

# **Lauderdale County Board of Education**

## **Salary Schedule 2021 - 2022**

**Board Approved: July 21, 2021**

## LAUDERDALE COUNTY BOARD OF EDUCATION Notes to the 2021 - 2022 Salary Schedule

When reviewing the Lauderdale County Board of Education Salary Schedule the following should be noted:

A teacher's placement on the salary matrix is based on verifiable public classroom experience in conjunction with the higher degree level identified on the Teacher's Certificate. Experience is to be verified by the Superintendent's Office. 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 per SDE Administrative Code. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. It is the practice of the Lauderdale County Board of Education to recognize the advanced degree in the monthly payroll following the awarding of the degree based on the number of days left in the employee's current contract.

All annual salaries are rounded to the nearest dollar for presentation.

Schedules denote the number of hours and/or days to be worked, but an employee may be hired to work more or less hours and/or days. In these cases; employees are paid the same daily/hourly rates as indicated for their job title.

Payroll is paid monthly and released on the last business day of the month, unless otherwise noted and approved by the Superintendent.

Grandfathered schedules have been approved over the years and are **not** intended for new hires to be placed on. These schedules will be removed once employment ends of all employees placed on schedules.

### **Service Recognition:**

To be eligible an employee must have been hired prior to October 1, 2013 and work at least 20 hours per week. Service Recognition is determined based on completed consecutive contracts within the Lauderdale County System.

For example; a 12 month employee will begin receiving service recognition in July ; a 9 month employee will begin receiving service recognition in September.

Employees who retire/resign/leave during the school year prior to fulfilling their contract will have an amount withheld on a prorated basis based on the number of days remaining in their contract.

Service recognition will be paid in a lump sum and will be paid prior to Thanksgiving in November; provided funds are available.

When an employee holds more than one position, he or she will receive only one service increase.

Years of service will be based on the eligible position held for the longest period of time at the beginning of the contract period.

A phase-out of the current "Service Recognition" or "Longevity Check" will be implemented beginning with all employees whose effective date of employment is on or after October 1, 2013.

Anyone hired after this date will not be eligible to receive Service Recognition unless they had previously gained tenure or non-probationary status as a full time employee in our system.

Present full time employees will continue to be eligible to participate in the program until they; A. Retire, B. Resign, or C. are dismissed.

Employees on an approved Leave of Absence will maintain their proper service credit, but cannot be used to gain or increase service recognition.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**CERTIFIED - TEACHERS & COUNSELORS  
CLASSIFIED - SOCIAL WORKERS, CALT, PSYCHOMETRIST & BCBA  
FLSA EXEMPT**

		YEARS EXPERIENCE									
		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
<b>DAYS</b>	<b>PAY CYCLE</b>	<b>BACHELORS</b>									
187	SEP-AUG	41,961	46,127	48,136	48,822	49,798	50,794	51,810	52,846	53,903	54,981
197	SEP-AUG	44,205	48,594	50,710	51,433	52,461	53,510	54,581	55,672	56,785	57,921
202	AUG-JUL	45,327	49,827	51,997	52,738	53,793	54,868	55,966	57,085	58,227	59,391
207	AUG-JUL	46,449	51,061	53,284	54,044	55,124	56,226	57,351	58,498	59,668	60,861
222	AUG-JUL	49,815	54,761	57,145	57,960	59,119	60,301	61,507	62,737	63,992	65,272
240	JUL-JUN	53,854	59,201	61,779	62,659	63,912	65,190	66,494	67,824	69,180	70,564
		<b>MASTERS</b>									
187	SEP-AUG	48,211	53,006	55,314	56,144	57,267	58,412	59,580	60,773	61,987	63,228
197	SEP-AUG	50,789	55,840	58,272	59,146	60,329	61,536	62,766	64,023	65,302	66,609
202	AUG-JUL	52,079	57,258	59,750	60,647	61,860	63,097	64,359	65,648	66,959	68,300
207	AUG-JUL	53,368	58,675	61,229	62,149	63,392	64,659	65,952	67,273	68,616	69,990
222	AUG-JUL	57,235	62,927	65,666	66,652	67,985	69,345	70,731	72,148	73,589	75,062
240	JUL-JUN	61,875	68,029	70,991	72,056	73,498	73,434	76,466	77,998	79,555	81,148
		<b>AA</b>									
187	SEP-AUG	51,965	57,131	59,638	60,554	61,765	63,000	64,261	65,546	66,857	68,194
197	SEP-AUG	54,744	60,186	62,828	63,792	65,068	66,369	67,697	69,051	70,432	71,841
202	AUG-JUL	56,133	61,714	64,422	65,411	66,719	68,053	69,415	70,804	72,220	73,664
207	AUG-JUL	57,522	63,242	66,017	67,030	68,371	69,738	71,133	72,556	74,007	75,487
222	AUG-JUL	61,691	67,824	70,801	71,888	73,325	74,791	76,288	77,814	79,370	80,958
240	JUL-JUN	66,693	73,324	76,541	77,716	79,271	80,856	82,474	84,123	85,806	87,522
		<b>DOCTORATE</b>									
187	SEP-AUG	55,718	61,261	63,931	64,932	66,231	67,556	68,907	70,285	71,691	73,125
197	SEP-AUG	58,698	64,537	67,349	68,404	69,773	71,168	72,592	74,043	75,525	77,035
202	AUG-JUL	60,188	66,175	69,059	70,140	71,544	72,975	74,434	75,923	77,442	78,991
207	AUG-JUL	61,677	67,813	70,768	71,876	73,315	74,781	76,277	77,802	79,358	80,946
222	AUG-JUL	66,147	72,727	75,896	77,085	78,627	80,200	81,804	83,440	85,109	86,811
240	JUL-JUN	71,510	78,624	82,050	83,335	85,002	86,702	88,437	90,205	92,010	93,850

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**MATH AND SCIENCE TEACHERS (TEAMS) - FLSA EXEMPT**

TITLE DAYS/YR	Bachelor 189		TITLE DAYS/YR	Master 189		TITLE DAYS/YR	AA/EDS 189		TITLE DAYS/YR	Doctor 189	
	ANNUAL	DAILY		ANNUAL	DAILY		ANNUAL	DAILY		ANNUAL	DAILY
0	46,690	247.04	0	52,941	280.11	0	56,695	299.97	0	60,446	319.82
1	49,982	264.46	1	57,479	304.12	1	61,977	327.92	1	66,479	351.74
2	52,652	278.58	2	60,547	320.35	2	65,304	345.52	2	70,025	370.50
3	54,192	286.73	3	62,320	329.74	3	67,215	355.63	3	72,075	381.35
4	55,774	295.10	4	64,139	339.36	4	69,177	366.02	4	74,179	392.48
5	57,397	303.69	5	66,006	349.24	5	71,190	376.67	5	76,338	403.90
6	59,063	312.50	6	67,921	359.37	6	73,258	387.61	6	78,554	415.63
7	60,773	321.55	7	69,889	369.78	7	75,378	398.83	7	80,828	427.66
8	61,988	327.98	8	71,285	377.17	8	76,886	406.80	8	82,445	436.22
9	63,228	334.54	9	72,712	384.72	9	78,423	414.94	9	84,094	444.94
10	64,176	339.56	10	73,803	390.49	10	79,599	421.16	10	85,355	451.61
11	65,139	344.65	11	74,910	396.35	11	80,793	427.48	11	86,635	458.39
12-14	66,116	349.82	12-14	76,034	402.30	12-14	82,005	433.89	12-14	87,935	465.26
15-17	67,112	355.09	15-17	77,179	408.35	15-17	83,240	440.42	15-17	89,260	472.28
18-20	68,128	360.47	18-20	78,347	414.53	18-20	84,501	447.10	18-20	90,611	479.42
21-23	69,164	365.95	21-23	79,540	420.85	21-23	85,786	453.89	21-23	91,989	486.71
24-26	70,221	371.54	24-26	80,754	427.27	24-26	87,097	460.83	24-26	93,395	494.15
27+	71,299	377.24	27+	81,995	433.84	27+	88,434	467.90	27+	94,829	501.74

This salary schedule only applies to participants who meet the necessary requirements and have been approved by the Superintendent/Board for participation in the Teacher Excellence and Accountability in Math and Science (Teams) program.

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

An annual supplement of \$5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**LEAD NURSE - FLSA EXEMPT  
SCHOOL NURSE (RN, LPN) - FLSA NON-EXEMPT**

<b>TITLE</b>	<b>COUNTY LEAD SCHOOL NURSE</b>	
<b>PR CODE</b>	<b>SN</b>	
<b>PAY CYCLE</b>	<b>AUG - JUL</b>	
<b>DAYS/YR</b>	<b>202</b>	
<b>DEGREE</b>	<b>MASTERS</b>	
<b>STEP</b>	<b>ANNUAL</b>	<b>DAILY</b>
1+	70,412	348.57

<b>SCHOOL NURSE</b>						
<b>TITLE</b>	<b>LICENSED PRACTICAL NURSE</b>		<b>REGISTERED NURSE</b>			
<b>PR CODE</b>	<b>LP</b>		<b>RN</b>			
<b>DAYS/YR</b>	<b>182</b>		<b>182</b>			
<b>HRS/DAY</b>	<b>8</b>		<b>8</b>			
<b>DEGREE</b>	<b>LPN</b>		<b>RN</b>		<b>MS</b>	
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0-2	21,328	14.65	40,575	27.87	46,664	32.05
3-5	23,441	16.10	44,630	30.65	51,319	35.25
6-8	24,449	16.79	46,584	31.99	53,571	36.79
9-11	24,767	17.01	47,208	32.42	54,290	37.29
12-14	25,213	17.32	48,066	33.01	55,274	37.96
15-17	25,766	17.70	49,162	33.77	56,539	38.83
18-20	26,076	17.91	49,797	34.20	57,266	39.33
21-23	26,388	18.12	50,433	34.64	58,000	39.84
24-26	26,949	18.51	51,033	35.05	58,600	40.25
27+	27,511	18.90	51,634	35.46	59,201	40.66

Must have a current Alabama Nursing License

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**TECHNOLOGY DIRECTOR - FLSA EXEMPT**

TITLE	DIRECTOR OF TECHNOLOGY SYSTEMS			
PR CODE	CP			
PAY CYCLE	JUL-JUN			
DAYS/YR	240			
DEGREE	BS		MA	
STEPS	ANNUAL	DAILY	ANNUAL	DAILY
0	76,472	318.64	84,922	353.84
1	77,938	324.74	86,388	359.95
2	79,404	330.85	87,855	366.06
3	80,870	336.96	89,320	372.17
4	82,336	343.07	90,786	378.28
5+	83,802	349.18	92,253	384.39

TITLE	SPECIALIST		TECHNOLOGY TECHNICIAN I	
PR CODE	IT-00		CT-00	
PAY CYCLE	JUL-JUN		JUL-JUN	
DAYS/YR	240		240	
HRS/DAY	7.5		7.5	
DEGREE				
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	65,104	36.17	34,613	19.23
1	66,248	36.80	43,356	24.09
2	67,394	37.44	44,729	24.85
3	68,538	38.08	48,349	26.86
4	69,689	38.72		
5+	70,831	39.35		

TITLE	TECHNOLOGY TECHNICIAN I	
PR CODE	CT-00	
PAY CYCLE	SEPT-AUG	
DAYS/YR	182	
HRS/DAY	7.5	
DEGREE		
STEPS	ANNUAL	HOURLY
0	26,245	19.23
1	32,873	24.08
2	33,916	24.85
3	36,659	26.86

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
SPECIALIST - FLSA - EXEMPT  
BOOKKEEPER- FLSA NON-EXEMPT**

<b>TITLE</b>	<b>ACCOUNTS, PAYROLL, BENEFITS, LOCAL SCHOOLS SPECIALIST</b>	
<b>PR CODE</b>	<b>AC-00</b>	
<b>PAY CYCLE</b>	<b>JUL - JUN</b>	
<b>DAYS/YR</b>	<b>240</b>	
<b>HRS/DAY</b>	<b>7.5</b>	
<b>DEGREE</b>	<b>BS IN BUSINESS</b>	
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	38,651	21.47
1	40,089	22.27
2	41,526	23.07
3	42,963	23.87
4	44,401	24.67
5	45,838	25.47
6	47,276	26.26
7	48,713	27.06
8	50,150	27.86
9	51,588	28.66
10+	53,040	29.47

<b>TITLE</b>	<b>SCHOOL BOOKKEEPER</b>	
<b>PR CODE</b>	<b>S3-I</b>	
<b>PAY CYCLE</b>	<b>JUL-JUN</b>	
<b>DAYS/YR</b>	<b>240</b>	
<b>HRS/DAY</b>	<b>7.5</b>	
<b>DEGREE</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	31,214	17.34
1	31,817	17.68
2	32,415	18.01
3	33,018	18.34
4	33,612	18.67
5	34,218	19.01
6	34,812	19.34
7	35,413	19.67
8	36,017	20.01
9	36,615	20.34
10+	37,214	20.67

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
SECRETARIAL - FLSA NON-EXEMPT**

SUPERINTENDENT SECRETARY		
TITLE	S1-01	
PR CODE	JUL - JUN	
PAY CYCLE	240	
DAYS/YR	7.5	
HRS/DAY	N/A	
DEGREE		
STEPS	ANNUAL	HOURLY
0	38,184	21.21
1	38,782	21.55
2	39,383	21.88
3	39,980	22.21
4	40,578	22.54
5	41,178	22.88
6	41,780	23.21
7	42,380	23.54
8	42,979	23.88
9	43,577	24.21
10+	44,178	24.54

ASSISTANT SUPERINTENDENT SECRETARY		
TITLE	S2-01	
PR CODE	JUL - JUN	
PAY CYCLE	240	
DAYS/YR	7.5	
HRS/DAY	N/A	
DEGREE		
STEPS	ANNUAL	HOURLY
0	36,418	20.23
1	37,017	20.56
2	37,617	20.90
3	38,213	21.23
4	38,812	21.56
5	39,414	21.90
6	40,016	22.23
7	40,613	22.56
8	41,212	22.90
9	41,813	23.23
10+	42,415	23.56

COUNTY OFFICE SECRETARY - SEC I		
TITLE	S3-1	
PR CODE	JUL-JUN	
PAY CYCLE	240	
DAYS/YR	7.5	
HRS/DAY	N/A	
DEGREE		
STEPS	ANNUAL	HOURLY
0	31,214	17.34
1	31,816	17.68
2	32,416	18.01
3	33,018	18.34
4	33,612	18.67
5	34,218	19.01
6	34,812	19.34
7	35,414	19.67
8	36,017	20.01
9	36,614	20.34
10+	37,214	20.67

SCHOOL SECRETARIES				
TITLE PR CODE PAY CYCLE DAYS/YR HRS/DAY DEGREE	SEC II S4-II		SEC II S5-II	
	SEP-AUG		SEP-AUG	
	192		182	
	7.5		7.5	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	23,437	16.28	22,294	16.33
1	23,892	16.59	22,727	16.65
2	24,353	16.91	23,160	16.97
3	24,810	17.23	23,597	17.29
4	25,264	17.54	24,026	17.60
5	25,719	17.86	24,459	17.92
6	26,176	18.18	24,894	18.24
7	26,656	18.51	25,326	18.55
8	27,135	18.84	25,755	18.87
9	27,615	19.18	26,191	19.19
10+	28,096	19.51	26,648	19.52



**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
AUXILIARY SUPPORT PERSONNEL - FLSA NON-EXEMPT**

TITLE	JOB COACH (PRE-EMPLOYMENT TRANSITION SPECIALIST)		SPEC ED TRANSLITERATOR INTERPRETER	
	PR CODE	JC	IN-01	
	PAY CYCLE	SEP-AUG	SEP-AUG	
	DAYS/YR	182	182	
	HRS/DAY	8	7	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	24,712	16.97	21,752	17.07
1	25,077	17.22	22,070	17.32
2	25,489	17.51	22,400	17.58
3	25,900	17.79	22,702	17.82
4	26,296	18.06	23,018	18.07
5	26,691	18.33	23,335	18.32
6	27,087	18.60	23,639	18.55
7	27,499	18.89	23,971	18.82
8	27,895	19.16	24,287	19.06
9	28,291	19.43	24,590	19.30
10+	28,703	19.71	24,907	19.55

TITLE	SCHOOL STORE WORKER			
	PR CODE	ST		
	PAY CYCLE	SEP-AUG		
	DAYS/YR	180		
	HRS/DAY	3.5		4
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0+	7,068	11.22	8,078	11.22

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**CERTIFIED OCCUPATIONAL THERAPY ASSISTANT  
FSLA - NON-EXEMPT**

CERTIFIED OCCUPATIONAL THERAPY ASSISTANT			
PR CODE	COTA		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	187		
HOURS/DAY	7.5		
STEPS	ANNUAL	DAILY	HOURLY
0	29,453	157.50	21.00
1	30,855	165.00	22.00
2	32,258	172.50	23.00
3	33,660	180.00	24.00
4	35,063	187.50	25.00
5	36,465	195.00	26.00

New employee may be placed at no higher than step 5 for  
experience outside of a public school system.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**PRE-K AUXILIARY TEACHER  
FSLA - NON EXEMPT**

<b>PRE K AUXILIARY TEACHER</b>			
<b>PR CODE</b>	<b>PK-00</b>		
<b>PAY CYCLE</b>	<b>SEPT - AUG</b>		
<b>DAYS/YEAR</b>	<b>187</b>		
<b>HOURS/DAY</b>	<b>7.0</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>DAILY</b>	<b>HOURLY</b>
0	20,922	111.88	15.98
1	21,463	114.77	16.40
2	22,004	117.67	16.81
3	22,545	120.56	17.22
4	23,087	123.46	17.64
5	23,627	126.35	18.05
6	24,167	129.23	18.46
7	24,708	132.13	18.88
8	25,236	134.95	19.28
9	25,776	137.84	19.69
10+	26,316	140.73	20.10

**TEACHER AIDE  
FSLA - NON EXEMPT**

<b>TEACHER AIDE</b>			
<b>PR CODE</b>	<b>TA</b>		
<b>PAY CYCLE</b>	<b>SEPT - AUG</b>		
<b>DAYS/YEAR</b>	<b>184</b>		
<b>HOURS/DAY</b>	<b>7.5</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>DAILY</b>	<b>HOURLY</b>
0	17,566	95.47	12.73
1	17,859	97.08	12.94
2	18,152	98.69	13.16
3	18,446	100.22	13.36
4	18,738	101.82	13.58
5	19,031	103.43	13.79
6	19,324	105.03	14.00
7	19,617	106.64	14.22
8	19,909	108.17	14.42
9	20,202	109.78	14.64
10+	20,495	111.38	14.85

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
CNP - FLSA NON-EXEMPT**

TITLE PR CODE DAYS HRS	MANAGER CM-01 189 8		CAFETERIA EMPLOYEE C-07 182 7		CAFETERIA EMPLOYEE C-06 182 6	
	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	25,399	16.80	18,036	14.17	15,458	14.17
1	25,796	17.06	18,161	14.26	15,566	14.26
2	26,194	17.32	18,354	14.41	15,732	14.41
3	26,625	17.61	18,479	14.50	15,839	14.50
4	27,075	17.91	18,631	14.62	15,969	14.62
5	27,525	18.20	18,798	14.75	16,112	14.75
6	27,975	18.50	18,951	14.87	16,241	14.87
7	28,423	18.80	19,143	15.03	16,409	15.03
8	28,879	19.10	19,269	15.12	16,516	15.12
9	29,325	19.39	19,435	15.26	16,658	15.26
10+	29,775	19.69	19,601	15.39	16,799	15.39

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**CUSTODIANS - FLSA NON-EXEMPT**

Title	Head Custodian	
P/R Code	C4-00	
Pay Cycle	JUL-JUN	
Days/Year	240	
Hours/Day	8	
Steps	Annual	Hourly
0	28,435	14.81
1	28,666	14.93
2	28,896	15.05
3	29,126	15.17
4	29,357	15.29
5	29,587	15.41
6	29,837	15.54
7	30,067	15.66
8	30,298	15.78
9	30,528	15.90
10+	30,758	16.02

Title	SCHOOL CUSTODIAN		SCHOOL CUSTODIAN		SCHOOL CUSTODIAN	
	C5-00		C6-00		C9-00	
P/R Code	SEP-AUG		JUL-JUN		JUL-JUN	
Pay Cycle	182		240		240	
Days/Year	8		8		7.5	
Hours/Day	8		8		7.5	
Steps	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	20,850	14.32	27,014	14.07	25,326	14.07
1	21,025	14.44	27,245	14.19	25,542	14.19
2	21,185	14.55	27,456	14.30	25,740	14.30
3	21,360	14.67	27,686	14.42	25,956	14.42
4	21,520	14.78	27,917	14.54	26,172	14.54
5	21,694	14.90	28,128	14.65	26,370	14.65
6	21,855	15.01	28,358	14.77	26,586	14.77
7	22,029	15.13	28,608	14.90	26,820	14.90
8	22,189	15.24	28,819	15.01	27,018	15.01
9	22,364	15.36	29,050	15.13	27,234	15.13
10+	22,539	15.48	29,299	15.26	27,468	15.26

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**MAINTENANCE**

TITLE PR CODE PAY CYCL DAYS/YR HRS/DAY FLSA	SUPERVISOR OF MAINTENANCE		CUSTODIAL AND GROUNDS MANAGER		SKILLED MAINTENANCE	
	MS-00 JUL - JUN 240 EXEMPT		CG-01 JUL - JUN 240 EXEMPT		M1-00 JUL - JUN 240 8 NON-EXEMPT	
STEPS	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	HOURLY
0	63,701	265.42	45,500	189.58	33,762	17.58
1	64,048	266.87	46,500	193.75	34,719	18.08
2	64,394	268.31	47,500	197.92	35,675	18.58
3	64,739	269.75	51,500	214.58	36,633	19.08
4	65,085	271.19	52,500	218.75	37,599	19.58
5+	65,431	272.63	53,500	222.92	38,556	20.08
6					39,517	20.58
7					40,473	21.08
8					41,432	21.58
9					42,390	22.08
10+					43,357	22.58

Plus \$1,200 annually if employee has an Associates Degree in job related skilled area **OR** holds a State License or Certification HVACR, Gas, Plumbing, Electrical, Carpentry CLC

The employee will be responsible for maintaining **one** certification/license with the Board paying renewal fee for any additional certification or licenses held by the employee to the Licensing Agency.

Plus \$480 annually for a class A CDL.

Employee is responsible for all costs associated with obtaining certification, license and CDL and will only be paid the additional pay as long as the certification, license or CDL is current.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**TRANSPORTATION**

TITLE	SUPERVISOR OF TRANSPORTATION NON-CERTIFIED	
PR CODE	TR	
PAY CYCLE	JUN - JUL	
DAYS/YR	240	
HRS/DAY		
FLSA	EXEMPT	
STEPS	ANNUAL	DAILY
0	63,701	265.42
1	64,048	266.87
2	64,394	268.31
3	64,739	269.75
4	65,085	271.19
5+	65,431	272.63

TITLE	BUS DRIVER REGULAR ROUTE		SKILLED MECHANIC		TRANSPORTATION FOREMAN	
PR CODE	BD-00		M1-00		MF-00	
PAY CYCLE	SEP-AUG		JUL - JUN		JUL - JUN	
DAYS/YR	184		240		240	
HRS/DAY	4		8		8	
FLSA	NON- EXEMPT		NON-EXEMPT		NON-EXEMPT	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	12,943	17.59	33,762	17.58	41,116	21.41
1	13,269	18.03	34,719	18.08	42,072	21.91
2	13,602	18.48	35,675	18.58	43,029	22.41
3	13,932	18.93	36,633	19.08	43,985	22.91
4	14,261	19.38	37,599	19.58	44,952	23.41
5	14,591	19.82	38,556	20.08	45,910	23.91
6	14,921	20.27	39,517	20.58	46,869	24.41
7	15,251	20.72	40,473	21.08	47,825	24.91
8	15,579	21.17	41,432	21.58	48,786	25.41
9	15,911	21.62	42,390	22.08	49,743	25.91
10+	16,240	22.07	43,357	22.58	50,709	26.41

Bus drivers will be given credit for up to five years of experience with proof of five or more years of driving experience in another school system.

TITLE	BUS AIDE REGULAR ROUTE
PR CODE	BA-00
PAY CYCLE	SEP-AUG
DAYS/YR	180
TRIPS	2
FLSA	NON- EXEMPT
	PER DAY
	<b>31.82</b>

Bus Aides are on an as needed basis

Plus \$1,200 annually for obtaining Local Mechanic Certification administered by the State Department of Education **OR** \$200 annually for each of the 7 ASE Certifications.

Plus \$480 for a Class A CDL.

Employee is responsible for all costs associated with obtaining and maintaining ASE Certifications and CDL.

Employees will only be paid the additional pay as long as the certification or CDL is current.

Supervisors and Bus Drivers are not eligible for supplements.

TITLE	PARTS CLERK/SHOP ASSISTANT	
PR CODE	S3-1	
PAY CYCLE	JUL - JUN	
DAYS/YR	240	
HRS/DAY	7.5	
FLSA	NON-EXEMPT	
STEPS	ANNUAL	HOURLY
0	31,214	17.34
1	31,816	17.68
2	32,416	18.01
3	33,018	18.34
4	33,612	18.67
5	34,218	19.01
6	34,812	19.34
7	35,414	19.67
8	36,017	20.01
9	36,614	20.34
10+	37,214	20.67

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**PRINCIPAL & ASSISTANT PRINCIPAL - FLSA EXEMPT**

PR CODE	TITLE	DAYS	PAY CYCLE	DEG	STEPS					
					0	1	2	3	4	5+
<b>SECONDARY</b>										
P1	PRINCIPAL -	240	JUL-JUN	MA	92,653	93,917	95,179	96,442	98,473	98,969
	HIGH SCHOOL			AA	95,638	96,901	98,163	99,427	100,690	101,953
P2	ASSISTANT	222	AUG-JUL	MA	74,955	75,950	77,030	78,109	79,108	80,110
	PRINCIPAL			AA	79,680	80,678	81,755	82,833	83,833	84,833
P3	ASSISTANT	202	AUG-JUL	MA	68,202	69,108	70,090	71,072	71,981	72,892
	PRINCIPAL			AA	72,502	73,409	74,390	75,371	76,280	77,191
P3	ASSISTANT	202	AUG-JUL	MA	34,102	34,554	35,045	35,536	35,991	36,446
	PRINCIPAL			AA	36,251	36,705	37,195	37,685	38,140	38,595
	HALF - TIME									
<b>ELEMENTARY</b>										
EP	PRINCIPAL -	240	JUL-JUN	MA	84,093	85,103	86,143	87,120	88,131	89,141
	ELEMENTARY			AA	89,201	90,211	91,222	92,232	93,242	94,252
EA	ASSISTANT	202	AUG-JUL	MA	65,904	66,923	67,944	68,966	69,987	71,008
	PRINCIPAL -			AA	70,205	71,223	72,243	73,264	74,285	75,306
	ELEMENTARY									
<b>CAREER TECH</b>										
VA	CAREER TECH	240	JUL-JUN	MA	88,613	89,873	91,137	92,401	93,666	94,930
	DIRECTOR/PRINCIPAL			AA	93,718	94,980	96,242	97,507	98,771	100,035

If the employee has an earned Doctorate from an accredited institution, a \$4,000 supplement will be added to an AA degreed salary for his/her salary step.

Principals/Directors will receive an additional supplement based on experience as follows: 24-26 years \$ 572; 27+ years \$ 1,144

As of July 1, 2018; any Principal/Director lacking 20 years of educational experience will not be eligible for the additional supplement.



**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
ADMINISTRATORS, CERTIFIED - FLSA EXEMPT**

PR CODE	TITLE	DAYS/ YEAR	PAY CYCLE	DEGREE/ CERTIFICATE	STEPS					
					0	1	2	3	4	5
AA	ASSISTANT SUPERINTENDENT	240	JUL-JUN	MA/AA	107,141	108,286	109,432	110,578	111,724	113,421
IE	DIRECTOR OF STUDENT SERVICES	240	JUL-JUN	MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490
EC	DIRECTOR OF ELEM ELEM & PRE - K INSTRUCTION	240	JUL-JUN	MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490
FP	DIRECTOR OF FED PROGRAMS & VIRTUAL SCHOOLS	240	JUL-JUN	MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490
AD	DIRECTOR OF SEC INSTRUCTION	240	JUL-JUN	MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490
SE	DIRECTOR OF SPECIAL EDUCATION	240	JUL-JUN	MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490
CS	DIRECTOR OF CHILD NUTRITION	240	AUG-JUL	BS	73,089	73,995	74,901	75,806	76,713	77,619
				MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490
TP	MAINTENANCE/ TRANSP. DIRECTORS CERTIFIED	240	JUL-JUN	MA	87,854	88,759	89,665	90,571	91,477	92,383
				AA	92,960	93,866	94,772	95,678	96,584	97,490

If the employee has an earned Doctorate from an accredited institution, a \$4,000 supplement will be added to an AA degreed salary for his/her salary step.

Certified Administrators will receive an additional supplement based on experience as follows: 24-26 years \$ 572; 27+ years \$ 1,144.

As of July 1, 2018; any Certified Administrator lacking 20 years of educational experience will not be eligible for the additional supplement.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**PUBLIC RELATIONS/GRANTS MANAGER - FLSA EXEMPT**

TITLE PR CODE DAYS/YR HRS/DAY	PUBLIC RELATIONS/GRANTS MANAGER PR 240 7.5	
STEPS	ANNUAL	DAILY
0	53,089	221.20
1	53,854	224.39
2	59,201	246.67
3	61,779	257.41
4	62,600	260.83
5	63,734	265.56
6	65,177	271.57
7	66,014	275.06
8	66,855	278.56
9	67,645	281.85
10+	68,439	285.16

New employee may be placed at no higher than step 5 for experience outside of a public school system.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**GRANDFATHERED SCHEDULES**

TITLE PR CODE DAYS/YR HRS/DAY DEGREE	LICENSED PRACTICAL NURSE LP 182 7			REGISTERED NURSE RN 182 7			REGISTERED NURSE RN 182 7		
	LPN			RN			MS		
	ANNUAL	DAILY	HOURLY	ANNUAL	DAILY	HOURLY	ANNUAL	DAILY	HOURLY
0-2	21,329	117.19	16.74	40,575	222.94	31.85	46,663	256.39	36.63
3-5	23,441	128.79	18.40	44,630	245.22	35.03	51,319	281.97	40.28
6-8	24,449	134.34	19.19	46,584	255.96	36.57	53,571	294.35	42.05
9-11	24,767	136.08	19.44	47,209	259.39	37.06	54,290	298.29	42.61
12-14	25,212	138.53	19.79	48,068	264.11	37.73	55,274	303.70	43.39
15-17	25,766	141.57	20.22	49,162	270.12	38.59	56,539	310.65	44.38
18-20	26,076	143.28	20.47	49,797	273.61	39.09	57,266	314.65	44.95
21-23	26,388	144.99	20.71	50,432	277.10	39.59	58,000	318.68	45.53
24-26	26,949	148.07	21.15	51,034	280.40	40.06	58,600	321.98	46.00
27+	27,511	151.16	21.59	51,634	283.71	40.53	59,202	325.28	46.47

LPN MUST HAVE CURRENT ALABAMA LPN LICENSE.  
Based on LPN Public School Nurse State Matrix

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SPECIAL ED TEACHER AIDE SA-01 SEPT - AUG 182 7	
	Grandfathered 11/12/1998	
	ANNUAL	HOURLY
0	18,913	14.85
1	19,215	15.08
2	19,548	15.34
3	19,821	15.56
4	20,153	15.82
5	20,412	16.02
6	20,729	16.27
7	20,787	16.32
8	20,888	16.40
9	20,959	16.45
10	21,032	16.51
12+	21,485	16.86

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	INSTRUCTIONAL PARAPROFESSIONALS PP-01 SEPT - AUG 182 7.0		
	Grandfathered 11/12/1998		
	STEPS	ANNUAL	DAILY
0	21,623	118.81	16.97
1	21,948	120.59	17.23
2	22,286	122.45	17.49
3	22,663	124.52	17.79
4	23,014	126.45	18.06
5	23,352	128.31	18.33
6	23,703	130.23	18.60
7	24,066	132.23	18.89
8	24,404	134.09	19.16
9	24,755	136.02	19.43
10+	25,119	138.02	19.72

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SPECIAL EDUCATION BUS DRIVER SB SEP - AUG 184 4	
	Grandfathered 11/12/1998	
	STEPS	ANNUAL
0	14,551	19.77
1	14,881	20.22
2	15,212	20.67
3	15,542	21.12
4	15,869	21.56
5	16,201	22.01
6	16,530	22.46
7	16,607	22.56
8	16,682	22.67
9	16,758	22.77
10+	16,833	22.87

TITLE PR CODE PAY CYCLE DAYS/YR HOURS/DAY	HEAD CUSTODIAN HC-00 & HC-01 JUL-JUN 240 9 & 8			
	Grandfathered 2018			
	ANNUAL	DAILY	HOURLY	Time + 1/2
0	32,768	136.53	14.37	21.56
1	33,000	137.50	14.47	21.71
2	33,256	138.57	14.59	21.88
3	33,465	139.44	14.68	22.02
4	33,721	140.51	14.79	22.19
5	33,931	141.38	14.88	22.32
6	34,163	142.35	14.98	22.48
7	34,419	143.41	15.10	22.64
8	34,628	144.28	15.19	22.78
9	34,861	145.25	15.29	22.93
10+	35,093	146.22	15.39	23.09

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SCHOOL CUSTODIAN CS-00 SEP-AUG 182 4	
	Grandfathered 7/1/2019	
	STEPS	ANNUAL
0	11,327	15.56
1	11,484	15.77
2	11,639	15.99
3	11,796	16.20
4	11,951	16.42
5	12,109	16.63
6	12,261	16.84
7	12,419	17.06
8	12,577	17.28
9	12,731	17.49
10+	12,888	17.70

HC Schedule covers the following schools:  
Lauderdale County, Rogers and Waterloo  
Future hires will be placed on the Head Custodian C4-00 schedule.

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	CAFETERIA EMPLOYEE GF SEPT - AUG 180 3		
	ANNUAL	DAILY	HOURLY
	9,297	51.65	17.22

TITLE PR CODE PAY CYCLE DAYS/YEAR	SCHOOL STORE WORKER ST SEP-AUG 182	
	Grandfathered 06/30/2013	
	HOURS/DAY	ANNUAL
6	13,065	11.96

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SECRETARY II S6-II SEP-AUG 182 4		SECRETARY III S7-I SEP-AUG 182 4	
	Grandfathered 2018		Grandfathered 2018	
	ANNUAL	HOURLY	ANNUAL	HOURLY
0	12,940	17.77	11,612	15.95
1	13,157	18.07	11,783	16.19
2	13,372	18.37	11,950	16.42
3	13,587	18.66	12,137	16.67
4	13,803	18.96	12,337	16.95
5	14,019	19.26	12,539	17.22
6	14,236	19.56	12,739	17.50
7	14,450	19.85	12,940	17.77
8	14,667	20.15	13,138	18.05
9	14,883	20.44	13,340	18.32
10+	15,214	20.90	13,541	18.60

Academic Supplements	
Each team must have it's own sponsor. Those persons currently receiving the larger amount will be grandfathered at the higher rate.	
Amount	
Elementary Scholar Bowl (Minimum 3 Contests)	450
Math Team - Senior High (Minimum 3 Contests)	902
Scholar Bowl-Jr High- Level 1 (Minimum 3 Contests)	588
Scholar Bowl-Jr High- Level 2 (Minimum 3 Contests)	588
Scholar Bowl-Sr. High (Minimum 3 Contests)	902
Science Team-Sr. High (Minimum 3 Contests)	902

Academic Supplements will be paid as follows:  
December 50% and May 50%.  
Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.  
All supplemental raises are at the discretion of the Board, including any State raises.  
Supplements are for one year only and are not included when base salary is calculated.  
Staff members must be recommended on a yearly basis.  
Continuing service status does not apply to nor can tenure be earned in any supplemental position.  
Supplements will not be paid for an activity that is not sponsored by the school.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
SERVICE RECOGNITION**

<b>Years of Service</b>	<b>Amount</b>	<b>Hire Date</b>
10-14	800	9/2/2006 - 9/1/2011
15-19	1,600	9/2/2001 - 9/1/2006
20+	2,400	9/1/2000 & Before

Service Recognition raises are at the discretion of the Board, including any State raises.

Service Recognition will be paid in a lump sum and will be paid prior to Thanksgiving in November; provided funds are available.

When an employee holds more than one position, he or she will receive only one service increase.

Years of service will be based on the eligible position held for the longest period of time at the beginning of the contract period.

Service Recognition determined based on completed consecutive contracts within the Lauderdale County System.

For example; a 12 month employee will begin receiving service recognition in July ;  
a 9 month employee will begin receiving service recognition in September.

Employees who retire/resign/leave during the school year prior to fulfilling their contract will have an amount withheld on a prorated basis based on the number of days remaining in their contract.

A phase-out of the current "Service Recognition" or "Longevity Check" will be implemented beginning with all employees whose effective date of employment is on or after October 1, 2013.

Anyone hired after this date will not be eligible to receive Service Recognition unless they had previously gained tenure or non-probationary status as a full time employee in our system.

Present full time employees will continue to be eligible to participate in the program until they; A. Retire, B. Resign, or C. are dismissed.

Employees on an approved Leave of Absence will maintain their proper service credit, but cannot be used to gain or increase service recognition.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021- 2022 SALARY SCHEDULE**

**NON-SALARY, PER UNIT PAY RATES**

**TEACHER SUBSTITUTE PAY SCALE**

	<u>1-20 Days</u>	<u>21+ Days*</u>
Certified Substitute	80.00	224.39
Non-Certified Retired Teacher	75.00	150.00
Non-Certified Substitute	70.00	135.00

\* To earn pay for 21+ days, substitute must have continuous services for a single teacher with Board approval.

**NURSE SUBSTITUTE PAY SCALE**

Nurse Substitute per day	125.00
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**TRANSPORTATION SUBSTITUTE AND EXTRA-CURRICULAR PAY SCALE**

	<u>PER HOUR</u>	<u>PER DAY</u>	<u>PER TRIP</u>
Bus Aide - Substitute	-	-	15.00
Bus Driver	-	60.00	-
Bus Driver Vocational (\$30 minimum)	11.00	-	-
Bus Driver Extra-Curricular (\$30 minimum)	11.00	-	-
Bus Driver Overnight*	-	110.00	-

**OTHER SUBSTITUTE AND EXTRA PAY SCALE**

	<u>Per Hour</u>	<u>21+ Days*</u>
Support Staff Substitute	10.00	12.00
Tutors, Homebound, Credit Recovery	30.00	

\* To earn pay for 21+ days, substitute must have continuous services for a single employee with Board approval.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE  
ACADEMIC SUPPLEMENTS**

Each team must have it's own sponsor. Those persons currently receiving the larger amount will be grandfathered at the higher rate.

		<b>Amount</b>
Elementary Scholar Bowl	(Minimum 3 Contests)	320
Math Team -Senior High	(Minimum 3 Contests)	480
Scholar Bowl-Jr High- Level 1	(Minimum 3 Contests)	373
Scholar Bowl-Jr High-Level 2	(Minimum 3 Contests)	373
Scholar Bowl-Sr. High	(Minimum 3 Contests)	480
Science Team-Sr. High	(Minimum 3 Contests)	480
Drama Sponsor	2 Performances	800
Show Choir	2 Performances	800
Robotics Sponsor	Elementary Schools	800
Robotics Sponsor	High Schools	800
Lead Special Ed Teacher	All Schools	1,100
Webmaster	Allen Thornton	480
	Underwood	480
	Waterloo/Brooks Elem.	600
	Brooks High/LCHS/Lexington/Rogers/Central/Wilson	600

Academic Supplements will be paid as follows:

December 50% and May 50%

Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Supplements will not be paid for an activity that is not sponsored by the school.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2021 - 2022 SALARY SCHEDULE**

**ATHLETIC AND BAND SUPPLEMENTS**

<b>Steps</b>		
	<b>0 - 2</b>	<b>3+</b>
<b>FALL ACTIVITIES</b>		
<b>FOOTBALL</b>		
HEAD COACH	15,800	16,800
ASSISTANT (3)	4,200	4,400
ASSISTANT (1)	3,000	3,500
ASSISTANT (1)	1,600	1,800
<b>BASKETBALL</b>		
HEAD COACH	11,500	12,000
ASSISTANT (1)	3,000	3,500
ASSISTANT (1)	2,000	2,200
<b>VOLLEYBALL</b>		
HEAD COACH	4,000	4,500
ASSISTANT (1)	1,200	1,300
ASSISTANT (1)	1,000	1,100
<b>CHEERLEADING</b>		
VARSITY	3,000	3,500
JUNIOR HIGH	1,800	2,000
<b>CROSS COUNTRY</b>		
	1,000	1,200
<b>BAND</b>		
DIRECTOR	9,000	9,500
EXTRA HELP	2,400	2,400
<b>SPRING ACTIVITIES</b>		
<b>BASEBALL</b>		
HEAD COACH	5,000	5,250
ASSISTANT (1)	1,250	1,250
ASSISTANT (1)	800	900
FIELD MAINTENANCE (1)	600	600
<b>SOFTBALL</b>		
HEAD COACH	5,000	5,250
ASSISTANT (1)	1,250	1,250
ASSISTANT (1)	800	900
FIELD MAINTENANCE (1)	600	600
<b>TRACK</b>		
	1,000	1,200
<b>GOLF</b>		
	1,000	1,200
<b>TENNIS</b>		
	1,000	1,200

Supplements will be paid in twelve equal installments.

Coaches/Directors resigning prior to the end of a contract year will have supplemental pay prorated based on 187 day contract.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Basketball, Volleyball, Baseball and Softball must have 3 teams to qualify for 3 supplements.

Schools without a middle school football team will lose 1 football supplement.

Schools with more than one Cheer, Track, Cross Country, Golf, or Tennis sponsor may split the supplement more than two ways.

Those who coach both girls and boys teams will receive the full supplement of each sport.

Coaches driving team buses will be compensated as would any other driver.

Supplements will not be paid for an activity that is not sponsored by the school.

Placement on the supplement schedule will be based on years of experience in public education.