

CUMBERLAND COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - ASSISTANT PRINCIPAL, PRINCIPAL, SYSTEM-WIDE SUPERVISORS

SYSTEM WIDE YRS OF EXPERIENCE	BACHELOR			MASTER'S			EDUCATION SPECIALIST	
	Principals	System- Wide Supervisor		Principals	System- Wide Supervisor		Principals	System- Wide Supervisor
0	42,721	43,269	0	45,096	45,521		49,339	49,702
1	43,148	43,702	0	45,785	46,216		50,867	51,208
2	43,575	44,135	0	46,473	46,911		50,953	51,292
3	44,002	44,567	0	47,162	47,607		51,211	51,582
4	44,429	45,000	0	47,851	48,302		51,867	52,264
5	44,857	45,433	0	48,540	48,997		52,956	53,349
6	45,162	45,770	0	49,165	49,648		54,399	54,798
7	45,782	46,412	0	50,233	50,725		55,566	55,979
8	46,484	47,139	0	51,748	52,282		57,253	57,690
9	47,372	48,035	0	52,857	53,393		58,493	58,928
10	47,836	48,505	0	53,112	53,634		58,742	59,183
11	48,619	49,305	0	54,267	54,808		60,000	60,446
12	49,157	49,849	0	54,503	55,032		60,269	60,720
13	50,112	50,815	0	55,690	56,244		61,554	62,003
14	50,652	51,348	0	55,960	56,501		61,805	62,278
15	51,312	52,034	0	57,154	57,720		63,138	63,600
16	51,549	52,264	0	57,167	57,732		63,150	63,612
17	52,078	52,811	0	58,163	58,720		64,264	64,741
18	52,090	52,823	0	58,176	58,733		64,277	64,753
19	52,933	53,682	0	59,191	59,772		65,424	65,909
20	53,198	53,950	0	59,487	60,070		65,751	66,239
21	53,464	54,220	0	59,785	60,371		66,080	66,570
22	53,731	54,491	0	60,084	60,673		66,411	66,903
23	54,000	54,764	0	60,384	60,976		66,743	67,237
24	54,270	55,037	0	60,686	61,281		67,076	67,574
25	54,541	55,313	0	60,990	61,587		67,412	67,911
26	54,541	55,313	0	60,990	61,587		67,412	67,911
27	54,541	55,313	0	60,990	61,587		67,412	67,911
28	54,541	55,313	0	60,990	61,587		67,412	67,911
29	54,541	55,313	0	60,990	61,587		67,412	67,911
30	54,541	55,313	0	60,990	61,587		67,412	67,911

Footnotes:

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

Note 2: A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision including 20 full-time teachers.

Note 3: Base salary based on 200 days. Additional certified supervisor supplement will apply.

2023-2024

8.0% Principals

8% SW Supervisors

DOCTORATE[illegible]

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CUMBERLAND COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - BELOW ASSISTANT PRINCIPAL

SYSTEM WIDE YRS OF EXPERIENCE	BACHELOR		MASTER'S		EDUCATION SPECIALIST	
	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist
0	43,575	45,346	47,093	48,974	50,326	52,088
1	44,011	45,800	47,749	49,659	51,885	53,666
2	44,447	46,253	48,418	50,355	51,973	53,754
3	44,883	46,707	49,096	51,060	52,235	54,058
4	45,319	47,160	49,783	51,774	52,906	54,773
5	45,754	47,614	50,480	52,499	54,016	55,909
6	46,840	48,697	51,346	53,400	55,488	57,429
7	46,941	48,818	51,474	53,533	56,678	58,666
8	47,414	49,402	52,784	54,791	58,399	60,459
9	48,321	50,341	53,915	55,956	59,663	61,756
10	48,793	50,833	54,174	56,208	59,917	62,024
11	50,820	52,852	55,890	58,126	61,201	63,348
12	50,946	52,984	56,029	58,271	61,474	63,635
13	51,114	53,254	56,805	58,944	62,786	64,980
14	51,666	53,812	57,080	59,213	63,042	65,268
15	52,339	54,531	58,298	60,490	64,401	66,653
16	52,581	54,773	58,311	60,503	64,414	66,666
17	53,120	55,346	59,327	61,539	65,550	67,849
18	53,132	55,359	59,340	61,552	65,564	67,861
19	53,993	56,259	60,375	62,641	66,734	69,073
20	54,263	56,540	60,677	62,954	67,067	69,418
21	54,534	56,823	60,981	63,269	67,403	69,765
22	54,807	57,107	61,286	63,585	67,740	70,114
23	55,081	57,392	61,592	63,903	68,078	70,465
24	55,356	57,679	61,900	64,222	68,419	70,817
25	55,633	57,968	62,209	64,543	68,761	71,171
26	55,633	57,968	62,209	64,543	68,761	71,171
27	55,633	57,968	62,209	64,543	68,761	71,171
28	55,633	57,968	62,209	64,543	68,761	71,171
29	55,633	57,968	62,209	64,543	68,761	71,171
30	55,633	57,968	62,209	64,543	68,761	71,171

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.0 Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's or specialist's degree, and doctor's degree designations.

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

2023-2024**DOCTORATE**[illegible]

1(15), Advanced
degree, education

upational education

CUMBERLAND COUNTY BOARD OF EDUCATION

2023-2024

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - Grandfathered Masters + Scale

SYSTEM WIDE YRS OF EXPERIENCE	Masters +10 Hours			Masters +20 Hours			Master +30 Hours	
	Teachers	System-Wide Specialist		Teachers	System-Wide Specialist		Teachers	System-Wide Specialist
0	\$46,228	\$47,936	\$0	\$46,143	\$47,839	\$0	\$50,132	\$50,866
1	\$46,934	\$48,668	\$0	\$47,723	\$49,459	\$0	\$51,735	\$52,464
2	\$47,640	\$49,400	\$0	\$47,836	\$49,573	\$0	\$51,851	\$52,578
3	\$48,346	\$50,133	\$0	\$48,051	\$49,815	\$0	\$52,072	\$52,834
4	\$49,053	\$50,865	\$0	\$48,669	\$50,471	\$0	\$52,668	\$53,450
5	\$49,759	\$51,597	\$0	\$49,478	\$51,320	\$0	\$53,529	\$54,335
6	\$50,714	\$52,258	\$0	\$50,605	\$52,487	\$0	\$54,401	\$55,229
7	\$51,821	\$53,743	\$0	\$51,696	\$53,617	\$0	\$55,524	\$56,371
8	\$53,012	\$55,020	\$0	\$53,241	\$55,249	\$0	\$57,182	\$58,056
9	\$54,142	\$56,184	\$0	\$54,371	\$56,412	\$0	\$58,412	\$59,314
10	\$54,403	\$56,437	\$0	\$54,632	\$56,666	\$0	\$58,692	\$59,588
11	\$55,581	\$57,668	\$0	\$55,810	\$57,897	\$0	\$59,961	\$60,886
12	\$55,814	\$57,894	\$0	\$56,050	\$58,131	\$0	\$60,199	\$61,120
13	\$57,034	\$59,174	\$0	\$57,262	\$59,402	\$0	\$61,503	\$62,443
14	\$57,436	\$59,441	\$0	\$57,536	\$59,669	\$0	\$61,757	\$62,692
15	\$58,526	\$60,719	\$0	\$58,754	\$60,947	\$0	\$63,066	\$64,029
16	\$58,539	\$60,732	\$0	\$58,767	\$60,960	\$0	\$63,080	\$64,042
17	\$59,556	\$61,768	\$0	\$59,784	\$61,997	\$0	\$64,180	\$65,154
18	\$59,569	\$61,781	\$0	\$59,797	\$62,010	\$0	\$64,193	\$65,167
19	\$60,605	\$62,871	\$0	\$60,834	\$63,100	\$0	\$65,331	\$66,721
20	\$60,908	\$63,185	\$0	\$61,138	\$63,415	\$0	\$65,658	\$67,055
21	\$61,213	\$63,501	\$0	\$61,444	\$63,732	\$0	\$65,986	\$67,390
22	\$61,519	\$63,818	\$0	\$61,751	\$64,051	\$0	\$66,316	\$67,727
23	\$61,827	\$64,138	\$0	\$62,060	\$64,371	\$0	\$66,647	\$68,066
24	\$62,136	\$64,458	\$0	\$62,370	\$64,693	\$0	\$66,981	\$68,406
25	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
26	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
27	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
28	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
29	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748
30	\$62,447	\$64,781	\$0	\$62,682	\$65,016	\$0	\$67,315	\$68,748

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), regarding requirements for Masters + semester hours on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: This scale only exists for 6 employees that were on the Masters + scale in FY 13-14. These 6 employees were grandfathered to this scale until the employee retires, leaves the system or attains the degree. The employees include: Samantha Isbell, Kim Cram, Duane Hazelton, Laura Kidwell, Linda Gayle Reed and Anna Bryant.

CUMBERLAND COUNTY BOARD OF EDUCATION**2023-2024****SCHEDULE OF SUPPLEMENTS FOR CERTIFIED SUPERVISORS AND PRINCIPALS**

(Based on number of years as supervisor or principal)

Role	Begin	4 Yrs	7 Yrs	10 Yrs	13 Yrs	16 Yrs	20 Yrs
Certified Supervisor	19%	23%	24%	25%	26%	27%	28%
Secondary Principal	18%	22%	23%	24%	25%	26%	27%
Elementary Principal PreK-8	17%	21%	22%	23%	24%	25%	26%
Secondary Assistant Principal	16%	20%	21%	22%	23%	24%	25%
Elementary Assistant Principal	14%	17%	18%	19%	20%	21%	22%

Supplements are based on percentages of individual principal's and supervisor's salaries from the Assistant Principal, Principal and System Wide Supervisors pay scale.