



# **SALARY SCHEDULE**

*Jefferson County School System*

**2011-2012**

**(Effective July 1, 2011 with employees' contract year)**

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# INTRODUCTION

**August 25, 2011** - Board approval of 2011-2012 salary schedule effective July 1, 2011 with employees' contract year.

The 2011-2012 **Salary Schedule** provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel includes all support employees who do not work as certificated employees.

Salaries in the **Salary Schedule** are based on years of experience, degree/certification, and assignment. Effective February 1, 1996, certificated employees were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's principal/director or to the personnel division of the Board.** Any revisions to the 2011-2012 salary schedule that are made during the year will be posted on the website (<http://www.jefcoed.com/departments/Finance/Finance%20Forms/Forms/AllItems.aspx>).

In order to advance steps on the salary schedule, an employee must have worked a minimum of fifty percent of the contract days from the previous year.

## CONTRACT DAYS

Nine Month Employees.....	187 days
Nine and One-Half Month Employees.....	197 days
Ten Month Counselors/Supervisors/Band Directors.....	207 days
All other Ten Month Employees.....	202 days
Child Nutrition Program Managers.....	189 days
Child Nutrition Program Assistant Managers.....	187 days
Child Nutrition Program Workers.....	184 days
Bus Drivers/Aides.....	183 days
Nine Month School Nurses .....	182 days
Nine and One-Half Month School Nurses .....	197 days
Twelve Month Employees.....	240 days

The base salary of full-time salaried employees is generally paid in twelve equal monthly increments, regardless of the term of the appointment. Teaching contracts are normally nine months.

The payroll periods for all employees will be established according to a schedule developed by the Finance Department. The schedule setting forth those payroll periods is available at each school/job site or on the web site ([www.jefcoed.com/departments/finance](http://www.jefcoed.com/departments/finance)). Some full-time twelve-month employees have a payroll period which extends from the first day of each month to the last day of that month (“monthly pay period”).<sup>1</sup> For employees paid according to a monthly pay period, leave and supplemental pay (including but not limited to overtime) will be applied using the schedule developed by the Finance Department in order to allow for appropriate processing and administration of those items. Payroll checks are issued on the last working day of the month.

Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year. Nine and ten-month employees hired after January 1 shall receive a prorated salary based on the number of days remaining in their contract, to be divided equally over the remaining months through August.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member’s contribution rate is set by law at 5% of earned compensation. Effective October 1, 2011 the rate will be 7.25% and effective October 1, 2012 the rate will increase to 7.50% of earned compensation.

New employees begin employment under the guidelines of the **Salary Schedule**. The salaries of some employees may be based on previous salary schedules. A change in employment status requires a reevaluation of salary placement.

Central Office personnel are generally expected to maintain office hours of 8 A.M. to 4:30 P.M. Exceptions must be approved by the Superintendent. Twelve month school office personnel are expected to work seven and one-half hours exclusive of lunch/breaks. Upon separate Board approval, 12 month employees may be allowed to work the required number of weekly hours over four days as opposed to five.

The Jefferson County Board of Education does not discriminate on the basis of race, color, disability, sex, religion, national origin or age in programs, activities, or employment.

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<sup>1</sup> Employees hired prior to November 1, 1998 were subject to a payroll period beginning the first of each month and ending the last day of the month. Unless the payroll period has been subsequently changed, due to change of position or other circumstance, those employees are still paid pursuant to that payroll period under a “grandfathered” status.

# **CERTIFICATED PERSONNEL**

**Teachers, Career Technical, Resource, etc.**

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/ AA Certificate	Doctoral Degree
0	1	9	36,165	41,564	44,818	48,071
		10	39,043	44,898	48,413	51,927
		12	46,388	53,346	57,520	61,696
1	2	9	36,366	41,717	45,256	48,651
		10	39,212	44,994	48,413	51,927
		12	46,462	53,346	57,520	61,696
2	3	9	36,666	41,984	45,399	49,231
		10	39,534	45,279	48,413	51,927
		12	46,845	53,674	57,520	61,696
3	4	9	40,658	46,444	49,573	52,877
		10	43,846	50,100	53,479	57,118
		12	51,970	59,401	63,415	67,863
4	5	9	41,272	47,058	50,188	53,117
		10	44,514	50,766	54,145	57,378
		12	52,764	60,190	64,204	68,172
5	6	9	41,782	47,567	50,698	53,621
		10	45,061	51,313	54,693	57,923
		12	53,413	60,840	64,854	68,819
6	7	9	43,545	49,501	52,724	55,738
		10	46,967	53,398	56,883	60,210
		12	55,673	63,317	67,452	71,537
7	8	9	44,067	50,026	53,245	56,262
		10	47,528	53,965	57,445	60,774
		12	56,342	63,987	68,122	72,206
8	9	9	44,567	50,549	53,770	56,785
		10	48,053	54,528	58,010	61,339
		12	56,963	64,659	68,794	72,877
9	10	9	45,300	51,257	54,480	57,495
		10	48,859	55,297	58,777	62,106
		12	57,923	65,571	69,705	73,790
10-11	11-12	9	45,822	51,778	55,000	58,904
		10	49,425	55,860	59,343	63,148
		12	58,594	66,240	70,427	75,026
12-14	13-15	9	46,042	52,028	55,264	59,187
		10	49,662	56,129	59,628	63,453
		12	58,876	66,559	70,767	75,388
15-20	16-21	9	47,542	53,643	56,943	60,940
		10	51,216	57,807	61,373	65,271
		12	60,607	68,436	72,725	77,434
21-23	22-24	9	47,542	53,643	56,943	60,940
		10	51,216	57,807	61,373	65,762
		12	60,607	68,436	72,779	78,020
24-26	25-27	9	48,109	54,210	57,510	61,507
		10	51,783	58,374	61,940	66,329
		12	61,174	69,003	73,346	78,587
27+	28+	9	48,676	54,778	58,077	62,074
		10	52,350	58,941	62,507	66,896
		12	61,741	69,570	73,913	79,154

\* see Introduction page 2 for number of duty days per classification of 9, 10, and 12 Month employees

## COUNSELORS\* - 9, 10, 12 MONTH

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/ AA Certificate	Doctoral Degree
0	1	9	36,165	41,564	44,818	48,071
		10	40,009	46,010	49,611	53,212
		12	46,388	53,346	57,520	61,696
1	2	9	36,366	41,717	45,256	48,651
		10	40,183	46,107	49,611	53,212
		12	46,462	53,346	57,520	61,696
2	3	9	36,666	41,984	45,399	49,231
		10	40,513	46,401	49,611	53,212
		12	46,845	53,674	57,520	61,696
3	4	9	40,658	46,444	49,573	52,877
		10	44,933	51,340	54,802	58,531
		12	51,970	59,401	63,415	67,863
4	5	9	41,272	47,058	50,188	53,117
		10	45,616	52,023	55,485	58,798
		12	52,764	60,190	64,204	68,172
5	6	9	41,782	47,567	50,698	53,621
		10	46,177	52,583	56,047	59,357
		12	53,413	60,840	64,854	68,819
6	7	9	43,545	49,501	52,724	55,738
		10	48,130	54,721	58,290	61,699
		12	55,673	63,317	67,452	71,537
7	8	9	44,067	50,026	53,245	56,262
		10	48,705	55,301	58,866	62,278
		12	56,342	63,987	68,122	72,206
8	9	9	44,567	50,549	53,770	56,785
		10	49,241	55,878	59,446	62,857
		12	56,963	64,659	68,794	72,877
9	10	9	45,300	51,257	54,480	57,495
		10	50,070	56,665	60,231	63,644
		12	57,923	65,571	69,705	73,790
10-11	11-12	9	45,822	51,778	55,000	58,904
		10	50,648	57,243	60,812	64,711
		12	58,594	66,240	70,427	75,026
12-14	13-15	9	46,042	52,028	55,264	59,187
		10	50,891	57,518	61,103	65,024
		12	58,876	66,559	70,767	75,388
15-20	16-21	9	47,542	53,643	56,943	60,940
		10	52,484	59,237	62,891	66,887
		12	60,607	68,436	72,725	77,434
21-23	22-24	9	47,542	53,643	56,943	60,940
		10	52,484	59,237	62,891	67,390
		12	60,607	68,436	72,779	78,020
24-26	25-27	9	48,109	54,210	57,510	61,507
		10	53,051	59,804	63,458	67,957
		12	61,174	69,003	73,346	78,587
27+	28+	9	48,676	54,778	58,077	62,074
		10	53,618	60,372	64,026	68,524
		12	61,741	69,570	73,913	79,154

\* see Introduction page 2 for number of duty days per classification of 9, 10, and 12 Month employees

**9.5 MONTH MIDDLE SCHOOL BAND DIRECTOR/ASSISTANT DIRECTOR\***  
**10 MONTH HIGH SCHOOL BAND DIRECTOR/ASSISTANT DIRECTOR\***

<b>Years of Experience</b>	<b>Step</b>	<b>Classification (Months)</b>	<b>Bachelor's Degree Rank II, Type II &amp; III</b>	<b>Master's Degree Rank I, Type I</b>	<b>Ed. Specialist Degree/ AA Certificate</b>	<b>Doctoral Degree</b>
<b>0</b>	<b>1</b>	9.5	38,099	43,787	47,214	50,643
		10	40,009	46,010	49,611	53,212
<b>1</b>	<b>2</b>	9.5	38,310	43,948	47,676	51,253
		10	40,183	46,107	49,611	53,212
<b>2</b>	<b>3</b>	9.5	38,627	44,227	47,827	51,864
		10	40,513	46,401	49,611	53,212
<b>3</b>	<b>4</b>	9.5	42,832	48,930	52,223	55,703
		10	44,933	51,340	54,802	58,531
<b>4</b>	<b>5</b>	9.5	43,478	49,574	52,872	55,957
		10	45,616	52,023	55,485	58,798
<b>5</b>	<b>6</b>	9.5	44,016	50,111	53,407	56,490
		10	46,177	52,583	56,047	59,357
<b>6</b>	<b>7</b>	9.5	45,874	52,150	55,545	58,719
		10	48,130	54,721	58,290	61,699
<b>7</b>	<b>8</b>	9.5	46,424	52,701	56,092	59,269
		10	48,705	55,301	58,866	62,278
<b>8</b>	<b>9</b>	9.5	46,949	53,252	56,643	59,822
		10	49,241	55,878	59,446	62,857
<b>9</b>	<b>10</b>	9.5	47,722	54,000	57,394	60,571
		10	50,070	56,665	60,231	63,644
<b>10-11</b>	<b>11-12</b>	9.5	48,272	54,546	57,942	62,054
		10	50,648	57,243	60,812	64,711
<b>12-14</b>	<b>13-15</b>	9.5	48,503	54,809	58,220	62,353
		10	50,891	57,518	61,103	65,024
<b>15-20</b>	<b>16-21</b>	9.5	50,085	56,512	59,988	64,200
		10	52,484	59,237	62,891	66,887
<b>21-23</b>	<b>22-24</b>	9.5	50,085	56,512	59,988	64,200
		10	52,484	59,237	62,891	67,390
<b>24-26</b>	<b>25-27</b>	9.5	50,652	57,079	60,556	64,767
		10	53,051	59,804	63,458	67,957
<b>27+</b>	<b>28+</b>	9.5	51,219	57,646	61,123	65,334
		10	53,618	60,372	64,026	68,524

\* see Introduction, page 2 for number of duty days per classification of 9.5 and 10 Month

## **SALARY SUPPLEMENTS**

Salary supplements are provided to approved certificated employees who perform tasks beyond the requirements of the teacher's assigned daily schedule. An employee cannot earn two concurrent supplements during each seasonal program. The amount of the salary supplement is based upon the following criteria:

- years of experience (Step)
- instruction beyond the established school day and school year
- approval of the principal and Director of Human Resources

Supplements are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

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**SUPPLEMENTS WILL BE PAID OVER A 12 MONTH PERIOD  
AS APPROVED BY THE BOARD**

## ACADEMIC COACH

Step	Elementary	Secondary	Advanced*
0-2	1,444	2,406	2,906
3-5	1,596	2,558	3,208
6-8	1,750	2,712	3,512
9-11	1,904	2,866	3,816
12 +	2,060	3,022	4,122

Approved **Academic Coaches** receive a supplement for those activities performed beyond the requirements of the teacher's assigned daily schedule. These activities include, but are not limited to, the following:

- ❖ Scheduling academic competitions
- ❖ Providing orientation to teachers and students, including appropriate workshops and meetings
- ❖ Organizing and implementing competitive events (ex. debate teams) and should compete in a minimum of eight (8) intramural debate tournaments
- ❖ Coaching local teams
- ❖ Accompanying students to off-campus competitive events
- ❖ Providing additional instruction for the entire school year

## CHORAL DIRECTOR AND THEATRE ARTS DIRECTOR

Step	Elementary	Middle/Jr. High	Middle/Jr. Advanced*	Senior High	Senior High Advanced*
0-2	1,444	1,925	2,425	2,406	2,906
3-5	1,596	2,077	2,827	2,558	3,208
6-8	1,750	2,231	3,031	2,712	3,512
9-11	1,904	2,385	3,335	2,866	3,816
12+	2,060	2,541	3,641	3,022	4,122

Approved **Choral Directors** receive a supplement for those activities performed beyond the requirements of the teacher's assigned daily schedule. Approved **Theatre Arts Directors** receive a supplement for those activities performed beyond the requirements of the teacher's assigned daily schedules. These activities shall include, but not be limited to, the following:

- ❖ Drama productions (minimum of one per semester) requiring the direction of students in 4-8 weeks of rehearsals and performances beyond the established school day (7:55 A.M. – 3:00 P.M.)  
Student workshops, competitive events, rehearsals, performances, and festivals that require the teacher's preparation, coaching, and accompaniment of students.

\*In order to receive an approved Advanced Supplement for middle, junior and senior high school, teachers must fulfill additional criteria, as well as, the outlined activities for each discipline.

## BAND DIRECTOR AND BAND AUXILIARY SPONSOR

Step	Position	Marching Band	Concerts, Concert Contest, Solo & Ensemble Contest; Individualized Instruction
<b>0-2</b>	Sr. High Director	4,134	432
	Associate Director	2,462	432
	Jr. High Director	NA	432
	Sr. High Auxiliary *	1,000	
	Jr. High Auxiliary *	800	
<b>3-5</b>	Sr. High Director	4,325	465
	Associate Director	2,588	465
	Jr. High Director	NA	465
	Sr. High Auxiliary *	1,000	
	Jr. High Auxiliary *	900	
<b>6-8</b>	Sr. High Director	4,499	505
	Associate Director	2,682	505
	Jr. High Director	NA	505
	Sr. High Auxiliary *	1,200	
	Jr. High Auxiliary *	1,000	
<b>9-11</b>	Sr. High Director	4,679	541
	Associate Director	2,792	541
	Jr. High Director	NA	541
	Sr. High Auxiliary *	1,300	
	Jr. High Auxiliary *	1,100	
<b>12 +</b>	Sr. High Director	4,866	612
	Associate Director	3,121	612
	Jr. High Director	NA	612
	Sr. High Auxiliary *	1,400	
	Jr. High Auxiliary *	1,200	

### Band Director Supplement Adjustment for School Enrollment

Student Enrollment	Additional Supplement
0-499	0
500-999	482
1000-1499	802
1500+	1,123

\* Auxiliary sponsors only (majorettes, flags, and dance line). Band directors are not eligible for this supplement. The listed amount may be paid for each season: Fall (beginning 2 weeks before school opens through the football season), Winter, and Spring/Summer. The sponsor must attend all practices and performances of the auxiliary unit. Dance line and auxiliary sponsors may be paid the listed amount for the following seasons: Fall, Winter, and Spring/Summer.

## ATHLETIC COACH

Steps	Position	Fall					Winter				Spring					Cheerleading (one per season)
		*Head Football	** Assistant Football	** Head Volleyball	** Assistant Volleyball	Cross Country Track	Head Basketball	Assistant Basketball	Indoor Track	Wrestling	Head Baseball and Softball	Assistant Baseball and Softball	Outdoor Track	Soccer	Tennis and Golf	
0-2	Senior High	4,915	4,500	2,600	1,000	1,400	4,000	1,800	1,400	2,300	2,457	1,200	1,600	2,000	1,000	1,000
	Middle & Jr. High	2,400	1,660	1,100	600	700	1,800	1,000	700	1,500	1,500	600	900	1,100	700	800
3-5	Senior High	5,552	4,600	2,700	1,100	1,600	4,300	2,100	1,600	2,400	2,730	1,300	1,700	2,200	1,100	1,100
	Middle & Jr. High	2,600	1,700	1,200	700	800	1,900	1,200	800	1,600	1,700	700	1,000	1,300	800	900
6-8	Senior High	6,042	4,700	2,800	1,200	1,700	4,600	2,300	1,700	2,500	3,104	1,400	1,800	2,400	1,200	1,200
	Middle & Jr. High	2,800	1,800	1,300	800	900	2,000	1,400	900	1,700	1,800	800	1,100	1,500	900	1,000
9-11	Senior High	6,534	5,000	3,100	1,300	1,800	5,200	2,500	1,800	2,800	3,476	1,500	2,000	2,600	1,300	1,300
	Middle & Jr. High	3,100	2,000	1,500	900	1,100	2,100	1,600	1,100	1,800	1,900	900	1,200	1,700	1,000	1,100
12+	Senior High	7,171	5,400	3,500	1,400	2,000	5,800	2,800	2,000	3,000	3,848	1,600	2,200	2,800	1,400	1,400
	Middle & Jr. High	3,500	2,400	1,600	1,000	1,200	2,300	1,800	1,200	1,900	2,000	1,000	1,300	1,900	1,100	1,200

### Middle School and High School Coordinator of Athletics Supplement

Adjustment for School Enrollment  
(Only one Supplement Per School)

Student Enrollment	Additional Supplement
0 - 499	1,200
500 - 999	1,500
1000 - 1499	1,800
1500 +	2,100

\*Supplements do not include Tenth Month Supplement.

\*\*Supplements do include pre-school work in Summer

NOTE: Practice for all supplemental activities must be performed beyond the established school day.

One coach cannot earn two supplements during each season.

## TUTORS

Amounts indicated on this schedule are hourly pay rates.

Years Experience	Non-Degree	Bachelor's Degree	Master's Degree	Ed. Specialist/ AA Certificate	Doctorate Degree
<b>1 - 2</b>	14.61	18.03	19.06	20.09	21.12
<b>3 - 5</b>	14.99	19.06	20.09	21.12	22.15
<b>6 - 8</b>	15.35	19.57	20.6	21.63	22.66
<b>9 - 11</b>	15.73	20.09	21.12	22.15	23.18
<b>12 - 14</b>	16.1	20.6	21.63	22.66	23.69
<b>15 - 17</b>	16.48	21.12	22.15	23.18	24.21
<b>18 - 20</b>	16.85	21.63	22.66	23.69	24.72
<b>21 +</b>	17.22	22.15	23.18	24.21	25.24

## SUMMER SCHOOL SALARY SCHEDULE

<b>TEACHERS</b>		
	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE OR HIGHER</b>
ONE TERM (3 WEEKS)	1,400.00	1,600.00
TWO TERMS (6 WEEKS)	2,800.00	3,200.00

<b>AIDES</b>			
Hourly			
ONE TERM (3 WEEKS)	585.00	\$7.80	Based on 25 hours per week for three weeks
TWO TERMS (6 WEEKS)	1,170.00	\$7.80	Based on 25 hours per week for six weeks

<b>CUSTODIAN'S SALARY</b>			
Hourly			
ONE TERM (3 WEEKS)	563.90	\$7.52	Based on 25 hours per week for three weeks
TWO TERMS (6 WEEKS)	1,127.80	\$7.52	Based on 25 hours per week for six weeks

## ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve month period regardless of whether assignments are 9, 9 ½, 10, or 12 month positions.
2. Salary schedule placement for principals and assistant principals is determined by the enrollment of the school and the type of school.
3. Principals will receive an annual activity supplement based on the following schedule:

<b>School Enrollment</b>	<b>Supplement</b>
1100 +	\$6,500
1099 – 900	\$5,500
899 – 750	\$4,500
749 - 600	\$3,500
599 - 350	\$3,000
349 - Below	\$2,500

4. Central Staff Directors each will receive an annual supplement of \$4,500.
5. Assistant Principals will receive an annual supplement as follows:

<b>School</b>	<b>Supplement</b>
High	\$2,000
Middle/Junior/High	\$1,500
Elementary	\$1,000

6. Supervisors will receive an annual supplement of \$2,000. Ten-month supervisors will be prorated.
7. Assistant Directors will receive an annual supplement of \$3,000.
8. The following Conversion Table is utilized to convert teaching experience steps to administrative steps:

### Conversion Table

To convert 11 steps to 5 steps:

<b>Experience (in years)</b>	<b>Step Level</b>
0 - 2 years	1
3 - 5 years	2
6 - 8 years	3
9 - 11 years	4
12+ years	5

## CERTIFICATED DIRECTOR - CENTRAL STAFF

Years of Experience	Step	Level	Director 1*	Director 2	Director 3	Director 4
0	1	Master's			82,966	75,147
		Ed.S./AA			86,298	78,478
		Ed.D./Ph.D.	97,857	94,071	90,726	83,484
1	2	Master's			83,837	75,727
		Ed.S./AA			87,168	79,055
		Ed.D./Ph.D.	98,330	94,736	91,595	84,065
2	3	Master's			84,709	76,308
		Ed.S./AA			88,041	79,637
		Ed.D./Ph.D.	98,806	95,397	92,467	84,642
3	4	Master's			85,582	76,891
		Ed.S./AA			88,914	80,220
		Ed.D./Ph.D.	99,277	96,058	93,336	85,226
4	5	Master's			86,452	77,470
		Ed.S./AA			89,782	80,800
		Ed.D./Ph.D.	99,751	96,721	94,208	85,807
5	6	Master's			87,322	78,051
		Ed.S./AA			90,653	81,383
		Ed.D./Ph.D.	100,222	97,384	94,322	86,386
6	7	Master's			90,811	81,020
		Ed.S./AA			94,241	84,395
		Ed.D./Ph.D.	103,688	100,958	98,802	89,552
7	8	Master's			91,709	81,564
		Ed.S./AA			95,140	84,994
		Ed.D./Ph.D.	104,176	101,641	99,697	90,149
8	9	Master's			92,609	82,166
		Ed.S./AA			96,035	85,593
		Ed.D./Ph.D.	104,663	102,323	100,595	90,746
9	10	Master's			93,504	82,761
		Ed.S./AA			96,933	86,191
		Ed.D./Ph.D.	105,150	103,007	101,490	91,344
10-11	11-12	Master's			94,402	83,359
		Ed.S./AA			97,829	86,788
		Ed.D./Ph.D.	105,637	103,688	102,389	91,943
12-14	13-15	Master's			94,856	83,759
		Ed.S./AA			98,299	87,205
		Ed.D./Ph.D.	106,145	104,187	102,882	92,383
15+	16+	Master's			95,764	84,560
		Ed.S./AA			99,240	88,040
		Ed.D./Ph.D.	107,161	105,182	103,865	93,269

\*This Level of compensation on the 2005/2006 Salary Schedule is applicable to one Director grandfathered into this classification.

Deputy Superintendents - Administrative Services and Instructional Services	\$126,369
Executive Director of Business and Financial Affairs	\$110,397
Technology Data Administrator	\$86,805
Advanced Placement Coordinator	\$91,277

**CERTIFICATED ASSISTANT DIRECTOR, COMMUNITY SCHOOL  
COORDINATOR AND SUPERVISOR**

Years of Experience	Step	Level	Assistant Director	Community School Coordinator Or Certificated Supervisor	Certificated Supervisor
			12 Months	12 Months	10 Months
0	1	Master's		64,034	53,896
		Ed.S./AA		67,365	56,699
		Ed.D./Ph.D.	72,384	71,790	60,423
1	2	Master's		64,615	54,385
		Ed.S./AA		67,946	57,188
		Ed.D./Ph.D.	72,968	72,372	60,914
2	3	Master's		65,193	54,873
		Ed.S./AA		68,525	57,677
		Ed.D./Ph.D.	73,546	72,950	61,401
3	4	Master's		65,776	55,361
		Ed.S./AA		69,107	58,164
		Ed.D./Ph.D.	74,129	73,531	61,890
4	5	Master's		66,358	55,852
		Ed.S./AA		69,672	58,640
		Ed.D./Ph.D.	74,708	74,112	62,380
5	6	Master's		66,936	56,338
		Ed.S./AA		70,268	59,142
		Ed.D./Ph.D.	75,288	74,692	62,866
6	7	Master's		69,523	58,515
		Ed.S./AA		72,953	61,404
		Ed.D./Ph.D.	78,106	77,511	65,239
7	8	Master's		70,122	59,019
		Ed.S./AA		73,550	61,904
		Ed.D./Ph.D.	78,786	78,108	65,741
8	9	Master's		70,718	59,522
		Ed.S./AA		74,149	62,408
		Ed.D./Ph.D.	79,469	78,705	66,243
9	10	Master's		71,317	60,025
		Ed.S./AA		74,748	62,914
		Ed.D./Ph.D.	80,148	79,305	66,748
10-11	11-12	Master's		71,917	60,530
		Ed.S./AA		75,345	63,415
		Ed.D./Ph.D.	80,829	79,901	67,251
12-14	13-15	Master's		72,262	60,820
		Ed.S./AA		75,708	63,720
		Ed.D./Ph.D.	81,512	80,285	67,573
15+	16+	Master's		72,955	61,404
		Ed.S./AA		76,432	64,329
		Ed.D./Ph.D.	82,191	81,054	68,219

**PRINCIPAL  
HIGH SCHOOL, MIDDLE/JR HIGH, OR ELEMENTARY**

Years of Experience	Step	Level	High School	High School Middle/Jr. High		Elementary			
			> 1000	HS 0-999 M/Jr. > 1000	M/Jr. 0-999	> 1000	700-999	450-699	165-449
0	1	Master's	78,245	76,331	73,963	72,047	71,410	69,050	67,132
		Ed.S./AA	81,579	79,664	77,296	75,383	74,744	72,383	70,465
		Ed.D./Ph.D.	86,006	84,091	81,723	79,809	79,170	76,811	74,893
1	2	Master's	78,825	76,912	74,546	72,627	71,992	69,629	67,712
		Ed.S./AA	82,158	80,246	77,880	75,963	75,325	72,962	71,047
		Ed.D./Ph.D.	86,585	84,672	82,307	80,389	79,752	77,390	75,475
2	3	Master's	79,406	77,490	75,125	73,212	72,573	70,209	68,291
		Ed.S./AA	82,740	80,825	78,460	76,545	75,906	73,543	71,626
		Ed.D./Ph.D.	87,166	85,251	82,886	80,971	80,333	77,970	76,052
3	4	Master's	79,988	78,069	75,706	73,793	73,153	70,788	68,873
		Ed.S./AA	83,322	81,405	79,040	77,126	76,487	74,123	72,208
		Ed.D./Ph.D.	87,749	85,831	83,466	81,553	80,913	78,550	76,634
4	5	Master's	80,567	78,654	76,286	74,370	73,732	71,372	69,456
		Ed.S./AA	83,901	81,988	79,619	77,703	77,067	74,706	72,789
		Ed.D./Ph.D.	88,327	86,414	84,046	82,131	81,493	79,133	77,217
5	6	Master's	81,148	79,236	76,868	74,952	74,315	71,953	70,034
		Ed.S./AA	84,482	82,570	80,201	78,287	77,649	75,287	73,367
		Ed.D./Ph.D.	88,908	86,997	84,628	82,713	82,075	79,715	77,794
6	7	Master's	84,210	82,186	79,749	77,775	77,118	74,687	72,712
		Ed.S./AA	87,642	85,618	83,183	81,209	80,552	78,121	76,145
		Ed.D./Ph.D.	92,202	90,179	87,744	85,770	85,113	82,681	80,707
7	8	Master's	84,754	82,783	80,346	78,374	77,719	75,286	73,312
		Ed.S./AA	88,187	86,216	83,780	81,808	81,153	78,719	76,745
		Ed.D./Ph.D.	92,748	90,776	88,341	86,367	85,712	83,280	81,304
8	9	Master's	85,355	83,381	80,944	78,972	78,315	75,882	73,908
		Ed.S./AA	88,786	86,814	84,378	82,405	81,749	79,316	77,342
		Ed.D./Ph.D.	93,348	91,376	88,938	86,966	86,309	83,876	81,901
9	10	Master's	85,950	83,978	81,541	79,569	78,913	76,481	74,506
		Ed.S./AA	89,384	87,412	84,975	83,003	82,346	79,913	77,940
		Ed.D./Ph.D.	93,945	91,972	89,537	87,565	86,905	84,474	82,501
10-11	11-12	Master's	86,548	84,575	82,141	80,168	79,513	77,079	75,107
		Ed.S./AA	89,982	88,009	85,573	83,601	82,945	80,512	78,539
		Ed.D./Ph.D.	94,541	92,570	90,134	88,162	87,506	85,074	83,099
12-14	13-15	Master's	86,963	84,980	82,534	80,552	79,895	77,450	75,467
		Ed.S./AA	90,412	88,429	85,983	83,999	83,342	80,898	78,915
		Ed.D./Ph.D.	94,992	93,010	90,563	88,580	87,923	85,479	83,495
15+	16+	Master's	87,796	85,794	83,324	81,322	80,660	78,190	76,189
		Ed.S./AA	91,277	89,275	86,805	84,804	84,141	81,672	79,671
		Ed.D./Ph.D.	96,504	94,502	92,033	90,031	89,366	86,898	84,896

**ASSISTANT PRINCIPAL  
HIGH SCHOOL, MIDDLE/JR HIGH, OR ELEMENTARY**

Years of Experience	Step	Level	High School	High School Middle/Jr. High	Middle/Jr. High Elementary All Others
			> 1000	HS 0-999 M/Jr. > 750	Elem All sizes M/Jr. 0-749
0	1	Master's	65,273	61,921	58,564
		Ed.S./AA	68,604	65,253	61,896
		Ed.D./Ph.D.	73,045	69,692	66,336
1	2	Master's	65,855	62,498	59,143
		Ed.S./AA	69,186	65,830	62,475
		Ed.D./Ph.D.	73,627	70,269	66,916
2	3	Master's	66,433	63,079	59,724
		Ed.S./AA	69,764	66,411	63,055
		Ed.D./Ph.D.	74,205	70,851	67,497
3	4	Master's	67,014	63,661	60,306
		Ed.S./AA	70,346	66,992	63,637
		Ed.D./Ph.D.	74,787	71,433	68,079
4	5	Master's	67,597	64,243	60,888
		Ed.S./AA	70,930	67,575	64,220
		Ed.D./Ph.D.	75,369	72,014	68,660
5	6	Master's	68,175	64,822	61,470
		Ed.S./AA	71,507	68,154	64,802
		Ed.D./Ph.D.	75,946	72,593	69,243
6	7	Master's	70,800	67,346	63,891
		Ed.S./AA	74,230	70,777	67,321
		Ed.D./Ph.D.	78,793	75,340	71,884
7	8	Master's	71,397	67,942	64,489
		Ed.S./AA	74,828	71,372	67,920
		Ed.D./Ph.D.	79,391	75,934	72,483
8	9	Master's	71,994	68,541	65,090
		Ed.S./AA	75,425	71,972	68,521
		Ed.D./Ph.D.	79,987	76,535	73,082
9	10	Master's	72,592	69,139	65,686
		Ed.S./AA	76,022	72,571	69,117
		Ed.D./Ph.D.	80,585	77,132	73,679
10-11	11-12	Master's	73,192	69,739	66,283
		Ed.S./AA	76,623	73,169	69,715
		Ed.D./Ph.D.	81,185	77,730	74,277
12-14	13-15	Master's	73,544	70,073	66,603
		Ed.S./AA	76,990	73,519	70,048
		Ed.D./Ph.D.	81,571	78,100	74,629
15+	16+	Master's	74,248	70,743	67,242
		Ed.S./AA	77,726	74,221	70,718
		Ed.D./Ph.D.	82,353	78,847	75,345

# **CLASSIFIED PERSONNEL**

The following 2011-2012 Salary Schedule for Classified Personnel reflects the salaries for classified employees of the Jefferson County School System. The salaries of some classified employees may be based on previous salary schedules.

## Duty Hours for Classified Personnel

- I. Duty for School Office Coordinators
  - a. Daily – 7.5 hours, excluding lunch/breaks
  - b. Twelve Months – 7.5 (240 days) according to approved school calendar
  - c. Ten Months (202 days) – 10 days before teachers report for duty and 5 days after teachers leave from duty
- II. Duty for Other Classified Employees (except bus drivers)
  - a. School Exceptional Education Assistant – (9 months); 7 hours excluding lunch/breaks
  - b. School Instructional Assistant IV – (9 months); 7 hours excluding lunch/breaks
  - c. School Office Assistant IV – (9 months); 7.5 hours excluding lunch/breaks
  - d. School Office Assistant II – (9.5 months); 7.5 hours excluding lunch/breaks
  - e. School Office Assistant I – (12 months); 7.5 hours excluding lunch/breaks
  - f. Cafeteria Personnel – (9 months); assigned work hours, excluding lunch/breaks
  - g. Custodians – assigned work hours, excluding lunch/breaks
  - h. School Nurses - (9 and 10 month) 6 1/2 hours excluding lunch/breaks

## Experience Credit – Service Employees

Per Board action on August 28, 2003 when an employee is placed on the Service Employees Salary Schedule said employee will be placed on the appropriate pay grade at the first step.

### Experience Credit (excluding Service Employees)

- a. Credit may be awarded for verifiable related work experience in other school systems or a governmental agency (i.e. the State Department of Education, Department of Human Resources, Examiners of Public Accounts, Rehabilitation Services, etc.) if that experience is determined to be related to the employee’s new job responsibilities with the Jefferson County Board of Education. School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified work experience in Public K-12 Schools. **It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee’s principal/director or to the personnel division of the Board.** If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- b. Credit for military experience (maximum of two years) may be awarded with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- c. Salary steps may be awarded for verifiable outside experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert work experience to steps on the salary schedule.

Experience (in years)	Step Level
0 - 2 years	1
3 - 5 years	2
6 - 8 years	3
9 - 11 years	4
12+ years	5

# CLASSIFIED ADMINISTRATIVE PERSONNEL

1. Classified administrative positions are twelve month positions and therefore are required to work a 240 day contract.
2. Administrative personnel are not eligible for an educational supplement.
3. Central Staff Directors each will receive an annual supplement of \$4,500.
4. Supervisors will receive an annual supplement of \$2,000.
5. Assistant Directors will receive an annual supplement of \$3,000

**Classified Director  
Classified Assistant**

Step	Director	Assistant Director
1	75147	72384
2	75727	72968
3	76308	73546
4	76891	74129
5	77470	74708
6	78051	75288
7	81020	78106
8	81564	78786
9	82166	79469
10	82761	80148
11/12	83359	80829
13/15	83759	81512
16+	84560	82191

Classified Supervisor 12 Month - 7 1/2 hours Per Day			Coordinator of Nurses 12 Month - 7 1/2 hours Per Day
Steps	Classification *	Annual Salary	Annual Salary
1	I	64,034	54,856
	II	71,790	
2	I	64,615	55,515
	II	72,372	
3	I	65,193	56,179
	II	72,950	
4	I	65,776	56,854
	II	73,531	
5	I	66,358	57,536
	II	74,112	
6	I	66,936	58,227
	II	74,692	
7	I	69,523	58,925
	II	77,511	
8	I	70,122	59,632
	II	78,108	
9	I	70,718	60,348
	II	78,705	
10	I	71,317	61,072
	II	79,305	
11-12	I	71,917	61,683
	II	79,901	
13-15	I	72,262	61,683
	II	80,285	
16+	I	72,955	61,683
	II	81,054	

\*Classification I - Non-Degree/Bachelors/Masters

Classification II - Doctorate

Step	Accounts Payable Manager	Human Resources Office Manager
	Annual	Annual
1	54,020	54,020
2	54,496	54,496
3	54,969	54,969
4	55,445	55,445
5	55,921	55,921
6	56,395	56,395
7	56,872	56,872
8	57,346	57,346
9	57,821	57,821
10	58,297	58,297
11 +	58,771	58,771

# CLASSIFIED NON-ADMINISTRATIVE PERSONNEL

1. Non-administrative classified personnel, excluding Service Employees and System Analyst & Technical Support Employees, employed on a full-time basis (minimum of 6.5 daily hours) may be eligible to receive a supplemental salary for the successful completion of post-secondary education.

The educational supplements for college credit are:

College Credit	12 Month Employees	9 & 10 Month Employees
One Year	\$ 750	\$ 650
Two Years	1,000	800
Three Years	1,250	950
Four Years (Diploma)	1,500	1,100

One year of college credit is thirty-three (33) semester hours. Forty-five (45) quarter hours are equivalent to 1 year of college.

College Credit:

- a. Preferably earned in courses related to assigned duties
- b. Normally from the date of employment if documentation is submitted with application and approved. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.

2. Any non-supervisory classified employee whose job duties requires a primary responsibility in the area of the financial operation of the employee's department or program is eligible to receive an annual supplement of \$1,500.00 following verified completion of the Alabama Association of School Business Officials (AASBO) certification program. Employees receiving the supplement must submit verification of required annual continuing education credits. Failure to submit or complete the required credits will result in the loss of the supplement.

**BUS DRIVER**  
**183 DAYS**

Step	Bus Driver Regular Route				Bus Driver with School to School Trips Regular School to School Trips					
	Regular	Hourly rate	Exceptional Education	Hourly rate	CAT I *	Hourly rate	CAT II	Hourly rate	CAT III	Hourly rate
1	12,258	16.75	16,739	22.87	14,824	20.25	17,536	15.97	20,281	13.85
2	12,461	17.02	16,956	23.16	15,075	20.59	17,856	16.26	20,654	14.11
3	12,666	17.30	17,174	23.46	15,335	20.95	18,190	16.57	21,043	14.37
4	12,870	17.58	17,392	23.76	15,608	21.32	18,516	16.86	21,425	14.63
5	13,074	17.86	17,608	24.05	15,881	21.70	18,844	17.16	21,807	14.90
6	13,276	18.14	17,826	24.35	16,151	22.06	19,166	17.46	22,179	15.15
7	13,481	18.42	18,042	24.65	16,426	22.44	19,496	17.76	22,573	15.42
8	13,685	18.70	18,263	24.95	16,698	22.81	19,823	18.05	22,973	15.69
9	13,886	18.97	18,479	25.24	16,966	23.18	20,143	18.35	23,362	15.96
10	14,091	19.25	18,697	25.54	17,243	23.56	20,480	18.65	23,779	16.24
11 +	14,293	19.53	18,905	25.83	17,548	23.97	20,836	18.98	24,282	16.59

Step	Bus Driver with School to School Trips Ex Ed School to School Trips					
	CAT I	Hourly rate	CAT II	Hourly rate	CAT III	Hourly rate
1	19,484	26.62	22,228	20.24	25,099	17.14
2	19,754	26.99	22,555	20.54	25,491	17.41
3	20,028	27.36	22,901	20.86	25,896	17.69
4	20,298	27.73	23,244	21.17	26,296	17.96
5	20,570	28.10	23,586	21.48	26,697	18.24
6	20,839	28.47	23,923	21.79	27,088	18.50
7	21,114	28.84	24,270	22.10	27,495	18.78
8	21,387	29.22	24,614	22.42	27,896	19.05
9	21,656	29.58	24,951	22.72	28,288	19.32
10	21,934	29.96	25,304	23.05	28,703	19.61
11 +	22,228	30.37	25,707	23.41	29,196	19.94

\* This level of compensation on the 2011-2012 salary schedule is applicable to four drivers for the IB school grandfathered into this classification

**BUS AIDE**  
**183 DAYS**

Step	Ex Ed Bus Aide Regular Route		Ex Ed Bus Aide with School to School Trips					
	Annual	Hourly rate	CAT I		CAT II		CAT III	
	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate
1	10,723	14.65	12,252	16.74	13,779	12.55	15,308	10.46
2	10,881	14.86	12,445	17.00	14,008	12.76	15,592	10.65
3	11,051	15.10	12,655	17.29	14,259	12.99	15,903	10.86
4	11,202	15.30	12,839	17.54	14,479	13.19	16,176	11.05
5	11,341	15.49	13,015	17.78	14,689	13.38	16,437	11.23
6	11,500	15.71	13,207	18.04	14,917	13.59	16,720	11.42
7	11,649	15.91	13,395	18.30	15,142	13.79	16,999	11.61
8	11,819	16.15	13,604	18.58	15,395	14.02	17,305	11.82
9	11,978	16.36	13,800	18.85	15,644	14.25	17,592	12.02
10	12,127	16.57	13,986	19.11	15,884	14.47	17,873	12.21
11+	12,275	16.77	14,191	19.39	16,163	14.72	18,212	12.44

The Transportation Department will assign School to School Trips to bus drivers on a semester basis. Contract salaries will be adjusted on a semester basis for changes in trip assignments.

The Transportation Department will determine the amount of time allotted for each school to school trip. (This will determine the appropriate category for placement on the salary schedule.)

Substitute rate will be \$12.00 per trip for school to school trips or \$7.25 per hour which ever is greater.

Short term school to school trips (less than a semester) will be paid at a rate of \$12.00 per trip or \$7.25 per hour which ever is greater.

FIELD TRIPS - Pay is \$30.00 for 3 hours or less; Pay is \$10.00 per hour (rounded to nearest quarter hour) for more than 3 hours.



**COMMUNITY EDUCATION ZONE HOURLY WORKER RATES**

Step	Caregiver Aide	Caregiver	Site Utility Worker	Building Supervisor, Asst. Site Manager, Site Manager III (0-25 children)	Site Manager II (26-50 children)	Site Manager I (51 + children)	Program Assistant	Assistant Instructor	Instructor	Program Specialist
1	7.25	7.54	7.25	7.82	8.21	8.59	8.59	8.59	8.95	11.28
2	7.29	7.70	7.34	8.06	8.43	8.98	8.98	8.98	9.33	11.91
3	7.33	7.88	7.67	8.28	8.67	9.21	9.37	9.37	9.72	12.55
4	7.42	8.05	7.95	8.52	8.90	9.45	9.76	9.76	10.11	13.18
5	7.51	8.21	8.28	8.74	9.15	9.67	10.15	10.14	10.50	13.85
6	7.62	8.36	8.60	8.98	9.37	9.91	10.55	10.55	10.90	14.42
7	7.70	8.54	8.91	9.23	9.60	10.13	10.94	10.94	11.28	15.05
8	7.80	8.70	9.23	9.45	9.84	10.37	11.33	11.33	11.68	15.68
9	7.91	8.88	9.51	9.69	10.09	10.58	11.73	11.73	12.08	16.31
10	8.00	9.04	9.84	9.92	10.30	10.81	12.11	12.11	12.45	16.94
11 +	8.10	9.21	10.05	10.14	10.54	11.06	12.51	12.51	12.81	17.58

**CUSTODIAN**

Step	Head Custodian		Custodian 197 Days													
	240 Days		8		7.5		7		6.5		6		5 **		4 **	
	8 Hours	Hrly Rate	Hours	Hourly Rate	Hours	Hourly Rate	Hours	Hourly Rate	Hours	Hourly Rate	Hours	Hourly Rate	Hours	Hourly Rate	Hours	Hourly Rate
1	25,261	13.16	17,714	11.24	16,607	11.24	15,500	11.24	14,393	11.24	13,290	11.24	11,406	11.58	10,394	13.19
2	26,030	13.56	17,951	11.39	16,829	11.39	15,707	11.39	14,585	11.39	13,464	11.39	11,550	11.73	10,511	13.34
3	26,800	13.96	18,187	11.54	17,050	11.54	15,914	11.54	14,777	11.54	13,639	11.54	11,696	11.87	10,626	13.48
4	27,570	14.36	18,865	11.97	17,686	11.97	16,507	11.97	15,328	11.97	14,152	11.97	12,129	12.31	10,972	13.92
5	28,341	14.76	19,338	12.27	18,129	12.27	16,920	12.27	15,712	12.27	14,504	12.27	12,418	12.61	11,204	14.22
6	29,113	15.16	19,795	12.56	18,557	12.56	17,320	12.56	16,083	12.56	14,842	12.56	12,707	12.90	11,435	14.51
7	29,883	15.56	20,252	12.85	18,986	12.85	17,720	12.85	16,454	12.85	15,194	12.85	12,996	13.19	11,665	14.80
8	30,652	15.96	20,756	13.17	19,459	13.17	18,161	13.17	16,864	13.17	15,562	13.17	13,284	13.49	11,897	15.10
9	31,423	16.37	21,229	13.47	19,902	13.47	18,575	13.47	17,248	13.47	15,924	13.47	13,573	13.78	12,129	15.39
10	32,193	16.77	21,733	13.79	20,375	13.79	19,016	13.79	17,658	13.79	16,299	13.79	13,861	14.07	12,360	15.69
11 +	33,530	17.46	22,237	14.11	20,848	14.11	19,458	14.11	18,068	14.11	16,675	14.11	14,150	14.37	12,592	15.98

\*\* Current Employees in the 4 and 5 hour classification are grandfathered into this salary schedule. No new employees may be placed in those classifications.

**SCHOOL INSTRUCTIONAL, EXCEPTIONAL EDUCATION,  
OFFICE COORDINATOR, AND OFFICE ASSISTANT  
9, 9 1/2, 10 & 12 MONTH**

STEP	School Assistant 9 Months - 7 Hours				Office Assistant 7 1/2 Hours					
	Instructional Assistant IV - 187 Days		Except Ed Assistant - 187 Days		Office Assistant IV 9 Months - 187 Days		Office Assistant II 9 1/2 Months - 197 Days		Office Assistant I 12 Months - 240 Days	
	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate
1	15,916	12.16	17,401	13.29	16,978	12.11	20,257	13.71	29,543	16.41
2	16,141	12.33	17,625	13.46	17,201	12.26	20,907	14.15	30,297	16.83
3	16,368	12.50	17,852	13.64	17,428	12.43	21,246	14.38	31,054	17.25
4	16,592	12.68	18,078	13.81	17,653	12.59	21,531	14.57	31,810	17.67
5	16,816	12.85	18,301	13.98	17,876	12.75	21,719	14.70	32,564	18.09
6	17,043	13.02	18,528	14.15	18,104	12.91	22,103	14.96	33,322	18.51
7	17,268	13.19	18,752	14.33	18,328	13.07	22,331	15.11	34,076	18.93
8	17,493	13.36	18,979	14.50	18,554	13.23	22,606	15.30	34,832	19.35
9	17,719	13.54	19,204	14.67	18,781	13.39	23,418	15.85	35,588	19.77
10	17,944	13.71	19,428	14.84	19,003	13.55	23,788	16.10	36,344	20.19
11 +	18,168	13.88	19,653	15.01	19,229	13.71	24,246	16.41	37,099	20.61

Step	Office Coordinator 12 Months - 7 1/2 Hours			
	High/Jr./Middle School		Elem. School/ CEZ Secretary	
	Annual	Hourly rate	Annual	Hourly rate
1	32,755	18.20	30,666	17.04
2	33,701	18.72	31,533	17.52
3	34,647	19.25	32,402	18.00
4	35,596	19.78	33,271	18.48
5	36,542	20.30	34,137	18.97
6	37,490	20.83	35,007	19.45
7	38,437	21.35	35,874	19.93
8	39,385	21.88	36,742	20.41
9	40,332	22.41	37,611	20.90
10	41,277	22.93	38,478	21.38
11 +	42,225	23.46	39,346	21.86

Office Assistant III/School Assistant III** 10 MONTH - 7 1/2 HOURS - 202 DAYS		
Step	Annual **	Hourly rate
1	21,954	14.49
2	22,424	14.80
3	22,938	15.14
4	23,418	15.46
5	23,906	15.78
6	24,515	16.18
7	24,895	16.43
8	25,388	16.76
9	25,882	17.08
10	26,377	17.41
11+	26,871	17.74

Board approved January 26, 2006

\*\*This level of compensation on the 2007/2008 salary schedule is applicable to employees grandfathered into these positions prior to January 26, 2006. After January 26, 2006, no new appointments to these positions will be approved.

**SECRETARY, ADMINISTRATIVE SPECIALIST, OFFICE ASSISTANT I, JOB  
COACH, ACCOUNTANT**

**12 MONTH - 7 1/2 HOURS**

Step	Executive Secretary I		Executive Secretary II		Secretary		Administrative Specialist*		Office Assistant I	
	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate
1	48,301	26.83	42,877	23.82	36,626	20.35	33,108	18.39	29,543	16.41
2	49,093	27.27	43,593	24.22	37,278	20.71	34,116	18.95	30,297	16.83
3	49,880	27.71	44,312	24.62	37,926	21.07	35,124	19.51	31,054	17.25
4	50,670	28.15	45,019	25.01	38,568	21.43	36,132	20.07	31,810	17.67
5	51,456	28.59	45,746	25.41	39,219	21.79	37,140	20.63	32,564	18.09
6	52,245	29.03	46,462	25.81	39,867	22.15	38,148	21.19	33,322	18.51
7	53,033	29.46	47,177	26.21	40,512	22.51	39,156	21.75	34,076	18.93
8	53,821	29.90	47,893	26.61	41,161	22.87	40,160	22.31	34,832	19.35
9	54,611	30.34	48,610	27.01	41,807	23.23	41,169	22.87	35,588	19.77
10	55,400	30.78	49,327	27.40	42,452	23.58	42,177	23.43	36,344	20.19
11 +	56,191	31.22	50,044	27.80	43,105	23.95	43,185	23.99	37,099	20.61

\*This level of compensation on the 2006-2007 Salary Schedule is applicable only to those staff members previously grandfathered into this category.

Step	Job Coach		Accountant III		Accountant II		Staff Accountant	
	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate
1	25,623	14.24	49,527	27.52	46,054	25.59	36,626	20.35
2	26,056	14.48	50,316	27.95	46,845	26.03	37,278	20.71
3	26,487	14.72	51,104	28.39	47,633	26.46	37,926	21.07
4	26,918	14.95	51,895	28.83	48,422	26.90	38,568	21.43
5	27,350	15.19	52,683	29.27	49,209	27.34	39,219	21.79
6	27,781	15.43	53,468	29.70	49,999	27.78	39,867	22.15
7	28,214	15.67	54,259	30.14	50,786	28.21	40,512	22.51
8	28,646	15.91	55,046	30.58	51,574	28.65	41,161	22.87
9	29,077	16.15	55,839	31.02	52,364	29.09	41,807	23.23
10	29,510	16.39	56,628	31.46	53,153	29.53	42,452	23.58
11 +	29,943	16.64	57,414	31.90	53,944	29.97	43,105	23.95

**SERVICE EMPLOYEES  
SUPPORT OPERATIONS AND TRANSPORTATION  
12 MONTH - 7 1/2 HOURS**

Step	Laborer		Utility Worker		Technician		Certified Technician / Central Office Building Coordinator		Specialist		Manager	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
<b>1</b>	21,065	11.70	31,893	17.72	38,315	21.29	44,736	24.85	48,747	27.08	54,020	30.01
<b>2</b>	21,956	12.20	32,515	18.06	38,707	21.50	44,896	24.94	48,992	27.22	54,496	30.28
<b>3</b>	23,113	12.84	33,125	18.40	39,095	21.72	45,060	25.03	49,195	27.33	54,969	30.54
<b>4</b>	24,132	13.41	33,733	18.74	39,518	21.95	45,303	25.17	49,398	27.44	55,445	30.80
<b>5</b>	25,152	13.97	34,341	19.08	39,902	22.17	45,464	25.26	49,559	27.53	55,921	31.07
<b>6</b>	26,172	14.54	34,948	19.42	40,308	22.39	45,668	25.37	49,762	27.65	56,395	31.33
<b>7</b>	27,192	15.11	35,557	19.75	40,695	22.61	45,832	25.46	49,924	27.74	56,872	31.60
<b>8</b>	28,214	15.67	35,965	19.98	40,999	22.78	46,034	25.57	50,126	27.85	57,346	31.86
<b>9</b>	29,232	16.24	36,774	20.43	41,484	23.05	46,195	25.66	50,330	27.96	57,821	32.12
<b>10</b>	30,254	16.81	37,380	20.77	41,848	23.25	46,316	25.73	50,493	28.05	58,297	32.39
<b>11 +</b>	31,274	17.37	38,112	21.17	42,295	23.50	46,478	25.82	50,696	28.16	58,771	32.65

**SYSTEM ANALYST AND TECHNICAL SUPPORT  
12 MONTH**

Step	Systems Analyst I ***		Senior Tech Support **		Certified Tech Support *		Tech Support		Media Tech		Systems Analyst II ****	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
<b>1</b>	57,607	32.00	44,460	24.70	36,689	20.38	34,902	19.39	28,790	15.99	54,629	30.35
<b>2</b>	58,392	32.44	45,113	25.06	37,342	20.75	35,555	19.75	29,443	16.36	55,414	30.79
<b>3</b>	59,175	32.88	45,766	25.43	37,995	21.11	36,208	20.12	30,101	16.72	56,197	31.22
<b>4</b>	59,962	33.31	46,420	25.79	38,647	21.47	36,860	20.48	30,754	17.09	56,984	31.66
<b>5</b>	60,744	33.75	47,289	26.27	39,298	21.83	37,511	20.84	31,411	17.45	57,767	32.09
<b>6</b>	61,529	34.18	48,157	26.75	39,951	22.20	38,164	21.20	32,064	17.81	58,553	32.53
<b>7</b>	62,315	34.62	49,031	27.24	40,602	22.56	38,815	21.56	32,721	18.18	59,338	32.97
<b>8</b>	63,098	35.05	49,899	27.72	41,254	22.92	39,467	21.93	33,373	18.54	60,121	33.40
<b>9</b>	63,884	35.49	50,769	28.21	41,907	23.28	40,121	22.29	34,031	18.91	60,908	33.84
<b>10</b>	64,668	35.93	51,641	28.69	42,558	23.64	40,772	22.65	34,686	19.27	61,690	34.27
<b>11+</b>	65,453	36.36	52,510	29.17	43,211	24.01	41,425	23.01	35,339	19.63	62,475	34.71

\* Certified Tech Support: Certified Tech must have certification through the current hardware provider (i.e., Dell Premier Access Certification). Vacancy not required.

\*\* Senior Tech Support: Senior Support Tech must be certified in one or more of the following areas and have a minimum of two years experience in the computer field: (1) Associate degree in computer related field; or (2) A+ Certification; or (3) Net + Certification or IP Telephone Specialist. There must be a vacancy

\*\*\* Systems Analyst I: Systems Analyst must be certified in one or more of the following areas and have a minimum of five years experience in a computer related field: (1) Bachelor of Science in computer related field; or (2) Certification in Microsoft, Novell, or CCNA. There must be a vacancy.

\*\*\*\* Systems Analyst II: Present Systems Analysts who do not have the necessary certifications to be placed on a Systems Analyst I salary shall be placed on the present Systems Analyst II salary. No other positions will be filled for Systems Analyst II. Once the existing Systems Analyst II employees obtain the certification as Systems Analyst I, or are no longer employed by the Board, the Systems Analyst II pay and position will be eliminated.

## OTHER CLASSIFIED EMPLOYEES

Step	Sign Language Interpreter 187 Days - 6 1/2 Hour						IDEA Compliance Specialist - 240 Days - 7 1/2 Hour	
	Skill Level 1	Hourly	Skill Level 2	Hourly	Skill Level 3	Hourly	Annual	Hourly
1	21,471	17.66	25,514	20.99	27,536	22.65	29,543	16.41
2	21,937	18.05	26,019	21.41	28,046	23.07	30,297	16.83
3	22,404	18.43	26,324	21.66	28,550	23.49	31,054	17.25
4	22,892	18.83	26,830	22.07	29,059	23.91	31,810	17.67
5	23,384	19.24	27,335	22.49	29,563	24.32	32,564	18.09
6	23,874	19.64	27,841	22.90	30,071	24.74	33,322	18.51
7	24,362	20.04	28,349	23.32	30,574	25.15	34,076	18.93
8	24,852	20.45	28,855	23.74	31,084	25.57	34,832	19.35
9	25,342	20.85	29,361	24.16	31,589	25.99	35,588	19.77
10	25,833	21.25	29,865	24.57	32,095	26.40	36,344	20.19
11 +	26,324	21.66	30,374	24.99	32,601	26.82	37,099	20.61

## CLASSIFIED TUTORS

Please refer to Page 12 in the Certificated Section for Certificated Section for Tutor salary schedule.

## RN NURSES

6 1/2 Hours Per Day

Years of Public School Experience	Step	RN		RN - Masters	
		9 months 182 Days	9 months 182 Days	9 1/2 months 197 Days	9 1/2 months 197 Days
0	1	32,256	37,092	35,346	40,149
1	2	32,434	37,297	35,542	40,371
2	3	32,703	37,606	35,835	40,705
3	4	36,264	41,704	39,738	45,141
4	5	36,811	42,333	40,339	45,822
5	6	37,266	42,857	40,837	46,389
6	7	37,717	43,373	41,332	46,948
7	8	38,169	43,894	41,827	47,512
8	9	38,584	44,371	42,301	48,028
9	10	39,239	45,126	42,997	48,845
10	11	39,689	45,643	43,493	49,405
11	12	39,789	45,759	43,602	49,530
12	13	40,030	46,032	43,867	49,826
13	14	40,273	46,311	44,132	50,128
14	15	40,517	46,592	44,400	50,432
15	16	40,824	46,949	44,737	50,818
16	17	41,134	47,304	45,076	51,203
17	18	41,446	47,665	45,418	51,593
18	19	41,625	47,867	45,614	51,812
19	20	41,805	48,073	45,810	52,035
20	21	41,985	48,281	46,008	52,260
21	22	42,164	48,489	46,204	52,485
22	23	42,344	48,696	46,401	52,709
23	24	42,524	48,903	46,599	52,933
24	25	42,692	49,021	46,784	53,061
25	26	42,861	49,216	46,969	53,272
26	27	43,032	49,412	47,155	53,484
27+	28+	43,513	49,888	47,683	54,000

<b>SCHOOL NURSES - LPN</b>			
<b>9 months 182 Days - 6 1/2 Hours</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>LPN 9 months 182 Days</b>	<b>Hourly Rate</b>
0	1	21,457	18.14
1	2	21,643	18.30
2	3	21,925	18.53
3	4	23,651	19.99
4	5	24,249	20.50
5	6	24,744	20.92
6	7	25,236	21.33
7	8	25,729	21.75
8	9	26,202	22.15
9	10	26,895	22.73
10	11	27,388	23.15
11	12	27,496	23.24
12	13	27,604	23.33
13	14	27,713	23.43
14	15	27,915	23.60
15	16	28,119	23.77
16	17	28,324	23.94
17	18	28,530	24.12
18	19	28,644	24.21
19	20	28,759	24.31
20	21	28,874	24.41
21	22	28,990	24.51
22	23	29,105	24.60
23	24	29,222	24.70
24	25	29,429	24.88
25	26	29,638	25.05
26	27	29,848	25.23
27+	28+	30,471	25.76

## THERAPIST I, II, III

9 Months - 187 Duty Days - 6 1/2 Hours Per Day

<b>Step</b>	<b>Classification</b>	<b>Bachelor's Degree Rank II, Type II &amp; III</b>	<b>Master's Degree Rank I, Type I</b>	<b>Ed. Specialist Degree/ AA Certificate</b>
<b>1</b>	<b>II</b>	39,732	44,893	47,748
<b>2</b>	<b>II</b>	39,935	45,286	48,141
<b>3</b>	<b>II</b>	40,231	45,552	48,406
<b>4</b>	<b>II</b>	44,226	50,012	53,142
<b>5</b>	<b>II</b>	44,840	50,628	53,758
<b>6</b>	<b>II</b>	45,347	51,132	54,264
<b>7</b>	<b>II</b>	47,218	53,176	56,396
<b>8</b>	<b>II</b>	47,739	53,697	56,920
<b>9</b>	<b>II</b>	48,305	54,219	57,441
<b>10</b>	<b>II</b>	48,972	54,932	58,151
<b>11-12</b>	<b>II</b>	49,495	55,453	58,676
<b>13-15</b>	<b>II</b>	49,734	55,719	58,956
<b>16-21</b>	<b>II</b>	50,209	56,252	59,521

## SOCIAL WORKER\* - 9, 10, AND 12 MONTH

\* see Introduction page 2 for number of duty days per classification of 9, 10, and 12 Month employees

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/ AA Certificate	Doctoral Degree
0	1	9	36,165	41,564	44,818	48,071
		10	39,043	44,898	48,413	51,927
		12	46,388	53,346	57,520	61,696
1	2	9	36,366	41,717	45,256	48,651
		10	39,212	44,994	48,413	51,927
		12	46,462	53,346	57,520	61,696
2	3	9	36,666	41,984	45,399	49,231
		10	39,534	45,279	48,413	51,927
		12	46,845	53,674	57,520	61,696
3	4	9	40,658	46,444	49,573	52,877
		10	43,846	50,100	53,479	57,118
		12	51,970	59,401	63,415	67,863
4	5	9	41,272	47,058	50,188	53,117
		10	44,514	50,766	54,145	57,378
		12	52,764	60,190	64,204	68,172
5	6	9	41,782	47,567	50,698	53,621
		10	45,061	51,313	54,693	57,923
		12	53,413	60,840	64,854	68,819
6	7	9	43,545	49,501	52,724	55,738
		10	46,967	53,398	56,883	60,210
		12	55,673	63,317	67,452	71,537
7	8	9	44,067	50,026	53,245	56,262
		10	47,528	53,965	57,445	60,774
		12	56,342	63,987	68,122	72,206
8	9	9	44,567	50,549	53,770	56,785
		10	48,053	54,528	58,010	61,339
		12	56,963	64,659	68,794	72,877
9	10	9	45,300	51,257	54,480	57,495
		10	48,859	55,297	58,777	62,106
		12	57,923	65,571	69,705	73,790
10-11	11-12	9	45,822	51,778	55,000	58,904
		10	49,425	55,860	59,343	63,148
		12	58,594	66,240	70,427	75,026
12-14	13-15	9	46,042	52,028	55,264	59,187
		10	49,662	56,129	59,628	63,453
		12	58,876	66,559	70,767	75,388
15-20	16-21	9	47,542	53,643	56,943	60,940
		10	51,216	57,807	61,373	65,271
		12	60,607	68,436	72,725	77,434
21+	22+	9	47,542	53,643	56,943	60,940
		10	51,216	57,807	61,373	65,762
		12	60,607	68,436	72,779	78,020

# SUBSTITUTE PERSONNEL

## Substitute Teachers

Substitute teacher pay is based on a 6.5 hour work day. Less than 6.5 hours work per day will receive the appropriate hourly rate based on the rates given below.

Official college transcripts must verify units of credit. It is the responsibility of the employee to submit this information and verify receipt of the accurate salary. Thirty-three (33) semester hours or forty-five (45) quarter hours are equivalent to one year of college. *Any change in rate of pay resulting from educational advancement or certification will be applied in the payroll period following receipt of full and complete documentation by the Human Resources Department.*

**\*Definition: Substitute Teacher – a person employed on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.**

Substitute Teachers	Daily Rate
<b>High School (less than 4 years Academic College)</b>	60.00
<b>Academic College (4 years)</b>	65.00
<b>Alabama Teacher’s Certificate</b>	70.00

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Jefferson County Board of Education. Substitute teachers are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave. However, **a substitute teacher working more than 20 consecutive days for the same teacher** will be paid an extended rate of pay starting on the 21<sup>st</sup> consecutive day. *Absence for any reason other than documented and substantiated personal illness after the 21<sup>st</sup> day will result in a reversion to the regular substitute rate of pay.*

### Long-Term Substitute Teachers

Education	Long-Term Substitute Rate
<b>High School</b>	70.00
<b>4 Years Academic College</b>	110.00
<b>Alabama Teacher’s Certificate</b>	135.00

### Classified Substitutes

Classified Substitute – a person employed on a temporary basis to fill-in for a classified employee who is out on leave or has otherwise vacated a position. Classified substitutes are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave.

#### Substitute Custodians, Clerical, and Aides

<b>Hourly Rate</b>	\$7.25
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#### Substitute Bus Drivers

<b>Daily Rate</b>	\$55.00
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