

2015-2016 ***SALARY SCHEDULE***

For the



ADOPTED BY:
THE TUSCALOOSA COUNTY BOARD OF EDUCATION
1118 Greensboro Avenue
Tuscaloosa, Alabama 35401

September 29, 2015

Effective October 1, 2015

TABLE OF CONTENTS

PAGE

Message from the Superintendent-----	1
Tuscaloosa County Board of Education Members-----	1
Administration-----	1
Introduction-----	2
Assumptions-----	2
The Effect of Fair Labor Standards Act-----	3
Employee Benefits	
Insurance-----	3
Teacher Retirement-----	4
Leave Days and Vacation-----	4-5
Longevity Leave-----	5
Definitions-----	6-9
Teachers-----	10-12
Principal Formulas-----	13-14
Central Office	
Deputy Superintendent -----	15
Senior Director of Human Resources-----	15
Director -----	16
Certified Coordinator-----	17
Accountant, Attendance Officer, CNP Specialist-----	18
Personnel Assistant-----	19
Clerical Positions (Secretary and Bookkeeper)-----	19-21
School Clerical Positions	
Clerical Staffing Matrix -----	22
Secretary/Bookkeeper-----	23-24
School Secretary-----	24-25
School Bookkeeper-----	26-27
Clerical Para-Educator-----	27
Custodial and Maintenance	
Custodian I & II-----	28
Head Custodian -----	29
Central Office Custodian-----	29
Maintenance-----	30-31
Groundskeeper/Maintenance Assistant-----	30
Warehouse Assistant/Skilled-----	31
Bus Shop	
Bus Shop - State Certified Mechanic -----	32
Bus Shop - Foreman -----	32
Transportation Route Technician -----	33
Parts Counter Clerk and Trainer-----	33
Bus Shop Assistant-----	33
Regular Route Bus Drivers-----	35

TABLE OF CONTENTS (CONTINUED)

PAGE

Bus Shop (con't)

Special Education Route Bus Drivers -----	35
Special Education Bus Para-Educator -----	35
Bus Supplements -----	36

Child Nutrition Program

CNP Manager-----	37-41
CNP Assistant Manager-----	42-45
CNP Worker-----	46

Other Support Personnel

Job Coach-----	47
Occupational Therapist-----	47
Physical Therapist-----	47
School Nurses (LPN)-----	47
In-School Suspension Monitor-----	48
School Nurses (RN)-----	49
9-Month Para-Educators-----	50
9-Month Pre-School Teacher Assistant (OSR)-----	50
Interpreter/Transliterater-----	51-52
Computer Technician-----	53

Substitute and Part-Time Employment

Substitutes-----	54
Extended Day -----	54
Tutors-----	54

Supplements

Coaching and Band Supplements-----	55-59
Academic/Activity Supplements-----	60
Lead Nurse-----	60
Student Data Management System-----	60
Grass Cutting-----	61-62

A MESSAGE FROM THE SUPERINTENDENT.....

The Tuscaloosa County School System offers its students a world-class public education system. We have many successes to celebrate in our schools. We are a school system worth supporting and strengthening as we know there is no better investment in tomorrow than meeting the educational needs of all students today.

Our financial challenges continue even though we have been able to make some advancement due to the careful financial management by our Board. For the 2015-2016 school year, our system budget amounts to \$183.5 million with just over 66% of those expenditures going toward salaries and benefits. We continue to direct funds toward instructional purposes as our first priority and keep other expenditures as low as possible. With just over 2,100 employees, personnel expenses comprise a large part of our system's budget.

We fully recognize that the pride of our school system is exemplified in our employees as they strive to meet the needs of our students on a daily basis. On behalf of the members of our Board of Education, let me thank you for the work you do every day so that our students may have the best education possible. Have a great school year!

Sincerely,



Walter W. Davie, Ed.D.
Interim Superintendent

TUSCALOOSA COUNTY BOARD OF EDUCATION

Mr. James Barnett
11492 St. Joseph Street
Northport, AL 35475
(District 2)

Mr. Joe Boteler
14211 Curry Road
Duncanville, AL 35456
(District 6)

Mr. William "Bill" Copeland
13381 Todd Drive
Lakeview, AL 35111
(District 7)

Mr. Gary Mims – **Vice President**
20533 Old Jasper Road
Northport, AL 35475
(District 3)

Rev. Schmitt Moore
4029 11th Street NE
Tuscaloosa, AL 35404
(District 1)

Mr. Mark C. Nelson- **President**
PO Box 1788
Tuscaloosa, AL 35403
(District 5)

Mr. Don Presley
13900 Shiloh Road
Ralph, AL 35480
(District 4)

ADMINISTRATION

Walter W. Davie, Ed.D. Interim Superintendent

Danny C. Higdon Chief School Financial Officer

SALARY SCHEDULE

FOR THE

TUSCALOOSA COUNTY SCHOOL SYSTEM

2015-2016

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Tuscaloosa County School System and the public. In adopting this revised schedule during the fall of 2014, the Tuscaloosa County Board of Education anticipated that certain goals would be met by its use. These goals are as follows:

1. To provide an ability to discriminate between different skill levels and seniority ranks in positions.
2. To furnish an equitable means for the future adjustment of remuneration should funds become available.
3. To meet the salary adjustments as required by Alabama Law.
4. To meet Federal and State minimum wage mandates.

ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule were prepared are as follows:

1. Any new employees will begin employment under the salary guidelines in this schedule.
2. Current employees compensated above this schedule will remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change.
3. Unless otherwise mandated by the State Legislature (i.e., State matrices), salary increases or raises will be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees and to previously existing schedule or salary bases for grandfathered employees.
4. Wages will be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. Employees performing equivalent tasks will receive equivalent remuneration.
6. All employees should be duly certified for their respective positions.
7. A certified employee whose pay is based on the state minimum salary schedule is entitled to be paid for the highest recognized degree earned at an accredited institution. The pay will begin with the first pay period after the degree is recognized by the State Superintendent of Education.

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia vs. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. As authorized by the Tuscaloosa County Board of Education, the Superintendent should determine the need for overtime work, negotiate with employees the amount and timing of overtime work, and compensate the employees for that overtime work. This additional compensation is generally provided by paying the employee for additional hours worked over 40 hours in a work week. Compensatory time, in some cases, may be used in lieu of overtime pay within the system but must be approved in advanced. In accordance with Title 29, Part 541, of The Code of Federal Regulations, revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA (i.e., are nonexempt). Exempt positions are not entitled to overtime pay or compensatory release time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees, including teachers, registered nurses and academic administrative positions (e.g., director).
2. Non-certified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

EMPLOYEE BENEFITS

INSURANCE

The Public Education Employee Health Insurance Program (PEEHIP) and Blue Cross/Blue Shield insurance are offered to regular employees. The family with spouse coverage costs \$957.00 per month, of which the state pays \$780.00 per month and the employee pays \$202.00, which includes a \$25 spousal surcharge. The premium for family without spouse is \$177. Single coverage costs \$795.00 per month, of which the state pays \$780.00 and the employee pays \$15.00. A \$28.00 per month surcharge will be assessed each covered family for any tobacco user under either single or family coverage. Employees on Leaves of Absence wishing to continue their PEEHIP Insurance must pay PEEHIP directly \$401.00 for single coverage and \$960.00 for family coverage. Complete Health (HMO) is \$177.00 per month for family coverage and \$15.00 per month for single coverage. PCA (HMO) is \$177.00 per month for family coverage and \$15.00 per month for single coverage. Supplementary insurance is available at the current PEEHIP rate. Dental, vision, cancer, and indemnity policies are offered through New Southland Insurance Company at no cost to regular, full-time employees if hospital insurance is not used. Classified regular employees working two hours daily, but not full time, are subject to receiving some credit for insurance. They may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference. A pre-tax cafeteria-type plan is available for the purchase of hospital and supplemental insurance through American Fidelity Assurance Company. (All of the above costs are subject to change from year to year.

EMPLOYEE BENEFITS (continued)

TEACHER RETIREMENT

All full time employees are eligible and required to participate in the Alabama Retirement program.

LEAVE DAYS AND VACATION

Each full-time employee will accrue sick leave at the rate of one day per month of contract (the 12-month employee will earn 12 sick leave days per year; the 9-month employee will earn 9 days). Effective August 1, 2001, full time employees will be allowed to accumulate an unlimited number of sick leave days. All accumulated sick leave days, not to exceed one day per month of employment, may be used for retirement purposes (Tier 1). Sick leave days may be taken in one-half or full day increments.

Each full-time employee will accrue five personal leave days per year that are non-cumulative from year to year. Personal leave days may be taken in one-half or full day increments. Two days for employees with 10 years' comparable experience or more will cost the current in-system pay rate for substitutes per day for respective employment positions. Experience is defined as the number of years of service in a particular position, job, or classification. Three days for all other employees will cost the current in-system pay rate for substitutes per day for respective employment positions. Part-time classified employees (i.e., those working less than twenty hours per week) are ineligible for these benefits. Personal leave days may be converted to accumulative sick leave days if not used during the contract year.

Effective August 1, 1997, the certified employee has two (2) options relative to the two (2) State provided personal leave days. They are as follows:

- 1) Receive reimbursement for either or both days if not used, **OR**
- 2) Apply either or both days to the employee's current accumulated sick leave days.

In addition, the certified employee has three (3) options relative to the three (3) locally provided personal leave days. They are as follows:

- 1) Use three (3) days at no charge if the employee has 10 years' comparable experience documented. Use the remaining two (2) days or all three (3) locally funded days if the employee cannot document 10 years' comparable experience for the current in-system pay rate for substitutes per day for the respective employment positions, **OR**
- 2) Receive reimbursement for days three (3), four (4), or five (5) if not used, **OR**
- 3) Apply days three (3), four (4) or five (5) to the employee's current accumulated sick leave days.

The classified employee may exercise option 1 or 3, but cannot receive reimbursement for personal leave days not used.

EMPLOYEE BENEFITS (continued)

LEAVE DAYS AND VACATION (continued):

Vacation leave for twelve (12) month employees is available January 1st, or the first day of employment if hired later in the year. However, these days are earned on a monthly basis, beginning January 1st through December 31st. First year vacation days are earned at a rate of .42 days a month, not to exceed five (5) days the first year. Every year thereafter will accrue at a rate of .83 days a month, not to exceed ten (10) days per year. If employed less than six (6) months during an individual's first year of employment, the individual's vacation may be taken before December 31st or included with the five (5) days given the following January 1st. If employed more than six (6) months during an individual's first year of employment, any days earned must be taken by December 31st. These employees will receive ten (10) vacation days the following January 1st. Employees will be allowed to carry-over no more than five (5) vacation days to the next year and not to exceed more than fifteen (15) days in one calendar year.

Longevity Leave Day: Upon reaching 15 years of experience, each employee will earn a longevity leave day that is non-cumulative from year to year. This is at no cost to employee and cannot be converted to accumulative sick leave days. Experience is defined as the number of years in a particular position, job, or classification.

Professional employees may request professional leave days for development purposes. These requests must be approved by the Principal and the Deputy Superintendent, or designee. A limited number of professional leave days is available at each school.

LONGEVITY BONUS

Depending on the availability of funds, the Tuscaloosa County School System may award supplements to employees based upon service with the school system. The amount of funds and years of service that qualify for such award will be up to the discretion of the Board.

DEFINITIONS

POSITION, JOB, OR CLASSIFICATION

These three terms are used interchangeably in this document.

POSITIONS

The positions listed in this document are as follows:

Academic Officer	Groundskeeper/Maintenance
Accountant	Interpreter/Transliterater
Assistant Principal	In-school Suspension Monitor
Assistant (Bus Shop, Maintenance & Warehouse)	Instructional Coach/Partner
Attendance Officer	Job Coach
Behavior Specialist	JROTC Instructor
Bus Driver (Regular, Special Education)	Maintenance
Bus Shop – Foreman	Media Specialist
Career Coach	Occupational Therapist
Central Office Bookkeeper (III, II)	Para-Educator (Bus, Clerical, Instructional, PE)
Central Office Certified Coordinator	Parts Counter Clerk
Central Office Classified Coordinator	Personnel Assistant
Central Office Custodian	Physical Therapist
Central Office Secretaries (III, II)	Pre-School Teacher Assistant (OSR)
Central Office Specialist	Principal
Certified Mechanic	Psychometrist
CNP Manager	Psychologist
CNP Assistant Manager	Property Control Manager
CNP Worker	School Bookkeeper
CNP Specialist	School Counselor
Computer Technician	School Nurse/LPN
Coordinator of Accountability	School Nurse/RN
Coordinator of Assessment	School Secretary
Custodian (Head, II, I)	School Secretary/Bookkeeper
Deputy Superintendent	Secondary Special Education Specialist
Director of Career Technical Education	Secretary to Superintendent and Board
Director of Child Nutrition Program	Senior Director of Human Resources
Director of Curriculum and Instruction	Social Worker
Director of Federal Programs	Substitutes (Certified, Classified)
Director of Operations and Construction	Supplemental Employee
Director of Technology	Teacher
Director of Transportation	Teacher (Part-time)
Director of Special Education	Trainer, Transportation
Director of Student Services	Transportation Route Technician
Elementary Special Education Specialist	Utility Worker (Unassigned Bus Driver)
Graduation Coach	

(WORK DAY - The length of a contract day.)

DEFINITIONS *(continued)*

TRANSFER

A transfer may be of two types: transfers initiated by the system for its purposes, and transfers initiated by individuals of their own volition. This distinction is important for the employees of the system who have been grandfathered at a pay rate higher than those included in this salary schedule. If a grandfathered employee is involuntarily transferred by the system within the same employment category, that employee would retain his/her current or grandfathered salary (e.g., a school aide involuntarily transferred from Holt High to Hillcrest High would retain his/her current or grandfathered salary). If a grandfathered employee is involuntarily transferred by the system to a higher employment category, that employee would retain his/her current or grandfathered salary or the salary specified in this document, whichever is higher (e.g., a principal involuntarily transferred from Holt Elementary to Hillcrest High would retain his/her current or grandfathered salary or be eligible for the salary specified in this document).

All involuntary transfers to lower employment categories shall be in accordance with the provisions of the Students First Act.

Conversely, if a grandfathered employee seeks a transfer on his or her own volition and is approved for a transfer by the system, that employee would move to the salary specified in this document. A voluntary move from one type of position to another is regarded as an individual volition transfer; the grandfathered employee would move to this salary schedule (e.g., an assistant principal at Matthews Elementary who applies for and is appointed principal at Crestmont Elementary would move to this salary schedule).

In instances in which classified employees apply and are selected for a position that entails movement from a higher salary schedule to a lower salary schedule, said employees shall be moved to the lower salary schedule at the step closest to their actual years of experience in their current School System job position.

Voluntary transfers of certified personnel requires that an employee be tenured in their present position. A transfer request form must be completed and a copy be given to the Human Resources Department, the employee's present supervisor and the supervisor responsible for the job posting in order to be considered/interviewed for the job.

In an effort to protect the educational interest of students and established schedules, transfer requested by the employees normally will be made during the months of June, July, and August.

YEARS OF EXPERIENCE

Under normal circumstances, experience is defined as the number of years of service in a particular position, job, or classification within the Tuscaloosa County School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Northside High and one year of service as principal at Buhl Elementary would have five years of administrative experience, a school secretary with four years of experience as school secretary at Hillcrest High and one year as school aide at Holt High would have only four years of experience). The same rule applies to a carpenter assistant moving to a carpenter skilled position. No experience will be given for the assistant position.

DEFINITIONS (continued)

YEARS OF EXPERIENCE (continued)

For employees who are promoted to central office positions, initial placement on the salary schedule shall be based upon the following:

1. An administrator coming into a central office Coordinator position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
2. An administrator coming into a central office Director position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
3. The Superintendent may place a new central office administrator at a higher step on the salary schedule in order to assure that the incoming salary reflects an increase from an administrator's previous administrative position, based upon Board approval.

The number of years of acceptable experience for **initial** placement on the salary schedule for certified personnel shall be determined and agreed upon prior to employment. Job applicants must provide verification of all past job-related experience from their former employers, prior to placement on a personnel report. The determination of such credit shall be based on the following criteria:

1. Full-time teaching/administrative experience in all Kindergarten through post-secondary public schools (elementary, secondary, and post-secondary public college), in or out of state, shall be approved as credit for placement on the salary schedule.
2. Military service shall not be considered for placement on the salary schedule.
3. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester of an academic school year.

Under normal circumstances, the number of years of acceptable experience for initial placement on the salary schedule for non-certified personnel shall be determined and agreed upon prior to employment. For employment outside the System that is gained in the exact (no exceptions) employment position for which the job applicant seeks employment in the School System (i.e., secretarial experience applicable only to a secretarial position; bookkeeper experience applicable only to a bookkeeping position; bus driver experience applicable only to a bus driver position; custodial experience applicable only to a custodial position, etc.) some credit for experience may be given. The Tuscaloosa County School system, through the Office of the Senior Director of Human Resources, shall have sole responsibility for the determination of exactly what skills, etc., are exact and the amount of experience to be credited based upon the documentation provided. Work experience for classified employees outside the System will not be credited above the fourth experience level. However, an employee may be credited above the fourth experience level with a recommendation by the Superintendent and approval of the Board.

DEFINITIONS *(continued)*

ENROLLMENT

For those position salary schedules, the enrollment size used will be the school enrollment at the end of the first 20-day attendance reporting period (nearest to the October 1 fiscal year). For pay purposes, raises or adjustments should be made October 1 of the current year.

PART-TIME TEACHER

Certified public school teachers may contract with The Tuscaloosa County Board of Education to work less than full time and be compensated in accordance with the Salary Schedule, based on their educational attainment and experience. Part-time Teachers working less than .5 FTE units are not eligible for benefits.

RETIRED TEACHER

Alabama law requires that school systems notify the Teacher Retirement System (TRS) of Alabama upon employment of a retired teacher. A TRS retiree who is employed full-time with a TRS member agency must have his or her retirement benefit suspended until he or she withdraws from service again. If the retiree is employed for a period of two years, he or she may petition the TRS Board of Control to permit the resumption of participation in the TRS. Upon approval, the member will pay the contributions over the non-contributing period plus interest and begin contributing on future compensation. Upon termination of service, the member's retirement benefit would be recalculated to include service accrued since reemployment. The member will also be allowed to reselect a retirement option and beneficiary.

TEACHERS
(*187 DAY CONTRACT)

BACHELOR'S DEGREE – (Class B)						MASTER'S DEGREE – (Class A)					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2015 SEPT MONTHLY	2015-2016 OCT-AUG MONTHLY	2015-2016 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2015 SEPT MONTHLY	2015-2016 OCT-AUG MONTHLY	2015-2016 CONTRACT
0	197.15	197.15	3,012.00	3,072.24	36,866.88	0	226.72	226.72	3,533.00	3,533.00	42,396.06
1	197.15	197.15	3,012.00	3,072.24	36,866.88	1	226.72	226.72	3,533.00	3,533.00	42,396.06
2	197.15	197.15	3,012.00	3,072.24	36,866.88	2	226.72	226.72	3,533.00	3,533.00	42,396.06
3	216.86	216.86	3,313.16	3,379.42	40,553.08	3	249.39	249.39	3,886.25	3,886.25	46,635.01
4	216.86	216.86	3,313.16	3,379.42	40,553.08	4	249.39	249.39	3,886.25	3,886.25	46,635.01
5	217.71	217.71	3,326.16	3,392.68	40,712.20	5	249.49	249.49	3,887.94	3,887.94	46,635.01
6	226.36	226.36	3,458.22	3,527.38	42,328.61	6	260.30	260.30	4,056.33	4,056.33	48,675.91
7	226.60	226.60	3,462.06	3,531.30	42,375.61	7	260.30	260.30	4,056.33	4,056.33	48,675.91
8	227.82	227.82	3,480.57	3,550.18	42,602.18	8	261.34	261.34	4,072.66	4,072.66	48,871.87
9	229.39	229.39	3,504.58	3,574.67	42,896.06	9	263.80	263.80	4,110.93	4,110.93	49,331.12
10	230.24	230.24	3,517.58	3,587.93	43,055.18	10	264.31	264.31	4,118.91	4,118.91	49,426.96
11	231.45	231.45	3,536.09	3,606.81	43,281.74	11	265.79	265.79	4,141.87	4,141.87	49,702.48
12	233.77	233.77	3,571.61	3,643.04	43,716.51	12	268.59	268.59	4,185.41	4,185.41	50,224.88
13	234.99	234.99	3,590.12	3,661.92	43,943.07	13	270.05	270.05	4,208.19	4,208.19	50,498.32
14	236.22	236.22	3,608.96	3,681.14	44,173.67	14	271.54	271.54	4,231.50	4,231.50	50,778.01
15	238.88	238.88	3,649.64	3,722.63	44,671.59	15	274.72	274.72	4,280.99	4,280.99	51,371.89
16	238.88	238.88	3,649.64	3,722.63	44,671.59	16	274.72	274.72	4,280.99	4,280.99	51,371.89
17	238.88	238.88	3,649.64	3,722.63	44,671.59	17	274.72	274.72	4,280.99	4,280.99	51,371.89
18	241.96	241.96	3,696.67	3,770.60	45,247.24	18	278.26	278.26	4,336.10	4,336.10	52,033.22
19	241.96	241.96	3,696.67	3,770.60	45,247.24	19	278.26	278.26	4,336.10	4,336.10	52,033.22
20	241.96	241.96	3,696.67	3,770.60	45,247.24	20	278.26	278.26	4,336.10	4,336.10	52,033.22
21	245.06	245.06	3,743.86	3,818.74	45,824.85	21	281.83	281.83	4,391.72	4,391.72	52,700.67
22	245.06	245.06	3,743.86	3,818.74	45,824.85	22	281.83	281.83	4,391.72	4,391.72	52,700.67
23	245.06	245.06	3,743.86	3,818.74	45,824.85	23	281.83	281.83	4,391.72	4,391.72	52,700.67
24	247.97	247.97	3,788.42	3,864.19	46,370.26	24	284.73	284.73	4,437.09	4,437.09	53,245.10
25	247.97	247.97	3,788.42	3,864.19	46,370.26	25	284.73	284.73	4,437.09	4,437.09	53,245.10
26	247.97	247.97	3,788.42	3,864.19	46,370.26	26	284.73	284.73	4,437.09	4,437.09	53,245.10
27	250.89	250.89	3,833.08	3,909.74	46,916.90	27	287.66	287.66	4,482.65	4,482.65	53,791.74

*The pay period for the contract year runs from September 2015 through August 2016.

TEACHERS
(*187 DAY CONTRACT)

SIXTH YEAR- (Class AA)	DOCTORATE DEGREE
-------------------------------	-------------------------

EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2014 SEPT MONTHLY	2015-2016 OCT-AUG MONTHLY	2015-2016 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2014 SEPT MONTHLY	2015-2016 OCT-AUG MONTHLY	2015-2016 CONTRACT
0	244.46	244.46	3,809.55	3,809.55	45,714.56	0	262.21	262.21	4,086.09	4,086.09	49,033.07
1	244.46	244.46	3,809.55	3,809.55	45,714.56	1	262.21	262.21	4,086.09	4,086.09	49,033.07
2	244.46	244.46	3,809.55	3,809.55	45,714.56	2	262.21	262.21	4,086.09	4,086.09	49,033.07
3	268.90	268.90	4,190.34	4,190.34	50,284.12	3	288.42	288.42	4,494.55	4,494.55	53,934.58
4	268.90	268.90	4,190.34	4,190.34	50,284.12	4	288.42	288.42	4,494.55	4,494.55	53,934.58
5	268.90	268.90	4,190.34	4,190.34	50,284.12	5	288.42	288.42	4,494.55	4,494.55	53,934.58
6	280.74	280.74	4,374.89	4,374.89	52,498.71	6	301.04	301.04	4,691.24	4,691.24	56,294.82
7	280.74	280.74	4,374.89	4,374.89	52,498.71	7	301.04	301.04	4,691.24	4,691.24	56,294.82
8	280.74	280.74	4,374.89	4,374.89	52,498.71	8	301.04	301.04	4,691.24	4,691.24	56,294.82
9	284.45	284.45	4,432.58	4,432.58	53,191.00	9	305.09	305.09	4,754.32	4,754.32	57,051.86
10	284.45	284.45	4,432.58	4,432.58	53,191.00	10	305.09	305.09	4,754.32	4,754.32	57,051.86
11	284.81	284.81	4,438.32	4,438.32	53,259.79	11	305.09	305.09	4,754.32	4,754.32	57,051.86
12	289.61	289.61	4,513.14	4,513.14	54,157.72	12	310.63	310.63	4,840.67	4,840.67	58,087.98
13	289.61	289.61	4,513.14	4,513.14	54,157.72	13	310.63	310.63	4,840.67	4,840.67	58,087.98
14	290.65	290.65	4,529.31	4,529.31	54,351.72	14	310.63	310.63	4,840.67	4,840.67	58,087.98
15	296.21	296.21	4,615.93	4,615.93	55,391.14	15	317.71	317.71	4,950.93	4,950.93	59,411.12
16	296.21	296.21	4,615.93	4,615.93	55,391.14	16	317.71	317.71	4,950.93	4,950.93	59,411.12
17	296.21	296.21	4,615.93	4,615.93	55,391.14	17	317.71	317.71	4,950.93	4,950.93	59,411.12
18	300.03	300.03	4,675.57	4,675.57	56,106.81	18	321.81	321.81	5,014.91	5,014.91	60,178.94
19	300.03	300.03	4,675.57	4,675.57	56,106.81	19	321.81	321.81	5,014.91	5,014.91	60,178.94
20	300.03	300.03	4,675.57	4,675.57	56,106.81	20	321.81	321.81	5,014.91	5,014.91	60,178.94
21	303.87	303.87	4,735.27	4,735.27	56,823.22	21	325.92	325.92	5,079.00	5,079.00	60,947.98
22	303.87	303.87	4,735.27	4,735.27	56,823.22	22	325.92	325.92	5,079.00	5,079.00	60,947.98
23	303.87	303.87	4,735.27	4,735.27	56,823.22	23	325.92	325.92	5,079.00	5,079.00	60,947.98
24	306.80	306.80	4,780.83	4,780.83	57,369.98	24	328.85	328.85	5,124.48	5,124.48	61,493.76
25	306.80	306.80	4,780.83	4,780.83	57,369.98	25	328.85	328.85	5,124.48	5,124.48	61,493.76
26	306.80	306.80	4,780.83	4,780.83	57,369.98	26	328.85	328.85	5,124.48	5,124.48	61,493.76
27	309.71	309.71	4,826.30	4,826.30	57,915.64	27	331.77	331.77	5,170.04	5,170.04	62,040.52

*The pay period for the contract year runs from September 2015 through August 2016.

Employees (9 Month) (187 Days)

Media Specialist, Instructional Coach/Partner, Elementary Counselor, Behavior Specialist, Psychometrist/Psychologist and Social Worker's annual salary is calculated from the Teacher's Salary Schedule.

Employees (10 Month) (207 Days)

Secondary Counselor's and Career Coach annual salary are calculated from the Teacher's Salary Schedule by dividing the appropriate contract amount by 187 and then multiplying by 207.

Employees (12 Month) (245 Days)

Psychometrist/Psychologist's, Elementary/Secondary Special Education Specialist's annual salary is calculated from the Teacher's Salary Schedule by dividing the appropriate contract amount by 187 and then multiplying by 245.

JROTC INSTRUCTORS

The JROTC Instructor's salary is the greater of two (2) times the federal salary reimbursement or the appropriate contract amount from the Teacher's Salary Schedule based on the JROTC Instructor's degrees and recognized years of teaching experience. An increase in either the Teacher's Salary Schedule or the federal salary reimbursement requires a new calculation that could result in a change of salary. The salary increases only when the higher of the two calculated numbers increases.

NOTES RELATIVE TO TEACHER SALARY SCHEDULE

- ◆ Experience credit will only be given for experience (in or out of state) K-post secondary public education.
- ◆ Degree credit will be given to certificated personnel who earn advanced degrees from accredited institutions, with the approval of the degree by the State Department of Education.
- ◆ Certified employees will be placed on the salary matrix considering the highest degree held and years of experience served in public education.
- ◆ Certified employees will be paid for the advanced degree as soon as the degree is **certified and recognized by the State Department of Education**.
- ◆ Advanced certificates will continue to be recognized for degree credit in or out of field.
- ◆ **Upon receiving funds from the State**, a supplement will be paid to teachers and counselors who meet the National Board for Professional Teaching/Counseling Standards requirements and receive certification from the National Board and in accordance with rules established by the Alabama State Department of Education.
- ◆ Daily Rate – Equals 1/187 of the annual salary (9 months).
- ◆ Current employees will be paid in 12 equal monthly installments, regardless of contract length (12, 11, 10, or 9 months). In most instances new or returning employees (9- or 10-month) hired in August will be paid over 13 months during their first year of employment.
- ◆ Mentors will be paid in accordance with rules established by the Alabama State Department of Education.

FORMULAS

PRINCIPALS

BASE SALARY- PRINCIPALS

The principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. The base salary is computed by multiplying the daily rate of pay of a teacher with a Class A (Master's) certificate and 15 years experience by 187 days. The product should then be multiplied by a difficulty factor of 1.65 for high and unit schools, 1.55 for middle schools, and 1.45 for elementary schools.

$$\begin{aligned} \text{EXAMPLE: } \$274.72 \times 187 &= \$51,372.64 \\ \$51,372.64 \times 1.65 &= \$84,764.86 \text{ Annually} \\ &= \$7,063.74 \text{ Monthly} \end{aligned}$$

BASE SALARY - ASSISTANT PRINCIPALS

The assistant principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. The base salary is set at 86% of the principal's schedule based on the degree level of the assistant principal.

$$\begin{aligned} \text{EXAMPLE: } \$84,764.86 \times .86 &= \$72,897.78 \text{ (12 Months)} \\ \$72,897.78 \div 12 &= \$6,074.82 \text{ (Monthly)} \end{aligned}$$

ENROLLMENT

An adjustment in salary is made for the size of the school administered; an additional \$1,564.76 annually (\$130.40 monthly) is given with each categorical increase in enrollment.

$$\begin{aligned} &\$1,564.76 \text{ Annually} \\ &\$130.40 \text{ Monthly} \end{aligned}$$

For position salary schedules, the enrollment used will be the school enrollment at the end of the first 20 day attendance reporting period of the current year. **For pay purposes, raises or adjustments shall be made effective beginning on October 1 of the current year, based on the prior years Average Daily Membership (ADM).**

STEP/ANNIVERSARY

An annual increment of \$343.70 (\$28.65 monthly) is granted with each year of documented administrative experience through Step 8.

$$\begin{aligned} &\$343.70 \text{ Annually } (\$28.65 \text{ Monthly}) \end{aligned}$$

SIXTH YEAR (AA) CERTIFICATION

An increment of \$3,149.84 annually will be added for a Class AA certificate which qualifies for the increment.

$$\begin{aligned} &\$3,149.84 \text{ Annually} \end{aligned}$$

DOCTORATE DEGREE

The principal will be granted \$2,978.97 annually if he/she possesses an earned doctorate from an accredited college.

$$\begin{aligned} &\$2,978.97 \text{ Annually} \\ &\$245.25 \text{ Monthly} \end{aligned}$$

NOTES

ELEMENTARY SCHOOLS

- ◆ The salary schedule of an assistant principal at the elementary school level is set at 86% of the elementary school principal's schedule based on the degree level of the assistant principal.
- ◆ The elementary school assistant principal is a 10-month position. It is recommended that a 10-month assistant principal be allocated to each elementary school with enrollment of 500 or more.

School enrollment from 500 to 749:	.5	Assistant Principal
School enrollment from 750-999:	1	Assistant Principal
School enrollment from 1,000-1,249:	1.5	Assistant Principals
School enrollment from 1,250-UP:	2	Assistant Principals

MIDDLE SCHOOLS

- ◆ The salary schedule of an assistant principal at the middle school level is set at 86% of the middle school principal's schedule based on the degree level of the assistant principal.
- ◆ The middle school assistant principal for schools with an enrollment of less than 499 is a ten-month position.
- ◆ The first middle school assistant principal for schools with an enrollment of more than 499 is a twelve-month position.
- ◆ For schools with an enrollment of more than 999 a second ten-month assistant principal position will be provided.

HIGH SCHOOLS

- ◆ It is recommended that a 12-month assistant principal be allocated to each high school and a second 10-month assistant principal be allocated to each high school with enrollment of 950 or more.

School enrollment from 250 to 499:	.5	Assistant Principal
School enrollment from 500 to 749:	1	Assistant Principal
School enrollment from 750 to 999:	1.5	Assistant Principals
School enrollment from 1,000 to 1,249:	2	Assistant Principals
School enrollment from 1,250- up:	2.5	Assistant Principals

- ◆ The salary schedule of an assistant principal at the high school level is set at 86% of the high school principal's schedule based on the degree level of the assistant principal.
- ◆ The first high school assistant principal is a 12-month position; the second is a 10-month position.

GENERAL NOTES

- ◆ Master's Degree – (Class A) certificate must be in administration to qualify for this schedule.
- ◆ Sixth Year – (Class AA) certificate or degree will be recognized for degree credit in or out of field. This remuneration is in effect for all assistant principals upon approval of the schedule.
- ◆ During the time of his/her contract (10, 11, or 12 months), an assistant principal will be considered to be on call at all times, even while the school is closed for holidays.
- ◆ The position of principal is a 12-month assignment. A principal will be on call at all times, even while the school is closed for the holidays.

**CENTRAL OFFICE
ADMINISTRATIVE POSITIONS**

DEPUTY SUPERINTENDENT SALARY SCHEDULE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	8,499.45	8,499.45	101,993.40
1	8,639.92	8,639.92	103,679.04
2	8,780.40	8,780.40	105,364.80
3	8,920.86	8,920.86	107,050.32
4	9,061.34	9,061.34	108,736.08
5	9,201.80	9,201.80	110,421.60
6	9,341.85	9,341.85	112,102.20
7	9,482.31	9,482.31	113,787.72
8	9,622.79	9,622.79	115,473.48

SENIOR DIRECTOR SALARY SCHEDULE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	7,649.45	7,649.45	91,793.40
1	7,789.92	7,789.92	93,479.04
2	7,930.40	7,930.40	95,164.80
3	8,070.86	8,070.86	96,850.32
4	8,211.34	8,211.34	98,536.08
5	8,351.80	8,351.80	100,221.60
6	8,491.85	8,491.85	101,902.20
7	8,632.31	8,632.31	103,587.72
8	8,772.79	8,772.79	105,273.48

CENTRAL OFFICE ADMINISTRATION NOTES

- ◆ If the administrator possesses an earned doctorate from an accredited college, add \$2,978.97 per year (\$245.25 monthly) to the scheduled salary listed above.
- ◆ *A professional degree or completion of a credentialing program in the area of employment that requires a minimum of thirty hours of graduate study above the B. S. or B. A. degree.
- ◆ **A professional degree or completion of a credentialing program in the area of employment that requires a minimum of thirty hours of graduate study above the M. S. or M. A. degree.

DIRECTOR SALARY SCHEDULE

NON DEGREE (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	5,906.21	5,906.21	70,874.53
1	6,034.03	6,034.03	72,408.40
2	6,161.86	6,161.86	73,942.27
3	6,289.68	6,289.68	75,476.13
4	6,417.50	6,417.50	77,010.01
5	6,545.32	6,545.32	78,543.88
6	6,673.15	6,673.15	80,077.74
7	6,800.97	6,800.97	81,611.62
8	6,928.79	6,928.79	83,145.48

BACHELOR'S DEGREE - (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	6,490.34	6,490.34	77,884.10
1	6,630.81	6,630.81	79,569.67
2	6,771.27	6,771.27	81,255.24
3	6,911.73	6,911.73	82,940.81
4	7,052.20	7,052.20	84,626.38
5	7,192.66	7,192.66	86,311.95
6	7,333.13	7,333.13	87,997.52
7	7,473.59	7,473.59	89,683.09
8	7,614.06	7,614.06	91,368.66

MASTER'S DEGREE - (Class A) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	6,814.93	6,814.93	81,779.11
1	6,955.39	6,955.39	83,464.68
2	7,095.85	7,095.85	85,150.25
3	7,236.32	7,236.32	86,835.82
4	7,376.78	7,376.78	88,521.39
5	7,517.25	7,517.25	90,206.96
6	7,657.71	7,657.71	91,892.53
7	7,798.18	7,798.18	93,578.10
8	7,938.64	7,938.64	95,263.68

SIXTH YEAR - (Class AA) (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	7,139.51	7,139.51	85,674.12
1	7,279.97	7,279.97	87,359.70
2	7,420.44	7,420.44	89,045.27
3	7,560.90	7,560.90	90,730.84
4	7,701.37	7,701.37	92,416.41
5	7,841.83	7,841.83	94,101.98
6	7,982.30	7,982.30	95,787.55
7	8,122.76	8,122.76	97,473.12
8	8,263.21	8,263.21	99,158.57

CERTIFIED COORDINATOR SALARY SCHEDULE

LEVEL II - BACHELOR'S DEGREE - (Class B) * (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	5,173.83	5,173.83	62,085.96
1	5,314.30	5,314.30	63,771.60
2	5,454.75	5,454.75	65,457.00
3	5,595.21	5,595.21	67,142.52
4	5,735.66	5,735.66	68,827.92
5	5,876.14	5,876.14	70,513.68
6	6,016.60	6,016.60	72,199.20
7	6,157.08	6,157.08	73,884.96
8	6,297.55	6,297.55	75,570.60

LEVEL III - MASTER'S DEGREE - (Class A) * (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	5,691.21	5,691.21	68,294.52
1	5,831.68	5,831.68	69,980.16
2	5,972.16	5,972.16	71,665.92
3	6,112.59	6,112.59	73,351.08
4	6,253.05	6,253.05	75,036.60
5	6,393.52	6,393.52	76,722.24
6	6,534.00	6,534.00	78,408.00
7	6,674.46	6,674.46	80,093.52
8	6,814.93	6,814.93	81,779.16

LEVEL IV - SIXTH YEAR - (Class AA) ** (12 MONTH)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	6,015.78	6,015.78	72,189.36
1	6,156.25	6,156.25	73,875.00
2	6,296.70	6,296.70	75,560.40
3	6,437.18	6,437.18	77,246.16
4	6,577.62	6,577.62	78,931.44
5	6,718.10	6,718.10	80,617.20
6	6,858.57	6,858.57	82,302.84
7	6,999.04	6,999.04	83,988.48
8	7,139.51	7,139.51	85,674.12

OTHER SUPPORT PERSONNEL

ACCOUNTANT (12-month)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	\$4,121.89	\$4,121.89	49,462.68
1	\$4,524.44	\$4,524.44	54,293.28
2	\$4,723.32	\$4,723.32	56,679.84
3	\$4,797.66	\$4,797.66	57,571.92
4	\$4,894.50	\$4,894.50	58,734.00
5	\$4,974.05	\$4,974.05	59,688.60
6	\$5,036.94	\$5,036.94	60,443.28
7	\$5,100.04	\$5,100.04	61,200.48
8	\$5,153.15	\$5,153.15	61,837.80
9	\$5,197.92	\$5,197.92	62,375.04

ATTENDANCE OFFICER and CNP SPECIALIST (12-month)

BACHELOR'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	4,025.05	4,025.05	48,300.60
1	4,427.61	4,427.61	53,131.32
2	4,626.49	4,626.49	55,517.88
3	4,700.82	4,700.82	56,409.84
4	4,797.66	4,797.66	57,571.92
5	4,877.21	4,877.21	58,526.52
6	4,940.10	4,940.10	59,281.20
7	5,003.20	5,003.20	60,038.40
8	5,056.31	5,056.31	60,675.72

MASTER'S DEGREE

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	4,628.77	4,628.77	55,545.24
1	5,091.72	5,091.72	61,100.64
2	5,314.54	5,314.54	63,774.48
3	5,396.38	5,396.38	64,756.56
4	5,513.42	5,513.42	66,161.04
5	5,608.80	5,608.80	67,305.60
6	5,681.06	5,681.06	68,172.72
7	5,753.95	5,753.95	69,047.40
8	5,813.30	5,813.30	69,759.60

PERSONNEL ASSISTANT (12-month)

STEP/ANNIVERSARY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	3,308.54	\$3,308.54	39,702.48
1	3,338.85	\$3,338.85	40,066.20
2	3,365.58	\$3,365.58	40,386.96
3	3,392.33	\$3,392.33	40,707.96
4	3,419.06	\$3,419.06	41,028.72
5	3,447.59	\$3,447.59	41,371.08
6	3,472.54	\$3,472.54	41,670.48
7	3,502.85	\$3,502.85	42,034.20
8	3,527.80	\$3,527.80	42,333.60
9	3,558.11	\$3,558.11	42,697.32

CLERICAL POSITIONS

POSITION DESCRIPTIONS: Secretary (Central Office)

SECRETARY II (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	116.26	116.26	2,373.63	2,373.63	28,343.94
1	118.80	118.80	2,425.49	2,425.49	28,963.20
2	121.34	121.34	2,477.35	2,477.35	29,582.46
3	123.90	123.90	2,529.61	2,529.61	30,206.52
4	126.43	126.43	2,581.26	2,581.26	30,823.29
5	128.97	128.97	2,633.11	2,633.11	31,442.43
6	131.52	131.52	2,685.18	2,685.18	32,064.21
7	134.06	134.06	2,737.03	2,737.03	32,683.35
8	136.59	136.59	2,788.68	2,788.68	33,300.12
9	139.13	139.13	2,840.53	2,840.53	33,919.26

SECRETARY III (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	124.09	124.09	2,483.89	2,533.57	30,253.80
1	126.64	126.64	2,534.93	2,585.63	30,875.46
2	129.19	129.19	2,585.98	2,637.70	31,497.24
3	131.72	131.72	2,636.61	2,689.34	32,113.89
4	134.26	134.26	2,687.45	2,741.20	32,733.15
5	136.80	136.80	2,738.28	2,793.05	33,352.29
6	139.35	139.35	2,789.33	2,845.12	33,974.07
7	141.88	141.88	2,839.96	2,896.76	34,590.72
8	144.42	144.42	2,890.80	2,948.62	35,209.98
9	146.97	146.97	2,941.84	3,000.68	35,831.64

SECRETARY TO THE SUPERINTENDENT AND BOARD (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	161.78	\$161.78	3,302.97	\$3,302.97	39,635.64
1	163.24	\$163.24	3,332.83	\$3,332.83	39,993.96
2	164.71	\$164.71	3,362.91	\$3,362.91	40,354.92
3	166.19	\$166.19	3,393.00	\$3,393.00	40,716.00
4	167.66	\$167.66	3,423.08	\$3,423.08	41,076.96
5	169.12	\$169.12	3,452.93	\$3,452.93	41,435.16
6	170.60	\$170.60	3,483.01	\$3,483.01	41,796.12
7	172.07	\$172.07	3,513.09	\$3,513.09	42,157.08
8	173.54	\$173.54	3,543.18	\$3,543.18	42,518.16
9	175.02	\$175.02	3,573.26	\$3,573.26	42,879.12

NOTES

- ◆ It is recommended that the following number of positions be allotted: twelve (12) Secretary II positions, 1 of which will be assigned to the CSFO and one (1) Secretary III position. The Secretary assigned to the Superintendent and the Board, add \$1,951.83 annually (\$162.65 monthly). For reasons of financial exigency, all positions may not be filled.

CLERICAL POSITIONS (continued)

BOOKKEEPER II (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	116.26	116.26	2,373.63	2,373.63	28,483.58
1	118.80	118.80	2,425.49	2,425.49	29,105.86
2	121.34	121.34	2,477.35	2,477.35	29,728.14
3	123.90	123.90	2,529.61	2,529.61	30,355.32
4	126.43	126.43	2,581.26	2,581.26	30,975.16
5	128.97	128.97	2,633.11	2,633.11	31,597.32
6	131.52	131.52	2,685.18	2,685.18	32,222.17
7	134.06	134.06	2,737.03	2,737.03	32,844.33
8	136.59	136.59	2,788.68	2,788.68	33,464.16
9	139.13	139.13	2,840.53	2,840.53	34,086.32

BOOKKEEPER III (12-Month)

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	124.09	124.09	2,533.57	2,533.57	30,402.81
1	126.64	126.64	2,585.63	2,585.63	31,027.54
2	129.19	129.19	2,637.70	2,637.70	31,652.40
3	131.72	131.72	2,689.34	2,689.34	32,272.11
4	134.26	134.26	2,741.20	2,741.20	32,894.39
5	136.80	136.80	2,793.05	2,793.05	33,516.55
6	139.35	139.35	2,845.12	2,845.12	34,141.40
7	141.88	141.88	2,896.76	2,896.76	34,761.11
8	144.42	144.42	2,948.62	2,948.62	35,383.39
9	146.97	146.97	3,000.68	3,000.68	36,008.12

NOTES

- ◆ It is recommended that the following be allotted to the Central Office:
 - Bookkeeper II, seven (7)
 - Bookkeeper III, three (3) (one of which will be a Federal Programs Bookkeeper)

For reasons of financial exigency, all positions may not be filled.

SCHOOL CLERICAL EMPLOYEES

Clerical Staffing Matrix

Enrollment	Secretary	Bookkeeper	Secretary/ Bookkeeper	General Clerical
High Schools				
0 - 499	1.00	1.00		
500 – 749	1.00	1.00		1.00
750 – 999	1.00	1.00		1.00
1,000 – 1,249	1.00	1.00		1.50
1,249 – 1,499	1.00	1.00		1.50
1,500 – 1,750	1.00	1.00		2.00
1,750 - Above	1.00	1.00		2.00
Middle Schools				
0 - 499	1.00	1.00		
500 – 749	1.00	1.00		1.00
750 – up	1.00	1.00		1.00
Elementary Schools				
0 – 439*			1.00	1.00
440 – 659			1.00	1.00
660-879			1.00	1.00
880-up			1.00	1.00
Unit School				
0-499			1.00	

*The Board approved a revision to the Salary Schedule on December 14, 2015.

NOTES

- ◆ Each elementary school and unit school shall have one school secretary/bookkeeper. This employee shall be on a 240-day contract. The 240-day employee contract would be on a 12-month contract and would begin on July 1st of each year. All elementary and unit school secretaries/bookkeepers must work 7½ hours each day. For reasons of financial exigency, all positions may not be filled.

- ◆ A Grandfathered 207-day contract employee will report to work 10 days before the teachers report to work and 10 days after teachers complete their contract.

SCHOOL CLERICAL EMPLOYEES *(continued)*

SECRETARY/BOOKKEEPER *(*12-Month Elementary and Unit Schools)*

*(*The salary of a Grandfathered 10-Month Secretary/Bookkeeper – (Elementary and Unit Schools) is based upon the daily rate from 12-Month Schedule times 207 days)*

ENROLLMENT 0-249

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2015-2016 CONTRACT
0	107.37	107.37	2,192.04	2,192.04	26,304.48
1	109.92	109.92	2,244.10	2,244.10	26,929.20
2	112.46	112.46	2,295.96	2,295.96	27,551.52
3	115.00	115.00	2,347.82	2,347.82	28,173.84
4	117.55	117.55	2,399.88	2,399.88	28,798.56
5	120.07	120.07	2,451.52	2,451.52	29,418.24
6	122.61	122.61	2,503.38	2,503.38	30,040.56
7	125.16	125.16	2,555.44	2,555.44	30,665.28
8	127.70	127.70	2,607.29	2,607.29	31,287.48
9	130.23	130.23	2,658.94	2,658.94	31,907.28

ENROLLMENT 250-399

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2015-2016 CONTRACT
0	110.33	110.33	2,252.64	2,252.64	27,031.68
1	112.88	112.88	2,304.70	2,304.70	27,656.40
2	115.42	115.42	2,356.56	2,356.56	28,278.72
3	117.96	117.96	2,408.41	2,408.41	28,900.92
4	120.51	120.51	2,460.47	2,460.47	29,525.64
5	123.04	123.04	2,512.12	2,512.12	30,145.44
6	125.57	125.57	2,563.77	2,563.77	30,765.24
7	128.12	128.12	2,615.83	2,615.83	31,389.96
8	130.66	130.66	2,667.69	2,667.69	32,012.28
9	133.20	133.20	2,719.53	2,719.53	32,634.36

ENROLLMENT 400-549

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2015-2016 CONTRACT
0	113.94	113.94	2,326.37	2,326.37	27,916.44
1	115.83	115.83	2,364.89	2,364.89	28,378.68
2	118.39	118.39	2,417.16	2,417.16	29,005.92
3	120.93	120.93	2,469.01	2,469.01	29,628.12
4	123.46	123.46	2,520.65	2,520.65	30,247.80
5	126.01	126.01	2,572.73	2,572.73	30,872.76
6	128.54	128.54	2,624.37	2,624.37	31,492.44
7	131.09	131.09	2,676.43	2,676.43	32,117.16
8	133.63	133.63	2,728.29	2,728.29	32,739.48
9	136.17	136.17	2,780.14	2,780.14	33,361.68

SCHOOL CLERICAL EMPLOYEES (continued)

SECRETARY/BOOKKEEPER (*12-Month Elementary and Unit Schools)

(continued)

ENROLLMENT 550-UP

STEP/ANNIVERSARY	AUG-SEPT DAILY	OCT-JULY DAILY	MONTHLY AUG-SEPT	MONTHLY OCT-JULY	2015-2016 CONTRACT
0	116.26	116.26	2,373.63	2,373.63	28,483.56
1	118.80	118.80	2,425.49	2,425.49	29,105.88
2	121.34	121.34	2,477.35	2,477.35	29,728.20
3	123.90	123.90	2,529.61	2,529.61	30,355.32
4	126.43	126.43	2,581.26	2,581.26	30,975.12
5	128.98	128.98	2,633.32	2,633.32	31,599.84
6	131.52	131.52	2,685.18	2,685.18	32,222.16
7	134.06	134.06	2,737.03	2,737.03	32,844.36
8	136.59	136.59	2,788.68	2,788.68	33,464.16
9	139.14	139.14	2,840.74	2,840.74	34,088.88

SECRETARY (SCHOOL) – 9-Month Middle and High School

ENROLLMENT 0-749

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2015-2016 CONTRACT
0	108.09	108.09	1,684.40	1,684.40	20,212.80
1	110.51	110.51	1,722.16	1,722.16	20,665.92
2	112.94	112.94	1,759.92	1,759.92	21,119.04
3	115.35	115.35	1,797.51	1,797.51	21,570.12
4	117.78	117.78	1,835.43	1,835.43	22,025.16
5	120.20	120.20	1,873.18	1,873.18	22,478.16
6	122.62	122.62	1,910.77	1,910.77	22,929.24
7	125.04	125.04	1,948.53	1,948.53	23,382.36
8	127.71	127.71	1,990.07	1,990.07	23,880.84
9	130.24	130.24	2,029.52	2,029.52	24,354.24

ENROLLMENT 750-999

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2015-2016 CONTRACT
0	110.92	110.92	1,728.45	1,728.45	20,741.40
1	113.34	113.34	1,766.20	1,766.20	21,194.40
2	115.76	115.76	1,803.96	1,803.96	21,647.52
3	118.17	118.17	1,841.55	1,841.55	22,098.60
4	120.61	120.61	1,879.48	1,879.48	22,553.76
5	123.02	123.02	1,917.07	1,917.07	23,004.84
6	125.43	125.43	1,954.66	1,954.66	23,455.92
7	128.12	128.12	1,996.53	1,996.53	23,958.36
8	130.66	130.66	2,036.15	2,036.15	24,433.80
9	133.21	133.21	2,075.79	2,075.79	24,909.48

SCHOOL CLERICAL EMPLOYEES (continued)

SECRETARY (SCHOOL) – 9-Month Middle and High School (continued)

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2015-2016 CONTRACT
0	113.74	113.74	1,772.49	1,772.49	21,269.88
1	116.16	116.16	1,810.09	1,810.09	21,721.08
2	118.58	118.58	1,847.84	1,847.84	22,174.08
3	121.00	121.00	1,885.60	1,885.60	22,627.20
4	123.41	123.41	1,923.19	1,923.19	23,078.28
5	126.01	126.01	1,963.70	1,963.70	23,564.40
6	128.55	128.55	2,003.17	2,003.17	24,038.04
7	131.09	131.09	2,042.78	2,042.78	24,513.36
8	133.63	133.63	2,082.41	2,082.41	24,988.92
9	136.17	136.17	2,122.04	2,122.04	25,464.48

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	SEPTEMBER DAILY	OCT-AUG DAILY	SEPTEMBER MONTHLY	OCT-AUG MONTHLY	2015-2016 CONTRACT
0	116.56	116.56	1,816.38	1,816.38	21,796.56
1	118.98	118.98	1,854.14	1,854.14	22,249.68
2	121.40	121.40	1,891.89	1,891.89	22,702.68
3	123.83	123.83	1,929.65	1,929.65	23,155.80
4	126.44	126.44	1,970.33	1,970.33	23,643.96
5	128.98	128.98	2,009.96	2,009.96	24,119.52
6	131.51	131.51	2,049.42	2,049.42	24,593.04
7	134.06	134.06	2,089.05	2,089.05	25,068.60
8	136.59	136.59	2,128.51	2,128.51	25,542.12
9	139.14	139.14	2,168.31	2,168.31	26,019.72

SCHOOL CLERICAL EMPLOYEES *(continued)*

BOOKKEEPER (SCHOOL) - 12-Month Middle and High Schools

ENROLLMENT 0-749

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2015-2016 CONTRACT
0	107.36	107.36	2,191.96	2,191.96	26,303.52
1	109.91	109.91	2,244.09	2,244.09	26,929.08
2	112.46	112.46	2,296.01	2,296.01	27,552.12
3	114.99	114.99	2,347.71	2,347.71	28,172.52
4	117.54	117.54	2,399.86	2,399.86	28,798.32
5	120.09	120.09	2,451.77	2,451.77	29,421.24
6	122.62	122.62	2,503.47	2,503.47	30,041.64
7	125.16	125.16	2,555.39	2,555.39	30,664.68
8	127.70	127.70	2,607.30	2,607.30	31,287.60
9	130.24	130.24	2,659.00	2,659.00	31,908.00

ENROLLMENT 750-999

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2015-2016 CONTRACT
0	110.33	110.33	2,252.56	2,252.56	27,030.72
1	112.88	112.88	2,304.71	2,304.71	27,656.52
2	115.43	115.43	2,356.63	2,356.63	28,279.56
3	117.96	117.96	2,408.31	2,408.31	28,899.72
4	120.51	120.51	2,460.46	2,460.46	29,525.52
5	123.04	123.04	2,512.16	2,512.16	30,145.92
6	125.58	125.58	2,563.85	2,563.85	30,766.20
7	128.12	128.12	2,615.77	2,615.77	31,389.24
8	130.66	130.66	2,667.69	2,667.69	32,012.28
9	133.21	133.21	2,719.61	2,719.61	32,635.32

ENROLLMENT 1000-1249

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2015-2016 CONTRACT
0	113.30	113.30	2,313.17	2,313.17	27,758.04
1	115.83	115.83	2,364.87	2,364.87	28,378.44
2	118.38	118.38	2,417.01	2,417.01	29,004.12
3	120.93	120.93	2,468.93	2,468.93	29,627.16
4	123.46	123.46	2,520.62	2,520.62	30,247.44
5	126.01	126.01	2,572.77	2,572.77	30,873.24
6	128.55	128.55	2,624.47	2,624.47	31,493.64
7	131.09	131.09	2,676.39	2,676.39	32,116.68
8	133.63	133.63	2,728.31	2,728.31	32,739.72
9	136.17	136.17	2,780.22	2,780.22	33,362.64

SCHOOL CLERICAL EMPLOYEES (continued)

BOOKKEEPER (SCHOOL) - 12-Month Middle and High Schools (continued)

ENROLLMENT 1250-UP

STEP/ANNIVERSARY	JULY-SEPT DAILY	OCT-JUNE DAILY	JULY-SEPT MONTHLY	OCT-JUNE MONTHLY	2015-2016 CONTRACT
0	116.26	116.26	2,373.55	2,373.55	28,482.60
1	118.80	118.80	2,425.47	2,425.47	29,105.64
2	121.34	121.34	2,477.41	2,477.41	29,728.92
3	123.90	123.90	2,529.54	2,529.54	30,354.48
4	126.44	126.44	2,581.46	2,581.46	30,977.52
5	128.98	128.98	2,633.37	2,633.37	31,600.44
6	131.51	131.51	2,685.07	2,685.07	32,220.84
7	134.06	134.06	2,736.99	2,736.99	32,843.88
8	136.59	136.59	2,788.69	2,788.69	33,464.28
9	139.14	139.14	2,840.82	2,840.82	34,089.84

9-MONTH CLERICAL PARA-EDUCATORS

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	10.95	10.95	1,194.51	1,194.51	14,334.12
1	11.15	11.15	1,215.97	1,215.97	14,591.64
2	11.33	11.33	1,236.00	1,236.00	14,832.00
3	11.53	11.53	1,257.45	1,257.45	15,089.40
4	11.72	11.72	1,278.91	1,278.91	15,346.92
5	11.92	11.92	1,300.21	1,300.21	15,602.52
6	12.12	12.12	1,321.67	1,321.67	15,860.04
7	12.33	12.33	1,344.56	1,344.56	16,134.72
8	12.54	12.54	1,367.61	1,367.61	16,411.32
9	12.76	12.76	1,391.61	1,391.61	16,699.32

CUSTODIAL, MAINTENANCE, AND BUS SHOP

CUSTODIAN I (SCHOOL) – 9-Month (187 days)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	8.45	8.45	1,053.65	1,053.65	12,643.80
1	8.69	8.69	1,083.96	1,083.96	13,007.52
2	8.91	8.91	1,111.39	1,111.39	13,336.68
3	9.15	9.15	1,140.28	1,140.28	13,683.36
4	9.37	9.37	1,167.71	1,167.71	14,012.52
5	9.60	9.60	1,196.58	1,196.58	14,358.96
6	9.83	9.83	1,225.46	1,225.46	14,705.52
7	10.06	10.06	1,254.35	1,254.35	15,052.20
8	10.33	10.33	1,287.55	1,287.55	15,450.60
9	10.59	10.59	1,320.72	1,320.72	15,848.64

CUSTODIAN I (SCHOOL) – 12-Month (240 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	8.32	8.32	1,358.35	1,358.35	16,300.20
1	8.58	8.58	1,401.14	1,401.14	16,813.68
2	8.81	8.81	1,438.58	1,438.58	17,262.96
3	9.06	9.06	1,479.58	1,479.58	17,754.96
4	9.29	9.29	1,517.02	1,517.02	18,204.24
5	9.54	9.54	1,558.01	1,558.01	18,696.12
6	9.79	9.79	1,599.01	1,599.01	19,188.12
7	10.04	10.04	1,640.02	1,640.02	19,680.24
8	10.33	10.33	1,686.36	1,686.36	20,236.32
9	10.60	10.60	1,730.93	1,730.93	20,771.16

CUSTODIAN II (SCHOOL) – 12-Month (250 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	10.51	10.51	1,786.12	1,786.12	21,433.44
1	10.68	10.68	1,815.87	1,815.87	21,790.44
2	10.86	10.86	1,845.60	1,845.60	22,147.20
3	11.03	11.03	1,875.33	1,875.33	22,503.96
4	11.21	11.21	1,905.08	1,905.08	22,860.96
5	11.38	11.38	1,934.81	1,934.81	23,217.72
6	11.57	11.57	1,967.29	1,967.29	23,607.48
7	11.76	11.76	1,998.52	1,998.52	23,982.24
8	11.94	11.94	2,029.75	2,029.75	24,357.00
9	12.12	12.12	2,060.97	2,060.97	24,731.64

CRITERIA TO BE CONSIDERED FOR PROMOTION FROM CUSTODIAN I TO CUSTODIAN II

- 1.) High School Diploma or GED required.
- 2.) Three consecutive years of acceptable evaluations.
- 3.) Written recommendation from the building Principal or immediate supervisor.

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

HEAD CUSTODIAN (SCHOOL) – 12-Month (250 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	13.09	13.09	2,224.60	2,224.60	26,695.20
1	13.30	13.30	2,261.71	2,261.71	27,140.52
2	13.53	13.53	2,300.67	2,300.67	27,608.04
3	13.76	13.76	2,339.64	2,339.64	28,075.68
4	13.99	13.99	2,378.60	2,378.60	28,543.20
5	14.22	14.22	2,417.56	2,417.56	29,010.72
6	14.45	14.45	2,456.53	2,456.53	29,478.36
7	14.69	14.69	2,497.34	2,497.34	29,968.08
8	14.92	14.92	2,536.30	2,536.30	30,435.60
9	15.15	15.15	2,575.27	2,575.27	30,903.24

CENTRAL OFFICE CUSTODIAN II – 12 Month (250 days)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	12.29	12.29	2,007.23	2,007.23	24,086.73
1	13.15	13.15	2,148.06	2,148.06	25,776.71
2	13.36	13.36	2,181.92	2,181.92	26,183.07
3	13.56	13.56	2,214.01	2,214.01	26,568.14
4	13.76	13.76	2,247.89	2,247.89	26,974.63
5	13.96	13.96	2,279.98	2,279.98	27,359.70
6	14.17	14.17	2,313.84	2,313.84	27,766.07
7	14.37	14.37	2,347.71	2,347.71	28,172.56
8	14.57	14.57	2,379.80	2,379.80	28,557.63
9	14.77	14.77	2,411.88	2,411.88	28,942.58

NOTES

◆ Each school will be budgeted one (1) twelve month Head Custodian. Additional personnel will be allocated on the basis of **cleanable square feet per employee* (when funds are available). A twelve month Custodian I works a 240 day contract. A twelve month Head Custodian and Custodian II work a 250 day contract. At the discretion of the Superintendent, consideration may be given to supplementing this allocation due to unusual factors (e.g., square footage, restrooms, layout of school plant, and age of school plant). For reasons of financial exigency, all positions may not be filled.

◆ *22,000 square feet, National Cleaning Standards

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

POSITION DESCRIPTIONS: Maintenance

All positions are in the areas of electrical, carpentry, plumbing, and air conditioning/refrigeration trades. Work involved may include all phases and tasks of the relevant trade. Other duties may be assigned. The position will require the ability to work independently. While no state or local certification is necessary for this position, the following are required:

1. Completion of a trade or technical school program in the relevant trade, **OR**
2. Written proof of 8 years of experience in the relevant trade, at least 4 years of which must be at the assistant level or the equivalent, **OR**
3. Written proof of 3 years of assistant level experience or the equivalent in the school system maintenance department in the relevant trade.

Consideration, as deemed appropriate, may be given to relevant work experience.

MAINTENANCE

GROUNDSKEEPER/MAINTENANCE

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	9.37	9.37	1,530.00	1,530.00	18,360.00
1	9.71	9.71	1,586.61	1,586.61	19,039.32
2	10.06	10.06	1,643.30	1,643.30	19,719.60
3	10.41	10.41	1,700.00	1,700.00	20,400.00
4	10.76	10.76	1,756.61	1,756.61	21,079.32
5	11.10	11.10	1,813.31	1,813.31	21,759.72
6	11.45	11.45	1,870.00	1,870.00	22,440.00
7	11.80	11.80	1,926.61	1,926.61	23,119.32
8	12.14	12.14	1,983.31	1,983.31	23,799.72
9	12.49	12.49	2,040.00	2,040.00	24,480.00

ASSISTANT (Maintenance)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	12.49	12.49	2,040.00	2,040.00	24,480.00
1	12.84	12.84	2,096.95	2,096.95	25,163.40
2	13.19	13.19	2,153.90	2,153.90	25,846.80
3	13.54	13.54	2,210.85	2,210.85	26,530.20
4	13.89	13.89	2,267.80	2,267.80	27,213.60
5	14.23	14.23	2,324.75	2,324.75	27,897.00
6	14.58	14.58	2,381.70	2,381.70	28,580.40
7	14.93	14.93	2,438.65	2,438.65	29,263.80
8	15.28	15.28	2,495.60	2,495.60	29,947.20
9	15.63	15.63	2,552.55	2,552.55	30,630.60

CUSTODIAL, MAINTENANCE, AND BUS SHOP *(continued)*

ASSISTANT (Warehouse)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	11.75	11.75	1,919.88	1,919.88	23,038.56
1	12.56	12.56	2,051.79	2,051.79	24,621.48
2	13.34	13.34	2,178.36	2,178.36	26,140.32
3	14.13	14.13	2,308.49	2,308.49	27,701.88
4	14.95	14.95	2,442.19	2,442.19	29,306.28
5	15.75	15.75	2,572.32	2,572.32	30,867.84
6	16.55	16.55	2,702.45	2,702.45	32,429.40
7	17.35	17.35	2,834.37	2,834.37	34,012.44
8	18.16	18.16	2,966.28	2,966.28	35,595.36
9	18.96	18.96	3,096.41	3,096.41	37,156.92

SKILLED

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2013-2014 CONTRACT
0	20.26	20.26	3,308.54	3,308.54	39,702.48
1	20.44	20.44	3,338.85	3,338.85	40,066.20
2	20.61	20.61	3,365.58	3,365.58	40,386.96
3	20.77	20.77	3,392.33	3,392.33	40,707.96
4	20.93	20.93	3,419.06	3,419.06	41,028.72
5	21.11	21.11	3,447.59	3,447.59	41,371.08
6	21.26	21.26	3,472.54	3,472.54	41,670.48
7	21.45	21.45	3,502.85	3,502.85	42,034.20
8	21.60	21.60	3,527.80	3,527.80	42,333.60
9	21.78	21.78	3,558.11	3,558.11	42,697.32

This schedule is prepared on the assumption that the 2015-2016 salary is based on 240 days.

NOTES

- ◆Vacation may be taken at any time, with the exception of the two weeks prior to the opening of school and the two weeks prior to the closing of school.
- ◆All positions are 240 days based on the calendar adopted by the Board for maintenance and bus shop skilled employees. The department will be allotted the following positions: four (4) Painters; two (2) Plumbers/Welders; two (2) Groundskeeper/Maintenance Workers; three (3) Electricians; five (5) Carpenters; five (5) Refrigeration/Air Conditioner/Electrician Technicians; three (3) Refrigeration/Air Conditioner/Electrician Technicians (Child Nutrition Department); one (1) Floor and Tile Technician; two (2) Assistants; one (1) Assistant (CNP); one (1) Secretary II for a maximum of twenty nine (29) positions. For reasons of financial exigency, all positions may not be filled.

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

POSITION DESCRIPTIONS: Bus Shop

STATE-CERTIFIED MECHANIC

This is a skilled position in automotive mechanics, involving preventive maintenance and general repair on buses, trucks, or cars. Work may include all phases and tasks of mechanics as well as specialties such as complete transmission repair or bodywork. Other duties may be assigned. The position may require the ability to work independently. Certification by the state is required for this position; this certification requires one of the following:

1. Completion of a certified auto mechanic apprenticeship, **OR**
2. Written proof of 8 years of experience as an auto-truck mechanic, **OR**
3. Written proof of 6 years of experience as an Assistant Mechanic in a school bus shop.

BUS SHOP – STATE-CERTIFIED MECHANIC

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	20.26	20.26	3,308.54	3,308.54	39,702.48
1	20.44	20.44	3,338.85	3,338.85	40,066.20
2	20.61	20.61	3,365.58	3,365.58	40,386.96
3	20.77	20.77	3,392.33	3,392.33	40,707.96
4	20.93	20.93	3,419.06	3,419.06	41,028.72
5	21.11	21.11	3,447.59	3,447.59	41,371.08
6	21.26	21.26	3,472.54	3,472.54	41,670.48
7	21.45	21.45	3,502.85	3,502.85	42,034.20
8	21.60	21.60	3,527.80	3,527.80	42,333.60
9	21.78	21.78	3,558.11	3,558.11	42,697.32

BUS SHOP – FOREMAN

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	25.83	25.83	4,218.39	4,218.39	50,620.68
1	26.06	26.06	4,257.03	4,257.03	51,084.36
2	26.27	26.27	4,291.12	4,291.12	51,493.44
3	26.48	26.48	4,325.22	4,325.22	51,902.64
4	26.69	26.69	4,359.31	4,359.31	52,311.72
5	26.91	26.91	4,395.68	4,395.68	52,748.16
6	27.11	27.11	4,427.49	4,427.49	53,129.88
7	27.34	27.34	4,466.13	4,466.13	53,593.56
8	27.54	27.54	4,497.95	4,497.95	53,975.40
9	27.78	27.78	4,536.59	4,536.59	54,439.08

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

TRANSPORTATION ROUTE TECHNICIAN

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	161.78	161.78	3,302.97	3,302.97	39,635.64
1	163.24	163.24	3,332.83	3,332.83	39,993.96
2	164.71	164.71	3,362.91	3,362.91	40,354.92
3	166.19	166.19	3,393.00	3,393.00	40,716.00
4	167.66	167.66	3,423.08	3,423.08	41,076.96
5	169.12	169.12	3,452.93	3,452.93	41,435.16
6	170.60	170.60	3,483.01	3,483.01	41,796.12
7	172.07	172.07	3,513.09	3,513.09	42,157.08
8	173.54	173.54	3,543.18	3,543.18	42,518.16
9	175.02	175.02	3,573.26	3,573.26	42,879.12

BUS SHOP – PARTS COUNTER CLERK, TRAINER

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	128.35	128.35	2,620.45	2,620.45	31,445.40
1	129.72	129.72	2,648.53	2,648.53	31,782.36
2	131.10	131.10	2,676.60	2,676.60	32,119.20
3	132.47	132.47	2,704.68	2,704.68	32,456.16
4	133.85	133.85	2,732.75	2,732.75	32,793.00
5	135.22	135.22	2,760.83	2,760.83	33,129.96
6	136.60	136.60	2,788.90	2,788.90	33,466.80
7	137.98	137.98	2,816.99	2,816.99	33,803.88
8	139.35	139.35	2,845.07	2,845.07	34,140.84
9	140.73	140.73	2,873.14	2,873.14	34,477.68

ASSISTANT (Bus Shop)

STEP/ANNIVERSARY	HOURLY JULY-SEPT	HOURLY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	12.49	12.49	2,040.00	2,040.00	24,480.00
1	12.84	12.84	2,096.95	2,096.95	25,163.40
2	13.19	13.19	2,153.90	2,153.90	25,846.80
3	13.54	13.54	2,210.85	2,210.85	26,530.20
4	13.89	13.89	2,267.80	2,267.80	27,213.60
5	14.23	14.23	2,324.75	2,324.75	27,897.00
6	14.58	14.58	2,381.70	2,381.70	28,580.40
7	14.93	14.93	2,438.65	2,438.65	29,263.80
8	15.28	15.28	2,495.60	2,495.60	29,947.20
9	15.63	15.63	2,552.55	2,552.55	30,630.60

CUSTODIAL, MAINTENANCE, AND BUS SHOP *(continued)*

NOTES

- ◆Vacation may be taken at any time, with the exception of the two weeks prior to the opening of school and the two weeks prior to the closing of school.
- ◆All positions are 240 days based on the calendar adopted by the Board for all maintenance employees and bus shop assistant and skilled employees. The Bus Shop will be allotted the following positions: nine (9) State-Certified Mechanics* (Ala. Admin. Code r. 290020-040-07: one (1) certified mechanic is required for every 25 buses); three (3) Shop Foreman and two (2) Route Technicians; one (1) Parts Counter Clerk, (1) Trainer and one (1) full time Shop Assistant; two (2) Secretary II for a total of twenty (20) employees. For reasons of financial exigency, all positions may not be filled.

GENERAL NOTES

- ◆The normal work week shall be 40 hours.
- ◆For work days of less than 8 hours, calculate the salary using the hourly rate.

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

REGULAR ROUTE BUS DRIVERS (184 Day Contract)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	67.94	67.94	1,041.70	1,041.70	12,500.40
1	68.64	68.64	1,052.49	1,052.49	12,629.88
2	69.35	69.35	1,063.43	1,063.43	12,761.16
3	70.07	70.07	1,074.39	1,074.39	12,892.68
4	70.77	70.77	1,085.18	1,085.18	13,022.16
5	71.48	71.48	1,095.97	1,095.97	13,151.64
6	72.20	72.20	1,107.07	1,107.07	13,284.84
7	72.90	72.90	1,117.86	1,117.86	13,414.32
8	73.61	73.61	1,128.65	1,128.65	13,543.80
9	74.33	74.33	1,139.76	1,139.76	13,677.12

SPECIAL EDUCATION ROUTE BUS DRIVERS (184 Day Contract)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	79.02	79.02	1,211.57	1,211.57	14,538.84
1	79.72	79.72	1,222.36	1,222.36	14,668.32
2	80.43	80.43	1,233.30	1,233.30	14,799.60
3	81.15	81.15	1,244.26	1,244.26	14,931.12
4	81.85	81.85	1,255.05	1,255.05	15,060.60
5	82.55	82.55	1,265.84	1,265.84	15,190.08
6	83.28	83.28	1,276.94	1,276.94	15,323.28
7	83.98	83.98	1,287.73	1,287.73	15,452.76
8	84.69	84.69	1,298.52	1,298.52	15,582.24
9	85.41	85.41	1,309.63	1,309.63	15,715.56

SPECIAL EDUCATION BUS PARA-EDUCATOR (184 Day Contract)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	58.82	58.82	901.85	901.85	10,822.24
1	59.43	59.43	911.20	911.20	10,934.36
2	60.04	60.04	920.55	920.55	11,046.60
3	60.65	60.65	929.90	929.90	11,158.84
4	61.26	61.26	939.25	939.25	11,270.96
5	61.87	61.87	948.60	948.60	11,383.20
6	62.48	62.48	957.95	957.95	11,495.44
7	63.08	63.08	967.30	967.30	11,607.56
8	63.69	63.69	976.65	976.65	11,719.80
9	64.30	64.30	986.00	986.00	11,832.04

***Utility Worker (Unassigned Bus Driver) will be paid from the Regular Route Bus Drivers' salary schedule.

CUSTODIAL, MAINTENANCE, AND BUS SHOP (continued)

BUS SUPPLEMENTS*

Bus supplements are for one year only and are not included when base salary is computed. The Director of Transportation must recommend a particular individual for a specific supplement each school year. **No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.**

Long Route	\$500.00
Extra-Long Route	\$1,000.00
Supplement**	\$35.00/per run
Field Trip Rate	\$13.00/per hour

Tuscaloosa Area Vocational School and Target Route drivers will be supplemented at the rate of \$35.00 per run. **A run is defined as driving to and from a specified destination.

NOTES

- ◆ **A REGULAR ROUTE** is one of less than 80 miles transporting regular students.
- ◆ **A LONG ROUTE** is one of between 80 and 90 miles of transporting regular students.
- ◆ **AN EXTRA LONG ROUTE** is one of greater than 90 miles of transporting regular students.
- ◆ **A SPECIAL EDUCATION ROUTE** is one involving the door-to-door pick-up and delivery of special needs students **who have transportation as a “related service” designated in the student’s Individual Education Plan (IEP).**
- ◆ **A TUSCALOOSA AREA VOCATIONAL SCHOOL ROUTE** is one involving the transportation of students to and from their home school to Vocational Schools.

POSITION DESCRIPTION: CHILD NUTRITION PROGRAM MANAGER

CHILD NUTRITION PROGRAM MANAGER
(Base Salaries for full year contracts)

AVERAGE DAILY MEAL EQUIVALENT 200-399

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,846.05	1,882.97	22,595.64
1	1,858.22	1,895.38	22,744.56
2	1,870.61	1,908.02	22,896.24
3	1,882.79	1,920.45	23,045.40
4	1,894.96	1,932.86	23,194.32
5	1,907.35	1,945.50	23,346.00
6	1,919.53	1,957.92	23,495.04
7	1,932.17	1,970.81	23,649.72
8	1,945.18	1,984.08	23,808.96
9	1,957.74	1,996.89	23,962.68

AVERAGE DAILY MEAL EQUIVALENT 400-549

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,932.01	1,932.01	23,184.12
1	1,944.65	1,944.65	23,335.80
2	1,957.06	1,957.06	23,484.72
3	1,969.93	1,969.93	23,639.16
4	1,983.18	1,983.18	23,798.16
5	1,996.21	1,996.21	23,954.52
6	2,009.49	2,009.49	24,113.88
7	2,022.53	2,022.53	24,270.36
8	2,035.58	2,035.58	24,426.96
9	2,048.61	2,048.61	24,583.32

AVERAGE DAILY MEAL EQUIVALENT 550-699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,982.27	1,982.27	23,787.24
1	1,995.33	1,995.33	23,943.96
2	2,008.58	2,008.58	24,102.96
3	2,021.63	2,021.63	24,259.56
4	2,034.67	2,034.67	24,416.04
5	2,047.93	2,047.93	24,575.16
6	2,060.99	2,060.99	24,731.88
7	2,074.03	2,074.03	24,888.36
8	2,087.28	2,087.28	25,047.36
9	2,100.10	2,100.10	25,201.20

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 700-899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,033.99	2,033.99	24,407.88
1	2,047.03	2,047.03	24,564.36
2	2,060.08	2,060.08	24,720.96
3	2,073.34	2,073.34	24,880.08
4	2,086.38	2,086.38	25,036.56
5	2,099.44	2,099.44	25,193.28
6	2,112.70	2,112.70	25,352.40
7	2,125.73	2,125.73	25,508.76
8	2,138.79	2,138.79	25,665.48
9	2,151.82	2,151.82	25,821.84

AVERAGE DAILY MEAL EQUIVALENT 900-1099

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,085.49	2,085.49	25,025.88
1	2,098.75	2,098.75	25,185.00
2	2,111.78	2,111.78	25,341.36
3	2,124.84	2,124.84	25,498.08
4	2,138.10	2,138.10	25,657.20
5	2,151.14	2,151.14	25,813.68
6	2,164.40	2,164.40	25,972.80
7	2,178.80	2,178.80	26,145.60
8	2,192.73	2,192.73	26,312.76
9	2,205.78	2,205.78	26,469.36

AVERAGE DAILY MEAL EQUIVALENT 1100-1299

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,136.30	2,136.30	25,635.60
1	2,149.35	2,149.35	25,792.20
2	2,162.61	2,162.61	25,951.32
3	2,175.66	2,175.66	26,107.92
4	2,188.70	2,188.70	26,264.40
5	2,201.74	2,201.74	26,420.88
6	2,215.23	2,215.23	26,582.76
7	2,229.39	2,229.39	26,752.68
8	2,243.55	2,243.55	26,922.60
9	2,256.37	2,256.37	27,076.44

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 1300-1499

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,187.14	2,187.14	26,245.68
1	2,199.95	2,199.95	26,399.40
2	2,213.43	2,213.43	26,561.16
3	2,226.47	2,226.47	26,717.64
4	2,239.30	2,239.30	26,871.60
5	2,252.32	2,252.32	27,027.84
6	2,266.03	2,266.03	27,192.36
7	2,279.97	2,279.97	27,359.64
8	2,294.38	2,294.38	27,532.56
9	2,306.96	2,306.96	27,683.52

AVERAGE DAILY MEAL EQUIVALENT 1500-1699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,237.95	2,237.95	26,855.40
1	2,250.54	2,250.54	27,006.48
2	2,264.26	2,264.26	27,171.12
3	2,277.28	2,277.28	27,327.36
4	2,289.90	2,289.90	27,478.80
5	2,302.95	2,302.95	27,635.40
6	2,316.87	2,316.87	27,802.44
7	2,330.56	2,330.56	27,966.72
8	2,345.19	2,345.19	28,142.28
9	2,357.58	2,357.58	28,290.96

AVERAGE DAILY MEAL EQUIVALENT 1700-1899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,288.54	2,288.54	27,462.48
1	2,301.13	2,301.13	27,613.56
2	2,314.85	2,314.85	27,778.20
3	2,327.87	2,327.87	27,934.44
4	2,340.49	2,340.49	28,085.88
5	2,353.54	2,353.54	28,242.48
6	2,367.46	2,367.46	28,409.52
7	2,381.16	2,381.16	28,573.92
8	2,395.80	2,395.80	28,749.60
9	2,408.17	2,408.17	28,898.04

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 1900-UP

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	2,339.14	2,339.14	28,069.68
1	2,351.73	2,351.73	28,220.76
2	2,365.45	2,365.45	28,385.40
3	2,378.48	2,378.48	28,541.76
4	2,391.08	2,391.08	28,692.96
5	2,404.13	2,404.13	28,849.56
6	2,418.05	2,418.05	29,016.60
7	2,431.75	2,431.75	29,181.00
8	2,446.39	2,446.39	29,356.68
9	2,458.76	2,458.76	29,505.12

NOTES

Salaries for Child Nutrition Program Managers are based on Average Daily Meal Equivalent (ADME). ADME is the sum of the most recent school year’s average number of school lunches, half the average number of student breakfasts, average number of adult meals, and average a la carte income divided by the free lunch reimbursement. In the event of a reduced rate in participation (which would cause a salary reduction for a manager), the salary shall be frozen at the current level until future salary increments at the actual participation level meet or exceed the current salary level. At that time, the manager will be placed at the appropriate position on the schedule. This procedure eliminates salary reductions due to loss in participation.

◆The following training supplements are to be added to the base salaries:

SUPPLEMENT	ANNUAL
Manager I	\$887.29
Manager II	\$1,331.19
Manager III	\$1,774.58
Manager IV	\$3,820.07

CHILD NUTRITION PROGRAM MANAGER I:

CNP Manager I maintains a School Nutrition Association Certification Level I or II. Current ServSafe certification must be maintained as well as documentation confirming completion of 60 hours of nutrition and/or management related classes taken within the past five years.

CHILD NUTRITION PROGRAM MANAGER II:

CNP Manager II maintains a School Nutrition Association Certification Level II. Current ServSafe certification must be maintained as well as documentation confirming completion of 100 hours of nutrition and/or management related classes taken within the past five years.

CHILD NUTRITION PROGRAM (continued)

CHILD NUTRITION PROGRAM MANAGER III:

CNP Manager III maintains a School Nutrition Association Certification Level III. Current ServSafe certification must be maintained as well as documentation confirming completion of 140 hours of nutrition and/or management related classes taken within the past five years.

CHILD NUTRITION PROGRAM MANAGER IV:

CNP Manager IV holds a BS degree from a college or university in a nutrition or business related field. Current ServSafe certification must be maintained. SNA Certification Level III must be current as well as documentation confirming completion of 140 hours of nutrition and/or management related classes taken within the past five years.

*All salaries for CNP Managers are paid in 12 equal pay periods, and are based on 192 days per year and 8 hours per day (40 hours per week). All employees will be granted the same holidays as 9-month teaching personnel.

CHILD NUTRITION PROGRAM (continued)

CHILD NUTRITION PROGRAM ASSISTANT MANAGER
(Base Salaries for full year contracts)

AVERAGE DAILY MEAL EQUIVALENT 200-399

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,595.76	1,595.76	19,149.11
1	1,605.65	1,605.65	19,267.83
2	1,615.61	1,615.61	19,387.29
3	1,625.62	1,625.62	19,507.49
4	1,635.70	1,635.70	19,628.44
5	1,645.84	1,645.84	19,750.13
6	16,56.05	1,656.05	19,872.58
7	1,666.32	1,666.32	19,995.79
8	1,676.65	1,676.65	20,119.77
9	1,687.04	1,687.04	20,244.51

AVERAGE DAILY MEAL EQUIVALENT 400-549

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,620.28	1,620.28	19,443.35
1	1,630.32	1,630.32	19,563.90
2	1,640.43	1,640.43	19,685.19
3	1,650.60	1,650.60	19,807.24
4	1,660.84	1,660.84	19,930.05
5	1,671.13	1,671.13	20,053.61
6	1,681.50	1,681.50	20,177.95
7	1,691.92	1,691.92	20,303.05
8	1,702.41	1,702.41	20,428.93
9	1,712.97	1,712.97	20,555.59

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 550-699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,645.41	1,645.41	19,744.91
1	1,655.61	1,655.61	19,867.32
2	1,665.88	1,665.88	19,990.50
3	1,676.20	1,676.20	20,114.44
4	1,686.60	1,686.60	20,239.15
5	1,697.05	1,697.05	20,364.63
6	1,707.57	1,707.57	20,490.89
7	1,718.16	1,718.16	20,617.94
8	1,728.81	1,728.81	20,745.77
9	1,739.53	1,739.53	20,874.39

AVERAGE DAILY MEAL EQUIVALENT 700-899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,671.27	1,671.27	20,055.23
1	1,681.63	1,681.63	20,179.57
2	1,692.06	1,692.06	20,304.68
3	1,702.55	1,702.55	20,430.57
4	1,713.10	1,713.10	20,557.24
5	1,723.72	1,723.72	20,684.69
6	1,734.41	1,734.41	20,812.94
7	1,745.16	1,745.16	20,941.98
8	1,755.98	1,755.98	21,071.82
9	1,766.87	1,766.87	21,202.47

AVERAGE DAILY MEAL EQUIVALENT 900-1099

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,697.02	1,697.02	20,364.23
1	1,707.54	1,707.54	20,490.48
2	1,718.13	1,718.13	20,617.52
3	1,728.78	1,728.78	20,745.35
4	1,739.50	1,739.50	20,873.97
5	1,750.28	1,750.28	21,003.39
6	1,761.13	1,761.13	21,133.61
7	1,772.05	1,772.05	21,264.64
8	1,783.04	1,783.04	21,396.48
9	1,794.10	1,794.10	21,529.14

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 1100-1299

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,722.42	1,722.42	20,669.09
1	1,733.10	1,733.10	20,797.23
2	1,743.85	1,743.85	20,926.18
3	1,754.66	1,754.66	21,055.92
4	1,765.54	1,765.54	21,186.47
5	1,776.49	1,776.49	21,317.82
6	1,787.50	1,787.50	21,449.99
7	1,798.58	1,798.58	21,582.98
8	1,809.73	1,809.73	21,716.80
9	1,820.95	1,820.95	21,851.44

AVERAGE DAILY MEAL EQUIVALENT 1300-1499

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,747.84	1,747.84	20,974.13
1	1,758.68	1,758.68	21,104.16
2	1,769.58	1,769.58	21,235.01
3	1,780.56	1,780.56	21,366.67
4	1,791.60	1,791.60	21,499.14
5	1,802.70	1,802.70	21,632.44
6	1,813.88	1,813.88	21,766.56
7	1,825.13	1,825.13	21,901.51
8	1,836.44	1,836.44	22,037.30
9	1,847.83	1,847.83	22,173.93

AVERAGE DAILY MEAL EQUIVALENT 1500-1699

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,773.25	1,773.25	21,278.99
1	1,784.24	1,784.24	21,410.92
2	1,795.31	1,795.31	21,543.67
3	1,806.44	1,806.44	21,677.24
4	1,817.64	1,817.64	21,811.64
5	1,828.91	1,828.91	21,946.87
6	1,840.24	1,840.24	22,082.94
7	1,851.65	1,851.65	22,219.85
8	1,863.13	1,863.13	22,357.62
9	1,874.69	1,874.69	22,496.23

CHILD NUTRITION PROGRAM (continued)

AVERAGE DAILY MEAL EQUIVALENT 1700-1899

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,798.54	1,798.54	21,582.53
1	1,809.69	1,809.69	21,716.34
2	1,820.91	1,820.91	21,850.98
3	1,832.20	1,832.20	21,986.45
4	1,843.56	1,843.56	22,122.77
5	1,854.99	1,854.99	22,259.93
6	1,866.50	1,866.50	22,397.94
7	1,878.07	1,878.07	22,536.81
8	1,889.71	1,889.71	22,676.54
9	1,901.43	1,901.43	22,817.13

AVERAGE DAILY MEAL EQUIVALENT 1900-UP

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,823.84	1,823.84	21,886.13
1	1,835.15	1,835.15	22,021.82
2	1,846.53	1,846.53	22,158.35
3	1,857.98	1,857.98	22,295.74
4	1,869.50	1,869.50	22,433.97
5	1,881.09	1,881.09	22,573.06
6	1,892.75	1,892.75	22,713.01
7	1,904.49	1,904.49	22,853.83
8	1,916.29	1,916.29	22,995.53
9	1,928.17	1,928.17	23,138.10

NOTES

Based upon an 8 hour work day (40 hours per week), CNP Assistant Manager salaries are computed on the following basis: 190 days = 1 year. Annual salary is divided into 12 equal pay periods. Assistant Manager salary schedules are determined utilizing the ADME calculations described in the Manager salary schedule. Assistant Managers are eligible for the training supplements described in the CNP Manager Schedule.

CHILD NUTRITION PROGRAM (continued)

CHILD NUTRITION WORKER
(Base Salaries for full year contracts)

STEP/ANNIVERSARY	MONTHLY SEPTEMBER	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	1,155.82	1,155.82	13,869.79
1	1,232.80	1,232.80	14,793.57
2	1,293.57	1,293.57	15,522.87
3	1,355.28	1,355.28	16,263.39
4	1,418.08	1,418.08	17,017.00
5	1,427.28	1,427.28	17,127.33
6	1,436.32	1,436.32	17,235.79
7	1,445.51	1,445.51	17,346.12
8	1,454.55	1,454.55	17,454.58
9	1,464.68	1,464.68	17,576.13

NOTES

- ◆ CNP workers work a six-and-a-half hour day (32.5 hours a week), including lunch. Salaries are computed on the following basis: 187 days = 1 contract year. For most contracts, the annual salary is divided into 12 equal pay periods. All CNP employees will be granted the same holidays as 9-month teaching personnel.
- ◆ CNP Program Workers, Assistant Managers and Managers should take vacation during the summer months.
- ◆ Allocation of food service positions are generally based upon Meals served Per Labor Hour (MPLH) calculated in accordance with guidelines issued by the Alabama Department of Education. MPLH is a common measurement of performance, productivity and efficiency in a district’s Child Nutrition Program. The CNP Director will make determinations concerning the number of workers assigned to each school using the MPLH calculation as a guide. The CNP Director will also determine whether an Assistant Manager position should be assigned.
- ◆ All CNP Employees are eligible to receive a \$500 annual supplement upon successful completion of ServSafe certification. ServSafe certification is valid for five years.

OTHER SUPPORT PERSONNEL *
JOB COACH (*187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	116.93	116.93	1,822.20	1,822.20	21,866.40
1	118.38	118.38	1,844.77	1,844.77	22,137.24
2	119.85	119.85	1,867.66	1,867.66	22,411.92
3	121.31	121.31	1,890.40	1,890.40	22,684.80
4	124.24	124.24	1,936.01	1,936.01	23,232.12
5	127.16	127.16	1,981.63	1,981.63	23,779.56
6	130.07	130.07	2,026.93	2,026.93	24,323.16
7	133.00	133.00	2,072.55	2,072.55	24,870.60
8	135.93	135.93	2,118.17	2,118.17	25,418.04

OCCUPATIONAL THERAPIST (*187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	270.96	270.96	4,222.49	4,222.49	50,669.88
1	279.51	279.51	4,355.66	4,355.66	52,267.92
2	288.03	288.03	4,488.49	4,488.49	53,861.88
3	296.57	296.57	4,621.49	4,621.49	55,457.88
4	305.10	305.10	4,754.49	4,754.49	57,053.88
5	313.62	313.62	4,887.32	4,887.32	58,647.84
6	322.17	322.17	5,020.49	5,020.49	60,245.88
7	330.71	330.71	5,153.49	5,153.49	61,841.88
8	339.23	339.23	5,286.31	5,286.31	63,435.72

PHYSICAL THERAPIST (*187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	293.13	293.13	4,567.92	4,567.92	54,815.04
1	301.66	301.66	4,700.91	4,700.91	56,410.92
2	310.20	310.20	4,833.91	4,833.91	58,006.92
3	318.73	318.73	4,966.91	4,966.91	59,602.92
4	327.27	327.27	5,099.92	5,099.92	61,199.04
5	335.79	335.79	5,232.74	5,232.74	62,792.88
6	344.33	344.33	5,365.74	5,365.74	64,388.88
7	352.87	352.87	5,498.91	5,498.91	65,986.92
8	361.40	361.40	5,631.75	5,631.75	67,581.00

SCHOOL NURSE – LPN (*182 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	106.28	106.28	1,611.97	1,611.97	19,343.64
1	111.11	111.11	1,685.15	1,685.15	20,221.80
2	115.90	115.90	1,757.86	1,757.86	21,094.32
3	120.72	120.72	1,830.87	1,830.87	21,970.44
4	125.54	125.54	1,904.05	1,904.05	22,848.60
5	130.72	130.72	1,982.64	1,982.64	23,791.68
6	135.74	135.74	2,058.75	2,058.75	24,705.00
7	140.79	140.79	2,135.32	2,135.32	25,623.84
8	145.84	145.84	2,211.90	2,211.90	26,542.80

In-School Suspension Monitor (*187 DAY CONTRACT)

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	131.96	131.96	2,056.39	2,056.39	24,676.68
1	133.47	133.47	2,079.86	2,079.86	24,958.32
2	134.97	134.97	2,103.33	2,103.33	25,239.96
3	136.48	136.48	2,126.80	2,126.80	25,521.60
4	138.00	138.00	2,150.45	2,150.45	25,805.40
5	139.49	139.49	2,173.75	2,173.75	26,085.00
6	141.00	141.00	2,197.22	2,197.22	26,366.64
7	142.45	142.45	2,219.84	2,219.84	26,638.08
8	143.90	143.90	2,242.46	2,242.46	26,909.52

OTHER SUPPORT PERSONNEL * (continued)

**SCHOOL NURSE – RN
(*182 DAY CONTRACT)**

BACHELOR'S DEGREE						MASTER'S DEGREE					
EXP	SEPT DAILY RATE	OCT-AUG DAILY RATE	2014 SEPT MONTHLY	2015-2016 OCT-AUG MONTHLY	2015-2016 CONTRACT	EXP	SEPT DAILY RATE	OCT-AUG DAILY	2014 SEPT MONTHLY	2015-2016 OCT-AUG MONTHLY	2015-2016 CONTRACT
0	197.15	197.15	2,990.04	2,990.04	35,880.48	0	226.73	226.73	3,438.75	3,438.75	41,265.00
1	197.15	197.15	2,990.04	2,990.04	35,880.48	1	226.73	226.73	3,438.75	3,438.75	41,265.00
2	197.15	197.15	2,990.04	2,990.04	35,880.48	2	226.73	226.73	3,438.75	3,438.75	41,265.00
3	216.86	216.85	3,288.92	3,288.92	39,467.04	3	249.38	249.38	3,782.26	3,782.26	45,387.12
4	216.86	216.85	3,288.92	3,288.92	39,467.04	4	249.38	249.38	3,782.26	3,782.26	45,387.12
5	217.71	216.85	3,288.92	3,288.92	39,467.04	5	249.38	249.38	3,782.26	3,782.26	45,387.12
6	226.36	226.35	3,432.95	3,432.95	41,195.40	6	260.29	260.29	3,947.79	3,947.79	47,373.48
7	226.60	226.35	3,432.95	3,432.95	41,195.40	7	260.29	260.29	3,947.79	3,947.79	47,373.48
8	227.82	226.35	3,432.95	3,432.95	41,195.40	8	260.29	260.29	3,947.79	3,947.79	47,373.48
9	229.39	229.38	3,478.89	3,478.89	41,746.68	9	263.79	263.79	4,000.85	4,000.85	48,010.20
10	230.24	229.38	3,478.89	3,478.89	41,746.68	10	263.79	263.79	4,000.85	4,000.85	48,010.20
11	231.45	229.38	3,478.89	3,478.89	41,746.68	11	263.79	263.79	4,000.85	4,000.85	48,010.20
12	233.77	233.55	3,542.17	3,542.17	42,506.04	12	268.58	268.58	4,073.41	4,073.41	48,880.92
13	234.99	233.55	3,542.17	3,542.17	42,506.04	13	268.58	268.58	4,073.41	4,073.41	48,880.92
14	236.22	233.55	3,542.17	3,542.17	42,506.04	14	268.58	268.58	4,073.41	4,073.41	48,880.92
15	238.88	238.87	3,622.92	3,622.92	43,475.04	15	274.72	274.72	4,166.54	4,166.54	49,998.48
16	238.88	238.87	3,622.92	3,622.92	43,475.04	16	274.72	274.72	4,166.54	4,166.54	49,998.48
17	238.88	238.87	3,622.92	3,622.92	43,475.04	17	274.72	274.72	4,166.54	4,166.54	49,998.48
18	241.96	241.96	3,669.79	3,669.79	44,037.48	18	278.25	278.25	4,220.06	4,220.06	50,640.72
19	241.96	241.96	3,669.79	3,669.79	44,037.48	19	278.25	278.25	4,220.06	4,220.06	50,640.72
20	241.96	241.96	3,669.79	3,669.79	44,037.48	20	278.25	278.25	4,220.06	4,220.06	50,640.72
21	245.06	245.06	3,716.67	3,716.67	44,600.04	21	281.82	281.82	4,274.21	4,274.21	51,290.52
22	245.06	245.06	3,716.67	3,716.67	44,600.04	22	281.82	281.82	4,274.21	4,274.21	51,290.52
23	245.06	245.06	3,716.67	3,716.67	44,600.04	23	281.82	281.82	4,274.21	4,274.21	51,290.52
24	247.97	247.97	3,760.91	3,760.91	45,130.92	24	284.73	284.73	4,318.45	4,318.45	51,821.40
25	247.97	247.97	3,760.91	3,760.91	45,130.92	25	284.73	284.73	4,318.45	4,318.45	51,821.40
26	247.97	247.97	3,760.91	3,760.91	45,130.92	26	284.73	284.73	4,318.45	4,318.45	51,821.40
27	250.89	250.89	3,805.16	3,805.16	45,661.92	27	287.66	287.66	4,362.85	4,362.85	52,354.20

OTHER SUPPORT PERSONNEL * (continued)

9-MONTH PARA-EDUCATORS (*187 DAY CONTRACT)

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	10.95	10.95	1,194.51	1,194.51	14,334.12
1	11.15	11.15	1,215.97	1,215.97	14,591.64
2	11.33	11.33	1,236.00	1,236.00	14,832.00
3	11.53	11.53	1,257.45	1,257.45	15,089.40
4	11.72	11.72	1,278.91	1,278.91	15,346.92
5	11.92	11.92	1,300.21	1,300.21	15,602.52
6	12.12	12.12	1,321.67	1,321.67	15,860.04
7	12.33	12.33	1,344.56	1,344.56	16,134.72
8	12.54	12.54	1,367.61	1,367.61	16,411.32
9	12.76	12.76	1,391.61	1,391.61	16,699.32

**9-MONTH PRE-SCHOOL TEACHER ASSISTANT (OSR)
(*187 DAY CONTRACT)**

STEP/ANNIVERSARY	HOURLY SEPT	HOURLY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	12.73	12.73	1,388.28	1,388.28	16,659.36
1	12.98	12.98	1,416.04	1,416.04	16,992.48
2	13.24	13.24	1,444.36	1,444.36	17,332.32
3	13.51	13.51	1,473.25	1,473.25	17,679.00
4	13.78	13.78	1,502.72	1,502.72	18,032.64
5	14.05	14.05	1,532.77	1,532.77	18,393.24
6	14.33	14.33	1,563.42	1,563.42	18,761.04
7	14.62	14.62	1,594.69	1,594.69	19,136.28
8	14.91	14.91	1,626.59	1,626.59	19,519.08
9	15.21	15.21	1,659.12	1,659.12	19,909.44

NOTES

- ◆ For work of less than 7 hours, calculate salary using the hourly rate and 187 days = 1 year. The hourly rate is calculated as follows: Annual Pay/187 Day Contract = Daily Pay; Daily Pay/7 hours = Hourly Rate.
- ◆ For work of less than 7 hours, calculate salary using the hourly rate and 182 days = 1 year. The hourly rate is calculated as follows: Annual Pay/182 Day Contract = Daily Pay; Daily Pay/7 hours = Hourly Rate.
- ◆ 10, 11 or 12-month employees will be paid at the hourly rate listed with funds provided by the school.
- ◆ 9-month Para-Educators, 9-month Pre-School Teacher Assistants, including Clerical Para-Educators work 7 hours per day.

OTHER SUPPORT PERSONNEL * (continued)

INTERPRETER/TRANSLITERATOR

BEGINNING

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	118.22	118.22	1,842.23	1,842.23	22,106.76
1	120.66	120.66	1,880.22	1,880.22	22,562.64
2	123.10	123.10	1,918.37	1,918.37	23,020.44
3	125.52	125.52	1,956.04	1,956.04	23,472.48
4	128.25	128.25	1,998.64	1,998.64	23,983.68
5	132.19	132.19	2,059.99	2,059.99	24,719.88
6	134.96	134.96	2,103.07	2,103.07	25,236.84
7	137.72	137.72	2,146.14	2,146.14	25,753.68
8	140.48	140.48	2,189.22	2,189.22	26,270.64

INTERMEDIATE

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	140.55	140.55	2,190.17	2,190.17	26,282.04
1	143.33	143.33	2,233.57	2,233.57	26,802.84
2	145.02	145.02	2,259.95	2,259.95	27,119.40
3	147.81	147.81	2,303.34	2,303.34	27,640.08
4	150.60	150.60	2,346.90	2,346.90	28,162.80
5	153.39	153.39	2,390.29	2,390.29	28,683.48
6	156.14	156.14	2,433.21	2,433.21	29,198.52
7	158.90	158.90	2,476.12	2,476.12	29,713.44
8	161.67	161.67	2,519.36	2,519.36	30,232.32

ADVANCED

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	151.70	151.70	2,364.06	2,364.06	28,368.77
1	154.51	154.51	2,407.77	2,407.77	28,893.25
2	156.39	156.39	2,437.02	2,437.02	29,244.30
3	160.79	160.79	2,505.69	2,505.69	30,068.29
4	162.93	162.93	2,539.07	2,539.07	30,468.79
5	165.65	165.65	2,581.34	2,581.34	30,976.14
6	168.41	168.41	2,624.42	2,624.42	31,493.03
7	170.61	170.61	2,658.60	2,658.60	31,903.19
8	172.82	172.82	2,693.09	2,693.09	32,317.03

OTHER SUPPORT PERSONNEL * (continued)

INTERPRETER/TRANSLITERATOR (continued)

EXPERT

STEP/ANNIVERSARY	DAILY SEPT	DAILY OCT-AUG	MONTHLY SEPT	MONTHLY OCT-AUG	2015-2016 CONTRACT
0	162.88	162.88	2,538.27	2,538.27	30,459.24
1	165.65	165.65	2,581.34	2,581.34	30,976.14
2	168.44	168.44	2,624.90	2,624.90	31,498.78
3	171.24	171.24	2,668.45	2,668.45	32,021.43
4	174.01	174.01	2,711.69	2,711.69	32,540.28
5	176.81	176.81	2,755.24	2,755.24	33,062.93
6	179.58	179.58	2,798.47	2,798.47	33,581.66
7	181.78	181.78	2,832.81	2,832.81	33,993.66
8	184.00	184.00	2,867.30	2,867.30	34,407.62

GENERAL NOTES

- ◆ A day is defined as the number of hours assigned the employee.
- ◆ All employees will be granted the same holidays as 9-month teaching personnel.

OTHER SUPPORT PERSONNEL * (continued)

COMPUTER TECHNICIAN (12 month)

STEP/ANNIVERSARY	DAILY JULY-SEPT	DAILY OCT-JUNE	MONTHLY JULY-SEPT	MONTHLY OCT-JUNE	2015-2016 CONTRACT
0	161.78	161.78	3,302.97	3,302.97	39,635.64
1	163.24	163.24	3,332.83	3,332.83	39,993.96
2	164.71	164.71	3,362.91	3,362.91	40,354.92
3	166.19	166.19	3,393.00	3,393.00	40,716.00
4	167.66	167.66	3,423.08	3,423.08	41,076.96
5	169.12	169.12	3,452.93	3,452.93	41,435.16
6	170.60	170.60	3,483.01	3,483.01	41,796.12
7	172.07	172.07	3,513.09	3,513.09	42,157.08
8	173.54	173.54	3,543.18	3,543.18	42,518.16
9	175.02	175.02	3,573.26	3,573.26	42,879.12

NOTES

◆*The salary ranges are for 9-month positions, unless otherwise noted. If position contracts extend beyond a 9-month period, salaries and/or ranges should be adjusted accordingly.

◆It is recommended that the following number of positions be allotted:

- Computer Technician - 7
- CNP Computer Technician - 1
- Total - 8

For reasons of financial exigency, all positions may not be filled.

SUBSTITUTE AND PART-TIME EMPLOYMENT

PART-TIME EMPLOYMENT

A part-time, regular employee must work at least 20 hours per week to be eligible for personal and sick leave, as well as most of the other fringe benefits.

SUBSTITUTE EMPLOYMENT

TEACHING PERSONNEL		SUPPORT PERSONNEL	
CLASSIFICATION	DAILY RATE	CLASSIFICATION	DAILY RATE
Non-Degree Substitute	\$60.00	Bus Driver Substitute	\$55.00
*Extended Non-Degree Substitute	\$65.00	CNP Substitute	\$54.00
4 Year Degree Substitute	\$65.00	CNP Substitute with Sanitation Certification **	\$57.00
*Extended Degree Substitute	\$80.00	Custodian	\$58.00
1. Retired Tuscaloosa County School System Certified Teacher/Administrator. 2. Former certified employee with 25 years or more teaching experience in the Tuscaloosa County School System and left in good standing.	\$110.00	Extended Day Instructional Assistant	\$8.50 per hour
		Bus Para-Educator	\$40.00
Extended Day Certified Teacher	\$12.00 per hour	Para-Educator (Clerical/PE/Special)	\$50.75
Extended Day Enrichment	\$15.00 per hour	School Secretary/Bookkeeper	\$50.75
Extended Day Director	\$16.00 per hour	Tutors	\$10.00 per hour
		LPN ***	\$15.00 per hour

NOTES

- ◆*Retroactive pay to equal \$65.00 per day for Extended Non-Degree Substitutes and \$80.00 per day for Extended Degree Substitutes will be given for continuous long-term employment to a substitute teacher working for an individual teacher for an extended period (at least 20 consecutive school days). Degreed and Retired TCSS Teachers who substitute working continuously more than 60 school days for one teacher will receive \$150.00 per day beginning on the 61st school day. (It is recommended that a Highly Qualified Substitute be used for extended period substitution.)
- ◆Substitutes may work a maximum of 3 days per week.
- ◆**To qualify as an experienced CNP substitute, the employee must have completed one year of employment as either a substitute or a full-time worker in the CNP program and have completed a sanitation workshop.
- ◆Certified employees reimbursing the System for a personal leave day will be charged \$60.00 per day.
- ◆Classified employees reimbursing the System for a personal leave day will be charged \$49.00 per day.
- ◆***Must hold a current License as a LPN.

SUPPLEMENTS

Supplements are for one year only, approved by the board annually, and are not included when base salary is computed. The principal must recommend a particular certified employee for a specific supplement each school year or athletic season. No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.

In addition to the supplements listed in this salary schedule, each local school principal is authorized to provide up to \$125 per person, per event in supplemental pay for certified employees who work events such as ticket collection for athletic events, detention, and other school-specific after-hours activities. Any additional supplemental pay shall be paid using local school funds and shall be reflected on the monthly principals' service reports. The principal is required to maintain written documentation at the local school to support any additional supplemental pay under this provision.

ATHLETIC SUPPLEMENTS*

TUSCALOOSA COUNTY, HOLT, HILLCREST, BROOKWOOD, NORTHSIDE, SIPSEY VALLEY HIGH SCHOOLS

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
<i>Athletic Director</i>	TCHS	170.56	2,046.72
	Holt	144.10	1,729.15
	Hillcrest	161.74	1,940.83
	Brookwood	161.74	1,940.83
	Northside	144.10	1,729.15
	Sipsey Valley	144.10	1,729.15

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Head Football Coach</i>	TCHS	384.46	4,613.52	+ 20 days ^a
	Holt	340.12	4,081.39	+ 20 days ^a
	Hillcrest	369.68	4,436.21	+ 20 days ^a
	Brookwood	354.90	4,436.21	+ 20 days ^a
	Northside	340.12	4,081.39	+ 20 days ^a
	Sipsey Valley	340.12	4,081.39	+ 20 days ^a

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Assistant Head Football Coach</i>	TCHS	133.84	1,606.03	+ 10 days @1
	Holt	133.84	1,606.03	+ 10 days @1
	Hillcrest	133.84	1,606.03	+ 10 days @1
	Brookwood	133.84	1,606.03	+ 10 days @1
	Northside	133.84	1,606.03	+ 10 days @1
	Sipsey Valley	133.84	1,606.03	+ 10 days @1

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Assistant Football Coach</i>	TCHS	88.72	1,064.59	+ 10 days @7
	Holt**	88.72	1,064.59	+ 10 days @5
	Hillcrest	88.72	1,064.59	+ 10 days @6
	Brookwood**	88.72	1,064.59	+ 10 days @6
	Northside**	88.72	1,064.59	+ 10 days @5
	Sipsey Valley**	88.72	1,064.59	+ 10 days @5

SUPPLEMENTS *(continued)*

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
Basketball Coaches <i>(All Schools)</i>	Head (Varsity)	221.86	2,662.27	+ 10 days
	B Team/Asst. (Varsity)	170.17	2,042.06	+ 3 days
	Middle Head	88.72	1,064.59	+ 3 days
	Middle Assistant	73.92	887.04	+ 3 days

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
Baseball Coaches <i>(All Schools)</i>	Head (Varsity)	221.86	2,662.27	+ 5 days
	Assistant Coach (Varsity)	170.17	2,042.06	
	Head (Middle)	88.72	1,064.59	+ 3 days

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
Head Coaches	Track	73.92	887.04	
	Cross Country Track	73.92	887.04	
	Volleyball (Middle)	73.92	887.04	+ 3 days
	Tennis	73.92	887.04	
	Golf	73.92	887.04	
	Volleyball (Sr. High)	170.17	2,042.06	+ 5 days
	Volleyball (Jr. Varsity)	88.72	1,064.59	+ 3 days
	Softball (Middle Head)	88.72	1,064.59	+ 3 days
	Softball (Sr. High Varsity)	221.86	2,662.27	+ 5 days
	Softball (Asst. Varsity)	170.17	2,042.06	
	Soccer (Sr. High)	110.94	1,331.28	
	Soccer (Middle)	73.92	887.04	
	Wrestling (Sr. High)	110.94	1,331.28	
	Wrestling (Middle)	73.92	887.04	

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
Cheerleading Sponsor	Football (Varsity)	73.92	887.04	+ 5 days
	Football (Junior)	73.92	887.04	+ 3 days
	Basketball (Varsity)	73.92	887.04	
	Basketball (Junior)	73.92	887.04	

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
Danceline/ Colorguard Sponsor	High Schools	44.36	532.37	+ 5 days

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
Majorette	High Schools	44.36	532.37

*To receive the full supplement, the athletic team must meet the minimum season requirement as established by the AHSAA (Alabama High School Athletic Association).

**One of the assistant football coaches may be assigned as head middle football coach and receive the supplement so designated under the middle school schedule instead of the assistant football coaching supplement listed above. The allotment remains the same.

SUPPLEMENTS *(continued)*

BROOKWOOD, COLLINS-RIVERSIDE, DAVIS-EMERSON, DUNCANVILLE, ECHOLS, HILLCREST, NORTHSIDE AND SIPSEY VALLEY MIDDLE SCHOOLS

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>
<i>Athletic Director (Middle Schools)</i>	Middle Schools	76.07	912.82

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Head Football Coach (Middle Schools)</i>	Middle Schools	221.86	2,662.27	+ 10 days

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Assistant Football Coach</i>	Middle Schools	71.89	862.70	+ 5 days (CRMS @2; ECHOLS @2; HCMS @2; NMS @2; DEMS @2; SVMS @ 2; DVMS @2)

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Coach</i>	Boys' Basketball	88.72	1,064.59	+ 3 days
	Boys' Basketball (B-Team)	73.92	887.04	+ 3 days
	Girls' Basketball	88.72	1,064.59	+ 3 days
	Girls' Basketball (B Team)	73.92	887.04	+ 3 days
	Girls' Volleyball	73.92	887.04	+ 3 days
	Girls' Volleyball (B Team)	59.12	709.49	
	Girls' Softball	88.72	1,064.59	+ 3 days
	Soccer	73.92	887.04	
	Tennis	73.92	887.04	
	Track	73.92	887.04	
	Cross Country Track	73.92	887.04	
	Golf	52.84	634.13	
	Baseball, Head	88.72	1,064.59	+ 3 days
	Wrestling	73.92	887.04	

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>MONTHLY</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
<i>Cheerleading Sponsor^e</i>	Football	73.92	887.04	+ 3 days
	Basketball	73.92	887.04	
<i>Danceline</i>		44.36	532.37	+ 3 days

SUPPLEMENTS *(continued)*

NOTES

- ◆^a20 days = 40 one-half days; ^b10 days = 20 one-half days; ^c5 days = 10 one-half days; ^d3 days = 6 one-half days.
- ◆^eOne per school on extended contract.
- ◆Extended contracts will be based upon 7-hour work days (excluding lunch) or its equivalent as a minimum.
- ◆All coaches will be paid for EACH sport they coach.
- ◆A coach can receive only one extended contract per year. Extended day contracts are considered to be a twelve (12) month season for salary purposes.
- ◆One coach should not earn two supplements during the same season except within the same sport.
- ◆Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract year.

SPORT SEASONS

FALL PROGRAM

Football
Volleyball

WINTER PROGRAM

Basketball
Wrestling

SPRING PROGRAM

Baseball
Golf
Soccer
Softball
Tennis
Track

SEASONAL

Cheerleading
Danceline
Majorette

SUPPLEMENTS (continued)

BAND DIRECTOR SUPPLEMENTS

<u>SCHOOL</u>	<u>CLASSIFICATION</u>	<u>ANNUALLY</u>	<u>EXTENDED CONTRACT</u>
Tuscaloosa County High	7A	3,548.88	+ 20 days ^a
Holt High	4A	2,704.08	+ 20 days ^a
Hillcrest High	6A	3,379.92	+ 20 days ^a
Brookwood High	6A	3,379.92	+ 20 days ^a
Northside High	4A	2,704.08	+ 20 days ^a
Sipsey Valley High	4A	2,704.08	+ 20 days ^a
Brookwood Middle	Middle	845.16	+ 10 days ^b
Collins-Riverside Middle	Middle	845.16	+ 10 days ^b
Davis-Emerson Middle	Middle	845.16	+ 10 days ^b
Duncanville Middle	Middle	845.16	+ 10 days ^b
Echols Middle	Middle	845.16	+ 10 days ^b
Hillcrest Middle	Middle	845.16	+ 10 days ^b
Northside Middle	Middle	845.16	+ 10 days ^b
Sipsey Valley Middle	Middle	845.16	+ 10 days ^b

NOTES

- ◆^a18 days = 36 one-half days; ^b9 days = 18 one-half days.
- ◆Extended contracts will be based upon 7-hour work days (excluding lunch) or its equivalent as a minimum.
- ◆A Band Director can receive only one extended contract per year.
- ◆Supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract periods.

SUPPLEMENTS (continued)

ACADEMIC ACTIVITY SUPPLEMENTS

HIGH SCHOOLS

ANNUALLY

Scholar Bowl	718.32
Math	718.32
Yearbook Staff	718.32
Debate	1,362.72
Drama*	718.32
Musical Theater*	718.32

MIDDLE SCHOOLS

ANNUALLY

Scholar Bowl	665.16
Math	665.16
Yearbook Staff	665.16
Debate	665.16

ELEMENTARY SCHOOLS

ANNUALLY

Yearbook Staff	360.00
----------------	--------

NOTES

◆^aEach academic activity at each school is allotted one sponsor.

◆*To be eligible for the drama supplement the teacher must:

1. Produce a play each semester, **OR**
2. Compete in drama festivals each semester.

LEAD NURSE

ANNUALLY \$5,000.00

****STUDENT DATA MANAGEMENT SYSTEM (STI)**

MONTHLY \$250.00

ANNUALLY \$3,000.00

** All employees assigned this supplement will receive this amount.

SUPPLEMENTS (continued)

GRASS CUTTING – ATHLETIC AND BAND FIELDS

(SCHOOLS WILL PAY ½ THE COST OF GRASS CUTTING SUPPLEMENTS)

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>ANNUALLY</u>
<i>Grass Cutting</i>	<u>TCHS</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
	Track	550.00
	Practice – Band	550.00
	Practice – Football	550.00
	Practice – Softball	550.00
		<u>8,650.00</u>
	<u>HILLCREST HIGH</u>	
	Football	3,500.00
	Practice – Football	550.00
	Baseball	1,750.00
	Softball	1,200.00
	Practice – Band	550.00
		<u>7,550.00</u>
	<u>BROOKWOOD HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
	Practice – Band	550.00
	Practice – Football	550.00
		<u>7,550.00</u>
	<u>HOLT HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
		<u>6,450.00</u>
	<u>NORTHSIDE HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
	Softball	1,200.00
		<u>7,650.00</u>
	<u>SIPSEY VALLEY HIGH</u>	
	Football	3,500.00
	Baseball	1,750.00
	Softball	1,200.00
		<u>6,450.00</u>

SUPPLEMENTS (continued)

<u>POSITION</u>	<u>SCHOOL/SPORT</u>	<u>ANNUALLY</u>	
<i>Grass Cutting</i>	<u>COLLINS-RIVERSIDE MIDDLE</u>		
		Football	1,800.00
		Baseball	1,000.00
		Softball	700.00
		Practice	<u>550.00</u>
			4,050.00
		<u>DAVIS-EMERSON MIDDLE</u>	
		Practice	550.00
		<u>DUNCANVILLE MIDDLE</u>	
		Baseball	1,000.00
		Softball	700.00
		Practice – Football	<u>550.00</u>
			3,350.00
		<u>ECHOLS MIDDLE</u>	
		Football (stadium)	3,500.00
	Baseball	1,750.00	
	Softball	700.00	
	Practice	<u>550.00</u>	
		6,500.00	
	<u>HILLCREST MIDDLE</u>		
	Softball	700.00	
	Practice - Football	550.00	
	Practice - Softball	<u>550.00</u>	
		1,800.00	
	<u>NORTHSIDE MIDDLE</u>		
	Softball	700.00	
	Practice	<u>550.00</u>	
		1,250.00	
	<u>SIPSEY VALLEY MIDDLE</u>		
	Practice – Baseball/Softball	550.00	
	Practice – Band/Football	550.00	
	Cross County Track	<u>550.00</u>	
		1,650.00	