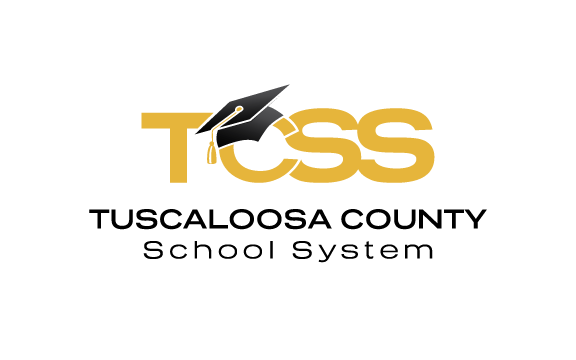
****

**2017-2018**

***SALARY SCHEDULE***

***ADOPTED BY:***

# THE TUSCALOOSA COUNTY BOARD OF EDUCATION

***1118 Greensboro Avenue***

***Tuscaloosa, Alabama 35401***

September 13, 2017

Effective October 1, 2017

(Supplements effective September 1, 2017)

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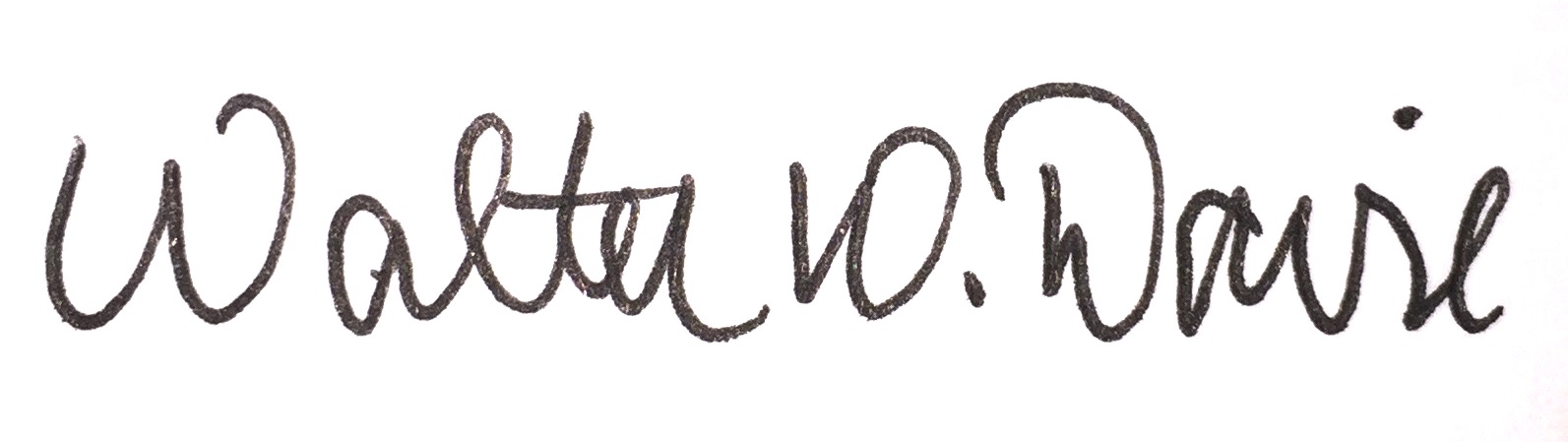
***A Message from the Superintendent.….***

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 2017-2018 school year, our system budget amounts to approximately $235 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

## Rev. Schmitt Moore

11th Street NE

Tuscaloosa, AL 35404

(District 1)

## Mr. James Barnett

## 1492 St. Joseph Street

## Northport, AL 35475

## (District 2)

Mr. Gary Mims – President

20533 Old Jasper Road

Northport, AL 35475

(District 3)

Mr. Don Presley - Vice President

13900 Shiloh Road

Ralph, AL 35480

(District 4)

Mr. Charles Orr

11262 Woodbank Way

Tuscaloosa, AL 35405

(District 5)

## Mr. Randy Smalley

## 14605 South Sandy Road

## Duncanville, AL 35456

## (District 6)

## Mr. William “Bill” Copeland

13381 Todd Drive

Lakeview, AL 35111

(District 7)

# ADMINISTRATION

Walter W. Davie, Ed.D. ....................................................................... Superintendent

Danny C. Higdon ...............…................................................ Chief School Financial Officer

***SALARY SCHEDULE***

#### FOR THE

***TUSCALOOSA COUNTY SCHOOL SYSTEM***

***2017-2018***

### 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 2017, 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.

An employee’s regular work week hours are determined by his/her employee type (e.g., a 7 hour per day employee works a 35 hour work week). Whenever possible, an employee’s schedule should be adjusted within the Sunday – Saturday work week to eliminate any extended or overtime hours.

***PART-TIME EMPLOYMENT***

A part-time, regular employee must work at least 20 hours per week (.5 FTE) to be eligible for personal and sick leave, as well as most of the other fringe benefits.

### 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 July 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 from June 30th to the next year, ~~and~~ not to exceed more than fifteen (15) days. 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

Accountant

Assistant Principal

Assistant (Bus Shop, Maintenance & Warehouse)

Attendance Officer

Behavior Specialist

Bus Driver (Regular, Special Education)

Bus Shop – Foreman

Career Coach

Central Office Bookkeeper (III, II)

Central Office Certified Coordinator

Central Office Classified Coordinator

Central Office Custodian

Central Office Secretaries (III, II)

Central Office Specialist

Certified Mechanic

CNP Manager

CNP Assistant Manager

CNP Worker

CNP Specialist

Coordinator of Preschool and Elementary Special Education

Coordinator of Secondary Special Education

Computer Technician

Custodian (Head, II, I)

Deputy Superintendent

Director of Accountability

Director of Assessment

Director of Career Technical Education

Director of Child Nutrition Program

Director of Curriculum and Instruction

Director of Facilities and Planning

Director of Federal Programs

Director of Nursing

Director of Operations and Maintenance

Director of Special Education

Director of Student Services

Director of Technology

Director of Transportation

ESL Specialist

Graduation Coach

Groundskeeper/Maintenance

Translator/Interpreter/Transliterator

In-school Intervention Monitor

Instructional Coach/Partner

Job Coach

JROTC Instructor

Maintenance

Media Specialist

Network Operations Manager

Occupational Therapist

Para-Educator (Bus, Clerical, Instructional, PE)

Parts Counter Clerk

Personnel Assistant

Physical Therapist

Pre-School Teacher Assistant (OSR)

Principal

Psychometrist

Psychologist

School Bookkeeper

School Counselor

School Nurse/LPN

School Nurse/RN

School Secretary

School Secretary/Bookkeeper

Secretary to Superintendent and Board

Senior Director of Human Resources

Social Worker

Substitutes (Certified, Classified)

Supplemental Employee

Teacher

Teacher (Part-time)

Trainer, Transportation

Transportation Route Supervisor

Utility Worker (Unassigned Bus Driver)

**(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.

1. Military service shall not be considered for placement on the salary schedule.
2. 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*DAILYRATE | *OCT-AUG*DAILYRATE | *2017* ***SEPT***  ***MONTHLY*** | *2017-2018* ***OCT-AUG MONTHLY*** | *2017-2018**CONTRACT* | *EXP* | *SEPT*DAILYRATE | *OCT-**AUG*DAILY **RATE** | *2017* ***SEPT***  ***MONTHLY*** | *2017-2018* ***OCT-AUG*** **MONTHLY** | *2017-2018**CONTRACT* |
| 0 | 205.04 | 205.04 | 3,195.13 | 3,195.13 | 38,341.56 | 0 | 235.79 | 235.79 | 3,674.32 | 3,674.32 | 44,091.84 |
| 1 | 205.04 | 205.04 | 3,195.13 | 3,195.13 | 38,341.56 | 1 | 235.79 | 235.79 | 3,674.32 | 3,674.32 | 44,091.84 |
| 2 | 205.04 | 205.04 | 3,195.13 | 3,195.13 | 38,341.56 | 2 | 235.79 | 235.79 | 3,674.32 | 3,674.32 | 44,091.84 |
| 3 | 225.54 | 225.54 | 3,514.60 | 3,514.60 | 42,175.20 | 3 | 259.36 | 259.36 | 4,041.70 | 4,041.70 | 48,500.40 |
| 4 | 225.54 | 225.54 | 3,514.60 | 3,514.60 | 42,175.20 | 4 | 259.36 | 259.36 | 4,041.70 | 4,041.70 | 48,500.40 |
| 5 | 226.42 | 226.42 | 3,528.39 | 3,528.39 | 42,340.68 | 5 | 259.47 | 259.47 | 4,043.46 | 4,043.46 | 48,521.52 |
| 6 | 235.41 | 235.41 | 3,668.48 | 3,668.48 | 44,021.76 | 6 | 270.71 | 270.71 | 4,218.58 | 4,218.58 | 50,622.96 |
| 7 | 235.67 | 235.67 | 3,672.55 | 3,672.55 | 44,070.60 | 7 | 270.71 | 270.71 | 4,218.58 | 4,218.58 | 50,622.96 |
| 8 | 236.93 | 236.93 | 3,692.19 | 3,692.19 | 44,306.28 | 8 | 271.80 | 271.80 | 4,235.56 | 4,235.56 | 50,826.72 |
| 9 | 238.57 | 238.57 | 3,717.66 | 3,717.66 | 44,611.92 | 9 | 274.35 | 274.35 | 4,275.36 | 4,275.36 | 51,304.32 |
| 10 | 239.45 | 239.45 | 3,731.45 | 3,731.45 | 44,777.40 | 10 | 274.89 | 274.89 | 4,283.67 | 4,283.67 | 51,404.04 |
| 11 | 240.71 | 240.71 | 3,751.08 | 3,751.08 | 45,012.96 | 11 | 276.42 | 276.42 | 4,307.55 | 4,307.55 | 51,690.60 |
| 12 | 243.13 | 243.13 | 3,788.76 | 3,788.76 | 45,465.12 | 12 | 279.33 | 279.33 | 4,352.82 | 4,352.82 | 52,233.84 |
| 13 | 244.39 | 244.39 | 3,808.40 | 3,808.40 | 45,700.80 | 13 | 280.85 | 280.85 | 4,376.52 | 4,376.52 | 52,518.24 |
| 14 | 245.67 | 245.67 | 3,828.38 | 3,828.38 | 45,940.56 | 14 | 282.40 | 282.40 | 4,400.76 | 4,400.76 | 52,809.12 |
| 15 | 248.44 | 248.44 | 3,871.54 | 3,871.54 | 46,458.48 | 15 | 285.70 | 285.70 | 4,452.23 | 4,452.23 | 53,426.76 |
| 16 | 248.44 | 248.44 | 3,871.54 | 3,871.54 | 46,458.48 | 16 | 285.70 | 285.70 | 4,452.23 | 4,452.23 | 53,426.76 |
| 17 | 248.44 | 248.44 | 3,871.54 | 3,871.54 | 46,458.48 | 17 | 285.70 | 285.70 | 4,452.23 | 4,452.23 | 53,426.76 |
| 18 | 251.64 | 251.64 | 3,921.43 | 3,921.43 | 47,057.16 | 18 | 289.38 | 289.38 | 4,509.55 | 4,509.55 | 54,114.60 |
| 19 | 251.64 | 251.64 | 3,921.43 | 3,921.43 | 47,057.16 | 19 | 289.38 | 289.38 | 4,509.55 | 4,509.55 | 54,114.60 |
| 20 | 251.64 | 251.64 | 3,921.43 | 3,921.43 | 47,057.16 | 20 | 289.38 | 289.38 | 4,509.55 | 4,509.55 | 54,114.60 |
| 21 | 254.85 | 254.85 | 3,971.49 | 3,971.49 | 47,657.88 | 21 | 293.09 | 293.09 | 4,567.39 | 4,567.39 | 54,808.68 |
| 22 | 254.85 | 254.85 | 3,971.49 | 3,971.49 | 47,657.88 | 22 | 293.09 | 293.09 | 4,567.39 | 4,567.39 | 54,808.68 |
| 23 | 254.85 | 254.85 | 3,971.49 | 3,971.49 | 47,657.88 | 23 | 293.09 | 293.09 | 4,567.39 | 4,567.39 | 54,808.68 |
| 24 | 257.89 | 257.89 | 4,018.76 | 4,018.76 | 48,225.12 | 24 | 296.12 | 296.12 | 4,614.58 | 4,614.58 | 55,374.96 |
| 25 | 257.89 | 257.89 | 4,018.76 | 4,018.76 | 48,225.12 | 25 | 296.12 | 296.12 | 4,614.58 | 4,614.58 | 55,374.96 |
| 26 | 257.89 | 257.89 | 4,018.76 | 4,018.76 | 48,225.12 | 26 | 296.12 | 296.12 | 4,614.58 | 4,614.58 | 55,374.96 |
| 27 | 260.93 | 260.93 | 4,066.13 | 4,066.13 | 48,793.56 | 27 | 299.16 | 299.17 | 4,661.95 | 4,662.00 | 55,943.95 |

\*The pay period for the contract year runs from September 2017 through August 2018.

***TEACHERS***

***(\*187 DAY CONTRACT)***

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

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| *EXP* | *SEPT*DAILYRATE | *OCT-AUG*DAILYRATE | *2017* ***SEPT***  ***MONTHLY*** | *2017-2018* ***OCT-AUG***  ***MONTHLY*** | *2017-2018**CONTRACT* | *EXP* | *SEPT*DAILYRATE | *OCT-**AUG*DAILY **RATE** | *2017*SEPT ***MONTHLY*** | *2017-2018* ***OCT-AUG*** **MONTHLY** | *2017-2018**CONTRACT* |
| 0 | 254.24 | 254.24 | 3,961.93 | 3,961.93 | 47,543.16 | 0 | 272.70 | 272.70 | 4,249.53 | 4,249.53 | 50,994.36 |
| 1 | 254.24 | 254.24 | 3,961.93 | 3,961.93 | 47,543.16 | 1 | 272.70 | 272.70 | 4,249.53 | 4,249.53 | 50,994.36 |
| 2 | 254.24 | 254.24 | 3,961.93 | 3,961.93 | 47,543.16 | 2 | 272.70 | 272.70 | 4,249.53 | 4,249.53 | 50,994.36 |
| 3 | 279.66 | 279.66 | 4,357.96 | 4,357.96 | 52,295.52 | 3 | 299.96 | 299.96 | 4,674.33 | 4,674.33 | 56,091.96 |
| 4 | 279.66 | 279.66 | 4,357.96 | 4,357.96 | 52,295.52 | 4 | 299.96 | 299.96 | 4,674.33 | 4,674.33 | 56,091.96 |
| 5 | 279.66 | 279.66 | 4,357.96 | 4,357.96 | 52,295.52 | 5 | 299.96 | 299.96 | 4,674.33 | 4,674.33 | 56,091.96 |
| 6 | 291.97 | 291.97 | 4,549.89 | 4,549.89 | 54,598.68 | 6 | 313.08 | 313.08 | 4,878.88 | 4,878.88 | 58,546.56 |
| 7 | 291.97 | 291.97 | 4,549.89 | 4,549.89 | 54,598.68 | 7 | 313.08 | 313.08 | 4,878.88 | 4,878.88 | 58,546.56 |
| 8 | 291.97 | 291.97 | 4,549.89 | 4,549.89 | 54,598.68 | 8 | 313.08 | 313.08 | 4,878.88 | 4,878.88 | 58,546.56 |
| 9 | 295.82 | 295.82 | 4,609.89 | 4,609.89 | 55,318.68 | 9 | 317.29 | 317.29 | 4,944.49 | 4,944.49 | 59,333.88 |
| 10 | 295.82 | 295.82 | 4,609.89 | 4,609.89 | 55,318.68 | 10 | 317.29 | 317.29 | 4,944.49 | 4,944.49 | 59,333.88 |
| 11 | 296.20 | 296.20 | 4,615.85 | 4,615.85 | 55,390.20 | 11 | 317.29 | 317.29 | 4,944.49 | 4,944.49 | 59,333.88 |
| 12 | 301.20 | 301.20 | 4,693.67 | 4,693.67 | 56,324.04 | 12 | 323.06 | 323.06 | 5,034.29 | 5,034.29 | 60,411.48 |
| 13 | 301.20 | 301.20 | 4,693.67 | 4,693.67 | 56,324.04 | 13 | 323.06 | 323.06 | 5,034.29 | 5,034.29 | 60,411.48 |
| 14 | 302.28 | 302.28 | 4,710.48 | 4,710.48 | 56,525.76 | 14 | 323.06 | 323.06 | 5,034.29 | 5,034.29 | 60,411.48 |
| 15 | 308.06 | 308.06 | 4,800.57 | 4,800.57 | 57,606.84 | 15 | 330.41 | 330.41 | 5,148.96 | 5,148.96 | 61,787.52 |
| 16 | 308.06 | 308.06 | 4,800.57 | 4,800.57 | 57,606.84 | 16 | 330.41 | 330.41 | 5,148.96 | 5,148.96 | 61,787.52 |
| 17 | 308.06 | 308.06 | 4,800.57 | 4,800.57 | 57,606.84 | 17 | 330.41 | 330.41 | 5,148.96 | 5,148.96 | 61,787.52 |
| 18 | 312.04 | 312.04 | 4,862.59 | 4,862.59 | 58,351.08 | 18 | 334.69 | 334.69 | 5,215.51 | 5,215.51 | 62,586.12 |
| 19 | 312.04 | 312.04 | 4,862.59 | 4,862.59 | 58,351.08 | 19 | 334.69 | 334.69 | 5,215.51 | 5,215.51 | 62,586.12 |
| 20 | 312.04 | 312.04 | 4,862.59 | 4,862.59 | 58,351.08 | 20 | 334.69 | 334.69 | 5,215.51 | 5,215.51 | 62,586.12 |
| 21 | 316.02 | 316.02 | 4,924.68 | 4,924.68 | 59,096.16 | 21 | 338.96 | 338.96 | 5,282.16 | 5,282.16 | 63,385.92 |
| 22 | 316.02 | 316.02 | 4,924.68 | 4,924.68 | 59,096.16 | 22 | 338.96 | 338.96 | 5,282.16 | 5,282.16 | 63,385.92 |
| 23 | 316.02 | 316.02 | 4,924.68 | 4,924.68 | 59,096.16 | 23 | 338.96 | 338.96 | 5,282.16 | 5,282.16 | 63,385.92 |
| 24 | 319.06 | 319.06 | 4,972.07 | 4,972.07 | 59,664.84 | 24 | 342.00 | 342.00 | 5,329.46 | 5,329.46 | 63,953.52 |
| 25 | 319.06 | 319.06 | 4,972.07 | 4,972.07 | 59,664.84 | 25 | 342.00 | 342.00 | 5,329.46 | 5,329.46 | 63,953.52 |
| 26 | 319.06 | 319.06 | 4,972.07 | 4,972.07 | 59,664.84 | 26 | 342.00 | 342.00 | 5,329.46 | 5,329.46 | 63,953.52 |
| 27 | 322.10 | 322.10 | 5,019.36 | 5,019.41 | 60,232.87 | 27 | 345.04 | 345.04 | 5,376.85 | 5,376.85 | 64,522.20 |

**\***The pay period for the contract year runs from September 2017 through August 2018.

***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.

***EXAMPLE:*** $285.70 x 187 = $53,425.90

$53,425.90 x 1.65 = $88,152.74 Annually

= $7,346.06 Monthly

**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.

***EXAMPLE:*** $88,152.74 x .86 = $75,811.36 (12 Months)

$75,811.36 ÷ 12 = $6,317.61 (Monthly)

**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 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 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 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 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: 1.5Assistant 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** | **2017-2018 CONTRACT** |
| **0** | 8,839.43 | 8,839.43 | 106,073.16 |
| **1** | 8,985.52 | 8,985.52 | 107,826.24 |
| **2** | 9,131.62 | 9,131.62 | 109,579.44 |
| **3** | 9,277.69 | 9,277.69 | 111,332.28 |
| **4** | 9,423.79 | 9,423.79 | 113,085.48 |
| **5** | 9,569.87 | 9,569.87 | 114,838.44 |
| **6** | 9,715.52 | 9,715.52 | 116,586.24 |
| **7** | 9,861.60 | 9,861.60 | 118,339.20 |
| **8** | 10,007.70 | 10,007.70 | 120,092.40 |

***SENIOR DIRECTOR SALARY SCHEDULE***

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 7,955.43 | 7,955.43 | 95,465.16 |
| **1** | 8,101.52 | 8,101.52 | 97,218.24 |
| **2** | 8,247.62 | 8,247.62 | 98,971.44 |
| **3** | 8,393.69 | 8,393.69 | 100,724.28 |
| **4** | 8,539.79 | 8,539.79 | 102,477.48 |
| **5** | 8,685.87 | 8,685.87 | 104,230.44 |
| **6** | 8,831.52 | 8,831.52 | 105,978.24 |
| **7** | 8,977.60 | 8,977.60 | 107,731.20 |
| **8** | 9,123.70 | 9,123.70 | 109,484.40 |

***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** | **2017-2018 CONTRACT** |
| **0** | 6,142.46 | 6,142.46 | 73,709.52 |
| **1** | 6,275.39 | 6,275.39 | 75,304.68 |
| **2** | 6,408.33 | 6,408.33 | 76,899.96 |
| **3** | 6,541.26 | 6,541.26 | 78,495.12 |
| **4** | 6,674.20 | 6,674.20 | 80,090.40 |
| **5** | 6,807.14 | 6,807.14 | 81,685.68 |
| **6** | 6,940.07 | 6,940.07 | 83,280.84 |
| **7** | 7,073.01 | 7,073.01 | 84,876.12 |
| **8** | 7,205.94 | 7,205.94 | 86,471.28 |
| **9** | 7,205.94 | 7,324.10 | 87,534.76 |
| **10** | 7,205.94 | 7,442.27 | 88,598.24 |
| **11-15** | 7,205.94 | 7,560.43 | 89,661.72 |
| **16-20** | 7,205.94 | 7,678.60 | 90,725.20 |

**BACHELOR’S DEGREE - (12 MONTH)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 6,749.96 | 6,749.96 | 80,999.52 |
| **1** | 6,896.04 | 6,896.04 | 82,752.48 |
| **2** | 7,042.12 | 7,042.12 | 84,505.44 |
| **3** | 7,188.20 | 7,188.20 | 86,258.40 |
| **4** | 7,334.29 | 7,334.29 | 88,011.48 |
| **5** | 7,480.37 | 7,480.37 | 89,764.44 |
| **6** | 7,626.45 | 7,626.45 | 91,517.40 |
| **7** | 7,772.53 | 7,772.53 | 93,270.36 |
| **8** | 7,918.62 | 7,918.62 | 95,023.44 |

**MASTER’S DEGREE - (Class A) (12 MONTH)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 7,087.52 | 7,087.52 | 85,050.24 |
| **1** | 7,233.61 | 7,233.61 | 86,803.32 |
| **2** | 7,379.69 | 7,379.69 | 88,556.28 |
| **3** | 7,525.77 | 7,525.77 | 90,309.24 |
| **4** | 7,671.85 | 7,671.85 | 92,062.20 |
| **5** | 7,817.94 | 7,817.94 | 93,815.28 |
| **6** | 7,964.02 | 7,964.02 | 95,568.24 |
| **7** | 8,110.10 | 8,110.10 | 97,321.20 |
| **8** | 8,256.19 | 8,256.19 | 99,074.28 |

**SIXTH YEAR - (Class AA) (12 MONTH)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 7,425.09 | 7,425.09 | 89,101.08 |
| **1** | 7,571.17 | 7,571.17 | 90,854.04 |
| **2** | 7,717.26 | 7,717.26 | 92,607.12 |
| **3** | 7,863.34 | 7,863.34 | 94,360.08 |
| **4** | 8,009.42 | 8,009.42 | 96,113.04 |
| **5** | 8,155.50 | 8,155.50 | 97,866.00 |
| **6** | 8,301.59 | 8,301.59 | 99,619.08 |
| **7** | 8,447.67 | 8,447.67 | 101,372.04 |
| **8** | 8,593.74 | 8,593.74 | 103,124.88 |

# COORDINATOR SALARY SCHEDULE

**BACHELOR’S DEGREE - (Class B) (12 MONTH)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 5,380.78 | 5,380.78 | 64,569.36 |
| **1** | 5,526.87 | 5,526.87 | 66,322.44 |
| **2** | 5,672.94 | 5,672.94 | 68,075.28 |
| **3** | 5,819.02 | 5,819.02 | 69,828.24 |
| **4** | 5,965.09 | 5,965.09 | 71,581.08 |
| **5** | 6,111.19 | 6,111.19 | 73,334.28 |
| **6** | 6,257.26 | 6,257.26 | 75,087.12 |
| **7** | 6,403.36 | 6,403.36 | 76,840.32 |
| **8** | 6,549.45 | 6,549.45 | 78,593.40 |

**MASTER’S DEGREE - (Class A) (12 MONTH)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 5,918.86 | 5,918.86 | 71,026.32 |
| **1** | 6,064.95 | 6,064.95 | 72,779.40 |
| **2** | 6,211.05 | 6,211.05 | 74,532.60 |
| **3** | 6,357.09 | 6,357.09 | 76,285.08 |
| **4** | 6,503.17 | 6,503.17 | 78,038.04 |
| **5** | 6,649.26 | 6,649.26 | 79,791.12 |
| **6** | 6,795.36 | 6,795.36 | 81,544.32 |
| **7** | 6,941.44 | 6,941.44 | 83,297.28 |
| **8** | 7,087.53 | 7,087.53 | 85,050.36 |

**SIXTH YEAR - (Class AA) (12 MONTH)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 6,256.41 | 6,256.41 | 75,076.92 |
| **1** | 6,402.50 | 6,402.50 | 76,830.00 |
| **2** | 6,548.57 | 6,548.57 | 78,582.84 |
| **3** | 6,694.67 | 6,694.67 | 80,336.04 |
| **4** | 6,840.72 | 6,840.72 | 82,088.64 |
| **5** | 6,986.82 | 6,986.82 | 83,841.84 |
| **6** | 7,132.91 | 7,132.91 | 85,594.92 |
| **7** | 7,279.00 | 7,279.00 | 87,348.00 |
| **8** | 7,425.09 | 7,425.09 | 89,101.08 |

# OTHER CENTRAL OFFICE SUPPORT PERSONNEL

***ACCOUNTANT (12-month)***

**BACHELOR’S DEGREE**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 4,494.77 | 4,672.78 | 55,539.33 |
| **1** | 4,705.42 | 4,839.78 | 57,674.28 |
| **2** | 4,912.25 | 4,923.28 | 59,046.27 |
| **3** | 4,989.57 | 5,006.78 | 60,029.73 |
| **4** | 5,090.28 | 5,090.28 | 61,083.36 |
| **5** | 5,173.01 | 5,173.78 | 62,083.05 |
| **6** | 5,238.42 | 5,257.28 | 63,030.78 |
| **7** | 5,304.04 | 5,340.78 | 63,979.14 |
| **8** | 5,359.28 | 5,424.28 | 64,896.36 |
| **9** | 5,405.84 | 5,507.78 | 65,787.54 |
| **10** | 5,496.95 | 5,591.28 | 66,812.36 |
| **11-15** | 5,588.05 | 5,674.78 | 67,837.18 |
| **16-20** | 5,679.16 | 5,758.28 | 68,862.00 |

**MASTER’S DEGREE**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| **0** | 5,122.63 | 5,334.67 | 63,379.92 |
| **1** | 5,396.09 | 5,534.67 | 66,000.30 |
| **2** | 5,627.84 | 5,634.67 | 67,595.55 |
| **3** | 5,712.95 | 5,734.67 | 68,750.88 |
| **4** | 5,834.67 | 5,834.67 | 70,016.04 |
| **5** | 5,933.86 | 5,934.67 | 71,213.61 |
| **6** | 6,009.02 | 6,034.67 | 72,339.09 |
| **7** | 6,084.81 | 6,134.67 | 73,466.46 |
| **8** | 6,146.55 | 6,234.67 | 74,551.68 |
| **9** | 6,195.27 | 6,334.67 | 75,597.84 |
| **10** | 6,302.53 | 6,434.67 | 76,819.63 |
| **11-15** | 6,409.80 | 6,534.67 | 78,041.42 |
| **16-20** | 6,517.06 | 6,634.67 | 79,263.22 |

***ATTENDANCE OFFICER and CNP SPECIALIST (12-month)***

**BACHELOR’S DEGREE**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| 0 | 4,394.05 | 4,572.07 | 54,330.78 |
| 1 | 4,604.71 | 4,739.07 | 56,465.76 |
| 2 | 4,811.55 | 4,822.57 | 57,837.78 |
| 3 | 4,888.85 | 4,906.07 | 58,821.18 |
| 4 | 4,989.57 | 4,989.57 | 59,874.84 |
| 5 | 5,072.30 | 5,073.07 | 60,874.53 |
| 6 | 5,137.70 | 5,156.57 | 61,822.23 |
| 7 | 5,203.33 | 5,240.07 | 62,770.62 |
| 8 | 5,258.56 | 5,323.57 | 63,687.81 |
| 9 | 5,354.62 | 5,407.07 | 64,727.48 |
| 10 | 5,450.67 | 5,490.57 | 65,767.15 |
| 11-15 | 5,546.73 | 5,574.07 | 66,806.82 |
| 16-20 | 5,642.79 | 5,657.57 | 67,846.49 |

**MASTER’S DEGREE**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| 0 | 5,021.92 | 5,233.96 | 62,171.40 |
| 1 | 5,295.39 | 5,433.96 | 64,791.81 |
| 2 | 5,527.12 | 5,533.96 | 66,387.00 |
| 3 | 5,612.24 | 5,633.96 | 67,542.36 |
| 4 | 5,733.96 | 5,733.96 | 68,807.52 |
| 5 | 5,833.15 | 5,833.96 | 70,005.09 |
| 6 | 5,908.30 | 5,933.96 | 71,130.54 |
| 7 | 5,984.11 | 6,033.96 | 72,257.97 |
| 8 | 6,045.83 | 6,133.96 | 73,343.13 |
| 9 | 6,159.60 | 6,233.96 | 74,584.43 |
| 10 | 6,273.37 | 6,333.96 | 75,825.74 |
| 11-15 | 6,387.13 | 6,433.96 | 77,067.04 |
| 16-20 | 6,500.90 | 6,533.96 | 78,308.34 |

**SIXTH YEAR - (Class AA)**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| 0 | 5,466.20 | 5,466.20 | 65,594.40 |
| 1 | 5,709.70 | 5,709.70 | 68,516.40 |
| 2 | 5,831.45 | 5,831.45 | 69,977.40 |
| 3 | 5,953.20 | 5,953.20 | 71,438.40 |
| 4 | 6,074.95 | 6,074.95 | 72,899.40 |
| 5 | 6,196.70 | 6,196.70 | 74,360.40 |
| 6 | 6,318.45 | 6,318.45 | 75,821.40 |
| 7 | 6,440.20 | 6,440.20 | 77,282.40 |
| 8 | 6,561.95 | 6,561.95 | 78,743.40 |
| 9 | 6,683.70 | 6,683.70 | 80,204.40 |
| 10 | 6,805.45 | 6,805.45 | 81,665.40 |
| 11-15 | 6,927.20 | 6,927.20 | 83,126.40 |
| 16-20 | 7,048.95 | 7,048.95 | 84,587.40 |

***PERSONNEL ASSISTANT (12-month)***

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| 0 | 3,440.88 | 3,440.88 | 41,290.56 |
| 1 | 3,472.40 | 3,472.40 | 41,668.80 |
| 2 | 3,500.20 | 3,500.20 | 42,002.40 |
| 3 | 3,528.02 | 3,528.02 | 42,336.24 |
| 4 | 3,555.82 | 3,555.82 | 42,669.84 |
| 5 | 3,585.49 | 3,585.49 | 43,025.88 |
| 6 | 3,611.44 | 3,611.44 | 43,337.28 |
| 7 | 3,642.96 | 3,642.96 | 43,715.52 |
| 8 | 3,668.91 | 3,668.91 | 44,026.92 |
| 9 | 3,700.43 | 3,700.43 | 44,405.16 |
| 10 | 3,726.39 | 3,726.39 | 44,716.68 |
| 11-15 | 3,752.34 | 3,752.34 | 45,028.08 |
| 16-20 | 3,778.30 | 3,778.30 | 45,339.60 |

***CENTRAL OFFICE 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** | **2017-2018**  **CONTRACT** |
| 0 | 120.91 | 120.91 | 2,468.58 | 2,468.58 | 29,622.96 |
| 1 | 123.55 | 123.55 | 2,522.51 | 2,522.51 | 30,270.12 |
| 2 | 126.19 | 126.19 | 2,576.44 | 2,576.44 | 30,917.28 |
| 3 | 128.86 | 128.86 | 2,630.79 | 2,630.79 | 31,569.48 |
| 4 | 131.49 | 131.49 | 2,684.51 | 2,684.51 | 32,214.12 |
| 5 | 134.13 | 134.13 | 2,738.43 | 2,738.43 | 32,861.16 |
| 6 | 136.78 | 136.78 | 2,792.59 | 2,792.59 | 33,511.08 |
| 7 | 139.42 | 139.42 | 2,846.51 | 2,846.51 | 34,158.12 |
| 8 | 142.05 | 142.05 | 2,900.23 | 2,900.23 | 34,802.76 |
| 9 | 144.69 | 144.69 | 2,954.15 | 2,954.15 | 35,449.80 |
| 10 | 147.07 | 147.07 | 3,002.71 | 3,002.71 | 36,032.48 |
| 11-15 | 149.45 | 149.45 | 3,051.26 | 3,051.26 | 36,615.17 |
| 16-20 | 151.83 | 151.83 | 3,099.82 | 3,099.82 | 37,197.85 |

***SECRETARY III (12-Month)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **JULY-SEPT**  **DAILY** | **OCT-JUNE**  **DAILY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 129.06 | 129.06 | 2,634.91 | 2,634.91 | 31,618.92 |
| 1 | 131.71 | 131.71 | 2,689.06 | 2,689.06 | 32,268.72 |
| 2 | 134.36 | 134.36 | 2,743.21 | 2,743.21 | 32,918.52 |
| 3 | 136.99 | 136.99 | 2,796.91 | 2,796.91 | 33,562.92 |
| 4 | 139.63 | 139.63 | 2,850.85 | 2,850.85 | 34,210.20 |
| 5 | 142.27 | 142.27 | 2,904.77 | 2,904.77 | 34,857.24 |
| 6 | 144.93 | 144.93 | 2,958.92 | 2,958.92 | 35,507.04 |
| 7 | 147.56 | 147.56 | 3,012.63 | 3,012.63 | 36,151.56 |
| 8 | 150.20 | 150.20 | 3,066.56 | 3,066.56 | 36,798.72 |
| 9 | 152.85 | 152.85 | 3,120.71 | 3,120.71 | 37,448.52 |
| 10 | 155.23 | 155.23 | 3,169.29 | 3,169.29 | 38,031.48 |
| 11-15 | 157.61 | 157.61 | 3,217.87 | 3,217.87 | 38,614.44 |
| 16-20 | 159.99 | 159.99 | 3,266.45 | 3,266.45 | 39,197.40 |

***CLERICAL POSITIONS*** *(continued)*

***SECRETARY TO THE SUPERINTENDENT AND BOARD (12-Month)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **JULY-SEPT**  **DAILY** | **OCT-JUNE**  **DAILY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 168.25 | 168.25 | 3,435.09 | 3,435.09 | 41,221.08 |
| 1 | 169.77 | 169.77 | 3,466.14 | 3,466.14 | 41,593.68 |
| 2 | 171.30 | 171.30 | 3,497.43 | 3,497.43 | 41,969.16 |
| 3 | 172.84 | 172.84 | 3,528.72 | 3,528.72 | 42,344.64 |
| 4 | 174.37 | 174.37 | 3,560.00 | 3,560.00 | 42,720.00 |
| 5 | 175.89 | 175.89 | 3,591.05 | 3,591.05 | 43,092.60 |
| 6 | 177.42 | 177.42 | 3,622.33 | 3,622.33 | 43,467.96 |
| 7 | 178.95 | 178.95 | 3,653.61 | 3,653.61 | 43,843.32 |
| 8 | 180.49 | 180.49 | 3,684.91 | 3,684.91 | 44,218.92 |
| 9 | 182.02 | 182.02 | 3,716.19 | 3,716.19 | 44,594.28 |
| 10 | 183.39 | 183.39 | 3,744.30 | 3,744.30 | 44,931.60 |
| 11-15 | 184.77 | 184.77 | 3,772.41 | 3,772.41 | 45,268.92 |
| 16-20 | 186.15 | 186.15 | 3,800.52 | 3,800.52 | 45,606.24 |

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

***BOOKKEEPER II (12-Month) (Central Office)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **JULY-SEPT**  **DAILY** | **OCT-JUNE**  **DAILY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 120.91 | 120.91 | 2,468.58 | 2,468.58 | 29,622.96 |
| 1 | 123.55 | 123.55 | 2,522.51 | 2,522.51 | 30,270.12 |
| 2 | 126.19 | 126.19 | 2,576.44 | 2,576.44 | 30,917.28 |
| 3 | 128.86 | 128.86 | 2,630.79 | 2,630.79 | 31,569.48 |
| 4 | 131.49 | 131.49 | 2,684.51 | 2,684.51 | 32,214.12 |
| 5 | 134.13 | 134.13 | 2,738.43 | 2,738.43 | 32,861.16 |
| 6 | 136.78 | 136.78 | 2,792.59 | 2,792.59 | 33,511.08 |
| 7 | 139.42 | 139.42 | 2,846.51 | 2,846.51 | 34,158.12 |
| 8 | 142.05 | 142.05 | 2,900.23 | 2,900.23 | 34,802.76 |
| 9 | 144.69 | 144.69 | 2,954.15 | 2,954.15 | 35,449.80 |
| 10 | 147.07 | 147.07 | 3,002.71 | 3,002.71 | 36,032.48 |
| 11-15 | 149.45 | 149.45 | 3,051.26 | 3,051.26 | 36,615.17 |
| 16-20 | 151.83 | 151.83 | 3,099.82 | 3,099.82 | 37,197.85 |

***BOOKKEEPER III (12-Month) (Central Office)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **JULY-SEPT**  **DAILY** | **OCT-JUNE**  **DAILY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 129.06 | 129.06 | 2,634.91 | 2,634.91 | 31,618.92 |
| 1 | 131.71 | 131.71 | 2,689.05 | 2,689.05 | 32,268.60 |
| 2 | 134.36 | 134.36 | 2,743.21 | 2,743.21 | 32,918.52 |
| 3 | 136.99 | 136.99 | 2,796.92 | 2,796.92 | 33,563.04 |
| 4 | 139.63 | 139.63 | 2,850.85 | 2,850.85 | 34,210.20 |
| 5 | 142.27 | 142.27 | 2,904.77 | 2,904.77 | 34,857.24 |
| 6 | 144.93 | 144.93 | 2,958.92 | 2,958.92 | 35,507.04 |
| 7 | 147.56 | 147.56 | 3,012.63 | 3,012.63 | 36,151.56 |
| 8 | 150.20 | 150.20 | 3,066.56 | 3,066.56 | 36,798.72 |
| 9 | 152.85 | 152.85 | 3,120.70 | 3,120.70 | 37,448.40 |
| 10 | 155.23 | 155.23 | 3,169.28 | 3,169.28 | 38,031.35 |
| 11-15 | 157.61 | 157.61 | 3,217.86 | 3,217.86 | 38,614.30 |
| 16-20 | 159.99 | 159.99 | 3,266.45 | 3,266.45 | 39,197.24 |

***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 work 7½ hours each day (37.5 hour work week). All clerical paraeducators work 7 hours each day (35 hour work week).

***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** | **2017-2018**  **CONTRACT** |
| 0 | 111.66 | 111.66 | 2,279.72 | 2,279.72 | 27,356.64 |
| 1 | 114.31 | 114.31 | 2,333.86 | 2,333.86 | 28,006.32 |
| 2 | 116.95 | 116.95 | 2,387.80 | 2,387.80 | 28,653.60 |
| 3 | 119.59 | 119.59 | 2,441.73 | 2,441.73 | 29,300.76 |
| 4 | 122.25 | 122.25 | 2,495.88 | 2,495.88 | 29,950.56 |
| 5 | 124.88 | 124.88 | 2,549.58 | 2,549.58 | 30,594.96 |
| 6 | 127.52 | 127.52 | 2,603.52 | 2,603.52 | 31,242.24 |
| 7 | 130.17 | 130.17 | 2,657.66 | 2,657.66 | 31,891.92 |
| 8 | 132.81 | 132.81 | 2,711.58 | 2,711.58 | 32,538.96 |
| 9 | 135.44 | 135.44 | 2,765.30 | 2,765.30 | 33,183.60 |
| 10 | 137.82 | 137.82 | 2,813.86 | 2,813.86 | 33,766.30 |
| 11-15 | 140.20 | 140.20 | 2,862.42 | 2,862.42 | 34,348.99 |
| 16-20 | 142.58 | 142.58 | 2,910.97 | 2,910.97 | 34,931.69 |

##### *ENROLLMENT 250-399*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **AUG-SEPT**  **DAILY** | **OCT-JULY**  **DAILY** | **MONTHLY**  **AUG-SEPT** | **MONTHLY**  **OCT-JULY** | **2017-2018**  **CONTRACT** |
| 0 | 114.75 | 114.75 | 2,342.75 | 2,342.75 | 28,113.00 |
| 1 | 117.40 | 117.40 | 2,396.89 | 2,396.89 | 28,762.68 |
| 2 | 120.04 | 120.04 | 2,450.82 | 2,450.82 | 29,409.84 |
| 3 | 122.68 | 122.68 | 2,504.75 | 2,504.75 | 30,057.00 |
| 4 | 125.33 | 125.33 | 2,558.89 | 2,558.89 | 30,706.68 |
| 5 | 127.96 | 127.96 | 2,612.60 | 2,612.60 | 31,351.20 |
| 6 | 130.60 | 130.60 | 2,666.32 | 2,666.32 | 31,995.84 |
| 7 | 133.25 | 133.25 | 2,720.46 | 2,720.46 | 32,645.52 |
| 8 | 135.89 | 135.89 | 2,774.40 | 2,774.40 | 33,292.80 |
| 9 | 138.53 | 138.53 | 2,828.31 | 2,828.31 | 33,939.72 |
| 10 | 140.91 | 140.91 | 2,876.87 | 2,876.87 | 34,522.39 |
| 11-15 | 143.29 | 143.29 | 2,925.42 | 2,925.42 | 35,105.06 |
| 16-20 | 145.66 | 145.66 | 2,973.98 | 2,973.98 | 35,687.74 |

##### *ENROLLMENT 400-549*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **AUG-SEPT**  **DAILY** | **OCT-JULY**  **DAILY** | **MONTHLY**  **AUG-SEPT** | **MONTHLY**  **OCT-JULY** | **2017-2018**  **CONTRACT** |
| 0 | 118.50 | 118.50 | 2,419.42 | 2,419.42 | 29,033.04 |
| 1 | 120.46 | 120.46 | 2,459.49 | 2,459.49 | 29,513.88 |
| 2 | 123.13 | 123.13 | 2,513.85 | 2,513.85 | 30,166.20 |
| 3 | 125.77 | 125.77 | 2,567.77 | 2,567.77 | 30,813.24 |
| 4 | 128.40 | 128.40 | 2,621.48 | 2,621.48 | 31,457.76 |
| 5 | 131.05 | 131.05 | 2,675.64 | 2,675.64 | 32,107.68 |
| 6 | 133.68 | 133.68 | 2,729.34 | 2,729.34 | 32,752.08 |
| 7 | 136.33 | 136.33 | 2,783.49 | 2,783.49 | 33,401.88 |
| 8 | 138.98 | 138.98 | 2,837.42 | 2,837.42 | 34,049.04 |
| 9 | 141.62 | 141.62 | 2,891.35 | 2,891.35 | 34,696.20 |
| 10 | 143.93 | 143.93 | 2,938.54 | 2,938.54 | 35,262.52 |
| 11-15 | 146.24 | 146.24 | 2,985.74 | 2,985.74 | 35,828.83 |
| 16-20 | 148.55 | 148.55 | 3,032.93 | 3,032.93 | 36,395.15 |

***SCHOOL CLERICAL EMPLOYEES*** *(continued)*

***SECRETARY/BOOKKEEPER***

##### *ENROLLMENT 550-UP*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **AUG-SEPT**  **DAILY** | **OCT-JULY**  **DAILY** | **MONTHLY**  **AUG-SEPT** | **MONTHLY**  **OCT-JULY** | **2017-2018**  **CONTRACT** |
| 0 | 120.91 | 120.91 | 2,468.58 | 2,468.58 | 29,622.96 |
| 1 | 123.55 | 123.55 | 2,522.51 | 2,522.51 | 30,270.12 |
| 2 | 126.19 | 126.19 | 2,576.44 | 2,576.44 | 30,917.28 |
| 3 | 128.86 | 128.86 | 2,630.79 | 2,630.79 | 31,569.48 |
| 4 | 131.49 | 131.49 | 2,684.51 | 2,684.51 | 32,214.12 |
| 5 | 134.14 | 134.14 | 2,738.65 | 2,738.65 | 32,863.80 |
| 6 | 136.78 | 136.78 | 2,792.59 | 2,792.59 | 33,511.08 |
| 7 | 139.42 | 139.42 | 2,846.51 | 2,846.51 | 34,158.12 |
| 8 | 142.05 | 142.05 | 2,900.23 | 2,900.23 | 34,802.76 |
| 9 | 144.70 | 144.70 | 2,954.37 | 2,954.37 | 35,452.44 |
| 10 | 147.08 | 147.08 | 3,002.95 | 3,002.95 | 36,035.39 |
| 11-15 | 149.46 | 149.46 | 3,051.53 | 3,051.53 | 36,618.34 |
| 16-20 | 151.84 | 151.84 | 3,100.11 | 3,100.11 | 37,201.28 |

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

##### *ENROLLMENT 0-749*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **SEPTEMBER**  **DAILY** | **OCT-AUG**  **DAILY** | **SEPTEMBER**  **MONTHLY** | **OCT-AUG**  **MONTHLY** | **2017-2018**  **CONTRACT** |
| 0 | 112.41 | 112.41 | 1,751.78 | 1,751.78 | 21,021.31 |
| 1 | 114.93 | 114.93 | 1,791.05 | 1,791.05 | 21,492.56 |
| 2 | 117.45 | 117.45 | 1,830.32 | 1,830.32 | 21,963.80 |
| 3 | 119.96 | 119.96 | 1,869.41 | 1,869.41 | 22,432.92 |
| 4 | 122.49 | 122.49 | 1,908.85 | 1,908.85 | 22,906.17 |
| 5 | 125.01 | 125.01 | 1,948.11 | 1,948.11 | 23,377.29 |
| 6 | 127.52 | 127.52 | 1,987.20 | 1,987.20 | 23,846.41 |
| 7 | 130.04 | 130.04 | 2,026.47 | 2,026.47 | 24,317.65 |
| 8 | 132.81 | 132.81 | 2,069.67 | 2,069.67 | 24,836.07 |
| 9 | 135.45 | 135.45 | 2,110.70 | 2,110.70 | 25,328.41 |
| 10 | 137.75 | 137.75 | 2,146.59 | 2,146.59 | 25,759.12 |
| 11-15 | 140.05 | 140.05 | 2,182.49 | 2,182.49 | 26,189.83 |
| 16-20 | 142.36 | 142.36 | 2,218.38 | 2,218.38 | 26,620.54 |

##### *ENROLLMENT 750-999*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **SEPTEMBER**  **DAILY** | **OCT-AUG**  **DAILY** | **SEPTEMBER**  **MONTHLY** | **OCT-AUG**  **MONTHLY** | **2017-2018**  **CONTRACT** |
| 0 | 115.35 | 115.35 | 1,797.59 | 1,797.59 | 21,571.06 |
| 1 | 117.87 | 117.87 | 1,836.85 | 1,836.85 | 22,042.18 |
| 2 | 120.39 | 120.39 | 1,876.12 | 1,876.12 | 22,513.42 |
| 3 | 122.90 | 122.90 | 1,915.21 | 1,915.21 | 22,982.54 |
| 4 | 125.43 | 125.43 | 1,954.66 | 1,954.66 | 23,455.91 |
| 5 | 127.94 | 127.94 | 1,993.75 | 1,993.75 | 23,925.03 |
| 6 | 130.45 | 130.45 | 2,032.85 | 2,032.85 | 24,394.16 |
| 7 | 133.24 | 133.24 | 2,076.39 | 2,076.39 | 24,916.69 |
| 8 | 135.89 | 135.89 | 2,117.60 | 2,117.60 | 25,411.15 |
| 9 | 138.53 | 138.53 | 2,158.82 | 2,158.82 | 25,905.86 |
| 10 | 140.85 | 140.85 | 2,194.94 | 2,194.94 | 26,339.34 |
| 11-15 | 143.17 | 143.17 | 2,231.07 | 2,231.07 | 26,772.82 |
| 16-20 | 145.49 | 145.49 | 2,267.19 | 2,267.19 | 27,206.30 |

***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** | **2017-2018**  **CONTRACT** |
| 0 | 118.29 | 118.29 | 1,843.39 | 1,843.39 | 22,120.68 |
| 1 | 120.80 | 120.80 | 1,882.49 | 1,882.49 | 22,589.92 |
| 2 | 123.32 | 123.32 | 1,921.75 | 1,921.75 | 23,061.04 |
| 3 | 125.84 | 125.84 | 1,961.02 | 1,961.02 | 23,532.29 |
| 4 | 128.35 | 128.35 | 2,000.12 | 2,000.12 | 24,001.41 |
| 5 | 131.05 | 131.05 | 2,042.25 | 2,042.25 | 24,506.98 |
| 6 | 133.69 | 133.69 | 2,083.30 | 2,083.30 | 24,999.56 |
| 7 | 136.33 | 136.33 | 2,124.49 | 2,124.49 | 25,493.89 |
| 8 | 138.98 | 138.98 | 2,165.71 | 2,165.71 | 25,988.48 |
| 9 | 141.62 | 141.62 | 2,206.92 | 2,206.92 | 26,483.06 |
| 10 | 143.95 | 143.95 | 2,243.27 | 2,243.27 | 26,919.30 |
| 11-15 | 146.29 | 146.29 | 2,279.63 | 2,279.63 | 27,355.54 |
| 16-20 | 148.62 | 148.62 | 2,315.98 | 2,315.98 | 27,791.77 |

##### *ENROLLMENT 1250-UP*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **SEPTEMBER**  **DAILY** | **OCT-AUG**  **DAILY** | **SEPTEMBER**  **MONTHLY** | **OCT-AUG**  **MONTHLY** | **2017-2018**  **CONTRACT** |
| 0 | 121.22 | 121.22 | 1,889.04 | 1,889.04 | 22,668.42 |
| 1 | 123.74 | 123.74 | 1,928.31 | 1,928.31 | 23,139.67 |
| 2 | 126.26 | 126.26 | 1,967.57 | 1,967.57 | 23,610.79 |
| 3 | 128.78 | 128.78 | 2,006.84 | 2,006.84 | 24,082.03 |
| 4 | 131.50 | 131.50 | 2,049.14 | 2,049.14 | 24,589.72 |
| 5 | 134.14 | 134.14 | 2,090.36 | 2,090.36 | 25,084.30 |
| 6 | 136.77 | 136.77 | 2,131.40 | 2,131.40 | 25,576.76 |
| 7 | 139.42 | 139.42 | 2,172.61 | 2,172.61 | 26,071.34 |
| 8 | 142.05 | 142.05 | 2,213.65 | 2,213.65 | 26,563.80 |
| 9 | 144.71 | 144.71 | 2,255.04 | 2,255.04 | 27,060.51 |
| 10 | 147.06 | 147.06 | 2,291.64 | 2,291.64 | 27,499.72 |
| 11-15 | 149.41 | 149.41 | 2,328.24 | 2,328.24 | 27,938.93 |
| 16-20 | 151.75 | 151.75 | 2,364.84 | 2,364.84 | 28,378.13 |

***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** | **2017-2018**  **CONTRACT** |
| 0 | 111.66 | 111.66 | 2,279.64 | 2,279.64 | 27,355.68 |
| 1 | 114.31 | 114.31 | 2,333.85 | 2,333.85 | 28,006.20 |
| 2 | 116.96 | 116.96 | 2,387.85 | 2,387.85 | 28,654.20 |
| 3 | 119.59 | 119.59 | 2,441.62 | 2,441.62 | 29,299.44 |
| 4 | 122.25 | 122.25 | 2,495.85 | 2,495.85 | 29,950.20 |
| 5 | 124.89 | 124.89 | 2,549.84 | 2,549.84 | 30,598.08 |
| 6 | 127.52 | 127.52 | 2,603.61 | 2,603.61 | 31,243.32 |
| 7 | 130.17 | 130.17 | 2,657.61 | 2,657.61 | 31,891.32 |
| 8 | 132.81 | 132.81 | 2,711.59 | 2,711.59 | 32,539.08 |
| 9 | 135.45 | 135.45 | 2,765.36 | 2,765.36 | 33,184.32 |
| 10 | 137.83 | 137.83 | 2,813.93 | 2,813.93 | 33,767.18 |
| 11-15 | 140.20 | 140.20 | 2,862.50 | 2,862.50 | 34,350.05 |
| 16-20 | 142.58 | 142.58 | 2,911.08 | 2,911.08 | 34,932.91 |

##### *ENROLLMENT 750-999*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **JULY-SEPT**  **DAILY** | **OCT-JUNE**  **DAILY** | **JULY-SEPT**  **MONTHLY** | **OCT-JUNE**  **MONTHLY** | **2017-2018**  **CONTRACT** |
| 0 | 114.74 | 114.74 | 2,342.66 | 2,342.66 | 28,111.92 |
| 1 | 117.40 | 117.40 | 2,396.90 | 2,396.90 | 28,762.80 |
| 2 | 120.04 | 120.04 | 2,450.90 | 2,450.90 | 29,410.80 |
| 3 | 122.68 | 122.68 | 2,504.64 | 2,504.64 | 30,055.68 |
| 4 | 125.33 | 125.33 | 2,558.88 | 2,558.88 | 30,706.56 |
| 5 | 127.97 | 127.97 | 2,612.65 | 2,612.65 | 31,351.80 |
| 6 | 130.60 | 130.60 | 2,666.40 | 2,666.40 | 31,996.80 |
| 7 | 133.24 | 133.24 | 2,720.40 | 2,720.40 | 32,644.80 |
| 8 | 135.89 | 135.89 | 2,774.40 | 2,774.40 | 33,292.80 |
| 9 | 138.53 | 138.53 | 2,828.39 | 2,828.39 | 33,940.68 |
| 10 | 140.91 | 140.91 | 2,876.96 | 2,876.96 | 34,523.56 |
| 11-15 | 143.29 | 143.29 | 2,925.54 | 2,925.54 | 35,106.43 |
| 16-20 | 145.67 | 145.67 | 2,974.11 | 2,974.11 | 35,689.31 |

##### *ENROLLMENT 1000-1249*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **JULY-SEPT**  **DAILY** | **OCT-JUNE**  **DAILY** | **JULY-SEPT**  **MONTHLY** | **OCT-JUNE**  **MONTHLY** | **2017-2018**  **CONTRACT** |
| 0 | 117.83 | 117.83 | 2,405.70 | 2,405.70 | 28,868.40 |
| 1 | 120.46 | 120.46 | 2,459.46 | 2,459.46 | 29,513.52 |
| 2 | 123.12 | 123.12 | 2,513.69 | 2,513.69 | 30,164.28 |
| 3 | 125.76 | 125.76 | 2,567.69 | 2,567.69 | 30,812.28 |
| 4 | 128.40 | 128.40 | 2,621.44 | 2,621.44 | 31,457.28 |
| 5 | 131.05 | 131.05 | 2,675.68 | 2,675.68 | 32,108.16 |
| 6 | 133.69 | 133.69 | 2,729.45 | 2,729.45 | 32,753.40 |
| 7 | 136.33 | 136.33 | 2,783.45 | 2,783.45 | 33,401.40 |
| 8 | 138.98 | 138.98 | 2,837.44 | 2,837.44 | 34,049.28 |
| 9 | 141.62 | 141.62 | 2,891.43 | 2,891.43 | 34,697.16 |
| 10 | 144.00 | 144.00 | 2,940.00 | 2,940.00 | 35,280.04 |
| 11-15 | 146.38 | 146.38 | 2,988.58 | 2,988.58 | 35,862.91 |
| 16-20 | 148.76 | 148.76 | 3,037.15 | 3,037.15 | 36,445.79 |

***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** | **2017-2018**  **CONTRACT** |
| 0 | 120.91 | 120.91 | 2,468.49 | 2,468.49 | 29,621.88 |
| 1 | 123.55 | 123.55 | 2,522.49 | 2,522.49 | 30,269.88 |
| 2 | 126.20 | 126.20 | 2,576.51 | 2,576.51 | 30,918.12 |
| 3 | 128.85 | 128.85 | 2,630.72 | 2,630.72 | 31,568.64 |
| 4 | 131.50 | 131.50 | 2,684.72 | 2,684.72 | 32,216.64 |
| 5 | 134.14 | 134.14 | 2,738.70 | 2,738.70 | 32,864.40 |
| 6 | 136.77 | 136.77 | 2,792.47 | 2,792.47 | 33,509.64 |
| 7 | 139.42 | 139.42 | 2,846.47 | 2,846.47 | 34,157.64 |
| 8 | 142.05 | 142.05 | 2,900.24 | 2,900.24 | 34,802.88 |
| 9 | 144.71 | 144.71 | 2,954.45 | 2,954.45 | 35,453.40 |
| 10 | 147.09 | 147.09 | 3,003.05 | 3,003.05 | 36,036.55 |
| 11-15 | 149.47 | 149.47 | 3,051.64 | 3,051.64 | 36,619.70 |
| 16-20 | 151.85 | 151.85 | 3,100.24 | 3,100.24 | 37,202.86 |

***9-MONTH CLERICAL PARA-EDUCATORS***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **SEPT**  **DAILY** | **OCT-AUG**  **DAILY** | **SEPT**  **MONTHLY** | **OCT-AUG**  **MONTHLY** | **2017-2018**  **CONTRACT** |
| 0 | 79.72 | 79.72 | 1,242.29 | 1,242.29 | 14,907.48 |
| 1 | 81.15 | 81.15 | 1,264.61 | 1,264.61 | 15,175.32 |
| 2 | 82.49 | 82.49 | 1,285.44 | 1,285.44 | 15,425.28 |
| 3 | 83.92 | 83.92 | 1,307.75 | 1,307.75 | 15,693.00 |
| 4 | 85.35 | 85.35 | 1,330.07 | 1,330.07 | 15,960.84 |
| 5 | 86.77 | 86.77 | 1,352.22 | 1,352.22 | 16,226.64 |
| 6 | 88.21 | 88.21 | 1,374.54 | 1,374.54 | 16,494.48 |
| 7 | 89.73 | 89.73 | 1,398.34 | 1,398.34 | 16,780.08 |
| 8 | 91.27 | 91.27 | 1,422.31 | 1,422.31 | 17,067.72 |
| 9 | 92.87 | 92.87 | 1,447.27 | 1,447.27 | 17,367.24 |
| 10 | 94.19 | 94.19 | 1,467.77 | 1,467.77 | 17,613.24 |
| 11-15 | 95.50 | 95.50 | 1,488.27 | 1,488.27 | 17,859.24 |
| 16-20 | 96.82 | 96.82 | 1,508.77 | 1,508.77 | 18,105.24 |

***CUSTODIAL, MAINTENANCE, AND BUS SHOP***

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **SEPT** | **HOURLY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 8.79 | 8.79 | 1,095.80 | 1,095.80 | 13,149.55 |
| 1 | 9.04 | 9.04 | 1,127.32 | 1,127.32 | 13,527.82 |
| 2 | 9.27 | 9.27 | 1,155.85 | 1,155.85 | 13,870.15 |
| 3 | 9.51 | 9.51 | 1,185.89 | 1,185.89 | 14,230.69 |
| 4 | 9.74 | 9.74 | 1,214.42 | 1,214.42 | 14,573.02 |
| 5 | 9.98 | 9.98 | 1,244.44 | 1,244.44 | 14,933.32 |
| 6 | 10.22 | 10.22 | 1,274.48 | 1,274.48 | 15,293.74 |
| 7 | 10.46 | 10.46 | 1,304.52 | 1,304.52 | 15,654.29 |
| 8 | 10.74 | 10.74 | 1,339.05 | 1,339.05 | 16,068.62 |
| 9 | 11.02 | 11.02 | 1,373.55 | 1,373.55 | 16,482.59 |
| 10 | 11.24 | 11.24 | 1,401.32 | 1,401.32 | 16,815.89 |
| 11-15 | 11.46 | 11.46 | 1,429.10 | 1,429.10 | 17,149.19 |
| 16-20 | 11.69 | 11.69 | 1,456.87 | 1,456.87 | 17,482.50 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 8.65 | 8.65 | 1,412.68 | 1,412.68 | 16,952.16 |
| 1 | 8.92 | 8.92 | 1,457.19 | 1,457.19 | 17,486.28 |
| 2 | 9.16 | 9.16 | 1,496.12 | 1,496.12 | 17,953.44 |
| 3 | 9.42 | 9.42 | 1,538.76 | 1,538.76 | 18,465.12 |
| 4 | 9.66 | 9.66 | 1,577.70 | 1,577.70 | 18,932.40 |
| 5 | 9.92 | 9.92 | 1,620.33 | 1,620.33 | 19,443.96 |
| 6 | 10.18 | 10.18 | 1,662.97 | 1,662.97 | 19,955.64 |
| 7 | 10.44 | 10.44 | 1,705.62 | 1,705.62 | 20,467.44 |
| 8 | 10.74 | 10.74 | 1,753.81 | 1,753.81 | 21,045.72 |
| 9 | 11.02 | 11.02 | 1,800.17 | 1,800.17 | 21,602.04 |
| 10 | 11.26 | 11.26 | 1,838.92 | 1,838.92 | 22,067.03 |
| 11-15 | 11.50 | 11.50 | 1,877.67 | 1,877.67 | 22,532.02 |
| 16-20 | 11.73 | 11.73 | 1,916.42 | 1,916.42 | 22,997.00 |

**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) – 9-Month (187 days)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 11.15 | 11.15 | 1,389.41 | 1,389.41 | 16,672.92 |
| 1 | 11.33 | 11.33 | 1,412.63 | 1,412.63 | 16,951.56 |
| 2 | 11.52 | 11.52 | 1,435.69 | 1,435.69 | 17,228.28 |
| 3 | 11.70 | 11.70 | 1,458.91 | 1,458.91 | 17,506.92 |
| 4 | 11.89 | 11.89 | 1,481.98 | 1,481.98 | 17,783.76 |
| 5 | 12.07 | 12.07 | 1,505.19 | 1,505.19 | 18,062.28 |
| 6 | 12.28 | 12.28 | 1,530.44 | 1,530.44 | 18,365.28 |
| 7 | 12.47 | 12.47 | 1,554.75 | 1,554.75 | 18,657.00 |
| 8 | 12.67 | 12.67 | 1,579.06 | 1,579.06 | 18,948.72 |
| 9 | 12.86 | 12.86 | 1,603.21 | 1,603.21 | 19,238.52 |
| 10 | 13.03 | 13.03 | 1,624.72 | 1,624.72 | 19,496.64 |
| 11-15 | 13.20 | 13.20 | 1,646.07 | 1,646.07 | 19,752.84 |
| 16-20 | 13.37 | 13.37 | 1,667.42 | 1,667.42 | 20,009.04 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 11.15 | 11.15 | 1,857.56 | 1,857.56 | 22,290.72 |
| 1 | 11.33 | 11.33 | 1,888.50 | 1,888.50 | 22,662.00 |
| 2 | 11.52 | 11.52 | 1,919.42 | 1,919.42 | 23,033.04 |
| 3 | 11.70 | 11.70 | 1,950.34 | 1,950.34 | 23,404.08 |
| 4 | 11.89 | 11.89 | 1,981.28 | 1,981.28 | 23,775.36 |
| 5 | 12.07 | 12.07 | 2,012.20 | 2,012.20 | 24,146.40 |
| 6 | 12.28 | 12.28 | 2,045.98 | 2,045.98 | 24,551.76 |
| 7 | 12.47 | 12.47 | 2,078.46 | 2,078.46 | 24,941.52 |
| 8 | 12.67 | 12.67 | 2,110.94 | 2,110.94 | 25,331.28 |
| 9 | 12.86 | 12.86 | 2,143.41 | 2,143.41 | 25,720.92 |
| 10 | 13.03 | 13.03 | 2,172.00 | 2,172.00 | 26,063.94 |
| 11-15 | 13.20 | 13.20 | 2,200.58 | 2,200.58 | 26,406.96 |
| 16-20 | 13.37 | 13.37 | 2,229.17 | 2,229.17 | 26,749.98 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 13.88 | 13.88 | 2,313.58 | 2,313.58 | 27,762.96 |
| 1 | 14.11 | 14.11 | 2,352.18 | 2,352.18 | 28,226.16 |
| 2 | 14.36 | 14.36 | 2,392.70 | 2,392.70 | 28,712.40 |
| 3 | 14.60 | 14.60 | 2,433.23 | 2,433.23 | 29,198.76 |
| 4 | 14.84 | 14.84 | 2,473.74 | 2,473.74 | 29,684.88 |
| 5 | 15.09 | 15.09 | 2,514.26 | 2,514.26 | 30,171.12 |
| 6 | 15.33 | 15.33 | 2,554.79 | 2,554.79 | 30,657.48 |
| 7 | 15.58 | 15.58 | 2,597.23 | 2,597.23 | 31,166.76 |
| 8 | 15.83 | 15.83 | 2,637.75 | 2,637.75 | 31,653.00 |
| 9 | 16.07 | 16.07 | 2,678.28 | 2,678.28 | 32,139.36 |
| 10 | 16.29 | 16.29 | 2,714.75 | 2,714.75 | 32,577.00 |
| 11-15 | 16.51 | 16.51 | 2,751.22 | 2,751.22 | 33,014.64 |
| 16-20 | 16.73 | 16.73 | 2,787.69 | 2,787.69 | 33,452.28 |

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

***CENTRAL OFFICE CUSTODIAN II – 12 Month (245 days)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 12.78 | 12.78 | 2,087.52 | 2,087.52 | 25,050.24 |
| 1 | 13.68 | 13.68 | 2,233.98 | 2,233.98 | 26,807.76 |
| 2 | 13.89 | 13.89 | 2,269.20 | 2,269.20 | 27,230.40 |
| 3 | 14.10 | 14.10 | 2,302.57 | 2,302.57 | 27,630.84 |
| 4 | 14.31 | 14.31 | 2,337.80 | 2,337.80 | 28,053.60 |
| 5 | 14.52 | 14.52 | 2,371.17 | 2,371.17 | 28,454.04 |
| 6 | 14.73 | 14.73 | 2,406.39 | 2,406.39 | 28,876.68 |
| 7 | 14.95 | 14.95 | 2,441.62 | 2,441.62 | 29,299.44 |
| 8 | 15.15 | 15.15 | 2,474.99 | 2,474.99 | 29,699.88 |
| 9 | 15.36 | 15.36 | 2,508.36 | 2,508.36 | 30,100.32 |
| 10 | 15.61 | 15.61 | 2,550.44 | 2,550.44 | 30,605.33 |
| 11-15 | 15.87 | 15.87 | 2,592.53 | 2,592.53 | 31,110.34 |
| 16-20 | 16.13 | 16.13 | 2,634.61 | 2,634.61 | 31,615.34 |

***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***

###### ASSISTANT (Maintenance)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 12.99 | 12.99 | 2,121.60 | 2,121.60 | 25,459.20 |
| 1 | 13.35 | 13.35 | 2,180.83 | 2,180.83 | 26,169.96 |
| 2 | 13.72 | 13.72 | 2,240.06 | 2,240.06 | 26,880.72 |
| 3 | 14.08 | 14.08 | 2,299.28 | 2,299.28 | 27,591.36 |
| 4 | 14.44 | 14.44 | 2,358.51 | 2,358.51 | 28,302.12 |
| 5 | 14.80 | 14.80 | 2,417.74 | 2,417.74 | 29,012.88 |
| 6 | 15.17 | 15.17 | 2,476.97 | 2,476.97 | 29,723.64 |
| 7 | 15.53 | 15.53 | 2,536.20 | 2,536.20 | 30,434.40 |
| 8 | 15.89 | 15.89 | 2,595.42 | 2,595.42 | 31,145.04 |
| 9 | 16.25 | 16.25 | 2,654.65 | 2,654.65 | 31,855.80 |
| 10 | 16.58 | 16.58 | 2,707.96 | 2,707.96 | 32,495.46 |
| 11-15 | 16.91 | 16.91 | 2,761.26 | 2,761.26 | 33,135.12 |
| 16-20 | 17.23 | 17.23 | 2,814.57 | 2,814.57 | 33,774.78 |

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

###### ASSISTANT (Warehouse)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 12.23 | 12.23 | 1,996.68 | 1,996.68 | 23,960.16 |
| 1 | 13.07 | 13.07 | 2,133.86 | 2,133.86 | 25,606.32 |
| 2 | 13.87 | 13.87 | 2,265.49 | 2,265.49 | 27,185.88 |
| 3 | 14.70 | 14.70 | 2,400.83 | 2,400.83 | 28,809.96 |
| 4 | 15.55 | 15.55 | 2,539.88 | 2,539.88 | 30,478.56 |
| 5 | 16.38 | 16.38 | 2,675.21 | 2,675.21 | 32,102.52 |
| 6 | 17.21 | 17.21 | 2,810.55 | 2,810.55 | 33,726.60 |
| 7 | 18.05 | 18.05 | 2,947.74 | 2,947.74 | 35,372.88 |
| 8 | 18.89 | 18.89 | 3,084.93 | 3,084.93 | 37,019.16 |
| 9 | 19.72 | 19.72 | 3,220.27 | 3,220.27 | 38,643.24 |
| 10 | 20.47 | 20.47 | 3,342.63 | 3,342.63 | 40,111.55 |
| 11-15 | 21.21 | 21.21 | 3,464.99 | 3,464.99 | 41,579.86 |
| 16-20 | 21.96 | 21.96 | 3,587.35 | 3,587.35 | 43,048.16 |

###### SKILLED

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 21.07 | 21.07 | 3,440.88 | 3,440.88 | 41,290.56 |
| 1 | 21.26 | 21.26 | 3,472.40 | 3,472.40 | 41,668.80 |
| 2 | 21.43 | 21.43 | 3,500.20 | 3,500.20 | 42,002.40 |
| 3 | 21.60 | 21.60 | 3,528.02 | 3,528.02 | 42,336.24 |
| 4 | 21.77 | 21.77 | 3,555.82 | 3,555.82 | 42,669.84 |
| 5 | 21.95 | 21.95 | 3,585.49 | 3,585.49 | 43,025.88 |
| 6 | 22.11 | 22.11 | 3,611.44 | 3,611.44 | 43,337.28 |
| 7 | 22.30 | 22.30 | 3,642.96 | 3,642.96 | 43,715.52 |
| 8 | 22.46 | 22.46 | 3,668.91 | 3,668.91 | 44,026.92 |
| 9 | 22.66 | 22.66 | 3,700.43 | 3,700.43 | 44,405.16 |
| 10 | 22.82 | 22.82 | 3,726.39 | 3,726.39 | 44,716.62 |
| 11-15 | 22.97 | 22.97 | 3,752.34 | 3,752.34 | 45,028.08 |
| 16-20 | 23.13 | 23.13 | 3,778.30 | 3,778.30 | 45,339.54 |

***MAINTENANCE – FOREMAN***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 26.86 | 26.86 | 4,387.13 | 4,387.13 | 52,645.56 |
| 1 | 27.11 | 27.11 | 4,427.31 | 4,427.31 | 53,127.72 |
| 2 | 27.32 | 27.32 | 4,462.76 | 4,462.76 | 53,553.12 |
| 3 | 27.54 | 27.54 | 4,498.23 | 4,498.23 | 53,978.76 |
| 4 | 27.76 | 27.76 | 4,533.68 | 4,533.68 | 54,404.16 |
| 5 | 27.99 | 27.99 | 4,571.51 | 4,571.51 | 54,858.12 |
| 6 | 28.19 | 28.19 | 4,604.59 | 4,604.59 | 55,255.08 |
| 7 | 28.44 | 28.44 | 4,644.78 | 4,644.78 | 55,737.36 |
| 8 | 28.64 | 28.64 | 4,677.87 | 4,677.87 | 56,134.44 |
| 9 | 28.89 | 28.89 | 4,718.05 | 4,718.05 | 56,616.60 |
| 10 | 29.09 | 29.09 | 4,751.14 | 4,751.14 | 57,013.70 |
| 11-15 | 29.29 | 29.29 | 4,784.23 | 4,784.23 | 57,410.81 |
| 16-20 | 29.49 | 29.49 | 4,817.33 | 4,817.33 | 57,807.91 |

***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**

1. 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** | **2017-2018**  **CONTRACT** |
| 0 | 21.07 | 21.07 | 3,440.88 | 3,440.88 | 41,290.56 |
| 1 | 21.26 | 21.26 | 3,472.40 | 3,472.40 | 41,668.80 |
| 2 | 21.43 | 21.43 | 3,500.20 | 3,500.20 | 42,002.40 |
| 3 | 21.60 | 21.60 | 3,528.02 | 3,528.02 | 42,336.24 |
| 4 | 21.77 | 21.77 | 3,555.82 | 3,555.82 | 42,669.84 |
| 5 | 21.95 | 21.95 | 3,585.49 | 3,585.49 | 43,025.88 |
| 6 | 22.11 | 22.11 | 3,611.44 | 3,611.44 | 43,337.28 |
| 7 | 22.30 | 22.30 | 3,642.96 | 3,642.96 | 43,715.52 |
| 8 | 22.46 | 22.46 | 3,668.91 | 3,668.91 | 44,026.92 |
| 9 | 22.66 | 22.66 | 3,700.43 | 3,700.43 | 44,405.16 |
| 10 | 22.82 | 22.82 | 3,726.39 | 3,726.39 | 44,716.62 |
| 11-15 | 22.97 | 22.97 | 3,752.34 | 3,752.34 | 45,028.08 |
| 16-20 | 23.13 | 23.13 | 3,778.30 | 3,778.30 | 45,339.54 |

***BUS SHOP – FOREMAN***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 26.86 | 26.86 | 4,387.13 | 4,387.13 | 52,645.56 |
| 1 | 27.11 | 27.11 | 4,427.31 | 4,427.31 | 53,127.72 |
| 2 | 27.32 | 27.32 | 4,462.76 | 4,462.76 | 53,553.12 |
| 3 | 27.54 | 27.54 | 4,498.23 | 4,498.23 | 53,978.76 |
| 4 | 27.76 | 27.76 | 4,533.68 | 4,533.68 | 54,404.16 |
| 5 | 27.99 | 27.99 | 4,571.51 | 4,571.51 | 54,858.12 |
| 6 | 28.19 | 28.19 | 4,604.59 | 4,604.59 | 55,255.08 |
| 7 | 28.44 | 28.44 | 4,644.78 | 4,644.78 | 55,737.36 |
| 8 | 28.64 | 28.64 | 4,677.87 | 4,677.87 | 56,134.44 |
| 9 | 28.89 | 28.89 | 4,718.05 | 4,718.05 | 56,616.60 |
| 10 | 29.09 | 29.09 | 4,751.14 | 4,751.14 | 57,013.70 |
| 11-15 | 29.29 | 29.29 | 4,784.23 | 4,784.23 | 57,410.81 |
| 16-20 | 29.49 | 29.49 | 4,817.33 | 4,817.33 | 57,807.91 |

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

***TRANSPORTATION ROUTE SUPERVISOR***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **JULY-SEPT** | **DAILY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 188.66 | 188.66 | 3,851.76 | 3,851.76 | 46,221.12 |
| 1 | 190.18 | 190.18 | 3,882.81 | 3,882.81 | 46,593.72 |
| 2 | 191.71 | 191.71 | 3,914.10 | 3,914.10 | 46,969.20 |
| 3 | 193.24 | 193.24 | 3,945.39 | 3,945.39 | 47,344.68 |
| 4 | 194.78 | 194.78 | 3,976.67 | 3,976.67 | 47,720.04 |
| 5 | 196.30 | 196.30 | 4,007.72 | 4,007.72 | 48,092.64 |
| 6 | 197.83 | 197.83 | 4,039.00 | 4,039.00 | 48,468.00 |
| 7 | 199.36 | 199.36 | 4,070.28 | 4,070.28 | 48,843.36 |
| 8 | 200.89 | 200.89 | 4,101.58 | 4,101.58 | 49,218.96 |
| 9 | 202.43 | 202.43 | 4,132.86 | 4,132.86 | 49,594.32 |
| 10 | 203.80 | 203.80 | 4,160.97 | 4,160.97 | 49,931.64 |
| 11-15 | 205.18 | 205.18 | 4,189.08 | 4,189.08 | 50,268.96 |
| 16-20 | 206.56 | 206.56 | 4,217.19 | 4,217.19 | 50,606.28 |

***BUS SHOP – PARTS COUNTER CLERK, TRAINER***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **JULY-SEPT** | **DAILY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-208**  **CONTRACT** |
| 0 | 133.48 | 133.48 | 2,725.27 | 2,725.27 | 32,703.24 |
| 1 | 134.91 | 134.91 | 2,754.47 | 2,754.47 | 33,053.64 |
| 2 | 136.34 | 136.34 | 2,783.66 | 2,783.66 | 33,403.92 |
| 3 | 137.77 | 137.77 | 2,812.87 | 2,812.87 | 33,754.44 |
| 4 | 139.20 | 139.20 | 2,842.06 | 2,842.06 | 34,104.72 |
| 5 | 140.63 | 140.63 | 2,871.26 | 2,871.26 | 34,455.12 |
| 6 | 142.06 | 142.06 | 2,900.46 | 2,900.46 | 34,805.52 |
| 7 | 143.49 | 143.49 | 2,929.67 | 2,929.67 | 35,156.04 |
| 8 | 144.92 | 144.92 | 2,958.87 | 2,958.87 | 35,506.44 |
| 9 | 146.35 | 146.35 | 2,988.07 | 2,988.07 | 35,856.84 |
| 10 | 147.64 | 147.64 | 3,014.35 | 3,014.35 | 36,172.20 |
| 11-15 | 148.93 | 148.93 | 3,040.63 | 3,040.63 | 36,487.56 |
| 16-20 | 150.22 | 150.22 | 3,066.91 | 3,066.91 | 36,802.92 |

###### ASSISTANT (Bus Shop)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **JULY-SEPT** | **HOURLY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018**  **CONTRACT** |
| 0 | 12.99 | 12.99 | 2,121.60 | 2,121.60 | 25,459.20 |
| 1 | 13.35 | 13.35 | 2,180.83 | 2,180.83 | 26,169.96 |
| 2 | 13.72 | 13.72 | 2,240.06 | 2,240.06 | 26,880.72 |
| 3 | 14.08 | 14.08 | 2,299.28 | 2,299.28 | 27,591.36 |
| 4 | 14.44 | 14.44 | 2,358.51 | 2,358.51 | 28,302.12 |
| 5 | 14.80 | 14.80 | 2,417.74 | 2,417.74 | 29,012.88 |
| 6 | 15.17 | 15.17 | 2,476.97 | 2,476.97 | 29,723.64 |
| 7 | 15.53 | 15.53 | 2,536.20 | 2,536.20 | 30,434.40 |
| 8 | 15.89 | 15.89 | 2,595.42 | 2,595.42 | 31,145.04 |
| 9 | 16.25 | 16.25 | 2,654.65 | 2,654.65 | 31,855.80 |
| 10 | 16.58 | 16.58 | 2,707.96 | 2,707.96 | 32,495.46 |
| 11-15 | 16.91 | 16.91 | 2,761.26 | 2,761.26 | 33,135.12 |
| 16-20 | 17.23 | 17.23 | 2,814.57 | 2,814.57 | 33,774.78 |

***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** | **2017-2018**  **CONTRACT** |
| 0 | 73.37 | 73.37 | 1,125.04 | 1,125.04 | 13,500.48 |
| 1 | 74.10 | 74.10 | 1,136.26 | 1,136.26 | 13,635.12 |
| 2 | 74.85 | 74.85 | 1,147.64 | 1,147.64 | 13,771.68 |
| 3 | 75.59 | 75.59 | 1,159.04 | 1,159.04 | 13,908.48 |
| 4 | 76.32 | 76.32 | 1,170.26 | 1,170.26 | 14,043.12 |
| 5 | 77.05 | 77.05 | 1,181.48 | 1,181.48 | 14,177.76 |
| 6 | 77.81 | 77.81 | 1,193.02 | 1,193.02 | 14,316.24 |
| 7 | 78.54 | 78.54 | 1,204.24 | 1,204.24 | 14,450.88 |
| 8 | 79.27 | 79.27 | 1,215.47 | 1,215.47 | 14,585.64 |
| 9 | 80.02 | 80.02 | 1,227.02 | 1,227.02 | 14,724.24 |
| 10 | 80.69 | 80.69 | 1,237.22 | 1,237.22 | 14,846.62 |
| 11-15 | 81.35 | 81.35 | 1,247.42 | 1,247.42 | 14,968.99 |
| 16-20 | 82.02 | 82.02 | 1,257.61 | 1,257.61 | 15,091.37 |

***SPECIAL EDUCATION ROUTE BUS DRIVERS (184 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 84.89 | 84.89 | 1,301.70 | 1,301.70 | 15,620.40 |
| 1 | 85.63 | 85.63 | 1,312.92 | 1,312.92 | 15,755.04 |
| 2 | 86.37 | 86.37 | 1,324.30 | 1,324.30 | 15,891.60 |
| 3 | 87.11 | 87.11 | 1,335.70 | 1,335.70 | 16,028.40 |
| 4 | 87.84 | 87.84 | 1,346.92 | 1,346.92 | 16,163.04 |
| 5 | 88.57 | 88.57 | 1,358.14 | 1,358.14 | 16,297.68 |
| 6 | 89.33 | 89.33 | 1,369.69 | 1,369.69 | 16,436.28 |
| 7 | 90.06 | 90.06 | 1,380.91 | 1,380.91 | 16,570.92 |
| 8 | 90.79 | 90.79 | 1,392.13 | 1,392.13 | 16,705.56 |
| 9 | 91.55 | 91.55 | 1,403.69 | 1,403.69 | 16,844.28 |
| 10 | 92.21 | 92.21 | 1,413.89 | 1,413.89 | 16,966.67 |
| 11-15 | 92.88 | 92.88 | 1,424.09 | 1,424.09 | 17,089.06 |
| 16-20 | 93.54 | 93.54 | 1,434.29 | 1,434.29 | 17,211.44 |

***SPECIAL EDUCATION BUS PARA-EDUCATOR (184 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 61.17 | 61.17 | 937.93 | 937.93 | 11,255.16 |
| 1 | 61.80 | 61.80 | 947.64 | 947.64 | 11,371.68 |
| 2 | 62.44 | 62.44 | 957.37 | 957.37 | 11,488.44 |
| 3 | 63.07 | 63.07 | 967.10 | 967.10 | 11,605.20 |
| 4 | 63.71 | 63.71 | 976.82 | 976.82 | 11,721.84 |
| 5 | 64.34 | 64.34 | 986.54 | 986.54 | 11,838.48 |
| 6 | 64.97 | 64.97 | 996.27 | 996.27 | 11,955.24 |
| 7 | 65.61 | 65.61 | 1,005.99 | 1,005.99 | 12,071.88 |
| 8 | 66.24 | 66.24 | 1,015.72 | 1,015.72 | 12,188.64 |
| 9 | 66.88 | 66.88 | 1,025.44 | 1,025.44 | 12,305.28 |
| 10 | 66.37 | 66.37 | 1,034.19 | 1,034.19 | 12,410.29 |
| 11-15 | 66.93 | 66.93 | 1,042.94 | 1,042.94 | 12,515.30 |
| 16-20 | 67.49 | 67.49 | 1,051.69 | 1,051.69 | 12,620.32 |

\*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***

♦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 custodians, maintenance, and bus shop employees.

♦For work days of less than 8 hours, calculate the salary using the hourly rate

♦***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.**

***CHILD NUTRITION PROGRAM***

***CNP MANAGER SALARY (192 Day Contract)***

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **SEPTEMBER** | **MONTHLY**  **OCT-AUG** | **2017-2018 CONTRACT** |
| 0 | 2446.75 | 2446.75 | 29361.00 |
| 1 | 2459.85 | 2459.85 | 29518.20 |
| 2 | 2474.11 | 2474.11 | 29689.32 |
| 3 | 2487.64 | 2487.64 | 29851.68 |
| 4 | 2500.78 | 2500.78 | 30009.36 |
| 5 | 2514.35 | 2514.35 | 30172.20 |
| 6 | 2528.83 | 2528.83 | 30345.96 |
| 7 | 2543.08 | 2543.08 | 30516.96 |
| 8 | 2558.30 | 2558.30 | 30699.60 |
| 9 | 2571.17 | 2571.17 | 30854.04 |
| 10 | 2583.61 | 2583.61 | 31003.32 |
| 11-15 | 2596.05 | 2596.05 | 31152.60 |
| 16-20 | 2608.50 | 2608.50 | 31302.00 |

\*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.

***CNP ASSISTANT MANAGER SALARY (190 Day Contract)***

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **SEPTEMBER** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 2128.23 | 2128.23 | 25538.76 |
| 1 | 2141.81 | 2141.81 | 25701.72 |
| 2 | 2155.59 | 2155.59 | 25867.08 |
| 3 | 2169.17 | 2169.17 | 26030.04 |
| 4 | 2182.73 | 2182.73 | 26192.76 |
| 5 | 2196.52 | 2196.52 | 26358.24 |
| 6 | 2210.10 | 2210.10 | 26521.20 |
| 7 | 2223.66 | 2223.66 | 26683.92 |
| 8 | 2237.44 | 2237.44 | 26849.28 |
| 9 | 2250.77 | 2250.77 | 27009.24 |
| 10 | 2260.02 | 2260.02 | 27120.24 |
| 11-15 | 2275.28 | 2275.28 | 27303.36 |
| 16-20 | 2287.53 | 2287.53 | 27450.36 |

\*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. All employees will be granted the same holidays as 9-month teaching personnel.

|  |  |  |
| --- | --- | --- |
| ***LARGE SCHOOL SUPPLEMENT FOR CNP MANAGERS*** | |  |
| >=900 students | >=1,200 students | >=1,500 students |
| $100 per month | $150 per month | $200 per month |

***CHILD NUTRITION PROGRAM*** *(continued)*

***CNP Worker Base Salary (187 Day Contract)***

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **SEPTEMBER** | **MONTHLY OCT-AUG** | **2017-2018 CONTRACT** |
| 0 | 1,202.05 | 1,202.05 | 14,424.60 |
| 1 | 1,282.11 | 1,282.11 | 15,385.32 |
| 2 | 1,345.32 | 1,345.32 | 16,143.84 |
| 3 | 1,409.49 | 1,409.49 | 16,913.88 |
| 4 | 1,474.81 | 1,474.81 | 17,697.72 |
| 5 | 1,484.37 | 1,484.37 | 17,812.44 |
| 6 | 1,493.77 | 1,493.77 | 17,925.24 |
| 7 | 1,503.33 | 1,503.33 | 18,038.02 |
| 8 | 1,512.73 | 1,512.73 | 18,152.76 |
| 9 | 1,523.26 | 1,523.26 | 18,279.12 |
| 10 | 1,555.38 | 1,555.38 | 18,664.56 |
| 11-15 | 1,587.50 | 1,587.50 | 19,050.00 |
| 16-20 | 1,619.62 | 1,619.62 | 19,435.44 |
|  | |  |  |  |

***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.
* 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 student enrollment and 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.
* The School Nutrition Association Certification Program (SNA) is recognized as a leader in the child nutrition industry. The SNA Certificate Program encourages school nutrition employees to increase their nutrition knowledge, develop the skills of food safety, and to create a healthy school environment.

The SNA program focuses on four key areas : 1) nutrition, 2) operations, 3) administration, and 4) communications and marketing. Members earn qualifying units by attending workshops, logging in to webinars, taking online classes, and participating in Back to School workshops.

There are three levels of SNA certification. Each level holds a required number of continuing education hours to maintain certification. There is an annual membership fee and an additional certification fee.

***CHILD NUTRITION PROGRAM*** *(continued)*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Level 1** | Requires a 10 Hour Food Safety and Sanitation Course | | | | | | | | | |  | | |  | | | |  | |  | |
|  | Requires a 10 Hour Nutrition Education Core Course | | | | | | |  | | |  | | |  | |  | |  | |  | |
|  |  |  |  | | |  |  | |  | | |  | | |  | |  | |  | |  | |
| **Level 2** | The above Level 1 requirements plus: | | | |  | | |  | | |  | | |  | | | |  | |  | |
|  | 20 Hours in Operations classes | | | | |  |  | |  | | |  | | |  | |  | |  | |  | |
|  | 15 Hours in Nutrition classes | | | | |  |  | |  | | |  | | |  | |  | |  | |  | |
|  | 20 Hours in Administration classes | | | |  | | |  | | |  | | |  | |  | |  | |  | |
|  | 15 Hours in Communications/Marketing classes | | | | | | |  | | |  | | |  | |  | |  | |  | |
|  |  |  |  | | |  |  | |  | | |  | | |  | |  | |  | |  | |
| **Level 3** | The above Level 1 requirements plus: | | | |  | | |  | | |  | | |  | | | | | |  | |
|  | 35 Hours in Operations classes | | | | |  |  | |  | | |  | | |  | |  | |  | |  | |
|  | 35 Hours in Nutrition classes | | | | |  |  | |  | | |  | | |  | |  | |  | |  | |
|  | 45 Hours in Administration and Communications/Marketing | | | | | | | | | |  | | |  | |  | |  | |  | |
|  | 15 Hours of General Electives (in any of the Key areas) | | | | | | | | | |  | | |  | |  | |  | |  | |
| **SNA SUPPLEMENT FOR CNP MANAGERS, ASSISTANT MANAGERS, AND WORKERS** | | | | | **ANNUAL** | | | | | | **MONTHLY** | | |
| LEVEL 1 | | | | | 922.78 | | | | | | 76.90 | | |
| LEVEL 2 | | | | | 1384.45 | | | | | | 115.37 | | |
| LEVEL 3 | | | | | 1845.56 | | | | | | 153.80 | | |

***OTHER SUPPORT PERSONNEL***

***JOB COACH (187 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY SEPT** | **MONTHLY OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 121.61 | 121.61 | 1,895.09 | 1,895.09 | 22,741.08 |
| 1 | 123.12 | 123.12 | 1,918.56 | 1,918.56 | 23,022.72 |
| 2 | 124.64 | 124.64 | 1,942.37 | 1,942.37 | 23,308.44 |
| 3 | 126.16 | 126.16 | 1,966.02 | 1,966.02 | 23,592.24 |
| 4 | 129.21 | 129.21 | 2,013.45 | 2,013.45 | 24,161.40 |
| 5 | 132.25 | 132.25 | 2,060.90 | 2,060.90 | 24,730.80 |
| 6 | 135.27 | 135.27 | 2,108.01 | 2,108.01 | 25,296.12 |
| 7 | 138.32 | 138.32 | 2,155.45 | 2,155.45 | 25,865.40 |
| 8 | 141.36 | 141.36 | 2,202.90 | 2,202.90 | 26,434.80 |
| 9 | 138.12 | 138.12 | 2,152.37 | 2,152.37 | 25,828.45 |
| 10 | 140.31 | 140.31 | 2,186.57 | 2,186.57 | 26,238.87 |
| 11-15 | 144.70 | 144.70 | 2,220.77 | 2,220.77 | 26,649.28 |
| 16-20 | 144.70 | 144.70 | 2,254.97 | 2,254.97 | 27,059.69 |

###### OCCUPATIONAL THERAPIST (187 Day Contract)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 281.80 | 281.80 | 4,391.39 | 4,391.39 | 52,696.68 |
| 1 | 290.69 | 290.69 | 4,529.89 | 4,529.89 | 54,358.68 |
| 2 | 299.55 | 299.55 | 4,668.03 | 4,668.03 | 56,016.36 |
| 3 | 308.43 | 308.43 | 4,806.35 | 4,806.35 | 57,676.20 |
| 4 | 317.31 | 317.31 | 4,944.67 | 4,944.67 | 59,336.04 |
| 5 | 326.17 | 326.17 | 5,082.81 | 5,082.81 | 60,993.72 |
| 6 | 335.06 | 335.06 | 5,221.31 | 5,221.31 | 62,655.72 |
| 7 | 343.93 | 343.93 | 5,359.63 | 5,359.63 | 64,315.56 |
| 8 | 352.80 | 352.80 | 5,497.76 | 5,497.76 | 65,973.12 |
| 9 | 360.69 | 360.69 | 5,620.69 | 5,620.69 | 67,448.28 |
| 10 | 368.57 | 368.57 | 5,743.62 | 5,743.62 | 68,923.44 |
| 11-15 | 376.46 | 376.46 | 5,866.55 | 5,866.55 | 70,398.60 |
| 16-20 | 384.35 | 384.35 | 5,989.48 | 5,989.48 | 71,873.76 |

***PHYSICAL THERAPIST (187 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 304.85 | 304.85 | 4,750.64 | 4,750.64 | 57,007.68 |
| 1 | 313.73 | 313.73 | 4,888.95 | 4,888.95 | 58,667.40 |
| 2 | 322.61 | 322.61 | 5,027.27 | 5,027.27 | 60,327.24 |
| 3 | 331.48 | 331.48 | 5,165.59 | 5,165.59 | 61,987.08 |
| 4 | 340.36 | 340.36 | 5,303.92 | 5,303.92 | 63,647.04 |
| 5 | 349.22 | 349.22 | 5,442.05 | 5,442.05 | 65,304.60 |
| 6 | 358.10 | 358.10 | 5,580.37 | 5,580.37 | 66,964.44 |
| 7 | 366.99 | 366.99 | 5,718.87 | 5,718.87 | 68,626.44 |
| 8 | 375.85 | 375.85 | 5,857.02 | 5,857.02 | 70,284.24 |
| 9 | 383.74 | 383.74 | 5,979.95 | 5,979.95 | 71,759.41 |
| 10 | 391.63 | 391.63 | 6,102.88 | 6,102.88 | 73,234.59 |
| 11-15 | 399.52 | 399.52 | 6,225.81 | 6,225.81 | 74,709.76 |
| 16-20 | 407.41 | 407.41 | 6,348.74 | 6,348.74 | 76,184.93 |

***In-School Intervention Monitor (187 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 137.24 | 137.24 | 2,138.65 | 2,138.65 | 25,663.80 |
| 1 | 138.81 | 138.81 | 2,163.05 | 2,163.05 | 25,956.60 |
| 2 | 140.37 | 140.37 | 2,187.46 | 2,187.46 | 26,249.52 |
| 3 | 141.94 | 141.94 | 2,211.87 | 2,211.87 | 26,542.44 |
| 4 | 143.52 | 143.52 | 2,236.47 | 2,236.47 | 26,837.64 |
| 5 | 145.07 | 145.07 | 2,260.70 | 2,260.70 | 27,128.40 |
| 6 | 146.64 | 146.64 | 2,285.11 | 2,285.11 | 27,421.32 |
| 7 | 148.15 | 148.15 | 2,308.63 | 2,308.63 | 27,703.56 |
| 8 | 149.66 | 149.66 | 2,332.16 | 2,332.16 | 27,985.92 |
| 9 | 151.04 | 151.04 | 2,353.66 | 2,353.66 | 28,243.93 |
| 10 | 152.42 | 152.42 | 2,375.16 | 2,375.16 | 28,501.95 |
| 11-15 | 153.80 | 153.80 | 2,396.66 | 2,396.66 | 28,759.96 |
| 16-20 | 155.18 | 155.18 | 2,418.16 | 2,418.16 | 29,017.97 |

***SCHOOL NURSE – LPN (182 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 110.54 | 110.54 | 1,676.45 | 1,676.45 | 20,117.40 |
| 1 | 115.55 | 115.55 | 1,752.56 | 1,752.56 | 21,030.72 |
| 2 | 120.54 | 120.54 | 1,828.17 | 1,828.17 | 21,938.04 |
| 3 | 125.55 | 125.55 | 1,904.10 | 1,904.10 | 22,849.20 |
| 4 | 130.56 | 130.56 | 1,980.21 | 1,980.21 | 23,762.52 |
| 5 | 135.95 | 135.95 | 2,061.95 | 2,061.95 | 24,743.40 |
| 6 | 141.17 | 141.17 | 2,141.10 | 2,141.10 | 25,693.20 |
| 7 | 146.42 | 146.42 | 2,220.73 | 2,220.73 | 26,648.76 |
| 8 | 151.67 | 151.67 | 2,300.38 | 2,300.38 | 27,604.56 |
| 9 | 156.24 | 156.24 | 2,369.71 | 2,369.71 | 28,436.47 |
| 10 | 160.82 | 160.82 | 2,439.03 | 2,439.03 | 29,268.37 |
| 11-15 | 165.39 | 165.39 | 2,508.36 | 2,508.36 | 30,100.28 |
| 16-20 | 169.96 | 169.96 | 2,577.68 | 2,577.68 | 30,932.19 |

\*LPN’s work 7 hours per day (35 hours per week).

***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*DAILYRATE | *OCT-AUG*DAILYRATE | *2017* ***SEPT***  ***MONTHLY*** | *2017-2018* ***OCT-AUG MONTHLY*** | *2017-2018**CONTRACT* | *EXP* | *SEPT*DAILYRATE | *OCT-**AUG*DAILY | *2017* ***SEPT***  ***MONTHLY*** | *2017-2018* ***OCT-AUG*** **MONTHLY** | *2017-2018**CONTRACT* |
| 0 | 205.03 | 205.03 | 3,109.64 | 3,109.64 | 37,315.68 | 0 | 235.78 | 235.80 | 3,576.06 | 3,576.35 | 42,912.72 |
| 1 | 205.03 | 205.03 | 3,109.64 | 3,109.64 | 37,315.68 | 1 | 235.78 | 235.80 | 3,576.06 | 3,576.35 | 42,912.72 |
| 2 | 205.03 | 205.03 | 3,109.64 | 3,109.64 | 37,315.68 | 2 | 235.78 | 235.80 | 3,576.06 | 3,576.35 | 42,912.72 |
| 3 | 225.53 | 225.53 | 3,420.48 | 3,420.48 | 41,045.76 | 3 | 259.35 | 259.35 | 3,933.55 | 3,933.55 | 47,202.60 |
| 4 | 225.53 | 225.53 | 3,420.48 | 3,420.48 | 41,045.76 | 4 | 259.35 | 259.35 | 3,933.55 | 3,933.55 | 47,202.60 |
| 5 | 225.53 | 225.53 | 3,420.48 | 3,420.48 | 41,045.76 | 5 | 259.35 | 259.35 | 3,933.55 | 3,933.55 | 47,202.60 |
| 6 | 235.40 | 235.40 | 3,570.27 | 3,570.27 | 42,843.24 | 6 | 270.71 | 270.71 | 4,105.70 | 4,105.75 | 49,268.40 |
| 7 | 235.40 | 235.40 | 3,570.27 | 3,570.27 | 42,843.24 | 7 | 270.71 | 270.71 | 4,105.70 | 4,105.75 | 49,268.40 |
| 8 | 235.40 | 235.40 | 3,570.27 | 3,570.27 | 42,843.24 | 8 | 270.71 | 270.71 | 4,105.70 | 4,105.75 | 49,268.40 |
| 9 | 238.55 | 238.55 | 3,618.05 | 3,618.05 | 43,416.60 | 9 | 274.34 | 274.34 | 4,160.88 | 4,160.88 | 49,930.56 |
| 10 | 238.55 | 238.55 | 3,618.05 | 3,618.05 | 43,416.60 | 10 | 274.34 | 274.34 | 4,160.88 | 4,160.88 | 49,930.56 |
| 11 | 238.55 | 238.55 | 3,618.05 | 3,618.05 | 43,416.60 | 11 | 274.34 | 274.34 | 4,160.88 | 4,160.88 | 49,930.56 |
| 12 | 242.89 | 242.90 | 3,683.86 | 3,683.91 | 44,206.32 | 12 | 279.32 | 279.32 | 4,236.35 | 4,236.35 | 50,836.20 |
| 13 | 242.89 | 242.90 | 3,683.86 | 3,683.91 | 44,206.32 | 13 | 279.32 | 279.32 | 4,236.35 | 4,236.35 | 50,836.20 |
| 14 | 242.89 | 242.90 | 3,683.86 | 3,683.91 | 44,206.32 | 14 | 279.32 | 279.32 | 4,236.35 | 4,236.35 | 50,836.20 |
| 15 | 248.43 | 248.43 | 3,767.84 | 3,767.84 | 45,214.08 | 15 | 285.71 | 285.71 | 4,333.20 | 4,333.20 | 51,998.40 |
| 16 | 248.43 | 248.43 | 3,767.84 | 3,767.84 | 45,214.08 | 16 | 285.71 | 285.71 | 4,333.20 | 4,333.20 | 51,998.40 |
| 17 | 248.43 | 248.43 | 3,767.84 | 3,767.84 | 45,214.08 | 17 | 285.71 | 285.71 | 4,333.20 | 4,333.20 | 51,998.40 |
| 18 | 251.64 | 251.64 | 3,816.58 | 3,816.58 | 45,798.96 | 18 | 289.38 | 289.38 | 4,388.86 | 4,388.91 | 52,666.32 |
| 19 | 251.64 | 251.64 | 3,816.58 | 3,816.58 | 45,798.96 | 19 | 289.38 | 289.38 | 4,388.86 | 4,388.91 | 52,666.32 |
| 20 | 251.64 | 251.64 | 3,816.58 | 3,816.58 | 45,798.96 | 20 | 289.38 | 289.38 | 4,388.86 | 4,388.91 | 52,666.32 |
| 21 | 254.86 | 254.86 | 3,865.34 | 3,865.34 | 46,384.08 | 21 | 293.09 | 293.09 | 4,445.18 | 4,445.18 | 53,342.16 |
| 22 | 254.86 | 254.86 | 3,865.34 | 3,865.34 | 46,384.08 | 22 | 293.09 | 293.09 | 4,445.18 | 4,445.18 | 53,342.16 |
| 23 | 254.86 | 254.86 | 3,865.34 | 3,865.34 | 46,384.08 | 23 | 293.09 | 293.09 | 4,445.18 | 4,445.18 | 53,342.16 |
| 24 | 257.89 | 257.89 | 3,911.35 | 3,911.35 | 46,936.20 | 24 | 296.12 | 296.12 | 4,491.19 | 4,491.19 | 53,894.28 |
| 25 | 257.89 | 257.89 | 3,911.35 | 3,911.35 | 46,936.20 | 25 | 296.12 | 296.12 | 4,491.19 | 4,491.19 | 53,894.28 |
| 26 | 257.89 | 257.89 | 3,911.35 | 3,911.35 | 46,936.20 | 26 | 296.12 | 296.12 | 4,491.19 | 4,491.19 | 53,894.28 |
| 27 | 260.93 | 260.93 | 3,957.37 | 3,957.37 | 47,488.44 | 27 | 299.17 | 299.17 | 4,537.36 | 4,537.36 | 54,448.32 |

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

***9-MONTH PARA-EDUCATORS (187 Day Contract)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **SEPT** | **HOURLY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 11.39 | 11.39 | 1,242.29 | 1,242.29 | 14,907.48 |
| 1 | 11.59 | 11.59 | 1,264.61 | 1,264.61 | 15,175.32 |
| 2 | 11.78 | 11.78 | 1,285.44 | 1,285.44 | 15,425.28 |
| 3 | 11.99 | 11.99 | 1,307.75 | 1,307.75 | 15,693.00 |
| 4 | 12.19 | 12.19 | 1,330.07 | 1,330.07 | 15,960.84 |
| 5 | 12.40 | 12.40 | 1,352.22 | 1,352.22 | 16,226.64 |
| 6 | 12.60 | 12.60 | 1,374.54 | 1,374.54 | 16,494.48 |
| 7 | 12.82 | 12.82 | 1,398.34 | 1,398.34 | 16,780.08 |
| 8 | 13.04 | 13.04 | 1,422.31 | 1,422.31 | 17,067.72 |
| 9 | 13.27 | 13.27 | 1,447.27 | 1,447.27 | 17,367.24 |
| 10 | 13.46 | 13.46 | 1,467.77 | 1,467.77 | 17,613.24 |
| 11-15 | 13.64 | 13.64 | 1,488.27 | 1,488.27 | 17,859.24 |
| 16-20 | 13.83 | 13.83 | 1,508.77 | 1,508.77 | 18,105.24 |

***9-MONTH PRE-SCHOOL TEACHER ASSISTANT (187 Day Contract)***

***(OFFICE OF SCHOOL READINESS FUNDED POSITIONS ONLY)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **HOURLY**  **SEPT** | **HOURLY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2016-2017**  **CONTRACT** |
| 0 | 13.24 | 13.24 | 1,443.81 | 1,443.81 | 17,325.72 |
| 1 | 13.50 | 13.50 | 1,472.68 | 1,472.68 | 17,672.16 |
| 2 | 13.77 | 13.77 | 1,502.13 | 1,502.13 | 18,025.56 |
| 3 | 14.05 | 14.05 | 1,532.18 | 1,532.18 | 18,386.16 |
| 4 | 14.33 | 14.33 | 1,562.83 | 1,562.83 | 18,753.96 |
| 5 | 14.61 | 14.61 | 1,594.08 | 1,594.08 | 19,128.96 |
| 6 | 14.91 | 14.91 | 1,625.96 | 1,625.96 | 19,511.52 |
| 7 | 15.20 | 15.20 | 1,658.48 | 1,658.48 | 19,901.76 |
| 8 | 15.51 | 15.51 | 1,691.65 | 1,691.65 | 20,299.80 |
| 9 | 15.82 | 15.82 | 1,725.48 | 1,725.48 | 20,705.76 |
| 10 | 16.08 | 16.08 | 1,753.65 | 1,753.65 | 21,043.76 |
| 11-15 | 16.33 | 16.33 | 1,781.81 | 1,781.81 | 21,381.77 |
| 16-20 | 16.59 | 16.59 | 1,809.98 | 1,809.98 | 21,719.77 |

***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 (35 hours per week).

***TRANSLATOR/INTERPRETER/TRANSLITERATOR***

###### BEGINNING

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 122.95 | 122.95 | 1,915.92 | 1,915.92 | 22,991.04 |
| 1 | 125.48 | 125.48 | 1,955.43 | 1,955.43 | 23,465.16 |
| 2 | 128.03 | 128.03 | 1,995.10 | 1,995.10 | 23,941.20 |
| 3 | 130.54 | 130.54 | 2,034.28 | 2,034.28 | 24,411.36 |
| 4 | 133.39 | 133.39 | 2,078.59 | 2,078.59 | 24,943.08 |
| 5 | 137.48 | 137.48 | 2,142.39 | 2,142.39 | 25,708.68 |
| 6 | 140.35 | 140.35 | 2,187.19 | 2,187.19 | 26,246.28 |
| 7 | 143.23 | 143.23 | 2,231.99 | 2,231.99 | 26,783.88 |
| 8 | 146.10 | 146.10 | 2,276.79 | 2,276.79 | 27,321.48 |
| 9 | 148.68 | 148.68 | 2,316.89 | 2,316.89 | 27,802.64 |
| 10 | 151.25 | 151.25 | 2,356.98 | 2,356.98 | 28,283.80 |
| 11-15 | 153.82 | 153.82 | 2,397.08 | 2,397.08 | 28,764.96 |
| 16-20 | 156.40 | 156.40 | 2,437.18 | 2,437.18 | 29,246.12 |

***INTERMEDIATE***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 146.17 | 146.17 | 2,277.78 | 2,277.78 | 27,245.75 |
| 1 | 149.06 | 149.06 | 2,322.91 | 2,322.91 | 27,785.58 |
| 2 | 150.82 | 150.82 | 2,350.35 | 2,350.35 | 28,113.80 |
| 3 | 153.72 | 153.72 | 2,395.47 | 2,395.47 | 28,653.51 |
| 4 | 156.63 | 156.63 | 2,440.78 | 2,440.78 | 29,195.48 |
| 5 | 159.52 | 159.52 | 2,485.90 | 2,485.90 | 29,735.19 |
| 6 | 162.39 | 162.39 | 2,530.54 | 2,530.54 | 30,269.15 |
| 7 | 165.25 | 165.25 | 2,575.16 | 2,575.16 | 30,802.88 |
| 8 | 168.14 | 168.14 | 2,620.13 | 2,620.13 | 31,340.79 |
| 9 | 170.58 | 170.58 | 2,658.17 | 2,658.17 | 31,759.22 |
| 10 | 173.02 | 173.02 | 2,696.21 | 2,696.21 | 32,177.65 |
| 11-15 | 175.46 | 175.46 | 2,734.25 | 2,734.25 | 32,596.07 |
| 16-20 | 177.90 | 177.90 | 2,772.29 | 2,772.29 | 33,014.50 |

***ADVANCED***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 157.77 | 157.77 | 2,458.63 | 2,458.63 | 29,503.56 |
| 1 | 160.69 | 160.69 | 2,504.08 | 2,504.08 | 30,048.96 |
| 2 | 162.64 | 162.64 | 2,534.51 | 2,534.51 | 30,414.12 |
| 3 | 167.22 | 167.22 | 2,605.92 | 2,605.92 | 31,271.04 |
| 4 | 169.45 | 169.45 | 2,640.63 | 2,640.63 | 31,687.56 |
| 5 | 172.27 | 172.27 | 2,684.60 | 2,684.60 | 32,215.20 |
| 6 | 175.15 | 175.15 | 2,729.40 | 2,729.40 | 32,752.80 |
| 7 | 177.43 | 177.43 | 2,764.94 | 2,764.94 | 33,179.28 |
| 8 | 179.73 | 179.73 | 2,800.81 | 2,800.81 | 33,609.72 |
| 9 | 182.17 | 182.17 | 2,838.83 | 2,838.83 | 34,065.96 |
| 10 | 184.61 | 184.61 | 2,876.85 | 2,876.85 | 34,522.20 |
| 11-15 | 187.05 | 187.05 | 2,914.87 | 2,914.87 | 34,978.44 |
| 16-20 | 189.49 | 189.49 | 2,952.89 | 2,952.89 | 35,434.68 |

***TRANSLATOR/INTERPRETER/TRANSLITERATOR*** *(continued)*

###### EXPERT

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **SEPT** | **DAILY**  **OCT-AUG** | **MONTHLY**  **SEPT** | **MONTHLY**  **OCT-AUG** | **2017-2018**  **CONTRACT** |
| 0 | 169.40 | 169.40 | 2,639.80 | 2,639.80 | 31,677.60 |
| 1 | 172.27 | 172.27 | 2,684.60 | 2,684.60 | 32,215.20 |
| 2 | 175.18 | 175.18 | 2,729.89 | 2,729.89 | 32,758.68 |
| 3 | 178.09 | 178.09 | 2,775.19 | 2,775.19 | 33,302.28 |
| 4 | 180.97 | 180.97 | 2,820.16 | 2,820.16 | 33,841.92 |
| 5 | 183.88 | 183.88 | 2,865.45 | 2,865.45 | 34,385.40 |
| 6 | 186.76 | 186.76 | 2,910.41 | 2,910.41 | 34,924.92 |
| 7 | 189.06 | 189.06 | 2,946.12 | 2,946.12 | 35,353.44 |
| 8 | 191.36 | 191.36 | 2,981.99 | 2,981.99 | 35,783.88 |
| 9 | 193.80 | 193.80 | 3,020.01 | 3,020.01 | 36,240.13 |
| 10 | 196.24 | 196.24 | 3,058.03 | 3,058.03 | 36,696.39 |
| 11-15 | 198.68 | 198.68 | 3,096.05 | 3,096.05 | 37,152.64 |
| 16-20 | 201.12 | 201.12 | 3,134.07 | 3,134.07 | 37,608.89 |

*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.

***COMPUTER TECHNICIAN (12 month)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **DAILY**  **JULY-SEPT** | **DAILY**  **OCT-JUNE** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2016-2017**  **CONTRACT** |
| 0 | 168.25 | 168.25 | 3,435.09 | 3,435.09 | 41,221.08 |
| 1 | 169.77 | 169.77 | 3,466.14 | 3,466.14 | 41,593.68 |
| 2 | 171.30 | 171.30 | 3,497.43 | 3,497.43 | 41,969.16 |
| 3 | 172.84 | 172.84 | 3,528.72 | 3,528.72 | 42,344.64 |
| 4 | 174.37 | 174.37 | 3,560.00 | 3,560.00 | 42,720.00 |
| 5 | 175.89 | 175.89 | 3,591.05 | 3,591.05 | 43,092.60 |
| 6 | 177.42 | 177.42 | 3,622.33 | 3,622.33 | 43,467.96 |
| 7 | 178.95 | 178.95 | 3,653.61 | 3,653.61 | 43,843.32 |
| 8 | 180.49 | 180.49 | 3,684.91 | 3,684.91 | 44,218.92 |
| 9 | 182.02 | 182.02 | 3,716.19 | 3,716.19 | 44,594.28 |
| 10 | 183.39 | 183.39 | 3,744.30 | 3,744.30 | 44,931.60 |
| 11-15 | 184.77 | 184.77 | 3,772.41 | 3,772.41 | 45,268.92 |
| 16-20 | 186.15 | 186.15 | 3,800.52 | 3,800.52 | 45,606.24 |

***NETWORK OPERATIONS MANAGER (12 month)***

**BACHELOR’S DEGREE**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| 0 | 4,494.77 | 4,672.78 | 55,539.33 |
| 1 | 4,705.42 | 4,839.78 | 57,674.28 |
| 2 | 4,912.25 | 4,923.28 | 59,046.27 |
| 3 | 4,989.57 | 5,006.78 | 60,029.73 |
| 4 | 5,090.28 | 5,090.28 | 61,083.36 |
| 5 | 5,173.01 | 5,173.78 | 62,083.05 |
| 6 | 5,238.42 | 5,257.28 | 63,030.78 |
| 7 | 5,304.04 | 5,340.78 | 63,979.14 |
| 8 | 5,359.28 | 5,424.28 | 64,896.36 |
| 9 | 5,405.84 | 5,507.78 | 65,787.54 |
| 10 | 5,496.95 | 5,591.28 | 66,812.36 |
| 11-15 | 5,588.05 | 5,674.78 | 67,837.18 |
| 16-20 | 5,679.16 | 5,758.28 | 68,862.00 |

**MASTER’S DEGREE**

|  |  |  |  |
| --- | --- | --- | --- |
| **STEP/ANNIVERSARY** | **MONTHLY**  **JULY-SEPT** | **MONTHLY**  **OCT-JUNE** | **2017-2018 CONTRACT** |
| 0 | 5,122.63 | 5,334.67 | 63,379.92 |
| 1 | 5,396.09 | 5,534.67 | 66,000.30 |
| 2 | 5,627.84 | 5,634.67 | 67,595.55 |
| 3 | 5,712.95 | 5,734.67 | 68,750.88 |
| 4 | 5,834.67 | 5,834.67 | 70,016.04 |
| 5 | 5,933.86 | 5,934.67 | 71,213.61 |
| 6 | 6,009.02 | 6,034.67 | 72,339.09 |
| 7 | 6,084.81 | 6,134.67 | 73,466.46 |
| 8 | 6,146.55 | 6,234.67 | 74,551.68 |
| 9 | 6,195.27 | 6,334.67 | 75,597.84 |
| 10 | 6,302.53 | 6,434.67 | 76,819.63 |
| 11-15 | 6,409.80 | 6,534.67 | 78,041.42 |
| 16-20 | 6,517.06 | 6,634.67 | 79,263.22 |

***SUBSTITUTE AND PART-TIME EMPLOYMENT***

***SUBSTITUTE EMPLOYMENT***

|  |  |  |  |
| --- | --- | --- | --- |
| TEACHING PERSONNEL | | SUPPORT PERSONNEL | |
| ***CLASSIFICATION*** | ***DAILY RATE*** | ***CLASSIFICATION*** | ***DAILY RATE*** |
| 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 \*\* | $58.00 |
| \*Extended Degree Substitute | ***See Note Below*** | 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 | In-School Intervention Monitor – 4 Year Degree Substitute\* | $65.00 |
| In-School Intervention Monitor – Non-Degree Substitute\* | $60.00 |
| Retired Tuscaloosa County School System Classified Employee Non-Degree Substitute | $65.00 | Bus Para-Educator | $40.00 |
| Retired Tuscaloosa County School System Classified Employee 4 year Degree Substitute | $70.00 | LPN \*\*\* | $15.00 per hour |
| Para-Educator (Clerical/PE/Special) | $50.75 |
| School Secretary/Bookkeeper | $50.75 |
| Tutors | $10.00 per hour |

♦For Certified Teacher and In-School Intervention Monitor Extended Vacancies – Upon recommendation of the principal, a substitute who holds a valid Alabama Teacher’s Certificate or has completed requirements for a teacher’s certificate or holds a teacher’s certificate from another state or has a bachelor’s degree in a related field will be paid $150.00 per day - regardless of rank, certification type, or experience – beginning with the 21st day of continuous substituting and continuing as long as the person is substituting for the same certified teacher/ISI Monitor. The higher rate will be retroactive to the 1st day of the extended vacancy. Degreed substitute teachers who substitute more than 60 school days for the same certified teacher/ISI Monitor will receive $205.00 per day beginning on the 61st school day, but this higher rate will not be retroactive.

Retroactive pay to equal $65.00 per day for Extended Non-Degree Substitutes will be given for continuous long-term employment to a substitute teacher working for an individual teacher or In-School Intervention Monitor for an extended period (at least 20 consecutive school days). It is recommended that a certified/degreed substitute be used for extended period substitution.

♦Substitutes may only work 3.5 days per week (with the exception of extended substitutes). Subtitutes receive no benefits and do not accrue leave.

♦\*\*CNP substitutes work 5 hours per day. 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.

***EXTENDED DAY PERSONNEL***

|  |  |  |
| --- | --- | --- |
| ***POSITION*** | ***JOB DESCRIPTION*** | ***HOURLY RATE*** |
| Director | Certified teacher at local school and selected by school principal | $18.00 per hour |
| Teacher | Certified teacher at local school and selected by school principal and program director | $14.00 per hour |
| Teaching Assistant | Extended Day personnel other than a certified teacher | $8.50 per hour |
| Enrichment Instructor | Special activity instructor (e.g. art, music, dance, etc.) | $15.00 per hour |
| Bookkeeper | Financial bookkeeping and filing for programs with over 50 students enrolled. | $15.00 per hour |
| Nurse Supervisor | Licensed registered nurse supervising up to 5 licensed LPNs. | $5.00 per hour |
| Registered Nurse | Licensed registered nurse to provide direct nursing services to students. | $18.00 per hour |
| LPN | Licensed registered nurse to provide direct nursing services to students. | $15.00 per hour |

A school may request an increase in the above rate of pay for approval by the Extended Day Coordinator and System Director, based upon an individual’s experience and specialized needs of the local school program.

***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.

|  |  |  |
| --- | --- | --- |
| ***Supplemental Position*** | ***Supplement*** | ***Extended Days*** |
| **Athletic Director** | | |
| High School |  |  |
| 5A-7A (TCHS, HCHS, BWHS) | 3000 |  |
| 1A-4A (SVHS, NSHS, HHS) | 2750 |  |
| 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 |
| Freshman/JV Head Coach | 1000 |  |
| 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 |
| 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 |  |
| ***Supplemental Position*** | ***Supplement*** | ***Extended Days*** |
| **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 |  |
| Assistant Coach | 1000 |  |
| Cross Country Boys/Girls Combined\* | 1500 |  |
| Cross Country Boys | 1150 |  |
| Cross Country Girls | 1150 |  |
| Indoor Track Boys/Girls | 1000 |  |
| Middle School Track | 1000 |  |
| Middle School Cross Country Boys/Girls | 1000 |  |
| **Tennis** | | |
| Head Varsity Boys | 1500 |  |
| Head Varsity Girls | 1500 |  |
| Head Varsity Boys/Girls Combined\* | 2000 |  |
| 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 |  |
| *\*A combined supplement is appropriate If boys/girls compete in same competitions and have same practice time. If boys/girls teams do not share competitions/practice time, a coach may receive both supplements.* | | |

|  |  |  |  |
| --- | --- | --- | --- |
| ***Supplemental Position*** | ***Supplement*** | ***Ext Days*** | ***Other Requirements*** |
| **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: Expected to attend at least one marching band competition or exhibition (or assist as middle school director) and Music Performance Assessment. A majority of students expected to audition for All-State Band and/or participate in Solo and Ensemble. At least two concerts required. Performance expectations to receive supplement will be based upon local school principal approval. |
| 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 2nd school supplement (without extended days) upon recommendation of the principal. |
| **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 performances at selected home football and basketball games required. |
| **Fine Arts** | | | |
| High School Choral | 1500 |  | If a Director splits between two schools, he/she may receive the 2nd school supplement upon recommendation of the principal.  Choir: All-State Choral student audition/participation and Choral Performance Assessment expected. Additional performance expectations to receive supplement will be based upon local school principal approval.  Theater: Requires at least one substantial major drama/musical theater production, one smaller scale drama/theater production.Student audition/participation in district/State Traumbauer festival expected. |
| Middle School Choral | 720 |  |
| High School Drama/Musical Theater | 2500 |  |
| **Academic and Enrichment Supplements** | | | |
| High School Scholar’s Bowl | 720 |  | Scholar’s Bowl: Requires practice and participation in at least two Scholar’s Bowl tournaments  Math Team: Requires practice and participation in at least two Math Team tournaments  Debate Team: Requires practice and participation in at least two Debate Team tournaments  Enrichment Supplements: Based upon a school’s individual needs. Written justification requested by school principal required. |
| High School Math Team | 720 |  |
| High School Debate | 720 |  |
| High School Enrichment | 720 |  |
| Middle School Scholar’s Bowl | 680 |  |
| Middle School Math Team | 680 |  |
| Middle School Debate | 680 |  |
| Middle School Enrichment | 680 |  |
| Elementary Enrichment | 360 |  |
| **Additional Supplements** |  |  |  |
| Fishing Club | 1000 |  |  |
| High School Yearbook | 720 |  |  |
| Middle School Yearbook | 680 |  |  |
| Elementary School Yearbook | 360 |  |  |
| INOW | 3000 |  |  |
| Inventory Specialist | 600 |  |  |
| PST Chair | 720 |  |  |
| 504 Chair | 720 |  |  |
| After School Detention | $15/Hr |  |  |
| Bus Monitor | TBD/Run |  | $20 per run for routes one hour or less  $25 per run for routes over one hour |
| Substitute Specialist | 5000 |  |  |
| TCSS Sick Leave Bank Chair | 720 |  |  |
| Itinerant RN Supervisors | 2000 |  |  |

***SUPPLEMENTS*** (*continued*)

*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 may receive more than one extended contract provided that the extended days (seasons) do not overlap. For example, a head football coach (30 days) could not receive another extended day contract for coaching another sport. However, an assistant football coach (10 days) could receive an extended contract as the head baseball coach (10 days). 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).

|  |  |  |  |
| --- | --- | --- | --- |
| *SPORT SEASONS* | | | |
| **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)***

\*To receive the grass cutting supplement, the employee must maintain the actual field as well as the surrounding perimeter (e.g., a reasonable area outside of fence as determined by the school principal).

**POSITION SCHOOL/SPORT ANNUALLY**

***Grass Cutting TCHS***

## 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 550.00

8,650.00

***HILLCREST HIGH***

Football 3,500.00

Practice – Football 550.00

Baseball 1,750.00

Softball 1,200.00

Practice – Band 550.00

7,550.00

***BROOKWOOD HIGH***

Football 3,500.00

Baseball 1,750.00

Softball 1,200.00

Practice – Band 550.00

Practice – Football 550.00

7,550.00

***HOLT HIGH***

Football 3,500.00

Baseball 1,750.00

Softball 1,200.00

6,450.00

***NORTHSIDE HIGH***

Football 3,500.00

Practice – Football 550.00

Baseball 1,750.00

Softball 1,200.00

Softball 1,200.00

8,200.00

***SIPSEY VALLEY HIGH***

Football 3,500.00

Baseball 1,750.00

Softball 1,200.00

6,450.00

***SUPPLEMENTS*** *(continued)*

**POSITION SCHOOL/SPORT ANNUALLY**

***Grass Cutting*** ***BROOKWOOD MIDDLE***

Baseball 1,000.00

Softball 700.00

1,700.00

***COLLINS-RIVERSIDE MIDDLE***

Football 1,800.00

Baseball 1,000.00

Softball 700.00

Practice – Softball 550.00

Practice – Football 550.00

4,050.00

***DAVIS-EMERSON MIDDLE***

Practice 550.00

***DUNCANVILLE MIDDLE***

Baseball 1,000.00

Softball 700.00

Practice – Football 550.00

3,350.00

***ECHOLS MIDDLE***

Football (stadium) 3,500.00

Baseball 1,750.00

## Softball 700.00

Practice 550.00

6,500.00

***HILLCREST MIDDLE***

Softball 700.00

Practice - Football 550.00

Practice - Softball 550.00

1,800.00

***NORTHSIDE MIDDLE***

## Softball 700.00

Practice 550.00

1,250.00

***SIPSEY VALLEY MIDDLE***

Practice – Baseball/Softball 550.00

Practice – Band/Football 550.00

Practice – Utility/General Practice 550.00

Cross County Track 550.00

2,200.00