



# **Durham Public Schools Classified Salary Schedules**

**Jeremy Teetor**  
**Chief Finance Officer**  
**November 20, 2025**

# Scenario #1

Starting Pay \$19.22

5% between most grades; 13% to admin

.5% Steps

Cost- \$23.5 Million

- Least expensive model
- Still cost prohibitive
- Cost largely driven by 9.8% gap between current DPS minimum (\$17.51) and \$19.22
- Cost also driven by mitigation of compression in lower salary grades

# Scenario #2

Starting Pay \$19.22

5% between most grades; 13% to admin

1% Steps

Cost- \$34.5 Million

- Still cost prohibitive
- Cost largely driven by 9.8% gap between current DPS minimum (\$17.51) and \$19.22
- Cost also driven by mitigation of compression in lower salary grades
- Cost further escalated by 1% steps rather than .5% in scenario #1

# Scenario #3

Starting Pay \$25.55

5% between most grades; 13% to admin

2% Steps

Cost- \$119.7 Million

- Extremely cost prohibitive
- Cost largely driven by 45.9% gap between current DPS minimum (\$17.51) and \$25.55
- Cost also driven by mitigation of compression in lower salary grades
- Cost further escalated by 2% steps



## Next Steps

- Reflect on feedback from this presentation
- A working group designated by the Superintendent will continue the evaluation of positions for placement on the correct pay grade
- Staff will share a recommended salary schedule model when the Superintendent releases his budget priorities for 2026-2027 in December
- Recommendation may reflect an across the board percentage increase (\$1.1 million per 1% increase)



**Questions?**