



WAKE COUNTY PUBLIC SCHOOL SYSTEM

2024-2025 Salary Schedules

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WAKE COUNTY PUBLIC SCHOOL SYSTEM

2024-2025 Salary Schedules

SUBSTITUTE DAILY AND HOURLY RATES

Teacher Substitute

Certified Substitute		\$135.00	per day		
Non-Certified Substitute		\$120.00	per day		
Instructional Assistant as Substitute		\$38.00	per day above standard rate of pay		

Bus Driver Substitute

Bus Driver Substitute		\$20.00	per hour		
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WAKE COUNTY PUBLIC SCHOOL SYSTEM
2024-2025 Salary Schedule
BEFORE AND AFTER SCHOOL PROGRAMS

Position	Certification Status	Hourly Rate	Overtime Rate
Childcare Coordinator	With Teacher Certification	\$35.00	No overtime
	Without Teacher Certification*	\$23.00	\$34.50
Childcare Assistant	With Teacher Certification	\$28.00	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	\$8.24	No overtime
Student Work Study	No Teacher Certification Required	\$10.30	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 \$23.00 per hour.

**Childcare assistants without certification who do not have other employment with WCPSS are placed on the noncertified grade 20 pay scale. Principals are to contact their HR staffing administrators for proper salary placement.

**Wake County Public School System
2024 - 2025 Salary Schedule
Extra Duty Assignments**

Note: Scale adjusts based on the A-0 Teacher Salary Scale in the fiscal year following the change in pay for the teacher scale. Any person continuing in their previous year role will make no less than the prior year amount.

Grade of	Years of Experience(1)		
	0 to 4	5 to 14	15+
1	\$1,613	\$2,534	\$3,455
2	\$3,225	\$4,146	\$5,067
3	\$4,837	\$5,758	\$6,679
4	\$6,449	\$7,370	\$8,291

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

Academic Positions	Position Grade		
	Elementary	Middle	High
Fine Arts Production* (magnet only)	1	NA	NA
Grade/Department Chairperson	1	1	1
Intervention Team Coordinator**	2	2	2
Intervention Support Team Member**	1	1	1
Testing Coordinator^^	3	3	4

* Stipend available for eligible magnet schools with the approval of Fine Arts Production (formerly AG Production)

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

**Schools can choose to have the Intervention 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:

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.

Career Technical Student Organization Advisor: May be paid a one-time \$1,000 stipend for facilitating this organization's work. WCPSS' CTE Division will provide specific guidelines regarding eligibility and document the process by which the stipend may be paid. This is not to be in place of any other stipend paid at the discretion of the school principal for extra duty responsibilities.

Wake County Public School System**2024-2025 Salary Schedule****Extra Duty Assignments - Athletic Positions**

			Position Grade	
Athletics			Middle	High
Athletic Director^			2	4
Athletic Trainer/First Responder^			2	4
Athletic Trainer/First Responder (asst)^			NA	3
Baseball Coach (head)			NA	3
Baseball Coach (asst/JV)			NA	2
Basketball Coach - Men's			1	3
Basketball Coach - Women's			1	3
Basketball Coach (asst)			NA	2
Cheerleading Coach			1	3
Cheerleading Coach (asst/JV)			NA	2
Cross Country Coach			NA	2
Flag Football			NA	2
“Flex” Assistant Coach			NA	2
Football Coach (head)			2	4
Football Coach (asst/JV)			1	3
Golf Coach - Women's			NA	2
Golf Coach - Men's			NA	2
Gymnastics Coach			NA	2
Lacrosse Coach - Men's			NA	3
Lacrosse Coach - Women's			NA	3
Lacrosse Coach JV - Men's			NA	2
Lacrosse Coach JV - Women's			NA	2
Soccer Coach - Men's			1	3
Soccer Coach - Women's			1	3
Soccer Coach - Men's (asst)			NA	2
Soccer Coach - Women's (asst)			NA	2
Softball Coach			1	3
Softball Coach (asst/JV)			NA	2
Stunt Coach - Woman's			NA	2
Swim Coach (Men's/Women's)			NA	3
Tennis Coach - Men's			NA	2
Tennis Coach - Women's			NA	2
Track Coach (head) - Men's			1	3
Track Coach (head) - Women's			1	3
Track Coach - Men's (asst)			NA	2
Track Coach - Women's (asst)			NA	2
Volleyball Coach (head)			1	3

Volleyball Coach (JV)	NA	2	
Track (Indoor) - Men's/Women's	NA	2	
Wrestling Coach - Men's	NA	3	
Wrestling Coach - Women's	NA	3	
^Athletic Directors and Athletic Trainers are paid the supplement 3 times per year.			

**Wake County Public School System
2024-2025 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*

Student Mentoring Program (ex: Helping Hands, STARS, etc)

Paid in 2 installments each year	Lead Mentor*	\$1,100/year
	Assistant Mentor	\$700/year

Professional Development Stipend

Daily stipend rate for licensed staff only	\$130/day
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Additional Responsibilities for Current Certified Staff

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

<u>Level I Duties</u>	\$17.75/hour
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Titles:	Bus Monitors
	Data Entry
	Event Assistant

Skills Required:	Clerical or limited technical knowledge
Descriptor:	Task limited in scope

<u>Level II Duties</u>	\$25/hour
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Titles:	Canvas Crew
	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
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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
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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
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	content area				
Descriptor:	Coordinate programs, train trainers, develop specialized curriculum				

* If the overtime rate of pay (one and one-half times the regular rate of pay for all hours in excess of 40 hours in a workweek) exceeds \$25 per hour, the employee should be paid the higher overtime rate to ensure FLSA compliance.

**Wake County Public School System
2024-2025 Salary Schedule
Mentor Coordinator and Mentor Extra Duty**

Mentor Coordinator Extra Duty Stipend

The Mentor Coordinator salary scale is based on the number of Beginning Teachers (BT) that participate in the BT program as of April 1st of each school year. This includes teachers who resigned, transferred, or converted from the program prior to April 1st. The program size is verified by the Mentor Coordinator, Principal, and the Teacher Support Team. At the end of each school year, the Teacher Support Team submits the Mentor Coordinator extra duty stipend to the Compensation Services to be disbursed in May.

Program Size (# of BTs)	0	1-5	6-10	11-15	16-20	21-25	26-30	31+
Mentor Coordinator Stipend	\$ 500.00	\$ 2,400.00	\$ 2,700.00	\$ 3,000.00	\$ 3,300.00	\$ 3,600.00	\$ 3,900.00	\$ 4,200.00

Mentor Extra Duty Salary Schedule

The Mentor salary scale is based on the number of 1st or 2nd year BTs the Mentor supports. Mentors are eligible to receive a \$50 monthly stipend for a maximum of 2 BTs, not to exceed \$100 a month. Mentors are ineligible to receive stipends for 3rd year BTs. The stipend is verified by the Mentor Coordinator and the Teacher Support Team. The Teacher Support Team submits the Mentor extra duty salary to the Compensation Services for disbursement in December and May.

Mentor Stipend	1st or 2nd Year BT	1st or 2nd Year BT	Total
Mentor A	\$50 monthly	Not Assigned	\$50 monthly
Mentor B	\$50 monthly	\$50 monthly	\$100 monthly (Maximum)

**WAKE COUNTY PUBLIC SCHOOL SYSTEM
2024-2025 Salary Schedule
COMMUNITY SERVICES - COMMUNITY USE**

Pay Scale for WCPSS employees facilitating Community Use reservations

Position	Hourly Rate - Staff	
Custodian	Timesheet Employee	Regular Rate of Pay
	Exempt Employee	\$25.00
Facility Supervisor	Timesheet Employee	Regular Rate of Pay
	Exempt Employee	\$25.00
Staff Technician		\$35.00
Student Technician	Object Code 177	\$15.00

Fair Labor Standards are observed for time-sheet employees

Hourly Pay will not be more than is shown on the above chart

Hours worked will be paid only once

Staff and Student Technicians are specially trained to operate auditorium lights and sound

*Rev 01-01-2023