

MORGAN COUNTY BOARD OF EDUCATION



2023-2024 SALARY SCHEDULE

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Approved 4/18/23

**MORGAN COUNTY BOARD OF EDUCATION
2023-24 CERTIFIED EMPLOYEE SALARY SCHEDULE**

EXPERIENCE	Rank 1		Rank 2		Rank 3	
	Annual	Daily Rate	Annual	Daily Rate	Annual	Daily Rate
0	\$46,583	\$251.80	\$42,269	\$228.48	\$38,873	\$210.13
1	\$46,583	\$251.80	\$42,269	\$228.48	\$38,873	\$210.13
2	\$46,583	\$251.80	\$42,269	\$228.48	\$38,873	\$210.13
3	\$46,583	\$251.80	\$42,269	\$228.48	\$38,873	\$210.13
4	\$46,583	\$251.80	\$42,269	\$228.48	\$38,873	\$210.13
5	\$50,898	\$275.12	\$46,583	\$251.80	\$42,269	\$228.48
6	\$50,898	\$275.12	\$46,583	\$251.80	\$42,269	\$228.48
7	\$50,898	\$275.12	\$46,583	\$251.80	\$42,269	\$228.48
8	\$50,898	\$275.12	\$46,583	\$251.80	\$42,269	\$228.48
9	\$50,898	\$275.12	\$46,583	\$251.80	\$42,269	\$228.48
10	\$56,498	\$305.40	\$52,145	\$281.86	\$46,228	\$249.88
11	\$56,498	\$305.40	\$52,145	\$281.86	\$46,228	\$249.88
12	\$56,498	\$305.40	\$52,145	\$281.86	\$46,228	\$249.88
13	\$56,498	\$305.40	\$52,145	\$281.86	\$46,228	\$249.88
14	\$56,498	\$305.40	\$52,145	\$281.86	\$46,228	\$249.88
15	\$58,143	\$314.28	\$53,813	\$290.88	\$49,379	\$266.92
16	\$58,143	\$314.28	\$53,813	\$290.88	\$49,379	\$266.92
17	\$58,143	\$314.28	\$53,813	\$290.88	\$49,379	\$266.92
18	\$58,143	\$314.28	\$53,813	\$290.88	\$49,379	\$266.92
19	\$58,143	\$314.28	\$53,813	\$290.88	\$49,379	\$266.92
20	\$59,499	\$321.62	\$55,167	\$298.20	\$50,955	\$275.43
21	\$59,499	\$321.62	\$55,167	\$298.20	\$50,955	\$275.43
22	\$59,499	\$321.62	\$55,167	\$298.20	\$50,955	\$275.43
23	\$59,499	\$321.62	\$55,167	\$298.20	\$50,955	\$275.43
24	\$59,499	\$321.62	\$55,167	\$298.20	\$50,955	\$275.43
25	\$64,141	\$346.71	\$57,259	\$309.51	\$52,006	\$281.11
26	\$64,141	\$346.71	\$57,259	\$309.51	\$52,006	\$281.11
27	\$64,141	\$346.71	\$57,259	\$309.51	\$52,006	\$281.11
28	\$65,717	\$355.22	\$58,835	\$318.03	\$53,582	\$289.63
29	\$65,717	\$355.22	\$58,835	\$318.03	\$53,582	\$289.63
30	\$65,717	\$355.22	\$58,835	\$318.03	\$53,582	\$289.63

Rank IV \$27,632.00

Rank	DAILY RATE
I	\$ 130.00
II	\$ 120.00
III	\$ 110.00
IV	\$ 100.00
64 + HRS	\$ 90.00

CLASSIFIED SALARY SCHEDULE

2023-24

MORGAN COUNTY BOARD OF EDUCATION

AIII	SECII	SECI	INST	IAEX	COAD	LCT	HR
Acct. Clerk	RECEPT/	SCHOOL	INSTR	INSTR	COMPUTER	Lead	Human
III, Sec. to Supt.	STAFF SUPP	SEC I	ASST I Stu. Emp. Coord./ jobc	ASST I Stu. Emp. Coord./ jobc	ADMN.	Computer Tech	Resources Mgr

EXP.

0	10.00	10.00	10.00	10.00	11.00	15.60	15.00	26.27
1	15.50	12.86	11.36	10.36	11.36	24.13	18.52	26.27
2	15.50	12.86	11.36	10.36	11.36	24.13	18.52	26.27
3	15.50	12.86	11.36	10.36	11.36	24.13	18.52	26.27
4	15.50	12.86	11.36	10.36	11.36	24.13	18.52	26.27
5	15.50	12.86	11.36	10.36	11.36	24.13	18.52	28.56
6	17.00	13.75	12.25	11.36	12.36	24.97	19.51	28.56
7	17.00	13.75	12.25	11.36	12.36	24.97	19.51	28.56
8	17.00	13.75	12.25	11.36	12.36	24.97	19.51	28.56
9	17.00	13.75	12.25	11.36	12.36	24.97	19.51	28.56
10	17.00	13.75	12.25	11.36	12.36	24.97	19.51	31.23
11	19.00	15.18	13.68	13.20	14.20	26.26	20.46	31.23
12	19.00	15.18	13.68	13.20	14.20	26.26	20.46	31.23
13	19.00	15.18	13.68	13.20	14.20	26.26	20.46	31.23
14	19.00	15.18	13.68	13.20	14.20	26.26	20.46	31.23
15	19.00	15.18	13.68	13.20	14.20	26.26	20.46	33.36
16	21.00	17.25	15.75	14.28	15.28	28.26	22.57	33.36
17	21.00	17.25	15.75	14.28	15.28	28.26	22.57	33.36
18	21.00	17.25	15.75	14.28	15.28	28.26	22.57	33.36
19	21.00	17.25	15.75	14.28	15.28	28.26	22.57	33.36
20	21.00	17.25	15.75	14.28	15.28	28.26	22.57	34.43
21	23.50	18.25	16.75	15.90	16.90	29.57	23.63	34.43
22	23.50	18.25	16.75	15.90	16.90	29.57	23.63	34.43
23	23.50	18.25	16.75	15.90	16.90	29.57	23.63	34.43
24	23.50	18.25	16.75	15.90	16.90	29.57	23.63	34.43
25	23.50	18.25	16.75	15.90	16.90	29.57	23.63	35.14
26	26.00	18.61	17.11	16.53	17.53	31.01	24.64	35.14
27	26.00	18.61	17.11	16.53	17.53	31.01	24.64	35.14
28	26.00	18.61	17.11	16.53	17.53	31.01	24.64	36.20
29	26.00	18.61	17.11	16.53	17.53	31.01	24.64	36.20
30	26.00	18.61	17.11	16.53	17.53	31.01	24.64	36.20

Paraeducators that have an equivalent Associate's or higher degree are to be paid from the IAEX INSTR ASST I pay scale.

Classified Substitutes are paid (\$10.00) per hour except custodians and bus drivers.

Chief Finance Officer to be paid off the Rank II Certified Schedule beginning FY 22.

Director of School Food & Nutrition will be paid from Rank III Certified Schedule beginning FY 24.

CLASSIFIED SALARY SCHEDULE

2023-24

MORGAN COUNTY BOARD OF EDUCATION

HVAC **	M II	CUST	CAIII	CKBK	MNGR	SECT
HVAC TECH	MAINT	CUSTODIAN	Clerical	COOK	SFS	SEC
	TECH II		Asst. III	BAKER	MANAGER I	ASST - FS SFS SEC

EXP.

0	39.30	10.00	10.00	10.00	10.20	11.22	
1	39.40	14.32	10.50	12.09	10.35	11.53	
2	39.50	14.32	10.50	13.11	10.46	11.83	
3	39.60	14.32	10.50	14.15	10.56	11.93	
4	39.70	14.32	10.50	15.17	10.66	12.04	
5	39.80	14.32	10.50	15.45	10.76	12.19	
6	39.90	15.92	11.50	15.77	11.22	12.29	
7	40.00	15.92	11.50	16.06	11.27	12.55	
8	40.10	15.92	11.50	16.33	11.32	12.75	
9	40.20	15.92	11.50	16.63	11.37	13.01	
10	40.30	15.92	11.50	16.91	11.42	13.16	
11	40.40	16.63	12.52	17.19	11.48	13.41	
12	40.50	16.63	12.52	17.48	11.53	13.67	
13	40.60	16.63	12.52	17.80	11.63	14.48	
14	40.70	16.63	12.52	18.06	11.88	14.79	
15	40.80	16.63	12.52	18.55	12.19	15.05	
16	40.90	17.32	13.27	18.96	12.44	15.76	
17	41.00	17.32	13.27	19.25	12.70	15.96	
18	41.10	17.32	13.27	19.62	12.95	16.12	
19	41.20	17.32	13.27	20.00	13.26	16.27	
20	41.30	17.32	13.27	20.89	13.52	16.37	
21	41.40	19.29	15.01	21.52	13.77	16.58	
22	41.50	19.29	15.01	22.23	14.08	16.68	
23	41.60	19.29	15.01	22.56	14.38	16.83	
24	41.70	19.29	15.01	22.88	14.59	16.98	
25	41.80	19.29	15.01	23.25	14.84	17.34	
26	41.90	20.00	15.73	23.72	15.15	17.65	
27	42.00	20.00	15.73	24.17	15.40	17.85	16.37
28	42.00	20.00	15.73	24.62	15.50	18.00	16.47
29	42.00	20.00	15.73	25.07	15.61	18.16	16.58
30	42.00	20.00	15.73	25.45	15.81	18.36	16.63

Custodial Substitute Payscale with verified years experience.	
Years Experience	Hourly Rate
5+	\$10.00
10+	\$10.50
15+	\$11.50
20+	\$12.50
25+	\$13.50

**Morgan County Board of Education
2023-24 Classified Salary Schedule**

EXP.	Level 2/3 Dir/FR/ YSC Coor.	NURSE Registered	CLERK Clerical Asst. for Nurse	OTPT Occ & Phy Thpt & Mntl Hlth Couns
0	20.00	16.91	11.66	50,579
1	20.20	17.96	11.76	52,632
2	20.40	17.96	11.76	52,632
3	20.61	17.96	11.76	52,632
4	20.81	17.96	11.76	52,632
5	21.02	17.96	11.76	52,632
6	21.23	19.01	12.71	55,529
7	21.44	19.01	12.71	55,529
8	21.66	19.01	12.71	55,529
9	21.87	19.01	12.71	55,529
10	22.09	19.01	12.71	55,529
11	22.31	20.06	13.76	58,284
12	22.54	20.06	13.76	58,284
13	22.76	20.06	13.76	58,284
14	22.99	20.06	13.76	58,284
15	23.22	20.06	13.76	58,284
16	23.45	21.11	14.81	60,095
17	23.69	21.11	14.81	60,095
18	23.92	21.11	14.81	60,095
19	24.16	21.11	14.81	60,095
20	24.40	21.11	14.81	60,095
21	24.65	22.16	15.86	63,100
22	24.89	22.16	15.86	63,100
23	25.14	22.16	15.86	63,100
24	25.39	22.16	15.86	63,100
25	25.65	22.16	15.86	63,100
26	25.91	23.22	16.91	67,140
27	26.16	23.22	16.91	67,140
28	26.43	23.22	16.91	67,800
29	26.69	23.22	16.91	68,480
30	26.96	23.22	16.91	69,165

**Morgan County Board of Education
2023-24 Transportation Department**

Bus Dr/BD1 **TACD** **MECH** **BMON** **TRMG**
 Mechanic Asst Trans. Data LEAD**** Bus TRANS.
 & Sub Driver Assist Mechanic Monitor MNGR

*ASE
 Certified--
 Add
 \$1,000

EXP.

0	16.00	10.00	14.00	10.00	31.25
1	17.10	10.10	14.75	10.50	32.00
2	17.20	10.10	15.25	10.50	32.00
3	17.30	10.10	15.75	10.50	32.00
4	17.40	10.10	16.50	10.50	32.00
5	17.50	10.10	17.00	10.50	32.00
6	17.60	10.40	17.50	11.00	33.00
7	17.70	10.40	18.00	11.00	33.00
8	17.80	10.40	18.25	11.00	33.00
9	17.90	10.40	18.40	11.00	33.00
10	18.00	10.40	18.55	11.00	33.00
11	18.10	11.97	18.70	11.50	34.00
12	18.20	11.97	18.90	11.50	34.00
13	18.30	11.97	19.17	11.50	34.00
14	18.40	11.97	19.49	11.50	34.00
15	18.50	11.97	19.82	11.50	34.00
16	18.60	12.98	20.14	13.50	35.00
17	18.70	12.98	20.43	13.50	35.00
18	18.80	12.98	20.75	13.50	35.00
19	18.90	12.98	21.08	13.50	35.00
20	19.00	12.98	21.39	13.50	35.00
21	19.10	14.44	21.69	15.00	36.00
22	19.20	14.44	22.01	15.00	36.00
23	19.30	14.44	22.33	15.00	36.00
24	19.40	14.44	22.96	15.00	36.00
25	19.50	14.44	23.27	15.00	36.00
26	19.60	15.76	23.65	16.00	37.00
27	19.70	15.76	24.05	16.00	37.00
28	19.80	15.76	24.45	16.00	37.00
29	19.90	15.76	24.90	16.00	37.00
30	20.00	15.76	25.35	16.00	37.00

	Yrs Exp	Hourly Rate
Substitute Bus Drivers	0-4	\$ 15.50
Substitute Bus Drivers	5-9	\$ 16.00
Substitute Bus Drivers	10+	\$ 16.50
Bus Driver Trainer	Pay = to current hourly rate	

**Morgan County Board of Education
2023-24 Extra Duty Pay**

Principals			Fund
High School		\$14,000	GF
Middle School		\$9,500	GF
Elementaries	250 + Students	\$6,600	GF
	250 - Students	\$5,600	GF
Administrative Contact		\$4,000	GF
<hr/>			
Assistant Principals			
High School		\$6,100	GF
Middle School		\$5,000	GF
Elementary School		\$3,000	GF
<hr/>			
Deputy Superintendent		\$12,000	F 2 (ARP)
Chief Financial Officer		\$8,000	GF
Director of Food and Nutrition		\$8,000	F 51
Director of Student Services		\$8,000	F 2 (ARP)
Chief Academic Officer		\$8,000	GF
Director of District Personnel		\$8,000	GF
Director of Buildings and Grounds		\$8,000	GF
Director of Special Education		\$8,000	F2 (IDEA B)
Director of Technology		\$8,000	GF
Director of Student Transportation		\$8,000	GF

Administrators holding more than one position will receive compensation for the higher paid position only, but may have other duties.

Other Stipends and Extra Duty

Deeper Learning Teacher Leaders	\$1,500	F2
National Board Certification (one time stipend)	\$1,000	GF
School Health Coordinator	\$1,000	GF
School Psychologist	\$6,000	F 2 (IDEA B)
School Technology Coordinator	\$1,500	GF
Speech Therapists		
Teaching Certification	\$7,613	GF
Licensure	\$5,613	GF
TEDS Coordinator	\$2,000	F 2
(Technical Education Database System)		

Morgan County Board of Education
2023-24
Standard Contract Days

Account Clerk, Secretary to Superintendent	240
Bus Driver	180
Bus Mechanic Asst & Sub Driver	220
Bus Mechanics	240
Bus Monitor	180
Clerical Assistant III	240
Lead Computer Maintenance Technician	240
Custodian	240/260 *
Elementary School Secretary/Transitional Assistant	192
Food Service Personnel	180
FR/YSC Coordinator	240
High School Attendance / Secretary	187
High School Bookkeeper	207
Instructional Assistant	180
Maintenance Personnel	240/260 *
Mental Health Counselor	210
Middle School Attendance/ Secretary	187
Middle School Bookkeeper	207
Network Administrator	240
Nurse	190
Nurse Clerk	190
Receptionist/ Staff Support	240
Transportation Data Assistant	200
Transportation Manager	240

* Employees hired or transferred into these positions will receive 240 day contracts.

MORGAN COUNTY BOARD OF EDUCATION
Extended Days 2023-24

POSITION	#Days Recom.	Funding Source
Assistant Principal - Middle School	45	GF
Assistant Principal - High School	50	GF
Counselor - Middle School	35	GF
Counselor - Secondary	50	GF
Director of Special Education	55	F 2
Director of Food & Nutrition	55	F 51 / GF
Chief Finance Officer	55	GF
Deputy Superintendent	55	ARP
Director of Student Services	55	ARP
Director of Technology	55	GF
Director of Student Transportation	55	GF
Director of Building and Grounds	55	GF
Director of District Personnel	55	GF
Gifted & Talented Coordinator\Community Ed\Media Specialist-Elem	55	F 2 / GF
Grant Writer *	Up to 43	GF
Chief Academic Officer	55	F 2 / GF
Media Specialists-HS & MS	10	GF
Principal - East Valley	55	GF
Principal - Ezel Elementary	55	GF
Principal - Morgan Central	55	GF
Principal - Wrigley	55	GF
Principal - MCHS	55	GF
Principal - MCMS	55	GF
Speech Therapist	10	GF
Teacher - Agriculture	55	GF
Teacher - Family & Consumer Science	5	GF
Teachers - Woodsbend	35	F 2/ GF
Occupational Therapist	10	GF

If employee holds more than one position with extended days, the total number of extended days cannot exceed 55.

*** If job is performed by retired certified employee, pay will equal their daily wage threshold.**

**MORGAN COUNTY BOARD OF EDUCATION
EXTRA DUTY SALARY SCHEDULE
2023-24**

ACTIVITY		# OF POSITIONS	ANNUAL SALARY
ACADEMIC TEAM	HIGH SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
	MIDDLE SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
ARCHERY	HEAD COACH	1	\$ 2,500.00
	ASST. COACH	1	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
ATHLETICS	ATHLETIC DIRECTOR	1	\$ 7,000.00
BAND DIRECTOR	HIGH SCHOOL	1	\$ 2,000.00
	MIDDLE SCHOOL	1	\$ 2,000.00
BASEBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASSISTANT COACH	1	\$ 500.00
	BASEBALL/SOFTBALL FIELD MNTC	1	\$ 7,200.00
BASKETBALL - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - BOYS	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
BASKETBALL - GIRLS	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
BASS FISHING	HEAD COACH	1	\$ 2,500.00
	ASST. COACH	1	\$ 500.00
CHEERLEADING	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASSISTANT COACH	1	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
CHESS TEAM	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
DRAMA COACH		2	\$ 400.00
FOOTBALL	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	5	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	3	\$ 500.00

MORGAN COUNTY BOARD OF EDUCATION
(Continued)

ACTIVITY		POSITIONS	SALARY
GOLF - BOYS	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
GOLF - GIRLS	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
HONOR SOCIETY SPONSORS		2	\$ 250.00
SOFTBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASSISTANT COACH	1	\$ 500.00
SOCCER - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 2,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 2,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - BOYS	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - GIRLS	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
STLP	HEAD COACH	1	\$ 1,250.00
	ASSISTANT COACH	1	\$ 500.00
TENNIS - BOYS	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
TENNIS - GIRLS	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
TRACK - BOYS	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
TRACK - GIRLS	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
CROSS COUNTRY	HEAD COACH	1	\$ 2,500.00
	ASSISTANT COACH	1	\$ 500.00
VOLLEYBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	2	\$ 500.00
SCIENCE OLYMPIAD	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
YEARBOOK	HIGH SCHOOL SPONSOR	1	\$ 1,000.00
	MIDDLE SCHOOL SPONSOR	1	\$ 500.00

NOTE: If "1 POSITION" is indicated, there is one salary allotted for that position.

When two or more persons share that responsibility, the salary will be equally divided.

*** NOTE: If athletic head coach / Athletic Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

*** NOTE: If Assistant Coach position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay in High School Basketball and High School Football. For all other athletic assistant coaching positions, if filled by a certified individual whose primary contract is that of teacher, add an additional \$500 to extra duty pay.**

*** NOTE: If High School or Middle School Band Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

NOTE: All Positions are Funded by GF.