



PIKE ROAD SCHOOLS

Salary Schedule 2021-2022 School Year

Board Approved June 28, 2021

The Pike Road Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, religion, or age in its programs and activities, and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding non-discrimination policies:

Dr. Charles L. Ledbetter, Superintendent
696 Georgia Washington Road
Pike Road, Alabama 36064
334-420-5301

General Information

Explicit understandings and assumptions have been made in the preparation of this schedule as follows:

- New employees will begin employment under the parameters contained in this salary schedule.
- Certain current employees may be 'grandfathered' at existing rates of pay or salary schedules until separation, retirement, or job change if their current compensation is higher than the salary schedule.
- Adjustments to the salary schedule will be made in compliance with mandates by the State Legislature and/or recommendations made by the Superintendent and approved by the Board
- All certified employees must hold or be able to obtain upon employment proper Alabama Professional Educator or Leadership certification for their respective positions.
- All employees will be paid in twelve (12) equal monthly installments, regardless of the terms of their employment. New employees who did not work in public education the previous school year (those who otherwise will not receive a payroll check until September 30) can be paid in thirteen (13) equal monthly installments. New employees who start work after the beginning of the employment year will be paid for the actual days worked.
- In the event that an error is made in the calculation and/or payment of an employee's salary, the Board has the legal authority and right to make proper adjustments and corrections during the current employment year.
- Persons employed for less than 20 hours per week will be paid at the rate approved by the Board at the time of employment and will submit a time sheet for each payroll period.

Salary Schedule Placement

The superintendent will determine placement on the salary schedule. Steps shown are compensation steps, not experience steps.

Certified employees will be placed on the salary schedule as follows:

- Highest level of certification issued by the Alabama State Department of Education. Persons who do not hold a valid Alabama Professional Educator or Leader Certificate will be placed on the salary schedule at the Bachelor level, even if a higher degree has been earned. Once the Alabama Certificate has been issued, the employee is entitled to pay for the advanced degree beginning with the beginning of the next pay period after the Alabama State Department of Education has recognized the advanced degree. If the recognition of the advanced degree occurs May 16 or after, pay will not begin until the following school year.
- Highest degree earned as recognized by the Alabama State department of Education.

Each teacher who becomes certified by the National Board for Professional Teaching Standards will be given an annual lump sum of \$5,000.00 during the month of November each year after the teacher successfully meets the requirements and the State Department funds are available. The employee is responsible for notifying the payroll department by September 30 of the year of initial National Board Certification.

Principals will be placed on a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the superintendent.

The Chief School Financial Officers will be placed on a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the Superintendent.

The Superintendent will be placed on a 240-day contract as negotiated with and approved by the Board.

Terms of Appointment

Exempt Employees

Registered Nurse	182 Days
Teacher	187 Days
Library Media Specialist	187 Days
ARI Coach	187 Days
Psychometrist	187 Days
Speech/Language Pathologist	187 Days
Academic Coach	187 Days
Elementary Counselor	210 Days
Middle School Counselor	220 Days
Nurse Supervisor (Registered Nurse)	220 Days
Assistant Principal	240 Days
Central Office Director	240 Days
Central Office Supervisor	240 Days
Central Office Coordinator	240 Days
IT Specialist	240 Days
CNP Director (Non-Certified)	240 Days
High School Counselor	240 Days

Non-Exempt Employees

Bus Driver	178 Days
CNP Staff	178 Days
Paraprofessional	178 Days
Transportation Aide	178 Days
CNP Manager	182 Days
Licensed Practical Nurse	182 Days
Custodian	220 Days
System SIS Specialist/Registrar	240 Days
Central Office Secretary	240 Days
Maintenance Laborer	240 Days
Maintenance Supervisor	240 Days
School Bookkeeper	240 Days
School Secretary	240 Days
Transportation Secretary	240 Days
Transportation Shop Assistant	240 Days

FY 2022 Teachers - 187 Day Contract (9 Month)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	41,690	3,474.17	222.94	0	47,941	3,995.08	256.37	0	51,695	4,307.92	276.44	0	55,446	4,620.50	296.50
1	41,690	3,474.17	222.94	1	47,941	3,995.08	256.37	1	51,695	4,307.92	276.44	1	55,446	4,620.50	296.50
2	41,690	3,474.17	222.94	2	47,941	3,995.08	256.37	2	51,695	4,307.92	276.44	2	55,446	4,620.50	296.50
3	45,855	3,821.25	245.21	3	52,733	4,394.42	281.99	3	52,860	4,405.00	282.67	3	60,990	5,082.50	326.15
4	45,855	3,821.25	245.21	4	52,733	4,394.42	281.99	4	52,860	4,405.00	282.67	4	60,990	5,082.50	326.15
5	45,855	3,821.25	245.21	5	52,733	4,394.42	281.99	5	52,860	4,405.00	282.67	5	60,990	5,082.50	326.15
6	47,865	3,988.75	255.96	6	55,043	4,586.92	294.35	6	59,367	4,947.25	317.47	6	63,659	5,304.92	340.42
7	47,865	3,988.75	255.96	7	55,043	4,586.92	294.35	7	59,367	4,947.25	317.47	7	63,659	5,304.92	340.42
8	47,865	3,988.75	255.96	8	55,043	4,586.92	294.35	8	59,367	4,947.25	317.47	8	63,659	5,304.92	340.42
9	48,822	4,068.50	261.08	9	56,144	4,678.67	300.24	9	60,554	5,046.17	323.82	9	64,932	5,411.00	347.23
10	48,822	4,068.50	261.08	10	56,144	4,678.67	300.24	10	60,554	5,046.17	323.82	10	64,932	5,411.00	347.23
11	48,822	4,068.50	261.08	11	56,144	4,678.67	300.24	11	60,554	5,046.17	323.82	11	64,932	5,411.00	347.23
12	49,798	4,149.83	266.30	12	57,267	4,772.25	306.24	12	61,765	5,147.08	330.29	12	66,231	5,519.25	354.18
13	49,798	4,149.83	266.30	13	57,267	4,772.25	306.24	13	61,765	5,147.08	330.29	13	66,231	5,519.25	354.18
14	49,798	4,149.83	266.30	14	57,267	4,772.25	306.24	14	61,765	5,147.08	330.29	14	66,231	5,519.25	354.18
15	50,794	4,232.83	271.63	15	58,412	4,867.67	312.36	15	63,000	5,250.00	336.90	15	67,556	5,629.67	361.26
16	50,794	4,232.83	271.63	16	58,412	4,867.67	312.36	16	63,000	5,250.00	336.90	16	67,556	5,629.67	361.26
17	50,794	4,232.83	271.63	17	58,412	4,867.67	312.36	17	63,000	5,250.00	336.90	17	67,556	5,629.67	361.26
18	51,810	4,317.50	277.06	18	59,580	4,965.00	318.61	18	64,261	5,355.08	343.64	18	68,907	5,742.25	368.49
19	51,810	4,317.50	277.06	19	59,580	4,965.00	318.61	19	64,261	5,355.08	343.64	19	68,907	5,742.25	368.49
20	51,810	4,317.50	277.06	20	59,580	4,965.00	318.61	20	64,261	5,355.08	343.64	20	68,907	5,742.25	368.49
21	52,846	4,403.83	282.60	21	60,773	5,064.42	324.99	21	65,546	5,462.17	350.51	21	70,285	5,857.08	375.86
22	52,846	4,403.83	282.60	22	60,773	5,064.42	324.99	22	65,546	5,462.17	350.51	22	70,285	5,857.08	375.86
23	52,846	4,403.83	282.60	23	60,773	5,064.42	324.99	23	65,546	5,462.17	350.51	23	70,285	5,857.08	375.86
24	53,903	4,491.92	288.25	24	61,987	5,165.58	331.48	24	66,857	5,571.42	357.52	24	71,691	5,974.25	383.37
25	53,903	4,491.92	288.25	25	61,987	5,165.58	331.48	25	66,857	5,571.42	357.52	25	71,691	5,974.25	383.37
26	53,903	4,491.92	288.25	26	61,987	5,165.58	331.48	26	66,857	5,571.42	357.52	26	71,691	5,974.25	383.37
27	54,981	4,581.75	294.02	27	63,228	5,269.00	338.12	27	68,194	5,682.83	364.67	27	73,125	6,093.75	391.04

Contract starts in September of each year

FY 2022 TEAMS Teachers - 189 Day Contract (9 Month)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	46,690	3,890.83	249.68	0	52,941	4,411.75	283.11	0	56,695	4,724.58	303.18	0	60,446	5,037.17	323.24
1	49,982	4,165.17	267.28	1	57,479	4,789.92	307.37	1	61,997	5,166.42	331.53	1	66,479	5,539.92	355.50
2	52,652	4,387.67	281.56	2	60,547	5,045.58	323.78	2	65,304	5,442.00	349.22	2	70,025	5,835.42	374.47
3	54,192	4,516.00	289.80	3	62,320	5,193.33	333.26	3	67,215	5,601.25	359.44	3	72,075	6,006.25	385.43
4	55,774	4,647.83	298.26	4	64,139	5,344.92	342.99	4	69,177	5,764.75	369.93	4	74,179	6,181.58	396.68
5	57,397	4,783.08	306.94	5	66,006	5,500.50	352.97	5	71,190	5,932.50	380.70	5	76,338	6,361.50	408.22
6	59,063	4,921.92	315.84	6	67,921	5,660.08	363.21	6	73,258	6,104.83	391.75	6	78,554	6,546.17	420.07
7	60,773	5,064.42	324.99	7	69,889	5,824.08	373.74	7	75,378	6,281.50	403.09	7	80,828	6,735.67	432.24
8	61,988	5,165.67	331.49	8	71,285	5,940.42	381.20	8	76,886	6,407.17	411.16	8	82,445	6,870.42	440.88
9	63,228	5,269.00	338.12	9	72,712	6,059.33	388.83	9	78,423	6,535.25	419.37	9	84,094	7,007.83	449.70
10	64,176	5,348.00	343.19	10	73,803	6,150.25	394.67	10	79,599	6,633.25	425.66	10	85,355	7,112.92	456.44
11	65,139	5,428.25	348.34	11	74,910	6,242.50	400.59	11	80,793	6,732.75	432.05	11	86,635	7,219.58	463.29
12	66,116	5,509.67	353.56	12	76,034	6,336.17	406.60	12	82,005	6,833.75	438.53	12	87,935	7,327.92	470.24
13	66,116	5,509.67	353.56	13	76,034	6,336.17	406.60	13	82,005	6,833.75	438.53	13	87,935	7,327.92	470.24
14	66,116	5,509.67	353.56	14	76,034	6,336.17	406.60	14	82,005	6,833.75	438.53	14	87,935	7,327.92	470.24
15	67,112	5,592.67	358.89	15	77,179	6,431.58	412.72	15	83,240	6,936.67	445.13	15	89,260	7,438.33	477.33
16	67,112	5,592.67	358.89	16	77,179	6,431.58	412.72	16	83,240	6,936.67	445.13	16	89,260	7,438.33	477.33
17	67,112	5,592.67	358.89	17	77,179	6,431.58	412.72	17	83,240	6,936.67	445.13	17	89,260	7,438.33	477.33
18	68,128	5,677.33	364.32	18	78,347	6,528.92	418.97	18	84,501	7,041.75	451.88	18	90,611	7,550.92	484.55
19	68,128	5,677.33	364.32	19	78,347	6,528.92	418.97	19	84,501	7,041.75	451.88	19	90,611	7,550.92	484.55
20	68,128	5,677.33	364.32	20	78,347	6,528.92	418.97	20	84,501	7,041.75	451.88	20	90,611	7,550.92	484.55
21	69,164	5,763.67	369.86	21	79,540	6,628.33	425.35	21	85,786	7,148.83	458.75	21	91,989	7,665.75	491.92
22	69,164	5,763.67	369.86	22	79,540	6,628.33	425.35	22	85,786	7,148.83	458.75	22	91,989	7,665.75	491.92
23	69,164	5,763.67	369.86	23	79,540	6,628.33	425.35	23	85,786	7,148.83	458.75	23	91,989	7,665.75	491.92
24	70,221	5,851.75	375.51	24	80,754	6,729.50	431.84	24	87,097	7,258.08	465.76	24	93,395	7,782.92	499.44
25	70,221	5,851.75	375.51	25	80,754	6,729.50	431.84	25	87,097	7,258.08	465.76	25	93,395	7,782.92	499.44
26	70,221	5,851.75	375.51	26	80,754	6,729.50	431.84	26	87,097	7,258.08	465.76	26	93,395	7,782.92	499.44
27	71,299	5,941.58	381.28	27	81,995	6,832.92	438.48	27	88,434	7,369.50	472.91	27	94,829	7,902.42	507.11

Contract starts in September of each year

FY 2022 Teachers - 210 Day Contract (10 Month)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	46,818	3,901.47	222.94	0	53,837	4,486.46	256.37	0	58,053	4,837.77	276.44	0	62,266	5,188.80	296.50
1	46,818	3,901.47	222.94	1	53,837	4,486.46	256.37	1	58,053	4,837.77	276.44	1	62,266	5,188.80	296.50
2	46,818	3,901.47	222.94	2	53,837	4,486.46	256.37	2	58,053	4,837.77	276.44	2	62,266	5,188.80	296.50
3	51,495	4,291.24	245.21	3	59,219	4,934.91	281.99	3	59,361	4,946.79	282.67	3	68,491	5,707.62	326.15
4	51,495	4,291.24	245.21	4	59,219	4,934.91	281.99	4	59,361	4,946.79	282.67	4	68,491	5,707.62	326.15
5	51,495	4,291.24	245.21	5	59,219	4,934.91	281.99	5	59,361	4,946.79	282.67	5	68,491	5,707.62	326.15
6	53,752	4,479.34	255.96	6	61,813	5,151.08	294.35	6	66,669	5,555.74	317.47	6	71,489	5,957.39	340.42
7	53,752	4,479.34	255.96	7	61,813	5,151.08	294.35	7	66,669	5,555.74	317.47	7	71,489	5,957.39	340.42
8	53,752	4,479.34	255.96	8	61,813	5,151.08	294.35	8	66,669	5,555.74	317.47	8	71,489	5,957.39	340.42
9	54,827	4,568.90	261.08	9	63,049	5,254.12	300.24	9	68,002	5,666.82	323.82	9	72,918	6,076.52	347.23
10	54,827	4,568.90	261.08	10	63,049	5,254.12	300.24	10	68,002	5,666.82	323.82	10	72,918	6,076.52	347.23
11	54,827	4,568.90	261.08	11	63,049	5,254.12	300.24	11	68,002	5,666.82	323.82	11	72,918	6,076.52	347.23
12	55,923	4,660.24	266.30	12	64,311	5,359.21	306.24	12	69,362	5,780.15	330.29	12	74,377	6,198.09	354.18
13	55,923	4,660.24	266.30	13	64,311	5,359.21	306.24	13	69,362	5,780.15	330.29	13	74,377	6,198.09	354.18
14	55,923	4,660.24	266.30	14	64,311	5,359.21	306.24	14	69,362	5,780.15	330.29	14	74,377	6,198.09	354.18
15	57,041	4,753.45	271.63	15	65,596	5,466.36	312.36	15	70,749	5,895.72	336.90	15	75,865	6,322.09	361.26
16	57,041	4,753.45	271.63	16	65,596	5,466.36	312.36	16	70,749	5,895.72	336.90	16	75,865	6,322.09	361.26
17	57,041	4,753.45	271.63	17	65,596	5,466.36	312.36	17	70,749	5,895.72	336.90	17	75,865	6,322.09	361.26
18	58,182	4,848.53	277.06	18	66,908	5,575.67	318.61	18	72,165	6,013.73	343.64	18	77,382	6,448.52	368.49
19	58,182	4,848.53	277.06	19	66,908	5,575.67	318.61	19	72,165	6,013.73	343.64	19	77,382	6,448.52	368.49
20	58,182	4,848.53	277.06	20	66,908	5,575.67	318.61	20	72,165	6,013.73	343.64	20	77,382	6,448.52	368.49
21	59,346	4,945.48	282.60	21	68,248	5,687.31	324.99	21	73,608	6,133.98	350.51	21	78,930	6,577.47	375.86
22	59,346	4,945.48	282.60	22	68,248	5,687.31	324.99	22	73,608	6,133.98	350.51	22	78,930	6,577.47	375.86
23	59,346	4,945.48	282.60	23	68,248	5,687.31	324.99	23	73,608	6,133.98	350.51	23	78,930	6,577.47	375.86
24	60,533	5,044.40	288.25	24	69,611	5,800.92	331.48	24	75,080	6,256.67	357.52	24	80,509	6,709.05	383.37
25	60,533	5,044.40	288.25	25	69,611	5,800.92	331.48	25	75,080	6,256.67	357.52	25	80,509	6,709.05	383.37
26	60,533	5,044.40	288.25	26	69,611	5,800.92	331.48	26	75,080	6,256.67	357.52	26	80,509	6,709.05	383.37
27	61,743	5,145.28	294.02	27	71,005	5,917.06	338.12	27	76,581	6,381.79	364.67	27	82,119	6,843.25	391.04

Contract starts in August of each year

FY 2022 Teachers - 220 Day Contract (11 Months)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	49,047	4,087.25	222.94	0	56,401	4,700.10	256.37	0	60,818	5,068.14	276.44	0	65,231	5,435.88	296.50
1	49,047	4,087.25	222.94	1	56,401	4,700.10	256.37	1	60,818	5,068.14	276.44	1	65,231	5,435.88	296.50
2	49,047	4,087.25	222.94	2	56,401	4,700.10	256.37	2	60,818	5,068.14	276.44	2	65,231	5,435.88	296.50
3	53,947	4,495.59	245.21	3	62,039	5,169.90	281.99	3	62,188	5,182.35	282.67	3	71,753	5,979.41	326.15
4	53,947	4,495.59	245.21	4	62,039	5,169.90	281.99	4	62,188	5,182.35	282.67	4	71,753	5,979.41	326.15
5	53,947	4,495.59	245.21	5	62,039	5,169.90	281.99	5	62,188	5,182.35	282.67	5	71,753	5,979.41	326.15
6	56,312	4,692.65	255.96	6	64,756	5,396.37	294.35	6	69,844	5,820.29	317.47	6	74,893	6,241.08	340.42
7	56,312	4,692.65	255.96	7	64,756	5,396.37	294.35	7	69,844	5,820.29	317.47	7	74,893	6,241.08	340.42
8	56,312	4,692.65	255.96	8	64,756	5,396.37	294.35	8	69,844	5,820.29	317.47	8	74,893	6,241.08	340.42
9	57,438	4,786.47	261.08	9	66,052	5,504.31	300.24	9	71,240	5,936.67	323.82	9	76,391	6,365.88	347.23
10	57,438	4,786.47	261.08	10	66,052	5,504.31	300.24	10	71,240	5,936.67	323.82	10	76,391	6,365.88	347.23
11	57,438	4,786.47	261.08	11	66,052	5,504.31	300.24	11	71,240	5,936.67	323.82	11	76,391	6,365.88	347.23
12	58,586	4,882.16	266.30	12	67,373	5,614.41	306.24	12	72,665	6,055.39	330.29	12	77,919	6,493.24	354.18
13	58,586	4,882.16	266.30	13	67,373	5,614.41	306.24	13	72,665	6,055.39	330.29	13	77,919	6,493.24	354.18
14	58,586	4,882.16	266.30	14	67,373	5,614.41	306.24	14	72,665	6,055.39	330.29	14	77,919	6,493.24	354.18
15	59,758	4,979.80	271.63	15	68,720	5,726.67	312.36	15	74,118	6,176.47	336.90	15	79,478	6,623.14	361.26
16	59,758	4,979.80	271.63	16	68,720	5,726.67	312.36	16	74,118	6,176.47	336.90	16	79,478	6,623.14	361.26
17	59,758	4,979.80	271.63	17	68,720	5,726.67	312.36	17	74,118	6,176.47	336.90	17	79,478	6,623.14	361.26
18	60,953	5,079.41	277.06	18	70,094	5,841.18	318.61	18	75,601	6,300.10	343.64	18	81,067	6,755.59	368.49
19	60,953	5,079.41	277.06	19	70,094	5,841.18	318.61	19	75,601	6,300.10	343.64	19	81,067	6,755.59	368.49
20	60,953	5,079.41	277.06	20	70,094	5,841.18	318.61	20	75,601	6,300.10	343.64	20	81,067	6,755.59	368.49
21	62,172	5,180.98	282.60	21	71,498	5,958.14	324.99	21	77,113	6,426.08	350.51	21	82,688	6,890.69	375.86
22	62,172	5,180.98	282.60	22	71,498	5,958.14	324.99	22	77,113	6,426.08	350.51	22	82,688	6,890.69	375.86
23	62,172	5,180.98	282.60	23	71,498	5,958.14	324.99	23	77,113	6,426.08	350.51	23	82,688	6,890.69	375.86
24	63,415	5,284.61	288.25	24	72,926	6,077.16	331.48	24	78,655	6,554.61	357.52	24	84,342	7,028.53	383.37
25	63,415	5,284.61	288.25	25	72,926	6,077.16	331.48	25	78,655	6,554.61	357.52	25	84,342	7,028.53	383.37
26	63,415	5,284.61	288.25	26	72,926	6,077.16	331.48	26	78,655	6,554.61	357.52	26	84,342	7,028.53	383.37
27	64,684	5,390.29	294.02	27	74,386	6,198.82	338.12	27	80,228	6,685.69	364.67	27	86,029	7,169.12	391.04

Contract starts in August of each year

FY 2022 Teachers - 240 Day Contract (12 Months)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	53,506	4,458.82	222.94	0	61,529	5,127.38	256.37	0	66,347	5,528.88	276.44	0	71,161	5,930.05	296.50
1	53,506	4,458.82	222.94	1	61,529	5,127.38	256.37	1	66,347	5,528.88	276.44	1	71,161	5,930.05	296.50
2	53,506	4,458.82	222.94	2	61,529	5,127.38	256.37	2	66,347	5,528.88	276.44	2	71,161	5,930.05	296.50
3	58,851	4,904.28	245.21	3	67,679	5,639.89	281.99	3	67,842	5,653.48	282.67	3	78,276	6,522.99	326.15
4	58,851	4,904.28	245.21	4	67,679	5,639.89	281.99	4	67,842	5,653.48	282.67	4	78,276	6,522.99	326.15
5	58,851	4,904.28	245.21	5	67,679	5,639.89	281.99	5	67,842	5,653.48	282.67	5	78,276	6,522.99	326.15
6	61,431	5,119.25	255.96	6	70,643	5,886.95	294.35	6	76,193	6,349.41	317.47	6	81,701	6,808.45	340.42
7	61,431	5,119.25	255.96	7	70,643	5,886.95	294.35	7	76,193	6,349.41	317.47	7	81,701	6,808.45	340.42
8	61,431	5,119.25	255.96	8	70,643	5,886.95	294.35	8	76,193	6,349.41	317.47	8	81,701	6,808.45	340.42
9	62,659	5,221.60	261.08	9	72,056	6,004.71	300.24	9	77,716	6,476.36	323.82	9	83,335	6,944.60	347.23
10	62,659	5,221.60	261.08	10	72,056	6,004.71	300.24	10	77,716	6,476.36	323.82	10	83,335	6,944.60	347.23
11	62,659	5,221.60	261.08	11	72,056	6,004.71	300.24	11	77,716	6,476.36	323.82	11	83,335	6,944.60	347.23
12	63,912	5,325.99	266.30	12	73,498	6,124.81	306.24	12	79,271	6,605.88	330.29	12	85,002	7,083.53	354.18
13	63,912	5,325.99	266.30	13	73,498	6,124.81	306.24	13	79,271	6,605.88	330.29	13	85,002	7,083.53	354.18
14	63,912	5,325.99	266.30	14	73,498	6,124.81	306.24	14	79,271	6,605.88	330.29	14	85,002	7,083.53	354.18
15	65,190	5,432.51	271.63	15	74,967	6,247.27	312.36	15	80,856	6,737.97	336.90	15	86,703	7,225.24	361.26
16	65,190	5,432.51	271.63	16	74,967	6,247.27	312.36	16	80,856	6,737.97	336.90	16	86,703	7,225.24	361.26
17	65,190	5,432.51	271.63	17	74,967	6,247.27	312.36	17	80,856	6,737.97	336.90	17	86,703	7,225.24	361.26
18	66,494	5,541.18	277.06	18	76,466	6,372.19	318.61	18	82,474	6,872.83	343.64	18	88,437	7,369.73	368.49
19	66,494	5,541.18	277.06	19	76,466	6,372.19	318.61	19	82,474	6,872.83	343.64	19	88,437	7,369.73	368.49
20	66,494	5,541.18	277.06	20	76,466	6,372.19	318.61	20	82,474	6,872.83	343.64	20	88,437	7,369.73	368.49
21	67,824	5,651.98	282.60	21	77,997	6,499.79	324.99	21	84,123	7,010.27	350.51	21	90,205	7,517.11	375.86
22	67,824	5,651.98	282.60	22	77,997	6,499.79	324.99	22	84,123	7,010.27	350.51	22	90,205	7,517.11	375.86
23	67,824	5,651.98	282.60	23	77,997	6,499.79	324.99	23	84,123	7,010.27	350.51	23	90,205	7,517.11	375.86
24	69,180	5,765.03	288.25	24	79,556	6,629.63	331.48	24	85,806	7,150.48	357.52	24	92,010	7,667.49	383.37
25	69,180	5,765.03	288.25	25	79,556	6,629.63	331.48	25	85,806	7,150.48	357.52	25	92,010	7,667.49	383.37
26	69,180	5,765.03	288.25	26	79,556	6,629.63	331.48	26	85,806	7,150.48	357.52	26	92,010	7,667.49	383.37
27	70,564	5,880.32	294.02	27	81,148	6,762.35	338.12	27	87,522	7,293.48	364.67	27	93,850	7,820.86	391.04
Assistant Principals paid per experience and education on 240 day salary schedule, plus \$5,000 supplement.															
Central Office Certified Supervisor paid per experience and education on 240 day salary schedule, plus \$5,000 supplement.															
Central Office Certified Coordinator paid per experience and education on 240 day salary schedule, plus \$15,000 supplement.															
Central Office Certified Director paid per experience and education on 240 day salary schedule, plus \$25,000 supplement.															

NS

SCHOOL NURSE - 182 DAYS							NURSE SUPERVISOR - 220 Days	
Experience	LPN	LPN	RN	RN	RN/MS	RN/MS	RN	RN
	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	DAILY
0	21,328	117.19	40,575	222.94	46,664	256.40	51,430	233.77
1	21,328	117.19	40,575	222.94	46,664	256.40	51,430	233.77
2	21,328	117.19	40,575	222.94	46,664	256.40	51,430	233.77
3	23,441	128.80	44,630	245.22	51,319	281.97	56,571	257.14
4	23,441	128.80	44,630	245.22	51,319	281.97	56,571	257.14
5	23,441	128.80	44,630	245.22	51,319	281.97	56,571	257.14
6	24,449	134.34	46,584	255.96	53,571	294.35	59,049	268.40
7	24,449	134.34	46,584	255.96	53,571	294.35	59,049	268.40
8	24,449	134.34	46,584	255.96	53,571	294.35	59,049	268.40
9	24,767	136.08	47,208	259.38	54,290	298.30	59,840	272.00
10	24,767	136.08	47,208	259.38	54,290	298.30	59,840	272.00
11	24,767	136.08	47,208	259.38	54,290	298.30	59,840	272.00
12	25,213	138.53	48,066	264.10	55,274	303.70	60,929	276.95
13	25,213	138.53	48,066	264.10	55,274	303.70	60,929	276.95
14	25,213	138.53	48,066	264.10	55,274	303.70	60,929	276.95
15	25,766	141.57	49,162	270.12	56,539	310.65	62,317	283.26
16	25,766	141.57	49,162	270.12	56,539	310.65	62,317	283.26
17	25,766	141.57	49,162	270.12	56,539	310.65	62,317	283.26
18	26,076	143.27	49,797	273.61	57,266	314.65	63,122	286.92
19	26,076	143.27	49,797	273.61	57,266	314.65	63,122	286.92
20	26,076	143.27	49,797	273.61	57,266	314.65	63,122	286.92
21	26,388	144.99	50,433	277.10	58,000	318.68	63,927	290.58
22	26,388	144.99	50,433	277.10	58,000	318.68	63,927	290.58
23	26,388	144.99	50,433	277.10	58,000	318.68	63,927	290.58
24	26,949	148.07	51,033	280.40	58,600	321.98	64,690	294.05
25	26,949	148.07	51,033	280.40	58,600	321.98	64,690	294.05
26	26,949	148.07	51,033	280.40	58,600	321.98	64,690	294.05
27+	27,511	151.16	51,634	283.70	59,201	325.28	65,450	297.50

Nurse substitute rate - \$27 per hour (Subs must have a valid RN license)

AA

SYSTEM SIS SPECIALIST/REGISTRAR	
240 DAY	
STEP	ANNUAL
0	47,495
1	47,495
2	47,495
3	48,682
4	48,682
5	48,682
6	49,899
7	49,899
8	49,899
9	51,147
10	51,147
11	51,147
12	52,426
13	52,426
14	52,426
15	53,736
16	53,736
17	53,736
18	55,080
19	55,080
20	55,080
21+	56,457

CU

CUSTODIAN		
STEP	220-DAY/8 HR	178-DAY/8 HR
0	19,137.00	15,106.00
1	19,668.00	15,524.00
2	20,197.00	15,943.00
3	20,727.00	16,361.00
4	21,257.00	16,780.00
5	21,787.00	17,209.00
6	22,316.00	17,628.00
7	22,845.00	18,056.00
8	23,388.00	18,475.00
9	23,942.00	18,893.00
10	24,510.00	19,313.00
11	25,091.00	19,741.00

MAINTENANCE 240 Day/8 HR				
STEP	Director	Maint. I	Maint. II	Maint. III
0	73,648	25,459	26,561	38,561
1	73,648	25,459	26,561	38,561
2	73,648	25,459	26,561	38,561
3	75,239	26,299	27,903	39,984
4	75,239	26,299	27,903	39,984
5	75,239	26,299	27,903	39,984
6	76,870	27,139	29,245	41,407
7	76,870	27,139	29,245	41,407
8	76,870	27,139	29,245	41,407
9	78,542	27,979	30,587	42,831
10	78,542	27,979	30,587	42,831
11	78,542	27,979	30,587	42,831
12	80,255	28,819	31,929	44,254
13	80,255	28,819	31,929	44,254
14	80,255	28,819	31,929	44,254
15	82,012	29,659	33,271	45,677
16	82,012	29,659	33,271	45,677
17	82,012	29,659	33,271	45,677
18	83,812	30,499	34,614	47,100
19	83,812	30,499	34,614	47,100
20	83,812	30,499	34,614	47,100
21	84,174	31,338	35,955	48,523
22	85,657	31,261	35,479	48,277
23	85,657	31,261	35,479	48,277
24	86,028	32,179	37,297	49,946
25	87,549	32,043	36,366	49,484
26	87,549	32,043	36,366	49,484
27+	87,929	33,018	38,640	51,369

BK

GB

FINANCE - 240 Day/8 HR				
Exp	LSA Bookkeeper	CO AP Bookkeeper	CO Payroll Bookkeeper	PR/AP Accountant
0	33,947	41,496	42,615	47,011
1	33,947	41,496	42,615	47,011
2	33,947	41,496	42,615	47,011
3	34,795	42,533	43,681	48,186
4	34,795	42,533	43,681	48,186
5	34,795	42,533	43,681	48,186
6	35,665	43,597	44,773	49,391
7	35,665	43,597	44,773	49,391
8	35,665	43,597	44,773	49,391
9	36,557	44,687	45,892	50,625
10	36,557	44,687	45,892	50,625
11	36,557	44,687	45,892	50,625
12	37,471	45,804	47,039	51,891
13	37,471	45,804	47,039	51,891
14	37,471	45,804	47,039	51,891
15	38,407	46,949	48,215	53,188
16	38,407	46,949	48,215	53,188
17	38,407	46,949	48,215	53,188
18	39,368	48,123	49,421	54,518
19	39,368	48,123	49,421	54,518
20	39,368	48,123	49,421	54,518
21+	40,352	49,326	50,656	55,881
Grandfathered		46,137	46,137	
Substitues \$60 per day for 6-hour staff, \$70 per day for 7-hr staff & MNGRs				
Supplements for AASBO Certifications - CSFO \$750, Payroll Personnel \$750, Local School Financial Mgt \$500				

School/CO Secretary	
STEP	240 Day/8 HR
0	30,532
1	30,532
2	30,532
3	31,295
4	31,295
5	31,295
6	32,077
7	32,077
8	32,077
9	32,879
10	32,879
11	32,879
12	33,701
13	33,701
14	33,701
15	34,544
16	34,544
17	34,544
18	35,407
19	35,407
20	35,407
21	36,293
22	36,293
23	36,293
24	37,200
25	37,200
26	37,200
27+	38,131
Part Time = # hrs X hourly rate Substitute \$60 daily rate	

TT

TECHNOLOGY TECHNICIAN	
240 DAY /8 HR	
STEP	ANNUAL
0	43,860
1	43,860
2	43,860
3	44,957
4	44,957
5	44,957
6	46,080
7	46,080
8	46,080
9	47,232
10	47,232
11	47,232
12	48,413
13	48,413
14	48,413
15	49,624
16	49,624
17	49,624
18	50,864
19	50,864
20	50,864
21+	52,136

NETWORK SPECIALIST	
240 DAY /8 HR	
STEP	ANNUAL
0	52,124
1	52,124
2	52,124
3	53,721
4	53,721
5	53,721
6	55,300
7	55,300
8	55,300
9	56,861
10	56,861
11	56,861
12	58,440
13	58,440
14	58,440
15	60,037
16	60,037
17	60,037
18	61,598
19	61,598
20	61,598
21+	63,446

PARAPROFESSIONAL	
STEP	182-DAY/8 HR ANNUAL
0	19,432.00
1	19,633.00
2	19,837.00
3	20,043.00
4	20,251.00
5	20,462.00
6	20,674.00
7	20,890.00
8	21,107.00
9	21,327.00
10	21,549.00
11	21,773.00
12+	21,999.00

Pre-K AUXILIARY	
STEP	187-DAY/8 HR ANNUAL
0	20,392.00
1	20,602.00
2	20,816.00
3	21,032.00
4	21,252.00
5	21,472.00
6	21,695.00
7	21,921.00
8	22,149.00
9	22,380.00
10	22,612.00
11	22,848.00
12+	23,086.00

Child Nutrition Program				
STEP	CNP DIRECTOR 240 DAY	178 DAY/6 HR STAFF	178 DAY/7 HR STAFF	182 DAY/ 8 HR MANAGER
0	73,039.00	11,896.00	15,813.00	26,335.00
1	73,039.00	12,226.00	16,251.00	26,792.00
2	73,039.00	12,554.00	16,688.00	27,250.00
3	73,796.00	12,884.00	17,127.00	27,707.00
4	73,796.00	13,213.00	17,563.00	28,165.00
5	73,796.00	13,544.00	18,002.00	28,622.00
6	74,560.00	13,872.00	18,440.00	29,103.00
7	74,560.00	14,201.00	18,878.00	29,591.00
8	74,560.00	14,531.00	19,315.00	30,089.00
9	75,332.00	14,860.00	19,753.00	30,594.00
10	75,332.00	16,232.00	20,192.00	31,108.00
11	75,332.00	16,562.00	20,628.00	31,630.00
12	76,112.00			
13	76,112.00			
14	76,112.00			
15	78,016.00			
16	78,016.00			
17	78,016.00			
18	79,966.00			
19	79,966.00			
20	79,966.00			
21	81,965.00			
22	81,965.00			
23	81,965.00			
24	84,014.00			
25	84,014.00			
26	84,014.00			
27+	86,115.00			
Substitues \$60 per day for 6-hour staff, \$70 per day for 7-hr staff & MNGRs				

Transportation 178 Day, 9 Month		
Step	4 Hour Driver	4 Hour Aide
0	15,200	6,432
1	15,428	6,496
2	15,659	6,561
3	15,894	6,627
4	16,132	6,693
5	16,374	6,760
6	16,620	6,828
7	16,870	6,896
8	17,123	6,965
9	17,379	7,035
10	17,640	7,105
11	17,904	7,176
12+	18,173	7,248
Substitute Bus Driver - \$75 per day		
Substitute Bus Aide - \$30 per day		
Part Time - hrly rate at experience level		
Field Trip/Mid Day Rate - \$15 per hour		
Total driving duties shall not cause a driver to exceed 8 hours per day.		

Transportation 240 Day 12 Month Employee		
Exp	Mechanic 8 HR/Day	Shop Assist. 8 HR/Day
0	41,427	25,375
1	42,463	25,944
2	43,525	26,513
3	44,613	27,081
4	45,728	27,650
5	46,871	28,219
6	48,043	28,788
7	49,244	29,356
8	50,475	29,925
9	51,737	30,494
10	53,030	31,063
11	54,356	31,631
12+	55,715	32,200

SUBSTITUTE RATES			
POSITION	REQUIREMENTS	Hourly Rate	Daily Rate
Teacher	Valid Alabama Substitute License		\$ 80.00
Teacher - Degreed	Bachelors degree & Valid Alabama Substitute License		\$ 120.00
Teacher - Certified	Valid Alabama Professional Educator Certificate		\$ 150.00
Bus Driver	Valid CDL		\$ 75.00
Bus Aide			\$ 30.00
School Secretary			\$ 60.00
Custodian		\$ 10.00	
Nurse	Valid Alabama Nursing License--RN	\$ 27.00	
CNP Manager			\$ 70.00
CNP Staff 6 HR			\$ 60.00
CNP Staff 7 HR			\$ 70.00

Long Term Substitute Teacher pay, beginning with the 21st day, the daily rate is \$120, if degreed, and \$150, if certificated.

Number of Supplements	Assignment	Base Supplement Amount
1	Athletic Director	7,000.00
1	Assistant Athletic Director	3,000.00
1	Football Head Coach	Contract
1	Football Offensive Coordinator	7,000.00
1	Football Defensive Coordinator	7,000.00
8	Football Assistant Coach	3,500.00
1	Football MS Head Coach	2,500.00
5	Football MS Asst Coach	2,000.00
1	Volleyball Head Coach	5,000.00
1	Volleyball JV Coach	2,750.00
1	Volleyball JH Head Coach	2,250.00
1	Flag Football Head Coach	2,250.00
1	Flag Football Asst Coach	1,250.00
1	Cheer Varsity Coach	5,000.00
1	Cheer Technical Coach	5,000.00
1	Cheer JH Coach	2,500.00
1	Cross Country Boys Coach	2,500.00
1	Cross Country Girls Coach	2,500.00
1	Basketball Boys Head Coach	9,000.00
1	Basketball Boys Assistant Coach	4,500.00
1	Basketball Boys JV Coach	1,500.00
1	Basketball Boys 9th Grade Coach	1,000.00
1	Basketball Boys JH Coach	2,250.00
1	Basketball Girls Head Coach	9,000.00
1	Basketball Girls Assistant Coach	4,500.00
1	Basketball Girls JV Coach	1,500.00
1	Basketball Girls 9th Grade Coach	1,000.00
1	Basketball Girls JH Coach	2,250.00
1	Wrestling Head Coach	4,500.00
1	Wrestling Assistant Coach	1,500.00
1	Indoor Track Coach	1,000.00
1	Baseball Head Coach	5,000.00
1	Baseball Assistant Coach	2,000.00
1	Baseball MS Coach	1,500.00
1	Softball Head Coach	5,000.00
1	Softball Assistant Coach	2,000.00
1	Softball MS Coach	1,500.00

Number of Supplements	Assignment	Base Supplement Amount
1	eSports Head Coach	1,250.00
1	Soccer Boys Head Coach	4,500.00
1	Soccer Boys Assistant Coach	1,000.00
1	Soccer Girls Head Coach	4,500.00
1	Soccer Girls Assistant Coach	1,000.00
1	Track Boys Coach	3,500.00
1	Track Boys Assistant Coach	1,000.00
1	Track Girls Coach	3,500.00
1	Track Girls Assistant Coach	1,000.00
1	Golf Boys Coach	2,000.00
1	Golf Girls Coach	2,000.00
1	Tennis Boys Coach	2,000.00
1	Tennis Girls Coach	2,000.00
1	Strength & Conditioning	3,500.00
1	Bowling Coach	2,000.00
1	Fishing Coach	2,000.00
1	Robotics	3,500.00
1	Robotics MS	1,500.00
1	Choir/Show choir	2,000.00
1	Drama	2,000.00
15	20 Extra Days	5,000.00
1	Football/Soccer Stadium Care	3,000.00
1	Baseball Stadium Care	2,000.00
1	Softball Stadium Care	2,000.00
1	Gym Care	3,000.00
1	Performing Arts Center Care	3,000.00
1	Band Director	5,000.00
1	Band Asst Director	2,750.00
1	Orchestra Strings	1,500.00
1	Flag Corps	1,500.00
2	NBCT (as qualified)	5,000.00
1	Mentoring	1,050.00
3	Mentoring - school coordinator	500.00
1	CNP BookKeeping	3,000.00
4	Assistant Principal	5,000.00

* Persons receiving athletic or band supplement must obtain Alabama Bus Driver License or the supplement will be reduced in accordance with Board Policy