Fiscal Year

2015 - 2016

North Carolina Public School

Salary Schedules

Available online: www.ncpublicschools.org/fbs/finance/salary/

Financial & Business Services
NC Department of Public Instruction
## 2015-2016
### BACHELOR'S DEGREE
### CERTIFIED TEACHER SALARY SCHEDULE

**Effective July 1, 2015**

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**NOTE:** "NBPTS" stands for National Board for Professional Teacher Standards.
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## 2015-2016
### ADVANCED AND DOCTORAL DEGREE
#### TEACHER SALARY SCHEDULE

**Effective July 1, 2015**

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**NOTE:** "NBPTS" stands for National Board for Professional Teacher Standards.
### Certified Salary Schedule

**Effective July 1, 2015**

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**NOTE:** "NBPTS" stands for National Board for Professional Teacher Standards.
### Master's Degree - Instructional Support

**Certified Salary Schedule**

**Effective July 1, 2015**

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**NOTE:** "NBPTS" stands for National Board for Professional Teacher Standards.
### 2015-2016
ADVANCED AND DOCTORAL DEGREED
INSTRUCTIONAL SUPPORT SALARY SCHEDULE

**Effective July 1, 2015**

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**NOTE:** "NBPTS" stands for National Board for Professional Teacher Standards.
# 2015-2016

**SCHOOL PSYCHOLOGIST SALARY SCHEDULE**

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

**Effective July 1, 2015**

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**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.
## DAILY RATE SCHEDULES

### DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL

*(Based on 21.5 Days)*

Effective July 1, 2015

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**NOTE:** "NBPTS" stands for National Board for Professional Teacher Standards.
# DAILY RATES FOR SCHOOL PSYCHOLOGISTS

Including Masters Level Speech-Language Pathologists and Masters Level Audiologists

(Based on 21.5 Days)

Effective July 1, 2015

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**NOTES:**
1. ADD $126 per month for an earned advanced degree.
2. ADD $253 per month for an earned doctorate degree.
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NOTES:
1. ADD $126 per month for an earned advanced degree.
2. ADD $253 per month for an earned doctorate degree.
4. 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 3 years serving as a principal on or before June 30, 2009.
## FY 2015-16 PRINCIPAL SALARY SCHEDULES
### PRINCIPAL II
#### 11 - 21 Teachers
**Effective July 1, 2015**

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</tbody>
</table>

**NOTES:**
1. ADD $126 per month for an earned advanced degree.
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# FY 2015-16 PRINCIPAL SALARY SCHEDULES

## PRINCIPAL III

### 22 - 32 Teachers

**Effective July 1, 2015**

<table>
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<th>Combined Years of Exp</th>
<th>Schedule/ Pay Level</th>
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<th>Base + 2% Monthly Salary</th>
<th>Base + 3% Monthly Salary</th>
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## FY 2015-16 PRINCIPAL SALARY SCHEDULES
### PRINCIPAL IV
#### 33 - 43 Teachers
##### Effective July 1, 2015

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**NOTES:**
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### FY 2015-16 PRINCIPAL SALARY SCHEDULES

**PRINCIPAL V**

44 - 54 Teachers

Effective July 1, 2015

<table>
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<tr>
<th>Combined Years of Exp</th>
<th>Schedule/ Pay Level</th>
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### FY 2015-16 PRINCIPAL SALARY SCHEDULES
#### PRINCIPAL VI
55 - 65 Teachers
Effective July 1, 2015

<table>
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<th>Combined Years of Exp</th>
<th>Schedule/ Pay Level</th>
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**NOTES:**

1. ADD $126 per month for an earned advanced degree.
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## FY 2015-16 PRINCIPAL SALARY SCHEDULES
### PRINCIPAL VII
### 66 - 100 Teachers
### Effective July 1, 2015

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<th>Combined Years of Exp</th>
<th>Schedule/ Pay Level</th>
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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Effective July 1, 2015**

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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Base, Continued**

Effective July 1, 2015

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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

### Base + 1%, Continued

**Effective July 1, 2015**

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### 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Base + 2%**

**Effective July 1, 2015**

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Base + 2%, Continued
Effective July 1, 2015

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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

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**Effective July 1, 2015**

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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS
### Base + 4%

**Effective July 1, 2015**

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### 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Base + 4%, Continued**

**Effective July 1, 2015**

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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Base + 5%**

**Effective July 1, 2015**

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2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%, Continued

Effective July 1, 2015

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## 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Base + 6%**

**Effective July 1, 2015**

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<th>Doctorate Days in Pay Period</th>
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# 2015-2016 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

**Base + 6%, Continued**

**Effective July 1, 2015**

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## CENTRAL OFFICE ADMINISTRATOR SALARY RANGES

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

**Effective July 1, 2015**

<table>
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<tr>
<th>Classification</th>
<th>Minimum Monthly Salary</th>
<th>Maximum Monthly Salary</th>
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### 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.
## 2015-2016
### SUPERINTENDENT SALARY RANGES

**Effective July 1, 2015**

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<td>Superintendent V</td>
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<td>(Over 25,000 ADM)</td>
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### 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.
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</tr>
<tr>
<td>IV</td>
<td>72</td>
</tr>
<tr>
<td>Child Nutrition Director II</td>
<td></td>
</tr>
<tr>
<td>(Bachelor's Degree)</td>
<td></td>
</tr>
<tr>
<td>III</td>
<td>N/A</td>
</tr>
<tr>
<td>IV</td>
<td>N/A</td>
</tr>
<tr>
<td>Child Nutrition Director II</td>
<td></td>
</tr>
<tr>
<td>(Advanced Degree)</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Rule:** Noncertified salaries are based on a 40-hour workweek.
## 2015-2016

**Curriculum Support Personnel**  
**Salary Ranges**

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

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.
### 2015-2016

**Maintenance Personnel**

**Salary Ranges**

<table>
<thead>
<tr>
<th>Classification</th>
<th>Salary Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cabinet Maker</td>
<td>61</td>
</tr>
<tr>
<td>Carpenter I</td>
<td>57</td>
</tr>
<tr>
<td>Carpenter II</td>
<td>61</td>
</tr>
<tr>
<td>Carpentry Crew Leader</td>
<td>63</td>
</tr>
<tr>
<td>Carpenter Supervisor</td>
<td>65</td>
</tr>
<tr>
<td>Custodian I</td>
<td>50</td>
</tr>
<tr>
<td>Custodian II</td>
<td>51</td>
</tr>
<tr>
<td>Custodian Crew Leader</td>
<td>52</td>
</tr>
<tr>
<td>Custodian Supervisor I</td>
<td>56</td>
</tr>
<tr>
<td>Custodian Supervisor II</td>
<td>58</td>
</tr>
<tr>
<td>Custodian Supervisor III</td>
<td>60</td>
</tr>
<tr>
<td>Electrician I</td>
<td>59</td>
</tr>
<tr>
<td>Electrician II</td>
<td>63</td>
</tr>
<tr>
<td>Electrician Crew Leader</td>
<td>64</td>
</tr>
<tr>
<td>Electrician Supervisor I</td>
<td>66</td>
</tr>
<tr>
<td>Electrician Supervisor II</td>
<td>68</td>
</tr>
<tr>
<td>Electronic Technician I</td>
<td>64</td>
</tr>
<tr>
<td>Electronic Technician II</td>
<td>67</td>
</tr>
<tr>
<td>Floor Maintenance Assistant I</td>
<td>53</td>
</tr>
<tr>
<td>Floor Maintenance Assistant II</td>
<td>55</td>
</tr>
<tr>
<td>Floor Maintenance Crew Leader</td>
<td>56</td>
</tr>
<tr>
<td>Floor Maintenance Supervisor</td>
<td>62</td>
</tr>
<tr>
<td>Glazier</td>
<td>60</td>
</tr>
<tr>
<td>Grounds Keeper I</td>
<td>56</td>
</tr>
<tr>
<td>Grounds Keeper II</td>
<td>58</td>
</tr>
<tr>
<td>Grounds Crew Leader</td>
<td>59</td>
</tr>
<tr>
<td>Grounds Supervisor I</td>
<td>63</td>
</tr>
<tr>
<td>Grounds Supervisor II</td>
<td>65</td>
</tr>
<tr>
<td>HVAC Mechanic I</td>
<td>65</td>
</tr>
<tr>
<td>HVAC Mechanic II</td>
<td>67</td>
</tr>
<tr>
<td>HVAC Supervisor</td>
<td>69</td>
</tr>
</tbody>
</table>

Rule: Noncertified salaries are based on a 40-hour workweek
### 2015-2016

#### Maintenance Personnel, cont.

#### Salary Ranges

<table>
<thead>
<tr>
<th>Classification</th>
<th>Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laborer</td>
<td>50</td>
</tr>
<tr>
<td>Locksmith</td>
<td>62</td>
</tr>
<tr>
<td>Machine Operator</td>
<td>57</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director I</td>
<td>65</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director II</td>
<td>66</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director III</td>
<td>68</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director IV</td>
<td>70</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director V</td>
<td>70</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director VI</td>
<td>72</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director VII</td>
<td>74</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director VIII</td>
<td>76</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director IX</td>
<td>77</td>
</tr>
<tr>
<td>Maintenance Supervisor/Director X</td>
<td>78</td>
</tr>
<tr>
<td>Mason</td>
<td>63</td>
</tr>
<tr>
<td>Painter I</td>
<td>59</td>
</tr>
<tr>
<td>Painter II</td>
<td>61</td>
</tr>
<tr>
<td>Painter Crew Leader</td>
<td>62</td>
</tr>
<tr>
<td>Plasterer I</td>
<td>63</td>
</tr>
<tr>
<td>Plasterer Crew Leader</td>
<td>65</td>
</tr>
<tr>
<td>Plumber I</td>
<td>59</td>
</tr>
<tr>
<td>Plumber II</td>
<td>63</td>
</tr>
<tr>
<td>Plumber Crew Leader</td>
<td>64</td>
</tr>
<tr>
<td>Refrigeration Mechanic</td>
<td>61</td>
</tr>
<tr>
<td>Roofer</td>
<td>61</td>
</tr>
<tr>
<td>Warehouse Manager I</td>
<td>61</td>
</tr>
<tr>
<td>Warehouse Manager II</td>
<td>63</td>
</tr>
<tr>
<td>Waste Water Plant Operator I</td>
<td>57</td>
</tr>
<tr>
<td>Waste Water Plant Operator II</td>
<td>62</td>
</tr>
<tr>
<td>Waste Water Plant Operator III</td>
<td>70</td>
</tr>
<tr>
<td>Welder I</td>
<td>61</td>
</tr>
<tr>
<td>Welder II</td>
<td>63</td>
</tr>
<tr>
<td>Welder Crew Leader</td>
<td>65</td>
</tr>
</tbody>
</table>

Rule: Noncertified salaries are based on a 40-hour workweek.
## 2015-2016

### Office Support Personnel

#### Salary Ranges

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

Rule: Noncertified salaries are based on a 40-hour workweek.
### 2015-2016 Transportation Personnel Salary Ranges

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

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