

GULF SHORES CITY SCHOOLS  
2024-2025 SALARY SCHEDULE

## INTRODUCTION

The salary schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified employees must possess a valid Alabama Teacher's or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification, and/or assignment. Consistent with economic and job market indicators, the Superintendent retains the right to recommend the initial assignment and/or reassignment of a job title to a specific pay grade, salary schedule and/or step. It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, and/or other information offering compensation to the Human Resource Coordinator.

The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for the particular position can be considered.

The state of Alabama recently authorized the hire of Adjunct Instructors. The rates of pay for these specialized, often part time, instructors may vary greatly based on the type of instruction involved. The Superintendent is authorized to negotiate such reasonable salaries as necessary to hire said Adjunct Instructors.

Employees are generally paid in twelve equal monthly installments, regardless of the term of the appointment. Employees not employed in a 12-month position who are hired after the start of the school year are paid a prorated portion of their annual contract pay. The prorated amount is calculated by multiplying the employees' daily rate of pay by the number of working days left on the corresponding work calendar for the contract year. That amount is divided by the number of remaining payrolls in the current school year according to the contract payment schedule. The payroll period normally extends from the first Sunday of each month thru the last Saturday of each month. Payroll checks shall be released on the last workday of the month according to the twelve (12) month employee work calendar.

The employee shall be responsible for ensuring the correctness of his/her records and pay. Errors attributable to the board may be corrected for the current school term and the two years preceding, as appropriate. Errors not attributable to the board may be corrected for the current school term only.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on a full-time basis.

### **Certificated Salaries**

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. Changes in degree will be effective upon receipt of the highest degree recognized by the ALSDE with payment at a higher rate degree to begin with the monthly period after the State Department of Education recognizes the degree. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification. Teachers holding career and technical education certificates endorsed in technical education or healthcare science and technology shall be paid at the appropriate degree equivalency.

**Special Education Supplement**

In accordance with the State Education Trust Fund's appropriation Act #2023-379, all certificated teachers employed in a special education teacher position will receive a supplement/stipend in the amount of \$1,200.

This supplement will be paid in two (2) installments upon verification of proof of employment in the applicable special education teacher position: one payment for Fall and one payment for the Spring.

1st Semester- \$600

2nd Semester- \$600

**Special Education Specialized Self-Contained Supplement**

Teachers eligible for this supplement must:

- Be fully certified in required content area for the assigned program; and
- Teach in a self-contained, specialized special education program (MD and/or Behavior); and
- Provide direct instruction to special education students in one of the above settings.

Special Education paraprofessionals and/or nurses that are eligible for this supplement must:

- Be assigned to a self-contained, specialized special education program (MD and/or Behavior); and
- Provide direct support to special education students placed in one of the above settings.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Human Resources Department. One payment will be made for the Fall and one payment for the Spring.

Teacher 1<sup>st</sup> Semester - \$2,000

Teacher 2<sup>nd</sup> Semester - \$2,000

Support Staff 1<sup>st</sup> Semester - \$1,000

Support Staff 2<sup>nd</sup> Semester - \$1,000

**National Board Certified Teacher Targeted Supplement**

As provided in Alabama Act 2021-342, the State of Alabama will provide an annual supplement of \$5,000 (base supplement) to any National Board Certified Teacher (NBCT) who is properly certified and employed full-time in an Alabama public K-12 school. In January 2024, the State of Alabama Child Nutrition Department approved Gulf Shores City Schools to participate in the Community Eligibility Provision (CEP). As a result, classroom teachers are now eligible for an additional supplement of \$5,000 (targeted supplement) if they hold an instructional assignment in certain subject areas. In an effort to further support our cohort members who have completed their National Board Certification, Gulf Shores City Schools will provide the additional \$5,000 supplement to any National Board Certified Teacher who does not qualify for the targeted supplement regardless of their instructional assignment. In order to be eligible for the additional \$5,000 targeted supplement, the faculty member must be a National Board Certified Teacher at the beginning of the school year. The targeted supplement of \$5,000 will be processed when the school system receives allocation from state.

**Classified Salaries\***

Employees with a bachelor's degree on the classified pay schedules will receive an additional \$240 monthly supplement for each month employed. Employees with a master's degree or higher and are on the classified pay schedule will receive an additional \$262 monthly supplement for each month employed. Eligible job classifications include student support, bus mechanic, CNP, office support, maintenance, and information technology. All degrees must be verified with an official transcript reflecting the degree conferral. Employees with an associate degree or higher will be paid at Step 6 of that salary schedule.

Classified employees shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by Human Resources. Experience credit shall be given for previous full-time employment in a school setting.

**Contract Days**

Nine Months = 182, 185, 187 and 189 days

Ten Months = 202 days

Eleven Months = 222 days

Twelve Months = 240 days

Administration.....		12 month (240 days)
Assistant Principal.....		12 month (240 days)
Directors.....		12 month (240 days)
Coordinators.....		10 month (202 days)
		12 month (240 days)
Teacher.....		9 month (187 days)
		9 month (189 days)
		10 month (202 days)
		11 month (222 days)
		12 month (240 days)
Media Specialist.....		9 month (187 days)
Counselor.....	Elementary School.....	9 month (187 days)
	Middle School.....	10 month (202 days)
	High School.....	10 month (202 days)
		12 month (240 days)
Lead Nurse.....		10 month (202 days)
Registered Nurse.....		9 month (187 days)
Licensed Practical Nurse.....		9 month (187 days)
Paraprofessionals .....		9 month (182 days)
Pre-K Auxiliary Aides .....		9 month (187 days)
CNP Coordinator.....		12 month (240 days)
CNP Manager.....		9 month (187days)
CNP Worker.....		9 month (185 days)
Bus Driver .....		9 month (182 days)
Bookkeeper .....		12 month (240 days)
Registrar .....		12 month (240 days)
Office Manager.....		12 month (240 days)
Secretary/Receptionist.....	Middle School.....	10 month (202 days)
	High School.....	10 month (202 days)
		12 month (240 days)
Maintenance/Custodial.....		12 month (240 days)
Mechanic.....		12 month (240 days)
Virtual School.....		10 month (202 days)
JROTC.....		11 month (222 days)
Band Directors.....		10 month (202 days)
Athletic Director.....		12 month (240 days)

**Work Schedules**

Annual or 12 Month	July 1, 2024- June 30, 2025	Required to work 240 days
11 Month	July 8, 2024 - June 19, 2025	Required to work 222 days
10 Month	July 22, 2024 - June 5, 2025	Required to work 202 days
9 Month	August 2, 2024 - May 23, 2025	Required to work 189 days
	August 1, 2024 - May 23, 2025	Required to work 187 days
	August 2, 2024 - May 23, 2025	Required to work 187 days
	August 2, 2024 - May 23, 2025	Required to work 185 days
	August 5, 2024 - May 23, 2025	Required to work 182 days

**Monthly Pay Schedules**

12 Month (240-day) Employees	July 31 - June 30
11-Month (222-day) Employees	August 31-July 31
10-Month (202-day) Employees	August 31-July 31
9-Month (182/185/187/189-day) Employees	September 30-August 31

**TEACHER SALARY SCHEDULE**

Bachelor/Non-Degree					Master				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$50,725	\$54,794	\$60,219	\$65,102	New	\$55,280	\$59,714	\$65,627	\$70,948
1-2	\$50,725	\$54,794	\$60,219	\$65,102	1-2	\$55,280	\$59,714	\$65,627	\$70,948
3-5	\$52,873	\$57,114	\$62,769	\$67,858	3-5	\$60,805	\$65,682	\$72,186	\$78,039
6-8	\$55,190	\$59,617	\$65,520	\$70,832	6-8	\$63,470	\$68,561	\$75,349	\$81,459
9	\$56,857	\$61,418	\$67,499	\$72,971	9	\$65,384	\$70,629	\$77,621	\$83,915
10	\$57,425	\$62,031	\$68,172	\$73,700	10	\$66,037	\$71,334	\$78,397	\$84,753
11	\$57,999	\$62,651	\$68,854	\$74,437	11	\$66,698	\$72,048	\$79,181	\$85,601
12	\$58,580	\$63,279	\$69,544	\$75,183	12	\$67,365	\$72,769	\$79,973	\$86,458
13	\$59,165	\$63,911	\$70,239	\$75,934	13	\$68,038	\$73,496	\$80,772	\$87,322
14	\$59,757	\$64,551	\$70,942	\$76,694	14	\$68,719	\$74,231	\$81,581	\$88,195
15	\$60,355	\$65,196	\$71,651	\$77,461	15	\$69,406	\$74,973	\$82,397	\$89,077
16	\$60,958	\$65,848	\$72,367	\$78,235	16	\$70,100	\$75,723	\$83,221	\$89,968
17	\$61,568	\$66,506	\$73,091	\$79,017	17	\$70,801	\$76,480	\$84,052	\$90,867
18	\$62,183	\$67,171	\$73,822	\$79,807	18	\$71,509	\$77,245	\$84,893	\$91,777
19	\$62,805	\$67,843	\$74,560	\$80,605	19	\$72,224	\$78,018	\$85,742	\$92,694
20	\$63,433	\$68,521	\$75,305	\$81,411	20	\$72,946	\$78,797	\$86,599	\$93,621
21	\$64,068	\$69,207	\$76,059	\$82,226	21	\$73,676	\$79,586	\$87,465	\$94,557
22	\$64,708	\$69,898	\$76,819	\$83,047	22	\$74,413	\$80,382	\$88,341	\$95,503
23	\$65,355	\$70,597	\$77,587	\$83,878	23	\$75,157	\$81,186	\$89,224	\$96,458
24	\$66,009	\$71,304	\$78,364	\$84,718	24	\$75,909	\$81,998	\$90,116	\$97,423
25	\$66,669	\$72,017	\$79,147	\$85,564	25	\$76,667	\$82,817	\$91,016	\$98,396
26	\$67,335	\$72,736	\$79,938	\$86,419	26	\$77,434	\$83,645	\$91,927	\$99,381
27	\$68,009	\$73,464	\$80,738	\$87,285	27	\$78,208	\$84,481	\$92,846	\$100,374
28	\$68,689	\$74,199	\$81,545	\$88,157	28	\$78,991	\$85,327	\$93,775	\$101,379
29	\$69,376	\$74,941	\$82,361	\$89,039	29	\$79,780	\$86,180	\$94,712	\$102,392
30	\$70,069	\$75,690	\$83,184	\$89,928	30	\$80,578	\$87,042	\$95,660	\$103,416
31	\$70,770	\$76,447	\$84,016	\$90,828	31	\$81,383	\$87,911	\$96,615	\$104,449
32	\$71,478	\$77,212	\$84,857	\$91,737	32	\$82,198	\$88,792	\$97,583	\$105,495
33	\$72,192	\$77,983	\$85,704	\$92,653	33	\$83,020	\$89,679	\$98,558	\$106,549
34	\$72,914	\$78,763	\$86,561	\$93,580	34	\$83,850	\$90,576	\$99,544	\$107,615
35	\$73,644	\$79,551	\$87,427	\$94,516	35	\$84,688	\$91,482	\$100,539	\$108,691

Annual salary based upon 187-day contract. Actual workdays are specified by calendar. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience. All certified staff salaries are annualized and equally divided by twelve pay cycles.

This schedule applies to the following categories of employees in positions requiring valid Alabama educator certification: Assessment & Professional Learning, Counselors, Curriculum Leaders, Data & Reporting Analyst, Instructional Coaches, Library/Media Specialists, Lead Teachers, Mental Health, Teachers, and other certificated personnel.

**TEACHER SALARY SCHEDULE**

6-Year					Doctoral				
Step	9-month	10-month	11-month	12-month	Step	9-month	10-month	11-month	12-month
New	\$59,605	\$64,386	\$70,761	\$76,498	New	\$63,935	\$69,063	\$75,901	\$82,056
1-2	\$59,605	\$64,386	\$70,761	\$76,498	1-2	\$63,935	\$69,063	\$75,901	\$82,056
3-5	\$65,561	\$70,820	\$77,832	\$84,142	3-5	\$70,328	\$75,969	\$83,491	\$90,261
6-8	\$68,453	\$73,944	\$81,265	\$87,854	6-8	\$73,401	\$79,289	\$87,139	\$94,204
9	\$70,519	\$76,176	\$83,718	\$90,506	9	\$75,618	\$81,684	\$89,771	\$97,050
10	\$71,224	\$76,938	\$84,555	\$91,411	10	\$76,374	\$82,501	\$90,669	\$98,020
11	\$71,936	\$77,706	\$85,400	\$92,325	11	\$77,137	\$83,325	\$91,574	\$98,999
12	\$72,656	\$78,484	\$86,254	\$93,248	12	\$77,909	\$84,158	\$92,491	\$99,990
13	\$73,383	\$79,269	\$87,118	\$94,181	13	\$78,688	\$85,000	\$93,416	\$100,990
14	\$74,116	\$80,061	\$87,988	\$95,122	14	\$79,475	\$85,850	\$94,350	\$102,000
15	\$74,858	\$80,862	\$88,868	\$96,074	15	\$80,270	\$86,709	\$95,294	\$103,021
16	\$75,606	\$81,671	\$89,757	\$97,034	16	\$81,073	\$87,576	\$96,247	\$104,051
17	\$76,362	\$82,487	\$90,654	\$98,005	17	\$81,883	\$88,452	\$97,209	\$105,091
18	\$77,126	\$83,313	\$91,561	\$98,985	18	\$82,702	\$89,335	\$98,180	\$106,141
19	\$77,898	\$84,146	\$92,477	\$99,976	19	\$83,529	\$90,229	\$99,162	\$107,203
20	\$78,676	\$84,987	\$93,401	\$100,974	20	\$84,365	\$91,132	\$100,155	\$108,275
21	\$79,463	\$85,837	\$94,336	\$101,985	21	\$85,208	\$92,043	\$101,156	\$109,358
22	\$80,257	\$86,695	\$95,278	\$103,003	22	\$86,060	\$92,963	\$102,167	\$110,451
23	\$81,060	\$87,562	\$96,231	\$104,034	23	\$86,920	\$93,892	\$103,189	\$111,555
24	\$81,871	\$88,438	\$97,195	\$105,075	24	\$87,789	\$94,831	\$104,220	\$112,671
25	\$82,689	\$89,322	\$98,166	\$106,125	25	\$88,667	\$95,780	\$105,263	\$113,798
26	\$83,516	\$90,216	\$99,148	\$107,187	26	\$89,554	\$96,738	\$106,316	\$114,936
27	\$84,351	\$91,117	\$100,139	\$108,258	27	\$90,450	\$97,706	\$107,379	\$116,086
28	\$85,195	\$92,029	\$101,141	\$109,341	28	\$91,355	\$98,683	\$108,453	\$117,247
29	\$86,046	\$92,949	\$102,151	\$110,434	29	\$92,268	\$99,670	\$109,538	\$118,419
30	\$86,907	\$93,878	\$103,173	\$111,538	30	\$93,191	\$100,666	\$110,633	\$119,603
31	\$87,776	\$94,817	\$104,205	\$112,654	31	\$94,122	\$101,672	\$111,739	\$120,798
32	\$88,654	\$95,765	\$105,247	\$113,781	32	\$95,063	\$102,689	\$112,856	\$122,007
33	\$89,541	\$96,723	\$106,300	\$114,919	33	\$96,015	\$103,716	\$113,985	\$123,227
34	\$90,436	\$97,690	\$107,362	\$116,067	34	\$96,975	\$104,754	\$115,125	\$124,460
35	\$91,340	\$98,667	\$108,436	\$117,228	35	\$97,944	\$105,800	\$116,276	\$125,703

Annual salary based upon 187-day contract. Actual workdays are specified by calendar. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience. All certified staff salaries are annualized and equally divided by twelve pay cycles.

This schedule applies to the following categories of employees in positions requiring valid Alabama educator certification: Assessment & Professional Learning, Counselors, Curriculum Leaders, Data & Reporting Analyst, Instructional Coaches, Library/Media Specialists, Lead Teachers, Mental Health, Teachers, and other certificated personnel.



**TEAMS TEACHER SALARY SCHEDULE**

<b>24-25 TEAMS Teacher Salary Schedule</b>				
<b>Step</b>	<b>Bachelor</b>	<b>Master's</b>	<b>AA/EDS</b>	<b>Doctoral</b>
0	\$53,839	\$61,047	\$65,375	\$69,700
1	\$57,634	\$66,279	\$71,466	\$76,657
2	\$60,713	\$69,817	\$75,302	\$80,746
3	\$62,489	\$71,861	\$77,505	\$83,110
4	\$64,313	\$73,958	\$79,768	\$85,536
5	\$66,184	\$76,111	\$82,089	\$88,025
6	\$68,106	\$78,320	\$84,474	\$90,580
7	\$70,078	\$80,589	\$86,918	\$93,203
8	\$71,490	\$82,199	\$88,657	\$95,068
9	\$72,909	\$83,845	\$90,429	\$96,968
10	\$74,000	\$85,102	\$91,786	\$98,423
11	\$75,112	\$86,379	\$93,163	\$99,899
12	\$76,238	\$87,674	\$94,560	\$101,397
13	\$76,238	\$87,674	\$94,560	\$101,397
14	\$76,238	\$87,674	\$94,560	\$101,397
15	\$77,380	\$88,996	\$95,984	\$102,926
16	\$77,380	\$88,996	\$95,984	\$102,926
17	\$77,380	\$88,996	\$95,984	\$102,926
18	\$78,558	\$90,342	\$97,439	\$104,483
19	\$78,558	\$90,342	\$97,439	\$104,483
20	\$78,558	\$90,342	\$97,439	\$104,483
21	\$79,750	\$91,717	\$98,920	\$106,072
22	\$79,750	\$91,717	\$98,920	\$106,072
23	\$79,750	\$91,717	\$98,920	\$106,072
24	\$80,870	\$93,118	\$100,432	\$107,694
25	\$80,870	\$93,118	\$100,432	\$107,694
26	\$80,870	\$93,118	\$100,432	\$107,694
27	\$82,215	\$94,548	\$101,973	\$109,347

In accordance with Act 2021-340, Teacher Excellence and Accountability for Mathematics and Science (TEAMS) Program, to be eligible for a TEAMS contract and thus placement on the TEAMS salary schedule, a teacher of mathematics and/or science must apply to the program. The superintendent confirms eligibility once a teacher submits an application. A teacher can only become a TEAMS teacher with the recommendation of the superintendent and approval of the Board.

All teachers who are approved under a TEAMS Contract must agree to the contract terms for employment which includes a 189-day contract. Teachers employed under a TEAMS contract shall not attain continuing service status in regards to the above TEAMS salaries or positions, or any other previously earned position or status of employment with the Board. In accordance with the TEAMS bill, any teacher awarded a TEAMS contract with the Board shall be deemed to have voluntarily relinquished his or her status and protection under the Students First Act of 2011, Chapter 24C of Title 16, Code of Alabama 1975.

**JROTC SALARY SCHEDULE**

JROTC Instructors’ salary will be paid in accordance with ROTC Minimum Instructor Pay (MIP) information and they will receive either a 10-month or 11-month contract. Changes in active duty and retired pay affects an instructor’s MIP. If there is an increase in either local and/or state salaries or the federal salary reimbursement, the JROTC instructor’s salary will be recalculated to reflect such adjustments. This new calculation could result in a change of salary.

JROTC instructors are expected to conduct several simultaneous extracurricular activities such as drill teams, rifle teams, sabre teams, color guards, honor guards, model military and technological clubs, school service activities, community service activities, etc., A supplement in the amount of \$3500 will be provided to JROTC instructors for these additional job functions of the position.

**BOARD CERTIFIED BEHAVIOR ANALYST SALARY SCHEDULE**

<b>Board Certified Behavior Analyst</b>				
	<b>Bachelor</b>		<b>Master</b>	
<b>Step</b>	<b>9-Month</b>	<b>10-Month</b>	<b>9-Month</b>	<b>10-Month</b>
0-2	\$58,237	\$62,481	\$66,515	\$71,851
3-5	\$61,148	\$65,605	\$69,841	\$75,443
6-8	\$63,595	\$66,138	\$72,634	\$78,461
9-11	\$65,501	\$68,123	\$74,813	\$80,816
12-14	\$66,157	\$70,166	\$77,057	\$83,239
15-17	\$68,142	\$72,270	\$79,369	\$85,737
18-20	\$70,186	\$74,439	\$81,751	\$88,310
21-23	\$72,291	\$76,672	\$84,203	\$90,959
24-26	\$73,015	\$78,972	\$86,729	\$93,687
27	\$73,745	\$81,342	\$89,331	\$96,497

**ASSISTANT PRINCIPAL SALARY SCHEDULE**

**Base Salary:** An Assistant Principal must have at least a Master’s Level certificate in administration to qualify for the base salary. The base salary shall be calculated by placing the Assistant Principals on the Teacher’s Salary Schedule, taking into consideration the Assistant Principals experience, education level, and number of contract days.

*Administrative Experience Supplement:* The supplement for administrative experience shall be determined by the number of years of administrative experience multiplied by \$150. The amount of credit shall be the total years of administrative experience completed.

*Responsibility Supplement:* The responsibility supplement shall be determined by the academic level of the school.

Responsibility Supplement	
Academic Level:	
Elementary School	\$2,500
Middle School	\$5,000
High School	\$7,500

*Step Raise:* The annual step raise for Assistant Principals shall be computed by identifying the experience, education level, number of contract days on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

**ASSISTANT SUPERINTENDENT & ATHLETIC DIRECTOR SALARY SCHEDULES**

**Base Salary:** The base salary shall be calculated by placing the employees on the Teacher’s Salary Schedule, taking into consideration the employees experience, education level, and number of contract days.

*Administrative Experience Supplement:* The supplement for administrative experience shall be determined by the number of years of administrative experience multiplied by \$150. The amount of credit shall be the total years of administrative experience completed.

*Responsibility Factor:*

Responsibility Factor
Assistant Superintendent
1.62

Responsibility Factor
Athletic Director
1.34

*Step Raise:* The annual step raise for the employees shall be computed by identifying the experience, education level, number of contract days on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

**MEDICAL SUPPORT PERSONNEL SALARY SCHEDULE**

LPN	
New	\$37,126
1	\$37,441
2	\$37,724
3	\$38,383
4	\$38,980
5	\$40,498
6	\$41,447
7	\$42,645
8	\$43,848
9	\$46,135
10	\$48,152
11	\$49,605
12	\$49,215
13	\$49,707
14	\$51,207
15	\$51,717
16	\$52,227
17	\$52,656
18	\$52,962
19	\$53,076
20	\$54,678
21	\$54,882
22	\$55,117
23	\$56,779
24	\$57,289
25	\$57,493
26	\$58,426
27	\$58,630
28	\$58,834
29	\$58,967
30	\$59,557
31	\$60,153
32	\$60,755
33	\$61,361
34	\$61,974
35	\$62,595

RN				
Step	9 Mo RN	10 Mo RN	9 Mo RN MS	10 Mo RN MS
New	\$51,435	\$55,561	\$55,463	\$59,912
1-2	\$51,435	\$55,561	\$55,463	\$59,912
3-5	\$56,573	\$61,110	\$61,003	\$65,896
6-8	\$59,053	\$63,790	\$63,678	\$68,786
9	\$60,837	\$65,717	\$65,599	\$70,861
10	\$61,444	\$66,373	\$66,255	\$71,569
11	\$62,058	\$67,036	\$66,918	\$72,286
12	\$62,680	\$67,708	\$67,587	\$73,009
13	\$63,306	\$68,384	\$68,264	\$73,739
14	\$63,940	\$69,069	\$68,946	\$74,477
15	\$64,579	\$69,759	\$69,636	\$75,222
16	\$65,225	\$70,456	\$70,332	\$75,973
17	\$65,877	\$71,161	\$71,035	\$76,733
18	\$66,535	\$71,872	\$71,745	\$77,500
19	\$67,201	\$72,591	\$72,462	\$78,275
20	\$67,872	\$73,317	\$73,187	\$79,058
21	\$68,483	\$73,976	\$73,920	\$79,849
22	\$69,236	\$74,790	\$74,658	\$80,646
23	\$69,930	\$75,539	\$75,405	\$81,453
24	\$70,630	\$76,295	\$76,160	\$82,269
25	\$71,335	\$77,057	\$76,921	\$83,091
26	\$72,048	\$77,827	\$77,689	\$83,921
27	\$72,770	\$78,607	\$78,467	\$84,762
28	\$73,497	\$79,392	\$79,251	\$85,608
29	\$74,232	\$80,186	\$80,045	\$86,465
30	\$74,973	\$80,987	\$80,843	\$87,328
31	\$75,723	\$81,797	\$81,652	\$88,202
32	\$76,482	\$82,617	\$82,469	\$89,085
33	\$77,237	\$83,441	\$83,293	\$89,975
34	\$78,017	\$84,276	\$84,126	\$90,874
35	\$78,798	\$85,119	\$84,968	\$91,784

RN/LPNs are placed on a step equal to applicable, verified public K-12 experience as a school nurse.

**STUDENT SUPPORT SALARY SCHEDULE**

Step	STUDENT SUPPORT 9 MONTH SALARY SCHEDULE		
	Preschool Aide* 7.5 Hours	Paraprofessional & OCS Aide* 7 Hours	Instructional, ESL, & Driver's Ed Aide* 7 Hours
New	\$26,788	\$24,016	\$22,637
1	\$27,310	\$24,496	\$23,090
2	\$27,843	\$24,986	\$23,552
3	\$28,386	\$25,486	\$24,022
4	\$28,939	\$25,996	\$24,502
5	\$29,503	\$26,516	\$24,993
6	\$30,079	\$27,045	\$25,493
7	\$30,665	\$27,587	\$26,003
8	\$31,263	\$28,139	\$26,523
9	\$31,873	\$28,701	\$27,053
10	\$32,494	\$29,275	\$27,594
11	\$33,128	\$29,861	\$28,146
12	\$33,774	\$30,458	\$28,709
13	\$34,433	\$31,067	\$29,283
14	\$35,104	\$31,688	\$29,869
15	\$35,789	\$32,322	\$30,446

**TRANSPORTATION SALARY SCHEDULE**

<b>BUS DRIVER</b>			
<b>Step</b>	<b>Regular 0-4</b>	<b>Split Route</b>	<b>Cat I 5 hours</b>
1	\$16,499	\$8,250	\$4,125
2	\$16,829	\$8,414	\$4,208
3	\$17,165	\$8,582	\$4,291
4	\$18,022	\$9,012	\$4,377
5	\$18,383	\$9,191	\$4,465
6	\$18,751	\$9,376	\$4,554
7	\$19,126	\$9,563	\$4,645
8	\$19,509	\$9,754	\$4,738
9	\$19,898	\$9,949	\$4,833
10	\$20,297	\$10,148	\$4,930
11 to 12	\$21,565	\$10,782	\$5,225
13 to 15	\$22,913	\$11,457	\$5,487
16 to 21	\$24,345	\$12,173	\$5,761
22 to 24	\$25,866	\$12,934	\$6,049
25 to 27	\$27,483	\$13,741	\$6,352
28+	\$29,236	\$14,619	\$6,669

<b>Step</b>	<b>Bus Mechanic* 12-Month</b>
0	\$57,399
1	\$58,116
2	\$58,841
3	\$59,580
4	\$60,324
5	\$61,077
6	\$61,841
7	\$62,613
8	\$63,395
9	\$61,847
10	\$64,991
11	\$65,803
12	\$66,626
13	\$67,458
14	\$68,302
15	\$69,156
16	\$70,020
17	\$70,896
18	\$71,781
19	\$72,678
20	\$73,586

<b>BUS DRIVER FIELD TRIPS</b>	
<b>Length of Trip</b>	<b>Rate of Pay</b>
3 Hour Minimum	\$15.00 per hour

\*\*\*\* A split route may only be assigned to a current Gulf Shores City School employee as am or pm shift only. Classified employees will be expected to complete an agreed upon overtime rate agreement. A split route should not interfere with regular work hours.

Field trips of eight (8) hours or more will be paid a food/meal allowance at the current US General Services Administration Continental United States (CONUS) rate. Employees will be reimbursed on a per diem rate and receipts are not required to be turned in. Food/meal allowance is now allowable for local travel. Pay for food/meal allowance is paid by the sponsoring organization and is in addition to the hourly rate of pay.

It is understood that on overnight trips, the sponsoring organization will pay for driver's motel/hotel room. Eight (8) hours of sleep time is not compensable for overnight field trips.

Athletic coaches driving field trips will not be paid from this schedule during the time they are performing their coaching duties.

**CHILD NUTRITION PROGRAM SALARY SCHEDULE\***

Step	187 Days CNP Manager*	187 Days CNP Manager*	240 Days CNP Coordinator*
	Under 350 Avg Daily Meals	Over 350+ Avg Daily Meals	
	8 Hours	8 Hours	8 Hours
New	\$25,649	\$27,308	\$65,292
1	\$26,034	\$27,717	\$66,271
2	\$26,815	\$28,550	\$67,266
3	\$27,619	\$29,406	\$68,274
4	\$28,724	\$30,582	\$69,299
5	\$29,873	\$31,805	\$70,338
6	\$31,068	\$33,077	\$71,393
7	\$31,571	\$33,613	\$72,464
8	\$32,089	\$34,165	\$73,552
9	\$32,623	\$34,733	\$74,655
10	\$33,172	\$35,317	\$75,773
11	\$33,803	\$35,988	\$76,532
12	\$34,434	\$36,661	\$77,297
13	\$35,065	\$37,332	\$78,070
14	\$35,696	\$38,004	\$78,851
15	\$36,326	\$38,675	\$79,638
16	\$36,957	\$39,347	\$80,435
17	\$37,589	\$40,020	\$81,240
18	\$38,219	\$40,691	\$82,052
19	\$38,851	\$41,363	\$82,865
20	\$39,481	\$42,034	\$83,685
21-23	\$40,073	\$42,665	\$84,513
24-26	\$40,675	\$43,304	\$85,781
27+	\$41,285	\$43,954	\$87,067

The ADME is based on Average Daily Meal Equivalents for 3 consecutive months of the preceding or current school year. ADMT time equivalents are as follows: March-May effective first day of contract year, August-November effective December 1 and December-February effective March 1.

**CHILD NUTRITION PROGRAM SALARY SCHEDULE\***

Step	185 Days CNP Assistant Manager*	185 Days CNP Worker*	185 Days CNP Worker*
	7.5 Hours	7.5 Hours	6.5 Hours
New	\$22,751	\$21,229	\$18,398
1	\$23,093	\$21,547	\$18,675
2	\$23,786	\$22,194	\$19,234
3	\$24,499	\$22,859	\$19,811
4	\$25,478	\$23,774	\$20,604
5	\$26,498	\$24,725	\$21,428
6	\$27,558	\$25,714	\$22,286
7	\$28,003	\$26,130	\$22,646
8	\$28,463	\$26,559	\$23,018
9	\$28,937	\$27,000	\$23,400
10	\$29,425	\$27,455	\$23,795
11	\$29,983	\$27,977	\$24,246
12	\$30,543	\$28,500	\$24,700
13	\$31,103	\$29,021	\$25,151
14	\$31,662	\$29,543	\$25,605
15	\$32,221	\$30,066	\$26,057
16	\$32,782	\$30,588	\$26,509
17	\$33,342	\$31,110	\$26,962
18	\$33,900	\$31,632	\$27,414
19	\$34,461	\$32,155	\$27,868
20	\$35,020	\$32,676	\$28,319
21	\$35,588	\$33,206	\$28,778
22	\$36,165	\$33,745	\$29,246
23	\$36,751	\$34,292	\$29,720
24	\$37,347	\$34,848	\$30,202
25	\$37,954	\$35,414	\$30,692
26+	\$38,523	\$35,945	\$31,152



**OFFICE SUPPORT SALARY SCHEDULE\***

Step	High School Registrar* 12-Month	MS, Elem Registrar* 12-Month	HS, MS, Elem Bookkeeper* 12-Month	HS, MS, Elem Clerk* 10-Month	HS, MS, Elem Clerk* 12-Month
<b>New</b>	\$41,181	\$35,897	\$41,181	\$26,284	\$31,228
<b>1</b>	\$41,835	\$37,546	\$41,835	\$26,537	\$31,529
<b>2</b>	\$42,486	\$37,886	\$42,486	\$26,765	\$31,800
<b>3</b>	\$43,172	\$38,540	\$43,172	\$27,271	\$32,401
<b>4</b>	\$43,822	\$39,192	\$43,822	\$27,754	\$32,975
<b>5</b>	\$46,123	\$41,181	\$46,123	\$28,975	\$34,426
<b>6</b>	\$48,609	\$43,822	\$48,609	\$29,709	\$35,298
<b>7</b>	\$49,262	\$44,476	\$49,262	\$30,714	\$36,492
<b>8</b>	\$49,759	\$45,130	\$49,759	\$31,731	\$37,700
<b>9</b>	\$50,410	\$45,781	\$50,410	\$32,987	\$39,193
<b>10</b>	\$51,719	\$47,117	\$51,719	\$34,291	\$40,742
<b>11</b>	\$52,237	\$47,589	\$52,237	\$34,634	\$41,149
<b>12</b>	\$52,759	\$48,064	\$52,759	\$34,980	\$41,561
<b>13</b>	\$53,287	\$48,545	\$53,287	\$35,330	\$41,976
<b>14</b>	\$53,819	\$49,031	\$53,819	\$35,683	\$42,396
<b>15</b>	\$54,358	\$49,521	\$54,358	\$36,040	\$42,820
<b>16</b>	\$54,901	\$50,016	\$54,901	\$36,400	\$43,248
<b>17</b>	\$55,450	\$50,516	\$55,450	\$36,764	\$43,681
<b>18-20</b>	\$56,005	\$51,021	\$56,005	\$37,132	\$44,117
<b>21-23</b>	\$56,565	\$51,532	\$56,565	\$37,503	\$44,558
<b>24-26</b>	\$57,130	\$52,047	\$57,130	\$37,878	\$45,004
<b>27+</b>	\$57,702	\$52,567	\$57,702	\$38,257	\$45,454

**Local School Finance Personnel Annual Supplement: \$3,500** - Business and Finance personnel completing AASBO Local School Financial Management Certificate Program (LSFM) will receive an annual supplement. Upon completing, each graduate is required to continue their training by obtaining 9 hours of CPE credit approved by AASBO Certificate Committee.

**MAINTENANCE SUPPORT SALARAY SCHEDULE\***

Step	Maintenance Custodian*
New	\$32,476
1	\$33,139
2	\$33,802
3	\$34,816
4	\$35,450
5	\$36,083
6	\$37,917
7	\$38,550
8	\$39,182
9	\$39,813
10	\$42,226
11	\$42,856
12	\$43,485
13	\$44,117
14	\$44,746
15	\$45,378
16	\$46,007
17	\$47,252
18-20	\$47,724
21-23	\$48,201
24-26	\$48,684
27+	\$49,170

Step	Bldg. & Grounds Manager*
New	\$38,270
1	\$38,844
2	\$40,010
3	\$41,210
4	\$42,858
5	\$44,572
6	\$46,355
7	\$47,106
8	\$47,879
9	\$48,675
10	\$49,494
11	\$50,435
12	\$51,745
13	\$52,318
14	\$53,259
15	\$54,200

Step	Maintenance Specialist*
New	\$53,590
1	\$54,394
2	\$55,210
3	\$56,038
4	\$56,878
5	\$57,731
6	\$58,597
7	\$59,741
8	\$60,638
9	\$61,547
10	\$62,470

Step	Director of School Operations**
0-2	\$76,099
3-5	\$79,133
6-8	\$82,308
9-11	\$85,602
12-14	\$89,026
15-17	\$92,586
18-20	\$96,291
21-23	\$100,141
24-26	\$104,147
>27	\$108,313

**MAINTENANCE SUPPLEMENTAL PAY**

Employees working in the area of manual trades who have a certificate, special trade’s diploma, license, or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to the Human Resources Department within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Certification/License/Diploma	Supplemental Pay	Job/Trade
AESBL Recognized Certifications: Access Control-Low Voltage and/or Locksmith Training Certificate	\$250	Any Trade; per certificate and not to exceed two certificates
2 year Trade School Certificate or Associate Degree in Trade from a regionally accredited or DEAC program related to the field in which the employee is working.	\$591	Any trade
Mitsubishi/Daikin VRF System Training Certification	\$591	HVAC
Satisfactory scores on NOCTI Test*	\$591	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	\$591	HVAC
Current Journeyman (renewable annually)	\$886	Any trade
Alabama Refrigeration Contractors Certification (renewable annually)	\$1,181	HVAC
Heating & Air Conditioning Contractors Certification (renewable annually)	\$1,181	HVAC
Master (renewable annually)	\$1,181	Any trade
If an employee who holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing intenty for said licenses, the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card.	\$1,181	Any trade

1. A maximum of two supplements may be combined if related to the area of work of the employee.
2. Employees who have certification must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

\*NOCTI-National Occupational Competency Testing Institute- [www.nocti.org](http://www.nocti.org)

**INFORMATION TECHNOLOGY SALARY SCHEDULE\***

Step	IT Specialist * 12-Month
New	\$37,733
1	\$40,751
2	\$43,771
3	\$44,633
4	\$45,495
5	\$46,360
6	\$47,222
7	\$48,086
8	\$48,948
9	\$49,811
10	\$50,631
11-13	\$51,643
14-16	\$52,676
17-19	\$53,730
20-22	\$54,804
23-26	\$55,901
27+	\$57,019

**CENTRAL OFFICE PERSONNEL SALARY SCHEDULE**

Step	Central Office Personnel*** 12-Month	Central Office Manager 12-Month
New	\$92,075	\$56,228
1	\$93,458	\$57,353
2	\$94,859	\$58,499
3	\$96,282	\$59,670
4	\$100,680	\$60,863
5	\$102,190	\$62,080
6	\$103,723	\$63,322
7	\$105,279	\$64,588
8	\$106,858	\$65,880
9	\$108,437	\$67,198
10+	\$110,063	\$68,542

\*\*\*Director of Educational Technology & Student Support Services; Human Resources Coordinator

**Payroll/Personnel Certificate Program Annual Supplement: \$3,500** - Payroll and Human Resources personnel completing AASBO Payroll/Personnel Certificate Program will receive an annual supplement. Upon completion, each graduate is required to continue their training by obtaining 12 hours of CPE credit approved by AASBO Certificate Committee.

**CENTRAL OFFICE PERSONNEL SALARY SCHEDULE**

<b>Director - 10 Month</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctoral</b>
0-2	\$56,080	\$64,490	\$69,539	\$74,584
3-5	\$61,682	\$70,935	\$76,485	\$82,047
6-8	\$64,387	\$74,042	\$79,860	\$85,632
9-11	\$67,664	\$77,811	\$83,923	\$89,990
12-14	\$69,715	\$80,169	\$86,466	\$92,719
15-17	\$71,827	\$82,599	\$89,086	\$95,527
18-20	\$74,002	\$85,100	\$91,785	\$98,422
21-23	\$76,245	\$87,680	\$94,567	\$101,403
24-26	\$78,555	\$90,337	\$97,434	\$104,476
27-29	\$80,937	\$93,074	\$100,385	\$107,643
30-32	\$83,389	\$95,895	\$103,426	\$110,904
33-35	\$85,915	\$98,799	\$106,560	\$114,264

<b>Director- 12 Month</b>				
<b>Step</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctoral</b>
0-2	\$66,630	\$76,622	\$82,621	\$88,615
3-5	\$73,285	\$84,279	\$90,873	\$97,482
6-8	\$76,500	\$87,970	\$94,883	\$101,740
9-11	\$80,393	\$92,448	\$99,710	\$106,919
12-14	\$82,829	\$95,250	\$102,732	\$110,161
15-17	\$85,339	\$98,137	\$105,845	\$113,498
18-20	\$87,923	\$101,109	\$109,052	\$116,937
21-23	\$90,588	\$104,174	\$112,357	\$120,479
24-26	\$93,333	\$107,331	\$115,763	\$124,130
27-29	\$96,163	\$110,583	\$119,269	\$127,892
30-32	\$99,076	\$113,935	\$122,882	\$131,767
33-35	\$102,078	\$117,385	\$126,606	\$135,759

**RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES  
& SUBSTITUTE/PART-TIME RATES**

<b>Certified Employees: Type of Work</b>		<b>Rate</b>
Teachers (Summer School, Homebound, Saturday School, Resource, Tutor, & Part-Time Instructor)	\$32.00	per hour
Teaching during Planning Period	Teacher's hourly rate	
All other certified or teacher rates not identified	\$32.00	per hour
Summer Literacy Program Teacher	\$250.00	per day
Local Travel Stipend**	\$250.00	per month
Grant Funded Programs: Hourly rate of pay may differ due to rate identified in grant guidelines		
<b>Classified Employees: Type of Work</b>		<b>Rate</b>
(working outside regular contract or for part-time workers)		
RN Nurse - for additional work outside contract	per hourly rate	
LPN- for as needed part-time work	per hourly rate	
Professional/Specialized Classified	per hourly rate	
CNP Employee (outside regular contract)	per hourly rate	
Head Custodian Supplement: rate per supervised custodian	\$900	
Nurse Team Leader Annual Supplement	\$5,000	
<b>Unless otherwise defined by specific program or grant.</b>		
<b>Substitutes</b>		<b>Rate</b>
<b>Teacher Substitutes Positions</b>		
Teacher Substitute - non-certified	\$115.00	per day
Teacher Substitute- 4 year degree	\$150.00	per day
Teacher Substitute -certified	\$180.00	per day
<b>Classified and other Non-Teaching Positions</b>		
Bus Driver	\$90.65	per day
Licensed LPN	\$16.00	per hour
Registered Nurse (RN Licensed)	\$32.00	per hour
Bus Aide	\$40.00	per trip
All other Support Subs	\$15.00	per hour
<b>Support Substitutes for Extended Period Vacancies****</b>		
Certified Long-Term Substitute	\$306.00	per day
Nurse (RN Licensed)	\$36.66	per hour
Nurse (LPN Licensed)	\$25.95	per hour
HR Assistant	\$30.00	per hour
Transportation Assistant	\$25.00	per hour
Bookkeeper/Registrar	\$19.00	per hour
Clerk	\$16.26	per hour
Paraprofessional	\$18.85	per hour
Preschool Aide	\$19.10	per hour
****Preapproved by the Superintendent for assignment longer than 20 consecutive days		