

## Charlotte-Mecklenburg Schools 2024-2025 NC Schedule for Hourly Positions

Approved January 28, 2025

PAY GRADE CMS Step	NC 06	NC 06A	NC 06B	NC 06C	NC 07	NC 07A	NC 07B	NC 08	NC 09	NC 10	NC 11	NC 11A	NC 12	NC 13	NC 14	NC 15	NC 16	NC 17	NC 18	NC 19	NC 20	NC 21	NC 22	NC 23
1	20.00	20.10	20.20	20.30	20.40	20.50	20.60	20.70	20.80	21.00	21.82	23.51	25.21	26.48	27.80	29.19	30.65	32.18	33.79	35.48	37.25	39.11	41.07	43.12
2	20.10	20.20	20.30	20.40	20.50	20.60	20.71	20.81	20.92	21.11	21.93	23.63	25.34	26.61	27.94	29.33	30.80	32.34	33.96	35.65	37.43	39.31	41.27	43.33
3	20.20	20.30	20.40	20.50	20.61	20.71	20.81	20.92	21.02	21.21	22.04	23.75	25.46	26.74	28.07	29.48	30.95	32.50	34.13	35.83	37.62	39.50	41.48	43.55
4	20.30	20.40	20.50	20.61	20.71	20.81	20.92	21.02	21.13	21.32	22.15	23.86	25.59	26.87	28.22	29.63	31.11	32.66	34.30	36.01	37.81	39.70	41.68	43.77
5	20.40	20.51	20.61	20.71	20.82	20.92	21.02	21.13	21.23	21.42	22.26	23.98	25.72	27.01	28.36	29.77	31.26	32.82	34.47	36.19	38.00	39.90	41.89	43.99
6	20.51	20.61	20.71	20.81	20.92	21.02	21.12	21.23	21.34	21.53	22.37	24.10	25.85	27.14	28.50	29.92	31.42	32.99	34.64	36.37	38.19	40.10	42.10	44.21
7	20.61	20.71	20.81	20.92	21.03	21.12	21.23	21.34	21.45	21.64	22.48	24.22	25.98	27.28	28.64	30.07	31.58	33.15	34.82	36.55	38.38	40.30	42.31	44.43
8	20.71	20.81	20.92	21.02	21.13	21.23	21.34	21.45	21.55	21.75	22.59	24.34	26.11	27.42	28.78	30.22	31.73	33.32	34.99	36.74	38.57	40.50	42.52	44.65
9	20.81	20.92	21.02	21.13	21.24	21.34	21.44	21.55	21.66	21.85	22.71	24.47	26.24	27.55	28.93	30.37	31.89	33.48	35.17	36.92	38.76	40.70	42.74	44.87
10	20.92	21.02	21.13	21.23	21.34	21.44	21.55	21.66	21.77	21.96	22.82	24.59	26.37	27.69	29.07	30.53	32.05	33.65	35.34	37.10	38.96	40.91	42.95	45.10
11	21.02	21.13	21.23	21.34	21.45	21.55	21.66	21.77	21.88	22.07	22.94	24.71	26.50	27.83	29.22	30.68	32.21	33.82	35.52	37.29	39.15	41.11	43.17	45.32
12	21.13	21.23	21.34	21.44	21.56	21.66	21.77	21.88	21.99	22.18	23.05	24.84	26.63	27.97	29.36	30.83	32.37	33.99	35.70	37.48	39.35	41.32	43.38	45.55
13	21.23	21.34	21.45	21.55	21.66	21.77	21.88	21.99	22.10	22.30	23.16	24.96	26.77	28.11	29.51	30.99	32.54	34.16	35.87	37.66	39.54	41.52	43.60	45.78
14	21.34	21.45	21.55	21.66	21.77	21.88	21.98	22.10	22.21	22.41	23.28	25.08	26.90	28.25	29.66	31.14	32.70	34.33	36.05	37.85	39.74	41.73	43.82	46.01
15	21.45	21.55	21.66	21.77	21.88	21.98	22.09	22.21	22.32	22.52	23.40	25.21	27.03	28.39	29.81	31.30	32.86	34.50	36.23	38.04	39.94	41.94	44.04	46.24
16	21.55	21.66	21.77	21.88	21.99	22.09	22.21	22.32	22.43	22.63	23.51	25.34	27.17	28.53	29.96	31.45	33.03	34.67	36.42	38.23	40.14	42.15	44.26	46.47
17	21.66	21.77	21.88	21.99	22.10	22.21	22.32	22.43	22.54	22.74	23.63	25.46	27.31	28.67	30.11	31.61	33.19	34.85	36.60	38.42	40.34	42.36	44.48	46.70
18	21.77	21.88	21.99	22.10	22.21	22.32	22.43	22.54	22.65	22.86	23.75	25.59	27.44	28.82	30.26	31.77	33.36	35.02	36.78	38.61	40.54	42.57	44.70	46.93
19	21.88	21.99	22.10	22.21	22.32	22.43	22.54	22.65	22.77	22.97	23.87	25.72	27.58	28.96	30.41	31.93	33.52	35.20	36.96	38.81	40.74	42.78	44.92	47.17
20	21.99	22.10	22.21	22.32	22.43	22.54	22.65	22.77	22.88	23.09	23.99	25.85	27.72	29.11	30.56	32.09	33.69	35.37	37.15	39.00	40.95	43.00	45.15	47.41
21	22.10	22.21	22.32	22.43	22.55	22.65	22.77	22.88	22.99	23.20	24.11	25.98	27.86	29.25	30.71	32.25	33.86	35.55	37.33	39.20	41.15	43.21	45.37	47.64
22	22.21	22.32	22.43	22.54	22.66	22.77	22.88	22.99	23.11	23.32	24.23	26.11	28.00	29.40	30.87	32.41	34.03	35.73	37.52	39.39	41.36	43.43	45.60	47.88
23	22.32	22.43	22.54	22.65	22.77	22.88	22.99	23.11	23.23	23.44	24.35	26.24	28.14	29.55	31.02	32.57	34.20	35.91	37.71	39.59	41.57	43.65	45.83	48.12
24	22.43	22.54	22.66	22.77	22.89	22.99	23.11	23.23	23.34	23.55	24.47	26.37	28.28	29.69	31.17	32.73	34.37	36.09	37.90	39.79	41.77	43.86	46.06	48.36
25	22.54	22.66	22.77	22.88	23.00	23.11	23.22	23.34	23.46	23.67	24.59	26.50	28.42	29.84	31.33	32.90	34.54	36.27	38.09	39.99	41.98	44.08	46.29	48.60
26	22.66	22.77	22.88	23.00	23.12	23.22	23.34	23.46	23.58	23.79	24.72	26.63	28.56	29.99	31.49	33.06	34.72	36.45	38.28	40.19	42.19	44.30	46.52	48.85
27	22.77	22.88	23.00	23.11	23.23	23.34	23.46	23.58	23.70	23.91	24.84	26.76	28.70	30.14	31.64	33.23	34.89	36.63	38.47	40.39	42.40	44.52	46.75	49.09
28	22.88	23.00	23.11	23.23	23.35	23.46	23.58	23.70	23.82	24.03	24.96	26.90	28.85	30.29	31.80	33.39	35.06	36.81	38.66	40.59	42.62	44.75	46.99	49.33
29	23.00	23.11	23.23	23.34	23.46	23.58	23.68	23.82	23.94	24.15	25.09	27.03	28.99	30.44	31.96	33.56	35.24	37.00	38.85	40.79	42.83	44.97	47.22	49.58
30	23.11	23.23	23.34	23.46	23.58	23.70	23.80	23.94	24.06	24.27	25.21	27.17	29.14	30.60	32.12	33.73	35.42	37.18	39.05	41.00	43.04	45.20	47.46	49.83

Amounts displayed are the gross hourly rates for non-exempt positions

**Charlotte-Mecklenburg Schools**  
**2024-2025 NC Schedule for Salaried Positions**

Approved January 28, 2025

PAY GRADE CMS Step	NC 06	NC 06A	NC 06B	NC 06C	NC 07	NC 07A	NC 07B	NC 08	NC 09	NC 10	NC 11	NC 11A	NC 12	NC 13	NC 14	NC 15	NC 16	NC 17	NC 18	NC 19	NC 20	NC 21	NC 22	NC 23
1	3,467	3,484	3,501	3,519	3,536	3,553	3,572	3,588	3,605	3,640	3,782	4,075	4,370	4,589	4,818	5,059	5,312	5,577	5,857	6,149	6,456	6,779	7,118	7,474
2	3,484	3,501	3,519	3,536	3,554	3,572	3,590	3,606	3,626	3,658	3,801	4,095	4,392	4,612	4,842	5,084	5,339	5,605	5,886	6,180	6,488	6,813	7,154	7,511
3	3,501	3,519	3,536	3,554	3,572	3,590	3,608	3,626	3,644	3,676	3,820	4,116	4,414	4,635	4,866	5,110	5,365	5,633	5,916	6,211	6,521	6,847	7,189	7,549
4	3,519	3,537	3,554	3,572	3,590	3,608	3,626	3,644	3,662	3,695	3,839	4,136	4,436	4,658	4,891	5,135	5,392	5,661	5,945	6,242	6,553	6,881	7,225	7,587
5	3,537	3,554	3,572	3,590	3,608	3,626	3,644	3,662	3,680	3,713	3,858	4,157	4,458	4,681	4,915	5,161	5,419	5,689	5,975	6,273	6,586	6,916	7,261	7,625
6	3,554	3,572	3,590	3,608	3,626	3,644	3,662	3,680	3,699	3,732	3,878	4,178	4,480	4,705	4,940	5,187	5,446	5,718	6,005	6,304	6,619	6,950	7,298	7,663
7	3,572	3,590	3,608	3,626	3,644	3,662	3,680	3,699	3,717	3,751	3,897	4,199	4,503	4,728	4,964	5,213	5,473	5,746	6,035	6,336	6,652	6,985	7,334	7,701
8	3,590	3,608	3,626	3,644	3,662	3,680	3,699	3,717	3,736	3,769	3,916	4,220	4,525	4,752	4,989	5,239	5,501	5,775	6,065	6,367	6,685	7,020	7,371	7,740
9	3,608	3,626	3,644	3,662	3,680	3,699	3,717	3,736	3,755	3,788	3,936	4,241	4,548	4,776	5,014	5,265	5,528	5,804	6,095	6,399	6,719	7,055	7,408	7,778
10	3,626	3,644	3,662	3,680	3,699	3,717	3,736	3,755	3,773	3,807	3,956	4,262	4,571	4,800	5,039	5,291	5,556	5,833	6,126	6,431	6,752	7,090	7,445	7,817
11	3,644	3,662	3,680	3,699	3,717	3,736	3,755	3,773	3,792	3,826	3,975	4,283	4,593	4,824	5,064	5,318	5,584	5,862	6,157	6,463	6,786	7,126	7,482	7,856
12	3,662	3,680	3,699	3,717	3,736	3,755	3,773	3,792	3,811	3,845	3,995	4,305	4,616	4,848	5,090	5,344	5,612	5,892	6,187	6,496	6,820	7,161	7,519	7,896
13	3,680	3,699	3,717	3,736	3,755	3,773	3,792	3,811	3,830	3,865	4,015	4,326	4,640	4,872	5,115	5,371	5,640	5,921	6,218	6,528	6,854	7,197	7,557	7,935
14	3,699	3,717	3,736	3,755	3,773	3,792	3,811	3,830	3,849	3,884	4,035	4,348	4,663	4,896	5,141	5,398	5,668	5,951	6,249	6,561	6,888	7,233	7,595	7,975
15	3,717	3,736	3,755	3,773	3,792	3,811	3,830	3,849	3,869	3,903	4,056	4,370	4,686	4,921	5,166	5,425	5,696	5,980	6,281	6,594	6,923	7,269	7,633	8,015
16	3,736	3,755	3,773	3,792	3,811	3,830	3,849	3,869	3,888	3,923	4,076	4,392	4,709	4,945	5,192	5,452	5,725	6,010	6,312	6,627	6,958	7,306	7,671	8,055
17	3,755	3,773	3,792	3,811	3,830	3,849	3,869	3,888	3,907	3,942	4,096	4,414	4,733	4,970	5,218	5,479	5,753	6,040	6,344	6,660	6,992	7,342	7,709	8,095
18	3,773	3,792	3,811	3,830	3,849	3,869	3,888	3,907	3,927	3,962	4,117	4,436	4,757	4,995	5,244	5,507	5,782	6,070	6,375	6,693	7,027	7,379	7,748	8,135
19	3,792	3,811	3,830	3,849	3,869	3,888	3,907	3,927	3,947	3,982	4,137	4,458	4,780	5,020	5,271	5,534	5,811	6,101	6,407	6,727	7,062	7,416	7,787	8,176
20	3,811	3,830	3,849	3,869	3,888	3,907	3,927	3,947	3,966	4,002	4,158	4,480	4,804	5,045	5,297	5,562	5,840	6,131	6,439	6,760	7,098	7,453	7,826	8,217
21	3,830	3,849	3,869	3,888	3,907	3,927	3,947	3,966	3,986	4,022	4,179	4,502	4,828	5,070	5,323	5,590	5,869	6,162	6,471	6,794	7,133	7,490	7,865	8,258
22	3,849	3,869	3,888	3,907	3,927	3,947	3,966	3,986	4,006	4,042	4,200	4,525	4,853	5,096	5,350	5,618	5,899	6,193	6,504	6,828	7,169	7,528	7,904	8,299
23	3,869	3,888	3,907	3,927	3,947	3,966	3,986	4,006	4,026	4,062	4,221	4,548	4,877	5,121	5,377	5,646	5,928	6,224	6,536	6,862	7,205	7,565	7,943	8,341
24	3,888	3,907	3,927	3,947	3,966	3,986	4,006	4,026	4,046	4,082	4,242	4,570	4,901	5,147	5,404	5,674	5,958	6,255	6,569	6,896	7,241	7,603	7,983	8,382
25	3,907	3,927	3,947	3,966	3,986	4,006	4,026	4,046	4,066	4,103	4,263	4,593	4,926	5,173	5,431	5,702	5,987	6,286	6,602	6,931	7,277	7,641	8,023	8,424
26	3,927	3,947	3,966	3,986	4,006	4,026	4,046	4,066	4,086	4,123	4,284	4,616	4,950	5,198	5,458	5,731	6,017	6,318	6,635	6,966	7,313	7,679	8,063	8,467
27	3,947	3,966	3,986	4,006	4,026	4,046	4,066	4,086	4,106	4,144	4,306	4,639	4,975	5,224	5,485	5,759	6,047	6,349	6,668	7,000	7,350	7,718	8,104	8,509
28	3,966	3,986	4,006	4,026	4,046	4,066	4,086	4,106	4,127	4,165	4,327	4,662	5,000	5,251	5,513	5,788	6,078	6,381	6,701	7,035	7,387	7,756	8,144	8,551
29	3,986	4,006	4,026	4,046	4,066	4,086	4,106	4,127	4,147	4,186	4,349	4,686	5,025	5,277	5,540	5,817	6,108	6,413	6,735	7,071	7,424	7,795	8,185	8,594
30	4,006	4,026	4,046	4,066	4,086	4,106	4,127	4,147	4,168	4,206	4,371	4,709	5,050	5,303	5,568	5,846	6,139	6,445	6,768	7,106	7,461	7,834	8,226	8,637

Amounts displayed are the gross monthly salaries for exempt positions

# Charlotte-Mecklenburg Schools

## 2024-2025 NC Schedules for Occupational and Physical Therapy Assistant Positions

Approved January 28, 2025

Hourly (Non-Exempt) Positions	
PAY GRADE CMS Step	H 10 Hourly Rate
1	25.21
2	25.34
3	25.46
4	25.59
5	25.72
6	25.85
7	25.98
8	26.11
9	26.24
10	26.37
11	26.50
12	26.63
13	26.77
14	26.90
15	27.03
16	27.17
17	27.31
18	27.44
19	27.58
20	27.72
21	27.86
22	28.00
23	28.14
24	28.28
25	28.42
26	28.56
27	28.70
28	28.85
29	28.99
30	29.14

Salary (Exempt) Positions	
PAY GRADE CMS Step	H 10 Monthly Salary
1	4,370
2	4,392
3	4,414
4	4,436
5	4,458
6	4,480
7	4,503
8	4,525
9	4,548
10	4,571
11	4,593
12	4,616
13	4,640
14	4,663
15	4,686
16	4,709
17	4,733
18	4,757
19	4,780
20	4,804
21	4,828
22	4,853
23	4,877
24	4,901
25	4,926
26	4,950
27	4,975
28	5,000
29	5,025
30	5,050

Amounts displayed are the gross pay rates. Non-Exempt/Exempt status will be determined by assigned position in accordance with FLSA standards.

# Charlotte-Mecklenburg Schools

## 2024-2025 NC Schedule for Bus Driver Positions

Approved January 28, 2025

<b>PAY GRADE CMS Step</b>	<b>BD Hourly Rate</b>
1	20.04
2	20.14
3	20.24
4	20.34
5	20.44
6	20.55
7	20.65
8	20.75
9	20.86
10	20.96
11	21.06
12	21.17
13	21.28
14	21.38
15	21.49
16	21.60
17	21.70
18	21.81
19	21.92
20	22.03
21	22.14
22	22.25
23	22.36
24	22.48
25	22.59
26	22.70
27	22.81
28	22.93
29	23.04
30	23.16

Amounts displayed are the gross hourly rates for Bus Driver positions (non-exempt).

# Charlotte-Mecklenburg Schools

## 2024-2025 NC Schedule for Flat-Rate Positions

Approved January 28, 2025

Position	Position Title	Hourly Rate
2449	Assistant, Lunch Room	\$20.00
5018	Assistant, Pre-K Safety	\$20.00
5012	Bus Monitor	\$20.00
5029	Bus Monitor, EC	\$20.00
5024	Bus Monitor, Turning Point	\$20.00
5014	Bus Monitor, Without Benefits	\$20.00
703	Coordinator, ASEP Site Trainee	\$20.00
503	Coordinator, Driver Education	\$20.00
5321	Guard, School Crossing	\$20.00
3414	Manager, Cafeteria Trainee-External	\$22.34
3418	Manager, Cafeteria Trainee-Int	\$22.34
5002	Monitor, Express Bus Stop	\$20.00
2327	Restart Tutor	\$22.03
9053	Substitute, ASEP Assistant	\$20.00
9051	Substitute, ASEP Associate	\$20.00
9010	Substitute, Bus Driver	\$20.00
9009	Substitute, Dr. Ed Coordinator	\$20.00
9030	Substitute, Secretary	\$20.00
9072	Substitute, Senior Secretary	\$20.00
9050	Substitute, Teacher Assistant	\$20.00
5028	Trainee, Bus Driver	\$20.00
2326	Tutor, 9 Months	\$22.03
1095	Tutor, Immigrant (PRC111)	\$25.00
1003	Tutor, Title I	\$22.03
1002	Tutor, Title I, 10 Months	\$22.03