

SALARY SCHEDULE

Calhoun County School System

2024-2025

(Effective October, 2024 with start of fiscal year)

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INTRODUCTION

The 2024-2025 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and support employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Support personnel includes all support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in public education (Code of Alabama Section 16-13-231). It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information affecting compensation to the employee's principal/director or to the personnel division of the Board. Any revisions to the 2024-2025 salary schedule that are made during the year will be posted on the website. (www.calhouncountyschools.com).

In order to advance steps on the salary schedule, an employee must have been in active pay status a minimum of fifty percent of the contract days from the previous year.

CONTRACT DAYS

Nine Month Teachers	187 days
Bus Drivers/Aides	182 days
Child Nutrition Program Managers	185 days
Child Nutrition Program Assistant Managers	184/180 days
Child Nutrition Program Workers	184/183/180 days
In School Detention Aides	182 days
Library Aides	187 days
P.E. Aides	182 days
Special Ed Aides	183 days
Nurses	187 days
Local School Secretary	187 days
Nine and a Half Month Employees	197 days
Ten Month Employees	202 days
Twelve Month Employees	240 days

Teaching contracts are normally nine months. The base salary of full-time salaried employees is generally paid in twelve equal monthly increments, regardless of the term of the appointment.

The payroll periods for all employees will be established according to a schedule developed by the Accounting Department. The schedule setting forth those payroll periods is available at each school/job site. Pay checks and additional pay due for extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month.

Employees who are hired after the beginning date of their contract year receive a prorated salary for the balance of that contract year. Nine and ten-month employees hired after January 1 shall receive a prorated salary based on the number of days remaining in their contract, to be divided equally over the remaining months through August.

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 at least a one-half time basis. The member's contribution rate is set by law at a percentage of earned compensation based upon Tier rates established by RSA. Tier rates are based upon hire dates and/or service time in the RSA system. Tier 1 employees have hire/service dates prior to Jan. 1, 2013 and contribute 7.50%. Tier II employees hired Jan.1, 2013 and later contribute 6.20%.

New employees begin employment under the guidelines of the **Salary Schedule**. The salaries of some employees may be based on previous salary schedules. A change in employment status requires a reevaluation of salary placement.

Central Office personnel are generally expected to maintain office hours of 8 a.m. to 4:00 p.m. Exceptions must be approved by the Superintendent. Twelve month school office personnel are expected to work seven and one-half hours exclusive of lunch/breaks.

CERTIFICATED PERSONNEL

Teacher, Counselor
 9 Month - 187 Days
 (T9)

2024-2025

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	47,600	51,922	55,996	60,040
< 6 Years (3,4,5) Step 4-6	49,647	57,105	61,568	66,015
< 9 years (6,7,8) Step 7-9	51,834	59,591	64,264	68,906
9 years / Step 10	53,411	61,384	66,214	71,004
10 years / Step 11	53,945	61,998	66,876	71,714
11 year / Step 12	54,484	62,617	67,543	72,429
12 years / Step 13	55,000	63,257	68,239	73,156
13 years / Step 14	55,549	63,889	68,920	73,887
14 years / Step 15	56,109	64,533	69,615	74,632
15 years / Step 16	56,660	65,159	70,285	75,361
16 years / Step 17	57,230	65,814	70,993	76,120
17 years / Step 18	57,801	66,471	71,701	76,879
18 years / Step 19	58,396	67,158	72,429	77,650
19 years / Step 20	58,978	67,828	73,151	78,425
20 years / Step 21	59,567	68,504	73,881	79,206
21 year / Step 22	60,140	69,196	74,629	79,988
22 years / Step 23	60,739	69,885	75,373	80,785
23 years / Step 24	61,350	70,588	76,132	81,598
24 years / Step 25	61,965	71,279	76,877	82,384
25 years / Step 26	62,588	71,996	77,651	83,213
26 years / Step 27	63,210	72,712	78,423	84,041
27 years / Step 28	63,834	73,446	79,214	84,884
28 years / Step 29	64,468	74,176	80,002	85,729
29 years / Step 30	65,115	74,920	80,803	86,589
30 years / Step 31	65,768	75,671	81,613	87,455
31 year / Step 32	66,425	76,428	82,430	88,330
32 years / Step 33	67,088	77,192	83,253	89,213
33 years / Step 34	67,759	77,962	84,084	90,103
34 years / Step 35	68,439	78,745	84,929	91,010
35 years / Step 36	69,120	79,528	85,774	91,914

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	50,521	57,285	61,346	65,405
1 year / Step 2	54,082	62,194	67,061	71,932
2 years / Step 3	56,972	65,514	70,661	75,769
3 years / Step 4	58,638	67,433	72,730	77,988
4 years / Step 5	60,350	69,401	74,851	80,263
5 years / Step 6	62,105	71,420	77,030	82,600
6 years / Step 7	63,909	73,493	79,267	84,997
7 years / Step 8	65,759	75,622	81,561	87,458
8 years / Step 9	67,074	77,132	83,193	89,208
9 years / Step 10	68,415	78,676	84,856	90,993
10 years / Step 11	69,440	79,857	86,128	92,356
11 years / Step 12	70,482	81,055	87,421	93,741
12 years / Step 13	71,540	82,271	88,731	95,148
13 years / Step 14	71,540	82,271	88,731	95,148
14 years / Step 15	71,540	82,271	88,731	95,148
15 years / Step 16	72,616	83,510	90,069	96,581
16 years / Step 17	72,616	83,510	90,069	96,581
17 years / Step 18	72,616	83,510	90,069	96,581
18 years / Step 19	73,717	84,774	91,432	98,043
19 years / Step 20	73,717	84,774	91,432	98,043
20 years / Step 21	73,717	84,774	91,432	98,043
21 years / Step 22	74,838	86,065	92,823	99,535
22 years / Step 23	74,838	86,065	92,823	99,535
23 years / Step 24	74,838	86,065	92,823	99,535
24 years / Step 25	75,981	87,378	94,241	101,056
25 years / Step 26	75,981	87,378	94,241	101,056
26 years / Step 27	75,981	87,378	94,241	101,056
27 years / Step 28	77,148	88,721	95,688	102,607
28 years / Step 29	77,148	88,721	95,688	102,607
29 years / Step 30	77,148	88,721	95,688	102,607
30 years / Step 31	77,148	88,721	95,688	102,607
31 years / Step 32	77,148	88,721	95,688	102,607
32 years / Step 33	77,148	88,721	95,688	102,607
33 years / Step 34	77,148	88,721	95,688	102,607
34 years / Step 35	77,148	88,721	95,688	102,607
35 years / Step 36	77,148	88,721	95,688	102,607

Counselor
 9.5 Month - 197 days
 (CO)

2024-2025

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	50,114	54,701	58,992	63,250
< 6 Years (3,4,5) Step 4-6	52,303	60,158	64,861	69,547
< 9 years (6,7,8) Step 7-9	54,607	62,779	67,700	72,590
9 years / Step 10	56,267	64,666	69,755	74,801
10 years / Step 11	56,829	65,314	70,451	75,547
11 year / Step 12	57,396	65,965	71,156	76,303
12 years / Step 13	57,942	66,642	71,889	77,070
13 years / Step 14	58,520	67,308	72,607	77,839
14 years / Step 15	59,110	67,986	73,338	78,624
15 years / Step 16	59,689	68,643	74,043	79,390
16 years / Step 17	60,292	69,335	74,790	80,190
17 years / Step 18	60,894	70,026	75,536	80,990
18 years / Step 19	61,520	70,748	76,302	81,802
19 years / Step 20	62,132	71,455	77,062	82,617
20 years / Step 21	62,752	72,166	77,831	83,441
21 year / Step 22	63,355	72,894	78,622	84,265
22 years / Step 23	63,987	73,621	79,405	85,106
23 years / Step 24	64,629	74,360	80,204	85,961
24 years / Step 25	65,278	75,092	80,988	86,790
25 years / Step 26	65,934	75,846	81,802	87,662
26 years / Step 27	66,590	76,601	82,616	88,534
27 years / Step 28	67,247	77,371	83,449	89,423
28 years / Step 29	67,916	78,141	84,280	90,313
29 years / Step 30	68,596	78,925	85,124	91,220
30 years / Step 31	69,284	79,715	85,978	92,133
31 year / Step 32	69,976	80,513	86,837	93,055
32 years / Step 33	70,676	81,317	87,705	93,985
33 years / Step 34	71,381	82,129	88,581	94,922
34 years / Step 35	72,098	82,955	89,470	95,876
35 years / Step 36	72,816	83,780	90,361	96,830

Teacher, Counselor, Psychometrist
 10 Month - 202 Days
 (T0) TEA/CO/ 10 MO.

2024-2025

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	51,418	56,087	60,489	64,857
< 6 Years (3,4,5) Step 4-6	53,630	61,685	66,508	71,312
< 9 years (6,7,8) Step 7-9	55,991	64,372	69,418	74,435
9 years / Step 10	57,694	66,307	71,525	76,699
10 years / Step 11	58,271	66,969	72,240	77,466
11 year / Step 12	58,853	67,638	72,963	78,240
12 years / Step 13	59,411	68,333	73,711	79,026
13 years / Step 14	60,006	69,015	74,448	79,815
14 years / Step 15	60,609	69,711	75,198	80,620
15 years / Step 16	61,207	70,384	75,922	81,404
16 years / Step 17	61,823	71,094	76,688	82,224
17 years / Step 18	62,440	71,803	77,453	83,044
18 years / Step 19	63,081	72,544	78,238	83,877
19 years / Step 20	63,710	73,268	79,018	84,713
20 years / Step 21	64,345	73,999	79,806	85,559
21 year / Step 22	64,964	74,747	80,616	86,404
22 years / Step 23	65,610	75,491	81,419	87,266
23 years / Step 24	66,270	76,250	82,238	88,142
24 years / Step 25	66,935	76,998	83,043	88,994
25 years / Step 26	67,609	77,772	83,878	89,889
26 years / Step 27	68,281	78,546	84,712	90,782
27 years / Step 28	68,954	79,335	85,570	91,693
28 years / Step 29	69,639	80,123	86,421	92,605
29 years / Step 30	70,338	80,928	87,288	93,534
30 years / Step 31	71,043	81,738	88,163	94,470
31 year / Step 32	71,753	82,556	89,045	95,416
32 years / Step 33	72,470	83,381	89,934	96,370
33 years / Step 34	73,193	84,212	90,831	97,330
34 years / Step 35	73,929	85,058	91,744	98,309
35 years / Step 36	74,664	85,904	92,657	99,287

Teacher, Consulting Teacher, Psychometrist
 12 month - 240 Days
 (T2) TEA/CERT PSY-12 MO.

2024-2025

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	61,091	66,638	71,870	77,056
< 6 Years (3,4,5) Step 4-6	63,718	73,287	79,017	84,727
< 9 years (6,7,8) Step 7-9	66,524	76,482	82,478	88,435
9 years / Step 10	68,548	78,781	84,981	91,129
10 years / Step 11	69,234	79,569	85,831	92,039
11 year / Step 12	69,925	80,364	86,688	92,959
12 years / Step 13	70,589	81,188	87,579	93,891
13 years / Step 14	71,295	81,999	88,453	94,829
14 years / Step 15	72,012	82,825	89,345	95,785
15 years / Step 16	72,720	83,624	90,206	96,717
16 years / Step 17	73,453	84,466	91,115	97,693
17 years / Step 18	74,186	85,309	92,023	98,668
18 years / Step 19	74,947	86,190	92,956	99,656
19 years / Step 20	75,694	87,049	93,883	100,651
20 years / Step 21	76,449	87,917	94,819	101,653
21 year / Step 22	77,184	88,806	95,782	102,659
22 years / Step 23	77,955	89,691	96,738	103,683
23 years / Step 24	78,738	90,593	97,709	104,724
24 years / Step 25	79,526	91,482	98,665	105,734
25 years / Step 26	80,325	92,401	99,657	106,797
26 years / Step 27	81,124	93,321	100,649	107,859
27 years / Step 28	81,924	94,260	101,664	108,941
28 years / Step 29	82,739	95,199	102,677	110,024
29 years / Step 30	83,569	96,152	103,706	111,128
30 years / Step 31	84,406	97,116	104,746	112,242
31 year / Step 32	85,251	98,088	105,793	113,364
32 years / Step 33	86,102	99,068	106,850	114,497
33 years / Step 34	86,961	100,056	107,917	115,639
34 years / Step 35	87,834	101,062	109,000	116,801
35 years / Step 36	88,708	102,067	110,085	117,964

Salary Supplements

Salary supplements are provided to approved certificated employees who perform tasks beyond the requirements of the teacher's assigned daily schedule. An employee cannot earn two concurrent supplements during each seasonal program. The amount of the salary supplement is based upon the following criteria:

- years of experience (Step)
- instruction beyond the established school day and school year
- approval of the Principal, Superintendent, and Board

Supplements are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

SUPPLEMENTS WILL BE PAID OVER A 12 MONTH PERIOD

**AS APPROVED BY THE BOARD. SUPPLEMENTS APPROVED AFTER THE
BEGINNING OF THE CONTRACT YEAR WILL BE PRORATED OVER THE
REMAINING MONTHS IN THE CONTRACT**

Position	VARSITY				Varsity B Team	Junior High	Jr. High B Team	
	Years as FB Head Coach	0-3 Yrs	4-5 Yrs	5-8 Yrs				9+ Yrs
Head Football		14,000	16,000	18,000	20,000		1,500	
		All Years						
Head Basketball - Boys		6,500				2,000	1,500	1,000
Head Basketball - Girls		6,500				2,000	1,500	1,000
Assistant Football Limit 4		2 @ 3,000 2 @ 4,000					750	
Assistant Football 4A/5A		2,000						
Football Cheerleading		2,500					750	
Basketball Cheerleading		2,500					750	
Head Baseball		6,500				1,500	1,500	
Assistant Baseball 4A/5A		1,500						
Head Softball		6,500				1,500	1,500	
Assistant Softball 4A/5A		1,500						
Volleyball		6,500				1,500	1,500	
Head Wrestling - Boys		6,500						
Head Wrestling - Girls		6,500						
Assistant Wrestling		2,500						
Golf - II		5,000						
Assistant Golf - II		1,500						
Track - Boys - I		5,000						
Track - Girls - I		5,000						
Assistant Track		1,500						
Cross Country Track II		5,000						
Assistant Cross Country II		1,500						
Head Soccer - Boys I		5,000						
Assistant Soccer - Boys I		1,500						
Head Soccer - Girls *		5,000						
Assistant Soccer - Girls I		1,500						
Coach - Any Sport Boys		2,500					1,500	
Coach - Any Sport Girls		2,500					1,500	
Athletic Compliance Officer		1,500					1,000	
Swim		2,000						

I - Only one supplement (if same coach for both) if joint meets and joint practices.

II - All teams must have a minimum of 10 participants to receive full supplement if not at full participation, supplement will pay 1/2 scale per sport.

All teams must compete in majority of play dates to receive full supplement if not, supplement will pay 1/2 scale per sport.

All coaching supplements, including Head Football supplements, will be paid over a twelve-month term from Sept 1 through Aug 31 and included in the employee's monthly payroll. Any teacher/coach who completes a partial coaching assignment will receive a prorated portion of the relevant supplement.

Position	Program Participants			
	All Participants			
Band Director	3 Months			
Assistant Band Director	8,500			
Band Auxiliary *	2,500			
	All Participants			
Student Participants	0-45 Students	45-69 Students	70-94 Students	95+ Students
Band Marching **	250	500	1,200	2,000
	All Participants			
Choral	2,500			
Fishing Team	1,000			
Robotics	1,250			
Technology	1,250			
Yearbook	1,250			

* May be split among 2 positions-must be a Calhoun Co Employee

** May be designated to one assistant or divided as needed

ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve month period regardless of whether assignments are 9, 10, 11 or 12 month positions.
2. Salaries for contract principals are based upon individual contract terms.
3. Salary schedule placement for assistant principals is determined by the degree held and the type of school

PRINCIPALS

Principals are employed pursuant to individual contracts based upon qualification, experience, performance, and other relevant factors. Contract terms for probationary and contract principals, including salary, length of contract, and similar terms, are subject to negotiation.

Assistant Principals/Title I Facilitators

12 month - 240 Days

(A1) High

Experience	MS	AA/EDS	DO
0 years / Step 1	88,735	91,969	95,719
1 year / Step 2	89,621	92,889	96,677
2 years / Step 3	90,517	93,820	97,644
3 years / Step 4	91,423	94,755	98,620
4 years / Step 5	92,337	95,705	99,604
5 years / Step 6	93,259	96,659	100,601
6 years / Step 7	94,192	97,626	101,606
7 years / Step 8	95,134	98,603	102,622
8 years / Step 9	96,086	99,590	103,648
9 years / Step 10	97,046	100,586	104,684

Assistant Principals/Title I Facilitators

10 Month - 202 Days

(A2) Elementary / Middle

Experience	MS	AA/EDS	DO
0 years / Step 1	75,431	78,965	82,183
1 year / Step 2	76,186	79,752	83,006
2 years / Step 3	76,948	80,551	83,834
3 years / Step 4	77,716	81,355	84,672
4 years / Step 5	78,493	82,169	85,519
5 years / Step 6	79,278	82,991	86,374
6 years / Step 7	80,071	83,822	87,238
7 years / Step 8	80,873	84,660	88,109
8 years / Step 9	81,681	85,505	88,991
9 years / Step 10	82,499	86,359	89,880

CENTRAL OFFICE ADMINISTRATION

Central Office Administrative Personnel

Duty hours for support positions are determined by the position held.

Experience Credit

a. Credit may be awarded to Central Office Administrative Personnel for verifiable related work experience outside of the Calhoun County Board of Education if that experience is determined to be related to the employee's new job responsibilities with the Calhoun County Board of Education. Credit for military experience (maximum of two years) may be awarded to support positions with documentation provided.

b. It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's principal/director or to the Accounting Department of the Board. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.

c. Salary steps may be awarded to Central Office Administrative Personnel for verifiable outside experience related to assigned duties. The following experience steps conversion table is utilized to convert outside work experience to steps on the salary schedule, as well as any promotion from one job to another. Any exceptions to this conversion table must be approved by the Superintendent.

Experience (in years)	Step Level
0 - 2 years	1
3 - 5 years	2
6 - 8 years	3
9 - 11 years	4
12 + years	5

Deputy Superintendent
12 Month - 240 Days
D2

2024-2025

Experience	
Years 0 Step 1	117,515
Years 1 Step 2	119,642
Years 2 Step 3	121,807
Years 3 Step 4	124,012
Years 4 Step 5	126,257
Years 5 Step 6	128,541
Years 6 Step 7	130,868
Years 7 Step 8	133,236
Years 8 Step 9	135,648

Executive Director (Human Resources, Pupil Services, Special Education,
School Improvement)

12 Month - 240 Days

D5

2024-2025

Experience	MS	AA/EDS	DO
Years 0 Step 1	95,881	100,991	106,101
Years 1 Step 2	96,840	101,749	107,162
Years 2 Step 3	97,799	102,506	108,223
Years 3 Step 4	98,756	103,263	109,284
Years 4 Step 5	99,744	104,021	110,378
Years 5 Step 6	100,731	105,582	111,473
Years 6 Step 7	101,718	107,144	112,567
Years 7 Step 8	102,736	108,215	113,693
Years 8 Step 9	103,764	109,297	114,830
Years 9 Step 10	104,801	110,391	115,978

Director, Assistant Director (Child Nutrition, Health Services, Maintenance, Security Services, Technology, Transportation)
 12 Month - 240 Days
 D6/D7/D8/M7

2024-2025

Experience	Director	Assistant Maintenance Transportation Director
Years 0 Step 1	87,063	67,393
Years 1 Step 2	87,642	68,642
Years 2 Step 3	88,223	69,890
Years 3 Step 4	88,803	71,139
Years 4 Step 5	89,694	72,386
Years 5 Step 6	90,584	73,634
Years 6 Step 7	91,475	74,881
Years 7 Step 8	92,390	75,631
Years 8 Step 9	93,314	76,387

Coordinator (Special Education)

12 Month - 240 Days

SC

2024-2025

Experience	MS	AA/EDS	DO
Years 0 Step 1	80,772	84,810	89,051
Years 1 Step 2	81,580	85,659	89,942
Years 2 Step 3	82,386	86,506	90,831
Years 3 Step 4	83,194	87,354	91,721
Years 4 Step 5	84,027	88,228	92,639
Years 5 Step 6	84,859	89,101	93,556
Years 6 Step 7	85,690	89,975	94,473
Years 7 Step 8	86,547	90,875	95,418
Years 8 Step 9	87,413	91,784	96,373

Social Worker
 12 Month - 240 Days
 (SW)

2024-2025

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	57,894	66,574	71,788	76,997
1 year / Step 2	60,787	69,902	75,374	80,846
2 years / Step 3	63,679	73,230	78,960	84,696
3 years / Step 4	65,074	74,834	80,701	86,549
4 years / Step 5	66,469	76,438	82,443	88,402
5 years / Step 6	66,914	76,951	82,985	88,996
6 years / Step 7	67,359	77,464	83,529	89,590
7 years / Step 8	67,971	78,167	84,285	90,404
8 years / Step 9	68,583	78,868	85,041	91,219
9 years / Step 10	69,365	79,769	86,013	92,255
10 years / Step 11	70,146	80,670	86,984	93,292
11 year / Step 12	70,600	81,189	87,544	93,898
12 years / Step 13	71,053	81,709	88,105	94,503
13 years / Step 14	71,507	82,232	88,667	95,106
14 years / Step 15	71,960	82,756	89,230	95,709
15 years / Step 16	72,389	83,184	89,661	96,138
16 years / Step 17	72,818	83,611	90,093	96,566
17 years / Step 18	73,104	83,899	90,378	96,853
18 years / Step 19	73,390	84,186	90,664	97,139
19 years / Step 20	73,677	84,473	90,948	97,424

Social Worker
 10 Month - 202 Days
 (SO)

2024-2025

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	48,728	56,033	60,422	64,806
1 year / Step 2	51,162	58,834	63,440	68,045
2 years / Step 3	53,595	61,636	66,459	71,285
3 years / Step 4	54,770	62,985	67,924	72,845
4 years / Step 5	55,944	64,335	69,389	74,405
5 years / Step 6	56,318	64,767	69,846	74,905
6 years / Step 7	56,693	65,198	70,302	75,405
7 years / Step 8	57,209	65,790	70,940	76,090
8 years / Step 9	57,725	66,381	71,576	76,775
9 years / Step 10	58,383	67,138	72,393	77,649
10 years / Step 11	59,041	67,896	73,211	78,521
11 year / Step 12	59,422	68,334	73,682	79,030
12 years / Step 13	59,804	68,770	74,153	79,539
13 years / Step 14	60,185	69,211	74,627	80,047
14 years / Step 15	60,567	69,652	75,102	80,556
15 years / Step 16	60,928	70,013	75,464	80,917
16 years / Step 17	61,289	70,374	75,827	81,278
17 years / Step 18	61,529	70,615	76,068	81,518
18 years / Step 19	61,770	70,856	76,308	81,758
19 years / Step 20	62,011	71,098	76,549	81,998

System Wide Registered Nurse
 9 Month - 187 Days
 (RN)

2024-2025

Experience	RN-ASN	RN-BSN	RN-MSN	RN-DNP
< 3 years (0,1,2) Step 1-3	44,764	48,269	52,049	56,124
< 6 Years (3,4,5) Step 4-6	49,236	53,090	57,248	61,730
< 9 years (6,7,8) Step 7-9	51,394	55,418	59,758	64,437
9 years / Step 10	52,946	57,092	61,562	66,382
10 years / Step 11	53,475	57,662	62,177	67,045
11 year / Step 12	54,009	58,238	62,799	67,715
12 years / Step 13	54,550	58,822	63,427	68,394
13 years / Step 14	55,096	59,409	64,062	69,077
14 years / Step 15	55,647	60,004	64,702	69,768
15 years / Step 16	56,204	60,604	65,350	70,466
16 years / Step 17	56,765	61,210	66,003	71,170
17 years / Step 18	57,333	61,822	66,663	71,882
18 years / Step 19	57,906	62,440	67,329	72,601
19 years / Step 20	58,485	63,064	68,002	73,327
20 years / Step 21	59,070	63,694	68,682	74,060
21 year / Step 22	59,661	64,332	69,370	74,801
22 years / Step 23	60,257	64,974	70,062	75,548
23 years / Step 24	60,860	65,625	70,763	76,304
24 years / Step 25	61,469	66,282	71,472	77,068
25 years / Step 26	62,083	66,944	72,186	77,838
26 years / Step 27	62,703	67,613	72,907	78,616
27 years / Step 28	63,331	68,291	73,637	79,403
28 years / Step 29	63,964	68,973	74,373	80,196
29 years / Step 30	64,604	69,662	75,117	80,999
30 years / Step 31	65,250	70,358	75,867	81,808
31 year / Step 32	65,902	71,062	76,626	82,626
32 years / Step 33	66,562	71,774	77,393	83,453
33 years / Step 34	67,227	72,490	78,166	84,287
34 years / Step 35	67,899	73,215	78,947	85,130
35 years / Step 36	68,578	73,947	79,738	85,981

School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified public school experience (Act 2023-379).

SUPPORT PERSONNEL

The following 2024-2025 Salary Schedules for Support Personnel reflect the salaries for support employees of the Calhoun County School System. The salaries of some support employees may be based on previous salary schedules.

Support Personnel

Duty hours for support positions are determined by the position held.

Experience Credit

a. Credit may be awarded in support positions for verifiable related work experience outside of the Calhoun County Board of Education if that experience is determined to be related to the employee's new job responsibilities with the Calhoun County Board of Education. Credit for military experience (maximum of two years) may be awarded to support positions with documentation provided.

b. It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's principal/director or to the Accounting Department of the Board. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.

c. Salary steps may be awarded in support positions for verifiable outside experience related to assigned duties. The following experience steps conversion table is utilized to convert outside work experience to steps on the salary schedule, as well as any promotion from one job to another. Any exceptions to this conversion table must be approved by the Superintendent.

Experience (in years)	Step Level
0 - 2 years	1
3 - 5 years	2
6 - 8 years	3
9 - 11 years	4
12 + years	5

Transportation Department
240 days

2024-2025

Experience	8 hours	
	shop assistant (TE)	mechanic (TA) 34
0 years / Step 1	29,378	38,776
1 year / Step 2	29,672	40,233
2 years / Step 3	30,266	41,818
3 years / Step 4	30,568	43,385
4 years / Step 5	31,180	44,189
5 years / Step 6	31,491	44,991
6 years / Step 7	32,436	45,867
7 years / Step 8	33,086	46,743
8 years / Step 9	34,077	47,629
9 years / Step 10	34,760	48,516
10 years / Step 11	35,801	49,002
11 year / Step 12	36,159	49,492
12 years / Step 13	36,521	49,987
13 years / Step 14	36,886	50,487
14 years / Step 15	37,256	50,991

Bus Aide, Driver
182 days

Experience	SpEd bus aide (BA)	Regular / SpEd bus driver (BD)	Career Tech Route (VB)
0 years / Step 1	12,320	15,772	9,720
1 year / Step 2	12,694	16,063	9,720
2 years / Step 3	13,094	16,319	9,720
3 years / Step 4	13,490	16,626	9,720
4 years / Step 5	13,695	16,808	9,720
5 years / Step 6	13,900	16,990	9,720
6 years / Step 7	14,127	17,085	9,720
7 years / Step 8	14,354	17,180	9,720
8 years / Step 9	14,581	17,322	9,720
9 years / Step 10	14,807	17,463	9,720
10 years / Step 11	14,955	17,638	9,720
11 year / Step 12	15,105	17,814	9,720
12 years / Step 13	15,256	17,993	9,720
13 years / Step 14	15,409	18,172	9,720
14 years / Step 15	15,563	18,354	9,720

Gifted routes pay Regular Drivers at \$ 10.50 per hour worked / Substitutes at \$ 7.25 per hour worked.

CNP Managers
185 Days
(CH)

2024-2025

CNP Managers	7.5 hrs
0 years / Step 1	24,569
1 year / Step 2	25,397
2 years / Step 3	26,267
3 years / Step 4	27,202
4 years / Step 5	27,715
5 years / Step 6	28,227
6 years / Step 7	28,725
7 years / Step 8	29,223
8 years / Step 9	29,773
9 years / Step 10	30,324
10 years / Step 11	30,628
11 year / Step 12	30,935
12 years / Step 13	31,244
13 years / Step 14	31,556
14 years / Step 15	31,871

CNP Assistant Managers

2024-2025

	180 Days (CB)	184 Days (CA)
Experience	7 hrs	7 hrs
0 years / Step 1	20,855	21,315
1 year / Step 2	21,584	22,068
2 years / Step 3	22,345	22,849
3 years / Step 4	23,108	23,616
4 years / Step 5	23,497	24,015
5 years / Step 6	23,886	24,412
6 years / Step 7	24,312	24,853
7 years / Step 8	24,738	25,293
8 years / Step 9	25,203	25,762
9 years / Step 10	25,667	26,231
10 years / Step 11	25,924	26,493
11 year / Step 12	26,183	26,758
12 years / Step 13	26,445	27,025
13 years / Step 14	26,709	27,296
14 years / Step 15	26,977	27,568

Experience	184 days (C1)	180 Days (C3)	183 Days (C4)		180 Days (C5)	
	6 hours	4 hours	6 hours	7 hours	6 hours	7 hours
0 years / Step 1	17,168	11,200	17,080	19,926	16,799	19,599
1 year / Step 2	17,667	11,523	17,573	20,501	17,284	20,164
2 years / Step 3	18,215	11,883	18,121	21,142	17,823	20,795
3 years / Step 4	18,765	12,235	18,659	21,768	18,353	21,412
4 years / Step 5	19,044	12,419	18,938	22,095	18,628	21,733
5 years / Step 6	19,323	12,602	19,219	22,422	18,904	22,054
6 years / Step 7	19,611	12,786	19,498	22,748	19,179	22,376
7 years / Step 8	19,898	12,976	19,790	23,088	19,466	22,709
8 years / Step 9	20,184	13,160	20,070	23,415	19,741	23,031
9 years / Step 10	20,470	13,352	20,361	23,755	20,027	23,365
10 years / Step 11	20,675	13,483	20,562	23,989	20,226	23,597
11 year / Step 12	20,882	13,616	20,764	24,225	20,423	23,827
12 years / Step 13	21,092	13,756	20,977	24,473	20,633	24,072
13 years / Step 14	21,303	13,894	21,189	24,722	20,843	24,316
14 years / Step 15	21,516	14,034	21,403	24,970	21,052	24,561

	Classroom Aide ISD Aide PE Aide (DB/PA)	Spec Ed Aide (SA)	Library Aide (LA)
Experience	182 days 7.5 hrs	183 days 7.5 hrs	187 days 7.5 hrs
0 years / Step 1	20,885	21,000	21,459
1 year / Step 2	21,567	21,687	22,186
2 years / Step 3	22,290	22,412	22,956
3 years / Step 4	23,012	23,142	23,809
4 years / Step 5	23,407	23,543	24,235
5 years / Step 6	23,801	23,942	24,663
6 years / Step 7	24,242	24,386	25,099
7 years / Step 8	24,685	24,831	25,536
8 years / Step 9	25,127	25,276	25,974
9 years / Step 10	25,568	25,720	26,413
10 years / Step 11	25,824	25,977	26,677
11 year / Step 12	26,082	26,237	26,944
12 years / Step 13	26,344	26,500	27,214
13 years / Step 14	26,607	26,765	27,486
14 years / Step 15	26,873	27,032	27,760

Local School Nurse - LPN
 9 Month - 187 Days

2024-2025

Experience	187 days 7.5 hrs (SN)
< 3 years (0,1,2) Step 1-3	33,930
< 6 Years (3,4,5) Step 4-6	37,319
< 9 years (6,7,8) Step 7-9	38,955
9 years / Step 10	40,131
10 years / Step 11	40,532
11 year / Step 12	40,937
12 years / Step 13	41,347
13 years / Step 14	41,760
14 years / Step 15	42,179
15 years / Step 16	42,601
16 years / Step 17	43,026
17 years / Step 18	43,457
18 years / Step 19	43,891
19 years / Step 20	44,330
20 years / Step 21	44,772
21 year / Step 22	45,221
22 years / Step 23	45,673
23 years / Step 24	46,130
24 years / Step 25	46,591
25 years / Step 26	47,057
26 years / Step 27	47,527
27 years / Step 28	48,003
28 years / Step 29	48,483
29 years / Step 30	48,968
30 years / Step 31	49,457
31 year / Step 32	49,952
32 years / Step 33	50,452
33 years / Step 34	50,956
34 years / Step 35	51,465
35 years / Step 36	51,980

School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified public school experience (Act 2023-379).

Occupational Therapist
 9 Month - 187 Days
 (OC)

2024-2025

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	45,110	51,873	55,935	59,993
1 year / Step 2	47,363	54,466	58,729	62,993
2 years / Step 3	49,616	57,058	61,523	65,993
3 years / Step 4	50,703	58,307	62,880	67,436
4 years / Step 5	51,792	59,558	64,237	68,880
5 years / Step 6	52,137	59,958	64,659	69,343
6 years / Step 7	52,483	60,356	65,082	69,806
7 years / Step 8	52,960	60,904	65,672	70,440
8 years / Step 9	53,437	61,452	66,262	71,074
9 years / Step 10	54,047	62,154	67,018	71,881
10 years / Step 11	54,657	62,855	67,774	72,689
11 year / Step 12	55,009	63,260	68,210	73,161
12 years / Step 13	55,362	63,665	68,648	73,632
13 years / Step 14	55,715	64,072	69,087	74,103
14 years / Step 15	56,069	64,480	69,525	74,573
15 years / Step 16	56,403	64,814	69,860	74,908
16 years / Step 17	56,736	65,147	70,195	75,242
17 years / Step 18	56,960	65,372	70,419	75,465
18 years / Step 19	57,183	65,595	70,642	75,687
19 years / Step 20	57,407	65,819	70,865	75,909

Local School Secretary

2024-2025

	Local School Secretary (SH)	Transportation, Maintenance, Technology (S5)
Experience	187 Days 7.5 hrs	240 Days 7.5 hrs
0 years / Step 1	22,286	31,128
1 year / Step 2	23,076	32,303
2 years / Step 3	23,869	33,482
3 years / Step 4	24,677	34,687
4 years / Step 5	25,121	35,348
5 years / Step 6	25,564	36,009
6 years / Step 7	26,048	36,727
7 years / Step 8	26,530	37,444
8 years / Step 9	27,003	38,148
9 years / Step 10	27,477	38,852
10 years / Step 11	27,751	39,241
11 year / Step 12	28,029	39,633
12 years / Step 13	28,309	40,030
13 years / Step 14	28,593	40,430
14 years / Step 15	28,878	40,835

HIGHEST DEGREE SUPPLEMENTS - Related Field	
Associates Degree	250
Bachelors Degree	500

Local School Bookkeepers

2024-2025

Experience	Elem/middle 240 days 7.5 hrs (BE)	High 240 Days 7.5 hrs (BH)
0 years / Step 1	31,363	32,506
1 year / Step 2	32,509	33,676
2 years / Step 3	33,712	35,024
3 years / Step 4	34,914	36,372
4 years / Step 5	35,577	37,098
5 years / Step 6	36,241	37,825
6 years / Step 7	36,966	38,591
7 years / Step 8	37,691	39,358
8 years / Step 9	38,538	40,243
9 years / Step 10	39,387	41,128
10 years / Step 11	39,781	41,539
11 year / Step 12	40,179	41,954
12 years / Step 13	40,581	42,373
13 years / Step 14	40,986	42,796
14 years / Step 15	41,396	43,224

HIGHEST DEGREE SUPPLEMENTS - Related Field	
Associates Degree	250
Bachelors Degree	500

Maintenance / Local School Custodian
 240 days
 8 hours

2024-2025

Experience	LOCAL SCHOOL	MAINTENANCE DEPARTMENT						
	CU custodian local school	MN worker 1 (29)	M1 worker 2 (30)	M2 painter (31)	M3 EQ/WE/CAR/FL (32)	M4 carpenter licensed (33)	M5 PL/HVAC/ELEC (36)	M6 LEAD (39)
0 years / Step 1	29,376	33,205	34,457	35,715	36,999	38,408	43,075	48,146
1 year / Step 2	30,480	34,458	35,715	36,999	38,408	39,940	44,687	49,971
2 years / Step 3	31,551	35,714	36,999	38,408	39,940	41,439	46,341	51,934
3 years / Step 4	32,691	36,994	38,408	39,940	41,439	43,075	48,146	53,785
4 years / Step 5	33,284	37,703	39,175	40,690	42,257	43,881	49,058	54,841
5 years / Step 6	33,876	38,412	39,940	41,439	43,075	44,687	49,971	55,898
6 years / Step 7	34,491	39,176	40,690	42,257	43,881	45,514	50,953	56,939
7 years / Step 8	35,105	39,939	41,439	43,075	44,687	46,341	51,934	57,980
8 years / Step 9	35,765	40,689	42,257	43,881	45,514	47,243	52,860	59,038
9 years / Step 10	36,426	41,438	43,075	44,687	46,341	48,146	53,785	60,095
10 years / Step 11	36,790	41,852	43,505	45,134	46,805	48,627	54,322	60,696
11 year / Step 12	37,159	42,270	43,940	45,585	47,273	49,114	54,865	61,304
12 years / Step 13	37,530	42,692	44,380	46,041	47,746	49,605	55,414	61,916
13 years / Step 14	37,905	43,119	44,824	46,502	48,224	50,101	55,969	62,535
14 years / Step 15	38,285	43,551	45,272	46,966	48,706	50,602	56,528	63,160

Experience	Application Support Specialist / Technician (TC)			Data Specialist (DS)
	No Degree	2 yr degree	4 yr degree	No Degree
0 years / Step 1	33,341	37,886	42,432	47,071
1 year / Step 2	33,846	38,392	42,937	47,807
2 years / Step 3	34,351	38,897	43,442	48,542
3 years / Step 4	34,857	39,401	43,947	49,277
4 years / Step 5	35,361	39,907	44,453	50,014
5 years / Step 6	35,866	40,411	44,958	50,749
6 years / Step 7	36,371	40,917	45,463	51,300
7 years / Step 8	36,876	41,422	45,968	51,852
8 years / Step 9	37,382	41,927	46,473	52,404
9 years / Step 10	37,886	42,432	46,979	52,955
10 years / Step 11	38,265	42,856	47,449	53,484
11 year / Step 12	38,647	43,285	47,923	54,019
12 years / Step 13	39,034	43,717	48,403	54,558
13 years / Step 14	39,424	44,154	48,886	55,104
14 years / Step 15	39,818	44,596	49,375	55,656

Experience	Webmaster (WB)			Tech Manager (TM)
	No Degree	2 yr degree	4 yr degree	4 Year Degree
0 years / Step 1	38,748	42,916	47,065	63,649
1 year / Step 2	39,139	43,349	47,540	64,786
2 years / Step 3	39,535	43,787	48,021	65,922
3 years / Step 4	39,934	44,229	48,506	67,059
4 years / Step 5	40,337	44,676	48,995	68,196
5 years / Step 6	40,745	45,128	49,490	69,710
6 years / Step 7	41,157	45,583	49,991	71,225
7 years / Step 8	41,573	46,044	50,495	72,740
8 years / Step 9	41,993	46,509	51,005	73,467
9 years / Step 10	42,417	46,979	51,520	74,201
10 years / Step 11	42,842	47,449	52,034	74,942
11 year / Step 12	43,270	47,923	52,554	75,692
12 years / Step 13	43,703	48,403	53,080	76,449
13 years / Step 14	44,140	48,886	53,610	77,214
14 years / Step 15	44,581	49,375	54,146	77,985

CERTIFICATION SUPPLEMENTS	
Comptia Certifications (A+, Security+, Network+) Each	1,200
Google Trainer	1,200
Apple Educator	500
Google (Admin, Apps, Cybersecurity, Educator Level 1, Educator Level 2) Each	500
PowerSchool Certifications	500

Experience	Bookkeeper Secretary Receptionist (BK)	Fiscal Services Bookkeeper (FS)	Secretary to Superintendent (SS)	Payroll Bookkeeper (LP)	Exempt Degreed Accountant (AC)
0 years / Step 1	37,720	40,699	42,136	42,327	53,624
1 year / Step 2	39,229	42,327	43,737	44,019	56,306
2 years / Step 3	40,699	43,914	45,453	45,672	57,432
3 years / Step 4	42,327	45,672	47,070	47,496	58,581
4 years / Step 5	43,120	46,528	48,013	48,387	59,752
5 years / Step 6	43,914	47,382	48,954	49,278	60,948
6 years / Step 7	44,726	48,260	49,932	50,190	62,167
7 years / Step 8	45,540	49,137	50,912	51,101	63,410
8 years / Step 9	46,427	50,095	51,930	52,099	64,678
9 years / Step 10	47,314	51,053	52,948	53,095	65,972
10 years / Step 11	47,787	51,563	53,478	53,627	66,632
11 year / Step 12	48,264	52,079	54,012	54,163	67,298
12 years / Step 13	48,747	52,600	54,552	54,705	67,971
13 years / Step 14	49,235	53,126	55,098	55,252	68,651
14 years / Step 15	49,727	53,658	55,649	55,804	69,338

HIGHEST DEGREE SUPPLEMENTS - Related Field	
Associates Degree	250
Bachelors Degree	500

Career Coach
10 Month - 202 Days
CT - Career Coach

2024-2025

Experience	
0 years / Step 1	45,110
1 year / Step 2	47,363
2 years / Step 3	49,616
3 years / Step 4	50,703
4 years / Step 5	51,792
5 years / Step 6	52,137
6 years / Step 7	52,483
7 years / Step 8	52,960
8 years / Step 9	53,437
9 years / Step 10	54,047
10 years / Step 11	54,657
11 year / Step 12	55,009
12 years / Step 13	55,362
13 years / Step 14	55,715
14 years / Step 15	56,069
15 years / Step 16	56,403
16 years / Step 17	56,736
17 years / Step 18	56,960
18 years / Step 19	57,183
19 years / Step 20	57,407

SUBSTITUTE PERSONNEL

Substitute Teachers

Less than a full day will receive the appropriate hourly rate based on the rates given below.

*Definition: Substitute Teacher – a person leased on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.

Substitute Teachers	Rate
Non-Certificated	\$75.00
Certificated	\$85.00
Long Term Substitute - Certificated	\$100.00

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Calhoun County Board of Education. Substitute teachers are leased through EduStaff and are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave through Calhoun County Board of Education.

Long Term Substitute - Certificated - a person who has a current teacher certificate, who works for the same absent teacher for twenty (20) or more consecutive school days. Retroactive to the first day. Pay will revert to Certificated pay of \$85.00 with any break in service until an additional twenty (20) or more consecutive school days for the same absent teacher is worked.

Support Substitutes

Support Substitute – a person leased on a temporary basis to fill-in for a support employee who is out on leave or has otherwise vacated a position. Support substitutes for custodians, clerical, and aides leased through EduStaff, and Substitute bus drivers, are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave through the Calhoun County Board of Education.

Substitute Custodians, CNP, Clerical and Aides

Hourly Rate	\$9.25
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Substitute Bus Drivers

Regular Driver	60.00/ Day	morning and evening route
Special Needs Driver	60.00 / Day	morning and evening route
Career Tech Driver	25.00 / Day	mid day route only
Gifted Driver	7.25 / Hour	mid day route only

Extra Bus Trips Driver

Hourly Rate	\$9.00 / hour
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