

**Asheville City Schools**  
**Classified Staff Salary Study**  
**January 2020**

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## Introduction

School districts are joining the ranks of business and industry to determine pay levels for job categories through salary studies. These tools are particularly important to school districts in North Carolina where salaries of school district employees have largely remained stagnant for years. There is turnover and new staff members are brought in at salaries that sometimes are higher than veteran employees because that is what the market salary level requires.

School Efficiency Consultants, SEC, started receiving requests from school districts for such studies due to our expertise in school finance and operations. SEC's commitment is to engage with districts to ensure that we provide recommendations and results that meet the needs of the district. Unlike some businesses that conduct these studies, SEC understands the complexity of school finance and human resources.

### **Changing Employee Views**

Salaries that are stagnant, recruiters from within and other states enticing employees, younger employees who are not interested in the "gold watch" mentality of sticking with a job, rising health costs, and more are impacting retention of employees. And, SEC hears a universal message from school employees that they do not understand the compensation structure and how their salaries are determined. Add to that the fact that employees often do not see the connection between their roles and responsibilities as outlined in posted job descriptions and how their compensation is set based on salary grades and steps. These factors and more result in complex administration issues for school district human resource and finance areas in conjunction with the administrators they support in the hiring and retention process.

### **National Perspective**

In 2010, just 20 percent of employers said that retention of employees was important. By 2015, that percentage skyrocketed to 63. (Payscale.com—Compensation Today) This drastic increase is a result of factors including employers who recognize that reducing employee turnover is a key management issue. These employers also understand that the costs of finding and training replacements can be as much as twice that employee's salary.

The Wall Street Journal reports that some of the top ways to lower turnover are by "setting the right compensation and benefits" and "reviewing compensation and benefits packages at least annually."

### **Asheville City Schools**

The leadership of Asheville City Schools (ACS) is to be commended for engaging SEC in studying the compensation of classified positions. Interim Superintendent Dr. Bobbie Short asked SEC to conduct this study following a finance department review we prepared in August 2019. Dr. Short is committed to making substantive improvements in the district during her interim period as superintendent. Included in those changes is this review of classified salaries.

## Summary of Findings

Classified staff salaries in ACS are not sufficient to retain staff, particularly given the high cost of living in the Asheville area. The turnover rate of classified staff members is high even though the district provides 9 to 16.5 annual supplements that make the salaries competitive with the market and county government. Salaries are stagnant since employees have not progressed on the salary schedule and the state has not provided cost of living increases consistently in some time. Public school employees used to be attracted to state jobs because of the benefits, however, cost increases have resulted in diminishing the attraction of these positions.

ACS is competing with Buncombe County Schools and other surrounding school districts, private industry, the community college, county government, and other communities for classified personnel. A consistent theme of employees is their concern about the fact that new hires are making comparable salaries since employees have not progressed on the salary schedules and also that there is a loss of production time spent training new hires. Retaining classified employees is critical to the operations of the district.

Transportation, maintenance, and other managers believe the district has or will lose the ability to attract qualified staff members if the district continues its practice of not consistently giving credit for outside relevant experience. This is particularly critical as veteran staff members reach retirement and the district begins the recruitment process for these positions.

There is an urgent need for the district to be more transparent in the process of establishing salaries. Even managers are sometimes not aware of the salaries to be paid new hires. SEC recommends taking the mystery out of the salary protocol.

Differentiation for levels of duties is needed in a number of positions. For example, EC teacher assistants should be on a different step than regular ed teacher assistants.

SEC recommends placing employees on a 30-step salary schedule based on their years with the district. This will result in salary increases for many classified employees.

## Methodology

SEC discussed the classified salary concerns of ACS with Dr. Short. SEC also interviewed selected staff members to gain their perspectives on classified salaries.

### Goals of the Salary Study

- To review the compensation system for ACS and make recommendations for changes so the district can become more competitive for qualified staff and better able to retain staff.
- To develop a salary schedule for ACS that places employees at the appropriate level of compensation.

### Interviews with Selected Staff

SEC team members spent time interviewing selected staff members in ACS to gain their perspectives on classified salaries. Interviews were conducted with the following staff:

- **Interim Superintendent**
- **Associate Superintendent of Auxiliary Services**
- **Human Resources Coordinator**
- **Human Resources Elementary School Coordinator**
- **Facilities/Maintenance Director**
- **Child Nutrition Director**
- **Assistant Principal**
- **Administrative Assistant—Central Services (2)**
- **IT Technician**
- **Mental Health Coordinator**
- **School Treasurer**
- **High School Office Support Assistant**
- **Elementary Data Manager**
- **Payroll Manager**
- **Cafeteria Manager (2)**
- **Head Cook**
- **Child Nutrition Assistant**
- **Maintenance Grounds Supervisor**
- **Teacher Assistant (3)**
- **Lead Custodian (2)**

**Interview Summary:**

It is a clear theme of the interviews with managers and classified staff members that compensation for classified staff is a major concern in ACS. Staff members, even those managers who hire, do not understand how salaries are set and there is a need for transparency in establishing salaries and salary schedule placement. SEC heard during the interviews that classified staff would like to remain with the school district but a lack of salary increases has some considering other employment.

Like many other districts, salaries of classified staff members have been largely stagnant. This has resulted in experienced staff members whose salaries have not increased on the scale. New staff members come into positions earning comparable salaries to the veterans. One person described it this way, "The longer you work here, the less you make."

There are specific concerns about the following:

- Managers and other staff members do not understand how salaries are set. Managers are unable to tell employees they want to hire how much the salary will be. There needs to be more transparency in setting salaries.
- Unlike most districts, ACS offers a supplement for classified staff. There is some support for paying this supplement twice a year rather than once or even for folding it into a new schedule. There are concerns that the tax rate for the supplement is very high.
- SEC also heard that classified staff members feel it is unfair that certified staff members received raises but they did not.
- Benefits offered through the state are not as much of an incentive for staff as they were previously.
- The cost of living in Asheville means that many classified staff members must work two jobs. One staff person said she could not afford to buy a house in Asheville due to housing costs.
- The district does not have consistent rules and procedures for compensating employees for outside work experience.
- Head custodians are not paid a sufficiently higher rate than custodians. SEC was also told that cafeteria managers do not make substantially more than cooks. Managers and staff believe there should be more differentiation. Also, teacher assistants for exceptional children should be paid at a different rate than other teacher assistants.
- Bus drivers must pay for their CDLs. Some other districts pay this for the drivers as an incentive.
- Bookkeepers earn less than data managers and there is some sentiment for raising their salaries.
- Job descriptions for all positions should be kept up to date.

## Cost of Living

Cost of Living is an important employment factor, particularly for classified staff. Asheville is considered one of the best places to live in the country. However, this has resulted in housing prices that are above average for the state and the country. The median home price in Asheville is \$286,900. According to a report in the local newspaper, “the median rent in Asheville for a one-bedroom apartment now sits at \$900 and is \$1,130 for a two-bedroom, fourth-most expensive in the state, according to Apartment List, a San Francisco company that tracks the apartment industry.”

In early 2019, the nonprofit group Just Economics in Asheville said, “Higher rents and costs to live in Asheville have led to a new living wage for 2019. The living wage has been set at \$13.65, up from \$13 in 2017. That comes to \$28,392 a year for a full-time living-wage employee without health insurance in Asheville.”

<https://www.ashevillechamber.org/research-economy/cost-of-living/>

### If you move from Durham NC to Asheville NC:

Grocery will cost:	1.06%	more
Housing will cost:	31.51%	more
Utilities will cost:	3.44%	more
Transportation will cost:	2.95%	more
Healthcare will cost:	23.62%	more

**If you move from Winston Salem NC to Asheville NC:**

Grocery will cost:	5.33%	less
Housing will cost:	50.86%	more
Utilities will cost:	2.85%	more
Transportation will cost:	8.96%	more
Healthcare will cost:	1.60%	less

**If you move from Greenville SC to Asheville NC:**

Grocery will cost:	9.16%	less
Housing will cost:	23.71%	more
Utilities will cost:	3.84%	more
Transportation will cost:	3.56%	more
Healthcare will cost:	10.81%	more



Sperling’s Best Places to Live Index provides the following information about the cost of living in Asheville compared to the state and U.S. Asheville housing costs far exceed the state and the country.

COST OF LIVING	Asheville	North Carolina	USA
<u>Overall</u>	106	90.6	100
<u>Grocery</u>	103.1	96.5	100
<u>Health</u>	115.2	107.5	100
<u>Housing</u>	124.1	81	100
<u>Median Home Cost</u>	<a href="#">\$286,900</a>	<a href="#">\$187,300</a>	\$231,200
<u>Utilities</u>	96.7	99.2	100
<u>Transportation</u>	82.8	83.9	100
<u>Miscellaneous</u>	101.8	96.2	100

### Selected Wage Data

NCWorks is an online resource for employers and those seeking jobs. The website also includes interesting wage data for counties and regions. The Asheville MSA includes Buncombe, Henderson, Madison, and Haywood counties. The October 2019 unemployment rate for the area is 2.8 percent and there are 1.26 candidates available per job opening. In contrast, New Bern has 6.7 candidates per job opening and Hickory/Lenoir/Morganton has 3.3. For the Asheville MSA, Mission Health has the highest number of job openings in the area.

County	Avg Hourly Wage	Avg Weekly Wage	Avg Annual Wage
<b>Asheville MSA</b>	<b>\$20.33</b>	<b>\$813</b>	<b>\$42,276</b>
<b>State</b>	<b>\$24.25</b>	<b>\$970</b>	<b>\$50,440</b>

**Wage Comparisons**

Wage information for Asheville City government and Buncombe County government positions is available online so it is easy for employees to compare their salaries to colleagues in other government entities.

City of Asheville: [http://data-avl.opendata.arcgis.com/datasets/42bc533b43f94a65a04032fe84fa380b\\_10](http://data-avl.opendata.arcgis.com/datasets/42bc533b43f94a65a04032fe84fa380b_10)

Buncombe County Government: <https://www.buncombecounty.org/transparency/default.aspx>

Position	Asheville City Government Pay Scale Midpoint	Buncombe County Government Avg Pay
Administrative Assistant	Executive Assistant: \$54,122 Sr. Office Assistant: \$35,505 Office Assistant: \$33,384	Administrative Assistant: \$42,016 Executive Assistant: \$51,064 Office Manager: \$51,500
Data Manager	HR Data Specialist: \$39,146 Data Entry Clerk: \$31,346	Database Coordinator: \$33,280
Accounts Payable Clerk	Fiscal Technician: \$40,519	
IT Technician	Software Suppt Tech: \$58,448 Tech Suppt Tech: \$50,107	Desktop Suppt Spec: \$61,818
Maintenance Supervisor	(Mgr): \$69,780	Bldg Maintenance Supervisor: \$59,579 Maintenance Coordinator: \$63,194 Facility Maintenance Supervisor: \$67,980
Electrician/Plumber/HVAC/Painter/Carpenter	Sr. Tradesworker: \$46,966 Tradesworker: \$38,002 Laborer: \$29,682	Electrical Specialist: \$45,594 Plumber: \$54,246 HVAC: \$50,554
Groundswoker	\$15.95 hr	

## Salary Observations

1. It is important to note that full-time classified employees in ACS receive a local supplement based on years of employment. The district is to be applauded for providing this supplement to classified staff. Buncombe County Schools also provides a local supplement for full-time classified staff. Their supplement for non-licensed staff is 10.77 percent of base salary. It would be difficult to fold the supplement into adjustments to the pay scale since both districts in the county provide local supplements. For ACS, the local supplement is:
  - 0-4 years, 9 percent of the employee's salary.
  - 5-9 years, 9.5 percent.
  - 10-19 years, 10 percent.
  - 20 years of service and above, 16.5 percent.
2. The current pay scales consist of 10, 11, and 12-month schedules with different monthly amounts for the same paygrade and years of experience. New employees are being hired and placed on the schedule in an inconsistent manner.
3. Employees and managers are unaware of how employees are placed on the salary schedule.
4. Credit for experience is not provided consistently in the hiring process.
5. There are concerns that the district cannot compete with market salaries when hiring to fill certain positions.
6. ACS does not distinguish between salaries for regular classroom teacher assistants and teacher assistants for exceptional children classrooms.
7. All child nutrition managers are on paygrade 56 regardless of the number of meals served.
8. Bus driver recruitment and retention are a concern for principals and others.

## Salary Recommendations

- The salary schedule and guidelines for placement should be posted on the district's website for employees and potential employees.
- ACS is encouraged to tout the local supplement to employees and potential employees as a benefit of working with ACS since many districts do not provide such a supplement. This is a tremendous benefit to employees. The district currently has three salary schedules in place for 10, 11, and 12 month classified staff. SEC recommends the district implement the salary schedule that is currently used for 10-month salaried employees for all classified staff (including 11- and 12-month employees). This action will eliminate confusion and provide consistency.
- The new classified schedule will have differentials between each step. Placing veteran employees on the proper step for their years of experience should be an incentive to retain these employees.
- The new salary schedule should begin at paygrade 54. Salary information provided by the district reflects that one individual is paid on paygrade 52. All others are at paygrade 54 or higher.
- All regular teacher assistants should be placed on paygrade 56. Teacher assistants who work with exceptional children should be placed on paygrade 57.
- Child nutrition managers should be placed on paygrades 56, 57, and 58 differentiated by number of meals served.
- School bookkeepers and data managers should be on the same paygrade due to the level of responsibilities and accountability.
- The head custodian should be on paygrade 56 and regular custodians on paygrade 54.
- Since Buncombe County Schools coordinates buses for both districts, ACS should work with that district to look at raising the salary and providing other incentives for drivers. SEC notes that the salary range for drivers is now \$14.25 to \$15.90 per hour. Some districts are offering as much as \$20 per hour and incentives for perfect attendance for bus drivers.
- SEC recommends the district implement a policy and procedure for giving one year for every two years of relevant outside work experience up to a maximum of 10 years.
- SEC also recommends that the district pay the supplement twice a year rather than at the end of the year.

## Placement by Pay Grade

Job Title	Pay Grade
Child Nutrition Assistant	54
Custodians	54
Child Nutrition Manager I (200-349 meals)	56
Grounds keeper I	56
Lead Custodians	56
Teacher Assistant - Reg Inst	56
Child Nutrition Manager II ( 350-499 meals)	57
Teacher Assistant-Exceptional Children	57
Child Nutrition Manager III (500+ meals)	58
Courier	59
Office Assistant/Receptionist- Elementary School	59
Painter I	59
Maintenance Tech II	60
Office Assistant/Receptionist-Middle School	60
Bookkeeper- Elementary School	61
Data Manager-Elementary School	61
Office Assistant/Receptionist- High School	61
Painter II	61
Mechanic II	62
Painter Lead	62
Bookkeeper-Middle School	63
Carpenter Lead	63
Data Manager-Middle School	63
Grounds Supervisor	63
Transportation TIMS Specialist	63
Bookkeeper- High School	64
Data Manager- High School	64
Maintenance General	64
Technology Technician I	64
Central Services -Receptionist	65
HVAC Mechanic I	65
Accounts Payable	66
Central Services Administrative Assistant-Programs	66
Plumber Lead	66
Benefits Specialist/Personnel/Retirement	67
Central Services-Administrative Assistant-Asst Supt.	67
Electrician	67
Finance Analyst	67
Legal Assistant	67
Purchasing Agent	68
Electrician I	69
HVAC Mechanic II	69
Technology Technician II	69
Assistant WAN Engineer	72
Executive Administrative Assistant-Superintendent	72
Technology Technician III	72
Systems Analyst	74
NC Wise Coordinator	75
Payroll Manager	75
Transportation Coordinator	75
Director of Maintenance	76
Financial Services Manager	76
WAN Engineer	76
Human Resources Coordinator	77
Behavioral Specialist	78
Occupational Therapist	78
Physical Therapist	78
Assistant Finance Officer	79
Director of Child Nutrition	80

## Job Placement Alphabetical

Job Title	Pay Grade
Accounts Payable	66
Assistant Finance Officer	79
Assistant WAN Engineer	72
Behavioral Specialist	78
Benefits Specialist/Personnel/Retirement	67
Bookkeeper- Elementary School	61
Bookkeeper- High School	64
Bookkeeper-Middle School	63
Carpenter Lead	63
Central Services Administrative Assistant-Programs	66
Central Services -Receptionist	65
Central Services-Administrative Assistant-Asst.Supt.	67
Child Nutrition Assistant	54
Child Nutrition Manager I (200-349 meals)	56
Child Nutrition Manager II ( 350-499 meals)	57
Child Nutrition Manager III (500+ meals)	58
Courier	59
Custodians	54
Data Manager- High School	64
Data Manager-Elementary School	61
Data Manager-Middle School	63
Director of Child Nutrition	80
Director of Maintenance	76
Electrician	67
Electrician I	69
Executive Administrative Assistant-Superintendent	72
Finance Analyst	67
Financial Services Manager	76
Grounds keeper I	56
Grounds Supervisor	63
Human Resources Coordinator	77
HVAC Mechanic I	65
HVAC Mechanic II	69
Lead Custodians	56
Legal Assistant	67
Maintenance General	64
Maintenance Tech II	60
Mechanic II	62
NC Wise Coordinator	75
Occupational Therapist	78
Office Assistant/Receptionist- Elementary School	59
Office Assistant/Receptionist- High School	61
Office Assistant/Receptionist-Middle School	60
Painter I	59
Painter II	61
Painter Lead	62
Payroll Manager	75
Physical Therapist	78
Plumber Lead	66
Purchasing Agent	68
Systems Analyst	74
Teacher Assistant - Reg Inst	56
Teacher Assistant-Exceptional Children	57
Technology Technician III	72
Technology Technician I	64
Technology Technician II	69
Transportation Coordinator	75
Transportation TIMS Specialist	63
WAN Engineer	76

## Hourly Pay Schedule

Grade Years	54	55	56	57	58	59	60	61	62	63	64	65
0	11.81	11.86	12.21	12.44	12.66	13.06	13.48	13.93	14.37	14.86	15.34	15.86
1	11.95	12.24	12.27	12.47	12.69	13.09	13.51	13.96	14.41	14.89	15.38	15.89
2	12.24	12.27	12.33	12.53	12.76	13.16	13.58	14.04	14.50	14.98	15.48	16.00
3	12.30	12.33	12.46	12.89	13.12	13.53	13.95	14.41	14.86	15.35	15.84	16.37
4	12.33	12.37	12.73	12.96	13.19	13.60	14.02	14.48	14.93	15.42	15.91	16.43
5	12.41	12.63	13.00	13.23	13.47	13.88	14.32	14.79	15.25	15.76	16.27	16.80
6	12.53	12.79	13.17	13.51	13.75	14.18	14.62	15.11	15.58	16.10	16.62	17.17
7	12.66	12.83	13.22	13.76	14.01	14.45	14.90	15.40	15.89	16.42	16.95	17.51
8	12.76	13.14	13.54	13.95	14.36	14.81	15.29	15.80	16.31	16.85	17.41	17.99
9	12.91	13.30	13.71	14.12	14.55	15.01	15.49	16.02	16.53	17.09	17.66	18.26
10	13.06	13.46	13.88	14.30	14.73	15.21	15.70	16.23	16.76	17.33	17.91	18.52
11	13.22	13.62	14.05	14.48	14.92	15.40	15.90	16.45	16.98	17.56	18.16	18.78
12	13.43	13.84	14.27	14.72	15.17	15.66	16.18	16.74	17.29	17.88	18.49	19.13
13	13.63	14.05	14.50	14.95	15.42	15.92	16.45	17.02	17.59	18.19	18.82	19.49
14	13.84	14.27	14.73	15.19	15.67	16.19	16.73	17.31	17.89	18.51	19.15	19.84
15	14.05	14.48	14.95	15.43	15.92	16.45	17.00	17.60	18.19	18.83	19.49	20.19
16	14.26	14.70	15.18	15.67	16.17	16.71	17.28	17.89	18.49	19.14	19.82	20.54
17	14.47	14.92	15.40	15.90	16.42	16.97	17.55	18.17	18.79	19.46	20.15	20.89
18	14.67	15.13	15.63	16.14	16.67	17.23	17.83	18.46	19.09	19.77	20.48	21.24
19	14.88	15.35	15.86	16.38	16.92	17.49	18.10	18.75	19.40	20.09	20.82	21.59
20	15.09	15.56	16.08	16.62	17.17	17.75	18.38	19.04	19.70	20.40	21.15	21.94
21	15.30	15.78	16.31	16.85	17.42	18.01	18.65	19.33	20.00	20.72	21.48	22.30
22	15.51	15.99	16.53	17.09	17.67	18.28	18.93	19.61	20.30	21.03	21.81	22.65
23	15.71	16.21	16.76	17.33	17.91	18.54	19.20	19.90	20.60	21.35	22.15	23.00
24	15.92	16.43	16.98	17.57	18.16	18.80	19.48	20.19	20.90	21.67	22.48	23.35
25	16.13	16.64	17.21	17.80	18.41	19.06	19.75	20.48	21.21	21.98	22.81	23.70
26	16.34	16.86	17.44	18.04	18.66	19.32	20.03	20.77	21.51	22.30	23.14	24.05
27	16.55	17.07	17.66	18.28	18.91	19.58	20.30	21.05	21.81	22.61	23.47	24.40
28	16.71	17.24	17.84	18.46	19.10	19.78	20.51	21.26	22.03	22.84	23.71	24.65
29	16.88	17.42	18.02	18.65	19.29	19.98	20.71	21.48	22.25	23.07	23.95	24.89
30	17.05	17.59	18.20	18.83	19.49	20.18	20.92	21.69	22.47	23.30	24.19	25.14

## Asheville City Schools Classified Salary Schedules: Grades 54-65

Grade Years	54	55	56	57	58	59	60	61	62	63	64	65
0	2,046.36	2,055.09	2,116.72	2,155.80	2,194.87	2,264.05	2,336.07	2,414.40	2,491.60	2,575.04	2,659.79	2,748.70
1	2,071.82	2,121.94	2,127.62	2,161.38	2,200.14	2,269.50	2,341.92	2,419.44	2,496.96	2,580.60	2,665.26	2,754.00
2	2,121.94	2,126.94	2,131.97	2,171.63	2,211.30	2,281.51	2,354.61	2,434.11	2,512.47	2,597.16	2,683.19	2,773.43
3	2,131.94	2,136.94	2,159.80	2,234.90	2,274.57	2,344.80	2,417.88	2,497.40	2,575.74	2,660.43	2,746.46	2,836.69
4	2,136.94	2,144.67	2,207.23	2,246.88	2,286.54	2,356.76	2,429.85	2,509.37	2,587.72	2,672.41	2,758.44	2,848.68
5	2,150.73	2,188.76	2,253.04	2,293.78	2,334.51	2,406.65	2,481.77	2,563.44	2,643.94	2,730.93	2,819.34	2,911.99
6	2,172.24	2,216.21	2,283.44	2,341.41	2,383.25	2,457.32	2,534.47	2,618.25	2,701.07	2,790.37	2,881.19	2,976.27
7	2,193.96	2,223.70	2,291.29	2,385.39	2,428.24	2,504.11	2,583.13	2,668.97	2,753.82	2,845.27	2,938.31	3,035.70
8	2,211.13	2,277.10	2,346.99	2,417.21	2,489.00	2,567.71	2,649.62	2,738.65	2,826.35	2,921.07	3,017.67	3,118.91
9	2,237.17	2,305.13	2,376.36	2,448.08	2,521.43	2,601.68	2,685.36	2,776.08	2,865.54	2,962.11	3,060.86	3,164.56
10	2,264.21	2,333.18	2,405.72	2,478.98	2,553.86	2,635.64	2,721.09	2,813.50	2,904.74	3,003.15	3,104.06	3,210.20
11	2,291.26	2,361.21	2,435.08	2,509.82	2,586.30	2,669.62	2,756.84	2,850.91	2,943.92	3,044.15	3,147.25	3,255.86
12	2,327.29	2,398.58	2,474.23	2,550.99	2,629.55	2,714.90	2,804.48	2,900.82	2,996.19	3,098.88	3,204.86	3,316.71
13	2,363.33	2,435.95	2,513.36	2,592.17	2,672.79	2,760.18	2,852.11	2,950.71	3,048.46	3,153.59	3,262.46	3,377.61
14	2,399.38	2,473.32	2,552.52	2,633.33	2,716.04	2,805.49	2,899.77	3,000.60	3,100.71	3,208.29	3,320.06	3,438.47
15	2,435.42	2,510.71	2,591.67	2,674.50	2,759.29	2,850.76	2,947.41	3,050.49	3,152.97	3,263.01	3,377.66	3,499.33
16	2,471.49	2,548.08	2,630.80	2,715.67	2,802.53	2,896.04	2,995.07	3,100.38	3,205.22	3,317.72	3,435.27	3,560.21
17	2,507.52	2,585.45	2,669.94	2,756.84	2,845.79	2,941.32	3,042.71	3,150.31	3,257.49	3,372.43	3,492.89	3,621.08
18	2,543.56	2,622.82	2,709.10	2,797.99	2,889.03	2,986.63	3,090.38	3,200.19	3,309.76	3,427.14	3,550.48	3,681.95
19	2,579.62	2,660.19	2,748.25	2,839.16	2,932.26	3,031.92	3,138.01	3,250.09	3,362.02	3,481.85	3,608.08	3,742.83
20	2,615.67	2,697.57	2,787.37	2,880.32	2,975.52	3,077.20	3,185.66	3,299.97	3,414.29	3,536.55	3,665.68	3,803.70
21	2,651.69	2,734.94	2,826.53	2,921.49	3,018.77	3,122.49	3,233.31	3,349.85	3,466.52	3,591.26	3,723.28	3,864.58
22	2,687.77	2,772.32	2,865.69	2,962.67	3,062.00	3,167.78	3,280.95	3,399.75	3,518.81	3,645.97	3,780.89	3,925.44
23	2,723.79	2,809.68	2,904.82	3,003.83	3,105.26	3,213.06	3,328.62	3,449.64	3,571.06	3,700.68	3,838.48	3,986.29
24	2,759.84	2,847.05	2,943.95	3,045.00	3,148.50	3,258.34	3,376.26	3,499.56	3,623.33	3,755.40	3,896.08	4,047.19
25	2,795.89	2,884.44	2,983.11	3,086.16	3,191.74	3,303.62	3,423.92	3,549.44	3,675.58	3,810.10	3,953.68	4,108.05
26	2,831.94	2,921.83	3,022.26	3,127.33	3,235.00	3,348.92	3,471.56	3,599.34	3,727.86	3,864.80	4,011.29	4,168.92
27	2,867.99	2,959.19	3,061.39	3,168.50	3,278.25	3,394.22	3,519.21	3,649.23	3,780.10	3,919.52	4,068.87	4,229.79
28	2,896.67	2,988.78	3,092.00	3,200.19	3,311.03	3,428.16	3,554.40	3,685.72	3,817.90	3,958.72	4,109.56	4,272.09
29	2,925.64	3,018.67	3,122.92	3,232.19	3,344.14	3,462.44	3,589.94	3,722.58	3,856.08	3,998.31	4,150.66	4,314.81
30	2,954.90	3,048.86	3,154.15	3,264.51	3,377.58	3,497.06	3,625.84	3,759.81	3,894.64	4,038.29	4,192.17	4,357.96



## Asheville City School Classified Salary Schedules: Grades 66-77

Grade Years	66	67	68	69	70	71	72	73	74	75	76	77
0	2,844.97	2,948.88	3,053.17	3,163.51	3,285.73	3,406.35	3,531.02	3,663.35	3,813.35	3,974.53	4,136.77	4,319.28
1	2,849.88	2,953.92	3,058.98	3,169.14	3,291.54	3,411.90	3,536.34	3,668.94	3,818.88	3,980.04	4,142.22	4,324.80
2	2,871.14	2,976.61	3,082.47	3,194.46	3,318.52	3,440.94	3,567.49	3,701.80	3,854.05	4,017.65	4,182.32	4,367.57
3	2,934.41	3,039.88	3,145.75	3,257.74	3,381.79	3,504.22	3,630.75	3,765.08	3,913.66	4,072.87	4,233.13	4,410.55
4	2,946.39	3,051.87	3,157.73	3,269.70	3,393.76	3,516.20	3,642.75	3,777.04	3,925.64	4,084.85	4,245.11	4,422.54
5	3,012.38	3,120.80	3,229.52	3,344.61	3,472.05	3,597.80	3,727.86	3,865.84	4,018.43	4,182.08	4,346.76	4,531.38
6	3,079.42	3,190.83	3,302.55	3,420.67	3,551.59	3,680.78	3,814.30	3,956.05	4,112.76	4,280.85	4,450.21	4,642.53
7	3,141.39	3,255.50	3,369.95	3,490.95	3,625.02	3,757.38	3,894.17	4,039.36	4,199.90	4,372.09	4,548.19	4,745.18
8	3,228.52	3,346.90	3,465.78	3,591.52	3,730.30	3,867.74	4,009.76	4,160.64	4,327.25	4,506.93	4,691.71	4,895.46
9	3,276.48	3,397.35	3,519.07	3,647.62	3,789.18	3,929.64	4,074.92	4,229.25	4,399.36	4,584.54	4,773.24	4,980.78
10	3,324.48	3,447.82	3,572.41	3,703.70	3,848.06	3,991.57	4,140.05	4,297.85	4,472.24	4,662.13	4,854.79	5,066.14
11	3,372.47	3,498.30	3,625.72	3,759.82	3,906.95	4,053.50	4,205.21	4,383.81	4,546.32	4,739.74	4,936.36	5,153.25
12	3,436.43	3,565.58	3,696.80	3,834.61	3,985.48	4,136.04	4,292.05	4,471.49	4,645.12	4,843.20	5,045.07	5,270.14
13	3,500.41	3,632.87	3,767.89	3,909.38	4,064.00	4,218.59	4,378.91	4,560.91	4,743.90	4,946.66	5,155.65	5,389.09
14	3,564.38	3,700.16	3,838.98	3,984.19	4,142.53	4,301.16	4,466.40	4,646.32	4,842.66	5,050.13	5,267.29	5,508.04
15	3,628.35	3,767.44	3,910.09	4,058.98	4,221.05	4,383.69	4,555.63	4,740.32	4,941.43	5,155.43	5,380.98	5,627.00
16	3,692.31	3,834.74	3,981.17	4,133.77	4,299.56	4,466.89	4,644.89	4,834.31	5,040.22	5,261.56	5,494.66	5,745.94
17	3,756.29	3,902.02	4,052.27	4,208.57	4,378.10	4,551.72	4,734.14	4,928.29	5,140.48	5,369.76	5,608.34	5,864.89
18	3,820.28	3,969.32	4,123.35	4,283.38	4,456.98	4,636.56	4,823.38	5,022.30	5,241.74	5,477.90	5,722.00	5,983.85
19	3,884.25	4,036.61	4,194.42	4,358.17	4,537.65	4,721.38	4,912.63	5,117.19	5,344.69	5,586.08	5,835.68	6,102.80
20	3,948.22	4,103.90	4,265.53	4,432.95	4,618.35	4,806.20	5,001.87	5,213.55	5,447.96	5,694.26	5,949.35	6,221.76
21	4,012.19	4,171.19	4,336.60	4,509.51	4,699.03	4,891.02	5,091.42	5,310.92	5,551.24	5,802.44	6,063.03	6,340.72
22	4,076.16	4,238.47	4,407.72	4,586.37	4,779.70	4,975.85	5,182.83	5,409.17	5,654.52	5,910.59	6,176.70	6,459.67
23	4,140.13	4,305.76	4,479.79	4,663.24	4,860.39	5,060.67	5,274.69	5,507.46	5,757.79	6,018.79	6,290.39	6,578.62
24	4,204.13	4,373.06	4,552.84	4,740.08	4,941.07	5,147.12	5,367.99	5,605.71	5,861.07	6,126.96	6,404.06	6,697.59
25	4,268.11	4,440.34	4,625.87	4,816.93	5,021.75	5,234.06	5,461.27	5,703.97	5,964.34	6,235.13	6,517.73	6,816.54
26	4,332.06	4,509.41	4,698.93	4,893.80	5,103.00	5,322.29	5,554.61	5,802.24	6,067.61	6,343.30	6,631.44	6,935.50
27	4,396.06	4,578.57	4,771.98	4,970.62	5,185.68	5,410.98	5,647.91	5,900.50	6,170.89	6,451.49	6,745.10	7,054.43
28	4,440.02	4,624.36	4,819.70	5,020.33	5,237.54	5,465.09	5,704.39	5,959.51	6,232.60	6,516.00	6,812.55	7,124.97
29	4,484.42	4,670.60	4,867.90	5,070.53	5,289.92	5,519.74	5,761.43	6,019.11	6,294.93	6,581.16	6,880.68	7,196.22
30	4,529.26	4,717.31	4,916.58	5,121.24	5,342.82	5,574.94	5,819.04	6,079.30	6,357.88	6,646.97	6,949.49	7,268.18

## Asheville City Schools Classified Salary Schedules: Grades 78-86

Grade Years	78	79	80	81	82	83	84	85	86
0	4,507.76	4,710.74	4,919.06	5,139.84	5,363.69	5,612.17	5,868.65	6,136.43	6,415.27
1	4,513.50	4,716.48	4,924.56	5,144.88	5,369.28	5,617.14	5,874.18	6,141.42	6,420.90
2	4,558.88	4,764.90	4,976.34	5,200.43	5,427.64	5,679.85	5,940.18	6,211.97	6,494.99
3	4,593.23	4,790.30	4,992.46	5,210.03	5,436.31	5,688.49	5,948.81	6,220.60	6,503.61
4	4,605.53	4,888.25	5,094.65	5,319.91	5,551.64	5,808.68	6,074.18	6,351.27	6,639.83
5	4,720.00	4,922.47	5,131.37	5,359.09	5,592.62	5,851.63	6,119.17	6,398.38	6,689.16
6	4,836.25	4,954.57	5,165.78	5,395.85	5,631.02	5,891.89	6,161.35	6,442.56	6,735.41
7	4,943.61	5,181.86	5,410.16	5,653.85	5,901.36	6,175.60	6,458.92	6,754.47	7,062.62
8	5,101.82	5,275.88	5,510.33	5,758.90	6,012.09	6,291.92	6,581.11	6,882.81	7,197.54
9	5,193.74	5,371.37	5,610.51	5,863.94	6,122.79	6,408.23	6,703.32	7,011.14	7,332.46
10	5,286.25	5,466.86	5,710.66	5,968.98	6,233.51	6,524.57	6,825.50	7,139.46	7,467.38
11	5,380.04	5,594.21	5,844.22	6,109.01	6,381.11	6,679.65	6,988.43	7,310.55	7,647.28
12	5,505.07	5,721.53	5,977.78	6,249.11	6,528.73	6,834.74	7,151.32	7,481.65	7,827.14
13	5,630.10	5,848.88	6,111.34	6,389.19	6,676.35	6,989.85	7,314.26	7,652.79	8,007.05
14	5,755.14	5,976.23	6,244.91	6,529.26	6,823.96	7,144.95	7,477.17	7,823.89	8,186.95
15	5,880.19	6,103.54	6,378.46	6,669.30	6,971.61	7,300.04	7,640.11	7,994.98	8,366.83
16	6,005.23	6,230.89	6,512.04	6,809.36	7,119.18	7,455.12	7,803.02	8,166.11	8,546.71
17	6,130.27	6,358.22	6,645.60	6,949.43	7,266.80	7,610.21	7,965.98	8,337.20	8,726.58
18	6,255.32	6,485.55	6,779.12	7,089.47	7,414.40	7,765.31	8,128.86	8,508.31	8,906.48
19	6,380.37	6,612.88	6,912.68	7,229.56	7,562.01	7,920.42	8,291.79	8,679.44	9,086.38
20	6,505.40	6,740.21	7,046.26	7,369.60	7,709.65	8,075.52	8,454.73	8,850.53	9,266.25
21	6,630.43	6,867.56	7,179.81	7,509.66	7,857.23	8,230.61	8,617.64	9,021.63	9,446.15
22	6,755.47	6,994.92	7,313.38	7,649.73	8,004.86	8,385.71	8,780.58	9,192.73	9,626.04
23	6,880.50	7,122.24	7,446.93	7,789.78	8,152.48	8,540.78	8,943.49	9,363.88	9,805.94
24	7,005.54	7,249.57	7,580.49	7,929.87	8,300.07	8,695.90	9,106.41	9,534.97	9,985.85
25	7,130.61	7,376.93	7,714.07	8,069.92	8,447.70	8,850.99	9,269.33	9,706.08	10,165.74
26	7,255.65	7,504.25	7,847.63	8,210.00	8,595.31	9,006.09	9,432.27	9,877.19	10,345.61
27	7,380.66	7,631.61	7,981.17	8,350.05	8,742.90	9,161.18	9,595.17	10,048.30	10,525.50
28	7,454.47	7,707.93	8,060.98	8,433.55	8,830.33	9,252.79	9,691.12	10,148.78	10,630.76
29	7,529.01	7,785.01	8,141.59	8,517.89	8,918.63	9,345.32	9,788.03	10,250.27	10,737.07
30	7,604.30	7,862.86	8,223.01	8,603.07	9,007.82	9,438.77	9,885.91	10,352.77	10,844.44