BIRMINGHAM CITY SCHOOLS

BUILDING LEADERS. IMPACTING THE WORLD.

Certified Salary Schedule 2025-2026

SUCCESS STARTS HERE

Board Approved September 10, 2025

Dr. Mark Sullivan, Superintendent
Birmingham City Schools

Dr. Corvetta Clasberry, Human Resources Officer
Birmingham City Schools

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INTRODUCTION

The 2025-2026 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 16th day	Current AL Substitute Teacher's License
Certified Long-Term Substitute	$150 – first 15 days $250 starting the 16th 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 DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL	NON-DEGREE
LEVEL	1	2	3	4	5
0	48,860	53,155	57,660	61,634	48,860
1	49,080	53,407	57,870	61,843	49,080
2	49,428	53,489	58,203	62,169	49,428
3	51,996	59,105	63,564	68,024	51,996
4	52,387	59,432	63,892	68,352	52,387
5	52,750	60,165	64,615	69,064	52,750
6	55,062	62,694	67,271	71,844	55,062
7	55,778	63,411	67,982	72,549	55,778
8	56,554	64,187	68,750	73,313	56,554
9	57,645	65,322	69,927	74,492	57,645
10	58,393	66,073	70,671	75,230	58,393
11	59,118	66,855	71,447	76,001	59,118
12	60,298	68,027	72,642	77,205	60,298
13	60,298	68,027	72,642	77,205	60,298
14	60,298	68,027	72,642	77,205	60,298
15	60,706	68,483	73,131	77,740	60,706
16	60,706	68,483	73,131	77,740	60,706
17	60,706	68,483	73,828	78,488	60,706
18	61,133	68,971	74,347	79,783	61,133
19	61,133	69,947	75,399	80,912	61,133
20	61,133	69,947	75,399	80,912	61,133
21	61,564	70,769	76,293	81,871	61,565
22	62,435	71,423	76,999	82,630	62,435
23	62,726	72,079	77,706	83,387	62,726
24	63,940	72,823	78,512	84,256	63,940
25	63,940	73,491	79,232	85,029	63,940
26	64,532	74,159	79,953	85,802	64,532
27	65,178	74,931	80,789	86,703	65,178
28	65,830	75,681	81,599	87,568	65,830
29	66,489	76,436	82,413	88,442	66,489
30	67,152	77,201	83,237	89,326	67,152
31	67,823	77,971	84,068	90,217	67,823
32	68,500	78,751	84,909	91,119	68,500
33	69,184	79,538	85,759	92,029	69,184
34	69,874	80,332	86,614	92,948	69,874
35	70,573	81,135	87,481	93,876	70,573

***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 Schol CTE Instructors**

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

REGULAR TEACHER SCHEDULE					TEAMS TEACHER SCHEDULE						MATH AND SCIENCE SUPPLEMENTAL INCREASE				
FY26 REGULAR TEACHER - 187 DAY CONTRACT					FY26 MATH AND SCIENCE TEACHER - 189 DAY CONTRACT					TEAMS HARD TO STAFF SUPPLEMENT					
STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE	STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE		STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4	LEVEL	1	2	3	4		LEVEL	1	2	3	4
0	48,860	53,155	57,660	61,633	0	54,164	58,459	62,964	66,937	5,000	0	5,304	5,304	5,304	5,304
1	49,080	53,407	57,870	61,843	1	57,875	63,524	68,776	73,546	5,000	1	8,795	10,117	10,907	11,703
2	49,428	53,489	58,203	62,169	2	61,056	66,861	72,639	77,635	5,000	2	11,628	13,372	14,436	15,465
3	51,996	59,105	63,564	68,024	3	60,840	69,275	74,549	79,780	5,000	3	8,844	10,170	10,985	11,756
4	52,387	59,432	63,891	68,352	4	62,910	71,533	76,957	82,339	5,000	4	10,522	12,100	13,066	13,987
5	52,750	60,165	64,614	69,064	5	64,994	74,245	79,817	85,342	5,000	5	12,244	14,080	15,202	16,278
6	55,062	62,694	67,271	71,844	6	66,941	76,355	82,006	87,645	5,000	6	11,879	13,661	14,735	15,801
7	55,778	63,411	67,982	72,548	7	69,470	79,160	84,966	90,761	5,000	7	13,692	15,749	16,984	18,213
8	56,554	64,187	68,750	73,312	8	71,536	81,415	87,334	93,241	5,000	8	14,982	17,229	18,583	19,929
9	57,645	65,322	69,927	74,491	9	72,408	82,301	88,240	94,129	5,000	9	14,763	16,979	18,313	19,638
10	58,393	66,073	70,670	75,230	10	73,640	83,609	89,582	95,510	5,000	10	15,247	17,536	18,912	20,280
11	59,118	66,855	71,447	76,001	11	74,859	84,957	90,971	96,936	5,000	11	15,741	18,102	19,524	20,936
12	60,298	68,027	72,642	77,204	12	76,541	86,707	92,789	98,809	5,000	12	16,242	18,680	20,147	21,605
13	60,298	68,027	72,642	77,204	13	76,002	86,088	92,120	98,092	5,000	13	15,704	18,061	19,478	20,888
14	60,298	68,027	72,642	77,204	14	75,457	85,462	91,446	97,368	5,000	14	15,159	17,435	18,804	20,163
15	60,706	68,483	73,131	77,740	15	76,371	86,500	92,563	98,577	5,000	15	15,665	18,017	19,432	20,838
16	60,706	68,483	73,131	77,740	16	75,817	85,862	91,875	97,839	5,000	16	15,110	17,379	18,744	20,099
17	60,706	68,483	73,828	78,488	17	75,256	85,217	91,875	97,841	5,000	17	14,549	16,734	18,048	19,353
18	61,132	68,971	74,347	79,783	18	76,194	86,292	93,029	99,817	5,000	18	15,061	17,322	18,682	20,034
19	61,132	69,947	75,399	80,912	19	75,622	86,610	93,371	100,185	5,000	19	14,489	16,664	17,972	19,273
20	61,132	69,947	75,399	80,912	20	75,044	85,946	92,655	99,416	5,000	20	13,912	16,000	17,256	18,504
21	61,564	70,769	76,293	81,871	21	75,991	87,363	94,187	101,061	5,000	21	14,427	16,594	17,895	19,190
22	62,435	71,423	76,999	82,630	22	76,274	87,340	94,164	101,037	5,000	22	13,838	15,916	17,165	18,407
23	62,726	72,079	77,705	83,387	23	75,969	87,311	94,131	101,002	5,000	23	13,243	15,232	16,426	17,615
24	63,939	72,823	78,512	84,256	24	77,701	88,650	95,582	102,563	5,000	24	13,762	15,827	17,071	18,307
25	63,939	73,491	79,232	85,029	25	77,094	88,620	95,550	102,528	5,000	25	13,155	15,130	16,318	17,499
26	64,532	74,159	79,953	85,802	26	77,074	88,582	95,510	102,485	5,000	26	12,542	14,424	15,557	16,683
27	65,178	74,931	80,789	86,703	27	78,243	89,959	96,996	104,083	5,000	27	13,065	15,029	16,207	17,380
28	65,830	75,681	81,599	87,568							28	12,440	14,309	15,431	16,547
29	66,489	76,436	82,413	88,442							29	11,808	13,582	14,647	15,707
30	67,152	77,201	83,237	89,326							30	11,170	12,848	13,856	14,858
31	67,823	77,971	84,068	90,217							31	10,525	12,107	13,056	14,002
32	68,500	78,751	84,909	91,118							32	9,874	11,358	12,248	13,136
33	69,183	79,538	85,758	92,029							33	9,217	10,602	11,432	12,260
34	69,874	80,332	86,614	92,947							34	8,553	9,838	10,609	11,377
35	70,572	81,135	87,481	93,875							35	7,882	9,067	9,777	10,486

TEACHERS - 10 MONTHS 204 DAYS

SCHEDULE 25

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	53,301	57,988	62,902	67,236
1	53,541	58,260	63,130	67,465
2	53,921	58,352	63,494	67,822
3	56,723	64,478	69,342	74,209
4	57,150	64,836	69,700	74,566
5	57,546	65,634	70,488	75,343
6	60,068	68,394	73,387	78,375
7	60,848	69,176	74,163	79,144
8	61,695	70,022	75,000	79,977
9	62,885	71,260	76,283	81,264
10	63,702	72,079	77,095	82,069
11	64,493	72,933	77,942	82,910
12	65,780	74,211	79,265	84,224
13	65,780	74,211	79,265	84,224
14	65,780	74,211	79,265	84,224
15	66,226	74,709	79,779	84,807
16	66,226	74,709	79,779	84,807
17	66,226	74,709	80,539	85,623
18	66,690	75,241	81,105	87,036
19	66,690	76,305	82,253	88,268
20	66,690	76,305	82,253	88,268
21	67,161	77,203	83,228	89,314
22	68,112	77,917	83,999	90,141
23	68,429	78,632	84,770	90,968
24	69,752	79,443	85,649	91,915
25	69,752	80,172	86,434	92,759
26	70,399	80,900	87,221	93,602
27	71,103	81,743	88,133	94,585
28	71,815	82,561	89,017	95,530
29	72,534	83,385	89,905	96,483
30	73,257	84,219	90,804	97,446
31	73,989	85,059	91,711	98,420
32	74,727	85,911	92,628	99,402
33	75,473	86,768	93,554	100,395
34	76,227	87,635	94,488	101,397
35	76,989	88,511	95,434	102,410

TEACHERS - 11 MONTHS 224 DAYS
SCHEDULE 02

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	58,527	63,672	69,069	73,828
1	58,791	63,973	69,320	74,079
2	59,207	64,073	69,719	74,471
3	62,284	70,799	76,141	82,134
4	62,753	71,192	76,533	81,876
5	63,188	72,069	77,400	82,729
6	65,956	75,100	80,582	86,059
7	66,813	75,958	81,434	86,903
8	67,744	76,887	82,354	87,818
9	69,051	78,247	83,763	89,230
10	69,648	79,146	84,653	90,115
11	70,816	80,083	85,583	91,038
12	72,229	81,487	87,015	92,480
13	72,229	81,487	87,015	92,480
14	72,229	81,487	87,015	92,480
15	72,718	82,034	87,601	93,122
16	72,718	82,034	87,601	93,122
17	72,718	82,034	88,435	94,018
18	73,229	82,617	89,057	95,569
19	73,229	83,787	90,317	96,922
20	73,229	83,787	90,317	96,922
21	73,746	84,772	91,388	98,070
22	74,789	85,556	92,235	98,979
23	75,137	86,341	93,080	99,887
24	76,591	87,231	94,046	100,927
25	76,591	88,032	94,909	101,853
26	77,300	88,832	95,772	102,779
27	78,074	89,757	96,775	103,858
28	78,855	90,655	97,744	104,895
29	79,645	91,560	98,720	105,942
30	80,439	92,476	99,707	107,000
31	81,242	93,398	100,703	108,068
32	82,054	94,333	101,710	109,147
33	82,872	95,275	102,726	110,238
34	83,700	96,227	103,752	111,338
35	84,536	97,188	104,790	112,450

TEACHERS - 12 MONTHS 240 DAYS
SCHEDULE 26

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	62,708	68,221	74,003	79,102
1	62,990	68,543	74,271	79,370
2	63,437	68,649	74,699	79,790
3	66,732	75,857	81,579	87,304
4	67,235	76,277	82,000	87,724
5	67,701	77,217	82,928	88,638
6	70,668	80,464	86,338	92,206
7	71,586	81,384	87,250	93,110
8	72,582	82,379	88,235	94,091
9	73,983	83,836	88,236	95,604
10	74,943	84,800	90,700	96,552
11	75,874	85,804	91,697	97,542
12	77,388	87,307	93,230	99,086
13	77,388	87,307	93,230	99,086
14	77,388	87,307	93,230	99,086
15	77,912	87,893	93,858	99,773
16	77,912	87,893	93,858	99,773
17	77,912	87,893	94,752	100,733
18	78,459	88,519	95,418	102,396
19	78,459	89,771	96,769	103,844
20	78,459	89,771	96,769	103,844
21	79,013	90,827	97,916	105,075
22	80,131	91,667	98,823	106,049
23	80,505	92,508	99,729	107,021
24	82,062	93,463	100,764	108,136
25	82,062	94,320	101,688	109,128
26	82,822	95,177	102,613	110,120
27	83,651	96,168	103,687	112,388
28	84,488	97,131	104,726	112,387
29	85,334	98,100	106,829	113,509
30	86,184	99,081	106,828	114,643
31	87,045	100,070	107,896	115,787
32	87,915	101,071	108,975	116,943
33	88,792	102,081	110,064	118,112
34	89,678	103,101	111,163	119,291
35	90,574	104,130	112,275	120,481

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

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	64,873	70,146	74,346
1	65,574	70,795	74,986
2	65,661	70,910	75,373
3	66,060	71,190	75,764
4	66,456	71,301	76,148
5	67,213	72,050	76,891
6	70,052	75,034	80,007
7	70,837	75,805	80,776
8	71,650	76,611	81,570
9	72,969	77,976	82,937
10	73,756	78,754	83,707
11	74,573	79,570	84,512
12	75,071	80,099	85,066
13	75,071	80,099	85,066
14	75,071	80,099	85,066
15	75,575	80,636	85,657
16	75,575	80,636	85,657
17	75,575	81,404	86,481
18	76,113	81,976	87,908
19	77,190	83,136	89,151
20	77,190	83,136	89,151
21	78,098	84,122	90,208
22	78,820	84,900	91,044
23	79,543	85,679	91,879
24	80,290	86,495	92,763
25	81,026	87,289	93,615
26	81,762	88,843	94,465
27	82,538	88,930	95,381
28	83,365	89,821	96,333
29	84,197	90,717	97,295
30	85,039	91,625	97,295
31	85,887	92,540	99,247
32	86,747	93,465	100,238
33	87,613	94,399	101,239
34	88,488	95,341	102,251
35	89,372	96,295	103,271

LEAD COUNSELOR
12 MONTHS 240 DAYS
SCHEDULE LC

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	76,320	82,522	87,470
1	77,146	83,288	88,220
2	77,247	83,755	88,674
3	77,717	83,424	89,134
4	78,182	83,883	89,586
5	79,075	84,765	90,458
6	82,414	88,275	94,125
7	83,337	89,182	95,030
8	84,294	90,131	95,964
9	85,845	91,737	97,572
10	86,771	92,654	98,480
11	87,732	93,613	99,427
12	88,318	94,235	100,078
13	88,318	94,235	100,078
14	88,318	94,235	100,078
15	88,912	94,867	100,772
16	88,912	94,867	100,772
17	88,912	95,771	101,742
18	89,544	96,443	103,421
19	90,812	97,808	104,884
20	90,812	97,808	104,884
21	91,879	98,967	106,127
22	92,729	99,884	107,110
23	93,580	100,800	108,092
24	94,458	101,757	109,134
25	95,325	102,691	110,135
26	96,191	103,625	111,136
27	97,106	104,622	112,213
28	98,078	105,670	113,334
29	99,056	106,725	114,465
30	100,048	107,792	115,608
31	101,046	108,869	116,762
32	102,057	109,957	117,928
33	103,076	111,057	119,106
34	104,106	112,166	120,295
35	105,146	113,288	121,496

CONTRACTED ELEMENTARY SCHOOL PRINCIPAL
12 MONTHS 240 DAYS
SCHEDULE CE

CONTRACTED ELEMENTARY SCHOOL PRINCIPALS - SALARY RANGE

DEGREE TYPE	SALARY RANGE
MASTER'S	$97,061 - $114,114
Ed.S./AA CERTIFICATION	$99,649 - $119,063
DOCTORAL	$103,532 - $122,944

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

Board Approved December 9, 2014

REVISED 8-11-2015

CONTRACTED MIDDLE SCHOOL PRINCIPAL
12 MONTHS 240 DAYS
SCHEDULE CM

CONTRACTED MIDDLE SCHOOL PRINCIPALS - SALARY RANGE

DEGREE TYPE	SALARY RANGE
MASTER'S	$103,532 - $120,357
Ed.S./AA CERTIFICATION	$106,120 - $125,532
DOCTORAL	$110,003 - $129,415

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

Board Approved December 9, 2014

REVISED 8-11-2015

CONTRACTED HIGH SCHOOL PRINCIPAL
12 MONTHS 240 DAYS
SCHEDULE CP

CONTRACTED HIGH SCHOOL PRINCIPALS - SALARY RANGE

DEGREE TYPE	SALARY RANGE
MASTER'S	$116,472 - $139,767
Ed.S./AA CERTIFICATION	$119,062 - $144,944
DOCTORAL	$122,943 - $148,827

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

Board Approved December 9, 2014

REVISED 8-11-2015

ELEMENTARY SCHOOL ASSISTANT PRINCIPAL
10 MONTHS 204 DAYS
SCHEDULE 66

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	65,529	70,628	74,584
1	65,611	70,806	74,971
2	65,693	71,198	75,357
3	66,090	71,507	75,745
4	66,483	71,814	76,129
5	67,240	72,050	76,909
6	70,076	75,028	79,979
7	70,856	75,882	80,743
8	71,665	76,600	81,534
9	72,981	77,963	82,894
10	73,765	78,738	83,666
11	74,578	79,547	84,465
12	75,074	80,078	85,020
13	75,074	80,078	85,020
14	75,074	80,078	85,020
15	75,579	80,615	85,607
16	75,579	80,615	85,607
17	75,579	81,382	86,430
18	76,116	81,953	87,857
19	77,194	83,113	89,099
20	77,194	83,113	89,099
21	78,101	84,098	90,156
22	78,824	84,877	90,991
23	79,547	85,656	91,825
24	80,294	86,471	92,709
25	81,031	87,263	93,560
26	81,768	88,058	94,410
27	82,545	88,904	95,328
28	83,295	89,795	96,279
29	84,046	90,691	97,240
30	84,796	91,598	98,211
31	85,546	92,513	99,192
32	87,047	93,438	100,182
33	87,798	94,372	101,183
34	88,548	95,314	102,194
35	89,298	96,269	103,213

MIDDLE SCHOOL ASSISTANT PRINCIPAL
10 MONTHS 204 DAYS
SCHEDULE 72

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	65,748	70,628	74,800
1	65,829	71,023	75,185
2	65,910	71,418	75,572
3	66,307	71,740	75,958
4	66,702	71,898	76,342
5	67,456	72,267	77,079
6	70,302	75,250	80,199
7	71,080	76,021	80,965
8	71,850	76,823	81,756
9	73,205	78,189	83,117
10	73,990	78,962	83,887
11	74,805	79,773	84,687
12	75,149	80,302	85,242
13	75,149	80,302	85,242
14	75,149	80,302	85,242
15	75,808	80,843	85,833
16	75,808	80,843	85,833
17	75,808	81,613	86,658
18	76,348	82,185	88,089
19	77,428	83,348	89,335
20	77,428	83,348	89,335
21	78,338	84,337	90,394
22	79,063	85,117	91,232
23	79,788	85,898	92,068
24	80,536	86,713	92,952
25	81,276	87,509	93,805
26	82,014	88,305	94,658
27	82,791	89,151	95,574
28	83,543	90,044	96,529
29	84,296	90,943	97,492
30	85,049	91,852	98,466
31	85,801	92,769	99,449
32	87,307	93,697	100,441
33	88,060	94,634	101,445
34	88,812	95,579	102,458
35	89,565	96,536	103,481

HIGH SCHOOL ASSISTANT PRINCIPAL
10 MONTHS 204 DAYS
SCHEDULE 67

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	72,856	77,673	81,964
1	73,167	78,330	82,478
2	73,480	78,987	82,994
3	74,139	79,508	83,637
4	74,791	80,041	84,281
5	75,447	80,191	84,927
6	78,362	83,238	88,109
7	79,039	83,907	88,774
8	79,716	84,576	89,437
9	80,913	85,821	90,682
10	81,592	86,497	91,348
11	81,592	86,497	91,348
12	82,138	87,072	91,946
13	82,138	87,072	91,946
14	82,138	87,072	91,946
15	82,690	87,658	92,584
16	82,690	87,658	92,584
17	82,690	88,493	93,475
18	83,279	89,114	95,017
19	84,458	90,375	96,361
20	84,458	90,375	96,361
21	85,451	91,446	97,504
22	86,241	92,293	98,407
23	87,033	93,139	99,309
24	87,783	93,965	100,207
25	88,588	94,827	101,127
26	89,394	95,689	102,047
27	90,171	96,546	102,978
28	90,991	97,514	104,006
29	91,811	98,487	105,044
30	92,631	99,471	106,093
31	93,450	100,465	107,153
32	95,090	101,470	108,222
33	95,910	102,484	109,304
34	96,729	103,508	110,395
35	97,549	104,543	111,497

COORDINATOR - 12 MONTHS 240 DAYS
SCHEDULE 11
CERTIFIED

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	86,243	92,666	98,528
2	87,009	93,431	99,294
3	87,776	94,201	100,063
4	88,543	94,966	100,828
5	89,308	95,726	101,592
6	92,743	99,358	105,395
7	93,534	100,147	106,185
8	94,323	100,939	106,973
9	95,112	101,725	107,763
10	95,899	102,514	108,548
11	95,899	102,514	108,548
12	96,360	103,007	109,070
13	96,360	103,007	109,070
14	96,360	103,007	109,070
15	97,283	103,990	110,115
16-23	97,283	103,990	110,115
24-26	97,951	104,658	110,782
27+	98,617	105,326	111,450

ADMINISTRATIVE PERSONNEL - 12 MONTHS 240 DAYS
SCHEDULE 64
CERTIFIED

STEP	DIRECTOR	EXECUTIVE DIRECTOR	INSTRUCTIONAL SUPERINTENDENT	SENIOR EXECUTIVE DIRECTOR	OFFICERS EFFECTIVE 9/1/04	CHIEF OFFICER'S LEVEL
LEVEL	1	4	5	6	7	8
1	90,812	95,895	125,368	124,192	138,225	141,321
2	93,489	98,566	127,203	126,027	139,712	143,768
3	96,171	101,181	129,039	127,862	141,199	146,215
4	98,849	103,792	130,874	129,697	142,686	149,886
5	101,527	106,400	132,709	131,533	144,171	153,557
6	104,208	109,001	134,545	133,368	145,657	157,227
7	106,886	111,601	136,380	135,203	147,144	159,674
8	109,565	114,200	138,215	137,038	148,629	162,122
9	112,246	116,791	140,050	138,874	150,116	164,569
10	114,926	119,374	141,886	140,710	151,602	167,016
11	115,669	119,938	143,722	142,545	153,089	169,464
12	116,414	120,499	145,557	144,380	154,574	171,910
13	117,154	121,056	147,391	146,215	156,061	173,134
14	117,898	121,613	149,227	148,050	157,548	175,581
15	118,642	122,165	151,062	149,886	159,033	178,028
16+	119,384	122,715	152,897	151,722	160,520	178,836

ATTENDANCE/HEARING OFFICER
12 MONTHS 240 DAYS
SCHEDULE 65

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	84,554	90,947	97,605
2	85,315	91,709	98,217
3	86,339	92,469	98,979
4	86,838	93,229	99,739
5	87,599	93,992	100,503
6	90,985	97,569	104,272
7	91,771	98,351	105,054
8	92,557	99,135	105,839
9	93,342	99,917	106,627
10	94,125	100,704	107,407
11	94,125	100,704	107,407
12	94,580	101,189	107,924
13	94,580	101,189	107,924
14	94,580	101,189	107,924
15	95,485	102,156	108,957
16+	95,485	102,156	108,957

PROGRAM SPECIALIST - 12 MONTHS 240 DAYS
SCHEDULE 32

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	77,052	84,414	90,833	96,699
2	77,500	85,180	91,602	97,462
3	77,944	85,944	92,367	98,227
4	78,392	86,712	93,131	98,994
5	78,836	87,476	93,897	99,761
6	79,384	90,859	97,474	103,511
7	79,728	91,651	98,260	104,299
8	80,174	92,437	99,047	105,085
9	80,620	93,228	99,838	105,874
10	81,066	94,016	100,627	106,661
11	81,511	94,016	100,627	106,661
12	81,958	94,466	101,107	107,173
13	81,958	94,466	101,107	107,173
14	81,958	94,466	101,107	107,173
15	82,405	95,370	102,075	108,200
16+	82,405	95,370	102,075	108,200

PSYCHOMETRICS - 12 MONTHS 240 DAYS
SCHEDULE 28

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	76,174	82,627	89,197
2	76,632	83,088	89,662
3	77,098	83,547	90,124
4	77,559	84,007	90,584
5	78,444	84,891	91,465
6	81,759	88,403	95,171
7	82,672	89,314	96,085
8	83,622	90,264	97,031
9	84,614	91,255	98,022
10	85,528	92,166	98,932
11	86,474	93,118	99,885
12	86,888	93,567	100,362
13	86,888	93,567	100,362
14	86,888	93,567	100,362
15	87,723	94,649	101,326
16+	87,723	94,649	101,326

PSYCHOMETRICS - 11 MONTHS 224 DAYS
SCHEDULE PS

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	71,097	77,118	83,251
2	71,523	77,550	83,684
3	71,957	77,977	84,116
4	72,388	78,407	84,545
5	73,214	79,232	85,366
6	76,309	82,509	88,828
7	77,162	83,360	89,679
8	78,047	84,247	90,562
9	78,974	85,172	91,487
10	79,827	86,022	92,338
11	80,708	86,910	93,226
12	81,096	87,329	93,672
13	81,096	87,329	93,672
14	81,096	87,329	93,672
15	81,874	88,165	94,571
16+	81,874	88,165	94,571

PSYCHOLOGIST - 10 MONTHS 204 DAYS
SCHEDULE PY

STEP	MASTER'S DEGREE	Ed.S./AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	70,438	76,406	82,484
2	70,865	76,834	82,910
3	71,296	77,258	83,341
4	71,722	77,684	83,762
5	72,540	78,501	84,579
6	75,604	81,752	88,007
7	76,451	82,591	88,854
8	77,328	83,471	89,727
9	78,244	84,387	90,643
10	79,088	85,229	91,487
11	79,965	86,111	92,366
12	80,350	86,525	92,808
13	80,350	86,525	92,808
14	80,350	86,525	92,808
15	81,119	87,351	93,699
16-23	81,119	87,351	93,699
24	81,852	88,085	94,434
25	81,852	88,085	94,434
26	81,852	88,085	94,434
27+	82,587	88,820	95,166

CTE (CAREER TECHNICAL EDUCATION)
10 MONTHS 204 DAYS*
SCHEDULE CT

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	Ed.S./AA CERTIFICATE	DOCTORAL EQUIVALENT
LEVEL	1	2	3	4
0	50,812	57,988	62,902	67,236
1	51,040	58,261	63,131	67,465
2	51,402	58,352	63,494	67,822
3	56,723	64,478	69,342	74,209
4	57,150	64,836	69,700	74,565
5	57,546	65,635	70,489	75,343
6	60,067	68,394	73,387	78,375
7	60,849	69,176	74,163	79,144
8	61,696	70,022	75,001	79,977
9	62,886	71,260	76,284	81,264
10	63,702	72,079	77,095	82,069
11	64,493	72,933	77,942	82,911
12	65,780	74,211	79,266	84,224
13	65,780	74,211	79,266	84,224
14	65,780	74,211	79,266	84,224
15	66,226	74,709	79,779	84,807
16	66,226	74,709	79,779	84,807
17	66,226	74,709	80,539	85,624
18	66,690	75,241	81,105	87,037
19	66,690	76,305	82,253	88,268
20	66,690	76,305	82,253	88,268
21	67,161	77,203	83,229	89,314
22	68,112	77,917	83,999	90,141
23	68,428	78,632	84,770	90,968
24	69,753	79,443	85,649	91,915
25	69,753	80,172	86,435	92,759
26	70,399	80,900	87,221	93,602
27	71,103	81,742	88,133	94,585
28	71,815	82,561	89,017	95,530
29	72,534	83,385	89,905	96,483
30	73,257	84,218	90,804	97,447
31	73,988	85,059	91,711	98,419
32	74,727	85,911	92,628	99,402
33	75,473	86,768	93,554	100,396
34	76,227	87,635	94,489	101,397
35	76,989	88,512	95,434	102,410
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, Level 4	Health Science 4, Specialty Area 5, Level 5	
TECHNICIAL EDUCATION	Specialty Area 1 or 2, Level 2, Type II or III	Specialty Area 3 or 4, Level 2 or 3	Specialty Area 5, Level 5	

* High School CTE Teachers

ADJUNCT TEACHER

$45/hour

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