



BIRMINGHAM
CITY SCHOOLS
BUILDING LEADERS. IMPACTING THE WORLD.

Certified Salary Schedule 2026-2027

SUCCESS STARTS HERE

Board Approved
September 15, 2026

Dr. Mark Sullivan, Superintendent
Birmingham City Schools

Dr. Corvetta Clasberry, Human Resources Officer
Birmingham City Schools

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INTRODUCTION

The 2026-2027 Salary Schedule provides a uniform and equitable payment of wages for service rendered by certificated employees. Certified employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification and/or assignment. Effective February 1, 1996, certified employees (teachers) were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on the schedule. Experience for teachers will be granted based on public education experience in this system, other public education experience in the State of Alabama, as well as outside the state, and/or an accredited private school. **It is the responsibility of the employee to submit the appropriate information pertaining to experience, degree/certification and to verify the receipt of the accurate salary.**

PROMOTION

Upon promotion to a new position, an employee will be placed on "Step 1" of the new salary schedule. If, placement on "Step 1" will not result in a 5% pay increase, the employee will be placed on the next appropriate step that allows the employee to receive at least a 5% increase in pay. Effective October 1, 2021, promotions will not exceed the highest/last step of the approved salary schedule. Accordingly, if the 5% increase exceeds the last step on the salary schedule, the employee will be placed on the last step. All employees will be compensated within the currently approved salary schedule.

QUALIFYING EXPERIENCE

The determination of experience credit shall be given for all verified full-time satisfactory, public school teaching experience in the field for which the previous public school system paid a full-time salary. No experience credit will be given for unpaid days and/or unpaid leave. The employee shall be responsible for requesting verification of prior work experience from the designated personnel official and making certain that the form sent is acceptable by Birmingham City Schools. Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Division of Human Resources.

When experience verification is received during the first 90 days of hire, credit will be given retroactively to the date of hire. **Experience credit received after the first 90 days of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT date of hire.**

NOTE: *Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year).*

Verification forms for the employee to use to obtain verification of earned experience credit are available on the BCS web page and in the Division of Human Resources.

Employment experience gained in the private employment sector may be considered when filling specified positions, which are not traditionally in the education field, but include specialized training or certifications. Such language will be stated in the job posting for specified positions.

Experience Credit for former Teacher Aides Now Teachers

(Applies to certified teachers hired on or after June 1, 2024)

A certified teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is issued a teacher certificate and hired into a position requiring such certification, shall receive one full year of experience credit on the local teacher salary schedule for every two years of full-time experience that he or she earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher. Experience working with a third-party agency as a contract employee does not apply.

HIGHER DEGREES

Birmingham City Schools shall pay employees for the highest degree earned from a regionally accredited institution **ONLY** after the advanced degree has been recognized by the State Department of Education.

Process of Higher Degrees

- a. An employee who has earned a higher degree and holds an Alabama Professional Certificate which leads to an A or AA certificate:
 - i. The employee shall be responsible for providing one (1) official transcript with higher degree conferred to the BCS Division of Human Resources.
 - ii. Placement on appropriate salary schedule. Higher Degrees must be approved by the Alabama State Department of Education (ALSDE) and the procedures set by the ALSDE must be followed. An employee shall be paid for an advanced degree after it is recognized by the ALSDE and HR has received an official transcript with the degree posted. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. *Please note that the effective date is not the date the degree was awarded by the college or university.* If BCS receives notification from the ALSDE after the end of the school contract year in which the advanced degree is recognized, the advanced degree pay will be given on the first working day of the following or upcoming school year.

- b. An employee who has NOT been issued an Alabama Professional Certificate:
 - i. The state will not approve a higher degree for pay purposes until the employee holds a valid Alabama teaching certificate. This includes employees who are following other, alternative approaches to certification such as an Emergency, etc. The employee himself/herself shall be responsible for providing one (1) official transcript with the higher degree conferred to the BCS Division of Human Resources.
 - ii. Human Resources will maintain a copy of the official transcript and mail the original to ALSDE for consideration. Once a certificate has been issued by the ALSDE, Human Resources will maintain a copy on file.
 - iii. Placement on appropriate Salary Schedule. An employee shall be paid for an advanced degree. The effective date for higher pay is the date the higher degree is recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If BCS receives notification after the end of the school year in which the advanced degree is recognized, the pay will begin on the first working day of the following or upcoming school year.

OTHER INFORMATION

It is the intent of the district for all employees to be paid in twelve equal monthly installments, regardless of the length of the contract. If an employee is hired after the beginning date of their contract, they will be paid a prorated salary based on, degree, experience and the number of contract days remaining in the contract period, to be divided equally over the remaining months through August. Adjunct Teachers may be eligible for employee benefits. This will be verified by the Division of Human Resources – Benefits Office.

The following minimum number of days must be worked in a contract year:

Nine Months.....	187 or 189 Days
Ten Months.....	204 Days
Eleven Months.....	224 Days
Twelve Months.....	240 Days

During the years of State mandated raises, the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year. The same shall hold true for step increases. The Birmingham Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises.

VACATION LEAVE

Twelve-month employees may accrue up to 10 days of vacation leave. A twelve-month employee may begin accruing vacation days, effective at the beginning of his/her twelve-month contract. However, the employee must have worked at least half the month before accruing occurs.

A twelve-month employee who has worked for 15 years and more for Birmingham City Schools as a twelve-month employee may accrue 15 vacation days per years.

LOCAL TRAVEL EXPENSE ALLOWANCE*

\$110.00 per month

Program/Operations Specialist, Coordinators, Instructional Superintendents, Interpreter, Principals, Directors, Social Workers, Computer Technicians, Area CNP Supervisors, Itinerant Teachers and Itinerant Nurses (if required to go to more than one location during the day), Bookkeepers and CNP Directors, etc. (only those who are required to make daily bank deposits).

\$80.00 per month

Assistant Principals, Local School Accountants, General Counsels

***Exceptions**

- Does not apply to employees who drive Board-owned vehicles.
- Other employee type(s) who travel extensively for District business may be added or removed upon Superintendent's assessment and approval.
- Other employees who sporadically travel for District business may continue to submit a local travel reimbursement form for reimbursement.
- This allowance does not apply to Itinerant employees who are not required to travel from one location to another during the day. **Example:** *An Itinerant Teacher who is scheduled to go to School A on Mondays, Wednesdays and Fridays and is scheduled to go to School B on Tuesdays and Thursdays. Teacher is not scheduled to go from School A to School B (or vice versa) during these days.*

SUBSTITUTE EMPLOYEES

1. A substitute employee is a person paid on a day-to-day basis either in the place of an absent employee or in a vacant or unfilled position. A substitute does not receive benefits. A substitute employee may not be used for an Itinerate teacher (i.e. art, music, and speech pathologist), instructional support teacher (i.e. guidance counselor, library media specialist, instructional specialist) or any central office administrator (assistant principal, principal).
2. **A substitute who is filling a vacant position (vacant position must be identified by the Human Resource Department) and holds a current Alabama Certificate. Compensation may be \$100 to \$250/per day for each day served in the identified vacant position.**

Type Substitute	Rate of Pay	Certification
Non-Certified Substitute	(\$100 per day) (not to exceed 7.5 hours)	Current AL Substitute Teacher's License
Certified Substitute	\$120 per day (vacant position)	Valid AL Class B Professional Certification (In-Field)
Non-Certified Long-Term Substitute	\$100 – first 15 days \$120 starting the 16 th day	Current AL Substitute Teacher's License
Certified Long-Term Substitute	\$150 – first 15 days \$250 starting the 16 th day	Valid AL Class B Professional Certification (In-Field)

Substitute Teacher – Non-Certified

A person who meets the minimum requirements by holding a current **substitute teacher's license** issued by the Alabama State Department of Education. (**Form Sub 2004**)

Substitute Teacher – Certified

A person who meets the minimum requirements of holding a Class B Professional Certificate issued by the Alabama State Department of Education.

(ALA. CODE§ 16-24-1 (1975))

**TEACHERS, CURRICULUM COACHES, ELEMENTARY SCHOOL COUNSELORS,
LIBRARIANS & CTE**
9 MONTHS - 187 DAYS
SCHEDULE 16**

STEP	BACHELOR'S	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL	NON-DEGREE
RANK	1	2	3	4	5
0	49,837	54,218	58,813	62,867	49,837
1	50,062	54,475	59,027	63,079	50,062
2	50,417	54,559	59,367	63,413	50,417
3	53,036	60,287	64,835	69,385	53,036
4	53,435	60,621	65,170	69,719	53,435
5	53,805	61,368	65,907	70,445	53,805
6	56,163	63,948	68,617	73,281	56,163
7	56,893	64,680	69,342	74,000	56,894
8	57,685	65,470	70,125	74,779	57,685
9	58,798	66,629	71,325	75,982	58,798
10	59,561	67,394	72,084	76,734	59,561
11	60,300	68,192	72,876	77,521	60,300
12	61,504	69,387	74,095	78,749	61,504
13	61,504	69,387	74,095	78,749	61,504
14	61,504	69,387	74,095	78,749	61,504
15	61,920	69,853	74,594	79,295	61,920
16	61,920	69,853	74,594	79,295	61,920
17	61,920	69,853	75,304	80,058	61,920
18	62,356	70,350	75,834	81,379	62,356
19	62,356	71,346	76,907	82,530	62,356
20	62,356	71,346	76,907	82,530	62,356
21	62,796	72,184	77,818	83,509	62,796
22	63,684	72,852	78,539	84,282	63,684
23	63,981	73,520	79,260	85,055	63,981
24	65,219	74,279	80,082	85,941	65,219
25	65,219	74,961	80,816	86,729	65,219
26	65,822	75,642	81,552	87,518	65,823
27	66,481	76,429	82,405	88,437	66,482
28	67,147	77,194	83,231	89,320	67,147
29	67,819	77,965	84,061	90,211	67,819
30	68,495	78,745	84,902	91,112	68,495
31	69,179	79,530	85,750	92,022	69,179
32	69,870	80,326	86,607	92,941	69,870
33	70,568	81,128	87,474	93,869	70,568
34	71,272	81,939	88,347	94,807	71,271
35	71,984	82,757	89,231	95,754	71,984

*The non-degree salary schedule pertains to some full-time instructional employees who provide daily instructions in select military and/or career technical areas. All State and Board requirements and/or mandates for employment are still applicable.

**Middle School CTE Instructors

**TEACHERS - 9 MONTHS 189 DAYS
TEAMS - MATH AND SCIENCE
SCHEDULE TM & TI**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE	TEAMS HARD TO STAFF SUPPLEMENT
RANK	1	2	3	4	
0	55,247	59,628	64,223	68,276	5,000
1	59,033	64,794	70,152	75,017	5,000
2	62,277	68,198	74,092	79,188	5,000
3	63,212	70,661	76,040	81,376	5,000
4	64,168	72,964	78,496	83,986	5,000
5	66,294	75,730	81,413	87,049	5,000
6	68,280	77,882	83,646	89,398	5,000
7	70,859	80,743	86,665	92,576	5,000
8	72,967	83,043	89,081	95,106	5,000
9	73,856	83,947	90,005	96,012	5,000
10	75,113	85,281	91,374	97,420	5,000
11	76,356	86,656	92,790	98,875	5,000
12	78,072	88,441	94,645	100,785	5,000
13	78,072	88,441	94,645	100,785	5,000
14	78,072	88,441	94,645	100,785	5,000
15	78,443	88,914	95,169	101,335	5,000
16	78,443	88,914	95,169	101,335	5,000
17	78,443	88,914	95,169	101,335	5,000
18	78,897	89,470	95,777	102,189	5,000
19	78,897	89,470	95,777	102,189	5,000
20	78,897	89,470	95,777	102,189	5,000
21	79,356	90,031	96,287	103,082	5,000
22	79,356	90,031	96,287	103,082	5,000
23	79,356	90,031	96,287	103,082	5,000
24	79,739	90,516	97,494	104,614	5,000
25	79,739	90,516	97,461	104,614	5,000
26	79,739	90,516	97,461	104,614	5,000
27	80,274	91,758	98,936	106,165	5,000

**Eligible sites include K-8/Middle Schools/High Schools

**Ineligible sites are Family Court/Juvenile Detention Center/Dupuy Alternative/Virtual Academy of Learning

TEACHERS - 10 MONTHS 204 DAYS

SCHEDULE 25

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	1	2	3	4
0	54,367	59,148	64,160	68,581
1	54,612	59,425	64,393	68,814
2	54,999	59,519	64,764	69,178
3	57,857	65,768	70,729	75,693
4	58,293	66,133	71,094	76,057
5	58,697	66,947	71,898	76,850
6	61,269	69,762	74,855	79,943
7	62,065	70,560	75,646	80,727
8	62,929	71,422	76,500	81,577
9	64,143	72,685	77,809	82,889
10	64,976	73,521	78,637	83,710
11	65,783	74,392	79,501	84,568
12	67,096	75,695	80,850	85,908
13	67,096	75,695	80,850	85,908
14	67,096	75,695	80,850	85,908
15	67,551	76,203	81,375	86,503
16	67,551	76,203	81,375	86,503
17	67,551	76,203	82,150	87,335
18	68,024	76,746	82,727	88,777
19	68,024	77,831	83,898	90,033
20	68,024	77,831	83,898	90,033
21	68,504	78,747	84,893	91,100
22	69,474	79,475	85,679	91,944
23	69,798	80,208	86,465	92,787
24	71,147	81,032	87,362	93,753
25	71,147	81,775	88,163	94,614
26	71,807	82,518	88,965	95,474
27	72,525	83,378	89,896	96,477
28	73,251	84,212	90,797	97,441
29	73,985	85,053	91,703	98,413
30	74,722	85,903	92,620	99,395
31	75,469	86,760	93,545	100,388
32	76,222	87,629	94,481	101,390
33	76,982	88,503	95,425	102,403
34	77,752	89,388	96,378	103,425
35	78,529	90,281	97,343	104,458

**TEACHERS - 11 MONTHS 224 DAYS
SCHEDULE 02**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	1	2	3	5
0	59,698	64,946	70,450	75,304
1	59,967	65,253	70,706	75,560
2	60,391	65,354	71,113	75,960
3	63,529	72,215	77,663	83,777
4	64,008	72,616	78,064	83,514
5	64,451	73,510	78,948	84,384
6	67,275	76,602	82,194	87,780
7	68,150	77,477	83,063	88,641
8	69,098	78,424	84,001	89,574
9	70,432	79,812	85,438	91,015
10	71,041	80,729	86,346	91,918
11	72,232	81,684	87,295	92,859
12	73,673	83,117	88,755	94,330
13	73,673	83,117	88,755	94,330
14	73,673	83,117	88,755	94,330
15	74,172	83,675	89,353	94,984
16	74,172	83,675	89,353	94,984
17	74,172	83,675	90,204	95,898
18	74,693	84,269	90,838	97,480
19	74,693	85,462	92,123	98,860
20	74,693	85,462	92,123	98,860
21	75,221	86,467	93,215	100,032
22	76,285	87,267	94,080	100,959
23	76,639	88,068	94,942	101,885
24	78,123	88,976	95,927	102,946
25	78,123	89,793	96,807	103,890
26	78,846	90,609	97,687	104,835
27	79,635	91,552	98,711	105,935
28	80,432	92,468	99,699	106,993
29	81,238	93,391	100,694	108,061
30	82,047	94,325	101,701	109,140
31	82,867	95,266	102,717	110,229
32	83,695	96,220	103,744	111,330
33	84,529	97,180	104,780	112,442
34	85,374	98,151	105,827	113,565
35	86,226	99,132	106,886	114,699

**TEACHERS - 12 MONTHS 240 DAYS
SCHEDULE 26**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	1	2	3	4
0	63,962	69,585	75,483	80,684
1	64,250	69,913	75,756	80,957
2	64,706	70,022	76,193	81,386
3	68,067	77,374	83,210	89,050
4	68,580	77,802	83,640	89,479
5	69,055	78,761	84,587	90,411
6	72,081	82,073	88,064	94,050
7	73,017	83,012	88,995	94,972
8	74,034	84,026	90,000	95,972
9	75,463	85,513	90,001	97,516
10	76,442	86,496	92,514	98,483
11	77,391	87,520	93,531	99,493
12	78,936	89,053	95,095	101,067
13	78,936	89,053	95,095	101,067
14	78,936	89,053	95,095	101,067
15	79,470	89,651	95,735	101,769
16	79,470	89,651	95,735	101,769
17	79,470	89,651	96,647	102,747
18	80,028	90,289	97,327	104,444
19	80,028	91,566	98,704	105,921
20	80,028	91,566	98,704	105,921
21	80,593	92,643	99,874	107,177
22	81,733	93,500	100,799	108,170
23	82,115	94,358	101,723	109,161
24	83,703	95,332	102,779	110,299
25	83,703	96,206	103,721	111,310
26	84,479	97,080	104,665	112,322
27	85,324	98,091	105,761	114,636
28	86,178	99,073	106,820	114,635
29	87,040	100,062	108,966	115,779
30	87,907	101,063	108,965	116,936
31	88,786	102,071	110,054	118,103
32	89,673	103,092	111,154	119,282
33	90,568	104,123	112,265	120,474
34	91,472	105,163	113,386	121,677
35	92,386	106,213	114,520	122,891

K-8, MIDDLE & HIGH SCHOOL COUNSELORS
10 MONTHS 204 DAYS
SCHEDULE 91

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0	66,171	71,549	75,833
1	66,885	72,211	76,486
2	66,974	72,328	76,880
3	67,381	72,614	77,279
4	67,785	72,727	77,671
5	68,557	73,491	78,429
6	71,453	76,534	81,607
7	72,253	77,321	82,391
8	73,083	78,143	83,202
9	74,428	79,535	84,595
10	75,231	80,329	85,382
11	76,064	81,161	86,202
12	76,573	81,701	86,768
13	76,573	81,701	86,768
14	76,573	81,701	86,768
15	77,086	82,249	87,370
16	77,086	82,249	87,370
17	77,086	83,032	88,211
18	77,635	83,616	89,666
19	78,734	84,799	90,934
20	78,734	84,799	90,934
21	79,660	85,804	92,012
22	80,396	86,598	92,865
23	81,134	87,393	93,716
24	81,896	88,225	94,618
25	82,647	89,034	95,487
26	83,397	90,620	96,355
27	84,189	90,709	97,288
28	85,032	91,617	98,259
29	85,881	92,531	99,241
30	86,740	93,458	99,241
31	87,605	94,391	101,232
32	88,482	95,334	102,243
33	89,365	96,287	103,264
34	90,258	97,248	104,296
35	91,160	98,221	105,337

**LEAD COUNSELOR
12 MONTHS 240 DAYS
SCHEDULE LC**

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0	77,846	84,173	89,219
1	78,689	84,954	89,984
2	78,792	85,430	90,447
3	79,271	85,093	90,917
4	79,746	85,561	91,377
5	80,656	86,460	92,267
6	84,063	90,040	96,008
7	85,004	90,966	96,931
8	85,980	91,934	97,884
9	87,562	93,572	99,523
10	88,507	94,507	100,450
11	89,486	95,485	101,415
12	90,084	96,120	102,080
13	90,084	96,120	102,080
14	90,084	96,120	102,080
15	90,690	96,764	102,788
16	90,690	96,764	102,788
17	90,690	97,686	103,777
18	91,335	98,372	105,489
19	92,628	99,764	106,981
20	92,628	99,764	106,981
21	93,716	100,946	108,250
22	94,583	101,882	109,252
23	95,451	102,816	110,254
24	96,347	103,793	111,316
25	97,231	104,744	112,337
26	98,115	105,697	113,358
27	99,048	106,714	114,458
28	100,040	107,784	115,601
29	101,038	108,860	116,754
30	102,049	109,948	117,920
31	103,067	111,046	119,097
32	104,098	112,156	120,287
33	105,137	113,278	121,488
34	106,188	114,409	122,701
35	107,249	115,554	123,926

ELEMENTARY SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS SCHEDULE 66			
GRANDFATHERED SALARY SCHEDULE			
STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0	66,840	72,041	76,076
1	66,923	72,222	76,470
2	67,007	72,622	76,864
3	67,412	72,937	77,260
4	67,813	73,250	77,652
5	68,585	73,491	78,447
6	71,478	76,529	81,579
7	72,273	77,400	82,358
8	73,098	78,132	83,165
9	74,441	79,522	84,552
10	75,240	80,313	85,339
11	76,070	81,138	86,154
12	76,575	81,680	86,720
13	76,575	81,680	86,720
14	76,575	81,680	86,720
15	77,091	82,227	87,319
16	77,091	82,227	87,319
17	77,091	83,010	88,159
18	77,638	83,592	89,614
19	78,738	84,775	90,881
20	78,738	84,775	90,881
21	79,663	85,780	91,959
22	80,400	86,575	92,811
23	81,138	87,369	93,662
24	81,900	88,200	94,563
25	82,652	89,008	95,431
26	83,403	89,819	96,298
27	84,196	90,682	97,235
28	84,961	91,591	98,205
29	85,727	92,505	99,185
30	86,492	93,430	100,175
31	87,257	94,363	101,176
32	88,788	95,307	102,186
33	89,554	96,259	103,207
34	90,319	97,220	104,238
35	91,084	98,194	105,277
There will be no new appointments to this schedule			

ELEMENTARY SCHOOL ASSISTANT PRINCIPAL 12 MONTHS 240 DAYS SCHEDULE E2			
CONTRACT			
STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0-1	80,123	84,967	90,125
2	80,870	85,151	90,860
3	81,612	85,894	91,602
4	82,362	86,642	92,352
5	83,109	87,395	93,097
6	84,091	90,034	95,975
7	87,001	91,407	97,275
8	87,767	92,178	98,042
9	88,534	93,556	99,473
10	89,305	94,486	100,399
11	90,089	96,094	102,024
12			
13	90,695	96,738	102,728
14			
15			
16	94,475	100,918	108,187
17			
18			
19			
20			
21	97,517	103,765	111,251
22			
23			
24	98,201	105,670	113,292
25			
26	100,855	108,829	116,688
27			
28			
29	104,456	112,126	120,218
30			
31			
32	107,158	115,523	123,856
33			
34			
35			

MIDDLE SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS SCHEDULE 72			
GRANDFATHERED SALARY SCHEDULE			
STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0	67,063	72,041	76,296
1	67,146	72,443	76,689
2	67,228	72,846	77,083
3	67,633	73,175	77,477
4	68,036	73,336	77,869
5	68,805	73,712	78,621
6	71,708	76,755	81,803
7	72,502	77,541	82,584
8	73,287	78,359	83,391
9	74,669	79,753	84,779
10	75,470	80,541	85,565
11	76,301	81,368	86,381
12	79,712	81,908	86,947
13	76,652	81,908	86,947
14	76,652	81,908	86,947
15	77,324	82,460	87,550
16	77,324	82,460	87,550
17	77,324	83,245	88,391
18	77,875	83,829	89,851
19	78,977	85,015	91,122
20	78,977	85,015	91,122
21	79,905	86,024	92,202
22	80,644	86,819	93,057
23	81,384	87,616	93,909
24	82,147	88,447	94,811
25	82,902	89,259	95,681
26	83,654	90,071	96,551
27	84,447	90,934	97,485
28	85,214	91,845	98,460
29	85,982	92,762	99,442
30	86,750	93,689	100,435
31	87,517	94,624	101,438
32	89,053	95,571	102,450
33	89,821	96,527	103,474
34	90,588	97,491	104,507
35	91,356	98,467	105,551

There will be no new appointments to this schedule

MIDDLE SCHOOL ASSISTANT PRINCIPAL 12 MONTHS 240 DAYS SCHEDULE M2			
CONTRACT			
STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0-1	87,682	91,964	97,673
2	88,431	92,713	98,421
3	89,176	93,455	99,163
4	89,922	94,203	99,914
5	90,671	94,956	100,662
6	91,188	95,469	101,176
7	94,562	98,969	104,837
8	95,330	99,742	105,604
9	96,096	100,508	106,370
10	96,863	101,271	107,139
11-12	97,635	102,046	107,910
13-15	98,087	102,518	108,408
16-21	100,721	105,889	112,317
22-24	102,541	108,314	115,224
25-26	103,258	109,073	116,377
27-29	103,408	109,223	116,990
30-32	104,768	112,436	120,529
33-35	107,478	115,843	124,177

HIGH SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS SCHEDULE 67			
GRANDFATHERED SALARY SCHEDULE			
STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0	74,313	79,226	83,603
1	74,630	79,897	84,128
2	74,950	80,567	84,654
3	75,622	81,098	85,310
4	76,287	81,642	85,967
5	76,956	81,795	86,626
6	79,929	84,903	89,871
7	80,620	85,585	90,549
8	81,310	86,268	91,226
9	82,531	87,537	92,496
10	83,224	88,227	93,175
11	83,224	88,227	93,175
12	83,781	88,813	93,785
13	83,781	88,813	93,785
14	83,781	88,813	93,785
15	84,344	89,411	94,436
16	84,344	89,411	94,436
17	84,344	90,263	95,345
18	84,945	90,896	96,917
19	86,147	92,183	98,288
20	86,147	92,183	98,288
21	87,160	93,275	99,454
22	87,966	94,139	100,375
23	88,774	95,002	101,295
24	89,539	95,844	102,211
25	90,360	96,724	103,150
26	91,182	97,603	104,088
27	91,974	98,477	105,038
28	92,811	99,464	106,086
29	93,647	100,457	107,145
30	94,484	101,460	108,215
31	95,319	102,474	109,296
32	96,992	103,499	110,386
33	97,828	104,534	111,490
34	98,664	105,578	112,603
35	99,500	106,634	113,727

There will be no new appointments to this schedule

HIGH SCHOOL ASSISTANT PRINCIPAL 12 MONTHS 240 DAYS SCHEDULE H2			
CONTRACT			
STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
0-1	92,723	97,007	102,716
2	93,409	97,753	103,464
3	94,213	98,494	104,204
4	94,963	99,244	104,955
5	95,712	99,997	105,702
6	96,229	100,510	106,218
7	99,602	104,009	109,876
8	100,369	104,781	110,643
9	101,137	105,548	111,412
10	101,906	106,312	112,182
11-12	102,677	107,087	112,950
13-15	103,129	108,504	113,445
16-21	104,769	110,803	117,005
22-24	105,504	112,758	120,248
25-26	107,273	114,827	122,456
27-29	110,173	118,184	126,053
30-32	114,108	121,764	129,866
33-35	117,059	125,452	133,796

**CONTRACTED ELEMENTARY SCHOOL PRINCIPAL
12 MONTHS 240 DAYS
SCHEDULE CE**

CONTRACTED ELEMENTARY SCHOOL PRINCIPALS - SALARY RANGE

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	110,066 - 124,579
Ed.S./AA CERTIFICATION	117,971 - 135,834
DOCTORAL	125,160 - 140,862

This schedule will be applicable upon execution of a new contract.

**CONTRACTED MIDDLE SCHOOL PRINCIPAL
12 MONTHS 240 DAYS
SCHEDULE CM**

CONTRACTED MIDDLE SCHOOL PRINCIPALS - SALARY RANGE

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	110,386 - 129,374
Ed.S./AA CERTIFICATION	118,291 - 136,009
DOCTORAL	125,481 - 142,885

This schedule will be applicable upon execution of a new contract.

**CONTRACTED HIGH SCHOOL PRINCIPAL
12 MONTHS 240 DAYS
SCHEDULE CP**

CONTRACTED HIGH SCHOOL PRINCIPALS - SALARY RANGE

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	119,967 - 143,960
Ed.S./AA CERTIFICATION	127,900 - 149,293
DOCTORAL	135,100 - 155,792

This schedule will be applicable upon execution of a new contract.

COORDINATOR - 12 MONTHS 240 DAYS
SCHEDULE 11
CERTIFIED

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
1	87,968	94,520	100,499
2	88,749	95,300	101,280
3	89,532	96,085	102,064
4	90,314	96,865	102,845
5	91,094	97,641	103,624
6	94,598	101,345	107,502
7	95,405	102,150	108,309
8	96,209	102,957	109,112
9	97,015	103,760	109,918
10	97,817	104,564	110,719
11	97,817	104,564	110,719
12	98,287	105,067	111,252
13	98,287	105,067	111,252
14	98,287	105,067	111,252
15	99,228	106,070	112,317
16-23	99,228	106,070	112,317
24-26	99,910	106,751	112,997
27+	100,590	107,432	113,679

**ADMINISTRATIVE PERSONNEL - 12 MONTHS 240 DAYS
SCHEDULE 64**

STEP	DIRECTOR	EXECUTIVE DIRECTOR	SENIOR EXECUTIVE DIRECTOR	INSTRUCTIONAL SUPERINTENDENT	OFFICERS EFFECTIVE 9/1/04	ASSISTANT OFFICER	CHIEF OFFICER'S LEVEL
LEVEL	1	4	6	5	7	2	8
1	92,628	97,813	126,675	129,129	143,063	118,563	145,560
2	95,359	100,537	128,547	131,019	144,602	120,435	148,081
3	98,094	103,205	130,419	132,910	146,141	122,307	150,601
4	100,826	105,868	132,291	134,800	147,680	124,179	154,383
5	103,558	108,528	134,163	136,691	149,217	126,052	158,164
6	106,292	111,181	136,035	138,581	150,755	127,923	161,944
7	109,024	113,833	137,907	140,471	152,294	129,795	164,465
8	111,756	116,483	139,779	142,362	153,831	131,667	166,986
9	114,491	119,127	141,651	144,252	155,370	133,539	169,506
10	117,224	121,761	143,524	146,142	156,908	135,411	172,026
11	117,982	122,337	145,396	148,034	158,447	137,283	174,548
12	118,742	122,909	147,268	149,924	159,984	139,156	177,067
13	119,497	123,477	149,139	151,813	161,523	141,027	178,328
14	120,256	124,045	151,011	153,703	163,062	142,899	180,848
15	121,015	124,608	152,884	155,594	164,600	144,772	183,369
16+	121,772	125,169	154,756	157,484	166,138	146,643	184,202

**ATTENDANCE/HEARING OFFICER
12 MONTHS 240 DAYS
SCHEDULE 65**

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
1	86,245	92,765	99,557
2	87,021	93,543	100,181
3	88,066	94,318	100,959
4	88,575	95,094	101,734
5	89,351	95,872	102,513
6	92,805	99,520	106,357
7	93,606	100,318	107,155
8	94,408	101,118	107,956
9	95,208	101,915	108,760
10	96,007	102,718	109,555
11	96,007	102,718	109,555
12	96,471	103,213	110,082
13	96,471	103,213	110,082
14	96,471	103,213	110,082
15	97,395	104,199	111,136
16+	97,395	104,199	111,136

**ATTENDANCE OFFICER
10 - MONTHS / 204 DAYS
SCHEDULE 69**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	58,917	66,842	72,537	78,350
2	59,372	67,296	72,992	78,803
3	59,827	67,750	73,372	79,259
4	60,281	68,207	73,901	79,713
5	60,737	68,662	74,356	80,168
6	61,191	69,116	74,811	80,624
7	61,648	69,569	75,266	81,078
8	61,767	70,101	75,807	81,611
9	62,550	70,887	76,582	82,391
10	63,365	71,697	77,396	83,204
11	64,147	72,550	78,245	84,057
12	64,999	73,682	79,410	85,243
13	64,999	73,682	79,410	85,243
14	64,999	73,682	79,410	85,243
15	65,453	74,389	80,168	86,058
16+	65,453	74,389	80,168	86,058

**ATTENDANCE OFFICER
12 - MONTHS / 240 DAYS
SCHEDULE 70**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	69,316	78,637	85,338	92,174
2	69,847	79,171	85,873	92,712
3	70,385	79,707	87,121	93,245
4	70,919	80,242	87,301	93,781
5	71,455	80,777	87,478	94,317
6	71,503	81,416	88,196	95,096
7	72,437	82,349	89,127	96,027
8	73,443	83,356	90,136	97,038
9	74,376	84,286	91,060	97,967
10	75,339	85,252	92,030	98,935
11	76,273	86,262	93,039	99,947
12	77,656	87,610	94,420	101,357
13	77,656	87,610	94,420	101,357
14	77,656	87,610	94,420	101,357
15	78,399	88,450	95,324	102,327
16+	78,399	88,450	95,324	102,327

**PROGRAM SPECIALIST - 12 MONTHS 240 DAYS
SCHEDULE 32**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	1	2	3	4
1	78,593	86,103	92,650	98,633
2	79,050	86,884	93,434	99,412
3	79,503	87,663	94,214	100,192
4	79,960	88,446	94,994	100,974
5	80,413	89,225	95,775	101,756
6	80,972	92,676	99,423	105,581
7	81,323	93,484	100,225	106,385
8	81,777	94,286	101,028	107,187
9	82,232	95,092	101,835	107,991
10	82,687	95,896	102,639	108,794
11	83,141	95,896	102,639	108,794
12	83,597	96,355	103,130	109,316
13	83,597	96,355	103,130	109,316
14	83,597	96,355	103,130	109,316
15	84,053	97,277	104,117	110,364
16+	84,053	97,277	104,117	110,364

**PSYCHOLOGIST - 10 MONTHS 204 DAYS
SCHEDULE PY**

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
1	71,847	77,934	84,134
2	72,282	78,371	84,568
3	72,722	78,803	85,007
4	73,156	79,237	85,438
5	73,990	80,071	86,271
6	77,116	83,387	89,767
7	77,980	84,243	90,631
8	78,874	85,140	91,522
9	79,809	86,075	92,456
10	80,670	86,933	93,317
11	81,565	87,833	94,213
12	81,957	88,256	94,665
13	81,957	88,256	94,665
14	81,957	88,256	94,665
15	82,741	89,098	95,573
16-23	82,741	89,098	95,573
24	83,489	89,847	96,323
25	83,489	89,847	96,323
26	83,489	89,847	96,323
27+	84,239	90,596	97,070

**PSYCHOMETRICS - 11 MONTHS 224 DAYS
SCHEDULE PS**

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
1	72,519	78,661	84,916
2	72,954	79,101	85,358
3	73,397	79,537	85,798
4	73,836	79,975	86,236
5	74,678	80,817	87,074
6	77,835	84,160	90,605
7	78,705	85,027	91,473
8	79,608	85,932	92,373
9	80,553	86,875	93,316
10	81,424	87,742	94,185
11	82,322	88,648	95,091
12	82,718	89,076	95,545
13	82,718	89,076	95,545
14	82,718	89,076	95,545
15	83,512	89,928	96,462
16+	83,512	89,928	96,462

**PSYCHOMETRICS - 12 MONTHS 240 DAYS
SCHEDULE 28**

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
RANK	2	3	4
1	77,697	84,279	90,981
2	78,165	84,750	91,455
3	78,640	85,218	91,926
4	79,110	85,687	92,395
5	80,013	86,589	93,294
6	83,395	90,171	97,074
7	84,326	91,100	98,006
8	85,294	92,070	98,971
9	86,306	93,080	99,982
10	87,238	94,009	100,911
11	88,203	94,980	101,883
12	88,626	95,438	102,370
13	88,626	95,438	102,370
14	88,626	95,438	102,370
15	89,477	96,542	103,353
16+	89,477	96,542	103,353

CAREER TECHNICAL EDUCATION
10 MONTHS 204 DAYS*
SCHEDULE CT

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	Ed.S./AA CERTIFICATE EQUIVALENT	DOCTORAL EQUIVALENT
RANK	1	2	3	4
0	51,828	59,147	64,160	68,581
1	52,061	59,426	64,394	68,814
2	52,430	59,519	64,763	69,178
3	57,857	65,767	70,728	75,693
4	58,293	66,132	71,094	76,056
5	58,696	66,948	71,899	76,849
6	61,269	69,762	74,854	79,943
7	62,066	70,560	75,646	80,727
8	62,930	71,422	76,501	81,576
9	64,144	72,685	77,810	82,889
10	64,976	73,520	78,637	83,710
11	65,783	74,392	79,500	84,569
12	67,096	75,695	80,851	85,908
13	67,096	75,695	80,851	85,908
14	67,096	75,695	80,851	85,908
15	67,551	76,203	81,374	86,503
16	67,551	76,203	81,374	86,503
17	67,551	76,203	82,150	87,336
18	68,023	76,746	82,728	88,778
19	68,023	77,831	83,898	90,033
20	68,023	77,831	83,898	90,033
21	68,504	78,747	84,894	91,100
22	69,474	79,475	85,679	91,944
23	69,797	80,205	86,465	92,787
24	71,148	81,032	87,362	93,753
25	71,148	81,776	88,164	94,614
26	71,807	82,518	88,965	95,474
27	72,525	83,377	89,896	96,477
28	73,251	84,212	90,797	97,440
29	73,984	85,053	91,703	98,412
30	74,722	85,902	92,620	99,396
31	75,468	86,760	93,545	100,387
32	76,221	87,629	94,480	101,390
33	76,982	88,504	95,425	102,404
34	77,752	89,388	96,379	103,425
35	78,528	90,282	97,342	104,458
CERTIFICATES				
HEALTH SCIENCE	Health Science 1 or 2, Specialty Area 1 or 2, Type II or III	Health Science 3, Specialty Area 3 or 4, RANK 6	Health Science 4, Specialty Area 5, RANK 7	
TECHNICAL EDUCATION	Specialty Area 1 or 2, RANK 2, Type II or III	Specialty Area 3 or 4, RANK 2 or 5	Specialty Area 5, RANK 7	

* High School CTE Teachers

ADJUNCT TEACHER

\$46/hour

****Only the Career Tech Department is authorized to hire Adjunct Teachers. No other school, department or office shall extend offers of employment for adjunct positions outside the Career Tech Department.****