

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: UPDATED 2-11-2021

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, 2020	Required to work 222 days
10 Month	July 20, 2020 – June 4, 2020	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	\$46,127	\$50,695	\$55,261	\$49,106	\$53,044	\$58,295	\$63,549
1-2	\$42,701	\$46,127	\$50,695	\$55,261	\$49,106	\$53,044	\$58,295	\$63,549
3-5	\$46,970	\$50,736	\$55,761	\$60,784	\$54,017	\$58,349	\$64,125	\$69,903
6-8	\$49,027	\$52,960	\$58,203	\$63,446	\$56,382	\$60,903	\$66,933	\$72,963
9-11	\$49,684	\$53,668	\$58,983	\$64,298	\$57,137	\$61,720	\$67,831	\$73,943
12-14	\$50,588	\$54,646	\$60,056	\$65,467	\$58,172	\$62,838	\$69,060	\$75,282
15-17	\$51,740	\$55,891	\$61,426	\$66,958	\$59,504	\$64,275	\$70,639	\$77,003
18-20	\$52,410	\$56,613	\$62,218	\$67,823	\$60,268	\$65,103	\$71,549	\$77,994
21-23	\$53,077	\$57,335	\$63,012	\$68,689	\$61,041	\$65,936	\$72,465	\$78,994
24-26	\$53,710	\$58,018	\$63,763	\$69,507	\$61,673	\$66,619	\$73,215	\$79,812
27	\$54,343	\$58,704	\$64,513	\$70,327	\$62,305	\$67,305	\$73,968	\$80,631

Step	6-year				Doctoral			
	9-month	10-month	11-month	12-month	9-month	10-month	11-month	12-month
New	\$52,952	\$57,198	\$62,860	\$68,524	\$56,792	\$61,350	\$67,423	\$73,498
1-2	\$52,952	\$57,198	\$62,860	\$68,524	\$56,792	\$61,350	\$67,423	\$73,498
3-5	\$58,242	\$62,914	\$69,143	\$75,372	\$62,471	\$67,482	\$74,164	\$80,845
6-8	\$60,809	\$65,688	\$72,190	\$78,694	\$65,206	\$70,436	\$77,409	\$84,385
9-11	\$61,610	\$66,551	\$73,141	\$79,732	\$66,081	\$71,381	\$78,449	\$85,517
12-14	\$62,727	\$67,760	\$74,467	\$81,176	\$67,283	\$72,680	\$79,874	\$87,072
15-17	\$64,159	\$69,305	\$76,168	\$83,028	\$68,813	\$74,331	\$81,690	\$89,050
18-20	\$64,986	\$70,198	\$77,148	\$84,099	\$69,705	\$75,296	\$82,751	\$90,204
21-23	\$65,816	\$71,095	\$78,135	\$85,175	\$70,593	\$76,257	\$83,807	\$91,357
24-26	\$66,450	\$71,782	\$78,888	\$85,997	\$71,228	\$76,941	\$84,558	\$92,178
27	\$67,083	\$72,464	\$79,637	\$86,813	\$71,860	\$77,625	\$85,310	\$92,995

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)

Step	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
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
6-<10	\$1,301
10+	\$2,082

**PROFESSIONAL SUPPORT PERSONNEL
PROFESSIONAL SUPPORT PERSONNEL**

Step	NURSES				
	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	Master
0-2	\$39,100
3-5	\$39,687
6-8	\$40,282
9-11	\$40,886
12-14	\$41,500
15-17	\$42,122
18-20	\$42,754
21-23	\$43,395
24-26	\$44,046
>27	\$44,707

	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	\$19,866	\$18,674
1	\$22,569	\$20,720	\$18,851
2	\$22,740	\$20,897	\$19,013
3	\$23,121	\$21,235	\$19,367
4	\$23,482	\$21,574	\$19,704
5	\$24,398	\$22,604	\$20,558
6	\$24,951	\$23,972	\$21,074
7	\$25,674	\$24,310	\$21,750
8	\$26,399	\$24,649	\$22,427
9	\$27,315	\$24,988	\$23,280
10	\$28,229	\$25,682	\$24,133

IT 12 Month	
Step	IT Systems Admin*
New	\$33,519
1	\$36,200
2	\$38,882
3	\$39,648
4	\$40,414
5	\$41,182
6	\$41,948
7	\$42,715
8	\$43,481
9	\$44,248
10	\$44,976

*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	\$2,730	\$5,460	\$8,190	\$10,920
2	\$14,257	\$2,785	\$5,569	\$8,354	\$11,138
3	\$14,542	\$2,840	\$5,680	\$8,521	\$11,361
4	\$15,634	\$2,983	\$5,964	\$8,947	\$11,929
5	\$15,946	\$3,042	\$6,084	\$9,126	\$12,167
6	\$16,266	\$3,103	\$6,205	\$9,308	\$12,410
7	\$16,591	\$3,166	\$6,329	\$9,635	\$12,659
8	\$16,923	\$3,229	\$6,456	\$9,827	\$12,912
9	\$17,261	\$3,294	\$6,585	\$10,024	\$13,170
10	\$17,606	\$3,359	\$6,717	\$10,224	\$13,433
11 to 12	\$18,698	\$3,528	\$7,053	\$10,736	\$14,104
13 to 15	\$19,072	\$3,598	\$7,271	\$10,949	\$14,386
16 to 21	\$19,453	\$3,670	\$7,416	\$11,169	\$14,673
22 to 24	\$19,842	\$3,743	\$7,564	\$11,967	\$14,967
25 to 27	\$20,636	\$3,819	\$7,716	\$12,267	\$15,266
28+	\$21,728	\$4,010	\$8,102	\$12,880	\$16,030

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 182-Days AIDE		
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
1	\$51,625
2	\$52,270
3	\$52,925
4	\$53,586
5	\$54,256
6	\$54,934
7	\$55,620
8	\$56,315
9	\$54,939
10	\$57,732
11	\$58,454
12	\$59,184
13	\$59,924
14	\$60,674
15	\$61,432
16	\$62,200
17	\$62,977
18	\$63,764
19	\$64,561
20	\$65,368

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				
	8 hours	8 hours	8 hours	7.5 hours	8 hours	7.5 hours	7.5 hours
New	\$22,802	\$24,276	\$29,635	\$20,225	\$58,000	\$16,051	\$16,051
1	\$23,021	\$25,331	\$30,082	\$20,418	\$58,870	\$16,297	\$16,297
2	\$23,220	\$25,551	\$31,661	\$20,593	\$59,753	\$16,542	\$16,542
3	\$23,657	\$25,968	\$33,366	\$20,981	\$60,649	\$16,788	\$16,788
4	\$24,075	\$26,386	\$33,815	\$21,347	\$61,559	\$17,263	\$17,263
5	\$25,132	\$27,718	\$34,157	\$22,278	\$62,482	\$17,952	\$17,952
6	\$25,770	\$29,496	\$34,604	\$22,838	\$63,420	\$18,875	\$18,875
7	\$26,608	\$29,935	\$35,442	\$23,575	\$64,371	\$19,067	\$19,067
8	\$27,488	\$30,375	\$36,278	\$24,311	\$65,337	\$19,437	\$19,437
9	\$28,595	\$30,813	\$37,347	\$25,242	\$66,317	\$19,806	\$19,806
10	\$29,704	\$31,713	\$38,456	\$26,172	\$67,311	\$20,172	\$20,172
11						\$20,366	\$20,366
12						\$20,926	\$20,926
13						\$21,470	\$21,470
14						\$22,226	\$22,226
15						\$22,960	\$22,960
16						\$23,873	\$23,873
17						\$24,819	\$24,819

**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/ Grounds Manager 12 Month
New	\$40,099
1	\$41,507
2	\$44,462
3	\$46,148
4	\$46,571
5	\$47,557
6	\$48,543

**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	HS, MS, Elem Bookkeeper* 12 month	HS, MS Elem, Clerk* 10 month	MS, Elem Bldg/Grds Mgr* 12 month	Custodian* 12 month	Maintenance Custodian 12 month
New	\$36,582	\$31,888	\$36,582	\$23,348	\$31,888	\$24,161	\$28,025
1.00	\$37,163	\$33,353	\$37,163	\$23,573	\$33,353	\$24,665	\$28,597
2.00	\$37,741	\$33,655	\$37,741	\$23,776	\$33,655	\$25,168	\$29,169
3.00	\$38,350	\$34,236	\$38,350	\$24,225	\$34,236	\$27,181	\$30,044
4.00	\$38,928	\$34,815	\$38,928	\$24,654	\$34,815	\$27,685	\$30,591
5.00	\$40,972	\$36,582	\$40,972	\$25,739	\$36,582	\$28,188	\$31,137
6.00	\$43,180	\$38,928	\$43,180	\$26,391	\$38,928	\$29,698	\$32,720
7.00	\$43,760	\$39,509	\$43,760	\$27,284	\$39,509	\$30,202	\$33,266
8.00	\$44,202	\$40,090	\$44,202	\$28,187	\$40,090	\$30,705	\$33,811
9.00	\$44,780	\$40,668	\$44,780	\$29,303	\$40,668	\$31,208	\$34,356
10.00	\$45,943	\$41,855	\$45,943	\$30,461	\$41,855	\$33,222	\$36,438
11.00						\$33,725	\$36,982
12.00						\$34,228	\$37,525
13.00						\$34,732	\$38,070
14.00						\$35,235	\$38,613
15.00						\$35,739	\$39,158
16.00						\$36,242	\$39,701
17.00						\$37,249	\$40,775

**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	\$103,121	\$111,196	\$128,809
3-5	\$91,016	\$104,668	\$112,864	\$135,250
6-8	\$92,381	\$106,238	\$114,557	\$139,307
9-11	\$93,766	\$107,831	\$116,275	\$143,487
12-14	\$95,174	\$109,449	\$118,019	\$147,074
15-17	\$96,601	\$111,091	\$119,789	\$150,751
18-20	\$98,050	\$112,757	\$121,585	\$154,519
21-23	\$99,521	\$114,449	\$123,411	\$158,382
24-26	\$101,013	\$116,165	\$125,261	\$163,134
>27	\$102,528	\$117,908	\$127,140	\$150,106

	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	Degree
0-2	\$67,600
3-5	\$70,304
6-8	\$73,116
9-11	\$76,041
12-14	\$79,083
15-17	\$82,245
18-20	\$85,536
21-23	\$88,957
24-26	\$92,515
>27	\$96,216

Step	Director of Educational Technology & Student Support
New	\$81,792
1	\$83,019
2	\$84,264
3	\$85,528
4	\$89,435
5	\$90,777
6	\$92,138
7	\$93,520
8	\$94,923
9	\$96,326
10	\$97,771

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

GULF SHORES CITY SCHOOLS

Salary Schedule: UPDATED 2-11-2021

Step	Central Office Manager 12-Month
New	\$49,948
1	\$50,947
2	\$51,966
3	\$53,055
4	\$54,065
5	\$55,147
6	\$56,250
7	\$57,375
8	\$58,522
9	\$59,692
10	\$60,886

Athletic Director* 12-Month	
Step	
0-2	\$81,000
3-5	\$84,240
6-8	\$87,610
9-11	\$91,114
12-14	\$94,759
15-17	\$98,549
18-20	\$102,491
21-23	\$106,590
24-26	\$110,854
>27	\$115,288

RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES

GULF SHORES CITY SCHOOLS

Salary Schedule: UPDATED 2-11-2021

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
Local Travel Stipend*	\$250.00	per month
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

SUBSTITUTE/PART-TIME RATES

GULF SHORES CITY SCHOOLS

Salary Schedule: UPDATED 2-11-2021

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
Custodial/Maintenance and CNP Substitutes	\$13.00	per hour
Register, Clerk and other Support Subs	\$10.00	per hour
IT Support Services	\$15.00	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		