

The salary schedule effective July 1, 2020, remained posted on the district website as of July 2022. NCTQ's policy is to analyze schedules that remain posted after January 1, 2022. The 2021-2023 contract contained a schedule effective April 23, 2022. As a result, for the 2021-2022 school year, NCTQ is making the assumption that two schedules were in use: the one effective July 1, 2020 and the one effective April 23, 2022. When two schedules are in use during the same year, NCTQ's policy is to base our analysis on the schedule in use for the majority of the year; thus, the 2021-2022 salary analysis is based on the salaries in the schedule effective July 1, 2020.

Appendix A **SALARY SCHEDULES** Based on the footnote "*** entry level step", NCTQ is assuming step 5 is the entry level step.

Effective July 1, 2019

	BA	BA+15	BA+30	BA+45	BA+60/ MA	MA+15	MA+30	MA+45	MA+60/ SPEC	Phd/ EdD
LANE	3	4	5	6	7/8	9	10	11	12/13	14
STEP										
1	41,626	41,874	42,312	42,749	43,642	44,283	45,346	46,619	47,891	49,380
2	42,342	42,790	43,239	44,090	44,920	45,560	46,619	47,891	49,168	50,652
3	43,302	43,748	44,385	45,259	46,824	47,464	48,529	49,803	51,076	52,560
4	44,320	44,957	45,993	46,871	48,948	49,586	50,647	51,925	53,198	54,685
5	46,344	46,988	47,842	49,131	51,621	52,263	53,333	54,621	55,907	57,413
6	47,972	48,832	49,901	51,188	53,848	54,492	55,562	56,847	58,134	59,638
7	49,476	50,545	51,621	52,905	56,130	56,770	57,842	59,130	60,420	61,920
8	50,268	51,331	52,391	53,666	57,879	58,515	59,577	60,851	62,127	63,617
9	52,523	53,587	54,648	55,922	60,228	60,865	61,927	63,200	64,477	65,963
10	55,712	56,772	57,834	59,109	62,585	63,222	64,289	65,562	66,836	68,321
11	58,696	59,944	60,982	62,017	66,799	68,287	69,348	70,618	71,897	73,386
12	60,909	62,209	63,288	64,366	72,269	73,430	74,953	76,922	78,446	81,672
13	61,213	62,513	63,590	64,668	75,030	76,240	77,823	79,873	81,457	84,813
14	61,515	62,813	63,890	64,969	75,331	76,542	78,124	80,175	81,759	85,115
15-19	65,174	66,547	67,687	68,825	81,198	82,479	84,152	86,318	87,992	91,539
20	67,759	69,148	70,308	71,463	85,332	86,630	88,329	90,526	92,227	95,825
25 YR Longevity Stipend*	500	500	500	500	1,200	1,200	1,200	1,200	1,200	1,200

Effective July 1, 2020

	BA	BA+15	BA+30	BA+45	BA+60/ MA	MA+15	MA+30	MA+45	MA+60/ SPEC	Phd/ EdD
LANE	3	4	5	6	7/8	9	10	11	12/13	14
STEP										
1	42,459	42,711	43,159	43,604	44,515	45,169	46,253	47,551	48,849	50,367
2	43,189	43,646	44,104	44,971	45,818	46,472	47,551	48,849	50,151	51,665
3	44,168	44,622	45,273	46,164	47,760	48,414	49,500	50,799	52,097	53,611
4	45,206	45,857	46,913	47,808	49,927	50,578	51,660	52,964	54,262	55,779
5	47,271	47,928	48,799	50,114	52,653	53,309	54,400	55,714	57,025	58,562
6	48,931	49,808	50,899	52,212	54,925	55,582	56,673	57,984	59,297	60,831
F7	50,466	51,556	52,653	53,963	57,252	57,905	58,999	60,312	61,628	63,158
8	51,273	52,357	53,439	54,739	59,037	59,685	60,769	62,068	63,370	64,889
9	53,574	54,659	55,741	57,041	61,433	62,083	63,166	64,464	65,766	67,282
10	56,827	57,907	58,990	60,291	63,837	64,487	65,575	66,873	68,172	69,687
11	59,870	61,143	62,202	63,257	68,135	69,653	70,735	72,030	73,334	74,853
12	62,127	63,454	64,554	65,654	73,714	74,899	76,452	78,460	80,015	83,305
13	62,437	63,763	64,862	65,961	76,530	77,764	79,380	81,471	83,086	86,510
14	62,745	64,070	65,168	66,269	76,838	78,073	79,686	81,778	83,394	86,817
15-19	66,478	67,878	69,041	70,202	82,822	84,128	85,835	88,044	89,752	93,370
20	69,115	70,531	71,714	72,892	87,039	88,363	90,096	92,336	94,071	97,742
25 YR Longevity Stipend*	500	500	500	500	1,200	1,200	1,200	1,200	1,200	1,200

* The highest step placement is step twenty (20). Upon completion of 24 consecutive years of regular service teachers eligible for this stipend will receive a bi-weekly amount on their pay check prorated based on FTE status. The annual stipend is either \$500 (lanes 3-6) or \$1200 (lanes 7-14).

** Entry level step.

Appendix A SALARY SCHEDULES

Effective: April 23, 2022

	BA	BA+15	BA+30	BA+45	BA+60/ MA	MA+15	MA+30	MA+45	MA+60/ SPEC	Phd/ EdD
LANE	3	4	5	6	7/8	9	10	11	12/13	14
STEP										
5	48,216	48,887	49,775	51,116	53,706	54,375	55,488	56,828	58,166	59,733
6	49,910	50,804	51,917	53,256	56,024	56,694	57,806	59,144	60,483	62,048
7	51,475	52,587	53,706	55,042	58,397	59,063	60,179	61,518	62,861	64,421
8	52,298	53,404	54,508	55,834	60,218	60,879	61,984	63,309	64,637	66,187
9	54,645	55,752	56,856	58,182	62,662	63,325	64,429	65,753	67,081	68,628
10	57,964	59,065	60,170	61,497	65,114	65,777	66,887	68,210	69,535	71,081
11	61,067	62,366	63,446	64,522	69,498	71,046	72,150	73,471	74,801	76,350
12	63,370	64,723	65,845	66,967	75,188	76,397	77,981	80,029	81,615	84,971
13	63,686	65,038	66,159	67,280	78,061	79,319	80,968	83,100	84,748	88,240
14	64,000	65,351	66,471	67,594	78,375	79,634	81,280	83,414	85,062	88,553
15-19	67,808	69,236	70,422	71,606	84,478	85,811	87,552	89,805	91,547	95,237
20	70,497	71,942	73,148	74,350	88,780	90,130	91,898	94,183	95,952	99,697
25 YR Longevity Stipend*	500	500	500	500	1,200	1,200	1,200	1,200	1,200	1,200

Effective: January 1, 2023

	BA	BA+15	BA+30	BA+45	BA+60/ MA	MA+15	MA+30	MA+45	MA+60/ SPEC	Phd/ EdD
LANE	3	4	5	6	7/8	9	10	11	12/13	14
STEP										
5	49,181	49,864	50,770	52,139	54,780	55,463	56,598	57,965	59,329	60,928
6	50,908	51,820	52,955	54,321	57,144	57,828	58,963	60,327	61,693	63,289
7	52,505	53,639	54,780	56,143	59,565	60,244	61,383	62,749	64,118	65,710
8	53,344	54,472	55,598	56,950	61,422	62,096	63,224	64,576	65,930	67,511
9	55,738	56,867	57,993	59,345	63,915	64,591	65,718	67,068	68,423	70,000
10	59,123	60,246	61,373	62,727	66,416	67,092	68,224	69,575	70,926	72,502
11	62,289	63,613	64,715	65,813	70,888	72,467	73,593	74,940	76,297	77,877
12	64,637	66,018	67,162	68,306	76,692	77,925	79,541	81,630	83,248	86,671
13	64,959	66,339	67,482	68,626	79,622	80,906	82,587	84,762	86,443	90,005
14	65,280	66,658	67,801	68,946	79,942	81,227	82,905	85,082	86,763	90,324
15-19	69,164	70,620	71,830	73,038	86,168	87,527	89,303	91,601	93,378	97,142
20	71,907	73,380	74,611	75,837	90,555	91,933	93,736	96,066	97,871	101,691
25 YR Longevity Stipend*	500	500	500	500	1,200	1,200	1,200	1,200	1,200	1,200

* The highest step placement is step twenty (20). Upon completion of 24 consecutive years of regular service teachers eligible for this stipend will receive a bi-weekly amount on their pay check prorated based on FTE status. The annual stipend is either \$500 (lanes 3-6) or \$1200 (lanes 7-14).

** Entry level step.