

ENTERPRISE CITY BOARD OF EDUCATION
Teacher Salary Schedule*
2024-2025
187 Days

<u>Years</u> <u>Experience</u>	<u>BS</u>	<u>MS</u>	<u>6Y</u>	<u>DO</u>
0	47,600.00	51,875.00	55,936.00	59,995.00
1	47,600.00	51,875.00	55,936.00	59,995.00
2	47,600.00	51,875.00	55,936.00	59,995.00
3	49,616.00	57,058.00	61,524.00	65,997.00
4	49,616.00	57,058.00	61,524.00	65,997.00
5	49,616.00	57,058.00	61,524.00	65,997.00
6	51,792.00	59,558.00	64,237.00	68,881.00
7	51,792.00	59,558.00	64,237.00	68,881.00
8	51,792.00	59,558.00	64,237.00	68,881.00
9	53,356.00	61,358.00	66,177.00	70,962.00
10	53,888.00	61,971.00	66,838.00	71,671.00
11	54,428.00	62,591.00	67,506.00	72,387.00
12	54,972.00	63,217.00	68,181.00	73,111.00
13	55,522.00	63,848.00	68,864.00	73,842.00
14	56,077.00	64,487.00	69,551.00	74,581.00
15	56,638.00	65,133.00	70,248.00	75,327.00
16	57,204.00	65,783.00	70,950.00	76,080.00
17	57,776.00	66,441.00	71,660.00	76,841.00
18	58,354.00	67,105.00	72,377.00	77,608.00
19	58,937.00	67,776.00	73,101.00	78,384.00
20	59,527.00	68,454.00	73,831.00	79,169.00
21	60,122.00	69,139.00	74,570.00	79,961.00
22	60,723.00	69,831.00	75,314.00	80,760.00
23	61,330.00	70,528.00	76,068.00	81,567.00
24	61,944.00	71,234.00	76,829.00	82,383.00
25	62,563.00	71,946.00	77,597.00	83,207.00
26	63,188.00	72,665.00	78,373.00	84,039.00
27	63,821.00	73,392.00	79,157.00	84,880.00
28	64,459.00	74,126.00	79,948.00	85,728.00
29	65,104.00	74,867.00	80,748.00	86,586.00
30	65,754.00	75,616.00	81,555.00	87,452.00
31	66,412.00	76,372.00	82,371.00	88,325.00
32	67,077.00	77,136.00	83,195.00	89,209.00
33	67,747.00	77,907.00	84,027.00	90,102.00
34	68,424.00	78,686.00	84,867.00	91,003.00
35	69,109.00	79,473.00	85,715.00	91,912.00

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has 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.

***Includes the following:**

- ARI Reading Specialist
- Interventionist/Title I
- Behavior Specialist/Compliance Monitor
- Instructional Partner
- Psychometrist
- Speech Pathologist
- Math Specialist
- Parental Involvement Specialist

ENTERPRISE CITY BOARD OF EDUCATION
Teams Teacher Salary Schedule*
2024-2025
189 Days

<u>Years</u> <u>Experience</u>	<u>BS</u>	<u>MS</u>	<u>AA/EDS</u>	<u>DO</u>
0	50,521.00	57,285.00	61,346.00	65,405.00
1	54,082.00	62,194.00	67,061.00	71,932.00
2	56,972.00	65,514.00	70,661.00	75,769.00
3	58,638.00	67,433.00	72,730.00	77,988.00
4	60,350.00	69,401.00	74,851.00	80,263.00
5	62,105.00	71,420.00	77,030.00	82,600.00
6	63,909.00	73,493.00	79,267.00	84,997.00
7	65,759.00	75,622.00	81,561.00	87,458.00
8	67,074.00	77,132.00	83,193.00	89,208.00
9	68,415.00	78,676.00	84,856.00	90,993.00
10	69,440.00	79,857.00	86,128.00	92,356.00
11	70,482.00	81,055.00	87,421.00	93,741.00
12	71,540.00	82,271.00	88,731.00	95,148.00
13	71,540.00	82,271.00	88,731.00	95,148.00
14	71,540.00	82,271.00	88,731.00	95,148.00
15	72,616.00	83,510.00	90,069.00	96,581.00
16	72,616.00	83,510.00	90,069.00	96,581.00
17	72,616.00	83,510.00	90,069.00	96,581.00
18	73,717.00	84,774.00	91,432.00	98,043.00
19	73,717.00	84,774.00	91,432.00	98,043.00
20	73,717.00	84,774.00	91,432.00	98,043.00
21	74,838.00	86,065.00	92,823.00	99,535.00
22	74,838.00	86,065.00	92,823.00	99,535.00
23	74,838.00	86,065.00	92,823.00	99,535.00
24	75,981.00	87,378.00	94,241.00	101,056.00
25	75,981.00	87,378.00	94,241.00	101,056.00
26	75,981.00	87,378.00	94,241.00	101,056.00
27	77,148.00	88,721.00	95,688.00	102,607.00

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has 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.

ENTERPRISE CITY BOARD OF EDUCATION
Nurse Salary Schedule
2024-2025
187 Days

<u>Years Experience</u>	<u>LPN</u>	<u>RN-ASN</u>	<u>RN-BSN</u>	<u>RN-MSN</u>	<u>RN-DNP</u>
0	33,930	44,764	48,269	52,049	56,124
1	33,930	44,764	48,269	52,049	56,124
2	33,930	44,764	48,269	52,049	56,124
3	37,319	49,236	53,090	57,248	61,730
4	37,319	49,236	53,090	57,248	61,730
5	37,319	49,236	53,090	57,248	61,730
6	38,955	51,394	55,418	59,758	64,437
7	38,955	51,394	55,418	59,758	64,437
8	38,955	51,394	55,418	59,758	64,437
9	40,131	52,946	57,092	61,562	66,382
10	40,532	53,475	57,662	62,177	67,045
11	40,937	54,009	58,238	62,799	67,715
12	41,347	54,550	58,822	63,427	68,394
13	41,760	55,096	59,409	64,062	69,077
14	42,179	55,647	60,004	64,702	69,768
15	42,601	56,204	60,604	65,350	70,466
16	43,026	56,765	61,210	66,003	71,170
17	43,457	57,333	61,822	66,663	71,882
18	43,891	57,906	62,440	67,329	72,601
19	44,330	58,485	63,064	68,002	73,327
20	44,772	59,070	63,694	68,682	74,060
21	45,221	59,661	64,332	69,370	74,801
22	45,673	60,257	64,974	70,062	75,548
23	46,130	60,860	65,625	70,763	76,304
24	46,591	61,469	66,282	71,472	77,068
25	47,057	62,083	66,944	72,186	77,838
26	47,527	62,703	67,613	72,907	78,616
27	48,003	63,331	68,291	73,637	79,403
28	48,483	63,964	68,973	74,373	80,196
29	48,968	64,604	69,662	75,117	80,999
30	49,457	65,250	70,358	75,867	81,808
31	49,952	65,902	71,062	76,626	82,626
32	50,452	66,562	71,774	77,393	83,453
33	50,956	67,227	72,490	78,166	84,287
34	51,465	67,899	73,215	78,947	85,130
35	51,980	68,578	73,947	79,738	85,981

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after an official transcript is received in the EBOE payroll office.- If the contract period has 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.

ENTERPRISE CITY BOARD OF EDUCATION
Bus Aide/Nurse Salary Schedule
2024-2025
187 Days

<u>Years</u> <u>Experience</u>	<u>LPN</u>	<u>RN-ASN</u>	<u>RN-BSN</u>	<u>RN-MSN</u>	<u>RN-DNP</u>
0	16,964.64	22,381.86	24,134.22	26,024.28	28,061.73
1	16,964.64	22,381.86	24,134.22	26,024.28	28,061.73
2	16,964.64	22,381.86	24,134.22	26,024.28	28,061.73
3	18,659.37	24,617.70	26,544.99	28,623.75	30,864.69
4	18,659.37	24,617.70	26,544.99	28,623.75	30,864.69
5	18,659.37	24,617.70	26,544.99	28,623.75	30,864.69
6	19,477.41	25,696.86	27,708.81	29,878.86	32,218.23
7	19,477.41	25,696.86	27,708.81	29,878.86	32,218.23
8	19,477.41	25,696.86	27,708.81	29,878.86	32,218.23
9	20,065.44	26,472.57	28,545.72	30,780.54	33,190.80
10	20,265.87	26,737.26	28,830.81	31,088.07	33,522.30
11	20,468.34	27,004.50	29,118.96	31,399.17	33,857.37
12	20,673.36	27,274.80	29,410.68	31,713.33	34,196.52
13	20,879.91	27,547.65	29,704.44	32,030.55	34,538.22
14	21,089.01	27,823.05	30,001.77	32,350.83	34,884.00
15	21,300.15	28,101.51	30,301.65	32,674.68	35,232.84
16	21,512.82	28,382.01	30,604.59	33,001.08	35,584.74
17	21,728.04	28,666.08	30,910.59	33,331.05	35,940.72
18	21,945.30	28,952.70	31,219.65	33,664.08	36,300.27
19	22,164.60	29,242.38	31,531.77	34,000.68	36,663.39
20	22,385.94	29,534.61	31,846.95	34,340.85	37,029.57
21	22,610.34	29,830.41	32,165.70	34,684.59	37,400.34
22	22,836.27	30,128.25	32,487.00	35,030.88	37,773.66
23	23,064.75	30,429.66	32,812.38	35,381.25	38,151.57
24	23,295.27	30,734.13	33,140.82	35,735.70	38,533.56
25	23,528.34	31,041.15	33,471.81	36,092.70	38,918.61
26	23,763.45	31,351.23	33,806.37	36,453.27	39,307.74
27	24,001.11	31,665.39	34,145.01	36,818.43	39,701.46
28	24,241.32	31,981.59	34,486.20	37,186.14	40,097.73
29	24,483.57	32,301.87	34,830.96	37,558.44	40,499.10
30	24,728.37	32,624.70	35,178.78	37,933.29	40,903.53
31	24,975.72	32,950.59	35,530.68	38,312.73	41,312.55
32	25,225.62	33,280.56	35,886.66	38,696.25	41,726.16
33	25,477.56	33,613.08	36,244.68	39,082.83	42,143.34
34	25,732.05	33,949.17	36,607.29	39,473.49	42,564.60
35	25,989.60	34,288.83	36,973.47	39,868.74	42,990.45

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins an official transcript is received in the EBOE payroll office. If the contract period has 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.

ENTERPRISE CITY BOARD OF EDUCATION
Aide Salary Schedule
2024-2025

<u>Years</u> <u>Experience</u>	<u>187 Day</u>	<u>195 Day</u>
0	24,184.09	25,218.70
1	24,425.93	25,470.89
2	24,670.18	25,725.59
3	24,916.90	25,982.86
4	25,166.06	26,242.68
5	25,417.72	26,505.11
6	25,671.90	26,770.16
7	25,928.62	27,037.86
8	26,187.90	27,308.25
9	26,449.77	27,581.33
10	26,714.28	27,857.14
11	26,981.42	28,135.70
12	27,251.24	28,417.07
13	27,523.75	28,701.23
14	27,798.99	28,988.25
15	28,076.97	29,278.13
16	28,357.74	29,570.91
17	28,641.31	29,866.62
18	28,927.74	30,165.29
19	29,217.01	30,466.94
20	29,509.19	30,771.60

ENTERPRISE CITY BOARD OF EDUCATION
Finance Salary Schedule
2024-2025

Years Experience	Senior Accountant 240 Day		Payroll & Purchasing ¹ 240 Day		Department Bookkeeper ² 240 Day			Department Bookkeeper ² 205 Day			School Secretary/Bookkeeper ⁴ 240 Day 215 Day 205 Day		
	BS	MBA ³	BS	MBA ³	ND	BS	MBA ³	ND	BS	MBA ³			
0	54,468.75	58,732.80	51,875.00	55,936.00	42,840.00	46,687.50	50,342.40	36,592.50	39,878.91	43,000.60	40,460.00	36,245.42	34,559.58
1	54,468.75	58,732.80	51,875.00	55,936.00	42,840.00	46,687.50	50,342.40	36,592.50	39,878.91	43,000.60	40,460.00	36,245.42	34,559.58
2	54,468.75	58,732.80	51,875.00	55,936.00	42,840.00	46,687.50	50,342.40	36,592.50	39,878.91	43,000.60	40,460.00	36,245.42	34,559.58
3	59,910.90	64,600.20	57,058.00	61,524.00	44,654.40	51,352.20	55,371.60	38,142.30	43,863.34	47,296.58	42,173.60	37,780.52	36,023.28
4	59,910.90	64,600.20	57,058.00	61,524.00	44,654.40	51,352.20	55,371.60	38,142.30	43,863.34	47,296.58	42,173.60	37,780.52	36,023.28
5	59,910.90	64,600.20	57,058.00	61,524.00	44,654.40	51,352.20	55,371.60	38,142.30	43,863.34	47,296.58	42,173.60	37,780.52	36,023.28
6	62,535.90	67,448.85	59,558.00	64,237.00	46,612.80	53,602.20	57,813.30	39,815.10	45,785.21	49,382.19	44,023.20	39,437.45	37,603.15
7	62,535.90	67,448.85	59,558.00	64,237.00	46,612.80	53,602.20	57,813.30	39,815.10	45,785.21	49,382.19	44,023.20	39,437.45	37,603.15
8	62,535.90	67,448.85	59,558.00	64,237.00	46,612.80	53,602.20	57,813.30	39,815.10	45,785.21	49,382.19	44,023.20	39,437.45	37,603.15
9	64,425.90	69,485.85	61,358.00	66,177.00	48,020.40	55,222.20	59,559.30	41,017.43	47,168.96	50,873.57	45,352.60	40,628.37	38,738.68
10	65,069.55	70,179.90	61,971.00	66,838.00	48,499.20	55,773.90	60,154.20	41,426.40	47,640.21	51,381.71	45,804.80	41,033.47	39,124.93
11	65,720.55	70,881.30	62,591.00	67,506.00	48,985.20	56,331.90	60,755.40	41,841.53	48,116.83	51,895.24	46,263.80	41,444.65	39,517.00
12	66,377.85	71,590.05	63,217.00	68,181.00	49,474.80	56,895.30	61,362.90	42,259.73	48,598.07	52,414.14	46,726.20	41,858.89	39,911.96
13	67,040.40	72,307.20	63,848.00	68,864.00	49,969.80	57,463.20	61,977.60	42,682.54	49,083.15	52,939.20	47,193.70	42,277.69	40,311.29
14	67,711.35	73,028.55	64,487.00	69,551.00	50,469.30	58,038.30	62,595.90	43,109.19	49,574.38	53,467.33	47,665.45	42,700.30	40,714.24
15	68,389.65	73,760.40	65,133.00	70,248.00	50,974.20	58,619.70	63,223.20	43,540.46	50,070.99	54,003.15	48,142.30	43,127.48	41,121.55
16	69,072.15	74,497.50	65,783.00	70,950.00	51,483.60	59,204.70	63,855.00	43,975.58	50,570.68	54,542.81	48,623.40	43,558.46	41,532.49
17	69,763.05	75,243.00	66,441.00	71,660.00	51,998.40	59,796.90	64,494.00	44,415.30	51,076.52	55,088.63	49,109.60	43,994.02	41,947.78
18	70,460.25	75,995.85	67,105.00	72,377.00	52,518.60	60,394.50	65,139.30	44,859.64	51,586.97	55,639.82	49,600.90	44,434.14	42,367.44
19	71,164.80	76,756.05	67,776.00	73,101.00	53,043.30	60,998.40	65,790.90	45,307.82	52,102.80	56,196.39	50,096.45	44,878.07	42,790.72
20	71,876.70	77,522.55	68,454.00	73,831.00	53,574.30	61,608.60	66,447.90	45,761.38	52,624.01	56,757.58	50,597.95	45,327.33	43,219.08
21	72,595.95	78,298.50	69,139.00	74,570.00	54,109.60	62,225.10	67,113.00	46,218.79	53,150.61	57,325.69	51,103.70	45,780.40	43,651.08
22	73,322.55	79,079.70	69,831.00	75,314.00	54,650.70	62,847.90	67,782.60	46,680.81	53,682.58	57,897.64	51,614.55	46,238.03	44,087.43
23	74,054.40	79,871.40	70,528.00	76,068.00	55,197.00	63,475.20	68,461.20	47,147.44	54,218.40	58,477.28	52,130.50	46,700.24	44,528.14
24	74,795.70	80,670.45	71,234.00	76,829.00	55,749.60	64,110.60	69,146.10	47,619.45	54,761.14	59,062.29	52,652.40	47,167.78	44,973.93
25	75,543.30	81,476.85	71,946.00	77,597.00	56,306.70	64,751.40	69,837.30	48,095.31	55,308.49	59,652.69	53,178.55	47,639.12	45,423.34
26	76,298.25	82,291.65	72,665.00	78,373.00	56,869.20	65,398.50	70,535.70	48,575.78	55,861.22	60,249.24	53,709.80	48,115.03	45,877.12
27	77,061.60	83,114.85	73,392.00	79,157.00	57,438.90	66,052.80	71,241.30	49,062.39	56,420.10	60,851.94	54,247.85	48,597.03	46,336.71
28	77,832.30	83,945.40	74,126.00	79,948.00	58,013.10	66,713.40	71,953.20	49,552.86	56,984.36	61,460.03	54,790.15	49,082.84	46,799.92
29	78,610.35	84,785.40	74,867.00	80,748.00	58,593.60	67,380.30	72,673.20	50,048.70	57,554.01	62,075.03	55,338.40	49,573.98	47,268.22
30	79,396.80	85,632.75	75,616.00	81,555.00	59,178.60	68,054.40	73,399.50	50,548.39	58,129.80	62,695.41	55,890.90	50,068.93	47,740.14
31	80,190.60	86,489.55	76,372.00	82,371.00	59,770.80	68,734.80	74,133.90	51,054.23	58,710.98	63,322.71	56,450.20	50,569.97	48,217.88
32	80,992.80	87,354.75	77,136.00	83,195.00	60,369.30	69,422.40	74,875.50	51,565.44	59,298.30	63,956.16	57,015.45	51,076.34	48,700.70
33	81,802.35	88,228.35	77,907.00	84,027.00	60,972.30	70,116.30	75,624.30	52,080.51	59,891.01	64,595.76	57,584.95	51,586.52	49,187.14
34	82,620.30	89,110.35	78,686.00	84,867.00	61,581.60	70,817.40	76,380.30	52,600.95	60,489.86	65,241.51	58,160.40	52,102.03	49,678.68
35	83,446.65	90,000.75	79,473.00	85,715.00	62,198.10	71,525.70	77,143.50	53,127.54	61,094.87	65,893.41	58,742.65	52,623.62	50,176.01

CSFO Per Contract 160,000.00

- ¹ Includes the following:
 Payroll Accountant
 Payroll Clerk
 Purchasing Agent
- ² Includes the following:
 Federal Programs Secretary
 CNP Bookkeeper
 Transportation/Maintenance Bookkeeper
 Department Secretary/Bookkeeper
 EHS School Secretary/Bookkeeper (240 day)
- ³ Masters in business related field or CPA certification
- ⁴ Includes the following:
 School Secretary/Bookkeeper
 Special Projects Secretaries
 Central Office Receptionist

ENTERPRISE CITY BOARD OF EDUCATION
Secretary Salary Schedule
2024-2025

<u>Years Experience</u>	Executive Secretary	Department Secretary¹		School Secretary/Clerical Aide			
	240 Day	240 Day	205 Day	240 Day	205 Day	195 Day	187 Day
0	42,854.99	33,381.78	28,513.61	30,675.15	26,201.70	24,923.57	23,901.06
1	42,854.99	33,381.78	28,513.61	30,675.15	26,201.70	24,923.57	23,901.06
2	42,854.99	33,381.78	28,513.61	30,675.15	26,201.70	24,923.57	23,901.06
3	47,135.07	36,715.74	31,361.36	33,738.78	28,818.55	27,412.77	26,288.13
4	47,135.07	36,715.74	31,361.36	33,738.78	28,818.55	27,412.77	26,288.13
5	47,135.07	36,715.74	31,361.36	33,738.78	28,818.55	27,412.77	26,288.13
6	49,201.94	38,325.72	32,736.55	35,218.23	30,082.24	28,614.81	27,440.88
7	49,201.94	38,325.72	32,736.55	35,218.23	30,082.24	28,614.81	27,440.88
8	49,201.94	38,325.72	32,736.55	35,218.23	30,082.24	28,614.81	27,440.88
9	50,687.42	39,482.83	33,724.92	36,281.52	30,990.47	29,478.73	28,269.35
10	51,193.24	39,876.84	34,061.46	36,643.58	31,299.73	29,772.91	28,551.45
11	51,705.84	40,276.13	34,402.53	37,010.50	31,613.14	30,071.03	28,837.35
12	52,223.29	40,679.19	34,746.81	37,380.88	31,929.50	30,371.97	29,125.94
13	52,745.58	41,086.03	35,094.31	37,754.73	32,248.83	30,675.71	29,417.23
14	53,272.71	41,496.64	35,445.05	38,132.05	32,571.12	30,982.29	29,711.22
15	53,805.66	41,911.78	35,799.64	38,513.53	32,896.97	31,292.24	30,008.46
16	54,343.46	42,330.69	36,157.47	38,898.48	33,225.79	31,605.02	30,308.39
17	54,887.07	42,754.14	36,519.16	39,287.58	33,558.14	31,921.17	30,611.58
18	55,435.52	43,181.35	36,884.08	39,680.16	33,893.47	32,240.13	30,917.46
19	55,989.79	43,613.10	37,252.86	40,076.90	34,232.35	32,562.48	31,226.59
20	56,549.87	44,049.37	37,625.51	40,477.80	34,574.79	32,888.22	31,538.95
21	57,115.77	44,490.18	38,002.03	40,882.86	34,920.78	33,217.33	31,854.57
22	57,686.51	44,934.75	38,381.77	41,291.40	35,269.73	33,549.26	32,172.88
23	58,263.06	45,383.86	38,765.38	41,704.09	35,622.25	33,884.57	32,494.44
24	58,846.40	45,838.25	39,153.51	42,121.63	35,978.90	34,223.83	32,819.78
25	59,434.58	46,296.41	39,544.85	42,542.65	36,338.51	34,565.90	33,147.82
26	60,028.58	46,759.11	39,940.07	42,967.83	36,701.68	34,911.36	33,479.10
27	60,629.36	47,227.08	40,339.80	43,397.86	37,069.00	35,260.76	33,814.16
28	61,235.96	47,699.59	40,743.40	43,832.05	37,439.88	35,613.54	34,152.48
29	61,848.36	48,176.62	41,150.86	44,270.41	37,814.31	35,969.71	34,494.02
30	62,465.62	48,657.43	41,561.55	44,712.23	38,191.70	36,328.69	34,838.28
31	63,090.62	49,144.27	41,977.40	45,159.60	38,573.83	36,692.17	35,186.86
32	63,722.41	49,636.40	42,397.76	45,611.83	38,960.10	37,059.61	35,539.22
33	64,359.04	50,132.31	42,821.34	46,067.52	39,349.35	37,429.87	35,894.28
34	65,002.46	50,633.49	43,249.44	46,528.08	39,742.73	37,804.07	36,253.13
35	65,652.66	51,139.96	43,682.05	46,993.48	40,140.26	38,182.20	36,615.76

1 Includes the following:
Child Nutrition Program Secretary

ENTERPRISE CITY BOARD OF EDUCATION
Technology Salary Schedule
2024-2025
240 Days

System Technologist	110,210.78
Secondary Technologist	103,693.80
Network Engineer	88,370.72

<u>Years Experience</u>	IT Technician 1
0	47,155.98
1	47,863.31
2	48,581.26
3	49,309.98
4	50,049.63
5	50,800.38
6	51,562.38
7	52,335.81
8	53,120.86
9	53,917.67
10	54,726.44
11	55,547.33
12	56,380.53
13	57,226.24
14	58,084.63
15	58,955.91
16	59,840.25
17	60,737.86
18	61,648.92
19	62,573.65
20	63,512.26

Technology Integration Coac Teacher Salary Schedule on a 240 day contract

1 Includes the following:
IT Technician
Digital Media Integration Technician

ENTERPRISE CITY BOARD OF EDUCATION
Child Nutrition Salary Schedule
2024-2025

Child Nutrition Program Supervisor	240 days		92,335.45						
Child Nutrition Program Bookkeeper	240 days			Refer to Finance salary schedule / Dept Bookkeeper					
Child Nutrition Program Secretary	240 days			Refer to Secretary salary schedule					
		Assistant Lunchroom Manager	Lunchroom Manager - all other schools	6 Hour*	Lunchroom Workers			Service Center Custodian/ Special Events	
	Lunchroom Manager EHS 194 days	194 days	194 days	187 days	6.5 Hours* 187 days	7 Hour* 187 days	7.5 Hours* 187 days	240 days	
<u>Years Experience</u>									
0	31,259.53	29,014.79	30,137.16	18,503.95	20,045.95	21,587.94	23,129.95	31,620.00	
1	31,572.13	29,304.94	30,438.53	18,688.99	20,246.41	21,803.83	23,361.24	32,094.30	
2	31,887.85	29,597.98	30,742.91	18,875.89	20,448.88	22,021.86	23,594.85	32,575.71	
3	32,206.72	29,893.97	31,050.35	19,064.65	20,653.37	22,242.09	23,830.81	33,064.35	
4	32,528.80	30,192.91	31,360.85	19,255.28	20,859.90	22,464.50	24,069.11	33,560.32	
5	32,854.09	30,494.83	31,674.46	19,447.84	21,068.50	22,689.15	24,309.80	34,063.72	
6	33,182.63	30,799.79	31,991.21	19,642.31	21,279.18	22,916.03	24,552.90	34,574.68	
7	33,514.46	31,107.79	32,311.12	19,838.75	21,491.97	23,145.20	24,798.43	35,093.30	
8	33,849.60	31,418.87	32,634.23	20,037.12	21,706.89	23,376.66	25,046.42	35,619.70	
9	34,188.09	31,733.06	32,960.57	20,237.49	21,923.95	23,610.42	25,296.88	36,153.99	
10	34,529.97	32,050.38	33,290.18	20,439.87	22,143.20	23,846.52	25,549.85	36,696.30	
11	34,875.28	32,370.88	33,623.08	20,644.27	22,364.62	24,084.98	25,805.35	37,246.75	
12	35,224.03	32,694.59	33,959.31	20,850.72	22,588.28	24,325.84	26,063.41	37,805.45	
13	35,576.27	33,021.54	34,298.90	21,059.23	22,814.17	24,569.10	26,324.04	38,372.53	
14	35,932.04	33,351.75	34,641.88	21,269.82	23,042.30	24,814.78	26,587.28	38,948.12	
15	36,291.35	33,685.27	34,988.31	21,482.52	23,272.73	25,062.93	26,853.15	39,532.34	
16	36,654.26	34,022.12	35,338.20	21,697.34	23,505.45	25,313.56	27,121.68	40,125.32	
17	37,020.80	34,362.34	35,691.57	21,914.31	23,740.50	25,566.70	27,392.90	40,727.20	
18	37,391.02	34,705.97	36,048.48	22,133.46	23,977.92	25,822.36	27,666.83	41,338.11	
19	37,764.93	35,053.03	36,408.97	22,354.79	24,217.70	26,080.59	27,943.49	41,958.18	
20	38,142.57	35,403.56	36,773.06	22,578.33	24,459.87	26,341.40	28,222.93	42,587.56	
CNP Worker / Custodian	187 days 240 days			Refer to Lunchroom Workers Salary Schedule Refer to Custodial Salary Schedule					

*Salaries not based on hourly rate. Hours used only to describe jobs.

ENTERPRISE CITY BOARD OF EDUCATION

Custodial Salary Schedule**

2024-2025

240 Days

8 hour**

Years
Experience

0	29,376.00
1	29,963.52
2	30,551.04
3	31,138.56
4	31,726.08
5	32,313.60
6	32,901.12
7	33,488.64
8	34,076.16
9	34,663.68
10	35,251.20
11	35,838.72
12	36,426.24
13	37,013.76
14	37,601.28
15	38,188.80
16	38,776.32
17	39,363.84
18	39,951.36
19	40,538.88
20	41,126.40

** Salaries not based on hourly rate. Hours used only to describe jobs.

ENTERPRISE CITY BOARD OF EDUCATION
Maintenance Salary Schedule
2024-2025

Maintenance Supervisor 92,335.45

<u>Years</u> <u>Experience</u>	Maintenanc e Technician	Maintenanc e Helper	Grounds Maintenanc e Foreman	Grounds Maintenanc e Technician	System Wide Custodian
0	44,910.45	35,394.00	44,910.45	31,354.80	31,354.80
1	45,449.37	35,924.91	45,449.37	31,825.12	31,825.12
2	45,994.76	36,463.78	45,994.76	32,302.50	32,302.50
3	46,546.70	37,010.74	46,546.70	32,787.04	32,787.04
4	47,105.26	37,565.90	47,105.26	33,278.84	33,278.84
5	47,670.53	38,129.39	47,670.53	33,778.02	33,778.02
6	48,242.57	38,701.33	48,242.57	34,284.69	34,284.69
7	48,821.48	39,281.85	48,821.48	34,798.97	34,798.97
8	49,407.34	39,871.08	49,407.34	35,320.95	35,320.95
9	50,000.23	40,469.14	50,000.23	35,850.76	35,850.76
10	50,600.23	41,076.18	50,600.23	36,388.53	36,388.53
11	51,207.44	41,692.32	51,207.44	36,934.35	36,934.35
12	51,821.93	42,317.71	51,821.93	37,488.37	37,488.37
13	52,443.79	42,952.48	52,443.79	38,050.69	38,050.69
14	53,073.11	43,596.76	53,073.11	38,621.45	38,621.45
15	53,710.00	44,250.71	53,710.00	39,200.78	39,200.78
16	54,354.51	44,914.47	54,354.51	39,788.79	39,788.79
17	55,006.76	45,588.19	55,006.76	40,385.62	40,385.62
18	55,666.84	46,272.01	55,666.84	40,991.40	40,991.40
19	56,334.86	46,966.09	56,334.86	41,606.28	41,606.28
20	57,010.86	47,670.59	57,010.86	42,230.37	42,230.37

ENTERPRISE CITY BOARD OF EDUCATION
Transportation Salary Schedule
2024-2025

Transportation Supervisor (240 days) 92,335.45

	Transportation Mechanic	Transportation Shop Foreman	Bus Driver	Bus Aides	Routing Specialist 240 day	
<u>Years Experience</u>	240 day	240 day	187 day	187 day	ND	BS
0	46,033.20	58,574.67	17,193.31	12,436.77	46,214.16	49,911.29
1	46,999.91	59,511.87	17,537.18	12,685.51	46,936.48	50,691.40
2	47,986.90	60,464.06	17,887.93	12,939.21	47,658.80	51,471.50
3	48,994.62	61,431.49	18,245.68	13,197.99	48,381.12	52,251.61
4	50,023.51	62,414.39	18,610.60	13,461.95	49,103.44	53,031.72
5	51,074.00	63,413.01	18,982.81	13,731.19	49,825.76	53,811.82
6	52,146.56	64,427.63	19,362.47	14,005.81	50,548.08	54,591.93
7	53,241.63	65,458.47	19,749.72	14,285.93	51,270.40	55,372.03
8	54,359.72	66,505.81	20,144.71	14,571.66	51,992.72	56,152.14
9	55,501.27	67,569.90	20,547.60	14,863.08	52,715.04	56,932.24
10	56,666.79	68,651.01	20,958.55	15,160.34	53,437.36	57,712.35
11	57,856.80	69,749.44	21,377.73	15,463.56	54,159.68	58,492.45
12	59,071.79	70,865.42	21,805.28	15,772.83	54,882.00	59,272.56
13	60,312.30	71,999.27	22,241.39	16,088.28	55,604.32	60,052.67
14	61,578.85	73,151.26	22,686.22	16,410.05	56,326.64	60,832.77
15	62,872.00	74,321.68	23,139.94	16,738.25	57,048.96	61,612.88
16	64,192.32	75,510.82	23,602.74	17,073.02	57,771.28	62,392.98
17	65,540.37	76,719.00	24,074.79	17,414.48	58,493.60	63,173.09
18	66,916.71	77,946.51	24,556.29	17,762.76	59,215.92	63,953.19
19	68,321.97	79,193.65	25,047.43	18,118.02	59,938.24	64,733.30
20	69,756.72	80,460.75	25,548.37	18,480.38	60,660.56	65,513.40

Transportation/Maintenance Bookkeeper (240 days) See Finance Dept. Salary Schedule

Transportation/Maintenance Bookkeeper (205 days) See Finance Dept. Salary Schedule

Bus Nurse (187 days) See Bus Nurse Salary Schedule

**ENTERPRISE CITY BOARD OF EDUCATION
Miscellaneous Salary Schedule
2024-2025**

Library Media Specialist	195 days	Teacher Salary Schedule on a 195 day contract
Guidance Counselor	187 days	Teacher Salary Schedule on a 187 day contract
Guidance Counselor	205 days	Teacher Salary Schedule on a 205 day contract
Guidance Counselor	240 days	Teacher Salary Schedule on a 240 day contract
**Gifted Teacher	205 days	Teacher Salary Schedule on a 205 day contract
JROTC Army Instructor	Contract *	Monthly Minimum Instructor Pay (MIP)
IEP/PSSP Specialist	240 days	Teacher Salary Schedule on a 240 day contract
Head Varsity Football Coach EHS	240 days	Teacher Salary Schedule on a 240 day contract
Assistant Head Football/Offensive Coordinator EHS	240 days	Teacher Salary Schedule on a 240 day contract
Licensed Professional Counselor	205 days	Teacher Salary Schedule, MS, on a 205 day contract
District ELA K-12 Specialist	240 days	Teacher Salary Schedule on a 240 day contract
District Mathematics K-12 Specialist	240 days	Teacher Salary Schedule on a 240 day contract

* Days based on Army JROTC Cost-Share Minimum Instructor pay Agreement.

** Approved for hire prior to August 2021

**ENTERPRISE CITY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE
2024-2025**

Bus Driver Substitute	\$ 60.00 /day
Bus Aide Substitute	\$ 44.00 /day

ENTERPRISE CITY BOARD OF EDUCATION
Athletic Department Supplement Schedule
2024-2025

Supplements are for one year only and are not included when base salary is computed.
The principal must recommend a particular individual for a specific supplement each school year; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.
Supplements expressed as a percentage are to be computed by applying the stated percentage rate to the state teacher salary matrix, bachelor's degree and years of experience at 187 days.

ATHLETIC DIRECTOR

High School	\$9,771
Junior High	6.00%

BASEBALL

Head Varsity	24.00%
Assistant Varsity	7.00%
Head Junior Varsity	6.00%
Head Junior High	6.00%
Asst Junior High	5.00%

BASKETBALL

Basketball Operations (240 day)*	\$17,759
----------------------------------	----------

HIGH SCHOOL

Head Varsity	
Boys	26.00%
Girls	26.00%
Assistant Varsity	
Boys	7.00%
Girls	7.00%
Head Junior Varsity	
Boys	6.00%
Girls	6.00%
Head 9th Grade	
Boys	6.00%
Girls	6.00%
Assistant Junior Varsity/9th Grade	
Boys	5.00%
Girls	5.00%

JUNIOR HIGH SCHOOL

Head 7th & 8th Grade - DJH	
Boys	6.00%
Girls	6.00%
Assistant	5.00%
Head 7th & 8th Grade - CJHS	
Boys	6.00%
Girls	6.00%
Assistant	5.00%

CHEERLEADER

Head High School	17.77%
Assistant High School	7.00%
Head Junior High School	5.00%
Junior High Competition Cheer	3.00%
Competition Cheer	6.00%

CROSS COUNTRY

Head	10.00%
Assistant	6.00%

ESPORTS

Head	8.00%
Assistant	5.00%

Girls Flag Football

Head	15.00%
Assistant	8.00%

FOOTBALL**HIGH SCHOOL**

Head (240 days) *	\$48,534
Assistant Head/Offensive Coordinator (240 days) *	\$22,761
Assistant / Strength and Conditioning Coordinator	22.44%
Assistant	17.77%
Defensive Coordinator	\$20,499.68
Head 9th Grade	16.74%
Assistant 9th Grade	15.15%
Part-time Assistant 9th Grade	7.80%

JUNIOR HIGH SCHOOL

Coppinville Junior High	
Head	16.74%
Assistant	15.15%
Part-time Assistant	7.80%
Dauphin Junior High	
Head	16.74%
Assistant	15.15%
Part-time Assistant	7.80%

GOLF

Head - Boys	6.00%
Head - Girls	6.00%

SOCCER

Head	
Boys	17.00%
Girls	17.00%
Assistant	
Boys	6.00%
Girls	6.00%

WRESTLING

Head	
Boys	8.00%
Girls	8.00%

SOFTBALL

Head Varsity	24.00%
Assistant	7.00%
Head Junior Varsity	6.00%
Head Junior High	6.00%
Asst Junior High	5.00%

SWIMMING

7.00%

TENNIS

Boys	7.00%
Girls	4.00%
Assistant	3.00%

INDOOR/OUTDOOR TRACK

Head Boys	10.00%
Head Girls	10.00%
Assistant Boys	5.00%
Assistant Girls	5.00%
Elementary Boys/Girls	5.00%

VOLLEYBALL

HIGH SCHOOL

Head	24.00%
Assistant Varsity	10.00%
Head 9th	8.00%

JUNIOR HIGH SCHOOL

Head 8th	8.00%
Head 7th	8.00%

System-wide

Performance and Wellness Coach	5.00%
--------------------------------	-------

Athletic Department Bookkeeper Stipend

\$5,000

* Position supplement calculated based on 240 days.

**ENTERPRISE CITY BOARD OF EDUCATION
Non-Athletic Department Supplement Schedule
2024-2025**

Supplements are for one year only and are not included when base salary is computed.
The principal must recommend a particular individual for a specific supplement each school year; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.
Supplements expressed as a percentage are to be computed by applying the stated percentage rate to the state teacher salary matrix, bachelor's degree and years of experience at 187 days.

<u>AUXILIARY</u>	
Colorguard (1)	5.00%
Danceline (1)	5.00%
Winterguard (1)	5.00%
<u>BAND DIRECTOR</u>	
High School (1)	\$31,871
Senior Assistant High School (2)	20%
Assistant High School (2)	12.00%
Middle School (2)	5.00%
<u>CAREER TECH* (2)</u>	9.63%
<u>CAREER TECH WELDING (1)</u>	9.63%
<u>CHORAL MUSIC DIRECTOR</u>	
High School (1)	28.34%
Assistant High School (1)	16.00%
Show Band (1)	5.00%
Jr. High School (2)	5.00%
<u>HEAD CUSTODIAN (9)</u>	\$1,530
<u>JROTC</u>	
Drill Team Coach (1)	6.00%
Rifle Team Coach (1)	6.00%
Physical Fitness Coach (1)	6.00%
<u>LEAD NURSE (1)</u>	12.00%
<u>MAINTENANCE**</u>	
Maintenance Foreman (2)	15.00%
Assistant Grounds Foreman (1)	12.00%
Maintenance Advance Certification***	5.00%
<u>SCHOLAR BOWL (2)</u>	2.00%
<u>SPECIAL EDUCATION CLASSROOM TEACHER</u>	\$1,000
<u>SPEECH THERAPIST</u>	\$1,000
<u>DISTRICT ELEMENTARY AND SECONDARY TEACHER OF THE YEAR</u>	\$1,000
<u>TECHNOLOGY</u>	
School Technology Coordinator (11)	2.75%
PAC Manager/Activities ****	15.60%
System-wide Media Coordinator (1) ****	20.00%
<u>THEATRE ARTS (1)</u>	10.00%
<u>YEARBOOK</u>	
High School Yearbook (1)	8.95%
Jr. High Yearbook (funded by Local Schools) (Optional)	3.00%

*For career tech employees hired prior to the 2014-2015 school year.

**Maintenance supplements cannot be combined. Maintenance Supplements calculated based on 240 days.

***Advanced certification is determined by the Maintenance Supervisor and Superintendent

**** Supplement based on 240 days

**ENTERPRISE CITY BOARD OF EDUCATION
Miscellaneous Pay Rates***
2024-2025**

<u>Position</u>	<u>Amount</u>	<u>Per</u>
Part Time Aide	20.00	hour
Part Time Teacher (valid certification in related field)	30.00	hour
Part Time Custodian	15.00	hour
Part Time Grounds Maintenance	17.00	hour
Homebound Instruction (valid certification in related field)	30.00	hour
Enrichment/Robotics	25.00	hour
Extended Day	30.00	hour
Detention	30.00	hour
PAC Assistant	15.00	hour
Coop/PAC Hourly Workers	7.50	hour
Summer Hourly Workers	9.50	hour
Adjunct Teachers		
No Degree/Certification	20.00	hour
Degree/Certification in related field	25.00	hour
Athletic Season Workers - All Sports		
Ticket Takers / Sellers/ Money Counters	15.00	hour
Secondary Summer School:		
High School Teacher	1,500.00	semester per session
High School Driver's Ed Instructor	1,500.00	semester per session
Junior High Teacher		hourly rate *
Secretary		hourly rate *
Nurse		hourly rate *
Non-Certified		hourly rate *
Elementary Summer School:		
Lead Teacher		teacher daily rate
Teacher		teacher daily rate
Nurse		nurse hourly rate *
Aide		aide hourly rate *
Secretary		daily rate
Parental Involvement Specialist		teacher daily rate
Licensed Professional Counselor		teacher daily rate
(Must get Superintendent or designees approval prior to attending)	100.00	day
(Must get Superintendent or designees approval prior to attending)	50.00	half-day

(Must get Superintendent or designees approval prior to working)	hourly rate *
Registered Nurse Overnight Trips	200.00 night
Bus Driver/Aide Extra Day Trips (\$10 Minimum per trip)	10.00 hour
Bus Driver/Aide Extra Night Trips	125.00 night
ESL Translation	15.00 page
CNP Catering Activities	hourly rate *
CNP Supper Program	
Manager	34.00 hour
Worker	29.00 hour
CNP Summer Feeding, CNP Special Functions	
Manager	21.00 hour
Worker	18.00 hour
National Board Certified Teacher	5,000.00 per year
(Only to be paid in years which state funds are allocated. Amount may change depending on state funding. Matching employer benefits to be paid with local funds.)	
Sports Information Director	1,000.00 Semester

Other miscellaneous work:

Rates must be pre-approved by the superintendent or his/her designee

* Hourly rate will be determined by dividing the employees daily rate on the applicable adopted salary schedule (based on experience and degree), or daily rate as determined below, by the normal hours per day for that position. Bus Drivers will use 4 hours. Teachers will use 7.75 hours.

** Daily Rate, if not published in the adopted salary schedules, will be determined by dividing the annual amount by the number of contract days.

*** At the Superintendent or Superintendent designees discretion, exempt employees may or may not be paid for additional duties at the listed rates.

Note: All rates may be subject to Federal Wage and Hour Minimum Wage Increases.

ENTERPRISE CITY BOARD OF EDUCATION
Administrative Personnel Salary Schedule*
2024-2025

Principals (240 days)**	per Contract**
Current Contract Amounts	2024-2025
BES	132,718.63
HCE	132,718.63
HES	132,718.63
HHE	132,718.63
PES	132,718.63
RBE	132,718.63
CJH	136,691.91
DJH	136,691.91
EHS	160,533.72
TAP (195 days)	89,033.08
ECTC	111,157.82
Assistant Principals	
High School (240 days)	111,157.82
Jr. High School (205 days)	93,598.36
Elementary (195 days)	87,606.21
Directors (240 days)	
Federal Programs	143,844.66
Special Education	143,844.66
Elementary	143,844.66
Secondary	143,844.66
Student Services Supervisor	143,844.66
System Testing/504 coordinator (205 days)	92,099.27
Assistant Superintendent (1)	167,712.48

* Additional \$1,000 for earned doctorate.

** Principal salaries may be negotiated in accordance with the Teacher Accountability Act Section 16-24-B-2(2) Code of Alabama (2001)

**ENTERPRISE CITY BOARD OF EDUCATION
SUPERINTENDENT OF EDUCATION
SALARY SCHEDULE
2024-2025
240 days**

**per Contract*
7/1/2024 \$246,395.12**

ENTERPRISE CITY BOARD OF EDUCATION
POST SEASON INCENTIVES 2024-2025

Will be retroactive through August 1, 2024

		<u>Head Coach Assistants</u>	
<u>FOOTBALL:</u>	Round 1	\$500.00	\$250.00
	Round 2	\$750.00	\$375.00
	Round 3	\$1,000.00	\$500.00
	State Championship	\$1,500.00	\$750.00
<u>FLAG FOOTBALL:</u>	Round 1	\$500.00	\$250.00
	Round 2	\$750.00	\$375.00
	Round 3	\$1,000.00	\$500.00
	Round 4	\$1,250.00	\$625.00
	State Championship	\$1,500.00	\$750.00
<u>BASEBALL:</u>	Round 1	\$500.00	\$250.00
	Round 2	\$750.00	\$375.00
	Round 3	\$1,000.00	\$500.00
	State Championship	\$1,500.00	\$750.00
<u>SOFTBALL:</u>	Area Winner or Runner Up	\$500.00	\$250.00
	Regional	\$750.00	\$375.00
	State Championship (Elite 8)	\$1,500.00	\$750.00
<u>BOYS BASKETBALL:</u>	Area Winner or Runner Up	\$500.00	\$250.00
	Regional	\$750.00	\$375.00
	State Championship (Final Four)	\$1,500.00	\$750.00
<u>GIRLS BASKETBALL:</u>	Area Winner or Runner Up	\$500.00	\$250.00
	Regional	\$750.00	\$375.00
	State Championship (Final Four)	\$1,500.00	\$750.00
<u>SOCCER:</u>	Round 1 (Area Winner or Runner Up)	\$500.00	\$250.00
	Round 2	\$750.00	\$375.00
	State Championship (Final Four)	\$1,500.00	\$750.00
<u>VOLLEYBALL:</u>	Area Winner or Runner Up	\$500.00	\$250.00
	Super Regional	\$750.00	\$375.00
	State Championship (Elite 8)	\$1,500.00	\$750.00
<u>*WRESTLING:</u>	Round 1	\$500.00	\$250.00
	Team State Championship	\$1,500.00	\$750.00

ENTERPRISE CITY BOARD OF EDUCATION
POST SEASON INCENTIVES 2024-2025

		<u>Head Coach Assistants</u>	
<u>*TRACK AND FIELD INDOOR/OUTDOOR:</u>	Team State Championship	\$1,500.00	\$750.00
<u>*TRACK AND CROSS COUNTRY:</u>			
<u>*GOLF:</u>	Team Sub State Qualified for State	\$500.00	\$250.00
	Team State Championship	\$1,500.00	\$750.00
<u>*TENNIS:</u>	Team State Championship	\$1,500.00	\$750.00
<u>*SWIMMING:</u>	Team State Championship	\$1,500.00	\$750.00
<u>BAND:</u>	Any Approved Band Performances for Post Season Play by Round	\$400.00	\$200.00
<u>CHEER:</u>	Any Approved Cheer Performances for Post Season Play by Round	\$400.00	\$200.00

* If full team is not taken to post season, incentive will be \$750 for state championship competition.

SUPPLEMENTS

<u>State Championship Supplement (TEAM Competition)</u>	\$1,000.00	\$500.00
--	------------	----------

Will be retroactive through January 1, 2022.

Applicable to Head Coaches and Assistant Coaches who have won a State Championship for a Enterprise City Schools Team Sports that are recognized by the AHSAA.

Amount will be added to coaches base supplement for the sport in which the championship was won as long they continue coaching in the same sport, (Head Coaches must remain Head Coach).

Supplement is to be cumulative for multiple championships.