

GULF SHORES CITY SCHOOLS
2022-2023 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 pay schedules will receive an additional \$235 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 \$257 monthly supplement for each month employed. Eligible job classifications include student support, bus mechanic, CNP, office support, maintenance, and information technology.

Classified employees shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by Human Resources. Experience credit shall be given for previous full-time employment in a school setting.

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)
Assistant Principal.....		12 month (240 days)
		9 month (187 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, 2022- June 30, 2023	Required to work 240 days
11 Month	July 1, 2022 - June 16, 2023	Required to work 222 days
10 Month	July 18, 2022 - June 2, 2023	Required to work 202 days
9 Month		
August 3, 2022 - May 27, 2023	Required to work 187/189 days (Teachers/Pre-K Aides)	
August 3, 2022 - May 31, 2023	Required to work 187 days (Nurses)	
August 1, 2022 - May 26, 2023	Required to work 187 days (CNP Managers)	
August 3, 2022 - May 26, 2023	Required to work 185 days (CNP Workers)	
August 5, 2022 - May 26, 2023	Required to work 182 days (Paraprofessionals)	
August 2 & 5, 2022 - May 26, 2023	Required to work 182 days (Bus Drivers)	

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

Bachelor/Non-Degree					Master				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$46,204	\$49,910	\$54,852	\$59,299	New	\$53,132	\$57,394	\$63,076	\$68,191
1-2	\$46,204	\$49,910	\$54,852	\$59,299	1-2	\$53,132	\$57,394	\$63,076	\$68,191
3-5	\$50,819	\$54,896	\$60,331	\$65,222	3-5	\$58,442	\$63,130	\$69,380	\$75,006
6-8	\$53,047	\$57,302	\$62,976	\$68,082	6-8	\$61,002	\$65,895	\$72,419	\$78,291
9	\$54,649	\$59,033	\$64,878	\$70,138	9	\$62,845	\$67,886	\$74,607	\$80,657
10	\$55,195	\$59,622	\$65,525	\$70,838	10	\$63,473	\$68,564	\$75,352	\$81,462
11	\$55,747	\$60,218	\$66,181	\$71,547	11	\$64,108	\$69,250	\$76,106	\$82,277
12	\$56,305	\$60,822	\$66,843	\$72,263	12	\$64,749	\$69,943	\$76,868	\$83,101
13	\$56,868	\$61,429	\$67,511	\$72,985	13	\$65,396	\$70,642	\$77,636	\$83,931
14	\$57,437	\$62,044	\$68,187	\$73,716	14	\$66,050	\$71,348	\$78,413	\$84,770
15	\$58,011	\$62,664	\$68,869	\$74,453	15	\$66,711	\$72,062	\$79,197	\$85,618
16	\$58,591	\$63,291	\$69,557	\$75,197	16	\$67,378	\$72,783	\$79,989	\$86,475
17	\$59,177	\$63,924	\$70,253	\$75,949	17	\$68,052	\$73,510	\$80,789	\$87,339
18	\$59,768	\$64,563	\$70,955	\$76,708	18	\$68,733	\$74,246	\$81,597	\$88,213
19	\$60,366	\$65,208	\$71,665	\$77,475	19	\$69,420	\$74,988	\$82,413	\$89,095
20	\$60,969	\$65,860	\$72,381	\$78,249	20	\$70,114	\$75,738	\$83,236	\$89,985
21	\$61,580	\$66,520	\$73,106	\$79,033	21	\$70,815	\$76,495	\$84,069	\$90,885
22	\$62,195	\$67,184	\$73,836	\$79,822	22	\$71,523	\$77,261	\$84,910	\$91,795
23	\$62,817	\$67,856	\$74,574	\$80,621	23	\$72,238	\$78,033	\$85,759	\$92,712
24	\$63,446	\$68,535	\$75,321	\$81,428	24	\$72,961	\$78,813	\$86,617	\$93,640
25	\$64,080	\$69,220	\$76,074	\$82,242	25	\$73,690	\$79,601	\$87,482	\$94,575
26	\$64,720	\$69,912	\$76,834	\$83,064	26	\$74,427	\$80,397	\$88,358	\$95,522
27	\$65,368	\$70,612	\$77,603	\$83,895	27	\$75,171	\$81,201	\$89,241	\$96,476
28	\$66,022	\$71,317	\$78,379	\$84,734	28	\$75,923	\$82,014	\$90,134	\$97,442
29	\$66,682	\$72,031	\$79,163	\$85,582	29	\$76,682	\$82,833	\$91,034	\$98,416
30	\$67,348	\$72,751	\$79,954	\$86,436	30	\$77,449	\$83,662	\$91,945	\$99,400
31	\$68,022	\$73,478	\$80,753	\$87,301	31	\$78,223	\$84,498	\$92,864	\$100,393
32	\$68,703	\$74,214	\$81,561	\$88,175	32	\$79,006	\$85,344	\$93,794	\$101,399
33	\$69,389	\$74,955	\$82,376	\$89,055	33	\$79,796	\$86,197	\$94,731	\$102,412
34	\$70,083	\$75,704	\$83,200	\$89,946	34	\$80,594	\$87,059	\$95,679	\$103,436
35	\$70,784	\$76,462	\$84,032	\$90,846	35	\$81,400	\$87,929	\$96,635	\$104,470

Actual workdays are specified by calendar. All certified staff salary is annualized and equally divided by twelve pay cycles.

TEACHER SALARY SCHEDULE

6-Year					Doctoral				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$57,292	\$61,888	\$68,015	\$73,530	New	\$61,449	\$66,378	\$72,950	\$78,865
1-2	\$57,292	\$61,888	\$68,015	\$73,530	1-2	\$61,449	\$66,378	\$72,950	\$78,865
3-5	\$63,015	\$68,070	\$74,809	\$80,875	3-5	\$67,597	\$73,019	\$80,249	\$86,756
6-8	\$65,795	\$71,073	\$78,110	\$84,443	6-8	\$70,551	\$76,210	\$83,756	\$90,547
9	\$67,781	\$73,218	\$80,467	\$86,992	9	\$72,682	\$78,512	\$86,285	\$93,281
10	\$68,459	\$73,950	\$81,272	\$87,861	10	\$73,409	\$79,297	\$87,148	\$94,214
11	\$69,143	\$74,689	\$82,084	\$88,739	11	\$74,142	\$80,089	\$88,019	\$95,155
12	\$69,834	\$75,436	\$82,905	\$89,627	12	\$74,883	\$80,890	\$88,899	\$96,107
13	\$70,533	\$76,191	\$83,735	\$90,524	13	\$75,633	\$81,699	\$89,788	\$97,069
14	\$71,238	\$76,952	\$84,571	\$91,428	14	\$76,389	\$82,517	\$90,687	\$98,040
15	\$71,951	\$77,722	\$85,417	\$92,343	15	\$77,153	\$83,342	\$91,594	\$99,020
16	\$72,670	\$78,499	\$86,271	\$93,266	16	\$77,925	\$84,175	\$92,510	\$100,010
17	\$73,397	\$79,284	\$87,134	\$94,199	17	\$78,704	\$85,017	\$93,434	\$101,010
18	\$74,131	\$80,077	\$88,006	\$95,141	18	\$79,490	\$85,866	\$94,368	\$102,019
19	\$74,873	\$80,879	\$88,886	\$96,093	19	\$80,285	\$86,725	\$95,312	\$103,040
20	\$75,621	\$81,687	\$89,774	\$97,053	20	\$81,089	\$87,593	\$96,266	\$104,071
21	\$76,377	\$82,504	\$90,673	\$98,025	21	\$81,900	\$88,469	\$97,228	\$105,112
22	\$77,140	\$83,328	\$91,578	\$99,004	22	\$82,718	\$89,353	\$98,200	\$106,162
23	\$77,912	\$84,162	\$92,494	\$99,994	23	\$83,545	\$90,246	\$99,182	\$107,223
24	\$78,692	\$85,004	\$93,420	\$100,995	24	\$84,380	\$91,149	\$100,173	\$108,296
25	\$79,478	\$85,854	\$94,354	\$102,004	25	\$85,224	\$92,061	\$101,175	\$109,379
26	\$80,273	\$86,712	\$95,298	\$103,025	26	\$86,077	\$92,981	\$102,187	\$110,473
27	\$81,076	\$87,579	\$96,250	\$104,055	27	\$86,938	\$93,912	\$103,210	\$111,578
28	\$81,887	\$88,455	\$97,213	\$105,095	28	\$87,807	\$94,851	\$104,242	\$112,694
29	\$82,705	\$89,339	\$98,185	\$106,146	29	\$88,686	\$95,799	\$105,284	\$113,821
30	\$83,532	\$90,233	\$99,166	\$107,207	30	\$89,572	\$96,757	\$106,337	\$114,959
31	\$84,368	\$91,135	\$100,158	\$108,279	31	\$90,467	\$97,724	\$107,400	\$116,108
32	\$85,212	\$92,047	\$101,160	\$109,362	32	\$91,372	\$98,701	\$108,474	\$117,269
33	\$86,064	\$92,968	\$102,172	\$110,457	33	\$92,286	\$99,689	\$109,559	\$118,442
34	\$86,924	\$93,897	\$103,193	\$111,560	34	\$93,209	\$100,686	\$110,655	\$119,627
35	\$87,794	\$94,836	\$104,226	\$112,676	35	\$94,141	\$101,692	\$111,760	\$120,822

Actual workdays are specified by calendar. All certified staff salary is annualized and equally divided by twelve pay cycles.

TEAMS TEACHER SALARY SCHEDULE

TEAMS Teacher Salary Schedule				
Step	Bachelor	Master's	AA/EDS	Doctoral
0	\$50,733	\$57,526	\$61,604	\$65,680
1	\$54,310	\$62,456	\$67,344	\$72,235
2	\$57,211	\$65,790	\$70,959	\$76,088
3	\$58,885	\$67,716	\$73,035	\$78,316
4	\$60,604	\$69,692	\$75,167	\$80,602
5	\$62,367	\$71,722	\$77,354	\$82,948
6	\$64,177	\$73,803	\$79,602	\$85,356
7	\$66,036	\$75,941	\$81,905	\$87,827
8	\$67,367	\$77,458	\$83,543	\$89,585
9	\$68,703	\$79,009	\$85,213	\$91,375
10	\$70,201	\$80,193	\$86,492	\$92,746
11	\$70,779	\$81,397	\$87,790	\$94,137
12	\$71,841	\$82,618	\$89,106	\$95,549
13	\$71,841	\$82,618	\$89,106	\$95,549
14	\$71,841	\$82,618	\$89,106	\$95,549
15	\$72,924	\$83,862	\$90,448	\$96,989
16	\$72,924	\$83,862	\$90,448	\$96,989
17	\$72,924	\$83,862	\$90,448	\$96,989
18	\$74,027	\$85,131	\$91,818	\$98,457
19	\$74,027	\$85,131	\$91,818	\$98,457
20	\$74,027	\$85,131	\$91,818	\$98,457
21	\$75,528	\$86,427	\$93,214	\$99,954
22	\$75,528	\$86,427	\$93,214	\$99,954
23	\$75,528	\$86,427	\$93,214	\$99,954
24	\$76,302	\$87,747	\$94,639	\$101,482
25	\$76,302	\$87,747	\$94,639	\$101,482
26	\$76,302	\$87,747	\$94,639	\$101,482
27	\$77,473	\$89,095	\$96,092	\$103,040

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

Base Salary: An Assistant Principal must have at least a Master’s Level certificate in administration to qualify for the base salary. The base salary shall be calculated by placing the Assistant Principals on the Teacher’s Salary Schedule, taking into consideration the Assistant Principals experience, education level, and number of contract days.

Administrative Experience Supplement: The supplement for administrative experience shall be determined by the number of years of administrative experience multiplied by \$150. The amount of credit shall be the total years of administrative experience completed.

Responsibility Supplement: The responsibility supplement shall be determined by the academic level of the school.

Responsibility Supplement	
Academic Level:	
Elementary School	\$2,500
Middle School	\$5,000
High School	\$7,500

Step Raise: The annual step raise for Assistant Principals shall be computed by identifying the experience, education level, number of contract days on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

ASSISTANT SUPERINTENDENT & ATHLETIC DIRECTOR SALARY SCHEDULES

Base Salary: The base salary shall be calculated by placing the employees on the Teacher’s Salary Schedule, taking into consideration the employees experience, education level, and number of contract days.

Administrative Experience Supplement: The supplement for administrative experience shall be determined by the number of years of administrative experience multiplied by \$150. The amount of credit shall be the total years of administrative experience completed.

Responsibility Factor:

Responsibility Factor
Assistant Superintendent
1.50

Responsibility Factor
Athletic Director
1.25

Step Raise: The annual step raise for the employees shall be computed by identifying the experience, education level, number of contract days on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

MEDICAL SUPPORT PERSONNEL SALARY SCHEDULE

LPN		RN				
New		Step	9 Mo RN	10 Mo RN	9 Mo RN MS	10 Mo RN MS
	\$24,271	New	\$46,204	\$49,910	\$53,132	\$57,394
1	\$24,477	1-2	\$46,204	\$49,910	\$53,132	\$57,394
2	\$24,662	3-5	\$50,819	\$54,896	\$58,442	\$63,130
3	\$25,074	6-8	\$53,047	\$57,302	\$61,002	\$65,895
4	\$25,464	9	\$54,649	\$59,033	\$62,845	\$67,886
5	\$26,456	10	\$55,195	\$59,622	\$63,473	\$68,564
6	\$27,054	11	\$55,747	\$60,218	\$64,108	\$69,250
7	\$27,836	12	\$56,305	\$60,822	\$64,749	\$69,943
8	\$28,621	13	\$56,868	\$61,429	\$65,396	\$70,642
9	\$29,612	14	\$57,437	\$62,044	\$66,050	\$71,348
10	\$30,601	15	\$58,011	\$62,664	\$66,711	\$72,062
11-13	\$31,212	16	\$58,591	\$63,291	\$67,378	\$72,783
14-16	\$31,835	17	\$59,177	\$63,924	\$68,052	\$73,510
17-19	\$32,470	18	\$59,768	\$64,563	\$68,733	\$74,246
20-22	\$33,119	19	\$60,366	\$65,208	\$69,420	\$74,988
23-26	\$33,780	20	\$60,969	\$65,860	\$70,114	\$75,738
27+	\$34,454	21	\$61,580	\$66,520	\$70,815	\$76,495
		22	\$62,195	\$67,184	\$71,523	\$77,261
		23	\$62,817	\$67,856	\$72,238	\$78,033
		24	\$63,446	\$68,535	\$72,961	\$78,813
		25	\$64,080	\$69,220	\$73,690	\$79,601
		26	\$64,720	\$69,912	\$74,427	\$80,397
		27	\$65,368	\$70,612	\$75,171	\$81,201
		28	\$66,022	\$71,317	\$75,923	\$82,014
		29	\$66,682	\$72,031	\$76,682	\$82,833
		30	\$67,348	\$72,751	\$77,449	\$83,662
		31	\$68,022	\$73,478	\$78,223	\$84,498
		32	\$68,703	\$74,214	\$79,006	\$85,344
		33	\$69,389	\$74,955	\$79,796	\$86,197
		34	\$70,083	\$75,704	\$80,594	\$87,059
		35	\$70,784	\$76,462	\$81,400	\$87,929

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

STUDENT SUPPORT 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	\$24,214	\$21,495	\$20,206
1	\$24,420	\$22,419	\$20,397
2	\$24,605	\$22,611	\$20,572
3	\$25,017	\$22,977	\$20,955
4	\$25,408	\$23,343	\$21,320
5	\$26,399	\$24,458	\$22,244
6	\$26,997	\$25,938	\$22,802
7	\$27,780	\$26,304	\$23,534
8	\$28,564	\$26,671	\$24,266
9	\$29,555	\$27,037	\$25,189
10	\$30,544	\$27,788	\$26,112
11-13	\$31,155	\$28,344	\$26,635
14-16	\$31,778	\$28,911	\$27,167
17-19	\$32,414	\$29,489	\$27,711
20-22	\$33,062	\$30,079	\$28,265
23-26	\$33,723	\$30,681	\$28,830
27+	\$34,398	\$31,294	\$29,407

TRANSPORTATION SALARY SCHEDULE

BUS DRIVER			
Step	Regular 0-4 Hours	Split Route ****	Cat I 5 hours
1	\$15,470	\$7,735	\$3,021
2	\$15,779	\$7,889	\$3,082
3	\$16,094	\$8,047	\$3,143
4	\$17,303	\$8,651	\$3,301
5	\$17,648	\$8,824	\$3,367
6	\$18,002	\$9,001	\$3,434
7	\$18,362	\$9,181	\$3,504
8	\$18,729	\$9,365	\$3,574
9	\$19,103	\$9,552	\$3,646
10	\$19,485	\$9,743	\$3,718
11 to 12	\$20,694	\$10,347	\$3,905
13 to 15	\$21,108	\$10,554	\$3,982
16 to 21	\$21,529	\$10,765	\$4,062
22 to 24	\$21,960	\$10,980	\$4,143
25 to 27	\$22,839	\$11,419	\$4,227
28+	\$24,047	\$12,024	\$4,438

BUS DRIVER FIELD TRIPS	
Length of Trip	Rate of Pay
Less than 3 hrs.	\$40.49
*3+ hrs.	\$13.50 per hour

Step	Bus Mechanic* 12-Month
0	\$55,170
1	\$55,860
2	\$56,557
3	\$57,266
4	\$57,981
5	\$58,706
6	\$59,440
7	\$60,181
8	\$60,933
9	\$59,445
10	\$62,467
11	\$63,248
12	\$64,038
13	\$64,838
14	\$65,650
15	\$66,471
16	\$67,301
17	\$68,143
18	\$68,993
19	\$69,856
20	\$70,729

**** A split route may only be assigned to a current Gulf Shores City School employee as am or pm shift only. Classified employees will be expected to complete an agreed upon overtime rate agreement. A split route should not interfere with regular work hours.

Field trips of eight (8) hours or more will be paid a food/meal allowance at the current US General Services Administration Continental United States (CONUS) rate. Employees will be reimbursed on a per diem rate and receipts are not required to be turned in. Food/meal allowance is now 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.

It is understood that on overnight trips, the sponsoring organization will pay for driver's motel/hotel room. Eight (8) hours of sleep time is not compensable for overnight field trips.

Athletic coaches driving field trips will not be paid from this schedule during the time they are performing their coaching duties.

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	\$24,653	\$26,248	\$32,042	\$62,757
1	\$25,023	\$26,641	\$32,522	\$63,698
2	\$25,774	\$27,441	\$33,498	\$64,654
3	\$26,547	\$28,264	\$34,503	\$65,623
4	\$27,609	\$29,394	\$35,883	\$66,608
5	\$28,713	\$30,570	\$37,318	\$67,607
6	\$29,862	\$31,793	\$38,811	\$68,621
7	\$30,345	\$32,308	\$39,439	\$69,650
8	\$30,843	\$32,838	\$40,087	\$70,696
9	\$31,356	\$33,384	\$40,753	\$71,756
10	\$31,884	\$33,946	\$41,440	\$72,831
11	\$32,490	\$34,591	\$42,227	\$73,560
12	\$33,097	\$35,237	\$43,016	\$74,295
13	\$33,703	\$35,882	\$43,803	\$75,038
14	\$34,310	\$36,528	\$44,592	\$75,789
15	\$34,915	\$37,173	\$45,379	\$76,546
16	\$35,522	\$37,819	\$46,168	\$77,312
17	\$36,129	\$38,466	\$46,957	\$78,085
18	\$36,735	\$39,111	\$47,744	\$78,866
19	\$37,342	\$39,757	\$48,533	\$79,647
20	\$37,948	\$40,402	\$49,320	\$80,435
21-23	\$38,517	\$41,008	\$50,060	\$81,231
24-26	\$39,095	\$41,623	\$50,811	\$82,450
27+	\$39,681	\$42,247	\$51,573	\$83,687

The ADME is based on Average Daily Meal Equivalents for 3 consecutive months of the preceding or current school year. ADMT time equivalents are as follows: March-May effective first day of contract year, August-November effective December 1 and December-February effective March 1.

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	\$21,868	\$19,425	\$16,835
1	\$22,196	\$19,716	\$17,088
2	\$22,862	\$20,308	\$17,600
3	\$23,548	\$20,917	\$18,128
4	\$24,489	\$21,754	\$18,853
5	\$25,469	\$22,624	\$19,607
6	\$26,488	\$23,529	\$20,392
7	\$26,916	\$23,910	\$20,722
8	\$27,358	\$24,302	\$21,062
9	\$27,813	\$24,706	\$21,412
10	\$28,282	\$25,122	\$21,773
11	\$28,819	\$25,600	\$22,186
12	\$29,357	\$26,078	\$22,601
13	\$29,895	\$26,555	\$23,014
14	\$30,433	\$27,033	\$23,429
15	\$30,970	\$27,511	\$23,843
16	\$31,509	\$27,989	\$24,257
17	\$32,047	\$28,467	\$24,671
18	\$32,584	\$28,944	\$25,085
19	\$33,123	\$29,423	\$25,500
20	\$33,660	\$29,900	\$25,913
21	\$34,206	\$30,385	\$26,333
22	\$34,761	\$30,878	\$26,761
23	\$35,324	\$31,378	\$27,195
24	\$35,897	\$31,887	\$27,636
25	\$36,480	\$32,405	\$28,084
26+	\$37,027	\$32,891	\$28,505

OFFICE SUPPORT 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	\$39,582	\$34,503	\$39,582	\$25,263
1	\$40,211	\$36,088	\$40,211	\$25,506
2	\$40,836	\$36,415	\$40,836	\$25,726
3	\$41,495	\$37,044	\$41,495	\$26,212
4	\$42,121	\$37,670	\$42,121	\$26,676
5	\$44,332	\$39,582	\$44,332	\$27,850
6	\$46,721	\$42,121	\$46,721	\$28,555
7	\$47,349	\$42,749	\$47,349	\$29,522
8	\$47,827	\$43,378	\$47,827	\$30,499
9	\$48,453	\$44,003	\$48,453	\$31,706
10	\$49,711	\$45,288	\$49,711	\$32,959
11	\$50,208	\$45,741	\$50,208	\$33,289
12	\$50,710	\$46,198	\$50,710	\$33,622
13	\$51,217	\$46,660	\$51,217	\$33,958
14	\$51,730	\$47,127	\$51,730	\$34,298
15	\$52,247	\$47,598	\$52,247	\$34,641
16	\$52,769	\$48,074	\$52,769	\$34,987
17	\$53,297	\$48,555	\$53,297	\$35,337
18-20	\$53,830	\$49,040	\$53,830	\$35,690
21-23	\$54,368	\$49,531	\$54,368	\$36,047
24-26	\$54,912	\$50,026	\$54,912	\$36,408
27+	\$55,461	\$50,526	\$55,461	\$36,772

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	Director of School Operations**
0-2	\$73,144
3-5	\$76,070
6-8	\$79,112
9-11	\$82,278
12-14	\$85,569
15-17	\$88,991
18-20	\$92,552
21-23	\$96,253
24-26	\$100,102
>27	\$104,107

Step	Maintenance Specialist*
New	\$43,388
1	\$44,911
2	\$48,108
3	\$49,933
4	\$50,390
5	\$51,457
6	\$52,524
7-10	\$53,575
11-13	\$54,646
14-16	\$55,740
17-19	\$56,854
20-22	\$57,991
23-25	\$59,151
26+	\$60,334

Step	Bldg. & Grounds Manager*	Maintenance Custodian*
New	\$34,503	\$30,323
1	\$36,088	\$30,942
2	\$36,415	\$31,561
3	\$37,044	\$32,508
4	\$37,670	\$33,100
5	\$39,582	\$33,691
6	\$42,121	\$35,404
7	\$42,749	\$35,994
8	\$43,378	\$36,584
9	\$44,003	\$37,174
10	\$45,288	\$39,426
11	\$45,741	\$40,015
12	\$46,198	\$40,603
13	\$46,660	\$41,192
14	\$47,127	\$41,780
15	\$47,598	\$42,370
16	\$48,074	\$42,957
17	\$48,555	\$44,119
18-20	\$49,040	\$44,560
21-23	\$49,531	\$45,006
24-26	\$50,026	\$45,456
27+	\$50,526	\$45,910

INFORMATION TECHNOLOGY SALARY SCHEDULE*

Step	IT Specialist * 12-Month
New	\$36,268
1	\$39,169
2	\$42,071
3	\$42,900
4	\$43,729
5	\$44,560
6	\$45,388
7	\$46,218
8	\$47,047
9	\$47,877
10	\$48,665
11-13	\$49,638
14-16	\$50,631
17-19	\$51,643
20-22	\$52,676
23-26	\$53,730
27+	\$54,804

CENTRAL OFFICE PERSONNEL SALARY SCHEDULE

Step	Central Office Personnel*** 12-Month	Central Office Manager 12-Month
New	\$88,500	\$54,045
1	\$89,829	\$55,125
2	\$91,176	\$56,228
3	\$92,543	\$57,352
4	\$96,770	\$58,500
5	\$98,222	\$59,670
6	\$99,695	\$60,863
7	\$101,191	\$62,080
8	\$102,709	\$63,322
9	\$104,227	\$64,588
10+	\$105,789	\$65,880

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

CENTRAL OFFICE PERSONNEL SALARY SCHEDULE

Coordinator - 10 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$62,757	\$67,150	\$72,522	\$76,148
3-5	\$64,012	\$68,176	\$73,630	\$77,311
6-8	\$65,292	\$69,211	\$74,748	\$78,485
9-11	\$66,598	\$70,265	\$75,886	\$79,680
12-14	\$67,930	\$71,334	\$77,041	\$80,893
15-17	\$69,289	\$73,474	\$79,352	\$83,319
18-20	\$70,674	\$74,592	\$80,559	\$84,587
21-23	\$72,088	\$75,729	\$81,787	\$85,876
24-26	\$73,530	\$76,882	\$83,032	\$87,184
27+	\$75,000	\$79,188	\$85,523	\$89,800

Coordinator - 12 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$70,331	\$73,848	\$78,208	\$82,119
3-5	\$71,738	\$75,325	\$79,381	\$83,350
6-8	\$73,172	\$76,831	\$80,576	\$84,604
9-11	\$74,636	\$78,368	\$81,781	\$85,870
12-14	\$76,129	\$79,935	\$83,008	\$87,158
15-17	\$77,651	\$81,534	\$84,252	\$88,465
18-20	\$79,204	\$83,164	\$85,516	\$89,792
21-23	\$80,788	\$84,828	\$86,798	\$91,138
24-26	\$82,404	\$86,524	\$88,101	\$92,506
27+	\$84,052	\$88,255	\$90,764	\$95,302

RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES

& SUBSTITUTE/PART-TIME RATES

Certified Employees: Type of Work		Rate	
Teachers (Summer School, Homebound, Saturday School, Resource, Tutor, & Part-Time Instructor)		\$30.00	per hour
Teaching during Planning Period		Teacher's hourly rate	
All other certified or teacher rates not identified		\$30.00	per hour
Summer Literacy Program Teacher		\$170.00	per day
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		per hourly rate	
LPN- for as needed part-time work		per hourly rate	
Professional/Specialized Classified		per hourly rate	
Head Custodian Supplement: rate per supervised custodian		\$900	
Nurse Team Leader Annual Supplement		\$5,000	
Unless otherwise defined by specific program or grant.			
Substitutes		Rate	
Teacher Substitutes Positions			
Teacher Substitute - non-certified		\$85.00	per day
Teacher Substitute- 4 year degree		\$102.00	per day
Teacher Substitute -certified		\$127.00	per day
Classified and other Non-Teaching Positions			
Bus Driver		\$85.00	per day
Licensed LPN		\$15.35	per hour
Registered Nurse (RN Licensed)		\$23.05	per hour
Custodial/Maintenance Substitutes		\$15.00	per hour
CNP Substitutes		\$14.00	per hour
All other Support Subs		\$13.00	per hour
Support Substitutes for Extended Period Vacancies****			
Certified Long-Term Substitute		\$246.90	per day
Nurse (RN Licensed)		\$32.92	per hour
Nurse (LPN Licensed)		\$18.35	per hour
Bookkeeper/Registrar		\$20.62	per hour
Clerk		\$15.63	per hour
Paraprofessional		\$15.90	per hour
Preschool Aide		\$16.93	per hour
****Preapproved by the Superintendent for assignment longer than 20 consecutive days			