

Tuscaloosa City Schools



Salary Schedule **October 1, 2023 – September 30, 2024**

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Mr. Marvin Lucas, Board Vice Chair
Dr. Karen Thompson-Jackson, Board Member, District One
Ms. Kendra Williams, District Two
Ms. Lesley Powell Board Member, District Three
Mr. Patrick Hamner, Board Member, District Four
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General Information

Introduction

The purpose of this salary guide is to establish uniform procedures for making decisions about wage and salary pertaining to employees of the Tuscaloosa City School System. In adopting this schedule, the Board anticipates that certain goals shall be met by its use. These goals are listed below:

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 shall accrue when these assumptions are made explicit. The assumptions of this salary schedule are listed below:

1. New employees shall begin employment under the salary guidelines in this schedule.
2. Certain current employees compensated above this schedule shall remain "grand fathered" at existing rates of pay or salary schedules until retirement, termination, or position change.
3. Unless otherwise mandated by the State Legislature, salary increases or raises shall 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 "grand fathered" employees.
4. Wages shall be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. All employees shall be duly certified and/or qualified for their respective positions.
6. All employees shall be paid in 12 equal monthly installments, regardless of the length of the contract (187 days, 189 days, 192 days, 202 days, 207 days, 227 days or 245 days).

Provisions of the Fair Labor Standards Act of 1938 (FLSA)

The case of Garcia v. San Antonio reapplied the provisions of FLSA and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. Pursuant to Board Policy 3.10.5. Principals, Directors, Coordinators and Supervisors must secure approval, in writing, from the Superintendent prior to allowing any employee to work overtime.

Pursuant to the FLSA, all employees, unless specifically exempted, will be compensated for hours worked in excess of 40 in a workweek at a rate of one and one-half times the regular rate at which the employee is actually paid.

Compensation Narrative

The Tuscaloosa City Schools seeks to provide every employee a level of compensation competitive with the marketplace and equitable within the school system.

Your salary is just one of the many benefits of working for the Tuscaloosa City Schools.

Consider the total value of benefits in working for TCS includes the following:

- Competitive Compensation.
- Health, Dental, Vision, and Cancer Insurance: TCS contributes \$800 per month/employee (\$9,600 per year/employee) toward the cost of your healthcare.
- Single coverage with Blue Cross Blue Shield dental is free for the member.
- Retirement: TCS contributes at the annual approved TRS rates for Tier I and Tier II employees.
- Medical flexible spending and dependent care accounts.
- Life Insurance: Employees participating in the Teacher's Retirement System are provided a life insurance policy with no premium cost to the member.
- Sick, personal, and vacation (245 contract days only) leave.
- Scheduled non-work time for holidays and spring break.
- Professional Development opportunities.
- Array of supplements/academic incentives.

Each year in January, all employees receive a Truth in Salary Statement providing the total compensation provided by the Tuscaloosa City Schools from the Finance Department based on the preceding fiscal year.

Reporting Time for Support Employees

All support (non-exempt) employees are required to record their work hours by using the device recording system daily. The Fair Labor Standards Act requires that we record time for all non-exempt employees. The device recording system is the electronic time clock and time and attendance system. All non-exempt employees (see salary schedule for exempt/non-exempt status) are required to clock at the beginning and end of each shift, when beginning and ending a duty-free lunch, and anytime an employee departs the work site for a non-work activity (example: doctor appointment). The time and attendance systems integrate with the absence management system. The absence management system enters the reason code for each absence as the information is transferred into the automated payroll system. Therefore, it is essential for employees to both accurately utilize the device and enter an absence in the absence management system.

Promotion on the Salary Schedule

Movement Between Salary Schedules for Employees

In instances where employees are promoted to a position that entails movement from a lower salary schedule to a higher salary schedule, said employees shall be moved to the equivalent step on the new schedule.

Example

A Clerical Assistant on a Grade I, Step 3 making \$33,773 applies for a Secretary, Grade 2 position. If approved, the employee will move to a Grade 2 position at Step 3 making \$37,367.

Years of Experience

Certified

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. The determination of such credit shall be based on the criteria listed below:

1. Full-time teaching/administrative experience in all PreK-12 public schools in or out of state. The Department of Defense Dependent School System, Brewer Porch Children Center, RISE or other such educational program which serves students eligible for public schools shall be approved as credit for placement on the salary schedule.
2. Military service shall not be considered for placement on the salary schedule prior to employment; however, employees returning from a military leave of absence will be given credit for years of service.

3. In determining experience for placement on the salary schedule, credit shall be given for whole and parts of a year greater than one-half of the total annual contract days for the School System at the time the experience was gained (i.e., 94 days for 187 day contract; 104 days for 207 day contract; 114 days for 227 day contract; 123 for 245 day contract).

Non Certified

Experience is defined as the number of years of service in a particular position, job, or classification, not to the total years of service. For example, an instructional aide with one year of experience as a substitute and two years of experience as an instructional aide at Arcadia Elementary would have only two years of experience.

Initial placement of non-certified personnel with experience shall not exceed step five (5) of the appropriate grade of the salary schedule. The criteria for determination of salary steps are as follows:

Initial Placement of Non-Certified Staff	
Education and Employment Criteria	Step placement
Bachelor’s degree or higher	5
10 years experience in field of position	5
Associate’s degree	4
48 college credit hours	4
5 – 9 years experience in field of position	3
2-4 years of experience in field of position 24 college credit hours	2
1 year of experience in field of position	1
Less than 1 year of experience in the field of position	0

Enrollment

Enrollment

It is assumed that the difficulty of some positions increases as the school size increases. For salary schedules using enrollment as a criterion, the size of the school shall be determined by the 20th day after Labor Day (average daily membership) attendance-reporting period of the previous year.

Academic Incentives

All academic incentives shall be funded from local school funds and shall be for **one-year only**. The amount of the academic incentives shall be described in the Board's annual salary schedule. The academic incentives shall be paid in two installments following the end of the academic semesters. The Finance Department shall issue the payments to the affected employees. The local schools shall be invoiced for reimbursement. The number of academic incentives per school shall be strictly at the discretion of the Principal; however, the amount of the academic incentive shall be in accordance with the Board's annual salary schedule. The procedure for academic incentives is listed below.

1. The Principals shall make their recommendation(s) for academic incentives to the Human Resources Department. The Human Resources Department shall issue a request to the Principal twice during the scholastic year.
2. The Superintendent shall review the academic incentives and shall make a recommendation to the Board.
3. The Board shall approve/disapprove of the Superintendent's recommendations regarding academic incentives.
4. Upon Board approval, the Executive Director of Human Resources and Operations shall authorize the Finance Department to issue the payment of the academic incentives to the affected employees.
5. The Finance Department shall issue payment of the academic incentives. The Finance Department shall invoice the local school for reimbursement.

Academic Incentives

Elementary	Annual	Contract Extension
Faculty Leader	\$1,200	3 Days
Alternative Program	\$500	
Academic Co-Curricular Teams (Debate Team, Robotics Team, Chess Team) *District sponsored	\$850	
Sponsor of: Yearbook, Ambassadors	\$850	
**Instructional Resource Manager	**Per Enrollment Supplement	
Middle School	Annual	Contract Extension
Department Head (Math, English, Science, Social Studies, Special Education)	\$1,200	3 Days
Team Leader	\$500	
Mathematics Team	\$850	
Academic Co-Curricular Teams (Debate Team, Robotics Team, Chess Team) *District sponsored	\$850	
Sponsor of: Yearbook; Ambassadors; SGA; Newspaper; Interact Club; Honor Society	\$850	
Theatre Director; Choir Director; Strings Director; Dance	\$1,500	
**Instructional Resource Manager	**Per Enrollment Supplement	
High School	Annual	Contract Extension
Department Head (Math, English, Science, Social Studies, Special Education)	\$1,200	3 Days
Team Leader	\$500	
Academic Co-Curricular Teams (Debate Team, Robotics Team, Chess Team) *District sponsored	\$1,000	
Sponsor of: Yearbook; Ambassadors; SGA; Newspaper; Interact Club; Honor Society	\$1,000	
Math Coach	\$500	
Scholar Bowl	\$1,000	
Drama	\$2,500	
IB Coordinator	\$1,500	
Future Teachers of Alabama	\$500	
School Web Leader (all levels)	\$500/1 leader or \$250/2 leaders	
Theatre Director	\$2,500	
Choir Director; Strings Director; Dance	\$2,000	
**Instructional Resource Manager	**Per Enrollment Supplement	

System	Annual	Contract Extension
Teacher Mentor* *Note: Mentors will be paid the amount determined by the Alabama State Department of Education serving as novice (0 year) teacher mentors	*\$1000/mentor (ALSDE funding) \$500/mentor (teachers new to TCS w/1+ years of experience) \$200/mentee (over 1 mentee and not to exceed 3)	
School Mentor Coordinator	\$1,000	
System Mentor Coordinator	\$1,200/ coordinator	
National Board Candidate Support Provider Lead	\$1000	3 Days
National Board Candidate Support Provider	\$200/ candidate (not to exceed 5 candidates)	
Lead Teacher (Media Specialist, Counselor, Instructional Coach, Physical Education)	\$1,200	3 Days
TCS Ambassador	\$1,200	1 Day
TCS Lead Ambassador	\$1,200	
District Debate/Math/STEM/Specialist Treatment Center Lead	\$1,200	
NAESP Certified Principal Mentor (actively serving as a mentor and assigned by the superintendent)	\$1,500	
Clinical Master Teacher	\$250	

*Note: If an academic incentive position is split between two or more employees at the discretion of the principal, the annual monetary amount and number of days will be divided as well.

****Instructional Resource Manager Enrollment Supplement**

0-299 & TCTA	\$1,400	800-899	\$2,100
300-399	\$1,500	900-999	\$2,200
400-499	\$1,600	1000-1099	\$2,300
500-599	\$1,700	1100-1199	\$2,400
600-699	\$1,800	1200+	\$2,500
700-799	\$2,000		

National Board of Professional Teaching Supplements

All Tuscaloosa City School System (TCS) teachers who meet the following requirements will receive an annual supplement of \$5,000, paid in one (1) installment annually:

1. Applied for certification from the National Board of Professional Teaching Standards (NBPTS) prior to June 1, 2008;
2. Received certification within the timeframe provided by NBPTS; and,
3. Have been continuously employed with the TCS since June 1, 2008.

For the 2022-2023 school year, the state is providing a \$5,000 supplement for each National Board certified teacher. This state supplement will be paid in one lump sum as per state directive.

Alabama Association of School Business Officials (AASBO) Certification Annual Supplements

	<u>Amount</u>
CSFO/Executive Director of HR&O	NA
Accounting Manager/Internal Auditor/HR Director	\$1,500
Accounting Supervisor	\$1,500
Payroll Supervisor/Benefits Supervisor	\$1,500
Payroll/HR/Purchasing Specialists/Generalists	\$1,500
Secretary/Bookkeeper	\$1,500

Maintenance Certification Supplement

<u>Amount</u>
\$1,500

Athletic Supplements	
Athletic Director	Annual
High School	\$14,420
Middle School	\$5,150
Band Director	Annual
High School	\$14,420
Middle School	\$7,210
Auxiliary Coordinator/Special Olympics Coordinator	\$3,090
Baseball	Annual
Head Varsity Coach	\$10,300
Assistant Varsity Coach	\$3,090
Head Coach Jr. Varsity	\$3,090
Jr. Varsity Assistant Coach	\$2,266
Head Coach 9 th Grade	\$2,266
Middle School Head Coach (8 th grade)	\$2,678
Middle School Head Coach (7 th grade)	\$2,678
Middle School Assistant Coach	\$1,751
Basketball	Annual
Head Varsity Coach (Boys)	\$14,420
Head Varsity Coach (Girls)	\$14,420
Assistant Varsity Coach (Boys)	\$6,901
Assistant Varsity Coach (Girls)	\$6,901
Head Coach Jr. Varsity (Boys)	\$3,605
Head Coach Jr. Varsity (Girls)	\$3,605
Head Coach 9 th Grade (Boys)	\$3,605
Head Coach 9 th Grade (Girls)	\$3,605
Middle School Head Coach (8 th grade Boys)	\$3,605
Middle School Head Coach (7 th grade Boys)	\$3,605
Middle School Head Coach (8 th grade Girls)	\$3,605
Middle School Head Coach (7 th grade Girls)	\$3,605
Middle School Assistant Coach	\$2,266
Cheerleading*	Annual
Head Varsity Coach	\$8,549
Assistant Varsity Coach	\$4,944
Jr. Varsity Coach	\$4,944
Middle School Coach	\$2,575
Middle School Assistant Coach	\$1,648
Football*	Annual
Head Varsity Football Coach	\$30,900

Asst. Varsity Offensive Coordinator	\$12,360
Asst. Varsity Defensive Coordinator	\$12,360
Assistant Varsity Coach	\$8,961
Head Flag Football Coach	\$3,090
Assistant Flag Football Coach	\$1,545
Middle School Head Coach	\$7,313
Middle School Assistant Coach	\$4,120
Golf	Annual
Head Varsity Coach (Boys)	\$5,150
Assistant Varsity Coach (Boys)	\$2,884
Head Varsity Coach (Girls)	\$5,150
Assistant Varsity Coach (Girls)	\$2,884
Middle School Head Coach	\$1,545
Soccer	Annual
Head Varsity Coach (Boys)	\$6,180
Head Varsity Coach (Girls)	\$6,180
Jr. Varsity Coach (Boys)	\$2,884
Jr. Varsity Coach (Girls)	\$2,884
Head Coach 9th Grade (Boys)	\$2,884
Head Coach 9th Grade (Girls)	\$2,884
High School Assistant Coach (Boys)	\$2,678
High School Assistant Coach (Girls)	\$2,678
Middle School Head Coach (Boys)	\$2,060
Middle School Head Coach (Girls)	\$2,060
Middle School Assistant Coach (Boys)	\$824
Middle School Assistant Coach (Girls)	\$824
Softball (Girls)	Annual
Head Varsity Coach	\$10,300
Assistant Varsity Coach	\$3,090
Jr. Varsity Softball	\$3,090
Jr. Varsity Assistant	\$2,266
Head Coach 9th Grade	\$2,266
Middle School Head Coach (8th grade)	\$2,678
Middle School Head Coach (7th grade)	\$2,678
Middle School Assistant Coach	\$1,751
Swimming (Boys and Girls)	Annual
Head Coach	\$1,751

Special Olympics (Boys and Girls)	Annual
Head Coach	\$1,545
Tennis	Annual
Head Varsity Coach (Boys)	\$5,768
Head Varsity Coach (Girls)	\$5,768
Jr. Varsity Coach (Boys)	\$1,648
Jr. Varsity Coach (Girls)	\$1,648
Middle School Head Coach	\$1,545
Track**	Annual
Head Varsity Coach (Boys)	\$8,034
Head Varsity Coach (Girls)	\$8,034
Assistant Varsity Coach (Boys)	\$3,090
Assistant Varsity Coach (Girls)	\$3,090
Varsity Cross-Country Coach (Boys)	\$4,120
Assistant Varsity Cross-Country Coach (Boys)	\$2,884
Varsity Cross-Country Coach (Girls)	\$4,120
Assistant Varsity Cross-Country Coach (Girls)	\$2,884
Head Indoor Track Coach (Boys & Girls)	\$4,120
Middle School Head Coach (Boys)	\$2,060
Middle School Head Coach (Girls)	\$2,060
Middle School Cross-Country (Boys & Girls)	\$2,060
Volleyball	Annual
Head Varsity Coach	\$8,240
Assistant Varsity Coach	\$2,472
Head Jr. Varsity Coach	\$3,090
Head Coach 9th Grade	\$2,060
Middle School Head Coach (8 th grade)	\$2,318
Middle School Head Coach (7 th grade)	\$2,318
Middle School Assistant Coach	\$1,236
Wrestling	Annual
Head Coach	\$6,180
Assistant Coach	\$3,090
Bowling	Annual
Head Coach	\$4,841
Assistant Coach	\$1,545
E-Sports	Annual
Coach	\$1,133
Strength and Conditioning	Annual
Coach	\$8,961

Notes:

The athletic director position can be split between two individuals at the school level.

HIGH SCHOOL INCENTIVES

Head Coach will receive \$1,000 for each team that qualifies for the playoffs or championship meet. Assistant Coach(es), Head Cheerleading Sponsor, Band Director, and Auxiliary Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Playoffs are defined as the winning team advancing to the next round while the losing team does not. Second place teams in the area championship tournaments would not qualify for this incentive.

STATE CHAMPIONSHIP INCENTIVES

Head Coach will receive \$10,000 for each team winning the State Championship or \$5,000 for Runner-Up. Assistant Coach(es), Head Cheerleading Sponsor, Band Director, and Auxiliary Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Coaches and sponsors MUST participate in EVERY contest to be eligible for the incentive.

MIDDLE SCHOOL CITY/COUNTY CHAMPIONSHIP INCENTIVES

Head Coach will receive \$1,000 for each team winning the City/County Championship or \$750 for Runner-Up.

Head Coach will receive \$1,000 for each team completing an undefeated season.

Head Coach will receive a total of \$2,000 dollars for completing an undefeated season and winning the City/County Championship.

Head Coach will receive a total of \$1,750 for completing an undefeated season and finishing as the runner-up for the City/County Championship.

Assistant Coach(es), Head Cheerleading Sponsor, Band Director, and Auxiliary Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Coaches and sponsors MUST participate in EVERY contest to be eligible for the incentive.

ATHLETIC DIRECTORS

District Athletic Director will receive one-fourth (1/4) of the amount paid to the head coach for each team winning a state and/or City/County Championship.

The Local School Athletic Director will receive one-tenth (1/10) of the amount paid to the Head Coach for each team winning a state and/or City/County Championship.

Notes:

Both High Schools and Middle Schools must play the minimum number of contests/games listed on the Annual Sports Calendar issued by the Alabama High School Athletic Association.

Coaches and sponsors must participate in every game/contest to qualify to be eligible for incentives.

The number of incentives paid will be equal to the number of supplements for each sport provided by HR.

Local school Athletic Directors will submit the list of all eligible coaches for the

incentives and their current positions for each sport at the beginning of each season. Also, the local school AD will tabulate each incentive and submit it to the District Athletic Director for approval.

Band Directors will submit the name of the Auxiliary sponsor at the beginning of each season.

All incentives will be submitted by the District Athletic Director to the Superintendent and will have to be approved by the board.

Funding is subject to availability.

Travel Supplements	
Position	Annual
Deputy Superintendent	\$2,900
Coordinator of: Social Work; Student Services; School Improvement; Computer Technicians; Attendance and Pupil Services; Pre-Kindergarten; Fine Arts; Extracurricular Activities and Safety; Nursing; Post-Secondary Engagement; Mental Health Services: Student Database Manager;	\$2,900
Director of: Child Nutrition Program; Special Education; College and Career Readiness; Strategic Initiatives; Student Literacy; Federal Programs; Technology; Instructional Technology; Public Relations; Human Resources; Financial Accounting Manager/Internal Auditor; Transportation	\$2,900
Administrator of: School Improvement; Data Analyst and Counseling; English Learners and Bilingual Family Engagement; Family & Community Engagement	\$2,900
Specialist of: Video and Media; Digital Media and Webmaster; Dispatcher/Route; CNP; Safety; Informational Technology Security; Bilingual Specialist; Literacy; Special Education/Curriculum; Instructional Technology/Virtual Learning	\$2,900
Traveling Teacher	\$2,900
Traveling School Nurse	\$2,900
Social Worker	\$2,900
Reading Coach; Extended Learning Coach	\$2,900
Executive Director of: Human Resources and Operations; Learning Supports	\$2,900
Child Nutrition Program Manager	\$2,900
Supervisors of: Accounting; Math Specialist; Reading Specialist; Registered Nurse; Technology; Payroll; Benefits; IT Technician	\$2,900

Note:

The Board of Education authorizes the Superintendent the discretion to change the travel supplement based on the published IRS Standard Mileage Rate and the recommendation of the ALSDE without additional Board action.

Miscellaneous Compensation	
Transportation	Per Hour
Field Trip Rate (non-exempt)	\$20
High Hopes	Annual
Coordinator	\$500
Tutors	\$15 per hour
SPE Summer Testing	Annual
Intelligence/Ability Test	\$135 per test
Achievement Test	\$40 per test
Improving Literacy Through School Libraries	Annual
Coordinator (both semesters)	\$1,000
Professional Development Stipends	Daily
Full Day	\$200
Half Day	\$100
Extended Day Health Coverage (e.g. before/after school; athletic events)	Per Hour
Nurse	\$32

Summer Learning	
Position	Rate of Pay
Program Director (all positions)	\$2,500 planning stipend plus 25 day contract extension
Summer Learning District Lead	\$2,500 planning stipend plus 30 day contract extension
Assistant Program Director	\$2,000 planning stipend plus \$30/hour
Human Resources Specialist, Payroll Supervisor, Payroll Benefits Specialist, RN Supervisor, Transportation Route Specialist	\$2,000 planning/additional duties stipend
Classroom Teacher (all positions)	\$240/day; \$120/half-day
Instructional Aide	\$19/hour
Secretary (Elementary, Secondary) Secretary Substitute	\$18/hour
Dean of Students (Secondary)	\$20/hour
Registered Nurse	\$40/hour
Licensed Practice Nurse	\$35/hour
CNP Manager	\$22/hour
CNP Assistant	\$17/hour
Custodian	\$14/hour
Bus driver	\$25/hour
Bus aide	\$19/hour

Substitute Compensation	
Substitute Type	
Teacher	\$95.00/day
Extended Certified Substitute	\$95.00/day
Extended certified substitutes must either work 20 consecutive days or have authorization by the Executive Director of Human Resources due to extenuating circumstances	
TCS Retired Teacher/Retired Teacher	\$155.00/day
Former Tuscaloosa City certified employee who retired or taught a minimum of five years for the school system or a certified employee who retired or taught a minimum of five years for a school system	
RN	\$23.00/hour
Support Position	\$12.00/hour
Support positions do not qualify for extended certified substitute's pay unless authorized by the Executive Director of Human Resources & Operations	
Bus Driver	\$19.00/hour
LPN	\$19.00/hour
Custodian	\$12.00/hour
*Hourly substitutes are paid only for hours worked - up to the maximum number of hours of the support positions.	

**To compensate a certified teacher at a rate of \$30 for his/her preparation period for covering a classroom or keeping a classroom as part of or in addition to his/her preparation period due to a substitute not being obtained through the system's third-party contractor (Kelly Educational Staffing) for a certified teacher's absence. This type of compensation for the 2023-2024 school year only and will be paid with funding that is temporary and occasional.

Employee Group	Contract days	Independence Day July 4, 2023	Labor Day September 4, 2023	Veterans Day November 10, 2023	Fall Break and Thanksgiving November 20-24, 2023	Winter Break December 18, 2023- January 1, 2024	Martin Luther King, Jr. Day January 15, 2024	Spring Break March 11-15, 2024	Memorial Day May 27, 2024	Juneteenth June 19, 2024
CNP Managers** 7/29-6/6	192		1	1	5	11	1	5	1	
CNP Assistant Manager/Assistants 08/3-05/26	187		1	1	5	11	1	5	1	
Elem/Middle School Secretary/ Bookkeepers 07/20-06/12	207		1	1	5	11	1	5	1	
Elementary School Counselors 08/3-05/26	187		1	1	5	11	1	5	1	
Middle/High School Counselors 07/20-6/12	207		1	1	5	11	1	5	1	
High School Counselors 07/20-06/30	227	1	1	1	5	11	1	5	1	1
Elementary Asst. Principals 07/20-06/12	207		1	1	5	11	1	5	1	
Middle/High School Asst. Principals 07/20-06/30	227	1	1	1	5	11	1	5	1	1
Social Workers 07/20-06/12	207		1	1	5	11	1	5	1	
Curriculum Specialist & Turnaround Administrator 07/1-06/30	245	1	1	1	5	11	1	5	1	1
Teachers 08/3-05/26	187		1	1	5	11	1	5	1	
TEAMS Teachers 08/3- 05/31	189		1	1	5	11	1	5	1	
School Nurses 08/3-05/26	187		1	1	5	11	1	5	1	
Librarians 08/3-05/26	187		1	1	5	11	1	5	1	
Bus Drivers/Assts 08/3-05/26	187		1	1	5	11	1	5	1	
Teacher Assistants 08/3-05/26	187		1	1	5	11	1	5	1	
12 Month Employees 7/1-6/30	245	1	1	1	5	10	1	5	1	1

**CNP Managers 07/29 - 06/8 (CNP Managers receive 5 professional days designated in the summer)

Employee Benefits

The Public Education Employee Health Insurance Program (PEEHIP)

PEEHIP offers insurance administered by Blue Cross/Blue Shield to Board employees. The coverage costs for PEEHIP are published annually in the Public Education Employees' Health Insurance Plan Member Handbook. In addition, PEEHIP offers one health management organizations (HMO) as alternatives to Blue Cross/Blue Shield.

Effective October 1, 2005, **Act 2004-646** of the Alabama Legislature requires the PEEHIP Board to charge a higher premium to all enrolled members who smoke or use tobacco products.

To avoid being charged the additional monthly premium, it is the employee's responsibility to certify to PEEHIP that they are a non-smoker/tobacco user. As a condition, PEEHIP may require an employee to submit to periodic tobacco usage testing. Furthermore, PEEHIP may authorize any licensed physician, medical practitioner, hospital, pharmacy, clinic or other medically related facility, insurance company, government agency or other organization or person that has any records or knowledge of the member's health to provide PEEHIP any information related to the participant's use or non-use of tobacco products.

It is the responsibility of the employee to notify PEEHIP immediately when there is a change in their tobacco usage status. In addition to any disciplinary action already in place by PEEHIP, any employee who knowingly and willfully submits false information will be required to repay all discounts as well as claims and other related expenses. Members and their covered spouses who are enrolled in the PEEHIP BCBS Health Plan are required to complete the applicable wellness activities by August 31 each year in order to earn the fifty (\$50) monthly wellness premium waiver.

VIVA (HMO)

Information can be found in the Public Education Employees' Health Insurance Plan Member Handbook.

Employees who are considered full-time receive an allocation to apply toward any of the health insurance options listed. Employees who do not wish to enroll in health insurance may apply their monthly allocation toward a supplemental insurance plan with Southland National Insurance. These supplements may be purchased separately. Employees should consult the Public Education Employees' Health Insurance Plan Member Handbook for the allocation amounts.

Southland Insurance Company

At no cost to regular full-time employees offers Dental, Vision, Cancer, and Indemnity policies if hospital insurance is not elected.

Benefits for Part-Time Employees

Part-time support employees working four hours daily are provided some credit for insurance. They may apply the half allocation towards two (2) supplements at no cost or the employee may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference.

Pre-Tax Cafeteria (Section 125 Plan) - American Fidelity Assurance Company and PEEHIP

A pre-tax cafeteria (Section 125 Plan) plan that is administered for the purchase of hospital and supplemental insurance is available to employees. Dollars contributed under a Section 125 Plan are exempt from FICA, FUTA, federal income and most state and local taxes. The cafeteria plan is available to all employees.

Dental Insurance

The Board provides dental insurance coverage with Blue Cross/Blue Shield for each employee with no option for family coverage.

All of the above costs are subject to change from year to year.

Employee Assistance Program (EAP)

The Board provides employees and their family members access to EAP without discussion or intervention. EAP provides free assessment, short-term counseling, and referral service to assist with problems including stress, finances, marital and relational, parent-child, substance abuse, and extended family.

American Behavioral Employee Assistance Program
2204 Lakeshore Drive, Suite 135
Birmingham, Alabama 35209
(800) 925-5327
www.americanbehavioral.com

Teacher/Employee Retirement

Teachers' Retirement System of Alabama (TRS)

All full time employees are eligible and required to participate in the Teacher Retirement System of Alabama. Tier 1 employee contributions are 7.5%, Tier 2 employee contributions are 6.2%. (Members hired on or after January 1, 2013, are classified as Tier 2 participants. If you have any service prior to January 1, 2013, you will be classified as a **Tier 1** participant.)

Employee Leave

Sick Leave

Each full time employee shall accrue sick leave at the rate of one day per month of contract. Below is a chart of sick leave days earned upon receipt of a paycheck (An employee does not earn leave for the month in which a check is not received):

<i>Contract</i>	<i>Sick Leave Days</i>
245-day	12
227-day	11
207-day	10
192-day	9
189-day	9
187-day	9

Pursuant to **Act # 2000-671**, the maximum sick leave accumulation shall be unlimited.

Personal Leave

Each full-time employee shall accrue five (5) personal leave days per year that are non-cumulative from year to year. The first two (2) days may be taken at no cost to the employee. However, when the remaining three (3) days are used, the employee shall be charged the substitute wage for each day taken.

Employees shall be allowed to convert all unused personal leave (only first two (2) paid by the school system) to sick leave. Unused personal leave shall automatically convert to sick leave unless the employee submits a request in writing to be compensated for the unused personal leave days. Employees shall be reimbursed at \$60/day. A written request must be received no later than May of the given year and should be directed to the payroll department. The adjusted sick leave balance shall appear on each employees August payroll check stub.

Support employees with more than ten (10) years of service prior to June 1, 2010 earn a third personal day at no cost.

Professional Leave

Professional employees may request professional leave days for development purposes. These requests must be approved by the Principal and the Assistant Superintendent for Curriculum and Instruction. A limited number of professional leave days are available at the individual school.

Vacation Days

245-day employees shall earn up to one (1) day per month during the period of September through June. Each eligible employee may accumulate up to 30 days of vacation days per year; however, only 20 days shall be carried over per year. Part-time support employees shall not be eligible to earn leave days or vacation days. Non-probationary employees will be paid for any unused vacation days unless terminated for cause as per their contract or Alabama Code (TCS Policy 5.10.6).

Salary Schedule

Deputy Superintendent

Base Salary

The base salary for a Deputy Superintendent shall be calculated by placing the on the Teacher's Salary Schedule, taking into consideration the Deputy Superintendent's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Assistant Superintendent's annual base salary.

Example¹

The base salary for a Deputy Superintendent with Rank IAA/16 years of experience shall be $\$71,992 / 187 \text{ days} = \384.98 (daily rate) $\times 245\text{-days} = \$94,320$.

Administrative Experience Supplement

The experience supplement for a Deputy Superintendent shall be determined by the number of years of administrative experience and multiply this by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Deputy Superintendent with 8 years of experience shall earn $\$94,320 + \$1,232 = \$95,552$.

Responsibility Factor Supplement

	<u>Factor</u>
Deputy Superintendent	1.50

Example

The above Deputy Superintendent shall earn $\$95,552 \times 1.50 = \$143,328$.

Step Raise

The annual step raise for a Deputy Superintendent shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

If above Deputy Superintendent is from a non-educational background, see page 27.

¹ Based on contract from October – September

Executive Director of:

- **Facilities**
- **Human Resources and Operations**
- **Learning Supports**

Base Salary

The base salary for an Executive Director shall be calculated by placing the Executive Director on the Teacher’s Salary Schedule, taking into consideration the Executive Director’s experience and education level. The base salary, as determined by the Teacher’s Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Executive Director’s annual base salary.

Example²

The base salary for an Executive Director with Rank IAA/16 years of experience shall be \$71,992 / 187 days = \$384.98 (daily rate) x 245-days = \$94,320.

Administrative Experience Supplement

The experience supplement for an Executive Director shall be determined by the number of years of administrative experience and multiply this by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Executive Director with 8 years of experience shall earn \$94,320 + \$1,232 = \$95,552.

Responsibility Factor Supplement

	<i>Factor</i>
Executive Director	1.40

Example

The above Executive Director shall earn \$95.552 X 1.40 = \$133,773.

Step Raise

The annual step raise for an Executive Director shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

If above Executive Director is from a non-educational background, see page 27.

Director of:

- **Child Nutrition Program**
- **Student Literacy, Strategic Initiatives, and College and Career Readiness**
- **Federal Programs**
- **Financial Accounting Manager and Internal Auditor**
- **Technology**
- **Special Education**
- **Transportation**
- **Human Resources**
- **Public Relations**

Base Salary

The base salary for a Director shall be calculated by placing the Director on the Teacher’s Salary Schedule, taking into consideration the Director’s experience and education level. The base salary, as determined by the Teacher’s Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Director’s annual base salary.

Example³

The base salary for the Director with Rank IAA/16 years of experience shall earn \$71,992 / 187 days = \$384.98 (daily rate) x 245-days = \$94,320.

Administrative Experience Supplement

The experience supplement for a Director shall be determined by the number of years of administrative experience and multiply this by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Director with 8 years of experience shall earn \$94,320 + \$1,232= \$95,552.

Responsibility

	<u>Factor</u>
Director	1.30

Example

The above Director shall earn \$93,702 X 1.30 = \$124,218.

Step

The annual step raise for a Director shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

If the above Director is from a non-educational background, see page 27.

Administrator of:

- **School Improvement**
- **Data Analyst and Counseling**
- **English Learners and Bilingual Family Engagement**
- **Family & Community Engagement**

Base Salary

The base salary for an Administrator shall be calculated by placing the Administrator on the Teacher’s Salary Schedule, taking into consideration the Administrator’s experience and education level. The base salary, as determined by the Teacher’s Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Administrator’s annual base salary.

Example⁴

The base salary for the Administrator with Rank IAA/16 years of experience shall earn \$71,992 / 187 days = \$384.98 (daily rate) x 245-days = \$94,320.

Administrative Experience Supplement

The experience supplement for an Administrator shall be determined by the number of years of administrative experience and multiply this by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Administrator with 8 years of experience shall earn \$94,320 + \$1,232= \$95,552.

Responsibility

	<u>Factor</u>
Administrator	1.20

Example

The above Administrator shall earn \$95,552 X 1.20 = \$114,662.

Step

The annual step raise for an Administrator shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

Coordinator of:

- **Extracurricular Activities and Safety**
- **Attendance and Pupil Services**
- **Student Services**
- **Social Work/Mental Health/Nursing**
- **Post-Secondary Engagement**
- **Fine Arts**
- **Pre-Kindergarten Program**
- **Instructional Technology**
- **Network Administrator**
- **Student Database Manager**
- **Transportation**

Base Salary

The base salary for a Coordinator shall be calculated by placing the Coordinator on the Teacher's Salary Schedule, taking into consideration the Coordinator's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Coordinator's annual base salary.

Example⁵

The base salary for the Coordinator with Rank IAA/16 years experience shall earn \$71,992 / 187 days = \$384.98 (daily rate) x 245-days = \$94,320.

Administrative Experience Supplement

The experience supplement for a Coordinator shall be determined by the number of years of administrative experience and multiply this by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Coordinator with 8 years of experience shall earn \$94,320 + \$1,232 = \$95,552.

Responsibility

Administrator	<u>Factor</u>
	1.06

Example

The above coordinator shall earn \$95,552 X 1.06=\$101,285.

Step Raise

The annual step raise for a Coordinator shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

If the above Coordinator is from a non-educational background, see page 27.

Supervisors for:

- **Accounting**
- **Math Specialist**
- **Reading Specialist**
- **Registered Nurse**
- **Payroll**
- **IT Technician**
- **Benefits**

Base Salary

The base salary for a Supervisor shall be calculated by placing the Supervisor on the Teacher's Salary Schedule, taking into consideration the Supervisor's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by the length of the contract (i.e. 245, 227, 207) to determine the Supervisor's annual base salary.

Example

The base salary for Supervisor with Rank IAA/16 years experience shall earn
 $\$71,992 / 187 \text{ days} = \$384.98 \text{ (daily rate)} \times 245\text{-days} = \$94,320.$

Step Raise

The annual step raise for a Supervisor shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

If the above Supervisor is from a non-educational background, see page 27.

Non-Educational Central Office Positions

Position	Minimum	Maximum
Executive Director of Human Resources and Operations	\$83,953	\$171,198
Executive Director of Facilities	\$83,953	\$171,198
Director of Transportation	\$77,957	\$158,969
Director of Human Resources	\$77,957	\$158,969
Director of Public Relations	\$77,957	\$158,969
Director of Child Nutrition Program	\$77,957	\$158,969
Financial Accounting Manager	\$77,957	\$158,969
Coordinator of Social Services	\$63,564	\$129,621
Coordinator of Nursing	\$63,564	\$129,621
Coordinator of Mental Health	\$63,564	\$129,621
Coordinator of Transportation	\$63,564	\$129,621
Coordinator of Network Administrator	\$63,564	\$129,621
Facilities Maintenance Manager	\$63,564	\$129,621
Student Database Manager	\$63,564	\$129,621
Instructional Technology Coordinator	\$63,564	\$129,621
Social Worker (245 Days)	\$59,967	\$122,284
Payroll Supervisor	\$59,967	\$122,284
Benefits Supervisor	\$59,967	\$122,284
IT Technician Supervisor	\$59,967	\$122,284
Accounting Supervisor	\$59,967	\$122,284
CNP Specialist	\$59,967	\$122,284
Safety Specialist	\$59,967	\$122,284
Information Technology Security Specialist	\$59,967	\$122,284
Bilingual Specialist	\$59,967	\$122,284
Community Literacy Engagement Specialist	\$59,967	\$122,284

Initial Placement

The placement on the Teachers' Salary Schedule for non-educational Central Office individuals shall be negotiated between the employee and the Superintendent. The Superintendent shall consider the non-certified individual's in-field experience, degrees, certification, licensure, and other such criteria. The Superintendent shall bring the proposed placement on the salary schedule to the Board of Education for approval. After initial placement, the employee's salary will be in accordance with the Salary Schedule found on pages 19 - 25.

Professional Certification/Licensure/Degree

If an employee earns certification in his/her specialized area while employed, the Superintendent will review the certification/licensure/degree and determine if a change in placement is merited. If so, the Board of Education must review and approve the recommendation. If the employee receives the change in pay to reflect a certificate/licensure/advanced degree, he/she will remain on the teacher's Salary Schedule as provided on pages 19 - 25. Examples of certification/licensure to be considered for in-field areas are CPA, PE, and SPHR.

Employees Hired Prior to April 2010

Employees serving in the non-educational positions prior to April 2010 will remain on their current schedules. Each of these positions shall receive a one and a half percent pay adjustment annually (August 1) until they have reached the schedule maximum. In years that a state mandated pay increase is implemented for certified employees, the salary of non-educational central office positions shall be increased by either 1.5% or the amount of the State mandated pay increase, whichever is greater.

Employees hired prior to March 2010 who earn advanced degrees and/or applicable certifications may be eligible for pay increases with advanced certification/licensure/advanced degree. In order for said employees to qualify, they must take an action to opt out of current placement and proceed on the Salary Schedule as stipulated in above sections. If this option is taken, the employees will no longer receive the 1.5% annual increase they currently receive. It is recommended by the Board of Education that employees seek approval from the Superintendent and Board of Education for placement in advance of seeking additional Certification, Licensure, and Degree.

Principals

Base Salary

A Principal must have a Rank I (Master's level) certificate in administration to qualify for the base salary. The base salary for a Principal shall be calculated by placing the Principal on the Teacher's Salary Schedule, taking into consideration the Principal's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Principal's annual base salary.

Example⁶

The base salary for a Principal with Rank AA/16Years shall be $\$71,992 / 187 \text{ days} = \384.98 (daily rate) $\times 245\text{-days} = \$94,320$.

Administrative Experience Supplement

The experience supplement for a Principal shall be determined by the number of years of administrative experience multiplied by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Principal with 4 years of administrative experience shall earn $\$94,320 + \$616 = \$94,946$.

Responsibility Factor Supplement

The responsibility supplement for Principals shall be based on the grade levels of the schools.

	<u>Factor</u>
Elementary	1.08
Middle School	1.14
K-8 School	1.19
High School/STARS	1.23

Example

The above Principal assigned to an elementary school shall earn $\$94,946 \times 1.08 = \$102,542$.

Enrollment Supplement

The enrollment supplement for a Principal shall be based on the 40-day average daily membership of the current scholastic year. Pre-Kindergarten enrollment will be calculated into the enrollment supplement.

Student Enrollment	Elementary	Middle	K-8	High
0-299	\$4,090	\$5,794	\$5,794	\$6,930
300-399	\$4,657	\$6,362	\$6,362	\$7,497
400-499	\$5,225	\$6,930	\$6,930	\$8,066
500-599	\$5,794	\$7,497	\$7,497	\$8,634
600-699	\$6,362	\$8,066	\$8,066	\$9,202
700-799	\$6,930	\$8,634	\$8,634	\$9,770
800-899	\$7,497	\$9,202	\$9,202	\$10,339
900-999	\$8,066	\$9,770	\$9,770	\$10,905
1000-1099	\$8,634	\$10,339	\$10,339	\$11,473
1100-1199	\$9,202	\$10,905	\$10,905	\$12,041
1200+	\$9,770	\$11,473	\$11,473	\$12,544

Example

The above Elementary Principal with enrollment of 400 students shall earn \$102,542 + \$5,225 = \$107,767.

Principal Experience Supplement

The principal experience supplement (three (3) year increments) is based on years as a principal. A principal obtains the supplement for every 3 years of experience.

Principal Experience	
3 years	1%
6 years	1%
9 years	1%
12 years	1%
15 years	1%
18 years	1%
21 years	1%
24 years	1%
27 years	1%
30+ years	1%

Example

The above principal with 3 years of experience as a principal shall earn \$107,767 X 1% = \$108,845.

Step Raise

The annual step raise for Principals shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises shall be provided up to 27 years of experience.

Annual Recalculation

Principal salaries will be recalculated and adjusted each October 1 in accordance with the Board approved salary schedule. Any principal assigned to the same school as the previous October 1 will not be subject to a pay decrease unless agreed to in writing by the Principal and Superintendent and approved by majority vote of the whole Board.

Example

The above Principal's salary for the following school year will be recalculated and adjusted on October 1. The Principal will have 17 years' experience and 5 years' administrative experience. If the current salary schedule remains the same, the Principal remains at the same school they were assigned to the previous October 1, and enrollment at the school drops to 300, the recalculated salary will be \$89,966, a decrease of \$369 annually. In this circumstance the Principal's salary will not be adjusted, but will remain the same as the previous year, \$90,345.

Relocation Reimbursement

The Tuscaloosa City Schools will reimburse up to \$10,000 of IRS defined qualified moving expenses (per Publication 521) for any principal, director, or senior executive staff member (Assistant Superintendent, CSFO, and Executive Directors of Facilities and Human Resources) who meet the IRS tests found in Publication 521.

Current principals, directors, or executive staff residing outside the Tuscaloosa city limits will receive the same assistance if they meet the IRS test found in Publication 15-B.

Appropriate documentation (detailed receipts, invoices) must be provided to the TCS Finance Department for direct payment to a third party or for personal reimbursement.

Please see the summary of IRS Publication 15-B in the Tuscaloosa City Schools administrative procedures.

Note: Any principal transferred to the position of director, executive director, or deputy superintendent will be paid the greater of their principal's salary at the time of the transfer or the salary for their new position as set forth in the current salary schedule.

Assistant Principals

Base Salary

An Assistant Principal must have a Rank I (Master's level) certificate in administration to qualify for the base salary. The base salary for an Assistant Principal shall be calculated by placing the Assistant Principal on the Teacher's Salary Schedule, taking into consideration the Assistant Principal's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by the length of the contract to determine the Assistant Principal's annual base salary.

Example⁷

The base salary for an Assistant Principal (Middle School) with Rank I/15 Years on a 227-day contract shall be $\$66,089 / 187 \text{ days} = \353.42 (daily rate) $\times 227 \text{ days} = \$80,226$.

Administrative Experience Supplement

The supplement for administrative experience shall be determined by the number of years of administrative experience multiplied by \$154. The amount of credit shall be the total years of administrative experience completed.

Example

The Assistant Principal with 4 years of administrative experience shall earn $\$80,226 + \$616 = \$80,842$.

Responsibility Supplement

The responsibility supplement shall be determined by the academic level of the school.

<i>Academic Level</i>	<i>Supplement</i>
Elementary School	\$4,315
Middle School	\$6,020
High School	\$7,154

Example

The Middle School Assistant Principal above shall earn $\$80,842 + \$6,020 = \$86,862$.

Step Raise

The annual step raise for Assistant Principals shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 27 years of experience.

Contract days for Assistant Principals are identified below:

Elementary School	207-day
Middle School	227-day
High School	227-day/245-day (1 per high school)

Teacher Salary Schedule
187-Day Calendar

Years Experience	Bachelor Rank II	Master Rank I	Ed.S. Rank AA	Doctorate Rank ED
0	\$45,770	\$52,632	\$56,753	\$60,872
1	\$45,770	\$52,632	\$56,753	\$60,872
2	\$45,770	\$52,632	\$56,753	\$60,872
3	\$50,345	\$57,895	\$62,425	\$66,959
4	\$50,345	\$57,895	\$62,425	\$66,959
5	\$50,345	\$57,895	\$62,425	\$66,959
6	\$52,548	\$60,429	\$65,176	\$69,889
7	\$52,548	\$60,429	\$65,176	\$69,889
8	\$52,548	\$60,430	\$65,176	\$69,889
9	\$54,145	\$62,261	\$67,155	\$72,008
10	\$54,686	\$62,883	\$67,826	\$72,728
11	\$55,232	\$63,511	\$68,504	\$73,455
12	\$55,785	\$64,150	\$69,193	\$74,188
13	\$56,343	\$64,791	\$69,884	\$74,930
14	\$56,910	\$65,438	\$70,582	\$75,678
15	\$57,473	\$66,089	\$71,280	\$76,444
16	\$58,052	\$66,749	\$71,992	\$77,207
17	\$58,631	\$67,421	\$72,717	\$77,985
18	\$59,228	\$68,110	\$73,449	\$78,759
19	\$59,819	\$68,790	\$74,189	\$79,552
20	\$60,415	\$69,475	\$74,928	\$80,345
21	\$61,024	\$70,179	\$75,693	\$81,162
22	\$61,632	\$70,879	\$76,448	\$81,971
23	\$62,252	\$71,585	\$77,209	\$82,788
24	\$62,881	\$72,315	\$78,028	\$83,639
25	\$63,513	\$73,041	\$78,783	\$84,480
26	\$64,144	\$73,768	\$79,567	\$85,320
27	\$64,797	\$74,523	\$80,382	\$86,197
28	\$65,442	\$75,264	\$81,182	\$87,054
29	\$66,098	\$76,019	\$81,996	\$87,927
30	\$66,760	\$76,781	\$82,818	\$88,808
31	\$67,428	\$77,549	\$83,646	\$89,696
32	\$68,102	\$78,323	\$84,482	\$90,593
33	\$68,782	\$79,105	\$85,325	\$91,496
34	\$69,473	\$79,893	\$86,175	\$92,408
35	\$70,164	\$80,695	\$87,040	\$93,335

The following positions are paid at the daily rate on the 187- day Teacher Salary Schedule:

- | | |
|--|--------------------------------------|
| Curriculum Specialists | High School Counselors - 245 Days |
| Elementary Counselors - 187 Days | Reading Intervention Specialists |
| Middle/High School Counselors-207/227 Days | School Librarians |
| Psychometrist-187/207 Days | School Reading Coach |
| Master Teacher | Speech Language Pathologist |
| Extended Learning Coach - 245 Days | Full-Time TCTA Teachers-187/207 Days |

LPN-187 Days (FLSA: Non-Exempt)
Registered Nurse-187/207 Days
RN Supervisor-245 Days

Years	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DNP
Experience	Non-Exempt		Rank II	Rank I	Rank ED
0	\$33,264	\$ 45,770	\$ 47,322	\$ 52,632	\$ 56,753
1	\$33,264	\$ 45,770	\$ 47,322	\$ 52,632	\$ 56,753
2	\$33,264	\$ 45,770	\$ 47,322	\$ 52,632	\$ 56,753
3	\$36,587	\$ 50,345	\$ 52,049	\$ 57,895	\$ 62,425
4	\$36,587	\$ 50,345	\$ 52,049	\$ 57,895	\$ 62,425
5	\$36,587	\$ 50,345	\$ 52,049	\$ 57,895	\$ 62,425
6	\$38,191	\$ 52,548	\$ 54,331	\$ 60,429	\$ 65,176
7	\$38,191	\$ 52,548	\$ 54,331	\$ 60,429	\$ 65,176
8	\$38,191	\$ 52,548	\$ 54,331	\$ 60,430	\$ 65,176
9	\$39,344	\$ 54,145	\$ 55,972	\$ 62,261	\$ 67,155
10	\$39,737	\$ 54,686	\$ 56,531	\$ 62,883	\$ 67,826
11	\$40,134	\$ 55,232	\$ 57,096	\$ 63,511	\$ 68,504
12	\$40,536	\$ 55,785	\$ 57,668	\$ 64,150	\$ 69,193
13	\$40,941	\$ 56,343	\$ 58,244	\$ 64,791	\$ 69,884
14	\$41,351	\$ 56,910	\$ 58,827	\$ 65,438	\$ 70,582
15	\$41,765	\$ 57,473	\$ 59,415	\$ 66,089	\$ 71,280
16	\$42,182	\$ 58,052	\$ 60,009	\$ 66,749	\$ 71,992
17	\$42,604	\$ 58,631	\$ 60,609	\$ 67,421	\$ 72,717
18	\$43,030	\$ 59,228	\$ 61,215	\$ 68,110	\$ 73,449
19	\$43,460	\$ 59,819	\$ 61,827	\$ 68,790	\$ 74,189
20	\$43,894	\$ 60,415	\$ 62,445	\$ 69,475	\$ 74,928
21	\$44,334	\$ 61,024	\$ 63,070	\$ 70,179	\$ 75,693
22	\$44,777	\$ 61,632	\$ 63,700	\$ 70,879	\$ 76,448
23	\$45,225	\$ 62,252	\$ 64,338	\$ 71,585	\$ 77,209
24	\$45,677	\$ 62,881	\$ 64,982	\$ 72,315	\$ 78,028
25	\$46,134	\$ 63,513	\$ 65,631	\$ 73,041	\$ 78,783
26	\$46,595	\$ 64,144	\$ 66,287	\$ 73,768	\$ 79,567
27	\$47,061	\$ 64,797	\$ 66,951	\$ 74,523	\$ 80,382
28	\$47,532	\$ 65,442	\$ 67,620	\$ 75,264	\$ 81,182
29	\$48,007	\$ 66,098	\$ 68,296	\$ 76,019	\$ 81,996
30	\$48,487	\$ 66,760	\$ 68,978	\$ 76,781	\$ 82,818
31	\$48,972	\$ 67,428	\$ 69,668	\$ 77,549	\$ 83,646
32	\$49,462	\$ 68,102	\$ 70,366	\$ 78,323	\$ 84,482
33	\$49,956	\$ 68,782	\$ 71,068	\$ 79,105	\$ 85,325
34	\$50,455	\$ 69,473	\$ 71,779	\$ 79,893	\$ 86,175
35	\$50,960	\$ 70,164	\$ 72,497	\$ 80,695	\$ 87,040

**FY 2024 TEAMS Program State Minimum Salary Schedule
Classroom Teachers**

Public School Experience - 189 Day Contract				
	Bachelor	Master	AA/EDS	Doctoral
Step	BS	MS	6Y	DO
0	49,530	56,161	60,143	64,122
1	53,021	60,974	65,746	70,521
2	55,854	64,229	69,275	74,283
3	57,488	66,110	71,303	76,458
4	59,166	68,040	73,383	78,689
5	60,887	70,019	75,519	80,980
6	62,655	72,051	77,712	83,330
7	64,469	74,139	79,961	85,743
8	65,758	75,619	81,561	87,458
9	67,073	77,133	83,192	89,208
10	68,078	78,291	84,439	90,545
11	69,100	79,465	85,706	91,902
12	70,137	80,657	86,991	93,282
13	70,137	80,657	86,991	93,282
14	70,137	80,657	86,991	93,282
15	71,192	81,872	88,302	94,687
16	71,192	81,872	88,302	94,687
17	71,192	81,872	88,302	94,687
18	72,271	83,111	89,639	96,120
19	72,271	83,111	89,639	96,120
20	72,271	83,111	89,639	96,120
21	73,370	84,377	91,002	97,583
22	73,370	84,377	91,002	97,583
23	73,370	84,377	91,002	97,583
24	74,491	85,664	92,393	99,074
25	74,491	85,664	92,393	99,074
26	74,491	85,664	92,393	99,074
27	75,635	86,981	93,811	100,595

Central Office Administrative Support

Receptionist	Grade I	245-Days	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$31,618	\$129.05	\$16.13
1	\$32,336	\$131.98	\$16.50
2	\$33,054	\$134.91	\$16.86
3	\$33,773	\$137.85	\$17.23
4	\$34,493	\$140.79	\$17.60
5	\$35,212	\$143.72	\$17.97
6	\$36,170	\$147.63	\$18.45
7	\$36,887	\$150.56	\$18.82
8	\$37,843	\$154.46	\$19.31
9	\$38,564	\$157.41	\$19.68
10	\$41,650	\$170.00	\$21.25

Transportation Clerk	Grade 2	245-Days	8 Hours
Accounts Payable Clerk			
Human Resources Clerk			
Facilities Clerk			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$34,537	\$140.97	\$17.62
1	\$35,449	\$144.69	\$18.09
2	\$36,409	\$148.61	\$18.58
3	\$37,367	\$152.52	\$19.06
4	\$38,564	\$157.41	\$19.68
5	\$39,524	\$161.32	\$20.17
6	\$40,479	\$165.22	\$20.65
7	\$40,958	\$167.18	\$20.90
8	\$41,918	\$171.09	\$21.39
9	\$42,873	\$174.99	\$21.87
10	\$46,303	\$189.00	\$23.62

Central Office Administrative Support

	Grade 3	245-Days	8 Hours
Bookkeepers: State Allocations, CNP, Local Schools, Federal Programs, General Fund, Payroll, Transportation			
Secretaries: Directors, Coordinators			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$35,986	\$146.88	\$18.36
1	\$37,006	\$151.05	\$18.88
2	\$38,083	\$155.44	\$19.43
3	\$39,043	\$159.36	\$19.92
4	\$40,002	\$163.27	\$20.41
5	\$40,958	\$167.18	\$20.90
6	\$42,029	\$171.55	\$21.44
7	\$42,873	\$174.99	\$21.87
8	\$43,834	\$178.91	\$22.36
9	\$44,792	\$182.82	\$22.85
10	\$48,375	\$197.45	\$24.68

	Grade 4	245-Days	8 Hours
Head Bookkeeper			
Secretaries: Executive Directors, Deputy, Chief School Financial Officer			
Administrative Assistant			
Human Resources Specialist			
Payroll/Benefits Specialist			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$37,494	\$153.04	\$19.13
1	\$38,320	\$156.41	\$19.55
2	\$39,513	\$161.28	\$20.16
3	\$40,704	\$166.14	\$20.77
4	\$41,896	\$171.00	\$21.38
5	\$43,091	\$175.88	\$21.99
6	\$44,284	\$180.75	\$22.59
7	\$45,475	\$185.61	\$23.20
8	\$46,667	\$190.48	\$23.81
9	\$47,858	\$195.34	\$24.42
10	\$51,686	\$210.97	\$26.37

Central Office Administrative Support			
Secretary, Superintendent of Education	Grade 5	245-Days	8 Hours
Secretary, Board of Education			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$44,285	\$180.75	\$22.59
1	\$45,393	\$185.28	\$23.16
2	\$46,529	\$189.91	\$23.74
3	\$47,693	\$194.66	\$24.33
4	\$48,884	\$199.52	\$24.94
5	\$50,106	\$204.51	\$25.56
6	\$51,358	\$209.62	\$26.20
7	\$52,642	\$214.87	\$26.86
8	\$53,959	\$220.24	\$27.53
9	\$55,307	\$225.74	\$28.22
10	\$59,732	\$243.80	\$30.48

Child Nutrition Program (CNP)

CNP Annual Supplements

<i>American/Alabama Food Service Association Certification</i>	Amount
Director of Child Nutrition Program	\$2,000
CNP Secretary, Database Manager	\$1,500
Child Nutrition Program Managers	\$1,500
CNP Secretary and Bookkeeper	\$1,500
Child Nutrition Assistants Managers	\$1,000
Child Nutrition Assistants	\$750

Child Nutrition Program Assistant	Grade 3	187 Days	6.5 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 18,232	\$ 97.50	\$ 15.00
1	\$ 18,779	\$ 100.42	\$ 15.45
2	\$ 19,342	\$ 103.43	\$ 15.91
3	\$ 19,932	\$ 106.59	\$ 16.40
4	\$ 20,520	\$ 109.73	\$ 16.88
5	\$ 21,136	\$ 113.03	\$ 17.39
6	\$ 21,770	\$ 116.42	\$ 17.91
7	\$ 22,423	\$ 119.91	\$ 18.45
8	\$ 23,096	\$ 123.51	\$ 19.00
9	\$ 23,789	\$ 127.21	\$ 19.57
10	\$ 24,794	\$ 132.59	\$ 20.40

Child Nutrition Program Assistant Manager	Grade 4	187 Days	7 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 24,560	\$ 131.34	\$ 18.76
1	\$ 24,975	\$ 133.55	\$ 19.08
2	\$ 25,369	\$ 135.66	\$ 19.38
3	\$ 25,762	\$ 137.77	\$ 19.68
4	\$ 26,359	\$ 140.96	\$ 20.14
5	\$ 26,617	\$ 142.34	\$ 20.33
6	\$ 27,026	\$ 144.52	\$ 20.65
7	\$ 27,496	\$ 147.04	\$ 21.01
8	\$ 28,091	\$ 150.22	\$ 21.46
9	\$ 28,687	\$ 153.40	\$ 21.91
10	\$ 30,981	\$ 165.68	\$ 23.66

ADMS = Average Daily Meals Served

Breakfast meals served shall count as half of a daily meal served.

Manager salary grade level shall be determined by the average daily meals served the previous school year.

Any CNP Manager that remains at the same school as they began the previous school year will not suffer a decrease in pay as a result of a decrease in average daily meals served. For example, in year 1 a CNP Manager at step 0, serving 400 average daily meals, will be paid \$28,620 at grade 6. If Average Daily Meals drop to 390 the salary in year 2 at step 1, grade 5, is \$28,096. The CNP Manager will continue to be paid \$28,620 in year 2. In year 3, if Average Daily Meals remain at 390 the salary at step 2, grade 5 is \$28,620, the same as the CNP Manager made in year 1. At this point the CNP Manager's salary will again be calculated in accordance with the salary schedule and progress as normal.

Child Nutrition Program Manager (ADMS 200-399)	Grade 5	192-Day	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 31,963	\$166.48	\$20.81
1	\$ 32,565	\$169.61	\$21.20
2	\$ 33,173	\$172.77	\$21.60
3	\$ 33,797	\$176.02	\$22.00
4	\$ 34,433	\$179.34	\$22.42
5	\$ 35,082	\$182.72	\$22.84
6	\$ 35,742	\$186.16	\$23.27
7	\$ 36,420	\$189.69	\$23.71
8	\$ 37,108	\$193.27	\$24.16
9	\$ 37,812	\$196.94	\$24.62
10	\$ 40,837	\$212.69	\$26.59

Child Nutrition Program Manager (ADMS 400-549)			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 33,173	\$ 172.77	\$ 21.60
1	\$ 33,813	\$ 176.11	\$ 22.01
2	\$ 34,466	\$ 179.51	\$ 22.44
3	\$ 35,131	\$ 182.97	\$ 22.87
4	\$ 35,811	\$ 186.52	\$ 23.31
5	\$ 36,503	\$ 190.12	\$ 23.77
6	\$ 37,209	\$ 193.80	\$ 24.22
7	\$ 37,930	\$ 197.55	\$ 24.69
8	\$ 38,666	\$ 201.39	\$ 25.17
9	\$ 39,416	\$ 205.29	\$ 25.66
10	\$ 42,569	\$ 221.71	\$ 27.71

Child Nutrition Program Manager (ADMS 550-699)			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 34,812	\$ 181.31	\$ 22.66
1	\$ 35,485	\$ 184.82	\$ 23.10
2	\$ 36,322	\$ 189.18	\$ 23.65
3	\$ 36,868	\$ 192.02	\$ 24.00
4	\$ 37,579	\$ 195.72	\$ 24.47
5	\$ 38,308	\$ 199.52	\$ 24.94
6	\$ 39,050	\$ 203.39	\$ 25.42
7	\$ 39,813	\$ 207.36	\$ 25.92
8	\$ 40,583	\$ 211.37	\$ 26.42
9	\$ 41,371	\$ 215.47	\$ 26.93
10	\$ 44,680	\$ 232.71	\$ 29.09

Child Nutrition Program Manager (ADMS 700-899)			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 36,908	\$ 192.23	\$ 24.03
1	\$ 37,622	\$ 195.95	\$ 24.49
2	\$ 38,353	\$ 199.75	\$ 24.97
3	\$ 39,095	\$ 203.62	\$ 25.45
4	\$ 39,857	\$ 207.59	\$ 25.95
5	\$ 40,630	\$ 211.61	\$ 26.45
6	\$ 41,416	\$ 215.71	\$ 26.96
7	\$ 42,223	\$ 219.91	\$ 27.49
8	\$ 43,042	\$ 224.18	\$ 28.02
9	\$ 43,880	\$ 228.54	\$ 28.57
10	\$ 47,391	\$ 246.83	\$ 30.86

Child Nutrition Program (CNP)

Child Nutrition Program Manager (ADMS 900-1299)		Grade 9	192-Day	8 Hours
<i>FLSA: non-exempt</i>				
Step	Salary	Per Day	Per Hour	
0	\$39,012	\$203.19	\$25.40	
1	\$39,768	\$207.13	\$25.89	
2	\$40,537	\$211.13	\$26.39	
3	\$41,324	\$215.23	\$26.90	
4	\$42,128	\$219.42	\$27.43	
5	\$42,947	\$223.68	\$27.96	
6	\$43,783	\$228.04	\$28.50	
7	\$44,634	\$232.47	\$29.06	
8	\$45,503	\$236.99	\$29.62	
9	\$46,393	\$241.63	\$30.20	
10	\$50,104	\$260.96	\$32.62	

CNP Database Manager		Grade I	245-Day	8 Hours
<i>FLSA: non-exempt</i>				
Step	Salary	Per Day	Per Hour	
0	\$40,837	\$166.68	\$20.83	
1	\$41,652	\$170.01	\$21.25	
2	\$42,486	\$173.41	\$21.68	
3	\$43,335	\$176.88	\$22.11	
4	\$44,204	\$180.42	\$22.55	
5	\$45,086	\$184.02	\$23.00	
6	\$45,988	\$187.71	\$23.46	
7	\$46,905	\$191.45	\$23.93	
8	\$47,846	\$195.29	\$24.41	
9	\$48,801	\$199.19	\$24.90	
10	\$52,705	\$215.13	\$26.89	

Instructional Aides

Instructional, Special Education, Library, Computer, Physical Education, Pre-Kindergarten, Alternative	Grade I	Elementary	7 Hours
		187-Days	
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 19,635	\$ 105.00	\$ 15.00
1	\$ 20,224	\$ 108.15	\$ 15.45
2	\$ 20,831	\$ 111.40	\$ 15.91
3	\$ 21,456	\$ 114.74	\$ 16.39
4	\$ 22,099	\$ 118.18	\$ 16.88
5	\$ 22,762	\$ 121.72	\$ 17.39
6	\$ 23,445	\$ 125.37	\$ 17.91
7	\$ 24,149	\$ 129.14	\$ 18.45
8	\$ 24,873	\$ 133.01	\$ 19.00
9	\$ 25,619	\$ 137.00	\$ 19.57
10	\$ 26,388	\$ 141.11	\$ 20.16

Instructional, Special Education, Library, Computer, Physical Education	Grade 2	Middle and High School	7.5 Hours
		Oak Hill	
		187-Days	
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 21,038	\$ 112.50	\$ 15.00
1	\$ 21,669	\$ 115.88	\$ 15.45
2	\$ 22,319	\$ 119.35	\$ 15.91
3	\$ 22,989	\$ 122.94	\$ 16.39
4	\$ 23,678	\$ 126.62	\$ 16.88
5	\$ 24,389	\$ 130.42	\$ 16.72
6	\$ 25,120	\$ 134.33	\$ 17.91
7	\$ 25,874	\$ 138.36	\$ 18.45
8	\$ 26,650	\$ 142.51	\$ 19.00
9	\$ 27,450	\$ 146.79	\$ 19.57
10	\$ 28,273	\$ 151.20	\$ 20.16

*Annual Supplement	
Two-Year Associates Degree	\$750
48 semester hours/WorkKeys Passing Score	\$750
Bachelor's Degree	\$1,000
Master's Degree	\$1,500

Per the guidelines set forth by The Alabama Department of Children's Affairs Office of School Readiness (OSR), the Tuscaloosa City Schools will adhere to the OSR required Salary Scale. Therefore, all Pre-Kindergarten Aides hired to work in an OSR approved program will be paid, at the least, the minimum salary of \$18,754.32.

*Must be from an accredited college or university

Interpreter/Translator	Grade 3	187 - Day	7.5 Hours
Non Degreed			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 34,111	\$ 182.41	\$ 24.32
1	\$ 34,523	\$ 184.61	\$ 24.61
2	\$ 34,872	\$ 186.48	\$ 24.86
3	\$ 35,513	\$ 189.91	\$ 25.32
4	\$ 35,948	\$ 192.23	\$ 25.63
5	\$ 36,957	\$ 197.63	\$ 26.35
6	\$ 37,452	\$ 200.28	\$ 26.70
7	\$ 37,907	\$ 202.71	\$ 27.03
8	\$ 38,715	\$ 207.03	\$ 27.60
9	\$ 39,357	\$ 210.47	\$ 28.06
10	\$ 42,505	\$ 227.30	\$ 30.30

Interpreter/Translator	Grade 4	187 - Day	7.5 Hours
Degreed			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$36,456	\$194.95	\$25.99
1	\$36,928	\$197.47	\$26.33
2	\$37,436	\$200.19	\$26.69
3	\$38,075	\$203.61	\$27.15
4	\$38,715	\$207.03	\$27.60
5	\$39,358	\$210.47	\$28.06
6	\$39,996	\$213.88	\$28.52
7	\$40,639	\$217.32	\$28.98
8	\$41,281	\$220.75	\$29.43
9	\$41,921	\$224.17	\$29.89
10	\$45,275	\$242.11	\$32.28

Social Services

Social Service Monitor	Grade I	187 - Day	7 - Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 25,252	\$ 135.04	\$ 19.29
1	\$ 25,770	\$ 137.81	\$ 19.69
2	\$ 26,294	\$ 140.61	\$ 20.09
3	\$ 26,835	\$ 143.51	\$ 20.50
4	\$ 27,382	\$ 146.43	\$ 20.92
5	\$ 27,943	\$ 149.43	\$ 21.35
6	\$ 28,516	\$ 152.50	\$ 21.79
7	\$ 29,099	\$ 155.61	\$ 22.23
8	\$ 29,694	\$ 158.80	\$ 22.69
9	\$ 31,033	\$ 165.96	\$ 23.71
10	\$ 33,516	\$ 179.23	\$ 25.60

Social Worker (207-Day)	
<i>FLSA: exempt</i>	
	MSW
Step	Salary
0	\$ 58,370
1	\$ 59,535
2	\$ 60,728
3	\$ 61,941
4	\$ 63,181
5	\$ 64,442
6	\$ 65,734
7	\$ 67,045
8	\$ 68,389
9	\$ 69,756
10	\$ 75,337

Maintenance

Grounds Crew	Grade I	245-Days	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 29,400	\$ 120.00	\$ 15.00
1	\$ 30,282	\$ 123.60	\$ 15.45
2	\$ 31,190	\$ 127.31	\$ 15.91
3	\$ 32,126	\$ 131.13	\$ 16.39
4	\$ 33,090	\$ 135.06	\$ 16.88
5	\$ 34,083	\$ 139.11	\$ 17.39
6	\$ 35,105	\$ 143.29	\$ 17.91
7	\$ 36,158	\$ 147.58	\$ 18.45
8	\$ 37,243	\$ 152.01	\$ 19.00
9	\$ 38,360	\$ 156.57	\$ 19.57
10	\$ 39,511	\$ 161.27	\$ 20.16

Athletic Maintenance / Custodian			
Lead, Grass Maintenance			
Plumber's Assistant			
School Maintenance	Grade 2	245-Days	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 35,115	\$ 143.33	\$ 17.92
1	\$ 36,090	\$ 147.30	\$ 18.41
2	\$ 36,942	\$ 150.79	\$ 18.85
3	\$ 37,793	\$ 154.26	\$ 19.28
4	\$ 38,803	\$ 158.38	\$ 19.80
5	\$ 39,811	\$ 162.49	\$ 20.31
6	\$ 40,780	\$ 166.45	\$ 20.81
7	\$ 41,748	\$ 170.40	\$ 21.30
8	\$ 42,564	\$ 173.73	\$ 21.72
9	\$ 43,472	\$ 177.44	\$ 22.18
10	\$ 46,951	\$ 191.64	\$ 23.96

Lead Athletic Maintenance			
	Grade 2	245-Days	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 38,627	\$ 157.66	\$ 19.71
1	\$ 39,699	\$ 162.04	\$ 20.25
2	\$ 40,638	\$ 165.87	\$ 20.73
3	\$ 41,573	\$ 169.69	\$ 21.21
4	\$ 42,683	\$ 174.22	\$ 21.78
5	\$ 43,792	\$ 178.74	\$ 22.34
6	\$ 44,858	\$ 183.09	\$ 22.89
7	\$ 45,922	\$ 187.44	\$ 23.43
8	\$ 46,821	\$ 191.10	\$ 23.89
9	\$ 47,820	\$ 195.18	\$ 24.40
10	\$ 51,646	\$ 210.80	\$ 26.35

Air Conditioning, Carpenter, Electrician, Plumber, Painter, Locksmith			
	Grade 3	245-Days	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 44,167	\$ 180.27	\$ 22.53
1	\$ 45,393	\$ 185.28	\$ 23.16
2	\$ 46,324	\$ 189.08	\$ 23.63
3	\$ 47,332	\$ 193.19	\$ 24.15
4	\$ 48,495	\$ 197.94	\$ 24.74
5	\$ 49,812	\$ 203.31	\$ 25.41
6	\$ 51,362	\$ 209.64	\$ 26.20
7	\$ 52,721	\$ 215.19	\$ 26.90
8	\$ 54,077	\$ 220.72	\$ 27.59
9	\$ 55,257	\$ 225.54	\$ 28.19
10	\$ 59,678	\$ 243.59	\$ 30.45

Lead Air Conditioning			
Lead Electrician;Auxillary Services Lead	Grade 4	245-Days	8 Hours
Lead Plumber; Lead Carpenter			
Lead HVAC Control Technician			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 48,809	\$ 199.22	\$ 24.90
1	\$ 50,164	\$ 204.75	\$ 25.59
2	\$ 51,096	\$ 208.56	\$ 26.07
3	\$ 52,103	\$ 212.66	\$ 26.58
4	\$ 53,265	\$ 217.41	\$ 27.18
5	\$ 54,584	\$ 222.79	\$ 27.85
6	\$ 56,134	\$ 229.12	\$ 28.64
7	\$ 57,493	\$ 234.66	\$ 29.33
8	\$ 58,848	\$ 240.20	\$ 30.02
9	\$ 60,028	\$ 245.01	\$ 30.63
10	\$ 64,830	\$ 264.61	\$ 33.08

Custodians			
Custodian	Grade 2	245-Day	8 Hours
<i>FLSA: non-exempt</i>			
	Salary	Per Day	Per Hour
0	\$ 29,400	\$ 120.00	15.00
1	\$ 30,282	\$ 123.60	15.45
2	\$ 31,190	\$ 127.31	15.91
3	\$ 32,126	\$ 131.13	16.40
4	\$ 33,090	\$ 135.06	16.88
5	\$ 34,083	\$ 139.11	17.39
6	\$ 35,105	\$ 143.29	17.91
7	\$ 36,158	\$ 147.58	18.45
8	\$ 37,243	\$ 152.01	19.00
9	\$ 38,360	\$ 156.57	19.57
10	\$ 39,511	\$ 161.27	20.16

Public Relations			
Video and Media Specialist/	Grade I	245-Days	8 Hours
Digital Communications Specialist/Webmaster			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 44,644	\$ 182.22	\$ 22.78
1	\$ 45,537	\$ 185.86	\$ 23.23
2	\$ 46,449	\$ 189.59	\$ 23.70
3	\$ 47,377	\$ 193.37	\$ 24.17
4	\$ 48,325	\$ 197.25	\$ 24.66
5	\$ 49,291	\$ 201.19	\$ 25.15
6	\$ 50,276	\$ 205.21	\$ 25.65
7	\$ 51,283	\$ 209.32	\$ 26.16
8	\$ 52,309	\$ 213.51	\$ 26.69
9	\$ 53,355	\$ 217.77	\$ 27.22
10	\$ 57,624	\$ 235.20	\$ 29.40

Human Resources Generalist			
<i>FLSA: nonexempt</i>	Grade 1	245-Days	8 Hours
Step	Salary	Per Day	Per Hour
0	\$43,865	\$179.04	\$22.38
1	\$46,174	\$188.46	\$23.56
2	\$50,791	\$207.31	\$25.91
3	\$55,871	\$228.04	\$28.51
4	\$57,256	\$233.70	\$29.21
5	\$58,128	\$237.26	\$29.66
6	\$59,291	\$242.00	\$30.25
7	\$60,476	\$246.84	\$30.86
8	\$61,686	\$251.78	\$31.47
9	\$62,918	\$256.81	\$32.10
10	\$67,951	\$277.35	\$34.67

School Administrative Support

Receptionist	Grade I	245-Day	8 Hours
Clerical Assistant			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$31,618	\$129.05	\$16.13
1	\$32,336	\$131.98	\$16.50
2	\$33,054	\$134.91	\$16.86
3	\$33,773	\$137.85	\$17.23
4	\$34,493	\$140.79	\$17.60
5	\$35,212	\$143.72	\$17.97
6	\$36,170	\$147.63	\$18.45
7	\$36,887	\$150.56	\$18.82
8	\$37,843	\$154.46	\$19.31
9	\$38,564	\$157.41	\$19.68
10	\$41,650	\$170.00	\$21.25

School Secretary	Grade 2	245-Day	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$34,537	\$140.97	\$17.62
1	\$35,449	\$144.69	\$18.09
2	\$36,409	\$148.61	\$18.58
3	\$37,367	\$152.52	\$19.06
4	\$38,564	\$157.41	\$19.68
5	\$39,524	\$161.32	\$20.17
6	\$40,479	\$165.22	\$20.65
7	\$40,958	\$167.18	\$20.90
8	\$41,918	\$171.09	\$21.39
9	\$42,873	\$174.99	\$21.87
10	\$46,303	\$189.00	\$23.62

Registrar	Grade 3	245-Day	8 Hours
Secretary/Bookkeeper			
Bookkeeper			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$35,986	\$146.88	\$18.36
1	\$37,006	\$151.05	\$18.88
2	\$38,083	\$155.44	\$19.43
3	\$39,043	\$159.36	\$19.92
4	\$40,002	\$163.27	\$20.41
5	\$40,958	\$167.18	\$20.90
6	\$42,029	\$171.55	\$21.44
7	\$42,873	\$174.99	\$21.87
8	\$43,834	\$178.91	\$22.36
9	\$44,792	\$182.82	\$22.85
10	\$48,375	\$197.45	\$24.68

Receptionist	Grade I	207-Day	8 Hours
Clerical Assistant			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$26,863	\$129.77	\$16.22
1	\$27,443	\$132.57	\$16.57
2	\$28,020	\$135.36	\$16.92
3	\$28,599	\$138.16	\$17.27
4	\$29,177	\$140.95	\$17.62
5	\$29,756	\$143.75	\$17.97
6	\$30,561	\$147.64	\$18.45
7	\$31,165	\$150.56	\$18.82
8	\$31,974	\$154.46	\$19.31
9	\$32,582	\$157.40	\$19.68
10	\$35,188	\$169.99	\$21.25

School Secretary	Grade 2	207-Day	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$29,214	\$141.13	\$17.64
1	\$29,952	\$144.70	\$18.09
2	\$30,763	\$148.61	\$18.58
3	\$31,571	\$152.52	\$19.06
4	\$32,582	\$157.40	\$19.68
5	\$33,395	\$161.33	\$20.17
6	\$34,201	\$165.22	\$20.65
7	\$34,607	\$167.18	\$20.90
8	\$35,417	\$171.10	\$21.39
9	\$36,224	\$175.00	\$21.87
10	\$39,122	\$189.00	\$23.62

School Bookkeeper	Grade 3	207-Day	8 Hours
School Secretary / Bookkeeper			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$30,405	\$146.88	\$18.36
1	\$31,267	\$151.05	\$18.88
2	\$32,176	\$155.44	\$19.43
3	\$32,987	\$159.36	\$19.92
4	\$33,798	\$163.27	\$20.41
5	\$34,607	\$167.18	\$20.90
6	\$35,510	\$171.55	\$21.44
7	\$36,224	\$175.00	\$21.87
8	\$37,036	\$178.92	\$22.36
9	\$37,843	\$182.82	\$22.85
10	\$40,870	\$197.44	\$24.68

Elementary/Secondary Receptionist	Grade I	187-Day	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$24,407	\$130.52	\$16.32
1	\$24,928	\$133.31	\$16.66
2	\$25,341	\$135.52	\$16.94
3	\$25,973	\$138.89	\$17.36
4	\$26,496	\$141.69	\$17.71
5	\$27,019	\$144.49	\$18.06
6	\$27,715	\$148.21	\$18.53
7	\$28,236	\$150.99	\$18.87
8	\$28,932	\$154.72	\$19.34
9	\$29,456	\$157.52	\$19.69
10	\$31,813	\$170.13	\$21.27

Security

Security Monitor	Grade 1	Middle School	8 Hours
<i>FLSA: non-exempt</i>		187 Days	
Step	Salary	Per Day	Per Hour
0	\$29,183	\$156.06	\$19.51
1	\$29,780	\$159.25	\$19.91
2	\$30,390	\$162.51	\$20.31
3	\$31,009	\$165.82	\$20.73
4	\$31,643	\$169.22	\$21.15
5	\$32,291	\$172.68	\$21.58
6	\$32,951	\$176.21	\$22.03
7	\$33,623	\$179.80	\$22.48
8	\$34,311	\$183.48	\$22.94
9	\$35,010	\$187.22	\$23.40
10	\$37,811	\$202.20	\$25.28

Security Monitor	Grade 2	High School	8 Hours
<i>FLSA: non-exempt</i>		187 Days	
Step	Salary	Per Day	Per Hour
0	\$32,193	\$172.16	\$21.52
1	\$33,159	\$177.32	\$22.17
2	\$34,210	\$182.94	\$22.87
3	\$35,243	\$188.47	\$23.56
4	\$36,180	\$193.47	\$24.18
5	\$37,199	\$198.92	\$24.87
6	\$38,349	\$205.07	\$25.63
7	\$39,788	\$212.77	\$26.60
8	\$42,000	\$224.60	\$28.08
9	\$42,858	\$229.19	\$28.65
10	\$46,287	\$247.52	\$30.94

In-School Intervention Monitor

In-School Intervention Monitor			
<i>FLSA: non-exempt</i>	Grade I	187 Days	8 Hours
Step	Salary	Per Day	Per Hour
0	\$24,801	\$132.62	\$16.58
1	\$25,379	\$135.72	\$16.96
2	\$26,027	\$139.18	\$17.40
3	\$26,677	\$142.66	\$17.83
4	\$27,326	\$146.13	\$18.27
5	\$27,975	\$149.60	\$18.70
6	\$28,634	\$153.12	\$19.14
7	\$29,314	\$156.76	\$19.60
8	\$29,997	\$160.41	\$20.05
9	\$30,635	\$163.82	\$20.48
10	\$33,087	\$176.94	\$22.11

In-School Intervention Monitor/ Dual Enrollment/ACCESS Monitor			
<i>FLSA: non-exempt</i>	Grade 2	187 Days	8 Hours
Step	Salary	Per Day	Per Hour
0	\$28,406	\$151.91	\$18.99
1	\$29,314	\$156.76	\$19.60
2	\$29,997	\$160.41	\$20.05
3	\$30,679	\$164.06	\$20.51
4	\$31,360	\$167.70	\$20.96
5	\$32,042	\$171.35	\$21.42
6	\$32,723	\$174.99	\$21.87
7	\$33,405	\$178.63	\$22.33
8	\$34,086	\$182.28	\$22.78
9	\$35,010	\$187.22	\$23.40
10	\$37,811	\$202.20	\$25.28

Dean of Students

Dean of Students	No Grade	187-Days	8 Hours
<i>FLSA: exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$ 43,931	\$ 234.93	\$ 29.37
1	\$ 44,809	\$ 239.62	\$ 29.95
2	\$ 45,706	\$ 244.42	\$ 30.55
3	\$ 46,848	\$ 250.53	\$ 31.32
4	\$ 48,019	\$ 256.79	\$ 32.10
5	\$ 49,220	\$ 263.21	\$ 32.90
6	\$ 50,450	\$ 269.79	\$ 33.72
7	\$ 51,711	\$ 276.53	\$ 34.57
8	\$ 53,004	\$ 283.44	\$ 35.43
9	\$ 54,329	\$ 290.53	\$ 36.32
10	\$ 58,676	\$ 313.77	\$ 39.22

Technology

Computer Technician	Grade I	245-Days	8 Hours
Step	Salary	Per Day	Per Hour
0	\$ 43,865	\$ 179.04	\$ 22.38
1	\$ 46,174	\$ 188.46	\$ 23.56
2	\$ 50,791	\$ 207.31	\$ 25.91
3	\$ 55,871	\$ 228.04	\$ 28.51
4	\$ 57,256	\$ 233.70	\$ 29.21
5	\$ 58,128	\$ 237.26	\$ 29.66
6	\$ 59,291	\$ 242.00	\$ 30.25
7	\$ 60,476	\$ 246.84	\$ 30.86
8	\$ 61,686	\$ 251.78	\$ 31.47
9	\$ 62,918	\$ 256.81	\$ 32.10
10	\$ 67,951	\$ 277.35	\$ 34.67

Assistant Network Administrator	Grade I	245-Days	8 Hours
Step	Salary	Per Day	Per Hour
0	\$51,916	\$211.90	\$26.49
1	\$55,248	\$225.50	\$28.19
2	\$58,581	\$239.11	\$29.89
3	\$61,915	\$252.71	\$31.59
4	\$65,248	\$266.32	\$33.29
5	\$68,582	\$279.93	\$34.99
6	\$71,916	\$293.53	\$36.69
7	\$75,249	\$307.14	\$38.39
8	\$78,583	\$320.75	\$40.09
9	\$81,915	\$334.35	\$41.79
10	\$88,469	\$361.09	\$45.12

Transportation

Bus Aide	Grade 3	187-Days	4 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$12,857	\$68.76	\$17.19
1	\$13,162	\$70.38	\$17.60
2	\$13,487	\$72.12	\$18.03
3	\$13,789	\$73.74	\$18.43
4	\$13,973	\$74.72	\$18.68
5	\$14,274	\$76.33	\$19.08
6	\$14,579	\$77.96	\$19.49
7	\$14,884	\$79.59	\$19.90
8	\$15,186	\$81.21	\$20.30
9	\$15,467	\$82.71	\$20.68
10	\$16,704	\$89.32	\$22.33

Bus Aide/LPN	Grade 3	187-Days	4 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$14,086	\$75.33	\$18.83
1	\$14,391	\$76.96	\$19.24
2	\$14,716	\$78.70	\$19.67
3	\$15,018	\$80.31	\$20.08
4	\$15,202	\$81.29	\$20.32
5	\$15,503	\$82.90	\$20.73
6	\$15,808	\$84.54	\$21.13
7	\$16,113	\$86.16	\$21.54
8	\$16,415	\$87.78	\$21.94
9	\$16,696	\$89.28	\$22.32
10	\$18,031	\$96.42	\$24.10

Bus Driver	Grade I	187-Days	4 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$17,452	\$93.33	\$23.33
1	\$17,618	\$94.22	\$23.55
2	\$17,787	\$95.12	\$23.78
3	\$17,958	\$96.03	\$24.01
4	\$18,130	\$96.95	\$24.24
5	\$18,300	\$97.86	\$24.46
6	\$18,470	\$98.77	\$24.69
7	\$18,735	\$100.19	\$25.05
8	\$18,808	\$100.58	\$25.14
9	\$19,148	\$102.40	\$25.60
10	\$20,681	\$110.59	\$27.65

Spilt-Route/Part-Time Bus Driver	Grade I	187-Day	2 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$8,388	\$44.85	\$22.43
1	\$8,468	\$45.28	\$22.64
2	\$8,549	\$45.72	\$22.85
3	\$8,631	\$46.16	\$23.08
4	\$8,714	\$46.60	\$23.30
5	\$8,795	\$47.04	\$23.52
6	\$8,877	\$47.48	\$23.73
7	\$9,005	\$48.15	\$24.08
8	\$9,040	\$48.34	\$24.17
9	\$9,204	\$49.22	\$24.61
10	\$9,940	\$53.15	\$26.58

Utility Worker	Grade I	187-Days	4 Hours
NOTE: 9 OF 10 routes			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$14,779	\$79.03	\$19.76
1	\$14,930	\$79.84	\$19.96
2	\$15,082	\$80.65	\$20.16
3	\$15,236	\$81.48	\$20.37
4	\$15,389	\$82.30	\$20.57
5	\$15,543	\$83.12	\$20.78
6	\$15,696	\$83.93	\$20.98
7	\$15,935	\$85.21	\$21.30
8	\$16,000	\$85.56	\$21.39
9	\$16,306	\$87.20	\$21.80
10	\$17,610	\$94.18	\$23.54

Bus Driver	Grade I	187-Day	8 Hours
Shop Assistant			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$33,732	\$180.39	\$22.55
1	\$34,067	\$182.18	\$22.77
2	\$34,403	\$183.97	\$23.00
3	\$34,745	\$185.80	\$23.23
4	\$35,090	\$187.65	\$23.46
5	\$35,430	\$189.46	\$23.68
6	\$35,768	\$191.27	\$23.91
7	\$36,301	\$194.12	\$24.27
8	\$36,445	\$194.89	\$24.36
9	\$37,126	\$198.53	\$24.82
10	\$40,096	\$214.41	\$26.81

Bus Driver	Grade I	245-Day	8 Hours
Shop Assistant			
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$43,831	\$178.90	\$22.36
1	\$44,270	\$180.70	\$22.59
2	\$44,710	\$182.49	\$22.81
3	\$45,159	\$184.32	\$23.04
4	\$45,612	\$186.17	\$23.27
5	\$46,054	\$187.98	\$23.50
6	\$46,499	\$189.79	\$23.72
7	\$47,195	\$192.63	\$24.08
8	\$47,382	\$193.40	\$24.17
9	\$48,279	\$197.06	\$24.63
10	\$52,141	\$212.82	\$26.60

Bus Mechanic	Grade I	245-Day	8 Hours
<i>FLSA: non-exempt</i>			
Step	Salary	Per Day	Per Hour
0	\$45,338	\$185.05	\$23.13
1	\$46,564	\$190.06	\$23.76
2	\$47,494	\$193.85	\$24.23
3	\$48,502	\$197.97	\$24.75
4	\$49,666	\$202.72	\$25.34
5	\$50,983	\$208.09	\$26.01
6	\$52,533	\$214.42	\$26.80
7	\$53,892	\$219.97	\$27.50
8	\$55,247	\$225.50	\$28.19
9	\$56,427	\$230.32	\$28.79
10	\$60,942	\$248.75	\$31.09

Bus Shop Foreman	Grade 2	245-Day	8 Hours
FLSA: non-exempt			
Step	Salary	Per Day	Per Hour
0	\$63,648	\$259.78	\$32.47
1	\$64,356	\$262.68	\$32.83
2	\$65,063	\$265.56	\$33.19
3	\$65,771	\$268.45	\$33.55
4	\$66,478	\$271.33	\$33.91
5	\$67,186	\$274.23	\$34.27
6	\$67,893	\$277.11	\$34.64
7	\$68,601	\$280.00	\$35.00
8	\$69,308	\$282.88	\$35.36
9	\$70,016	\$285.78	\$35.72
10	\$75,617	\$308.64	\$38.58

Field Operations Supervisor/Dispatcher	Grade 4	245-Day	8 Hours
Secretary/Bookkeeper			
FLSA: non-exempt			
Step	Salary	Per Day	Per Hour
0	\$37,494	\$153.04	\$19.13
1	\$38,320	\$156.41	\$19.55
2	\$39,513	\$161.28	\$20.16
3	\$40,704	\$166.14	\$20.77
4	\$41,896	\$171.00	\$21.38
5	\$43,091	\$175.88	\$21.99
6	\$44,284	\$180.75	\$22.59
7	\$45,475	\$185.61	\$23.20
8	\$46,667	\$190.48	\$23.81
9	\$47,858	\$195.34	\$24.42
10	\$51,686	\$210.97	\$26.37

Transportation Dispatcher/Route Specialist	Grade 4	245-Day	8 Hours
FLSA: Non-exempt			
Step	Salary	Per Day	Per Hour
0	\$53,232	\$217.28	\$27.16
1	\$54,587	\$222.81	\$27.85
2	\$55,519	\$226.61	\$28.91
3	\$56,526	\$230.72	\$28.84
4	\$57,689	\$235.46	\$29.43
5	\$59,006	\$240.84	\$30.10
6	\$60,557	\$247.17	\$30.90
7	\$61,916	\$252.72	\$31.60
8	\$63,271	\$258.25	\$32.28
9	\$64,450	\$263.06	\$32.88
10	\$69,607	\$284.11	\$35.52