

**Board of Education Special Called Meeting**  
**March 12, 2026 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. Community Comments
6. \*Athletic Director Position
7. \*Salary Scales and Benefits
8. \*Centegix Funding
9. Questions from Media
10. Adjournment

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

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**March 12, 2026 at 5:00 PM - Board of Education Special Called Meeting**

1. Call to Order

**Agenda Item Type:** Procedural Item

2. Moment of Silence/Pledge of Allegiance

**Agenda Item Type:** Procedural Item

3. Roll Call

**Agenda Item Type:** Procedural Item

4. \*Approval of Agenda

**Agenda Item Type:** Action Item

5. Community Comments

**Agenda Item Type:** Information Item

6. \*Athletic Director Position

**Agenda Item Type:** Information Item

**Attachments:** (1)

- [Athletic & Activities Director Job Description](#)

7. \*Salary Scales and Benefits

**Agenda Item Type:** Action Item

**Attachments:** (7)

- [Option A Cert Pay Scales](#)
- [Option B Cert Pay Scales](#)
- [Classified .50 \(1\)](#)
- [Classified 1.00 \(1\)](#)
- [Longevity Projection 26-27 \(1\)](#)
- [Health Option 1](#)
- [Health Option 2](#)

8. \*Centegix Funding

**Agenda Item Type:** Action Item

9. Questions from Media

**Agenda Item Type:** Information Item

10. Adjournment

**Agenda Item Type:** Action Item

**Comments:**

# Responsibilities Cumberland County School District

## Athletic and Activities Director

### Purpose Statement

The responsibilities of the Athletic and activities Director serves the purpose/s of implementing and maintaining the assigned programs and services of the Elementary/Middle and High School Athletics to comply with county, state, and federal guidelines. In addition, this role serves the purpose of administering activities across the district related to music, band, the arts, and other areas as deemed appropriate.

This job reports to the ~~Chief Academic Officer~~ Director of Schools.

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### Essential Functions

Coordinates the elementary/middle and high school athletic program in collaboration with principals and coaches to ascertain programmatic needs on an annual basis, as well as prior to each season to ensure consistency of program. This role administers activities across the district related to music, band, the arts, and other areas as deemed appropriate.

### Other Functions

- Responsible for elementary athletic events scheduling, publicizing dates, sites and time of contests. Rescheduling elementary athletic events as needed. Review and approve all high school athletic events.
- Review and resolve athletic complaints and concerns, unable to be resolved at the school level.
- Create an atmosphere of exemplary sportsmanship and respect.
- Insist on adequate safety provisions in all sports for both participants and spectators and provide a periodic check of all facilities for safety and suitability.
- ~~Responsible for overseeing maintenance of the buildings and grounds in athletic areas.~~
- Work collaboratively with the principal to ensure that the coaches of all athletic teams know their described duties and responsibilities.
- Advises and ensures all coaches conform to BOE, league policies and regulations and state and federal laws. Attends league and district meetings.
- Develop effective relations with outside groups, such as Booster Associations and others, and be the liaison between those associations and the school.
- ~~Provide for the efficient handling of all athletic funds with such safeguards as annual budget audits and proper bookkeeping.~~
- Verifies all athletic eligibility lists.
- Organize all athletic supplements.
- Ensures officials are scheduled and paid accordingly and maintains an active file of officials.
- Present quarterly athletic report to BOE.
- Provide opportunities for parents to have a clear understanding of athletic policies and procedures.
- Responsible for developing and implementing a district-wide athletic guidance manual to ensure compliance with all applicable federal, state, and local laws. This manual shall include but not be limited to the following sections: Athletic Personnel Management; Communication and Public Relations; Compliance and Risk Management; Facility and Event Oversight; Financial and Resource Management; Operational Scheduling. This athletic guidance manual and subsequent changes will be reviewed and approved annually by the Director of Schools.
- Responsible for staying abreast of current Title IX regulations while ensuring proper training is required, completed, and documented for all athletic personnel.
- Responsible for assisting high school administrators regarding community facility usage including auditoriums and gymnasiums, at the respective high schools.
- Coordinate art exhibits at Central Office and Art Circle Public Library.
- Assist in transportation and arrangement of 11<sup>th</sup> grade orchestra trip.

- Plan and execute professional development for fine art teachers yearly.
- Plan and execute county-wide band and choir performances for middle school and high school.
- Track art activities by individual schools.
- Coordinate and assist schools with parental involvement activities.
- Track parental involvement activities by individual schools.
- Other duties as assigned by the Director of Schools and or his/her designee.

**Job Requirements: Minimum**

**Qualifications Skills, Knowledge and Abilities** KNOWLEDGE/SKILLS/ABILITIES

- Knowledge of overall operations of an athletic program
- Knowledge and ability to implement county, state, and federal policies/ procedures governing athletics
- Ability to compile, maintain, file, and present all physical and computerized reports, records, and other documents
- Clear direct communication individually and within the organization.

**Experience** Job related experience within specialized field with increasing levels of responsibility is required. Coaching Experience preferred.

**Education** **Minimum of** Bachelor's degree [degree(s) in sports administration and/or education preferred].

**Equivalency** None Specified

**Required Testing** None Specified

**Certificates & Licenses**

**Continuing Educ. / Training**

~~None Specified~~ Concussion Training; Annual, mandatory training for athletic directors and coaches per TCA 68-55-502.  
De-Escalation Training; Required annually for school administrators, athletic directors, per TCA 49-6-819.

**Clearances**

Background Clearance

**FLSA Status**

Exempt

**Approval Date**

**Salary Grade**

**Option A \$4,000 between degrees; \$600 between steps**

**Bachelor**

| YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | Scale Step Change | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|---------------------|----------------|--------|--------|---------|-------------------|------------------------------------|---------------------|
| 0                   | 2              | 48,288 | 51,380 |         | 3,092             | -                                  | 102,760             |
| 1                   | 23             | 48,888 | 51,980 | 3,692   | 3,092             | 84,916                             | 1,195,540           |
| 2                   | 14             | 49,488 | 52,580 | 3,692   | 3,092             | 51,688                             | 736,120             |
| 3                   | 23             | 50,088 | 53,180 | 3,692   | 3,092             | 84,916                             | 1,223,140           |
| 4                   | 15             | 50,688 | 53,780 | 3,692   | 3,092             | 55,380                             | 806,700             |
| 5                   | 11             | 51,288 | 54,380 | 3,692   | 3,092             | 40,612                             | 598,180             |
| 6                   | 10             | 51,888 | 54,980 | 3,692   | 3,092             | 36,920                             | 549,800             |
| 7                   | 7              | 52,488 | 55,580 | 3,692   | 3,092             | 25,844                             | 389,060             |
| 8                   | 9              | 53,088 | 56,180 | 3,692   | 3,092             | 33,228                             | 505,620             |
| 9                   | 9              | 53,688 | 56,780 | 3,692   | 3,092             | 33,228                             | 511,020             |
| 10                  | 10             | 54,288 | 57,380 | 3,692   | 3,092             | 36,920                             | 573,800             |
| 11                  | 10             | 54,888 | 57,980 | 3,692   | 3,092             | 36,920                             | 579,800             |
| 12                  | 12             | 55,488 | 58,580 | 3,692   | 3,092             | 44,304                             | 702,960             |
| 13                  | 7              | 56,088 | 59,180 | 3,692   | 3,092             | 25,844                             | 414,260             |
| 14                  | 9              | 56,688 | 59,780 | 3,692   | 3,092             | 33,228                             | 538,020             |
| 15                  | 8              | 57,288 | 60,380 | 3,692   | 3,092             | 29,536                             | 483,040             |
| 16                  | 10             | 57,888 | 60,980 | 3,692   | 3,092             | 36,920                             | 609,800             |
| 17                  | 6              | 58,488 | 61,580 | 3,692   | 3,092             | 22,152                             | 369,480             |
| 18                  | 7              | 59,088 | 62,180 | 3,692   | 3,092             | 25,844                             | 435,260             |
| 19                  | 12             | 59,688 | 62,780 | 3,692   | 3,092             | 44,304                             | 753,360             |
| 20                  | 9              | 60,288 | 63,380 | 3,692   | 3,092             | 33,228                             | 570,420             |
| 21                  | 7              | 60,888 | 63,980 | 3,692   | 3,092             | 25,844                             | 447,860             |
| 22                  | 1              | 61,488 | 64,580 | 3,692   | 3,092             | 3,692                              | 64,580              |
| 23                  | 6              | 62,088 | 65,180 | 3,692   | 3,092             | 22,152                             | 391,080             |
| 24                  | 4              | 62,688 | 65,780 | 3,692   | 3,092             | 14,768                             | 263,120             |
| 25                  | 2              | 63,288 | 66,380 | 3,692   | 3,092             | 7,384                              | 132,760             |
| 26                  | 1              | 63,888 | 66,980 | 3,692   | 3,092             | 3,692                              | 66,980              |
| 27                  | 4              | 64,488 | 67,580 | 3,692   | 3,092             | 14,768                             | 270,320             |
| 28                  | 3              | 65,088 | 68,180 | 3,692   | 3,092             | 11,076                             | 204,540             |
| 29                  | 23             | 65,688 | 68,780 | 3,692   | 3,092             | 84,916                             | 1,581,940           |

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| <b>Master</b> |
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|       | YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | Scale Step Change | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|-------|---------------------|----------------|--------|--------|---------|-------------------|------------------------------------|---------------------|
| 4,000 | 0                   | 0              | 51,288 | 55,380 |         | 4,092             | -                                  | -                   |
| 4,000 | 1                   | 4              | 51,888 | 55,980 | 4,692   | 4,092             | 18,768                             | 223,920             |
| 4,000 | 2                   | 7              | 52,488 | 56,580 | 4,692   | 4,092             | 32,844                             | 396,060             |
| 4,000 | 3                   | 7              | 53,088 | 57,180 | 4,692   | 4,092             | 32,844                             | 400,260             |
| 4,000 | 4                   | 10             | 53,688 | 57,780 | 4,692   | 4,092             | 46,920                             | 577,800             |
| 4,000 | 5                   | 10             | 54,288 | 58,380 | 4,692   | 4,092             | 46,920                             | 583,800             |
| 4,000 | 6                   | 4              | 54,888 | 58,980 | 4,692   | 4,092             | 18,768                             | 235,920             |
| 4,000 | 7                   | 6              | 55,488 | 59,580 | 4,692   | 4,092             | 28,152                             | 357,480             |
| 4,000 | 8                   | 3              | 56,088 | 60,180 | 4,692   | 4,092             | 14,076                             | 180,540             |
| 4,000 | 9                   | 8              | 56,688 | 60,780 | 4,692   | 4,092             | 37,536                             | 486,240             |
| 4,000 | 10                  | 6              | 57,288 | 61,380 | 4,692   | 4,092             | 28,152                             | 368,280             |
| 4,000 | 11                  | 6              | 57,888 | 61,980 | 4,692   | 4,092             | 28,152                             | 371,880             |
| 4,000 | 12                  | 11             | 58,488 | 62,580 | 4,692   | 4,092             | 51,612                             | 688,380             |
| 4,000 | 13                  | 6              | 59,088 | 63,180 | 4,692   | 4,092             | 28,152                             | 379,080             |
| 4,000 | 14                  | 12             | 59,688 | 63,780 | 4,692   | 4,092             | 56,304                             | 765,360             |
| 4,000 | 15                  | 8              | 60,288 | 64,380 | 4,692   | 4,092             | 37,536                             | 515,040             |
| 4,000 | 16                  | 8              | 60,888 | 64,980 | 4,692   | 4,092             | 37,536                             | 519,840             |
| 4,000 | 17                  | 8              | 61,488 | 65,580 | 4,692   | 4,092             | 37,536                             | 524,640             |
| 4,000 | 18                  | 3              | 62,088 | 66,180 | 4,692   | 4,092             | 14,076                             | 198,540             |
| 4,000 | 19                  | 15             | 62,688 | 66,780 | 4,692   | 4,092             | 70,380                             | 1,001,700           |
| 4,000 | 20                  | 10             | 63,288 | 67,380 | 4,692   | 4,092             | 46,920                             | 673,800             |
| 4,000 | 21                  | 6              | 63,888 | 67,980 | 4,692   | 4,092             | 28,152                             | 407,880             |
| 4,000 | 22                  | 13             | 64,488 | 68,580 | 4,692   | 4,092             | 60,996                             | 891,540             |
| 4,000 | 23                  | 2              | 65,088 | 69,180 | 4,692   | 4,092             | 9,384                              | 138,360             |
| 4,000 | 24                  | 10             | 65,688 | 69,780 | 4,692   | 4,092             | 46,920                             | 697,800             |
| 4,000 | 25                  | 9              | 66,288 | 70,380 | 4,692   | 4,092             | 42,228                             | 633,420             |
| 4,000 | 26                  | 5              | 66,888 | 70,980 | 4,692   | 4,092             | 23,460                             | 354,900             |
| 4,000 | 27                  | 8              | 67,488 | 71,580 | 4,692   | 4,092             | 37,536                             | 572,640             |
| 4,000 | 28                  | 3              | 68,088 | 72,180 | 4,692   | 4,092             | 14,076                             | 216,540             |
| 4,000 | 29                  | 31             | 68,688 | 72,780 | 4,692   | 4,092             | 145,452                            | 2,256,180           |

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| <b>EDS</b> |
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|       | YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | Scale Step Increase | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|-------|---------------------|----------------|--------|--------|---------|---------------------|------------------------------------|---------------------|
| 4,000 | 0                   | 0              | 54,288 | 59,380 |         | 5,092               | -                                  | -                   |
| 4,000 | 1                   | 0              | 54,888 | 59,980 | 5,692   | 5,092               | -                                  | -                   |
| 4,000 | 2                   | 0              | 55,488 | 60,580 | 5,692   | 5,092               | -                                  | -                   |
| 4,000 | 3                   | 0              | 56,088 | 61,180 | 5,692   | 5,092               | -                                  | -                   |
| 4,000 | 4                   | 1              | 56,688 | 61,780 | 5,692   | 5,092               | 5,692                              | 61,780              |
| 4,000 | 5                   | 0              | 57,288 | 62,380 | 5,692   | 5,092               | -                                  | -                   |
| 4,000 | 6                   | 1              | 57,888 | 62,980 | 5,692   | 5,092               | 5,692                              | 62,980              |
| 4,000 | 7                   | 0              | 58,488 | 63,580 | 5,692   | 5,092               | -                                  | -                   |
| 4,000 | 8                   | 0              | 59,678 | 64,180 | 5,692   | 4,502               | -                                  | -                   |
| 4,000 | 9                   | 1              | 61,399 | 64,780 | 5,102   | 3,381               | 5,102                              | 64,780              |
| 4,000 | 10                  | 1              | 62,663 | 65,380 | 3,981   | 2,717               | 3,981                              | 65,380              |
| 4,000 | 11                  | 1              | 62,917 | 65,980 | 3,317   | 3,063               | 3,317                              | 65,980              |
| 4,000 | 12                  | 0              | 64,201 | 66,580 | 3,663   | 2,379               | -                                  | -                   |
| 4,000 | 13                  | 1              | 64,474 | 67,180 | 2,979   | 2,706               | 2,979                              | 67,180              |
| 4,000 | 14                  | 2              | 65,786 | 67,780 | 3,306   | 1,994               | 6,612                              | 135,560             |
| 4,000 | 15                  | 0              | 66,042 | 68,380 | 2,594   | 2,338               | -                                  | -                   |
| 4,000 | 16                  | 2              | 67,401 | 68,980 | 2,938   | 1,579               | 5,876                              | 137,960             |
| 4,000 | 17                  | 2              | 67,414 | 69,580 | 2,179   | 2,166               | 4,358                              | 139,160             |
| 4,000 | 18                  | 2              | 68,550 | 70,180 | 2,766   | 1,630               | 5,532                              | 140,360             |
| 4,000 | 19                  | 4              | 68,564 | 70,780 | 2,230   | 2,216               | 8,920                              | 283,120             |
| 4,000 | 20                  | 3              | 69,734 | 71,380 | 2,816   | 1,646               | 8,448                              | 214,140             |
| 4,000 | 21                  | 3              | 70,067 | 71,980 | 2,246   | 1,913               | 6,738                              | 215,940             |
| 4,000 | 22                  | 0              | 70,403 | 72,580 | 2,513   | 2,177               | -                                  | -                   |
| 4,000 | 23                  | 0              | 70,740 | 73,180 | 2,777   | 2,440               | -                                  | -                   |
| 4,000 | 24                  | 1              | 71,078 | 73,780 | 3,040   | 2,702               | 3,040                              | 73,780              |
| 4,000 | 25                  | 1              | 71,419 | 74,380 | 3,302   | 2,961               | 3,302                              | 74,380              |
| 4,000 | 26                  | 0              | 71,761 | 74,980 | 3,561   | 3,219               | -                                  | -                   |
| 4,000 | 27                  | 3              | 71,838 | 75,580 | 3,819   | 3,742               | 11,457                             | 226,740             |
| 4,000 | 28                  | 2              | 72,488 | 76,180 | 4,342   | 3,692               | 8,684                              | 152,360             |
| 4,000 | 29                  | 20             | 73,138 | 76,780 | 4,292   | 3,642               | 85,840                             | 1,535,600           |

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| <b>Doctorate</b> |
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|       | YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | \$ INCREASE | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|-------|---------------------|----------------|--------|--------|---------|-------------|------------------------------------|---------------------|
| 4,000 | 0                   | 0              | 57,288 | 63,380 |         | 6,092       | -                                  | -                   |
| 4,000 | 1                   | 0              | 57,888 | 63,980 | 6,692   | 6,092       | -                                  | -                   |
| 4,000 | 2                   | 0              | 58,488 | 64,580 | 6,692   | 6,092       | -                                  | -                   |
| 4,000 | 3                   | 0              | 59,088 | 65,180 | 6,692   | 6,092       | -                                  | -                   |
| 4,000 | 4                   | 2              | 59,688 | 65,780 | 6,692   | 6,092       | 13,384                             | 131,560             |
| 4,000 | 5                   | 0              | 60,497 | 66,380 | 6,692   | 5,883       | -                                  | -                   |
| 4,000 | 6                   | 0              | 61,687 | 66,980 | 6,483   | 5,293       | -                                  | -                   |
| 4,000 | 7                   | 0              | 63,293 | 67,580 | 5,893   | 4,287       | -                                  | -                   |
| 4,000 | 8                   | 1              | 64,571 | 68,180 | 4,887   | 3,609       | 4,887                              | 68,180              |
| 4,000 | 9                   | 1              | 66,471 | 68,780 | 4,209   | 2,309       | 4,209                              | 68,780              |
| 4,000 | 10                  | 0              | 67,841 | 69,380 | 2,909   | 1,539       | -                                  | -                   |
| 4,000 | 11                  | 0              | 68,096 | 69,980 | 2,139   | 1,884       | -                                  | -                   |
| 4,000 | 12                  | 0              | 69,483 | 70,580 | 2,484   | 1,097       | -                                  | -                   |
| 4,000 | 13                  | 0              | 69,776 | 71,180 | 1,697   | 1,404       | -                                  | -                   |
| 4,000 | 14                  | 0              | 71,208 | 71,780 | 2,004   | 572         | -                                  | -                   |
| 4,000 | 15                  | 2              | 71,454 | 72,380 | 1,172   | 926         | 2,344                              | 144,760             |
| 4,000 | 16                  | 1              | 72,928 | 72,980 | 1,526   | 52          | 1,526                              | 72,980              |
| 4,000 | 17                  | 1              | 72,941 | 73,580 | 652     | 639         | 652                                | 73,580              |
| 4,000 | 18                  | 0              | 74,198 | 74,180 | 1,239   | (18)        | -                                  | -                   |
| 4,000 | 19                  | 0              | 74,211 | 74,780 | 582     | 569         | -                                  | -                   |
| 4,000 | 20                  | 0              | 75,529 | 75,380 | 1,169   | (149)       | -                                  | -                   |
| 4,000 | 21                  | 0              | 75,892 | 75,980 | 451     | 88          | -                                  | -                   |
| 4,000 | 22                  | 2              | 76,256 | 76,580 | 688     | 324         | 1,376                              | 153,160             |
| 4,000 | 23                  | 1              | 76,622 | 77,180 | 924     | 558         | 924                                | 77,180              |
| 4,000 | 24                  | 1              | 76,991 | 77,780 | 1,158   | 789         | 1,158                              | 77,780              |
| 4,000 | 25                  | 0              | 77,361 | 78,380 | 1,389   | 1,019       | -                                  | -                   |
| 4,000 | 26                  | 0              | 77,961 | 78,980 | 1,619   | 1,019       | -                                  | -                   |
| 4,000 | 27                  | 1              | 78,561 | 79,580 | 1,619   | 1,019       | 1,619                              | 79,580              |
| 4,000 | 28                  | 2              | 79,161 | 80,180 | 1,619   | 1,019       | 3,238                              | 160,360             |
| 4,000 | 29                  | 5              | 79,761 | 80,780 | 1,619   | 1,019       | 8,095                              | 403,900             |

**Option B \$4,000 between degrees; \$600 between steps**

**Bachelor**

| YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | Scale Step Change | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|---------------------|----------------|--------|--------|---------|-------------------|------------------------------------|---------------------|
| 0                   | 2              | 48,288 | 50,780 |         | 2,492             | -                                  | 101,560             |
| 1                   | 23             | 48,888 | 51,380 | 3,092   | 2,492             | 71,116                             | 1,181,740           |
| 2                   | 14             | 49,488 | 51,980 | 3,092   | 2,492             | 43,288                             | 727,720             |
| 3                   | 23             | 50,088 | 52,580 | 3,092   | 2,492             | 71,116                             | 1,209,340           |
| 4                   | 15             | 50,688 | 53,180 | 3,092   | 2,492             | 46,380                             | 797,700             |
| 5                   | 11             | 51,288 | 53,780 | 3,092   | 2,492             | 34,012                             | 591,580             |
| 6                   | 10             | 51,888 | 54,380 | 3,092   | 2,492             | 30,920                             | 543,800             |
| 7                   | 7              | 52,488 | 54,980 | 3,092   | 2,492             | 21,644                             | 384,860             |
| 8                   | 9              | 53,088 | 55,580 | 3,092   | 2,492             | 27,828                             | 500,220             |
| 9                   | 9              | 53,688 | 56,180 | 3,092   | 2,492             | 27,828                             | 505,620             |
| 10                  | 10             | 54,288 | 56,780 | 3,092   | 2,492             | 30,920                             | 567,800             |
| 11                  | 10             | 54,888 | 57,380 | 3,092   | 2,492             | 30,920                             | 573,800             |
| 12                  | 12             | 55,488 | 57,980 | 3,092   | 2,492             | 37,104                             | 695,760             |
| 13                  | 7              | 56,088 | 58,580 | 3,092   | 2,492             | 21,644                             | 410,060             |
| 14                  | 9              | 56,688 | 59,180 | 3,092   | 2,492             | 27,828                             | 532,620             |
| 15                  | 8              | 57,288 | 59,780 | 3,092   | 2,492             | 24,736                             | 478,240             |
| 16                  | 10             | 57,888 | 60,380 | 3,092   | 2,492             | 30,920                             | 603,800             |
| 17                  | 6              | 58,488 | 60,980 | 3,092   | 2,492             | 18,552                             | 365,880             |
| 18                  | 7              | 59,088 | 61,580 | 3,092   | 2,492             | 21,644                             | 431,060             |
| 19                  | 12             | 59,688 | 62,180 | 3,092   | 2,492             | 37,104                             | 746,160             |
| 20                  | 9              | 60,288 | 62,780 | 3,092   | 2,492             | 27,828                             | 565,020             |
| 21                  | 7              | 60,888 | 63,380 | 3,092   | 2,492             | 21,644                             | 443,660             |
| 22                  | 1              | 61,488 | 63,980 | 3,092   | 2,492             | 3,092                              | 63,980              |
| 23                  | 6              | 62,088 | 64,580 | 3,092   | 2,492             | 18,552                             | 387,480             |
| 24                  | 4              | 62,688 | 65,180 | 3,092   | 2,492             | 12,368                             | 260,720             |
| 25                  | 2              | 63,288 | 65,780 | 3,092   | 2,492             | 6,184                              | 131,560             |
| 26                  | 1              | 63,888 | 66,380 | 3,092   | 2,492             | 3,092                              | 66,380              |
| 27                  | 4              | 64,488 | 66,980 | 3,092   | 2,492             | 12,368                             | 267,920             |
| 28                  | 3              | 65,088 | 67,580 | 3,092   | 2,492             | 9,276                              | 202,740             |
| 29                  | 23             | 65,688 | 68,180 | 3,092   | 2,492             | 71,116                             | 1,568,140           |

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| <b>Master</b> |
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|       | YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | Scale Step Change | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|-------|---------------------|----------------|--------|--------|---------|-------------------|------------------------------------|---------------------|
| 4,000 | 0                   | 0              | 51,288 | 54,780 |         | 3,492             | -                                  | -                   |
| 4,000 | 1                   | 4              | 51,888 | 55,380 | 4,092   | 3,492             | 16,368                             | 221,520             |
| 4,000 | 2                   | 7              | 52,488 | 55,980 | 4,092   | 3,492             | 28,644                             | 391,860             |
| 4,000 | 3                   | 7              | 53,088 | 56,580 | 4,092   | 3,492             | 28,644                             | 396,060             |
| 4,000 | 4                   | 10             | 53,688 | 57,180 | 4,092   | 3,492             | 40,920                             | 571,800             |
| 4,000 | 5                   | 10             | 54,288 | 57,780 | 4,092   | 3,492             | 40,920                             | 577,800             |
| 4,000 | 6                   | 4              | 54,888 | 58,380 | 4,092   | 3,492             | 16,368                             | 233,520             |
| 4,000 | 7                   | 6              | 55,488 | 58,980 | 4,092   | 3,492             | 24,552                             | 353,880             |
| 4,000 | 8                   | 3              | 56,088 | 59,580 | 4,092   | 3,492             | 12,276                             | 178,740             |
| 4,000 | 9                   | 8              | 56,688 | 60,180 | 4,092   | 3,492             | 32,736                             | 481,440             |
| 4,000 | 10                  | 6              | 57,288 | 60,780 | 4,092   | 3,492             | 24,552                             | 364,680             |
| 4,000 | 11                  | 6              | 57,888 | 61,380 | 4,092   | 3,492             | 24,552                             | 368,280             |
| 4,000 | 12                  | 11             | 58,488 | 61,980 | 4,092   | 3,492             | 45,012                             | 681,780             |
| 4,000 | 13                  | 6              | 59,088 | 62,580 | 4,092   | 3,492             | 24,552                             | 375,480             |
| 4,000 | 14                  | 12             | 59,688 | 63,180 | 4,092   | 3,492             | 49,104                             | 758,160             |
| 4,000 | 15                  | 8              | 60,288 | 63,780 | 4,092   | 3,492             | 32,736                             | 510,240             |
| 4,000 | 16                  | 8              | 60,888 | 64,380 | 4,092   | 3,492             | 32,736                             | 515,040             |
| 4,000 | 17                  | 8              | 61,488 | 64,980 | 4,092   | 3,492             | 32,736                             | 519,840             |
| 4,000 | 18                  | 3              | 62,088 | 65,580 | 4,092   | 3,492             | 12,276                             | 196,740             |
| 4,000 | 19                  | 15             | 62,688 | 66,180 | 4,092   | 3,492             | 61,380                             | 992,700             |
| 4,000 | 20                  | 10             | 63,288 | 66,780 | 4,092   | 3,492             | 40,920                             | 667,800             |
| 4,000 | 21                  | 6              | 63,888 | 67,380 | 4,092   | 3,492             | 24,552                             | 404,280             |
| 4,000 | 22                  | 13             | 64,488 | 67,980 | 4,092   | 3,492             | 53,196                             | 883,740             |
| 4,000 | 23                  | 2              | 65,088 | 68,580 | 4,092   | 3,492             | 8,184                              | 137,160             |
| 4,000 | 24                  | 10             | 65,688 | 69,180 | 4,092   | 3,492             | 40,920                             | 691,800             |
| 4,000 | 25                  | 9              | 66,288 | 69,780 | 4,092   | 3,492             | 36,828                             | 628,020             |
| 4,000 | 26                  | 5              | 66,888 | 70,380 | 4,092   | 3,492             | 20,460                             | 351,900             |
| 4,000 | 27                  | 8              | 67,488 | 70,980 | 4,092   | 3,492             | 32,736                             | 567,840             |
| 4,000 | 28                  | 3              | 68,088 | 71,580 | 4,092   | 3,492             | 12,276                             | 214,740             |
| 4,000 | 29                  | 31             | 68,688 | 72,180 | 4,092   | 3,492             | 126,852                            | 2,237,580           |

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| <b>Doctorate</b> |
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|       | YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | \$ INCREASE | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|-------|---------------------|----------------|--------|--------|---------|-------------|------------------------------------|---------------------|
| 4,000 | 0                   | 0              | 57,288 | 62,780 |         | 5,492       | -                                  | -                   |
| 4,000 | 1                   | 0              | 57,888 | 63,380 | 6,092   | 5,492       | -                                  | -                   |
| 4,000 | 2                   | 0              | 58,488 | 63,980 | 6,092   | 5,492       | -                                  | -                   |
| 4,000 | 3                   | 0              | 59,088 | 64,580 | 6,092   | 5,492       | -                                  | -                   |
| 4,000 | 4                   | 2              | 59,688 | 65,180 | 6,092   | 5,492       | 12,184                             | 130,360             |
| 4,000 | 5                   | 0              | 60,497 | 65,780 | 6,092   | 5,283       | -                                  | -                   |
| 4,000 | 6                   | 0              | 61,687 | 66,380 | 5,883   | 4,693       | -                                  | -                   |
| 4,000 | 7                   | 0              | 63,293 | 66,980 | 5,293   | 3,687       | -                                  | -                   |
| 4,000 | 8                   | 1              | 64,571 | 67,580 | 4,287   | 3,009       | 4,287                              | 67,580              |
| 4,000 | 9                   | 1              | 66,471 | 68,180 | 3,609   | 1,709       | 3,609                              | 68,180              |
| 4,000 | 10                  | 0              | 67,841 | 68,780 | 2,309   | 939         | -                                  | -                   |
| 4,000 | 11                  | 0              | 68,096 | 69,380 | 1,539   | 1,284       | -                                  | -                   |
| 4,000 | 12                  | 0              | 69,483 | 69,980 | 1,884   | 497         | -                                  | -                   |
| 4,000 | 13                  | 0              | 69,776 | 70,580 | 1,097   | 804         | -                                  | -                   |
| 4,000 | 14                  | 0              | 71,208 | 71,180 | 1,404   | (28)        | -                                  | -                   |
| 4,000 | 15                  | 2              | 71,454 | 71,780 | 572     | 326         | 1,144                              | 143,560             |
| 4,000 | 16                  | 1              | 72,928 | 72,380 | 926     | (548)       | 926                                | 72,380              |
| 4,000 | 17                  | 1              | 72,941 | 72,980 | 52      | 39          | 52                                 | 72,980              |
| 4,000 | 18                  | 0              | 74,198 | 73,580 | 639     | (618)       | -                                  | -                   |
| 4,000 | 19                  | 0              | 74,211 | 74,180 | (18)    | (31)        | -                                  | -                   |
| 4,000 | 20                  | 0              | 75,529 | 74,780 | 569     | (749)       | -                                  | -                   |
| 4,000 | 21                  | 0              | 75,892 | 75,380 | (149)   | (512)       | -                                  | -                   |
| 4,000 | 22                  | 2              | 76,256 | 75,980 | 88      | (276)       | 176                                | 151,960             |
| 4,000 | 23                  | 1              | 76,622 | 76,580 | 324     | (42)        | 324                                | 76,580              |
| 4,000 | 24                  | 1              | 76,991 | 77,180 | 558     | 189         | 558                                | 77,180              |
| 4,000 | 25                  | 0              | 77,361 | 77,780 | 789     | 419         | -                                  | -                   |
| 4,000 | 26                  | 0              | 77,961 | 78,380 | 1,019   | 419         | -                                  | -                   |
| 4,000 | 27                  | 1              | 78,561 | 78,980 | 1,019   | 419         | 1,019                              | 78,980              |
| 4,000 | 28                  | 2              | 79,161 | 79,580 | 1,019   | 419         | 2,038                              | 159,160             |
| 4,000 | 29                  | 5              | 79,761 | 80,180 | 1,019   | 419         | 5,095                              | 400,900             |

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| <b>EDS</b> |
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|       | YEARS OF EXPERIENCE | # OF EMPLOYEES | 25-26  | 26-27  | \$Raise | Scale Step Increase | TOTAL COST INCREASE BY # EMPLOYEES | TOTAL BUDGET AMOUNT |
|-------|---------------------|----------------|--------|--------|---------|---------------------|------------------------------------|---------------------|
| 4,000 | 0                   | 0              | 54,288 | 58,780 |         | 4,492               | -                                  | -                   |
| 4,000 | 1                   | 0              | 54,888 | 59,380 | 5,092   | 4,492               | -                                  | -                   |
| 4,000 | 2                   | 0              | 55,488 | 59,980 | 5,092   | 4,492               | -                                  | -                   |
| 4,000 | 3                   | 0              | 56,088 | 60,580 | 5,092   | 4,492               | -                                  | -                   |
| 4,000 | 4                   | 1              | 56,688 | 61,180 | 5,092   | 4,492               | 5,092                              | 61,180              |
| 4,000 | 5                   | 0              | 57,288 | 61,780 | 5,092   | 4,492               | -                                  | -                   |
| 4,000 | 6                   | 1              | 57,888 | 62,380 | 5,092   | 4,492               | 5,092                              | 62,380              |
| 4,000 | 7                   | 0              | 58,488 | 62,980 | 5,092   | 4,492               | -                                  | -                   |
| 4,000 | 8                   | 0              | 59,678 | 63,580 | 5,092   | 3,902               | -                                  | -                   |
| 4,000 | 9                   | 1              | 61,399 | 64,180 | 4,502   | 2,781               | 4,502                              | 64,180              |
| 4,000 | 10                  | 1              | 62,663 | 64,780 | 3,381   | 2,117               | 3,381                              | 64,780              |
| 4,000 | 11                  | 1              | 62,917 | 65,380 | 2,717   | 2,463               | 2,717                              | 65,380              |
| 4,000 | 12                  | 0              | 64,201 | 65,980 | 3,063   | 1,779               | -                                  | -                   |
| 4,000 | 13                  | 1              | 64,474 | 66,580 | 2,379   | 2,106               | 2,379                              | 66,580              |
| 4,000 | 14                  | 2              | 65,786 | 67,180 | 2,706   | 1,394               | 5,412                              | 134,360             |
| 4,000 | 15                  | 0              | 66,042 | 67,780 | 1,994   | 1,738               | -                                  | -                   |
| 4,000 | 16                  | 2              | 67,401 | 68,380 | 2,338   | 979                 | 4,676                              | 136,760             |
| 4,000 | 17                  | 2              | 67,414 | 68,980 | 1,579   | 1,566               | 3,158                              | 137,960             |
| 4,000 | 18                  | 2              | 68,550 | 69,580 | 2,166   | 1,030               | 4,332                              | 139,160             |
| 4,000 | 19                  | 4              | 68,564 | 70,180 | 1,630   | 1,616               | 6,520                              | 280,720             |
| 4,000 | 20                  | 3              | 69,734 | 70,780 | 2,216   | 1,046               | 6,648                              | 212,340             |
| 4,000 | 21                  | 3              | 70,067 | 71,380 | 1,646   | 1,313               | 4,938                              | 214,140             |
| 4,000 | 22                  | 0              | 70,403 | 71,980 | 1,913   | 1,577               | -                                  | -                   |
| 4,000 | 23                  | 0              | 70,740 | 72,580 | 2,177   | 1,840               | -                                  | -                   |
| 4,000 | 24                  | 1              | 71,078 | 73,180 | 2,440   | 2,102               | 2,440                              | 73,180              |
| 4,000 | 25                  | 1              | 71,419 | 73,780 | 2,702   | 2,361               | 2,702                              | 73,780              |
| 4,000 | 26                  | 0              | 71,761 | 74,380 | 2,961   | 2,619               | -                                  | -                   |
| 4,000 | 27                  | 3              | 71,838 | 74,980 | 3,219   | 3,142               | 9,657                              | 224,940             |
| 4,000 | 28                  | 2              | 72,488 | 75,580 | 3,742   | 3,092               | 7,484                              | 151,160             |
| 4,000 | 29                  | 20             | 73,138 | 76,180 | 3,692   | 3,042               | 73,840                             | 1,523,600           |

Proposed Classified Pay Scale 2026-2027

CUMBERLAND COUNTY BOARD OF EDUCATION

Classified PAY SCALE

2026-2027

| Schedule Titles | Custodian, mower | Teachers asst., CCQCP, bus | Sped teacher asst. & alt. sch. | Maintenance-custodian | School secretary | Admin. clerk (secretarial duties)/ | Maintenance | Admin. sec. (Recpt., Dept. sec.) | Admin. asst./Dept. sec. with | Executive Assistant, Technician | LPN, mechanic | Licensed HVAC, plumber, | Bus Driver (daily rate) |
|-----------------|------------------|----------------------------|--------------------------------|-----------------------|------------------|------------------------------------|-------------|----------------------------------|------------------------------|---------------------------------|---------------|-------------------------|-------------------------|
| Sched. Code     | 1                | 2                          | 3                              | 4                     | 5                | 6                                  | 7           | 8                                | 9                            | 10                              | 11            | 12                      | 13                      |
| Rate            | Hourly           | Hourly                     | Hourly                         | Hourly                | Hourly           | Hourly                             | Hourly      | Hourly                           | Hourly                       | Hourly                          | Hourly        | Hourly                  | Daily                   |
| Year            |                  |                            |                                |                       |                  |                                    |             |                                  |                              |                                 |               |                         |                         |
| 0               | \$ 12.99         | \$ 13.59                   | \$ 14.18                       | \$ 13.74              | \$ 15.67         | \$ 16.56                           | \$ 15.95    | \$ 17.05                         | \$ 18.15                     | \$ 19.25                        | \$ 21.92      | \$ 22.01                | \$ 83.78                |
| 1               | \$ 13.24         | \$ 13.85                   | \$ 14.46                       | \$ 14.00              | \$ 15.97         | \$ 16.88                           | \$ 16.25    | \$ 17.38                         | \$ 18.50                     | \$ 19.63                        | \$ 22.34      | \$ 22.44                | \$ 85.45                |
| 2               | \$ 13.50         | \$ 14.11                   | \$ 14.74                       | \$ 14.27              | \$ 16.28         | \$ 17.21                           | \$ 16.57    | \$ 17.72                         | \$ 18.86                     | \$ 20.01                        | \$ 22.78      | \$ 22.88                | \$ 87.15                |
| 3               | \$ 13.76         | \$ 14.39                   | \$ 15.02                       | \$ 14.55              | \$ 16.60         | \$ 17.54                           | \$ 16.89    | \$ 18.06                         | \$ 19.23                     | \$ 20.40                        | \$ 23.23      | \$ 23.33                | \$ 88.89                |
| 4               | \$ 14.02         | \$ 14.66                   | \$ 15.31                       | \$ 14.83              | \$ 16.92         | \$ 17.89                           | \$ 17.22    | \$ 18.41                         | \$ 19.61                     | \$ 20.80                        | \$ 23.68      | \$ 23.79                | \$ 90.65                |
| 5               | \$ 14.43         | \$ 15.09                   | \$ 15.75                       | \$ 15.26              | \$ 17.41         | \$ 18.41                           | \$ 17.72    | \$ 18.95                         | \$ 20.18                     | \$ 21.41                        | \$ 24.38      | \$ 24.48                | \$ 93.35                |
| 6               | \$ 14.71         | \$ 15.38                   | \$ 16.06                       | \$ 15.56              | \$ 17.75         | \$ 18.77                           | \$ 18.06    | \$ 19.32                         | \$ 20.57                     | \$ 21.83                        | \$ 24.85      | \$ 24.96                | \$ 95.21                |
| 7               | \$ 15.00         | \$ 15.68                   | \$ 16.37                       | \$ 15.86              | \$ 18.10         | \$ 19.13                           | \$ 18.42    | \$ 19.70                         | \$ 20.98                     | \$ 22.25                        | \$ 25.34      | \$ 25.45                | \$ 97.10                |
| 8               | \$ 15.28         | \$ 15.99                   | \$ 16.69                       | \$ 16.16              | \$ 18.45         | \$ 19.50                           | \$ 18.77    | \$ 20.08                         | \$ 21.38                     | \$ 22.69                        | \$ 25.84      | \$ 25.95                | \$ 99.04                |
| 9               | \$ 15.58         | \$ 16.30                   | \$ 17.01                       | \$ 16.48              | \$ 18.81         | \$ 19.88                           | \$ 19.14    | \$ 20.47                         | \$ 21.80                     | \$ 23.13                        | \$ 26.34      | \$ 26.46                | \$ 101.01               |
| 10              | \$ 16.03         | \$ 16.77                   | \$ 17.51                       | \$ 16.96              | \$ 19.36         | \$ 20.46                           | \$ 19.70    | \$ 21.07                         | \$ 22.44                     | \$ 23.81                        | \$ 27.12      | \$ 27.24                | \$ 104.02               |
| 11              | \$ 16.34         | \$ 17.09                   | \$ 17.85                       | \$ 17.29              | \$ 19.73         | \$ 20.86                           | \$ 20.08    | \$ 21.48                         | \$ 22.88                     | \$ 24.28                        | \$ 27.65      | \$ 27.78                | \$ 106.09               |
| 12              | \$ 16.66         | \$ 17.42                   | \$ 18.19                       | \$ 17.62              | \$ 20.12         | \$ 21.27                           | \$ 20.47    | \$ 21.90                         | \$ 23.33                     | \$ 24.75                        | \$ 28.20      | \$ 28.32                | \$ 108.20               |
| 13              | \$ 16.98         | \$ 17.76                   | \$ 18.55                       | \$ 17.96              | \$ 20.51         | \$ 21.69                           | \$ 20.87    | \$ 22.33                         | \$ 23.78                     | \$ 25.24                        | \$ 28.75      | \$ 28.88                | \$ 110.36               |
| 14              | \$ 17.31         | \$ 18.11                   | \$ 18.91                       | \$ 18.31              | \$ 20.91         | \$ 22.11                           | \$ 21.28    | \$ 22.77                         | \$ 24.25                     | \$ 25.73                        | \$ 29.31      | \$ 29.45                | \$ 112.56               |
| 15              | \$ 17.81         | \$ 18.63                   | \$ 19.46                       | \$ 18.85              | \$ 21.52         | \$ 22.76                           | \$ 21.90    | \$ 23.43                         | \$ 24.96                     | \$ 26.49                        | \$ 30.18      | \$ 30.31                | \$ 115.91               |
| 16              | \$ 18.16         | \$ 19.00                   | \$ 19.84                       | \$ 19.21              | \$ 21.94         | \$ 23.20                           | \$ 22.33    | \$ 23.89                         | \$ 25.45                     | \$ 27.01                        | \$ 30.77      | \$ 30.91                | \$ 118.22               |
| 17              | \$ 18.43         | \$ 19.27                   | \$ 20.13                       | \$ 19.49              | \$ 22.26         | \$ 23.54                           | \$ 22.66    | \$ 24.24                         | \$ 25.83                     | \$ 27.41                        | \$ 31.23      | \$ 31.37                | \$ 119.99               |
| 18              | \$ 18.69         | \$ 19.56                   | \$ 20.43                       | \$ 19.78              | \$ 22.59         | \$ 23.89                           | \$ 22.99    | \$ 24.60                         | \$ 26.21                     | \$ 27.81                        | \$ 31.69      | \$ 31.83                | \$ 121.79               |
| 19              | \$ 18.96         | \$ 19.85                   | \$ 20.72                       | \$ 20.07              | \$ 22.92         | \$ 24.24                           | \$ 23.33    | \$ 24.96                         | \$ 26.59                     | \$ 28.22                        | \$ 32.16      | \$ 32.30                | \$ 123.60               |
| 20              | \$ 19.24         | \$ 20.13                   | \$ 21.03                       | \$ 20.36              | \$ 23.26         | \$ 24.60                           | \$ 23.67    | \$ 25.33                         | \$ 26.98                     | \$ 28.64                        | \$ 32.63      | \$ 32.78                | \$ 125.45               |
| 21              | \$ 19.52         | \$ 20.43                   | \$ 21.34                       | \$ 20.66              | \$ 23.60         | \$ 24.96                           | \$ 24.02    | \$ 25.70                         | \$ 27.38                     | \$ 29.06                        | \$ 33.11      | \$ 33.26                | \$ 127.32               |
| 22              | \$ 19.81         | \$ 20.73                   | \$ 21.65                       | \$ 20.96              | \$ 23.95         | \$ 25.33                           | \$ 24.37    | \$ 26.08                         | \$ 27.78                     | \$ 29.49                        | \$ 33.60      | \$ 33.75                | \$ 129.22               |
| 23              | \$ 20.10         | \$ 21.03                   | \$ 21.97                       | \$ 21.27              | \$ 24.30         | \$ 25.70                           | \$ 24.73    | \$ 26.46                         | \$ 28.19                     | \$ 29.92                        | \$ 34.10      | \$ 34.25                | \$ 131.16               |
| 24              | \$ 20.39         | \$ 21.34                   | \$ 22.29                       | \$ 21.58              | \$ 24.66         | \$ 26.08                           | \$ 25.09    | \$ 26.85                         | \$ 28.61                     | \$ 30.36                        | \$ 34.60      | \$ 34.76                | \$ 133.12               |
| 25              | \$ 20.69         | \$ 21.65                   | \$ 22.61                       | \$ 21.90              | \$ 25.02         | \$ 26.46                           | \$ 25.46    | \$ 27.25                         | \$ 29.03                     | \$ 30.81                        | \$ 35.11      | \$ 35.27                | \$ 135.11               |
| 26              | \$ 21.09         | \$ 22.08                   | \$ 23.06                       | \$ 22.33              | \$ 25.51         | \$ 26.98                           | \$ 25.96    | \$ 27.78                         | \$ 29.60                     | \$ 31.42                        | \$ 35.81      | \$ 35.97                | \$ 137.80               |

\$.50 step increase

Longevity:

- 16-20 4% of total projected salary
- 21-25 4.5% of total projected salary
- 26 & Up 5% of total projected salary

Proposed Classified Pay Scale 2026-2027

CUMBERLAND COUNTY BOARD OF EDUCATION

Classified PAY SCALE

2026-2027

| Schedule Titles | Custodian, mower | Teachers asst., CCQCP, bus | Sped teacher asst. & alt. sch. | Maintenance-custodian | School secretary | Admin. clerk (secretarial duties)/ | Maintenance | Admin. sec. (Recpt., Dept. sec.) | Admin. asst./Dept. sec. with | Executive Assistant, Technician | LPN, mechanic | Licensed HVAC, plumber, | Bus Driver (daily rate) |
|-----------------|------------------|----------------------------|--------------------------------|-----------------------|------------------|------------------------------------|-------------|----------------------------------|------------------------------|---------------------------------|---------------|-------------------------|-------------------------|
| Sched. Code     | 1                | 2                          | 3                              | 4                     | 5                | 6                                  | 7           | 8                                | 9                            | 10                              | 11            | 12                      | 13                      |
| Rate            | Hourly           | Hourly                     | Hourly                         | Hourly                | Hourly           | Hourly                             | Hourly      | Hourly                           | Hourly                       | Hourly                          | Hourly        | Hourly                  | Daily                   |
| Year            |                  |                            |                                |                       |                  |                                    |             |                                  |                              |                                 |               |                         |                         |
| 0               | \$ 13.49         | \$ 14.09                   | \$ 14.68                       | \$ 14.24              | \$ 16.17         | \$ 17.06                           | \$ 16.45    | \$ 17.55                         | \$ 18.65                     | \$ 19.75                        | \$ 22.42      | \$ 22.51                | \$ 84.28                |
| 1               | \$ 13.74         | \$ 14.35                   | \$ 14.96                       | \$ 14.50              | \$ 16.47         | \$ 17.38                           | \$ 16.75    | \$ 17.88                         | \$ 19.00                     | \$ 20.13                        | \$ 22.84      | \$ 22.94                | \$ 85.95                |
| 2               | \$ 14.00         | \$ 14.61                   | \$ 15.24                       | \$ 14.77              | \$ 16.78         | \$ 17.71                           | \$ 17.07    | \$ 18.22                         | \$ 19.36                     | \$ 20.51                        | \$ 23.28      | \$ 23.38                | \$ 87.65                |
| 3               | \$ 14.26         | \$ 14.89                   | \$ 15.52                       | \$ 15.05              | \$ 17.10         | \$ 18.04                           | \$ 17.39    | \$ 18.56                         | \$ 19.73                     | \$ 20.90                        | \$ 23.73      | \$ 23.83                | \$ 89.39                |
| 4               | \$ 14.52         | \$ 15.16                   | \$ 15.81                       | \$ 15.33              | \$ 17.42         | \$ 18.39                           | \$ 17.72    | \$ 18.91                         | \$ 20.11                     | \$ 21.30                        | \$ 24.18      | \$ 24.29                | \$ 91.15                |
| 5               | \$ 14.93         | \$ 15.59                   | \$ 16.25                       | \$ 15.76              | \$ 17.91         | \$ 18.91                           | \$ 18.22    | \$ 19.45                         | \$ 20.68                     | \$ 21.91                        | \$ 24.88      | \$ 24.98                | \$ 93.85                |
| 6               | \$ 15.21         | \$ 15.88                   | \$ 16.56                       | \$ 16.06              | \$ 18.25         | \$ 19.27                           | \$ 18.56    | \$ 19.82                         | \$ 21.07                     | \$ 22.33                        | \$ 25.35      | \$ 25.46                | \$ 95.71                |
| 7               | \$ 15.50         | \$ 16.18                   | \$ 16.87                       | \$ 16.36              | \$ 18.60         | \$ 19.63                           | \$ 18.92    | \$ 20.20                         | \$ 21.48                     | \$ 22.75                        | \$ 25.84      | \$ 25.95                | \$ 97.60                |
| 8               | \$ 15.78         | \$ 16.49                   | \$ 17.19                       | \$ 16.66              | \$ 18.95         | \$ 20.00                           | \$ 19.27    | \$ 20.58                         | \$ 21.88                     | \$ 23.19                        | \$ 26.34      | \$ 26.45                | \$ 99.54                |
| 9               | \$ 16.08         | \$ 16.80                   | \$ 17.51                       | \$ 16.98              | \$ 19.31         | \$ 20.38                           | \$ 19.64    | \$ 20.97                         | \$ 22.30                     | \$ 23.63                        | \$ 26.84      | \$ 26.96                | \$ 101.51               |
| 10              | \$ 16.53         | \$ 17.27                   | \$ 18.01                       | \$ 17.46              | \$ 19.86         | \$ 20.96                           | \$ 20.20    | \$ 21.57                         | \$ 22.94                     | \$ 24.31                        | \$ 27.62      | \$ 27.74                | \$ 104.52               |
| 11              | \$ 16.84         | \$ 17.59                   | \$ 18.35                       | \$ 17.79              | \$ 20.23         | \$ 21.36                           | \$ 20.58    | \$ 21.98                         | \$ 23.38                     | \$ 24.78                        | \$ 28.15      | \$ 28.28                | \$ 106.59               |
| 12              | \$ 17.16         | \$ 17.92                   | \$ 18.69                       | \$ 18.12              | \$ 20.62         | \$ 21.77                           | \$ 20.97    | \$ 22.40                         | \$ 23.83                     | \$ 25.25                        | \$ 28.70      | \$ 28.82                | \$ 108.70               |
| 13              | \$ 17.48         | \$ 18.26                   | \$ 19.05                       | \$ 18.46              | \$ 21.01         | \$ 22.19                           | \$ 21.37    | \$ 22.83                         | \$ 24.28                     | \$ 25.74                        | \$ 29.25      | \$ 29.38                | \$ 110.86               |
| 14              | \$ 17.81         | \$ 18.61                   | \$ 19.41                       | \$ 18.81              | \$ 21.41         | \$ 22.61                           | \$ 21.78    | \$ 23.27                         | \$ 24.75                     | \$ 26.23                        | \$ 29.81      | \$ 29.95                | \$ 113.06               |
| 15              | \$ 18.31         | \$ 19.13                   | \$ 19.96                       | \$ 19.35              | \$ 22.02         | \$ 23.26                           | \$ 22.40    | \$ 23.93                         | \$ 25.46                     | \$ 26.99                        | \$ 30.68      | \$ 30.81                | \$ 116.41               |
| 16              | \$ 18.66         | \$ 19.50                   | \$ 20.34                       | \$ 19.71              | \$ 22.44         | \$ 23.70                           | \$ 22.83    | \$ 24.39                         | \$ 25.95                     | \$ 27.51                        | \$ 31.27      | \$ 31.41                | \$ 118.72               |
| 17              | \$ 18.93         | \$ 19.77                   | \$ 20.63                       | \$ 19.99              | \$ 22.76         | \$ 24.04                           | \$ 23.16    | \$ 24.74                         | \$ 26.33                     | \$ 27.91                        | \$ 31.73      | \$ 31.87                | \$ 120.49               |
| 18              | \$ 19.19         | \$ 20.06                   | \$ 20.93                       | \$ 20.28              | \$ 23.09         | \$ 24.39                           | \$ 23.49    | \$ 25.10                         | \$ 26.71                     | \$ 28.31                        | \$ 32.19      | \$ 32.33                | \$ 122.29               |
| 19              | \$ 19.46         | \$ 20.35                   | \$ 21.22                       | \$ 20.57              | \$ 23.42         | \$ 24.74                           | \$ 23.83    | \$ 25.46                         | \$ 27.09                     | \$ 28.72                        | \$ 32.66      | \$ 32.80                | \$ 124.10               |
| 20              | \$ 19.74         | \$ 20.63                   | \$ 21.53                       | \$ 20.86              | \$ 23.76         | \$ 25.10                           | \$ 24.17    | \$ 25.83                         | \$ 27.48                     | \$ 29.14                        | \$ 33.13      | \$ 33.28                | \$ 125.95               |
| 21              | \$ 20.02         | \$ 20.93                   | \$ 21.84                       | \$ 21.16              | \$ 24.10         | \$ 25.46                           | \$ 24.52    | \$ 26.20                         | \$ 27.88                     | \$ 29.56                        | \$ 33.61      | \$ 33.76                | \$ 127.82               |
| 22              | \$ 20.31         | \$ 21.23                   | \$ 22.15                       | \$ 21.46              | \$ 24.45         | \$ 25.83                           | \$ 24.87    | \$ 26.58                         | \$ 28.28                     | \$ 29.99                        | \$ 34.10      | \$ 34.25                | \$ 129.72               |
| 23              | \$ 20.60         | \$ 21.53                   | \$ 22.47                       | \$ 21.77              | \$ 24.80         | \$ 26.20                           | \$ 25.23    | \$ 26.96                         | \$ 28.69                     | \$ 30.42                        | \$ 34.60      | \$ 34.75                | \$ 131.66               |
| 24              | \$ 20.89         | \$ 21.84                   | \$ 22.79                       | \$ 22.08              | \$ 25.16         | \$ 26.58                           | \$ 25.59    | \$ 27.35                         | \$ 29.11                     | \$ 30.86                        | \$ 35.10      | \$ 35.26                | \$ 133.62               |
| 25              | \$ 21.19         | \$ 22.15                   | \$ 23.11                       | \$ 22.40              | \$ 25.52         | \$ 26.96                           | \$ 25.96    | \$ 27.75                         | \$ 29.53                     | \$ 31.31                        | \$ 35.61      | \$ 35.77                | \$ 135.61               |
| 26              | \$ 21.59         | \$ 22.58                   | \$ 23.56                       | \$ 22.83              | \$ 26.01         | \$ 27.48                           | \$ 26.46    | \$ 28.28                         | \$ 30.10                     | \$ 31.92                        | \$ 36.31      | \$ 36.47                | \$ 138.30               |

\$1.00 Step Increase

Longevity:

- 16-20 4% of total projected salary
- 21-25 4.5% of total projected salary
- 26 & Up 5% of total projected salary

**Longevity December 2025**

|                    |                                       |
|--------------------|---------------------------------------|
| <b>16-20</b>       | <b>3% of total projected salary</b>   |
| <b>21-25</b>       | <b>3.5% of total projected salary</b> |
| <b>26 &amp; Up</b> | <b>4% of total projected salary</b>   |

**Total \$ 105,443**

**Projected Longevity December  
2025**

|                    |                                       |
|--------------------|---------------------------------------|
| <b>16-20</b>       | <b>4% of total projected salary</b>   |
| <b>21-25</b>       | <b>4.5% of total projected salary</b> |
| <b>26 &amp; Up</b> | <b>5% of total projected salary</b>   |

**Total \$ 143,933**

**Total Increase \$ 38,490**

## 2026-2027 CUMBERLAND COUNTY SCHOOLS

### Insurance Option 1

**BOE PAYS 100% OF EMPLOYEE AND 85% OF EMPLOYEE + CHILD(REN)  
LIMITED PPO PLAN - "S NETWORK"**

| NETWORK  |                                | MONTHLY PREMIUM | MONTHLY COST |                |
|--|--------------------------------|-----------------|--------------|----------------|
|  |                                |                 | CC-BOE RATES | Employee Rates |
| <b>BLUE CROSS PPO AND CIGNA LOCAL PLUS (S NETWORK)</b> | <b>PREMIER PLAN</b>            |                 |              |                |
|  | EMPLOYEE                       | 793.00          | 695.00       | <b>98.00</b>   |
|  | EMPLOYEE + CHILD(REN)          | 1307.00         | 1078.35      | <b>228.65</b>  |
|  | EMPLOYEE + SPOUSE              | 1783.00         | 1086.50      | <b>696.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 2060.00         | 1406.24      | <b>653.76</b>  |
| <b>STANDARD PLAN</b>                                   | EMPLOYEE                       | 736.00          | 695.00       | <b>41.00</b>   |
|  | EMPLOYEE + CHILD(REN)          | 1214.00         | 1078.35      | <b>135.65</b>  |
|  | EMPLOYEE + SPOUSE              | 1656.00         | 1086.50      | <b>569.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1914.00         | 1406.24      | <b>507.76</b>  |
|  | <b>LIMITED PPO</b>             | EMPLOYEE        | 695.00       | 695.00         |
| EMPLOYEE + CHILD(REN)                                  |                                | 1146.00         | 1078.35      | <b>67.65</b>   |
| EMPLOYEE + SPOUSE                                      |                                | 1565.00         | 1086.50      | <b>478.50</b>  |
| EMPLOYEE + CHILD(REN) + SPOUSE                         |                                | 1807.00         | 1406.24      | <b>400.76</b>  |
| <b>CDHP/H.S.A.</b>                                     |                                | EMPLOYEE        | 607.00       | 607.00         |
|  | EMPLOYEE + CHILD(REN)          | 1001.00         | 1001.00      | <b>0.00</b>    |
|  | EMPLOYEE + SPOUSE              | 1365.00         | 1086.50      | <b>278.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1578.00         | 1406.24      | <b>171.76</b>  |

| NETWORK  |                                | MONTHLY PREMIUM | MONTHLY COST |                |
|--|--------------------------------|-----------------|--------------|----------------|
|  |                                |                 | CC-BOE RATES | Employee Rates |
| <b>CIGNA OPEN ACCESS And BCBST (P NETWORK)</b> | <b>PREMIER PLAN</b>            |                 |              |                |
|  | EMPLOYEE                       | 883.00          | 695.00       | <b>188.00</b>  |
|  | EMPLOYEE + CHILD(REN)          | 1407.00         | 1078.35      | <b>328.65</b>  |
|  | EMPLOYEE + SPOUSE              | 1963.00         | 1086.50      | <b>876.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 2240.00         | 1406.24      | <b>833.76</b>  |
| <b>STANDARD PLAN</b>                           | EMPLOYEE                       | 826.00          | 695.00       | <b>131.00</b>  |
|  | EMPLOYEE + CHILD(REN)          | 1314.00         | 1078.35      | <b>235.65</b>  |
|  | EMPLOYEE + SPOUSE              | 1836.00         | 1086.50      | <b>749.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 2094.00         | 1406.24      | <b>687.76</b>  |
|  | <b>LIMITED PPO</b>             | EMPLOYEE        | 785.00       | 695.00         |
| EMPLOYEE + CHILD(REN)                          |                                | 1246.00         | 1078.35      | <b>167.65</b>  |
| EMPLOYEE + SPOUSE                              |                                | 1745.00         | 1086.50      | <b>658.50</b>  |
| EMPLOYEE + CHILD(REN) + SPOUSE                 |                                | 1987.00         | 1406.24      | <b>580.76</b>  |
| <b>CDHP/H.S.A.</b>                             |                                | EMPLOYEE        | 697.00       | 695.00         |
|  | EMPLOYEE + CHILD(REN)          | 1101.00         | 1078.35      | <b>22.65</b>   |
|  | EMPLOYEE + SPOUSE              | 1545.00         | 1086.50      | <b>458.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1758.00         | 1406.24      | <b>351.76</b>  |

# 2026-2027 CUMBERLAND COUNTY SCHOOLS

## Insurance Option 2

**BOE PAYS 100% OF EMPLOYEE AND 100% OF EMPLOYEE + CHILD(REN)  
LIMITED PPO PLAN - "S NETWORK"**

| NETWORK  |                                | MONTHLY COST    |              |                |
|--|--------------------------------|-----------------|--------------|----------------|
| <b>BLUE CROSS PPO AND CIGNA LOCAL PLUS (S NETWORK)</b> |                                | MONTHLY PREMIUM | CC-BOE RATES | Employee Rates |
|  | COVERAGE LEVEL                 |                 |              |                |
| <b>PREMIER PLAN</b>                                    | EMPLOYEE                       | 793.00          | 695.00       | <b>98.00</b>   |
|  | EMPLOYEE + CHILD(REN)          | 1307.00         | 1146.00      | <b>161.00</b>  |
|  | EMPLOYEE + SPOUSE              | 1783.00         | 1086.50      | <b>696.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 2060.00         | 1443.45      | <b>616.55</b>  |
| <b>STANDARD PLAN</b>                                   | EMPLOYEE                       | 736.00          | 695.00       | <b>41.00</b>   |
|  | EMPLOYEE + CHILD(REN)          | 1214.00         | 1146.00      | <b>68.00</b>   |
|  | EMPLOYEE + SPOUSE              | 1656.00         | 1086.50      | <b>569.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1914.00         | 1443.45      | <b>470.55</b>  |
| <b>LIMITED PPO ***</b>                                 | EMPLOYEE                       | 695.00          | 695.00       | <b>0.00</b>    |
|  | EMPLOYEE + CHILD(REN)          | 1146.00         | 1146.00      | <b>0.00</b>    |
|  | EMPLOYEE + SPOUSE              | 1565.00         | 1086.50      | <b>478.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1807.00         | 1443.45      | <b>363.55</b>  |
| <b>CDHP/H.S.A.</b>                                     | EMPLOYEE                       | 607.00          | 607.00       | <b>0.00</b>    |
|  | EMPLOYEE + CHILD(REN)          | 1001.00         | 1001.00      | <b>0.00</b>    |
|  | EMPLOYEE + SPOUSE              | 1365.00         | 1086.50      | <b>278.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1578.00         | 1443.45      | <b>134.55</b>  |

| <b>CIGNA OPEN ACCESS And BCBST (P NETWORK)</b> |                                | MONTHLY COST    |              |                |
|--|--------------------------------|-----------------|--------------|----------------|
|  | COVERAGE LEVEL                 | MONTHLY PREMIUM | CC-BOE RATES | Employee Rates |
| <b>PREMIER PLAN</b>                            | EMPLOYEE                       | 883.00          | 695.00       | <b>188.00</b>  |
|  | EMPLOYEE + CHILD(REN)          | 1407.00         | 1146.00      | <b>261.00</b>  |
|  | EMPLOYEE + SPOUSE              | 1963.00         | 1086.50      | <b>876.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 2240.00         | 1443.45      | <b>796.55</b>  |
| <b>STANDARD PLAN</b>                           | EMPLOYEE                       | 826.00          | 695.00       | <b>131.00</b>  |
|  | EMPLOYEE + CHILD(REN)          | 1314.00         | 1146.00      | <b>168.00</b>  |
|  | EMPLOYEE + SPOUSE              | 1836.00         | 1086.50      | <b>749.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 2094.00         | 1443.45      | <b>650.55</b>  |
| <b>LIMITED PPO</b>                             | EMPLOYEE                       | 785.00          | 695.00       | <b>90.00</b>   |
|  | EMPLOYEE + CHILD(REN)          | 1246.00         | 1146.00      | <b>100.00</b>  |
|  | EMPLOYEE + SPOUSE              | 1745.00         | 1086.50      | <b>658.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1987.00         | 1443.45      | <b>543.55</b>  |
| <b>CDHP/H.S.A.</b>                             | EMPLOYEE                       | 697.00          | 695.00       | <b>2.00</b>    |
|  | EMPLOYEE + CHILD(REN)          | 1101.00         | 1101.00      | <b>0.00</b>    |
|  | EMPLOYEE + SPOUSE              | 1545.00         | 1086.50      | <b>458.50</b>  |
|  | EMPLOYEE + CHILD(REN) + SPOUSE | 1758.00         | 1443.45      | <b>314.55</b>  |