

GULF SHORES CITY SCHOOLS
2023-2024 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.

Special Education Supplement

In accordance with the State Education Trust Fund's appropriation Act #2023-379, all certificated teachers employed in a special education teacher position will receive a supplement/stipend in the amount of \$1,000.

This supplement will be paid in two (2) installments upon verification of proof of employment in the applicable special education teacher position: one payment for Fall and one payment for the Spring.

1st Semester- \$500

2nd Semester- \$500

Classified Salaries*

Employees with a bachelor's degree on the classified pay schedules will receive an additional \$240 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 \$262 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, 2023- June 30, 2024	Required to work 240 days
11 Month	July 1, 2023 - June 16, 2024	Required to work 222 days
10 Month	July 26, 2023 - June 10, 2024	Required to work 202 days
9 Month	August 2, 2023 - May 27, 2024	Required to work 189 days
	July 31, 2023 - May 27, 2024	Required to work 187 days
	August 1, 2023 - May 27, 2024	Required to work 187 days
	August 4, 2023 - May 27, 2024	Required to work 187 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

Bachelor/Non-Degree					Master				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$47,128	\$50,908	\$55,949	\$60,485	New	\$54,195	\$58,542	\$64,338	\$69,555
1-2	\$47,128	\$50,908	\$55,949	\$60,485	1-2	\$54,195	\$58,542	\$64,338	\$69,555
3-5	\$51,836	\$55,993	\$61,537	\$66,527	3-5	\$59,611	\$64,392	\$70,768	\$76,506
6-8	\$54,108	\$58,448	\$64,235	\$69,443	6-8	\$62,222	\$67,213	\$73,868	\$79,857
9	\$55,742	\$60,213	\$66,175	\$71,541	9	\$64,102	\$69,244	\$76,099	\$82,270
10	\$56,299	\$60,815	\$66,836	\$72,255	10	\$64,742	\$69,935	\$76,859	\$83,091
11	\$56,862	\$61,423	\$67,504	\$72,977	11	\$65,390	\$70,635	\$77,629	\$83,923
12	\$57,431	\$62,038	\$68,180	\$73,708	12	\$66,044	\$71,342	\$78,405	\$84,763
13	\$58,005	\$62,658	\$68,862	\$74,445	13	\$66,704	\$72,055	\$79,189	\$85,609
14	\$58,586	\$63,285	\$69,551	\$75,190	14	\$67,371	\$72,775	\$79,981	\$86,466
15	\$59,171	\$63,918	\$70,246	\$75,942	15	\$68,045	\$73,503	\$80,781	\$87,331
16	\$59,763	\$64,556	\$70,948	\$76,701	16	\$68,726	\$74,238	\$81,589	\$88,204
17	\$60,361	\$65,202	\$71,658	\$77,468	17	\$69,413	\$74,980	\$82,404	\$89,086
18	\$60,964	\$65,854	\$72,374	\$78,242	18	\$70,107	\$75,731	\$83,229	\$89,977
19	\$61,574	\$66,513	\$73,098	\$79,025	19	\$70,808	\$76,488	\$84,061	\$90,877
20	\$62,189	\$67,177	\$73,828	\$79,814	20	\$71,516	\$77,252	\$84,901	\$91,785
21	\$62,812	\$67,850	\$74,568	\$80,614	21	\$72,231	\$78,025	\$85,750	\$92,703
22	\$63,439	\$68,527	\$75,312	\$81,419	22	\$72,954	\$78,806	\$86,608	\$93,631
23	\$64,074	\$69,213	\$76,066	\$82,233	23	\$73,683	\$79,594	\$87,474	\$94,567
24	\$64,715	\$69,906	\$76,827	\$83,056	24	\$74,420	\$80,390	\$88,349	\$95,513
25	\$65,362	\$70,604	\$77,595	\$83,887	25	\$75,164	\$81,193	\$89,232	\$96,467
26	\$66,015	\$71,310	\$78,371	\$84,725	26	\$75,916	\$82,005	\$90,125	\$97,432
27	\$66,676	\$72,024	\$79,155	\$85,573	27	\$76,675	\$82,825	\$91,025	\$98,406
28	\$67,342	\$72,744	\$79,946	\$86,428	28	\$77,442	\$83,654	\$91,936	\$99,391
29	\$68,016	\$73,472	\$80,746	\$87,293	29	\$78,216	\$84,490	\$92,855	\$100,384
30	\$68,695	\$74,206	\$81,553	\$88,165	30	\$78,998	\$85,335	\$93,784	\$101,388
31	\$69,382	\$74,948	\$82,368	\$89,047	31	\$79,788	\$86,188	\$94,721	\$102,401
32	\$70,077	\$75,698	\$83,193	\$89,938	32	\$80,586	\$87,051	\$95,670	\$103,426
33	\$70,777	\$76,454	\$84,024	\$90,836	33	\$81,392	\$87,921	\$96,626	\$104,460
34	\$71,484	\$77,218	\$84,864	\$91,745	34	\$82,206	\$88,800	\$97,592	\$105,505
35	\$72,200	\$77,991	\$85,713	\$92,663	35	\$83,028	\$89,688	\$98,568	\$106,560

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.

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	\$58,438	\$63,125	\$69,375	\$75,000	New	\$62,678	\$67,706	\$74,409	\$80,442
1-2	\$58,438	\$63,125	\$69,375	\$75,000	1-2	\$62,678	\$67,706	\$74,409	\$80,442
3-5	\$64,275	\$69,431	\$76,305	\$82,492	3-5	\$68,949	\$74,480	\$81,854	\$88,491
6-8	\$67,111	\$72,494	\$79,672	\$86,132	6-8	\$71,962	\$77,734	\$85,431	\$92,358
9	\$69,137	\$74,682	\$82,077	\$88,731	9	\$74,135	\$80,082	\$88,011	\$95,147
10	\$69,828	\$75,429	\$82,897	\$89,619	10	\$74,877	\$80,883	\$88,891	\$96,098
11	\$70,526	\$76,183	\$83,726	\$90,514	11	\$75,625	\$81,691	\$89,779	\$97,058
12	\$71,231	\$76,945	\$84,563	\$91,420	12	\$76,381	\$82,508	\$90,677	\$98,029
13	\$71,944	\$77,715	\$85,410	\$92,335	13	\$77,145	\$83,333	\$91,584	\$99,010
14	\$72,663	\$78,491	\$86,263	\$93,257	14	\$77,917	\$84,167	\$92,500	\$100,000
15	\$73,390	\$79,277	\$87,126	\$94,190	15	\$78,696	\$85,009	\$93,426	\$101,001
16	\$74,123	\$80,069	\$87,997	\$95,132	16	\$79,483	\$85,859	\$94,360	\$102,011
17	\$74,865	\$80,870	\$88,877	\$96,083	17	\$80,278	\$86,717	\$95,303	\$103,030
18	\$75,614	\$81,679	\$89,766	\$97,044	18	\$81,080	\$87,584	\$96,255	\$104,060
19	\$76,370	\$82,496	\$90,664	\$98,015	19	\$81,891	\$88,460	\$97,218	\$105,101
20	\$77,133	\$83,320	\$91,570	\$98,995	20	\$82,710	\$89,345	\$98,191	\$106,152
21	\$77,905	\$84,154	\$92,486	\$99,985	21	\$83,538	\$90,238	\$99,173	\$107,214
22	\$78,683	\$84,995	\$93,410	\$100,984	22	\$84,372	\$91,140	\$100,164	\$108,285
23	\$79,470	\$85,845	\$94,344	\$101,994	23	\$85,216	\$92,051	\$101,165	\$109,368
24	\$80,266	\$86,704	\$95,289	\$103,015	24	\$86,068	\$92,972	\$102,177	\$110,462
25	\$81,068	\$87,571	\$96,241	\$104,044	25	\$86,929	\$93,902	\$103,199	\$111,566
26	\$81,879	\$88,447	\$97,204	\$105,085	26	\$87,798	\$94,841	\$104,231	\$112,682
27	\$82,697	\$89,331	\$98,175	\$106,136	27	\$88,677	\$95,790	\$105,274	\$113,810
28	\$83,525	\$90,224	\$99,157	\$107,197	28	\$89,564	\$96,748	\$106,327	\$114,948
29	\$84,359	\$91,126	\$100,148	\$108,269	29	\$90,459	\$97,715	\$107,390	\$116,097
30	\$85,203	\$92,037	\$101,150	\$109,351	30	\$91,364	\$98,692	\$108,464	\$117,258
31	\$86,055	\$92,958	\$102,161	\$110,445	31	\$92,277	\$99,678	\$109,548	\$118,430
32	\$86,916	\$93,888	\$103,183	\$111,550	32	\$93,199	\$100,675	\$110,643	\$119,614
33	\$87,785	\$94,827	\$104,216	\$112,666	33	\$94,132	\$101,683	\$111,750	\$120,811
34	\$88,663	\$95,774	\$105,257	\$113,791	34	\$95,073	\$102,700	\$112,868	\$122,019
35	\$89,549	\$96,733	\$106,310	\$114,930	35	\$96,023	\$103,726	\$113,996	\$123,239

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

TEAMS Teacher Salary Schedule				
Step	Bachelor	Master's	AA/EDS	Doctoral
0	\$52,783	\$59,850	\$64,093	\$68,334
1	\$56,504	\$64,979	\$70,065	\$75,154
2	\$59,523	\$68,448	\$73,826	\$79,162
3	\$61,264	\$70,452	\$75,986	\$81,480
4	\$63,052	\$72,508	\$78,204	\$83,858
5	\$64,886	\$74,619	\$80,479	\$86,299
6	\$66,770	\$76,784	\$82,818	\$88,804
7	\$68,704	\$79,009	\$85,214	\$91,375
8	\$70,089	\$80,587	\$86,918	\$93,204
9	\$71,479	\$82,201	\$88,656	\$95,067
10	\$73,037	\$83,433	\$89,986	\$96,493
11	\$73,639	\$84,685	\$91,336	\$97,940
12	\$74,744	\$85,955	\$92,706	\$99,409
13	\$74,744	\$85,955	\$92,706	\$99,409
14	\$74,744	\$85,955	\$92,706	\$99,409
15	\$75,870	\$87,251	\$94,102	\$100,908
16	\$75,870	\$87,251	\$94,102	\$100,908
17	\$75,870	\$87,251	\$94,102	\$100,908
18	\$77,018	\$88,571	\$95,528	\$102,434
19	\$77,018	\$88,571	\$95,528	\$102,434
20	\$77,018	\$88,571	\$95,528	\$102,434
21	\$78,579	\$89,919	\$96,980	\$103,993
22	\$78,579	\$89,919	\$96,980	\$103,993
23	\$78,579	\$89,919	\$96,980	\$103,993
24	\$79,384	\$91,292	\$98,462	\$105,582
25	\$79,384	\$91,292	\$98,462	\$105,582
26	\$79,384	\$91,292	\$98,462	\$105,582
27	\$80,603	\$92,694	\$99,974	\$107,203

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	
New	\$36,398
1	\$36,707
2	\$36,985
3	\$37,630
4	\$38,215
5	\$39,704
6	\$40,635
7	\$41,809
8	\$42,988
9	\$45,231
10	\$47,208
11	\$48,632
12	\$48,250
13	\$48,732
14	\$50,202
15	\$50,702
16	\$51,202
17	\$51,623
18	\$51,923
19	\$52,035
20	\$53,605
21	\$53,805
22	\$54,036
23	\$55,666
24	\$56,166
25	\$56,366
26	\$57,280
27	\$57,480
28	\$57,680
29	\$57,811
30	\$58,389
31	\$58,973
32	\$59,563
33	\$60,158
34	\$60,759
35	\$61,367

RN				
Step	9 Mo RN	10 Mo RN	9 Mo RN MS	10 Mo RN MS
New	\$50,426	\$54,471	\$54,375	\$58,737
1-2	\$50,426	\$54,471	\$54,375	\$58,737
3-5	\$55,463	\$59,912	\$59,807	\$64,604
6-8	\$57,895	\$62,539	\$62,429	\$67,437
9	\$59,644	\$64,428	\$64,313	\$69,472
10	\$60,239	\$65,071	\$64,956	\$70,166
11	\$60,842	\$65,722	\$65,606	\$70,868
12	\$61,451	\$66,380	\$66,262	\$71,577
13	\$62,065	\$67,043	\$66,925	\$72,293
14	\$62,686	\$67,714	\$67,594	\$73,016
15	\$63,313	\$68,391	\$68,271	\$73,747
16	\$63,946	\$69,075	\$68,953	\$74,484
17	\$64,585	\$69,766	\$69,642	\$75,229
18	\$65,231	\$70,463	\$70,338	\$75,980
19	\$65,883	\$71,168	\$71,041	\$76,740
20	\$66,541	\$71,879	\$71,752	\$77,508
21	\$67,140	\$72,526	\$72,470	\$78,284
22	\$67,879	\$73,324	\$73,194	\$79,065
23	\$68,559	\$74,058	\$73,926	\$79,856
24	\$69,245	\$74,799	\$74,667	\$80,656
25	\$69,936	\$75,546	\$75,413	\$81,462
26	\$70,635	\$76,301	\$76,166	\$82,275
27	\$71,343	\$77,066	\$76,929	\$83,100
28	\$72,056	\$77,836	\$77,697	\$83,930
29	\$72,776	\$78,614	\$78,475	\$84,770
30	\$73,503	\$79,399	\$79,258	\$85,616
31	\$74,238	\$80,193	\$80,051	\$86,472
32	\$74,982	\$80,997	\$80,852	\$87,338
33	\$75,723	\$81,805	\$81,660	\$88,210
34	\$76,488	\$82,623	\$82,476	\$89,092
35	\$77,253	\$83,450	\$83,302	\$89,984

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		
	Preschool Aide* 7.5 Hours	Paraprofessional & OCS Aide* 7 Hours	Instructional, ESL, & Driver's Ed Aide* 7 Hours
New	\$24,699	\$21,925	\$20,610
1	\$24,908	\$22,868	\$20,805
2	\$25,097	\$23,063	\$20,984
3	\$25,518	\$23,436	\$21,375
4	\$25,916	\$23,810	\$21,746
5	\$26,927	\$24,947	\$22,689
6	\$27,537	\$26,457	\$23,258
7	\$28,335	\$26,830	\$24,005
8	\$29,135	\$27,204	\$24,752
9	\$30,146	\$27,578	\$25,693
10	\$31,155	\$28,344	\$26,635
11-13	\$31,778	\$28,911	\$27,167
14-16	\$32,414	\$29,489	\$27,711
17-19	\$33,062	\$30,079	\$28,265
20-22	\$33,723	\$30,681	\$28,830
23-26	\$34,398	\$31,294	\$29,407
27+	\$35,086	\$31,920	\$29,995

TRANSPORTATION SALARY SCHEDULE

BUS DRIVER			
Step	Regular 0-4 Hours	Split Route	Cat I 5 hours
1	\$16,175	\$8,088	\$4,044
2	\$16,498	\$8,249	\$4,125
3	\$16,828	\$8,414	\$3,206
4	\$17,669	\$8,835	\$3,367
5	\$18,023	\$9,011	\$3,434
6	\$18,383	\$9,192	\$3,503
7	\$18,751	\$9,375	\$3,574
8	\$19,126	\$9,563	\$3,645
9	\$19,508	\$9,754	\$3,718
10	\$19,899	\$9,949	\$3,792
11 to 12	\$21,142	\$10,571	\$3,983
13 to 15	\$22,464	\$11,232	\$4,062
16 to 21	\$23,868	\$11,934	\$4,143
22 to 24	\$25,359	\$12,680	\$4,225
25 to 27	\$26,944	\$13,472	\$4,311
28+	\$28,663	\$14,332	\$4,527

Step	Bus Mechanic* 12-Month
0	\$56,273
1	\$56,977
2	\$57,688
3	\$58,412
4	\$59,141
5	\$59,880
6	\$60,629
7	\$61,385
8	\$62,152
9	\$60,634
10	\$63,717
11	\$64,513
12	\$65,319
13	\$66,135
14	\$66,963
15	\$67,800
16	\$68,647
17	\$69,505
18	\$70,373
19	\$71,253
20	\$72,143

BUS DRIVER FIELD TRIPS	
Length of Trip	Rate of Pay
3 Hour Minimum	\$15.00 per hour

**** 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*	240 Days CNP Coordinator*
	Under 350 Avg Daily Meals	Over 350+ Avg Daily Meals	
	8 Hours	8 Hours	8 Hours
New	\$25,146	\$26,773	\$64,012
1	\$25,523	\$27,174	\$64,972
2	\$26,289	\$27,990	\$65,947
3	\$27,078	\$28,829	\$66,935
4	\$28,161	\$29,982	\$67,940
5	\$29,287	\$31,181	\$68,959
6	\$30,459	\$32,429	\$69,993
7	\$30,952	\$32,954	\$71,043
8	\$31,460	\$33,495	\$72,110
9	\$31,983	\$34,052	\$73,191
10	\$32,522	\$34,625	\$74,288
11	\$33,140	\$35,283	\$75,031
12	\$33,759	\$35,942	\$75,781
13	\$34,377	\$36,600	\$76,539
14	\$34,996	\$37,259	\$77,305
15	\$35,613	\$37,916	\$78,077
16	\$36,232	\$38,575	\$78,858
17	\$36,852	\$39,235	\$79,647
18	\$37,470	\$39,893	\$80,443
19	\$38,089	\$40,552	\$81,240
20	\$38,707	\$41,210	\$82,044
21-23	\$39,287	\$41,828	\$82,856
24-26	\$39,877	\$42,455	\$84,099
27+	\$40,475	\$43,092	\$85,360

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	\$22,305	\$20,813	\$18,038
1	\$22,640	\$21,124	\$18,309
2	\$23,319	\$21,759	\$18,857
3	\$24,019	\$22,411	\$19,423
4	\$24,979	\$23,308	\$20,200
5	\$25,978	\$24,240	\$21,008
6	\$27,018	\$25,210	\$21,849
7	\$27,454	\$25,618	\$22,202
8	\$27,905	\$26,038	\$22,566
9	\$28,369	\$26,471	\$22,941
10	\$28,848	\$26,916	\$23,328
11	\$29,395	\$27,429	\$23,771
12	\$29,944	\$27,941	\$24,215
13	\$30,493	\$28,452	\$24,658
14	\$31,042	\$28,964	\$25,103
15	\$31,589	\$29,476	\$25,546
16	\$32,139	\$29,988	\$25,990
17	\$32,688	\$30,500	\$26,433
18	\$33,236	\$31,011	\$26,877
19	\$33,785	\$31,525	\$27,321
20	\$34,333	\$32,036	\$27,764
21	\$34,890	\$32,555	\$28,214
22	\$35,456	\$33,084	\$28,673
23	\$36,030	\$33,619	\$29,138
24	\$36,615	\$34,165	\$29,610
25	\$37,210	\$34,720	\$30,090
26+	\$37,768	\$35,240	\$30,541

OFFICE SUPPORT SALARY SCHEDULE*

Step	High School Registrar* 12-Month	MS, Elem Registrar* 12-Month	HS, MS, Elem Bookkeeper* 12-Month	HS, MS, Elem Bookkeeper* * 9-Month	HS, MS, Elem Clerk* 10-Month	HS, MS, Elem Clerk* 12-Month
New	\$40,374	\$35,193	\$40,374	\$27,422	\$25,768	\$30,616
1	\$41,015	\$36,810	\$41,015	\$28,681	\$26,016	\$30,911
2	\$41,653	\$37,144	\$41,653	\$28,941	\$26,241	\$31,177
3	\$42,325	\$37,785	\$42,325	\$29,441	\$26,736	\$31,766
4	\$42,963	\$38,424	\$42,963	\$29,939	\$27,210	\$32,328
5	\$45,219	\$40,374	\$45,219	\$31,458	\$28,407	\$33,751
6	\$47,656	\$42,963	\$47,656	\$33,475	\$29,127	\$34,606
7	\$48,296	\$43,604	\$48,296	\$33,975	\$30,112	\$35,777
8	\$48,784	\$44,246	\$48,784	\$34,475	\$31,109	\$36,961
9	\$49,422	\$44,883	\$49,422	\$34,972	\$32,340	\$38,424
10	\$50,705	\$46,194	\$50,705	\$35,992	\$33,618	\$39,943
11	\$51,212	\$46,655	\$51,212	\$36,352	\$33,955	\$40,342
12	\$51,724	\$47,122	\$51,724	\$36,716	\$34,294	\$40,746
13	\$52,242	\$47,593	\$52,242	\$37,083	\$34,637	\$41,153
14	\$52,764	\$48,069	\$52,764	\$37,454	\$34,984	\$41,565
15	\$53,292	\$48,550	\$53,292	\$37,828	\$35,333	\$41,980
16	\$53,825	\$49,035	\$53,825	\$38,207	\$35,687	\$42,400
17	\$54,363	\$49,526	\$54,363	\$38,589	\$36,044	\$42,824
18-20	\$54,907	\$50,021	\$54,907	\$38,975	\$36,404	\$43,252
21-23	\$55,456	\$50,521	\$55,456	\$39,364	\$36,768	\$43,685
24-26	\$56,010	\$51,026	\$56,010	\$39,758	\$37,136	\$44,122
27+	\$56,570	\$51,537	\$56,570	\$40,156	\$37,507	\$44,563

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	\$74,607
3-5	\$77,591
6-8	\$80,695
9-11	\$83,923
12-14	\$87,281
15-17	\$90,770
18-20	\$94,403
21-23	\$98,178
24-26	\$102,104
>27	\$106,189

Step	Maintenance Specialist*
New	\$44,256
1	\$45,809
2	\$49,071
3	\$50,932
4	\$51,398
5	\$52,486
6	\$53,575
7-10	\$54,646
11-13	\$55,739
14-16	\$56,855
17-19	\$57,991
20-22	\$59,151
23-25	\$60,334
26+	\$61,541

Step	Bldg. & Grounds Manager*	Maintenance Custodian*
New	\$35,193	\$30,930
1	\$36,810	\$31,561
2	\$37,144	\$32,193
3	\$37,785	\$33,158
4	\$38,424	\$33,762
5	\$40,374	\$34,365
6	\$42,963	\$36,112
7	\$43,604	\$36,714
8	\$44,246	\$37,316
9	\$44,883	\$37,917
10	\$46,194	\$40,215
11	\$46,655	\$40,815
12	\$47,122	\$41,415
13	\$47,594	\$42,016
14	\$48,070	\$42,615
15	\$48,550	\$43,217
16	\$49,036	\$43,816
17	\$49,526	\$45,002
18-20	\$50,021	\$45,451
21-23	\$50,521	\$45,906
24-26	\$51,027	\$46,365
27+	\$51,536	\$46,829

INFORMATION TECHNOLOGY SALARY SCHEDULE*

Step	IT Specialist * 12-Month
New	\$36,993
1	\$39,952
2	\$42,912
3	\$43,758
4	\$44,603
5	\$45,451
6	\$46,296
7	\$47,143
8	\$47,988
9	\$48,835
10	\$49,638
11-13	\$50,631
14-16	\$51,643
17-19	\$52,676
20-22	\$53,730
23-26	\$54,804
27+	\$55,901

CENTRAL OFFICE PERSONNEL SALARY SCHEDULE

Step	Central Office Personnel*** 12-Month	Central Office Manager 12-Month	Board Certified Behavior Analyst		
			Step	9-Month	10-Month
New	\$90,270	\$55,125	0-2	\$57,095	\$61,256
1	\$91,625	\$56,228	3-5	\$59,949	\$64,319
2	\$92,999	\$57,352	6-8	\$62,348	\$64,841
3	\$94,394	\$58,500	9-11	\$64,217	\$66,787
4	\$98,706	\$59,670	12-14	\$64,860	\$68,790
5	\$100,186	\$60,863	15-17	\$66,806	\$70,853
6	\$101,689	\$62,080	18-20	\$68,810	\$72,979
7	\$103,215	\$63,322	21-23	\$70,874	\$75,169
8	\$104,763	\$64,588	24-26	\$71,583	\$77,424
9	\$106,311	\$65,880	27	\$72,299	\$79,747
10+	\$107,905	\$67,198			

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

CENTRAL OFFICE PERSONNEL SALARY SCHEDULE

Director - 10 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$54,981	\$63,226	\$68,176	\$73,122
3-5	\$60,472	\$69,544	\$74,985	\$80,438
6-8	\$63,125	\$72,590	\$78,294	\$83,953
9-11	\$66,337	\$76,285	\$82,277	\$88,226
12-14	\$68,348	\$78,597	\$84,771	\$90,901
15-17	\$70,418	\$80,979	\$87,339	\$93,654
18-20	\$72,551	\$83,432	\$89,986	\$96,492
21-23	\$74,750	\$85,960	\$92,713	\$99,415
24-26	\$77,015	\$88,566	\$95,523	\$102,428
27-29	\$79,350	\$91,249	\$98,417	\$105,532
30-32	\$81,754	\$94,015	\$101,398	\$108,729
33-35	\$84,231	\$96,862	\$104,470	\$112,023

Director- 12 Month				
Step	Bachelors	Masters	6 Year	Doctoral
0-2	\$65,324	\$75,119	\$81,001	\$86,877
3-5	\$71,848	\$82,626	\$89,091	\$95,570
6-8	\$75,000	\$86,246	\$93,023	\$99,746
9-11	\$78,816	\$90,636	\$97,755	\$104,823
12-14	\$81,205	\$93,382	\$100,718	\$108,001
15-17	\$83,665	\$96,213	\$103,770	\$111,272
18-20	\$86,199	\$99,127	\$106,914	\$114,644
21-23	\$88,812	\$102,131	\$110,154	\$118,116
24-26	\$91,503	\$105,227	\$113,493	\$121,697
27-29	\$94,278	\$108,415	\$116,931	\$125,385
30-32	\$97,133	\$111,701	\$120,473	\$129,183
33-35	\$100,076	\$115,084	\$124,123	\$133,097

**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)	\$32.00	per hour
Teaching during Planning Period	Teacher's hourly rate	
All other certified or teacher rates not identified	\$32.00	per hour
Summer Literacy Program Teacher	\$250.00	per day
Local Travel Stipend**	\$250.00	per month
Grant Funded Programs: Hourly rate of pay may differ due to rate identified in grant guidelines.		
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	\$105.00	per day
Teacher Substitute- 4 year degree	\$126.00	per day
Teacher Substitute -certified	\$157.00	per day
Classified and other Non-Teaching Positions		
Bus Driver	\$88.87	per day
Licensed LPN	\$15.33	per hour
Registered Nurse (RN Licensed)	\$32.00	per hour
All other Support Subs	\$15.00	per hour
Support Substitutes for Extended Period Vacancies****		
Certified Long-Term Substitute	\$305.21	per day
Nurse (RN Licensed)	\$35.95	per hour
Nurse (LPN Licensed)	\$25.95	per hour
Bookkeeper/Registrar	\$18.33	per hour
Clerk	\$15.95	per hour
Paraprofessional	\$17.21	per hour
Preschool Aide	\$17.61	per hour
****Preapproved by the Superintendent for assignment longer than 20 consecutive days		