

North Carolina State Salary Schedules

FY 2023-2024

STATE BOARD OF EDUCATION

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

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

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

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

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

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

For eligibility to be paid on Master's, Advanced or Doctoral Teacher Salary Schedule refer to N.C. Public School Personnel State Salary Manual, SECTION D, Subsection D, I. B. -Salary Schedule Placement

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

Effective July 1, 2023

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

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

Effective July 1, 2023

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

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FY 2023-24
CERTIFIED SALARY SCHEDULE
MASTERS DEGREE INSTRUCTIONAL
SUPPORT

Effective July 1, 2023

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

NOTE: "NBPTS" stands for National Board for Professional Teacher Standards.
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- Salary Schedule Placement

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

Effective July 1, 2023

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

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-Salary Schedule Placement

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

Effective July 1, 2023

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

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

Effective July 1, 2023

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

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FY 2023-24

DAILY RATES FOR SCHOOL GUIDANCE COUNSELORS

(Based on 21.5 Days)

Effective July 01, 2023

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

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FY 2023-24**SCHOOL PSYCHOLOGIST SALARY SCHEDULE**

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

Effective July 1, 2023

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

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

FY 2023-24
DAILY RATES FOR SCHOOL PSYCHOLOGISTS
Including Masters Level Speech-Language Pathologists
and Masters Level Audiologists
(Based on 21.5 Days)

Effective July 1, 2023

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

FY 2023-24
ASSISTANT PRINCIPALS
SALARY SCHEDULE

Effective July 1, 2023

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

NOTE: Assistant Principals no longer qualify for Longevity

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

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

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

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

PRINCIPAL DAILY RATES

FY 2023-24

Effective July 1, 2023

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

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

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

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

Effective July 1, 2023

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

NOTES:

1. Salary determinations shall be made by the local board of education within the salary range which corresponds to the School Administrator assignment.
2. ADD \$126 per month for an appropriate advanced license.
3. ADD \$253 per month for an appropriate advanced license and an earned doctorate.
4. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.

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

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

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

NC OSHR: Classification and Compensation

FY 2023-24 Salary Schedules
SUPERINTENDENT SALARY RANGES

Effective July 1, 2023

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

Notes:

1. Salary Assignment: Superintendents are paid within salary ranges determined by the ADM of the local education agency (LEA) to which they are assigned. ADM is based on the higher of the best one of the first two months projected ADM, or the best one of the first two months prior year actual ADM. Placement within the ADM salary ranges is determined by the local board of education.
2. ADD \$126 per month for an advanced superintendent's certificate (AS).
3. ADD \$253 per month for an advanced superintendent's certificate based on an earned doctorate degree (DAS).
4. The range maximums do not include advanced (\$126) or doctoral (\$253) monthly supplements.

FY2024 Substitute Rate

Effective July 1, 2023

22 days in month

		Non Cert		Certified	
		50.00%		65.00%	
		*** Min	Max	Min	Max
A00	3,900.00	89	177	115	177

*** Note: Minimum salary for substitute paid with state funds shall also meet the required \$15/hour per SL2021-180, SB105. It is responsibility of each district to verify that they are in compliance with this legislation.

Salary Grade Placements
Reference Materials that may be useful:
NC Office of State Human Resources – Classification and Compensation
website:

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

For Most Classified Positions at the Public Schools

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

- All Scales are based on Full-Time Personnel and a 40 hour work week.
- The \$15 minimum wage for Full-Time State personnel goes into effect July 1, 2022
- Other than the required \$15 minimum (\$2,600), the new range minimums are being recommended to go into effect July 1, 2024.
- The new range maximums being recommended may be paid from state/federal funds beginning July 1, 2022.
- These recommendations provide the range of salary that may be paid from state and/or federal funds allocated to the school district by NCDPI as required in GS 115C-12 (16).
- These scales do not cover ALL classified positions that may be used or employed at a school district (PSU), as such the Local Boards of Education may adopt their own local salary schedules per GS 115C-47 (21).
- Local funds may be used to supplement these ranges as needed by the Local Boards of Education.

Office Administration

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Office Support	NC01-NC10	2,600	5,754
Student Information Data Managers	NC04-NC10	2,600	5,754

Transportation

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Transportation Safety Assistant	NC01	2,600	3,709
Bus Driver	NC04-NC06	2,600	4,734
Transportation Mechanic	NC06-NC10	2,705	5,754
Transportation Supervisor	NC14-NC15	3,997	6,994
Transportation Director	NC17-NC19	4,627	8,926

School Nutrition Services

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
School Nutrition Assistant	NC04-NC05	2,600	4,508
School Nutrition Site Manager	NC05-NC06	2,600	4,734
School Nutrition Supervisor - CO	NC07-NC08	2,840	5,219
School Nutrition Director	NC17-NC19	4,627	8,926

FY2023-2024 – Salary Grade Placements

Curriculum Support

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Distance Learning Instructional Asst	NC05	2,600	4,509
Educational Interpreter I	NC05	2,600	4,509
Educational Interpreter II	NC07	2,840	4,971
School Health Assistant	MH01	2,600	3,505
Teacher Assistant	NC04-NC06	2,600	4,734
Therapeutic Recreation Specialist	MH03	2,600	3,864
Vocational Technical Assistant	NC04-NC06	2,600	4,734
Deaf/Blind intervener	NC12	3,625	6,344

Other Licensed Professionals

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Occupational Therapist	MH17-MH18	5,044	8,947
Occupational Therapy Assistant	MH10-MH12	3,625	5,995
Physical Therapist	MH17-MH18	5,044	8,947
Physical Therapist Assistant	MH10-MH12	3,625	5,995
Registered Nurse (Not Holding)	MH15	4,627	6,940
Driver Education Instructor - DMV only	NC08	2,982	5,219
Driver Education Instructor - DMV + educator license, but no License 096 Safety and Driver Education	NC09	3,131	5,480
Driver Education Instructor - DMV + educator license, with License 096 Safety and Driver Education	NC11	3,452	6,042

FY 2023-2024 – Salary Grade Placements

Maintenance/Operations

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Carpenter/Cabinet Maker	NC03-NC08	2,600	5,219
Carpenter Supervisor	NC10	3,288	5,754
Custodian	NC01	2,600	3,709
Custodian Supervisor (Site-Based)	NC05	2,600	4,508
Custodian Supervisor	NC07	2,840	4,971
Electrician	NC08-NC09	2,982	5,480
Electrician Supervisor	NC11	3,452	6,042
Electronic Technician	NC11	3,452	6,042
Grounds Keeper	NC01-NC03	2,600	4,089
Grounds Supervisor	NC05	2,600	4,508
HVAC Mechanic	NC08-NC10	2,982	5,754
HVAC Supervisor	NC12	3,625	6,344
Laborer	NC01	2,600	3,709
Locksmith	NC05	2,600	4,508
Machine Operator	NC04	2,600	4,294
Plumber	NC07-NC08	2,840	5,219
Plumber Supervisor	NC09	3,131	5,480
Warehouse Manager	NC05	2,600	4,508
Waste Water Plant Operator	NC05	2,600	4,508
Welder	NC09	3,131	5,480
Maintenance Supervisor	NC13-NC17	3,806	8,096
Maintenance Director	NC17-NC19	4,627	8,926
Maintenance/Construction Technician I	NC03	2,600	4,089
Maintenance/Construction Technician II	NC06	2,705	4,734
Maintenance/Construction Technician III	NC09	3,131	5,480
Maintenance/Construction Technician IV	NC11	3,452	6,042

Salary Grade Placements

Reference Materials that may be useful:

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

[NC OSHR: Classification and Compensation](#)

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

For Most Classified Position at the Public Schools
The State NC and MH Scales have been modified to reflect the state
minimum wage of \$15 per hour for full-time employees.

OSHR-STATE SCALE based on 40 Hour Work Week				
<u>Pay Grade</u>	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>	<u>Hourly Minimum</u>	<u>Hourly Maximum</u>
NC01	2,600.00	3,709.00	15.00	21.40
NC02	2,600.00	3,895.00	15.00	22.47
NC03	2,600.00	4,089.00	15.00	23.59
NC04	2,600.00	4,294.00	15.00	24.77
NC05	2,600.00	4,508.00	15.00	26.01
NC06	2,750.00	4,734.00	15.87	27.31
NC07	2,840.00	4,971.00	16.38	28.68
NC08	2,982.00	5,219.00	17.20	30.11
NC09	3,131.00	5,480.00	18.06	31.62
NC10	3,288.00	5,754.00	18.97	33.20
NC11	3,452.00	6,042.00	19.92	34.86
NC12	3,625.00	6,344.00	20.91	36.60
NC13	3,806.00	6,661.00	21.96	38.43
NC14	3,997.00	6,994.00	23.06	40.35
NC15	4,196.00	7,344.00	24.21	42.37
NC16	4,406.00	7,711.00	25.42	44.49
NC17	4,627.00	8,096.00	26.69	46.71
NC18	4,858.00	8,501.00	28.03	49.04
NC19	5,101.00	8,926.00	29.43	51.50

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

For Most Classified Position at the Public Schools

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

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