

ITEM : 7.E. 2024-2025 Salary and Supplement Schedules **Recommendation**

Recommend the Board approve the attached salary and supplement schedules, effective with the beginning of each employee's contract year as presented and recommended by the Superintendent.

Summary

State law requires that Boards of Education annually approve salary and supplement schedules for its various employee groups. For the 2024-2025 year the Legislature approved a 2% or more increase and other changes. The attached reflects the 2.5% or more paid by the District above the Certified State Minimum Salary Schedule.

The schedules will be effective with each employee's beginning contract month. **For 12 month employees that will be July, for 10 month that will be August, and for all 9 month employees that will be September.**

These reflect a pay increase of 2% or higher, minimum salary requirements, and other required changes, based on HB145 (ACT#2024-351) and HB 146(ACT #2024-292):

- FY-2025 DCS Certified Salary Schedule (NON TEAMS) which reflects the locally paid 2.5% more than the FY 2025 Foundation Program State Minimum Salary Schedule from ACT #2024-351.
- FY-2025 DCS TEAMS Salary Schedule based on the FY2025 Teams Program State Minimum Salary Schedule from ACT #2024-351.
- FY-2025 DCS School Nurses Salary Schedule which reflects the State Minimum Salary Schedule for School Nurses for FY2025 from ACT #2024-351.
- FY-2025 DCS Support Salary Schedule that includes the 2% raise from ACT #2024-292.
- FY-2025 DCS Administrative Supplement Schedules - including AL Principal Leadership Development Program changes from 2023 ALSB300
- FY-2025 DCS Sports Supplement Schedules

Financial Impact

Additional costs related to these changes not offset by federal and state funding will be absorbed locally.

Goals**3. Goal Area: Finance**

A. Strategic Goal: Dothan City Schools will practice responsible financial management and maintain appropriate financial reserves to support the critical instructional and operational needs of the system.

1. Objective: Ensure that money is appropriated to schools based on state and federal guidelines.
2. Objective: Establish transparency among all schools as to how funds and resources are appropriated.
3. Objective: Implement processes, controls and support systems to maximize operational efficiency and effectiveness
4. Objective: Seek additional financial resources to support the successful implementation of all strategic plan initiatives.

Contact Person

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FY2025

Dothan City Schools
Certified Salary Schedule (NON TEAMS)
Public School Experience - 187 Day Contract

Step	Bachelor	Master	6-Year	Doctoral	Non-Degree
0	48,790	53,172	57,334	61,495	48,790
1	48,790	53,172	57,334	61,495	48,790
2	48,790	53,172	57,334	61,495	48,790
3	50,856	58,484	63,062	67,647	50,856
4	50,856	58,484	63,062	67,647	50,856
5	50,856	58,484	63,062	67,647	50,856
6	53,087	61,047	65,843	70,603	53,087
7	53,087	61,047	65,843	70,603	53,087
8	53,087	61,047	65,843	70,603	53,087
9	54,690	62,892	67,831	72,736	54,690
10	55,235	63,520	68,509	73,463	55,235
11	55,789	64,156	69,194	74,197	55,789
12	56,346	64,797	69,886	74,939	56,346
13	56,910	65,444	70,586	75,688	56,910
14	57,479	66,099	71,290	76,446	57,479
15	58,054	66,761	72,004	77,210	58,054
16	58,634	67,428	72,724	77,982	58,634
17	59,220	68,102	73,452	78,762	59,220
18	59,813	68,783	74,186	79,548	59,813
19	60,410	69,470	74,929	80,344	60,410
20	61,015	70,165	75,677	81,148	61,015
21	61,625	70,867	76,434	81,960	61,625
22	62,241	71,577	77,197	82,779	62,241
23	62,863	72,291	77,970	83,606	62,863
24	63,493	73,015	78,750	84,443	63,493
25	64,127	73,745	79,537	85,287	64,127
26	64,768	74,482	80,332	86,140	64,768
27	65,417	75,227	81,136	87,002	65,417
28	66,070	75,979	81,947	87,871	66,070
29	66,732	76,739	82,767	88,751	66,732
30	67,398	77,506	83,594	89,638	67,398
31	68,072	78,281	84,430	90,533	68,072
32	68,754	79,064	85,275	91,439	68,754
33	69,441	79,855	86,128	92,355	69,441
34	70,135	80,653	86,989	93,278	70,135
35	70,837	81,460	87,858	94,210	70,837

This salary schedule is based on a 187 day contract.
10 and 11 month employees will receive a prorata amount based on their contract days.
12 month employees will receive a prorata share based upon 242 day work calendar.

The anniversary date of experience shall be used to determine 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 new contract. The advanced degree must be earned from a regionally accredited institution.

FY2025

Dothan City Schools
Certified Salary Schedule (NON TEAMS)
Public School Experience - 202 Day Contract

Step	Bachelor	Master	6-Year	Doctoral	Non-Degree
0	52,704	57,437	61,933	66,428	52,704
1	52,704	57,437	61,933	66,428	52,704
2	52,704	57,437	61,933	66,428	52,704
3	54,936	63,176	68,121	73,073	54,936
4	54,936	63,176	68,121	73,073	54,936
5	54,936	63,176	68,121	73,073	54,936
6	57,345	65,944	71,124	76,266	57,345
7	57,345	65,944	71,124	76,266	57,345
8	57,345	65,944	71,124	76,266	57,345
9	59,077	67,937	73,272	78,570	59,077
10	59,666	68,615	74,004	79,356	59,666
11	60,264	69,302	74,744	80,148	60,264
12	60,866	69,995	75,491	80,950	60,866
13	61,475	70,694	76,248	81,759	61,475
14	62,090	71,401	77,008	82,578	62,090
15	62,711	72,117	77,780	83,404	62,711
16	63,337	72,836	78,557	84,237	63,337
17	63,971	73,565	79,343	85,080	63,971
18	64,611	74,300	80,137	85,929	64,611
19	65,256	75,043	80,939	86,788	65,256
20	65,909	75,794	81,747	87,657	65,909
21	66,568	76,552	82,565	88,534	66,568
22	67,234	77,318	83,389	89,419	67,234
23	67,906	78,090	84,224	90,313	67,906
24	68,586	78,872	85,067	91,216	68,586
25	69,271	79,660	85,917	92,128	69,271
26	69,963	80,456	86,776	93,050	69,963
27	70,664	81,261	87,644	93,981	70,664
28	71,370	82,074	88,520	94,920	71,370
29	72,084	82,894	89,406	95,870	72,084
30	72,804	83,723	90,299	96,829	72,804
31	73,533	84,561	91,203	97,795	73,533
32	74,269	85,406	92,115	98,774	74,269
33	75,011	86,260	93,036	99,763	75,011
34	75,760	87,123	93,966	100,760	75,760
35	76,519	87,994	94,905	101,767	76,519

This salary schedule is based on a 202 day contract.

The anniversary date of experience shall be used to determine 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 new contract. The advanced degree must be earned from a regionally accredited institution.

FY2025

**Dothan City Schools
Certified Salary Schedule (NON TEAMS)
Public School Experience - 207 Day Contract**

Step	Bachelor	Master	6-Year	Doctoral	Non-Degree
0	54,008	58,859	63,466	68,072	54,008
1	54,008	58,859	63,466	68,072	54,008
2	54,008	58,859	63,466	68,072	54,008
3	56,296	64,739	69,807	74,882	56,296
4	56,296	64,739	69,807	74,882	56,296
5	56,296	64,739	69,807	74,882	56,296
6	58,765	67,576	72,885	78,154	58,765
7	58,765	67,576	72,885	78,154	58,765
8	58,765	67,576	72,885	78,154	58,765
9	60,539	69,618	75,086	80,515	60,539
10	61,143	70,314	75,836	81,320	61,143
11	61,755	71,017	76,594	82,132	61,755
12	62,373	71,728	77,360	82,954	62,373
13	62,997	72,444	78,135	83,783	62,997
14	63,626	73,169	78,914	84,622	63,626
15	64,263	73,902	79,705	85,468	64,263
16	64,905	74,639	80,502	86,322	64,905
17	65,554	75,386	81,307	87,186	65,554
18	66,210	76,139	82,121	88,056	66,210
19	66,871	76,900	82,942	88,936	66,871
20	67,541	77,670	83,771	89,827	67,541
21	68,216	78,447	84,609	90,726	68,216
22	68,898	79,232	85,453	91,632	68,898
23	69,587	80,023	86,309	92,548	69,587
24	70,283	80,824	87,172	93,474	70,283
25	70,986	81,632	88,044	94,409	70,986
26	71,695	82,448	88,924	95,353	71,695
27	72,413	83,272	89,814	96,307	72,413
28	73,137	84,105	90,711	97,269	73,137
29	73,869	84,946	91,619	98,243	73,869
30	74,606	85,796	92,534	99,225	74,606
31	75,353	86,654	93,460	100,216	75,353
32	76,107	87,520	94,395	101,219	76,107
33	76,867	88,395	95,339	102,232	76,867
34	77,636	89,279	96,292	103,254	77,636
35	78,413	90,172	97,254	104,286	78,413

This salary schedule is based on a 207 day contract.

The anniversary date of experience shall be used to determine 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 new contract. The advanced degree must be earned from a regionally accredited institution.

FY2025

Dothan City Schools
Certified Salary Schedule (NON TEAMS)
Public School Experience - 222 Day Contract

Step	Bachelor	Master	6-Year	Doctoral	Non-Degree
0	57,922	63,124	68,065	73,005	57,922
1	57,922	63,124	68,065	73,005	57,922
2	57,922	63,124	68,065	73,005	57,922
3	60,375	69,431	74,865	80,308	60,375
4	60,375	69,431	74,865	80,308	60,375
5	60,375	69,431	74,865	80,308	60,375
6	63,023	72,473	78,166	83,817	63,023
7	63,023	72,473	78,166	83,817	63,023
8	63,023	72,473	78,166	83,817	63,023
9	64,926	74,663	80,527	86,350	64,926
10	65,573	75,409	81,331	87,212	65,573
11	66,230	76,164	82,144	88,084	66,230
12	66,892	76,925	82,966	88,965	66,892
13	67,562	77,693	83,797	89,854	67,562
14	68,237	78,471	84,633	90,754	68,237
15	68,920	79,257	85,481	91,661	68,920
16	69,608	80,048	86,335	92,578	69,608
17	70,304	80,848	87,199	93,504	70,304
18	71,008	81,656	88,072	94,437	71,008
19	71,717	82,473	88,953	95,381	71,717
20	72,435	83,298	89,841	96,336	72,435
21	73,159	84,131	90,740	97,300	73,159
22	73,890	84,973	91,645	98,272	73,890
23	74,629	85,822	92,563	99,254	74,629
24	75,376	86,681	93,489	100,247	75,376
25	76,129	87,547	94,424	101,250	76,129
26	76,890	88,422	95,368	102,262	76,890
27	77,660	89,307	96,322	103,286	77,660
28	78,437	90,200	97,284	104,318	78,437
29	79,221	91,102	98,258	105,362	79,221
30	80,012	92,013	99,240	106,416	80,012
31	80,813	92,933	100,233	107,478	80,813
32	81,622	93,863	101,235	108,554	81,622
33	82,438	94,801	102,248	109,640	82,438
34	83,261	95,749	103,270	110,737	83,261
35	84,095	96,706	104,302	111,843	84,095

This salary schedule is based on a 222 day contract.

The anniversary date of experience shall be used to determine 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 new contract. The advanced degree must be earned from a regionally accredited institution.

FY2025

Dothan City Schools
Certified Salary Schedule (NON TEAMS)
Public School Experience - 242 Day Contract

Step	Bachelor	Master	6-Year	Doctoral	Non-Degree
0	63,140	68,811	74,197	79,582	63,140
1	63,140	68,811	74,197	79,582	63,140
2	63,140	68,811	74,197	79,582	63,140
3	65,814	75,686	81,610	87,543	65,814
4	65,814	75,686	81,610	87,543	65,814
5	65,814	75,686	81,610	87,543	65,814
6	68,701	79,002	85,208	91,369	68,701
7	68,701	79,002	85,208	91,369	68,701
8	68,701	79,002	85,208	91,369	68,701
9	70,775	81,390	87,782	94,129	70,775
10	71,481	82,203	88,659	95,069	71,481
11	72,197	83,025	89,545	96,019	72,197
12	72,919	83,855	90,440	96,980	72,919
13	73,648	84,692	91,346	97,949	73,648
14	74,384	85,540	92,257	98,930	74,384
15	75,129	86,397	93,182	99,919	75,129
16	75,879	87,259	94,113	100,918	75,879
17	76,638	88,132	95,055	101,927	76,638
18	77,405	89,013	96,006	102,945	77,405
19	78,178	89,903	96,966	103,974	78,178
20	78,961	90,802	97,935	105,015	78,961
21	79,750	91,711	98,915	106,066	79,750
22	80,547	92,629	99,902	107,126	80,547
23	81,352	93,553	100,902	108,196	81,352
24	82,167	94,490	101,911	109,279	82,167
25	82,988	95,434	102,930	110,372	82,988
26	83,817	96,388	103,959	111,475	83,817
27	84,657	97,352	104,999	112,591	84,657
28	85,503	98,326	106,049	113,716	85,503
29	86,359	99,309	107,110	114,854	86,359
30	87,221	100,302	108,180	116,003	87,221
31	88,094	101,305	109,263	117,161	88,094
32	88,976	102,319	110,356	118,333	88,976
33	89,864	103,341	111,459	119,518	89,864
34	90,762	104,375	112,574	120,713	90,762
35	91,671	105,419	113,698	121,919	91,671

This salary schedule is based on a 242 day contract.

The anniversary date of experience shall be used to determine 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 new contract. The advanced degree must be earned from a regionally accredited institution.

FY2025 TEAMS Program

Dothan City Schools Salary Schedule Classroom Teachers Public School Experience - 189 Day Contract

Step	Bachelor	Master	AA/EDS	Doctoral
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	71,540	82,271	88,731	95,148
13	71,540	82,271	88,731	95,148
14	71,540	82,271	88,731	95,148
15	72,616	83,510	90,069	96,581
16	72,616	83,510	90,069	96,581
17	72,616	83,510	90,069	96,581
18	73,717	84,774	91,432	98,043
19	73,717	84,774	91,432	98,043
20	73,717	84,774	91,432	98,043
21	74,838	86,065	92,823	99,535
22	74,838	86,065	92,823	99,535
23	74,838	86,065	92,823	99,535
24	75,981	87,378	94,241	101,056
25	75,981	87,378	94,241	101,056
26	75,981	87,378	94,241	101,056
27	77,148	88,721	95,688	102,607

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

An annual supplement of \$5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

Dothan City Schools
School Nurse State Salary Matrix
2024-2025
Based on 187 contract days

	N00Y	N01Y	N03Y	N02Y	N04Y
LEVEL STEP	LPN	RN	RN/BSN	RN/MS	RN/DNP
0	33,930	46,263	48,269	53,175	56,124
1	33,930	46,377	48,269	53,175	56,124
2	33,930	46,494	48,269	53,175	56,124
3	37,319	50,837	53,090	58,463	61,730
4	37,319	50,837	53,090	58,463	61,730
5	37,319	50,837	53,090	58,463	61,730
6	38,955	53,064	55,418	61,023	64,437
7	38,955	53,064	55,418	61,023	64,437
8	38,955	53,064	55,418	61,023	64,437
9	40,131	53,775	57,092	61,562	66,382
10	40,532	53,775	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

DOTHAN CITY SCHOOLS
SUPPORT SALARY SCHEDULE
2024-2025

LEVEL STEP	Contract Days	0	1	2	3	4	5	6	7	8	9	10	11	12	13	15	20	24	27
1	242	83,070	83,218	83,371	83,510	83,661	83,808	83,958	84,102	84,253	84,400	84,549	84,695	84,843	85,167	85,498	85,830	86,513	87,199
2	242	77,169	77,316	77,468	77,611	77,762	77,910	78,059	78,203	78,353	78,499	78,647	78,792	78,942	79,268	79,598	79,926	80,612	81,294
3	242	72,746	72,892	73,041	73,189	73,336	73,485	73,631	73,779	73,927	74,072	74,222	74,368	74,516	74,845	75,174	75,502	76,189	76,871
4	242	68,322	68,471	68,615	68,761	68,914	69,057	69,206	69,354	69,502	69,648	69,797	69,943	70,091	70,423	70,747	71,076	71,760	72,442
5	242	59,869	60,018	60,167	60,314	60,461	60,608	60,757	60,907	61,053	61,198	61,344	61,493	61,643	61,972	62,301	62,628	63,312	63,997
5-1	187	46,263	46,377	46,495	46,608	46,722	46,831	46,947	47,065	47,177	47,289	47,400	47,518	47,632	47,888	48,141	48,392	48,919	49,450
6	242	57,848	57,996	58,143	58,291	58,438	58,587	58,733	58,881	59,026	59,179	59,322	59,468	59,616	59,948	60,276	60,601	61,285	61,968
7	242	55,884	56,033	56,178	56,323	56,474	56,624	56,768	56,918	57,061	57,212	57,357	57,505	57,650	57,980	58,308	58,640	59,322	60,008
8	242	53,277	53,424	53,569	53,716	53,869	54,011	54,160	54,307	54,458	54,601	54,752	54,899	55,046	55,376	55,702	56,033	56,719	57,403
8-1	187	41,166	41,282	41,396	41,507	41,626	41,736	41,851	41,962	42,080	42,193	42,306	42,419	42,534	42,785	43,039	43,296	43,823	44,355
9	242	51,356	51,506	51,654	51,800	51,952	52,095	52,241	52,388	52,535	52,687	52,832	52,977	53,127	53,456	53,785	54,109	54,795	55,480
10	242	49,438	49,536	49,737	49,882	50,032	50,177	50,328	50,472	50,621	50,768	50,915	51,064	51,209	51,540	51,867	52,192	52,879	53,563
11	242	47,671	47,814	47,966	48,117	48,263	48,403	48,556	48,706	48,853	48,996	49,146	49,296	49,438	49,768	50,098	50,425	51,107	51,795
11-1	187	36,837	36,946	37,063	37,177	37,293	37,400	37,517	37,632	37,746	37,855	37,973	38,085	38,197	38,450	38,704	38,957	39,485	40,015
12	242	45,913	46,060	46,207	46,357	46,501	46,652	46,797	46,944	47,094	47,239	47,385	47,535	47,686	48,010	48,339	48,666	49,351	50,035
13	242	43,304	43,449	43,601	43,749	43,900	44,042	44,192	44,336	44,486	44,631	44,778	44,930	45,073	45,400	45,733	46,058	46,743	47,427
14	242	41,309	41,458	41,607	41,749	41,894	42,047	42,195	42,342	42,491	42,639	42,783	42,936	43,076	43,406	43,735	44,063	44,748	45,433
15	242	38,703	38,851	38,997	39,143	39,289	39,440	39,587	39,733	39,880	40,032	40,179	40,324	40,473	40,798	41,125	41,458	42,141	42,824
16	242	36,706	36,858	37,002	37,151	37,296	37,444	37,591	37,738	37,887	38,038	38,181	38,332	38,475	38,807	39,133	39,462	40,147	40,831
17	242	34,714	34,857	35,006	35,157	35,303	35,448	35,600	35,744	35,894	36,040	36,189	36,338	36,484	36,810	37,140	37,467	38,150	38,837
18	242	33,829	34,005	34,184	34,351	34,528	34,703	34,878	35,053	35,227	35,402	35,578	35,752	35,924	36,254	36,578	36,912	37,594	38,278
18-1	202	28,263	28,401	28,543	28,677	28,824	28,968	29,115	29,264	29,406	29,553	29,702	29,847	29,990	30,263	30,537	30,810	31,380	31,954
19	207	31,564	31,715	31,860	32,008	32,153	32,303	32,450	32,600	32,745	32,894	33,041	33,192	33,334	33,662	33,996	34,324	34,910	35,492
20	242	29,630	29,845	29,991	30,139	30,283	30,431	30,577	30,731	30,878	31,021	31,167	31,320	31,467	31,795	32,126	32,450	33,134	33,820
21	242	29,618	29,753	29,889	30,024	30,161	30,300	30,438	30,578	30,724	30,870	31,020	31,169	31,315	31,645	31,972	32,297	32,978	33,665
21-1	187	22,883	22,986	23,086	23,185	23,285	23,389	23,489	23,592	23,698	23,806	23,916	24,028	24,132	24,375	24,617	24,854	25,383	25,911
22	187	26,019	26,150	26,278	26,411	26,546	26,672	26,802	26,933	27,068	27,194	27,323	27,456	27,586	27,899	28,212	28,522	29,052	29,583
23	187	24,978	25,108	25,238	25,370	25,500	25,629	25,760	25,888	26,019	26,150	26,278	26,411	26,546	26,856	27,167	27,481	28,007	28,539
24	182	24,622	24,750	24,887	25,018	25,153	25,289	25,422	25,558	25,691	25,824	25,960	26,096	26,229	26,551	26,873	27,195	27,710	28,223
25	187	22,885	23,033	23,179	23,323	23,471	23,618	23,766	23,909	24,054	24,202	24,351	24,495	24,640	24,942	25,256	25,579	26,108	26,638
25-1	242	29,622	29,821	30,019	30,214	30,418	30,620	30,818	31,011	31,211	31,409	31,614	31,810	32,007	32,412	32,843	33,279	33,964	34,648
26	187	20,771	20,893	21,008	21,131	21,249	21,369	21,488	21,610	21,729	21,848	21,971	22,092	22,209	22,497	22,785	23,076	23,605	24,133
27	187	19,806	19,930	20,050	20,168	20,287	20,408	20,529	20,648	20,771	20,893	21,008	21,131	21,249	21,536	21,828	22,116	22,642	23,172
28	187	18,877	18,992	19,105	19,216	19,329	19,441	19,551	19,675	19,796	19,913	20,034	20,153	20,276	20,562	20,852	21,142	21,668	22,197
29	183	15,394	15,508	15,622	15,741	15,852	15,972	16,086	16,200	16,317	16,432	16,547	16,665	16,777	17,058	17,334	17,611	18,094	18,579

DOTHAN CITY SCHOOLS		
ADDITIONAL ADMINISTRATIVE SALARY SCHEDULE		
2024-2025		
The salary of all 10,11, and 12 month certified employees shall be computed by placing the individual on the teacher salary schedule at the appropriate experience level, divided by 187 days and multiply by the number of days employed. The additional salary shall be added as reflected in the table below.		
Position	Salary Level	Amount
Assistant Superintendent/Chief Operations Officer	12 month certified or support/Negotiated Contract plus supplement	\$21,087.00
Director	12 month certified/12 month support/Negotiated Contract/State Allocation, as applicable plus supplement	\$14,176.00
Administrative Assistant to the Superintendent	12 month support plus supplement	\$10,840.00
Principal – High School (grades 10-12)	12 month certified plus supplement	\$21,087.00
Principal – Middle School (grades 7-9)	12 month certified plus supplement	\$15,600.00
Principal – Elementary/Head Start/Alternative/Pre-K	12 month certified plus supplement	\$12,518.00
Principal upon successful completion of the AL Principal Leadership Development Program*	12 month certified plus supplement	\$10,000.00
Assistant Principal (12 months)	12 month certified plus supplement	\$8,320.00
Assistant Principal (10 months)	10 month certified plus supplement	\$6,944.00
Assistant Principal upon successful completion of the AL Principal Leadership Development Program**	10 -12 month certified plus supplement	\$5,000.00
Program Specialist (10 month)	10 month certified plus supplement	\$5,720.00
Coordinator/Supervisor	12 month certified or support plus supplement	\$8,320.00
Management Information Services	12 month support plus supplement	\$8,320.00
Tribunal Facilitator	12 month certified plus supplement	\$3,744.00
Title IX Investigator (4 positions)	10/12 month certified, as applicable plus supplement	\$500.00
Wired Network Administration	12 month support plus supplement	\$2,153.00
Lead Teacher	9 month certified plus supplement	\$3,541.00
Lead Administrator	10 month certified plus supplement	\$4,160.00
Webmaster	12 month support plus supplement	\$8,320.00
Network Admin from Cybersecurity Grant	12 month support plus supplement	\$7,500.00
School Webmasters	Varies	\$1,000.00
Special Education Teacher	9 month certified plus supplement	\$1,200.00
Speech Pathologists	9 month certified plus supplement	\$1,000.00
* - Additional Supplement of \$5,000 available to any principal serving in a low-performing or high-poverty school.		
** - Additional Supplement of \$2,500 available to any assistant principal serving in a low-performing or high-poverty school.		

DOTHAN CITY SCHOOLS
DOTHAN HIGH SCHOOL ATHLETIC SUPPLEMENT LIST
2024-2025

Both the Principal and Athletic Director must sign approving the assignments of each sport and present to the Board for information purposes. These approvals should also be sent to the CSFO for approval and payment. Payments will made monthly and all applicable taxes and withholdings shall apply. All sports, other than football, must document that the team actually made. If the team does not make, any supplement already paid will be deducted from the remaining payroll.

Only certified/salaried employees will be eligible for these supplements.

Sport	Number of Positions Authorized	Contract Term in Months	Amount
Athletic Director (in addition to Administrative Supplement)	1	9+55	\$ 3,987.00
Football			
Head Varsity Football	1	9+55	\$ 18,163.00
Assistant Football Coaches	10	9+20	\$ 4,160.00
Football Coordinator	2	9	\$ 1,768.00
Head Varsity Flag Football - Girls	1	9	\$ 2,600.00
Assistant Flag Football - Girls	1	9	\$ 1,800.00
Basketball			
Head Varsity Basketball - Boys (Head of Basketball Operations Boys and Girls)	1	9+55	\$ 7,000.00
Assistant Varsity Basketball - Boys	1	9	\$ 3,328.00
Head JV Basketball - Boys	1	9	\$ 3,328.00
Head Varsity Basketball - Girls	1	9+20	\$ 7,000.00
Assistant Varsity Basketball - Girls	1	9	\$ 3,328.00
Head JV Basketball - Girls	1	9	\$ 3,328.00
Baseball/Softball			
Head Varsity Baseball	1	9+20	\$ 7,000.00
Assistant Varsity Baseball	1	9	\$ 3,328.00
Assistant Varsity Baseball	1	9	\$ 3,328.00
Head JV Baseball	1	9	\$ 3,328.00
Assistant JV Baseball	1	9	\$ 2,080.00
Head Softball	1	9+20	\$ 7,000.00
Assistant Varsity Softball	1	9	\$ 3,328.00
Assistant Varsity Softball	1	9	\$ 3,328.00
Head JV Softball	1	9	\$ 3,328.00
Assistant JV Softball	1	9	\$ 2,080.00
Tennis			
Tennis - Boys	1	9	\$ 2,600.00
Tennis - Girls	1	9	\$ 2,600.00
Volleyball			
Varsity Volleyball	1	9+20	\$ 7,000.00
Assistant Varsity Volleyball	1	9	\$ 3,328.00
Head JV Volleyball	1	9	\$ 3,328.00
Track/Cross Country			
Head Track - Indoor/Outdoor	1	9	\$ 4,680.00
Assistant Track - Indoor/Outdoor	1	9	\$ 3,328.00
Assistant Track - Indoor/Outdoor	1	9	\$ 3,328.00
Assistant Track - Indoor/Outdoor	1	9	\$ 3,328.00
Assistant Track - Indoor/Outdoor	1	9	\$ 2,000.00
Cross Country - Varsity	1	9	\$ 2,680.00
Cross Country - JV	1	9	\$ 2,080.00
Soccer			
Head Varsity Soccer - Boys	1	9	\$ 7,000.00
Assistant Varsity Soccer - Boys	1	9	\$ 3,328.00
Head JV Soccer - Boys	1	9	\$ 3,328.00
Head Varsity Soccer - Girls	1	9	\$ 7,000.00
Assistant Varsity Soccer - Girls	1	9	\$ 3,328.00
Head JV Soccer - Girls	1	9	\$ 3,328.00
Cheerleading			
Varsity Football and Basketball Cheerleading	1	9	\$ 7,020.00
JV Football and Basketball Cheerleading	1	9	\$ 4,212.00
Other			
Golf	1	9	\$ 2,600.00
Dance Team	1	9	\$ 2,600.00
Wrestling	1	9	\$ 2,600.00
Wrestling - Assistant	1	9	\$ 1,800.00
Swimming	1	9	\$ 2,600.00
Bowling	1	9	\$ 2,600.00
Bowling - Assistant	1	9	\$ 1,800.00
Strength & Conditioning	1	9+20	\$ 10,000.00
Field Maintenance - Football	1	9	\$ 2,000.00
Field Maintenance - Baseball	1	9	\$ 2,000.00
Field Maintenance - Softball	1	9	\$ 2,000.00
Digital Media	1	9	\$ 2,000.00
NOTE: If any sport uses two supplements for one person, second supplement is valued at 50%.			

DOTHAN CITY SCHOOLS
CARVER 9TH GRADE ACADEMY ATHLETIC SUPPLEMENT LIST
2024 - 2025

Both the Principal and Athletic Director must sign approving the assignments of each sport and present to the Board for information purposes. These approvals should also be sent to the CSFO for approval and payment. Payments will be made monthly and all applicable taxes and withholdings shall apply. All sports, other than football, must document that the team actually made. If the team does not make, any supplement already paid will be deducted from the remaining payroll.

Only certified/salaried employees will be eligible for these supplements.

Sport	Number of Positions Authorized	Contract Term in Months	Amount
Head 9th Grade Football	1	9+55	\$ 4,160.00
Assistant 9th Grade Football	3	9+20	varies
Assistant 9th Grade Football	1	9	\$ 5,000.00
Head 9th Grade Basketball - Boys	1	9	\$ 2,080.00
9th Grade Football and Basketball Cheerleading	1	9	\$ 3,120.00
NOTE: If any sport uses two supplements for one person, second supplement is valued at 50%.			

DOTHAN CITY SCHOOLS
DOTHAN PREPRATORY ACADEMY ATHLETIC SUPPLEMENT LIST
2024 - 2025

Both the Principal and Athletic Director must sign approving the assignments of each sport and present to the Board for information purposes. These approvals should also be sent to the CSFO for approval and payment. Payments will made monthly and all applicable taxes and withholdings shall apply. All sports, other than football, must document that the team actually made. If the team does not make, any supplement already paid will be deducted from the remaining payroll.

Only certified/salaried employees will be eligible for these supplements.

Sport	Number of Positions Authorized	Contract Term in Months	Amount
Football			
Head 8th Grade Football	1	9+20	\$ 1,000.00
Assistant 8th Grade Football	1	9+20	varies
Assistant 8th Grade Football	1	9+20	varies
Head 7th Grade Football	1	9	\$ 1,000.00
7th & 8th Grade Football	1	9	\$ 5,000.00
Assistant 7th Grade Football	1	9+20	varies
Assistant 7th Grade Football	1	9+20	varies
Basketball			
Head 7th-8th Basketball - Boys	1	9	\$ 2,080.00
Assistant 7th-8th Basketball - Boys	1	9	\$ 1,200.00
Head 7th-8th Basketball - Girls	1	9	\$ 2,080.00
Assistant 7th-8th Basketball - Girls	1	9	\$ 1,200.00
Baseball			
Head 7th-8th Baseball	1	9	\$ 2,080.00
Assistant 7th-8th Baseball	1	9	\$ 1,200.00
Tennis			
Tennis - Boys	1	9	\$ 2,080.00
Tennis - Girls	1	9	\$ 2,080.00
Cheerleading			
7th-8th Grade Football and Basketball Cheerleading	1	9	\$ 3,120.00
Other			
7th-8th Volleyball	1	9	\$ 2,080.00
7th-9th Golf	1	9	\$ 2,080.00
Strength & Conditioning and DHS Varsity Assistant Strength and Conditioning	1	9+20	\$ 4,000.00
Field Maintenance	1	9	2,000.00
NOTE: If any sport uses two supplements for one person, second supplement is valued at 50%.			

DOTHAN CITY SCHOOLS
DOTHAN HIGH SCHOOL/CARVER 9th MISCELLANEOUS SUPPLEMENT LIST
2024 - 2025

Only certified/salaried employees will be eligible for these supplements.

Description of Supplement	Number of Positions Authorized	Contract Term in Months	Amount
Assistant Band Directors	2	9+55	\$ 5,200.00
Choral Director	1	9	\$ 3,744.00
Drama Teacher	1	9	\$ 2,496.00
Flag Corp/Majorette Sponsor	1	9	\$ 2,496.00
Journalism/Yearbook, Dothan High	1	9	\$ 2,496.00
Journalism/Yearbook, Carver 9th Grade	1	9	\$ 1,248.00
Response to Intervention/Instruction, Carver 9th Grade	1	9	\$ 1,248.00
Varsity Academics	1	9	\$ 2,496.00

DOTHAN CITY SCHOOLS
DOTHAN PREPRATORY ACADEMY MISCELLANEOUS SUPPLEMENT LIST
2024 - 2025

Only certified/salaried employees will be eligible for these supplements.

Description of Supplement	Number of Positions Authorized	Contract Term in Months	Amount
Band Director	1	9+55	\$ 5,200.00
Assistant Band Director	1	9	\$ 3,714.00
Choral Director	1	9	\$ 1,872.00
Science Olympiad/Robotics	1	9	\$ 1,872.00
Culture and Celebration Committee Sponsor	1	9	\$ 1,872.00
Drama Teacher	1	9	\$ 1,872.00
Debate Team	1	9	\$ 1,872.00
Academic Competition Sponsor	1	9	\$ 1,872.00

DOTHAN CITY SCHOOLS
DOTHAN HIGH SCHOOL ADDITIONAL ATHLETIC SUPPLEMENT LIST
2024 - 2025

The following schedule is for the State playoff games and does not include area tournaments. This schedule is for games that are not included on the regular season schedule (10 game minimum football).

Both the Principal and Athletic Director must sign approving the payments for each sport. These approvals should be sent to the CSFO for approval and payment. All applicable taxes and withholdings shall apply.

Only certified/salaried employees will be eligible for these supplements.

Sport	Individuals Authorized	Frequency	Amount
Football Playoffs - Semi-final game	Head Coach		\$ 5,000.00
Football Playoffs - Finals game	Head Coach		\$ 10,000.00
Football Playoffs	Head Coach	Per Game	\$ 309.00
Football Playoffs	Assistants	Per Game	\$ 208.00
Football Playoffs - Band	Band Director	Per Game	\$ 208.00
Football Playoffs - Band	Asst. Band Director	Per Game	\$ 102.00
Flag Football Playoffs - Semi-final game	Head Coach		\$ 1,250.00
Flag Football Playoffs Finals game	Head Coach		\$ 2,500.00
Flag Football - Girls	Head Coach	Per Game	\$ 208.00
Flag Football - Girls	Assistants	Per Game	\$ 102.00
Cheerleader Sponsor - Varsity - Football	Sponsor	Per Game	\$ 208.00
Cheerleader Sponsor - Varsity - Basketball	Sponsor	Per Game	\$ 208.00
Basketball Playoffs - Final four game	Head Coach		\$ 1,250.00
Basketball Playoffs - Finals game	Head Coach		\$ 2,500.00
Basketball	Head Coach	Per Game	\$ 208.00
Basketball	Assistants	Per Game	\$ 102.00
Baseball Playoffs - Semi-finals series	Head Coach		\$ 1,250.00
Baseball Playoffs - Finals series	Head Coach		\$ 2,500.00
Baseball	Head Coach	Per Game	\$ 208.00
Baseball	Assistants	Per Game	\$ 102.00
Softball Playoffs - State tournament final four appearance	Head Coach		\$ 1,250.00
Softball Playoffs - Finals game	Head Coach		\$ 2,500.00
Softball	Head Coach	Per Game	\$ 208.00
Softball	Assistants	Per Game	\$ 102.00
Soccer Playoffs - Final four game	Head Coach		\$ 1,250.00
Soccer Playoffs - Finals game	Head Coach		\$ 2,500.00
Soccer (1)	Head Coach	Per Match	\$ 208.00
Soccer (1)	Assistants	Per Match	\$ 102.00
Golf Playoffs - Boys or Girls team state tournament qualifier	Head Coach		\$ 1,250.00
Golf Playoffs - Boys or Girls team state championship/state runner-up	Head Coach		\$ 2,500.00
Golf (1)	Head Coach	Per Match	\$ 208.00
Tennis Playoffs - Boys or Girls team top four finish	Head Coach		\$ 1,250.00
Tennis Playoffs - Boys or Girls team state championship/runner-up	Head Coach		\$ 2,500.00
Tennis (1)	Head Coach	Per Match	\$ 208.00
Volleyball Playoffs - State tournament final four appearance	Head Coach		\$ 1,250.00
Volleyball Playoffs - Finals match	Head Coach		\$ 2,500.00
Volleyball (1)	Head Coach	Per Match	\$ 208.00
Volleyball (1)	Assistants	Per Match	\$ 102.00
Track Playoffs - Boys or Girls team state top four finish	Head Coach		\$ 1,250.00
Track Playoffs - Boys or Girls team state championship/runner-up	Head Coach		\$ 2,500.00
Track (1)	Head Coach	Per Match	\$ 208.00
Swimming Playoffs - Boys or Girls team state top four finish	Head Coach		\$ 1,250.00
Swimming Playoffs - Boys or Girls team state championship/runner-up	Head Coach		\$ 2,500.00
Swimming (1)	Head Coach	Per Match	\$ 208.00
Bowling Playoffs - Boys or Girls team state top four finish	Head Coach		\$ 1,250.00
Bowling Playoffs - Boys or Girls team state championship/runner-up	Head Coach		\$ 2,500.00
Bowling (1)	Head Coach	Per Match	\$ 208.00
Wrestling Playoffs - Boys or Girls team top four finish	Head Coach		\$ 1,250.00
Wrestling Playoffs - Boys or Girls team state championship/runner-up	Head Coach		\$ 2,500.00
Wrestling (1)	Head Coach	Per Match	\$ 208.00
Cross Country Playoffs - Boys or Girls team top four finish	Head Coach		\$ 1,250.00
Cross Country Playoffs - Boys or Girls team state championship/runner-up	Head Coach		\$ 2,500.00
Cross Country (1)	Head Coach	Per Match	\$ 208.00

(1) If coach has state qualifiers, either team or individual. Additional supplement is per match.

Special Note - All playoff transportation expenses that incur will be covered by Dothan City Schools Board of Education funds outside of the sport's individual budget or athletics/band general allocation. These expenses do not include area tournament travel expenses.