

NCTQ's analysis is based on the schedule that appears on page 3 (for those hired after June 30, 2010). Teachers are on 10 month contracts; annual salaries are calculated by multiplying monthly salaries by 10. Per state law, the advanced degree lanes are only available to teachers who were paid on an advanced degree lane (Masters and above) prior to July 1, 2014, or to those who completed at least one course in a program, at the advanced level prior to August 1, 2013. Lane A = Bachelor's lane; Lane B = Master's lane.

WINSTON-SALEM/FORSYTH COUNTY SCHOOLS														POLICY 4141						
2015-16 BASIC TEACHER SALARY SCHEDULES (For teachers employed prior to July 1, 2010)														7/01/2015						
"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"M"	"M"	"M"	"M"	"M"	"M"	"M"				
Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	Supplement 12-mo. opt.	Monthly Total	Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	Supplement 12-mo. opt.	Monthly Total	Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	Supplement 12-mo. opt.	Monthly Total
0	0	3,500	2,916.67	263	219.17	3,763	0	0	3,850	3,208.33	293	244.17	4,143							
1	0	3,500	2,916.67	270	225.00	3,770	1	0	3,850	3,208.33	300	250.00	4,150							
2	0	3,500	2,916.67	277	230.83	3,777	2	0	3,850	3,208.33	306	255.00	4,156							
3	0	3,500	2,916.67	285	237.50	3,785	3	0	3,850	3,208.33	313	260.83	4,163							
4	0	3,500	2,916.67	292	243.33	3,792	4	0	3,850	3,208.33	321	267.50	4,171							
5	1	3,650	3,041.67	299	249.17	3,949	5	1	4,015	3,345.83	329	274.17	4,344							
6	1	3,650	3,041.67	306	255.00	3,956	6	1	4,015	3,345.83	346	288.33	4,361							
7	1	3,650	3,041.67	313	260.83	3,963	7	1	4,015	3,345.83	354	295.00	4,369							
8	1	3,650	3,041.67	321	267.50	3,971	8	1	4,015	3,345.83	363	302.50	4,378							
9	1	3,650	3,041.67	329	274.17	3,979	9	1	4,015	3,345.83	372	310.00	4,387							
10	2	4,000	3,333.33	343	285.83	4,343	10	2	4,400	3,666.67	387	322.50	4,787							
11	2	4,000	3,333.33	351	292.50	4,351	11	2	4,400	3,666.67	398	331.67	4,798							
12	2	4,000	3,333.33	359	299.17	4,359	12	2	4,400	3,666.67	407	339.17	4,807							
13	2	4,000	3,333.33	368	306.67	4,368	13	2	4,400	3,666.67	417	347.50	4,817							
14	2	4,000	3,333.33	378	315.00	4,378	14	2	4,400	3,666.67	427	355.83	4,827							
15	3	4,350	3,625.00	390	325.00	4,740	15	3	4,785	3,987.50	441	367.50	5,226							
16	3	4,350	3,625.00	401	334.17	4,751	16	3	4,785	3,987.50	452	376.67	5,237							
17	3	4,350	3,625.00	410	341.67	4,760	17	3	4,785	3,987.50	463	385.83	5,248							
18	3	4,350	3,625.00	420	350.00	4,770	18	3	4,785	3,987.50	474	395.00	5,259							
19	3	4,350	3,625.00	431	359.17	4,781	19	3	4,785	3,987.50	487	405.83	5,272							
20	4	4,650	3,875.00	445	370.83	5,095	20	4	5,115	4,262.50	505	420.83	5,620							
21	4	4,650	3,875.00	456	380.00	5,106	21	4	5,115	4,262.50	517	430.83	5,632							
22	4	4,650	3,875.00	468	390.00	5,118	22	4	5,115	4,262.50	530	441.67	5,645							
23	4	4,650	3,875.00	479	399.17	5,129	23	4	5,115	4,262.50	542	451.67	5,657							
24	4	4,650	3,875.00	492	410.00	5,142	24	4	5,115	4,262.50	556	463.33	5,671							
25	5	5,000	4,166.67	511	425.83	5,511	25	5	5,500	4,583.33	577	480.83	6,077							
26	5	5,000	4,166.67	524	436.67	5,524	26	5	5,500	4,583.33	591	492.50	6,091							
27	5	5,000	4,166.67	536	446.67	5,536	27	5	5,500	4,583.33	606	505.00	6,106							
28	5	5,000	4,166.67	549	457.50	5,549	28	5	5,500	4,583.33	622	518.33	6,122							
29	5	5,000	4,166.67	563	469.17	5,563	29	5	5,500	4,583.33	636	530.00	6,136							
30	5	5,000	4,166.67	577	480.83	5,577	30	5	5,500	4,583.33	652	543.33	6,152							
31	5	5,000	4,166.67	592	493.33	5,592	31	5	5,500	4,583.33	669	557.50	6,169							
32	5	5,000	4,166.67	606	505.00	5,606	32	5	5,500	4,583.33	687	572.50	6,187							
33	5	5,000	4,166.67	622	518.33	5,622	33	5	5,500	4,583.33	703	585.83	6,203							
34	5	5,000	4,166.67	636	530.00	5,636	34	5	5,500	4,583.33	721	600.83	6,221							
35	5	5,000	4,166.67	652	543.33	5,652	35	5	5,500	4,583.33	739	615.83	6,239							
36	5	5,000	4,166.67	669	557.50	5,669	36	5	5,500	4,583.33	757	630.83	6,257							
37	5	5,000	4,166.67	687	572.50	5,687	37	5	5,500	4,583.33	777	647.50	6,277							
38	5	5,000	4,166.67	703	585.83	5,703	38	5	5,500	4,583.33	796	663.33	6,296							
39+	5	5,000	4,166.67	721	600.83	5,721	39+	5	5,500	4,583.33	815	679.17	6,315							

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

WINSTON-SALEM/FORSYTH COUNTY SCHOOLS														POLICY 4141		
2015-16 NBPTS TEACHER SALARY SCHEDULES (For Teachers Employed Prior to July 1, 2010)														7/01/2015		
NOTE: This schedule is for teachers who have National Board for Professional Teacher Standards certification on their license.																
"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"M"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
Exp. Step	New Step	Monthly Base	12-month Option	Monthly Supplement	12-mo. opt. Supplement	Total	Exp. 0, 1, & 2	New Step	Monthly Base	12-month Option	Monthly Supplement	12-mo. opt. Supplement	Total	Monthly Supplement	12-mo. opt. Supplement	Total
0, 1, & 2	N/A	N/A	N/A	N/A	N/A	N/A	0, 1, & 2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	0	3,920	3,266.67	285	237.50	4,205	3	0	4,270	3,558.33	313	260.83	4,583	313	260.83	4,583
4	0	3,920	3,266.67	292	243.33	4,212	4	0	4,270	3,558.33	321	267.50	4,591	321	267.50	4,591
5	1	4,088	3,406.67	299	249.17	4,387	5	1	4,453	3,710.83	329	274.17	4,782	329	274.17	4,782
6	1	4,088	3,406.67	306	255.00	4,394	6	1	4,453	3,710.83	346	288.33	4,799	346	288.33	4,799
7	1	4,088	3,406.67	313	260.83	4,401	7	1	4,453	3,710.83	354	295.00	4,807	354	295.00	4,807
8	1	4,088	3,406.67	321	267.50	4,409	8	1	4,453	3,710.83	363	302.50	4,816	363	302.50	4,816
9	1	4,088	3,406.67	329	274.17	4,417	9	1	4,453	3,710.83	372	310.00	4,825	372	310.00	4,825
10	2	4,480	3,733.33	343	285.83	4,823	10	2	4,880	4,066.67	387	322.50	5,267	387	322.50	5,267
11	2	4,480	3,733.33	351	292.50	4,831	11	2	4,880	4,066.67	398	331.67	5,278	398	331.67	5,278
12	2	4,480	3,733.33	359	299.17	4,839	12	2	4,880	4,066.67	407	339.17	5,287	407	339.17	5,287
13	2	4,480	3,733.33	368	306.67	4,848	13	2	4,880	4,066.67	417	347.50	5,297	417	347.50	5,297
14	2	4,480	3,733.33	378	315.00	4,858	14	2	4,880	4,066.67	427	355.83	5,307	427	355.83	5,307
15	3	4,872	4,060.00	390	325.00	5,262	15	3	5,307	4,422.50	441	367.50	5,748	441	367.50	5,748
16	3	4,872	4,060.00	401	334.17	5,273	16	3	5,307	4,422.50	452	376.67	5,759	452	376.67	5,759
17	3	4,872	4,060.00	410	341.67	5,282	17	3	5,307	4,422.50	463	385.83	5,770	463	385.83	5,770
18	3	4,872	4,060.00	420	350.00	5,292	18	3	5,307	4,422.50	474	395.00	5,781	474	395.00	5,781
19	3	4,872	4,060.00	431	359.17	5,303	19	3	5,307	4,422.50	487	405.83	5,794	487	405.83	5,794
20	4	5,208	4,340.00	445	370.83	5,653	20	4	5,673	4,727.50	505	420.83	6,178	505	420.83	6,178
21	4	5,208	4,340.00	456	380.00	5,664	21	4	5,673	4,727.50	517	430.83	6,190	517	430.83	6,190
22	4	5,208	4,340.00	468	390.00	5,676	22	4	5,673	4,727.50	530	441.67	6,203	530	441.67	6,203
23	4	5,208	4,340.00	479	399.17	5,687	23	4	5,673	4,727.50	542	451.67	6,215	542	451.67	6,215
24	4	5,208	4,340.00	492	410.00	5,700	24	4	5,673	4,727.50	556	463.33	6,229	556	463.33	6,229
25	5	5,600	4,666.67	511	425.83	6,111	25	5	6,100	5,083.33	577	480.83	6,677	577	480.83	6,677
26	5	5,600	4,666.67	524	436.67	6,124	26	5	6,100	5,083.33	591	492.50	6,691	591	492.50	6,691
27	5	5,600	4,666.67	536	446.67	6,136	27	5	6,100	5,083.33	606	505.00	6,706	606	505.00	6,706
28	5	5,600	4,666.67	549	457.50	6,149	28	5	6,100	5,083.33	622	518.33	6,722	622	518.33	6,722
29	5	5,600	4,666.67	563	469.17	6,163	29	5	6,100	5,083.33	636	530.00	6,736	636	530.00	6,736
30	5	5,600	4,666.67	577	480.83	6,177	30	5	6,100	5,083.33	652	543.33	6,752	652	543.33	6,752
31	5	5,600	4,666.67	592	493.33	6,192	31	5	6,100	5,083.33	669	557.50	6,769	669	557.50	6,769
32	5	5,600	4,666.67	606	505.00	6,206	32	5	6,100	5,083.33	687	572.50	6,787	687	572.50	6,787
33	5	5,600	4,666.67	622	518.33	6,222	33	5	6,100	5,083.33	703	585.83	6,803	703	585.83	6,803
34	5	5,600	4,666.67	636	530.00	6,236	34	5	6,100	5,083.33	721	600.83	6,821	721	600.83	6,821
35	5	5,600	4,666.67	652	543.33	6,252	35	5	6,100	5,083.33	739	615.83	6,839	739	615.83	6,839
36	5	5,600	4,666.67	669	557.50	6,269	36	5	6,100	5,083.33	757	630.83	6,857	757	630.83	6,857
37	5	5,600	4,666.67	687	572.50	6,287	37	5	6,100	5,083.33	777	647.50	6,877	777	647.50	6,877
38	5	5,600	4,666.67	703	585.83	6,303	38	5	6,100	5,083.33	796	663.33	6,896	796	663.33	6,896
39+	5	5,600	4,666.67	721	600.83	6,321	39+	5	6,100	5,083.33	815	679.17	6,915	815	679.17	6,915

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS**

**POLICY 4141**

2015-16 BASIC TEACHER SALARY SCHEDULES (For teachers employed after June 30, 2010)														07/01/2015		
If a teacher worked in a N.C. public school in 2013-14 and is at step 30 or above, the schedule on the following page applies if the resulting pay is higher.																
"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"M"	"M"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	12-mo. opt. Supplement	Total Monthly	Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	12-mo. opt. Supplement	Total Monthly	Exp.	New Step	Monthly Supplement
0	0	3,500	2,916.67	263	225.00	3,763	0	0	3,850	3,025.00	293	244.17	4,143			
1	0	3,500	2,916.67	270	230.83	3,770	1	0	3,850	3,025.00	300	250.00	4,150			
2	0	3,500	2,916.67	277	237.50	3,777	2	0	3,850	3,025.00	306	255.00	4,156			
3	0	3,500	2,916.67	285	243.33	3,785	3	0	3,850	3,025.00	313	260.83	4,163			
4	0	3,500	2,916.67	292	249.17	3,792	4	0	3,850	3,025.00	321	267.50	4,171			
5	1	3,650	3,041.67	299	255.00	3,949	5	1	4,015	3,345.83	329	274.17	4,344			
6	1	3,650	3,041.67	306	260.83	3,956	6	1	4,015	3,345.83	337	280.83	4,352			
7	1	3,650	3,041.67	313	267.50	3,963	7	1	4,015	3,345.83	344	286.67	4,359			
8	1	3,650	3,041.67	321	274.17	3,971	8	1	4,015	3,345.83	353	294.17	4,368			
9	1	3,650	3,041.67	329	281.67	3,979	9	1	4,015	3,345.83	362	301.67	4,377			
10	2	4,000	3,333.33	343	288.33	4,343	10	2	4,400	3,666.67	377	314.17	4,777			
11	2	4,000	3,333.33	351	295.00	4,351	11	2	4,400	3,666.67	386	321.67	4,786			
12	2	4,000	3,333.33	359	302.50	4,359	12	2	4,400	3,666.67	395	329.17	4,795			
13	2	4,000	3,333.33	368	310.00	4,368	13	2	4,400	3,666.67	405	337.50	4,805			
14	2	4,000	3,333.33	378	317.50	4,378	14	2	4,400	3,666.67	416	346.67	4,816			
15	3	4,350	3,625.00	390	326.67	4,740	15	3	4,785	3,987.50	429	357.50	5,214			
16	3	4,350	3,625.00	401	334.17	4,751	16	3	4,785	3,987.50	441	367.50	5,226			
17	3	4,350	3,625.00	410	342.50	4,760	17	3	4,785	3,987.50	451	375.83	5,236			
18	3	4,350	3,625.00	420	350.83	4,770	18	3	4,785	3,987.50	462	385.00	5,247			
19	3	4,350	3,625.00	431	359.17	4,781	19	3	4,785	3,987.50	474	395.00	5,259			
20	4	4,650	3,875.00	445	368.33	5,095	20	4	5,115	4,262.50	490	408.33	5,605			
21	4	4,650	3,875.00	456	377.50	5,106	21	4	5,115	4,262.50	502	418.33	5,617			
22	4	4,650	3,875.00	468	386.67	5,118	22	4	5,115	4,262.50	515	429.17	5,630			
23	4	4,650	3,875.00	479	396.67	5,129	23	4	5,115	4,262.50	527	439.17	5,642			
24	4	4,650	3,875.00	492	407.50	5,142	24	4	5,115	4,262.50	541	450.83	5,656			
25	5	5,000	4,166.67	511	417.50	5,511	25	5	5,500	4,583.33	562	468.33	6,062			
26	5	5,000	4,166.67	524	427.50	5,524	26	5	5,500	4,583.33	576	480.00	6,076			
27	5	5,000	4,166.67	536	437.50	5,536	27	5	5,500	4,583.33	590	491.67	6,090			
28	5	5,000	4,166.67	549	449.17	5,549	28	5	5,500	4,583.33	604	503.33	6,104			
29	5	5,000	4,166.67	563	460.00	5,563	29	5	5,500	4,583.33	619	515.83	6,119			
30	5	5,000	4,166.67	577	471.67	5,577	30	5	5,500	4,583.33	635	529.17	6,135			
31	5	5,000	4,166.67	592	483.33	5,592	31	5	5,500	4,583.33	651	542.50	6,151			
32	5	5,000	4,166.67	606	505.00	5,606	32	5	5,500	4,583.33	667	555.83	6,167			
33	5	5,000	4,166.67	622	518.33	5,622	33	5	5,500	4,583.33	684	570.00	6,184			
34	5	5,000	4,166.67	636	530.00	5,636	34	5	5,500	4,583.33	700	583.33	6,200			
35	5	5,000	4,166.67	652	543.33	5,652	35	5	5,500	4,583.33	717	597.50	6,217			
36	5	5,000	4,166.67	669	557.50	5,669	36	5	5,500	4,583.33	736	613.33	6,236			
37	5	5,000	4,166.67	687	572.50	5,687	37	5	5,500	4,583.33	756	630.00	6,256			
38	5	5,000	4,166.67	703	585.83	5,703	38	5	5,500	4,583.33	773	644.17	6,273			
39+	5	5,000	4,166.67	721	600.83	5,721	39+	5	5,500	4,583.33	793	660.83	6,293			

NOTE: Add \$126 per month for an advanced teaching license or \$253 per month for a doctorate teaching license.

WINSTON-SALEM/FORSYTH COUNTY SCHOOLS													POLICY 4141		
2015-16 NBPTS TEACHER SALARY SCHEDULES (For Teachers Employed After June 30, 2010)													07/01/2015		
NOTE: This schedule is for teachers who have National Board for Professional Teacher Standards certification on their license.															
If a teacher worked in a N.C. public school in 2013-14 and is at step 30 or above, the schedule on the following page applies if the resulting base pay is higher.															
"A"	"A"	"A"	"A"	"A"	"A"	"A"	"A"	"M"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
Exp. Step	New Step	Monthly Base	Monthly Supplement	12-month Option	Monthly Supplement	Total Monthly	Exp. 0, 1, & 2	New Step	Monthly Base	12-month Option	Monthly Supplement	Total Monthly Supplement	12-mo. opt.	Monthly Supplement	Total Monthly
0, 1, & 2	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	0	3,920	3,266.67	285	237.50	4,205	3	0	4,270	3,558.33	313	313	260.83	4,583	
4	0	3,920	3,266.67	292	243.33	4,212	4	0	4,270	3,558.33	321	321	267.50	4,591	
5	1	4,088	3,406.67	299	249.17	4,387	5	1	4,453	3,710.83	329	329	274.17	4,782	
6	1	4,088	3,406.67	306	255.00	4,394	6	1	4,453	3,710.83	337	337	280.83	4,790	
7	1	4,088	3,406.67	313	260.83	4,401	7	1	4,453	3,710.83	344	344	286.67	4,797	
8	1	4,088	3,406.67	321	267.50	4,409	8	1	4,453	3,710.83	353	353	294.17	4,806	
9	1	4,088	3,406.67	329	274.17	4,417	9	1	4,453	3,710.83	362	362	301.67	4,815	
10	2	4,480	3,733.33	343	285.83	4,823	10	2	4,880	4,066.67	377	377	314.17	5,257	
11	2	4,480	3,733.33	351	292.50	4,831	11	2	4,880	4,066.67	386	386	321.67	5,266	
12	2	4,480	3,733.33	359	299.17	4,839	12	2	4,880	4,066.67	395	395	329.17	5,275	
13	2	4,480	3,733.33	368	306.67	4,848	13	2	4,880	4,066.67	405	405	337.50	5,285	
14	2	4,480	3,733.33	378	315.00	4,858	14	2	4,880	4,066.67	416	416	346.67	5,296	
15	3	4,872	4,060.00	390	325.00	5,262	15	3	5,307	4,422.50	429	429	357.50	5,736	
16	3	4,872	4,060.00	401	334.17	5,273	16	3	5,307	4,422.50	441	441	367.50	5,748	
17	3	4,872	4,060.00	410	341.67	5,282	17	3	5,307	4,422.50	451	451	375.83	5,758	
18	3	4,872	4,060.00	420	350.00	5,292	18	3	5,307	4,422.50	462	462	385.00	5,769	
19	3	4,872	4,060.00	431	359.17	5,303	19	3	5,307	4,422.50	474	474	395.00	5,781	
20	4	5,208	4,340.00	445	370.83	5,653	20	4	5,673	4,727.50	490	490	408.33	6,163	
21	4	5,208	4,340.00	456	380.00	5,664	21	4	5,673	4,727.50	502	502	418.33	6,175	
22	4	5,208	4,340.00	468	390.00	5,676	22	4	5,673	4,727.50	515	515	429.17	6,188	
23	4	5,208	4,340.00	479	399.17	5,687	23	4	5,673	4,727.50	527	527	439.17	6,200	
24	4	5,208	4,340.00	492	410.00	5,700	24	4	5,673	4,727.50	541	541	450.83	6,214	
25	5	5,600	4,666.67	511	425.83	6,111	25	5	6,100	5,083.33	562	562	468.33	6,662	
26	5	5,600	4,666.67	524	436.67	6,124	26	5	6,100	5,083.33	576	576	480.00	6,676	
27	5	5,600	4,666.67	536	446.67	6,136	27	5	6,100	5,083.33	590	590	491.67	6,690	
28	5	5,600	4,666.67	549	457.50	6,149	28	5	6,100	5,083.33	604	604	503.33	6,704	
29	5	5,600	4,666.67	563	469.17	6,163	29	5	6,100	5,083.33	619	619	515.83	6,719	
30	5	5,600	4,666.67	577	480.83	6,177	30	5	6,100	5,083.33	635	635	529.17	6,735	
31	5	5,600	4,666.67	592	493.33	6,192	31	5	6,100	5,083.33	651	651	542.50	6,751	
32	5	5,600	4,666.67	606	505.00	6,206	32	5	6,100	5,083.33	667	667	555.83	6,767	
33	5	5,600	4,666.67	622	518.33	6,222	33	5	6,100	5,083.33	684	684	570.00	6,784	
34	5	5,600	4,666.67	636	530.00	6,236	34	5	6,100	5,083.33	700	700	583.33	6,800	
35	5	5,600	4,666.67	652	543.33	6,252	35	5	6,100	5,083.33	717	717	597.50	6,817	
36	5	5,600	4,666.67	669	557.50	6,269	36	5	6,100	5,083.33	736	736	613.33	6,836	
37	5	5,600	4,666.67	687	572.50	6,287	37	5	6,100	5,083.33	756	756	630.00	6,856	
38	5	5,600	4,666.67	703	585.83	6,303	38	5	6,100	5,083.33	773	773	644.17	6,873	
39+	5	5,600	4,666.67	721	600.83	6,321	39+	5	6,100	5,083.33	793	793	660.83	6,893	

NOTE: Add \$126 per month for an advanced teaching license of \$253 per month for a doctorate teaching license.