

CUMBERLAND COUNTY BOARD OF EDUCATION  
BASIC EDUCATION PROGRAM SALARY SCHEDULE  
LICENSED INSTRUCTIONAL PERSONNEL  
BELOW ASSISTANT PRINCIPAL  
16-17

SYSTEM WIDE

| YRS OF EXPERIENCE       | 0        | 1        | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       | 16       | 17       | 18       | 19       | 20       | 21       | 22       | 23       | 24       | 25       |
|-------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| DESCRIPTION OF TRAINING |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| DOCTORATE               |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Teachers                | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 39,475   | 39,475   | 39,475   | 39,475   | 39,475   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   |
| Above State Minimum     | 7,351    | 7,840    | 7,840    | 8,570    | 9,499    | 10,438   | 8,090    | 9,098    | 10,597   | 11,678   | 11,879   | 9,113    | 9,344    | 10,474   | 10,668   | 11,831   | 11,841   | 12,833   | 12,843   | 13,883   | 13,894   | 13,904   | 13,913   | 13,924   | 13,944   | 13,970   |
| Total Salary            | 43,211   | 43,700   | 43,700   | 44,430   | 45,359   | 46,298   | 47,565   | 48,573   | 50,072   | 51,153   | 51,354   | 52,448   | 52,679   | 53,809   | 54,003   | 55,166   | 55,176   | 56,168   | 56,178   | 57,218   | 57,229   | 57,239   | 57,248   | 57,259   | 57,279   | 57,305   |
| System-Wide Specialist  | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 39,475   | 39,475   | 39,475   | 39,475   | 39,475   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   |
| Above State Minimum     | 8,385    | 8,885    | 8,885    | 9,615    | 10,586   | 11,540   | 9,224    | 10,252   | 11,773   | 12,891   | 13,097   | 10,367   | 10,593   | 11,758   | 11,949   | 13,142   | 13,153   | 14,165   | 14,176   | 15,242   | 15,252   | 15,262   | 15,272   | 15,282   | 15,303   | 15,328   |
| Total Salary            | \$44,245 | \$44,745 | \$44,745 | \$45,475 | \$46,446 | \$47,400 | \$48,699 | \$49,727 | \$51,248 | \$52,366 | \$52,572 | \$53,702 | \$53,928 | \$55,093 | \$55,284 | \$56,477 | \$56,488 | \$57,500 | \$57,511 | \$58,577 | \$58,587 | \$58,597 | \$58,607 | \$58,617 | \$58,638 | \$58,663 |
| EDUCATION SPECIALIST    |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Teachers                | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 39,475   | 39,475   | 39,475   | 39,475   | 39,475   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   |
| Above State Minimum     | 3,842    | 5,072    | 5,141    | 5,348    | 5,877    | 6,753    | 4,299    | 5,238    | 6,596    | 7,593    | 7,793    | 4,946    | 5,162    | 6,197    | 6,399    | 7,471    | 7,481    | 8,377    | 8,388    | 9,311    | 9,321    | 9,332    | 9,341    | 9,352    | 9,372    | 9,397    |
| Total Salary            | 39,702   | 40,932   | 41,001   | 41,208   | 41,737   | 42,613   | 43,774   | 44,713   | 46,071   | 47,068   | 47,268   | 48,281   | 48,497   | 49,532   | 49,734   | 50,806   | 50,816   | 51,712   | 51,723   | 52,646   | 52,656   | 52,667   | 52,676   | 52,687   | 52,707   | 52,732   |
| System-Wide Specialist  | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 39,475   | 39,475   | 39,475   | 39,475   | 39,475   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   |
| Above State Minimum     | 5,232    | 6,477    | 6,547    | 6,786    | 7,350    | 8,247    | 5,830    | 6,806    | 8,221    | 9,244    | 9,455    | 6,640    | 6,866    | 7,927    | 8,155    | 9,247    | 9,257    | 10,191   | 10,201   | 11,156   | 11,167   | 11,177   | 11,187   | 11,197   | 11,218   | 11,243   |
| Total Salary            | \$41,092 | \$42,337 | \$42,407 | \$42,646 | \$43,210 | \$44,107 | \$45,305 | \$46,281 | \$47,696 | \$48,719 | \$48,930 | \$49,975 | \$50,201 | \$51,262 | \$51,490 | \$52,582 | \$52,592 | \$53,526 | \$53,536 | \$54,491 | \$54,502 | \$54,512 | \$54,522 | \$54,532 | \$54,553 | \$54,578 |
| MASTER'S                |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Teachers                | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 39,475   | 39,475   | 39,475   | 39,475   | 39,475   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   |
| Above State Minimum     | 180      | 1,427    | 1,516    | 1,686    | 2,174    | 2,813    | 87       | 947      | 2,166    | 3,058    | 3,263    | 333      | 522      | 1,478    | 1,695    | 2,656    | 2,666    | 3,468    | 3,478    | 4,295    | 4,306    | 4,316    | 4,326    | 4,336    | 4,357    | 4,382    |
| Total Salary            | 36,040   | 37,287   | 37,376   | 37,546   | 38,034   | 38,673   | 39,562   | 40,422   | 41,641   | 42,533   | 42,738   | 43,668   | 43,857   | 44,813   | 45,030   | 45,991   | 46,001   | 46,803   | 46,813   | 47,630   | 47,641   | 47,651   | 47,661   | 47,671   | 47,692   | 47,717   |
| System-Wide Specialist  | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 35,860   | 39,475   | 39,475   | 39,475   | 39,475   | 39,475   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   | 43,335   |
| Above State Minimum     | 1,519    | 2,796    | 2,886    | 3,076    | 3,596    | 4,265    | 1,572    | 2,462    | 3,750    | 4,669    | 4,867    | 1,979    | 2,163    | 3,166    | 3,378    | 4,386    | 4,396    | 5,213    | 5,223    | 6,082    | 6,092    | 6,102    | 6,113    | 6,123    | 6,143    | 6,169    |
| Total Salary            | \$37,379 | \$38,656 | \$38,746 | \$38,936 | \$39,456 | \$40,125 | \$41,047 | \$41,937 | \$43,225 | \$44,144 | \$44,342 | \$45,314 | \$45,498 | \$46,501 | \$46,713 | \$47,721 | \$47,731 | \$48,548 | \$48,558 | \$49,417 | \$49,427 | \$49,437 | \$49,448 | \$49,458 | \$49,478 | \$49,504 |
| BACHELOR                |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| Teachers                | 32,445   | 33,015   | 33,015   | 33,015   | 33,015   | 33,015   | 35,635   | 35,635   | 35,635   | 35,635   | 35,635   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   |
| Above State Minimum     | 836      | 1,479    | 1,580    | 1,743    | 2,139    | 2,709    | 706      | 1,205    | 1,770    | 2,485    | 2,858    | 93       | 526      | 1,294    | 1,729    | 2,260    | 2,451    | 2,876    | 2,886    | 3,565    | 3,575    | 3,585    | 3,595    | 3,688    | 3,798    | 3,915    |
| Total Salary            | 33,281   | 34,494   | 34,595   | 34,758   | 35,154   | 35,724   | 36,341   | 36,840   | 37,405   | 38,120   | 38,493   | 39,123   | 39,556   | 40,324   | 40,759   | 41,290   | 41,481   | 41,906   | 41,916   | 42,595   | 42,605   | 42,615   | 42,625   | 42,718   | 42,828   | 42,945   |
| System-Wide Specialist  | 32,445   | 33,015   | 33,015   | 33,015   | 33,015   | 33,015   | 35,635   | 35,635   | 35,635   | 35,635   | 35,635   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   | 39,030   |
| Above State Minimum     | 2,189    | 2,864    | 2,964    | 3,138    | 3,570    | 4,162    | 2,206    | 2,736    | 3,338    | 4,079    | 4,467    | 1,733    | 2,183    | 2,982    | 3,422    | 3,990    | 4,180    | 4,632    | 4,642    | 5,352    | 5,362    | 5,373    | 5,383    | 5,476    | 5,586    | 5,702    |
| Total Salary            | \$34,634 | \$35,879 | \$35,979 | \$36,153 | \$36,585 | \$37,177 | \$37,841 | \$38,371 | \$38,973 | \$39,714 | \$40,102 | \$40,763 | \$41,213 | \$42,012 | \$42,452 | \$43,020 | \$43,210 | \$43,662 | \$43,672 | \$44,382 | \$44,392 | \$44,403 | \$44,413 | \$44,506 | \$44,616 | \$44,732 |
| THREE YEARS OF COLLEGE  | 26,383   | 26,867   | 26,867   | 27,285   | 27,826   | 28,402   | 29,137   | 29,759   | 30,616   | 31,258   | 31,406   | 32,085   | 32,232   |          |          |          |          |          |          |          |          |          |          |          |          |          |
| TWO YEARS OF COLLEGE    | 25,597   | 26,092   | 26,092   | 26,485   | 27,000   | 27,561   | 28,275   | 28,887   | 29,715   | 30,345   | 30,483   | 31,136   | 31,284   |          |          |          |          |          |          |          |          |          |          |          |          |          |
| ONE YEAR OF COLLEGE     | 24,924   | 25,296   | 25,296   | 25,679   | 26,184   | 26,730   | 27,418   | 27,999   | 28,815   |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |
| 0 YEAR OF COLLEGE       | 24,052   | 24,496   | 24,496   | 24,873   | 25,358   | 25,888   | 26,571   | 27,127   | 27,918   |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |          |

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.