

When two salary schedules are in use over the course of a school year, NCTQ's policy is to base our salary analysis on the schedule in use for the majority of the year. As a result, the 2020-2021 salary analysis is based on the salaries as shown below (p. 2 contains the salaries that were applicable in 2019-2020 and the first quarter of 2020-2021). In addition, the 2017-2021 CBA (p. 67, Art. XX.F.) notes that there is a step freeze in 2020-2021.

**EXHIBIT D**  
**TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-MONTH)**  
**Effective the First Working Day of 2<sup>nd</sup> Quarter of the 2020-2021 School Year**

	CLASS II TEACHER		CLASS III TEACHER		CLASS IV TEACHER		CLASS V TEACHER		CLASS VI TEACHER		CLASS VII TEACHER	
Initial Classification	BA		BA+30 or MA								Doctorate	
Reclassification			Class II + 15 credits		Class III + 15 credits		Class IV + 15 credits		Class V + 15 credits		Class VI + 15 credits	
<b>14B<sup>5</sup></b>	<b>T02-14B</b>	71,403	<b>T03-14B</b>	77,115	<b>T04-14B</b>	80,200	<b>T05-14B</b>	83,408	<b>T06-14B</b>	86,744	<b>T07-14B</b>	91,948
<b>14A<sup>5</sup></b>	<b>T02-14A</b>	67,361	<b>T03-14A</b>	72,750	<b>T04-14A</b>	75,661	<b>T05-14A</b>	78,686	<b>T06-14A</b>	81,835	<b>T07-14A</b>	86,743
<b>14<sup>5</sup></b>	<b>T02-14</b>	65,399	<b>T03-14</b>	70,631	<b>T04-14</b>	73,457	<b>T05-14</b>	76,395	<b>T06-14</b>	79,450	<b>T07-14</b>	84,218
<b>13<sup>5</sup></b>	<b>T02-13</b>	63,493	<b>T03-13</b>	68,573	<b>T04-13</b>	71,317	<b>T05-13</b>	74,169	<b>T06-13</b>	77,136	<b>T07-13</b>	81,764
<b>12<sup>5</sup></b>	<b>T02-12</b>	61,645	<b>T03-12</b>	66,577	<b>T04-12</b>	69,241	<b>T05-12</b>	72,011	<b>T06-12</b>	74,889	<b>T07-12</b>	79,383
<b>11<sup>5</sup></b>	<b>T02-11</b>	59,850	<b>T03-11</b>	64,638	<b>T04-11</b>	67,223	<b>T05-11</b>	69,911	<b>T06-11</b>	72,707	<b>T07-11</b>	77,069
<b>10<sup>5</sup></b>	<b>T02-10</b>	58,105	<b>T03-10</b>	62,755	<b>T04-10</b>	65,265	<b>T05-10</b>	67,875	<b>T06-10</b>	70,589	<b>T07-10</b>	74,827
<b>9<sup>5</sup></b>	<b>T02-09</b>	56,414	<b>T03-09</b>	60,928	<b>T04-09</b>	63,365	<b>T05-09</b>	65,900	<b>T06-09</b>	68,535	<b>T07-09</b>	72,648
<b>8<sup>5</sup></b>	<b>T02-08</b>	54,771	<b>T03-08</b>	59,152	<b>T04-08</b>	61,517	<b>T05-08</b>	63,979	<b>T06-08</b>	66,538	<b>T07-08</b>	70,531
<b>7<sup>5</sup></b>	<b>T02-07</b>	53,176	<b>T03-07</b>	57,429	<b>T04-07</b>	59,727	<b>T05-07</b>	62,115	<b>T06-07</b>	64,600	<b>T07-07</b>	68,476
<b>6<sup>5</sup></b>	<b>T02-06</b>	51,627	<b>T03-06</b>	55,756	<b>T04-06</b>	57,988	<b>T05-06</b>	60,307	<b>T06-06</b>	62,718	<b>T07-06</b>	66,482
<b>5<sup>5</sup></b>	<b>T02-05</b>	50,123	<b>T03-05</b>	54,132	<b>T04-05</b>	56,298	<b>T05-05</b>	58,549	<b>T06-05</b>	60,892	<b>T07-05</b>	64,545
<b>3<sup>5</sup></b>	<b>T02-03</b>	40,307	<b>T03-03</b>	43,531	<b>T04-03</b>	45,272						
<b>2<sup>5</sup></b>	<b>T02-02</b>	39,133	<b>T03-02</b>	42,263	<b>T04-02</b>	43,955						
<b>(ENTRY LEVEL) 1<sup>5</sup></b>	<b>T02-01</b>	37,993	<b>T03-01</b>	41,032	<b>T04-01</b>	42,673						

<sup>5</sup>Step 1 (Entry Level) to Step 3 have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

Per the 2017-2021 contract (p. 67, Art. XX.E.), veteran district teachers will continue to be paid on the 2018-2019 salary schedule until the first day of the second quarter of 2019-2020, at which time teachers on steps 5-14A will advance to the next step. New teachers will remain on the step on which they were hired for the duration of the year. If multiple schedules are in use, NCTQ's policy is to base our salary analysis on the schedule that applies to new hires. As such, the 2019-2020 salary analysis is based solely on the schedule below.

**EXHIBIT C**  
**TEACHER'S ANNUAL RATE SALARY SCHEDULE (10-MONTH)**  
**Effective the First Working Day of 2<sup>nd</sup> Quarter of the 2018-2019 School Year**

	CLASS II TEACHER	CLASS III TEACHER	CLASS IV TEACHER	CLASS V TEACHER	CLASS VI TEACHER	CLASS VII TEACHER
Initial Classification	BA	BA+30 or MA				Doctorate
Reclassification		Class II + 15 credits	Class III + 15 credits	Class IV + 15 credits	Class V + 15 credits	Class VI + 15 credits
14B <sup>5</sup>	69,946 T02-14B	75,542 T03-14B	78,565 T04-14B	81,706 T05-14B	84,974 T06-14B	90,073 T07-14B
14A <sup>5</sup>	65,987 T02-14A	71,266 T03-14A	74,117 T04-14A	77,081 T05-14A	80,166 T06-14A	84,974 T07-14A
14 <sup>5</sup>	64,065 T02-14	69,191 T03-14	71,959 T04-14	74,837 T05-14	77,829 T06-14	82,500 T07-14
13 <sup>5</sup>	62,198 T02-13	67,175 T03-13	69,862 T04-13	72,657 T05-13	75,562 T06-13	80,097 T07-13
12 <sup>5</sup>	60,387 T02-12	65,219 T03-12	67,828 T04-12	70,542 T05-12	73,362 T06-12	77,764 T07-12
11 <sup>5</sup>	58,630 T02-11	63,319 T03-11	65,851 T04-11	68,485 T05-11	71,224 T06-11	75,497 T07-11
10 <sup>5</sup>	56,920 T02-10	61,474 T03-10	63,934 T04-10	66,490 T05-10	69,150 T06-10	73,301 T07-10
9 <sup>5</sup>	55,263 T02-09	59,685 T03-09	62,073 T04-09	64,555 T05-09	67,137 T06-09	71,165 T07-09
8 <sup>5</sup>	53,653 T02-08	57,945 T03-08	60,262 T04-08	62,674 T05-08	65,181 T06-08	69,093 T07-08
7 <sup>5</sup>	52,091 T02-07	56,258 T03-07	58,509 T04-07	60,848 T05-07	63,283 T06-07	67,079 T07-07
6 <sup>5</sup>	50,574 T02-06	54,619 T03-06	56,805 T04-06	59,077 T05-06	61,439 T06-06	65,126 T07-06
5 <sup>5</sup>	49,100 T02-05	53,028 T03-05	55,150 T04-05	57,355 T05-05	59,650 T06-05	63,228 T07-05
	48,428	52,302	54,394	56,569	58,833	62,362
3 <sup>5</sup>	39,485 T02-03	42,643 T03-03	44,349 T04-03			
2 <sup>5</sup>	38,944	42,059	43,741			
	38,335	41,401	43,058			
	37,810	40,834	42,468			
(ENTRY LEVEL) 1 <sup>5</sup>	37,218 T02-01	40,195 T03-01	41,803 T04-01			
	36,708	39,645	41,230			

<sup>5</sup>Step 1 (Entry Level) to Step 3 have not completed a State Approved Teacher Education Program (SATEP). Steps 5-14B must have completed a SATEP and be eligible for a license.

Gray	- Annual salary including the additional 21 hours.
White	- Annual salary without the additional 21 hours.