

Asheville City Schools
Hourly Schedules
2024-2025

State Salary Grade	Tier I** (State Min)	Tier II 0-4 Yrs Exp	Tier III 5-9 Yrs Exp	Tier IV 10-14 Yrs Exp	Tier V 15-19 Yrs Exp	Tier VI 20-24 Yrs Exp	Tier VII 25+ Yrs Exp	Hold Harmless***
Temporary assignments								
Temporary support	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	
Non-Certified tutors and long-term subs, EDA, preschool/EC part-time staff	\$ 15.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	\$ 20.00	
Certified tutors and long term subs, EDA****	\$ 15.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	
NC01 - CUST								
Custodians, Courier (if not filled by a bus driver)	\$ 15.00	\$ 16.25	\$ 17.00	\$ 17.75	\$ 18.50	\$ 19.25	\$ 20.00	
Local Supplement		\$ 1.79	\$ 1.96	\$ 2.13	\$ 2.22	\$ 3.56	\$ 3.70	
State Longevity				\$ 0.27	\$ 0.42	\$ 0.63	\$ 0.90	
Total Hourly Rate of Pay		\$ 18.04	\$ 18.96	\$ 20.15	\$ 21.14	\$ 23.44	\$ 24.60	
NC01 - TSA								
Transportation Safety Assistants after 7/1/24	\$ 15.00	\$ 16.25	\$ 17.00	\$ 17.75	\$ 18.50	\$ 19.25	\$ 20.00	
Local Supplement		\$ 1.79	\$ 1.96	\$ 2.13	\$ 2.22	\$ 3.56	\$ 3.70	
State Longevity				\$ 0.27	\$ 0.42	\$ 0.63	\$ 0.90	
Total Hourly Rate of Pay		\$ 18.04	\$ 18.96	\$ 20.15	\$ 21.14	\$ 23.44	\$ 24.60	
Transportation Safety Assistants hired as of 6/30/24	\$ 15.00	\$ 18.90	\$ 18.90	\$ 18.90	\$ 18.90	\$ 19.25	\$ 20.00	
Veteran Bus Retention Reward		\$ 6.50	\$ 6.50	\$ 6.50	\$ 6.50	\$ 6.50	\$ 6.50	
Total Hourly Rate of Pay for TSAs Employed 6/30/24	\$ 15.00	\$ 25.40	\$ 25.40	\$ 25.40	\$ 25.40	\$ 25.75	\$ 26.50	
Local Supplement		\$ 2.79	\$ 2.92	\$ 3.05	\$ 3.05	\$ 4.76	\$ 4.90	
State Longevity				\$ 0.38	\$ 0.57	\$ 0.84	\$ 1.19	
Total Hourly Rate of Pay		\$ 28.19	\$ 28.32	\$ 28.83	\$ 29.02	\$ 31.35	\$ 32.60	
NC04 - SN WK								
School Nutrition Workers	\$ 15.00	\$ 16.50	\$ 17.25	\$ 18.00	\$ 18.75	\$ 19.50	\$ 20.25	
Local Supplement (ACS employees only)		\$ 1.82	\$ 1.98	\$ 2.16	\$ 2.25	\$ 3.61	\$ 3.75	
State Longevity (ACS employees only)				\$ 0.27	\$ 0.42	\$ 0.63	\$ 0.91	
Total Hourly Rate of Pay (New hires are through Chartwells)		\$ 18.32	\$ 19.23	\$ 20.43	\$ 21.42	\$ 23.74	\$ 24.91	
NC05 - CLERICAL								
School Reception, other non-specialized clerks	\$ 15.23	\$ 16.75	\$ 17.50	\$ 18.25	\$ 19.00	\$ 19.75	\$ 20.50	
Local Supplement		\$ 1.84	\$ 2.01	\$ 2.19	\$ 2.28	\$ 3.65	\$ 3.79	
State Longevity				\$ 0.27	\$ 0.43	\$ 0.64	\$ 0.92	
Total Hourly Rate of Pay		\$ 18.59	\$ 19.51	\$ 20.71	\$ 21.71	\$ 24.05	\$ 25.22	
NC05 - IA								
Instructional Assistants	\$ 15.23	\$ 16.75	\$ 17.50	\$ 18.50	\$ 19.50	\$ 20.50	\$ 21.50	
Local Supplement		\$ 1.84	\$ 2.01	\$ 2.22	\$ 2.34	\$ 3.79	\$ 3.98	
State Longevity				\$ 0.28	\$ 0.44	\$ 0.67	\$ 0.97	
Total Hourly Rate of Pay		\$ 18.59	\$ 19.51	\$ 21.00	\$ 22.28	\$ 24.96	\$ 26.45	
EC Instructional Assistants		\$ 16.75	\$ 17.50	\$ 18.50	\$ 19.50	\$ 20.50	\$ 21.50	
Hard to Fill Stipend (convert stipend to hourly rate)		\$ 3.00	\$ 3.00	\$ 3.00	\$ 3.00	\$ 3.00	\$ 3.00	
Total Hourly Rate of Pay for EC Inst Assts	\$ 15.23	\$ 19.75	\$ 20.50	\$ 21.50	\$ 22.50	\$ 23.50	\$ 24.50	
Local Supplement		\$ 1.84	\$ 2.01	\$ 2.22	\$ 2.34	\$ 3.79	\$ 3.98	
State Longevity				\$ 0.28	\$ 0.44	\$ 0.67	\$ 0.97	
Total Hourly Rate of Pay for EC Inst Assts		\$ 21.59	\$ 22.51	\$ 24.00	\$ 25.28	\$ 27.96	\$ 29.45	
NC05 - CUST								
Lead Custodian	\$ 15.23	\$ 16.75	\$ 17.75	\$ 18.75	\$ 19.75	\$ 20.75	\$ 21.75	
Local Supplement		\$ 1.84	\$ 2.04	\$ 2.25	\$ 2.37	\$ 3.84	\$ 4.02	
State Longevity				\$ 0.28	\$ 0.44	\$ 0.67	\$ 0.98	
Total Hourly Rate of Pay		\$ 18.59	\$ 19.79	\$ 21.28	\$ 22.56	\$ 25.26	\$ 26.75	

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NC05 - MAINT								
Warehouse Mgr (Inventory), Grounds Crew Locksmith, Preventative Maintenance	\$ 15.23	\$ 17.00	\$ 18.25	\$ 19.50	\$ 20.75	\$ 22.00	\$ 23.25	
Local Supplement		\$ 1.87	\$ 2.10	\$ 2.34	\$ 2.49	\$ 4.07	\$ 4.30	
State Longevity				\$ 0.29	\$ 0.47	\$ 0.72	\$ 1.05	
Total Hourly Rate of Pay		\$ 18.87	\$ 20.35	\$ 22.13	\$ 23.71	\$ 26.79	\$ 28.60	
NC05 - BUS								
Bus Drivers hired after 7/1/24	\$ 15.00	\$ 18.90	\$ 19.15	\$ 19.77	\$ 20.02	\$ 20.32	\$ 20.86	
Local Supplement		\$ 2.08	\$ 2.20	\$ 2.37	\$ 2.40	\$ 3.76	\$ 3.86	
State Longevity				\$ 0.30	\$ 0.45	\$ 0.66	\$ 0.94	
Total Hourly Rate of Pay		\$ 20.98	\$ 21.35	\$ 22.43	\$ 22.87	\$ 24.74	\$ 25.65	
Bus Drivers (includes Activity Buses)	\$ 15.23	\$ 18.90	\$ 19.15	\$ 19.77	\$ 20.02	\$ 20.32	\$ 20.86	
Veteran Driver Retention Reward		\$ 6.50	\$ 6.50	\$ 6.50	\$ 6.50	\$ 6.50	\$ 6.50	
Total Hourly Rate of Pay for Drivers Employed 6/30/24		\$ 25.40	\$ 25.65	\$ 26.27	\$ 26.52	\$ 26.82	\$ 27.36	
Local Supplement		\$ 2.79	\$ 2.95	\$ 3.15	\$ 3.18	\$ 4.96	\$ 5.06	
State Longevity				\$ 0.39	\$ 0.60	\$ 0.87	\$ 1.23	
Total Hourly Rate of Pay		\$ 28.19	\$ 28.60	\$ 29.81	\$ 30.29	\$ 32.65	\$ 33.65	
NC06 - CLERICAL								
CO Administrative Assistants, School Bookkeepers, School Data Managers, Media Tech Assistants, SLPA Student Support Specialists, Safety Officer	\$ 16.00	\$ 19.00	\$ 20.50	\$ 22.00	\$ 23.50	\$ 25.00	\$ 26.50	
Local Supplement		\$ 2.09	\$ 2.36	\$ 2.64	\$ 2.82	\$ 4.63	\$ 4.90	
State Longevity				\$ 0.33	\$ 0.53	\$ 0.81	\$ 1.19	
Total Hourly Rate of Pay		\$ 21.09	\$ 22.86	\$ 24.97	\$ 26.85	\$ 30.44	\$ 32.60	
NC06 - SN MGR								
School Nutrition Manager	\$ 16.00	\$ 20.00	\$ 21.00	\$ 22.00	\$ 23.00	\$ 24.00	\$ 25.00	
Local Supplement (ACS employees only)		\$ 2.20	\$ 2.42	\$ 2.64	\$ 2.76	\$ 4.44	\$ 4.63	
State Longevity (ACS employees only)				\$ 0.33	\$ 0.52	\$ 0.78	\$ 1.13	
Total Hourly Rate of Pay (New hires are through Chartwells)		\$ 22.20	\$ 23.42	\$ 24.97	\$ 26.28	\$ 29.22	\$ 30.75	
NC07 - MAINT								
Carpenter, Painter, Plasterer, Grounds Lead	\$ 16.80	\$ 21.00	\$ 22.50	\$ 24.00	\$ 25.50	\$ 27.00	\$ 28.50	
Local Supplement		\$ 2.31	\$ 2.59	\$ 2.88	\$ 3.06	\$ 5.00	\$ 5.27	
State Longevity				\$ 0.36	\$ 0.57	\$ 0.88	\$ 1.28	
Total Hourly Rate of Pay		\$ 23.31	\$ 25.09	\$ 27.24	\$ 29.13	\$ 32.87	\$ 35.06	
NC07 - CLERICAL								
CO Administrative Specialists, HS Bookkeeper and Data Manager	\$ 16.80	\$ 21.50	\$ 23.00	\$ 24.50	\$ 26.00	\$ 27.50	\$ 29.00	
Local Supplement		\$ 2.37	\$ 2.65	\$ 2.94	\$ 3.12	\$ 5.09	\$ 5.37	
State Longevity				\$ 0.37	\$ 0.59	\$ 0.89	\$ 1.31	
Total Hourly Rate of Pay		\$ 23.87	\$ 25.65	\$ 27.81	\$ 29.71	\$ 33.48	\$ 35.67	
NC09 - CLERICAL								
HR and Finance Specialists, Educational Interpreter	\$ 17.64	\$ 26.00	\$ 27.25	\$ 28.50	\$ 29.75	\$ 31.00	\$ 32.25	
Local Supplement		\$ 2.86	\$ 3.13	\$ 3.42	\$ 3.57	\$ 5.74	\$ 5.97	
State Longevity				\$ 0.43	\$ 0.67	\$ 1.01	\$ 1.45	
Total Hourly Rate of Pay		\$ 28.86	\$ 30.38	\$ 32.35	\$ 33.99	\$ 37.74	\$ 39.67	
NC10 - MAINT								
Electrician, Plumber, HVAC, Lead Painter Lead Carpenter	\$ 17.64	\$ 30.00	\$ 31.50	\$ 33.00	\$ 34.50	\$ 36.00	\$ 37.50	
Local Supplement		\$ 3.30	\$ 3.62	\$ 3.96	\$ 4.14	\$ 6.66	\$ 6.94	
State Longevity				\$ 0.50	\$ 0.78	\$ 1.17	\$ 1.69	
Total Hourly Rate of Pay		\$ 33.30	\$ 35.12	\$ 37.46	\$ 39.42	\$ 43.83	\$ 46.13	
NC12 - MAINT								
HVAC Lead/Supervisor, Electrical Lead/Supervisor	\$ 21.44	\$ 32.00	\$ 33.50	\$ 35.00	\$ 36.50	\$ 38.00	\$ 39.50	
Local Supplement		\$ 3.52	\$ 3.85	\$ 4.20	\$ 4.38	\$ 7.03	\$ 7.31	
State Longevity				\$ 0.53	\$ 0.82	\$ 1.24	\$ 1.78	
Total Hourly Rate of Pay		\$ 35.52	\$ 37.35	\$ 39.73	\$ 41.70	\$ 46.27	\$ 48.59	

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DT01 - TECH								
Technology - User Support Technician I	\$ 20.44	\$ 21.50	\$ 22.00	\$ 22.50	\$ 23.00	\$ 23.50	\$ 24.00	
Local Supplement		\$ 2.37	\$ 2.53	\$ 2.70	\$ 2.76	\$ 4.35	\$ 4.44	
State Longevity				\$ 0.34	\$ 0.52	\$ 0.76	\$ 1.08	
Total Hourly Rate of Pay		\$ 23.87	\$ 24.53	\$ 25.54	\$ 26.28	\$ 28.61	\$ 29.52	
DT02 - TECH								
Technology - User Support Technician II	\$ 21.97	\$ 23.00	\$ 23.50	\$ 24.00	\$ 24.50	\$ 25.00	\$ 25.50	
Local Supplement		\$ 2.53	\$ 2.70	\$ 2.88	\$ 2.94	\$ 4.63	\$ 4.72	
State Longevity				\$ 0.36	\$ 0.55	\$ 0.81	\$ 1.15	
Total Hourly Rate of Pay		\$ 25.53	\$ 26.20	\$ 27.24	\$ 27.99	\$ 30.44	\$ 31.37	
DT05 - TECH								
Technology - User Support Mgr I, Systems Admin I	\$ 27.29	\$ 30.00	\$ 30.50	\$ 31.00	\$ 31.50	\$ 32.00	\$ 32.50	
Local Supplement		\$ 3.30	\$ 3.51	\$ 3.72	\$ 3.78	\$ 5.92	\$ 6.01	
State Longevity				\$ 0.47	\$ 0.71	\$ 1.04	\$ 1.46	
Total Hourly Rate of Pay		\$ 33.30	\$ 34.01	\$ 35.19	\$ 35.99	\$ 38.96	\$ 39.98	
DT07 - TECH								
Technology - Systems Admin II/Network Specialist	\$ 31.54	\$ 33.00	\$ 33.50	\$ 34.00	\$ 34.50	\$ 35.00	\$ 35.50	
Local Supplement		\$ 3.63	\$ 3.85	\$ 4.08	\$ 4.14	\$ 6.48	\$ 6.57	
State Longevity				\$ 0.51	\$ 0.78	\$ 1.14	\$ 1.60	
Total Hourly Rate of Pay		\$ 36.63	\$ 37.35	\$ 38.59	\$ 39.42	\$ 42.61	\$ 43.67	
MH10 - THERAPY								
Occupational and Physical Therapy Assistants	\$ 21.44	\$ 25.00	\$ 26.00	\$ 27.00	\$ 28.00	\$ 29.00	\$ 30.00	
Local Supplement		\$ 2.75	\$ 2.99	\$ 3.24	\$ 3.36	\$ 5.37	\$ 5.55	
State Longevity				\$ 0.41	\$ 0.63	\$ 0.94	\$ 1.35	
Total Hourly Rate of Pay		\$ 27.75	\$ 28.99	\$ 30.65	\$ 31.99	\$ 35.31	\$ 36.90	
MH17 - THERAPY								
Occupational and Physical Therapists	\$ 5,170.00	\$ 6,000.00	\$ 6,275.00	\$ 6,550.00	\$ 6,825.00	\$ 7,100.00	\$ 7,375.00	
	\$ 29.83							
Local Supplement		\$ 660.00	\$ 721.63	\$ 786.00	\$ 819.00	\$ 1,313.50	\$ 1,364.38	
State Longevity				\$ 98.25	\$ 153.56	\$ 230.75	\$ 331.88	
Total Monthly Rate of Pay		\$ 6,660.00	\$ 6,996.63	\$ 7,434.25	\$ 7,797.56	\$ 8,644.25	\$ 9,071.25	

* Classified staff earn the same local supplement as certified staff. Many districts do not provide a local supplement to classified staff at all, or it is a lower amount. (BCS rate is 10.77% regardless of years of experience). Longevity and local supplement years are based on state service and may differ from years for pay.

** Tier I is adjusted annually to the state minimum for each pay grade for reference as a compliance standard. Minimum hourly pay in NC is \$15.00/hr.

*** Employees currently paid in excess of their new pay tier, are held harmless until they can transition back to the pay table (approved salary increases still apply).

**** Certified staff performing supplemental teaching assignments, like homebound or teaching on planning periods, will continue to be paid based on their certificate. Only long-term subs are paid by ACS. All other instructional subs are employed by an outside company.

Not all positions were addressed by the state guidance. Local boards of education may customize schedules as long SBE, law and other requirements are met including minimum wage requirements. Pay rates in excess of the maximum approved by the SBE must be paid from local funds.

No eligible State-funded employee shall be prohibited from receiving the full salary increases provided in this section solely because the employee's salary after applying the legislative increase is above the maximum of the salary range prescribed by the State Human Resources Commission - SL 2023-134 Sec. 39.1 (d)