



SELMA
CITY SCHOOLS
RETHINK • REIGNITE • REDESIGN
TRANSFORM

2023-2024
Salary Schedule

Salary Schedule Contents

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ASSUMPTIONS

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

1. That any new employee would begin employment under the salary guidelines contained in this schedule.
2. That the current employees are “grandfathered” at existing rates of pay or salary schedules until such time that a schedule fit occurs, or until retirement, termination, or job change.
3. That, unless otherwise mandated by the State Legislature, salary increases or raises will be made by applying an across-the-board percentage to this schedule of base salaries or wages for new employees and to previously existing schedules or salary bases for grandfathered employees.
4. That wages should be increased in a step fashion based upon experience and/or certification up to a predetermined maximum to reflect an employee’s increasing competence over the tenure of employment.
5. That all employees performing equivalent tasks should receive equivalent remuneration.
6. That all employees should be duly certified for their respective positions.
7. That all employees will be paid in twelve equal monthly installments, regardless of the length of the contract (eleven, ten, nine and half, or nine months).

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia v. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. Department heads, supervisors, and principals must secure approval from the Superintendent prior to allowing any employee to work overtime. Compensation is generally provided by paying the employee for additional hours at the rate of 150% of regular pay. Compensation may be provided by giving the employee compensatory time at the rate of 1.5 to 1 for overtime hours worked.

Limitations on the local hours of accumulated compensatory time may be set by the Superintendent. In accordance with Title 29, Part 541 of the Code of Federal Regulations, Revised June, 1983, most positions listed in this proposal are subject to the Provisions of the FLSA, i.e., are "nonexempt." "Exempt" positions are not entitled to overtime pay. As outlined in the Code, exempt employees are those who met one or more of the following criteria.

- Executive, administrative, and professional (certificated) employees, including teachers and Academic Administrative positions.
- Noncertified employee (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who have the authority to hire or fire or whose recommendations as to the hiring, firing or other change of status decision for other employees will be given particular weight, and (c) who customarily and regularly exercise discretionary powers.

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

EMPLOYEE BENEFITS

Insurance

Hospital insurance coverage is offered to employees through Blue Cross Blue Shield, Health Springs of Alabama and Viva Health Plan HMO. Supplementary insurance is available. Dental, vision, cancer, and indemnity policies are offered through Southland National at no cost to employees in lieu of hospitalization insurance.

A pretax, cafeteria-type plan (Section 125) is available for the purchase of approved insurance programs through American Fidelity Assurance Company. A flexible spending plan is offered to employees.

Teacher Retirement

All full-time employees are required to participate in the Alabama Teacher Retirement System.

Leave Days and Vacation

Each employee will accrue sick leave at the rate of one day per month of contract. Sick Leave days may be accumulated: accumulated days may be used for retirement purposes. Each employee will accrue two days of personal leave per year. Personal leave may be converted to sick leave at the end of the year. Professional employees may request leave days for professional development purposes. These requests must be approved by the Principal and the Superintendent or his designee. Only a limited number of professional leave days are available system-wide.

Twelve-month employees with one year or more of service will be entitled to ten days paid vacation. Non-teaching certified personnel and classified personnel may take vacation at any time during the year with the approval of their supervisor and the Superintendent.

POSITION, JOB, CLASSIFICATION – USED INTERCHANGEABLY WITHIN THIS DOCUMENT

Positions listed in the document are:

Certified:

Central Office Chief Administrators/Directors/Coordinators
Principal
Assistant Principal
Teachers
Psychometrist, Licensed
Counselors
Media Specialists
Speech Pathologists

YEARS OF EXPERIENCE

Acceptable satisfactory teaching and instructional support experience includes full-time educational in:

1. Any state or local public school, regionally accredited postsecondary institution, educational agency, or educational association.
 2. An accredited, state-registered, state-approved, and/or church related nonpublic school.
 3. Rehabilitation facilities for P-12 students.
- (a) Employment in increments of less than one semester (4.5 months) will not be considered.
 - (b) Educational experience as an intern, graduate assistant, student teacher, member of a board of education, or in positions such as an aide, clerical worker, or substitute teacher is not acceptable.
 - (c) Supplement EXP must be used to document professional educational work experience.

It is the responsibility of the employee to submit appropriate experience documentation. The Human Resource Department will verify past employment experience related to the position. Teacher placement of the salary schedule shall be determined by the number of full teaching experience in education. If past experience does not match with the experience documentation, salary is subject to change.

National Board Certified

Personnel on this schedule who pass the National Board for Professional Teaching Standards will receive the amount determined annually by the State Department of Education. A salary supplement will be provided each year of the valid period of the certificate unless the Alabama Legislature declines to make the annual appropriation.

AFJROTC Instructor

1. The minimum salary for an AFJROTC instructor will be the amount contributed to the Board by the military and that amount matched by the System.
2. The AFJROTC instructor will be placed at the step and days on the Teacher Salary Schedule necessary to ensure the minimum salary as directed, or placed on the Step which corresponds with the instructors verified public school experience, or verified military instructor experience, whichever is greater.
3. Subsequent increases will be governed by current legislation regarding AFJROTC instructors and by Active Duty Pay Increases.

POSITION, JOB, CLASSIFICATION – USED INTERCHANGEABLY WITHIN THIS DOCUMENT

Classified:

School Nurse
Aide
Instructional Assistant
Central Office Clerical Staff/Coordinators
School Clerical
Distance Learning/SAP/Homeless Facilitators
Bookkeeper
Custodian
General Maintenance
Specialized Maintenance
Bus Driver
Cafeteria Manager
Cafeteria Worker

YEARS OF EXPERIENCE

Employment of classified (non-certified) employees shall be determined and agreed upon prior to employment. All other work experience for classified employees must be in public education and state public agencies.

There will be an exception for outside years of experience for a bus driver, specialized maintenance, and general maintenance position. The experience must be gained in the exact employment position in order for experience to be granted (i.e. bus driver experience applicable only to a bus driver position, specialized maintenance experience applicable only to a specialized maintenance position, and general maintenance experience applicable only to a general maintenance position.) The Superintendent or his/her designee shall have the responsibility for determining the exact skills and the amount of experience to be credited based upon the documentation provided. School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified work experience in K-12 Public Schools.

VERIFICATION OF HIGHER DEGREE

If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a certified position, you will be paid from the Bachelor's salary schedule, even if you hold a Master's degree or higher.

Once the Alabama Certificate is issued an employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Department of education recognizes the advanced degree. If the appointment period has ended, the increase in pay will become effective with the first pay period of the next appointment. It is the employee's responsibility to notify the Human Resources Department upon meeting the qualifications for an advanced degree.



STATE OF ALABAMA
DEPARTMENT OF EDUCATION




Eric G. Mackey, Ed.D.
State Superintendent of Education

June 27, 2023

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey 
State Superintendent of Education

RE: School Nurse Salary Schedule

There have been some questions related to the recently passed salary schedules for public school nurses included in the FY 2024 appropriation (Act 2023-379). The Act should be interpreted as to assign nurses on the appropriate funding level based on degree and *years of experience working as a nurse in public schools*, in a similar manner as teachers are assigned. Local systems may pay above the state matrix but are not required to do so.

EGM:LAK

cc: Chief School Financial Officers
Dr. Brandon Payne
SDE Accounting
LEA Accounting

FY23-1002

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Selma City Schools

CERTIFIED

POSITIONS

Selma City Schools

Salary Schedule

Chief of Innovation, Student Support, & Human Resources

Senior Leadership Experience – 12 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|--------------|--------------|--------------|
| 0 | \$111,642.00 | \$120,595.00 | \$126,277.00 |
| 1-2 | \$117,224.00 | \$125,039.00 | \$130,620.00 |
| 3-5 | \$119,456.00 | \$127,271.00 | \$132,854.00 |
| 6-8 | \$121,694.00 | \$130,647.00 | \$136,329.00 |
| 9 | \$122,226.00 | \$131,178.00 | \$136,862.00 |
| 10-11 | \$122,354.00 | \$131,307.00 | \$136,988.00 |
| 12 | \$122,442.00 | \$131,396.00 | \$137,079.00 |
| 13-16 | \$123,923.00 | \$132,854.00 | \$138,435.00 |
| 17-19 | \$126,155.00 | \$135,087.00 | \$140,668.00 |
| 20-26 | \$127,271.00 | \$136,203.00 | \$141,785.00 |
| 27+ | \$128,387.00 | \$137,319.00 | \$144,018.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

**Chief of Organizational Leadership & Development,
Chief of Federal Programs,
Instructional Directors
(Learning Supports, Special Education, Elementary Education, Secondary
Education)**

Position Experience – 12 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|--------------|--------------|--------------|
| 0 | \$89,967.00 | \$97,182.00 | \$101,795.00 |
| 1-2 | \$94,466.00 | \$100,765.00 | \$105,263.00 |
| 3-5 | \$96,266.00 | \$102,563.00 | \$107,062.00 |
| 6-8 | \$98,069.00 | \$105,282.00 | \$109,862.00 |
| 9 | \$98,496.00 | \$105,712.00 | \$110,291.00 |
| 10-11 | \$98,600.00 | \$105,815.00 | \$110,395.00 |
| 12 | \$98,672.00 | \$105,886.00 | \$110,465.00 |
| 13-16 | \$99,865.00 | \$107,062.00 | \$111,560.00 |
| 17-19 | \$101,663.00 | \$108,862.00 | \$113,358.00 |
| 20-26 | \$102,563.00 | \$109,761.00 | \$114,258.00 |
| 27+ | \$103,463.00 | \$110,661.00 | \$116,058.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Non-Instructional Director I CNP, Technology

Position Experience – 12 Months

| | BACHELOR | MASTERS | DOCTORAL |
|-------|-------------|-------------|-------------|
| 0 | \$73,244.00 | \$79,115.00 | \$82,844.00 |
| 1-2 | \$76,906.00 | \$82,031.00 | \$85,693.00 |
| 3-5 | \$78,371.00 | \$83,496.00 | \$87,159.00 |
| 6-8 | \$79,837.00 | \$85,712.00 | \$89,438.00 |
| 9 | \$80,186.00 | \$86,060.00 | \$89,789.00 |
| 10-11 | \$80,271.00 | \$86,144.00 | \$89,872.00 |
| 12 | \$80,328.00 | \$86,201.00 | \$89,930.00 |
| 13-16 | \$81,300.00 | \$87,159.00 | \$90,822.00 |
| 17-19 | \$82,765.00 | \$88,624.00 | \$92,286.00 |
| 20-26 | \$83,496.00 | \$89,356.00 | \$93,017.00 |
| 27+ | \$84,230.00 | \$90,088.00 | \$94,484.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Chief of Maintenance & Operations, Non-Instructional Director II Operations

Position Experience – 12 Months

| | BACHELOR | MASTERS | DOCTORAL |
|-------|--------------|--------------|--------------|
| 0 | \$87,660.00 | \$94,691.00 | \$99,152.00 |
| 1-2 | \$92,044.00 | \$98,180.00 | \$102,563.00 |
| 3-5 | \$93,797.00 | \$99,932.00 | \$104,315.00 |
| 6-8 | \$95,554.00 | \$102,582.00 | \$107,045.00 |
| 9 | \$95,971.00 | \$103,001.00 | \$107,462.00 |
| 10-11 | \$96,073.00 | \$103,103.00 | \$107,563.00 |
| 12 | \$96,141.00 | \$103,171.00 | \$107,632.00 |
| 13-16 | \$97,304.00 | \$104,315.00 | \$108,699.00 |
| 17-19 | \$99,056.00 | \$106,070.00 | \$110,453.00 |
| 20-26 | \$99,932.00 | \$106,947.00 | \$111,329.00 |
| 27+ | \$100,809.00 | \$107,823.00 | \$113,082.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution

Selma City Schools

Salary Schedule

Coordinator Early and SEL College and Career Readiness, Virtual and Non-Traditional

Position Experience – 12 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|-------------|-------------|-------------|
| 0 | \$73,244.00 | \$79,115.00 | \$82,844.00 |
| 1-2 | \$76,906.00 | \$82,031.00 | \$85,693.00 |
| 3-5 | \$78,371.00 | \$83,496.00 | \$87,159.00 |
| 6-8 | \$79,837.00 | \$85,712.00 | \$89,438.00 |
| 9 | \$80,186.00 | \$86,060.00 | \$89,789.00 |
| 10-11 | \$80,271.00 | \$86,144.00 | \$89,872.00 |
| 12 | \$80,328.00 | \$86,201.00 | \$89,930.00 |
| 13-16 | \$81,300.00 | \$87,159.00 | \$90,822.00 |
| 17-19 | \$82,765.00 | \$88,624.00 | \$92,286.00 |
| 20-26 | \$83,496.00 | \$89,356.00 | \$93,017.00 |
| 27+ | \$84,230.00 | \$90,088.00 | \$94,484.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Virtual and Alternative Learning Principal

Principal Experience – 12 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|--------------|--------------|--------------|
| 0 | \$87,449.00 | \$94,464.00 | \$98,915.00 |
| 1-2 | \$91,822.00 | \$97,944.00 | \$102,316.00 |
| 3-5 | \$93,571.00 | \$99,694.00 | \$104,066.00 |
| 6-8 | \$95,324.00 | \$102,337.00 | \$106,790.00 |
| 9 | \$95,741.00 | \$102,754.00 | \$107,204.00 |
| 10-11 | \$95,842.00 | \$102,854.00 | \$107,304.00 |
| 12 | \$95,912.00 | \$102,924.00 | \$107,374.00 |
| 13-16 | \$97,069.00 | \$104,066.00 | \$108,438.00 |
| 17-19 | \$98,818.00 | \$105,815.00 | \$110,188.00 |
| 20-26 | \$99,694.00 | \$106,689.00 | \$111,063.00 |
| 27+ | \$100,567.00 | \$107,564.00 | \$112,811.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Elementary School and Pre-K Program Principal

Principal Experience – 11 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|-------------|--------------|--------------|
| 0 | \$81,984.00 | \$88,559.00 | \$92,732.00 |
| 1-2 | \$86,084.00 | \$91,822.00 | \$95,922.00 |
| 3-5 | \$87,723.00 | \$93,463.00 | \$97,562.00 |
| 6-8 | \$89,367.00 | \$95,941.00 | \$100,115.00 |
| 9 | \$89,758.00 | \$96,331.00 | \$100,505.00 |
| 10-11 | \$89,852.00 | \$96,426.00 | \$100,598.00 |
| 12 | \$89,917.00 | \$96,491.00 | \$100,664.00 |
| 13-16 | \$91,002.00 | \$97,562.00 | \$101,660.00 |
| 17-19 | \$92,642.00 | \$99,202.00 | \$103,301.00 |
| 20-26 | \$93,463.00 | \$100,021.00 | \$104,121.00 |
| 27+ | \$94,282.00 | \$100,841.00 | \$105,760.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Middle School Principal

Principal Experience – 12 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|--------------|--------------|--------------|
| 0 | \$93,347.00 | \$100,825.00 | \$105,585.00 |
| 1-2 | \$98,016.00 | \$104,550.00 | \$109,218.00 |
| 3-5 | \$99,881.00 | \$106,418.00 | \$111,085.00 |
| 6-8 | \$101,753.00 | \$109,239.00 | \$113,990.00 |
| 9 | \$102,198.00 | \$109,684.00 | \$114,435.00 |
| 10-11 | \$102,306.00 | \$109,791.00 | \$114,542.00 |
| 12 | \$102,378.00 | \$109,865.00 | \$114,616.00 |
| 13-16 | \$103,616.00 | \$111,085.00 | \$115,753.00 |
| 17-19 | \$105,484.00 | \$112,952.00 | \$117,618.00 |
| 20-26 | \$106,418.00 | \$113,884.00 | \$118,552.00 |
| 27+ | \$107,350.00 | \$114,817.00 | \$120,419.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

High School Principal

Principal Experience – 12 Months

| | MASTER | 6 YEAR | DOCTORAL |
|-------|--------------|--------------|--------------|
| 0 | \$103,193.00 | \$111,469.00 | \$116,721.00 |
| 1-2 | \$108,355.00 | \$115,576.00 | \$120,737.00 |
| 3-5 | \$110,418.00 | \$117,641.00 | \$122,800.00 |
| 6-8 | \$112,486.00 | \$120,762.00 | \$126,013.00 |
| 9 | \$112,976.00 | \$121,251.00 | \$126,504.00 |
| 10-11 | \$113,096.00 | \$121,371.00 | \$126,624.00 |
| 12 | \$113,178.00 | \$121,453.00 | \$126,705.00 |
| 13-16 | \$114,545.00 | \$122,800.00 | \$127,961.00 |
| 17-19 | \$116,608.00 | \$124,863.00 | \$130,025.00 |
| 20-26 | \$117,641.00 | \$125,896.00 | \$131,057.00 |
| 27+ | \$118,673.00 | \$126,929.00 | \$133,121.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Elementary School Assistant Principal

Public Experience – 10 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL |
|----|--------------|--------------|--------------|--------------|
| 0 | \$ 50,500.00 | \$ 57,769.00 | \$ 62,135.00 | \$ 66,496.00 |
| 1 | \$ 50,500.00 | \$ 57,769.00 | \$ 62,135.00 | \$ 66,496.00 |
| 2 | \$ 50,500.00 | \$ 57,769.00 | \$ 62,135.00 | \$ 66,496.00 |
| 3 | \$ 55,344.00 | \$ 63,344.00 | \$ 68,142.00 | \$ 72,944.00 |
| 4 | \$ 55,344.00 | \$ 63,344.00 | \$ 68,142.00 | \$ 72,944.00 |
| 5 | \$ 55,344.00 | \$ 63,344.00 | \$ 68,142.00 | \$ 72,944.00 |
| 6 | \$ 57,983.00 | \$ 66,028.00 | \$ 71,056.00 | \$ 76,049.00 |
| 7 | \$ 57,983.00 | \$ 66,028.00 | \$ 71,056.00 | \$ 76,049.00 |
| 8 | \$ 57,983.00 | \$ 66,028.00 | \$ 71,056.00 | \$ 76,049.00 |
| 9 | \$ 59,010.00 | \$ 67,557.00 | \$ 72,686.00 | \$ 77,813.00 |
| 10 | \$ 59,600.00 | \$ 68,232.00 | \$ 73,413.00 | \$ 78,591.00 |
| 11 | \$ 60,195.00 | \$ 68,913.00 | \$ 74,147.00 | \$ 79,376.00 |
| 12 | \$ 60,652.00 | \$ 69,438.00 | \$ 74,712.00 | \$ 79,989.00 |
| 13 | \$ 61,258.00 | \$ 70,131.00 | \$ 75,459.00 | \$ 80,788.00 |
| 14 | \$ 61,869.00 | \$ 70,832.00 | \$ 76,212.00 | \$ 81,595.00 |
| 15 | \$ 62,614.00 | \$ 71,695.00 | \$ 77,143.00 | \$ 82,585.00 |
| 16 | \$ 63,239.00 | \$ 72,410.00 | \$ 77,913.00 | \$ 83,409.00 |
| 17 | \$ 63,875.00 | \$ 73,139.00 | \$ 78,697.00 | \$ 84,250.00 |
| 18 | \$ 64,040.00 | \$ 73,328.00 | \$ 78,902.00 | \$ 84,479.00 |
| 19 | \$ 64,679.00 | \$ 74,059.00 | \$ 79,690.00 | \$ 85,322.00 |
| 20 | \$ 65,324.00 | \$ 74,798.00 | \$ 80,484.00 | \$ 86,173.00 |
| 21 | \$ 65,483.00 | \$ 74,988.00 | \$ 80,688.00 | \$ 86,393.00 |
| 22 | \$ 66,136.00 | \$ 75,736.00 | \$ 81,493.00 | \$ 87,255.00 |
| 23 | \$ 66,795.00 | \$ 76,491.00 | \$ 82,304.00 | \$ 88,124.00 |
| 24 | \$ 66,903.00 | \$ 76,505.00 | \$ 82,266.00 | \$ 88,026.00 |
| 25 | \$ 67,575.00 | \$ 77,274.00 | \$ 83,092.00 | \$ 88,910.00 |
| 26 | \$ 68,247.00 | \$ 78,043.00 | \$ 83,919.00 | \$ 89,796.00 |
| 27 | \$ 68,355.00 | \$ 77,812.00 | \$ 83,872.00 | \$ 89,690.00 |
| 28 | \$ 69,035.00 | \$ 78,586.00 | \$ 84,706.00 | \$ 90,581.00 |
| 29 | \$ 69,727.00 | \$ 79,374.00 | \$ 85,556.00 | \$ 91,490.00 |
| 30 | \$ 70,426.00 | \$ 80,169.00 | \$ 86,412.00 | \$ 92,406.00 |
| 31 | \$ 71,130.00 | \$ 80,971.00 | \$ 87,277.00 | \$ 93,331.00 |
| 32 | \$ 71,841.00 | \$ 81,781.00 | \$ 88,149.00 | \$ 94,263.00 |
| 33 | \$ 72,558.00 | \$ 82,597.00 | \$ 89,029.00 | \$ 95,204.00 |
| 34 | \$ 73,281.00 | \$ 83,419.00 | \$ 89,916.00 | \$ 96,152.00 |
| 35 | \$ 74,016.00 | \$ 84,256.00 | \$ 90,818.00 | \$ 97,117.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Middle School Assistant Principal

Public Experience – 10 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL |
|----|--------------|--------------|--------------|--------------|
| 0 | \$ 50,789.00 | \$ 58,057.00 | \$ 62,423.00 | \$ 66,785.00 |
| 1 | \$ 50,789.00 | \$ 58,057.00 | \$ 62,423.00 | \$ 66,785.00 |
| 2 | \$ 50,789.00 | \$ 58,057.00 | \$ 62,423.00 | \$ 66,785.00 |
| 3 | \$ 55,633.00 | \$ 63,530.00 | \$ 68,430.00 | \$ 73,232.00 |
| 4 | \$ 55,633.00 | \$ 63,530.00 | \$ 68,430.00 | \$ 73,232.00 |
| 5 | \$ 55,633.00 | \$ 63,530.00 | \$ 68,430.00 | \$ 73,232.00 |
| 6 | \$ 57,968.00 | \$ 66,316.00 | \$ 71,345.00 | \$ 76,339.00 |
| 7 | \$ 57,968.00 | \$ 66,316.00 | \$ 71,345.00 | \$ 76,339.00 |
| 8 | \$ 57,968.00 | \$ 66,316.00 | \$ 71,345.00 | \$ 76,339.00 |
| 9 | \$ 59,302.00 | \$ 67,848.00 | \$ 72,978.00 | \$ 78,103.00 |
| 10 | \$ 59,894.00 | \$ 68,527.00 | \$ 73,707.00 | \$ 78,884.00 |
| 11 | \$ 60,492.00 | \$ 69,211.00 | \$ 74,444.00 | \$ 79,672.00 |
| 12 | \$ 60,946.00 | \$ 69,733.00 | \$ 75,007.00 | \$ 80,284.00 |
| 13 | \$ 61,555.00 | \$ 70,430.00 | \$ 75,755.00 | \$ 81,087.00 |
| 14 | \$ 62,170.00 | \$ 71,133.00 | \$ 76,512.00 | \$ 81,896.00 |
| 15 | \$ 62,910.00 | \$ 71,991.00 | \$ 77,438.00 | \$ 82,882.00 |
| 16 | \$ 63,538.00 | \$ 72,710.00 | \$ 78,212.00 | \$ 83,710.00 |
| 17 | \$ 64,177.00 | \$ 73,441.00 | \$ 78,999.00 | \$ 84,553.00 |
| 18 | \$ 64,341.00 | \$ 73,627.00 | \$ 79,202.00 | \$ 84,779.00 |
| 19 | \$ 64,982.00 | \$ 74,362.00 | \$ 79,992.00 | \$ 85,625.00 |
| 20 | \$ 65,630.00 | \$ 75,103.00 | \$ 80,790.00 | \$ 86,479.00 |
| 21 | \$ 65,787.00 | \$ 75,292.00 | \$ 80,993.00 | \$ 86,696.00 |
| 22 | \$ 66,443.00 | \$ 76,042.00 | \$ 81,800.00 | \$ 87,560.00 |
| 23 | \$ 67,105.00 | \$ 76,800.00 | \$ 82,615.00 | \$ 88,432.00 |
| 24 | \$ 67,211.00 | \$ 76,812.00 | \$ 82,572.00 | \$ 88,333.00 |
| 25 | \$ 67,887.00 | \$ 77,584.00 | \$ 83,402.00 | \$ 89,220.00 |
| 26 | \$ 68,562.00 | \$ 78,356.00 | \$ 84,232.00 | \$ 90,108.00 |
| 27 | \$ 68,663.00 | \$ 78,362.00 | \$ 84,180.00 | \$ 89,999.00 |
| 28 | \$ 69,347.00 | \$ 79,141.00 | \$ 85,018.00 | \$ 90,894.00 |
| 29 | \$ 70,041.00 | \$ 79,934.00 | \$ 85,870.00 | \$ 91,806.00 |
| 30 | \$ 70,743.00 | \$ 80,735.00 | \$ 86,731.00 | \$ 92,725.00 |
| 31 | \$ 71,451.00 | \$ 81,543.00 | \$ 87,598.00 | \$ 93,653.00 |
| 32 | \$ 72,165.00 | \$ 82,358.00 | \$ 88,473.00 | \$ 94,589.00 |
| 33 | \$ 72,885.00 | \$ 83,180.00 | \$ 89,356.00 | \$ 95,532.00 |
| 34 | \$ 73,611.00 | \$ 84,008.00 | \$ 90,247.00 | \$ 96,484.00 |
| 35 | \$ 74,350.00 | \$ 84,851.00 | \$ 91,151.00 | \$ 97,452.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

High School Assistant Principal, Dean of Students

Public Experience – 11 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL |
|----|--------------|--------------|---------------|---------------|
| 0 | \$ 56,095.00 | \$ 64,074.00 | \$ 68,865.00 | \$ 73,651.00 |
| 1 | \$ 56,095.00 | \$ 64,074.00 | \$ 68,865.00 | \$ 73,651.00 |
| 2 | \$ 56,095.00 | \$ 64,074.00 | \$ 68,865.00 | \$ 73,651.00 |
| 3 | \$ 61,412.00 | \$ 70,190.00 | \$ 75,459.00 | \$ 80,729.00 |
| 4 | \$ 61,412.00 | \$ 70,190.00 | \$ 75,459.00 | \$ 80,729.00 |
| 5 | \$ 61,412.00 | \$ 70,190.00 | \$ 75,459.00 | \$ 80,729.00 |
| 6 | \$ 63,975.00 | \$ 73,138.00 | \$ 78,657.00 | \$ 84,137.00 |
| 7 | \$ 63,975.00 | \$ 73,138.00 | \$ 78,657.00 | \$ 84,137.00 |
| 8 | \$ 63,975.00 | \$ 73,138.00 | \$ 78,657.00 | \$ 84,137.00 |
| 9 | \$ 65,441.00 | \$ 74,822.00 | \$ 80,453.00 | \$ 86,078.00 |
| 10 | \$ 66,096.00 | \$ 75,570.00 | \$ 81,256.00 | \$ 86,939.00 |
| 11 | \$ 66,756.00 | \$ 76,325.00 | \$ 82,068.00 | \$ 87,807.00 |
| 12 | \$ 67,251.00 | \$ 76,894.00 | \$ 82,684.00 | \$ 88,476.00 |
| 13 | \$ 67,922.00 | \$ 77,662.00 | \$ 83,509.00 | \$ 89,360.00 |
| 14 | \$ 68,600.00 | \$ 78,438.00 | \$ 84,344.00 | \$ 90,252.00 |
| 15 | \$ 69,410.00 | \$ 79,377.00 | \$ 85,356.00 | \$ 91,330.00 |
| 16 | \$ 70,103.00 | \$ 80,170.00 | \$ 86,207.00 | \$ 92,242.00 |
| 17 | \$ 70,808.00 | \$ 80,978.00 | \$ 87,075.00 | \$ 93,171.00 |
| 18 | \$ 70,983.00 | \$ 81,176.00 | \$ 87,297.00 | \$ 93,418.00 |
| 19 | \$ 71,691.00 | \$ 81,986.00 | \$ 88,168.00 | \$ 94,349.00 |
| 20 | \$ 72,406.00 | \$ 82,803.00 | \$ 89,046.00 | \$ 95,290.00 |
| 21 | \$ 72,576.00 | \$ 83,006.00 | \$ 89,264.00 | \$ 95,523.00 |
| 22 | \$ 73,299.00 | \$ 83,833.00 | \$ 90,154.00 | \$ 96,475.00 |
| 23 | \$ 74,030.00 | \$ 84,668.00 | \$ 91,052.00 | \$ 97,436.00 |
| 24 | \$ 74,141.00 | \$ 84,679.00 | \$ 91,001.00 | \$ 97,322.00 |
| 25 | \$ 74,886.00 | \$ 85,530.00 | \$ 91,916.00 | \$ 98,300.00 |
| 26 | \$ 75,631.00 | \$ 86,381.00 | \$ 92,830.00 | \$ 99,279.00 |
| 27 | \$ 75,739.00 | \$ 86,383.00 | \$ 92,770.00 | \$ 99,154.00 |
| 28 | \$ 76,493.00 | \$ 87,243.00 | \$ 93,693.00 | \$ 100,141.00 |
| 29 | \$ 77,260.00 | \$ 88,118.00 | \$ 94,633.00 | \$ 101,145.00 |
| 30 | \$ 78,034.00 | \$ 89,000.00 | \$ 95,580.00 | \$ 102,158.00 |
| 31 | \$ 78,814.00 | \$ 89,891.00 | \$ 96,537.00 | \$ 103,180.00 |
| 32 | \$ 79,602.00 | \$ 90,789.00 | \$ 97,501.00 | \$ 104,210.00 |
| 33 | \$ 80,396.00 | \$ 91,695.00 | \$ 98,474.00 | \$ 105,251.00 |
| 34 | \$ 81,197.00 | \$ 92,608.00 | \$ 99,455.00 | \$ 106,299.00 |
| 35 | \$ 82,012.00 | \$ 93,537.00 | \$ 100,453.00 | \$ 107,366.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

High School Assistant Principal, Dean of Students

Public Experience – 12 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL |
|----|--------------|--------------|---------------|---------------|
| 0 | \$ 59,834.00 | \$ 68,346.00 | \$ 73,456.00 | \$ 78,561.00 |
| 1 | \$ 59,834.00 | \$ 68,346.00 | \$ 73,456.00 | \$ 78,561.00 |
| 2 | \$ 59,834.00 | \$ 68,346.00 | \$ 73,456.00 | \$ 78,561.00 |
| 3 | \$ 65,506.00 | \$ 74,870.00 | \$ 80,489.00 | \$ 86,111.00 |
| 4 | \$ 65,506.00 | \$ 74,870.00 | \$ 80,489.00 | \$ 86,111.00 |
| 5 | \$ 65,506.00 | \$ 74,870.00 | \$ 80,489.00 | \$ 86,111.00 |
| 6 | \$ 68,240.00 | \$ 78,014.00 | \$ 83,901.00 | \$ 89,746.00 |
| 7 | \$ 68,240.00 | \$ 78,014.00 | \$ 83,901.00 | \$ 89,746.00 |
| 8 | \$ 68,240.00 | \$ 78,014.00 | \$ 83,901.00 | \$ 89,746.00 |
| 9 | \$ 69,804.00 | \$ 79,810.00 | \$ 85,817.00 | \$ 91,816.00 |
| 10 | \$ 70,501.00 | \$ 80,609.00 | \$ 86,675.00 | \$ 92,734.00 |
| 11 | \$ 71,205.00 | \$ 81,413.00 | \$ 87,540.00 | \$ 93,660.00 |
| 12 | \$ 71,735.00 | \$ 82,020.00 | \$ 88,196.00 | \$ 94,373.00 |
| 13 | \$ 72,452.00 | \$ 82,839.00 | \$ 89,078.00 | \$ 95,317.00 |
| 14 | \$ 73,175.00 | \$ 83,667.00 | \$ 89,967.00 | \$ 96,269.00 |
| 15 | \$ 74,037.00 | \$ 84,670.00 | \$ 91,045.00 | \$ 97,419.00 |
| 16 | \$ 74,776.00 | \$ 85,515.00 | \$ 91,954.00 | \$ 98,391.00 |
| 17 | \$ 75,529.00 | \$ 86,377.00 | \$ 92,880.00 | \$ 99,383.00 |
| 18 | \$ 75,715.00 | \$ 86,589.00 | \$ 93,116.00 | \$ 99,645.00 |
| 19 | \$ 76,469.00 | \$ 87,453.00 | \$ 94,045.00 | \$ 100,638.00 |
| 20 | \$ 77,231.00 | \$ 88,325.00 | \$ 94,982.00 | \$ 101,642.00 |
| 21 | \$ 77,415.00 | \$ 88,540.00 | \$ 95,216.00 | \$ 101,891.00 |
| 22 | \$ 78,186.00 | \$ 89,422.00 | \$ 96,165.00 | \$ 102,907.00 |
| 23 | \$ 78,965.00 | \$ 90,314.00 | \$ 97,122.00 | \$ 103,932.00 |
| 24 | \$ 79,084.00 | \$ 90,324.00 | \$ 97,067.00 | \$ 103,811.00 |
| 25 | \$ 79,878.00 | \$ 91,232.00 | \$ 98,042.00 | \$ 104,854.00 |
| 26 | \$ 80,673.00 | \$ 92,140.00 | \$ 99,018.00 | \$ 105,897.00 |
| 27 | \$ 80,789.00 | \$ 92,143.00 | \$ 98,955.00 | \$ 105,765.00 |
| 28 | \$ 81,593.00 | \$ 93,060.00 | \$ 99,940.00 | \$ 106,817.00 |
| 29 | \$ 82,411.00 | \$ 93,993.00 | \$ 100,941.00 | \$ 107,888.00 |
| 30 | \$ 83,236.00 | \$ 94,934.00 | \$ 101,953.00 | \$ 108,969.00 |
| 31 | \$ 84,069.00 | \$ 95,884.00 | \$ 102,973.00 | \$ 110,059.00 |
| 32 | \$ 84,909.00 | \$ 96,842.00 | \$ 104,001.00 | \$ 111,159.00 |
| 33 | \$ 85,757.00 | \$ 97,808.00 | \$ 105,040.00 | \$ 112,267.00 |
| 34 | \$ 86,610.00 | \$ 98,783.00 | \$ 106,086.00 | \$ 113,386.00 |
| 35 | \$ 87,479.00 | \$ 99,773.00 | \$ 107,150.00 | \$ 114,524.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Teachers

Public School Experience –9 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL | ND |
|----|-------------|-------------|-------------|-------------|-------------|
| 0 | \$44,226.00 | \$50,857.00 | \$54,839.00 | \$58,818.00 | \$44,226.00 |
| 1 | \$44,226.00 | \$50,857.00 | \$54,839.00 | \$58,818.00 | \$44,226.00 |
| 2 | \$44,226.00 | \$50,857.00 | \$54,839.00 | \$58,818.00 | \$44,226.00 |
| 3 | \$48,643.00 | \$55,939.00 | \$60,317.00 | \$64,702.00 | \$48,643.00 |
| 4 | \$48,643.00 | \$55,939.00 | \$60,317.00 | \$64,702.00 | \$48,643.00 |
| 5 | \$48,643.00 | \$55,939.00 | \$60,317.00 | \$64,702.00 | \$48,643.00 |
| 6 | \$50,776.00 | \$58,390.00 | \$62,977.00 | \$67,530.00 | \$50,776.00 |
| 7 | \$50,776.00 | \$58,390.00 | \$62,977.00 | \$67,530.00 | \$50,776.00 |
| 8 | \$50,776.00 | \$58,390.00 | \$62,977.00 | \$67,530.00 | \$50,776.00 |
| 9 | \$52,309.00 | \$60,154.00 | \$64,879.00 | \$69,570.00 | \$52,309.00 |
| 10 | \$52,831.00 | \$60,755.00 | \$65,527.00 | \$70,265.00 | \$52,831.00 |
| 11 | \$53,360.00 | \$61,363.00 | \$66,182.00 | \$70,967.00 | \$53,360.00 |
| 12 | \$53,894.00 | \$61,977.00 | \$66,844.00 | \$71,677.00 | \$53,894.00 |
| 13 | \$54,433.00 | \$62,596.00 | \$67,513.00 | \$72,394.00 | \$54,433.00 |
| 14 | \$54,977.00 | \$63,222.00 | \$68,187.00 | \$73,118.00 | \$54,977.00 |
| 15 | \$55,527.00 | \$63,855.00 | \$68,870.00 | \$73,850.00 | \$55,527.00 |
| 16 | \$56,082.00 | \$64,493.00 | \$69,558.00 | \$74,588.00 | \$56,082.00 |
| 17 | \$56,643.00 | \$65,138.00 | \$70,254.00 | \$75,334.00 | \$56,643.00 |
| 18 | \$57,209.00 | \$65,789.00 | \$70,957.00 | \$76,086.00 | \$57,209.00 |
| 19 | \$57,781.00 | \$66,447.00 | \$71,667.00 | \$76,847.00 | \$57,781.00 |
| 20 | \$58,359.00 | \$67,111.00 | \$72,383.00 | \$77,616.00 | \$58,359.00 |
| 21 | \$58,943.00 | \$67,783.00 | \$73,107.00 | \$78,393.00 | \$58,943.00 |
| 22 | \$59,532.00 | \$68,461.00 | \$73,837.00 | \$79,176.00 | \$59,532.00 |
| 23 | \$60,127.00 | \$69,145.00 | \$74,576.00 | \$79,967.00 | \$60,127.00 |
| 24 | \$60,729.00 | \$69,837.00 | \$75,322.00 | \$80,767.00 | \$60,729.00 |
| 25 | \$61,336.00 | \$70,535.00 | \$76,075.00 | \$81,575.00 | \$61,336.00 |
| 26 | \$61,949.00 | \$71,240.00 | \$76,836.00 | \$82,391.00 | \$61,949.00 |
| 27 | \$62,569.00 | \$71,952.00 | \$77,604.00 | \$83,215.00 | \$62,569.00 |
| 28 | \$63,195.00 | \$72,672.00 | \$78,380.00 | \$84,047.00 | \$63,195.00 |
| 29 | \$63,827.00 | \$73,399.00 | \$79,164.00 | \$84,888.00 | \$63,827.00 |
| 30 | \$64,464.00 | \$74,133.00 | \$79,955.00 | \$85,737.00 | \$64,464.00 |
| 31 | \$65,109.00 | \$74,874.00 | \$80,755.00 | \$86,593.00 | \$65,109.00 |
| 32 | \$65,761.00 | \$75,623.00 | \$81,563.00 | \$87,459.00 | \$65,761.00 |
| 33 | \$66,418.00 | \$76,379.00 | \$82,379.00 | \$88,335.00 | \$66,418.00 |
| 34 | \$67,082.00 | \$77,143.00 | \$83,202.00 | \$89,218.00 | \$67,082.00 |
| 35 | \$67,753.00 | \$77,914.00 | \$84,034.00 | \$90,109.00 | \$67,753.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Teachers

Public School Experience –9.5 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL | ND |
|----|-------------|-------------|-------------|-------------|-------------|
| 0 | \$46,591.00 | \$53,577.00 | \$57,772.00 | \$61,963.00 | \$46,591.00 |
| 1 | \$46,591.00 | \$53,577.00 | \$57,772.00 | \$61,963.00 | \$46,591.00 |
| 2 | \$46,591.00 | \$53,577.00 | \$57,772.00 | \$61,963.00 | \$46,591.00 |
| 3 | \$51,245.00 | \$58,930.00 | \$63,543.00 | \$68,162.00 | \$51,245.00 |
| 4 | \$51,245.00 | \$58,930.00 | \$63,543.00 | \$68,162.00 | \$51,245.00 |
| 5 | \$51,245.00 | \$58,930.00 | \$63,543.00 | \$68,162.00 | \$51,245.00 |
| 6 | \$53,491.00 | \$61,512.00 | \$66,345.00 | \$71,142.00 | \$53,491.00 |
| 7 | \$53,491.00 | \$61,512.00 | \$66,345.00 | \$71,142.00 | \$53,491.00 |
| 8 | \$53,491.00 | \$61,512.00 | \$66,345.00 | \$71,142.00 | \$53,491.00 |
| 9 | \$55,106.00 | \$63,371.00 | \$68,348.00 | \$73,290.00 | \$55,106.00 |
| 10 | \$55,656.00 | \$64,004.00 | \$69,031.00 | \$74,022.00 | \$55,656.00 |
| 11 | \$56,213.00 | \$64,644.00 | \$69,721.00 | \$74,762.00 | \$56,213.00 |
| 12 | \$56,776.00 | \$65,291.00 | \$70,419.00 | \$75,510.00 | \$56,776.00 |
| 13 | \$57,344.00 | \$65,943.00 | \$71,124.00 | \$76,265.00 | \$57,344.00 |
| 14 | \$57,917.00 | \$66,603.00 | \$71,833.00 | \$77,028.00 | \$57,917.00 |
| 15 | \$58,496.00 | \$67,270.00 | \$72,553.00 | \$77,799.00 | \$58,496.00 |
| 16 | \$59,081.00 | \$67,942.00 | \$73,278.00 | \$78,577.00 | \$59,081.00 |
| 17 | \$59,672.00 | \$68,621.00 | \$74,011.00 | \$79,363.00 | \$59,672.00 |
| 18 | \$60,268.00 | \$69,307.00 | \$74,751.00 | \$80,155.00 | \$60,268.00 |
| 19 | \$60,871.00 | \$70,000.00 | \$75,499.00 | \$80,956.00 | \$60,871.00 |
| 20 | \$61,480.00 | \$70,700.00 | \$76,254.00 | \$81,767.00 | \$61,480.00 |
| 21 | \$62,095.00 | \$71,408.00 | \$77,016.00 | \$82,585.00 | \$62,095.00 |
| 22 | \$62,716.00 | \$72,122.00 | \$77,786.00 | \$83,410.00 | \$62,716.00 |
| 23 | \$63,342.00 | \$72,843.00 | \$78,564.00 | \$84,243.00 | \$63,342.00 |
| 24 | \$63,977.00 | \$73,572.00 | \$79,350.00 | \$85,086.00 | \$63,977.00 |
| 25 | \$64,616.00 | \$74,307.00 | \$80,143.00 | \$85,937.00 | \$64,616.00 |
| 26 | \$65,262.00 | \$75,050.00 | \$80,945.00 | \$86,797.00 | \$65,262.00 |
| 27 | \$65,915.00 | \$75,800.00 | \$81,754.00 | \$87,665.00 | \$65,915.00 |
| 28 | \$66,574.00 | \$76,558.00 | \$82,571.00 | \$88,541.00 | \$66,574.00 |
| 29 | \$67,240.00 | \$77,324.00 | \$83,397.00 | \$89,427.00 | \$67,240.00 |
| 30 | \$67,911.00 | \$78,097.00 | \$84,231.00 | \$90,322.00 | \$67,911.00 |
| 31 | \$68,591.00 | \$78,878.00 | \$85,073.00 | \$91,224.00 | \$68,591.00 |
| 32 | \$69,278.00 | \$79,667.00 | \$85,925.00 | \$92,136.00 | \$69,278.00 |
| 33 | \$69,970.00 | \$80,463.00 | \$86,784.00 | \$93,059.00 | \$69,970.00 |
| 34 | \$70,669.00 | \$81,268.00 | \$87,651.00 | \$93,989.00 | \$70,669.00 |
| 35 | \$71,376.00 | \$82,081.00 | \$88,528.00 | \$94,928.00 | \$71,376.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Teachers

Public School Experience– 10 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL | ND |
|----|-------------|-------------|-------------|-------------|-------------|
| 0 | \$48,483.00 | \$55,752.00 | \$60,118.00 | \$64,480.00 | \$48,483.00 |
| 1 | \$48,483.00 | \$55,752.00 | \$60,118.00 | \$64,480.00 | \$48,483.00 |
| 2 | \$48,483.00 | \$55,752.00 | \$60,118.00 | \$64,480.00 | \$48,483.00 |
| 3 | \$53,326.00 | \$61,324.00 | \$66,123.00 | \$70,930.00 | \$53,326.00 |
| 4 | \$53,326.00 | \$61,324.00 | \$66,123.00 | \$70,930.00 | \$53,326.00 |
| 5 | \$53,326.00 | \$61,324.00 | \$66,123.00 | \$70,930.00 | \$53,326.00 |
| 6 | \$55,664.00 | \$64,010.00 | \$69,039.00 | \$74,030.00 | \$55,664.00 |
| 7 | \$55,664.00 | \$64,010.00 | \$69,039.00 | \$74,030.00 | \$55,664.00 |
| 8 | \$55,664.00 | \$64,010.00 | \$69,039.00 | \$74,030.00 | \$55,664.00 |
| 9 | \$57,344.00 | \$65,944.00 | \$71,124.00 | \$76,267.00 | \$57,344.00 |
| 10 | \$57,917.00 | \$66,603.00 | \$71,835.00 | \$77,028.00 | \$57,916.00 |
| 11 | \$58,496.00 | \$67,270.00 | \$72,553.00 | \$77,798.00 | \$58,496.00 |
| 12 | \$59,082.00 | \$67,943.00 | \$73,278.00 | \$78,576.00 | \$59,082.00 |
| 13 | \$59,673.00 | \$68,621.00 | \$74,012.00 | \$79,362.00 | \$59,673.00 |
| 14 | \$60,269.00 | \$69,308.00 | \$74,751.00 | \$80,156.00 | \$60,269.00 |
| 15 | \$60,872.00 | \$70,001.00 | \$75,499.00 | \$80,959.00 | \$60,872.00 |
| 16 | \$61,480.00 | \$70,701.00 | \$76,253.00 | \$81,768.00 | \$61,480.00 |
| 17 | \$62,095.00 | \$71,408.00 | \$77,016.00 | \$82,585.00 | \$62,095.00 |
| 18 | \$62,716.00 | \$72,122.00 | \$77,787.00 | \$83,410.00 | \$62,716.00 |
| 19 | \$63,343.00 | \$72,843.00 | \$78,565.00 | \$84,244.00 | \$63,343.00 |
| 20 | \$63,976.00 | \$73,571.00 | \$79,350.00 | \$85,087.00 | \$63,976.00 |
| 21 | \$64,617.00 | \$74,308.00 | \$80,144.00 | \$85,939.00 | \$64,617.00 |
| 22 | \$65,262.00 | \$75,051.00 | \$80,944.00 | \$86,797.00 | \$65,262.00 |
| 23 | \$65,915.00 | \$75,801.00 | \$81,754.00 | \$87,664.00 | \$65,915.00 |
| 24 | \$66,575.00 | \$76,559.00 | \$82,572.00 | \$88,541.00 | \$66,575.00 |
| 25 | \$67,240.00 | \$77,324.00 | \$83,398.00 | \$89,427.00 | \$67,240.00 |
| 26 | \$67,912.00 | \$78,097.00 | \$84,232.00 | \$90,322.00 | \$67,912.00 |
| 27 | \$68,592.00 | \$78,878.00 | \$85,074.00 | \$91,225.00 | \$68,592.00 |
| 28 | \$69,278.00 | \$79,667.00 | \$85,925.00 | \$92,137.00 | \$69,278.00 |
| 29 | \$69,971.00 | \$80,464.00 | \$86,784.00 | \$93,059.00 | \$69,971.00 |
| 30 | \$70,669.00 | \$81,269.00 | \$87,651.00 | \$93,990.00 | \$70,669.00 |
| 31 | \$71,376.00 | \$82,081.00 | \$88,528.00 | \$94,928.00 | \$71,376.00 |
| 32 | \$72,091.00 | \$82,902.00 | \$89,414.00 | \$95,878.00 | \$72,091.00 |
| 33 | \$72,811.00 | \$83,731.00 | \$90,309.00 | \$96,838.00 | \$72,811.00 |
| 34 | \$73,539.00 | \$84,569.00 | \$91,211.00 | \$97,806.00 | \$73,539.00 |
| 35 | \$74,275.00 | \$85,414.00 | \$92,123.00 | \$98,783.00 | \$74,275.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Teachers

Public School Experience – 11 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL | ND |
|----|-------------|-------------|--------------|--------------|-------------|
| 0 | \$53,213.00 | \$61,192.00 | \$65,983.00 | \$70,771.00 | \$53,213.00 |
| 1 | \$53,213.00 | \$61,192.00 | \$65,983.00 | \$70,771.00 | \$53,213.00 |
| 2 | \$53,213.00 | \$61,192.00 | \$65,983.00 | \$70,771.00 | \$53,213.00 |
| 3 | \$58,528.00 | \$67,308.00 | \$72,575.00 | \$77,850.00 | \$58,528.00 |
| 4 | \$58,528.00 | \$67,308.00 | \$72,575.00 | \$77,850.00 | \$58,528.00 |
| 5 | \$58,528.00 | \$67,308.00 | \$72,575.00 | \$77,850.00 | \$58,528.00 |
| 6 | \$61,094.00 | \$70,256.00 | \$75,775.00 | \$81,253.00 | \$61,094.00 |
| 7 | \$61,094.00 | \$70,256.00 | \$75,775.00 | \$81,253.00 | \$61,094.00 |
| 8 | \$61,094.00 | \$70,256.00 | \$75,775.00 | \$81,253.00 | \$61,094.00 |
| 9 | \$62,939.00 | \$72,378.00 | \$78,063.00 | \$83,707.00 | \$62,939.00 |
| 10 | \$63,567.00 | \$73,101.00 | \$78,843.00 | \$84,543.00 | \$63,567.00 |
| 11 | \$64,203.00 | \$73,832.00 | \$79,631.00 | \$85,388.00 | \$64,203.00 |
| 12 | \$64,846.00 | \$74,571.00 | \$80,427.00 | \$86,242.00 | \$64,846.00 |
| 13 | \$65,494.00 | \$75,316.00 | \$81,232.00 | \$87,105.00 | \$65,494.00 |
| 14 | \$66,149.00 | \$76,069.00 | \$82,043.00 | \$87,976.00 | \$66,149.00 |
| 15 | \$66,811.00 | \$76,831.00 | \$82,865.00 | \$88,857.00 | \$66,811.00 |
| 16 | \$67,478.00 | \$77,599.00 | \$83,693.00 | \$89,745.00 | \$67,478.00 |
| 17 | \$68,153.00 | \$78,375.00 | \$84,530.00 | \$90,643.00 | \$68,153.00 |
| 18 | \$68,834.00 | \$79,158.00 | \$85,376.00 | \$91,547.00 | \$68,834.00 |
| 19 | \$69,523.00 | \$79,950.00 | \$86,230.00 | \$92,463.00 | \$69,523.00 |
| 20 | \$70,218.00 | \$80,749.00 | \$87,092.00 | \$93,388.00 | \$70,218.00 |
| 21 | \$70,921.00 | \$81,557.00 | \$87,963.00 | \$94,323.00 | \$70,921.00 |
| 22 | \$71,629.00 | \$82,373.00 | \$88,841.00 | \$95,265.00 | \$71,629.00 |
| 23 | \$72,346.00 | \$83,196.00 | \$89,730.00 | \$96,217.00 | \$72,345.00 |
| 24 | \$73,070.00 | \$84,028.00 | \$90,628.00 | \$97,180.00 | \$73,070.00 |
| 25 | \$73,800.00 | \$84,868.00 | \$91,534.00 | \$98,152.00 | \$73,800.00 |
| 26 | \$74,538.00 | \$85,717.00 | \$92,450.00 | \$99,134.00 | \$74,538.00 |
| 27 | \$75,284.00 | \$86,574.00 | \$93,374.00 | \$100,125.00 | \$75,284.00 |
| 28 | \$76,037.00 | \$87,440.00 | \$94,307.00 | \$101,126.00 | \$76,037.00 |
| 29 | \$76,797.00 | \$88,314.00 | \$95,251.00 | \$102,138.00 | \$76,797.00 |
| 30 | \$77,564.00 | \$89,197.00 | \$96,203.00 | \$103,159.00 | \$77,564.00 |
| 31 | \$78,340.00 | \$90,089.00 | \$97,165.00 | \$104,189.00 | \$78,340.00 |
| 32 | \$79,124.00 | \$90,990.00 | \$98,137.00 | \$105,231.00 | \$79,124.00 |
| 33 | \$79,915.00 | \$91,900.00 | \$99,119.00 | \$106,285.00 | \$79,915.00 |
| 34 | \$80,714.00 | \$92,819.00 | \$100,109.00 | \$107,348.00 | \$80,714.00 |
| 35 | \$81,521.00 | \$93,747.00 | \$101,111.00 | \$108,420.00 | \$81,521.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

Teachers

Public School Experience – 12 Months

| | BACHELOR | MASTER | 6Y | DOCTORAL | ND |
|----|-------------|-------------|--------------|--------------|-------------|
| 0 | \$56,761.00 | \$65,271.00 | \$70,382.00 | \$75,488.00 | \$56,761.00 |
| 1 | \$56,761.00 | \$65,271.00 | \$70,382.00 | \$75,488.00 | \$56,761.00 |
| 2 | \$56,761.00 | \$65,271.00 | \$70,382.00 | \$75,488.00 | \$56,761.00 |
| 3 | \$62,430.00 | \$71,796.00 | \$77,413.00 | \$83,040.00 | \$62,430.00 |
| 4 | \$62,430.00 | \$71,796.00 | \$77,413.00 | \$83,040.00 | \$62,430.00 |
| 5 | \$62,430.00 | \$71,796.00 | \$77,413.00 | \$83,040.00 | \$62,430.00 |
| 6 | \$65,167.00 | \$74,939.00 | \$80,826.00 | \$86,670.00 | \$65,167.00 |
| 7 | \$65,167.00 | \$74,939.00 | \$80,826.00 | \$86,670.00 | \$65,167.00 |
| 8 | \$65,167.00 | \$74,939.00 | \$80,826.00 | \$86,670.00 | \$65,167.00 |
| 9 | \$67,135.00 | \$77,203.00 | \$83,267.00 | \$89,288.00 | \$67,135.00 |
| 10 | \$67,805.00 | \$77,974.00 | \$84,099.00 | \$90,180.00 | \$67,804.00 |
| 11 | \$68,483.00 | \$78,755.00 | \$84,939.00 | \$91,081.00 | \$68,483.00 |
| 12 | \$69,169.00 | \$79,543.00 | \$85,789.00 | \$91,992.00 | \$69,169.00 |
| 13 | \$69,861.00 | \$80,337.00 | \$86,648.00 | \$92,912.00 | \$69,861.00 |
| 14 | \$70,559.00 | \$81,141.00 | \$87,513.00 | \$93,841.00 | \$70,559.00 |
| 15 | \$71,265.00 | \$81,953.00 | \$88,389.00 | \$94,781.00 | \$71,265.00 |
| 16 | \$71,977.00 | \$82,772.00 | \$89,272.00 | \$95,728.00 | \$71,977.00 |
| 17 | \$72,697.00 | \$83,600.00 | \$90,166.00 | \$96,685.00 | \$72,697.00 |
| 18 | \$73,423.00 | \$84,435.00 | \$91,068.00 | \$97,651.00 | \$73,423.00 |
| 19 | \$74,157.00 | \$85,280.00 | \$91,979.00 | \$98,627.00 | \$74,157.00 |
| 20 | \$74,899.00 | \$86,132.00 | \$92,898.00 | \$99,614.00 | \$74,899.00 |
| 21 | \$75,649.00 | \$86,994.00 | \$93,827.00 | \$100,611.00 | \$75,649.00 |
| 22 | \$76,405.00 | \$87,864.00 | \$94,764.00 | \$101,616.00 | \$76,405.00 |
| 23 | \$77,168.00 | \$88,742.00 | \$95,713.00 | \$102,631.00 | \$77,168.00 |
| 24 | \$77,941.00 | \$89,630.00 | \$96,670.00 | \$103,658.00 | \$77,941.00 |
| 25 | \$78,720.00 | \$90,526.00 | \$97,636.00 | \$104,695.00 | \$78,720.00 |
| 26 | \$79,507.00 | \$91,431.00 | \$98,613.00 | \$105,742.00 | \$79,507.00 |
| 27 | \$80,303.00 | \$92,345.00 | \$99,599.00 | \$106,800.00 | \$80,302.00 |
| 28 | \$81,106.00 | \$93,269.00 | \$100,595.00 | \$107,868.00 | \$81,106.00 |
| 29 | \$81,917.00 | \$94,202.00 | \$101,601.00 | \$108,947.00 | \$81,917.00 |
| 30 | \$82,735.00 | \$95,144.00 | \$102,616.00 | \$110,037.00 | \$82,735.00 |
| 31 | \$83,562.00 | \$96,095.00 | \$103,643.00 | \$111,135.00 | \$83,562.00 |
| 32 | \$84,399.00 | \$97,056.00 | \$104,680.00 | \$112,247.00 | \$84,399.00 |
| 33 | \$85,242.00 | \$98,027.00 | \$105,727.00 | \$113,371.00 | \$85,242.00 |
| 34 | \$86,095.00 | \$99,007.00 | \$106,783.00 | \$114,504.00 | \$86,095.00 |
| 35 | \$86,956.00 | \$99,997.00 | \$107,851.00 | \$115,648.00 | \$86,956.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

Salary Schedule

TEAMS

Public School Experience – 9 Months (189 Day Contract)

| | BACHELOR | MASTER | 6Y | DOCTORAL |
|----|-------------|-------------|-------------|--------------|
| 0 | \$49,530.00 | \$56,161.00 | \$60,143.00 | \$64,122.00 |
| 1 | \$53,021.00 | \$60,974.00 | \$65,746.00 | \$70,521.00 |
| 2 | \$55,854.00 | \$64,229.00 | \$69,275.00 | \$74,283.00 |
| 3 | \$57,488.00 | \$66,110.00 | \$71,303.00 | \$76,458.00 |
| 4 | \$59,166.00 | \$68,040.00 | \$73,383.00 | \$78,689.00 |
| 5 | \$60,887.00 | \$70,019.00 | \$75,519.00 | \$80,980.00 |
| 6 | \$62,655.00 | \$72,051.00 | \$77,712.00 | \$83,330.00 |
| 7 | \$64,469.00 | \$74,139.00 | \$79,961.00 | \$85,743.00 |
| 8 | \$65,758.00 | \$75,619.00 | \$81,561.00 | \$87,458.00 |
| 9 | \$67,073.00 | \$77,133.00 | \$83,192.00 | \$89,208.00 |
| 10 | \$68,078.00 | \$78,291.00 | \$84,439.00 | \$90,545.00 |
| 11 | \$69,100.00 | \$79,465.00 | \$85,706.00 | \$91,902.00 |
| 12 | \$70,137.00 | \$80,657.00 | \$86,991.00 | \$93,282.00 |
| 13 | \$70,137.00 | \$80,657.00 | \$86,991.00 | \$93,282.00 |
| 14 | \$70,137.00 | \$80,657.00 | \$86,991.00 | \$93,282.00 |
| 15 | \$71,192.00 | \$81,872.00 | \$88,302.00 | \$94,687.00 |
| 16 | \$71,192.00 | \$81,872.00 | \$88,302.00 | \$94,687.00 |
| 17 | \$71,192.00 | \$81,872.00 | \$88,302.00 | \$94,687.00 |
| 18 | \$72,271.00 | \$83,111.00 | \$89,639.00 | \$96,120.00 |
| 19 | \$72,271.00 | \$83,111.00 | \$89,639.00 | \$96,120.00 |
| 20 | \$72,271.00 | \$83,111.00 | \$89,639.00 | \$96,120.00 |
| 21 | \$73,370.00 | \$84,377.00 | \$91,002.00 | \$97,583.00 |
| 22 | \$73,370.00 | \$84,377.00 | \$91,002.00 | \$97,583.00 |
| 23 | \$73,370.00 | \$84,377.00 | \$91,002.00 | \$97,583.00 |
| 24 | \$74,491.00 | \$85,664.00 | \$92,393.00 | \$99,074.00 |
| 25 | \$74,491.00 | \$85,664.00 | \$92,393.00 | \$99,074.00 |
| 26 | \$74,491.00 | \$85,664.00 | \$92,393.00 | \$99,074.00 |
| 27 | \$75,635.00 | \$86,981.00 | \$93,811.00 | \$100,595.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

Selma City Schools

CLASSIFIED

POSITIONS

Selma City Schools

Salary Schedule

Accounts Payable Clerk

Public School Experience – 12 Months

| < 3 yrs. | \$ 31,348.00 |
|-----------|--------------|
| < 6 yrs. | \$ 32,844.00 |
| < 9 yrs. | \$ 34,341.00 |
| < 12 yrs. | \$ 35,838.00 |
| < 15 yrs. | \$ 37,337.00 |
| < 18 yrs. | \$ 38,833.00 |
| < 21 yrs. | \$ 40,329.00 |
| < 24 yrs. | \$ 41,825.00 |
| < 27 yrs. | \$ 43,329.00 |
| 27+ yrs. | \$ 44,821.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Behavior Intervention Specialist

Public School Experience –12 Months

| | BS | MS | DO |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 49,596.00 | \$ 53,417.00 | \$ 57,236.00 |
| < 6 yrs. | \$ 51,406.00 | \$ 55,225.00 | \$ 59,045.00 |
| < 9 yrs. | \$ 53,214.00 | \$ 57,034.00 | \$ 62,865.00 |
| < 12 yrs. | \$ 55,024.00 | \$ 58,843.00 | \$ 66,686.00 |
| < 15 yrs. | \$ 56,833.00 | \$ 60,653.00 | \$ 70,504.00 |
| < 18 yrs. | \$ 58,642.00 | \$ 62,463.00 | \$ 74,324.00 |
| < 21 yrs. | \$ 60,450.00 | \$ 64,270.00 | \$ 78,143.00 |
| < 24 yrs. | \$ 62,261.00 | \$ 66,081.00 | \$ 81,963.00 |
| < 27 yrs. | \$ 64,069.00 | \$ 67,888.00 | \$ 85,783.00 |
| 27+ yrs. | \$ 65,878.00 | \$ 69,698.00 | \$ 89,603.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Bookkeeper Grades PreK-5

Public School Experience – 10 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 26,297.00 | \$ 28,743.00 | \$ 31,189.00 |
| < 6 yrs. | \$ 26,785.00 | \$ 29,231.00 | \$ 31,677.00 |
| < 9 yrs. | \$ 27,275.00 | \$ 29,722.00 | \$ 32,167.00 |
| < 12 yrs. | \$ 27,764.00 | \$ 30,209.00 | \$ 32,892.00 |
| < 15 yrs. | \$ 28,253.00 | \$ 30,700.00 | \$ 33,147.00 |
| < 18 yrs. | \$ 28,743.00 | \$ 31,189.00 | \$ 33,636.00 |
| < 21 yrs. | \$ 29,231.00 | \$ 31,677.00 | \$ 34,124.00 |
| < 24 yrs. | \$ 29,722.00 | \$ 32,167.00 | \$ 34,614.00 |
| < 27 yrs. | \$ 30,209.00 | \$ 32,655.00 | \$ 35,103.00 |
| 27+ yrs. | \$ 30,700.00 | \$ 33,147.00 | \$ 35,592.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Bookkeeper Grades PreK-5

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 29,966.00 | \$ 32,412.00 | \$ 34,857.00 |
| < 6 yrs. | \$ 30,454.00 | \$ 32,901.00 | \$ 35,347.00 |
| < 9 yrs. | \$ 30,945.00 | \$ 33,391.00 | \$ 35,836.00 |
| < 12 yrs. | \$ 31,433.00 | \$ 33,878.00 | \$ 36,325.00 |
| < 15 yrs. | \$ 31,923.00 | \$ 34,369.00 | \$ 36,815.00 |
| < 18 yrs. | \$ 32,412.00 | \$ 34,857.00 | \$ 37,305.00 |
| < 21 yrs. | \$ 32,901.00 | \$ 35,347.00 | \$ 37,793.00 |
| < 24 yrs. | \$ 33,391.00 | \$ 35,836.00 | \$ 38,284.00 |
| < 27 yrs. | \$ 33,878.00 | \$ 36,325.00 | \$ 38,772.00 |
| 27+ yrs. | \$ 34,369.00 | \$ 36,815.00 | \$ 39,262.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Bookkeeper Grades 6-12

Public School Experience – 10 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 27,520.00 | \$ 29,966.00 | \$ 32,412.00 |
| < 6 yrs. | \$ 28,007.00 | \$ 30,454.00 | \$ 32,901.00 |
| < 9 yrs. | \$ 28,499.00 | \$ 30,945.00 | \$ 33,391.00 |
| < 12 yrs. | \$ 28,987.00 | \$ 31,433.00 | \$ 33,878.00 |
| < 15 yrs. | \$ 29,478.00 | \$ 31,923.00 | \$ 34,369.00 |
| < 18 yrs. | \$ 29,966.00 | \$ 32,412.00 | \$ 34,857.00 |
| < 21 yrs. | \$ 30,454.00 | \$ 32,901.00 | \$ 35,347.00 |
| < 24 yrs. | \$ 30,945.00 | \$ 33,391.00 | \$ 35,836.00 |
| < 27 yrs. | \$ 31,433.00 | \$ 33,878.00 | \$ 36,325.00 |
| 27+ yrs. | \$ 31,923.00 | \$ 34,369.00 | \$ 36,815.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Bookkeeper Grades 6-12

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 31,189.00 | \$ 33,636.00 | \$ 36,081.00 |
| < 6 yrs. | \$ 31,677.00 | \$ 34,124.00 | \$ 36,570.00 |
| < 9 yrs. | \$ 32,167.00 | \$ 34,614.00 | \$ 37,060.00 |
| < 12 yrs. | \$ 32,655.00 | \$ 35,103.00 | \$ 37,548.00 |
| < 15 yrs. | \$ 33,147.00 | \$ 35,592.00 | \$ 38,038.00 |
| < 18 yrs. | \$ 33,636.00 | \$ 36,081.00 | \$ 38,527.00 |
| < 21 yrs. | \$ 34,124.00 | \$ 36,570.00 | \$ 39,016.00 |
| < 24 yrs. | \$ 34,614.00 | \$ 37,060.00 | \$ 39,506.00 |
| < 27 yrs. | \$ 35,103.00 | \$ 37,548.00 | \$ 39,994.00 |
| 27+ yrs. | \$ 35,592.00 | \$ 38,038.00 | \$ 40,485.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Bookkeeper Central Office

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 35,347.00 | \$ 37,793.00 | \$ 40,239.00 |
| < 6 yrs. | \$ 36,570.00 | \$ 39,016.00 | \$ 41,461.00 |
| < 9 yrs. | \$ 37,793.00 | \$ 40,239.00 | \$ 42,686.00 |
| < 12 yrs. | \$ 39,016.00 | \$ 41,461.00 | \$ 43,909.00 |
| < 15 yrs. | \$ 40,239.00 | \$ 42,686.00 | \$ 45,131.00 |
| < 18 yrs. | \$ 41,461.00 | \$ 43,909.00 | \$ 46,355.00 |
| < 21 yrs. | \$ 43,909.00 | \$ 46,355.00 | \$ 48,800.00 |
| < 24 yrs. | \$ 45,131.00 | \$ 47,578.00 | \$ 50,024.00 |
| < 27 yrs. | \$ 47,578.00 | \$ 50,024.00 | \$ 52,469.00 |
| 27+ yrs. | \$ 48,800.00 | \$ 51,247.00 | \$ 53,694.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Bus Driver

Public School Experience – 9 Months 4 Hours per day

| | 4 hours per day |
|-----------|-----------------|
| < 3 yrs. | \$ 15,514.00 |
| < 6 yrs. | \$ 15,978.00 |
| < 9 yrs. | \$ 16,444.00 |
| < 12 yrs. | \$ 16,911.00 |
| < 15 yrs. | \$ 17,376.00 |
| < 18 yrs. | \$ 17,842.00 |
| < 21 yrs. | \$ 18,306.00 |
| < 24 yrs. | \$ 18,770.00 |
| < 27 yrs. | \$ 19,235.00 |
| 27+ yrs. | \$ 19,701.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Cafeteria Workers

Lunchroom Workers

| | Hourly Salary | Yearly 5 hours per day | Yearly 6 hours per day | Yearly 7 hours per day |
|-----------|---------------|---------------------------|---------------------------|---------------------------|
| < 3 yrs. | \$ 15.00 | \$ 13,875.00 | \$ 16,650.00 | \$ 19,425.00 |
| < 6 yrs. | \$ 15.22 | \$ 14,083.00 | \$ 16,900.00 | \$ 19,716.00 |
| < 9 yrs. | \$ 15.47 | \$ 14,312.00 | \$ 17,174.00 | \$ 20,037.00 |
| < 12 yrs. | \$ 15.71 | \$ 14,531.00 | \$ 17,437.00 | \$ 20,343.00 |
| < 15 yrs. | \$ 15.96 | \$ 14,759.00 | \$ 17,711.00 | \$ 20,663.00 |
| < 18 yrs. | \$ 16.20 | \$ 14,988.00 | \$ 17,986.00 | \$ 20,984.00 |
| < 21 yrs. | \$ 16.46 | \$ 15,228.00 | \$ 18,273.00 | \$ 21,319.00 |
| < 24 yrs. | \$ 16.73 | \$ 15,477.00 | \$ 18,573.00 | \$ 21,668.00 |
| < 27 yrs. | \$ 16.99 | \$ 15,717.00 | \$ 18,860.00 | \$ 22,003.00 |
| 27+ yrs. | \$ 17.27 | \$ 15,977.00 | \$ 19,172.00 | \$ 22,368.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Cafeteria Workers

Managers

| | Hourly Salary | Yearly |
|-----------|------------------|--------------|
| < 3 yrs. | \$ 16.18 | \$ 23,967.00 |
| < 6 yrs. | \$ 16.82 | \$ 24,890.00 |
| < 9 yrs. | \$ 17.59 | \$ 26,048.00 |
| < 12 yrs. | \$ 18.43 | \$ 27,280.00 |
| < 15 yrs. | \$ 19.29 | \$ 28,546.00 |
| < 18 yrs. | \$ 20.18 | \$ 29,868.00 |
| < 21 yrs. | \$ 21.13 | \$ 31,278.00 |
| < 24 yrs. | \$ 22.13 | \$ 32,763.00 |
| < 27 yrs. | \$ 23.17 | \$ 34,303.00 |
| 27+ yrs. | \$ 24.28 | \$ 35,933.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Child Nutrition Assistant to Director

| < 3 yrs. | \$ 23,063.00 |
|------------|--------------|
| < 6 yrs. | \$ 24,459.00 |
| < 9 yrs. | \$ 25,952.00 |
| < 12 yrs. | \$ 27,554.00 |
| < 15 yrs. | \$ 29,178.00 |
| < 18 yrs. | \$ 29,698.00 |
| < 21 yrs. | \$ 30,231.00 |
| < 24 yrs. | \$ 30,774.00 |
| < 27 yrs. | \$ 31,327.00 |
| < 27+ yrs. | \$ 31,892.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Classified Coordinator

Public School Experience – 12 Months

| | AA | BS | MS |
|-----------|-------------|-------------|-------------|
| < 3 yrs. | \$47,374.00 | \$59,737.00 | \$67,721.00 |
| < 6 yrs. | \$51,918.00 | \$65,058.00 | \$73,842.00 |
| < 9 yrs. | \$54,108.00 | \$67,622.00 | \$76,790.00 |
| < 12 yrs. | \$54,809.00 | \$68,441.00 | \$77,734.00 |
| < 15 yrs. | \$55,771.00 | \$69,567.00 | \$79,027.00 |
| < 18 yrs. | \$57,000.00 | \$71,005.00 | \$80,683.00 |
| < 21 yrs. | \$57,712.00 | \$71,840.00 | \$81,638.00 |
| < 24 yrs. | \$58,424.00 | \$72,673.00 | \$82,603.00 |
| < 27 yrs. | \$59,096.00 | \$73,461.00 | \$83,390.00 |
| 27+ yrs. | \$59,772.00 | \$74,251.00 | \$84,181.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Community Engagement Specialist

Public School Experience – 12 Months

| | AA | BS | MS |
|-----------|-------------|-------------|-------------|
| < 3 yrs. | \$45,535.00 | \$48,643.00 | \$52,389.00 |
| < 6 yrs. | \$47,308.00 | \$50,418.00 | \$54,163.00 |
| < 9 yrs. | \$49,082.00 | \$52,191.00 | \$55,937.00 |
| < 12 yrs. | \$50,856.00 | \$53,966.00 | \$57,712.00 |
| < 15 yrs. | \$52,632.00 | \$55,740.00 | \$59,487.00 |
| < 18 yrs. | \$54,405.00 | \$57,515.00 | \$61,261.00 |
| < 21 yrs. | \$56,179.00 | \$59,289.00 | \$63,035.00 |
| < 24 yrs. | \$57,952.00 | \$61,064.00 | \$64,810.00 |
| < 27 yrs. | \$59,727.00 | \$62,836.00 | \$66,584.00 |
| 27+ yrs. | \$61,501.00 | \$64,610.00 | \$68,358.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Computer Technician

Public School Experience – 12 Months

| | N/D | BS | MS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 28,772.00 | \$ 43,158.00 | \$ 57,545.00 |
| < 6 yrs. | \$ 29,600.00 | \$ 44,270.00 | \$ 58,938.00 |
| < 9 yrs. | \$ 29,868.00 | \$ 44,534.00 | \$ 59,202.00 |
| < 12 yrs. | \$ 30,130.00 | \$ 44,799.00 | \$ 59,468.00 |
| < 15 yrs. | \$ 30,397.00 | \$ 45,068.00 | \$ 59,732.00 |
| < 18 yrs. | \$ 30,660.00 | \$ 45,329.00 | \$ 59,997.00 |
| < 21 yrs. | \$ 30,928.00 | \$ 45,595.00 | \$ 60,264.00 |
| < 24 yrs. | \$ 31,189.00 | \$ 45,861.00 | \$ 60,528.00 |
| < 27 yrs. | \$ 31,459.00 | \$ 46,125.00 | \$ 60,795.00 |
| 27+ yrs. | \$ 31,721.00 | \$ 46,390.00 | \$ 61,057.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Coordinator Transportation, Operations, Bus Mechanic, and Bus Driver

| < 3 yrs. | \$ 59,737.00 |
|-----------|--------------|
| < 6 yrs. | \$ 65,058.00 |
| < 9 yrs. | \$ 67,622.00 |
| < 12 yrs. | \$ 68,441.00 |
| < 15 yrs. | \$ 69,567.00 |
| < 18 yrs. | \$ 71,005.00 |
| < 21 yrs. | \$ 71,840.00 |
| < 24 yrs. | \$ 72,673.00 |
| < 27 yrs. | \$ 73,461.00 |
| 27+ yrs. | \$ 74,251.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Custodian

Public School Experience – 12 Months

| | 12 Months | Part-Time (4 hours) |
|-----------|-------------|------------------------|
| < 3 yrs. | \$28,800.00 | \$14,400.00 |
| < 6 yrs. | \$29,274.00 | \$14,637.00 |
| < 9 yrs. | \$29,759.00 | \$14,880.00 |
| < 12 yrs. | \$30,254.00 | \$15,127.00 |
| < 15 yrs. | \$30,758.00 | \$15,379.00 |
| < 18 yrs. | \$31,273.00 | \$15,637.00 |
| < 21 yrs. | \$31,797.00 | \$15,899.00 |
| < 24 yrs. | \$32,333.00 | \$16,167.00 |
| < 27 yrs. | \$32,879.00 | \$16,440.00 |
| 27+ yrs. | \$33,435.00 | \$16,718.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Distance Learning, SAP, Homeless Facilitator

| | 9 Months (182 Days) | 10 Months (205 Days) |
|-----------|------------------------|-------------------------|
| < 3 yrs. | \$ 21,633.00 | \$ 24,366.00 |
| < 6 yrs. | \$ 22,065.00 | \$ 24,853.00 |
| < 9 yrs. | \$ 22,507.00 | \$ 25,349.00 |
| < 12 yrs. | \$ 22,957.00 | \$ 25,857.00 |
| < 15 yrs. | \$ 23,416.00 | \$ 26,375.00 |
| < 18 yrs. | \$ 23,884.00 | \$ 26,904.00 |
| < 21 yrs. | \$ 24,363.00 | \$ 27,439.00 |
| < 24 yrs. | \$ 24,850.00 | \$ 27,989.00 |
| < 27 yrs. | \$ 25,346.00 | \$ 28,549.00 |
| 27+ yrs. | \$ 25,854.00 | \$ 29,121.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Executive Secretary to the Superintendent

Public School Experience – 12 Months

| < 3 yrs. | \$44,617.00 |
|-----------|-------------|
| < 6 yrs. | \$46,427.00 |
| < 9 yrs. | \$48,236.00 |
| < 12 yrs. | \$50,044.00 |
| < 15 yrs. | \$51,853.00 |
| < 18 yrs. | \$53,664.00 |
| < 21 yrs. | \$55,472.00 |
| < 24 yrs. | \$57,281.00 |
| < 27 yrs. | \$59,089.00 |
| 27+ yrs. | \$60,898.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

General Maintenance

Public School Experience – 12 Months

| | 8 Hours | Part-time (4 hours) |
|-----------|--------------|------------------------|
| < 3 yrs. | \$ 28,800.00 | \$ 14,400.00 |
| < 6 yrs. | \$ 29,289.00 | \$ 14,644.50 |
| < 9 yrs. | \$ 29,787.00 | \$ 14,893.50 |
| < 12 yrs. | \$ 30,295.00 | \$ 15,147.50 |
| < 15 yrs. | \$ 30,816.00 | \$ 15,408.00 |
| < 18 yrs. | \$ 31,346.00 | \$ 15,673.00 |
| < 21 yrs. | \$ 31,886.00 | \$ 15,943.00 |
| < 24 yrs. | \$ 32,438.00 | \$ 16,219.00 |
| < 27 yrs. | \$ 33,001.00 | \$ 16,500.50 |
| 27+ yrs. | \$ 33,574.00 | \$ 16,787.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

**Instructional Assistant
2 Years of College or Minimum of 48 Credit Hours**

**Public School Experience – 9 Months
30-minute lunch**

| < 3 yrs. | \$ 21,633.00 |
|-----------|--------------|
| < 6 yrs. | \$ 22,065.00 |
| < 9 yrs. | \$ 22,507.00 |
| < 12 yrs. | \$ 22,957.00 |
| < 15 yrs. | \$ 23,416.00 |
| < 18 yrs. | \$ 23,884.00 |
| < 21 yrs. | \$ 24,363.00 |
| < 24 yrs. | \$ 24,850.00 |
| < 27 yrs. | \$ 25,346.00 |
| 27+ yrs. | \$ 25,854.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Instructional Assistant Without 2 Years of College or 48 Credit Hours

Public School Experience – 9 Months 30-minute lunch

| < 3 yrs. | \$ 20,475.00 |
|-----------|--------------|
| < 6 yrs. | \$ 20,794.00 |
| < 9 yrs. | \$ 21,117.00 |
| < 12 yrs. | \$ 21,448.00 |
| < 15 yrs. | \$ 21,785.00 |
| < 18 yrs. | \$ 22,017.00 |
| < 21 yrs. | \$ 22,481.00 |
| < 24 yrs. | \$ 22,838.00 |
| < 27 yrs. | \$ 23,205.00 |
| 27+ yrs. | \$ 23,577.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

LSA Centralized Technician

Public School Experience – 12 Months

| | HS | AA |
|-----------|--------------|--------------|
| < 3 yrs. | \$ 38,954.00 | \$ 40,238.00 |
| < 6 yrs. | \$ 40,811.00 | \$ 42,094.00 |
| < 9 yrs. | \$ 42,666.00 | \$ 43,948.00 |
| < 12 yrs. | \$ 44,521.00 | \$ 45,805.00 |
| < 15 yrs. | \$ 46,375.00 | \$ 47,660.00 |
| < 18 yrs. | \$ 48,231.00 | \$ 49,515.00 |
| < 21 yrs. | \$ 51,241.00 | \$ 51,370.00 |
| < 24 yrs. | \$ 52,160.00 | \$ 53,444.00 |
| < 27 yrs. | \$ 54,235.00 | \$ 55,521.00 |
| 27+ yrs. | \$ 56,310.00 | \$ 57,594.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Payroll Manager

Public School Experience – 12 Months

| < 3 yrs. | \$ 47,675.00 |
|-----------|--------------|
| < 6 yrs. | \$ 49,483.00 |
| < 9 yrs. | \$ 51,292.00 |
| < 12 yrs. | \$ 53,100.00 |
| < 15 yrs. | \$ 54,909.00 |
| < 18 yrs. | \$ 56,718.00 |
| < 21 yrs. | \$ 58,528.00 |
| < 24 yrs. | \$ 60,338.00 |
| < 27 yrs. | \$ 62,146.00 |
| 27+ yrs. | \$ 63,956.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Program Assistant I Central Office

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 32,412.00 | \$ 34,857.00 | \$ 37,305.00 |
| < 6 yrs. | \$ 32,901.00 | \$ 35,347.00 | \$ 37,793.00 |
| < 9 yrs. | \$ 33,391.00 | \$ 35,836.00 | \$ 38,284.00 |
| < 12 yrs. | \$ 33,878.00 | \$ 36,325.00 | \$ 38,772.00 |
| < 15 yrs. | \$ 34,369.00 | \$ 36,815.00 | \$ 39,262.00 |
| < 18 yrs. | \$ 34,857.00 | \$ 37,305.00 | \$ 39,750.00 |
| < 21 yrs. | \$ 35,347.00 | \$ 37,793.00 | \$ 40,239.00 |
| < 24 yrs. | \$ 35,836.00 | \$ 38,284.00 | \$ 40,730.00 |
| < 27 yrs. | \$ 36,325.00 | \$ 38,772.00 | \$ 41,217.00 |
| 27+ yrs. | \$ 36,815.00 | \$ 39,262.00 | \$ 41,708.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Program Assistant II Central Office

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 35,573.00 | \$ 38,142.00 | \$ 40,709.00 |
| < 6 yrs. | \$ 36,472.00 | \$ 39,042.00 | \$ 41,611.00 |
| < 9 yrs. | \$ 37,311.00 | \$ 39,939.00 | \$ 42,509.00 |
| < 12 yrs. | \$ 38,271.00 | \$ 40,840.00 | \$ 43,408.00 |
| < 15 yrs. | \$ 39,170.00 | \$ 41,737.00 | \$ 44,307.00 |
| < 18 yrs. | \$ 40,069.00 | \$ 42,636.00 | \$ 45,205.00 |
| < 21 yrs. | \$ 41,611.00 | \$ 44,178.00 | \$ 46,748.00 |
| < 24 yrs. | \$ 42,509.00 | \$ 45,076.00 | \$ 47,645.00 |
| < 27 yrs. | \$ 44,050.00 | \$ 46,618.00 | \$ 49,187.00 |
| 27+ yrs. | \$ 44,949.00 | \$ 47,518.00 | \$ 50,086.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Receptionist/Secretary Central Office

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 27,000.00 | \$ 29,394.00 | \$ 30,582.00 |
| < 6 yrs. | \$ 27,480.00 | \$ 29,872.00 | \$ 31,061.00 |
| < 9 yrs. | \$ 27,960.00 | \$ 30,354.00 | \$ 31,542.00 |
| < 12 yrs. | \$ 28,439.00 | \$ 30,833.00 | \$ 32,020.00 |
| < 15 yrs. | \$ 28,919.00 | \$ 31,314.00 | \$ 32,501.00 |
| < 18 yrs. | \$ 29,399.00 | \$ 31,792.00 | \$ 32,980.00 |
| < 21 yrs. | \$ 29,877.00 | \$ 32,271.00 | \$ 33,459.00 |
| < 24 yrs. | \$ 30,359.00 | \$ 32,752.00 | \$ 33,939.00 |
| < 27 yrs. | \$ 30,838.00 | \$ 33,231.00 | \$ 34,418.00 |
| 27+ yrs. | \$ 31,319.00 | \$ 33,711.00 | \$ 34,900.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

School Resource Officer Central Office

Public School Experience – 12 Months

| < 3 yrs. | \$ 47,736.00 |
|-----------|--------------|
| < 6 yrs. | \$ 48,691.00 |
| < 9 yrs. | \$ 49,884.00 |
| < 12 yrs. | \$ 51,159.00 |
| < 15 yrs. | \$ 52,519.00 |
| < 18 yrs. | \$ 53,938.00 |
| < 21 yrs. | \$ 55,507.00 |
| < 24 yrs. | \$ 57,426.00 |
| < 27 yrs. | \$ 59,742.00 |
| 27+ yrs. | \$ 62,463.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Secretary/Bookkeeper Combo Grades PreK-6

Public School Experience – 10 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 28,743.00 | \$ 31,189.00 | \$ 33,636.00 |
| < 6 yrs. | \$ 29,231.00 | \$ 31,677.00 | \$ 34,124.00 |
| < 9 yrs. | \$ 29,722.00 | \$ 32,167.00 | \$ 34,614.00 |
| < 12 yrs. | \$ 30,209.00 | \$ 32,655.00 | \$ 35,103.00 |
| < 15 yrs. | \$ 30,700.00 | \$ 33,147.00 | \$ 35,592.00 |
| < 18 yrs. | \$ 31,189.00 | \$ 33,636.00 | \$ 36,081.00 |
| < 21 yrs. | \$ 31,677.00 | \$ 34,124.00 | \$ 36,570.00 |
| < 24 yrs. | \$ 32,167.00 | \$ 34,614.00 | \$ 37,060.00 |
| < 27 yrs. | \$ 32,655.00 | \$ 35,103.00 | \$ 37,548.00 |
| 27+ yrs. | \$ 33,147.00 | \$ 35,592.00 | \$ 38,038.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Secretary/Bookkeeper Combo Grades PreK-6

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 32,412.00 | \$ 34,857.00 | \$ 37,305.00 |
| < 6 yrs. | \$ 32,901.00 | \$ 35,347.00 | \$ 37,793.00 |
| < 9 yrs. | \$ 33,391.00 | \$ 35,836.00 | \$ 38,284.00 |
| < 12 yrs. | \$ 33,878.00 | \$ 36,325.00 | \$ 38,772.00 |
| < 15 yrs. | \$ 34,369.00 | \$ 36,815.00 | \$ 39,262.00 |
| < 18 yrs. | \$ 34,857.00 | \$ 37,305.00 | \$ 39,750.00 |
| < 21 yrs. | \$ 35,347.00 | \$ 37,793.00 | \$ 40,239.00 |
| < 24 yrs. | \$ 35,836.00 | \$ 38,284.00 | \$ 40,730.00 |
| < 27 yrs. | \$ 36,325.00 | \$ 38,772.00 | \$ 41,217.00 |
| 27+ yrs. | \$ 36,815.00 | \$ 39,262.00 | \$ 41,708.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Secretary/Clerical Grades PreK-5

Public School Experience – 10 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 25,073.00 | \$ 27,520.00 | \$ 29,966.00 |
| < 6 yrs. | \$ 25,562.00 | \$ 28,007.00 | \$ 30,454.00 |
| < 9 yrs. | \$ 26,052.00 | \$ 28,499.00 | \$ 30,945.00 |
| < 12 yrs. | \$ 26,540.00 | \$ 28,987.00 | \$ 31,433.00 |
| < 15 yrs. | \$ 27,030.00 | \$ 29,478.00 | \$ 31,923.00 |
| < 18 yrs. | \$ 27,520.00 | \$ 29,966.00 | \$ 32,412.00 |
| < 21 yrs. | \$ 28,007.00 | \$ 30,454.00 | \$ 32,901.00 |
| < 24 yrs. | \$ 28,499.00 | \$ 30,945.00 | \$ 33,391.00 |
| < 27 yrs. | \$ 28,987.00 | \$ 31,433.00 | \$ 33,878.00 |
| 27+ yrs. | \$ 29,478.00 | \$ 31,923.00 | \$ 34,369.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Secretary/Clerical Grades PreK-5

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 28,743.00 | \$ 31,189.00 | \$ 33,636.00 |
| < 6 yrs. | \$ 29,231.00 | \$ 31,677.00 | \$ 34,124.00 |
| < 9 yrs. | \$ 29,722.00 | \$ 32,167.00 | \$ 34,614.00 |
| < 12 yrs. | \$ 30,209.00 | \$ 32,655.00 | \$ 35,103.00 |
| < 15 yrs. | \$ 30,700.00 | \$ 33,147.00 | \$ 35,592.00 |
| < 18 yrs. | \$ 31,189.00 | \$ 33,636.00 | \$ 36,081.00 |
| < 21 yrs. | \$ 31,677.00 | \$ 34,124.00 | \$ 36,570.00 |
| < 24 yrs. | \$ 32,167.00 | \$ 34,614.00 | \$ 37,060.00 |
| < 27 yrs. | \$ 32,655.00 | \$ 35,103.00 | \$ 37,548.00 |
| 27+ yrs. | \$ 33,147.00 | \$ 35,592.00 | \$ 38,038.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Secretary/Clerical Grades 6-12

Public School Experience – 10 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 26,297.00 | \$ 28,743.00 | \$ 31,189.00 |
| < 6 yrs. | \$ 26,785.00 | \$ 29,231.00 | \$ 31,677.00 |
| < 9 yrs. | \$ 27,275.00 | \$ 29,722.00 | \$ 32,167.00 |
| < 12 yrs. | \$ 27,764.00 | \$ 30,209.00 | \$ 32,655.00 |
| < 15 yrs. | \$ 28,253.00 | \$ 30,700.00 | \$ 33,147.00 |
| < 18 yrs. | \$ 28,743.00 | \$ 31,189.00 | \$ 33,636.00 |
| < 21 yrs. | \$ 29,231.00 | \$ 31,677.00 | \$ 34,124.00 |
| < 24 yrs. | \$ 29,722.00 | \$ 32,167.00 | \$ 34,614.00 |
| < 27 yrs. | \$ 30,209.00 | \$ 32,655.00 | \$ 35,103.00 |
| 27+ yrs. | \$ 30,700.00 | \$ 33,147.00 | \$ 35,592.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Secretary/Clerical Grades 6-12

Public School Experience – 12 Months

| | HS | AA | BS |
|-----------|--------------|--------------|--------------|
| < 3 yrs. | \$ 29,966.00 | \$ 32,412.00 | \$ 34,857.00 |
| < 6 yrs. | \$ 30,454.00 | \$ 32,901.00 | \$ 35,347.00 |
| < 9 yrs. | \$ 30,945.00 | \$ 33,391.00 | \$ 35,836.00 |
| < 12 yrs. | \$ 31,433.00 | \$ 33,878.00 | \$ 36,325.00 |
| < 15 yrs. | \$ 31,923.00 | \$ 34,369.00 | \$ 36,815.00 |
| < 18 yrs. | \$ 32,412.00 | \$ 34,857.00 | \$ 37,305.00 |
| < 21 yrs. | \$ 32,901.00 | \$ 35,347.00 | \$ 37,793.00 |
| < 24 yrs. | \$ 33,391.00 | \$ 35,836.00 | \$ 38,284.00 |
| < 27 yrs. | \$ 33,878.00 | \$ 36,325.00 | \$ 38,772.00 |
| 27+ yrs. | \$ 34,369.00 | \$ 36,815.00 | \$ 39,262.00 |

This anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Security Officer

Public School Experience – 12 months

| < 3 yrs. | \$ 30,551.00 |
|-----------|--------------|
| < 6 yrs. | \$ 31,162.00 |
| < 9 yrs. | \$ 31,773.00 |
| < 12 yrs. | \$ 32,589.00 |
| < 15 yrs. | \$ 33,460.00 |
| < 18 yrs. | \$ 34,367.00 |
| < 21 yrs. | \$ 35,373.00 |
| < 24 yrs. | \$ 36,600.00 |
| < 27 yrs. | \$ 38,082.00 |
| 27+ yrs. | \$ 39,824.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Specialized Maintenance

Public School Experience – 12 Months

| | Maintenance Supervisor | Electrical Maintenance | Maintenance Plumber | Carpenter Painter |
|-----------|------------------------|------------------------|---------------------|-------------------|
| < 3 yrs. | \$37,292.00 | \$35,355.00 | \$34,217.00 | \$31,605.00 |
| < 6 yrs. | \$38,039.00 | \$36,061.00 | \$34,901.00 | \$32,237.00 |
| < 9 yrs. | \$38,800.00 | \$36,782.00 | \$35,600.00 | \$32,881.00 |
| < 12 yrs. | \$39,575.00 | \$37,519.00 | \$36,312.00 | \$33,539.00 |
| < 15 yrs. | \$40,367.00 | \$38,269.00 | \$37,038.00 | \$34,209.00 |
| < 18 yrs. | \$41,173.00 | \$39,034.00 | \$37,780.00 | \$34,893.00 |
| < 21 yrs. | \$41,997.00 | \$39,815.00 | \$38,535.00 | \$35,592.00 |
| < 24 yrs. | \$42,836.00 | \$40,610.00 | \$39,306.00 | \$36,304.00 |
| < 27 yrs. | \$43,693.00 | \$41,423.00 | \$40,093.00 | \$37,030.00 |
| 27+ yrs. | \$44,566.00 | \$42,250.00 | \$40,895.00 | \$37,771.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Specialized Maintenance Heat, Ventilation and Air Conditioning Technician

Public School Experience – 12 Months

| < 3 yrs. | \$ 43,694.00 |
|-----------|--------------|
| < 6 yrs. | \$ 44,568.00 |
| < 9 yrs. | \$ 45,440.00 |
| < 12 yrs. | \$ 46,314.00 |
| < 15 yrs. | \$ 47,186.00 |
| < 18 yrs. | \$ 48,061.00 |
| < 21 yrs. | \$ 48,932.00 |
| < 24 yrs. | \$ 49,807.00 |
| < 27 yrs. | \$ 50,679.00 |
| 27+ yrs. | \$ 51,553.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Systems' Nurse

Public School Experience – 9 Months

| | LPN | RN-ASN | RN-BSN | RN-MSN | RN-DNP |
|----|-------------|-------------|-------------|-------------|-------------|
| 0 | \$33,264.00 | \$43,886.00 | \$47,322.00 | \$51,028.00 | \$55,023.00 |
| 1 | \$33,264.00 | \$43,886.00 | \$47,322.00 | \$51,028.00 | \$55,023.00 |
| 2 | \$33,264.00 | \$43,886.00 | \$47,322.00 | \$51,028.00 | \$55,023.00 |
| 3 | \$36,587.00 | \$48,270.00 | \$52,049.00 | \$56,125.00 | \$60,519.00 |
| 4 | \$36,587.00 | \$48,270.00 | \$52,049.00 | \$56,125.00 | \$60,519.00 |
| 5 | \$36,587.00 | \$48,270.00 | \$52,049.00 | \$56,125.00 | \$60,519.00 |
| 6 | \$38,191.00 | \$50,386.00 | \$54,331.00 | \$58,586.00 | \$63,173.00 |
| 7 | \$38,191.00 | \$50,386.00 | \$54,331.00 | \$58,586.00 | \$63,173.00 |
| 8 | \$38,191.00 | \$50,386.00 | \$54,331.00 | \$58,586.00 | \$63,173.00 |
| 9 | \$39,344.00 | \$51,907.00 | \$55,972.00 | \$60,354.00 | \$65,080.00 |
| 10 | \$39,737.00 | \$52,426.00 | \$56,531.00 | \$60,957.00 | \$65,730.00 |
| 11 | \$40,134.00 | \$52,950.00 | \$57,096.00 | \$61,567.00 | \$66,387.00 |
| 12 | \$40,536.00 | \$53,480.00 | \$57,668.00 | \$62,183.00 | \$67,052.00 |
| 13 | \$40,941.00 | \$54,015.00 | \$58,244.00 | \$62,805.00 | \$67,722.00 |
| 14 | \$41,351.00 | \$54,555.00 | \$58,827.00 | \$63,433.00 | \$68,400.00 |
| 15 | \$41,765.00 | \$55,101.00 | \$59,415.00 | \$64,068.00 | \$69,084.00 |
| 16 | \$42,182.00 | \$55,651.00 | \$60,009.00 | \$64,708.00 | \$69,774.00 |
| 17 | \$42,604.00 | \$56,208.00 | \$60,609.00 | \$65,355.00 | \$70,472.00 |
| 18 | \$43,030.00 | \$56,770.00 | \$61,215.00 | \$66,009.00 | \$71,177.00 |
| 19 | \$43,460.00 | \$57,338.00 | \$61,827.00 | \$66,668.00 | \$71,889.00 |
| 20 | \$43,894.00 | \$57,911.00 | \$62,445.00 | \$67,335.00 | \$72,607.00 |
| 21 | \$44,334.00 | \$58,491.00 | \$63,070.00 | \$68,009.00 | \$73,334.00 |
| 22 | \$44,777.00 | \$59,075.00 | \$63,700.00 | \$68,688.00 | \$74,066.00 |
| 23 | \$45,225.00 | \$59,666.00 | \$64,338.00 | \$69,375.00 | \$74,807.00 |
| 24 | \$45,677.00 | \$60,263.00 | \$64,982.00 | \$70,070.00 | \$75,556.00 |
| 25 | \$46,134.00 | \$60,865.00 | \$65,631.00 | \$70,770.00 | \$76,311.00 |
| 26 | \$46,595.00 | \$61,473.00 | \$66,287.00 | \$71,477.00 | \$77,074.00 |
| 27 | \$47,061.00 | \$62,089.00 | \$66,951.00 | \$72,193.00 | \$77,846.00 |
| 28 | \$47,532.00 | \$62,709.00 | \$67,620.00 | \$72,914.00 | \$78,623.00 |
| 29 | \$48,007.00 | \$63,337.00 | \$68,296.00 | \$73,644.00 | \$79,410.00 |
| 30 | \$48,487.00 | \$63,970.00 | \$68,978.00 | \$74,379.00 | \$80,203.00 |
| 31 | \$48,972.00 | \$64,609.00 | \$69,668.00 | \$75,123.00 | \$81,005.00 |
| 32 | \$49,462.00 | \$65,256.00 | \$70,366.00 | \$75,875.00 | \$81,816.00 |
| 33 | \$49,956.00 | \$65,908.00 | \$71,068.00 | \$76,633.00 | \$82,634.00 |
| 34 | \$50,455.00 | \$66,567.00 | \$71,779.00 | \$77,399.00 | \$83,460.00 |
| 35 | \$50,960.00 | \$67,233.00 | \$72,497.00 | \$78,174.00 | \$84,295.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Systems' Nurse

Public School Experience – 10 Months

| | LPN | RN-ASN | RN-BSN | RN-MSN | RN-DNP |
|----|-------------|-------------|-------------|-------------|-------------|
| 0 | \$36,465.88 | \$48,110.32 | \$51,877.06 | \$55,939.79 | \$60,319.33 |
| 1 | \$36,465.88 | \$48,110.32 | \$51,877.06 | \$55,939.79 | \$60,319.33 |
| 2 | \$36,465.88 | \$48,110.32 | \$51,877.06 | \$55,939.79 | \$60,319.33 |
| 3 | \$40,108.74 | \$52,916.31 | \$57,059.06 | \$61,527.41 | \$66,344.36 |
| 4 | \$40,108.74 | \$52,916.31 | \$57,059.06 | \$61,527.41 | \$66,344.36 |
| 5 | \$40,108.74 | \$52,916.31 | \$57,059.06 | \$61,527.41 | \$66,344.36 |
| 6 | \$41,867.14 | \$55,235.99 | \$59,560.72 | \$64,225.29 | \$69,253.82 |
| 7 | \$41,867.14 | \$55,235.99 | \$59,560.72 | \$64,225.29 | \$69,253.82 |
| 8 | \$41,867.14 | \$55,235.99 | \$59,560.72 | \$64,225.29 | \$69,253.82 |
| 9 | \$43,131.12 | \$56,903.40 | \$61,359.68 | \$66,163.48 | \$71,344.39 |
| 10 | \$43,561.95 | \$57,472.35 | \$61,972.49 | \$66,824.52 | \$72,056.95 |
| 11 | \$43,997.17 | \$58,046.79 | \$62,591.87 | \$67,493.24 | \$72,777.19 |
| 12 | \$44,437.86 | \$58,627.81 | \$63,218.93 | \$68,168.53 | \$73,506.20 |
| 13 | \$44,881.84 | \$59,214.30 | \$63,850.37 | \$68,850.40 | \$74,240.70 |
| 14 | \$45,331.31 | \$59,806.28 | \$64,489.49 | \$69,538.85 | \$74,983.96 |
| 15 | \$45,785.16 | \$60,404.84 | \$65,134.09 | \$70,234.97 | \$75,733.80 |
| 16 | \$46,242.30 | \$61,007.78 | \$65,785.27 | \$70,936.58 | \$76,490.21 |
| 17 | \$46,704.92 | \$61,618.40 | \$66,443.02 | \$71,645.86 | \$77,255.40 |
| 18 | \$47,171.93 | \$62,234.49 | \$67,107.35 | \$72,362.81 | \$78,028.26 |
| 19 | \$47,643.32 | \$62,857.17 | \$67,778.26 | \$73,085.24 | \$78,808.80 |
| 20 | \$48,119.09 | \$63,485.32 | \$68,455.75 | \$73,816.44 | \$79,595.91 |
| 21 | \$48,601.44 | \$64,121.15 | \$69,140.91 | \$74,555.32 | \$80,392.89 |
| 22 | \$49,087.09 | \$64,761.36 | \$69,831.55 | \$75,299.68 | \$81,195.35 |
| 23 | \$49,578.21 | \$65,409.25 | \$70,530.96 | \$76,052.81 | \$82,007.67 |
| 24 | \$50,073.72 | \$66,063.72 | \$71,236.95 | \$76,814.71 | \$82,828.77 |
| 25 | \$50,574.71 | \$66,723.66 | \$71,948.42 | \$77,582.09 | \$83,656.44 |
| 26 | \$51,080.08 | \$67,390.19 | \$72,667.57 | \$78,357.14 | \$84,492.89 |
| 27 | \$51,590.94 | \$68,065.48 | \$73,395.48 | \$79,142.06 | \$85,339.20 |
| 28 | \$52,107.27 | \$68,745.16 | \$74,128.88 | \$79,932.46 | \$86,190.99 |
| 29 | \$52,627.99 | \$69,433.61 | \$74,869.95 | \$80,732.73 | \$87,053.74 |
| 30 | \$53,154.20 | \$70,127.54 | \$75,617.59 | \$81,538.48 | \$87,923.07 |
| 31 | \$53,685.88 | \$70,828.05 | \$76,374.01 | \$82,354.09 | \$88,802.27 |
| 32 | \$54,223.05 | \$71,537.33 | \$77,139.20 | \$83,178.48 | \$89,691.34 |
| 33 | \$54,764.60 | \$72,252.09 | \$77,908.77 | \$84,009.44 | \$90,588.07 |
| 34 | \$55,311.63 | \$72,974.52 | \$78,688.21 | \$84,849.17 | \$91,493.58 |
| 35 | \$55,865.24 | \$73,704.63 | \$79,475.32 | \$85,698.77 | \$92,408.96 |

The anniversary date of experience shall be used to determine the appropriate step for experience.

Selma City Schools

Salary Schedule

Truancy Officer

Public School Experience – 11 months

| < 3 yrs. | \$ 31,189.00 |
|-----------|--------------|
| < 6 yrs. | \$ 31,812.00 |
| < 9 yrs. | \$ 32,448.00 |
| < 12 yrs. | \$ 33,098.00 |
| < 15 yrs. | \$ 33,760.00 |
| < 18 yrs. | \$ 34,433.00 |
| < 21 yrs. | \$ 35,122.00 |
| < 24 yrs. | \$ 35,825.00 |
| < 27 yrs. | \$ 36,543.00 |
| 27+ yrs. | \$ 37,272.00 |

The anniversary date of experience shall be used to determine the appropriate step for experience.