

Policy Code: 7600 Employee Compensation

The Board is committed to hiring and retaining the most qualified candidates and to rewarding employees who perform well. To this end, the board endeavors to provide competitive salary supplements and merit pay to qualified district employees. Employees of the Chapel Hill-Carrboro Board of Education will be awarded benefits like employees of the state of North Carolina. Employees will be paid according to schedules set by the state and/ or on schedules which have been built from ranges established for the position by the district or state.

Placement on the salary schedule is determined by the specific training and prior work experience relative to the job for which the employee is hired except for teacher assistants. If an employee feels he/she has been placed incorrectly on the salary schedule, the employee may request in writing to the director of human resources a review of the placement.

A. ADMINISTRATIVE SALARY SUPPLEMENT

Administrators of the Chapel Hill-Carrboro City Board of Education shall be paid an administrative supplement within the ranges established for specific positions.

B. TEACHER SALARY SUPPLEMENT

The salary supplement for teachers employed by the Chapel Hill-Carrboro City Board of Education will be earned on the basis of an adopted schedule for each fiscal year. If the teacher is employed for less than the full contract year, the supplement will be prorated. Supplements will be paid to teachers offered extended employment who perform essentially the same duties as they do during the regular school year.

C. CLASSIFIED PERSONNEL SALARY SUPPLEMENT

The local longevity salary supplement, to be paid to full and part-time classified personnel employed by the Chapel Hill-Carrboro City Board of Education, will be earned on the basis of the number of years of service in the school district. An employee is eligible after the first full year of employment. If after the initial year the classified employee is employed for less than a full contract year, the local longevity supplement will be prorated.

Legal References: [G.S. 115C-47](#), [-325\(o\)](#)

Cross References:

Adopted:

Revised: 7/18/19

Chapel Hill-Carrboro Schools