

Bessemer City Schools

LEADING THE WAY TOWARDS A BRIGHT FUTURE

SALARY SCHEDULE

2025-2026

Approved September 08,2025

BESSMER CITY BOARD OF EDUCATION
1621 5th - Avenue North
P. O. Box 1230, Bessemer, Alabama 35020

REVISED 8/25

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SALARY SCHEDULE
FOR THE
BESSEMER CITY SCHOOL SYSTEM 2025 - 2026

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees ofthe Bessemer City School System and the public to comply with applicable provisions of state andfederal law, and to establish clear and consistent standards for salary administration. These rules apply to the 2025-2026 school year and does not change the salary schedule placement for employees prior to this year. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employee. Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Certificated employees will be paid on the highest degree recognized by the Alabama State Department of Education. Pay becomes effective on the date the state recognizes the degree. Experience is defined as the number of full-time years of service in education or a related field. Credit may be granted for years of experience outside the school system. Experience for teachers will be granted based on public education experience in this system, other public education experience in the State of Alabama, as well as outside the state, and/or an accredited private school.

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 the Human Resources Department. It is also the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information regarding compensation to the Human Resources division of the Board. It is the responsibility of the employee to request a Supplement EXP from all previous school districts and verify receipt with the appropriate Human Resources Generalist **within 90 days of employment**. Any revisionsto the 2025-2026 salary schedule will be posted to Bessemer City Schools (www.bessk12.org).

CONTRACT DAYS

Child Nutrition Program Managers	192 days
Child Nutrition Program Assistant Managers	192 days
Child Nutrition Program Workers	186 days
Bus Drivers/Aides	184 days
Nine Month School Nurses	187 days
Nine Month Employees	187 days
Nine Month TEAMS Teacher	189 days
Ten Month Employees	202 days
Eleven Month Employees	222 days
Twelve Month Employees	240 days

The base salary of full-time salaried employees is generally paid in twelve equal monthly increments, regardless of the term of the appointment. Teaching contracts are normally nine months. Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year. All employees hired after the first day of their respective contract period shall receive a prorated salary based on the number of days remaining in their contract times their daily rate of pay over the remaining months in the contract.

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 certain percentage of earned compensation for employees hired prior to January 1,2013 or with prior service credit with the Retirement Systems of Alabama. The member's contribution rate for employees hired after January 1, 2013 is set by law at certain percentage.

Explanatory and informational notes, descriptions, and statements in the schedule are intended as aids to understanding the schedule, but do not themselves create enforceable rights, entitlements, or interests. The Board of Education reserves full discretion to interpret or modify application of the schedule if such action is deemed necessary to avoid manifest hardships or inequity, or to serve other legitimate Board interests.

SERVICE (EXPERIENCE) CREDIT

Except when otherwise required by law, creditable experience is based on the number of years of service rendered by the employee in a particular position, job, or classification within the BessemerCity School System or in public education for another district. In regards to classified positions, a maximum of 10 (ten) years credit will be given to new hires with comparable experience as determined by the Superintendent.

Creditable experience for purposes of placement on the salary schedule will be recognized for fulltime public school (K-12) teaching or administrative experience appropriate to the position (in or out of state) will be credited. The employee's placement shall be determined and agreed upon at the time of employment, subject to the employees' providing verification of relevant prior employment experience. Creditable experience for initial placement on the salary schedule will berecognized as follows:

Full-time teaching or administrative experience as appropriate to the position in all public schools (elementary or secondary) in or out of state, shall be approved as credit for placement on the salary schedule.

In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to anemployee who worked a complete semester plus at least one day of the previous orfollowing semester in an academic school year.
ROTC instructors will be placed on the Teacher Salary Schedule according to the MIP (Minimal Instructors Pay) at the time of hire.

For employees who are placed in central office administrative or supervisory positions from withinthe System, initial placement on the salary schedule will be based on the following:

An employee coming into a central office administrative position (Director, Coordinator, orSupervisor) will be credited with years of administrative experience acquired in public education subject to applicable salary schedule caps (Principal, Assistant Principal, or previous central office administrator).

Except when otherwise required by law, creditable experience for initial placement on the salaryschedule shall be determined and agreed upon prior to employment or reassignment.

PROCEDURES FOR EXPERIENCE CREDIT

a) Experience credit for determining salary shall be given for all verified full-time satisfactory, public school teaching experience in the field for which the previous public school system paid a full-time salary. No experience credit will be given for unpaid days and/or unpaid leave. The employee shall be responsible for requesting verification of prior experience from the designated personnel official and for making certain that the form sent is acceptable by Bessemer City Schools. Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Division of Human Resources.

b) When experience verification is received within 90 days of hire, credit will be given retro actively to the date of hire.

c) Experience credit for private school experience shall, upon completion of the experience verification process, be given retroactive experience credit for the current school year if received within 90 days of hire.

d) It is the employee's responsibility to complete the experience verification process for all prior employersand for ensuring that said forms are furnished to Human Resources within 90 days of hire.

e) In compliance with Act 2024-299, §1, (a) A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is: (i) issued a teacher certificate pursuant to this chapter, and (ii) hired into a position requiring such certification, shall receive one year of experience credit on the local teacher salary schedule established pursuant to Section 16-13-231.1 for every two years of full-time experience that he or she earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher. (b) This section shall only apply to teachers hired into a position requiring teacher certification on or after June 1, 2024.

f) Verification forms for the employee to use to obtain verification of earned experience credit are available in the application packet, on the Bessemer City Schools web page, and in the Division of Human Resources.

g) Classified employees shall receive credit for full-time, satisfactory work experience in the same or a closely related field. The employee is responsible for submitting documentation of prior experience using forms provided by the Human Resources Department within 90 days of hire.

ADVANCED DEGREES AND SUPPLEMENT PAY

Degree credit will be given to certificated personnel who earn advanced degrees from accredited institutions, with the approval of the degree by the State Department of Education.

Certified employees will be placed on the salary matrix considering the highestdegree held and years of experience served in public education.

Certified employees will be paid for the advanced degree as soon as the degree is certified and recognized by the State Department of Education. It is the employee's responsibility to notify the Human Resources Department upon meeting the qualification for an advance degree.

Upon receiving funds from the State, a supplement will be paid to teachers and counselors who meet the National Board for Professional Teaching/Counseling Standards requirements and receive certification from the National Board and in accordance with rules established by the Alabama State Department of Education.

Current employees will be paid in 12 equal monthly installments, regardless of contractlength (12, 11, 10, or 9 months).

Mentors will be paid in accordance with rules established by the Alabama StateDepartment of Education.

CENTRAL OFFICE ADMINISTRATION NOTE

Certified Directors and Coordinators must have a Class A Master's level certification in administration or in the area of employment to qualify for the base salary. All Classified Supervisors, Coordinators and Directors are exempt.

CONTRACTS FOR PROBATIONARY AND CONTRACT PRINCIPALS

Contracts for Probationary and Contract Principals salary are determined by the payment range for the appropriate school (elementary, middle and high), pending Superintendent and Board approval.

TEACHER

Years of Experience	Bachelor's	Master's	Ed.S/AA	Doctoral
0	47,653	53,954	58,016	62,074
1				
2				
3	51,697	59,139	63,604	68,077
4				
5				
6	53,872	61,639	66,317	70,960
7				
8				
9	55,436	63,437	68,256	73,041
10	55,968	64,050	68,918	73,751
11	56,507	64,670	69,586	74,467
12	57,053	65,296	70,262	75,190
13	57,601	65,928	70,944	75,922
14	58,157	66,567	71,632	76,661
15	58,718	67,212	72,327	77,407
16	59,284	67,864	73,030	78,161
17	59,857	68,521	73,708	78,920
18	60,434	69,186	74,456	79,689
19	61,017	69,857	75,180	80,465
20	61,606	70,534	75,910	81,249
21	62,203	71,218	76,649	82,041
22	62,802	71,910	77,395	82,839
23	63,410	72,609	78,169	83,647
24	64,024	73,314	78,909	84,463
25	64,644	74,025	79,677	85,287
26	65,269	74,746	80,454	86,120
27	65,901	75,378	81,237	86,960
28	66,539	76,206	82,028	87,809
29	67,184	76,947	82,827	88,666
30	67,834	77,696	83,635	89,532
31	68,492	78,451	84,450	90,406
32	69,156	79,216	85,274	91,289
33	69,826	79,987	86,106	92,181
34	70,503	80,767	86,946	93,082
35	71,188	81,553	87,795	93,992

187 CONTRACT DAYS

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.

TEACHER

Years of Experience	Bachelor	Masters	Ed.S/AA	Doctoral
0	51,476	58,282	62,670	67,054
1				
2				
3	55,844	63,883	68,706	73,538
4				
5				
6	58,193	66,583	71,637	76,653
7				
8				
9	59,882	68,526	73,732	78,900
10	60,457	69,188	74,447	79,666
11	61,040	69,858	75,168	80,439
12	61,629	70,534	75,897	81,222
13	62,222	71,216	76,635	82,013
14	62,823	71,906	77,377	82,810
15	63,428	72,604	78,129	83,616
16	64,040	73,306	78,889	84,429
17	64,658	74,017	79,654	85,252
18	65,281	74,735	80,429	86,081
19	65,911	75,461	81,210	86,919
20	66,548	76,192	82,000	87,766
21	67,193	76,931	82,799	88,622
22	67,840	77,678	83,602	89,485
23	68,497	78,433	84,439	90,357
24	69,444	79,194	85,239	91,238
25	69,828	79,963	86,069	92,128
26	70,503	80,741	86,907	93,027
27	71,187	81,425	87,453	93,936
28	71,876	82,318	88,607	94,852
29	72,573	83,120	89,471	95,778
30	73,276	83,928	90,343	96,713
31	73,986	84,745	91,225	97,657
32	74,704	85,570	92,115	98,612
33	75,428	86,403	93,014	99,575
34	76,159	87,245	93,920	100,550
35	76,899	88,094	94,838	101,532

202 CONTRACT DAYS

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.

TEACHER

Years of Experience	Bachelor's	Master's	Ed.S/AA	Doctoral
0	56,572	64,052	68,874	73,693
1				
2				
3	61,372	70,208	75,509	80,819
4				
5				
6	63,954	73,176	78,729	84,242
7				
8				
9	65,811	75,311	81,032	86,712
10	66,444	76,038	81,817	87,555
11	67,084	76,774	82,610	88,403
12	67,731	77,518	83,412	89,264
13	68,383	78,268	84,222	90,132
14	69,042	79,026	85,038	91,112
15	69,708	79,792	85,866	91,895
16	70,380	80,565	86,699	92,789
17	71,059	81,346	87,542	93,692
18	71,745	82,134	88,392	94,604
19	72,438	82,931	89,252	95,524
20	73,137	83,736	90,118	96,456
21	73,845	84,548	90,995	97,396
22	74,557	85,370	91,880	98,345
23	75,278	86,198	92,799	99,303
24	76,007	87,036	93,679	100,272
25	76,742	87,880	94,590	101,249
26	77,485	88,736	95,511	102,238
27	78,235	89,486	96,441	103,236
28	78,993	90,472	97,381	104,244
29	79,758	91,349	98,329	105,261
30	80,530	92,238	99,289	106,289
31	81,311	93,134	100,256	107,326
32	82,100	94,043	101,235	108,375
33	82,896	95,061	102,222	109,435
34	83,699	95,883	103,219	110,504
35	84,513	96,816	104,228	111,584

222 CONTRACT DAYS

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.

TEACHER

Years of Experience	Bachelor's	Master's	Ed.S/AA	Doctoral
0	61,092	69,246	74,458	79,667
1				
2				
3	66,348	75,899	81,631	87,371
4				
5				
6	69,141	79,108	85,113	91,073
7				
8				
9	71,148	81,416	87,602	93,743
10	71,831	82,203	88,450	94,674
11	72,523	82,999	89,308	95,572
12	73,223	83,803	90,174	96,501
13	73,928	84,614	91,050	97,440
14	74,641	85,433	91,934	98,388
15	75,361	86,261	92,826	99,346
16	76,087	87,097	93,729	100,312
17	76,821	87,941	94,639	101,288
18	77,562	88,794	95,559	102,273
19	78,311	89,655	96,488	103,270
20	79,067	90,629	97,425	104,278
21	79,832	91,403	98,374	105,293
22	80,602	92,292	99,330	106,319
23	81,382	93,187	100,323	107,355
24	82,170	94,093	101,274	108,402
25	82,965	95,006	102,259	109,459
26	83,766	95,930	103,256	110,527
27	84,579	96,742	104,260	111,605
28	85,397	97,805	105,277	112,696
29	86,226	98,755	106,303	113,796
30	87,060	99,717	107,338	114,907
31	87,904	100,686	108,386	116,028
32	88,756	101,667	109,443	117,162
33	89,617	102,657	110,511	118,308
34	90,485	103,658	111,589	119,464
35	91,364	104,666	112,678	120,631

240 CONTRACT DAYS

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.

TEAMS TEACHER

Years of Experience	BACHELOR	MASTER	Ed.S/AA	DOCTORAL
0	47,600	51,875	55,936	59,995
1	47,600	51,875	55,936	59,995
2	47,600	51,875	55,936	59,995
3	49,616	57,058	61,524	65,997
4	49,616	57,058	61,524	65,997
5	49,616	57,058	61,524	65,997
6	51,792	59,558	64,237	68,881
7	51,792	59,558	64,237	68,881
8	51,792	59,558	64,237	68,881
9	53,356	61,358	66,177	70,962
10	53,888	61,971	66,838	71,671
11	54,428	62,591	67,506	72,387
12	54,972	63,217	68,181	73,111
13	55,522	63,848	68,864	73,842
14	56,077	64,487	69,551	74,581
15	56,638	65,133	70,248	75,327
16	57,204	65,783	70,950	76,080
17	57,776	66,441	71,660	76,841
18	58,354	67,105	72,377	77,608
19	58,937	67,776	73,101	78,384
20	59,527	68,454	73,831	79,169
21	60,122	69,139	74,570	79,961
22	60,723	69,831	75,314	80,760
23	61,330	70,528	76,068	81,567
24	61,944	71,234	76,829	82,383
25	62,563	71,946	77,597	83,207
26	63,188	72,665	78,373	84,039
27	63,821	73,392	79,157	84,880

9 MONTH - 189 DAY TEACHER

TEAMS SUPPLEMENTAL MATRIX

Years Exp	BACHELOR	MASTER	Ed. S/AA	DOCTORAL
0	2,921	5,410	5,410	5,410
1	6,482	10,319	11,125	11,937
2	9,372	13,639	14,725	15,774
3	9,022	10,375	11,206	11,991
4	10,734	12,343	13,327	14,266
5	12,489	14,362	15,506	16,603
6	12,117	13,935	15,030	16,116
7	13,967	16,064	17,324	18,577
8	15,282	17,574	18,956	20,327
9	15,059	17,318	18,679	20,031
10	15,552	17,886	19,290	20,685
11	16,054	18,464	19,915	21,354
12	16,568	19,054	20,550	22,037
13	16,018	18,423	19,867	21,306
14	15,463	17,784	19,180	20,567
15	15,978	18,377	19,821	21,254
16	15,412	17,727	19,119	20,501
17	14,840	17,069	18,409	19,740
18	15,363	17,669	19,055	20,435
19	14,780	16,998	18,331	19,659
20	14,190	16,320	17,601	18,874
21	14,716	16,926	18,253	19,574
22	14,115	16,234	17,509	18,775
23	13,508	15,537	16,755	17,968
24	14,037	16,144	17,412	18,673
25	13,418	15,432	16,644	17,849
26	12,793	14,713	15,868	17,017
27	13,327	15,329	16,531	17,727
28	12,689	14,595	15,740	16,879
29	12,044	13,854	14,940	16,021
30	11,394	13,105	14,133	15,155
31	10,736	12,349	13,317	14,282
32	10,071	11,585	12,493	13,398
33	9,401	10,814	11,661	12,505
34	8,724	10,035	10,821	11,604
35	8,039	9,248	9,973	10,695

ASSISTANT PRINCIPAL

Elementary

Step	BA	MA	EDS	DR
0		71,876.07	76,876.07	81,876.07
1		71,876.07	76,876.07	81,876.07
2		71,876.07	76,876.07	81,876.07
3		74,423.97	79,423.97	84,423.97
4		74,423.97	79,423.97	84,423.97
5		74,423.97	79,423.97	84,423.97
6		76,587.87	81,587.87	86,587.87
7		76,587.87	81,587.87	86,587.87
8		76,587.87	81,587.87	86,587.87
9		78,508.62	83,508.62	88,508.62
10		78,508.62	83,508.62	88,508.62
11		78,508.62	83,508.62	88,508.62
12		82,657.48	87,657.48	92,657.48
13		82,657.48	87,657.48	92,657.48
14		82,657.48	87,657.48	92,657.48
15		83,376.25	88,376.25	93,376.25
16		83,376.25	88,376.25	93,376.25
17		83,376.25	88,376.25	93,376.25
18		85,532.53	90,532.53	95,532.53
19		85,532.53	90,532.53	95,532.53
20		85,532.53	90,532.53	95,532.53
21		86,328.56	91,328.56	96,328.56
22		86,328.56	91,328.56	96,328.56
23		86,328.56	91,328.56	96,328.56
24		86,905.34	91,905.34	96,905.34
25		86,905.34	91,905.34	96,905.34
26		86,905.34	91,905.34	96,905.34
27		87,479.75	92,479.75	97,479.75
28		88,407.57	93,407.57	98,407.57
29		89,126.33	94,126.33	99,126.33
30		89,845.09	94,845.09	99,845.09
31		90,563.85	95,563.85	100,563.85
32		92,001.37	97,001.37	102,001.37
33		92,001.37	97,001.37	102,001.37
34		92,001.37	97,001.37	102,001.37
35		93,438.90	98,438.90	103,438.90

Middle

Step	BA	MA	EDS	DR
0		74,307.11	79,307.11	84,307.11
1		74,307.11	79,307.11	84,307.11
2		74,307.11	79,307.11	84,307.11
3		76,941.18	81,941.18	86,941.18
4		76,941.18	81,941.18	86,941.18
5		76,941.18	81,941.18	86,941.18
6		79,178.27	84,178.27	89,178.27
7		79,178.27	84,178.27	89,178.27
8		79,178.27	84,178.27	89,178.27
9		81,163.99	86,163.99	91,163.99
10		81,163.99	86,163.99	91,163.99
11		81,163.99	86,163.99	91,163.99
12		85,453.18	90,453.18	95,453.18
13		85,453.18	90,453.18	95,453.18
14		85,453.18	90,453.18	95,453.18
15		86,196.25	91,196.25	96,196.25
16		86,196.25	91,196.25	96,196.25
17		86,196.25	91,196.25	96,196.25
18		88,425.46	93,425.46	98,425.46
19		88,425.46	93,425.46	98,425.46
20		88,425.46	93,425.46	98,425.46
21		89,248.42	94,248.42	99,248.42
22		89,248.42	94,248.42	99,248.42
23		89,248.42	94,248.42	99,248.42
24		89,844.70	94,844.70	99,844.70
25		89,844.70	94,844.70	99,844.70
26		89,844.70	94,844.70	99,844.70
27		90,438.55	95,438.55	100,438.55
28		91,397.75	96,397.75	101,397.75
29		92,140.82	97,140.82	102,140.82
30		92,883.89	97,883.89	102,883.89
31		93,626.96	98,626.96	103,626.96
32		95,113.10	100,113.10	105,113.10
33		95,113.10	100,113.10	105,113.10
34		95,113.10	100,113.10	105,113.10
35		96,599.25	101,599.25	106,599.25

High

Step	BA	MA	EDS	DR
0		77,338.15	82,338.15	87,338.15
1		77,338.15	82,338.15	87,338.15
2		77,338.15	82,338.15	87,338.15
3		80,079.67	85,079.67	90,079.67
4		80,079.67	85,079.67	90,079.67
5		80,079.67	85,079.67	90,079.67
6		82,408.01	87,408.01	92,408.01
7		82,408.01	87,408.01	92,408.01
8		82,408.01	87,408.01	92,408.01
9		84,474.72	89,474.72	94,474.72
10		84,474.72	89,474.72	94,474.72
11		84,474.72	89,474.72	94,474.72
12		88,938.87	93,938.87	98,938.87
13		88,938.87	93,938.87	98,938.87
14		88,938.87	93,938.87	98,938.87
15		89,712.25	94,712.25	99,712.25
16		89,712.25	94,712.25	99,712.25
17		89,712.25	94,712.25	99,712.25
18		92,032.40	97,032.40	102,032.40
19		92,032.40	97,032.40	102,032.40
20		92,032.40	97,032.40	102,032.40
21		92,888.92	97,888.92	102,888.92
22		92,888.92	97,888.92	102,888.92
23		92,888.92	97,888.92	102,888.92
24		93,509.53	98,509.53	103,509.53
25		93,509.53	98,509.53	103,509.53
26		93,509.53	98,509.53	103,509.53
27		94,127.60	99,127.60	104,127.60
28		95,125.92	100,125.92	105,125.92
29		95,899.31	100,899.31	105,899.31
30		96,672.69	101,672.69	106,672.69
31		97,446.07	102,446.07	107,446.07
32		98,992.83	103,992.83	108,992.83
33		98,992.83	103,992.83	108,992.83
34		98,992.83	103,992.83	108,992.83
35		100,539.60	105,539.60	110,539.60

CONTRACT/PROBATIONARY

12 MONTH/240 DAYS

Elementary School	From	80,421	to	115,470
Middle School	From	84,011	to	119,458
Alternative School	From	84,011	to	119,458
High School	From	87,604	to	127,745

PRINCIPAL NEGOTIATION RANGE

Notes/Supplement

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

The position of principal is a 12- month assignment for elementary, middle and high school. A principal will be on call at all times, even while the school is closed for the holidays.

DIRECTOR

I

Step	BA	MA	EDS	DR
0		100,624.55	105,624.55	110,624.55
1		100,624.55	105,624.55	110,624.55
2		100,624.55	105,624.55	110,624.55
3		104,191.53	109,191.53	114,191.53
4		104,191.53	109,191.53	114,191.53
5		104,191.53	109,191.53	114,191.53
6		107,220.93	112,220.93	117,220.93
7		107,220.93	112,220.93	117,220.93
8		107,220.93	112,220.93	117,220.93
9		109,909.94	114,909.94	119,909.94
10		109,909.94	114,909.94	119,909.94
11		109,909.94	114,909.94	119,909.94
12		112,659.53	117,659.53	122,659.53
13		112,659.53	117,659.53	122,659.53
14		112,659.53	117,659.53	122,659.53
15		115,470.81	120,470.81	125,470.81
16		115,470.81	120,470.81	125,470.81
17		115,470.81	120,470.81	125,470.81
18		118,162.02	123,162.02	128,162.02
19		118,162.02	123,162.02	128,162.02
20		118,162.02	123,162.02	128,162.02
21		120,857.64	125,857.64	130,857.64
22		120,857.64	125,857.64	130,857.64
23		120,857.64	125,857.64	130,857.64
24		121,665.11	126,665.11	131,665.11
25		121,665.11	126,665.11	131,665.11
26		121,665.11	126,665.11	131,665.11
27		122,469.28	127,469.28	132,469.28

Curriculum & Instruction
Human Resources
School Leadership

II

Step	BA	MA	EDS	DR
0		97,829.42	102,829.42	107,829.42
1		97,829.42	102,829.42	107,829.42
2		97,829.42	102,829.42	107,829.42
3		101,297.32	106,297.32	111,297.32
4		101,297.32	106,297.32	111,297.32
5		101,297.32	106,297.32	111,297.32
6		104,242.57	109,242.57	114,242.57
7		104,242.57	109,242.57	114,242.57
8		104,242.57	109,242.57	114,242.57
9		106,856.88	111,856.88	116,856.88
10		106,856.88	111,856.88	116,856.88
11		106,856.88	111,856.88	116,856.88
12		109,530.10	114,530.10	119,530.10
13		109,530.10	114,530.10	119,530.10
14		109,530.10	114,530.10	119,530.10
15		112,263.29	117,263.29	122,263.29
16		112,263.29	117,263.29	122,263.29
17		112,263.29	117,263.29	122,263.29
18		114,879.74	119,879.74	124,879.74
19		114,879.74	119,879.74	124,879.74
20		114,879.74	119,879.74	124,879.74
21		117,500.48	122,500.48	127,500.48
22		117,500.48	122,500.48	127,500.48
23		117,500.48	122,500.48	127,500.48
24		118,285.52	123,285.52	128,285.52
25		118,285.52	123,285.52	128,285.52
26		118,285.52	123,285.52	128,285.52
27		119,067.35	124,067.35	129,067.35

Career and Technical Education
Special Education
Student Services
Federal Programs

III

Step	BA	MA	EDS	DR
0		95,034.30	100,034.30	105,034.30
1		95,034.30	100,034.30	105,034.30
2		95,034.30	100,034.30	105,034.30
3		98,403.11	103,403.11	108,403.11
4		98,403.11	103,403.11	108,403.11
5		98,403.11	103,403.11	108,403.11
6		101,264.21	106,264.21	111,264.21
7		101,264.21	106,264.21	111,264.21
8		101,264.21	106,264.21	111,264.21
9		103,803.83	108,803.83	113,803.83
10		103,803.83	108,803.83	113,803.83
11		103,803.83	108,803.83	113,803.83
12		106,400.67	111,400.67	116,400.67
13		106,400.67	111,400.67	116,400.67
14		106,400.67	111,400.67	116,400.67
15		109,055.77	114,055.77	119,055.77
16		109,055.77	114,055.77	119,055.77
17		109,055.77	114,055.77	119,055.77
18		111,597.47	116,597.47	121,597.47
19		111,597.47	116,597.47	121,597.47
20		111,597.47	116,597.47	121,597.47
21		114,143.32	119,143.32	124,143.32
22		114,143.32	119,143.32	124,143.32
23		114,143.32	119,143.32	124,143.32
24		114,905.94	119,905.94	124,905.94
25		114,905.94	119,905.94	124,905.94
26		114,905.94	119,905.94	124,905.94
27		115,665.43	120,665.43	125,665.43

Maintenance/Facilities
Child Nutrition
Technology

COORDINATOR

10 Month					11 Month					12 Month				
Step	BA	MA	EDS	DR	Step	BA	MA	EDS	DR	Step	BA	MA	EDS	DR
0		64,808.00	69,017.00	73,225.00	0		71,224.26	75,850.74	80,475.00	0		77,000.00	82,000.00	87,000.00
1		64,808.00	69,017.00	73,225.00	1		71,224.26	75,850.74	80,475.00	1		77,000.00	82,000.00	87,000.00
2		64,808.00	69,017.00	73,225.00	2		71,224.26	75,850.74	80,475.00	2		77,000.00	82,000.00	87,000.00
3		67,106.00	71,314.00	75,522.00	3		73,750.62	78,374.88	82,999.14	3		79,729.53	84,729.53	89,729.53
4		67,106.00	71,314.00	75,522.00	4		73,750.62	78,374.88	82,999.14	4		79,729.53	84,729.53	89,729.53
5		67,106.00	71,314.00	75,522.00	5		73,750.62	78,374.88	82,999.14	5		79,729.53	84,729.53	89,729.53
6		69,057.00	73,265.00	77,473.00	6		75,895.14	80,519.40	85,143.66	6		82,047.69	87,047.69	92,047.69
7		69,057.00	73,265.00	77,473.00	7		75,895.14	80,519.40	85,143.66	7		82,047.69	87,047.69	92,047.69
8		69,057.00	73,265.00	77,473.00	8		75,895.14	80,519.40	85,143.66	8		82,047.69	87,047.69	92,047.69
9		70,789.00	74,997.00	79,205.00	9		77,797.68	82,421.94	87,048.42	9		84,105.37	89,105.37	94,105.37
10		70,789.00	74,997.00	79,205.00	10		77,797.68	82,421.94	87,048.42	10		84,105.37	89,105.37	94,105.37
11		70,789.00	74,997.00	79,205.00	11		77,797.68	82,421.94	87,048.42	11		84,105.37	89,105.37	94,105.37
12		74,530.00	78,738.00	82,946.00	12		81,909.12	86,533.38	91,159.86	12		88,550.00	93,550.00	98,550.00
13		74,530.00	78,738.00	82,946.00	13		81,909.12	86,533.38	91,159.86	13		88,550.00	93,550.00	98,550.00
14		74,530.00	78,738.00	82,946.00	14		81,909.12	86,533.38	91,159.86	14		88,550.00	93,550.00	98,550.00
15		75,178.00	79,386.00	83,594.00	15		82,621.74	87,246.00	91,870.26	15		89,320.00	94,320.00	99,320.00
16		75,178.00	79,386.00	83,594.00	16		82,621.74	87,246.00	91,870.26	16		89,320.00	94,320.00	99,320.00
17		75,178.00	79,386.00	83,594.00	17		82,621.74	87,246.00	91,870.26	17		89,320.00	94,320.00	99,320.00
18		77,122.00	81,330.00	85,539.00	18		84,757.38	89,383.86	94,008.12	18		91,630.00	96,630.00	101,630.00
19		77,122.00	81,330.00	85,539.00	19		84,757.38	89,383.86	94,008.12	19		91,630.00	96,630.00	101,630.00
20		77,122.00	81,330.00	85,539.00	20		84,757.38	89,383.86	94,008.12	20		91,630.00	96,630.00	101,630.00
21		77,840.00	82,048.00	86,256.00	21		85,545.48	90,171.96	94,796.22	21		92,482.78	97,482.78	102,482.78
22		77,840.00	82,048.00	86,256.00	22		85,545.48	90,171.96	94,796.22	22		92,482.78	97,482.78	102,482.78
23		77,840.00	82,048.00	86,256.00	23		85,545.48	90,171.96	94,796.22	23		92,482.78	97,482.78	102,482.78
24		78,360.00	82,568.00	86,776.00	24		86,118.24	90,742.50	95,368.98	24		93,100.67	98,100.67	103,100.67
25		78,360.00	82,568.00	86,776.00	25		86,118.24	90,742.50	95,368.98	25		93,100.67	98,100.67	103,100.67
26		78,360.00	82,568.00	86,776.00	26		86,118.24	90,742.50	95,368.98	26		93,100.67	98,100.67	103,100.67
27		78,878.00	83,086.00	87,294.00	27		86,686.56	91,313.04	95,937.30	27		93,716.04	98,716.04	103,716.04

SUPERVISOR

Yrs of Exp	Bachelor's/No Degree	Master's Degree	Ed. Spec/AA Degree	Doctoral Degree
0>2	75,000	80,000	85,000	90,000
3>5	77,659	82,659	87,659	92,659
6>8	79,917	84,917	89,917	94,917
9>11	81,921	86,921	91,921	96,921
12>14	83,970	88,970	93,970	98,970
15>17	86,066	91,066	96,066	101,066
18>20	88,071	93,071	98,071	103,071
21>23	90,081	95,081	100,081	105,081
24>26	90,682	95,682	100,682	105,682
27+	91,282	96,282	101,282	106,282

The following positions are paid on the Supervisor schedule:

Business Affairs

Transportation

PAYROLL OFFICER

YEARS OF EXPERIENCE	SALARY
0	51,000
1	51,000
2	52,569
3	54,145
4	55,719
5	57,290
6	58,216
7	59,160
8	59,670
9	61,200
10	63,750
11	64,770
12	65,280
13	65,790
14	65,280
15	65,790
16	66,300
17	66,810
18	67,320
19	67,830
20	68,340
21	68,850
22	69,360
23	69,360
24	69,870
25	70,380
26	70,380
27	71,400

CENTRAL OFFICE SECRETARY

YEARS OF EXPERIENCE	Rank 3	Rank 4	Rank 5	Rank 6	Rank 7	Rank 8
0	36,420	36,494	39,272	42,673	46,080	49,487
1	36,420	36,494	39,272	42,673	46,080	49,487
2	37,026	37,530	40,692	44,095	47,497	50,899
3	37,633	38,574	42,107	45,516	48,921	52,326
4	38,240	39,618	43,527	46,932	50,343	53,754
5	38,845	40,657	44,951	48,357	51,763	55,169
6	39,450	41,697	46,368	49,775	52,599	55,423
7	40,055	42,743	47,792	51,194	54,604	58,014
8	40,665	43,782	49,212	52,613	56,024	59,435
9	41,268	44,823	50,634	54,038	57,443	60,848
10	41,875	45,866	52,054	55,457	58,867	62,277
11	42,490	42,646	53,475	56,876	60,285	63,694
12	43,087	47,948	54,891	58,299	61,705	65,111
13	43,695	48,990	56,315	59,714	63,127	66,540
14	44,302	50,028	57,735	61,136	64,548	67,960
15	44,909	51,071	59,153	62,560	65,964	69,368
16	45,147	51,308	59,392	62,797	66,203	69,609
17	45,386	51,548	59,629	63,037	66,442	69,847
18	45,625	51,786	59,868	63,275	66,679	70,083
19	45,862	52,024	60,106	63,513	66,917	70,321
20	46,101	52,264	60,345	63,753	67,157	70,561
21	46,340	52,501	60,584	63,990	67,395	70,800
22	46,577	52,739	60,822	64,228	67,633	71,038
23	46,817	52,978	61,060	64,467	67,873	71,279
24	47,056	53,216	61,298	64,706	68,109	71,512
25	47,292	53,455	61,537	64,943	68,348	71,753
26	47,532	53,694	61,776	65,183	68,587	71,991
27+	47,770	53,933	62,014	65,421	68,826	72,231

Classifications:

Rank 3 - Central Office Receptionist

Rank 4 - Central Office Secretary

Rank 5 - Central Office Finance Secretary

Rank 6 - Central Office Executive Secretary

Rank 7 - Accounts Payable/Local School Accountant/CNP Accountant

Rank 8 - Administrative Assistant to the Superintendent

Note: Salaries of Secretaries working less than 240 days will be calculated by multiplying the daily rate of pay by the number of approved days. (Added Rank 8 March 2025)

School Office Support

YEARS OF EXPERIENCE	Secretary/Registrar	11 month	12 month	Elem/Alt. Finance Secretary	11 month	12 month	Middle Finance Secretary	11 month	12 month	High Finance Secretary	11 month	12 month
0	$ 15.75	27,973	30,241	$ 20.50	34,133	36,900	$ 21.00	34,965	37,800	$ 21.50	35,798	38,700
1	$ 15.75	27,973	30,241	$ 20.71	34,474	37,269	$ 21.21	35,315	38,178	$ 21.72	36,155	39,087
2	$ 16.03	28,465	30,773	$ 20.91	34,815	37,638	$ 21.42	35,664	38,556	$ 21.93	36,513	39,474
3	$ 16.56	29,411	31,796	$ 21.04	35,035	37,875	$ 21.55	35,889	38,799	$ 22.07	36,744	39,723
4	$ 16.84	29,899	32,323	$ 21.53	35,839	38,745	$ 22.05	36,713	39,690	$ 22.58	37,587	40,635
5	$ 16.99	30,178	32,625	$ 21.94	36,522	39,483	$ 22.47	37,413	40,446	$ 23.01	38,303	41,409
6	$ 17.09	30,352	32,813	$ 22.35	37,204	40,221	$ 22.89	38,112	41,202	$ 23.44	39,019	42,183
7	$ 17.37	30,855	33,357	$ 22.76	37,887	40,959	$ 23.31	38,811	41,958	$ 23.87	39,735	42,957
8	$ 17.66	31,370	33,913	$ 23.17	38,570	41,697	$ 23.73	39,510	42,714	$ 24.30	40,451	43,731
9	$ 17.96	31,898	34,484	$ 23.99	39,935	43,173	$ 24.57	40,909	44,226	$ 25.16	41,883	45,279
10	$ 18.23	32,383	35,009	$ 24.60	40,959	44,280	$ 25.20	41,958	45,360	$ 25.80	42,957	46,440
11	$ 18.53	32,912	35,581	$ 25.01	41,642	45,018	$ 25.62	42,657	46,116	$ 26.23	43,673	47,214
12	$ 18.83	33,435	36,146	$ 25.42	42,324	45,756	$ 26.04	43,357	46,872	$ 26.66	44,389	47,988
13	$ 19.11	33,940	36,692	$ 25.63	42,666	46,125	$ 26.25	43,706	47,250	$ 26.88	44,747	48,375
14	$ 19.43	34,512	37,310	$ 25.83	43,007	46,494	$ 26.46	44,056	47,628	$ 27.09	45,105	48,762
15	$ 19.73	35,043	37,885	$ 26.24	43,690	47,232	$ 26.88	44,755	48,384	$ 27.52	45,821	49,536
16	$ 20.04	35,587	38,472	$ 26.65	44,372	47,970	$ 27.30	45,455	49,140	$ 27.95	46,537	50,310
17	$ 20.35	36,146	39,077	$ 27.06	45,055	48,708	$ 27.72	46,154	49,896	$ 28.38	47,253	51,084
18	$ 20.64	36,660	39,632	$ 27.27	45,396	49,077	$ 27.93	46,503	50,274	$ 28.60	47,611	51,471
19	$ 21.03	37,353	40,381	$ 27.68	46,079	49,815	$ 28.35	47,203	51,030	$ 29.03	48,327	52,245
20	$ 21.34	37,907	40,981	$ 27.68	46,079	49,815	$ 28.35	47,203	51,030	$ 29.03	48,327	52,245
21	$ 21.60	38,357	41,467	$ 27.88	46,420	50,184	$ 28.56	47,552	51,408	$ 29.24	48,685	52,632
22	$ 21.85	38,805	41,952	$ 27.88	46,420	50,184	$ 28.56	47,552	51,408	$ 29.24	48,685	52,632
23	$ 22.10	39,255	42,438	$ 28.09	46,762	50,553	$ 28.77	47,902	51,786	$ 29.46	49,043	53,019
24	$ 22.36	39,703	42,922	$ 28.29	47,103	50,922	$ 28.98	48,252	52,164	$ 29.67	49,401	53,406
25	$ 22.61	40,153	43,408	$ 28.29	47,103	50,922	$ 28.98	48,252	52,164	$ 29.67	49,401	53,406
26	$ 22.86	40,601	43,893	$ 28.29	47,103	50,922	$ 28.98	48,252	52,164	$ 29.67	49,401	53,406
27	$ 23.11	41,052	44,380	$ 28.70	47,786	51,660	$ 29.40	48,951	52,920	$ 30.10	50,117	54,180

SCHOOL RECEPTIONIST

YEARS OF EXPERIENCE	10 month
0	25,555
1	25,555
2	25,833
3	26,208
4	27,318
5	27,711
6	28,106
7	29,294
8	29,921
9	30,566
10	32,706
11	33,561
12	34,414
13	36,558
14	37,067
15	37,590
16	37,806
17	38,024
18	38,240
19	38,456
20	38,673
21	38,892
22	39,108
23	39,325
24	39,541
25	39,758
26	39,976
27+	40,193

JOB COACH/PRE-K (OSR) INSTRUCTIONAL ASSISTANT	
YEARS OF EXPERIENCE	**SALARY**
0	29,935
1	30,401
2	30,849
3	31,302
4	31,742
5	32,187
6	32,635
7	33,081
8	33,526
9	33,972
10	34,417
11	34,864
12	35,308
13	35,754
14	36,199
15	36,645
16	36,961
17	37,276
18	37,592
19	37,907
20	38,222
21	38,539
22	38,854
23	39,169
24	39,485
25	39,800
26	40,117
27	40,432

PARAPROFESSIONAL

YEARS OF EXPERIENCE	SALARY
0 - 1	26,045
2	26,045
3	26,378
4	26,877
5	27,382
6	27,649
7	27,929
8	28,208
9	28,489
10	28,768
11	29,048
12	29,328
13	29,608
14	29,888
15	30,168
16	30,447
17	30,728
18	31,007
19	31,286
20	31,567
21	31,846
22	32,126
23	32,405
24	32,685
25	32,965
26	33,245
27	33,527

TECHNOLOGY

YEARS OF EXPERIENCE	Certified Tech Support	Senior Tech Support
0	47,165	57,153
1	48,003	57,991
2	48,843	58,831
3	49,680	59,671
4	50,516	60,790
5	51,357	61,904
6	52,191	63,029
7	53,030	64,143
8	53,870	65,263
9	54,707	66,383
10	55,546	67,500
11 thru 13	56,087	68,040
14 thru 16	56,628	68,581
17 thru 19	57,169	69,122
20 thru 22	57,710	69,663
23 thru 25	58,251	70,205
26	58,792	70,745
27+	59,333	71,286

Child Nutrition Program Managerial 192 Days				Child Nutrition Program Worker 186 Days	
Years of Experience	Assistant Manager	Manager Rank 3	Manager Rank 4	Years of Experience	Salary
0	26,249	29,077	31,024	0	19,289
1	26,249	29,077	31,024	1	19,289
2	27,989	31,005	32,821	2	19,844
3	28,311	31,369	33,203	3	20,386
4	28,695	31,731	33,621	4	20,734
5	29,039	32,134	34,062	5	21,383
6	29,439	32,517	34,482	6	22,084
7	30,204	32,897	34,903	7	22,510
8	30,567	33,316	35,325	8	22,970
9	31,140	33,949	35,667	9	23,429
10	31,692	34,522	36,265	10	23,875
11	32,266	35,095	36,794	11	24,334
12	32,821	35,667	37,368	12	24,779
13	33,376	36,242	37,921	13	25,223
14	33,949	36,794	38,512	14	25,667
15	34,522	37,368	39,086	15	26,110
16	35,095	37,921	39,641	16	26,570
17	35,667	38,512	40,196	17	27,031
18	36,242	39,086	40,786	18	27,476
19	36,794	39,641	41,343	19	27,936
20	37,368	40,196	41,914	20	28,378
21	37,921	40,786	42,506	21	28,808
22	38,420	41,286	43,006	22	29,306
23	38,917	41,782	43,503	23	29,804
24	39,417	42,282	44,003	24	30,303
25	39,915	42,780	44,501	25	30,802
26	40,413	43,279	44,999	26	31,300
27+	40,911	43,777	45,498	27+	31,799

An annual salary supplement will be paid to CNP Employees who obtain valid certification/ credentials through the National School Nutrition Association. This supplement will only be paid during the month of January annually depending upon the financial status of the Child Nutrition Program.

SCHOOL NURSE

YEARS OF EXPERIENCE	Licensed Practical Nurse - LPN 187 Days	Registered Nurse - RN (BS) 182 Days	Registered Nurse - RN (MS) 182 Days	Registered Nurse-(DN)	Lead Nurse 202 Days
0	33,390	48,269	52,049	56,124	56,224
1					
2					
3	37,319	53,090	57,248	61,730	61,840
4					
5					
6	38,955	55,418	59,758	64,437	64,551
7					
8					
9	40,131	57,092	61,562	66,382	66,499
10	40,532	57,662	62,177	67,045	67,164
11	40,937	58,238	62,799	67,715	68,514
12	41,347	58,822	63,427	68,394	68,514
13	41,760	59,409	64,062	69,077	69,200
14	42,179	60,004	64,702	69,768	69,892
15	42,601	60,604	65,350	70,466	70,591
16	43,026	61,210	66,003	71,170	71,296
17	43,457	61,822	66,663	71,882	72,009
18	43,891	62,440	67,329	72,601	72,729
19	44,330	63,064	68,002	73,327	73,456
20	44,772	63,694	68,682	74,060	74,191
21	45,221	64,332	69,370	74,801	74,934
22	45,673	64,974	70,062	75,548	75,682
23	46,130	65,625	70,763	76,304	76,439
24	46,591	66,282	71,472	77,068	77,204
25	47,057	66,944	72,186	77,838	77,976
26	47,527	67,613	72,907	78,616	78,755
27	48,003	68,291	73,637	79,403	79,544
28	48,483	68,973	74,373	80,196	80,338
29	48,968	69,662	75,117	80,999	81,142
30	49,457	70,358	75,867	81,808	81,952
31	49,952	71,062	76,626	82,626	82,772
32	50,452	71,774	77,393	83,453	83,600
33	50,956	72,490	78,166	84,287	84,436
34	51,465	73,215	78,947	85,130	85,280
35	51,980	73,947	79,738	85,981	86,134

CUSTODIAN

YEARS OF EXPERIENCE	Hourly	10 month	11 month	12 month
0	$ 15.75	25,453	27,973	30,241
1	$ 15.75	25,453	27,973	30,241
2	$ 16.03	25,901	28,465	30,773
3	$ 16.56	26,762	29,411	31,796
4	$ 16.84	27,205	29,899	32,323
5	$ 16.99	27,459	30,178	32,625
6	$ 17.09	27,618	30,352	32,813
7	$ 17.37	28,076	30,855	33,357
8	$ 17.66	28,544	31,370	33,913
9	$ 17.96	29,024	31,898	34,484
10	$ 18.23	29,466	32,383	35,009
11	$ 18.53	29,947	32,912	35,581
12	$ 18.83	30,423	33,435	36,146
13	$ 19.11	30,883	33,940	36,692
14	$ 19.43	31,403	34,512	37,310
15	$ 19.73	31,886	35,043	37,885
16	$ 20.04	32,381	35,587	38,472
17	$ 20.35	32,890	36,146	39,077
18	$ 20.64	33,357	36,660	39,632
19	$ 21.03	33,987	37,353	40,381
20	$ 21.34	34,492	37,907	40,981
21	$ 21.60	34,901	38,357	41,467
22	$ 21.85	35,309	38,805	41,952
23	$ 22.10	35,718	39,255	42,438
24	$ 22.36	36,126	39,703	42,922
25	$ 22.61	36,535	40,153	43,408
26	$ 22.86	36,943	40,601	43,893
27	$ 23.11	37,353	41,052	44,380

MAINTENANCE

YEARS OF EXPERIENCE	M-V	M-IV	M-III	M-II	M-I
0	56,713	25,907	26,359	34,895	40,357
1	57,931	25,907	26,359	34,895	41,052
2	59,148	26,364	26,832	35,143	41,790
3	60,365	26,789	27,298	35,387	42,570
4	61,584	27,241	27,808	35,673	43,308
5	62,800	27,696	28,275	35,922	43,978
6	64,018	28,121	28,747	36,169	44,832
7	65,237	28,574	29,232	36,415	45,613
8	66,454	29,072	29,721	36,658	46,349
9	67,673	29,586	30,258	36,947	47,130
10 thru 12	68,303	31,718	32,367	38,859	50,022
13 thru 15	68,935	32,349	32,998	41,148	50,652
16 thru 18	69,566	32,980	33,628	42,163	51,284
19 thru 21	70,196	33,611	34,261	44,457	51,915
22 thru 24	70,829	34,242	34,892	46,428	52,545
25 thru 27	71,460	34,873	35,523	47,702	53,177

Note: All Maintenance Workers are employed eight hours per day in a contract year.

M-I General Maintenance Worker
M-II CNP Maintenance
M-III General Laborer
M-IV Grounds Crew
M-V Certified Skilled Trade, i.e., HVAC, Plumber, Electrician

TRANSPORTATION

Years of Experience	Bus Driver	Bus Assistant
<3	19,476	16,230
<5	19,717	16,636
<8	19,957	17,042
<11	20,197	17,447
<14	20,438	17,853
<17	20,677	18,259
<20	20,917	18,665
<23	21,158	19,071
<26	21,398	19,476
<27+	21,640	19,476

TRANSPORTATION - MECHANIC		
YEARS OF EXPERIENCE	MECHANIC II	MECHANIC I
0	36,947	47,214
1	36,947	47,214
2	37,400	47,706
3	37,851	48,200
4	38,303	48,689
5	38,755	49,182
6	39,208	49,676
7	39,660	50,169
8	40,110	50,661
9	40,560	51,154
10	41,012	51,647
11	41,461	52,137
12	41,914	52,631
13	42,367	53,125
14	42,820	53,617
15	43,269	54,110
16	43,721	54,603
17	44,172	55,093
18	44,627	55,589
19	45,076	56,079
20	45,529	56,572
21	45,838	56,881
22	46,148	57,190
23	46,457	57,499
24	46,766	57,809
25	47,075	58,118
26	47,384	58,427
27+	47,693	58,736
Note: Mechanic I & II are Alabama certified skilled positions		

SUPPLEMENT SALARY SCHEDULE

for

BESSEMER CITY SCHOOLS

THE BESSMER CITY BOARD OF EDUCATION

1621 5th Avenue North
P. O. Box 1230
Bessemer, Alabama 35020

Approved September 08,2025

ACADEMIC PROGRAM SUPPLEMENTS

ACADEMIC DEPARTMENT HEADS (CERTIFIED)/ OTHER ACADEMIC SCHOOL BASED CLUBS AND/ORGANIZATIONS DEEMED BY SCHOOL ADMINISTRATION AND APPROVED BY THE BOARD. Department heads at the school will be selected by the principal. No supplements are paid to counselors and media specialists who are designated department heads. **Department head supplements have been allocated to the High School.**

Size of School (Number of Students)	Number of Department Heads Allocated	Supplemental Amount
1-200	1	$1,000
201-450	3	$1,000
451-600	4	$1,000
601-749	5	$1,000
750-1,249	5	$1,000
1,250 and Above	6	$1,000

Academic Coach

a) Minimum of two (2) hours practice per week either before or after school.
b) Minimum of two (2) practice competitions with other schools (in-county or out-of-county schools) or approved equivalent.
c) Minimum season from November 1 through county or state competitions or approved equivalent.
d) Required to participate in all system-wide sponsored competitions.
e) Debate Team: Required to meet the provisions outlined in Items (1) and (4) and to participate in a minimum of six (6) competitions.
f) Speech/Drama Team: Required to meet the provisions outlined in Items (1) and (4) and to produce at least one (1) production for the community and general public.
g) Battle of the Books Team: Required to meet the provisions outlined in Items (1) and (4), coordinate all teams within school and submit appropriate paperwork to officials as required.

National Honor Society/Beta Club Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Serve as advisor for the local chapter.
5. Submit state dues on time if applicable.

Distributive Education Clubs of America (DECA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise DECA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the DECA council.
6. Submit state dues on time.

Future Business Leaders of America (FBLA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise FBLA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the FBLA council.
6. Submit state dues on time.

Family, Career and Community Leaders of America (FCCLA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise FCCLA members in working on community projects, as appropriate.
3. Facilitate student participation in competitions.
4. Chaperone students to cluster meetings, regional and state conferences.
5. Serve as advisor for the FCCLA Executive Council.
6. Submit state dues on time.

Health Occupation Students of America (HOSA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise HOSA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the HOSA council.
6. Submit state dues on time.

Skills USA Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise VICA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the VICA council.

6. Submit state dues on time.

OTHER NON-ACADEMIC SUPPLEMENTS

Responsibilities of Lead Technology Teacher

1. Serve as the Technology leader in the school.
2. Serve as the chairperson of the local school technology committee.
3. Schedule and conduct local technology committee meetings at least 3 times per year.
4. Prepare and submit the committee's adopted school technology plan annually according to System instructions.
5. Ensure that school staff complete Technology Department related surveys, as requested.
6. Ensure that Technology requested inventories are completed and are accurate, including:
7. Having all staff complete online inventory surveys when requested
8. Checking results for accuracy and making corrections
9. Completing the inventory for 'common use' equipment or labs (carts, open labs, etc.).
10. Attend technology meetings scheduled by System.
11. Serve as the liaison and contact person between the school and the Technology Department.
12. Promote, coordinate and conduct technology-related professional development.
13. Take an active role in keeping school staff informed regarding --
14. New software, hardware, online opportunities
15. Professional development opportunities
16. Technology guidelines and policies (staff & student)
17. Purchasing guidelines, rules, and procedures for technology
18. Proper configuration of System-owned mobile technologies
19. Procedures for opening of websites, email, and approval for using sites requiring online student accounts
20. Technical support and wiring services
21. Inventory and Equipment disposal procedure
22. Reporting lightening damage
23. Reporting theft and other damage to technology

Head Senior Class Sponsor

(Allocated according to graduating class size Up to 199 graduates, 1 sponsor allocation; 200 or more graduates, 2 sponsor allocations.)

1. Hold advisory and planning meetings with senior class representatives and seniors.
2. Coordinate the preparation, proofreading and printing of event programs.
3. Coordinate senior social events such as Senior Luncheon and Senior Day.
4. Coordinate senior ceremonies such as award banquets, class Day and commencement exercises.
5. Coordinate spirit activities such as T-shirts and service projects.
6. Arrange for the ordering and delivering of supplies such as invitations, mugs and memory books.
7. Coordinate the ordering and delivering of caps and gowns.
8. Serve as a consultant to the class officers.

Junior/Senior Prom Coordinator

1. Meet with members of the Junior Class and/or their representatives to plan the Junior/Senior Prom.
2. Serve as a consultant to the class officers.

3. Coordinate the preparation, proofreading and printing of the program.
4. Order decorations and supplies.
5. Oversee the construction of decorations.
6. Direct and supervise students in all facets of prom preparation and clean-up.
7. Coordinate fund-raising activities and management of appropriate funds.
8. Supervise ticket sales.
9. Coordinate refreshments, invitations, and other arrangements necessary for the success of the event.

Student Council/Student Government Sponsor (Middle or High School)

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise and advise students in planning and coordinating school activities.
3. Coordinate fund-raising activities and manage appropriate funds.
4. Coordinate school ambassador programs (if applicable).
5. Oversee election arrangements.
6. Chaperone students to conventions (if applicable).

Special Olympics Coordinator

1. Assist in planning for all system-wide Special Olympics events.
2. Assist in coordinating system-wide arrangements with each local school.
3. Provide training workshops for physical education teachers.
4. Assist in conducting fund-raising activities for Special Olympics.
5. Manage the paperwork necessary for keeping records of individual student goals and performance.
6. Assist in managing the Special Olympics budget in conjunction with the State Special Olympics Program.

BAND AND CHORAL PROGRAM SUPPLEMENTS

Band Director (High School)/Assistant Director (Middle School)

1. Conduct and participate in all practices.
2. Participate in a minimum of three (3) band competitions.
3. Participate in the All-County competition.
4. Direct a minimum of one (1) specialty band (jazz, stage band) ensemble.
5. Hold a minimum of two (2) school concerts per year.
6. Perform at all pep rallies and at half-time of football games.
7. Perform all duties as outlined in the Band Director job description.
8. Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

Majorette, Dance Team, Flag Corp (Drill Team) Sponsor

1. Conduct and participate in all practices.
2. Participate in all competitions with the Band as may be required by the Band Director.
3. Conduct and participate in all practices which shall be scheduled before or after school.
4. Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
5. Attend all games, activities and competitions in which the team is participating or arrange for a qualified substitute.

Choral Music Director

1. Conduct and participate in all practices.
2. Participate in district and state competitions.
3. Hold a minimum of two (2) concerts outside regular school hours during the year.
4. Collaborate with other teachers to integrate choral performances with other departments as appropriate.

NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS SUPPLEMENT

Act #98-510 provides that each teacher who successfully passes a test in a specific teaching discipline and meets other evaluation criteria required by the National Board for Professional Teaching Standards (NBPTS) shall be entitled to a $5,000.00 per year supplement. Payment shall be made in one installment. Teachers who become administrators are still entitled to this supplement. The amount paid by this supplement is set by the State. The supplement is subject to proration in those years in which the State of Alabama does not fully fund the **SUPPLEMENTAL PAY FOR PRINCIPALS AND ASSISTANT PRINCIPALS WHO WORK IN EMERGENCY SHELTERS**

SUPPLEMENT FOR "ACTING" SUPERVISORY/ADMINISTRATIVE PERSONNEL

In situations where a current employee is **designated by the Superintenden**t to "act" for more than 30 work days in the place of an administrator, the employee will be paid a supplement. The supplement will cease when the supervisor/administrator returns to work or when the position vacancy is officially filled. An interim or acting supervisor may serve no longer than a total of 90 work days. If the Superintendent determines that the acting person needs to be retained in the acting position longer than 90 work days, he or she can request that the Board approve extending the service after the initial 90 days. Assignment as acting in the position and the possibility of supplemental pay being paid does not in any way entitle the employee to be permanently assigned to the position. **This supplemental provision does not apply to administrative interns.**

Interim Principal		
Assistant Principal	Elementary	$21.00/day
	Middle School	$30.00/day
	High School	$42.00/day
Interim Assistant Principal		
Teacher	All levels	$15.00/day
Central Office Administrator		$25.00/day

Academic & Non-Academic Supplements	
Academic Coach	$1000
National Honor Society/Beta Club	$1000
Distributive Education Club of America/DECA	$1000
Future Business Leaders of America/FBLA	$1000
Family, Career and Community Leaders of America/FCCLA	$1000
SKILLS USA	$1000
School Technology Coordinator	$1000
Head Senior Class Sponsor	$1000
Junior/Senior Prom Coordinator	$1000
Student Council/SGA Sponsor	$1000
Special Olympics Coordinator	$1000

SUBSTITUTE/PART-TIME EMPLOYMENT	
All substitute Teaching & Teacher Aide positions are filled through KELLY Services	
Teacher Substitute	$100/day
Extended Certified Substitute (*effective on the 21st day*)	$125/day
Instructional Aide	$80.00/day
CNP Substitute	$10.00/hour
Bus Driver	$55.00/day $27.50/half day
Custodian/Maintenance	$80.00/day
School Secretary/Bookkeeper	$80.00/day
Crossing Guard *(This position is part-time w/o benefits)*	$15.00/hour $20.00/hour (POLICE OFFICER)
School Resource Officer (SRO) *(This position is part-time w/o benefits)*	$26.00/hour

Superintendent and/or Chief School Finance Officer will recommend the person(s) for the following positions:

Bid Facilitator	$1,000.00 annual
Board Meeting Live Stream Facilitator	$2,000.00 annual
Dual-Enrollment Coordinator	$1,500.00 annual

1. Serve as dual-enrollment liaison between students/families, the school system and the colleges/universities with dual-enrollment articulation agreements.
2. Ensure that all students who have selected and registered for any dual-enrollment courses are aware of and understand the expectations and guidelines required by both the school system and the colleges/universities.
3. Work with school system administration to research and seek additional partnerships with colleges/universities to create more and enhance existing dual-enrollment courses and opportunities.
4. Keep school system administration, staff and students/families abreast of all new and important information relative to dual-enrollment activities.
5. Monitor, handle and follow-up on registration matters such as tuition payments made directly by students/families to the colleges/universities at which they have registered for dual-enrollment courses.
6. Monitor and follow-up on matters related to registration, grading, credits and other records as they pertain to students enrolled in dual-enrollment courses.
7. Assist administration at both the colleges/universities and the school system to make sure established dual-enrollment policies are being followed, including respective articulation agreements between each college/university and the school system.

SUPPLEMENT SALARY SCHEDULE

Supplements are for one year only, approved by the Board annually, and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season. No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.

ATHLETIC SUPPLEMENTS

HIGH SCHOOL	
POSITION	**SUPPLEMENT**
Athletic Director	$3,000
Head Football Coach, Varsity	$8,500
Head Football Coach, Varsity - Extra Days	Additional Days
Assistant Football, Varsity (5)	$4,000
Head Football Coach, Freshman	$2,000
Assistant Football, Freshman (2)	$1,500
Defensive Coordinator	$2,000
Offensive Coordinator	$2,000
Basketball, Head Varsity (Boys)	$7,000
Assistant Basketball, Varsity (Boys) (1)	$3,500
Basketball, Head, Freshman (Boys)	$1,000
Basketball Head Coach (Girls)	$7,000
Basketball Assistant Coach (Girls) (1)	$3,500
Baseball, Head Coach, Varsity	$3,500
Baseball, Assistant, Varsity (1)	$1,750
Softball Head Coach	$3,500
Softball Assistant Coach (1)	$1,750
Track Head Coach, Boys/Girls (1)	$2,500
Track Assistant, Boys/Girls (1)	$1,500
Volleyball Head Coach	$2,500
Volleyball Assistant Coach (1)	$1,500
Soccer, Boys	$3,000
Soccer, Girls	$3,000
Band Director	$7,000
Assistant Band Director	$4,000
Cheerleader Coach	$3,000
Majorette Coach	$1,000
Drill Team Coach	$1,000
Dance & Flag Corp	$1,000

MIDDLE SCHOOL	
POSITION	**SUPPLEMENT**
Athletic Director	$2,000
Basketball - Head Coach (8th Grade Boys)	$2,500
Basketball - Head Coach (Girls)	$2,500
Football Head Coach	$3,500
Football Assistant Coach (2)	$1,500
Volleyball Head Coach	$1,000
Cheerleader Coach ($750/season (Fall/Spring)	$1,500 (total)

PLAY OFF & STATE CHAMPIONSHIP SUPPLEMENTS

POSITION	SUPPLEMENT
Play Off Games:	
Head Coach	$200/Game
Assistant Coach	$100/Game
Cheerleader Coach/Sponsor (includes state championship)	$200/Game
State Championship Games:	
Head Coach	$5,000
Assistant Coach	$1,000

NOTES

- *All assistant varsity football coaches must coach an additional sport.*
- *All coaches will be paid for EACH sport they coach.*
- *One coach should not earn two supplements during the same season except within the same sport.*
- *Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract season.*
- *Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.*
- *Coaches must volunteer for the opposite season activities, i.e., Spring Sport Coach volunteers during Fall Sport season and vice versa.*
- ***Athletic Fees***
    - *High School: $50.00 per Athlete/Sport*
    - *Middle School: $25.00 per Athlete/Sport*