

GULF SHORES CITY SCHOOLS  
2021-2022 SALARY SCHEDULE

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. Eligible job classifications include student support, transportation, CNP, support, maintenance, and information technology.

**Contract Days**

Nine Months = 182, 185, 187 and 189 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)
		9 month (189 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)
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, 2021 - June 30, 2022	Required to work 240 days
11 Month	July 1, 2021 - June 16, 2022	Required to work 222 days
10 Month	July 26, 2021 - June 10, 2022	Required to work 202 days
9 Month	August 5, 2021 - May 27, 2022	Required to work 189 days
	August 5, 2021 - May 27, 2022	Required to work 187 days
	August 5, 2021 - May 27, 2022	Required to work 185 days
	August 10, 2021 - May 27, 2022	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 (182/185/187/189-day) Employees	September 30-August 31

**TEACHER SALARY SCHEDULE**

<b>Bachelor/Non-Degree</b>					<b>Master</b>				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$43,555	\$47,050	\$51,709	\$56,366	New	\$50,088	\$54,105	\$59,461	\$64,820
1-2	\$43,555	\$47,050	\$51,709	\$56,366	1-2	\$50,088	\$54,105	\$59,461	\$64,820
3-5	\$47,909	\$51,751	\$56,876	\$62,000	3-5	\$55,097	\$59,516	\$65,408	\$71,301
6-8	\$50,008	\$54,019	\$59,367	\$64,715	6-8	\$57,510	\$62,121	\$68,272	\$74,422
9-11	\$51,011	\$55,101	\$60,558	\$66,015	9-11	\$58,657	\$63,362	\$69,635	\$75,910
12-14	\$52,030	\$56,203	\$61,768	\$67,333	12-14	\$59,830	\$64,629	\$71,028	\$77,428
15-17	\$53,070	\$57,327	\$63,005	\$68,679	15-17	\$61,027	\$65,920	\$72,447	\$78,974
18-20	\$54,134	\$58,476	\$64,265	\$70,054	18-20	\$62,251	\$67,245	\$73,903	\$80,560
21-23	\$55,211	\$59,640	\$65,545	\$71,450	21-23	\$63,495	\$68,587	\$75,378	\$82,170
24-26	\$56,315	\$60,832	\$66,856	\$72,878	24-26	\$64,763	\$69,957	\$76,883	\$83,811
27	\$57,441	\$62,050	\$68,190	\$74,336	27	\$66,056	\$71,357	\$78,421	\$85,485
<b>6-Year</b>					<b>Doctoral</b>				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$54,011	\$58,342	\$64,117	\$69,894	New	\$57,928	\$62,577	\$68,771	\$74,968
1-2	\$54,011	\$58,342	\$64,117	\$69,894	1-2	\$57,928	\$62,577	\$68,771	\$74,968
3-5	\$59,407	\$64,172	\$70,526	\$76,879	3-5	\$63,720	\$68,832	\$75,647	\$82,462
6-8	\$62,025	\$67,002	\$73,634	\$80,268	6-8	\$66,510	\$71,845	\$78,957	\$86,073
9-11	\$63,267	\$68,341	\$75,108	\$81,877	9-11	\$67,839	\$73,280	\$80,536	\$87,792
12-14	\$64,534	\$69,711	\$76,612	\$83,514	12-14	\$69,194	\$74,744	\$82,142	\$89,545
15-17	\$65,821	\$71,100	\$78,141	\$85,178	15-17	\$70,581	\$76,241	\$83,789	\$91,339
18-20	\$67,137	\$72,522	\$79,702	\$86,883	18-20	\$71,991	\$77,766	\$85,465	\$93,163
21-23	\$68,482	\$73,974	\$81,299	\$88,625	21-23	\$73,431	\$79,323	\$87,176	\$95,030
24-26	\$69,852	\$75,457	\$82,927	\$90,400	24-26	\$74,903	\$80,911	\$88,921	\$96,934
27	\$71,249	\$76,964	\$84,582	\$92,204	27	\$76,402	\$82,531	\$90,702	\$98,872

Annual salary based upon 187-day contract. Actual workdays are specified by calendar. All certified staff salary is annualized and equally divided by twelve pay cycles.

**TEAMS TEACHER SALARY SCHEDULE**

<b>TEAMS Teacher Salary Schedule</b>				
<b>Step</b>	<b>Bachelor</b>	<b>Master's</b>	<b>AA/EDS</b>	<b>Doctoral</b>
0	\$48,782	\$55,313	\$59,235	\$63,154
1	\$52,221	\$60,054	\$64,754	\$69,457
2	\$55,011	\$63,260	\$68,230	\$73,162
3	\$56,620	\$65,112	\$70,226	\$75,304
4	\$58,273	\$67,012	\$72,276	\$77,502
5	\$59,968	\$68,963	\$74,379	\$79,758
6	\$61,709	\$70,964	\$76,540	\$82,073
7	\$63,496	\$73,020	\$76,755	\$84,449
8	\$64,776	\$74,479	\$80,330	\$86,139
9	\$66,061	\$75,970	\$81,936	\$87,861
10	\$67,501	\$77,109	\$83,165	\$89,179
11	\$68,057	\$78,266	\$84,413	\$90,516
12	\$69,078	\$79,440	\$85,679	\$91,874
13	\$69,078	\$79,440	\$85,679	\$91,874
14	\$69,078	\$79,440	\$85,679	\$91,874
15	\$70,119	\$80,637	\$86,969	\$93,259
16	\$70,119	\$80,637	\$86,969	\$93,259
17	\$70,119	\$80,637	\$86,969	\$93,259
18	\$71,180	\$81,857	\$88,287	\$94,670
19	\$71,180	\$81,857	\$88,287	\$94,670
20	\$71,180	\$81,857	\$88,287	\$94,670
21	\$72,623	\$83,103	\$89,629	\$96,110
22	\$72,623	\$83,103	\$89,629	\$96,110
23	\$72,623	\$83,103	\$89,629	\$96,110
24	\$73,367	\$84,372	\$90,999	\$97,579
25	\$73,367	\$84,372	\$90,999	\$97,579
26	\$73,367	\$84,372	\$90,999	\$97,579
27	\$73,367	\$84,372	\$90,999	\$97,579

In accordance with Act 2021-340, Teacher Excellence and Accountability for Mathematics and Science (TEAMS) Program, to be eligible for a TEAMS contract and thus placement on the TEAMS salary schedule, a teacher of mathematics and/or science must apply to the program. The superintendent confirms eligibility once a teacher submits an application. A teacher can only become a TEAMS teacher with the recommendation of the superintendent and approval of the Board.

All teachers who are approved under a TEAMS Contract must agree to the contract terms for employment which includes a 189-day contract. Teachers employed under a TEAMS contract shall not attain continuing service status in regards to the above TEAMS salaries or positions, or any other previously earned position or status of employment with the Board. In accordance with the TEAMS bill, any teacher awarded a TEAMS contract with the Board shall be deemed to have voluntarily relinquished his or her status and protection under the Students First Act of 2011, Chapter 24C of Title 16, Code of Alabama 1975.

**JROTC SALARY SCHEDULE**

JROTC Instructors' salary will be paid in accordance with ROTC Minimum Instructor Pay (MIP) information and they will receive either a 10-month or 11-month contract. Changes in active duty and retired pay affects an instructor's MIP. If there is an increase in either local and/or state salaries or the federal salary reimbursement, the JROTC instructor's salary will be recalculated to reflect such adjustments. This new calculation could result in a change of salary.

JROTC instructors are expected to conduct several simultaneous extracurricular activities such as drill teams, rifle teams, sabre teams, color guards, honor guards, model military and technological clubs, school service activities, community service activities, etc., A supplement in the amount of \$3500 will be provided to JROTC instructors for these additional job functions of the position.

**ASSISTANT PRINCIPAL SALARY SCHEDULE**

ASSISTANT PRINCIPAL							
Step	Elementary School		Middle School		High School		
	Master	6-Year	Master	6-Year	Master	6-Year	
New	\$75,394	\$80,300	\$77,565	\$82,471	\$81,831	\$86,738	
1	\$75,746	\$80,653	\$77,919	\$82,825	\$82,294	\$87,199	
2	\$76,101	\$81,006	\$78,272	\$83,177	\$82,755	\$87,663	
3	\$76,454	\$81,358	\$78,625	\$83,533	\$83,219	\$88,125	
4	\$76,806	\$81,713	\$78,978	\$83,886	\$83,680	\$88,587	
5	\$77,163	\$82,068	\$79,333	\$84,238	\$84,142	\$89,048	
6	\$77,517	\$82,420	\$79,686	\$84,592	\$84,604	\$89,510	
7	\$77,867	\$82,776	\$80,040	\$84,946	\$85,067	\$89,974	
8	\$78,224	\$83,129	\$80,392	\$85,298	\$85,529	\$90,435	
9	\$78,577	\$83,484	\$80,747	\$85,655	\$85,990	\$90,898	

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

SUPPLEMENTS	
Experience in years:	
0<6	\$677
6<10	\$1,353
10+	\$2,165

**NURSE SALARY SCHEDULE**

NURSE					
Step	9 Mo LPN	9 Mo RN	10 Mo RN	9 Mo RN MS	10 Mo RN MS
New	\$22,897	\$43,555	\$47,050	\$50,088	\$54,105
1-2	\$22,897	\$43,555	\$47,050	\$50,088	\$54,105
3-5	\$25,163	\$47,909	\$51,751	\$55,097	\$59,516
6-8	\$26,245	\$50,008	\$54,019	\$57,510	\$62,120
9-11	\$26,760	\$51,011	\$55,101	\$58,657	\$63,362
12-14	\$27,291	\$52,030	\$56,203	\$59,830	\$64,630
15-17	\$27,815	\$53,070	\$57,327	\$61,027	\$65,920
18-20	\$28,348	\$54,134	\$58,476	\$62,251	\$67,245
21-23	\$28,888	\$55,211	\$59,640	\$63,495	\$68,587
24-26	\$29,739	\$56,315	\$60,832	\$64,763	\$69,957
27	\$30,604	\$57,441	\$62,050	\$66,056	\$71,357

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



**STUDENT SUPPORT PERSONNEL SALARY SCHEDULE\***

Step	STUDENT SUPPORT 9 MONTH SALARY SCHEDULE		
	Preschool Aide* 7.5 Hours	Paraprofessional & OCS Aide* 7 Hours	Instructional, ESL, & Driver's Ed Aide* 7 Hours
New	\$22,827	\$20,263	\$19,047
1	\$23,020	\$21,134	\$19,228
2	\$23,195	\$21,315	\$19,393
3	\$23,583	\$21,660	\$19,754
4	\$23,952	\$22,005	\$20,098
5	\$24,886	\$23,056	\$20,969
6	\$25,450	\$24,451	\$21,495
7	\$26,187	\$24,796	\$22,185
8	\$26,927	\$25,142	\$22,876
9	\$27,861	\$25,488	\$23,746
10	\$28,794	\$26,196	\$24,616
11-13	\$29,369	\$26,720	\$25,108
14-16	\$29,957	\$27,254	\$25,610
17-19	\$30,556	\$27,799	\$26,122
20-22	\$31,167	\$28,355	\$26,645
23-26	\$31,790	\$28,922	\$27,178
27+	\$32,426	\$29,501	\$27,721

**TRANSPORTATION SALARY SCHEDULE\***

<b>BUS DRIVER*</b>		
<b>Step</b>	<b>Regular 0-4</b>	<b>Cat I 5 hours</b>
1	\$14,258	\$2,785
2	\$14,542	\$2,841
3	\$14,833	\$2,897
4	\$15,947	\$3,043
5	\$16,265	\$3,103
6	\$16,591	\$3,165
7	\$16,923	\$3,229
8	\$17,261	\$3,294
9	\$17,606	\$3,360
10	\$17,958	\$3,426
11 to 12	\$19,072	\$3,599
13 to 15	\$19,453	\$3,670
16 to 21	\$19,842	\$3,743
22 to 24	\$20,239	\$3,818
25 to 27	\$21,049	\$3,895
28+	\$22,163	\$4,090

<b>Step</b>	<b>Bus Mechanic*</b>
0	\$52,008
1	\$52,658
2	\$53,315
3	\$53,984
4	\$54,658
5	\$55,341
6	\$56,033
7	\$56,732
8	\$57,441
9	\$56,038
10	\$58,887
11	\$59,623
12	\$60,368
13	\$61,122
14	\$61,887
15	\$62,661
16	\$63,444
17	\$64,237
18	\$65,039
19	\$65,852
20	\$66,675

<b>BUS DRIVER FIELD TRIPS</b>	
<b>Length of Trip</b>	<b>Rate of Pay</b>
Less than 3 hrs.	\$36.70
*3+ hrs.	\$12.62 per hour

**CHILD NUTRITION PROGRAM SALARY SCHEDULE\***

Step	185 Days CNP Assistant Manager	185 Days CNP Worker*	185 Days CNP Worker*
	7.5 Hours	7.5 Hours	6.5 Hours
New	\$20,630	\$18,038	\$15,633
1	\$20,826	\$18,220	\$15,791
2	\$21,005	\$18,386	\$15,934
3	\$21,401	\$18,753	\$16,252
4	\$21,774	\$19,099	\$16,552
5	\$22,724	\$19,980	\$17,316
6	\$23,295	\$20,509	\$17,775
7	\$24,047	\$21,207	\$18,379
8	\$24,797	\$21,903	\$18,983
9	\$25,747	\$22,784	\$19,746
10	\$26,695	\$23,663	\$20,508
11	\$26,962	\$23,911	\$20,723
12	\$27,232	\$24,161	\$20,940
13	\$27,504	\$24,414	\$21,159
14	\$27,779	\$24,669	\$21,380
15	\$28,057	\$24,926	\$21,603
16	\$28,338	\$25,187	\$21,828
17	\$28,621	\$25,450	\$22,056
18-20	\$28,907	\$25,715	\$22,286
21-23	\$29,196	\$25,983	\$22,519
24-26	\$29,488	\$26,254	\$22,753
27+	\$29,783	\$26,527	\$22,990

**CHILD NUTRITION PROGRAM SALARY SCHEDULE\***

Step	187 Days CNP Manager*	187 Days CNP Manager*	187 Days CNP Manager*	240 Days CNP Coordinator*
	Under 350 Avg Daily Meals	Under 350+ Avg Daily Meals	700+ Avg Daily Meals	
	8 Hours	8 Hours	8 Hours	
New	\$23,258	\$24,762	\$30,228	\$59,160
1	\$23,481	\$25,838	\$30,684	\$60,047
2	\$23,684	\$26,062	\$32,294	\$60,948
3	\$24,130	\$26,487	\$34,033	\$61,862
4	\$24,557	\$26,914	\$34,491	\$62,790
5	\$25,635	\$28,272	\$34,840	\$63,732
6	\$26,285	\$30,086	\$35,296	\$64,688
7	\$27,140	\$30,534	\$36,151	\$65,658
8	\$28,038	\$30,983	\$37,004	\$66,644
9	\$29,167	\$31,429	\$38,094	\$67,643
10	\$30,298	\$32,347	\$39,225	\$68,657
11	\$30,601	\$32,671	\$39,617	\$69,344
12	\$30,907	\$32,997	\$40,014	\$70,037
13	\$31,216	\$33,327	\$40,414	\$70,737
14	\$31,528	\$33,661	\$40,818	\$71,445
15	\$31,844	\$33,997	\$41,226	\$72,159
16	\$32,162	\$34,337	\$41,638	\$72,881
17	\$32,484	\$34,681	\$42,055	\$73,610
18-20	\$32,808	\$35,027	\$42,475	\$74,346
21-23	\$33,137	\$35,378	\$42,900	\$75,089
24-26	\$33,468	\$35,731	\$43,329	\$75,840
27+	\$33,803	\$36,089	\$43,762	\$76,598

**SUPPORT PERSONNEL SALARY SCHEDULE\***

Step	High School Registrar* 12-Month	MS, Elem Registrar* 12-Month	HS, MS, Elem Bookkeeper* 12-Month	HS, MS, Elem Clerk* 10-Month
New	\$37,314	\$32,526	\$37,314	\$23,815
1	\$37,906	\$34,020	\$37,906	\$24,044
2	\$38,496	\$34,328	\$38,496	\$24,252
3	\$39,117	\$34,921	\$39,117	\$24,710
4	\$39,707	\$35,511	\$39,707	\$25,147
5	\$41,791	\$37,314	\$41,791	\$26,254
6	\$44,044	\$39,707	\$44,044	\$26,919
7	\$44,635	\$40,299	\$44,635	\$27,830
8	\$45,086	\$40,892	\$45,086	\$28,751
9	\$45,676	\$41,481	\$45,676	\$29,889
10	\$46,862	\$42,692	\$46,862	\$31,070
11	\$47,330	\$43,119	\$47,330	\$31,381
12	\$47,804	\$43,550	\$47,804	\$31,695
13	\$48,282	\$43,986	\$48,282	\$32,012
14	\$48,765	\$44,426	\$48,765	\$32,332
15	\$49,252	\$44,870	\$49,252	\$32,655
16	\$49,745	\$45,319	\$49,745	\$32,982
17	\$50,242	\$45,772	\$50,242	\$33,311
18-20	\$50,745	\$46,229	\$50,745	\$33,645
21-23	\$51,252	\$46,692	\$51,252	\$33,981
24-26	\$51,765	\$47,159	\$51,765	\$34,321
27+	\$52,282	\$47,630	\$52,282	\$34,664

Local School Finance Personnel Annual Supplement: \$3,500 - School finance personnel completing AASBO Local School Financial Management Certificate Program (LSFM) will receive an annual supplement. Upon completing, each graduate is required to continue their training by obtaining 9 hours of CPE credit approved by AASBO Certificate Committee.

**MAINTENANCE SUPPORT SALARY SCHEDULE\***

Step	Maintenance Specialist*
New	\$40,901
1	\$42,337
2	\$45,351
3	\$47,071
4	\$47,502
5	\$48,508
6	\$49,514
7-10	\$50,504
11-13	\$51,514
14-16	\$52,545
17-19	\$53,595
20-22	\$54,667
23-25	\$55,761
26+	\$56,876

Step	Bldg. & Grounds Manager*	Maintenance Custodian*
New	\$32,526	\$28,586
1	\$34,020	\$29,169
2	\$34,328	\$29,752
3	\$34,921	\$30,645
4	\$35,511	\$31,203
5	\$37,314	\$31,760
6	\$39,707	\$33,374
7	\$40,299	\$33,931
8	\$40,892	\$34,487
9	\$41,481	\$35,043
10	\$42,692	\$37,167
11	\$43,119	\$37,722
12	\$43,550	\$38,276
13	\$43,986	\$38,831
14	\$44,426	\$39,385
15	\$44,870	\$39,941
16	\$45,319	\$40,495
17	\$45,772	\$41,591
18-20	\$46,229	\$42,006
21-23	\$46,692	\$42,426
24-26	\$47,159	\$42,851
27+	\$47,630	\$43,279

HEAD CUSTODIAN SUPPLEMENT
Supplement amount is \$900 per supervised custodian

**INFORMATION TECHNOLOGY SALARY SCHEDULE\***

<b>Step</b>	<b>IT Specialist * 12-Month</b>
<b>New</b>	\$34,189
<b>1</b>	\$36,924
<b>2</b>	\$39,660
<b>3</b>	\$40,441
<b>4</b>	\$41,222
<b>5</b>	\$42,006
<b>6</b>	\$42,787
<b>7</b>	\$43,569
<b>8</b>	\$44,351
<b>9</b>	\$45,133
<b>10</b>	\$45,876
<b>11-13</b>	\$46,793
<b>14-16</b>	\$47,729
<b>17-19</b>	\$48,683
<b>20-22</b>	\$49,657
<b>23-26</b>	\$50,650
<b>27+</b>	\$51,663

**CENTRAL OFFICE PERSONNEL SALARY SCHEDULE**

<b>Assistant Superintendent - 12 Month **</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctoral</b>
0-2	\$89,671	\$103,121	\$111,196	\$131,385
3-5	\$91,016	\$104,668	\$112,864	\$137,955
6-8	\$92,381	\$106,238	\$114,557	\$142,093
9-11	\$93,766	\$107,831	\$116,275	\$146,357
12-14	\$95,174	\$109,449	\$118,019	\$150,015
15-17	\$96,601	\$111,091	\$119,789	\$153,766
18-20	\$98,050	\$112,757	\$121,585	\$157,609
21-23	\$99,521	\$114,449	\$123,411	\$161,550
24-26	\$101,013	\$116,165	\$125,261	\$166,397
27+	\$102,528	\$117,908	\$127,140	\$171,389

<b>Coordinator - 10 Month</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctoral</b>
0-2	\$59,160	\$63,301	\$68,365	\$71,784
3-5	\$60,343	\$64,268	\$69,410	\$72,880
6-8	\$61,550	\$65,244	\$70,463	\$73,987
9-11	\$62,781	\$66,237	\$71,536	\$75,113
12-14	\$64,037	\$67,245	\$72,625	\$76,256
15-17	\$65,317	\$69,263	\$74,804	\$78,544
18-20	\$66,624	\$70,317	\$75,942	\$79,739
21-23	\$67,956	\$71,388	\$77,099	\$80,954
24-26	\$69,315	\$72,475	\$78,273	\$82,187
27+	\$70,702	\$74,650	\$80,622	\$84,653

<b>Coordinator - 12 Month</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctoral</b>
0-2	\$66,300	\$69,615	\$73,726	\$77,412
3-5	\$67,626	\$71,007	\$74,831	\$78,573
6-8	\$68,979	\$72,427	\$75,957	\$79,755
9-11	\$70,358	\$73,876	\$77,094	\$80,948
12-14	\$71,765	\$75,354	\$78,250	\$82,163
15-17	\$73,201	\$76,861	\$79,423	\$83,394
18-20	\$74,665	\$78,398	\$80,615	\$84,645
21-23	\$76,158	\$79,966	\$81,823	\$85,915
24-26	\$77,681	\$81,565	\$83,051	\$87,204
27+	\$79,235	\$83,196	\$85,562	\$89,840



**CENTRAL OFFICE PERSONNEL SALARY SCHEDULE**

Step	Central Office Personnel*** 12-Month	Central Office Manager 12-Month
New	\$83,428	\$50,947
1	\$84,680	\$51,966
2	\$85,950	\$53,005
3	\$87,239	\$54,065
4	\$91,224	\$55,147
5	\$92,592	\$56,250
6	\$93,981	\$57,375
7	\$95,391	\$58,522
8	\$96,822	\$59,692
9	\$98,253	\$60,886
10+	\$99,726	\$62,104

\*\*\*Director of Educational Technology & Student Support Services; Transportation Coordinator; Human Resources Coordinator

Step	Director of School Operations	Athletic Director** 12-Month
0-2	\$68,952	\$82,620
3-5	\$71,710	\$85,925
6-8	\$74,578	\$89,362
9-11	\$77,562	\$92,936
12-14	\$80,665	\$96,654
15-17	\$83,890	\$100,520
18-20	\$87,247	\$104,541
21-23	\$90,736	\$108,722
24-26	\$94,365	\$113,071
>27	\$98,140	\$117,594

**RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES  
& SUBSTITUTE/PART-TIME RATES**

<b>Certified Employees: Type of Work</b>		<b>Rate</b>
Teachers (Summer School, Homebound, Saturday School, Resource, Tutor, & Part-Time Instructor)	\$25.00	per hour
Teaching during Planning Period	Teacher's hourly rate	
All other certified or teacher rates not identified	\$25.00	per hour
Summer Literacy Program Teacher	\$125.00	per day
Local Travel Stipend**	\$250.00	per month
<b>Classified Employees: Type of Work</b>		<b>Rate</b>
(working outside regular contract or for part-time workers)		
RN Nurse - for additional work outside contract	per hourly rate	
LPN- for as needed part-time work	per hourly rate	
Professional/Specialized Classified	per hourly rate	
<b>Unless otherwise defined by specific program or grant.</b>		
<b>Substitutes</b>		<b>Rate</b>
<b>Teacher Substitutes Positions</b>		
Teacher Substitute - non-certified	\$80.00	per day
Teacher Substitute- 4 year degree	\$96.00	per day
Teacher Substitute -certified	\$120.00	per day
<b>Classified and other Non-Teaching Positions</b>		
Bus Driver	\$79.00	per day
School Bookkeeper & Licensed LPN	\$14.46	per hour
Registered Nurse (RN Licensed)	\$21.73	per hour
Custodial/Maintenance Substitutes	\$14.00	per hour
CNP Substitutes	\$13.00	per hour
Registrar, Clerk and other Support Subs	\$12.00	per hour
<b>Support Substitutes for Extended Period Vacancies****</b>		
Certified Long-Term Substitute	\$232.92	per day
Nurse (RN Licensed)	\$31.06	per hour
Nurse (LPN Licensed)	\$17.30	per hour
Bookkeeper	\$16.55	per hour
Paraprofessional	\$15.90	per hour
Preschool Aide	\$16.72	per hour
****Preapproved by the Superintendent for assignment longer than 20 consecutive days		