



Fiscal Year 2020 Salary Schedule

*Carlisle Elementary * Duck Springs Elementary * Gaston Elementary
Gaston High * Glencoe Elementary * Glencoe Middle * Glencoe High
Highland Elementary * Hokes Bluff Elementary * Hokes Bluff Middle
Hokes Bluff High * Ivalee Elementary * John Jones Elementary
Rainbow Middle * Sardis Middle * Sardis High * Southside Elementary
Southside High * West End Elementary * West End High *
Whitesboro Elementary * The Career Technical Center
The Refocus Center*

Table of Contents

Etowah County Schools (028)

<u>Certified Personnel</u>	<u>Pages</u>
Certified Teacher Salaries	1 - 4
Career Technical Education Director	5
Central Office Professional Supplements	6
Principal and Assistant Principal Supplements	7-8
Athletic and Extra Duty Supplements	9-10
Extra Duty Internal Video Conference Supplement	11
Drama Supplements	11
<u>Classified Personnel</u>	<u>Pages</u>
Classified Career Coach	12
Classified Job Coach	13
Assistant Pre-K Teacher	14
School Secretaries/Bookkeepers	15
Aides	16
Bus Drivers	17
Custodians	18
Child Nutrition Production Supervisor	19
Child Nutrition Managers	20
Child Nutrition Assistant Managers	21
Child Nutrition Workers	22
Health Related Occupations	23
Central Office Staff	24
Computer/Technology Positions	25
Supervisor of Construction	26
Maintenance Supervisor	27
Maintenance/Transportation Employees	28
Substitutes	29

**Certified Teachers
Type II Certificate/B.S.**

Emp. Type	T,CU, PS, EV, ST	T3, V3	APE, APM	T4, CS, V1	T5, CA	T6	T7, V2
Salary Schedule #	01/II	03/II	02/II	04/II	05/II	06/II	07/II
Contract Days	187	192	197	202	212	222	240

Experience	T, CU, PS, EV, ST	T3, V3	APE, APM	T4, CS, V1	T5, CA	T6	T7, V2
0-2	40,875	41,967	43,061	44,152	46,340	48,525	52,460
3-5	44,958	46,164	47,362	48,566	50,969	53,376	57,702
6-8	46,927	48,181	49,436	50,691	53,200	55,710	60,226
9-11	47,558	48,831	50,102	51,374	53,916	56,460	61,037
12-14	48,420	49,715	51,009	52,304	54,894	57,482	62,143
15-17	49,527	50,851	52,176	53,500	56,148	58,796	63,563
18-20	50,162	51,505	52,844	54,187	56,870	59,552	64,382
21-23	50,804	52,163	53,520	54,880	57,597	60,313	65,204
24-26	51,409	52,784	54,157	55,533	58,283	61,030	65,980
27+	52,015	53,405	54,796	56,187	58,968	61,749	66,758

•Counselor supplements based on student ADM

<u>ADM</u>	<u>Amount</u>
>499	1,500
250-499	1,250
<250	1,000

**Certified Teachers
Type I Certificate/MS**

Emp. Type	T,CU, PS, EV, ST	T3, V3	APE, APM	T4, CS, V1	T5, CA	T6	T7, V2
Salary Schedule #	01/I	03/I	02/I	04/I	05/I	06/I	07/I
Contract Days	187	192	197	202	212	222	240

Experience							
0-2	47,004	48,261	49,519	50,775	53,289	55,801	60,327
3-5	51,704	53,086	54,468	55,851	58,618	61,383	66,357
6-8	53,965	55,408	56,850	58,292	61,179	64,063	69,260
9-11	54,690	56,154	57,614	59,079	62,003	64,927	70,192
12-14	55,682	57,172	58,660	60,149	63,126	66,103	71,464
15-17	56,952	58,475	59,998	61,521	64,566	67,611	73,094
18-20	57,690	59,233	60,774	62,319	65,405	68,488	74,042
21-23	58,424	59,987	61,549	63,111	66,236	69,362	74,984
24-26	59,029	60,608	62,186	63,764	66,922	70,077	75,760
27+	59,637	61,230	62,825	64,420	67,608	70,797	76,539

•Counselor supplements based on student ADM

<u>ADM</u>	<u>Amount</u>
>499	1,500
250-499	1,250
<250	1,000

**Certified Teachers
Type AA Certificate/6Y**

Emp. Type	T,CU, PS, EV, ST	T3, V3	APE, APM	T4, CS, V1	T5, CA	T6	T7, V2
Salary Schedule #	01/AA	03/AA	02/AA	04/AA	05/AA	06/AA	07/AA
Contract Days	187	192	197	202	212	222	240

Experience	T, CU, PS, EV, ST	T3, V3	APE, APM	T4, CS, V1	T5, CA	T6	T7, V2
0-2	50,682	52,035	53,390	54,747	57,458	60,167	65,046
3-5	55,749	57,241	58,731	60,222	63,204	66,187	71,551
6-8	58,204	59,762	61,316	62,871	65,986	69,097	74,701
9-11	58,971	60,549	62,125	63,701	66,854	70,009	75,686
12-14	60,041	61,647	63,252	64,858	68,068	71,281	77,059
15-17	61,410	63,052	64,693	66,335	69,620	72,903	78,814
18-20	62,204	63,870	65,534	67,194	70,520	73,847	79,835
21-23	62,997	64,683	66,367	68,051	71,420	74,788	80,852
24-26	63,603	65,304	67,003	68,704	72,106	75,507	81,629
27+	64,209	65,926	67,642	69,359	72,792	76,226	82,406

•Counselor supplements based on student ADM

<u>ADM</u>	<u>Amount</u>
>499	1,500
250-499	1,250
<250	1,000

**Certified Teachers
Doctorate/DR**

Emp. Type	T,CU, PS, EV, ST	T3, V3	APE, APM	T4, CS, V1	T5, CA	T6	T7, V2
Salary Schedule #	01/DR	03/DR	02/DR	04/DR	05/DR	06/DR	07/DR
Contract Days	187	192	197	202	212	222	240

Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
Salary	54,361	59,795	62,412	63,251	64,399	65,866	66,721	67,572	68,177	68,782
Salary	55,816	61,394	64,081	64,943	66,121	67,628	68,506	69,378	70,000	70,621
Salary	57,268	62,992	65,750	66,634	67,843	69,389	70,289	71,184	71,822	72,461
Salary	58,723	64,591	67,418	68,325	69,565	71,151	72,073	72,993	73,646	74,301
Salary	61,628	67,790	70,755	71,707	73,008	74,672	75,641	76,606	77,292	77,977
Salary	64,536	70,988	74,094	75,090	76,451	78,194	79,210	80,218	80,937	81,656
Salary	69,768	76,744	80,102	81,179	82,652	84,532	85,632	86,724	87,500	88,276

•Counselor supplements based on student ADM

<u>ADM</u>	<u>Amount</u>
>499	1,500
250-499	1,250
<250	1,000

**Career Technical Education Director (AD)
240 Day Contract**

The salary of the Career Technical Education Director is calculated using the following measures:

1. Base Salary using the Etowah County Teacher's Salary
2. 4% Supplement approved on October 1, 2015, for Central Office Professional Staff Base Salary
3. Administrative Experience Supplement for Central Office Professional Staff
4. Vocational supplement- \$3,045.00
5. Supplement for high school units

**Central Office Professional Supplements
240 Day Contract**

- The Central Office Professional Staff will be paid a base salary using the Etowah County Teacher's Salary Schedule
- Plus: 4% Increase approved on October 1, 2005, for Central Office Professional Staff Base Pay
- Plus: Supplement as follows:
Full-Time Experience as a Principal or Central Office Administrator will be used to determine the amount

Experience	Amount
0-4	1,504
5	3,007
6-9	3,097
10-11	3,871
12-14	3,890
15-19	4,712
20-24	5,498
25-27+	6,285

- Plus: Any other supplement as recommended by the Superintendent and approved by the Board

**Principal Supplements
240 Day Contract**

Emp. Type Position	PH High School*	PE/PM Elementary and Middle
Experience 0-5	244	205
6-11	251	212
12-14	252	213
15-27+	255	215

Supplement is calculated by multiplying supplement amount per years of Full Time Principal Administrative experience by the number of total teacher units each fiscal year, as determined in September.

•Effective 10/1/05, High School Principals earn an additional supplement of \$5,543

Assistant Principal Supplements

Emp. Type	APH	APM	APE
Contract Days	202	202	197
Position	High School*	Middle	Elementary

Experience			
0-5	81	41	41
6-14	84	43	43
15-27+	85	44	44

Supplement is calculated by multiplying supplement amount per years of Full-Time Assistant Principal Administrative experience by the number of total teacher units each fiscal year, as determined in September.

- Half-time Assistant Principals will receive full supplement

Athletic & Extra Duty Supplements

Position	Emp. Type	Code	Rank	Annual Supplement
Athletic Director 5A-6A	ATH	AT	AT	1,750
Athletic Director 3A-4A	ATH	AT	4A	1,500
Athletic Director 1A-2A	ATH	AT	2A	1,250
Head Varsity Football Coach	FBC	FB	HC	9,500
1st Asst. Varsity Football		FB	1F	4,200
2nd Asst. Varsity Football		FB	2F	3,700
3rd Asst. Varsity Football		FB	3F	3,300
4th Asst. Varsity Football -3A-6A		FB	4F	2,600
5th Asst. Varsity Football - 5A & 6A		FB	5F	2,600
Head Junior High Football Coach	FBC	FB	JF	3,100
Asst. Junior High Football Coach		FB	AF	1,450
Varsity Basketball Coach	BKC	GB/BB	HB	5,000
B-Team Basketball Coach		GB/BB	BT	1,750
9th Grade Basketball Coach		GB/BB	9B	1,500
8th Grade Basketball Coach		GB/BB	JB	1,500
7th Grade Basketball Coach		GB/BB	7B	1,200
Varsity Volleyball Coach	VBC	VB	VC	2,500
Junior Varsity Volleyball Coach		VB	AC	1,200
Junior High (7-8) Volleyball Coach		VB	JC	1,000
Junior High (7-8) Assistant Volleyball Coach (if 2 separate teams)		VB		500
Wrestling	WWE	WR	W	2,500
Varsity Baseball/Softball Coach	BBC/SBC	BA/ST	BC/HS	4,000
Junior Varsity Baseball/Softball Coach		BA/ST	AB/AS	1,500
Junior High (7-8) Baseball/Softball Coach		BA/ST	BJ/SJ	1,200
Cross Country (Boys and Girls)	CCR	CB/CG	CC	1,200
Track (Boys and Girls)	TRK	BT/GT	T	1,200
Golf Coach (Boys and Girls)	GLF	BG/GG	GT	1,200
Tennis Coach (Boys and Girls)	TNS	TB/TG	GT	1,200
Varsity Soccer Coach (Boys and Girls)	SOC	BS/GS	SC	2,000
Junior Varsity Soccer Coach (Boys and Girls)	SOC	BS/GS	JS	1,000
Bowling Coach (Boys and Girls)	BLG	BL	BL	750
Varsity Cheerleader Sponsor	CHR	CH	CV	3,000
Junior Varsity (9) Cheerleader Sponsor		CH	JV	1,500
Junior High (7-8) Cheerleader Sponsor		CH	7V	1,200
BAND				
Band Director Middle and High School (6-12)	BD	BD	BD	5,050
Band Director Middle School Only (6-8)	BD	BD	B4	1,900
<i>Additional band supplement for Band Director based on classifications</i>				
36-60 Performing Members		BD	B1	535
61-85 Performing Members		BD	B2	1,070
86-110 Performing Members		BD	B3	1,600

Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for a designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary Amounts will be divided into twelve equal payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Extra Duty Supplements

•Data used for enrollment - 11th day of current school year

Category I -C1 400

Enrollment less than 500: 1 Sponsor
 Enrollment greater than 500: 2 Sponsors
 Schools with grades K-12: 2 Sponsors

Defined by following characteristics:

- Requires extended periods of involvement , not necessarily year round
- Has moderate stress potential
- Requires ongoing or periodic supervision of a group
- Routinely requires between 100 and 200 hours per year after regular school hours
- May require some coordination with other staff members and/or community agents

Category II Supplement-C2 800

Enrollment less than 500: 1 Sponsor
 Enrollment greater than 500: 2 Sponsors
 Schools with grades K-12: 2 Sponsors

Defined by following characteristics:

- Requires year-round involvement & responsibilities
- Has potential for producing relative high stress levels (deadline requirements, financial accountability, etc.)
- Requires the ongoing supervision of a large number of persons
- Routinely requires over 200 hours per year after regular school hours
- Requires such coordination with other staff members and/or community agents

Category III Supplement - C3

School Technology Coordinator:

Enrollment Less than 700-1 Tech Coord	TC	T1	1,279
Enrollment 700 or more-2 Tech Coord	TC	T2	1,279/each
Schools w/k12 2 Tech Coord.	TC	T2	1,279/each

•Any supplement in addition to these must be recommended by the Superintendent

Internal Video Conference Teacher Extra Duty Supplement

The Etowah County Board of Education agrees to pay Internal Video Conference (IVC) teacher(s) \$75 per each additional Etowah County student over 30 students per school year. Required supporting documentation to receive supplement will be a printout from INOW of students receiving credit for IVC course taught, and signed by IVC teacher and principal. The IVC teacher is responsible for turning in Class Roster and Grade Book from INOW to the school office to be submitted with payroll at the end of the school year.

Example: for a class of 45 students, ECBOE will pay \$75 x 15.

Drama Supplements

(This is a one-time annual supplement paid after event)

Spring Musical - 6 weeks of rehearsals

Director	1,009
Assistant Director	560
Accompanist	336

Fall Musical - 4 weeks of rehearsals

Director	671
Assistant Director	336

**Classified Career Coach
202 Day Contract
Type II Certificate/B.S.**

Emp. Type CC
Salary Schedule # CC/10
Contract Days 202

Experience	
0-2	40,875
3-5	44,958
6-8	46,927
9-11	47,558
12-14	48,420
15-17	49,527
18-20	50,162
21-23	50,804
24-26	51,409
27+	52,015

**School Secretaries and Bookkeepers
7 1/2 Hours Per Day**

Emp. Type Salary Schedule # Contract Days	S6 18/9 187		3 3/4 Hrs S4 18/92 187		S1 18/10 202		S3 18/15 212		S2 18/11 222		S5 18/12 240	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
Experience 0	16,539	11.79	8,269	11.79	17,866	11.79	18,751	11.79	19,634	11.79	21,227	11.79
1-4	18,989	13.54	9,495	13.54	20,514	13.54	21,529	13.54	22,544	13.54	24,372	13.54
5-9	19,716	14.06	9,859	14.06	21,297	14.06	22,351	14.06	23,405	14.06	25,303	14.06
10-14	20,438	14.57	10,219	14.57	22,078	14.57	23,169	14.57	24,262	14.57	26,229	14.57
15-19	21,527	15.35	10,764	15.35	23,252	15.35	24,403	15.35	25,554	15.35	27,627	15.35
20-24	22,613	16.12	11,310	16.13	24,428	16.12	25,637	16.12	26,848	16.12	29,023	16.12
25-27+	23,710	16.91	11,857	16.91	25,612	16.91	26,880	16.91	28,149	16.91	30,431	16.91

•Additional supplement per individual based on the following:

20 Teacher units or less - \$274.00 per contract days per month

21-29 Teacher units - \$312.00 per contract days per month

30-40 Teacher units - \$352.00 per contract days per month

41+ Teacher units - \$391.00 per contract days per month

•Supplement is calculated by multiplying supplement amount above based on teacher units by total number of months (based on contract days) each fiscal year, as determined in September.

Example: 10 Month Secretary with 23 teacher units:

$$\$312.00 \times 10 \text{ months} = \$3,120.00$$

187 days = 9 Months

202 days = 10 Months

212 days = 10.5 Months

222 days = 11 Months

240 days = 12 Months

Office Assistant/Aides

Emp. Type Salary Schedule # Position Contract Days	2 Hrs A2 16/90 Aides 187		3 3/4 Hrs TH 16/92 Aides 187		7 1/2 Hrs T9 16/9 Aides 187		7 1/2 Hrs. TA 16/10 Aides 202		8 Hrs. BP 13/9 Bus Paraprofessionals 187	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
Experience										
0	4,006	10.71	7,509	10.71	15,018	10.71	16,222	10.71	15,871	10.61
1-4	4,629	12.38	8,679	12.38	17,357	12.38	18,748	12.38	18,427	12.32
5-9	4,691	12.54	8,802	12.54	17,601	12.54	19,013	12.54	18,692	12.49
10-14	4,756	12.72	8,922	12.72	17,843	12.72	19,274	12.72	18,961	12.67
15-19	4,824	12.90	9,044	12.90	18,088	12.90	19,540	12.90	19,207	12.84
20-24	4,888	13.07	9,168	13.07	18,332	13.07	19,802	13.07	19,476	13.02
25-27+	4,955	13.25	9,289	13.25	18,576	13.25	20,066	13.25	19,742	13.20

Bus Drivers

Emp. Type	BD	BV
Salary Schedule #	19/9	V/9
Position	Regular and Gifted	Vocational
Contract Days	187	187

Experience	BD	BV
0	13,789	8,613
1-4	16,043	10,532
5-9	16,273	10,758
10-14	16,500	10,987
15-19	16,723	11,214
20-24	16,955	11,440
25-27+	17,183	11,667

**Custodians
8 Hours Per Day**

Emp. Type Salary Schedule # Contract Days	C 15/9 187		C1 15/95 192		C2 15/10 202		C3 15/11 222		C4 15/12 240		4 Hrs C5 15/90 187		4 Hrs C6 15/15 202		3 Hrs C7 15/14 187	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
	Experience															
0	15,190	10.83	15,597	10.83	16,409	10.83	18,035	10.83	19,495	10.83	7,596	10.16	8,206	10.16	5,698	10.16
1-4	17,550	12.51	18,016	12.51	18,958	12.51	20,835	12.51	22,524	12.51	8,777	11.73	9,475	11.73	6,579	11.73
5-9	17,818	12.70	18,295	12.70	19,246	12.70	21,153	12.70	22,868	12.70	8,910	11.91	9,622	11.91	6,681	11.91
10-14	18,082	12.89	18,565	12.89	19,533	12.89	21,468	12.89	23,208	12.89	9,042	12.09	9,768	12.09	6,782	12.09
15-19	18,373	13.10	18,864	13.10	19,845	13.10	21,812	13.10	23,580	13.10	9,186	12.28	9,924	12.28	6,890	12.28
20-24	18,641	13.29	19,139	13.29	20,136	13.29	22,129	13.29	23,923	13.29	9,320	12.46	10,069	12.46	6,991	12.46
25-27+	18,929	13.50	19,433	13.50	20,448	13.50	22,472	13.50	24,294	13.50	9,466	12.66	10,225	12.66	7,100	12.66

CNP Production Supervisor
240 Contract Days
 Employee Type LPR
 Salary Schedule # PR/12

Experience	Base Salary		Managers Supplement (Based on Yrs as Mgr.)		Production Supervisors Supplement (Based on Yrs as Supervisor)	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	25,059	13.92	1,559	0.87	2,329	1.29
1	27,050	15.03	1,793	1.00	2,660	1.48
2	27,580	15.32	1,793	1.00	2,993	1.66
3	29,245	16.25	1,793	1.00	3,326	1.85
4	29,956	16.64	1,793	1.00	3,659	2.03
5-9	30,686	17.05	2,241	1.25	4,213	2.34
10-14	31,400	17.44	2,689	1.49	4,767	2.65
15-19	32,131	17.85	3,137	1.74	5,322	2.96
20-24	32,824	18.24	3,585	1.99	5,876	3.26
25-27+	33,538	18.63	4,482	2.49	6,430	3.57

**CNP Managers
187 Days**

Emp. Type Salary Schedule #	LM M/8 8 Hours		M M/S *Managers Supplement	
	Annual	Hourly	Annual	Hourly
	Experience			
0	16,630	11.12	1,559	1.04
1	18,474	12.35	1,793	1.20
2	18,963	12.68	1,793	1.20
3	20,505	13.71	1,793	1.20
4	21,163	14.15	1,793	1.20
5-9	21,839	14.60	2,241	1.50
10-14	22,500	15.04	2,689	1.80
15-19	23,176	15.49	3,137	2.10
20-24	23,819	15.92	3,585	2.40
25-27+	24,478	16.36	4,482	3.00

•Manager Supplement Years are determined by the total numbers of years of experience as Full Time Manager

CNP Manager Bonus per Child Count*

•The CNP Manager Bonus is based on the average daily meals (ADM) for the previous three (3) years.
The bonus amount may fluctuate as ADM changes.

No. of Children Served:	Annual Supplement	Hourly Supplement
199 or Less	1,884	1.26
200-249	2,106	1.41
250-299	2,329	1.56
300-349	2,550	1.70
350-399	2,772	1.85
400-449	3,104	2.08
450-499	3,437	2.30
500-549	3,769	2.52
550-599	4,102	2.74
600-649	4,435	2.96
650-699	4,767	3.19
700-749	5,100	3.41
750-799	5,432	3.63
800-849	5,765	3.85
850-899	6,098	4.08
900-949	6,430	4.30
950-999	6,763	4.52
1000+	7,095	4.74

**CNP Assistant Managers
185 Days**

Emp. Type Salary Schedule #			M M/S	
	8 Hours		*Managers Supplement	
	Annual	Hourly	Annual	Hourly
Experience				
0	15,431	10.43	390	0.26
1	18,746	12.67	448	0.30
2	19,246	13.00	448	0.30
3	20,703	13.99	448	0.30
4	21,305	14.40	448	0.30
5-9	21,942	14.83	560	0.38
10-14	22,543	15.23	672	0.45
15-19	23,163	15.65	784	0.53
20-24	23,832	16.10	896	0.61
25-27+	24,485	16.54	1,121	0.76

•Manager Supplement Years are determined by the total numbers of years of experience as Full Time Assistant Manager

CNP Manager Bonus per Child Count*

•The CNP Manager Bonus is based on the average daily meals (ADM) for the previous three (3) years.
The bonus amount may fluctuate as ADM changes.

No. of Children Served:	Annual Supplement	Hourly Supplement
199 or Less	942	0.63
200-249	1,053	0.70
250-299	1,164	0.77
300-349	1,275	0.85
350-399	1,386	0.92
400-449	1,552	1.03
450-499	1,718	1.14
500-549	1,885	1.25
550-599	2,051	1.36
600-649	2,217	1.47
650-699	2,384	1.59
700-749	2,550	1.70
750-799	2,716	1.81
800-849	2,882	1.92
850-899	3,049	2.03
900-949	3,215	2.14
950-999	3,381	2.25
1000+	3,548	2.36

**Child Nutrition Workers
185 Contract Days**

Emp. Type Salary Schedule #	LF LF/9 6 1/2 Hours Per Day		L7 L7/9 7 Hours Per Day		
	Annual	Hourly	Annual	Hourly	
	Experience		Experience		
	0	12,538	10.43	13,503	10.43
	1	15,230	12.67	16,403	12.67
	2	15,638	13.00	16,840	13.00
	3	16,821	13.99	18,116	13.99
	4	17,311	14.40	18,642	14.40
	5-9	17,828	14.83	19,199	14.83
	10-14	18,316	15.23	19,726	15.23
	15-19	18,820	15.65	20,268	15.65
	20-24	19,365	16.10	20,853	16.10
	25-27+	19,894	16.54	21,425	16.54

•Any child nutrition worker below six and one half hours will be paid on an hourly rate scale.

**Health Related Occupations
7 1/2 Hours Per Day**

Positions:	Licensed Practical Nurse Interpreter - Permitted Physical Therapy Assistant Certified Occupational Therapist	Registered Nurse Interpreter - Licensed		Head Nurse	
Emp. Type	PN	RN	RM	HN	
Salary Schedule #	PN/9	RN/9	RM/9	HN/10	HN/00
Contract Days	187	187 Day	187 Day	202 Day	202 Day

Experience		RN Degree	Masters Degree	RN Degree	Masters Degree
0-2	25,587	40,873	47,001	44,150	50,772
3-5	27,607	44,956	51,699	48,563	55,848
6-8	28,280	46,926	53,964	50,690	58,291
9-11	28,955	47,554	54,688	51,369	59,074
12-14	29,628	48,419	55,680	52,303	60,146
15-17	30,301	49,523	56,952	53,496	61,521
18-20	30,974	50,162	57,685	54,186	62,312
21-23	31,648	50,803	58,424	54,879	63,110
24-26	32,213	51,408	59,029	55,532	63,764
27+	32,780	52,015	59,637	56,186	64,420

**Central Office Staff
240 Day Contract
7 1/2 Hours Per Day**

Employee Type Salary Schedule #	Class I		Class II		Class III		Class IV		Class V	
	RS/12		SC/12		BK/12		AC/12		SR/12	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
Experience										
0	24,451	13.58	26,848	14.92	30,911	17.17	37,268	20.70	42,026	23.35
1-4	28,031	15.57	30,475	16.93	34,799	19.33	41,573	23.10	46,332	25.74
5-9	28,409	15.78	30,848	17.14	35,174	19.54	41,949	23.31	47,087	26.16
10-14	28,782	15.99	31,225	17.35	35,553	19.75	42,322	23.51	47,462	26.37
15-19	29,162	16.20	31,601	17.56	35,929	19.96	42,698	23.72	47,837	26.58
20-24	29,536	16.41	31,980	17.77	36,303	20.17	43,074	23.93	48,210	26.78
25-27+	29,909	16.62	32,352	17.97	36,680	20.38	43,453	24.14	48,585	26.99

Computer/Technology Positions
240 Day Contract
 7 1/2 Hours Per Day

Salary Schedule #	TT/12		NT/12		DM/12	
	Information Technology		Network Computer Software Technician		Computer Database Manager	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
Experience						
0-2	39,780	22.10	46,589	25.88	60,327	33.52
3-5	43,757	24.31	51,246	28.47	66,357	36.87
6-8	45,671	25.37	51,944	28.86	69,260	38.48
9-11	46,287	25.72	52,644	29.25	70,190	38.99
12-14	47,124	26.18	53,343	29.63	71,464	39.70
15-17	48,202	26.78	54,040	30.02	73,094	40.61
18-20	48,820	27.12	54,740	30.41	74,042	41.13
21-23	49,447	27.47	55,439	30.80	74,984	41.66
24-27+	50,068	27.82	56,836	31.58	75,860	42.14

Salary Schedule #	CT/1		CT/2		CT/3	
	Computer Hardware Technician Class I		Computer Hardware Technician Class II		Computer Hardware Technician Class III	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
Experience						
0	30,184	16.77	33,229	18.46	36,275	20.15
1	30,507	16.95	33,554	18.64	36,600	20.33
2	30,670	17.04	33,716	18.73	36,761	20.42
3	30,832	17.13	33,880	18.82	36,925	20.51
4	30,995	17.22	34,041	18.91	37,087	20.60
5-9	31,158	17.31	34,204	19.00	37,253	20.70
10-14	32,176	17.88	34,406	19.11	38,267	21.26
15-19	33,191	18.44	36,238	20.13	39,282	21.82
20-21	34,205	19.00	37,253	20.70	40,299	22.39
22-26	35,221	19.57	38,267	21.26	41,315	22.95
27+	36,240	20.13	39,282	21.82	42,328	23.52

Salary Schedule Criteria:

- Class I Minimum high school diploma with no in-field experience
- Class II Minimum high school diploma with in-field training and experience, or certifications (A+, etc.)
- Class III Minimum of two years post secondary education and/or in-field training with minimum of ten (10) years experience

Supervisor of Construction
240 Day Contract
Salary Schedule # SN/12

Experience	
0	60,602
1	60,928
2	61,090
3	61,254
4	61,414
5-9	61,577
10-14	61,780
15-19	63,611
20-21	64,626
22-26	65,641
27+	66,656

Maintenance and Transportation
240 Day Contract
 7 1/2 Hours Per Day

Emp. Type Salary Schedule #	MT/TR MT/1 Class 1		MT/TR MT/2 Class II		MT/TR MT/3 Class III	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
Experience 0	30,184	16.77	33,229	18.46	36,275	20.15
1	30,507	16.95	33,554	18.64	36,600	20.33
2	30,670	17.04	33,716	18.73	36,761	20.42
3	30,832	17.13	33,880	18.82	36,925	20.51
4	30,995	17.22	34,041	18.91	37,087	20.60
5-9	31,158	17.31	34,204	19.00	37,253	20.70
10-14	32,176	17.88	34,406	19.11	38,267	21.26
15-19	33,191	18.44	36,238	20.13	39,282	21.82
20-21	34,205	19.00	37,253	20.70	40,299	22.39
22-26	35,221	19.57	38,267	21.26	41,315	22.95
27+	36,240	20.13	39,282	21.82	42,328	23.52

Salary Schedule Criteria:

Class I General Labor

Class II Minimum high school diploma with in-field training and experience

Class III Minimum of two year post secondary education and/or in-field training with minimum of ten (10) years experience

NOTE: Maintenance Shop Foreman - Annual Supplement - \$3,426 FR/12
 Transportation Shop Foreman - Annual Supplement - \$3,426 FR/12

SUBSTITUTES

	<u>Rate</u>
<u>Certified Teacher Sub (TS)</u> Certified Teacher Substitute (with valid Alabama teaching certificate)	60.00 per day
<u>Teacher Sub (TSB)</u> Teacher Substitute (with valid Alabama substitute license)	58.00 per day
<u>Long Term Substitute (TS or TSB)</u> 10 or more continuous days of substituting Begins after the 10th day of continuous days of substituting	64.00 per day
<u>Substitute for an Unpaid Leave (TS)</u> Highly Qualified Certificated Teacher Substitute with valid Alabama teaching certificate AND Highly Qualified in field of teacher on leave	125.00 per day
<u>Nurse Sub (NUS)</u>	110.00 per day
<u>Support Personnel Sub (SSB)</u> Custodians, CNP, Paraprofessionals, Secretaries/Bookkeepers Bus Paraprofessional Classroom Only Bus Paraprofessional Bus Rider Only	7.25
	<u>Hourly Rate (8 Hour Day)</u>
<u>Bus Paraprofessional (Classroom and Bus Rider)</u>	9.00
	<u>Rate (2-4 Hours)</u>
<u>Substitute Bus Driver</u> Regular Route	54.50 per day
Vocational Route	12.75 per hour