

**Benefits and
Employment Policy
Manual 2004-2005**

North Carolina Public Schools

Benefits and Employment Policy Manual 2004-2005

Public Schools of North Carolina
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2004-2005 Benefits Manual Revisions

Legislation passed by the General Assembly has an impact upon the Benefits Manual. Changes required by legislation are referenced with the appropriate bill. Other changes are the result of LEA feedback or editorial adjustments. Wherever possible, these policies mirror those outlined by the Office of State Personnel. All changes are summarized below.

Benefit	Type of Change	Actual Change
01.1 Definitions	Addition	Legal Reference(s) G.S. 115C-12.2
15.1 School Calendar	Links to new school calendar information	The School Calendar Bill (House Bill 1464) information extensively revised the calendar requirements. Information about the changes is provided on the Finance and Personnel website. Section 15 was revised to direct the user to the on-line information. The obsolete calendar information in Section 15 was replaced with a single section (Section 15.1.1).
16.1 Employment of Retired Teachers Exempt from the Earnings Income Cap	Update/Addition/ Clarification	<p><u>16.1.2 Eligibility</u> The 20024 Appropriations Bill Act (Senate Bill 1115 House Bill 1414) amended G.S. 135-3(8)c to permit teachers retired from the Teachers' and State Employees' Retirement System to be reemployed as teachers without losing retirement benefits. This provision is effective January 1, 1999 and expires June 30, 20045.</p> <p>NOTE: LEAs that employ retirees exempt from the cap are required to pay to the Retirement System 11.70% of covered salaries. See more explanation on the FBS website http://www.ncpublicschools.org/fbs/reempretiredteacherqa.html</p>
16.2 Employment of Retirees Subject to the Earnings Income Cap	Clarification/Addition	<p><u>16.2.3 Earnings Cap</u> (b) \$20,000 adjusted each year in January for inflation by the percentage increase in the Consumer Price Index. For the 2004 calendar year the inflation adjusted amount is \$24,620. (Note that the earnings cap is adjusted for inflation each January.) For example, the 2004 calendar year adjusted amount was \$24,620. The most recent figures can be found on the Retirement System website under Frequently Asked Questions. http://www.treasurer.state.nc.us/dsthome/RetirementSystems</p>

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1.1 – Definitions

01.1.1 Permanent Employee

As used in these policies “permanent employee” means an employee who is either:

- (a) Employed with the expectation of permanent employment to fill a position that is to be permanent if present needs and funds continue, or
- (b) Employed with the expectation of at least six full consecutive monthly pay periods of employment to replace one or more employees who are on leave of absence without pay. Eligibility for benefits must be designated at time of initial employment or upon change of employment status.

A person receiving retirement benefits may be employed in a position classified as temporary for more than 6 months. See Section 16.2 for specific details.

A permanent employee does not lose permanent status during any period of temporary or interim assignment to another position in the same school system when it is anticipated that the employee will be returned to the permanent position.

A student enrolled in the school system is not a permanent employee unless employed outside of regular school hours with the intent to continue employment after completion of enrollment in school.

Permanent employees may be employed full-time or part-time. The regular workweek of a permanent employee must be at least 20 hours per week.

01.1.2 Part-time Employee

As used in these policies “part-time employee” means an employee who regularly works at least 20 hours per week, but less than the number of hours set as full time for that class of work.

Any permanent employee who works at least 30 hours per week must be enrolled in the Retirement System and receive employer-paid medical insurance for self.

01.1.3 Full-time Employee

As used in these policies “full-time employee” is one whose regular work week is the number of hours set as full-time in his or her class of work, but not less than 30 hours per week.

Two or more part-time positions may be combined to produce full-time employment.

Any permanent employee who works at least 30 hours per week must be enrolled in the Retirement System and receive employer-paid medical insurance for self.

01.1.4 Temporary Employee

As used in these policies “temporary employee” means an interim employee who will be employed less than six full pay periods or an employee whose regular workweek is less than 20 hours per week.

A temporary employee is not eligible to earn leave or to participate in the retirement system or receive (or purchase) health benefits. Temporary employees may not use leave earned during any previous employment while working as a temporary employee.

01.1.5 Instructional Personnel

As used in these policies “instructional personnel” means classroom teachers and teacher assistants. Instructional personnel who require substitutes are prohibited from using annual vacation leave on student attendance days, except as provided in Section 3 of this manual.

01.1.6 Substitute Teacher

As used in these policies “substitute teacher” means a person:

- (a) whose credentials have been evaluated by the local superintendent,
- (b) who has been determined to be capable of performing substitute teaching duties,
- (c) who has been approved to substitute teach by the local board of education, and
- (d) who fills in for a permanent teacher who is still on payroll and using paid leave.

01.1.7 Transfer

“Transfer” as used herein includes new employment contracted for at time of separation that commences within 31 calendar days from date of separation from service.

The 31-day period is extended to the next school year when the employee separates from service at the end of one school year and the new employment begins on the first day of the next school year.

01.1.8 Recording Leave Units

Leave may be recorded in units of hours, one-half days, or whole days, as determined by the local board of education. The same unit must be used for earnings and use.

01.1.9 Immediate Family

As used in these policies “immediate family” means the employee’s:

- (a) Spouse,
- (b) Children,
- (c) Parents,
- (d) Brothers,
- (e) Sisters,
- (f) Grandparents,
- (g) Grandchildren, and
- (h) Dependents living in the employee’s household.

Also included are the step, half, and in-law relationships.

01.1.10 LEA and Charter School

As used in these policies, local education agency (LEA) is a public school system operated by a local board of education. A charter school is a public school established according to G. S. 115C-238.29E and operated by a non-profit board of directors.

Legal Reference(s)

NC Constitution, Article IX, Section 5
16 NCAC 6C.0101
16 NCAC 6C.0402
[G.S. 115C-12.2](#)

02.1 – Legal Holidays

02.1.1 Paid Legal Holidays

Permanent public school employees receive pay for the same number of legal holidays occurring within the period of employment as those designated by the State Personnel Commission for State employees. Permanent part-time employees are entitled to paid holidays on a pro rata basis. Paid holidays are granted only to employees who are in the position on the day on which the holiday is scheduled, or in pay status for $\frac{1}{2}$ or more of the workdays in the month. This includes Independence Day for summer employment.

Note: Employees would not earn holidays scheduled before their date of employment or after their date of separation.

Temporary employees are not entitled to paid holidays.

The local board of education determines when holidays are scheduled in the school calendar. The following holidays are designated by the State Personnel Commission for State employees:

New Year's Day

Martin Luther King, Jr.'s Birthday

Good Friday

Memorial Day

Independence Day

Labor Day

Veteran's Day (Note: Per G.S. 115C-84.2(b)(4), Beginning with the 2005-2006 academic year, when Veteran's Day is observed on a student attendance day, it must be observed as a holiday for students and staff.)

Thanksgiving Day – Two days

Christmas – Two days. Exception: When Christmas falls on Tuesday, Wednesday, or Thursday it is three days.

Legal Reference(s)

G.S. 115C-84.2

G.S. 115C-272(b)(1)

G.S. 115C-285(a)(1)

G.S. 115C-316(a)(1) and (2)

02.2 – Bona Fide Religious Holidays

02.2.1 Observance of Bona Fide Religious Holidays

Absence from school for bona fide religious holidays may be allowed for a maximum of two days within any one school year with prior approval from the superintendent. Days designated may not be already scheduled as vacation or other holidays in the school calendar. Absence for these religious holidays will be with full pay.

The employee must agree to make up the amount of time for which his or her absence has been excused. The time must be made up at a time agreed upon by the employee and his or her immediate supervisor or principal.

When a substitute is employed on these holidays, payment must be made from the same source of funds as the employee's salary (local, federal, or state funds).

Legal Reference(s)

G.S. 115C-12(8)
16 NCAC 6C.0404

03.1 – Annual Vacation Leave

03.1.1 Purpose

The purpose of paid annual vacation leave is to allow and encourage all employees to renew their physical and mental capabilities and to remain fully productive. Employees are encouraged to request annual vacation leave during each year in order to achieve this purpose.

03.1.2 Eligibility and Rate of Earning

All full-time and part-time permanent employees who work or are on paid leave (including paid holidays and workers’ compensation) for one-half or more of the workdays in a monthly pay period are entitled to earn annual vacation leave at the same rate provided for state employees. Leave for a part-time employee is computed on a pro rata basis of the amount earned by a full-time employee in that class of work. A single employee working in two or more positions may not earn more than the benefits allowed for one full-time position.

The rate of earning is based on the length of total State service as follows:
(See Sections 13.1.2 and 13.1.3 regarding earning State service.)

Years of State Service	Days of Leave Earned Per Month of Employment
Less than 2 years	1.00
2 but less than 5 years	1.15
5 but less than 10 years	1.40
10 but less than 15 years	1.65
15 but less than 20 years	1.90
20 years or more	2.15

Bus drivers who work less than 20 hours per week and who are not otherwise entitled to earn vacation as described above are entitled to earn one day per year (equal in length to one regular workday for each driver) if:

- a) They are employed to drive a regular daily route (i.e., they are not substitute drivers), and
- b) They were employed as regular drivers the entire previous school year.

A bus driver who is terminated or resigns before taking the leave day is not entitled to compensation for the annual vacation leave day.

03.1.3 Use of Annual Vacation Leave

- (a) For 10-month employees the first 10 days of annual vacation leave must be scheduled in the school calendar and must be taken as scheduled.
- (b) **Approval:** All annual vacation leave taken by a public school employee must be with the authorization of the employee's immediate supervisor and must conform to policies established by the State Board of Education and the local board of education.
- (c) **Units of annual vacation leave:** Annual vacation leave may be used in one-half days, whole days, or hours as determined for earning purposes by the local board.
- (d) **Restrictions on use by instructional personnel and bus drivers:** Classroom teachers who require a substitute, school media specialists who require a substitute, teacher assistants who require a substitute and bus drivers may not take annual vacation leave at any time that students are scheduled to be in attendance except as provided in Section 03.2, and Section 03.3, or if qualified for FMLA under Section 08.2.10 of this manual. Instructional personnel who do not require a substitute may, with their supervisor's approval, take annual vacation leave on any day school is in session.
- (e) **Annual vacation leave in lieu of sick leave:** Annual vacation leave may be used in lieu of sick leave. Instructional personnel who require substitutes and bus drivers are subject to the restrictions set forth in paragraph (d) above.
- (f) **Adverse weather:** Employees may elect to use annual vacation leave for absences due to adverse weather conditions only on days when students are not required to attend school due to the adverse weather conditions.
- (g) **Disability:** Employees may elect to exhaust annual vacation leave during the 60-day waiting period or in lieu of short-term disability benefits. Instructional personnel who require substitutes and bus drivers may use this leave only on days that students are not scheduled to be in regular attendance or in accordance with the provisions of Section 03.2, Section 03.3, or if qualified for FMLA under Section 8.2.10 of this manual. This election does not extend the 365-day duration of short-term disability.
- (h) **Use of annual vacation leave by interim or temporary employees:** An employee who had previously earned annual vacation leave may not use this leave while employed in an interim position of less than six months, a temporary position, or a position of less than 20 hours per week except as provided in Section 01.1.1.

- (i) **Accumulation and use during summer employment:** Any employee who earned annual vacation leave in the regular school term will continue to earn annual vacation leave during the summer if employed at least 20 hours per week in the same school system. The rate will be pro rata if the summer employment is less than full-time. Annual vacation leave may be used under the same conditions as during the regular term.
- (j) **Scheduling annual vacation leave and workdays in the calendar:** Local calendars must be designed to allow all employees an opportunity to take annual vacation leave earned during the period of employment. However, teachers may be required to forfeit annual vacation leave to attend required workdays (see Section 03.1.4). This applies to summer school calendars as well as calendars for the regular term. Days not scheduled in the calendar for student attendance, holidays, annual vacation leave, or optional workdays may be designated by the local board of education as mandatory workdays.
- (k) **Leave deficit:** An employee who has neither earned nor will earn sufficient annual vacation leave to cover any annual vacation leave day scheduled in the school calendar will be placed on leave without pay.

03.1.4 Accumulation/Conversion to Sick Leave

Annual vacation leave may be accumulated without any applicable maximum until June 30 of each calendar year. On June 30 or upon retirement accumulated annual vacation leave in excess of 30 days will be converted to sick leave so that only 30 workdays of annual vacation leave are carried forward.

Upon separation in order to retire, annual vacation leave over 30 days may be converted to sick leave for creditable service toward retirement.

Upon separation from service due to service retirement, resignation, dismissal, reduction in force or death, an employee shall be paid in a lump sum for accumulated annual vacation leave not to exceed a maximum of 30 days. Employees going onto disability may exhaust annual vacation leave rather than be paid in a lump sum.

03.1.5 Advancement

An employee may be advanced the amount of annual vacation leave that may be earned in the remainder of the fiscal year at the discretion of the local administrative unit. The local superintendent must assume full responsibility for use in excess of earnings.

03.1.6 Transfer of Leave

- (a) **Transfer between LEAs:** An employee who transfers between local administrative units must have all unused annual vacation leave transferred to the new administrative unit. Leave to be accepted by a school system must not have been earned at a greater rate than the rate afforded to school employees as set forth in Section 03.1.2.
- (b) **Transfer to and from other state agencies:** If the agency is willing to accept it, leave may be transferred to and from a state agency or institution, community college, technical institute, or a position covered by the State Personnel Act in county agencies of mental health, public health, social services, or emergency management.

All or any portion of the unused annual vacation leave may be accepted. Leave to be accepted from a state agency must not have been earned at a greater rate than the rate afforded to school employees as set forth in Section 03.1.2.

If a receiving agency refuses to credit the employee with the unused annual vacation leave or any portion thereof, the employee must be paid in a lump sum for up to 30 days or 240 hours of accumulated annual vacation leave.

03.1.7 Separation from Employment

- (a) **Lump sum payment:** An employee must be paid in a lump sum for accumulated annual vacation leave, not to exceed a maximum of 30 days or 240 hours, upon separation from service. Separation from service includes resignation (unless the employee is transferring to another LEA or state agency), dismissal, reduction-in-force, death, service retirement, beginning long-term disability benefit or change to temporary status.
- (b) **Leave deficit:** If an employee separating from service is overdrawn with respect to annual vacation leave, a deduction in the appropriate amount must be made from the employee's final paycheck.
- (c) **Retirement:** A deduction for retirement must be made from all lump-sum payments of annual vacation leave. Receipt of lump-sum leave payment and retirement benefits is not considered to be dual compensation.
- (d) **Claims on behalf of deceased employee:** In the case of a deceased employee, unused annual vacation leave up to a maximum of 30 days or 240 hours must be paid to the deceased employee's administrator or executor upon the establishment of a valid claim. The claim must be made to the Clerk of Superior Court in the county of the deceased employee's residence.

- (e) **Accounting procedure:** When an employee separates from service, payment for leave may be on the regular payroll or on a supplement payroll. The number of leave days and amount of payment must be specified. Payment must be charged to the annual vacation leave budget codes provided for this purpose and from the same source of funds and in the same pro rata amount from which the employee's salary is paid (local, federal or state funds).

03.1.8 Leave Records

Local administrative units must maintain leave records for each employee. It is the responsibility of the employee to record his or her leave time and the responsibility of the employee's immediate supervisor to verify that the leave record is accurate.

The local administrative unit must notify employees of leave balances at least once a year.

Leave records must be retained for a period of at least five years from the date of the employee's separation from service.

Legal Reference(s)

G.S. 115C-84.2
G.S. 115C-272
G.S. 115C-285
G.S. 115C-302.1(c)
G.S. 115C-302.1(j)
G.S. 115C-316
G.S. 115C-336(c)
Session Law 1997-443, Section 8.6
16 NCAC 6C.0401

03.2 - Annual Vacation Leave for Catastrophic Illness

03.2.1 Benefit

Instructional personnel who require substitutes and bus drivers may take annual vacation leave at a time when students are scheduled to be in attendance if the leave is due to a catastrophic illness of the employee and if all the employee's available sick leave has been exhausted.

This leave is available only for the employee's personal illness.

03.2.2 Determining Eligibility

The local superintendent or a committee designated by the superintendent shall determine whether an illness is catastrophic by considering such factors as:

- (a) The debilitating nature of the condition,
- (b) The life-threatening potential of the condition,
- (c) The duration of the condition,
- (d) The monetary hardship incurred because of the condition,
- (e) The expected length of the leave, and
- (f) Other options available to the employee, such as state disability.

Legal Reference(s)

G.S. 115C-302.1(c)
G.S. 115C-336(c)
16 NCAC 6C.0401

03.3 – Annual Vacation Leave for New Parents

03.3.1 Annual Vacation Leave for New Parents

- (a) Employees, including teachers, may use annual vacation leave, personal leave if applicable, or leave without pay to care for a newborn child or for a child placed with the employee for adoption or foster care. Use of annual vacation leave for this purpose is not limited to days when students are not scheduled to be in attendance. (An employee may also use up to 30 days of earned sick leave to care for a child placed with the employee for adoption. See section 04.1.2(a).
- (b) The leave must be for consecutive workdays during the first 12 months after the date of birth or placement of the child, unless the employee and local board of education agree otherwise.

Legal Reference(s)

G.S. 115C-302.1(j)
G.S. 115C-336.1

03.4—Bonus Vacation Leave

03.4.1 Purpose

The purpose of the bonus vacation leave is to provide a leave benefit to employees for whom the General Assembly did not fund a salary increase in the 2002-2003 and/or 2003-2004 fiscal years.

03.4.2 Eligibility and Rate of Earning

Bonus vacation leave was received in two special distributions. For the 2002-2003 fiscal year, only full-time and part-time permanent employees who were eligible to earn leave on September 30, 2002 were eligible to receive bonus vacation leave. School employees who received salary increases based on the salary schedules approved in the 2001 modified budget (S.B. 1115) were not eligible for bonus vacation leave.

For the 2003-2004 year, additional bonus vacation leave was awarded to specified personnel (those not paid from a teacher or administrator salary schedule).

In each of the two special distributions, eligible employees in permanent full-time 12-month positions received 10 days of bonus vacation leave. The leave was received pro rata if employed less than full-time and/or less than 12-months.

The bonus vacation leave balance is tracked separately and carries forward each year until used or paid out at retirement or separation. (It is not included in the 30 day limit of the annual vacation leave which can be carried forward on June 30 each year and does not roll into sick leave.)

03.4.3 Use of Bonus Vacation Leave

Bonus vacation leave can be used under the same circumstances and provisions as annual vacation leave (See Section 03.1.3).

03.4.4 Transfer of Leave

An employee who transfers between local administrative units or to or from a state agency must have all unused bonus vacation leave transferred to the new school system or state agency.

03.4.5 Separation from Employment or Transfer to a Position Not Eligible for Leave

- (a) Upon separation from employment, any unused bonus vacation leave balance will be paid out at the daily rate at the time of separation. This payment is in addition to the annual vacation leave balance (up to 30 days) that is paid at separation (Section 03.1.7).

- (b) If an employee transfers to a position where the employee is unable to earn or use vacation leave, the bonus leave balance is paid in a lump sum. This bonus vacation leave payment is in addition to any payment for an annual vacation leave balance (Section 03.1.7).

03.4.6 Donation of Bonus Vacation Leave

Bonus vacation can be donated under the same rules and provisions as annual vacation leave is donated (See Section 04.3.4).

Legal Reference(s)

NCGA 2001, S.B. 1115 Section 28.3 as amended by technical corrections in S.B. 1217 Section 82
NCGA 2003, H.B. 397 Section 30.12

04.1—Sick Leave

04.1.1 Eligibility and Rate of Earning

- (a) **Full-time employees:** All permanent, full-time employees working or on paid leave (including paid holidays and workers' compensation) for one-half or more of the workdays in any monthly pay period earn one sick day per month or the number of hours worked daily by a full-time employee in that class of work up to a maximum of eight hours.
- (b) **Part-time employees:** All permanent, part-time employees working or on paid leave (including paid holidays and workers' compensation) for one-half or more of the workdays in any monthly pay period earn sick leave computed on a pro rata basis of the amount earned by a full-time employee in that class of work.

Permanent, part-time employees previously employed in a full-time position retain the balance of sick leave earned in the prior position upon transferring to a part-time position.

- (c) **Units:** Sick leave must be used in one-half days, whole days, or hours as determined for earning purposes by the local board. Only sick leave taken on an employee's workday shall be deducted from the employee's sick leave balance.
- (d) **Accumulation:** Sick leave may be accumulated indefinitely.

04.1.2 Purposes for Which Sick Leave May Be Used

Sick leave may be used for:

- (a) Any actual period of temporary disability caused by or contributed to by personal illness or injury, which prevents an employee from performing his or her usual duties. Sick leave due to pregnancy, miscarriage, abortion, childbirth, or postnatal recovery must be treated in the same manner as any other temporary disability. Sick leave may be used during the 60-day waiting period for short-term disability or in lieu of short-term disability benefits. Sick leave may also be used in lieu of workers' compensation to maintain 100% salary (see Section 09.2).
- (b) Up to 30 days of earned sick leave may also be used to care for a child placed with an employee for adoption. (These days should be consecutive and within the first 12 months following the adoption, unless otherwise agreed upon between the employee and the LEA administration.)
- (c) Medical appointments of the employee.
- (d) Illness in the immediate family (see Section 01.1.9) and medical appointments related to the illness that necessitates the employee's attendance.

- (e) Death in the immediate family (see Section 01.1.9).
- (f) The length of leave granted for illness or death in the immediate family is determined by the local administrative unit based on individual employee need.
- (g) Whenever possible, employees should give 30 days advance notice of plans to take sick leave for elective medical or surgical procedures or for childbirth.

04.1.3 Verification of Need for Sick Leave

The superintendent may require a statement from a medical doctor or other acceptable proof that the employee was unable to work due to personal illness, medical appointment, illness or death in the family, or adoption.

04.1.4 Accumulation and Use During Summer Employment

Any employee who earned sick leave during the regular school term will continue to earn sick leave during the summer if employed in the same school system at least 20 hours per week, even if employed in a temporary or interim position for the summer. The rate will be pro rata if the summer employment is less than full-time. The employee may use sick leave during the summer for the same reasons permitted during the regular term.

04.1.5 Limitations on Sick Leave

Sick leave may not be used while on leave without pay or on holidays and annual vacation leave days scheduled in the school calendar. An absence covered by workers' compensation is not considered to be a leave without pay.

Sick leave may be used on any workday or student day including the first day employees in permanent positions report to work.

An employee who had previously earned sick leave may not use this leave while employed in an interim position of less than six months, a temporary position except as provided in Section 01.1.1, or a position of less than 20 hours per week.

04.1.6 Advancement of Sick Leave

An employee may have advanced to his or her credit at the beginning of each school year the number of days or hours of sick leave to which he or she is entitled for that school year. The local superintendent shall assume full responsibility for the decision to advance sick leave to an employee.

04.1.7 Reinstatement Following Sick Leave

When the period of temporary disability does not exceed 30 working days, the employee shall be reinstated to his or her position at the termination of the period of temporary disability. When the period of temporary disability exceeds 30 working days, the local superintendent shall determine when the employee is to be reinstated based on a consideration of the welfare of the students and the need for continuity of instruction. See Section 08.2 of the Benefits and Employment Manual for additional information.

04.1.8 Sick Leave Upon Separation

- (a) In the event an employee separates from service before earning sick leave which has been advanced, a deduction will be made from the final salary check for the total unearned sick leave used.
- (b) Pay for unused sick leave is not permitted, except when an employee has been approved for long-term disability.
- (c) Accumulated sick leave counts as creditable service towards retirement. One month of credit is allowed for each 20 days of unused sick leave upon retirement. One more month is allowed for any part of 20 days left over. Sick leave converted from excess annual vacation leave is also creditable.
- (d) From the date an employee resigns or moves to a temporary position, the sick leave balance is retained for 60 months. If the person is re-employed in a full-time or part-time permanent position, or retires within this 60 months, the sick leave balance is reinstated. After 60 months, the sick leave balance cannot be reinstated.

04.1.9 Transfer of Sick Leave

- (a) **Between school systems:** Unused sick leave must be transferred between local school administrative units. Leave to be accepted by a school system must not have been earned at a greater rate than the rate set forth in Section 04.1.1 of this manual.
- (b) **To and from other state agencies:** Sick leave may be transferred in whole or in part to and from a state agency, institution, community college, technical institute, or position covered by the State Personnel Act in county agencies of mental health, public health, social services or emergency management if the receiving agency is willing to accept the leave. Leave to be accepted by a school system must not have been earned at a greater rate than the rate set forth in Section 04.1.1 of this manual.

If the government agency refuses to accept sick leave earned by a school system employee, there is no lump-sum payout to the employee.

04.1.10 Reinstatement of Accumulated Sick Leave

- (a) **Within or between LEAs:** A former employee must be credited with all sick leave accumulated up to the time of separation from an LEA provided the employee is reinstated as a permanent employee within 60 calendar months from the date of separation.
- (b) **From other state agencies:** Sick leave may be reinstated from a state agency or institution, community college, technical institute or position covered by the State Personnel Act in county agencies of mental health, public health, social services or emergency management when an individual is employed within 60 calendar months of separation from one of these. Leave to be accepted by an LEA must not have been earned at a greater rate than the rate at which the LEA employees earn leave.

04.1.11 Payout of Sick Leave

With one exception, payout of sick leave is not allowed. The exception is, prior to receiving long-term disability benefits, if an employee is unable to apply the sick leave toward retirement, the employee approved for long-term disability must be paid in lump-sum for any accumulated, unused sick leave. Contact the Teachers' and State Employees' Retirement System to determine whether the sick leave balance can be applied to retirement.

At retirement, unused sick leave is credited to retirement service as described in Section 04.1.8(c), but there is no payment.

04.1.12 Accounting and Reporting

The State Board of Education shall establish procedures necessary for reporting and accounting of sick leave.

Legal Reference(s)

G.S. 115C-12(8)
G.S. 115C-336
G.S. 115C-302.1(j)
G.S. 135-4(e)
16 NCAC 6C.0402

04.2 – Extended Sick Leave

04.2.1 Eligibility and Rate of Earning

Extended sick leave is available to classroom teachers and media specialists who require substitutes if they are absent due to their own personal illness or injury in excess of their accumulated sick leave and available vacation leave. In order to be eligible, the employee must be in a permanent full- or part-time position. Those qualifying are allowed extended sick leave of up to 20 workdays throughout the regular term of employment.

04.2.2 Use

- (a) In order for a newly hired employee to be eligible for extended sick leave, he or she must have reported to work.
- (b) The local school system may request appropriate medical verification of the need for extended sick leave.
- (c) Extended sick leave days do not have to be used consecutively.
- (d) Unused extended sick leave days do not carry forward to succeeding school years.

04.2.3 Deduction

Employees on extended sick leave receive full salary less the required substitute deduction. The deduction is mandatory whether or not a substitute is employed. The standard deduction is \$50 per day.

Legal Reference(s)

G.S. 115C-12(8)
G.S. 115C-336
16 NCAC 6C.0402(I)
16 NCAC 6C.0101(3)
16 NCAC 6C.0101(9)

04.3 – Voluntary Shared Leave

04.3.1 Purpose

The purpose of voluntary shared leave is to provide economic relief for employees who are likely to suffer financial hardship because of a prolonged absence or frequent short-term absences caused by a serious medical condition.

04.3.2 Eligibility

Only full-time and part-time permanent employees who have exhausted all accumulated paid leave (sick leave, annual vacation leave, and bonus leave, if applicable) are eligible to receive donated leave from employees of the same LEA, a different LEA, a community college or a state agency as identified in Section 04.3.4. An employee need not exhaust personal leave and the 20 days of extended sick leave to be eligible for voluntary shared leave.

An employee who is receiving benefits or is eligible to receive benefits from the Disability Income Plan is not eligible to receive donated leave. Voluntary shared leave may be used only during the required waiting period.

The superintendent shall approve or deny all requests for receipt of donated leave.

04.3.3 Application for Voluntary Shared Leave

An employee who, due to a serious medical condition of self or of his or her immediate family (see Section 01.1.9), faces prolonged or frequent absences from work may apply to the superintendent of the LEA for donated leave. Application may also be made by a third person acting on the employee's behalf, if the employee is unable to make application.

An employee may make application for shared leave at such time as medical evidence is available to support the need for leave beyond the employee's available accumulated leave.

The following items must be included in the application:

1. A doctor's statement, and
2. An authorization for release of medical information signed by the person who is suffering the medical condition (or parent or guardian of a minor). This release may also be signed by any legally authorized party.

04.3.4 Donation of Leave

- (a) **Annual vacation leave:** Any eligible employee in the LEA may donate annual vacation leave to any approved employee in the same LEA. Family members may donate annual vacation leave to an immediate family member (see Section 01.1.9) in another LEA, community college or state agency. Employees of an LEA may donate annual vacation leave to the immediate family of a coworker if the coworker's immediate family member is eligible for donated leave and works in another LEA, state agency, or community college. For the purpose of Voluntary Shared Leave, a state agency includes the University of North Carolina System and its 16 constituent institutions; the central administration of the Community College System of North Carolina; Council of State Agencies (Office of the Lieutenant Governor, Department of State Treasurer, Department of the State Auditor, Secretary of State, Department of Justice, Department of Public Instruction, Department of Agriculture and Consumer Services, Department of Insurance and Department of Labor) and the Cabinet Agencies (Department of Administration, Department of Correction, Department of Commerce, Department of Crime Control and Public Safety, Department of Cultural Resources, Department of Health and Human Services, Department of Environment and Natural Resources, Department of Transportation and Department of Revenue and other Boards, Commissions and agencies as identified by the Office of State Personnel.) Any questions regarding eligibility may be clarified with the North Carolina Department of Public Instruction, School Personnel Support Section.

Bonus leave may also be donated. (See Bonus Leave, Section 03.4.)

There is no provision for public school employees to donate or receive annual vacation leave from employees or family members in county agencies of mental health, public health, social services or emergency management including those covered by the State Personnel Act.

An employee may not donate more annual vacation leave than he or she could earn in one year. Additionally, the amount donated must not reduce the donor's annual vacation leave balance below one half of what that person can earn in the year.

- (b) **Sick leave:** Sick leave may be donated only to an employee who is an immediate family member (see Section 01.1.9) of the donor. Sick leave may be donated to an immediate family member in the same or another LEA, community college or state agency. For the purpose of Voluntary Shared Leave, a state agency includes the University of North Carolina System and its 16 constituent institutions; the central administration of the Community College System of North Carolina; Council of State Agencies (Office of the Lieutenant Governor, Department of State Treasurer, Department of the State Auditor, Secretary of State, Department of Justice, Department of Public Instruction, Department of Agriculture and

Consumer Services, Department of Insurance and Department of Labor) and the Cabinet Agencies (Department of Administration, Department of Correction, Department of Commerce, Department of Crime Control and Public Safety, Department of Cultural Resources, Department of Health and Human Services, Department of Environment and Natural Resources, Department of Transportation and Department of Revenue and other Boards, Commissions and agencies as identified by the Office of State Personnel.) Any questions regarding eligibility may be clarified with the North Carolina Department of Public Instruction, School Personnel Support Section.

There is no provision for public school employees to donate or receive sick leave from employees or family members in county agencies of mental health, public health, social services or emergency management including those covered by the State Personnel Act.

A donating family member may not reduce his or her sick leave balance below one-half of what that person can earn in a year.

- (c) All leave donations must be to a designated employee approved by the superintendent for receipt of donated leave and may not be made to a pool or bank.
- (d) All donations must be in writing and must be signed by the donating employee. The employee receiving the leave must be named and the amount and type of leave donated must be specified.
- (e) For the purposes of voluntary shared leave, all leave donated will be credited to the recipient's sick leave account.
- (f) The minimum amount of leave donated must be one-half of a day.
- (g) The donating employee may not receive compensation in any form for the donation of leave. Local boards shall adopt policies stating that acceptance of remuneration for donated leave will result in dismissal.

04.3.5 Length of Leave

- (a) The superintendent of the LEA will determine the length of the leave. The leave granted may not exceed the maximum described below in (b). Under no circumstances may the use of voluntary shared leave exceed the employee's period of treatment and recovery.
- (b) An employee may normally receive no more than 130 workdays of donated leave, either continuously or for the same condition on a recurring basis. After 130 workdays have been used, the superintendent may extend this limit on a month-

to-month basis until the maximum number of working days occurring between the first day of use of donated leave and twelve months have been used.

04.3.6 Earning Leave While Using Voluntary Shared Leave

- (a) Holidays occurring while the employee is using donated leave will be paid. Annual vacation and sick leave will continue to be earned by the employee while he or she is using donated leave. Available earned leave accrued during this period must be used by the employee prior to continued use of any voluntary shared leave.
- (b) An employee eligible for workers' compensation may use donated leave during the required waiting period and to supplement the workers' compensation as provided in Section 09.2 of this manual.

04.3.7 Unused Leave

At the expiration of the period approved for voluntary shared leave as determined by the superintendent of the LEA, any donated leave in excess of 40 hours must be returned on a pro rata basis to the donors.

Legal Reference(s)

G.S. 115C-12(8)
G.S. 115C-12.2
NCGA 2003, H.B. 397, Section 30.14

04.4—Voluntary Sick Leave Bank

04.4.1 Establishing a Voluntary Sick Leave Bank

An LEA may establish a voluntary sick leave bank for its employees. Any employee of an LEA that establishes a voluntary sick leave bank may, but is not required to, participate in the voluntary sick leave bank.

04.4.2 Factors Used to Develop a Sick Leave Bank

The LEA shall develop and implement a plan for participation that shall include the factors listed in G.S. 115C-336(b)(i)-(vii) and the following:

- (a) A uniform number of days to be contributed to the bank by participants,
- (b) Provisions for legitimate use of days by participants,
- (c) Means to protect against overdraft of total contributed days, and
- (d) Safeguards to prevent abuse by participants.

04.4.3 Sick Leave Bank Committee

The LEA shall establish a sick leave bank committee to administer the sick leave bank, subject to the following requirements:

- (a) The LEA shall assure that all local personnel are equitably represented on the committee.
- (b) The LEA shall develop operational rules for the efficient and effective functioning of the bank.
- (c) The LEA shall develop procedures for participants' use of days based upon requirements of the plan.
- (d) The LEA shall specify the limits of the committee's authority.
- (e) The committee shall notify all participating employees of the ways in which their participation will affect their state retirement account.

04.4.4 Required Operational Procedures

The LEA shall ensure that its operational procedures meet the following requirements:

- (a) State funds for substitute teachers shall be used to pay for substitute teachers on days that teachers use sick leave from voluntary sick leave banks.
- (b) The reporting to the division of School Business Services of the number of employees participating, itemized by job classification, the number of sick leave days withdrawn, the cost of the leave, and other data required for fiscal and programmatic accountability.

Legal Reference(s)

G.S. 115C-336

16 NCAC 6C.0402

04.5 – Disability Income Plan

04.5.1 Plan Administration

The Disability Income Plan of North Carolina is administered by the North Carolina Department of the State Treasurer and the Board of Trustees of the Teachers' and State Employees' Retirement System within the terms and conditions of the Plan as set forth in the North Carolina General Statutes.

For employees vested in the Teachers' and State Employees' Retirement System after July 1, 2003, definitions of disability and disabled have been revised. Employees and employers need to contact the Retirement System to determine whether situations meet the requirements for the Disability Income Plan.

The information in this section is provided as a brief overview of the Disability Income Plan and does not substitute for or in any way alter the detailed provisions of the Retirement System law.

04.5.2 Short-Term Disability Benefits

Employees with at least one year of contributing membership service with the Teachers' and State Employees' Retirement System earned within 36 calendar months preceding the disability are eligible for short-term disability benefits.

After a waiting period of 60 continuous calendar days from the onset of a disability, an eligible employee may receive a monthly short-term benefit equal to 50% of 1/12th of his or her annual base rate of compensation plus 50% of 1/12th of his or her annual longevity payment, if any, to a maximum of \$3,000 per month.

A person in receipt of short-term disability benefits is covered under the Teachers' and State Employees' Comprehensive Major Medical Plan, with the State contributing the cost of employee-only coverage, provided the person had contributed to the Retirement System at least five years as a public school or state employee at the time of disability. A person in receipt of benefits who did not meet the five year requirement at the time of disability may elect to continue coverage under the Major Medical Plan by paying the full premium required.

Short-term disability benefits may be extended for as many as 365 days beyond the original short-term period in cases where the Medical Board finds that the disability continues to be temporary and is likely to end during the extended period.

04.5.3 Long-Term Disability Benefits

Employees with at least five years of contributing membership service with the Teachers' and State Employees' Retirement System, earned within 96 calendar months prior to the end of the short-term disability period, are eligible for long-term disability benefits.

Long-term disability payments are payable after the conclusion of the short-term disability period. During the first 36 months of the long-term disability period, the monthly long-term benefit will equal 65% of 1/12th of the employee's annual base rate of compensation that was last payable prior to the beginning of the short-term benefit period plus 65% of 1/12th of the annual longevity payment, if any, to a maximum of \$3,900 per month. After the first 36 months of the long-term disability period, the long-term benefit is reduced by an amount equal to the primary Social Security disability benefit to which the employee might be entitled had he or she been awarded Social Security disability benefits.

A person in receipt of long-term disability benefits is covered under the Teachers' and State Employees' Comprehensive Major Medical Plan, with the State contributing the cost of employee-only coverage.

An employee approved for long-term disability benefits must terminate employment as a permanent employee prior to receiving long-term disability benefits.

An employee approved for long-term disability benefits who has not exhausted accumulated sick leave must be paid a lump sum for any available sick leave, if the employee is unable to apply the sick leave toward retirement. See Section 04.1.11. (Note: This does not include extended sick leave, and this is the only time an employee may be paid in lump sum for unused sick leave.)

04.5.4 More Information

Detailed information on the Disability Income Plan is available in the booklet Your Retirement Benefits published by the State Retirement System (919) 733-4191).

Legal Reference(s)

G.S. 135-100 to G.S. 135-114
NCGA 2003, H.B. 397, Sections 30.20(k) and 30.20(l)

05.1 – Personal Leave

05.1.1 Eligibility and Rate of Earning

Personal leave is earned by classroom teachers and school media specialists who require substitutes. In order to be eligible, the employee must be in a permanent full- or part-time position. Personal leave is earned at the rate of .20 days for each full month of employment not to exceed two days per year. Part-time personnel earn a pro rata share of the rate for full-time employees. Unused personal leave may be carried forward from one year to another and may be accumulated to a maximum of five days. Thereafter earnings will cease to be accumulated until the leave balance is reduced below five days by employee use.

05.1.2 Use of Personal Leave

- (a) Personal leave may be used only upon the authorization of the immediate supervisor.
- (b) Unless approved by the principal, a teacher shall not take personal leave on the first day teachers are required to report for the school year, on required teacher workdays, or on the last working day before or the next working day after holidays or annual vacation days scheduled in the calendar.
- (c) A teacher who requests personal leave at least five days in advance cannot be required to provide a reason.
- (d) Personal leave may be used on any instructional day or workday except as noted in paragraph (b) above.

05.1.3 Limitations on Personal Leave

- (a) Personal leave should be used with due and proper consideration given to the welfare of the students and teachers alike and shall not be advanced.
- (b) Personal leave may not be used during summer employment.
- (c) When an employee is no longer eligible to earn personal leave, that employee may not use previously accumulated personal leave.
- (d) When an employee resigns or separates from service, personal leave cannot be paid out in lump sum.

05.1.4 Personal Leave Increments

Personal leave must be used in one-half or whole day units.

05.1.5 Deduction

Employees using personal leave receive full salary less the required substitute deduction. The deduction is mandatory whether or not a substitute is employed. The standard deduction is \$50 per day.

05.1.6 Transfer of Personal Leave

Personal leave must be transferred between local administrative units.

05.1.7 Reinstatement of Personal Leave

An employee must be credited with all personal leave accumulated up to the time of reassignment or separation provided that the employee is reinstated as an eligible permanent full-time or part-time employee within 60 calendar months from the date of separation or reassignment.

Legal Reference(s)

G.S. 115C-302.1(d)
16 NCAC 6C.0403
G.S. 115C-325(a)(6)

06.1– Educational Leave

06.1.1 Eligibility

Only full-time and part-time permanent employees are eligible for educational leave.

06.1.2 In-Service School Projects

Permanent public school employees assigned by the local superintendent to participate in in-service school projects conducted by the school administrative unit retain full salary for such absences. Proper provisions must be made for the continuation of the employee's regular work either by the employment of a substitute or by making satisfactory arrangements within the school. Substitutes employed for absences under these conditions must be paid from the same funding source (local, federal, or state) as the employee's salary.

06.1.3 State-Sponsored Staff Development Activities

Permanent public school employees attending staff development activities sponsored by the state and for which state funds have been budgeted for substitutes will retain full salary for such absences. Substitutes employed for these absences will be paid from the appropriate budgeted state funds.

06.1.4 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.

06.1.5 Other Educational Leave

Local boards of education may grant educational leave to permanent public school employees in accordance with local policies. State funds may not be used for this purpose.

Legal Reference(s)

NC Constitution, Article IX, Section 5
G.S. 115C-154(5)
G.S. 115C-47(20)
16 NCAC 6C.0404(5)
16 NCAC 6C.0405(3)

06.2 – Professional Leave

06.2.1 Eligibility

Only full-time and part-time permanent employees are eligible for professional leave.

06.2.2 Professional Leave with Deduction

Permanent certified public school employees who have professional responsibilities or who need to attend meetings of professional associations may be absent with pay minus a salary deduction for substitute teachers. The deduction is mandatory whether or not a substitute is employed. Such absences may be approved by the local superintendent and may be allowed for a period not exceeding three successive days for in-state meetings and 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 Deputy State Superintendent shall upon request determine the eligibility of the professional association.

06.2.3 Professional Leave Without Deduction

Permanent public school employees attending meetings or performing duties as a member of the State Board of Education, the State Textbook Commission, the Board of Governors of the Governor's Schools, or required attendance at a case manager's hearing shall receive full salary. Permanent public school employees completing assignments for, or serving on a commission or committee appointed by the Governor, the State Superintendent, the State Board of Education, or the General Assembly shall receive full salary. Substitutes for these persons will be paid from the same source of funds as the employee being replaced.

06.2.4 Officers of Professional Organizations

Upon the recommendation of the local superintendent, local boards of education may grant leave with pay for elected officers of professional organizations, provided the organization pays the full salary and all benefit costs for the employee on leave. During such leave with pay, the employee will earn sick, personal, and annual vacation leave and receive paid holidays. Employees will be eligible to use leave as they would when in active status with the school system.

Legal Reference(s)

NC Constitution, Article IX, Section 5
G.S. 115C-300
16 NCAC 6C.0404(5)

G.S. 115C-154(5)
G.S. 115C-325(h1)
16 NCAC 6C.0405(3)

07.1 – Community Responsibility

07.1.1 Community Responsibility

Upon approval of the supervisor, full-time or part-time public school employees may be granted leave to represent the school or administrative unit at community functions such as the funeral of a school child or his parent. Employees absent for these reasons shall retain full salary during the days absent.

Proper provision shall be made for the continuation of the employee's regular work by making satisfactory arrangements within the system or by employment of a substitute. Substitutes employed for these absences shall not be paid from state funds.

Legal Reference(s)

16 NCAC 6C.0404

07.2 – Jury Duty

07.2.1 Jury Duty

Full-time or part-time public school employees retain full salary when absent from work to serve on a jury. The employee is entitled to regular compensation in addition to payment for jury duty.

Substitutes employed for these absences shall be paid from the same source of funds as the employee's salary (local, federal, or state).

Legal References(s)

16 NCAC 6C.0404

07.3 – Court Attendance

07.3.1 Court Attendance

- (a) **Attendance by duty or subpoena:** Full-time or part-time public school employees retain full salary for absences from school due to court attendance related to their official duty. The employee also will receive full salary when subpoenaed, except as noted in section (b). Out-of-state subpoenas are not binding on North Carolina residents, unless that state and North Carolina have an interstate subpoena agreement.

Any fees except travel reimbursement received by a school employee serving in an official capacity as a witness shall be returned to the employing school administrative unit to be credited to the same fund from which the employee is paid.

Substitutes employed for these absences shall be paid from the same source of funds as the employee's salary (local, federal, or state).

- (b) **Attendance for personal reasons:** Full-time or part-time public school employees who are absent for appearance in court as plaintiffs, defendants, or witnesses for personal matters, even if subpoenaed, shall not be entitled to receive any salary payment for those days, unless they are using appropriate, approved earned leave. (NOTE: School personnel who are responding to subpoenas for civic responsibilities, such as a witness to a crime, are eligible for paid court attendance leave.)

Legal Reference(s)

16 NCAC 6C.0404

07.4 – Elected Officials

07.4.1 Elected Officials

Full-time or part-time public school employees serving as elected government officials may, with their supervisor's approval, choose to use appropriate earned leave to attend to the responsibilities of their elected office.

07.4.2 Precinct Election Officials

Precinct Election Officials may not be discharged or demoted because of serving on election day or canvas day provided they have given proper notice (at least 30 days.)

Legal Reference(s)

16 NCAC 6C.0404
G.S. 163-41.2

08.1 – Parental Leave Without Pay

08.1.1 Eligibility

All full-time permanent or part-time permanent employees may take a leave of absence without pay for up to one calendar year from the date of birth or adoption to care for a newborn child or a newly adopted child.

08.1.2 Leave

The employee may elect to use appropriate earned leave during the time of the leave (See Annual Vacation Leave - Section 03.3 and Sick Leave - Section 04.0). For the purposes of educational continuity, with the approval of the local board, the unpaid leave of absence may be extended for the remainder of the school year when the leave would otherwise end in the latter half of the school year.

A husband and wife who are both employed by the same school system are limited to a combined total of 12 months of parental leave during the year following the birth or adoption.

Whenever possible, an employee should give written advance notice of request for leave of absence. Local boards of education may establish procedures for giving such notice. The local board may also determine when the leave will begin or end, based on a consideration of the welfare of the students and the employee and the need for continuity of service.

08.1.3 Effect on Career Status

Tenured employees approved for a leave of absence retain career status upon return from the authorized leave. Probationary teachers must begin a new probationary period if a leave of absence, paid or unpaid, prevents the probationary teacher from completing four consecutive years of 120 workdays in each year in the same school system. Unless, the probationary teacher in a full-time, permanent position did not work for at least 120 workdays in a 220 day school year because the teacher was on sick leave, disability leave or both, that school year shall not be deemed to constitute:

- (a) A consecutive year of service for the teacher, or
- (b) A break in the continuity in consecutive years of service for the teacher.

Legal Reference(s)

G.S. 115C-325
16 NCAC 6C.0405

08.2 – Family Medical Leave Act of 1993 (FMLA)

8.2.1 Overview

The Family and Medical Leave Act of 1993 (FMLA) allows eligible employees to take 12 workweeks of unpaid, job-protected leave for their own serious medical condition or that of an immediate family member. In addition the FMLA allows eligible employees to take the same job-protected leave for the birth of a child or the placement of a child with the employee through adoption or foster care. Employers must maintain any employer-paid health benefits while the employee is on FMLA leave.

The Family and Medical Leave Act is federally mandated and is found in the Code of Federal Regulations (C.F.R.), Title 29, Part 825. The following guidelines, applicable to public schools, are taken from the Code of Federal Regulations. Section numbers indicate the relevant subsections of the code. Copies of the entire FMLA code are available at no charge from your local Wage and Hour Office of the U.S. Department of Labor.

The summary in this section does not in any way alter the requirements of the Family and Medical Leave Act. If any part of this section is inconsistent with the Act, the Act takes precedence. School systems should not rely exclusively on this summary for administration of their legal responsibility under the FMLA. More information is available on the Internet at <http://www.dol.gov/esa/whd/fmla/>.

08.2.2 Eligible Employees

Section 825.110

To be eligible for FMLA benefits, an employee must:

- (a) be employed by the employer for at least 12 months (not necessarily consecutive), and
- (b) work at least 1,250 hours during the 12-month period immediately preceding the commencement of the leave, and

Section 825.600

- (c) be employed at a work site where 50 or more employees are employed by the employer within 75 miles of other schools under the jurisdiction of the same employer.

08.2.3 Eligible Circumstances for Family or Medical Leave

Section 825.112

Employers are required to grant FMLA leave to eligible employees for the following reasons:

- (a) The birth and care of a newborn child.
- (b) The placement with the employee of a child for adoption or foster care.
- (c) Care of the employee's spouse, son, daughter, or parent with a serious health condition.
- (d) The employee's own serious health condition that makes the employee unable to perform the functions of the employee's job.

08.2.4 Determining the 12-Month Leave Period

Section 825.200

An eligible employee is limited to 12 workweeks of FMLA leave during any 12-month period for any one or more of the eligible circumstances in Section 08.2.3.

The employer may choose any one of the following methods for determining the 12-month period in which the 12 weeks of leave entitlement occur. The alternative chosen must be applied consistently and uniformly to all employees.

- (a) The calendar year.
- (b) Any fixed 12-month year such as a fiscal year or a year starting on an employee's anniversary date.
- (c) The 12-month period measured forward from the date an employee's first FMLA leave begins.
- (d) A rolling 12-month period measured backward from the date an employee uses any FMLA leave.

For purposes of determining the amount of leave used by an employee, the fact that a holiday may occur within the week taken as FMLA leave has no effect. However, if employees are not expected to report for one or more weeks (e.g. the Christmas/New Year holiday), the days the employer's activities have ceased do not count against the employee's leave entitlement.

08.2.5 FMLA Leave Entitlement During the Summer

Section 825.601

The period during the summer vacation when a school employee would not have been required to report for duty is not counted against the employee's FMLA entitlement. A 10-month employee who is on FMLA leave at the end of the school year must be

provided any benefits over the summer vacation that 10-month employees normally would receive if they had been working at the end of the school year.

08.2.6 Spouses Working for the Same Employer

Section 825.202

A husband and wife who are eligible for FMLA leave and are employed by the same employer are limited to a combined total of 12 weeks during any 12-month period if the leave is taken for one of the following reasons:

- (a) The birth and care of a newborn child or a child placed with the employees for adoption or foster care, or
- (b) To care for the employee's parent with a serious health condition.

08.2.7 Reduced or Intermittent Leave

Section 825.203

Leave may be taken intermittently or on a reduced-leave schedule when medically necessary for treatment related to a serious health condition.

An employee may take intermittent leave or a reduced-leave schedule after the birth or placement of a child for adoption or foster care only if the employer agrees. The employer's agreement is not required, however, for intermittent leave during which the mother has a serious health condition in connection with the birth of her child or if the newborn child has a serious health condition.

There is no limit on the maximum size of an increment for intermittent leave or leave on a reduced schedule. However, the employer may limit leave increments to a minimum of one hour. Where substitutes are required or local board policy requires leave to be taken in half-day increments, only the time actually needed by the employee for FMLA leave may be charged to the employee's FMLA leave entitlement.

08.2.8 Reduced or Intermittent Leave for Instructional Employees

Section 825.601

If an eligible instructional employee needs intermittent leave or leave on a reduced schedule and the employee would be on leave for more than 20 percent of the total number of workdays over the period the leave would extend, the employer may require the employee to choose one of the following options:

- (a) Take leave for a period or periods of a particular duration, not greater than the duration of the planned treatment, or
- (b) Transfer temporarily to an available alternative position for which the employee is qualified, which has equivalent pay and benefits, and which

better accommodates recurring periods of leave than does the employee's regular position.

If an instructional employee does not give required notice of foreseeable FMLA leave (see 825.302) to be taken intermittently or on a reduced-leave schedule, the employer may require the employee to take leave of a particular duration, or to transfer temporarily to an alternative position. Alternatively, the employer may require the employee to delay the taking of leave until the notice provision is met.

08.2.9 Limitations on Taking Leave Near the End of an Academic Term

Section 825.602

More Than Five Weeks Before the End of the Term:

The employer may require an instructional employee who begins leave more than five weeks before the end of an academic term to continue taking leave until the end of the term if:

- (a) the leave will last at least three weeks, and
- (b) the employee would return to work during the three-week period before the end of the term.

Within the Last Five Weeks of the Term:

The employer may require an instructional employee who begins leave during the five-week period before the end of a term to continue taking leave until the end of the term if:

- (c) the leave will last more than two weeks,
- (d) the employee would return to work during the two-week period before the end of the term, and
- (e) the leave is not for the employee's own serious health condition.

Within the Last Three Weeks of the Term:

The employer may require an instructional employee who begins leave during the three-week period before the end of a term to continue taking leave until the end of the term if:

- (f) the leave will last more than five working days, and
- (g) the leave is not for the employee's own serious health condition.

Academic Term:

For purposes of these provisions "academic term" means the school semester, which typically ends near the end of the calendar year or near the beginning of summer. In no case may a school have more than two academic terms or semesters each year for the purposes of FMLA.

Section 825.603

In the case of an employee who is required to take leave until the end of an academic term, only the period of leave the employee needs for FMLA reasons can be charged against the employee's FMLA leave entitlement. The employer is required to maintain

the employee's group health insurance and restore the employee to the same or an equivalent position at the conclusion of the leave.

08.2.10 Paid Leave Under the FMLA

Section 825.207

Either the employer may require or the employee may choose the substitution of eligible paid leave for any or all of an employee's FMLA qualified leave. No limitations may be placed by the employer on substitution of paid vacation or personal leave for these purposes.

08.2.11 Designation of FMLA Leave

Section 825.208

In all circumstances, it is the employer's responsibility to designate leave, paid or unpaid, as FMLA-qualifying, and to give proper notice to the employee. In the case of intermittent leave or leave on a reduced schedule, only one such notice is required. In any circumstance where the employer does not have sufficient information about the reason for an employee's use of paid leave, the employer should inquire further of the employee to ascertain whether the paid leave potentially qualifies as FMLA leave.

Section 825.302

An employee giving notice of a request for leave does not need expressly to assert rights under the Act or even mention the FMLA to obligate the employer to provide information about coverage under FMLA and to seek further information to determine whether FMLA leave is appropriate for the employee.

Once the employer has acquired knowledge that the leave is being taken for an FMLA reason, the employer must notify the employee that the leave will be counted as FMLA leave. The employer's notice to the employee designating FMLA leave may be oral or written and ~~must~~ should* be given within two business days. If the notice is oral, it must be confirmed in writing no later than the following payday.

***Note:** The Supreme Court ruled that an employee is not entitled to additional leave if the employer failed to designate and notify a leave as FMLA leave within 2 business days. *Ragsdale v. Wolverine World Wide*, 122 S. Ct. 1155 (2002)

08.2.12 Maintenance of Health Benefits

Section 825.209

During any FMLA leave, an employer must maintain the employee's coverage under any group health plan on the same conditions as coverage would have been provided if the employee had been continuously employed during the entire leave period.

08.2.13 Certification of Medical Conditions

Section 825.305

An employer may require that an employee's requested medical leave be supported by a certificate issued by the health care provider of the employee or the employee's ill family member. An employer must give written notice of a requirement for medical certification each time a certification is required.

When the leave is foreseeable and at least 30 days notice has been provided, the employee should provide the medical certification before the leave begins.

The employer must allow the employee at least 15 calendar days to provide requested medical certification, unless despite the employee's good faith efforts, this is not possible.

At the time the employer requests certification, the employer must also advise an employee of the anticipated consequences of an employee's failure to provide adequate certification. The employer shall advise an employee whenever the employer finds a certification to be incomplete and allow the employee a reasonable opportunity to remedy any such deficiency.

08.2.14 Questioning the Adequacy of a Medical Certification

Section 825.307

A health care provider representing the employer may contact the employee's health care provider, with the employee's permission, for purposes of clarification and authenticity of the medical certification. The employer may not contact the employee's health care provider directly unless the employee is receiving workers' compensation benefits concurrently while on FMLA leave.

An employer who has reason to doubt the validity of a medical certificate may require the employee to obtain a second opinion at the employer's expense. The employer is permitted to designate the health care provider to furnish the second opinion, but the selected health care provider may not be employed on a regular basis by the employer.

If the opinions of the employee's and the employer's designated health care providers differ, the employer may require the employee to obtain certification from a third health care provider, again at the employer's expense. This third opinion shall be final and binding. The third health care provider must be approved jointly by the employer and employee.

If the employer requires the employee to obtain either a second or third opinion, the employer must reimburse the employee or family member for any reasonable, unreimbursed travel expense.

08.2.15 Recertification of Medical Condition

Section 825.308

For pregnancy or chronic conditions under continuing supervision of a health care provider, an employer may request recertification no more often than every 30 days, and only in connection with an absence by the employee, unless:

- (a) circumstances described by the previous certification have changed significantly, or
- (b) the employer receives information that casts doubt upon the employee's stated reason for absence.

08.2.16 Fitness-for-Duty Certificate

Section 825.310

An employer may have a uniformly applied policy or practice that requires all similarly situated employees to obtain and present certification from the employee's health care provider that the employee is able to resume work.

The cost of the fitness-for-duty certification shall be borne by the employee.

An employer may not require a fitness-for-duty certificate when the employee takes intermittent leave.

08.2.17 Restoration to an Equivalent Position

Sections 825.312 and 604

The determination of how an employee is to be restored to an equivalent position upon return from FMLA leave will be made on the basis of local school board policy. The established policy used as a basis for restoration must be in writing, must be made known to the employee prior to the taking of FMLA leave, and must clearly explain the employee's restoration rights upon return from leave. The policy must provide for restoration to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

08.2.18 Circumstances Under Which an Employer May Refuse to Reinstatement an Employee on FMLA Leave

Section 825.312

If an employee fails to provide a requested fitness-for-duty certification to return to work, an employer may delay restoration until the employee submits the certificate.

An employer may require an employee on FMLA leave to report periodically on the employee's status and intention to return to work.

An employee who fraudulently obtains FMLA leave from an employer is not protected by FMLA's job restoration or maintenance of health benefits provisions.

If the employer has a uniformly-applied policy governing outside or supplemental employment, such a policy may continue to apply to an employee while on FMLA leave. An employer who does not have such a policy may not deny benefits to which an employee is entitled under FMLA.

An employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the FMLA leave period.

08.2.19 Reimbursement of Health Premium

Section 825.213

If an employee fails to return to work after the employee's FMLA leave entitlement has been exhausted, the school system shall be responsible for recovery of payment of its share of health plan premiums during any period of unpaid FMLA leave unless:

- (a) the serious health condition of the employee or of a member of the employee's family prevents return to employment,
- (b) there are other circumstances beyond the employee's control, or
- (c) the school system approved a leave of absence longer than required by FMLA. (If the employee does not return at the end of the approved leave, the school system is responsible for recovery of payment at that time.)

08.2.20 Employer Notice Requirements**(a) Posting Requirements (Section 825.300)**

Every employer covered by the FMLA is required to post and keep posted on its premises a notice explaining the Act's provisions. The posting must provide information about filing complaints of violation of the Act. The notice must be posted prominently where it can be seen readily by both employees and applicants for employment.

(b) Notice Required in Handbook (Section 825.301)

If an employer has any written guidance such as an employee handbook concerning employee benefits or leave rights, information about FMLA entitlements and employee obligations under the FMLA must be included in the document.

(c) Written Notice Required When Employee Requests Leave (Section 825.301)

If an employer does not have written policies, manuals, or handbooks describing employee benefits and leave provisions, the employer must provide written guidance to an employee concerning the employee's rights and obligations under the FMLA. This notice must be provided to employees each time notice is given for FMLA leave. Employers may duplicate and provide to the employee a copy of the FMLA Fact Sheet available from the nearest office of the federal Wage and Hour Division.

(d) Information in the Written Notice

Written notice by the employer must include the following information:

1. Any requirements for the employee to furnish medical certification of a serious health condition and the consequences of failing to do so.
2. The employee's right to substitute paid leave and whether the employer will require the substitution of paid leave.
3. Any requirement for the employee to make any premium payments to maintain health benefits.
4. Any requirement for the employee to present a fitness-for-duty certificate to be restored to employment.
5. The employee's status as a key employee and the potential consequence that restoration may be denied following FMLA leave.
6. The employee's right to restoration to the same or an equivalent position upon return from leave.
7. The employee's potential liability for reimbursement of health insurance premiums paid by the employer during the employee's unpaid FMLA leave if

the employee fails to return to work after taking FMLA leave (except for the reasons noted in Section 8.2.19 above).

08.2.21 Employee Notice Requirements

Section 825.302

An employee must provide at least 30 days' advance notice before FMLA leave is to begin if the need is foreseeable. If 30 days' notice is not practicable, notice must be given as soon as practicable. The employee must notify the employer if the leave is to be continuous, intermittent, or taken on a reduced schedule.

An employee must provide notice sufficient to make the employer aware that the employee needs FMLA-qualifying leave. The employee need not expressly assert rights under the FMLA. The employee must comply with the employer's usual and customary notice and procedural requirement for requesting leave.

When planning medical treatment, the employee must consult with the employer and make a reasonable effort to schedule the leave so as not to disrupt the employer's operations, subject to the approval of the health care provider.

08.2.22 Unforeseeable Leave Notice Requirements

Section 825.303

When the need for leave is not foreseeable, an employee should give notice to the employer of the need for FMLA leave as soon as practicable under the fact and circumstances of the case. It is expected that an employee will give notice to the employer within one or two workdays of learning of the need for leave, except in extraordinary circumstance where such notice is not feasible.

Legal Reference (s)

Code of Federal Regulations, Title 29, Part 825, The Family and Medical Leave Act of 1993.

08.3 – Parental Involvement in Schools Leave

08.3.1 Eligibility and Rate of Earning

In accordance with G.S. 95-28.3, any employee who is a parent, guardian or person in loco parentis may take up to four hours per fiscal year to attend or otherwise be involved at his or her child's school.

There is no requirement that the employer pay an employee while taking this leave. However, the local school district may allow the employee to use eligible accrued leave in lieu of non-paid parental involvement leave.

08.3.2 Conditions for Leave

Leave granted for this purpose is subject to the following conditions:

- (a) The leave shall be at a mutually agreed upon time between employer and employee,
- (b) The employer may require an employee to provide a written request at least 48 hours before the time desired for the leave, and
- (c) The employer may require that the employee furnish written verification from the child's school that the employee attended or was otherwise involved at the school during the time of leave.

08.3.3 Definition of School

For the purpose of this policy, "school" is defined as any:

- (a) Public school,
- (b) Private church school, church of religious charter, or nonpublic school that regularly provides a course of instruction,
- (c) Preschool, or
- (d) Child day care facility.

Legal Reference(s)

G.S. 95-28.3

09.1 – Compensatory Leave (FLSA)

09.1.1 Eligible Employees

Employees classified as nonexempt under the Fair Labor Standards Act (FLSA) who work more than 40 hours in a workweek must be paid overtime pay. Compensatory time off in lieu of overtime pay may be given if agreed to by the employee and employer before the performance of the work. Note that hours paid may include holidays, sick leave, and vacation and may not equate to hours worked.

Examples of nonexempt employees are bus drivers, cafeteria workers, custodians, maintenance workers, secretaries, and teacher assistants. Teachers and certified professional staff are examples of exempt employees.

09.1.2 Regulations for the Use of Compensatory Time

When compensatory time off is used in lieu of overtime pay, it must be at the rate of one and one-half hours of compensatory time for each hour of overtime worked.

Compensatory leave may be accumulated to a maximum of 240 hours (160 hours actually worked). When hours of compensatory leave have accrued to the maximum of 240, all additional overtime hours worked must be paid at the overtime rate.

An employee must be permitted to use accrued compensatory leave within a reasonable time after it is requested, unless to do so would unreasonably disrupt operations. Although the LEA may adopt a policy that sets a time limit within which an employee should use accrued compensatory leave, an employee who fails to use the compensatory time within the designated time frame cannot lose the time earned.

There is no FLSA requirement that compensatory time be used in the same pay period in which it is earned.

09.1.3 Employment Agreements

The agreement to provide compensatory time off in lieu of cash overtime compensation may be used as a condition of employment if the employee knowingly and voluntarily agrees to it as a condition of employment and the employee is aware of the conditions for use of compensatory time, as outlined in this policy.

09.1.4 Payment Upon Termination

Upon termination of employment, a nonexempt employee must be paid for unused compensatory time earned at a rate not less than:

- (a) The average regular rate received by such employee during the last three years of the employee's employment, or
- (b) The final regular rate received by the employee, whichever is higher.

Legal Reference(s)

Code of Federal Regulations, Title 29, Part 553 – Application of the Fair Labor Standards Act to Employees of State and Local Governments.
Legislative Session 2001, Senate Bill 1005, Section 28.42

09.2 – Workers’ Compensation Leave

09.2.1 Eligibility

The provisions of the Workers’ Compensation Act are applicable to all school employees. The State is responsible for this compensation to the extent that the employee’s salary is paid from state funds. The LEA is responsible for a pro rata share of any locally funded part of the salary, and any federally funded proportion must be paid from federal funds.

09.2.2 Use of Leave During Required Waiting Period

The workers’ compensation law provides medical benefits and a weekly compensation benefit equal to $66 \frac{2}{3}$ percent of the employee’s average earnings up to a maximum established by the Industrial Commission each year. When an employee is injured on the job or contracts an occupational disease, he or she may begin workers’ compensation benefits after the required waiting period of seven calendar days. During the waiting period the employee may:

- (a) Elect to use appropriate earned leave, or
- (b) Elect to go on leave without pay.

09.2.3 Seven-day Waiting Period

No workers’ compensation weekly benefit is allowed for the first seven calendar days of disability resulting from an injury on the job or contracting an occupational disease, except the medical benefits provided for in G.S. 97-25. However, if the injury results in disability of more than 21 days, the compensation will be allowed from the date of the disability. Nothing in this section shall prevent an employer from allowing an employee to use appropriate earned leave or disability benefits provided directly by the employer during the first seven calendar days of disability.

09.2.4 Use of Leave to Supplement Weekly Compensation

In order to provide an income approximately equal to but not exceeding the employee’s usual weekly salary, sick and annual vacation leave, if eligible, and earned prior to going on workers’ compensation may be used while an employee is receiving workers’ compensation weekly benefits. For the purposes of supplementing Workers’ Compensation, sick and annual vacation leave may be used in whole days or half days. (See Section 4 of the Finance Policies and Procedures Manual for additional information.) Use of sick and annual vacation leave, regardless of the amount charged to use, shall not result in compensation greater than the usual full salary. Employees receiving workers’ compensation benefits are not paid for holidays scheduled in the calendar. Any salary increases are received upon reinstatement. (See the Workers’

Compensation Section of the Finance Policies and Procedures Manual for additional information.)

09.2.5 Earning Leave Under Workers' Compensation

While on workers' compensation leave, the employee will continue to earn sick leave, annual vacation leave, and, if applicable, personal leave. Leave earned must be credited to the employee's account for use upon his or her return. If the employee does not return to active employment, a maximum of one year's leave earnings will be added to the employee's leave balance prior to going on workers' compensation leave and accumulated annual vacation leave will be paid in a lump sum to a maximum of 30 days or 240 hours.

09.2.6 Earning Longevity Under Workers' Compensation

While receiving workers' compensation benefits, the employee will continue to earn longevity credit, if applicable. If the employee's anniversary date occurs during the period while the employee is receiving workers' compensation, longevity is paid on the employee's anniversary date. Teachers do not earn experience credit while on workers' compensation, except when they are using sick leave, extended sick leave, personal leave, or any other eligible paid leave.

09.2.7 Coordinating Benefits

In order to coordinate possible benefits, the school system should notify their approved unemployment benefits contractor.

Legal Reference(s)

G.S. 97-6
G.S. 97-7
G.S. 97-25
G.S. 97-28
G.S. 97-92
G.S. 115C-337

09.3 – Episode of Violence

09.3.1 Eligibility

Any permanent full-time employee who suffers an injury or disability while engaged in the course of his or her employment shall receive full salary if the injury or disability arose from an episode of violence and the employee did not participate in or provoke the violence.

09.3.2 Benefit

The salary shall continue for one year, the continuation of the disability, or the time during which the employee is unable to engage in his or her employment because of the injury, whichever period is shortest.

While receiving regular salary under this provision, the employee is not eligible to receive weekly salary benefits under workers' compensation. However, the employee may receive medical, hospital, drug and related expense payments from workers' compensation if applicable.

If the employment of another person to replace the injured employee is necessary for the continuation of services, the new employee shall be paid from the same source of funds as the injured employee (local, federal, or state).

The employee is not required to use any paid leave (sick, annual, personal, etc.) if absence is due to an episode of violence.

09.3.3 Notification

An LEA must notify in writing the Department of Public Instruction's Division of School Business how many months the employee was absent in the initial fiscal year due to the incidence of violence. The LEA must also notify in writing the Department of Public Instruction's Division of School Business in the second fiscal year if needed. Allotments will **not** be made for prior fiscal years.

Legal Reference(s)

G.S. 115C-338

09.4 – Contagious Disease

09.4.1 Contagious Disease

When a director of a county health department, in order to control the spread of contagious disease or to protect the health of an employee, orders an employee to leave his or her work environment, the local superintendent shall:

- (a) Reassign the employee to a safe work environment under conditions agreed to by the director of the county health department, or
- (b) Place the employee on leave with pay for the period of time set by the medical director. Leave shall not be charged to the employee's sick leave or other available paid leave. A substitute employed for this reason shall be paid from the same source of funds as the employee (local, federal, or state).

Legal Reference(s)

G.S. 115C-12(8)

09.5 – Suspension with Pay

09.5.1 Suspension with Pay

If a superintendent believes that cause may exist for dismissing or demoting any employee covered by G.S. 115C-325 or G.S. 115C-287.1, the superintendent may suspend the employee with pay for a reasonable period of time not to exceed 90 days if:

- (a) Additional investigation of the facts is necessary, and
- (b) Circumstances are such that the employee should be removed immediately from his or her duties.

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 superintendent must notify the Office of Financial and Personnel Services, Division of School Business Services, of the suspension and the replacement person employed.

Legal Reference(s)

G.S. 115C-287.1
G.S. 115C-325

09.6 – Other Leaves Without Pay

09.6.1 Other Leaves Without Pay

An employee may be granted a leave of absence without pay at the discretion of the superintendent and subject to rules and regulations adopted by the local board of education. With the exception of military leave, the local board of education may determine the beginning and/or ending date of such leaves based on a consideration of the welfare of the students and the need for continuity of service.

09.6.2 Effect on Career Status

Tenured employees approved for a leave of absence retain career status upon return from the authorized leave. Probationary teachers must begin a new probationary period if a leave of absence, paid or unpaid, prevents the probationary teacher from completing four consecutive years of 120 workdays each in the same school system. Unless the probationary teacher in a full-time, permanent position does not work for at least 120 workdays in a 220 day school year because the teacher is on sick leave, disability leave or both, that school year shall not be deemed to constitute:

- (a) A consecutive year of service for the teacher, or
- (b) A break in the continuity in consecutive years of service for the teacher.

09.6.3 Continuation of Health Insurance

- (a) If an eligible employee goes on approved, unpaid leave of absence, the employee may retain medical insurance provided the employee pays both the employer's and the employee's portions of the insurance premium.

Legal Reference(s)

G.S. 115C-12
G.S. 115C-325

10.1 - Short-Term Military Leave

10.1.1 Eligibility

Full-time or part-time permanent employees are eligible for short-term military leave.

If any part of this policy is inconsistent with Federal law, the Federal law takes precedence. Public schools should not rely exclusively on this summary for administration of their legal responsibility. LEAs and charter schools should review their responsibilities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

10.1.2 Short-Term Military Leave with Pay

Leave with pay shall be granted to members of Reserve Components of the U.S. Armed Forces for periods of active duty training.

Reserve components of the U.S. Armed Forces are the National Guard, the Army Reserve, the Naval Reserve, the Marine Corps Reserve, the Air Force Reserve and the Coast Guard Reserve. The National Guard serves both as a federal reserve component and as the State Militia.

(a) **Periods of entitlement for all reserve components:**

- (i) Military Leave with Pay: Leave with pay shall be granted for up to 15 workdays during the federal fiscal year (October 1 to September 30).
- (ii) Differential Pay: If paid leave is not available and the military pay is less than the pay with the LEA or charter school, the employee is eligible for differential pay. The employee must provide military pay vouchers or other documentation and the LEA or charter school determines the difference between the military pay and pay with the LEA or charter school. Differential pay is made from the same source of funds as the employee's salary.
- (iii) Local Supplement: If a local supplement is paid to employees on the job and the employee is eligible for differential pay, the local supplement is to be paid as a part of the differential pay to employees on short-term military leave

(b) **Physical examination for military service:**

An employee shall be granted necessary time off when the employee must undergo a required physical examination relating to membership in a reserve component (included in the 15 days paid leave per federal fiscal year).

- (c) **Scheduled unit assemblies:**
Regularly scheduled unit assemblies usually occur on weekends and are referred to as “drills”. If an employee is required to leave on a workday, the employee may be allowed to use military leave with pay or other eligible paid leave. This military leave with pay is included in the 15 days allowed each federal fiscal year for training.

- (d) **Additional periods of entitlement for National Guard only:**
 - (i) Military leave with pay shall be granted for infrequent special activities in the interest of the State when so authorized by the Governor or his designee. This leave is in addition to the 15 days allowed for military training.
 - (ii) For active duty in excess of 30 days, employees shall be entitled to military leave with differential pay between military pay and regular pay if the military pay is less than the employee’s regular pay.
 - (iii) Military leave for active state duty is in addition to military leave which may be granted for other purposes.

- (e) **Periods ineligible for paid military leave:**
 - (i) Duties resulting from disciplinary actions imposed by military authorities.
 - (ii) Inactive duty training (drills) performed for the convenience of the members such as equivalent training, split-unit assemblies, make-up drills, etc.

Employing agencies are not required to excuse an employee for unscheduled or incidental military activities such as volunteer work at military facilities and unofficial military activities.

10.1.3 Orders and Leave Documentation

The employee must give advance notice to the employer of absence for military service and apply for reemployment following leave of more than 30 days. The notice and application may be either written or verbal.

The school system may request that the employee submit a copy of the orders or other appropriate documentation of required military duty.

10.1.4 Resolution of Scheduled Conflicts

If a scheduled military leave creates a problem for the school system, supervisors are encouraged to contact the commanding officer at the military unit to which the employee reports and request a schedule accommodation.

10.1.5 Retention of Benefits

Paid military leave is treated like any other paid leave. The employee shall continue to accumulate leave and receive health insurance for self, etc.

Legal Reference(s)

Public Law 103-353 Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and its regulations found in Title 38, United States Code, Chapter 43—Employment and Reemployment Rights of Members of the Uniformed Services.

G.S. 115C-12(8)

G.S. 115C-302.1(g1)

G.S. 127A-116

16 NCAC 6C.0404

16 NCAC 6C.0406

25 NCAC 1E.0800

NCGA 2003, SB 714

10.2 – Military Leave For Extended Active Duty

10.2.1 Employee Eligibility

All permanent, probationary and trainee employees who enter active military service are eligible for military leave for extended active duty.

If any part of this policy is inconsistent with Federal law, the Federal law takes precedence. Public schools should not rely exclusively on this summary for administration of their legal responsibility. LEAs and charter schools should review their responsibilities under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

10.2.2 Service Schools and Reserve Training

All or any portion of an employee's 15 days paid military leave or regular vacation leave may be used in lieu of or in conjunction with unpaid military leave for:

- (a) Attendance at Service Schools, or
- (b) Attendance at Active Duty Training in a Reserve Unit.

10.2.3 Extended Active Duty

Leave without pay shall be granted as outlined below for periods of active duty in the armed forces of the United States. At the start of extended active duty, an employee may use eligible (see Section 03.1.3(d)) paid leave.

- (a) **“Extended active duty” is defined as:**
 - (i) Any active military service for a period not to exceed five years plus any period of additional service imposed by law.
 - (ii) All active military service during declared state or national emergency or during time of war.
 - (iii) Any mobilization or order to Federal active duty of an employee in the National Guard or one of the other reserve components.
- (b) **Leave before and after active duty:** Permanent, trainee, and probationary employees who enter active military service may also use unpaid military leave for the following reasons:
 - (i) **While awaiting entry into active duty,** to allow the employee to settle any personal matters or if the delay is not the employee's fault. This period shall be for up to 30 days and can be extended in exceptional cases.
 - (ii) **Following active military service** while employee's reinstatement is pending. The employee must apply for reinstatement within 90

days following release from active duty of more than 180 days, or within 14 days following active duty of 30 to 180 days.

- (iii) **Involuntary extensions:** Unpaid military leave shall be granted for any involuntary extension of military service. The employee may be required to present evidence that the extension was involuntary.
- (iv) **Hospitalization:** Unpaid military leave shall be permitted for extensions of enlistment due to hospitalization for service-connected disability certified by the attending physician.

In addition, the employee is entitled to leave without pay from the time of release by the physician until actually reinstated, provided the employee applies for reinstatement within the time limits described above.

- (c) **Employee responsibility:**
 - (i) Notice: The employee or an appropriate military officer shall give advance notice of the military service to the superintendent of the school system or charter school administrator.
 - (ii) Differential Pay: If military pay is less than the pay with the LEA or charter school, the employee is responsible for providing military pay vouchers or other documentation and requesting differential pay within 12 months from the date of separation or discharge.
 - (iii) Reinstatement: The employee is responsible for making application for reinstatement within the appropriate time limit.
- (d) **Employer responsibility:**
 - (i) Eligibility for Leave: It is the responsibility of the employer to ascertain that the employee is eligible for available paid leave and/or unpaid military leave.
 - (ii) Explaining Benefits: The superintendent or designee shall explain to the employee the rights and benefits concerning leave, salary increases, medical insurance options, retirement status, the possibility of differential pay and reinstatement from military leave.
 - (iii) Differential Pay: If the employee's military pay is less than his/her pay with the LEA or charter school, the LEA or charter school determines the differential pay using the military pay documentation provided by the employee and pays the difference (including any local supplement) from the same source of funds as the employee's salary.
- (e) **Retention and continuation of benefits:** An employee going on extended active duty may choose to have accumulated vacation leave paid in a lump sum, exhaust eligible leave, or retain all or part of the accumulated leave

until he or she returns to work. The maximum accumulation of 30 days or 240 hours applies to a lump-sum payment.

The employee retains all accumulated sick leave and continues to earn state service credit and time toward salary increases.

An employee will receive full retirement membership service credit for all active duty service in the armed forces if he or she is honorably discharged. Enlistment up to five years is creditable. The employee should contact the Retirement System for instructions.

- (f) **Reinstatement from leave without pay for military service:** Employees on leave without pay and honorably discharged from military service who apply for reinstatement within the appropriate time limit must be reemployed in a position equivalent in status, seniority, and pay and as if employment had not been interrupted.

If an employee is disabled during military service to the extent that he or she cannot perform the duties of the original position, the employee shall be reinstated to a position with duties compatible with the disability. In no case will the reinstated employee's salary be less than his or her salary prior to military leave.

Employees who resign without knowledge of their eligibility for military leave and reinstatement of benefits, but who are otherwise eligible for the reinstatement under military leave provisions, shall be reinstated from military service just as if they had applied for and been granted leave for active military duty.

Legal Reference(s)

Public Law 103-353 Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and its regulations found in Title 38, United States Code, Chapter 43—Employment and Reemployment Rights of Members of the Uniformed Services

G.S. 115C-12(8)

G.S. 115C-302.1(g1)

G.S. 127A-116

16 NCAC 6C.0404

16 NCAC 6C.0406

25 NCAC 1E.0800

NCGA 2003, SB 714

10.3 – Civil Air Patrol

10.3.1 Periods of Entitlement for Duty with the Civil Air Patrol

Members of the Civil Air Patrol are not required to participate in missions or training exercises. Employees attending these regularly scheduled unit training assemblies are not eligible for military leave with pay; however, school systems are encouraged to arrange work schedules to allow employees to attend this training.

If missions or training exercises are authorized by the Air Force, the Governor, or the Secretary of the Department of Crime Control and Public Safety, members who wish to participate are entitled to military leave with pay not to exceed 15 days in any calendar year. This leave is included in the 15 days of paid military leave to which full-time employees are entitled. The 15 days of leave are prorated for part-time employees.

LEA or charter school employees on leave of absence for State or federal military duty for required training or special emergency management service shall be paid the difference in military base pay and public school salary, (including non-performance based bonuses) when the military pay is less than the public school salary. Only honorable service is eligible for differential pay. Differential pay is paid from the same source of funds as the public school salary. (See Sections 10.1 and 10.2 for additional information on differential pay).

Service may be verified by the Secretary of the Department of Crime Control and Public Safety.

Legal Reference(s)

G.S. 115C-302.1(g1)
G.S. 127A-116
G.S. 143A-241
16 NCAC 6C.0404
16 NCAC 6C.0406
25 NCAC 1E.0800
NCGA 2003, SB 714

10.4 – State Defense Militia

10.4.1 Periods of Entitlement for Members of the State Defense Militia

Only when called out by the Governor are school employees who are members of the State Defense Militia entitled to paid military leave. This paid military leave cannot exceed 15 days during any calendar year and is included in the annual entitlement of paid military leave.

The State Defense Militia is a reserve to the National Guard, but it is not a reserve component of the U.S. Armed Forces. Duty status may be verified by the Vice Chief of Staff-State Operations in the Office of the Adjutant General, North Carolina National Guard.

LEA or charter school employees on leave of absence for State or federal military duty for required training or special emergency management service shall be paid the difference in military base pay and public school salary, (including non-performance based bonuses) when the military pay is less than the public school salary. Only honorable service is eligible for differential pay. Differential pay is paid from the same source of funds as the public school salary. (See Sections 10.1 and 10.2 for additional information on differential pay).

School employees who are members of the State Defense Militia are not entitled to paid military leave when volunteering for support of activities sponsored by civic or social organizations even when such support has been authorized by the Governor or his designee.

Members of the State Defense Militia attending regularly scheduled unit training assemblies are not eligible for paid military leave; however, school systems are encouraged to arrange work schedules to allow the employee to attend this training if possible.

Legal Reference(s)

G.S. 115C-302.1(g1)
G.S. 127A-116
16 NCAC 6C.0404
16 NCAC 6C.0406
25 NCAC 1E.0800
NCGA 2003, SB 714

11.1 – Teacher Substitutes

11.1.1 Employment of Substitutes

The local board of education is encouraged to make every effort to hire licensed teachers to serve as substitutes in the local school system. Substitutes may be employed on all workdays, including optional teacher workdays (unless the regular teacher is using annual vacation leave on the optional workday). Substitutes may not be employed on holidays and on annual vacation leave days scheduled in the calendar. A substitute teacher is defined as an individual who fills in for a permanent teacher who is still on payroll and is using paid leave.

11.1.2 Teacher Assistants as Substitutes

- (a) **Resolution required:** When a local board of education has adopted a resolution authorizing the use of employed teacher assistants as substitute teachers, a principal who feels it appropriate to do so may assign a teacher assistant to serve as a substitute teacher.
- (b) **Salary rate A-0:** When a teacher assistant acts as a substitute teacher, the salary for the day shall be the same as the daily salary of an entry-level teacher with an “A” license.

11.1.3 Units of Employment

Employment of substitute teachers will be in units of half-days or full days. If teaching responsibilities are for one-half day or less, the deduction for a substitute will be for a half-day.

11.1.4 Salary Rates

Local boards of education may adopt substitute teacher rates allowing different pay rates for a substitute depending upon long-term versus short-term assignment, type of subject, training, etc. Substitute pay rates must comply with the rules listed in 11.1.4 (a) and 11.1.4 (b).

Beginning January 1, 1999, local boards of education may use state funds allocated for substitute teachers to hire full-time substitute teachers. Eligibility for benefits is outlined in Section 01.1.

- (a) **Holder of license:** Beginning January 1, 1999, the minimum pay rate for a substitute teacher who holds a valid North Carolina teacher certification/license must be at least 65% of the daily pay rate of an entry-level teacher with an “A” certificate and can be paid up to their certified daily pay rate (i.e. daily rate based on the teacher’s years of experience).

- (b) **Non-holder of license:** Beginning January 1, 1999, the minimum pay for a substitute teacher who does not hold a valid North Carolina teacher certification/license must be at least 50% of the daily pay rate of an entry-level teacher with an “A” certificate. The pay for a substitute teacher who does not hold a valid North Carolina teaching certificate shall not exceed the pay of a substitute teacher who holds a valid North Carolina teaching certificate.

11.1.5 Deduction from the Teacher’s Salary

When a deduction is required to be made from the teacher’s salary, the deduction shall be \$50.00 per day.

11.1.6 Source of Funds

A substitute teacher employed when the regular teacher is absent shall be paid from the same source of funds (local, federal, or state) as the regular teacher, unless otherwise specified in these policies.

11.1.7 Full-time Substitutes

School systems may employ substitutes on a full-time basis. Full-time substitutes are not to be confused with interim employees. Substitutes are employed to fill in for a regular teacher(s) when that teacher(s) is absent and on paid leave. To qualify, 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 meeting eligibility requirements earn the same benefits as other full-time employees. Refer to the Salary Manual for proper coding and payment.

Legal Reference(s)

G.S. 115C-12(8)
16 NCAC 6C.0403

11.2 – Substitutes for Non-Instructional Personnel

11.2.1 Substitutes for Non-Instructional Personnel

The local superintendent shall determine the need to employ a substitute for a non-teaching counselor, assistant principal, principal, or supervisor. A substitute employed for a non-teaching counselor, assistant principal, principal, or supervisor must be paid from local funds.

11.2.2 Replacements for Principal Under Certain Conditions

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 sick leave. A substitute teacher employed for the teacher shall be paid from the same source of funds as the principal (local, federal, or state).

Legal Reference(s)

G.S. 115C-12(8)
16 NCAC 6C.0403

12.1 – Interim/Replacement Employee

12.1.1 Employment

When a vacancy in a position occurs due to inability to fill a position, separation from employment, leave without pay, workers' compensation, short-term disability, or absence caused by an episode of violence in the school, an interim employee may be employed.

Note: An interim employee should not be confused with a substitute employee. A substitute employee fills in for a permanent employee who is using paid leave.

12.1.2 Rate of Pay in Positions Requiring Licensure

The interim employee will be paid at his or her certified salary rating if:

- (a) service in the interim position is more than 10 teaching days, and
- (b) the interim employee is licensed in the area of assignment.

Note: Licensed interim employees, unless licensed in the appropriate area and coded to object code 121, do not earn experience credit

However, the interim employee may be paid at substitute rate instead of being paid on his or her certified salary rating if he or she requests to be paid at substitute rate.

The interim must be paid as a substitute if:

- (a) service in the interim position is 10 teaching days or less, or
- (b) the interim employee is not licensed in the area of assignment.

12.1.3 Receipt of Benefits

If the interim employee will be employed for at least six full, consecutive monthly pay periods of employment he or she must be classified as permanent (see Section 01.1.1(b)) and provided benefits. Eligibility for benefits must be designated at time of initial employment or upon change of employment status.

If the employment is less than full-time but at least part-time, benefits must be provided on a pro rata basis. Part-time employees are not entitled to paid health insurance, tenure, or enrollment in the Retirement System.

Legal Reference(s)

G.S. 115C-12
16 NCAC 6C.0403

13.1 – Longevity

13.1.1 Eligibility Requirements

All permanent full-time or part-time (20 hours per week or more) employees who have at least 10 years of total qualifying state service are eligible for longevity payments.

13.1.2 Earning State Service

- (a) Employees will receive full credit for each pay period they are in pay status (working, using vacation, sick, extended sick, or personal leave, on workers' compensation, or on authorized military leave) as a permanent full-time or part-time employee for one-half or more of the regularly scheduled workdays and holidays in the pay period.
- (b) Working the contract length for a complete school year (i.e., 10 months) is equivalent to one full calendar year. Credit for a partial year is given on a month-for-month basis.
- (c) An employee may not earn more than one year of state service in a 12-month period. If an employee did not earn a full year of state service credit during a 12-month period, summer school employment will be included in state service credit for longevity purposes provided that the employee was employed at least permanent part-time (20 hours per week or more).

13.1.3 Creditable Service

- (a) Employment with a North Carolina LEA.
- (b) Employment with a State of North Carolina department, agency, or institution (whether or not subject to State Personnel Act).
- (c) Employment with a University of North Carolina System institution, local mental health, public health, social services or emergency management agency in North Carolina if such employment was subject to the State Personnel Act. (Telephone the personnel office of the former employer to determine if a former employee was subject to the Act.)
- (d) Authorized military leave as outlined in the military leave policies (see Sections 10.1, 10.2, 10.3, and 10.4), provided the employee is reinstated within the time limit as outlined in the military leave section.
- (e) Employment with the General Assembly (except for participants in the Legislative Intern Program and pages). All time, both permanent and temporary, will be counted; and the full legislative terms of members.

- (f) Employment with the county agricultural extension service, if the position was subjects to State Personnel Act.
- (g) Employment with other governmental units which are now state agencies (Examples: county highway maintenance forces, War Manpower Commission, judicial system).
- (h) Employment with the community college system.

See Section 13.2 for examples of employers eligible for creditable state service.

See Section 13.3 for examples of employers not eligible for creditable state service.

13.1.4 Payment

- (a) Longevity pay is automatic. Payment shall be made not later than the month following the monthly pay period in which the employee has satisfied all eligibility requirements.
- (b) The amount of annual longevity pay is a percentage of the employee’s annual rate of pay on the employee’s anniversary date. The annual rate of pay does not include bonuses, or pay for extra duties. The percentage is determined by the length of total state service as follows:

<u>Years of State Service</u>	<u>Longevity Pay Rate</u>
10 but less than 15 years	1.50 percent
15 but less than 20 years	2.25 percent
20 but less than 25 years	3.25 percent
25 or more years	4.50 percent

NC public school law does not address locally funded positions. The local board of education has the option of determining longevity policy for locally funded positions.

- (c) Leave without pay:

Employees on short-term disability or military leave must be paid the eligible pro rata amount of longevity earned at the beginning of the leave.

An employee on workers’ compensation shall be paid longevity as if actively working.

All other employees on leave without pay shall be paid upon return, when they have completed a full year of eligibility.

NOTE: Leave without pay often causes a change in the employee’s anniversary date.

- (d) An employee separating from employment shall be paid the amount of longevity pay earned up to termination of employment
- (e) Employees taking a leave of absence to work in a charter school will be paid their accumulated longevity at the time they leave the school system. Upon return from a leave of absence to work in a charter school, the school system will make any adjustments to the employee's anniversary date and to the longevity payment made on the anniversary date to reflect the salary on that date.

Legal Reference(s)

G.S. 115C-12
G.S. 115C-238.29F(4)
G.S. 115C-302.1

13.2 – Creditable Service (List)

13.2.1 Creditable Service

See Section 13.1.3 for guidelines to creditable State service. Only permanent, probationary, provisional, or trainee appointments are creditable.

Administrative Office of the Courts – Give service credit if position is subject to State Personnel Act (SPA).

Agriculture – Production Marketing Administration (PMA) – The program was converted from federal to state government in 1962. Give credit for all service while in a SPA position after 1962.

Agriculture Research Stations – Give credit for all time worked, including employee in unclassified position.

Alcohol Treatment Center (Wake County)

Alumni Association of a state supported college or university.

Board of Certified Public Accountant Examiners

Board of Dental Examiners (County and City)

Board of Education (County or City)

Cherry Hospital Canteen Employees – Subject to SPA effective October 1, 1976. If employee employed prior to October 1, 1976, credit can be given.

Chinqua–Penn Plantation – UNC-G: Give credit only for time after initial entry with UNC-G.

Civil Preparedness if subject to State Personnel Act.

Community College System – State supported effective 1963. If college closed prior to 1963, employee cannot receive any credit for that time. Employee will receive credit only if continued with the college beginning 1963 or began working at the college at that time.

Developmental Evaluation Centers – DEC Centers – (Division of DHR – Health Services). Effective July 1, 1975, DEC Centers are a division of the Department of Human Resources. Give longevity credit for all time worked if person was employed prior to July 1, 1975.

Division of Procurement and Supply (Raleigh City Schools).

Division of Student Financial Aid: Give credit only given for service time subject to the SPA.

ESEA – Titles I, II, III – Same as school systems.

Eastern Carolina Vocational Rehabilitation Center

Eastern Medical Center – Formerly named “Rapid Treatment Center” in 1947. Closed in 1952. Reopened and presently named the North Carolina Memorial Hospital.

Emergency Medical Services, under Facility Services need to verify each case with N.C. Department of Human Resources.

Emergency Relief Administration (ERA) – Same as old Welfare Department.

Exempt Personnel Act Employees (EPAE) – Service in a position exempt from State Personnel Act while employed with a State department, agency, or institution is creditable.

Gaston College

General Assembly – Employment with the General Assembly (except for participants in the Legislative Intern Program and Pages). All time, both permanent and temporary, of the employees will be counted and the full legislative terms of members.

Harbor Island House Marine Science Center – See Agricultural Extension Service.

Headstart (Outreach) – Need to check with each school system to see if program is under the state system.

Highway Department Temporary – Count temporary employment prior to July 1, 1975. All credit given after July 1, 1975, must be permanent employment only.

Hospitals – State Supported under State Personnel Act.

Indian Affairs – under Department of Administration.

Institute of Government – under UNC-CH early 1940’s.

Judicial System – Prior to 1966 credit was not given except to North Carolina Supreme Court. Credit is given to any employee who was employed at the time of court reform (1966-1970) and continued working. All judicial system employees are State employees beginning in 1966.

Liaison Leader

Local Government Commission

Mecklenburg County – Department of Environmental Health

NC Advancement School – Winston Salem (closed July 1, 1976) (Exempt position).

NC Board of Certified Public Accountants

NC Board of Law Examiners

NC Board of Medical Examiners

NC Board of Nurses/NC Board of Nursing Registration

NC Board of Nursing Examiners

NC Board of Registration for Engineer and Land Surveyors

NC Center for Nursing (falls under UNC – General Administration)

NC Employment Service (Old ESC)

NC Home Economics Extension Services (under Agricultural Extension)

NC Licensing Board for Barber Examiners and Cosmetic Arts

NC Licensing Boards

NC Parts Railway Commission

NC Real Estate Commission

NC State Board for Nursing Home Administrators

NC State DAR (G.S. 84-24)

NC Supreme Court

NC Symphony – now under Cultural Resources: Give credit if position was state funded; no credit if private or non-profit.

NCSU Print Shop – All permanent employees.

National Guard Technicians – Credit for service prior to January 1, 1969 at which time they were converted to Federal. Some employees with National Guard are State and some are federal.

Neuse Mental Health Clinic, New Bern, NC

New River Light and Power Co. (with Appalachia State University)

Northwest Regional Education Center

Permanent Improvement and/or Force Account, DHR: employees who worked full-time (hourly rate) in the 1940's & 50's.

Professors and Instructors with Universities – considered full-time if employed 12 or more hours per week (exempt positions).

Rapid Treatment Center – changed from Federal to State in 1947, at which time name changed to Eastern Medical Center (est. 1943).

Region B Planning and Development – under DOA – State Planning

Regional Development Institute (under ECU)

SPA employees – credit is given for permanent part-time (half-time or more), permanent full-time and exempt employment. Flat-rate employees can receive credit if full-time.

School Bus Drivers – who work at least 20 hours per week.

School Food Service – Those who worked in cafeterias did not go under Retirement System until 1967.

School System – If employee works a full 9 or 10 month contract position, give credit for 1 year for the 12 month period. Before July 1, 1973, a public school year was 9 months (Sept. 1–June 1). Effective July 1, 1973, the public school year increased to 10 months.

State ABC Officers – ABC Board members and 3 warehouse employees. Warehouse went private June 1, 1975.

Student Supply Store Employees – If worked 9 months or more, give 1 full year. If worked 8 months or less, give credit for months actually worked.

TEACH–Give credit–(worked in school system, usually paid through University funds-psychology)

UCC – (Old ESC)

USES – (Old ESC; 1941-1946 during World War II)

University Book Exchange and Supply Stores – agency must verify employment; some universities were on a Contractual basis such as States Food, which is not creditable.

University Employees – (State supported universities, 9 or 10 month employment, credit for 1 full year, except WCU – University Resident Counselor)

Upper French Broad Economic Development Commission – under DOA (1966)

Veterans Affairs (NC Vet. Comm.)

Veteran’s Farm Training Program – (under school system)

WNCRPC – Western North Carolina Regional Planning Commission – (Went under NRD July 1, 1969: give credit prior to this date if individual was employed at the time it went under State.)

Wake County Alcohol Treatment Center

Wake County Child Support Agency (This agency is under Social Services)

Wake County Juvenile Treatment Center

Workers’ Compensation time while employed in a position eligible for creditable state service

Western Regional Center – Foothills Area Program

13.2.1 Creditable Service – Area Mental Health Program Facility Names Other than Name of Single County

Note: Most service in county mental health agencies, such as Wake County Mental Health, is creditable for longevity. See Section 13.1.3 for details.

Alamance – Caswell Area Mental Health/Developmental Disabilities/Substance Abuse Services

Albemarle Area Mental Health/Developmental Disabilities/Substance Abuse Services (Pasquotank, Chowan, Perquimans, Camden, Dare, Currituck Counties)

Alcoholism Program of Forsyth County, Winston-Salem
(Forsyth-Stokes Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Amelia-Bauer-Kahn Psychiatric Unit, Franklin (Smokey Mountain Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Blue Ridge Area Mental Health/Developmental Disabilities/Substance Abuse Services (Buncombe, Madison, Mitchell, Yancey Counties)

Child Guidance Clinic of Forsyth Center, Inc.

Crossroads (Surry-Yadkin Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Drug Education Center, Charlotte
(Mecklenburg Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Duplin-Sampson Area Mental Health/Developmental Disabilities/Substance Abuse Services

Edgecombe-Nash Area Mental Health/Developmental Disabilities/Substance Abuse Services

Family Counseling and Education Center, Hillsborough
(Orange-Person-Chatham Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Foothills Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Caldwell, Burke, Alexander, McDowell Counties)

Forsyth-Stokes Area Mental Health/Developmental Disabilities/Substance Abuse Services

Gaston-Lincoln Area Mental Health/Developmental Disabilities/Substance Abuse Services

Henry Wiseman Kendall Center, Greensboro
(Guilford Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Inner-City Satellite, Raleigh

(Wake Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Jerry Hedrick Mental Health Clinic, Oxford (Vance-Warren-Granville-Franklin Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Lee-Harnett Area Mental Health/Developmental Disabilities/Substance Abuse Services

Neuse Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Craven, Jones, Pamlico, Carteret Counties)

New River Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Alleghany, Ashe, Avery, Watauga, Wilkes Counties)

Northern Wake MH Center, Wake Forest
(Wake Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Open House, Inc., Charlotte
(Mecklenburg Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Orange-Person-Chatham Area Mental Health/Developmental Disabilities/Substance Abuse Services

Piedmont Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Stanly, Cabarrus, Union)

Roanoke-Chowan Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Hertford, Bertie, Gates, Northampton Counties)

Rutherford-Polk Area Mental Health/Developmental Disabilities/Substance Abuse Services

Sandhills Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Moore, Hoke, Richmond, Montgomery, Anson Counties)

Seventh Street Center, Charlotte
(Mecklenburg Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Smoky Mountain Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Jackson, Haywood, Macon, Cherokee, Clay, Graham, Swain Counties)

Southeastern Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Wilmington and New Hanover, Brunswick, Pender Counties)

Southeastern Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Lumberton and Robeson, Bladen, Scotland, Columbus Counties)

Surry-Yadkin Area Mental Health/Developmental Disabilities/Substance Abuse Services

Tideland Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Beaufort, Washington, Tyrrell, Hyde, Martin Counties)

Trend Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Transylvania, Henderson Counties)

Trentman, W.H. MH Center, Raleigh
(Wake Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Tri-County Area Mental Health/Developmental Disabilities/Substance Abuse Services
(Rowan, Iredell, Davie Counties)

Vance-Warren-Granville and Franklin Area Mental Health/Developmental Disabilities/Substance Abuse Services

Western Wake MH Center, Cary
(Wake Area Mental Health/Developmental Disabilities/Substance Abuse Services)

Wilson-Greene Area Mental Health/Developmental Disabilities/Substance Abuse Services

13.2.3 Creditable Service – District Public Health Programs

Note: Most service in county public health departments, such as Alamance County Public Health Department, is creditable for longevity. See Section 13.1.3 for details.

Appalachian District Health
(Alleghany, Ashe, Watauga District)

Caswell-Chatham-Lee-Person District Health

Granville-Vance District Health

Hertford-Gates District Health

Martin-Tyrrell-Washington District Health

Pasquotank-Perquimans-Camden-Chowan District Health

Rutherford-Polk-McDowell District Health

Toe River District Health
(Avery, Mitchell, Yancey Counties)

13.3 – Non-Creditable Service (List)

13.3.1 Non-Creditable Service

Temporary, emergency, hourly-rate, and intermittent appointments are not eligible for creditable state service.

Albemarle Human Resource and Development Commission

ASC – Agriculture Stabilization Conservation – (Federal)

Buncombe County Child Development

Bureau of Indian Affairs – (Cherokee, Ft. Bragg, Camp LeJeune – Federal)

Camp Butner (Military Camp)

Carteret Community Action, Inc.

Charlotte Council on Alcoholism

Co-op Students

County Constables

County ABC Officers (Clerks who work in stores)

County Council on Aging (Former Wake Co. Council on Aging – Private non-profit)

Credit Union Employees

Colleges and Universities – (Non-State supported)

Deputy Sheriffs – (County)

Drug Action of Wake County

Eastern Carolina Regional Housing Authority

Exempt Positions (Credit is given for State employee exempt positions, but employees cannot receive payment until subject to the State Personnel Act)

Exempt Positions (Credit is not given for employment in Exempt position with a local mental health, public health, social service, or emergency management agency in North Carolina)

Federal Grants – Sometimes are considered State employment and sometimes not (Need to verify)

French Board Criminal Justice Planning Agency

Green Lamp, Inc.

General Assembly Interns and Pages

Halifax County Court Child Care and Family Services Center

Hospitals – (Non-state supported)

Iredell County Veterans Service

Land of Sky Regional Council

Laurel Day Care (Marshall, NC)

Learning Institute of NC

Local Law Enforcement Officers

Metropolitan Planning Board – (Asheville – Buncombe)

National Guard Employees – (Except National Guard Technicians, prior to 12-31-98) – some are State, some Federal

NC Association of Educators

NC Auctioneers Commission

NC Bar Association (This is a private professional association)

NC Board of Pharmacy – (With UNC-CH; self-supported; receives state benefits, but not creditable)

NC Manpower Development

NC Medicaid Review Foundation

NC Medical Peer Review Foundation

NC Nurses Association

NC State Alumni Association (Self-supported)

NC State School Board Association

NC Symphony (Non-profit, Private – Non-creditable – some positions are State funded and are creditable – see creditable section)

NRA – National Recovery Act (Federal)

Neuse River Council of Government

NYA – National Youth Administration (Federal)

Opportunity Corporation

Oxford Orphanage

Pace Make – (Temporary employment)

PEE – PD Council of Governments, same as Regional Planning

Raleigh Durham Airport authority

Regional Planning Commission (Now know as Regional A, B, C, D, etc.)

Register of Deeds (County)

School Bus Drivers who work less than 20 hours per week

Sheriffs – county

Southwestern NC Planning and Economic Development Commission

State Employees Credit Union

Temporary Employment with the State of North Carolina

WPA – Work’s Progress Administration (Federal)

Wayne Action Group for Economic Sobreny – (Private – was Headstart prior to 12-1-66)

Wake County Council on Aging – (Private – was Headstart prior to 12-1-66)

Wake County Juvenile Home – (County supported – no credit)

Wake County Juvenile Restitution Program

Wake County Tax Collectors Office

Wake Opportunities, Inc.

UNC Press

14.1 - Probationary Teachers

14.1.1 Overview

The summary in this section is intended as an overview of probationary teachers. It does not in any way alter the requirements of General Statute 115C-325 or relevant court decisions concerning probationary teachers.

A probationary teacher is defined as a certificated person, other than a superintendent, associate superintendent, or assistant superintendent, who has not obtained career-teacher status and whose major responsibility is to teach or to supervise teaching. Principals, directors, supervisors, and assistant principals are not probationary teachers. They fall under the rules of the Administrator Term Contract Law (see Section 14.3 and G.S. 115C-287.1).

NOTE: An individual who holds an emergency permit to practice, alternative entry license, temporary permit, or lateral entry license is not eligible to be classified as a probationary teacher.

14.1.2 Rights of a Probationary Teacher

(a) **During the contract year**

Probationary teachers may not be discharged during the school year except on the same grounds and by the same procedures that apply to the dismissal of a tenured (career status) teacher (see G.S. 115C-325(m)(1)).

(b) **Contract nonrenewal at the end of the first, second, or third year**

The local board of education, upon recommendation of the superintendent, may refuse to renew the contract of any probationary teacher or to reemploy any teacher who is not under contract for any cause it deems sufficient. However, the cause may not be arbitrary, capricious, discriminatory or for personal or political reasons (G.S. 115C-325(m)(2)). A probationary teacher whose contract will not be renewed for the next school year must be notified by June 15th.

The local board needs to understand and act on the basis underlying the superintendent's recommendation for nonrenewal. An exhaustive inquiry or formal findings of fact is not required. Rather, it is enough that the administrative record discloses the basis for the board's action, whether in the personnel file, in the board's minutes, in a recommendation memorandum or elsewhere. The superintendent must articulate the basis for his or her recommendation and point to

elements in the administrative record that disclose that basis. The local board of education must understand that basis and rely upon it in voting not to renew.¹

The local board's discussion of the question of renewing the contract of a probationary teacher may take place in closed session, but the vote must be taken in open session.^{2 3}

The local board is not required to grant the probationary teacher a hearing on the question of nonrenewal.⁴ A probationary teacher whose contract is not renewed by the local board of education and who believes that the nonrenewal was for arbitrary, capricious, personal, political or discriminatory reasons may appeal the local board's decision of nonrenewal in superior court in the district in which he or she was employed. The appeal must be filed within 30 days after notification of the local board's decision.

(c) Probationary teacher nearing the end of fourth year.

A probationary teacher who has been employed by a North Carolina public school system for four consecutive years is eligible for career status (see Section 14.2.7 for procedures).

A year for tenure purposes is at least 120 workdays as a full-time, permanent teacher within the 220 day school year. Workdays do not include days absent for holidays, annual vacation leave, sick leave, personal leave or non-paid leave.

If a probationary teacher in a full-time, permanent position does not work for at least 120 workdays in a 220 day school year because the teacher is on sick leave, disability leave or both, that school year shall not be deemed to constitute:

1. A consecutive year of service for the teacher, or
2. A break in the continuity in consecutive years of service for the teacher.

A "teacher" for the purposes of tenure is a person:

1. a) who holds at least a current, not provisional or expired, Class A certificate issued by the North Carolina Department of Public Instruction, or
b) who holds a regular, not provisional or expired, vocational certificate issued by the North Carolina Department of Public Instruction; and
2. a) whose major responsibility is to teach, or
b) whose major responsibility is to directly supervise teaching, or
c) who is classified by the State Board of Education, or
d) who is paid as a classroom teacher; and
3. who is employed to fill a full-time, permanent position.

¹ "Local Boards and the Teacher Tenure Law", Robert P. Joyce, UNC-Chapel Hill, Institute of Government.

² IBID

³ G.S. 143-318.11(a)(6)

⁴ "Local Boards and the Teacher Tenure Law", Robert P. Joyce, UNC – Chapel Hill, Institute of Government.

14.1.3 Extracurricular Activities and Noninstructional Duties for Initially Licensed Teachers

Local boards of education must adopt rules and policies minimizing the noninstructional duties of teachers with initial certification. Teachers with initial certification are not to be assigned extracurricular activities unless they request the assignments in writing. A local board of education may temporarily suspend the rules and policies for individual schools for a compelling reason.

The local board shall determine what activities fall into the categories of extracurricular and noninstructional.

Extracurricular activities could include those duties performed by a teacher involving students that are outside the regular school day and not directly related to the instructional program.

Noninstructional duties could include those that are not directly involved with the instructional program or the implementation of the standard course of study.

14.1.4 Extracurricular Activities and Noninstructional Duties for Teachers with 27 or More Years of Experience

Local boards of education must adopt rules and policies minimizing the noninstructional duties of teachers with 27 or more years of experience. Teachers with 27 or more years of experience are not to be assigned extracurricular activities unless they request the assignments in writing. A local board of education may temporarily suspend the rules and policies for individual schools for compelling reasons.

The local board shall determine what activities fall into the categories of extracurricular and noninstructional (see Section 14.1.3).

Noninstructional duties required of teachers are to be distributed equitably among employees.

Legal Reference(s)

- G.S. 115C-307
- G.S. 115C-325(a)(5)
- G.S. 115C-325(a)(6)
- G.S. 115C-325(c)(5)
- G.S. 115C-325(m)
- G.S. 115C-325(n)
- G.S. 115C-325(o)
- G.S. 143-318.11(a)(6)

14.2 - Career Status (Tenure)

14.2.1 Overview

The summary in this section is intended as an overview of career status. It does not in any way alter the requirements of General Statutes 115C-325 or 115C-287.1, or relevant court decisions concerning career status.

14.2.2 What is Career Status (Tenure)

A career teacher or career school administrator shall not be subjected to the requirement of annual appointment nor shall they be dismissed, demoted or employed on a part-time basis except for the grounds for dismissal or demotion of a career employee as stated in G. S. 115C-325(e) and procedures set out in G.S. 115C-325.

G.S. 115C-325 states only a teacher as defined by G.S. 115C-325(a)(6) is eligible to obtain tenure. (NOTE: Some Principals, Supervisors and Directors attained career status prior to the Administrator Term Contract Law. (See Sections 14.1.1, 14.1.2(c), and 14.2.5.)

14.2.3 Counting Time for Tenure

For a year to count toward tenure, the teacher must perform at least 120 workdays as a full-time, permanent teacher within the 220-day school year. Workdays do not include days absent for holidays, annual vacation leave, sick leave, personal leave or non-paid leave.

If a probationary teacher in a full-time, permanent position does not work for at least 120 workdays in a 220 day school year because the teacher is on sick leave, disability leave or both, that school year shall not be deemed to constitute:

1. A consecutive year of service for the teacher, or
2. A break in the continuity in consecutive years of service for the teacher.

14.2.4 Positions Eligible for Career Status (Tenure)¹

- (a) Audiologists
- (b) Classroom Teachers
- (c) Guidance Counselors
- (d) School Psychologists
- (e) School Social Workers
- (f) Speech-Language Pathologists
- (g) Vocational Education Teachers

¹ "Local Boards and the Teacher Tenure Law", Robert P. Joyce, UNC- Chapel Hill, Institute of Government

14.2.5 Positions that May or May Not Have Career Status (Tenure)²

- (a) **Assistant Principals** who were granted career status as a teacher by their school system before July 1, 1995 retain teacher tenure as long as they remain in that position. All assistant principals are employed under term contracts. If the contract is not renewed, the assistant principal retains teacher tenure if he or she earned that tenure in that same system before entering the term contract.
- (b) **Directors** who were granted career status by their school system prior to July 1, 1995 retain career status as a director as long as they remain in this position. If a director whose major function includes the direct or indirect supervision of teaching or of any other part of the instructional program did not acquire tenure prior to July 1, 1995, they are not eligible for career status. They are employed under term contracts. If the contract is not renewed at the end of the term, the director retains teacher tenure if he or she earned that tenure in that same system before entering the term contract. All other directors are at-will employees and are never eligible for tenure. Examples of at-will directors are director of food services, director of transportation, etc.
- (c) **Principals** who were granted career status by their school system as principals before July 1, 1997 retain administrative tenure as long as they remain in that position. All newly employed principals are employed under term contracts. If the contract is not renewed, the principal retains teacher tenure if he or she earned that tenure in that same school system before entering the term contract.
- (d) **Supervisors.** There are three types of supervisors and situations:
 - (e) Supervisors who directly supervise teaching. If tenure was obtained as a supervisor in their school system prior to July 1, 1997, they maintain tenure as a supervisor as long as they remain in that capacity. All newly employed supervisors are not eligible for tenure. They are to be employed on term contracts. If their contract is not renewed at the end of the contract's term, the supervisor retains teacher tenure if he or she earned that tenure in that same system before entering the term contract.
 - (f) Supervisors who do not directly supervise teaching but whose major function includes the "indirect supervision of teaching or of any other part of the instructional program." These supervisors are employed under term contracts and protected by the Administrator Term Contract Law (see Section 14.3). If their contract is not renewed at the end of the contract's term, the supervisor retains teacher tenure if he or she earned that tenure in that same system before entering the term contract.
 - (g) All other supervisors are at-will employees. Examples of at-will employees are supervisor of food services, supervisor of transportation, etc.

² "Local Boards and the Teacher Tenure Law", Robert P. Joyce, UNC- Chapel Hill, Institute of Government

14.2.6 Positions Not Eligible for Career Status (Tenure)³

- (a) Assistant Superintendents
- (b) Associate Superintendents
- (c) Classified Employees
- (d) Eligible positions, but the individual has an alternative entry license, emergency permit, expired license, lateral entry license, provisional license or temporary permit.
- (e) Eligible positions, but the individual is not employed in a full-time, permanent position.
- (f) School Finance Officers
- (g) School Nurses
- (h) Superintendents
- (i) Teacher Assistants

14.2.7 Awarding Career Status (Career Status not Previously Obtained)

At least 30 days prior to any local board action granting career status, the superintendent shall submit to the local board a list of the names of all teachers who are eligible to achieve career status. Notwithstanding any other provision of law, the list shall be a public record.

When a teacher has been employed by a North Carolina public school system for four consecutive years, the local board, near the end of the fourth year, shall vote upon whether to grant the teacher career status.

If a probationary teacher in a full-time, permanent position does not work for at least 120 workdays in a 220 day school year because the teacher is on sick leave, disability leave, or both, that school year shall not be deemed to constitute:

1. A consecutive year of service for the teacher, or
2. A break in the continuity in consecutive years of service for the teacher.

The local board must give the teacher written notice of its decision by June 15th.

The teacher is granted career status immediately upon notification of the local board's decision to grant career status. If the local board votes against granting career status, the teacher shall not be employed beyond the current school term.

If the local board fails to vote on granting career status:

1. The local board shall not reemploy the teacher for a fifth consecutive year;
2. As of June 16th, the teacher shall be entitled to one month's pay as compensation for the local board's failure to vote upon the issue of granting career status; and
3. The teacher shall be entitled to an additional month's pay for every 30 days after June 16th that the local board fails to vote upon the issue of granting career status.

A local board of education has no authority to grant career status to an employee who is not employed in a tenurable position. Only the General Assembly can designate positions eligible for tenure.

³ "Local Boards and the Teacher Tenure Law", Robert P. Joyce, UNC- Chapel Hill, Institute of Government

NOTE: With the passage of the Excellent Schools Act in 1997, the number of consecutive years a probationary teacher must be employed with the same school system before the local board may vote on granting career status increased from three years to four years. Teachers who did not attain career status prior to July 1, 1998 must be employed for four consecutive years of at least 120 workdays each in the 220 day school year in the same school system (“workdays” does not include days absent for holidays, annual vacation leave, sick leave, personal leave or non-paid leave). If a probationary teacher in a full-time permanent position does not work for at least 120 workdays in a 220 day school year because the teacher is on sick leave, disability leave or both, that school year shall not be deemed to constitute:

1. A consecutive year of service for the teacher, or
2. A break in the continuity in consecutive years of service for the teacher

14.2.8 Employing Career Teachers

A teacher who has obtained career status in any North Carolina public school system need not serve another probationary period of more than two years. The local board may grant career status immediately upon employing the teacher, after the first year of employment or after the second year of employment. Beginning with the 2004-2005 school year, the probationary period for a teacher who previously obtained career status cannot be more than one year.

At least 30 days prior to any local board action granting career status, the superintendent shall submit to the local board a list of the names of all teachers who are eligible to achieve career status. Notwithstanding any other provision of law, the list shall be a public record.

The local board must give the teacher written notice of its decision by June 15th.

If the local board votes against granting career status, the teacher shall not teach beyond the current school term.

If after two consecutive years of employment, the board fails to vote on the issue of granting career status:

1. The local board shall not reemploy the teacher for a third consecutive year;
2. As of June 16th, the teacher shall be entitled to one month’s pay as compensation for the local board’s failure to vote upon the issue of granting career status; and
3. The teacher shall be entitled to one additional month’s pay for every 30 days beyond June 16th that the local board fails to vote upon the issue of granting career status.

14.2.9 Leave of Absence and Career Status

A career teacher who has been granted a leave of absence by a local board shall maintain career status if they return to their teaching position at the end of the authorized leave.

14.2.10 Losing Career Status

A career employee loses career status through one of the following:

- a) When the teacher no longer performs the responsibilities of a teacher as defined in G.S. 115C-325(a)(6)⁴ (except as provided in Section 14.3.6),
- b) Resignation,
- c) A request by the employee to reduce employment to part-time,
- d) A request by the employee to be employed in a non-tenurable position (this includes waiver of tenure by a career administrator who wishes to be employed under contract as defined in G.S. 115C-287.1),
- e) Due process outlined in G.S. 115C-325 for the reasons outlined in G.S. 115C-325 or
- f) If a teacher or administrator is convicted, pleads guilty, or pleads *nolo contendere* to a serious offense described in G.S. 115C-296(d).

A career employee who is involuntarily reassigned to a nontenable position does not lose career status.

14.2.11 Extracurricular Activities and Non-instructional Duties for Teachers with 27 or More Years of Experience

Local boards of education must adopt rules and policies minimizing the non-instructional duties of teachers with 27 or more years of experience. Teachers with 27 or more years of experience are not to be assigned extracurricular activities unless they request the assignments in writing and that other non-instructional duties assigned to these teachers are minimized. Local boards may temporarily suspend these rules and policies for individual schools for a compelling reason.

The local board shall determine what activities fall into the category of extracurricular and which fall into non-instructional (see Section 14.1.3).

Non-instructional duties required of teachers are to be distributed equitably among employees.

Legal Reference(s)

G.S. 115C-47(18a)	G.S. 115C-287.1
G.S. 115C-296(d)	G.S. 115C-307
G.S. 115C-325	1997 Senate Bill 272, "The Excellent Schools Act"
NCGA 2003, SB 38 and SB 993	

⁴ "Local Boards and the Teacher Tenure Law", Robert P. Joyce, UNC- Chapel Hill, Institute of Government

14.3 – Administrator Term Contract Law

14.3.1 Definitions

1. “School administrator” means a Supervisor or Director.
2. “School-based administrator” means a Principal or Assistant Principal.

14.3.2 Career Status (Tenure)

Beginning July 1, 1995, anyone employed as a school administrator is not eligible for career status with the following exceptions:

1. A principal or supervisor who, as of July 1, 1995 was serving as a principal or supervisor and who was eligible to achieve career status on or before June 30, 1997; or
2. Assistant principals or directors who were granted career status in these positions by their school system prior to July 1, 1995.

14.3.3 Contracts

School administrators and school-based administrators who are ineligible for career status must be employed on contracts. All initial contracts with a local board of education must be for two to four years, ending on June 30th of the final 12 months of the contract. In the case of an initial contract between a school administrator and a local board of education, the first year of the contract may be for a period of less than 12 months provided the contract becomes effective on or before September 1st.

During the term of the contract, the school administrator cannot be dismissed or demoted except for the grounds and by the procedures which a career teacher may be dismissed or demoted in G.S. 115C-325.

14.3.4 Extending, Renewing, or Offer of a New Contract

The local board may, with the written consent of the school administrator, extend, renew, or offer a new school administrator’s contract at any time after the first 12 months of the contract. However, the term of the new, renewed, or extended contract may not exceed four years. Rolling annual contract renewals are not allowed.

If a superintendent intends to recommend to the local board of education that a school administrator be offered a new, renewed, or extended contract, the superintendent shall submit the recommendation to the local board for action. The local board may approve the recommendation or decide not to offer the school administrator a new, renewed, or extended school administrator’s contract. Effective on or after July 1, 2003, all subsequent contracts between school-based administrators (principals or assistant principals) and local boards of education shall be for four years.

If a superintendent decides not to recommend that the local board of education offer a new, renewed, or extended school administrator's contract to the school administrator, the superintendent shall give the school administrator written notice of his or her decision and the reasons for his or her decision no later than May 1st of the final year of the contract. The superintendent's reasons may not be arbitrary, capricious, discriminatory, personal, or political. No action by the local board or further notice to the school administrator shall be necessary unless the school administrator files with the superintendent a written request within 10 days of receipt of the superintendent's decision, for a hearing before the local board. Failure by the school administrator to file a timely request for a hearing results in a waiver of the right to appeal the superintendent's decision. If the school administrator files a timely request, the local board shall conduct a hearing pursuant to the provisions of G.S. 115C-45(c) and make a decision as to whether to offer the school administrator a new, renewed, or extended school administrator's contract.

If the local board decides not to offer the school administrator a new, renewed, or extended school administrator's contract, the local board shall notify the school administrator of its decision by June 1st of the final year of the contract. A decision not to offer the school administrator a new, renewed, or extended contract may be for any cause that is not arbitrary, capricious, discriminatory, personal, or political. The local board's decision not to offer the school administrator a new, renewed, or extended school administrator's contract is subject to judicial review in accordance with Article 4 of Chapter 150B of the General Statutes.

14.3.5 Failure to Notify School Administrator in the Final Year of Contract

If the superintendent or the local board of education fails to notify a school administrator by June 1st of the final year of the contract that the school administrator will not be offered a new school administrator's contract, the school administrator shall be entitled to 30 days of additional employment or severance pay beyond the date the school administrator receives written notice that a new contract will not be offered.

14.3.6 Retention of Teacher Career Status by School Administrators

If, prior to appointment as a school administrator, the school administrator held career status as a teacher in the local school administrative unit in which he or she is employed as a school administrator, a school administrator shall retain career status as a teacher if the school administrator is not offered a new, renewed, or extended contract by the local board of education, unless the school administrator voluntarily relinquished that right or is dismissed or demoted pursuant to G.S. 115C-325.

Legal Reference(s)

G.S. 115C-287.1
G.S. 115C-325
NCGA 2003, SB 955

14.4 - Contracts

14.4.1 Statutes Governing Contracts

Teachers are employed under contracts as defined by General Statute (G.S.) 115C-325.

Principals, assistant principals, supervisors, and directors are employed pursuant to G.S. 115C-287.1.

Associate superintendents and assistant superintendents are employed under contracts governed by G.S. 115C-278.

Superintendents' contracts are governed by G.S. 115C-271.

Legal Reference(s)

G.S. 115C-271
G.S. 115C-278
G.S. 115C-287.1
G.S. 115C-325

14.5 - At-Will Employment

14.5.1 Definition

Employees who are not required to be employed under contracts by the statutes referenced in Section 14.4 or who are not offered contracts by local board prerogative are at-will employees.

Example of at-will employees include most non-certified personnel such as custodians, bus drivers, teacher assistants, clerical staff, maintenance supervisors, and transportation coordinators. Administrators not required by statute to be employed under contract are also at-will employees (unless the local board has chosen to offer contracts).

14.5.2 Demotion or Dismissal

At-will employees serve at the pleasure of the local board of education. General Statute 115C-45 gives employees the right of appeal of all decisions made by school personnel to the local board of education.

At-will employees cannot be dismissed or demoted for illegal reasons. An at-will employee is entitled to all the rights afforded by the United States Constitution (e.g. freedom of speech and religion) and by federal laws such as Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disabilities Act.

At the time of dismissal or demotion, at-will employees have the right to an appeal to the local board of education. Also, at-will employees may request, in writing, a notice outlining the reason(s) for dismissal, demotion, or suspension without pay.

Legal Reference(s)

G.S. 115C-45

15.1–School Calendar

15.1.1 Overview

A copy of the School Calendar Bill (House Bill 1464), Summary of Provisions and Waiver Request Process, and Use of Workdays Table are available on-line at <http://www.ncpublicschools.org/fbs/schlbus/SchPerSupp.htm>

16.1 – Employment of Retired Teachers Exempt from the Earnings Income Cap

16.1.1 Overview

The summary in this section is intended as an overview of employing retired teachers exempt from the earnings cap. It does not in any way alter the requirements of General Statutes 115C-302.1, 115C-316(d), 115C-325 or 135-3(8)c.

16.1.2 Eligibility

The [2003-4 Appropriations Bill Act \(House Bill 1414\)](#) amended G.S. 135-3(8)c to permit teachers retired from the Teachers' and State Employees' Retirement System to be reemployed as teachers without losing retirement benefits. This provision is effective January 1, 1999 and expires June 30, 2005.

To be eligible for reemployment under this section, a teacher must:

- (a) have been retired at least 6 months,
- (b) not have been employed in any capacity, except as a substitute teacher or as a part-time tutor, with a public school for at least 6 months immediately preceding the effective date of reemployment, and
- (c) have been determined by a local board of education to have had satisfactory performance during the last year of employment.

Eligible teachers may have earnings excluded from computation of post-retirement earnings if they are employed to teach on a substitute, interim, or permanent basis in a public school in North Carolina.

NOTE: LEAs that employ retirees exempt from the cap are required to pay to the Retirement System 11.70% of covered salaries. See more explanation on the FBS website <http://www.ncpublicschools.org/fbs/reempretiredteacherqa.html>

16.1.3 Career Status and Benefits

A retired teacher employed under this provision is to be treated the same as a probationary teacher except they are not eligible for career status. Individuals employed under this section receive restricted benefits as a probationary teacher in a similar position, i.e. holidays, annual vacation leave, sick leave, longevity, etc. A retired teacher employed under this section is not eligible:

- (a) to be re-enrolled in the Teachers' and State Employees' Retirement System,
- (b) to participate in the State Health Plan*, and
- (c) to receive any additional benefits provided through the Retirement System, i.e. Disability Income Plan, Death Benefit, etc.

* Retirees who are Medicare eligible must be enrolled in the State Health Plan if they are employed for 30 or more hours per week so that the State Health Plan rather than Medicare is the primary payer.

Legal Reference(s)

G.S. 115C-302.1
G.S. 115C-316(d)
G.S. 115C-325
G.S. 135-3(8)c

16.2 – Employment of Retirees Subject to the Earnings Income Cap

16.2.1 Overview

The summary in this section is intended as an overview of employing retirees subject to the earnings cap. It does not in any way alter the requirements of General Statutes relevant to public school employees or other legislation, rules and policies of the Teachers' and State Employees' Retirement System.

16.2.2 Eligibility

Anyone who is retired through the Teachers' and State Employees' Retirement System can be employed in a position which is subject to the Teachers' and State Employees' Retirement System.

16.2.3 Earnings Cap

It is the responsibility of the retiree to contact the Teachers' and State Employees' Retirement System to determine their earnings cap. The Teachers' and State Employees' Retirement System determines the earnings cap by the following methods. The method that results in the highest dollar amount becomes the earnings cap.

- (a) 50% of the reported compensation during the final 12 months of service preceding the effective date of retirement excluding terminal payments, or
- (b) \$20,000 adjusted each year in January by the percentage increase in the Consumer Price Index. For example, the 2004 calendar year adjusted amount was \$24,620. The most recent figures can be found on the Retirement System website under Frequently Asked Questions.
<http://www.treasurer.state.nc.us/dsthome/RetirementSystems>

The retirement system's earnings cap applies to the 12-month period immediately following the effective date of retirement. At the end of the initial 12-month period following retirement, the cap applies to the calendar year (January 1-December 31).

16.2.4 Consequences of Exceeding the Earnings Cap

If the earnings cap is exceeded, the retiree forfeits all retirement benefits for the remainder of the retirement year. The retirement year is January 1st through December 31st. Exceeding the earnings cap during the month of December will result in forfeiture of retirement benefits for the entire next calendar year.

16.2.5 Benefits

- (a) Permanent Positions: Retirees, subject to the earnings cap, who are re-employed in full and part-time permanent positions are eligible to receive benefits. However, those employed 30 or more hours per week become active contributors to the Teachers' and State Employees' Retirement System and thus are no longer retired. An employee cannot contribute to the Retirement System and receive benefits from the Retirement System at the same time.

Retirees employed in permanent part-time positions (working 20 hours per week but less than 30 hours per week) earn pro-rata part-time benefits from the school system and can continue to receive retirement benefits.

- (b) Temporary Positions: Retirees employed in temporary positions are not eligible for LEA employee benefits. When employed in a temporary position, the retiree can continue to receive retirement income and the health plan* from the Retirement System as long as he or she does not exceed the retirement earnings cap (Section 16.2.3).

The employer determines whether a position is permanent or temporary. It is recommended that when a retiree is employed in a temporary position, he or she sign a statement acknowledging that the position is a temporary position and that he or she will not be eligible for employee benefits, including but not limited to sick leave, annual vacation leave, holidays, and longevity.

Retirees employed less than 20 hours per week are treated as temporary and receive no benefits from the LEA.

* Retirees who are Medicare eligible must be enrolled in the State Health Plan if they are employed for 30 or more hours per week so that the State Health Plan rather than Medicare is the primary payer. The employing LEA must notify the Teachers' and State Employees' Retirement System BOTH when it enrolls a Medicare eligible retiree in the State Health Plan AND when the LEA stops paying because the retiree is no longer employed 30 or more hours per week.

Legal Reference(s)

G.S. 128-24(5)c
G.S. 135-3(8)c

17.1 – Job-Sharing for School Employees

17.1.1 Overview

The purpose of the policy is to promote job sharing among public school employees, and becomes effective January 1, 2004. The State Board of Education policy requires that if the local board wishes to employ job-sharing staff, it designate one or more positions as job-sharing positions. (Before January 2004, job sharing is only permitted for classroom teachers paid on the teacher salary schedule who spend at least 70% of their work time in classroom instruction.)

17.1.2 Eligibility

An employee in a job-sharing position is a person who:

- (1) Is employed by a local board of education less than full-time, **and**
- (2) Is sharing a position with one other employee of the same job classification.

These job-sharing provisions apply to both certified personnel and non-certified personnel.

17.1.3 Reemployed Retirees

Because the benefits for staff employed in job-sharing positions include retirement, retirees can only be employed in temporary job-sharing positions. Retirees employed in temporary job-sharing positions do not earn leave benefits. (See Section 01.1.1)

17.1.4 Salary

Employees in job sharing positions will be paid pro-rata based on the salary schedule for the position. Experience for certified personnel will be credited at the rate prescribed in Licensure Policy. For non-certified employees, experience credited for salary purposes will follow local policy.

Note: The legislation states, “Service rendered by a school employee in a job-sharing position shall be credited at the rate of one-half year for each regular school year of employment.”

17.1.5 Benefits

An employee in a permanent job-sharing position who works at least 20 hours per week shall receive paid legal holidays, annual vacation leave, sick leave, and personal leave on a pro-rata basis. Such an employee also receives service credit under the Teachers' and State Employees' Retirement System as provided in G.S. 135-4(b) and insurance benefits as provided in G.S. 135-40.2. Retirement is earned at a rate of one-half year of retirement credit for each regular school year of employment. Participation in the State Health Plan is an optional benefit. If the employee elects to participate in the State

Health Plan the employing school unit pays 50% of the Plan's total non-contributory premiums and the employee pays the balance.

Legal Reference(s)

G.S. 115C-302.1

G.S. 115C-316

G.S. 135-4(b)

G.S. 153-40.2

NCGA 2003, S.B. 701

In compliance with federal law, including the provisions of Title IX of the Education Amendments of 1972, N C Public Schools administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints should be directed to:
Dr. Elsie C. Leak, Associate Superintendent
Office of Curriculum and School Reform Services
6307 Mail Service Center
Raleigh, NC 27699-6307
Telephone (919) 807-3761; fax (919) 807-3767



Human Resources

Charlotte - Mecklenburg Schools Incentive Programs 2005-2006

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Job Fair

Job Listings

Licensure

New Teacher Support Program

New Teacher Induction Information

New Teacher Relocation Assistance

Substitute Teacher & Teacher Assistants Information

❖ Teacher Recruitment Bonus (Signing Bonus)

PURPOSE - To attract quality teachers to CMS early during the hiring season.

Bonus is contingent on fulfillment of the teacher contract for 2005-2006.

ELIGIBLE EMPLOYEES

1. Newly hired teachers to CMS, also including previous teachers re-hired by CMS.
2. New teachers or re-hired teachers who sign a guaranteed contract with a CMS NON FOCUS school on or before June 15th, will receive a \$1000 bonus payment. Payment amount will be prorated by percent employed.
3. New teachers or re-hired teachers employed and assigned to a [FOCUS school](#) or East Mecklenburg, Independence, Olympic, and Vance High Schools, with an effective date between August 18, 2005 and December 30, 2005, is eligible to receive a total bonus payment of \$3000, payable in two payments as stated in the bonus program criteria. A teacher employed by CMS in a [FOCUS school](#) or East Mecklenburg, Independence, Olympic, and Vance High Schools, with an effective date between January 1, 2006 and April 30, 2006, is eligible to receive a total bonus payment of \$1,500, payable as stated in the bonus program criteria. Payment amount will be prorated by percent employed.
4. Math Teachers employed in NON FOCUS schools at any time for the 2005-2006 school year, (hired in employment types 01, 02, and 07), are eligible to receive a \$2000 bonus. Math Teachers employed in [FOCUS schools](#) or East Mecklenburg, Independence, Olympic, and Vance High Schools, for the 2005-2006 school year, (hired in employment types 01, 02, and 07), are eligible to receive a \$3000 bonus. Payment amount will be prorated by percent employed.
5. Employment must be in a permanent position, employment types 01, 02, and 07.
6. Temporary 2004-2005 employees with an expiration date (i.e. employee types 03, 05, and 06), that sign a contract for 2005-2006 by the above specified dates, for a continuing permanent position. A temporary person with a licensure

**Recruitment Bonus
& Retention
Incentive**

**[Human
Resources Home](#)**

deficiency, whose license will not be renewable July 1 due to a deficiency, is not eligible for a contract until that deficiency is cleared.

7. Lateral Entry Teachers.
8. Non certified employees that are promoted to a certified position, which meet the bonus requirements as, outlined above.

INELIGIBLE EMPLOYEES

1. VIF Teachers
2. Substitute, interim, and temporary employees, employment types 03, 04, 05, 06, and 08.
3. Teachers who have previously received the bonus.
4. Teachers who maintain an Emergency Permit Licensure status.
5. Any certified employee who has held a permanent, continuing employment status from the previous school year.

All exceptions must be approved by the Assistant Superintendent of Human Resources

AWARD AMOUNT

- \$1000 for full-time teachers employed in NON FOCUS schools on or before June 15th for the upcoming school year.
- Teachers employed by CMS in a [FOCUS school](#) or East Mecklenburg, Independence, Olympic, and Vance High Schools, with an effective date between August 18, 2005 and December 30, 2005 are eligible for \$3000. Those employed between January 1, 2006 and April 30, 2006 in an [FOCUS school](#) or East Mecklenburg, Independence, Olympic, and Vance High Schools are eligible to receive a bonus payment of \$1,500, payable as stated in the distribution dates outlined below.
- Payment amount will be prorated by percent employed.

DISTRIBUTION DATES

- Teachers hired for employment with NON FOCUS schools meeting eligibility criteria with a hiring date on or before June 15th for the upcoming school year, will receive the first payment of \$500 in September 2005. The second payment of \$500 will be issued in January 2006.
- Teachers hired for employment with [FOCUS schools](#) or East Mecklenburg, Independence, Olympic, and Vance High Schools meeting eligibility criteria with a hiring date on or before August 18, 2005, will receive the first payment of \$1500 in September 2005. The second payment of \$1500 will be issued in January 2006.
- Math teachers, FOCUS school teachers, and teachers hired at East Mecklenburg, Independence, Olympic, and Vance High School, employed throughout the school year continue to be eligible for the bonus pending funding availability. The first payment is

requested following 30 days of employment. The second payment request following an additional 60 days of employment, or issued on the January 2006 payment date, whichever is applicable to program criteria.

- At the time of the bonus distribution, teachers must be actively employed by CMS.

❖ **Critical Needs Bonus**

The CMS Critical Needs Bonus is designed to attract teachers into critical need teaching areas. Newly hired teachers including temporary and VIF employees are eligible if they are a Media Specialist or teach in areas of math, science, technology, foreign languages, ESL or exceptional children. Emergency Permit licensed teachers and teachers who have previously received the bonus are ineligible. The award amount is \$500 pro-rated by percent employed. The bonus is submitted for payment after the employee has worked 30 days. The bonus is contingent on fulfillment of the teacher contract.

❖ **North Carolina State ABCs**

The ABCs of Public Education is a comprehensive plan to improve public schools that is based on three goals of strong accountability: an emphasis on the basics, high educational standards, and local control of schools. Certified staff and teacher assistants in K-12 schools making high or expected growth are eligible to receive cash incentive awards provided by the North Carolina General Assembly, subject to budget approval. The awards are pro-rated based on the percentage of an employee's assignment and employment term at that school site. The historical high/expected award amounts are \$1500/\$750 for certified staff and \$500/\$375 for eligible non-certified staff.

❖ **Local Accountability Bonus**

The CMS Local Accountability Bonus Program is designed to focus school staff on the accomplishment of student achievement goals representing every segment of the student population. **The high/expected growth of all applicable student subgroups is a different measure than the composite State ABC for the whole school.** Staff that are regularly assigned to a single school location, and work 20 or more hours per week at that site, are eligible to receive incentive awards provided by CMS. Award amounts are determined on the number of eligible schools/employees and are pro-rated based on the percentage of an employee's assignment and employment term at that school site.

Levels of Awards:

- **Tier 1:** School made AYP in all subgroups **and** achieved high/expected growth with all applicable student subgroups.
- **Tier 2:** School made AYP in all subgroups, but did not achieve high/expected growth with all applicable student subgroups - **Or** - School made high/expected growth with all applicable student subgroups, but did not make AYP.

❖ **Pay for Performance**

Charlotte-Mecklenburg Schools is a recognized urban leader in linking student achievement to bonus pay initiatives, including the Local Accountability Bonus and the Master Teacher Bonus in FOCUS schools. To further enhance individual employee performance and student achievement, a performance-based pay plan was introduced in pilot schools for the 2004-05 school year and has been modified and will continue for the 2005-2006 school year. The pilot may be extended for additional years if funding is approved.

The pilot program design involves most full-time employees assigned to the schools on a voluntary, no-risk basis. Employees who choose to participate still receive the State pay raise, regardless of outcomes. Each employee has defined measures to meet. The defined combined measure of excellent attendance and professional development is common to all positions. A second measure, which is an established student achievement goal, is available only to teachers who are involved in instruction that is assessed by established State or Local tests.

Unlike the criteria for the 2004-2005 incentive, licensed staff who do not attain their achievement goal are still eligible to receive compensation for meeting the attendance/professional development incentive. Attainment of the attendance/professional development goal will result in an award of \$600 for instructional and \$300 for non-instructional staff. Eligible licensed staff with a qualifying assessment measure receive an additional \$1,400.

The Pay for Performance pay plan combines crucial elements of performance for employees with the potential to support even greater achievements by our CMS students. Through a combination of the ABC, Local Accountability, Annual Retention Incentive for Master Teachers and Pay for Performance bonuses, both teamwork and individual accomplishment are mutually supported for the success of the school.

Eligible Schools Include: Reid Park, Idlewild, Shamrock Gardens, Spagh, Marie G Davis, Albemarle Road Middle, Phillip O'Berry, Garinger, Waddell, West Charlotte and West Mecklenburg.

❖ Annual Retention Incentive for Master Teachers

The CMS Master Teacher Incentive is designed to attract and retain master teachers who have demonstrated success in increasing student achievement to [FOCUS Schools](#). To qualify for the incentive, teachers must meet stringent evaluation, education, student achievement and other requirements. Teachers with a Masters Degree who qualify for Level 1 are eligible to receive \$2500 and teachers enrolled in a Masters Degree Program who qualify for Level 2 are eligible to receive \$1500. The award amount is pro-rated by percent employed. To continue to receive the incentive, master teachers must annually meet the requirements and remain at a [FOCUS School](#).

2005-2006-Master Teacher Incentive

- **LEVEL 1 --\$2,500**

- A.** Has a consistent teacher or media specialist evaluation average rating of "at standard" (3.0) or greater with no "below standard" ratings. Other licensed support staff has consistent evaluation average of "above standard" (4.0) or greater with no "below standard" ratings
- B.** Appropriately licensed in the primary area of instruction
- C.** Has a minimum of four years of teaching experience with no formal disciplinary actions or current action plan
- D.** Holds a degree in at least one certified area above the bachelor's level in teaching, student support services or curriculum and instruction
- E.** Knows and appreciates various cultures and how to establish rapport with a diverse population of students and families as evidenced by principal recommendation
- F.** And has one of the following:
 - 1.** Student achievement data (K-2 Assessment, EOG, or EOC) at proficient level
 - 2.** National Board Certification or other distinguished educational certification (excluding advanced or doctorate degrees)
 - 3.** District, state or national teacher award winner.
 - 4.** Advanced Placement, Academically Gifted or International Baccalaureate credentials.
 - 5.** North Carolina licensure in more than one area of teaching, student support services or curriculum and instruction

• **LEVEL 2--\$1,500**

- A.** Has a consistent teacher or media specialist evaluation average rating of "at standard" (3.0) or greater with no below standard ratings. Other licensed support staff has consistent evaluation average of "above standard" (4.0) or greater with no "below standard" ratings
- B.** Appropriately licensed in the primary area of instruction
- C.** Has a minimum of eight years completed teaching experience with no formal disciplinary actions or current action plan
- D.** Has enrolled in a master's degree program for teaching, student support services or curriculum and instruction*
- E.** Knows and appreciates various cultures and how to establish rapport with a diverse population of students and families as evidenced by principal recommendation
- F.** And has one of the following:
 - 1.** Student achievement data (K-2 Assessment, EOG, or EOC) at proficient level
 - 2.** National Board Certification or other distinguished educational certification (excluding advanced or doctorate degrees)

3. District, state or national teacher award winner
4. Advanced Placement, Academically Gifted or International Baccalaureate credentials
5. North Carolina licensure in more than one area of teaching, student support services or curriculum and instruction

**The teacher must complete the master's degree program within a three-year period and remain at the site or another [FOCUS School](#) for at least two years after degree is obtained.*

❖ **CMS Master's Degree and Lateral Entry Programs**

The [CMS Master's Degree and Lateral Entry Programs](#) are designed to ensure that the faculties of [FOCUS Schools](#) have the same content area expertise as the faculties of other high performing schools. CMS has partnered with local colleges and universities to offer coursework in off campus cohort groups at [FOCUS Schools](#). The cost of tuition for participants is free or radically reduced, depending on the number of participants and budget constraints.

❖ **Differentiated Staffing**

Differentiated staffing is available for all [FOCUS Schools](#) and other CMS schools with high concentrations of students from low socio-economic backgrounds. With differentiated staffing, the teacher-to-student ratios are reduced by allocating additional teaching positions. Teachers will have reduced class size, which will allow them to focus on each student's individual needs and strengths.

❖ **National Board for Professional Teaching Standards Certification**

CMS has the second largest number of NBPTS certified teachers in the nation. Teachers who are working toward this certification have a support system of NBPTS colleagues to assist them in the process. The salary schedule for NBPTS certified teachers is 12% higher than regular certified Bachelor and Masters salary schedules.

❖ **State Employee Incentive Bonus Program**

The North Carolina State Employee Incentive Bonus Program rewards state employees for the issuance and acceptance of money saving suggestions. An employee is eligible to participate in the program if they are a contributing member of the Teachers' and State Employees' Retirement System of North Carolina, or receive wages from the State as a part-time or temporary worker at the time of suggestion submission. Awards can reach \$20,000 for an individual or \$100,000 for a team.

❖ **2003-2004 Local Accountability Deferred Bonus for EquityPlus Schools - Payable June 2006***

**REVISED CRITERIA - EFFECTIVE SCHOOL YEAR 2003-2004
WITH A SCHEDULED DEFERRED BONUS PAYMENT OF JUNE 2006**

1. Staff members eligible for bonus payments that are assigned to schools designated as EquityPlus schools will be

eligible for an additional amount equal to the bonus paid for the specific school year.

2. The additional bonus payment will be held in escrow until the employee completes three full school terms (two additional years following the year the bonus is earned) at **THAT** EquityPlus school.

3. If the employee transfers to another school voluntarily or involuntarily, terminates his or her employment for any reason, retires, becomes permanently disabled or is dismissed, promoted or demoted to another school, he or she will **forfeit** his or her bonus eligibility.

PAST CRITERIA - INCLUSIVE OF SCHOOL YEARS 2000-2001, 2001-2002, 2002-2003, WITH SCHEDULED DEFERRED BONUS PAYMENTS OF JUNE 2003, JUNE 2004, AND JUNE 2005

1. Staff members eligible for bonus payments that are assigned to schools designated as EquityPlus schools will be eligible for an additional amount equal to the bonus paid for the specific school year.

2. The additional bonus payment will be held in escrow until the employee completes three full school terms (two additional years following the year the bonus is earned) at **THAT** EquityPlus school. If the employee transfers to another school, terminates his or her employment, or is dismissed or demoted for cause before then, he or she will forfeit his or her bonus eligibility.

3. The employee may be paid the bonus, however, if he or she is involuntarily transferred from the EquityPlus school, retires, or becomes permanently disabled. In the event of the employee's death, the bonus will be paid to his or her beneficiary.

***NOTE:**

This program was discontinued after the 2003-2004 school year. The last payment of the Deferred Local Accountability Bonus will be June 2006.

❖ STAR PROGRAM (SUCCESSFUL TEACHER ADMINISTRATOR REWARD)

PURPOSE: To recognize outstanding student achievement at the individual level.

ELIGIBLE EMPLOYEES:

- The 2005-2006 STAR program is offered only at FOCUS schools, East Mecklenburg, Independence, Olympic and Vance
- Principals, assistant principals and teachers of record in areas of instructional responsibility resulting in the following areas of testing/assessment: EOG, EOC, K-2 Assessment, or EC - NCCLAS, NCAAP or NCEXTEND 2
- EC teachers that co-teach in an EOC or EOG subject full time with

a regular education teacher. (EC teachers must teach the full two hour literacy block, not a portion, for example IWT.)

- Teachers and Administrators must be assigned to a participating school by October 1, 2005, and continue 100% employment in one or a combination of the participating schools to the end of the 2005-2006 school year

STAR PROGRAM MEASURES:

- Teachers – K-2 Assessment/DIBELS, EOG, EOC, Writing 10, EC Assessments (NCCLAS, NCEXTEND2 and NCAAP
- Principals and Assistant Principals – High Growth on ABC AND AYP in all subgroups

REWARD PAYMENT:

- Teachers – up to \$1400
- Administrators (Assistant Principals and Principals) - \$5000
- Reward payment is scheduled to be issued in late Fall of 2006
- Reward prorated to percentage of employment

[Click here to see full program details.](#)

❖ PLEASE NOTE:

Bonus program criteria and eligibility requirements are subject to revision pending annual legislative and budgetary determinations.

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Prepare for Greatness!

2005-2006 Salary Schedules

Effective Pay Period 5

for Certified Employees

2005-2006
BACHELOR'S DEGREE CERTIFIED TEACHER
SALARY SCHEDULE
Effective 5th pay period 2005-06

Years of <u>Exp</u>	Bachelor's Teacher			Bachelor's w/ NBPTS Certification		
	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>	Annual Salary <u>(10 months)</u>	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>	Annual Salary <u>(10 months)</u>
0	\$2,626	\$2,188.33	\$26,260	N/A	N/A	N/A
1	\$2,668	\$2,223.33	\$26,680	N/A	N/A	N/A
2	\$2,712	\$2,260.00	\$27,120	N/A	N/A	N/A
3	\$2,868	\$2,390.00	\$28,680	\$3,212	\$2,676.67	\$32,120
4	\$3,008	\$2,506.67	\$30,080	\$3,369	\$2,807.50	\$33,690
5	\$3,142	\$2,618.33	\$31,420	\$3,519	\$2,932.50	\$35,190
6	\$3,271	\$2,725.83	\$32,710	\$3,664	\$3,053.33	\$36,640
7	\$3,375	\$2,812.50	\$33,750	\$3,780	\$3,150.00	\$37,800
8	\$3,423	\$2,852.50	\$34,230	\$3,834	\$3,195.00	\$38,340
9	\$3,472	\$2,893.33	\$34,720	\$3,889	\$3,240.83	\$38,890
10	\$3,522	\$2,935.00	\$35,220	\$3,945	\$3,287.50	\$39,450
11	\$3,571	\$2,975.83	\$35,710	\$4,000	\$3,333.33	\$40,000
12	\$3,622	\$3,018.33	\$36,220	\$4,057	\$3,380.83	\$40,570
13	\$3,673	\$3,060.83	\$36,730	\$4,114	\$3,428.33	\$41,140
14	\$3,726	\$3,105.00	\$37,260	\$4,173	\$3,477.50	\$41,730
15	\$3,780	\$3,150.00	\$37,800	\$4,234	\$3,528.33	\$42,340
16	\$3,835	\$3,195.83	\$38,350	\$4,295	\$3,579.17	\$42,950
17	\$3,890	\$3,241.67	\$38,900	\$4,357	\$3,630.83	\$43,570
18	\$3,949	\$3,290.83	\$39,490	\$4,423	\$3,685.83	\$44,230
19	\$4,007	\$3,339.17	\$40,070	\$4,488	\$3,740.00	\$44,880
20	\$4,065	\$3,387.50	\$40,650	\$4,553	\$3,794.17	\$45,530
21	\$4,127	\$3,439.17	\$41,270	\$4,622	\$3,851.67	\$46,220
22	\$4,188	\$3,490.00	\$41,880	\$4,691	\$3,909.17	\$46,910
23	\$4,254	\$3,545.00	\$42,540	\$4,764	\$3,970.00	\$47,640
24	\$4,318	\$3,598.33	\$43,180	\$4,836	\$4,030.00	\$48,360
25	\$4,383	\$3,652.50	\$43,830	\$4,909	\$4,090.83	\$49,090
26	\$4,449	\$3,707.50	\$44,490	\$4,983	\$4,152.50	\$49,830
27	\$4,517	\$3,764.17	\$45,170	\$5,059	\$4,215.83	\$50,590
28	\$4,588	\$3,823.33	\$45,880	\$5,139	\$4,282.50	\$51,390
29	\$4,659	\$3,882.50	\$46,590	\$5,218	\$4,348.33	\$52,180
30+	\$4,659	\$3,882.50	\$46,590	\$5,218	\$4,348.33	\$52,180

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

2005-2006
MASTER'S DEGREE CERTIFIED TEACHER
SALARY SCHEDULE
Effective 5th pay period 2005-06

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	\$2,889	\$2,407.50	\$28,890	N/A	N/A	N/A
1	\$2,935	\$2,445.83	\$29,350	N/A	N/A	N/A
2	\$2,983	\$2,485.83	\$29,830	N/A	N/A	N/A
3	\$3,155	\$2,629.17	\$31,550	\$3,534	\$2,945.00	\$35,340
4	\$3,309	\$2,757.50	\$33,090	\$3,706	\$3,088.33	\$37,060
5	\$3,456	\$2,880.00	\$34,560	\$3,871	\$3,225.83	\$38,710
6	\$3,598	\$2,998.33	\$35,980	\$4,030	\$3,358.33	\$40,300
7	\$3,713	\$3,094.17	\$37,130	\$4,159	\$3,465.83	\$41,590
8	\$3,765	\$3,137.50	\$37,650	\$4,217	\$3,514.17	\$42,170
9	\$3,819	\$3,182.50	\$38,190	\$4,277	\$3,564.17	\$42,770
10	\$3,874	\$3,228.33	\$38,740	\$4,339	\$3,615.83	\$43,390
11	\$3,928	\$3,273.33	\$39,280	\$4,399	\$3,665.83	\$43,990
12	\$3,984	\$3,320.00	\$39,840	\$4,462	\$3,718.33	\$44,620
13	\$4,040	\$3,366.67	\$40,400	\$4,525	\$3,770.83	\$45,250
14	\$4,099	\$3,415.83	\$40,990	\$4,591	\$3,825.83	\$45,910
15	\$4,158	\$3,465.00	\$41,580	\$4,657	\$3,880.83	\$46,570
16	\$4,219	\$3,515.83	\$42,190	\$4,725	\$3,937.50	\$47,250
17	\$4,279	\$3,565.83	\$42,790	\$4,792	\$3,993.33	\$47,920
18	\$4,344	\$3,620.00	\$43,440	\$4,865	\$4,054.17	\$48,650
19	\$4,408	\$3,673.33	\$44,080	\$4,937	\$4,114.17	\$49,370
20	\$4,472	\$3,726.67	\$44,720	\$5,009	\$4,174.17	\$50,090
21	\$4,540	\$3,783.33	\$45,400	\$5,085	\$4,237.50	\$50,850
22	\$4,607	\$3,839.17	\$46,070	\$5,160	\$4,300.00	\$51,600
23	\$4,679	\$3,899.17	\$46,790	\$5,240	\$4,366.67	\$52,400
24	\$4,750	\$3,958.33	\$47,500	\$5,320	\$4,433.33	\$53,200
25	\$4,821	\$4,017.50	\$48,210	\$5,400	\$4,500.00	\$54,000
26	\$4,894	\$4,078.33	\$48,940	\$5,481	\$4,567.50	\$54,810
27	\$4,969	\$4,140.83	\$49,690	\$5,565	\$4,637.50	\$55,650
28	\$5,047	\$4,205.83	\$50,470	\$5,653	\$4,710.83	\$56,530
29	\$5,125	\$4,270.83	\$51,250	\$5,740	\$4,783.33	\$57,400
30+	\$5,125	\$4,270.83	\$51,250	\$5,740	\$4,783.33	\$57,400

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

2005-2006
ADVANCED AND DOCTORAL DEGREED TEACHER SALARY SCHEDULE
Effective 5th pay period 2005-06

Years Of Exp	ADVANCED (SIXTH YEAR)				DOCTORATE			
	Adv. Teacher		Adv. with NBPTS Cert.		PhD Teacher		PhD with NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	\$3,015	\$2,512.50	N/A	N/A	\$3,142	\$2,618.33	N/A	N/A
1	\$3,061	\$2,550.83	N/A	N/A	\$3,188	\$2,656.67	N/A	N/A
2	\$3,109	\$2,590.83	N/A	N/A	\$3,236	\$2,696.67	N/A	N/A
3	\$3,281	\$2,734.17	\$3,660	\$3,050.00	\$3,408	\$2,840.00	\$3,787	\$3,155.83
4	\$3,435	\$2,862.50	\$3,832	\$3,193.33	\$3,562	\$2,968.33	\$3,959	\$3,299.17
5	\$3,582	\$2,985.00	\$3,997	\$3,330.83	\$3,709	\$3,090.83	\$4,124	\$3,436.67
6	\$3,724	\$3,103.33	\$4,156	\$3,463.33	\$3,851	\$3,209.17	\$4,283	\$3,569.17
7	\$3,839	\$3,199.17	\$4,285	\$3,570.83	\$3,966	\$3,305.00	\$4,412	\$3,676.67
8	\$3,891	\$3,242.50	\$4,343	\$3,619.17	\$4,018	\$3,348.33	\$4,470	\$3,725.00
9	\$3,945	\$3,287.50	\$4,403	\$3,669.17	\$4,072	\$3,393.33	\$4,530	\$3,775.00
10	\$4,000	\$3,333.33	\$4,465	\$3,720.83	\$4,127	\$3,439.17	\$4,592	\$3,826.67
11	\$4,054	\$3,378.33	\$4,525	\$3,770.83	\$4,181	\$3,484.17	\$4,652	\$3,876.67
12	\$4,110	\$3,425.00	\$4,588	\$3,823.33	\$4,237	\$3,530.83	\$4,715	\$3,929.17
13	\$4,166	\$3,471.67	\$4,651	\$3,875.83	\$4,293	\$3,577.50	\$4,778	\$3,981.67
14	\$4,225	\$3,520.83	\$4,717	\$3,930.83	\$4,352	\$3,626.67	\$4,844	\$4,036.67
15	\$4,284	\$3,570.00	\$4,783	\$3,985.83	\$4,411	\$3,675.83	\$4,910	\$4,091.67
16	\$4,345	\$3,620.83	\$4,851	\$4,042.50	\$4,472	\$3,726.67	\$4,978	\$4,148.33
17	\$4,405	\$3,670.83	\$4,918	\$4,098.33	\$4,532	\$3,776.67	\$5,045	\$4,204.17
18	\$4,470	\$3,725.00	\$4,991	\$4,159.17	\$4,597	\$3,830.83	\$5,118	\$4,265.00
19	\$4,534	\$3,778.33	\$5,063	\$4,219.17	\$4,661	\$3,884.17	\$5,190	\$4,325.00
20	\$4,598	\$3,831.67	\$5,135	\$4,279.17	\$4,725	\$3,937.50	\$5,262	\$4,385.00
21	\$4,666	\$3,888.33	\$5,211	\$4,342.50	\$4,793	\$3,994.17	\$5,338	\$4,448.33
22	\$4,733	\$3,944.17	\$5,286	\$4,405.00	\$4,860	\$4,050.00	\$5,413	\$4,510.83
23	\$4,805	\$4,004.17	\$5,366	\$4,471.67	\$4,932	\$4,110.00	\$5,493	\$4,577.50
24	\$4,876	\$4,063.33	\$5,446	\$4,538.33	\$5,003	\$4,169.17	\$5,573	\$4,644.17
25	\$4,947	\$4,122.50	\$5,526	\$4,605.00	\$5,074	\$4,228.33	\$5,653	\$4,710.83
26	\$5,020	\$4,183.33	\$5,607	\$4,672.50	\$5,147	\$4,289.17	\$5,734	\$4,778.33
27	\$5,095	\$4,245.83	\$5,691	\$4,742.50	\$5,222	\$4,351.67	\$5,818	\$4,848.33
28	\$5,173	\$4,310.83	\$5,779	\$4,815.83	\$5,300	\$4,416.67	\$5,906	\$4,921.67
29	\$5,251	\$4,375.83	\$5,866	\$4,888.33	\$5,378	\$4,481.67	\$5,993	\$4,994.17
30+	\$5,251	\$4,375.83	\$5,866	\$4,888.33	\$5,378	\$4,481.67	\$5,993	\$4,994.17

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

2005-2006
SCHOOL PSYCHOLOGIST SALARY SCHEDULE
(INCLUDING MASTER'S LEVEL SPEECH-LANGUAGE PATHOLOGISTS
AND MASTER'S LEVEL AUDIOLOGISTS)
Effective 5th pay period 2005-06

Years of <u>Exp.</u>	Master's		Advanced		Doctorate	
	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>
0	\$3,456	\$2,880.00	\$3,582	\$2,985.00	\$3,709	\$3,090.83
1	\$3,598	\$2,998.33	\$3,724	\$3,103.33	\$3,851	\$3,209.17
2	\$3,713	\$3,094.17	\$3,839	\$3,199.17	\$3,966	\$3,305.00
3	\$3,765	\$3,137.50	\$3,891	\$3,242.50	\$4,018	\$3,348.33
4	\$3,819	\$3,182.50	\$3,945	\$3,287.50	\$4,072	\$3,393.33
5	\$3,874	\$3,228.33	\$4,000	\$3,333.33	\$4,127	\$3,439.17
6	\$3,928	\$3,273.33	\$4,054	\$3,378.33	\$4,181	\$3,484.17
7	\$3,984	\$3,320.00	\$4,110	\$3,425.00	\$4,237	\$3,530.83
8	\$4,040	\$3,366.67	\$4,166	\$3,471.67	\$4,293	\$3,577.50
9	\$4,099	\$3,415.83	\$4,225	\$3,520.83	\$4,352	\$3,626.67
10	\$4,158	\$3,465.00	\$4,284	\$3,570.00	\$4,411	\$3,675.83
11	\$4,219	\$3,515.83	\$4,345	\$3,620.83	\$4,472	\$3,726.67
12	\$4,279	\$3,565.83	\$4,405	\$3,670.83	\$4,532	\$3,776.67
13	\$4,344	\$3,620.00	\$4,470	\$3,725.00	\$4,597	\$3,830.83
14	\$4,408	\$3,673.33	\$4,534	\$3,778.33	\$4,661	\$3,884.17
15	\$4,472	\$3,726.67	\$4,598	\$3,831.67	\$4,725	\$3,937.50
16	\$4,540	\$3,783.33	\$4,666	\$3,888.33	\$4,793	\$3,994.17
17	\$4,607	\$3,839.17	\$4,733	\$3,944.17	\$4,860	\$4,050.00
18	\$4,679	\$3,899.17	\$4,805	\$4,004.17	\$4,932	\$4,110.00
19	\$4,750	\$3,958.33	\$4,876	\$4,063.33	\$5,003	\$4,169.17
20	\$4,821	\$4,017.50	\$4,947	\$4,122.50	\$5,074	\$4,228.33
21	\$4,894	\$4,078.33	\$5,020	\$4,183.33	\$5,147	\$4,289.17
22	\$4,969	\$4,140.83	\$5,095	\$4,245.83	\$5,222	\$4,351.67
23	\$5,047	\$4,205.83	\$5,173	\$4,310.83	\$5,300	\$4,416.67
24	\$5,125	\$4,270.83	\$5,251	\$4,375.83	\$5,378	\$4,481.67
25	\$5,207	\$4,339.17	\$5,333	\$4,444.17	\$5,460	\$4,550.00
26	\$5,290	\$4,408.33	\$5,416	\$4,513.33	\$5,543	\$4,619.17
27	\$5,375	\$4,479.17	\$5,501	\$4,584.17	\$5,628	\$4,690.00
28	\$5,461	\$4,550.83	\$5,587	\$4,655.83	\$5,714	\$4,761.67
29	\$5,548	\$4,623.33	\$5,674	\$4,728.33	\$5,801	\$4,834.17
30+	\$5,548	\$4,623.33	\$5,674	\$4,728.33	\$5,801	\$4,834.17

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.

2005-2006
DAILY RATE SCHEDULES
DAILY RATES FOR TEACHERS AND SUPPORT SERVICE PERSONNEL
(Based on 21.5 Days)
Effective 5th pay period 2005-06

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	\$122.14	N/A	\$134.37	N/A	\$140.23	N/A	\$146.14	N/A
1	\$124.09	N/A	\$136.51	N/A	\$142.37	N/A	\$148.28	N/A
2	\$126.14	N/A	\$138.74	N/A	\$144.60	N/A	\$150.51	N/A
3	\$133.40	\$149.40	\$146.74	\$164.37	\$152.60	\$170.23	\$158.51	\$176.14
4	\$139.91	\$156.70	\$153.91	\$172.37	\$159.77	\$178.23	\$165.67	\$184.14
5	\$146.14	\$163.67	\$160.74	\$180.05	\$166.60	\$185.91	\$172.51	\$191.81
6	\$152.14	\$170.42	\$167.35	\$187.44	\$173.21	\$193.30	\$179.12	\$199.21
7	\$156.98	\$175.81	\$172.70	\$193.44	\$178.56	\$199.30	\$184.47	\$205.21
8	\$159.21	\$178.33	\$175.12	\$196.14	\$180.98	\$202.00	\$186.88	\$207.91
9	\$161.49	\$180.88	\$177.63	\$198.93	\$183.49	\$204.79	\$189.40	\$210.70
10	\$163.81	\$183.49	\$180.19	\$201.81	\$186.05	\$207.67	\$191.95	\$213.58
11	\$166.09	\$186.05	\$182.70	\$204.60	\$188.56	\$210.47	\$194.47	\$216.37
12	\$168.47	\$188.70	\$185.30	\$207.53	\$191.16	\$213.40	\$197.07	\$219.30
13	\$170.84	\$191.35	\$187.91	\$210.47	\$193.77	\$216.33	\$199.67	\$222.23
14	\$173.30	\$194.09	\$190.65	\$213.53	\$196.51	\$219.40	\$202.42	\$225.30
15	\$175.81	\$196.93	\$193.40	\$216.60	\$199.26	\$222.47	\$205.16	\$228.37
16	\$178.37	\$199.77	\$196.23	\$219.77	\$202.09	\$225.63	\$208.00	\$231.53
17	\$180.93	\$202.65	\$199.02	\$222.88	\$204.88	\$228.74	\$210.79	\$234.65
18	\$183.67	\$205.72	\$202.05	\$226.28	\$207.91	\$232.14	\$213.81	\$238.05
19	\$186.37	\$208.74	\$205.02	\$229.63	\$210.88	\$235.49	\$216.79	\$241.40
20	\$189.07	\$211.77	\$208.00	\$232.98	\$213.86	\$238.84	\$219.77	\$244.74
21	\$191.95	\$214.98	\$211.16	\$236.51	\$217.02	\$242.37	\$222.93	\$248.28
22	\$194.79	\$218.19	\$214.28	\$240.00	\$220.14	\$245.86	\$226.05	\$251.77
23	\$197.86	\$221.58	\$217.63	\$243.72	\$223.49	\$249.58	\$229.40	\$255.49
24	\$200.84	\$224.93	\$220.93	\$247.44	\$226.79	\$253.30	\$232.70	\$259.21
25	\$203.86	\$228.33	\$224.23	\$251.16	\$230.09	\$257.02	\$236.00	\$262.93
26	\$206.93	\$231.77	\$227.63	\$254.93	\$233.49	\$260.79	\$239.40	\$266.70
27	\$210.09	\$235.30	\$231.12	\$258.84	\$236.98	\$264.70	\$242.88	\$270.60
28	\$213.40	\$239.02	\$234.74	\$262.93	\$240.60	\$268.79	\$246.51	\$274.70
29	\$216.70	\$242.70	\$238.37	\$266.98	\$244.23	\$272.84	\$250.14	\$278.74
30+	\$216.70	\$242.70	\$238.37	\$266.98	\$244.23	\$272.84	\$250.14	\$278.74

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

2005-2006
DAILY RATES FOR SCHOOL PSYCHOLOGISTS
Including Masters Level Speech-Language Pathologists and
Masters Level Audiologists
(Based on 21.5 Days)
Effective 5th pay period 2005-06

Years of <u>Exp.</u>	Base <u>Salary</u>	Psychologists		
		Masters	Advanced	Doctorate
0	\$3,456	\$160.74	\$166.60	\$172.51
1	\$3,598	\$167.35	\$173.21	\$179.12
2	\$3,713	\$172.70	\$178.56	\$184.47
3	\$3,765	\$175.12	\$180.98	\$186.88
4	\$3,819	\$177.63	\$183.49	\$189.40
5	\$3,874	\$180.19	\$186.05	\$191.95
6	\$3,928	\$182.70	\$188.56	\$194.47
7	\$3,984	\$185.30	\$191.16	\$197.07
8	\$4,040	\$187.91	\$193.77	\$199.67
9	\$4,099	\$190.65	\$196.51	\$202.42
10	\$4,158	\$193.40	\$199.26	\$205.16
11	\$4,219	\$196.23	\$202.09	\$208.00
12	\$4,279	\$199.02	\$204.88	\$210.79
13	\$4,344	\$202.05	\$207.91	\$213.81
14	\$4,408	\$205.02	\$210.88	\$216.79
15	\$4,472	\$208.00	\$213.86	\$219.77
16	\$4,540	\$211.16	\$217.02	\$222.93
17	\$4,607	\$214.28	\$220.14	\$226.05
18	\$4,679	\$217.63	\$223.49	\$229.40
19	\$4,750	\$220.93	\$226.79	\$232.70
20	\$4,821	\$224.23	\$230.09	\$236.00
21	\$4,894	\$227.63	\$233.49	\$239.40
22	\$4,969	\$231.12	\$236.98	\$242.88
23	\$5,047	\$234.74	\$240.60	\$246.51
24	\$5,125	\$238.37	\$244.23	\$250.14
25	\$5,207	\$242.19	\$248.05	\$253.95
26	\$5,290	\$246.05	\$251.91	\$257.81
27	\$5,375	\$250.00	\$255.86	\$261.77
28	\$5,461	\$254.00	\$259.86	\$265.77
29	\$5,548	\$258.05	\$263.91	\$269.81
30+	\$5,548	\$258.05	\$263.91	\$269.81

FY 2005-06
Principal and Assistant Principal Salary Schedules
Effective 5th pay period

		Classification								
		1	1	2	3	4	5	6	7	8
Yrs of Exp	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)	
0-4	\$3,342									
5	\$3,491									
6	\$3,634									
7	\$3,750									
8	\$3,803	\$3,803								
9	\$3,857	\$3,857								
10	\$3,913	\$3,913	\$3,967							
11	\$3,967	\$3,967	\$4,024							
12	\$4,024	\$4,024	\$4,080	\$4,140						
13	\$4,080	\$4,080	\$4,140	\$4,200	\$4,261					
14	\$4,140	\$4,140	\$4,200	\$4,261	\$4,322	\$4,387				
15	\$4,200	\$4,200	\$4,261	\$4,322	\$4,387	\$4,452				
16	\$4,261	\$4,261	\$4,322	\$4,387	\$4,452	\$4,517	\$4,585			
17	\$4,322	\$4,322	\$4,387	\$4,452	\$4,517	\$4,585	\$4,653	\$4,798		
18	\$4,387	\$4,387	\$4,452	\$4,517	\$4,585	\$4,653	\$4,726	\$4,869	\$4,943	
19	\$4,452	\$4,452	\$4,517	\$4,585	\$4,653	\$4,726	\$4,798	\$4,943	\$5,019	
20	\$4,517	\$4,517	\$4,585	\$4,653	\$4,726	\$4,798	\$4,869	\$5,019	\$5,097	
21	\$4,585	\$4,585	\$4,653	\$4,726	\$4,798	\$4,869	\$4,943	\$5,097	\$5,176	
22	\$4,653	\$4,653	\$4,726	\$4,798	\$4,869	\$4,943	\$5,019	\$5,176	\$5,280	
23	\$4,726	\$4,726	\$4,798	\$4,869	\$4,943	\$5,019	\$5,097	\$5,280	\$5,386	
24	\$4,798	\$4,798	\$4,869	\$4,943	\$5,019	\$5,097	\$5,176	\$5,386	\$5,494	
25	\$4,869	\$4,869	\$4,943	\$5,019	\$5,097	\$5,176	\$5,280	\$5,494	\$5,604	
26	\$4,943	\$4,943	\$5,019	\$5,097	\$5,176	\$5,280	\$5,386	\$5,604	\$5,716	
27	\$5,019	\$5,019	\$5,097	\$5,176	\$5,280	\$5,386	\$5,494	\$5,716	\$5,830	
28	\$5,097	\$5,097	\$5,176	\$5,280	\$5,386	\$5,494	\$5,604	\$5,830	\$5,947	
29	\$5,176	\$5,176	\$5,280	\$5,386	\$5,494	\$5,604	\$5,716	\$5,947	\$6,066	
30	\$5,280	\$5,280	\$5,386	\$5,494	\$5,604	\$5,716	\$5,830	\$6,066	\$6,187	
31	\$5,386	\$5,386	\$5,494	\$5,604	\$5,716	\$5,830	\$5,947	\$6,187	\$6,311	
32		\$5,494	\$5,604	\$5,716	\$5,830	\$5,947	\$6,066	\$6,311	\$6,437	
33			\$5,716	\$5,830	\$5,947	\$6,066	\$6,187	\$6,437	\$6,566	
34			\$5,830	\$5,947	\$6,066	\$6,187	\$6,311	\$6,566	\$6,697	
35				\$6,066	\$6,187	\$6,311	\$6,437	\$6,697	\$6,831	
36				\$6,187	\$6,311	\$6,437	\$6,566	\$6,831	\$6,968	
37					\$6,437	\$6,566	\$6,697	\$6,968	\$7,107	
38						\$6,697	\$6,831	\$7,107	\$7,249	
39							\$6,968	\$7,249	\$7,394	
40							\$7,107	\$7,394	\$7,542	
41								\$7,542	\$7,693	

2005-2006
ASSISTANT PRINCIPAL SALARY SCHEDULE
Effective 5th pay period

Years of Exp / Schedule/ Pay Level		Base Monthly Salary	Base + 1% Monthly Salary	Base + 2% Monthly Salary	Base + 3% Monthly Salary	Base + 4% Monthly Salary	Base + 5% Monthly Salary	Base + 6% Monthly Salary	Years of Exp / Schedule/ Pay Level	
0-4	0-1	\$3,342	\$3,375	\$3,409	\$3,442	\$3,476	\$3,509	\$3,543	0-4	0-1
5	0-2	\$3,491	\$3,526	\$3,561	\$3,596	\$3,631	\$3,666	\$3,700	5	0-2
6	0-3	\$3,634	\$3,670	\$3,707	\$3,743	\$3,779	\$3,816	\$3,852	6	0-3
7	0-4	\$3,750	\$3,788	\$3,825	\$3,863	\$3,900	\$3,938	\$3,975	7	0-4
8	0-5	\$3,803	\$3,841	\$3,879	\$3,917	\$3,955	\$3,993	\$4,031	8	0-5
9	0-6	\$3,857	\$3,896	\$3,934	\$3,973	\$4,011	\$4,050	\$4,088	9	0-6
10	0-7	\$3,913	\$3,952	\$3,991	\$4,030	\$4,070	\$4,109	\$4,148	10	0-7
11	0-8	\$3,967	\$4,007	\$4,046	\$4,086	\$4,126	\$4,165	\$4,205	11	0-8
12	0-9	\$4,024	\$4,064	\$4,104	\$4,145	\$4,185	\$4,225	\$4,265	12	0-9
13	0-10	\$4,080	\$4,121	\$4,162	\$4,202	\$4,243	\$4,284	\$4,325	13	0-10
14	0-11	\$4,140	\$4,181	\$4,223	\$4,264	\$4,306	\$4,347	\$4,388	14	0-11
15	0-12	\$4,200	\$4,242	\$4,284	\$4,326	\$4,368	\$4,410	\$4,452	15	0-12
16	0-13	\$4,261	\$4,304	\$4,346	\$4,389	\$4,431	\$4,474	\$4,517	16	0-13
17	0-14	\$4,322	\$4,365	\$4,408	\$4,452	\$4,495	\$4,538	\$4,581	17	0-14
18	0-15	\$4,387	\$4,431	\$4,475	\$4,519	\$4,562	\$4,606	\$4,650	18	0-15
19	0-16	\$4,452	\$4,497	\$4,541	\$4,586	\$4,630	\$4,675	\$4,719	19	0-16
20	0-17	\$4,517	\$4,562	\$4,607	\$4,653	\$4,698	\$4,743	\$4,788	20	0-17
21	0-18	\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	21	0-18
22	0-19	\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	22	0-19
23	0-20	\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	23	0-20
24	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	24	0-21
25	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	25	0-22
26	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	26	0-23
27	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	27	0-24
28	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	28	0-25
29	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	29	0-26
30	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	30	0-27
31+	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	31+	0-28

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL I

0 - 10 Teachers

Effective 5th pay period

Combined Years of Exp		Schedule/ Pay Level		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp		Schedule/ Pay Level	
				Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary				
0-8	0-5	\$3,803	\$3,841	\$3,879	\$3,917	\$3,955	\$3,993	\$4,031	0-8	0-5				
9	0-6	\$3,857	\$3,896	\$3,934	\$3,973	\$4,011	\$4,050	\$4,088	9	0-6				
10	0-7	\$3,913	\$3,952	\$3,991	\$4,030	\$4,070	\$4,109	\$4,148	10	0-7				
11	0-8	\$3,967	\$4,007	\$4,046	\$4,086	\$4,126	\$4,165	\$4,205	11	0-8				
12	0-9	\$4,024	\$4,064	\$4,104	\$4,145	\$4,185	\$4,225	\$4,265	12	0-9				
13	0-10	\$4,080	\$4,121	\$4,162	\$4,202	\$4,243	\$4,284	\$4,325	13	0-10				
14	0-11	\$4,140	\$4,181	\$4,223	\$4,264	\$4,306	\$4,347	\$4,388	14	0-11				
15	0-12	\$4,200	\$4,242	\$4,284	\$4,326	\$4,368	\$4,410	\$4,452	15	0-12				
16	0-13	\$4,261	\$4,304	\$4,346	\$4,389	\$4,431	\$4,474	\$4,517	16	0-13				
17	0-14	\$4,322	\$4,365	\$4,408	\$4,452	\$4,495	\$4,538	\$4,581	17	0-14				
18	0-15	\$4,387	\$4,431	\$4,475	\$4,519	\$4,562	\$4,606	\$4,650	18	0-15				
19	0-16	\$4,452	\$4,497	\$4,541	\$4,586	\$4,630	\$4,675	\$4,719	19	0-16				
20	0-17	\$4,517	\$4,562	\$4,607	\$4,653	\$4,698	\$4,743	\$4,788	20	0-17				
21	0-18	\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	21	0-18				
22	0-19	\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	22	0-19				
23	0-20	\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	23	0-20				
24	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	24	0-21				
25	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	25	0-22				
26	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	26	0-23				
27	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	27	0-24				
28	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	28	0-25				
29	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	29	0-26				
30	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	30	0-27				
31	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	31	0-28				
32+	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	32+	0-29				

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL II

11 - 21 Teachers

Effective 5th pay period

Combined		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined	
Years of	Schedule/	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Years of	Schedule/
Exp	Pay Level	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Exp	Pay Level
0-10	0-8	\$3,967	\$4,007	\$4,046	\$4,086	\$4,126	\$4,165	\$4,205	0-10	0-8
11	0-9	\$4,024	\$4,064	\$4,104	\$4,145	\$4,185	\$4,225	\$4,265	11	0-9
12	0-10	\$4,080	\$4,121	\$4,162	\$4,202	\$4,243	\$4,284	\$4,325	12	0-10
13	0-11	\$4,140	\$4,181	\$4,223	\$4,264	\$4,306	\$4,347	\$4,388	13	0-11
14	0-12	\$4,200	\$4,242	\$4,284	\$4,326	\$4,368	\$4,410	\$4,452	14	0-12
15	0-13	\$4,261	\$4,304	\$4,346	\$4,389	\$4,431	\$4,474	\$4,517	15	0-13
16	0-14	\$4,322	\$4,365	\$4,408	\$4,452	\$4,495	\$4,538	\$4,581	16	0-14
17	0-15	\$4,387	\$4,431	\$4,475	\$4,519	\$4,562	\$4,606	\$4,650	17	0-15
18	0-16	\$4,452	\$4,497	\$4,541	\$4,586	\$4,630	\$4,675	\$4,719	18	0-16
19	0-17	\$4,517	\$4,562	\$4,607	\$4,653	\$4,698	\$4,743	\$4,788	19	0-17
20	0-18	\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	20	0-18
21	0-19	\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	21	0-19
22	0-20	\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	22	0-20
23	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	23	0-21
24	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	24	0-22
25	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	25	0-23
26	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	26	0-24
27	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	27	0-25
28	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	28	0-26
29	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	29	0-27
30	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	30	0-28
31	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	31	0-29
32	0-30	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	32	0-30
33	0-31	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	33	0-31
34+	0-32	\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	34+	0-32

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL III

22 - 32 Teachers

Effective 5th pay period

Combined Years of Exp		Schedule/ Pay Level	Base Monthly Salary	Base + 1% Monthly Salary	Base + 2% Monthly Salary	Base + 3% Monthly Salary	Base + 4% Monthly Salary	Base + 5% Monthly Salary	Base + 6% Monthly Salary	Combined Years of Exp	Schedule/ Pay Level
0-12	0-11		\$4,140	\$4,181	\$4,223	\$4,264	\$4,306	\$4,347	\$4,388	0-12	0-11
13	0-12		\$4,200	\$4,242	\$4,284	\$4,326	\$4,368	\$4,410	\$4,452	13	0-12
14	0-13		\$4,261	\$4,304	\$4,346	\$4,389	\$4,431	\$4,474	\$4,517	14	0-13
15	0-14		\$4,322	\$4,365	\$4,408	\$4,452	\$4,495	\$4,538	\$4,581	15	0-14
16	0-15		\$4,387	\$4,431	\$4,475	\$4,519	\$4,562	\$4,606	\$4,650	16	0-15
17	0-16		\$4,452	\$4,497	\$4,541	\$4,586	\$4,630	\$4,675	\$4,719	17	0-16
18	0-17		\$4,517	\$4,562	\$4,607	\$4,653	\$4,698	\$4,743	\$4,788	18	0-17
19	0-18		\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	19	0-18
20	0-19		\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	20	0-19
21	0-20		\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	21	0-20
22	0-21		\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	22	0-21
23	0-22		\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	23	0-22
24	0-23		\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	24	0-23
25	0-24		\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	25	0-24
26	0-25		\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	26	0-25
27	0-26		\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	27	0-26
28	0-27		\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	28	0-27
29	0-28		\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	29	0-28
30	0-29		\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	30	0-29
31	0-30		\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	31	0-30
32	0-31		\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	32	0-31
33	0-32		\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	33	0-32
34	0-33		\$5,947	\$6,006	\$6,066	\$6,125	\$6,185	\$6,244	\$6,304	34	0-33
35	0-34		\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	35	0-34
36+	0-35		\$6,187	\$6,249	\$6,311	\$6,373	\$6,434	\$6,496	\$6,558	36+	0-35

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL IV

33 - 43 Teachers

Effective 5th pay period

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp	Schedule/ Pay Level
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary		
0-13	0-13	\$4,261	\$4,304	\$4,346	\$4,389	\$4,431	\$4,474	\$4,517	0-13	0-13
14	0-14	\$4,322	\$4,365	\$4,408	\$4,452	\$4,495	\$4,538	\$4,581	14	0-14
15	0-15	\$4,387	\$4,431	\$4,475	\$4,519	\$4,562	\$4,606	\$4,650	15	0-15
16	0-16	\$4,452	\$4,497	\$4,541	\$4,586	\$4,630	\$4,675	\$4,719	16	0-16
17	0-17	\$4,517	\$4,562	\$4,607	\$4,653	\$4,698	\$4,743	\$4,788	17	0-17
18	0-18	\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	18	0-18
19	0-19	\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	19	0-19
20	0-20	\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	20	0-20
21	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	21	0-21
22	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	22	0-22
23	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	23	0-23
24	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	24	0-24
25	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	25	0-25
26	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	26	0-26
27	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	27	0-27
28	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	28	0-28
29	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	29	0-29
30	0-30	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	30	0-30
31	0-31	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	31	0-31
32	0-32	\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	32	0-32
33	0-33	\$5,947	\$6,006	\$6,066	\$6,125	\$6,185	\$6,244	\$6,304	33	0-33
34	0-34	\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	34	0-34
35	0-35	\$6,187	\$6,249	\$6,311	\$6,373	\$6,434	\$6,496	\$6,558	35	0-35
36	0-36	\$6,311	\$6,374	\$6,437	\$6,500	\$6,563	\$6,627	\$6,690	36	0-36
37+	0-37	\$6,437	\$6,501	\$6,566	\$6,630	\$6,694	\$6,759	\$6,823	37+	0-37

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL V

44 - 54 Teachers

Effective 5th pay period

Combined		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined	
Years of	Schedule/	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Years of	Schedule/
Exp	Pay Level	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Exp	Pay Level
0-14	0-15	\$4,387	\$4,431	\$4,475	\$4,519	\$4,562	\$4,606	\$4,650	0-14	0-15
15	0-16	\$4,452	\$4,497	\$4,541	\$4,586	\$4,630	\$4,675	\$4,719	15	0-16
16	0-17	\$4,517	\$4,562	\$4,607	\$4,653	\$4,698	\$4,743	\$4,788	16	0-17
17	0-18	\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	17	0-18
18	0-19	\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	18	0-19
19	0-20	\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	19	0-20
20	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	20	0-21
21	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	21	0-22
22	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	22	0-23
23	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	23	0-24
24	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	24	0-25
25	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	25	0-26
26	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	26	0-27
27	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	27	0-28
28	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	28	0-29
29	0-30	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	29	0-30
30	0-31	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	30	0-31
31	0-32	\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	31	0-32
32	0-33	\$5,947	\$6,006	\$6,066	\$6,125	\$6,185	\$6,244	\$6,304	32	0-33
33	0-34	\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	33	0-34
34	0-35	\$6,187	\$6,249	\$6,311	\$6,373	\$6,434	\$6,496	\$6,558	34	0-35
35	0-36	\$6,311	\$6,374	\$6,437	\$6,500	\$6,563	\$6,627	\$6,690	35	0-36
36	0-37	\$6,437	\$6,501	\$6,566	\$6,630	\$6,694	\$6,759	\$6,823	36	0-37
37	0-38	\$6,566	\$6,632	\$6,697	\$6,763	\$6,829	\$6,894	\$6,960	37	0-38
38+	0-39	\$6,697	\$6,764	\$6,831	\$6,898	\$6,965	\$7,032	\$7,099	38+	0-39

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL VI

55 - 65 Teachers

Effective 5th pay period

Combined Years of Exp	Schedule/ Pay Level	Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined Years of Exp	Schedule/ Pay Level
		Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary	Monthly Salary		
0-16	0-18	\$4,585	\$4,631	\$4,677	\$4,723	\$4,768	\$4,814	\$4,860	0-16	0-18
17	0-19	\$4,653	\$4,700	\$4,746	\$4,793	\$4,839	\$4,886	\$4,932	17	0-19
18	0-20	\$4,726	\$4,773	\$4,821	\$4,868	\$4,915	\$4,962	\$5,010	18	0-20
19	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	19	0-21
20	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	20	0-22
21	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	21	0-23
22	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	22	0-24
23	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	23	0-25
24	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	24	0-26
25	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	25	0-27
26	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	26	0-28
27	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	27	0-29
28	0-30	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	28	0-30
29	0-31	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	29	0-31
30	0-32	\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	30	0-32
31	0-33	\$5,947	\$6,006	\$6,066	\$6,125	\$6,185	\$6,244	\$6,304	31	0-33
32	0-34	\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	32	0-34
33	0-35	\$6,187	\$6,249	\$6,311	\$6,373	\$6,434	\$6,496	\$6,558	33	0-35
34	0-36	\$6,311	\$6,374	\$6,437	\$6,500	\$6,563	\$6,627	\$6,690	34	0-36
35	0-37	\$6,437	\$6,501	\$6,566	\$6,630	\$6,694	\$6,759	\$6,823	35	0-37
36	0-38	\$6,566	\$6,632	\$6,697	\$6,763	\$6,829	\$6,894	\$6,960	36	0-38
37	0-39	\$6,697	\$6,764	\$6,831	\$6,898	\$6,965	\$7,032	\$7,099	37	0-39
38	0-40	\$6,831	\$6,899	\$6,968	\$7,036	\$7,104	\$7,173	\$7,241	38	0-40
39	0-41	\$6,968	\$7,038	\$7,107	\$7,177	\$7,247	\$7,316	\$7,386	39	0-41
40+	0-42	\$7,107	\$7,178	\$7,249	\$7,320	\$7,391	\$7,462	\$7,533	40+	0-42

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL VII

66 - 100 Teachers

Effective 5th pay period

Combined		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined	
Years of	Schedule/	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Years of	Schedule/
Exp	Pay Level	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Exp	Pay Level
0-17	0-21	\$4,798	\$4,846	\$4,894	\$4,942	\$4,990	\$5,038	\$5,086	0-17	0-21
18	0-22	\$4,869	\$4,918	\$4,966	\$5,015	\$5,064	\$5,112	\$5,161	18	0-22
19	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	19	0-23
20	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	20	0-24
21	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	21	0-25
22	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	22	0-26
23	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	23	0-27
24	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	24	0-28
25	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	25	0-29
26	0-30	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	26	0-30
27	0-31	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	27	0-31
28	0-32	\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	28	0-32
29	0-33	\$5,947	\$6,006	\$6,066	\$6,125	\$6,185	\$6,244	\$6,304	29	0-33
30	0-34	\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	30	0-34
31	0-35	\$6,187	\$6,249	\$6,311	\$6,373	\$6,434	\$6,496	\$6,558	31	0-35
32	0-36	\$6,311	\$6,374	\$6,437	\$6,500	\$6,563	\$6,627	\$6,690	32	0-36
33	0-37	\$6,437	\$6,501	\$6,566	\$6,630	\$6,694	\$6,759	\$6,823	33	0-37
34	0-38	\$6,566	\$6,632	\$6,697	\$6,763	\$6,829	\$6,894	\$6,960	34	0-38
35	0-39	\$6,697	\$6,764	\$6,831	\$6,898	\$6,965	\$7,032	\$7,099	35	0-39
36	0-40	\$6,831	\$6,899	\$6,968	\$7,036	\$7,104	\$7,173	\$7,241	36	0-40
37	0-41	\$6,968	\$7,038	\$7,107	\$7,177	\$7,247	\$7,316	\$7,386	37	0-41
38	0-42	\$7,107	\$7,178	\$7,249	\$7,320	\$7,391	\$7,462	\$7,533	38	0-42
39	0-43	\$7,249	\$7,321	\$7,394	\$7,466	\$7,539	\$7,611	\$7,684	39	0-43
40	0-44	\$7,394	\$7,468	\$7,542	\$7,616	\$7,690	\$7,764	\$7,838	40	0-44
41+	0-45	\$7,542	\$7,617	\$7,693	\$7,768	\$7,844	\$7,919	\$7,995	41+	0-45

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL VIII

101+ Teachers

Effective 5th pay period

Combined		Base	Base + 1%	Base + 2%	Base + 3%	Base + 4%	Base + 5%	Base + 6%	Combined	
Years of	Schedule/	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Monthly	Years of	Schedule/
Exp	Pay Level	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Exp	Pay Level
0-18	0-23	\$4,943	\$4,992	\$5,042	\$5,091	\$5,141	\$5,190	\$5,240	0-18	0-23
19	0-24	\$5,019	\$5,069	\$5,119	\$5,170	\$5,220	\$5,270	\$5,320	19	0-24
20	0-25	\$5,097	\$5,148	\$5,199	\$5,250	\$5,301	\$5,352	\$5,403	20	0-25
21	0-26	\$5,176	\$5,228	\$5,280	\$5,331	\$5,383	\$5,435	\$5,487	21	0-26
22	0-27	\$5,280	\$5,333	\$5,386	\$5,438	\$5,491	\$5,544	\$5,597	22	0-27
23	0-28	\$5,386	\$5,440	\$5,494	\$5,548	\$5,601	\$5,655	\$5,709	23	0-28
24	0-29	\$5,494	\$5,549	\$5,604	\$5,659	\$5,714	\$5,769	\$5,824	24	0-29
25	0-30	\$5,604	\$5,660	\$5,716	\$5,772	\$5,828	\$5,884	\$5,940	25	0-30
26	0-31	\$5,716	\$5,773	\$5,830	\$5,887	\$5,945	\$6,002	\$6,059	26	0-31
27	0-32	\$5,830	\$5,888	\$5,947	\$6,005	\$6,063	\$6,122	\$6,180	27	0-32
28	0-33	\$5,947	\$6,006	\$6,066	\$6,125	\$6,185	\$6,244	\$6,304	28	0-33
29	0-34	\$6,066	\$6,127	\$6,187	\$6,248	\$6,309	\$6,369	\$6,430	29	0-34
30	0-35	\$6,187	\$6,249	\$6,311	\$6,373	\$6,434	\$6,496	\$6,558	30	0-35
31	0-36	\$6,311	\$6,374	\$6,437	\$6,500	\$6,563	\$6,627	\$6,690	31	0-36
32	0-37	\$6,437	\$6,501	\$6,566	\$6,630	\$6,694	\$6,759	\$6,823	32	0-37
33	0-38	\$6,566	\$6,632	\$6,697	\$6,763	\$6,829	\$6,894	\$6,960	33	0-38
34	0-39	\$6,697	\$6,764	\$6,831	\$6,898	\$6,965	\$7,032	\$7,099	34	0-39
35	0-40	\$6,831	\$6,899	\$6,968	\$7,036	\$7,104	\$7,173	\$7,241	35	0-40
36	0-41	\$6,968	\$7,038	\$7,107	\$7,177	\$7,247	\$7,316	\$7,386	36	0-41
37	0-42	\$7,107	\$7,178	\$7,249	\$7,320	\$7,391	\$7,462	\$7,533	37	0-42
38	0-43	\$7,249	\$7,321	\$7,394	\$7,466	\$7,539	\$7,611	\$7,684	38	0-43
39	0-44	\$7,394	\$7,468	\$7,542	\$7,616	\$7,690	\$7,764	\$7,838	39	0-44
40	0-45	\$7,542	\$7,617	\$7,693	\$7,768	\$7,844	\$7,919	\$7,995	40	0-45
41+	0-46	\$7,693	\$7,770	\$7,847	\$7,924	\$8,001	\$8,078	\$8,155	41+	0-46

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

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base

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	\$3,342	\$167.10	\$159.14	\$151.91	\$145.30	\$173.40	\$165.14	\$157.64	\$150.78	\$179.75	\$171.19	\$163.41	\$156.30
0-2	\$3,491	\$174.55	\$166.24	\$158.68	\$151.78	\$180.85	\$172.24	\$164.41	\$157.26	\$187.20	\$178.29	\$170.18	\$162.78
0-3	\$3,634	\$181.70	\$173.05	\$165.18	\$158.00	\$188.00	\$179.05	\$170.91	\$163.48	\$194.35	\$185.10	\$176.68	\$169.00
0-4	\$3,750	\$187.50	\$178.57	\$170.45	\$163.04	\$193.80	\$184.57	\$176.18	\$168.52	\$200.15	\$190.62	\$181.95	\$174.04
0-5	\$3,803	\$190.15	\$181.10	\$172.86	\$165.35	\$196.45	\$187.10	\$178.59	\$170.83	\$202.80	\$193.14	\$184.36	\$176.35
0-6	\$3,857	\$192.85	\$183.67	\$175.32	\$167.70	\$199.15	\$189.67	\$181.05	\$173.17	\$205.50	\$195.71	\$186.82	\$178.70
0-7	\$3,913	\$195.65	\$186.33	\$177.86	\$170.13	\$201.95	\$192.33	\$183.59	\$175.61	\$208.30	\$198.38	\$189.36	\$181.13
0-8	\$3,967	\$198.35	\$188.90	\$180.32	\$172.48	\$204.65	\$194.90	\$186.05	\$177.96	\$211.00	\$200.95	\$191.82	\$183.48
0-9	\$4,024	\$201.20	\$191.62	\$182.91	\$174.96	\$207.50	\$197.62	\$188.64	\$180.43	\$213.85	\$203.67	\$194.41	\$185.96
0-10	\$4,080	\$204.00	\$194.29	\$185.45	\$177.39	\$210.30	\$200.29	\$191.18	\$182.87	\$216.65	\$206.33	\$196.95	\$188.39
0-11	\$4,140	\$207.00	\$197.14	\$188.18	\$180.00	\$213.30	\$203.14	\$193.91	\$185.48	\$219.65	\$209.19	\$199.68	\$191.00
0-12	\$4,200	\$210.00	\$200.00	\$190.91	\$182.61	\$216.30	\$206.00	\$196.64	\$188.09	\$222.65	\$212.05	\$202.41	\$193.61
0-13	\$4,261	\$213.05	\$202.90	\$193.68	\$185.26	\$219.35	\$208.90	\$199.41	\$190.74	\$225.70	\$214.95	\$205.18	\$196.26
0-14	\$4,322	\$216.10	\$205.81	\$196.45	\$187.91	\$222.40	\$211.81	\$202.18	\$193.39	\$228.75	\$217.86	\$207.95	\$198.91
0-15	\$4,387	\$219.35	\$208.90	\$199.41	\$190.74	\$225.65	\$214.90	\$205.14	\$196.22	\$232.00	\$220.95	\$210.91	\$201.74
0-16	\$4,452	\$222.60	\$212.00	\$202.36	\$193.57	\$228.90	\$218.00	\$208.09	\$199.04	\$235.25	\$224.05	\$213.86	\$204.57
0-17	\$4,517	\$225.85	\$215.10	\$205.32	\$196.39	\$232.15	\$221.10	\$211.05	\$201.87	\$238.50	\$227.14	\$216.82	\$207.39
0-18	\$4,585	\$229.25	\$218.33	\$208.41	\$199.35	\$235.55	\$224.33	\$214.14	\$204.83	\$241.90	\$230.38	\$219.91	\$210.35
0-19	\$4,653	\$232.65	\$221.57	\$211.50	\$202.30	\$238.95	\$227.57	\$217.23	\$207.78	\$245.30	\$233.62	\$223.00	\$213.30
0-20	\$4,726	\$236.30	\$225.05	\$214.82	\$205.48	\$242.60	\$231.05	\$220.55	\$210.96	\$248.95	\$237.10	\$226.32	\$216.48
0-21	\$4,798	\$239.90	\$228.48	\$218.09	\$208.61	\$246.20	\$234.48	\$223.82	\$214.09	\$252.55	\$240.52	\$229.59	\$219.61
0-22	\$4,869	\$243.45	\$231.86	\$221.32	\$211.70	\$249.75	\$237.86	\$227.05	\$217.17	\$256.10	\$243.90	\$232.82	\$222.70
0-23	\$4,943	\$247.15	\$235.38	\$224.68	\$214.91	\$253.45	\$241.38	\$230.41	\$220.39	\$259.80	\$247.43	\$236.18	\$225.91

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base, Continued

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	\$5,019	\$250.95	\$239.00	\$228.14	\$218.22	\$257.25	\$245.00	\$233.86	\$223.70	\$263.60	\$251.05	\$239.64	\$229.22
0-25	\$5,097	\$254.85	\$242.71	\$231.68	\$221.61	\$261.15	\$248.71	\$237.41	\$227.09	\$267.50	\$254.76	\$243.18	\$232.61
0-26	\$5,176	\$258.80	\$246.48	\$235.27	\$225.04	\$265.10	\$252.48	\$241.00	\$230.52	\$271.45	\$258.52	\$246.77	\$236.04
0-27	\$5,280	\$264.00	\$251.43	\$240.00	\$229.57	\$270.30	\$257.43	\$245.73	\$235.04	\$276.65	\$263.48	\$251.50	\$240.57
0-28	\$5,386	\$269.30	\$256.48	\$244.82	\$234.17	\$275.60	\$262.48	\$250.55	\$239.65	\$281.95	\$268.52	\$256.32	\$245.17
0-29	\$5,494	\$274.70	\$261.62	\$249.73	\$238.87	\$281.00	\$267.62	\$255.45	\$244.35	\$287.35	\$273.67	\$261.23	\$249.87
0-30	\$5,604	\$280.20	\$266.86	\$254.73	\$243.65	\$286.50	\$272.86	\$260.45	\$249.13	\$292.85	\$278.90	\$266.23	\$254.65
0-31	\$5,716	\$285.80	\$272.19	\$259.82	\$248.52	\$292.10	\$278.19	\$265.55	\$254.00	\$298.45	\$284.24	\$271.32	\$259.52
0-32	\$5,830	\$291.50	\$277.62	\$265.00	\$253.48	\$297.80	\$283.62	\$270.73	\$258.96	\$304.15	\$289.67	\$276.50	\$264.48
0-33	\$5,947	\$297.35	\$283.19	\$270.32	\$258.57	\$303.65	\$289.19	\$276.05	\$264.04	\$310.00	\$295.24	\$281.82	\$269.57
0-34	\$6,066	\$303.30	\$288.86	\$275.73	\$263.74	\$309.60	\$294.86	\$281.45	\$269.22	\$315.95	\$300.90	\$287.23	\$274.74
0-35	\$6,187	\$309.35	\$294.62	\$281.23	\$269.00	\$315.65	\$300.62	\$286.95	\$274.48	\$322.00	\$306.67	\$292.73	\$280.00
0-36	\$6,311	\$315.55	\$300.52	\$286.86	\$274.39	\$321.85	\$306.52	\$292.59	\$279.87	\$328.20	\$312.57	\$298.36	\$285.39
0-37	\$6,437	\$321.85	\$306.52	\$292.59	\$279.87	\$328.15	\$312.52	\$298.32	\$285.35	\$334.50	\$318.57	\$304.09	\$290.87
0-38	\$6,566	\$328.30	\$312.67	\$298.45	\$285.48	\$334.60	\$318.67	\$304.18	\$290.96	\$340.95	\$324.71	\$309.95	\$296.48
0-39	\$6,697	\$334.85	\$318.90	\$304.41	\$291.17	\$341.15	\$324.90	\$310.14	\$296.65	\$347.50	\$330.95	\$315.91	\$302.17
0-40	\$6,831	\$341.55	\$325.29	\$310.50	\$297.00	\$347.85	\$331.29	\$316.23	\$302.48	\$354.20	\$337.33	\$322.00	\$308.00
0-41	\$6,968	\$348.40	\$331.81	\$316.73	\$302.96	\$354.70	\$337.81	\$322.45	\$308.43	\$361.05	\$343.86	\$328.23	\$313.96
0-42	\$7,107	\$355.35	\$338.43	\$323.05	\$309.00	\$361.65	\$344.43	\$328.77	\$314.48	\$368.00	\$350.48	\$334.55	\$320.00
0-43	\$7,249	\$362.45	\$345.19	\$329.50	\$315.17	\$368.75	\$351.19	\$335.23	\$320.65	\$375.10	\$357.24	\$341.00	\$326.17
0-44	\$7,394	\$369.70	\$352.10	\$336.09	\$321.48	\$376.00	\$358.10	\$341.82	\$326.96	\$382.35	\$364.14	\$347.59	\$332.48
0-45	\$7,542	\$377.10	\$359.14	\$342.82	\$327.91	\$383.40	\$365.14	\$348.55	\$333.39	\$389.75	\$371.19	\$354.32	\$338.91
0-46	\$7,693	\$384.65	\$366.33	\$349.68	\$334.48	\$390.95	\$372.33	\$355.41	\$339.96	\$397.30	\$378.38	\$361.18	\$345.48

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1%

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	\$3,375	\$168.75	\$160.71	\$153.41	\$146.74	\$175.05	\$166.71	\$159.14	\$152.22	\$181.40	\$172.76	\$164.91	\$157.74
0-2	\$3,526	\$176.30	\$167.90	\$160.27	\$153.30	\$182.60	\$173.90	\$166.00	\$158.78	\$188.95	\$179.95	\$171.77	\$164.30
0-3	\$3,670	\$183.50	\$174.76	\$166.82	\$159.57	\$189.80	\$180.76	\$172.55	\$165.04	\$196.15	\$186.81	\$178.32	\$170.57
0-4	\$3,788	\$189.40	\$180.38	\$172.18	\$164.70	\$195.70	\$186.38	\$177.91	\$170.17	\$202.05	\$192.43	\$183.68	\$175.70
0-5	\$3,841	\$192.05	\$182.90	\$174.59	\$167.00	\$198.35	\$188.90	\$180.32	\$172.48	\$204.70	\$194.95	\$186.09	\$178.00
0-6	\$3,896	\$194.80	\$185.52	\$177.09	\$169.39	\$201.10	\$191.52	\$182.82	\$174.87	\$207.45	\$197.57	\$188.59	\$180.39
0-7	\$3,952	\$197.60	\$188.19	\$179.64	\$171.83	\$203.90	\$194.19	\$185.36	\$177.30	\$210.25	\$200.24	\$191.14	\$182.83
0-8	\$4,007	\$200.35	\$190.81	\$182.14	\$174.22	\$206.65	\$196.81	\$187.86	\$179.70	\$213.00	\$202.86	\$193.64	\$185.22
0-9	\$4,064	\$203.20	\$193.52	\$184.73	\$176.70	\$209.50	\$199.52	\$190.45	\$182.17	\$215.85	\$205.57	\$196.23	\$187.70
0-10	\$4,121	\$206.05	\$196.24	\$187.32	\$179.17	\$212.35	\$202.24	\$193.05	\$184.65	\$218.70	\$208.29	\$198.82	\$190.17
0-11	\$4,181	\$209.05	\$199.10	\$190.05	\$181.78	\$215.35	\$205.10	\$195.77	\$187.26	\$221.70	\$211.14	\$201.55	\$192.78
0-12	\$4,242	\$212.10	\$202.00	\$192.82	\$184.43	\$218.40	\$208.00	\$198.55	\$189.91	\$224.75	\$214.05	\$204.32	\$195.43
0-13	\$4,304	\$215.20	\$204.95	\$195.64	\$187.13	\$221.50	\$210.95	\$201.36	\$192.61	\$227.85	\$217.00	\$207.14	\$198.13
0-14	\$4,365	\$218.25	\$207.86	\$198.41	\$189.78	\$224.55	\$213.86	\$204.14	\$195.26	\$230.90	\$219.90	\$209.91	\$200.78
0-15	\$4,431	\$221.55	\$211.00	\$201.41	\$192.65	\$227.85	\$217.00	\$207.14	\$198.13	\$234.20	\$223.05	\$212.91	\$203.65
0-16	\$4,497	\$224.85	\$214.14	\$204.41	\$195.52	\$231.15	\$220.14	\$210.14	\$201.00	\$237.50	\$226.19	\$215.91	\$206.52
0-17	\$4,562	\$228.10	\$217.24	\$207.36	\$198.35	\$234.40	\$223.24	\$213.09	\$203.83	\$240.75	\$229.29	\$218.86	\$209.35
0-18	\$4,631	\$231.55	\$220.52	\$210.50	\$201.35	\$237.85	\$226.52	\$216.23	\$206.83	\$244.20	\$232.57	\$222.00	\$212.35
0-19	\$4,700	\$235.00	\$223.81	\$213.64	\$204.35	\$241.30	\$229.81	\$219.36	\$209.83	\$247.65	\$235.86	\$225.14	\$215.35
0-20	\$4,773	\$238.65	\$227.29	\$216.95	\$207.52	\$244.95	\$233.29	\$222.68	\$213.00	\$251.30	\$239.33	\$228.45	\$218.52
0-21	\$4,846	\$242.30	\$230.76	\$220.27	\$210.70	\$248.60	\$236.76	\$226.00	\$216.17	\$254.95	\$242.81	\$231.77	\$221.70
0-22	\$4,918	\$245.90	\$234.19	\$223.55	\$213.83	\$252.20	\$240.19	\$229.27	\$219.30	\$258.55	\$246.24	\$235.05	\$224.83
0-23	\$4,992	\$249.60	\$237.71	\$226.91	\$217.04	\$255.90	\$243.71	\$232.64	\$222.52	\$262.25	\$249.76	\$238.41	\$228.04

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% , Continued

SCHED/ PAY LEVEL	Base Salary	Masters			
		Days in Pay Period			
		20	21	22	23
0-24	\$5,069	\$253.45	\$241.38	\$230.41	\$220.39
0-25	\$5,148	\$257.40	\$245.14	\$234.00	\$223.83
0-26	\$5,228	\$261.40	\$248.95	\$237.64	\$227.30
0-27	\$5,333	\$266.65	\$253.95	\$242.41	\$231.87
0-28	\$5,440	\$272.00	\$259.05	\$247.27	\$236.52
0-29	\$5,549	\$277.45	\$264.24	\$252.23	\$241.26
0-30	\$5,660	\$283.00	\$269.52	\$257.27	\$246.09
0-31	\$5,773	\$288.65	\$274.90	\$262.41	\$251.00
0-32	\$5,888	\$294.40	\$280.38	\$267.64	\$256.00
0-33	\$6,006	\$300.30	\$286.00	\$273.00	\$261.13
0-34	\$6,127	\$306.35	\$291.76	\$278.50	\$266.39
0-35	\$6,249	\$312.45	\$297.57	\$284.05	\$271.70
0-36	\$6,374	\$318.70	\$303.52	\$289.73	\$277.13
0-37	\$6,501	\$325.05	\$309.57	\$295.50	\$282.65
0-38	\$6,632	\$331.60	\$315.81	\$301.45	\$288.35
0-39	\$6,764	\$338.20	\$322.10	\$307.45	\$294.09
0-40	\$6,899	\$344.95	\$328.52	\$313.59	\$299.96
0-41	\$7,038	\$351.90	\$335.14	\$319.91	\$306.00
0-42	\$7,178	\$358.90	\$341.81	\$326.27	\$312.09
0-43	\$7,321	\$366.05	\$348.62	\$332.77	\$318.30
0-44	\$7,468	\$373.40	\$355.62	\$339.45	\$324.70
0-45	\$7,617	\$380.85	\$362.71	\$346.23	\$331.17
0-46	\$7,770	\$388.50	\$370.00	\$353.18	\$337.83

Advanced				
Days in Pay Period				
20	21	22	23	
\$259.75	\$247.38	\$236.14	\$225.87	
\$263.70	\$251.14	\$239.73	\$229.30	
\$267.70	\$254.95	\$243.36	\$232.78	
\$272.95	\$259.95	\$248.14	\$237.35	
\$278.30	\$265.05	\$253.00	\$242.00	
\$283.75	\$270.24	\$257.95	\$246.74	
\$289.30	\$275.52	\$263.00	\$251.57	
\$294.95	\$280.90	\$268.14	\$256.48	
\$300.70	\$286.38	\$273.36	\$261.48	
\$306.60	\$292.00	\$278.73	\$266.61	
\$312.65	\$297.76	\$284.23	\$271.87	
\$318.75	\$303.57	\$289.77	\$277.17	
\$325.00	\$309.52	\$295.45	\$282.61	
\$331.35	\$315.57	\$301.23	\$288.13	
\$337.90	\$321.81	\$307.18	\$293.83	
\$344.50	\$328.10	\$313.18	\$299.57	
\$351.25	\$334.52	\$319.32	\$305.43	
\$358.20	\$341.14	\$325.64	\$311.48	
\$365.20	\$347.81	\$332.00	\$317.57	
\$372.35	\$354.62	\$338.50	\$323.78	
\$379.70	\$361.62	\$345.18	\$330.17	
\$387.15	\$368.71	\$351.95	\$336.65	
\$394.80	\$376.00	\$358.91	\$343.30	

Doctorate				
Days in Pay Period				
20	21	22	23	
\$266.10	\$253.43	\$241.91	\$231.39	
\$270.05	\$257.19	\$245.50	\$234.83	
\$274.05	\$261.00	\$249.14	\$238.30	
\$279.30	\$266.00	\$253.91	\$242.87	
\$284.65	\$271.10	\$258.77	\$247.52	
\$290.10	\$276.29	\$263.73	\$252.26	
\$295.65	\$281.57	\$268.77	\$257.09	
\$301.30	\$286.95	\$273.91	\$262.00	
\$307.05	\$292.43	\$279.14	\$267.00	
\$312.95	\$298.05	\$284.50	\$272.13	
\$319.00	\$303.81	\$290.00	\$277.39	
\$325.10	\$309.62	\$295.55	\$282.70	
\$331.35	\$315.57	\$301.23	\$288.13	
\$337.70	\$321.62	\$307.00	\$293.65	
\$344.25	\$327.86	\$312.95	\$299.35	
\$350.85	\$334.14	\$318.95	\$305.09	
\$357.60	\$340.57	\$325.09	\$310.96	
\$364.55	\$347.19	\$331.41	\$317.00	
\$371.55	\$353.86	\$337.77	\$323.09	
\$378.70	\$360.67	\$344.27	\$329.30	
\$386.05	\$367.67	\$350.95	\$335.70	
\$393.50	\$374.76	\$357.73	\$342.17	
\$401.15	\$382.05	\$364.68	\$348.83	

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%

SCH ED/ 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	\$3,409	\$170.45	\$162.33	\$154.95	\$148.22	\$176.75	\$168.33	\$160.68	\$153.70	\$183.10	\$174.38	\$166.45	\$159.22
0-2	\$3,561	\$178.05	\$169.57	\$161.86	\$154.83	\$184.35	\$175.57	\$167.59	\$160.30	\$190.70	\$181.62	\$173.36	\$165.83
0-3	\$3,707	\$185.35	\$176.52	\$168.50	\$161.17	\$191.65	\$182.52	\$174.23	\$166.65	\$198.00	\$188.57	\$180.00	\$172.17
0-4	\$3,825	\$191.25	\$182.14	\$173.86	\$166.30	\$197.55	\$188.14	\$179.59	\$171.78	\$203.90	\$194.19	\$185.36	\$177.30
0-5	\$3,879	\$193.95	\$184.71	\$176.32	\$168.65	\$200.25	\$190.71	\$182.05	\$174.13	\$206.60	\$196.76	\$187.82	\$179.65
0-6	\$3,934	\$196.70	\$187.33	\$178.82	\$171.04	\$203.00	\$193.33	\$184.55	\$176.52	\$209.35	\$199.38	\$190.32	\$182.04
0-7	\$3,991	\$199.55	\$190.05	\$181.41	\$173.52	\$205.85	\$196.05	\$187.14	\$179.00	\$212.20	\$202.10	\$192.91	\$184.52
0-8	\$4,046	\$202.30	\$192.67	\$183.91	\$175.91	\$208.60	\$198.67	\$189.64	\$181.39	\$214.95	\$204.71	\$195.41	\$186.91
0-9	\$4,104	\$205.20	\$195.43	\$186.55	\$178.43	\$211.50	\$201.43	\$192.27	\$183.91	\$217.85	\$207.48	\$198.05	\$189.43
0-10	\$4,162	\$208.10	\$198.19	\$189.18	\$180.96	\$214.40	\$204.19	\$194.91	\$186.43	\$220.75	\$210.24	\$200.68	\$191.96
0-11	\$4,223	\$211.15	\$201.10	\$191.95	\$183.61	\$217.45	\$207.10	\$197.68	\$189.09	\$223.80	\$213.14	\$203.45	\$194.61
0-12	\$4,284	\$214.20	\$204.00	\$194.73	\$186.26	\$220.50	\$210.00	\$200.45	\$191.74	\$226.85	\$216.05	\$206.23	\$197.26
0-13	\$4,346	\$217.30	\$206.95	\$197.55	\$188.96	\$223.60	\$212.95	\$203.27	\$194.43	\$229.95	\$219.00	\$209.05	\$199.96
0-14	\$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
0-15	\$4,475	\$223.75	\$213.10	\$203.41	\$194.57	\$230.05	\$219.10	\$209.14	\$200.04	\$236.40	\$225.14	\$214.91	\$205.57
0-16	\$4,541	\$227.05	\$216.24	\$206.41	\$197.43	\$233.35	\$222.24	\$212.14	\$202.91	\$239.70	\$228.29	\$217.91	\$208.43
0-17	\$4,607	\$230.35	\$219.38	\$209.41	\$200.30	\$236.65	\$225.38	\$215.14	\$205.78	\$243.00	\$231.43	\$220.91	\$211.30
0-18	\$4,677	\$233.85	\$222.71	\$212.59	\$203.35	\$240.15	\$228.71	\$218.32	\$208.83	\$246.50	\$234.76	\$224.09	\$214.35
0-19	\$4,746	\$237.30	\$226.00	\$215.73	\$206.35	\$243.60	\$232.00	\$221.45	\$211.83	\$249.95	\$238.05	\$227.23	\$217.35
0-20	\$4,821	\$241.05	\$229.57	\$219.14	\$209.61	\$247.35	\$235.57	\$224.86	\$215.09	\$253.70	\$241.62	\$230.64	\$220.61
0-21	\$4,894	\$244.70	\$233.05	\$222.45	\$212.78	\$251.00	\$239.05	\$228.18	\$218.26	\$257.35	\$245.10	\$233.95	\$223.78
0-22	\$4,966	\$248.30	\$236.48	\$225.73	\$215.91	\$254.60	\$242.48	\$231.45	\$221.39	\$260.95	\$248.52	\$237.23	\$226.91
0-23	\$5,042	\$252.10	\$240.10	\$229.18	\$219.22	\$258.40	\$246.10	\$234.91	\$224.70	\$264.75	\$252.14	\$240.68	\$230.22

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%, Continued

SCH ED/ 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	\$5,119	\$255.95	\$243.76	\$232.68	\$222.57	\$262.25	\$249.76	\$238.41	\$228.04	\$268.60	\$255.81	\$244.18	\$233.57
0-25	\$5,199	\$259.95	\$247.57	\$236.32	\$226.04	\$266.25	\$253.57	\$242.05	\$231.52	\$272.60	\$259.62	\$247.82	\$237.04
0-26	\$5,280	\$264.00	\$251.43	\$240.00	\$229.57	\$270.30	\$257.43	\$245.73	\$235.04	\$276.65	\$263.48	\$251.50	\$240.57
0-27	\$5,386	\$269.30	\$256.48	\$244.82	\$234.17	\$275.60	\$262.48	\$250.55	\$239.65	\$281.95	\$268.52	\$256.32	\$245.17
0-28	\$5,494	\$274.70	\$261.62	\$249.73	\$238.87	\$281.00	\$267.62	\$255.45	\$244.35	\$287.35	\$273.67	\$261.23	\$249.87
0-29	\$5,604	\$280.20	\$266.86	\$254.73	\$243.65	\$286.50	\$272.86	\$260.45	\$249.13	\$292.85	\$278.90	\$266.23	\$254.65
0-30	\$5,716	\$285.80	\$272.19	\$259.82	\$248.52	\$292.10	\$278.19	\$265.55	\$254.00	\$298.45	\$284.24	\$271.32	\$259.52
0-31	\$5,830	\$291.50	\$277.62	\$265.00	\$253.48	\$297.80	\$283.62	\$270.73	\$258.96	\$304.15	\$289.67	\$276.50	\$264.48
0-32	\$5,947	\$297.35	\$283.19	\$270.32	\$258.57	\$303.65	\$289.19	\$276.05	\$264.04	\$310.00	\$295.24	\$281.82	\$269.57
0-33	\$6,066	\$303.30	\$288.86	\$275.73	\$263.74	\$309.60	\$294.86	\$281.45	\$269.22	\$315.95	\$300.90	\$287.23	\$274.74
0-34	\$6,187	\$309.35	\$294.62	\$281.23	\$269.00	\$315.65	\$300.62	\$286.95	\$274.48	\$322.00	\$306.67	\$292.73	\$280.00
0-35	\$6,311	\$315.55	\$300.52	\$286.86	\$274.39	\$321.85	\$306.52	\$292.59	\$279.87	\$328.20	\$312.57	\$298.36	\$285.39
0-36	\$6,437	\$321.85	\$306.52	\$292.59	\$279.87	\$328.15	\$312.52	\$298.32	\$285.35	\$334.50	\$318.57	\$304.09	\$290.87
0-37	\$6,566	\$328.30	\$312.67	\$298.45	\$285.48	\$334.60	\$318.67	\$304.18	\$290.96	\$340.95	\$324.71	\$309.95	\$296.48
0-38	\$6,697	\$334.85	\$318.90	\$304.41	\$291.17	\$341.15	\$324.90	\$310.14	\$296.65	\$347.50	\$330.95	\$315.91	\$302.17
0-39	\$6,831	\$341.55	\$325.29	\$310.50	\$297.00	\$347.85	\$331.29	\$316.23	\$302.48	\$354.20	\$337.33	\$322.00	\$308.00
0-40	\$6,968	\$348.40	\$331.81	\$316.73	\$302.96	\$354.70	\$337.81	\$322.45	\$308.43	\$361.05	\$343.86	\$328.23	\$313.96
0-41	\$7,107	\$355.35	\$338.43	\$323.05	\$309.00	\$361.65	\$344.43	\$328.77	\$314.48	\$368.00	\$350.48	\$334.55	\$320.00
0-42	\$7,249	\$362.45	\$345.19	\$329.50	\$315.17	\$368.75	\$351.19	\$335.23	\$320.65	\$375.10	\$357.24	\$341.00	\$326.17
0-43	\$7,394	\$369.70	\$352.10	\$336.09	\$321.48	\$376.00	\$358.10	\$341.82	\$326.96	\$382.35	\$364.14	\$347.59	\$332.48
0-44	\$7,542	\$377.10	\$359.14	\$342.82	\$327.91	\$383.40	\$365.14	\$348.55	\$333.39	\$389.75	\$371.19	\$354.32	\$338.91
0-45	\$7,693	\$384.65	\$366.33	\$349.68	\$334.48	\$390.95	\$372.33	\$355.41	\$339.96	\$397.30	\$378.38	\$361.18	\$345.48
0-46	\$7,847	\$392.35	\$373.67	\$356.68	\$341.17	\$398.65	\$379.67	\$362.41	\$346.65	\$405.00	\$385.71	\$368.18	\$352.17

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%

SCHD/ 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	\$3,442	\$172.10	\$163.90	\$156.45	\$149.65	\$178.40	\$169.90	\$162.18	\$155.13	\$184.75	\$175.95	\$167.95	\$160.65
0-2	\$3,596	\$179.80	\$171.24	\$163.45	\$156.35	\$186.10	\$177.24	\$169.18	\$161.83	\$192.45	\$183.29	\$174.95	\$167.35
0-3	\$3,743	\$187.15	\$178.24	\$170.14	\$162.74	\$193.45	\$184.24	\$175.86	\$168.22	\$199.80	\$190.29	\$181.64	\$173.74
0-4	\$3,863	\$193.15	\$183.95	\$175.59	\$167.96	\$199.45	\$189.95	\$181.32	\$173.43	\$205.80	\$196.00	\$187.09	\$178.96
0-5	\$3,917	\$195.85	\$186.52	\$178.05	\$170.30	\$202.15	\$192.52	\$183.77	\$175.78	\$208.50	\$198.57	\$189.55	\$181.30
0-6	\$3,973	\$198.65	\$189.19	\$180.59	\$172.74	\$204.95	\$195.19	\$186.32	\$178.22	\$211.30	\$201.24	\$192.09	\$183.74
0-7	\$4,030	\$201.50	\$191.90	\$183.18	\$175.22	\$207.80	\$197.90	\$188.91	\$180.70	\$214.15	\$203.95	\$194.68	\$186.22
0-8	\$4,086	\$204.30	\$194.57	\$185.73	\$177.65	\$210.60	\$200.57	\$191.45	\$183.13	\$216.95	\$206.62	\$197.23	\$188.65
0-9	\$4,145	\$207.25	\$197.38	\$188.41	\$180.22	\$213.55	\$203.38	\$194.14	\$185.70	\$219.90	\$209.43	\$199.91	\$191.22
0-10	\$4,202	\$210.10	\$200.10	\$191.00	\$182.70	\$216.40	\$206.10	\$196.73	\$188.17	\$222.75	\$212.14	\$202.50	\$193.70
0-11	\$4,264	\$213.20	\$203.05	\$193.82	\$185.39	\$219.50	\$209.05	\$199.55	\$190.87	\$225.85	\$215.10	\$205.32	\$196.39
0-12	\$4,326	\$216.30	\$206.00	\$196.64	\$188.09	\$222.60	\$212.00	\$202.36	\$193.57	\$228.95	\$218.05	\$208.14	\$199.09
0-13	\$4,389	\$219.45	\$209.00	\$199.50	\$190.83	\$225.75	\$215.00	\$205.23	\$196.30	\$232.10	\$221.05	\$211.00	\$201.83
0-14	\$4,452	\$222.60	\$212.00	\$202.36	\$193.57	\$228.90	\$218.00	\$208.09	\$199.04	\$235.25	\$224.05	\$213.86	\$204.57
0-15	\$4,519	\$225.95	\$215.19	\$205.41	\$196.48	\$232.25	\$221.19	\$211.14	\$201.96	\$238.60	\$227.24	\$216.91	\$207.48
0-16	\$4,586	\$229.30	\$218.38	\$208.45	\$199.39	\$235.60	\$224.38	\$214.18	\$204.87	\$241.95	\$230.43	\$219.95	\$210.39
0-17	\$4,653	\$232.65	\$221.57	\$211.50	\$202.30	\$238.95	\$227.57	\$217.23	\$207.78	\$245.30	\$233.62	\$223.00	\$213.30
0-18	\$4,723	\$236.15	\$224.90	\$214.68	\$205.35	\$242.45	\$230.90	\$220.41	\$210.83	\$248.80	\$236.95	\$226.18	\$216.35
0-19	\$4,793	\$239.65	\$228.24	\$217.86	\$208.39	\$245.95	\$234.24	\$223.59	\$213.87	\$252.30	\$240.29	\$229.36	\$219.39
0-20	\$4,868	\$243.40	\$231.81	\$221.27	\$211.65	\$249.70	\$237.81	\$227.00	\$217.13	\$256.05	\$243.86	\$232.77	\$222.65
0-21	\$4,942	\$247.10	\$235.33	\$224.64	\$214.87	\$253.40	\$241.33	\$230.36	\$220.35	\$259.75	\$247.38	\$236.14	\$225.87
0-22	\$5,015	\$250.75	\$238.81	\$227.95	\$218.04	\$257.05	\$244.81	\$233.68	\$223.52	\$263.40	\$250.86	\$239.45	\$229.04
0-23	\$5,091	\$254.55	\$242.43	\$231.41	\$221.35	\$260.85	\$248.43	\$237.14	\$226.83	\$267.20	\$254.48	\$242.91	\$232.35

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%, Continued

SCHD/ 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	\$5,170	\$258.50	\$246.19	\$235.00	\$224.78	\$264.80	\$252.19	\$240.73	\$230.26	\$271.15	\$258.24	\$246.50	\$235.78
0-25	\$5,250	\$262.50	\$250.00	\$238.64	\$228.26	\$268.80	\$256.00	\$244.36	\$233.74	\$275.15	\$262.05	\$250.14	\$239.26
0-26	\$5,331	\$266.55	\$253.86	\$242.32	\$231.78	\$272.85	\$259.86	\$248.05	\$237.26	\$279.20	\$265.90	\$253.82	\$242.78
0-27	\$5,438	\$271.90	\$258.95	\$247.18	\$236.43	\$278.20	\$264.95	\$252.91	\$241.91	\$284.55	\$271.00	\$258.68	\$247.43
0-28	\$5,548	\$277.40	\$264.19	\$252.18	\$241.22	\$283.70	\$270.19	\$257.91	\$246.70	\$290.05	\$276.24	\$263.68	\$252.22
0-29	\$5,659	\$282.95	\$269.48	\$257.23	\$246.04	\$289.25	\$275.48	\$262.95	\$251.52	\$295.60	\$281.52	\$268.73	\$257.04
0-30	\$5,772	\$288.60	\$274.86	\$262.36	\$250.96	\$294.90	\$280.86	\$268.09	\$256.43	\$301.25	\$286.90	\$273.86	\$261.96
0-31	\$5,887	\$294.35	\$280.33	\$267.59	\$255.96	\$300.65	\$286.33	\$273.32	\$261.43	\$307.00	\$292.38	\$279.09	\$266.96
0-32	\$6,005	\$300.25	\$285.95	\$272.95	\$261.09	\$306.55	\$291.95	\$278.68	\$266.57	\$312.90	\$298.00	\$284.45	\$272.09
0-33	\$6,125	\$306.25	\$291.67	\$278.41	\$266.30	\$312.55	\$297.67	\$284.14	\$271.78	\$318.90	\$303.71	\$289.91	\$277.30
0-34	\$6,248	\$312.40	\$297.52	\$284.00	\$271.65	\$318.70	\$303.52	\$289.73	\$277.13	\$325.05	\$309.57	\$295.50	\$282.65
0-35	\$6,373	\$318.65	\$303.48	\$289.68	\$277.09	\$324.95	\$309.48	\$295.41	\$282.57	\$331.30	\$315.52	\$301.18	\$288.09
0-36	\$6,500	\$325.00	\$309.52	\$295.45	\$282.61	\$331.30	\$315.52	\$301.18	\$288.09	\$337.65	\$321.57	\$306.95	\$293.61
0-37	\$6,630	\$331.50	\$315.71	\$301.36	\$288.26	\$337.80	\$321.71	\$307.09	\$293.74	\$344.15	\$327.76	\$312.86	\$299.26
0-38	\$6,763	\$338.15	\$322.05	\$307.41	\$294.04	\$344.45	\$328.05	\$313.14	\$299.52	\$350.80	\$334.10	\$318.91	\$305.04
0-39	\$6,898	\$344.90	\$328.48	\$313.55	\$299.91	\$351.20	\$334.48	\$319.27	\$305.39	\$357.55	\$340.52	\$325.05	\$310.91
0-40	\$7,036	\$351.80	\$335.05	\$319.82	\$305.91	\$358.10	\$341.05	\$325.55	\$311.39	\$364.45	\$347.10	\$331.32	\$316.91
0-41	\$7,177	\$358.85	\$341.76	\$326.23	\$312.04	\$365.15	\$347.76	\$331.95	\$317.52	\$371.50	\$353.81	\$337.73	\$323.04
0-42	\$7,320	\$366.00	\$348.57	\$332.73	\$318.26	\$372.30	\$354.57	\$338.45	\$323.74	\$378.65	\$360.62	\$344.23	\$329.26
0-43	\$7,466	\$373.30	\$355.52	\$339.36	\$324.61	\$379.60	\$361.52	\$345.09	\$330.09	\$385.95	\$367.57	\$350.86	\$335.61
0-44	\$7,616	\$380.80	\$362.67	\$346.18	\$331.13	\$387.10	\$368.67	\$351.91	\$336.61	\$393.45	\$374.71	\$357.68	\$342.13
0-45	\$7,768	\$388.40	\$369.90	\$353.09	\$337.74	\$394.70	\$375.90	\$358.82	\$343.22	\$401.05	\$381.95	\$364.59	\$348.74
0-46	\$7,924	\$396.20	\$377.33	\$360.18	\$344.52	\$402.50	\$383.33	\$365.91	\$350.00	\$408.85	\$389.38	\$371.68	\$355.52

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%

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	\$3,476	\$173.80	\$165.52	\$158.00	\$151.13	\$180.10	\$171.52	\$163.73	\$156.61	\$186.45	\$177.57	\$169.50	\$162.13
0-2	\$3,631	\$181.55	\$172.90	\$165.05	\$157.87	\$187.85	\$178.90	\$170.77	\$163.35	\$194.20	\$184.95	\$176.55	\$168.87
0-3	\$3,779	\$188.95	\$179.95	\$171.77	\$164.30	\$195.25	\$185.95	\$177.50	\$169.78	\$201.60	\$192.00	\$183.27	\$175.30
0-4	\$3,900	\$195.00	\$185.71	\$177.27	\$169.57	\$201.30	\$191.71	\$183.00	\$175.04	\$207.65	\$197.76	\$188.77	\$180.57
0-5	\$3,955	\$197.75	\$188.33	\$179.77	\$171.96	\$204.05	\$194.33	\$185.50	\$177.43	\$210.40	\$200.38	\$191.27	\$182.96
0-6	\$4,011	\$200.55	\$191.00	\$182.32	\$174.39	\$206.85	\$197.00	\$188.05	\$179.87	\$213.20	\$203.05	\$193.82	\$185.39
0-7	\$4,070	\$203.50	\$193.81	\$185.00	\$176.96	\$209.80	\$199.81	\$190.73	\$182.43	\$216.15	\$205.86	\$196.50	\$187.96
0-8	\$4,126	\$206.30	\$196.48	\$187.55	\$179.39	\$212.60	\$202.48	\$193.27	\$184.87	\$218.95	\$208.52	\$199.05	\$190.39
0-9	\$4,185	\$209.25	\$199.29	\$190.23	\$181.96	\$215.55	\$205.29	\$195.95	\$187.43	\$221.90	\$211.33	\$201.73	\$192.96
0-10	\$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
0-11	\$4,306	\$215.30	\$205.05	\$195.73	\$187.22	\$221.60	\$211.05	\$201.45	\$192.70	\$227.95	\$217.10	\$207.23	\$198.22
0-12	\$4,368	\$218.40	\$208.00	\$198.55	\$189.91	\$224.70	\$214.00	\$204.27	\$195.39	\$231.05	\$220.05	\$210.05	\$200.91
0-13	\$4,431	\$221.55	\$211.00	\$201.41	\$192.65	\$227.85	\$217.00	\$207.14	\$198.13	\$234.20	\$223.05	\$212.91	\$203.65
0-14	\$4,495	\$224.75	\$214.05	\$204.32	\$195.43	\$231.05	\$220.05	\$210.05	\$200.91	\$237.40	\$226.10	\$215.82	\$206.43
0-15	\$4,562	\$228.10	\$217.24	\$207.36	\$198.35	\$234.40	\$223.24	\$213.09	\$203.83	\$240.75	\$229.29	\$218.86	\$209.35
0-16	\$4,630	\$231.50	\$220.48	\$210.45	\$201.30	\$237.80	\$226.48	\$216.18	\$206.78	\$244.15	\$232.52	\$221.95	\$212.30
0-17	\$4,698	\$234.90	\$223.71	\$213.55	\$204.26	\$241.20	\$229.71	\$219.27	\$209.74	\$247.55	\$235.76	\$225.05	\$215.26
0-18	\$4,768	\$238.40	\$227.05	\$216.73	\$207.30	\$244.70	\$233.05	\$222.45	\$212.78	\$251.05	\$239.10	\$228.23	\$218.30
0-19	\$4,839	\$241.95	\$230.43	\$219.95	\$210.39	\$248.25	\$236.43	\$225.68	\$215.87	\$254.60	\$242.48	\$231.45	\$221.39
0-20	\$4,915	\$245.75	\$234.05	\$223.41	\$213.70	\$252.05	\$240.05	\$229.14	\$219.17	\$258.40	\$246.10	\$234.91	\$224.70
0-21	\$4,990	\$249.50	\$237.62	\$226.82	\$216.96	\$255.80	\$243.62	\$232.55	\$222.43	\$262.15	\$249.67	\$238.32	\$227.96
0-22	\$5,064	\$253.20	\$241.14	\$230.18	\$220.17	\$259.50	\$247.14	\$235.91	\$225.65	\$265.85	\$253.19	\$241.68	\$231.17
0-23	\$5,141	\$257.05	\$244.81	\$233.68	\$223.52	\$263.35	\$250.81	\$239.41	\$229.00	\$269.70	\$256.86	\$245.18	\$234.52

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%, Continued

SCH ED/ 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	\$5,220	\$261.00	\$248.57	\$237.27	\$226.96	\$267.30	\$254.57	\$243.00	\$232.43	\$273.65	\$260.62	\$248.77	\$237.96
0-25	\$5,301	\$265.05	\$252.43	\$240.95	\$230.48	\$271.35	\$258.43	\$246.68	\$235.96	\$277.70	\$264.48	\$252.45	\$241.48
0-26	\$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
0-27	\$5,491	\$274.55	\$261.48	\$249.59	\$238.74	\$280.85	\$267.48	\$255.32	\$244.22	\$287.20	\$273.52	\$261.09	\$249.74
0-28	\$5,601	\$280.05	\$266.71	\$254.59	\$243.52	\$286.35	\$272.71	\$260.32	\$249.00	\$292.70	\$278.76	\$266.09	\$254.52
0-29	\$5,714	\$285.70	\$272.10	\$259.73	\$248.43	\$292.00	\$278.10	\$265.45	\$253.91	\$298.35	\$284.14	\$271.23	\$259.43
0-30	\$5,828	\$291.40	\$277.52	\$264.91	\$253.39	\$297.70	\$283.52	\$270.64	\$258.87	\$304.05	\$289.57	\$276.41	\$264.39
0-31	\$5,945	\$297.25	\$283.10	\$270.23	\$258.48	\$303.55	\$289.10	\$275.95	\$263.96	\$309.90	\$295.14	\$281.73	\$269.48
0-32	\$6,063	\$303.15	\$288.71	\$275.59	\$263.61	\$309.45	\$294.71	\$281.32	\$269.09	\$315.80	\$300.76	\$287.09	\$274.61
0-33	\$6,185	\$309.25	\$294.52	\$281.14	\$268.91	\$315.55	\$300.52	\$286.86	\$274.39	\$321.90	\$306.57	\$292.64	\$279.91
0-34	\$6,309	\$315.45	\$300.43	\$286.77	\$274.30	\$321.75	\$306.43	\$292.50	\$279.78	\$328.10	\$312.48	\$298.27	\$285.30
0-35	\$6,434	\$321.70	\$306.38	\$292.45	\$279.74	\$328.00	\$312.38	\$298.18	\$285.22	\$334.35	\$318.43	\$303.95	\$290.74
0-36	\$6,563	\$328.15	\$312.52	\$298.32	\$285.35	\$334.45	\$318.52	\$304.05	\$290.83	\$340.80	\$324.57	\$309.82	\$296.35
0-37	\$6,694	\$334.70	\$318.76	\$304.27	\$291.04	\$341.00	\$324.76	\$310.00	\$296.52	\$347.35	\$330.81	\$315.77	\$302.04
0-38	\$6,829	\$341.45	\$325.19	\$310.41	\$296.91	\$347.75	\$331.19	\$316.14	\$302.39	\$354.10	\$337.24	\$321.91	\$307.91
0-39	\$6,965	\$348.25	\$331.67	\$316.59	\$302.83	\$354.55	\$337.67	\$322.32	\$308.30	\$360.90	\$343.71	\$328.09	\$313.83
0-40	\$7,104	\$355.20	\$338.29	\$322.91	\$308.87	\$361.50	\$344.29	\$328.64	\$314.35	\$367.85	\$350.33	\$334.41	\$319.87
0-41	\$7,247	\$362.35	\$345.10	\$329.41	\$315.09	\$368.65	\$351.10	\$335.14	\$320.57	\$375.00	\$357.14	\$340.91	\$326.09
0-42	\$7,391	\$369.55	\$351.95	\$335.95	\$321.35	\$375.85	\$357.95	\$341.68	\$326.83	\$382.20	\$364.00	\$347.45	\$332.35
0-43	\$7,539	\$376.95	\$359.00	\$342.68	\$327.78	\$383.25	\$365.00	\$348.41	\$333.26	\$389.60	\$371.05	\$354.18	\$338.78
0-44	\$7,690	\$384.50	\$366.19	\$349.55	\$334.35	\$390.80	\$372.19	\$355.27	\$339.83	\$397.15	\$378.24	\$361.05	\$345.35
0-45	\$7,844	\$392.20	\$373.52	\$356.55	\$341.04	\$398.50	\$379.52	\$362.27	\$346.52	\$404.85	\$385.57	\$368.05	\$352.04
0-46	\$8,001	\$400.05	\$381.00	\$363.68	\$347.87	\$406.35	\$387.00	\$369.41	\$353.35	\$412.70	\$393.05	\$375.18	\$358.87

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%

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	\$3,509	\$175.45	\$167.10	\$159.50	\$152.57	\$181.75	\$173.10	\$165.23	\$158.04	\$188.10	\$179.14	\$171.00	\$163.57
0-2	\$3,666	\$183.30	\$174.57	\$166.64	\$159.39	\$189.60	\$180.57	\$172.36	\$164.87	\$195.95	\$186.62	\$178.14	\$170.39
0-3	\$3,816	\$190.80	\$181.71	\$173.45	\$165.91	\$197.10	\$187.71	\$179.18	\$171.39	\$203.45	\$193.76	\$184.95	\$176.91
0-4	\$3,938	\$196.90	\$187.52	\$179.00	\$171.22	\$203.20	\$193.52	\$184.73	\$176.70	\$209.55	\$199.57	\$190.50	\$182.22
0-5	\$3,993	\$199.65	\$190.14	\$181.50	\$173.61	\$205.95	\$196.14	\$187.23	\$179.09	\$212.30	\$202.19	\$193.00	\$184.61
0-6	\$4,050	\$202.50	\$192.86	\$184.09	\$176.09	\$208.80	\$198.86	\$189.82	\$181.57	\$215.15	\$204.90	\$195.59	\$187.09
0-7	\$4,109	\$205.45	\$195.67	\$186.77	\$178.65	\$211.75	\$201.67	\$192.50	\$184.13	\$218.10	\$207.71	\$198.27	\$189.65
0-8	\$4,165	\$208.25	\$198.33	\$189.32	\$181.09	\$214.55	\$204.33	\$195.05	\$186.57	\$220.90	\$210.38	\$200.82	\$192.09
0-9	\$4,225	\$211.25	\$201.19	\$192.05	\$183.70	\$217.55	\$207.19	\$197.77	\$189.17	\$223.90	\$213.24	\$203.55	\$194.70
0-10	\$4,284	\$214.20	\$204.00	\$194.73	\$186.26	\$220.50	\$210.00	\$200.45	\$191.74	\$226.85	\$216.05	\$206.23	\$197.26
0-11	\$4,347	\$217.35	\$207.00	\$197.59	\$189.00	\$223.65	\$213.00	\$203.32	\$194.48	\$230.00	\$219.05	\$209.09	\$200.00
0-12	\$4,410	\$220.50	\$210.00	\$200.45	\$191.74	\$226.80	\$216.00	\$206.18	\$197.22	\$233.15	\$222.05	\$211.95	\$202.74
0-13	\$4,474	\$223.70	\$213.05	\$203.36	\$194.52	\$230.00	\$219.05	\$209.09	\$200.00	\$236.35	\$225.10	\$214.86	\$205.52
0-14	\$4,538	\$226.90	\$216.10	\$206.27	\$197.30	\$233.20	\$222.10	\$212.00	\$202.78	\$239.55	\$228.14	\$217.77	\$208.30
0-15	\$4,606	\$230.30	\$219.33	\$209.36	\$200.26	\$236.60	\$225.33	\$215.09	\$205.74	\$242.95	\$231.38	\$220.86	\$211.26
0-16	\$4,675	\$233.75	\$222.62	\$212.50	\$203.26	\$240.05	\$228.62	\$218.23	\$208.74	\$246.40	\$234.67	\$224.00	\$214.26
0-17	\$4,743	\$237.15	\$225.86	\$215.59	\$206.22	\$243.45	\$231.86	\$221.32	\$211.70	\$249.80	\$237.90	\$227.09	\$217.22
0-18	\$4,814	\$240.70	\$229.24	\$218.82	\$209.30	\$247.00	\$235.24	\$224.55	\$214.78	\$253.35	\$241.29	\$230.32	\$220.30
0-19	\$4,886	\$244.30	\$232.67	\$222.09	\$212.43	\$250.60	\$238.67	\$227.82	\$217.91	\$256.95	\$244.71	\$233.59	\$223.43
0-20	\$4,962	\$248.10	\$236.29	\$225.55	\$215.74	\$254.40	\$242.29	\$231.27	\$221.22	\$260.75	\$248.33	\$237.05	\$226.74
0-21	\$5,038	\$251.90	\$239.90	\$229.00	\$219.04	\$258.20	\$245.90	\$234.73	\$224.52	\$264.55	\$251.95	\$240.50	\$230.04
0-22	\$5,112	\$255.60	\$243.43	\$232.36	\$222.26	\$261.90	\$249.43	\$238.09	\$227.74	\$268.25	\$255.48	\$243.86	\$233.26
0-23	\$5,190	\$259.50	\$247.14	\$235.91	\$225.65	\$265.80	\$253.14	\$241.64	\$231.13	\$272.15	\$259.19	\$247.41	\$236.65

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%, Continued

SCH ED/ 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	\$5,270	\$263.50	\$250.95	\$239.55	\$229.13	\$269.80	\$256.95	\$245.27	\$234.61	\$276.15	\$263.00	\$251.05	\$240.13
0-25	\$5,352	\$267.60	\$254.86	\$243.27	\$232.70	\$273.90	\$260.86	\$249.00	\$238.17	\$280.25	\$266.90	\$254.77	\$243.70
0-26	\$5,435	\$271.75	\$258.81	\$247.05	\$236.30	\$278.05	\$264.81	\$252.77	\$241.78	\$284.40	\$270.86	\$258.55	\$247.30
0-27	\$5,544	\$277.20	\$264.00	\$252.00	\$241.04	\$283.50	\$270.00	\$257.73	\$246.52	\$289.85	\$276.05	\$263.50	\$252.04
0-28	\$5,655	\$282.75	\$269.29	\$257.05	\$245.87	\$289.05	\$275.29	\$262.77	\$251.35	\$295.40	\$281.33	\$268.55	\$256.87
0-29	\$5,769	\$288.45	\$274.71	\$262.23	\$250.83	\$294.75	\$280.71	\$267.95	\$256.30	\$301.10	\$286.76	\$273.73	\$261.83
0-30	\$5,884	\$294.20	\$280.19	\$267.45	\$255.83	\$300.50	\$286.19	\$273.18	\$261.30	\$306.85	\$292.24	\$278.95	\$266.83
0-31	\$6,002	\$300.10	\$285.81	\$272.82	\$260.96	\$306.40	\$291.81	\$278.55	\$266.43	\$312.75	\$297.86	\$284.32	\$271.96
0-32	\$6,122	\$306.10	\$291.52	\$278.27	\$266.17	\$312.40	\$297.52	\$284.00	\$271.65	\$318.75	\$303.57	\$289.77	\$277.17
0-33	\$6,244	\$312.20	\$297.33	\$283.82	\$271.48	\$318.50	\$303.33	\$289.55	\$276.96	\$324.85	\$309.38	\$295.32	\$282.48
0-34	\$6,369	\$318.45	\$303.29	\$289.50	\$276.91	\$324.75	\$309.29	\$295.23	\$282.39	\$331.10	\$315.33	\$301.00	\$287.91
0-35	\$6,496	\$324.80	\$309.33	\$295.27	\$282.43	\$331.10	\$315.33	\$301.00	\$287.91	\$337.45	\$321.38	\$306.77	\$293.43
0-36	\$6,627	\$331.35	\$315.57	\$301.23	\$288.13	\$337.65	\$321.57	\$306.95	\$293.61	\$344.00	\$327.62	\$312.73	\$299.13
0-37	\$6,759	\$337.95	\$321.86	\$307.23	\$293.87	\$344.25	\$327.86	\$312.95	\$299.35	\$350.60	\$333.90	\$318.73	\$304.87
0-38	\$6,894	\$344.70	\$328.29	\$313.36	\$299.74	\$351.00	\$334.29	\$319.09	\$305.22	\$357.35	\$340.33	\$324.86	\$310.74
0-39	\$7,032	\$351.60	\$334.86	\$319.64	\$305.74	\$357.90	\$340.86	\$325.36	\$311.22	\$364.25	\$346.90	\$331.14	\$316.74
0-40	\$7,173	\$358.65	\$341.57	\$326.05	\$311.87	\$364.95	\$347.57	\$331.77	\$317.35	\$371.30	\$353.62	\$337.55	\$322.87
0-41	\$7,316	\$365.80	\$348.38	\$332.55	\$318.09	\$372.10	\$354.38	\$338.27	\$323.57	\$378.45	\$360.43	\$344.05	\$329.09
0-42	\$7,462	\$373.10	\$355.33	\$339.18	\$324.43	\$379.40	\$361.33	\$344.91	\$329.91	\$385.75	\$367.38	\$350.68	\$335.43
0-43	\$7,611	\$380.55	\$362.43	\$345.95	\$330.91	\$386.85	\$368.43	\$351.68	\$336.39	\$393.20	\$374.48	\$357.45	\$341.91
0-44	\$7,764	\$388.20	\$369.71	\$352.91	\$337.57	\$394.50	\$375.71	\$358.64	\$343.04	\$400.85	\$381.76	\$364.41	\$348.57
0-45	\$7,919	\$395.95	\$377.10	\$359.95	\$344.30	\$402.25	\$383.10	\$365.68	\$349.78	\$408.60	\$389.14	\$371.45	\$355.30
0-46	\$8,078	\$403.90	\$384.67	\$367.18	\$351.22	\$410.20	\$390.67	\$372.91	\$356.70	\$416.55	\$396.71	\$378.68	\$362.22

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%

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	\$3,543	\$177.15	\$168.71	\$161.05	\$154.04	\$183.45	\$174.71	\$166.77	\$159.52	\$189.80	\$180.76	\$172.55	\$165.04
0-2	\$3,700	\$185.00	\$176.19	\$168.18	\$160.87	\$191.30	\$182.19	\$173.91	\$166.35	\$197.65	\$188.24	\$179.68	\$171.87
0-3	\$3,852	\$192.60	\$183.43	\$175.09	\$167.48	\$198.90	\$189.43	\$180.82	\$172.96	\$205.25	\$195.48	\$186.59	\$178.48
0-4	\$3,975	\$198.75	\$189.29	\$180.68	\$172.83	\$205.05	\$195.29	\$186.41	\$178.30	\$211.40	\$201.33	\$192.18	\$183.83
0-5	\$4,031	\$201.55	\$191.95	\$183.23	\$175.26	\$207.85	\$197.95	\$188.95	\$180.74	\$214.20	\$204.00	\$194.73	\$186.26
0-6	\$4,088	\$204.40	\$194.67	\$185.82	\$177.74	\$210.70	\$200.67	\$191.55	\$183.22	\$217.05	\$206.71	\$197.32	\$188.74
0-7	\$4,148	\$207.40	\$197.52	\$188.55	\$180.35	\$213.70	\$203.52	\$194.27	\$185.83	\$220.05	\$209.57	\$200.05	\$191.35
0-8	\$4,205	\$210.25	\$200.24	\$191.14	\$182.83	\$216.55	\$206.24	\$196.86	\$188.30	\$222.90	\$212.29	\$202.64	\$193.83
0-9	\$4,265	\$213.25	\$203.10	\$193.86	\$185.43	\$219.55	\$209.10	\$199.59	\$190.91	\$225.90	\$215.14	\$205.36	\$196.43
0-10	\$4,325	\$216.25	\$205.95	\$196.59	\$188.04	\$222.55	\$211.95	\$202.32	\$193.52	\$228.90	\$218.00	\$208.09	\$199.04
0-11	\$4,388	\$219.40	\$208.95	\$199.45	\$190.78	\$225.70	\$214.95	\$205.18	\$196.26	\$232.05	\$221.00	\$210.95	\$201.78
0-12	\$4,452	\$222.60	\$212.00	\$202.36	\$193.57	\$228.90	\$218.00	\$208.09	\$199.04	\$235.25	\$224.05	\$213.86	\$204.57
0-13	\$4,517	\$225.85	\$215.10	\$205.32	\$196.39	\$232.15	\$221.10	\$211.05	\$201.87	\$238.50	\$227.14	\$216.82	\$207.39
0-14	\$4,581	\$229.05	\$218.14	\$208.23	\$199.17	\$235.35	\$224.14	\$213.95	\$204.65	\$241.70	\$230.19	\$219.73	\$210.17
0-15	\$4,650	\$232.50	\$221.43	\$211.36	\$202.17	\$238.80	\$227.43	\$217.09	\$207.65	\$245.15	\$233.48	\$222.86	\$213.17
0-16	\$4,719	\$235.95	\$224.71	\$214.50	\$205.17	\$242.25	\$230.71	\$220.23	\$210.65	\$248.60	\$236.76	\$226.00	\$216.17
0-17	\$4,788	\$239.40	\$228.00	\$217.64	\$208.17	\$245.70	\$234.00	\$223.36	\$213.65	\$252.05	\$240.05	\$229.14	\$219.17
0-18	\$4,860	\$243.00	\$231.43	\$220.91	\$211.30	\$249.30	\$237.43	\$226.64	\$216.78	\$255.65	\$243.48	\$232.41	\$222.30
0-19	\$4,932	\$246.60	\$234.86	\$224.18	\$214.43	\$252.90	\$240.86	\$229.91	\$219.91	\$259.25	\$246.90	\$235.68	\$225.43
0-20	\$5,010	\$250.50	\$238.57	\$227.73	\$217.83	\$256.80	\$244.57	\$233.45	\$223.30	\$263.15	\$250.62	\$239.23	\$228.83
0-21	\$5,086	\$254.30	\$242.19	\$231.18	\$221.13	\$260.60	\$248.19	\$236.91	\$226.61	\$266.95	\$254.24	\$242.68	\$232.13
0-22	\$5,161	\$258.05	\$245.76	\$234.59	\$224.39	\$264.35	\$251.76	\$240.32	\$229.87	\$270.70	\$257.81	\$246.09	\$235.39
0-23	\$5,240	\$262.00	\$249.52	\$238.18	\$227.83	\$268.30	\$255.52	\$243.91	\$233.30	\$274.65	\$261.57	\$249.68	\$238.83

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%, Continued

SCHD/ 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	\$5,320	\$266.00	\$253.33	\$241.82	\$231.30	\$272.30	\$259.33	\$247.55	\$236.78	\$278.65	\$265.38	\$253.32	\$242.30
0-25	\$5,403	\$270.15	\$257.29	\$245.59	\$234.91	\$276.45	\$263.29	\$251.32	\$240.39	\$282.80	\$269.33	\$257.09	\$245.91
0-26	\$5,487	\$274.35	\$261.29	\$249.41	\$238.57	\$280.65	\$267.29	\$255.14	\$244.04	\$287.00	\$273.33	\$260.91	\$249.57
0-27	\$5,597	\$279.85	\$266.52	\$254.41	\$243.35	\$286.15	\$272.52	\$260.14	\$248.83	\$292.50	\$278.57	\$265.91	\$254.35
0-28	\$5,709	\$285.45	\$271.86	\$259.50	\$248.22	\$291.75	\$277.86	\$265.23	\$253.70	\$298.10	\$283.90	\$271.00	\$259.22
0-29	\$5,824	\$291.20	\$277.33	\$264.73	\$253.22	\$297.50	\$283.33	\$270.45	\$258.70	\$303.85	\$289.38	\$276.23	\$264.22
0-30	\$5,940	\$297.00	\$282.86	\$270.00	\$258.26	\$303.30	\$288.86	\$275.73	\$263.74	\$309.65	\$294.90	\$281.50	\$269.26
0-31	\$6,059	\$302.95	\$288.52	\$275.41	\$263.43	\$309.25	\$294.52	\$281.14	\$268.91	\$315.60	\$300.57	\$286.91	\$274.43
0-32	\$6,180	\$309.00	\$294.29	\$280.91	\$268.70	\$315.30	\$300.29	\$286.64	\$274.17	\$321.65	\$306.33	\$292.41	\$279.70
0-33	\$6,304	\$315.20	\$300.19	\$286.55	\$274.09	\$321.50	\$306.19	\$292.27	\$279.57	\$327.85	\$312.24	\$298.05	\$285.09
0-34	\$6,430	\$321.50	\$306.19	\$292.27	\$279.57	\$327.80	\$312.19	\$298.00	\$285.04	\$334.15	\$318.24	\$303.77	\$290.57
0-35	\$6,558	\$327.90	\$312.29	\$298.09	\$285.13	\$334.20	\$318.29	\$303.82	\$290.61	\$340.55	\$324.33	\$309.59	\$296.13
0-36	\$6,690	\$334.50	\$318.57	\$304.09	\$290.87	\$340.80	\$324.57	\$309.82	\$296.35	\$347.15	\$330.62	\$315.59	\$301.87
0-37	\$6,823	\$341.15	\$324.90	\$310.14	\$296.65	\$347.45	\$330.90	\$315.86	\$302.13	\$353.80	\$336.95	\$321.64	\$307.65
0-38	\$6,960	\$348.00	\$331.43	\$316.36	\$302.61	\$354.30	\$337.43	\$322.09	\$308.09	\$360.65	\$343.48	\$327.86	\$313.61
0-39	\$7,099	\$354.95	\$338.05	\$322.68	\$308.65	\$361.25	\$344.05	\$328.41	\$314.13	\$367.60	\$350.10	\$334.18	\$319.65
0-40	\$7,241	\$362.05	\$344.81	\$329.14	\$314.83	\$368.35	\$350.81	\$334.86	\$320.30	\$374.70	\$356.86	\$340.64	\$325.83
0-41	\$7,386	\$369.30	\$351.71	\$335.73	\$321.13	\$375.60	\$357.71	\$341.45	\$326.61	\$381.95	\$363.76	\$347.23	\$332.13
0-42	\$7,533	\$376.65	\$358.71	\$342.41	\$327.52	\$382.95	\$364.71	\$348.14	\$333.00	\$389.30	\$370.76	\$353.91	\$338.52
0-43	\$7,684	\$384.20	\$365.90	\$349.27	\$334.09	\$390.50	\$371.90	\$355.00	\$339.57	\$396.85	\$377.95	\$360.77	\$345.09
0-44	\$7,838	\$391.90	\$373.24	\$356.27	\$340.78	\$398.20	\$379.24	\$362.00	\$346.26	\$404.55	\$385.29	\$367.77	\$351.78
0-45	\$7,995	\$399.75	\$380.71	\$363.41	\$347.61	\$406.05	\$386.71	\$369.14	\$353.09	\$412.40	\$392.76	\$374.91	\$358.61
0-46	\$8,155	\$407.75	\$388.33	\$370.68	\$354.57	\$414.05	\$394.33	\$376.41	\$360.04	\$420.40	\$400.38	\$382.18	\$365.57



Your Retirement Benefits

TEACHERS' AND STATE EMPLOYEES' RETIREMENT SYSTEM



North Carolina Retirement Systems



STATE OF NORTH CAROLINA
DEPARTMENT OF STATE TREASURER
RETIREMENT SYSTEMS DIVISION

RICHARD H. MOORE
STATE TREASURER

MICHAEL WILLIAMSON
DEPUTY TREASURER



To the Members of the Teachers' and State Employees' Retirement System:

It is a great pleasure to present you with your new employee booklet *Your Retirement Benefits*. The information in this summary describes the retirement benefits you can expect to receive as a member of the Teachers' and State Employees' Retirement System. This summary includes topics such as when you qualify for benefits and how much you can expect to receive.

To help you build a sound financial future, the State helps you reach your retirement goal by sharing the cost of the Retirement System with you. Your retirement benefit is a part of your compensation earned during your active working career that has been deferred until the time you stop working. When combined with your Social Security benefits and personal savings, the Retirement System provides you financial security for your later years.

In addition, the Disability Income Plan is a financial benefit the State provides for you in the event you become unable to work before you are eligible to retire. This benefit plan is also described in this summary.

I think you will find *Your Retirement Benefits* a helpful tool in understanding the benefits of the Teachers' and State Employees' Retirement System. I encourage you to read this entire document and to share this information with your family.

Sincerely,

A handwritten signature in cursive script that reads "Richard H. Moore".

Richard H. Moore

State Treasurer

Your Retirement Benefits

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DISCLAIMER: The information contained in this booklet is intended to serve as a general source of reference outlining the major provisions of the Teachers' and State Employees' Retirement System pertaining to members not engaged in full-time law enforcement. While this booklet is intended to be as accurate as possible, the explanation is subject in all respects to the detailed provisions of the Retirement System law. It must be understood that the explanation in this booklet cannot alter, modify, or otherwise change the controlling legal documents or General Statutes in any way, nor can any right accrue by reason of any statement or omission of any statement in this booklet.

Your Retirement System Benefits In Brief

- Automatic membership for eligible employees. See below.
- You and the State pay the cost of retirement benefits. See page 3.
- Monthly payments at retirement based on your salary, age, and years of credit. See page 4.
- Unreduced retirement benefit at age 65 with five years of membership, or at age 60 with 25 years of credit, or at any age with 30 years of credit; reduced benefit after age 50 and 20 years of credit, or at age 60 with five years of membership. See page 4.
- A right to a reduced benefit at age 60 after five years of membership, regardless of whether you are working. See page 4.
- Disability Income Plan benefits. For short-term benefit provisions, see page 28. For long-term benefit provisions, see page 30.
- Survivor monthly income if you die in active service with 20 years of credit regardless of age; or after age 60 with five years of membership. See page 6.
- Several payment options available to continue income to your beneficiary following your death after retirement. See pages 10, 11, and 12.
- Death benefit paid to your beneficiary if you die in active service after one year of membership. See page 6.

This section just highlights the System. The following pages describe it in detail.

Becoming A Member Of The System

You become a member of the System on your date of hire if you are:

- a permanent full-time teacher or employee of a State-supported board of education or community college,
- a permanent employee of the State (or any of its agencies, departments, bureaus, or institutions) and work at least 30 hours per week for nine months per year, or
- a permanent employee of a charter school whose board has elected to participate in the Retirement System, and work at least 30 hours per week for nine months per year.

However, if you are:

- a faculty member, administrator, or other eligible employee at a State institution of higher education or a community college president, you may join an optional retirement program, instead of the System, or

- an Agricultural Extension Service employee and a member of the Federal Employees' Retirement System, you may not join this System.

You can get more details about the alternate systems from your employer.

When you begin working for the State, you will be asked to complete a "Notice of Enrollment" (Form 2). You will also be asked to name a beneficiary to receive a refund of your contributions and a death benefit if you die before retirement. You can change your beneficiary at any time by completing Form 2C, available from your employer or the Retirement System.



Who Pays For The System

You, and the State, and the investment earnings on total contributions pay the cost of providing your retirement benefits.

Your share of the cost, which is automatically deducted from your paycheck, is 6% of your compensation. Your compensation includes all salaries and wages paid to you, from public funds, which you earn at your covered job while working for the State.

On and after July 1, 1982, your contributions to the Retirement System are tax-sheltered for federal and North Carolina income tax purposes.

The State bases contributions on the calculations prepared by an actuary. The State contribution rate for the 2004-2005 fiscal year is 5.815% of all members' salaries to pay for the benefits for you and other members.

Tax-Deferred Savings Advantages

On and after July 1, 1982, special tax advantages apply to the contributions you make to the Retirement System because they are made on a before-tax basis. This means that your contributions are deducted from your pay before taxes are calculated. As a result, your taxable income is lowered and the amount of annual taxes you pay is less than if you made contributions on an after-tax basis.

The example below assumes you are married, earn \$30,000 a year, have four people in your family, and contribute 6% of your salary to the Retirement System. The amount of tax you actually pay will depend on current tax rates and your own financial situation.

	After-Tax Savings	Tax-Deferred Savings
Eligible Pay	\$30,000	\$30,000
Tax-Deferred Savings	0	-1,800
Taxable Income	\$30,000	\$28,200
Federal Income Tax Withholding*	-1,882	-1,612
North Carolina State Income Tax Withholding*	-1,259	-1,133
After-Tax Savings	-1,800	0
Take-Home Pay	\$25,059	\$25,455
Increased Take-Home Pay		\$396
*Estimated		

How Your Benefit Is Calculated

Your annual retirement benefit is based on this formula:
 1.82% of “average final compensation”
 TIMES
 years and months of “creditable service.”

Average final compensation means the average of your salary during your four highest-paid years in a row. If your four highest-paid years in a row include a final payment for unused vacation leave and/or prorated longevity, your average final compensation may be increased by the extra payment(s). (Final payments, if any, for unused sick leave or reimbursements for expenses are not includable in your average final compensation.)

Creditable service means any period during which you contribute to the System, provided you do not withdraw your contributions. In addition, if you have unused sick leave, were in military service, or worked out-of-state in related governmental employment, special rules may apply in determining creditable service. See pages 13 through 17 for more details.

If you left the System and withdrew any of your own contributions, you may restore your creditable service by making a lump sum payment, as outlined on page 14.



How To Qualify For Benefits

Becoming Vested

You become vested in the Retirement System once you have completed a minimum of five years of membership service. This means that you are eligible to apply for lifetime monthly retirement benefits based on the formula, and the age and service requirements described in this handbook, provided you do not withdraw your contributions. You may also be eligible for retiree health coverage as described on page 20.

Service Retirement (Unreduced Benefits)

You may retire with an unreduced service retirement benefit after:

- you reach age 65 and complete five years of membership service,
- you reach age 60 and complete 25 years of creditable service, or
- you complete 30 years of creditable service, at any age.

Early Retirement (Reduced Benefits)

You may retire early with a reduced retirement benefit after:

- you reach age 50 and complete 20 years of creditable service, or
- you reach age 60 and complete five years of membership service.

Your early retirement benefit is determined by the same formula as a service retirement benefit multiplied by a reduction percentage based on your age and/or service at early retirement. Since your benefits may be paid over a longer period of time than if you waited until you were eligible for service retirement, they will be reduced. The table on page 8 shows the effect these reductions would have on your benefit.

Disability Retirement

After attaining certain service requirements, you may be eligible for benefits from the Disability Income Plan of North Carolina as described in this handbook. However, if you earned five or more years of membership service with the State Retirement System prior to July 1, 1982, you are eligible to receive disability retirement benefits that are based in part on the amount of service that you would have earned if you had been able to remain in service until age 65, instead of benefits from the Disability Income Plan.

In addition, if you earned five or more years of membership service with the State Retirement System prior to January 1, 1988, you are eligible to receive disability retirement benefits that are based in part on the amount of service that you would have earned if you had been able to remain in service until you would have otherwise been eligible for an unreduced service retirement benefit, instead of benefits from the Disability Income Plan.

In either case, if you had earned five or more years of membership service with the State Retirement System prior to January 1, 1988, and subsequently become disabled, you will have the opportunity to elect to receive benefits from the Disability Income Plan or to receive disability retirement benefits from the State Retirement System.

Reciprocity Between Retirement Systems

Any credit you may have in the Legislative, Judicial, or Local Governmental Employees' Retirement Systems may be counted along with your credit in this Retirement System for the purpose of determining your *eligibility* for a reduced or unreduced benefit. However, only your creditable service in this System will be used in computing the amount of your benefit in this System, and creditable service in any other system will be used in computing benefits from that System.

If You Leave The System Before Retirement

Even if you leave before service or early retirement, you may still receive a benefit. You are entitled to a benefit once you meet eligibility requirements if you leave for any reason after you have completed five years of membership service, provided you do not withdraw your contributions. See page 20 for information regarding retiree health insurance coverage.

Your benefit is determined by the formula in effect on the effective date of your retirement. It is based on your average final compensation and years of creditable service at that time. You can apply for deferred payments to begin when you reach age 60.

If you have at least 20 years of creditable service when you leave, you can apply for early payments starting at age 50, however, your benefit is reduced because you may receive payments for a longer period of time than if you waited until you were eligible for service retirement.

If you leave the System before you have five years of membership service, the only payment you can receive is a refund of your contributions. See page 18 regarding a refund of contributions.

How Your Beneficiaries Are Protected

Although the System's primary purpose is to provide retirement income, it recognizes that some employees will not live to enjoy their retirement benefits. So, it provides a death benefit that protects your beneficiary should you die before retirement.

In addition, your beneficiary will receive a refund of your contributions (with interest, if applicable). More details on refunds appear on page 18. If you meet certain age and/or service requirements, a *survivor's alternate benefit* may be paid instead of the refund of contributions if you have named only one principal beneficiary. See below.

If you die after retirement, depending on the payment option you chose, your beneficiary may receive income following your death. See pages 10 through 12.

Survivor's Alternate Benefit

If you have named one principal beneficiary for the refund of your contributions and die while in active service (while being paid a salary or within 180 days after salary payments cease) after:

- completing 20 years of creditable service (not including credit for unused sick leave) regardless of age, or
- reaching age 60 with five years of membership service,

the principal beneficiary named to receive a refund of your contributions and interest may choose to receive a monthly benefit for life instead of a refund of contributions. If you have named two or more persons as principal beneficiaries or your estate as beneficiary or if you have retired, the Survivor's Alternate Benefit does not apply. The benefit equals the same monthly amount you would have been entitled to under Option 2 had you retired on the first of the month following your death. If you do not want your beneficiary to

have this choice of receiving a retirement allowance provided by Option 2, you should so indicate, in writing, to the Retirement System.

Death Benefit

If you die while still in active service (while being paid salary) after one year as a contributing member, your beneficiary will receive a single lump sum payment. The payment equals the highest 12 months of salary in a row during the 24 months before you die, but no less than \$25,000 and no more than \$50,000. This benefit is also paid if you die within 180 days of the last day for which you were paid salary. It is in addition to any other benefits to which you may be entitled.



Example Of How A Benefit Is Calculated

To give you an idea of how benefits are calculated, let us look at some examples. Assume an employee, Mary Benson, who works on a 10 month per year basis, retires at age 60, with 32 years and two months of creditable service. As we go through the steps to figure Mary's benefit, write in your own figures for an estimate of your benefit.

Because Mary has over 30 years of creditable service at retirement, she receives her basic benefit of about \$18,909 annually, or approximately \$1,575 monthly, for the rest of her life under the maximum payment, with monthly payments ceasing at her death.

In addition, Mary may also be eligible for Social Security benefits as early as age 62.

At Service Retirement	Mary	You
Step 1 Add your salary during your four highest-paid years in a row.	\$30,600 31,700 32,900 <u>+ 34,000</u>	\$ <u> </u>
	\$129,200	\$
Step 2 Divide Step 1 by four to determine your average final compensation.	\$32,300	\$
Step 3 Multiply Step 2 by .0182 to apply retirement formula.	\$32,300 <u>x .0182</u>	\$ <u>x .0182</u>
	\$587.86	\$
Step 4 Determine creditable service. (see pages 13 through 17)	32.1667 years	
Step 5 Multiply Step 3 by Step 4 to determine your annual retirement benefit.	\$587.86 <u>x 32.1667</u>	\$ <u> </u>
	\$18,909.52	\$
Step 6 Divide Step 5 by 12 to get monthly maximum payment.	\$1,575.79	\$

At Early Retirement

Now let us look at an employee, Fred Wise, who works on a 12 month per year basis. Assume when Fred retires at age 61, he has:

- average final compensation of \$32,300, and
- 24 years and three months of creditable service.

Here is how we calculate his benefit:

$$\begin{array}{r}
 \$ 32,300 \text{ (average final compensation)} \\
 \times \quad .0182 \\
 \hline
 \$ 587.86 \\
 \times \quad 24.25 \text{ (creditable service)} \\
 \hline
 \$ 14,255.61
 \end{array}$$

Now apply the early retirement reduction percentage from the chart below.

$$\begin{array}{r}
 \$ 14,255.61 \\
 \times \quad .88 \text{ (percentage at age 61)} \\
 \hline
 \$ 12,544.94
 \end{array}$$

In this case, Fred receives a maximum payment of about \$12,544 a year, or about \$1,045 a month, unless he chooses a payment option. His payment will start at age 61 and continue for the rest of his life.

Assume, however, that Fred is age 59 instead of age 61. With 24.25 years of creditable service, his early service retirement reduction percentage is .80 instead of .88. In this case, Fred receives a maximum payment of about \$11,404 a year, or about \$950 a month, unless he chooses a specific retirement payment option. His payment will start at age 59 and continue for the rest of his life.

In addition, Fred may also be eligible for Social Security benefits as early as age 62.

Early Retirement Percentages

If you are between ages 60 and 65, with less than 25 years of creditable service, your early service retirement benefit will be reduced to the following percentages.

If you are this age when payments start	You receive this percentage of your benefit
64	97%
63	94%
62	91%
61	88%
60	85%

Age	Creditable Service									
	29	28	27	26	25	24	23	22	21	20
59	95%	90%	85%	80%	80%	80%	80%	80%	80%	80%
58	95%	90%	85%	80%	75%	75%	75%	75%	75%	75%
57	95%	90%	85%	80%	75%	70%	70%	70%	70%	70%
56	95%	90%	85%	80%	75%	70%	65%	65%	65%	65%
55	95%	90%	85%	80%	75%	70%	65%	60%	60%	60%
54	95%	90%	85%	80%	75%	70%	65%	60%	55%	55%
53	95%	90%	85%	80%	75%	70%	65%	60%	55%	52%
52	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%
51	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%
50	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%

If you are between birthdays when payments start, the reduction will be adjusted proportionately.

If you are between ages 50 and 59, with less than 30 years of creditable service, your early retirement will be reduced to the percentages shown in the table on page 8.

Examples Of Benefits Paid

The following chart shows the approximate monthly benefit paid at various salary levels, depending on age and creditable service.

Of course, these are only examples. Your own benefit is calculated individually and depends on your age, creditable service, and average final compensation.

Monthly Retirement Benefit Under Maximum Payment						
Average Final Compensation	Age	50	55	60	N/A	N/A
	Service	20	28	25	30	40
\$50,000		\$758	\$1,911	\$1,895	\$2,275	\$3,033
40,000		606	1,528	1,516	1,820	2,426
35,000		530	1,337	1,327	1,592	2,123
30,000		455	1,146	1,137	1,365	1,820
25,000		379	955	947	1,137	1,516
22,000		333	840	834	1,001	1,334
20,000		303	764	758	910	1,213
18,000		273	687	682	819	1,092
16,000		242	611	606	728	970
14,000		212	535	530	637	849
12,000		182	458	455	546	728
10,000		151	382	379	455	606

Retirement Benefit Payment Plans

When you retire you have to decide which monthly payment plan to select. Your decision will be personal and should take into account your needs during retirement and the needs of a dependent, if any, after your death. Neither the payment plan selected by a co-worker nor the one selected by the largest number of retirees should have any effect on your personal decision.

Before you select a payment plan, you should know that, on average, each payment plan is mathematically equal to the other plans. That is, each payment plan is calculated so that the total value of the plan you select is the same as the value of the other plans if you and the beneficiary (if any) you name to receive a monthly payment, live your expected lives.

You should first decide if you need to select a type of payment plan that provides for some monthly payment to a beneficiary after your death. If you do not select such a plan, all of your retirement benefit will be used to provide you with a lifetime monthly payment that ceases at your death.

There is a **guaranteed refund** feature of your retirement benefits which provides that the total amount paid out after your retirement will not be less than the amount of your contributions and interest, regardless of which retirement plan you select. Should your death and the death of the beneficiary named to receive a monthly payment, if any, occur before the total of all monthly payments equals the amount of your contributions and interest, the unrecovered portion of your contributions and interest will be paid in one lump sum to another beneficiary(ies). Payments made to purchase additional creditable service after retirement are also covered by the guaranteed refund provisions. You may name one or more beneficiaries for the guaranteed refund provision and you may change your beneficiary(ies) for this purpose as often as you desire. Of course, any beneficiary named for the guaranteed refund cannot be named as beneficiary for a monthly benefit.

You may not change the payment plan you select once you cash a retirement check or after the 25th of the month following the month your first check is mailed (whichever is earlier) *except* under the following conditions:

- if you select a payment option that provides a monthly benefit to your spouse as named beneficiary after your death (i.e., Option 2, 3, or 6) and later become divorced from that spouse, or
- if you are rehired in a position covered by the Retirement System and contribute to your new account for at least three years.

Maximum Payment

When you retire on a service retirement allowance, your basic benefit is the maximum payment and is calculated under the formula on page 7. If you retire early, your maximum payment is calculated using the same formula and then reduced for early retirement. In either case, unless you choose a payment option, you will receive your maximum payment for as long as you live. All monthly payments stop at your death.

Payment Options

Instead of the maximum payment, you can choose one of the following payment options.

If you elect to provide a monthly payment to a beneficiary after your death by choosing Option 2, 3, or 6, you give up some of your retirement benefit while you are living. The amount you give up is placed in reserve to be paid to one beneficiary after your death. (A beneficiary for a monthly benefit *cannot* be named as beneficiary for the guaranteed refund.) The amount your retirement benefit is reduced depends on the amount of your maximum payment benefit, your age, and the age of your beneficiary.

Option 2

100% Joint And Survivor

You receive reduced monthly payments for life. After you die, your beneficiary receives the same amount monthly for life.

Option 3

50% Joint And Survivor

You receive reduced monthly payments for life. After you die, one-half of your payment continues to your beneficiary for life.

Option 4

Social Security Leveling

You receive larger monthly payments than you would otherwise be entitled to receive, until you become eligible for Social Security at age 62. Beginning at age 62, your monthly payments will be reduced to an amount that is less than what you would otherwise be entitled to receive. Nevertheless, your reduced retirement payments after age 62 plus your allowance from the Social Security Administration should be approximately the same amount as the inflated payment you received from the Retirement System before age 62. However, the actual amount of your retirement payments both before and after age 62 will be based on the estimate of benefits provided by the Social Security Administration *prior* to your retirement. All monthly payments cease at your death.

The reduction in your monthly retirement payments after age 62 allows the Retirement System to recover the inflated amounts you received before age 62. Therefore, on the average, the inflated amounts received before age 62, together with the reduced amounts received after age 62, are equal in value to the other retirement plans over your life expectancy.

Under Option 4, any percentage increase you are granted in your retirement payments before age 62 will be applied to the inflated benefit you are receiving at that time; however, upon reaching age 62 your retirement payments will be reduced to the original amount promised after age 62, plus the *percentage increases* (not the dollar amount of increases) granted before age 62. For additional information regarding Option 4 and Social Security, see pages 19 and 25.

Option 6

Modified Joint And Survivor

You receive reduced monthly payments under a combination of Option 2 and the maximum payment, or under Option 3 and the maximum payment. Your death, or the death of your beneficiary, affects monthly payments as follows:

- **Option 6-2** — Under a combination of Option 2 and the maximum payment, your death entitles your beneficiary to receive a monthly payment for life in the same amount as you received. However, if your beneficiary dies before you do, your monthly payments are increased to the amount payable under the maximum payment.
- **Option 6-3** — Under a combination of Option 3 and the maximum payment, your death entitles your beneficiary to receive a monthly payment for life of one-half the amount you received. However, if your beneficiary dies before you do, your monthly payments are increased to the amount payable under the maximum payment.

Under Options 2, 3, and 6, you may name only one beneficiary to receive a monthly survivor payment after your death. **You may not change your survivor beneficiary after you retire** *except* under the following conditions:

- if you divorce from the survivor beneficiary,
- if you return to covered employment and contribute to a new retirement account for at least three years, or

- if you chose Option 2 or 3 at retirement and designated your spouse as survivor beneficiary and this spouse dies before you, and you remarry, you may name your new spouse as your beneficiary within 90 days of your remarriage under the same option you chose at retirement. Your new benefit will be actuarially reduced on the basis of your age and the age of your spouse at the time of the change. The benefit payable to you will be the benefit you received prior to the death of your original spouse, reduced actuarially in order to cover your new spouse as beneficiary.

Under Options 6-2 and 6-3, if your survivor beneficiary dies before you do, you may not name another.

Your new beneficiary designation will be effective on the first day of the month in which it was made, and it will provide retirement benefits that are actuarially equal to the retirement benefits that were in effect prior to your new beneficiary designation.

How The Payment Options Work

John Murphy has earned a service retirement benefit under the maximum payment plan of \$1,000 a month. Unless he chooses a payment option, he will receive \$1,000 each month for life with all monthly payments ceasing at his death.

But let us assume he wants to share his benefit with his wife, Pam. Pam is 51 when John retires at 57 after 30 years and three months of creditable service. The table below shows how much John and Pam would each receive monthly under various payment options.

Of course, the actual amounts of the payment options you can choose are based on many factors, such as your age, your beneficiary's age, and when payments start. Before you retire, you will receive an estimate of the actual amounts payable to you.

To John	To Pam After John's Death
Maximum \$1,000 monthly	\$0.00
Option 2 \$840.40 monthly	\$840.40 monthly
Option 3 \$913.30 monthly	\$456.65 monthly
Option 4* \$1,388.89 up to age 62, \$753.89 thereafter	\$0.00
Option 6 With Option 2: \$832.10 monthly; if Pam dies before John, he receives \$1,000 monthly thereafter	\$832.10 monthly
With Option 3: \$908.40 monthly; if Pam dies before John, he receives \$1,000 monthly thereafter	\$454.20 monthly

*Assumes John's primary Social Security benefit is \$635 a month at age 62.

Creditable Service And Service Purchase Provisions

Your benefit at retirement is based, in part, on your creditable service. In addition to the years and months you contribute to the System, creditable service also includes:

Sick Leave. Sick leave earned monthly under a duly adopted policy and for which you would receive full salary if you were absent from work on account of sickness, counts as creditable service. Sick leave which was converted from excess vacation leave in accordance with State law is also creditable. One month of credit is allowed, at no cost to you, for each 20 days of your unused sick leave when you retire. One more month is allowed for any part of 20 days left over.

Sick leave is used to increase your creditable service, but sick leave cannot be used to meet the minimum qualifications for a deferred benefit or the Survivor's Alternate Benefit. You may use your sick leave to complete 30 years of service, regardless of age; 25 years of service after age 60; and 20 years of service after age 50. Please note that sick leave does not count toward eligibility for retiree health coverage. See page 20 for information regarding retiree health coverage.

Your employer will certify the amount of sick leave you have on your Application for Retirement.

Military Service. Your periods of active duty in the United States military up to the time you were first eligible for discharge count as creditable service at no cost to you if you were a teacher or State employee when you entered the military, and:

- you returned to employment as a teacher or State employee within two years after your earliest discharge date, or
- you returned to employment as a teacher or State employee at any time after your discharge and completed at least 10 additional years of service as a contributing member.

If you are not eligible for free credit under these rules, you may be eligible to buy credit for your first period plus later *required* periods of active duty by making a lump sum payment. Your cost will depend on when you became a member and when you make your payment.

If you became a member **on or before July 1, 1981**, and have contributed to the Retirement System for five years but less than 10 years, your cost will be equal to the full actuarial liabilities created on account of the additional credit purchased. However, as soon as you have contributed to this Retirement System for 10 years, there immediately follows a three-year period during which your cost will likely be lower than at any other time. If not paid during that three-year period, your cost will again become equal to the full actuarial liabilities created on account of the additional credit purchased.

If you became a member **after July 1, 1981**, you must have contributed to this Retirement System for five years. Your cost will be equal to the full actuarial liabilities created on account of the additional credit purchased.

If your service is creditable in another retirement system, your ability to buy credit in this System may be restricted.

Your employer and the Retirement System have application forms which contain more information.



Withdrawn Service. If you ever received a refund of your contributions from:

- this Retirement System,
- the Local Governmental Employees' Retirement System, or
- the former Law Enforcement Officers' Retirement System,

you may be eligible to make a lump sum payment and restore to this System the creditable service you lost when you received your refund. Before you are eligible to pay for this service, you must be rehired and contribute to this System for five years or have a combination of five years of currently creditable service in the Judicial, Legislative, Local Governmental, or this Retirement System.

Effective July 1, 2001, your cost, which must be paid in a lump sum, will be equal to the amount of contributions withdrawn, plus interest at the rate of six and one-half percent compounded annually from the year of withdrawal to the year of repayment, plus an administrative fee of \$25.

Other Withdrawn Service Purchase Provisions. If you ever received a refund of your contributions from:

- the Consolidated Judicial Retirement System,
- the Legislative Retirement System, or
- the Local Governmental Employees' Retirement System,

you may be eligible to make a lump sum payment and restore the creditable service to the System *from which it was withdrawn*. Before you are eligible to pay for this service, you must have five years of currently creditable service in this Retirement System or in the Judicial, Legislative, or Local Governmental Retirement Systems, or have a combination of five years of credit in any of these Systems. *Service purchased under this method may be used in determining your eligibility for benefits*

in this System. However, only your creditable service in this System will be used in computing the amount of your benefit in this System, and creditable service in any other system will be used in computing benefits from that System.

Your cost, which must be paid in a lump sum, will be calculated using the withdrawn service purchase provisions in the System under which you are purchasing the service credit.

Your employer and the Retirement System have application forms which contain more information.

Out-Of-State Service. If you have performed out-of-state public employment, you may be eligible to buy credit for that service. Credit that can be purchased must have been with:

- another state or governmental subdivision of a state,
- a federal, overseas dependent or military dependent school,
- the Public Health Service,
- the Merchant Marine (if you were also in the Naval Reserve), or
- the International Cooperation Administration or Agency for International Development, while on an approved leave of absence.

If you became a member **on or before July 1, 1981**, and have contributed to the Retirement System for five years but less than 10 years since completing your out-of-state service, your cost will be equal to the full actuarial liabilities created on account of the additional credit purchased. However, as soon as you have contributed to the Retirement System for 10 years, there immediately follows a three-year period during which your cost will likely be lower than any other time. If not paid during that three-year period, your cost will again become equal to the full actuarial liabilities created on account of the additional credit purchased.

If you became a member **after July 1, 1981**, you must have contributed to the Retirement System for a total of five years with at least one year of membership service after completing your out-of-state service. Your cost will be equal to the full actuarial liabilities created on account of the additional credit purchased.

If your service is creditable in another retirement system, your ability to buy credit in this System will be restricted. If you are eligible, you may buy credit at the rate of one year of out-of-state service for each year of service under this System. You may purchase a maximum of 10 years of out-of-state service credit.

Your employer and the Retirement System have application forms which contain more information.

Educational Leave. If you have interrupted service or approved leave of absence for educational purposes **prior to July 1, 1981**, credit may be purchased if you returned to service as a contributing member within 12 months after completing an educational program; have contributed to the Retirement System for at least 10 years after returning to service; and, make a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

If you have interrupted service or approved leave of absence for educational purposes **after July 1, 1981**, credit may be purchased if regular employee and employer contributions are paid by the 15th of the month following the month for which service credit is allowed. If contributions are not made by the 15th of the month, a penalty of 1% per month shall be assessed to the total costs. In addition, unless you return to service as a contributing member within 12 months after completion of your educational program and contribute to the Retirement System for at least three more years (except in the event of death or disability), your

contributions will be refunded and the service credits canceled. If your employer will not make the employer contributions, you may make them in addition to the employee contributions.

Regardless of when the educational program was completed, the maximum allowable credit for educational leave or interrupted service for educational purposes is six years.

Your employer and the Retirement System have application forms which contain more information.

Temporary Local And State Service. You may purchase credit for full-time temporary local and State government employment if you have completed five years of service as a contributing member after the temporary employment. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Probationary Or Waiting Period Service. You may purchase credit for a period of service you performed with a unit of the Local Retirement System, during which time you were in a probationary or employer imposed waiting period status between your date of employment and date of membership in the Retirement System. In order to be eligible to purchase this credit, the employer must have revoked its probationary or waiting period policy. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Workers' Compensation Leave. If you are granted a leave of absence to receive benefits under the North Carolina Workers' Compensation Act, you may make a lump sum payment to purchase credit for the period of time you received those benefits.

If your leave ended before January 1, 1988, your cost will be a lump sum payment that includes the total amount required to cover the employee and employer funding. If your leave ends on or after January 1, 1988, the cost will be shared by you and your employer. For any leave ending on or after July 1, 1983, if payments are not made within six months of your return to service, a penalty of 1% per month shall be assessed to the total cost.

Your employer and the Retirement System have application forms which contain more information.

Part-Time Local And State Service. You may purchase credit for part-time local and State government service if you have completed five years of service as a contributing member. If your purchase of credit for part-time service makes you eligible to retire and you do so immediately after your purchase, the five years of service as a contributing member may be performed at any time before and/or after completion of the part-time employment. Otherwise, the five years of service must be performed *since* completion of the part-time employment. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Service With A Local Governmental Employer. If you worked on a permanent, full-time basis with a unit of local government, and are not otherwise eligible for credit for that service, you may

purchase credit for it in the State Retirement System, if you have completed five years of service as a contributing member. In order to be eligible to purchase this credit in the State Retirement System, the service must not be creditable in the Local Governmental Employees' Retirement System. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Service With The Federal Government. You may purchase credit for service you performed on a full-time basis with the federal government, if you have completed five years of service as a contributing member of this Retirement System since performing the federal service. In order to be eligible to purchase this credit, your federal service must not be creditable in any other retirement system. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Public Community Service. If you worked on a full-time basis with a public community service entity in North Carolina that was funded entirely with federal funds, and are not otherwise eligible for credit for that service, you may be eligible to purchase credit for it in this Retirement System. To do so, you must have completed five years of service as a contributing member since completing the public community service employment. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Omitted Service. You may purchase credit for a period of eligible service to a participating employer, if during that period of eligible service, you should have been a contributing member of the State or Local Governmental Retirement System but were omitted from contributing membership through error.

Your cost, which must be paid in a lump sum payment, will probably be much lower if you buy credit within 90 days of the omission. It is optional with your employer whether to share the cost with its employees.

Your employer and the Retirement System have application forms which contain more information.

Service As A Member Of The General Assembly. You may purchase credit for service as a member of the General Assembly if that service is not creditable in the Legislative Retirement Fund or the Legislative Retirement System. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

You should contact the Retirement System for additional information.

Service As A Member Of A Charter School. You may purchase credit for service if you were a permanent employee of a charter school whose Board has elected not to participate in the Retirement System. You must have completed five years as a contributing member after the charter school employment. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Extended Illness Leave. If your membership service was interrupted by one or more periods of leave without pay due to extended injury or illness, excluding maternity leave, you may purchase credit for each separate period during which you lost at least two months of membership credit. To be eligible, you must be a contributing member at the time of purchase and have at least five years of service as a contributing member. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Parental Leave. If your membership service was interrupted by one or more periods of parental or maternity leave, pregnancy, or childbirth, you may purchase credit for each separate period during which you lost at least one month of membership credit. The maximum amount of credit you may purchase for each separate period is six months. To be eligible, you must be a contributing member at the time of purchase and have at least five years of service as a contributing member. Your cost will be a lump sum payment equal to the full actuarial liabilities created on account of the additional credit purchased.

Your employer and the Retirement System have application forms which contain more information.

Rollovers To Purchase Retirement Service Credit

Effective January 1, 2003, pre-tax money from an eligible retirement plan or an eligible IRA may be accepted via rollover or in-service plan-to-plan transfer to purchase creditable service. For further information and instructions, please see form Ret-398, "Application to Purchase Creditable Service Using a Rollover or Plan-to-Plan Transfer from an Eligible Retirement Plan or an IRA."

Transferring Service And Contributions Between Systems

You can transfer your contributions and creditable service between this Retirement System and the Local Governmental Employees' Retirement System as long as you are an eligible member of the System to which you are transferring; do not receive a refund of your contributions from the System from which you are transferring; and, file a Form 5TR which is available from the Retirement System or your employer.

Creditable service transferred counts toward eligibility for monthly benefits and is used in computing the amount of your benefit. (See page 5 concerning reciprocity.)

Effective January 1, 2004, after completing five years of membership service in the Teachers' and State Employees' Retirement System, you may transfer contributions and creditable service from the Consolidated Judicial and Legislative Retirement Systems to this Retirement System. Please contact the Retirement System for additional information and instructions.

NOTE: A transfer can affect your eligibility for retiree group coverage under the State's Comprehensive Major Medical Plan. Please see page 20 for further information.

Refund Of Contributions

If you leave the System for any reason other than retirement or death, you can either:

- receive a refund of your contributions (plus interest, if you have at least five years of service as a contributing member), or
- leave your contributions in the System and keep all the creditable service you earned to that date. See page 5.

To receive a refund, simply complete an application (Form 5) and file it with the Retirement System. You can get the form from your employer or the Retirement System. State law does not permit the Retirement System to make a refund earlier than 60 days after your separation from covered employment. Upon receipt of your refund of contributions, you waive any rights to the employer contributions or any other benefit from the Retirement System. (See pages 20 through 23 for information about *retiree* medical benefits and taxation.)

Interest

The interest credited on your contributions and paid with a refund is set by State law. The amount is 4% per year on your balance at the first of each calendar year, compounded annually. Interest is a benefit to you only if you leave the System, get a refund, and qualify for an interest payment. The difference between the total investment earnings on your contributions and the 4% paid with your refund is kept by the System to help pay the cost of retirement benefits for career employees. If the law allowed a higher rate of interest to be paid with refunds, retirement benefits and other career employee benefits would be lower.

Applying For And Receiving Monthly Benefits

Retirement Application Process

Once you decide to retire and meet the eligibility requirements for monthly benefits, there are certain steps which must be taken to begin the retirement process.

Monthly retirement benefits are effective the first day of any month; however, a retirement application must be signed, dated, and filed at least one day and not more than 90 days prior to the effective date of retirement.

Approximately 60 to 90 days before your planned retirement date, you should complete:

- an "Application for Retirement" (Form 6);
- an "Authorization Agreement for Direct Deposit" (form Ret-170); and
- a State Health Plan "Retired Group Enrollment/Change Application" (form Ret-HM).

These forms are available from your employer or the Retirement System's Web site at www.nctreasurer.com.

If you contribute to the Retirement System during the six months before your effective date of retirement, your employer should complete the "Employer Certification" section of the "Application for Retirement" before the form is sent to the Retirement System.

You must live until the effective date of retirement in order to be legally retired. If your death occurs before the effective date of your retirement, your beneficiary would not be eligible for a monthly retirement allowance, based on your retirement account, except as provided under "Survivor's Alternate Benefit" on page 6.

Upon receipt of your "Application for Retirement," the Retirement System will send you an acknowledgement letter.

Next, you will have an opportunity to elect coverage under the optional \$9,000 Contributory Death Benefit for Retired Members. Your election must be made within 60 days from the effective date of your retirement. Information about the cost and coverage provisions will be sent to you shortly after the Retirement System receives your retirement application.

You will later receive an estimate of the maximum payment you can receive and the payment options. Along with the estimates, you will receive:

- an "Election of Benefits" form (Form 6E), and
- an "Income Tax Withholding Election" form (form Ret-290).

On the "Election of Benefits" form, you will choose your payment plan. Return the completed Form 6E directly to the Retirement System. **Please note that the Retirement System will not be able to pay monthly retirement benefits to you until we have received your properly completed Form 6E.** If you want an estimate under Option 4, you must furnish the Retirement System with an estimate, obtained from the Social Security Administration, of the Social Security benefit available to you at age 62. This estimate should be obtained within one year prior to your effective date of retirement.



Your First Monthly Benefit

Your first monthly retirement benefit will be mailed to you. Thereafter, it is the policy of the Retirement Systems Division for your monthly payment to be directly deposited in your account when your financial institution opens for business on the 25th day of each month, except in December, when it will be deposited on the 20th. If the day the Retirement System would normally make your deposit is a Saturday, Sunday, or holiday, then your deposit will be made on the last workday *before* that Saturday, Sunday, or holiday. Direct Deposit is fast, automatic, and is free of cost to you.

Post-Retirement Increases

Your benefit may be increased periodically after retirement to help you keep up with the cost-of-living. Increases depend on changes in the Consumer Price Index, the availability of funds, and how much active working members of the System receive in salary raises.

The cost-of-living increases granted are usually figured as a percentage increase in your monthly benefit. That percentage increase becomes a permanent part of your monthly benefit, under all payment plans, and the monthly benefit to be paid to your beneficiary, after your death, under Options 2, 3, and 6. (See page 11 regarding Option 4 increases.)

Retiree Health Insurance Coverage

When you retire, you are eligible for coverage under the State's Comprehensive Major Medical Plan, if you contributed to this Retirement System for at least five years while employed as a teacher or State employee. (Credit received for unused sick leave, or credit transferred from the Local Governmental Employees' Retirement System does not count toward eligibility for health insurance coverage.)

At the time you complete your "Application for Retirement," be sure to complete an application to enroll in the retiree group of the State's Comprehensive Major Medical Plan.

Under current law, the State pays the full cost of your individual coverage under the regular State insured plan. The full cost of dependent coverage, if elected, must be paid by you.

As a retiree, when you or covered dependents become eligible for Medicare, both Parts A and B must be elected in order to maintain the same level of coverage provided before retirement.

Coverage under the retiree group of the State's Major Medical Plan begins on the first day of the month following the effective date of retirement. For example, if your effective date of retirement is January 1, 2005, your retiree group health coverage will begin on February 1, 2005.



Income Tax

Benefits from the Retirement System receive special income tax treatment. The following is a brief outline of current tax laws as they apply to System benefits. However, tax laws often change. You should consult your tax advisor for more details.

Retirement Benefits

Each year by January 31, a Form 1099-R (similar to Form W-2, Statement of Income and Tax Withheld, that you received annually while you were working) will be sent to you. Shown on the Form 1099-R are the amount of your retirement benefits, the taxable portion (if any), the amount of tax withheld (if any), and related information. Copies will also be sent to the Internal Revenue Service and North Carolina Department of Revenue. Therefore, you should report your retirement benefits on your federal and North Carolina tax returns regardless of whether you owe any income tax.

Federal Income Tax. Part of your retirement benefit may not be subject to federal income tax because the tax was withheld while you were working. Included in the non-taxable part of your retirement benefits are contributions made by you before July 1, 1982, and any non-rollover service purchases made by you.

All or part of your retirement benefit may be subject to federal income tax because it has not been taxed before. Included in the taxable part of your retirement benefits are contributions made by you after July 1, 1982, any rollover service purchases, and all benefits paid by the employer contributions and investment earnings.

When you retire, you will receive a statement that shows the total amount of your retirement benefits not subject to federal income tax. That figure will be referred to as your “federal tax base.”

Under federal law, the majority of each and every retirement check is includable as taxable income on your federal tax Form 1040. This does not mean that you will pay tax again on the contributions on which you have already paid tax. It does mean, however, that you may exclude only a small portion of your previously taxed contributions each month throughout a period of time specified by the federal government.

The Retirement System computes the non-taxable portion of your monthly benefit by using the federal “simplified safe harbor method.” Under this method of computation, your “federal tax base” is divided by a specified number, based on your option and your nearest age at retirement, to determine the non-taxable amount of your monthly benefit.

In order to determine in advance the portion of your monthly benefit that is *not* taxable, refer to the tables on the following page. Use Table 1 if you select the Maximum Allowance or Option 4; use Table 2 if you choose Option 2, 3, 6-2, or 6-3. Based on *your* nearest age at retirement for Table 1 or for *your and your beneficiaries combined age* for Table 2, determine the number of expected payments in column two opposite your age bracket. Divide the number of expected payments into your “federal tax base” (as shown in your Final Report of Retirement Benefits). The result is the amount of your monthly benefit that is *not* taxable.

Table 1 — For Maximum Allowance And Option 4

Your Nearest Age At Retirement	Number Of Expected Payments To Be Divided Into Your Federal Tax Base
55 and under	360
over 55 to 60	310
over 60 to 65	260
over 65 to 70	210
over 70	160

Table 2 — For Options 2, 3, 6-2, And 6-3

Combined Age Nearest At Retirement	Number Of Expected Payments To Be Divided Into Your Federal Tax Base
110 and under	410
over 110 to 120	360
over 120 to 130	310
over 130 to 140	260
over 140	210

**FOR EXAMPLE —
Maximum Allowance And Option 4:**

If your “federal tax base” is \$13,950 and your age at retirement is 60, you would divide \$13,950 by 310 to obtain your non-taxable figure of \$45 *per month*. Therefore, regardless of the post-retirement increases you may receive in the future, \$45 of your monthly benefit would be exempt from federal income tax for 310 months. The amount of your monthly benefit *in excess* of \$45 would be immediately includable for federal income tax purposes, and after 310 months your total monthly benefit would be includable.

**FOR EXAMPLE —
Options 2, 3, 6-2, And 6-3:**

If your “federal tax base” is \$13,950 and your age at retirement is 56 and your spouse’s age is 63, you would divide \$13,950 by 360 to obtain your non-taxable figure of \$38.75 *per month*. Therefore regardless of the post-retirement increases you may receive in the future, \$38.75 of your monthly benefit would be exempt from federal income tax for 360 months. If you fail to live 360 months, the beneficiary to whom you have left a *monthly benefit*, can claim the \$38.75 monthly exclusion for the balance of the 360 months. The amount of your or your survivor’s monthly benefit *in excess* of \$38.75 would be immediately includable for federal income tax purposes, and after 360 months your total monthly benefit would be includable.

The illustrations on this page are only examples. Your non-taxable amount will be based on your nearest age and the age of your survivor, if applicable, at retirement and the amount of your “federal tax base.”

North Carolina Income Tax. If you are a North Carolina resident and have maintained five or more years of retirement service credit as of August 12, 1989, your retirement benefit paid by this System is not subject to North Carolina income tax. If you did not complete five years of service as of August 12, 1989, you will be required to pay North Carolina income tax on the taxable portion of your retirement benefit. The amount of retirement benefits subject to North Carolina income tax is the same amount of retirement benefits on which federal income tax must be paid, less a \$4,000 annual exclusion. If the taxable portion of your annual retirement benefits is less than \$4,000, you will not owe any North Carolina income tax on your retirement benefits.

If you are not a resident of North Carolina, you may not owe North Carolina income tax on your retirement benefits from this System. However, you may owe state income tax in the state in which you live. You should contact your tax advisor, the North Carolina Department of Revenue, or the Department of Revenue in the state in which you live for specific information relative to your situation. Our System can only withhold North Carolina income tax. We cannot withhold any other state's income tax from your monthly benefit.

Death Benefits

Your beneficiary pays no income tax on death benefits. They are treated as life insurance benefits.

Refunds

By January 31 of the year following the year of your refund, you will be sent a Form 1099-R on which is shown the amount of your refund, the taxable portion, the amount of tax withheld (if any), and related information. Copies will also be sent to the Internal Revenue Service and North Carolina Department of Revenue.

Federal Income Tax. You pay no federal income tax on the amount you contributed prior to July 1, 1982; however, the amount you contribute after July 1, 1982, is subject to federal income tax. Also, any interest earned by your contributions before and after July 1, 1982, is subject to federal income tax.

Federal income tax laws *require* withholding from the taxable portion of your refund *unless* that portion of your refund is directly transferred (i.e., trustee to trustee transfer) to an IRA or another qualified retirement plan that will accept your transfer. If you do not elect to transfer the taxable portion of your refund directly to an IRA or another qualified retirement plan that will accept your transfer, 20% of the taxable portion of your refund will be

withheld for federal income tax purposes. Withholding is *mandatory* unless the taxable portion of your refund is directly transferred.

In addition to income tax, you may owe a 10% excise tax on the taxable portion of a refund which is made prior to death, disability, or the attainment of age 59½. You can defer the income tax and avoid the 10% excise tax by transferring the taxable portion of your refund to an IRA or another qualified retirement plan. You should consult the Internal Revenue Service, your attorney, or your accountant for specific information relative to your particular situation.

North Carolina Income Tax. The amount of the refund subject to North Carolina income tax is the amount of the refund on which federal income tax must be paid, less a \$4,000 exclusion. Refunds of retirement contributions paid by the Retirement System to former employees who maintained five or more years of retirement service credit as of August 12, 1989, are *not* subject to North Carolina income tax. Employees who did not complete five years of service as of August 12, 1989, will be required to pay North Carolina income tax on the taxable portion of their retirement benefits refunds. If the taxable portion of your refund is less than \$4,000 for federal income tax purposes, you will not owe any North Carolina income tax on your refund.



Reemployment After Retirement

Some employees will officially retire and receive monthly benefits from the System and later be reemployed as teachers or State employees.

Reemployment After Receiving Early Or Service Retirement Benefits. If you retire with monthly, early, or service retirement benefits from the System and are reemployed by an employer that participates in the Teachers' and State Employees' Retirement System, the following applies:

If you are reemployed in a position that requires membership in the Teachers' and State Employees' Retirement System, your retirement payment will be stopped on the first day of the month following the month of reemployment and you will again become a contributing member in the month in which you are restored to service.

At any time you are reemployed and become a member of the Retirement System again, your retirement benefits will be greater at the time of your second early/service retirement. If you return to service and contribute for at least three additional years, your service from your first and second periods of employment will be combined and you can change the retirement payment plan and/or beneficiary you selected at the time of your original retirement. If you return to service for less than three years, your first retirement benefit will be reinstated and you will have a choice of either receiving a lump sum refund of contributions or another (generally smaller) monthly benefit from your second period of employment.

If you are reemployed on a part-time, interim, temporary, or contractual basis, or are otherwise engaged to perform services on any basis that does not require membership in the Retirement System, your retirement payment will be stopped if your

earnings during the 12-month period immediately following the effective date of retirement or during any calendar year are more than the *greater* of the following:

- \$25,420, or
- 50% of your compensation, excluding final payments, reported to the Retirement System during the 12 months of service preceding the effective date of your retirement.

The above amounts are increased on January 1 each year by the percentage increase in the Consumer Price Index.

On the first day of the month following the month in which your earnings exceed the greater of the two limits stated above, your retirement payment will be stopped for the remainder of the calendar year. Your retirement payment will start again on January 1 of the year after your benefit is stopped. If you exceed your earnable allowance during the month of December, your benefits will be suspended for 12 months.

Reemployment which causes suspension of your retirement allowance will also cause the suspension of your health coverage under the retired group of the Teachers' and State Employees' Comprehensive Major Medical Plan (State Health Plan). Before accepting such reemployment, you should ask the new employer if you will qualify for continued coverage under the active group of the State Comprehensive Major Medical Plan, and if you will qualify for the State's contribution toward your coverage. Upon restoration of your retirement allowance, your health coverage under the retired group will be reinstated the first of the month following the month your retirement allowance is restored.

Reemployment In Schools After Retirement.

If you retire and are re-employed to teach on a substitute, interim or permanent basis, you may teach without earnings restrictions and not have your retirement interrupted provided: (i) you have been retired at least six months, and (ii) have not been employed in any capacity, except as a substitute teacher or a part-time tutor, with a public school for at least six months immediately preceding the effective date of reemployment. These provisions are in effect until July 1, 2005.

Reemployment After Receiving Disability

Payments. If you accept public or private employment, contact the Retirement System for information on provisions that apply to you.

Important Information To Remember

REMEMBER

- In all correspondence with the Retirement System, give your Social Security number. With more than 700,000 accounts and many duplicate names, it is essential that your inquiries be identified with your Social Security number.
- Keep your beneficiary designation up-to-date. Form 2C, "Change of Beneficiary," is used for this purpose.
- No application, form, or other type of document can be effective until it has been filed and accepted by the Retirement System.
- At your request, the Retirement System will gladly send you any form, application, or other information it has developed for use by members. Please note that many of our forms are available on our Web site at www.nctreasurer.com.
- Any error concerning your retirement account should be brought to the attention of the Retirement System, in writing, immediately.
- If you are fully insured, you are guaranteed a monthly retirement income for life from Social Security starting as early as age 62. Social Security also provides medical benefits through

Medicare starting at age 65. More information can be obtained from the Social Security Administration. Their toll-free telephone number is 1-800-772-1213.

- Your benefit from the Retirement System and your benefit from Social Security are not paid automatically — you or your beneficiary must apply for them.
- If you become disabled, you should apply for disability benefits from all available sources, including the Disability Income Plan of North Carolina through your employer, and the Social Security Administration.



Disability Income Plan Of North Carolina

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Covered Participants

You are covered under the Plan if you are (or become) a State teacher or State employee and you are in service and a member of the Teachers' and State Employees' Retirement System or a participant of the University Optional Retirement Program.

Termination Of Coverage

Your coverage under the Plan will cease upon:

- the termination of your employment as a State teacher or State employee,
- your retirement under the provisions of the Teachers' and State Employees' Retirement System or the University Optional Retirement Program,

- your becoming a beneficiary under the Plan, or
- your death.

Who Pays For The Plan?

If you meet these requirements, you will automatically become a participant of the Disability Income Plan of North Carolina. Your participation in the Plan is free to you as an eligible State teacher or State employee. Your employer will make the necessary contributions on your behalf to provide for your participation in the Plan.

Claim Forms

The appropriate forms to file for benefits are available through the Retirement Systems Division or your employer.

What Constitutes Disability?

Disability under the Plan is the mental or physical incapacity for the further performance of duty (the usual occupation) of a participant; provided that such disability was not the result of terrorist activity, active participation in a riot, committing or attempting to commit a felony, or an intentional self-inflicted injury.

NOTE: The North Carolina General Assembly passed legislation effective August 1, 2005, which changes the definition of long-term disability for members who are not vested in the Disability Income Plan on August 1, 2005. For the purpose of this August 1, 2005 legislative change in the definition of long-term disability, being vested under the Disability Income Plan means that the member has five or more years of membership service as of August 1, 2005 for long-term disability eligibility.

The definition of long-term disability changes from “mentally or physically incapacitated for the further performance of duty” to “unable to perform any occupation or employment commensurate to the beneficiary’s or participant’s education, training, or experience, which is available in the same commuting area for State employees or within the same local school administrative unit for school personnel, without an adverse impact on the beneficiary’s or participant’s career status, and in which the beneficiary or participant can be expected to earn not less than 65% of that beneficiary’s or participant’s pre-disability earnings.”

Members having less than five years of membership on August 1, 2005 must meet the new definition of long-term disability in order to be entitled to long-term disability benefits.

Entitlement to long-term disability for members having five or more years of membership service on August 1, 2005 will be based upon the previous definitions.

The information which follows in this section is based on the definition of long-term disability for members who are vested prior to August 1, 2005.

Salary Continuation — (Waiting Period)

You are not entitled to receive any benefits from the Plan for a period of 60 continuous calendar days from the onset of disability. The 60-day waiting period is determined from the last actual day of service, the day of the disabling event if the disabling event occurred on a day other than a normal workday, or the day succeeding at least 365 calendar days after service as a State teacher or State employee, whichever is later. During this waiting period you may be paid such continuation of compensation by exhausting accumulated sick

leave, vacation leave, or some other salary continuation as may be provided by your employer.

During the waiting period, you may return to service for trial rehabilitation for periods of not more than five continuous days of service. Such a return to service will not cause a new waiting period to begin but will extend the waiting period by the number of days of the return to service. Trial rehabilitation during the waiting period is a return to service in any capacity.

Short-Term Disability Benefits

Short-term disability benefits are payable after the conclusion of the waiting period for a period not exceeding 365 calendar days provided you meet the following requirements.

Eligibility

You are eligible if:

- you have at least one year of contributing membership service in the Retirement System earned within the 36 calendar months preceding your disability,
- you are determined to be mentally or physically disabled for the further performance of your usual occupation,

- your disability was incurred at the time of active employment, and
- your disability has been continuous.

Short-term disability benefits are paid by your employer; therefore, you should contact your employer to make application for benefits. The determination of disability and eligibility for short-term benefits is made by your employer and physician. In disputed cases, either you or your employer may request a determination of disability by the Plan's Medical Board.

Benefit Amount

The monthly short-term benefit will equal 50% of $\frac{1}{12}$ th of your annual base rate of compensation last payable to you prior to the beginning of the short-term benefit period (for teachers, annual base rate of compensation includes any local supplement or coaches supplement) plus 50% of $\frac{1}{12}$ th of your annual longevity payment, if any, to a maximum of \$3,000 per month. The monthly benefit will be reduced by any monthly payments you are entitled to receive for Workers' Compensation (excluding permanent partial Workers' Compensation awards). The monthly benefit will be further reduced by any monthly payments from the federal Veterans Administration, any other federal agency, or payments made under the provisions of General Statute 127A-108 to which you may be entitled if these payments are based on the same disability for which you are receiving Plan benefits.

For the first six months beginning the first of the month after the last month worked, any benefits payable under the Plan are subject to FICA (Social Security) taxes. Payments made more than six months after the last calendar month you worked are not subject to FICA taxes.

Salary Continuation During The Short-Term Period

In lieu of short-term disability benefits, you may elect to continue to exhaust any accumulated sick leave, vacation leave, or any other salary continuation as may be provided by your employer. Such an election will not extend the 365 days duration of the short-term benefit period. An election to receive salary continuation for any part of a given day is in lieu of any short-term benefit otherwise payable for that day. An election to receive a lump sum payout for vacation leave is treated as if you had exhausted the leave and is in lieu of any short-term benefit otherwise payable.

Earnings And Trial Rehabilitation

Earnings are permitted during the short-term disability period not to exceed the amount of the short-term benefit without causing a reduction in your benefit amount. If your earnings exceed the amount of the short-term benefit, your short-term benefit will be reduced on a dollar-for-dollar basis.

Trial rehabilitation during the short-term period is defined as a return to service in the same capacity that existed prior to the disability. Short-term disability benefits cease upon a return to your usual occupation. If you return to service for trial rehabilitation, a new waiting period will not begin unless your return to service exceeds 40 continuous days or a different disability occurs. Any period of rehabilitative employment will not extend the short-term disability period.

Extended Short-Term Disability Benefits

Short-term disability benefits may be extended for as many as 365 days beyond the short-term period in cases where the Medical Board finds that the disability continues to be temporary and is likely to end during the extended period. You must complete an application for extended short-term disability benefits and forward the application and the appropriate medical documentation to the Retirement Systems Division.



Long-Term Disability Benefits

Long-term disability benefits are payable after the conclusion of the short-term disability period or after salary continuation payments cease, whichever is later, for as long as you are permanently disabled provided you meet the requirements described below.

Eligibility

To be eligible:

- you must have at least five years of contributing membership service in the Retirement System earned within the 96 calendar months prior to the end of the short-term disability period,
- you must make application to receive long-term benefits within 180 days after the conclusion of the short-term disability period or after salary continuation payments cease, or after monthly payments for Workers' Compensation cease (excluding monthly pay for permanent partial benefits), whichever is later,
- you must be certified by the Medical Board to be mentally or physically disabled for the further performance of your usual occupation,
- your disability must have been continuous, likely to be permanent, and incurred at the time of active employment,
- you must terminate employment as a permanent full-time teacher or State employee, and
- you are not eligible to receive an unreduced retirement benefit from the Teachers' and State Employees' Retirement System, or if you are a participant of the Optional Retirement Program, you must not meet the age and service requirements to qualify for an unreduced benefit from the Teachers' and State Employees' Retirement System.

The determination of disability and eligibility for long-term benefits will be made by the Plan's Medical Review Board. The Medical Review Board may not determine any person to be eligible for long-term benefits who is in receipt of any payments on account of the same disability that existed upon entrance into membership in the Retirement System.

Benefit Amount

During the first 36 months of the long-term disability period, the monthly long-term benefit will equal 65% of $\frac{1}{12}$ th of your annual base rate of compensation that was last payable to you prior to the beginning of the short-term benefit period (for teachers, annual base rate of compensation includes any local supplement or coaches supplement) plus 65% of $\frac{1}{12}$ th of your annual longevity payment, if any, to a maximum of \$3,900 per month. The monthly benefit will be reduced by any monthly payments you are entitled to receive for Workers' Compensation (excluding permanent partial Workers' Compensation awards) and by any primary Social Security benefits you are entitled to receive including age 62 retirement Social Security benefits, regardless of whether you elect to receive these benefits. The monthly benefit will be further reduced by any monthly payments from the federal Veterans Administration, any other federal agency, or payments made under the provisions of General Statute 127A-108 to which you may be entitled if these payments are based on the same disability for which you are receiving Plan benefits. However, the benefit payable will be no less than ten dollars (\$10) a month.

After the first 36 months of the long-term disability period, the long-term benefit is calculated in the same manner as described previously except that the benefit is reduced by an amount equal to a primary Social Security disability benefit to which you might be entitled had you been awarded Social Security disability benefits.

If you have applied and been approved for long-term disability benefits, you may make an irrevocable election to forfeit the long-term disability benefit, including any ancillary benefits, and retire on an early service retirement allowance, or receive a return of accumulated contributions from the Retirement System. Any such election must be made within 90 days from the date of notification of the approval for long-term disability benefits and prior to your receipt of any long-term disability benefit payments.

Salary Continuation During The Long-Term Period

In lieu of long-term disability benefits, you may elect to continue to exhaust any accumulated sick leave, vacation leave, or any other salary continuation as provided by your employer. Such an election will not extend the first 36 consecutive months of the long-term disability period. An election to receive salary continuation for any part of a given day is in lieu of any long-term benefit otherwise payable for that day. An election to receive a lump sum payment for vacation leave is treated as if you had exhausted the leave and is in lieu of any long-term benefit otherwise payable.

Earnings

Earnings, not to exceed the amount of the difference between the net long-term disability benefit and the compensation you were earning when you became disabled, do not affect the amount of your long-term disability benefit. If your earnings exceed this difference, your long-term benefit will be reduced on a dollar-for-dollar basis. If you return to your usual occupation in a position eligible for membership in the Teachers' and State Employees' Retirement System or the Optional Retirement Program, your long-term disability benefits will end immediately upon your return to service.

Duration Of Benefits

When you reach the age and/or service requirements to qualify for an unreduced service retirement allowance from the Retirement System, your long-term benefits will cease and you will commence a service retirement under the Retirement System. If you were a participant of the University Optional Retirement Program, you will receive long-term benefits until the time you would have qualified for an unreduced service retirement allowance from the Retirement System had you not elected to be a participant of the Optional Retirement Program.



Other Disability Information

Post-Disability Benefit Increases

Post-disability benefit increases may be granted by the General Assembly by increasing the compensation upon which your short-term or long-term disability benefit is calculated. Your benefit will be reduced by any increases in Social Security benefits, if applicable.

Report Of Earnings

Persons in receipt of benefits under the Plan must annually report earnings to the Plan by completing a "Statement of Income" form which is annually mailed to each Plan recipient. The Plan may require other statements of earnings as are necessary. If you exceed the allowable earnings limitations, you must notify the Plan by the fifth of the month following the month in which the earnings were received of the amount of the excess earnings. Failure to report excess earnings may result in a suspension or termination of benefits.

Income Tax

Benefits from the Plan are subject to federal income tax. Benefits paid to employees who have maintained five or more years of service as of August 12, 1989, are not subject to North Carolina income tax. Employees who did not complete five years of service as of August 12, 1989, will be required to pay North Carolina income tax on their benefits. For further information regarding the taxation of these benefits, you should contact the Internal Revenue Service, the North Carolina Department of Revenue, your attorney, or your accountant.



Other Benefits And Restrictions

Accrual Of Service Credits

While you are receiving benefits under the Plan, you earn creditable service in the Retirement System for each month you are eligible and paid a benefit under the Plan. Creditable service is not earned if you are in service and earning creditable service for the same month in any State-administered retirement system, or if you were a participant of the University Optional Retirement Program. For purposes of calculating a retirement benefit under the Retirement System, your average final compensation will be determined as the higher of your actual compensation or the compensation used in calculating benefits under the Plan as adjusted for increases in post-disability benefits.

Death Benefit

A person in receipt of benefits under the Plan is considered to be in service and covered under the Death Benefit Plan. The payment is equal to the highest 12 months of salary during the 24 months preceding your death or the compensation used in calculating benefits under this Plan as adjusted for percentage increases in post-disability benefits, but no less than \$25,000 and no more than \$50,000. To be eligible, your death must occur after one year of contributing membership service in the Retirement System. This death benefit does not apply to persons in receipt of benefits who were participants of the University Optional Retirement Program or persons in receipt of long-term benefits due to the transition rules.

Survivor's Alternate Benefit

A person in receipt of benefits under the Plan, who is a member of the Teachers' and State Employees' Retirement System, is considered to be in service and covered by the Survivor's Alternate Benefit under the Retirement System provided the person meets the age and/or service requirements as follows:

- reaching age 60 with five years of membership service (age 55 with five years of membership service as a law enforcement officer),
- completing 20 years of creditable service regardless of age, or
- reaching age 50 with 15 years of creditable service as a law enforcement officer.

The beneficiary named to receive a refund of your contributions and interest under the Retirement System (provided you have named only one principal beneficiary who is living at the time of your death) may choose to receive a monthly benefit for life instead of a refund. If you have named two or more persons or your estate as principal beneficiary, the Survivor's Alternate Benefit does not apply. The benefit equals the same monthly amount you would have been entitled to under Option 2 (100% Joint and Survivor) had you retired on the first of the month following your death. If you do not want your beneficiary to have this choice, you should so indicate, in writing, to the Retirement System.

Health Insurance

You are eligible for coverage under the Teachers' and State Employees' Comprehensive Major Medical Plan while you are in receipt of benefits under the Plan provided you have at least five years of retirement membership service earned as a teacher or State employee. If you do not meet the retirement membership service requirement, you may continue coverage by paying the full premium.

Restrictions

A person in receipt of benefits from the Plan is not permitted to receive a refund of accumulated contributions or to commence retirement benefits from the Retirement System.

Administration And Funding

Administration

The Retirement System is administered by the Board of Trustees. The Board members are:

Richard H. Moore,
State Treasurer, Chairman

Shirley A. Bell
John H. Cilley, IV
Norwood G. Clark, Jr.
Daniel H. DeVane
Michael L. Dupree
Joyce H. Elliott
Shirley E. Harris
Gene Hoots
Harold T. Keen
Allen C. Meadors
Leslie Leroy Pittman
Paschal W. Swann
Michael Thornton

System Assets

The State Treasurer is the custodian of the Plan assets and serves as the Chief Investment Officer.

Equity assets (i.e., common stock, preferred stock, and debentures convertible into common stock) are invested in conjunction with policies adopted by the Equity Investment Advisory Committee. The Committee members are:

Richard H. Moore,
State Treasurer, Chairman

Norwood G. Clark, Jr.
Leigh Hammond
Steve Nelson
Paschal W. Swann

Medical Review Board

The Medical Review Board determines eligibility for disability benefits. The members of the Board are:

Dr. George S. Edwards, Sr.
Dr. Robert H. Fleming
Dr. Ernest B. Page, Jr.
Dr. Joseph B. Parker, Jr.
Dr. Nathaniel L. Sparrow

Future Of The System

The State expects to continue the System indefinitely. However, because future conditions cannot be foreseen, the State General Assembly reserves the right to modify the provisions of the System.

System Documents

This booklet summarizes the main features of the Teachers' and State Employees' Retirement System of North Carolina. The official text governing the operations of the System and the payment of all benefits is found in Chapter 135 of the General Statutes and Title 20 of the North Carolina Administrative Code.

Funded Status

The Retirement System has been labeled as "actuarially sound" because of the consistent use over the years of:

- actuarial assumptions based on experience,
- an approved actuarial funding method, and
- the recognition of all promised benefits in the actuarial liabilities.

Funded Ratio

A generally accepted measure of the soundness of any retirement system is to relate the total assets to the total accrued liabilities. This determines the funded ratio or percentage of the System.

The total of the accrued liabilities is found by adding the total assets and the unfunded accrued liabilities. Shown are the assets and unfunded liabilities for the past several years, as of December 31 of each year. Beside the figures is a graph which shows the funded ratio of the Retirement System (the percentage of the assets to the total accrued liabilities).

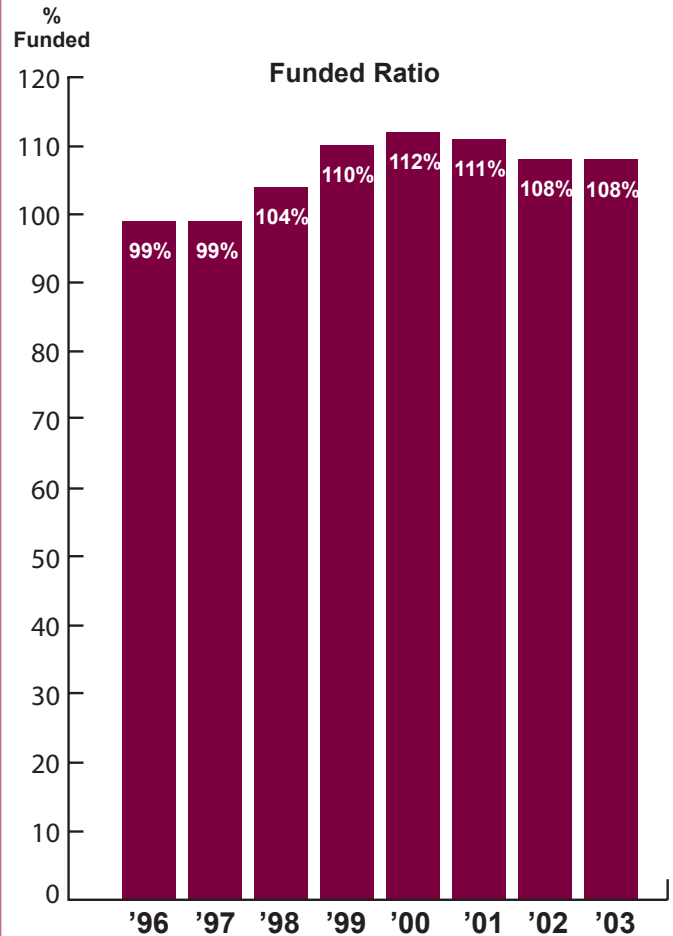
	Assets	Unfunded Accrued Liabilities
2003	\$45,117,507,733	\$(3,383,806,385)
2002	\$43,226,837,217	\$(3,362,853,828)
2001	\$42,104,086,026	\$(4,390,422,826)
2000	\$39,773,747,165	\$(4,524,977,179)
1999	\$36,119,250,376	\$(3,332,142,109)
1998	\$31,847,438,198	\$(1,493,216,523)
1997	\$27,765,057,195	\$306,098,931
1996	\$25,357,459,643	\$120,733,311

Member Contributions

Members contribute 6% of gross salary each month to the System.

Employer Contributions

For the 2004-2005 fiscal year, employers contribute 5.815% of the gross payroll of members each month to the System for benefits.



How To Contact Us

System Internet Address

www.nctreasurer.com

Visit our Internet Web site to learn more about the benefits that are available to you:

- estimate your monthly retirement benefits by using our “Retirement Estimator,”
- download and complete applications and forms used by the Retirement System,
- download and view *Your Retirement Benefits* handbooks, and
- review “Frequently Asked Questions.”

These are some of the options that are currently available to you on our Internet Web site. Please feel free to visit and use this site whenever it may be of assistance to you.

System E-Mail

nc.retirement@nctreasurer.com

System Address

The address of the Retirement System is:

Teachers' and State Employees'
Retirement System
Department of State Treasurer
Albemarle Building
325 North Salisbury Street
Raleigh, North Carolina 27603-1385

System Telephone Number

1-877-627-3287
(toll-free outside of Raleigh area)

919-807-3050
(within local calling distance of Raleigh)

Due to the large volume of calls that are received in the Member Services Section, we recommend that you do not call during the following times:

- Mondays,
- other days between the hours of noon and 2:00 p.m., and
- the day following the mailing of monthly retirement checks.

If you believe that the nature of your inquiry will result in a lengthy conversation or will require research by our staff, we recommend that you submit your questions in writing and we will respond accordingly.

NOTE: The Retirement System provides members who wish to visit our office with one-on-one and group consultations by **appointment only**. Please *call or e-mail our office* to schedule an appointment.

Fiscal Year

2005 - 2006

North Carolina Public School

Salary Schedules

Also available online: www.ncpublicschools.org/fbs/manuals.htm

Financial & Business Services
NC Department of Public Instruction

2005-2006
BACHELOR'S DEGREE CERTIFIED TEACHER
INCLUDES WORKPLACE DEVELOPMENT (VOC. ED.) TEACHERS
SALARY SCHEDULE

Years of <u>Exp</u>	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	\$2,551	\$2,125.83	\$25,510	N/A	N/A	N/A
1	\$2,593	\$2,160.83	\$25,930	N/A	N/A	N/A
2	\$2,637	\$2,197.50	\$26,370	N/A	N/A	N/A
3	\$2,793	\$2,327.50	\$27,930	\$3,128	\$2,606.67	\$31,280
4	\$2,933	\$2,444.17	\$29,330	\$3,285	\$2,737.50	\$32,850
5	\$3,067	\$2,555.83	\$30,670	\$3,435	\$2,862.50	\$34,350
6	\$3,196	\$2,663.33	\$31,960	\$3,580	\$2,983.33	\$35,800
7	\$3,300	\$2,750.00	\$33,000	\$3,696	\$3,080.00	\$36,960
8	\$3,348	\$2,790.00	\$33,480	\$3,750	\$3,125.00	\$37,500
9	\$3,397	\$2,830.83	\$33,970	\$3,805	\$3,170.83	\$38,050
10	\$3,447	\$2,872.50	\$34,470	\$3,861	\$3,217.50	\$38,610
11	\$3,496	\$2,913.33	\$34,960	\$3,916	\$3,263.33	\$39,160
12	\$3,547	\$2,955.83	\$35,470	\$3,973	\$3,310.83	\$39,730
13	\$3,598	\$2,998.33	\$35,980	\$4,030	\$3,358.33	\$40,300
14	\$3,651	\$3,042.50	\$36,510	\$4,089	\$3,407.50	\$40,890
15	\$3,705	\$3,087.50	\$37,050	\$4,150	\$3,458.33	\$41,500
16	\$3,760	\$3,133.33	\$37,600	\$4,211	\$3,509.17	\$42,110
17	\$3,815	\$3,179.17	\$38,150	\$4,273	\$3,560.83	\$42,730
18	\$3,874	\$3,228.33	\$38,740	\$4,339	\$3,615.83	\$43,390
19	\$3,932	\$3,276.67	\$39,320	\$4,404	\$3,670.00	\$44,040
20	\$3,990	\$3,325.00	\$39,900	\$4,469	\$3,724.17	\$44,690
21	\$4,052	\$3,376.67	\$40,520	\$4,538	\$3,781.67	\$45,380
22	\$4,113	\$3,427.50	\$41,130	\$4,607	\$3,839.17	\$46,070
23	\$4,179	\$3,482.50	\$41,790	\$4,680	\$3,900.00	\$46,800
24	\$4,243	\$3,535.83	\$42,430	\$4,752	\$3,960.00	\$47,520
25	\$4,308	\$3,590.00	\$43,080	\$4,825	\$4,020.83	\$48,250
26	\$4,374	\$3,645.00	\$43,740	\$4,899	\$4,082.50	\$48,990
27	\$4,442	\$3,701.67	\$44,420	\$4,975	\$4,145.83	\$49,750
28	\$4,513	\$3,760.83	\$45,130	\$5,055	\$4,212.50	\$50,550
29	\$4,584	\$3,820.00	\$45,840	\$5,134	\$4,278.33	\$51,340
30+	\$4,584	\$3,820.00	\$45,840	\$5,134	\$4,278.33	\$51,340

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

2005-2006
MASTER'S DEGREE CERTIFIED TEACHER
SALARY SCHEDULE

Years of Exp	Master's Teacher			Master's w/NBPTS Certification		
	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Annual Salary (10 months)</u>	<u>Monthly Salary</u>	<u>12 Monthly Installments</u>	<u>Annual Salary (10 months)</u>
0	\$2,806	\$2,338.33	\$28,060	N/A	N/A	N/A
1	\$2,852	\$2,376.67	\$28,520	N/A	N/A	N/A
2	\$2,901	\$2,417.50	\$29,010	N/A	N/A	N/A
3	\$3,072	\$2,560.00	\$30,720	\$3,441	\$2,867.50	\$34,410
4	\$3,226	\$2,688.33	\$32,260	\$3,613	\$3,010.83	\$36,130
5	\$3,374	\$2,811.67	\$33,740	\$3,779	\$3,149.17	\$37,790
6	\$3,516	\$2,930.00	\$35,160	\$3,938	\$3,281.67	\$39,380
7	\$3,630	\$3,025.00	\$36,300	\$4,066	\$3,388.33	\$40,660
8	\$3,683	\$3,069.17	\$36,830	\$4,125	\$3,437.50	\$41,250
9	\$3,737	\$3,114.17	\$37,370	\$4,185	\$3,487.50	\$41,850
10	\$3,792	\$3,160.00	\$37,920	\$4,247	\$3,539.17	\$42,470
11	\$3,846	\$3,205.00	\$38,460	\$4,308	\$3,590.00	\$43,080
12	\$3,902	\$3,251.67	\$39,020	\$4,370	\$3,641.67	\$43,700
13	\$3,958	\$3,298.33	\$39,580	\$4,433	\$3,694.17	\$44,330
14	\$4,016	\$3,346.67	\$40,160	\$4,498	\$3,748.33	\$44,980
15	\$4,076	\$3,396.67	\$40,760	\$4,565	\$3,804.17	\$45,650
16	\$4,136	\$3,446.67	\$41,360	\$4,632	\$3,860.00	\$46,320
17	\$4,197	\$3,497.50	\$41,970	\$4,701	\$3,917.50	\$47,010
18	\$4,261	\$3,550.83	\$42,610	\$4,772	\$3,976.67	\$47,720
19	\$4,325	\$3,604.17	\$43,250	\$4,844	\$4,036.67	\$48,440
20	\$4,389	\$3,657.50	\$43,890	\$4,916	\$4,096.67	\$49,160
21	\$4,457	\$3,714.17	\$44,570	\$4,992	\$4,160.00	\$49,920
22	\$4,524	\$3,770.00	\$45,240	\$5,067	\$4,222.50	\$50,670
23	\$4,597	\$3,830.83	\$45,970	\$5,149	\$4,290.83	\$51,490
24	\$4,667	\$3,889.17	\$46,670	\$5,227	\$4,355.83	\$52,270
25	\$4,739	\$3,949.17	\$47,390	\$5,308	\$4,423.33	\$53,080
26	\$4,811	\$4,009.17	\$48,110	\$5,388	\$4,490.00	\$53,880
27	\$4,886	\$4,071.67	\$48,860	\$5,472	\$4,560.00	\$54,720
28	\$4,964	\$4,136.67	\$49,640	\$5,560	\$4,633.33	\$55,600
29	\$5,042	\$4,201.67	\$50,420	\$5,647	\$4,705.83	\$56,470
30+	\$5,042	\$4,201.67	\$50,420	\$5,647	\$4,705.83	\$56,470

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

2005-2006

ADVANCED AND DOCTORAL DEGREED TEACHER SALARY SCHEDULE

YEARS OF EXP	ADVANCED (SIXTH YEAR)				DOCTORATE			
	Adv. Teacher		Adv. with NBPTS Cert.		PhD Teacher		PhD with NBPTS Cert.	
	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments	10 Month	12 Monthly Installments
0	\$2,932	\$2,443.33	N/A	N/A	\$3,059	\$2,549.17	N/A	N/A
1	\$2,978	\$2,481.67	N/A	N/A	\$3,105	\$2,587.50	N/A	N/A
2	\$3,027	\$2,522.50	N/A	N/A	\$3,154	\$2,628.33	N/A	N/A
3	\$3,198	\$2,665.00	\$3,567	\$2,972.50	\$3,325	\$2,770.83	\$3,694	\$3,078.33
4	\$3,352	\$2,793.33	\$3,739	\$3,115.83	\$3,479	\$2,899.17	\$3,866	\$3,221.67
5	\$3,500	\$2,916.67	\$3,905	\$3,254.17	\$3,627	\$3,022.50	\$4,032	\$3,360.00
6	\$3,642	\$3,035.00	\$4,064	\$3,386.67	\$3,769	\$3,140.83	\$4,191	\$3,492.50
7	\$3,756	\$3,130.00	\$4,192	\$3,493.33	\$3,883	\$3,235.83	\$4,319	\$3,599.17
8	\$3,809	\$3,174.17	\$4,251	\$3,542.50	\$3,936	\$3,280.00	\$4,378	\$3,648.33
9	\$3,863	\$3,219.17	\$4,311	\$3,592.50	\$3,990	\$3,325.00	\$4,438	\$3,698.33
10	\$3,918	\$3,265.00	\$4,373	\$3,644.17	\$4,045	\$3,370.83	\$4,500	\$3,750.00
11	\$3,972	\$3,310.00	\$4,434	\$3,695.00	\$4,099	\$3,415.83	\$4,561	\$3,800.83
12	\$4,028	\$3,356.67	\$4,496	\$3,746.67	\$4,155	\$3,462.50	\$4,623	\$3,852.50
13	\$4,084	\$3,403.33	\$4,559	\$3,799.17	\$4,211	\$3,509.17	\$4,686	\$3,905.00
14	\$4,142	\$3,451.67	\$4,624	\$3,853.33	\$4,269	\$3,557.50	\$4,751	\$3,959.17
15	\$4,202	\$3,501.67	\$4,691	\$3,909.17	\$4,329	\$3,607.50	\$4,818	\$4,015.00
16	\$4,262	\$3,551.67	\$4,758	\$3,965.00	\$4,389	\$3,657.50	\$4,885	\$4,070.83
17	\$4,323	\$3,602.50	\$4,827	\$4,022.50	\$4,450	\$3,708.33	\$4,954	\$4,128.33
18	\$4,387	\$3,655.83	\$4,898	\$4,081.67	\$4,514	\$3,761.67	\$5,025	\$4,187.50
19	\$4,451	\$3,709.17	\$4,970	\$4,141.67	\$4,578	\$3,815.00	\$5,097	\$4,247.50
20	\$4,515	\$3,762.50	\$5,042	\$4,201.67	\$4,642	\$3,868.33	\$5,169	\$4,307.50
21	\$4,583	\$3,819.17	\$5,118	\$4,265.00	\$4,710	\$3,925.00	\$5,245	\$4,370.83
22	\$4,650	\$3,875.00	\$5,193	\$4,327.50	\$4,777	\$3,980.83	\$5,320	\$4,433.33
23	\$4,723	\$3,935.83	\$5,275	\$4,395.83	\$4,850	\$4,041.67	\$5,402	\$4,501.67
24	\$4,793	\$3,994.17	\$5,353	\$4,460.83	\$4,920	\$4,100.00	\$5,480	\$4,566.67
25	\$4,865	\$4,054.17	\$5,434	\$4,528.33	\$4,992	\$4,160.00	\$5,561	\$4,634.17
26	\$4,937	\$4,114.17	\$5,514	\$4,595.00	\$5,064	\$4,220.00	\$5,641	\$4,700.83
27	\$5,012	\$4,176.67	\$5,598	\$4,665.00	\$5,139	\$4,282.50	\$5,725	\$4,770.83
28	\$5,090	\$4,241.67	\$5,686	\$4,738.33	\$5,217	\$4,347.50	\$5,813	\$4,844.17
29	\$5,168	\$4,306.67	\$5,773	\$4,810.83	\$5,295	\$4,412.50	\$5,900	\$4,916.67
30+	\$5,168	\$4,306.67	\$5,773	\$4,810.83	\$5,295	\$4,412.50	\$5,900	\$4,916.67

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

2005-2006 DAILY RATE SCHEDULES

DAILY RATES FOR TEACHERS & SUPPORT SERVICE PERSONNEL (Based on 21.5 Days)

YEARS OF EXPERIENCE	Bachelor's Degree		Master's Degree		Advanced Degree		Doctorate Degree	
	<u>Bachelor's</u>	<u>Bachelor's with NBPTS</u>	<u>Master's</u>	<u>Master's with NBPTS</u>	<u>Advanced</u>	<u>Advanced with NBPTS</u>	<u>Doctorate</u>	<u>Doctorate with NBPTS</u>
	0	\$118.65	N/A	\$130.51	N/A	\$136.37	N/A	\$142.28
1	\$120.60	N/A	\$132.65	N/A	\$138.51	N/A	\$144.42	N/A
2	\$122.65	N/A	\$134.93	N/A	\$140.79	N/A	\$146.70	N/A
3	\$129.91	\$145.49	\$142.88	\$160.05	\$148.74	\$165.91	\$154.65	\$171.81
4	\$136.42	\$152.79	\$150.05	\$168.05	\$155.91	\$173.91	\$161.81	\$179.81
5	\$142.65	\$159.77	\$156.93	\$175.77	\$162.79	\$181.63	\$168.70	\$187.53
6	\$148.65	\$166.51	\$163.53	\$183.16	\$169.40	\$189.02	\$175.30	\$194.93
7	\$153.49	\$171.91	\$168.84	\$189.12	\$174.70	\$194.98	\$180.60	\$200.88
8	\$155.72	\$174.42	\$171.30	\$191.86	\$177.16	\$197.72	\$183.07	\$203.63
9	\$158.00	\$176.98	\$173.81	\$194.65	\$179.67	\$200.51	\$185.58	\$206.42
10	\$160.33	\$179.58	\$176.37	\$197.53	\$182.23	\$203.40	\$188.14	\$209.30
11	\$162.60	\$182.14	\$178.88	\$200.37	\$184.74	\$206.23	\$190.65	\$212.14
12	\$164.98	\$184.79	\$181.49	\$203.26	\$187.35	\$209.12	\$193.26	\$215.02
13	\$167.35	\$187.44	\$184.09	\$206.19	\$189.95	\$212.05	\$195.86	\$217.95
14	\$169.81	\$190.19	\$186.79	\$209.21	\$192.65	\$215.07	\$198.56	\$220.98
15	\$172.33	\$193.02	\$189.58	\$212.33	\$195.44	\$218.19	\$201.35	\$224.09
16	\$174.88	\$195.86	\$192.37	\$215.44	\$198.23	\$221.30	\$204.14	\$227.21
17	\$177.44	\$198.74	\$195.21	\$218.65	\$201.07	\$224.51	\$206.98	\$230.42
18	\$180.19	\$201.81	\$198.19	\$221.95	\$204.05	\$227.81	\$209.95	\$233.72
19	\$182.88	\$204.84	\$201.16	\$225.30	\$207.02	\$231.16	\$212.93	\$237.07
20	\$185.58	\$207.86	\$204.14	\$228.65	\$210.00	\$234.51	\$215.91	\$240.42
21	\$188.47	\$211.07	\$207.30	\$232.19	\$213.16	\$238.05	\$219.07	\$243.95
22	\$191.30	\$214.28	\$210.42	\$235.67	\$216.28	\$241.53	\$222.19	\$247.44
23	\$194.37	\$217.67	\$213.81	\$239.49	\$219.67	\$245.35	\$225.58	\$251.26
24	\$197.35	\$221.02	\$217.07	\$243.12	\$222.93	\$248.98	\$228.84	\$254.88
25	\$200.37	\$224.42	\$220.42	\$246.88	\$226.28	\$252.74	\$232.19	\$258.65
26	\$203.44	\$227.86	\$223.77	\$250.60	\$229.63	\$256.47	\$235.53	\$262.37
27	\$206.60	\$231.40	\$227.26	\$254.51	\$233.12	\$260.37	\$239.02	\$266.28
28	\$209.91	\$235.12	\$230.88	\$258.60	\$236.74	\$264.47	\$242.65	\$270.37
29	\$213.21	\$238.79	\$234.51	\$262.65	\$240.37	\$268.51	\$246.28	\$274.42
30+	\$213.21	\$238.79	\$234.51	\$262.65	\$240.37	\$268.51	\$246.28	\$274.42

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

2005-2006

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

Years of <u>Exp.</u>	Master's		Advanced		Doctorate	
	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>	Monthly <u>Salary</u>	12 Monthly <u>Installments</u>
0	\$3,374	\$2,811.67	\$3,500	\$2,916.67	\$3,627	\$3,022.50
1	\$3,516	\$2,930.00	\$3,642	\$3,035.00	\$3,769	\$3,140.83
2	\$3,630	\$3,025.00	\$3,756	\$3,130.00	\$3,883	\$3,235.83
3	\$3,683	\$3,069.17	\$3,809	\$3,174.17	\$3,936	\$3,280.00
4	\$3,737	\$3,114.17	\$3,863	\$3,219.17	\$3,990	\$3,325.00
5	\$3,792	\$3,160.00	\$3,918	\$3,265.00	\$4,045	\$3,370.83
6	\$3,846	\$3,205.00	\$3,972	\$3,310.00	\$4,099	\$3,415.83
7	\$3,902	\$3,251.67	\$4,028	\$3,356.67	\$4,155	\$3,462.50
8	\$3,958	\$3,298.33	\$4,084	\$3,403.33	\$4,211	\$3,509.17
9	\$4,016	\$3,346.67	\$4,142	\$3,451.67	\$4,269	\$3,557.50
10	\$4,076	\$3,396.67	\$4,202	\$3,501.67	\$4,329	\$3,607.50
11	\$4,136	\$3,446.67	\$4,262	\$3,551.67	\$4,389	\$3,657.50
12	\$4,197	\$3,497.50	\$4,323	\$3,602.50	\$4,450	\$3,708.33
13	\$4,261	\$3,550.83	\$4,387	\$3,655.83	\$4,514	\$3,761.67
14	\$4,325	\$3,604.17	\$4,451	\$3,709.17	\$4,578	\$3,815.00
15	\$4,389	\$3,657.50	\$4,515	\$3,762.50	\$4,642	\$3,868.33
16	\$4,457	\$3,714.17	\$4,583	\$3,819.17	\$4,710	\$3,925.00
17	\$4,524	\$3,770.00	\$4,650	\$3,875.00	\$4,777	\$3,980.83
18	\$4,597	\$3,830.83	\$4,723	\$3,935.83	\$4,850	\$4,041.67
19	\$4,667	\$3,889.17	\$4,793	\$3,994.17	\$4,920	\$4,100.00
20	\$4,739	\$3,949.17	\$4,865	\$4,054.17	\$4,992	\$4,160.00
21	\$4,811	\$4,009.17	\$4,937	\$4,114.17	\$5,064	\$4,220.00
22	\$4,886	\$4,071.67	\$5,012	\$4,176.67	\$5,139	\$4,282.50
23	\$4,964	\$4,136.67	\$5,090	\$4,241.67	\$5,217	\$4,347.50
24	\$5,042	\$4,201.67	\$5,168	\$4,306.67	\$5,295	\$4,412.50
25	\$5,123	\$4,269.17	\$5,249	\$4,374.17	\$5,376	\$4,480.00
26	\$5,205	\$4,337.50	\$5,331	\$4,442.50	\$5,458	\$4,548.33
27	\$5,288	\$4,406.67	\$5,414	\$4,511.67	\$5,541	\$4,617.50
28	\$5,373	\$4,477.50	\$5,499	\$4,582.50	\$5,626	\$4,688.33
29	\$5,459	\$4,549.17	\$5,585	\$4,654.17	\$5,712	\$4,760.00
30+	\$5,459	\$4,549.17	\$5,585	\$4,654.17	\$5,712	\$4,760.00

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.

2005-2006
DAILY RATES FOR SCHOOL PSYCHOLOGISTS
Including Masters Level Speech-Language Pathologists and
Masters Level Audiologists
(Based on 21.5 Days)

YEARS OF EXP	BASE SALARY	Psychologists		
		Masters	Advanced	Doctorate
0	\$3,374	\$156.93	\$162.79	\$168.70
1	\$3,516	\$163.53	\$169.40	\$175.30
2	\$3,630	\$168.84	\$174.70	\$180.60
3	\$3,683	\$171.30	\$177.16	\$183.07
4	\$3,737	\$173.81	\$179.67	\$185.58
5	\$3,792	\$176.37	\$182.23	\$188.14
6	\$3,846	\$178.88	\$184.74	\$190.65
7	\$3,902	\$181.49	\$187.35	\$193.26
8	\$3,958	\$184.09	\$189.95	\$195.86
9	\$4,016	\$186.79	\$192.65	\$198.56
10	\$4,076	\$189.58	\$195.44	\$201.35
11	\$4,136	\$192.37	\$198.23	\$204.14
12	\$4,197	\$195.21	\$201.07	\$206.98
13	\$4,261	\$198.19	\$204.05	\$209.95
14	\$4,325	\$201.16	\$207.02	\$212.93
15	\$4,389	\$204.14	\$210.00	\$215.91
16	\$4,457	\$207.30	\$213.16	\$219.07
17	\$4,524	\$210.42	\$216.28	\$222.19
18	\$4,597	\$213.81	\$219.67	\$225.58
19	\$4,667	\$217.07	\$222.93	\$228.84
20	\$4,739	\$220.42	\$226.28	\$232.19
21	\$4,811	\$223.77	\$229.63	\$235.53
22	\$4,886	\$227.26	\$233.12	\$239.02
23	\$4,964	\$230.88	\$236.74	\$242.65
24	\$5,042	\$234.51	\$240.37	\$246.28
25	\$5,123	\$238.28	\$244.14	\$250.05
26	\$5,205	\$242.09	\$247.95	\$253.86
27	\$5,288	\$245.95	\$251.81	\$257.72
28	\$5,373	\$249.91	\$255.77	\$261.67
29	\$5,459	\$253.91	\$259.77	\$265.67
30+	\$5,459	\$253.91	\$259.77	\$265.67

2005-2006
ASSISTANT PRINCIPAL SALARY SCHEDULE

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	\$3,259	\$3,292	\$3,324	\$3,357	\$3,389	\$3,422	\$3,455
5	0-2	\$3,408	\$3,442	\$3,476	\$3,510	\$3,544	\$3,578	\$3,612
6	0-3	\$3,551	\$3,587	\$3,622	\$3,658	\$3,693	\$3,729	\$3,764
7	0-4	\$3,666	\$3,703	\$3,739	\$3,776	\$3,813	\$3,849	\$3,886
8	0-5	\$3,719	\$3,756	\$3,793	\$3,831	\$3,868	\$3,905	\$3,942
9	0-6	\$3,773	\$3,811	\$3,848	\$3,886	\$3,924	\$3,962	\$3,999
10	0-7	\$3,829	\$3,867	\$3,906	\$3,944	\$3,982	\$4,020	\$4,059
11	0-8	\$3,885	\$3,924	\$3,963	\$4,002	\$4,040	\$4,079	\$4,118
12	0-9	\$3,941	\$3,980	\$4,020	\$4,059	\$4,099	\$4,138	\$4,177
13	0-10	\$3,997	\$4,037	\$4,077	\$4,117	\$4,157	\$4,197	\$4,237
14	0-11	\$4,056	\$4,097	\$4,137	\$4,178	\$4,218	\$4,259	\$4,299
15	0-12	\$4,115	\$4,156	\$4,197	\$4,238	\$4,280	\$4,321	\$4,362
16	0-13	\$4,178	\$4,220	\$4,262	\$4,303	\$4,345	\$4,387	\$4,429
17	0-14	\$4,240	\$4,282	\$4,325	\$4,367	\$4,410	\$4,452	\$4,494
18	0-15	\$4,303	\$4,346	\$4,389	\$4,432	\$4,475	\$4,518	\$4,561
19	0-16	\$4,368	\$4,412	\$4,455	\$4,499	\$4,543	\$4,586	\$4,630
20	0-17	\$4,432	\$4,476	\$4,521	\$4,565	\$4,609	\$4,654	\$4,698
21	0-18	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
22	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
23	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
24	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
25	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
26	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
27	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
28	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
29	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
30	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
31+	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL I

0 - 10 Teachers

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	\$3,719	\$3,756	\$3,793	\$3,831	\$3,868	\$3,905	\$3,942
9	0-6	\$3,773	\$3,811	\$3,848	\$3,886	\$3,924	\$3,962	\$3,999
10	0-7	\$3,829	\$3,867	\$3,906	\$3,944	\$3,982	\$4,020	\$4,059
11	0-8	\$3,885	\$3,924	\$3,963	\$4,002	\$4,040	\$4,079	\$4,118
12	0-9	\$3,941	\$3,980	\$4,020	\$4,059	\$4,099	\$4,138	\$4,177
13	0-10	\$3,997	\$4,037	\$4,077	\$4,117	\$4,157	\$4,197	\$4,237
14	0-11	\$4,056	\$4,097	\$4,137	\$4,178	\$4,218	\$4,259	\$4,299
15	0-12	\$4,115	\$4,156	\$4,197	\$4,238	\$4,280	\$4,321	\$4,362
16	0-13	\$4,178	\$4,220	\$4,262	\$4,303	\$4,345	\$4,387	\$4,429
17	0-14	\$4,240	\$4,282	\$4,325	\$4,367	\$4,410	\$4,452	\$4,494
18	0-15	\$4,303	\$4,346	\$4,389	\$4,432	\$4,475	\$4,518	\$4,561
19	0-16	\$4,368	\$4,412	\$4,455	\$4,499	\$4,543	\$4,586	\$4,630
20	0-17	\$4,432	\$4,476	\$4,521	\$4,565	\$4,609	\$4,654	\$4,698
21	0-18	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
22	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
23	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
24	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
25	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
26	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
27	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
28	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
29	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
30	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
31	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
32+	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL II

11 - 21 Teachers

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	\$3,885	\$3,924	\$3,963	\$4,002	\$4,040	\$4,079	\$4,118
11	0-9	\$3,941	\$3,980	\$4,020	\$4,059	\$4,099	\$4,138	\$4,177
12	0-10	\$3,997	\$4,037	\$4,077	\$4,117	\$4,157	\$4,197	\$4,237
13	0-11	\$4,056	\$4,097	\$4,137	\$4,178	\$4,218	\$4,259	\$4,299
14	0-12	\$4,115	\$4,156	\$4,197	\$4,238	\$4,280	\$4,321	\$4,362
15	0-13	\$4,178	\$4,220	\$4,262	\$4,303	\$4,345	\$4,387	\$4,429
16	0-14	\$4,240	\$4,282	\$4,325	\$4,367	\$4,410	\$4,452	\$4,494
17	0-15	\$4,303	\$4,346	\$4,389	\$4,432	\$4,475	\$4,518	\$4,561
18	0-16	\$4,368	\$4,412	\$4,455	\$4,499	\$4,543	\$4,586	\$4,630
19	0-17	\$4,432	\$4,476	\$4,521	\$4,565	\$4,609	\$4,654	\$4,698
20	0-18	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
21	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
22	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
23	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
24	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
25	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
26	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
27	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
28	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
29	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
30	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
31	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
32	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
33	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
34+	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL III

22 - 32 Teachers

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	\$4,056	\$4,097	\$4,137	\$4,178	\$4,218	\$4,259	\$4,299
13	0-12	\$4,115	\$4,156	\$4,197	\$4,238	\$4,280	\$4,321	\$4,362
14	0-13	\$4,178	\$4,220	\$4,262	\$4,303	\$4,345	\$4,387	\$4,429
15	0-14	\$4,240	\$4,282	\$4,325	\$4,367	\$4,410	\$4,452	\$4,494
16	0-15	\$4,303	\$4,346	\$4,389	\$4,432	\$4,475	\$4,518	\$4,561
17	0-16	\$4,368	\$4,412	\$4,455	\$4,499	\$4,543	\$4,586	\$4,630
18	0-17	\$4,432	\$4,476	\$4,521	\$4,565	\$4,609	\$4,654	\$4,698
19	0-18	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
20	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
21	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
22	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
23	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
24	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
25	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
26	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
27	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
28	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
29	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
30	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
31	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
32	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
33	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080
34	0-33	\$5,851	\$5,910	\$5,968	\$6,027	\$6,085	\$6,144	\$6,202
35	0-34	\$5,969	\$6,029	\$6,088	\$6,148	\$6,208	\$6,267	\$6,327
36+	0-35	\$6,087	\$6,148	\$6,209	\$6,270	\$6,330	\$6,391	\$6,452

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL IV

33 - 43 Teachers

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	\$4,178	\$4,220	\$4,262	\$4,303	\$4,345	\$4,387	\$4,429
14	0-14	\$4,240	\$4,282	\$4,325	\$4,367	\$4,410	\$4,452	\$4,494
15	0-15	\$4,303	\$4,346	\$4,389	\$4,432	\$4,475	\$4,518	\$4,561
16	0-16	\$4,368	\$4,412	\$4,455	\$4,499	\$4,543	\$4,586	\$4,630
17	0-17	\$4,432	\$4,476	\$4,521	\$4,565	\$4,609	\$4,654	\$4,698
18	0-18	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
19	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
20	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
21	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
22	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
23	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
24	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
25	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
26	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
27	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
28	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
29	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
30	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
31	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
32	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080
33	0-33	\$5,851	\$5,910	\$5,968	\$6,027	\$6,085	\$6,144	\$6,202
34	0-34	\$5,969	\$6,029	\$6,088	\$6,148	\$6,208	\$6,267	\$6,327
35	0-35	\$6,087	\$6,148	\$6,209	\$6,270	\$6,330	\$6,391	\$6,452
36	0-36	\$6,210	\$6,272	\$6,334	\$6,396	\$6,458	\$6,521	\$6,583
37+	0-37	\$6,334	\$6,397	\$6,461	\$6,524	\$6,587	\$6,651	\$6,714

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL V

44 - 54 Teachers

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	\$4,303	\$4,346	\$4,389	\$4,432	\$4,475	\$4,518	\$4,561
15	0-16	\$4,368	\$4,412	\$4,455	\$4,499	\$4,543	\$4,586	\$4,630
16	0-17	\$4,432	\$4,476	\$4,521	\$4,565	\$4,609	\$4,654	\$4,698
17	0-18	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
18	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
19	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
20	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
21	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
22	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
23	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
24	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
25	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
26	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
27	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
28	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
29	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
30	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
31	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080
32	0-33	\$5,851	\$5,910	\$5,968	\$6,027	\$6,085	\$6,144	\$6,202
33	0-34	\$5,969	\$6,029	\$6,088	\$6,148	\$6,208	\$6,267	\$6,327
34	0-35	\$6,087	\$6,148	\$6,209	\$6,270	\$6,330	\$6,391	\$6,452
35	0-36	\$6,210	\$6,272	\$6,334	\$6,396	\$6,458	\$6,521	\$6,583
36	0-37	\$6,334	\$6,397	\$6,461	\$6,524	\$6,587	\$6,651	\$6,714
37	0-38	\$6,461	\$6,526	\$6,590	\$6,655	\$6,719	\$6,784	\$6,849
38+	0-39	\$6,590	\$6,656	\$6,722	\$6,788	\$6,854	\$6,920	\$6,985

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL VI

55 - 65 Teachers

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	\$4,502	\$4,547	\$4,592	\$4,637	\$4,682	\$4,727	\$4,772
17	0-19	\$4,570	\$4,616	\$4,661	\$4,707	\$4,753	\$4,799	\$4,844
18	0-20	\$4,643	\$4,689	\$4,736	\$4,782	\$4,829	\$4,875	\$4,922
19	0-21	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
20	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
21	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
22	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
23	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
24	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
25	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
26	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
27	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
28	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
29	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
30	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080
31	0-33	\$5,851	\$5,910	\$5,968	\$6,027	\$6,085	\$6,144	\$6,202
32	0-34	\$5,969	\$6,029	\$6,088	\$6,148	\$6,208	\$6,267	\$6,327
33	0-35	\$6,087	\$6,148	\$6,209	\$6,270	\$6,330	\$6,391	\$6,452
34	0-36	\$6,210	\$6,272	\$6,334	\$6,396	\$6,458	\$6,521	\$6,583
35	0-37	\$6,334	\$6,397	\$6,461	\$6,524	\$6,587	\$6,651	\$6,714
36	0-38	\$6,461	\$6,526	\$6,590	\$6,655	\$6,719	\$6,784	\$6,849
37	0-39	\$6,590	\$6,656	\$6,722	\$6,788	\$6,854	\$6,920	\$6,985
38	0-40	\$6,721	\$6,788	\$6,855	\$6,923	\$6,990	\$7,057	\$7,124
39	0-41	\$6,855	\$6,924	\$6,992	\$7,061	\$7,129	\$7,198	\$7,266
40+	0-42	\$6,992	\$7,062	\$7,132	\$7,202	\$7,272	\$7,342	\$7,412

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL VII

66 - 100 Teachers

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	\$4,713	\$4,760	\$4,807	\$4,854	\$4,902	\$4,949	\$4,996
18	0-22	\$4,786	\$4,834	\$4,882	\$4,930	\$4,977	\$5,025	\$5,073
19	0-23	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
20	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
21	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
22	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
23	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
24	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
25	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
26	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
27	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
28	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080
29	0-33	\$5,851	\$5,910	\$5,968	\$6,027	\$6,085	\$6,144	\$6,202
30	0-34	\$5,969	\$6,029	\$6,088	\$6,148	\$6,208	\$6,267	\$6,327
31	0-35	\$6,087	\$6,148	\$6,209	\$6,270	\$6,330	\$6,391	\$6,452
32	0-36	\$6,210	\$6,272	\$6,334	\$6,396	\$6,458	\$6,521	\$6,583
33	0-37	\$6,334	\$6,397	\$6,461	\$6,524	\$6,587	\$6,651	\$6,714
34	0-38	\$6,461	\$6,526	\$6,590	\$6,655	\$6,719	\$6,784	\$6,849
35	0-39	\$6,590	\$6,656	\$6,722	\$6,788	\$6,854	\$6,920	\$6,985
36	0-40	\$6,721	\$6,788	\$6,855	\$6,923	\$6,990	\$7,057	\$7,124
37	0-41	\$6,855	\$6,924	\$6,992	\$7,061	\$7,129	\$7,198	\$7,266
38	0-42	\$6,992	\$7,062	\$7,132	\$7,202	\$7,272	\$7,342	\$7,412
39	0-43	\$7,132	\$7,203	\$7,275	\$7,346	\$7,417	\$7,489	\$7,560
40	0-44	\$7,274	\$7,347	\$7,419	\$7,492	\$7,565	\$7,638	\$7,710
41+	0-45	\$7,420	\$7,494	\$7,568	\$7,643	\$7,717	\$7,791	\$7,865

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.

2005-2006 PRINCIPAL SALARY SCHEDULES

PRINCIPAL VIII

101+ Teachers

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	\$4,860	\$4,909	\$4,957	\$5,006	\$5,054	\$5,103	\$5,152
19	0-24	\$4,936	\$4,985	\$5,035	\$5,084	\$5,133	\$5,183	\$5,232
20	0-25	\$5,013	\$5,063	\$5,113	\$5,163	\$5,214	\$5,264	\$5,314
21	0-26	\$5,094	\$5,145	\$5,196	\$5,247	\$5,298	\$5,349	\$5,400
22	0-27	\$5,195	\$5,247	\$5,299	\$5,351	\$5,403	\$5,455	\$5,507
23	0-28	\$5,299	\$5,352	\$5,405	\$5,458	\$5,511	\$5,564	\$5,617
24	0-29	\$5,406	\$5,460	\$5,514	\$5,568	\$5,622	\$5,676	\$5,730
25	0-30	\$5,514	\$5,569	\$5,624	\$5,679	\$5,735	\$5,790	\$5,845
26	0-31	\$5,624	\$5,680	\$5,736	\$5,793	\$5,849	\$5,905	\$5,961
27	0-32	\$5,736	\$5,793	\$5,851	\$5,908	\$5,965	\$6,023	\$6,080
28	0-33	\$5,851	\$5,910	\$5,968	\$6,027	\$6,085	\$6,144	\$6,202
29	0-34	\$5,969	\$6,029	\$6,088	\$6,148	\$6,208	\$6,267	\$6,327
30	0-35	\$6,087	\$6,148	\$6,209	\$6,270	\$6,330	\$6,391	\$6,452
31	0-36	\$6,210	\$6,272	\$6,334	\$6,396	\$6,458	\$6,521	\$6,583
32	0-37	\$6,334	\$6,397	\$6,461	\$6,524	\$6,587	\$6,651	\$6,714
33	0-38	\$6,461	\$6,526	\$6,590	\$6,655	\$6,719	\$6,784	\$6,849
34	0-39	\$6,590	\$6,656	\$6,722	\$6,788	\$6,854	\$6,920	\$6,985
35	0-40	\$6,721	\$6,788	\$6,855	\$6,923	\$6,990	\$7,057	\$7,124
36	0-41	\$6,855	\$6,924	\$6,992	\$7,061	\$7,129	\$7,198	\$7,266
37	0-42	\$6,992	\$7,062	\$7,132	\$7,202	\$7,272	\$7,342	\$7,412
38	0-43	\$7,132	\$7,203	\$7,275	\$7,346	\$7,417	\$7,489	\$7,560
39	0-44	\$7,274	\$7,347	\$7,419	\$7,492	\$7,565	\$7,638	\$7,710
40	0-45	\$7,420	\$7,494	\$7,568	\$7,643	\$7,717	\$7,791	\$7,865
41+	0-46	\$7,568	\$7,644	\$7,719	\$7,795	\$7,871	\$7,946	\$8,022

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.

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base

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	\$3,259	\$162.95	\$155.19	\$148.14	\$141.70	\$169.25	\$161.19	\$153.86	\$147.17	\$175.60	\$167.24	\$159.64	\$152.70
0-2	\$3,408	\$170.40	\$162.29	\$154.91	\$148.17	\$176.70	\$168.29	\$160.64	\$153.65	\$183.05	\$174.33	\$166.41	\$159.17
0-3	\$3,551	\$177.55	\$169.10	\$161.41	\$154.39	\$183.85	\$175.10	\$167.14	\$159.87	\$190.20	\$181.14	\$172.91	\$165.39
0-4	\$3,666	\$183.30	\$174.57	\$166.64	\$159.39	\$189.60	\$180.57	\$172.36	\$164.87	\$195.95	\$186.62	\$178.14	\$170.39
0-5	\$3,719	\$185.95	\$177.10	\$169.05	\$161.70	\$192.25	\$183.10	\$174.77	\$167.17	\$198.60	\$189.14	\$180.55	\$172.70
0-6	\$3,773	\$188.65	\$179.67	\$171.50	\$164.04	\$194.95	\$185.67	\$177.23	\$169.52	\$201.30	\$191.71	\$183.00	\$175.04
0-7	\$3,829	\$191.45	\$182.33	\$174.05	\$166.48	\$197.75	\$188.33	\$179.77	\$171.96	\$204.10	\$194.38	\$185.55	\$177.48
0-8	\$3,885	\$194.25	\$185.00	\$176.59	\$168.91	\$200.55	\$191.00	\$182.32	\$174.39	\$206.90	\$197.05	\$188.09	\$179.91
0-9	\$3,941	\$197.05	\$187.67	\$179.14	\$171.35	\$203.35	\$193.67	\$184.86	\$176.83	\$209.70	\$199.71	\$190.64	\$182.35
0-10	\$3,997	\$199.85	\$190.33	\$181.68	\$173.78	\$206.15	\$196.33	\$187.41	\$179.26	\$212.50	\$202.38	\$193.18	\$184.78
0-11	\$4,056	\$202.80	\$193.14	\$184.36	\$176.35	\$209.10	\$199.14	\$190.09	\$181.83	\$215.45	\$205.19	\$195.86	\$187.35
0-12	\$4,115	\$205.75	\$195.95	\$187.05	\$178.91	\$212.05	\$201.95	\$192.77	\$184.39	\$218.40	\$208.00	\$198.55	\$189.91
0-13	\$4,178	\$208.90	\$198.95	\$189.91	\$181.65	\$215.20	\$204.95	\$195.64	\$187.13	\$221.55	\$211.00	\$201.41	\$192.65
0-14	\$4,240	\$212.00	\$201.90	\$192.73	\$184.35	\$218.30	\$207.90	\$198.45	\$189.83	\$224.65	\$213.95	\$204.23	\$195.35
0-15	\$4,303	\$215.15	\$204.90	\$195.59	\$187.09	\$221.45	\$210.90	\$201.32	\$192.57	\$227.80	\$216.95	\$207.09	\$198.09
0-16	\$4,368	\$218.40	\$208.00	\$198.55	\$189.91	\$224.70	\$214.00	\$204.27	\$195.39	\$231.05	\$220.05	\$210.05	\$200.91
0-17	\$4,432	\$221.60	\$211.05	\$201.45	\$192.70	\$227.90	\$217.05	\$207.18	\$198.17	\$234.25	\$223.10	\$212.95	\$203.70
0-18	\$4,502	\$225.10	\$214.38	\$204.64	\$195.74	\$231.40	\$220.38	\$210.36	\$201.22	\$237.75	\$226.43	\$216.14	\$206.74
0-19	\$4,570	\$228.50	\$217.62	\$207.73	\$198.70	\$234.80	\$223.62	\$213.45	\$204.17	\$241.15	\$229.67	\$219.23	\$209.70
0-20	\$4,643	\$232.15	\$221.10	\$211.05	\$201.87	\$238.45	\$227.10	\$216.77	\$207.35	\$244.80	\$233.14	\$222.55	\$212.87
0-21	\$4,713	\$235.65	\$224.43	\$214.23	\$204.91	\$241.95	\$230.43	\$219.95	\$210.39	\$248.30	\$236.48	\$225.73	\$215.91
0-22	\$4,786	\$239.30	\$227.90	\$217.55	\$208.09	\$245.60	\$233.90	\$223.27	\$213.57	\$251.95	\$239.95	\$229.05	\$219.09
0-23	\$4,860	\$243.00	\$231.43	\$220.91	\$211.30	\$249.30	\$237.43	\$226.64	\$216.78	\$255.65	\$243.48	\$232.41	\$222.30

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base, Continued

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	\$4,936	\$246.80	\$235.05	\$224.36	\$214.61	\$253.10	\$241.05	\$230.09	\$220.09	\$259.45	\$247.10	\$235.86	\$225.61
0-25	\$5,013	\$250.65	\$238.71	\$227.86	\$217.96	\$256.95	\$244.71	\$233.59	\$223.43	\$263.30	\$250.76	\$239.36	\$228.96
0-26	\$5,094	\$254.70	\$242.57	\$231.55	\$221.48	\$261.00	\$248.57	\$237.27	\$226.96	\$267.35	\$254.62	\$243.05	\$232.48
0-27	\$5,195	\$259.75	\$247.38	\$236.14	\$225.87	\$266.05	\$253.38	\$241.86	\$231.35	\$272.40	\$259.43	\$247.64	\$236.87
0-28	\$5,299	\$264.95	\$252.33	\$240.86	\$230.39	\$271.25	\$258.33	\$246.59	\$235.87	\$277.60	\$264.38	\$252.36	\$241.39
0-29	\$5,406	\$270.30	\$257.43	\$245.73	\$235.04	\$276.60	\$263.43	\$251.45	\$240.52	\$282.95	\$269.48	\$257.23	\$246.04
0-30	\$5,514	\$275.70	\$262.57	\$250.64	\$239.74	\$282.00	\$268.57	\$256.36	\$245.22	\$288.35	\$274.62	\$262.14	\$250.74
0-31	\$5,624	\$281.20	\$267.81	\$255.64	\$244.52	\$287.50	\$273.81	\$261.36	\$250.00	\$293.85	\$279.86	\$267.14	\$255.52
0-32	\$5,736	\$286.80	\$273.14	\$260.73	\$249.39	\$293.10	\$279.14	\$266.45	\$254.87	\$299.45	\$285.19	\$272.23	\$260.39
0-33	\$5,851	\$292.55	\$278.62	\$265.95	\$254.39	\$298.85	\$284.62	\$271.68	\$259.87	\$305.20	\$290.67	\$277.45	\$265.39
0-34	\$5,969	\$298.45	\$284.24	\$271.32	\$259.52	\$304.75	\$290.24	\$277.05	\$265.00	\$311.10	\$296.29	\$282.82	\$270.52
0-35	\$6,087	\$304.35	\$289.86	\$276.68	\$264.65	\$310.65	\$295.86	\$282.41	\$270.13	\$317.00	\$301.90	\$288.18	\$275.65
0-36	\$6,210	\$310.50	\$295.71	\$282.27	\$270.00	\$316.80	\$301.71	\$288.00	\$275.48	\$323.15	\$307.76	\$293.77	\$281.00
0-37	\$6,334	\$316.70	\$301.62	\$287.91	\$275.39	\$323.00	\$307.62	\$293.64	\$280.87	\$329.35	\$313.67	\$299.41	\$286.39
0-38	\$6,461	\$323.05	\$307.67	\$293.68	\$280.91	\$329.35	\$313.67	\$299.41	\$286.39	\$335.70	\$319.71	\$305.18	\$291.91
0-39	\$6,590	\$329.50	\$313.81	\$299.55	\$286.52	\$335.80	\$319.81	\$305.27	\$292.00	\$342.15	\$325.86	\$311.05	\$297.52
0-40	\$6,721	\$336.05	\$320.05	\$305.50	\$292.22	\$342.35	\$326.05	\$311.23	\$297.70	\$348.70	\$332.10	\$317.00	\$303.22
0-41	\$6,855	\$342.75	\$326.43	\$311.59	\$298.04	\$349.05	\$332.43	\$317.32	\$303.52	\$355.40	\$338.48	\$323.09	\$309.04
0-42	\$6,992	\$349.60	\$332.95	\$317.82	\$304.00	\$355.90	\$338.95	\$323.55	\$309.48	\$362.25	\$345.00	\$329.32	\$315.00
0-43	\$7,132	\$356.60	\$339.62	\$324.18	\$310.09	\$362.90	\$345.62	\$329.91	\$315.57	\$369.25	\$351.67	\$335.68	\$321.09
0-44	\$7,274	\$363.70	\$346.38	\$330.64	\$316.26	\$370.00	\$352.38	\$336.36	\$321.74	\$376.35	\$358.43	\$342.14	\$327.26
0-45	\$7,420	\$371.00	\$353.33	\$337.27	\$322.61	\$377.30	\$359.33	\$343.00	\$328.09	\$383.65	\$365.38	\$348.77	\$333.61
0-46	\$7,568	\$378.40	\$360.38	\$344.00	\$329.04	\$384.70	\$366.38	\$349.73	\$334.52	\$391.05	\$372.43	\$355.50	\$340.04

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1%

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	\$3,292	\$164.58	\$156.74	\$149.62	\$143.11	\$170.88	\$162.74	\$155.35	\$148.59	\$177.23	\$168.79	\$161.12	\$154.11
0-2	\$3,442	\$172.10	\$163.91	\$156.46	\$149.66	\$178.40	\$169.91	\$162.19	\$155.13	\$184.75	\$175.96	\$167.96	\$160.66
0-3	\$3,587	\$179.33	\$170.79	\$163.02	\$155.94	\$185.63	\$176.79	\$168.75	\$161.41	\$191.98	\$182.83	\$174.52	\$166.94
0-4	\$3,703	\$185.13	\$176.32	\$168.30	\$160.99	\$191.43	\$182.32	\$174.03	\$166.46	\$197.78	\$188.36	\$179.80	\$171.99
0-5	\$3,756	\$187.81	\$178.87	\$170.74	\$163.31	\$194.11	\$184.87	\$176.46	\$168.79	\$200.46	\$190.91	\$182.24	\$174.31
0-6	\$3,811	\$190.54	\$181.46	\$173.22	\$165.68	\$196.84	\$187.46	\$178.94	\$171.16	\$203.19	\$193.51	\$184.72	\$176.68
0-7	\$3,867	\$193.36	\$184.16	\$175.79	\$168.14	\$199.66	\$190.16	\$181.51	\$173.62	\$206.01	\$196.20	\$187.29	\$179.14
0-8	\$3,924	\$196.19	\$186.85	\$178.36	\$170.60	\$202.49	\$192.85	\$184.08	\$176.08	\$208.84	\$198.90	\$189.86	\$181.60
0-9	\$3,980	\$199.02	\$189.54	\$180.93	\$173.06	\$205.32	\$195.54	\$186.66	\$178.54	\$211.67	\$201.59	\$192.43	\$184.06
0-10	\$4,037	\$201.85	\$192.24	\$183.50	\$175.52	\$208.15	\$198.24	\$189.23	\$181.00	\$214.50	\$204.28	\$195.00	\$186.52
0-11	\$4,097	\$204.83	\$195.07	\$186.21	\$178.11	\$211.13	\$201.07	\$191.93	\$183.59	\$217.48	\$207.12	\$197.71	\$189.11
0-12	\$4,156	\$207.81	\$197.91	\$188.92	\$180.70	\$214.11	\$203.91	\$194.64	\$186.18	\$220.46	\$209.96	\$200.42	\$191.70
0-13	\$4,220	\$210.99	\$200.94	\$191.81	\$183.47	\$217.29	\$206.94	\$197.54	\$188.95	\$223.64	\$212.99	\$203.31	\$194.47
0-14	\$4,282	\$214.12	\$203.92	\$194.65	\$186.19	\$220.42	\$209.92	\$200.38	\$191.67	\$226.77	\$215.97	\$206.15	\$197.19
0-15	\$4,346	\$217.30	\$206.95	\$197.55	\$188.96	\$223.60	\$212.95	\$203.27	\$194.44	\$229.95	\$219.00	\$209.05	\$199.96
0-16	\$4,412	\$220.58	\$210.08	\$200.53	\$191.81	\$226.88	\$216.08	\$206.26	\$197.29	\$233.23	\$222.13	\$212.03	\$202.81
0-17	\$4,476	\$223.82	\$213.16	\$203.47	\$194.62	\$230.12	\$219.16	\$209.20	\$200.10	\$236.47	\$225.21	\$214.97	\$205.62
0-18	\$4,547	\$227.35	\$216.52	\$206.68	\$197.70	\$233.65	\$222.52	\$212.41	\$203.17	\$240.00	\$228.57	\$218.18	\$208.70
0-19	\$4,616	\$230.79	\$219.80	\$209.80	\$200.68	\$237.09	\$225.80	\$215.53	\$206.16	\$243.44	\$231.84	\$221.30	\$211.68
0-20	\$4,689	\$234.47	\$223.31	\$213.16	\$203.89	\$240.77	\$229.31	\$218.88	\$209.37	\$247.12	\$235.35	\$224.66	\$214.89
0-21	\$4,760	\$238.01	\$226.67	\$216.37	\$206.96	\$244.31	\$232.67	\$222.10	\$212.44	\$250.66	\$238.72	\$227.87	\$217.96
0-22	\$4,834	\$241.69	\$230.18	\$219.72	\$210.17	\$247.99	\$236.18	\$225.45	\$215.65	\$254.34	\$242.23	\$231.22	\$221.17
0-23	\$4,909	\$245.43	\$233.74	\$223.12	\$213.42	\$251.73	\$239.74	\$228.85	\$218.90	\$258.08	\$245.79	\$234.62	\$224.42

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 1% , Continued

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	\$4,985	\$249.25	\$237.38	\$226.59	\$216.74	\$255.55	\$243.38	\$232.32	\$222.22	\$261.90	\$249.43	\$238.09	\$227.74
0-25	\$5,063	\$253.15	\$241.10	\$230.14	\$220.13	\$259.45	\$247.10	\$235.86	\$225.61	\$265.80	\$253.14	\$241.64	\$231.13
0-26	\$5,145	\$257.25	\$245.00	\$233.86	\$223.70	\$263.55	\$251.00	\$239.59	\$229.17	\$269.90	\$257.05	\$245.36	\$234.70
0-27	\$5,247	\$262.35	\$249.86	\$238.50	\$228.13	\$268.65	\$255.86	\$244.23	\$233.61	\$275.00	\$261.90	\$250.00	\$239.13
0-28	\$5,352	\$267.60	\$254.86	\$243.27	\$232.70	\$273.90	\$260.86	\$249.00	\$238.17	\$280.25	\$266.90	\$254.77	\$243.70
0-29	\$5,460	\$273.00	\$260.00	\$248.18	\$237.39	\$279.30	\$266.00	\$253.91	\$242.87	\$285.65	\$272.05	\$259.68	\$248.39
0-30	\$5,569	\$278.45	\$265.19	\$253.14	\$242.13	\$284.75	\$271.19	\$258.86	\$247.61	\$291.10	\$277.24	\$264.64	\$253.13
0-31	\$5,680	\$284.00	\$270.48	\$258.18	\$246.96	\$290.30	\$276.48	\$263.91	\$252.43	\$296.65	\$282.52	\$269.68	\$257.96
0-32	\$5,793	\$289.65	\$275.86	\$263.32	\$251.87	\$295.95	\$281.86	\$269.05	\$257.35	\$302.30	\$287.90	\$274.82	\$262.87
0-33	\$5,910	\$295.50	\$281.43	\$268.64	\$256.96	\$301.80	\$287.43	\$274.36	\$262.43	\$308.15	\$293.48	\$280.14	\$267.96
0-34	\$6,029	\$301.45	\$287.10	\$274.05	\$262.13	\$307.75	\$293.10	\$279.77	\$267.61	\$314.10	\$299.14	\$285.55	\$273.13
0-35	\$6,148	\$307.40	\$292.76	\$279.45	\$267.30	\$313.70	\$298.76	\$285.18	\$272.78	\$320.05	\$304.81	\$290.95	\$278.30
0-36	\$6,272	\$313.60	\$298.67	\$285.09	\$272.70	\$319.90	\$304.67	\$290.82	\$278.17	\$326.25	\$310.71	\$296.59	\$283.70
0-37	\$6,397	\$319.85	\$304.62	\$290.77	\$278.13	\$326.15	\$310.62	\$296.50	\$283.61	\$332.50	\$316.67	\$302.27	\$289.13
0-38	\$6,526	\$326.30	\$310.76	\$296.64	\$283.74	\$332.60	\$316.76	\$302.36	\$289.22	\$338.95	\$322.81	\$308.14	\$294.74
0-39	\$6,656	\$332.80	\$316.95	\$302.55	\$289.39	\$339.10	\$322.95	\$308.27	\$294.87	\$345.45	\$329.00	\$314.05	\$300.39
0-40	\$6,788	\$339.40	\$323.24	\$308.55	\$295.13	\$345.70	\$329.24	\$314.27	\$300.61	\$352.05	\$335.29	\$320.05	\$306.13
0-41	\$6,924	\$346.20	\$329.71	\$314.73	\$301.04	\$352.50	\$335.71	\$320.45	\$306.52	\$358.85	\$341.76	\$326.23	\$312.04
0-42	\$7,062	\$353.10	\$336.29	\$321.00	\$307.04	\$359.40	\$342.29	\$326.73	\$312.52	\$365.75	\$348.33	\$332.50	\$318.04
0-43	\$7,203	\$360.15	\$343.00	\$327.41	\$313.17	\$366.45	\$349.00	\$333.14	\$318.65	\$372.80	\$355.05	\$338.91	\$324.17
0-44	\$7,347	\$367.35	\$349.86	\$333.95	\$319.43	\$373.65	\$355.86	\$339.68	\$324.91	\$380.00	\$361.90	\$345.45	\$330.43
0-45	\$7,494	\$374.70	\$356.86	\$340.64	\$325.83	\$381.00	\$362.86	\$346.36	\$331.30	\$387.35	\$368.90	\$352.14	\$336.83
0-46	\$7,644	\$382.20	\$364.00	\$347.45	\$332.35	\$388.50	\$370.00	\$353.18	\$337.83	\$394.85	\$376.05	\$358.95	\$343.35

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%

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	\$3,324	\$166.20	\$158.29	\$151.09	\$144.52	\$172.50	\$164.29	\$156.82	\$150.00	\$178.85	\$170.33	\$162.59	\$155.52
0-2	\$3,476	\$173.80	\$165.52	\$158.00	\$151.13	\$180.10	\$171.52	\$163.73	\$156.61	\$186.45	\$177.57	\$169.50	\$162.13
0-3	\$3,622	\$181.10	\$172.48	\$164.64	\$157.48	\$187.40	\$178.48	\$170.36	\$162.96	\$193.75	\$184.52	\$176.14	\$168.48
0-4	\$3,739	\$186.95	\$178.05	\$169.95	\$162.57	\$193.25	\$184.05	\$175.68	\$168.04	\$199.60	\$190.10	\$181.45	\$173.57
0-5	\$3,793	\$189.65	\$180.62	\$172.41	\$164.91	\$195.95	\$186.62	\$178.14	\$170.39	\$202.30	\$192.67	\$183.91	\$175.91
0-6	\$3,848	\$192.40	\$183.24	\$174.91	\$167.30	\$198.70	\$189.24	\$180.64	\$172.78	\$205.05	\$195.29	\$186.41	\$178.30
0-7	\$3,906	\$195.30	\$186.00	\$177.55	\$169.83	\$201.60	\$192.00	\$183.27	\$175.30	\$207.95	\$198.05	\$189.05	\$180.83
0-8	\$3,963	\$198.15	\$188.71	\$180.14	\$172.30	\$204.45	\$194.71	\$185.86	\$177.78	\$210.80	\$200.76	\$191.64	\$183.30
0-9	\$4,020	\$201.00	\$191.43	\$182.73	\$174.78	\$207.30	\$197.43	\$188.45	\$180.26	\$213.65	\$203.48	\$194.23	\$185.78
0-10	\$4,077	\$203.85	\$194.14	\$185.32	\$177.26	\$210.15	\$200.14	\$191.05	\$182.74	\$216.50	\$206.19	\$196.82	\$188.26
0-11	\$4,137	\$206.85	\$197.00	\$188.05	\$179.87	\$213.15	\$203.00	\$193.77	\$185.35	\$219.50	\$209.05	\$199.55	\$190.87
0-12	\$4,197	\$209.85	\$199.86	\$190.77	\$182.48	\$216.15	\$205.86	\$196.50	\$187.96	\$222.50	\$211.90	\$202.27	\$193.48
0-13	\$4,262	\$213.10	\$202.95	\$193.73	\$185.30	\$219.40	\$208.95	\$199.45	\$190.78	\$225.75	\$215.00	\$205.23	\$196.30
0-14	\$4,325	\$216.25	\$205.95	\$196.59	\$188.04	\$222.55	\$211.95	\$202.32	\$193.52	\$228.90	\$218.00	\$208.09	\$199.04
0-15	\$4,389	\$219.45	\$209.00	\$199.50	\$190.83	\$225.75	\$215.00	\$205.23	\$196.30	\$232.10	\$221.05	\$211.00	\$201.83
0-16	\$4,455	\$222.75	\$212.14	\$202.50	\$193.70	\$229.05	\$218.14	\$208.23	\$199.17	\$235.40	\$224.19	\$214.00	\$204.70
0-17	\$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
0-18	\$4,592	\$229.60	\$218.67	\$208.73	\$199.65	\$235.90	\$224.67	\$214.45	\$205.13	\$242.25	\$230.71	\$220.23	\$210.65
0-19	\$4,661	\$233.05	\$221.95	\$211.86	\$202.65	\$239.35	\$227.95	\$217.59	\$208.13	\$245.70	\$234.00	\$223.36	\$213.65
0-20	\$4,736	\$236.80	\$225.52	\$215.27	\$205.91	\$243.10	\$231.52	\$221.00	\$211.39	\$249.45	\$237.57	\$226.77	\$216.91
0-21	\$4,807	\$240.35	\$228.90	\$218.50	\$209.00	\$246.65	\$234.90	\$224.23	\$214.48	\$253.00	\$240.95	\$230.00	\$220.00
0-22	\$4,882	\$244.10	\$232.48	\$221.91	\$212.26	\$250.40	\$238.48	\$227.64	\$217.74	\$256.75	\$244.52	\$233.41	\$223.26
0-23	\$4,957	\$247.85	\$236.05	\$225.32	\$215.52	\$254.15	\$242.05	\$231.05	\$221.00	\$260.50	\$248.10	\$236.82	\$226.52

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 2%, Continued

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	\$5,035	\$251.75	\$239.76	\$228.86	\$218.91	\$258.05	\$245.76	\$234.59	\$224.39	\$264.40	\$251.81	\$240.36	\$229.91
0-25	\$5,113	\$255.65	\$243.48	\$232.41	\$222.30	\$261.95	\$249.48	\$238.14	\$227.78	\$268.30	\$255.52	\$243.91	\$233.30
0-26	\$5,196	\$259.80	\$247.43	\$236.18	\$225.91	\$266.10	\$253.43	\$241.91	\$231.39	\$272.45	\$259.48	\$247.68	\$236.91
0-27	\$5,299	\$264.95	\$252.33	\$240.86	\$230.39	\$271.25	\$258.33	\$246.59	\$235.87	\$277.60	\$264.38	\$252.36	\$241.39
0-28	\$5,405	\$270.25	\$257.38	\$245.68	\$235.00	\$276.55	\$263.38	\$251.41	\$240.48	\$282.90	\$269.43	\$257.18	\$246.00
0-29	\$5,514	\$275.70	\$262.57	\$250.64	\$239.74	\$282.00	\$268.57	\$256.36	\$245.22	\$288.35	\$274.62	\$262.14	\$250.74
0-30	\$5,624	\$281.20	\$267.81	\$255.64	\$244.52	\$287.50	\$273.81	\$261.36	\$250.00	\$293.85	\$279.86	\$267.14	\$255.52
0-31	\$5,736	\$286.80	\$273.14	\$260.73	\$249.39	\$293.10	\$279.14	\$266.45	\$254.87	\$299.45	\$285.19	\$272.23	\$260.39
0-32	\$5,851	\$292.55	\$278.62	\$265.95	\$254.39	\$298.85	\$284.62	\$271.68	\$259.87	\$305.20	\$290.67	\$277.45	\$265.39
0-33	\$5,968	\$298.40	\$284.19	\$271.27	\$259.48	\$304.70	\$290.19	\$277.00	\$264.96	\$311.05	\$296.24	\$282.77	\$270.48
0-34	\$6,088	\$304.40	\$289.90	\$276.73	\$264.70	\$310.70	\$295.90	\$282.45	\$270.17	\$317.05	\$301.95	\$288.23	\$275.70
0-35	\$6,209	\$310.45	\$295.67	\$282.23	\$269.96	\$316.75	\$301.67	\$287.95	\$275.43	\$323.10	\$307.71	\$293.73	\$280.96
0-36	\$6,334	\$316.70	\$301.62	\$287.91	\$275.39	\$323.00	\$307.62	\$293.64	\$280.87	\$329.35	\$313.67	\$299.41	\$286.39
0-37	\$6,461	\$323.05	\$307.67	\$293.68	\$280.91	\$329.35	\$313.67	\$299.41	\$286.39	\$335.70	\$319.71	\$305.18	\$291.91
0-38	\$6,590	\$329.50	\$313.81	\$299.55	\$286.52	\$335.80	\$319.81	\$305.27	\$292.00	\$342.15	\$325.86	\$311.05	\$297.52
0-39	\$6,722	\$336.10	\$320.10	\$305.55	\$292.26	\$342.40	\$326.10	\$311.27	\$297.74	\$348.75	\$332.14	\$317.05	\$303.26
0-40	\$6,855	\$342.75	\$326.43	\$311.59	\$298.04	\$349.05	\$332.43	\$317.32	\$303.52	\$355.40	\$338.48	\$323.09	\$309.04
0-41	\$6,992	\$349.60	\$332.95	\$317.82	\$304.00	\$355.90	\$338.95	\$323.55	\$309.48	\$362.25	\$345.00	\$329.32	\$315.00
0-42	\$7,132	\$356.60	\$339.62	\$324.18	\$310.09	\$362.90	\$345.62	\$329.91	\$315.57	\$369.25	\$351.67	\$335.68	\$321.09
0-43	\$7,275	\$363.75	\$346.43	\$330.68	\$316.30	\$370.05	\$352.43	\$336.41	\$321.78	\$376.40	\$358.48	\$342.18	\$327.30
0-44	\$7,419	\$370.95	\$353.29	\$337.23	\$322.57	\$377.25	\$359.29	\$342.95	\$328.04	\$383.60	\$365.33	\$348.73	\$333.57
0-45	\$7,568	\$378.40	\$360.38	\$344.00	\$329.04	\$384.70	\$366.38	\$349.73	\$334.52	\$391.05	\$372.43	\$355.50	\$340.04
0-46	\$7,719	\$385.95	\$367.57	\$350.86	\$335.61	\$392.25	\$373.57	\$356.59	\$341.09	\$398.60	\$379.62	\$362.36	\$346.61

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%

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	\$3,357	\$167.85	\$159.86	\$152.59	\$145.96	\$174.15	\$165.86	\$158.32	\$151.43	\$180.50	\$171.90	\$164.09	\$156.96
0-2	\$3,510	\$175.50	\$167.14	\$159.55	\$152.61	\$181.80	\$173.14	\$165.27	\$158.09	\$188.15	\$179.19	\$171.05	\$163.61
0-3	\$3,658	\$182.90	\$174.19	\$166.27	\$159.04	\$189.20	\$180.19	\$172.00	\$164.52	\$195.55	\$186.24	\$177.77	\$170.04
0-4	\$3,776	\$188.80	\$179.81	\$171.64	\$164.17	\$195.10	\$185.81	\$177.36	\$169.65	\$201.45	\$191.86	\$183.14	\$175.17
0-5	\$3,831	\$191.55	\$182.43	\$174.14	\$166.57	\$197.85	\$188.43	\$179.86	\$172.04	\$204.20	\$194.48	\$185.64	\$177.57
0-6	\$3,886	\$194.30	\$185.05	\$176.64	\$168.96	\$200.60	\$191.05	\$182.36	\$174.43	\$206.95	\$197.10	\$188.14	\$179.96
0-7	\$3,944	\$197.20	\$187.81	\$179.27	\$171.48	\$203.50	\$193.81	\$185.00	\$176.96	\$209.85	\$199.86	\$190.77	\$182.48
0-8	\$4,002	\$200.10	\$190.57	\$181.91	\$174.00	\$206.40	\$196.57	\$187.64	\$179.48	\$212.75	\$202.62	\$193.41	\$185.00
0-9	\$4,059	\$202.95	\$193.29	\$184.50	\$176.48	\$209.25	\$199.29	\$190.23	\$181.96	\$215.60	\$205.33	\$196.00	\$187.48
0-10	\$4,117	\$205.85	\$196.05	\$187.14	\$179.00	\$212.15	\$202.05	\$192.86	\$184.48	\$218.50	\$208.10	\$198.64	\$190.00
0-11	\$4,178	\$208.90	\$198.95	\$189.91	\$181.65	\$215.20	\$204.95	\$195.64	\$187.13	\$221.55	\$211.00	\$201.41	\$192.65
0-12	\$4,238	\$211.90	\$201.81	\$192.64	\$184.26	\$218.20	\$207.81	\$198.36	\$189.74	\$224.55	\$213.86	\$204.14	\$195.26
0-13	\$4,303	\$215.15	\$204.90	\$195.59	\$187.09	\$221.45	\$210.90	\$201.32	\$192.57	\$227.80	\$216.95	\$207.09	\$198.09
0-14	\$4,367	\$218.35	\$207.95	\$198.50	\$189.87	\$224.65	\$213.95	\$204.23	\$195.35	\$231.00	\$220.00	\$210.00	\$200.87
0-15	\$4,432	\$221.60	\$211.05	\$201.45	\$192.70	\$227.90	\$217.05	\$207.18	\$198.17	\$234.25	\$223.10	\$212.95	\$203.70
0-16	\$4,499	\$224.95	\$214.24	\$204.50	\$195.61	\$231.25	\$220.24	\$210.23	\$201.09	\$237.60	\$226.29	\$216.00	\$206.61
0-17	\$4,565	\$228.25	\$217.38	\$207.50	\$198.48	\$234.55	\$223.38	\$213.23	\$203.96	\$240.90	\$229.43	\$219.00	\$209.48
0-18	\$4,637	\$231.85	\$220.81	\$210.77	\$201.61	\$238.15	\$226.81	\$216.50	\$207.09	\$244.50	\$232.86	\$222.27	\$212.61
0-19	\$4,707	\$235.35	\$224.14	\$213.95	\$204.65	\$241.65	\$230.14	\$219.68	\$210.13	\$248.00	\$236.19	\$225.45	\$215.65
0-20	\$4,782	\$239.10	\$227.71	\$217.36	\$207.91	\$245.40	\$233.71	\$223.09	\$213.39	\$251.75	\$239.76	\$228.86	\$218.91
0-21	\$4,854	\$242.70	\$231.14	\$220.64	\$211.04	\$249.00	\$237.14	\$226.36	\$216.52	\$255.35	\$243.19	\$232.14	\$222.04
0-22	\$4,930	\$246.50	\$234.76	\$224.09	\$214.35	\$252.80	\$240.76	\$229.82	\$219.83	\$259.15	\$246.81	\$235.59	\$225.35
0-23	\$5,006	\$250.30	\$238.38	\$227.55	\$217.65	\$256.60	\$244.38	\$233.27	\$223.13	\$262.95	\$250.43	\$239.05	\$228.65

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 3%, Continued

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	\$5,084	\$254.20	\$242.10	\$231.09	\$221.04	\$260.50	\$248.10	\$236.82	\$226.52	\$266.85	\$254.14	\$242.59	\$232.04
0-25	\$5,163	\$258.15	\$245.86	\$234.68	\$224.48	\$264.45	\$251.86	\$240.41	\$229.96	\$270.80	\$257.90	\$246.18	\$235.48
0-26	\$5,247	\$262.35	\$249.86	\$238.50	\$228.13	\$268.65	\$255.86	\$244.23	\$233.61	\$275.00	\$261.90	\$250.00	\$239.13
0-27	\$5,351	\$267.55	\$254.81	\$243.23	\$232.65	\$273.85	\$260.81	\$248.95	\$238.13	\$280.20	\$266.86	\$254.73	\$243.65
0-28	\$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
0-29	\$5,568	\$278.40	\$265.14	\$253.09	\$242.09	\$284.70	\$271.14	\$258.82	\$247.57	\$291.05	\$277.19	\$264.59	\$253.09
0-30	\$5,679	\$283.95	\$270.43	\$258.14	\$246.91	\$290.25	\$276.43	\$263.86	\$252.39	\$296.60	\$282.48	\$269.64	\$257.91
0-31	\$5,793	\$289.65	\$275.86	\$263.32	\$251.87	\$295.95	\$281.86	\$269.05	\$257.35	\$302.30	\$287.90	\$274.82	\$262.87
0-32	\$5,908	\$295.40	\$281.33	\$268.55	\$256.87	\$301.70	\$287.33	\$274.27	\$262.35	\$308.05	\$293.38	\$280.05	\$267.87
0-33	\$6,027	\$301.35	\$287.00	\$273.95	\$262.04	\$307.65	\$293.00	\$279.68	\$267.52	\$314.00	\$299.05	\$285.45	\$273.04
0-34	\$6,148	\$307.40	\$292.76	\$279.45	\$267.30	\$313.70	\$298.76	\$285.18	\$272.78	\$320.05	\$304.81	\$290.95	\$278.30
0-35	\$6,270	\$313.50	\$298.57	\$285.00	\$272.61	\$319.80	\$304.57	\$290.73	\$278.09	\$326.15	\$310.62	\$296.50	\$283.61
0-36	\$6,396	\$319.80	\$304.57	\$290.73	\$278.09	\$326.10	\$310.57	\$296.45	\$283.57	\$332.45	\$316.62	\$302.23	\$289.09
0-37	\$6,524	\$326.20	\$310.67	\$296.55	\$283.65	\$332.50	\$316.67	\$302.27	\$289.13	\$338.85	\$322.71	\$308.05	\$294.65
0-38	\$6,655	\$332.75	\$316.90	\$302.50	\$289.35	\$339.05	\$322.90	\$308.23	\$294.83	\$345.40	\$328.95	\$314.00	\$300.35
0-39	\$6,788	\$339.40	\$323.24	\$308.55	\$295.13	\$345.70	\$329.24	\$314.27	\$300.61	\$352.05	\$335.29	\$320.05	\$306.13
0-40	\$6,923	\$346.15	\$329.67	\$314.68	\$301.00	\$352.45	\$335.67	\$320.41	\$306.48	\$358.80	\$341.71	\$326.18	\$312.00
0-41	\$7,061	\$353.05	\$336.24	\$320.95	\$307.00	\$359.35	\$342.24	\$326.68	\$312.48	\$365.70	\$348.29	\$332.45	\$318.00
0-42	\$7,202	\$360.10	\$342.95	\$327.36	\$313.13	\$366.40	\$348.95	\$333.09	\$318.61	\$372.75	\$355.00	\$338.86	\$324.13
0-43	\$7,346	\$367.30	\$349.81	\$333.91	\$319.39	\$373.60	\$355.81	\$339.64	\$324.87	\$379.95	\$361.86	\$345.41	\$330.39
0-44	\$7,492	\$374.60	\$356.76	\$340.55	\$325.74	\$380.90	\$362.76	\$346.27	\$331.22	\$387.25	\$368.81	\$352.05	\$336.74
0-45	\$7,643	\$382.15	\$363.95	\$347.41	\$332.30	\$388.45	\$369.95	\$353.14	\$337.78	\$394.80	\$376.00	\$358.91	\$343.30
0-46	\$7,795	\$389.75	\$371.19	\$354.32	\$338.91	\$396.05	\$377.19	\$360.05	\$344.39	\$402.40	\$383.24	\$365.82	\$349.91

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%

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	\$3,389	\$169.45	\$161.38	\$154.05	\$147.35	\$175.75	\$167.38	\$159.77	\$152.83	\$182.10	\$173.43	\$165.55	\$158.35
0-2	\$3,544	\$177.20	\$168.76	\$161.09	\$154.09	\$183.50	\$174.76	\$166.82	\$159.57	\$189.85	\$180.81	\$172.59	\$165.09
0-3	\$3,693	\$184.65	\$175.86	\$167.86	\$160.57	\$190.95	\$181.86	\$173.59	\$166.04	\$197.30	\$187.90	\$179.36	\$171.57
0-4	\$3,813	\$190.65	\$181.57	\$173.32	\$165.78	\$196.95	\$187.57	\$179.05	\$171.26	\$203.30	\$193.62	\$184.82	\$176.78
0-5	\$3,868	\$193.40	\$184.19	\$175.82	\$168.17	\$199.70	\$190.19	\$181.55	\$173.65	\$206.05	\$196.24	\$187.32	\$179.17
0-6	\$3,924	\$196.20	\$186.86	\$178.36	\$170.61	\$202.50	\$192.86	\$184.09	\$176.09	\$208.85	\$198.90	\$189.86	\$181.61
0-7	\$3,982	\$199.10	\$189.62	\$181.00	\$173.13	\$205.40	\$195.62	\$186.73	\$178.61	\$211.75	\$201.67	\$192.50	\$184.13
0-8	\$4,040	\$202.00	\$192.38	\$183.64	\$175.65	\$208.30	\$198.38	\$189.36	\$181.13	\$214.65	\$204.43	\$195.14	\$186.65
0-9	\$4,099	\$204.95	\$195.19	\$186.32	\$178.22	\$211.25	\$201.19	\$192.05	\$183.70	\$217.60	\$207.24	\$197.82	\$189.22
0-10	\$4,157	\$207.85	\$197.95	\$188.95	\$180.74	\$214.15	\$203.95	\$194.68	\$186.22	\$220.50	\$210.00	\$200.45	\$191.74
0-11	\$4,218	\$210.90	\$200.86	\$191.73	\$183.39	\$217.20	\$206.86	\$197.45	\$188.87	\$223.55	\$212.90	\$203.23	\$194.39
0-12	\$4,280	\$214.00	\$203.81	\$194.55	\$186.09	\$220.30	\$209.81	\$200.27	\$191.57	\$226.65	\$215.86	\$206.05	\$197.09
0-13	\$4,345	\$217.25	\$206.90	\$197.50	\$188.91	\$223.55	\$212.90	\$203.23	\$194.39	\$229.90	\$218.95	\$209.00	\$199.91
0-14	\$4,410	\$220.50	\$210.00	\$200.45	\$191.74	\$226.80	\$216.00	\$206.18	\$197.22	\$233.15	\$222.05	\$211.95	\$202.74
0-15	\$4,475	\$223.75	\$213.10	\$203.41	\$194.57	\$230.05	\$219.10	\$209.14	\$200.04	\$236.40	\$225.14	\$214.91	\$205.57
0-16	\$4,543	\$227.15	\$216.33	\$206.50	\$197.52	\$233.45	\$222.33	\$212.23	\$203.00	\$239.80	\$228.38	\$218.00	\$208.52
0-17	\$4,609	\$230.45	\$219.48	\$209.50	\$200.39	\$236.75	\$225.48	\$215.23	\$205.87	\$243.10	\$231.52	\$221.00	\$211.39
0-18	\$4,682	\$234.10	\$222.95	\$212.82	\$203.57	\$240.40	\$228.95	\$218.55	\$209.04	\$246.75	\$235.00	\$224.32	\$214.57
0-19	\$4,753	\$237.65	\$226.33	\$216.05	\$206.65	\$243.95	\$232.33	\$221.77	\$212.13	\$250.30	\$238.38	\$227.55	\$217.65
0-20	\$4,829	\$241.45	\$229.95	\$219.50	\$209.96	\$247.75	\$235.95	\$225.23	\$215.43	\$254.10	\$242.00	\$231.00	\$220.96
0-21	\$4,902	\$245.10	\$233.43	\$222.82	\$213.13	\$251.40	\$239.43	\$228.55	\$218.61	\$257.75	\$245.48	\$234.32	\$224.13
0-22	\$4,977	\$248.85	\$237.00	\$226.23	\$216.39	\$255.15	\$243.00	\$231.95	\$221.87	\$261.50	\$249.05	\$237.73	\$227.39
0-23	\$5,054	\$252.70	\$240.67	\$229.73	\$219.74	\$259.00	\$246.67	\$235.45	\$225.22	\$265.35	\$252.71	\$241.23	\$230.74

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 4%, Continued

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	\$5,133	\$256.65	\$244.43	\$233.32	\$223.17	\$262.95	\$250.43	\$239.05	\$228.65	\$269.30	\$256.48	\$244.82	\$234.17
0-25	\$5,214	\$260.70	\$248.29	\$237.00	\$226.70	\$267.00	\$254.29	\$242.73	\$232.17	\$273.35	\$260.33	\$248.50	\$237.70
0-26	\$5,298	\$264.90	\$252.29	\$240.82	\$230.35	\$271.20	\$258.29	\$246.55	\$235.83	\$277.55	\$264.33	\$252.32	\$241.35
0-27	\$5,403	\$270.15	\$257.29	\$245.59	\$234.91	\$276.45	\$263.29	\$251.32	\$240.39	\$282.80	\$269.33	\$257.09	\$245.91
0-28	\$5,511	\$275.55	\$262.43	\$250.50	\$239.61	\$281.85	\$268.43	\$256.23	\$245.09	\$288.20	\$274.48	\$262.00	\$250.61
0-29	\$5,622	\$281.10	\$267.71	\$255.55	\$244.43	\$287.40	\$273.71	\$261.27	\$249.91	\$293.75	\$279.76	\$267.05	\$255.43
0-30	\$5,735	\$286.75	\$273.10	\$260.68	\$249.35	\$293.05	\$279.10	\$266.41	\$254.83	\$299.40	\$285.14	\$272.18	\$260.35
0-31	\$5,849	\$292.45	\$278.52	\$265.86	\$254.30	\$298.75	\$284.52	\$271.59	\$259.78	\$305.10	\$290.57	\$277.36	\$265.30
0-32	\$5,965	\$298.25	\$284.05	\$271.14	\$259.35	\$304.55	\$290.05	\$276.86	\$264.83	\$310.90	\$296.10	\$282.64	\$270.35
0-33	\$6,085	\$304.25	\$289.76	\$276.59	\$264.57	\$310.55	\$295.76	\$282.32	\$270.04	\$316.90	\$301.81	\$288.09	\$275.57
0-34	\$6,208	\$310.40	\$295.62	\$282.18	\$269.91	\$316.70	\$301.62	\$287.91	\$275.39	\$323.05	\$307.67	\$293.68	\$280.91
0-35	\$6,330	\$316.50	\$301.43	\$287.73	\$275.22	\$322.80	\$307.43	\$293.45	\$280.70	\$329.15	\$313.48	\$299.23	\$286.22
0-36	\$6,458	\$322.90	\$307.52	\$293.55	\$280.78	\$329.20	\$313.52	\$299.27	\$286.26	\$335.55	\$319.57	\$305.05	\$291.78
0-37	\$6,587	\$329.35	\$313.67	\$299.41	\$286.39	\$335.65	\$319.67	\$305.14	\$291.87	\$342.00	\$325.71	\$310.91	\$297.39
0-38	\$6,719	\$335.95	\$319.95	\$305.41	\$292.13	\$342.25	\$325.95	\$311.14	\$297.61	\$348.60	\$332.00	\$316.91	\$303.13
0-39	\$6,854	\$342.70	\$326.38	\$311.55	\$298.00	\$349.00	\$332.38	\$317.27	\$303.48	\$355.35	\$338.43	\$323.05	\$309.00
0-40	\$6,990	\$349.50	\$332.86	\$317.73	\$303.91	\$355.80	\$338.86	\$323.45	\$309.39	\$362.15	\$344.90	\$329.23	\$314.91
0-41	\$7,129	\$356.45	\$339.48	\$324.05	\$309.96	\$362.75	\$345.48	\$329.77	\$315.43	\$369.10	\$351.52	\$335.55	\$320.96
0-42	\$7,272	\$363.60	\$346.29	\$330.55	\$316.17	\$369.90	\$352.29	\$336.27	\$321.65	\$376.25	\$358.33	\$342.05	\$327.17
0-43	\$7,417	\$370.85	\$353.19	\$337.14	\$322.48	\$377.15	\$359.19	\$342.86	\$327.96	\$383.50	\$365.24	\$348.64	\$333.48
0-44	\$7,565	\$378.25	\$360.24	\$343.86	\$328.91	\$384.55	\$366.24	\$349.59	\$334.39	\$390.90	\$372.29	\$355.36	\$339.91
0-45	\$7,717	\$385.85	\$367.48	\$350.77	\$335.52	\$392.15	\$373.48	\$356.50	\$341.00	\$398.50	\$379.52	\$362.27	\$346.52
0-46	\$7,871	\$393.55	\$374.81	\$357.77	\$342.22	\$399.85	\$380.81	\$363.50	\$347.70	\$406.20	\$386.86	\$369.27	\$353.22

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%

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	\$3,422	\$171.10	\$162.95	\$155.55	\$148.78	\$177.40	\$168.95	\$161.27	\$154.26	\$183.75	\$175.00	\$167.05	\$159.78
0-2	\$3,578	\$178.90	\$170.38	\$162.64	\$155.57	\$185.20	\$176.38	\$168.36	\$161.04	\$191.55	\$182.43	\$174.14	\$166.57
0-3	\$3,729	\$186.45	\$177.57	\$169.50	\$162.13	\$192.75	\$183.57	\$175.23	\$167.61	\$199.10	\$189.62	\$181.00	\$173.13
0-4	\$3,849	\$192.45	\$183.29	\$174.95	\$167.35	\$198.75	\$189.29	\$180.68	\$172.83	\$205.10	\$195.33	\$186.45	\$178.35
0-5	\$3,905	\$195.25	\$185.95	\$177.50	\$169.78	\$201.55	\$191.95	\$183.23	\$175.26	\$207.90	\$198.00	\$189.00	\$180.78
0-6	\$3,962	\$198.10	\$188.67	\$180.09	\$172.26	\$204.40	\$194.67	\$185.82	\$177.74	\$210.75	\$200.71	\$191.59	\$183.26
0-7	\$4,020	\$201.00	\$191.43	\$182.73	\$174.78	\$207.30	\$197.43	\$188.45	\$180.26	\$213.65	\$203.48	\$194.23	\$185.78
0-8	\$4,079	\$203.95	\$194.24	\$185.41	\$177.35	\$210.25	\$200.24	\$191.14	\$182.83	\$216.60	\$206.29	\$196.91	\$188.35
0-9	\$4,138	\$206.90	\$197.05	\$188.09	\$179.91	\$213.20	\$203.05	\$193.82	\$185.39	\$219.55	\$209.10	\$199.59	\$190.91
0-10	\$4,197	\$209.85	\$199.86	\$190.77	\$182.48	\$216.15	\$205.86	\$196.50	\$187.96	\$222.50	\$211.90	\$202.27	\$193.48
0-11	\$4,259	\$212.95	\$202.81	\$193.59	\$185.17	\$219.25	\$208.81	\$199.32	\$190.65	\$225.60	\$214.86	\$205.09	\$196.17
0-12	\$4,321	\$216.05	\$205.76	\$196.41	\$187.87	\$222.35	\$211.76	\$202.14	\$193.35	\$228.70	\$217.81	\$207.91	\$198.87
0-13	\$4,387	\$219.35	\$208.90	\$199.41	\$190.74	\$225.65	\$214.90	\$205.14	\$196.22	\$232.00	\$220.95	\$210.91	\$201.74
0-14	\$4,452	\$222.60	\$212.00	\$202.36	\$193.57	\$228.90	\$218.00	\$208.09	\$199.04	\$235.25	\$224.05	\$213.86	\$204.57
0-15	\$4,518	\$225.90	\$215.14	\$205.36	\$196.43	\$232.20	\$221.14	\$211.09	\$201.91	\$238.55	\$227.19	\$216.86	\$207.43
0-16	\$4,586	\$229.30	\$218.38	\$208.45	\$199.39	\$235.60	\$224.38	\$214.18	\$204.87	\$241.95	\$230.43	\$219.95	\$210.39
0-17	\$4,654	\$232.70	\$221.62	\$211.55	\$202.35	\$239.00	\$227.62	\$217.27	\$207.83	\$245.35	\$233.67	\$223.05	\$213.35
0-18	\$4,727	\$236.35	\$225.10	\$214.86	\$205.52	\$242.65	\$231.10	\$220.59	\$211.00	\$249.00	\$237.14	\$226.36	\$216.52
0-19	\$4,799	\$239.95	\$228.52	\$218.14	\$208.65	\$246.25	\$234.52	\$223.86	\$214.13	\$252.60	\$240.57	\$229.64	\$219.65
0-20	\$4,875	\$243.75	\$232.14	\$221.59	\$211.96	\$250.05	\$238.14	\$227.32	\$217.43	\$256.40	\$244.19	\$233.09	\$222.96
0-21	\$4,949	\$247.45	\$235.67	\$224.95	\$215.17	\$253.75	\$241.67	\$230.68	\$220.65	\$260.10	\$247.71	\$236.45	\$226.17
0-22	\$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
0-23	\$5,103	\$255.15	\$243.00	\$231.95	\$221.87	\$261.45	\$249.00	\$237.68	\$227.35	\$267.80	\$255.05	\$243.45	\$232.87

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 5%, Continued

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	\$5,183	\$259.15	\$246.81	\$235.59	\$225.35	\$265.45	\$252.81	\$241.32	\$230.83	\$271.80	\$258.86	\$247.09	\$236.35
0-25	\$5,264	\$263.20	\$250.67	\$239.27	\$228.87	\$269.50	\$256.67	\$245.00	\$234.35	\$275.85	\$262.71	\$250.77	\$239.87
0-26	\$5,349	\$267.45	\$254.71	\$243.14	\$232.57	\$273.75	\$260.71	\$248.86	\$238.04	\$280.10	\$266.76	\$254.64	\$243.57
0-27	\$5,455	\$272.75	\$259.76	\$247.95	\$237.17	\$279.05	\$265.76	\$253.68	\$242.65	\$285.40	\$271.81	\$259.45	\$248.17
0-28	\$5,564	\$278.20	\$264.95	\$252.91	\$241.91	\$284.50	\$270.95	\$258.64	\$247.39	\$290.85	\$277.00	\$264.41	\$252.91
0-29	\$5,676	\$283.80	\$270.29	\$258.00	\$246.78	\$290.10	\$276.29	\$263.73	\$252.26	\$296.45	\$282.33	\$269.50	\$257.78
0-30	\$5,790	\$289.50	\$275.71	\$263.18	\$251.74	\$295.80	\$281.71	\$268.91	\$257.22	\$302.15	\$287.76	\$274.68	\$262.74
0-31	\$5,905	\$295.25	\$281.19	\$268.41	\$256.74	\$301.55	\$287.19	\$274.14	\$262.22	\$307.90	\$293.24	\$279.91	\$267.74
0-32	\$6,023	\$301.15	\$286.81	\$273.77	\$261.87	\$307.45	\$292.81	\$279.50	\$267.35	\$313.80	\$298.86	\$285.27	\$272.87
0-33	\$6,144	\$307.20	\$292.57	\$279.27	\$267.13	\$313.50	\$298.57	\$285.00	\$272.61	\$319.85	\$304.62	\$290.77	\$278.13
0-34	\$6,267	\$313.35	\$298.43	\$284.86	\$272.48	\$319.65	\$304.43	\$290.59	\$277.96	\$326.00	\$310.48	\$296.36	\$283.48
0-35	\$6,391	\$319.55	\$304.33	\$290.50	\$277.87	\$325.85	\$310.33	\$296.23	\$283.35	\$332.20	\$316.38	\$302.00	\$288.87
0-36	\$6,521	\$326.05	\$310.52	\$296.41	\$283.52	\$332.35	\$316.52	\$302.14	\$289.00	\$338.70	\$322.57	\$307.91	\$294.52
0-37	\$6,651	\$332.55	\$316.71	\$302.32	\$289.17	\$338.85	\$322.71	\$308.05	\$294.65	\$345.20	\$328.76	\$313.82	\$300.17
0-38	\$6,784	\$339.20	\$323.05	\$308.36	\$294.96	\$345.50	\$329.05	\$314.09	\$300.43	\$351.85	\$335.10	\$319.86	\$305.96
0-39	\$6,920	\$346.00	\$329.52	\$314.55	\$300.87	\$352.30	\$335.52	\$320.27	\$306.35	\$358.65	\$341.57	\$326.05	\$311.87
0-40	\$7,057	\$352.85	\$336.05	\$320.77	\$306.83	\$359.15	\$342.05	\$326.50	\$312.30	\$365.50	\$348.10	\$332.27	\$317.83
0-41	\$7,198	\$359.90	\$342.76	\$327.18	\$312.96	\$366.20	\$348.76	\$332.91	\$318.43	\$372.55	\$354.81	\$338.68	\$323.96
0-42	\$7,342	\$367.10	\$349.62	\$333.73	\$319.22	\$373.40	\$355.62	\$339.45	\$324.70	\$379.75	\$361.67	\$345.23	\$330.22
0-43	\$7,489	\$374.45	\$356.62	\$340.41	\$325.61	\$380.75	\$362.62	\$346.14	\$331.09	\$387.10	\$368.67	\$351.91	\$336.61
0-44	\$7,638	\$381.90	\$363.71	\$347.18	\$332.09	\$388.20	\$369.71	\$352.91	\$337.57	\$394.55	\$375.76	\$358.68	\$343.09
0-45	\$7,791	\$389.55	\$371.00	\$354.14	\$338.74	\$395.85	\$377.00	\$359.86	\$344.22	\$402.20	\$383.05	\$365.64	\$349.74
0-46	\$7,946	\$397.30	\$378.38	\$361.18	\$345.48	\$403.60	\$384.38	\$366.91	\$350.96	\$409.95	\$390.43	\$372.68	\$356.48

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%

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	\$3,455	\$172.75	\$164.52	\$157.05	\$150.22	\$179.05	\$170.52	\$162.77	\$155.70	\$185.40	\$176.57	\$168.55	\$161.22
0-2	\$3,612	\$180.60	\$172.00	\$164.18	\$157.04	\$186.90	\$178.00	\$169.91	\$162.52	\$193.25	\$184.05	\$175.68	\$168.04
0-3	\$3,764	\$188.20	\$179.24	\$171.09	\$163.65	\$194.50	\$185.24	\$176.82	\$169.13	\$200.85	\$191.29	\$182.59	\$174.65
0-4	\$3,886	\$194.30	\$185.05	\$176.64	\$168.96	\$200.60	\$191.05	\$182.36	\$174.43	\$206.95	\$197.10	\$188.14	\$179.96
0-5	\$3,942	\$197.10	\$187.71	\$179.18	\$171.39	\$203.40	\$193.71	\$184.91	\$176.87	\$209.75	\$199.76	\$190.68	\$182.39
0-6	\$3,999	\$199.95	\$190.43	\$181.77	\$173.87	\$206.25	\$196.43	\$187.50	\$179.35	\$212.60	\$202.48	\$193.27	\$184.87
0-7	\$4,059	\$202.95	\$193.29	\$184.50	\$176.48	\$209.25	\$199.29	\$190.23	\$181.96	\$215.60	\$205.33	\$196.00	\$187.48
0-8	\$4,118	\$205.90	\$196.10	\$187.18	\$179.04	\$212.20	\$202.10	\$192.91	\$184.52	\$218.55	\$208.14	\$198.68	\$190.04
0-9	\$4,177	\$208.85	\$198.90	\$189.86	\$181.61	\$215.15	\$204.90	\$195.59	\$187.09	\$221.50	\$210.95	\$201.36	\$192.61
0-10	\$4,237	\$211.85	\$201.76	\$192.59	\$184.22	\$218.15	\$207.76	\$198.32	\$189.70	\$224.50	\$213.81	\$204.09	\$195.22
0-11	\$4,299	\$214.95	\$204.71	\$195.41	\$186.91	\$221.25	\$210.71	\$201.14	\$192.39	\$227.60	\$216.76	\$206.91	\$197.91
0-12	\$4,362	\$218.10	\$207.71	\$198.27	\$189.65	\$224.40	\$213.71	\$204.00	\$195.13	\$230.75	\$219.76	\$209.77	\$200.65
0-13	\$4,429	\$221.45	\$210.90	\$201.32	\$192.57	\$227.75	\$216.90	\$207.05	\$198.04	\$234.10	\$222.95	\$212.82	\$203.57
0-14	\$4,494	\$224.70	\$214.00	\$204.27	\$195.39	\$231.00	\$220.00	\$210.00	\$200.87	\$237.35	\$226.05	\$215.77	\$206.39
0-15	\$4,561	\$228.05	\$217.19	\$207.32	\$198.30	\$234.35	\$223.19	\$213.05	\$203.78	\$240.70	\$229.24	\$218.82	\$209.30
0-16	\$4,630	\$231.50	\$220.48	\$210.45	\$201.30	\$237.80	\$226.48	\$216.18	\$206.78	\$244.15	\$232.52	\$221.95	\$212.30
0-17	\$4,698	\$234.90	\$223.71	\$213.55	\$204.26	\$241.20	\$229.71	\$219.27	\$209.74	\$247.55	\$235.76	\$225.05	\$215.26
0-18	\$4,772	\$238.60	\$227.24	\$216.91	\$207.48	\$244.90	\$233.24	\$222.64	\$212.96	\$251.25	\$239.29	\$228.41	\$218.48
0-19	\$4,844	\$242.20	\$230.67	\$220.18	\$210.61	\$248.50	\$236.67	\$225.91	\$216.09	\$254.85	\$242.71	\$231.68	\$221.61
0-20	\$4,922	\$246.10	\$234.38	\$223.73	\$214.00	\$252.40	\$240.38	\$229.45	\$219.48	\$258.75	\$246.43	\$235.23	\$225.00
0-21	\$4,996	\$249.80	\$237.90	\$227.09	\$217.22	\$256.10	\$243.90	\$232.82	\$222.70	\$262.45	\$249.95	\$238.59	\$228.22
0-22	\$5,073	\$253.65	\$241.57	\$230.59	\$220.57	\$259.95	\$247.57	\$236.32	\$226.04	\$266.30	\$253.62	\$242.09	\$231.57
0-23	\$5,152	\$257.60	\$245.33	\$234.18	\$224.00	\$263.90	\$251.33	\$239.91	\$229.48	\$270.25	\$257.38	\$245.68	\$235.00

2005-2006 DAILY RATES FOR SCHOOL BASED ADMINISTRATORS

Base + 6%, Continued

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	\$5,232	\$261.60	\$249.14	\$237.82	\$227.48	\$267.90	\$255.14	\$243.55	\$232.96	\$274.25	\$261.19	\$249.32	\$238.48
0-25	\$5,314	\$265.70	\$253.05	\$241.55	\$231.04	\$272.00	\$259.05	\$247.27	\$236.52	\$278.35	\$265.10	\$253.05	\$242.04
0-26	\$5,400	\$270.00	\$257.14	\$245.45	\$234.78	\$276.30	\$263.14	\$251.18	\$240.26	\$282.65	\$269.19	\$256.95	\$245.78
0-27	\$5,507	\$275.35	\$262.24	\$250.32	\$239.43	\$281.65	\$268.24	\$256.05	\$244.91	\$288.00	\$274.29	\$261.82	\$250.43
0-28	\$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
0-29	\$5,730	\$286.50	\$272.86	\$260.45	\$249.13	\$292.80	\$278.86	\$266.18	\$254.61	\$299.15	\$284.90	\$271.95	\$260.13
0-30	\$5,845	\$292.25	\$278.33	\$265.68	\$254.13	\$298.55	\$284.33	\$271.41	\$259.61	\$304.90	\$290.38	\$277.18	\$265.13
0-31	\$5,961	\$298.05	\$283.86	\$270.95	\$259.17	\$304.35	\$289.86	\$276.68	\$264.65	\$310.70	\$295.90	\$282.45	\$270.17
0-32	\$6,080	\$304.00	\$289.52	\$276.36	\$264.35	\$310.30	\$295.52	\$282.09	\$269.83	\$316.65	\$301.57	\$287.86	\$275.35
0-33	\$6,202	\$310.10	\$295.33	\$281.91	\$269.65	\$316.40	\$301.33	\$287.64	\$275.13	\$322.75	\$307.38	\$293.41	\$280.65
0-34	\$6,327	\$316.35	\$301.29	\$287.59	\$275.09	\$322.65	\$307.29	\$293.32	\$280.57	\$329.00	\$313.33	\$299.09	\$286.09
0-35	\$6,452	\$322.60	\$307.24	\$293.27	\$280.52	\$328.90	\$313.24	\$299.00	\$286.00	\$335.25	\$319.29	\$304.77	\$291.52
0-36	\$6,583	\$329.15	\$313.48	\$299.23	\$286.22	\$335.45	\$319.48	\$304.95	\$291.70	\$341.80	\$325.52	\$310.73	\$297.22
0-37	\$6,714	\$335.70	\$319.71	\$305.18	\$291.91	\$342.00	\$325.71	\$310.91	\$297.39	\$348.35	\$331.76	\$316.68	\$302.91
0-38	\$6,849	\$342.45	\$326.14	\$311.32	\$297.78	\$348.75	\$332.14	\$317.05	\$303.26	\$355.10	\$338.19	\$322.82	\$308.78
0-39	\$6,985	\$349.25	\$332.62	\$317.50	\$303.70	\$355.55	\$338.62	\$323.23	\$309.17	\$361.90	\$344.67	\$329.00	\$314.70
0-40	\$7,124	\$356.20	\$339.24	\$323.82	\$309.74	\$362.50	\$345.24	\$329.55	\$315.22	\$368.85	\$351.29	\$335.32	\$320.74
0-41	\$7,266	\$363.30	\$346.00	\$330.27	\$315.91	\$369.60	\$352.00	\$336.00	\$321.39	\$375.95	\$358.05	\$341.77	\$326.91
0-42	\$7,412	\$370.60	\$352.95	\$336.91	\$322.26	\$376.90	\$358.95	\$342.64	\$327.74	\$383.25	\$365.00	\$348.41	\$333.26
0-43	\$7,560	\$378.00	\$360.00	\$343.64	\$328.70	\$384.30	\$366.00	\$349.36	\$334.17	\$390.65	\$372.05	\$355.14	\$339.70
0-44	\$7,710	\$385.50	\$367.14	\$350.45	\$335.22	\$391.80	\$373.14	\$356.18	\$340.70	\$398.15	\$379.19	\$361.95	\$346.22
0-45	\$7,865	\$393.25	\$374.52	\$357.50	\$341.96	\$399.55	\$380.52	\$363.23	\$347.43	\$405.90	\$386.57	\$369.00	\$352.96
0-46	\$8,022	\$401.10	\$382.00	\$364.64	\$348.78	\$407.40	\$388.00	\$370.36	\$354.26	\$413.75	\$394.05	\$376.14	\$359.78

2005-2006
Principal and Assistant Principal Salary Schedules
Base Salary Schedule. No ABCs or Safe Schools Incentives
(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,259								
5	\$3,408								
6	\$3,551								
7	\$3,666								
8	\$3,719	\$3,719							
9	\$3,773	\$3,773							
10	\$3,829	\$3,829	\$3,885						
11	\$3,885	\$3,885	\$3,941						
12	\$3,941	\$3,941	\$3,997	\$4,056					
13	\$3,997	\$3,997	\$4,056	\$4,115	\$4,178				
14	\$4,056	\$4,056	\$4,115	\$4,178	\$4,240	\$4,303			
15	\$4,115	\$4,115	\$4,178	\$4,240	\$4,303	\$4,368			
16	\$4,178	\$4,178	\$4,240	\$4,303	\$4,368	\$4,432	\$4,502		
17	\$4,240	\$4,240	\$4,303	\$4,368	\$4,432	\$4,502	\$4,570	\$4,713	
18	\$4,303	\$4,303	\$4,368	\$4,432	\$4,502	\$4,570	\$4,643	\$4,786	\$4,860
19	\$4,368	\$4,368	\$4,432	\$4,502	\$4,570	\$4,643	\$4,713	\$4,860	\$4,936
20	\$4,432	\$4,432	\$4,502	\$4,570	\$4,643	\$4,713	\$4,786	\$4,936	\$5,013
21	\$4,502	\$4,502	\$4,570	\$4,643	\$4,713	\$4,786	\$4,860	\$5,013	\$5,094
22	\$4,570	\$4,570	\$4,643	\$4,713	\$4,786	\$4,860	\$4,936	\$5,094	\$5,195
23	\$4,643	\$4,643	\$4,713	\$4,786	\$4,860	\$4,936	\$5,013	\$5,195	\$5,299
24	\$4,713	\$4,713	\$4,786	\$4,860	\$4,936	\$5,013	\$5,094	\$5,299	\$5,406
25	\$4,786	\$4,786	\$4,860	\$4,936	\$5,013	\$5,094	\$5,195	\$5,406	\$5,514
26	\$4,860	\$4,860	\$4,936	\$5,013	\$5,094	\$5,195	\$5,299	\$5,514	\$5,624
27	\$4,936	\$4,936	\$5,013	\$5,094	\$5,195	\$5,299	\$5,406	\$5,624	\$5,736
28	\$5,013	\$5,013	\$5,094	\$5,195	\$5,299	\$5,406	\$5,514	\$5,736	\$5,851
29	\$5,094	\$5,094	\$5,195	\$5,299	\$5,406	\$5,514	\$5,624	\$5,851	\$5,969
30	\$5,195	\$5,195	\$5,299	\$5,406	\$5,514	\$5,624	\$5,736	\$5,969	\$6,087
31	\$5,299	\$5,299	\$5,406	\$5,514	\$5,624	\$5,736	\$5,851	\$6,087	\$6,210
32		\$5,406	\$5,514	\$5,624	\$5,736	\$5,851	\$5,969	\$6,210	\$6,334
33			\$5,624	\$5,736	\$5,851	\$5,969	\$6,087	\$6,334	\$6,461
34			\$5,736	\$5,851	\$5,969	\$6,087	\$6,210	\$6,461	\$6,590
35				\$5,969	\$6,087	\$6,210	\$6,334	\$6,590	\$6,721
36				\$6,087	\$6,210	\$6,334	\$6,461	\$6,721	\$6,855
37					\$6,334	\$6,461	\$6,590	\$6,855	\$6,992
38						\$6,590	\$6,721	\$6,992	\$7,132
39							\$6,855	\$7,132	\$7,274
40							\$6,992	\$7,274	\$7,420
41								\$7,420	\$7,568

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.

2005-2006

Principal and Assistant Principal Salary Schedules

Base+1% Salary Schedule. Met (1) ABCs or Safe Schools Incentive

(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,292								
5	\$3,442								
6	\$3,587								
7	\$3,703								
8	\$3,756	\$3,756							
9	\$3,811	\$3,811							
10	\$3,867	\$3,867	\$3,924						
11	\$3,924	\$3,924	\$3,980						
12	\$3,980	\$3,980	\$4,037	\$4,097					
13	\$4,037	\$4,037	\$4,097	\$4,156	\$4,220				
14	\$4,097	\$4,097	\$4,156	\$4,220	\$4,282	\$4,346			
15	\$4,156	\$4,156	\$4,220	\$4,282	\$4,346	\$4,412			
16	\$4,220	\$4,220	\$4,282	\$4,346	\$4,412	\$4,476	\$4,547		
17	\$4,282	\$4,282	\$4,346	\$4,412	\$4,476	\$4,547	\$4,616	\$4,760	
18	\$4,346	\$4,346	\$4,412	\$4,476	\$4,547	\$4,616	\$4,689	\$4,834	\$4,909
19	\$4,412	\$4,412	\$4,476	\$4,547	\$4,616	\$4,689	\$4,760	\$4,909	\$4,985
20	\$4,476	\$4,476	\$4,547	\$4,616	\$4,689	\$4,760	\$4,834	\$4,985	\$5,063
21	\$4,547	\$4,547	\$4,616	\$4,689	\$4,760	\$4,834	\$4,909	\$5,063	\$5,145
22	\$4,616	\$4,616	\$4,689	\$4,760	\$4,834	\$4,909	\$4,985	\$5,145	\$5,247
23	\$4,689	\$4,689	\$4,760	\$4,834	\$4,909	\$4,985	\$5,063	\$5,247	\$5,352
24	\$4,760	\$4,760	\$4,834	\$4,909	\$4,985	\$5,063	\$5,145	\$5,352	\$5,460
25	\$4,834	\$4,834	\$4,909	\$4,985	\$5,063	\$5,145	\$5,247	\$5,460	\$5,569
26	\$4,909	\$4,909	\$4,985	\$5,063	\$5,145	\$5,247	\$5,352	\$5,569	\$5,680
27	\$4,985	\$4,985	\$5,063	\$5,145	\$5,247	\$5,352	\$5,460	\$5,680	\$5,793
28	\$5,063	\$5,063	\$5,145	\$5,247	\$5,352	\$5,460	\$5,569	\$5,793	\$5,910
29	\$5,145	\$5,145	\$5,247	\$5,352	\$5,460	\$5,569	\$5,680	\$5,910	\$6,029
30	\$5,247	\$5,247	\$5,352	\$5,460	\$5,569	\$5,680	\$5,793	\$6,029	\$6,148
31	\$5,352	\$5,352	\$5,460	\$5,569	\$5,680	\$5,793	\$5,910	\$6,148	\$6,272
32		\$5,460	\$5,569	\$5,680	\$5,793	\$5,910	\$6,029	\$6,272	\$6,397
33			\$5,680	\$5,793	\$5,910	\$6,029	\$6,148	\$6,397	\$6,526
34			\$5,793	\$5,910	\$6,029	\$6,148	\$6,272	\$6,526	\$6,656
35				\$6,029	\$6,148	\$6,272	\$6,397	\$6,656	\$6,788
36				\$6,148	\$6,272	\$6,397	\$6,526	\$6,788	\$6,924
37					\$6,397	\$6,526	\$6,656	\$6,924	\$7,062
38						\$6,656	\$6,788	\$7,062	\$7,203
39							\$6,924	\$7,203	\$7,347
40							\$7,062	\$7,347	\$7,494
41								\$7,494	\$7,644

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.

2005-2006
Principal and Assistant Principal Salary Schedules
Base+2% Salary Schedule. Met (2) ABCs or Safe Schools Incentives
(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,324								
5	\$3,476								
6	\$3,622								
7	\$3,739								
8	\$3,793	\$3,793							
9	\$3,848	\$3,848							
10	\$3,906	\$3,906	\$3,963						
11	\$3,963	\$3,963	\$4,020						
12	\$4,020	\$4,020	\$4,077	\$4,137					
13	\$4,077	\$4,077	\$4,137	\$4,197	\$4,262				
14	\$4,137	\$4,137	\$4,197	\$4,262	\$4,325	\$4,389			
15	\$4,197	\$4,197	\$4,262	\$4,325	\$4,389	\$4,455			
16	\$4,262	\$4,262	\$4,325	\$4,389	\$4,455	\$4,521	\$4,592		
17	\$4,325	\$4,325	\$4,389	\$4,455	\$4,521	\$4,592	\$4,661	\$4,807	
18	\$4,389	\$4,389	\$4,455	\$4,521	\$4,592	\$4,661	\$4,736	\$4,882	\$4,957
19	\$4,455	\$4,455	\$4,521	\$4,592	\$4,661	\$4,736	\$4,807	\$4,957	\$5,035
20	\$4,521	\$4,521	\$4,592	\$4,661	\$4,736	\$4,807	\$4,882	\$5,035	\$5,113
21	\$4,592	\$4,592	\$4,661	\$4,736	\$4,807	\$4,882	\$4,957	\$5,113	\$5,196
22	\$4,661	\$4,661	\$4,736	\$4,807	\$4,882	\$4,957	\$5,035	\$5,196	\$5,299
23	\$4,736	\$4,736	\$4,807	\$4,882	\$4,957	\$5,035	\$5,113	\$5,299	\$5,405
24	\$4,807	\$4,807	\$4,882	\$4,957	\$5,035	\$5,113	\$5,196	\$5,405	\$5,514
25	\$4,882	\$4,882	\$4,957	\$5,035	\$5,113	\$5,196	\$5,299	\$5,514	\$5,624
26	\$4,957	\$4,957	\$5,035	\$5,113	\$5,196	\$5,299	\$5,405	\$5,624	\$5,736
27	\$5,035	\$5,035	\$5,113	\$5,196	\$5,299	\$5,405	\$5,514	\$5,736	\$5,851
28	\$5,113	\$5,113	\$5,196	\$5,299	\$5,405	\$5,514	\$5,624	\$5,851	\$5,968
29	\$5,196	\$5,196	\$5,299	\$5,405	\$5,514	\$5,624	\$5,736	\$5,968	\$6,088
30	\$5,299	\$5,299	\$5,405	\$5,514	\$5,624	\$5,736	\$5,851	\$6,088	\$6,209
31	\$5,405	\$5,405	\$5,514	\$5,624	\$5,736	\$5,851	\$5,968	\$6,209	\$6,334
32		\$5,514	\$5,624	\$5,736	\$5,851	\$5,968	\$6,088	\$6,334	\$6,461
33			\$5,736	\$5,851	\$5,968	\$6,088	\$6,209	\$6,461	\$6,590
34			\$5,851	\$5,968	\$6,088	\$6,209	\$6,334	\$6,590	\$6,722
35				\$6,088	\$6,209	\$6,334	\$6,461	\$6,722	\$6,855
36				\$6,209	\$6,334	\$6,461	\$6,590	\$6,855	\$6,992
37					\$6,461	\$6,590	\$6,722	\$6,992	\$7,132
38						\$6,722	\$6,855	\$7,132	\$7,275
39							\$6,992	\$7,275	\$7,419
40							\$7,132	\$7,419	\$7,568
41								\$7,568	\$7,719

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.

2005-2006

Principal and Assistant Principal Salary Schedules

Base+3% Salary Schedule. Met (3) ABCs or Safe Schools Incentives

(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,357								
5	\$3,510								
6	\$3,658								
7	\$3,776								
8	\$3,831	\$3,831							
9	\$3,886	\$3,886							
10	\$3,944	\$3,944	\$4,002						
11	\$4,002	\$4,002	\$4,059						
12	\$4,059	\$4,059	\$4,117	\$4,178					
13	\$4,117	\$4,117	\$4,178	\$4,238	\$4,303				
14	\$4,178	\$4,178	\$4,238	\$4,303	\$4,367	\$4,432			
15	\$4,238	\$4,238	\$4,303	\$4,367	\$4,432	\$4,499			
16	\$4,303	\$4,303	\$4,367	\$4,432	\$4,499	\$4,565	\$4,637		
17	\$4,367	\$4,367	\$4,432	\$4,499	\$4,565	\$4,637	\$4,707	\$4,854	
18	\$4,432	\$4,432	\$4,499	\$4,565	\$4,637	\$4,707	\$4,782	\$4,930	\$5,006
19	\$4,499	\$4,499	\$4,565	\$4,637	\$4,707	\$4,782	\$4,854	\$5,006	\$5,084
20	\$4,565	\$4,565	\$4,637	\$4,707	\$4,782	\$4,854	\$4,930	\$5,084	\$5,163
21	\$4,637	\$4,637	\$4,707	\$4,782	\$4,854	\$4,930	\$5,006	\$5,163	\$5,247
22	\$4,707	\$4,707	\$4,782	\$4,854	\$4,930	\$5,006	\$5,084	\$5,247	\$5,351
23	\$4,782	\$4,782	\$4,854	\$4,930	\$5,006	\$5,084	\$5,163	\$5,351	\$5,458
24	\$4,854	\$4,854	\$4,930	\$5,006	\$5,084	\$5,163	\$5,247	\$5,458	\$5,568
25	\$4,930	\$4,930	\$5,006	\$5,084	\$5,163	\$5,247	\$5,351	\$5,568	\$5,679
26	\$5,006	\$5,006	\$5,084	\$5,163	\$5,247	\$5,351	\$5,458	\$5,679	\$5,793
27	\$5,084	\$5,084	\$5,163	\$5,247	\$5,351	\$5,458	\$5,568	\$5,793	\$5,908
28	\$5,163	\$5,163	\$5,247	\$5,351	\$5,458	\$5,568	\$5,679	\$5,908	\$6,027
29	\$5,247	\$5,247	\$5,351	\$5,458	\$5,568	\$5,679	\$5,793	\$6,027	\$6,148
30	\$5,351	\$5,351	\$5,458	\$5,568	\$5,679	\$5,793	\$5,908	\$6,148	\$6,270
31	\$5,458	\$5,458	\$5,568	\$5,679	\$5,793	\$5,908	\$6,027	\$6,270	\$6,396
32		\$5,568	\$5,679	\$5,793	\$5,908	\$6,027	\$6,148	\$6,396	\$6,524
33			\$5,793	\$5,908	\$6,027	\$6,148	\$6,270	\$6,524	\$6,655
34			\$5,908	\$6,027	\$6,148	\$6,270	\$6,396	\$6,655	\$6,788
35				\$6,148	\$6,270	\$6,396	\$6,524	\$6,788	\$6,923
36				\$6,270	\$6,396	\$6,524	\$6,655	\$6,923	\$7,061
37					\$6,524	\$6,655	\$6,788	\$7,061	\$7,202
38						\$6,788	\$6,923	\$7,202	\$7,346
39							\$7,061	\$7,346	\$7,492
40							\$7,202	\$7,492	\$7,643
41								\$7,643	\$7,795

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.

2005-2006

Principal and Assistant Principal Salary Schedules

Base+4% Salary Schedule. Met (4) ABCs or Safe Schools Incentives

(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,389								
5	\$3,544								
6	\$3,693								
7	\$3,813								
8	\$3,868	\$3,868							
9	\$3,924	\$3,924							
10	\$3,982	\$3,982	\$4,040						
11	\$4,040	\$4,040	\$4,099						
12	\$4,099	\$4,099	\$4,157	\$4,218					
13	\$4,157	\$4,157	\$4,218	\$4,280	\$4,345				
14	\$4,218	\$4,218	\$4,280	\$4,345	\$4,410	\$4,475			
15	\$4,280	\$4,280	\$4,345	\$4,410	\$4,475	\$4,543			
16	\$4,345	\$4,345	\$4,410	\$4,475	\$4,543	\$4,609	\$4,682		
17	\$4,410	\$4,410	\$4,475	\$4,543	\$4,609	\$4,682	\$4,753	\$4,902	
18	\$4,475	\$4,475	\$4,543	\$4,609	\$4,682	\$4,753	\$4,829	\$4,977	\$5,054
19	\$4,543	\$4,543	\$4,609	\$4,682	\$4,753	\$4,829	\$4,902	\$5,054	\$5,133
20	\$4,609	\$4,609	\$4,682	\$4,753	\$4,829	\$4,902	\$4,977	\$5,133	\$5,214
21	\$4,682	\$4,682	\$4,753	\$4,829	\$4,902	\$4,977	\$5,054	\$5,214	\$5,298
22	\$4,753	\$4,753	\$4,829	\$4,902	\$4,977	\$5,054	\$5,133	\$5,298	\$5,403
23	\$4,829	\$4,829	\$4,902	\$4,977	\$5,054	\$5,133	\$5,214	\$5,403	\$5,511
24	\$4,902	\$4,902	\$4,977	\$5,054	\$5,133	\$5,214	\$5,298	\$5,511	\$5,622
25	\$4,977	\$4,977	\$5,054	\$5,133	\$5,214	\$5,298	\$5,403	\$5,622	\$5,735
26	\$5,054	\$5,054	\$5,133	\$5,214	\$5,298	\$5,403	\$5,511	\$5,735	\$5,849
27	\$5,133	\$5,133	\$5,214	\$5,298	\$5,403	\$5,511	\$5,622	\$5,849	\$5,965
28	\$5,214	\$5,214	\$5,298	\$5,403	\$5,511	\$5,622	\$5,735	\$5,965	\$6,085
29	\$5,298	\$5,298	\$5,403	\$5,511	\$5,622	\$5,735	\$5,849	\$6,085	\$6,208
30	\$5,403	\$5,403	\$5,511	\$5,622	\$5,735	\$5,849	\$5,965	\$6,208	\$6,330
31	\$5,511	\$5,511	\$5,622	\$5,735	\$5,849	\$5,965	\$6,085	\$6,330	\$6,458
32		\$5,622	\$5,735	\$5,849	\$5,965	\$6,085	\$6,208	\$6,458	\$6,587
33			\$5,849	\$5,965	\$6,085	\$6,208	\$6,330	\$6,587	\$6,719
34			\$5,965	\$6,085	\$6,208	\$6,330	\$6,458	\$6,719	\$6,854
35				\$6,208	\$6,330	\$6,458	\$6,587	\$6,854	\$6,990
36				\$6,330	\$6,458	\$6,587	\$6,719	\$6,990	\$7,129
37					\$6,587	\$6,719	\$6,854	\$7,129	\$7,272
38						\$6,854	\$6,990	\$7,272	\$7,417
39							\$7,129	\$7,417	\$7,565
40							\$7,272	\$7,565	\$7,717
41								\$7,717	\$7,871

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.

2005-2006

Principal and Assistant Principal Salary Schedules

Base+5% Salary Schedule. Met (5) ABCs or Safe Schools Incentives

(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,422								
5	\$3,578								
6	\$3,729								
7	\$3,849								
8	\$3,905	\$3,905							
9	\$3,962	\$3,962							
10	\$4,020	\$4,020	\$4,079						
11	\$4,079	\$4,079	\$4,138						
12	\$4,138	\$4,138	\$4,197	\$4,259					
13	\$4,197	\$4,197	\$4,259	\$4,321	\$4,387				
14	\$4,259	\$4,259	\$4,321	\$4,387	\$4,452	\$4,518			
15	\$4,321	\$4,321	\$4,387	\$4,452	\$4,518	\$4,586			
16	\$4,387	\$4,387	\$4,452	\$4,518	\$4,586	\$4,654	\$4,727		
17	\$4,452	\$4,452	\$4,518	\$4,586	\$4,654	\$4,727	\$4,799	\$4,949	
18	\$4,518	\$4,518	\$4,586	\$4,654	\$4,727	\$4,799	\$4,875	\$5,025	\$5,103
19	\$4,586	\$4,586	\$4,654	\$4,727	\$4,799	\$4,875	\$4,949	\$5,103	\$5,183
20	\$4,654	\$4,654	\$4,727	\$4,799	\$4,875	\$4,949	\$5,025	\$5,183	\$5,264
21	\$4,727	\$4,727	\$4,799	\$4,875	\$4,949	\$5,025	\$5,103	\$5,264	\$5,349
22	\$4,799	\$4,799	\$4,875	\$4,949	\$5,025	\$5,103	\$5,183	\$5,349	\$5,455
23	\$4,875	\$4,875	\$4,949	\$5,025	\$5,103	\$5,183	\$5,264	\$5,455	\$5,564
24	\$4,949	\$4,949	\$5,025	\$5,103	\$5,183	\$5,264	\$5,349	\$5,564	\$5,676
25	\$5,025	\$5,025	\$5,103	\$5,183	\$5,264	\$5,349	\$5,455	\$5,676	\$5,790
26	\$5,103	\$5,103	\$5,183	\$5,264	\$5,349	\$5,455	\$5,564	\$5,790	\$5,905
27	\$5,183	\$5,183	\$5,264	\$5,349	\$5,455	\$5,564	\$5,676	\$5,905	\$6,023
28	\$5,264	\$5,264	\$5,349	\$5,455	\$5,564	\$5,676	\$5,790	\$6,023	\$6,144
29	\$5,349	\$5,349	\$5,455	\$5,564	\$5,676	\$5,790	\$5,905	\$6,144	\$6,267
30	\$5,455	\$5,455	\$5,564	\$5,676	\$5,790	\$5,905	\$6,023	\$6,267	\$6,391
31	\$5,564	\$5,564	\$5,676	\$5,790	\$5,905	\$6,023	\$6,144	\$6,391	\$6,521
32		\$5,676	\$5,790	\$5,905	\$6,023	\$6,144	\$6,267	\$6,521	\$6,651
33			\$5,905	\$6,023	\$6,144	\$6,267	\$6,391	\$6,651	\$6,784
34			\$6,023	\$6,144	\$6,267	\$6,391	\$6,521	\$6,784	\$6,920
35				\$6,267	\$6,391	\$6,521	\$6,651	\$6,920	\$7,057
36				\$6,391	\$6,521	\$6,651	\$6,784	\$7,057	\$7,198
37					\$6,651	\$6,784	\$6,920	\$7,198	\$7,342
38						\$6,920	\$7,057	\$7,342	\$7,489
39							\$7,198	\$7,489	\$7,638
40							\$7,342	\$7,638	\$7,791
41								\$7,791	\$7,946

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.

2004-2005
Principal and Assistant Principal Salary Schedules
Base+6% Salary Schedule. Met (6) ABCs or Safe Schools Incentives
(Monthly Amounts)

Yrs of Exp	Classification								
	1	1	2	3	4	5	6	7	8
	Assistant Principal	Principal I (0-10)	Principal II (11-21)	Principal III (22-32)	Principal IV (33-43)	Principal V (44-54)	Principal VI (55-65)	Principal VII (66-100)	Principal VIII (101+)
0-4	\$3,455								
5	\$3,612								
6	\$3,764								
7	\$3,886								
8	\$3,942	\$3,942							
9	\$3,999	\$3,999							
10	\$4,059	\$4,059	\$4,118						
11	\$4,118	\$4,118	\$4,177						
12	\$4,177	\$4,177	\$4,237	\$4,299					
13	\$4,237	\$4,237	\$4,299	\$4,362	\$4,429				
14	\$4,299	\$4,299	\$4,362	\$4,429	\$4,494	\$4,561			
15	\$4,362	\$4,362	\$4,429	\$4,494	\$4,561	\$4,630			
16	\$4,429	\$4,429	\$4,494	\$4,561	\$4,630	\$4,698	\$4,772		
17	\$4,494	\$4,494	\$4,561	\$4,630	\$4,698	\$4,772	\$4,844	\$4,996	
18	\$4,561	\$4,561	\$4,630	\$4,698	\$4,772	\$4,844	\$4,922	\$5,073	\$5,152
19	\$4,630	\$4,630	\$4,698	\$4,772	\$4,844	\$4,922	\$4,996	\$5,152	\$5,232
20	\$4,698	\$4,698	\$4,772	\$4,844	\$4,922	\$4,996	\$5,073	\$5,232	\$5,314
21	\$4,772	\$4,772	\$4,844	\$4,922	\$4,996	\$5,073	\$5,152	\$5,314	\$5,400
22	\$4,844	\$4,844	\$4,922	\$4,996	\$5,073	\$5,152	\$5,232	\$5,400	\$5,507
23	\$4,922	\$4,922	\$4,996	\$5,073	\$5,152	\$5,232	\$5,314	\$5,507	\$5,617
24	\$4,996	\$4,996	\$5,073	\$5,152	\$5,232	\$5,314	\$5,400	\$5,617	\$5,730
25	\$5,073	\$5,073	\$5,152	\$5,232	\$5,314	\$5,400	\$5,507	\$5,730	\$5,845
26	\$5,152	\$5,152	\$5,232	\$5,314	\$5,400	\$5,507	\$5,617	\$5,845	\$5,961
27	\$5,232	\$5,232	\$5,314	\$5,400	\$5,507	\$5,617	\$5,730	\$5,961	\$6,080
28	\$5,314	\$5,314	\$5,400	\$5,507	\$5,617	\$5,730	\$5,845	\$6,080	\$6,202
29	\$5,400	\$5,400	\$5,507	\$5,617	\$5,730	\$5,845	\$5,961	\$6,202	\$6,327
30	\$5,507	\$5,507	\$5,617	\$5,730	\$5,845	\$5,961	\$6,080	\$6,327	\$6,452
31	\$5,617	\$5,617	\$5,730	\$5,845	\$5,961	\$6,080	\$6,202	\$6,452	\$6,583
32		\$5,730	\$5,845	\$5,961	\$6,080	\$6,202	\$6,327	\$6,583	\$6,714
33			\$5,961	\$6,080	\$6,202	\$6,327	\$6,452	\$6,714	\$6,849
34			\$6,080	\$6,202	\$6,327	\$6,452	\$6,583	\$6,849	\$6,985
35				\$6,327	\$6,452	\$6,583	\$6,714	\$6,985	\$7,124
36				\$6,452	\$6,583	\$6,714	\$6,849	\$7,124	\$7,266
37					\$6,714	\$6,849	\$6,985	\$7,266	\$7,412
38						\$6,985	\$7,124	\$7,412	\$7,560
39							\$7,266	\$7,560	\$7,710
40							\$7,412	\$7,710	\$7,865
41								\$7,865	\$7,995

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.

2005-2006
CENTRAL OFFICE ADMINISTRATOR SALARY RANGES
ASSOCIATE SUPERINTENDENTS, ASSISTANT SUPERINTENDENTS,
DIRECTORS, SUPERVISORS, COORDINATORS,
AND FINANCE OFFICERS

Classification	Minimum Monthly Salary	Maximum Monthly Salary
School Administrator I	\$2,932	\$5,506
School Administrator II	\$3,112	\$5,840
School Administrator III	\$3,303	\$6,195
School Administrator IV	\$3,436	\$6,442
School Administrator V	\$3,574	\$6,702
School Administrator VI	\$3,792	\$7,108
School Administrator VII	\$3,945	\$7,394

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.

**2005-2006
SUPERINTENDENT SALARY RANGES**

Classification	Minimum Monthly Salary	Maximum Monthly Salary
Superintendent I (Up to 2,500 ADM)	\$4,187	\$7,844
Superintendent II (2,501 - 5,000 ADM)	\$4,445	\$8,318
Superintendent III (5,001 - 10,000 ADM)	\$4,716	\$8,825
Superintendent IV (10,001 - 25,000 ADM)	\$5,005	\$9,360
Superintendent V (Over 25,000 ADM)	\$5,312	\$9,931

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.

**2005-2006
Office Support Personnel
Salary Grades**

Classification	Salary <u>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 (see note)	61
Student Information Data Manager II (see note)	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.

**2005-2006
Maintenance Personnel
Salary Grades**

Classification	Salary <u>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

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

**2005-2006
Maintenance Personnel, cont.
Salary Grades**

Classification	Salary Grade
Grounds Supervisor I	63
Grounds Supervisor II	65
HVAC Mechanic I	65
HVAC Mechanic II	67
HVAC Supervisor	69
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.

**2005-2006
Curriculum Support Personnel
Salary Grades**

Classification	Salary Grade
Braillist	59
Educational Interpreter (See Note 1)	59
Educational Interpreter I (See Note 1)	62
Educational Interpreter II (See Note 1)	64
Exceptional Children Data Manager	63
Occupational Therapist	76
Occupational Therapist Assistant	64
Orientation and Mobility Specialist	68
Parent Counselor-Trainer	63
Physical Therapist	76
Physical Therapist Assistant	64
School Health Assistant	52
School Nurse (Not Holding)	68
Speech-Language Pathology Assistant	64
Teacher Assistant	54
(see NOTE 2 below)	56
Technology Assistant	61
Therapeutic Recreation Specialist	67
Vocational Technical Assistant	54

Rule: Non-certified 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.

NOTE 1: In Nov. 2002 the SBE approved a change of pay grade for Educational Interpreters. If an educational interpreter is currently employed and does not meet the standards of an Educational Interpreter I or II, they are to be paid at a pay grade 59. They have until July 2005 by which to meet the standards

NOTE 2: Teacher assistants are classified at salary grade 56. However, until legislation provides funding to pay teacher assistants at salary grade 56, teacher assistants must be paid at least at the minimum of salary grade 54.

**2005-2006
Child Nutrition Personnel
Salary Grades**

Classification	Salary Grade
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.

**2005-2006
Transportation Personnel
Salary Grades**

Classification	Salary <u>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.

**2005-2006
Public School Employees**

Grade	Monthly Amounts	
	Minimum	Maximum
50	\$1,483.94	\$2,158.81
51	\$1,493.88	\$2,274.02
52	\$1,504.00	\$2,316.69
53	\$1,540.05	\$2,397.55
54	\$1,581.41	\$2,484.93
55	\$1,605.16	\$2,571.25
56	\$1,659.58	\$2,669.35
57	\$1,694.08	\$2,772.83
58	\$1,728.58	\$2,878.80
59	\$1,789.66	\$2,990.21
60	\$1,853.25	\$3,111.03
61	\$1,922.41	\$3,235.58
62	\$1,990.58	\$3,361.65
63	\$2,064.25	\$3,495.40
64	\$2,139.08	\$3,616.44
65	\$2,217.58	\$3,776.12
66	\$2,302.58	\$3,939.70
67	\$2,394.33	\$4,102.44
68	\$2,486.41	\$4,293.74
69	\$2,583.83	\$4,489.17
70	\$2,691.75	\$4,697.21
71	\$2,798.25	\$4,910.47
72	\$2,908.33	\$5,133.93
73	\$3,025.16	\$5,372.23
74	\$3,154.41	\$5,625.95
75	\$3,292.91	\$5,887.97
76	\$3,432.33	\$6,163.93
77	\$3,589.16	\$6,452.32
78	\$3,751.13	\$6,758.61
79	\$3,925.55	\$7,078.94
80	\$4,104.56	\$7,410.40
81	\$4,294.28	\$7,759.67
82	\$4,486.64	\$8,133.98
83	\$4,700.16	\$8,530.55
84	\$4,920.56	\$8,942.23
85	\$5,150.66	\$9,372.04
86	\$5,390.27	\$9,825.49

In compliance with federal law, including the provisions of Title IX of the Education Amendments of 1972, N C Public Schools administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints should be directed to:
Dr. Elsie C. Leak, Associate Superintendent
Office of Curriculum and School Reform Services
6307 Mail Service Center
Raleigh, NC 27699-6307
Telephone (919) 807-3761; fax (919) 807-3767

CHARLOTTE-MECKLENBURG SCHOOLS

REGULATION Instructional Staff Assignments and Transfers	CMS/NEPN Code: GCKA-R
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In accordance with Board Policy GCKA, Charlotte-Mecklenburg Schools will do the following in assigning instructional personnel to positions in the School System:

- establish and implement staffing standards for all schools;
- utilize incentives to attract instructional staff to certain schools;
- screen and refer new applicants to principals through the Human Resources Department in compliance with law, based upon the availability of qualified applicants in the specific subject area and with the goal of creating educational equity among schools;
- review instructional staff qualifications at each school with principals on an annual basis; and
- conduct job fairs or other programs to inform instructional staff of available positions at certain schools.

A. Staffing Standards

Charlotte-Mecklenburg Schools will establish instructional staffing standards for all schools, which will be reviewed every year. Job assignments of instructional staff will be made in accordance with these standards, and the Human Resources Department will maintain a copy of the current standards.

In addition to the instructional staffing standards that apply to all schools, targeted schools will receive differentiated staff allocations. “Targeted schools”, as defined in this regulation, are those schools with a high concentration of low socio-economic status students, low performing students, exceptional education students and/or children with limited English proficiency.¹

B. Incentives to Attract Instructional Staff to Targeted Schools

Each year, the Superintendent will incorporate into his/her budget proposal his/her recommendations for bonuses, stipends and/or other incentives for

¹ During each school year, the Superintendent and the Board of Education will determine which schools are identified as “targeted schools” for the next school year.

Date of Adoption: 5/26/75

Page 1 of 7

Revised: 3/22/76...4/24/96, 1/8/97, 2/27/03, 2/6/06

Legal Reference:

Previous CMS Regulation #: 4115

Cross Reference: ADA, IJ

CHARLOTTE-MECKLENBURG SCHOOLS

REGULATION	CMS/NEPN Code:
Instructional Staff Assignments and Transfers	GCKA-R

attracting administrators and other instructional personnel to targeted schools. Thereafter, Charlotte-Mecklenburg Schools will implement the bonuses, stipends or other incentives that have been funded for administrators and other instructional personnel to attract such personnel to targeted schools. The Human Resources Department will maintain a copy of the current incentives being offered by the School System.

C. Voluntary Transfers

In order to facilitate an equitable distribution of quality teachers, voluntary transfers will only be permitted into schools that do not meet the district's instructional staffing standards. Transfers will be jointly monitored by the Human Resources Department, Regional Superintendents, and each principal to ensure that a school or program is not adversely affected (i.e., excessive transfers from a specific school and/or departments or programs).

1. Eligibility

Only full-time, regular employees are eligible to request a transfer to a comparable position. A transfer request cannot be used to apply for a position that would constitute a promotion. Interim, end-of-year or substitute employees are not regular employees and therefore are ineligible for transfer. Half-time employees may only be considered for full-time positions outside of the transfer period.

In addition to the foregoing, the following employees are not eligible to transfer:

- Licensed employees on an action plan during the transfer period.
- Licensed employees who have been advised that their contracts may not be renewed, or licensed employees whose contracts the Superintendent will recommend to the Board for non-renewal.

Employees who accept a transfer are not eligible for subsequent transfers for the upcoming school year. The following are also guidelines for transfers:

Date of Adoption: 5/26/75
Revised: 3/22/76...4/24/96, 1/8/97, 2/27/03, 2/6/06
Legal Reference:
Previous CMS Regulation #: 4115
Cross Reference: ADA, IJ

CHARLOTTE-MECKLENBURG SCHOOLS

REGULATION Instructional Staff Assignments and Transfers	CMS/NEPN Code: GCKA-R
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- Only licensed employees who have been in their current assignment for two years will be allowed to transfer. Licensed employees in a non-targeted school seeking to transfer to a targeted school will not be subject to this limitation.
- Those licensed employees who successfully transfer will be required to remain in their new assignment for two years. This rule will not apply to licensed employees in a non-targeted school seeking to transfer to a targeted school.
- Academic, Instructional Accountability, Math, and Literacy Facilitators will be posted at all times as opportunities for any teachers to transfer.

2. Timeline

The following schedule and procedures will be followed in staffing positions for the upcoming school year. Schedule modifications may be necessary because of special circumstances that impact the process.

Targeted Schools

Transfer openings for targeted schools that do not meet the current instructional staffing standards will be posted first by Human Resources. Employees may submit transfer applications for up to five posted positions. Principals will then conduct interviews as appropriate and notify Human Resources of their selections by e-mail.

General Transfer

Transfer openings for other eligible schools that do not meet the current instructional staffing standards will be posted after the closing of the transfer period for targeted schools by Human Resources. Employees may only submit transfer applications for up to five positions. Applicants who submit an application after the deadline will not be considered for transfer.

Principals will select transfer applicant(s) and notify Human Resources by e-mail. A Human Resource Analyst will notify the employee of the

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transfer assignment as soon as possible after selections are finalized. Offers not accepted within 24 hours are automatically rescinded. No transfers will be allowed after the transfer period, unless approved by the Superintendent or his/her designee.

3. Withdrawal

An employee wishing to withdraw a request for transfer prior to selection must notify the Human Resources Department in writing and send a copy of the notice to the principal or supervisor. If an employee withdraws a request for transfer before the offer of a position is made, the employee remains eligible to be considered for other transfer opportunities during the transfer period. Should a decision to withdraw the request for transfer be made as a result of information gained in the selection interview, intent to withdraw must then be stated to the principal/supervisor followed by written notification. If an applicant declines the offer of a position for a requested transfer, he/she will be ineligible for any other transfers for the duration of the transfer period.

D. Displacement (Voluntary and Involuntary)

When it becomes necessary to displace staff members from one school to another due to changes in enrollment, program, or other reasons as approved by the Superintendent, the following steps should be taken by the principal.

The principal should inform all staff members of the school about the need for staff adjustments in a regularly scheduled or special staff meeting. This communication should occur as soon as possible after the need for adjustment has been communicated or approved by the Human Resources Department.

The principal first should seek volunteers for displacement. Each principal will be provided a seniority and licensure list for impacted areas, and should determine if licensure of employees makes it possible for redeployment of staff within the school. Principals will be expected to redeploy staff within the school if possible and appropriate.

All involuntary displacement of eligible staff members will then be based on seniority, except in the following circumstances:

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- a. If a staff member has a unique skill, talent, expertise or responsibility that is essential to the ongoing, system-directed program of the school, the principal may disallow the displacement of that staff member and proceed to the next least senior staff member.
- b. If the principal believes that a program of the school will be negatively impacted, the principal may request in writing that the school be allowed to retain certain staff outside of the existing allotment. Such request must be approved by the Regional Superintendent and the Assistant Superintendent for Human Resources.

Seniority is based on the length of continuous, full-time, instructional service beginning with the first day of work with Charlotte-Mecklenburg Schools. Continuous service will not be considered interrupted when approved leaves of absence (e.g., family, medical, educational) are taken. However, the period of any leave will not be included in the calculation of continuous service time. Seniority will be compared among all staff members presently assigned to the same grade span (i.e., K-5) or subject area requiring the same licensure.

If more than one person in the same assignment area has the same level of seniority, a lottery will determine who is to be displaced. The lottery will be conducted by the principal in the presence of those employees subject to displacement. The principal should then inform the affected employee(s) of the displacement in writing and copy the letter to the Human Resources Department.

Staff members displaced from schools due to changes in enrollment or program will be redeployed at the same school, if appropriate, or be assigned to another school by the Human Resources Department.

E. Opening a New School²

The following selection processes may occur prior to or during the regular transfer period, with the timeline determined on an annual basis by the Superintendent in consultation with the Assistant Superintendent for Human Resources.

² This section was added February 6, 2006, and is effective as of that date.

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- a. When opening a new school, a principal shall not select more than 5% of the licensed staff of any one school, and no more than 5% of the non-licensed staff of any one school through voluntary transfer and/or voluntary displacement.
- b. However, when student enrollment of a school is significantly impacted by the opening of a new school, the percentage of voluntary transfers and/or voluntary displacements may be increased to no higher than 20% by the Superintendent in consultation with the Assistant Superintendent for Human Resources.
- c. In addition, all involuntary displacements from any school may be considered by the principal of a new school.

The following selection process will occur after the regular transfer period:

- a. The principal of a new school may select or be assigned any remaining voluntary or involuntary displacements.

F. Reconstitution

A total staff displacement may occur when there is a change of program in a school if the Superintendent either issues a directive or approves the request from the principal or Regional Superintendent. The procedures are as follows:

- a. The Regional Superintendent and the principal of the new program will have a conference with all employees currently assigned at that school building to articulate the new instructional goals.
- b. All employees will complete intent forms indicating their desire to remain or not remain at that same site in the new program of that building.
- c. The principal appointed to the new school program will interview all permanent employees interested in remaining at that same site.
- d. The principal will provide a written list to the Human Resources Department within five working days after the staff conference indicating all employees who will remain at that same site under the new program and those who will

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be displaced. Upon verification from Human Resources that recommendations correspond to the school's allotments, the principal will inform all affected employees in writing of their displacement. All displaced personnel will seek transfers or will be assigned as appropriate by the Human Resources Department.

G. New Applicants/Employees

The Human Resources Department will screen and refer new applicants and employees to principals in compliance with law, based upon the availability of qualified applicants in the specific subject area and with the goal of creating an equitable distribution of quality teachers among schools. In keeping with such, targeted schools will be the priority placement for select retirees who are rehired. Additionally, the Human Resources Department may refer new applicants and employees to targeted schools first.

H. Superintendent

The Superintendent retains the right to assign staff in his/her discretion in the best interest of the School System.

I. Other policies, regulations or laws

This regulation is not meant to supersede or replace other policies, regulations or laws, including those that deal with employee terminations or reductions in force.