

**TUSCUMBIA CITY
BOARD OF EDUCATION**

SALARY SCHEDULE

2024 - 2025

Approved: July 18, 2024

**ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT/
FEDERAL PROGRAMS BOOKKEEPER**
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	201.95	3,954.92	47,459.00
1	208.01	4,073.58	48,883.00
2	214.26	4,195.92	50,351.00
3	220.74	4,322.83	51,874.00
4	227.37	4,452.58	53,431.00
5	234.22	4,586.83	55,042.00
6	241.24	4,724.25	56,691.00
7	248.50	4,866.42	58,397.00
8	255.96	5,012.58	60,151.00
9	263.64	5,162.92	61,955.00
10	271.56	5,318.00	63,816.00
11+	279.70	5,477.50	65,730.00

Salaries are rounded up to the nearest dollar for presentation purposes.

Central Office Bookkeepers will receive an annual \$1,250.00 supplement for a maximum of four (4) certifications earned through the Alabama Association of School Business Officials.

ASSISTANT PRINCIPAL
2024-2025 SALARY SCHEDULE
207 Day Contract

Years of Completed Experience/Step	Masters Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	341.44	5,889.83	70,678.00	368.26	6,352.42	76,229.00	394.87	6,811.58	81,739.00
1	344.86	5,948.75	71,385.00	371.94	6,415.92	76,991.00	398.84	6,879.92	82,559.00
2	348.30	6,008.25	72,099.00	375.66	6,480.17	77,762.00	402.82	6,948.67	83,384.00
3	351.78	6,068.25	72,819.00	379.41	6,544.83	78,538.00	406.86	7,018.25	84,219.00
4	355.30	6,129.00	73,548.00	383.21	6,610.33	79,324.00	410.92	7,088.42	85,061.00
5	358.85	6,190.17	74,282.00	387.04	6,676.50	80,118.00	415.02	7,159.17	85,910.00
6	362.44	6,252.17	75,026.00	390.92	6,743.33	80,920.00	419.17	7,230.75	86,769.00
7	366.06	6,314.58	75,775.00	394.82	6,810.58	81,727.00	423.37	7,303.08	87,637.00
8	369.73	6,377.92	76,535.00	398.77	6,878.83	82,546.00	427.60	7,376.08	88,513.00
9	373.43	6,441.58	77,299.00	402.75	6,947.42	83,369.00	431.87	7,449.75	89,397.00
10	377.16	6,506.00	78,072.00	406.78	7,017.00	84,204.00	436.19	7,524.25	90,291.00
11+	380.94	6,571.17	78,854.00	410.85	7,087.17	85,046.00	440.56	7,599.58	91,195.00

ASSISTANT PRINCIPAL
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Masters Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	355.97	6,971.08	83,653.00	383.93	7,518.58	90,223.00	411.68	8,062.00	96,744.00
1	359.53	7,040.83	84,490.00	387.76	7,593.67	91,124.00	415.80	8,142.83	97,714.00
2	363.13	7,111.25	85,335.00	391.65	7,669.75	92,037.00	419.97	8,224.33	98,692.00
3	366.75	7,182.17	86,186.00	395.56	7,746.33	92,956.00	424.17	8,306.58	99,679.00
4	370.42	7,254.00	87,048.00	399.51	7,823.83	93,886.00	428.41	8,389.67	100,676.00
5	374.12	7,326.50	87,918.00	403.51	7,902.17	94,826.00	432.68	8,473.33	101,680.00
6	377.86	7,399.83	88,798.00	407.55	7,981.25	95,775.00	437.01	8,558.08	102,697.00
7	381.64	7,473.75	89,685.00	411.62	8,060.83	96,730.00	441.38	8,643.67	103,724.00
8	385.47	7,548.75	90,585.00	415.74	8,141.58	97,699.00	445.80	8,730.17	104,762.00
9	389.31	7,624.08	91,489.00	419.89	8,222.83	98,674.00	450.25	8,817.33	105,808.00
10	393.21	7,700.33	92,404.00	424.09	8,305.08	99,661.00	454.75	8,905.50	106,866.00
11+	397.14	7,777.33	93,328.00	428.33	8,388.17	100,658.00	459.30	8,994.58	107,935.00

Salaries are rounded up to the nearest dollar for presentation purposes.

CHILD NUTRITION PROGRAM DIRECTOR
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/ Step	Bachelor's Degree			Masters Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	251.49	4,925.08	59,101.00	289.21	5,663.67	67,964.00
1	276.62	5,417.08	65,005.00	318.11	6,229.67	74,756.00
2	288.74	5,654.58	67,855.00	332.06	6,502.75	78,033.00
3	294.52	5,767.75	69,213.00	338.70	6,632.83	79,594.00
4	300.41	5,883.08	70,597.00	345.46	6,765.33	81,184.00
5	306.42	6,000.67	72,008.00	352.37	6,900.50	82,806.00
6	312.55	6,120.75	73,449.00	359.42	7,038.58	84,463.00
7	318.80	6,243.08	74,917.00	366.62	7,179.58	86,155.00
8	325.17	6,367.83	76,414.00	373.94	7,323.00	87,876.00
9	331.68	6,495.42	77,945.00	381.43	7,469.58	89,635.00
10	338.31	6,625.33	79,504.00	389.05	7,618.92	91,427.00
11+	345.08	6,757.83	81,094.00	396.83	7,771.33	93,256.00

Salaries are rounded up to the nearest dollar for presentation purposes.

CNP Director holds a 4 year BS Degree and Professional CNP Director Certificate from State Department

CHILD NUTRITION MANAGER
2024-2025 SALARY SCHEDULE
187 Day Contract

Cafeteria Manager				
Years of Completed Experience/ Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
0	20.03	140.21	2,185.00	26,220.00
1	20.03	140.21	2,185.00	26,220.00
2	20.03	140.21	2,185.00	26,220.00
3	20.43	143.01	2,228.58	26,743.00
4	20.43	143.01	2,228.58	26,743.00
5	20.43	143.01	2,228.58	26,743.00
6	20.84	145.88	2,273.33	27,280.00
7	20.84	145.88	2,273.33	27,280.00
8	20.84	145.88	2,273.33	27,280.00
9	21.26	148.82	2,319.17	27,830.00
10	21.26	148.82	2,319.17	27,830.00
11	21.26	148.82	2,319.17	27,830.00
12	21.69	151.83	2,366.08	28,393.00
13	21.69	151.83	2,366.08	28,393.00
14	21.69	151.83	2,366.08	28,393.00
15	22.11	154.77	2,411.83	28,942.00
16	22.11	154.77	2,411.83	28,942.00
17	22.11	154.77	2,411.83	28,942.00
18	22.56	157.92	2,461.00	29,532.00
19	22.56	157.92	2,461.00	29,532.00
20	22.56	157.92	2,461.00	29,532.00
21+	23.01	161.07	2,510.08	30,121.00

Salaries are rounded up to the nearest dollar for presentation purposes.

Hourly Rates are without lunch.

Manager is based on Contract of 187 Days at 7 Hours.

CHILD NUTRITION WORKER
2024-2025 SALARY SCHEDULE
187 Day Contract

Cafeteria Worker				
Years of Completed Experience /Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
0	17.12	102.71	1,600.58	19,207.00
1	17.12	102.71	1,600.58	19,207.00
2	17.12	102.71	1,600.58	19,207.00
3	17.46	104.77	1,632.67	19,592.00
4	17.46	104.77	1,632.67	19,592.00
5	17.46	104.77	1,632.67	19,592.00
6	17.81	106.86	1,665.25	19,983.00
7	17.81	106.86	1,665.25	19,983.00
8	17.81	106.86	1,665.25	19,983.00
9	18.17	108.99	1,698.50	20,382.00
10	18.17	108.99	1,698.50	20,382.00
11	18.17	108.99	1,698.50	20,382.00
12	18.53	111.18	1,732.50	20,790.00
13	18.53	111.18	1,732.50	20,790.00
14	18.53	111.18	1,732.50	20,790.00
15	18.90	113.40	1,767.08	21,205.00
16	18.90	113.40	1,767.08	21,205.00
17	18.90	113.40	1,767.08	21,205.00
18	19.28	115.67	1,802.50	21,630.00
19	19.28	115.67	1,802.50	21,630.00
20	19.28	115.67	1,802.50	21,630.00
21+	19.66	117.98	1,838.58	22,063.00

Salaries are rounded up to the nearest dollar for presentation purposes.

Hourly Rates are without lunch.

Worker is based on Contract of 187 Days at 6 Hours.

SCHOOL CUSTODIANS
2024-2025 SALARY SCHEDULE
8 Hour Day
235 Day Contract

Years of Completed Experience/ Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
0	15.95	127.61	2,499.00	29,988.00
1	15.95	127.61	2,499.00	29,988.00
2	15.95	127.61	2,499.00	29,988.00
3	16.43	131.44	2,574.00	30,888.00
4	16.43	131.44	2,574.00	30,888.00
5	16.43	131.44	2,574.00	30,888.00
6	16.92	135.38	2,651.25	31,815.00
7	16.92	135.38	2,651.25	31,815.00
8	16.92	135.38	2,651.25	31,815.00
9	17.43	139.45	2,730.83	32,770.00
10	17.43	139.45	2,730.83	32,770.00
11	17.43	139.45	2,730.83	32,770.00
12	17.95	143.63	2,812.67	33,752.00
13	17.95	143.63	2,812.67	33,752.00
14	17.95	143.63	2,812.67	33,752.00
15	18.49	147.94	2,897.08	34,765.00
16	18.49	147.94	2,897.08	34,765.00
17	18.49	147.94	2,897.08	34,765.00
18	19.05	152.38	2,984.08	35,809.00
19	19.05	152.38	2,984.08	35,809.00
20	19.05	152.38	2,984.08	35,809.00
21+	19.62	156.95	3,073.58	36,883.00

Salaries are rounded up to the nearest dollar for presentation purposes.

Staff Position experience steps in years with this system or other equivalent experience.

CENTRAL OFFICE BOOKKEEPER
2024-2025 SALARY SCHEDULE
7.5 Hour Day
235 Day Contract

Years of Completed Experience/ Step	High School Diploma			Associates Degree			Bachelor's Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	143.17	2,803.67	33,644.00	148.48	2,907.67	34,892.00	148.71	2,912.25	34,947.00
1	143.17	2,803.67	33,644.00	148.48	2,907.67	34,892.00	148.71	2,912.25	34,947.00
2	143.17	2,803.67	33,644.00	148.48	2,907.67	34,892.00	148.71	2,912.25	34,947.00
3	148.82	2,914.42	34,973.00	154.14	3,018.50	36,222.00	164.64	3,224.25	38,691.00
4	148.82	2,914.42	34,973.00	154.14	3,018.50	36,222.00	164.64	3,224.25	38,691.00
5	148.82	2,914.42	34,973.00	154.14	3,018.50	36,222.00	164.64	3,224.25	38,691.00
6	154.69	3,029.42	36,353.00	160.02	3,133.67	37,604.00	175.27	3,432.33	41,188.00
7	154.69	3,029.42	36,353.00	160.02	3,133.67	37,604.00	175.27	3,432.33	41,188.00
8	154.69	3,029.42	36,353.00	160.02	3,133.67	37,604.00	175.27	3,432.33	41,188.00
9	160.81	3,149.17	37,790.00	166.12	3,253.25	39,039.00	185.89	3,640.33	43,684.00
10	160.81	3,149.17	37,790.00	166.12	3,253.25	39,039.00	185.89	3,640.33	43,684.00
11	160.81	3,149.17	37,790.00	166.12	3,253.25	39,039.00	185.89	3,640.33	43,684.00
12	166.92	3,268.92	39,227.00	172.24	3,373.00	40,476.00	196.51	3,848.25	46,179.00
13	166.92	3,268.92	39,227.00	172.24	3,373.00	40,476.00	196.51	3,848.25	46,179.00
14	166.92	3,268.92	39,227.00	172.24	3,373.00	40,476.00	196.51	3,848.25	46,179.00
15	174.70	3,421.17	41,054.00	180.01	3,525.25	42,303.00	207.13	4,056.33	48,676.00
16	174.70	3,421.17	41,054.00	180.01	3,525.25	42,303.00	207.13	4,056.33	48,676.00
17	174.70	3,421.17	41,054.00	180.01	3,525.25	42,303.00	207.13	4,056.33	48,676.00
18	179.81	3,521.33	42,256.00	185.11	3,625.08	43,501.00	217.76	4,264.42	51,173.00
19	179.81	3,521.33	42,256.00	185.11	3,625.08	43,501.00	217.76	4,264.42	51,173.00
20	179.81	3,521.33	42,256.00	185.11	3,625.08	43,501.00	217.76	4,264.42	51,173.00
21+	190.05	3,721.83	44,662.00	195.36	3,825.83	45,910.00	228.37	4,472.33	53,668.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule is based on a work history of post-secondary work experience in an office or school setting and/or post-secondary bookkeeping training.

Central Office Bookkeepers will receive an annual \$1,250.00 supplement for a maximum of four (4) certifications earned through the Alabama Association of School Business Officials.

DIRECTOR OF CURRICULUM & INSTRUCTION
(CERTIFIED POSITION)
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	450.15	8,815.50	105,786.00
1	450.15	8,815.50	105,786.00
2	465.90	9,123.92	109,487.00
3	465.90	9,123.92	109,487.00
4	465.90	9,123.92	109,487.00
5	482.22	9,443.42	113,321.00
6	482.22	9,443.42	113,321.00
7	482.22	9,443.42	113,321.00
8	499.09	9,773.83	117,286.00
9	499.09	9,773.83	117,286.00
10	499.09	9,773.83	117,286.00
11+	516.56	10,115.92	121,391.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule at the zero step is based on certification at the Masters Degree Level in Administration/Supervision.

If the employee has earned a Doctorate in Administration and/or Supervision, an additional \$2,825 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution in a field other than Administration and/or Supervision, a \$1,000 supplement will be added to his/her salary step.

DIRECTOR OF SPECIAL EDUCATION
(CERTIFIED POSITION)
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	338.15	6,622.08	79,465.00
1	345.77	6,771.25	81,255.00
2	353.56	6,923.92	83,087.00
3	361.52	7,079.83	84,958.00
4	369.67	7,239.42	86,873.00
5	378.00	7,402.50	88,830.00
6	386.52	7,569.42	90,833.00
7	395.24	7,740.08	92,881.00
8	404.14	7,914.42	94,973.00
9	413.24	8,092.67	97,112.00
10	422.56	8,275.08	99,301.00
11+	432.07	8,461.42	101,537.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule at the zero step is based on certification at the Masters Degree Level in Administration/Supervision.

If the employee has a AA Certification in Administration and/or Supervision, a \$3,386 supplement will be added to his/her salary step.

If the employee has earned a Doctorate in Administration and/or Supervision, an additional \$2,825 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution in a field other than Administration and/or Supervision, a \$1,000 supplement will be added to his/her salary step.

DIRECTOR OF STUDENT SERVICES
(CERTIFIED POSITION)
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	368.54	7,217.25	86,607.00
1	375.97	7,362.67	88,352.00
2	385.66	7,552.58	90,631.00
3	393.15	7,699.25	92,391.00
4	400.66	7,846.17	94,154.00
5	410.53	8,039.58	96,475.00
6	418.12	8,188.17	98,258.00
7	425.74	8,337.33	100,048.00
8	435.80	8,534.50	102,414.00
9	443.50	8,685.17	104,222.00
10	451.23	8,836.58	106,039.00
11+	461.50	9,037.75	108,453.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule at the zero step is based on certification at the Masters Degree Level in Administration/Supervision.

If the employee has earned a Doctorate in Administration and/or Supervision, an additional \$2,825 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution in a field other than Administration and/or Supervision, a \$1,000 supplement will be added to his/her salary step.

FEDERAL PROGRAMS COORDINATOR
(CERTIFIED POSITION)
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	331.84	6,498.58	77,983.00
1	343.16	6,720.17	80,642.00
2	354.45	6,941.25	83,295.00
3	365.74	7,162.42	85,949.00
4	377.03	7,383.50	88,602.00
5	388.33	7,604.83	91,258.00
6	399.63	7,826.17	93,914.00
7	410.94	8,047.50	96,570.00
8	422.23	8,268.58	99,223.00
9	433.51	8,489.50	101,874.00
10	444.81	8,710.83	104,530.00
11+	456.10	8,932.00	107,184.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule at the zero step is based on certification at the Masters Degree Level in Administration/Supervision.

If the employee has earned a Doctorate in Administration and/or Supervision, an additional \$2,825 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution in a field other than Administration and/or Supervision, a \$1,000 supplement will be added to his/her salary step.

TECHNOLOGY COORDINATOR
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	331.85	6,498.67	77,984.00
1	343.15	6,720.08	80,641.00
2	354.45	6,941.25	83,295.00
3	365.74	7,162.42	85,949.00
4	377.04	7,383.67	88,604.00
5	388.33	7,604.75	91,257.00
6	399.63	7,826.08	93,913.00
7	410.92	8,047.17	96,566.00
8	422.21	8,268.33	99,220.00
9	433.52	8,489.83	101,878.00
10	444.81	8,710.83	104,530.00
11+	456.11	8,932.08	107,185.00

Salaries are rounded up to the nearest dollar for presentation purposes.

INSTRUCTIONAL TECHNOLOGY ADMINISTRATOR
(CERTIFIED POSITION)
2024-2025 SALARY SCHEDULE
207 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	338.20	5,833.92	70,007.00
1	341.61	5,892.75	70,713.00
2	345.02	5,951.67	71,420.00
3	348.49	6,011.42	72,137.00
4	352.00	6,072.00	72,864.00
5	356.83	6,155.33	73,864.00
6	359.09	6,194.33	74,332.00
7	362.69	6,256.33	75,076.00
8	365.14	6,298.75	75,585.00
9	370.03	6,383.08	76,597.00
10	373.73	6,446.92	77,363.00
11+	377.49	6,511.75	78,141.00

Salaries are rounded up to the nearest dollar for presentation purposes.

COMPUTER TECHNOLOGY TECHNICIAN
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	176.43	3,455.17	41,462.00
1	181.72	3,558.75	42,705.00
2	187.18	3,665.67	43,988.00
3	192.79	3,775.50	45,306.00
4	198.59	3,889.00	46,668.00
5	204.53	4,005.42	48,065.00
6	210.68	4,125.75	49,509.00
7	217.00	4,249.58	50,995.00
8	223.50	4,376.92	52,523.00
9	230.21	4,508.25	54,099.00
10	237.12	4,643.58	55,723.00
11+	244.24	4,783.00	57,396.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The Network Administrator will receive an annual \$1,250.00 supplement for a Maximum of four (4) certifications directly related to position with Tuscumbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Technology Coordinator for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Google Certified Professional
- Google Certified Educator
- Wireless Certification
- Network Security
- Cybersecurity
- Misc. Software Specific Certifications

DATA ADMINISTRATOR
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	176.43	3,455.17	41,462.00
1	181.72	3,558.75	42,705.00
2	187.18	3,665.67	43,988.00
3	192.79	3,775.50	45,306.00
4	198.59	3,889.00	46,668.00
5	204.53	4,005.42	48,065.00
6	210.68	4,125.75	49,509.00
7	217.00	4,249.58	50,995.00
8	223.50	4,376.92	52,523.00
9	230.21	4,508.25	54,099.00
10	237.12	4,643.58	55,723.00
11+	244.24	4,783.00	57,396.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The Network Administrator will receive an annual \$1,250.00 supplement for a Maximum of four (4) certifications directly related to position with Tuscumbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Technology Coordinator for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Google Certified Professional
- Google Certified Educator
- Wireless Certification
- Network Security
- Cybersecurity
- Misc. Software Specific Certifications

DIRECTOR OF FACILITIES, OPERATIONS, AND MAINTENANCE
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	354.01	6,932.75	83,193.00
1	362.86	7,105.92	85,271.00
2	371.93	7,283.58	87,403.00
3	381.22	7,465.58	89,587.00
4	390.75	7,652.17	91,826.00
5	400.52	7,843.50	94,122.00
6	410.53	8,039.58	96,475.00
7	420.80	8,240.58	98,887.00
8	431.32	8,446.75	101,361.00
9	442.10	8,657.83	103,894.00
10+	453.16	8,874.33	106,492.00

Salaries are rounded up to the nearest dollar for presentation purposes.

MAINTENANCE STAFF
2024-2025 SALARY SCHEDULE
8 Hour Day
235 Day Contract

Years of Completed Experience/Step	A/C Heating Tech			Maintenance Worker/ Transportation Supervisor			Maintenance Worker I		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	217.63	4,261.83	51,142.00	220.14	4,311.17	51,734.00	147.03	2,879.33	34,552.00
1	217.63	4,261.83	51,142.00	220.14	4,311.17	51,734.00	147.03	2,879.33	34,552.00
2	226.87	4,442.92	53,315.00	229.87	4,501.58	54,019.00	156.75	3,069.75	36,837.00
3	226.87	4,442.92	53,315.00	229.87	4,501.58	54,019.00	156.75	3,069.75	36,837.00
4	236.51	4,631.75	55,581.00	239.60	4,692.25	56,307.00	166.49	3,260.42	39,125.00
5	236.51	4,631.75	55,581.00	239.60	4,692.25	56,307.00	166.49	3,260.42	39,125.00
6	246.57	4,828.58	57,943.00	249.33	4,882.67	58,592.00	176.22	3,450.92	41,411.00
7	246.57	4,828.58	57,943.00	249.33	4,882.67	58,592.00	176.22	3,450.92	41,411.00
8	257.05	5,033.83	60,406.00	259.04	5,072.92	60,875.00	198.95	3,896.17	46,754.00
9	257.05	5,033.83	60,406.00	259.04	5,072.92	60,875.00	198.95	3,896.17	46,754.00
10+	267.97	5,247.75	62,973.00	284.18	5,565.17	66,782.00	209.35	4,099.83	49,198.00

Staff Position experience steps in years with this system or other equivalent experience

Employees of the maintenance department will receive an annual \$1,250.00 supplement for a Maximum of four (4) State of Alabama or National certifications directly related to position with Tuscumbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Director of Maintenance & Facilities for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Gas Plumbing
- HVAC
- EPA – Freon
- CDL
- H₂O Plumbing
- Masonry
- Carpenter
- Electrical

Salaries are rounded up to the nearest dollar for presentation purposes.

GENERAL MAINTENANCE WORKER/GROUNDSKEEPER
2024-2025 SALARY SCHEDULE
8 Hour Day
235 Day Contract

Years of Completed Experience/Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
0	15.95	127.61	2,499.00	29,988.00
1	15.95	127.61	2,499.00	29,988.00
2	15.95	127.61	2,499.00	29,988.00
3	16.43	131.44	2,574.00	30,888.00
4	16.43	131.44	2,574.00	30,888.00
5	16.43	131.44	2,574.00	30,888.00
6	16.92	135.38	2,651.25	31,815.00
7	16.92	135.38	2,651.25	31,815.00
8	16.92	135.38	2,651.25	31,815.00
9	17.43	139.44	2,730.75	32,769.00
10	17.43	139.44	2,730.75	32,769.00
11	17.43	139.44	2,730.75	32,769.00
12	17.95	143.63	2,812.67	33,752.00
13	17.95	143.63	2,812.67	33,752.00
14	17.95	143.63	2,812.67	33,752.00
15	18.49	147.94	2,897.08	34,765.00
16	18.49	147.94	2,897.08	34,765.00
17	18.49	147.94	2,897.08	34,765.00
18	19.05	152.37	2,984.00	35,808.00
19	19.05	152.37	2,984.00	35,808.00
20	19.05	152.37	2,984.00	35,808.00
21+	19.62	156.94	3,073.50	36,882.00

Salaries are rounded up to the nearest dollar for presentation purposes.

Staff Position experience steps in years with this system or other equivalent experience.

Employees of the maintenance department will receive an annual \$1,250.00 supplement for a Maximum of four (4) State of Alabama or National certifications directly related to position with Tusculumbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Director of Maintenance & Facilities for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Gas Plumbing
- HVAC
- EPA – Freon
- CDL
- H₂O Plumbing
- Masonry
- Carpenter
- Electrical

PLANT MANAGER
2024-2025 SALARY SCHEDULE
8 Hour Day
235 Day Contract

Years of Completed Experience/Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
0	15.95	127.61	2,499.00	29,988.00
1	15.95	127.61	2,499.00	29,988.00
2	15.95	127.61	2,499.00	29,988.00
3	16.92	135.39	2,651.42	31,817.00
4	16.92	135.39	2,651.42	31,817.00
5	16.92	135.39	2,651.42	31,817.00
6	17.95	143.63	2,812.83	33,754.00
7	17.95	143.63	2,812.83	33,754.00
8	17.95	143.63	2,812.83	33,754.00
9	18.49	147.94	2,897.25	34,767.00
10	18.49	147.94	2,897.25	34,767.00
11	18.49	147.94	2,897.25	34,767.00
12	19.62	156.96	3,073.75	36,885.00
13	19.62	156.96	3,073.75	36,885.00
14	19.62	156.96	3,073.75	36,885.00
15	20.21	161.66	3,165.92	37,991.00
16	20.21	161.66	3,165.92	37,991.00
17	20.21	161.66	3,165.92	37,991.00
18	20.81	166.51	3,260.92	39,131.00
19	20.81	166.51	3,260.92	39,131.00
20	20.81	166.51	3,260.92	39,131.00
21+	21.44	171.51	3,358.75	40,305.00

Salaries are rounded up to the nearest dollar for presentation purposes.

Staff Position experience steps in years with this system or other equivalent experience

Employees of the maintenance department will receive an annual \$1,250.00 supplement for a Maximum of four (4) State of Alabama or National certifications directly related to position with Tusculmbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Director of Maintenance & Facilities for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Gas Plumbing
- HVAC
- EPA – Freon
- CDL
- H₂O Plumbing
- Masonry
- Carpenter
- Electrical

PARAPROFESSIONALS
(Includes Federal Program & Library Aides)
2024-2025 SALARY SCHEDULE
7.5 Hour Day
187 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	125.57	1,956.75	23,481.00
1	125.57	1,956.75	23,481.00
2	125.57	1,956.75	23,481.00
3	128.28	1,999.00	23,988.00
4	128.28	1,999.00	23,988.00
5	128.28	1,999.00	23,988.00
6	131.28	2,045.75	24,549.00
7	131.28	2,045.75	24,549.00
8	131.28	2,045.75	24,549.00
9	134.23	2,091.75	25,101.00
10	134.23	2,091.75	25,101.00
11	134.23	2,091.75	25,101.00
12	137.25	2,138.83	25,666.00
13	137.25	2,138.83	25,666.00
14	137.25	2,138.83	25,666.00
15	140.34	2,187.00	26,244.00
16	140.34	2,187.00	26,244.00
17	140.34	2,187.00	26,244.00
18	143.50	2,236.17	26,834.00
19	143.50	2,236.17	26,834.00
20	143.50	2,236.17	26,834.00
21+	146.73	2,286.50	27,438.00

Note: These employees must hold a valid substitute teaching certificate.

These employees must meet the qualifications specified under the Federal No Child Left Behind Act of 2001.

Add \$1,000 for a minimum of 48 hours or an Associates Degree from an accredited college/university.

Salaries are rounded up to the nearest dollar for presentation purposes.

PAYROLL OFFICER
2024-2025 SALARY SCHEDULE
235 Day Contract

Years of Completed Experience/Step	Daily Rate	Monthly Rate	Annual Salary
0	190.37	3,728.17	44,738.00
1	196.09	3,840.00	46,080.00
2	201.97	3,955.33	47,464.00
3	208.08	4,074.92	48,899.00
4	214.33	4,197.25	50,367.00
5	220.79	4,323.83	51,886.00
6	227.41	4,453.42	53,441.00
7	234.25	4,587.42	55,049.00
8	241.29	4,725.17	56,702.00
9	248.53	4,867.00	58,404.00
10	255.99	5,013.08	60,157.00
11+	263.67	5,163.50	61,962.00

Payroll Officer will receive an annual \$1,250.00 supplement for a maximum of four (4) certifications earned through the Alabama Association of School Business Officials.

Years of Experience refers to years of experience as a Payroll Officer with Alabama Public School Systems.

Salaries are rounded up to the nearest dollar for presentation purposes.

SECRETARY/BOOKKEEPER
2024-2025 SALARY SCHEDULE
7.5 Hour Day
235 Day Contract

Years of Completed Experience/ Step	High School Diploma			Associates Degree			Bachelor's Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	130.21	2,550.00	30,600.00	135.42	2,652.00	31,824.00	140.84	2,758.08	33,097.00
1	130.21	2,550.00	30,600.00	135.42	2,652.00	31,824.00	140.84	2,758.08	33,097.00
2	130.21	2,550.00	30,600.00	135.42	2,652.00	31,824.00	140.84	2,758.08	33,097.00
3	135.42	2,652.00	31,824.00	140.84	2,758.08	33,097.00	147.88	2,896.00	34,752.00
4	135.42	2,652.00	31,824.00	140.84	2,758.08	33,097.00	147.88	2,896.00	34,752.00
5	135.42	2,652.00	31,824.00	140.84	2,758.08	33,097.00	147.88	2,896.00	34,752.00
6	140.84	2,758.08	33,097.00	146.47	2,868.42	34,421.00	155.28	3,040.83	36,490.00
7	140.84	2,758.08	33,097.00	146.47	2,868.42	34,421.00	155.28	3,040.83	36,490.00
8	140.84	2,758.08	33,097.00	146.47	2,868.42	34,421.00	155.28	3,040.83	36,490.00
9	146.47	2,868.42	34,421.00	152.33	2,983.17	35,798.00	163.04	3,192.92	38,315.00
10	146.47	2,868.42	34,421.00	152.33	2,983.17	35,798.00	163.04	3,192.92	38,315.00
11	146.47	2,868.42	34,421.00	152.33	2,983.17	35,798.00	163.04	3,192.92	38,315.00
12	152.33	2,983.17	35,798.00	158.43	3,102.50	37,230.00	171.19	3,352.50	40,230.00
13	152.33	2,983.17	35,798.00	158.43	3,102.50	37,230.00	171.19	3,352.50	40,230.00
14	152.33	2,983.17	35,798.00	158.43	3,102.50	37,230.00	171.19	3,352.50	40,230.00
15	158.43	3,102.50	37,230.00	164.77	3,226.67	38,720.00	179.75	3,520.17	42,242.00
16	158.43	3,102.50	37,230.00	164.77	3,226.67	38,720.00	179.75	3,520.17	42,242.00
17	158.43	3,102.50	37,230.00	164.77	3,226.67	38,720.00	179.75	3,520.17	42,242.00
18	164.77	3,226.67	38,720.00	171.35	3,355.67	40,268.00	188.74	3,696.17	44,354.00
19	164.77	3,226.67	38,720.00	171.35	3,355.67	40,268.00	188.74	3,696.17	44,354.00
20	164.77	3,226.67	38,720.00	171.35	3,355.67	40,268.00	188.74	3,696.17	44,354.00
21+	171.35	3,355.67	40,268.00	178.21	3,489.92	41,879.00	198.18	3,881.00	46,572.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule is based on a work history of post-secondary work experience in an office or school setting and/or post-secondary bookkeeping training.

Bookkeepers will receive an annual \$1,250.00 supplement for a maximum of four (4) certifications earned through the Alabama Association of School Business Officials.

SECRETARY/BOOKKEEPER
2024-2025 SALARY SCHEDULE
7.5 Hour Day
207 Day Contract

Years of Completed Experience/ Step	High School Diploma			Associates Degree			Bachelor's Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	124.90	2,154.50	25,854.00	129.90	2,240.75	26,889.00	135.09	2,330.33	27,964.00
1	124.90	2,154.50	25,854.00	129.90	2,240.75	26,889.00	135.09	2,330.33	27,964.00
2	124.90	2,154.50	25,854.00	129.90	2,240.75	26,889.00	135.09	2,330.33	27,964.00
3	129.90	2,240.75	26,889.00	135.09	2,330.33	27,964.00	141.84	2,446.75	29,361.00
4	129.90	2,240.75	26,889.00	135.09	2,330.33	27,964.00	141.84	2,446.75	29,361.00
5	129.90	2,240.75	26,889.00	135.09	2,330.33	27,964.00	141.84	2,446.75	29,361.00
6	135.09	2,330.33	27,964.00	140.50	2,423.58	29,083.00	148.94	2,569.25	30,831.00
7	135.09	2,330.33	27,964.00	140.50	2,423.58	29,083.00	148.94	2,569.25	30,831.00
8	135.09	2,330.33	27,964.00	140.50	2,423.58	29,083.00	148.94	2,569.25	30,831.00
9	140.50	2,423.58	29,083.00	146.12	2,520.58	30,247.00	156.39	2,697.67	32,372.00
10	140.50	2,423.58	29,083.00	146.12	2,520.58	30,247.00	156.39	2,697.67	32,372.00
11	140.50	2,423.58	29,083.00	146.12	2,520.58	30,247.00	156.39	2,697.67	32,372.00
12	146.12	2,520.58	30,247.00	151.96	2,621.33	31,456.00	164.20	2,832.50	33,990.00
13	146.12	2,520.58	30,247.00	151.96	2,621.33	31,456.00	164.20	2,832.50	33,990.00
14	146.12	2,520.58	30,247.00	151.96	2,621.33	31,456.00	164.20	2,832.50	33,990.00
15	151.96	2,621.33	31,456.00	158.04	2,726.25	32,715.00	172.41	2,974.08	35,689.00
16	151.96	2,621.33	31,456.00	158.04	2,726.25	32,715.00	172.41	2,974.08	35,689.00
17	151.96	2,621.33	31,456.00	158.04	2,726.25	32,715.00	172.41	2,974.08	35,689.00
18	158.04	2,726.25	32,715.00	164.36	2,835.17	34,022.00	181.04	3,122.92	37,475.00
19	158.04	2,726.25	32,715.00	164.36	2,835.17	34,022.00	181.04	3,122.92	37,475.00
20	158.04	2,726.25	32,715.00	164.36	2,835.17	34,022.00	181.04	3,122.92	37,475.00
21+	164.36	2,835.17	34,022.00	170.93	2,948.58	35,383.00	190.09	3,279.08	39,349.00

Salaries are rounded up to the nearest dollar for presentation purposes.

The above salary schedule is based on a work history of post-secondary work experience in an office or school setting and/or post-secondary bookkeeping training.

Bookkeepers will receive an annual \$1,250.00 supplement for a maximum of four (4) certifications earned through the Alabama Association of School Business Officials.

SCHOOL SECRETARY, ATTENDANCE SECRETARY, & CENTRAL OFFICE SECRETARY

2024-2025 SALARY SCHEDULE

7.5 Hour Day

187, 207, & 235 Day Contracts

Years of Completed Experience/Step	187 Day			207 Day			235 Day		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	124.44	1,939.25	23,271.00	124.44	2,146.67	25,760.00	129.73	2,540.58	30,487.00
1	124.44	1,939.25	23,271.00	124.44	2,146.67	25,760.00	129.73	2,540.58	30,487.00
2	124.44	1,939.25	23,271.00	124.44	2,146.67	25,760.00	129.73	2,540.58	30,487.00
3	128.79	2,007.00	24,084.00	128.79	2,221.67	26,660.00	134.27	2,629.50	31,554.00
4	128.79	2,007.00	24,084.00	128.79	2,221.67	26,660.00	134.27	2,629.50	31,554.00
5	128.79	2,007.00	24,084.00	128.79	2,221.67	26,660.00	134.27	2,629.50	31,554.00
6	133.30	2,077.33	24,928.00	133.30	2,299.42	27,593.00	138.97	2,721.58	32,659.00
7	133.30	2,077.33	24,928.00	133.30	2,299.42	27,593.00	138.97	2,721.58	32,659.00
8	133.30	2,077.33	24,928.00	133.30	2,299.42	27,593.00	138.97	2,721.58	32,659.00
9	137.96	2,149.92	25,799.00	137.96	2,379.83	28,558.00	143.83	2,816.75	33,801.00
10	137.96	2,149.92	25,799.00	137.96	2,379.83	28,558.00	143.83	2,816.75	33,801.00
11	137.96	2,149.92	25,799.00	137.96	2,379.83	28,558.00	143.83	2,816.75	33,801.00
12	142.80	2,225.33	26,704.00	142.80	2,463.25	29,559.00	148.87	2,915.42	34,985.00
13	142.80	2,225.33	26,704.00	142.80	2,463.25	29,559.00	148.87	2,915.42	34,985.00
14	142.80	2,225.33	26,704.00	142.80	2,463.25	29,559.00	148.87	2,915.42	34,985.00
15	147.79	2,303.00	27,636.00	147.79	2,549.42	30,593.00	154.08	3,017.42	36,209.00
16	147.79	2,303.00	27,636.00	147.79	2,549.42	30,593.00	154.08	3,017.42	36,209.00
17	147.79	2,303.00	27,636.00	147.79	2,549.42	30,593.00	154.08	3,017.42	36,209.00
18	152.97	2,383.75	28,605.00	152.97	2,638.67	31,664.00	159.48	3,123.08	37,477.00
19	152.97	2,383.75	28,605.00	152.97	2,638.67	31,664.00	159.48	3,123.08	37,477.00
20	152.97	2,383.75	28,605.00	152.97	2,638.67	31,664.00	159.48	3,123.08	37,477.00
21+	158.32	2,467.17	29,606.00	158.32	2,731.00	32,772.00	165.05	3,232.25	38,787.00

The above salary schedule is based on a work history of post-secondary work experience in an office or school setting and/or post-secondary secretarial training.

Salaries are rounded up to the nearest dollar for presentation purposes.

SYSTEM NURSE
2024-2025 SALARY SCHEDULE
207 Day Contract

Years of Completed Experience/Step	RN-ASN			RN-BSN			RN-MSN			RN-DNP		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	239.38	4,129.33	49,552.00	258.12	4,452.58	53,431.00	278.34	4,801.42	57,617.00	300.13	5,177.25	62,127.00
1	239.38	4,129.33	49,552.00	258.12	4,452.58	53,431.00	278.34	4,801.42	57,617.00	300.13	5,177.25	62,127.00
2	239.38	4,129.33	49,552.00	258.12	4,452.58	53,431.00	278.34	4,801.42	57,617.00	300.13	5,177.25	62,127.00
3	263.29	4,541.83	54,502.00	283.90	4,897.33	58,768.00	306.14	5,280.92	63,371.00	330.11	5,694.42	68,333.00
4	263.29	4,541.83	54,502.00	283.90	4,897.33	58,768.00	306.14	5,280.92	63,371.00	330.11	5,694.42	68,333.00
5	263.29	4,541.83	54,502.00	283.90	4,897.33	58,768.00	306.14	5,280.92	63,371.00	330.11	5,694.42	68,333.00
6	274.83	4,740.83	56,890.00	296.35	5,112.08	61,345.00	319.56	5,512.42	66,149.00	344.58	5,944.08	71,329.00
7	274.83	4,740.83	56,890.00	296.35	5,112.08	61,345.00	319.56	5,512.42	66,149.00	344.58	5,944.08	71,329.00
8	274.83	4,740.83	56,890.00	296.35	5,112.08	61,345.00	319.56	5,512.42	66,149.00	344.58	5,944.08	71,329.00
9	283.13	4,884.00	58,608.00	305.30	5,266.50	63,198.00	329.21	5,678.92	68,147.00	354.98	6,123.42	73,481.00
10	285.96	4,932.83	59,194.00	308.35	5,319.08	63,829.00	332.50	5,735.67	68,828.00	358.53	6,184.67	74,216.00
11	288.82	4,982.17	59,786.00	311.43	5,372.25	64,467.00	335.82	5,792.92	69,515.00	362.11	6,246.42	74,957.00
12	291.71	5,032.00	60,384.00	314.56	5,426.17	65,114.00	339.18	5,850.92	70,211.00	365.74	6,309.08	75,709.00
13	294.63	5,082.42	60,989.00	317.70	5,480.33	65,764.00	342.58	5,909.58	70,915.00	369.40	6,372.17	76,466.00
14	297.58	5,133.33	61,600.00	320.88	5,535.25	66,423.00	346.00	5,968.50	71,622.00	373.09	6,435.83	77,230.00
15	300.56	5,184.67	62,216.00	324.09	5,590.58	67,087.00	349.47	6,028.42	72,341.00	376.82	6,500.17	78,002.00
16	303.56	5,236.42	62,837.00	327.33	5,646.50	67,758.00	352.96	6,088.58	73,063.00	380.59	6,565.25	78,783.00
17	306.59	5,288.75	63,465.00	330.60	5,702.92	68,435.00	356.49	6,149.50	73,794.00	384.40	6,630.92	79,571.00
18	309.66	5,341.67	64,100.00	333.90	5,759.83	69,118.00	360.05	6,210.92	74,531.00	388.24	6,697.17	80,366.00
19	312.75	5,395.00	64,740.00	337.24	5,817.42	69,809.00	363.65	6,273.00	75,276.00	392.12	6,764.08	81,169.00
20	315.88	5,449.00	65,388.00	340.61	5,875.58	70,507.00	367.28	6,335.58	76,027.00	396.04	6,831.75	81,981.00
21	319.04	5,503.50	66,042.00	344.02	5,934.42	71,213.00	370.96	6,399.08	76,789.00	400.01	6,900.25	82,803.00
22	322.23	5,558.50	66,702.00	347.45	5,993.58	71,923.00	374.66	6,462.92	77,555.00	404.00	6,969.00	83,628.00
23	325.45	5,614.08	67,369.00	350.94	6,053.75	72,645.00	378.41	6,527.58	78,331.00	408.04	7,038.75	84,465.00
24	328.71	5,670.25	68,043.00	354.45	6,114.33	73,372.00	382.20	6,593.00	79,116.00	412.13	7,109.25	85,311.00
25	331.99	5,726.83	68,722.00	357.99	6,175.33	74,104.00	386.02	6,658.92	79,907.00	416.25	7,180.33	86,164.00
26	335.31	5,784.17	69,410.00	361.57	6,237.08	74,845.00	389.88	6,725.50	80,706.00	420.41	7,252.08	87,025.00
27	338.67	5,842.08	70,105.00	365.19	6,299.58	75,595.00	393.78	6,792.75	81,513.00	424.61	7,324.58	87,895.00
28	342.05	5,900.42	70,805.00	368.84	6,362.50	76,350.00	397.72	6,860.75	82,329.00	428.86	7,397.92	88,775.00
29	345.48	5,959.58	71,515.00	372.52	6,426.00	77,112.00	401.70	6,929.33	83,152.00	433.15	7,471.92	89,663.00
30	348.93	6,019.08	72,229.00	376.25	6,490.33	77,884.00	405.71	6,998.50	83,982.00	437.48	7,546.58	90,559.00
31	352.42	6,079.25	72,951.00	380.01	6,555.25	78,663.00	409.76	7,068.42	84,821.00	441.85	7,621.92	91,463.00
32	355.95	6,140.17	73,682.00	383.82	6,620.92	79,451.00	413.87	7,139.33	85,672.00	446.27	7,698.17	92,378.00
33	359.50	6,201.42	74,417.00	387.65	6,687.00	80,244.00	418.00	7,210.50	86,526.00	450.73	7,775.17	93,302.00
34	363.10	6,263.50	75,162.00	391.52	6,753.75	81,045.00	422.18	7,282.67	87,392.00	455.24	7,852.92	94,235.00
35+	366.73	6,326.17	75,914.00	395.44	6,821.42	81,857.00	426.41	7,355.58	88,267.00	459.79	7,931.42	95,177.00

Based Public School Nurse Matrix

Registered Nurse Required

All Experience must be in Public Education

Salaries are rounded up to the nearest dollar for presentation purposes.

SCHOOL NURSE
2024-2025 SALARY SCHEDULE
7.5 Hour Day
187 Day Contract

Years of Completed Experience/Step	LPN			RN-ASN			RN-BSN			RN-MSN			RN-DNP		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	181.44	2,827.50	33,930.00	239.38	3,730.33	44,764.00	258.12	4,022.42	48,269.00	278.34	4,337.42	52,049.00	300.13	4,677.00	56,124.00
1	181.44	2,827.50	33,930.00	239.38	3,730.33	44,764.00	258.12	4,022.42	48,269.00	278.34	4,337.42	52,049.00	300.13	4,677.00	56,124.00
2	181.44	2,827.50	33,930.00	239.38	3,730.33	44,764.00	258.12	4,022.42	48,269.00	278.34	4,337.42	52,049.00	300.13	4,677.00	56,124.00
3	199.57	3,109.92	37,319.00	263.29	4,103.00	49,236.00	283.90	4,424.17	53,090.00	306.14	4,770.67	57,248.00	330.11	5,144.17	61,730.00
4	199.57	3,109.92	37,319.00	263.29	4,103.00	49,236.00	283.90	4,424.17	53,090.00	306.14	4,770.67	57,248.00	330.11	5,144.17	61,730.00
5	199.57	3,109.92	37,319.00	263.29	4,103.00	49,236.00	283.90	4,424.17	53,090.00	306.14	4,770.67	57,248.00	330.11	5,144.17	61,730.00
6	208.32	3,246.25	38,955.00	274.83	4,282.83	51,394.00	296.35	4,618.17	55,418.00	319.56	4,979.83	59,758.00	344.58	5,369.75	64,437.00
7	208.32	3,246.25	38,955.00	274.83	4,282.83	51,394.00	296.35	4,618.17	55,418.00	319.56	4,979.83	59,758.00	344.58	5,369.75	64,437.00
8	208.32	3,246.25	38,955.00	274.83	4,282.83	51,394.00	296.35	4,618.17	55,418.00	319.56	4,979.83	59,758.00	344.58	5,369.75	64,437.00
9	214.60	3,344.25	40,131.00	283.13	4,412.17	52,946.00	305.30	4,757.67	57,092.00	329.21	5,130.17	61,562.00	354.98	5,531.83	66,382.00
10	216.75	3,377.67	40,532.00	285.96	4,456.25	53,475.00	308.35	4,805.17	57,662.00	332.50	5,181.42	62,177.00	358.53	5,587.08	67,045.00
11	218.91	3,411.42	40,937.00	288.82	4,500.75	54,009.00	311.43	4,853.17	58,238.00	335.82	5,233.25	62,799.00	362.11	5,642.92	67,715.00
12	221.11	3,445.58	41,347.00	291.71	4,545.83	54,550.00	314.56	4,901.83	58,822.00	339.18	5,285.58	63,427.00	365.74	5,699.50	68,394.00
13	223.32	3,480.00	41,760.00	294.63	4,591.33	55,096.00	317.70	4,950.75	59,409.00	342.58	5,338.50	64,062.00	369.40	5,756.42	69,077.00
14	225.56	3,514.92	42,179.00	297.58	4,637.25	55,647.00	320.88	5,000.33	60,004.00	346.00	5,391.83	64,702.00	373.09	5,814.00	69,768.00
15	227.81	3,550.08	42,601.00	300.56	4,683.67	56,204.00	324.09	5,050.33	60,604.00	349.47	5,445.83	65,350.00	376.82	5,872.17	70,466.00
16	230.09	3,585.50	43,026.00	303.56	4,730.42	56,765.00	327.33	5,100.83	61,210.00	352.96	5,500.25	66,003.00	380.59	5,930.83	71,170.00
17	232.39	3,621.42	43,457.00	306.59	4,777.75	57,333.00	330.60	5,151.83	61,822.00	356.49	5,555.25	66,663.00	384.40	5,990.17	71,882.00
18	234.71	3,657.58	43,891.00	309.66	4,825.50	57,906.00	333.90	5,203.33	62,440.00	360.05	5,610.75	67,329.00	388.24	6,050.08	72,601.00
19	237.06	3,694.17	44,330.00	312.75	4,873.75	58,485.00	337.24	5,255.33	63,064.00	363.65	5,666.83	68,002.00	392.12	6,110.58	73,327.00
20	239.42	3,731.00	44,772.00	315.88	4,922.50	59,070.00	340.61	5,307.83	63,694.00	367.28	5,723.50	68,682.00	396.04	6,171.67	74,060.00
21	241.82	3,768.42	45,221.00	319.04	4,971.75	59,661.00	344.02	5,361.00	64,332.00	370.96	5,780.83	69,370.00	400.01	6,233.42	74,801.00
22	244.24	3,806.08	45,673.00	322.23	5,021.42	60,257.00	347.45	5,414.50	64,974.00	374.66	5,838.50	70,062.00	404.00	6,295.67	75,548.00
23	246.68	3,844.17	46,130.00	325.45	5,071.67	60,860.00	350.94	5,468.75	65,625.00	378.41	5,896.92	70,763.00	408.04	6,358.67	76,304.00
24	249.15	3,882.58	46,591.00	328.71	5,122.42	61,469.00	354.45	5,523.50	66,282.00	382.20	5,956.00	71,472.00	412.13	6,422.33	77,068.00
25	251.64	3,921.42	47,057.00	331.99	5,173.58	62,083.00	357.99	5,578.67	66,944.00	386.02	6,015.50	72,186.00	416.25	6,486.50	77,838.00
26	254.16	3,960.58	47,527.00	335.31	5,225.25	62,703.00	361.57	5,634.42	67,613.00	389.88	6,075.58	72,907.00	420.41	6,551.33	78,616.00
27	256.70	4,000.25	48,003.00	338.67	5,277.58	63,331.00	365.19	5,690.92	68,291.00	393.78	6,136.42	73,637.00	424.61	6,616.92	79,403.00
28	259.27	4,040.25	48,483.00	342.05	5,330.33	63,964.00	368.84	5,747.75	68,973.00	397.72	6,197.75	74,373.00	428.86	6,683.00	80,196.00
29	261.86	4,080.67	48,968.00	345.48	5,383.67	64,604.00	372.52	5,805.17	69,662.00	401.70	6,259.75	75,117.00	433.15	6,749.92	80,999.00
30	264.48	4,121.42	49,457.00	348.93	5,437.50	65,250.00	376.25	5,863.17	70,358.00	405.71	6,322.25	75,867.00	437.48	6,817.33	81,808.00
31	267.12	4,162.67	49,952.00	352.42	5,491.83	65,902.00	380.01	5,921.83	71,062.00	409.76	6,385.50	76,626.00	441.85	6,885.50	82,626.00
32	269.80	4,204.33	50,452.00	355.95	5,546.83	66,562.00	383.82	5,981.17	71,774.00	413.87	6,449.42	77,393.00	446.27	6,954.42	83,453.00
33	272.49	4,246.33	50,956.00	359.50	5,602.25	67,227.00	387.65	6,040.83	72,490.00	418.00	6,513.83	78,166.00	450.73	7,023.92	84,287.00
34	275.21	4,288.75	51,465.00	363.10	5,658.25	67,899.00	391.52	6,101.25	73,215.00	422.18	6,578.92	78,947.00	455.24	7,094.17	85,130.00
35+	277.97	4,331.67	51,980.00	366.73	5,714.83	68,578.00	395.44	6,162.25	73,947.00	426.41	6,644.83	79,738.00	459.79	7,165.08	85,981.00

Based on LPN & RN Public School Nurse Matrix

All School Nurses must have a minimum of an LPN Certificate

All Experience must be in Public Education

Salaries are rounded up to the nearest dollar for presentation purposes.

CLASSROOM & CAREER TECHNICAL EDUCATION TEACHERS

2024-2025 SALARY SCHEDULE

Public Classroom Experience

187 Day Contract

Years of Completed Experience/Step	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	254.55	3,966.67	47,600.00	277.41	4,322.92	51,875.00	299.12	4,661.33	55,936.00	320.83	4,999.58	59,995.00
1	254.55	3,966.67	47,600.00	277.41	4,322.92	51,875.00	299.12	4,661.33	55,936.00	320.83	4,999.58	59,995.00
2	254.55	3,966.67	47,600.00	277.41	4,322.92	51,875.00	299.12	4,661.33	55,936.00	320.83	4,999.58	59,995.00
3	265.33	4,134.67	49,616.00	305.12	4,754.83	57,058.00	329.01	5,127.00	61,524.00	352.93	5,499.75	65,997.00
4	265.33	4,134.67	49,616.00	305.12	4,754.83	57,058.00	329.01	5,127.00	61,524.00	352.93	5,499.75	65,997.00
5	265.33	4,134.67	49,616.00	305.12	4,754.83	57,058.00	329.01	5,127.00	61,524.00	352.93	5,499.75	65,997.00
6	276.96	4,316.00	51,792.00	318.49	4,963.17	59,558.00	343.51	5,353.08	64,237.00	368.35	5,740.08	68,881.00
7	276.96	4,316.00	51,792.00	318.49	4,963.17	59,558.00	343.51	5,353.08	64,237.00	368.35	5,740.08	68,881.00
8	276.96	4,316.00	51,792.00	318.49	4,963.17	59,558.00	343.51	5,353.08	64,237.00	368.35	5,740.08	68,881.00
9	285.33	4,446.33	53,356.00	328.12	5,113.17	61,358.00	353.89	5,514.75	66,177.00	379.48	5,913.50	70,962.00
10	288.17	4,490.67	53,888.00	331.40	5,164.25	61,971.00	357.42	5,569.83	66,838.00	383.27	5,972.58	71,671.00
11	291.06	4,535.67	54,428.00	334.71	5,215.92	62,591.00	360.99	5,625.50	67,506.00	387.10	6,032.25	72,387.00
12	293.97	4,581.00	54,972.00	338.06	5,268.08	63,217.00	364.60	5,681.75	68,181.00	390.97	6,092.58	73,111.00
13	296.91	4,626.83	55,522.00	341.43	5,320.67	63,848.00	368.26	5,738.67	68,864.00	394.88	6,153.50	73,842.00
14	299.88	4,673.08	56,077.00	344.85	5,373.92	64,487.00	371.93	5,795.92	69,551.00	398.83	6,215.08	74,581.00
15	302.88	4,719.83	56,638.00	348.30	5,427.75	65,133.00	375.66	5,854.00	70,248.00	402.82	6,277.25	75,327.00
16	305.90	4,767.00	57,204.00	351.78	5,481.92	65,783.00	379.41	5,912.50	70,950.00	406.84	6,340.00	76,080.00
17	308.96	4,814.67	57,776.00	355.30	5,536.75	66,441.00	383.21	5,971.67	71,660.00	410.91	6,403.42	76,841.00
18	312.05	4,862.83	58,354.00	358.85	5,592.08	67,105.00	387.04	6,031.42	72,377.00	415.02	6,467.33	77,608.00
19	315.17	4,911.42	58,937.00	362.44	5,648.00	67,776.00	390.91	6,091.75	73,101.00	419.17	6,532.00	78,384.00
20	318.33	4,960.58	59,527.00	366.06	5,704.50	68,454.00	394.82	6,152.58	73,831.00	423.36	6,597.42	79,169.00
21	321.51	5,010.17	60,122.00	369.73	5,761.58	69,139.00	398.77	6,214.17	74,570.00	427.60	6,663.42	79,961.00
22	324.72	5,060.25	60,723.00	373.43	5,819.25	69,831.00	402.75	6,276.17	75,314.00	431.87	6,730.00	80,760.00
23	327.97	5,110.83	61,330.00	377.16	5,877.33	70,528.00	406.78	6,339.00	76,068.00	436.19	6,797.25	81,567.00
24	331.25	5,162.00	61,944.00	380.93	5,936.17	71,234.00	410.85	6,402.42	76,829.00	440.55	6,865.25	82,383.00
25	334.56	5,213.58	62,563.00	384.74	5,995.50	71,946.00	414.96	6,466.42	77,597.00	444.96	6,933.92	83,207.00
26	337.90	5,265.67	63,188.00	388.58	6,055.42	72,665.00	419.11	6,531.08	78,373.00	449.41	7,003.25	84,039.00
27	341.29	5,318.42	63,821.00	392.47	6,116.00	73,392.00	423.30	6,596.42	79,157.00	453.90	7,073.33	84,880.00
28	344.70	5,371.58	64,459.00	396.40	6,177.17	74,126.00	427.53	6,662.33	79,948.00	458.44	7,144.00	85,728.00
29	348.15	5,425.33	65,104.00	400.36	6,238.92	74,867.00	431.81	6,729.00	80,748.00	463.03	7,215.50	86,586.00
30	351.63	5,479.50	65,754.00	404.36	6,301.33	75,616.00	436.12	6,796.25	81,555.00	467.66	7,287.67	87,452.00
31	355.14	5,534.33	66,412.00	408.41	6,364.33	76,372.00	440.49	6,864.25	82,371.00	472.33	7,360.42	88,325.00
32	358.70	5,589.75	67,077.00	412.49	6,428.00	77,136.00	444.89	6,932.92	83,195.00	477.05	7,434.08	89,209.00
33	362.28	5,645.58	67,747.00	416.61	6,492.25	77,907.00	449.34	7,002.25	84,027.00	481.83	7,508.50	90,102.00
34	365.90	5,702.00	68,424.00	420.78	6,557.17	78,686.00	453.83	7,072.25	84,867.00	486.65	7,583.58	91,003.00
35+	369.57	5,759.08	69,109.00	424.99	6,622.75	79,473.00	458.37	7,142.92	85,715.00	491.51	7,659.33	91,912.00

Certified K-12 Teachers, Counselors, Social Workers, and OSR PreK Teachers are placed on this schedule.

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Salaries are rounded up to the nearest dollar for presentation purposes.

CLASSROOM TEACHERS, CAREER TECHNICAL EDUCATION TEACHERS, & CAREER COACH
2024-2025 SALARY SCHEDULE
Public Classroom Experience
207 Day Contract

Years of Completed Experience/Step	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	254.55	4,391.00	52,692.00	277.41	4,785.33	57,424.00	299.12	5,159.83	61,918.00	320.83	5,534.33	66,412.00
1	254.55	4,391.00	52,692.00	277.41	4,785.33	57,424.00	299.12	5,159.83	61,918.00	320.83	5,534.33	66,412.00
2	254.55	4,391.00	52,692.00	277.41	4,785.33	57,424.00	299.12	5,159.83	61,918.00	320.83	5,534.33	66,412.00
3	265.33	4,577.00	54,924.00	305.12	5,263.33	63,160.00	329.01	5,675.50	68,106.00	352.93	6,088.08	73,057.00
4	265.33	4,577.00	54,924.00	305.12	5,263.33	63,160.00	329.01	5,675.50	68,106.00	352.93	6,088.08	73,057.00
5	265.33	4,577.00	54,924.00	305.12	5,263.33	63,160.00	329.01	5,675.50	68,106.00	352.93	6,088.08	73,057.00
6	276.96	4,777.58	57,331.00	318.49	5,494.00	65,928.00	343.51	5,925.58	71,107.00	368.35	6,354.08	76,249.00
7	276.96	4,777.58	57,331.00	318.49	5,494.00	65,928.00	343.51	5,925.58	71,107.00	368.35	6,354.08	76,249.00
8	276.96	4,777.58	57,331.00	318.49	5,494.00	65,928.00	343.51	5,925.58	71,107.00	368.35	6,354.08	76,249.00
9	285.33	4,922.00	59,064.00	328.12	5,660.08	67,921.00	353.89	6,104.67	73,256.00	379.48	6,546.08	78,553.00
10	288.17	4,971.00	59,652.00	331.40	5,716.67	68,600.00	357.42	6,165.50	73,986.00	383.27	6,611.42	79,337.00
11	291.06	5,020.83	60,250.00	334.71	5,773.75	69,285.00	360.99	6,227.08	74,725.00	387.10	6,677.50	80,130.00
12	293.97	5,071.00	60,852.00	338.06	5,831.58	69,979.00	364.60	6,289.42	75,473.00	390.97	6,744.25	80,931.00
13	296.91	5,121.75	61,461.00	341.43	5,889.75	70,677.00	368.26	6,352.50	76,230.00	394.88	6,811.75	81,741.00
14	299.88	5,173.00	62,076.00	344.85	5,948.67	71,384.00	371.93	6,415.83	76,990.00	398.83	6,879.83	82,558.00
15	302.88	5,224.75	62,697.00	348.30	6,008.25	72,099.00	375.66	6,480.17	77,762.00	402.82	6,948.67	83,384.00
16	305.90	5,276.83	63,322.00	351.78	6,068.25	72,819.00	379.41	6,544.83	78,538.00	406.84	7,018.00	84,216.00
17	308.96	5,329.58	63,955.00	355.30	6,129.00	73,548.00	383.21	6,610.42	79,325.00	410.91	7,088.25	85,059.00
18	312.05	5,382.92	64,595.00	358.85	6,190.17	74,282.00	387.04	6,676.50	80,118.00	415.02	7,159.17	85,910.00
19	315.17	5,436.75	65,241.00	362.44	6,252.17	75,026.00	390.91	6,743.25	80,919.00	419.17	7,230.75	86,769.00
20	318.33	5,491.25	65,895.00	366.06	6,314.58	75,775.00	394.82	6,810.67	81,728.00	423.36	7,303.00	87,636.00
21	321.51	5,546.08	66,553.00	369.73	6,377.92	76,535.00	398.77	6,878.83	82,546.00	427.60	7,376.17	88,514.00
22	324.72	5,601.50	67,218.00	373.43	6,441.75	77,301.00	402.75	6,947.50	83,370.00	431.87	7,449.83	89,398.00
23	327.97	5,657.50	67,890.00	377.16	6,506.08	78,073.00	406.78	7,017.00	84,204.00	436.19	7,524.33	90,292.00
24	331.25	5,714.08	68,569.00	380.93	6,571.08	78,853.00	410.85	7,087.17	85,046.00	440.55	7,599.50	91,194.00
25	334.56	5,771.17	69,254.00	384.74	6,636.83	79,642.00	414.96	7,158.08	85,897.00	444.96	7,675.58	92,107.00
26	337.90	5,828.83	69,946.00	388.58	6,703.08	80,437.00	419.11	7,229.67	86,756.00	449.41	7,752.33	93,028.00
27	341.29	5,887.33	70,648.00	392.47	6,770.17	81,242.00	423.30	7,302.00	87,624.00	453.90	7,829.83	93,958.00
28	344.70	5,946.08	71,353.00	396.40	6,837.92	82,055.00	427.53	7,374.92	88,499.00	458.44	7,908.17	94,898.00
29	348.15	6,005.67	72,068.00	400.36	6,906.25	82,875.00	431.81	7,448.75	89,385.00	463.03	7,987.33	95,848.00
30	351.63	6,065.67	72,788.00	404.36	6,975.25	83,703.00	436.12	7,523.08	90,277.00	467.66	8,067.17	96,806.00
31	355.14	6,126.17	73,514.00	408.41	7,045.08	84,541.00	440.49	7,598.50	91,182.00	472.33	8,147.75	97,773.00
32	358.70	6,187.58	74,251.00	412.49	7,115.50	85,386.00	444.89	7,674.42	92,093.00	477.05	8,229.17	98,750.00
33	362.28	6,249.33	74,992.00	416.61	7,186.58	86,239.00	449.34	7,751.17	93,014.00	481.83	8,311.58	99,739.00
34	365.90	6,311.83	75,742.00	420.78	7,258.50	87,102.00	453.83	7,828.58	93,943.00	486.65	8,394.75	100,737.00
35+	369.57	6,375.08	76,501.00	424.99	7,331.08	87,973.00	458.37	7,906.92	94,883.00	491.51	8,478.58	101,743.00

Certified K-12 Teachers, Counselors, Social Workers, and OSR PreK Teachers are placed on this schedule.

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Salaries are rounded up to the nearest dollar for presentation purposes.

CLASSROOM TEACHERS, CAREER TECHNICAL EDUCATION TEACHERS, & CAREER COACH
2024-2025 SALARY SCHEDULE
Public Classroom Experience
235 Day Contract

Years of Completed Experience/Step	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	265.38	5,197.08	62,365.00	289.22	5,663.83	67,966.00	311.85	6,107.08	73,285.00	334.49	6,550.33	78,604.00
1	265.38	5,197.08	62,365.00	289.22	5,663.83	67,966.00	311.85	6,107.08	73,285.00	334.49	6,550.33	78,604.00
2	265.38	5,197.08	62,365.00	289.22	5,663.83	67,966.00	311.85	6,107.08	73,285.00	334.49	6,550.33	78,604.00
3	276.62	5,417.17	65,006.00	318.11	6,229.58	74,755.00	343.01	6,717.33	80,608.00	367.95	7,205.67	86,468.00
4	276.62	5,417.17	65,006.00	318.11	6,229.58	74,755.00	343.01	6,717.33	80,608.00	367.95	7,205.67	86,468.00
5	276.62	5,417.17	65,006.00	318.11	6,229.58	74,755.00	343.01	6,717.33	80,608.00	367.95	7,205.67	86,468.00
6	288.75	5,654.67	67,856.00	332.05	6,502.58	78,031.00	358.13	7,013.33	84,160.00	384.03	7,520.50	90,246.00
7	288.75	5,654.67	67,856.00	332.05	6,502.58	78,031.00	358.13	7,013.33	84,160.00	384.03	7,520.50	90,246.00
8	288.75	5,654.67	67,856.00	332.05	6,502.58	78,031.00	358.13	7,013.33	84,160.00	384.03	7,520.50	90,246.00
9	297.47	5,825.50	69,906.00	342.09	6,699.17	80,390.00	368.95	7,225.33	86,704.00	395.63	7,747.75	92,973.00
10	300.43	5,883.50	70,602.00	345.50	6,766.08	81,193.00	372.63	7,297.33	87,568.00	399.58	7,825.17	93,902.00
11	303.45	5,942.50	71,310.00	348.95	6,833.67	82,004.00	376.35	7,370.25	88,443.00	403.57	7,903.33	94,840.00
12	306.48	6,001.92	72,023.00	352.45	6,902.08	82,825.00	380.11	7,443.92	89,327.00	407.61	7,982.33	95,788.00
13	309.54	6,061.92	72,743.00	355.96	6,970.92	83,651.00	383.93	7,518.67	90,224.00	411.69	8,062.17	96,746.00
14	312.64	6,122.58	73,471.00	359.53	7,040.75	84,489.00	387.76	7,593.58	91,123.00	415.80	8,142.83	97,714.00
15	315.77	6,183.83	74,206.00	363.12	7,111.17	85,334.00	391.65	7,669.75	92,037.00	419.96	8,224.25	98,691.00
16	318.92	6,245.50	74,946.00	366.75	7,182.25	86,187.00	395.56	7,746.33	92,956.00	424.15	8,306.33	99,676.00
17	322.11	6,308.00	75,696.00	370.42	7,254.08	87,049.00	399.52	7,823.92	93,887.00	428.40	8,389.42	100,673.00
18	325.33	6,371.08	76,453.00	374.12	7,326.58	87,919.00	403.51	7,902.08	94,825.00	432.68	8,473.33	101,680.00
19	328.58	6,434.75	77,217.00	377.86	7,399.83	88,798.00	407.54	7,981.08	95,773.00	437.01	8,558.08	102,697.00
20	331.88	6,499.25	77,991.00	381.64	7,473.75	89,685.00	411.62	8,060.92	96,731.00	441.38	8,643.67	103,724.00
21	335.19	6,564.17	78,770.00	385.46	7,548.67	90,584.00	415.74	8,141.58	97,699.00	445.80	8,730.17	104,762.00
22	338.54	6,629.75	79,557.00	389.32	7,624.25	91,491.00	419.89	8,222.83	98,674.00	450.25	8,817.42	105,809.00
23	341.93	6,696.08	80,353.00	393.21	7,700.42	92,405.00	424.09	8,305.17	99,662.00	454.75	8,905.58	106,867.00
24	345.35	6,763.08	81,157.00	397.14	7,777.33	93,328.00	428.34	8,388.25	100,659.00	459.30	8,994.58	107,935.00
25	348.80	6,830.67	81,968.00	401.11	7,855.17	94,262.00	432.62	8,472.17	101,666.00	463.90	9,084.67	109,016.00
26	352.28	6,898.83	82,786.00	405.12	7,933.58	95,203.00	436.94	8,556.83	102,682.00	468.54	9,175.50	110,106.00
27	355.82	6,968.08	83,617.00	409.17	8,013.00	96,156.00	441.31	8,642.42	103,709.00	473.22	9,267.17	111,206.00
28	359.37	7,037.67	84,452.00	413.27	8,093.17	97,118.00	445.72	8,728.75	104,745.00	477.95	9,359.83	112,318.00
29	362.97	7,108.08	85,297.00	417.40	8,174.08	98,089.00	450.19	8,816.17	105,794.00	482.74	9,453.58	113,443.00
30	366.60	7,179.17	86,150.00	421.57	8,255.75	99,069.00	454.68	8,904.17	106,850.00	487.56	9,548.08	114,577.00
31	370.26	7,250.83	87,010.00	425.79	8,338.42	100,061.00	459.24	8,993.42	107,921.00	492.43	9,643.42	115,721.00
32	373.97	7,323.50	87,882.00	430.05	8,421.75	101,061.00	463.83	9,083.25	108,999.00	497.35	9,739.83	116,878.00
33	377.70	7,396.58	88,759.00	434.34	8,505.83	102,070.00	468.46	9,174.08	110,089.00	502.34	9,837.42	118,049.00
34	381.47	7,470.50	89,646.00	438.69	8,591.00	103,092.00	473.14	9,265.75	111,189.00	507.36	9,935.83	119,230.00
35+	385.30	7,545.42	90,545.00	443.08	8,676.92	104,123.00	477.88	9,358.42	112,301.00	512.43	10,035.00	120,420.00

Certified K-12 Teachers, Counselors, Social Workers, and OSR PreK Teachers are placed on this schedule.

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Salaries are rounded up to the nearest dollar for presentation purposes.

TEACHER EXCELLENCE & ACCOUNTABILITY FOR MATH & SCIENCE (T.E.A.M.S.) TEACHERS

2024-2025 SALARY SCHEDULE

Public Classroom Experience

189 Day Contract

Years of Completed Experience/Step	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	267.31	4,210.08	50,521.00	303.10	4,773.75	57,285.00	324.58	5,112.17	61,346.00	346.06	5,450.42	65,405.00
1	286.15	4,506.83	54,082.00	329.07	5,182.83	62,194.00	354.82	5,588.42	67,061.00	380.59	5,994.33	71,932.00
2	301.44	4,747.67	56,972.00	346.63	5,459.50	65,514.00	373.87	5,888.42	70,661.00	400.89	6,314.08	75,769.00
3	310.25	4,886.50	58,638.00	356.79	5,619.42	67,433.00	384.81	6,060.83	72,730.00	412.63	6,499.00	77,988.00
4	319.31	5,029.17	60,350.00	367.20	5,783.42	69,401.00	396.04	6,237.58	74,851.00	424.67	6,688.58	80,263.00
5	328.60	5,175.42	62,105.00	377.88	5,951.67	71,420.00	407.57	6,419.17	77,030.00	437.04	6,883.33	82,600.00
6	338.14	5,325.75	63,909.00	388.85	6,124.42	73,493.00	419.40	6,605.58	79,267.00	449.72	7,083.08	84,997.00
7	347.93	5,479.92	65,759.00	400.12	6,301.83	75,622.00	431.54	6,796.75	81,561.00	462.74	7,288.17	87,458.00
8	354.89	5,589.50	67,074.00	408.11	6,427.67	77,132.00	440.17	6,932.75	83,193.00	472.00	7,434.00	89,208.00
9	361.98	5,701.25	68,415.00	416.28	6,556.33	78,676.00	448.97	7,071.33	84,856.00	481.44	7,582.75	90,993.00
10	367.41	5,786.67	69,440.00	422.52	6,654.75	79,857.00	455.70	7,177.33	86,128.00	488.66	7,696.33	92,356.00
11	372.92	5,873.50	70,482.00	428.86	6,754.58	81,055.00	462.54	7,285.08	87,421.00	495.98	7,811.75	93,741.00
12	378.52	5,961.67	71,540.00	435.30	6,855.92	82,271.00	469.48	7,394.25	88,731.00	503.43	7,929.00	95,148.00
13	378.52	5,961.67	71,540.00	435.30	6,855.92	82,271.00	469.48	7,394.25	88,731.00	503.43	7,929.00	95,148.00
14	378.52	5,961.67	71,540.00	435.30	6,855.92	82,271.00	469.48	7,394.25	88,731.00	503.43	7,929.00	95,148.00
15	384.21	6,051.33	72,616.00	441.85	6,959.17	83,510.00	476.56	7,505.75	90,069.00	511.01	8,048.42	96,581.00
16	384.21	6,051.33	72,616.00	441.85	6,959.17	83,510.00	476.56	7,505.75	90,069.00	511.01	8,048.42	96,581.00
17	384.21	6,051.33	72,616.00	441.85	6,959.17	83,510.00	476.56	7,505.75	90,069.00	511.01	8,048.42	96,581.00
18	390.04	6,143.08	73,717.00	448.54	7,064.50	84,774.00	483.77	7,619.33	91,432.00	518.75	8,170.25	98,043.00
19	390.04	6,143.08	73,717.00	448.54	7,064.50	84,774.00	483.77	7,619.33	91,432.00	518.75	8,170.25	98,043.00
20	390.04	6,143.08	73,717.00	448.54	7,064.50	84,774.00	483.77	7,619.33	91,432.00	518.75	8,170.25	98,043.00
21	395.97	6,236.50	74,838.00	455.37	7,172.08	86,065.00	491.13	7,735.25	92,823.00	526.64	8,294.58	99,535.00
22	395.97	6,236.50	74,838.00	455.37	7,172.08	86,065.00	491.13	7,735.25	92,823.00	526.64	8,294.58	99,535.00
23	395.97	6,236.50	74,838.00	455.37	7,172.08	86,065.00	491.13	7,735.25	92,823.00	526.64	8,294.58	99,535.00
24	402.02	6,331.75	75,981.00	462.32	7,281.50	87,378.00	498.63	7,853.42	94,241.00	534.69	8,421.33	101,056.00
25	402.02	6,331.75	75,981.00	462.32	7,281.50	87,378.00	498.63	7,853.42	94,241.00	534.69	8,421.33	101,056.00
26	402.02	6,331.75	75,981.00	462.32	7,281.50	87,378.00	498.63	7,853.42	94,241.00	534.69	8,421.33	101,056.00
27+	408.19	6,429.00	77,148.00	469.42	7,393.42	88,721.00	506.29	7,974.00	95,688.00	542.89	8,550.58	102,607.00

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Salaries are rounded up to the nearest dollar for presentation purposes.

2024-2025 SALARY SCHEDULE

EXTRA EVENT SCHEDULE

* Cafeteria Manager/Worker	Hourly Rate x 1.5
* Coach (Supervise Stadium)	\$ 75.00 per event
* Ticket Sellers/Football	\$ 50.00 per home game
* Ticket Sellers/Extracurricular Events	\$ 15.00 per home game/event
* Custodians	Hourly Rate x 1.5
* Auditorium Tech	\$ 75.00 per event
* Credit Recovery and Before/After School Tutors	\$ 30.00 per hour
* Homebound Tutors	\$ 25.00 per hour
* Saturday School	\$ 40.00 per hour
(Includes .5 hour allowed for travel)	
Extended Day Certified Teacher	\$ 33.00 per hour
Extended Day Non-Certified	\$ 23.00 per hour
Extended Day Student Workers	\$ 10.00 per hour
* Summer Feeding Manager	\$ 24.45 per hour
* Summer Feeding Worker	\$ 21.90 per hour
* After Hours Nurse	Hourly Rate x 1.5

SUBSTITUTE PAY SCALE

Substitutes will be contracted through Kelly Services

Certified Teacher	\$ 90.00 per day
Certified Teacher Long Term (21+ days of continuous service)	\$ 210.00 per day
Non-Certified Teacher	\$ 80.00 per day
Paraprofessional	\$ 10.00 per hour
Paraprofessional Certified	\$ 11.00 per hour
Paraprofessional Certified Long Term (21+ days of continuous service)	\$ 15.00 per hour
Child Nutrition	\$ 11.00 per hour
* School Nurse LPN	\$ 15.00 per hour
* School Nurse LPN Long-Term (21+ days of continuous service)	\$ 17.00 per hour
* School Nurse RN	\$ 25.00 per hour
* School Nurse RN Long-Term (21+ days of continuous service)	\$ 32.00 per hour
Clerical	\$ 11.00 per hour
Custodian	\$ 10.00 per hour
* Bus Driver (CDL) - Extracurricular Event	\$ 15.00 per hour
	(\$75.00 minimum)

Overtime rate = employee's overtime rate

Overnight trips = Driver will be deducted for 8 hours sleep time.

OVERNIGHT is defined from the time the driver picks up the bus until 24 hours later

(FAIR LABOR STANDARDS ACT SECTION 785.22)

Overnight supplement of \$60.00 will be paid for any overnight trip less than 24 hours (Board approved 9/2007)

Note: All activities using the employees with an * will be invoiced for the worker's pay plus benefits.