



MOUNTAIN BROOK  
**SCHOOLS**  
*effective | challenging | engaging*

**2019-2020**

# **SALARY SCHEDULE**

**(Effective July 1, 2019 with employees' contract year)**

**Board Approved: June 26, 2019**

## TABLE OF CONTENTS

Introduction.....	3
CERTIFICATED EMPLOYEES.....	5
189 Day Certificated Employees.....	6
202 Day Certificated Employees.....	7
222 Day Certificated Employees.....	8
240 Day Certificated Employees.....	9
Nurses.....	10
CLASSIFIED EMPLOYEES.....	11
Aides.....	12
Child Nutrition Employees.....	13
Custodial Employees.....	15
Extended Day Employees.....	16
Finance Employees.....	17
Maintenance Employees.....	19
Secretarial Employees.....	21
Special Education Employees.....	22
Technology Employees.....	23
Transportation Employees.....	24
SALARY SUPPLEMENTS.....	25

## INTRODUCTION

The 2019-2020 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified employees include all support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Certificated employees will be paid on the highest degree recognized by the Alabama State Department of Education. Years of experience are categorized as "Steps" on this schedule. For example, step five indicates four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her Principal/Director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information regarding compensation to the Personnel Department.** Any revisions to the 2019-2020 Salary Schedule that are made during the year will be posted on the district's website ([www.mtnbrook.k12.al.us](http://www.mtnbrook.k12.al.us)).

### Contract Days

Nine Month Employees.....	145-190 days
Ten Month Employees.....	202 days
Eleven Month Employees.....	222 days
Twelve Month Employees.....	240 days

The base salary of full-time employees is paid in twelve equal monthly increments, regardless of the term of the appointment.

Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year.

Payroll periods for all employees are established according to a schedule developed by the Finance Department. The schedule for those payroll periods is available on the web site ([www.mtnbrook.k12.al.us](http://www.mtnbrook.k12.al.us)) under Departments/Finance/Employee Resources. Payroll checks are issued on the last business day of the month. Direct Deposit of payroll checks is mandatory for all new employees.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member's contribution rate is set by law at 7.5% of earned compensation for employees hired prior to January 1, 2013, or with prior service credit with the Retirement Systems of Alabama. The member's contribution rate for employees hired after January 1, 2013, is set by law at 6.0%.

Other mandatory withholdings include Social Security, currently 6.2% and Medicare, currently 1.45%. Federal and State taxes are also mandatory, unless the employee meets criteria to claim an exempt status.

New employees begin employment under the guidelines of the current Salary Schedule. The salaries of specific employees may be grandfathered from previous salary schedules. A change in employment status may require a reevaluation of salary placement.

Work schedules for Central Office Personnel, Maintenance, and Transportation are assigned by their supervisor. Departments in the Central Office Building should be staffed until 4:30 p.m during the school year and until 4:00 p.m. during summer hours. Upon separate Board approval, twelve month employees may be allowed to work the required number of weekly hours over four days as opposed to five.

# **CERTIFICATED PERSONNEL**

**(Teacher, Reading Coach, Counselor, Math Coach, Psychometrist,  
Speech Language Pathologist, Assistant Principal, Librarian)**

**Certificated Employees  
189 DAYS**

<b>Years of Experience</b>	<b>Step</b>	<b>Bachelor</b>	<b>Bachelor + 12 hrs</b>	<b>Bachelor + 24 hrs</b>	<b>Master</b>	<b>Master + 12 hrs</b>	<b>Master + 24 hrs</b>	<b>AA</b>	<b>Doctorate</b>
0	1	41,310	41,418	41,777	47,507	47,673	47,841	51,222	54,940
1	2	41,549	41,705	42,286	47,667	47,832	47,901	51,860	55,579
2	3	41,796	42,379	43,015	47,806	48,232	48,661	52,498	56,217
3	4	46,539	47,155	47,772	53,225	53,641	54,056	56,951	60,431
4	5	46,979	47,592	48,211	53,664	54,075	54,499	57,389	60,709
5	6	47,413	48,028	48,656	54,109	54,519	54,935	57,823	60,984
6	7	49,723	50,359	50,996	56,606	57,035	57,461	60,443	63,079
7	8	50,624	51,262	51,895	57,509	57,933	58,361	61,341	63,655
8	9	51,524	52,161	52,794	58,414	58,840	59,259	62,251	64,234
9	10	52,427	53,064	53,695	59,311	59,740	60,160	63,148	64,812
10	11	53,327	53,964	54,602	60,216	60,634	61,062	64,040	65,704
11	12	54,222	54,859	55,505	61,115	61,535	61,963	64,941	66,602
12	13	55,388	56,026	56,672	62,306	62,740	63,161	66,159	67,828
13	14	56,297	56,934	57,572	63,213	63,648	64,073	67,070	68,739
14	15	57,195	57,838	58,472	64,116	64,548	64,973	67,970	69,642
15	16	58,658	59,311	59,954	65,652	66,084	66,511	69,538	71,223
16	17	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
17	18	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
18	19	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
19	20	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
20	21	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
21	22	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
22	23	59,567	60,221	60,869	66,561	66,996	67,426	70,444	72,135
23	24	60,171	60,828	61,473	67,165	67,601	68,031	71,049	72,740
24	25	60,171	60,828	61,473	67,165	67,601	68,031	71,049	72,740
25	26	60,171	60,828	61,473	67,165	67,601	68,031	71,049	72,740
26+	27+	60,777	61,432	62,079	67,771	68,206	68,636	71,653	73,344

**Certificated Employees  
202 DAYS**

<b>Years of Experience</b>	<b>Step</b>	<b>Bachelor</b>	<b>Bachelor + 12 hrs</b>	<b>Bachelor + 24 hrs</b>	<b>Master</b>	<b>Master + 12 hrs</b>	<b>Master + 24 hrs</b>	<b>AA</b>	<b>Doctorate</b>
0	1	44,150	44,266	44,649	50,775	50,951	51,131	54,746	58,720
1	2	44,407	44,573	45,195	50,945	51,123	51,198	55,429	59,405
2	3	44,672	45,293	45,973	51,093	51,551	52,008	56,110	60,087
3	4	49,741	50,396	51,058	56,888	57,329	57,777	60,869	64,590
4	5	50,211	50,867	51,527	57,353	57,796	58,248	61,337	64,886
5	6	50,670	51,332	52,002	57,831	58,267	58,712	61,800	65,180
6	7	53,144	53,822	54,504	60,500	60,955	61,413	64,601	67,416
7	8	54,105	54,787	55,465	61,466	61,916	62,374	65,561	68,035
8	9	55,067	55,749	56,424	62,431	62,887	63,335	66,533	68,651
9	10	56,033	56,713	57,391	63,391	63,850	64,297	67,494	69,267
10	11	56,994	57,676	58,358	64,356	64,804	65,259	68,446	70,225
11	12	57,952	58,632	59,321	65,319	65,765	66,223	69,404	71,182
12	13	59,200	59,878	60,569	66,593	67,053	67,506	70,710	72,494
13	14	60,168	60,848	61,534	67,562	68,024	68,480	71,682	73,466
14	15	61,127	61,814	62,496	68,526	68,987	69,442	72,647	74,431
15	16	62,691	63,390	64,079	70,167	70,631	71,086	74,319	76,123
16	17	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
17	18	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
18	19	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
19	20	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
20	21	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
21	22	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
22	23	63,664	64,362	65,055	71,139	71,602	72,063	75,290	77,096
23	24	64,310	65,011	65,703	71,786	72,251	72,708	75,937	77,743
24	25	64,310	65,011	65,703	71,786	72,251	72,708	75,937	77,743
25	26	64,310	65,011	65,703	71,786	72,251	72,708	75,937	77,743
26+	27+	64,957	65,656	66,348	72,432	72,897	73,356	76,582	78,388

**Certificated Employees  
222 DAYS**

<b>Years of Experience</b>	<b>Step</b>	<b>Bachelor</b>	<b>Bachelor + 12 hrs</b>	<b>Bachelor + 24 hrs</b>	<b>Master</b>	<b>Master + 12 hrs</b>	<b>Master + 24 hrs</b>	<b>AA</b>	<b>Doctorate</b>
0	1	48,522	48,650	49,069	55,801	55,996	56,195	60,166	64,532
1	2	48,806	48,986	49,669	55,989	56,182	56,267	60,915	65,286
2	3	49,093	49,778	50,527	56,153	56,655	57,156	61,667	66,036
3	4	54,662	55,387	56,113	62,522	63,006	63,495	66,895	70,985
4	5	55,181	55,904	56,630	63,032	63,519	64,015	67,409	71,308
5	6	55,688	56,414	57,149	63,558	64,039	64,525	67,919	71,630
6	7	58,406	59,150	59,900	66,490	66,993	67,495	70,998	74,091
7	8	59,461	60,211	60,955	67,549	68,047	68,550	72,051	74,771
8	9	60,519	61,271	62,012	68,610	69,113	69,604	73,120	75,448
9	10	61,583	62,328	63,073	69,670	70,173	70,664	74,175	76,127
10	11	62,638	63,387	64,133	70,729	71,220	71,720	75,221	77,174
11	12	63,690	64,438	65,196	71,786	72,277	72,781	76,277	78,232
12	13	65,061	65,807	66,567	73,185	73,691	74,189	77,710	79,672
13	14	66,126	66,874	67,625	74,248	74,759	75,260	78,779	80,740
14	15	67,182	67,935	68,681	75,314	75,818	76,319	79,839	81,800
15	16	68,900	69,668	70,425	77,114	77,624	78,126	81,680	83,659
16	17	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
17	18	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
18	19	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
19	20	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
20	21	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
21	22	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
22	23	69,967	70,736	71,497	78,183	78,695	79,199	82,741	84,730
23	24	70,678	71,447	72,206	78,891	79,404	79,908	83,455	85,441
24	25	70,678	71,447	72,206	78,891	79,404	79,908	83,455	85,441
25	26	70,678	71,447	72,206	78,891	79,404	79,908	83,455	85,441
26+	27+	71,389	72,157	72,918	79,604	80,115	80,620	84,166	86,150



**Certificated Employees  
240 DAYS**

<b>Years of Experience</b>	<b>Step</b>	<b>Bachelor</b>	<b>Bachelor + 12 hrs</b>	<b>Bachelor + 24 hrs</b>	<b>Master</b>	<b>Master + 12 hrs</b>	<b>Master + 24 hrs</b>	<b>AA</b>	<b>Doctorate</b>
0	1	52,457	52,595	53,049	60,327	60,535	60,752	65,044	69,765
1	2	52,760	52,960	53,694	60,530	60,737	60,831	65,855	70,576
2	3	53,077	53,815	54,623	60,706	61,249	61,791	66,665	71,391
3	4	59,096	59,878	60,664	67,590	68,116	68,644	72,318	76,741
4	5	59,654	60,439	61,222	68,144	68,667	69,207	72,874	77,090
5	6	60,204	60,988	61,784	68,709	69,230	69,758	73,426	77,439
6	7	63,143	63,948	64,758	71,884	72,422	72,967	76,754	80,099
7	8	64,283	65,094	65,896	73,028	73,563	74,108	77,893	80,831
8	9	65,426	66,238	67,038	74,174	74,719	75,252	79,049	81,566
9	10	66,572	67,381	68,188	75,316	75,862	76,395	80,189	82,300
10	11	67,718	68,525	69,335	76,463	76,995	77,537	81,321	83,435
11	12	68,853	69,663	70,482	77,606	78,136	78,684	82,461	84,573
12	13	70,336	71,143	71,963	79,119	79,670	80,206	84,010	86,132
13	14	71,485	72,299	73,108	80,268	80,822	81,362	85,166	87,287
14	15	72,628	73,442	74,250	81,420	81,966	82,505	86,313	88,433
15	16	74,485	75,315	76,132	83,366	83,919	84,458	88,301	90,440
16	17	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
17	18	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
18	19	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
19	20	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
20	21	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
21	22	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
22	23	75,640	76,471	77,295	84,523	85,075	85,619	89,456	91,599
23	24	76,408	77,240	78,063	85,288	85,842	86,389	90,222	92,369
24	25	76,408	77,240	78,063	85,288	85,842	86,389	90,222	92,369
25	26	76,408	77,240	78,063	85,288	85,842	86,389	90,222	92,369
26+	27+	77,177	78,008	78,830	86,058	86,611	87,156	90,990	93,135

**NURSES**  
**189 DAYS**

<b>Years of Experience</b>	<b>Step</b>	<b>Non-Exempt LPN</b>	<b>RN / Bachelor</b>	<b>RN / Master</b>	<b>Doctorate</b>	<b>Head Nurse</b>
0	1	21,714	41,984	47,507	53,032	47,507
1	2	21,714	41,984	47,507	53,032	47,667
2	3	23,865	46,178	52,248	58,318	52,408
3	4	23,865	46,178	52,248	58,318	53,225
4	5	23,865	46,178	52,248	58,318	53,664
5	6	24,892	48,201	54,541	60,881	55,956
6	7	24,892	48,201	54,541	60,881	56,606
7	8	24,892	48,201	54,541	60,881	57,509
8	9	25,214	48,847	55,272	61,698	58,414
9	10	25,214	48,847	55,272	61,698	59,311
10	11	25,214	48,847	55,272	61,698	60,216
11	12	25,669	49,735	56,274	62,813	61,115
12	13	25,669	49,735	56,274	62,813	62,306
13	14	25,669	49,735	56,274	62,813	63,213
14	15	26,232	50,868	57,561	64,253	64,116
15	16	26,232	50,868	57,561	64,253	65,652
16	17	26,232	50,868	57,561	64,253	66,561
17	18	26,549	51,525	58,302	65,080	66,561
18	19	26,549	51,525	58,302	65,080	66,561
19	20	26,549	51,525	58,302	65,080	66,561
20	21	26,866	52,184	59,050	65,916	66,561
21	22	26,866	52,184	59,050	65,916	66,561
22	23	26,866	52,184	59,050	65,916	66,561
23	24	27,436	52,804	59,661	66,517	67,165
24	25	27,436	52,804	59,661	66,517	67,165
25	26	27,436	52,804	59,661	66,517	67,165
26+	27+	28,009	53,428	60,273	67,117	67,771

Nurse Substitute Rate of Pay: \$25.00/hour

Nurse (High Acuity) Substitute: \$32.00/hour

# **CLASSIFIED PERSONNEL**

<b>AIDE</b>			
<b>184 DAYS - 7.5 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	20,431	14.81
1	2	20,431	14.81
2	3	20,431	14.81
3	4	20,431	14.81
4	5	21,646	15.69
5	6	21,646	15.69
6	7	21,646	15.69
7	8	21,646	15.69
8	9	21,646	15.69
9	10	21,646	15.69
10	11	22,865	16.57
11	12	22,865	16.57
12	13	22,865	16.57
13	14	22,865	16.57
14	15	22,865	16.57
15	16	22,865	16.57
16	17	22,865	16.57
17	18	22,865	16.57
18	19	22,865	16.57
19+	20+	22,865	16.57

<b>AIDE</b>			
<b>184 DAYS - 5.5 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	14,978	14.80
1	2	14,978	14.80
2	3	14,978	14.80
3	4	14,978	14.80
4	5	15,876	15.69
5	6	15,876	15.69
6	7	15,876	15.69
7	8	15,876	15.69
8	9	15,876	15.69
9	10	15,876	15.69
10	11	16,773	16.57
11	12	16,773	16.57
12	13	16,773	16.57
13	14	16,773	16.57
14	15	16,773	16.57
15	16	16,773	16.57
16	17	16,773	16.57
17	18	16,773	16.57
18	19	16,773	16.57
19+	20+	16,773	16.57

<b>PRESCHOOL AIDE</b>			
<b>145 DAYS - 5.5 HRS PER DAY</b>			
<i>This level of compensation is applicable to employees grandfathered into this position.</i>			
<i>There will be no new appointments for this position.</i>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	11,807	14.81
1	2	11,807	14.81
2	3	11,807	14.81
3	4	11,807	14.81
4	5	12,508	15.68
5	6	12,508	15.68
6	7	12,508	15.68
7	8	12,508	15.68
8	9	12,508	15.68
9	10	12,508	15.68
10	11	13,215	16.57
11	12	13,215	16.57
12	13	13,215	16.57
13	14	13,215	16.57
14	15	13,215	16.57
15	16	13,215	16.57
16	17	13,215	16.57
17	18	13,215	16.57
18	19	13,215	16.57
19+	20+	13,215	16.57

<b>SECONDARY CNP MANAGER</b>						
<b>182 DAYS - 8 HRS PER DAY</b>						
<b>Years of Experience</b>	<b>Step</b>	<b>No Degree</b>	<b>Hourly Rate</b>	<b>4 Year Related Degree</b>	<b>Hourly Rate</b>	<b>Annual Supplement</b>
0	1	27,048	18.58	28,629	19.66	1,500
1	2	27,684	19.01	29,262	20.10	1,500
2	3	28,315	19.45	29,898	20.53	1,500
3	4	28,947	19.88	30,530	20.97	1,500
4	5	29,580	20.32	31,162	21.40	1,500
5	6	30,212	20.75	31,795	21.84	1,500
6	7	30,844	21.18	32,426	22.27	1,500
7	8	31,478	21.62	33,061	22.71	1,500
8	9	32,110	22.05	33,693	23.14	1,500
9	10	32,742	22.49	34,324	23.57	1,500
10+	11+	33,375	22.92	34,956	24.01	1,500

<b>ELEMENTARY CNP MANAGER</b>					
<b>187 DAYS - 8 HRS PER DAY</b>					
<b>Years of Experience</b>	<b>Step</b>	<b>No Degree</b>	<b>Hourly Rate</b>	<b>4 Year Related Degree</b>	<b>Hourly Rate</b>
0	1	27,331	18.27	28,931	19.34
1	2	27,972	18.70	29,569	19.77
2	3	28,610	19.12	30,209	20.19
3	4	29,249	19.55	30,851	20.62
4	5	29,890	19.98	31,487	21.05
5	6	30,527	20.41	32,128	21.48
6	7	31,168	20.83	32,765	21.90
7	8	31,808	21.26	33,406	22.33
8	9	32,446	21.69	34,045	22.76
9	10	33,087	22.12	34,683	23.18
10+	11+	33,724	22.54	35,325	23.61

<b>CNP ASSISTANT MANAGER</b>			
<b>178 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	24,911	17.49
1	2	25,249	17.73
2	3	25,587	17.97
3	4	25,910	18.20
4	5	26,231	18.42
5	6	26,554	18.65
6	7	26,859	18.86
7	8	27,165	19.08
8	9	27,456	19.28
9+	10+	27,746	19.48

<b>SECONDARY CNP WORKER</b>			
<b>178 DAYS - 7 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	14,688	11.79
1	2	15,365	12.33
2	3	16,212	13.01
3	4	16,958	13.61
4	5	17,627	14.15
5	6	18,322	14.70
6	7	19,632	15.76
7	8	20,070	16.11
8	9	20,492	16.45
9+	10+	20,930	16.80

<b>ELEMENTARY CNP WORKER</b>			
<b>186 DAYS - 7 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	15,247	11.71
1	2	15,954	12.25
2	3	16,839	12.93
3	4	17,643	13.55
4	5	18,365	14.11
5	6	19,091	14.66
6	7	20,461	15.72
7	8	20,919	16.07
8	9	21,361	16.41
9+	10+	21,816	16.76

<b>CNP CASHIER</b>			
<b>174 DAYS - 7 HRS PER DAY</b>			
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	16,857	13.84
1	2	18,166	14.91
2	3	18,663	15.32
3	4	19,131	15.71
4	5	19,779	16.24
5	6	20,068	16.48
6	7	20,343	16.70
7	8	20,619	16.93
8	9	20,907	17.17
9+	10+	22,947	18.84

Child Nutrition Worker Substitute Hourly Rate of Pay: \$11.71/hour

Child Nutrition Managers Education Supplement:  
\$200 annually each year of related college coursework.

<b>CUSTODIAL STAFF</b>						
<b>240 DAYS - 8 HRS PER DAY</b>						
<i>Effective with Hire Date of 10/1/2008 or later</i>						
<b>Years of Experience</b>	<b>Step</b>	<b>Custodian</b>	<b>Hourly Rate</b>	<b>Head Custodian Elementary Annual Supplement</b>	<b>Head Custodian Secondary Annual Supplement</b>	<b>Assistant Head Custodian Secondary Annual Supplement</b>
0	1	20,109	10.47	10,000	15,000	10,000
1	2	20,897	10.88	10,000	15,000	10,000
2	3	21,681	11.29	10,000	15,000	10,000
3	4	22,471	11.70	10,000	15,000	10,000
4	5	23,258	12.11	10,000	15,000	10,000
5	6	24,046	12.52	10,000	15,000	10,000
6	7	24,831	12.93	10,000	15,000	10,000
7	8	25,632	13.35	10,000	15,000	10,000
8	9	26,461	13.78	10,000	15,000	10,000
9	10	27,289	14.21	10,000	15,000	10,000
10	11	28,109	14.64	10,000	15,000	10,000
11+	12+	28,937	15.07	10,000	15,000	10,000

<b>CUSTODIAL STAFF</b>					
<b>240 DAYS - 8 HRS PER DAY</b>					
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>					
<b>Years of Experience</b>	<b>Step</b>	<b>Head Custodian Elementary</b>	<b>Hourly Rate</b>	<b>Head Custodian Secondary</b>	<b>Hourly Rate</b>
0	1	33,676	17.54	39,131	20.38
1	2	34,263	17.85	39,717	20.69
2	3	34,848	18.15	40,304	20.99
3	4	35,436	18.46	40,889	21.30
4	5	36,021	18.76	41,474	21.60
5	6	36,606	19.07	42,060	21.91
6	7	37,191	19.37	42,644	22.21
7	8	37,776	19.68	43,232	22.52
8	9	38,364	19.98	43,817	22.82
9	10	38,947	20.28	44,401	23.13
10	11	39,532	20.59	44,988	23.43
11+	12+	40,120	20.90	45,576	23.74

Custodial Substitute Rate of Pay: \$10.47/hour

<b>EXTENDED DAY SCHOOL BASED MANAGER</b>			
<b>180 DAYS - 4 HRS PER DAY</b>			
<i>Effective with Hire Date of 1/13/2009 or later.</i>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	12,213	16.96
1	2	12,213	16.96
2	3	12,213	16.96
3	4	12,213	16.96
4	5	12,213	16.96
5	6	14,248	19.79
6	7	14,248	19.79
7	8	14,248	19.79
8	9	14,248	19.79
9	10	14,248	19.79
10	11	16,286	22.62
11+	12+	16,286	22.62

<b>PART TIME</b>		
<b>EXTENDED DAY WORKER</b>		
<b>Years of Experience</b>	<b>Step</b>	<b>Hourly Rate</b>
0	1	8.67
1	2	8.67
2	3	8.67
3	4	8.67
4	5	10.20
5	6	10.20
6	7	10.20
7	8	11.42
8	9	11.42
9	10	11.42
10	11	11.42
11	12	11.42
12+	13+	12.24



<b>ACCOUNTING SPECIALIST - EXEMPT</b>		
<b>240 DAYS - 8 HRS PER DAY</b>		
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>
0	1	68,980
1	2	69,744
2	3	70,509
3	4	71,274
4	5	72,037
5	6	72,802
6	7	73,565
7	8	74,331
8	9	75,094
9	10	75,860
10	11	76,624
11	12	77,388
12	13	78,153
13	14	78,917
14	15	79,682
15	16	80,447
16	17	81,210
17	18	81,975
18	19	82,738
19+	20+	83,504

<b>PAYROLL SPECIALIST</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	52,945	27.58
1	2	53,711	27.97
2	3	54,473	28.37
3	4	55,221	28.76
4	5	56,001	29.17
5	6	56,765	29.57
6	7	57,528	29.96
7	8	58,291	30.36
8	9	59,057	30.76
9	10	59,820	31.16
10	11	60,584	31.55
11	12	61,345	31.95
12	13	62,109	32.35
13	14	62,871	32.75
14	15	63,639	33.15
15	16	64,405	33.54
16	17	65,172	33.94
17	18	65,938	34.34
18	19	66,706	34.74
19+	20+	67,471	35.14

<b>CENTRAL OFFICE BOOKKEEPER</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	35,053	18.26
1	2	35,816	18.65
2	3	36,580	19.05
3	4	37,343	19.45
4	5	38,109	19.85
5	6	38,873	20.25
6	7	39,635	20.64
7	8	40,397	21.04
8	9	41,161	21.44
9	10	41,928	21.84
10	11	42,688	22.23
11	12	43,453	22.63
12	13	44,216	23.03
13	14	44,981	23.43
14	15	45,741	23.82
15	16	46,508	24.22
16	17	47,269	24.62
17	18	48,033	25.02
18	19	48,796	25.41
19+	20+	49,561	25.81

<b>SCHOOL BOOKKEEPER</b>				
<b>240 DAYS - 7.5 HRS PER DAY</b>				
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>	<b>HS Head Bookkeeper Annual Supplement</b>
0	1	31,150	17.31	5,000
1	2	31,856	17.70	5,000
2	3	32,569	18.09	5,000
3	4	33,282	18.49	5,000
4	5	33,996	18.89	5,000
5	6	34,700	19.28	10,000
6	7	35,412	19.67	10,000
7	8	36,121	20.07	10,000
8	9	36,833	20.46	10,000
9	10	37,544	20.86	10,000
10	11	38,252	21.25	15,000
11	12	38,963	21.65	15,000
12	13	39,672	22.04	15,000
13	14	40,383	22.44	15,000
14	15	41,095	22.83	15,000
15	16	41,095	22.83	15,000
16	17	41,095	22.83	15,000
17	18	41,095	22.83	15,000
18	19	41,095	22.83	15,000
19+	20+	41,095	22.83	15,000

<b>SCHOOL BOOKKEEPER</b>			
<b>202 DAYS - 7.5 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	25,830	17.05
1	2	26,418	17.44
2	3	27,006	17.83
3	4	27,594	18.21
4	5	28,190	18.61
5	6	28,774	18.99
6	7	29,363	19.38
7	8	29,956	19.77
8	9	30,543	20.16
9	10	31,130	20.55
10	11	31,720	20.94
11	12	32,311	21.33
12	13	32,899	21.72
13	14	33,487	22.10
14	15	34,076	22.49
15	16	34,076	22.49
16	17	34,076	22.49
17	18	34,076	22.49
18	19	34,076	22.49
19+	20+	34,076	22.49

<b>MAINTENANCE SUPERVISOR EXEMPT</b>		
<b>240 DAYS - 8 HRS PER DAY</b>		
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>
0	1	68,980
1	2	70,393
2	3	71,807
3	4	73,220
4	5	74,634
5	6	76,047
6	7	77,461
7	8	78,875
8	9	80,288
9	10	81,701
10	11	83,115
11+	12+	84,528

<b>MASTER TECHNICIAN</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	46,673	24.31
1	2	48,216	25.11
2	3	49,757	25.92
3	4	51,293	26.72
4	5	52,834	27.52
5	6	54,375	28.32
6	7	55,915	29.12
7	8	57,455	29.92
8	9	58,993	30.73
9	10	60,535	31.53
10	11	62,076	32.33
11+	12+	63,615	33.13

<b>MAINTENANCE CRAFTSMAN</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	40,069	20.87
1	2	41,306	21.51
2	3	42,544	22.16
3	4	43,785	22.80
4	5	45,023	23.45
5	6	46,262	24.09
6	7	47,501	24.74
7	8	48,741	25.39
8	9	49,979	26.03
9	10	51,219	26.68
10	11	52,460	27.32
11+	12+	53,695	27.97

<b>MAINTENANCE TECHNICIAN/ EQUIPMENT MANAGER</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	34,282	17.86
1	2	35,300	18.39
2	3	36,313	18.91
3	4	37,326	19.44
4	5	38,340	19.97
5	6	39,356	20.50
6	7	40,372	21.03
7	8	41,386	21.56
8	9	42,399	22.08
9	10	43,418	22.61
10	11	44,429	23.14
11+	12+	45,444	23.67

<b>APPRENTICE JOURNEYMAN</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	27,675	14.41
1	2	28,690	14.94
2	3	29,702	15.47
3	4	30,718	16.00
4	5	31,732	16.53
5	6	32,745	17.05
6	7	33,760	17.58
7	8	34,777	18.11
8	9	35,791	18.64
9	10	36,806	19.17
10	11	37,821	19.70
11+	12+	38,835	20.23

<b>CENTRAL OFFICE SECRETARY</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	35,053	18.26
1	2	35,816	18.65
2	3	36,580	19.05
3	4	37,343	19.45
4	5	38,109	19.85
5	6	38,873	20.25
6	7	39,635	20.64
7	8	40,397	21.04
8	9	41,161	21.44
9	10	41,928	21.84
10	11	42,688	22.23
11	12	43,453	22.63
12	13	44,216	23.03
13	14	44,981	23.43
14	15	45,741	23.82
15	16	46,508	24.22
16	17	47,269	24.62
17	18	48,033	25.02
18	19	48,796	25.41
19+	20+	49,561	25.81

<b>SCHOOL SECRETARY</b>			
<b>240 DAYS - 7.5 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	31,150	17.31
1	2	31,856	17.70
2	3	32,569	18.09
3	4	33,282	18.49
4	5	33,996	18.89
5	6	34,700	19.28
6	7	35,412	19.67
7	8	36,121	20.07
8	9	36,833	20.46
9	10	37,544	20.86
10	11	38,252	21.25
11	12	38,963	21.65
12	13	39,672	22.04
13	14	40,383	22.44
14	15	41,095	22.83
15	16	41,095	22.83
16	17	41,095	22.83
17	18	41,095	22.83
18	19	41,095	22.83
19+	20+	41,095	22.83

<b>SCHOOL SECRETARY</b>			
<b>202 DAYS - 7.5 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	25,830	17.05
1	2	26,418	17.44
2	3	27,006	17.83
3	4	27,594	18.21
4	5	28,190	18.61
5	6	28,774	18.99
6	7	29,363	19.38
7	8	29,956	19.77
8	9	30,543	20.16
9	10	31,130	20.55
10	11	31,720	20.94
11	12	32,311	21.33
12	13	32,899	21.72
13	14	33,487	22.10
14	15	34,076	22.49
15	16	34,076	22.49
16	17	34,076	22.49
17	18	34,076	22.49
18	19	34,076	22.49
19+	20+	34,076	22.49

<b>TRANSITION COORDINATOR</b>		
<b>189 DAYS</b>		
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>
0	1	55,432
1	2	55,432
2	3	55,432
3	4	55,432
4	5	55,432
5	6	55,432
6	7	55,432
7	8	55,432
8	9	55,432
9	10	55,432
10	11	56,486
11	12	56,486
12	13	56,486
13	14	56,486
14	15	56,486
15	16	56,486
16	17	56,486
17	18	56,486
18	19	56,486
19+	20+	56,486

<b>ADAPTIVE PE</b>		
<b>189 DAYS</b>		
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>
0	1	27,716
1	2	27,716
2	3	27,716
3	4	27,716
4	5	27,716
5	6	27,716
6	7	27,716
7	8	27,716
8	9	27,716
9	10	27,716
10	11	28,242
11	12	28,242
12	13	28,242
13	14	28,242
14	15	28,242
15	16	28,242
16	17	28,242
17	18	28,242
18	19	28,242
19+	20+	28,242

<b>Network Administrator</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	52,542	27.37
1	2	53,815	28.03
2	3	55,742	29.03
3	4	57,412	29.90
4	5	59,138	30.80
5	6	60,911	31.72
6	7	62,738	32.68
7	8	64,621	33.66
8	9	66,558	34.67
9	10	68,557	35.71
10	11	70,613	36.78
11	12	72,730	37.88
12	13	74,913	39.02
13	14	77,161	40.19
14+	15+	79,475	41.39

<b>Data Specialist</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	52,457	27.32
1	2	52,760	27.48
2	3	53,077	27.64
3	4	59,096	30.78
4	5	59,654	31.07
5	6	60,204	31.36
6	7	63,143	32.89
7	8	64,283	33.48
8	9	65,426	34.08
9	10	66,572	34.67
10	11	67,718	35.27
11	12	68,853	35.86
12	13	70,336	36.63
13	14	71,485	37.23
14+	15+	72,628	37.83

<b>Senior Technical Support Technician with Specialty (Sr. Tech)</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	43,423	22.62
1	2	44,726	23.29
2	3	46,068	23.99
3	4	47,450	24.71
4	5	48,873	25.45
5	6	50,339	26.22
6	7	51,850	27.01
7	8	53,405	27.82
8	9	55,008	28.65
9	10	56,657	29.51
10	11	58,358	30.39
11	12	60,109	31.31
12	13	61,911	32.25
13	14	63,770	33.21
14+	15+	65,681	34.21

<b>Entry Level Technical Support Technician (Tech)</b>			
<b>240 DAYS - 8 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	32,568	16.96
1	2	33,544	17.47
2	3	34,551	18.00
3	4	35,588	18.54
4	5	36,656	19.09
5	6	37,754	19.66
6	7	38,888	20.25
7	8	40,052	20.86
8	9	41,257	21.49
9	10	42,493	22.13
10	11	43,767	22.80
11	12	45,081	23.48
12	13	46,433	24.18
13	14	47,828	24.91
14+	15+	49,261	25.66

<b>TECHNOLOGY ASSISTANT</b>			
<b>184 DAYS - 7.5 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	29,113	21.10
1	2	29,113	21.10
2	3	29,113	21.10
3	4	29,113	21.10
4	5	29,113	21.10
5	6	29,113	21.10
6	7	29,113	21.10
7	8	29,113	21.10
8	9	29,113	21.10
9	10	29,113	21.10
10	11	29,113	21.10
11	12	29,113	21.10
12	13	29,113	21.10
13	14	29,113	21.10
14	15	29,113	21.10
15	16	29,113	21.10
16	17	29,113	21.10
17	18	29,113	21.10
18	19	29,113	21.10
19+	20+	29,113	21.10

<b>SPECIAL EDUCATION BUS DRIVER</b>			
<b>184 DAYS - 4 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	16,570	22.51
1	2	16,879	22.93
2	3	17,185	23.35
3	4	17,505	23.78
4	5	17,861	24.27
5	6	18,214	24.75
6	7	18,566	25.23
7	8	18,924	25.71
8	9	19,288	26.21
9+	10+	19,654	26.70

<b>REGULAR BUS DRIVER</b>			
<b>190 DAYS - 4 HRS PER DAY</b>			
<b>Years of Experience</b>	<b>Step</b>	<b>Annual Salary</b>	<b>Hourly Rate</b>
0	1	20,328	26.75
1	2	20,328	26.75
2	3	20,328	26.75
3	4	20,328	26.75
4	5	20,328	26.75
5	6	20,328	26.75
6	7	20,328	26.75
7	8	20,328	26.75
8	9	20,328	26.75
9+	10+	20,328	26.75

Part Time Bus Driver Rate of Pay: \$15.00/hour



## SALARY SUPPLEMENTS

Salary Supplements are provided to employees who perform tasks beyond the requirements of their assigned daily schedule. The amount of the salary supplement is based upon the following criteria:

- Years of experience
- Services provided beyond the established contract day and contract year
- Approval of the Principal, Director and Personnel Director
- Completion of an Annual Supplement Intent Form

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

Supplements will be paid over a 12 month period as approved by the Board of Education.

### Academic Supplements For Certified Exempt Employees ONLY

Access Facilitator	Make-Up Testing
Ambassadors	Math Team
Band-Director	Newspaper
Band-Choreographer	Safety Patrol
Band-After School / Summer	Saturday School
Band-Pep	Scholar's Bowl
Bruin Club	SGA
Cable Channel	Spartan Council
Choir-Ensemble	Staff Development-Summer
Choir-Show / Concert	STEM / Robotics
Circle of Friends	Summer School
Debate Team	Summer School - Drivers Ed
Department Head	Supervision
Detention	Supply Store - One Semester
Diamond Dolls	Supply Store - Two Semesters
Drama	Test Coordinator
Extra Class	Theater
Homework	Ticket Sales
Honor Society	Yearbook
Interact Club	Yearbook - Transition
Key Club	Youth Legislature
Lead Teacher	WEB

## Athletic Supplements

Athletic Department Duties	HS Football - Assistant Coach - Defense Line Coord
HS Athletic Coordinator - Assistant	HS Football - Assistant Coach - Offense Line Coord
HS Athletics - Bookkeeper	HS Football - Fields - HS
HS Athletics - Gates/Ticket Sales	HS Football - Run Game Coordinator
HS Athletics - Summer/Off Season	Football - Summer/Off Season
Baseball - Assistant Coach	JH Golf - Head Coach
HS Baseball - Fields	HS LaCrosse - Head Coach
Baseball - Head Coach	Soccer - Assistant Coach
Baseball - Summer/Off Season	JH Soccer - Head Coach
Basketball - Assistant Coach	HS Soccer - Boys - Head Coach
Basketball - Head Coach	HS Soccer - Girls - Head Coach
HS Basketball - Summer/Off Season	Soccer - Faculty Sponsor
Bowling - Head Coach	Soccer - Summer/Off Season
HS Cheerleaders - Fall Sports	Softball - Assistant Coach
HS Cheerleaders - Head Coach	Softball - Head Coach
HS Cheerleaders - Stunt Coordinator	HS Softball - Summer/Off Season
HS Cheerleaders - Winter Sports	Swim - Head Coach
JH Cheerleaders - Grade 7 - Fall Sport	JH Tennis - Head Coach
JH Cheerleaders - Grade 7 - Winter Sport	HS Tennis - Head Coach - Boys/Girls
JH Cheerleaders - Grade 8 - Fall Sport	Track - Cross Country - Assistant Coach
JH Cheerleaders - Grade 8 - Winter Sport	Track - Cross Country - Head Coach
JH Cheerleaders - Grade 9 - Fall Sport	JH Track - Cross Country - Summer/Off Season
JH Cheerleaders - Grade 9 - Winter Sport	Track - Indoor - Assistant Coach
JH Cheerleaders - JV Sponsor	Track - Indoor - Head Coach
HS Dorians - Choreographer - Fall	Track - Outdoor - Assistant Coach
HS Dorians - Choreographer - Spring	Track - Outdoor - Head Coach
HS Dorians - Coach - Fall	HS Track - Summer/Off Season
HS Dorians - Coach - Spring	JH Trainer - Winter Sports
HS Dorians - Faculty Sponsor	HS Volleyball - Assistant Coach
JH Drill Team	HS Volleyball - Faculty Sponsor
JH Drill Team - Faculty Sponsor	Volleyball - Head Coach
JH Dance Team	HS Volleyball - Summer/Off Season
Football - Assistant Coach	Wrestling - Assistant Coach
JH Football - Head Coach	Wrestling - Head Coach
JH Football - Line Coordinator	HS Wrestling - Summer/Off Season

**Other Supplements Available**

- Alabama Association of School Business Officials (AASBO) – Chief School Finance Officer Certificate, Payroll & Personnel Certificate, Local School Certificate, Purchasing & Procurement Certificate - \$1,000 annually per certificate that is applicable to the employee’s job duties - Finance Employees only – CSFO makes determination on what is applicable to the employee’s job.

**Annual Educational Supplements  
Finance and Secretarial employees ONLY**

<b>College Credit</b>	<b>Less than 240 Day Employees</b>	<b>240 Day Employees</b>
One Year	650.00	750.00
Two Years	800.00	1,000.00
Three Years	950.00	1,250.00
Four Years (Diploma)	1,100.00	1,500.00

One Year of College Credit is equivalent to thirty-three (33) semester hours or forty-five (45) quarter hours.

Educational Supplements will be paid upon receipt of documentation on the payroll check following verification and approval.

**Stipends for Classified Employees ONLY**

Overnight Trip - Nurses	100.00	per night
Overnight Trip - Aides	70.00	per night
Zero Class Period - Nurses	2,797.00	annually
On Call - Maintenance	1,000.00	annually