

For NCTQ's analysis of 2017-2018 salary schedules, this 2016-2017 salary document was used again, as it remained posted on the district website as of April 30, 2018. NCTQ's policy is to analyze salary schedules that are posted online as of January 1, 2018. NCTQ's analysis is based on the schedule on page 3 (for teachers hired after June 30, 2010). Teachers are on 10 month contracts - annual salaries are calculated by multiplying the 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 = BA lane; Lane M = MA lane.

WINSTON-SALEM/FORSYTH COUNTY SCHOOLS												POLICY 4141	
2016-17 BASIC TEACHER SALARY SCHEDULES <i>(For teachers employed prior to July 1, 2010)</i>												7/01/2016	
"A"	"A"	"A"	"A"	"A"	"A"	"A"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
	New	Monthly	12-month	Monthly	Supplement	Total		New	Monthly	12-month	Monthly	Supplement	Total
Exp.	Step	Base	Option	Supplement	12-mo. opt.	Monthly	Exp.	Step	Base	Option	Supplement	12-mo. opt.	Monthly
0	0	3,500	2,916.67	260	216.67	3,760	0	0	3,850	3,208.33	290	241.67	4,140
1	1	3,575	2,979.17	267	222.50	3,842	1	1	3,933	3,277.50	297	247.50	4,230
2	2	3,600	3,000.00	274	228.33	3,874	2	2	3,960	3,300.00	305	254.17	4,265
3	3	3,625	3,020.83	281	234.17	3,906	3	3	3,988	3,323.33	311	259.17	4,299
4	4	3,675	3,062.50	289	240.83	3,964	4	4	4,043	3,369.17	318	265.00	4,361
5	5	3,725	3,104.17	296	246.67	4,021	5	5	4,098	3,415.00	326	271.67	4,424
6	6	3,800	3,166.67	303	252.50	4,103	6	6	4,180	3,483.33	334	278.33	4,514
7	7	3,850	3,208.33	311	259.17	4,161	7	7	4,235	3,529.17	351	292.50	4,586
8	8	3,900	3,250.00	318	265.00	4,218	8	8	4,290	3,575.00	359	299.17	4,649
9	9	3,950	3,291.67	326	271.67	4,276	9	9	4,345	3,620.83	368	306.67	4,713
10	10	4,025	3,354.17	334	278.33	4,359	10	10	4,428	3,690.00	378	315.00	4,806
11	11	4,100	3,416.67	348	290.00	4,448	11	11	4,510	3,758.33	393	327.50	4,903
12	12	4,175	3,479.17	356	296.67	4,531	12	12	4,593	3,827.50	404	336.67	4,997
13	13	4,250	3,541.67	364	303.33	4,614	13	13	4,675	3,895.83	413	344.17	5,088
14	14	4,325	3,604.17	374	311.67	4,699	14	14	4,758	3,965.00	423	352.50	5,181
15	15	4,525	3,770.83	384	320.00	4,909	15	15	4,978	4,148.33	433	360.83	5,411
16	15	4,525	3,770.83	396	330.00	4,921	16	15	4,978	4,148.33	448	373.33	5,426
17	15	4,525	3,770.83	407	339.17	4,932	17	15	4,978	4,148.33	459	382.50	5,437
18	15	4,525	3,770.83	416	346.67	4,941	18	15	4,978	4,148.33	470	391.67	5,448
19	15	4,525	3,770.83	426	355.00	4,951	19	15	4,978	4,148.33	481	400.83	5,459
20	16	4,800	4,000.00	437	364.17	5,237	20	16	5,280	4,400.00	494	411.67	5,774
21	16	4,800	4,000.00	452	376.67	5,252	21	16	5,280	4,400.00	513	427.50	5,793
22	16	4,800	4,000.00	463	385.83	5,263	22	16	5,280	4,400.00	525	437.50	5,805
23	16	4,800	4,000.00	475	395.83	5,275	23	16	5,280	4,400.00	538	448.33	5,818
24	16	4,800	4,000.00	486	405.00	5,286	24	16	5,280	4,400.00	550	458.33	5,830
25	17	5,100	4,250.00	499	415.83	5,599	25	17	5,610	4,675.00	564	470.00	6,174
26	17	5,100	4,250.00	519	432.50	5,619	26	17	5,610	4,675.00	586	488.33	6,196
27	17	5,100	4,250.00	532	443.33	5,632	27	17	5,610	4,675.00	600	500.00	6,210
28	17	5,100	4,250.00	544	453.33	5,644	28	17	5,610	4,675.00	615	512.50	6,225
29	17	5,100	4,250.00	557	464.17	5,657	29	17	5,610	4,675.00	631	525.83	6,241
30	17	5,100	4,250.00	571	475.83	5,671	30	17	5,610	4,675.00	646	538.33	6,256
31	17	5,100	4,250.00	586	488.33	5,686	31	17	5,610	4,675.00	662	551.67	6,272
32	17	5,100	4,250.00	601	500.83	5,701	32	17	5,610	4,675.00	679	565.83	6,289
33	17	5,100	4,250.00	642	535.00	5,742	33	17	5,610	4,675.00	728	606.67	6,338
34	17	5,100	4,250.00	659	549.17	5,759	34	17	5,610	4,675.00	745	620.83	6,355
35	17	5,100	4,250.00	674	561.67	5,774	35	17	5,610	4,675.00	764	636.67	6,374
36	17	5,100	4,250.00	691	575.83	5,791	36	17	5,610	4,675.00	783	652.50	6,393
37	17	5,100	4,250.00	709	590.83	5,809	37	17	5,610	4,675.00	802	668.33	6,412
38	17	5,100	4,250.00	728	606.67	5,828	38	17	5,610	4,675.00	824	686.67	6,434
39+	17	5,100	4,250.00	757	630.83	5,857	39+	17	5,610	4,675.00	856	713.33	6,466

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	
2016-17 NBPTS TEACHER SALARY SCHEDULES (For Teachers Employed Prior to July 1, 2010)												7/01/2016	
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"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
	New	Monthly	12-month	Monthly	Supplement	Total		New	Monthly	12-month	Monthly	Supplement	Total
Exp.	Step	Base	Option	Supplement	12-mo. opt.	Monthly	Exp.	Step	Base	Option	Supplement	12-mo. opt.	Monthly
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
3	0	4,060	3,383.33	281	234.17	4,341	3	0	4,423	3,685.83	311	259.17	4,734
4	1	4,116	3,430.00	289	240.83	4,405	4	1	4,484	3,736.67	318	265.00	4,802
5	2	4,172	3,476.67	296	246.67	4,468	5	2	4,545	3,787.50	326	271.67	4,871
6	3	4,256	3,546.67	303	252.50	4,559	6	3	4,636	3,863.33	334	278.33	4,970
7	4	4,312	3,593.33	311	259.17	4,623	7	4	4,697	3,914.17	351	292.50	5,048
8	5	4,368	3,640.00	318	265.00	4,686	8	5	4,758	3,965.00	359	299.17	5,117
9	6	4,424	3,686.67	326	271.67	4,750	9	6	4,819	4,015.83	368	306.67	5,187
10	7	4,508	3,756.67	334	278.33	4,842	10	7	4,911	4,092.50	378	315.00	5,289
11	8	4,592	3,826.67	348	290.00	4,940	11	8	5,002	4,168.33	393	327.50	5,395
12	9	4,676	3,896.67	356	296.67	5,032	12	9	5,094	4,245.00	404	336.67	5,498
13	10	4,760	3,966.67	364	303.33	5,124	13	10	5,185	4,320.83	413	344.17	5,598
14	11	4,844	4,036.67	374	311.67	5,218	14	11	5,277	4,397.50	423	352.50	5,700
15	12	5,068	4,223.33	384	320.00	5,452	15	12	5,521	4,600.83	433	360.83	5,954
16	12	5,068	4,223.33	396	330.00	5,464	16	12	5,521	4,600.83	448	373.33	5,969
17	12	5,068	4,223.33	407	339.17	5,475	17	12	5,521	4,600.83	459	382.50	5,980
18	12	5,068	4,223.33	416	346.67	5,484	18	12	5,521	4,600.83	470	391.67	5,991
19	12	5,068	4,223.33	426	355.00	5,494	19	12	5,521	4,600.83	481	400.83	6,002
20	13	5,376	4,480.00	437	364.17	5,813	20	13	5,856	4,880.00	494	411.67	6,350
21	13	5,376	4,480.00	452	376.67	5,828	21	13	5,856	4,880.00	513	427.50	6,369
22	13	5,376	4,480.00	463	385.83	5,839	22	13	5,856	4,880.00	525	437.50	6,381
23	13	5,376	4,480.00	475	395.83	5,851	23	13	5,856	4,880.00	538	448.33	6,394
24	13	5,376	4,480.00	486	405.00	5,862	24	13	5,856	4,880.00	550	458.33	6,406
25	14	5,712	4,760.00	499	415.83	6,211	25	14	6,222	5,185.00	564	470.00	6,786
26	14	5,712	4,760.00	519	432.50	6,231	26	14	6,222	5,185.00	586	488.33	6,808
27	14	5,712	4,760.00	532	443.33	6,244	27	14	6,222	5,185.00	600	500.00	6,822
28	14	5,712	4,760.00	544	453.33	6,256	28	14	6,222	5,185.00	615	512.50	6,837
29	14	5,712	4,760.00	557	464.17	6,269	29	14	6,222	5,185.00	631	525.83	6,853
30	14	5,712	4,760.00	571	475.83	6,283	30	14	6,222	5,185.00	646	538.33	6,868
31	14	5,712	4,760.00	586	488.33	6,298	31	14	6,222	5,185.00	662	551.67	6,884
32	14	5,712	4,760.00	601	500.83	6,313	32	14	6,222	5,185.00	679	565.83	6,901
33	14	5,712	4,760.00	642	535.00	6,354	33	14	6,222	5,185.00	728	606.67	6,950
34	14	5,712	4,760.00	659	549.17	6,371	34	14	6,222	5,185.00	745	620.83	6,967
35	14	5,712	4,760.00	674	561.67	6,386	35	14	6,222	5,185.00	764	636.67	6,986
36	14	5,712	4,760.00	691	575.83	6,403	36	14	6,222	5,185.00	783	652.50	7,005
37	14	5,712	4,760.00	709	590.83	6,421	37	14	6,222	5,185.00	802	668.33	7,024
38	14	5,712	4,760.00	728	606.67	6,440	38	14	6,222	5,185.00	824	686.67	7,046
39+	14	5,712	4,760.00	757	630.83	6,469	39+	14	6,222	5,185.00	856	713.33	7,078

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

<b>WINSTON-SALEM/FORSYTH COUNTY SCHOOLS</b>	<b>POLICY 4141</b>
<b>2016-17 BASIC TEACHER SALARY SCHEDULES</b> <i>(For teachers employed after June 30, 2010)</i>	<b>07/01/2016</b>

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"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	12-mo. opt.	Total Monthly	Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	12-mo. opt.	Monthly Total
0	0	3,500	2,916.67	260	216.67	3,760	0	0	3,850	3,208.33	290	241.67	4,140
1	1	3,575	2,979.17	267	222.50	3,842	1	1	3,933	3,277.50	297	247.50	4,230
2	2	3,600	3,000.00	274	228.33	3,874	2	2	3,960	3,300.00	305	254.17	4,265
3	3	3,625	3,020.83	281	234.17	3,906	3	3	3,988	3,323.33	311	259.17	4,299
4	4	3,675	3,062.50	289	240.83	3,964	4	4	4,043	3,369.17	318	265.00	4,361
5	5	3,725	3,104.17	296	246.67	4,021	5	5	4,098	3,415.00	326	271.67	4,424
6	6	3,800	3,166.67	303	252.50	4,103	6	6	4,180	3,483.33	334	278.33	4,514
7	7	3,850	3,208.33	311	259.17	4,161	7	7	4,235	3,529.17	342	285.00	4,577
8	8	3,900	3,250.00	318	265.00	4,218	8	8	4,290	3,575.00	349	290.83	4,639
9	9	3,950	3,291.67	326	271.67	4,276	9	9	4,345	3,620.83	358	298.33	4,703
10	10	4,025	3,354.17	334	278.33	4,359	10	10	4,428	3,690.00	367	305.83	4,795
11	11	4,100	3,416.67	348	290.00	4,448	11	11	4,510	3,758.33	383	319.17	4,893
12	12	4,175	3,479.17	356	296.67	4,531	12	12	4,593	3,827.50	392	326.67	4,985
13	13	4,250	3,541.67	364	303.33	4,614	13	13	4,675	3,895.83	401	334.17	5,076
14	14	4,325	3,604.17	374	311.67	4,699	14	14	4,758	3,965.00	411	342.50	5,169
15	15	4,525	3,770.83	384	320.00	4,909	15	15	4,978	4,148.33	422	351.67	5,400
16	15	4,525	3,770.83	396	330.00	4,921	16	15	4,978	4,148.33	435	362.50	5,413
17	15	4,525	3,770.83	407	339.17	4,932	17	15	4,978	4,148.33	448	373.33	5,426
18	15	4,525	3,770.83	416	346.67	4,941	18	15	4,978	4,148.33	458	381.67	5,436
19	15	4,525	3,770.83	426	355.00	4,951	19	15	4,978	4,148.33	469	390.83	5,447
20	16	4,800	4,000.00	437	364.17	5,237	20	16	5,280	4,400.00	481	400.83	5,761
21	16	4,800	4,000.00	452	376.67	5,252	21	16	5,280	4,400.00	497	414.17	5,777
22	16	4,800	4,000.00	463	385.83	5,263	22	16	5,280	4,400.00	510	425.00	5,790
23	16	4,800	4,000.00	475	395.83	5,275	23	16	5,280	4,400.00	523	435.83	5,803
24	16	4,800	4,000.00	486	405.00	5,286	24	16	5,280	4,400.00	535	445.83	5,815
25	17	5,100	4,250.00	499	415.83	5,599	25	17	5,610	4,675.00	549	457.50	6,159
26	17	5,100	4,250.00	519	432.50	5,619	26	17	5,610	4,675.00	570	475.00	6,180
27	17	5,100	4,250.00	532	443.33	5,632	27	17	5,610	4,675.00	585	487.50	6,195
28	17	5,100	4,250.00	544	453.33	5,644	28	17	5,610	4,675.00	599	499.17	6,209
29	17	5,100	4,250.00	557	464.17	5,657	29	17	5,610	4,675.00	613	510.83	6,223
30	17	5,100	4,250.00	571	475.83	5,671	30	17	5,610	4,675.00	628	523.33	6,238
31	17	5,100	4,250.00	586	488.33	5,686	31	17	5,610	4,675.00	645	537.50	6,255
32	17	5,100	4,250.00	601	500.83	5,701	32	17	5,610	4,675.00	661	550.83	6,271
33	17	5,100	4,250.00	642	535.00	5,742	33	17	5,610	4,675.00	706	588.33	6,316
34	17	5,100	4,250.00	659	549.17	5,759	34	17	5,610	4,675.00	725	604.17	6,335
35	17	5,100	4,250.00	674	561.67	5,774	35	17	5,610	4,675.00	741	617.50	6,351
36	17	5,100	4,250.00	691	575.83	5,791	36	17	5,610	4,675.00	760	633.33	6,370
37	17	5,100	4,250.00	709	590.83	5,809	37	17	5,610	4,675.00	780	650.00	6,390
38	17	5,100	4,250.00	728	606.67	5,828	38	17	5,610	4,675.00	801	667.50	6,411
39+	17	5,100	4,250.00	757	630.83	5,857	39+	17	5,610	4,675.00	833	694.17	6,443

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	
2016-17 NBPTS TEACHER SALARY SCHEDULES (For Teachers Employed After June 30, 2010)												07/01/2016	
<b>NOTE: This schedule is for teachers who have National Board for Professional Teacher Standards certification on their license.</b>													
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"	"M"	"M"	"M"	"M"	"M"	"M"	"M"
Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	Supplement 12-mo. opt.	Total Monthly	Exp.	New Step	Monthly Base	12-month Option	Monthly Supplement	Supplement 12-mo. opt.	Total Monthly
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
3	0	4,060	3,383.33	281	234.17	4,341	3	0	4,423	3,685.83	311	259.17	4,734
4	1	4,116	3,430.00	289	240.83	4,405	4	1	4,484	3,736.67	318	265.00	4,802
5	2	4,172	3,476.67	296	246.67	4,468	5	2	4,545	3,787.50	326	271.67	4,871
6	3	4,256	3,546.67	303	252.50	4,559	6	3	4,636	3,863.33	334	278.33	4,970
7	4	4,312	3,593.33	311	259.17	4,623	7	4	4,697	3,914.17	342	285.00	5,039
8	5	4,368	3,640.00	318	265.00	4,686	8	5	4,758	3,965.00	349	290.83	5,107
9	6	4,424	3,686.67	326	271.67	4,750	9	6	4,819	4,015.83	358	298.33	5,177
10	7	4,508	3,756.67	334	278.33	4,842	10	7	4,911	4,092.50	367	305.83	5,278
11	8	4,592	3,826.67	348	290.00	4,940	11	8	5,002	4,168.33	383	319.17	5,385
12	9	4,676	3,896.67	356	296.67	5,032	12	9	5,094	4,245.00	392	326.67	5,486
13	10	4,760	3,966.67	364	303.33	5,124	13	10	5,185	4,320.83	401	334.17	5,586
14	11	4,844	4,036.67	374	311.67	5,218	14	11	5,277	4,397.50	411	342.50	5,688
15	12	5,068	4,223.33	384	320.00	5,452	15	12	5,521	4,600.83	422	351.67	5,943
16	12	5,068	4,223.33	396	330.00	5,464	16	12	5,521	4,600.83	435	362.50	5,956
17	12	5,068	4,223.33	407	339.17	5,475	17	12	5,521	4,600.83	448	373.33	5,969
18	12	5,068	4,223.33	416	346.67	5,484	18	12	5,521	4,600.83	458	381.67	5,979
19	12	5,068	4,223.33	426	355.00	5,494	19	12	5,521	4,600.83	469	390.83	5,990
20	13	5,376	4,480.00	437	364.17	5,813	20	13	5,856	4,880.00	481	400.83	6,337
21	13	5,376	4,480.00	452	376.67	5,828	21	13	5,856	4,880.00	497	414.17	6,353
22	13	5,376	4,480.00	463	385.83	5,839	22	13	5,856	4,880.00	510	425.00	6,366
23	13	5,376	4,480.00	475	395.83	5,851	23	13	5,856	4,880.00	523	435.83	6,379
24	13	5,376	4,480.00	486	405.00	5,862	24	13	5,856	4,880.00	535	445.83	6,391
25	14	5,712	4,760.00	499	415.83	6,211	25	14	6,222	5,185.00	549	457.50	6,771
26	14	5,712	4,760.00	519	432.50	6,231	26	14	6,222	5,185.00	570	475.00	6,792
27	14	5,712	4,760.00	532	443.33	6,244	27	14	6,222	5,185.00	585	487.50	6,807
28	14	5,712	4,760.00	544	453.33	6,256	28	14	6,222	5,185.00	599	499.17	6,821
29	14	5,712	4,760.00	557	464.17	6,269	29	14	6,222	5,185.00	613	510.83	6,835
30	14	5,712	4,760.00	571	475.83	6,283	30	14	6,222	5,185.00	628	523.33	6,850
31	14	5,712	4,760.00	586	488.33	6,298	31	14	6,222	5,185.00	645	537.50	6,867
32	14	5,712	4,760.00	601	500.83	6,313	32	14	6,222	5,185.00	661	550.83	6,883
33	14	5,712	4,760.00	642	535.00	6,354	33	14	6,222	5,185.00	706	588.33	6,928
34	14	5,712	4,760.00	659	549.17	6,371	34	14	6,222	5,185.00	725	604.17	6,947
35	14	5,712	4,760.00	674	561.67	6,386	35	14	6,222	5,185.00	741	617.50	6,963
36	14	5,712	4,760.00	691	575.83	6,403	36	14	6,222	5,185.00	760	633.33	6,982
37	14	5,712	4,760.00	709	590.83	6,421	37	14	6,222	5,185.00	780	650.00	7,002
38	14	5,712	4,760.00	728	606.67	6,440	38	14	6,222	5,185.00	801	667.50	7,023
39+	14	5,712	4,760.00	757	630.83	6,469	39+	14	6,222	5,185.00	833	694.17	7,055

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**

**2016-17 PSYCHOLOGISTS, SPEECH THERAPISTS, AUDIOLOGISTS SCHEDULES**

**7/01/2016**

				<i>For Teachers Employed Prior to July 1, 2010</i>							
	<b>New</b>	<b>Monthly</b>	<b>12-month</b>	<b>Monthly</b>	<b>Supplement</b>	<b>Total</b>					
<b>Exp.</b>	<b>Step</b>	<b>Base</b>	<b>Option</b>	<b>Supplement</b>	<b>12-mo. opt.</b>	<b>Monthly</b>					
0	0	4,345	3,620.83	326	271.67	4,671					
1	1	4,345	3,620.83	334	278.33	4,679					
2	2	4,345	3,620.83	351	292.50	4,696					
3	3	4,345	3,620.83	359	299.17	4,704					
4	4	4,345	3,620.83	368	306.67	4,713					
5	5	4,428	3,690.00	378	315.00	4,806					
6	6	4,510	3,758.33	393	327.50	4,903					
7	7	4,593	3,827.50	404	336.67	4,997					
8	8	4,675	3,895.83	413	344.17	5,088					
9	9	4,758	3,965.00	423	352.50	5,181					
10	10	4,978	4,148.33	433	360.83	5,411					
11	10	4,978	4,148.33	448	373.33	5,426					
12	10	4,978	4,148.33	459	382.50	5,437					
13	10	4,978	4,148.33	470	391.67	5,448					
14	10	4,978	4,148.33	481	400.83	5,459					
15	11	5,280	4,400.00	494	411.67	5,774					
16	11	5,280	4,400.00	513	427.50	5,793					
17	11	5,280	4,400.00	525	437.50	5,805					
18	11	5,280	4,400.00	538	448.33	5,818					
19	11	5,280	4,400.00	550	458.33	5,830					
20	12	5,610	4,675.00	564	470.00	6,174					
21	12	5,610	4,675.00	586	488.33	6,196					
22	12	5,610	4,675.00	600	500.00	6,210					
23	12	5,610	4,675.00	615	512.50	6,225					
24	12	5,610	4,675.00	631	525.83	6,241					
25	13	5,913	4,927.50	646	538.33	6,559					
26	13	5,913	4,927.50	662	551.67	6,575					
27	13	5,913	4,927.50	679	565.83	6,592					
28	13	5,913	4,927.50	728	606.67	6,641					
29	13	5,913	4,927.50	745	620.83	6,658					
30	13	5,913	4,927.50	764	636.67	6,677					
31	13	5,913	4,927.50	783	652.50	6,696					
32	13	5,913	4,927.50	802	668.33	6,715					
33	13	5,913	4,927.50	824	686.67	6,737					
34	13	5,913	4,927.50	856	713.33	6,769					
35	13	5,913	4,927.50	864	720.00	6,777					
36	13	5,913	4,927.50	884	736.67	6,797					
37	13	5,913	4,927.50	904	753.33	6,817					
38+	13	5,913	4,927.50	929	774.17	6,842					

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

<b>WINSTON-SALEM/FORSYTH COUNTY SCHOOLS</b>	<b>POLICY 4141</b>
<b>2016-17 PSYCHOLOGISTS, SPEECH THERAPISTS, AUDIOLOGISTS SCHEDULES</b>	<b>07/01/2016</b>

**For Teachers Employed After June 30, 2010**

	New	Monthly	12-month	Monthly	Supplement	Total							
Exp.	Step	Base	Option	Supplement	12-mo. opt.	Monthly							
0	0	4,098	3,415.00	326	271.67	4,424							
1	1	4,180	3,483.33	334	278.33	4,514							
2	2	4,235	3,529.17	342	285.00	4,577							
3	3	4,290	3,575.00	349	290.83	4,639							
4	4	4,345	3,620.83	358	298.33	4,703							
5	5	4,428	3,690.00	367	305.83	4,795							
6	6	4,510	3,758.33	383	319.17	4,893							
7	7	4,593	3,827.50	392	326.67	4,985							
8	8	4,675	3,895.83	401	334.17	5,076							
9	9	4,758	3,965.00	411	342.50	5,169							
10	10	4,978	4,148.33	422	351.67	5,400							
11	10	4,978	4,148.33	435	362.50	5,413							
12	10	4,978	4,148.33	448	373.33	5,426							
13	10	4,978	4,148.33	458	381.67	5,436							
14	10	4,978	4,148.33	469	390.83	5,447							
15	11	5,280	4,400.00	481	400.83	5,761							
16	11	5,280	4,400.00	497	414.17	5,777							
17	11	5,280	4,400.00	510	425.00	5,790							
18	11	5,280	4,400.00	523	435.83	5,803							
19	11	5,280	4,400.00	535	445.83	5,815							
20	12	5,610	4,675.00	549	457.50	6,159							
21	12	5,610	4,675.00	570	475.00	6,180							
22	12	5,610	4,675.00	585	487.50	6,195							
23	12	5,610	4,675.00	599	499.17	6,209							
24	12	5,610	4,675.00	613	510.83	6,223							
25	13	6,013	5,010.83	628	523.33	6,641							
26	13	6,013	5,010.83	645	537.50	6,658							
27	13	6,013	5,010.83	661	550.83	6,674							
28	13	6,013	5,010.83	667	555.83	6,680							
29	13	6,013	5,010.83	684	570.00	6,697							
30	13	6,013	5,010.83	700	583.33	6,713							
31	13	6,013	5,010.83	717	597.50	6,730							
32	13	6,013	5,010.83	723	602.50	6,736							
33	13	6,013	5,010.83	784	653.33	6,797							
34	13	6,013	5,010.83	802	668.33	6,815							
35	13	6,013	5,010.83	820	683.33	6,833							
36	13	6,013	5,010.83	840	700.00	6,853							
37	13	6,013	5,010.83	859	715.83	6,872							
38+	13	6,013	5,010.83	882	735.00	6,895							

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

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS**  
**Classified Monthly Pay Ranges**  
**2016-17**

**Policy 4141**

Grade	Working 215+ Days per Year			Working 205 Days per Year			Substitutes	
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Daily	Hourly
54	1,907	2,409	2,911	1,818	2,297	2,776	88.02	11.00
55	1,986	2,514	3,042	1,894	2,398	2,901	91.66	11.46
56	2,001	2,590	3,178	1,908	2,469	3,030	92.35	11.54
57	2,016	2,667	3,318				93.05	11.63
58	2,035	2,752	3,468				93.92	11.74
59	2,122	2,874	3,626				97.94	12.24
60	2,220	3,005	3,789				102.46	12.81
61	2,345	3,155	3,964				108.23	13.53
62	2,429	3,287	4,145				112.11	14.01
63	2,549	3,443	4,337				117.65	14.71
64	2,669	3,599	4,528				123.18	15.40
65	2,789	3,767	4,745					
66	2,921	3,948	4,974					
67	3,065	4,138	5,211					
68	3,206	4,334	5,462					
69	3,361	4,544	5,727					
70	3,523	4,763	6,003					
71	3,689	4,991	6,292					
72	3,863	5,346	6,829					
73	4,053	5,611	7,169					
74	4,254	5,890	7,526					
75	4,467	6,185	7,902					
76	4,690	6,495	8,299					
Skill-Based:								
LA	2,208	2,768	3,328					
LB	2,403	3,022	3,641					
LC	2,626	3,308	3,989					
LD	2,872	3,624	4,375					
LE	3,136	3,966	4,795					
LF	3,290	4,161	5,031					
LG	3,577	4,525	5,472					
LH	4,250	5,375	6,500					

**WINSTON-SALEM/FORSYTH COUNTY SCHOOLS  
HOURLY-PAID EMPLOYEES PAY TABLES**

**POLICY 4141  
JULY 2016**

<u>Step</u>	<u>Grade 51</u>	<u>Grade 50</u>	<u>Step</u>	<u>Grade 46</u>	<u>Grade 47</u>	<u>Grade 56</u>
00	\$9.00	\$9.50				
01	\$9.15	\$9.66	00	\$12.35	\$12.94	\$10.77
02	\$9.30	\$9.82	01	\$12.54	\$13.14	\$10.93
03	\$9.45	\$9.98	02	\$12.75	\$13.35	\$11.09
04	\$9.61	\$10.14	03	\$13.10	\$13.72	\$11.26
05	\$9.77	\$10.31	04	\$13.32	\$13.97	\$11.43
06	\$9.93	\$10.48	05	\$13.58	\$14.24	\$11.60
07	\$10.09	\$10.65	06	\$14.05	\$14.78	\$11.77
08	\$10.26	\$10.83	07	\$14.29	\$15.02	\$11.95
09	\$10.43	\$11.01	08	\$14.53	\$15.28	\$12.13
10	\$10.60	\$11.19	09	\$14.76	\$15.55	\$12.31
11	\$10.77	\$11.37	10	\$15.01	\$15.83	\$12.49
12	\$10.95	\$11.56	11	\$15.27	\$16.12	\$12.68
13	\$11.13	\$11.75	12	\$15.52	\$16.40	\$12.87
14	\$11.31	\$11.94	13	\$15.78	\$16.69	\$13.06
15	\$11.50	\$12.14	14	\$16.05	\$16.99	\$13.26
16	\$11.69	\$12.34	15	\$16.32	\$17.29	\$13.46
17	\$11.88	\$12.54	16	\$16.59	\$17.59	\$13.66
18	\$12.08	\$12.75	17	\$16.90	\$17.91	\$13.87
19	\$12.28	\$12.96	18	\$17.20	\$18.24	\$14.08
20	\$12.48	\$13.17	19	\$17.50	\$18.57	\$14.29
21	\$12.69	\$13.39	20	\$17.82	\$18.90	\$14.50
22	\$12.90	\$13.61	21	\$18.13	\$19.23	\$14.72
23	\$13.11	\$13.83	22	\$18.47	\$19.59	\$14.94
24	\$13.33	\$14.06	23	\$18.80	\$19.94	\$15.16
25	\$13.55	\$14.29	24	\$19.13	\$20.31	\$15.39
26	\$13.77	\$14.53	25	\$19.48	\$20.69	\$15.62
27	\$14.00	\$14.77	26	\$19.83	\$21.09	\$15.85
28	\$14.23	\$15.01	27	\$20.19	\$21.49	\$16.09
29	\$14.46	\$15.26	28	\$20.55	\$21.90	\$16.33
30	\$14.70	\$15.51	29	\$20.93	\$22.33	\$16.57
31	\$14.94	\$15.77	30	\$21.33	\$22.78	\$16.82
32	\$15.19	\$16.03	31	\$21.74	\$23.21	\$17.07
33	\$15.44	\$16.29	32	\$22.15	\$23.67	\$17.33
34	\$15.69	\$16.56	33	\$22.58	\$24.14	\$17.59
35	\$15.95	\$16.83	34	\$23.02	\$24.61	\$17.85
36	\$16.21	\$17.11	35	\$23.45	\$25.09	\$18.12

Pay Grade 51 is the pay table for bus monitors and full-time dietary workers.

Pay Grade 50 is the pay table for part-time dietary workers.

Add \$0.75 per hour to Grade 51 or 50 for PIC - second ServSafe Certificate holder in each cafeteria

Pay Grade 46 is the pay table for full-time bus drivers.

Pay Grade 47 is the pay table for part-time bus drivers.

Pay Grade 56 is the pay table for transportation assistants.



2016-2017 WS/FCS ATHLETICS AND SPECIAL SUPPLEMENT SCHEDULE															POLICY 4141	
AMOUNTS ARE MONTHLY PAY RATES															7/1/2016	
Step	AD	Asst AD	H FB	Asst H FB	Asst FB	Wgt Tr	H IT	Asst IT	H VB	Asst VB	H BsktB	Asst BsktB	H BseB	Asst BseB	H Soc	Asst Soc
Months	12	10	3.5	3.5	3.5	9	3	3	3.5	3.5	4	4	3.5	3.5	3.5	3.5
0	\$ 693	\$ 420	\$ 910	\$ 571	\$ 521	\$ 407	\$ 531	\$ 308	\$ 453	\$ 287	\$ 646	\$ 351	\$ 533	\$ 308	\$ 531	\$ 308
1	\$ 711	\$ 430	\$ 933	\$ 586	\$ 534	\$ 417	\$ 544	\$ 316	\$ 464	\$ 294	\$ 662	\$ 360	\$ 546	\$ 316	\$ 544	\$ 316
2	\$ 729	\$ 442	\$ 956	\$ 600	\$ 547	\$ 427	\$ 557	\$ 324	\$ 475	\$ 301	\$ 678	\$ 369	\$ 559	\$ 324	\$ 557	\$ 324
3	\$ 747	\$ 453	\$ 980	\$ 615	\$ 560	\$ 438	\$ 571	\$ 332	\$ 487	\$ 309	\$ 695	\$ 379	\$ 573	\$ 332	\$ 571	\$ 332
4	\$ 770	\$ 466	\$ 1,011	\$ 634	\$ 579	\$ 452	\$ 590	\$ 342	\$ 503	\$ 319	\$ 718	\$ 391	\$ 593	\$ 342	\$ 590	\$ 342
5	\$ 797	\$ 483	\$ 1,045	\$ 658	\$ 599	\$ 467	\$ 610	\$ 354	\$ 521	\$ 330	\$ 743	\$ 404	\$ 613	\$ 354	\$ 610	\$ 354
6	\$ 825	\$ 499	\$ 1,083	\$ 680	\$ 619	\$ 484	\$ 631	\$ 366	\$ 539	\$ 341	\$ 768	\$ 418	\$ 634	\$ 366	\$ 631	\$ 366
7	\$ 854	\$ 517	\$ 1,120	\$ 703	\$ 640	\$ 500	\$ 654	\$ 379	\$ 558	\$ 352	\$ 795	\$ 432	\$ 657	\$ 379	\$ 654	\$ 379
8	\$ 882	\$ 534	\$ 1,158	\$ 727	\$ 663	\$ 517	\$ 675	\$ 392	\$ 577	\$ 363	\$ 822	\$ 447	\$ 678	\$ 392	\$ 675	\$ 392
9	\$ 911	\$ 551	\$ 1,196	\$ 751	\$ 684	\$ 533	\$ 697	\$ 404	\$ 595	\$ 376	\$ 849	\$ 461	\$ 700	\$ 404	\$ 697	\$ 404
10	\$ 940	\$ 569	\$ 1,233	\$ 774	\$ 705	\$ 550	\$ 720	\$ 417	\$ 614	\$ 389	\$ 875	\$ 476	\$ 723	\$ 417	\$ 720	\$ 417
11	\$ 969	\$ 587	\$ 1,273	\$ 799	\$ 727	\$ 568	\$ 743	\$ 430	\$ 633	\$ 401	\$ 903	\$ 490	\$ 746	\$ 430	\$ 743	\$ 430
12	\$ 1,000	\$ 604	\$ 1,311	\$ 824	\$ 750	\$ 586	\$ 765	\$ 444	\$ 654	\$ 413	\$ 931	\$ 505	\$ 768	\$ 444	\$ 765	\$ 444
13	\$ 1,029	\$ 621	\$ 1,351	\$ 849	\$ 772	\$ 603	\$ 788	\$ 457	\$ 673	\$ 425	\$ 958	\$ 521	\$ 791	\$ 457	\$ 788	\$ 457
14	\$ 1,059	\$ 639	\$ 1,390	\$ 873	\$ 795	\$ 620	\$ 810	\$ 470	\$ 692	\$ 437	\$ 987	\$ 536	\$ 814	\$ 470	\$ 810	\$ 470
15	\$ 1,089	\$ 659	\$ 1,429	\$ 897	\$ 818	\$ 637	\$ 833	\$ 484	\$ 712	\$ 450	\$ 1,014	\$ 551	\$ 836	\$ 484	\$ 833	\$ 484
16	\$ 1,119	\$ 677	\$ 1,468	\$ 923	\$ 840	\$ 656	\$ 856	\$ 497	\$ 732	\$ 462	\$ 1,041	\$ 567	\$ 859	\$ 497	\$ 856	\$ 497
17	\$ 1,148	\$ 694	\$ 1,507	\$ 947	\$ 863	\$ 673	\$ 878	\$ 511	\$ 751	\$ 475	\$ 1,069	\$ 583	\$ 881	\$ 511	\$ 878	\$ 511
18	\$ 1,178	\$ 712	\$ 1,545	\$ 971	\$ 884	\$ 690	\$ 901	\$ 524	\$ 770	\$ 487	\$ 1,097	\$ 597	\$ 904	\$ 524	\$ 901	\$ 524
19	\$ 1,208	\$ 730	\$ 1,584	\$ 997	\$ 907	\$ 707	\$ 924	\$ 537	\$ 790	\$ 499	\$ 1,125	\$ 612	\$ 927	\$ 537	\$ 924	\$ 537
20	\$ 1,237	\$ 748	\$ 1,624	\$ 1,021	\$ 930	\$ 725	\$ 946	\$ 550	\$ 809	\$ 512	\$ 1,152	\$ 627	\$ 950	\$ 550	\$ 946	\$ 550
21	\$ 1,269	\$ 766	\$ 1,665	\$ 1,046	\$ 953	\$ 744	\$ 969	\$ 564	\$ 830	\$ 524	\$ 1,181	\$ 644	\$ 973	\$ 564	\$ 969	\$ 564
22	\$ 1,300	\$ 786	\$ 1,707	\$ 1,073	\$ 976	\$ 762	\$ 995	\$ 579	\$ 851	\$ 537	\$ 1,211	\$ 660	\$ 999	\$ 579	\$ 995	\$ 579
23	\$ 1,329	\$ 805	\$ 1,742	\$ 1,097	\$ 998	\$ 777	\$ 1,014	\$ 593	\$ 867	\$ 550	\$ 1,235	\$ 672	\$ 1,021	\$ 593	\$ 1,014	\$ 593

2016-2017 WS/FCS ATHLETICS AND SPECIAL SUPPLEMENT SCHEDULE														POLICY 4141		
AMOUNTS ARE MONTHLY PAY RATES														7/1/2016		
Step	Lacrosse	Fld Hcky	Asst Lac	Asst F.H.	H Tr	Asst Tr	H CC	Asst CC	H Wr	Asst Wr	Tennis	Golf	H Sw	Asst Sw	H ChLd	Asst ChLd
Months	3.5	3.5	3.5	3.5	3.5	3.5	3.5	3.5	4	4	3.5	3.5	4	4	7	7
0	\$ 531	\$ 531	\$ 308	\$ 308	\$ 531	\$ 308	\$ 531	\$ 308	\$ 533	\$ 308	\$ 327	\$ 327	\$ 467	\$ 230	\$ 356	\$ 258
1	\$ 544	\$ 544	\$ 316	\$ 316	\$ 544	\$ 316	\$ 544	\$ 316	\$ 546	\$ 316	\$ 335	\$ 335	\$ 479	\$ 236	\$ 365	\$ 264
2	\$ 557	\$ 557	\$ 324	\$ 324	\$ 557	\$ 324	\$ 557	\$ 324	\$ 559	\$ 324	\$ 343	\$ 343	\$ 491	\$ 243	\$ 375	\$ 271
3	\$ 571	\$ 571	\$ 332	\$ 332	\$ 571	\$ 332	\$ 571	\$ 332	\$ 573	\$ 332	\$ 351	\$ 351	\$ 503	\$ 249	\$ 384	\$ 278
4	\$ 590	\$ 590	\$ 342	\$ 342	\$ 590	\$ 342	\$ 590	\$ 342	\$ 593	\$ 342	\$ 363	\$ 363	\$ 520	\$ 256	\$ 397	\$ 285
5	\$ 610	\$ 610	\$ 354	\$ 354	\$ 610	\$ 354	\$ 610	\$ 354	\$ 613	\$ 354	\$ 376	\$ 376	\$ 538	\$ 265	\$ 411	\$ 295
6	\$ 631	\$ 631	\$ 366	\$ 366	\$ 631	\$ 366	\$ 631	\$ 366	\$ 634	\$ 366	\$ 390	\$ 390	\$ 557	\$ 274	\$ 425	\$ 307
7	\$ 654	\$ 654	\$ 379	\$ 379	\$ 654	\$ 379	\$ 654	\$ 379	\$ 657	\$ 379	\$ 403	\$ 403	\$ 577	\$ 283	\$ 439	\$ 317
8	\$ 675	\$ 675	\$ 392	\$ 392	\$ 675	\$ 392	\$ 675	\$ 392	\$ 678	\$ 392	\$ 416	\$ 416	\$ 596	\$ 292	\$ 454	\$ 327
9	\$ 697	\$ 697	\$ 404	\$ 404	\$ 697	\$ 404	\$ 697	\$ 404	\$ 700	\$ 404	\$ 429	\$ 429	\$ 615	\$ 302	\$ 468	\$ 337
10	\$ 720	\$ 720	\$ 417	\$ 417	\$ 720	\$ 417	\$ 720	\$ 417	\$ 723	\$ 417	\$ 443	\$ 443	\$ 634	\$ 312	\$ 484	\$ 347
11	\$ 743	\$ 743	\$ 430	\$ 430	\$ 743	\$ 430	\$ 743	\$ 430	\$ 746	\$ 430	\$ 456	\$ 456	\$ 655	\$ 321	\$ 499	\$ 358
12	\$ 765	\$ 765	\$ 444	\$ 444	\$ 765	\$ 444	\$ 765	\$ 444	\$ 768	\$ 444	\$ 470	\$ 470	\$ 674	\$ 331	\$ 515	\$ 369
13	\$ 788	\$ 788	\$ 457	\$ 457	\$ 788	\$ 457	\$ 788	\$ 457	\$ 791	\$ 457	\$ 485	\$ 485	\$ 694	\$ 341	\$ 530	\$ 381
14	\$ 810	\$ 810	\$ 470	\$ 470	\$ 810	\$ 470	\$ 810	\$ 470	\$ 814	\$ 470	\$ 499	\$ 499	\$ 715	\$ 351	\$ 545	\$ 393
15	\$ 833	\$ 833	\$ 484	\$ 484	\$ 833	\$ 484	\$ 833	\$ 484	\$ 836	\$ 484	\$ 514	\$ 514	\$ 736	\$ 361	\$ 561	\$ 404
16	\$ 856	\$ 856	\$ 497	\$ 497	\$ 856	\$ 497	\$ 856	\$ 497	\$ 859	\$ 497	\$ 528	\$ 528	\$ 756	\$ 371	\$ 577	\$ 415
17	\$ 878	\$ 878	\$ 511	\$ 511	\$ 878	\$ 511	\$ 878	\$ 511	\$ 881	\$ 511	\$ 542	\$ 542	\$ 776	\$ 382	\$ 592	\$ 426
18	\$ 901	\$ 901	\$ 524	\$ 524	\$ 901	\$ 524	\$ 901	\$ 524	\$ 904	\$ 524	\$ 555	\$ 555	\$ 796	\$ 392	\$ 607	\$ 437
19	\$ 924	\$ 924	\$ 537	\$ 537	\$ 924	\$ 537	\$ 924	\$ 537	\$ 927	\$ 537	\$ 570	\$ 570	\$ 816	\$ 402	\$ 622	\$ 449
20	\$ 946	\$ 946	\$ 550	\$ 550	\$ 946	\$ 550	\$ 946	\$ 550	\$ 950	\$ 550	\$ 585	\$ 585	\$ 836	\$ 412	\$ 637	\$ 460
21	\$ 969	\$ 969	\$ 564	\$ 564	\$ 969	\$ 564	\$ 969	\$ 564	\$ 973	\$ 564	\$ 599	\$ 599	\$ 857	\$ 422	\$ 655	\$ 472
22	\$ 995	\$ 995	\$ 579	\$ 579	\$ 995	\$ 579	\$ 995	\$ 579	\$ 999	\$ 579	\$ 614	\$ 614	\$ 878	\$ 432	\$ 671	\$ 483
23	\$ 1,014	\$ 1,014	\$ 593	\$ 593	\$ 1,014	\$ 593	\$ 1,014	\$ 593	\$ 1,021	\$ 593	\$ 626	\$ 626	\$ 897	\$ 441	\$ 683	\$ 491

2016-2017 WS/FCS ATHLETICS AND SPECIAL SUPPLEMENT SCHEDULE													POLICY 4141
AMOUNTS ARE MONTHLY PAY RATES													7/1/2016
	Middle Sch	Middle Sch	Middle Sch	H.S. Band	H.S. Band	H.S. Band	Sponsor	Sponsor	Sponsor	Licensed	1st Resp/		
Step	AD	Intersch	Intramural	Fall	Assistant	Other	Level 1	Level 2	Level 3	Trainer	Asst Trnr		
Months	10	2		3.5	3.5	6.5				11	11		
0	\$ 312	\$ 230	\$ 139	\$ 521	\$ 173	\$ 173	\$ 70	\$ 103	\$ 139	\$ 371	\$ 293		
1	\$ 320	\$ 236	\$ 142	\$ 534	\$ 177	\$ 177	\$ 72	\$ 106	\$ 142	\$ 381	\$ 300		
2	\$ 328	\$ 243	\$ 146	\$ 547	\$ 181	\$ 181	\$ 74	\$ 109	\$ 146	\$ 390	\$ 308		
3	\$ 336	\$ 249	\$ 150	\$ 560	\$ 185	\$ 185	\$ 76	\$ 112	\$ 150	\$ 400	\$ 316		
4	\$ 346	\$ 256	\$ 154	\$ 579	\$ 191	\$ 191	\$ 78	\$ 115	\$ 154	\$ 413	\$ 326		
5	\$ 358	\$ 265	\$ 159	\$ 599	\$ 198	\$ 198	\$ 81	\$ 119	\$ 159	\$ 427	\$ 337		
6	\$ 370	\$ 274	\$ 164	\$ 619	\$ 205	\$ 205	\$ 84	\$ 123	\$ 164	\$ 443	\$ 348		
7	\$ 383	\$ 283	\$ 170	\$ 640	\$ 212	\$ 212	\$ 87	\$ 127	\$ 170	\$ 458	\$ 360		
8	\$ 396	\$ 292	\$ 176	\$ 663	\$ 220	\$ 220	\$ 90	\$ 132	\$ 176	\$ 474	\$ 373		
9	\$ 409	\$ 302	\$ 182	\$ 684	\$ 227	\$ 227	\$ 93	\$ 136	\$ 182	\$ 489	\$ 386		
10	\$ 422	\$ 312	\$ 188	\$ 705	\$ 234	\$ 234	\$ 96	\$ 140	\$ 188	\$ 504	\$ 398		
11	\$ 435	\$ 321	\$ 194	\$ 727	\$ 242	\$ 242	\$ 99	\$ 144	\$ 194	\$ 520	\$ 410		
12	\$ 449	\$ 331	\$ 200	\$ 750	\$ 249	\$ 249	\$ 103	\$ 148	\$ 200	\$ 535	\$ 422		
13	\$ 462	\$ 341	\$ 206	\$ 772	\$ 256	\$ 256	\$ 106	\$ 152	\$ 206	\$ 550	\$ 434		
14	\$ 476	\$ 351	\$ 212	\$ 795	\$ 263	\$ 263	\$ 109	\$ 156	\$ 212	\$ 567	\$ 447		
15	\$ 489	\$ 361	\$ 219	\$ 818	\$ 270	\$ 270	\$ 112	\$ 160	\$ 219	\$ 584	\$ 459		
16	\$ 502	\$ 371	\$ 225	\$ 840	\$ 277	\$ 277	\$ 115	\$ 164	\$ 225	\$ 600	\$ 472		
17	\$ 516	\$ 382	\$ 231	\$ 863	\$ 284	\$ 284	\$ 118	\$ 168	\$ 231	\$ 615	\$ 484		
18	\$ 529	\$ 392	\$ 238	\$ 884	\$ 291	\$ 291	\$ 121	\$ 173	\$ 238	\$ 630	\$ 496		
19	\$ 542	\$ 402	\$ 244	\$ 907	\$ 298	\$ 298	\$ 124	\$ 177	\$ 244	\$ 647	\$ 509		
20	\$ 555	\$ 412	\$ 250	\$ 930	\$ 307	\$ 307	\$ 127	\$ 181	\$ 250	\$ 663	\$ 521		
21	\$ 570	\$ 422	\$ 256	\$ 953	\$ 314	\$ 314	\$ 131	\$ 185	\$ 256	\$ 679	\$ 534		
22	\$ 585	\$ 432	\$ 262	\$ 976	\$ 322	\$ 322	\$ 134	\$ 190	\$ 262	\$ 696	\$ 547		
23	\$ 599	\$ 441	\$ 265	\$ 998	\$ 331	\$ 331	\$ 133	\$ 199	\$ 265	\$ 712	\$ 562		

## PAY FORMULAS FOR SCHOOL BASED ADMINISTRATORS

**Principals**

High School: The following formula determines high school principal pay for existing principals and for new hires:

<u>School Type</u>	<u>School Size</u>	<u>Base Pay</u>
Small Non-traditional	Up to 100 ADM	\$74,900
Medium Non-traditional	101-499 ADM	\$82,470
Large Non-traditional	500+ ADM	\$99,590
Small Traditional	Up to 700 ADM	\$101,690
Medium Traditional	701-1,499 ADM	\$107,050
Large Traditional	1,500+ ADM	\$112,420
<u>Add-On Factors</u>		<u>Add-On Pay</u>
Experience 0-2.99 years		\$ -0-
Experience 3-5.99 years		\$2,400
Experience 6-9.99 years		\$4,800
Experience 10+ years		\$6,000
Advanced Degree		\$1,512
Doctorate Degree or Active NBPTS		\$3,036

**PAY FORMULAS FOR SCHOOL BASED ADMINISTRATORS**

**Principals**

Middle and Elementary School:

For principals hired on or before June 30, 2016, the pay increase will be 3% of total monthly pay (1.5% step plus 1.5% cost-of-living, to total 3%) before the size of school factor. The size of school factor, \$13.20 per full-time equivalent licensed staff supervised, will be added to determine total monthly pay.

For principals hired on or after July 1, 2016, eligible monthly assistant principal pay (at the level of the school assigned) will be increased by 14%. The size of school factor, \$13.20 per full-time equivalent licensed staff supervised, will be added to determine total monthly pay.

For principals transferring from an elementary school to another elementary school or from a middle school to another middle school, the pay change will be determined by the size of school factor. If the size of school factor would result in a pay decrease, the principal's previous pay will be held harmless for 12 months.

For principals transferring from an elementary school to a middle school, their previous monthly pay without the size of school factor will be increased by 2.5%. The size of school factor at the middle school, \$13.20 per full-time equivalent licensed staff supervised, will be added to determine total monthly pay.

For principals transferring from a high school to a middle or elementary school, the formula for new hires above will be calculated. If the calculated total monthly pay is less than their high school principal pay, their high school principal pay will be held harmless for 12 months.

**PAY FORMULAS FOR SCHOOL BASED ADMINISTRATORS**

**Assistant Principals**

The following formula determines assistant principal pay:

Elementary Base Pay = Total Teacher-eligible Pay (including supplement and, if applicable, NBPTS, advanced degree or doctorate degree) Plus 1%

Middle Base Pay = Total Teacher-eligible Pay (including supplement and, if applicable, NBPTS, advanced degree or doctorate degree) Plus 2.5%

High Base Pay = Total Teacher-eligible Pay (including supplement and, if applicable, NBPTS, advanced degree or doctorate degree) Plus 9%

Additional Add-on Pay at each level of 0.5% per year of assistant principal experience, maximum of 5% (10 years)

In all cases, school-based administrators who are being paid above the formulas herein (grandfathered, but not the temporary hold harmless) will receive all eligible state increases but no increase in local supplement unless otherwise mandated by statute.

**Formulas for Central Administrator Pay**

For Lead Teachers, add 1% to the **highest** eligible teacher schedule monthly pay, including base pay plus local supplement, but excluding advanced or doctoral degree additional pay, and rounded up to the nearest dollar, and then add any eligible advanced degree pay at the state-approved rate.

**For all other central administrators (previously classified at Grade 68 or above), the following table and administrative processes apply:**

<u>Administrative Pay Classification</u>	<u>Minimum Pay</u>
Assistant Superintendent	\$115,300
Chief Attorney	\$111,333
Chief Program/Operations Officers – Level 3	\$107,830
Chief Program/Operations Officers – Level 2	\$95,410
Chief Program/Operations Officers – Level 1	\$87,720
Executive Directors	\$78,275
Directors – Level 2	\$72,810
Staff Attorney	\$70,330
Directors – Level 1	\$68,840
Program/Operations Support Managers – Level 2	\$64,860
Program/Operations Support Managers – Level 1	\$58,890
Operations Support Specialists – Level 2	\$50,945
Operations Support Specialists – Level 1	\$42,975

All of these roles require a degree beyond high school plus some years of previous relevant experience, and a candidate with no more than the minimum amount of relevant experience would be placed at the minimum pay level for the appropriate category. The minimum pay for the Operations Support Specialists – Level 1 is approximately the same as the beginning teacher pay rate on a 12-month basis.

**Formulas for Central Administrator Pay**

For relevant teaching and administrative experience beyond the minimum requirement, 0.6% per year is added to the minimum pay level.

Administrative experience (beyond the minimum requirement) in WS/FCS is granted at year-for-year, while relevant administrative experience (beyond the minimum requirement) outside of WS/FCS is granted at one year for each two years of such experience (rounded up to the nearest full year).

To the calculated pay of all classifications below Chief Program Officers, \$126 per month is added for an Advanced Degree on their administrative license or \$252 per month is added for an earned Doctorate Degree in a field of study relevant to their job role or for NBPTS. No other incremental pay is added for education beyond the minimum amount required for the job.



## **TEMPORARY ROLES**

Winston-Salem/Forsyth County Schools employs a number of people in a variety of temporary/quasi-temporary roles. A list of those roles and rates includes:

Non-licensed teachers in licensed teacher positions

\$2,580/month or \$119 per day, no supplement

Teachers and other licensed employees in long-term substitute and temporary contract assignments

Without benefits: Eligible licensed pay, but no supplement

With benefits: Eligible licensed pay with supplement

Teachers and other licensed employees, retired and drawing retirement benefits, in permanent, part-time assignments

Eligible licensed pay, but no supplement

Substitute teachers and substitute teacher assistants

\$103 per day, if licensed

\$86 per day, if not licensed, but completed ETT

\$80 per day, if not licensed

***Add 5% to the above rates for a school with an extended instructional day of 30 minutes and 7.5% for a school with an extended instructional day of 45 minutes***

All other non-licensed substitutes

The daily or hourly rate of the position's minimum pay level

Duty-free/planning time assistants

The hourly rate of Grade 50, Step 01

Duty-free/planning time substitute

The hourly rate of Grade 50, Step 00

Food service receipt collector and Magnet Express Stop Assistant

The hourly rate of Grade 50, Step 07

Summer maintenance

Unskilled, the hourly rate of Grade 51, Step 00

Unskilled, beyond the first year, the hourly rate of Grade 51, Step 04

Skilled, the hourly rate of Grade 47, Step 04

Teacher Assistant Substituting for a Teacher

Daily rate of the base pay of an A-00 teacher, in lieu of regular salary

**EXTRA-DUTY ASSIGNMENTS WHICH MAY INVOLVE  
ADDITIONAL PAY**

GENERAL GUIDELINES

- Principals, assistant principals, and central office administrators are **not** eligible for extra-duty pay
- Other licensed employees are not eligible for extra duty pay unless the assigned duty is beyond/in excess of their regular duty hours/term or they are using annual leave during the time of the extra-duty
- Non-exempt employees performing extra duties will be paid their regular duty hourly rate or the rate listed below, whichever is higher, if performed within a regular 40-hour workweek – if the extra duty time is beyond the regular 40-hour workweek, the non-exempt employee will be granted compensatory time off at 1.5 times the amount of overtime worked or will be paid at the greater of 1.5 times their regular duty hourly rate or the rate listed below

Misc. extra-duty pay (principals & C.O. administrators not eligible for such pay)

Tier 1 technology specialist, \$1,000 per semester

Curriculum development, \$25 per hour, or \$1,500 per person per approved product

Licensed employee tutoring, \$25 per contact hour

Non-licensed employee tutoring, \$17 per contact hour

Non-licensed tutor with a Masters' or higher degree, \$22 per contact hour

Staff development leader, \$75 per contact hour

Staff development participant, \$17 per hour (if beyond regular work hours), maximum of \$75 per day if paid with federal funds

Teaching an extra class/section: 12% of regular duty pay (local funds)

Translating/interpreting services, \$25 per hour

Mentoring (state mentor program) – \$50 per month

Mentoring/coaching (local program, with outcomes monitored by various central staff), \$25 per hour

Title 1-funded activities, including after-hours parent involvement, and child care services during parent involvement, \$17 per hour

Activity run driving, if driving a yellow bus, the hourly rate of the driver's experience step

Activity run driving, if driving an activity bus, first year drivers, Grade 46 Step 00 bus driver schedule, experienced drivers Grade 46 Step 01

Child Nutrition managers training new managers, \$250 monthly stipend