

MOORE COUNTY BOARD OF EDUCATION
Regular Business Meeting
September 10, 2018

MINUTES

The Moore County Board of Education met at Central Office in Carthage on Monday, September 10, 2018, at 5:30 pm for its regular business meeting.

The following Board members were present:

Dr. Betty Brown	Stacey Caldwell
Elizabeth Carter	Ed Dennison
Bruce Cunningham	Helena Wallin-Miller

Also present for the meeting were Superintendent Robert Grimesey, Assistant to the Board Sonya Potter, senior staff members Anita Alpenfels, Catherine Murphy, John Birath, Tim Locklair and Mike Bundy; and Board Attorney Neal Ramee.

Helena Wallin-Miller called the meeting to order at 5:30 pm.

I. CALL TO ORDER

Elizabeth Carter made a motion for the Board to enter closed session to discuss confidential personnel matters and to consult with the Board attorney and preserve the attorney-client privilege pursuant to G.S. 143-318.11(a)(1), (a)(3), (a)(5), and (a)(6). Stacey Caldwell seconded, and the motion carried 6-0.

The Board returned to open session at approximately 6:30 pm.

Upon Dr. Grimesey's recommendation Ed Dennison made a motion to amend the agenda by adding section VII, Line F. Bruce Cunningham seconded, and the motion carried 6-0.

Ed Dennison made a motion to approve the amended agenda. Dr. Betty Wells Brown seconded, and the motion carried 6-0.

II. PLEDGE, INSPIRATION, MOMENT OF SILENCE AND RECOGNITIONS

Charlotte Davis, 12th grade student, North Moore High School, led the Board and audience in the Pledge of Allegiance.

River McDuffie, 12th grade student, North Moore High School, delivered words of Inspiration.

The Board and audience observed a moment of silence.

RECOGNITIONS

Ed Dennison, Board Member, presented the following Awards while Chair Helena Wallin-Miller and Vice Chair Elizabeth Carter presented certificates:

- Lynn Dunn – Certified Staff, Highfalls Elementary School
- Heidi Rabštejnek – Support Staff, West End Elementary School
- Tyrone and Tron Ross – Volunteer, New Century Middle School
- Caleb Kimpler – Student, Union Pines High School

III. PROGRAM HIGHLIGHT

The Program Highlight “September School Attendance Awareness Month” was presented by LuCinda Dedmond. This presentation highlights the school district’s promotion of National School Attendance Awareness Month and why it is significant at the national, state and local level. It also will explain the importance of school attendance and how it contributes to student success in school and graduation rates. Finally, it will explain the efforts that Moore County Schools is making to improve attendance and reduce chronic absenteeism.

IV. CONSENT AGENDA

Ed Dennison made a motion to approve the consent agenda. Elizabeth Carter seconded, and the motion carried 6-0. The Consent Agenda consisted of the following items:

- Original [Budget](#) for FY 2018-2019
- Alternative Accountability Options for Community Learning Center at Pinckney
- Town of Robbins Flushed Water Purchase [Agreement](#)
- Out-of-State Field Trips
- [Board Minutes](#)
 - August 6, 2018
 - August 13, 2018
- [Personnel Report](#)

VI. SUPERINTENDENT’S REPORT

Dr. Grimesey presented the Superintendent’s Report as follows: Madame Chair and members of the Board, I begin my report this evening with an overview of our preparations for Hurricane Florence. During times of expected inclement weather, Moore County Schools continually monitors reports from the Moore County Department of Emergency Management Services (EMS), WRAL-TV, Intellicast, and the National Weather Service to make informed and timely decisions on whether to alter the district’s operating schedule. Over the last several days, district leadership has engaged with our partner agencies to monitor status of the storm, to project its potential impact on our area, and to consider whatever measures we can take to mitigate that impact. We also have engaged with our own maintenance, transportation and technology staff to prepare our school facilities for the storm, as well as to plan for the inevitable clean-up of school campuses as quickly as possible following the storm. Moore County Schools Police also will assist with monitoring school structures during the storm and will assist emergency response agencies as needed. We already have cancelled all extra-curricular events for this coming Thursday and Friday. We have re-scheduled the community forum on the draft Area I elementary school assignment plan from this coming Wednesday night, September 12 to 6 p.m. Wednesday, September 19. We still plan to conduct the forum at Vass-Lakeview Elementary School. We will not make final decisions on the status of other after-school activities on

Wednesday or school day operations on Thursday and Friday until the projected path of the storm becomes more certain...probably sometime Tuesday evening into Wednesday morning. Rest assured, however, that we embrace Governor Roy Cooper's commitment to "hope for the best, but plan for the worst."

The start of the 2018-2019 school year was one of the most positive I have experienced in my 18 years as a superintendent. Our students and parents matched the energy and enthusiasm that our teachers and support staff members demonstrated when they arrived in mid-August. I needed to travel to Virginia for a memorial service on the evening of the second day of school, but I still managed to visit classrooms in all 23 schools by the end of the first week. Everywhere I went, I observed students and staff members engaging with one another and inspiring one another. I ate lunch with students at West End and Carthage elementary schools during that first week and, as always, fielded many important questions and received many helpful suggestions. As you will recall from last week's work session, enrollment is up and it has held steady at an increase of about 150 students through last Friday, September 7. While the overall number of students is increasing, we also believe the enrollment increase reflects growing confidence and trust in our public schools. While composite student outcomes on state standardized tests declined slightly this year, there remains plenty of evidence to prove that our students are continuing to experience academic growth throughout grades K-12 and to achieve impressive outcomes by the time they graduate. You'll receive a more detailed report in October. However, allow me to offer a few "teasers:" Although the Class of 2018's four-year graduation rate was 0.6 of a percentage point below the class of 2017, the Moore County Schools' graduation rate remained three points above the state's 2017 all-time high rate of 86.5%;

- While we wish that all of our schools met or exceeded the state benchmarks for academic achievement growth, we are very proud that we achieved an all-time high of eight schools exceeding growth;
- Aberdeen Elementary School shed its "low-performing school status" by exceeding its academic achievement growth benchmarks in 2017-18;
- During the 2017-18 school year, Moore County juniors and seniors achieved all-time highs in the number of them who completed at least one community college course (1,001) and the total number of college credits earned (2,259);
- Eight-six percent of the members of the Class of 2018 received at least one college acceptance letter and our graduates were offered a grand total of \$24,920,000 in college scholarships;
- And lest anyone claim that we only care about college readiness, the number of career and technical education credentials awarded doubled from 807 in 2016-17 to 1,618 in 2017-18. This validates Moore County's unwavering commitment to BOTH career readiness as well as college readiness.

I conducted my monthly tour of the new elementary school construction site on Camp Easter Road last Friday, September 7. This month's highlights included the presence of metal roof decking over much of the east-side of the structure. The expansive "gymnasium" is now fully enclosed and I wish I could let our Sandhills Farmlife and Vass-Lakeview students see it. They would be so excited. I also was encouraged to see substantial progress on the installation of the overhead mechanical infrastructure for heating, air conditioning and electrical systems. We are

grateful to the County Commissioners and to the County Manager and his staff for the web site and brochure related to the 1/4th penny sales tax referendum they produced to help citizens understand the details related to the question that will appear on the November 6 ballot. We already have taken steps to make sure that all Moore County Schools' employees and parents have access to that information.

Next...our new Director of Planning, Accountability and Research was under the weather this time last month and missed the opportunity to be formally welcomed by you to her new position. And since you are very familiar with her and her excellent work, I think you will agree that she is most deserving of a formal warm welcome from the Board. With that, I would like to invite Ms. Kate Faw to join me at the podium.

During your July 16 meeting, you approved the appointment of Ms. Kate Faw to replace Dr. Robin Calcutt as our new Director for Planning, Accountability and Research, or PAR. As you will recall, Ms. Faw has served as our Assistant Director for PAR for the past three years. As director, she is responsible for local and state accountability - including all testing and assessment - school data management and research. Ms. Faw also facilitates school improvement and professional learning communities for our schools. Her previous positions with Moore County Schools include her service as a social studies teacher at Pinecrest High School; assistant principal and principal at the Community Learning Center at Pinckney; and assistant principal at Union Pines High School. Ms. Faw has a bachelor's degree in history and secondary education from Appalachian State and a master's degree in school administration from UNC-Pembroke.

VII. PUBLIC ADDRESS TO THE BOARD

None

VIII. BOARD ACTION

- A. Resolution in Support of Sales Tax Advisory Referendum: Dr. Grimesey presented the Resolution in Support of Sales Tax Advisory Referendum. During its meeting on August 7, 2018, the Moore County Board of Commissioners passed two resolutions directly related to the Moore County Board of Education's interest in improving school facilities. The first resolution calls for an advisory referendum to be held on Tuesday, November 6, 2018, as to whether the citizens of Moore County should approve a 1/4-cent sales and use tax, the revenue from which is estimated to generate approximately \$3,100,000 per year. The second resolution states that, should the voters approve the proposed 1/4-cent sales and use tax during the November 6, 2018, referendum, the net proceeds of that tax shall be deposited in the County of Moore's General Fund to be used to fund major capital building projects for the Moore County Schools. The Superintendent has drafted a resolution that the School Board may consider for the purpose of expressing its appreciation and support for the County Commissioners' commitment to meeting the school district's demonstrated capital needs. Ed Dennison made a motion to approve the resolution in support of sales tax advisory referendum. Bruce Cunningham seconded, and the motion carried 6-0.
- B. Interlocal Agreement with County of Moore for Aberdeen, Southern Pines and Pinehurst New Elementary Schools: John Birath presented the Interlocal Agreement with County of Moore for Aberdeen, Southern Pines and Pinehurst New Elementary Schools. Approximately half of

cost associated with school construction is materials and the other half labor. The North Carolina General Statute 105-164.14 permits the County of Moore to recover state sales and use taxes paid for the construction of a school. For the County to be eligible to recover sales tax spent on the construction of the new schools, the general statute requires that the County be the owner of the contracts and of the property. Therefore, an agreement must be in place that permits the County to recover the state sales and use taxes and also permits the Board of Education to build the schools. Through North Carolina General Statute 160A-461, the County and the Board of Education may enter into an inter-local agreement that designates the School Board as the agent of the County, thus allowing the County to recover taxes. The proposed agreement appoints the School Board as the sole agent for the County to carry out all phases on construction for these new schools including but not limited to design, permitting, bidding, awarding contracts, supervising the construction, administering all contracts and any related activities. To comply with the requirement, the School Board must lease the property for the new schools to the County. A separate lease agreement has been presented to the Board that identifies the terms and duration. This is a standard process for school systems across the state that allows the County to have the opportunity to recover state sales and use taxes. Staff member and the Board Attorney have reviewed the agreement and it is the recommendation of staff that the agreement be approved. Ed Dennison made a motion to approve the inter-local agreement with Moore County that will enable Moore County to recover state sales and use taxes associated with the construction of new schools. Elizabeth Carter seconded, motion carried 6-0.

- C. Lease Agreement with County of Moore for Aberdeen, Southern Pines and Pinehurst New Elementary Schools: John Birath presented the Lease Agreement with County of Moore for Aberdeen, Southern Pines and Pinehurst New Elementary Schools. As presented during the School Board's September 3 work session, an inter-local agreement between the Moore County Schools and Moore County is required for the County to recover state sales and use taxes paid on materials purchased as part of the construction of the new Aberdeen, Southern Pines and Pinehurst elementary schools. That agreement requires the School Board to lease to the school properties to the County in order to recover the state sales and use taxes. The lease identifies the Board of Education as the landlord and the County as the tenant. This will satisfy the requirement of the North Carolina General Statute 105-164.14. The County will lease the properties from the School Board until the construction is complete at each school site, at which time the lease will be terminated by executing a "property removal form." Should it become necessary, there is a provision that other properties can be added to the agreement through the execution by both parties of a "property addition form." As with the inter-local agreement, this is a standard process for school systems across the state that allows the County the opportunity to recover sales and use tax. Staff and the School Board Attorney have reviewed the agreement and it is the recommendation of staff that the agreement be approved. Ed Dennison made a motion to approve the lease agreement for the new Aberdeen, Southern Pines and Pinehurst School properties as presented. Elizabeth Carter seconded, motion carried 6-0.
- D. Technical Revisions to Contract for Construction of Aberdeen Elementary School: John Birath presented the Technical Revisions to Contract for Construction of Aberdeen Elementary School. During the School Board's regular business meeting on August 13, 2018, the Board approved a contract for construction of the new Aberdeen Elementary School. The contract was arranged to be between the Board of Education and JM Thompson Company. As required by the inter-local agreement between Moore County Schools and Moore County, the Aberdeen construction contract must include the County of Moore. Therefore, the Aberdeen construction contract has been revised in three places that now identifies the County of

Moore as follows: ‘...between County of Moore, by and through its authorized agent the Moore County Board of Education...’ All other language and costs remain unchanged. Staff along with the Board Attorney have reviewed the revisions to the contract and it is the recommendation of staff that the revised contract be approved. Ed Dennison made a motion to approve the revised contract for construction of the new Aberdeen Elementary School. Elizabeth Carter seconded, motion carried 6-0.

- E. Modular Units Lease Agreements for Temporary Pinehurst Elementary School: John Birath presented the Modular Units Lease Agreements for Temporary Pinehurst Elementary School. The Board-approved plan for the new Pinehurst Elementary School requires a temporary location for the school to operate while the current facilities are demolished and the new school is built at the existing location. The budget for the project originally included a line item of \$3,000,000 for the acquisition of property for a new school. Staff engagement with the Village of Pinehurst led to the Village Council’s offer to MCS to use Rassie Wicker Park, at no charge, as a location of a temporary modular school that would enable construction of the new Pinehurst Elementary at its current site. The project budget was updated to revise the land acquisition fee title to temporary campus. Staff and the design team subsequently worked with the Village staff to evaluate the Rassie Wicker Park site based on the following criteria: impact to Village use; adaptability to a school campus; availability of utilities; transportation access; site development impact; and security. Based on its evaluation, staff concluded that the Rassie Wicker Park site is very appropriate for the location of a temporary modular school. It is nearly level, has easy access to water and sewer services; is directly adjacent to the fire and police service stations; can be fenced off; and is three blocks away from the current school. Staff subsequently conducted negotiations with multiple vendors of modular buildings to evaluate temporary facility options. Staff concluded that leasing the facilities would be the most affordable approach for the 24-month period during which the facilities would be needed. Of the four vendors with whom the staff negotiated, only two were willing to provide leasing options. The modular industry has experienced unique factors that have impacted the availability of used facilities and production times for new units. Across North Carolina there would typically be a few large classroom units available, but the state’s new class-size-requirement has compelled many districts to hand on to them. As of last week, staff could locate no available used modular facilities that align with the specifications required by the Pinehurst project. There are single classroom units available, however the site cannot accommodate the number of single units required by the number of students we must serve. The vendors have reached out to adjacent states for any units available and the response has been very limited. There also have been cost impacts on the manufacturing of the modular classrooms. Cost increases have been driven by the significant demand caused by the destruction of schools in Puerto Rico and throughout the Caribbean by Hurricane Maria. They also have been impacted by increased tariffs on the materials used for the construction of modular buildings, particularly steel and aluminum. Based on its negotiations with the two willing vendors, the staff has developed a proposal to lease the units over 27-months and to array them as noted in the preliminary site layout. After reviewing proposals from both, staff issued a request to split the campus into separate leases with each vendor providing half of the units to mitigate the cost impact. Splitting the number of units between the vendors reduced the overall cost by approximately \$140,000. Under the proposed plan, Vanguard Modular Building Systems will provide three multiple-classroom units for a total cost of \$906,052. Modular Technologies, Inc. will provide two multiple-classroom units, one multipurpose unit, one dining and serving unit and one administration/media center unit for a cost of \$1,483,347. The total cost for all of the modular units is \$2,389,399. These costs represent the delivery of the units, assembling the units, leasing for 27-months, and removal of the units.

There will be other costs associated with installation of water and sewer service, power, communications and walkways to each unit. The design team is currently preparing these documents to bid for installation. The anticipated costs of this work is estimated to be well within the original \$3 million project budget for site acquisition. To secure time for preparation of drawings of the modular units for permitting and coordination along with construction of the units, and to have the units in place in time for the 2019-2010 school year, staff is requesting that the Board authorize the Superintendent and Board Chair to execute the agreements once they are finalized and reviewed by the Board Attorney. Staff recommends that authorization be given to approve the agreements in an amount not to exceed \$2,400,000. Ed Dennison made a motion to execute lease agreements in a total amount not to exceed \$2,400,000 following review and approval of the agreements by the Board Attorney. Elizabeth Carter seconded, motion carried 6-0.

- F. Revised Timeline for Development and Approval of Camp Easter Road School Student Assignment Plan: Dr. Grimesey presented the Revised Timeline for Development and Approval of Camp Easter Road School Student Assignment Plan. During its September 3, 2018 work session, the School Board received the first draft of a student assignment plan for the new Area I elementary school, located on Camp Easter Road. Upon the staff's recommendation, Board members informally agreed to refer to the new school as "the school on Camp Easter Road" for planning purposes. A timeline for development and approval of the student assignment plan was presented with final School Board approval scheduled for November 5, 2018. Upon reflection, Dr. Grimesey has concluded that November 5 will not afford adequate opportunity for direct public comment to the School Board. Therefore, the Superintendent will seek the Board's "endorsement of the plan for the purpose of seeking public input" during the regular monthly meeting on November 5. He also recommends the designation of a formal public hearing on the plan during a called School Board work session on Thursday, November 15. Public input gathered from the public hearing and a summary of online feedback portals will be presented and reviewed by the School Board during its annual reorganizational meeting and work session on Monday, December 3. Any final revisions to the plan will be discussed by the School Board during that work session. Staff will then incorporate any final revisions during the subsequent week and present the final version of the plan for School Board consideration during its regular monthly meeting on Monday, December 10, 2018. Ed Dennison made a motion to approve the revised timeline for development and approval of a student assignment plan for the new Area I school located on Camp Easter Road. Elizabeth Carter seconded, motion carried 6-0.

IX. BOARD COMMENTS

Stacey Caldwell expressed satisfaction with the great start to the new school year and her confidence that it will continue. Bruce Cunningham commented on the importance of the first step of the redistricting process and noted his appreciation for the extended opportunity to receive from the public. Dr. Wells Brown thanked all who played a part in the great start to the new school year and expressed her appreciation for their hard work. Chair Wallin-Miller thanked Moore County Board of Commissioners for their adoption of a resolution asking the General Assembly to allow News-Based Public School Capital Funds generated by the North Carolina Education Lottery to be made available to "Tier 3" areas like Moore County. Chair Wallin-Miller also explained the ¼ cent sales tax referendum on the ballots for the November 6 election and urged voters to support it, noting that the Board of Commissioners have, by resolution, committed all proceeds from the ¼ cent sales tax to be used exclusively to meet the school system's capital funding needs.

X. CLOSED SESSION

Second Closed Session was not held.

XI. ADJOURNMENT

There being no further business, Ed Dennison made a motion to adjourn the meeting. Elizabeth Carter seconded, and the motion carried 6-0.

The meeting was adjourned at approximately 7:26 pm.

Helena Wallin-Miller, Chair
Moore County Board of Education

Dr. Robert P. Grimesey Jr., Ed.D.
Superintendent
Secretary to the Board

ATTACHMENT: Approved Personnel Report on Consent Agenda

**PERSONNEL REPORT
09/10/18**

CERTIFIED PERSONNEL*

TERMINATING CONTRACTS*

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Jennifer Berry	West Pine Elementary	EC (50%)	09/17/18-06/11/19
Ashley Lindberg	Pinecrest High	Math	08/15/18-01/18/18
Lanisha Womack	Southern Middle	Grade 7 Math	09/05/18-06/11/19

*Compensation will be at or reduced to certified substitute teacher pay for any period the Teacher worked but was not licensed in the area of assignment, and the contract shall be subject to early termination and void if the teacher does not obtain a license in the area of assignment.

ONE-YEAR RENEWABLE CONTRACTS FOR 2018-2019*

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>START DATE</u>
Sonia Andrade	Robbins Elementary	Grade 2	08/15/18
Rebecca Baker	Aberdeen Primary	Grade 1	08/15/18
Lori Bass	Aberdeen Elementary	Grade 3	08/22/18
Holly Cirillo	West End Elementary	Grade Kindergarten	08/16/18
Reagan Courliss	Education Center	Behavior Health Practitioner	09/06/18
Carol Davidson	Education Center	EC-Visual Impaired	09/10/18
Jason Eury	West Pine Middle	Health/PE	08/20/18
Zachary Freeman	Pinecrest High	Social Studies	08/31/18
Julie Gaydosik	West Pine Elementary	Grade 1	09/10/18
Jamie Gilliam	Westmoore Elementary	Music	08/20/18
Victoria Henderson	Education Center	EC Specialist	09/10/18
Tara Kelly	North Moore (40%)/Robbins Elementary (40%)/Elise Middle (20%)	School Social Worker	08/21/18
Dawn Kline	Crain's Creek Middle	EC	08/15/18
Anita Mashburn	New Century Middle	School Counselor	08/21/18
Dedra 'Dede' Mitchell	Aberdeen Primary	Grade 2	08/15/18
Tennille Payne	Vass-Lakeview Elementary	EC	08/27/18
Laura Ramos	West End Elementary	Pre-K	09/20/18
Martha 'Faith' Rogers	Southern Middle	Art	08/22/18
Wanda 'Sue' Rushing	Sandhills Farm Life	EC	08/27/18
Laura Rubin	West Pine Elementary	EC	08/23/18
Justin Salmon	New Century Middle	Grade 6 Social Studies	09/10/18
Nejla Stokes deLambert	Education Center	Behavioral Health Practitioner	09/10/18
Lauren Strickland	Carthage Elementary	School Counselor	10/12/18
Kaitlin Welch	Pinecrest High	Social Studies	08/21/18
Lakisha Womack	Southern Middle	Grade 8 Math	08/24/18

*Compensation will be at or reduced to certified substitute teacher pay for any period the Teacher worked but was not licensed in the area of assignment, and the contract shall be subject to early termination and void if the teacher does not obtain a license in the area of assignment.

RETIRED CONTRACTS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Sharon Kuethe	Aberdeen Primary	EC (50%)	08/21/18-06/07/19

INTERIM CONTRACTS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Patricia Robinson	Carthage Elementary	Grade 3	08/15/18-01/22/19

HOMEBOUND TEACHERS

Kris Bebout	Rachel Hussey	Gina Matthews	Janet Smith
Jeremy Blake	Mectio Johnson	Angela McDougald	Julie Willis
Julie Brown	Nicole Matthews	Samantha Myatt	

SUMMER EMPLOYMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Emily Adkins	Highfalls Elementary	NEO Presenter	08/09/18
Trixie Andrews	Aberdeen Primary	Summer Staff Development	08/06/18
Callie Archer	Aberdeen Primary	Summer Staff Development	08/14/18
Alexa Atchison	Aberdeen Primary	Summer Staff Development	08/13/18
Rebecca Baker	Aberdeen Primary	Summer Staff Development	08/13/18
Maria Bear	West Pine Middle	ESY Teacher	06/25/18-08/02/18
Linda Beechler	Pinecrest High	NEO Presenter	08/08/18
Ashleigh Beisaw	West Pine Elementary	NEO Presenter	08/08/18
Jennifer Bellmore	West Pine Middle	NEO Presenter	08/08/18
Jessica Bishop	Pinecrest High	NEO Presenter	08/08/18
Justin Blackburn	Union Pines High	NEO Presenter	08/09/18
Jeremy Blake	Southern Middle	NEO Presenter	08/09/18
Anna Bognanno	Aberdeen Primary	Summer Staff Development	08/06/18
Tanya Charron	Aberdeen Elementary	Youth Mental Health First Aid	08/13/18-08/14/18
Emily Ciuk	West Pine Elementary	NEO Presenter	08/08/18
Shirley Collins	Aberdeen Primary	Summer Staff Development	08/14/18
Meryl Davidson	Pinehurst Elementary	Youth Mental Health First Aid	08/13/18-08/14/18
Mary De Mestre	Pinehurst Elementary	NEO Presenter	08/09/18
Kylie Edwards	Aberdeen Primary	Summer Staff Development	08/14/18
Sandy Fields	Sandhills Farm Life	NEO Presenter	08/09/18
Jill Hartsell	Sandhills Farm Life	NEO Presenter	08/09/18
Erin Hayes	Pinecrest High	NEO Presenter	08/08/18
Amber Healy	West Pine Middle	NEO Presenter	08/08/18
Kimberly Hilliard	Sandhills Farm Life Elementary	NEO Presenter	08/09/18
Megan Lagos	West Pine Middle	NEO Presenter	08/08/18
Amber Martin	West Pine Elementary	NEO Presenter	08/08/18
Mikayla Masley	West Pine Middle	NEO Presenter	08/08/18
Carolyn Matthews	Pinecrest High	NEO Presenter	08/08/18

Wendy McCormick	West Pine Middle	NEO Presenter	08/08/18
Catherine Mitchell	Aberdeen Primary	Summer Staff Development	08/13/18
Dedra Mitchell	Aberdeen Primary	Summer Staff Development	08/14/18
Sandra Montjoy	West Pine Middle	NEO Presenter	08/08/18
William Morris	Pincrest High	NEP Presenter	08/09/18
Samantha Parkes	Aberdeen Primary	Summer Staff Development	08/13/18
Jamie Perchinsky	West Pine Elementary	NEO Presenter	08/08/18
Heather Plourde	West Pine Middle	NEO Presenter	08/08/18
Sharyn Register	Pincrest High	NEO Presenter	08/08/18
Jadrien Reilly	Aberdeen Primary	Summer Staff Development	08/06/18
Connie Richards	Pincrest High	NEO Presenter	08/09/18
Megan Ridgeway	Aberdeen Primary	Summer Staff Development	08/06/18
Deshan Ross	Pincrest High	NEO Presenter	08/09/18
Wendy Scruggs	Pincrest High	NEO Presenter	08/08/18
Kathy Slate	Westmoore Elementary	Youth Mental Health First Aid	08/13/18-08/14/18
Carol Stelmak	West Pine Elementary	NEO Presenter	08/08/18
Amy Storlie	Pincrest High	NEO Presenter	08/08/18
Lane Street	Southern Pines Primary	NEO Presenter	08/09/18
Joseph Vrnak	Pincrest High	NEO Presenter	08/08/18
Sarah Walker	Aberdeen Primary	Summer Staff Development	08/06/18
Mary Wannall	Aberdeen Primary	Summer Staff Development	08/14/18
Ashley White	Aberdeen Primary	Summer Staff Development	08/13/18
Jamie Williams	Pincrest High	NEO Presenter	08/09/18

EXTRA DUTIES

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Carrie Barnette	Vass-Lakeview Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Jeremy Callahan	CLC @Pinckney	Twilight School Facilitator	09/10/18-06/07/19
Jeremy Callahan	CLC @Pinckney	Twilight School Coordinator	09/10/18-06/07/19
Jamie Chriscoe	CLC @Pinckney	Twilight School Lab Facilitator	09/10/18-06/07/19
Felicia Christian	Aberdeen Primary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Jayne Cummings	Pincrest High	Game Help	08/27/18-06/11/19 (Bill School)
Denise Edmonds	Robbins Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Alisha Galloway	Robbins Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Alicia Gatling	CLC @Pinckney	Twilight School English	09/10/18-06/07/19
Shawn Jackson	Pincrest High	Game Help	08/27/18-06/11/19 (Bill School)
Tiffany Key	Pincrest High	CTE	08/15/18-01/17/19

Vivian Lages	Vass-Lakeview Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Christopher Marshall	CLC @Pinckney	Twilight School Math	09/10/18-06/07/19
John McDonald	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
LaSanya Moseley	Robbins Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Elizabeth Parnell	Robbins Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Jennifer Patterson	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Raymond Phile	CLC @Pinckney	Twilight School EC	09/10/18-06/07/19
Connie Richards	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Marisol Rivera	Education Center	Hispanic Family Academy Teacher	08/30/18-05/30/19
Tyler Ross	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Adam Sabata	Pinecrest High	Social Studies	08/15/18-01/18/19
Elena Samkin	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Tremain Simmons	Robbins Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Lauren Thompson	Robbins Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19
Darla Watson	Pinecrest High	Game Help	08/27/18-6/11/19 (Bill School)
Denise White	Southern Pines Elementary	Hispanic Family Academy Teacher	08/30/18-05/30/19

CERTIFIED PERSONNEL

ADMINISTRATIVE CONTRACTS

ASSISTANT PRINCIPALS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Arthur Jackson	Pinecrest High	Assistant Principal	08/22/18-06/30/20

CENTRAL OFFICE ADMINISTRATORS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>CONTRACT DATE</u>
Heather Stewart	Education Center	Assistant Director for PAR	09/12/18-06/30/20

CLASSIFIED PERSONNEL

NEW HIRES

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Ronald Barnes	Aberdeen Primary	Custodian	09/04/18
Bernice Brown	Westmoore Elementary	Bus Driver	08/20/18
Amanda Clarke	West Pine Middle	Cafeteria Assistant (PT)	08/27/18
Casey Cooper	West Pine Middle	EC Teacher Assistant	09/04/18
Linda Coward	Robbins Elementary	Bus Driver	08/27/18
Angelica Cruz	Central Office – Transportation	Bus Garage Support	08/20/18-09/07/18

Ana Meza Garcia	Southern Middle	Cafeteria Assistant (PT)	08/16/18
Rodney Hardy	West Pine Middle	School Police Officer	08/31/18
Jennifer Kimpler	Education Center	Physical Therapy Assistant	08/27/18
Tammy Maines	Sandhills Farm Life Elementary	Cafeteria Assistant	08/16/18
Derrick Marks	West Pine Elementary	Custodian	09/04/18
Carolyn McCaskill	West Pine Middle/ Pinecrest High	Bus Driver/Cafeteria Assistant	
Marvin McCrimmon	New Century Middle	Bus Driver (PT)	08/27/18
Christine McDevitt	Vass-Lakeview Elementary	Day Care Assistant (PT)	08/27/18
Gregory Mello	Pinecrest High	EC Teacher Assistant	08/21/18
Stephen Paetznick	Aberdeen Elementary	Bus Driver (PT)	08/27/18
Derrick Parker	Southern Pines Elementary	Custodian	08/28/18
Angela Raye	West Pine Elementary	Cafeteria Assistant	08/20/18
William Ridge	North Moore High	Virtual Lab Teacher Assistant	09/17/18
Mary Ring	Central Office	Receptionist	09/04/18
Jonathan Scarboro	West Pine Middle	Bus Driver (PT)	08/27/18
Ashley Smith	Pinehurst Elementary	Grade 1 Teacher Assistant (PT)	08/30/18-06/12/19
Jerry Stanback	West Pine Middle	Custodian	08/20/18
Chabosca White	Education Center	Child Nutrition Supervisor	08/20/18
Beverly Williams	Southern Pines Elementary	Cafeteria Assistant	08/27/18

RETIRED EMPLOYEES

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Rita Brewington	North Moore High	Cafeteria Assistant (PT)	08/16/18-06/10/19
Gregory Roper	Union Pines High	Parking Lot Attendant (PT)	08/15/18-06/06/19

SUMMER EMPLOYMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Amy Cameron	Aberdeen Elementary	ESY Teacher Assistant	06/25/18-08/02/18
Leroy Payton	Union Pines High	ESY Bus Monitor	06/18/18-08/14/18 (Revised Dates)
Leroy Payton	Union Pines High	ESY Teacher Assistant	06/18/18-08/14/18 (Revised Dates)
Leonard Richardson	Union Pines High	ESY Bus Driver	06/18/18-08/14/18 (Revised Dates)
Leonard Richardson	Union Pines High	ESY Teacher Assistant	06/18/18-08/14/18 (Revised Dates)

ADDITIONAL EMPLOYMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Jane Baker	Aberdeen Elementary	Bus Driver (PT)	08/20/18
Hilda Bustos Jaimes	Robbins Elementary	Hispanic Family Academy Child Care	08/29/18-05/30/18
Randy Calcutt	Pinecrest High	Extra Custodial Duties	09/07/18-09/07/18 (Bill School)

Pam Carter	Pinecrest High	Game Help	08/22/18-06/11/19 (Bill School)
Latonya Brown	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Chris Calcutt	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Cecelia Dickerson	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Arthur Gibson	Southern Pines Elementary	Bus Driver (PT)	08/20/18
Valerie Harris	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Lisa Ingram	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Adam Sabata	Union Pines High	Driver Education	08/13/18-06/30/19
Larry Shields	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Melvarie Watson	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Valerie Watts	Pinecrest High	Game Help	08/27/18-06/11/19 (Bill School)
Shawn Welch	Robbins Elementary	Hispanic Family Academy Child Care	08/29/18-05/30/18

PROMOTIONS

<u>NAME</u>	<u>FROM ASSIGNMENT</u>	<u>TO ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Jessica Andrews	Central Office Transportation- TIMS Data Manager	Central Office – Transportation – Transportation Specialist	09/04/18
Tracie Fette	Pinehurst Elementary – Grade 1 Teacher Assistant (PT)	Pinehurst Elementary – Grade Kindergarten Teacher Assistant	08/20/18
Tara Kelly	North Moore High- Learning Lab Assistant	North Moore High (40%)/ Robbins Elementary (40%)/Elise Middle (20%)-School Social Worker	08/21/18
Heather Minnicozzi	Pinehurst Elementary – Grade 1 Teacher Assistant (PT)	Pinehurst Elementary – Grade Kindergarten Teacher Assistant	09/04/18
Byron Nall	Central Office – Maintenance – Electrical/HVAC Tech I	Central Office Maintenance – Water/Waste Water Technician	08/20/18
Wanda Ritter	Robbins Elementary – Cafeteria Assistant (PT)	Robbins Elementary – Cafeteria Assistant (FT)	08/16/18
Wanda 'Sue' Rushing	West Pine Middle-EC TA	Sandhills Farm Life-EC Teacher	08/27/18

SALARY ADJUSTMENT

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Patricia Wright	Education Center	Occupational Therapy Assistant	08/15/18

BUS MONITOR SUBSTITUTE

Derrick Parker Gary Sharpe
Connie Rodgers Faithe Williams

BUS SUBSTITUTES

Gary Sharpe

CUSTODIAL SUBSTITUTES

Robert Allred

TEACHER SUBSTITUTES

Christina Fritz Marvin McCrimmon Charles Wolfe Lanisha Womack

COACHES

<u>NAME</u>	<u>LOCATION</u>	<u>SPORT</u>	<u>POSITION</u>	<u>SEASON</u>
Cayce Cleghorn	Pinecrest High School	Volleyball	JV Head Coach	Fall
*Marisa Grooms	New Century Middle	Cheerleading	Head Coach	Fall/Winter
Heather Majuri	Union Pines High School	Swimming	Head Coach	Winter
*Gregory Mello	Pinecrest High	Football	Assistant Coach	Fall
*Sharon Nall	Northern Moore	Cheerleading	Assistant Coach	Fall
Jonathan Russell	Northern Moore	Softball	Assistant Coach	Fall
*Justin Salmon	New Century Middle	Tennis	Head Coach	Fall
Mark Sewell	Pinecrest High School	Soccer	Varsity Asst. Coach	Fall
Angela Shepard	New Century Middle	Softball	Assistant Coach	Fall
*Jenny Wood	New Century Middle	Cheerleading	Assistant Coach	Fall/Winter

*Employee & Coach

AYPYN

Stacy Patterson Mary Beth Thomas

AFTER SCHOOL

Terry Appen	Angelica Cruz	Casey Givens	Monica Lyons
Alexa Atchison	Kimberly Dalrymple	Rosana Goodrich	Karen McInnis
Maggie Brantley	Monica Daniel	Angela Hankins	Lynda McKeithen
Pam Cameron	Lisa Danner	Anna Harris	Paula Nieves
Carissa Cash	Tracie Fette	Sara Holder	Samantha Parkes
Melissa Coles	Racein Figueroa	David Jackson	Marie Ransom
Karen Cooper	Kathy Fowler	Annie Johnson	Donna Thomason
Jenny Crowell	Tanecia Frye	Faye Lineberry	Robin Thompson

****THE FOLLOWING ARE PROVIDED AS INFORMATION FOR THE BOARD OF EDUCATION.***

CERTIFIED PERSONNEL

LEAVES OF ABSENCE

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>LEAVE DATE</u>
Wendy McCormick	West Pine Middle	Physical Education	10/08/18-10/22/18
Wanda "Sue" Rushing	Sandhills Farm Life Elementary	EC Teacher	08/15/18-08/24/18

RESIGNATIONS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Thomas Leahey	Aberdeen Elementary	Grade 3	08/17/18 (Revised End Date)
Michelle Scott	Carthage Elementary	School Counselor	09/21/18
Wendy Scruggs	Pinecrest High	English	09/19/18

CLASSIFIED PERSONNEL**LEAVES OF ABSENCE**

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>LEAVE DATE</u>
Betty Black	Pinecrest High	EC Teacher Assistant	08/30/18-10/01/18

RESIGNATIONS

<u>NAME</u>	<u>LOCATION</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>
Dimato Cooper	Sandhills Farm Life Elementary	Receptionist (PT)	06/12/18
Jazmine Faulk	Vass-Lakeview Elementary	Day Care Assistant (PT)	06/12/18
Delisa Harrison	Pinehurst Elementary	Grade Kindergarten Teacher Assistant/ Bus Driver (PT)	08/23/18
Teresa Lockhart	Southern Middle	Bus Driver (PT)	08/14/18
Jocelyn Lovick	West End Elementary	Data Manager	09/10/18
Timothy Maness	Pinecrest High	Cafeteria Assistant (PT)	06/12/18
Kenneth Patterson	Pinecrest High	Bus Driver (PT)	08/01/18
Mary Ring	Southern Middle	21 st Century Grant Director	06/28/18
Joan Threatt	Pinehurst Elementary	Grade Kindergarten Teacher Assistant	06/12/18
Heather Torrence	New Century Middle	EC Teacher Assistant	08/24/18
Isaiah Williams	Central Office – Transportation	Mechanic I	08/31/18

**Moore County Schools
Teacher Supplement Analysis
2018-2019**

Recalibrated

MCS Teacher Base Local Supplement Scale 2018-2019 (10 Months)								
Years	Bachelor's Degree	Bachelor's Degree w/ NBPTS	Master's Degree	Master's Degree w/ NBPTS	Advanced Degree	Advanced Degree w/NBPTS	Doctorate Degree	Doctorate Degree w/NBPTS
0	\$ 2,800	\$ -	\$ 3,080	\$ -	\$ 3,181	\$ -	\$ 3,282	\$ -
1	\$ 2,880	\$ -	\$ 3,168	\$ -	\$ 3,269	\$ -	\$ 3,370	\$ -
2	\$ 2,960	\$ -	\$ 3,256	\$ -	\$ 3,357	\$ -	\$ 3,458	\$ -
3	\$ 3,040	\$ 3,405	\$ 3,344	\$ 3,709	\$ 3,445	\$ 3,810	\$ 3,546	\$ 3,911
4	\$ 3,120	\$ 3,494	\$ 3,432	\$ 3,806	\$ 3,533	\$ 3,907	\$ 3,634	\$ 4,009
5	\$ 3,200	\$ 3,584	\$ 3,520	\$ 3,904	\$ 3,621	\$ 4,005	\$ 3,722	\$ 4,106
6	\$ 3,280	\$ 3,674	\$ 3,608	\$ 4,002	\$ 3,709	\$ 4,102	\$ 3,810	\$ 4,204
7	\$ 3,360	\$ 3,763	\$ 3,696	\$ 4,099	\$ 3,797	\$ 4,200	\$ 3,898	\$ 4,302
8	\$ 3,440	\$ 3,853	\$ 3,784	\$ 4,197	\$ 3,885	\$ 4,298	\$ 3,986	\$ 4,399
9	\$ 3,520	\$ 3,942	\$ 3,872	\$ 4,294	\$ 3,973	\$ 4,395	\$ 4,074	\$ 4,497
10	\$ 3,600	\$ 4,032	\$ 3,960	\$ 4,392	\$ 4,061	\$ 4,493	\$ 4,162	\$ 4,594
11	\$ 3,680	\$ 4,122	\$ 4,048	\$ 4,490	\$ 4,149	\$ 4,590	\$ 4,250	\$ 4,692
12	\$ 3,760	\$ 4,211	\$ 4,136	\$ 4,587	\$ 4,237	\$ 4,688	\$ 4,338	\$ 4,790
13	\$ 3,840	\$ 4,301	\$ 4,224	\$ 4,685	\$ 4,325	\$ 4,786	\$ 4,426	\$ 4,887
14	\$ 3,920	\$ 4,390	\$ 4,312	\$ 4,782	\$ 4,413	\$ 4,883	\$ 4,514	\$ 4,985
15	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
16	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
17	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
18	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
19	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
20	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
21	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
22	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
23	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
24	\$ 4,000	\$ 4,480	\$ 4,400	\$ 4,880	\$ 4,501	\$ 4,981	\$ 4,602	\$ 5,082
25	\$ 4,160	\$ 4,659	\$ 4,576	\$ 5,075	\$ 4,677	\$ 5,176	\$ 4,778	\$ 5,278
26	\$ 4,160	\$ 4,659	\$ 4,576	\$ 5,075	\$ 4,677	\$ 5,176	\$ 4,778	\$ 5,210
27	\$ 4,160	\$ 4,659	\$ 4,576	\$ 5,075	\$ 4,677	\$ 5,176	\$ 4,778	\$ 5,310
28	\$ 4,160	\$ 4,659	\$ 4,576	\$ 5,075	\$ 4,677	\$ 5,176	\$ 4,778	\$ 5,310
29	\$ 4,160	\$ 4,659	\$ 4,576	\$ 5,075	\$ 4,677	\$ 5,176	\$ 4,778	\$ 5,310
30+	\$ 4,160	\$ 4,659	\$ 4,576	\$ 5,075	\$ 4,677	\$ 5,176	\$ 4,778	\$ 5,410

**Moore County Schools
Teacher Supplement Analysis
2018-2019**

Recalibrated

MCS Teacher Base Local Supplement Scale 2018-2019 (11 Months)								
Years	Bachelor's Degree	Bachelor's Degree w/ NBPTS	Master's Degree	Master's Degree w/ NBPTS	Advanced Degree	Advanced Degree w/NBPTS	Doctorate Degree	Doctorate Degree w/NBPTS
0	\$ 3,080	\$ -	\$ 3,388	\$ -	\$ 3,499	\$ -	\$ 3,611	\$ -
1	\$ 3,168	\$ -	\$ 3,485	\$ -	\$ 3,596	\$ -	\$ 3,707	\$ -
2	\$ 3,256	\$ -	\$ 3,582	\$ -	\$ 3,692	\$ -	\$ 3,804	\$ -
3	\$ 3,344	\$ 3,745	\$ 3,678	\$ 4,080	\$ 3,789	\$ 4,191	\$ 3,901	\$ 4,302
4	\$ 3,432	\$ 3,844	\$ 3,775	\$ 4,187	\$ 3,886	\$ 4,298	\$ 3,998	\$ 4,410
5	\$ 3,520	\$ 3,942	\$ 3,872	\$ 4,294	\$ 3,983	\$ 4,405	\$ 4,095	\$ 4,517
6	\$ 3,608	\$ 4,041	\$ 3,969	\$ 4,402	\$ 4,080	\$ 4,513	\$ 4,191	\$ 4,624
7	\$ 3,696	\$ 4,140	\$ 4,066	\$ 4,509	\$ 4,176	\$ 4,620	\$ 4,288	\$ 4,732
8	\$ 3,784	\$ 4,238	\$ 4,162	\$ 4,616	\$ 4,273	\$ 4,727	\$ 4,385	\$ 4,839
9	\$ 3,872	\$ 4,337	\$ 4,259	\$ 4,724	\$ 4,370	\$ 4,835	\$ 4,482	\$ 4,946
10	\$ 3,960	\$ 4,435	\$ 4,356	\$ 4,831	\$ 4,467	\$ 4,942	\$ 4,579	\$ 5,054
11	\$ 4,048	\$ 4,534	\$ 4,453	\$ 4,939	\$ 4,564	\$ 5,049	\$ 4,675	\$ 5,161
12	\$ 4,136	\$ 4,632	\$ 4,550	\$ 5,046	\$ 4,660	\$ 5,157	\$ 4,772	\$ 5,269
13	\$ 4,224	\$ 4,731	\$ 4,646	\$ 5,153	\$ 4,757	\$ 5,264	\$ 4,869	\$ 5,376
14	\$ 4,312	\$ 4,829	\$ 4,743	\$ 5,261	\$ 4,854	\$ 5,372	\$ 4,966	\$ 5,483
15	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
16	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
17	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
18	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
19	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
20	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
21	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
22	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
23	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
24	\$ 4,400	\$ 4,928	\$ 4,840	\$ 5,368	\$ 4,951	\$ 5,479	\$ 5,063	\$ 5,591
25	\$ 4,576	\$ 5,125	\$ 5,034	\$ 5,583	\$ 5,144	\$ 5,694	\$ 5,256	\$ 5,805
26	\$ 4,576	\$ 5,125	\$ 5,034	\$ 5,583	\$ 5,144	\$ 5,694	\$ 5,256	\$ 5,731
27	\$ 4,576	\$ 5,125	\$ 5,034	\$ 5,583	\$ 5,144	\$ 5,694	\$ 5,256	\$ 5,841
28	\$ 4,576	\$ 5,125	\$ 5,034	\$ 5,583	\$ 5,144	\$ 5,694	\$ 5,256	\$ 5,841
29	\$ 4,576	\$ 5,125	\$ 5,034	\$ 5,583	\$ 5,144	\$ 5,694	\$ 5,256	\$ 5,841
30+	\$ 4,576	\$ 5,125	\$ 5,034	\$ 5,583	\$ 5,144	\$ 5,694	\$ 5,256	\$ 5,951

**Moore County Schools
Teacher Supplement Analysis
2018-2019**

Recalibrated

MCS Teacher Base Local Supplement Scale 2018-2019 (12 Months)								
Years	Bachelor's Degree	Bachelor's Degree w/ NBPTS	Master's Degree	Master's Degree w/ NBPTS	Advanced Degree	Advanced Degree w/NBPTS	Doctorate Degree	Doctorate Degree w/NBPTS
0	\$ 3,360	\$ -	\$ 3,696	\$ -	\$ 3,817	\$ -	\$ 3,939	\$ -
1	\$ 3,456	\$ -	\$ 3,802	\$ -	\$ 3,923	\$ -	\$ 4,044	\$ -
2	\$ 3,552	\$ -	\$ 3,907	\$ -	\$ 4,028	\$ -	\$ 4,150	\$ -
3	\$ 3,648	\$ 4,086	\$ 4,013	\$ 4,451	\$ 4,134	\$ 4,572	\$ 4,256	\$ 4,693
4	\$ 3,744	\$ 4,193	\$ 4,118	\$ 4,568	\$ 4,239	\$ 4,689	\$ 4,361	\$ 4,811
5	\$ 3,840	\$ 4,301	\$ 4,224	\$ 4,685	\$ 4,345	\$ 4,806	\$ 4,467	\$ 4,928
6	\$ 3,936	\$ 4,408	\$ 4,330	\$ 4,802	\$ 4,451	\$ 4,923	\$ 4,572	\$ 5,045
7	\$ 4,032	\$ 4,516	\$ 4,435	\$ 4,919	\$ 4,556	\$ 5,040	\$ 4,678	\$ 5,162
8	\$ 4,128	\$ 4,623	\$ 4,541	\$ 5,036	\$ 4,662	\$ 5,157	\$ 4,784	\$ 5,279
9	\$ 4,224	\$ 4,731	\$ 4,646	\$ 5,153	\$ 4,767	\$ 5,274	\$ 4,889	\$ 5,396
10	\$ 4,320	\$ 4,838	\$ 4,752	\$ 5,270	\$ 4,873	\$ 5,391	\$ 4,995	\$ 5,513
11	\$ 4,416	\$ 4,946	\$ 4,858	\$ 5,388	\$ 4,979	\$ 5,508	\$ 5,100	\$ 5,630
12	\$ 4,512	\$ 5,053	\$ 4,963	\$ 5,505	\$ 5,084	\$ 5,626	\$ 5,206	\$ 5,748
13	\$ 4,608	\$ 5,161	\$ 5,069	\$ 5,622	\$ 5,190	\$ 5,743	\$ 5,312	\$ 5,865
14	\$ 4,704	\$ 5,268	\$ 5,174	\$ 5,739	\$ 5,295	\$ 5,860	\$ 5,417	\$ 5,982
15	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
16	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
17	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
18	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
19	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
20	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
21	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
22	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
23	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
24	\$ 4,800	\$ 5,376	\$ 5,280	\$ 5,856	\$ 5,401	\$ 5,977	\$ 5,523	\$ 6,099
25	\$ 4,992	\$ 5,591	\$ 5,491	\$ 6,090	\$ 5,612	\$ 6,211	\$ 5,734	\$ 6,333
26	\$ 4,992	\$ 5,591	\$ 5,491	\$ 6,090	\$ 5,612	\$ 6,211	\$ 5,734	\$ 6,252
27	\$ 4,992	\$ 5,591	\$ 5,491	\$ 6,090	\$ 5,612	\$ 6,211	\$ 5,734	\$ 6,372
28	\$ 4,992	\$ 5,591	\$ 5,491	\$ 6,090	\$ 5,612	\$ 6,211	\$ 5,734	\$ 6,372
29	\$ 4,992	\$ 5,591	\$ 5,491	\$ 6,090	\$ 5,612	\$ 6,211	\$ 5,734	\$ 6,372
30+	\$ 4,992	\$ 5,591	\$ 5,491	\$ 6,090	\$ 5,612	\$ 6,211	\$ 5,734	\$ 6,492

**Moore County Schools
Psychologist Supplement Analysis
2018-19**

Recalibrated

MCS Psychologist Base Local Supplement Scale 2018-2019 (10 months)			
Steps	Master's Degree	Advanced Degree	Doctorate Degree
0	\$ 3,520	\$ 3,621	\$ 3,722
1	\$ 3,608	\$ 3,709	\$ 3,810
2	\$ 3,696	\$ 3,797	\$ 3,898
3	\$ 3,784	\$ 3,885	\$ 3,986
4	\$ 3,872	\$ 3,973	\$ 4,074
5	\$ 3,960	\$ 4,061	\$ 4,162
6	\$ 4,048	\$ 4,149	\$ 4,250
7	\$ 4,136	\$ 4,237	\$ 4,338
8	\$ 4,224	\$ 4,325	\$ 4,426
9	\$ 4,312	\$ 4,413	\$ 4,514
10	\$ 4,400	\$ 4,501	\$ 4,602
11	\$ 4,400	\$ 4,501	\$ 4,602
12	\$ 4,400	\$ 4,501	\$ 4,602
13	\$ 4,400	\$ 4,501	\$ 4,602
14	\$ 4,400	\$ 4,501	\$ 4,602
15	\$ 4,400	\$ 4,501	\$ 4,602
16	\$ 4,400	\$ 4,501	\$ 4,602
17	\$ 4,400	\$ 4,501	\$ 4,602
18	\$ 4,400	\$ 4,501	\$ 4,602
19	\$ 4,400	\$ 4,501	\$ 4,602
20	\$ 4,576	\$ 4,677	\$ 4,778
21	\$ 4,576	\$ 4,677	\$ 4,778
22	\$ 4,576	\$ 4,677	\$ 4,778
23	\$ 4,576	\$ 4,677	\$ 4,778
24	\$ 4,576	\$ 4,677	\$ 4,778
25	\$ 4,919	\$ 5,020	\$ 5,122
26	\$ 4,919	\$ 5,020	\$ 5,122
27	\$ 4,919	\$ 5,020	\$ 5,122
28	\$ 4,919	\$ 5,020	\$ 5,122
29	\$ 4,919	\$ 5,020	\$ 5,122
30+	\$ 4,919	\$ 5,020	\$ 5,122

**Moore County Schools
Psychologist Supplement Analysis
2018-19**

Recalibrated

MCS Psychologist Base Local Supplement Scale 2018-2019 (11 months)			
Steps	Master's Degree	Advanced Degree	Doctorate Degree
0	\$ 3,872	\$ 3,983	\$ 4,095
1	\$ 3,969	\$ 4,080	\$ 4,191
2	\$ 4,066	\$ 4,176	\$ 4,288
3	\$ 4,162	\$ 4,273	\$ 4,385
4	\$ 4,259	\$ 4,370	\$ 4,482
5	\$ 4,356	\$ 4,467	\$ 4,579
6	\$ 4,453	\$ 4,564	\$ 4,675
7	\$ 4,550	\$ 4,660	\$ 4,772
8	\$ 4,646	\$ 4,757	\$ 4,869
9	\$ 4,743	\$ 4,854	\$ 4,966
10	\$ 4,840	\$ 4,951	\$ 5,063
11	\$ 4,840	\$ 4,951	\$ 5,063
12	\$ 4,840	\$ 4,951	\$ 5,063
13	\$ 4,840	\$ 4,951	\$ 5,063
14	\$ 4,840	\$ 4,951	\$ 5,063
15	\$ 4,840	\$ 4,951	\$ 5,063
16	\$ 4,840	\$ 4,951	\$ 5,063
17	\$ 4,840	\$ 4,951	\$ 5,063
18	\$ 4,840	\$ 4,951	\$ 5,063
19	\$ 4,840	\$ 4,951	\$ 5,063
20	\$ 5,034	\$ 5,144	\$ 5,256
21	\$ 5,034	\$ 5,144	\$ 5,256
22	\$ 5,034	\$ 5,144	\$ 5,256
23	\$ 5,034	\$ 5,144	\$ 5,256
24	\$ 5,034	\$ 5,144	\$ 5,256
25	\$ 5,411	\$ 5,522	\$ 5,634
26	\$ 5,411	\$ 5,522	\$ 5,634
27	\$ 5,411	\$ 5,522	\$ 5,634
28	\$ 5,411	\$ 5,522	\$ 5,634
29	\$ 5,411	\$ 5,522	\$ 5,634
30+	\$ 5,411	\$ 5,522	\$ 5,634

**Moore County Schools
Psychologist Supplement Analysis
2018-19**

Recalibrated

MCS Psychologist Base Local Supplement Scale 2018-2019 (12 months)			
Steps	Master's Degree	Advanced Degree	Doctorate Degree
0	\$ 4,224	\$ 4,345	\$ 4,467
1	\$ 4,330	\$ 4,451	\$ 4,572
2	\$ 4,435	\$ 4,556	\$ 4,678
3	\$ 4,541	\$ 4,662	\$ 4,784
4	\$ 4,646	\$ 4,767	\$ 4,889
5	\$ 4,752	\$ 4,873	\$ 4,995
6	\$ 4,858	\$ 4,979	\$ 5,100
7	\$ 4,963	\$ 5,084	\$ 5,206
8	\$ 5,069	\$ 5,190	\$ 5,312
9	\$ 5,174	\$ 5,295	\$ 5,417
10	\$ 5,280	\$ 5,401	\$ 5,523
11	\$ 5,280	\$ 5,401	\$ 5,523
12	\$ 5,280	\$ 5,401	\$ 5,523
13	\$ 5,280	\$ 5,401	\$ 5,523
14	\$ 5,280	\$ 5,401	\$ 5,523
15	\$ 5,280	\$ 5,401	\$ 5,523
16	\$ 5,280	\$ 5,401	\$ 5,523
17	\$ 5,280	\$ 5,401	\$ 5,523
18	\$ 5,280	\$ 5,401	\$ 5,523
19	\$ 5,280	\$ 5,401	\$ 5,523
20	\$ 5,491	\$ 5,612	\$ 5,734
21	\$ 5,491	\$ 5,612	\$ 5,734
22	\$ 5,491	\$ 5,612	\$ 5,734
23	\$ 5,491	\$ 5,612	\$ 5,734
24	\$ 5,491	\$ 5,612	\$ 5,734
25	\$ 5,903	\$ 6,024	\$ 6,146
26	\$ 5,903	\$ 6,024	\$ 6,146
27	\$ 5,903	\$ 6,024	\$ 6,146
28	\$ 5,903	\$ 6,024	\$ 6,146
29	\$ 5,903	\$ 6,024	\$ 6,146
30+	\$ 5,903	\$ 6,024	\$ 6,146

Moore County Schools
Assistant Principals - Supplement Analysis
2018-2019

Recalibrated

MCS Assistant Principals - Local Supplement Scale for Elementary Schools - 2018-2019						
Steps	Master AP 11 Month ES (10%) Scale	Advanced AP 11 Month ES (10%) Scale	Doctorate AP 11 Month ES (10%) Scale	Master AP 12 Month ES (10%) Scale	Advanced AP 12 Month ES (10%) Scale	Doctorate AP 12 Month ES (10%) Scale
0	\$ 4,582	\$ 4,720	\$ 4,860	\$ 4,998	\$ 5,149	\$ 5,302
1	\$ 4,712	\$ 4,851	\$ 4,991	\$ 5,141	\$ 5,292	\$ 5,444
2	\$ 4,843	\$ 4,982	\$ 5,122	\$ 5,284	\$ 5,435	\$ 5,587
3	\$ 4,974	\$ 5,113	\$ 5,253	\$ 5,426	\$ 5,578	\$ 5,730
4	\$ 5,105	\$ 5,244	\$ 5,383	\$ 5,569	\$ 5,720	\$ 5,873
5	\$ 5,236	\$ 5,375	\$ 5,514	\$ 5,712	\$ 5,863	\$ 6,016
6	\$ 5,367	\$ 5,506	\$ 5,645	\$ 5,855	\$ 6,006	\$ 6,158
7	\$ 5,498	\$ 5,636	\$ 5,776	\$ 5,998	\$ 6,149	\$ 6,301
8	\$ 5,629	\$ 5,767	\$ 5,907	\$ 6,140	\$ 6,292	\$ 6,444
9	\$ 5,760	\$ 5,898	\$ 6,038	\$ 6,283	\$ 6,434	\$ 6,587
10	\$ 5,891	\$ 6,029	\$ 6,169	\$ 6,426	\$ 6,577	\$ 6,730
11	\$ 6,021	\$ 6,160	\$ 6,300	\$ 6,569	\$ 6,720	\$ 6,872
12	\$ 6,152	\$ 6,291	\$ 6,431	\$ 6,712	\$ 6,863	\$ 7,015
13	\$ 6,283	\$ 6,422	\$ 6,562	\$ 6,854	\$ 7,006	\$ 7,158
14	\$ 6,414	\$ 6,553	\$ 6,692	\$ 6,997	\$ 7,148	\$ 7,301
15	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
16	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
17	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
18	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
19	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
20	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
21	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
22	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
23	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
24	\$ 6,545	\$ 6,684	\$ 6,823	\$ 7,140	\$ 7,291	\$ 7,444
25	\$ 6,807	\$ 6,945	\$ 7,085	\$ 7,426	\$ 7,577	\$ 7,729
26	\$ 6,807	\$ 6,945	\$ 7,085	\$ 7,426	\$ 7,577	\$ 7,729
27	\$ 6,807	\$ 6,945	\$ 7,085	\$ 7,426	\$ 7,577	\$ 7,729
28	\$ 6,807	\$ 6,945	\$ 7,085	\$ 7,426	\$ 7,577	\$ 7,729
29	\$ 6,807	\$ 6,945	\$ 7,085	\$ 7,426	\$ 7,577	\$ 7,729
30+	\$ 6,807	\$ 6,945	\$ 7,085	\$ 7,426	\$ 7,577	\$ 7,729

Moore County Schools
Assistant Principals - Supplement Analysis
2018-2019

Recalibrated

MCS Assistant Principals - Local Supplement Scale for Middle Schools - 2018-2019						
Steps	Master AP 11 Month MS (11%) Scale	Advanced AP 11 Month MS (11%) Scale	Doctorate AP 11 Month MS (11%) Scale	Master AP 12 Month MS (11%) Scale	Advanced AP 12 Month MS (11%) Scale	Doctorate AP 12 Month MS (11%) Scale
0	\$ 5,040	\$ 5,192	\$ 5,346	\$ 5,498	\$ 5,664	\$ 5,832
1	\$ 5,184	\$ 5,336	\$ 5,490	\$ 5,655	\$ 5,821	\$ 5,989
2	\$ 5,328	\$ 5,480	\$ 5,634	\$ 5,812	\$ 5,978	\$ 6,146
3	\$ 5,472	\$ 5,624	\$ 5,778	\$ 5,969	\$ 6,135	\$ 6,303
4	\$ 5,616	\$ 5,768	\$ 5,922	\$ 6,126	\$ 6,292	\$ 6,460
5	\$ 5,760	\$ 5,912	\$ 6,066	\$ 6,283	\$ 6,450	\$ 6,617
6	\$ 5,904	\$ 6,056	\$ 6,210	\$ 6,440	\$ 6,607	\$ 6,774
7	\$ 6,048	\$ 6,200	\$ 6,354	\$ 6,597	\$ 6,764	\$ 6,931
8	\$ 6,192	\$ 6,344	\$ 6,498	\$ 6,754	\$ 6,921	\$ 7,088
9	\$ 6,336	\$ 6,488	\$ 6,642	\$ 6,912	\$ 7,078	\$ 7,245
10	\$ 6,480	\$ 6,632	\$ 6,786	\$ 7,069	\$ 7,235	\$ 7,403
11	\$ 6,624	\$ 6,776	\$ 6,930	\$ 7,226	\$ 7,392	\$ 7,560
12	\$ 6,768	\$ 6,920	\$ 7,074	\$ 7,383	\$ 7,549	\$ 7,717
13	\$ 6,912	\$ 7,064	\$ 7,218	\$ 7,540	\$ 7,706	\$ 7,874
14	\$ 7,056	\$ 7,208	\$ 7,362	\$ 7,697	\$ 7,863	\$ 8,031
15	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
16	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
17	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
18	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
19	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
20	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
21	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
22	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
23	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
24	\$ 7,200	\$ 7,352	\$ 7,506	\$ 7,854	\$ 8,020	\$ 8,188
25	\$ 7,487	\$ 7,640	\$ 7,794	\$ 8,168	\$ 8,334	\$ 8,502
26	\$ 7,487	\$ 7,640	\$ 7,794	\$ 8,168	\$ 8,334	\$ 8,502
27	\$ 7,487	\$ 7,640	\$ 7,794	\$ 8,168	\$ 8,334	\$ 8,502
28	\$ 7,487	\$ 7,640	\$ 7,794	\$ 8,168	\$ 8,334	\$ 8,502
29	\$ 7,487	\$ 7,640	\$ 7,794	\$ 8,168	\$ 8,334	\$ 8,502
30+	\$ 7,487	\$ 7,640	\$ 7,794	\$ 8,168	\$ 8,334	\$ 8,502

Moore County Schools
Assistant Principals - Supplement Analysis
2018-2019

Recalibrated

MCS Assistant Principals - Local Supplement Scale for High Schools - 2018-2019						
Steps	Master AP 11 Month HS (12%) Scale	Advanced AP 11 Month HS (12%) Scale	Doctorate AP 11 Month HS (12%) Scale	Master AP 12 Month HS (12%) Scale	Advanced AP 12 Month HS (12%) Scale	Doctorate AP 12 Month HS (12%) Scale
0	\$ 5,498	\$ 5,664	\$ 5,832	\$ 5,998	\$ 6,179	\$ 6,362
1	\$ 5,655	\$ 5,821	\$ 5,989	\$ 6,169	\$ 6,350	\$ 6,533
2	\$ 5,812	\$ 5,978	\$ 6,146	\$ 6,340	\$ 6,522	\$ 6,705
3	\$ 5,969	\$ 6,135	\$ 6,303	\$ 6,512	\$ 6,693	\$ 6,876
4	\$ 6,126	\$ 6,292	\$ 6,460	\$ 6,683	\$ 6,864	\$ 7,047
5	\$ 6,283	\$ 6,450	\$ 6,617	\$ 6,854	\$ 7,036	\$ 7,219
6	\$ 6,440	\$ 6,607	\$ 6,774	\$ 7,026	\$ 7,207	\$ 7,390
7	\$ 6,597	\$ 6,764	\$ 6,931	\$ 7,197	\$ 7,379	\$ 7,561
8	\$ 6,754	\$ 6,921	\$ 7,088	\$ 7,368	\$ 7,550	\$ 7,733
9	\$ 6,912	\$ 7,078	\$ 7,245	\$ 7,540	\$ 7,721	\$ 7,904
10	\$ 7,069	\$ 7,235	\$ 7,403	\$ 7,711	\$ 7,893	\$ 8,076
11	\$ 7,226	\$ 7,392	\$ 7,560	\$ 7,883	\$ 8,064	\$ 8,247
12	\$ 7,383	\$ 7,549	\$ 7,717	\$ 8,054	\$ 8,235	\$ 8,418
13	\$ 7,540	\$ 7,706	\$ 7,874	\$ 8,225	\$ 8,407	\$ 8,590
14	\$ 7,697	\$ 7,863	\$ 8,031	\$ 8,397	\$ 8,578	\$ 8,761
15	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
16	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
17	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
18	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
19	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
20	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
21	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
22	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
23	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
24	\$ 7,854	\$ 8,020	\$ 8,188	\$ 8,568	\$ 8,749	\$ 8,932
25	\$ 8,168	\$ 8,334	\$ 8,502	\$ 8,911	\$ 9,092	\$ 9,275
26	\$ 8,168	\$ 8,334	\$ 8,502	\$ 8,911	\$ 9,092	\$ 9,275
27	\$ 8,168	\$ 8,334	\$ 8,502	\$ 8,911	\$ 9,092	\$ 9,275
28	\$ 8,168	\$ 8,334	\$ 8,502	\$ 8,911	\$ 9,092	\$ 9,275
29	\$ 8,168	\$ 8,334	\$ 8,502	\$ 8,911	\$ 9,092	\$ 9,275
30+	\$ 8,168	\$ 8,334	\$ 8,502	\$ 8,911	\$ 9,092	\$ 9,275

**Moore County Schools
Principal Supplement Scale 2018-2019**

Yrs Experience As Principal	Local Annual Supplement
0	\$0
1	\$1,200
2	\$2,400
3	\$3,600
4	\$4,800
5	\$6,000
6	\$7,200
7	\$8,400
8	\$9,600
9	\$10,800
10	\$12,000
11	\$13,200
12	\$14,400
13	\$15,600
14	\$16,800
15	\$18,000
16	\$19,200
17	\$20,400
18	\$21,600
19	\$22,800
20	\$24,000
21	\$25,200
22	\$26,400
23	\$27,600
24	\$28,800
25+	\$30,000

Total Experience In Public Ed.	Local Annual Supplement
0-2	\$0
3	\$1,200
4	\$1,400
5	\$1,600
6	\$1,800
7	\$2,000
8	\$2,200
9	\$2,400
10	\$2,600
11	\$2,800
12	\$3,000
13	\$3,200
14	\$3,400
15	\$3,600
16	\$3,800
17	\$4,000
18	\$4,200
19	\$4,400
20	\$4,600
21	\$4,800
22	\$5,000
23	\$5,200
24	\$5,400
25	\$5,600
26	\$5,800
27	\$6,000
28	\$6,200
29	\$6,400
30	\$6,600
31	\$6,800
32	\$7,000
33	\$7,200
34	\$7,400
35+	\$7,600

Categorical	Local Annual Supplement
Doctorate	\$4,000
Advanced Degree	\$1,500
Title 1	\$4,800
Elementary School	\$0
Middle School	\$5,000
North Moore HS	\$18,000
Union Pines HS	\$20,400
Pinecrest HS	\$25,200

Principal Salary (DPI)	
ADM Range	Base Salary
up to 400	\$66,010
401 to 700	\$69,311
701 to 1,000	\$72,611
1,001 to 1,300	\$75,912
Over 1,300	\$79,212

Travel - ES	\$1,800
Travel - Pinckney	\$2,400
Travel - MS	\$2,400
Travel - HS	\$3,900

Moore County Schools
Assistant Director Salary Scale for Classified Staff
2018-2019

Assistant Director Steps	Salary	10-14	15-19	20-24	25+
		State Longevity 1.50 %	State Longevity 2.25%	State Longevity 3.25%	State Longevity 4.50%
0	\$44,500	\$667.50	\$1,001.25	\$1,446.25	\$2,002.50
1	\$45,900	\$688.50	\$1,032.75	\$1,491.75	\$2,065.50
2	\$47,300	\$709.50	\$1,064.25	\$1,537.25	\$2,128.50
3	\$48,700	\$730.50	\$1,095.75	\$1,582.75	\$2,191.50
4	\$50,100	\$751.50	\$1,127.25	\$1,628.25	\$2,254.50
5	\$51,500	\$772.50	\$1,158.75	\$1,673.75	\$2,317.50
6	\$52,900	\$793.50	\$1,190.25	\$1,719.25	\$2,380.50
7	\$54,300	\$814.50	\$1,221.75	\$1,764.75	\$2,443.50
8	\$55,700	\$835.50	\$1,253.25	\$1,810.25	\$2,506.50
9	\$57,100	\$856.50	\$1,284.75	\$1,855.75	\$2,569.50
10	\$58,500	\$877.50	\$1,316.25	\$1,901.25	\$2,632.50
11	\$59,900	\$898.50	\$1,347.75	\$1,946.75	\$2,695.50
12	\$61,300	\$919.50	\$1,379.25	\$1,992.25	\$2,758.50
13	\$62,700	\$940.50	\$1,410.75	\$2,037.75	\$2,821.50
14	\$64,100	\$961.50	\$1,442.25	\$2,083.25	\$2,884.50
15	\$65,500	\$982.50	\$1,473.75	\$2,128.75	\$2,947.50
16	\$66,900	\$1,003.50	\$1,505.25	\$2,174.25	\$3,010.50
17	\$68,300	\$1,024.50	\$1,536.75	\$2,219.75	\$3,073.50
18	\$69,700	\$1,045.50	\$1,568.25	\$2,265.25	\$3,136.50
19	\$71,100	\$1,066.50	\$1,599.75	\$2,310.75	\$3,199.50
20+	\$72,500	\$1,087.50	\$1,631.25	\$2,356.25	\$3,262.50

Categorical	Annual Supplement
Doctorate	\$4,000
Advanced Degree	\$1,500

Notes:

- 1) Scale is effective June 1, 2018. Annual Supplements are payable in equal installments.
- 2) An administrator will be placed on a step on the recommendation of the Superintendent after considering experience, responsibility, expertise, funding, and other relevant factors as determined by the Superintendent and Board. Steps do not necessarily equate to years of experience. No one will suffer a reduction in pay merely as a result of being placed on this scale.
- 3) Longevity Scale, if applicable, will be determined and paid by the State (the longevity dollars noted are as of July 1, 2017 but may change as determined by the State and only apply if the employee is entitled to longevity pay per State Law).
- 4) The intent is to provide a step increase for all applicable positions each school year, starting with the 2018-19 school year, subject to available funding and upon the recommendation of the Superintendent and approval of the Board. For the 2018-2019 school year, an employee paid on this scale will receive either a 2% increase in aggregate salary or a \$1,400 step increase, whichever is greater. If an employee receives greater than a \$1,400 step increase, the overage will be reduced from any step increase authorized for the 2019-2020 school year.
- 5) The scale does not include any applicable travel allowances which may be paid separately as determined by individual contracts.
- 6) The scale may be adjusted on the recommendation of the Superintendent and approval of the Board, including to incorporate any applicable salary increase appropriated by the General Assembly. The scale does not create a right to any particular salary amount or any right to future salary increases.
- 7) The scale is a local salary scale designed to incorporate both state and local pay. The scale does not eliminate the requirement, where applicable, of placing an administrator on the state salary scale and including the designated state salary category in the administrator's contract.
- 8) These positions are applicable to the scale as determined by the Superintendent as follows: Assistant Director for Finance and Assistant Director for Communication.

Moore County Schools
Director Salary Scale for Classified Staff
2018-2019

Director Steps	Salary	10-14	15-19	20-24	25+
		State Longevity 1.50 %	State Longevity 2.25%	State Longevity 3.25%	State Longevity 4.50%
0	\$60,000	\$900.00	\$1,350.00	\$1,950.00	\$2,700.00
1	\$61,400	\$921.00	\$1,381.50	\$1,995.50	\$2,763.00
2	\$62,800	\$942.00	\$1,413.00	\$2,041.00	\$2,826.00
3	\$64,200	\$963.00	\$1,444.50	\$2,086.50	\$2,889.00
4	\$65,600	\$984.00	\$1,476.00	\$2,132.00	\$2,952.00
5	\$67,000	\$1,005.00	\$1,507.50	\$2,177.50	\$3,015.00
6	\$68,400	\$1,026.00	\$1,539.00	\$2,223.00	\$3,078.00
7	\$69,800	\$1,047.00	\$1,570.50	\$2,268.50	\$3,141.00
8	\$71,200	\$1,068.00	\$1,602.00	\$2,314.00	\$3,204.00
9	\$72,600	\$1,089.00	\$1,633.50	\$2,359.50	\$3,267.00
10	\$74,000	\$1,110.00	\$1,665.00	\$2,405.00	\$3,330.00
11	\$75,400	\$1,131.00	\$1,696.50	\$2,450.50	\$3,393.00
12	\$76,800	\$1,152.00	\$1,728.00	\$2,496.00	\$3,456.00
13	\$78,200	\$1,173.00	\$1,759.50	\$2,541.50	\$3,519.00
14	\$79,600	\$1,194.00	\$1,791.00	\$2,587.00	\$3,582.00
15	\$81,000	\$1,215.00	\$1,822.50	\$2,632.50	\$3,645.00
16	\$82,400	\$1,236.00	\$1,854.00	\$2,678.00	\$3,708.00
17	\$83,800	\$1,257.00	\$1,885.50	\$2,723.50	\$3,771.00
18	\$85,200	\$1,278.00	\$1,917.00	\$2,769.00	\$3,834.00
19	\$86,600	\$1,299.00	\$1,948.50	\$2,814.50	\$3,897.00
20+	\$88,000	\$1,320.00	\$1,980.00	\$2,860.00	\$3,960.00

Categorical	Annual Supplement
Doctorate	\$4,000
Advanced Degree	\$1,500

Notes:

- 1) Scale is effective June 1, 2018. Annual Supplements are payable in equal installments.
- 2) An administrator will be placed on a step on the recommendation of the Superintendent after considering experience, responsibility, expertise, funding, and other relevant factors as determined by the Superintendent and Board. Steps do not necessarily equate to years of experience. No one will suffer a reduction in pay merely as a result of being placed on this scale.
- 3) Longevity Scale, if applicable, will be determined and paid by the State (the longevity dollars noted are as of July 1, 2017 but may change as determined by the State and only apply if the employee is entitled to longevity pay per State Law).
- 4) The intent is to provide a step increase for all applicable positions each school year, starting with the 2018-19 school year, subject to available funding and upon the recommendation of the Superintendent and approval of the Board. For the 2018-2019 school year, an employee paid on this scale will receive either a 2% increase in aggregate salary or a \$1,400 step increase, whichever is greater. If an employee receives greater than a \$1,400 step increase, the overage will be reduced from any step increase authorized for the 2019-2020 school year.
- 5) The scale does not include any applicable travel allowances which may be paid separately as determined by individual contracts.
- 6) The scale may be adjusted on the recommendation of the Superintendent and approval of the Board, including to incorporate any applicable salary increase appropriated by the General Assembly. The scale does not create a right to any particular salary amount or any right to future salary increases.
- 7) The scale is a local salary scale designed to incorporate both state and local pay. The scale does not eliminate the requirement, where applicable, of placing an administrator on the state salary scale and including the designated state salary category in the administrator's contract.
- 8) These positions are applicable to the scale as determined by the Superintendent as follows: Director for Transportation, Director for Child Nutrition, Director for Maintenance, Director for Facilities and Construction, and Chief of Police.

Moore County Schools
Assistant Director Salary Scale for Certified Staff
2018-2019

Assistant Director Steps	Salary	10-14	15-19	20-24	25+
		State Longevity 1.50 %	State Longevity 2.25%	State Longevity 3.25%	State Longevity 4.50%
0	\$70,000	\$1,050.00	\$1,575.00	\$2,275.00	\$3,150.00
1	\$71,400	\$1,071.00	\$1,606.50	\$2,320.50	\$3,213.00
2	\$72,800	\$1,092.00	\$1,638.00	\$2,366.00	\$3,276.00
3	\$74,200	\$1,113.00	\$1,669.50	\$2,411.50	\$3,339.00
4	\$75,600	\$1,134.00	\$1,701.00	\$2,457.00	\$3,402.00
5	\$77,000	\$1,155.00	\$1,732.50	\$2,502.50	\$3,465.00
6	\$78,400	\$1,176.00	\$1,764.00	\$2,548.00	\$3,528.00
7	\$79,800	\$1,197.00	\$1,795.50	\$2,593.50	\$3,591.00
8	\$81,200	\$1,218.00	\$1,827.00	\$2,639.00	\$3,654.00
9	\$82,600	\$1,239.00	\$1,858.50	\$2,684.50	\$3,717.00
10	\$84,000	\$1,260.00	\$1,890.00	\$2,730.00	\$3,780.00
11	\$85,400	\$1,281.00	\$1,921.50	\$2,775.50	\$3,843.00
12	\$86,800	\$1,302.00	\$1,953.00	\$2,821.00	\$3,906.00
13	\$88,200	\$1,323.00	\$1,984.50	\$2,866.50	\$3,969.00
14	\$89,600	\$1,344.00	\$2,016.00	\$2,912.00	\$4,032.00
15	\$91,000	\$1,365.00	\$2,047.50	\$2,957.50	\$4,095.00
16	\$92,400	\$1,386.00	\$2,079.00	\$3,003.00	\$4,158.00
17	\$93,800	\$1,407.00	\$2,110.50	\$3,048.50	\$4,221.00
18	\$95,200	\$1,428.00	\$2,142.00	\$3,094.00	\$4,284.00
19	\$96,600	\$1,449.00	\$2,173.50	\$3,139.50	\$4,347.00
20+	\$98,000	\$1,470.00	\$2,205.00	\$3,185.00	\$4,410.00

Categorical	Annual Supplement
Doctorate	\$4,000
Advanced Degree	\$1,500

Notes:

- 1) Scale is effective June 1, 2018. Annual Supplements are payable in equal installments.
- 2) An administrator will be placed on a step on the recommendation of the Superintendent after considering experience, responsibility, expertise, funding, and other relevant factors as determined by the Superintendent and Board. Steps do not necessarily equate to years of experience. No one will suffer a reduction in pay merely as a result of being placed on this scale.
- 3) Longevity Scale, if applicable, will be determined and paid by the State (the longevity dollars noted are as of July 1, 2017 but may change as determined by the State and only apply if the employee is entitled to longevity pay per State Law).
- 4) The intent is to provide a step increase for all applicable positions each school year, starting with the 2018-19 school year, subject to available funding and upon the recommendation of the Superintendent and approval of the Board. For the 2018-2019 school year, an employee paid on this scale will receive either a 2% increase in aggregate salary or a \$1,400 step increase, whichever is greater. If an employee receives greater than a \$1,400 step increase, the overage will be reduced from any step increase authorized for the 2019-2020 school year.
- 5) The scale does not include any applicable travel allowances which may be paid separately as determined by individual contracts.
- 6) The scale may be adjusted on the recommendation of the Superintendent and approval of the Board, including to incorporate any applicable salary increase appropriated by the General Assembly. The scale does not create a right to any particular salary amount or any right to future salary increases.
- 7) The scale is a local salary scale designed to incorporate both state and local pay. The scale does not eliminate the requirement, where applicable, of placing an administrator on the state salary scale and including the designated state salary category in the administrator's contract.
- 8) These positions are applicable to the scale as determined by the Superintendent as follows: Assistant Director for Planning, Accountability and Research, Assistant Director for Student Support Services, and Assistant Director for Technology.

Moore County Schools
Director Salary Scale for Certified Staff
2018-2019

Director Steps	Salary	10-14	15-19	20-24	25+
		State Longevity 1.50 %	State Longevity 2.25%	State Longevity 3.25%	State Longevity 4.50%
0	\$84,000	\$1,260.00	\$1,890.00	\$2,730.00	\$3,780.00
1	\$85,400	\$1,281.00	\$1,921.50	\$2,775.50	\$3,843.00
2	\$86,800	\$1,302.00	\$1,953.00	\$2,821.00	\$3,906.00
3	\$88,200	\$1,323.00	\$1,984.50	\$2,866.50	\$3,969.00
4	\$89,600	\$1,344.00	\$2,016.00	\$2,912.00	\$4,032.00
5	\$91,000	\$1,365.00	\$2,047.50	\$2,957.50	\$4,095.00
6	\$92,400	\$1,386.00	\$2,079.00	\$3,003.00	\$4,158.00
7	\$93,800	\$1,407.00	\$2,110.50	\$3,048.50	\$4,221.00
8	\$95,200	\$1,428.00	\$2,142.00	\$3,094.00	\$4,284.00
9	\$96,600	\$1,449.00	\$2,173.50	\$3,139.50	\$4,347.00
10	\$98,000	\$1,470.00	\$2,205.00	\$3,185.00	\$4,410.00
11	\$99,400	\$1,491.00	\$2,236.50	\$3,230.50	\$4,473.00
12	\$100,800	\$1,512.00	\$2,268.00	\$3,276.00	\$4,536.00
13	\$102,200	\$1,533.00	\$2,299.50	\$3,321.50	\$4,599.00
14	\$103,600	\$1,554.00	\$2,331.00	\$3,367.00	\$4,662.00
15	\$105,000	\$1,575.00	\$2,362.50	\$3,412.50	\$4,725.00
16	\$106,400	\$1,596.00	\$2,394.00	\$3,458.00	\$4,788.00
17	\$107,800	\$1,617.00	\$2,425.50	\$3,503.50	\$4,851.00
18	\$109,200	\$1,638.00	\$2,457.00	\$3,549.00	\$4,914.00
19	\$110,600	\$1,659.00	\$2,488.50	\$3,594.50	\$4,977.00
20+	\$112,000	\$1,680.00	\$2,520.00	\$3,640.00	\$5,040.00

Categorical	Annual Supplement
Doctorate	\$4,000
Advanced Degree	\$1,500

Notes:

- 1) Scale is effective June 1, 2018. Annual Supplements are payable in equal installments.
- 2) An administrator will be placed on a step on the recommendation of the Superintendent after considering experience, responsibility, expertise, funding, and other relevant factors as determined by the Superintendent and Board. Steps do not necessarily equate to years of experience. No one will suffer a reduction in pay merely as a result of being placed on this scale.
- 3) Longevity Scale, if applicable, will be determined and paid by the State (the longevity dollars noted are as of July 1, 2017 but may change as determined by the State and only apply if the employee is entitled to longevity pay per State Law).
- 4) The intent is to provide a step increase for all applicable positions each school year, starting with the 2018-19 school year, subject to available funding and upon the recommendation of the Superintendent and approval of the Board. For the 2018-2019 school year, an employee paid on this scale will receive either a 2% increase in aggregate salary or a \$1,400 step increase, whichever is greater. If an employee receives greater than a \$1,400 step increase, the overage will be reduced from any step increase authorized for the 2019-2020 school year.
- 5) The scale does not include any applicable travel allowances which may be paid separately as determined by individual contracts.
- 6) The scale may be adjusted on the recommendation of the Superintendent and approval of the Board, including to incorporate any applicable salary increase appropriated by the General Assembly. The scale does not create a right to any particular salary amount or any right to future salary increases.
- 7) The scale is a local salary scale designed to incorporate both state and local pay. The scale does not eliminate the requirement, where applicable, of placing an administrator on the state salary scale and including the designated state salary category in the administrator's contract.
- 8) These positions are applicable to the scale as determined by the Superintendent as follows: Director for Curriculum & Instruction, Director for Student Support Services, Director for Exceptional Children, Director for Grants, Federal Programs and CTE, and Director for Planning, Accountability, and Research. The scale also includes the Director for Technology and Director for Communications.

