

MORGAN COUNTY BOARD OF EDUCATION



2024-2025 SALARY SCHEDULE

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Approved 4/30/24
Revised 9/17/24
#MCSunited

2024-25 CERTIFIED EMPLOYEE SALARY SCHEDULE

EXPERIENCE	Rank I		Rank II		Rank III	
	Annual	Daily Rate	Annual	Daily Rate	Annual	Daily Rate
0	\$49,583	\$268.02	\$45,269	\$244.70	\$42,000	\$227.03
1	\$49,583	\$268.02	\$45,269	\$244.70	\$42,000	\$227.03
2	\$49,583	\$268.02	\$45,269	\$244.70	\$42,000	\$227.03
3	\$49,583	\$268.02	\$45,269	\$244.70	\$42,000	\$227.03
4	\$49,583	\$268.02	\$45,269	\$244.70	\$42,000	\$227.03
5	\$53,898	\$291.34	\$49,583	\$268.02	\$45,269	\$244.70
6	\$53,898	\$291.34	\$49,583	\$268.02	\$45,269	\$244.70
7	\$53,898	\$291.34	\$49,583	\$268.02	\$45,269	\$244.70
8	\$53,898	\$291.34	\$49,583	\$268.02	\$45,269	\$244.70
9	\$53,898	\$291.34	\$49,583	\$268.02	\$45,269	\$244.70
10	\$59,498	\$321.61	\$55,145	\$298.08	\$49,228	\$266.10
11	\$59,498	\$321.61	\$55,145	\$298.08	\$49,228	\$266.10
12	\$59,498	\$321.61	\$55,145	\$298.08	\$49,228	\$266.10
13	\$59,498	\$321.61	\$55,145	\$298.08	\$49,228	\$266.10
14	\$59,498	\$321.61	\$55,145	\$298.08	\$49,228	\$266.10
15	\$61,143	\$330.50	\$56,813	\$307.10	\$52,379	\$283.13
16	\$61,143	\$330.50	\$56,813	\$307.10	\$52,379	\$283.13
17	\$61,143	\$330.50	\$56,813	\$307.10	\$52,379	\$283.13
18	\$61,143	\$330.50	\$56,813	\$307.10	\$52,379	\$283.13
19	\$61,143	\$330.50	\$56,813	\$307.10	\$52,379	\$283.13
20	\$62,499	\$337.83	\$58,167	\$314.42	\$53,955	\$291.65
21	\$62,499	\$337.83	\$58,167	\$314.42	\$53,955	\$291.65
22	\$62,499	\$337.83	\$58,167	\$314.42	\$53,955	\$291.65
23	\$62,499	\$337.83	\$58,167	\$314.42	\$53,955	\$291.65
24	\$62,499	\$337.83	\$58,167	\$314.42	\$53,955	\$291.65
25	\$67,141	\$362.92	\$60,259	\$325.72	\$55,006	\$297.33
26	\$67,141	\$362.92	\$60,259	\$325.72	\$55,006	\$297.33
27	\$67,141	\$362.92	\$60,259	\$325.72	\$55,006	\$297.33
28	\$68,717	\$371.44	\$61,835	\$334.24	\$56,582	\$305.85
29	\$68,717	\$371.44	\$61,835	\$334.24	\$56,582	\$305.85
30	\$68,717	\$371.44	\$61,835	\$334.24	\$56,582	\$305.85
		Rank IV	\$30,000.00			
		Rank	DAILY RATE			
		I	\$130.00			
		II	\$120.00			
		III	\$110.00			
		IV	\$100.00			
		64 + HRS	\$90.00			
*Certified Substitute Teachers will receive regular teacher pay after 20 consecutive days teaching in certification field. Retroactive back to first day of substituting.						
*Non-Teaching Certified Speech Pathologists & Occupational Therapists paid from Rank II.						
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CLASSIFIED SALARY SCHEDULE

2024-25

MORGAN COUNTY BOARD OF EDUCATION

AIII	STTS	SECII/SECI	INST	IAEX	COAD	LCT	HR
Acct.	Sec. to Supt.	RECEPT/	INSTR	INSTR	COMPUTER	Lead	Human
Clerk III		STAFF SUPP/ SCHOOL SEC	ASST I	ASST I	ADMN.	Computer Tech	Resources Mngr
			Stu. Emp. Coord./ jobc	Stu. Emp. Coord./ jobc			

EXP.

0	11.00	10.00	10.00	11.00	12.00	16.60	15.00	26.27
1	16.50	15.50	12.86	11.36	12.36	25.13	18.52	26.27
2	16.50	15.50	12.86	11.36	12.36	25.13	18.52	26.27
3	16.50	15.50	12.86	11.36	12.36	25.13	18.52	26.27
4	16.50	15.50	12.86	11.36	12.36	25.13	18.52	26.27
5	16.50	15.50	12.86	11.36	12.36	25.13	18.52	28.56
6	18.00	17.00	13.75	13.20	14.20	25.97	19.51	28.56
7	18.00	17.00	13.75	13.20	14.20	25.97	19.51	28.56
8	18.00	17.00	13.75	13.20	14.20	25.97	19.51	28.56
9	18.00	17.00	13.75	13.20	14.20	25.97	19.51	28.56
10	18.00	17.00	13.75	13.20	14.20	25.97	19.51	31.23
11	20.00	19.00	15.18	14.28	15.28	27.26	20.46	31.23
12	20.00	19.00	15.18	14.28	15.28	27.26	20.46	31.23
13	20.00	19.00	15.18	14.28	15.28	27.26	20.46	31.23
14	20.00	19.00	15.18	14.28	15.28	27.26	20.46	31.23
15	20.00	19.00	15.18	14.28	15.28	27.26	20.46	33.36
16	22.00	21.00	17.25	15.90	16.90	29.26	22.57	33.36
17	22.00	21.00	17.25	15.90	16.90	29.26	22.57	33.36
18	22.00	21.00	17.25	15.90	16.90	29.26	22.57	33.36
19	22.00	21.00	17.25	15.90	16.90	29.26	22.57	33.36
20	22.00	21.00	17.25	15.90	16.90	29.26	22.57	34.43
21	24.50	23.50	18.25	16.53	17.53	30.57	23.63	34.43
22	24.50	23.50	18.25	16.53	17.53	30.57	23.63	34.43
23	24.50	23.50	18.25	16.53	17.53	30.57	23.63	34.43
24	24.50	23.50	18.25	16.53	17.53	30.57	23.63	34.43
25	24.50	23.50	18.25	16.53	17.53	30.57	23.63	35.14
26	27.00	26.00	18.61	17.36	18.36	32.02	24.64	35.14
27	27.00	26.00	18.61	17.36	18.36	32.02	24.64	35.14
28	27.00	26.00	18.61	17.36	18.36	32.02	24.64	36.20
29	27.00	26.00	18.61	17.36	18.36	32.02	24.64	36.20
30	27.00	26.00	18.61	17.36	18.36	32.02	24.64	36.20

Paraeducators that have an equivalent Associate's or higher degree are to be paid from the IAEX INSTR ASST I pay scale.

Classified Substitutes are paid (\$10.00) per hour except custodians and bus drivers.

Chief Finance Officer to be paid off the Rank II Certified Schedule beginning FY 22.

Director of School Food & Nutrition will be paid from Rank III Certified Schedule beginning FY 24.

CLASSIFIED SALARY SCHEDULE

2024-25

MORGAN COUNTY BOARD OF EDUCATION

HVAC **	M II	CUST	CAIII	CKBK	MNGR
HVAC TECH MAINT		CUSTODIAN	Clerical	COOK	SFS
	TECH II		Asst. III	BAKER	MANAGER I

EXP.

0	39.30	15.00	13.00	10.00	10.76	12.19
1	39.40	15.92	13.27	12.09	11.22	12.29
2	39.50	15.92	13.27	13.11	11.27	12.55
3	39.60	15.92	13.27	14.15	11.32	12.75
4	39.70	15.92	13.27	15.17	11.37	13.01
5	39.80	15.92	13.27	15.45	11.42	13.16
6	39.90	16.63	15.01	15.77	11.48	13.41
7	40.00	16.63	15.01	16.06	11.53	13.67
8	40.10	16.63	15.01	16.33	11.63	14.48
9	40.20	16.63	15.01	16.63	11.88	14.79
10	40.30	16.63	15.01	16.91	12.19	15.05
11	40.40	17.32	15.73	17.19	12.44	15.76
12	40.50	17.32	15.73	17.48	12.70	15.96
13	40.60	17.32	15.73	17.80	12.95	16.12
14	40.70	17.32	15.73	18.06	13.26	16.27
15	40.80	17.32	15.73	18.55	13.52	16.37
16	40.90	19.29	16.52	18.96	13.77	16.58
17	41.00	19.29	16.52	19.25	14.08	16.68
18	41.10	19.29	16.52	19.62	14.38	16.83
19	41.20	19.29	16.52	20.00	14.59	16.98
20	41.30	19.29	16.52	20.89	14.84	17.34
21	41.40	20.00	17.35	21.52	15.15	17.65
22	41.50	20.00	17.35	22.23	15.40	17.85
23	41.60	20.00	17.35	22.56	15.50	18.00
24	41.70	20.00	17.35	22.88	15.61	18.16
25	41.80	20.00	17.35	23.25	15.81	18.36
26	41.90	21.00	18.22	23.72	16.01	18.56
27	42.00	21.00	18.22	24.17	16.21	18.76
28	42.00	21.00	18.22	24.62	16.41	18.96
29	42.00	21.00	18.22	25.07	16.61	19.16
30	42.00	21.00	18.22	25.45	16.81	19.36

Custodial Substitutes \$12.00 per hour
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**Morgan County Board of Education
2024-25 Classified Salary Schedule**

EXP.	Level 2/3 Dir/FR/ YSC Coor.	NURSE Registered	CLERK Clerical Asst. for Nurse	OTPT Occ & Phy Thpt & Mntl Hlth Couns
0	20.00	20.37	12.76	50,579
1	20.20	20.37	12.76	52,632
2	20.40	20.37	12.76	52,632
3	20.61	20.37	12.76	52,632
4	20.81	20.37	12.76	52,632
5	21.02	21.42	13.71	52,632
6	21.23	21.42	13.71	55,529
7	21.44	21.42	13.71	55,529
8	21.66	21.42	13.71	55,529
9	21.87	21.42	13.71	55,529
10	22.09	22.48	14.76	55,529
11	22.31	22.48	14.76	58,284
12	22.54	22.48	14.76	58,284
13	22.76	22.48	14.76	58,284
14	22.99	22.48	14.76	58,284
15	23.22	23.54	15.81	58,284
16	23.45	23.54	15.81	60,095
17	23.69	23.54	15.81	60,095
18	23.92	23.54	15.81	60,095
19	24.16	23.54	15.81	60,095
20	24.40	24.60	16.86	60,095
21	24.65	24.60	16.86	63,100
22	24.89	24.60	16.86	63,100
23	25.14	24.60	16.86	63,100
24	25.39	24.60	16.86	63,100
25	25.65	25.66	17.91	63,100
26	25.91	25.66	17.91	67,140
27	26.16	25.66	17.91	67,140
28	26.43	28.00	18.00	67,800
29	26.69	28.00	18.00	68,480
30	26.96	28.00	18.00	69,165

**Morgan County Board of Education
2024-25 Transportation Department**

Bus Dr/BD1/

Bus Mechanic

Assist.	MECH	BMON	TRMG
	LEAD****		TRANS.
TRIPS= TO HRLY	Mechanic	Bus Monitor	MNGR
RATE		/ Dispatcher	

*ASE
Certified--
Add \$1,000

EXP.

0	20.00	20.00	10.50	31.25
1	20.50	20.50	11.00	32.00
2	20.50	20.50	11.00	32.00
3	20.50	20.50	11.00	32.00
4	20.50	20.50	11.00	32.00
5	20.50	20.50	11.00	32.00
6	21.00	21.00	11.50	33.00
7	21.00	21.00	11.50	33.00
8	21.00	21.00	11.50	33.00
9	21.00	21.00	11.50	33.00
10	21.00	21.00	11.50	33.00
11	21.50	21.50	13.50	34.00
12	21.50	21.50	13.50	34.00
13	21.50	21.50	13.50	34.00
14	21.50	21.50	13.50	34.00
15	21.50	21.50	13.50	34.00
16	22.00	22.00	15.00	35.00
17	22.00	22.00	15.00	35.00
18	22.00	22.00	15.00	35.00
19	22.00	22.00	15.00	35.00
20	22.00	22.00	15.00	35.00
21	22.50	22.50	16.00	36.00
22	22.50	22.50	16.00	36.00
23	22.50	22.50	16.00	36.00
24	22.50	22.96	16.00	36.00
25	22.50	23.27	16.00	36.00
26	23.00	23.65	17.00	37.00
27	23.00	24.05	17.00	37.00
28	23.00	24.45	17.00	37.00
29	23.00	24.90	17.00	37.00
30	23.00	25.35	17.00	37.00

Substitute Driver Pay = years of verified experience

Bus Driver Trainer Pay = to current hourly rate

**Morgan County Board of Education
2024-25 Extra Duty Pay**

Principals			Fund
High School		\$14,000	GF
Middle School		\$9,500	GF
Elementaries	250 + Students	\$6,600	GF
	250 - Students	\$5,600	GF
Administrative Contact		\$4,000	GF
Rise Academy		\$4,000	GF
Assistant Principals			
High School		\$3,050	GF
High School		\$3,050	GF
Middle School		\$5,000	GF
Elementary School		\$2,000	GF
Deputy Superintendent		\$12,000	GF
Chief Financial Officer		\$8,000	GF
Director of Food and Nutrition		\$8,000	F 51
Director of Student Services		\$8,000	GF
Chief Academic Officer		\$8,000	GF
Director of District Personnel		\$8,000	GF
Director of Buildings and Grounds		\$8,000	GF
Director of Special Education		\$8,000	GF
Director of Technology		\$8,000	GF
Director of Student Transportation		\$8,000	GF

Administrators holding more than one position will receive compensation for the higher paid position only, but may have other duties.

Other Stipends and Extra Duty

Deeper Learning Teacher Leaders	\$1,500	F2
District Teacher Mentor	\$2,000	F2
ESS Instructor--Certified (Extended School Services)	\$25 / HR	F2
ESS School Coordinator	\$1,000	F2
National Board Certification (one time stipend)	\$1,000	GF
School Health Coordinator	\$1,000	GF
School Psychologist	\$6,000	F 2 (IDEA B)
School Technology Coordinator	\$1,500	GF
Speech Therapists Teaching Certification	\$7,613	GF
Licensure	\$5,613	GF
Summer Feeding Cook/Baker	\$15 / HR	F51
Summer Feeding Manager	\$18 / HR	F51
TEDS Coordinator (Technical Education Database System)	\$2,000	F 2

Morgan County Board of Education
2024-25
Standard Contract Days

Account Clerk, Secretary to Superintendent	240
Bus Driver	180
Bus Mechanic Assistant	up to 220
Bus Mechanics	240
Bus Monitor/Dispatcher	180
Clerical Assistant III	240
Lead Computer Maintenance Technician	240
Custodian	240/260 *
Elementary School Secretary	192
Food Service Personnel	180
FR/YSC Coordinator	240
High School/Middle School Attendance / Secretary	187
High School Bookkeeper	225
Instructional Assistant	180
Maintenance Personnel	240
Mental Health Counselor	210
Middle School Bookkeeper/Transitional Asisstant	207
Network Administrator	240
Nurse	190
Nurse Clerk	190
Receptionist/ Staff Support	225
Transportation Manager	240

* Employees hired or transferred into these positions will receive 240 day contracts.

MORGAN COUNTY BOARD OF EDUCATION
Extended Days 2024-25

POSITION	#Days Recom.	Funding Source
Assistant Principal - High School	25	GF
Assistant Principal - High School	25	GF
Assistant Principal - Middle School	45	GF
Assitant Principal - Elementary School	35	GF
Counselor - High School	55	GF
Counselor - Middle School	35	GF
Director of Special Education	55	GF
Director of Food & Nutrition	55	F 51 / GF
Chief Finance Officer	55	GF
Deputy Superintendent	55	GF
Director of Student Services	55	GF
Director of Technology	55	GF
Director of Student Transportation	55	GF
Director of Building and Grounds	55	GF
Director of District Personnel	55	GF
Gifted & Talented Coordinator/Community Ed/Media Specialist-Elem	55	F 2 / GF
Grant Writer *	Up to 43	GF
Chief Academic Officer	55	GF
Media Specialists - High School/Middle School	10	GF
Principal - East Valley	55	GF
Principal - Ezel Elementary	55	GF
Principal - Morgan Central	55	GF
Principal - Wrigley	55	GF
Principal - MCHS	55	GF
Principal - MCMS	55	GF
Principal - RISE Academy	35	GF
Speech Therapist	10	GF
Teacher - Agriculture	55	GF
Teacher - Family & Consumer Science	5	GF
Teachers - Woodsbend	35	F 2/ GF
Occupational Therapist	10	GF

If employee holds more than one position with extended days, the total number of extended days cannot exceed 55.

* If job is performed by retired certified employee, pay will equal their daily wage threshold.

**MORGAN COUNTY BOARD OF EDUCATION
EXTRA DUTY SALARY SCHEDULE
2024-25**

ACTIVITY		# OF POSITIONS	ANNUAL SALARY
ACADEMIC TEAM	HIGH SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
	MIDDLE SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
ARCHERY	HEAD COACH	1	\$ 3,500.00
	ASST. COACH	1	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
ATHLETICS	ATHLETIC DIRECTOR	1	\$ 7,000.00
BAND DIRECTOR	HIGH SCHOOL	1	\$ 2,000.00
	MIDDLE SCHOOL	1	\$ 2,000.00
BASEBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASSISTANT COACH	1	\$ 500.00
	BASEBALL/SOFTBALL FIELD MNTC	1	\$ 7,200.00
BASKETBALL - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - BOYS	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
BASKETBALL - GIRLS	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
BASS FISHING	HEAD COACH	1	\$ 3,500.00
	ASST. COACH	1	\$ 500.00
CHEERLEADING	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASSISTANT COACH	1	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
CHESS TEAM	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
DRAMA COACH		2	\$ 400.00
FOOTBALL	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	5	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	3	\$ 500.00

MORGAN COUNTY BOARD OF EDUCATION
(Continued)

ACTIVITY		POSITIONS	SALARY
GOLF - BOYS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
GOLF - GIRLS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
HONOR SOCIETY SPONSORS		2	\$ 250.00
SOFTBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASSISTANT COACH	1	\$ 500.00
SOCCER - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - GIRLS	HIGH SCHOOL HEAD COACH		\$ 3,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - BOYS	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - GIRLS	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
STLP	HEAD COACH	1	\$ 1,250.00
	ASSISTANT COACH	1	\$ 500.00
TENNIS - BOYS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
TENNIS - GIRLS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
TRACK - BOYS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
TRACK - GIRLS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
CROSS COUNTRY	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 500.00
VOLLEYBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	2	\$ 500.00
SCIENCE OLYMPIAD	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
YEARBOOK	HIGH SCHOOL SPONSOR	1	\$ 1,000.00
	MIDDLE SCHOOL SPONSOR	1	\$ 500.00

NOTE: If "1 POSITION" is indicated, there is one salary allotted for that position.

When two or more persons share that responsibility, the salary will be equally divided.

*** NOTE: If athletic head coach / Athletic Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

*** NOTE: If Assistant Coach position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay in High School Basketball and High School Football. For all other athletic assistant coaching positions, if filled by a certified individual whose primary contract is that of teacher, add an additional \$500 to extra duty pay.**

*** NOTE: If High School or Middle School Band Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

NOTE: All Positions are Funded by GF.