Employee Benefits for Permanent Asheville City Schools Employees
(20+ Hours per week, effective 07-01-26)

LONGEVITY RATES

(Principals, Assistant Principals, and all other employees paid from the NC certified salary schedules are NOT eligible)

YEARS OF STATE SERVICE	% OF ANNUAL SALARY
10 BUT LESS THAN 15 YEARS	1.50%
15 BUT LESS THAN 20 YEARS	2.25%
20 BUT LESS THAN 25 YEARS	3.25%
25 OR MORE YEARS	4.50%

LOCAL SUPPLEMENT RATES

Updated! After approving a freeze in local supplement amounts beginning 2025-2026, due to the lack of raises, and upon the recommendation of the Superintendent and approval of the board, ACS is making one final adjustment to local supplements before freezing them subsequent to the 2026-2027 school year. Salary schedules will be published with the new, fixed local salary supplement totals, based on these revised percentages for every salary tier.

Employee base pay and local supplements will generally "bump" annually based on years of experience effective 7/1 (unless otherwise approved by the legislature). Salary schedule base pay will change dependent on legislated and/or BOE increases as approved while local supplements will only change through independent action of the ACS Board of Education.

YEARS OF SERVICE	% OF ANNUAL SALARY (EC Teachers/Related Service Providers +2%)
0-4 YEARS	10.55% (hourly hold harmless)
5-9 YEARS	11.55%
10-14 YEARS	12.55%
15-19 YEARS	13.55%
20 OR MORE	18.50%

SICK LEAVE ACCRUAL RATE
(prorated part-time)

ALL QUALIFIED EMPLOYEES — 1.00 DAY (8 HOURS) PER MONTH

ANNUAL LEAVE ACCRUAL RATES – effective 10/1/26
(prorated part-time)

YEARS OF STATE SERVICE	FULL-TIME DAYS/HOURS PER MONTH
LESS THAN 5 YEARS	1.25/10.00
5 BUT LESS THAN 10 YEARS	1.50/12.00
10 BUT LESS THAN 15 YEARS	1.75/14.00
15 BUT LESS THAN 20 YEARS	2.00/16.00
20 BUT LESS THAN 25 YEARS	2.25/18.00
25 YEARS OR MORE	2.50/20.00