



**WAKE COUNTY
PUBLIC SCHOOL SYSTEM**

**Miscellaneous
Salary Schedules
2017-2018**

**WAKE COUNTY PUBLIC SCHOOL SYSTEM
2017 - 2018 Salary Schedules
SUBSTITUTE DAILY AND HOURLY RATES**

Teacher Substitute

| | |
|---------------------------------|------------------|
| Certified Substitute | \$103.00 per day |
| Non Certified Substitute | \$80.00 per day |
| Teacher Assistant as Substitute | \$162.79 per day |

Bus Driver Substitute

| | |
|-----------------------|------------------|
| Bus Driver Substitute | \$13.11 per hour |
|-----------------------|------------------|

**WAKE COUNTY PUBLIC SCHOOL SYSTEM
BEFORE AND AFTER SCHOOL PROGRAMS
2017-2018 Salary Schedule**

| Position | Certification Status | Hourly Rate | Overtime Rate |
|-----------------------|-----------------------------------|--|---|
| Childcare Coordinator | With Teacher Certification | \$25.75 | No overtime |
| | Without Teacher Certification* | \$16.48 | \$24.72 |
| Childcare Assistant | With Teacher Certification | \$23.18 | No overtime |
| | Without Teacher Certification** | Hourly Rate for Primary WCPSS employment | 150% of the hourly rate of primary WCPSS employment |
| Student Assistant | No Teacher Certification Required | \$8.00 | No overtime |

*Childcare coordinators without teacher certification are paid at the hourly rate of their primary WCPSS position if that hourly rate is greater than \$16.00 per hour.

**Childcare assistants without certification who do not have other employment with WCPSS are placed on the noncertified grade 18 pay scale. Principals are to contact their HR staffing administrator for proper salary placement.

**Wake County Public School System
2017-2018 Salary Schedule
Extra Duty Assignments**

Phase 3 of Implementation

Note: Any person continuing in their previous year role will make no less than the prior year amount.

| Grade of Position | Years of Experience(1) | | |
|-------------------|------------------------|---------|---------|
| | 0 to 4 | 5 to 14 | 15+ |
| 1 | \$999 | \$1,570 | \$2,141 |
| 2 | \$1,998 | \$2,569 | \$3,139 |
| 3 | \$3,137 | \$3,734 | \$4,332 |
| 4 | \$4,625 | \$5,285 | \$5,947 |

(1) Years of Experience are credits for serving in the specific role

| Academic Positions | Position Grade | | |
|------------------------------------|----------------|--------|------|
| | Elementary | Middle | High |
| AG Production (magnet only) | 1 | NA | NA |
| Grade/Department Chairperson | 1 | 1 | 1 |
| Mentor Coordinator | 2 | 2 | 2 |
| Student Support Team Coordinator** | 2 | 2 | 2 |
| Student Support Team Member** | 1 | 1 | 1 |
| Testing Coordinator^^ | 3 | 3 | 4 |

^^Assistant Principals may be paid for serving in this role if approved.

**Schools can choose to have the Student Support Team with 1 Coordinator and 4 Team Members or with 6 Team Members

| Non-Athletic Activities | Position Grade | |
|---------------------------|----------------|------|
| | Middle | High |
| Activity Advisor* | 1 | 1 |
| Band Director (Full time) | 2 | 4 |
| Band Director (Other)** | 1 | NA |
| Choral Music Director | 2 | 3 |
| Dance Director | 2 | 3 |
| Drama Director | 2 | 3 |
| Newspaper Advisor | NA | 2 |
| Set Designer | 1 | 2 |
| Strings Director | 1 | 3 |
| Student Council Advisor | NA | 2 |
| Team Leaders | 1 | NA |
| Yearbook Advisor | NA | 2 |

*Centennial MS and Moore Square MS have 8 additional Activity Advisors for their intramural program; no coaching positions

**The Band Director (Other) position is only utilized for middle school programs with >200 participants.

Notes:

Beginning in the 2016-17 year, the High School arts positions (HS Choral Music Directors, HS Dance Directors, HS Drama Directors, HS Strings Directors, and HS Band Directors) will be paid a supplement 2 times per year - once in November and once in May. Any person continuing in their previous year role will make no less than the prior year amount.

**Wake County Public School System
2017-2018 Salary Schedule
Extra Duty Assignments - Athletic Positions**

| Athletics | Position Grade | |
|--------------------------------------|-----------------------|-------------|
| | Middle | High |
| Athletic Director^ | 2 | 4 |
| Athletic Trainer/Safety Tech^ | 2 | 4 |
| Athletic Trainer/Safety Tech (asst)^ | NA | 3 |
| Baseball Coach (head) | NA | 3 |
| Baseball Coach (Asst/JV) | NA | 2 |
| Basketball Coach - Men's | 1 | 3 |
| Basketball Coach - Women | 1 | 3 |
| Basketball Coach (asst) | NA | 2 |
| Cheerleading Coach | 1 | 3 |
| Cheerleading Coach (Asst/JV) | NA | 2 |
| Cross Country Coach | NA | 2 |
| "Flex" Assistant Coach | NA | 2 |
| Football Coach (head) | 2 | 4 |
| Football Coach (asst/JV) | 1 | 3 |
| Golf Coach - Women (fall) | NA | 2 |
| Golf Coach - Men's (spring) | NA | 2 |
| Gymnastics Coach | NA | 2 |
| Lacrosse Coach - Men's | NA | 3 |
| Lacrosse Coach - Women | NA | 3 |
| Lacrosse Coach JV - Men's | NA | 2 |
| Lacrosse Coach JV - Women | NA | 2 |
| Soccer Coach - Men's | 1 | 3 |
| Soccer Coach - Women | 1 | 3 |
| Soccer Coach - Men's (asst) | NA | 2 |
| Soccer Coach - Women (asst) | NA | 2 |
| Softball Coach | 1 | 3 |
| Softball Coach (asst/JV) | NA | 2 |
| Stunt Coach | NA | 2 |
| Swim Coach | NA | 3 |
| Tennis Coach - Men's (spring) | NA | 2 |
| Tennis Coach - Women (fall) | NA | 2 |
| Track Coach (head) - Men's | 1 | 3 |
| Track Coach (head) - Women | 1 | 3 |
| Track Coach - Men's (asst) | NA | 2 |
| Track Coach - Women (asst) | NA | 2 |
| Volleyball Coach (head) | 1 | 3 |
| Volleyball Coach (JV) | NA | 2 |
| Winter Track | NA | 2 |
| Wrestling Coach | NA | 3 |

^Athletic Directors and Athletic Trainers are paid the supplement 3 times per year.

Wake County Public School System 2017-2018 Salary Schedule

Tutor Rates, Professional Development Stipend and Additional Responsibilities Stipend

Tutor Rates

| | |
|--|-----------|
| Holding a valid or expired NC educator's license | \$35/hour |
| Non-certified | \$25/hour |

Professional Development Stipend

| | |
|--|----------|
| Daily stipend rate for licensed staff only | \$80/day |
|--|----------|

Additional Responsibilities for Current Certified Staff

(Only current certified WCPSS employees are eligible for these assignments)

| | |
|-----------------------|---|
| <u>Level I Duties</u> | \$15/hour |
| Titles: | Data Entry Event Assistant |
| Skills Required: | Clerical or limited technical knowledge |
| Descriptor: | Task limited in scope |

| | |
|------------------------|--|
| <u>Level II Duties</u> | \$25/hour |
| Titles: | CMAPP Revision and Technical Aligner/Editor Textbook Selection and Adoption Committee Member Assistant Facilitator/Instructor Judges/Readers (for district sponsored competition) |
| Skills Required: | Degree or certification and training with experience in program area |
| Descriptor: | Administer, review, assist with facilitation |

| | |
|-------------------------|--|
| <u>Level III Duties</u> | \$35/hr |
| Titles: | Curriculum and Instructional Resource Writer/Developer Program Coordinator Lead Facilitator/Instructor |
| Skills Required: | Degree or certification and training with experience in program area |
| Descriptor: | Teach, facilitate, train, create (standard curriculum) |

| | |
|------------------------|---|
| <u>Level IV Duties</u> | \$45/hr |
| Titles: | Curriculum Developer in Specialized Content Area Lead Facilitator/Instructor in Specialized Content Area |
| Skills Required: | Advanced degree or certification and training with experience in specialized content area |
| Descriptor: | Coordinate programs, train trainers, develop specialized curriculum |

**Wake County Public School System
2017-2018 Salary Schedules**

Local Supplement Summary

Teachers

| <u>Years</u> | <u>Bachelor's</u> | <u>Master's</u> |
|--------------|-------------------|-----------------|
| 0-2 | 17.25% | 17.75% |
| 3-4 | 17.50% | 18.00% |
| 5-7 | 17.50% | 18.00% |
| 8-9 | 17.75% | 18.25% |
| 10-12 | 17.75% | 18.25% |
| 13-14 | 18.25% | 18.75% |
| 15-17 | 18.25% | 18.75% |
| 18-19 | 18.75% | 19.25% |
| 20-22 | 18.75% | 19.25% |
| 23-24 | 19.50% | 20.00% |
| 25-27 | 20.00% | 20.50% |
| 28-29 | 22.25% | 22.75% |
| 30+ | 23.25% | 23.75% |

Special Education Teachers

| <u>Years</u> | <u>Bachelor's</u> | <u>Master's</u> |
|--------------|-------------------|-----------------|
| 0-2 | 18.00% | 18.50% |
| 3-4 | 18.25% | 18.75% |
| 5-7 | 18.25% | 18.75% |
| 8-9 | 18.50% | 19.00% |
| 10-12 | 18.50% | 19.00% |
| 13-14 | 19.00% | 19.50% |
| 15-17 | 19.00% | 19.50% |
| 18-19 | 19.50% | 20.00% |
| 20-22 | 19.50% | 20.00% |
| 23-24 | 20.25% | 20.75% |
| 25-27 | 20.75% | 21.25% |
| 28-29 | 23.00% | 23.50% |
| 30+ | 24.00% | 24.50% |

Counselors/Social Workers

| <u>Years</u> | <u>Bachelor's</u> | <u>Master's</u> |
|--------------|-------------------|-----------------|
| 0-2 | 17.50% | 18.50% |
| 3-4 | 17.50% | 18.50% |
| 5-7 | 17.50% | 18.50% |
| 8-9 | 18.00% | 19.00% |
| 10-12 | 18.00% | 19.00% |
| 13-14 | 18.50% | 19.50% |
| 15-17 | 18.50% | 19.50% |
| 18-19 | 18.75% | 20.00% |
| 20-22 | 18.75% | 20.00% |
| 23-24 | 19.25% | 20.75% |
| 25-27 | 19.25% | 20.75% |
| 28-29 | 20.00% | 21.50% |
| 30+ | 20.00% | 21.50% |

Speech Path.

| <u>Years</u> | <u>Audiologists</u> | <u>Psychologists</u> |
|--------------|---------------------|----------------------|
| 0-2 | 17.50% | 20.50% |
| 3-4 | 17.50% | 20.50% |
| 5-7 | 17.50% | 20.50% |
| 8-9 | 18.00% | 21.00% |
| 10-12 | 18.00% | 21.00% |
| 13-14 | 18.50% | 21.50% |
| 15-17 | 18.50% | 21.50% |
| 18-19 | 19.00% | 22.00% |
| 20-22 | 19.00% | 22.00% |
| 23-24 | 19.75% | 22.75% |
| 25-27 | 19.75% | 22.75% |
| 28-29 | 20.50% | 23.50% |
| 30+ | 20.50% | 23.50% |