



JEFCOED

JEFFERSON COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

Jefferson County Board of Education

2023-2024

(Effective July 1, 2023 with employees' contract year)

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INTRODUCTION

The 2023-2024 **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 include 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. Certificated employees will be paid on the highest degree recognized by the Alabama State Department of Education. Pay becomes effective on the date the state recognizes the degree. 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 full-time 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. It is also 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 Human Resources division of the Board. Experience credit will only be awarded in the scholastic year (July 1 - June 30) in which it is received. It is the responsibility of the employee to request a Supplement EXP from all previous school districts and verify receipt with the appropriate Human Resources Generalist.** Any revisions to the 2023-2024 salary schedule that are made during the year will be posted in the shared Finance drive or available upon request to the Payroll Director.

CONTRACT DAYS

Nine Month Employees.....	187 days
Nine Month TEAMS Teacher.....	189 days
Nine and One-Half Month Employees.....	197 days
Ten Month Counselors/Supervisors/ Band Directors/Specialist.....	207 days
All other Ten Month Employees.....	202 days
Eleven Month Assistant Principals.....	222 days
Nine Month Child Nutrition Area Specialist.....	190 days
Nine and One-Half Month Child Nutrition Area Specialist.....	197 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.....	183 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 in the Shared Finance Team Drive. 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").¹ 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, nine and one-half, ten, eleven, and twelve-month employees hired after the first day of their respective contract period 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 7.50% of earned compensation for employees hired prior to January 1, 2013 or with prior service credit with the Retirement Systems of Alabama. The member's contribution rate for employees hired after January 1, 2013 is set by law at 6.20%.

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 expected to maintain office hours as assigned by their supervisor including Support Operations and Transportation. Work weeks are generally defined as Monday through Friday. Any deviation from the typical work week schedule must be Board approved prior to the occurrence. Each Central Office Building department should be staffed until 4:30 p.m. The assigned work schedule should continue through June 30, 2024.

Full-time, benefited employees shall receive 5 personal days each scholastic year. Some personal days are charged a rate and deducted from the employee's paycheck. Employees hired after the beginning date of their contract may receive a prorated number of personal days.

- Employees hired prior to January 1st of the scholastic year, shall receive 5 personal days. The first 2 days can be taken at no charge. The final 3 days, if taken, shall be charged \$50 per day taken and deducted from the employee's paycheck in the pay period in which it occurred.
- Employees hired between January 1st and March 31st of the scholastic year shall receive 3 personal days. The first day can be taken at no charge. The final 2 days, if taken, shall be charged \$50 per day taken and deducted from the employee's paycheck in the pay period in which it occurred.
- Employees hired on April 1st or after during the scholastic year are not eligible to receive any personal days that year.

Upon separate Board approval, twelve 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.

¹ 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,
EDUCATIONAL DIAGNOSTICIAN, ETC.
9 MONTH, 187 DAYS**

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	45,110	51,873	55,935	59,993
1	2	45,331	52,127	56,209	60,109
2	3	45,552	52,382	56,484	60,826
3	4	50,234	57,382	61,523	65,996
4	5	50,992	58,140	62,007	65,996
5	6	51,622	58,768	62,636	66,249
6	7	53,800	61,158	65,139	68,880
7	8	54,444	61,807	65,784	69,511
8	9	55,062	62,453	66,432	70,158
9	10	55,967	63,328	67,311	71,036
10	11	56,612	63,971	67,951	72,775
11	12	56,612	63,971	68,187	72,775
12	13	56,884	64,281	68,493	73,126
13	14	56,884	64,281	68,863	73,841
14	15	56,884	64,486	69,551	74,580
15	16	58,739	66,277	70,352	75,326
16	17	58,739	66,277	70,949	76,080
17	18	58,739	66,440	71,659	76,840
18	19	58,739	67,105	72,375	77,608
19	20	58,937	67,776	73,099	78,384
20	21	59,525	68,453	73,830	79,168
21	22	60,122	69,138	74,568	79,960
22	23	60,722	69,829	75,314	80,759
23	24	61,330	70,528	76,067	81,566
24	25	61,944	71,233	76,828	82,382
25	26	62,563	71,945	77,597	83,207
26	27	63,188	72,665	78,373	84,039
27	28	63,820	73,391	79,156	84,879
28	29	64,458	74,125	79,948	85,728
29	30	65,104	74,866	80,746	86,585
30	31	65,753	75,616	81,554	87,451
31	32	66,411	76,370	82,369	88,325
32	33	67,075	77,135	83,193	89,208
33	34	67,745	77,907	84,026	90,101
34	35	68,423	78,686	84,865	91,001
35+	36+	69,107	79,472	85,715	91,911

**TEACHERS, CAREER TECHNICAL, RESOURCE, ETC.
10 MONTH, 202 DAYS**

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	48,727	56,034	60,422	64,806
1	2	48,967	56,308	60,718	64,930
2	3	49,206	56,583	61,014	65,704
3	4	54,263	61,985	66,458	71,290
4	5	55,082	62,803	66,980	71,290
5	6	55,763	63,483	67,661	71,563
6	7	58,116	66,064	70,365	74,405
7	8	58,810	66,765	71,060	75,086
8	9	59,478	67,462	71,760	75,785
9	10	60,456	68,407	72,710	76,734
10	11	61,153	69,103	73,402	78,612
11	12	61,153	69,103	73,656	78,612
12	13	61,447	69,438	73,987	78,992
13	14	61,447	69,438	74,387	79,764
14	15	61,447	69,659	75,130	80,563
15	16	63,450	71,593	75,996	81,368
16	17	63,450	71,593	76,641	82,182
17	18	63,450	71,769	77,407	83,004
18	19	63,450	72,487	78,181	83,833
19	20	63,664	73,213	78,963	84,671
20	21	64,300	73,944	79,752	85,519
21	22	64,944	74,683	80,549	86,374
22	23	65,592	75,430	81,355	87,237
23	24	66,249	76,185	82,168	88,109
24	25	66,912	76,947	82,991	88,991
25	26	67,581	77,716	83,821	89,880
26	27	68,256	78,493	84,659	90,780
27	28	68,940	79,278	85,506	91,688
28	29	69,628	80,071	86,360	92,605
29	30	70,326	80,872	87,223	93,530
30	31	71,028	81,681	88,096	94,465
31	32	71,739	82,497	88,977	95,410
32	33	72,456	83,323	89,866	96,363
33	34	73,180	84,156	90,766	97,328
34	35	73,911	84,998	91,673	98,300
35+	36+	74,651	85,847	92,591	99,284

TEACHERS, CAREER TECHNICAL, RESOURCE, ETC.
12 MONTH, 240 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	57,894	66,575	71,788	76,997
1	2	58,179	66,901	72,141	77,145
2	3	58,462	67,228	72,492	78,065
3	4	64,471	73,645	78,960	84,701
4	5	65,444	74,618	79,581	84,701
5	6	66,253	75,425	80,388	85,025
6	7	69,048	78,492	83,601	88,401
7	8	69,874	79,324	84,428	89,212
8	9	70,668	80,153	85,260	90,042
9	10	71,829	81,277	86,388	91,169
10	11	72,658	82,102	87,210	93,401
11	12	72,658	82,102	87,513	93,401
12	13	73,007	82,501	87,906	93,851
13	14	73,007	82,501	88,381	94,769
14	15	73,007	82,764	89,263	95,718
15	16	75,386	85,061	90,291	96,675
16	17	75,386	85,061	91,057	97,643
17	18	75,386	85,270	91,969	98,618
18	19	75,386	86,124	92,888	99,603
19	20	75,640	86,986	93,818	100,600
20	21	76,396	87,855	94,755	101,606
21	22	77,162	88,733	95,703	102,622
22	23	77,931	89,620	96,659	103,647
23	24	78,711	90,517	97,625	104,684
24	25	79,500	91,422	98,603	105,731
25	26	80,294	92,336	99,589	106,789
26	27	81,097	93,260	100,585	107,857
27	28	81,908	94,192	101,591	108,936
28	29	82,727	95,134	102,607	110,025
29	30	83,555	96,085	103,632	111,125
30	31	84,390	97,047	104,668	112,237
31	32	85,233	98,016	105,714	113,358
32	33	86,086	98,997	106,773	114,492
33	34	86,946	99,988	107,841	115,637
34	35	87,815	100,987	108,918	116,793
35+	36+	88,693	101,997	110,008	117,961

COUNSELORS

9 MONTH, 187 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	45,110	51,873	55,935	59,993
1	2	45,331	52,127	56,209	60,109
2	3	45,552	52,382	56,484	60,826
3	4	50,234	57,382	61,523	65,996
4	5	50,992	58,140	62,007	65,996
5	6	51,622	58,768	62,636	66,249
6	7	53,800	61,158	65,139	68,880
7	8	54,444	61,807	65,784	69,511
8	9	55,062	62,453	66,432	70,158
9	10	55,967	63,328	67,311	71,036
10	11	56,612	63,971	67,951	72,775
11	12	56,612	63,971	68,187	72,775
12	13	56,884	64,281	68,493	73,126
13	14	56,884	64,281	68,863	73,841
14	15	56,884	64,486	69,551	74,580
15	16	58,739	66,277	70,352	75,326
16	17	58,739	66,277	70,949	76,080
17	18	58,739	66,440	71,659	76,840
18	19	58,739	67,105	72,375	77,608
19	20	58,937	67,776	73,099	78,384
20	21	59,525	68,453	73,830	79,168
21	22	60,122	69,138	74,568	79,960
22	23	60,722	69,829	75,314	80,759
23	24	61,330	70,528	76,067	81,566
24	25	61,944	71,233	76,828	82,382
25	26	62,563	71,945	77,597	83,207
26	27	63,188	72,665	78,373	84,039
27	28	63,820	73,391	79,156	84,879
28	29	64,458	74,125	79,948	85,728
29	30	65,104	74,866	80,746	86,585
30	31	65,753	75,616	81,554	87,451
31	32	66,411	76,370	82,369	88,325
32	33	67,075	77,135	83,193	89,208
33	34	67,745	77,907	84,026	90,101
34	35	68,423	78,686	84,865	91,001
35+	36+	69,107	79,472	85,715	91,911

COUNSELORS

10 MONTH, 207 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	49,934	57,421	61,917	66,410
1	2	50,179	57,702	62,221	66,538
2	3	50,424	57,985	62,525	67,331
3	4	55,606	63,519	68,103	73,054
4	5	56,446	64,358	68,639	73,054
5	6	57,143	65,054	69,336	73,335
6	7	59,554	67,699	72,106	76,246
7	8	60,267	68,418	72,820	76,946
8	9	60,950	69,132	73,537	77,661
9	10	61,953	70,101	74,510	78,633
10	11	62,667	70,814	75,219	80,559
11	12	62,667	70,814	75,480	80,559
12	13	62,969	71,156	75,819	80,947
13	14	62,969	71,156	76,229	81,739
14	15	62,969	71,384	76,990	82,557
15	16	65,021	73,365	77,877	83,382
16	17	65,021	73,365	78,537	84,216
17	18	65,021	73,546	79,323	85,058
18	19	65,021	74,282	80,116	85,908
19	20	65,240	75,025	80,918	86,767
20	21	65,891	75,775	81,725	87,635
21	22	66,552	76,532	82,544	88,512
22	23	67,216	77,298	83,369	89,396
23	24	67,889	78,071	84,202	90,290
24	25	68,568	78,851	85,046	91,193
25	26	69,254	79,640	85,895	92,106
26	27	69,947	80,436	86,755	93,027
27	28	70,646	81,240	87,622	93,957
28	29	71,352	82,053	88,498	94,897
29	30	72,066	82,873	89,383	95,845
30	31	72,786	83,703	90,276	96,804
31	32	73,514	84,539	91,179	97,771
32	33	74,249	85,385	92,091	98,749
33	34	74,990	86,239	93,012	99,737
34	35	75,740	87,102	93,942	100,734
35+	36+	76,498	87,972	94,882	101,741

COUNSELORS

12 MONTH, 240 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	57,894	66,575	71,788	76,997
1	2	58,179	66,901	72,141	77,145
2	3	58,462	67,228	72,492	78,065
3	4	64,471	73,645	78,960	84,701
4	5	65,444	74,618	79,581	84,701
5	6	66,253	75,425	80,388	85,025
6	7	69,048	78,492	83,601	88,401
7	8	69,874	79,324	84,428	89,212
8	9	70,668	80,153	85,260	90,042
9	10	71,829	81,277	86,388	91,169
10	11	72,658	82,102	87,210	93,401
11	12	72,658	82,102	87,513	93,401
12	13	73,007	82,501	87,906	93,851
13	14	73,007	82,501	88,381	94,769
14	15	73,007	82,764	89,263	95,718
15	16	75,386	85,061	90,291	96,675
16	17	75,386	85,061	91,057	97,643
17	18	75,386	85,270	91,969	98,618
18	19	75,386	86,124	92,888	99,603
19	20	75,640	86,986	93,818	100,600
20	21	76,396	87,855	94,755	101,606
21	22	77,162	88,733	95,703	102,622
22	23	77,931	89,620	96,659	103,647
23	24	78,711	90,517	97,625	104,684
24	25	79,500	91,422	98,603	105,731
25	26	80,294	92,336	99,589	106,789
26	27	81,097	93,260	100,585	107,857
27	28	81,908	94,192	101,591	108,936
28	29	82,727	95,134	102,607	110,025
29	30	83,555	96,085	103,632	111,125
30	31	84,390	97,047	104,668	112,237
31	32	85,233	98,016	105,714	113,358
32	33	86,086	98,997	106,773	114,492
33	34	86,946	99,988	107,841	115,637
34	35	87,815	100,987	108,918	116,793
35+	36+	88,693	101,997	110,008	117,961

LIBRARIANS

9.5 MONTH, 197 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	47,522	54,648	58,926	63,201
1	2	47,755	54,915	59,215	63,323
2	3	47,988	55,183	59,504	64,078
3	4	52,921	60,450	64,814	69,525
4	5	53,718	61,249	65,323	69,525
5	6	54,382	61,911	65,986	69,791
6	7	56,677	64,428	68,623	72,563
7	8	57,355	65,112	69,302	73,228
8	9	58,006	65,792	69,984	73,909
9	10	58,960	66,714	70,910	74,834
10	11	59,639	67,392	71,586	76,666
11	12	59,639	67,392	71,834	76,666
12	13	59,926	67,719	72,156	77,037
13	14	59,926	67,719	72,545	77,789
14	15	59,926	67,935	73,270	78,569
15	16	61,880	69,821	74,114	79,354
16	17	61,880	69,821	74,744	80,149
17	18	61,880	69,992	75,491	80,949
18	19	61,880	70,693	76,245	81,758
19	20	62,088	71,400	77,008	82,575
20	21	62,709	72,114	77,778	83,402
21	22	63,337	72,835	78,555	84,236
22	23	63,968	73,563	79,342	85,077
23	24	64,609	74,300	80,134	85,928
24	25	65,257	75,042	80,937	86,788
25	26	65,908	75,792	81,746	87,656
26	27	66,567	76,551	82,564	88,533
27	28	67,233	77,316	83,389	89,418
28	29	67,904	78,089	84,222	90,312
29	30	68,585	78,869	85,064	91,215
30	31	69,269	79,659	85,916	92,127
31	32	69,963	80,455	86,773	93,048
32	33	70,663	81,260	87,642	93,979
33	34	71,368	82,072	88,519	94,919
34	35	72,081	82,893	89,403	95,868
35+	36+	72,803	83,723	90,299	96,827

TEAMS TEACHER
9 MONTH, 189 DAYS
(TEACHER EXCELLENCE AND ACCOUNTABILITY FOR MATHEMATICS AND SCIENCE)

Years of Experience	Step	Bachelor's Degree Rank I, Type I	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	49,529	56,160	60,142	64,121
1	2	53,021	60,974	65,745	70,521
2	3	55,853	64,228	69,274	74,283
3	4	57,487	66,109	71,302	76,457
4	5	59,165	68,039	73,383	78,689
5	6	60,887	70,019	75,519	80,980
6	7	62,655	72,051	77,712	83,330
7	8	64,468	74,139	79,961	85,742
8	9	65,757	75,619	81,560	87,458
9	10	67,072	77,132	83,191	89,207
10	11	68,078	78,290	84,439	90,544
11	12	69,100	79,464	85,706	91,902
12-14	13-15	70,136	80,657	86,991	93,281
15-17	16-18	71,192	81,871	88,301	94,687
18-20	19-21	72,270	83,111	89,639	96,120
21-23	22-24	73,370	84,376	91,001	97,582
24-26	25-27	74,491	85,664	92,393	99,074
27+	28+	75,634	86,981	93,810	100,594

Alabama Act 2022-340 gives the opportunity for certain teachers who are certified in Math, Science, and Computer Science to apply to participate in TEAMS. Approved TEAMS teachers may be eligible for additional supplements as provided by the State Department of Education. Qualifications, supplement amounts, and payment schedule are defined in the Act and determined by the State Department of Education.

To be eligible for the TEAMS salary, supplements, and contract terms, teachers must fill out and be approved for a TEAMS Teaching Contract per the State Department of Education's qualifications and requirements.

MIDDLE SCHOOL BAND DIRECTOR/ASSISTANT BAND DIRECTOR

9.5 MONTH, 197 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	47,522	54,648	58,926	63,201
1	2	47,755	54,915	59,215	63,323
2	3	47,988	55,183	59,504	64,078
3	4	52,921	60,450	64,814	69,525
4	5	53,718	61,249	65,323	69,525
5	6	54,382	61,911	65,986	69,791
6	7	56,677	64,428	68,623	72,563
7	8	57,355	65,112	69,302	73,228
8	9	58,006	65,792	69,984	73,909
9	10	58,960	66,714	70,910	74,834
10	11	59,639	67,392	71,586	76,666
11	12	59,639	67,392	71,834	76,666
12	13	59,926	67,719	72,156	77,037
13	14	59,926	67,719	72,545	77,789
14	15	59,926	67,935	73,270	78,569
15	16	61,880	69,821	74,114	79,354
16	17	61,880	69,821	74,744	80,149
17	18	61,880	69,992	75,491	80,949
18	19	61,880	70,693	76,245	81,758
19	20	62,088	71,400	77,008	82,575
20	21	62,709	72,114	77,778	83,402
21	22	63,337	72,835	78,555	84,236
22	23	63,968	73,563	79,342	85,077
23	24	64,609	74,300	80,134	85,928
24	25	65,257	75,042	80,937	86,788
25	26	65,908	75,792	81,746	87,656
26	27	66,567	76,551	82,564	88,533
27	28	67,233	77,316	83,389	89,418
28	29	67,904	78,089	84,222	90,312
29	30	68,585	78,869	85,064	91,215
30	31	69,269	79,659	85,916	92,127
31	32	69,963	80,455	86,773	93,048
32	33	70,663	81,260	87,642	93,979
33	34	71,368	82,072	88,519	94,919
34	35	72,081	82,893	89,403	95,868
35+	36+	72,803	83,723	90,299	96,827

HIGH SCHOOL BAND DIRECTOR/ASSISTANT BAND DIRECTOR

10 MONTH, 207 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	49,934	57,421	61,917	66,410
1	2	50,179	57,702	62,221	66,538
2	3	50,424	57,985	62,525	67,331
3	4	55,606	63,519	68,103	73,054
4	5	56,446	64,358	68,639	73,054
5	6	57,143	65,054	69,336	73,335
6	7	59,554	67,699	72,106	76,246
7	8	60,267	68,418	72,820	76,946
8	9	60,950	69,132	73,537	77,661
9	10	61,953	70,101	74,510	78,633
10	11	62,667	70,814	75,219	80,559
11	12	62,667	70,814	75,480	80,559
12	13	62,969	71,156	75,819	80,947
13	14	62,969	71,156	76,229	81,739
14	15	62,969	71,384	76,990	82,557
15	16	65,021	73,365	77,877	83,382
16	17	65,021	73,365	78,537	84,216
17	18	65,021	73,546	79,323	85,058
18	19	65,021	74,282	80,116	85,908
19	20	65,240	75,025	80,918	86,767
20	21	65,891	75,775	81,725	87,635
21	22	66,552	76,532	82,544	88,512
22	23	67,216	77,298	83,369	89,396
23	24	67,889	78,071	84,202	90,290
24	25	68,568	78,851	85,046	91,193
25	26	69,254	79,640	85,895	92,106
26	27	69,947	80,436	86,755	93,027
27	28	70,646	81,240	87,622	93,957
28	29	71,352	82,053	88,498	94,897
29	30	72,066	82,873	89,383	95,845
30	31	72,786	83,703	90,276	96,804
31	32	73,514	84,539	91,179	97,771
32	33	74,249	85,385	92,091	98,749
33	34	74,990	86,239	93,012	99,737
34	35	75,740	87,102	93,942	100,734
35+	36+	76,498	87,972	94,882	101,741

**CERTIFIED SPECIALIST
DP/MYP COORDINATOR
10 MONTH, 207 DAYS**

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	66,111	70,244	73,793	78,509
1	2	66,729	70,863	74,414	79,130
2	3	67,348	71,480	75,030	79,745
3	4	67,968	72,102	75,650	80,365
4	5	68,589	72,720	76,253	80,985
5	6	69,205	73,337	76,888	81,602
6	7	71,960	76,094	79,750	84,606
7	8	72,599	76,731	80,385	85,242
8	9	73,234	77,367	81,023	85,877
9	10	73,871	78,006	81,662	86,517
10	11	74,512	78,643	82,298	87,153
11	12	74,512	78,643	82,298	87,153
12	13	74,880	79,011	82,685	87,563
13	14	75,179	79,011	82,685	87,563
14	15	75,480	79,451	82,965	87,563
15	16	75,782	79,752	83,456	88,381
16	17	76,085	80,199	83,456	88,381
17	18	76,390	80,647	83,456	88,684
18	19	76,695	81,099	83,615	88,684
19	20	77,002	81,553	83,615	89,038
20	21	77,310	82,010	83,781	89,431
21	22	77,620	82,469	83,781	89,840
22	23	77,930	82,930	84,619	90,736
23	24	78,241	83,395	85,465	91,644
24	25	78,554	83,862	86,322	92,561
25	26	78,868	84,332	87,185	93,487
26	27	79,184	84,805	88,056	94,421
27	28	79,501	85,279	88,937	95,367
28	29	79,819	85,758	89,826	96,321
29	30	80,138	86,237	90,723	97,283
30	31	80,459	86,719	91,631	98,257
31	32	80,780	87,205	92,547	99,238
32	33	81,103	87,693	93,473	100,230
33	34	81,428	88,185	94,408	101,234
34	35	81,753	88,679	95,351	102,246
35+	36+	82,080	89,291	96,305	103,268

**CERTIFIED SPECIALIST
TECHNOLOGY INTEGRATION SPEC.
12 MONTH, 240 DAYS**

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	76,651	81,443	85,557	91,026
1	2	77,368	82,160	86,277	91,744
2	3	78,084	82,875	86,992	92,458
3	4	78,803	83,596	87,711	93,176
4	5	79,523	84,313	88,410	93,896
5	6	80,237	85,028	89,145	94,611
6	7	83,432	88,225	92,463	98,093
7	8	84,172	88,963	93,200	98,832
8	9	84,909	89,701	93,939	99,567
9	10	85,648	90,441	94,680	100,310
10	11	86,391	91,181	95,418	101,047
11	12	86,391	91,181	95,418	101,047
12	13	86,817	91,607	95,867	101,523
13	14	87,164	91,607	95,867	101,523
14	15	87,513	92,117	96,191	101,523
15	16	87,863	92,466	96,761	102,470
16	17	88,215	92,983	96,761	102,470
17	18	88,568	93,504	96,761	102,822
18	19	88,922	94,028	96,945	102,822
19	20	89,278	94,554	96,945	103,232
20	21	89,635	95,084	97,138	103,688
21	22	89,994	95,617	97,138	104,161
22	23	90,354	96,151	98,109	105,202
23	24	90,715	96,690	99,090	106,253
24	25	91,078	97,232	100,082	107,317
25	26	91,442	97,776	101,083	108,390
26	27	91,807	98,324	102,094	109,475
27	28	92,174	98,875	103,115	110,570
28	29	92,544	99,429	104,146	111,676
29	30	92,914	99,984	105,186	112,792
30	31	93,285	100,544	106,238	113,921
31	32	93,658	101,108	107,300	115,058
32	33	94,033	101,674	108,374	116,210
33	34	94,409	102,244	109,458	117,372
34	35	94,787	102,816	110,552	118,545
35+	36+	95,166	103,226	111,658	119,731

PSYCHOMETRIST
10 MONTH, 202 DAYS

Years of Experience	Step	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	56,816	61,324	64,806
1	2	57,281	61,658	64,930
2	3	58,366	62,884	65,704
3	4	61,985	66,458	71,290
4	5	62,803	66,980	71,290
5	6	63,483	67,661	71,563
6	7	66,064	70,365	74,405
7	8	66,765	71,060	75,086
8	9	67,462	71,760	75,785
9	10	68,407	72,710	76,734
10	11	69,103	73,402	78,612
11	12	69,103	73,656	78,612
12	13	69,850	74,467	78,992
13	14	69,850	74,467	79,764
14	15	69,850	75,130	80,563
15	16	72,158	77,126	81,368
16	17	72,158	77,126	82,182
17	18	72,158	77,407	83,004
18	19	72,487	78,181	83,833
19	20	73,213	78,963	84,671
20	21	73,944	79,752	85,519
21	22	74,683	80,549	86,374
22	23	75,430	81,355	87,237
23	24	76,185	82,168	88,109
24	25	76,947	82,991	88,991
25	26	77,716	83,821	89,880
26	27	78,493	84,659	90,780
27	28	79,278	85,506	91,688
28	29	80,071	86,360	92,605
29	30	80,872	87,223	93,530
30	31	81,681	88,096	94,465
31	32	82,497	88,977	95,410
32	33	83,323	89,866	96,363
33	34	84,156	90,766	97,328
34	35	84,998	91,673	98,300
35+	36+	85,847	92,591	99,284

SALARY SUPPLEMENTS

Salary supplements are provided to approved, certificated employees who perform tasks beyond the requirements of the teacher's assigned daily schedule and approved Child Nutrition Program employees who qualify according to the School Nutrition Association guidelines.

An employee cannot earn two concurrent supplements during each seasonal program. The amount of the certificated salary supplement is based upon the following criteria:

- Years of teaching experience (Step), unless otherwise approved by the Superintendent
- Instruction beyond the established school day and school year
- Approval of the Principal, Program Director, and Director of Human Resources
- Completion of an Annual Supplement Intent Form

The amount of the Child Nutrition Program salary supplement is based upon the following criteria:

- School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginning of the school year

The Supplements as listed above 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.

Supplements will be paid over a 12 month period as approved by the Board of Education, unless otherwise noted within.

Refer to the Salary Schedule Supplement Addendum for supplement requirements and salary schedules.

Extra duty Board supplements can only be awarded to a full-time certified employee.

The Board takes the position that moving forward, certified teachers who also drive a school bus as a secondary position should not be considered for the Board salary supplemental positions. A waiver of this requirement requires an annual approval from the Superintendent. The waiver must detail how students will be supervised while the certified employee is driving the school bus as well as how the students involved in the program for which the supplement is being provided will receive appropriate and equitable training/coaching/instruction as compared to similarly situated programs.

SALARY SUPPLEMENTS REQUIREMENTS

Academic Supplements

Debate Team Coach Duties - *Regular* Middle School and High School

1. Attend the yearly Debate Team Coaches meeting.
2. Conduct regular debate classes before and/or after school, giving students appropriate time to research and practice.
3. Participate in at least 2 debate workshops each year including but not limited to those offered by the Jefferson County Department of Curriculum and Instruction and Samford University. Jefferson County meetings and/or workshops are required.
4. Participate in at least 3 debate tournaments with students each year. Must have at least one team debating in three local debate tournaments. Participation is required in both the first and second semester. All three tournaments may not occur during any one semester.
5. Serve as a monitor and/or judge at these tournaments as requested.
6. Submit end-of-year Debate Team Coach's summary.

Debate Team Coach Duties - *Advanced* Middle School and High School

Prerequisite: Advanced Debate Coaches must have at least 3 years experience as a successful debate coach.

1. Attend the yearly Debate Team Coaches meeting.
2. Conduct regular debate classes before and/or after school, giving students appropriate time to research and practice.
3. Participate in at least 2 Debate Workshops each year including but not limited to those offered by the Jefferson County Department of Curriculum and Instruction and Samford University. Jefferson County meeting and/or workshops are required.
4. Participate in a national debate league or participate in all local debate tournaments with students (4 or 5 tournaments determined by Samford University). Must have at least two teams debating in each of these local debate tournaments.
5. Serve as a monitor and/or judge at these tournaments as requested.
6. Submit an end-of-year Debate Team Coach's summary.

Future Problem Solvers Team Coach Duties

1. Attend the yearly Future Problem Solvers Team Coaches Meeting.
2. Establish a minimum of 1 team with at least 1-4 members no later than the end of the sixth week of school.
3. Minimum of 20 hours of Future Problem Solvers team practice conducted outside of the school day.
4. Complete Future Problem Solvers registration for your school.
5. Participate in 1 practice problem during the first semester of school
6. Participate in 1 official statewide event with a qualifying problem during the second semester of school.
7. Submit an end-of-year Future Problem Solvers Team Coach's summary.

Math Team Coach Duties - *Regular* Middle School and High School

1. Attend the yearly Math Team Coaches meeting.
2. Establish a math team comprised of at least 10 students. These students do not have to be in one subject/grade level. This team should be established no later than the end of the sixth week of school.
3. Minimum of 60 hours of math team practice conducted outside of the school day. No more than 3 Saturday math tournaments (4 hours/tournament for a total of 12 hours) may be counted as practice time.
4. Attend and present students for competition at a minimum of 3 Saturday math tournaments which include on-site competition with other school districts.
5. Present at least 1 team for competition at the Jefferson County Math Tournament.
6. Submit an end-of-year Math Team Coach's summary.

Math Team Coach Duties - *Advanced* Middle School

1. Complete all Math Team Coach Duties as listed above.
2. Present a complete team (4 or more members in at least one category) for competition at 3 additional approved tournaments.
3. Compete in the MATHCOUNTS competition. This competition can be included as one of the required tournaments.

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Math Team Coach Duties - Advanced High School

1. Complete all Math Team Coach Duties as listed above.
2. Present a complete team (4 or more members in at least one category) for competition at 3 additional approved tournaments.
3. Advance to the Second round of the Alabama High School Mathematics Contest. This contest can be included as one of the required tournaments.

Science Olympiad Team Coach Duties - Elementary School

1. Attend the yearly Science Olympiad Team Coaches Meeting.
2. Establish a minimum of 1 team with a minimum of 8 and a maximum of 24 members no later than the end of the sixth week of school.
3. Minimum of 40 hours of Science Olympiad team practice conducted outside of the school day.
4. Plan and present an elementary science presentation for grade level teams or faculty members.
5. Complete Science Olympiad registration for your school for both the county and regional events. Secure school and community support for the materials needed for Science Olympiad competition.
6. Attend an organizational meeting for the Jefferson County Science Olympiad. Prepare a minimum of 1 event and officiate at the Jefferson County Science Olympiad.
7. Present at least 1 team for competition at the Jefferson County Science Olympiad
8. Attend and present at least 1 team for the regional competition.
9. Submit an end-of-year Science Olympiad Team Coach's summary.

Science Olympiad Team Coach Duties - Regular Middle School and High School

1. Attend the TWO yearly Science Olympiad Team Coaches Meetings.
2. Establish a minimum of 1 team with a minimum of 8 and a maximum of 15 members no later than the end of the eighth week of school. Students can prepare for more than one event if needed. Coaches should send team rosters to the Secondary Science Specialist no later than the end of the eighth week of school (email preferred).
3. Begin practices no later than the eighth week of school. Minimum of 60 hours of Science Olympiad team practice required-10 hours for JefCoEd tournament and the remainder conducted outside of the school day by each Science Olympiad team coach per academic year. Complete Practice Attendance Records including student signatures, dates, and beginning and ending times of practice must be maintained and submitted with the end of year report. If no student attends an arranged practice, the practice time may not be used to fulfill the 60 hour practice requirement.
4. Complete Science Olympiad registration for your school by November 1st to avoid late fees, but no later than December 15th at www.alabamaso.org/registration.html. Secure school and community support for the materials needed for Science Olympiad competition.
5. Prepare a minimum of 1 event and officiate at the Jefferson County Science Olympiad.
6. Present at least 1 team for competition at the Jefferson County Science Olympiad.
7. Attend and present at least 1 team for the regional competition. Prepare team for state competition if team qualifies.
8. Submit an end of year Science Olympiad Team Coach's summary including tournament results and practice documentation to the Secondary Science Specialist following the regional Science Olympiad event for compensation to be completed.
9. Unusual circumstances that would prohibit a Science Olympiad coach/team from fulfilling any of the required duties must be submitted in writing and approved by the Secondary Science Specialist and/or Director of Curriculum and Instruction.

Science Olympiad Team Coach Duties - Advanced Middle School and High School

Prerequisite: Coach should have entered a Science Olympiad team in competition for the last three years. Team from the previous year should have finished in the top 50% in regional competition.

1. Complete all Science Olympiad Team Coach Duties as listed above.
2. Provide at least one event training session (with 2-3 events) for other Science Olympiad Coaches during the fall semester. If there are multiple advanced coaches, the training sessions must be offered on different dates and feature different events.
3. Serve as a resource person for inexperienced Jefferson County Science Olympiad Coaches.

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Arts Education

Band

1. Attend district music assessment (band or solo/ensemble).
2. Attend 1 marching band competition including Jamboree.
3. 3 band concerts in the academic year (fall, winter, spring).
4. Prepare students for individual or ensemble auditions and/or performances such as All-District/All-State, Solo and Ensemble festival, etc.

Choral - Elementary School

1. Minimum of 30 hours rehearsal/performance time per year with students before and/or after school.
2. Participation in Jefferson County Annual Music Festival area rehearsal, final dress rehearsal, and performance.
3. 1 Choral Concert per semester.
4. Assist classroom teachers with grade level performances and/or provide before and/or after school information and demonstration opportunities.

Choral - Regular Middle School

1. Minimum of 40 hours rehearsal/performance time per year with students before and/or after school.
2. Minimum of 1 Choral Concert per semester.
3. Participation in Jefferson County Annual Music Festival area rehearsal, final dress rehearsal, and performance.
4. Participation in AVA State Choral Performance Assessment.
5. Prepare students for individual or ensemble auditions and/or performances.

Choral - Advanced Middle School

Prerequisites: At least 3 years experience in Jefferson County; Superior Rating at AVA Performance Assessment for the previous 3 years; Participation in Young Voices and/or AVA Middle School All State Choir for the previous 3 years.

1. Minimum of 50 hours rehearsal/performance time per year with students before and/or after school.
2. Minimum of 1 Choral Concert per semester.
3. Participation in Jefferson County Annual Music Festival area rehearsal, final dress rehearsal, and performance.
4. Receive an overall superior rating at AVA State Choral Performance Assessment (at least 1 choir) each year.
5. Prepare and accompany selected students to auditions and events.
6. Submit application to perform or present at a conference/convention at least once every three years.

Choral - Regular High School

1. Minimum of 50 hours rehearsal/performance time per year with students before and/or after school.
2. Minimum of 2 Choral Concerts per semester.
3. Participation in Jefferson County Annual Music Festival area rehearsal, final dress rehearsal and performance.
4. Participate in the AVA state Choral Performance Assessment.
5. Prepare students for individual or ensemble auditions and/or performances such as AVA Senior High All-State, AVA Solo and Ensemble, etc. and accompany selected students to the event.

Choral - Advanced High School

Prerequisites: At least 3 years of experience in Jefferson County; Superior Rating at AVA Performance Evaluations for the previous 3 years; Participation in AVA Senior High All State for the previous 3 years.

1. Minimum of 60 hours rehearsal/performance time per year with students before and/or after school.
2. Minimum of 2 Choral Concerts per semester.
3. Participation in Jefferson County Annual Music Festival area rehearsal, final dress rehearsal and performance.
4. Receive an overall superior rating at AVA State Choral Performance Assessment (at least 1 choir) each year.
5. Prepare and accompany selected students to events such as AVA High School All-State and AVA Solo and Ensemble.
6. Submit application to perform or present at a conference/convention at least once every three years.

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Dance Line/Majorettes/Color Guard - Middle School and High School

1. Coordinate dance line/majorettes/color guard auditions according to the policies outlined by the district and the band director.
2. Coordinate rehearsals with the band director.
3. Participate in a separate rehearsal for the purpose of learning material for band performances.
4. Attend performances.

Theatre Arts - Elementary School

1. Minimum of 2 drama productions per year with casting open to the entire student body and requiring 3 to 5 weeks of before and/or after school rehearsals and performances.
2. Teacher and student participation in the Vic Fichtner Elementary Drama Festival.

Theatre Arts - Regular Middle School

1. Minimum of 2 theatre productions per year with casting open to the entire student body and requiring 4 to 6 weeks of before and/or after school rehearsals and performances.
2. Teacher and student participation in the Jefferson County Middle School Theatre Festival.
3. Serve as a judge for the Vic Fichtner Elementary Drama Festival as requested.

Theatre Arts - Advanced Middle School

Prerequisite: at least 3 years successful teaching/coaching theatre

1. Minimum of 3 theatre productions per year with casting open to the entire student body and requiring 4 to 6 weeks of before and/or after school rehearsals and performances.
2. Teacher and student participation in the Jefferson County Middle School Theatre Festival.
3. Serve as a judge for the Vic Fichtner Elementary Drama Festival as requested.

Theatre Arts - Regular High School

1. Present a minimum of 2 theatre productions per year with casting open to the entire student body and requiring 4 to 8 weeks of before and/or after school rehearsals and performances.
2. Teacher and student participation in the district Trumbauer Festival, with students participating in individual events. Those who qualify for the State Trumbauer Festival must attend.
3. Serve as a judge for the Vic Fichtner Elementary Drama Festival and/or the Jefferson County Middle School Theatre Festival as requested.

Theatre Arts - Advanced High School

Prerequisite: At least three years successful teaching/coaching theatre in Jefferson County

1. Present a minimum of 3 major theatre productions per year with casting open to the entire student body and requiring 4 to 8 weeks of before and/or after school rehearsals and performances.
2. Teacher and student participation in the district Trumbauer Festival, with students participating in the individual events. those who qualify for the State Trumbauer Festival must attend.
3. Coaches and students participate at a regional level.
4. Serve as a judge for the Vic Fichtner Elementary Drama Festival and/or the Jefferson County Middle School Theatre Festival as requested.

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Athletics

1. Only one supplement per season for Athletic Director
2. Supplements do not include Tenth Month Supplement for Head Football Coach
3. Supplements include summer work prior to start of school
4. Practice for all supplemental activities must be performed beyond the established school day
5. Generally, coaches cannot earn more than one supplement during each season. Exceptions may be made for coaching both boys and girls in the same sport in the following categories: Cross Country, Swimming, Bowling, Indoor Track, Outdoor Track, Tennis, and Golf.
6. There must be a schedule in Dragonfly for each sport, if applicable
7. There must be a roster in Dragonfly for each sport, if applicable

<u>SPORT</u>	<u>SCHOOL</u>	<u>REQUIRED MAX CONTESTS</u>	<u>REQUIRED MIN CONTESTS</u>		<u>SPORT</u>	<u>SCHOOL</u>	<u>REQUIRED MAX CONTESTS</u>	<u>REQUIRED MIN CONTESTS</u>
VOLLEYBALL	HIGH	15	12		INDOOR TRACK	HIGH	4	3
	MIDDLE	10	8			MIDDLE	3	2
FOOTBALL	HIGH	10	8		TENNIS	HIGH	18	14
	MIDDLE	8	6			MIDDLE	10	6
FLAG FOOTBALL	HIGH	14	8		SOCCER	HIGH	18-20	14
CROSS COUNTRY	HIGH	10	7			MIDDLE	14	10
	MIDDLE	8	5		SOFTBALL	HIGH	18/7	16/2
SWIMMING	HIGH	8	6			MIDDLE	14/5	12/2
	MIDDLE	8	6		BASEBALL	HIGH	18/2	16/1
BASKETBALL	HIGH	20	18/2			MIDDLE	14/2	12/1
	MIDDLE	16	14/2		GOLF	HIGH	14	10
BOWLING	HIGH	18	12/2			MIDDLE	8	6
	MIDDLE	12	8		OUTDOOR TRACK	HIGH	10	6
WRESTLING	HIGH	14	12			MIDDLE	8	4
	MIDDLE	8	6		ESPORTS	HIGH	24	12

Cheerleading

1. Attend the cheer sponsor yearly meeting.
2. Coordinate, plan, and attend cheer clinic and cheer tryouts as outlined by Board procedures.
3. Attend and present squad at a minimum of 1 cheer training camp. (Can be held at local school or sponsored camp away from the school.)
4. Present squad at the annual exposition/cheer competition. A waiver for this requirement may be obtained through the Director of Athletics.

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Career Technical Education

Robotics - Elementary School

1. Attend the yearly Robotics Team Coaches Meeting.
2. Establish a minimum of 1 team with at least 4 members no later than the end of the eighth week of school.
3. Minimum of 60 hours of Robotics team practice conducted outside of the school day.
4. Complete the BEST or VEX registration for your school.
5. Participate in 1 official statewide event with a qualifying problem during the second semester.
6. Present at least 1 team for local competition.
7. Attend and field at least 1 team for the State Robotics Competition.
8. Submit an end-of -year Robotics Team Coach's summary.

Robotics - Middle School/High School

1. Attend the yearly Robotics Team Coaches Meeting.
2. Establish a minimum of 1 team with at least 4 members no later than the end of the eighth week of school.
3. Minimum of 60 hours of Robotics team practice conducted outside of the school day.
4. Complete the BEST or VEX registration for your school.
5. Present at least 1 team for local competition.
6. Attend and field at least 1 team for the State Robotics competition.
7. Participate in 1 official statewide event with a qualifying problem during the second semester of school.
8. Submit an end-of -year Robotics Team Coach's summary.

ETeam Leader

1. Communicate and collaborate with the technology senior support technician and the technology integration specialist assigned to your school.
2. Coordinate technology work order data for your school using an internal process for the school site and the JEFCEOED technology portal for work orders.
3. Coordinate the completion of the school technology plan with the Continuous Improvement Team and principal.
4. Coordinate, update, and monitor the school website and social media accounts regularly and in accordance with your school communication plan.
5. Coordinate CIPA training for your school and submit all required training documents no later than May 1st of each school year.
6. Attend ETeam Leader professional development.
7. Provide technology integration professional development via a turnaround training model. (following each E-Team Leader PD session, as indicated)
8. Meet with your principal on an ongoing basis to review technology updates as you plan for turnaround training and support.
9. Serve as the liaison between your school and the technology department.

Yearbook Sponsor

1. Upon production of the school yearbook.

SALARY SUPPLEMENTS

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

CHORAL DIRECTOR AND THEATRE ARTS DIRECTOR

Step	Elementary	Middle/Jr. High	Middle/Jr. High 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

ETEAM LEADER*

1 st Semester	2 nd Semester
500	500

*ETeam Leader Supplements will be paid twice a year at the conclusion of each semester and upon confirmation of satisfactory completion of supplement requirements.

TITLE I SCHOOL PARENT INVOLVEMENT COORDINATOR*

1 st Semester	2 nd Semester
500	500

*Title I School Parent Involvement Coordinator Supplements will be paid twice a year at the conclusion of each semester and upon confirmation of satisfactory completion of supplement requirements.

ESPORTS COACH*

Step	Senior High
0-2	500
3-5	550
6-8	600
9-11	650
12-14	700
15-20	750
21-26	800
27+	850

*ESports Supplements are available at the Senior High level only.
ESports Supplements are available for the Fall and Spring seasons.

Yearbook Sponsor

\$500

Yearbook Sponsor supplements will be paid one time a year upon production of the yearbook.

BAND DIRECTOR AND BAND AUXILIARY SPONSOR

Step	Position	Marching Band	Concerts, Concert Contest, Solo & Ensemble Contest; Individualized Instruction
0-2	Sr. High Director	4,134	432
	Associate Director	2,462	432
	Jr. High Director	NA	432
	Sr. High Auxiliary *	1,000	NA
	Jr. High Auxiliary *	800	NA
3-5	Sr. High Director	4,325	465
	Associate Director	2,588	465
	Jr. High Director	NA	465
	Sr. High Auxiliary *	1,000	NA
	Jr. High Auxiliary *	900	NA
6-8	Sr. High Director	4,499	505
	Associate Director	2,682	505
	Jr. High Director	NA	505
	Sr. High Auxiliary *	1,200	NA
	Jr. High Auxiliary *	1,000	NA
9-11	Sr. High Director	4,679	541
	Associate Director	2,792	541
	Jr. High Director	NA	541
	Sr. High Auxiliary *	1,300	NA
	Jr. High Auxiliary *	1,100	NA
12 -14	Sr. High Director	4,866	612
	Associate Director	3,121	612
	Jr. High Director	NA	612
	Sr. High Auxiliary *	1,400	NA
	Jr. High Auxiliary *	1,200	NA
15-20	Sr. High Director	5,053	683
	Associate Director	3,286	683
	Jr. High Director	NA	683
	Sr. High Auxiliary *	1,500	NA
	Jr. High Auxiliary *	1,300	NA
21-26	Sr. High Director	5,240	754
	Associate Director	3,451	754
	Jr. High Director	NA	754
	Sr. High Auxiliary *	1,600	NA
	Jr. High Auxiliary *	1,400	NA
27+	Sr. High Director	5,427	825
	Associate Director	3,616	825
	Jr. High Director	NA	825
	Sr. High Auxiliary *	1,700	NA
	Jr. High Auxiliary *	1,500	NA

* 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.

BAND DIRECTOR SUPPLEMENT ADJUSTMENT FOR SCHOOL ENROLLMENT*

Student Enrollment	Additional Supplement
0 - 499	0
500 - 999	482
1,000 - 1,499	802
1,500 +	1,123

*Student population will be determined by the number of "currently enrolled students" based on the 20-Day Average Daily Membership (ADM) report reported to the Alabama State Department of Education (ALSDE) annually.

ATHLETIC COACH

Steps*	Position	Fall						Winter					Spring						
		Head Football	Assistant Football**	Head Volleyball	Assistant Volleyball Assistant Flag Football (Senior High only)	Cross Country Track Head Flag Football (Senior High only)	Swimming	Head Basketball	Assistant Basketball	Bowling	Indoor Track	Wrestling	Head Baseball & Softball	Assistant Baseball & Softball	Outdoor Track	Soccer	Tennis & Golf	Cheerleading (one per season)	Athletic Director (one per season)
0-2	Senior High	9,950	4,500	3,000	1,000	1,400	1,000	8,000	1,800	1,000	1,400	3,000	4,000	1,800	2,000	2,000	1,000	1,200	1,200
	Middle & Jr.Varsity	4,800	1,660	1,500	700	700	700	2,800	1,000	700	700	1,500	1,800	1,000	1,100	1,100	700	800	800
3-5	Senior High	10,600	4,600	3,100	1,100	1,600	1,100	8,300	2,100	1,100	1,600	3,100	4,300	2,100	2,200	2,200	1,100	1,300	1,300
	Middle & Jr.Varsity	5,000	1,700	1,600	800	800	800	2,900	1,200	800	800	1,600	1,900	1,200	1,300	1,300	800	900	900
6-8	Senior High	11,100	4,700	3,200	1,200	1,700	1,200	8,600	2,300	1,200	1,700	3,200	4,600	2,300	2,400	2,400	1,200	1,400	1,400
	Middle & Jr.Varsity	5,200	1,800	1,700	900	900	900	3,000	1,400	900	900	1,700	2,000	1,400	1,500	1,500	900	1,000	1,000
9-11	Senior High	11,550	5,000	3,300	1,300	1,800	1,300	9,200	2,500	1,300	1,800	3,300	5,200	2,500	2,600	2,600	1,300	1,500	1,500
	Middle & Jr.Varsity	5,400	2,000	1,800	1,000	1,100	1,000	3,100	1,600	1,000	1,100	1,800	2,100	1,600	1,700	1,700	1,000	1,100	1,100
12-14	Senior High	12,200	5,400	3,500	1,400	2,000	1,400	9,800	2,800	1,400	2,000	3,500	5,800	2,800	2,800	2,800	1,400	1,600	1,600
	Middle & Jr.Varsity	6,000	2,400	1,900	1,100	1,200	1,100	3,300	1,800	1,100	1,200	1,900	2,300	1,800	1,900	1,900	1,100	1,200	1,200
15-20	Senior High	12,800	5,900	4,000	1,500	2,200	1,500	10,100	3,100	1,500	2,100	4,000	6,100	3,100	3,000	3,000	1,500	1,700	1,700
	Middle & Jr.Varsity	6,200	2,600	2,000	1,200	1,300	1,200	3,500	2,000	1,200	1,300	2,000	2,500	2,000	2,000	2,000	1,200	1,300	1,300
21-26	Senior High	13,600	6,500	4,700	1,600	2,400	1,600	10,500	3,400	1,600	2,200	4,700	6,500	3,400	3,200	3,200	1,600	1,800	1,800
	Middle & Jr.Varsity	6,500	2,800	2,100	1,300	1,400	1,300	3,600	2,200	1,300	1,400	2,100	2,600	2,200	2,100	2,100	1,300	1,400	1,400
27+	Senior High	14,500	7,200	5,500	1,700	2,600	1,700	11,000	3,700	1,700	2,300	5,500	7,000	3,700	3,400	3,400	1,700	2,000	2,000
	Middle & Jr.Varsity	7,000	3,000	2,200	1,400	1,500	1,400	4,000	2,500	1,400	1,500	2,200	3,000	2,500	2,200	2,200	1,400	1,500	1,500

*Only experience that has been Board approved on or before the regularly scheduled August Board meeting will be considered when placing an employee on the appropriate supplement salary step. Supplement salary experience will not be reevaluated until the following employment year.

** Senior High Football Offensive and Defensive Coordinators will receive an additional \$2500 annually.

ELEMENTARY SPORTS

NEWCOMB	\$100
TRACK	\$100

* ONE COACH MAY EARN TWO SUPPLEMENTS FOR COACHING BOTH GIRLS AND BOYS

*NEWCOMB AND TRACK TEAMS WILL BE REQUIRED TO COMPETE IN THE COUNTY TOURNAMENT

HEAD VARSITY COACH PLAYOFF SUPPLEMENT FOR EXTRA WORK VARSITY AHSAA SANCTIONED CHAMPIONSHIP PLAY

Coaches and sponsors will only receive the extra work supplement for the playoff games they participate in and attend.

Board paid varsity assistant coaches, varsity cheerleading sponsor, band director, assistant band director, color guard sponsor, dance sponsor and majorette sponsor would receive 25% of the head coach incentive for the extra work. Basketball cheerleading can receive a max of one incentive for basketball. All incentives will be verified by the Director of Athletics at the Central Office. Incentives will be paid out 3 times per year: fall sports- typically by February 1st, winter sports - typically by May 1st, and spring sports - typically by August 1st.

ATHLETIC COACH PLAYOFF SUPPLEMENT

Sport	Supplement	Details
Baseball	\$500 per round	Maximum of 5 total playoff rounds including the state championship
Basketball	\$625 per round	Supplement to start at the regional tournament, Maximum of 4 total rounds including the state championship
Bowling	\$100 per round	Supplement to start at the regional tournament, Maximum of 6 total rounds including the state championship
Cross Country	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Flag Football	\$175 per round	Supplement to start at the qualifying tournament, Maximum of 4 total rounds including the state championship.
Football	\$1,000 per round	Maximum of 5 total playoff rounds including the state championship
Golf	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Indoor Track	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Outdoor Track	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Soccer	\$250 per round	Supplement to start at round of 32 teams, Maximum of 5 total rounds including the state championship
Softball	\$358 per game (regional and state)	Supplement to start at the regional tournament (max 3 regional tournament games and max 4 state tournament games)
Swimming	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Tennis	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Volleyball	\$250 per round	Supplement to start at the regional tournament, Maximum of 7 total rounds including the state championship
Wrestling	\$550 (individual(s)) -OR- \$750 (team)	\$550 for one or more state qualifier(s) -OR- \$750 for a team state qualifier or dual qualifier

TUTORS/ADJUNCT TEACHERS

Amounts indicated on this schedule are hourly pay rates.

Years of Experience	Non-Degree	Bachelor's Degree	Master's Degree	Ed. Specialist/ AA Certificate	Doctorate Degree
1 - 2	15.19	18.75	19.82	20.89	21.96
3 - 5	15.59	19.82	20.89	21.96	23.04
6 - 8	15.96	20.35	21.42	22.50	23.57
9 - 11	16.36	20.89	21.96	23.04	24.11
12 - 14	16.74	21.42	22.50	23.57	24.64
15 - 17	17.14	21.96	23.04	24.11	25.18
18 - 20	17.52	22.50	23.57	24.64	25.71
21 +	17.91	23.04	24.11	25.18	26.25

Homebound Tutors - \$26/hour

***After School SOAR Tutors - \$50/hour**

**Based on availability of ESSER Funds*

ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve month period regardless of whether assignments are 9, 9½, 10, 11 or 12 month positions.
2. Principals of schools with a student population of 1,000* or more will receive an annual supplement as follows.

School	Supplement
High	5,500
Middle/Jr. High	4,500
Elementary	3,500

*Student population will be determined by the number of "currently enrolled students" based on the 20-Day Average Daily Membership (ADM) report reported to the Alabama State Department of Education (ALSDE) annually.

3. 12 Month 'grandfathered' Assistant Principals, will receive an annual supplement as follows:

School	Supplement
High	2,000
Middle/Jr. High	1,500
Elementary	1,000

4. The following Conversion Table is utilized to convert teaching experience steps to administrative steps:

Conversion Table*

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

*12-month Certified Specialist or Technology Integration Specialist experience will be credited as year-for-year steps for individuals transitioning to a Certified Assistant Director or Certified Director position. Teaching experience will be converted based on the Conversion table above.

**DEPUTY SUPERINTENDENT, AREA DIRECTOR,
CERTIFIED DIRECTORS AND ASSISTANT DIRECTORS
12 MONTH, 240 DAYS**

DEPUTY SUPERINTENDENT*

170,000

Deputy Superintendents of Operations, School and Community Support, and Teaching and Learning

*Deputy Superintendents are eligible for a for a \$5,000 annual supplement for those with a doctorate degree

AREA DIRECTOR*

140,662

*Area Directors are eligible for a \$2,500 annual supplement for those with a 6 year/AA degree or \$5,000 annual supplement for those with a doctorate degree

CERTIFIED DIRECTORS AND ASSISTANT DIRECTORS*

Years of Exp	Step	Director	Director of Human Resources	Assistant Director
0	1	116,223	121,465	92,924
1	2	117,045	122,287	93,645
2	3	117,863	123,103	94,360
3	4	118,679	123,921	95,079
4	5	119,498	124,740	95,795
5	6	120,318	125,558	96,512
6	7	124,733	129,974	99,993
7	8	125,577	130,818	100,833
8	9	126,420	131,662	101,677
9	10	127,264	132,505	102,517
10-11	11-12	128,107	133,347	103,358
12-14	13-15	128,723	133,964	104,201
15-20	16-21	129,951	135,194	105,042
21-23	22-24	131,900	137,222	106,618
24+	25+	134,538	139,966	108,749

*Certified Administrators are eligible for a \$2,500 annual supplement for those with a 6 year/AA degree
Or \$5,000 annual supplement for those with a doctorate degree

COMMUNITY SCHOOL COORDINATOR
12 MONTH, 240 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	76,651	81,443	85,557	91,026
1	2	77,368	82,160	86,277	91,744
2	3	78,084	82,875	86,992	92,458
3	4	78,803	83,596	87,711	93,176
4	5	79,523	84,313	88,410	93,896
5	6	80,237	85,028	89,145	94,611
6	7	83,432	88,225	92,463	98,093
7	8	84,172	88,963	93,200	98,832
8	9	84,909	89,701	93,939	99,567
9	10	85,648	90,441	94,680	100,310
10	11	86,391	91,181	95,418	101,047
11	12	86,391	91,181	95,418	101,047
12	13	86,817	91,607	95,867	101,523
13	14	87,164	91,607	95,867	101,523
14	15	87,513	92,117	96,191	101,523
15	16	87,863	92,466	96,761	102,470
16	17	88,215	92,983	96,761	102,470
17	18	88,568	93,504	96,761	102,822
18	19	88,922	94,028	96,945	102,822
19	20	89,278	94,554	96,945	103,232
20	21	89,635	95,084	97,138	103,688
21	22	89,994	95,617	97,138	104,161
22	23	90,354	96,151	98,109	105,202
23	24	90,715	96,690	99,090	106,253
24	25	91,078	97,232	100,082	107,317
25	26	91,442	97,776	101,083	108,390
26	27	91,807	98,324	102,094	109,475
27	28	92,174	98,875	103,115	110,570
28	29	92,544	99,429	104,146	111,676
29	30	92,914	99,984	105,186	112,792
30	31	93,285	100,544	106,238	113,921
31	32	93,658	101,108	107,300	115,058
32	33	94,033	101,674	108,374	116,210
33	34	94,409	102,244	109,458	117,372
34	35	94,787	102,816	110,552	118,545
35+	36+	95,166	103,526	111,658	119,731

PRINCIPAL

12 MONTH, 240 DAYS

Years of Experience	Step	Level	High School	Middle School	Elementary
0	1	Master's	114,296	105,372	97,374
		Ed.S./AA	118,414	109,490	101,493
		Ed.D./Ph.D.	124,429	114,958	106,958
1	2	Master's	115,558	106,090	98,091
		Ed.S./AA	119,675	110,212	102,208
		Ed.D./Ph.D.	125,145	115,679	107,678
2	3	Master's	116,274	106,807	98,807
		Ed.S./AA	120,395	110,926	102,927
		Ed.D./Ph.D.	125,861	116,395	108,396
3	4	Master's	116,996	107,523	99,527
		Ed.S./AA	121,114	111,645	103,645
		Ed.D./Ph.D.	126,583	117,111	109,112
4	5	Master's	117,708	108,242	100,241
		Ed.S./AA	121,829	112,358	104,360
		Ed.D./Ph.D.	127,297	117,828	109,830
5	6	Master's	118,428	108,959	100,961
		Ed.S./AA	122,547	113,077	105,079
		Ed.D./Ph.D.	128,013	118,548	110,550
6	7	Master's	122,210	112,520	104,424
		Ed.S./AA	126,450	116,762	108,669
		Ed.D./Ph.D.	132,084	122,397	114,302
7	8	Master's	122,882	113,258	105,166
		Ed.S./AA	127,125	117,501	109,409
		Ed.D./Ph.D.	132,759	123,134	115,041
8	9	Master's	123,624	113,997	105,900
		Ed.S./AA	127,862	118,241	110,145
		Ed.D./Ph.D.	133,501	123,875	115,778
9	10	Master's	124,360	114,734	106,642
		Ed.S./AA	128,603	118,976	110,883
		Ed.D./Ph.D.	134,238	124,613	116,517
10-11	11-12	Master's	125,098	115,474	107,383
		Ed.S./AA	129,342	119,714	111,623
		Ed.D./Ph.D.	134,975	125,351	117,257
12-14	13-15	Master's	125,611	115,961	107,856
		Ed.S./AA	129,873	120,221	112,112
		Ed.D./Ph.D.	135,533	125,881	117,772
15-20	16-21	Master's	126,641	116,936	108,800
		Ed.S./AA	130,940	121,238	113,102
		Ed.D./Ph.D.	137,399	127,696	119,556
21-23	22-24	Master's	128,540	118,690	110,432
		Ed.S./AA	132,905	123,057	114,798
		Ed.D./Ph.D.	139,461	129,611	121,349
24+	25+	Master's	131,112	121,064	112,641
		Ed.S./AA	135,563	125,518	117,094
		Ed.D./Ph.D.	142,249	132,203	123,777

12 MONTH ASSISTANT PRINCIPAL*

240 DAYS

Years of Experience	Step	Level	High School	High School Middle/Jr. High	Middle/Jr. High Elementary
			>1000**	HS 0-999** / MS > 750**	MS 0-749** / All Elem.
0	1	Master's	80,644	76,502	72,354
		Ed.S./AA	84,760	80,620	76,472
		Ed.D./Ph.D.	90,247	86,105	81,958
1	2	Master's	81,363	77,216	73,071
		Ed.S./AA	85,479	81,333	77,190
		Ed.D./Ph.D.	90,967	86,817	82,673
2	3	Master's	82,078	77,935	73,788
		Ed.S./AA	86,192	82,052	77,905
		Ed.D./Ph.D.	91,681	87,537	83,391
3	4	Master's	82,794	78,653	74,506
		Ed.S./AA	86,911	82,768	78,624
		Ed.D./Ph.D.	92,399	88,254	84,113
4	5	Master's	83,517	79,371	75,228
		Ed.S./AA	87,634	83,489	79,343
		Ed.D./Ph.D.	93,117	88,974	84,828
5	6	Master's	84,231	80,087	75,946
		Ed.S./AA	88,345	84,203	80,063
		Ed.D./Ph.D.	93,831	89,689	85,549
6	7	Master's	87,473	83,205	78,938
		Ed.S./AA	91,711	87,445	83,174
		Ed.D./Ph.D.	97,348	93,083	88,813
7	8	Master's	88,212	83,943	79,675
		Ed.S./AA	92,450	88,179	83,914
		Ed.D./Ph.D.	98,088	93,817	89,552
8	9	Master's	88,948	84,681	80,419
		Ed.S./AA	93,186	88,921	84,657
		Ed.D./Ph.D.	98,824	94,560	90,293
9	10	Master's	89,688	85,421	81,155
		Ed.S./AA	93,926	89,660	85,392
		Ed.D./Ph.D.	99,562	95,296	91,032
10-11	11-12	Master's	90,427	86,162	81,893
		Ed.S./AA	94,667	90,400	86,132
		Ed.D./Ph.D.	100,303	96,035	91,769
12-14	13-15	Master's	90,865	86,574	82,287
		Ed.S./AA	95,120	90,833	86,544
		Ed.D./Ph.D.	100,780	96,492	92,205
15+	16+	Master's	91,734	87,404	83,078
		Ed.S./AA	96,031	91,700	87,372
		Ed.D./Ph.D.	101,748	97,415	93,088

*This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.**Student population will be determined by the number of "currently enrolled students" based on the 20-Day Average Daily Membership (ADM) report reported to the Alabama State Department of Education (ALSDE) annually.

**ASSISTANT PRINCIPAL
11 MONTH, 222 DAYS
MASTER'S DEGREE**

Years of Experience	Step	High School	Middle School	Elementary School
0	1	82,438	77,957	71,234
1	2	83,048	78,623	71,900
2	3	83,764	79,284	72,560
3	4	84,429	79,948	73,226
4	5	85,095	80,614	73,890
5	6	85,555	81,074	74,350
6	7	88,554	84,074	77,351
7	8	89,236	84,756	78,032
8	9	89,919	85,437	78,714
9	10	90,603	86,120	79,399
10	11	91,288	86,806	80,083
11	12	91,288	86,806	80,083
12	13	91,690	87,208	80,486
13	14	91,690	87,208	80,486
14	15	91,690	87,208	80,486
15	16	92,496	88,013	81,290
16	17	92,496	88,013	81,290
17	18	92,821	88,740	82,642
18	19	92,821	88,740	82,642
19	20	93,148	89,549	83,996
20	21	93,148	89,549	83,996
21	22	93,475	90,358	85,349
22	23	93,475	90,358	85,349
23	24	93,801	91,167	86,701
24	25	93,801	91,167	86,701
25	26	94,118	91,974	88,054
26	27	94,117	91,974	88,054
27	28	94,444	92,783	89,407
28	29	94,444	92,783	89,407
29	30	94,770	93,592	90,760
30	31	94,769	93,592	90,760
31	32	95,097	94,401	92,112
32	33	95,096	94,401	92,112
33	34	95,422	95,210	93,465
34	35	95,422	95,210	93,465
35+	36+	95,762	95,289	94,818

**ASSISTANT PRINCIPAL
11 MONTH (222 DAY)
ED.S./AA**

Years of Experience	Step	High School	Middle School	Elementary School
0	1	86,247	81,764	75,042
1	2	86,910	82,429	75,706
2	3	87,570	83,089	76,367
3	4	88,236	83,754	77,031
4	5	88,905	84,424	77,701
5	6	89,362	84,879	78,158
6	7	92,473	87,991	81,269
7	8	93,159	88,678	81,954
8	9	93,840	89,360	82,636
9	10	94,520	90,038	83,317
10	11	95,209	90,727	84,005
11	12	95,209	90,727	84,005
12	13	95,630	91,147	84,424
13	14	95,630	91,147	84,424
14	15	96,469	91,147	84,763
15	16	96,469	91,988	85,264
16	17	97,150	91,988	85,264
17	18	97,150	93,066	85,496
18	19	97,831	93,066	86,351
19	20	97,831	94,144	87,215
20	21	98,513	94,144	88,086
21	22	98,513	95,222	88,967
22	23	99,194	95,222	89,857
23	24	99,194	96,300	90,756
24	25	99,875	96,300	91,664
25	26	99,875	97,378	92,580
26	27	100,557	97,378	93,506
27	28	100,557	98,457	94,441
28	29	101,238	98,457	95,385
29	30	101,238	99,535	96,339
30	31	101,919	99,535	97,302
31	32	101,919	100,613	98,275
32	33	102,601	100,613	99,258
33	34	102,601	101,691	100,251
34	35	103,284	101,691	101,252
35+	36+	103,284	102,775	102,266

**ASSISTANT PRINCIPAL
11 MONTH (222 DAY)
DOCTORATE**

Years of Experience	Step	High School	Middle School	Elementary School
0	1	91,323	86,839	80,117
1	2	91,987	87,504	80,781
2	3	92,646	88,165	81,442
3	4	93,314	88,831	82,108
4	5	93,977	89,496	82,772
5	6	94,436	89,954	83,230
6	7	97,689	93,208	86,485
7	8	98,371	93,890	87,168
8	9	99,054	94,572	87,851
9	10	99,738	95,255	88,531
10	11	100,422	95,940	89,217
11	12	100,422	95,940	89,217
12	13	100,862	96,383	89,659
13	14	100,862	96,383	89,659
14	15	100,862	96,383	89,659
15	16	101,756	97,274	90,552
16	17	101,756	97,274	90,771
17	18	102,655	98,567	91,678
18	19	102,655	98,567	92,594
19	20	103,553	99,859	93,520
20	21	103,553	99,859	94,456
21	22	104,452	101,151	95,401
22	23	104,452	101,151	96,353
23	24	105,351	102,444	97,317
24	25	105,351	102,444	98,290
25	26	106,249	103,736	99,274
26	27	106,249	103,736	100,267
27	28	107,148	105,028	101,270
28	29	107,148	105,028	102,283
29	30	108,047	106,321	103,305
30	31	108,047	106,321	104,338
31	32	108,945	107,613	105,380
32	33	108,945	107,613	106,434
33	34	109,844	108,905	107,499
34	35	109,844	109,115	108,574
35+	36+	110,751	110,205	109,659

CLASSIFIED PERSONNEL

The following 2023-2024 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.

EXPERIENCE CREDIT

1. 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. **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 Human Resources division of the Board.** If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
2. 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.
3. 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 (not applicable for school nurses – *see #4 below*):

Conversion Table

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

4. School nurses, in accordance with the State of Alabama Salary Matrix for Public School Nurses, will receive credit for their verified work experience in Public K-12 Schools. Additionally, nursing credit may be given for previous work performed in a nursing capacity if documentation is provided verifying non-Public K-12 nursing experience. Outside experience must be in a full-time capacity at an accredited medical facility or in a facility under the direct supervision of a licensed physician. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
5. The following Conversion Table is utilized to convert classified experience steps to classified administrative steps:

Conversion Table

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 are required to work a 240-day contract.
2. Classified Directors, Assistant Directors, Supervisors and Route Coordinators are not eligible for an educational supplement.
3. Assistant Directors will receive an annual supplement of \$3,000.
4. Supervisors will receive an annual supplement of \$2,000.

FINANCE DIRECTOR, CLASSIFIED DIRECTOR, CLASSIFIED ASSISTANT DIRECTOR, CLASSIFIED SUPERVISOR, ROUTE COORDINATOR

Step	Finance Director	Step	Classified Director	Step	Assistant Director	Step	Classified Supervisor	Step	Route Coordinator
1	121,465	1	106,909	1	89,430	1	79,113	1	68,167
2	122,287	2	107,627	2	90,151	2	79,831	2	68,785
3	123,103	3	108,343	3	90,867	3	80,545	3	69,401
4	123,921	4	109,066	4	91,586	4	81,266	4	70,022
5	124,740	5	109,779	5	92,301	5	81,984	5	70,641
6	125,558	6	110,498	6	93,017	6	82,700	6	71,256
7	129,974	7	114,166	7	96,500	7	85,895	7	74,010
8	130,818	8	114,838	8	97,339	8	86,635	8	74,648
9	131,662	9	115,580	9	98,183	9	87,372	9	75,283
10	132,505	10	116,318	10	99,023	10	88,112	10	75,920
11-12	133,347	11-12	117,549	11-12	99,865	11-12	88,851	11-12	76,558
13-15	133,964	13-15	120,518	13-15	100,707	13-15	89,279	13-15	76,926
16-21	135,194	16-21	121,509	16-21	101,547	16-21	90,136	16-21	77,665
22-24	137,222	22-24	123,331	22-24	103,070	22-24	91,489	22-24	78,830
25+	139,966	25+	125,798	25+	105,131	25+	93,318	25+	80,407

CLASSIFIED NON-ADMINISTRATIVE PERSONNEL

1. Non-administrative classified personnel, excluding Service Employees and System Analyst & Technical Support Employees, employed on a full-time basis may be eligible to receive a supplemental salary for the successful completion of post-secondary education. Staff Accountants employed on a full-time basis and hired on or after July 1, 2022 are not eligible to receive a supplement for 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 with 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 begins from the date of employment if documentation is submitted with application and approved. If submitted after the date of hire, it will be credited in the payroll period in which it is approved.
2. Any non-supervisory classified employee (with the exception of staff accountants and office coordinators who is currently AASBO certified with the Chief School Financial Officer certificate or enrolled in the AASBO program by July 1, 2013 will be eligible for a supplement of \$1,500.00 following verified completion of the Alabama Association of School Business Officials (AASBO) CSFO certificate program. Once the certification is completed there is no requirement for recertification to continue to receive the supplement. The only employees that will be eligible to attend the AASBO conferences after July 1, 2013 will be those individuals who were already enrolled in the program as of July 1, 2013 or those employees in the capacity of Office Coordinator at the school level or Staff Accountant in the Finance Department. The individuals that are eligible to attend will be granted Professional Development leave.

BUS DRIVER

183 DAYS

Step	Bus Driver – Regular Route		School to School Trips Supplement Regular School to School Trips		
	Regular	Exceptional Education	CAT I (less than two hours daily)	CAT II (2-4 hours daily)	CAT III (greater than four hours daily)
1	15,588	21,125	3,048	6,270	9,531
2	15,839	21,391	3,105	6,410	9,733
3	16,092	21,661	3,172	6,562	9,952
4	16,343	21,931	3,254	6,708	10,163
5	16,596	22,197	3,336	6,856	10,375
6	16,845	22,468	3,415	6,996	10,577
7	17,100	22,734	3,499	7,145	10,801
8	17,351	23,007	3,579	7,291	11,033
9	17,600	23,274	3,659	7,432	11,256
10	17,854	23,543	3,744	7,590	11,510
11-12	18,103	23,800	3,866	7,773	11,867
13-15	18,351	24,057	3,989	7,918	12,120
16-21	18,601	24,314	4,112	8,064	12,374
22-24	18,852	24,569	4,233	8,211	12,625
25-27	19,101	24,828	4,356	8,355	12,879
28+	19,350	25,085	4,479	8,501	13,131

Step	School to School Trips Supplement Ex Ed School to School Trips		
	CAT I (less than two hours daily)	CAT II (2-4 hours daily)	CAT III (greater than four hours daily)
1	3,261	6,522	9,931
2	3,323	6,651	10,139
3	3,393	6,804	10,362
4	3,453	6,952	10,578
5	3,519	7,101	10,798
6	3,579	7,242	11,003
7	3,650	7,398	11,229
8	3,713	7,544	11,445
9	3,773	7,688	11,651
10	3,846	7,849	11,887
11-12	3,948	8,080	12,226
13-15	4,051	8,225	12,436
16-21	4,154	8,373	12,645
22-24	4,255	8,517	12,855
25-27	4,358	8,663	13,064
28+	4,460	8,809	13,274

The Transportation Department will assign School to School Trip Supplements to Bus Drivers on an as needed basis.

Supplements will be adjusted 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).

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

Field Trips

The field trip rate of pay is \$15.00 an hour with a minimum of \$45.00.

The time is rounded to the nearest quarter hour.

BUS AIDE 183 DAYS

Ex Ed Bus Aide Regular Route		School to School Trips Supplements Ex Ed Aide School to School Trips		
		CAT I (less than two hours daily)	CAT II (2-4 hours daily)	CAT III (greater than four hours daily)
Step	Annual			
1	13,690	1,819	3,631	5,448
2	13,888	1,857	3,715	5,596
3	14,098	1,905	3,811	5,764
4	14,284	1,944	3,893	5,910
5	14,454	1,989	3,978	6,054
6	14,651	2,027	4,059	6,201
7	14,835	2,074	4,151	6,356
8	15,045	2,121	4,249	6,518
9	15,243	2,164	4,355	6,668
10	15,426	2,207	4,464	6,825
11-12	15,610	2,276	4,618	7,052
13-15	15,794	2,324	4,723	7,192
16-21	15,974	2,368	4,828	7,332
22-24	16,157	2,416	4,932	7,473
25-27	16,338	2,463	5,037	7,612
28+	16,519	2,508	5,143	7,751

Field Trips

The field trip rate of pay is \$10.00 an hour with a minimum of \$30.00.

The time is rounded to the nearest quarter hour.

CNP AREA SPECIALIST, CAFETERIA MANAGER, CAFETERIA ASSISTANT MANAGER

Step	CNP Area Specialist 190 Days – 8 hours		CNP Area Specialist 197 days – 8 hours		CNP Area Specialist* 202 Days – 8 hours		Cafeteria Manager 189 Days – 8 hours		Cafeteria Assistant Manager 187 Days – 8 hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	39,160	25.76	40,598	25.76	41,633	25.76	35,667	23.59	28,918	19.33
2	39,620	26.07	41,086	26.07	42,122	26.07	36,093	23.87	29,333	19.61
3	40,080	26.37	41,559	26.37	42,613	26.37	36,516	24.15	29,793	19.92
4	40,540	26.67	42,032	26.67	43,100	26.67	36,942	24.43	30,241	20.21
5	40,982	26.96	42,489	26.96	43,570	26.96	37,368	24.71	30,668	20.50
6	41,444	27.27	42,962	27.26	44,060	27.26	37,795	25.00	31,101	20.79
7	41,905	27.57	43,450	27.57	44,551	27.57	38,429	25.42	31,432	21.01
8	42,363	27.87	43,923	27.87	45,039	27.87	38,852	25.70	31,830	21.28
9	42,807	28.16	44,380	28.16	45,510	28.16	39,276	25.98	32,243	21.55
10	43,265	28.46	44,853	28.46	45,998	28.46	39,700	26.26	32,674	21.84
11-12	43,726	28.77	45,342	28.77	46,488	28.77	40,127	26.54	33,070	22.11
13-15	44,153	29.05	45,783	29.05	46,941	29.05	40,551	26.82	33,463	22.37
16-21	44,577	29.33	46,224	29.33	47,392	29.33	40,973	27.10	33,839	22.62
23-24	45,002	29.61	46,665	29.61	47,844	29.61	41,399	27.38	34,247	22.89
25-27	45,427	29.89	47,107	29.89	48,296	29.89	41,823	27.66	34,621	23.14
28+	45,851	30.17	47,548	30.17	48,747	30.17	42,247	27.94	35,013	23.40

*This level of compensation is applicable to employees grand-fathered into this position. There will be no new appointments for this position.

CAFETERIA WORKER

Step	Cafeteria Worker 184 Days – 6.5 hours	
	Annual	Hourly rate
1	22,472	18.79
2	22,664	18.95
3	22,826	19.09
4	22,998	19.23
5	23,191	19.39
6	23,380	19.55
7	23,651	19.78
8	23,859	19.95
9	24,065	20.12
10	24,257	20.28
11-12	24,462	20.45
13-15	24,673	20.63
16-21	24,886	20.81
22-24	25,098	20.98
25-27	25,309	21.16
28+	25,522	21.34

CHILD NUTRITION SUPPLEMENTS

Level	Additional Supplement
Level 1	500
Level 2 Certification	750
Level 3 Certification	1,000
Level 4 Certification	1,500

1. Based on School Nutrition Association Certification.
2. Certification placement will be determined annually prior to the beginning of the school year.
3. The supplements, as outlined in the salary schedule, 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.
4. **For additional information visit**
www.schoolnutrition.org/certificate

COMMUNITY EDUCATION ZONE HOURLY RATES

Step	Caregiver Aide	Caregiver	Site Utility Worker	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	10.82	11.16	10.82	11.49	11.93	12.40	12.40	12.83	15.61
2	10.88	11.33	10.91	11.77	12.21	12.87	12.87	13.28	16.35
3	10.92	11.56	11.30	12.04	12.48	13.14	13.33	13.74	17.10
4	11.03	11.76	11.64	12.31	12.77	13.43	13.80	14.20	17.85
5	11.15	11.93	12.04	12.57	13.06	13.68	14.24	14.67	18.65
6	11.26	12.13	12.41	12.87	13.33	13.97	14.73	15.14	19.33
7	11.35	12.35	12.78	13.16	13.59	14.22	15.19	15.61	20.07
8	11.49	12.52	13.16	13.43	13.88	14.51	15.66	16.08	20.81
9	11.61	12.75	13.49	13.71	14.17	14.76	16.13	16.54	21.57
10	11.73	12.93	13.88	13.98	14.43	15.05	16.59	16.98	22.32
11-12	11.84	13.14	14.13	14.23	14.71	15.33	17.05	17.41	23.08
13-15	11.94	13.33	14.24	14.41	15.01	15.63	17.52	17.88	23.83
16-21	12.08	13.53	14.37	14.60	15.3	15.91	17.98	18.34	24.59
22-24	12.19	13.73	14.48	14.76	15.6	16.21	18.46	18.82	25.36
25-27	12.30	13.91	14.61	14.94	15.88	16.50	18.91	19.29	26.10
28+	12.42	14.12	14.71	15.11	16.18	16.78	19.39	19.75	26.87

CUSTODIAN

Step	Head Custodian 240 Days		Custodian 197 Days – (Based on hours per day)											
	8 hours	Hourly rate	8 Hours	Hourly rate	7.5 Hours	Hourly rate	7 Hours	Hourly rate	6.5 Hours	Hourly rate	6 Hours	Hourly rate	4* Hours	Hourly rate
1	32,373	16.86	24,308	15.42	22,783	15.42	21,264	15.42	19,745	15.42	18,226	15.42	12,841	16.30
2	33,329	17.36	24,600	15.61	23,068	15.61	21,530	15.61	19,994	15.61	18,455	15.61	12,987	16.48
3	34,281	17.85	24,893	15.80	23,338	15.80	21,781	15.79	20,227	15.80	18,670	15.80	13,130	16.66
4	35,234	18.35	25,731	16.33	24,126	16.33	22,517	16.33	20,906	16.33	19,299	16.33	13,556	17.20
5	36,186	18.85	26,314	16.70	24,662	16.69	23,017	16.69	21,373	16.69	19,730	16.69	13,842	17.57
6	37,138	19.34	26,880	17.06	25,198	17.05	23,519	17.06	21,837	17.05	20,160	17.06	14,129	17.93
7	38,094	19.84	27,444	17.41	25,735	17.42	24,020	17.42	22,304	17.42	20,589	17.42	14,411	18.29
8	39,025	20.33	28,066	17.81	26,308	17.81	24,554	17.81	22,799	17.80	21,046	17.81	14,698	18.65
9	39,977	20.82	28,651	18.18	26,863	18.18	25,071	18.18	23,282	18.18	21,490	18.18	14,986	19.02
10	40,932	21.32	29,275	18.58	27,453	18.58	25,623	18.58	23,794	18.58	21,963	18.58	15,270	19.38
11-12	42,583	22.18	29,896	18.97	28,027	18.97	26,158	18.97	24,289	18.97	22,420	18.97	15,559	19.74
13-15	43,431	22.62	30,199	19.16	28,312	19.16	26,424	19.16	24,537	19.16	22,650	19.16	15,605	19.80
16-21	44,278	23.06	30,502	19.35	28,598	19.36	26,690	19.35	24,785	19.36	22,880	19.36	15,652	19.86
22-24	45,126	23.50	30,805	19.55	28,885	19.55	26,959	19.55	25,034	19.55	23,106	19.55	15,702	19.93
25-27	45,974	23.94	31,108	19.74	29,171	19.74	27,227	19.74	25,282	19.74	23,338	19.74	15,749	19.99
28+	46,820	24.39	31,411	19.93	29,439	19.92	27,478	19.93	25,515	19.93	23,552	19.93	15,798	20.05

* Current employees in the 4-hour classification are grandfathered into this salary schedule. No new employees may be placed in this classification.

EXCEPTIONAL ED PARAPROFESSIONAL, EX ED BEHAVIORAL AIDE, PRE-K INSTRUCTIONAL ASSISTANT

Step	Para ESL Translator/ Media Aide/P.E. Aide 9 months – 187 Days 7 hours		Exceptional Ed Paraprofessional 9 months – 187 Days 7 hours		Ex Ed Behavioral Paraprofessional 9 Months – 187 Days 7.5 Hours		Pre-K Instructional Assistant 9 Months – 187 Days 7.5 Hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	20,453	15.62	23,921	18.27	26,949	19.21	21,842	15.57
2	20,739	15.84	24,197	18.49	27,227	19.41	22,122	15.77
3	21,008	16.05	24,478	18.70	27,506	19.61	22,400	15.97
4	21,295	16.27	24,759	18.91	27,788	19.81	22,679	16.17
5	21,563	16.47	25,034	19.12	28,061	20.01	22,957	16.37
6	21,850	16.69	25,315	19.34	28,343	20.21	23,235	16.57
7	22,135	16.91	25,591	19.55	28,618	20.40	23,516	16.77
8	22,403	17.11	25,871	19.76	28,899	20.61	23,794	16.97
9	22,690	17.33	26,150	19.98	29,177	20.80	24,072	17.16
10	22,958	17.54	26,425	20.19	29,455	21.00	24,350	17.36
11-12	23,246	17.76	26,704	20.40	29,732	21.20	24,628	17.56
13-15	23,529	17.97	26,981	20.61	30,010	21.40	24,907	17.76
16-21	23,816	18.19	27,258	20.82	30,287	21.60	25,187	17.96
22-24	24,103	18.41	27,535	21.04	30,562	21.79	25,464	18.16
25-27	24,388	18.63	27,813	21.25	30,841	21.99	25,744	18.36
28+	24,673	18.85	28,091	21.46	31,118	22.19	26,021	18.55

9, 9.5, 10 AND 12 MONTH ADMINISTRATIVE ASSISTANT

Step	Administrative Assistant 9 months – 187 Days 7.5 hours		Administrative Assistant* 9.5 months – 197 Days 7.5 hours		Administrative Assistant 10 months – 202 Days 7.5 hours		Administrative Assistant 12 months – 240 Days 7.5 hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	21,830	15.57	25,914	17.54	28,040	18.51	37,588	20.88
2	22,102	15.76	26,720	18.08	28,626	18.90	38,525	21.40
3	22,390	15.96	27,150	18.38	29,252	19.31	39,463	21.92
4	22,662	16.16	27,489	18.61	29,856	19.71	40,400	22.44
5	22,934	16.35	27,720	18.76	30,462	20.11	41,317	22.95
6	23,222	16.56	28,205	19.09	31,196	20.59	42,254	23.47
7	23,495	16.75	28,492	19.28	31,673	20.91	43,191	24.00
8	23,766	16.95	28,831	19.51	32,279	21.31	44,129	24.52
9	24,055	17.15	29,833	20.19	32,904	21.72	45,066	25.04
10	24,327	17.35	30,281	20.49	33,509	22.12	46,003	25.56
11-12	24,616	17.55	30,853	20.88	34,115	22.52	46,919	26.07
13-15	24,888	17.75	31,125	21.07	34,720	22.92	47,857	26.59
16-21	25,160	17.94	31,399	21.25	35,327	23.32	48,794	27.11
22-24	25,433	18.13	31,671	21.44	35,932	23.72	49,732	27.63
25-27	25,705	18.33	31,942	21.62	36,537	24.12	50,671	28.15
28+	25,978	18.52	32,216	21.80	37,143	24.52	51,607	28.67

* Current 9.5 Month Administrative Assistants are grandfathered into this salary schedule. No new employees may be placed in this classification.

OFFICE COORDINATOR AND STAFF ACCOUNTANT

Step	Elementary Office Coordinator 12 Month – 240 Days 7.5 hours		12 Month Office Coordinator CEZ, Middle-Jr., and High School 12 Month – 240 Days 7.5 hours				Staff Accountant 12 Month – 240 Days 7.5 hours	
	Annual Salary	Hourly rate	CEZ Annual Salary	Hourly rate	Middle-Jr./High Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	45,005	25.00	45,005	25.00	47,587	26.44	56,901	31.61
2	46,080	25.60	46,080	25.60	48,755	27.09	57,876	32.15
3	47,152	26.20	47,152	26.20	49,926	27.74	58,851	32.70
4	48,224	26.79	48,224	26.79	51,097	28.39	59,826	33.24
5	49,295	27.39	49,295	27.39	52,267	29.04	60,798	33.78
6	50,369	27.98	50,369	27.98	53,439	29.69	61,773	34.32
7	51,442	28.58	51,442	28.58	54,608	30.34	62,746	34.86
8	52,514	29.17	52,514	29.17	55,779	30.99	63,719	35.40
9	53,588	29.77	53,588	29.77	56,950	31.64	64,695	35.94
10	54,659	30.37	54,659	30.37	58,121	32.29	65,670	36.48
11-12	55,730	30.96	55,730	30.96	59,293	32.94	66,648	37.03
13-15	56,803	31.56	56,803	31.56	60,464	33.59	67,621	37.57
16-21	57,866	32.15	57,866	32.15	61,634	34.24	68,592	38.11
22-24	58,956	32.75	58,956	32.75	62,804	34.89	69,566	38.65
25-27	60,023	33.35	60,023	33.35	63,977	35.54	70,538	39.19
28+	61,092	33.94	61,092	33.94	65,148	36.19	71,512	39.73

EXECUTIVE SECRETARY, SECRETARY, IDEA COMPLIANCE SECRETARY, JOB COACH AND HUMAN RESOURCES GENERALIST 12 MONTH – 7.5 HOURS

Step	Executive Secretary I		Executive Secretary II		Secretary/ IDEA Compliance Secretary		Job Coach		Human Resources Generalist	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	62,588	34.77	55,694	30.94	46,354	25.75	32,747	18.19	51,627	28.68
2	63,598	35.33	56,592	31.44	47,138	26.19	33,291	18.50	52,502	29.17
3	64,609	35.89	57,512	31.95	47,944	26.64	33,816	18.79	53,399	29.67
4	65,595	36.44	58,411	32.45	48,751	27.08	34,340	19.08	54,298	30.17
5	66,609	37.01	59,331	32.96	49,537	27.52	34,884	19.38	55,173	30.65
6	67,619	37.57	60,253	33.47	50,342	27.97	35,407	19.67	56,068	31.15
7	68,607	38.12	61,151	33.97	51,149	28.42	35,953	19.97	56,968	31.65
8	69,617	38.68	62,069	34.48	51,934	28.85	36,476	20.26	57,843	32.14
9	70,625	39.24	62,991	35.00	52,742	29.30	37,022	20.57	58,743	32.64
10	71,615	39.79	63,890	35.49	53,547	29.75	37,545	20.86	59,638	33.13
11-12	72,624	40.35	64,812	36.01	54,355	30.20	38,090	21.16	60,538	33.63
13-15	73,636	40.91	65,731	36.52	55,139	30.63	38,635	21.46	61,413	34.12
16-21	74,647	41.47	66,652	37.03	55,926	31.07	39,179	21.77	62,287	34.60
22-24	75,657	42.03	67,573	37.54	56,709	31.51	39,725	22.07	63,161	35.09
25-27	76,667	42.59	68,494	38.05	57,495	31.94	40,269	22.37	64,038	35.58
28+	77,678	43.15	69,414	38.56	58,280	32.38	40,815	22.68	64,911	36.06

SERVICE EMPLOYEES – SUPPORT OPERATIONS & TRANSPORTATION
12 MONTH – 7.5 HOURS

Step	Laborer		Utility Worker		Technician/ Central Office Building Asst. Coordinator		Certified Technician/ Central Office Building Coordinator		Specialist	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	27,123	15.07	40,488	22.49	48,423	26.90	56,360	31.31	61,309	34.06
2	28,214	15.67	41,272	22.93	48,904	27.17	57,053	31.70	62,045	34.47
3	29,651	16.47	42,014	23.34	49,383	27.44	57,754	32.09	62,789	34.88
4	30,916	17.18	42,779	23.77	49,907	27.73	58,464	32.48	63,543	35.30
5	32,159	17.87	43,518	24.18	50,386	27.99	59,182	32.88	64,305	35.73
6	33,423	18.57	44,260	24.59	50,888	28.27	59,910	33.28	65,077	36.15
7	34,688	19.27	45,023	25.01	51,367	28.54	60,646	33.69	65,858	36.59
8	35,953	19.97	45,524	25.29	51,738	28.74	61,391	34.11	66,648	37.03
9	37,217	20.68	46,526	25.85	52,349	29.08	62,146	34.53	67,448	37.47
10	38,460	21.37	47,268	26.26	52,784	29.32	62,909	34.95	68,257	37.92
11-12	39,725	22.07	48,185	26.77	53,351	29.64	63,683	35.38	69,077	38.38
13-15	40,991	22.77	48,925	27.18	53,833	29.91	64,465	35.81	69,905	38.84
16-21	42,254	23.47	49,667	27.59	54,312	30.17	65,257	36.25	70,744	39.30
22-24	43,518	24.18	50,409	28.01	54,791	30.44	66,060	36.70	71,593	39.77
25-27	44,784	24.88	51,149	28.42	55,271	30.71	66,871	37.15	72,452	40.25
28+	46,048	25.58	51,891	28.83	55,749	30.97	67,632	37.57	73,322	40.73

SERVICE EMPLOYEES - TECHNOLOGY
12 MONTH – 7.5 HOURS

Step	Network & Server Security Spec/ CNP IT Systems Analytical Support Spec		Senior Support Technician/ Data Support Technician/ Video and Digital Media Specialist		Tech Support		Junior Support Technician	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	72,255	40.14	56,011	31.12	44,216	24.56	36,650	20.36
2	73,236	40.69	56,817	31.57	45,023	25.01	37,456	20.81
3	74,195	41.22	57,625	32.01	45,829	25.46	38,287	21.27
4	75,177	41.77	58,432	32.46	46,636	25.91	39,094	21.72
5	76,135	42.30	59,522	33.07	47,443	26.36	39,900	22.17
6	77,116	42.84	60,591	33.66	48,249	26.81	40,705	22.61
7	78,075	43.38	61,659	34.26	49,057	27.25	41,513	23.06
8	79,057	43.92	62,748	34.86	49,841	27.69	42,320	23.51
9	80,016	44.45	63,816	35.45	50,671	28.15	43,126	23.96
10	80,997	45.00	64,885	36.05	51,454	28.59	43,954	24.42
11-12	81,956	45.53	65,977	36.65	52,263	29.04	44,761	24.87
13-15	82,917	46.07	66,702	37.06	53,047	29.47	45,567	25.32
16-21	83,876	46.60	67,429	37.46	53,833	29.91	46,374	25.76
22-24	84,835	47.13	68,156	37.86	54,616	30.34	47,181	26.21
25-27	85,794	47.66	68,883	38.27	55,401	30.78	47,989	26.66
28+	86,754	48.20	69,610	38.67	56,186	31.21	48,794	27.11

SIGN LANGUAGE INTERPRETER

Step	Sign Language Interpreter* 187 days – 6.5 Hours					
	Level 1	Hourly rate	Level 2	Hourly rate	Level 3	Hourly rate
1	37,187	30.59	42,179	34.70	44,682	36.76
2	37,761	31.07	42,796	35.21	45,316	37.28
3	38,337	31.54	43,180	35.52	45,933	37.79
4	38,940	32.04	43,813	36.05	46,566	38.31
5	39,543	32.53	44,429	36.55	47,183	38.82
6	40,146	33.03	45,050	37.06	47,804	39.33
7	40,752	33.53	45,683	37.58	48,435	39.85
8	41,354	34.02	46,301	38.09	49,055	40.36
9	41,972	34.53	46,934	38.61	49,687	40.88
10	42,575	35.03	47,551	39.12	50,305	41.39
11-12	43,180	35.52	48,186	39.64	50,940	41.91
13-15	43,782	36.02	48,818	40.16	51,572	42.43
16-21	44,386	36.52	49,453	40.69	52,207	42.95
22-24	44,989	37.01	50,086	41.21	52,839	43.47
25-27	45,593	37.51	50,721	41.73	53,472	43.99
28+	46,196	38.01	51,352	42.25	54,106	44.51

*Sign Language Interpreter *Skill Levels* defined as:

- Level 1 – Educational Permit *or* Provisional Permit from ALBIT
- Level 2 – Permit to Interpret from ALBIT
- Level 3 – License from ALBIT *or* National RID Certification

THERAPIST (OCCUPATIONAL/PHYSICAL THERAPY) 9 MONTH – 187 DAYS

Step	Bachelor's Degree	Master's Degree	Doctorate Degree
1	49,825	56,202	64,772
2	50,077	56,689	65,100
3	50,442	57,016	65,575
4	55,378	62,527	71,992
5	56,137	63,288	72,977
6	56,762	63,911	73,791
7	59,074	66,430	76,796
8	59,719	67,078	77,634
9	60,418	67,723	78,543
10	61,240	68,606	79,612
11-12	61,889	69,249	80,455
13-15	62,182	69,577	80,837
16-21	62,769	70,235	81,599
22-24	63,355	70,893	82,362
25-27	63,943	71,553	83,126
28+	64,528	72,213	83,887

THERAPY ASSISTANT 9 MONTH – 187 DAYS – 6.50 HOURS

Step	Therapy Assistant	Hourly rate
1	32,269	26.55
2	32,705	26.91
3	33,228	27.34
4	33,659	27.69
5	34,095	28.05
6	34,525	28.40
7	34,941	28.75
8	35,544	29.24
9	35,977	29.60
10	36,356	29.91
11+	36,580	30.09

ZONE NURSE (RN)

Years of Experience	Step	Zone Nurse (RN) 9 months/183 days				Zone Nurse (RN) 9.5 months/197 days			
		ASN Degree	BSN Degree	MSN Degree	DSN Degree	ASN Degree	BSN Degree	MSN Degree	DSN Degree
0	1	47,448	52,354	57,259	57,346	51,078	56,359	61,639	61,733
1	2	47,669	52,601	57,532	57,346	51,316	56,625	61,933	61,733
2	3	48,001	52,973	57,945	57,346	51,673	57,026	62,378	61,733
3	4	52,400	57,913	63,426	63,074	56,409	62,344	68,278	67,899
4	5	53,076	58,672	64,267	63,074	57,136	63,161	69,184	67,899
5	6	53,638	59,304	64,969	63,074	57,741	63,841	69,939	67,899
6	7	54,197	59,929	65,660	65,840	58,343	64,514	70,683	70,877
7	8	54,755	60,556	66,356	65,840	58,944	65,189	71,432	70,877
8	9	55,268	61,131	66,994	65,840	59,496	65,808	72,119	70,877
9	10	56,079	62,041	68,002	67,828	60,369	66,787	73,204	73,017
10	11	56,632	62,663	68,694	68,505	60,965	67,457	73,949	73,746
11	12	56,756	62,803	68,849	69,190	61,098	67,608	74,116	74,483
12	13	57,055	63,135	69,215	69,883	61,420	67,965	74,510	75,229
13	14	57,354	63,471	69,588	70,581	61,742	68,327	74,912	75,981
14	15	57,656	63,810	69,964	71,288	62,067	68,692	75,316	76,742
15	16	57,817	64,128	70,439	72,000	62,240	69,034	75,828	77,508
16	17	58,418	64,668	70,917	72,720	62,887	69,615	76,342	78,283
17	18	58,804	65,102	71,399	73,448	63,303	70,082	76,861	79,067
18	19	59,025	65,347	71,668	74,182	63,541	70,346	77,151	79,857
19	20	59,247	65,596	71,945	74,924	63,780	70,614	77,449	80,656
20	21	59,470	65,846	72,222	75,673	64,020	70,883	77,747	81,462
21	22	59,689	66,095	72,501	76,430	64,255	71,151	78,048	82,277
22	23	59,912	66,344	72,776	77,193	64,495	71,419	78,344	83,098
23	24	60,136	66,595	73,053	77,965	64,737	71,690	78,642	83,930
24	25	60,343	66,778	73,212	78,746	64,959	71,887	78,813	84,770
25	26	60,550	67,011	73,471	79,533	65,182	72,138	79,092	85,617
26	27	60,761	67,248	73,735	80,328	65,409	72,393	79,376	86,473
27	28	61,357	67,864	74,371	81,133	66,051	73,056	80,061	87,340
28	29	61,971	68,543	75,115	81,942	66,712	73,787	80,862	88,211
29	30	62,590	69,228	75,866	82,762	67,378	74,524	81,670	89,094
30	31	63,216	69,921	76,625	83,589	68,052	75,270	82,487	89,984
31	32	63,848	70,620	77,391	84,425	68,733	76,023	83,312	90,884
32	33	64,487	71,326	78,165	85,270	69,420	76,783	84,145	91,793
33	34	65,132	72,040	78,947	86,122	70,115	77,551	84,987	92,711
34	35	65,783	72,760	79,736	86,984	70,816	78,326	85,836	93,639
35+	36+	66,441	73,487	80,533	87,854	71,524	79,109	86,694	94,575

REGISTERED NURSE (RN), LICENSED PRACTICAL NURSES (LPN)

Years of Experience	Step	Registered Nurse (RN) 9 months/183 days				Registered Nurse (RN) 9.5 months/197 days				LPN 9 months/183 days 6.5 hours	
		ASN Degree	BSN Degree	MSN Degree	DSN Degree	ASN Degree	BSN Degree	MSN Degree	DSN Degree	Annual Salary	Hourly Rate
0	1	44,056	47,060	50,063	53,846	47,426	50,660	53,893	57,965	32,552	27.37
1	2	44,277	47,297	50,317	53,846	47,664	50,915	54,166	57,965	32,552	27.37
2	3	44,612	47,657	50,702	53,846	48,025	51,303	54,581	57,965	32,552	27.37
3	4	49,034	52,414	55,793	59,224	52,785	56,424	60,061	63,755	35,804	30.10
4	5	49,714	53,145	56,575	59,224	53,517	57,211	60,903	63,755	35,804	30.10
5	6	50,279	53,753	57,226	59,224	54,125	57,865	61,604	63,755	35,804	30.10
6	7	50,841	54,354	57,866	61,822	54,730	58,512	62,293	66,551	37,374	31.42
7	8	51,402	54,958	58,514	61,822	55,334	59,162	62,990	66,551	37,374	31.42
8	9	51,917	55,512	59,107	61,822	55,889	59,759	63,629	66,551	37,374	31.42
9	10	52,730	56,388	60,045	63,688	56,764	60,702	64,639	68,560	38,502	32.37
10	11	53,290	56,989	60,687	64,324	57,367	61,349	65,330	69,245	38,887	32.69
11	12	53,415	57,123	60,830	64,967	57,501	61,493	65,484	69,937	39,276	33.02
12	13	53,714	57,443	61,171	65,618	57,823	61,838	65,851	70,638	39,669	33.35
13	14	54,016	57,766	61,516	66,273	58,148	62,185	66,222	71,343	40,065	33.68
14	15	54,319	58,198	62,076	66,937	58,475	62,650	66,825	72,058	40,466	34.02
15	16	54,481	58,590	62,698	67,606	58,649	63,072	67,495	72,778	40,872	34.36
16	17	55,086	59,205	63,324	68,282	59,300	63,734	68,168	73,505	41,280	34.70
17	18	55,473	59,715	63,957	68,965	59,717	64,283	68,850	74,241	41,693	35.05
18	19	55,696	60,146	64,596	69,654	59,957	64,747	69,538	74,983	42,110	35.40
19	20	56,112	60,677	65,242	70,351	60,405	65,319	70,233	75,733	42,530	35.75
20	21	56,672	61,284	65,895	71,054	61,008	65,972	70,936	76,490	42,955	36.11
21	22	57,240	61,897	66,554	71,765	61,619	66,632	71,646	77,256	43,386	36.47
22	23	57,811	62,515	67,219	72,482	62,234	67,298	72,361	78,027	43,819	36.84
23	24	58,390	63,141	67,891	73,207	62,857	67,971	73,085	78,807	44,258	37.21
24	25	58,974	63,773	68,571	73,940	63,486	68,652	73,817	79,596	44,700	37.58
25	26	59,563	64,410	69,256	74,679	64,120	69,338	74,554	80,392	45,147	37.95
26	27	60,158	65,053	69,948	75,425	64,760	70,030	75,299	81,196	45,598	38.33
27	28	60,761	65,705	70,649	76,181	65,409	70,732	76,054	82,009	46,054	38.72
28	29	61,368	66,361	71,354	76,941	66,063	71,438	76,813	82,827	46,515	39.10
29	30	61,982	67,026	72,069	77,711	66,724	72,154	77,582	83,657	46,980	39.50
30	31	62,602	67,695	72,788	78,487	67,391	72,874	78,356	84,492	47,450	39.89
31	32	63,227	68,372	73,516	79,272	68,064	73,603	79,140	85,337	47,924	40.29
32	33	63,860	69,056	74,252	80,066	68,745	74,339	79,932	86,191	48,404	40.69
33	34	64,498	69,746	74,994	80,866	69,432	75,082	80,731	87,053	48,887	41.10
34	35	65,143	70,443	75,743	81,675	70,127	75,832	81,538	87,923	49,376	41.51
35+	36+	65,795	71,149	76,502	82,492	70,828	76,592	82,355	88,803	49,870	41.93

SOCIAL WORKER
9 MONTH (187 DAYS), 10 MONTH (202 DAYS), 12 MONTH (240 DAYS)

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	44,682	51,351	55,373	59,391
		10	48,239	55,472	59,813	64,157
		12	57,313	65,906	71,065	76,226
1	2	9	44,929	51,541	55,911	60,109
		10	48,446	55,591	59,813	64,157
		12	57,560	66,049	71,065	76,226
2	3	9	45,299	51,872	56,091	60,826
		10	48,845	55,942	59,813	64,157
		12	58,033	66,466	71,065	76,226
3	4	9	50,234	57,382	61,247	65,329
		10	54,172	61,898	66,074	70,568
		12	64,363	73,542	78,504	83,844
4	5	9	50,992	58,140	62,007	65,626
		10	54,997	62,720	66,896	70,890
		12	65,343	74,518	79,479	84,227
5	6	9	51,622	58,768	62,636	66,249
		10	55,672	63,398	67,573	71,563
		12	66,145	75,323	80,284	85,026
6	7	9	53,800	61,158	65,139	68,864
		10	58,028	65,974	70,279	74,389
		12	68,944	78,385	83,500	88,383
7	8	9	54,444	61,807	65,784	69,511
		10	58,720	66,673	70,974	75,085
		12	69,768	79,216	84,325	89,210
8	9	9	55,062	62,453	66,432	70,158
		10	59,369	67,370	71,672	75,785
		12	70,538	80,045	85,155	90,041
9	10	9	55,967	63,328	67,311	71,036
		10	60,365	68,319	72,618	76,732
		12	71,720	81,171	86,279	91,168
10-11	11-12	9	56,612	63,971	67,951	72,775
		10	61,066	69,014	73,318	78,019
		12	72,554	81,998	87,110	92,695
12-14	13-15	9	56,884	64,281	68,279	73,126
		10	61,357	69,348	73,672	78,396
		12	72,898	82,394	87,530	93,144
15-20	16-21	9	58,739	66,277	70,352	75,291
		10	63,278	71,420	75,826	80,641
		12	75,181	84,856	90,089	95,811
21+	22+	9	58,739	66,277	70,352	75,291
		10	63,278	71,420	75,826	81,249
		12	75,181	84,856	90,089	96,533

CLASSIFIED EMPLOYEE 'EXTRA DUTY' RATES

Extra Duty jobs include responsibilities that may include similar duties performed in an employee's primary responsibility, but fall outside the scope of the normal business day.

Classified Extra Duty	Rate
Registered Nurse (RN)	45.00/hour
Licensed Practical Nurse (LPN)	Hourly Rate

SUBSTITUTE PERSONNEL AND OTHER PART-TIME NON-BENEFITED EMPLOYEES

Substitute personnel and non-benefited employees are not eligible for employee benefits (i.e. insurance, on-the-job injury leave, retirement, sick leave or personal leave).

CLASSIFIED SUBSTITUTES

A classified substitute is 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 Substitute Position	Rate
Bus Driver	80.00/day
Bus Aide	60.00/day

PART-TIME, NON-BENEFITED NURSES

A part-time nurse is a person employed on a temporary basis to fill-in as needed on an hourly basis. Their hours should not exceed 20 hours per week.

Part-Time Nurses	Rate
RN/LPN	45.00/hour