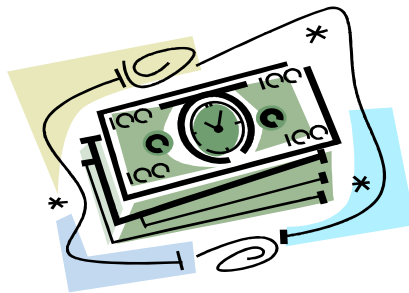


# ST. CLAIR COUNTY BOARD OF EDUCATION

2011-2012

## SALARY SCHEDULE



JENNY SEALS  
SUPERINTENDENT

**Classroom Teachers - 9 Months**  
**187 Day Contract - Public School Experience**

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>6Y</b>	<b>DO</b>	<b>ND</b>
< 3 Years (0,1,2)	36,144.00	41,564.00	44,818.00	48,071.00	36,144.00
< 6 Years (3,4,5)	39,756.00	45,720.00	49,297.00	52,877.00	39,756.00
< 9 Years (6,7,8)	41,497.00	47,721.00	51,470.00	55,191.00	41,497.00
< 12 Years (9,10,11)	42,053.00	48,362.00	52,148.00	55,932.00	42,053.00
< 15 Years (12,13,14)	42,818.00	49,238.00	53,093.00	56,949.00	42,818.00
< 18 Years (15,16,17)	43,794.00	50,364.00	54,305.00	58,244.00	43,794.00
< 21 Years (18,19,20)	44,360.00	51,012.00	55,005.00	58,999.00	44,360.00
< 24 Years (21,22,23)	44,926.00	51,666.00	55,708.00	59,752.00	44,926.00
< 27 Years (24,25,26)	45,461.00	52,201.00	56,245.00	60,288.00	45,461.00
27 + Years	45,997.00	52,737.00	56,780.00	60,824.00	45,997.00

**Classroom Teachers - 10 Months  
202 Day Contract - Public School Experience**

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>6Y</b>	<b>DO</b>	<b>ND</b>
< 3 Years (0,1,2)	39,043.00	44,898.00	48,413.00	51,927.00	39,043.00
< 6 Years (3,4,5)	42,945.00	49,387.00	53,251.00	57,118.00	42,945.00
< 9 Years (6,7,8)	44,826.00	51,549.00	55,599.00	59,618.00	44,826.00
< 12 Years (9,10,11)	45,426.00	52,241.00	56,331.00	60,419.00	45,426.00
< 15 Years (12,13,14)	46,253.00	53,188.00	57,352.00	61,517.00	46,253.00
< 18 Years (15,16,17)	47,307.00	54,404.00	58,661.00	62,916.00	47,307.00
< 21 Years (18,19,20)	47,918.00	55,104.00	59,417.00	63,732.00	47,918.00
< 24 Years (21,22,23)	48,530.00	55,810.00	60,177.00	64,545.00	48,530.00
< 27 Years (24,25,26)	49,108.00	56,388.00	60,757.00	65,124.00	49,108.00
27 + Years	49,687.00	56,967.00	61,335.00	65,703.00	49,687.00

**Classroom Teachers - 11 Months  
222 Day Contract - Public School Experience**

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>6Y</b>	<b>DO</b>	<b>ND</b>
< 3 Years (0,1,2)	42,909.00	49,343.00	53,206.00	57,068.00	42,909.00
< 6 Years (3,4,5)	47,197.00	54,277.00	58,524.00	62,774.00	47,197.00
< 9 Years (6,7,8)	49,264.00	56,653.00	61,103.00	65,521.00	49,264.00
< 12 Years (9,10,11)	49,924.00	57,414.00	61,908.00	66,401.00	49,924.00
< 15 Years (12,13,14)	50,832.00	58,454.00	63,030.00	67,608.00	50,832.00
< 18 Years (15,16,17)	51,991.00	59,790.00	64,469.00	69,145.00	51,991.00
< 21 Years (18,19,20)	52,663.00	60,560.00	65,300.00	70,042.00	52,663.00
< 24 Years (21,22,23)	53,335.00	61,336.00	66,135.00	70,936.00	53,335.00
< 27 Years (24,25,26)	53,970.00	61,971.00	66,772.00	71,572.00	53,970.00
27 + Years	54,606.00	62,608.00	67,407.00	72,208.00	54,606.00

**Classroom Teachers - 12 Months  
240 Day Contract - Public School Experience**

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>6Y</b>	<b>DO</b>	<b>ND</b>
< 3 Years (0,1,2)	46,388.00	53,344.00	57,520.00	61,695.00	46,388.00
< 6 Years (3,4,5)	51,024.00	58,678.00	63,269.00	67,864.00	51,024.00
< 9 Years (6,7,8)	53,258.00	61,246.00	66,058.00	70,833.00	53,258.00
< 12 Years (9,10,11)	53,972.00	62,069.00	66,928.00	71,784.00	53,972.00
< 15 Years (12,13,14)	54,954.00	63,193.00	68,141.00	73,090.00	54,954.00
< 18 Years (15,16,17)	56,206.00	64,638.00	69,696.00	74,752.00	56,206.00
< 21 Years (18,19,20)	56,933.00	65,470.00	70,595.00	75,721.00	56,933.00
< 24 Years (21,22,23)	57,659.00	66,309.00	71,497.00	76,687.00	57,659.00
< 27 Years (24,25,26)	58,346.00	66,996.00	72,186.00	77,375.00	58,346.00
27 + Years	59,034.00	67,684.00	72,873.00	78,063.00	59,034.00

**Band Director - 10 Month  
202 Day Contract - Public School Experience**

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>6Y</b>	<b>DO</b>	<b>ND</b>
< 3 Years (0,1,2)	43,453.00	49,308.00	52,823.00	56,337.00	43,453.00
< 6 Years (3,4,5)	47,355.00	53,797.00	57,661.00	61,528.00	47,355.00
< 9 Years (6,7,8)	49,236.00	55,959.00	60,009.00	64,028.00	49,236.00
< 12 Years (9,10,11)	49,836.00	56,651.00	60,741.00	64,829.00	49,836.00
< 15 Years (12,13,14)	50,663.00	57,598.00	61,762.00	65,927.00	50,663.00
< 18 Years (15,16,17)	51,717.00	58,814.00	63,071.00	67,326.00	51,717.00
< 21 Years (18,19,20)	52,328.00	59,514.00	63,827.00	68,142.00	52,328.00
< 24 Years (21,22,23)	52,940.00	60,220.00	64,587.00	68,955.00	52,940.00
< 27 Years (24,25,26)	53,518.00	60,798.00	65,167.00	69,534.00	53,518.00
27 + Years	54,097.00	61,377.00	65,745.00	70,113.00	54,097.00

**Central Office Salary Schedule  
Certified - 240 Days / 12 Month**

**SCHOOL IMPROVEMENT/MENTOR COORDINATOR  
CURRICULUM/TESTING COORDINATOR  
HUMAN RESOURCES COORDINATOR  
STUDENT SERVICES COORDINATOR  
FACILITIES/PURCHASING COORDINATOR  
PROFESSIONAL DEVELOPMENT/PEPE COORDINATOR  
SPECIAL EDUCATION COORDINATOR  
FEDERAL PROGRAM COORDINATOR**

**COORDINATOR SALARY SCHEDULE**

<b>Years Experience</b>	<b>Certified Annual Salary</b>
0	62,057.00
1	62,357.00
2	62,658.00
3	62,958.00
4	63,258.00
5	63,669.00
6	65,756.00
7	66,065.00
8	66,374.00
9	66,684.00
10-14	66,993.00
15-17	69,527.00
18-20	71,094.00
21-23	74,229.00
24-27	74,916.00
27+ Years	76,289.00

\* Add \$5,120 for "AA" Certificate Degree

\* Add \$6,300 for Doctorate Degree

\* Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement

(AASBO Certification and Personnel/Payroll - Excludes Local School Accounting)

Must be prior approved by the Superintendent and the CSFO

Must be relevant to position held by employee

## Administrator Supplement for Local Schools 240 Day Contract / 12 Month

### Principal Supplement

To determine principal's salary:

1. Locate annual salary by certification rank and experience on the State Minimum Salary Schedule - Classroom Teachers - 12 months.
2. Add the following supplements to the State Minimum Salary.

<b>Elementary Principal</b> Ashville Elementary Springville Elementary Odenville Elementary Moody Elementary Moody Middle Steele Jr. High Ruben Yancy Alternative Odenville Intermediate Margaret Elementary	\$6,619.00	499 or less students - add \$1,000 500 + students - add \$2,000
<b>Middle School Principal</b> Ashville Middle Odenville Middle Springville Middle Moody Jr. High Eden Career Technical	\$8,425.00	499 or less students - add \$1,000 500 + students - add \$2,000
<b>High School Principal</b> Ashville High Springville High St. Clair County High Moody High Ragland High	\$12,035.00	499 or less students - add \$2,000 500 + students - add \$4,000

\*\*\* Enrollment based on previous year 20 day after labor day enrollment

### Assistant Principal Supplement

<b>FULL TIME</b>	\$5,950.00
<b>PART TIME</b>	\$2,975.00

**School Psychometrist Salary Schedule  
202 Day Contract / 10 Month**

<b>Experience</b>	<b>Salary</b>
< 3 Years (0,1,2)	44,898.00
< 6 Years (3,4,5)	49,387.00
< 9 Years (6,7,8)	51,549.00
< 12 Years (9,10,11)	52,241.00
< 15 Years (12,13,14)	53,188.00
< 18 Years (15,16,17)	54,404.00
< 21 Years (18,19,20)	55,104.00
< 24 Years (21,22,23)	55,810.00
< 27 Years (24,25,26)	56,388.00
27 + Years	56,967.00

**Teacher / Board Certified Behavioral Analyst  
187 Day Contract / 9-Month**

<b>Experience</b>	<b>Salary</b>
< 3 Years (0,1,2)	43,191.00
< 6 Years (3,4,5)	47,509.00
< 9 Years (6,7,8)	49,596.00
< 12 Years (9,10,11)	50,255.00
< 15 Years (12,13,14)	51,166.00
< 18 Years (15,16,17)	52,335.00
< 21 Years (18,19,20)	53,009.00
< 24 Years (21,22,23)	53,687.00
< 27 Years (24,25,26)	54,223.00
27 + Years	54,759.00

## Academic Supplements - Certified Employees Only

### ACADEMIC SUPPLEMENTS\*

Beta Club/Student Government Assoc - Middle/Jr. High/Freshman (3 service projects, convention and regular scheduled meetings)	\$700.00
Beta Club/FTA/Student Government Assoc - Sr. (3 service projects, convention and regular scheduled meetings)	\$700.00
Scholar's Bowl - Middle and Jr. High (Minimum 6 meets and organized practice)	\$700.00
Scholar's Bowl - Sr. (Minimum 10 meets and organized practice)	\$1,050.00
Debate Team - Sr. (Minimum 5 debates)	\$350.00
Drama Team - Sr./Jr. (Minimum 2 major performances)	\$1,050.00
Math Team - Sr. (Minimum 5 competitions)	\$700.00
Yearbook - High School	\$700.00
Yearbook - Middle / Jr. High	\$350.00
Yearbook - Elementary (1 supplement per school)	\$350.00

\* Academic supplements paid in May after principal submits completion verification on May 1st each year.

Local School Technology Contact**	Not to exceed	\$1200.00
Access Facilitator **	Not to exceed	\$1200.00
Preschool (Administrative Supplement)** (1 supplement per site - 3 sites)	Not to exceed	\$1000.00

\*\*Based on funding - Paid monthly

## Sr. High Athletic Supplements

ATHLETIC DIRECTOR - HIGH SCHOOL	\$2,500.00
BAND AUXILIARY SPONSOR	\$1,430.00
FOOTBALL - 1 Supplement per school	\$5,600.00
BASKETBALL - Boys & Girls "A" Team	\$4,200.00
ASSISTANT FOOTBALL	\$3,150.00
5-A School earns 5 coaches	
4-A School earns 4 coaches	
3-A School earns 3 coaches	
2-A School earns 2 coaches	
1-A School earns 2 coaches	
OFFENSE COORDINATOR - 1 Supplement per school	\$3,750.00
DEFENSE COORDINATOR - 1 Supplement per school	\$3,750.00
BASKETBALL - Boys & Girls "B" Team	\$2,800.00
VOLLEYBALL - 1 Supplement per school	\$3,150.00
VOLLEYBALL ASST "B" Team (minimum 12 games)	\$1,575.00
CHEERLEADER SPONSOR - 1 Supplement per school	
2 Sports	\$3,150.00
1 Sport	\$1,575.00
BASEBALL - 1 Supplement per school	\$3,150.00
BASEBALL - B Team	\$1,575.00
GIRLS SOFTBALL - 1 Supplement per school	\$3,150.00
SOFTBALL - B Team	\$1,575.00
GOLF - 1 Supplement per school	\$1,050.00
TENNIS - 1 Supplement per school	\$1,050.00
CROSS COUNTRY - (minimum 5 events)	\$700.00
TRACK - 1 Supplement per school	\$1,400.00
WEIGHT LIFTING - 1 Supplement per school	\$1,400.00
WRESTLING - 1 Supplement per school	\$3,150.00
SOCCER - Boys & Girls	\$1,400.00
ARCHERY - 1 Supplement per school	\$1,050.00

## Jr. High Athletic Supplements

FOOTBALL - 1 Supplement per school	\$2,100.00
ASSISTANT FOOTBALL	\$1,400.00
BASKETBALL - Boys & Girls "A" Team/1 Supplement each	\$1,750.00
BASKETBALL - Boys & Girls "B" Team/1 Supplement each	\$1,050.00
VOLLEYBALL - 1 Supplement per school	\$1,400.00
CHEERLEADER SPONSOR - 1 Supplement per school	
2 Sports	\$2,100.00
1 Sport	\$1,050.00
SOFTBALL	\$1,050.00
BASEBALL	\$1,050.00
WRESTLING - 1 Supplement per school	\$1,050.00
TENNIS - 1 Supplement per school	\$1,050.00
TRACK - 1 Supplement per school	\$1,050.00
ARCHERY - 1 Supplement per school	\$1,050.00

## Freshman Athletic Supplements

FOOTBALL	\$2,100.00
ASSISTANT FOOTBALL	\$1,400.00
CHEERLEADER SPONSOR - 1 Sport	\$1,050.00
2 Sport	\$2,100.00
BASEBALL	\$1,400.00
BASEBALL - B Team	\$1,050.00
SOFTBALL	\$1,400.00
SOFTBALL - B Team	\$1,050.00
BASKETBALL - Boys/Girls	\$1,050.00
SOCCER	\$1,050.00

## Teacher Aide/Office Aide/Bus Aide Salary Schedule

Experience	* Instructional Aide * Office Aide 7 Hours per day 9 Month / 182 days	* Instructional Aide * Office Aide 8 Hours per day 9 Month / 182 days	*Instructional Aide *Office Aide 8 Hours per day 10 Month / 202 days	*Dual Position Teacher Aide & Bus Aide 9 Month/182 days Hired prior to July 1, 2011	*One Position Teacher Aide & Bus Aide 9 Month/182 days Hired on/after July 1, 2011
0	16,265.00	18,588.00	20,079.00	21,105.00	20,079.00
1	16,307.00	18,637.00	20,132.00	21,274.00	20,132.00
2	16,352.00	18,688.00	20,187.00	21,421.00	20,187.00
3	16,499.00	18,856.00	20,369.00	21,569.00	20,369.00
4	16,648.00	19,026.00	20,552.00	21,718.00	20,552.00
5	16,797.00	19,197.00	20,737.00	21,868.00	20,737.00
6	16,949.00	19,370.00	20,924.00	22,019.00	20,924.00
7	17,101.00	19,544.00	21,112.00	22,171.00	21,112.00
8	17,255.00	19,720.00	21,302.00	22,324.00	21,302.00
9	17,410.00	19,897.00	21,493.00	22,478.00	21,493.00
10	17,577.00	20,088.00	21,699.00	22,614.00	21,699.00

\* Add \$2,000 for Associate Degree from an accredited institution

\* Add \$3,000 for B.S. Degree from an accredited institution

## School Secretary/Bookkeeper Salary Schedule

Experience	12 Months / 240 Days Annual Salary	10 Months / 202 Days Annual Salary	9 Months / 182 Days Annual Salary
0	27,550.00	23,188.00	20,892.00
1	27,770.00	23,373.00	21,059.00
2	27,992.00	23,560.00	21,227.00
3	28,216.00	23,748.00	21,397.00
4	28,442.00	23,939.00	21,569.00
5	28,670.00	24,131.00	21,741.00
6	28,999.00	24,407.00	21,991.00
7	29,130.00	24,518.00	22,090.00
8	29,363.00	24,714.00	22,267.00
9	29,598.00	24,912.00	22,445.00
10	29,716.00	25,011.00	22,535.00

\* Add \$2,000 for Associate Degree from an accredited institution

\* Add \$3,000 for B.S. Degree from an accredited institution

\* Add \$1,000.00 for each Alabama Association of School Business Officials certification  
Must maintain certification to receive annual supplement  
(AASBO Certification, Personnel/Payroll, and Local School)

**Bus Driver Salary Schedule  
182 Day Contract / 9 Month**

<b>Experience</b>	<b>Bus Driver</b>	<b>Part-Time Position Vocational - Hired prior to July 1, 2011</b>	<b>Part-Time Position Vocational - Hired after July 1, 2011</b>
0	13,574.00	6,786.00	6787.00
1	13,707.00	6,916.00	6854.00
2	13,841.00	7,049.00	6921.00
3	13,977.00	7,184.00	6989.00
4	14,114.00	7,322.00	7057.00
5	14,252.00	7,463.00	7126.00
6	14,392.00	7,606.00	7196.00
7	14,533.00	7,752.00	7267.00
8	14,675.00	7,901.00	7338.00
9	14,819.00	8,053.00	7410.00
10	14,978.00	8,224.00	7489.00

**SUPERVISOR/DIRECTOR**  
**Maintenance**  
**Transportation**  
**Community Education**  
**Technology**  
**Child Nutrition**  
**240 Day contract / 12 Month**

<b>Experience</b>	<b>Supervisor Annual Salary</b>
0	64,652.00
1	64,859.00
2	65,067.00
3	65,275.00
4	65,484.00
5	65,694.00
6	65,904.00
7	66,115.00
8	66,327.00
9	66,539.00
10	66,743.00

Add \$2000 for associate degree from accredited university

Add \$3000 for B.S. from accredited university

Add \$4000 for M.S. from accredited university

- \* Add \$1,000.00 for each Alabama Association of School Business Officials certification  
 Must maintain certification to receive annual supplement  
 (AASBO Certification and Personnel/Payroll - Excludes Local School Accounting)  
 Must be prior approved by the Superintendent and the CSFO  
 Must be relevant to position held by employee

**Central Office Support  
12 Month - 240 Days**

<b>Years Experience</b>	<b>Secretary/Bookkeeper Annual Salary</b>
0	35,070.00
1	35,284.00
2	35,499.00
3	35,716.00
4	35,934.00
5	36,153.00
6	36,374.00
7	36,596.00
8	36,819.00
9	37,044.00
10	37,265.00

- \* Add \$2,000 for Associate Degree from an accredited institution
- \* Add \$3,000 for B.S. Degree from an accredited institution
- \* Add \$1,000.00 for each Alabama Association of School Business Officials certification  
Must maintain certification to receive annual supplement  
(AASBO Certification, Personnel/Payroll, and Local School)

Board Minute Recorder

\$2,800.08

**Lunchroom Managers  
186 Day Contract / 9 Month**

	I	II	III
Experience	8 Hours	8 Hours	8.0 Hours
0	23,198.00	20,876.00	19,131.00
1	23,368.00	21,036.00	19,301.00
2	23,538.00	21,198.00	19,474.00
3	23,710.00	21,361.00	19,648.00
4	23,883.00	21,526.00	19,821.00
5	24,057.00	21,691.00	19,998.00
6	24,233.00	21,858.00	20,176.00
7	24,410.00	22,027.00	20,356.00
8	24,588.00	22,196.00	20,537.00
9	24,768.00	22,367.00	20,720.00
10	24,948.00	22,544.00	20,909.00

**\*\*\*EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT \*\*\***

I - Schools with over 775 average daily meal equivalents served = .66 breakfast + 1 lunch + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

II - Schools with 400-775 average daily meal equivalents served = .66 breakfast + 1 lunch + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

III - Schools with less than 400 average daily meal equivalents served = .66 breakfast + 1 lunch + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

**Lunchroom Secretaries / Assistant Managers**  
**186 days / 9 Month**

<b>Experience</b>	<b>400 or over* 8 Hours</b>	<b>Under 400 + 8 Hours</b>	<b>Under 400 7.5 Hour</b>
0	19,202.00	18,163.00	17,028.00
1	19,351.00	18,322.00	17,177.00
2	19,501.00	18,482.00	17,327.00
3	19,650.00	18,641.00	17,476.00
4	19,802.00	18,804.00	17,629.00
5	19,955.00	18,968.00	17,783.00
6	20,107.00	19,133.00	17,937.00
7	20,262.00	19,300.00	18,094.00
8	20,419.00	19,466.00	18,249.00
9	20,575.00	19,636.00	18,409.00
10	20,736.00	19,801.00	18,563.00

Schools with 400 or over average daily meal equivalents served = .66 breakfast + 1 lunch + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

II - Schools with less than 400 average daily meal equivalents served = .66 breakfast + 1 lunch = \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

Less than 8 hours - Prorated.

\* Over 400 students served.

+ Under 400 students served.

**Lunchroom Workers  
184 Day Contract / 9 Month**

<b>Experience</b>	<b>8 Hour</b>	<b>7.5 Hour</b>	<b>7 Hour</b>	<b>6.5 Hour</b>	<b>6 Hour</b>	<b>4 Hour</b>
0	17,020.00	15,956.00	14,893.00	13,829.00	12,765.00	8,510.00
1	17,168.00	16,095.00	15,022.00	13,949.00	12,876.00	8,584.00
2	17,315.00	16,233.00	15,151.00	14,068.00	12,986.00	8,658.00
3	17,464.00	16,373.00	15,281.00	14,190.00	13,098.00	8,732.00
4	17,613.00	16,512.00	15,411.00	14,311.00	13,210.00	8,807.00
5	17,764.00	16,654.00	15,544.00	14,433.00	13,323.00	8,882.00
6	17,917.00	16,797.00	15,677.00	14,558.00	13,438.00	8,959.00
7	18,070.00	16,941.00	15,811.00	14,682.00	13,553.00	9,035.00
8	18,225.00	17,086.00	15,947.00	14,808.00	13,669.00	9,113.00
9	18,382.00	17,233.00	16,084.00	14,935.00	13,787.00	9,191.00
10	18,539.00	17,380.00	16,222.00	15,063.00	13,904.00	9,270.00

\*\*\* EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT \*\*\*

## School Janitor Salary Schedule

<b>Experience</b>	<b>9 Month/182 Days 8 Hours per day Annual Salary - Hired prior to July 1, 2011</b>	<b>9 Month/182 Days 8 hours per day Annual Salary - Hired on/after July 1, 2011</b>	<b>10 Month/202 Days 8 Hours per day Annual Salary - Hired prior to July 1, 2011</b>	<b>10 Month/202 Days 8 Hours per day Annual Salary - Hired on/after July 1, 2011</b>	<b>12 Month/240 Days 8 Hours per day Annual Salary</b>
0	17,090.00	16,831.00	18,850.00	18,681.00	22,195.00
1	17,232.00	16,978.00	19,006.00	18,843.00	22,388.00
2	17,375.00	17,125.00	19,164.00	19,007.00	22,583.00
3	17,519.00	17,274.00	19,323.00	19,172.00	22,779.00
4	17,664.00	17,424.00	19,483.00	19,339.00	22,977.00
5	17,811.00	17,576.00	19,645.00	19,507.00	23,177.00
6	17,959.00	17,729.00	19,808.00	19,677.00	23,379.00
7	18,108.00	17,883.00	19,972.00	19,848.00	23,582.00
8	18,258.00	18,038.00	20,138.00	20,021.00	23,787.00
9	18,410.00	18,195.00	20,305.00	20,195.00	23,994.00
10	18,555.00	18,359.00	20,476.00	20,377.00	24,210.00

**Job Coach  
202 Days - 10 Month**

<b>Experience</b>	<b>Annual Salary</b>
0	24,081.00
1	24,218.00
2	24,356.00
3	24,495.00
4	24,635.00
5	24,775.00
6	24,916.00
7	25,058.00
8	25,201.00
9	25,345.00
10	25,482.00

**Maintenance Department  
240 Day Contract / 12 Month**

Experience	* Maintenance Secretary	*** Worker Annual Salary
0	27,550.00	31,752.00
1	27,770.00	32,355.00
2	27,992.00	32,970.00
3	28,216.00	33,596.00
4	28,442.00	34,234.00
5	28,670.00	34,884.00
6	28,999.00	35,547.00
7	29,130.00	36,222.00
8	29,363.00	36,910.00
9	29,598.00	37,611.00
10	29,716.00	38,226.00

\*\*\* \$3,500.00 Supplement Upon Verification of Appropriate Certifications- HVAC, Plumbing, Electrician, etc.

\*\*\* Supplement is contingent upon prior approval from the Superintendent for any certifications acquired after initial hire.

\* Add \$2,000 for Associate Degree from an accredited institution

\* Add \$3,000 for B.S. Degree from an accredited institution

\* Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement

(AASBO Certification, Personnel/Payroll, and Local Schools)

Supplement for inventory/work orders

\$2,500.00

**School Nurse Salary Schedule  
182 Day Contract / 9 Month**

<b>Experience</b>	<b>LPN</b>	<b>RN</b>	<b>RN/MS</b>	<b>Nurse Coordinator</b>
< 3 Years (0,1,2)	21,142.00	35,178.00	40,453.00	41,060.00
< 6 Years (3,4,5)	21,292.00	38,693.00	44,498.00	45,165.00
< 9 Years (6,7,8)	21,441.00	40,387.00	46,445.00	47,142.00
< 12 Years (9,10,11)	22,062.00	40,929.00	47,069.00	47,775.00
< 15 Years (12,13,14)	22,459.00	41,673.00	47,921.00	48,640.00
< 18 Years (15,16,17)	22,953.00	42,623.00	49,017.00	49,752.00
< 21 Years (18,19,20)	23,229.00	43,174.00	49,648.00	50,393.00
< 24 Years (21,22,23)	23,507.00	43,725.00	50,285.00	51,039.00
< 27 Years (24,25,26)	24,007.00	44,245.00	50,805.00	51,567.00
27 + Years	24,507.00	44,767.00	51,327.00	52,097.00

## Substitute Salary Schedule

Substitute Teacher	\$60.00 per day
Substitute Nurse	\$100.00 per day
Substitute Janitor	\$60.00 per day
Substitute Secretary	\$60.00 per day
Substitute Lunchroom Worker	\$60.00 per day
Substitute Teacher Aide	\$60.00 per day
Substitute Bus Aide	\$30.00 per day
Substitute Bus Driver	\$60.00 per day
Substitute Vocational Bus Driver	\$30.00 per day
Substitute Teacher (for extended leaves) *	\$100.00 per day

\*(Must hold or be eligible for an Alabama Teaching Certificate)

\*(Board approval per position required to fill extended leaves)

Field trip/extracurricular activity bus driver	\$30.00 for < 4 hours
	\$45.00 for 4 hours to < 6 hours
	\$60.00 for 6 to 8 hours

**Technology Department  
240 Day Contract / 12 Month**

<b>Experience</b>	<b>* Technical Support I</b>	<b>* Logistics/Pro ject Manager</b>	<b>* Desktop Adm</b>	<b>* ** Computer Software Adm</b>	<b>* Technical Support Manager</b>
0	28,790.00	32,845.00	30,291.00	53,100.00	43,688.00
1	29,553.00	33,814.00	31,018.00	53,570.00	44,515.00
2	30,336.00	34,812.00	31,762.00	54,044.00	45,357.00
3	31,140.00	35,839.00	32,524.00	54,522.00	46,215.00
4	31,965.00	36,896.00	33,304.00	55,005.00	47,089.00
5	32,812.00	37,984.00	34,103.00	55,492.00	47,980.00
6	33,682.00	39,105.00	34,921.00	55,983.00	48,888.00
7	34,574.00	40,259.00	35,759.00	56,478.00	49,813.00
8	35,491.00	41,447.00	36,617.00	56,978.00	50,755.00
9	36,431.00	42,670.00	37,495.00	57,482.00	51,715.00
10	37,222.00	43,932.00	38,393.00	58,000.00	52,690.00

\* Add \$2,000 for Associate Degree from an accredited institution

\* Add \$3,000 for B.S. Degree from an accredited institution

\*\* Exempt Employee

**Occupational Therapist (Registered) Salary Schedule  
187/202 Day Contract / 9 & 10 Month - Public School Experience**

<b>Experience</b>	<b>9 Month Salary</b>	<b>10 Month Salary</b>
< 3 Years (0,1,2)	41,564.00	44,898.00
< 6 Years (3,4,5)	45,720.00	49,387.00
< 9 Years (6,7,8)	47,721.00	51,549.00
< 12 Years (9,10,11)	48,362.00	52,241.00
< 15 Years (12,13,14)	49,238.00	53,188.00
< 18 Years (15,16,17)	50,364.00	54,404.00
< 21 Years (18,19,20)	51,012.00	55,104.00
< 24 Years (21,22,23)	51,666.00	55,810.00
< 27 Years (24,25,26)	52,201.00	56,388.00
27 + Years	52,737.00	56,967.00

**CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT  
187 Day Contract / Month - Public School Experience**

<b>Experience</b>	<b>9 Month Salary</b>
< 3 Years (0,1,2)	33,144.00
< 6 Years (3,4,5)	36,756.00
< 9 Years (6,7,8)	38,497.00
< 12 Years (9,10,11)	39,053.00
< 15 Years (12,13,14)	39,818.00
< 18 Years (15,16,17)	40,794.00
< 21 Years (18,19,20)	41,360.00
< 24 Years (21,22,23)	41,926.00
< 27 Years (24,25,26)	42,461.00
27 + Years	42,997.00

**Physical Therapist (Licensed)  
202 Day Contract / 10 Month**

<b>Experience</b>	<b>Salary</b>
< 3 Years (0,1,2)	44,898.00
< 6 Years (3,4,5)	49,387.00
< 9 Years (6,7,8)	51,549.00
< 12 Years (9,10,11)	52,241.00
< 15 Years (12,13,14)	53,188.00
< 18 Years (15,16,17)	54,404.00
< 21 Years (18,19,20)	55,104.00
< 24 Years (21,22,23)	55,810.00
< 27 Years (24,25,26)	56,388.00
27 + Years	56,967.00

**Transportation Department Salary Schedule**  
**240 day contract / 12 Month**

<b>Experience</b>	<b>Shop Foreman / Bus Inspt.</b>	<b>* Secretary</b>	<b>Parts Specialist/ Mechanic</b>	<b>Mechanic</b>
0	38,226.00	27,550.00	36,765.00	36,031.00
1	38,421.00	27,770.00	36,986.00	36,247.00
2	38,617.00	27,992.00	37,208.00	36,464.00
3	38,814.00	28,216.00	37,431.00	36,683.00
4	39,012.00	28,442.00	37,656.00	36,903.00
5	39,211.00	28,670.00	37,882.00	37,124.00
6	39,411.00	28,899.00	38,109.00	37,347.00
7	39,612.00	29,130.00	38,338.00	37,571.00
8	39,814.00	29,363.00	38,568.00	37,796.00
9	40,017.00	29,598.00	38,799.00	38,023.00
10	40,421.00	29,716.00	38,960.00	38,226.00

Salary Based on 8 Hours Per Day

- \* Add \$2,000 for Associate Degree from an accredited institution
- \* Add \$3,000 for B.S. Degree from an accredited institution
- \* Add \$1,000.00 for each Alabama Association of School Business Officials certification  
 Must maintain certification to receive annual supplement  
 (AASBO Certification, Personnel/Payroll, and Local Schools)

## After-School/Extended Year

After-School Tutor/Teacher	\$25.00/hour
Extended Year Tutor/Teacher	\$25.00/hour
Homebound Teacher	\$25.00/hour
Program Director	\$30.00/hour
Adult Aide	\$15.00/hour
Student Aide	\$10.00/hour
Migrant Home Liaison	\$25.00/hour
Migrant Service Recruiter	\$25.00/hour
Nurse	Current hourly rate of pay
Translator	\$15.00/hour
Bus Driver	Current hourly rate of pay
Lunchroom Worker	\$17.00/hour
Custodian Helper	\$10.00/hour
Saturday School Teacher	\$115 per Saturday worked
IDEA Sp Ed ESY Teacher *	\$30.00/hour
IDEA Sp Ed ESY Therapist *	\$30.00/hour
IDEA Sp Ed ESY Aide *	\$20.00/hour

\* Extended School Year Summer Program

**EXTENDED DAY**  
**COMMUNITY EDUCATION PROGRAM**

After-School Teacher	\$15.00/hour
Director	\$18.00/hour
Student Aide	\$7.25/hour
Adult Aide	\$10.00/hour
Lifeguard	\$15.00/hour
Bus Driver/Adult Aide	\$10.00/hour
After-School/Summer Tutor	\$25.00/hour
Director of Tutor Program	\$30.00/hour