

# Alamance-Burlington School System

## School Year 2020-2021 Salary Schedules

July 2020



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

# **Alamance-Burlington School System**

## **School Year 2020-2021 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 2020.

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 2020-2021  
Salary Supplements**

<b>Certified Staff</b>
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# Years w/ABSS Consecutively	Supplement Percent
0 - 5 yrs	10.00%
6 - 10 yrs	11.00%
11+ yrs	12.00%

<b>Central Office Administrators</b>
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Administrative Position	Supplement Percent	Local Salary Differential
Coordinator	7%	\$150
Director	11%	\$250
Executive Director	12%	\$280
Assistant Superintendent	13%	\$300
Associate Superintendent	16%	\$500

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

<b>Assistant Principals</b>
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# of Years	Supplement Percent	
0 - 5	9.50%	Note: Middle School AP's receive additional 0.25%
6 - 10	10.50%	High School AP's receive additional 0.50%
11+	11.50%	

**Supplement percents are percents of position's base salary.**

ALAMANCE BURLINGTON SCHOOL SYSTEM  
 School Year 2020-2021  
 State Central Office Administrative Salary Schedule

	School Admin II Coordinato	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
Step						
18	3804					
19	3903					
20	3987	4030				
21	3987	4128	4187			
22	4049	4212	4289	4350		
23	4204	4212	4372	4455		
24	4239	4274	4372	4542	4607	
25	4278	4443	4435	4542	4719	
26	4438	4484	4613	4606	4811	
27	4522	4524	4656	4792	4811	
28	4608	4697	4700	4837	4875	
29	4697	4787	4881	4882	5071	6039
30	4787	4879	4974	5068	5121	6187
31	4879	4973	5069	5166	5168	6309
32	4973	5068	5167	5265	5367	6309
33	5068	5166	5268	5367	5469	6374
34	5166	5265	5368	5469	5575	6632
35	5265	5367	5470	5575	5683	6691
36	5367	5469	5576	5683	5794	6760
37	5469	5575	5684	5794	5905	7023
38	5575	5683	5795	5905	6021	7158
39	5683	5794	5907	6021	6139	7298
40	5794	5905	6022	6139	6256	7440
41	5905	6021	6140	6256	6378	7584
42	6021	6139	6257	6378	6502	7733
43	6139	6256	6380	6502	6629	7883
44	6256	6378	6505	6629	6758	8037
45	6378	6502	6630	6758	6890	8195
46	6502	6629	6760	6890	7024	8354
47	6629	6758	6892	7024	7159	8518
48	6758	6890	7025	7159	7300	8685
49	7025	7059	7162	7300	7441	8856
50		7159	7301	7441	7585	9029
51		7445	7442	7585	7736	9206
52			7737	7770	7885	9387
53				8045	8041	9570
54					8198	9760
55					8524	9952
56						10148
57						10346
58						10550
59						10757
60						11184

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2020-2021  
 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 200	B0	\$5,677.08	G0	\$6,244.83	E0	\$6,812.50
201 to 400	B1	\$5,960.92	G1	\$6,557.00	E1	\$7,153.08
401 to 700	B2	\$6,244.83	G2	\$6,869.33	E2	\$7,493.83
701 to 1,000	B3	\$6,528.67	G3	\$7,181.50	E3	\$7,834.42
1,001 to 1,600	B4	\$6,812.50	G4	\$7,493.75	E4	\$8,175.00
over 1,600	B5	\$7,096.33	G5	\$7,806.00	E5	\$8,515.58

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
School Year 2020-2021  
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	\$4,165	\$4,291	\$4,418
1	\$4,284	\$4,410	\$4,537
2	\$4,403	\$4,529	\$4,656
3	\$4,522	\$4,648	\$4,775
4	\$4,641	\$4,767	\$4,894
5	\$4,760	\$4,886	\$5,013
6	\$4,879	\$5,005	\$5,132
7	\$4,998	\$5,124	\$5,251
8	\$5,117	\$5,243	\$5,370
9	\$5,236	\$5,362	\$5,489
10	\$5,355	\$5,481	\$5,608
11	\$5,474	\$5,600	\$5,727
12	\$5,593	\$5,719	\$5,846
13	\$5,712	\$5,838	\$5,965
14	\$5,831	\$5,957	\$6,084
15	\$5,950	\$6,076	\$6,203
16	\$5,950	\$6,076	\$6,203
17	\$5,950	\$6,076	\$6,203
18	\$5,950	\$6,076	\$6,203
19	\$5,950	\$6,076	\$6,203
20	\$5,950	\$6,076	\$6,203
21	\$5,950	\$6,076	\$6,203
22	\$5,950	\$6,076	\$6,203
23	\$5,950	\$6,076	\$6,203
24	\$5,950	\$6,076	\$6,203
25+	\$6,188	\$6,314	\$6,441

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2020-2021

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	\$3,700	\$172.09	\$21.51	N/A	N/A	N/A
3	\$3,800	\$176.74	\$22.09	\$4,256	\$197.95	\$24.74
4	\$3,900	\$181.40	\$22.67	\$4,368	\$203.16	\$25.40
5	\$4,000	\$186.05	\$23.26	\$4,480	\$208.37	\$26.05
6	\$4,100	\$190.70	\$23.84	\$4,592	\$213.58	\$26.70
7	\$4,200	\$195.35	\$24.42	\$4,704	\$218.79	\$27.35
8	\$4,300	\$200.00	\$25.00	\$4,816	\$224.00	\$28.00
9	\$4,400	\$204.65	\$25.58	\$4,928	\$229.21	\$28.65
10	\$4,500	\$209.30	\$26.16	\$5,040	\$234.42	\$29.30
11	\$4,600	\$213.95	\$26.74	\$5,152	\$239.63	\$29.95
12	\$4,700	\$218.60	\$27.33	\$5,264	\$244.84	\$30.60
13	\$4,800	\$223.26	\$27.91	\$5,376	\$250.05	\$31.26
14	\$4,900	\$227.91	\$28.49	\$5,488	\$255.26	\$31.91
15	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
16	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
17	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
18	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
19	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
20	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
21	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
22	\$5,000	\$232.56	\$29.07	\$5,600	\$260.47	\$32.56
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+	\$5,200	\$241.86	\$30.23	\$5,824	\$270.88	\$33.86



ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2020-2021

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	\$4,070	\$189.30	\$23.66	N/A	N/A	N/A
3	\$4,180	\$194.42	\$24.30	\$4,636	\$215.63	\$26.95
4	\$4,290	\$199.53	\$24.94	\$4,758	\$221.30	\$27.66
5	\$4,400	\$204.65	\$25.58	\$4,880	\$226.98	\$28.37
6	\$4,510	\$209.77	\$26.22	\$5,002	\$232.65	\$29.08
7	\$4,620	\$214.88	\$26.86	\$5,124	\$238.33	\$29.79
8	\$4,730	\$220.00	\$27.50	\$5,246	\$244.00	\$30.50
9	\$4,840	\$225.12	\$28.14	\$5,368	\$249.67	\$31.21
10	\$4,950	\$230.23	\$28.78	\$5,490	\$255.35	\$31.92
11	\$5,060	\$235.35	\$29.42	\$5,612	\$261.02	\$32.63
12	\$5,170	\$240.47	\$30.06	\$5,734	\$266.70	\$33.34
13	\$5,280	\$245.58	\$30.70	\$5,856	\$272.37	\$34.05
14	\$5,390	\$250.70	\$31.34	\$5,978	\$278.05	\$34.76
15	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
16	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
17	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
18	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
19	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
20	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
21	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
22	\$5,500	\$255.81	\$31.98	\$6,100	\$283.72	\$35.47
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+	\$5,720	\$266.05	\$33.26	\$6,344	\$295.07	\$36.88

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2020-2021

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	\$4,196	\$195.16	\$24.40	N/A	N/A	N/A
3	\$4,306	\$200.28	\$25.03	\$4,762	\$221.49	\$27.69
4	\$4,416	\$205.40	\$25.67	\$4,884	\$227.16	\$28.40
5	\$4,526	\$210.51	\$26.31	\$5,006	\$232.84	\$29.10
6	\$4,636	\$215.63	\$26.95	\$5,128	\$238.51	\$29.81
7	\$4,746	\$220.74	\$27.59	\$5,250	\$244.19	\$30.52
8	\$4,856	\$225.86	\$28.23	\$5,372	\$249.86	\$31.23
9	\$4,966	\$230.98	\$28.87	\$5,494	\$255.53	\$31.94
10	\$5,076	\$236.09	\$29.51	\$5,616	\$261.21	\$32.65
11	\$5,186	\$241.21	\$30.15	\$5,738	\$266.88	\$33.36
12	\$5,296	\$246.33	\$30.79	\$5,860	\$272.56	\$34.07
13	\$5,406	\$251.44	\$31.43	\$5,982	\$278.23	\$34.78
14	\$5,516	\$256.56	\$32.07	\$6,104	\$283.91	\$35.49
15	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
16	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
17	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
18	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
19	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
20	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
21	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
22	\$5,626	\$261.67	\$32.71	\$6,226	\$289.58	\$36.20
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+	\$5,846	\$271.91	\$33.99	\$6,470	\$300.93	\$37.62

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2020-2021

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	\$4,323	\$201.07	\$25.13	N/A	N/A	N/A
3	\$4,433	\$206.19	\$25.77	\$4,889	\$227.40	\$28.42
4	\$4,543	\$211.30	\$26.41	\$5,011	\$233.07	\$29.13
5	\$4,653	\$216.42	\$27.05	\$5,133	\$238.74	\$29.84
6	\$4,763	\$221.53	\$27.69	\$5,255	\$244.42	\$30.55
7	\$4,873	\$226.65	\$28.33	\$5,377	\$250.09	\$31.26
8	\$4,983	\$231.77	\$28.97	\$5,499	\$255.77	\$31.97
9	\$5,093	\$236.88	\$29.61	\$5,621	\$261.44	\$32.68
10	\$5,203	\$242.00	\$30.25	\$5,743	\$267.12	\$33.39
11	\$5,313	\$247.12	\$30.89	\$5,865	\$272.79	\$34.10
12	\$5,423	\$252.23	\$31.53	\$5,987	\$278.47	\$34.81
13	\$5,533	\$257.35	\$32.17	\$6,109	\$284.14	\$35.52
14	\$5,643	\$262.47	\$32.81	\$6,231	\$289.81	\$36.23
15	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
16	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
17	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
18	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
19	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
20	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
21	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
22	\$5,753	\$267.58	\$33.45	\$6,353	\$295.49	\$36.94
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+	\$5,973	\$277.81	\$34.73	\$6,597	\$306.84	\$38.35

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2020-2021  
 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	\$4,400	\$204.65	\$25.58	\$4,526	\$210.51	\$26.31	\$4,653	\$216.42	\$27.05
1	\$4,510	\$209.77	\$26.22	\$4,636	\$215.63	\$26.95	\$4,763	\$221.53	\$27.69
2	\$4,620	\$214.88	\$26.86	\$4,746	\$220.74	\$27.59	\$4,873	\$226.65	\$28.33
3	\$4,730	\$220.00	\$27.50	\$4,856	\$225.86	\$28.23	\$4,983	\$231.77	\$28.97
4	\$4,840	\$225.12	\$28.14	\$4,966	\$230.98	\$28.87	\$5,093	\$236.88	\$29.61
5	\$4,950	\$230.23	\$28.78	\$5,076	\$236.09	\$29.51	\$5,203	\$242.00	\$30.25
6	\$5,060	\$235.35	\$29.42	\$5,186	\$241.21	\$30.15	\$5,313	\$247.12	\$30.89
7	\$5,170	\$240.47	\$30.06	\$5,296	\$246.33	\$30.79	\$5,423	\$252.23	\$31.53
8	\$5,280	\$245.58	\$30.70	\$5,406	\$251.44	\$31.43	\$5,533	\$257.35	\$32.17
9	\$5,390	\$250.70	\$31.34	\$5,516	\$256.56	\$32.07	\$5,643	\$262.47	\$32.81
10	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
11	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
12	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
13	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
14	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
15	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
16	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
17	\$5,500	\$255.81	\$31.98	\$5,626	\$261.67	\$32.71	\$5,753	\$267.58	\$33.45
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	\$5,720	\$266.05	\$33.26	\$5,846	\$271.91	\$33.99	\$5,973	\$277.81	\$34.73
21	\$5,720	\$266.05	\$33.26	\$5,846	\$271.91	\$33.99	\$5,973	\$277.81	\$34.73
22	\$5,720	\$266.05	\$33.26	\$5,846	\$271.91	\$33.99	\$5,973	\$277.81	\$34.73
23	\$5,720	\$266.05	\$33.26	\$5,846	\$271.91	\$33.99	\$5,973	\$277.81	\$34.73
24	\$5,720	\$266.05	\$33.26	\$5,846	\$271.91	\$33.99	\$5,973	\$277.81	\$34.73
25+	\$6,149	\$286.00	\$35.75	\$6,275	\$291.86	\$36.48	\$6,402	\$297.77	\$37.22

## ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2020-2021

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 2020-2021

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
Track	525	525	525	525	525	525	525	525	525	525	525	525	525	525	525	525	525
Asst Track	263	289	315	341	368	394	420	446	473	499	525	525	525	525	525	525	525
Cross Country	525	525	525	525	525	525	525	525	525	525	525	525	525	525	525	525	525
Asst Cross Country	263	289	315	341	368	394	420	446	473	499	525	525	525	525	525	525	525
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 2020-2021

State Salary Schedule for OT/PT'S

GRADE	STEP	SALARY	HOURLY
78	0	4,644.41	27.00
78	1-3	4,686.91	27.25
78	4-5	4,703.25	27.34
78	6	4,711.42	27.39
78	7	4,719.58	27.44
78	8	4,784.23	27.82
78	9	4,863.18	28.27
78	10	4,935.33	28.69
78	11	5,048.20	29.35
78	12	5,125.87	29.80
78	13	5,210.82	30.30
78	14	5,244.64	30.49
78	15	5,286.95	30.74
78	16	5,354.05	31.13
78	17	5,420.98	31.52
78	18	5,491.94	31.93
78	19	5,562.24	32.34
78	20	5,625.22	32.70
78	21	5,692.81	33.10
78	22	5,760.11	33.49
78	23	5,828.20	33.88
78	24	5,880.47	34.19
78	25	5,993.48	34.85
78	26	6,076.20	35.33
78	27	6,118.14	35.57
78	28	6,266.62	36.43
78	29	6,327.20	36.79
78	30	6,384.14	37.12
78	31	6,441.60	37.45
78	32	6,499.57	37.79
78	33	6,558.07	38.13
78	34	6,617.09	38.47
78	35+	6,676.65	38.82

GRADE	STEP	SALARY	HOURLY
78G	0	4,757.26	27.03
78G	1-3	4,799.76	27.27
78G	4-5	4,816.49	27.37
78G	6	4,824.86	27.41
78G	7	4,833.23	27.46
78G	8	4,897.33	27.83
78G	9	4,975.78	28.27
78G	10	5,048.05	28.68
78G	11	5,161.21	29.33
78G	12	5,238.89	29.77
78G	13	5,323.51	30.25
78G	14	5,373.27	30.53
78G	15	5,422.46	30.81
78G	16	5,491.85	31.20
78G	17	5,561.05	31.60
78G	18	5,633.33	32.01
78G	19	5,704.90	32.41
78G	20	5,771.22	32.79
78G	21	5,840.31	33.18
78G	22	5,908.80	33.57
78G	23	5,978.10	33.97
78G	24	6,044.70	34.34
78G	25	6,148.57	34.94
78G	26	6,234.07	35.42
78G	27	6,276.19	35.66
78G	28	6,427.26	36.52
78G	29	6,490.36	36.88
78G	30	6,548.77	37.21
78G	31	6,607.71	37.54
78G	32	6,667.18	37.88
78G	33	6,727.18	38.22
78G	34	6,787.73	38.57
78G	35+	6,848.82	38.91

*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.

**Years in other state school systems  
in an equivalent position**

**Years of Credit**

Step for step credit upon review by Human Resources.

**Years of directly related experience  
outside public schools  
and other ABSS positions**

**Years of Credit**

Half credit for steps upon review by Human Resources.



*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 68MSTR, 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.

**Certified 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 percentages in FY 2020, as follows: 0-5 years = 10.00%, 6-10 years = 11.00% and 11+ years = 12.00% .

**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	Custodian Bus Driver
55	Custodial Building Manager Food Service Assistant
56	Teacher Assistant Pre-K Assistant ISS Assistant – Middle School Zonal Bus Coordinator
57	Office Personnel II Child Nutrition Office Support General Office Support Food Service Manager I (ADM 0-400) ISS Assistant – High School
58	Office Personnel IIA School Receptionist Middle School Guidance Secretary Exceptional Children Assistant Food Service Manager II (ADM 401-700)
59	Office Personnel III High School Guidance Secretary 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)**

<b>Pay Grade</b>	<b>Position</b>
60	Director's Office Support Alternative/Vocational Center Office Support
61	Office Personnel IV Lead Elementary Office Support Elementary Data Manager Central Office Receptionist Maintenance III Painter TIMS Operator
62	Lead Middle School Office Support Middle School Data Manager ESL Data Manager Warehouse Accounts Payable Specialist Food Services Accounts Payable 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 High School Data Manager Lead TIMS Operator Transportation Mechanic II Food Services Manager managing two or more schools <u>and</u> outside catering site
64	Translator Technology Technician I Human Resources Specialist Leave/Disability Specialist Payroll Specialist Benefits Specialist School Administration Specialist Lead High School Office Support Food Services Analyst

*Alamance-Burlington School System*  
**Non-Certified Employee Paygrades (continued)**

<b>Pay Grade</b>	<b>Position</b>
65	Office Personnel V Assistant Superintendent's Office Support EC Finance Specialist Student Information Specialist Maintenance V OSHA/Paint Crew Foreman HVAC Controls Technician Transportation Mechanic III/Parts Foreman Lead Custodian  Wastewater Technician ** AV Repair Technician
66	Maintenance V Buildings & Grounds Foreman Electrical/Plumber Foreman ** HVAC Foreman **
67	Accounting/Information Manager Hearing Impaired Interpreter Drop Out Prevention Specialist (Degreed) Transportation Specialist Transportation Foreman/Shop Foreman
68	Nurse (Without National Certification)** Technology Technician II
68MSTR	Nurse with Graduate Degree (Without National Certification)**
69	Hearing Impaired Interpreter (With Interpreting Degree)
70	Superintendent Office Support Payroll Manager HVAC/Energy Management Technician
72	LAN Technician Technology Technician III
74	Online Facilitator
78	Occupational Therapist ** Physical Therapist ** Systems Engineer
78G	Occupational Therapist (Graduate Degree) ** Physical Therapist (Graduate Degree) **

\*\* License/Certification Required

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
51	0	11.76	2,038.50
51	1-5	12.02	2,082.70
51	6-9	12.03	2,085.20
51	10-15	12.04	2,086.93
51	16-20	12.05	2,088.67
51	21	12.06	2,090.40
51	22	12.12	2,100.38
51	23	12.28	2,128.67
51	24	12.28	2,128.67
51	25	12.29	2,130.44
51	26	12.31	2,133.98
51	27	12.32	2,135.74
51	28	12.34	2,139.28
51	29	12.36	2,142.82
51	30	12.45	2,158.73
51	31	12.54	2,172.87
51	32	12.70	2,201.16
51	33	12.81	2,220.61
51	34	12.87	2,231.22
51	35+	13.05	2,261.27

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
55	0	11.86	2,056.18
55	1-5	12.11	2,098.62
55	6-9	12.12	2,100.80
55	10	12.13	2,102.53
55	11	12.15	2,105.69
55	12	12.20	2,114.53
55	13	12.31	2,133.98
55	14	12.34	2,139.28
55	15	12.37	2,144.58
55	16	12.40	2,149.89
55	17	12.56	2,176.41
55	18	12.66	2,194.09
55	19	12.75	2,210.00
55	20	12.88	2,232.98
55	21	13.04	2,259.50
55	22	13.18	2,284.26
55	23	13.34	2,312.54
55	24	13.40	2,323.15
55	25	13.54	2,346.14
55	26	13.69	2,372.66
55	27	13.82	2,395.64
55	28	13.96	2,420.39
55	29	14.11	2,445.14
55	30	14.25	2,469.90
55	31	14.40	2,496.42
55	32	14.55	2,521.17
55	33	14.70	2,547.69
55	34	14.85	2,574.21
55	35+	15.01	2,602.50

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

<b>GRADE</b>	<b>STEP</b>	<b>HOURLY RATE</b>	<b>MONTHLY SALARY</b>
56	0	12.22	2,118.13
56	1-5	12.55	2,175.33
56	6-10	12.56	2,177.07
56	11-15	12.57	2,178.80
56	16-19	12.58	2,180.53
56	20	12.59	2,182.27
56	21	12.68	2,197.87
56	22	12.81	2,220.40
56	23	12.94	2,242.93
56	24	13.07	2,265.47
56	25	13.20	2,288.00
56	26	13.33	2,310.53
56	27	13.46	2,333.07
56	28	13.61	2,359.07
56	29	13.75	2,383.33
56	30	13.88	2,405.87
56	31	14.03	2,431.87
56	32	14.17	2,456.13
56	33	14.32	2,482.13
56	34	14.47	2,508.13
56	35+	14.62	2,534.13

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
57	0	12.55	2,175.33
57	1-5	12.79	2,217.07
57	6-9	12.80	2,218.67
57	10	12.81	2,220.61
57	11	12.83	2,224.14
57	12	12.87	2,231.22
57	13	12.99	2,252.43
57	14	13.02	2,255.97
57	15	13.04	2,259.50
57	16	13.06	2,263.04
57	17	13.25	2,296.63
57	18	13.44	2,330.22
57	19	13.67	2,369.12
57	20	13.71	2,376.19
57	21	13.92	2,413.32
57	22	14.10	2,443.38
57	23	14.28	2,475.20
57	24	14.33	2,484.04
57	25	14.39	2,494.65
57	26	14.42	2,499.95
57	27	14.48	2,510.56
57	28	14.59	2,528.24
57	29	14.81	2,567.14
57	30	14.89	2,581.28
57	31	15.02	2,604.26
57	32	15.23	2,639.62
57	33	15.37	2,664.38
57	34	15.47	2,682.06
57	35+	15.74	2,728.02



ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
58	0	12.77	2,213.47
58	1-5	13.02	2,255.97
58	6-9	13.03	2,258.53
58	10	13.04	2,259.50
58	11	13.07	2,264.81
58	12	13.11	2,271.88
58	13	13.22	2,291.33
58	14	13.25	2,296.63
58	15	13.26	2,298.40
58	16	13.29	2,303.70
58	17	13.48	2,337.30
58	18	13.69	2,372.66
58	19	13.91	2,411.55
58	20	14.11	2,445.14
58	21	14.34	2,485.81
58	22	14.50	2,514.10
58	23	14.69	2,545.92
58	24	14.71	2,549.46
58	25	14.75	2,556.53
58	26	14.78	2,561.83
58	27	14.81	2,567.14
58	28	14.89	2,581.28
58	29	15.02	2,604.26
58	30	15.23	2,639.62
58	31	15.37	2,664.38
58	32	15.47	2,682.06
58	33	15.74	2,728.02
58	34	15.87	2,751.01
58	35+	15.99	2,772.22

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
59	0	13.31	2,307.52
59	1-5	13.42	2,326.69
59	6-9	13.43	2,327.87
59	10	13.44	2,330.22
59	11	13.46	2,333.76
59	12	13.50	2,340.83
59	13	13.63	2,362.05
59	14	13.66	2,367.35
59	15	13.68	2,370.89
59	16	13.70	2,374.42
59	17	13.91	2,411.55
59	18	14.12	2,446.91
59	19	14.34	2,485.81
59	20	14.57	2,524.70
59	21	14.78	2,561.83
59	22	14.99	2,598.96
59	23	15.18	2,630.78
59	24	15.23	2,639.62
59	25	15.26	2,644.93
59	26	15.31	2,653.77
59	27	15.37	2,664.38
59	28	15.47	2,682.06
59	29	15.74	2,728.02
59	30	15.87	2,751.01
59	31	15.99	2,772.22
59	32	16.22	2,811.12
59	33	16.39	2,841.18
59	34	16.52	2,864.16
59	35+	16.78	2,908.36

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
60	0	13.50	2,339.14
60	1-5	13.74	2,381.64
60	6-9	13.75	2,383.41
60	10	13.76	2,385.17
60	11	13.80	2,392.25
60	12	13.84	2,399.32
60	13	13.94	2,417.00
60	14	14.12	2,447.05
60	15	14.31	2,479.76
60	16	14.49	2,511.34
60	17	14.64	2,537.66
60	18	14.78	2,562.22
60	19	14.93	2,588.54
60	20	15.10	2,616.78
60	21	15.25	2,643.30
60	22	15.41	2,671.59
60	23	15.57	2,698.11
60	24	15.74	2,728.89
60	25	15.91	2,756.96
60	26	16.07	2,785.03
60	27	16.25	2,816.61
60	28	16.42	2,846.62
60	29	16.59	2,874.91
60	30	16.77	2,906.73
60	31	16.96	2,939.42
60	32	17.14	2,970.38
60	33	17.33	3,004.33
60	34	17.50	3,034.15
60	35+	17.71	3,069.24

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
61	0	13.96	2,419.72
61	1-5	14.21	2,462.22
61	6-9	14.22	2,463.97
61	10	14.23	2,465.73
61	11	14.26	2,470.99
61	12	14.30	2,478.01
61	13	14.41	2,497.31
61	14	14.44	2,502.57
61	15	14.46	2,506.08
61	16	14.49	2,511.34
61	17	14.70	2,548.18
61	18	14.93	2,588.54
61	19	15.16	2,627.13
61	20	15.40	2,669.24
61	21	15.63	2,709.59
61	22	15.87	2,749.94
61	23	16.07	2,785.03
61	24	16.17	2,802.57
61	25	16.23	2,813.10
61	26	16.32	2,828.89
61	27	16.33	2,830.64
61	28	16.44	2,849.94
61	29	16.65	2,886.78
61	30	16.80	2,911.35
61	31	17.01	2,948.19
61	32	17.20	2,981.52
61	33	17.36	3,009.59
61	34	17.52	3,037.66
61	35+	17.79	3,083.28

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
62	0	14.42	2,498.66
62	1-5	14.66	2,541.17
62	6-9	14.67	2,542.92
62	10	14.68	2,544.68
62	11	14.70	2,548.18
62	12	14.74	2,555.20
62	13	14.84	2,572.75
62	14	15.07	2,611.34
62	15	15.28	2,648.19
62	16	15.47	2,681.52
62	17	15.64	2,711.34
62	18	15.80	2,739.41
62	19	15.96	2,765.73
62	20	16.13	2,795.55
62	21	16.31	2,827.13
62	22	16.47	2,855.20
62	23	16.65	2,886.78
62	24	16.83	2,916.61
62	25	17.02	2,949.94
62	26	17.20	2,981.52
62	27	17.38	3,013.10
62	28	17.57	3,044.68
62	29	17.77	3,079.77
62	30	17.95	3,111.35
62	31	18.14	3,144.68
62	32	18.35	3,181.52
62	33	18.55	3,214.86
62	34	18.75	3,249.94
62	35+	18.96	3,286.79

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
63	0	14.90	2,582.87
63	1-5	15.15	2,625.38
63	6-9	15.16	2,627.13
63	10	15.17	2,628.89
63	11	15.19	2,632.40
63	12	15.24	2,641.17
63	13	15.35	2,660.47
63	14	15.54	2,693.80
63	15	15.74	2,728.89
63	16	16.00	2,772.75
63	17	16.17	2,802.57
63	18	16.34	2,832.40
63	19	16.50	2,860.47
63	20	16.68	2,892.05
63	21	16.86	2,921.87
63	22	17.05	2,955.21
63	23	17.23	2,986.78
63	24	17.41	3,018.36
63	25	17.59	3,048.19
63	26	17.79	3,083.28
63	27	17.98	3,116.61
63	28	18.18	3,151.70
63	29	18.39	3,186.79
63	30	18.59	3,221.87
63	31	18.78	3,255.21
63	32	18.99	3,292.05
63	33	19.22	3,330.65
63	34	19.42	3,365.73
63	35+	19.62	3,400.82

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
64	0	15.39	2,667.09
64	1-5	15.63	2,709.59
64	6-9	15.64	2,711.34
64	10	15.65	2,713.10
64	11	15.69	2,720.12
64	12	15.73	2,727.13
64	13	15.84	2,746.43
64	14	15.87	2,749.94
64	15	15.90	2,755.20
64	16	16.07	2,785.03
64	17	16.25	2,816.61
64	18	16.42	2,846.43
64	19	16.68	2,892.05
64	20	16.96	2,939.42
64	21	17.23	2,986.78
64	22	17.44	3,023.63
64	23	17.71	3,069.24
64	24	17.76	3,078.01
64	25	17.82	3,088.54
64	26	17.89	3,100.82
64	27	18.03	3,125.38
64	28	18.19	3,153.45
64	29	18.44	3,195.56
64	30	18.63	3,228.89
64	31	18.82	3,262.23
64	32	19.00	3,293.80
64	33	19.36	3,355.21
64	34	19.52	3,383.28
64	35+	19.64	3,404.33

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
65	0	15.87	2,751.08
65	1-5	16.12	2,793.58
65	6-9	16.13	2,795.35
65	10	16.14	2,797.12
65	11	16.16	2,800.65
65	12	16.20	2,807.73
65	13	16.31	2,827.17
65	14	16.34	2,832.48
65	15	16.37	2,837.78
65	16	16.39	2,841.32
65	17	16.65	2,885.52
65	18	16.90	2,929.72
65	19	17.20	2,980.99
65	20	17.47	3,028.73
65	21	17.75	3,076.46
65	22	17.95	3,111.82
65	23	18.22	3,157.79
65	24	18.23	3,159.56
65	25	18.25	3,163.09
65	26	18.28	3,168.40
65	27	18.30	3,171.93
65	28	18.48	3,203.76
65	29	18.64	3,230.28
65	30	18.94	3,283.32
65	31	19.11	3,311.61
65	32	19.29	3,343.43
65	33	19.61	3,398.24
65	34	20.35	3,527.30
65	35+	20.53	3,559.13



ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
66	0	16.42	2,846.55
66	1-5	16.67	2,889.05
66	6-9	16.68	2,890.82
66	10	16.69	2,892.59
66	11	16.72	2,897.89
66	12	16.77	2,906.73
66	13	16.87	2,924.41
66	14	17.13	2,968.61
66	15	17.37	3,011.05
66	16	17.63	3,055.25
66	17	17.83	3,090.61
66	18	18.01	3,122.43
66	19	18.21	3,156.02
66	20	18.40	3,189.61
66	21	18.61	3,224.97
66	22	18.81	3,260.33
66	23	19.01	3,295.69
66	24	19.24	3,334.59
66	25	19.45	3,371.72
66	26	19.66	3,407.08
66	27	19.89	3,447.74
66	28	20.09	3,483.10
66	29	20.33	3,523.77
66	30	20.56	3,564.43
66	31	20.79	3,603.33
66	32	21.02	3,643.99
66	33	21.27	3,686.42
66	34	21.50	3,727.09
66	35+	21.75	3,769.52

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
67	0	17.10	2,963.58
67	1-5	17.34	3,006.08
67	6-9	17.35	3,006.96
67	10	17.35	3,007.84
67	11	17.37	3,011.35
67	12	17.42	3,020.12
67	13	17.54	3,039.42
67	14	17.56	3,042.93
67	15	17.59	3,048.19
67	16	17.74	3,074.50
67	17	17.89	3,100.82
67	18	18.18	3,151.70
67	19	18.49	3,204.33
67	20	18.77	3,253.45
67	21	19.08	3,307.84
67	22	19.41	3,363.98
67	23	19.70	3,414.86
67	24	19.73	3,420.12
67	25	19.78	3,428.89
67	26	19.86	3,442.93
67	27	19.98	3,463.98
67	28	20.22	3,504.33
67	29	20.40	3,535.91
67	30	20.78	3,602.58
67	31	20.98	3,635.91
67	32	21.13	3,662.23
67	33	21.33	3,697.32
67	34	21.60	3,744.69
67	35+	21.89	3,793.81

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ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
68	0	17.69	3,067.09
68	1-5	17.94	3,109.59
68	6-9	17.95	3,111.35
68	10	17.96	3,113.10
68	11	17.99	3,118.36
68	12	18.03	3,125.38
68	13	18.14	3,144.68
68	14	18.17	3,149.94
68	15	18.20	3,155.21
68	16	18.21	3,156.96
68	17	18.52	3,209.59
68	18	18.82	3,262.23
68	19	19.14	3,318.37
68	20	19.44	3,369.24
68	21	19.76	3,425.38
68	22	19.98	3,463.98
68	23	20.27	3,513.10
68	24	20.30	3,518.37
68	25	20.33	3,523.63
68	26	20.34	3,525.39
68	27	20.40	3,535.91
68	28	20.58	3,567.49
68	29	20.74	3,595.56
68	30	21.13	3,662.23
68	31	21.89	3,793.81
68	32	22.09	3,828.90
68	33	22.32	3,869.25
68	34	22.74	3,941.18
68	35+	22.95	3,978.02

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
70	0	19.01	3,295.62
70	1-5	19.26	3,338.13
70	6-9	19.27	3,339.89
70	10	19.28	3,341.66
70	11	19.31	3,346.97
70	12	19.35	3,354.04
70	13	19.46	3,373.49
70	14	19.48	3,377.02
70	15	19.50	3,380.56
70	16	19.52	3,384.09
70	17	19.85	3,440.67
70	18	20.19	3,499.01
70	19	20.53	3,559.13
70	20	20.87	3,617.47
70	21	21.22	3,677.58
70	22	21.48	3,723.55
70	23	21.80	3,778.36
70	24	21.85	3,787.20
70	25	21.93	3,801.34
70	26	21.99	3,811.95
70	27	22.05	3,822.56
70	28	22.27	3,859.69
70	29	22.69	3,932.17
70	30	22.91	3,971.07
70	31	23.10	4,004.66
70	32	23.54	4,080.69
70	33	23.76	4,117.81
70	34	23.98	4,156.71
70	35+	24.41	4,230.97

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
72	0	20.45	3,544.91
72	1-5	20.70	3,587.41
72	6-9	20.71	3,589.18
72	10	20.72	3,590.95
72	11	20.75	3,596.25
72	12	20.79	3,603.33
72	13	20.90	3,622.77
72	14	20.92	3,626.31
72	15	20.95	3,631.61
72	16	20.96	3,633.38
72	17	21.32	3,695.26
72	18	21.68	3,757.14
72	19	22.05	3,822.56
72	20	22.42	3,886.21
72	21	22.81	3,953.39
72	22	23.08	4,001.13
72	23	23.46	4,066.54
72	24	23.51	4,075.38
72	25	23.58	4,087.76
72	26	23.64	4,098.37
72	27	23.76	4,117.81
72	28	23.98	4,156.71
72	29	24.41	4,230.97
72	30	24.62	4,268.09
72	31	24.89	4,314.06
72	32	25.32	4,388.32
72	33	25.57	4,432.52
72	34	25.86	4,482.02
72	35+	26.36	4,568.65

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
74	0	22.08	3,827.24
74	1-5	22.25	3,855.94
74	6-9	22.41	3,884.86
74	10	22.58	3,914.00
74	11	22.75	3,943.36
74	12	22.92	3,972.93
74	13	23.09	4,002.73
74	14	23.27	4,032.75
74	15	23.44	4,062.99
74	16	23.62	4,093.47
74	17	23.79	4,124.17
74	18	23.97	4,155.10
74	19	24.15	4,186.26
74	20	24.33	4,217.66
74	21	24.52	4,249.29
74	22	24.70	4,281.16
74	23	24.88	4,313.27
74	24	25.07	4,345.62
74	25	25.26	4,378.21
74	26	25.45	4,411.05
74	27	25.64	4,444.13
74	28	25.83	4,477.46
74	29	26.03	4,511.04
74	30	26.22	4,544.88
74	31	26.42	4,578.96
74	32	26.62	4,613.30
74	33	26.81	4,647.90
74	34	27.02	4,682.76
74	35+	27.22	4,717.88

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 PROPOSED 2020-2021  
 Salary Schedule for Non-Certified Employees

GRADE	STEP	HOURLY RATE	MONTHLY SALARY
76	0	23.98	4,156.57
76	1-5	24.23	4,199.07
76	6-9	24.24	4,201.71
76	10	24.25	4,203.02
76	11	24.26	4,204.34
76	12	24.72	4,285.04
76	13	24.85	4,307.85
76	14	24.97	4,328.90
76	15	25.29	4,383.29
76	16	25.45	4,411.36
76	17	25.80	4,472.76
76	18	26.16	4,534.17
76	19	26.56	4,604.34
76	20	26.93	4,667.50
76	21	27.32	4,735.92
76	22	27.71	4,802.59
76	23	28.10	4,871.01
76	24	28.50	4,939.43
76	25	28.93	5,014.87
76	26	29.35	5,086.80
76	27	29.78	5,162.24
76	28	30.19	5,232.42
76	29	30.60	5,304.35
76	30	31.08	5,386.80
76	31	31.50	5,460.49
76	32	31.96	5,539.40
76	33	32.42	5,620.14
76	34	32.90	5,702.60
76	35+	33.38	5,785.05

ALAMANCE-BURLINGTON SCHOOL SYSTEM

School Year 2020-2021

State Salary Schedule for

EC Teacher Assistants

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>MONTHLY SALARY</u>
58	0	12.77	2,213.47
58	1-5	13.02	2,255.97
58	6-9	13.03	2,258.53
58	10	13.04	2,259.50
58	11	13.07	2,264.81
58	12	13.11	2,271.88
58	13	13.22	2,291.33
58	14	13.25	2,296.63
58	15	13.26	2,298.40
58	16	13.29	2,303.70
58	17	13.48	2,337.30
58	18	13.69	2,372.66
58	19	13.91	2,411.55
58	20	14.11	2,445.14
58	21	14.34	2,485.81
58	22	14.50	2,514.10
58	23	14.69	2,545.92
58	24	14.71	2,549.46
58	25	14.75	2,556.53
58	26	14.78	2,561.83
58	27	14.81	2,567.14
58	28	14.89	2,581.28
58	29	15.02	2,604.26
58	30	15.23	2,639.62
58	31	15.37	2,664.38
58	32	15.47	2,682.06
58	33	15.74	2,728.02
58	34	15.87	2,751.01
58	35+	15.99	2,772.22



SCHOOL SYSTEM  
School Year 2020-2021  
State Salary Schedule for Nurse

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
68	0	17.69	3,067.09
68	1	17.94	3,109.59
68	2	17.94	3,109.59
68	3	17.94	3,109.59
68	4	17.94	3,109.59
68	5	17.94	3,109.59
68	6	17.95	3,111.35
68	7	17.95	3,111.35
68	8	17.95	3,111.35
68	9	17.95	3,111.35
68	10	17.96	3,113.10
68	11	17.99	3,118.36
68	12	18.03	3,125.38
68	13	18.14	3,144.68
68	14	18.17	3,149.94
68	15	18.20	3,155.21
68	16	18.21	3,156.96
68	17	18.52	3,209.59
68	18	18.82	3,262.23
68	19	19.14	3,318.37
68	20	19.44	3,369.24
68	21	19.76	3,425.38
68	22	19.98	3,463.98
68	23	20.27	3,513.10
68	24	20.30	3,518.37
68	25	20.33	3,523.63
68	26	20.34	3,525.39
68	27	20.40	3,535.91
68	28	20.17	3,496.52
68	29	20.74	3,595.56
68	30	21.13	3,662.23
68	31	21.89	3,793.81
68	32	22.09	3,828.90
68	33	22.32	3,869.25

GRADE	STEP	HOURLY	MONTHLY
		RATE	SALARY
68MSTR	0	18.56	3,217.09
68MSTR	1	18.81	3,259.59
68MSTR	2	18.81	3,259.59
68MSTR	3	18.81	3,259.59
68MSTR	4	18.81	3,259.59
68MSTR	5	18.81	3,259.59
68MSTR	6	18.82	3,261.35
68MSTR	7	18.82	3,261.35
68MSTR	8	18.82	3,261.35
68MSTR	9	18.82	3,261.35
68MSTR	10	18.83	3,263.10
68MSTR	11	18.86	3,268.36
68MSTR	12	18.90	3,275.38
68MSTR	13	19.01	3,294.68
68MSTR	14	19.04	3,299.94
68MSTR	15	19.07	3,305.21
68MSTR	16	19.08	3,306.96
68MSTR	17	19.38	3,359.59
68MSTR	18	19.69	3,412.23
68MSTR	19	20.01	3,468.37
68MSTR	20	20.30	3,519.24
68MSTR	21	20.63	3,575.38
68MSTR	22	20.85	3,613.98
68MSTR	23	21.13	3,663.10
68MSTR	24	21.16	3,668.37
68MSTR	25	21.19	3,673.63
68MSTR	26	21.20	3,675.39
68MSTR	27	21.26	3,685.91
68MSTR	28	21.04	3,646.52
68MSTR	29	21.61	3,745.56
68MSTR	30	21.99	3,812.23
68MSTR	31	22.75	3,943.81
68MSTR	32	22.96	3,978.90
68MSTR	33	23.19	4,019.25

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
 School Year 2020-2021  
 State Salary Schedule for HI Interpreters

GRADE	STEP	SALARY	HOURLY
67	0	2,962.05	17.22
67	1-5	3,004.55	17.47
67	6-8	3,014.76	17.53
67	9	3,024.98	17.59
67	10	3,045.56	17.71
67	11	3,066.29	17.83
67	12	3,087.16	17.95
67	13	3,108.17	18.07
67	14	3,129.33	18.19
67	15	3,148.82	18.31
67	16	3,167.20	18.41
67	17	3,185.69	18.52
67	18	3,204.35	18.63
67	19	3,257.38	18.94
67	20	3,307.88	19.23
67	21	3,333.66	19.38
67	22	3,366.15	19.57
67	23	3,398.96	19.76
67	24	3,432.10	19.95
67	25	3,465.57	20.15
67	26	3,499.38	20.35
67	27	3,533.52	20.54
67	28	3,568.01	20.74
67	29	3,602.84	20.95
67	30	3,638.01	21.15
67	31	3,673.54	21.36
67	32	3,709.43	21.57
67	33	3,742.81	21.76
67	34	3,776.50	21.96
67	35+	3,810.49	22.15

GRADE	STEP	SALARY	HOURLY
69	0	3151.96	18.33
69	1-5	3194.46	18.57
69	6-8	3200.68	18.61
69	9	3206.90	18.64
69	10	3219.39	18.72
69	11	3231.92	18.79
69	12	3244.51	18.86
69	13	3257.15	18.94
69	14	3269.84	19.01
69	15	3279.39	19.07
69	16	3291.78	19.14
69	17	3323.85	19.32
69	18	3356.24	19.51
69	19	3388.95	19.70
69	20	3421.99	19.90
69	21	3455.36	20.09
69	22	3489.06	20.29
69	23	3523.10	20.48
69	24	3557.48	20.68
69	25	3592.21	20.88
69	26	3627.28	21.09
69	27	3662.70	21.29
69	28	3698.48	21.50
69	29	3734.61	21.71
69	30	3771.11	21.93
69	31	3807.97	22.14
69	32	3845.20	22.36
69	33	3879.81	22.56
69	34	3914.73	22.76
69	35+	3949.96	22.96

ALAMANCE-BURLINGTON SCHOOL SYSTEM  
School Year 2020-2021  
State Salary Schedule for Bus Drivers and Bus Monitors

		STATE HOURLY RATE	LOCAL HOURLY RATE	TOTAL HOURLY RATE
GRADE	STEP			
BUS/BUSMON	0	14.65	0	14.65
BUS/BUSMON	1	14.71	0	14.71
BUS/BUSMON	2	14.77	0	14.77
BUS/BUSMON	3	14.82	0	14.82
BUS/BUSMON	4	14.88	0	14.88
BUS/BUSMON	5	14.95	0	14.95
BUS/BUSMON	6	15.01	0	15.01
BUS/BUSMON	7	15.06	0	15.06
BUS/BUSMON	8	15.12	0	15.12
BUS/BUSMON	9	15.18	0	15.18
BUS/BUSMON	10	15.24	0	15.24
BUS/BUSMON	11	15.30	0	15.30
BUS/BUSMON	12	15.36	0	15.36
BUS/BUSMON	13	15.43	0	15.43
BUS/BUSMON	14	15.49	0	15.49
BUS/BUSMON	15	15.55	0	15.55
BUS/BUSMON	16	15.61	0	15.61
BUS/BUSMON	17	15.67	0	15.67
BUS/BUSMON	18	15.73	0	15.73
BUS/BUSMON	19	15.79	0	15.79
BUS/BUSMON	20	15.85	0	15.85
BUS/BUSMON	21	16.04	0	16.04
BUS/BUSMON	22	16.32	0	16.32
BUS/BUSMON	23	16.58	0	16.58
BUS/BUSMON	24	16.86	0	16.86
BUS/BUSMON	25	17.16	0	17.16
BUS/BUSMON	26	17.45	0.01	17.46
BUS/BUSMON	27	17.45	0.32	17.77
BUS/BUSMON	28	17.45	0.64	18.09
BUS/BUSMON	29	17.45	0.93	18.38
BUS/BUSMON	30	17.45	1.38	18.83
BUS/BUSMON	31	17.45	1.58	19.03
BUS/BUSMON	32	17.45	1.91	19.36
BUS/BUSMON	33	17.45	1.95	19.40
BUS/BUSMON	34	17.45	1.99	19.44
BUS/BUSMON	35	17.45	2.04	19.49

**School Year 2020-2021**

**Substitute Teacher Salary Schedule**

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

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

Substitutes for Exceptional Children or PreK teacher assistants are paid **\$86.50** 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

2020-2021

Salary Schedule for Daycare Employees

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>Summer Rate</u>
Director	ALL	15.00	15.00

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>Summer Rate</u>
DC Staff	0	9.00	11.79
DC Staff	1-5	9.25	11.79
DC Staff	6	9.50	11.79
DC Staff	7	9.75	11.79
DC Staff	8	10.00	11.79
DC Staff	9	10.25	11.79
DC Staff	10	10.50	11.79
DC Staff	11	10.75	11.79
DC Staff	12	10.90	11.79
DC Staff	13	11.00	11.79
DC Staff	14	11.25	11.79
DC Staff	15	11.40	11.79
DC Staff	16+	11.55	11.79

<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>Summer Rate</u>
DC Cert	ALL	15.00	15.00