Asheville City Schools
Hourly Salary Schedules
2026-2027

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 temporary part-time staff, summer work	$ 15.00	$ 20.00	$ 20.00	$ 20.00	$ 20.00	$ 20.00	$ 20.00	
Certified tutors and long term subs, EDA**** Site Supervisors for facility use (if not hourly employees)	$ 15.00	$ 32.50	$ 32.50	$ 32.50	$ 32.50	$ 32.50	$ 32.50	
Saturday School	$ 15.00	$ 40.00	$ 40.00	$ 40.00	$ 40.00	$ 40.00	$ 40.00	
Summer School - Certified	$ 15.00	$ 50.00	$ 50.00	$ 50.00	$ 50.00	$ 50.00	$ 50.00	
Summer School - Classified (**SN and Bus, regular pay rates**)	$ 15.00	$ 35.00	$ 35.00	$ 35.00	$ 35.00	$ 35.00	$ 35.00	
CUSTODIANS								
Custodians, Courier (if not filled by a bus driver)	$ 15.00	$ 17.25	$ 18.00	$ 18.75	$ 19.50	$ 20.25	$ 21.00	
Local Supplement		$ 1.90	$ 2.08	$ 2.35	$ 2.64	$ 3.75	$ 3.89	
State Longevity				$ 0.28	$ 0.44	$ 0.66	$ 0.95	
Total Hourly Rate of Pay		$ 19.15	$ 20.08	$ 21.38	$ 22.58	$ 24.65	$ 25.83	
100% Employed Monthly Local Supplement Total		$ 329	$ 360	$ 408	$ 458	$ 649	$ 673	
TRANSPORTATION SAFETY ASSISTANTS								
Transportation Safety Assistants after 7/1/24	$ 15.00	$ 17.25	$ 18.00	$ 18.75	$ 19.50	$ 20.25	$ 21.00	
Local Supplement		$ 1.90	$ 2.08	$ 2.35	$ 2.64	$ 3.75	$ 3.89	
State Longevity				$ 0.28	$ 0.44	$ 0.66	$ 0.95	
Total Hourly Rate of Pay		$ 19.15	$ 20.08	$ 21.38	$ 22.58	$ 24.65	$ 25.83	
100% Employed Monthly Local Supplement Total		$ 329	$ 360	$ 408	$ 458	$ 649	$ 673	
Transportation Safety Assistants hired as of 6/30/24	$ 15.00	$ 19.90	$ 19.90	$ 19.90	$ 19.90	$ 20.25	$ 21.00	
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		$ 26.40	$ 26.40	$ 26.40	$ 26.40	$ 26.75	$ 27.50	
Local Supplement		$ 2.90	$ 3.05	$ 3.31	$ 3.58	$ 4.95	$ 5.09	
State Longevity				$ 0.40	$ 0.59	$ 0.87	$ 1.24	
Total Hourly Rate of Pay		$ 29.30	$ 29.45	$ 30.11	$ 30.57	$ 32.57	$ 33.83	
100% Employed Monthly Local Supplement Total		$ 503	$ 529	$ 574	$ 620	$ 858	$ 882	
SCHOOL NUTRITION WORKERS								
School Nutrition Workers	$ 15.00	$ 17.50	$ 18.25	$ 19.00	$ 19.75	$ 20.50	$ 21.25	
Local Supplement (ACS employees only)		$ 1.93	$ 2.11	$ 2.38	$ 2.68	$ 3.79	$ 3.93	
State Longevity (ACS employees only)				$ 0.29	$ 0.44	$ 0.67	$ 0.96	
Total Hourly Rate of Pay		$ 19.43	$ 20.36	$ 21.67	$ 22.87	$ 24.96	$ 26.14	
(New hires are through Chartwells)								
100% Employed Monthly Local Supplement Total		$ 334	$ 365	$ 413	$ 464	$ 657	$ 681	
CLERICAL - LEVEL I								
School Reception, other non-specialized clerks	$ 15.77	$ 17.75	$ 18.50	$ 19.25	$ 20.00	$ 20.75	$ 21.50	
Local Supplement		$ 1.95	$ 2.14	$ 2.42	$ 2.71	$ 3.84	$ 3.98	
State Longevity				$ 0.29	$ 0.45	$ 0.67	$ 0.97	
Total Hourly Rate of Pay		$ 19.70	$ 20.64	$ 21.95	$ 23.16	$ 25.26	$ 26.45	
100% Employed Monthly Local Supplement Total		$ 338	$ 370	$ 419	$ 470	$ 665	$ 689	
INSTRUCTIONAL ASSISTANTS								
Instructional Assistants, Stellar Subs, School Clinical Workers	$ 15.77	$ 17.75	$ 18.75	$ 19.75	$ 20.75	$ 21.75	$ 22.75	
Local Supplement		$ 1.95	$ 2.17	$ 2.48	$ 2.81	$ 4.02	$ 4.21	
State Longevity				$ 0.30	$ 0.47	$ 0.71	$ 1.02	
Total Hourly Rate of Pay		$ 19.70	$ 20.92	$ 22.52	$ 24.03	$ 26.48	$ 27.98	
100% Employed Monthly Local Supplement Total		$ 338	$ 375	$ 430	$ 487	$ 697	$ 730	

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EC ASSISTANTS and BEHAVIOR SUPPORT SPECIALISTS		$ 17.75	$ 18.75	$ 19.75	$ 20.75	$ 21.75	$ 22.75	
PRESCHOOL INFANT/TODDLER LEAD TEACHER								
Hard to Fill Stipend		**$ 3.00**	**$ 3.00**	**$ 3.00**	**$ 3.00**	**$ 3.00**	**$ 3.00**	
Total Hourly Rate of Pay	$ 15.77	$ 20.75	$ 21.75	$ 22.75	$ 23.75	$ 24.75	$ 25.75	
Local Supplement		$ 2.28	$ 2.51	$ 2.86	$ 3.22	$ 4.58	$ 4.76	
State Longevity				$ 0.34	$ 0.53	$ 0.80	$ 1.16	
Total Hourly Rate of Pay for EC Inst Assts		$ 23.03	$ 24.26	$ 25.95	$ 27.50	$ 30.13	$ 31.67	
100% Employed Monthly Local Supplement Total		$ 396	$ 435	$ 495	$ 558	$ 794	$ 826	
MAINTENANCE - LEVEL I								
Warehouse Mgr (Inventory), Grounds Crew	$ 15.77	$ 18.00	$ 19.00	$ 20.00	$ 21.00	$ 22.00	$ 23.00	
Locksmith, Preventative Maintenance								
Local Supplement		$ 1.98	$ 2.19	$ 2.51	$ 2.85	$ 4.07	$ 4.26	
State Longevity				$ 0.30	$ 0.47	$ 0.72	$ 1.04	
Total Hourly Rate of Pay		$ 19.98	$ 21.19	$ 22.81	$ 24.32	$ 26.79	$ 28.29	
100% Employed Monthly Local Supplement Total		$ 343	$ 380	$ 435	$ 493	$ 705	$ 738	
LEAD CUSTODIANS								
Lead Custodian	$ 15.77	$ 19.25	$ 20.00	$ 20.75	$ 21.50	$ 22.25	$ 23.00	
Local Supplement		$ 2.12	$ 2.31	$ 2.60	$ 2.91	$ 4.12	$ 4.26	
State Longevity				$ 0.31	$ 0.48	$ 0.72	$ 1.04	
Total Hourly Rate of Pay		$ 21.37	$ 22.31	$ 23.67	$ 24.90	$ 27.09	$ 28.29	
100% Employed Monthly Local Supplement Total		$ 367	$ 400	$ 451	$ 505	$ 713	$ 738	
BUS DRIVERS								
Bus Drivers hired after 7/1/24	$ 15.00	$ 19.90	$ 20.15	$ 20.77	$ 21.02	$ 21.32	$ 21.86	
Local Supplement		$ 2.19	$ 2.33	$ 2.61	$ 2.85	$ 3.94	$ 4.04	
State Longevity				$ 0.31	$ 0.47	$ 0.69	$ 0.98	
Total Hourly Rate of Pay		$ 22.09	$ 22.48	$ 23.68	$ 24.34	$ 25.96	$ 26.88	
100% Employed Monthly Local Supplement Total		$ 379	$ 403	$ 452	$ 494	$ 684	$ 701	
Bus Drivers (includes Activity Buses)	$ 15.00	$ 19.90	$ 20.15	$ 20.77	$ 21.02	$ 21.32	$ 21.86	
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		$ 26.40	$ 26.65	$ 27.27	$ 27.52	$ 27.82	$ 28.36	
Local Supplement		$ 2.90	$ 3.08	$ 3.42	$ 3.73	$ 5.15	$ 5.25	
State Longevity				$ 0.41	$ 0.62	$ 0.90	$ 1.28	
Total Hourly Rate of Pay		$ 29.30	$ 29.73	$ 31.10	$ 31.86	$ 33.87	$ 34.88	
100% Employed Monthly Local Supplement Total		$ 503	$ 534	$ 593	$ 646	$ 892	$ 909	
CLERICAL - LEVEL II								
CO Administrative Assistants, School Bookkeepers,	$ 16.56	$ 20.00	$ 21.50	$ 23.00	$ 24.50	$ 26.00	$ 27.50	
School Data Managers, Media Tech Assistants, SLPA,								
EC and Student Support Specialists, School Safety Officer								
Local Supplement		$ 2.20	$ 2.48	$ 2.89	$ 3.32	$ 4.81	$ 5.09	
State Longevity				$ 0.35	$ 0.55	$ 0.85	$ 1.24	
Total Hourly Rate of Pay		$ 22.20	$ 23.98	$ 26.23	$ 28.37	$ 31.66	$ 33.83	
100% Employed Monthly Local Supplement Total		$ 381	$ 430	$ 500	$ 575	$ 834	$ 882	
SCHOOL NUTRITION MANAGERS								
School Nutrition Manager	$ 16.56	$ 21.00	$ 22.00	$ 23.00	$ 24.00	$ 25.00	$ 26.00	
Local Supplement (ACS employees only)		$ 2.31	$ 2.54	$ 2.89	$ 3.25	$ 4.63	$ 4.81	
State Longevity (ACS employees only)				$ 0.35	$ 0.54	$ 0.81	$ 1.17	
Total Hourly Rate of Pay		$ 23.31	$ 24.54	$ 26.23	$ 27.79	$ 30.44	$ 31.98	
(New hires are through Chartwells)								
100% Employed Monthly Local Supplement Total		$ 400	$ 440	$ 500	$ 564	$ 802	$ 834	

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MAINTENANCE - LEVEL II								
Carpenter, Painter, Plasterer, Grounds Lead Plumber Assistant	$ 17.38	$ 22.00	$ 23.50	$ 25.00	$ 26.50	$ 28.00	$ 29.50	
Local Supplement		$ 2.42	$ 2.71	$ 3.14	$ 3.59	$ 5.18	$ 5.46	
State Longevity				$ 0.38	$ 0.60	$ 0.91	$ 1.33	
Total Hourly Rate of Pay		$ 24.42	$ 26.21	$ 28.51	$ 30.69	$ 34.09	$ 36.29	
100% Employed Monthly Local Supplement Total		$ 419	$ 470	$ 544	$ 622	$ 898	$ 946	
CLERICAL - LEVEL III								
CO Administrative Specialists, HS Bookkeeper and Data Manager, Lead Data Manager, EC Data Manager	$ 17.38	$ 22.50	$ 24.00	$ 25.50	$ 27.00	$ 28.50	$ 30.00	
Local Supplement		$ 2.48	$ 2.77	$ 3.20	$ 3.66	$ 5.27	$ 5.55	
State Longevity				$ 0.38	$ 0.61	$ 0.93	$ 1.35	
Total Hourly Rate of Pay		$ 24.98	$ 26.77	$ 29.08	$ 31.27	$ 34.70	$ 36.90	
100% Employed Monthly Local Supplement Total		$ 429	$ 480	$ 555	$ 634	$ 914	$ 962	
CLERICAL - LEVEL IV								
HR, Legal and Finance Specialists, Educational Interpreter	$ 19.17	$ 27.00	$ 28.25	$ 29.50	$ 30.75	$ 32.00	$ 33.25	
Local Supplement		$ 2.97	$ 3.26	$ 3.70	$ 4.17	$ 5.92	$ 6.15	
State Longevity				$ 0.44	$ 0.69	$ 1.04	$ 1.50	
Total Hourly Rate of Pay		$ 29.97	$ 31.51	$ 33.64	$ 35.61	$ 38.96	$ 40.90	
District Safety Specialist		$ 4,680.00	$ 4,896.67	$ 5,113.33	$ 5,330.00	$ 5,546.67	$ 5,763.33	
100% Employed Monthly Local Supplement Total		$ 515	$ 566	$ 642	$ 722	$ 1,026	$ 1,066	
State Longevity				$ 76.70	$ 119.93	$ 180.27	$ 259.35	
Total Monthly Rate of Pay		$ 5,194.80	$ 5,462.23	$ 5,831.76	$ 6,172.14	$ 6,753.07	$ 7,088.90	
MAINTENANCE - LEVEL III								
Electrician, Plumber, HVAC, Lead Painter Lead Carpenter	$ 20.12	$ 31.00	$ 32.50	$ 34.00	$ 35.54	$ 37.08	$ 38.63	
Local Supplement		$ 3.41	$ 3.75	$ 4.27	$ 4.81	$ 6.86	$ 7.15	
State Longevity				$ 0.51	$ 0.80	$ 1.21	$ 1.74	
Total Hourly Rate of Pay		$ 34.41	$ 36.25	$ 38.78	$ 41.15	$ 45.14	$ 47.51	
100% Employed Monthly Local Supplement Total		$ 591	$ 651	$ 740	$ 835	$ 1,189	$ 1,239	
MAINTENANCE - LEVEL IV								
HVAC Lead/Supervisor, Electrical Lead/Supervisor	$ 22.19	$ 33.00	$ 34.51	$ 36.05	$ 37.60	$ 39.14	$ 40.69	
Local Supplement		$ 3.63	$ 3.99	$ 4.52	$ 5.09	$ 7.24	$ 7.53	
State Longevity				$ 0.54	$ 0.85	$ 1.27	$ 1.83	
Total Hourly Rate of Pay		$ 36.63	$ 38.49	$ 41.12	$ 43.54	$ 47.65	$ 50.04	
100% Employed Monthly Local Supplement Total		$ 629	$ 691	$ 784	$ 883	$ 1,255	$ 1,305	
TECHNOLOGY - LEVEL I								
Technology - User Support Technician I	$ 21.97	$ 22.50	$ 24.00	$ 25.50	$ 27.00	$ 28.50	$ 30.00	
Local Supplement		$ 2.48	$ 2.77	$ 3.20	$ 3.66	$ 5.27	$ 5.55	
State Longevity				$ 0.38	$ 0.61	$ 0.93	$ 1.35	
Total Hourly Rate of Pay		$ 24.98	$ 26.77	$ 29.08	$ 31.27	$ 34.70	$ 36.90	
100% Employed Monthly Local Supplement Total		$ 429	$ 480	$ 555	$ 634	$ 914	$ 962	

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TECHNOLOGY - LEVEL II								
Technology - User Support Technician II	$ 23.62	$ 24.00	$ 25.50	$ 27.00	$ 28.50	$ 30.00	$ 31.50	
Local Supplement		$ 2.64	$ 2.95	$ 3.39	$ 3.86	$ 5.55	$ 5.83	
State Longevity				$ 0.41	$ 0.64	$ 0.98	$ 1.42	
Total Hourly Rate of Pay		$ 26.64	$ 28.45	$ 30.79	$ 33.00	$ 36.53	$ 38.75	
100% Employed Monthly Local Supplement Total		$ 458	$ 511	$ 587	$ 669	$ 962	$ 1,010	
TECHNOLOGY - LEVEL III								
Technology - User Support Mgr I, Systems Admin I	$ 29.34	$ 31.00	$ 32.50	$ 34.00	$ 35.54	$ 37.08	$ 38.63	
Local Supplement		$ 3.41	$ 3.75	$ 4.27	$ 4.81	$ 6.86	$ 7.15	
State Longevity				$ 0.51	$ 0.80	$ 1.21	$ 1.74	
Total Hourly Rate of Pay		$ 34.41	$ 36.25	$ 38.78	$ 41.15	$ 45.14	$ 47.51	
100% Employed Monthly Local Supplement Total		$ 591	$ 651	$ 740	$ 835	$ 1,189	$ 1,239	
TECHNOLOGY - LEVEL IV								
Technology - Systems Admin II/Network Specialist	$ 33.91	$ 34.00	$ 35.54	$ 37.08	$ 38.63	$ 40.17	$ 41.72	
Local Supplement		$ 3.74	$ 4.10	$ 4.65	$ 5.23	$ 7.43	$ 7.72	
State Longevity				$ 0.56	$ 0.87	$ 1.31	$ 1.88	
Total Hourly Rate of Pay		$ 37.74	$ 39.64	$ 42.29	$ 44.73	$ 48.91	$ 51.32	
100% Employed Monthly Local Supplement Total		$ 648	$ 711	$ 807	$ 907	$ 1,288	$ 1,338	
THERAPY ASSISTANTS								
Occupational and Physical Therapy Assistants	$ 22.19	$ 26.00	$ 27.00	$ 28.00	$ 29.00	$ 30.00	$ 31.00	
Local Supplement (+2%)		$ 3.38	$ 3.66	$ 4.07	$ 4.51	$ 5.55	$ 5.74	
State Longevity				$ 0.42	$ 0.65	$ 0.98	$ 1.40	
Total Hourly Rate of Pay		$ 29.38	$ 30.66	$ 32.49	$ 34.16	$ 36.53	$ 38.14	
100% Employed Monthly Local Supplement Total		$ 586	$ 634	$ 705	$ 782	$ 962	$ 995	
THERAPISTS								
Occupational and Physical Therapists	$ 5,350.95	$ 6,180.00	$ 6,463.25	$ 6,746.50	$ 7,029.75	$ 7,313.00	$ 7,596.25	
	$ 30.87							
Local Supplement (+2%)		$ 803.40	$ 875.77	$ 981.62	$ 1,093.13	$ 1,352.91	$ 1,405.31	
State Longevity				$ 101.20	$ 158.17	$ 237.67	$ 341.83	
Total Monthly Rate of Pay		$ 6,983.40	$ 7,339.02	$ 7,829.32	$ 8,281.05	$ 8,903.58	$ 9,343.39	

NOTE: Some benefits are not payable to temporary or part-time staff.

Local supplement rates for ACS classified staff are the same 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). Due to variability in days worked by month or year, the local supplement for hourly staff is being standardized as the number of hours worked in a 12 month year (2,080), and employees will be paid either 10, 11 or 12 times based on their months employed. 2026-2027 is the final year of percentage-based local supplements. Local supplements will remain at these amounts until the ACS BOE takes further action. Local supplements will now increment with the same timing as the "bump" (usually effective 7/1 each year).

State longevity is paid on state years of service only, annually paid to qualifying employees in their anniversary month.

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

*** 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).

**** 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.

Veteran Driver Retention Reward component of pay does not change annually with pay raises. (Conversion of the $700 monthly driver stipend for former BCS drivers).

The 2026-2027 Hourly Pay Table was increased by the greater of 3% or $1.00/hr for all positions. Some pay levels/tiers were additionally modifed. Not all positions are addressed by NCDPI and state guidance. Local boards of education may develop and approve 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)