

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



Monthly and Annual Salary Computation

- Current scales followed the arithmetic model below:
 - ◆ 40 Hours X 4 Weeks to compute monthly salary
 - ◆ Multiplied monthly salary times 10, 11, or 12 to compute annual salary
 - ◆ This model only reflects 48 weeks versus 52 weeks
- Correct payroll arithmetic model below:
 - ◆ 40 Hours X 52 Weeks to compute annual salary
 - ◆ Divide annual salary by 12 to compute monthly salary

Computation Comparison

Current Scales

\$ 25 X 40 Hours = \$1,000 weekly

\$1,000 X 4 Weeks = \$4,000 monthly

\$4,000 X 12 Months = \$48,000 annually

Correct Model

\$ 25 X 40 Hours = \$1,000 weekly

\$ 1,000 X 52 Weeks = \$52,000 annually

\$52,000 / 12 Months = \$4,333.33 monthly

Employee would earn \$4,000 more annually under proper computation

Alignment Changes





Bus Monitors

- Current scale ranges from \$17.51 to \$21.91
- Recommend shifting to the DPS01 scale



Custodial Supervisor

- Two employees with title of Assistant Custodial Supervisor
 - ◆ Currently paid on NC08
- Six employees with title of Custodial Supervisor
 - ◆ Currently paid on NC07
- We are recommending a different title for the Assistant Custodial Supervisor that reflects what they are doing



Data Managers

- Need greater differentiation between Elementary, Middle and High School
 - ◆ Little to no incentive for progression between levels
- Need greater differentiation between this role and school receptionists/secretaries

Data Managers Continued

Current Model

Elementary	NC06
Middle	NC06
Comprehensive High	NC07
Specialty/Alternative	NC07

Proposed Model

Elementary	DPS07
Middle	DPS08
Specialty/Alternative	DPS08
Comprehensive High	DPS09



Exceptional Children

- **Braille Technician**
 - ◆ Shift from NC08 to DPS10
- **Finance Manager-EC**
 - ◆ Shift from NC11 to DPS14
- **Occupational and Physical Therapists**
 - ◆ Reconfigure salary schedule to align with other employers such as:
 - Wake County Public Schools
 - Charlotte-Mecklenburg Schools
 - UNC Health System



Federal Programs

- Title I Budget Manager
 - ◆ Shift from NC11 to NC14



Finance

- Accounting Technician
 - ◆ Shift from NC09 to DPS11
- Budget Analyst
 - ◆ Shift from NC10 to DPS14
- Construction Analyst
 - ◆ Shift from NC12 to DPS15
- Create a Payroll Tech II designation
 - ◆ Payroll Tech I = 500 -1,000 employees (DPS 09)
 - ◆ Payroll Tech II = 1,000 -1,400 employees (DPS 10)
- Payroll Supervisor
 - ◆ Shift from NC17 to DPS18
- Purchasing Specialist
 - ◆ Shift from NC09 to DPS12



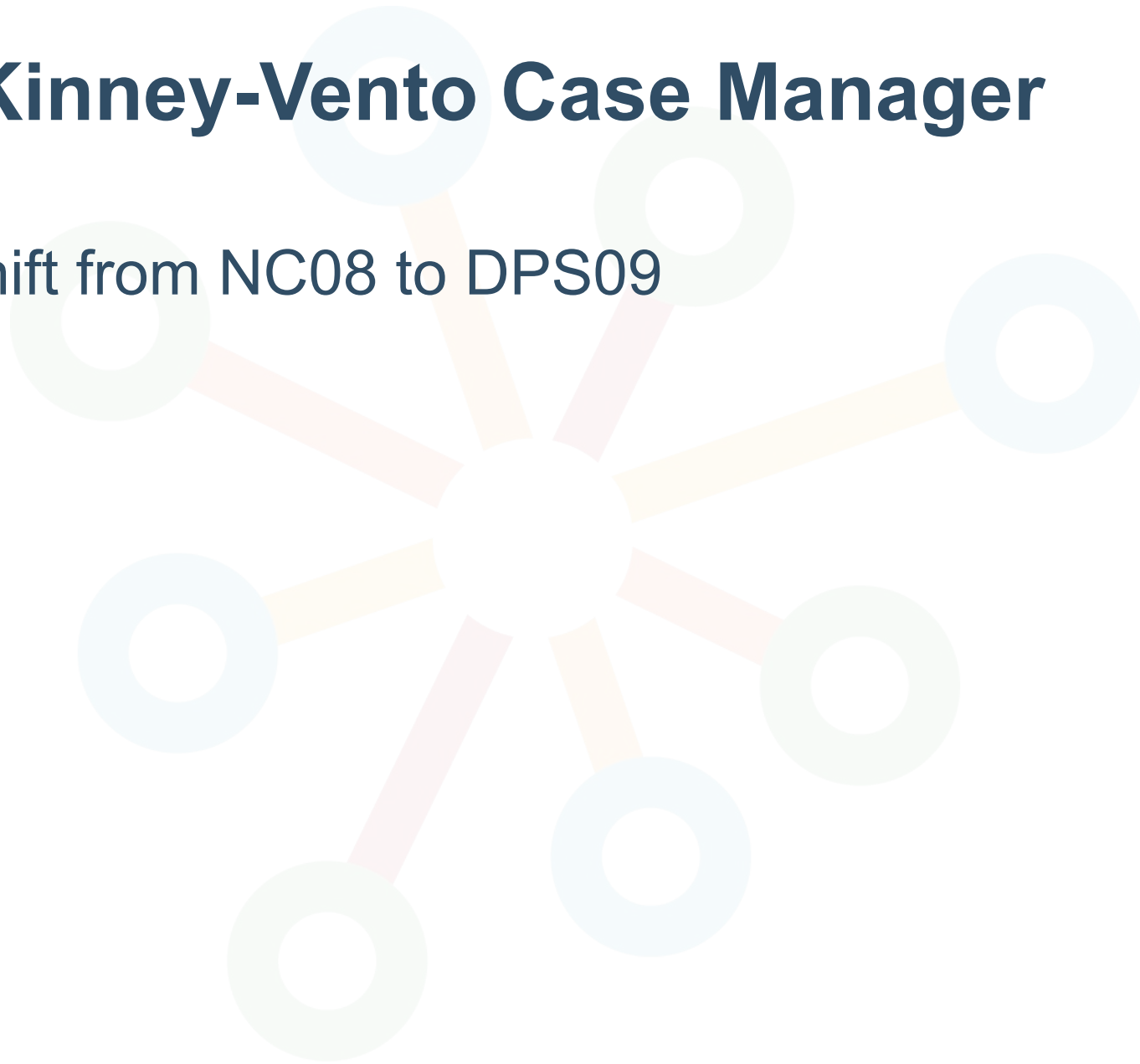
Human Resources

- **Licensure Specialist**
 - ◆ Shift from NC09 to DPS14
- **Staffing Technician**
 - ◆ Shift from NC08 to DPS09



McKinney-Vento Case Manager

→ Shift from NC08 to DPS09





Office Support

Proposed Categories	Proposed Grade
Office Support I	DPS06
Office Support II	DPS07
Office Support III	DPS08
Office Support IV	DPS09
Office Support V	DPS10



Office Support Continued

Proposed Categories	Examples
Office Support I	Receptionists/Secretaries
Office Support II	ES Data Managers & Treasurers
Office Support III	MS & Specialty Data Managers & Treasurers Admin Asst. to Executive Director Admin Asst. to 2 or more Directors
Office Support IV	Comprehensive HS Data Managers Comprehensive HS Treasurers Admin Asst. to Cabinet Members
Office Support V	Admin Asst. to the Superintendent



Operations Clerical

- Facilities Rental Tech
 - ◆ Shift from NC08 to DPS09
- Operations Manager
 - ◆ Shift from NC15 to DPS14
 - ◆ Hold current staff harmless



School Treasurers

- Need greater differentiation between Elementary, Middle and High School
 - ◆ Little to no incentive for progression between levels
- Need greater differentiation between this role and school receptionists/secretaries

School Treasurers Continued

Current Model

Elementary	NC06
Middle	NC06
Comprehensive High	NC07
Specialty/Alternative	NC07

Proposed Model

Elementary	DPS07
Middle	DPS08
Specialty/Alternative	DPS08
Comprehensive High	DPS09

Skilled Trades

- **Advanced Carpenter**
 - ◆ Shift from NC05 to DPS11
- **Carpenter**
 - ◆ Shift from NC05 to DPS10
- **Electrician**
 - ◆ Shift from NC08 to DPS10
- **HVAC Technician**
 - ◆ Shift from NC08 to DPS10
- **Locksmith**
 - ◆ Shift from NC05/06 to DPS09
- **Lead Locksmith**
 - ◆ Shift from NC08 to DPS10

- **Painter**
 - ◆ Shift from NC06 to DPS07
- **Plumber I**
 - ◆ Shift from NC08 to DPS10
- **Plumber II**
 - ◆ Shift from NC08 to DPS13
- **Lead Plumber**
 - ◆ Shift from NC09 to DPS14
- **Roofer**
 - ◆ Shift from NC06 to DPS09



Transportation

- **Fleet Mechanic**
 - ◆ Shift from NC08 to DPS11
- **TIMS Technician**
 - ◆ Shift from NC06 to DPS11
- **Transportation Technician**
 - ◆ Shift from NC06 to DPS11
- **Transportation Technician II**
 - ◆ Shift from NC08 to DPS13



Warehouse Supervisor

- Currently classified as an NC05
- Recommending Warehouse Supervisor reclassification to DPS10



FLSA Exemption

- Employees earning \$684 per week or \$35,568 annually are exempt from FLSA
- Human Resources should review the application of this exemption for employees earning comp time/overtime

Analysis



DURHAM
PUBLIC SCHOOLS

Durham County

- Still a good increase to minimum wage
- All legacy differentials may not go away
- Least expensive approach
- Aligns with our local funding agency

City of Durham

- Still a good increase to minimum wage
- All legacy differentials may not go away
- Less expensive approach
- Would be asking county to fund higher minimum wage that exceeds their own

MIT

- Significant increase to minimum wage
- Legacy differentials go away
- May too much at one time
- May be cost prohibitive
- Would be asking county to fund higher minimum wage that exceeds their own



Competing Priorities

- Increase teacher pay in the absence of state action and potential compression from raising classified pay
- Potential 2026 Bond Referendum
- Rising benefits costs
- Technology Refresh

We may need to phase in classified pay adjustments over multiple years contingent upon funding.



Immediate Next Steps

- Seek Meet and Confer Feedback on October 16th
- Discuss again at the Board of Education Meeting on October 21st



Questions?