

**Board of Education Special Called Meeting**  
**April 3, 2025 5:00 PM**  
Central Services Board Room

1. Call to Order
2. Moment of Silence/Pledge of Allegiance
3. Roll Call
4. \*Approval of Agenda
5. \*Approval of All Salary Schedules
6. Questions from Media
7. Adjournment

**(\* Indicates Board Approval Required)**

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**April 8, 2025 at 5:00 PM - Board of Education Meeting**

1. Call to Order

2. Moment of Silence/Pledge of Allegiance

3. Roll Call

4. \*Approval of Agenda

5. \*Approval of All Salary Schedules

6. Questions from Media

7. Adjournment

**Comments:**

CUMBERLAND COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - BELOW ASSISTANT PRINCIPAL

PROPOSED SALARY SCALE

2025-2026 \$1,713

SYSTEM WIDE YRS OF EXPERIENCE	Bachelor		Master's		Education Specialist		Doctorate	
	Teacher	System-Wide Specialist	Teacher	System-Wide Specialist	Teacher	System-Wide Specialist	Teacher	System-Wide Specialist
	0	48,288	50,059	51,806	53,687	55,039	56,801	59,487
1	48,724	50,513	52,462	54,372	56,598	58,379	60,107	61,432
2	49,160	50,966	53,131	55,068	56,686	58,467	60,107	61,432
3	49,596	51,420	53,809	55,773	56,948	58,771	61,032	62,356
4	50,032	51,873	54,496	56,487	57,619	59,486	62,210	63,587
5	50,467	52,327	55,193	57,212	58,729	60,622	63,400	64,797
6	51,553	53,410	56,059	58,113	60,201	62,142	65,006	66,443
7	51,654	53,531	56,187	58,246	61,391	63,379	66,284	67,747
8	52,127	54,115	57,497	59,504	63,112	65,172	68,184	69,674
9	53,034	55,054	58,628	60,669	64,376	66,469	69,554	71,091
10	53,506	55,546	58,887	60,921	64,630	66,737	69,809	71,353
11	55,533	57,565	60,603	62,839	65,914	68,061	71,196	72,785
12	55,659	57,697	60,742	62,984	66,187	68,348	71,489	73,072
13	55,827	57,967	61,518	63,657	67,499	69,693	72,921	74,549
14	56,379	58,525	61,793	63,926	67,755	69,981	73,167	74,791
15	57,052	59,244	63,011	65,203	69,114	71,366	74,641	76,303
16	57,294	59,486	63,024	65,216	69,127	71,379	74,654	76,316
17	57,833	60,059	64,040	66,252	70,263	72,562	75,911	77,600
18	57,845	60,072	64,053	66,265	70,277	72,574	75,924	77,613
19	58,706	60,972	65,088	67,354	71,447	73,786	77,242	78,964
20	58,976	61,253	65,390	67,667	71,780	74,131	77,605	79,335
21	59,247	61,536	65,694	67,982	72,116	74,478	77,969	79,709
22	59,520	61,820	65,999	68,298	72,453	74,827	78,335	80,084
23	59,794	62,105	66,305	68,616	72,791	75,178	78,704	80,460
24	60,069	62,392	66,613	68,935	73,132	75,530	79,074	80,839
25	60,346	62,681	66,922	69,256	73,474	75,884	79,445	81,220
26	60,346	62,681	66,922	69,256	73,474	75,884	79,445	81,220
27	60,346	62,681	66,922	69,256	73,474	75,884	79,445	81,220
28	60,346	62,681	66,922	69,256	73,474	75,884	79,445	81,220
29	60,346	62,681	66,922	69,256	73,474	75,884	79,445	81,220
30	60,346	62,681	66,922	69,256	73,474	75,884	79,445	81,220

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.

**CUMBERLAND COUNTY BOARD OF EDUCATION**  
**Classified PAY SCALE**

Proposed  
 2025-2026 2% Increase

Schedule Titles	Custodian, mower	Teachers asst., CCQCP, bus attnd., non- cert PreK	Sped teacher asst. & alt. sch. asst. CDC/PreK CDA teacher asst./Kid's Club Site Directors	Maintenance- custodian	School secretary	Admin. clerk (secretarial duties)/ School bookkeeper/ School Attd. Clerk	Maintena nce	Admin. sec. (Recpt., Dept. sec. with bookkeeping duties)	Admin. asst./Dept. sec. with primary duty as bookkeeper	Executive Assistant, Technician	LPN, mechanic	Licensed HVAC, plumber, electrician, technician	Bus Driver (daily rate)
Sched. Code	1	2	3	4	5	6	7	8	9	10	11	12	13
Rate Year	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Daily
0	\$ 11.58	\$ 12.14	\$ 12.69	\$ 13.24	\$ 14.07	\$ 14.89	\$ 15.45	\$ 16.55	\$ 17.65	\$ 18.75	\$ 19.86	\$ 21.51	\$ 77.22
1	\$ 11.82	\$ 12.38	\$ 12.94	\$ 13.50	\$ 14.35	\$ 15.19	\$ 15.75	\$ 16.88	\$ 18.00	\$ 19.13	\$ 20.26	\$ 21.94	\$ 78.77
2	\$ 12.05	\$ 12.62	\$ 13.20	\$ 13.77	\$ 14.63	\$ 15.50	\$ 16.07	\$ 17.22	\$ 18.36	\$ 19.51	\$ 20.66	\$ 22.38	\$ 80.35
3	\$ 12.29	\$ 12.88	\$ 13.46	\$ 14.05	\$ 14.93	\$ 15.81	\$ 16.39	\$ 17.56	\$ 18.73	\$ 19.90	\$ 21.07	\$ 22.83	\$ 81.96
4	\$ 12.54	\$ 13.13	\$ 13.73	\$ 14.33	\$ 15.23	\$ 16.12	\$ 16.72	\$ 17.91	\$ 19.11	\$ 20.30	\$ 21.50	\$ 23.29	\$ 83.59
5	\$ 12.91	\$ 13.53	\$ 14.14	\$ 14.76	\$ 15.68	\$ 16.60	\$ 17.22	\$ 18.45	\$ 19.68	\$ 20.91	\$ 22.14	\$ 23.98	\$ 86.10
6	\$ 13.17	\$ 13.80	\$ 14.43	\$ 15.06	\$ 16.00	\$ 16.94	\$ 17.56	\$ 18.82	\$ 20.07	\$ 21.33	\$ 22.58	\$ 24.46	\$ 87.82
7	\$ 13.44	\$ 14.08	\$ 14.72	\$ 15.36	\$ 16.32	\$ 17.28	\$ 17.92	\$ 19.20	\$ 20.48	\$ 21.75	\$ 23.03	\$ 24.95	\$ 89.58
8	\$ 13.71	\$ 14.36	\$ 15.01	\$ 15.66	\$ 16.64	\$ 17.62	\$ 18.27	\$ 19.58	\$ 20.88	\$ 22.19	\$ 23.50	\$ 25.45	\$ 91.37
9	\$ 13.98	\$ 14.65	\$ 15.31	\$ 15.98	\$ 16.98	\$ 17.97	\$ 18.64	\$ 19.97	\$ 21.30	\$ 22.63	\$ 23.97	\$ 25.96	\$ 93.20
10	\$ 14.40	\$ 15.08	\$ 15.77	\$ 16.46	\$ 17.48	\$ 18.51	\$ 19.20	\$ 20.57	\$ 21.94	\$ 23.31	\$ 24.68	\$ 26.74	\$ 95.99
11	\$ 14.69	\$ 15.38	\$ 16.09	\$ 16.79	\$ 17.83	\$ 18.88	\$ 19.58	\$ 20.98	\$ 22.38	\$ 23.78	\$ 25.18	\$ 27.28	\$ 97.91
12	\$ 14.98	\$ 15.69	\$ 16.41	\$ 17.12	\$ 18.19	\$ 19.26	\$ 19.97	\$ 21.40	\$ 22.83	\$ 24.25	\$ 25.68	\$ 27.82	\$ 99.87
13	\$ 15.28	\$ 16.01	\$ 16.74	\$ 17.46	\$ 18.55	\$ 19.65	\$ 20.37	\$ 21.83	\$ 23.28	\$ 24.74	\$ 26.19	\$ 28.38	\$ 101.87
14	\$ 15.59	\$ 16.33	\$ 17.07	\$ 17.81	\$ 18.93	\$ 20.04	\$ 20.78	\$ 22.27	\$ 23.75	\$ 25.23	\$ 26.72	\$ 28.95	\$ 103.91
15	\$ 16.05	\$ 16.81	\$ 17.58	\$ 18.35	\$ 19.49	\$ 20.64	\$ 21.40	\$ 22.93	\$ 24.46	\$ 25.99	\$ 27.52	\$ 29.81	\$ 107.02
16	\$ 16.37	\$ 17.15	\$ 17.93	\$ 18.71	\$ 19.88	\$ 21.05	\$ 21.83	\$ 23.39	\$ 24.95	\$ 26.51	\$ 28.07	\$ 30.41	\$ 109.16
17	\$ 16.62	\$ 17.41	\$ 18.20	\$ 18.99	\$ 20.18	\$ 21.37	\$ 22.16	\$ 23.74	\$ 25.33	\$ 26.91	\$ 28.49	\$ 30.87	\$ 110.80
18	\$ 16.87	\$ 17.67	\$ 18.48	\$ 19.28	\$ 20.48	\$ 21.69	\$ 22.49	\$ 24.10	\$ 25.71	\$ 27.31	\$ 28.92	\$ 31.33	\$ 112.47
19	\$ 17.12	\$ 17.94	\$ 18.75	\$ 19.57	\$ 20.79	\$ 22.01	\$ 22.83	\$ 24.46	\$ 26.09	\$ 27.72	\$ 29.35	\$ 31.80	\$ 114.15
20	\$ 17.38	\$ 18.20	\$ 19.03	\$ 19.86	\$ 21.10	\$ 22.34	\$ 23.17	\$ 24.83	\$ 26.48	\$ 28.14	\$ 29.79	\$ 32.28	\$ 115.86
21	\$ 17.64	\$ 18.48	\$ 19.32	\$ 20.16	\$ 21.42	\$ 22.68	\$ 23.52	\$ 25.20	\$ 26.88	\$ 28.56	\$ 30.24	\$ 32.76	\$ 117.60
22	\$ 17.91	\$ 18.75	\$ 19.61	\$ 20.46	\$ 21.74	\$ 23.02	\$ 23.87	\$ 25.58	\$ 27.28	\$ 28.99	\$ 30.69	\$ 33.25	\$ 119.36
23	\$ 18.17	\$ 19.04	\$ 19.90	\$ 20.77	\$ 22.07	\$ 23.37	\$ 24.23	\$ 25.96	\$ 27.69	\$ 29.42	\$ 31.15	\$ 33.75	\$ 121.16
24	\$ 18.45	\$ 19.33	\$ 20.20	\$ 21.08	\$ 22.40	\$ 23.72	\$ 24.59	\$ 26.35	\$ 28.11	\$ 29.86	\$ 31.62	\$ 34.26	\$ 122.97
25	\$ 18.72	\$ 19.61	\$ 20.51	\$ 21.40	\$ 22.73	\$ 24.07	\$ 24.96	\$ 26.75	\$ 28.53	\$ 30.31	\$ 32.10	\$ 34.77	\$ 124.82
26	\$ 19.09	\$ 20.01	\$ 20.92	\$ 21.83	\$ 23.19	\$ 24.55	\$ 25.46	\$ 27.28	\$ 29.10	\$ 30.92	\$ 32.74	\$ 35.47	\$ 127.32

105  
 131  
 138

CUMBERLAND COUNTY BOARD OF EDUCATION  
 NON-CERTIFIED SUPERVISOR AND SAFE SCHOOL COUNSELOR SALARY SCHE Proposed

Years	Safe School Counselor (System- wide) 200 day work year	Non- Certified Supervisor 260 day work year	2% Added	
0	44,551	53,040		
1	44,997	54,101		
2	45,447	55,183		
3	45,901	56,286		
4	46,360	57,412		
5	46,824	58,560		
6	47,292	59,732		
7	47,765	60,926		
8	48,243	62,145		
9	48,725	63,388		
10	49,212	64,655		
11	49,704	65,949		
12	50,201	67,268		
13	50,703	68,613		
14	51,210	69,985		
15	51,723	71,385		
16	52,240	72,099		
17	52,762	72,820		
18	53,290	73,548	Supervisor Longevity	
19	53,823	74,283	16-20 years	3%
20	54,361	75,026	21-25 years	3.50%
21	54,905	75,776	26 + years	4%
22	55,454	76,534		
23	56,008	77,300		
24	56,568	78,073		
25	57,134	78,853		

Note 2: Lead Safe School Counselor receives additional \$3,000 supplement and is eligible for Supervisor Longevity.  
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CUMBERLAND COUNTY BOARD OF EDUCATION

2025-2026

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - Grandfathered Masters + Scale

Proposed

\$1,715

SYSTEM WIDE YRS OF EXPERIENCE	Masters + 10 Hours		Masters +20 Hours		Master +30 Hours	
	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist	Teachers	System- Wide Specialist
0	\$50,943	\$52,651	\$50,858	\$52,554	\$54,847	\$55,581
1	\$51,649	\$53,383	\$52,438	\$54,174	\$56,450	\$57,179
2	\$52,355	\$54,115	\$52,551	\$54,288	\$56,566	\$57,293
3	\$53,061	\$54,848	\$52,766	\$54,530	\$56,787	\$57,549
4	\$53,768	\$55,580	\$53,384	\$55,186	\$57,383	\$58,165
5	\$54,474	\$56,312	\$54,193	\$56,035	\$58,244	\$59,050
6	\$55,429	\$56,973	\$55,320	\$57,202	\$59,116	\$59,944
7	\$56,536	\$58,458	\$56,411	\$58,332	\$60,239	\$61,086
8	\$57,727	\$59,735	\$57,956	\$59,964	\$61,897	\$62,771
9	\$58,857	\$60,899	\$59,086	\$61,127	\$63,127	\$64,029
10	\$59,118	\$61,152	\$59,347	\$61,381	\$63,407	\$64,303
11	\$60,296	\$62,383	\$60,525	\$62,612	\$64,676	\$65,601
12	\$60,529	\$62,609	\$60,765	\$62,846	\$64,914	\$65,835
13	\$61,749	\$63,889	\$61,977	\$64,117	\$66,218	\$67,158
14	\$62,151	\$64,156	\$62,251	\$64,384	\$66,472	\$67,407
15	\$63,241	\$65,434	\$63,469	\$65,662	\$67,781	\$68,744
16	\$63,254	\$65,447	\$63,482	\$65,675	\$67,795	\$68,757
17	\$64,271	\$66,483	\$64,499	\$66,712	\$68,895	\$69,869
18	\$64,284	\$66,496	\$64,512	\$66,725	\$68,908	\$69,882
19	\$65,320	\$67,586	\$65,549	\$67,815	\$70,046	\$71,436
20	\$65,623	\$67,900	\$65,853	\$68,130	\$70,373	\$71,770
21	\$65,928	\$68,216	\$66,159	\$68,447	\$70,701	\$72,105
22	\$66,234	\$68,533	\$66,466	\$68,766	\$71,031	\$72,442
23	\$66,542	\$68,853	\$66,775	\$69,086	\$71,362	\$72,781
24	\$66,851	\$69,173	\$67,085	\$69,408	\$71,696	\$73,121
25	\$67,162	\$69,496	\$67,397	\$69,731	\$72,030	\$73,463
26	\$67,162	\$69,496	\$67,397	\$69,731	\$72,030	\$73,463
27	\$67,162	\$69,496	\$67,397	\$69,731	\$72,030	\$73,463
28	\$67,162	\$69,496	\$67,397	\$69,731	\$72,030	\$73,463
29	\$67,162	\$69,496	\$67,397	\$69,731	\$72,030	\$73,463
30	\$67,162	\$69,496	\$67,397	\$69,731	\$72,030	\$73,463

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), regarding requirements for Masters + semester hours on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: This scale only exists for 6 employees that were on the Masters + scale in FY 13-14. These 6 employees were grandfathered to this scale until the employee retires, leaves the system or attains the degree. The employees include: Samantha Isbell, Duane Hazelton, Laura Kidwell, Linda Gayle Reed and Anna Bryant.

CUMBERLAND COUNTY BOARD OF EDUCATION

2025-2026

SALARY SCHEDULE

LICENSED INSTRUCTIONAL PERSONNEL - ASSISTANT PRINCIPAL, PRINCIPAL, SYSTEM-WIDE SUPERVISORS

2%

SYSTEM WIDE YRS OF EXPERIENCE	BACHELOR		MASTER'S		EDUCATION SPECIALIST		DOCTORATE	
	Principals	System-wide Supervisor	Principals	System-wide Supervisor	Principals	System-wide Supervisor	Principals	System-wide Supervisor
	0	44,446	45,017	46,918	47,360	51,332	51,710	55,868
1	44,891	45,468	47,634	48,083	52,922	53,277	56,501	56,308
2	45,335	45,918	48,351	48,806	53,012	53,364	56,501	56,308
3	45,780	46,368	49,068	49,530	53,280	53,666	57,444	57,225
4	46,224	46,818	49,784	50,253	53,963	54,376	58,646	58,447
5	46,669	47,268	50,501	50,977	55,096	55,504	59,860	59,649
6	46,986	47,619	51,151	51,653	56,596	57,012	61,498	61,283
7	47,631	48,287	52,263	52,774	57,811	58,241	62,801	62,577
8	48,362	49,044	53,839	54,394	59,566	60,021	64,740	64,490
9	49,286	49,976	54,993	55,550	60,856	61,308	66,138	65,897
10	49,769	50,465	55,258	55,801	61,115	61,574	66,398	66,156
11	50,583	51,297	56,459	57,023	62,424	62,888	67,812	67,579
12	51,143	51,863	56,705	57,255	62,704	63,173	68,111	67,864
13	52,136	52,868	57,940	58,517	64,041	64,508	69,571	69,329
14	52,698	53,422	58,221	58,784	64,302	64,795	69,823	69,569
15	53,385	54,136	59,464	60,052	65,688	66,169	71,326	71,071
16	53,632	54,376	59,477	60,065	65,701	66,182	71,339	71,084
17	54,182	54,944	60,513	61,093	66,861	67,357	72,621	72,359
18	54,195	54,957	60,526	61,106	66,874	67,369	72,634	72,371
19	55,072	55,851	61,583	62,186	68,067	68,572	73,980	73,713
20	55,347	56,130	61,891	62,497	68,408	68,915	74,349	74,081
21	55,624	56,411	62,200	62,810	68,750	69,259	74,721	74,452
22	55,902	56,693	62,511	63,124	69,094	69,606	75,095	74,824
23	56,182	56,976	62,824	63,439	69,439	69,954	75,470	75,198
24	56,463	57,261	63,138	63,757	69,786	70,304	75,848	75,574
25	56,745	57,547	63,454	64,075	70,135	70,655	76,227	75,952
26	56,745	57,547	63,454	64,075	70,135	70,655	76,227	75,952
27	56,745	57,547	63,454	64,075	70,135	70,655	76,227	75,952
28	56,745	57,547	63,454	64,075	70,135	70,655	76,227	75,952
29	56,745	57,547	63,454	64,075	70,135	70,655	76,227	75,952
30	56,745	57,547	63,454	64,075	70,135	70,655	76,227	75,952

Footnotes:

Note 1: See State Board of Education Rules, Regulations and Minimum Standards 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, education specialist's degree, and doctor's degree designations.

Note 2: A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision up to and including 20 full-time teachers.

Note 3: Base salary based on 200 days. Additional certified supervisor supplement will apply.

**CUMBERLAND COUNTY SCHOOLS****2025/2026 No Change****SCHEDULE OF SUPPLEMENTS FOR CERTIFIED SUPERVISORS AND PRINCIPALS**

(Based on number of years as supervisor or principal)

<b>Role</b>	<b>Begin</b>	<b>4 Yrs</b>	<b>7 Yrs</b>	<b>10 Yrs</b>	<b>13 Yrs</b>	<b>16 Yrs</b>	<b>20 Yrs</b>
<b>Certified Supervisor</b>	19%	23%	24%	25%	26%	27%	28%
<b>Secondary Principal</b>	18%	22%	23%	24%	25%	26%	27%
<b>Elementary Principal PreK-8</b>	17%	21%	22%	23%	24%	25%	26%
<b>Secondary Assistant Principal</b>	16%	20%	21%	22%	23%	24%	25%
<b>Elementary Assistant Principal</b>	14%	17%	18%	19%	20%	21%	22%

Supplements are based on percentages of individual principal's and supervisor's salaries