



2026-2027 Salary & *Annual Supplements - Bachelor's Teacher

Step	Bachelor's Teacher			
	Monthly Salary 10 Months	County Annual Suppl.	State Annual Suppl. **	Total Compensation 10 Months
0	\$4,800	\$3,768.00	\$1,623.00	\$53,391.00
1	\$4,825	\$3,858.00	\$1,623.00	\$53,731.00
2	\$4,850	\$3,948.00	\$1,623.00	\$54,071.00
3	\$4,875	\$4,038.00	\$1,623.00	\$54,411.00
4	\$4,900	\$4,128.00	\$1,623.00	\$54,751.00
5	\$4,950	\$4,218.00	\$1,623.00	\$55,341.00
6	\$5,000	\$4,358.00	\$1,623.00	\$55,981.00
7	\$5,050	\$4,484.00	\$1,623.00	\$56,607.00
8	\$5,100	\$4,612.00	\$1,623.00	\$57,235.00
9	\$5,150	\$4,818.00	\$1,623.00	\$57,941.00
10	\$5,314	\$5,428.00	\$1,623.00	\$60,191.00
11	\$5,365	\$5,590.00	\$1,623.00	\$60,863.00
12	\$5,416	\$5,756.00	\$1,623.00	\$61,539.00
13	\$5,467	\$5,922.00	\$1,623.00	\$62,215.00
14	\$5,570	\$6,092.00	\$1,623.00	\$63,415.00
15	\$5,682	\$6,735.00	\$1,623.00	\$65,178.00
16	\$5,682	\$6,870.00	\$1,623.00	\$65,313.00
17	\$5,682	\$7,004.00	\$1,623.00	\$65,447.00
18	\$5,682	\$7,139.00	\$1,623.00	\$65,582.00
19	\$5,682	\$7,274.00	\$1,623.00	\$65,717.00
20	\$5,682	\$8,082.00	\$1,623.00	\$66,525.00
21	\$5,682	\$8,351.00	\$1,623.00	\$66,794.00
22	\$5,682	\$8,621.00	\$1,623.00	\$67,064.00
23	\$5,682	\$8,890.00	\$1,623.00	\$67,333.00
24	\$5,682	\$9,160.00	\$1,623.00	\$67,603.00
25	\$5,900	\$11,190.00	\$1,623.00	\$71,813.00
26	\$5,900	\$11,470.00	\$1,623.00	\$72,093.00
27	\$5,900	\$11,750.00	\$1,623.00	\$72,373.00
28	\$5,900	\$12,029.00	\$1,623.00	\$72,652.00
29	\$5,900	\$12,309.00	\$1,623.00	\$72,932.00
30	\$5,900	\$12,589.00	\$1,623.00	\$73,212.00

*Supplements are paid annually and staff must fulfill their contract to qualify for payment. If working less than full-time and/or a full year, supplements are prorated based on actual time worked.

**State supplement only applies to teachers and instructional support staff who are assigned to schools or on a school payroll.

State funded supplements are paid utilizing funds allocated by the General Assembly pursuant to NC SB 105 and are contingent on the continued availability of state funding.



2026-2027 Salary & *Annual Supplements - Master's Teacher

Step	Master's Teacher			
	Monthly Salary 10 Months	County Annual Suppl.	State Annual Suppl.**	Total Compensation 10 Months
0	\$5,280	\$4,145.00	\$1,623.00	\$58,568.00
1	\$5,308	\$4,244.00	\$1,623.00	\$58,947.00
2	\$5,335	\$4,343.00	\$1,623.00	\$59,316.00
3	\$5,363	\$4,442.00	\$1,623.00	\$59,695.00
4	\$5,390	\$4,541.00	\$1,623.00	\$60,064.00
5	\$5,445	\$4,640.00	\$1,623.00	\$60,713.00
6	\$5,500	\$4,794.00	\$1,623.00	\$61,417.00
7	\$5,555	\$4,932.00	\$1,623.00	\$62,105.00
8	\$5,610	\$5,073.00	\$1,623.00	\$62,796.00
9	\$5,665	\$5,300.00	\$1,623.00	\$63,573.00
10	\$5,845	\$5,971.00	\$1,623.00	\$66,044.00
11	\$5,902	\$6,149.00	\$1,623.00	\$66,792.00
12	\$5,958	\$6,332.00	\$1,623.00	\$67,535.00
13	\$6,014	\$6,514.00	\$1,623.00	\$68,277.00
14	\$6,127	\$6,701.00	\$1,623.00	\$69,594.00
15	\$6,250	\$7,409.00	\$1,623.00	\$71,532.00
16	\$6,250	\$7,557.00	\$1,623.00	\$71,680.00
17	\$6,250	\$7,704.00	\$1,623.00	\$71,827.00
18	\$6,250	\$7,853.00	\$1,623.00	\$71,976.00
19	\$6,250	\$8,001.00	\$1,623.00	\$72,124.00
20	\$6,250	\$8,890.00	\$1,623.00	\$73,013.00
21	\$6,250	\$9,186.00	\$1,623.00	\$73,309.00
22	\$6,250	\$9,483.00	\$1,623.00	\$73,606.00
23	\$6,250	\$9,779.00	\$1,623.00	\$73,902.00
24	\$6,250	\$10,076.00	\$1,623.00	\$74,199.00
25	\$6,490	\$12,309.00	\$1,623.00	\$78,832.00
26	\$6,490	\$12,617.00	\$1,623.00	\$79,140.00
27	\$6,490	\$12,925.00	\$1,623.00	\$79,448.00
28	\$6,490	\$13,232.00	\$1,623.00	\$79,755.00
29	\$6,490	\$13,540.00	\$1,623.00	\$80,063.00
30	\$6,490	\$13,848.00	\$1,623.00	\$80,371.00

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2026-2027 Salary & *Annual Supplements - School Counselors

Step	School Counselors			
	Master's	County Annual Suppl.	State Annual Suppl.**	
	Monthly 10 Months			Total Compensation 10 Months
0	\$5,380	\$4,145.00	\$1,623.00	\$59,568.00
1	\$5,408	\$4,244.00	\$1,623.00	\$59,947.00
2	\$5,435	\$4,343.00	\$1,623.00	\$60,316.00
3	\$5,463	\$4,442.00	\$1,623.00	\$60,695.00
4	\$5,490	\$4,541.00	\$1,623.00	\$61,064.00
5	\$5,545	\$4,640.00	\$1,623.00	\$61,713.00
6	\$5,600	\$4,794.00	\$1,623.00	\$62,417.00
7	\$5,655	\$4,932.00	\$1,623.00	\$63,105.00
8	\$5,710	\$5,073.00	\$1,623.00	\$63,796.00
9	\$5,765	\$5,300.00	\$1,623.00	\$64,573.00
10	\$5,945	\$5,971.00	\$1,623.00	\$67,044.00
11	\$6,002	\$6,149.00	\$1,623.00	\$67,792.00
12	\$6,058	\$6,332.00	\$1,623.00	\$68,535.00
13	\$6,114	\$6,514.00	\$1,623.00	\$69,277.00
14	\$6,227	\$6,701.00	\$1,623.00	\$70,594.00
15	\$6,350	\$7,409.00	\$1,623.00	\$72,532.00
16	\$6,350	\$7,557.00	\$1,623.00	\$72,680.00
17	\$6,350	\$7,704.00	\$1,623.00	\$72,827.00
18	\$6,350	\$7,853.00	\$1,623.00	\$72,976.00
19	\$6,350	\$8,001.00	\$1,623.00	\$73,124.00
20	\$6,350	\$8,890.00	\$1,623.00	\$74,013.00
21	\$6,350	\$9,186.00	\$1,623.00	\$74,309.00
22	\$6,350	\$9,483.00	\$1,623.00	\$74,606.00
23	\$6,350	\$9,779.00	\$1,623.00	\$74,902.00
24	\$6,350	\$10,076.00	\$1,623.00	\$75,199.00
25	\$6,590	\$12,309.00	\$1,623.00	\$79,832.00
26	\$6,590	\$12,617.00	\$1,623.00	\$80,140.00
27	\$6,590	\$12,925.00	\$1,623.00	\$80,448.00
28	\$6,590	\$13,232.00	\$1,623.00	\$80,755.00
29	\$6,590	\$13,540.00	\$1,623.00	\$81,063.00
30	\$6,590	\$13,848.00	\$1,623.00	\$81,371.00

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2026-2027 Salary & *Annual Supplements - Speech-Language

Step	Speech-Language			
	Master's	County Annual Suppl.	State Annual Suppl.**	Total Compensation 10 Months
	Monthly 10 Months			
0	\$5,795	\$4,767.00	\$1,623.00	\$64,340.00
1	\$5,850	\$4,881.00	\$1,623.00	\$65,004.00
2	\$5,905	\$4,994.00	\$1,623.00	\$65,667.00
3	\$5,960	\$5,108.00	\$1,623.00	\$66,331.00
4	\$6,015	\$5,222.00	\$1,623.00	\$66,995.00
5	\$6,195	\$5,336.00	\$1,623.00	\$68,909.00
6	\$6,252	\$5,513.00	\$1,623.00	\$69,656.00
7	\$6,308	\$5,672.00	\$1,623.00	\$70,375.00
8	\$6,364	\$5,834.00	\$1,623.00	\$71,097.00
9	\$6,477	\$6,095.00	\$1,623.00	\$72,488.00
10	\$6,600	\$6,867.00	\$1,623.00	\$74,490.00
11	\$6,600	\$7,071.00	\$1,623.00	\$74,694.00
12	\$6,600	\$7,282.00	\$1,623.00	\$74,905.00
13	\$6,600	\$7,491.00	\$1,623.00	\$75,114.00
14	\$6,600	\$7,706.00	\$1,623.00	\$75,329.00
15	\$6,600	\$8,520.00	\$1,623.00	\$76,143.00
16	\$6,600	\$8,691.00	\$1,623.00	\$76,314.00
17	\$6,600	\$8,860.00	\$1,623.00	\$76,483.00
18	\$6,600	\$9,031.00	\$1,623.00	\$76,654.00
19	\$6,600	\$9,201.00	\$1,623.00	\$76,824.00
20	\$6,840	\$10,224.00	\$1,623.00	\$80,247.00
21	\$6,840	\$10,564.00	\$1,623.00	\$80,587.00
22	\$6,840	\$10,905.00	\$1,623.00	\$80,928.00
23	\$6,840	\$11,246.00	\$1,623.00	\$81,269.00
24	\$6,840	\$11,587.00	\$1,623.00	\$81,610.00
25	\$7,353	\$14,155.00	\$1,623.00	\$89,308.00
26	\$7,353	\$14,510.00	\$1,623.00	\$89,663.00
27	\$7,353	\$14,864.00	\$1,623.00	\$90,017.00
28	\$7,353	\$15,217.00	\$1,623.00	\$90,370.00
29	\$7,353	\$15,571.00	\$1,623.00	\$90,724.00
30	\$7,353	\$15,925.00	\$1,623.00	\$91,078.00

NOTE: Master's level speech-language pathologist includes master's level audiologist

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A speech-language pathologist with five or more years of service as a speech-language pathologist with CCS will receive a \$4,000 retention bonus. A speech-language pathologist with fewer than five years of service as a speech-language pathologist with CCS will receive a \$2,000 retention bonus.

NOTE: The Speech-Language Retention Bonus is not included in the Total Compensation amounts above.



2026-2027 Salary & *Annual Supplements - Psychologist

Step	Psychologist			
	Advanced	County Annual Suppl.	State Annual Suppl.**	Total Compensation 10 Months
	Monthly 10 Months			
0	\$5,921	\$4,850.00	\$1,623.00	\$65,683.00
1	\$5,976	\$4,965.00	\$1,623.00	\$66,348.00
2	\$6,031	\$5,081.00	\$1,623.00	\$67,014.00
3	\$6,086	\$5,197.00	\$1,623.00	\$67,680.00
4	\$6,141	\$5,313.00	\$1,623.00	\$68,346.00
5	\$6,321	\$5,429.00	\$1,623.00	\$70,262.00
6	\$6,378	\$5,609.00	\$1,623.00	\$71,012.00
7	\$6,434	\$5,770.00	\$1,623.00	\$71,733.00
8	\$6,490	\$5,935.00	\$1,623.00	\$72,458.00
9	\$6,603	\$6,201.00	\$1,623.00	\$73,854.00
10	\$6,726	\$6,986.00	\$1,623.00	\$75,869.00
11	\$6,726	\$7,194.00	\$1,623.00	\$76,077.00
12	\$6,726	\$7,408.00	\$1,623.00	\$76,291.00
13	\$6,726	\$7,621.00	\$1,623.00	\$76,504.00
14	\$6,726	\$7,840.00	\$1,623.00	\$76,723.00
15	\$6,726	\$8,669.00	\$1,623.00	\$77,552.00
16	\$6,726	\$8,842.00	\$1,623.00	\$77,725.00
17	\$6,726	\$9,014.00	\$1,623.00	\$77,897.00
18	\$6,726	\$9,188.00	\$1,623.00	\$78,071.00
19	\$6,726	\$9,361.00	\$1,623.00	\$78,244.00
20	\$6,966	\$10,401.00	\$1,623.00	\$81,684.00
21	\$6,966	\$10,748.00	\$1,623.00	\$82,031.00
22	\$6,966	\$11,095.00	\$1,623.00	\$82,378.00
23	\$6,966	\$11,441.00	\$1,623.00	\$82,724.00
24	\$6,966	\$11,789.00	\$1,623.00	\$83,072.00
25	\$7,479	\$14,402.00	\$1,623.00	\$90,815.00
26	\$7,479	\$14,762.00	\$1,623.00	\$91,175.00
27	\$7,479	\$15,122.00	\$1,623.00	\$91,535.00
28	\$7,479	\$15,481.00	\$1,623.00	\$91,894.00
29	\$7,479	\$15,842.00	\$1,623.00	\$92,255.00
30	\$7,479	\$16,202.00	\$1,623.00	\$92,615.00

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