



JEFCOED

JEFFERSON COUNTY BOARD OF EDUCATION

SALARY SCHEDULE

Jefferson County Board of Education

2022-2023

(Effective July 1, 2022 with employees' contract year)

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INTRODUCTION

The 2022-2023 **Salary Schedule** provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Salaries in the **Salary Schedule** are based on years of experience, degree/certification, and assignment. Certificated employees will be paid on the highest degree recognized by the Alabama State Department of Education. Pay becomes effective on the date the state recognizes the degree. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of full-time years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her Principal/Director. It is also the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's Principal/Director or to the Human Resources division of the Board. Experience credit will only be awarded in the scholastic year (July 1 - June 30) in which it is received. It is the responsibility of the employee to request a Supplement EXP from all previous school districts and verify receipt with the appropriate Human Resources Generalist.** Any revisions to the 2022-2023 salary schedule that are made during the year will be posted in the shared Finance drive or available upon request to the Payroll Director.

CONTRACT DAYS

Nine Month Employees.....	187 days
Nine Month TEAMS Teacher.....	189 days
Nine and One-Half Month Employees.....	197 days
Ten Month Counselors/Supervisors/ Band Directors/Specialist.....	207 days
All other Ten Month Employees.....	202 days
Eleven Month Assistant Principals.....	222 days
Nine Month Child Nutrition Area Specialist.....	190 days
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Child Nutrition Program Assistant Managers.....	187 days
Child Nutrition Program Workers.....	184 days
Bus Drivers/Aides.....	183 days
Nine Month School Nurses.....	182 days
Nine and One-Half Month School Nurses.....	197 days
Twelve Month Employees.....	240 days

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

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

Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year. Nine, nine and one-half, ten, eleven, and twelve-month employees hired after the first day of their respective contract period shall receive a prorated salary based on the number of days remaining in their contract, to be divided equally over the remaining months through August.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member's contribution rate is set by law at 7.50% of earned compensation for employees hired prior to January 1, 2013 or with prior service credit with the Retirement Systems of Alabama. The member's contribution rate for employees hired after January 1, 2013 is set by law at 6.20%.

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

Central Office personnel are expected to maintain office hours as assigned by their supervisor including Support Operations and Transportation. Work weeks are generally defined as Monday through Friday. Any deviation from the typical work week schedule must be Board approved prior to the occurrence. Each Central Office Building department should be staffed until 4:30 p.m. The assigned work schedule should continue through June 30, 2023.

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

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

Upon separate Board approval, twelve month employees may be allowed to work the required number of weekly hours over four days as opposed to five.

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

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

CERTIFICATED PERSONNEL

**TEACHERS, CAREER TECHNICAL, RESOURCE,
EDUCATIONAL DIAGNOSTICIAN, ETC.
9 MONTH, 187 DAYS**

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	44,225	50,856	54,838	58,817
1	2	44,442	51,105	55,107	58,930
2	3	44,659	51,355	55,376	59,633
3	4	49,249	56,257	60,317	64,702
4	5	49,992	57,000	60,791	64,702
5	6	50,610	57,616	61,408	64,950
6	7	52,745	59,959	63,862	67,529
7	8	53,376	60,595	64,494	68,148
8	9	53,982	61,228	65,129	68,782
9	10	54,870	62,086	65,991	69,643
10	11	55,502	62,717	66,619	71,348
11	12	55,502	62,717	66,850	71,348
12	13	55,769	63,021	67,150	71,692
13	14	55,769	63,021	67,513	72,393
14	15	55,769	63,222	68,187	73,118
15	16	57,587	64,977	68,973	73,849
16	17	57,587	64,977	69,558	74,588
17	18	57,587	65,137	70,254	75,333
18	19	57,587	65,789	70,956	76,086
19	20	57,781	66,447	71,666	76,847
20	21	58,358	67,111	72,382	77,616
21	22	58,943	67,782	73,106	78,392
22	23	59,531	68,460	73,837	79,175
23	24	60,127	69,145	74,575	79,967
24	25	60,729	69,836	75,322	80,767
25	26	61,336	70,534	76,075	81,575
26	27	61,949	71,240	76,836	82,391
27	28	62,569	71,952	77,604	83,215
28	29	63,194	72,672	78,380	84,047
29	30	63,827	73,398	79,163	84,887
30	31	64,464	74,133	79,955	85,736
31	32	65,109	74,873	80,754	86,593
32	33	65,760	75,623	81,562	87,459
33	34	66,417	76,379	82,378	88,334
34	35	67,081	77,143	83,201	89,217
35+	36+	67,752	77,914	84,034	90,109

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

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	47,772	54,935	59,237	63,535
1	2	48,007	55,204	59,527	63,657
2	3	48,241	55,474	59,818	64,416
3	4	53,199	60,770	65,155	69,892
4	5	54,002	61,572	65,667	69,892
5	6	54,670	62,238	66,334	70,160
6	7	56,976	64,769	68,985	72,946
7	8	57,657	65,456	69,667	73,614
8	9	58,312	66,139	70,353	74,299
9	10	59,271	67,066	71,284	75,229
10	11	59,954	67,748	71,963	77,071
11	12	59,954	67,748	72,212	77,071
12	13	60,242	68,076	72,536	77,443
13	14	60,242	68,076	72,928	78,200
14	15	60,242	68,293	73,657	78,983
15	16	62,206	70,189	74,506	79,773
16	17	62,206	70,189	75,138	80,571
17	18	62,206	70,362	75,889	81,376
18	19	62,206	71,066	76,648	82,189
19	20	62,416	71,777	77,415	83,011
20	21	63,039	72,494	78,188	83,842
21	22	63,671	73,219	78,970	84,680
22	23	64,306	73,951	79,760	85,526
23	24	64,950	74,691	80,557	86,381
24	25	65,600	75,438	81,364	87,246
25	26	66,256	76,192	82,177	88,118
26	27	66,918	76,954	82,999	89,000
27	28	67,588	77,724	83,829	89,890
28	29	68,263	78,501	84,667	90,789
29	30	68,947	79,286	85,513	91,696
30	31	69,635	80,079	86,369	92,613
31	32	70,332	80,879	87,232	93,539
32	33	71,035	81,689	88,104	94,474
33	34	71,745	82,506	88,986	95,420
34	35	72,462	83,331	89,875	96,373
35+	36+	73,187	84,164	90,775	97,337

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

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	56,759	65,270	70,380	75,487
1	2	57,038	65,589	70,726	75,632
2	3	57,316	65,910	71,071	76,534
3	4	63,207	72,201	77,412	83,040
4	5	64,161	73,155	78,021	83,040
5	6	64,954	73,946	78,812	83,358
6	7	67,694	76,953	81,962	86,668
7	8	68,504	77,769	82,773	87,463
8	9	69,282	78,581	83,588	88,276
9	10	70,421	79,683	84,694	89,381
10	11	71,233	80,492	85,500	91,570
11	12	71,233	80,492	85,797	91,570
12	13	71,575	80,883	86,182	92,011
13	14	71,575	80,883	86,648	92,911
14	15	71,575	81,141	87,513	93,841
15	16	73,908	83,393	88,521	94,779
16	17	73,908	83,393	89,272	95,728
17	18	73,908	83,598	90,166	96,684
18	19	73,908	84,435	91,067	97,650
19	20	74,157	85,280	91,978	98,627
20	21	74,898	86,132	92,897	99,614
21	22	75,649	86,993	93,826	100,610
22	23	76,403	87,863	94,764	101,615
23	24	77,168	88,742	95,711	102,631
24	25	77,941	89,629	96,670	103,658
25	26	78,720	90,525	97,636	104,695
26	27	79,507	91,431	98,613	105,742
27	28	80,302	92,345	99,599	106,800
28	29	81,105	93,269	100,595	107,868
29	30	81,917	94,201	101,600	108,946
30	31	82,735	95,144	102,616	110,036
31	32	83,562	96,094	103,641	111,135
32	33	84,398	97,056	104,679	112,247
33	34	85,241	98,027	105,726	113,370
34	35	86,093	99,007	106,782	114,503
35+	36+	86,954	99,997	107,851	115,648

COUNSELORS

9 MONTH, 187 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	44,225	50,856	54,838	58,817
1	2	44,442	51,105	55,107	58,930
2	3	44,659	51,355	55,376	59,633
3	4	49,249	56,257	60,317	64,702
4	5	49,992	57,000	60,791	64,702
5	6	50,610	57,616	61,408	64,950
6	7	52,745	59,959	63,862	67,529
7	8	53,376	60,595	64,494	68,148
8	9	53,982	61,228	65,129	68,782
9	10	54,870	62,086	65,991	69,643
10	11	55,502	62,717	66,619	71,348
11	12	55,502	62,717	66,850	71,348
12	13	55,769	63,021	67,150	71,692
13	14	55,769	63,021	67,513	72,393
14	15	55,769	63,222	68,187	73,118
15	16	57,587	64,977	68,973	73,849
16	17	57,587	64,977	69,558	74,588
17	18	57,587	65,137	70,254	75,333
18	19	57,587	65,789	70,956	76,086
19	20	57,781	66,447	71,666	76,847
20	21	58,358	67,111	72,382	77,616
21	22	58,943	67,782	73,106	78,392
22	23	59,531	68,460	73,837	79,175
23	24	60,127	69,145	74,575	79,967
24	25	60,729	69,836	75,322	80,767
25	26	61,336	70,534	76,075	81,575
26	27	61,949	71,240	76,836	82,391
27	28	62,569	71,952	77,604	83,215
28	29	63,194	72,672	78,380	84,047
29	30	63,827	73,398	79,163	84,887
30	31	64,464	74,133	79,955	85,736
31	32	65,109	74,873	80,754	86,593
32	33	65,760	75,623	81,562	87,459
33	34	66,417	76,379	82,378	88,334
34	35	67,081	77,143	83,201	89,217
35+	36+	67,752	77,914	84,034	90,109

COUNSELORS

10 MONTH, 207 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	48,955	56,295	60,703	65,108
1	2	49,195	56,571	61,001	65,233
2	3	49,435	56,848	61,299	66,011
3	4	54,516	62,274	66,768	71,622
4	5	55,339	63,096	67,293	71,622
5	6	56,023	63,778	67,976	71,897
6	7	58,386	66,372	70,692	74,751
7	8	59,085	67,076	71,392	75,437
8	9	59,755	67,776	72,095	76,138
9	10	60,738	68,726	73,049	77,091
10	11	61,438	69,425	73,744	78,979
11	12	61,438	69,425	74,000	78,979
12	13	61,734	69,761	74,332	79,360
13	14	61,734	69,761	74,734	80,136
14	15	61,734	69,984	75,480	80,938
15	16	63,746	71,926	76,350	81,747
16	17	63,746	71,926	76,997	82,565
17	18	63,746	72,104	77,768	83,390
18	19	63,746	72,825	78,545	84,224
19	20	63,961	73,554	79,331	85,066
20	21	64,599	74,289	80,123	85,917
21	22	65,247	75,031	80,925	86,776
22	23	65,898	75,782	81,734	87,643
23	24	66,558	76,540	82,551	88,520
24	25	67,224	77,305	83,378	89,405
25	26	67,896	78,078	84,211	90,300
26	27	68,575	78,859	85,054	91,203
27	28	69,261	79,647	85,904	92,115
28	29	69,953	80,444	86,763	93,036
29	30	70,653	81,248	87,630	93,966
30	31	71,359	82,062	88,506	94,906
31	32	72,073	82,881	89,391	95,854
32	33	72,793	83,711	90,285	96,813
33	34	73,520	84,548	91,188	97,781
34	35	74,255	85,394	92,100	98,759
35+	36+	74,998	86,247	93,022	99,746

COUNSELORS

12 MONTH, 240 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	56,759	65,270	70,380	75,487
1	2	57,038	65,589	70,726	75,632
2	3	57,316	65,910	71,071	76,534
3	4	63,207	72,201	77,412	83,040
4	5	64,161	73,155	78,021	83,040
5	6	64,954	73,946	78,812	83,358
6	7	67,694	76,953	81,962	86,668
7	8	68,504	77,769	82,773	87,463
8	9	69,282	78,581	83,588	88,276
9	10	70,421	79,683	84,694	89,381
10	11	71,233	80,492	85,500	91,570
11	12	71,233	80,492	85,797	91,570
12	13	71,575	80,883	86,182	92,011
13	14	71,575	80,883	86,648	92,911
14	15	71,575	81,141	87,513	93,841
15	16	73,908	83,393	88,521	94,779
16	17	73,908	83,393	89,272	95,728
17	18	73,908	83,598	90,166	96,684
18	19	73,908	84,435	91,067	97,650
19	20	74,157	85,280	91,978	98,627
20	21	74,898	86,132	92,897	99,614
21	22	75,649	86,993	93,826	100,610
22	23	76,403	87,863	94,764	101,615
23	24	77,168	88,742	95,711	102,631
24	25	77,941	89,629	96,670	103,658
25	26	78,720	90,525	97,636	104,695
26	27	79,507	91,431	98,613	105,742
27	28	80,302	92,345	99,599	106,800
28	29	81,105	93,269	100,595	107,868
29	30	81,917	94,201	101,600	108,946
30	31	82,735	95,144	102,616	110,036
31	32	83,562	96,094	103,641	111,135
32	33	84,398	97,056	104,679	112,247
33	34	85,241	98,027	105,726	113,370
34	35	86,093	99,007	106,782	114,503
35+	36+	86,954	99,997	107,851	115,648

LIBRARIANS
9.5 MONTH, 197 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	46,590	53,576	57,771	61,962
1	2	46,819	53,838	58,054	62,081
2	3	47,047	54,101	58,337	62,822
3	4	51,883	59,265	63,543	68,162
4	5	52,665	60,048	64,042	68,162
5	6	53,316	60,697	64,692	68,423
6	7	55,566	63,165	67,277	71,140
7	8	56,230	63,835	67,943	71,792
8	9	56,869	64,502	68,612	72,460
9	10	57,804	65,406	69,520	73,367
10	11	58,470	66,071	70,182	75,163
11	12	58,470	66,071	70,425	75,163
12	13	58,751	66,391	70,741	75,526
13	14	58,751	66,391	71,123	76,264
14	15	58,751	66,603	71,833	77,028
15	16	60,667	68,452	72,661	77,798
16	17	60,667	68,452	73,278	78,577
17	18	60,667	68,620	74,011	79,362
18	19	60,667	69,307	74,750	80,155
19	20	60,871	70,000	75,498	80,956
20	21	61,479	70,700	76,253	81,767
21	22	62,095	71,407	77,015	82,584
22	23	62,714	72,121	77,786	83,409
23	24	63,342	72,843	78,563	84,243
24	25	63,977	73,571	79,350	85,086
25	26	64,616	74,306	80,143	85,937
26	27	65,262	75,050	80,945	86,797
27	28	65,915	75,800	81,754	87,665
28	29	66,573	76,558	82,571	88,541
29	30	67,240	77,323	83,396	89,426
30	31	67,911	78,097	84,231	90,321
31	32	68,591	78,877	85,072	91,224
32	33	69,277	79,667	85,924	92,136
33	34	69,969	80,463	86,783	93,058
34	35	70,668	81,268	87,650	93,988
35+	36+	71,375	82,081	88,528	94,928

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

Years of Experience	Step	Bachelor's Degree Rank I, Type I	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	48,558	55,059	58,963	62,864
1	2	51,981	59,778	64,456	69,138
2	3	54,758	62,969	67,916	72,826
3	4	56,360	64,813	69,904	74,958
4	5	58,005	66,705	71,944	77,146
5	6	59,693	68,646	74,038	79,392
6	7	61,426	70,638	76,188	81,696
7	8	63,204	72,685	78,393	84,061
8	9	64,468	74,136	79,961	85,743
9	10	65,757	75,620	81,560	87,458
10	11	66,743	76,755	82,783	88,769
11	12	67,745	77,906	84,025	90,100
12-14	13-15	68,761	79,075	85,285	91,452
15-17	16-18	69,796	80,266	86,570	92,830
18-20	19-21	70,853	81,481	87,881	94,235
21-23	22-24	71,931	82,722	89,217	95,669
24-26	25-27	73,030	83,984	90,581	97,131
27+	28+	74,151	85,275	91,971	98,622

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.

9.5 MONTH MIDDLE SCHOOL BAND DIRECTOR/ASSISTANT BAND DIRECTOR

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	46,590	53,576	57,771	61,962
1	2	46,819	53,838	58,054	62,081
2	3	47,047	54,101	58,337	62,822
3	4	51,883	59,265	63,543	68,162
4	5	52,665	60,048	64,042	68,162
5	6	53,316	60,697	64,692	68,423
6	7	55,566	63,165	67,277	71,140
7	8	56,230	63,835	67,943	71,792
8	9	56,869	64,502	68,612	72,460
9	10	57,804	65,406	69,520	73,367
10	11	58,470	66,071	70,182	75,163
11	12	58,470	66,071	70,425	75,163
12	13	58,751	66,391	70,741	75,526
13	14	58,751	66,391	71,123	76,264
14	15	58,751	66,603	71,833	77,028
15	16	60,667	68,452	72,661	77,798
16	17	60,667	68,452	73,278	78,577
17	18	60,667	68,620	74,011	79,362
18	19	60,667	69,307	74,750	80,155
19	20	60,871	70,000	75,498	80,956
20	21	61,479	70,700	76,253	81,767
21	22	62,095	71,407	77,015	82,584
22	23	62,714	72,121	77,786	83,409
23	24	63,342	72,843	78,563	84,243
24	25	63,977	73,571	79,350	85,086
25	26	64,616	74,306	80,143	85,937
26	27	65,262	75,050	80,945	86,797
27	28	65,915	75,800	81,754	87,665
28	29	66,573	76,558	82,571	88,541
29	30	67,240	77,323	83,396	89,426
30	31	67,911	78,097	84,231	90,321
31	32	68,591	78,877	85,072	91,224
32	33	69,277	79,667	85,924	92,136
33	34	69,969	80,463	86,783	93,058
34	35	70,668	81,268	87,650	93,988
35+	36+	71,375	82,081	88,528	94,928

10 MONTH HIGH SCHOOL BAND DIRECTOR/ASSISTANT BAND DIRECTOR

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	48,955	56,295	60,703	65,108
1	2	49,195	56,571	61,001	65,233
2	3	49,435	56,848	61,299	66,011
3	4	54,516	62,274	66,768	71,622
4	5	55,339	63,096	67,293	71,622
5	6	56,023	63,778	67,976	71,897
6	7	58,386	66,372	70,692	74,751
7	8	59,085	67,076	71,392	75,437
8	9	59,755	67,776	72,095	76,138
9	10	60,738	68,726	73,049	77,091
10	11	61,438	69,425	73,744	78,979
11	12	61,438	69,425	74,000	78,979
12	13	61,734	69,761	74,332	79,360
13	14	61,734	69,761	74,734	80,136
14	15	61,734	69,984	75,480	80,938
15	16	63,746	71,926	76,350	81,747
16	17	63,746	71,926	76,997	82,565
17	18	63,746	72,104	77,768	83,390
18	19	63,746	72,825	78,545	84,224
19	20	63,961	73,554	79,331	85,066
20	21	64,599	74,289	80,123	85,917
21	22	65,247	75,031	80,925	86,776
22	23	65,898	75,782	81,734	87,643
23	24	66,558	76,540	82,551	88,520
24	25	67,224	77,305	83,378	89,405
25	26	67,896	78,078	84,211	90,300
26	27	68,575	78,859	85,054	91,203
27	28	69,261	79,647	85,904	92,115
28	29	69,953	80,444	86,763	93,036
29	30	70,653	81,248	87,630	93,966
30	31	71,359	82,062	88,506	94,906
31	32	72,073	82,881	89,391	95,854
32	33	72,793	83,711	90,285	96,813
33	34	73,520	84,548	91,188	97,781
34	35	74,255	85,394	92,100	98,759
35+	36+	74,998	86,247	93,022	99,746

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

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	64,815	68,867	72,346	76,970
1	2	65,421	69,474	72,955	77,578
2	3	66,027	70,078	73,559	78,181
3	4	66,635	70,688	74,167	78,789
4	5	67,244	71,294	74,758	79,397
5	6	67,848	71,899	75,380	80,002
6	7	70,549	74,602	78,186	82,947
7	8	71,175	75,226	78,809	83,571
8	9	71,798	75,850	79,434	84,193
9	10	72,423	76,476	80,061	84,821
10	11	73,051	77,101	80,684	85,444
11	12	73,051	77,101	80,684	85,444
12	13	73,412	77,462	81,064	85,846
13	14	73,705	77,462	81,064	85,846
14	15	74,000	77,893	81,338	85,846
15	16	74,296	78,188	81,820	86,648
16	17	74,593	78,626	81,820	86,648
17	18	74,892	79,066	81,820	86,945
18	19	75,191	79,509	81,975	86,945
19	20	75,492	79,954	81,975	87,292
20	21	75,794	80,402	82,138	87,677
21	22	76,098	80,852	82,138	88,078
22	23	76,402	81,304	82,960	88,957
23	24	76,707	81,760	83,789	89,847
24	25	77,014	82,218	84,629	90,746
25	26	77,322	82,678	85,475	91,654
26	27	77,631	83,142	86,329	92,570
27	28	77,942	83,607	87,193	93,497
28	29	78,254	84,076	88,065	94,432
29	30	78,567	84,546	88,944	95,375
30	31	78,881	85,019	89,834	96,330
31	32	79,196	85,495	90,732	97,292
32	33	79,513	85,974	91,640	98,265
33	34	79,831	86,456	92,557	99,249
34	35	80,150	86,940	93,481	100,241
35+	36+	80,471	87,540	94,417	101,243

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

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	75,148	79,846	83,879	89,241
1	2	75,851	80,549	84,585	89,945
2	3	76,553	81,250	85,286	90,645
3	4	77,258	81,957	85,991	91,349
4	5	77,964	82,660	86,676	92,055
5	6	78,664	83,361	87,397	92,756
6	7	81,796	86,495	90,650	96,170
7	8	82,522	87,219	91,373	96,894
8	9	83,244	87,942	92,097	97,615
9	10	83,969	88,668	92,824	98,343
10	11	84,697	89,393	93,547	99,066
11	12	84,697	89,393	93,547	99,066
12	13	85,115	89,811	93,987	99,532
13	14	85,455	89,811	93,987	99,532
14	15	85,797	90,311	94,305	99,532
15	16	86,140	90,653	94,864	100,461
16	17	86,485	91,160	94,864	100,461
17	18	86,831	91,671	94,864	100,806
18	19	87,178	92,184	95,044	100,806
19	20	87,527	92,700	95,044	101,208
20	21	87,877	93,220	95,233	101,655
21	22	88,229	93,742	95,233	102,119
22	23	88,582	94,266	96,185	103,139
23	24	88,936	94,794	97,147	104,170
24	25	89,292	95,325	98,120	105,213
25	26	89,649	95,859	99,101	106,265
26	27	90,007	96,396	100,092	107,328
27	28	90,367	96,936	101,093	108,402
28	29	90,729	97,479	102,104	109,486
29	30	91,092	98,024	103,124	110,580
30	31	91,456	98,573	104,155	111,687
31	32	91,822	99,125	105,196	112,802
32	33	92,189	99,680	106,249	113,931
33	34	92,558	100,239	107,312	115,071
34	35	92,928	100,800	108,384	116,221
35+	36+	93,300	101,496	109,469	117,383

PSYCHOMETRIST
10 MONTH, 202 DAYS

Years of Experience	Step	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	55,702	60,122	63,535
1	2	56,158	60,449	63,657
2	3	57,222	61,651	64,416
3	4	60,770	65,155	69,892
4	5	61,572	65,667	69,892
5	6	62,238	66,334	70,160
6	7	64,769	68,985	72,946
7	8	65,456	69,667	73,614
8	9	66,139	70,353	74,299
9	10	67,066	71,284	75,229
10	11	67,748	71,963	77,071
11	12	67,748	72,212	77,071
12	13	68,480	73,007	77,443
13	14	68,480	73,007	78,200
14	15	68,480	73,657	78,983
15	16	70,743	75,614	79,773
16	17	70,743	75,614	80,571
17	18	70,743	75,889	81,376
18	19	71,066	76,648	82,189
19	20	71,777	77,415	83,011
20	21	72,494	78,188	83,842
21	22	73,219	78,970	84,680
22	23	73,951	79,760	85,526
23	24	74,691	80,557	86,381
24	25	75,438	81,364	87,246
25	26	76,192	82,177	88,118
26	27	76,954	82,999	89,000
27	28	77,724	83,829	89,890
28	29	78,501	84,667	90,789
29	30	79,286	85,513	91,696
30	31	80,079	86,369	92,613
31	32	80,879	87,232	93,539
32	33	81,689	88,104	94,474
33	34	82,506	88,986	95,420
34	35	83,331	89,875	96,373
35+	36+	84,164	90,775	97,337

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 experience (Step)
- Instruction beyond the established school day and school year
- Approval of the Principal, Program Director, and Director of Human Resources
- Completion of an Annual Supplement Intent Form

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

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

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

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

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

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

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

SALARY SUPPLEMENTS REQUIREMENTS

Academic Supplements

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

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

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

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

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

Future Problem Solvers Team Coach Duties

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

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

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

Math Team Coach Duties - *Advanced* Middle School

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

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Math Team Coach Duties - Advanced High School

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

Science Olympiad Team Coach Duties - Elementary School

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

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

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

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

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

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

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Arts Education

Band

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

Choral - Elementary School

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

Choral - Regular Middle School

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

Choral - Advanced Middle School

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

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

Choral - Regular High School

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

Choral - Advanced High School

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

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

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

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

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

Theatre Arts - Elementary School

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

Theatre Arts - Regular Middle School

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

Theatre Arts - Advanced Middle School

Prerequisite: at least 3 years successful teaching/coaching theatre

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

Theatre Arts - Regular High School

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

Theatre Arts - Advanced High School

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

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

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Athletics

1. Only one supplement per season for Athletic Director
2. Supplements do not include Tenth Month Supplement for Head Football Coach
3. Supplements include summer work prior to start of school
4. Practice for all supplemental activities must be performed beyond the established school day
5. One coach cannot earn more than one supplement during each season
6. There must be a schedule C2C for each sport, if applicable
7. There must be a roster in C2C for each sport, if applicable

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

Cheerleading

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

SALARY SUPPLEMENTS REQUIREMENTS, CONTINUED

Career Technical Education

Robotics - Elementary School

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

Robotics - Middle School/High School

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

ETeam Leader

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

SALARY SUPPLEMENTS

ACADEMIC COACH

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

CHORAL DIRECTOR AND THEATRE ARTS DIRECTOR

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

ETeAM LEADER*

1st Semester	2nd Semester
500	500

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

TITLE I SCHOOL PARENT INVOLVEMENT COORDINATOR*

1st Semester	2nd Semester
500	500

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

ESPORTS COACH*

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

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

BAND DIRECTOR AND BAND AUXILIARY SPONSOR

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

* Auxiliary sponsors only (majorettes, flags, and dance line). Band directors are not eligible for this supplement. The listed amount may be paid for each season: Fall (beginning 2 weeks before school opens through the football season), Winter, and Spring/Summer.

BAND DIRECTOR SUPPLEMENT ADJUSTMENT FOR SCHOOL ENROLLMENT

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

ATHLETIC COACH

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

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

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

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

ATHLETIC COACH PLAYOFF SUPPLEMENT

Sport	Supplement	Details
Baseball	\$500 per round	Maximum of 5 total playoff rounds including the state championship
Basketball	\$625 per round	Supplement to start at the regional tournament, Maximum of 4 total rounds including the state championship
Bowling	\$100 per round	Supplement to start at the regional tournament, Maximum of 6 total rounds including the state championship
Cross Country	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Flag Football		We are currently waiting for the AHSAA to determine the playoff format due to Flag Football being considered a provisional AHSAA sport at the time this salary schedule was approved.
Football	\$1,000 per round	Maximum of 5 total playoff rounds including the state championship
Golf	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Indoor Track	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Outdoor Track	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Soccer	\$250 per round	Supplement to start at round of 32 teams, Maximum of 5 total rounds including the state championship
Softball	\$358 per game (regional and state)	Supplement to start at the regional tournament (max 3 regional tournament games and max 4 state tournament games)
Swimming	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Tennis	\$250 (individual(s)) -OR- \$500 (team)	\$250 for one or more state qualifier(s) -OR- \$500 for a team state qualifier
Volleyball	\$250 per round	Supplement to start at the regional tournament, Maximum of 7 total rounds including the state championship
Wrestling	\$550 (individual(s)) -OR- \$750 (team)	\$550 for one or more state qualifier(s) -OR- \$750 for a team state qualifier or dual qualifier

TUTORS/ADJUNCT TEACHERS

Amounts indicated on this schedule are hourly pay rates.

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

Homebound Tutors - \$26/hour

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

**Based on availability of ESSER Funds*

ADMINISTRATIVE PERSONNEL

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

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

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

DEPUTY SUPERINTENDENT*

158,205

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

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

AREA DIRECTOR*

137,904

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

CERTIFIED DIRECTORS AND ASSISTANT DIRECTORS*

Years of Exp	Step	Director	Director of Human Resources	Assistant Director
0	1	113,944	119,083	91,102
1	2	114,750	119,889	91,809
2	3	115,552	120,689	92,510
3	4	116,352	121,491	93,215
4	5	117,155	122,294	93,917
5	6	117,959	123,096	94,620
6	7	122,287	127,425	98,032
7	8	123,115	128,253	98,856
8	9	123,941	129,080	99,683
9	10	124,769	129,907	100,507
10-11	11-12	125,595	130,732	101,331
12-14	13-15	126,199	131,337	102,158
15+	16+	127,403	132,543	102,982

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

COMMUNITY SCHOOL COORDINATOR
12 MONTH, 240 DAYS

Years of Experience	Step	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	75,148	79,846	83,879	89,241
1	2	75,851	80,549	84,585	89,945
2	3	76,553	81,250	85,286	90,645
3	4	77,258	81,957	85,991	91,349
4	5	77,964	82,660	86,676	92,055
5	6	78,664	83,361	87,397	92,756
6	7	81,796	86,495	90,650	96,170
7	8	82,522	87,219	91,373	96,894
8	9	83,244	87,942	92,097	97,615
9	10	83,969	88,668	92,824	98,343
10	11	84,697	89,393	93,547	99,066
11	12	84,697	89,393	93,547	99,066
12	13	85,115	89,811	93,987	99,532
13	14	85,455	89,811	93,987	99,532
14	15	85,797	90,311	94,305	99,532
15	16	86,140	90,653	94,864	100,461
16	17	86,485	91,160	94,864	100,461
17	18	86,831	91,671	94,864	100,806
18	19	87,178	92,184	95,044	100,806
19	20	87,527	92,700	95,044	101,208
20	21	87,877	93,220	95,233	101,655
21	22	88,229	93,742	95,233	102,119
22	23	88,582	94,266	96,185	103,139
23	24	88,936	94,794	97,147	104,170
24	25	89,292	95,325	98,120	105,213
25	26	89,649	95,859	99,101	106,265
26	27	90,007	96,396	100,092	107,328
27	28	90,367	96,936	101,093	108,402
28	29	90,729	97,479	102,104	109,486
29	30	91,092	98,024	103,124	110,580
30	31	91,456	98,573	104,155	111,687
31	32	91,822	99,125	105,196	112,802
32	33	92,189	99,680	106,249	113,931
33	34	92,558	100,239	107,312	115,071
34	35	92,928	100,800	108,384	116,221
35+	36+	93,300	101,496	109,469	117,383

PRINCIPAL
12 MONTH, 240 DAYS

Years of Experience	Step	Level	High School	Middle School	Elementary
0	1	Master's	112,055	103,306	95,465
		Ed.S./AA	116,092	107,343	99,503
		Ed.D./Ph.D.	121,989	112,704	104,861
1	2	Master's	113,292	104,010	96,168
		Ed.S./AA	117,328	108,051	100,204
		Ed.D./Ph.D.	122,691	113,411	105,567
2	3	Master's	113,994	104,713	96,870
		Ed.S./AA	118,034	108,751	100,909
		Ed.D./Ph.D.	123,393	114,113	106,271
3	4	Master's	114,702	105,415	97,575
		Ed.S./AA	118,739	109,456	101,613
		Ed.D./Ph.D.	124,101	114,815	106,973
4	5	Master's	115,400	106,120	98,275
		Ed.S./AA	119,440	110,155	102,314
		Ed.D./Ph.D.	124,801	115,518	107,676
5	6	Master's	116,106	106,823	98,981
		Ed.S./AA	120,144	110,860	103,019
		Ed.D./Ph.D.	125,503	116,224	108,382
6	7	Master's	119,814	110,314	102,376
		Ed.S./AA	123,971	114,473	106,538
		Ed.D./Ph.D.	129,494	119,997	112,061
7	8	Master's	120,473	111,037	103,104
		Ed.S./AA	124,632	115,197	107,264
		Ed.D./Ph.D.	130,156	120,720	112,785
8	9	Master's	121,200	111,762	103,824
		Ed.S./AA	125,355	115,923	107,985
		Ed.D./Ph.D.	130,883	121,446	113,508
9	10	Master's	121,922	112,484	104,551
		Ed.S./AA	126,081	116,643	108,709
		Ed.D./Ph.D.	131,606	122,170	114,232
10-11	11-12	Master's	122,645	113,210	105,277
		Ed.S./AA	126,806	117,367	109,434
		Ed.D./Ph.D.	132,328	122,893	114,958
12-14	13-15	Master's	123,148	113,687	105,741
		Ed.S./AA	127,326	117,864	109,914
		Ed.D./Ph.D.	132,875	123,413	115,463
15+	16+	Master's	124,158	114,643	106,667
		Ed.S./AA	128,373	118,861	110,884
		Ed.D./Ph.D.	134,705	125,192	117,212

12 MONTH ASSISTANT PRINCIPAL*

240 DAYS

Years of Experience	Step	Level	High School	High School Middle/Jr. High	Middle/Jr. High Elementary
			>1000	HS 0-999 / MS > 750	MS 0-749 / All Elem.
0	1	Master's	79,063	75,002	70,935
		Ed.S./AA	83,098	79,039	74,973
		Ed.D./Ph.D.	88,477	84,417	80,351
1	2	Master's	79,768	75,702	71,638
		Ed.S./AA	83,803	79,738	75,676
		Ed.D./Ph.D.	89,183	85,115	81,052
2	3	Master's	80,469	76,407	72,341
		Ed.S./AA	84,502	80,443	76,377
		Ed.D./Ph.D.	89,883	85,821	81,756
3	4	Master's	81,171	77,111	73,045
		Ed.S./AA	85,207	81,145	77,082
		Ed.D./Ph.D.	90,587	86,524	82,464
4	5	Master's	81,879	77,815	73,753
		Ed.S./AA	85,916	81,852	77,787
		Ed.D./Ph.D.	91,291	87,229	83,165
5	6	Master's	82,579	78,517	74,457
		Ed.S./AA	86,613	82,552	78,493
		Ed.D./Ph.D.	91,991	87,930	83,872
6	7	Master's	85,758	81,574	77,390
		Ed.S./AA	89,913	85,730	81,543
		Ed.D./Ph.D.	95,439	91,258	87,072
7	8	Master's	86,482	82,297	78,113
		Ed.S./AA	90,637	86,450	82,269
		Ed.D./Ph.D.	96,165	91,977	87,796
8	9	Master's	87,204	83,021	78,842
		Ed.S./AA	91,359	87,177	82,997
		Ed.D./Ph.D.	96,886	92,706	88,523
9	10	Master's	87,929	83,746	79,564
		Ed.S./AA	92,084	87,902	83,718
		Ed.D./Ph.D.	97,610	93,427	89,247
10-11	11-12	Master's	88,654	84,473	80,287
		Ed.S./AA	92,811	88,627	84,443
		Ed.D./Ph.D.	98,336	94,152	89,970
12-14	13-15	Master's	89,083	84,876	80,674
		Ed.S./AA	93,255	89,052	84,847
		Ed.D./Ph.D.	98,804	94,600	90,397
15+	16+	Master's	89,935	85,690	81,449
		Ed.S./AA	94,148	89,902	85,659
		Ed.D./Ph.D.	99,753	95,505	91,263

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

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

Years of Experience	Step	High School	Middle School	Elementary School
0	1	80,822	76,428	69,837
1	2	81,420	77,081	70,490
2	3	82,122	77,729	71,137
3	4	82,774	78,380	71,790
4	5	83,426	79,033	72,441
5	6	83,877	79,484	72,892
6	7	86,818	82,425	75,834
7	8	87,486	83,094	76,502
8	9	88,156	83,762	77,171
9	10	88,826	84,431	77,842
10	11	89,498	85,104	78,513
11	12	89,498	85,104	78,513
12	13	89,892	85,498	78,908
13	14	89,892	85,498	78,908
14	15	89,892	85,498	78,908
15	16	90,682	86,287	79,696
16	17	90,682	86,287	79,696
17	18	91,001	87,000	81,022
18	19	91,001	87,000	81,022
19	20	91,322	87,793	82,349
20	21	91,322	87,793	82,349
21	22	91,642	88,586	83,675
22	23	91,642	88,586	83,675
23	24	91,962	89,379	85,001
24	25	91,962	89,379	85,001
25	26	92,273	90,171	86,327
26	27	92,272	90,171	86,327
27	28	92,592	90,964	87,654
28	29	92,592	90,964	87,654
29	30	92,912	91,757	88,980
30	31	92,911	91,757	88,980
31	32	93,232	92,550	90,306
32	33	93,231	92,550	90,306
33	34	93,551	93,343	91,632
34	35	93,551	93,343	91,632
35+	36+	93,884	93,421	92,959

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

Years of Experience	Step	High School	Middle School	Elementary School
0	1	84,556	80,161	73,571
1	2	85,206	80,813	74,222
2	3	85,853	81,460	74,870
3	4	86,506	82,112	75,521
4	5	87,162	82,769	76,177
5	6	87,610	83,215	76,625
6	7	90,660	86,266	79,675
7	8	91,332	86,939	80,347
8	9	92,000	87,608	81,016
9	10	92,667	88,273	81,683
10	11	93,342	88,948	82,358
11	12	93,342	88,948	82,358
12	13	93,755	89,360	82,769
13	14	93,755	89,360	82,769
14	15	94,577	89,360	83,101
15	16	94,577	90,184	83,592
16	17	95,245	90,184	83,592
17	18	95,245	91,241	83,820
18	19	95,913	91,241	84,658
19	20	95,913	92,298	85,505
20	21	96,581	92,298	86,359
21	22	96,581	93,355	87,223
22	23	97,249	93,355	88,095
23	24	97,249	94,412	88,976
24	25	97,917	94,412	89,867
25	26	97,917	95,469	90,765
26	27	98,585	95,469	91,673
27	28	98,585	96,526	92,589
28	29	99,253	96,526	93,515
29	30	99,253	97,583	94,450
30	31	99,921	97,583	95,394
31	32	99,921	98,640	96,348
32	33	100,589	98,640	97,312
33	34	100,589	99,697	98,285
34	35	101,259	99,697	99,267
35+	36+	101,259	100,760	100,261

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

Years of Experience	Step	High School	Middle School	Elementary School
0	1	89,532	85,136	78,546
1	2	90,183	85,788	79,197
2	3	90,829	86,436	79,845
3	4	91,484	87,089	80,498
4	5	92,134	87,741	81,149
5	6	92,584	88,190	81,598
6	7	95,774	91,380	84,789
7	8	96,442	92,049	85,459
8	9	97,112	92,718	86,128
9	10	97,782	93,387	86,795
10	11	98,453	94,059	87,468
11	12	98,453	94,059	87,468
12	13	98,884	94,493	87,901
13	14	98,884	94,493	87,901
14	15	98,884	94,493	87,901
15	16	99,761	95,367	88,776
16	17	99,761	95,367	88,991
17	18	100,642	96,634	89,880
18	19	100,642	96,634	90,778
19	20	101,523	97,901	91,686
20	21	101,523	97,901	92,604
21	22	102,404	99,168	93,530
22	23	102,404	99,168	94,464
23	24	103,285	100,435	95,409
24	25	103,285	100,435	96,363
25	26	104,166	101,702	97,327
26	27	104,166	101,702	98,301
27	28	105,047	102,969	99,284
28	29	105,047	102,969	100,277
29	30	105,928	104,236	101,279
30	31	105,928	104,236	102,292
31	32	106,809	105,503	103,314
32	33	106,809	105,503	104,347
33	34	107,690	106,770	105,391
34	35	107,690	106,975	106,445
35+	36+	108,579	108,044	107,509

CLASSIFIED PERSONNEL

The following 2022-2023 Salary Schedule for Classified Personnel reflects the salaries for classified employees of the Jefferson County School System. The salaries of some classified employees may be based on previous salary schedules.

EXPERIENCE CREDIT

1. Credit may be awarded for verifiable related work experience in other school systems or a governmental agency (i.e. the State Department of Education, Department of Human Resources, Examiners of Public Accounts, Rehabilitation Services, etc.) if that experience is determined to be related to the employee's new job responsibilities with the Jefferson County Board of Education. **It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's Principal/Director or to the Human Resources division of the Board.** If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
2. Credit for military experience (maximum of two years) may be awarded with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
3. Salary steps may be awarded for verifiable outside experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert work experience to steps on the salary schedule (not applicable for school nurses – *see #4 below*):

Conversion Table

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

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

Conversion Table

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

CLASSIFIED ADMINISTRATIVE PERSONNEL

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

CLASSIFIED DIRECTOR, CLASSIFIED ASSISTANT DIRECTOR CLASSIFIED SUPERVISOR, ROUTE COORDINATOR

Step	Classified Director
1	104,813
2	105,517
3	106,219
4	106,927
5	107,626
6	108,331
7	111,927
8	112,586
9	113,314
10	114,037
11-12	115,244
13-15	118,155
16+	119,126

Step	Assistant Director
1	87,676
2	88,383
3	89,085
4	89,790
5	90,491
6	91,193
7	94,608
8	95,430
9	96,258
10	97,081
11-12	97,907
13-15	98,732
16+	99,556

Step	Classified Supervisor
1	77,562
2	78,266
3	78,966
4	79,673
5	80,376
6	81,078
7	84,211
8	84,936
9	85,659
10	86,384
11-12	87,109
13-15	87,528
16+	88,369

Step	Route Coordinator
1	66,830
2	67,436
3	68,040
4	68,649
5	69,256
6	69,859
7	72,559
8	73,184
9	73,807
10	74,431
11-12	75,057
13-15	75,418
16+	76,142

CLASSIFIED NON-ADMINISTRATIVE PERSONNEL

1. Non-administrative classified personnel, excluding Service Employees and System Analyst & Technical Support Employees, employed on a full-time basis may be eligible to receive a supplemental salary for the successful completion of post-secondary education. Staff Accountants employed on a full-time basis and hired on or after July 1, 2022 are not eligible to receive a supplement for post-secondary education.

The educational supplements for college credit are:

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

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

College Credit:

- a. Preferably earned in courses related to assigned duties.
 - b. Normally begins from the date of employment if documentation is submitted with application and approved. If submitted after the date of hire, it will be credited in the payroll period in which it is approved.
2. Any non-supervisory classified employee (with the exception of staff accountants and office coordinators who is currently AASBO certified with the Chief School Financial Officer certificate or enrolled in the AASBO program by July 1, 2013 will be eligible for a supplement of \$1,500.00 following verified completion of the Alabama Association of School Business Officials (AASBO) CSFO certificate program. Once the certification is completed there is no requirement for recertification to continue to receive the supplement. The only employees that will be eligible to attend the AASBO conferences after July 1, 2013 will be those individuals who were already enrolled in the program as of July 1, 2013 or those employees in the capacity of Office Coordinator at the school level or Staff Accountant in the Finance Department. The individuals that are eligible to attend will be granted Professional Development leave.

BUS DRIVER

183 DAYS

Step	Bus Driver – Regular Route		School to School Trips Supplement Regular School to School Trips		
	Regular	Exceptional Education	CAT I *	CAT II	CAT III
1	15,282	20,711	2,988	6,147	9,344
2	15,528	20,972	3,044	6,284	9,542
3	15,776	21,236	3,110	6,433	9,757
4	16,023	21,501	3,190	6,576	9,964
5	16,271	21,762	3,271	6,722	10,172
6	16,515	22,027	3,348	6,859	10,370
7	16,765	22,288	3,430	7,005	10,589
8	17,011	22,556	3,509	7,148	10,817
9	17,255	22,818	3,587	7,286	11,035
10	17,504	23,081	3,671	7,441	11,284
11-12	17,748	23,333	3,790	7,621	11,634
13-15	17,991	23,585	3,911	7,763	11,882
16-21	18,236	23,837	4,031	7,906	12,131
22-24	18,482	24,087	4,150	8,050	12,377
25-27	18,726	24,341	4,271	8,191	12,626
28+	18,971	24,593	4,391	8,334	12,874

Step	School to School Trips Supplement Ex Ed School to School Trips		
	CAT I	CAT II	CAT III
1	3,197	6,394	9,736
2	3,258	6,521	9,940
3	3,326	6,671	10,159
4	3,385	6,816	10,371
5	3,450	6,962	10,586
6	3,509	7,100	10,787
7	3,578	7,253	11,009
8	3,640	7,396	11,221
9	3,699	7,537	11,423
10	3,771	7,695	11,654
11-12	3,871	7,922	11,986
13-15	3,972	8,064	12,192
16-21	4,073	8,209	12,397
22-24	4,172	8,350	12,603
25-27	4,273	8,493	12,808
28+	4,373	8,636	13,014

*This level of compensation on the 2022-2023 Salary Schedule is applicable to drivers for the IB School grandfathered into this classification.

The Transportation Department will assign School to School Trip Supplements to Bus Drivers on a semester basis.

Supplements will be adjusted for changes in trip assignments.

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

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

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

Field Trips

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

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			
1	13,422	1,783	3,560	5,341
2	13,616	1,821	3,642	5,486
3	13,822	1,868	3,736	5,651
4	14,004	1,906	3,817	5,794
5	14,171	1,950	3,900	5,935
6	14,364	1,987	3,979	6,079
7	14,544	2,033	4,070	6,231
8	14,750	2,079	4,166	6,390
9	14,944	2,122	4,270	6,537
10	15,124	2,164	4,376	6,691
11-12	15,304	2,231	4,527	6,914
13-15	15,484	2,278	4,630	7,051
16-21	15,661	2,322	4,733	7,188
22-24	15,840	2,369	4,835	7,326
25-27	16,018	2,415	4,938	7,463
28+	16,195	2,459	5,042	7,599

Field Trips

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

The time is rounded to the nearest quarter hour.

CNP AREA SPECIALIST, CAFETERIA MANAGER, CAFETERIA ASSISTANT MANAGER

Step	CNP Area Specialist 190 Days – 8 hours		CNP Area Specialist* 202 Days – 8 hours		Cafeteria Manager 189 Days – 8 hours		Cafeteria Assistant Manager 187 Days – 8 hours	
	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate	Annual	Hourly rate
1	38,392	25.26	40,817	26.85	34,968	23.01	28,351	18.65
2	38,843	25.55	41,296	27.17	35,385	23.28	28,758	18.92
3	39,294	25.85	41,777	27.48	35,800	23.55	29,209	19.22
4	39,745	26.15	42,255	27.80	36,218	23.83	29,648	19.51
5	40,178	26.43	42,716	28.10	36,635	24.10	30,067	19.78
6	40,631	26.73	43,196	28.42	37,054	24.38	30,491	20.06
7	41,083	27.03	43,677	28.73	37,675	24.79	30,816	20.27
8	41,532	27.32	44,156	29.05	38,090	25.06	31,206	20.53
9	41,968	27.61	44,618	29.35	38,506	25.33	31,611	20.80
10	42,417	27.91	45,096	29.67	38,922	25.61	32,033	21.07
11-12	42,869	28.20	45,576	29.98	39,340	25.88	32,422	21.33
13-15	43,287	28.48	46,021	30.28	39,756	26.16	32,807	21.58
16-21	43,703	28.75	46,463	30.57	40,170	26.43	33,175	21.83
22-24	44,120	29.03	46,906	30.86	40,587	26.70	33,575	22.09
25-27	44,536	29.30	47,349	31.15	41,003	26.98	33,942	22.33
28+	44,952	29.57	47,791	31.44	41,419	27.25	34,326	22.58

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

CAFETERIA WORKER

Step	Cafeteria Worker 184 Days – 6.5 hours	
	Annual	Hourly rate
1	22,031	18.42
2	22,220	18.58
3	22,378	18.71
4	22,547	18.85
5	22,736	19.01
6	22,922	19.17
7	23,187	19.39
8	23,391	19.56
9	23,593	19.73
10	23,781	19.88
11-12	23,982	20.05
13-15	24,189	20.23
16-21	24,398	20.40
22-24	24,606	20.57
25-27	24,813	20.75
28+	25,022	20.92

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	10.61	10.94	10.61	11.26	11.70	12.16	12.16	12.58	15.30
2	10.67	11.11	10.70	11.54	11.97	12.62	12.62	13.02	16.03
3	10.71	11.33	11.08	11.80	12.24	12.88	13.07	13.47	16.76
4	10.81	11.53	11.41	12.07	12.52	13.17	13.53	13.92	17.50
5	10.93	11.70	11.80	12.32	12.80	13.41	13.96	14.38	18.28
6	11.04	11.89	12.17	12.62	13.07	13.70	14.44	14.84	18.95
7	11.13	12.11	12.53	12.90	13.32	13.94	14.89	15.30	19.68
8	11.26	12.27	12.90	13.17	13.61	14.23	15.35	15.76	20.40
9	11.38	12.50	13.23	13.44	13.89	14.47	15.81	16.22	21.15
10	11.50	12.68	13.61	13.71	14.15	14.75	16.26	16.65	21.88
11-12	11.61	12.88	13.85	13.95	14.42	15.03	16.72	17.07	22.63
13-15	11.71	13.07	13.96	14.13	14.72	15.32	17.18	17.53	23.36
16-21	11.84	13.26	14.09	14.31	15.00	15.60	17.63	17.98	24.11
22-24	11.95	13.46	14.20	14.47	15.29	15.89	18.10	18.45	24.86
25-27	12.06	13.64	14.32	14.65	15.57	16.18	18.54	18.91	25.59
28+	12.18	13.84	14.42	14.81	15.86	16.45	19.01	19.36	26.34

CUSTODIAN

Step	Head Custodian 240 Days		Custodian 197 Days – (Based on hours per day)											
	8 hours	Hourly rate	8 Hours	Hourly rate	7.5 Hours	Hourly rate	7 Hours	Hourly rate	6.5 Hours	Hourly rate	6 Hours	Hourly rate	4* Hours	Hourly rate
1	31,738	16.53	23,831	15.12	22,336	15.12	20,847	15.12	19,358	15.12	17,869	15.12	12,589	15.98
2	32,675	17.02	24,118	15.30	22,616	15.31	21,108	15.31	19,602	15.31	18,093	15.31	12,732	16.16
3	33,609	17.50	24,405	15.49	22,880	15.49	21,354	15.49	19,830	15.49	18,304	15.49	12,873	16.34
4	34,543	17.99	25,226	16.01	23,653	16.01	22,075	16.01	20,496	16.01	18,921	16.01	13,290	16.87
5	35,476	18.48	25,798	16.37	24,178	16.36	22,566	16.36	20,954	16.36	19,343	16.36	13,571	17.22
6	36,410	18.96	26,353	16.72	24,704	16.72	23,058	16.72	21,409	16.72	19,765	16.72	13,852	17.58
7	37,347	19.45	26,906	17.07	25,230	17.08	23,549	17.08	21,867	17.08	20,185	17.08	14,128	17.93
8	38,260	19.93	27,516	17.46	25,792	17.46	24,073	17.46	22,352	17.46	20,633	17.46	14,410	18.29
9	39,193	20.41	28,089	17.82	26,336	17.82	24,579	17.82	22,825	17.82	21,069	17.83	14,692	18.64
10	40,129	20.90	28,701	18.21	26,915	18.22	25,121	18.22	23,327	18.22	21,532	18.22	14,971	19.00
11-12	41,748	21.74	29,310	18.60	27,477	18.60	25,645	18.60	23,813	18.60	21,980	18.60	15,254	19.36
13-15	42,579	22.18	29,607	18.79	27,757	18.79	25,906	18.79	24,056	18.79	22,206	18.79	15,299	19.42
16-21	43,410	22.61	29,904	18.97	28,037	18.98	26,167	18.98	24,299	18.98	22,431	18.98	15,345	19.47
22-24	44,241	23.04	30,201	19.16	28,319	19.17	26,430	19.17	24,543	19.17	22,653	19.17	15,394	19.54
25-27	45,073	23.48	30,498	19.35	28,599	19.36	26,693	19.36	24,786	19.36	22,880	19.36	15,440	19.59
28+	45,902	23.91	30,795	19.54	28,862	19.53	26,939	19.54	25,015	19.54	23,090	19.53	15,488	19.65

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

**PARA ESL TRANSLATOR/MEDIA AIDE/P.E. AIDE,
EXCEPTIONAL ED PARAPROFESSIONAL, EX ED BEHAVIORAL AIDE,
PRE-K INSTRUCTIONAL ASSISTANT**

Step	Para ESL Translator/ Media Aide/P.E. Aide 9 months – 187 Days 7 hours		Exceptional Ed Paraprofessional 9 months – 187 Days 7 hours		Ex Ed Behavioral Paraprofessional 9 Months – 187 Days 7.5 Hours		Pre-K Instructional Assistant 9 Months – 187 Days 7.5 Hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	20,052	15.32	23,452	17.92	26,421	18.84	21,414	15.27
2	20,332	15.53	23,723	18.12	26,693	19.03	21,688	15.46
3	20,596	15.73	23,998	18.33	26,967	19.23	21,961	15.66
4	20,877	15.95	24,274	18.54	27,243	19.42	22,234	15.85
5	21,140	16.15	24,543	18.75	27,511	19.62	22,507	16.05
6	21,422	16.37	24,819	18.96	27,787	19.81	22,779	16.24
7	21,701	16.58	25,089	19.17	28,057	20.01	23,055	16.44
8	21,964	16.78	25,364	19.38	28,332	20.20	23,327	16.63
9	22,245	16.99	25,637	19.59	28,605	20.40	23,600	16.83
10	22,508	17.19	25,907	19.79	28,877	20.59	23,873	17.02
11-12	22,790	17.41	26,180	20.00	29,149	20.78	24,145	17.22
13-15	23,068	17.62	26,452	20.21	29,422	20.98	24,419	17.41
16-21	23,349	17.84	26,724	20.42	29,693	21.17	24,693	17.61
22-24	23,630	18.05	26,995	20.62	29,963	21.36	24,965	17.80
25-27	23,910	18.27	27,268	20.83	30,236	21.56	25,239	18.00
28+	24,189	18.48	27,540	21.04	30,508	21.75	25,511	18.19

9, 9.5, 10 AND 12 MONTH ADMINISTRATIVE ASSISTANT

Step	Administrative Assistant 9 months – 187 Days 7.5 hours		Administrative Assistant* 9.5 months – 197 Days 7.5 hours		Administrative Assistant 10 months – 202 Days 7.5 hours		Administrative Assistant 12 months – 240 Days 7.5 hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	21,402	15.26	25,406	17.20	27,490	18.15	36,851	20.47
2	21,669	15.45	26,196	17.73	28,065	18.53	37,770	20.98
3	21,951	15.65	26,618	18.02	28,678	18.93	38,689	21.49
4	22,218	15.84	26,950	18.24	29,271	19.32	39,608	22.00
5	22,484	16.03	27,176	18.39	29,865	19.71	40,507	22.50
6	22,767	16.23	27,652	18.72	30,584	20.19	41,425	23.01
7	23,034	16.42	27,933	18.91	31,052	20.50	42,344	23.52
8	23,300	16.61	28,266	19.13	31,646	20.89	43,264	24.04
9	23,583	16.82	29,248	19.80	32,259	21.29	44,182	24.55
10	23,850	17.01	29,687	20.09	32,852	21.68	45,101	25.06
11-12	24,133	17.21	30,248	20.47	33,446	22.08	45,999	25.56
13-15	24,400	17.40	30,515	20.65	34,039	22.47	46,919	26.07
16-21	24,667	17.59	30,783	20.83	34,634	22.86	47,837	26.58
22-24	24,934	17.78	31,050	21.02	35,227	23.25	48,757	27.09
25-27	25,201	17.97	31,316	21.20	35,821	23.64	49,677	27.60
28+	25,469	18.16	31,584	21.38	36,415	24.04	50,595	28.11

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

OFFICE COORDINATOR AND STAFF ACCOUNTANT

Step	Elementary Office Coordinator 10 Month – 202 Days 7.5 hours		Elementary Office Coordinator* 12 Month – 240 Days 7.5 hours		12 Month Office Coordinator CEZ, Middle-Jr., and High School 12 Month – 240 Days 7.5 hours				Staff Accountant 12 Month – 240 Days 7.5 hours	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	CEZ Annual Salary	Hourly rate	Middle-Jr./High Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	37,136	24.51	44,123	24.51	44,123	24.51	46,654	25.92	55,785	30.99
2	38,022	25.10	45,176	25.10	45,176	25.10	47,799	26.56	56,741	31.52
3	38,910	25.68	46,227	25.68	46,227	25.68	48,947	27.19	57,697	32.05
4	39,792	26.27	47,278	26.27	47,278	26.27	50,095	27.83	58,653	32.58
5	40,676	26.85	48,328	26.85	48,328	26.85	51,242	28.47	59,606	33.11
6	41,564	27.43	49,381	27.43	49,381	27.43	52,391	29.11	60,562	33.65
7	42,447	28.02	50,433	28.02	50,433	28.02	53,537	29.74	61,516	34.18
8	43,333	28.60	51,484	28.60	51,484	28.60	54,685	30.38	62,470	34.71
9	44,217	29.19	52,537	29.19	52,537	29.19	55,833	31.02	63,426	35.24
10	45,101	29.77	53,587	29.77	53,587	29.77	56,981	31.66	64,382	35.77
11-12	45,987	30.35	54,637	30.35	54,637	30.35	58,130	32.29	65,341	36.30
13-15	46,872	30.94	55,689	30.94	55,689	30.94	59,278	32.93	66,295	36.83
16-21	47,757	31.52	56,731	31.52	56,731	31.52	60,425	33.57	67,247	37.36
22-24	48,641	32.11	57,800	32.11	57,800	32.11	61,573	34.21	68,202	37.89
25-27	49,526	32.69	58,846	32.69	58,846	32.69	62,723	34.85	69,155	38.42
28+	50,410	33.27	59,894	33.27	59,894	33.27	63,871	35.48	70,110	38.95

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

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	61,361	34.09	54,602	30.33	45,445	25.25	32,105	17.84	50,615	28.12
2	62,351	34.64	55,482	30.82	46,214	25.67	32,638	18.13	51,473	28.60
3	63,342	35.19	56,384	31.32	47,004	26.11	33,153	18.42	52,352	29.08
4	64,309	35.73	57,266	31.81	47,795	26.55	33,667	18.70	53,233	29.57
5	65,303	36.28	58,168	32.32	48,566	26.98	34,200	19.00	54,091	30.05
6	66,293	36.83	59,072	32.82	49,355	27.42	34,713	19.29	54,969	30.54
7	67,262	37.37	59,952	33.31	50,146	27.86	35,248	19.58	55,851	31.03
8	68,252	37.92	60,852	33.81	50,916	28.29	35,761	19.87	56,709	31.51
9	69,240	38.47	61,756	34.31	51,708	28.73	36,296	20.16	57,591	32.00
10	70,211	39.01	62,637	34.80	52,497	29.17	36,809	20.45	58,469	32.48
11-12	71,200	39.56	63,541	35.30	53,289	29.60	37,343	20.75	59,351	32.97
13-15	72,192	40.11	64,442	35.80	54,058	30.03	37,877	21.04	60,209	33.45
16-21	73,183	40.66	65,345	36.30	54,829	30.46	38,411	21.34	61,066	33.93
22-24	74,174	41.21	66,248	36.80	55,597	30.89	38,946	21.64	61,923	34.40
25-27	75,164	41.76	67,151	37.31	56,368	31.32	39,479	21.93	62,782	34.88
28+	76,155	42.31	68,053	37.81	57,137	31.74	40,015	22.23	63,638	35.35

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

Step	Laborer		Utility Worker		Technician/ Central Office Building Asst. Coordinator		Certified Technician/ Central Office Building Coordinator		Specialist	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	26,591	14.77	39,694	22.05	47,474	26.37	55,255	30.70	60,107	33.39
2	27,661	15.37	40,463	22.48	47,945	26.64	55,448	30.80	60,407	33.56
3	29,070	16.15	41,190	22.88	48,415	26.90	55,639	30.91	60,662	33.70
4	30,310	16.84	41,940	23.30	48,928	27.18	55,940	31.08	60,898	33.83
5	31,528	17.52	42,665	23.70	49,398	27.44	56,132	31.18	61,092	33.94
6	32,768	18.20	43,392	24.11	49,890	27.72	56,387	31.33	61,346	34.08
7	34,008	18.89	44,140	24.52	50,360	27.98	56,580	31.43	61,539	34.19
8	35,248	19.58	44,631	24.79	50,724	28.18	56,837	31.58	61,797	34.33
9	36,487	20.27	45,614	25.34	51,323	28.51	57,029	31.68	62,031	34.46
10	37,706	20.95	46,341	25.75	51,749	28.75	57,179	31.77	62,223	34.57
11-12	38,946	21.64	47,240	26.24	52,305	29.06	57,372	31.87	62,480	34.71
13-15	40,187	22.33	47,966	26.65	52,777	29.32	57,563	31.98	62,737	34.85
16-21	41,425	23.01	48,693	27.05	53,247	29.58	57,755	32.09	62,994	35.00
22-24	42,665	23.70	49,421	27.46	53,717	29.84	57,949	32.19	63,249	35.14
25-27	43,906	24.39	50,146	27.86	54,187	30.10	58,140	32.30	63,507	35.28
28+	45,145	25.08	50,874	28.26	54,656	30.36	58,334	32.41	63,762	35.42

SERVICE EMPLOYEES - TECHNOLOGY
12 MONTH – 7.5 HOURS

Step	Network & Server Security Spec/ CNP IT Systems Analytical Support Spec		Senior Tech Support/ Data Support Technician/ Video and Digital Media Specialist		Tech Support		Junior Support Technician	
	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate	Annual Salary	Hourly rate
1	70,838	39.35	54,913	30.51	43,349	24.08	35,931	19.96
2	71,800	39.89	55,703	30.95	44,140	24.52	36,722	20.40
3	72,740	40.41	56,495	31.39	44,930	24.96	37,536	20.85
4	73,703	40.95	57,286	31.83	45,722	25.40	38,327	21.29
5	74,642	41.47	58,355	32.42	46,513	25.84	39,118	21.73
6	75,604	42.00	59,403	33.00	47,303	26.28	39,907	22.17
7	76,544	42.52	60,450	33.58	48,095	26.72	40,699	22.61
8	77,507	43.06	61,518	34.18	48,864	27.15	41,490	23.05
9	78,447	43.58	62,565	34.76	49,677	27.60	42,280	23.49
10	79,409	44.12	63,613	35.34	50,445	28.03	43,092	23.94
11-12	80,349	44.64	64,683	35.93	51,238	28.47	43,883	24.38
13-15	81,291	45.16	65,394	36.33	52,007	28.89	44,674	24.82
16-21	82,231	45.68	66,107	36.73	52,777	29.32	45,465	25.26
22-24	83,172	46.21	66,820	37.12	53,545	29.75	46,256	25.70
25-27	84,112	46.73	67,532	37.52	54,315	30.18	47,048	26.14
28+	85,053	47.25	68,245	37.91	55,084	30.60	47,837	26.58

SIGN LANGUAGE INTERPRETER

Step	Sign Language Interpreter* 187 days – 6.5 Hours					
	Level 1	Hourly rate	Level 2	Hourly rate	Level 3	Hourly rate
1	36,458	29.99	41,352	34.02	43,806	36.04
2	37,021	30.46	41,957	34.52	44,427	36.55
3	37,585	30.92	42,333	34.83	45,032	37.05
4	38,176	31.41	42,954	35.34	45,653	37.56
5	38,768	31.89	43,558	35.84	46,258	38.06
6	39,359	32.38	44,167	36.34	46,867	38.56
7	39,953	32.87	44,787	36.85	47,485	39.07
8	40,543	33.36	45,393	37.35	48,093	39.57
9	41,149	33.85	46,014	37.86	48,713	40.08
10	41,740	34.34	46,619	38.35	49,319	40.57
11-12	42,333	34.83	47,241	38.87	49,941	41.09
13-15	42,924	35.31	47,861	39.38	50,561	41.60
16-21	43,516	35.80	48,483	39.89	51,183	42.11
22-24	44,107	36.29	49,104	40.40	51,803	42.62
25-27	44,699	36.77	49,726	40.91	52,424	43.13
28+	45,290	37.26	50,345	41.42	53,045	43.64

*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	48,848	55,100	63,502
2	49,095	55,577	63,824
3	49,453	55,898	64,289
4	54,292	61,301	70,580
5	55,036	62,047	71,546
6	55,649	62,658	72,344
7	57,916	65,127	75,290
8	58,548	65,763	76,112
9	59,233	66,395	77,003
10	60,039	67,261	78,051
11-12	60,675	67,891	78,877
13-15	60,963	68,213	79,252
16-21	61,538	68,858	79,999
22-24	62,113	69,503	80,747
25-27	62,689	70,150	81,496
28+	63,263	70,797	82,242

THERAPY ASSISTANT 9 MONTH – 187 DAYS – 6.50 HOURS

Step	Therapy Assistant	Hourly rate
1	31,636	26.03
2	32,064	26.38
3	32,576	26.80
4	32,999	27.15
5	33,426	27.50
6	33,848	27.85
7	34,256	28.18
8	34,847	28.67
9	35,272	29.02
10	35,643	29.32
11+	35,863	29.51

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

Years of Experience	Step	Classification (Months)	Zone Nurse (RN) 9 months/182 days 9.5 months/197 days		RN 9 months/182 days 9.5 months/197 days		LPN 9 months/182 Days 6.5 Hours	
			ASN/BSN Degree	Master's Degree	ASN/BSN Degree	Master's Degree	Annual Salary	Hourly Rate
0	1	9	46,518	52,378	42,956	48,813	29,874	25.25
		9.5	50,319	56,136	46,757	52,574		
1	2	9	46,734	52,625	43,172	49,061	30,099	25.44
		9.5	50,556	56,404	46,993	52,842		
2	3	9	47,060	52,998	43,498	49,436	30,436	25.73
		9.5	50,912	56,809	47,349	53,247		
3	4	9	51,373	57,962	47,810	54,400	32,530	27.50
		9.5	55,639	62,182	52,077	58,620		
4	5	9	52,035	58,726	48,473	55,163	33,260	28.12
		9.5	56,366	63,007	52,804	59,445		
5	6	9	52,586	59,359	49,024	55,797	33,850	28.61
		9.5	56,970	63,695	53,408	60,133		
6	7	9	53,134	59,983	49,572	56,421	34,455	29.13
		9.5	57,569	64,373	54,007	60,808		
7	8	9	53,681	60,615	50,119	57,053	35,044	29.62
		9.5	58,169	65,055	54,606	61,491		
8	9	9	54,184	61,193	50,621	57,631	35,620	30.11
		9.5	58,742	65,680	55,179	62,117		
9	10	9	54,979	62,108	51,414	58,546	36,462	30.82
		9.5	59,586	66,669	56,024	63,107		
10	11	9	55,522	62,734	51,960	59,172	37,053	31.32
		9.5	60,187	67,347	56,625	63,785		
11	12	9	55,643	62,874	52,081	59,311	37,194	31.44
		9.5	60,319	67,499	56,756	63,936		
12	13	9	55,936	63,206	52,373	59,644	37,320	31.55
		9.5	60,638	67,858	57,076	64,296		
13	14	9	56,229	63,542	52,667	59,980	37,445	31.65
		9.5	60,961	68,224	57,399	64,661		
14	15	9	56,525	63,884	52,963	60,321	37,699	31.87
		9.5	61,285	68,592	57,722	65,029		
15	16	9	56,683	64,317	53,121	60,753	37,937	32.07
		9.5	61,694	69,058	58,131	65,496		
16	17	9	57,273	64,746	53,711	61,184	38,190	32.28
		9.5	62,105	69,526	58,543	65,963		
17	18	9	57,651	65,182	54,088	61,620	38,444	32.50
		9.5	62,519	69,999	58,957	66,436		
18	19	9	57,868	65,428	54,306	61,865	38,584	32.62
		9.5	62,756	70,263	59,194	66,701		
19	20	9	58,085	65,677	54,522	62,114	38,724	32.73
		9.5	62,994	70,534	59,430	66,972		
20	21	9	58,304	65,930	54,740	62,368	38,866	32.85
		9.5	63,233	70,806	59,670	67,244		
21	22	9	58,519	66,181	54,957	62,619	39,006	32.97
		9.5	63,471	71,079	59,909	67,517		
22	23	9	58,737	66,431	55,175	62,869	39,132	33.08
		9.5	63,709	71,349	60,146	67,786		
23	24	9	58,957	66,682	55,392	63,120	39,287	33.21
		9.5	63,950	71,621	60,387	68,059		
24	25	9	59,160	66,826	55,597	63,263	39,525	33.41
		9.5	64,172	71,776	60,610	68,213		
25	26	9	59,363	67,061	55,801	63,499	39,779	33.63
		9.5	64,396	72,030	60,834	68,468		
26	27	9	59,570	67,299	56,008	63,737	40,046	33.85
		9.5	64,622	72,289	61,059	68,726		
27+	28+	9	60,154	67,877	56,591	64,314	40,791	34.48
		9.5	65,262	72,913	61,700	69,351		

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

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0	1	9	43,806	50,344	54,287	58,226
		10	47,293	54,384	58,640	62,899
		12	56,189	64,614	69,672	74,731
1	2	9	44,048	50,530	54,815	58,930
		10	47,496	54,501	58,640	62,899
		12	56,431	64,754	69,672	74,731
2	3	9	44,411	50,855	54,991	59,633
		10	47,887	54,845	58,640	62,899
		12	56,895	65,163	69,672	74,731
3	4	9	49,249	56,257	60,046	64,048
		10	53,110	60,684	64,778	69,184
		12	63,101	72,100	76,965	82,200
4	5	9	49,992	57,000	60,791	64,339
		10	53,919	61,490	65,584	69,500
		12	64,062	73,057	77,921	82,575
5	6	9	50,610	57,616	61,408	64,950
		10	54,580	62,155	66,248	70,160
		12	64,848	73,846	78,710	83,359
6	7	9	52,745	59,959	63,862	67,514
		10	56,890	64,680	68,901	72,930
		12	67,592	76,848	81,863	86,650
7	8	9	53,376	60,595	64,494	68,148
		10	57,569	65,366	69,582	73,613
		12	68,400	77,663	82,672	87,461
8	9	9	53,982	61,228	65,129	68,782
		10	58,205	66,049	70,267	74,299
		12	69,155	78,475	83,485	88,275
9	10	9	54,870	62,086	65,991	69,643
		10	59,181	66,979	71,194	75,227
		12	70,314	79,579	84,587	89,380
10-11	11-12	9	55,502	62,717	66,619	71,348
		10	59,869	67,661	71,880	76,489
		12	71,131	80,390	85,402	90,877
12-14	13-15	9	55,769	63,021	66,940	71,692
		10	60,154	67,988	72,227	76,859
		12	71,469	80,778	85,814	91,318
15-20	16-21	9	57,587	64,977	68,973	73,815
		10	62,037	70,020	74,339	79,060
		12	73,707	83,192	88,323	93,932
21+	22+	9	57,587	64,977	68,973	73,815
		10	62,037	70,020	74,339	79,656
		12	73,707	83,192	88,323	94,640

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)	35.00/hour

CLASSIFIED SUMMER SCHOOL

AIDES

Term	Term Rate	Hourly Rate
One Term (3 weeks)	585	7.80
Two Terms (6 weeks)	1,170	7.80

(Based on 25 hours per week)

CUSTODIANS

Term	Term Rate	Hourly Rate
One Term (3 weeks)	563.90	7.52
Two Terms (6 weeks)	1,127.80	7.52

(Based on 25 hours per week)

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	70.00/day
Bus Aide	60.00/day

PART-TIME, NON-BENEFITED NURSES

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

Part-Time Nurses	Rate
RN/LPN	35.00/hour