

Gulf Shores City Schools Board of Education

GULF SHORES CITY SCHOOLS SALARY SCHEDULE

2020-2021

GULF SHORES CITY BOARD OF EDUCATION

**GULF SHORES CITY SCHOOLS
SALARY SCHEDULE**

INTRODUCTION

The salary schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified employees must possess a valid Alabama Teacher's or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification, and/or assignment. Consistent with economic and job market indicators, the Superintendent retains the right to recommend the initial assignment and/or reassignment of a job title to a specific pay grade, salary schedule and/or step. It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, and/or other information offering compensation to the Human Resource Manager.

The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for the particular position can be considered.

The state of Alabama recently authorized the hire of Adjunct Instructors. The rates of pay for these specialized, often part time, instructors may vary greatly based on the type of instruction involved. The Superintendent is authorized to negotiate such reasonable salaries as necessary to hire said Adjunct Instructors.

Employees are generally paid in twelve equal monthly installments, regardless of the term of the appointment. The payroll period normally extends from the first Sunday of each month thru the last Saturday of each month. Payroll checks shall be released on the last work day of the month according to the twelve (12) month employee work calendar.

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.

Certificated Salaries

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. Changes in degree will be effective upon receipt of the highest degree recognized by the ALSDE with payment at a higher rate degree to begin with the monthly period after the State Department of Education recognizes the degree. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification. Teachers holding career and technical education certificates endorsed in technical education or healthcare science and technology shall be paid at the appropriate degree equivalency.

Classified Salaries

Employees with a bachelor's degree on the classified schedules will receive an additional \$213 monthly supplement for each month employed. Employees with a master's degree or higher and are on the classified pay schedule will receive an additional \$233 monthly supplement for each month employed.

Contract Days

Nine Months = 182, 185 and 187 days
Ten Months = 202 days
Eleven Months = 222 days
Twelve Months = 240 days

Administration.....	12 month (240 days)
Directors.....	12 month (240 days)
Coordinators.....	10 month (202 days) 12 month (240 days)
Teacher.....	9 month (187 days) 10 month (202 days) 11 month (222 days) 12 month (240 days)
Media Specialist.....	9 month (187 days)
Counselor.....	Elementary School..... 9 month (187 days) Middle School..... 10 month (202 days) High School..... 10 month (202 days) 12 month (240 days)
Lead Nurse.....	10 month (202 days)
Registered Nurse.....	9 month (187 days)
Licensed Practical Nurse.....	9 month (187 days)
Paraprofessionals	9 month (182 days)
Pre-K Auxiliary Aides	9 month (187 days)
CNP Coordinator.....	12 month (240 days)
CNP Manager.....	9 month (187days)
CNP Worker.....	9 month (185 days)
Bus Driver	9 month (182 days)
Bookkeeper	12 month (240 days)
Registrar	12 month (240 days)
Office Manager.....	12 month (240 days)

GULF SHORES CITY SCHOOLS

Salary Schedule: Approved June 11, 2020

Secretary/Receptionist.....	Middle School.....	10 month (202 days)
	High School.....	10 month (202 days)
Maintenance/Custodial.....		12 month (240 days)
Mechanic.....		12 month (240 days)
Virtual School.....		10 month (202 days)
JROTC.....		11 month (222 days)
Band Directors.....		10 month (202 days)
Athletic Director.....		12 month (240 days)

Work Schedules

Annual or 12 Month	July 1, 2020 – June 30, 2021	Required to work 240 days
11 Month	July 6, 2020 – June 18, 2021	Required to work 222 days
10 Month	July 20, 2020 – June 4, 2021	Required to work 202 days
9 Month	August 6, 2020 – May 28, 2021	Required to work 187 days
	August 6, 2020 – May 28, 2021	Required to work 185 days
	August 11, 2020 – May 28, 2021	Required to work 182 days

Monthly Pay Schedules

12 Month (240-day) Employees	July 31 - June 30
11-Month (222-day) Employees	August 31-July 31
10-Month (202-day) Employees	August 31-July 31
9-Month (182/185/187-day) Employees	September 30-August 31

**GULF SHORES CITY SCHOOLS
TEACHER SALARY SCHEDULE**

Step	Bachelor/Non-Degree				Master			
	9-month	10-month	11-month	12-month	9-month	10-month	11-month	12-month
New	\$42,701.00	\$46,127.00	\$50,695.00	\$55,261.00	\$49,106.00	\$53,044.00	\$58,295.00	\$63,549.00
1-2	\$42,701.00	\$46,127.00	\$50,695.00	\$55,261.00	\$49,106.00	\$53,044.00	\$58,295.00	\$63,549.00
3-5	\$46,970.00	\$50,736.00	\$55,761.00	\$60,784.00	\$54,017.00	\$58,349.00	\$64,125.00	\$69,903.00
6-8	\$49,027.00	\$52,960.00	\$58,203.00	\$63,446.00	\$56,382.00	\$60,903.00	\$66,933.00	\$72,963.00
9-11	\$49,684.00	\$53,668.00	\$58,983.00	\$64,298.00	\$57,137.00	\$61,720.00	\$67,831.00	\$73,943.00
12-14	\$50,588.00	\$54,646.00	\$60,056.00	\$65,467.00	\$58,172.00	\$62,838.00	\$69,060.00	\$75,282.00
15-17	\$51,740.00	\$55,891.00	\$61,426.00	\$66,958.00	\$59,504.00	\$64,275.00	\$70,639.00	\$77,003.00
18-20	\$52,410.00	\$56,613.00	\$62,218.00	\$67,823.00	\$60,268.00	\$65,103.00	\$71,549.00	\$77,994.00
21-23	\$53,077.00	\$57,335.00	\$63,012.00	\$68,689.00	\$61,041.00	\$65,936.00	\$72,465.00	\$78,994.00
24-26	\$53,710.00	\$58,018.00	\$63,763.00	\$69,507.00	\$61,673.00	\$66,619.00	\$73,215.00	\$79,812.00
27	\$54,343.00	\$58,704.00	\$64,513.00	\$70,327.00	\$62,305.00	\$67,305.00	\$73,968.00	\$80,631.00

Step	6-year				Doctoral			
	9-month	10-month	11-month	12-month	9-month	10-month	11-month	12-month
New	\$52,952.00	\$57,198.00	\$62,860.00	\$68,524.00	\$56,792.00	\$61,350.00	\$67,423.00	\$73,498.00
1-2	\$52,952.00	\$57,198.00	\$62,860.00	\$68,524.00	\$56,792.00	\$61,350.00	\$67,423.00	\$73,498.00
3-5	\$58,242.00	\$62,914.00	\$69,143.00	\$75,372.00	\$62,471.00	\$67,482.00	\$74,164.00	\$80,845.00
6-8	\$60,809.00	\$65,688.00	\$72,190.00	\$78,694.00	\$65,206.00	\$70,436.00	\$77,409.00	\$84,385.00
9-11	\$61,610.00	\$66,551.00	\$73,141.00	\$79,732.00	\$66,081.00	\$71,381.00	\$78,449.00	\$85,517.00
12-14	\$62,727.00	\$67,760.00	\$74,467.00	\$81,176.00	\$67,283.00	\$72,680.00	\$79,874.00	\$87,072.00
15-17	\$64,159.00	\$69,305.00	\$76,168.00	\$83,028.00	\$68,813.00	\$74,331.00	\$81,690.00	\$89,050.00
18-20	\$64,986.00	\$70,198.00	\$77,148.00	\$84,099.00	\$69,705.00	\$75,296.00	\$82,751.00	\$90,204.00
21-23	\$65,816.00	\$71,095.00	\$78,135.00	\$85,175.00	\$70,593.00	\$76,257.00	\$83,807.00	\$91,357.00
24-26	\$66,450.00	\$71,782.00	\$78,888.00	\$85,997.00	\$71,228.00	\$76,941.00	\$84,558.00	\$92,178.00
27	\$67,083.00	\$72,464.00	\$79,637.00	\$86,813.00	\$71,860.00	\$77,625.00	\$85,310.00	\$92,995.00

Annual Based upon 187-day contract. Actual work days are specified by calendar.

All certified staff salary annualized and equally divided by twelve.

Valid Alabama educator certification categories: audiologists, behavioral consultants, counselors, curriculum leader, educational diagnosticians, evaluators, librarians, psychometrists, reading coaches, speech pathologists, speech path asst., teachers, technology facilitators, and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

ASSISTANT PRINCIPALS (12 MONTHS)

	Elementary		Middle School		High School	
	Master	6 year	Master	6 year	Master	6 year
New	73,916	78,725	76,044	80,854	80,226	85,037
Step 1	74,261	79,072	76,391	81,201	80,680	85,489
2	74,609	79,418	76,737	81,546	81,132	85,944
3	74,955	79,763	77,083	81,895	81,587	86,397
4	75,300	80,111	77,429	82,241	82,039	86,850
5	75,650	80,459	77,777	82,586	82,492	87,302
6	75,997	80,804	78,124	82,933	82,945	87,755
7	76,340	81,153	78,471	83,280	83,399	88,210
8	76,690	81,499	78,816	83,625	83,852	88,662
9	77,036	81,847	79,164	83,975	84,304	89,116

Supplements: add the following appropriate amount based on classroom experience in years:

0-<6	\$651.00
6-<10	\$1,301.00
10+	\$2,082.00

**PROFESSIONAL SUPPORT PERSONNEL
PROFESSIONAL SUPPORT PERSONNEL**

	NURSES				
Step	9 Mo LPN	9 Mo RN	10Mo RN	9Mo RN MS	10Mo RN MS
0	22,448	42,701	46,127	49,106	53,044
1-2	22,448	42,701	46,127	49,106	53,044
3-5	24,670	46,970	50,736	54,017	58,349
6-8	25,730	49,027	52,960	56,382	60,902
9-11	26,064	49,684	53,668	57,137	61,720
12-14	26,535	50,588	54,646	58,172	62,839
15-17	27,118	51,740	55,891	59,504	64,275
18-20	27,445	52,410	56,613	60,268	65,103
21-23	27,772	53,077	57,335	61,041	65,936
24-26	28,363	53,710	58,018	61,673	66,619
27+	28,954	54,343	58,704	62,305	67,305

RN/LPNs are placed on a step equal to applicable verified public K-12 experience as a school nurse.

Social Worker 9 Month		
Step	Bachelor	Master
0-2	\$36,500.00	\$39,100.00
3-5	\$37,048.00	\$39,687.00
6-8	\$37,603.00	\$40,282.00
9-11	\$38,167.00	\$40,886.00
12-14	\$38,740.00	\$41,500.00
15-17	\$39,321.00	\$42,122.00
18-20	\$39,911.00	\$42,754.00
21-23	\$40,509.00	\$43,395.00
24-26	\$41,117.00	\$44,046.00
>27	\$41,734.00	\$44,707.00

	STUDENT SUPPORT 9 MONTH SALARY SCHEDULE		
	Preschool Aide*	Paraprofessional & OCS*	Instructional, ESL & Driver Ed Aides*
Step	7.5 hours	7 hours	7 hours
New	\$22,379.00	\$19,866.00	\$18,674.00
1	\$22,569.00	\$20,720.00	\$18,851.00
2	\$22,740.00	\$20,897.00	\$19,013.00
3	\$23,121.00	\$21,235.00	\$19,367.00
4	\$23,482.00	\$21,574.00	\$19,704.00
5	\$24,398.00	\$22,604.00	\$20,558.00
6	\$24,951.00	\$23,972.00	\$21,074.00
7	\$25,674.00	\$24,310.00	\$21,750.00
8	\$26,399.00	\$24,649.00	\$22,427.00
9	\$27,315.00	\$24,988.00	\$23,280.00
10	\$28,229.00	\$25,682.00	\$24,133.00

IT 12 Month	
Step	IT Systems Admin*
New	33,519.00
1	36,200.00
2	38,882.00
3	39,648.00
4	40,414.00
5	41,182.00
6	41,948.00
7	42,715.00
8	43,481.00
9	44,248.00
10	44,976.00

*Student support and classified employees with a bachelor's degree will receive an additional \$213 monthly supplement for each month employed. Employees with a master's degree or higher will receive an additional \$233 monthly supplement for each month employed. In addition, employees with an earned bachelor's degree or higher will be paid at Step 6 of that salary schedule.

BUS DRIVER, BUS AIDE & BUS DRIVER FIELD TRIP SALARY SCHEDULE

Regular - Bus Driver Route		182 Days		Bus Driver Supplements	
Step	Regular 0-4 hours	CAT I 5 hours	CAT II 6 hours	CAT III 7 hours	CAT IV 8 hours
1	13,978.00	2,730.00	5,460.00	8,190.00	10,920.00
2	14,257.00	2,785.00	5,569.00	8,354.00	11,138.00
3	14,542.00	2,840.00	5,680.00	8,521.00	11,361.00
4	15,634.00	2,983.00	5,964.00	8,947.00	11,929.00
5	15,946.00	3,042.00	6,084.00	9,126.00	12,167.00
6	16,266.00	3,103.00	6,205.00	9,308.00	12,410.00
7	16,591.00	3,166.00	6,329.00	9,635.00	12,659.00
8	16,923.00	3,229.00	6,456.00	9,827.00	12,912.00
9	17,261.00	3,294.00	6,585.00	10,024.00	13,170.00
10	17,606.00	3,359.00	6,717.00	10,224.00	13,433.00
11 to 12	18,698.00	3,528.00	7,053.00	10,736.00	14,104.00
13 to 15	19,072.00	3,598.00	7,271.00	10,949.00	14,386.00
16 to 21	19,453.00	3,670.00	7,416.00	11,169.00	14,673.00
22 to 24	19,842.00	3,743.00	7,564.00	11,967.00	14,967.00
25 to 27	20,636.00	3,819.00	7,716.00	12,267.00	15,266.00
28+	21,728.00	4,010.00	8,102.00	12,880.00	16,030.00

The amount of time allotted for each route and each school trip will be determined by the Transportation Department. This will determine the category for placement on the salary schedule. PLEASE NOTE: Steps are compensation steps, not experience steps.

No continuing service status in the supplement position is implied or should be assumed by the individual receiving the supplement. Supplements will be adjusted for change in route/trip assignments.

BUS AIDE 182-Days		
Step	4hrs	7hrs
NEW	7,312	12,795
1	7,444	13,029
2	7,741	13,546
3	8,170	14,300
4	8,446	14,782
5	8,601	15,051
6	8,861	15,506

BUS DRIVER FIELD TRIPS	
Length of	Rate of Pay Trip
Less than 3 hrs	\$36.70
*3+	\$12.62 an hour

*Field Trips of 8 hours or more will be paid a food/meal allowance in accordance to the in-state and out-of-state travel procedures set forth by the Business & Finance Accounts Payable Department. Food/meal allowance is not allowable for local travel. Pay for food/meal allowance is paid by the sponsoring organization and is in addition to the hourly rate of pay.

Bus Mechanic 12 Month	
New	50,988.00
1	51,625.00
2	52,270.00
3	52,925.00
4	53,586.00
5	54,256.00
6	54,934.00
7	55,620.00
8	56,315.00
9	54,939.00
10	57,732.00
11	58,454.00
12	59,184.00
13	59,924.00
14	60,674.00
15	61,432.00
16	62,200.00
17	62,977.00
18	63,764.00
19	64,561.00
20	65,368.00

CHILD NUTRITION PROFESSIONAL SALARY SCHEDULE

187 days CNP Manager*		187 days CNP Manager*	187 days CNP Manager*	185 days CNP Assistant Manager*	240 days CNP Coordinator	185 days CNP Worker*	185 days CNP Worker*
Step	Under 350	349+ Avg	700+ Avg	7.5 hours	8 hours	7.5 hours	7.5 hours
	8 hours	8 hours	8 hours				
New	\$22,802.00	\$24,276.00	\$29,635.00	\$20,225.00	\$58,000.00	\$16,051.00	\$16,051.00
1	\$23,021.00	\$25,331.00	\$30,082.00	\$20,418.00	\$58,870.00	\$16,297.00	\$16,297.00
2	\$23,220.00	\$25,551.00	\$31,661.00	\$20,593.00	\$59,753.05	\$16,542.00	\$16,542.00
3	\$23,657.00	\$25,968.00	\$33,366.00	\$20,981.00	\$60,649.35	\$16,788.00	\$16,788.00
4	\$24,075.00	\$26,386.00	\$33,815.00	\$21,347.00	\$61,559.09	\$17,263.00	\$17,263.00
5	\$25,132.00	\$27,718.00	\$34,157.00	\$22,278.00	\$62,482.47	\$17,952.00	\$17,952.00
6	\$25,770.00	\$29,496.00	\$34,604.00	\$22,838.00	\$63,419.71	\$18,875.00	\$18,875.00
7	\$26,608.00	\$29,935.00	\$35,442.00	\$23,575.00	\$64,371.00	\$19,067.00	\$19,067.00
8	\$27,488.00	\$30,375.00	\$36,278.00	\$24,311.00	\$65,336.57	\$19,437.00	\$19,437.00
9	\$28,595.00	\$30,813.00	\$37,347.00	\$25,242.00	\$66,316.62	\$19,806.00	\$19,806.00
10	\$29,704.00	\$31,713.00	\$38,456.00	\$26,172.00	\$67,311.37	\$20,172.00	\$20,172.00
11						\$20,366.00	\$20,366.00
12						\$20,926.00	\$20,926.00
13						\$21,470.00	\$21,470.00
14						\$22,226.00	\$22,226.00
15						\$22,960.00	\$22,960.00
16						\$23,873.00	\$23,873.00
17						\$24,819.00	\$24,819.00

**Classified employees with a bachelor’s degree will receive an additional \$213 monthly supplement for each month employed. Employees with a master’s degree or higher will receive an additional \$233 monthly supplement for each month employed.*

In addition, employees with an earned bachelor’s degree or higher will be paid at Step 6 of that salary schedule.

CLASSIFIED/OFFICE SALARIES

Step	High School Bldg/Grds Mgr* 12 Month
New	40,099.00
1	41,507.00
2	44,462.00
3	46,148.00
4	46,571.00
5	47,557.00
6	48,543.00

**Classified employees with a bachelor’s degree will receive an additional \$213 monthly supplement for each month employed. Employees with a master’s degree or higher will receive an additional \$233 monthly supplement for each month employed.*

Step	High School Registrar* 12 month	MS, Elem Registrar* 12 Month	Office Manager* 12 month	HS, MS, Elem Bookkeeper* 12 month	HS, MS Elem, Clerk* 10 month	MS, Elem Bldg/Grds Mgr* 12 month	Custodian* 12 month
New	36,582.00	31,888.00	36,582.00	36,582.00	23,348.00	31,888.00	24,161.00
1	37,163.00	33,353.00	37,163.00	37,163.00	23,573.00	33,353.00	24,665.00
2	37,741.00	33,655.00	37,741.00	37,741.00	23,776.00	33,655.00	25,168.00
3	38,350.00	34,236.00	38,350.00	38,350.00	24,225.00	34,236.00	27,181.00
4	38,928.00	34,815.00	38,928.00	38,928.00	24,654.00	34,815.00	27,685.00
5	40,972.00	36,582.00	40,972.00	40,972.00	25,739.00	36,582.00	28,188.00
6	43,180.00	38,928.00	43,180.00	43,180.00	26,391.00	38,928.00	29,698.00
7	43,760.00	39,509.00	43,760.00	43,760.00	27,284.00	39,509.00	30,202.00
8	44,202.00	40,090.00	44,202.00	44,202.00	28,187.00	40,090.00	30,705.00
9	44,780.00	40,668.00	44,780.00	44,780.00	29,303.00	40,668.00	31,208.00
10	45,943.00	41,855.00	45,943.00	45,943.00	30,461.00	41,855.00	33,222.00
11							33,725.00
12							34,228.00
13							34,732.00
14							35,235.00
15							35,739.00
16							36,242.00
17							37,249.00

**Classified employees with a bachelor’s degree will receive an additional \$213 monthly supplement for each month employed. Employees with a master’s degree or higher will receive an additional \$233 monthly supplement for each month employed.*

In addition, employees with an earned bachelor’s degree or higher will be paid at Step 6 of that salary schedule.

Central Office Positions

Assistant Superintendent- 12 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$89,671.00	\$103,121.00	\$111,196.00	\$119,268.00
3-5	\$91,016.00	\$104,668.00	\$112,864.00	\$121,084.00
6-8	\$92,381.00	\$106,238.00	\$114,557.00	\$122,928.00
9-11	\$93,766.00	\$107,831.00	\$116,275.00	\$124,800.00
12-14	\$95,174.00	\$109,449.00	\$118,019.00	\$126,672.00
15-17	\$96,601.00	\$111,091.00	\$119,789.00	\$128,572.00
18-20	\$98,050.00	\$112,757.00	\$121,585.00	\$130,500.00
21-23	\$99,521.00	\$114,449.00	\$123,411.00	\$132,458.00
24-26	\$101,013.00	\$116,165.00	\$125,261.00	\$134,444.00
>27	\$102,528.00	\$117,908.00	\$127,140.00	\$136,460.00

Coordinator- 10 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$58,000.00	\$62,060.00	\$67,024.80	\$70,376.04
3-5	\$59,160.00	\$63,007.90	\$68,048.53	\$71,450.96
6-8	\$60,343.20	\$63,964.64	\$69,081.82	\$72,535.91
9-11	\$61,550.06	\$64,938.70	\$70,133.80	\$73,640.49
12-14	\$62,781.07	\$65,926.76	\$71,200.90	\$74,760.95
15-17	\$64,036.69	\$67,904.56	\$73,336.93	\$77,003.78
18-20	\$65,317.42	\$68,937.97	\$74,453.00	\$78,175.65
21-23	\$66,623.77	\$69,988.61	\$75,587.22	\$79,366.58
24-26	\$67,956.24	\$71,054.32	\$76,738.66	\$80,575.59
>27	\$69,315.37	\$73,185.94	\$79,040.82	\$82,992.86

Coordinator- 12 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$65,000.00	\$68,250.00	\$72,280.00	\$75,894.00
3-5	\$66,300.00	\$69,615.00	\$73,364.00	\$77,032.20
6-8	\$67,626.00	\$71,007.30	\$74,468.00	\$78,191.40
9-11	\$68,978.52	\$72,427.45	\$75,582.00	\$79,361.10
12-14	\$70,358.09	\$73,875.99	\$76,716.00	\$80,551.80
15-17	\$71,765.25	\$75,353.51	\$77,866.00	\$81,759.30
18-20	\$73,200.56	\$76,860.59	\$79,034.00	\$82,985.70
21-23	\$74,664.57	\$78,397.80	\$80,219.00	\$84,229.95
24-26	\$76,157.86	\$79,965.75	\$81,423.00	\$85,494.15
>27	\$77,681.02	\$81,565.07	\$83,884.00	\$88,078.20

Director of School Operations/ Director of Human Resource & Payroll 12 Month		
Step	Non-Degree	Degree
0-2	\$61,750.00	\$67,600.00
3-5	\$64,220.00	\$70,304.00
6-8	\$66,789.00	\$73,116.00
9-11	\$69,461.00	\$76,041.00
12-14	\$72,238.00	\$79,083.00
15-17	\$75,129.00	\$82,245.00
18-20	\$78,133.00	\$85,536.00
21-23	\$81,258.00	\$88,957.00
24-26	\$84,509.00	\$92,515.00
>27	\$87,889.00	\$96,216.00

Step	Director of Educational Technology & Student Support Services 12 Month
New	81,792.25
1	83,019.14
2	84,264.42
3	85,528.39
4	89,435.19
5	90,776.72
6	92,138.37
7	93,520.44
8	94,923.25
9	96,326.05
10	97,770.94

Step	Central Office Manager 12 Month
New	49,948.00
1	50,946.96
2	51,965.90
3	53,005.22
4	54,065.32
5	55,146.63
6	56,249.56
7	57,374.55
8	58,522.04
9	59,692.48
10	60,886.33

RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES

Certified Employees: Type of Work	Rate
Teachers (Summer School, Homebound, Saturday School, Resource, Tutor)	\$20.00 per hour
Workshop Attendee or Presenter	\$20.00 per hour
Teaching during Planning Period	Teacher's hourly rate per salary
All other certified or teacher rates not identified	\$20.00 per hour
Classified Employees: Type of Work	Rate
(Working outside regular contract or for part-time workers)	
RN Nurse - for additional work outside contract	\$20.00 per hour
LPN - for as needed part-time work	\$14.00 per hour
Professional/Specialized Classified	\$12.00 per hour
Bus Aide	\$8.50 per hour
Bus Driver	\$41.00 per day
Student Worker	\$7.25 per hour
Instructional Aide	\$10.00 per hour
CNP Manager	\$16.50 per hour
CNP Worker	\$10.50 per hour
Translator	\$16.00 per hour
Tutor	\$12.50 per hour
Workshop Attendee (selected workshops)	\$8.50 per hour
All other Classified not identified	\$9.50 per hour

Substitutes	Rate
Teacher Substitutes Positions	
Teacher Substitute - non-certified	\$78.00 per day
Teacher Substitute- 4 year degree	\$94.00 per day
Teacher Substitute -certified	\$118.00 per day
Certified Long-Term Substitute (Pre-approved by Superintendent for assignment longer than 20 consecutive days.)	\$229.00 per day
Part-Time Instructors	\$25.00 per hour
Classified and other Non-Teaching Positions	
Bus Driver	\$77.00 per day
Bus Driver Supplemental Route	\$10.05 per hour
School Bookkeeper & Licensed LPN	\$14.18 per hour
Registered Nurse (RN Licensed)	\$21.30 per hour
Register, Clerk and CNP Substitutes	\$10.00 per hour
All other Support Subs	\$10.00 per hour
Support Substitutes for Extended Period Vacancies**	
Nurse (RN Licensed)	\$30.45 per hour
Nurse (LPN Licensed)	\$16.96 per hour
Bookkeeper	\$15.89 per hour
Paraprofessional	\$15.59 per hour
Preschool Aide	\$16.39 per hour
**Preapproved by the Superintendent for assignment longer than 20 consecutive days	