



2016-2017 SALARY SCHEDULE

***ADOPTED BY:
THE TUSCALOOSA COUNTY BOARD OF EDUCATION
1118 Greensboro Avenue
Tuscaloosa, Alabama 35401***

September 8, 2016

Effective October 1, 2016
(Supplements effective September 1, 2016)

TABLE OF CONTENTS

PAGE

Message from the Superintendent-----	1
Tuscaloosa County Board of Education Members-----	1
Administration-----	1
Introduction-----	2
Assumptions-----	2
The Effect of Fair Labor Standards Act-----	3

Employee Benefits

Insurance-----	3
Teacher Retirement-----	4
Leave Days and Vacation-----	4-5
Longevity Leave-----	5
Definitions-----	6-9
Teachers-----	10-12
Principal Formulas-----	13-14

Central Office

Deputy Superintendent -----	15
Senior Director of Human Resources-----	15
Director -----	16
Coordinator-----	17
Accountant, Attendance Officer, CNP Specialist-----	18-20
Personnel Assistant-----	20
Clerical Positions (Secretary and Bookkeeper)-----	21-22

School Clerical Positions

Clerical Staffing Matrix -----	23
Secretary/Bookkeeper-----	24-25
School Secretary-----	25-26
School Bookkeeper-----	27-28
Clerical Para-Educator-----	28

Custodial and Maintenance

Custodian I -----	29
Head Custodian and Custodian II -----	30
Central Office Custodian-----	30
Maintenance-----	31-32
Groundskeeper/Maintenance Assistant-----	31
Warehouse Assistant/Skilled-----	32

Bus Shop

Bus Shop - State Certified Mechanic -----	33
Bus Shop - Foreman -----	33
Transportation Route Technician -----	34
Parts Counter Clerk and Trainer-----	34
Bus Shop Assistant-----	34
Regular Route Bus Drivers-----	35

TABLE OF CONTENTS (CONTINUED)

	PAGE
Bus Shop (con't)	
Special Education Route Bus Drivers -----	36
Special Education Bus Para-Educator -----	36
Bus Supplements -----	37
Child Nutrition Program	
CNP Manager-----	38-42
CNP Assistant Manager-----	43-46
CNP Worker-----	47
Other Support Personnel	
Job Coach-----	48
Occupational Therapist-----	48
Physical Therapist-----	48
In-School Intervention Monitor-----	49
School Nurses (LPN)-----	50
School Nurses (RN)-----	51
9-Month Para-Educators-----	52
9-Month Pre-School Teacher Assistant (OSR)-----	52
Interpreter/Transliterator-----	53-54
Computer Technician-----	55
Network Operations Manager-----	55
Substitute and Part-Time Employment	
Substitutes-----	56
Extended Day -----	56
Tutors-----	56
Supplements	
Supplemental Contracts-----	57
Extracurricular Supplements-----	57-61
Grass Cutting-----	62-63

A MESSAGE FROM THE SUPERINTENDENT.....

The Tuscaloosa County School System offers its students a world-class public education system. We have many successes to celebrate in our schools. We are a school system worth supporting and strengthening as we know there is no better investment in tomorrow than meeting the educational needs of all students today.

Our financial challenges continue even though we have been able to make some advancement due to the careful financial management by our Board. For the 2016-2017 school year, our system budget amounts to approximately \$190 million dollars with just over 66% of those expenditures going toward salaries and benefits. We continue to direct funds toward instructional purposes as our first priority and keep other expenditures as low as possible. With just over 2,100 employees, personnel expenses comprise a large part of our system's budget.

We fully recognize that the pride of our school system is exemplified in our employees as they strive to meet the needs of our students on a daily basis. On behalf of the members of our Board of Education, let me thank you for the work you do every day so that our students may have the best education possible. Have a great school year!

Sincerely,



Walter W. Davie, Ed.D.
Superintendent

TUSCALOOSA COUNTY BOARD OF EDUCATION

Mr. James Barnett
11492 St. Joseph Street
Northport, AL 35475
(District 2)

Mr. Joe Boteler
14211 Curry Road
Duncanville, AL 35456
(District 6)

Mr. William "Bill" Copeland
13381 Todd Drive
Lakeview, AL 35111
(District 7)

Mr. Gary Mims – President
20533 Old Jasper Road
Northport, AL 35475
(District 3)

Rev. Schmitt Moore
4029 11th Street NE
Tuscaloosa, AL 35404
(District 1)

Mr. Charles Orr
11262 Woodbank Way
Tuscaloosa, AL 35405
(District 5)

Mr. Don Presley - Vice President
13900 Shiloh Road
Ralph, AL 35480
(District 4)

ADMINISTRATION

Walter W. Davie, Ed.D. Superintendent

Danny C. Higdon Chief School Financial Officer

SALARY SCHEDULE FOR THE TUSCALOOSA COUNTY SCHOOL SYSTEM 2016-2017

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Tuscaloosa County School System and the public. In adopting this revised schedule during the fall of 2016, the Tuscaloosa County Board of Education anticipates that certain goals would be met by its use. These goals are as follows:

1. To provide an ability to discriminate between different skill levels and seniority ranks in positions.
2. To furnish an equitable means for the future adjustment of remuneration should funds become available.
3. To meet the salary adjustments as required by Alabama Law.
4. To meet Federal and State minimum wage mandates.

ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule were prepared are as follows:

1. Any new employees will begin employment under the salary guidelines in this schedule.
2. Current employees compensated above this schedule will remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change.
3. Unless otherwise mandated by the State Legislature (i.e., State matrices), salary increases or raises will be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees and to previously existing schedule or salary bases for grandfathered employees.
4. Wages will be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. Employees performing equivalent tasks will receive equivalent remuneration.
6. All employees should be duly certified for their respective positions.
7. A certified employee whose pay is based on the state minimum salary schedule is entitled to be paid for the highest recognized degree earned at an accredited institution. The pay will begin with the first pay period after the degree is recognized by the State Superintendent of Education.

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia vs. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. As authorized by the Tuscaloosa County Board of Education, the Superintendent should determine the need for overtime work, negotiate with employees the amount and timing of overtime work, and compensate the employees for that overtime work. This additional compensation is generally provided by paying the employee for additional hours worked over 40 hours in a work week. Compensatory time, in some cases, may be used in lieu of overtime pay within the system but must be approved in advanced. In accordance with Title 29, Part 541, of The Code of Federal Regulations, revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA (i.e., are nonexempt). Exempt positions are not entitled to overtime pay or compensatory release time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees, including teachers, registered nurses and academic administrative positions (e.g., director).
2. Non-certified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

EMPLOYEE BENEFITS

INSURANCE

The Public Education Employee Health Insurance Program (PEEHIP) and Blue Cross/Blue Shield insurance are offered to regular employees.

Type of Coverage/Surcharges	Monthly Cost to Employee
Individual Coverage	\$30.00
Family Coverage without Spouse	\$207.00
Family Coverage with Spouse ***Includes a \$100 spousal surcharge***	\$307.00
Tobacco User Surcharge for each covered tobacco user	\$50.00
Failure to participate in Wellness Program Surcharge	\$50.00

The Board pays \$800 for the remainder of coverage for the employee for each month of earned insurance allocation. Costs are subject to change each year.

EMPLOYEE BENEFITS *(continued)*

Supplementary insurance is available at the current PEEHIP rate. Dental, vision, cancer, and indemnity policies are offered through New Southland Insurance Company at no cost to regular, full-time employees if hospital insurance is not used. Classified regular employees working two hours daily, but not full time, are subject to receiving some credit for insurance. They may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference. A pre-tax cafeteria-type plan is available for the purchase of hospital and supplemental insurance through American Fidelity Assurance Company.

TEACHER RETIREMENT

All full time employees are eligible and required to participate in the Alabama Retirement program.

LEAVE DAYS AND VACATION

Each full-time employee will accrue sick leave at the rate of one day per month of contract (the 12-month employee will earn 12 sick leave days per year; the 9-month employee will earn 9 days). Effective August 1, 2001, full time employees will be allowed to accumulate an unlimited number of sick leave days. All accumulated sick leave days, not to exceed one day per month of employment, may be used for retirement purposes (Tier 1 employees only). Sick leave days may be taken in one-half or full day increments.

Each full-time employee will accrue five personal leave days per year that are non-cumulative from year to year. Personal leave days may be taken in one-half or full day increments. Two days for employees with 10 years' comparable experience or more will cost the current in-system pay rate for substitutes per day for respective employment positions. Experience is defined as the number of years of service in a particular position, job, or classification. Three days for all other employees will cost the current in-system pay rate for substitutes per day for respective employment positions. Part-time classified employees (i.e., those working less than twenty hours per week) are ineligible for these benefits. Personal leave days may be converted to sick leave days if not used during the contract year.

Effective August 1, 1997, the certified employee has two (2) options relative to the two (2) State provided personal leave days. They are as follows:

- 1) Receive reimbursement for either or both days if not used, **OR**
- 2) Apply either or both days to the employee's current accumulated sick leave days.

In addition, the certified employee has three (3) options relative to the three (3) locally provided personal leave days. They are as follows:

- 1) Use three (3) days at no charge if the employee has 10 years' comparable experience documented. Use the remaining two (2) days or all three (3) locally funded days if the employee cannot document 10 years' comparable experience for the current in-system pay rate for substitutes per day for the respective employment positions, **OR**
- 2) Receive reimbursement for days three (3), four (4), or five (5) if not used, **OR**
- 3) Apply days three (3), four (4) or five (5) to the employee's current accumulated sick leave days.

The classified employee may exercise option 1 or 3, but cannot receive reimbursement for personal leave days not used.

EMPLOYEE BENEFITS *(continued)*

LEAVE DAYS AND VACATION *(continued):*

Vacation leave for twelve (12) month employees is available January 1st, or the first day of employment if hired later in the year. Vacation days are earned at a rate of .83 days a month, not to exceed ten (10) days per year. Vacation days are earned on the last working day of the month and are only earned for a full month of employment. Employees will be allowed to carry-over no more than five (5) vacation days to the next year and not to exceed more than fifteen (15) days in one calendar year. Any vacation days taken in advance of actual accrual must be repaid upon separation of employment.

Longevity Leave Day: Upon reaching 15 years of experience, each employee will earn a longevity leave day that is non-cumulative from year to year. This is at no cost to employee and cannot be converted to accumulative sick leave days. Experience is defined as the number of years in a particular position, job, or classification.

Professional employees may request professional leave days for development purposes. These requests must be approved by the Principal and the Deputy Superintendent, or designee. A limited number of professional leave days is available at each school.

LONGEVITY BONUS

Depending on the availability of funds, the Tuscaloosa County School System may award supplements to employees based upon service with the school system. The amount of funds and years of service that qualify for such award will be up to the discretion of the Board.

DEFINITIONS

POSITION, JOB, OR CLASSIFICATION

These three terms are used interchangeably in this document.

POSITIONS

The positions listed in this document are as follows:

Academic Officer	Graduation Coach
Accountant	Groundskeeper/Maintenance
Assistant Principal	Translator/Interpreter/Transliterator
Assistant (Bus Shop, Maintenance & Warehouse)	In-school Intervention Monitor
Attendance Officer	Instructional Coach/Partner
Behavior Specialist	Job Coach
Bus Driver (Regular, Special Education)	JROTC Instructor
Bus Shop – Foreman	Maintenance
Career Coach	Media Specialist
Central Office Bookkeeper (III, II)	Network Operations Manager
Central Office Certified Coordinator	Occupational Therapist
Central Office Classified Coordinator	Para-Educator (Bus, Clerical, Instructional, PE)
Central Office Custodian	Parts Counter Clerk
Central Office Secretaries (III, II)	Personnel Assistant
Central Office Specialist	Physical Therapist
Certified Mechanic	Pre-School Teacher Assistant (OSR)
CNP Manager	Principal
CNP Assistant Manager	Psychometrist
CNP Worker	Psychologist
CNP Specialist	Property Control Manager
Coordinator of Preschool and Elementary Special Education	School Bookkeeper
Coordinator of Secondary Special Education	School Counselor
Computer Technician	School Nurse/LPN
Custodian (Head, II, I)	School Nurse/RN
Deputy Superintendent	School Secretary
Director of Accountability	School Secretary/Bookkeeper
Director of Assessment	Secretary to Superintendent and Board
Director of Career Technical Education	Senior Director of Human Resources
Director of Child Nutrition Program	Social Worker
Director of Curriculum and Instruction	Substitutes (Certified, Classified)
Director of Federal Programs	Supplemental Employee
Director of Nursing	Teacher
Director of Operations and Construction	Teacher (Part-time)
Director of Special Education	Trainer, Transportation
Director of Student Services	Transportation Route Supervisor
Director of Technology	Utility Worker (Unassigned Bus Driver)
Director of Transportation	
ESL Specialist	

(WORK DAY - The length of a contract day.)

DEFINITIONS *(continued)*

TRANSFER

A transfer may be of two types: transfers initiated by the system for its purposes, and transfers initiated by individuals of their own volition. This distinction is important for the employees of the system who have been grandfathered at a pay rate higher than those included in this salary schedule. If a grandfathered employee is involuntarily transferred by the system within the same employment category, that employee would retain his/her current or grandfathered salary (e.g., a school aide involuntarily transferred from Holt High to Hillcrest High would retain his/her current or grandfathered salary). If a grandfathered employee is involuntarily transferred by the system to a higher employment category, that employee would retain his/her current or grandfathered salary or the salary specified in this document, whichever is higher (e.g., a principal involuntarily transferred from Holt Elementary to Hillcrest High would retain his/her current or grandfathered salary or be eligible for the salary specified in this document).

All involuntary transfers to lower employment categories shall be in accordance with the provisions of the Students First Act.

Conversely, if a grandfathered employee seeks a transfer on his or her own volition and is approved for a transfer by the system, that employee would move to the salary specified in this document. A voluntary move from one type of position to another is regarded as an individual volition transfer; the grandfathered employee would move to this salary schedule (e.g., an assistant principal at Matthews Elementary who applies for and is appointed principal at Crestmont Elementary would move to this salary schedule).

In instances in which classified employees apply and are selected for a position that entails movement from a higher salary schedule to a lower salary schedule, said employees shall be moved to the lower salary schedule at the step closest to their actual years of experience in their current School System job position.

Voluntary transfers of certified personnel requires that an employee be tenured in their present position. A transfer request form must be completed and a copy be given to the Human Resources Department, the employee's present supervisor and the supervisor responsible for the job posting in order to be considered/interviewed for the job.

In an effort to protect the educational interest of students and established schedules, transfers requested for consideration by tenured certified employees may only be made for next school year postings that close on or before June 30th. Classified employees, with the exception of CNP employees and bus drivers/bus paraeducators, may only be considered for transfers for postings that close on or before July 15th.

YEARS OF EXPERIENCE

Under normal circumstances, experience is defined as the number of years of service in a particular position, job, or classification within the Tuscaloosa County School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Northside High and one year of service as principal at Buhl Elementary would have five years of administrative experience, a school secretary with four years of experience as school secretary at Hillcrest High and one year as school aide at Holt High would have only four years of experience). The same rule applies to a carpenter assistant moving to a carpenter skilled position. No experience will be given for the assistant position.

DEFINITIONS *(continued)*

YEARS OF EXPERIENCE *(continued)*

For employees who are promoted to central office positions, initial placement on the salary schedule shall be based upon the following:

1. An administrator coming into a central office Coordinator position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
2. An administrator coming into a central office Director position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
3. The Superintendent may place a new central office administrator at a higher step on the salary schedule in order to assure that the incoming salary reflects an increase from an administrator's previous administrative position, based upon Board approval.

The number of years of acceptable experience for **initial** placement on the salary schedule for certified personnel shall be determined and agreed upon prior to employment. Job applicants must provide verification of all past job-related experience from their former employers, prior to placement on a personnel report. The determination of such credit shall be based on the following criteria:

1. Full-time teaching/administrative experience in all Kindergarten through post-secondary public schools (elementary, secondary, and post-secondary public college), in or out of state, shall be approved as credit for placement on the salary schedule.
2. Military service shall not be considered for placement on the salary schedule.
3. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester of an academic school year.

Under normal circumstances, the number of years of acceptable experience for initial placement on the salary schedule for non-certified personnel shall be determined and agreed upon prior to employment. For employment outside the System that is gained in the exact (no exceptions) employment position for which the job applicant seeks employment in the School System (i.e., secretarial experience applicable only to a secretarial position; bookkeeper experience applicable only to a bookkeeping position; bus driver experience applicable only to a bus driver position; custodial experience applicable only to a custodial position, etc.) some credit for experience may be given. The Tuscaloosa County School system, through the Office of the Senior Director of Human Resources, shall have sole responsibility for the determination of exactly what skills, etc., are exact and the amount of experience to be credited based upon the documentation provided. Work experience for classified employees outside the System will not be credited above the fourth experience level. However, an employee may be credited above the fourth experience level with a recommendation by the Superintendent and approval of the Board.

DEFINITIONS *(continued)*

ENROLLMENT

For those position salary schedules, the enrollment size used will be the school enrollment at the end of the first 20-day attendance reporting period (nearest to the October 1 fiscal year). For pay purposes, raises or adjustments should be made October 1 of the current year.

PART-TIME TEACHER

Certified public school teachers may contract with The Tuscaloosa County Board of Education to work less than full time and be compensated in accordance with the Salary Schedule, based on their educational attainment and experience. Part-time Teachers working less than .5 FTE units are not eligible for benefits.

RETIRED TEACHER

Alabama law requires that school systems notify the Teacher Retirement System (TRS) of Alabama upon employment of a retired teacher. A TRS retiree who is employed full-time with a TRS member agency must have his or her retirement benefit suspended until he or she withdraws from service again. If the retiree is employed for a period of two years, he or she may petition the TRS Board of Control to permit the resumption of participation in the TRS. Upon approval, the member will pay the contributions over the non-contributing period plus interest and begin contributing on future compensation. Upon termination of service, the member's retirement benefit would be recalculated to include service accrued since reemployment. The member will also be allowed to reselect a retirement option and beneficiary.

TEACHERS

(*187 DAY CONTRACT)

BACHELOR'S DEGREE – (Class B)						MASTER'S DEGREE – (Class A)					
EXP	SEPT DAILY RATE	OCT- AUG DAILY RATE	2016 SEPT MONTHLY	2016-2017 OCT-AUG MONTHLY	2016-2017 CONTRACT	EXP	SEPT DAILY RATE	OCT- AUG DAILY RATE	2016 SEPT MONTHLY	2016-2017 OCT-AUG MONTHLY	2016-2017 CONTRACT
0	197.15	205.04	3,072.24	3,195.13	38,218.67	0	226.72	235.79	3,533.00	3,674.32	43,950.52
1	197.15	205.04	3,072.24	3,195.13	38,218.67	1	226.72	235.79	3,533.00	3,674.32	43,950.52
2	197.15	205.04	3,072.24	3,195.13	38,218.67	2	226.72	235.79	3,533.00	3,674.32	43,950.52
3	216.86	225.54	3,379.42	3,514.60	42,040.02	3	249.39	259.36	3,886.25	4,041.70	48,344.95
4	216.86	225.54	3,379.42	3,514.60	42,040.02	4	249.39	259.36	3,886.25	4,041.70	48,344.95
5	217.71	226.42	3,392.68	3,528.39	42,204.97	5	249.49	259.47	3,887.94	4,043.46	48,366.00
6	226.36	235.41	3,527.38	3,668.48	43,880.66	6	260.30	270.71	4,056.33	4,218.58	50,460.71
7	226.60	235.67	3,531.30	3,672.55	43,929.35	7	260.30	270.71	4,056.33	4,218.58	50,460.71
8	227.82	236.93	3,550.18	3,692.19	44,164.27	8	261.34	271.80	4,072.66	4,235.56	50,663.82
9	229.39	238.57	3,574.67	3,717.66	44,468.93	9	263.80	274.35	4,110.93	4,275.36	51,139.89
10	230.24	239.45	3,587.93	3,731.45	44,633.88	10	264.31	274.89	4,118.91	4,283.67	51,239.28
11	231.45	240.71	3,606.81	3,751.08	44,868.69	11	265.79	276.42	4,141.87	4,307.55	51,524.92
12	233.77	243.13	3,643.04	3,788.76	45,319.40	12	268.59	279.33	4,185.41	4,352.82	52,066.43
13	234.99	244.39	3,661.92	3,808.40	45,554.32	13	270.05	280.85	4,208.19	4,376.52	52,349.91
14	236.22	245.67	3,681.14	3,828.38	45,793.32	14	271.54	282.40	4,231.50	4,400.76	52,639.86
15	238.88	248.44	3,722.63	3,871.54	46,309.57	15	274.72	285.70	4,280.99	4,452.23	53,255.52
16	238.88	248.44	3,722.63	3,871.54	46,309.57	16	274.72	285.70	4,280.99	4,452.23	53,255.52
17	238.88	248.44	3,722.63	3,871.54	46,309.57	17	274.72	285.70	4,280.99	4,452.23	53,255.52
18	241.96	251.64	3,770.60	3,921.43	46,906.33	18	278.26	289.38	4,336.10	4,509.55	53,941.15
19	241.96	251.64	3,770.60	3,921.43	46,906.33	19	278.26	289.38	4,336.10	4,509.55	53,941.15
20	241.96	251.64	3,770.60	3,921.43	46,906.33	20	278.26	289.38	4,336.10	4,509.55	53,941.15
21	245.06	254.85	3,818.74	3,971.49	47,505.13	21	281.83	293.09	4,391.72	4,567.39	54,633.01
22	245.06	254.85	3,818.74	3,971.49	47,505.13	22	281.83	293.09	4,391.72	4,567.39	54,633.01
23	245.06	254.85	3,818.74	3,971.49	47,505.13	23	281.83	293.09	4,391.72	4,567.39	54,633.01
24	247.97	257.89	3,864.19	4,018.76	48,070.55	24	284.73	296.12	4,437.09	4,614.58	55,197.47
25	247.97	257.89	3,864.19	4,018.76	48,070.55	25	284.73	296.12	4,437.09	4,614.58	55,197.47
26	247.97	257.89	3,864.19	4,018.76	48,070.55	26	284.73	296.12	4,437.09	4,614.58	55,197.47
27	250.89	260.93	3,909.74	4,066.13	48,637.17	27	287.66	299.16	4,482.65	4,661.95	55,764.10

*The pay period for the contract year runs from September 2016 through August 2017.

TEACHERS
(*187 DAY CONTRACT)

SIXTH YEAR- (Class AA)	DOCTORATE DEGREE
-------------------------------	-------------------------

EXP	SEPT DAILY RATE	OCT- AUG DAILY RATE	2016 SEPT MONTHLY	2016-2017 OCT-AUG MONTHLY	2016-2017 CONTRACT	EXP	SEPT DAILY RATE	OCT- AUG DAILY RATE	2016 SEPT MONTHLY	2016-2017 OCT-AUG MONTHLY	2016-2017 CONTRACT
0	244.46	254.24	3,809.55	3,961.93	47,390.78	0	262.21	272.70	4,086.09	4,249.53	50,830.92
1	244.46	254.24	3,809.55	3,961.93	47,390.78	1	262.21	272.70	4,086.09	4,249.53	50,830.92
2	244.46	254.24	3,809.55	3,961.93	47,390.78	2	262.21	272.70	4,086.09	4,249.53	50,830.92
3	268.90	279.66	4,190.34	4,357.96	52,127.90	3	288.42	299.96	4,494.55	4,674.33	55,912.18
4	268.90	279.66	4,190.34	4,357.96	52,127.90	4	288.42	299.96	4,494.55	4,674.33	55,912.18
5	268.90	279.66	4,190.34	4,357.96	52,127.90	5	288.42	299.96	4,494.55	4,674.33	55,912.18
6	280.74	291.97	4,374.89	4,549.89	54,423.68	6	301.04	313.08	4,691.24	4,878.88	58,358.92
7	280.74	291.97	4,374.89	4,549.89	54,423.68	7	301.04	313.08	4,691.24	4,878.88	58,358.92
8	280.74	291.97	4,374.89	4,549.89	54,423.68	8	301.04	313.08	4,691.24	4,878.88	58,358.92
9	284.45	295.82	4,432.58	4,609.89	55,141.37	9	305.09	317.29	4,754.32	4,944.49	59,143.71
10	284.45	295.82	4,432.58	4,609.89	55,141.37	10	305.09	317.29	4,754.32	4,944.49	59,143.71
11	284.81	296.20	4,438.32	4,615.85	55,212.67	11	305.09	317.29	4,754.32	4,944.49	59,143.71
12	289.61	301.20	4,513.14	4,693.67	56,143.51	12	310.63	323.06	4,840.67	5,034.29	60,217.86
13	289.61	301.20	4,513.14	4,693.67	56,143.51	13	310.63	323.06	4,840.67	5,034.29	60,217.86
14	290.65	302.28	4,529.31	4,710.48	56,344.59	14	310.63	323.06	4,840.67	5,034.29	60,217.86
15	296.21	308.06	4,615.93	4,800.57	57,422.20	15	317.71	330.41	4,950.93	5,148.96	61,589.49
16	296.21	308.06	4,615.93	4,800.57	57,422.20	16	317.71	330.41	4,950.93	5,148.96	61,589.49
17	296.21	308.06	4,615.93	4,800.57	57,422.20	17	317.71	330.41	4,950.93	5,148.96	61,589.49
18	300.03	312.04	4,675.57	4,862.59	58,164.06	18	321.81	334.69	5,014.91	5,215.51	62,385.52
19	300.03	312.04	4,675.57	4,862.59	58,164.06	19	321.81	334.69	5,014.91	5,215.51	62,385.52
20	300.03	312.04	4,675.57	4,862.59	58,164.06	20	321.81	334.69	5,014.91	5,215.51	62,385.52
21	303.87	316.02	4,735.27	4,924.68	58,906.75	21	325.92	338.96	5,079.00	5,282.16	63,182.76
22	303.87	316.02	4,735.27	4,924.68	58,906.75	22	325.92	338.96	5,079.00	5,282.16	63,182.76
23	303.87	316.02	4,735.27	4,924.68	58,906.75	23	325.92	338.96	5,079.00	5,282.16	63,182.76
24	306.80	319.06	4,780.83	4,972.07	59,473.60	24	328.85	342.00	5,124.48	5,329.46	63,748.54
25	306.80	319.06	4,780.83	4,972.07	59,473.60	25	328.85	342.00	5,124.48	5,329.46	63,748.54
26	306.80	319.06	4,780.83	4,972.07	59,473.60	26	328.85	342.00	5,124.48	5,329.46	63,748.54
27	309.71	322.10	4,826.30	5,019.36	60,039.26	27	331.77	345.04	5,170.04	5,376.85	64,315.39

*The pay period for the contract year runs from September 2015 through August 2016.

Employees (9 Month) (187 Days)

Media Specialist, Instructional Coach/Partner, Elementary Counselor, Behavior Specialist, Psychometrist/Psychologist, ESL Specialist, and Social Worker's annual salary is calculated from the Teacher's Salary Schedule.

Employees (10 Month) (207 Days)

Secondary Counselor's and Career Coach annual salary are calculated from the Teacher's Salary Schedule by dividing the appropriate contract amount by 187 and then multiplying by 207.

Employees (12 Month) (245 Days)

Psychometrist/Psychologist's annual salary is calculated from the Teacher's Salary Schedule by dividing the appropriate contract amount by 187 and then multiplying by 245.

JROTC INSTRUCTORS

The JROTC Instructor's salary is the greater of two (2) times the federal salary reimbursement or the appropriate contract amount from the Teacher's Salary Schedule based on the JROTC Instructor's degrees and recognized years of teaching experience. An increase in either the Teacher's Salary Schedule or the federal salary reimbursement requires a new calculation that could result in a change of salary. The salary increases only when the higher of the two calculated numbers increases. Because of changes in the Army's salary reimbursement, Commissioned JROTC Instructors hired after October 1, 2016 will receive a 12-month contract while Non-Commissioned JROTC Instructors hired after October 1, 2016 will receive a 10-month contract.

NOTES RELATIVE TO TEACHER SALARY SCHEDULE

- ◆ Experience credit will only be given for experience (in or out of state) K-post secondary public education.
- ◆ Degree credit will be given to certificated personnel who earn advanced degrees from accredited institutions, with the approval of the degree by the State Department of Education.
- ◆ Certified employees will be placed on the salary matrix considering the highest degree held and years of experience served in public education.
- ◆ Certified employees will be paid for the advanced degree as soon as the degree is **certified and recognized by the State Department of Education**.
- ◆ Advanced certificates will continue to be recognized for degree credit in or out of field.
- ◆ **Upon receiving funds from the State**, a supplement will be paid to teachers and counselors who meet the National Board for Professional Teaching/Counseling Standards requirements and receive certification from the National Board and in accordance with rules established by the Alabama State Department of Education.
- ◆ Daily Rate – Equals $1/187$ of the annual salary (9 months).
- ◆ Current employees will be paid in 12 equal monthly installments, regardless of contract length (12, 11, 10, or 9 months). In most instances new or returning employees (9- or 10-month) hired in August will be paid over 13 months during their first year of employment.
- ◆ Mentors will be paid in accordance with rules established by the Alabama State Department of Education.

FORMULAS

PRINCIPALS

BASE SALARY- PRINCIPALS

The principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years experience by 187 days. The product should then be multiplied by a difficulty factor of 1.65 for high and unit schools, 1.55 for middle schools, and 1.45 for elementary schools.

$$\begin{aligned}\text{EXAMPLE: } \$285.70 \times 187 &= \$53,425.90 \\ \$53,425.90 \times 1.65 &= \$88,152.74 \text{ Annually} \\ &= \$7,346.06 \text{ Monthly}\end{aligned}$$

BASE SALARY - ASSISTANT PRINCIPALS

The assistant principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. The base salary is set at 86% of the principal's schedule based on the degree level of the assistant principal.

$$\begin{aligned}\text{EXAMPLE: } \$88,152.74 \times .86 &= \$75,811.36 \text{ (12 Months)} \\ \$75,811.36 \div 12 &= \$6,317.61 \text{ (Monthly)}\end{aligned}$$

ENROLLMENT

An adjustment in salary is made for the size of the school administered; an additional \$1,627.35 annually is given with each categorical increase in enrollment.

$$\$1,627.35 \text{ Annually}$$

For position salary schedules, the enrollment used will be the school enrollment at the end of the first 20 day attendance reporting period of the current year. **For pay purposes, raises or adjustments shall be made effective beginning on October 1 of the current year, based on the prior years Average Daily Membership (ADM).**

STEP/ANNIVERSARY

An annual increment of \$357.45 is granted with each year of documented administrative experience through Step 8.

$$\$357.45 \text{ Annually}$$

SIXTH YEAR (AA) CERTIFICATION

An increment of \$3,275.83 annually will be added for a Class AA certificate which qualifies for the increment.

$$\$3,275.83 \text{ Annually}$$

DOCTORATE DEGREE

The principal will be granted \$3,098.13 annually if he/she possesses an earned doctorate from an accredited college.

$$\$3,098.13 \text{ Annually}$$

NOTES

ELEMENTARY SCHOOLS

- ◆ The salary schedule of an assistant principal at the elementary school level is set at 86% of the elementary school principal's schedule based on the degree level of the assistant principal.
- ◆ The elementary school assistant principal is a 10-month position. It is recommended that a 10-month assistant principal be allocated to each elementary school with enrollment of 500 or more.

School enrollment from 500 to 749:	.5	Assistant Principal
School enrollment from 750-999:	1	Assistant Principal
School enrollment from 1,000-1,249:	1.5	Assistant Principals
School enrollment from 1,250-UP:	2	Assistant Principals

MIDDLE SCHOOLS

- ◆ The salary schedule of an assistant principal at the middle school level is set at 86% of the middle school principal's schedule based on the degree level of the assistant principal.
- ◆ The middle school assistant principal for schools with an enrollment of less than 499 is a ten-month position.
- ◆ The first middle school assistant principal for schools with an enrollment of more than 499 is a twelve-month position.
- ◆ For schools with an enrollment of more than 999 a second ten-month assistant principal position will be provided.

HIGH SCHOOLS

- ◆ It is recommended that a 12-month assistant principal be allocated to each high school and a second 10-month assistant principal be allocated to each high school with enrollment of 950 or more.

School enrollment from 250 to 499:	.5	Assistant Principal
School enrollment from 500 to 749:	1	Assistant Principal
School enrollment from 750 to 999:	1.5	Assistant Principals
School enrollment from 1,000 to 1,249	2	Assistant Principals
School enrollment from 1,250- up:	2.5	Assistant Principals

- ◆ The salary schedule of an assistant principal at the high school level is set at 86% of the high school principal's schedule based on the degree level of the assistant principal.
- ◆ The first high school assistant principal is a 12-month position; the second is a 10-month position.

GENERAL NOTES

- ◆ Master's Degree – (Class A) certificate must be in administration to qualify for this schedule.
- ◆ Sixth Year – (Class AA) certificate or degree will be recognized for degree credit in or out of field. This remuneration is in effect for all assistant principals upon approval of the schedule.
- ◆ During the time of his/her contract (10, 11, or 12 months), an assistant principal will be considered to be on call at all times, even while the school is closed for holidays.
- ◆ The position of principal is a 12-month assignment. A principal will be on call at all times, even while the school is closed for the holidays.

**CENTRAL OFFICE
ADMINISTRATIVE POSITIONS**

DEPUTY SUPERINTENDENT SALARY SCHEDULE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	8,499.45	8,839.43	105,053.22
1	8,639.92	8,985.52	106,789.44
2	8,780.40	9,131.62	108,525.78
3	8,920.86	9,277.69	110,261.79
4	9,061.34	9,423.79	111,998.13
5	9,201.80	9,569.87	113,734.23
6	9,341.85	9,715.52	115,465.23
7	9,482.31	9,861.60	117,201.33
8	9,622.79	10,007.70	118,937.67

SENIOR DIRECTOR SALARY SCHEDULE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	7,649.45	7,955.43	94,547.22
1	7,789.92	8,101.52	96,283.44
2	7,930.40	8,247.62	98,019.78
3	8,070.86	8,393.69	99,755.79
4	8,211.34	8,539.79	101,492.13
5	8,351.80	8,685.87	103,228.23
6	8,491.85	8,831.52	104,959.23
7	8,632.31	8,977.60	106,695.33
8	8,772.79	9,123.70	108,431.67

CENTRAL OFFICE ADMINISTRATION NOTES

- ◆ If the administrator possesses an earned doctorate from an accredited college, add \$3098.13 per year to the scheduled salary listed above.
- ◆ *A professional degree or completion of a credentialing program in the area of employment that requires a minimum of thirty hours of graduate study above the B. S. or B. A. degree.
- ◆ **A professional degree or completion of a credentialing program in the area of employment that requires a minimum of thirty hours of graduate study above the M. S. or M. A. degree.
- ◆ Initial placement shall be determined by the Superintendent based upon the employee's previous similar employment at a step not to exceed the 5th level of the experience schedule.

DIRECTOR SALARY SCHEDULE

NON DEGREE (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	5,906.21	6,142.46	73,000.77
1	6,034.03	6,275.39	74,580.61
2	6,161.86	6,408.33	76,160.54
3	6,289.68	6,541.26	77,740.37
4	6,417.50	6,674.20	79,320.30
5	6,545.32	6,807.14	80,900.23
6	6,673.15	6,940.07	82,480.07
7	6,800.97	7,073.01	84,059.99
8	6,928.79	7,205.94	85,639.83

BACHELOR'S DEGREE - (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	6,490.34	6,749.96	80,220.66
1	6,630.81	6,896.04	81,956.78
2	6,771.27	7,042.12	83,692.89
3	6,911.73	7,188.20	85,429.00
4	7,052.20	7,334.29	87,165.21
5	7,192.66	7,480.37	88,901.32
6	7,333.13	7,626.45	90,637.43
7	7,473.59	7,772.53	92,373.54
8	7,614.06	7,918.62	94,109.75

MASTER'S DEGREE - (Class A) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	6,814.93	7,087.52	84,232.46
1	6,955.39	7,233.61	85,968.66
2	7,095.85	7,379.69	87,704.77
3	7,236.32	7,525.77	89,440.89
4	7,376.78	7,671.85	91,177.00
5	7,517.25	7,817.94	92,913.20
6	7,657.71	7,964.02	94,649.31
7	7,798.18	8,110.10	96,385.43
8	7,938.64	8,256.19	98,121.63

SIXTH YEAR - (Class AA) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	7,139.51	7,425.09	88,244.34
1	7,279.97	7,571.17	89,980.45
2	7,420.44	7,717.26	91,716.66
3	7,560.90	7,863.34	93,452.77
4	7,701.37	8,009.42	95,188.88
5	7,841.83	8,155.50	96,924.99
6	7,982.30	8,301.59	98,661.20
7	8,122.76	8,447.67	100,397.31
8	8,263.21	8,593.74	102,133.30

COORDINATOR SALARY SCHEDULE

BACHELOR'S DEGREE - (Class B) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	5,173.83	5,380.78	63,948.51
1	5,314.30	5,526.87	65,684.73
2	5,454.75	5,672.94	67,420.71
3	5,595.21	5,819.02	69,156.81
4	5,735.66	5,965.09	70,892.79
5	5,876.14	6,111.19	72,629.13
6	6,016.60	6,257.26	74,365.14
7	6,157.08	6,403.36	76,101.48
8	6,297.55	6,549.45	77,837.70

MASTER'S DEGREE - (Class A) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	5,691.21	5,918.86	70,343.37
1	5,831.68	6,064.95	72,079.59
2	5,972.16	6,211.05	73,815.93
3	6,112.59	6,357.09	75,551.58
4	6,253.05	6,503.17	77,287.68
5	6,393.52	6,649.26	79,023.90
6	6,534.00	6,795.36	80,760.24
7	6,674.46	6,941.44	82,496.34
8	6,814.93	7,087.53	84,232.56

SIXTH YEAR - (Class AA) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	6,015.78	6,256.41	74,355.03
1	6,156.25	6,402.50	76,091.25
2	6,296.70	6,548.57	77,827.23
3	6,437.18	6,694.67	79,563.57
4	6,577.62	6,840.72	81,299.34
5	6,718.10	6,986.82	83,035.68
6	6,858.57	7,132.91	84,771.90
7	6,999.04	7,279.00	86,508.12
8	7,139.51	7,425.09	88,244.34

OTHER SUPPORT PERSONNEL

ACCOUNTANT (12-month)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,321.89	4,494.77	53,418.60
1	4,524.44	4,705.42	55,922.10
2	4,723.32	4,912.25	58,380.21
3	4,797.66	4,989.57	59,299.11
4	4,894.50	5,090.28	60,496.02
5	4,974.05	5,173.01	61,479.24
6	5,036.94	5,238.42	62,256.60
7	5,100.04	5,304.04	63,036.48
8	5,153.15	5,359.28	63,692.97
9	5,197.92	5,405.84	64,246.32
10	5,197.92	5,496.95	65,066.28
11-15	5,197.92	5,588.05	65,886.25
16-20	5,197.92	5,679.16	66,706.21

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,725.61	5,122.63	60,880.50
1	5,188.55	5,396.09	64,130.46
2	5,411.38	5,627.84	66,884.70
3	5,493.22	5,712.95	67,896.21
4	5,610.26	5,834.67	69,342.81
5	5,705.63	5,933.86	70,521.63
6	5,777.90	6,009.02	71,414.88
7	5,850.78	6,084.81	72,315.63
8	5,910.14	6,146.55	73,049.37
9	5,956.99	6,195.27	73,628.40
10	5,956.99	6,302.53	74,593.78
11-15	5,956.99	6,409.80	75,559.15
16-20	5,956.99	6,517.06	76,524.53

ATTENDANCE OFFICER and CNP SPECIALIST (12-month)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,225.05	4,394.05	52,221.60
1	4,427.61	4,604.71	54,725.22
2	4,626.49	4,811.55	57,183.42
3	4,700.82	4,888.85	58,102.11
4	4,797.66	4,989.57	59,299.11
5	4,877.21	5,072.30	60,282.33
6	4,940.10	5,137.70	61,059.60
7	5,003.20	5,203.33	61,839.57
8	5,056.31	5,258.56	62,495.97
9	5,056.31	5,354.62	63,360.48
10	5,056.31	5,450.67	64,224.99
11-15	5,056.31	5,546.73	65,089.50
16-20	5,056.31	5,642.79	65,954.01

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,828.77	5,021.92	59,683.59
1	5,091.72	5,295.39	62,933.67
2	5,314.54	5,527.12	65,687.70
3	5,396.38	5,612.24	66,699.30
4	5,513.42	5,733.96	68,145.90
5	5,608.80	5,833.15	69,324.75
6	5,681.06	5,908.30	70,217.88
7	5,753.95	5,984.11	71,118.84
8	5,813.30	6,045.83	71,852.37
9	5,813.30	6,159.60	72,876.28
10	5,813.30	6,273.37	73,900.19
11-15	5,813.30	6,387.13	74,924.10
16-20	5,813.30	6,500.90	75,948.01

SIXTH YEAR - (Class AA)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,991.13	5,190.78	61,690.41
1	5,490.10	5,709.70	67,857.60
2	5,731.87	5,961.14	70,845.87
3	5,807.26	6,039.55	71,777.73
4	5,912.84	6,149.35	73,082.67
5	6,047.58	6,289.48	74,748.06
6	6,125.67	6,370.70	75,713.31
7	6,203.98	6,452.14	76,681.20
8	6,263.75	6,514.30	77,419.95
9	6,263.75	6,636.05	78,515.71
10	6,263.75	6,757.80	79,611.47
11-15	6,263.75	6,879.55	80,707.23
16-20	6,263.75	7,001.30	81,802.99

PERSONNEL ASSISTANT (12-month)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	3,308.54	3,440.88	40,893.54
1	3,338.85	3,472.40	41,268.15
2	3,365.58	3,500.20	41,598.54
3	3,392.33	3,528.02	41,929.17
4	3,419.06	3,555.82	42,259.56
5	3,447.59	3,585.49	42,612.18
6	3,472.54	3,611.44	42,920.58
7	3,502.85	3,642.96	43,295.19
8	3,527.80	3,668.91	43,603.59
9	3,558.11	3,700.43	43,978.20
10	3,558.11	3,726.39	44,211.80
11-15	3,558.11	3,752.34	44,445.39
16-20	3,558.11	3,778.30	44,678.99

CLERICAL POSITIONS

POSITION DESCRIPTIONS: Secretary (Central Office) SECRETARY II (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	116.26	120.91	2,373.63	2,468.58	29,338.11
1	118.80	123.55	2,425.49	2,522.51	29,979.06
2	121.34	126.19	2,477.35	2,576.44	30,620.01
3	123.90	128.86	2,529.61	2,630.79	31,265.94
4	126.43	131.49	2,581.26	2,684.51	31,904.37
5	128.97	134.13	2,633.11	2,738.43	32,545.20
6	131.52	136.78	2,685.18	2,792.59	33,188.85
7	134.06	139.42	2,737.03	2,846.51	33,829.68
8	136.59	142.05	2,788.68	2,900.23	34,468.11
9	139.13	144.69	2,840.53	2,954.15	35,108.94
10	139.13	147.07	2,840.53	3,002.71	35,545.95
11-15	139.13	149.45	2,840.53	3,051.26	35,982.97
16-20	139.13	154.21	2,840.53	3,099.82	36,419.98

SECRETARY III (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	124.09	129.06	2,533.57	2,634.91	31,314.90
1	126.64	131.71	2,585.63	2,689.06	31,958.43
2	129.19	134.36	2,637.70	2,743.21	32,601.99
3	131.72	136.99	2,689.34	2,796.91	33,240.21
4	134.26	139.63	2,741.20	2,850.85	33,881.25
5	136.80	142.27	2,793.05	2,904.77	34,522.08
6	139.35	144.93	2,845.12	2,958.92	35,165.64
7	141.88	147.56	2,896.76	3,012.63	35,803.95
8	144.42	150.20	2,948.62	3,066.56	36,444.90
9	146.97	152.85	3,000.68	3,120.71	37,088.43
10	146.97	155.23	3,000.68	3,169.29	37,525.65
11-15	146.97	157.61	3,000.68	3,217.87	37,962.87
16-20	146.97	159.99	3,000.68	3,266.45	38,400.09

SECRETARY TO THE SUPERINTENDENT AND BOARD (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	161.78	168.25	3,302.97	3,435.09	40,824.72
1	163.24	169.77	3,332.83	3,466.14	41,193.75
2	164.71	171.30	3,362.91	3,497.43	41,565.60
3	166.19	172.84	3,393.00	3,528.72	41,937.48
4	167.66	174.37	3,423.08	3,560.00	42,309.24
5	169.12	175.89	3,452.93	3,591.05	42,678.24
6	170.60	177.42	3,483.01	3,622.33	43,050.00
7	172.07	178.95	3,513.09	3,653.61	43,421.76
8	173.54	180.49	3,543.18	3,684.91	43,793.73
9	175.02	182.02	3,573.26	3,716.19	44,165.49
10	175.02	183.39	3,573.26	3,744.30	44,418.48
11-15	175.02	184.77	3,573.26	3,772.41	44,671.47
16-20	175.02	186.15	3,573.26	3,800.52	44,924.46

For the secretary assigned to the Superintendent and the Board, add \$2,111.10 annually.

CLERICAL POSITIONS *(continued)*

BOOKKEEPER II (12-Month) (Central Office)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	116.26	120.91	2,373.63	2,468.58	29,338.12
1	118.80	123.55	2,425.49	2,522.51	29,979.06
2	121.34	126.19	2,477.35	2,576.44	30,620.00
3	123.90	128.86	2,529.61	2,630.79	31,265.94
4	126.43	131.49	2,581.26	2,684.51	31,904.38
5	128.97	134.13	2,633.11	2,738.43	32,545.20
6	131.52	136.78	2,685.18	2,792.59	33,188.85
7	134.06	139.42	2,737.03	2,846.51	33,829.67
8	136.59	142.05	2,788.68	2,900.23	34,468.11
9	139.13	144.69	2,840.53	2,954.15	35,108.93
10	139.13	147.07	2,840.53	3,002.71	35,545.94
11-15	139.13	149.45	2,840.53	3,051.26	35,982.96
16-20	139.13	151.83	2,840.53	3,099.82	36,419.98

BOOKKEEPER III (12-Month) (Central Office)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	124.09	129.06	2,533.57	2,634.91	31,314.89
1	126.64	131.71	2,585.63	2,689.05	31,958.34
2	129.19	134.36	2,637.70	2,743.21	32,601.99
3	131.72	136.99	2,689.34	2,796.92	33,240.31
4	134.26	139.63	2,741.20	2,850.85	33,881.25
5	136.80	142.27	2,793.05	2,904.77	34,522.07
6	139.35	144.93	2,845.12	2,958.92	35,165.63
7	141.88	147.56	2,896.76	3,012.63	35,803.95
8	144.42	150.20	2,948.62	3,066.56	36,444.89
9	146.97	152.85	3,000.68	3,120.70	37,088.33
10	146.97	155.23	3,000.68	3,169.28	37,525.54
11-15	146.97	157.61	3,000.68	3,217.86	37,962.75
16-20	146.97	159.99	3,000.68	3,266.45	38,400.09

SCHOOL CLERICAL EMPLOYEES

Clerical Staffing Matrix

Enrollment	Secretary	Bookkeeper	Secretary/ Bookkeeper	General Clerical
High Schools				
0 - 499	1.00	1.00		
500 – 749	1.00	1.00		1.00
750 – 999	1.00	1.00		1.00
1,000 – 1,249	1.00	1.00		2.00
1,249 – 1,499	1.00	1.00		2.00
1,500 – 1,750	1.00	1.00		2.00
1,750 - Above	1.00	1.00		2.00
Middle Schools				
0 - 499	1.00	1.00		
500 – 749	1.00	1.00		1.00
750 – up	1.00	1.00		1.00
Elementary Schools				
0 – 439			1.00	1.00
440 – 659			1.00	1.00
660-879			1.00	1.00
880-up			1.00	1.00
Unit School				
0-499			1.00	

NOTES

- ◆ Each elementary school and unit school shall have one school secretary/bookkeeper. This employee shall be on a 240-day contract. The 240-day employee contract would be on a 12-month contract and would begin on July 1st of each year. All elementary and unit school secretaries/bookkeepers must work 7½ hours each day. All clerical paraeducators work 7 hours each day.

SCHOOL CLERICAL EMPLOYEES *(continued)*

SECRETARY/BOOKKEEPER *(12-Month Elementary and Sprayberry/LWEC Campus)*

ENROLLMENT 0-249

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2016-2017 CONTRACT
0	107.37	111.66	2,192.04	2,279.72	27,093.60
1	109.92	114.31	2,244.10	2,333.86	27,737.04
2	112.46	116.95	2,295.96	2,387.80	28,378.08
3	115.00	119.59	2,347.82	2,441.73	29,019.03
4	117.55	122.25	2,399.88	2,495.88	29,662.56
5	120.07	124.88	2,451.52	2,549.58	30,300.78
6	122.61	127.52	2,503.38	2,603.52	30,941.82
7	125.16	130.17	2,555.44	2,657.66	31,585.26
8	127.70	132.81	2,607.29	2,711.58	32,226.09
9	130.23	135.44	2,658.94	2,765.30	32,864.52
10	130.23	137.82	2,658.94	2,813.86	33,301.54
11-15	130.23	140.20	2,658.94	2,862.42	33,738.56
16-20	130.23	142.58	2,658.94	2,910.97	34,175.59

ENROLLMENT 250-399

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2016-2017 CONTRACT
0	110.33	114.75	2,252.64	2,342.75	27,842.67
1	112.88	117.40	2,304.70	2,396.89	28,486.11
2	115.42	120.04	2,356.56	2,450.82	29,127.06
3	117.96	122.68	2,408.41	2,504.75	29,767.98
4	120.51	125.33	2,460.47	2,558.89	30,411.42
5	123.04	127.96	2,512.12	2,612.60	31,049.76
6	125.57	130.60	2,563.77	2,666.32	31,688.19
7	128.12	133.25	2,615.83	2,720.46	32,331.63
8	130.66	135.89	2,667.69	2,774.40	32,972.67
9	133.20	138.53	2,719.53	2,828.31	33,613.38
10	133.20	140.91	2,719.53	2,876.87	34,050.38
11-15	133.20	143.29	2,719.53	2,925.42	34,487.39
16-20	133.20	145.66	2,719.53	2,973.98	34,924.39

ENROLLMENT 400-549

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2016-2017 CONTRACT
0	113.94	118.50	2,326.37	2,419.42	28,753.89
1	115.83	120.46	2,364.89	2,459.49	29,230.08
2	118.39	123.13	2,417.16	2,513.85	29,876.13
3	120.93	125.77	2,469.01	2,567.77	30,516.96
4	123.46	128.40	2,520.65	2,621.48	31,155.27
5	126.01	131.05	2,572.73	2,675.64	31,798.95
6	128.54	133.68	2,624.37	2,729.34	32,437.17
7	131.09	136.33	2,676.43	2,783.49	33,080.70
8	133.63	138.98	2,728.29	2,837.42	33,721.65
9	136.17	141.62	2,780.14	2,891.35	34,362.57
10	136.17	143.93	2,780.14	2,938.54	34,787.31
11-15	136.17	146.24	2,780.14	2,985.74	35,212.04
16-20	136.17	148.55	2,780.14	3,032.93	35,636.78

SCHOOL CLERICAL EMPLOYEES *(continued)*

SECRETARY/BOOKKEEPER ENROLLMENT 550-UP

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2016-2017 CONTRACT
0	116.26	120.91	2,373.63	2,468.58	29,338.11
1	118.80	123.55	2,425.49	2,522.51	29,979.06
2	121.34	126.19	2,477.35	2,576.44	30,620.01
3	123.90	128.86	2,529.61	2,630.79	31,265.94
4	126.43	131.49	2,581.26	2,684.51	31,904.37
5	128.98	134.14	2,633.32	2,738.65	32,547.81
6	131.52	136.78	2,685.18	2,792.59	33,188.85
7	134.06	139.42	2,737.03	2,846.51	33,829.68
8	136.59	142.05	2,788.68	2,900.23	34,468.11
9	139.14	144.70	2,840.74	2,954.37	35,111.55
10	136.41	147.08	2,840.74	3,002.95	35,548.76
11-15	136.41	149.46	2,840.74	3,051.53	35,985.97
16-20	136.41	151.84	2,840.74	3,100.11	36,423.18

SECRETARY (SCHOOL) – 9-Month Middle and High School ENROLLMENT 0-749

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2016-2017 CONTRACT
0	108.09	112.41	1,684.40	1,751.78	20,953.94
1	110.51	114.93	1,722.16	1,791.05	21,423.67
2	112.94	117.45	1,759.92	1,830.32	21,893.40
3	115.35	119.96	1,797.51	1,869.41	22,361.02
4	117.78	122.49	1,835.43	1,908.85	22,832.75
5	120.20	125.01	1,873.18	1,948.11	23,302.36
6	122.62	127.52	1,910.77	1,987.20	23,769.98
7	125.04	130.04	1,948.53	2,026.47	24,239.71
8	127.71	132.81	1,990.07	2,069.67	24,756.47
9	130.24	135.45	2,029.52	2,110.70	25,247.23
10	130.24	137.75	2,029.52	2,146.59	25,642.05
11-15	130.24	140.05	2,029.52	2,182.49	26,036.86
16-20	130.24	142.36	2,029.52	2,218.38	26,431.68

ENROLLMENT 750-999

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2016-2017 CONTRACT
0	110.92	115.35	1,728.45	1,797.59	21,501.92
1	113.34	117.87	1,766.20	1,836.85	21,971.53
2	115.76	120.39	1,803.96	1,876.12	22,441.26
3	118.17	122.90	1,841.55	1,915.21	22,908.88
4	120.61	125.43	1,879.48	1,954.66	23,380.73
5	123.02	127.94	1,917.07	1,993.75	23,848.35
6	125.43	130.45	1,954.66	2,032.85	24,315.97
7	128.12	133.24	1,996.53	2,076.39	24,836.83
8	130.66	135.89	2,036.15	2,117.60	25,329.71
9	133.21	138.53	2,075.79	2,158.82	25,822.83
10	133.21	140.85	2,075.79	2,194.94	26,220.18
11-15	133.21	143.17	2,075.79	2,231.07	26,617.54
16-20	133.21	145.49	2,075.79	2,267.19	27,014.90

SCHOOL CLERICAL EMPLOYEES *(continued)*

SECRETARY (SCHOOL) – 9-Month Middle and High School *(continued)*

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2016-2017 CONTRACT
0	113.74	118.29	1,772.49	1,843.39	22,049.78
1	116.16	120.80	1,810.09	1,882.49	22,517.52
2	118.58	123.32	1,847.84	1,921.75	22,987.13
3	121.00	125.84	1,885.60	1,961.02	23,456.86
4	123.41	128.35	1,923.19	2,000.12	23,924.48
5	126.01	131.05	1,963.70	2,042.25	24,428.43
6	128.55	133.69	2,003.17	2,083.30	24,919.43
7	131.09	136.33	2,042.78	2,124.49	25,412.18
8	133.63	138.98	2,082.41	2,165.71	25,905.18
9	136.17	141.62	2,122.04	2,206.92	26,398.18
10	136.17	143.95	2,122.04	2,243.27	26,798.06
11-15	136.17	146.29	2,122.04	2,279.63	27,197.95
16-20	136.17	148.62	2,122.04	2,315.98	27,597.83

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2016-2017 CONTRACT
0	116.56	121.22	1,816.38	1,889.04	22,595.77
1	118.98	123.74	1,854.14	1,928.31	23,065.50
2	121.40	126.26	1,891.89	1,967.57	23,535.11
3	123.83	128.78	1,929.65	2,006.84	24,004.85
4	126.44	131.50	1,970.33	2,049.14	24,510.91
5	128.98	134.14	2,009.96	2,090.36	25,003.90
6	131.51	136.77	2,049.42	2,131.40	25,494.78
7	134.06	139.42	2,089.05	2,172.61	25,987.78
8	136.59	142.05	2,128.51	2,213.65	26,478.66
9	139.14	144.71	2,168.31	2,255.04	26,973.78
10	139.14	147.06	2,168.31	2,291.64	27,376.38
11-15	139.14	149.41	2,168.31	2,328.24	27,778.99
16-20	139.14	151.75	2,168.31	2,364.84	28,181.60

SCHOOL CLERICAL EMPLOYEES *(continued)*

BOOKKEEPER (SCHOOL) - 12-Month Middle and High Schools

ENROLLMENT 0-749

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2016-2017 CONTRACT
0	107.36	111.66	2,191.96	2,279.64	27,092.64
1	109.91	114.31	2,244.09	2,333.85	27,736.92
2	112.46	116.96	2,296.01	2,387.85	28,378.68
3	114.99	119.59	2,347.71	2,441.62	29,017.71
4	117.54	122.25	2,399.86	2,495.85	29,662.23
5	120.09	124.89	2,451.77	2,549.84	30,303.87
6	122.62	127.52	2,503.47	2,603.61	30,942.90
7	125.16	130.17	2,555.39	2,657.61	31,584.66
8	127.70	132.81	2,607.30	2,711.59	32,226.21
9	130.24	135.45	2,659.00	2,765.36	32,865.24
10	130.24	137.83	2,659.00	2,813.93	33,302.39
11-15	130.24	140.20	2,659.00	2,862.50	33,739.54
16-20	130.24	142.58	2,659.00	2,911.08	34,176.68

ENROLLMENT 750-999

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2016-2017 CONTRACT
0	110.33	114.74	2,252.56	2,342.66	27,841.62
1	112.88	117.40	2,304.71	2,396.90	28,486.23
2	115.43	120.04	2,356.63	2,450.90	29,127.99
3	117.96	122.68	2,408.31	2,504.64	29,766.69
4	120.51	125.33	2,460.46	2,558.88	30,411.30
5	123.04	127.97	2,512.16	2,612.65	31,050.33
6	125.58	130.60	2,563.85	2,666.40	31,689.15
7	128.12	133.24	2,615.77	2,720.40	32,330.91
8	130.66	135.89	2,667.69	2,774.40	32,972.67
9	133.21	138.53	2,719.61	2,828.39	33,614.34
10	133.21	140.91	2,719.61	2,876.96	34,051.50
11-15	133.21	143.29	2,719.61	2,925.54	34,488.65
16-20	133.21	145.67	2,719.61	2,974.11	34,925.81

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2016-2017 CONTRACT
0	113.30	117.83	2,313.17	2,405.70	28,590.81
1	115.83	120.46	2,364.87	2,459.46	29,229.75
2	118.38	123.12	2,417.01	2,513.69	29,874.24
3	120.93	125.76	2,468.93	2,567.69	30,516.00
4	123.46	128.40	2,520.62	2,621.44	31,154.82
5	126.01	131.05	2,572.77	2,675.68	31,799.43
6	128.55	133.69	2,624.47	2,729.45	32,438.46
7	131.09	136.33	2,676.39	2,783.45	33,080.22
8	133.63	138.98	2,728.31	2,837.44	33,721.89
9	136.17	141.62	2,780.22	2,891.43	34,363.53
10	136.17	144.00	2,780.22	2,940.00	34,800.69
11-15	136.17	146.38	2,780.22	2,988.58	35,237.84
16-20	136.17	148.76	2,780.22	3,037.15	35,675.00

SCHOOL CLERICAL EMPLOYEES *(continued)*

BOOKKEEPER (SCHOOL) - 12-Month Middle and High Schools *(continued)*

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2016-2017 CONTRACT
0	116.26	120.91	2,373.55	2,468.49	29,337.06
1	118.80	123.55	2,425.47	2,522.49	29,978.82
2	121.34	126.20	2,477.41	2,576.51	30,620.82
3	123.90	128.85	2,529.54	2,630.72	31,265.10
4	126.44	131.50	2,581.46	2,684.72	31,906.86
5	128.98	134.14	2,633.37	2,738.70	32,548.41
6	131.51	136.77	2,685.07	2,792.47	33,187.44
7	134.06	139.42	2,736.99	2,846.47	33,829.20
8	136.59	142.05	2,788.69	2,900.24	34,468.23
9	139.14	144.71	2,840.82	2,954.45	35,112.51
10	139.14	147.09	2,840.82	3,003.05	35,549.87
11-15	139.14	149.47	2,840.82	3,051.64	35,987.24
16-20	139.14	151.85	2,840.82	3,100.24	36,424.60

9-MONTH CLERICAL PARA-EDUCATORS

STEP/ANNIVERSARY	SEPT DAILY	OCT-AUG DAILY	SEPT MONTHLY	OCT-AUG MONTHLY	2016-2017 CONTRACT
0	76.65	79.72	1,194.51	1,242.29	14,859.70
1	78.03	81.15	1,215.97	1,264.61	15,126.68
2	79.32	82.49	1,236.00	1,285.44	15,375.84
3	80.69	83.92	1,257.45	1,307.75	15,642.70
4	82.07	85.35	1,278.91	1,330.07	15,909.68
5	83.44	86.77	1,300.21	1,352.22	16,174.63
6	84.81	88.21	1,321.67	1,374.54	16,441.61
7	86.28	89.73	1,344.56	1,398.34	16,726.30
8	87.76	91.27	1,367.61	1,422.31	17,013.02
9	89.30	92.87	1,391.61	1,447.27	17,311.58
10	89.30	94.19	1,391.61	1,467.77	17,537.08
11-15	89.30	95.50	1,391.61	1,488.27	17,762.58
16-20	89.30	96.82	1,391.61	1,508.77	17,988.08

CUSTODIAL, MAINTENANCE, AND BUS SHOP

CUSTODIAN I (SCHOOL) – 9-Month (187 days)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	8.45	8.79	1,053.65	1,095.80	13,107.41
1	8.69	9.04	1,083.96	1,127.32	13,484.46
2	8.91	9.27	1,111.39	1,155.85	13,825.69
3	9.15	9.51	1,140.28	1,185.89	14,185.08
4	9.37	9.74	1,167.71	1,214.42	14,526.31
5	9.60	9.98	1,196.58	1,244.44	14,885.46
6	9.83	10.22	1,225.46	1,274.48	15,244.72
7	10.06	10.46	1,254.35	1,304.52	15,604.11
8	10.33	10.74	1,287.55	1,339.05	16,017.12
9	10.59	11.02	1,320.72	1,373.55	16,429.76
10	10.59	11.24	1,320.72	1,401.32	16,735.28
11-15	10.59	11.46	1,320.72	1,429.10	17,040.81
16-20	10.59	11.69	1,320.72	1,456.87	17,346.34

CUSTODIAN I (SCHOOL) – 12-Month (245 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	8.32	8.65	1,358.35	1,412.68	16,789.17
1	8.58	8.92	1,401.14	1,457.19	17,318.13
2	8.81	9.16	1,438.58	1,496.12	17,780.82
3	9.06	9.42	1,479.58	1,538.76	18,287.58
4	9.29	9.66	1,517.02	1,577.70	18,750.36
5	9.54	9.92	1,558.01	1,620.33	19,257.00
6	9.79	10.18	1,599.01	1,662.97	19,763.76
7	10.04	10.44	1,640.02	1,705.62	20,270.64
8	10.33	10.74	1,686.36	1,753.81	20,843.37
9	10.60	11.02	1,730.93	1,800.17	21,394.32
10	10.60	11.26	1,730.93	1,838.92	21,743.06
11-15	10.60	11.50	1,730.93	1,877.67	22,091.80
16-20	10.60	11.73	1,730.93	1,916.42	22,440.54

CRITERIA TO BE CONSIDERED FOR PROMOTION FROM CUSTODIAN I TO CUSTODIAN II

- 1.) High School Diploma or GED required.
- 2.) Three consecutive years of acceptable evaluations.
- 3.) Written recommendation from the building Principal or immediate supervisor.

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

CUSTODIAN II (SCHOOL) – 12-Month (250 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	10.72	11.15	1,786.12	1,857.56	22,076.40
1	10.90	11.33	1,815.87	1,888.50	22,444.11
2	11.07	11.52	1,845.60	1,919.42	22,811.58
3	11.25	11.70	1,875.33	1,950.34	23,179.05
4	11.43	11.89	1,905.08	1,981.28	23,546.76
5	11.61	12.07	1,934.81	2,012.20	23,914.23
6	11.80	12.28	1,967.29	2,045.98	24,315.69
7	11.99	12.47	1,998.52	2,078.46	24,701.70
8	12.18	12.67	2,029.75	2,110.94	25,087.71
9	12.37	12.86	2,060.97	2,143.41	25,473.60
10	12.37	13.03	2,060.97	2,172.00	25,730.87
11-15	12.37	13.20	2,060.97	2,200.58	25,988.13
16-20	12.37	13.37	2,060.97	2,229.17	26,245.40

HEAD CUSTODIAN (SCHOOL) – 12-Month (250 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	13.35	13.88	2,224.60	2,313.58	27,496.02
1	13.57	14.11	2,261.71	2,352.18	27,954.75
2	13.80	14.36	2,300.67	2,392.70	28,436.31
3	14.04	14.60	2,339.64	2,433.23	28,917.99
4	14.27	14.84	2,378.60	2,473.74	29,399.46
5	14.51	15.09	2,417.56	2,514.26	29,881.02
6	14.74	15.33	2,456.53	2,554.79	30,362.70
7	14.98	15.58	2,497.34	2,597.23	30,867.09
8	15.22	15.83	2,536.30	2,637.75	31,348.65
9	15.45	16.07	2,575.27	2,678.28	31,830.33
10	15.45	16.29	2,575.27	2,714.75	32,158.56
11-15	15.45	16.51	2,575.27	2,751.22	32,486.79
16-20	15.45	16.73	2,575.27	2,787.69	32,815.02

CENTRAL OFFICE CUSTODIAN II – 12 Month (245 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	12.29	12.78	2,007.23	2,087.52	24,809.36
1	13.15	13.68	2,148.06	2,233.98	26,550.00
2	13.36	13.89	2,181.92	2,269.20	26,968.57
3	13.56	14.10	2,214.01	2,302.57	27,365.17
4	13.76	14.31	2,247.89	2,337.80	27,783.86
5	13.96	14.52	2,279.98	2,371.17	28,180.46
6	14.17	14.73	2,313.84	2,406.39	28,599.03
7	14.37	14.95	2,347.71	2,441.62	29,017.72
8	14.57	15.15	2,379.80	2,474.99	29,414.32
9	14.77	15.36	2,411.88	2,508.36	29,810.89
10	14.77	15.61	2,411.88	2,550.44	30,189.64
11-15	14.77	15.87	2,411.88	2,592.53	30,568.40
16-20	14.77	16.13	2,411.88	2,634.61	30,947.15

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

POSITION DESCRIPTIONS: Maintenance

All positions are in the areas of electrical, carpentry, plumbing, and air conditioning/refrigeration trades. Work involved may include all phases and tasks of the relevant trade. Other duties may be assigned. The position will require the ability to work independently. While no state or local certification is necessary for this position, the following are required:

1. Completion of a trade or technical school program in the relevant trade, **OR**
2. Written proof of 8 years of experience in the relevant trade, at least 4 years of which must be at the assistant level or the equivalent, **OR**
3. Written proof of 3 years of assistant level experience or the equivalent in the school system maintenance department in the relevant trade.

Consideration, as deemed appropriate, may be given to relevant work experience.

MAINTENANCE

GROUNDKEEPER/MAINTENANCE

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	9.37	9.74	1,530.00	1,591.20	18,910.80
1	9.71	10.10	1,586.61	1,650.07	19,610.46
2	10.06	10.46	1,643.30	1,709.03	20,311.17
3	10.41	10.83	1,700.00	1,768.00	21,012.00
4	10.76	11.19	1,756.61	1,826.87	21,711.66
5	11.10	11.55	1,813.31	1,885.84	22,412.49
6	11.45	11.91	1,870.00	1,944.80	23,113.20
7	11.80	12.27	1,926.61	2,003.67	23,812.86
8	12.14	12.63	1,983.31	2,062.64	24,513.69
9	12.49	12.99	2,040.00	2,121.60	25,214.40
10	12.49	13.31	2,040.00	2,174.64	25,691.76
11-15	12.49	13.64	2,040.00	2,227.68	26,169.12
16-20	12.49	13.96	2,040.00	2,280.72	26,646.48

ASSISTANT (Maintenance)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	12.49	12.99	2,040.00	2,121.60	25,214.40
1	12.84	13.35	2,096.95	2,180.83	25,918.32
2	13.19	13.72	2,153.90	2,240.06	26,622.24
3	13.54	14.08	2,210.85	2,299.28	27,326.07
4	13.89	14.44	2,267.80	2,358.51	28,029.99
5	14.23	14.80	2,324.75	2,417.74	28,733.91
6	14.58	15.17	2,381.70	2,476.97	29,437.83
7	14.93	15.53	2,438.65	2,536.20	30,141.75
8	15.28	15.89	2,495.60	2,595.42	30,845.58
9	15.63	16.25	2,552.55	2,654.65	31,549.50
10	15.63	16.58	2,552.55	2,707.96	32,029.25
11-15	15.63	16.91	2,552.55	2,761.26	32,508.99
16-20	15.63	17.23	2,552.55	2,814.57	32,988.74

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

ASSISTANT (Warehouse)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	11.75	12.23	1,919.88	1,996.68	23,729.76
1	12.56	13.07	2,051.79	2,133.86	25,360.11
2	13.34	13.87	2,178.36	2,265.49	26,924.49
3	14.13	14.70	2,308.49	2,400.83	28,532.94
4	14.95	15.55	2,442.19	2,539.88	30,185.49
5	15.75	16.38	2,572.32	2,675.21	31,793.85
6	16.55	17.21	2,702.45	2,810.55	33,402.30
7	17.35	18.05	2,834.37	2,947.74	35,032.77
8	18.16	18.89	2,966.28	3,084.93	36,663.21
9	18.96	19.72	3,096.41	3,220.27	38,271.66
10	18.96	20.47	3,096.41	3,342.63	39,372.89
11-15	18.96	21.21	3,096.41	3,464.99	40,474.12
16-20	18.96	21.96	3,096.41	3,587.35	41,575.35

SKILLED

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	20.26	21.07	3,308.54	3,440.88	40,893.54
1	20.44	21.26	3,338.85	3,472.40	41,268.15
2	20.61	21.43	3,365.58	3,500.20	41,598.54
3	20.77	21.60	3,392.33	3,528.02	41,929.17
4	20.93	21.77	3,419.06	3,555.82	42,259.56
5	21.11	21.95	3,447.59	3,585.49	42,612.18
6	21.26	22.11	3,472.54	3,611.44	42,920.58
7	21.45	22.30	3,502.85	3,642.96	43,295.19
8	21.60	22.46	3,527.80	3,668.91	43,603.59
9	21.78	22.66	3,558.11	3,700.43	43,978.20
10	21.78	22.82	3,558.11	3,726.39	44,211.80
11-15	21.78	22.97	3,558.11	3,752.34	44,445.39
16-20	21.78	23.13	3,558.11	3,778.30	44,678.99

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

POSITION DESCRIPTIONS: Bus Shop

STATE-CERTIFIED MECHANIC

This is a skilled position in automotive mechanics, involving preventive maintenance and general repair on buses, trucks, or cars. Work may include all phases and tasks of mechanics as well as specialties such as complete transmission repair or bodywork. Other duties may be assigned. The position may require the ability to work independently. Certification by the state is required for this position; this certification requires one of the following:

1. Completion of a certified auto mechanic apprenticeship, **OR**
2. Written proof of 8 years of experience as an auto-truck mechanic, **OR**
3. Written proof of 6 years of experience as an Assistant Mechanic in a school bus shop.

BUS SHOP – STATE-CERTIFIED MECHANIC

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	20.26	21.07	3,308.54	3,440.88	40,893.54
1	20.44	21.26	3,338.85	3,472.40	41,268.15
2	20.61	21.43	3,365.58	3,500.20	41,598.54
3	20.77	21.60	3,392.33	3,528.02	41,929.17
4	20.93	21.77	3,419.06	3,555.82	42,259.56
5	21.11	21.95	3,447.59	3,585.49	42,612.18
6	21.26	22.11	3,472.54	3,611.44	42,920.58
7	21.45	22.30	3,502.85	3,642.96	43,295.19
8	21.60	22.46	3,527.80	3,668.91	43,603.59
9	21.78	22.66	3,558.11	3,700.43	43,978.20
10	21.78	22.82	3,558.11	3,726.39	44,211.80
11-15	21.78	22.97	3,558.11	3,752.34	44,445.39
16-20	21.78	23.13	3,558.11	3,778.30	44,678.99

BUS SHOP – FOREMAN

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	25.83	26.86	4,218.39	4,387.13	52,139.34
1	26.06	27.11	4,257.03	4,427.31	52,616.88
2	26.27	27.32	4,291.12	4,462.76	53,038.20
3	26.48	27.54	4,325.22	4,498.23	53,459.73
4	26.69	27.76	4,359.31	4,533.68	53,881.05
5	26.91	27.99	4,395.68	4,571.51	54,330.63
6	27.11	28.19	4,427.49	4,604.59	54,723.78
7	27.34	28.44	4,466.13	4,644.78	55,201.41
8	27.54	28.64	4,497.95	4,677.87	55,594.68
9	27.78	28.89	4,536.59	4,718.05	56,072.22
10	27.78	29.09	4,536.59	4,751.14	56,370.05
11-15	27.78	29.29	4,536.59	4,784.23	56,667.88
16-20	27.78	29.49	4,536.59	4,817.33	56,965.70

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

TRANSPORTATION ROUTE SUPERVISOR

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	161.78	188.66	3,302.97	3,851.76	44,574.75
1	163.24	190.18	3,332.83	3,882.81	44,943.78
2	164.71	191.71	3,362.91	3,914.10	45,315.63
3	166.19	193.24	3,393.00	3,945.39	45,687.51
4	167.66	194.78	3,423.08	3,976.67	46,059.27
5	169.12	196.30	3,452.93	4,007.72	46,428.27
6	170.60	197.83	3,483.01	4,039.00	46,800.03
7	172.07	199.36	3,513.09	4,070.28	47,171.79
8	173.54	200.89	3,543.18	4,101.58	47,543.76
9	175.02	202.43	3,573.26	4,132.86	47,915.52
10	175.02	203.80	3,573.26	4,160.97	48,168.51
11-15	175.02	205.18	3,573.26	4,189.08	48,421.50
16-20	175.02	206.56	3,573.26	4,217.19	48,674.49

BUS SHOP – PARTS COUNTER CLERK, TRAINER

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	128.35	133.48	2,620.45	2,725.27	32,388.78
1	129.72	134.91	2,648.53	2,754.47	32,735.82
2	131.10	136.34	2,676.60	2,783.66	33,082.74
3	132.47	137.77	2,704.68	2,812.87	33,429.87
4	133.85	139.20	2,732.75	2,842.06	33,776.79
5	135.22	140.63	2,760.83	2,871.26	34,123.83
6	136.60	142.06	2,788.90	2,900.46	34,470.84
7	137.98	143.49	2,816.99	2,929.67	34,818.00
8	139.35	144.92	2,845.07	2,958.87	35,165.04
9	140.73	146.35	2,873.14	2,988.07	35,512.05
10	140.73	147.64	2,873.14	3,014.35	35,748.57
11-15	140.73	148.93	2,873.14	3,040.63	35,985.09
16-20	140.73	150.22	2,873.14	3,066.91	36,221.61

ASSISTANT (Bus Shop)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	12.49	12.99	2,040.00	2,121.60	25,214.40
1	12.84	13.35	2,096.95	2,180.83	25,918.32
2	13.19	13.72	2,153.90	2,240.06	26,622.24
3	13.54	14.08	2,210.85	2,299.28	27,326.07
4	13.89	14.44	2,267.80	2,358.51	28,029.99
5	14.23	14.80	2,324.75	2,417.74	28,733.91
6	14.58	15.17	2,381.70	2,476.97	29,437.83
7	14.93	15.53	2,438.65	2,536.20	30,141.75
8	15.28	15.89	2,495.60	2,595.42	30,845.58
9	15.63	16.25	2,552.55	2,654.65	31,549.50
10	15.63	16.58	2,552.55	2,707.96	32,029.25
11-15	15.63	16.91	2,552.55	2,761.26	32,508.99
16-20	15.63	17.23	2,552.55	2,814.57	32,988.74

CUSTODIAL, MAINTENANCE, AND BUS SHOP *(continued)*

NOTES

- ◆Vacation may be taken at any time, with the exception of the two weeks prior to the opening of school and the two weeks prior to the closing of school.
- ◆All positions are 240 days based on the calendar adopted by the Board for all maintenance employees and bus shop assistant and skilled employees.
- ◆The normal work week shall be 40 hours.
- ◆For work days of less than 8 hours, calculate the salary using the hourly rate.

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

REGULAR ROUTE BUS DRIVERS (184 Day Contract)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	67.94	73.37	1,041.70	1,125.04	13,417.14
1	68.64	74.10	1,052.49	1,136.26	13,551.35
2	69.35	74.85	1,063.43	1,147.64	13,687.47
3	70.07	75.59	1,074.39	1,159.04	13,823.83
4	70.77	76.32	1,085.18	1,170.26	13,958.04
5	71.48	77.05	1,095.97	1,181.48	14,092.25
6	72.20	77.81	1,107.07	1,193.02	14,230.29
7	72.90	78.54	1,117.86	1,204.24	14,364.50
8	73.61	79.27	1,128.65	1,215.47	14,498.82
9	74.33	80.02	1,139.76	1,227.02	14,636.98
10	74.33	80.69	1,139.76	1,237.22	14,749.16
11-15	74.33	81.35	1,139.76	1,247.42	14,861.34
16-20	74.33	82.02	1,139.76	1,257.61	14,973.51

SPECIAL EDUCATION ROUTE BUS DRIVERS (184 Day Contract)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	79.02	84.89	1,211.57	1,301.70	15,530.27
1	79.72	85.63	1,222.36	1,312.92	15,664.48
2	80.43	86.37	1,233.30	1,324.30	15,800.60
3	81.15	87.11	1,244.26	1,335.70	15,936.96
4	81.85	87.84	1,255.05	1,346.92	16,071.17
5	82.55	88.57	1,265.84	1,358.14	16,205.38
6	83.28	89.33	1,276.94	1,369.69	16,343.53
7	83.98	90.06	1,287.73	1,380.91	16,477.74
8	84.69	90.79	1,298.52	1,392.13	16,611.95
9	85.41	91.55	1,309.63	1,403.69	16,750.22
10	85.41	92.21	1,309.63	1,413.89	16,862.41
11-15	85.41	92.88	1,309.63	1,424.09	16,974.60
16-20	85.41	93.54	1,309.63	1,434.29	17,086.79

SPECIAL EDUCATION BUS PARA-EDUCATOR (184 Day Contract)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	58.82	61.17	901.85	937.93	11,219.08
1	59.43	61.80	911.20	947.64	11,335.24
2	60.04	62.44	920.55	957.37	11,451.62
3	60.65	63.07	929.90	967.10	11,568.00
4	61.26	63.71	939.25	976.82	11,684.27
5	61.87	64.34	948.60	986.54	11,800.54
6	62.48	64.97	957.95	996.27	11,916.92
7	63.08	65.61	967.30	1,005.99	12,033.19
8	63.69	66.24	976.65	1,015.72	12,149.57
9	64.30	66.88	986.00	1,025.44	12,265.84
10	63.27	66.37	986.00	1,034.19	12,362.10
11-15	63.27	66.93	986.00	1,042.94	12,458.37
16-20	63.27	67.49	986.00	1,051.69	12,554.63

***Utility Worker (Unassigned Bus Driver) will be paid from the Regular Route Bus Drivers' salary schedule.

CUSTODIAL, MAINTENANCE, AND BUS SHOP *(continued)*

BUS SUPPLEMENTS*

Bus supplements are for one year only and are not included when base salary is computed. The Director of Transportation must recommend a particular individual for a specific supplement each school year. **No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.**

Long Route	\$500.00
Extra-Long Route	\$1,000.00
Supplement**	\$35.00/per run
Field Trip Rate	\$13.00/per hour

Tuscaloosa Area Vocational School and Target Route drivers will be supplemented at the rate of \$35.00 per run. **A run is defined as driving to and from a specified destination.

NOTES

- ◆ **A REGULAR ROUTE** is one of less than 80 miles transporting regular students.
- ◆ **A LONG ROUTE** is one of between 80 and 90 miles of transporting regular students.
- ◆ **AN EXTRA LONG ROUTE** is one of greater than 90 miles of transporting regular students.
- ◆ **A SPECIAL EDUCATION ROUTE** is one involving the door-to-door pick-up and delivery of special needs students **who have transportation as a “related service” designated in the student’s Individual Education Plan (IEP).**
- ◆ **A TUSCALOOSA AREA VOCATIONAL SCHOOL ROUTE** is one involving the transportation of students to and from their home school to Vocational Schools.

POSITION DESCRIPTION: CHILD NUTRITION PROGRAM MANAGER

CHILD NUTRITION PROGRAM MANAGER (Base Salaries for full year contracts)

AVERAGE DAILY MEAL EQUIVALENT 200-399

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,882.97	1,958.29	23,424.16
1	1,895.38	1,971.20	23,578.58
2	1,908.02	1,984.34	23,735.76
3	1,920.45	1,997.27	23,890.42
4	1,932.86	2,010.17	24,044.73
5	1,945.50	2,023.32	24,202.02
6	1,957.92	2,036.24	24,356.56
7	1,970.81	2,049.64	24,516.85
8	1,984.08	2,063.44	24,681.92
9	1,996.89	2,076.77	24,841.36
10	1,996.89	2,088.62	24,971.69
11-15	1,996.89	2,100.47	25,102.02
16-20	1,996.89	2,112.31	25,232.34

AVERAGE DAILY MEAL EQUIVALENT 400-549

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,932.01	2,009.29	24,034.20
1	1,944.65	2,022.44	24,191.49
2	1,957.06	2,035.34	24,345.80
3	1,969.93	2,048.73	24,505.96
4	1,983.18	2,062.51	24,670.79
5	1,996.21	2,076.06	24,832.87
6	2,009.49	2,089.87	24,998.06
7	2,022.53	2,103.43	25,160.26
8	2,035.58	2,117.00	25,322.58
9	2,048.61	2,130.55	25,484.66
10	2,048.61	2,142.68	25,618.05
11-15	2,048.61	2,154.80	25,751.43
16-20	2,048.61	2,166.93	25,884.82

AVERAGE DAILY MEAL EQUIVALENT 550-699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,982.27	2,061.56	24,659.43
1	1,995.33	2,075.14	24,821.87
2	2,008.58	2,088.92	24,986.70
3	2,021.63	2,102.50	25,149.13
4	2,034.67	2,116.06	25,311.33
5	2,047.93	2,129.85	25,476.28
6	2,060.99	2,143.43	25,638.72
7	2,074.03	2,156.99	25,800.92
8	2,087.28	2,170.77	25,965.75
9	2,100.10	2,184.10	26,125.20
10	2,100.10	2,196.35	26,259.99
11-15	2,100.10	2,208.61	26,394.79
16-20	2,100.10	2,220.86	26,529.58

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 700-899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	2,033.99	2,115.35	25,302.84
1	2,047.03	2,128.91	25,465.04
2	2,060.08	2,142.48	25,627.36
3	2,073.34	2,156.27	25,792.31
4	2,086.38	2,169.84	25,954.62
5	2,099.44	2,183.42	26,117.06
6	2,112.70	2,197.21	26,282.01
7	2,125.73	2,210.76	26,444.09
8	2,138.79	2,224.34	26,606.53
9	2,151.82	2,237.89	26,768.61
10	2,151.82	2,250.14	26,903.40
11-15	2,151.82	2,262.40	27,038.20
16-20	2,151.82	2,274.65	27,172.99

AVERAGE DAILY MEAL EQUIVALENT 900-1099

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	2,085.49	2,168.91	25,943.50
1	2,098.75	2,182.70	26,108.45
2	2,111.78	2,196.25	26,270.53
3	2,124.84	2,209.83	26,432.97
4	2,138.10	2,223.62	26,597.92
5	2,151.14	2,237.19	26,760.23
6	2,164.40	2,250.98	26,925.18
7	2,178.80	2,265.95	27,104.25
8	2,192.73	2,280.44	27,277.57
9	2,205.78	2,294.01	27,439.89
10	2,205.78	2,306.52	27,577.50
11-15	2,205.78	2,319.03	27,715.11
16-20	2,205.78	2,331.54	27,852.72

AVERAGE DAILY MEAL EQUIVALENT 1100-1299

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	2,136.30	2,221.75	26,575.55
1	2,149.35	2,235.32	26,737.87
2	2,162.61	2,249.11	26,902.82
3	2,175.66	2,262.69	27,065.25
4	2,188.70	2,276.25	27,227.45
5	2,201.74	2,289.81	27,389.65
6	2,215.23	2,303.84	27,557.47
7	2,229.39	2,318.57	27,733.66
8	2,243.55	2,333.29	27,909.74
9	2,256.37	2,346.62	28,069.19
10	2,256.37	2,359.11	28,206.55
11-15	2,256.37	2,371.59	28,343.90
16-20	2,256.37	2,384.08	28,481.26

CHILD NUTRITION PROGRAM *(continued)*

AVERAGE DAILY MEAL EQUIVALENT 1300-1499

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	2,187.14	2,274.63	27,208.07
1	2,199.95	2,287.95	27,367.40
2	2,213.43	2,301.97	27,535.10
3	2,226.47	2,315.53	27,697.30
4	2,239.30	2,328.87	27,856.87
5	2,252.32	2,342.41	28,018.83
6	2,266.03	2,356.67	28,189.40
7	2,279.97	2,371.17	28,362.84
8	2,294.38	2,386.16	28,542.14
9	2,306.96	2,399.24	28,698.60
10	2,306.96	2,411.70	28,835.67
11-15	2,306.96	2,424.16	28,972.74
16-20	2,306.96	2,436.62	29,109.81

AVERAGE DAILY MEAL EQUIVALENT 1500-1699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	2,237.95	2,327.47	27,840.12
1	2,250.54	2,340.56	27,996.70
2	2,264.26	2,354.83	28,167.39
3	2,277.28	2,368.37	28,329.35
4	2,289.90	2,381.50	28,486.40
5	2,302.95	2,395.07	28,648.72
6	2,316.87	2,409.54	28,821.81
7	2,330.56	2,423.78	28,992.14
8	2,345.19	2,439.00	29,174.19
9	2,357.58	2,451.88	29,328.26
10	2,357.58	2,464.32	29,465.11
11-15	2,357.58	2,476.76	29,601.96
16-20	2,357.58	2,489.20	29,738.81

AVERAGE DAILY MEAL EQUIVALENT 1700-1899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	2,288.54	2,380.08	28,469.42
1	2,301.13	2,393.18	28,626.11
2	2,314.85	2,407.44	28,796.69
3	2,327.87	2,420.98	28,958.65
4	2,340.49	2,434.11	29,115.70
5	2,353.54	2,447.68	29,278.02
6	2,367.46	2,462.16	29,451.22
7	2,381.16	2,476.41	29,621.67
8	2,395.80	2,491.63	29,803.73
9	2,408.17	2,504.50	29,957.67
10	2,408.17	2,516.94	30,094.53
11-15	2,408.17	2,529.38	30,231.39
16-20	2,408.17	2,541.83	30,368.26

CHILD NUTRITION PROGRAM *(continued)*

NOTES

Salaries for Child Nutrition Program Managers are based on Average Daily Meal Equivalent (ADME). ADME is the sum of the most recent school year's average number of school lunches, half the average number of student breakfasts, average number of adult meals, and average a la carte income divided by the free lunch reimbursement. In the event of a reduced rate in participation (which would cause a salary reduction for a manager), the salary shall be frozen at the current level until future salary increments at the actual participation level meet or exceed the current salary level. At that time, the manager will be placed at the appropriate position on the schedule. This procedure eliminates salary reductions due to loss in participation.

♦The following training supplements are to be added to the base salaries

SUPPLEMENT	ANNUAL
Manager I	\$922.78
Manager II	\$1384.44
Manager III	\$1845.56
Manager IV	\$3972.87

CHILD NUTRITION PROGRAM MANAGER I:

CNP Manager I maintains a School Nutrition Association Certification Level I or II. Current ServSafe certification must be maintained as well as documentation confirming completion of 60 hours of nutrition and/or management related classes taken within the past five years.

CHILD NUTRITION PROGRAM MANAGER II:

CNP Manager II maintains a School Nutrition Association Certification Level II. Current ServSafe certification must be maintained as well as documentation confirming completion of 100 hours of nutrition and/or management related classes taken within the past five years.

CHILD NUTRITION PROGRAM *(continued)*

CHILD NUTRITION PROGRAM MANAGER III:

CNP Manager III maintains a School Nutrition Association Certification Level III. Current ServSafe certification must be maintained as well as documentation confirming completion of 140 hours of nutrition and/or management related classes taken within the past five years.

CHILD NUTRITION PROGRAM MANAGER IV:

CNP Manager IV holds a BS degree from a college or university in a nutrition or business related field. Current ServSafe certification must be maintained. SNA Certification Level III must be current as well as documentation confirming completion of 140 hours of nutrition and/or management related classes taken within the past five years.

*All salaries for CNP Managers are paid in 12 equal pay periods, and are based on 192 days per year and 8 hours per day (40 hours per week). All employees will be granted the same holidays as 9-month teaching personnel.

CHILD NUTRITION PROGRAM (continued)

CHILD NUTRITION PROGRAM ASSISTANT MANAGER (Base Salaries for full year contracts)

AVERAGE DAILY MEAL EQUIVALENT 200-399

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,595.76	1,659.59	19,851.25
1	1,605.65	1,669.88	19,974.33
2	1,615.61	1,680.23	20,098.14
3	1,625.62	1,690.65	20,222.77
4	1,635.70	1,701.13	20,348.13
5	1,645.84	1,711.68	20,474.32
6	1,656.05	1,722.29	20,601.24
7	1,666.32	1,732.97	20,728.99
8	1,676.65	1,743.71	20,857.46
9	1,687.04	1,754.52	20,986.76
10	1,687.04	1,764.01	21,091.19
11-15	1,687.04	1,773.51	21,195.61
16-20	1,687.04	1,783.00	21,300.03

AVERAGE DAILY MEAL EQUIVALENT 400-549

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,620.28	1,685.09	20,156.27
1	1,630.32	1,695.54	20,281.26
2	1,640.43	1,706.05	20,406.98
3	1,650.60	1,716.63	20,533.53
4	1,660.84	1,727.27	20,660.81
5	1,671.13	1,737.98	20,788.91
6	1,681.50	1,748.76	20,917.86
7	1,691.92	1,759.60	21,047.52
8	1,702.41	1,770.51	21,178.02
9	1,712.97	1,781.48	21,309.25
10	1,712.97	1,791.12	21,415.27
11-15	1,712.97	1,800.76	21,521.30
16-20	1,712.97	1,810.40	21,627.33

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 550-699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,645.41	1,711.23	20,468.94
1	1,655.61	1,721.83	20,595.74
2	1,665.88	1,732.51	20,723.49
3	1,676.20	1,743.25	20,851.95
4	1,686.60	1,754.06	20,981.26
5	1,697.05	1,764.93	21,111.28
6	1,707.57	1,775.88	21,242.25
7	1,718.16	1,786.89	21,373.95
8	1,728.81	1,797.97	21,506.48
9	1,739.53	1,809.11	21,639.74
10	1,739.53	1,818.90	21,747.41
11-15	1,739.53	1,828.69	21,855.08
16-20	1,739.53	1,838.47	21,962.75

AVERAGE DAILY MEAL EQUIVALENT 700-899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,671.27	1,738.12	20,790.59
1	1,681.63	1,748.90	20,919.53
2	1,692.06	1,759.74	21,049.20
3	1,702.55	1,770.65	21,179.70
4	1,713.10	1,781.63	21,311.03
5	1,723.72	1,792.67	21,443.09
6	1,734.41	1,803.79	21,576.10
7	1,745.16	1,814.97	21,709.83
8	1,755.98	1,826.22	21,844.40
9	1,766.87	1,837.55	21,979.92
10	1,766.87	1,847.49	22,089.30
11-15	1,766.87	1,857.44	22,198.67
16-20	1,766.87	1,867.38	22,308.04

AVERAGE DAILY MEAL EQUIVALENT 900-1099

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,697.02	1,764.90	21,110.92
1	1,707.54	1,775.84	21,241.78
2	1,718.13	1,786.85	21,373.48
3	1,728.78	1,797.93	21,506.01
4	1,739.50	1,809.08	21,639.38
5	1,750.28	1,820.29	21,773.47
6	1,761.13	1,831.58	21,908.51
7	1,772.05	1,842.94	22,044.39
8	1,783.04	1,854.36	22,181.00
9	1,794.10	1,865.86	22,318.56
10	1,794.10	1,875.96	22,429.61
11-15	1,794.10	1,886.05	22,540.67
16-20	1,794.10	1,896.15	22,651.72

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 1100-1299

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,722.42	1,791.32	21,426.94
1	1,733.10	1,802.43	21,559.83
2	1,743.85	1,813.60	21,693.45
3	1,754.66	1,824.85	21,828.01
4	1,765.54	1,836.16	21,963.30
5	1,776.49	1,847.54	22,099.43
6	1,787.50	1,859.00	22,236.50
7	1,798.58	1,870.53	22,374.41
8	1,809.73	1,882.12	22,513.05
9	1,820.95	1,893.79	22,652.64
10	1,820.95	1,904.04	22,765.36
11-15	1,820.95	1,914.28	22,878.08
16-20	1,820.95	1,924.53	22,990.79

AVERAGE DAILY MEAL EQUIVALENT 1300-1499

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,747.84	1,817.76	21,743.20
1	1,758.68	1,829.03	21,878.01
2	1,769.58	1,840.37	22,013.65
3	1,780.56	1,851.78	22,150.14
4	1,791.60	1,863.26	22,287.46
5	1,802.70	1,874.81	22,425.61
6	1,813.88	1,886.43	22,564.61
7	1,825.13	1,898.13	22,704.56
8	1,836.44	1,909.90	22,845.34
9	1,847.83	1,921.74	22,986.97
10	1,847.83	1,932.14	23,101.35
11-15	1,847.83	1,942.54	23,215.72
16-20	1,847.83	1,952.93	23,330.10

AVERAGE DAILY MEAL EQUIVALENT 1500-1699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,773.25	1,844.18	22,059.23
1	1,784.24	1,855.61	22,195.95
2	1,795.31	1,867.12	22,333.63
3	1,806.44	1,878.69	22,472.03
4	1,817.64	1,890.34	22,611.38
5	1,828.91	1,902.06	22,751.57
6	1,840.24	1,913.85	22,892.59
7	1,851.65	1,925.72	23,034.57
8	1,863.13	1,937.66	23,177.39
9	1,874.69	1,949.67	23,321.06
10	1,874.69	1,960.22	23,437.10
11-15	1,874.69	1,970.77	23,553.13
16-20	1,874.69	1,981.32	23,669.17

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 1700-1899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,798.54	1,870.49	22,373.93
1	1,809.69	1,882.08	22,512.57
2	1,820.91	1,893.75	22,652.16
3	1,832.20	1,905.49	22,792.59
4	1,843.56	1,917.31	22,933.97
5	1,854.99	1,929.19	23,076.08
6	1,866.50	1,941.16	23,219.26
7	1,878.07	1,953.19	23,363.16
8	1,889.71	1,965.30	23,508.01
9	1,901.43	1,977.48	23,653.71
10	1,901.43	1,988.18	23,771.40
11-15	1,901.43	1,998.88	23,889.09
16-20	1,901.43	2,009.58	24,006.77

AVERAGE DAILY MEAL EQUIVALENT 1900-UP

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,823.84	1,896.80	22,688.64
1	1,835.15	1,908.56	22,829.31
2	1,846.53	1,920.39	22,970.82
3	1,857.98	1,932.30	23,113.28
4	1,869.50	1,944.28	23,256.58
5	1,881.09	1,956.33	23,400.72
6	1,892.75	1,968.46	23,545.81
7	1,904.49	1,980.67	23,691.86
8	1,916.29	1,992.95	23,838.74
9	1,928.17	2,005.30	23,986.47
10	1,928.17	2,016.15	24,105.82
11-15	1,928.17	2,027.00	24,225.17
16-20	1,928.17	2,037.85	24,344.52

NOTES

Based upon an 8 hour work day (40 hours per week), CNP Assistant Manager salaries are computed on the following basis: 190 days = 1 year. Annual salary is divided into 12 equal pay periods. Assistant Manager salary schedules are determined utilizing the ADME calculations described in the Manager salary schedule. Assistant Managers are eligible for the training supplements described in the CNP Manager Schedule.

CHILD NUTRITION PROGRAM *(continued)*

CHILD NUTRITION WORKER **(Base Salaries for full year contracts)**

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	1,155.82	1,202.05	14,378.37
1	1,232.80	1,282.11	15,336.01
2	1,293.57	1,345.32	16,092.09
3	1,355.28	1,409.49	16,859.67
4	1,418.08	1,474.81	17,640.99
5	1,427.28	1,484.37	17,755.35
6	1,436.32	1,493.77	17,867.79
7	1,445.51	1,503.33	17,982.14
8	1,454.55	1,512.73	18,094.58
9	1,464.68	1,523.26	18,220.54
10	1,464.68	1,555.38	18,573.87
11-15	1,464.68	1,587.50	18,927.20
16-20	1,464.68	1,619.62	19,280.53

NOTES

- ◆ CNP workers work a six-and-a-half hour day (32.5 hours a week), including lunch. Salaries are computed on the following basis: 187 days = 1 contract year. For most contracts, the annual salary is divided into 12 equal pay periods. All CNP employees will be granted the same holidays as 9-month teaching personnel.
- ◆ CNP Program Workers, Assistant Managers and Managers should take vacation during the summer months.
- ◆ Allocation of food service positions are generally based upon Meals served Per Labor Hour (MPLH) calculated in accordance with guidelines issued by the Alabama Department of Education. MPLH is a common measurement of performance, productivity and efficiency in a district's Child Nutrition Program. The CNP Director will make determinations concerning the number of workers assigned to each school using the MPLH calculation as a guide. The CNP Director will also determine whether an Assistant Manager position should be assigned.
- ◆ All CNP Employees are eligible to receive a \$500 annual supplement upon successful completion of ServSafe certification. ServSafe certification is valid for five years.

OTHER SUPPORT PERSONNEL

JOB COACH (187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	116.93	121.61	1,822.20	1,895.09	22,668.19
1	118.38	123.12	1,844.77	1,918.56	22,948.93
2	119.85	124.64	1,867.66	1,942.37	23,233.73
3	121.31	126.16	1,890.40	1,966.02	23,516.62
4	124.24	129.21	1,936.01	2,013.45	24,083.96
5	127.16	132.25	1,981.63	2,060.90	24,651.53
6	130.07	135.27	2,026.93	2,108.01	25,215.04
7	133.00	138.32	2,072.55	2,155.45	25,782.50
8	135.93	141.36	2,118.17	2,202.90	26,350.07
9	135.93	138.12	2,118.17	2,152.37	25,794.25
10	135.93	140.31	2,118.17	2,186.57	26,170.46
11-15	135.93	144.70	2,118.17	2,220.77	26,546.68
16-20	135.93	144.70	2,118.17	2,254.97	26,922.89

OCCUPATIONAL THERAPIST (187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	270.96	281.80	4,222.49	4,391.39	52,527.78
1	279.51	290.69	4,355.66	4,529.89	54,184.45
2	288.03	299.55	4,488.49	4,668.03	55,836.82
3	296.57	308.43	4,621.49	4,806.35	57,491.34
4	305.10	317.31	4,754.49	4,944.67	59,145.86
5	313.62	326.17	4,887.32	5,082.81	60,798.23
6	322.17	335.06	5,020.49	5,221.31	62,454.90
7	330.71	343.93	5,153.49	5,359.63	64,109.42
8	339.23	352.80	5,286.31	5,497.76	65,761.67
9	339.23	360.69	5,286.31	5,620.69	67,113.90
10	339.23	368.57	5,286.31	5,743.62	68,466.13
11-15	339.23	376.46	5,286.31	5,866.55	69,818.36
16-20	339.23	384.35	5,286.31	5,989.48	71,170.59

PHYSICAL THERAPIST (187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	293.13	304.85	4,567.92	4,750.64	56,824.96
1	301.66	313.73	4,700.91	4,888.95	58,479.36
2	310.20	322.61	4,833.91	5,027.27	60,133.88
3	318.73	331.48	4,966.91	5,165.59	61,788.40
4	327.27	340.36	5,099.92	5,303.92	63,443.04
5	335.79	349.22	5,232.74	5,442.05	65,095.29
6	344.33	358.10	5,365.74	5,580.37	66,749.81
7	352.87	366.99	5,498.91	5,718.87	68,406.48
8	361.40	375.85	5,631.75	5,857.02	70,058.97
9	361.40	383.74	5,631.75	5,979.95	71,411.21
10	361.40	391.63	5,631.75	6,102.88	72,763.45
11-15	361.40	399.52	5,631.75	6,225.81	74,115.70
16-20	361.40	407.41	5,631.75	6,348.74	75,467.94

In-School Intervention Monitor (187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT- AUG	2016-2017 CONTRACT
0	131.96	137.24	2,056.39	2,138.65	25,581.54
1	133.47	138.81	2,079.86	2,163.05	25,873.41
2	134.97	140.37	2,103.33	2,187.46	26,165.39
3	136.48	141.94	2,126.80	2,211.87	26,457.37
4	138.00	143.52	2,150.45	2,236.47	26,751.62
5	139.49	145.07	2,173.75	2,260.70	27,041.45
6	141.00	146.64	2,197.22	2,285.11	27,333.43
7	142.45	148.15	2,219.84	2,308.63	27,614.77
8	143.90	149.66	2,242.46	2,332.16	27,896.22
9	143.90	151.04	2,242.46	2,353.66	28,132.73
10	143.90	152.42	2,242.46	2,375.16	28,369.24
11-15	143.90	153.80	2,242.46	2,396.66	28,605.76
16-20	143.90	155.18	2,242.46	2,418.16	28,842.27

OTHER SUPPORT PERSONNEL *(continued)*

SCHOOL NURSE – LPN (182 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	106.28	110.54	1,611.97	1,676.45	20,052.92
1	111.11	115.55	1,685.15	1,752.56	20,963.31
2	115.90	120.54	1,757.86	1,828.17	21,867.73
3	120.72	125.55	1,830.87	1,904.10	22,775.97
4	125.54	130.56	1,904.05	1,980.21	23,686.36
5	130.72	135.95	1,982.64	2,061.95	24,664.09
6	135.74	141.17	2,058.75	2,141.10	25,610.85
7	140.79	146.42	2,135.32	2,220.73	26,563.35
8	145.84	151.67	2,211.90	2,300.38	27,516.08
9	145.84	156.24	2,211.90	2,369.71	28,278.66
10	145.84	160.82	2,211.90	2,439.03	29,041.24
11-15	145.84	165.39	2,211.90	2,508.36	29,803.82
16-20	145.84	169.96	2,211.90	2,577.68	30,566.40

SCHOOL NURSE SUPPLEMENTS BASED ON ENROLLMENT

STUDENT ADM	ANNUAL SUPPLEMENT
400-599	\$500
600-999	\$1000
1000 or more	\$1500

SCHOOL NURSE – RN
(*182 DAY CONTRACT)

BACHELOR'S DEGREE						MASTER'S DEGREE					
EXP	SEPT DAILY RATE	OCT- AUG DAILY RATE	2016 SEPT MONTHLY	2016-2017 OCT-AUG MONTHLY	2016-2017 CONTRACT	EXP	SEPT DAILY RATE	OCT- AUG DAILY	2016 SEPT MONTHLY	2016-2017 OCT-AUG MONTHLY	2016-2017 CONTRACT
0	197.15	205.03	2,990.04	3,109.64	37,196.08	0	226.73	235.78	3,438.75	3,576.06	42,775.18
1	197.15	205.03	2,990.04	3,109.64	37,196.08	1	226.73	235.78	3,438.75	3,576.06	42,775.18
2	197.15	205.03	2,990.04	3,109.64	37,196.08	2	226.73	235.78	3,438.75	3,576.06	42,775.18
3	216.86	225.53	3,288.92	3,420.48	40,914.20	3	249.38	259.35	3,782.26	3,933.55	47,051.31
4	216.86	225.53	3,288.92	3,420.48	40,914.20	4	249.38	259.35	3,782.26	3,933.55	47,051.31
5	217.71	225.53	3,288.92	3,420.48	40,914.20	5	249.38	259.35	3,782.26	3,933.55	47,051.31
6	226.36	235.40	3,432.95	3,570.27	42,705.92	6	260.29	270.71	3,947.79	4,105.70	49,110.49
7	226.60	235.40	3,432.95	3,570.27	42,705.92	7	260.29	270.71	3,947.79	4,105.70	49,110.49
8	227.82	235.40	3,432.95	3,570.27	42,705.92	8	260.29	270.71	3,947.79	4,105.70	49,110.49
9	229.39	238.55	3,478.89	3,618.05	43,277.44	9	263.79	274.34	4,000.85	4,160.88	49,770.53
10	230.24	238.55	3,478.89	3,618.05	43,277.44	10	263.79	274.34	4,000.85	4,160.88	49,770.53
11	231.45	238.55	3,478.89	3,618.05	43,277.44	11	263.79	274.34	4,000.85	4,160.88	49,770.53
12	233.77	242.89	3,542.17	3,683.86	44,064.63	12	268.58	279.32	4,073.41	4,236.35	50,673.26
13	234.99	242.89	3,542.17	3,683.86	44,064.63	13	268.58	279.32	4,073.41	4,236.35	50,673.26
14	236.22	242.89	3,542.17	3,683.86	44,064.63	14	268.58	279.32	4,073.41	4,236.35	50,673.26
15	238.88	248.43	3,622.92	3,767.84	45,069.16	15	274.72	285.71	4,166.54	4,333.20	51,831.74
16	238.88	248.43	3,622.92	3,767.84	45,069.16	16	274.72	285.71	4,166.54	4,333.20	51,831.74
17	238.88	248.43	3,622.92	3,767.84	45,069.16	17	274.72	285.71	4,166.54	4,333.20	51,831.74
18	241.96	251.64	3,669.79	3,816.58	45,652.17	18	278.25	289.38	4,220.06	4,388.86	52,497.52
19	241.96	251.64	3,669.79	3,816.58	45,652.17	19	278.25	289.38	4,220.06	4,388.86	52,497.52
20	241.96	251.64	3,669.79	3,816.58	45,652.17	20	278.25	289.38	4,220.06	4,388.86	52,497.52
21	245.06	254.86	3,716.67	3,865.34	46,235.41	21	281.82	293.09	4,274.21	4,445.18	53,171.19
22	245.06	254.86	3,716.67	3,865.34	46,235.41	22	281.82	293.09	4,274.21	4,445.18	53,171.19
23	245.06	254.86	3,716.67	3,865.34	46,235.41	23	281.82	293.09	4,274.21	4,445.18	53,171.19
24	247.97	257.89	3,760.91	3,911.35	46,785.76	24	284.73	296.12	4,318.45	4,491.19	53,721.54
25	247.97	257.89	3,760.91	3,911.35	46,785.76	25	284.73	296.12	4,318.45	4,491.19	53,721.54
26	247.97	257.89	3,760.91	3,911.35	46,785.76	26	284.73	296.12	4,318.45	4,491.19	53,721.54
27	250.89	260.93	3,805.16	3,957.37	47,336.23	27	287.66	299.17	4,362.85	4,537.36	54,273.81

*If an RN possesses a Doctorate degree, will be paid based upon the daily rate of a teacher with a doctorate (182 days).

OTHER SUPPORT PERSONNEL *(continued)*

9-MONTH PARA-EDUCATORS (*187 DAY CONTRACT)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	10.95	11.39	1,194.51	1,242.29	14,859.70
1	11.15	11.59	1,215.97	1,264.61	15,126.68
2	11.33	11.78	1,236.00	1,285.44	15,375.84
3	11.53	11.99	1,257.45	1,307.75	15,642.70
4	11.72	12.19	1,278.91	1,330.07	15,909.68
5	11.92	12.40	1,300.21	1,352.22	16,174.63
6	12.12	12.60	1,321.67	1,374.54	16,441.61
7	12.33	12.82	1,344.56	1,398.34	16,726.30
8	12.54	13.04	1,367.61	1,422.31	17,013.02
9	12.76	13.27	1,391.61	1,447.27	17,311.58
10	12.76	13.46	1,391.61	1,467.77	17,537.08
11-15	12.76	13.64	1,391.61	1,488.27	17,762.58
16-20	12.76	13.83	1,391.61	1,508.77	17,988.08

9-MONTH PRE-SCHOOL TEACHER ASSISTANT (OSR) (*187 DAY CONTRACT)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	12.73	13.24	1,388.28	1,443.81	17,270.19
1	12.98	13.50	1,416.04	1,472.68	17,615.52
2	13.24	13.77	1,444.36	1,502.13	17,967.79
3	13.51	14.05	1,473.25	1,532.18	18,327.23
4	13.78	14.33	1,502.72	1,562.83	18,693.85
5	14.05	14.61	1,532.77	1,594.08	19,067.65
6	14.33	14.91	1,563.42	1,625.96	19,448.98
7	14.62	15.20	1,594.69	1,658.48	19,837.97
8	14.91	15.51	1,626.59	1,691.65	20,234.74
9	15.21	15.82	1,659.12	1,725.48	20,639.40
10	15.21	16.08	1,659.12	1,753.65	20,949.24
11-15	15.21	16.33	1,659.12	1,781.81	21,259.07
16-20	15.21	16.59	1,659.12	1,809.98	21,568.91

NOTES

- ◆ For work of less than 7 hours, calculate salary using the hourly rate and 187 days = 1 year. The hourly rate is calculated as follows: Annual Pay/187 Day Contract = Daily Pay; Daily Pay/7 hours = Hourly Rate.
- ◆ For work of less than 7 hours, calculate salary using the hourly rate and 182 days = 1 year. The hourly rate is calculated as follows: Annual Pay/182 Day Contract = Daily Pay; Daily Pay/7 hours = Hourly Rate.
- ◆ 10, 11 or 12-month employees will be paid at the hourly rate listed with funds provided by the school.
- ◆ 9-month Para-Educators, 9-month Pre-School Teacher Assistants, including Clerical Para-Educators work 7 hours per day.

OTHER SUPPORT PERSONNEL *(continued)*

TRANSLATOR/INTERPRETER/TRANSLITERATOR

BEGINNING

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	118.22	122.95	1,842.23	1,915.92	22,917.35
1	120.66	125.48	1,880.22	1,955.43	23,389.95
2	123.10	128.03	1,918.37	1,995.10	23,864.47
3	125.52	130.54	1,956.04	2,034.28	24,333.12
4	128.25	133.39	1,998.64	2,078.59	24,863.13
5	132.19	137.48	2,059.99	2,142.39	25,626.28
6	134.96	140.35	2,103.07	2,187.19	26,162.16
7	137.72	143.23	2,146.14	2,231.99	26,698.03
8	140.48	146.10	2,189.22	2,276.79	27,233.91
9	140.48	148.68	2,189.22	2,316.89	27,674.97
10	140.48	151.25	2,189.22	2,356.98	28,116.04
11-15	140.48	153.82	2,189.22	2,397.08	28,557.10
16-20	140.48	156.40	2,189.22	2,437.18	28,998.16

INTERMEDIATE

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	140.55	146.17	2,190.17	2,277.78	27,245.75
1	143.33	149.06	2,233.57	2,322.91	27,785.58
2	145.02	150.82	2,259.95	2,350.35	28,113.80
3	147.81	153.72	2,303.34	2,395.47	28,653.51
4	150.60	156.63	2,346.90	2,440.78	29,195.48
5	153.39	159.52	2,390.29	2,485.90	29,735.19
6	156.14	162.39	2,433.21	2,530.54	30,269.15
7	158.90	165.25	2,476.12	2,575.16	30,802.88
8	161.67	168.14	2,519.36	2,620.13	31,340.79
9	161.67	170.58	2,519.36	2,658.17	31,759.22
10	161.67	173.02	2,519.36	2,696.21	32,177.65
11-15	161.67	175.46	2,519.36	2,734.25	32,596.07
16-20	161.67	177.90	2,519.36	2,772.29	33,014.50

ADVANCED

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	151.70	157.77	2,364.06	2,458.63	29,408.99
1	154.51	160.69	2,407.77	2,504.08	29,952.65
2	156.39	162.64	2,437.02	2,534.51	30,316.63
3	160.79	167.22	2,505.69	2,605.92	31,170.81
4	162.93	169.45	2,539.07	2,640.63	31,586.00
5	165.65	172.27	2,581.34	2,684.60	32,111.94
6	168.41	175.15	2,624.42	2,729.40	32,647.82
7	170.61	177.43	2,658.60	2,764.94	33,072.94
8	172.82	179.73	2,693.09	2,800.81	33,502.00
9	172.82	182.17	2,693.09	2,838.83	33,920.22
10	172.82	184.61	2,693.09	2,876.85	34,338.44
11-15	172.82	187.05	2,693.09	2,914.87	34,756.66
16-20	172.82	189.49	2,693.09	2,952.89	35,174.88

OTHER SUPPORT PERSONNEL *(continued)*

TRANSLATOR/INTERPRETER/TRANSLITERATOR *(continued)*

EXPERT

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2016-2017 CONTRACT
0	162.88	169.40	2,538.27	2,639.80	31,576.07
1	165.65	172.27	2,581.34	2,684.60	32,111.94
2	168.44	175.18	2,624.90	2,729.89	32,653.69
3	171.24	178.09	2,668.45	2,775.19	33,195.54
4	174.01	180.97	2,711.69	2,820.16	33,733.45
5	176.81	183.88	2,755.24	2,865.45	34,275.19
6	179.58	186.76	2,798.47	2,910.41	34,812.98
7	181.78	189.06	2,832.81	2,946.12	35,240.13
8	184.00	191.36	2,867.30	2,981.99	35,669.19
9	184.00	193.80	2,867.30	3,020.01	36,087.42
10	184.00	196.24	2,867.30	3,058.03	36,505.66
11-15	184.00	198.68	2,867.30	3,096.05	36,923.89
16-20	184.00	201.12	2,867.30	3,134.07	37,342.12

GENERAL NOTES

- ◆ A day is defined as the number of hours assigned the employee.
- ◆ All employees will be granted the same holidays as 9-month teaching personnel.
- ◆ The salary ranges are for either 182 day or 187 day positions, unless otherwise contracted. If position contracts extend beyond the stated number of days, salaries and/or ranges will be paid at the daily rate. Translators will be paid at the beginning level unless the Superintendent recommends a higher level.

OTHER SUPPORT PERSONNEL (continued)**COMPUTER TECHNICIAN (12 month)**

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	161.78	168.25	3,302.97	3,435.09	40,824.72
1	163.24	169.77	3,332.83	3,466.14	41,193.75
2	164.71	171.30	3,362.91	3,497.43	41,565.60
3	166.19	172.84	3,393.00	3,528.72	41,937.48
4	167.66	174.37	3,423.08	3,560.00	42,309.24
5	169.12	175.89	3,452.93	3,591.05	42,678.24
6	170.60	177.42	3,483.01	3,622.33	43,050.00
7	172.07	178.95	3,513.09	3,653.61	43,421.76
8	173.54	180.49	3,543.18	3,684.91	43,793.73
9	175.02	182.02	3,573.26	3,716.19	44,165.49
10	175.02	183.39	3,573.26	3,744.30	44,418.48
11-15	175.02	184.77	3,573.26	3,772.41	44,671.47
16-20	175.02	186.15	3,573.26	3,800.52	44,924.46

NETWORK OPERATIONS MANAGER (12 month)**BACHELOR'S DEGREE**

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,321.89	4,494.77	53,418.60
1	4,524.44	4,705.42	55,922.10
2	4,723.32	4,912.25	58,380.21
3	4,797.66	4,989.57	59,299.11
4	4,894.50	5,090.28	60,496.02
5	4,974.05	5,173.01	61,479.24
6	5,036.94	5,238.42	62,256.60
7	5,100.04	5,304.04	63,036.48
8	5,153.15	5,359.28	63,692.97
9	5,197.92	5,405.84	64,246.32
10	5,197.92	5,517.75	65,253.48
11-15	5,197.92	5,629.65	66,260.65
16-20	5,197.92	5,679.16	66,706.21

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2016-2017 CONTRACT
0	4,925.61	5,122.63	60,880.50
1	5,188.55	5,396.09	64,130.46
2	5,411.38	5,627.84	66,884.70
3	5,493.22	5,712.95	67,896.21
4	5,610.26	5,834.67	69,342.81
5	5,705.63	5,933.86	70,521.63
6	5,777.90	6,009.02	71,414.88
7	5,850.78	6,084.81	72,315.63
8	5,910.14	6,146.55	73,049.37
9	5,956.99	6,195.27	73,628.40
10	5,956.99	6,323.33	74,780.98
11-15	5,956.99	6,451.40	75,933.55
16-20	5,956.99	6,517.06	76,524.53

SUBSTITUTE AND PART-TIME EMPLOYMENT

PART-TIME EMPLOYMENT

A part-time, regular employee must work at least 20 hours per week to be eligible for personal and sick leave, as well as most of the other fringe benefits.

SUBSTITUTE EMPLOYMENT

<i>TEACHING PERSONNEL</i>		<i>SUPPORT PERSONNEL</i>	
<i>CLASSIFICATION</i>	<i>DAILY RATE</i>	<i>CLASSIFICATION</i>	<i>DAILY RATE</i>
Non-Degree Substitute	\$60.00	Bus Driver Substitute	\$55.00
*Extended Non-Degree Substitute	\$65.00	CNP Substitute	\$54.00
4 Year Degree Substitute	\$65.00	CNP Substitute with Sanitation Certification **	\$57.00
*Extended Degree Substitute	\$80.00	Custodian	\$58.00
1. Retired Tuscaloosa County School System Certified Teacher/Administrator. 2. Former certified employee with 25 years or more teaching experience in the Tuscaloosa County School System and left in good standing.	\$110.00	Extended Day Instructional Assistant	\$8.50 per hour
		Bus Para-Educator	\$40.00
Retired Tuscaloosa County School System Classified Employee Non-Degree Substitute	\$65.00	In-School Intervention Monitor – 4 Year Degree Substitute	\$65.00
Retired Tuscaloosa County School System Classified Employee 4 year Degree Substitute	\$70.00	In-School Intervention Monitor – Non-Degree Substitute	\$60.00
Extended Day Certified Teacher	\$12.00 per hour	Para-Educator (Clerical/PE/Special)	\$50.75
Extended Day Enrichment	\$15.00 per hour	School Secretary/Bookkeeper	\$50.75
Extended Day Director	\$16.00 per hour	Tutors	\$10.00 per hour
		LPN ***	\$15.00 per hour

NOTES

◆*Retroactive pay to equal \$65.00 per day for Extended Non-Degree Substitutes and \$80.00 per day for Extended Degree Substitutes will be given for continuous long-term employment to a substitute teacher working for an individual teacher for an extended period (at least 20 consecutive school days). Degreed and Retired TCSS Teachers who substitute working continuously more than 60 school days for one teacher will receive \$150.00 per day beginning on the 61st school day. (It is recommended that a Highly Qualified Substitute be used for extended period substitution.)

◆Substitutes may work a maximum of 3 days per week.

◆**To qualify as an experienced CNP substitute, the employee must have completed one year of employment as either a substitute or a full-time worker in the CNP program and have completed a sanitation workshop.

◆Certified employees reimbursing the System for a personal leave day will be charged \$60.00 per day.

◆Classified employees reimbursing the System for a personal leave day will be charged \$49.00 per day.

◆***Must hold a current License as a LPN.

SUPPLEMENTS

All supplements included in this salary schedule are for one year only, approved by the board annually, and are not included when base salary is computed. The principal must recommend a particular employee for a specific supplement each school year. In addition to the supplements listed in this salary schedule, the Central Office and local schools may enter into supplemental contract agreements for other supplemental duties. No continuing service status in the supplemental position is implied or should be assumed by the individual receiving a supplement. A supplemental contract is required for all TCSS and school supplements requiring board approval.

The Board authorizes each local school principal to provide up to \$125 per person, per event in supplemental pay for certified employees who work events such as ticket collection for athletic events, detention, and other school-specific after-hours activities. These supplements do not need any additional board approval. Any supplemental pay shall be paid using local school funds and shall be reflected on the monthly principals' service reports. The principal is required to maintain written documentation at the local school to support any additional supplemental pay under this provision.

All supplements, whether paid for by the Central Office or by a local school, are just that – supplemental contracts. An employee cannot earn a supplement during the course of the day while contracted for his/her primary position with the school system. An employee may work on supplemental duties during his/her lunch, prep period, before or after school, or during the summer.

TCSS Paid Supplement	Supplement	Extended Days	Additional Requirements
Athletic Director			
Responsible for all facets of the athletic program including full-compliance with AHSAA regulations			
High School			
5A-7A (TCHS, HCHS, BWHS)	2500		
1A-4A (SVHS, NSHS, HHS)	2250		
Middle School	1250		
Football			
Head Varsity Football Coach			
5A-7A	7500	30	
1A-4A	7000	30	
Varsity Coordinator (2 per school)	2500	10	
Varsity Assistant			
5A-7A (6 per school)	1500	10	
1A-4A (5 per school)	1500	10	
Middle School Head Coach	2680	10	
Middle School Assistant (2)	1250	5	
Basketball			
Head Varsity Boys	4250	10	
Head Varsity Girls	4250	10	
Assistant Boys	2250	5	
Assistant Girls	2250	5	
JV/Freshman Boys	1800	3	

SUPPLEMENTS (continued)

Basketball (Con't)			
JV/Freshman Girls	1800	3	
Middle School Head Coach Boys	1800		
Middle School Boys Assistant	1000		
Middle School Head Coach Girls	1800		
Middle School Girls Assistant	1000		
Volleyball			
Head Varsity Coach	2250	5	
Assistant Varsity Coach	750		
JV Head Coach	1750		
Middle School Head Coach	1750		
Middle School Assistant Coach	750		
Baseball			
Head Varsity Coach	3000	10	
Assistant Varsity Coach	2250	5	
JV Head Coach	1750	3	
Middle School Head Coach	1750	3	
Middle School Assistant Coach	750		
Softball			
Head Varsity Coach	3000	10	
Assistant Varsity Coach	2250	5	
JV Head Coach	1750	3	
Middle School Head Coach	1750	3	
Middle School Assistant Coach	750		
Track			
Head Varsity Boys	1750		
Head Varsity Girls	1750		
Head Varsity Boys/Girls Combined	2250		If boys/girls compete in same competitions and have same practice time, this is the supplement. If boys/girls teams do not share competitions/practice time, a coach may receive both supplements.
Assistant Coach	1000		
Cross Country Track Boys/Girls	1500		
Indoor Track Boys/Girls	1000		
Middle School Track	1000		
Middle School Cross Country Boys/Girls	1000		

SUPPLEMENTS (continued)

Tennis			
Head Varsity Boys	1500		
Head Varsity Girls	1500		
Head Varsity Boys/Girls Combined	2000		If boys/girls compete in same competitions and have same practice time, this is the supplement. If boys/girls teams do not share competitions/practice time, a coach may receive both supplements.
Middle School Head Coach	1000		
Soccer			
Head Varsity Boys	1500		
Head Varsity Girls	1500		
JV Coach	1000		
Middle School Head Coach	1250		
Middle School Assistant Coach	750		
Golf			
Head Varsity Boys	1250		
Head Varsity Girls	1250		
Middle School Coach	750		
Wrestling			
Head Coach	1500		
Assistant Coach	1000		
Middle School Coach	1000		
Bowling/Swimming			
Head Coach	750		AHSAA-Sanctioned
Cheerleading			
Varsity Football	1200	5	Summer cheer camp and all home/away/playoff games participation required.
Junior Varsity Football	1000	5	Summer cheer camp and all home game participation required. Additional varsity/away games may also be required.
Varsity Basketball	1200		All home/local away/playoff games participation required.
Junior Varsity Basketball	1000		All home game participation required. Additional varsity/local away games may also be required.
Middle School Football	900		Summer cheer camp and all home/local away games participation required.
Middle School Basketball	900		All home/local away games participation required.
Band Director			
High School Band Director			For Director, Assistant Director, and Middle School Director Supplements: Must attend at least one marching band competition or exhibition (or assist as middle school director) and Music Performance Assessment. Students required to audition for All-State Band. At least one additional concert required.
5A-7A (TCHS, HCHS, BWHS)	6750	20	
1A-4A (SVHS, HHS, NSHS)	6250	20	
High School Assistant Band Director	2500	20	
Middle School Band Director	1000	10	If a Director splits between two schools, he/she may receive the 2 nd school supplement if all requirements fulfilled.

SUPPLEMENTS (continued)

Auxiliary (Majorette, Danceline, Colorguard)			
High School Auxiliary Sponsor (3)	1000	5	A sponsor may only receive more than one supplement per auxiliary group where extra practices and performances are required as part of responsibilities.
Middle School Dance	1250		Summer camp and at performances at selected home football and basketball games required.
Fine Arts			
High School Choral	1500		Requires participation in Music Performance Assessment, All-State Choral student audition/participation and at least one concert performance. If a Director splits between two schools, he/she may receive the 2 nd school supplement if all requirements fulfilled.
Middle School Choral	720		Requires participation in Music Performance Assessment (or one concert with feedback), All-State Choral student audition/participation and at least one concert performance. If a Director splits between two schools, he/she may receive the 2 nd school supplement if all requirements fulfilled.
High School Drama/Musical Theater	2500		Requires at least one major drama/musical theater production, one smaller scale drama/theater production (e.g., dinner theater, one act play) and student audition/participation in district/state Trumbauer Festival
Academic Teams			
High School Scholar's Bowl	720		Requires practice and participation in at least two Scholar's Bowl tournaments
High School Math Team	720		Requires practice and participation in at least two Math Team tournaments
High School Debate	720		Requires practice and participation in at least two Debate Team tournaments
High School Enrichment	720		Based upon a school's individual needs. Written justification requested by school principal required.
Middle School Scholar's Bowl	680		Requires practice and participation in at least two Scholar's Bowl tournaments
Middle School Math Team	680		Requires practice and participation in at least two Math Team tournaments
Middle School Debate	680		Requires practice and participation in at least two Debate Team tournaments
Middle School Enrichment	680		Based upon a school's individual needs. Written justification requested by school principal required.
Elementary Enrichment	360		Based upon a school's individual needs. Written justification requested by school principal required.
Additional Supplements			
Fishing Club	1000		
High School Yearbook	720		
Middle School Yearbook	680		
Elementary School Yearbook	360		
INOW	3000		
Itinerant RN Supervisors	2000		
AESOP (formerly Subfinder) Specialist	5000		
Inventory Specialist	600		
PST Chair	720		
504 Chair	720		
After School Detention	\$15/Hour		

SUPPLEMENTS (continued)

Additional Notes:

To receive the full supplement, the athletic team must meet the minimum season requirement as established by the AHSAA (Alabama High School Athletic Association).

A coach can receive only one extended contract per year. Extended day contracts are considered to be a twelve (12) month season for salary purposes.

Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract year regardless of when an athletic season ends.

One coach should not earn two supplements during the same season except within the same sport (except for football).

<i>SPORT SEASONS</i>			
Fall	Winter	Spring	Year-Round/Seasonal
Volleyball Cross Country	Basketball Wrestling Indoor Track	Baseball Softball Soccer Golf Tennis Track	Football (Fall games, spring practice, summer workouts) Danceline Majorette Colorguard Fishing

SUPPLEMENTS (continued)

GRASS CUTTING – ATHLETIC AND BAND FIELDS

(SCHOOLS WILL PAY ½ THE COST OF GRASS CUTTING SUPPLEMENTS)

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>ANNUALLY</u>
<i>Grass Cutting</i>	<u>TCHS</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
	Track	550.00
	Practice – Band	550.00
	Practice – Football	550.00
	Practice – Softball	<u>550.00</u>
		8,650.00
	<u>HILLCREST HIGH</u>	
	Football	3,500.00
	Practice – Football	550.00
	Baseball	1,750.00
	Softball	1,200.00
	Practice – Band	<u>550.00</u>
		7,550.00
	<u>BROOKWOOD HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
	Practice – Band	550.00
	Practice – Football	<u>550.00</u>
		7,550.00
	<u>HOLT HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	<u>1,200.00</u>
		6,450.00
	<u>NORTHSIDE HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
	Softball	<u>1,200.00</u>
		7,650.00
	<u>SIPSEY VALLEY HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	<u>1,200.00</u>
		6,450.00

SUPPLEMENTS *(continued)*

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>ANNUALLY</u>
<i>Grass Cutting</i>	<u>COLLINS-RIVERSIDE MIDDLE</u>	
	Football	1,800.00
	Baseball	1,000.00
	Softball	700.00
	Practice – Softball	550.00
	Practice – Football	550.00
		<u>4,050.00</u>
	<u>DAVIS-EMERSON MIDDLE</u>	
	Practice	550.00
	<u>DUNCANVILLE MIDDLE</u>	
	Baseball	1,000.00
	Softball	700.00
	Practice – Football	550.00
		<u>3,350.00</u>
	<u>ECHOLS MIDDLE</u>	
	Football (stadium)	3,500.00
	Baseball	1,750.00
	Softball	700.00
	Practice	550.00
		<u>6,500.00</u>
	<u>HILLCREST MIDDLE</u>	
	Softball	700.00
	Practice - Football	550.00
	Practice - Softball	550.00
		<u>1,800.00</u>
	<u>NORTHSIDE MIDDLE</u>	
	Softball	700.00
	Practice	550.00
		<u>1,250.00</u>
	<u>SIPSEY VALLEY MIDDLE</u>	
	Practice – Baseball/Softball	550.00
	Practice – Band/Football	550.00
	Cross County Track	550.00
		<u>1,650.00</u>