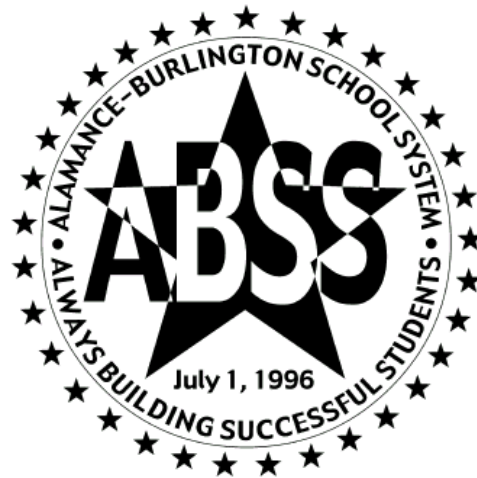


# Alamance-Burlington School System

## School Year 2017-2018 Salary Schedules

July 2017



**Alamance-Burlington School System**  
1712 Vaughn Road  
Burlington, North Carolina 27217  
336-570-6060  
[abss.k12.nc.us](http://abss.k12.nc.us)

# **Alamance-Burlington School System**

## **School Year 2017-2018 Salary Schedules**

The salary schedules for all employees of the Alamance-Burlington School System are included within this publication as are the procedures used to establish and pay employees, effective July 2017.

The governing provisions used to establish the salary grade and step of all employees are those set forth in the State Salary Schedule. The salary grades and ranges established by the North Carolina State Board of Education provide only a minimum and maximum salary amount; the local Board of Education is responsible for establishing provisions used to determine the placement of individuals within the salary ranges, based on the following criteria:

- Duties
- Training
- Experience
- Professional Fitness
- Continued service in the same school system

If any discrepancy between the salary amounts listed in this publication and those published by the North Carolina State Department of Public Instruction exists, the state salary scales have precedence.

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**ALAMANCE-BURLINGTON SCHOOL SYSTEM**  
**School Year 2017-2018**  
**State Central Office Administrative Salary Schedule**

Step	School Admin II Coordinator	School Admin III Director	School Admin IV Exec Dir	School Admin V Asst Supt	School Admin VI Assoc Supt	Supt IV 10,001 - 25,000
18	3729					
19	3827					
20	3909	3951				
21	3909	4047	4105			
22	3969	4130	4205	4265		
23	4121	4130	4287	4368		
24	4156	4190	4287	4453	4517	
25	4194	4356	4348	4453	4627	
26	4351	4396	4523	4516	4717	
27	4434	4436	4565	4698	4717	
28	4518	4605	4608	4742	4780	
29	4605	4693	4785	4786	4972	5921
30	4693	4783	4876	4969	5020	6066
31	4783	4875	4970	5064	5066	6185
32	4875	4969	5065	5162	5262	6185
33	4969	5064	5165	5262	5362	6249
34	5064	5162	5263	5362	5466	6502
35	5162	5262	5363	5466	5572	6560
36	5262	5362	5467	5572	5681	6628
37	5362	5466	5573	5681	5789	6885
38	5466	5572	5682	5789	5902	7018
39	5572	5681	5792	5902	6019	7155
40	5681	5789	5904	6019	6134	7294
41	5789	5902	6020	6134	6253	7435
42	5902	6019	6135	6253	6375	7581
43	6019	6134	6255	6375	6499	7729
44	6134	6253	6377	6499	6626	7880
45	6253	6375	6500	6626	6755	8034
46	6375	6499	6628	6755	6887	8190
47	6499	6626	6757	6887	7019	8351
48	6626	6755	6888	7019	7157	8515
49	6888	6920	7021	7157	7295	8682
50		7019	7158	7295	7436	8852
51		7299	7296	7436	7584	9025
52			7585	7618	7731	9203
53				7887	7883	9383
54					8037	9568
55					8356	9756
56						9949
57						10143
58						10343
59						10546
60						10964

# Alamance-Burlington School System

## School Year 2017-2018 Administration Salary Supplements

Supplement percents are percents of position's base salary.

### Central Office Administrators

<b>Administrative Position</b>	<b>Supplement Percent</b>	<b>Local Salary Differential</b>
Coordinator	7%	\$150
Director	11%	\$250
Executive Director	12%	\$280
Assistant Superintendent	13%	\$330
Associate Superintendent	16%	\$500

### Principals

<b>School Level</b>	<b>Supplement Percent</b>
Elementary	11.50%
Middle	12.50%
High	14.50%

### Assistant Principals

<b># of Years</b>	<b>Supplement Percent</b>
0 - 5	9.50%
6 - 10	10.50%
11+	11.50%

Note: Middle School AP's receive additional 0.25%  
High School AP's receive additional 0.50%

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2017-2018  
 State Salary Schedule for Principals

ADM Range	Schedule/ Pay Level	Base	Schedule/ Pay Level	Growth Met	Schedule/ Pay Level	Growth Exceeded
		Monthly Salary		Monthly Salary		Monthly Salary
up to 400	B1	\$5,145.92	B1	\$5,660.50	B1	\$6,175.08
401 to 700	B2	\$5,403.25	B2	\$5,943.50	B2	\$6,483.83
701 to 1,000	B3	\$5,660.50	B3	\$6,226.58	B3	\$6,792.58
1,001 to 1,300	B4	\$5,917.83	B4	\$6,509.58	B4	\$7,101.33
over 1,300	B5	\$6,175.08	B5	\$6,792.58	B5	\$7,410.08

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
School Year 2017-2018  
State Salary Schedule for Assistant Principals

Years of Exp	Asst.Prin.(Masters)	Asst.Prin.(Advanced)	Asst.Prin.(Doctorate)
	Monthly Salary	Monthly Salary	Monthly Salary
0	\$4,095	\$4,221	\$4,348
1	\$4,212	\$4,338	\$4,465
2	\$4,247	\$4,373	\$4,500
3	\$4,364	\$4,490	\$4,617
4	\$4,364	\$4,490	\$4,617
5	\$4,481	\$4,607	\$4,734
6	\$4,481	\$4,607	\$4,734
7	\$4,598	\$4,724	\$4,851
8	\$4,598	\$4,724	\$4,851
9	\$4,744	\$4,870	\$4,997
10	\$4,744	\$4,870	\$4,997
11	\$4,920	\$5,046	\$5,173
12	\$4,920	\$5,046	\$5,173
13	\$5,095	\$5,221	\$5,348
14	\$5,095	\$5,221	\$5,348
15	\$5,329	\$5,455	\$5,582
16	\$5,417	\$5,543	\$5,670
17	\$5,534	\$5,660	\$5,787
18	\$5,534	\$5,660	\$5,787
19	\$5,651	\$5,777	\$5,904
20	\$5,651	\$5,777	\$5,904
21	\$5,768	\$5,894	\$6,021
22	\$5,768	\$5,894	\$6,021
23	\$5,850	\$5,976	\$6,103
24	\$5,850	\$5,976	\$6,103
25+	\$6,002	\$6,128	\$6,255

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2017-2018

State Certified Salary Schedule

Years of Exp	Bachelor's Teacher			Bachelor's w/ NBPTS		
	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)
0	\$3,500	\$162.79	\$20.35	N/A	N/A	N/A
1	\$3,600	\$167.44	\$20.93	N/A	N/A	N/A
2	\$3,630	\$168.84	\$21.10	N/A	N/A	N/A
3	\$3,730	\$173.49	\$21.69	\$4,178	\$194.33	\$24.29
4	\$3,730	\$173.49	\$21.69	\$4,178	\$194.33	\$24.29
5	\$3,830	\$178.14	\$22.27	\$4,290	\$199.53	\$24.94
6	\$3,830	\$178.14	\$22.27	\$4,290	\$199.53	\$24.94
7	\$3,930	\$182.79	\$22.85	\$4,402	\$204.74	\$25.59
8	\$3,930	\$182.79	\$22.85	\$4,402	\$204.74	\$25.59
9	\$4,055	\$188.60	\$23.58	\$4,542	\$211.26	\$26.41
10	\$4,055	\$188.60	\$23.58	\$4,542	\$211.26	\$26.41
11	\$4,205	\$195.58	\$24.45	\$4,710	\$219.07	\$27.38
12	\$4,205	\$195.58	\$24.45	\$4,710	\$219.07	\$27.38
13	\$4,355	\$202.56	\$25.32	\$4,878	\$226.88	\$28.36
14	\$4,355	\$202.56	\$25.32	\$4,878	\$226.88	\$28.36
15	\$4,555	\$211.86	\$26.48	\$5,102	\$237.30	\$29.66
16	\$4,630	\$215.35	\$26.92	\$5,186	\$241.21	\$30.15
17	\$4,730	\$220.00	\$27.50	\$5,298	\$246.42	\$30.80
18	\$4,730	\$220.00	\$27.50	\$5,298	\$246.42	\$30.80
19	\$4,830	\$224.65	\$28.08	\$5,410	\$251.63	\$31.45
20	\$4,830	\$224.65	\$28.08	\$5,410	\$251.63	\$31.45
21	\$4,930	\$229.30	\$28.66	\$5,522	\$256.84	\$32.10
22	\$4,930	\$229.30	\$28.66	\$5,522	\$256.84	\$32.10
23	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
24	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
25+	\$5,130	\$238.60	\$29.83	\$5,746	\$267.26	\$33.41



ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2017-2018

State Certified Salary Schedule

Years of Exp	Master's Teacher			Master's w/NBPTS		
	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)
0	\$3,850	\$179.07	\$22.38	N/A	N/A	N/A
1	\$3,960	\$184.19	\$23.02	N/A	N/A	N/A
2	\$3,993	\$185.72	\$23.22	N/A	N/A	N/A
3	\$4,103	\$190.84	\$23.85	\$4,551	\$211.67	\$26.46
4	\$4,103	\$190.84	\$23.85	\$4,551	\$211.67	\$26.46
5	\$4,213	\$195.95	\$24.49	\$4,673	\$217.35	\$27.17
6	\$4,213	\$195.95	\$24.49	\$4,673	\$217.35	\$27.17
7	\$4,323	\$201.07	\$25.13	\$4,795	\$223.02	\$27.88
8	\$4,323	\$201.07	\$25.13	\$4,795	\$223.02	\$27.88
9	\$4,461	\$207.49	\$25.94	\$4,948	\$230.14	\$28.77
10	\$4,461	\$207.49	\$25.94	\$4,948	\$230.14	\$28.77
11	\$4,626	\$215.16	\$26.90	\$5,131	\$238.65	\$29.83
12	\$4,626	\$215.16	\$26.90	\$5,131	\$238.65	\$29.83
13	\$4,791	\$222.84	\$27.85	\$5,314	\$247.16	\$30.90
14	\$4,791	\$222.84	\$27.85	\$5,314	\$247.16	\$30.90
15	\$5,011	\$233.07	\$29.13	\$5,558	\$258.51	\$32.31
16	\$5,093	\$236.88	\$29.61	\$5,649	\$262.74	\$32.84
17	\$5,203	\$242.00	\$30.25	\$5,771	\$268.42	\$33.55
18	\$5,203	\$242.00	\$30.25	\$5,771	\$268.42	\$33.55
19	\$5,313	\$247.12	\$30.89	\$5,893	\$274.09	\$34.26
20	\$5,313	\$247.12	\$30.89	\$5,893	\$274.09	\$34.26
21	\$5,423	\$252.23	\$31.53	\$6,015	\$279.77	\$34.97
22	\$5,423	\$252.23	\$31.53	\$6,015	\$279.77	\$34.97
23	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
24	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
25+	\$5,643	\$262.47	\$32.81	\$6,259	\$291.12	\$36.39

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2017-2018

State Certified Salary Schedule

Years of Exp	ADVANCED (6thYEAR)			ADVANCED (6thYEAR) w/ NBPTS Cert.		
	10 Month	Daily (21.50 day)	Hourly (8hr/day)	10 Month	Daily (21.50 day)	Hourly (8hr/day)
0	\$3,976	\$184.93	\$23.12	N/A	N/A	N/A
1	\$4,086	\$190.05	\$23.76	N/A	N/A	N/A
2	\$4,119	\$191.58	\$23.95	N/A	N/A	N/A
3	\$4,229	\$196.70	\$24.59	\$4,677	\$217.53	\$27.19
4	\$4,229	\$196.70	\$24.59	\$4,677	\$217.53	\$27.19
5	\$4,339	\$201.81	\$25.23	\$4,799	\$223.21	\$27.90
6	\$4,339	\$201.81	\$25.23	\$4,799	\$223.21	\$27.90
7	\$4,449	\$206.93	\$25.87	\$4,921	\$228.88	\$28.61
8	\$4,449	\$206.93	\$25.87	\$4,921	\$228.88	\$28.61
9	\$4,587	\$213.35	\$26.67	\$5,074	\$236.00	\$29.50
10	\$4,587	\$213.35	\$26.67	\$5,074	\$236.00	\$29.50
11	\$4,752	\$221.02	\$27.63	\$5,257	\$244.51	\$30.56
12	\$4,752	\$221.02	\$27.63	\$5,257	\$244.51	\$30.56
13	\$4,917	\$228.70	\$28.59	\$5,440	\$253.02	\$31.63
14	\$4,917	\$228.70	\$28.59	\$5,440	\$253.02	\$31.63
15	\$5,137	\$238.93	\$29.87	\$5,684	\$264.37	\$33.05
16	\$5,219	\$242.74	\$30.34	\$5,775	\$268.60	\$33.58
17	\$5,329	\$247.86	\$30.98	\$5,897	\$274.28	\$34.28
18	\$5,329	\$247.86	\$30.98	\$5,897	\$274.28	\$34.28
19	\$5,439	\$252.98	\$31.62	\$6,019	\$279.95	\$34.99
20	\$5,439	\$252.98	\$31.62	\$6,019	\$279.95	\$34.99
21	\$5,549	\$258.09	\$32.26	\$6,141	\$285.63	\$35.70
22	\$5,549	\$258.09	\$32.26	\$6,141	\$285.63	\$35.70
23	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
24	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
25+	\$5,769	\$268.33	\$33.54	\$6,385	\$296.98	\$37.12

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2017-2018

State Certified Salary Schedule

Years of Exp	DOCTORATE			DOCTORATE w/ NBPTS Cert.		
	10 Month	Daily (21.50 day)	Hourly (8hr/day)	10 Month	Daily (21.50 day)	Hourly (8hr/day)
0	\$4,103	\$190.84	\$23.85	N/A	N/A	N/A
1	\$4,213	\$195.95	\$24.49	N/A	N/A	N/A
2	\$4,246	\$197.49	\$24.69	N/A	N/A	N/A
3	\$4,356	\$202.60	\$25.33	\$4,804	\$223.44	\$27.93
4	\$4,356	\$202.60	\$25.33	\$4,804	\$223.44	\$27.93
5	\$4,466	\$207.72	\$25.97	\$4,926	\$229.12	\$28.64
6	\$4,466	\$207.72	\$25.97	\$4,926	\$229.12	\$28.64
7	\$4,576	\$212.84	\$26.60	\$5,048	\$234.79	\$29.35
8	\$4,576	\$212.84	\$26.60	\$5,048	\$234.79	\$29.35
9	\$4,714	\$219.26	\$27.41	\$5,201	\$241.91	\$30.24
10	\$4,714	\$219.26	\$27.41	\$5,201	\$241.91	\$30.24
11	\$4,879	\$226.93	\$28.37	\$5,384	\$250.42	\$31.30
12	\$4,879	\$226.93	\$28.37	\$5,384	\$250.42	\$31.30
13	\$5,044	\$234.60	\$29.33	\$5,567	\$258.93	\$32.37
14	\$5,044	\$234.60	\$29.33	\$5,567	\$258.93	\$32.37
15	\$5,264	\$244.84	\$30.60	\$5,811	\$270.28	\$33.78
16	\$5,346	\$248.65	\$31.08	\$5,902	\$274.51	\$34.31
17	\$5,456	\$253.77	\$31.72	\$6,024	\$280.19	\$35.02
18	\$5,456	\$253.77	\$31.72	\$6,024	\$280.19	\$35.02
19	\$5,566	\$258.88	\$32.36	\$6,146	\$285.86	\$35.73
20	\$5,566	\$258.88	\$32.36	\$6,146	\$285.86	\$35.73
21	\$5,676	\$264.00	\$33.00	\$6,268	\$291.53	\$36.44
22	\$5,676	\$264.00	\$33.00	\$6,268	\$291.53	\$36.44
23	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
24	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
25+	\$5,896	\$274.23	\$34.28	\$6,512	\$302.88	\$37.86

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2017-2018  
 State Certified Psychologist, Speech, Audiologist Schedule

Years of Exp	Master's			Advanced			Doctorate		
	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)	Monthly Salary	Daily (21.50 day)	Hourly (8hr/day)
0	\$4,213	\$195.95	\$24.49	\$4,339	\$201.81	\$25.23	\$4,466	\$207.72	\$25.97
1	\$4,213	\$195.95	\$24.49	\$4,339	\$201.81	\$25.23	\$4,466	\$207.72	\$25.97
2	\$4,323	\$201.07	\$25.13	\$4,449	\$206.93	\$25.87	\$4,576	\$212.84	\$26.60
3	\$4,323	\$201.07	\$25.13	\$4,449	\$206.93	\$25.87	\$4,576	\$212.84	\$26.60
4	\$4,461	\$207.49	\$25.94	\$4,587	\$213.35	\$26.67	\$4,714	\$219.26	\$27.41
5	\$4,461	\$207.49	\$25.94	\$4,587	\$213.35	\$26.67	\$4,714	\$219.26	\$27.41
6	\$4,626	\$215.16	\$26.90	\$4,752	\$221.02	\$27.63	\$4,879	\$226.93	\$28.37
7	\$4,626	\$215.16	\$26.90	\$4,752	\$221.02	\$27.63	\$4,879	\$226.93	\$28.37
8	\$4,791	\$222.84	\$27.85	\$4,917	\$228.70	\$28.59	\$5,044	\$234.60	\$29.33
9	\$4,791	\$222.84	\$27.85	\$4,917	\$228.70	\$28.59	\$5,044	\$234.60	\$29.33
10	\$5,011	\$233.07	\$29.13	\$5,137	\$238.93	\$29.87	\$5,264	\$244.84	\$30.60
11	\$5,093	\$236.88	\$29.61	\$5,219	\$242.74	\$30.34	\$5,346	\$248.65	\$31.08
12	\$5,203	\$242.00	\$30.25	\$5,329	\$247.86	\$30.98	\$5,456	\$253.77	\$31.72
13	\$5,203	\$242.00	\$30.25	\$5,329	\$247.86	\$30.98	\$5,456	\$253.77	\$31.72
14	\$5,313	\$247.12	\$30.89	\$5,439	\$252.98	\$31.62	\$5,566	\$258.88	\$32.36
15	\$5,313	\$247.12	\$30.89	\$5,439	\$252.98	\$31.62	\$5,566	\$258.88	\$32.36
16	\$5,423	\$252.23	\$31.53	\$5,549	\$258.09	\$32.26	\$5,676	\$264.00	\$33.00
17	\$5,423	\$252.23	\$31.53	\$5,549	\$258.09	\$32.26	\$5,676	\$264.00	\$33.00
18	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
19	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
20	\$5,643	\$262.47	\$32.81	\$5,769	\$268.33	\$33.54	\$5,896	\$274.23	\$34.28
21	\$5,643	\$262.47	\$32.81	\$5,769	\$268.33	\$33.54	\$5,896	\$274.23	\$34.28
22	\$5,643	\$262.47	\$32.81	\$5,769	\$268.33	\$33.54	\$5,896	\$274.23	\$34.28
23	\$5,643	\$262.47	\$32.81	\$5,769	\$268.33	\$33.54	\$5,896	\$274.23	\$34.28
24	\$5,643	\$262.47	\$32.81	\$5,769	\$268.33	\$33.54	\$5,896	\$274.23	\$34.28
25+	\$6,066	\$282.14	\$35.27	\$6,192	\$288.00	\$36.00	\$6,319	\$293.91	\$36.74

## ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2017-2018

Salary Schedule for Coaching/ Co-Curricular

**High School Coaching and Co-Curricular Supplement Schedule**

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16+
Athletic Director	1,575	1,733	1,890	2,048	2,205	2,363	2,520	2,678	2,835	2,993	3,150	3,308	3,465	3,623	3,780	3,938	4,095
Asst Athletic Director*	683	788	893	998	1,103	1,208	1,313	1,418	1,523	1,628	1,733	1,838	1,943	2,048	2,153	2,258	2,363
Athletic Trainer	945	998	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470	1,523	1,575	1,628	1,680	1,733	1,785
Asst Athletic Trainer*	525	551	578	604	630	656	683	709	735	761	788	814	840	866	893	919	945
Head Football	1,575	1,733	1,890	2,048	2,205	2,363	2,520	2,678	2,835	2,993	3,150	3,308	3,465	3,623	3,780	3,938	4,095
Assistant Football	683	788	893	998	1,103	1,208	1,313	1,418	1,523	1,628	1,733	1,838	1,943	2,048	2,153	2,258	2,363
Weightlifting	105	131	158	184	210	236	263	289	315	341	368	394	420	446	473	499	525
Head Basketball	1,050	1,155	1,260	1,365	1,470	1,575	1,680	1,785	1,890	1,995	2,100	2,205	2,310	2,415	2,520	2,625	2,730
Assistant Basketball	630	683	735	788	840	893	945	998	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470
JV Basketball	893	945	998	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470	1,523	1,575	1,628	1,680	1,733
Baseball	1,076	1,129	1,181	1,234	1,286	1,339	1,391	1,444	1,496	1,549	1,601	1,654	1,706	1,759	1,811	1,864	1,916
Asst Baseball	630	683	735	788	840	893	945	998	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470
JV Baseball	656	683	709	735	761	788	814	840	866	893	919	945	971	998	1,024	1,050	1,076
Lacrosse	1,000	1,053	1,106	1,159	1,212	1,265	1,318	1,371	1,424	1,477	1,530	1,583	1,636	1,689	1,742	1,795	1,848
Assistant Lacrosse	500	553	606	659	712	765	818	871	924	977	1,030	1,083	1,136	1,189	1,242	1,295	1,348
JV Lacrosse	550	603	656	709	762	815	868	921	974	1,027	1,080	1,133	1,186	1,239	1,292	1,345	1,398
Track	814	840	866	893	919	945	971	998	1,024	1,050	1,076	1,103	1,129	1,155	1,181	1,208	1,234
Assistant Track	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840
Cross Country	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840
Wrestling	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470	1,523	1,575	1,628	1,680	1,733	1,785	1,838	1,890
JV Wrestling	499	525	551	578	604	630	656	683	709	735	761	788	814	840	866	893	919
Golf	525	551	578	604	630	656	683	709	735	761	788	814	840	866	893	919	945
Soccer	630	656	683	709	735	761	788	814	840	866	893	919	945	971	998	1,024	1,050
JV Soccer	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840
Tennis	525	551	578	604	630	656	683	709	735	761	788	814	840	866	893	919	945
Volleyball	656	683	709	735	761	788	814	840	866	893	919	945	971	998	1,024	1,050	1,076
JV Volleyball	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840
Cheerleading	893	945	998	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470	1,523	1,575	1,628	1,680	1,733
JV Cheerleading	656	683	709	735	761	788	814	840	866	893	919	945	971	998	1,024	1,050	1,076
Swimming/Diving	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840
Indoor Track	263	289	315	341	368	394	420	446	473	499	525	551	578	604	630	656	683
Softball	1,076	1,129	1,181	1,234	1,286	1,339	1,391	1,444	1,496	1,549	1,601	1,654	1,706	1,759	1,811	1,864	1,916
Asst Softball	630	683	735	788	840	893	945	998	1,050	1,103	1,155	1,208	1,260	1,313	1,365	1,418	1,470
JV Softball	656	683	709	735	761	788	814	840	866	893	919	945	971	998	1,024	1,050	1,076
Band Director	1,076	1,129	1,181	1,234	1,286	1,339	1,391	1,444	1,496	1,549	1,601	1,654	1,706	1,759	1,811	1,864	1,916
Asst Band Director*	525	551	578	604	630	656	683	709	735	761	788	814	840	866	893	919	945
Orchestra	525	551	578	604	630	656	683	709	735	761	788	814	840	866	893	919	945
Chorus	814	840	866	893	919	945	971	998	1,024	1,050	1,076	1,103	1,129	1,155	1,181	1,208	1,234
Drama	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840
Band Camp/Musical	236	263	289	315	341	368	394	420	446	473	499	525	551	578	604	630	656
Dance	420	446	473	499	525	551	578	604	630	656	683	709	735	761	788	814	840

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2017-2018  
 Salary Schedule for Coaching/ Co-Curricular

**Middle School Coaching and Co-Curricular Supplement Schedule**

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16+
Athletic Director	788	788	788	919	919	1,050	1,050	1,050	1,181	1,181	1,181	1,181	1,181	1,181	1,181	1,181	1,313
Head Football	788	788	788	919	919	1,050	1,050	1,050	1,181	1,181	1,181	1,181	1,181	1,181	1,181	1,181	1,313
Assistant Football	525	525	525	662	662	798	798	798	935	935	935	935	935	935	935	935	1,071
Head Basketball	662	662	662	798	798	935	935	935	1,071	1,071	1,071	1,071	1,071	1,071	1,071	1,071	1,208
Baseball	525	525	525	604	604	683	683	683	761	761	761	761	761	761	761	761	840
Asst Baseball	307	307	307	354	354	400	400	400	446	446	446	446	446	446	446	446	492
Softball	525	525	525	604	604	683	683	683	761	761	761	761	761	761	761	761	840
Asst Softball	307	307	307	354	354	400	400	400	446	446	446	446	446	446	446	446	492
Volleyball	525	525	525	604	604	683	683	683	761	761	761	761	761	761	761	761	840
Cheerleading	394	394	394	473	473	551	551	551	551	551	551	551	551	551	551	551	630
Soccer	525	525	525	604	604	683	683	683	761	761	761	761	761	761	761	761	840
Athletic Trainer*	630	630	630	709	709	788	788	788	866	866	866	866	866	866	866	866	945
Band	368	368	368	446	446	525	525	525	604	604	604	604	604	604	604	604	683
Chorus	315	315	315	368	368	420	420	420	420	525	525	525	525	525	525	525	630
Dance	315	315	315	368	368	420	420	420	420	525	525	525	525	525	525	525	630
Drama	315	315	315	368	368	420	420	420	420	525	525	525	525	525	525	525	630
Orchestra	236	236	236	315	315	394	394	473	473	473	473	473	473	473	473	473	551
Intramurals Director	420	420	420	420	420	420	420	420	420	420	420	420	420	420	420	420	420
Intramurals Asst Dir.	210	210	210	210	210	210	210	210	210	210	210	210	210	210	210	210	210

**Alamance-Burlington School System Guidelines for Coaching Supplements**

1. The Alamance-Burlington School System will only pay for coaching supplements for a school's conference sports.
2. Years of coaching experience criteria:
  - A. Only years of coaching experience at an accredited middle/junior, high school, or college/university will be used to determine placement on the supplement scale.
  - B. Coaching the same sport will earn one step with each year of experience (same sport 1 year = 1 step).
  - C. The coach must have been a paid coach.
  - D. Past high school athletic director will earn one step with each year of experience as athletic director.
  - E. A coach moving from coaching to athletic director will earn one step for every two years of coaching experience (2 years coaching = 1 step for athletic directors).
3. Coaching experience while practice teaching cannot be used.
4. The athletic trainer shall not have other coaching responsibilities during the fall football season (State Law).
5. Supplemental pay positions marked with an asterisk ( \* ) may be paid from school funds.

Coaching and co-curricular supplements were adjusted effective July 1, 2007. A 16th step has also been added.

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2017-2018

State Salary Schedule for OT/PT'S

GRADE	STEP	SALARY	HOURLY
78	0	4,553.35	26.47
78	1-3	4,595.01	26.72
78	4-5	4,611.03	26.81
78	6	4,619.04	26.85
78	7	4,627.04	26.90
78	8	4,690.42	27.27
78	9	4,767.82	27.72
78	10	4,838.56	28.13
78	11	4,949.21	28.77
78	12	5,025.36	29.22
78	13	5,108.64	29.70
78	14	5,141.80	29.89
78	15	5,183.28	30.14
78	16	5,249.07	30.52
78	17	5,314.68	30.90
78	18	5,384.25	31.30
78	19	5,453.17	31.70
78	20	5,514.92	32.06
78	21	5,581.18	32.45
78	22	5,647.16	32.83
78	23	5,713.92	33.22
78	24	5,765.16	33.52
78	25	5,875.96	34.16
78	26	5,957.06	34.63
78	27	5,998.17	34.87
78	28	6,143.74	35.72
78	29	6,203.13	36.06
78	30	6,258.96	36.39
78	31	6,315.29	36.72
78	32	6,372.13	37.05
78	33	6,429.48	37.38
78	34	6,487.34	37.72
78	35+	6,545.73	38.06

GRADE	STEP	SALARY	HOURLY
78G	0	4,663.98	26.50
78G	1-3	4,705.64	26.74
78G	4-5	4,722.05	26.83
78G	6	4,730.26	26.88
78G	7	4,738.46	26.92
78G	8	4,801.30	27.28
78G	9	4,878.21	27.72
78G	10	4,949.07	28.12
78G	11	5,060.01	28.75
78G	12	5,136.16	29.18
78G	13	5,219.12	29.65
78G	14	5,267.91	29.93
78G	15	5,316.13	30.21
78G	16	5,384.16	30.59
78G	17	5,452.01	30.98
78G	18	5,522.87	31.38
78G	19	5,593.04	31.78
78G	20	5,658.06	32.15
78G	21	5,725.79	32.53
78G	22	5,792.94	32.91
78G	23	5,860.88	33.30
78G	24	5,926.17	33.67
78G	25	6,028.01	34.25
78G	26	6,111.83	34.73
78G	27	6,153.12	34.96
78G	28	6,301.23	35.80
78G	29	6,363.09	36.15
78G	30	6,420.36	36.48
78G	31	6,478.14	36.81
78G	32	6,536.45	37.14
78G	33	6,595.28	37.47
78G	34	6,654.63	37.81
78G	35+	6,714.52	38.15

*Alamance-Burlington School System*  
**Non-Certified Employee Salary Scale Placement**

**General Guidelines**

1. All personnel were converted to the appropriate salary schedule prior to July 1, 1996. Placement was determined on years of experience as documented in employment files.
2. Each current employee's experience rating is based on employment as of June 30, 2004.
3. Any employee may request a recalculation of experience rating by the Human Resources Department by appointment. Additional credit for experience not counted may be added by providing adequate written, signed verification.
4. Any adjustment in salary is retroactive only to the effective date in the current fiscal year.
5. The Board of Education reserves the right to suspend the granting of experience credit for salary purposes if deemed necessary.
6. The Superintendent (or designee) may establish appropriate pay grade/classification for categories of employees or individual employees based on relevant data (competitive rates, market requirements, specific qualifications, etc.).

**Office Support ▪ Custodial ▪ Maintenance Personnel  
 Teacher Assistants ▪ Child Nutrition Assistants ▪ Bus Drivers**

7. Newly hired **Office Support, Custodial and Maintenance** employees must be on the payroll at least 60% of the required workdays in order to qualify for a year's experience. Newly hired **Teacher Assistants, Child Nutrition and Bus Driver** employees must be on the payroll at least 6 full months in order to qualify for a year's experience.
8. Experience credit for newly employed personnel will be granted as follows:  
 Note: Market conditions may result in some deviation to experience credits.

<b>Years in other state school systems in an equivalent position</b>	<b>Years of Credit</b>
0 - 1	0
2 - 4	1
5 - 7	2
8 - 10	3
11 and above	4

<b>Years of directly related experience outside public schools and other ABSS positions</b>	<b>Years of Credit</b>
0 - 3	0
4 - 7	1
8 - 11	2
12 - 15	3
16 and above	4



**Alamance-Burlington School System  
Salary Scale Placement (continued)**

**Non-Certified School Nurses**

Effective June 1, 2006, all non-nationally certified nurses with a bachelor's degree will be placed at grade 68, step 17, regardless of prior experience. All non-nationally certified nurses with a master's degree will be placed at grade 68G, step 17, regardless of prior experience. Upon completion of national certification as a school nurse, salary will be established on the G-teacher schedule at the appropriate step based on verified related experience.

**Other Supplemental Pay**

Certified teaching staff, school nurses, occupational therapists, physical therapists, psychologists and speech receives a staggered local supplement, based on consecutive number of years with ABSS. This staggered percent supplement replaces the flat 9 percent in FY 2016, as follows: 0-5 years = 9.5%, 6-10 years = 10.5% and 11+ years = 11.5% .

**Child Nutrition Managers**

1. A newly hired employee must be on the payroll at least 6 full months in order to qualify for a year's experience.
2. Placement on the appropriate salary schedule is based on prior work experience.
3. Manager's pay grade is determined by the Average Daily Membership (ADM) of the school and other duties as specified:

<u>Pay Grade</u>	<u>School ADM</u>
57	0 -- 400
58	401 – 700
59	701 – up
62	Managing 2 or more schools
63	Managing 2 or more schools <u>and</u> outside catering site

4. Additional compensation of 5% of base salary for a two or four year degree in Food Services Management or related area from an accredited college or university and 2% of base salary for a diploma in Food Service Management or related area from an accredited college or university or community college.

*Alamance-Burlington School System*

**Non-Certified Employee Paygrades**

The governing provisions used to establish the salary grade of all employees are those set forth in the provisions of the State Salary Schedule. The salary grades and ranges established by the North Carolina State Board of Education provide only a minimum and maximum salary amount; the local Board of Education is responsible for establishing provisions used to determine the placement of individuals.

<b>Pay Grade</b>	<b>Position</b>	
51	Food Service Assistant Custodian	
55	Custodial Building Manager Child Nutrition Assistant Manager	
56	Teacher Assistant Exceptional Children Assistant Pre-K Assistant	
57	Office Personnel II Middle School Guidance Secretary Child Nutrition Office Support General Office Support School Receptionist Warehouse Support Food Service Manager I (ADM 0-400) In School Suspension Assistant Zonal Bus Coordinator	
58	Office Personnel IIA Elementary School Data Manager (ADM 0-400) Lead Elementary Office Support I (ADM 0-400) Food Service Manager II (ADM 401-700)	
59	Office Personnel III High School Guidance Secretary Lead Elementary Office Support II (ADM 401-up) Lead Middle School Office Support Elementary Data Manager (ADM 401-up) Middle School Data Manager Central Office Receptionist Fixed Assets Clerk Maintenance III Grounds Equipment Mechanic/Operator Carpenter, HVAC, Plumber, Electrical Helper Transportation Mechanic I Food Service Manager III (ADM 701-up)	Grounds Crew Delivery/Warehouse/Courier

Alamance-Burlington School System

**Non-Certified Employee Paygrades (continued)**

Pay Grade	Position
60	Director's Office Support Alternative/Vocational Center Office Support
61	Office Personnel IV Lead High School Office Support High School Data Manager Food Services Accounts Payable HR Office Support Maintenance III Painter TIMS Operator
62	Maintenance IV Locksmith Plumber Roofer/Mason Food Services Manager managing two or more schools Cabinetmaker, Carpenter HVAC Technician Electrician
63	Office Personnel V Executive Director's Office Support Human Resources Specialist Accounts Payable Specialist Payroll Specialist Benefits Specialist Lead TIMS Operator Transportation Mechanic II Food Services Manager managing two or more schools <u>and</u> outside catering site
64	Translator
65	Office Personnel V Food Services Analyst Leave/Disability Specialist Lead Data Manager Operator Maintenance V OSHA/Paint Crew Foreman HVAC Controls Technician Transportation Mechanic III Lead Custodian McKinney Vento Program Specialist Wastewater Technician ** AV Repair Technician
66	Maintenance V Buildings & Grounds Foreman Electrical/Plumber Foreman ** HVAC Foreman ** Warehouse Foreman

*Alamance-Burlington School System*

**Non-Certified Employee Paygrades (continued)**

<b>Pay Grade</b>	<b>Position</b>
67	Assistant Superintendent's Office Support Payroll/Accounting/Information Manager Hearing Impaired Interpreter Drop Out Prevention Specialist (Degreed) Transportation Specialist Transportation Foreman
68	Nurse (Without National Certification)**
68G	Nurse with Graduate Degree (Without National Certification)**
69	Hearing Impaired Interpreter (With Interpreting Degree)
70	Internal Auditor HVAC/Energy Management Technician
72	Technician Superintendent Office Support
76	Systems Engineer Online Facilitator
78	Occupational Therapist ** Physical Therapist **
78G	Occupational Therapist (Graduate Degree) ** Physical Therapist (Graduate Degree) **

\*\* License/Certification Required

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>
51	0	11.53	1,998.53
51	1-5	11.78	2,041.87
51	6-9	11.79	2,043.60
51	10-15	11.80	2,045.33
51	16-20	11.81	2,047.07
51	21	11.82	2,048.80
51	22	11.88	2,059.20
51	23	12.03	2,085.20
51	24	12.04	2,086.93
51	25	12.05	2,088.67
51	26	12.07	2,092.13
51	27	12.08	2,093.87
51	28	12.10	2,097.33
51	29	12.12	2,100.80
51	30	12.21	2,116.40
51	31	12.29	2,130.27
51	32	12.45	2,158.00
51	33	12.56	2,177.07
51	34	12.62	2,187.47
51	35+	12.79	2,216.93

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
55	0	11.63	2,015.87
55	1-5	11.87	2,057.47
55	6-9	11.88	2,059.20
55	10	11.89	2,060.93
55	11	11.91	2,064.40
55	12	11.96	2,073.07
55	13	12.07	2,092.13
55	14	12.10	2,097.33
55	15	12.13	2,102.53
55	16	12.16	2,107.73
55	17	12.31	2,133.73
55	18	12.41	2,151.07
55	19	12.50	2,166.67
55	20	12.63	2,189.20
55	21	12.78	2,215.20
55	22	12.92	2,239.47
55	23	13.08	2,267.20
55	24	13.14	2,277.60
55	25	13.27	2,300.13
55	26	13.42	2,326.13
55	27	13.55	2,348.67
55	28	13.69	2,372.93
55	29	13.83	2,397.20
55	30	13.97	2,421.47
55	31	14.12	2,447.47
55	32	14.26	2,471.73
55	33	14.41	2,497.73
55	34	14.56	2,523.73
55	35+	14.72	2,551.47

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>
56	0	11.98	2,076.53
56	1-5	12.30	2,132.00
56	6-10	12.31	2,133.73
56	11-15	12.32	2,135.47
56	16-19	12.33	2,137.20
56	20	12.34	2,138.93
56	21	12.43	2,154.53
56	22	12.56	2,177.07
56	23	12.69	2,199.60
56	24	12.81	2,220.40
56	25	12.94	2,242.93
56	26	13.07	2,265.47
56	27	13.20	2,288.00
56	28	13.34	2,312.27
56	29	13.48	2,336.53
56	30	13.61	2,359.07
56	31	13.75	2,383.33
56	32	13.89	2,407.60
56	33	14.04	2,433.60
56	34	14.19	2,459.60
56	35+	14.33	2,483.87

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
57	0	12.30	2,132.00
57	1-5	12.54	2,173.60
57	6-9	12.55	2,175.33
57	10	12.56	2,177.07
57	11	12.58	2,180.53
57	12	12.62	2,187.47
57	13	12.74	2,208.27
57	14	12.76	2,211.73
57	15	12.78	2,215.20
57	16	12.80	2,218.67
57	17	12.99	2,251.60
57	18	13.18	2,284.53
57	19	13.40	2,322.67
57	20	13.44	2,329.60
57	21	13.65	2,366.00
57	22	13.82	2,395.47
57	23	14.00	2,426.67
57	24	14.05	2,435.33
57	25	14.11	2,445.73
57	26	14.14	2,450.93
57	27	14.20	2,461.33
57	28	14.30	2,478.67
57	29	14.52	2,516.80
57	30	14.60	2,530.67
57	31	14.73	2,553.20
57	32	14.93	2,587.87
57	33	15.07	2,612.13
57	34	15.17	2,629.47
57	35+	15.43	2,674.53



ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>
58	0	12.52	2,170.13
58	1-5	12.76	2,211.73
58	6-9	12.77	2,213.47
58	10	12.78	2,215.20
58	11	12.81	2,220.40
58	12	12.85	2,227.33
58	13	12.96	2,246.40
58	14	12.99	2,251.60
58	15	13.00	2,253.33
58	16	13.03	2,258.53
58	17	13.22	2,291.47
58	18	13.42	2,326.13
58	19	13.64	2,364.27
58	20	13.83	2,397.20
58	21	14.06	2,437.07
58	22	14.22	2,464.80
58	23	14.40	2,496.00
58	24	14.42	2,499.47
58	25	14.46	2,506.40
58	26	14.49	2,511.60
58	27	14.52	2,516.80
58	28	14.60	2,530.67
58	29	14.73	2,553.20
58	30	14.93	2,587.87
58	31	15.07	2,612.13
58	32	15.17	2,629.47
58	33	15.43	2,674.53
58	34	15.56	2,697.07
58	35+	15.68	2,717.87

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
59	0	12.92	2,239.47
59	1-5	13.16	2,281.07
59	6-9	13.17	2,282.80
59	10	13.18	2,284.53
59	11	13.20	2,288.00
59	12	13.24	2,294.93
59	13	13.36	2,315.73
59	14	13.39	2,320.93
59	15	13.41	2,324.40
59	16	13.43	2,327.87
59	17	13.64	2,364.27
59	18	13.84	2,398.93
59	19	14.06	2,437.07
59	20	14.28	2,475.20
59	21	14.49	2,511.60
59	22	14.70	2,548.00
59	23	14.88	2,579.20
59	24	14.93	2,587.87
59	25	14.96	2,593.07
59	26	15.01	2,601.73
59	27	15.07	2,612.13
59	28	15.17	2,629.47
59	29	15.43	2,674.53
59	30	15.56	2,697.07
59	31	15.68	2,717.87
59	32	15.90	2,756.00
59	33	16.07	2,785.47
59	34	16.20	2,808.00
59	35+	16.45	2,851.33

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
60	0	13.23	2,293.27
60	1-5	13.47	2,334.94
60	6-9	13.48	2,336.67
60	10	13.49	2,338.41
60	11	13.53	2,345.34
60	12	13.57	2,352.27
60	13	13.67	2,369.61
60	14	13.84	2,399.07
60	15	14.03	2,431.14
60	16	14.20	2,462.10
60	17	14.35	2,487.90
60	18	14.49	2,511.98
60	19	14.64	2,537.78
60	20	14.80	2,565.47
60	21	14.95	2,591.47
60	22	15.11	2,619.21
60	23	15.26	2,645.21
60	24	15.43	2,675.38
60	25	15.59	2,702.90
60	26	15.75	2,730.42
60	27	15.93	2,761.38
60	28	16.10	2,790.81
60	29	16.26	2,818.54
60	30	16.44	2,849.74
60	31	16.63	2,881.78
60	32	16.80	2,912.14
60	33	16.99	2,945.42
60	34	17.16	2,974.66
60	35+	17.36	3,009.06

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
61	0	13.69	2,372.27
61	1-5	13.93	2,413.94
61	6-9	13.94	2,415.66
61	10	13.95	2,417.38
61	11	13.98	2,422.54
61	12	14.02	2,429.42
61	13	14.13	2,448.34
61	14	14.15	2,453.50
61	15	14.17	2,456.94
61	16	14.20	2,462.10
61	17	14.41	2,498.22
61	18	14.64	2,537.78
61	19	14.86	2,575.62
61	20	15.10	2,616.90
61	21	15.33	2,656.46
61	22	15.55	2,696.02
61	23	15.75	2,730.42
61	24	15.85	2,747.62
61	25	15.91	2,757.94
61	26	16.00	2,773.42
61	27	16.01	2,775.14
61	28	16.12	2,794.06
61	29	16.33	2,830.18
61	30	16.47	2,854.26
61	31	16.68	2,890.38
61	32	16.86	2,923.06
61	33	17.02	2,950.58
61	34	17.18	2,978.10
61	35+	17.44	3,022.82

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
62	0	14.13	2,449.67
62	1-5	14.37	2,491.34
62	6-9	14.38	2,493.06
62	10	14.39	2,494.78
62	11	14.41	2,498.22
62	12	14.45	2,505.10
62	13	14.55	2,522.30
62	14	14.77	2,560.14
62	15	14.98	2,596.26
62	16	15.17	2,628.94
62	17	15.34	2,658.18
62	18	15.49	2,685.70
62	19	15.64	2,711.50
62	20	15.81	2,740.74
62	21	15.99	2,771.70
62	22	16.15	2,799.22
62	23	16.33	2,830.18
62	24	16.50	2,859.42
62	25	16.69	2,892.10
62	26	16.86	2,923.06
62	27	17.04	2,954.02
62	28	17.22	2,984.98
62	29	17.42	3,019.38
62	30	17.60	3,050.34
62	31	17.79	3,083.02
62	32	18.00	3,119.14
62	33	18.18	3,151.82
62	34	18.38	3,186.22
62	35+	18.59	3,222.34

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
63	0	14.61	2,532.23
63	1-5	14.85	2,573.90
63	6-9	14.86	2,575.62
63	10	14.87	2,577.34
63	11	14.89	2,580.78
63	12	14.94	2,589.38
63	13	15.05	2,608.30
63	14	15.24	2,640.98
63	15	15.43	2,675.38
63	16	15.68	2,718.38
63	17	15.85	2,747.62
63	18	16.02	2,776.86
63	19	16.18	2,804.38
63	20	16.36	2,835.34
63	21	16.53	2,864.58
63	22	16.71	2,897.26
63	23	16.89	2,928.22
63	24	17.07	2,959.18
63	25	17.24	2,988.42
63	26	17.44	3,022.82
63	27	17.63	3,055.50
63	28	17.83	3,089.90
63	29	18.02	3,124.30
63	30	18.22	3,158.70
63	31	18.41	3,191.38
63	32	18.62	3,227.50
63	33	18.84	3,265.34
63	34	19.04	3,299.74
63	35+	19.24	3,334.14

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
64	0	15.09	2,614.79
64	1-5	15.33	2,656.46
64	6-9	15.34	2,658.18
64	10	15.35	2,659.90
64	11	15.39	2,666.78
64	12	15.42	2,673.66
64	13	15.53	2,692.58
64	14	15.55	2,696.02
64	15	15.58	2,701.18
64	16	15.75	2,730.42
64	17	15.93	2,761.38
64	18	16.10	2,790.62
64	19	16.36	2,835.34
64	20	16.63	2,881.78
64	21	16.89	2,928.22
64	22	17.10	2,964.34
64	23	17.36	3,009.06
64	24	17.41	3,017.66
64	25	17.47	3,027.98
64	26	17.54	3,040.02
64	27	17.68	3,064.10
64	28	17.84	3,091.62
64	29	18.07	3,132.90
64	30	18.26	3,165.58
64	31	18.45	3,198.26
64	32	18.63	3,229.22
64	33	18.98	3,289.42
64	34	19.14	3,316.94
64	35+	19.26	3,337.58

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
65	0	15.56	2,697.14
65	1-5	15.80	2,738.81
65	6-9	15.81	2,740.54
65	10	15.82	2,742.27
65	11	15.84	2,745.74
65	12	15.88	2,752.67
65	13	15.99	2,771.74
65	14	16.02	2,776.94
65	15	16.05	2,782.14
65	16	16.07	2,785.61
65	17	16.32	2,828.94
65	18	16.57	2,872.27
65	19	16.86	2,922.54
65	20	17.13	2,969.34
65	21	17.40	3,016.14
65	22	17.60	3,050.81
65	23	17.86	3,095.87
65	24	17.87	3,097.61
65	25	17.89	3,101.07
65	26	17.92	3,106.27
65	27	17.94	3,109.74
65	28	18.12	3,140.94
65	29	18.27	3,166.94
65	30	18.57	3,218.94
65	31	18.73	3,246.67
65	32	18.91	3,277.87
65	33	19.22	3,331.61
65	34	19.95	3,458.14
65	35+	20.13	3,489.34



ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
66	0	16.10	2,790.74
66	1-5	16.34	2,832.41
66	6-9	16.35	2,834.14
66	10	16.36	2,835.87
66	11	16.39	2,841.07
66	12	16.44	2,849.74
66	13	16.54	2,867.07
66	14	16.79	2,910.41
66	15	17.03	2,952.01
66	16	17.28	2,995.34
66	17	17.48	3,030.01
66	18	17.66	3,061.21
66	19	17.85	3,094.14
66	20	18.04	3,127.07
66	21	18.24	3,161.74
66	22	18.44	3,196.41
66	23	18.64	3,231.07
66	24	18.86	3,269.21
66	25	19.07	3,305.61
66	26	19.27	3,340.27
66	27	19.50	3,380.14
66	28	19.70	3,414.81
66	29	19.93	3,454.67
66	30	20.16	3,494.54
66	31	20.38	3,532.67
66	32	20.61	3,572.54
66	33	20.85	3,614.14
66	34	21.08	3,654.01
66	35+	21.32	3,695.61

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
67	0	16.76	2,905.47
67	1-5	17.00	2,947.14
67	6-9	17.01	2,948.00
67	10	17.01	2,948.86
67	11	17.03	2,952.30
67	12	17.08	2,960.90
67	13	17.19	2,979.82
67	14	17.21	2,983.26
67	15	17.24	2,988.42
67	16	17.39	3,014.22
67	17	17.54	3,040.02
67	18	17.83	3,089.90
67	19	18.12	3,141.50
67	20	18.40	3,189.66
67	21	18.71	3,242.98
67	22	19.03	3,298.02
67	23	19.31	3,347.90
67	24	19.34	3,353.06
67	25	19.39	3,361.66
67	26	19.47	3,375.42
67	27	19.59	3,396.06
67	28	19.82	3,435.62
67	29	20.00	3,466.58
67	30	20.38	3,531.94
67	31	20.57	3,564.62
67	32	20.71	3,590.42
67	33	20.91	3,624.82
67	34	21.18	3,671.26
67	35+	21.46	3,719.42

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
68	0	17.35	3,006.95
68	1-5	17.59	3,048.62
68	6-9	17.60	3,050.34
68	10	17.61	3,052.06
68	11	17.64	3,057.22
68	12	17.68	3,064.10
68	13	17.79	3,083.02
68	14	17.82	3,088.18
68	15	17.85	3,093.34
68	16	17.86	3,095.06
68	17	18.15	3,146.66
68	18	18.45	3,198.26
68	19	18.77	3,253.30
68	20	19.06	3,303.18
68	21	19.37	3,358.22
68	22	19.59	3,396.06
68	23	19.87	3,444.22
68	24	19.90	3,449.38
68	25	19.93	3,454.54
68	26	19.94	3,456.26
68	27	20.00	3,466.58
68	28	20.18	3,497.54
68	29	20.34	3,525.06
68	30	20.71	3,590.42
68	31	21.46	3,719.42
68	32	21.66	3,753.82
68	33	21.88	3,793.38
68	34	22.29	3,863.90
68	35+	22.50	3,900.02

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
70	0	18.64	3,231.00
70	1-5	18.88	3,272.67
70	6-9	18.89	3,274.41
70	10	18.90	3,276.14
70	11	18.93	3,281.34
70	12	18.97	3,288.27
70	13	19.08	3,307.34
70	14	19.10	3,310.81
70	15	19.12	3,314.27
70	16	19.14	3,317.74
70	17	19.46	3,373.21
70	18	19.79	3,430.41
70	19	20.13	3,489.34
70	20	20.46	3,546.54
70	21	20.80	3,605.47
70	22	21.06	3,650.54
70	23	21.37	3,704.27
70	24	21.42	3,712.94
70	25	21.50	3,726.81
70	26	21.56	3,737.21
70	27	21.62	3,747.61
70	28	21.83	3,784.01
70	29	22.24	3,855.07
70	30	22.46	3,893.21
70	31	22.65	3,926.14
70	32	23.08	4,000.67
70	33	23.29	4,037.07
70	34	23.51	4,075.21
70	35+	23.93	4,148.01

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
72	0	20.05	3,475.40
72	1-5	20.29	3,517.07
72	6-9	20.30	3,518.81
72	10	20.31	3,520.54
72	11	20.34	3,525.74
72	12	20.38	3,532.67
72	13	20.49	3,551.74
72	14	20.51	3,555.21
72	15	20.54	3,560.41
72	16	20.55	3,562.14
72	17	20.90	3,622.81
72	18	21.25	3,683.47
72	19	21.62	3,747.61
72	20	21.98	3,810.01
72	21	22.36	3,875.87
72	22	22.63	3,922.67
72	23	23.00	3,986.81
72	24	23.05	3,995.47
72	25	23.12	4,007.61
72	26	23.18	4,018.01
72	27	23.29	4,037.07
72	28	23.51	4,075.21
72	29	23.93	4,148.01
72	30	24.14	4,184.41
72	31	24.40	4,229.47
72	32	24.82	4,302.27
72	33	25.07	4,345.61
72	34	25.35	4,394.14
72	35+	25.84	4,479.07

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2017-2018  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
76	0	23.51	4,075.07
76	1-5	23.75	4,116.74
76	6-9	23.77	4,119.32
76	10	23.77	4,120.61
76	11	23.78	4,121.90
76	12	24.24	4,201.02
76	13	24.37	4,223.38
76	14	24.48	4,244.02
76	15	24.79	4,297.34
76	16	24.95	4,324.86
76	17	25.30	4,385.06
76	18	25.65	4,445.26
76	19	26.04	4,514.06
76	20	26.40	4,575.98
76	21	26.79	4,643.06
76	22	27.16	4,708.42
76	23	27.55	4,775.50
76	24	27.94	4,842.58
76	25	28.36	4,916.54
76	26	28.77	4,987.06
76	27	29.20	5,061.02
76	28	29.60	5,129.82
76	29	30.00	5,200.34
76	30	30.47	5,281.18
76	31	30.89	5,353.42
76	32	31.33	5,430.82
76	33	31.79	5,509.94
76	34	32.25	5,590.78
76	35+	32.72	5,671.62

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
School Year 2017-2018  
State Salary Schedule for Bus Drivers and Bus Monitors

		STATE HOURLY RATE	LOCAL HOURLY RATE	TOTAL HOURLY RATE
GRADE	STEP			
BUS/BUSMON	0	12.50	0	12.50
BUS/BUSMON	1	12.56	0	12.56
BUS/BUSMON	2	12.62	0	12.62
BUS/BUSMON	3	12.67	0	12.67
BUS/BUSMON	4	12.73	0	12.73
BUS/BUSMON	5	12.79	0	12.79
BUS/BUSMON	6	12.85	0	12.85
BUS/BUSMON	7	12.90	0	12.90
BUS/BUSMON	8	12.96	0	12.96
BUS/BUSMON	9	13.02	0	13.02
BUS/BUSMON	10	13.08	0	13.08
BUS/BUSMON	11	13.14	0	13.14
BUS/BUSMON	12	13.20	0	13.20
BUS/BUSMON	13	13.26	0	13.26
BUS/BUSMON	14	13.32	0	13.32
BUS/BUSMON	15	13.38	0	13.38
BUS/BUSMON	16	13.44	0	13.44
BUS/BUSMON	17	13.50	0	13.50
BUS/BUSMON	18	13.56	0	13.56
BUS/BUSMON	19	13.62	0	13.62
BUS/BUSMON	20	13.68	0	13.68
BUS/BUSMON	21	13.86	0	13.86
BUS/BUSMON	22	14.14	0	14.14
BUS/BUSMON	23	14.39	0	14.39
BUS/BUSMON	24	14.67	0	14.67
BUS/BUSMON	25	14.96	0	14.96
BUS/BUSMON	26	15.25	0	15.25
BUS/BUSMON	27	15.56	0	15.56
BUS/BUSMON	28	15.87	0	15.87
BUS/BUSMON	29	16.16	0	16.16
BUS/BUSMON	30	16.60	0	16.60
BUS/BUSMON	31	16.79	0	16.79
BUS/BUSMON	32	17.11	0.01	17.12
BUS/BUSMON	33	17.11	0.05	17.16
BUS/BUSMON	34	17.11	0.09	17.20
BUS/BUSMON	35	17.11	0.14	17.25

*Alamance-Burlington School System*

**School Year 2017-2018**

**Substitute Teacher Salary Schedule**

Substitute teachers holding teaching certificates are paid a daily rate of **\$103.00**.

Substitute teachers not holding teaching certification are paid a daily rate of **\$80.00**.

Substitute teachers who are not certificated but who have completed Effective Teacher Training (ETT) are paid **\$86.50** per day.

Substitutes for teacher assistants are paid **\$59.00** per day. Substitutes for teacher assistants may only be employed with prior approval from the central office and are intended to be placed in Exceptional Children or Pre-Kindergarten classrooms.

A teacher assistant who substitutes for an absent classroom teacher in the same school is paid the daily rate of an entry level teacher, **\$162.79**. However, a day's pay is docked from the teacher assistant's pay.



ALAMANCE BURLINGTON SCHOOL SYSTEM

2017-2018

Salary Schedule for Daycare Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>Summer Rate</u>
Director	0	11.32	13.61
Director	1-5	11.56	13.61
Director	6	11.62	13.61
Director	7	11.68	13.61
Director	8	11.81	13.61
Director	9	12.08	13.61
Director	10	12.33	13.61
Director	11	12.58	13.61
Director	12	12.85	13.61
Director	13	13.10	13.61
Director	14	13.36	13.61
Director	15	13.61	13.61
Director	16+	13.87	13.61

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>Summer Rate</u>
DC Staff	0	7.98	11.56
DC Staff	1-5	8.22	11.56
DC Staff	6	8.26	11.56
DC Staff	7	8.30	11.56
DC Staff	8	8.47	11.56
DC Staff	9	8.74	11.56
DC Staff	10	8.99	11.56
DC Staff	11	9.24	11.56
DC Staff	12	9.51	11.56
DC Staff	13	9.76	11.56
DC Staff	14	10.02	11.56
DC Staff	15	10.28	11.56
DC Staff	16+	10.53	11.56

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>Summer Rate</u>
DC Cert	ALL	12.08	11.56

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2017-2018  
 State Salary Schedule for HI Interpreters

GRADE	STEP	SALARY	HOURLY
67	0	2,903.97	16.88
67	1-5	2,945.63	17.13
67	6-8	2,955.65	17.18
67	9	2,965.67	17.24
67	10	2,985.85	17.36
67	11	3,006.16	17.48
67	12	3,026.62	17.60
67	13	3,047.23	17.72
67	14	3,067.97	17.84
67	15	3,087.08	17.95
67	16	3,105.10	18.05
67	17	3,123.23	18.16
67	18	3,141.52	18.26
67	19	3,193.51	18.57
67	20	3,243.02	18.85
67	21	3,268.30	19.00
67	22	3,300.15	19.19
67	23	3,332.31	19.37
67	24	3,364.80	19.56
67	25	3,397.62	19.75
67	26	3,430.76	19.95
67	27	3,464.24	20.14
67	28	3,498.04	20.34
67	29	3,532.19	20.54
67	30	3,566.68	20.74
67	31	3,601.51	20.94
67	32	3,636.70	21.14
67	33	3,669.43	21.33
67	34	3,702.45	21.53
67	35+	3,735.77	21.72

GRADE	STEP	SALARY	HOURLY
69	0	3090.16	17.97
69	1-5	3131.82	18.21
69	6-8	3137.92	18.24
69	9	3144.02	18.28
69	10	3156.26	18.35
69	11	3168.55	18.42
69	12	3180.89	18.49
69	13	3193.28	18.57
69	14	3205.72	18.64
69	15	3215.09	18.69
69	16	3227.24	18.76
69	17	3258.67	18.95
69	18	3290.43	19.13
69	19	3322.50	19.32
69	20	3354.89	19.51
69	21	3387.61	19.70
69	22	3420.65	19.89
69	23	3454.02	20.08
69	24	3487.73	20.28
69	25	3521.77	20.48
69	26	3556.16	20.68
69	27	3590.89	20.88
69	28	3625.96	21.08
69	29	3661.39	21.29
69	30	3697.17	21.50
69	31	3733.31	21.71
69	32	3769.81	21.92
69	33	3803.73	22.11
69	34	3837.97	22.31
69	35+	3872.51	22.51