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Salary schedule and
classification of schools



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The Salary Schedule and Classification of Schools



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A GRADUATED SALARY SCALE FOR WHITE TEACHERS

HIGH SCHOOL TEACHERS' CERTIFICATES,
GRAMMAR GRADE CERTIFICATES,
PRIMARY CERTIFICATES:

Monthly Salary Based on Length of Service

	4 yrs.	3 yrs.	2 yrs.	1 yr.	0
Class A	\$133.33	\$120.00	\$110.00	\$105.00	\$100.00
Class B	110.00	105.00	100.00	95.00	90.00
Class C	105.00	100.00	95.00	90.00	85.00
Provisional Class C....	95.00	90.00	85.00	80.00	75.00

ELEMENTARY TEACHERS'
CERTIFICATES:

Class A	95.00	90.00	85.00	80.00	75.00
Class B	85.00	80.00	75.00	70.00	65.00
Provisional Elemen- tary	75.00	70.00	65.00	60.00	55.00

CERTIFICATES BELOW STANDARD:

Temporary	\$60.00
Provisional A	55.00
Provisional B	50.00
County Second Grade.....	45.00

VALUE OF EXPERIENCE IN RATING CERTIFICATES

PRIMARY AND GRAMMAR GRADE CERTIFICATES SECURED BY RAISING FROM ELEMENTARY

A Primary or Grammar Grade Certificate secured by raising from an Elementary by summer school or reading circle credits, or both, entitles the holder to the salary in the Primary or Grammar Grade Class, which is next higher than that to which she would have been entitled under the Elementary Certificate.

Example: A teacher who holds an Elementary Certificate of Class B and has had four years of experience, would be entitled under the Salary Schedule to \$85 per month. If this certificate is raised to a Grammar Grade of Class C, this teacher would be entitled to a salary the first year of \$90 per month, which is the next highest salary. The salary then advances with each additional year of experience until the maximum salary for the Grammar Grade of Class C is reached.

CERTIFICATES RAISED BY EXAMINATION

A teacher with experience on a certificate of one class, who secures a higher certificate by examination, is entitled to the next higher salary attaching to the certificate of the higher class than that to which she would have been entitled under the lower certificate.

Example: A teacher holding a High School Teacher's Certificate of Class C stands the examination and secures a High School Principal's Certificate. If she had four years of experience on the lower certificate, she would have been entitled to \$105 per month. Her salary (if teaching) under the higher certificate will pass the first year to \$110, and will increase with each additional year of experience until the maximum is reached.

CERTIFICATES RAISED BY ADDITIONAL TRAINING

A teacher with experience on a certificate of one class, who secures a higher certificate by additional academic training (summer schools, extension courses, or regular college or normal school work) is, under the Salary Schedule, entitled to the salary attaching to the certificate of the higher class, which is next higher than that to which she would have been entitled under the lower certificate.

Example I: A teacher holds the Elementary Certificate of Class B, issued on the basis of High School Graduation and County Summer School credits. She has had four years of experience. The salary attaching would be \$85 per month. She secures credit for four approved summer schools, and raises the certificate from the Elementary of Class B to Class A. The salary would pass to \$90.00, which is the next higher rating than that under the former certificate. With additional experience, there is an accrual in the salary each year until the maximum for the class is reached, and there it remains until the class of the certificate is again raised, when the same regulation again applies.

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Example II: A person completes two full years of college work, including the professional requirements, and is issued the High School Teacher's Certificate of Class C. This person teaches on this certificate four years, reaching the maximum salary for this class of certificate, which is \$105 per month. She then returns to college for two more years, completes the course for the regular degree, and is issued the High School Teacher's Certificate of Class A. The salary passes to \$110, which is the rating attaching to the Class A Certificate next higher than that under the Class C Certificate.

EXPERIENCE ON SECOND GRADE CERTIFICATES

One year's experience on a Second Grade County Certificate shall not be counted in rating teachers as any experience whatever, and such teacher shall receive the lowest salary in the class in which the certificate falls.

Two years experience on a Second Grade County Certificate shall be counted the equivalent of one year's experience on a State Certificate of the class which the teacher secures, and salary rating shall be fixed accordingly.

Teachers of three or more years experience on a County Second Grade Certificate shall be rated as having had two years experience, and such teacher shall be entitled to the average salary in the class in which the certificate falls.

EXPERIENCE ON OUT-OF-STATE CERTIFICATES

Teachers with out-of-State experience, on a certificate issued by another state and recognized by the State Board of Education as a sufficient basis for issuing the North Carolina State Certificate; or, if without such a certificate, having had academic training sufficient to entitle them to a North Carolina State Certificate, will be given full credit for such experience.

Teachers with out-of-State experience, not on a certificate recognized by this State, nor with sufficient academic training for securing a North Carolina State Certificate, will be rated on such experience as set out above for Second Grade teachers; that is, one year's experience will count as no experience; two years experience will count as one year; three or more years will count as two years, and bring the salary to the average salary for the class.

EXPERIENCE ON LOWER STATE CERTIFICATES

Teachers having had experience while holding certificates of the following classes will receive credit for such experience the same as if it has been on a Second Grade Certificate (unless the certificate was issued on the basis of academic credits sufficient for the Elementary Certificate): Provisional B, Provisional A, and Temporary.

EXPERIENCE IN PRIVATE SCHOOLS

Teaching experience in private schools is accepted as being of the same value as teaching in the public schools. This does not apply to private tutoring, but only to regular teaching in well organized private institutions.

PRACTICE TEACHING IN COLLEGE OR NORMAL COURSES

This is considered as a part of the professional credits required, and is not accepted as experience.

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DEPARTMENTAL ASSISTANTS IN COLLEGE

An undergraduate, assisting in some department of the college while pursuing the usual course for a degree, will be given no experience credit for this work.

EXPERIENCE AFTER SECURING ACADEMIC CREDITS

It sometimes occurs that persons having the academic and professional credits for a certificate have had experience, and yet hold no State certificate. Two common examples of this are sufficient: First, teachers in private schools; second, teachers in other states whose training does not permit the issuance of a State certificate under the laws of that state, but who may secure a certificate under the regulations in North Carolina. Many states recognize nothing in the way of training short of graduation. They issue, for instance, valid certificates to graduates of their two-year normal schools, but will issue no certificate except by examination to a person finishing three and one-half years in the State University. In such cases, the rule to follow is that any experience, since the original credits on which the certificate was issued, were completed, may count for full value under the Salary Schedule.

CLASSIFICATION OF SCHOOLS

I. CITY SCHOOLS

The city schools are divided into two classes as follows:

Class A:

A city school, having thirty or more teachers and maintaining a Group I High School, may be designated as Class A, and may be allowed a Superintendent of Class A. Maximum salary, \$3,500.

For every additional twenty teachers one supervisor or principal may be allowed. Principals and supervisors employed in city schools of this class, in accordance with the above, are classified as follows:

PRINCIPALS:

High School.—Ten full-time high school teachers. Devotes full time to Administration and Supervision. Holds High School Principal's Certificate. Salary—not to exceed \$2,400 per annum.

Elementary School.—School unit of twenty or more teachers. Full time to Supervision and Administration. Holds at least Primary, Grammar Grade or High School Teacher's Certificate of Class A. Salary—not to exceed \$2,000 per annum.

A part-time supervisor or principal may be allowed if the number of teachers in the system is between thirty and fifty, at a salary not to exceed \$1,800.

Class B:

A town or city school system having not less than twenty nor more than twenty-nine teachers and maintaining a high school of Group I may be designated as Class B, and may be allowed a superintendent at a salary not to exceed \$3,000.

No supervisor or principal will be allowed for schools of this class. However, teachers in charge of buildings may be allowed 10 per cent more than salary as a teacher because of the extra administrative duties.

SUPERVISORS:

A supervisor is defined as one who may be employed to supervise all the teachers of a section of a school system, such as the Primary or Grammar grades.

PRINCIPALS:

A principal is defined as one who may have the supervision and administration of a school unit, such as the high school or an elementary school unit of one or more buildings.

SPECIAL TEACHERS:

Teachers who supervise the instruction in special subjects, such as writing, public school music, drawing, etc., will be classified as teachers of special subjects, and may be employed, provided they come within the total number of teachers permitted under the attendance requirement.

PHYSICAL EDUCATION:

Counties are not required to provide for directors of Physical Education in city schools unless arrangements are made for the director to supervise Physical Education in the county schools.

II. HIGH SCHOOLS

Definition.—A school unit not qualifying as a city school under the above classification, but maintaining a standard high school, may be designated as a high school unit; that is, a system containing both Elementary and High School departments, and the principal of the high school should be the administrative officer of the entire school unit.

Attendance Requirements.—Three teachers may be employed in the High School Department for the first forty-five pupils in average daily attendance: *Provided*, a four-year high school course is to be maintained. One additional high school teacher may be employed for every additional twenty-five pupils in average daily attendance.

In providing for high school instruction in the future it will not be wise for superintendents to plan for two high schools in the same township or two high schools within about five miles of each other, unless the number of pupils in each is great enough to justify a standard high school of the highest class in each. The cost of multiplying small high schools located close together is too great. Superintendents can transfer high school pupils from schools within a radius of five miles and more, reduce the cost of running the school, and provide better high school instruction. While this does not apply to counties not drawing from the Equalizing Fund, but only to those expecting aid from the State, it would be wise for all counties to follow this rule at this time when we are at the beginning of building rural high schools. If the counties persist in locating small high schools close together with high-salaried principals, it may be necessary for the State to estimate the number of teachers required to give proper high school instruction to all high school pupils of a township or of a given area and allow salaries from the Equalizing Fund for only one principal and a sufficient number of teachers based on the number of high school pupils enrolled. This will not affect many counties at present but it will be a guide to county superintendents in building high schools for the future.

Certificate Requirements.—All principals of high schools of Groups I and II must hold the High School Principal's Certificate in order to receive the salaries specified.

All principals of Group III must hold at least the High School Teacher's Certificate of Class A.

High schools of Groups I and II employing principals holding the Temporary High School Principal's Certificate may receive the salary of principals in the next lower group, provided that principals without experience may receive not more than \$1,800.

Annual Salaries Based on School Term of Nine Months.—All salaries of principals and supervisors mentioned in this classification are based on a school year of nine months. Where the school term is less, the annual salary will be proportionately less.

Group I:

Class A is an accredited High School, maintaining a four-year course, having not less than a nine months' term, with at least six high school teachers, two of which may be teachers of vocational subjects, and requiring fifteen units for graduation.

One Principal—Class A—Salary not to exceed \$2,400.

Class B is an accredited High School, maintaining a four-year course, having not less than a nine months' term, with at least four whole-time high school teachers, and requiring fifteen units for graduation.

One Principal—Class A—Salary not to exceed \$2,400.

Group II:

Class A is an accredited High School, maintaining a four-year course, having not less than an eight months' term, with at least four whole-time high school teachers, one of which may be a teacher of vocational subjects, and requiring fifteen units for graduation.

One Principal—Class B—Salary not to exceed \$2,000.

Class B is an accredited High School, maintaining a four-year course, having not less than an eight months' term, with three whole-time high school teachers, and requiring fifteen units for graduation.

One Principal—Class B—Salary not to exceed \$2,000.

Group III:

Class A, or a *Nonstandard School*, is an unaccredited High School, having at least three high school teachers, and maintaining a four-year course for a term of not less than eight months.

One Principal—Class C—Salary not to exceed \$1,800.

Class B, or a *Certified High School*, is one employing two high school teachers, and maintaining a three-year course for a term of not less than eight months.

One Principal—Class D—Maximum salary \$1,600.

Class C, or a *Recognized High School*, employing one high school teacher, and maintaining a two-year course for a term of not less than eight months.

One Principal—Class E—Maximum salary \$1,500.

III. ELEMENTARY SCHOOLS

Classification.—Rural Elementary Schools not qualifying as high schools under above classification and conducted as independent units of a county system, may be classified as follows:

1. One administrative unit of fifteen or more teachers and one principal. Salary \$1,800.

2. One administrative unit of ten or more teachers. One principal. Salary \$1,500.

3. One unit of from three to ten teachers. One principal. Salary 10 per cent more than as teacher in the grades.

Attendance Requirements.—In apportioning the Equalizing Fund for 1922-23, two teachers will be allowed for forty pupils in average daily attendance (two teachers may be allowed for an average of thirty-eight pupils

attending daily in counties drawing from the Equalizing Fund where the average number of pupils per teacher is as high as the average in counties not drawing from the Equalizing Fund); three teachers for sixty-five pupils in average daily attendance; and four teachers for one hundred pupils in average daily attendance; and one additional teacher for every thirty pupils in average daily attendance.

Moreover, in apportioning the Equalizing Fund for 1922-23, due regard will be given to the number of pupils in average daily attendance per teacher in those counties that do not participate in the Equalizing Fund, and, so far as practicable, the same standard shall be maintained as to the number of teachers allowed in those counties that draw from the Equalizing Fund, and the State funds will be apportioned accordingly.

By a proper classification of pupils and by transferring the students of the sixth and seventh grades in the small one-room schools to some better equipped school in the township, it is possible to make forty pupils in average attendance the minimum basis for employing two teachers, and counties are advised to adopt this policy.

CLASSIFICATION OF ADMINISTRATIVE OFFICERS

SUPERINTENDENTS

Class A—Salary not to exceed \$3,500 per annum.

A superintendent of a city school of Class A, who devotes his entire time to supervision of teachers and administration of the schools. Certificate required—Superintendent's.

A superintendent of a county school system devoting his entire time to the work. Certificate required—Superintendent's.

Class B—Salary not to exceed \$3,000 per annum.

A superintendent of a city school system of Class B, devoting at least one-half time to supervision of teachers and administration of the school. Certificate required—Superintendent's.

PRINCIPALS AND SUPERVISORS

Class A—Salary not to exceed \$2,400 per annum.

Principal of a city high school of Class A. Certificate required—High School Principal's.

Principal of an accredited high school of Group I, who supervises the entire school unit. Certificate required—High School Principal's.

Class B—Salary not to exceed \$2,000 per annum.

Principal of an accredited high school of Group II, who supervises the entire school unit. Certificate required—High School Principal's.

Principal of an elementary school unit of twenty or more teachers in a Class A city school system. Certificate required—Primary, Grammar Grade, or High School Teacher's Certificate of Class A.

Supervisor in a city school system of Class A. Certificate required—Supervisor's.

Class C—Salary not to exceed \$1,800 per annum.

Principal of a nonstandard high school. Group III, Class A. Certificate required—High School Teacher's, Class A.

Part-time Principal of city school of Class A (See Classification City Schools). Certificate required—High School Teacher's, Class A.

Principal of rural elementary school unit of fifteen or more teachers. Certificate required—Primary, Grammar Grade, or High School Teacher's Certificate, Class A.

Class D—Salary not to exceed \$1,600 per annum.

Principal of a certified high school. Group III, Class B. Certificate required—High School Teacher's, Class A.

Class E—Salary not to exceed \$1,500 per annum.

Principal of a recognized high school. Group III, Class C. Certificate required—High School Teacher's, Class A.

Principal of rural elementary school unit of ten or more teachers. Certificate required—Primary, Grammar Grade, or High School Teacher's of Class A.

Class F—Principals of other schools having three or more teachers. Salary not to exceed 10 per cent more than as teacher in the grades.

NOTE.—Annual salaries mentioned above are based on a school year of nine months.

CERTIFICATES TO GRADUATES IN SPECIALIZED SUBJECTS

1. Graduates of standard colleges receiving the Bachelor of Music or other specialized degrees, and presenting as much as sixty semester hours of regular academic work, including the required professional training for either the Primary, Grammar Grade, or High School Certificate, shall be rated "A."

2. Graduates of standard colleges receiving the Bachelor of Music or other specialized degrees, and not having sixty semester hours, but presenting the required professional training for the Primary, Grammar Grade, or High School Teacher's Certificate, may be issued the "B" Certificate.

3. Graduates of standard colleges receiving the specialized degrees without sixty semester hours and without the required professional training shall rate "C."

SALARY SCALE FOR COLORED TEACHERS

The schedule of salaries for Negroes is suggested in order to secure fair compensation for them. In a majority of cases, if the superintendents follow this suggested schedule, the Negroes will receive compensation equal to other teachers whose training, service, duties, and responsibilities are the same as theirs. On this account it is necessary that the best Negro teachers shall be fully rewarded for their services, that all may have an incentive to improve themselves professionally.

**HIGH SCHOOL TEACHERS' CERTIFICATES,
GRAMMAR GRADE CERTIFICATES,
PRIMARY CERTIFICATES:**

	<i>Monthly Salary Based on Length of Service</i>				
	4 yrs.	3 yrs.	2 yrs.	1 yr.	0
Class A	\$100.00	\$95.00	\$90.00	\$85.00	\$80.00
Class B	90.00	85.00	80.00	75.00	70.00
Class C	80.00	77.50	75.00	72.50	70.00
Provisional Class C.....	75.00	70.00	65.00	60.00	57.50

**ELEMENTARY TEACHERS'
CERTIFICATES:**

Class A	75.00	70.00	65.00	60.00	57.50
Class B	70.00	65.00	60.00	57.50	55.00
Provisional Elementary	65.00	60.00	55.00	52.50	50.00

CERTIFICATES BELOW STANDARD:

Temporary	\$55.00
Provisional A	50.00
Provisional B	47.50
County Second Grade.....	\$35.00- 45.00
County Third Grade.....	35.00

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