



Durham Public Schools Classified Salary Study

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Goals

- Construct salary schedules that reflect a living wage in Durham while mitigating compression
- Eliminate the need for hold harmless or legacy differentials
- Correct salary grade misalignments

Establishing a Living Wage





Living Wage/Minimum Wage

Federal Minimum Wage	\$ 7.25 Per Hour
Minimum Wage for NC State Employees	\$15.00 Per Hour
Guilford County Schools	\$15.96 Per Hour
Wake County Public Schools Minimum Wage	\$17.75 Per Hour
Current DPS Minimum Wage	\$17.51 Per Hour
Chapel Hill-Carrboro City Schools	\$17.84 Per Hour
Duke University	\$18.00 Per Hour
Durham County	\$19.22 Per Hour
Charlotte-Mecklenburg Minimum Wage	\$20.00 Per Hour
Living Wage City of Durham	\$21.90 Per Hour
Living Wage for Durham per MIT	\$25.55 Per Hour



**FY 2025-26 Salary Schedules
Public School Employees Salary Grades
Effective July 1, 2025**

For Most Classified Position at the Public Schools
The State NC and MH Scales have been modified to reflect the state
minimum wage of \$15 per hour for full-time employees.

OSHR-STATE SCALE based on 40 Hour Work Week				
Pay Grade	<u>Monthly Minimum</u>	<u>Monthly Maximum</u>	<u>Hourly Minimum</u>	<u>Hourly Maximum</u>
NC01	2,600.00	3,915.92	15.00	22.59
NC02	2,600.00	4,111.67	15.00	23.72
NC03	2,600.00	4,317.25	15.00	24.91
NC04	2,600.00	4,533.08	15.00	26.15
NC05	2,719.92	4,759.75	15.69	27.46
NC06	2,855.83	4,997.75	16.48	28.83
NC07	2,998.67	5,247.58	17.30	30.27
NC08	3,148.50	5,510.00	18.16	31.79
NC09	3,305.92	5,785.50	19.07	33.38
NC10	3,471.25	6,074.75	20.03	35.05
NC11	3,644.83	6,378.50	21.03	36.80
NC12	3,827.17	6,697.42	22.08	38.64
NC13	4,018.50	7,032.33	23.18	40.57
NC14	4,219.42	7,383.92	24.34	42.60
NC15	4,430.33	7,753.17	25.56	44.73
NC16	4,651.92	8,140.75	26.84	46.97
NC17	4,884.42	8,547.83	28.18	49.31
NC18	5,128.75	8,975.25	29.59	51.78
NC19	5,385.08	9,424.00	31.07	54.37



Scenarios

- Durham County Living Wage Model of \$19.22
- City of Durham 2025-2026 Living Wage Model + 5% or \$23
 - ◆ They adjust annually (average 5% increase last three years)
- MIT Living Wage Model of \$25.55

Meet & Confer Feedback



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DAE Concern #1

Starting Salary Needs to be a Living Wage

- Administration agrees that we should work toward a starting salary that is a living wage
- Administration agrees that we should work with county government to mirror a comparable starting wage



DAE Concern #2

Mitigate Compression

- Administration agrees with DAE that compression is our most significant challenge
- Administration agrees that incorporating a meaningful system of step increases would require a period of at least three years to implement
- This will be difficult without state action



DAE Concern #3

Consistency in Hiring Process

- Administration agrees there should be consistency in the hiring process
- Administration is implementing the recently adopted salary administration policy to ensure this occurs



DAE Concern #4

No Caps on Salary

- Administration agrees that state caps can be binding and do not reflect the greater cost of living in the Triangle
- We are committed to structuring salary schedules and funding sources in a manner that optimizes compensation administration



DAE Concern #5

Bi-Weekly Pay Option

- Administration recognizes why this would be beneficial to our classified employees
- This would constitute a substantial change to the structure of our payroll department to include the need for additional payroll staff
 - ◆ We are discussing with colleagues who pay bi-weekly to evaluate additional needs
- This change would be best implemented July 2026 rather than January 2026
 - ◆ Our payroll calendars are fiscal year driven
 - ◆ Allows time to properly restructure the payroll department and secure necessary funding



Additional DAE Concerns

→ Grade Differentials

- ◆ Administration will bring forward additional models at November meetings

→ Health Professional Scales

- ◆ Current models are centered on OTs and PTs being treating more closely to other related service providers and are not driven by a relationship to other classified scales
- ◆ We will re-evaluate placement of OT Assistants

→ Administrative Positions & Raises

- ◆ This is not our top priority
- ◆ We will eventually address how administrators transferable to other sectors compare
- ◆ We will also need to address differentials that are prohibitive to Principals pursuing Director roles

Next Steps



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Next Steps

- Administration will seek additional feedback from staff members who helped shape the salary administration policy
- We will bring alternative salary scales to the Board along with cost in November



Questions?