

Birmingham Community Charter High School						
2026-2027 Manager Salary Schedule						
Effective July 1, 2026						
Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
IT Systems Manager; Paraprofessional Manager	MGR1	112,991	119,231	124,823	130,693	136,862
Student Data Services Manager; SpEd Compliance and Data Manager; Data and Accountability Manager	MGR2	111,311	114,429	117,641	120,949	124,356
Plant Manager; Campus Safety Manager; School Facilities and Athletics Operations Manager	MGR3	102,862	107,638	112,650	117,914	123,441
ASB/Student Finance Manager	MGR4	96,100	98,755	101,490	104,307	107,207
Assistant Facilities Director	MGR 5	86,390	88,755	91,190	93,698	96,281
Facilities Director	MGR 6	131,016	139,205	147,393	155,582	163,770

6% increase effective 7/1/2026

The longevity increment schedule for years of qualifying BCCHS service:

10 years 3% of annual base salary increase

15 years 6% of annual base salary increase

20 years 9% of annual base salary increase

Birmingham Community Charter High School						
2026-2027 Manager Salary Schedule						
						Effective July 1, 2026
10 YR Longevity 3%						
Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
IT Systems Manager; Paraprofessional Manager	MGR1	116,380	122,808	128,568	134,613	140,968
Student Data Services Manager; SpEd Compliance and Data Manager; Data and Accountability Manager	MGR2	114,650	117,862	121,170	124,578	128,087
Plant Manager; Campus Safety Manager; School Facilities and Athletics Operations Manager	MGR3	105,948	110,867	116,030	121,452	127,144
ASB/Student Finance Manager	MGR4	98,983	101,718	104,534	107,436	110,424
Assistant Facilities Director	MGR 5	88,982	91,418	93,925	96,509	99,169
Facilities Director	MGR 6	134,946	143,381	151,815	160,249	168,683

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20 years 9% of annual base salary increase

Birmingham Community Charter High School						
2026-2027 Manager Salary Schedule						
Effective July 1, 2026						
15 YR Longevity 6%						
Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
IT Systems Manager; Paraprofessional Manager	MGR1	119,770	126,385	132,313	138,534	145,074
Student Data Services Manager; SpEd Compliance and Data Manager; Data and Accountability Manager	MGR2	117,989	121,295	124,699	128,206	131,817
Plant Manager; Campus Safety Manager; School Facilities and Athletics Operations Manager	MGR3	109,034	114,096	119,409	124,989	130,848
ASB/Student Finance Manager	MGR4	101,866	104,680	107,579	110,566	113,640
Assistant Facilities Director	MGR5	91,573	94,080	96,661	99,319	102,058
Facilities Director	MGR6	138,877	147,557	156,237	164,916	173,596

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Birmingham Community Charter High School						
2026-2027 Manager Salary Schedule						
						Effective July 1, 2026
20 YR Longevity 9%						
Position	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
IT Systems Manager; Paraprofessional Manager	MGR1	123,160	129,962	136,058	142,455	149,179
Student Data Services Manager; SpEd Compliance and Data Manager; Data and Accountability Manager	MGR2	121,329	124,728	128,229	131,835	135,548
Plant Manager; Campus Safety Manager; School Facilities and Athletics Operations Manager	MGR3	112,120	117,325	122,789	128,527	134,551
ASB/Student Finance Manager	MGR4	104,749	107,643	110,624	113,695	116,856
Assistant Facilities Director	MGR5	94,165	96,743	99,397	102,130	104,946
Facilities Director	MGR6	142,807	151,733	160,658	169,584	178,509

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20 years 9% of annual base salary increase