



Proposed Salary Schedules

Fiscal Year 2026-2027

2026-2027 State and Local Budget



Pay Increases Funded

The state legislated significant pay increases for certified staff, particularly for beginning teachers.

With a couple of exceptions (EC), the state *mostly* funded pay increases and bonuses for staff paid via state funds. This is better than anticipated and better than recent years with pay increases.

The county fully funded our budget request, resulting in supplement pay increases for all full-time certified and classified staff. The county request was sufficient to cover the gap in state legislated pay increases.

The attached salary and supplement schedules are designed to be sustainable.

Summary Of Changes for 2026-2027



Certified Staff

- 8% Average Pay Increase with Step (Range 5% to 17%) - State Funded
- Bonuses: \$500 for 0-15 Years, \$1,000 for 16+. Pays in October. - State Funded
- New Local Supplement Scale with Step Increases - County Funded

Includes staff paid from the state certified schedules (teachers, guidance counselors, media specialists, etc.)

Bach. Degree Certified Schedule

With local supplements

Teachers receive no state pay increases for experience during 13 of their 30-year careers.

No state step increase years 15 to 24, and 25+

County supplements provide pay increases for every year of experience, up to 30.

Step	2027 State Salaries	\$200/Month County Supplement	2027 County Supplement	2027 State Funded Supplement(1)	Total Annual Pay
0	\$ 48,000	\$ 2,000	\$ 4,715	\$ 1,100	\$55,815
1	\$ 48,250	\$ 2,000	\$ 4,869	\$ 1,100	\$56,219
2	\$ 48,500	\$ 2,000	\$ 5,023	\$ 1,100	\$56,623
3	\$ 48,750	\$ 2,000	\$ 5,177	\$ 1,100	\$57,027
4	\$ 49,000	\$ 2,000	\$ 5,331	\$ 1,100	\$57,431
5	\$ 49,500	\$ 2,000	\$ 5,485	\$ 1,100	\$58,085
6	\$ 50,000	\$ 2,000	\$ 5,639	\$ 1,100	\$58,739
7	\$ 50,500	\$ 2,000	\$ 5,793	\$ 1,100	\$59,393
8	\$ 51,000	\$ 2,000	\$ 5,947	\$ 1,100	\$60,047
9	\$ 51,500	\$ 2,000	\$ 6,101	\$ 1,100	\$60,701
10	\$ 53,140	\$ 2,000	\$ 6,255	\$ 1,100	\$62,495
11	\$ 53,650	\$ 2,000	\$ 6,409	\$ 1,100	\$63,159
12	\$ 54,160	\$ 2,000	\$ 6,563	\$ 1,100	\$63,823
13	\$ 54,670	\$ 2,000	\$ 6,717	\$ 1,100	\$64,487
14	\$ 55,700	\$ 2,000	\$ 6,871	\$ 1,100	\$65,671
15	\$ 56,820	\$ 2,000	\$ 7,025	\$ 1,100	\$66,945
16	\$ 56,820	\$ 2,000	\$ 7,179	\$ 1,100	\$67,099
17	\$ 56,820	\$ 2,000	\$ 7,333	\$ 1,100	\$67,253
18	\$ 56,820	\$ 2,000	\$ 7,487	\$ 1,100	\$67,407
19	\$ 56,820	\$ 2,000	\$ 7,641	\$ 1,100	\$67,561
20	\$ 56,820	\$ 2,000	\$ 7,795	\$ 1,100	\$67,715
21	\$ 56,820	\$ 2,000	\$ 7,949	\$ 1,100	\$67,869
22	\$ 56,820	\$ 2,000	\$ 8,103	\$ 1,100	\$68,023
23	\$ 56,820	\$ 2,000	\$ 8,257	\$ 1,100	\$68,177
24	\$ 56,820	\$ 2,000	\$ 8,411	\$ 1,100	\$68,331
25	\$ 59,000	\$ 2,000	\$ 8,565	\$ 1,100	\$70,665
26	\$ 59,000	\$ 2,000	\$ 8,719	\$ 1,100	\$70,819
27	\$ 59,000	\$ 2,000	\$ 8,873	\$ 1,100	\$70,973
28	\$ 59,000	\$ 2,000	\$ 9,027	\$ 1,100	\$71,127
29	\$ 59,000	\$ 2,000	\$ 9,181	\$ 1,100	\$71,281
30+	\$ 59,000	\$ 2,000	\$ 9,335	\$ 1,100	\$71,435

1) The state funded supplement is estimated. The actual amount is subject to change depending upon state funding allocations from NC DPI.

Bach. Degree Certified Supplements

The old scale (2025) mirrored the state scale with no increases for many years.

The proposed scale includes a steady supplement increase for every year of experience.

Two year increases range from 5% to 20% with an average of 10%.

See the attached salary and supplement schedules for other certified salaries, such as masters degree, guidance, etc.

1) Placement on the scale aligns with the employee's state certified scale and step.

Bachelor's					Bach Nat. Board				
Step	2025	2026	2027	Diff W / Step	Step	2025	2026	2027	Diff W / Step
0	4,715	4,715	4,715	0%	0	N/A	-	-	
1	4,801	4,820	4,869	3%	1	N/A	-	-	0%
2	4,888	4,925	5,023	7%	2	N/A	-	-	0%
3	4,974	5,030	5,177	8%	3	5,571	5,634	5,805	4%
4	5,060	5,135	5,331	9%	4	5,667	5,751	5,976	7%
5	5,146	5,240	5,485	10%	5	5,764	5,869	6,147	10%
6	5,258	5,345	5,639	11%	6	5,889	5,986	6,318	11%
7	5,362	5,450	5,793	13%	7	6,006	6,104	6,489	13%
8	5,466	5,555	5,947	13%	8	6,121	6,222	6,660	13%
9	6,055	6,055	6,101	14%	9	6,781	6,782	6,831	14%
10	6,169	6,170	6,255	14%	10	6,909	6,910	7,002	14%
11	6,281	6,285	6,409	6%	11	7,035	7,039	7,173	6%
12	6,395	6,400	6,563	6%	12	7,163	7,168	7,344	6%
13	6,508	6,515	6,717	7%	13	7,289	7,297	7,515	7%
14	6,621	6,630	6,871	7%	14	7,416	7,426	7,686	7%
15	6,735	6,745	7,025	8%	15	7,544	7,554	7,857	8%
16	6,735	6,935	7,179	8%	16	7,544	7,767	8,028	8%
17	7,274	7,275	7,333	9%	17	8,147	8,148	8,199	9%
18	7,274	7,475	7,487	11%	18	8,147	8,372	8,372	11%
19	7,274	7,575	7,641	5%	19	8,147	8,484	8,543	5%
20	7,274	7,675	7,795	7%	20	8,147	8,596	8,714	7%
21	7,274	7,775	7,949	9%	21	8,147	8,708	8,885	9%
22	7,274	7,875	8,103	11%	22	8,147	8,820	9,056	11%
23	7,274	7,975	8,257	14%	23	8,147	8,932	9,227	13%
24	7,274	8,075	8,411	16%	24	8,147	9,044	9,398	15%
25	8,113	8,175	8,565	18%	25	9,086	9,156	9,569	17%
26	8,113	8,313	8,719	20%	26	9,086	9,310	9,740	20%
27	8,113	8,413	8,873	9%	27	9,086	9,422	9,911	9%
28	8,113	8,513	9,027	11%	28	9,086	9,534	10,082	11%
29	8,113	8,613	9,181	13%	29	9,086	9,646	10,253	13%
30	8,113	8,713	9,335	15%	30	9,086	9,746	10,424	15%
			Avg	10%				Avg	10%

Summary Of Changes for 2026-2027



Classified Staff

- 3% Pay Increase - State Funded
- Bonuses - State Funded
 - \$1,750 for those with a salary less than \$65K annually. Pays in October.
 - \$1,000 for those with a salary over \$65K annually. Pays in October
- \$200 additional Supplemental Bonuses - County Funded and Pays in November
- 50% increase in Local Longevity Supplements - County Funded
 - Implemented in 1998. May not have increased since that time.

Includes staff paid from the classified scales (TA, bus drivers, custodians, central office, etc.)

CLASSIFIED SUPPLEMENTS AND LONGEVITY

CLASSIFIED LONGEVITY

Years of NC State Service	Rate
0-9	N/A
10-14	1.50%
15-19	2.25%
20-24	3.25%
25+	4.50%

Paid the month following state anniversary date.

See DPI employee salary manual for more details.

CLASSIFIED LOCAL LONGEVITY

Years of Service with JCPS	FY 2026	FY 2027
11-15yrs	\$200	\$300
16-20yrs	\$350	\$525
21-25yrs	\$500	\$750
26-30yrs	\$800	\$1,200
31+yrs	\$1,200	\$1,800

Paid in November of each year

CLASSIFIED SUPPLEMENT & BONUS

\$300 per year paid annually in November to all permanent classified staff.

\$200 additional bonus to be paid in November of 2026 to all permanent classified staff.

Summary Of Changes for 2026-2027



Assistant Principals

- 8% Pay Increase - State Funded
- Bonuses - State Funded
 - \$500 for steps 0 - 15. Pays in October.
 - \$1,000 for steps 16+. Pays in October
- New County Supplement Scale with Step increases - County Funded
 - Similar to Certified Supplement Increases
 - Higher than Certified Supplements, Step for Step
 - See attached for more details

Summary Of Changes for 2026-2027



Principals

- 3% Scale Increase for July to December- State Funded
- January to May 2027
 - Salaries set to “Base” regardless of school academic growth
 - Difference (if applicable) paid as a supplemental bonus in January 2027
 - February to May wages will be significantly lower than July to December if paid from “Met” or “Exceeded” scales.
- \$1,000 Bonus. Pays in October - State Funded
- 8% Increase in Base Principal Supplements - County Funded

FY 26-27 State Principal Schedule

July through December 2026 State Legislated Salaries

Base Salary

ADM Range	Schedule / Pay Level	Annual Salary
Up to 200	B0	\$80,126
201 to 400	B1	\$84,131
401 to 700	B2	\$88,137
701 to 1,000	B3	\$92,145
1,001 to 1,600	B4	\$96,151
Over 1,600	B5	\$100,156

Growth Met Salary

ADM Range	Schedule / Pay Level	Annual Salary
Up to 200	G0	\$88,137
201 to 400	G1	\$92,544
401 to 700	G2	\$96,952
701 to 1,000	G3	\$101,358
1,001 to 1,600	G4	\$105,766
Over 1,600	G5	\$110,172

Growth Exceeded Salary

ADM Range	Schedule / Pay Level	Annual Salary
Up to 200	E0	\$96,151
201 to 400	E1	\$100,958
401 to 700	E2	\$105,766
701 to 1,000	E3	\$110,574
1,001 to 1,600	E4	\$115,381
Over 1,600	E5	\$120,188

January through June 2027 State Legislated Salaries

Base Growth Salary

ADM Range	Schedule / Pay Level	Monthly Salary
Up to 200	B0	\$80,126
201 to 400	B1	\$84,131
401 to 700	B2	\$88,137
701 to 1,000	B3	\$92,145
1,001 to 1,600	B4	\$96,151
Over 1,600	B5	\$100,156

In conclusion



The proposed scales lay a strong foundation to build upon for years to come:

- A pay increase every year for 30 years for certified staff
- Supplements that are independent of the state salaries (sustainable)
- Increases for both both certified and classified staff beyond state increases.
- Within budget!