

**CUMBERLAND COUNTY BOARD OF EDUCATION  
NON-CERTIFIED PAYSCALE**

**2019-2020**

Year	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
0	8.57	8.68	8.86	9.14	10.90	9.72	11.40	12.00	12.74	11.60	9.08	9.19	9.56	10.90	12.19	13.14	45.94	15.59
1	8.83	8.94	9.13	9.42	11.22	10.00	11.75	12.35	13.12	11.94	9.36	9.47	9.85	11.22	12.55	13.54	47.31	16.06
2	9.09	9.22	9.40	9.69	11.57	10.30	12.10	12.73	13.52	12.31	9.64	9.75	10.14	11.57	12.93	13.94	48.73	16.55
3	9.37	9.49	9.68	9.98	11.91	10.61	12.45	13.11	13.93	12.68	9.93	10.05	10.45	11.91	13.32	14.36	50.20	17.04
4	9.65	9.77	9.97	10.28	12.27	10.94	12.83	13.51	14.34	13.05	10.23	10.35	10.76	12.27	13.72	14.79	51.70	17.55
5	9.94	10.07	10.27	10.59	12.64	11.27	13.22	13.91	14.77	13.45	10.53	10.66	11.08	12.64	14.13	15.24	53.26	18.08
6	10.24	10.37	10.58	10.91	13.02	11.60	13.61	14.33	15.22	13.85	10.85	10.98	11.41	13.02	14.55	15.69	54.85	18.62
7	10.55	10.68	10.90	11.23	13.41	11.94	14.02	14.76	15.67	14.26	11.17	11.31	11.76	13.41	14.99	16.16	56.50	19.18
8	10.86	11.00	11.22	11.58	13.81	12.31	14.44	15.21	16.15	14.70	11.50	11.65	12.11	13.81	15.44	16.65	58.19	19.75
9	11.19	11.33	11.57	11.92	14.23	12.68	14.87	15.66	16.62	15.14	11.86	12.00	12.48	14.23	15.90	17.15	59.93	20.35
10	11.52	11.67	11.91	12.28	14.65	13.05	15.33	16.13	17.12	15.59	12.21	12.35	12.84	14.65	16.38	17.67	61.74	20.96
11	11.87	12.02	12.27	12.65	15.09	13.45	15.78	16.61	17.63	16.06	12.58	12.73	13.23	15.09	16.87	18.19	63.58	21.58
12	12.22	12.38	12.63	13.03	15.55	13.85	16.26	17.11	18.17	16.54	12.95	13.11	13.63	15.55	17.38	18.74	65.50	22.24
13	12.59	12.75	13.01	13.42	16.01	14.26	16.75	17.62	18.71	17.04	13.34	13.50	14.04	16.01	17.90	19.30	67.46	22.90
14	12.96	13.13	13.41	13.82	16.49	14.70	17.25	18.16	19.28	17.55	13.74	13.91	14.46	16.49	18.43	19.87	69.48	23.59
15	13.35	13.53	13.81	14.24	16.98	15.14	17.77	18.70	19.85	18.08	14.15	14.33	14.89	16.98	18.99	20.47	71.57	24.30
16	13.75	13.93	14.22	14.66	17.49	15.59	18.30	19.25	20.45	18.62	14.57	14.75	15.34	17.49	19.56	21.09	73.72	25.02
17	13.90	14.07	14.36	14.82	17.67	15.75	18.48	19.45	20.65	18.80	14.72	14.91	15.49	17.67	19.75	21.31	74.45	25.28
18	14.03	14.22	14.51	14.96	17.84	15.90	18.67	19.64	20.86	18.99	14.87	15.05	15.65	17.84	19.95	21.52	75.19	25.53
19	14.17	14.36	14.65	15.11	18.02	16.06	18.85	19.84	21.07	19.18	15.02	15.21	15.80	18.02	20.15	21.73	75.95	25.79
20	14.32	14.51	14.79	15.26	18.20	16.23	19.04	20.04	21.28	19.38	15.17	15.35	15.96	18.20	20.35	21.95	76.71	26.04
21	14.46	14.65	14.95	15.42	18.39	16.38	19.23	20.24	21.49	19.56	15.32	15.50	16.13	18.39	20.56	22.17	77.48	26.30
22	14.61	14.79	15.09	15.57	18.57	16.55	19.42	20.44	21.70	19.76	15.47	15.66	16.28	18.57	20.76	22.39	78.26	26.56
23	14.75	14.94	15.25	15.73	18.75	16.71	19.62	20.65	21.93	19.96	15.63	15.82	16.45	18.75	20.97	22.61	79.03	26.83
24	14.89	15.09	15.39	15.88	18.94	16.88	19.81	20.85	22.15	20.16	15.78	15.98	16.61	18.94	21.18	22.84	79.82	27.09
25	15.05	15.24	15.55	16.04	19.13	17.05	20.01	21.06	22.37	20.36	15.94	16.14	16.78	19.13	21.39	23.07	80.62	27.37
26	15.19	15.39	15.70	16.20	19.32	17.22	20.21	21.27	22.59	20.56	16.10	16.29	16.95	19.32	21.60	23.30	81.43	27.64

**Longevity Pay**

Existing pay scale 3% step each year up to 16th year, 1% step plus longevity thereafter. Longevity paid end of first semester.  
 16-20 years = additional 3% of total salary  
 21-25 years = 3.5% of total salary  
 26+ = 4% of total salary

**Substitute Pay**

Non-certified substitute teachers = \$60.00 per day  
 Certified substitute teachers = \$70.00 per day  
 Substitute bus drivers (Q) = \$42.25 per day  
 Substitute nurses = \$90.00 per day

Definitions:

- |   |   |
|---|---|
| A Teachers asst., CCQCP, bus attd., non-cert PreK | J Maintenance   |
| B Sped teacher asst. & alt. sch. asst.            | K School secretary  |
| C CDC/PreK CDA teacher asst./CCQCP Site Directors | L School bookkeeper/School Attd. Clerk                          |
| D Custodian, mower                                | M Admin. clerk (secretarial duties)                             |
| E Maintenance-custodian                           | N Admin. sec. (Recpt., Dept. sec. with some bookkeeping duties) |
| F Fuel person/mechanic                            | O Admin. asst./Dept. sec. with primary duty as bookkeeper       |
| G Interpreter, translator                         | P Executive Assistant   |
| H LPN, mechanic                                   | Q Bus Driver (daily rate)                                       |
| I Technician                                      | R Licensed HVAC, plumber, electrician, technician               |

*M, N, O, P & R are Central Office positions*