Fiscal Year 2026-2027
North Carolina State Salary Schedules

Prepared By: School Business Services

Version Date: July 1, 2026

North Carolina Department of
PUBLIC INSTRUCTION

STATE BOARD OF EDUCATION

State Board of Education Vision:
Every public school student in North Carolina will be empowered to accept academic challenges, prepared to pursue their chosen path after graduating high school, and encouraged to become lifelong learners with the capacity to engage in a globally-collaborative society.

State Board of Education Mission:
The mission of the North Carolina State Board of Education and the North Carolina Superintendent of Public Instruction is to use their constitutional authority to guard and maintain the right to a public education for every student in North Carolina and to support public school units in providing every student an excellent education that prepares them for success in their next phase of life.

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The above State Board of Education information is a record of the board members at the time of this document's approval for publication. For the current list of State Board Members, Vision and Mission Statements, go to www.dpi.nc.gov/about-dpi/state-board-education.

NC DEPARTMENT OF PUBLIC INSTRUCTION
Maurice "Mo" Green, State Superintendent / 301 N. Wilmington Street / Raleigh, North Carolina 27601-2825

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Bachelors Degree Certified Teacher Salary Schedule

Effective July 1, 2026

Bachelor's Teacher

Years of Experience	Monthly Salary	Annual Salary (10 Months)
0	$4,800	$48,000
1	$4,825	$48,250
2	$4,850	$48,500
3	$4,875	$48,750
4	$4,900	$49,000
5	$4,950	$49,500
6	$5,000	$50,000
7	$5,050	$50,500
8	$5,100	$51,000
9	$5,150	$51,500
10	$5,314	$53,140
11	$5,365	$53,650
12	$5,416	$54,160
13	$5,467	$54,670
14	$5,570	$55,700
15	$5,682	$56,820
16	$5,682	$56,820
17	$5,682	$56,820
18	$5,682	$56,820
19	$5,682	$56,820
20	$5,682	$56,820
21	$5,682	$56,820
22	$5,682	$56,820
23	$5,682	$56,820
24	$5,682	$56,820
25	$5,900	$59,000

Bachelor's with NBPTS Certification

Years of Experience	Monthly Salary	Annual Salary (10 Months)
0	N/A	N/A
1	N/A	N/A
2	N/A	N/A
3	$5,460	$54,600
4	$5,488	$54,880
5	$5,544	$55,440
6	$5,600	$56,000
7	$5,656	$56,560
8	$5,712	$57,120
9	$5,768	$57,680
10	$5,952	$59,520
11	$6,009	$60,090
12	$6,066	$60,660
13	$6,123	$61,230
14	$6,238	$62,380
15	$6,364	$63,640
16	$6,364	$63,640
17	$6,364	$63,640
18	$6,364	$63,640
19	$6,364	$63,640
20	$6,364	$63,640
21	$6,364	$63,640
22	$6,364	$63,640
23	$6,364	$63,640
24	$6,364	$63,640
25	$6,608	$66,080

Note: "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Master's Degree Certified Teacher Salary Schedule

Effective July 1, 2026

Master's Teacher

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	$5,280	$52,800
1	$5,308	$53,080
2	$5,335	$53,350
3	$5,363	$53,630
4	$5,390	$53,900
5	$5,445	$54,450
6	$5,500	$55,000
7	$5,555	$55,550
8	$5,610	$56,100
9	$5,665	$56,650
10	$5,845	$58,450
11	$5,902	$59,020
12	$5,958	$59,580
13	$6,014	$60,140
14	$6,127	$61,270
15	$6,250	$62,500
16	$6,250	$62,500
17	$6,250	$62,500
18	$6,250	$62,500
19	$6,250	$62,500
20	$6,250	$62,500
21	$6,250	$62,500
22	$6,250	$62,500
23	$6,250	$62,500
24	$6,250	$62,500
25	$6,490	$64,900

Master's with NBPTS Certification

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	N/A	N/A
1	N/A	N/A
2	N/A	N/A
3	$5,948	$59,480
4	$5,978	$59,780
5	$6,039	$60,390
6	$6,100	$61,000
7	$6,161	$61,610
8	$6,222	$62,220
9	$6,283	$62,830
10	$6,483	$64,830
11	$6,546	$65,460
12	$6,608	$66,080
13	$6,670	$66,700
14	$6,795	$67,950
15	$6,932	$69,320
16	$6,932	$69,320
17	$6,932	$69,320
18	$6,932	$69,320
19	$6,932	$69,320
20	$6,932	$69,320
21	$6,932	$69,320
22	$6,932	$69,320
23	$6,932	$69,320
24	$6,932	$69,320
25	$7,198	$71,980

Note: "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Advanced and Doctoral Degree Certified Teacher Salary Schedule

Effective July 1, 2026

Advanced (Sixth Year)

Years of Experience	Adv. Teacher (10 Months)	Adv. with NBPTS Certification (10 Months)
0	$5,406	N/A
1	$5,434	N/A
2	$5,461	N/A
3	$5,489	$6,074
4	$5,516	$6,104
5	$5,571	$6,165
6	$5,626	$6,226
7	$5,681	$6,287
8	$5,736	$6,348
9	$5,791	$6,409
10	$5,971	$6,609
11	$6,028	$6,672
12	$6,084	$6,734
13	$6,140	$6,796
14	$6,253	$6,921
15	$6,376	$7,058
16	$6,376	$7,058
17	$6,376	$7,058
18	$6,376	$7,058
19	$6,376	$7,058
20	$6,376	$7,058
21	$6,376	$7,058
22	$6,376	$7,058
23	$6,376	$7,058
24	$6,376	$7,058
25	$6,616	$7,324

Doctorate

Years of Experience	PhD Teacher (10 Months)	PhD with NBPTS Certification (10 Months)
0	$5,533	N/A
1	$5,561	N/A
2	$5,588	N/A
3	$5,616	$6,201
4	$5,643	$6,231
5	$5,698	$6,292
6	$5,753	$6,353
7	$5,808	$6,414
8	$5,863	$6,475
9	$5,918	$6,536
10	$6,098	$6,736
11	$6,155	$6,799
12	$6,211	$6,861
13	$6,267	$6,923
14	$6,380	$7,048
15	$6,503	$7,185
16	$6,503	$7,185
17	$6,503	$7,185
18	$6,503	$7,185
19	$6,503	$7,185
20	$6,503	$7,185
21	$6,503	$7,185
22	$6,503	$7,185
23	$6,503	$7,185
24	$6,503	$7,185
25	$6,743	$7,451

Note: "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Certified Teacher Salary Schedule - Instructional Support

Effective July 1, 2026

Bachelor's Teacher

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	$4,800	$48,000
1	$4,825	$48,250
2	$4,850	$48,500
3	$4,875	$48,750
4	$4,900	$49,000
5	$4,950	$49,500
6	$5,000	$50,000
7	$5,050	$50,500
8	$5,100	$51,000
9	$5,150	$51,500
10	$5,314	$53,140
11	$5,365	$53,650
12	$5,416	$54,160
13	$5,467	$54,670
14	$5,570	$55,700
15	$5,682	$56,820
16	$5,682	$56,820
17	$5,682	$56,820
18	$5,682	$56,820
19	$5,682	$56,820
20	$5,682	$56,820
21	$5,682	$56,820
22	$5,682	$56,820
23	$5,682	$56,820
24	$5,682	$56,820
25	$5,900	$59,000

Bachelor's with NBPTS Certification

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	N/A	N/A
1	N/A	N/A
2	N/A	N/A
3	$5,460	$54,600
4	$5,488	$54,880
5	$5,544	$55,440
6	$5,600	$56,000
7	$5,656	$56,560
8	$5,712	$57,120
9	$5,768	$57,680
10	$5,952	$59,520
11	$6,009	$60,090
12	$6,066	$60,660
13	$6,123	$61,230
14	$6,238	$62,380
15	$6,364	$63,640
16	$6,364	$63,640
17	$6,364	$63,640
18	$6,364	$63,640
19	$6,364	$63,640
20	$6,364	$63,640
21	$6,364	$63,640
22	$6,364	$63,640
23	$6,364	$63,640
24	$6,364	$63,640
25	$6,608	$66,080

Note: "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Master's Degree - Instructional Support

Effective July 1, 2026

Master's Teacher

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	$5,280	$52,800
1	$5,308	$53,080
2	$5,335	$53,350
3	$5,363	$53,630
4	$5,390	$53,900
5	$5,445	$54,450
6	$5,500	$55,000
7	$5,555	$55,550
8	$5,610	$56,100
9	$5,665	$56,650
10	$5,845	$58,450
11	$5,902	$59,020
12	$5,958	$59,580
13	$6,014	$60,140
14	$6,127	$61,270
15	$6,250	$62,500
16	$6,250	$62,500
17	$6,250	$62,500
18	$6,250	$62,500
19	$6,250	$62,500
20	$6,250	$62,500
21	$6,250	$62,500
22	$6,250	$62,500
23	$6,250	$62,500
24	$6,250	$62,500
25	$6,490	$64,900

Master's with NBPTS Certification

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	N/A	N/A
1	N/A	N/A
2	N/A	N/A
3	$5,948	$59,480
4	$5,978	$59,780
5	$6,039	$60,390
6	$6,100	$61,000
7	$6,161	$61,610
8	$6,222	$62,220
9	$6,283	$62,830
10	$6,483	$64,830
11	$6,546	$65,460
12	$6,608	$66,080
13	$6,670	$66,700
14	$6,795	$67,950
15	$6,932	$69,320
16	$6,932	$69,320
17	$6,932	$69,320
18	$6,932	$69,320
19	$6,932	$69,320
20	$6,932	$69,320
21	$6,932	$69,320
22	$6,932	$69,320
23	$6,932	$69,320
24	$6,932	$69,320
25	$7,198	$71,980

Note: "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Advanced and Doctoral Degree - Instructional Support

Effective July 1, 2026

Advanced (Sixth Year)

Years of Experience	Adv. Teacher (10 Months)	Adv. with NBPTS Certification (10 Months)
0	$5,406	N/A
1	$5,434	N/A
2	$5,461	N/A
3	$5,489	$6,074
4	$5,516	$6,104
5	$5,571	$6,165
6	$5,626	$6,226
7	$5,681	$6,287
8	$5,736	$6,348
9	$5,791	$6,409
10	$5,971	$6,609
11	$6,028	$6,672
12	$6,084	$6,734
13	$6,140	$6,796
14	$6,253	$6,921
15	$6,376	$7,058
16	$6,376	$7,058
17	$6,376	$7,058
18	$6,376	$7,058
19	$6,376	$7,058
20	$6,376	$7,058
21	$6,376	$7,058
22	$6,376	$7,058
23	$6,376	$7,058
24	$6,376	$7,058
25	$6,616	$7,324

Doctorate

Years of Experience	PhD Teacher (10 Months)	PhD with NBPTS Certification (10 Months)
0	$5,533	N/A
1	$5,561	N/A
2	$5,588	N/A
3	$5,616	$6,201
4	$5,643	$6,231
5	$5,698	$6,292
6	$5,753	$6,353
7	$5,808	$6,414
8	$5,863	$6,475
9	$5,918	$6,536
10	$6,098	$6,736
11	$6,155	$6,799
12	$6,211	$6,861
13	$6,267	$6,923
14	$6,380	$7,048
15	$6,503	$7,185
16	$6,503	$7,185
17	$6,503	$7,185
18	$6,503	$7,185
19	$6,503	$7,185
20	$6,503	$7,185
21	$6,503	$7,185
22	$6,503	$7,185
23	$6,503	$7,185
24	$6,503	$7,185
25	$6,743	$7,451

Note: "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Daily Rates for Teachers and Support Service Personnel

Effective July 1, 2026

Bachelor's Degree

Years of Experience	Bachelor's	With NBPTS
0	$223.26	N/A
1	$224.42	N/A
2	$225.58	N/A
3	$226.74	$253.95
4	$227.91	$255.26
5	$230.23	$257.86
6	$232.56	$260.47
7	$234.88	$263.07
8	$237.21	$265.67
9	$239.53	$268.28
10	$247.16	$276.84
11	$249.53	$279.49
12	$251.91	$282.14
13	$254.28	$284.79
14	$259.07	$290.14
15	$264.28	$296.00
16	$264.28	$296.00
17	$264.28	$296.00
18	$264.28	$296.00
19	$264.28	$296.00
20	$264.28	$296.00
21	$264.28	$296.00
22	$264.28	$296.00
23	$264.28	$296.00
24	$264.28	$296.00
25	$274.42	$307.35

Master's Degree

Years of Experience	Master's	With NBPTS
0	$245.58	N/A
1	$246.88	N/A
2	$248.14	N/A
3	$249.44	$276.65
4	$250.70	$278.05
5	$253.26	$280.88
6	$255.81	$283.72
7	$258.37	$286.56
8	$260.93	$289.40
9	$263.49	$292.23
10	$271.86	$301.53
11	$274.51	$304.47
12	$277.12	$307.35
13	$279.72	$310.23
14	$284.98	$316.05
15	$290.70	$322.42
16	$290.70	$322.42
17	$290.70	$322.42
18	$290.70	$322.42
19	$290.70	$322.42
20	$290.70	$322.42
21	$290.70	$322.42
22	$290.70	$322.42
23	$290.70	$322.42
24	$290.70	$322.42
25	$301.86	$334.79

Note: Based on 215 YTD days. "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Advanced Degree

Years of Experience	Advanced	With NBPTS
0	$251.44	N/A
1	$252.74	N/A
2	$254.00	N/A
3	$255.30	$282.51
4	$256.56	$283.91
5	$259.12	$286.74
6	$261.67	$289.58
7	$264.23	$292.42
8	$266.79	$295.26
9	$269.35	$298.09
10	$277.72	$307.40
11	$280.37	$310.33
12	$282.98	$313.21
13	$285.58	$316.09
14	$290.84	$321.91
15	$296.56	$328.28
16	$296.56	$328.28
17	$296.56	$328.28
18	$296.56	$328.28
19	$296.56	$328.28
20	$296.56	$328.28
21	$296.56	$328.28
22	$296.56	$328.28
23	$296.56	$328.28
24	$296.56	$328.28
25	$307.72	$340.65

Doctorate Degree

Years of Experience	Doctorate	With NBPTS
0	$257.35	N/A
1	$258.65	N/A
2	$259.91	N/A
3	$261.21	$288.42
4	$262.47	$289.81
5	$265.02	$292.65
6	$267.58	$295.49
7	$270.14	$298.33
8	$272.70	$301.16
9	$275.26	$304.00
10	$283.63	$313.30
11	$286.28	$316.23
12	$288.88	$319.12
13	$291.49	$322.00
14	$296.74	$327.81
15	$302.47	$334.19
16	$302.47	$334.19
17	$302.47	$334.19
18	$302.47	$334.19
19	$302.47	$334.19
20	$302.47	$334.19
21	$302.47	$334.19
22	$302.47	$334.19
23	$302.47	$334.19
24	$302.47	$334.19
25	$313.63	$346.56

Note: Based on 215 YTD days. "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

School Guidance Counselors Certified Salary Schedule

Effective July 1, 2026

Years of Experience	Master's Monthly Salary	Advanced Monthly Salary	Doctorate Monthly Salary	Master's with NBPTS Monthly Salary	Advanced with NBPTS Monthly Salary	Doctorate with NBPTS Monthly Salary
0	$5,380	$5,506	$5,633	NA	NA	NA
1	$5,408	$5,534	$5,661	NA	NA	NA
2	$5,435	$5,561	$5,688	NA	NA	NA
3	$5,463	$5,589	$5,716	$6,048	$6,174	$6,301
4	$5,490	$5,616	$5,743	$6,078	$6,204	$6,331
5	$5,545	$5,671	$5,798	$6,139	$6,265	$6,392
6	$5,600	$5,726	$5,853	$6,200	$6,326	$6,453
7	$5,655	$5,781	$5,908	$6,261	$6,387	$6,514
8	$5,710	$5,836	$5,963	$6,322	$6,448	$6,575
9	$5,765	$5,891	$6,018	$6,383	$6,509	$6,636
10	$5,945	$6,071	$6,198	$6,583	$6,709	$6,836
11	$6,002	$6,128	$6,255	$6,646	$6,772	$6,899
12	$6,058	$6,184	$6,311	$6,708	$6,834	$6,961
13	$6,114	$6,240	$6,367	$6,770	$6,896	$7,023
14	$6,227	$6,353	$6,480	$6,895	$7,021	$7,148
15	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
16	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
17	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
18	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
19	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
20	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
21	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
22	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
23	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
24	$6,350	$6,476	$6,603	$7,032	$7,158	$7,285
25	$6,590	$6,716	$6,843	$7,298	$7,424	$7,551

Note: Scale includes a $100 salary supplement for School Counselors, licensed as counselors at the master's degree level or higher. "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

Daily Rates for School Guidance Counselors

Effective July 1, 2026

School Counselors

Years of Experience	Base Salary	Masters	Advanced	Doctorate
0	$5,380.00	$250.23	$256.09	$262.00
1	$5,408.00	$251.53	$257.40	$263.30
2	$5,435.00	$252.79	$258.65	$264.56
3	$5,463.00	$254.09	$259.95	$265.86
4	$5,490.00	$255.35	$261.21	$267.12
5	$5,545.00	$257.91	$263.77	$269.67
6	$5,600.00	$260.47	$266.33	$272.23
7	$5,655.00	$263.02	$268.88	$274.79
8	$5,710.00	$265.58	$271.44	$277.35
9	$5,765.00	$268.14	$274.00	$279.91
10	$5,945.00	$276.51	$282.37	$288.28
11	$6,002.00	$279.16	$285.02	$290.93
12	$6,058.00	$281.77	$287.63	$293.53
13	$6,114.00	$284.37	$290.23	$296.14
14	$6,227.00	$289.63	$295.49	$301.40
15	$6,350.00	$295.35	$301.21	$307.12
16	$6,350.00	$295.35	$301.21	$307.12
17	$6,350.00	$295.35	$301.21	$307.12
18	$6,350.00	$295.35	$301.21	$307.12
19	$6,350.00	$295.35	$301.21	$307.12
20	$6,350.00	$295.35	$301.21	$307.12
21	$6,350.00	$295.35	$301.21	$307.12
22	$6,350.00	$295.35	$301.21	$307.12
23	$6,350.00	$295.35	$301.21	$307.12
24	$6,350.00	$295.35	$301.21	$307.12
25	$6,590.00	$306.51	$312.37	$318.28

Note: Based on 215 YTD days. "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

School Counselors with NBPTS

Years of Experience	Base Salary	Masters	Advanced	Doctorate
0	NA	NA	NA	NA
1	NA	NA	NA	NA
2	NA	NA	NA	NA
3	$6,048.00	$281.30	$287.16	$293.07
4	$6,078.00	$282.70	$288.56	$294.47
5	$6,139.00	$285.53	$291.40	$297.30
6	$6,200.00	$288.37	$294.23	$300.14
7	$6,261.00	$291.21	$297.07	$302.98
8	$6,322.00	$294.05	$299.91	$305.81
9	$6,383.00	$296.88	$302.74	$308.65
10	$6,583.00	$306.19	$312.05	$317.95
11	$6,646.00	$309.12	$314.98	$320.88
12	$6,708.00	$312.00	$317.86	$323.77
13	$6,770.00	$314.88	$320.74	$326.65
14	$6,895.00	$320.70	$326.56	$332.47
15	$7,032.00	$327.07	$332.93	$338.84
16	$7,032.00	$327.07	$332.93	$338.84
17	$7,032.00	$327.07	$332.93	$338.84
18	$7,032.00	$327.07	$332.93	$338.84
19	$7,032.00	$327.07	$332.93	$338.84
20	$7,032.00	$327.07	$332.93	$338.84
21	$7,032.00	$327.07	$332.93	$338.84
22	$7,032.00	$327.07	$332.93	$338.84
23	$7,032.00	$327.07	$332.93	$338.84
24	$7,032.00	$327.07	$332.93	$338.84
25	$7,298.00	$339.44	$345.30	$351.21

Note: Based on 215 YTD days. "NBPTS" stands for National Board for Professional Teacher Standards. "NBPTS" salary difference is based on the "A" (Bachelors) scale + 12% differential.

School Psychologist Salary Schedule

Effective July 1, 2026

Years of Experience	Master's Monthly Salary	Advanced Monthly Salary	Doctorate Monthly Salary
0	$5,795	$5,921	$6,048
1	$5,850	$5,976	$6,103
2	$5,905	$6,031	$6,158
3	$5,960	$6,086	$6,213
4	$6,015	$6,141	$6,268
5	$6,195	$6,321	$6,448
6	$6,252	$6,378	$6,505
7	$6,308	$6,434	$6,561
8	$6,364	$6,490	$6,617
9	$6,477	$6,603	$6,730
10	$6,600	$6,726	$6,853
11	$6,600	$6,726	$6,853
12	$6,600	$6,726	$6,853
13	$6,600	$6,726	$6,853
14	$6,600	$6,726	$6,853
15	$6,600	$6,726	$6,853
16	$6,600	$6,726	$6,853
17	$6,600	$6,726	$6,853
18	$6,600	$6,726	$6,853
19	$6,600	$6,726	$6,853
20	$6,840	$6,966	$7,093
21	$6,840	$6,966	$7,093
22	$6,840	$6,966	$7,093
23	$6,840	$6,966	$7,093
24	$6,840	$6,966	$7,093
25	$7,353	$7,479	$7,606

Note: Includes Master’s level speech-language pathologists and audiologists.

1. (1) The first step of the salary schedule shall be equivalent sixth step of the "A” salary schedule.
2. This scale includes a supplement of ten percent (10%) of the monthly salary.
3. This scale includes an additional three hundred fifty dollars ($350).

Daily Rates for School Psychologists

Effective July 1, 2026

Years of Experience	Base Salary	Masters	Advanced	Doctorate
0	$5,795	$269.53	$275.40	$281.30
1	$5,850	$272.09	$277.95	$283.86
2	$5,905	$274.65	$280.51	$286.42
3	$5,960	$277.21	$283.07	$288.98
4	$6,015	$279.77	$285.63	$291.53
5	$6,195	$288.14	$294.00	$299.91
6	$6,252	$290.79	$296.65	$302.56
7	$6,308	$293.40	$299.26	$305.16
8	$6,364	$296.00	$301.86	$307.77
9	$6,477	$301.26	$307.12	$313.02
10	$6,600	$306.98	$312.84	$318.74
11	$6,600	$306.98	$312.84	$318.74
12	$6,600	$306.98	$312.84	$318.74
13	$6,600	$306.98	$312.84	$318.74
14	$6,600	$306.98	$312.84	$318.74
15	$6,600	$306.98	$312.84	$318.74
16	$6,600	$306.98	$312.84	$318.74
17	$6,600	$306.98	$312.84	$318.74
18	$6,600	$306.98	$312.84	$318.74
19	$6,600	$306.98	$312.84	$318.74
20	$6,840	$318.14	$324.00	$329.91
21	$6,840	$318.14	$324.00	$329.91
22	$6,840	$318.14	$324.00	$329.91
23	$6,840	$318.14	$324.00	$329.91
24	$6,840	$318.14	$324.00	$329.91
25	$7,353	$342.00	$347.86	$353.77

Note: Includes Master's level speech-language pathologists and audiologists. Based on 215 YTD days.

Assistant Principals Salary Schedule

Effective July 1, 2026

Master's

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	$5,712	$57,120
1	$5,742	$57,420
2	$5,772	$57,720
3	$5,801	$58,010
4	$5,831	$58,310
5	$5,891	$58,910
6	$5,950	$59,500
7	$6,010	$60,100
8	$6,069	$60,690
9	$6,129	$61,290
10	$6,324	$63,240
11	$6,384	$63,840
12	$6,445	$64,450
13	$6,506	$65,060
14	$6,628	$66,280
15	$6,762	$67,620
16	$6,762	$67,620
17	$6,762	$67,620
18	$6,762	$67,620
19	$6,762	$67,620
20	$6,762	$67,620
21	$6,762	$67,620
22	$6,762	$67,620
23	$6,762	$67,620
24	$6,762	$67,620
25	$7,021	$70,210

Advanced

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	$5,838	$58,380
1	$5,868	$58,680
2	$5,898	$58,980
3	$5,927	$59,270
4	$5,957	$59,570
5	$6,017	$60,170
6	$6,076	$60,760
7	$6,136	$61,360
8	$6,195	$61,950
9	$6,255	$62,550
10	$6,450	$64,500
11	$6,510	$65,100
12	$6,571	$65,710
13	$6,632	$66,320
14	$6,754	$67,540
15	$6,888	$68,880
16	$6,888	$68,880
17	$6,888	$68,880
18	$6,888	$68,880
19	$6,888	$68,880
20	$6,888	$68,880
21	$6,888	$68,880
22	$6,888	$68,880
23	$6,888	$68,880
24	$6,888	$68,880
25	$7,147	$71,470

Note: Assistant Principals no longer qualify for longevity.

Doctorate

Years of Experience	Monthly Salary	Annual Salary (10 months)
0	$5,965	$59,650
1	$5,995	$59,950
2	$6,025	$60,250
3	$6,054	$60,540
4	$6,084	$60,840
5	$6,144	$61,440
6	$6,203	$62,030
7	$6,263	$62,630
8	$6,322	$63,220
9	$6,382	$63,820
10	$6,577	$65,770
11	$6,637	$66,370
12	$6,698	$66,980
13	$6,759	$67,590
14	$6,881	$68,810
15	$7,015	$70,150
16	$7,015	$70,150
17	$7,015	$70,150
18	$7,015	$70,150
19	$7,015	$70,150
20	$7,015	$70,150
21	$7,015	$70,150
22	$7,015	$70,150
23	$7,015	$70,150
24	$7,015	$70,150
25	$7,274	$72,740

Note: Assistant Principals no longer qualify for longevity

Daily Rates for Assistant Principals

Effective July 1, 2026

Years of Experience	Masters	Advanced	Doctorate
0	$265.67	$271.53	$277.44
1	$267.07	$272.93	$278.84
2	$268.47	$274.33	$280.23
3	$269.81	$275.67	$281.58
4	$271.21	$277.07	$282.98
5	$274.00	$279.86	$285.77
6	$276.74	$282.60	$288.51
7	$279.53	$285.40	$291.30
8	$282.28	$288.14	$294.05
9	$285.07	$290.93	$296.84
10	$294.14	$300.00	$305.91
11	$296.93	$302.79	$308.70
12	$299.77	$305.63	$311.53
13	$302.60	$308.47	$314.37
14	$308.28	$314.14	$320.05
15	$314.51	$320.37	$326.28
16	$314.51	$320.37	$326.28
17	$314.51	$320.37	$326.28
18	$314.51	$320.37	$326.28
19	$314.51	$320.37	$326.28
20	$314.51	$320.37	$326.28
21	$314.51	$320.37	$326.28
22	$314.51	$320.37	$326.28
23	$314.51	$320.37	$326.28
24	$314.51	$320.37	$326.28
25	$326.56	$332.42	$338.33

Note: Based on 215 YTD days. Assistant Principals no longer qualify for longevity.

Principal Monthly Salary Schedules

Effective July 1, 2026

July Base Growth

July 1st – December 31st

ADM Range	Schedule / Pay Level	Monthly Salary
Up to 200	B0	$6,677.17
201 to 400	B1	$7,010.92
401 to 700	B2	$7,344.75
701 to 1,000	B3	$7,678.75
1,001 to 1,600	B4	$8,012.58
Over 1,600	B5	$8,346.33

July Met Growth

July 1st – December 31st

ADM Range	Schedule / Pay Level	Monthly Salary
Up to 200	G0	$7,344.75
201 to 400	G1	$7,712.00
401 to 700	G2	$8,079.33
701 to 1,000	G3	$8,446.50
1,001 to 1,600	G4	$8,813.83
Over 1,600	G5	$9,181.00

July Exceeded Growth

July 1st – December 31st

ADM Range	Schedule / Pay Level	Monthly Salary
Up to 200	E0	$8,012.58
201 to 400	E1	$8,413.17
401 to 700	E2	$8,813.83
701 to 1,000	E3	$9,214.50
1,001 to 1,600	E4	$9,615.08
Over 1,600	E5	$10,015.67

January Base Growth

January 1st – June 30th 2027

ADM Range	Schedule / Pay Level	Monthly Salary
Up to 200	B0	$6,677.17
201 to 400	B1	$7,010.92
401 to 700	B2	$7,344.75
701 to 1,000	B3	$7,678.75
1,001 to 1,600	B4	$8,012.58
Over 1,600	B5	$8,346.33

Principal Annual Supplement Salary Schedule

Effective January 1, 2027

ADM Range	Schedule / Pay Level	50% Difference Base - Growth Met	50% Difference Base - Growth Exceeded
Up to 200	B0	$4,005.50	$8,012.50
201 to 400	B1	$4,206.50	$8,413.50
401 to 700	B2	$4,407.50	$8,814.50
701 to 1,000	B3	$4,606.50	$9,214.50
1,001 to 1,600	B4	$4,807.50	$9,615.00
Over 1,600	B5	$5,008.00	$10,016.00

Note: This supplement is payable no later than January 1, 2027.

Principal Daily Rates

Effective July 1, 2026

Base Growth

Schedule / Pay Level	Monthly Salary	Daily Rates
B0	$6,677.17	$307.00
B1	$7,010.92	$322.34
B2	$7,344.75	$337.69
B3	$7,678.75	$353.05
B4	$8,012.58	$368.39
B5	$8,346.33	$383.74

Met Growth

Schedule / Pay Level	Monthly Salary	Daily Rates
G0	$7,344.75	$337.69
G1	$7,712.00	$354.57
G2	$8,079.33	$371.46
G3	$8,446.50	$388.34
G4	$8,813.83	$405.23
G5	$9,181.00	$422.11

Exceeded Growth

Schedule / Pay Level	Monthly Salary	Daily Rates
E0	$8,012.58	$368.39
E1	$8,413.17	$386.81
E2	$8,813.83	$405.23
E3	$9,214.50	$423.66
E4	$9,615.08	$442.07
E5	$10,015.67	$460.49

Note: Schedules based on 261 YTD days.

Central Office Administrator Salary Ranges

Effective July 1, 2026

Associate Superintendents, Assistant Superintendents, Directors, Supervisors, Coordinators and Finance Officers

Classification	Maximum Monthly Salary
School Administrator I	$7,800
School Administrator II	$8,265
School Administrator III	$8,757
School Administrator IV	$9,099
School Administrator V	$9,463
School Administrator VI	$10,023
School Administrator VII	$10,424

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.

Finance Officers:

1. State Board Policy FINO-000 requires the State Board of Education shall classify the finance officers in terms of uniform pay grades include in the salary schedule of the State Human Resources Commission
2. The salary of the finance officer is aligned to the Accounting Director I and II.
3. Pay Grade Minimum pay grade NC24 ($87,740)
4. Maximum pay grade NC25 ($201,593)
5. The maximum salary paid from State Funds shall not exceed the maximum allowable per legislation paid from the superintendent at the Local Education Agency.

Superintendent Salary Schedules

Classification	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	$11,049
Superintendent II (2,501 - 5, 000 ADM)	$11,707
Superintendent III (5,001 - 10,000 ADM)	$12,410
Superintendent IV (10, 001 - 25,000 ADM)	$13,156
Superintendent V (Over 25,000 ADM)	$13,947

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.

Substitute Rate

Effective July 1, 2026

A00 4,800.00

Non-Certified

Rate	*** Min	Max
50.00%	109	218

Certified

Rate	Min	Max
65.00%	142	218

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

Salary Grade Placement Guidelines

These grades and scales are maintained by the State Boad of Education (SBE) and apply to most classified positions at the public schools. Please cross-reference to the SBE website to see any changes implemented for the State Budget actions. Be reminded these are only minimum and maximum. Local Boards of Education should have scales for these staff and should update them as may be required for State Budget actions.

No eligible State-funded employee shall be prohibited from receiving the full salary increases provided in this section solely because the employee's salary after applying the legislative increase is above the maximum of the salary range prescribed by the State Human Resources Commission. (SL 2023-134 Sec. 39.1.(d))

1. All scales are based on full-time personnel and a 40-hour work week.
2. The $15 minimum wage for full-time state personnel went into effect July 1, 2022.
3. Other than the required $15 minimum, the new range minimums are being recommended to go into effect July 1, 2026.
4. The new range maximums being recommended may be paid from state/federal funds beginning January 1, 2022.
5. 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).
6. 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).
7. Local funds may be used to supplement these ranges as needed by the Local Boards of Education.

Salary Grade Placements

Office Administration

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Office Support	NC01-NC10	2,600	6,074
Student Information Data Managers	NC04-NC10	2,600	6,074

Transportation

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Transportation Safety Assistant	NC01-NC01	2,600	3,915
Bus Driver	NC04-NC06	2,600	4,997
Transportation Mechanic	NC06-NC10	2,855	6,074
Transportation Supervisor	NC14-NC15	4,219	7,753
Transportation Director	NC17-NC19	4,884	9,424

School Nutrition Services

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
School Nutrition Assistant	NC04-NC05	2,600	4,759
School Nutrition Site Manager	NC05-NC06	2,719	4,997
School Nutrition Supervisor - CO	NC07-NC08	2,998	5,510
School Nutrition Director	NC17-NC19	4,884	9,424

Curriculum Support

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Distance Learning Instructional Asst	NC05-NC05	2,719	4,759
Educational Interpreter I	NC05-NC05	2,719	4,759
Educational Interpreter II	NC07-NC07	2,998	5,247
Educational Interpreter III	NC09-NC09	3,305	5,785
School Health Assistant	MH01-MH01	2,600	3,718
Teacher Assistant	NC04-NC06	2,600	4,997
Therapeutic Recreation Specialist	MH03-MH03	2,733	4,099
Vocational Technical Assistant	NC04-NC06	2,600	4,997
Deaf/Blind Intervener I/II	NC12-NC14	3,827	7,383

Note: To determine monthly rate, use the annual salary and divide by 52 (weeks) and 40 (hours)
$31,200.00 / 12 = $2,600.00
To determine hourly rate, use the annual salary and divide by 12 (months).
$31,200.00 /52 /40 = $15.00

Other Licensed Professionals

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Occupational Therapist	MH17-MH18	5,350	9,491
Occupational Therapist Assistant	MH10-MH12	3,845	6,359
Physical Therapist	MH17-MH18	5,350	9,491
Physical Therapist assistant	MH10-MH12	3,845	6,359
Driver Education instructor- D MV only	NC08-NC08	3,148	5,510
Driver Education Instructor- DMV plus educator license, but no license 096 safety and driver education	NC09-NC09	3,305	5,785
Driver Education Instructor- DMV plus educator license, with license 096 safety and driver education	NC11-NC11	3,644	6,378

Note: To determine monthly rate, use the annual salary and divide by 52 (weeks) and 40 (hours)
$31,200.00 / 12 = $2,600.00
To determine hourly rate, use the annual salary and divide by 12 (months).
$31,200.00 /52 /40 = $15.00

Maintenance/Operations

Classification	Salary Grade	Monthly Minimum	Monthly Maximum
Carpenter/Cabinet Maker	NC03-NC08	2,600	5,510
Carpenter Supervisor	NC10-NC10	3,471	6,074
Custodian	NC01-NC01	2,600	3,915
Custodian Supervisor (Site-Based)	NC05-NC05	2,719	4,759
Custodian Supervisor	NC07-NC07	2,998	5,247
Electrician	NC08-NC09	3,148	5,785
Electrician Supervisor	NC11-NC11	3,644	6,378
Electronic Technician	NC11-NC11	3,644	6,378
Grounds Keeper	NC01-NC03	2,600	4,317
Grounds Supervisor	NC05-NC05	2,719	4,759
HVAC Mechanic	NC08-NC10	3,148	6,074
HVAC Supervisor	NC12-NC12	3,827	6,697
Laborer	NC01-NC01	2,600	3,915
Locksmith	NC05-NC05	2,719	4,759
Machine Operator	NC04-NC04	2,600	4,533
Plumber	NC07-NC08	2,998	5,510
Plumber Supervisor	NC09-NC09	3,305	5,785
Warehouse Manager	NC05-NC05	2,719	4,759
Waste Water Plant Operator	NC05-NC05	2,719	4,759
Welder	NC09-NC09	3,305	5,785
Maintenance Supervisor	NC13-NC17	4,018	8,547
Maintenance Director	NC17-NC19	4,884	9,424
Maintenance/Construction Technician I	NC03-NC03	2,600	4,317
Maintenance/Construction Technician II	NC06-NC06	2,855	4,997
Maintenance/Construction Technician III	NC09-NC09	3,305	5,785
Maintenance/Construction Technician IV	NC11-NC11	3,644	6,378

Note: To determine monthly rate, use the annual salary and divide by 52 (weeks) and 40 (hours)
$31,200.00 / 12 = $2,600.00
To determine hourly rate, use the annual salary and divide by 12 (months).
$31,200.00 /52 /40 = $15.00

Public School Employees Salary Grades

Effective July 1, 2026

NC Salary Scale

Pay Grade	Monthly Minimum	Monthly Maximum	Hourly Minimum	Hourly Maximum
NC01	2,600.00	4,067.50	15.00	23.47
NC02	2,600.00	4,270.75	15.00	24.64
NC03	2,600.00	4,484.33	15.00	25.87
NC04	2,690.58	4,708.50	15.52	27.16
NC05	2,825.17	4,943.92	16.30	28.52
NC06	2,966.33	5,191.17	17.11	29.95
NC07	3,114.75	5,450.67	17.97	31.45
NC08	3,270.33	5,723.25	18.87	33.02
NC09	3,433.83	6,009.42	19.81	34.67
NC10	3,605.58	6,309.83	20.80	36.40
NC11	3,785.92	6,625.33	21.84	38.22
NC12	3,975.25	6,956.58	22.93	40.13
NC13	4,174.00	7,304.50	24.08	42.14
NC14	4,382.67	7,669.67	25.28	44.25
NC15	4,601.75	8,053.25	26.55	46.46
NC16	4,831.92	8,455.83	27.88	48.78
NC17	5,073.42	8,878.67	29.27	51.22
NC18	5,327.25	9,322.58	30.73	53.78
NC19	5,593.50	9,788.75	32.27	56.47
NC20	5,873.17	10,278.00	33.88	59.30
NC21	5,885.58	11,477.00	33.96	66.21
NC22	6,327.08	12,337.83	36.50	71.18
NC23	6,801.67	13,263.17	39.24	76.52
NC24	7,311.67	14,257.92	42.18	82.26
NC25	7,466.33	16,799.42	43.08	96.92

Note: The State NC Scales apply to most classified positions at the public schools and have been modified to reflect the state minimum wage of $15 per hour for full-time employees. They are based on a 40 hour work week.
To determine monthly rate, use the annual salary and divide by 52 (weeks) and 40 (hours)
$31,200.00 / 12 = $2,600.00
To determine hourly rate, use the annual salary and divide by 12 (months).
$31,200.00 /52 /40 = $15.00

MH Salary Scale

Pay Grade	Monthly Minimum	Monthly Maximum	Hourly Minimum	Hourly Maximum
MH01	2,600.00	3,862.33	15.00	22.28
MH02	2,703.67	4,055.42	15.60	23.40
MH03	2,838.83	4,258.25	16.38	24.57
MH04	2,980.83	4,471.17	17.20	25.80
MH05	3,129.83	4,694.67	18.06	27.08
MH06	3,286.25	4,929.50	18.96	28.44
MH07	3,450.58	5,175.92	19.91	29.86
MH08	3,623.08	5,434.67	20.90	31.35
MH09	3,804.25	5,706.42	21.95	32.92
MH10	3,994.58	5,991.75	23.05	34.57
MH11	4,194.25	6,291.42	24.20	36.30
MH12	4,404.00	6,606.00	25.41	38.11
MH13	4,624.17	6,936.25	26.68	40.02
MH14	4,855.42	7,283.00	28.01	42.02
MH15	5,098.08	7,647.25	29.41	44.12
MH16	5,170.33	8,530.92	29.83	49.22
MH17	5,558.00	9,170.75	32.07	52.91
MH18	5,974.83	9,858.67	34.47	56.88

Note: The State MH Scales apply to most classified positions at the public schools and are based on a 40 hour work week.
To determine monthly rate, use the annual salary and divide by 52 (weeks) and 40 (hours)
$31,200.00 / 12 = $2,600.00
To determine hourly rate, use the annual salary and divide by 12 (months).
$31,200.00 /52 /40 = $15.00