

ST. CLAIR COUNTY BOARD OF EDUCATION

410 Roy Drive
Ashville, AL 35953

Salary Schedules – FY 2021 Effective 7/1/2020



Mr. Mike Howard, Superintendent
mike.howard@sccboe.org

Ms. Laura Nance, Chief School Financial Officer
laura.nance@sccboe.org

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FY 2020-2021
Classroom Teachers - 9 Months
187 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	40,873.00	47,001.00	50,681.00	54,359.00	40,873.00
< 6 Years (3,4,5)	44,956.00	51,699.00	55,745.00	59,794.00	44,956.00
< 9 Years (6,7,8)	46,926.00	53,964.00	58,203.00	62,411.00	46,926.00
< 12 Years (9,10,11)	47,554.00	54,688.00	58,970.00	63,249.00	47,554.00
< 15 Years (12,13,14)	48,419.00	55,680.00	60,038.00	64,399.00	48,419.00
< 18 Years (15,16,17)	49,523.00	56,952.00	61,409.00	65,863.00	49,523.00
< 21 Years (18,19,20)	50,162.00	57,685.00	62,200.00	66,717.00	50,162.00
< 24 Years (21,22,23)	50,803.00	58,424.00	62,995.00	67,569.00	50,803.00
< 27 Years (24,25,26)	51,408.00	59,029.00	63,603.00	68,175.00	51,408.00
27 + Years	52,015.00	59,637.00	64,209.00	68,780.00	52,015.00

FY 2020-2021
Classroom Teachers - 10 Months
202 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	44,150.00	50,772.00	54,746.00	58,720.00	44,150.00
< 6 Years (3,4,5)	48,563.00	55,848.00	60,217.00	64,589.00	48,563.00
< 9 Years (6,7,8)	50,691.00	58,292.00	62,871.00	67,416.00	50,691.00
< 12 Years (9,10,11)	51,369.00	59,074.00	63,700.00	68,322.00	51,369.00
< 15 Years (12,13,14)	52,304.00	60,146.00	64,854.00	69,564.00	52,304.00
< 18 Years (15,16,17)	53,496.00	61,521.00	66,334.00	71,146.00	53,496.00
< 21 Years (18,19,20)	54,186.00	62,312.00	67,189.00	72,069.00	54,186.00
< 24 Years (21,22,23)	54,879.00	63,110.00	68,049.00	72,988.00	54,879.00
< 27 Years (24,25,26)	55,532.00	63,764.00	68,704.00	73,642.00	55,532.00
27 + Years	56,187.00	64,419.00	69,359.00	74,298.00	56,187.00

**FY 2020-2021
Classroom Teachers - 10.5 Months
212 Day Contract - Public School Experience**

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	46,337.00	53,285.00	57,456.00	61,627.00	46,337.00
< 6 Years (3,4,5)	50,966.00	58,613.00	63,198.00	67,788.00	50,966.00
< 9 Years (6,7,8)	53,199.00	61,178.00	65,984.00	70,753.00	53,199.00
< 12 Years (9,10,11)	53,912.00	62,000.00	66,853.00	71,705.00	53,912.00
< 15 Years (12,13,14)	54,893.00	63,122.00	68,065.00	73,007.00	54,893.00
< 18 Years (15,16,17)	56,144.00	64,566.00	69,619.00	74,669.00	56,144.00
< 21 Years (18,19,20)	56,869.00	65,398.00	70,515.00	75,637.00	56,869.00
< 24 Years (21,22,23)	57,595.00	66,234.00	71,418.00	76,601.00	57,595.00
< 27 Years (24,25,26)	58,282.00	66,921.00	72,106.00	77,290.00	58,282.00
27 + Years	58,969.00	67,608.00	72,791.00	77,976.00	58,969.00

FY 2020-2021
Classroom Teachers - 11 Months
222 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	48,522.00	55,798.00	60,166.00	64,532.00	48,522.00
< 6 Years (3,4,5)	53,372.00	61,378.00	66,179.00	70,985.00	53,372.00
< 9 Years (6,7,8)	55,708.00	64,063.00	69,096.00	74,092.00	55,708.00
< 12 Years (9,10,11)	56,454.00	64,924.00	70,007.00	75,087.00	56,454.00
< 15 Years (12,13,14)	57,482.00	66,100.00	71,276.00	76,451.00	57,482.00
< 18 Years (15,16,17)	58,792.00	67,611.00	72,902.00	78,190.00	58,792.00
< 21 Years (18,19,20)	59,552.00	68,482.00	73,842.00	79,205.00	59,552.00
< 24 Years (21,22,23)	60,312.00	69,361.00	74,786.00	80,215.00	60,312.00
< 27 Years (24,25,26)	61,029.00	70,076.00	75,506.00	80,934.00	61,029.00
27 + Years	61,749.00	70,797.00	76,225.00	81,654.00	61,749.00

FY 2020-2021
Classroom Teachers - 12 Months
240 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	52,457.00	60,322.00	65,044.00	69,765.00	52,457.00
< 6 Years (3,4,5)	57,698.00	66,354.00	71,545.00	76,742.00	57,698.00
< 9 Years (6,7,8)	60,224.00	69,258.00	74,699.00	80,100.00	60,224.00
< 12 Years (9,10,11)	61,031.00	70,188.00	75,684.00	81,175.00	61,031.00
< 15 Years (12,13,14)	62,142.00	71,459.00	77,055.00	82,651.00	62,142.00
< 18 Years (15,16,17)	63,559.00	73,093.00	78,813.00	84,530.00	63,559.00
< 21 Years (18,19,20)	64,381.00	74,033.00	79,829.00	85,625.00	64,381.00
< 24 Years (21,22,23)	65,201.00	74,983.00	80,850.00	86,719.00	65,201.00
< 27 Years (24,25,26)	65,979.00	75,760.00	81,629.00	87,497.00	65,979.00
27 + Years	66,758.00	76,539.00	82,405.00	88,274.00	66,758.00

FY 2020-2021
Band Director - 10 Months
202 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	49,137.00	55,759.00	59,732.00	63,707.00	49,137.00
< 6 Years (3,4,5)	53,550.00	60,835.00	65,204.00	69,577.00	53,550.00
< 9 Years (6,7,8)	55,677.00	63,279.00	67,858.00	72,404.00	55,677.00
< 12 Years (9,10,11)	56,356.00	64,061.00	68,687.00	73,310.00	56,356.00
< 15 Years (12,13,14)	57,290.00	65,133.00	69,841.00	74,551.00	57,290.00
< 18 Years (15,16,17)	58,482.00	66,508.00	71,321.00	76,134.00	58,482.00
< 21 Years (18,19,20)	59,174.00	67,298.00	72,177.00	77,056.00	59,174.00
< 24 Years (21,22,23)	59,866.00	68,097.00	73,036.00	77,975.00	59,866.00
< 27 Years (24,25,26)	60,519.00	68,751.00	73,691.00	78,630.00	60,519.00
27 + Years	61,174.00	69,406.00	74,345.00	79,284.00	61,174.00

**FY 2020-2021
Coordinator
240 Day Contract - Public School Experience**

Experience	MS	6Y	DO
< 3 Years (0,1,2)	74,918.00	79,640.00	84,362.00
< 6 Years (3,4,5)	80,950.00	86,141.00	91,338.00
< 9 Years (6,7,8)	83,854.00	89,295.00	94,696.00
< 12 Years (9,10,11)	84,784.00	90,280.00	95,772.00
< 15 Years (12,13,14)	86,056.00	91,651.00	97,247.00
< 18 Years (15,16,17)	87,690.00	93,410.00	99,127.00
< 21 Years (18,19,20)	88,630.00	94,426.00	100,222.00
< 24 Years (21,22,23)	89,579.00	95,446.00	101,316.00
< 27 Years (24,25,26)	90,356.00	96,225.00	102,094.00
27 + Years	91,135.00	97,002.00	102,871.00

FY 2020-2021
Assistant Superintendent
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
< 3 Years (0,1,2)	87,398.00	92,120.00	96,842.00
< 6 Years (3,4,5)	93,430.00	98,621.00	103,818.00
< 9 Years (6,7,8)	96,334.00	101,775.00	107,176.00
< 12 Years (9,10,11)	97,264.00	102,760.00	108,252.00
< 15 Years (12,13,14)	98,536.00	104,131.00	109,727.00
< 18 Years (15,16,17)	100,170.00	105,890.00	111,607.00
< 21 Years (18,19,20)	101,110.00	106,906.00	112,702.00
< 24 Years (21,22,23)	102,059.00	107,926.00	113,796.00
< 27 Years (24,25,26)	102,836.00	108,705.00	114,574.00
27 + Years	103,615.00	109,482.00	115,351.00

**FY 2020-2021
Elementary School Principal - 12 Months
240 Day Contract - Public School Experience**

Experience	MS	6Y	DO
< 3 Years (0,1,2)	67,206.00	71,927.00	76,649.00
< 6 Years (3,4,5)	73,238.00	78,428.00	83,625.00
< 9 Years (6,7,8)	76,142.00	81,583.00	86,984.00
< 12 Years (9,10,11)	77,071.00	82,568.00	88,059.00
< 15 Years (12,13,14)	78,343.00	83,938.00	89,535.00
< 18 Years (15,16,17)	79,977.00	85,697.00	91,414.00
< 21 Years (18,19,20)	80,917.00	86,713.00	92,509.00
< 24 Years (21,22,23)	81,867.00	87,733.00	93,603.00
< 27 Years (24,25,26)	82,644.00	88,512.00	94,381.00
27 + Years	83,423.00	89,289.00	95,158.00

Ashville Elementary
Moody Middle

Springville Elementary
Steele Jr High

Odenville Elementary
Odenville Intermediate

Moody Elementary
Margaret Elementary

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

**FY 2020-2021
Middle School Principal - 12 Months
240 Day Contract - Public School Experience**

Experience	MS	6Y	DO
< 3 Years (0,1,2)	69,084.00	73,806.00	78,527.00
< 6 Years (3,4,5)	75,116.00	80,307.00	85,504.00
< 9 Years (6,7,8)	78,020.00	83,461.00	88,862.00
< 12 Years (9,10,11)	78,950.00	84,446.00	89,937.00
< 15 Years (12,13,14)	80,221.00	85,817.00	91,413.00
< 18 Years (15,16,17)	81,855.00	87,575.00	93,292.00
< 21 Years (18,19,20)	82,795.00	88,591.00	94,387.00
< 24 Years (21,22,23)	83,745.00	89,612.00	95,481.00
< 27 Years (24,25,26)	84,522.00	90,391.00	96,259.00
27 + Years	85,301.00	91,167.00	97,036.00

Ashville Middle

Odenville Middle

Springville Middle

Moody 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

**FY 2020-2021
High School Principal - 12 Months
240 Day Contract - Public School Experience**

Experience	MS	6Y	DO
< 3 Years (0,1,2)	74,918.00	79,640.00	84,362.00
< 6 Years (3,4,5)	80,950.00	86,141.00	91,338.00
< 9 Years (6,7,8)	83,854.00	89,295.00	94,696.00
< 12 Years (9,10,11)	84,784.00	90,280.00	95,772.00
< 15 Years (12,13,14)	86,056.00	91,651.00	97,247.00
< 18 Years (15,16,17)	87,690.00	93,410.00	99,127.00
< 21 Years (18,19,20)	88,630.00	94,426.00	100,222.00
< 24 Years (21,22,23)	89,579.00	95,446.00	101,316.00
< 27 Years (24,25,26)	90,356.00	96,225.00	102,094.00
27 + Years	91,135.00	97,002.00	102,871.00

Ashville High Springville High St Clair Co High Moody High
Ragland High Virtual Preparatory Academy
Eden Career Technical Center

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

FY 2020-2021
Elementary School Assistant Principal - 10 Months
202 Day Contract - Public School Experience

Experience	MS	6Y	DO
< 3 Years (0,1,2)	57,012.00	60,986.00	64,960.00
< 6 Years (3,4,5)	62,088.00	66,457.00	70,829.00
< 9 Years (6,7,8)	64,532.00	69,111.00	73,656.00
< 12 Years (9,10,11)	65,314.00	69,940.00	74,562.00
< 15 Years (12,13,14)	66,386.00	71,094.00	75,804.00
< 18 Years (15,16,17)	67,761.00	72,574.00	77,386.00
< 21 Years (18,19,20)	68,552.00	73,429.00	78,309.00
< 24 Years (21,22,23)	69,350.00	74,289.00	79,228.00
< 27 Years (24,25,26)	70,004.00	74,944.00	79,882.00
27 + Years	70,659.00	75,599.00	80,538.00

Ashville Elementary
Springville Elementary
Odenville Elementary
Moody Elementary
Moody Middle
Steele Jr High
Odenville Intermediate
Margaret Elementary

FY 2020-2021
Middle School Assistant Principal - 10 Months
202 Day Contract - Public School Experience

Experience	MS	6Y	DO
< 3 Years (0,1,2)	57,532.00	61,506.00	65,480.00
< 6 Years (3,4,5)	62,608.00	66,977.00	71,349.00
< 9 Years (6,7,8)	65,052.00	69,631.00	74,176.00
< 12 Years (9,10,11)	65,834.00	70,460.00	75,082.00
< 15 Years (12,13,14)	66,906.00	71,614.00	76,324.00
< 18 Years (15,16,17)	68,281.00	73,094.00	77,906.00
< 21 Years (18,19,20)	69,072.00	73,949.00	78,829.00
< 24 Years (21,22,23)	69,870.00	74,809.00	79,748.00
< 27 Years (24,25,26)	70,524.00	75,464.00	80,402.00
27 + Years	71,179.00	76,119.00	81,058.00

Ashville Middle
Odenville Middle
Springville Middle
Moody Jr High

FY 2020-2021
High School Assistant Principal - 10 Months
202 Day Contract - Public School Experience

Experience	MS	6Y	DO
< 3 Years (0,1,2)	58,052.00	62,026.00	66,000.00
< 6 Years (3,4,5)	63,128.00	67,497.00	71,869.00
< 9 Years (6,7,8)	65,572.00	70,151.00	74,696.00
< 12 Years (9,10,11)	66,354.00	70,980.00	75,602.00
< 15 Years (12,13,14)	67,426.00	72,134.00	76,844.00
< 18 Years (15,16,17)	68,801.00	73,614.00	78,426.00
< 21 Years (18,19,20)	69,592.00	74,469.00	79,349.00
< 24 Years (21,22,23)	70,390.00	75,329.00	80,268.00
< 27 Years (24,25,26)	71,044.00	75,984.00	80,922.00
27 + Years	71,699.00	76,639.00	81,578.00

Ashville High
Springville High
St Clair Co High
Moody High
Ragland High
Virtual Preparatory Academy
Eden Career Technical Center

FY 2020-2021
School Psychometrist Salary Schedule
187 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	40,873.00	47,001.00	50,681.00	54,359.00	40,873.00
< 6 Years (3,4,5)	44,956.00	51,699.00	55,745.00	59,794.00	44,956.00
< 9 Years (6,7,8)	46,926.00	53,964.00	58,203.00	62,411.00	46,926.00
< 12 Years (9,10,11)	47,554.00	54,688.00	58,970.00	63,249.00	47,554.00
< 15 Years (12,13,14)	48,419.00	55,680.00	60,038.00	64,399.00	48,419.00
< 18 Years (15,16,17)	49,523.00	56,952.00	61,409.00	65,863.00	49,523.00
< 21 Years (18,19,20)	50,162.00	57,685.00	62,200.00	66,717.00	50,162.00
< 24 Years (21,22,23)	50,803.00	58,424.00	62,995.00	67,569.00	50,803.00
< 27 Years (24,25,26)	51,408.00	59,029.00	63,603.00	68,175.00	51,408.00
27 + Years	52,015.00	59,637.00	64,209.00	68,780.00	52,015.00

FY 2020-2021
Teacher / Board Certified Behavioral Analyst
187 Day Contract / 9-Month
192 Day Contract / 9-Month

Experience	187 Day Salary	192 Day Salary
< 3 Years (0,1,2)	48,840.00	50,147.00
< 6 Years (3,4,5)	53,723.00	55,161.00
< 9 Years (6,7,8)	56,084.00	57,584.00
< 12 Years (9,10,11)	56,829.00	58,348.00
< 15 Years (12,13,14)	57,859.00	59,405.00
< 18 Years (15,16,17)	59,181.00	60,763.00
< 21 Years (18,19,20)	59,944.00	61,546.00
< 24 Years (21,22,23)	60,710.00	62,333.00
< 27 Years (24,25,26)	61,315.00	62,954.00
27 + Years	61,922.00	63,577.00

Must have certification in BCBA

FY 2020-2021
Academic Supplements - Certified/Exempt Employees Only

ACADEMIC SUPPLEMENTS*

Beta Club/SGA/FTA/National Academic	\$800.00
Scholar's Bowl	\$800.00
Debate Team .	\$800.00
Drama Team	\$800.00
Musical Groups (choir, jazz band, musical instruments, etc.)	\$800.00
Math Team	\$800.00
Yearbook	\$800.00
Key Club	\$800.00
Culinary Team	\$800.00

* Academic supplements paid in May after principal submits completion verification on May 1st each year.

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

Local School Technology Contact**	Not to exceed	\$1,200.00
Nurse supplement @ JPECTC**		\$3,000.00
Transport Nurse**		\$10,000.00
Ed STREAM Curriculum Manager**		\$5,000.00

**Based on funding - divided into 12 monthly payments

St. Clair County 2020-2021 Coaching Supplements

School Athletic Director	(1A) 2,550 (4A) 3,150	(2A) 2,750 (5A) 3,350	(3A) 2,950 (6A) 3,550	JH/MS: 1,100
Varsity Coaching Experience	0 - 8 years	9 - 16 years	17+ yrs	
Head Football <small>(inc 15 days)</small>	10,500	11,000	11,500	
Assistant Varsity	3,250	3,750	4,250	
Football	Off. Coord Varsity	3,850	4,350	4,850
earns assistants:	Def. Coord Varsity	3,850	4,350	4,850
1A-2A (2)	Head Junior Varsity		2,150 (no step increase)	
3-A (3) 4A (4)	Assistant JV		1,650 (no step increase)	
5A (5) 6A-7A (6)	Head 9th Grade		2,150 (no step increase)	
	Assistant 9th Grade		1,450 (no step increase)	
	Head Middle School	2,150	2,400	2,650
	Assistant Middle Sch	1,650	1,900	2,100
	Head Basketball	4,300	4,800	5,300
Basketball	Assistant Varsity	1,750	2,250	2,750
Boys and Girls	Head Junior Varsity		2,900 (no step increase)	
	Head 9th Grade		1,100 (no step increase)	
	Head Middle School	1,800	2,050	2,300
	Head Baseball	4,300	4,800	5,300
Baseball	Assistant Varsity	1,750	2,250	2,750
	Head Junior Varsity		2,000 (no step increase)	
	Assistant JV		1,500 (no step increase)	
	Head Middle School	1,650	1,900	2,100
	Assistant Middle Sch	1,100	1,350	1,600
	Head Softball	4,300	4,800	5,300
Softball	Assistant Varsity	1,750	2,250	2,750
	Head Junior Varsity		2,000 (no step increase)	
	Assistant JV		1,500 (no step increase)	
	Head Middle School	1,650	1,900	2,100
	Assistant Middle Sch	1,100	1,350	1,600
	Head Volleyball	3,250	3,750	4,250
Volleyball	Assistant Varsity	1,750	2,250	2,750
	Head Junior Varsity		1,650 (no step increase)	
	Head Middle School	1,450	1,700	2,050
	Head Wrestling	3,250	3,750	4,250
Wrestling	Assistant Varsity	1,750	2,250	2,750
	Head Junior Varsity		1,650 (no step increase)	
	Head Middle School	1,450	1,700	2,050
Varsity Coaching Experience	0 - 8 years	9 - 16 years	17+ yrs	
Head Soccer	3,250	3,750	4,250	

Soccer	Assistant Varsity	1,750	2,250	2,750
Boys and Girls	Head Junior Varsity		1,650 (no step increase)	
	Assistant JV		1,100 (no step increase)	
Bowling	Head Boys	1,100	1,600	2,100
Boys and Girls	Head Girls	1,100	1,600	2,100
Golf	Head Varsity		1,450 (no step increase)	
	Head Middle School		1,100 (no step increase)	
Tennis	Head Varsity		1,450 (no step increase)	
	Head Middle School		1,100 (no step increase)	
Fishing	Head Varsity		1,450 (no step increase)	
	Head Middle School		1,100 (no step increase)	
Archery	Head Varsity		1,450 (no step increase)	
	Head Middle School		1,250 (no step increase)	
Swimming	Head Coach		1,100 (no step increase)	
Weight Lifting	Head Coach		1,450 (no step increase)	
Cross Country	Head Coach		1,450 (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)	
E-Sports	Head Coach		1,100 (no step increase)	
Cheerleading	Head (Summer/Fall)	1,650	1,900	2,150
	Head (Winter/Spring)	1,650	1,900	2,150
	JV (Summer/Fall)		1,250 (no step increase)	
	JV (Winter/Spring)		1,250 (no step increase)	
	MS (Summer/Fall)	1,100	1,350	1,600
	MS (Winter/Spring)	1,100	1,350	1,600
Band	Varsity Auxiliary		1,500 (no step increase)	
	Varsity Auxiliary		1,500 (no step increase)	
	JV Auxiliary		1,100 (no step increase)	

FY 2020-2021
Teacher Aide / Office Aide / Bus Aide Salary Schedule

Experience	* Instr. Aide * Office Aide 7 Hours/day 9 Month / 182 days	* Instr. Aide * Office Aide 8 Hours/day 9 Month / 182 days	*Dual Position Teacher Aide & Bus Aide 9 Month / 182 days Hired prior to July 1, 2011	*One Position Teacher Aide & Bus Aide 9 Month / 182 days Hired on/after July 1, 2011	*Pre K Instr. Aide 8 hours/day 9 Month / 187 days	** Bus Aide Paid hourly
0	18,392.00	21,019.00	23,866.00	22,706.00	21,597.00	14.92
1	18,439.00	21,075.00	24,056.00	22,766.00	21,654.00	15.03
2	18,491.00	21,133.00	24,223.00	22,828.00	21,713.00	15.13
3	18,658.00	21,322.00	24,390.00	23,033.00	21,908.00	15.24
4	18,826.00	21,516.00	24,559.00	23,241.00	22,106.00	15.35
5	18,994.00	21,708.00	24,728.00	23,450.00	22,304.00	15.45
6	19,167.00	21,903.00	24,899.00	23,661.00	22,506.00	15.56
7	19,339.00	22,100.00	25,071.00	23,873.00	22,707.00	15.67
8	19,512.00	22,300.00	25,244.00	24,088.00	22,912.00	15.78
9	19,687.00	22,500.00	25,419.00	24,305.00	23,118.00	15.89
10	19,876.00	22,717.00	25,573.00	24,537.00	23,341.00	16.00

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

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

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

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

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

**FY 2020-2021
School Secretary / Bookkeeper Salary Schedule**

Experience	12 Months / 240 Days Annual Salary *	10 Months /202 Days Annual Salary *
0	32,194.00	27,262.00
1	32,442.00	27,471.00
2	32,693.00	27,682.00
3	32,946.00	27,895.00
4	33,202.00	28,111.00
5	33,460.00	28,329.00
6	33,832.00	28,640.00
7	33,982.00	28,764.00
8	34,244.00	28,986.00
9	34,510.00	29,210.00
10	34,642.00	29,322.00

* 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	\$750.00
600 - 799 students	\$1,500.00
800 students and above	\$2,250.00
High School Athletics	\$750.00

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

**FY 2020-2021
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	15,349.00	17,710.00	20,240.00	7,674.00	7,675.00	42.17
1	15,500.00	17,884.00	20,440.00	7,820.00	7,751.00	42.59
2	15,652.00	18,061.00	20,640.00	7,972.00	7,826.00	43.00
3	15,806.00	18,237.00	20,843.00	8,124.00	7,903.00	43.42
4	15,960.00	18,415.00	21,045.00	8,279.00	7,980.00	43.85
5	16,116.00	18,595.00	21,251.00	8,439.00	8,059.00	44.27
6	16,275.00	18,778.00	21,461.00	8,601.00	8,138.00	44.71
7	16,434.00	18,963.00	21,672.00	8,766.00	8,217.00	45.15
8	16,595.00	19,148.00	21,884.00	8,935.00	8,298.00	45.59
9	16,758.00	19,335.00	22,098.00	9,107.00	8,379.00	46.04
10	16,937.00	19,543.00	22,335.00	9,300.00	8,470.00	46.53

**FY 2020-2021
Supervisor / Director
240 Day contract / 12 Month**

Experience	Supervisor Annual Salary
0	73,110.00
1	73,343.00
2	73,579.00
3	73,814.00
4	74,051.00
5	74,287.00
6	74,525.00
7	74,762.00
8	75,004.00
9	75,244.00
10	75,474.00

Add \$2,000 for associate degree from accredited university

Add \$3,000 for B.S. from accredited university

Add \$4,000 for M.S. from accredited university

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

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 2020-2021
Central Office Support
12 Month - 240 Days**

Years Experience	Receptionist	12-Month Instructional Aide	* Bookkeeper / Administrative Assistant	* Payroll Manager
0	30,838.00	27,717.00	40,697.00	45,897.00
1	30,912.00	27,791.00	40,941.00	46,141.00
2	30,988.00	27,868.00	41,182.00	46,382.00
3	31,236.00	28,117.00	41,427.00	46,627.00
4	31,491.00	28,373.00	41,675.00	46,875.00
5	31,746.00	28,626.00	41,922.00	47,122.00
6	32,004.00	28,883.00	42,172.00	47,372.00
7	32,262.00	29,143.00	42,424.00	47,624.00
8	32,526.00	29,407.00	42,674.00	47,874.00
9	32,791.00	29,670.00	42,929.00	48,129.00
10	33,076.00	29,956.00	43,179.00	48,379.00

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.

Board Minute Recorder \$2,856.00

**FY 2020-2021
Lunchroom Managers
186 Day Contract / 9 Month**

	I	II	III
Experience			
0	29,431.00	28,407.00	24,874.00
1	29,646.00	28,615.00	25,064.00
2	29,536.00	28,508.00	25,257.00
3	30,080.00	29,034.00	25,452.00
4	30,300.00	29,246.00	25,648.00
5	30,522.00	29,460.00	25,845.00
6	30,746.00	29,675.00	26,044.00
7	30,969.00	29,892.00	26,245.00
8	31,195.00	30,110.00	26,447.00
9	31,424.00	30,331.00	26,650.00
10	31,651.00	30,551.00	26,861.00

*****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

III - Schools with less than 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).

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

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

**FY 2020-2021
Lunchroom Assistant Managers
186 days / 9 Month**

Experience	I	II	III
0	24,361.00	23,513.00	21,640.00
1	24,563.00	23,697.00	21,830.00
2	24,742.00	23,880.00	22,021.00
3	24,930.00	24,062.00	22,211.00
4	25,122.00	24,249.00	22,404.00
5	25,317.00	24,436.00	22,599.00
6	25,509.00	24,934.00	22,797.00
7	25,707.00	24,812.00	22,994.00
8	25,905.00	25,004.00	23,192.00
9	26,103.00	25,195.00	23,396.00
10	26,308.00	25,393.00	23,592.00

*****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 less than 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).

**FY 2020-2021
Lunchroom Workers
184 Day Contract / 9 Month**

Experience	8 Hour	7.5 Hour	7 Hour	6 Hour	4 Hour
0	19,245.00	18,043.00	16,842.00	14,435.00	9,623.00
1	19,413.00	18,201.00	16,986.00	14,560.00	9,707.00
2	19,579.00	18,357.00	17,133.00	14,685.00	9,791.00
3	19,749.00	18,514.00	17,280.00	14,811.00	9,875.00
4	19,917.00	18,672.00	17,427.00	14,938.00	9,959.00
5	20,088.00	18,832.00	17,577.00	15,065.00	10,044.00
6	20,260.00	18,994.00	17,729.00	15,195.00	10,132.00
7	20,433.00	19,157.00	17,879.00	15,325.00	10,218.00
8	20,610.00	19,321.00	18,034.00	15,458.00	10,305.00
9	20,788.00	19,488.00	18,189.00	15,592.00	10,394.00
10	20,964.00	19,654.00	18,344.00	15,723.00	10,482.00

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

**FY 2020-2021
School Custodian Salary Schedule**

Experience	9 Month/182 Days 8 Hours per day Annual Salary - Hired prior to July 1, 2011	9 Month/182 Days 8 hours per day Annual Salary - Hired on/after July 1, 2011	10 Month/202 Days 8 Hours per day Annual Salary - Hired prior to July 1, 2011	10 Month/202 Days 8 Hours per day Annual Salary - Hired on/after July 1, 2011	12 Month/240 Days 8 Hours per day Annual Salary
0	19,325.00	19,033.00	21,316.00	21,124.00	25,099.00
1	19,486.00	19,199.00	21,492.00	21,309.00	25,317.00
2	19,649.00	19,366.00	21,670.00	21,493.00	25,537.00
3	19,811.00	19,533.00	21,849.00	21,679.00	25,759.00
4	19,974.00	19,703.00	22,032.00	21,869.00	25,982.00
5	20,141.00	19,875.00	22,215.00	22,058.00	26,210.00
6	20,308.00	20,048.00	22,398.00	22,252.00	26,438.00
7	20,477.00	20,223.00	22,585.00	22,444.00	26,667.00
8	20,646.00	20,398.00	22,773.00	22,640.00	26,900.00
9	20,818.00	20,575.00	22,960.00	22,837.00	27,133.00
10	20,982.00	20,760.00	23,155.00	23,042.00	27,377.00

**FY 2020-2021
Job Coach
202 Days - 10 Month**

Experience	Annual Salary
0	27,232.00
1	27,385.00
2	27,542.00
3	27,699.00
4	27,857.00
5	28,017.00
6	28,176.00
7	28,336.00
8	28,497.00
9	28,660.00
10	28,816.00

**FY 2020-2021
Maintenance Department
240 Day Contract / 12 Month**

Experience	* Maintenance Secretary	*** Worker Annual Salary
0	31,154.00	35,905.00
1	31,402.00	36,587.00
2	31,653.00	37,282.00
3	31,906.00	37,991.00
4	32,162.00	38,713.00
5	32,420.00	39,447.00
6	32,792.00	40,197.00
7	32,942.00	40,960.00
8	33,204.00	41,738.00
9	33,470.00	42,531.00
10	33,602.00	43,228.00

*** \$3,500.00 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.

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

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

FY 2020-2021
School Nurse Salary Schedule
LPN - 187 Day Contract / 9 Month
Transportation Nurse - 187 Day Contract /9 Month

Experience	LPN	Transportation Nurse
0	24,565.00	24,565.00
1	24,933.00	24,933.00
2	25,307.00	25,307.00
3	25,687.00	25,687.00
4	26,073.00	26,073.00
5	26,464.00	26,464.00
6	26,860.00	26,860.00
7	27,264.00	27,264.00
8	27,673.00	27,673.00
9	28,088.00	28,088.00
10	28,474.00	28,474.00

Bus nurse \$30 per route

**FY 2020-2021
School Nurse Salary Schedule**

Experience	RN - 187 Days 9 Month	RN/MS - 187 Days 9 Month	RN - 202 Days 10 month	Lead Nurse 240 Days
< 3 Years (0,1,2)	40,871.00	47,006.00	44,150.00	61,228.00
< 6 Years (3,4,5)	44,958.00	51,695.00	48,564.00	67,347.00
< 9 Years (6,7,8)	46,926.00	53,963.00	50,690.00	70,299.00
< 12 Years (9,10,11)	47,553.00	54,688.00	51,368.00	71,241.00
< 15 Years (12,13,14)	48,419.00	55,680.00	52,303.00	72,532.00
< 18 Years (15,16,17)	49,523.00	56,952.00	53,496.00	74,188.00
< 21 Years (18,19,20)	50,164.00	57,685.00	54,187.00	75,145.00
< 24 Years (21,22,23)	50,801.00	58,424.00	54,877.00	76,109.00
< 27 Years (24,25,26)	51,408.00	59,029.00	55,532.00	76,896.00
27 + Years	52,014.00	59,636.00	56,187.00	77,687.00

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

Not to exceed \$3,000.00

Bus nurse \$30 per route

**FY 2020-2021
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	\$60.00 per day
Sub Bus Driver Out-of-District	\$90.00 per day
Substitute Vocational Bus Driver	\$30.00 per day
Substitute Mid-Day Route Bus Driver	\$30.00 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)
	\$60.00 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 2020-2021
Technology Department
240 Day Contract / 12 Month**

Experience	* *** Help Desk	* *** Desktop Administrator	* *** Logistics/ Project Manager	* ** Network/Server Administrator/ Systems Analyst
0	32,557.00	34,253.00	37,142.00	60,045.00
1	33,419.00	35,076.00	38,238.00	60,578.00
2	34,305.00	35,916.00	39,365.00	61,114.00
3	35,214.00	36,779.00	40,527.00	61,653.00
4	36,146.00	37,660.00	41,722.00	62,200.00
5	37,104.00	38,563.00	42,953.00	62,752.00
6	38,088.00	39,489.00	44,220.00	63,307.00
7	39,097.00	40,436.00	45,526.00	63,866.00
8	40,134.00	41,407.00	46,869.00	64,432.00
9	41,196.00	42,400.00	48,252.00	65,001.00
10	42,091.00	43,415.00	49,679.00	65,587.00

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

* Add \$3,000 for B.S. 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

FY 2020-2021
Occupational Therapist (Registered) Salary Schedule
192 Day Contract / 9 Month - Public School Experience
202 Day Contract / 10 Month - Public School Experience

Experience	192 Day / 9 month Salary	202 Day /10 Month Salary
< 3 Years (0,1,2)	48,258.00	50,772.00
< 6 Years (3,4,5)	53,083.00	55,848.00
< 9 Years (6,7,8)	55,405.00	58,291.00
< 12 Years (9,10,11)	56,151.00	59,074.00
< 15 Years (12,13,14)	57,169.00	60,146.00
< 18 Years (15,16,17)	58,475.00	61,521.00
< 21 Years (18,19,20)	59,228.00	62,312.00
< 24 Years (21,22,23)	59,986.00	63,110.00
< 27 Years (24,25,26)	60,608.00	63,764.00
27 + Years	61,230.00	64,420.00

FY 2020-2021
Certified Occupational Therapist Assistant
187 Day Contract / 9 Month - Public School Experience

Experience	9 Month Salary
< 3 Years (0,1,2)	37,480.00
< 6 Years (3,4,5)	41,565.00
< 9 Years (6,7,8)	43,533.00
< 12 Years (9,10,11)	44,162.00
< 15 Years (12,13,14)	45,027.00
< 18 Years (15,16,17)	46,130.00
< 21 Years (18,19,20)	46,770.00
< 24 Years (21,22,23)	47,412.00
< 27 Years (24,25,26)	48,015.00
27 + Years	48,621.00

**FY 2020-2021
Physical Therapist
202 Day Contract / 10 Month**

Experience	Salary
< 3 Years (0,1,2)	50,772.00
< 6 Years (3,4,5)	55,848.00
< 9 Years (6,7,8)	58,292.00
< 12 Years (9,10,11)	59,074.00
< 15 Years (12,13,14)	60,146.00
< 18 Years (15,16,17)	61,521.00
< 21 Years (18,19,20)	62,312.00
< 24 Years (21,22,23)	63,110.00
< 27 Years (24,25,26)	63,764.00
27 + Years	64,419.00

**FY 2020-2021
Homeless Liaison /
Parental Involvement Liaison
202 Day Contract / 10 Month**

Experience	Full Time Salary	Half Time Salary
0	44,346.00	22,173.00
1	44,770.00	22,386.00
2	45,199.00	22,599.00
3	45,631.00	22,816.00
4	46,068.00	23,034.00
5	46,510.00	23,254.00
6	46,955.00	23,478.00
7	47,405.00	23,703.00
8	47,859.00	23,929.00
9	48,316.00	24,159.00
10	48,780.00	24,390.00

**FY 2020-2021
Transportation Department Salary Schedule
240 day contract / 12 Month**

Experience	* Secretary	Mechanic	Parts Specialist/ Mechanic	Shop Foreman / Bus Inspt.	Shop Assistant
0	32,194.00	40,745.00	41,574.00	43,228.00	26,607.00
1	32,442.00	40,988.00	41,825.00	43,447.00	26,847.00
2	32,693.00	41,234.00	42,075.00	43,669.00	27,085.00
3	32,946.00	41,482.00	42,328.00	43,891.00	27,326.00
4	33,202.00	41,731.00	42,582.00	44,116.00	27,569.00
5	33,460.00	41,981.00	42,839.00	44,340.00	27,812.00
6	33,719.00	42,232.00	43,094.00	44,566.00	28,057.00
7	33,982.00	42,485.00	43,353.00	44,794.00	28,305.00
8	34,244.00	42,740.00	43,613.00	45,022.00	28,553.00
9	34,510.00	42,996.00	43,874.00	45,251.00	28,802.00
10	34,642.00	43,228.00	44,056.00	45,708.00	29,053.00

Salary Based on 8 Hours Per Day

* 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.

FY 2020-2021

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

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

* Extended School Year Summer Program

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Site Director	\$20.00/hour
Assistant Site Director	\$18.50/hour
Before/After-School Teacher	\$17.00/hour
Student Aide	\$9.00/hour
Adult Aide	\$12.00/hour
Bus Driver/Adult Aide	\$12.00/hour