

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) will 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. New employees with terms of appointment in excess of 187 days (i.e. 210, 220, and 240 days) will also be paid for the actual number of days worked in the pay period and all subsequent paychecks will be for the full amount each month as if the employee started at the beginning of the employment year.
- 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
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
Administrative Assistant to the Superintendent	240 Days
Central Office Bookkeeper	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

Certified Employees

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
Bachelors										
187 Day	40,873	44,956	46,926	47,554	48,419	49,523	50,162	50,803	51,408	52,015
Masters										
187 Day	47,001	51,699	53,964	54,688	55,680	56,952	57,685	58,424	59,029	59,637
6-Year										
187 Day	50,681	55,745	58,203	58,970	60,038	61,409	62,200	62,995	63,603	64,209
Doctoral										
187 Day	54,359	59,794	62,411	63,249	64,399	65,863	66,717	67,569	68,175	68,780

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
Bachelors										
210 Day	45,900	50,485	52,697	53,403	54,375	55,614	56,332	57,051	57,731	58,412
Masters										
210 Day	52,782	58,058	60,601	61,415	62,528	63,957	64,780	65,610	66,290	66,972
6-Year										
210 Day	56,914	65,582	68,474	69,376	70,633	72,246	73,176	74,112	74,827	75,540
Doctoral										
210 Day	61,045	67,148	70,088	71,028	72,320	73,964	74,923	75,879	76,560	77,240

Certified Employees

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
Bachelors										
220 Day	48,086	52,890	55,207	55,946	56,964	58,262	59,014	59,768	60,480	61,194
Masters										
220 Day	55,295	60,823	63,486	64,339	65,505	67,003	67,864	68,734	69,446	70,161
6-Year										
220 Day	59,625	65,582	68,474	69,376	70,633	72,246	73,176	74,112	74,827	75,540
Doctoral										
220 Day	63,951	70,346	73,425	74,410	75,763	77,486	78,491	79,493	80,206	80,918

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
Bachelors										
240 Day	52,457	57,698	60,226	61,032	62,142	63,559	64,379	65,202	65,978	66,757
Masters										
240 Day	60,322	66,352	69,258	70,188	71,460	73,094	74,034	74,983	75,760	76,539
6-Year										
240 Day	65,045	71,544	74,699	75,683	77,054	78,814	79,829	80,849	81,630	82,407
Doctoral										
240 Day	69,765	76,741	80,100	81,175	82,651	84,530	85,626	86,719	87,497	88,274

Certified Administrative

Position	Terms
Assistant Principal	240 Day Teacher Salary plus \$5,000 supplement
Central Office Supervisor	240 Day Teacher Salary
Central Office Coordinator	240 Day Teacher Salary plus \$5,000 supplement
Central Office Director	240 Day Teacher Salary plus \$10,000 supplement
Principal	Negotiated Contract
CSFO	Negotiated Contract
Superintendent	Negotiated Contract

Classified Employees

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12+
Paraprofessional 8 Hr													
182 Day	19,051	19,248	19,448	19,650	19,854	20,061	20,269	20,480	20,693	20,909	21,126	21,346	21,568
First Class Pre-K Auxiliary Teacher													
187 Day	19,992	20,198	20,408	20,620	20,835	21,051	21,270	21,491	21,715	21,941	22,169	22,400	22,633
Bus Mechanic 8 Hr/Day													
240 Day	40,615	41,630	42,671	43,738	44,831	45,952	47,101	48,279	49,486	50,723	51,991	53,291	54,623
Bus Shop Asst 8 Hr/Day													
240 Day	24,877	25,127	25,379	25,634	25,892	26,152	26,415	26,681	26,949	27,220	27,493	27,769	28,048
Bus Driver 4 Hr/Day													
178 Day	14,902	15,125	15,352	15,582	15,816	16,053	16,294	16,539	16,787	17,038	17,294	17,553	17,817
Bus Aide 4 Hr/Day													
178 Day	6,432	6,496	6,561	6,627	6,693	6,760	6,828	6,896	6,965	7,035	7,105	7,176	7,248

Part-Time Drivers are paid at an hourly rate as determined by the appropriate compensation step.
 Field Trip and Mid Day trip drivers are paid an hourly rate of \$15.

STEPS	0	1	2	3	4	5	6	7	8	9	10	11+
CNP Staff 6 Hr/Day												
178 Day	11,663	11,986	12,308	12,631	12,954	13,278	13,600	13,923	14,246	14,569	15,914	16,237
CNP Staff 7 Hr/Day												
178 Day	15,503	15,932	16,361	16,791	17,219	17,649	18,078	18,508	18,936	19,366	19,796	20,224
CNP MGR 8 Hr/Day												
182 Day	25,819	26,267	26,716	27,164	27,613	28,061	28,532	29,011	29,499	29,994	30,498	31,010

Classified Employees

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
LPN										
182 Day	20,910	22,981	23,970	24,281	24,719	25,261	25,565	25,871	26,421	26,972
RN										
182 Day	39,779	43,755	45,671	46,282	47,124	48,198	48,821	49,444	50,032	50,622
RN/MS										
182 Day	45,749	50,313	52,521	53,225	54,190	55,430	56,143	56,863	57,451	58,040
Nurse Supervisor										
220 Day	50,422	55,462	57,891	58,667	59,735	61,095	61,884	62,674	63,421	64,167
School Secretary 8 Hr										
240 Day	29,933	30,682	31,449	32,235	33,041	33,867	34,713	35,581	36,471	37,383
CNP Director										
240 Day	71,607	72,349	73,098	73,855	74,620	76,486	78,398	80,358	82,367	84,426

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
Administrative Assistant to the Superintendent								
240 Day	46,563	47,727	48,920	50,143	51,397	52,682	53,999	55,349
LSA Bookkeeper								
240 Day	33,281	34,113	34,966	35,840	36,736	37,654	38,596	39,561
Central Office Accounts Payable								
240 Day	39,520	40,508	41,521	42,559	43,623	44,713	45,831	46,977
Central Office Payroll								
240 Day	40,586	41,601	42,641	43,707	44,799	45,919	47,067	48,244
PR/AP Accountant								
240 Day	44,772	45,891	47,039	48,215	49,420	50,655	51,922	53,220
Education Technology Network Technician								
240 Day	43,000	44,075	45,177	46,306	47,464	48,651	49,867	51,113

Classified Employees

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
Maintenance Supervisor								
240 Day	62,400	63,960	65,559	67,198	68,878	70,600	72,365	74,174

STEPS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
Maintenance I										
240 Day	24,960	25,783	26,607	27,430	28,254	29,077	29,901	30,724	31,548	32,371

Maintenance II										
240 Day	26,040	27,356	28,672	29,987	31,303	32,619	33,935	35,250	36,566	37,882

Maintenance III										
240 Day	37,805	39,200	40,595	41,991	43,386	44,781	46,176	47,572	48,967	50,362

STEPS	0	1	2	3	4	5	6	7	8	9	10	11+
Custodian 8 Hr/Day												
220 Day	18,762	19,282	19,801	20,321	20,840	21,360	21,878	22,397	22,929	23,473	24,029	24,599
Custodian 8 Hr/Day												
178 Day	14,810	15,220	15,630	16,040	16,461	16,872	17,282	17,702	18,113	18,523	18,934	19,354

Supplements

Number of Supplements	Assignment	Base Supplement Amount
1	Athletic Director	7,000.00
1	Assistant Athletic Director	3,000.00
1	Football Head Coach	12,000.00
1	Football Offensive Coordinator	6,000.00
1	Football Defensive Coordinator	6,000.00
6	Football Football Coach	3,000.00
1	Football MS Head Coach	2,500.00
3	Football MS Asst Coach	1,250.00
1	Volleyball Head Coach	5,000.00
1	Volleyball Assistant Coach	2,250.00
1	Volleyball MS Head Coach	2,750.00
1	Cheer Varsity Coach	5,000.00
1	Cheer Technical Coach	5,000.00
1	Cheer MS 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 MS Boys Coach	2,250.00
1	Basketball Girls Head Coach	9,000.00
1	Basketball Girls JV Coach	1,500.00
1	Basketball Girls Assistant Coach	4,500.00
1	Basketball MS Girls 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	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	3,000.00
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
10	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
2	NBCT (as qualified)	5,000.00
1	Elementary Curriculum	6,000.00
1	Mentoring	1,050.00
3	Mentoring - school coordinator	500.00
1	CNP BookKeeping	3,000.00
4	Assistant Principal	5,000.00
3	Central Office Directors	10,000.00
1	Central Office Coordinators	5,000.00

* Persons receiving athletic or band supplement must obtain Alabama Bus Driver License or the supplement will be reduced by 20%.

Substitute Rates

Position	Requirements	Hourly Rate	Daily Rate
Teacher	Valid Alabama Substitute License		\$ 70.00
Teacher - Degreed	Bachelors degree <i>and</i> Valid Alabama Substitute License		\$ 120.00
Teacher - Certified	Valid Alabama Professional Educator Certificate		\$ 150.00
Bus Driver	Valid Alabama CDL		\$ 75.00
Bus Aide			\$ 30.00
School Secretary			\$ 60.00
CNP Staff 6 Hr			\$ 60.00
CNP Staff 7 Hr			\$ 70.00
CNP Manager			\$ 70.00
Custodian		\$ 10.00	
Nurse	Valid Alabama Nursing License--RN	\$ 27.00	

Teacher substitute pay for the first 10 days is \$70 per day. Beginning with the 11th day the daily rate is \$120 if degreed and \$150 if certificated.