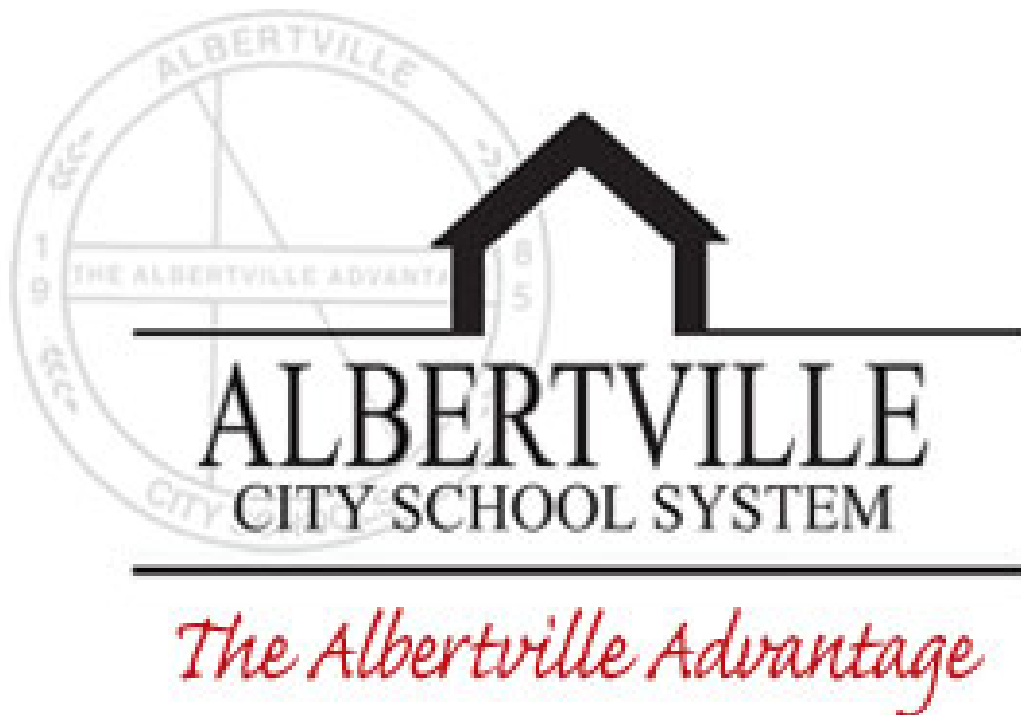


ALBERTVILLE CITY SCHOOLS SALARY SCHEDULES 2024-2025



**8379 US HWY 431
Albertville, AL 35950
(256) 891-1183**

TABLE OF CONTENTS

Teacher-Certified Staff Salary Schedule Cover Page.....	2
Teacher-Certified Staff 9 Month-187 Days.....	3
Teacher-Certified Staff 10 Month-202 Days.....	4
Teacher-Certified Staff 11 Month-222 Days.....	5
Teacher-Certified Staff 12 Month-240 Days.....	6
TEAMS-Certified Staff 9 Months-189 Days.....	7
Support Staff Salary Schedule Cover Page.....	8
School Nurse.....	9
Migrant Liaison.....	10
System-Wide Aide/PreK Aide.....	11
Secretary-System Level.....	12
Secretary-Local School.....	13
Child Nutrition Program.....	14-15
Transportation.....	16-17
Maintenance.....	18
Custodian.....	19
Technology.....	20
Finance-Human Resources.....	21
Finance-Local School.....	22
Principal.....	23
Assistant Principal.....	24
Administration.....	25
Athletic Trainer.....	26
Athletic and Academic Supplement Cover Page.....	27
Albertville High School Athletic Supplements.....	28-31
Albertville High School Academic Supplements.....	32
Albertville Innovation Academy Academic Supplements.....	33
Albertville Middle School Athletic Supplements.....	34-35
Albertville Middle School Academic Supplements.....	36
Albertville Intermediate School Academic Supplements.....	37
Albertville Elementary School Academic Supplements.....	38
Albertville Primary School Academic Supplements.....	39
Albertville PreK and Kindergarten Academic Supplements.....	40
System-Wide Supplements.....	41

TEACHER-CERTIFIED STAFF

SALARY SCHEDULE COVER PAGE

National Board for Professional Teaching Standards (NBPTS) Supplement

- Personnel on this schedule who pass the National Board for Professional Teaching Standards will receive the amount determined annually by the State Department of Education. This is in accordance with Act No. 2010-610 (must work at least 6 months). The payment will be distributed in a lump sum payment at the end of the month upon The Board's receipt of funding from the State Department of Education.

Experience Credit

- New employees will normally be placed on the schedule at Step 0 in the column corresponding to the degree certified on their teaching certificate; however, an accredited public or private school experience credit of one step per year of experience may be awarded for new employees who provide documentation of such experience as a certified accredited public or private school employee on the elementary, secondary or postsecondary level. To be eligible for experience credit, the employee must have been employed full time for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.
- Section 16-23-25 is added to the code of Alabama 1975 to read as follows; A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is: issued a teacher certificate pursuant to this chapter; and hired into a position requiring such certification, shall receive one year of experience credit on the local teacher salary schedule established pursuant to Section 16-13-231.1 for every two years of full-time experience that he or she earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher.
- All documentation to determine experience is due to the personnel department no later than 60 days from the date of hire.

Verification of Degree

- If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a Certified position, you will be paid from the Bachelor level scale, even if you hold a Master's degree or higher. Once the Alabama Certificate is issued an employee is entitled to pay for their advanced degree in the monthly pay period that begins after the ALSDE recognizes the advanced degree. If the contract period ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution. Beginning 2017-2018 School year you can earn pay for advanced degree based on the following per Marsh Amendment:
 - In the field of study you are teaching.
 - In administration.
 - In counseling
 - In areas of critical shortage(as defined by the local system)

TEACHER-CERTIFIED STAFF 9 MONTHS-187 DAYS (Exempt)				
T9 Experience	BS/ND CERTIFICATE	A CERTIFICATE	AA CERTIFICATE	DO DOCTORATE
0, 1, 2	47,600	51,875	55,936	59,995
3, 4, 5	49,616	57,058	61,524	65,997
6, 7, 8	51,792	59,558	64,237	68,881
9	53,356	61,358	66,177	70,962
10	53,888	61,971	66,838	71,671
11	54,428	62,591	67,506	72,387
12	54,972	63,217	68,181	73,111
13	55,522	63,848	68,864	73,842
14	56,077	64,487	69,551	74,581
15	56,638	65,133	70,248	75,327
16	57,204	65,783	70,950	76,080
17	57,776	66,441	71,660	76,841
18	58,354	67,105	72,377	77,608
19	58,937	67,776	73,101	78,384
20	59,527	68,454	73,831	79,169
21	60,122	69,139	74,570	79,961
22	60,723	69,831	75,314	80,760
23	61,330	70,528	76,068	81,567
24	61,944	71,234	76,829	82,383
25	62,563	71,946	77,597	83,207
26	63,188	72,665	78,373	84,039
27	63,821	73,392	79,157	84,880
28	64,459	74,126	79,948	85,728
29	65,104	74,867	80,748	86,586
30	65,754	75,616	81,555	87,452
31	66,412	76,372	82,371	88,325
32	67,077	77,136	83,195	89,209
33	67,747	77,907	84,027	90,102
34	68,424	78,686	84,867	91,003
35	69,109	79,473	85,715	91,912

TEACHER-CERTIFIED STAFF 10 MONTHS-202 DAYS (Exempt)				
T0 Experience	BS/ND CERTIFICATE	A CERTIFICATE	AA CERTIFICATE	DO DOCTORATE
0, 1, 2	51,419	56,037	60,422	64,808
3, 4, 5	53,597	61,634	66,460	71,292
6, 7, 8	55,946	64,335	69,389	74,407
9	57,637	66,280	71,486	76,655
10	58,210	66,943	72,199	77,421
11	58,794	67,611	72,922	78,194
12	59,382	68,288	73,649	78,976
13	59,976	68,969	74,389	79,766
14	60,576	69,660	75,130	80,564
15	61,182	70,359	75,883	81,370
16	61,792	71,060	76,641	82,184
17	62,410	71,771	77,408	83,004
18	63,034	72,488	78,182	83,834
19	63,664	73,213	78,964	84,672
20	64,303	73,944	79,754	85,519
21	64,945	74,685	80,552	86,375
22	65,593	75,433	81,356	87,238
23	66,250	76,186	82,170	88,110
24	66,913	76,948	82,992	88,991
25	67,581	77,717	83,822	89,882
26	68,256	78,493	84,660	90,781
27	68,941	79,279	85,507	91,688
28	69,629	80,073	86,361	92,605
29	70,326	80,872	87,226	93,532
30	71,029	81,681	88,096	94,467
31	71,738	82,499	88,979	95,411
32	72,457	83,323	89,868	96,364
33	73,181	84,157	90,767	97,330
34	73,912	84,998	91,674	98,303
35	74,653	85,848	92,591	99,285

TEACHER-CERTIFIED STAFF 11 MONTHS-222 DAYS (Exempt)				
T1 Experience	BS/ND CERTIFICATE	A CERTIFICATE	AA CERTIFICATE	DO DOCTORATE
0, 1, 2	56,510	61,585	66,405	71,224
3, 4, 5	58,903	67,737	73,040	78,350
6, 7, 8	61,485	70,705	76,259	81,774
9	63,343	72,843	78,564	84,245
10	63,974	73,571	79,347	85,086
11	64,615	74,306	80,142	85,936
12	65,261	75,049	80,941	86,795
13	65,914	75,797	81,754	87,663
14	66,573	76,557	82,568	88,540
15	67,239	77,325	83,397	89,426
16	67,910	78,095	84,229	90,321
17	68,589	78,877	85,073	91,222
18	69,275	79,665	85,923	92,134
19	69,968	80,462	86,782	93,056
20	70,669	81,265	87,650	93,986
21	71,375	82,080	88,527	94,927
22	72,088	82,901	89,411	95,875
23	72,809	83,730	90,305	96,834
24	73,538	84,566	91,209	97,802
25	74,272	85,412	92,121	98,781
26	75,014	86,265	93,042	99,769
27	75,766	87,128	93,973	100,766
28	76,523	88,001	94,912	101,774
29	77,289	88,880	95,862	102,793
30	78,062	89,768	96,819	103,821
31	78,841	90,667	97,789	104,857
32	79,631	91,573	98,766	105,905
33	80,426	92,490	99,753	106,966
34	81,230	93,413	100,750	108,036
35	82,045	94,348	101,758	109,115

TEACHER-CERTIFIED STAFF 12 MONTHS-240 DAYS (Exempt)				
T2 Experience	BS/ND CERTIFICATE	A CERTIFICATE	AA CERTIFICATE	DO DOCTORATE
0, 1, 2	61,092	66,578	71,789	76,999
3, 4, 5	63,679	73,229	78,962	84,703
6, 7, 8	66,470	76,438	82,442	88,404
9	68,479	78,749	84,934	91,075
10	69,161	79,536	85,781	91,985
11	69,854	80,330	86,640	92,904
12	70,553	81,134	87,504	93,833
13	71,258	81,943	88,382	94,771
14	71,971	82,764	89,263	95,719
15	72,691	83,594	90,158	96,677
16	73,416	84,427	91,058	97,644
17	74,150	85,272	91,970	98,618
18	74,892	86,124	92,890	99,605
19	75,641	86,986	93,818	100,601
20	76,399	87,854	94,757	101,606
21	77,162	88,735	95,705	102,624
22	77,933	89,623	96,660	103,649
23	78,713	90,518	97,627	104,686
24	79,500	91,423	98,604	105,732
25	80,294	92,338	99,590	106,790
26	81,096	93,259	100,586	107,858
27	81,910	94,193	101,592	108,936
28	82,728	95,136	102,607	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,046	104,669	112,238
31	85,234	98,018	105,718	113,359
32	86,088	98,998	106,774	114,492
33	86,947	99,989	107,842	115,639
34	87,816	100,987	108,919	116,796
35	88,697	101,998	110,009	117,962

TEAMS (Teacher Excellence and Accountability for Mathematics and Science) PROGRAM

9 MONTHS-189 DAYS (Exempt)

TM Experience	BS/ND CERTIFICATE	A CERTIFICATE	AA CERTIFICATE	DO DOCTORATE
0	50,521	57,285	61,346	65,405
1	54,082	62,194	67,061	71,932
2	56,972	65,514	70,661	75,769
3	58,638	67,433	72,730	77,988
4	60,350	69,401	74,851	80,263
5	62,105	71,420	77,030	82,600
6	63,909	73,493	79,267	84,997
7	65,759	75,622	81,561	87,458
8	67,074	77,132	83,193	89,208
9	68,415	78,676	84,856	90,993
10	69,440	79,857	86,128	92,356
11	70,482	81,055	87,421	93,741
12-14	71,540	82,271	88,731	95,148
15-17	72,616	83,510	90,069	96,581
18-20	73,717	84,774	91,432	98,043
21-23	74,838	86,065	92,823	99,535
24-26	75,981	87,378	94,241	101,056
27	77,148	88,721	95,688	102,607

- Participating teachers will be on contract for 189 days and attend four(4) Professional Development days approved by the State Department of Education.
- First contract would be a preliminary one-year contract.
- An annual supplement of \$5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for the National Board of Certified Teachers stipends.

SUPPORT STAFF SALARY SCHEDULE COVER PAGE

SUPPORT STAFF

- Non-Public and Private sector experience does not necessarily equal steps on salary schedule.
- Full-Time experience in the area of concentration, up to 3 years will be counted for new employees who provide documentation of such experience.
- Experience will be determined by providing documentation for each year of experience in the area of concentration with 2 years equaling 1 step on the salary schedule up to step 3.
- Experience will be granted in excess of 3 years for a new employee who provides documentation in the area of concentration from another Public School System.
- Current Albertville City employees that transfer positions with less than three years of experience will be placed on the salary schedule not above their current year of experience (step 1-3) and not below their current hourly rate.
- Current Albertville City employees that transfer positions with more than three years of experience will be placed on the salary schedule based on their current hourly rate but not less than step 3.

Experience Credit

- In order to receive a degree/certificate supplement that is on the employees salary schedule scale, the appropriate documentation must be provided to the HR Department in order to receive the supplement. It is the responsibility of the employee to turn in required documentation. This includes but is not limited to official transcripts for degrees and a physical copy of the particular certificate.
- All documentation to determine experience is due to the personnel department no later than 60 days from the date of hire.

SCHOOL NURSE

The School Nurse Program shall use the following salary matrix to determine nursing salaries, based on 187 contract days, with school nurses paid based upon their years of experience in nursing and highest degree earned. The Lead Nurse salary is based on 207 days and determined by experience and highest degree held.

CO Experience	(LP)LPN (non exempt)	(N1)RN-ASSN	(N3)RN-BSN	(N2)RN-MSN
0, 1, 2	33,930	44,764	48,269	52,049
3, 4, 5	37,319	49,236	53,090	57,248
6, 7, 8	38,955	51,394	55,418	59,758
9	40,131	52,946	57,092	61,562
10	40,532	53,475	57,662	62,177
11	40,937	54,009	58,238	62,799
12	41,347	54,550	58,822	63,427
13	41,760	55,096	59,409	64,062
14	42,179	55,647	60,004	64,702
15	42,601	56,204	60,604	65,350
16	43,026	56,765	61,210	66,003
17	43,457	57,333	61,822	66,663
18	43,891	57,906	62,440	67,329
19	44,330	58,485	63,064	68,002
20	44,772	59,070	63,694	68,682
21	45,221	59,661	64,332	69,370
22	45,673	60,257	64,974	70,062
23	46,130	60,860	65,625	70,763
24	46,591	61,469	66,282	71,472
25	47,057	62,083	66,944	72,186
26	47,527	62,703	67,613	72,907
27	48,003	63,331	68,291	73,637
28	48,483	63,964	68,973	74,373
29	48,968	64,604	69,662	75,117
30	49,457	65,250	70,358	75,867
31	49,952	65,902	71,062	76,626
32	50,452	66,562	71,774	77,393
33	50,956	67,227	72,490	78,166
34	51,465	67,899	73,215	78,947
35	51,980	68,578	73,947	79,738

MIGRANT LIAISON

MIGRANT RECRUITER-ADVOCATE-LIAISON-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
MI/M2										
ANNUAL	37,872	39,205	40,543	41,877	43,213	44,547	45,883	47,221	48,560	49,899
HOURLY	19.73	20.42	21.12	21.81	22.51	23.20	23.90	24.59	25.29	25.99

OUT OF SCHOOL YOUTH (OSY) MIGRANT RECRUITER-ADVOCATE-LIAISON-10 MONTHS-202 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
MI/M4										
ANNUAL	31,876	32,997	34,124	35,247	36,370	37,493	38,618	39,744	40,871	41,998
HOURLY	19.73	20.42	21.12	21.81	22.51	23.20	23.90	24.59	25.29	25.99

SYSTEM-WIDE AIDE/ PRE K AIDE										
AIDE-NON DEGREED/OSR AUXILIARY TEACHER-NON DEGREED-9 MONTHS-187 DAYS-8 HOURS (Non-Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
TA/HD										
ANNUAL	22,889	23,575	24,262	24,965	25,666	26,353	27,039	27,741	28,443	29,130
HOURLY	15.30	15.76	16.22	16.69	17.16	17.62	18.07	18.54	19.01	19.47
Degreed-Teacher Certification-\$3,000										

SECRETARY-SYSTEM LEVEL

ADMINISTRATIVE SECRETARY TO THE SUPERINTENDENT AND BOARD-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CL/S2										
ANNUAL	54,200	55,462	56,722	57,983	59,290	60,597	61,905	63,212	64,520	65,826
HOURLY	28.23	28.89	29.54	30.20	30.88	31.56	32.24	32.92	33.60	34.29

ADMINISTRATIVE SECRETARY-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CL/R2										
ANNUAL	33,959	36,026	38,093	40,160	42,227	44,294	46,361	48,428	50,495	52,563
HOURLY	17.69	18.76	19.84	20.92	21.99	23.07	24.15	25.22	26.30	27.38

SECRETARY/RECEPTIONIST-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CL/R3										
ANNUAL	31,962	33,907	35,852	37,797	39,742	41,687	43,632	45,577	47,522	49,472
HOURLY	16.65	17.66	18.67	19.69	20.70	21.71	22.73	23.74	24.75	25.77

SECRETARY/RECEPTIONIST-10 MONTHS-202 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CL/R4										
ANNUAL	26,901	28,538	30,175	31,813	33,450	35,087	36,724	38,361	39,998	41,639
HOURLY	16.65	17.66	18.67	19.69	20.70	21.71	22.73	23.74	24.75	25.77

SECRETARY – LOCAL SCHOOL

SECRETARY/STUDENT MANAGEMENT CLERK-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
SS/B2										
ANNUAL	29,964	31,788	33,612	35,436	37,260	39,084	40,908	42,732	44,556	46,380
HOURLY	15.61	16.56	17.51	18.46	19.41	20.36	21.31	22.26	23.21	24.16

SECRETARY/STUDENT MANAGEMENT CLERK-10 MONTHS-202 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
SS/BO										
ANNUAL	25,220	26,755	28,290	29,825	31,361	32,896	34,431	35,966	37,501	39,037
HOURLY	15.61	16.56	17.51	18.46	19.41	20.36	21.31	22.26	23.21	24.16

SECRETARY/STUDENT MANAGEMENT CLERK-9 MONTHS-187 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
SS/B9										
ANNUAL	23,347	24,768	26,189	27,611	29,032	30,453	31,874	33,295	34,717	36,138
HOURLY	15.61	16.56	17.51	18.46	19.41	20.36	21.31	22.26	23.21	24.16

CHILD NUTRITION PROGRAM

CNP DIRECTOR-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CN/AS										
ANNUAL	73,370	75,411	77,678	81,185	83,172	86,641	89,076	95,613	98,046	100,481

ASSISTANT TO CNP DIRECTOR-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CN-AT										
ANNUAL	47,797	49,204	50,610	52,017	53,423	54,830	56,237	57,644	59,052	60,460
HOURLY	24.90	25.63	26.36	27.09	27.83	28.56	29.29	30.02	30.76	31.49

Associate's -1,000; Bachelor's (in Nutrition) -3,000

LUNCHROOM MANAGER-GREATER THAN 1200 STUDENTS-10 MONTHS-202 DAYS-7.5 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
LM/12										
ANNUAL	42,123	43,558	44,992	46,427	47,861	49,297	50,732	52,167	53,603	55,039
HOURLY	27.80	28.75	29.70	30.65	31.59	32.54	33.49	34.43	35.38	36.33

LUNCHROOM MANAGER-LESS THAN 1200 STUDENTS-10 MONTHS-202 DAYS-7.5 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
LM/11										
ANNUAL	39,254	40,689	42,123	43,558	44,992	46,427	47,862	49,297	50,732	52,166
HOURLY	25.91	26.86	27.80	28.75	29.70	30.65	31.59	32.54	33.49	34.43

Level I - 900.00 supplement for SNA Certification

Level II - 1,200.00 supplement for SNA Certification

Level III - 1,500.00 supplement for SNA Certification

Level IV - 1,800.00 supplement for SNA Certification

CHILD NUTRITION PROGRAM										
LUNCHROOM ASSISTANT MANAGER-9 MONTHS-187 DAYS-7 HOURS (Non-Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
LA/LA										
ANNUAL	23,135	23,685	26,106	29,052	30,897	33,502	34,104	34,720	35,348	35,950
HOURLY	17.67	18.09	19.94	22.19	23.60	25.59	26.05	26.52	27.00	27.46
LUNCHROOM WORKER-9 MONTHS-187 DAYS-7 HOURS (Non-Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
LW/70										
ANNUAL	20,028	20,589	23,058	26,063	27,945	30,602	31,216	31,844	32,485	33,099
HOURLY	15.30	15.73	17.62	19.91	21.35	23.38	23.85	24.33	24.82	25.29
Level I - 900.00 supplement for SNA Certification										
Level II - 1,200.00 supplement for SNA Certification										
Level III - 1,500.00 supplement for SNA Certification										
Level IV - 1,800.00 supplement for SNA Certification										

TRANSPORTATION

TRANSPORTATION SUPERVISOR-DEGREE-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/RD										
ANNUAL	89,175	90,615	92,055	93,495	94,935	96,375	97,815	99,255	100,695	102,132

TRANSPORTATION OPERATIONS ASSISTANT-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/OA										
ANNUAL	54,761	55,476	56,191	56,906	57,621	58,336	59,051	59,766	60,481	61,200
HOURLY	28.52	28.89	29.27	29.64	30.01	30.38	30.76	31.13	31.50	31.88

TRANSPORTATION SECRETARY-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/SE										
ANNUAL	34,032	35,747	37,462	39,177	40,892	42,607	44,322	46,037	47,752	49,472
HOURLY	17.73	18.62	19.51	20.40	21.30	22.19	23.08	23.98	24.87	25.77

SHOP FOREMAN-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/SF										
ANNUAL	63,729	64,872	66,015	67,158	68,301	69,444	70,587	71,730	72,873	74,015
HOURLY	33.19	33.79	34.38	34.98	35.57	36.17	36.76	37.36	37.95	38.55

CERTIFIED MECHANIC-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/HM										
ANNUAL	51,553	52,852	54,151	55,450	56,749	58,048	59,347	60,646	61,945	63,240
HOURLY	26.85	27.53	28.20	28.88	29.56	30.23	30.91	31.59	32.26	32.94

TRANSPORTATION

BUS DRIVER-9 MONTHS-182 DAYS-4 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/BD										
ANNUAL	15,537	15,720	16,290	17,164	18,038	18,911	19,784	20,252	20,720	21,188
HOURLY	21.34	21.59	22.38	23.58	24.78	25.98	27.18	27.82	28.46	29.11

SPECIAL EDUCATION BUS AIDE-9 MONTHS-182 DAYS-4 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
TR/BA										
ANNUAL	11,138	11,896	12,630	13,389	14,138	14,888	15,646	16,395	17,153	17,910
HOURLY	15.30	16.34	17.35	18.39	19.42	20.45	21.49	22.52	23.56	24.60

ACTIVITIES/FIELD TRIPS-MID DAY ROUTES

ACTIVITY TRIPS SUPPLEMENTAL BASE	15.00 HOUR									
MID-DAY ROUTE – ROUND TRIP	50.00 DAY									
MID-DAY ROUTE – ONE WAY	25.00 DAY									

SUBSTITUTE BUS DRIVER-4 HOURS

BUS DRIVER	90.00 DAY									
BUS AIDE	32.50 DAY									

MAINTENANCE

MAINTENANCE SUPERVISOR/CONSTRUCTION-ENERGY-SAFETY SUPERVISOR-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
MA/FC										
ANNUAL	83,074	84,662	86,250	87,838	89,426	91,014	92,602	94,190	95,778	97,370

HVAC MAINTENANCE TECHNICIAN-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
MA/HV										
ANNUAL	61,874	63,443	65,012	66,581	68,150	69,719	71,288	72,857	74,426	75,999
HOURLY	32.23	33.04	33.86	34.68	35.49	36.31	37.13	37.95	38.76	39.58

MAINTENANCE OPERATIONS ASSISTANT-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
MA/ML										
ANNUAL	54,761	55,476	56,191	56,906	57,621	58,336	59,051	59,766	60,481	61,200
HOURLY	28.52	28.89	29.27	29.64	30.01	30.38	30.76	31.13	31.50	31.88

MAINTENANCE WORKER-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
MA/MW										
ANNUAL	49,767	50,659	51,551	52,443	53,335	54,227	55,119	56,011	56,903	57,798
HOURLY	25.92	26.38	26.85	27.31	27.78	28.24	28.71	29.17	29.64	30.10

Associate's Degree- 1,000.00; Bachelor's Degree- 5,000.00

Yearly supplements listed below will be paid for a maximum of 6,000.00 for certifications or license directly related to the maintenance staff position with Albertville City Schools. Prior approval by the Human Resource Department is to be authorized before seeking a license or certification in order to be compensated. A copy of a valid certificate or license must be submitted to the Human Resource Department for verification of Supplemental pay.

- Supplement - 1,200.00 in the following areas:
 - School Asbestos Certification
 - Basic Key & Core Control Certification
 - School Capital Planning Certification
 - HVAC
 - Gas /Plumber
 - Masonry
 - Carpenter
 - Electrical

CUSTODIAN

CUSTODIAN-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CU/C2										
ANNUAL	29,376	31,164	32,952	34,740	36,528	38,316	40,104	41,892	43,680	45,471
HOURLY	15.30	16.23	17.16	18.09	19.03	19.96	20.89	21.82	22.75	23.68

CUSTODIAN-10 MONTHS-202 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CU/C4										
ANNUAL	24,725	26,230	27,735	29,240	30,744	32,249	33,754	35,259	36,764	38,272
HOURLY	15.30	16.23	17.16	18.09	19.03	19.96	20.89	21.82	22.75	23.68

CUSTODIAN-9 MONTHS-187 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CU/C3										
ANNUAL	22,889	24,282	25,675	27,068	28,461	29,855	31,248	32,641	34,034	35,430
HOURLY	15.30	16.23	17.16	18.09	19.03	19.96	20.89	21.82	22.75	23.68

TECHNOLOGY

TECHNOLOGY DIRECTOR-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CD/AZ										
ANNUAL	82,073	83,322	85,214	87,540	88,976	90,583	91,761	95,790	96,969	98,147

NETWORK ADMIN/DATA AND INFORMATION SYSTEMS ADMIN-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CT/IT										
ANNUAL	76,557	78,320	80,087	81,851	83,617	84,720	85,824	86,928	88,032	89,136

TECHNOLOGY SUPPORT-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CT/C1										
ANNUAL	42,905	44,202	45,503	49,033	51,117	52,883	54,647	56,410	58,174	59,937
HOURLY	22.35	23.02	23.70	25.54	26.62	27.54	28.46	29.38	30.30	31.22

Associates Degree-1,000.00; Bachelor's Degree-5,000.00

Yearly supplements listed below will be paid for a maximum of 6,000.00 for certifications or credentials directly related to the technology staff position with Albertville City Schools. Prior approval by the Human Resource Department is to be authorized before seeking credentials or certifications in order to be compensated. A copy of a valid certificate must be submitted to the Human Resource Department for verification of Supplemental pay.

- Level I -500.00 Software support/Entry level hardware
- Level II -940.00 VOIP/Security
- Level III -1,200.00 Wireless network/content filter
- Level IV -2,200.00 Network routing/Advanced level hardware support/Public Relations-Social Media
- Level V -4,500.00 Software Safety Notification Support

FINANCE-HUMAN RESOURCES										
CHIEF FINANCIAL OFFICER-12 MONTHS-240 DAYS-8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
AD/CM										
ANNUAL	118,916	123,924	130,628	137,309	143,989	150,671	157,351	164,032	170,712	177,393
ACCOUNTING SUPERVISOR/PAYROLL-HUMAN RESOURCES MANAGER-12 MONTHS-240 DAYS-8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
AD/SH										
ANNUAL	63,117	66,905	69,798	73,854	77,384	82,092	85,814	92,018	95,741	99,464
ACCOUNTS PAYABLE/PAYROLL/HUMAN RESOURCES/PURCHASING CLERK/BOOKKEEPER LIAISON-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
CL/B2										
ANNUAL	43,681	44,929	46,176	47,611	51,257	53,023	54,786	56,553	58,320	60,086
HOURLY	22.75	23.40	24.05	24.80	26.70	27.62	28.54	29.46	30.38	31.30
Associates Degree-1,000.00; Bachelor's/Master's Degree-5,000.00; AASBO Certifications-1,000.00; ASBO Certification-2,500.00										
District Inventory Designee - 2,200.00; FLSA/FMLA/LOA Supervisor - 5,000.00										

FINANCE-LOCAL SCHOOL

BOOKKEEPER-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
BK-HS										
ANNUAL	35,048	35,985	38,238	39,174	40,112	41,048	41,985	42,923	43,860	44,797
HOURLY	18.25	18.74	19.92	20.40	20.89	21.38	21.87	22.36	22.84	23.33

BOOKKEEPER-10 MONTHS-202 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
BK-KO										
ANNUAL	29,498	30,288	32,185	32,972	33,760	34,548	35,338	36,128	36,918	37,708
HOURLY	18.25	18.74	19.92	20.40	20.89	21.38	21.87	22.36	22.84	23.33

BOOKKEEPER-9 MONTHS-187 DAYS-8 HOURS (Non-Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
BK-K1										
ANNUAL	27,308	28,040	29,793	30,521	31,252	31,982	32,712	33,443	34,173	34,903
HOURLY	18.25	18.74	19.92	20.40	20.89	21.38	21.87	22.36	22.84	23.33

Associate's Degree-1,000.00; Bachelor's Degree-5,000.00; AASBO Certifications-1,000.00

High School -2,500.00

PRINCIPAL

HIGH SCHOOL- 12 MONTHS-240 DAYS-8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
PR/HS										
ANNUAL	118,073	119,909	121,744	123,578	125,414	127,250	129,085	136,437	138,558	142,680
HIGH SCHOOL- ACADEMY PRINCIPAL- 240 DAYS - 8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
PR/P3										
ANNUAL	109,252	111,106	112,960	114,812	116,667	118,521	120,374	124,987	127,484	129,981
MIDDLE SCHOOL-12 MONTHS-240 DAYS-8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
PR/P2										
ANNUAL	100,430	102,302	104,175	106,046	107,919	109,791	111,662	113,535	115,408	117,281
ELEMENTARY SCHOOL-12 MONTHS-240 DAYS-8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
PR/P1										
ANNUAL	94,889	96,759	98,631	102,196	103,080	104,248	106,119	107,990	109,862	111,734
ALTERNATIVE/EL/VIRTUAL SCHOOL-12 MONTHS-240 DAYS-8 HOURS (Exempt)										
STEP	1	2	3	4	5	6	7	8	9	10
PR/P2										
ANNUAL	100,430	102,302	104,175	106,046	107,919	109,791	111,662	113,535	115,408	117,281
Doctorate-5,000.00,										
District Athletic Director - 6,500.00										
Middle School Athletic Director- 3,500.00										
Athletic Director Secretary High School 940.00; Middle School 500.00										

ASSISTANT PRINCIPAL

Assistant Principals who hold teacher certification from the State of Alabama shall be paid on the basis of the highest Alabama certificate recognized by the state of the individual and upon the adopted teacher salary schedule with compensation computed at a daily rate based on certification and years of experience. In addition, the following compensation shall be granted:

HIGH SCHOOL (Exempt)

STEP	1	2	3	4	5	6	7	8
SP/AH								
ANNUAL	7,540	8,170	9,570	9,970	10,370	10,770	11,170	11,570

MIDDLE SCHOOL (Exempt)

STEP	1	2	3	4	5	6	7	8
SP/AM								
ANNUAL	5,940	6,396	6,660	7,116	7,572	8,028	8,734	9,190

ELEMENTARY SCHOOL (Exempt)

STEP	1	2	3	4	5	6	7	8
SP/AE								
ANNUAL	5,019	5,269	5,394	5,519	5,644	5,769	5,894	6,019

ADMINISTRATION

ASSISTANT SUPERINTENDENT-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
AD/JB										
ANNUAL	125,876	127,712	129,547	131,381	133,217	135,053	136,888	144,240	147,361	150,483

CHIEF OFFICER-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
DS/DS										
ANNUAL	118,073	119,909	121,744	123,578	125,414	127,250	129,085	136,437	139,558	142,680

DIRECTOR- 12 MONTHS- 240 DAYS- 8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
DR/AD										
ANNUAL	107,057	108,281	109,505	110,729	111,953	113,177	114,401	115,625	116,849	118,073

COORDINATOR-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CD/AZ										
ANNUAL	82,073	83,322	85,214	87,540	88,976	90,583	91,761	95,790	96,969	98,147

SPECIALIST-12 MONTHS-240 DAYS-8 HOURS (Exempt)

STEP	1	2	3	4	5	6	7	8	9	10
CD/SM										
ANNUAL	64,337	66,252	68,162	70,073	71,983	73,894	75,805	77,713	79,621	81,530

ATHLETIC TRAINER- CERTIFIED (Exempt)**ATHLETIC TRAINER- CERTIFIED-12 MONTHS-240 DAYS-8 HOURS**

Athletic Trainers who holds a teacher certification from the State of Alabama shall be paid on the basis of the highest degree Alabama certification recognized by the state of the individual and upon the adopted teacher salary schedule with compensation computed at a daily rate based on certification and years of experience.

ATHLETIC TRAINER-NON CERTIFIED**ATHLETIC TRAINER-NON CERTIFIED-12 MONTHS-240 DAYS-8 HOURS (Non-Exempt)**

STEP	1	2	3	4	5	6	7	8	9	10
AT/TA										
ANNUAL	49,512	50,075	50,638	51,201	51,764	52,325	52,888	53,451	54,014	54,577
HOURLY	25.79	26.08	26.37	26.67	26.96	27.25	27.55	27.84	28.13	28.43