</u>
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.

2008-2009
Curriculum Support Personnel
Salary Ranges

<u>Classification</u>	<u>Salary Grade</u>
Brailist	59
Educational Interpreter I	62
Educational Interpreter II	64
Exceptional Children Data Manager	63
Occupational Therapist	78
Occupational Therapist Assistant ⁽¹⁾	67
Orientation and Mobility Specialist	68
Parent Counselor-Trainer	63
Physical Therapist	78
Physical Therapist Assistant ⁽¹⁾	67
School Health Assistant	52
School Nurse (Not Holding)	68
Speech-Language Pathology Assistant	64
Teacher Assistant	56
Technology Assistant	61
Therapeutic Recreation Specialist	67
Vocational Technical Assistant	54

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

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

(1) In September, 2007 the State Board of Education approved a salary upgrade from level 64 to level 67 for occupational and physical therapist assistants working in public schools. The minimum required salary is mandatory as of July 1, 2008.

2008-2009
Maintenance Personnel
Salary Ranges

<u>Classification</u>	<u>Salary 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
Grounds Supervisor I	63
Grounds Supervisor II	65
HVAC Mechanic I	65
HVAC Mechanic II	67
HVAC Supervisor	69

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

2008-2009
Maintenance Personnel, cont.
Salary Ranges

<u>Classification</u>	<u>Salary Grade</u>
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.

2008-2009
Office Support Personnel
Salary Ranges

<u>Classification</u>	<u>Salary 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	61
Student Information Data Manager II	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.

2008-2009
Transportation Personnel
Salary Ranges

<u>Classification</u>	<u>Salary Grade</u>
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.