

Wake County Board of Education

Work Session

August 6, 2024

2024-25 Salary Schedules

WCPSS 2024-25 Salary Schedules

Today

- Review recommended 2024-25 Salary Schedules
- Present next steps

WCPSS 2024-25 Salary Schedules

2024-25 Recommended Salary Schedules

- Schedules reflect all compensation changes included in Board's Proposed Budget
 - State legislated changes in 2nd year state biennial budget
 - Additional staff compensation changes requested by board & locally funded
- Changes are effective July 1, 2024, with retroactive pay to existing staff

WCPSS 2024-25 Salary Schedules

Certified Staff

- Legislated changes to teacher salary schedule & step increase
- Board approved 4% increase for salary supplement
- Example follows

WCPSS 2024-25 Salary Schedules

Certified Staff – Schedule A

Step	2023-24 State Base Salary	2023-24 Local Supplement	2023-24 State Base & Local Supplement Annualized	2024-25 State Base Salary	2024-25 Local Supplement	2024-25 State Base & Local Supplement Annualized	Year over State Base Salary Increase	Year over Local Supplement Increase	Year over State Base & Local Supplement Annualized Increase
0	\$ 3,900	\$ 706	\$ 46,058	\$ 4,100	\$ 734	\$ 48,340	N/A	N/A	N/A
1	\$ 3,984	\$ 706	\$ 46,903	\$ 4,175	\$ 735	\$ 49,096	7.05%	4.08%	4.08%
2	\$ 4,085	\$ 727	\$ 48,115	\$ 4,250	\$ 756	\$ 50,056	6.68%	6.97%	6.97%
3	\$ 4,187	\$ 733	\$ 49,200	\$ 4,325	\$ 762	\$ 50,873	5.88%	4.92%	4.92%
4	\$ 4,289	\$ 764	\$ 50,527	\$ 4,400	\$ 794	\$ 51,943	5.09%	8.36%	8.36%
5	\$ 4,391	\$ 764	\$ 51,553	\$ 4,475	\$ 795	\$ 52,698	4.34%	4.08%	4.08%
6	\$ 4,481	\$ 785	\$ 52,657	\$ 4,572	\$ 816	\$ 53,881	4.12%	6.79%	6.79%
7	\$ 4,572	\$ 785	\$ 53,573	\$ 4,663	\$ 817	\$ 54,797	4.06%	4.07%	4.07%
8	\$ 4,662	\$ 806	\$ 54,677	\$ 4,753	\$ 838	\$ 55,910	3.96%	6.71%	6.71%
9	\$ 4,753	\$ 817	\$ 55,705	\$ 4,844	\$ 850	\$ 56,942	3.90%	5.52%	5.52%
10	\$ 4,843	\$ 843	\$ 56,862	\$ 4,935	\$ 877	\$ 58,120	3.83%	7.28%	7.28%
11	\$ 4,933	\$ 844	\$ 57,768	\$ 5,025	\$ 878	\$ 59,026	3.76%	4.07%	4.07%
12	\$ 5,024	\$ 875	\$ 58,986	\$ 5,116	\$ 910	\$ 60,256	3.71%	7.80%	7.80%
13	\$ 5,114	\$ 875	\$ 59,892	\$ 5,206	\$ 910	\$ 61,162	3.62%	4.07%	4.07%
14	\$ 5,205	\$ 931	\$ 61,357	\$ 5,297	\$ 968	\$ 62,650	3.58%	10.60%	10.60%
15	\$ 5,306	\$ 931	\$ 62,373	\$ 5,388	\$ 969	\$ 63,566	3.52%	4.06%	4.06%

Step	2023-24 State Base Salary	2023-24 Local Supplement	2023-24 State Base & Local Supplement Annualized	2024-25 State Base Salary	2024-25 Local Supplement	2024-25 State Base & Local Supplement Annualized	Year over State Base Salary Increase	Year over Local Supplement Increase	Year over State Base & Local Supplement Annualized Increase
16	\$ 5,306	\$ 973	\$ 62,788	\$ 5,388	\$ 1,012	\$ 63,997	1.55%	8.63%	8.63%
17	\$ 5,306	\$ 988	\$ 62,943	\$ 5,388	\$ 1,028	\$ 64,159	1.55%	5.66%	5.66%
18	\$ 5,306	\$ 1,009	\$ 63,151	\$ 5,388	\$ 1,049	\$ 64,374	1.55%	6.18%	6.18%
19	\$ 5,306	\$ 1,036	\$ 63,419	\$ 5,388	\$ 1,077	\$ 64,654	1.55%	6.77%	6.77%
20	\$ 5,306	\$ 1,057	\$ 63,632	\$ 5,388	\$ 1,100	\$ 64,875	1.55%	6.14%	6.14%
21	\$ 5,306	\$ 1,068	\$ 63,739	\$ 5,388	\$ 1,111	\$ 64,986	1.55%	5.05%	5.05%
22	\$ 5,306	\$ 1,079	\$ 63,845	\$ 5,388	\$ 1,122	\$ 65,097	1.55%	5.04%	5.04%
23	\$ 5,306	\$ 1,107	\$ 64,133	\$ 5,388	\$ 1,152	\$ 65,396	1.55%	6.77%	6.77%
24	\$ 5,306	\$ 1,136	\$ 64,421	\$ 5,388	\$ 1,181	\$ 65,695	1.55%	6.70%	6.70%
25	\$ 5,510	\$ 1,137	\$ 66,472	\$ 5,595	\$ 1,183	\$ 67,777	5.45%	4.10%	4.10%
26	\$ 5,510	\$ 1,195	\$ 67,051	\$ 5,595	\$ 1,243	\$ 68,379	1.54%	9.30%	9.30%
27	\$ 5,510	\$ 1,239	\$ 67,488	\$ 5,595	\$ 1,288	\$ 68,834	1.54%	7.80%	7.80%
28	\$ 5,510	\$ 1,283	\$ 67,925	\$ 5,595	\$ 1,334	\$ 69,288	1.54%	7.67%	7.67%
29	\$ 5,510	\$ 1,326	\$ 68,362	\$ 5,595	\$ 1,379	\$ 69,743	1.54%	7.54%	7.54%
30	\$ 5,510	\$ 1,355	\$ 68,654	\$ 5,595	\$ 1,410	\$ 70,046	1.54%	6.29%	6.29%

WCPSS 2024-25 Salary Schedules

Certified Staff

- Payment of Masters Degree pay differential continues for non-grandfathered staff
- Approved by Board of Education effective July 1, 2023, using local funding to reinstate Masters Degree pay differential
- Masters pay differential was eliminated by the state in 2013 with grandfathering for existing staff with masters & those already enrolled in Masters Degree programs

WCPSS 2024-25 Salary Schedules

School Principals

- Overall, 3% compensation increase

WCPSS 2024-25 Salary Schedules

School Assistant Principals

- 19% differential over Teacher Schedule A

WCPSS 2024-25 Salary Schedules

Classified Staff*

- 3% state legislated increase
- Additional Board approved locally funded increase to \$17.75 per hour minimum hourly rate (\$17 per hour in 2023-24) or a minimum of 4% increase
- Step & Grade Differentials maintained to avoid salary compression

* Except Bus Drivers

WCPSS 2024-25 Salary Schedules

Bus Drivers

- 3% state legislated increase
- Additional Board approved locally funded increase to minimum \$20 per hour
- Step differential maintained to avoid salary compression

WCPSS 2024-25 Salary Schedules

Administrator Banded, Technology Banded Positions, & SLT

- 3% state legislated increase

WCPSS 2024-25 Salary Schedules

Next Steps

- Board Approval of salary schedules after budget reconciliation adjustments approval
- If Board is in position to approve budget reconciliation adjustments and salary schedules on August 6, staff compensation changes to reflect in August paycheck, and retroactive pay to July 1 to reflect in September paycheck.

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Q&A

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