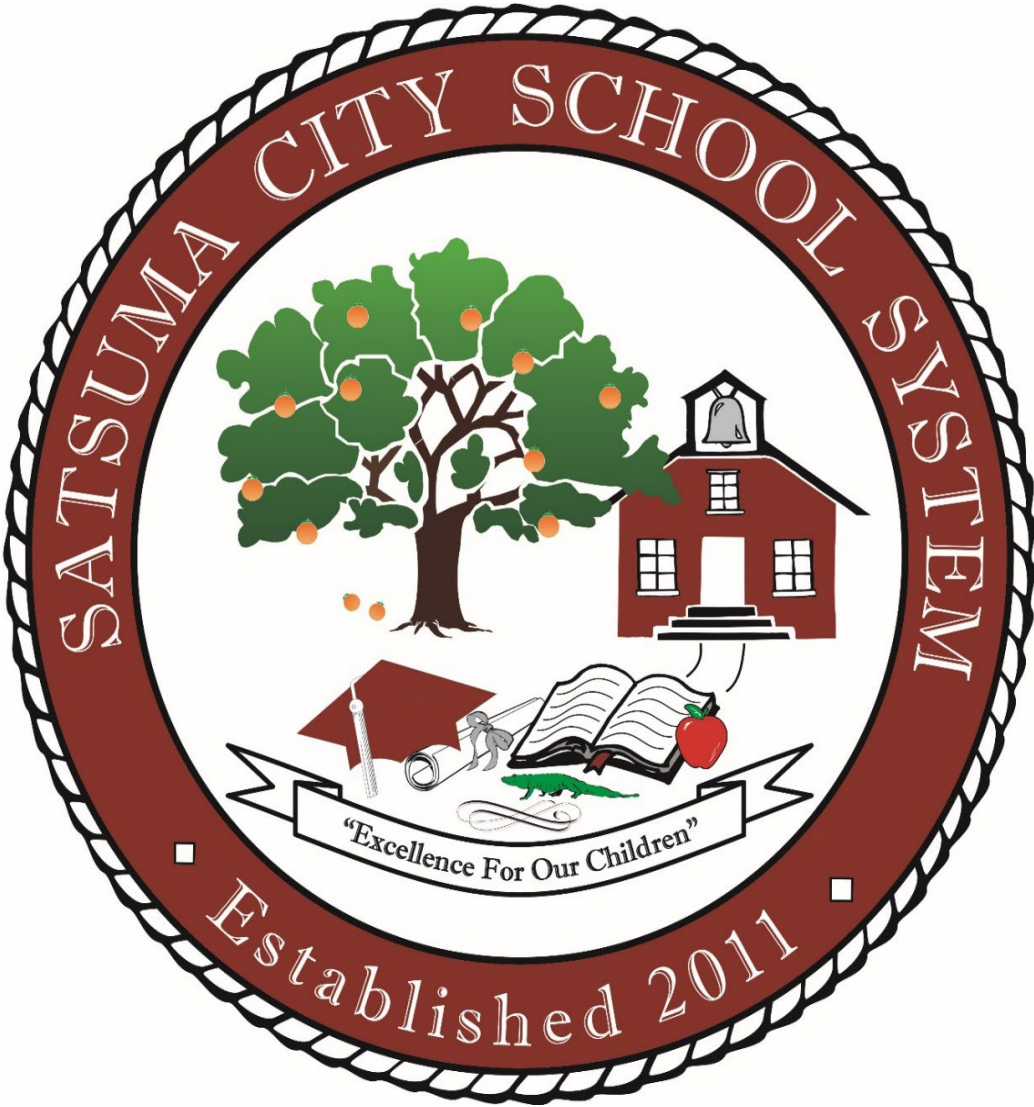


**CITY OF SATSUMA BOARD OF EDUCATION
FISCAL YEAR 2023-2024
SALARY SCHEDULE**



**FY 2023-2024 STATE OF ALABAMA MINIMUM SALARY SCHEDULE
CLASSROOM TEACHERS AND OTHER CERTIFIED EMPLOYEES*
187 DAYS CONTRACT**

STEP	EXP	BACHELOR RANK B	MASTERS RANK A	EDUCATION SPECIALIST RANK AA	DOCTORAL RANK DR
1	0	44,226	50,857	54,839	58,818
2	1	44,226	50,857	54,839	58,818
3	2	44,226	50,857	54,839	58,818
4	3	48,643	55,939	60,317	64,702
5	4	48,643	55,939	60,317	64,702
6	5	48,643	55,939	60,317	64,702
7	6	50,776	58,390	62,977	67,530
8	7	50,776	58,390	62,977	67,530
9	8	50,776	58,390	62,977	67,530
10	9	52,309	60,154	64,879	69,570
11	10	52,831	60,755	65,527	70,265
12	11	53,360	61,363	66,182	70,967
13	12	53,894	61,977	66,844	71,677
14	13	54,433	62,596	67,513	72,394
15	14	54,977	63,222	68,187	73,118
16	15	55,527	63,855	68,870	73,850
17	16	56,082	64,493	69,558	74,588
18	17	56,643	65,138	70,254	75,334
19	18	57,209	65,789	70,957	76,086
20	19	57,781	66,447	71,667	76,847
21	20	58,359	67,111	72,383	77,616
22	21	58,943	67,783	73,107	78,393
23	22	59,532	68,461	73,837	79,176
24	23	60,127	69,145	74,576	79,967
25	24	60,729	69,837	75,322	80,767
26	25	61,336	70,535	76,075	81,575
27	26	61,949	71,240	76,836	82,391
28	27	62,569	71,952	77,604	83,215
29	28	63,195	72,672	78,380	84,047
30	29	63,827	73,399	79,164	84,888
31	30	64,464	74,133	79,955	85,737
32	31	65,109	74,874	80,755	86,593
33	32	65,761	75,623	81,563	87,459
34	33	66,418	76,379	82,379	88,335
35	34	67,082	77,143	83,202	89,218
36	35	67,753	77,914	84,034	90,109

*COUNSELORS 187 DAYS

*LIBRARIANS 187 DAYS

*Certified administrators are paid an additional \$3,867 for a AA certificate.

*Certified administrators are paid an additional \$4,282 for a doctorate.

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FY 2023-2024 STATE OF ALABAMA MINIMUM SALARY SCHEDULE					
CLASSROOM TEACHERS AND OTHER EMPLOYEES*					
202 DAYS CONTRACT					
STEP	EXP	BACHELOR RANK B	MASTERS RANK A	EDUCATION SPECIALIST RANK AA	DOCTORAL RANK DR
1	0	47,774	54,936	59,238	63,536
2	1	47,774	54,936	59,238	63,536
3	2	47,774	54,936	59,238	63,536
4	3	52,545	60,426	65,155	69,892
5	4	52,545	60,426	65,155	69,892
6	5	52,545	60,426	65,155	69,892
7	6	54,849	63,074	68,029	72,947
8	7	54,849	63,074	68,029	72,947
9	8	54,849	63,074	68,029	72,947
10	9	56,505	64,979	70,083	75,150
11	10	57,069	65,628	70,783	75,901
12	11	57,640	66,285	71,491	76,660
13	12	58,217	66,948	72,206	77,426
14	13	58,799	67,617	72,928	78,201
15	14	59,387	68,293	73,657	78,983
16	15	59,981	68,977	74,394	79,774
17	16	60,581	69,666	75,138	80,571
18	17	61,187	70,363	75,889	81,377
19	18	61,798	71,066	76,649	82,189
20	19	62,416	71,777	77,416	83,011
21	20	63,040	72,494	78,189	83,842
22	21	63,671	73,220	78,971	84,681
23	22	64,307	73,953	79,760	85,527
24	23	64,950	74,691	80,558	86,381
25	24	65,600	75,439	81,364	87,246
26	25	66,256	76,193	82,177	88,118
27	26	66,918	76,954	82,999	89,000
28	27	67,588	77,724	83,829	89,890
29	28	68,264	78,501	84,667	90,789
30	29	68,947	79,287	85,514	91,697
31	30	69,635	80,079	86,369	92,614
32	31	70,332	80,880	87,233	93,539
33	32	71,036	81,689	88,105	94,474
34	33	71,746	82,506	88,987	95,421
35	34	72,463	83,331	89,876	96,375
36	35	73,188	84,164	90,775	97,337

*COUNSELORS 202 Days

*CAREER COACH 202 Days

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**FY 2023-2024 STATE OF ALABAMA MINIMUM SALARY SCHEDULE
CLASSROOM TEACHERS AND OTHER CERTIFIED EMPLOYEES
240 DAYS CONTRACT**

STEP	EXP	BACHELOR RANK B	MASTERS RANK A	EDUCATION SPECIALIST RANK AA	DOCTORAL RANK DR
1	0	56,761	65,271	70,382	75,488
2	1	56,761	65,271	70,382	75,488
3	2	56,761	65,271	70,382	75,488
4	3	62,430	71,793	77,412	83,040
5	4	62,430	71,793	77,412	83,040
6	5	62,430	71,793	77,412	83,040
7	6	65,167	74,939	80,826	86,670
8	7	65,167	74,939	80,826	86,670
9	8	65,167	74,939	80,826	86,670
10	9	67,135	77,203	83,267	89,288
11	10	67,804	77,974	84,099	90,180
12	11	68,483	78,755	84,939	91,081
13	12	69,169	79,543	85,789	91,992
14	13	69,861	80,337	86,648	92,912
15	14	70,559	81,141	87,513	93,841
16	15	71,265	81,953	88,389	94,781
17	16	71,977	82,772	89,272	95,728
18	17	72,697	83,600	90,166	96,685
19	18	73,423	84,435	91,068	97,650
20	19	74,157	85,280	91,979	98,627
21	20	74,899	86,132	92,898	99,614
22	21	75,649	86,994	93,827	100,611
23	22	76,405	87,864	94,764	101,616
24	23	77,168	88,742	95,713	102,631
25	24	77,941	89,630	96,670	103,658
26	25	78,720	90,526	97,636	104,695
27	26	79,507	91,431	98,613	105,742
28	27	80,302	92,345	99,599	106,800
29	28	81,106	93,269	100,595	107,868
30	29	81,917	94,202	101,601	108,947
31	30	82,735	95,144	102,616	110,037
32	31	83,562	96,095	103,643	111,135
33	32	84,399	97,056	104,680	112,247
34	33	85,242	98,027	105,727	113,371
35	34	86,095	99,007	106,783	114,504
36	35	86,956	99,997	107,851	115,648

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**FY 2023-2024 STATE OF ALABAMA MINIMUM SALARY SCHEDULE
TEAMS PROGRAM*
189 DAYS CONTRACT**

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

*SPECIAL CONDITIONS APPLY TO PARTICIPATE IN THE TEAMS PROGRAM.

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
ASSISTANT PRINCIPALS*
202 AND 240 DAYS CONTRACT**

STEP**	ELEMENTARY		SECONDARY	
	202 DAYS	240 DAYS	202 DAYS	240 DAYS
0	69,133	82,138	73,347	87,145
1	70,170	83,370	74,447	88,451
2	71,223	84,620	75,564	89,778
3	72,290	85,890	76,697	91,125
4	73,375	87,178	77,847	92,493
5	74,475	88,487	79,015	93,880
6	75,592	89,814	80,201	95,287
7	76,726	91,160	81,404	96,716
8	77,878	92,528	82,625	98,168
9	79,046	93,915	83,863	99,640
10	80,231	95,324	85,122	101,135
11	81,435	96,754	86,399	102,652
12	82,657	98,206	87,696	104,192
13	83,897	99,680	89,010	105,755
14	85,155	101,174	90,347	107,341
15	86,432	102,692	91,702	108,950
16	87,728	104,232	93,078	110,585
17	89,045	105,795	94,473	112,244
18	90,380	107,383	95,891	113,928
19	91,736	108,993	97,329	115,636
20	93,112	110,627	98,789	117,371
21	94,509	112,287	100,271	119,132
22	95,926	113,972	101,776	120,920
23	97,364	115,681	103,302	122,734
24	98,825	117,416	104,852	124,574
25	100,307	119,178	106,425	126,443
26	101,811	120,965	108,021	128,339
27+	103,339	122,779	109,641	130,265

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**Steps are compensation steps, not experience steps. Placement on salary schedule to be determined by the Superintendent and approved by the Board.

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
ADMINISTRATIVE / PROFESSIONAL
240 DAYS CONTRACT**

STEP**	CENTRAL OFFICE COORDINATOR CERTIFIED	CENTRAL OFFICE DIRECTOR CERTIFIED	ASSISTANT SUPERINTENDENT
0	65,029	90,377	95,923
1	66,005	91,733	97,361
2	66,995	93,109	98,822
3	67,999	94,506	100,304
4	69,020	95,923	101,808
5	70,056	97,361	103,336
6	71,106	98,822	104,886
7	72,172	100,304	106,458
8	73,255	101,808	108,055
9	74,355	103,336	109,677
10	75,470	104,886	111,322
11	76,601	106,458	112,992
12	77,751	108,055	114,687
13	78,916	109,677	116,406
14	80,100	111,322	118,153
15	81,302	112,992	119,925
16	82,522	114,687	121,725
17	83,759	116,406	123,551
18	85,016	118,153	125,404
19	86,291	119,925	127,285
20	87,585	121,725	129,194
21	88,898	123,551	131,132
22	90,231	125,404	133,099
23	91,585	127,285	135,095
24	92,959	129,194	137,121
25	94,353	131,132	139,178
26	95,768	133,099	141,266
27+	97,204	135,095	143,385

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schedule to be determined by the Superintendent and approved by the Board.

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
CLERICAL POSITIONS-CENTRAL OFFICE AND LOCAL SCHOOLS
VARYING LENGTH CONTRACT DAYS***

STEP**	SECRETARY RECEPTIONIST 187 DAYS	SECRETARY RECEPTIONIST 202 DAYS	SECRETARY RECEPTIONIST 240 DAYS	BOOKKEEPER 202 DAYS	BOOKKEEPER 240 DAYS	ACCOUNTING / ADMIN. ASST. 240 DAYS	NETWORK TECHNICIAN 240 DAYS
0	22,474	24,278	28,847	27,768	32,992	50,727	44,068
1	22,810	24,642	29,279	28,185	33,487	51,488	44,729
2	23,152	25,011	29,719	28,607	33,988	52,260	45,399
3	23,499	25,387	30,164	29,036	34,498	53,044	46,081
4	23,852	25,767	30,617	29,472	35,016	53,840	46,772
5	24,210	26,154	31,076	29,914	35,541	54,648	47,473
6	24,573	26,547	31,542	30,362	36,074	55,468	48,185
7	24,941	26,944	32,016	30,818	36,616	56,300	48,907
8	25,315	27,348	32,496	31,280	37,165	57,144	49,641
9	25,695	27,758	32,984	31,750	37,723	58,001	50,386
10	26,080	28,174	33,478	32,226	38,289	58,871	51,141
11	26,472	28,597	33,980	32,709	38,863	59,755	51,908
12	26,869	29,026	34,490	33,200	39,446	60,651	52,687
13	27,272	29,461	35,007	33,698	40,038	61,561	53,477
14	27,681	29,903	35,532	34,204	40,639	62,484	54,279
15	28,096	30,352	36,065	34,717	41,249	63,422	55,093
16	28,517	30,807	36,606	35,238	41,868	64,373	55,920
17	28,945	31,269	37,155	35,766	42,496	65,339	56,759
18	29,379	31,738	37,712	36,303	43,134	66,319	57,611
19	29,820	32,214	38,278	36,848	43,780	67,314	58,476
20	30,267	32,697	38,852	37,400	44,437	68,324	59,353
21	30,721	33,187	39,435	37,961	45,103	69,349	60,243
22	31,182	33,685	40,027	38,531	45,780	70,389	61,147
23	31,650	34,190	40,627	39,109	46,466	71,445	62,064
24	32,125	34,703	41,236	39,695	47,163	72,517	62,995
25	32,607	35,224	41,855	40,291	47,871	73,604	63,941
26	33,096	35,752	42,483	40,896	48,589	74,708	64,900
27+	33,592	36,288	43,120	41,509	49,318	75,829	65,874

*All positions are eight (8) work hours per day.

**Steps are compensation steps, not experience steps. Placement on salary schedule to be determined by the Superintendent and approved by the Board.

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
TECHNICAL AND MAINTENANCE POSITIONS
VARYING LENGTH CONTRACT DAYS***

STEP**	CUSTODIAN 187 DAYS	CUSTODIAN 240 DAYS	MAINTENANCE TECHNICIAN 240 DAYS	MAINTENANCE SPECIALIST 240 DAYS	MAINTENANCE SUPERVISOR 240 DAYS	PARAPRO AIDE 187--7 HRS/DAY	PREK- AIDE 187--7.5 HRS/DAY
0	22,739	29,182	30,023	42,283	52,175	20,606	21,640
1	23,080	29,620	30,474	42,918	52,957	20,915	21,965
2	23,425	30,065	30,930	43,562	53,752	21,229	22,294
3	23,776	30,515	31,395	44,215	54,558	21,548	22,629
4	24,133	30,973	31,866	44,878	55,376	21,871	22,968
5	24,495	31,437	32,344	45,551	56,206	22,199	23,313
6	24,863	31,909	32,830	46,235	57,050	22,532	23,663
7	25,236	32,387	33,322	46,928	57,905	22,869	24,018
8	25,614	32,873	33,822	47,632	58,774	23,212	24,378
9	25,999	33,365	34,329	48,347	59,656	23,560	24,744
10	26,388	33,866	34,844	49,072	60,550	23,913	25,115
11	26,784	34,374	35,366	49,808	61,458	24,272	25,492
12	27,186	34,890	35,897	50,555	62,380	24,636	25,874
13	27,594	35,413	36,435	51,313	63,315	25,005	26,263
14	28,008	35,945	36,982	52,083	64,265	25,381	26,657
15	28,428	36,484	37,537	52,865	65,229	25,761	27,057
16	28,854	37,031	38,100	53,657	66,207	26,148	27,462
17	29,287	37,586	38,671	54,462	67,201	26,540	27,875
18	29,726	38,150	39,252	55,279	68,208	26,938	28,293
19	30,172	38,722	39,840	56,108	69,231	27,342	28,717
20	30,625	39,303	40,438	56,950	70,270	27,752	29,148
21	31,084	39,893	41,045	57,804	71,324	28,168	29,585
22	31,550	40,491	41,661	58,671	72,393	28,591	30,029
23	32,023	41,098	42,286	59,551	73,480	29,019	30,480
24	32,503	41,714	42,921	60,444	74,582	29,455	30,937
25	32,991	42,340	43,564	61,351	75,701	29,896	31,401
26	33,486	42,975	44,218	62,271	76,837	30,345	31,872
27+	33,988	43,620	44,881	63,205	77,989	30,800	32,350

*All positions are eight (8) work hours per day, unless noted otherwise.

**Steps are compensation steps, not experience steps. Placement on salary schedule to be determined by the Superintendent and approved by the Board.

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
TRANSPORTATION-BUS DRIVERS AND BUS AIDES
182 DAYS CONTRACT**

STEP*	BUS DRIVERS			BUS DRIVER SUPPLEMENTS		BUS AIDES	BUS AIDES
	Regular 0-4 Hours	Grandfathered**	Split Route ***	CAT I 5 Hours	CAT II 6 Hours	4 HOURS	6 HOURS
0	15,414	17,668	7,707	3,011	6,022	10,948	16,422
1	15,646	17,934	7,823	3,056	6,112	11,112	16,669
2	15,880	18,203	7,940	3,102	6,204	11,279	16,919
3	16,119	18,476	8,060	3,149	6,297	11,448	17,173
4	16,361	18,753	8,181	3,196	6,392	11,620	17,430
5	16,606	19,034	8,303	3,244	6,487	11,794	17,691
6	16,856	19,319	8,428	3,292	6,585	11,971	17,956
7	17,107	19,608	8,554	3,341	6,683	12,151	18,225
8	17,364	19,902	8,682	3,392	6,783	12,333	18,500
9	17,626	20,201	8,813	3,443	6,886	12,518	18,777
10	17,890	20,504	8,945	3,494	6,989	12,706	19,060
11	18,158	20,812	9,079	3,547	7,094	12,897	19,345
12	18,430	21,124	9,215	3,600	7,200	13,090	19,636
13	18,707	21,440	9,354	3,654	7,308	13,286	19,932
14	18,988	21,763	9,494	3,709	7,418	13,485	20,231
15	19,274	22,089	9,637	3,765	7,530	13,687	20,534
16	19,564	22,420	9,782	3,821	7,643	13,892	20,842
17	19,857	22,756	9,929	3,879	7,757	14,100	21,155
18	20,155	23,098	10,078	3,937	7,874	14,312	21,472
19	20,457	23,445	10,229	3,996	7,992	14,527	21,794
20	20,764	23,797	10,382	4,056	8,112	14,745	22,121
21	21,076	24,154	10,538	4,117	8,233	14,966	22,453
22	21,392	24,516	10,696	4,178	8,357	15,190	22,790
23	21,713	24,884	10,857	4,241	8,482	15,418	23,132
24	22,039	25,257	11,020	4,305	8,610	15,649	23,479
25	22,370	25,637	11,185	4,369	8,739	15,884	23,831
26	22,706	26,021	11,353	4,435	8,870	16,122	24,188
27+	23,047	26,412	11,524	4,502	9,003	16,364	24,551

The Transportation Department will assign routes and supplements to bus drivers on a yearly basis. The Transportation Department will determine the amount of time allotted for each route. This will determine the appropriate category for placement on the salary schedule. No continuing service status in the supplemental position is implied or should be assumed by the individual receiving the supplement.

*Steps are compensation steps, not experience steps. Placement on salary schedule to be determined by the Superintendent and approved by the Board.

** This schedule will go away once all employees on it are no longer employed with Satsuma City Schools.

***A Split Route may only be assigned to active Satsuma City School employees as a morning or an afternoon 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. All Split Routes will be advertised as temporary/part time. Neither tenure nor non-probationary status may be obtained in the split route assignment.

**FY 2023-2024 STATE OF ALABAMA MINIMUM SALARY SCHEDULE
SCHOOL NURSES AND MENTAL HEALTH COORDINATOR
182, 187, AND 202 DAYS CONTRACT**

STEP**	EXP	LPN BUS AIDE 182 DAYS 6 HOURS	LPN 187 DAYS 7.5 HOURS	RN - ASN 187 DAYS 7.5 HOURS	RN - BSN 187 DAYS 7.5 HOURS	RN - MSN 187 DAYS 7.5 HOURS	RN - DNP 187 DAYS 7.5 HOURS	MENTAL HEALTH COORDINATOR 187 DAYS
1	0	18,101	33,264	43,886	47,322	51,028	55,023	40,941
2	1	18,101	33,264	43,886	47,322	51,028	55,023	40,941
3	2	18,101	33,264	43,886	47,322	51,028	55,023	41,322
4	3	19,892	36,587	48,270	52,049	56,125	60,519	45,031
5	4	19,892	36,587	48,270	52,049	56,125	60,519	45,031
6	5	19,892	36,587	48,270	52,049	56,125	60,519	45,031
7	6	20,749	38,191	50,386	54,331	58,586	63,173	47,005
8	7	20,749	38,191	50,386	54,331	58,586	63,173	47,005
9	8	20,749	38,191	50,386	54,331	58,586	63,173	47,005
10	9	21,020	39,344	51,907	55,972	60,354	65,080	47,633
11	10	21,020	39,737	52,426	56,531	60,957	65,730	47,633
12	11	21,020	40,134	52,950	57,096	61,567	66,387	47,633
13	12	21,398	40,536	53,480	57,668	62,183	67,052	48,500
14	13	21,398	40,941	54,015	58,244	62,805	67,722	48,500
15	14	21,398	41,351	54,555	58,827	63,433	68,400	48,500
16	15	21,865	41,765	55,101	59,415	64,068	69,084	49,605
17	16	21,865	42,182	55,651	60,009	64,708	69,774	49,605
18	17	21,865	42,604	56,208	60,609	65,355	70,472	49,605
19	18	22,130	43,030	56,770	61,215	66,008	71,177	50,246
20	19	22,130	43,460	57,338	61,827	66,668	71,889	50,246
21	20	22,130	43,894	57,911	62,445	67,335	72,607	50,246
22	21	22,394	44,334	58,491	63,070	68,009	73,334	50,888
23	22	22,394	44,777	59,075	63,700	68,688	74,066	50,888
24	23	22,394	45,225	59,666	64,338	69,375	74,807	50,888
25	24	22,871	45,677	60,263	64,982	70,070	75,556	51,494
26	25	22,871	46,134	60,865	65,631	70,770	76,311	51,494
27	26	22,871	46,595	61,473	66,287	71,477	77,074	51,494
28	27	23,328	47,061	62,089	66,951	72,193	77,846	52,102
29	28	23,785	47,532	62,709	67,620	72,914	78,623	52,710
30	29	24,242	48,007	63,337	68,296	73,644	79,410	53,317
31	30	24,699	48,487	63,970	68,978	74,379	80,203	53,925
32	31	25,156	48,972	64,609	69,668	75,123	81,005	54,533
33	32	25,613	49,462	65,256	70,366	75,875	81,816	55,141
34	33	26,070	49,956	65,908	71,068	76,633	82,634	55,749
35	34	26,527	50,455	66,567	71,779	77,399	83,460	56,357
36	35	26,984	50,960	67,233	72,497	78,174	84,295	56,965

**FY 2023-2024 STATE OF ALABAMA MINIMUM SALARY SCHEDULE
CHILD NUTRITION PROGRAM POSITIONS
187 DAYS CONTRACT--VARYING HOURS PER DAY**

STEP**	CNP 5 HOURS	CNP 5.5 HOURS	CNP 6 HOURS	CNP 6.5 HOURS	CNP 7 HOURS
0	14,066	15,472	16,883	18,290	19,692
1	14,277	15,705	17,136	18,564	19,987
2	14,491	15,941	17,393	18,843	20,287
3	14,709	16,179	17,654	19,125	20,591
4	14,930	16,422	17,919	19,412	20,900
5	15,153	16,669	18,188	19,702	21,214
6	15,381	16,919	18,460	19,998	21,532
7	15,611	17,173	18,737	20,298	21,855
8	15,845	17,430	19,018	20,603	22,182
9	16,082	17,691	19,304	20,912	22,515
10	16,324	17,956	19,593	21,225	22,853
11	16,569	18,225	19,887	21,543	23,196
12	16,817	18,500	20,185	21,868	23,544
13	17,070	18,777	20,488	22,195	23,897
14	17,325	19,060	20,795	22,528	24,256
15	17,585	19,346	21,107	22,866	24,620
16	17,849	19,636	21,424	23,209	24,989
17	18,117	19,931	21,745	23,557	25,364
18	18,389	20,230	22,071	23,910	25,744
19	18,665	20,533	22,402	24,269	26,130
20	18,945	20,841	22,738	24,633	26,522
21	19,229	21,154	23,079	25,002	26,920
22	19,517	21,471	23,425	25,377	27,324
23	19,810	21,793	23,776	25,758	27,734
24	20,107	22,120	24,133	26,144	28,150
25	20,409	22,452	24,495	26,536	28,572
26	20,715	22,789	24,862	26,934	29,001
27	21,026	23,131	25,235	27,338	29,436

**Steps are compensation steps, not experience steps. Placement on salary schedule to be determined by the Superintendent and approved by the Board.

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
CHILD NUTRITION PROGRAM MANAGERS
191 DAYS CONTRACT**

CNP MANAGERS: 8 HOURS			
STEP**	AVG. MEAL EQUIV. 0-699	AVG. MEAL EQUIV. 700-999	AVG. MEAL EQUIV. 1000+
0	22,989	26,771	30,554
1	23,334	27,172	31,012
2	23,683	27,579	31,476
3	24,038	27,992	31,948
4	24,399	28,413	32,428
5	24,766	28,840	32,915
6	25,137	29,272	33,408
7	25,513	29,710	33,908
8	25,896	30,156	34,417
9	26,284	30,608	34,933
10	26,679	31,068	35,458
11	27,079	31,533	35,989
12	27,485	32,006	36,529
13	27,898	32,487	37,078
14	28,316	32,974	37,634
15	28,741	33,469	38,199
16	29,171	33,970	38,770
17	29,608	34,479	39,351
18	30,052	34,996	39,941
19	30,503	35,521	40,540
20	30,960	36,053	41,148
21	31,425	36,594	41,765
22	31,896	37,143	42,392
23	32,375	37,701	43,029
24	32,860	38,265	43,672
25	33,354	38,841	44,330
26	33,854	39,423	44,994
27+	34,362	40,015	45,670

**Steps are compensation steps, not experience steps. Placement on salary schedule to be determined by the Superintendent and approved by the Board.

EXTRA WORK RATES OF PAY FOR SCS EMPLOYEES AND SUBSTITUTES

CERTIFIED EMPLOYEES: TYPE OF WORK	REGULAR RATE (HOURLY)	SPECIAL FUNDING ACTIVITIES RATE (HOURLY)**
TEACHERS / RESOURCES TEACHERS (OUTSIDE OF CONTRACT)	\$35.00	\$50.00
TEACHERS TAKING TICKETS AT ATHLETIC EVENTS (EXEMPT EE'S ONLY)	\$25.00	N/A
TEACHERS OPERATING TIME/SCORE CLOCKS AT ATHLETIC EVENTS (EXEMPT EE'S ONLY)	\$25.00	N/A
TUTORS (DEGREED STUDENT TEACHERS, ETC)	\$20.00	N/A
CLASSIFIED EMPLOYEES: TYPE OF WORK	REGULAR RATE (HOURLY)	SPECIAL APPROVED ACTIVITIES RATE (HOURLY)**
REGISTERED NURSE (RN) - WORK OUTSIDE STANDARD CONTRACT DAYS AND HOURS	\$35.00	\$50.00
LICENSED PRACTICAL NURSE (LPN) - WORK OUTSIDE CONTRACT DAYS AND HOURS	\$25.00	\$25.00
SPECIALIZED INSTRUCTORS/SERVICES FOR SCHOOL PROGRAMS	\$15.00	N/A
BUS DRIVERS FOR FIELD TRIPS/WORK OUTSIDE CONTRACT DAYS AND HOURS (two hour minimum)***	\$15.00	N/A
SUMMER STUDENT WORKERS	\$12.50	N/A
ALL OTHER CLASSIFIED NOT IDENTIFIED	\$20.00	N/A
SUBSTITUTES: TEACHERS AND CLASSIFIED POSITIONS*	REGULAR RATE	SPECIAL FUNDING ACTIVITIES RATE (HOURLY)**
TEACHERS-NON-CERTIFIED	\$85.00 PER DAY	N/A
TEACHERS-CERTIFIED	\$95.00 PER DAY	N/A
TEACHERS-CERTIFIED, LONG TERM ASSIGNMENT, > TWENTY (20) CONSECUTIVE DAYS.	\$125.00 PER DAY	N/A
TEACHERS-CERTIFIED, PART-TIME INSTRUCTORS	\$35.00/Hr.	N/A
BUS DRIVERS	\$25.00 PER ROUTE	N/A
CLERICAL	\$7.25 PER HOUR	N/A
CHILD NUTRITION (CAFETERIA)	\$12.00 PER HOUR	N/A
PARAPROFESSIONAL (AIDE)	\$10.00 PER HOUR	N/A
<p>*Satsuma City Schools contracts with Kelly's Educational Staffing (KES) for substitute teachers, aides and CNP staff. The rates above are in the instances where the district must procure a substitute or in other positions where Kelly's does not offer substitutes.</p>		
<p>** Special rates of pay apply to activities through the summer of 2024. Employees earning the special rates must be approved by the Finance Department prior to the work being performed. After the summer of 2024, these rates of pay will revert to the regular rates.</p>		
<p>*** The bus drivers for field trips of eight hours or more will be reimbursed for meals to be paid by the sponsoring organization and is in addition to the hourly rate of pay. If the field trip is overnight, the sponsoring organization will also pay for the driver's motel/hotel room. Eight hours of sleep time is not compensable for overnight field trips. Athletic coaches driving field trips will not be paid from this hourly schedule during the time they are performing their coaching duties.</p>		
<p>EXCEPTIONS: If a particular state or federal agency or funding source requires specific (different) rate of pay or credentially, the funding source provisions would apply.</p> <p>Employees may receive cash awards or other items of value donated to them in recognition of their performance when the funds or donated items are provided by private donors to the City of Satsuma Board of Education for disbursement to the recipients of the awards. The awards must be for outstanding performance in association with a position or program of the Board of Education.</p>		

**FY 2023-2024 SATSUMA CITY SCHOOLS SALARY SCHEDULE
EXTRA-CURRICULAR SUPPLEMENTS
EFFECTIVE SEPTEMBER 1, 2023**

Guidelines and general information regarding extra-curricular supplements are described below:

- 1) Supplements are for one year only and are not included when the salary is computed.
- 2) The principal will recommend and the superintendent will approve a particular individual for a specific supplement each school year or athletic season.
- 3) No continuing service status is implied or should be assumed by the individual receiving the supplement.
- 4) Paid leave days are neither earned, nor accrued in a supplemental position.
- 5) *Summer Pre-Pay Supplements* **Grandfathered in for employees hired prior to 8/1/23** - There are six(6) positions eligible for Summer Pre-Pay Supplements. These are nine month positions that require additional time to complete the necessary work tasks. These supplements are pre-paid for the upcoming summer. If the employee does not complete this work **for any reason**, this summer pre-pay supplement will cease and the amounts pre-paid for work not performed will be deducted from the employee's remaining checks. If the balance owed exceeds the employee's remaining checks, the Board may request payment by the employee. If the employee fails to make this payment by a reasonable deadline determined by the Board, the Board may then take legal action if necessary. These positions **require employees to clock in** throughout the summer for days worked. The positions and number of days eligible are listed as follows:
 - Head Football Coach-- Fifty-three (53) days. Days worked during weekends or holidays can be substituted for regular weekly workdays.
 - Band Director--Forty (40) days
 - Offensive and Defensive Coordinators for Football--Twenty (20) days each
 - Lead Nurse--Twenty (20) days
 - Elementary Literacy coordinator--Ten (10) days
- 6) Supplements are funded with revenues from the "Local" funding source.
- 7) In the event supplement responsibilities must be transferred from one person to another, the same approval process is required for the individual assuming the supplement responsibilities. The newly appointed individual is eligible to earn the unpaid portion of the board approved supplement amount.
- 8) Athletic teams with Board approved supplements are required to have a publicly posted schedule accessible from within the Satsuma City Schools website domain.
- 9) Seasonal Athletic Supplements: All seasonal employees will be paid according to the following schedule, unless special circumstances require other arrangements. If other arrangements are required, a written request will be made to the CSFO.

SEASON	SPORT	Payments			
		1	2	3	4
FALL	Volleyball	30-Sep	31-Oct	30-Nov	31-Dec
	Football				
	Flag Football - Girls				
	Cross Country				
	Swimming				
WINTER	Basketball	30-Nov	31-Dec	31-Jan	28-Feb
	Bowling				
	Indoor Track				
	Wrestling				
SPRING	Baseball	28-Feb	31-Mar	30-Apr	31-May
	Softball				
	Tennis				
	Track & Field				
	Golf				
	Soccer				
	Fishing Team				

CONTROL NO.	POSITION	AMOUNT
S001	Athletic Director	\$1,000
S002	Athletic Director - Assistant (Boys)	\$2,000
S003	Athletic Eligibility Coordinator	\$2,000
S004	Band Director*	\$7,345
S005	Band Director, Asst.	\$2,800
S006	Baseball, Varsity Head	\$3,491
S007	Baseball, Varsity Asst.	\$2,094
S008	Baseball, Jr Varsity, Head	\$2,094
S009	Baseball, Jr. Varsity Asst.	\$1,500
S010	Baseball, Jr. High, Head	\$2,094
S011	Baseball, Jr. High Asst.	\$1,500
S012	Baseball, Pitching	\$1,000
S012A	Baseball, Varsity In-Field Pitching	\$1,000
S013	Basketball, Head Boys	\$3,491
S014	Basketball, Varsity Assistant	\$1,000
S015	Basketball, Jr. High Boys	\$2,094
S016	Basketball, Assistant Boys	\$2,094
S017	Basketball, Head Girls	\$3,491
S018	Basketball - Girls, Varsity	\$1,000
S019	Basketball Girls, JV	\$1,000
S020	Basketball, Jr. High Girls	\$2,094
S021	Basketball, Assistant Girls	\$2,094
S022	Bowling	\$2,130
S023	Cheerleader, Varsity*	\$3,491
S024	Cheerleader, Jr. Varsity*	\$1,744
S025	Cheerleader, Jr. High*	\$1,530
S026	Choral Director	\$2,500
S027	Cross Country, Head	\$2,130
S028	Cross Country, Asst.	\$1,530
S029	Dept Head, Career Tech	\$500
S030	Dept Head, English	\$500
S031	Dept Head, History	\$500
S032	Dept Head, Math	\$500
S033	Dept Head, Science	\$500
S034	Dept Head, Spec. Ed-SHS	\$500
S035	Theatre Director	\$2,500
S036	Flag Football, Head	\$2,094
S037	Football, Head*	\$7,345
S038	Football, Def. Coordinator*	\$5,000
S039	Football, Off. Coordinator*	\$5,000
S040	Football, Jr. High Head	\$2,094
S041	Football, Jr. High Assistant 1	\$1,744
S042	Football, Jr. High Assistant 2	\$1,744

CONTROL NO.	POSITION	AMOUNT
S043	Football, Assistant 1	\$3,491
S044	Football, Assistant 2	\$3,491
S045	Football, Assistant 3	\$3,491
S046	Football, Assistant 4	\$3,491
S047	Golf - Boys	\$2,130
S048	Golf - Girls	\$2,130
S049	Hi-Q	\$1,744
S050	Lead Nurse*	\$3,491
S051	Literacy Coordinator - REL*	\$2,000
S052	Numeracy Coordinator - REL*	\$2,000
S053	Outdoor Classroom - REL*	\$1,500
S054	Public Relations- CO*	\$1,000
S055	Public Relations- REL*	\$1,000
S056	Public Relations- SHS*	\$1,000
S057	Soccer - Boys Varsity	\$3,491
S058	Soccer - Boys JV	\$2,094
S059	Soccer - Boys Junior High	\$2,094
S060	Soccer - Girls Varsity	\$3,491
S061	Soccer - Girls JV	\$2,094
S062	Soccer - Girls Junior High	\$2,094
S063	Softball, Varsity Head	\$3,491
S064	Softball, Varsity Asst.	\$2,094
S065	Softball, Jr. Varsity Head	\$2,094
S066	Softball, Jr. Varsity Asst.	\$1,500
S067	Softball. Jr. High Head	\$2,094
S068	Strength Conditioning Coord.	\$2,500
S069	Swimming, Head	\$2,130
S070	Swimming, Asst.	\$1,530
S071	Technology Liaison - REL	\$1,000
S072	Technology Liaison - SHS	\$1,000
S073	Tennis, Head	\$2,130
S074	Tennis, Assistant	\$1,530
S075	Track & Field, Head	\$3,491
S076	Track & Field, Assistant 1	\$2,094
S077	Track & Field, Assistant 2	\$2,094
S078	Track Indoor, Head	\$1,530
S079	Volleyball, Head	\$3,491
S080	Volleyball, Jr. High Head	\$2,094
S081	Volleyball, Assistant	\$2,094
S082	Wrestling, Head	\$2,130
S083	Wrestling, Assistant	\$1,530
S084	Yearbook - REL	\$1,500

* Represents supplements that have been determined to be for work over a 12 month period to be paid over a 12 month period. If at any time the employee resigns or is terminated for any reason throughout the 12 month period, this supplement will be stopped and transferred to the employee who will be taking on these responsibilities.

Note: All other supplements to full time employees will be paid over a 12 month period for work performed over 9 months.