



JEFCOED

JEFFERSON COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

Jefferson County Board of Education

2026-2027

(Effective July 1, 2026 with employees' contract year)

Board Approved 6/25/26

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INTRODUCTION

The 2026-2027 **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.

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.

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/Specialists_____	207 days
All other Ten Month Employees_____	202 days
Child Nutrition Program Managers_____	189 days
Child Nutrition Program Assistant Managers_____	187 days
Child Nutrition Program Workers_____	184 days
Bus Drivers/Aides_____	183 days
Nine Month School Nurses_____	187 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.

Any revisions to the 2026-2027 salary schedule that are made during the year will be posted in the shared Finance drive or available upon request to the Payroll Director.

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. Please be advised that insurance allocations through PEEHIP are earned based on the completion of a full contract year. 9, 9.5 and 10-month employees who begin employment after the start of the scholastic year may not accrue sufficient allocations to cover the summer months (June, July, and August). In such cases, coverage may terminate at the end of the month in which the final earned allocation is applied. To maintain benefits during the summer break, affected employees may be required to enroll in COBRA, which necessitates paying both the employee portion and the employer's share of the premium until the new contract year begins.

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, 2027.

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

EXPERIENCE CREDIT

Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education.

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.

According to *AL Code § 16-23-25 (2024)*, teachers hired with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who are issued a teacher certificate and hired into a position requiring such certification shall receive one year of experience credit on the 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.

**TEACHER, 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	49,523	53,968	58,195	62,417
1	2	49,766	54,233	58,480	62,537
2	3	50,009	54,508	58,766	63,284
3	4	52,266	59,701	64,008	68,662
4	5	53,052	60,489	64,512	68,662
5	6	53,707	61,142	65,167	68,925
6	7	55,974	63,629	67,771	71,663
7	8	56,644	64,304	68,442	72,319
8	9	57,286	64,976	69,116	72,992
9	10	58,228	65,887	70,030	73,906
10	11	58,899	66,555	70,696	75,716
11	12	58,899	66,555	70,942	75,716
12	13	59,182	66,878	71,260	76,081
13	14	59,182	66,878	71,645	76,824
14	15	59,182	67,092	72,361	77,593
15	16	61,112	68,955	73,194	78,370
16	17	61,112	68,955	73,815	79,154
17	18	61,112	69,124	74,554	79,945
18	19	61,112	69,816	75,299	80,743
19	20	61,318	70,515	76,052	81,551
20	21	61,930	71,218	76,813	82,366
21	22	62,550	71,931	77,580	83,190
22	23	63,175	72,651	78,356	84,021
23	24	63,808	73,378	79,140	84,861
24	25	64,447	74,111	79,932	85,711
25	26	65,090	74,852	80,732	86,568
26	27	65,741	75,600	81,539	87,434
27	28	66,398	76,356	82,354	88,309
28	29	67,062	77,120	83,178	89,192
29	30	67,734	77,890	84,008	90,083
30	31	68,409	78,671	84,849	90,984
31	32	69,094	79,455	85,696	91,894
32	33	69,785	80,252	86,554	92,812
33	34	70,482	81,054	87,421	93,741
34	35	71,187	81,865	88,293	94,677
35+	36+	71,899	82,682	89,178	95,624

TEACHER, 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	53,495	58,297	62,863	67,424
1	2	53,758	58,583	63,171	67,553
2	3	54,020	58,880	63,480	68,360
3	4	56,458	64,490	69,142	74,170
4	5	57,308	65,341	69,687	74,170
5	6	58,015	66,046	70,394	74,454
6	7	60,464	68,733	73,207	77,411
7	8	61,188	69,462	73,932	78,120
8	9	61,881	70,188	74,660	78,847
9	10	62,899	71,172	75,647	79,834
10	11	63,624	71,894	76,367	81,789
11	12	63,624	71,894	76,633	81,789
12	13	63,929	72,243	76,976	82,184
13	14	63,929	72,243	77,392	82,986
14	15	63,929	72,474	78,165	83,817
15	16	66,014	74,486	79,065	84,656
16	17	66,014	74,486	79,736	85,503
17	18	66,014	74,669	80,534	86,358
18	19	66,014	75,416	81,339	87,220
19	20	66,237	76,171	82,152	88,093
20	21	66,898	76,931	82,974	88,973
21	22	67,567	77,701	83,803	89,863
22	23	68,243	78,479	84,641	90,761
23	24	68,926	79,264	85,488	91,668
24	25	69,617	80,056	86,344	92,586
25	26	70,311	80,856	87,208	93,512
26	27	71,014	81,664	88,080	94,447
27	28	71,724	82,481	88,960	95,393
28	29	72,441	83,306	89,850	96,346
29	30	73,167	84,138	90,747	97,309
30	31	73,896	84,982	91,655	98,282
31	32	74,636	85,828	92,570	99,265
32	33	75,383	86,689	93,497	100,257
33	34	76,136	87,556	94,433	101,260
34	35	76,897	88,432	95,375	102,271
35+	36+	77,666	89,314	96,331	103,294

TEACHER, 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	Doctoral Degree
0	1	63,559	69,264	74,689	80,107
1	2	63,871	69,604	75,055	80,261
2	3	64,183	69,957	75,422	81,220
3	4	67,079	76,622	82,149	88,122
4	5	68,088	77,633	82,796	88,122
5	6	68,929	78,471	83,637	88,460
6	7	71,838	81,663	86,979	91,974
7	8	72,698	82,529	87,840	92,816
8	9	73,522	83,392	88,705	93,680
9	10	74,731	84,561	89,878	94,853
10	11	75,592	85,418	90,733	97,176
11	12	75,592	85,418	91,049	97,176
12	13	75,956	85,833	91,457	97,644
13	14	75,956	85,833	91,951	98,598
14	15	75,956	86,107	92,870	99,585
15	16	78,433	88,498	93,939	100,582
16	17	78,433	88,498	94,736	101,588
17	18	78,433	88,715	95,684	102,603
18	19	78,433	89,603	96,640	103,627
19	20	78,697	90,501	97,607	104,664
20	21	79,482	91,403	98,584	105,710
21	22	80,278	92,318	99,568	106,768
22	23	81,080	93,242	100,564	107,834
23	24	81,893	94,175	101,570	108,913
24	25	82,713	95,116	102,587	110,003
25	26	83,538	96,067	103,613	111,103
26	27	84,373	97,027	104,649	112,215
27	28	85,217	97,997	105,695	113,338
28	29	86,069	98,978	106,753	114,471
29	30	86,931	99,966	107,818	115,615
30	31	87,798	100,968	108,897	116,771
31	32	88,677	101,974	109,984	117,939
32	33	89,564	102,997	111,085	119,117
33	34	90,458	104,027	112,198	120,309
34	35	91,363	105,067	113,317	121,511
35+	36+	92,277	106,116	114,453	122,726

COUNSELOR

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	Doctoral Degree
0	1	49,523	53,968	58,195	62,417
1	2	49,766	54,233	58,480	62,537
2	3	50,009	54,508	58,766	63,284
3	4	52,266	59,701	64,008	68,662
4	5	53,052	60,489	64,512	68,662
5	6	53,707	61,142	65,167	68,925
6	7	55,974	63,629	67,771	71,663
7	8	56,644	64,304	68,442	72,319
8	9	57,286	64,976	69,116	72,992
9	10	58,228	65,887	70,030	73,906
10	11	58,899	66,555	70,696	75,716
11	12	58,899	66,555	70,942	75,716
12	13	59,182	66,878	71,260	76,081
13	14	59,182	66,878	71,645	76,824
14	15	59,182	67,092	72,361	77,593
15	16	61,112	68,955	73,194	78,370
16	17	61,112	68,955	73,815	79,154
17	18	61,112	69,124	74,554	79,945
18	19	61,112	69,816	75,299	80,743
19	20	61,318	70,515	76,052	81,551
20	21	61,930	71,218	76,813	82,366
21	22	62,550	71,931	77,580	83,190
22	23	63,175	72,651	78,356	84,021
23	24	63,808	73,378	79,140	84,861
24	25	64,447	74,111	79,932	85,711
25	26	65,090	74,852	80,732	86,568
26	27	65,741	75,600	81,539	87,434
27	28	66,398	76,356	82,354	88,309
28	29	67,062	77,120	83,178	89,192
29	30	67,734	77,890	84,008	90,083
30	31	68,409	78,671	84,849	90,984
31	32	69,094	79,455	85,696	91,894
32	33	69,785	80,252	86,554	92,812
33	34	70,482	81,054	87,421	93,741
34	35	71,187	81,865	88,293	94,677
35+	36+	71,899	82,682	89,178	95,624

COUNSELOR
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	Doctoral Degree
0	1	54,820	59,743	64,419	69,093
1	2	55,088	60,034	64,734	69,225
2	3	55,357	60,337	65,052	70,053
3	4	57,853	66,086	70,854	76,006
4	5	58,727	66,959	71,411	76,006
5	6	59,451	67,681	72,136	76,297
6	7	61,960	70,434	75,019	79,327
7	8	62,701	71,182	75,762	80,054
8	9	63,413	71,925	76,508	80,799
9	10	64,455	72,934	77,520	81,810
10	11	65,198	73,674	78,257	83,813
11	12	65,198	73,674	78,530	83,813
12	13	65,513	74,032	78,882	84,217
13	14	65,513	74,032	79,307	85,040
14	15	65,513	74,267	80,100	85,892
15	16	67,648	76,330	81,023	86,751
16	17	67,648	76,330	81,710	87,620
17	18	67,648	76,517	82,527	88,495
18	19	67,648	77,283	83,353	89,379
19	20	67,877	78,057	84,186	90,273
20	21	68,554	78,836	85,028	91,175
21	22	69,241	79,624	85,878	92,088
22	23	69,931	80,421	86,737	93,008
23	24	70,633	81,226	87,604	93,937
24	25	71,340	82,038	88,481	94,877
25	26	72,052	82,858	89,366	95,827
26	27	72,772	83,686	90,260	96,786
27	28	73,499	84,522	91,161	97,754
28	29	74,235	85,368	92,074	98,731
29	30	74,978	86,221	92,993	99,718
30	31	75,726	87,085	93,924	100,715
31	32	76,484	87,953	94,862	101,723
32	33	77,249	88,835	95,812	102,738
33	34	78,020	89,723	96,771	103,767
34	35	78,800	90,621	97,736	104,803
35+	36+	79,589	91,526	98,716	105,852

**COUNSELOR
ATTENDANCE 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	Doctoral Degree
0	1	63,559	69,264	74,689	80,107
1	2	63,871	69,604	75,055	80,261
2	3	64,183	69,957	75,422	81,220
3	4	67,079	76,622	82,149	88,122
4	5	68,088	77,633	82,796	88,122
5	6	68,929	78,471	83,637	88,460
6	7	71,838	81,663	86,979	91,974
7	8	72,698	82,529	87,840	92,816
8	9	73,522	83,392	88,705	93,680
9	10	74,731	84,561	89,878	94,853
10	11	75,592	85,418	90,733	97,176
11	12	75,592	85,418	91,049	97,176
12	13	75,956	85,833	91,457	97,644
13	14	75,956	85,833	91,951	98,598
14	15	75,956	86,107	92,870	99,585
15	16	78,433	88,498	93,939	100,582
16	17	78,433	88,498	94,736	101,588
17	18	78,433	88,715	95,684	102,603
18	19	78,433	89,603	96,640	103,627
19	20	78,697	90,501	97,607	104,664
20	21	79,482	91,403	98,584	105,710
21	22	80,278	92,318	99,568	106,768
22	23	81,080	93,242	100,564	107,834
23	24	81,893	94,175	101,570	108,913
24	25	82,713	95,116	102,587	110,003
25	26	83,538	96,067	103,613	111,103
26	27	84,373	97,027	104,649	112,215
27	28	85,217	97,997	105,695	113,338
28	29	86,069	98,978	106,753	114,471
29	30	86,931	99,966	107,818	115,615
30	31	87,798	100,968	108,897	116,771
31	32	88,677	101,974	109,984	117,939
32	33	89,564	102,997	111,085	119,117
33	34	90,458	104,027	112,198	120,309
34	35	91,363	105,067	113,317	121,511
35+	36+	92,277	106,116	114,453	122,726

LIBRARIAN
9.5 MONTH, 197 DAYS

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	52,171	56,854	61,307	65,755
1	2	52,427	57,133	61,607	65,881
2	3	52,683	57,423	61,909	66,668
3	4	55,061	62,894	67,431	72,334
4	5	55,889	63,724	67,962	72,334
5	6	56,579	64,412	68,652	72,611
6	7	58,967	67,032	71,395	75,495
7	8	59,673	67,743	72,102	76,186
8	9	60,349	68,451	72,812	76,895
9	10	61,342	69,410	73,775	77,858
10	11	62,049	70,114	74,477	79,765
11	12	62,049	70,114	74,736	79,765
12	13	62,347	70,454	75,071	80,150
13	14	62,347	70,454	75,476	80,932
14	15	62,347	70,680	76,231	81,742
15	16	64,380	72,642	77,108	82,561
16	17	64,380	72,642	77,762	83,387
17	18	64,380	72,820	78,541	84,220
18	19	64,380	73,549	79,326	85,061
19	20	64,597	74,286	80,119	85,912
20	21	65,242	75,026	80,921	86,771
21	22	65,895	75,778	81,729	87,639
22	23	66,553	76,536	82,546	88,514
23	24	67,220	77,302	83,372	89,399
24	25	67,893	78,074	84,206	90,294
25	26	68,571	78,855	85,049	91,197
26	27	69,257	79,643	85,899	92,110
27	28	69,949	80,439	86,758	93,031
28	29	70,648	81,244	87,626	93,962
29	30	71,356	82,055	88,500	94,900
30	31	72,067	82,878	89,386	95,849
31	32	72,789	83,704	90,279	96,808
32	33	73,517	84,544	91,183	97,775
33	34	74,251	85,388	92,096	98,754
34	35	74,994	86,243	93,015	99,740
35+	36+	75,744	87,103	93,947	100,738

TEAMS TEACHER
(TEACHER EXCELLENCE AND ACCOUNTABILITY FOR MATHEMATICS AND SCIENCE)
9 month, 189 days

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	51,532	58,431	62,573	66,714
1	2	55,164	63,438	68,403	73,371
2	3	58,112	66,825	72,075	77,285
3	4	59,811	68,782	74,185	79,548
4	5	61,557	70,790	76,349	81,869
5	6	63,348	72,849	78,571	84,252
6	7	65,188	74,963	80,853	86,697
7	8	67,075	77,135	83,193	89,208
8	9	68,416	78,675	84,857	90,993
9	10	69,784	80,250	86,554	92,813
10	11	70,829	81,455	87,851	94,204
11	12	71,892	82,677	89,170	95,616
12-14	13-15	72,971	83,917	90,506	97,051
15-17	16-18	74,069	85,181	91,871	98,513
18-20	19-21	75,192	86,470	93,261	100,004
21-23	22-24	76,335	87,787	94,680	101,526
24-26	25-27	77,501	89,126	96,126	103,078
27+	28+	78,691	90,496	97,602	104,660

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	Doctoral Degree
0	1	52,171	56,854	61,307	65,755
1	2	52,427	57,133	61,607	65,881
2	3	52,683	57,423	61,909	66,668
3	4	55,061	62,894	67,431	72,334
4	5	55,889	63,724	67,962	72,334
5	6	56,579	64,412	68,652	72,611
6	7	58,967	67,032	71,395	75,495
7	8	59,673	67,743	72,102	76,186
8	9	60,349	68,451	72,812	76,895
9	10	61,342	69,410	73,775	77,858
10	11	62,049	70,114	74,477	79,765
11	12	62,049	70,114	74,736	79,765
12	13	62,347	70,454	75,071	80,150
13	14	62,347	70,454	75,476	80,932
14	15	62,347	70,680	76,231	81,742
15	16	64,380	72,642	77,108	82,561
16	17	64,380	72,642	77,762	83,387
17	18	64,380	72,820	78,541	84,220
18	19	64,380	73,549	79,326	85,061
19	20	64,597	74,286	80,119	85,912
20	21	65,242	75,026	80,921	86,771
21	22	65,895	75,778	81,729	87,639
22	23	66,553	76,536	82,546	88,514
23	24	67,220	77,302	83,372	89,399
24	25	67,893	78,074	84,206	90,294
25	26	68,571	78,855	85,049	91,197
26	27	69,257	79,643	85,899	92,110
27	28	69,949	80,439	86,758	93,031
28	29	70,648	81,244	87,626	93,962
29	30	71,356	82,055	88,500	94,900
30	31	72,067	82,878	89,386	95,849
31	32	72,789	83,704	90,279	96,808
32	33	73,517	84,544	91,183	97,775
33	34	74,251	85,388	92,096	98,754
34	35	74,994	86,243	93,015	99,740
35+	36+	75,744	87,103	93,947	100,738

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	Doctoral Degree
0	1	54,820	59,743	64,419	69,093
1	2	55,088	60,034	64,734	69,225
2	3	55,357	60,337	65,052	70,053
3	4	57,853	66,086	70,854	76,006
4	5	58,727	66,959	71,411	76,006
5	6	59,451	67,681	72,136	76,297
6	7	61,960	70,434	75,019	79,327
7	8	62,701	71,182	75,762	80,054
8	9	63,413	71,925	76,508	80,799
9	10	64,455	72,934	77,520	81,810
10	11	65,198	73,674	78,257	83,813
11	12	65,198	73,674	78,530	83,813
12	13	65,513	74,032	78,882	84,217
13	14	65,513	74,032	79,307	85,040
14	15	65,513	74,267	80,100	85,892
15	16	67,648	76,330	81,023	86,751
16	17	67,648	76,330	81,710	87,620
17	18	67,648	76,517	82,527	88,495
18	19	67,648	77,283	83,353	89,379
19	20	67,877	78,057	84,186	90,273
20	21	68,554	78,836	85,028	91,175
21	22	69,241	79,624	85,878	92,088
22	23	69,931	80,421	86,737	93,008
23	24	70,633	81,226	87,604	93,937
24	25	71,340	82,038	88,481	94,877
25	26	72,052	82,858	89,366	95,827
26	27	72,772	83,686	90,260	96,786
27	28	73,499	84,522	91,161	97,754
28	29	74,235	85,368	92,074	98,731
29	30	74,978	86,221	92,993	99,718
30	31	75,726	87,085	93,924	100,715
31	32	76,484	87,953	94,862	101,723
32	33	77,249	88,835	95,812	102,738
33	34	78,020	89,723	96,771	103,767
34	35	78,800	90,621	97,736	104,803
35+	36+	79,589	91,526	98,716	105,852

CERTIFIED SPECIALIST
PYP/MYP/DP COORDINATOR
MAGNET SCHOOL 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	Doctoral Degree
0	1	68,782	73,082	76,774	81,681
1	2	69,425	73,726	77,420	82,327
2	3	70,069	74,368	78,062	82,967
3	4	70,714	75,015	78,706	83,611
4	5	71,360	75,657	79,334	84,257
5	6	72,001	76,300	79,995	84,899
6	7	74,867	79,168	82,972	88,024
7	8	75,532	79,831	83,633	88,686
8	9	76,193	80,492	84,296	89,347
9	10	76,855	81,157	84,961	90,012
10	11	77,522	81,820	85,623	90,674
11	12	77,522	81,820	85,623	90,674
12	13	77,906	82,203	86,026	91,100
13	14	78,217	82,203	86,026	91,100
14	15	78,530	82,661	86,316	91,100
15	16	78,844	82,974	86,828	91,952
16	17	79,159	83,439	86,828	91,952
17	18	79,476	83,905	86,828	92,267
18	19	79,794	84,375	86,993	92,267
19	20	80,113	84,848	86,993	92,635
20	21	80,433	85,323	87,166	93,044
21	22	80,755	85,800	87,166	93,470
22	23	81,079	86,281	88,037	94,402
23	24	81,402	86,764	88,917	95,347
24	25	81,728	87,250	89,809	96,300
25	26	82,054	87,739	90,708	97,264
26	27	82,383	88,231	91,613	98,235
27	28	82,713	88,725	92,530	99,219
28	29	83,043	89,222	93,455	100,212
29	30	83,376	89,721	94,388	101,214
30	31	83,709	90,222	95,333	102,226
31	32	84,044	90,728	96,286	103,247
32	33	84,380	91,236	97,249	104,280
33	34	84,718	91,748	98,222	105,324
34	35	85,056	92,262	99,203	106,377
35+	36+	85,396	92,899	100,196	107,440

CERTIFIED SPECIALIST
TECHNOLOGY INTEGRATION SPECIALIST, HUMAN RESOURCES SPECIALIST
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	Doctoral Degree
0	1	79,748	84,733	89,013	94,704
1	2	80,493	85,479	89,763	95,451
2	3	81,239	86,224	90,507	96,193
3	4	81,987	86,973	91,254	96,941
4	5	82,735	87,719	91,982	97,689
5	6	83,479	88,464	92,747	98,433
6	7	86,803	91,790	96,198	102,056
7	8	87,572	92,557	96,965	102,825
8	9	88,339	93,325	97,734	103,589
9	10	89,108	94,095	98,505	104,362
10	11	89,881	94,865	99,273	105,129
11	12	89,881	94,865	99,273	105,129
12	13	90,324	95,308	99,740	105,624
13	14	90,685	95,308	99,740	105,624
14	15	91,048	95,838	100,077	105,624
15	16	91,412	96,201	100,670	106,609
16	17	91,779	96,740	100,670	106,609
17	18	92,146	97,281	100,670	106,976
18	19	92,514	97,827	100,862	106,976
19	20	92,885	98,374	100,862	107,403
20	21	93,257	98,926	101,063	107,877
21	22	93,630	99,480	101,063	108,369
22	23	94,004	100,035	102,072	109,452
23	24	94,380	100,596	103,093	110,546
24	25	94,758	101,161	104,126	111,652
25	26	95,136	101,727	105,167	112,769
26	27	95,516	102,296	106,219	113,898
27	28	95,897	102,870	107,281	115,037
28	29	96,283	103,446	108,354	116,188
29	30	96,667	104,024	109,436	117,349
30	31	97,054	104,606	110,530	118,523
31	32	97,442	105,193	111,635	119,706
32	33	97,832	105,781	112,752	120,905
33	34	98,223	106,375	113,880	122,113
34	35	98,617	106,969	115,018	123,334
35+	36+	99,010	107,709	116,169	124,569

PSYCHOMETRIST
10 MONTH, 202 DAYS

Years of Experience	Step	Master's Degree Rank I, Type I	Ed. Specialist	Doctoral Degree
0	1	59,111	63,801	67,424
1	2	59,596	64,149	67,554
2	3	60,724	65,425	68,358
3	4	64,490	69,143	74,170
4	5	65,340	69,686	74,170
5	6	66,048	70,394	74,454
6	7	68,733	73,207	77,411
7	8	69,462	73,931	78,120
8	9	70,187	74,659	78,847
9	10	71,171	75,647	79,834
10	11	71,895	76,367	81,788
11	12	71,895	76,632	81,788
12	13	72,672	77,475	82,183
13	14	72,672	77,475	82,986
14	15	72,672	78,166	83,817
15	16	75,073	80,242	84,655
16	17	75,073	80,242	85,503
17	18	75,073	80,534	86,357
18	19	75,416	81,340	87,220
19	20	76,171	82,153	88,091
20	21	76,931	82,974	88,974
21	22	77,701	83,803	89,863
22	23	78,478	84,642	90,762
23	24	79,263	85,487	91,668
24	25	80,056	86,344	92,586
25	26	80,855	87,207	93,512
26	27	81,664	88,079	94,448
27	28	82,481	88,960	95,392
28	29	83,305	89,849	96,346
29	30	84,139	90,746	97,309
30	31	84,981	91,655	98,281
31	32	85,830	92,572	99,264
32	33	86,689	93,496	100,256
33	34	87,556	94,433	101,261
34	35	88,432	95,376	102,271
35+	36+	89,315	96,332	103,295

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 up 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 meetings 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. Submit a field trip form locally for the district invitational and the regional tournament.
4. 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.
5. Complete Science Olympiad regional tournament registration for your school at www.alabamaso.org/registration.html. Secure school and community support for the materials needed for Science Olympiad competition.
6. 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. Prepare the team for state competition if the team qualifies.
9. 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. List of required documents can be found with the Curriculum and Instruction Department.
10. 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. The 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. Marching Band - Attend at least 1 marching band competition.
2. Concerts - Present at least 3 band concerts in the academic year. Typically fall, winter, spring.
3. State MPA - Attend state music performance assessment. (MPA)
4. Solo and Ensemble with Individualized Instruction - Prepare students for individual or ensemble auditions and/or performances such as Chamber Music concerts/contests, All - County/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 an 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 an 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 separate rehearsals 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 clinics and cheer tryouts as outlined by Board procedures.
3. Attend and present a 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

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 to provide support for technology needs on your campus.
2. Meet with your school's administrative team on an ongoing basis (at least once a month) to review technology updates, projects, and plans for turnaround training and support.
3. Coordinate technology work order data for your school.
4. Coordinate the completion of the school technology plan with the Continuous Improvement Team and principal.
5. Coordinate CIPA training for your school and submit all required training documents by the deadline.
6. Attend ETeam Leader meetings and professional development.
7. Provide professional development according to school and district technology plans via the turn around training model (following each E-Team Leader PD session, minimum once per month). *Training for staff may be conducted via webex, in person, or via E-Team Leader Schoology course.
8. Serve as the liaison between your staff at your school and the technology department.

Campus Communicator

1. Provide regular updates to the school's website on a weekly/monthly/yearly/as-needed basis.
2. Conduct an audit of the school website at the beginning of the school year and at the start of the second semester to ensure all areas are current and relevant.
3. Ensure that all platforms (website, social media, etc.) are in compliance with the requirements of the American Disabilities Act (ADA).
4. Ensure all school communications adhere to school and district branding guidelines.
5. Establish and maintain a school presence on Facebook, Instagram, and Live Feed (website).
6. Provide at least three updates per week to all social media platforms and Live Feed that tell the school's story; ensure all updates contain text/description and picture/graphics/video.
7. Notify the district communications office in advance of positive stories at your school that will attract positive traditional media and social media attention.
8. Serve as the internal communication liaison and point of contact between the school and district office; this includes but is not limited to Jefcoed Strong Award coordinator, United Way building coordinator, Jefcoed TV point of contact.
9. Assist school administration as needed on school wide newsletter and/or regular communication with shareholders.
10. Assist school administration as needed in mass communication efforts through ParentSquare.
11. Work with school administration to establish and update a strategic school communication plan that outlines communication priorities for the school year.
12. Attend the communications department's annual summer professional development seminar and additional seminars/meetings as required
13. Participate in semi-annual performance reviews during the first year as a campus communicator, and annual reviews every year thereafter.
14. Other communication duties as assigned by the Director of Communications.

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 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/CAMPUS COMMUNICATOR*

1 st Semester	2 nd Semester
500	500

*These Supplements will be paid twice a year at the conclusion of each semester and upon confirmation of satisfactory completion of supplement requirements. The same employee may not receive both supplements.

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	Supplement
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 for the Fall and Spring seasons.

YEARBOOK SPONSOR

\$500

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

BAND DIRECTOR AND BAND AUXILIARY SPONSOR

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

* Auxiliary sponsors only (majorettes, colorguard, 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.

** Middle School Directors and Middle School Assistant Directors that agree to assist with High School Marching bands will receive this amount.

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. This supplement only applies to High School and Middle School Band Directors. High School and Middle School Assistant Band Directors and Auxiliary sponsors are not eligible for this supplement.

ATHLETIC COACH

FALL AND WINTER

Steps*	Position	Fall						Winter					
		Head Football **	Assistant Football ***	Head Volleyball	Assistant Volleyball Assistant Flag Football (Senior High only)	Cross Country, Head Flag Football (Senior High only)	Swimming	Head Basketball	Assistant Basketball	Bowling	Indoor Track	Wrestling	Assistant Wrestling
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	1,000
	Middle & Jr.Varsity	4,800	1,660	1,500	700	700	700	2,800	1,000	700	700	1,500	700
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	1,100
	Middle & Jr.Varsity	5,000	1,700	1,600	800	800	800	2,900	1,200	800	800	1,600	800
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	1,200
	Middle & Jr.Varsity	5,200	1,800	1,700	900	900	900	3,000	1,400	900	900	1,700	900
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	1,300
	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	1,000
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	1,400
	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	1,100
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	1,500
	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	1,200
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	1,600
	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	1,300
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	1,700
	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	1,400

*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 Head Football Coaches hired between January 1st and May 31st will receive a prorated supplement of 40% that will be evenly distributed by the pay periods left in the calendar (through August). Experience credit for mid-year Senior High Head Football Coach hires must be received in the Human Resource's department no later than June 1st of the hiring year for that experience to be credited in the employee's salary schedule step.

*** Senior High Football Offensive and Defensive Coordinators will receive an additional \$2,500 annually.

ATHLETIC COACH

SPRING, CHEERLEADING, AND ATHLETIC DIRECTOR

Steps*	Position	Spring					Cheerleading (one per season)	Athletic Director (one per season)
		Head Baseball and Softball	Assistant Baseball & Softball	Outdoor Track	Soccer	Tennis & Golf		
0-2	Senior High	4,000	1,800	2,000	2,000	1,000	1,200	1,200
	Middle & Jr.Varsity	1,800	1,000	1,100	1,100	700	800	800
3-5	Senior High	4,300	2,100	2,200	2,200	1,100	1,300	1,300
	Middle & Jr.Varsity	1,900	1,200	1,300	1,300	800	900	900
6-8	Senior High	4,600	2,300	2,400	2,400	1,200	1,400	1,400
	Middle & Jr.Varsity	2,000	1,400	1,500	1,500	900	1,000	1,000
9-11	Senior High	5,200	2,500	2,600	2,600	1,300	1,500	1,500
	Middle & Jr.Varsity	2,100	1,600	1,700	1,700	1,000	1,100	1,100
12-14	Senior High	5,800	2,800	2,800	2,800	1,400	1,600	1,600
	Middle & Jr.Varsity	2,300	1,800	1,900	1,900	1,100	1,200	1,200
15-20	Senior High	6,100	3,100	3,000	3,000	1,500	1,700	1,700
	Middle & Jr.Varsity	2,500	2,000	2,000	2,000	1,200	1,300	1,300
21-26	Senior High	6,500	3,400	3,200	3,200	1,600	1,800	1,800
	Middle & Jr.Varsity	2,600	2,200	2,100	2,100	1,300	1,400	1,400
27+	Senior High	7,000	3,700	3,400	3,400	1,700	2,000	2,000
	Middle & Jr.Varsity	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.

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 per round. 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 in February, winter sports - typically in May, and spring sports - typically in August.

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

\$45/hour

ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve-month period regardless of whether assignments are 9, 9½, 10, 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 based on the previous school year 20-Day Average Daily Membership (ADM) report reported to the Alabama State Department of Education (ALSDE) annually. Supplements will begin or end starting in July's regular payroll and will be reviewed annually. Supplements will be paid in equal monthly installments and be eligible to the individual that holds the position.

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. For clarification, teaching experience is converted first based on the table above, then administrative experience, if applicable.

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

DEPUTY SUPERINTENDENT* Deputy Superintendent of Operations, School and Community Support, and Teaching and Learning 188,700 *Deputy Superintendents are eligible for a \$5,000 annual supplement for those with a doctorate degree

AREA DIRECTOR* 153,662 *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
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CERTIFIED DIRECTOR, EXECUTIVE DIRECTOR, AND ASSISTANT DIRECTOR*

Years of Exp	Step	Director	Executive Director	Assistant Director
0	1	126,964	149,052	101,512
1	2	127,863	149,907	102,299
2	3	128,755	150,756	103,081
3	4	129,648	151,607	103,867
4	5	130,542	152,459	104,648
5	6	131,437	153,310	105,432
6	7	136,262	157,904	109,235
7	8	137,184	158,782	110,152
8	9	138,103	159,661	111,074
9	10	139,025	160,538	111,991
10-11	11-12	139,946	161,414	112,911
12-14	13-15	140,619	162,056	113,832
15-20	16-21	141,961	163,336	114,750
21-23	22-24	144,090	165,445	116,471
24+	25+	146,973	168,300	118,799

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

COMMUNITY SCHOOL COORDINATOR
BEHAVIOR SUPPORT 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	Doctoral Degree
0	1	79,748	84,733	89,013	94,704
1	2	80,493	85,479	89,763	95,451
2	3	81,239	86,224	90,507	96,193
3	4	81,987	86,973	91,254	96,941
4	5	82,735	87,719	91,982	97,689
5	6	83,479	88,464	92,747	98,433
6	7	86,803	91,790	96,198	102,056
7	8	87,572	92,557	96,965	102,825
8	9	88,339	93,325	97,734	103,589
9	10	89,108	94,095	98,505	104,362
10	11	89,881	94,865	99,273	105,129
11	12	89,881	94,865	99,273	105,129
12	13	90,324	95,308	99,740	105,624
13	14	90,685	95,308	99,740	105,624
14	15	91,048	95,838	100,077	105,624
15	16	91,412	96,201	100,670	106,609
16	17	91,779	96,740	100,670	106,609
17	18	92,146	97,281	100,670	106,976
18	19	92,514	97,827	100,862	106,976
19	20	92,885	98,374	100,862	107,403
20	21	93,257	98,926	101,063	107,877
21	22	93,630	99,480	101,063	108,369
22	23	94,004	100,035	102,072	109,452
23	24	94,380	100,596	103,093	110,546
24	25	94,758	101,161	104,126	111,652
25	26	95,136	101,727	105,167	112,769
26	27	95,516	102,296	106,219	113,898
27	28	95,897	102,870	107,281	115,037
28	29	96,283	103,446	108,354	116,188
29	30	96,667	104,024	109,436	117,349
30	31	97,054	104,606	110,530	118,523
31	32	97,442	105,193	111,635	119,706
32	33	97,832	105,781	112,752	120,905
33	34	98,223	106,375	113,880	122,113
34	35	98,617	106,969	115,018	123,334
35+	36+	99,010	107,709	116,169	124,569

*10 Month Certified Specialist, 12 Month Certified Specialist, or Technology Integration Specialist experience will be credited as year for year steps for Behavior Support Coordinator. For clarification, teaching experience is converted first based on the Administrative Personnel Conversion Table, then Administrative experience as applicable.

PRINCIPAL

12 Months, 240 Days

Years of Experience	Step	Level	High School	Middle School	Elementary
0	1	Master's	118,914	109,629	101,307
		Ed.S./AA	123,198	113,914	105,593
		Ed.D./Ph.D.	129,456	119,602	111,279
1	2	Master's	120,226	110,376	102,054
		Ed.S./AA	124,510	114,664	106,337
		Ed.D./Ph.D.	130,201	120,353	112,029
2	3	Master's	120,971	111,122	102,799
		Ed.S./AA	125,259	115,408	107,086
		Ed.D./Ph.D.	130,946	121,097	112,775
3	4	Master's	121,723	111,866	103,548
		Ed.S./AA	126,007	116,156	107,832
		Ed.D./Ph.D.	131,697	121,842	113,520
4	5	Master's	122,463	112,615	104,291
		Ed.S./AA	126,751	116,897	108,576
		Ed.D./Ph.D.	132,440	122,589	114,268
5	6	Master's	123,213	113,361	105,040
		Ed.S./AA	127,498	117,646	109,325
		Ed.D./Ph.D.	133,184	123,337	115,016
6	7	Master's	127,147	117,065	108,642
		Ed.S./AA	131,559	121,479	113,059
		Ed.D./Ph.D.	137,421	127,342	118,920
7	8	Master's	127,847	117,833	109,414
		Ed.S./AA	132,261	122,248	113,829
		Ed.D./Ph.D.	138,122	128,109	119,689
8	9	Master's	128,618	118,603	110,178
		Ed.S./AA	133,027	123,018	114,595
		Ed.D./Ph.D.	138,894	128,880	120,456
9	10	Master's	129,384	119,370	110,951
		Ed.S./AA	133,799	123,783	115,363
		Ed.D./Ph.D.	139,661	129,647	121,224
10-11	11-12	Master's	130,152	120,139	111,722
		Ed.S./AA	134,568	124,550	116,132
		Ed.D./Ph.D.	140,429	130,415	121,994
12-14	13-15	Master's	130,685	120,646	112,213
		Ed.S./AA	135,119	125,078	116,641
		Ed.D./Ph.D.	141,009	130,967	122,530
15-20	16-21	Master's	131,757	121,661	113,196
		Ed.S./AA	136,230	126,136	117,671
		Ed.D./Ph.D.	142,950	132,855	124,386
21-23	22-24	Master's	133,733	123,485	114,894
		Ed.S./AA	138,274	128,028	119,436
		Ed.D./Ph.D.	145,095	134,847	126,252
24+	25+	Master's	136,409	125,955	117,192
		Ed.S./AA	141,039	130,589	121,825
		Ed.D./Ph.D.	147,996	137,544	128,778

12 MONTH CONTRACTED ASSISTANT PRINCIPAL
12 MONTH, 240 DAYS

Years of Experience	Step	Level	High School	Middle School	Elementary
0	1	Master's	92,723	87,682	80,121
		Ed.S./AA	97,007	91,964	84,404
		Ed.D./Ph.D.	102,716	97,673	90,112
1	2	Master's	93,409	88,431	80,870
		Ed.S./AA	97,753	92,713	85,151
		Ed.D./Ph.D.	103,464	98,421	90,860
2	3	Master's	94,213	89,176	81,612
		Ed.S./AA	98,494	93,455	85,894
		Ed.D./Ph.D.	104,204	99,163	91,602
3	4	Master's	94,963	89,922	82,362
		Ed.S./AA	99,244	94,203	86,642
		Ed.D./Ph.D.	104,955	99,914	92,352
4	5	Master's	95,712	90,671	83,109
		Ed.S./AA	99,997	94,956	87,395
		Ed.D./Ph.D.	105,702	100,662	93,097
5	6	Master's	96,229	91,188	83,626
		Ed.S./AA	100,510	95,469	87,909
		Ed.D./Ph.D.	106,218	101,176	93,614
6	7	Master's	99,602	94,562	87,001
		Ed.S./AA	104,009	98,969	91,407
		Ed.D./Ph.D.	109,876	104,837	97,275
7	8	Master's	100,369	95,330	87,767
		Ed.S./AA	104,781	99,742	92,178
		Ed.D./Ph.D.	110,643	105,604	98,042
8	9	Master's	101,137	96,096	88,534
		Ed.S./AA	105,548	100,508	92,945
		Ed.D./Ph.D.	111,412	106,370	98,811
9	10	Master's	101,906	96,863	89,305
		Ed.S./AA	106,312	101,271	93,711
		Ed.D./Ph.D.	112,182	107,139	99,576
10-11	11-12	Master's	102,677	97,635	90,074
		Ed.S./AA	107,087	102,046	94,485
		Ed.D./Ph.D.	112,950	107,910	100,347
12-14	13-15	Master's	103,129	98,087	90,527
		Ed.S./AA	108,504	102,518	95,337
		Ed.D./Ph.D.	113,445	108,408	100,844
15-20	16-21	Master's	104,769	100,721	94,475
		Ed.S./AA	110,803	105,889	99,076
		Ed.D./Ph.D.	116,472	112,317	106,240
21-23	22-24	Master's	105,504	102,541	97,517
		Ed.S./AA	111,570	108,314	102,079
		Ed.D./Ph.D.	118,494	115,224	109,457
24+	25+	Master's	106,242	103,258	98,201
		Ed.S./AA	112,336	109,073	103,100
		Ed.D./Ph.D.	119,680	116,377	110,553

12 MONTH ASSISTANT PRINCIPAL*

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	83,902	79,593	75,277
		Ed.S./AA	88,184	83,877	79,561
		Ed.D./Ph.D.	93,893	89,584	85,269
1	2	Master's	84,650	80,335	76,023
		Ed.S./AA	88,933	84,619	80,309
		Ed.D./Ph.D.	94,642	90,324	86,013
2	3	Master's	85,394	81,084	76,769
		Ed.S./AA	89,674	85,367	81,052
		Ed.D./Ph.D.	95,385	91,074	86,760
3	4	Master's	86,139	81,831	77,516
		Ed.S./AA	90,422	86,111	81,800
		Ed.D./Ph.D.	96,132	91,819	87,511
4	5	Master's	86,891	82,577	78,268
		Ed.S./AA	91,175	86,862	82,549
		Ed.D./Ph.D.	96,879	92,568	88,256
5	6	Master's	87,634	83,323	79,014
		Ed.S./AA	91,914	87,605	83,297
		Ed.D./Ph.D.	97,622	93,313	89,005
6	7	Master's	91,006	86,566	82,127
		Ed.S./AA	95,416	90,978	86,534
		Ed.D./Ph.D.	101,281	96,844	92,401
7	8	Master's	91,776	87,334	82,894
		Ed.S./AA	96,185	91,742	87,304
		Ed.D./Ph.D.	102,051	97,607	93,170
8	9	Master's	92,542	88,103	83,668
		Ed.S./AA	96,951	92,513	88,077
		Ed.D./Ph.D.	102,816	98,380	93,941
9	10	Master's	93,312	88,872	84,434
		Ed.S./AA	97,721	93,282	88,842
		Ed.D./Ph.D.	103,584	99,146	94,710
10-11	11-12	Master's	94,081	89,643	85,202
		Ed.S./AA	98,491	94,052	89,612
		Ed.D./Ph.D.	104,355	99,915	95,476
12-14	13-15	Master's	94,536	90,071	85,612
		Ed.S./AA	98,962	94,503	90,041
		Ed.D./Ph.D.	104,852	100,390	95,930
15+	16+	Master's	95,440	90,935	86,435
		Ed.S./AA	99,911	95,405	90,901
		Ed.D./Ph.D.	105,859	101,350	96,849

*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).

CLASSIFIED PERSONNEL

The following 2026-2027 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 full-time 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 full-time 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. Previous experience submitted after the date of hire will be credited on the payroll following the submission and approval. Pay for advanced degrees will be effective on the date the degree was conferred on the official transcript. The official transcript must be received by the Human Resources department directly from the college or university. Transcripts received from employees will not be accepted.
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

*For clarification, classified experience is converted first based on the table above, then administrative experience, if applicable, regardless of when experience is received and verified..

CLASSIFIED ADMINISTRATIVE PERSONNEL

1. Classified administrative positions are twelve-month positions and are required to work a 240-day contract.
2. Finance Director, 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.

EXECUTIVE DIRECTOR, CLASSIFIED DIRECTOR, CLASSIFIED ASSISTANT DIRECTOR, CLASSIFIED SUPERVISOR, ROUTE COORDINATOR

Step	Executive Director	Step	Classified Director	Step	Assistant Director	Step	Classified Supervisor	Step	Route Coordinator
1	149,052	1	116,789	1	97,695	1	82,309	1	70,921
2	149,907	2	117,575	2	98,483	2	83,057	2	71,564
3	150,756	3	118,356	3	99,265	3	83,799	3	72,205
4	151,607	4	119,146	4	100,050	4	84,549	4	72,850
5	152,459	5	119,926	5	100,832	5	85,296	5	73,495
6	153,310	6	120,710	6	101,614	6	86,041	6	74,135
7	157,904	7	124,717	7	105,419	7	89,365	7	77,000
8	158,782	8	125,452	8	106,336	8	90,135	8	77,664
9	159,661	9	126,263	9	107,258	9	90,901	9	78,325
10	160,538	10	127,068	10	108,174	10	91,671	10	78,987
11-12	161,414	11-12	128,413	11-12	109,094	11-12	92,441	11-12	79,651
13-15	162,056	13-15	131,656	13-15	110,014	13-15	92,886	13-15	80,034
16-21	163,336	16-21	132,739	16-21	110,933	16-21	93,778	16-21	80,802
22-24	165,445	22-24	134,730	22-24	112,596	22-24	95,185	22-24	82,015
25+	168,300	25+	137,424	25+	114,848	25+	97,088	25+	83,655

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. Individuals holding a primary, full-time certified position are ineligible for classified education supplements.

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 Board 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/ Utility Driver	Grandfathered Exceptional Education Driver - Hired before October 1, 2026*	School to School Trips Supplement Regular School to School Trips		
			CAT I	CAT II	CAT III
			(less than two hours daily)	(2-4 hours daily)	(greater than four hours daily)
1	18,161	21,979	3,233	6,651	10,111
2	18,407	22,255	3,294	6,800	10,325
3	18,597	22,536	3,364	6,961	10,557
4	18,874	22,817	3,452	7,116	10,781
5	19,033	23,094	3,539	7,273	11,006
6	19,262	23,375	3,622	7,421	11,221
7	19,484	23,653	3,712	7,580	11,458
8	19,627	23,936	3,797	7,734	11,704
9	19,833	24,214	3,881	7,884	11,940
10	20,109	24,494	3,972	8,052	12,210
11-12	20,315	24,762	4,101	8,245	12,588
13-15	20,609	25,029	4,232	8,399	12,856
16-21	21,060	25,296	4,362	8,554	13,126
22-24	21,195	25,561	4,491	8,710	13,393
25-27	21,480	25,832	4,621	8,863	13,662
28+	21,718	26,099	4,752	9,018	13,930

*All newly hired bus drivers with a start date on or after October 1, 2026, will be placed on the Bus Driver salary schedule regardless of whether they are assigned to drive an exceptional education bus route. Bus drivers who are paid on the Exceptional Education salary schedule as of October 1, 2026 will be grandfathered in and remain on that schedule so long as they continue to drive an exceptional education route or are otherwise entitled to retain that salary by law.

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	3,459	6,918	10,535
2	3,525	7,055	10,756
3	3,599	7,218	10,992
4	3,663	7,375	11,222
5	3,733	7,533	11,455
6	3,797	7,682	11,672
7	3,872	7,848	11,912
8	3,938	8,003	12,141
9	4,002	8,156	12,359
10	4,080	8,326	12,610
11-12	4,188	8,572	12,970
13-15	4,297	8,726	13,192
16-21	4,406	8,882	13,414
22-24	4,514	9,034	13,636
25-27	4,623	9,189	13,858
28+	4,731	9,344	14,081

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 \$15.00 per hour for school to school trips.
Short term school to school trips (less than a semester) will be paid at a rate of \$15.00 per hour.
<u>Field Trips</u>
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	CAT II	CAT III
Step	Annual	(less than two hours daily)	(2-4 hours daily)	(greater than four hours daily)
1	14,243	1,892	3,778	5,668
2	14,449	1,932	3,865	5,822
3	14,668	1,982	3,965	5,997
4	14,861	2,023	4,050	6,149
5	15,038	2,070	4,139	6,299
6	15,243	2,109	4,223	6,452
7	15,435	2,157	4,319	6,613
8	15,653	2,206	4,421	6,781
9	15,859	2,251	4,531	6,937
10	16,050	2,296	4,644	7,101
11-12	16,240	2,368	4,804	7,337
13-15	16,432	2,417	4,913	7,483
16-21	16,619	2,463	5,024	7,629
22-24	16,810	2,513	5,132	7,774
25-27	16,998	2,562	5,241	7,919
28+	17,186	2,609	5,351	8,064

Ex Ed Aide 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, CAFETERIA WORKER

Step	CNP Area Specialist 197 days – 8 hours		Cafeteria Manager 189 Days – 8 hours		Cafeteria Assistant Manager 187 Days – 8 hours		Cafeteria Worker 184 Days – 6.5 hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual	Hourly rate
1	42,238	26.80	37,108	24.54	30,086	20.11	23,380	19.55
2	42,746	27.12	37,551	24.84	30,518	20.40	23,579	19.71
3	43,238	27.44	37,991	25.13	30,997	20.72	23,754	19.86
4	43,730	27.75	38,435	25.42	31,463	21.03	23,928	20.01
5	44,206	28.05	38,877	25.71	31,907	21.33	24,127	20.17
6	44,697	28.36	39,322	26.01	32,357	21.63	24,326	20.34
7	45,205	28.68	39,982	26.44	32,702	21.86	24,613	20.58
8	45,697	29.00	40,422	26.73	33,116	22.14	24,824	20.76
9	46,173	29.30	40,863	27.03	33,546	22.42	25,036	20.93
10	46,665	29.61	41,304	27.32	33,994	22.72	25,235	21.10
11-12	47,726	30.28	42,237	27.93	34,809	23.27	25,745	21.53
13-15	49,571	31.45	43,906	29.04	36,231	24.22	26,716	22.34
16-21	51,602	32.74	45,740	30.25	37,776	25.25	27,786	23.23
22-24	52,439	33.27	46,521	30.77	38,485	25.73	28,196	23.58
25-27	53,735	34.10	47,707	31.55	39,492	26.40	28,868	24.14
28+	54,154	34.36	48,116	31.82	39,877	26.66	29,067	24.30

CHILD NUTRITION SUPPLEMENTS

Level	Additional Supplement
Level 1 Certification	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	15.30	15.78	15.30	16.25	16.87	17.53	17.53	18.15	22.07
2	15.38	16.02	15.42	16.65	17.27	18.20	18.20	18.78	23.12
3	15.44	16.35	15.98	17.02	17.65	18.58	18.85	19.43	24.18
4	15.60	16.63	16.46	17.41	18.05	18.99	19.51	20.08	25.25
5	15.77	16.87	17.02	17.78	18.47	19.34	20.13	20.75	26.37
6	15.92	17.16	17.54	18.20	18.85	19.76	20.83	21.41	27.34
7	16.04	17.46	18.07	18.60	19.22	20.10	21.48	22.07	28.38
8	16.25	17.71	18.60	18.99	19.62	20.52	22.14	22.74	29.43
9	16.42	18.03	19.07	19.39	20.03	20.87	22.81	23.39	30.50
10	16.59	18.29	19.62	19.77	20.40	21.28	23.46	24.01	31.56
11-12	16.74	18.58	19.98	20.12	20.80	21.68	24.11	24.62	32.64
13-15	16.88	18.85	20.13	20.38	21.23	22.10	24.78	25.29	33.70
16-21	17.09	19.14	20.32	20.64	21.63	22.50	25.43	25.94	34.77
22-24	17.24	19.41	20.47	20.87	22.06	22.92	26.10	26.61	35.86
25-27	17.39	19.67	20.66	21.12	22.45	23.33	26.74	27.27	36.90
28+	17.56	19.96	20.80	21.37	22.88	23.73	27.42	27.93	38.00

CUSTODIAN

Step	Head Custodian		Custodian											
	240 Days		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	33,680	17.54	25,290	16.05	23,704	16.04	22,123	16.04	20,543	16.04	18,963	16.04	13,360	16.95
2	34,676	18.06	25,594	16.24	24,000	16.24	22,400	16.24	20,802	16.25	19,200	16.24	13,512	17.15
3	35,666	18.58	25,899	16.43	24,281	16.43	22,661	16.43	21,045	16.43	19,424	16.43	13,661	17.34
4	36,658	19.09	26,771	16.99	25,101	16.99	23,426	16.99	21,750	16.99	20,079	16.99	14,104	17.9
5	37,648	19.61	27,377	17.37	25,658	17.37	23,947	17.37	22,236	17.37	20,528	17.37	14,401	18.28
6	38,639	20.12	27,966	17.74	26,216	17.74	24,469	17.74	22,719	17.74	20,974	17.74	14,700	18.65
7	39,633	20.64	28,553	18.12	26,775	18.12	24,990	18.12	23,205	18.12	21,421	18.12	14,993	19.03
8	40,602	21.15	29,200	18.53	27,371	18.53	25,546	18.53	23,720	18.52	21,896	18.52	15,292	19.41
9	41,593	21.66	29,808	18.91	27,948	18.92	26,083	18.91	24,223	18.92	22,358	18.92	15,592	19.79
10	42,586	22.18	30,458	19.33	28,562	19.33	26,658	19.33	24,755	19.33	22,850	19.33	15,887	20.16
11-12	44,304	23.08	31,104	19.74	29,160	19.74	27,215	19.74	25,271	19.74	23,325	19.73	16,187	20.54
13-15	45,353	23.62	31,535	20.01	29,565	20.01	27,593	20.01	25,622	20.01	23,652	20.01	16,296	20.68
16-21	47,734	24.86	32,883	20.86	30,831	20.87	28,773	20.87	26,720	20.87	24,666	20.87	16,874	21.41
22-24	48,775	25.4	33,296	21.13	31,221	21.13	29,139	21.13	27,059	21.13	24,975	21.13	16,972	21.54
25-27	50,156	26.12	33,937	21.53	31,824	21.54	29,703	21.54	27,582	21.54	25,461	21.54	17,182	21.8
28+	50,864	26.49	34,124	21.65	31,982	21.65	29,851	21.65	27,720	21.65	25,587	21.65	17,163	21.78

*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,
PRE-K INSTRUCTIONAL ASSISTANT, AUXILIARY TEACHER**

Step	Para ESL Translator/ Media Aide/P.E. Aide		Exceptional Ed Paraprofessional		Pre-K Instructional Assistant/Auxiliary Teacher	
	9 months - 187 Days		9 Months – 187 Days		9 Months – 187 Days	
	7 hours		7.5 Hours		7.5 Hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	21,279	16.26	26,666	19.01	23,814	16.98
2	21,577	16.48	26,980	19.24	24,119	17.20
3	21,857	16.70	27,281	19.45	24,422	17.41
4	22,155	16.93	27,595	19.68	24,726	17.63
5	22,434	17.14	27,896	19.89	25,029	17.85
6	22,733	17.37	28,224	20.12	25,333	18.06
7	23,030	17.59	28,525	20.34	25,639	18.28
8	23,308	17.81	28,839	20.56	25,942	18.50
9	23,607	18.03	29,155	20.79	26,246	18.71
10	23,885	18.25	29,455	21.00	26,548	18.93
11-12	24,185	18.48	29,770	21.23	26,850	19.14
13-15	24,480	18.70	30,271	21.58	27,155	19.36
16-21	24,778	18.93	31,244	22.28	27,460	19.58
22-24	25,077	19.16	32,016	22.83	27,762	19.79
25-27	25,374	19.38	32,545	23.20	28,068	20.01
28+	25,669	19.61	32,960	23.50	28,369	20.23

9, 9.5, 10 AND 12 MONTH ADMINISTRATIVE ASSISTANT

Step	Administrative Assistant		Administrative Assistant*		Administrative Assistant		Administrative Assistant	
	9 months – 187 Days		9.5 months – 197 Days		10 months – 202 Days		12 months – 240 Days	
	7.5 hours		7.5 hours		7.5 hours		7.5 hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	22,712	16.19	26,961	18.25	29,173	19.26	39,107	21.73
2	22,995	16.40	27,799	18.81	29,783	19.66	40,082	22.27
3	23,295	16.61	28,247	19.12	30,434	20.09	41,057	22.81
4	23,577	16.81	28,600	19.36	31,062	20.50	42,032	23.35
5	23,861	17.01	28,839	19.52	31,692	20.92	42,986	23.88
6	24,160	17.23	29,344	19.86	32,456	21.42	43,961	24.42
7	24,444	17.43	29,643	20.06	32,952	21.75	44,936	24.96
8	24,726	17.63	29,996	20.30	33,584	22.17	45,912	25.51
9	25,027	17.84	31,039	21.01	34,233	22.60	46,886	26.05
10	25,310	18.05	31,505	21.32	34,863	23.01	47,861	26.59
11-12	25,610	18.26	32,099	21.73	35,493	23.43	48,814	27.12
13-15	25,894	18.46	32,383	21.92	36,122	23.84	49,790	27.66
16-21	26,176	18.66	32,668	22.11	36,755	24.26	50,765	28.20
22-24	26,461	18.87	32,950	22.30	37,384	24.68	51,742	28.75
25-27	26,743	19.07	33,233	22.49	38,013	25.09	52,718	29.29
28+	27,028	19.27	33,517	22.68	38,644	25.51	53,692	29.83

* 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	Office Coordinator				Staff Accountant 12 Months - 240 Days, 7.5 hours	
	Elementary and CEZ 12 Months - 240 Days, 7.5 hours		Middle-Jr and High School 12 Months - 240 Days, 7.5 hours			
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	46,823	26.01	52,664	29.26	59,200	32.89
2	47,942	26.63	53,554	29.75	60,215	33.45
3	49,057	27.25	54,470	30.26	61,229	34.02
4	50,172	27.87	55,387	30.77	62,243	34.58
5	51,287	28.49	56,280	31.27	63,254	35.14
6	52,404	29.11	57,194	31.77	64,268	35.70
7	53,520	29.73	58,111	32.28	65,281	36.27
8	54,635	30.35	59,004	32.78	66,293	36.83
9	55,753	30.97	59,921	33.29	67,309	37.39
10	56,867	31.59	60,836	33.80	68,323	37.96
11-12	57,982	32.21	61,754	34.31	69,341	38.52
13-15	59,098	32.83	62,906	34.95	70,352	39.08
16-21	60,203	33.45	64,124	35.62	71,363	39.65
22-24	61,338	34.08	65,341	36.30	72,376	40.21
25-27	62,447	34.69	66,562	36.98	73,388	40.77
28+	63,560	35.31	67,780	37.66	74,401	41.33

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	67,722	37.62	60,262	33.48	50,155	27.86	34,070	18.93	53,713	29.84
2	68,814	38.23	61,234	34.02	51,004	28.34	34,636	19.24	54,623	30.35
3	69,908	38.84	62,228	34.57	51,876	28.82	35,182	19.55	55,556	30.86
4	70,975	39.43	63,201	35.11	52,749	29.31	35,728	19.85	56,492	31.38
5	72,072	40.04	64,198	35.67	53,600	29.78	36,294	20.16	57,402	31.89
6	73,165	40.65	65,194	36.22	54,471	30.26	36,837	20.47	58,333	32.41
7	74,234	41.24	66,166	36.76	55,344	30.75	37,405	20.78	59,269	32.93
8	75,326	41.85	67,159	37.31	56,194	31.22	37,950	21.08	60,180	33.43
9	76,418	42.45	68,157	37.87	57,068	31.70	38,517	21.40	61,116	33.95
10	77,488	43.05	69,131	38.41	57,939	32.19	39,062	21.70	62,048	34.47
11-12	78,580	43.66	70,127	38.96	58,813	32.67	39,629	22.02	62,984	34.99
13-15	79,675	44.26	71,123	39.51	59,662	33.15	40,196	22.33	63,894	35.50
16-21	80,770	44.87	72,118	40.07	60,514	33.62	40,762	22.65	64,804	36.00
22-24	81,862	45.48	73,115	40.62	61,360	34.09	41,330	22.96	65,712	36.51
25-27	82,955	46.09	74,112	41.17	62,211	34.56	41,895	23.28	66,625	37.01
28+	84,049	46.69	75,107	41.73	63,060	35.03	42,464	23.59	67,533	37.52

SERVICE EMPLOYEES – SUPPORT OPERATIONS & TRANSPORTATION
12 MONTH 7.5 HOURS

Step					Technician/ Central Office Building Asst. Coordinator		Certified Technician/ Central Office Building Coordinator			
	Laborer		Utility Worker/ School Bus Trainer						Specialist	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	28,218	15.68	42,124	23.40	50,379	27.99	58,637	32.58	63,786	35.44
2	29,354	16.31	42,939	23.86	50,880	28.27	59,358	32.98	64,552	35.86
3	30,849	17.14	43,711	24.28	51,378	28.54	60,087	33.38	65,326	36.29
4	32,165	17.87	44,508	24.73	51,923	28.85	60,826	33.79	66,110	36.73
5	33,458	18.59	45,276	25.15	52,422	29.12	61,573	34.21	66,903	37.17
6	34,773	19.32	46,048	25.58	52,944	29.41	62,330	34.63	67,707	37.62
7	36,090	20.05	46,841	26.02	53,442	29.69	63,096	35.05	68,519	38.07
8	37,405	20.78	47,363	26.31	53,828	29.90	63,871	35.48	69,341	38.52
9	38,720	21.51	48,406	26.89	54,464	30.26	64,657	35.92	70,173	38.99
10	40,014	22.23	49,177	27.32	54,917	30.51	65,450	36.36	71,014	39.45
11-12	41,330	22.96	50,132	27.85	55,506	30.84	66,256	36.81	71,868	39.93
13-15	42,647	23.69	50,902	28.28	56,008	31.12	67,069	37.26	72,729	40.41
16-21	43,961	24.42	51,673	28.71	56,506	31.39	67,893	37.72	73,602	40.89
22-24	45,276	25.15	52,445	29.14	57,005	31.67	68,729	38.18	74,486	41.38
25-27	46,594	25.89	53,215	29.56	57,504	31.95	69,572	38.65	75,379	41.88
28+	47,908	26.62	53,988	29.99	58,001	32.22	70,365	39.09	76,284	42.38

SERVICE EMPLOYEES – TECHNOLOGY

12 MONTH 7.5 HOURS

Step	Network & Server Security Spec/CNP IT Systems Analytical Support Spec/Data Integration Specialist		Senior Support Technician/ Data Support Technician/ Video and Digital Media Specialist/Digital Communications Specialist		Junior Support Technician	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	75,174	41.76	58,274	32.37	38,131	21.18
2	76,195	42.33	59,112	32.84	38,969	21.65
3	77,193	42.89	59,954	33.31	39,834	22.13
4	78,215	43.45	60,793	33.77	40,674	22.60
5	79,211	44.01	61,926	34.40	41,512	23.06
6	80,231	44.57	63,039	35.02	42,349	23.53
7	81,230	45.13	64,150	35.64	43,190	23.99
8	82,251	45.70	65,283	36.27	44,029	24.46
9	83,248	46.25	66,394	36.89	44,869	24.93
10	84,269	46.82	67,507	37.50	45,730	25.41
11-12	85,267	47.37	68,643	38.14	46,569	25.87
13-15	86,267	47.93	69,397	38.55	47,408	26.34
16-21	87,265	48.48	70,154	38.97	48,247	26.80
22-24	88,263	49.04	70,909	39.39	49,088	27.27
25-27	89,260	49.59	71,666	39.81	49,928	27.74
28+	90,259	50.14	72,422	40.23	50,765	28.20

SERVICE EMPLOYEES TECHNOLOGY

240 DAYS

Step	Video Production Specialist
1	58,274
2	59,112
3	59,954
4	60,793
5	61,926
6	63,039
7	64,150
8	65,283
9	66,394
10	67,507
11-12	68,643
13-15	69,397
16-21	70,154
22-24	70,909
25-27	71,666
28+	72,422

SIGN LANGUAGE INTERPRETER

	Sign Language Interpreter* 187 days – 6.5 Hours					
Step	Level 1	Hourly rate	Level 2	Hourly rate	Level 3	Hourly rate
1	38,690	31.83	43,883	36.10	46,488	38.25
2	39,286	32.32	44,525	36.63	47,146	38.79
3	39,886	32.81	44,925	36.96	47,789	39.32
4	40,513	33.33	45,583	37.50	48,447	39.86
5	41,141	33.85	46,224	38.03	49,090	40.39
6	41,768	34.36	46,870	38.56	49,735	40.92
7	42,398	34.88	47,529	39.10	50,392	41.46
8	43,025	35.40	48,172	39.63	51,037	41.99
9	43,667	35.93	48,830	40.17	51,695	42.53
10	44,296	36.44	49,472	40.70	52,337	43.06
11-12	44,925	36.96	50,133	41.24	52,998	43.60
13-15	45,551	37.48	50,790	41.79	53,655	44.14
16-21	46,179	37.99	51,451	42.33	54,316	44.69
22-24	46,807	38.51	52,110	42.87	54,974	45.23
25-27	47,435	39.03	52,770	43.41	55,632	45.77
28+	48,062	39.54	53,427	43.95	56,292	46.31

*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	51,838	58,473	67,388
2	52,101	58,979	67,730
3	52,480	59,319	68,225
4	57,616	65,054	74,901
5	58,405	65,845	75,926
6	59,055	66,493	76,772
7	61,460	69,114	79,899
8	62,131	69,788	80,771
9	62,859	70,459	81,716
10	63,714	71,378	82,828
11-12	64,390	72,047	83,705
13-15	64,695	72,388	84,103
16-21	65,304	73,073	84,896
22-24	65,914	73,757	85,689
25-27	66,526	74,444	86,485
28+	67,135	75,130	87,276

THERAPY ASSISTANT

9 MONTH – 187 DAYS – 6.50 HOURS

Step	Therapy Assistant	Hourly rate
1	33,572	27.62
2	34,026	27.99
3	34,571	28.44
4	35,019	28.81
5	35,473	29.18
6	35,920	29.55
7	36,353	29.91
8	36,980	30.42
9	37,431	30.79
10	37,825	31.12
11+	38,058	31.31

ZONE NURSE (RN)

Years of Experience	Step	Zone Nurse (RN) 9 months/187 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	50,444	55,659	60,875	60,967	53,142	58,636	64,129	64,227
1	2	50,679	55,923	61,165	60,967	53,389	58,913	64,435	64,227
2	3	51,032	56,317	61,604	60,967	53,760	59,330	64,899	64,227
3	4	55,708	61,569	67,431	67,056	58,688	64,863	71,037	70,642
4	5	56,427	62,376	68,325	67,056	59,445	65,712	71,979	70,642
5	6	57,025	63,048	69,070	67,056	60,074	66,420	72,765	70,642
6	7	57,619	63,713	69,806	69,998	60,700	67,120	73,539	73,741
7	8	58,212	64,379	70,545	69,998	61,325	67,823	74,318	73,741
8	9	58,757	64,991	71,225	69,998	61,900	68,466	75,032	73,741
9	10	59,620	65,958	72,296	72,111	62,808	69,485	76,161	75,967
10	11	60,209	66,619	73,032	72,830	63,428	70,182	76,937	76,725
11	12	60,339	66,768	73,196	73,559	63,566	70,339	77,110	77,492
12	13	60,657	67,122	73,585	74,296	63,901	70,710	77,520	78,269
13	14	60,976	67,478	73,982	75,038	64,237	71,088	77,938	79,051
14	15	61,296	67,839	74,381	75,789	64,574	71,467	78,358	79,843
15	16	61,467	68,178	74,886	76,546	64,755	71,823	78,892	80,639
16	17	62,106	68,751	75,394	77,311	65,428	72,427	79,426	81,446
17	18	62,517	69,212	75,907	78,086	65,860	72,914	79,966	82,261
18	19	62,752	69,473	76,193	78,866	66,108	73,188	80,268	83,083
19	20	62,988	69,737	76,488	79,654	66,357	73,467	80,578	83,914
20	21	63,225	70,004	76,782	80,450	66,606	73,747	80,888	84,753
21	22	63,458	70,269	77,078	81,256	66,851	74,025	81,201	85,601
22	23	63,695	70,533	77,372	82,067	67,101	74,304	81,509	86,455
23	24	63,934	70,800	77,666	82,887	67,353	74,586	81,819	87,321
24	25	64,153	70,995	77,834	83,719	67,583	74,792	81,997	88,194
25	26	64,373	71,242	78,110	84,555	67,816	75,053	82,287	89,076
26	27	64,598	71,494	78,391	85,401	68,051	75,318	82,583	89,966
27	28	65,231	72,149	79,066	86,256	68,719	76,007	83,295	90,869
28	29	65,884	72,871	79,858	87,116	69,407	76,768	84,129	91,775
29	30	66,542	73,599	80,655	87,987	70,101	77,534	84,969	92,694
30	31	67,207	74,336	81,463	88,868	70,801	78,311	85,820	93,620
31	32	67,879	75,078	82,277	89,756	71,510	79,094	86,678	94,556
32	33	68,559	75,830	83,100	90,654	72,224	79,885	87,545	95,502
33	34	69,245	76,589	83,932	91,559	72,947	80,684	88,421	96,456
34	35	69,937	77,354	84,771	92,476	73,677	81,491	89,304	97,422
35+	36+	70,636	78,127	85,618	93,401	74,413	82,305	90,197	98,396

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

Years of Experience	Step	Registered Nurse (RN) 9 months/187 days				Registered Nurse (RN) 9.5 months/197 days				LPN	
		ASN	BSN	MSN	DSN	ASN	BSN	MSN	DSN	Annual Salary	Hourly Rate
		Degree	Degree	Degree	Degree	Degree	Degree	Degree	Degree		
0	1	46,837	50,031	53,224	57,246	49,343	52,706	56,070	60,306	34,608	28.47
1	2	47,073	50,283	53,494	57,246	49,589	52,972	56,354	60,306	34,608	28.47
2	3	47,429	50,666	53,903	57,246	49,966	53,376	56,786	60,306	34,608	28.47
3	4	52,130	55,724	59,316	62,963	54,918	58,703	62,487	66,331	38,064	31.32
4	5	52,852	56,501	60,147	62,963	55,679	59,522	63,363	66,331	38,064	31.32
5	6	53,454	57,147	60,840	62,963	56,312	60,202	64,093	66,331	38,064	31.32
6	7	54,052	57,786	61,519	65,725	56,942	60,876	64,810	69,240	39,733	32.69
7	8	54,648	58,428	62,209	65,725	57,570	61,552	65,535	69,240	39,733	32.69
8	9	55,194	59,017	62,839	65,725	58,147	62,173	66,200	69,240	39,733	32.69
9	10	56,060	59,948	63,837	67,710	59,057	63,154	67,251	71,330	40,933	33.68
10	11	56,655	60,588	64,519	68,385	59,684	63,828	67,970	72,043	41,343	34.01
11	12	56,787	60,730	64,671	69,068	59,824	63,977	68,130	72,763	41,757	34.35
12	13	57,106	61,070	65,033	69,761	60,159	64,337	68,511	73,492	42,173	34.70
13	14	57,426	61,413	65,399	70,458	60,497	64,698	68,897	74,225	42,594	35.04
14	15	57,748	61,873	65,996	71,163	60,838	65,181	69,525	74,969	43,021	35.39
15	16	57,922	62,289	66,657	71,874	61,018	65,620	70,222	75,719	43,452	35.75
16	17	58,564	62,943	67,322	72,593	61,696	66,309	70,922	76,475	43,887	36.11
17	18	58,975	63,485	67,995	73,320	62,129	66,880	71,632	77,241	44,326	36.47
18	19	59,213	63,944	68,675	74,052	62,379	67,363	72,348	78,013	44,769	36.83
19	20	59,655	64,509	69,362	74,793	62,845	67,958	73,071	78,793	45,216	37.20
20	21	60,249	65,154	70,056	75,540	63,473	68,637	73,802	79,580	45,667	37.57
21	22	60,854	65,805	70,756	76,296	64,108	69,324	74,541	80,377	46,125	37.95
22	23	61,461	66,462	71,463	77,059	64,749	70,017	75,284	81,180	46,585	38.33
23	24	62,077	67,128	72,178	77,829	65,396	70,717	76,038	81,991	47,053	38.71
24	25	62,697	67,799	72,900	78,609	66,051	71,426	76,799	82,812	47,523	39.10
25	26	63,324	68,477	73,629	79,395	66,710	72,140	77,566	83,640	47,998	39.49
26	27	63,956	69,160	74,364	80,188	67,376	72,860	78,341	84,476	48,478	39.88
27	28	64,598	69,854	75,110	80,991	68,051	73,590	79,127	85,322	48,962	40.28

28	29	65,242	70,551	75,859	81,799	68,732	74,324	79,916	86,174	49,452	40.68
29	30	65,896	71,258	76,619	82,618	69,419	75,069	80,717	87,037	49,946	41.09
30	31	66,555	71,969	77,384	83,443	70,114	75,818	81,521	87,906	50,446	41.50
31	32	67,220	72,688	78,158	84,276	70,814	76,577	82,337	88,785	50,949	41.92
32	33	67,892	73,417	78,940	85,121	71,522	77,343	83,162	89,673	51,460	42.34
33	34	68,571	74,150	79,729	85,972	72,237	78,116	83,993	90,570	51,974	42.76
34	35	69,256	74,891	80,526	86,833	72,961	78,896	84,832	91,475	52,494	43.19
35+	36+	69,950	75,641	81,333	87,701	73,690	79,686	85,682	92,391	53,019	43.62

REGISTERED NURSE (RN)

Registered Nurse (RN) - 12 months / 240 Days					
Years of Experience	Step	ASN Degree	BSN Degree	MSN Degree	DSN Degree
0	1	60,112	64,211	68,308	73,471
1	2	60,415	64,534	68,655	73,471
2	3	60,871	65,026	69,180	73,471
3	4	66,905	71,517	76,128	80,808
4	5	67,832	72,514	77,194	80,808
5	6	68,604	73,343	78,083	80,808
6	7	69,371	74,164	78,955	84,353
7	8	70,136	74,987	79,840	84,353
8	9	70,838	75,744	80,649	84,353
9	10	71,949	76,939	81,929	86,900
10	11	72,712	77,760	82,805	87,767
11	12	72,882	77,942	83,000	88,644
12	13	73,291	78,379	83,465	89,533
13	14	73,702	78,819	83,935	90,427
14	15	74,115	79,409	84,701	91,333
15	16	74,338	79,944	85,549	92,245
16	17	75,163	80,783	86,403	93,168
17	18	75,690	81,478	87,267	94,100
18	19	75,995	82,067	88,138	95,040
19	20	76,562	82,792	89,021	95,990
20	21	77,325	83,619	89,911	96,950
21	22	78,102	84,456	90,810	97,920
22	23	78,881	85,299	91,718	98,899
23	24	79,671	86,154	92,635	99,888
24	25	80,467	87,015	93,562	100,889
25	26	81,271	87,885	94,497	101,897
26	27	82,083	88,762	95,441	102,915
27	28	82,906	89,652	96,398	103,946
28	29	83,733	90,547	97,360	104,983
29	30	84,573	91,454	98,335	106,034
30	31	85,418	92,367	99,317	107,093
31	32	86,272	93,290	100,309	108,162
32	33	87,134	94,224	101,313	109,246
33	34	88,005	95,166	102,326	110,338
34	35	88,885	96,117	103,349	111,443

TRANSPORTATION NURSE

Transportation Nurse - 9 months / 187 Days 4 Hours			
Years of Experience	Step	Hourly Salary	Annual Rate
0	1	28.47	21,294
1	2	28.47	21,295
2	3	28.47	21,295
3	4	31.31	23,423
4	5	31.31	23,423
5	6	31.31	23,423
6	7	32.69	24,452
7	8	32.69	24,452
8	9	32.69	24,452
9	10	33.68	25,193
10	11	34.02	25,445
11	12	34.35	25,697
12	13	34.70	25,956
13	14	35.05	26,215
14	15	35.39	26,475
15	16	35.75	26,741
16	17	36.11	27,009
17	18	36.47	27,276
18	19	36.83	27,550
19	20	37.20	27,826
20	21	37.57	28,100
21	22	37.95	28,383
22	23	38.32	28,664
23	24	38.71	28,955
24	25	39.10	29,244
25	26	39.48	29,534
26	27	39.88	29,832
27	28	40.28	30,130
28	29	40.69	30,435
29	30	41.10	30,740
30	31	41.50	31,045
31	32	41.91	31,350
32	33	42.34	31,670
33	34	42.76	31,983
34	35	43.19	32,303
35+	36+	43.61	32,624

COORDINATOR OF SCHOOL NURSING SERVICES

Years of Experience	Step	Coordinator of School Nursing Services 12 months/240 days			
		ASN Degree	BSN Degree	MSN Degree	DSN Degree
0	1	64,741	71,434	78,128	78,247
1	2	65,042	71,772	78,501	78,247
2	3	65,495	72,279	79,064	78,247
3	4	71,497	79,019	86,543	86,061
4	5	72,420	80,055	87,689	86,061
5	6	73,187	80,918	88,646	86,061
6	7	73,949	81,771	89,590	89,836
7	8	74,711	82,626	90,539	89,836
8	9	75,410	83,411	91,411	89,836
9	10	76,518	84,652	92,786	92,549
10	11	77,273	85,501	93,731	93,472
11	12	77,441	85,692	93,942	94,408
12	13	77,849	86,146	94,440	95,353
13	14	78,257	86,603	94,950	96,306
14	15	78,669	87,066	95,463	97,269
15	16	78,888	87,501	96,111	98,241
16	17	79,708	88,237	96,763	99,223
17	18	80,235	88,828	97,421	100,217
18	19	80,538	89,163	97,788	101,219
19	20	80,840	89,503	98,166	102,230
20	21	81,144	89,844	98,543	103,252
21	22	81,444	90,185	98,924	104,286
22	23	81,747	90,524	99,301	105,327
23	24	82,054	90,867	99,678	106,379
24	25	82,335	91,117	99,894	107,446
25	26	82,618	91,433	100,248	108,520
26	27	82,906	91,757	100,609	109,605
27	28	83,719	92,597	101,475	110,703
28	29	84,557	93,524	102,491	111,807
29	30	85,401	94,459	103,515	112,925
30	31	86,255	95,404	104,552	114,055
31	32	87,117	96,357	105,597	115,195
32	33	87,991	97,322	106,653	116,347
33	34	88,870	98,296	107,720	117,509
34	35	89,759	99,278	108,797	118,686
35+	36+	90,656	100,270	109,884	119,873

CAREER COACH

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	53,495	58,297	62,863	67,424
1	2	53,758	58,583	63,171	67,553
2	3	54,020	58,880	63,480	68,360
3	4	56,458	64,490	69,142	74,170
4	5	57,308	65,341	69,687	74,170
5	6	58,015	66,046	70,394	74,454
6	7	60,464	68,733	73,207	77,411
7	8	61,188	69,462	73,932	78,120
8	9	61,881	70,188	74,660	78,847
9	10	62,899	71,172	75,647	79,834
10	11	63,624	71,894	76,367	81,789
11	12	63,624	71,894	76,633	81,789
12	13	63,929	72,243	76,976	82,184
13	14	63,929	72,243	77,392	82,986
14	15	63,929	72,474	78,165	83,817
15	16	66,014	74,486	79,065	84,656
16	17	66,014	74,486	79,736	85,503
17	18	66,014	74,669	80,534	86,358
18	19	66,014	75,416	81,339	87,220
19	20	66,237	76,171	82,152	88,093
20	21	66,898	76,931	82,974	88,973
21	22	67,567	77,701	83,803	89,863
22	23	68,243	78,479	84,641	90,761
23	24	68,926	79,264	85,488	91,668
24	25	69,617	80,056	86,344	92,586
25	26	70,311	80,856	87,208	93,512
26	27	71,014	81,664	88,080	94,447
27	28	71,724	82,481	88,960	95,393
28	29	72,441	83,306	89,850	96,346
29	30	73,167	84,138	90,747	97,309
30	31	73,896	84,982	91,655	98,282
31	32	74,636	85,828	92,570	99,265
32	33	75,383	86,689	93,497	100,257
33	34	76,136	87,556	94,433	101,260
34	35	76,897	88,432	95,375	102,271
35+	36+	77,666	89,314	96,331	103,294

SOCIAL WORKER AND BEHAVIORAL INTERVENTIONIST
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	46,488	53,426	57,610	61,791
		10	50,188	57,713	62,229	66,749
		12	59,628	68,568	73,936	79,306
1	2	9	46,745	53,623	58,170	62,537
		10	50,403	57,837	62,229	66,749
		12	59,885	68,717	73,936	79,306
2	3	9	47,129	53,967	58,357	63,284
		10	50,818	58,202	62,229	66,749
		12	60,378	69,151	73,936	79,306
3	4	9	52,264	59,701	63,721	67,969
		10	56,360	64,399	68,743	73,419
		12	66,963	76,513	81,675	87,231
4	5	9	53,052	60,489	64,512	68,278
		10	57,219	65,253	69,599	73,754
		12	67,983	77,528	82,690	87,630
5	6	9	53,707	61,142	65,167	68,925
		10	57,921	65,959	70,302	74,454
		12	68,817	78,366	83,528	88,462
6	7	9	55,974	63,629	67,771	71,646
		10	60,373	68,639	73,119	77,395
		12	71,729	81,552	86,873	91,954
7	8	9	56,644	64,304	68,442	72,319
		10	61,092	69,366	73,841	78,119
		12	72,586	82,416	87,732	92,814
8	9	9	57,286	64,976	69,116	72,992
		10	61,767	70,091	74,567	78,847
		12	73,388	83,279	88,595	93,679
9	10	9	58,228	65,887	70,030	73,906
		10	62,803	71,079	75,551	79,832
		12	74,617	84,450	89,765	94,851
10-11	11-12	9	58,899	66,555	70,696	75,716
		10	63,533	71,802	76,280	81,171
		12	75,485	85,311	90,629	96,440
12-14	13-15	9	59,182	66,878	71,038	76,081
		10	63,836	72,150	76,648	81,563
		12	75,843	85,723	91,067	96,907
15-20	16-21	9	61,112	68,955	73,194	78,333
		10	65,835	74,305	78,890	83,899
		12	78,219	88,284	93,729	99,682
21+	22+	9	61,112	68,955	73,194	78,333
		10	65,835	74,305	78,890	84,531
		12	78,219	88,284	93,729	100,433

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

SUMMER SCHOOL EMPLOYEES

Position	Rate
Child Nutrition Worker	25.00/hour
Child Nutrition Manager	32.00/hour

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	90.00/day
Bus Aide	70.00/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

PART-TIME, NON-BENEFITED, COMMUNICATIONS

Position	Football/Flag Football	Additional Sports*	General Events**
Announcer (Play-by-Play, Color, Reporter, Etc.)	350.00/day	250.00/day	250.00/day
Operator (Camera, Audio, Replay, Etc.)	250.00/day	200.00/day	250.00/day

*Additional Sports include: Volleyball, Basketball, Wrestling, Soccer, Baseball, Softball, Tennis, Track, Golf, other sports not listed.

** General Events include: Graduation, Student Advisory Council, Spelling Bee, Teacher of the year Banquet, etc.