Lauderdale County Board of Education

Salary Schedule 2020 - 2021

Board Approved: September 9, 2020

LAUDERDALE COUNTY BOARD OF EDUCATION
Notes to the 2020 - 2021 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 Admnistrative 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 Recoginition 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.
Service Recognition will be paid in a lump sum and will be included in the regular monthly pay 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 recoginition.

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE

CERTIFIED - FLSA EXEMPT
TEACHERS & COUNSELORS

		YEARS EXPERIENCE									
		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
DAYS	PAY CYCLE	BACHELORS									
187	SEP-AUG	41,138	45,223	47,192	47,820	48,685	49,788	50,428	51,069	51,673	52,279
197	SEP-AUG	43,338	47,641	49,716	50,377	51,289	52,450	53,124	53,800	54,437	55,075
202	AUG-JUL	44,438	48,850	50,978	51,656	52,591	53,781	54,473	55,166	55,818	56,473
207	AUG-JUL	45,538	50,059	52,240	52,935	53,892	55,113	55,821	56,531	57,200	57,871
222	AUG-JUL	48,838	53,687	56,025	56,770	57,798	59,106	59,866	60,628	61,345	62,064
240	JUL-JUN	52,798	58,040	60,568	61,373	62,484	63,899	64,720	65,544	66,319	67,097
		MASTERS									
187	SEP-AUG	47,266	51,966	54,229	54,955	55,945	57,217	57,951	58,690	59,294	59,902
197	SEP-AUG	49,794	54,745	57,129	57,893	58,937	60,277	61,050	61,829	62,465	63,106
202	AUG-JUL	51,057	56,135	58,579	59,363	60,433	61,807	62,599	63,398	64,051	64,707
207	AUG-JUL	52,321	57,524	60,029	60,832	61,929	63,337	64,149	64,967	65,636	66,309
222	AUG-JUL	56,113	61,693	64,379	65,240	66,416	67,926	68,797	69,675	70,392	71,114
240	JUL-JUN	60,662	66,695	69,599	70,530	71,801	73,434	74,375	75,324	76,100	76,880
		AA									
187	SEP-AUG	50,946	56,011	58,469	59,236	60,305	61,674	62,466	63,261	63,869	64,471
197	SEP-AUG	53,670	59,006	61,596	62,404	63,530	64,973	65,806	66,644	67,285	67,919
202	AUG-JUL	55,032	60,504	63,159	63,988	65,142	66,622	67,476	68,336	68,992	69,643
207	AUG-JUL	56,395	62,002	64,722	65,572	66,755	68,271	69,147	70,027	70,700	71,367
222	AUG-JUL	60,481	66,494	69,412	70,324	71,592	73,218	74,157	75,102	75,823	76,538
240	JUL-JUN	65,385	71,886	75,040	76,025	77,397	79,154	80,170	81,191	81,971	82,744
		DOCTORATE									
187	SEP-AUG	54,626	60,060	62,677	63,516	64,665	66,130	66,983	67,834	68,440	69,046
197	SEP-AUG	57,547	63,272	66,029	66,913	68,123	69,666	70,565	71,462	72,100	72,738
202	AUG-JUL	59,007	64,877	67,705	68,611	69,852	71,434	72,356	73,275	73,930	74,585
207	AUG-JUL	60,468	66,483	69,381	70,310	71,581	73,202	74,147	75,089	75,760	76,431
222	AUG-JUL	64,850	71,301	74,408	75,404	76,768	78,507	79,520	80,530	81,250	81,969
240	JUL-JUN	70,108	77,082	80,441	81,518	82,992	84,872	85,967	87,060	87,838	88,615

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE

LEAD NURSE - FLSA EXEMPT

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

TITLE	COUNTY LEAD SCHOOL NURSE	
PR CODE	SN	
PAY CYCLE	AUG - JUL	
DAYS/YR	202	
DEGREE	MASTERS	
STEP	ANNUAL	DAILY
1+	69,031	341.74

SCHOOL NURSE						
TITLE	LICENSED PRACTICAL NURSE		REGISTERED NURSE			
PR CODE	LP		RN			
DAYS/YR	182		182			
HRS/DAY	8		8			
DEGREE	LPN		RN		MS	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0-2	20,910	14.36	39,779	27.32	45,749	31.42
3-5	22,981	15.78	43,755	30.05	50,313	34.56
6-8	23,970	16.46	45,671	31.37	52,521	36.07
9-11	24,281	16.68	46,282	31.79	53,225	36.56
12-14	24,719	16.98	47,124	32.37	54,190	37.22
15-17	25,261	17.35	48,198	33.10	55,430	38.07
18-20	25,565	17.56	48,821	33.53	56,143	38.56
21-23	25,871	17.77	49,444	33.96	56,863	39.05
24-26	26,421	18.15	50,032	34.36	57,451	39.46
27+	26,972	18.53	50,622	34.77	58,040	39.86

Must have a current Alabama Nursing License

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE

SOCIAL WORKER - FLSA NON-EXEMPT

TITLE	SOCIAL WORKER	
PR CODE	SW	
DAYS/YR	187	
HRS/DAY	7.5	
STEPS	**ANNUAL**	**DAILY**
0	38,365	205.16
1	41,138	219.99
2	43,925	234.89
3	46,712	249.80
4	49,497	264.69
5+	52,280	279.57

When position becomes vacant or if additional personnel is hired, place new hire on Teacher Salary Matrix.

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 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	74,973	312.39	83,257	346.91
1	76,410	318.37	84,694	352.89
2	77,847	324.36	86,132	358.88
3	79,284	330.35	87,569	364.87
4	80,722	336.34	89,006	370.86
5+	82,159	342.33	90,444	376.85

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	63,827	35.46	33,934	18.85
1	64,949	36.08	42,506	23.61
2	66,073	36.71	43,852	24.36
3	67,194	37.33	47,401	26.33
4	68,323	37.96		
5+	69,442	38.58		

TITLE	TECHNOLOGY TECHNICIAN I	
PR CODE	CT-00	
PAY CYCLE	SEPT-AUG	
DAYS/YR	182	
HRS/DAY	7.5	
DEGREE		
STEPS	ANNUAL	HOURLY
0	25,730	18.85
1	32,228	23.61
2	33,251	24.36
3	35,940	26.33

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE
SPECIALIST - FLSA - EXEMPT
BOOKKEEPER- FLSA NON-EXEMPT

TITLE	ACCOUNTS, PAYROLL AND BENEFITS SPECIALIST	
PR CODE	AC-00	
PAY CYCLE	JUL - JUN	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE	BS IN BUSINESS	
STEPS	ANNUAL	HOURLY
0	37,893	21.05
1	39,303	21.83
2	40,712	22.62
3	42,121	23.40
4	43,530	24.18
5	44,939	24.97
6	46,349	25.75
7	47,758	26.53
8	49,167	27.32
9	50,576	28.10
10+	52,000	28.89

TITLE	SCHOOL BOOKKEEPER	
PR CODE	S3-I	
PAY CYCLE	JUL-JUN	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE		
STEPS	ANNUAL	HOURLY
0	30,602	17.00
1	31,193	17.33
2	31,779	17.66
3	32,371	17.98
4	32,953	18.31
5	33,547	18.64
6	34,129	18.96
7	34,719	19.29
8	35,311	19.62
9	35,897	19.94
10+	36,484	20.27

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE
SECRETARIAL -FLSA NON-EXEMPT

TITLE	SUPERINTENDENT SECRETARY	
PR CODE	S1-01	
PAY CYCLE	JUL - JUN	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE	N/A	
STEPS	**ANNUAL**	**HOURLY**
0	37,435	20.80
1	38,022	21.12
2	38,611	21.45
3	39,196	21.78
4	39,782	22.10
5	40,371	22.43
6	40,961	22.76
7	41,549	23.08
8	42,136	23.41
9	42,723	23.73
10+	43,312	24.06

TITLE	ASSISTANT SUPERINTENDENT SECRETARY	
PR CODE	S2-01	
PAY CYCLE	JUL - JUN	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE	N/A	
STEPS	**ANNUAL**	**HOURLY**
0	35,704	19.84
1	36,291	20.16
2	36,879	20.49
3	37,464	20.81
4	38,051	21.14
5	38,641	21.47
6	39,231	21.80
7	39,817	22.12
8	40,404	22.45
9	40,993	22.77
10+	41,583	23.10

TITLE	COUNTY OFFICE SECRETARY - SEC I	
PR CODE	S3-1	
PAY CYCLE	JUL-JUN	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE	N/A	
STEPS	**ANNUAL**	**HOURLY**
0	30,602	17.00
1	31,192	17.33
2	31,780	17.66
3	32,371	17.98
4	32,953	18.31
5	33,547	18.64
6	34,129	18.96
7	34,720	19.29
8	35,311	19.62
9	35,896	19.94
10+	36,484	20.27

SCHOOL SECRETARIES				
TITLE	SEC II		SEC II	
PR CODE	S4-II		S5-II	
PAY CYCLE	SEP-AUG		SEP-AUG	
DAYS/YR	192		182	
HRS/DAY	7.5		7.5	
DEGREE				
STEPS	**ANNUAL**	**HOURLY**	**ANNUAL**	**HOURLY**
0	22,977	15.96	21,857	16.01
1	23,424	16.27	22,281	16.32
2	23,875	16.58	22,706	16.63
3	24,324	16.89	23,134	16.95
4	24,769	17.20	23,555	17.26
5	25,215	17.51	23,979	17.57
6	25,663	17.82	24,406	17.88
7	26,133	18.15	24,829	18.19
8	26,603	18.47	25,250	18.50
9	27,074	18.80	25,677	18.81
10+	27,545	19.13	26,125	19.14

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 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	24,228	16.64	21,325	16.74
1	24,585	16.89	21,637	16.98
2	24,989	17.16	21,961	17.24
3	25,392	17.44	22,257	17.47
4	25,780	17.71	22,567	17.71
5	26,168	17.97	22,877	17.96
6	26,556	18.24	23,175	18.19
7	26,960	18.52	23,501	18.45
8	27,348	18.78	23,811	18.69
9	27,736	19.05	24,108	18.92
10+	28,140	19.33	24,419	19.17

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+	6,929	11.00	7,920	11.00

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE

TEACHER AIDE

TEACHER AIDE			
PR CODE	TA		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	184		
HOURS/DAY	7.5		
STEPS	ANNUAL	DAILY	HOURLY
0	17,222	93.60	12.48
1	17,509	95.16	12.69
2	17,796	96.72	12.90
3	18,084	98.28	13.10
4	18,371	99.84	13.31
5	18,658	101.40	13.52
6	18,945	102.96	13.73
7	19,232	104.52	13.94
8	19,519	106.08	14.14
9	19,806	107.64	14.35
10+	20,093	109.20	14.56

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE

PRE-K AUXILIARY TEACHER

PRE K AUXILIARY TEACHER			
PR CODE	PK-00		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	187		
HOURS/DAY	7.0		
STEPS	**ANNUAL**	**DAILY**	**HOURLY**
0	20,512	109.69	15.67
1	21,042	112.53	16.08
2	21,573	115.36	16.48
3	22,103	118.20	16.89
4	22,634	121.03	17.29
5	23,164	123.87	17.70
6	23,693	126.70	18.10
7	24,224	129.54	18.51
8	24,741	132.30	18.90
9	25,271	135.14	19.31
10+	25,800	137.97	19.71

State mandated - Pre-K Teacher Assistant must have a Teaching Certificate or 9 hours toward Child Development Certificate

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE
CNP -FLSA NON-EXEMPT

TITLE	MANAGER		CAFETERIA EMPLOYEE		CAFETERIA EMPLOYEE	
PR CODE	CM-01		C-07		C-06	
DAYS	189		182		182	
HRS	8		7		6	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	24,901	16.47	17,682	13.88	15,155	13.89
1	25,290	16.73	17,805	13.98	15,261	13.98
2	25,680	16.98	17,994	14.12	15,424	14.12
3	26,103	17.26	18,117	14.22	15,528	14.22
4	26,544	17.56	18,266	14.34	15,656	14.34
5	26,985	17.85	18,429	14.47	15,796	14.46
6	27,426	18.14	18,579	14.58	15,923	14.58
7	27,866	18.43	18,768	14.73	16,087	14.73
8	28,313	18.73	18,891	14.83	16,192	14.83
9	28,750	19.01	19,054	14.96	16,331	14.96
10+	29,191	19.31	19,217	15.08	16,470	15.08

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 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	25,803	13.44
1	26,032	13.56
2	26,260	13.68
3	26,487	13.80
4	26,716	13.91
5	26,943	14.03
6	27,172	14.15
7	27,401	14.27
8	27,628	14.39
9	27,854	14.51
10+	28,083	14.63

HC schedule covers employees at the following schools:
Underwood Elementary and Allen Thornton Career Tech Center
All future custodial hires will be placed on this schedule

Title	SCHOOL CUSTODIAN		SCHOOL CUSTODIAN		SCHOOL CUSTODIAN	
P/R Code	C5-00		C6-00		C9-00	
Pay Cycle	SEP-AUG		JUL-JUN		JUL-JUN	
Days/Year	182		240		240	
Hours/Day	8		8		7.5	
Steps	**Annual**	**Hourly**	**Annual**	**Hourly**	**Annual**	**Hourly**
0	19,018	13.06	24,605	12.82	23,068	12.82
1	19,183	13.18	24,823	12.93	23,269	12.93
2	19,346	13.29	25,039	13.04	23,468	13.04
3	19,509	13.40	25,259	13.16	23,688	13.16
4	19,674	13.51	25,474	13.27	23,887	13.27
5	19,840	13.63	25,693	13.38	24,087	13.38
6	20,004	13.74	25,921	13.50	24,306	13.50
7	20,171	13.85	26,148	13.62	24,525	13.63
8	20,333	13.97	26,378	13.74	24,725	13.74
9	20,498	14.08	26,605	13.86	24,944	13.86
10+	20,666	14.19	26,834	13.98	25,164	13.98

LAUDERDALE COUNTY BOARD OF EDCUATION
2020 - 2021 SALARY SCHEDULE

MAINTENANCE

TITLE	SUPERVISOR OF MAINTENANCE		SKILLED MAINTENANCE		MAINTENANCE FORMAN	
PR CODE	MS-00		M1-00		MF-00	
PAY CYCL	JUL - JUN		JUL - JUN		JUL - JUN	
DAYS/YR	240		240		240	
HRS/DAY			8		8	
FLSA	EXEMPT		NON-EXEMPT		NON-EXEMPT	
STEPS	ANNUAL	DAILY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	62,452	260.22	33,100	17.24	40,309	20.99
1	62,792	261.63	34,038	17.73	41,246	21.48
2	63,131	263.04	34,975	18.22	42,184	21.97
3	63,470	264.46	35,915	18.71	43,123	22.46
4	63,809	265.87	36,862	19.20	44,071	22.95
5+	64,148	267.28	37,800	19.69	45,010	23.44
6			38,742	20.18	45,950	23.93
7			39,679	20.67	46,887	24.42
8			40,620	21.16	47,830	24.91
9			41,559	21.65	48,769	25.40
10+			42,507	22.14	49,715	25.89

Plus $1,200 annually if employee has an Associates Degree in job related skilled area **OR** holds a State License or Certifcation in 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.

Supervisors are not eligible for supplments.

LAUDERDALE COUNTY BOARD OF EDCUATION
2020 - 2021 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	62,452	260.22
1	62,792	261.63
2	63,131	263.04
3	63,470	264.46
4	63,809	265.87
5+	64,148	267.28

TITLE	BUS DRIVER REGULAR ROUTE		SKILLED MECHANIC		TRANSPORTATION FORMAN	
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	12,689	17.24	33,100	17.24	40,310	20.99
1	13,009	17.68	34,038	17.73	41,247	21.48
2	13,335	18.12	34,975	18.22	42,185	21.97
3	13,659	18.56	35,915	18.71	43,123	22.46
4	13,981	19.00	36,862	19.20	44,071	22.95
5	14,305	19.44	37,800	19.69	45,010	23.44
6	14,628	19.87	38,742	20.18	45,950	23.93
7	14,952	20.31	39,679	20.67	46,887	24.42
8	15,274	20.75	40,620	21.16	47,829	24.91
9	15,599	21.19	41,559	21.65	48,768	25.40
10+	15,922	21.63	42,507	22.14	49,715	25.89

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
	31.20

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.
Supervisiors 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	30,602	17.00
1	31,192	17.33
2	31,780	17.66
3	32,371	17.98
4	32,953	18.31
5	33,547	18.64
6	34,129	18.96
7	34,720	19.29
8	35,311	19.62
9	35,896	19.94
10+	36,484	20.27

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE

PRINCIPAL & ASSISTANT PRINCIPAL - FLSA EXEMPT

PR CODE	TITLE	DAYS	PAY CYCLE	DEG	STEPS					
					0	1	2	3	4	5+
SECONDARY										
P1	PRINCIPAL -	240	JUL-JUN	MA	90,836	92,075	93,313	94,551	96,542	97,028
	HIGH SCHOOL			AA	93,763	95,001	96,238	97,477	98,716	99,954
P2	ASSISTANT	222	AUG-JUL	MA	73,485	74,461	75,520	76,577	77,557	78,539
	PRINCIPAL			AA	78,118	79,096	80,152	81,209	82,189	83,170
P3	ASSISTANT	202	AUG-JUL	MA	66,865	67,753	68,716	69,678	70,570	71,463
	PRINCIPAL			AA	71,080	71,970	72,931	73,893	74,784	75,677
P3	ASSISTANT	202	AUG-JUL	MA	33,433	33,876	34,358	34,839	35,285	35,731
	PRINCIPAL			AA	35,540	35,985	36,466	36,946	37,392	37,838
	HALF - TIME									
ELEMENTARY										
EP	PRINCIPAL -	240	JUL-JUN	MA	82,444	83,434	84,454	85,412	86,403	87,393
	ELEMENTARY			AA	87,452	88,442	89,433	90,424	91,414	92,404
EA	ASSISTANT	202	AUG-JUL	MA	64,612	65,611	66,612	67,614	68,615	69,616
	PRINCIPAL -			AA	68,828	69,826	70,826	71,827	72,828	73,829
	ELEMENTARY									
CAREER TECH										
VA	CAREER TECH	240	JUL-JUN	MA	86,875	88,111	89,350	90,589	91,829	93,069
	DIRECTOR			AA	91,880	93,118	94,355	95,595	96,834	98,074

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
2020 - 2021 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	105,040	106,163	107,286	108,410	109,533	111,197
IE	DIRECTOR OF STUDENT SERVICES	240	JUL-JUN	MA	86,131	87,019	87,907	88,795	89,683	90,572
				AA	91,137	92,025	92,914	93,802	94,690	95,578
EC	DIRECTOR OF ELEM INSTRUCTION & FED PROGRAMS	240	JUL-JUN	MA	86,131	87,019	87,907	88,795	89,683	90,572
				AA	91,137	92,025	92,914	93,802	94,690	95,578
AD	DIRECTOR OF SEC INSTRUCTION	240	JUL-JUN	MA	86,131	87,019	87,907	88,795	89,683	90,572
				AA	91,137	92,025	92,914	93,802	94,690	95,578
SE	DIRECTOR OF SPECIAL EDUCATION	240	JUL-JUN	MA	86,131	87,019	87,907	88,795	89,683	90,572
				AA	91,137	92,025	92,914	93,802	94,690	95,578
CS	DIRECTOR OF CHILD NUTRITION	240	AUG-JUL	BS	71,656	72,544	73,432	74,320	75,209	76,097
				MA	86,131	87,019	87,907	88,795	89,683	90,572
				AA	91,137	92,025	92,914	93,802	94,690	95,578
TP	MAINTENANCE/ TRANSP. DIRECTORS CERTIFIED	240	JUL-JUN	MA	86,131	87,019	87,907	88,795	89,683	90,572
				AA	91,137	92,025	92,914	93,802	94,690	95,578

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
2020 - 2021 SALARY SCHEDULE

GRANDFATHERED SCHEDULES

TITLE	LICENSED PRACTICAL NURSE			REGISTERED NURSE			REGISTERED NURSE		
PR CODE	LP			RN			RN		
DAYS/YR	182			182			182		
HRS/DAY	7			7			7		
DEGREE	LPN			RN			MS		
STEPS	ANNUAL	DAILY	HOURLY	ANNUAL	DAILY	HOURLY	ANNUAL	DAILY	HOURLY
0-2	20,911	114.89	16.41	39,779	218.57	31.22	45,748	251.37	35.91
3-5	22,981	126.27	18.04	43,755	240.41	34.34	50,313	276.45	39.49
6-8	23,970	131.70	18.81	45,671	250.94	35.85	52,521	288.58	41.23
9-11	24,281	133.41	19.06	46,283	254.30	36.33	53,225	292.45	41.78
12-14	24,718	135.82	19.40	47,125	258.93	36.99	54,190	297.75	42.54
15-17	25,261	138.80	19.83	48,198	264.82	37.83	55,430	304.56	43.51
18-20	25,565	140.47	20.07	48,821	268.25	38.32	56,143	308.48	44.07
21-23	25,871	142.15	20.31	49,443	271.67	38.81	56,863	312.43	44.63
24-26	26,421	145.17	20.74	50,033	274.91	39.27	57,451	315.66	45.09
27+	26,972	148.20	21.17	50,622	278.14	39.73	58,041	318.90	45.56

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

TITLE	SPECIAL ED TEACHER AIDE	
PR CODE	SA-01	
PAY CYCLE	SEPT - AUG	
DAYS/YEAR	182	
HOURS/DAY	7	
	Grandfathered 11/12/1998	
STEPS	ANNUAL	HOURLY
0	18,542	14.55
1	18,838	14.79
2	19,165	15.04
3	19,432	15.25
4	19,758	15.51
5	20,012	15.71
6	20,323	15.95
7	20,379	16.00
8	20,478	16.07
9	20,548	16.13
10	20,620	16.18
12+	21,064	16.53

TITLE	INSTRUCTIONAL PARAPROFESSIONALS		
PR CODE	PP-01		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	182		
HOURS/DAY	7.0		
	Grandfathered 11/12/1998		
STEPS	ANNUAL	DAILY	HOURLY
0	21,200	116.48	16.64
1	21,512	118.20	16.89
2	21,852	120.06	17.15
3	22,218	122.08	17.44
4	22,558	123.94	17.71
5	22,897	125.81	17.97
6	23,237	127.67	18.24
7	23,590	129.61	18.52
8	23,929	131.48	18.78
9	24,269	133.35	19.05
10+	24,622	135.29	19.33

TITLE	SPECIAL EDUCATION BUS DRIVER	
PR CODE	SB	
PAY CYCLE	SEP - AUG	
DAYS/YEAR	184	
HOURS/DAY	4	
	Grandfathered 11/12/1998	
STEPS	ANNUAL	HOURLY
0	14,266	19.38
1	14,589	19.82
2	14,914	20.26
3	15,237	20.70
4	15,558	21.14
5	15,883	21.58
6	16,206	22.02
7	16,281	22.12
8	16,355	22.22
9	16,429	22.32
10+	16,503	22.42

TITLE	HEAD CUSTODIAN			
PR CODE	HC-00 & HC-01			
PAY CYCLE	JUL-JUN			
DAYS/YR	240			
HOURS/DAY	9 & 8			
	Grandfathered 2018			
STEPS	Annual	Daily	Hourly	Time + 1/2
0	32,131	133.88	14.09	21.14
1	32,350	134.79	14.19	21.28
2	32,593	135.80	14.30	21.44
3	32,811	136.71	14.39	21.59
4	33,055	137.73	14.50	21.75
5	33,273	138.64	14.59	21.89
6	33,492	139.55	14.69	22.03
7	33,735	140.56	14.80	22.19
8	33,954	141.47	14.89	22.34
9	34,173	142.39	14.99	22.48
10+	34,416	143.40	15.09	22.64

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

TITLE	SCHOOL CUSTODIAN		SCHOOL CUSTODIAN	
PR CODE	C8-00		C8-01	
PAY CYCLE	SEP-AUG		SEP-AUG	
DAYS/YEAR	182		182	
HOURS/DAY	4		8	
	Grandfathered 7/1/2019		Grandfathered 7/1/2019	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	11,327	15.56	22,655	15.56
1	11,484	15.77	22,961	15.77
2	11,639	15.99	23,281	15.99
3	11,796	16.20	23,587	16.20
4	11,951	16.42	23,908	16.42
5	12,109	16.63	24,213	16.63
6	12,261	16.84	24,519	16.84
7	12,419	17.06	24,839	17.06
8	12,577	17.28	25,160	17.28
9	12,731	17.49	25,465	17.49
10+	12,888	17.70	25,771	17.70

TITLE	CAFETERIA EMPLOYEE		
PR CODE	GF		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	180		
HOURS/DAY	3		
	Annual	Daily	Hourly
	9,115	50.64	16.88

TITLE	SCHOOL STORE WORKER	
PR CODE	ST	
PAY CYCLE	SEP-AUG	
DAYS/YEAR	182	
	Grandfathered 06/30/2013	
HOURS/DAY	ANNUAL	HOURLY
4	9,371	12.87
6	12,809	11.73

TITLE	SECRETARY II		SECRETARY III	
PR CODE	S6-II		S7-I	
PAY CYCLE	SEP-AUG		SEP-AUG	
DAYS/YEAR	182		182	
HOURS/DAY	4		4	
	Grandfathered 2018		Grandfathered 2018	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	12,686	17.43	11,384	15.64
1	12,899	17.72	11,552	15.87
2	13,110	18.01	11,716	16.09
3	13,321	18.30	11,899	16.34
4	13,532	18.59	12,095	16.61
5	13,744	18.88	12,293	16.89
6	13,957	19.17	12,489	17.16
7	14,167	19.46	12,686	17.43
8	14,379	19.75	12,880	17.69
9	14,591	20.04	13,078	17.96
10+	14,916	20.49	13,275	18.23

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 SALARY SCHEDULE
SERVICE RECOGINITION

Years of Service	Amount
10-14	800
15-19	1,600
20+	2,400

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 included in the regular monthly pay 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.

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
2020 - 2021 SALARY SCHEDULE

NON-SALARY, PER UNIT PAY RATES

TEACHER SUBSTITUTE PAY SCALE

	1-20 Days	21+ Days*
Certified Substitute	72.00	219.99
Non-Certified Retired Teacher	68.00	130.00
Non-Certified Substitute	64.00	120.00

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

NURSE SUBSTITUTE PAY SCALE

Nurse Substitute	per day	125.00

TRANSPORTATION SUBSTITUTE AND EXTRA-CURRICULAR PAY SCALE

	PER HOUR	PER DAY	PER TRIP
Bus Aide - Substitute	-	-	15.00
Bus Driver	-	55.00	-
Bus Driver Vocational ($30 minimum)	11.00	-	-
Bus Driver Extra-Curricular ($30 miniumum)	11.00	-	-
Bus Driver Overnight*	-	110.00	-

OTHER SUBSTITUTE AND EXTRA PAY SCALE

	Per Hour	Per Hour 21+ Days*
Support Staff Substitute	9.00	12.00
Tutors, Homebound, Credit Recovery	27.00	

* To earn pay for 21+ days, substitue must have continuous services for a single employee.

LAUDERDALE COUNTY BOARD OF EDUCATION
2020 - 2021 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.

		Grandfather hired through 6/30/13	Effective beginning 7/31/14
Elementary Scholar Bowl	(Minimum 3 Contests)	450	320
Math Team -Senior High	(Minimum 3 Contests)	902	480
Scholar Bowl-Jr High- Level 1	(Minimum 3 Contests)	588	373
Scholar Bowl-Jr High-Level 2	(Minimum 3 Contests)	588	373
Scholar Bowl-Sr. High	(Minimum 3 Contests)	902	480
Science Team-Sr. High	(Minimum 3 Contests)	902	480
Drama Sponsor	Max 2 Performances @ $375 each		800
Show Choir	Max 2 Performances @ $375 each		800
Robotics Sponsor	All Schools		800
Lead Special Ed Teacher	All Schools		533
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
2020 - 2021 SALARY SCHEDULE

ATHLETIC AND BAND SUPPLEMENTS

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