

ST. CLAIR COUNTY BOARD OF EDUCATION

410 Roy Drive
Ashville, AL 35953

Salary Schedules – FY 2023

Effective 10/1/2022



Mr. Justin Burns, Superintendent
justin.burns@sccboe.org

Mrs. Traci Higgins, Chief School Financial Officer
traci.higgins@sccboe.org

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FY 2022-2023
Classroom Teachers - 9 Months
187 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	43,358	49,859	53,763	57,664	43,358
< 6 Years (3, 4, 5)	47,689	54,842	59,134	63,433	47,689
< 9 Years (6, 7, 8)	49,780	57,245	61,742	66,205	49,780
9	51,283	58,974	63,606	68,205	51,283
10	51,795	59,563	64,242	68,887	51,795
11	52,313	60,159	64,884	69,575	52,313
12	52,837	60,761	65,533	70,271	52,837
13	53,365	61,368	66,189	70,974	53,365
14	53,899	61,982	66,850	71,684	53,899
15	54,438	62,602	67,519	72,401	54,438
16	54,982	63,228	68,194	73,125	54,982
17	55,532	63,860	68,876	73,856	55,532
18	56,087	64,499	69,565	74,594	56,087
19	56,648	65,144	70,261	75,340	56,648
20	57,214	65,795	70,963	76,094	57,214
21	57,787	66,453	71,673	76,855	57,787
22	58,364	67,118	72,389	77,623	58,364
23	58,948	67,789	73,113	78,399	58,948
24	59,538	68,467	73,845	79,183	59,538
25	60,133	69,151	74,583	79,975	60,133
26	60,734	69,843	75,329	80,775	60,734
27	61,342	70,541	76,082	81,583	61,342
28	61,955	71,247	76,843	82,399	61,955
29	62,575	71,959	77,611	83,223	62,575
30	63,200	72,679	78,387	84,056	63,200
31	63,832	73,405	79,171	84,895	63,832
32	64,471	74,140	79,963	85,744	64,471
33	65,115	74,881	80,763	86,602	65,115
34	65,766	75,630	81,570	87,468	65,766
35 +	66,424	76,386	82,386	88,342	66,424

FY 2022-2023
Classroom Teachers - 10 Months
202 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0, 1, 2)	46,836	53,858	58,076	62,289	46,836
< 6 Years (3, 4, 5)	51,514	59,241	63,877	68,521	51,514
< 9 Years (6, 7, 8)	53,773	61,837	66,695	71,516	53,773
9	55,397	63,705	68,708	73,676	55,397
10	55,950	64,341	69,395	74,413	55,950
11	56,509	64,985	70,089	75,156	56,509
12	57,075	65,635	70,790	75,908	57,075
13	57,646	66,291	71,498	76,667	57,646
14	58,222	66,954	72,212	77,434	58,222
15	58,805	67,624	72,935	78,209	58,805
16	59,392	68,300	73,664	78,991	59,392
17	59,986	68,982	74,401	79,780	59,986
18	60,586	69,673	75,145	80,577	60,586
19	61,192	70,369	75,897	81,383	61,192
20	61,803	71,073	76,655	82,198	61,803
21	62,422	71,783	77,422	83,020	62,422
22	63,046	72,502	78,196	83,849	63,046
23	63,676	73,227	78,978	84,688	63,676
24	64,314	73,959	79,768	85,535	64,314
25	64,957	74,698	80,566	86,390	64,957
26	65,606	75,445	81,371	87,254	65,606
27	66,262	76,199	82,185	88,127	66,262
28	66,925	76,962	83,007	89,009	66,925
29	67,594	77,731	83,836	89,899	67,594
30	68,270	78,509	84,675	90,798	68,270
31	68,952	79,293	85,522	91,705	68,952
32	69,642	80,087	86,377	92,622	69,642
33	70,338	80,887	87,241	93,549	70,338
34	71,041	81,697	88,113	94,484	71,041
35 +	71,752	82,513	88,995	95,428	71,752

FY 2022-2023
Classroom Teachers - 12 Months
240 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	55,647	63,990	69,001	74,007	55,647
< 6 Years (3, 4, 5)	61,205	70,385	75,894	81,411	61,205
< 9 Years (6, 7, 8)	63,889	73,470	79,241	84,969	63,889
9	65,818	75,689	81,633	87,536	65,818
10	66,475	76,444	82,450	88,411	66,475
11	67,140	77,209	83,274	89,294	67,140
12	67,812	77,982	84,107	90,187	67,812
13	68,490	78,761	84,948	91,090	68,490
14	69,175	79,549	85,797	92,001	69,175
15	69,867	80,345	86,655	92,921	69,867
16	70,565	81,148	87,522	93,850	70,565
17	71,271	81,959	88,397	94,788	71,271
18	71,983	82,779	89,281	95,736	71,983
19	72,703	83,607	90,175	96,693	72,703
20	73,430	84,443	91,076	97,661	73,430
21	74,165	85,287	91,987	98,637	74,165
22	74,906	86,141	92,906	99,623	74,906
23	75,655	87,002	93,835	100,619	75,655
24	76,412	87,872	94,774	101,625	76,412
25	77,176	88,750	95,721	102,642	77,176
26	77,947	89,638	96,679	103,668	77,947
27	78,728	90,534	97,645	104,705	78,728
28	79,514	91,440	98,622	105,753	79,514
29	80,310	92,354	99,608	106,810	80,310
30	81,112	93,278	100,604	107,879	81,112
31	81,923	94,210	101,610	108,956	81,923
32	82,744	95,153	102,626	110,046	82,744
33	83,570	96,104	103,653	111,147	83,570
34	84,406	97,065	104,689	112,258	84,406
35 +	85,250	98,036	105,736	113,380	85,250

FY 2022-2023
Classroom Teachers - 9 Months
TEAMS
189 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
0	48,558	55,059	58,963	62,864	48,558
1	51,981	59,778	64,456	69,138	51,981
2	54,758	62,969	67,916	72,826	54,758
3	56,360	64,813	69,904	74,958	56,360
4	58,005	66,705	71,944	77,146	58,005
5	59,693	68,646	74,038	79,392	59,693
6	61,426	70,638	76,188	81,696	61,426
7	63,204	72,685	78,393	84,061	63,204
8	64,468	74,136	79,961	85,743	64,468
9	65,757	75,620	81,560	87,458	65,757
10	66,743	76,755	82,783	88,769	66,743
11	67,745	77,906	84,025	90,100	67,745
< 15 Years (12, 13, 14)	68,761	79,075	85,285	91,452	68,761
< 18 Years (15, 16, 17)	69,796	80,266	86,570	92,830	69,796
< 21 Years (18, 19, 20)	70,853	81,481	87,881	94,235	70,853
< 24 Years (21, 22, 23)	71,931	82,722	89,217	95,669	71,931
< 27 Years (24, 25, 26)	73,030	83,984	90,581	97,131	73,030
27 +	74,151	85,275	91,971	98,622	74,151

FY 2022-2023
Assistant Superintendent
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0, 1, 2)	92,712	97,720	102,730
< 6 Years (3, 4, 5)	99,111	104,617	110,130
< 9 Years (6, 7, 8)	102,191	107,963	113,693
< 12 Years (9, 10, 11)	103,177	109,008	114,834
< 15 Years (12, 13, 14)	104,527	110,463	116,399
< 18 Years (15, 16, 17)	106,260	112,328	118,393
< 21 Years (18, 19, 20)	107,257	113,406	119,554
< 24 Years (21, 22, 23)	108,264	114,488	120,715
< 27 Years (24, 25, 26)	109,089	115,314	121,540
27 +	109,914	116,139	122,364

FY 2022-2023
Coordinator / Assistant Coordinator
240 Day Contract - Public School Experience

Years of Experience	Coordinator			Assistant Coordinator
	MS	6Y	DO	
< 3 Years (0, 1, 2)	79,473	84,482	89,491	63,000
< 6 Years (3, 4, 5)	85,872	91,379	96,892	68,607
< 9 Years (6, 7, 8)	88,952	94,724	100,454	71,310
< 12 Years (9, 10, 11)	89,939	95,769	101,594	72,786
< 15 Years (12, 13, 14)	91,288	97,223	103,160	74,293
< 18 Years (15, 16, 17)	93,022	99,089	105,154	75,831
< 21 Years (18, 19, 20)	94,019	100,168	106,315	77,096
< 24 Years (21, 22, 23)	95,026	101,249	107,476	78,376
< 27 Years (24, 25, 26)	95,850	102,076	108,301	79,677
27 +	96,676	102,900	109,125	81,000

FY 2022-2023
Elementary School Principal - 12 Months
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0, 1, 2)	71,855	76,864	81,872
< 6 Years (3, 4, 5)	78,253	83,758	89,270
< 9 Years (6, 7, 8)	81,333	87,104	92,832
< 12 Years (9, 10, 11)	82,318	88,150	93,974
< 15 Years (12, 13, 14)	83,670	89,604	95,540
< 18 Years (15, 16, 17)	85,403	91,468	97,533
< 21 Years (18, 19, 20)	86,400	92,547	98,697
< 24 Years (21, 22, 23)	87,405	93,630	99,856
< 27 Years (24, 25, 26)	88,229	94,456	100,680
27 +	89,055	95,281	101,506

Ashville Elementary
Odenville Elementary

Margaret Elementary
Odenville Intermediate

Moody Elementary
Springville Elementary

Moody Middle
Steele Jr High

Principal ADM: ***

399 students or less	\$1,000.00
400 - 599 students	\$2,000.00
600 - 799 students	\$3,000.00
800 + students	\$4,000.00

***Enrollment based on previous year 20 day after Labor Day enrollment

Administrative Assistant Principal based on 9 month teacher (187 day contract) plus ADM

FY 2022-2023
Middle School Principal - 12 Months
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0,1,2)	75,664	80,673	85,682
< 6 Years (3, 4, 5)	82,063	87,569	93,081
< 9 Years (6, 7, 8)	85,143	90,914	96,643
< 12 Years (9, 10, 11)	86,129	91,960	97,784
< 15 Years (12, 13, 14)	87,479	93,414	99,350
< 18 Years (15, 16, 17)	89,213	95,279	101,344
< 21 Years (18, 19, 20)	90,210	96,358	102,506
< 24 Years (21, 22, 23)	91,216	97,440	103,666
< 27 Years (24, 25, 26)	92,040	98,266	104,491
27 +	92,866	99,091	105,316

Ashville Middle

Moody Jr High

Odenville Middle

Springville Middle

Principal ADM: ***

399 students or less	\$1,000.00
400 - 599 students	\$2,000.00
600 - 799 students	\$3,000.00
800 + students	\$4,000.00

***Enrollment based on previous year 20 day after Labor Day enrollment

Administrative Assistant Principal based on 9 month teacher (187 day contract) plus ADM

FY 2022-2023
High School Principal - 12 Months
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0, 1, 2)	79,473	84,482	89,491
< 6 Years (3, 4, 5)	85,872	91,379	96,892
< 9 Years (6, 7, 8)	88,952	94,724	100,454
< 12 Years (9, 10, 11)	89,939	95,769	101,594
< 15 Years (12, 13, 14)	91,288	97,223	103,160
< 18 Years (15, 16, 17)	93,022	99,089	105,154
< 21 Years (18, 19, 20)	94,019	100,168	106,315
< 24 Years (21, 22, 23)	95,026	101,249	107,476
< 27 Years (24, 25, 26)	95,850	102,076	108,301
27 +	96,676	102,900	109,125

Ashville High
Springville High

Eden Career Tech
St Clair Co High

Moody High
Virtual Prep Academy

Ragland High

Principal ADM: ***

399 students or less	\$1,000.00
400 - 599 students	\$2,000.00
600 - 799 students	\$3,000.00
800 + students	\$4,000.00

***Enrollment based on previous year 20 day after Labor Day enrollment

Administrative Assistant Principal based on 9 month teacher (187 day contract) plus ADM

FY 2022-2023
Elementary School Assistant Principal - 12 Months
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0, 1, 2)	63,000	67,392	71,783
< 6 Years (3, 4, 5)	68,607	73,434	78,266
< 9 Years (6, 7, 8)	71,310	76,369	81,392
< 12 Years (9, 10, 11)	72,786	77,942	83,092
< 15 Years (12, 13, 14)	74,293	79,561	84,832
< 18 Years (15, 16, 17)	75,831	81,217	86,603
< 21 Years (18, 19, 20)	77,096	82,582	88,069
< 24 Years (21, 22, 23)	78,376	83,958	89,540
< 27 Years (24, 25, 26)	79,677	85,300	90,921
27 +	81,000	86,663	92,325

Ashville Elementary
Odenville Elementary

Margaret Elementary
Odenville Intermediate

Moody Elementary
Springville Elementary

Moody Middle
Steele Jr High

FY 2022-2023
Middle School Assistant Principal - 12 Months
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0,1,2)	66,000	70,558	75,118
< 6 Years (3, 4, 5)	71,874	76,890	81,909
< 9 Years (6, 7, 8)	74,706	79,965	85,184
< 12 Years (9, 10, 11)	75,946	81,282	86,614
< 15 Years (12, 13, 14)	77,313	82,753	88,196
< 18 Years (15, 16, 17)	78,627	84,169	89,710
< 21 Years (18, 19, 20)	79,948	85,594	91,243
< 24 Years (21, 22, 23)	81,279	87,025	92,771
< 27 Years (24, 25, 26)	82,629	88,417	94,203
27 +	84,000	89,829	95,658

Ashville Middle

Moody Jr High

Odenville Middle

Springville Middle

FY 2022-2023
High School Assistant Principal - 12 Months
240 Day Contract - Public School Experience

Years of Experience	MS	6Y	DO
< 3 Years (0,1,2)	69,000	73,724	78,447
< 6 Years (3, 4, 5)	73,830	78,939	84,052
< 9 Years (6, 7, 8)	76,739	82,098	87,417
< 12 Years (9, 10, 11)	78,343	83,805	89,262
< 15 Years (12, 13, 14)	79,975	85,559	91,146
< 18 Years (15, 16, 17)	81,463	87,161	92,860
< 21 Years (18, 19, 20)	82,807	88,610	94,417
< 24 Years (21, 22, 23)	84,182	90,089	95,994
< 27 Years (24, 25, 26)	85,579	91,530	97,477
27 +	87,000	92,994	98,987

Ashville High
Ruben Yancy Alt

Eden Career Tech Center
Springville High

Moody High
St Clair Co High

Ragland High
Virtual Prep Academy

FY 2022-2023
Band Director - 10 Months
202 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0, 1, 2)	52,126	59,149	63,365	67,580	52,126
< 6 Years (3, 4, 5)	56,804	64,531	69,168	73,808	56,804
< 9 Years (6, 7, 8)	59,063	67,128	71,984	76,805	59,063
< 12 Years (9, 10, 11)	60,138	68,364	73,318	78,236	60,138
< 15 Years (12, 13, 14)	61,234	69,626	74,678	79,696	61,234
< 18 Years (15, 16, 17)	62,354	70,911	76,066	81,184	62,354
< 21 Years (18, 19, 20)	63,495	72,224	77,483	82,702	63,495
< 24 Years (21, 22, 23)	64,659	73,564	78,927	84,250	64,659
< 27 Years (24, 25, 26)	65,847	74,928	80,399	85,829	65,847
27 +	67,058	76,322	81,900	87,441	67,058

FY 2022-2023
Board Certified Behavioral Analyst
187 Day Contract / 9 Month
192 Day Contract / 9 Month

Years of Experience	187 Day Salary	192 Day Salary
< 3 Years (0, 1, 2)	51,810	53,195
< 6 Years (3, 4, 5)	56,989	58,512
< 9 Years (6, 7, 8)	59,494	61,084
< 12 Years (9, 10, 11)	60,661	62,282
< 15 Years (12, 13, 14)	61,869	63,522
< 18 Years (15, 16, 17)	63,113	64,800
< 21 Years (18, 19, 20)	64,359	66,081
< 24 Years (21, 22, 23)	65,629	67,384
< 27 Years (24, 25, 26)	66,891	68,680
27 +	68,180	70,003

Must have certification in BCBA

FY 2022-2023
Program Specialist - 12 Months
240 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	55,646	63,989	68,999	74,006	55,646
< 6 Years (3, 4, 5)	61,204	70,385	75,893	81,408	61,204
< 9 Years (6, 7, 8)	63,887	73,469	79,241	84,969	63,887
< 12 Years (9, 10, 11)	65,165	74,940	80,825	86,668	65,165
< 15 Years (12, 13, 14)	66,468	76,438	82,441	88,402	66,468
< 18 Years (15, 16, 17)	67,798	77,966	84,090	90,171	67,798
< 21 Years (18, 19, 20)	69,154	79,525	85,773	91,974	69,154
< 24 Years (21, 22, 23)	70,537	81,117	87,488	93,814	70,537
< 27 Years (24, 25, 26)	71,947	82,738	89,237	95,689	71,947
27 +	73,387	84,394	91,022	97,604	73,387

FY 2022-2023
School Psychometrist
187 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0, 1, 2)	43,358	49,859	53,763	57,664	43,358
< 6 Years (3, 4, 5)	47,689	54,842	59,134	63,430	47,689
< 9 Years (6, 7, 8)	49,780	57,245	61,742	66,205	49,780
< 12 Years (9, 10, 11)	50,775	58,390	62,976	67,529	50,775
< 15 Years (12, 13, 14)	51,790	59,558	64,236	68,880	51,790
< 18 Years (15, 16, 17)	52,826	60,748	65,520	70,258	52,826
< 21 Years (18, 19, 20)	53,882	61,963	66,831	71,663	53,882
< 24 Years (21, 22, 23)	54,960	63,204	68,168	73,096	54,960
< 27 Years (24, 25, 26)	56,059	64,466	69,531	74,559	56,059
27 +	57,180	65,757	70,922	76,050	57,180

FY 2022-2023
Academic Supplements* - Certified/Exempt Employees Only

Beta Club / SGA / FTA / National Academic	\$800
Culinary Team	\$800
Debate Team .	\$800
Drama Team	\$800
Key Club	\$800
Math Team	\$800
Musical Groups (choir, jazz band, musical instruments, etc.)	\$800
Scholar's Bowl	\$800
Yearbook	\$800

* Academic supplements paid in May after principal submits completion verification on May 1st each year and contingent upon available funding.

DOCUMENTATION IS REQUIRED IN ORDER TO RECEIVE SUPPLEMENT. MUST BE GIVEN TO PRINCIPAL

Local School Technology Contact**	Not to exceed \$1,200
Nurse supplement @ JPECTC**	\$3,000
Transport Nurse**	\$10,000
Ed STREAM Curriculum Manager**	\$5,000

**Based on funding - divided into 12 monthly payments

FY 2022-2023 Coaching Supplements

School Athletic Director	(1A) 2,550	(2A) 2,750	(3A) 2,950
	(4A) 3,150	(5A) 3,350	(6A) 3,550
	Jr High and Middle School 1,100		

VARISTY COACHING EXPERIENCE

	<u>0 - 8 years</u>	<u>9 - 16 years</u>	<u>17+ years</u>
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Football	Head Football (inc 15 days)	10,500	11,000	11,500
<i>Assistants earned:</i>	Assistant Varsity	3,250	3,750	4,250
(1A) 2	Offensive Coord Varsity	3,850	4,350	4,850
(2A) 2	Defensive Coord Varsity	3,850	4,350	4,850
(3A) 3	Head Middle School	2,150	2,400	2,650
(4A) 4	Assistant Middle School	1,650	1,900	2,100
(5A) 5	Head Junior Varsity		2,150 (no step increase)	
(6A) 6	Assistant Junior Varsity		1,650 (no step increase)	
(7A) 6	Head 9th Grade		2,150 (no step increase)	
	Assistant 9th Grade		1,450 (no step increase)	
Basketball	Head Basketball	4,300	4,800	5,300
Boys and Girls	Assistant Varsity	1,750	2,250	2,750
	Head Middle School	1,800	2,050	2,300
	Head Junior Varsity		2,900 (no step increase)	
	Head 9th Grade		1,100 (no step increase)	
Baseball	Head Baseball	4,300	4,800	5,300
	Assistant Varsity	1,750	2,250	2,750
	Head Middle School	1,650	1,900	2,100
	Assistant Middle School	1,100	1,350	1,600
	Head Junior Varsity		2,000 (no step increase)	
	Assistant Junior Varsity		1,500 (no step increase)	
Softball	Head Softball	4,300	4,800	5,300
	Assistant Varsity	1,750	2,250	2,750
	Head Middle School	1,650	1,900	2,100
	Assistant Middle Sch	1,100	1,350	1,600
	Head Junior Varsity		2,000 (no step increase)	
	Assistant JV		1,500 (no step increase)	
Soccer	Head Soccer	3,250	3,750	4,250
Boys and Girls	Assistant Varsity	1,750	2,250	2,750
	Head Junior Varsity		1,650 (no step increase)	
	Assistant Junior Varsity		1,100 (no step increase)	
Volleyball	Head Volleyball	3,250	3,750	4,250
	Assistant Varsity	1,750	2,250	2,750
	Head Middle School	1,450	1,700	2,050
	Head Junior Varsity		1,650 (no step increase)	

FY 2022-2023 Coaching Supplements

		VARISTY COACHING EXPERIENCE		
		<u>0 - 8 years</u>	<u>9 - 16 years</u>	<u>17+ years</u>
Wrestling	Head Wrestling	3,250	3,750	4,250
	Assistant Varsity	1,750	2,250	2,750
	Head Middle School	1,450	1,700	2,050
	Head Junior Varsity	1,650 (no step increase)		
Cheerleading	Head (Summer/Fall)	1,650	1,900	2,150
	Head (Winter/Spring)	1,650	1,900	2,150
	MS (Summer/Fall)	1,100	1,350	1,600
	MS (Winter/Spring)	1,100	1,350	1,600
	Junior Varsity (Summer/Fall)	1,250 (no step increase)		
	Junior Varsity (Winter/Spring)	1,250 (no step increase)		
Bowling Boys and Girls	Head Boys	1,100	1,600	2,100
	Head Girls	1,100	1,600	2,100
Flag Football	Head Coach	1,100	1,600	2,100
Archery	Head Varsity	1,450 (no step increase)		
	Head Middle School	1,250 (no step increase)		
Band	Varsity Auxiliary	1,500 (no step increase)		
	Junior Varsity Auxiliary	1,100 (no step increase)		
Cross Country	Head Coach	1,450 (no step increase)		
E-Sports	Head Coach	1,100 (no step increase)		
Fishing	Head Varsity	1,450 (no step increase)		
	Head Middle School	1,100 (no step increase)		
Golf	Head Varsity	1,450 (no step increase)		
	Head Middle School	1,100 (no step increase)		
Indoor Track	Head Coach	1,100 (no step increase)		
Outdoor Track	Head Varsity	1,450 (no step increase)		
	Head Middle School	1,100 (no step increase)		
Swimming	Head Coach	1,100 (no step increase)		
Tennis	Head Varsity	1,450 (no step increase)		
	Head Middle School	1,100 (no step increase)		
Weight Lifting	Head Coach	1,450 (no step increase)		

FY 2022-2023
Teacher Aide / Office Aide / Bus Aide Salary Schedule

Experience	* Instr. Aide * Office Aide 8 Hours/day 9 Month / 182 days	*Teacher Aide & Bus Aide 9 Month / 182 days Hired on/after July 1, 2011	*Spec Ed Aide 8/hours/day 9 Month/184 days	*Pre K Instr. Aide 8 hours/day 9 Month / 187 days	** Bus Aide Paid hourly
0	22,297	24,086	24,351	22,910	15.83
1	22,357	24,150	24,415	22,970	15.94
2	22,418	24,216	24,482	23,033	16.05
3	22,618	24,434	24,703	23,240	16.16
4	22,824	24,654	24,925	23,450	16.29
5	23,028	24,876	25,149	23,660	16.39
6	23,235	25,099	25,375	23,874	16.50
7	23,444	25,324	25,602	24,087	16.62
8	23,656	25,553	25,834	24,305	16.74
9	23,868	25,783	26,066	24,523	16.86
10	24,098	26,029	26,315	24,760	16.97

* Add \$2,400 for multi-need unit with BCBA Training

* Add \$2,400 for bilingual, if a requirement of job

** Add \$2,400 for special needs out-of-district bus route

* May be eligible for one of the following, if applicable:

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for Bachelor Degree from an accredited institution

FY 2022-2023
School Secretary / Bookkeeper Salary Schedule

Experience	12 Months / 240 Days Annual Salary *	10 Months /202 Days Annual Salary *
0	36,749	30,930
1	37,008	31,148
2	37,267	31,367
3	37,526	31,585
4	37,786	31,803
5	38,045	32,021
6	38,304	32,239
7	38,563	32,457
8	38,822	32,676
9	39,084	32,896
10	39,346	33,116

* May be eligible for one of the following, if applicable:

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

For AASBO Certifications earned before July 1, 2019: 1 Certificate is included in the salary schedule.

Add \$1,000 for each additional certificate earned prior to July 1, 2019, for a maximum of \$2,000.

Employees in the process of earning a certificate, but not completed by July 1, 2019, may be grandfathered in if approved by superintendent.

Supplement for ADM ***:

400 - 599 students	\$750
600 - 799 students	\$1,500
800 + students	\$2,250

EdSTREAM Supplement***

49 students or less	\$500
50 + students	\$1,000

High School Athletics	\$1,000
Middle / Jr. High Athletics	\$500

***Enrollment based on previous year 20 day after Labor Day enrollment

FY 2022-2023
Bus Driver Salary Schedule

Experience	Bus Driver 182 day / 9 month	Bus Driver Day Program 210 day / 10 month	Bus Driver 240 day / 12 month	Part-Time Position Vocational - Hired prior to July 1, 2011	Part-Time Position Vocational - Hired after July 1, 2011	Part-time Position for Mid- Day Route Paid per route
0	17,282	19,941	22,789	8,140	8,142	44.73
1	17,442	20,125	23,000	8,295	8,222	45.18
2	17,604	20,312	23,214	8,456	8,302	45.61
3	17,767	20,500	23,429	8,617	8,383	46.06
4	17,930	20,688	23,644	8,783	8,466	46.52
5	18,096	20,880	23,863	8,952	8,549	46.97
6	18,265	21,075	24,086	9,124	8,633	47.42
7	18,434	21,270	24,309	9,299	8,716	47.89
8	18,604	21,466	24,533	9,479	8,803	48.36
9	18,777	21,666	24,761	9,661	8,889	48.84
10	18,967	21,885	25,011	9,865	8,985	49.36

FY 2022-2023
Supervisor / Director / Assistant Director
240 Day contract / 12 Month

Experience	Supervisor / Director Annual Salary	Assistant Director
0	77,555	58,166
1	77,802	58,352
2	78,053	58,540
3	78,302	58,727
4	78,553	58,915
5	78,804	59,103
6	79,057	59,292
7	79,307	59,481
8	79,564	59,673
9	79,819	59,864
10	80,062	60,046

May be eligible for one of the following, if applicable:

Add \$2,000 for Associate Degree from accredited university

Add \$3,000 for Bachelor Degree from accredited university

Add \$4,000 for Master Degree from accredited university

Add \$5,000 for Education Specialist Degree from accredited university

Add \$6,000 for Doctoral Degree from accredited university

For AASBO Certifications earned before July 1, 2019: 1 Certificate is included in the salary schedule.

Add \$1,000 for each additional certificate earned prior to July 1, 2019, for a maximum of \$2,000.

Employees in the process of earning a certificate, but not completed by July 1, 2019, may be grandfathered in if approved by superintendent.

**FY 2022-2023
Central Office Support
12 Month - 240 Days**

Experience	** Receptionist / Administrative Assistant	** Instructional Aide	* ** Bookkeeper / Administrative Assistant	* ** Payroll Manager	Local School Accounting (no degree)	Local School Accounting (4-yr degree)
0	34,915	31,381	46,077	51,965	54,590	60,320
1	34,998	31,465	46,354	52,241	55,245	62,088
2	35,085	31,552	46,627	52,514	55,908	63,856
3	35,366	31,834	46,904	52,792	56,579	65,624
4	35,654	32,123	47,185	53,072	57,258	67,392
5	35,943	32,411	47,464	53,351	57,945	69,160
6	36,235	32,702	47,747	53,634	58,640	70,928
7	36,527	32,996	48,032	53,919	59,344	72,696
8	36,826	33,294	48,315	54,202	60,056	74,464
9	37,126	33,592	48,605	54,492	60,777	76,232
10	37,449	33,916	48,888	54,775	61,506	78,000

** May be eligible for one of the following, if applicable:

Add \$2,000 for Associate Degree from an accredited institution

Add \$3,000 for Bachelor Degree from an accredited institution

* For AASBO Certifications earned before July 1, 2019: 1 Certificate is included in the salary schedule.

Add \$1,000 for each additional certificate earned prior to July 1, 2019, for a maximum of \$2,000.

Employees in the process of earning a certificate, but not completed by July 1, 2019, may be grandfathered in if approved by superintendent.

Board Minute Recorder \$2,856

**FY 2022-2023
Lunchroom Managers
187 Day Contract / 9 Month**

Experience	I	II	III
0	32,016	30,902	27,059
1	32,249	31,012	27,266
2	32,131	31,128	27,475
3	32,722	31,585	27,687
4	32,962	31,815	27,901
5	33,203	32,047	28,115
6	33,446	32,282	28,332
7	33,689	32,518	28,550
8	33,935	32,755	28,770
9	34,183	32,996	28,991
10	34,431	33,234	29,221

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT*****

I - Schools with over 1350 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

II - Schools with 900-1349 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

III - Schools with < 900 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

May be eligible for one of the following, if applicable:

Add \$2,000 for Associate Degree from an accredited institution

Add \$3,000 for Bachelor Degree from an accredited institution

May be eligible for one of the following, if applicable:

CHILD NUTRITION SUPPLEMENTS	
Level 1 Certification	\$500
Level 2 Certification	\$750
Level 3 Certification	\$1,000
Level 4 Certification	\$1,500

- Based on School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginning of the school year
- The supplements, as outlined in the salary schedule, may be terminated or modified at any time by the Board of Education with or without cause.

FY 2022-2023
Lunchroom Assistant Managers
187 days / 9 Month

Experience	I	II	III
0	25,981	25,076	23,080
1	26,197	25,273	23,282
2	26,388	25,468	23,485
3	26,589	25,662	23,688
4	26,792	25,862	23,894
5	27,000	26,061	24,102
6	27,205	26,593	24,313
7	27,416	26,462	24,523
8	27,628	26,667	24,734
9	27,839	26,870	24,952
10	28,057	27,082	25,161

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT*****

I - Schools with over 1350 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

II - Schools with 900-1349 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

III - Schools with < 900 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

May be eligible for one of the following, if applicable:

CHILD NUTRITION SUPPLEMENTS	
Level 1 Certification	\$500
Level 2 Certification	\$750
Level 3 Certification	\$1,000
Level 4 Certification	\$1,500

- Based on School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginning of the school year
- The supplements, as outlined in the salary schedule, may be terminated or modified at any time by the Board of Education with or without cause.

**FY 2022-2023
Lunchroom Workers
185 Day Contract / 9 Month**

Experience	8 Hour	7.5 Hour	7 Hour	6 Hour	4 Hour
0	20,526	19,244	17,963	15,396	10,264
1	20,705	19,413	18,117	15,529	10,353
2	20,882	19,579	18,274	15,662	10,443
3	21,063	19,746	18,430	15,797	10,532
4	21,243	19,915	18,587	15,933	10,622
5	21,425	20,086	18,747	16,068	10,713
6	21,609	20,258	18,909	16,206	10,807
7	21,793	20,432	19,069	16,345	10,898
8	21,981	20,608	19,235	16,487	10,991
9	22,172	20,785	19,400	16,630	11,085
10	22,359	20,962	19,566	16,770	11,180

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT*****

May be eligible for one of the following, if applicable:

CHILD NUTRITION SUPPLEMENTS

Level 1 Certification	\$500
Level 2 Certification	\$750
Level 3 Certification	\$1,000
Level 4 Certification	\$1,500

- Based on School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginning
- The supplements, as outlined in the salary schedule, may be terminated or modified at any time by the Board of Education with or

FY 2022-2023
School Custodian Salary Schedule

Experience	9 Month/182 Days 8 Hours per day	10 Month/202 Days 8 Hours per day	12 Month/240 Days 8 Hours per day
0	22,131	24,563	29,184
1	22,300	24,750	29,406
2	22,469	24,938	29,629
3	22,640	25,128	29,855
4	22,816	25,323	30,087
5	22,990	25,516	30,316
6	23,165	25,711	30,548
7	23,344	25,909	30,783
8	23,523	26,108	31,019
9	23,702	26,307	31,256
10	23,889	26,514	31,502

**FY 2022-2023
Homeless Liaison /
Parental Involvement Liaison
202 Day Contract / 10 Month**

Experience	Full Time Salary	Half Time Salary
0	49,920	24,960
1	49,920	24,960
2	52,000	26,000
3	52,000	26,000
4	54,080	27,040
5	54,080	27,040
6	56,160	28,080
7	56,160	28,080
8	58,240	29,120
9	58,240	29,120
10	60,320	30,160

**FY 2022-2023
Job Coach
202 Days - 10 Month**

Experience	Annual Salary
0	28,888
1	29,050
2	29,217
3	29,383
4	29,551
5	29,720
6	29,890
7	30,059
8	30,230
9	30,402
10	30,568

**FY 2022-2023
Maintenance Department
240 Day Contract / 12 Month**

Experience	Worker Annual Salary ***
0	38,088
1	38,812
2	39,549
3	40,301
4	41,066
5	41,845
6	42,641
7	43,450
8	44,276
9	45,117
10	45,857

*** \$5,000.00 Supplement Upon Verification of Appropriate Certifications:
HVAC, Refrigeration

*** \$7,000.00 Supplement Upon Verification of Appropriate Certifications:
Plumbing, Electrician

*** Supplement is contingent upon prior approval from the Superintendent for any certifications acquired after initial hire.

FY 2022-2023
Mental Health Liaison - 10 Months
202 Day Contract - Public School Experience

Year of Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	43,358	49,859	53,763	57,664	43,358
< 6 Years (3, 4, 5)	47,689	54,842	59,134	63,430	47,689
< 9 Years (6, 7, 8)	49,780	57,245	61,742	66,205	49,780
< 12 Years (9, 10, 11)	50,775	58,390	62,976	67,529	50,775
< 15 Years (12, 13, 14)	51,790	59,558	64,236	68,880	51,790
< 18 Years (15, 16, 17)	52,826	60,748	65,520	70,258	52,826
< 21 Years (18, 19, 20)	53,882	61,963	66,831	71,663	53,882
< 24 Years (21, 22, 23)	54,960	63,204	68,168	73,096	54,960
< 27 Years (24, 25, 26)	56,059	64,466	69,531	74,559	56,059
27 +	57,180	65,757	70,922	76,050	57,180

FY 2022-2023
School Nurse Salary Schedule
LPN - 187 Day Contract / 9 Month
Transportation Nurse - 187 Day Contract /9 Month

Experience	LPN	Transportation Nurse
0	26,058	26,058
1	26,449	26,449
2	26,846	26,846
3	27,249	27,249
4	27,658	27,658
5	28,073	28,073
6	28,493	28,493
7	28,921	28,921
8	29,355	29,355
9	29,796	29,796
10	30,205	30,205

Bus nurse \$30 per route

**FY 2022-2023
School Nurse Salary Schedule**

Years of Experience	*	**	**	Student Health Services Supervisor - 240 Days
	RN - 187 Days 9 Month	RN/MS - 187 Days 9 Month	RN - 202 Days 10 month	
< 3 Years (0, 1, 2)	43,358	49,864	46,835	64,951
< 6 Years (3, 4, 5)	47,690	54,842	51,513	71,442
< 9 Years (6, 7, 8)	49,780	57,245	53,772	74,573
< 12 Years (9, 10, 11)	50,445	58,012	54,492	75,573
< 15 Years (12, 13, 14)	51,361	59,065	55,482	76,942
< 18 Years (15, 16, 17)	52,534	60,416	56,748	78,699
< 21 Years (18, 19, 20)	53,212	61,193	57,480	79,714
< 24 Years (21, 22, 23)	53,892	61,977	58,215	80,736
< 27 Years (24, 25, 26)	54,532	62,618	58,907	81,571
27 +	55,175	63,260	59,601	82,411

* RN supplement for overseeing careplans of LPN's (reviewed yearly)

Not to exceed \$3,000

** Supplement for certification from National Board for Certificaton of School Nurses

\$2,500

** Supplement is contingent upon prior approval from Superintendent for certification acquired after hire date

Bus nurse \$30 per route

FY 2022-2023
Substitute Salary Schedule

Substitute Special Needs Bus Aide / 4-hrs	\$60.00 per day
Sub Bus Aide Out-of-District	\$75.00 per day
Substitute Bus Driver / 4-hrs	\$65.00 per day
Sub Bus Driver Out-of-District	\$90.00 per day
Substitute Vocational Bus Driver	\$32.50 per day
Substitute Mid-Day Route Bus Driver	\$32.50 per day
Substitute School Nurse	\$115.00 per day

Field trip/extracurricular activity bus driver <i>If trip is over 8 hours, the driver must be paid a minimum of \$7.25 (minimum wage) per hour for all hours over 8</i>	\$45.00 for < 4 hours (Monday - Friday)
	\$65.00 for 4 hours and above (Monday - Friday)
	\$100.00/day for weekend trips (Saturday-Sunday)
	\$50.00/day for weekend trips < 4 hours (Sat.-Sun.)

**FY 2022-2023
Technology Department
240 Day Contract / 12 Month**

	* ***	* ***	* ***	* **	* ** ****
Experience	Help Desk	Desktop Administrator	Logistics/ Project Manager	Network/Server Admin/Systems Analyst	Lead Technology Officer
0	36,658	38,457	41,522	65,817	81,227
1	37,572	39,331	42,685	66,383	81,480
2	38,512	40,221	43,880	66,951	81,736
3	39,476	41,137	45,113	67,523	81,989
4	40,465	42,071	46,380	68,103	82,246
5	41,481	43,029	47,686	68,689	82,501
6	42,526	44,012	49,030	69,278	82,759
7	43,596	45,016	50,416	69,870	83,015
8	44,696	46,046	51,840	70,471	83,277
9	45,822	47,100	53,307	71,075	83,537
10	46,772	48,176	54,822	71,697	83,786

* May be eligible for one of the following, if applicable:

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for Bachelor Degree from an accredited institution

** Exempt Employee

*** Add \$3,500 Supplement upon Verification of appropriate Certification - Apple Computers

*** Supplement is contingent upon prior approval from Superintendent for certification acquired after hire date

****Add \$1,000 for Alabama Educational Technology Association Certification

FY 2022-2023
Technology Integration Specialist - 12 Months
240 Day Contract - Public School Experience

Years of Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	57,726	66,069	71,079	76,086	57,726
< 6 Years (3, 4, 5)	63,284	72,465	77,973	83,488	63,284
< 9 Years (6, 7, 8)	65,967	75,549	81,321	87,049	65,967
< 12 Years (9, 10, 11)	67,245	77,020	82,905	88,748	67,245
< 15 Years (12, 13, 14)	68,548	78,518	84,521	90,482	68,548
< 18 Years (15, 16, 17)	69,878	80,046	86,170	92,251	69,878
< 21 Years (18, 19, 20)	71,234	81,605	87,853	94,054	71,234
< 24 Years (21, 22, 23)	72,617	83,197	89,568	95,894	72,617
< 27 Years (24, 25, 26)	74,027	84,818	91,317	97,769	74,027
27 +	75,467	86,474	93,102	99,684	75,467

FY 2022-2023

**Occupational Therapist (Registered) Salary Schedule
192 Day Contract / 9 Month - Public School Experience
202 Day Contract / 10 Month - Public School Experience**

Years of Experience	192 Day / 9 month Salary	202 Day /10 Month Salary
< 3 Years (0,1,2)	51,192	53,858
< 6 Years (3, 4, 5)	56,308	59,240
< 9 Years (6, 7, 8)	58,776	61,837
< 12 Years (9, 10, 11)	59,952	63,074
< 15 Years (12, 13, 14)	61,150	64,335
< 18 Years (15, 16, 17)	62,372	65,621
< 21 Years (18, 19, 20)	63,620	66,933
< 24 Years (21, 22, 23)	64,894	68,274
< 27 Years (24, 25, 26)	66,190	69,637
27 +	67,516	71,032

FY 2022-2023
Certified Occupational Therapist Assistant
7 Day Contract / 9 Month - Public School Experien

Years of Experience	9 Month Salary
< 3 Years (0, 1, 2)	39,759
< 6 Years (3, 4, 5)	44,092
< 9 Years (6, 7, 8)	46,180
< 12 Years (9, 10, 11)	46,847
< 15 Years (12, 13, 14)	47,765
< 18 Years (15, 16, 17)	48,935
< 21 Years (18, 19, 20)	49,613
< 24 Years (21, 22, 23)	50,294
< 27 Years (24, 25, 26)	50,934
27 +	51,577

FY 2022-2023
Physical Therapist
202 Day Contract / 10 Month

Years of Experience	Salary
< 3 Years (0,1,2)	53,858
< 6 Years (3, 4, 5)	59,240
< 9 Years (6, 7, 8)	61,837
< 12 Years (9, 10, 11)	63,074
< 15 Years (12, 13, 14)	64,335
< 18 Years (15, 16, 17)	65,621
< 21 Years (18, 19, 20)	66,933
< 24 Years (21, 22, 23)	68,274
< 27 Years (24, 25, 26)	69,637
27 +	71,032

FY 2022-2023
Transportation Department Salary Schedule
240 day contract / 12 Month

Experience	Mechanic	Parts Specialist/ Mechanic	Shop Foreman / Bus Inspt.	Shop Assistant	Utility Worker - 4 hrs/day
0	43,222	44,101	45,857	28,225	16,282
1	43,480	44,368	46,089	28,479	16,442
2	43,741	44,634	46,324	28,732	16,604
3	44,004	44,902	46,560	28,988	16,767
4	44,269	45,171	46,798	29,245	16,930
5	44,534	45,444	47,036	29,503	17,096
6	44,800	45,714	47,275	29,763	17,265
7	45,068	45,989	47,518	30,026	17,434
8	45,339	46,264	47,759	30,289	17,604
9	45,610	46,541	48,002	30,553	17,777
10	45,857	46,734	48,487	30,819	17,967

Salary Based on 8 Hours Per Day except for Utility Worker

FY 2022-20223

After-School / Extended School Year / 21st Century Programs

After-School Tutor / Summer Tutor	\$25.00 / hour
Aides	
Adult Aide	\$15.00 / hour
Bilingual Aide	\$20.00 / hour
Bilingual Student Aide	\$15.00 / hour
Student Aide	\$10.00 / hour
Bus Driver / Bus Sub	Daily rate of pay
Bus Fueler	\$7.25 / hour or current minimum wage
Contract Psychometrist	\$100 per test
Custodian	\$15.00 / hour
Extra-Curricular Nurse	\$30.00 / hour
IDEA Sp Ed ESY	
IDEA Sp Ed ESY Aide / Bus Aide *	\$20.00 / hour
IDEA Sp Ed ESY Art Teacher *	\$30.00 / hour
IDEA Sp Ed ESY Nurse *	\$30.00 / hour
IDEA Sp Ed ESY Teacher *	\$30.00 / hour
IDEA Sp Ed ESY Therapist *	\$30.00 / hour
Lunchroom Worker*	\$17.00 / hour
Migrant Recruiter	\$30.00 / hour
Program Director	\$30.00 / hour
Teachers	
Homebound Teacher	\$40.00 / hour
IDEA Summer Teacher	\$30.00 / hour
Saturday School Teacher	\$115 per Saturday worked
Summer School Teacher	\$25.00 / hour
Translator	\$20.00 / hour

* Extended School Year Summer Program

FY 2022-2023
Ed STREAM

Site Director	\$25.00 / hour
Assistant Site Director	\$22.50 / hour
Before/After-School Teacher	\$20.00 / hour
Retired Teacher	\$20.00 / hour
Adult Aide	\$13.00 / hour
Student Aide	\$11.00 / hour
Bus Driver/Adult Aide	\$12.00 / hour
Nurse	\$30.00 / hour

SUMMER PROGRAMS FUNDED BY ESSER FOR 2022 ONLY

Director	\$45.00 / hour
Teacher (6 Yr. Degree or Doctorate)	\$42.50 / hour
Teacher (up to & including Master's Degree)	\$40.00 / hour
Adult Aide	\$20.00 / hour
Nurse	\$30.00 / hour
Bus Driver/Bus Sub	Daily rate of pay + 1/2
Custodian	\$15.00 / hour

MIGRANT AND EL SUMMER PROGRAMS FOR 2022 ONLY

Recruiter (Migrant Program Only)	\$45.00 / hour
Adult Bilingual Aide	\$25.00 / hour
Student Bilingual Aide	\$15.00 / hour
Student Aide	\$10.00 / hour