Asheville City Schools
Central Office Salary Schedule
2026-2027

State Salary Grade	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* (% Inc Annually)
School Administrator I (Phased out, transition to hourly) Salaried CO Specialists (Level II - Payroll, Licensure, Legal) - Licensure Salaried CO Specialists (Level II - Payroll, Licensure, Legal) - Legal/Risk Mgmt	$ 4,680	$ 4,750	$ 4,821	$ 4,894	$ 4,967	$ 5,042	

State Salary Grade	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 (% Inc Annually)
School Administrator II -Coordinators	$ 5,720	$ 5,806	$ 5,893	$ 5,981	$ 6,071	$ 6,162	
Student Information Systems							
McKinney-Vento							
Asst to the Supt							
Special Asst to the Supt/Enrollment							
Student/Family Engagement							
Public Information Officer							
Policies and Development							
School Nutrition							
Local Supplement	$ 603	$ 671	$ 740	$ 810	$ 1,123	$ 1,140	
State Longevity			$ 88	$ 135	$ 197	$ 277	
Total Salary	$ 6,323	$ 6,476	$ 6,721	$ 6,926	$ 7,391	$ 7,579	
Total Salary with advanced degree (+$126/mth)	$ 6,449	$ 6,602	$ 6,847	$ 7,052	$ 7,517	$ 7,705	
Total Salary with doctorate degree (+$253/mth)	$ 6,576	$ 6,729	$ 6,974	$ 7,179	$ 7,644	$ 7,832	

State Salary Grade	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 (% Inc Annually)
School Administrator III - Directors - Level I	$ 6,220	$ 6,313	$ 6,408	$ 6,504	$ 6,602	$ 6,701	
Transportation							
Accountability/Testing							
CTE							
Director of Maintenance							
Asst Director of Maintenance/Capital Project Coordinator							
Community Partnerships							
Recruitment/Induction							
SEL							
Local Supplement	$ 656	$ 729	$ 804	$ 881	$ 1,221	$ 1,240	
State Longevity			$ 96	$ 146	$ 215	$ 302	
Total Salary	$ 6,876	$ 7,042	$ 7,308	$ 7,532	$ 8,038	$ 8,242	
Total Salary with advanced degree (+$126/mth)	$ 7,002	$ 7,168	$ 7,434	$ 7,658	$ 8,164	$ 8,368	
Total Salary with doctorate degree (+$253/mth)	$ 7,129	$ 7,295	$ 7,561	$ 7,785	$ 8,291	$ 8,495	

State Salary Grade	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 (% Inc Annually)
School Administrator IV - Directors - Level II, Administrators	$ 6,970	$ 7,075	$ 7,181	$ 7,288	$ 7,398	$ 7,509	
Preschool							
Student Services							
Financial Services Manager							
Asst Finance Officer							
WAN Engineer							
Local Supplement	$ 735	$ 817	$ 901	$ 988	$ 1,369	$ 1,389	
State Longevity			$ 108	$ 164	$ 240	$ 338	
Total Salary	$ 7,705	$ 7,892	$ 8,190	$ 8,440	$ 9,007	$ 9,236	
Total Salary with advanced degree (+$126/mth)	$ 7,831	$ 8,018	$ 8,316	$ 8,566	$ 9,133	$ 9,362	
Total Salary with doctorate degree (+$253/mth)	$ 7,958	$ 8,145	$ 8,443	$ 8,693	$ 9,260	$ 9,489	

State Salary Grade	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 (% Inc Annually)
School Administrator V - Directors - Level III	$ 7,720	$ 7,836	$ 7,953	$ 8,073	$ 8,194	$ 8,317	
Elementary and Federal Programs							
Secondary							
Instructional Technology							
Exceptional Children							
Human Resources							
Local Supplement	$ 814	$ 905	$ 998	$ 1,094	$ 1,516	$ 1,539	
State Longevity			$ 119	$ 182	$ 266	$ 374	
Total Salary	$ 8,534	$ 8,741	$ 9,071	$ 9,348	$ 9,976	$ 10,229	
Total Salary with advanced degree (+$126/mth)	$ 8,660	$ 8,867	$ 9,197	$ 9,474	$ 10,102	$ 10,355	
Total Salary with doctorate degree (+$253/mth)	$ 8,787	$ 8,994	$ 9,324	$ 9,601	$ 10,229	$ 10,482	

State Salary Grade	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 (% Inc Annually)
School Administrator VI - Executive Cabinet - Level I, Administrators	$ 8,470	$ 8,597	$ 8,726	$ 8,857	$ 8,990	$ 9,125	
Executive Director of Student Services							
Local Supplement	$ 894	$ 993	$ 1,095	$ 1,200	$ 1,663	$ 1,688	
State Longevity			$ 131	$ 199	$ 292	$ 411	
Total Salary	$ 9,364	$ 9,590	$ 9,952	$ 10,256	$ 10,945	$ 11,223	
Total Salary with advanced degree (+$126/mth)	$ 9,490	$ 9,716	$ 10,078	$ 10,382	$ 11,071	$ 11,349	
Total Salary with doctorate degree (+$253/mth)	$ 9,617	$ 9,843	$ 10,205	$ 10,509	$ 11,198	$ 11,476	

State Salary Grade	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 (% Inc Annually)
School Administrator VII - Executive Cabinet - Level II, Administrators	$ 9,470	$ 9,612	$ 9,756	$ 9,903	$ 10,051	$ 10,202	
Executive Cabinet - Chief of Staff							
Executive Cabinet - Asst Supt							
Local Supplement	$ 999	$ 1,110	$ 1,224	$ 1,342	$ 1,859	$ 1,887	
State Longevity			$ 146	$ 223	$ 327	$ 459	
Total Salary	$ 10,469	$ 10,722	$ 11,127	$ 11,467	$ 12,237	$ 12,548	
Total Salary with advanced degree (+$126/mth)	$ 10,595	$ 10,848	$ 11,253	$ 11,593	$ 12,363	$ 12,674	
Total Salary with doctorate degree (+$253/mth)	$ 10,722	$ 10,975	$ 11,380	$ 11,720	$ 12,490	$ 12,801	

State Salary Grade	Minimum					Maximum	
School Administrator VIII - Executive Cabinet - Level III, Administrators							
Executive Cabinet - Chief Operating Officer			*****Negotiated Upon Hire*****				
Local Supplement							
State Longevity							
Total Salary							
Total Salary with advanced degree (+$126/mth)							
Total Salary with doctorate degree (+$253/mth)							
School Administrator IX - Finance Officer	$ 7,312					$ 16,799	
Executive Cabinet - Chief Financial Officer			*****Negotiated Upon Hire*****				
Local Supplement							
State Longevity							
Total Salary							
Total Salary with advanced degree (+$126/mth)							
Total Salary with doctorate degree (+$253/mth)							

State Longevity is paid to employees annually based on state years of service only, in their anniversary month.
Board of Education Secretary receives additional $800/month.

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