Tuscaloosa City Schools

Salary Schedule
August 1, 2026 – September 30, 2027

Dr. Michael J. Daria, Superintendent
Mr. Eric Wilson, Board Chair
Mr. Marvin Lucas, Board Vice Chair
Dr. Karen Thompson-Jackson, Board Member, District One
Ms. Kendra Williams, District Two
Ms. Lesley Powell Board Member, District Three
Mr. Clint Mountain, Board Member, District Four
Ms. Erica Grant, Board Member, District Five
Mr. Erskine Simmons, Board Member, District Seven

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General Information

Introduction

The purpose of this salary guide is to establish uniform procedures for making decisions about wage and salary pertaining to employees of the Tuscaloosa City School System. In adopting this schedule, the Board anticipates that certain goals shall be met by its use. These goals are listed below:

1. To provide an ability to discriminate between different skill levels and seniority ranks in positions.
2. To furnish an equitable means for the future adjustment of remuneration should funds become available.
3. To meet the salary adjustments as required by Alabama Law.
4. To meet Federal and State minimum wage mandates.

Assumptions

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit shall accrue when these assumptions are made explicit. The assumptions of this salary schedule are listed below:

1. New employees shall begin employment under the salary guidelines in this schedule.
2. Certain current employees compensated above this schedule shall remain “grand fathered” at existing rates of pay or salary schedules until retirement, termination, or position change.
3. Unless otherwise mandated by the State Legislature, salary increases or raises shall be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees, and to previously existing schedule or salary bases for “grand fathered” employees.
4. Wages shall be increased in a step fashion up to a predetermined maximum to reflect an employee’s increasing competence over the tenure of employment.
5. All employees shall be duly certified and/or qualified for their respective positions.
6. All employees shall be paid in 12 equal monthly installments, regardless of the length of the contract (187 days, 189 days, 192 days, 202 days, 207 days, 227 days or 245 days).

Provisions of the Fair Labor Standards Act of 1938 (FLSA)

The case of Garcia v. San Antonio reapplied the provisions of FLSA and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. Pursuant to Board Policy 3.10.5. Principals, Directors, Coordinators and Supervisors must secure approval, in writing, from the Superintendent prior to allowing any employee to work overtime.

Pursuant to the FLSA, all employees, unless specifically exempted, will be compensated for hours worked in excess of 40 in a workweek at a rate of one and one-half times the regular rate at which the employee is actually paid.

Compensation Narrative

The Tuscaloosa City Schools seeks to provide every employee a level of compensation competitive with the marketplace and equitable within the school system.

Your salary is just one of the many benefits of working for the Tuscaloosa City Schools.

Consider the total value of benefits in working for TCS includes the following:

- Competitive Compensation.
- Health, Dental, Vision, and Cancer Insurance: TCS contributes $1,048 per month/employee ($12,576 per year/employee) toward the cost of your healthcare.
- Single coverage with Blue Cross Blue Shield dental is free for the member.
- Retirement: TCS contributes at the annual approved TRS rates for Tier I (14.66%) and Tier II (13.70%) employees.
- Medical flexible spending and dependent care accounts.
- Life Insurance: Employees participating in the Teacher's Retirement System are provided a life insurance policy with no premium cost to the member.
- Sick, personal, and vacation (245 contract days only) leave.
- Scheduled non-work time for holidays and spring break.
- Professional Development opportunities.
- Array of supplements/academic incentives.

Each year in January, all employees receive a Truth in Salary Statement providing the total compensation provided by the Tuscaloosa City Schools from the Finance Department based on the preceding fiscal year.

Reporting Time for Support Employees

All support (non-exempt) employees are required to record their work hours by using the device recording system daily. The Fair Labor Standards Act requires that we record time for all non-exempt employees. The device recording system is the electronic time clock and time and attendance system. All non-exempt employees (see salary schedule for exempt/non-exempt status) are required to clock at the beginning and end of each shift, when beginning and ending a duty-free lunch, and anytime an employee departs the work site for a non-work activity (example: doctor appointment). The time and attendance systems integrate with the absence management system. The absence management system enters the reason code for each absence as the information is transferred into the automated payroll system. Therefore, it is essential for employees to both accurately utilize the device and enter an absence in the absence management system.

Promotion on the Salary Schedule

Movement Between Salary Schedules for Employees
In instances where employees are promoted to a position that entails movement from a lower salary schedule to a higher salary schedule, said employees shall be moved to the equivalent step on the new schedule.

Example
A Clerical Assistant on a Grade I, Step 3 making $35,138 applies for a Secretary, Grade 2 position. If approved, the employee will move to a Grade 2 position at Step 3 making $38,876.

Years of Experience

Certified
The number of years of acceptable experience for initial placement on the salary schedule for certified personnel shall be determined and agreed upon prior to employment. Job applicants must provide verification of all past job-related experience from their former employers. The determination of such credit shall be based on the criteria listed below:

1. Full-time teaching/administrative experience in all PreK-12 public schools in or out of state. The Department of Defense Dependent School System, Brewer Porch Children Center, RISE or other such educational program which serves students eligible for public schools shall be approved as credit for placement on the salary schedule.

2. Military service shall not be considered for placement on the salary schedule prior to employment; however, employees returning from a military leave of absence will be given credit for years of service.

3. In determining experience for placement on the salary schedule, credit shall be given for whole and parts of a year greater than one-half of the total annual contract days for the School System at the time the experience was gained (i.e., 94 days for 187 day contract; 104 days for 207 day contract; 114 days for 227 day contract; 123 for 245 day contract).

Non Certified

Experience is defined as the number of years of service in a particular position, job, or classification, not to the total years of service. For example, an instructional aide with one year of experience as a substitute and two years of experience as an instructional aide at Arcadia Elementary would have only two years of experience.

Initial placement of non-certified personnel with experience shall not exceed step six (6) of the appropriate grade of the salary schedule. The criteria for determination of salary steps are as follows:

Initial Placement of Non-Certified Staff	
Education and Employment Criteria	**Step placement**
Bachelor's degree or higher	6
10 years experience in field of position	6
Associate's degree	5
48 college credit hours	5
5 – 9 years experience in field of position	4
2-4 years of experience in field of position or 24 college credit hours	2
1 year of experience in field of position	1
Less than 1 year of experience in the field of position	0

Enrollment

Enrollment

It is assumed that the difficulty of some positions increases as the school size increases. For salary schedules using enrollment as a criterion, the size of the school shall be determined by the 20th day after Labor Day (average daily membership) attendance-reporting period of the previous year.

Academic Incentives

All academic incentives shall be funded from local school funds and shall be for **one-year only**. The amount of the academic incentives shall be described in the Board's annual salary schedule. The academic incentives shall be paid in two installments following the end of the academic semesters. The Finance Department shall issue the payments to the affected employees. The number of academic incentives per school shall be strictly at the discretion of the Principal; however, the amount of the academic incentive shall be in accordance with the Board's annual salary schedule. The procedure for academic incentives is listed below.

1. The Principals shall make their recommendation(s) for academic incentives to the Human Resources Department. The Human Resources Department shall issue a request to the Principal twice during the scholastic year.
2. The Superintendent shall review the academic incentives and shall make a recommendation to the Board.
3. The Board shall approve/disapprove of the Superintendent's recommendations regarding academic incentives.
4. Upon Board approval, the Executive Director of Human Resources and Operations shall authorize the Finance Department to issue the payment of the academic incentives to the affected employees.

Academic Incentives

Elementary	Annual	Contract Extension
Faculty Leader	$1,200	3 Days
Alternative Program	$500	
Academic Co-Curricular Teams (Debate Team, Robotics Team, Chess Team, Battle of the Books) *District sponsored	$850	
Sponsor of: Yearbook, Ambassadors, Save the Promise	$850	
**Instructional Resource Manager	**Per Enrollment Supplement	
Middle School	**Annual**	**Contract Extension**
Department Head (Math, English, Science, Social Studies, Special Education)	$1,200	3 Days
Team Leader	$500	
Mathematics Team	$850	
Academic Co-Curricular Teams (Debate Team, Robotics Team, Chess Team, Science Team, Future City, Battle of the Books) *District sponsored	$850	
Sponsor of: Yearbook; Ambassadors; SGA; Newspaper; Interact Club; Honor Society, Save the Promise	$850	
Theatre Director; Choir Director; Strings Director; Dance	$1,500	
**Instructional Resource Manager	**Per Enrollment Supplement	
High School	**Annual**	**Contract Extension**
Department Head (Math, English, Science, Social Studies, Special Education)	$1,200	3 Days
Team Leader	$500	
Academic Co-Curricular Teams (Debate Team, Robotics Team, Chess Team, Science Team, Future City, Battle of the Books) *District sponsored	$1,000	
Sponsor of: Yearbook; Ambassadors; SGA; Newspaper; Interact Club; Honor Society, Save the Promise	$1,000	
Math Coach	$500	
Scholar Bowl	$1,000	
IB Coordinator/TFAA	$1,500	
Future Teachers of Alabama	$500	
School Web Leader (all levels) (Web leaders may receive an additional $125/semester if criteria for performance incentive is met.)	$500/1 leader or $250/2 leaders	
Theatre Director	$2,500	
Choir Director; Strings Director; Dance	$2,000	
**Instructional Resource Manager	**Per Enrollment Supplement	

System	Annual	Contract Extension
Teacher Mentor* *Note: Mentors will be paid the amount determined by the Alabama State Department of Education serving as novice (0 year) teacher mentors	*$1000/mentor (ALSDE funding) $500/mentor (teachers new to TCS w/1+ years of experience) $200/mentee (over 1 mentee and not to exceed 3)	
School Mentor Coordinator	$1,000	
System Mentor Coordinator	$1,200/ coordinator	
National Board System Lead	$2,500	
National Board Candidate Support Provider	$200/ candidate (not to exceed 5 candidates)	
Lead Teacher (Media Specialist, Counselor, Instructional Coach, Physical Education)	$1,200	3 Days
District Debate/Math/STEM/Specialist Treatment Center/Computer Science/Social Studies Lead	$1,200	
NAESP Certified Principal Mentor (actively serving as a mentor and assigned by the superintendent)	$1,500	
RN Supervisor	$1,500	
Clinical Master Teacher (field experience placement or intern each semester)	$250	
Teacher of the Year (elementary and secondary for Alabama and JSU)	$750	
Support Employee of the Year (elementary, secondary, CO, and transportation)	$500	

*Note: If an academic incentive position is split between two or more employees at the discretion of the principal, the annual monetary amount and number of days will be divided as well.

Instructional Resource Manager Enrollment Supplement

0-299 & TCTA	$1,400	800-899	$2,100
300-399	$1,500	900-999	$2,200
400-499	$1,600	1000-1099	$2,300
500-599	$1,700	1100-1199	$2,400
600-699	$1,800	1200+	$2,500
700-799	$2,000		

National Board of Professional Teaching Supplements

All Tuscaloosa City School System (TCS) teachers who meet the following requirements will receive an annual supplement of $5,000, paid in one (1) installment annually:

1. Applied for certification from the National Board of Professional Teaching Standards (NBPTS) prior to June 1, 2008;
2. Received certification within the timeframe provided by NBPTS; and,
3. Have been continuously employed with the TCS since June 1, 2008.

For the 2026-2027 school year, the state is providing a $5,000 supplement for each National Board certified teacher. This state supplement will be paid in one lump sum as per state directive.

Certification supplements may be awarded for approved certifications that provide specialized knowledge, skills, or expertise that directly support an employee's assigned duties and advance district operational goals. Eligibility for a supplement is not automatic and is subject to supervisory approval based on the certification's relevance to the position, demonstrated application in the workplace, and district needs. The superintendent or his/her designee will have final approval.

Alabama Association of School Business Officials (AASBO) Certification Annual Supplements

	Amount
CSFO/Assistant Superintendent of Operations	NA
Finance Director Accounting/HR Director	$3,000
Accounting Coordinator	$3,000
Payroll Supervisor/Benefits Supervisor	$3,000
Payroll/HR/Purchasing Specialists/Generalists	$3,000
Secretary/Bookkeeper	$3,000

Specialized Certification Supplements

Maintenance Certification; Six Sigma Blackbelt Certification; Medicaid Billing Certification; Certified Environmental Services Executive through IEHA for Lead Custodians; International Locksmith Institute Training Certification through the National Locksmith Institute (for applicable locksmith positions)

Amount
$3,000

Athletic Supplements	
Athletic Director	**Annual**
High School	$15,758
Middle School	$5,628
Band Director	**Annual**
High School (*approved upon hire)	$15,758
Middle School (*approved upon hire)	$7,878
Auxiliary Coordinator/Special Olympics Coordinator	$3,376
Baseball	**Annual**
Head Varsity Coach	$11,255
Assistant Varsity Coach	$3,376
Head Coach Jr. Varsity	$3,376
Jr. Varsity Assistant Coach	$2,476
Head Coach 9th Grade	$2,476
Middle School Head Coach (8th grade)	$2,926
Middle School Head Coach (7th grade)	$2,926
Middle School Assistant Coach	$1,914
Basketball	**Annual**
Head Varsity Coach (Boys)	$15,758
Head Varsity Coach (Girls)	$15,758
Assistant Varsity Coach (Boys)	$7,541
Assistant Varsity Coach (Girls)	$7,541
Head Coach Jr. Varsity (Boys)	$3,939
Head Coach Jr. Varsity (Girls)	$3,939
Head Coach 9th Grade (Boys)	$3,939
Head Coach 9th Grade (Girls)	$3,939
Middle School Head Coach (8th grade Boys)	$3,939
Middle School Head Coach (7th grade Boys)	$3,939
Middle School Head Coach (8th grade Girls)	$3,939
Middle School Head Coach (7th grade Girls)	$3,939
Middle School Assistant Coach	$2,476
Cheerleading*	**Annual**
Head Varsity Coach (Gameday)	$9,341
Head Varsity Coach (Competitive)	$9,341
Assistant Varsity Coach	$5,402
Jr. Varsity Coach	$5,402
Middle School Coach	$2,814
Middle School Assistant Coach	$1,800
Football*	**Annual**
Head Varsity Football Coach	$33,765
Asst. Varsity Offensive Coordinator	$13,506

Asst. Varsity Defensive Coordinator	$13,506
Assistant Varsity Coach	$9,792
Head Flag Football Coach	$4,502
Assistant Flag Football Coach	$3,152
Middle School Head Coach	$7,991
Middle School Assistant Coach	$4,502
Golf	**Annual**
Head Varsity Coach (Boys)	$5,628
Assistant Varsity Coach (Boys)	$3,152
Head Varsity Coach (Girls)	$5,628
Assistant Varsity Coach (Girls)	$3,152
Middle School Head Coach	$1,688
Soccer	**Annual**
Head Varsity Coach (Boys)	$6,753
Head Varsity Coach (Girls)	$6,753
Jr. Varsity Coach (Boys)	$3,152
Jr. Varsity Coach (Girls)	$3,152
Head Coach 9th Grade (Boys)	$3,152
Head Coach 9th Grade (Girls)	$3,152
High School Assistant Coach (Boys)	$2,926
High School Assistant Coach (Girls)	$2,926
Middle School Head Coach (Boys)	$2,252
Middle School Head Coach (Girls)	$2,252
Middle School Assistant Coach (Boys)	$1,350
Middle School Assistant Coach (Girls)	$1,350
Softball (Girls)	**Annual**
Head Varsity Coach	$11,255
Assistant Varsity Coach	$3,376
Jr. Varsity Softball	$3,376
Jr. Varsity Assistant	$2,476
Head Coach 9th Grade	$2,476
Middle School Head Coach (8th grade)	$2,926
Middle School Head Coach (7th grade)	$2,926
Middle School Assistant Coach	$1,914
Swimming (Boys and Girls)	**Annual**
Head Coach	$4,502
Assistant Coach	$1,914
Special Olympics (Boys and Girls)	**Annual**
Head Coach	$1,688
Tennis	**Annual**
Head Varsity Coach (Boys)	$6,303

Head Varsity Coach (Girls)	$6,303
Jr. Varsity Coach (Boys)	$1,800
Jr. Varsity Coach (Girls)	$1,800
Middle School Head Coach	$1,688
Track**	**Annual**
Head Varsity Coach (Boys)	$8,779
Head Varsity Coach (Girls)	$8,779
Assistant Varsity Coach (Boys)	$3,376
Assistant Varsity Coach (Girls)	$3,379
Varsity Cross-Country Coach (Boys)	$4,502
Assistant Varsity Cross-Country Coach (Boys)	$3,152
Varsity Cross-Country Coach (Girls)	$4,502
Assistant Varsity Cross-Country Coach (Girls)	$3,152
Head Indoor Track Coach (Boys & Girls)	$4,502
Assistant Indoor Track Coach (Boys)	$3,152
Assistant Indoor Track Coach (Girls)	$3,152
Middle School Head Coach (Boys)	$2,252
Middle School Assistant Coach (Boys)	$1,350
Middle School Head Coach (Girls)	$2,252
Middle School Assistant Coach (Girls)	$1,350
Middle School Cross-Country (Boys & Girls)	$2,252
Volleyball	**Annual**
Head Varsity Coach	$9,004
Assistant Varsity Coach	$2,701
Head Jr. Varsity Coach	$3,376
Head Coach 9th Grade	$2,252
Middle School Head Coach (8^{th} grade)	$2,534
Middle School Head Coach (7^{th} grade)	$2,534
Middle School Assistant Coach	$1,350
Wrestling	**Annual**
Head Coach	$6,753
Assistant Coach	$3,376
Bowling	**Annual**
Head Coach	$5,290
Assistant Coach	$1,688
E-Sports	**Annual**
Coach	$1,238
Strength and Conditioning	**Annual**
Coach	$9,792

Notes: The athletic director position can be split between two individuals at the school level.
If teams are combined, only 1 supplement will be paid per coach.

Travel Supplements	
Position	**Annual**
Deputy Superintendent; Assistant Superintendent; CSFO	$3,500
Coordinator of: Computer Technicians; Attendance and Pupil Services; Pre-Kindergarten; Fine Arts; Extracurricular Activities and Safety; Nursing; Post-Secondary Engagement; Mental Health Services: Student Database Manager; Testing, Accounting	$3,500
Director of: Child Nutrition Program; Special Education; College and Career Readiness; Strategic Initiatives; Student Literacy; Federal Programs; Technology; Instructional Technology; Public Relations; Human Resources; Financial Accounting Manager/Internal Auditor; Transportation; Student Services	$3,500
Administrator of: School Improvement and Turnaround; Data Analyst and Counseling; English Leaners and Bilingual Family Engagement; Family & Community Engagement; Nursing; Social Services	$3,500
Specialist of: Video and Media; Digital Media and Webmaster; Dispatcher/Route; CNP; Safety; Informational Technology Security; Bilingual Specialist; Literacy; Special Education/Curriculum; Instructional Technology/Virtual Learning, IT Security Specialist; Student Services	$3,500
Traveling Teacher/Nurse/Social Worker	$3,500
Reading Coach; Extended Learning Coach	$3,500
Child Nutrition Program Manager	$3,500
Supervisors of: Math Specialist; Reading Specialist; Registered Nurse; Technology; Payroll; Benefits; IT Technician	$3,500
System Lead Custodian(s)	$3,500

Note:
The Board of Education authorizes the Superintendent the discretion to change the travel supplement based on the published IRS Standard Mileage Rate or recommendation of the ALSDE without additional Board action.

Miscellaneous Compensation	
Transportation	**Per Hour**
Field Trip Rate (non-exempt)	Hourly Rate
High Hopes	**Annual**
Coordinator	$500
Tutors	$15 per hour
SPE Summer Testing	**Annual**
Intelligence/Ability Test	$135 per test
Achievement Test	$100 per test
Improving Literacy Through School Libraries	**Annual**
Coordinator (both semesters)	$1,000
Local School Funded Extra Duty Assignments	**Per Hour**
Certified Employees	$30
Professional Development Stipends	**Daily**
Full Day	$200
Half Day	$100
Extended Day Health Coverage (e.g. before/after school; athletic events)	**Per Hour**
LPN	Hourly Rate
RN	$45

Summer Learning	
Position	**Rate of Pay**
Program Coordinator	$45/hour
Summer Learning District Lead	$45/hour
Classroom Teacher (all positions)	$35/hour
Instructional Aide	$22/hour
Registered Nurse	$40/hour
Licensed Practice Nurse	$35/hour
CNP Manager	$24/hour
CNP Assistant	$20/hour
Bus Driver	$26/hour
Bus Aide	$20/hour

Substitute Compensation	
Substitute Type	
Teacher	$115/day
Extended Certified Substitute or SPE Self-Contained Teacher Substitute	$150/day
Begins on day 21 for an extended certified substitute working in the same position or have authorization by the Assistant Superintendent of Operations/HR Director due to extenuating circumstances; Director of SPE will identify the SPE Self-Contained Classrooms for the SPE Teacher Substitute to receive this compensation.	
TCS Retired Teacher/Retired Teacher	$165/day
Former Tuscaloosa City certified employee who retired or taught a minimum of five years for the school system or a certified employee who retired or taught a minimum of five years for a school system	
RN	$35/hour
Support Position	$17/hour
Support positions do not qualify for extended certified substitute's pay unless authorized by the Director of Human Resources or Asst. Superintendent of Operations	
Bus Driver and SPE Self-Contained Classroom Aide	$19/hour
LPN	$26/hour
Custodian	$15/hour
*Hourly substitutes are paid only for hours worked - up to the maximum number of hours of the support positions.	

**To compensate a certified teacher at a rate of $30 for his/her preparation period for covering a classroom or keeping a classroom as part of or in addition to his/her preparation period due to a substitute not being obtained through the system's third-party contractor (Kelly Educational Staffing) for a certified teacher's absence. This type of compensation for the 2026-2027 school year only and will be paid with funding that is temporary and occasional.

TUSCALOOSA CITY SCHOOLS

2026-2027 Employee Calendar

Employee Group	Contract days	Independence Day July 4, 2026	Labor Day September 7, 2026	Veterans Day November 11, 2026	Fall Break and Thanksgiving November 23-27, 2026	Winter Break December 21, 2026- January 1, 2027	Martin Luther King, Jr. Day January 18, 2027	Spring Break March 22-26, 2027	Memorial Day May 31, 2027	Juneteenth June 19, 2027
CNP Managers** 7/28-5/27	192		1	1	5	10	1	5	1	
CNP Assistant Manager/Assistants *08/04-05/27*	187		1	1	5	10	1	5	1	
Elem/Middle School Secretary/ Bookkeepers *07/21-06/11*	207		1	1	5	10	1	5	1	
Elementary School Counselors *08/4-05/27*	187		1	1	5	10	1	5	1	
Middle/High School Counselors 07/21-6/11	207		1	1	5	10	1	5	1	
High School Counselors *07/20-06/30*	227	1	1	1	5	10	1	5	1	1
Elementary Asst. Principals *07/21-06/11*	207		1	1	5	10	1	5	1	
Middle/High School Asst. Principals *07/20-06/30*	227	1	1	1	5	10	1	5	1	1
Social Workers *07/21-06/11*	207		1	1	5	10	1	5	1	
Curriculum Specialist &Turnaround Administrator *07/1-06/30*	245	1	1	1	5	10	1	5	1	1
Teachers *08/4-05/27*	187		1	1	5	10	1	5	1	
TEAMS Teachers 07/31-05/27	189		1	1	5	10	1	5	1	
School Nurses *08/4-05/27*	187		1	1	5	10	1	5	1	
Librarians *08/4-05/27*	187		1	1	5	10	1	5	1	
Bus Drivers/Assts *08/4-05/27*	187		1	1	5	10	1	5	1	
Teacher Assistants *08/4-05/27*	187		1	1	5	10	1	5	1	
12 Month Employees 7/1-6/30	245	1	1	1	5	10	1	5	1	1

**CNP Managers 07/28 - 05/27 (CNP Managers receive 5 professional days designated in the summer)

Employee Benefits

***The Public Education Employee Health Insurance Program (PEEHIP*)**
PEEHIP offers insurance administered by Blue Cross/Blue Shield to Board employees. The coverage costs for PEEHIP are published annually in the Public Education Employees' Health Insurance Plan Member Handbook. In addition, PEEHIP offers one health management organizations (HMO) as alternatives to Blue Cross/Blue Shield.

Effective October 1, 2005, **Act 2004-646** of the Alabama Legislature requires the PEEHIP Board to charge a higher premium to all enrolled members who smoke or use tobacco products.

To avoid being charged the additional monthly premium, it is the employee's responsibility to certify to PEEHIP that they are a non-smoker/tobacco user. As a condition, PEEHIP may require an employee to submit to periodic tobacco usage testing. Furthermore, PEEHIP may authorize any licensed physician, medical practitioner, hospital, pharmacy, clinic or other medically related facility, insurance company, government agency or other organization or person that has any records or knowledge of the member's health to provide PEEHIP any information related to the participant's use or non-use of tobacco products.

It is the responsibility of the employee to notify PEEHIP immediately when there is a change in their tobacco usage status. In addition to any disciplinary action already in place by PEEHIP, any employee who knowingly and willfully submits false information will be required to repay all discounts as well as claims and other related expenses. Members and their covered spouses who are enrolled in the PEEHIP BCBS Health Plan are required to complete the applicable wellness activities by August 31 each year in order to earn the fifty ($50) monthly wellness premium waiver.

VIVA (HMO)
Information can be found in the Public Education Employees' Health Insurance Plan Member Handbook.

Employees who are considered full-time receive an allocation to apply toward any of the health insurance options listed. Employees who do not wish to enroll in health insurance may apply their monthly allocation toward a supplemental insurance plan with Southland Benefits Solutions. These supplements may be purchased separately. Employees should consult the Public Education Employees' Health Insurance Plan Member Handbook for the allocation amounts.

Southland Benefits Solutions
At no cost to regular full-time employees offers Dental, Vision, Cancer, and Indemnity policies if hospital insurance is not elected.

Benefits for Part-Time Employees
Part-time support employees working four hours daily are provided some credit for insurance. They may apply the half allocation towards two (2) supplements at no cost or the employee may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference.

Pre-Tax Cafeteria (Section 125 Plan) - American Fidelity Assurance Company and PEEHIP
A pre-tax cafeteria (Section 125 Plan) plan that is administered for the purchase of hospital and supplemental insurance is available to employees. Dollars contributed under a Section 125 Plan are exempt from FICA, FUTA, federal income and most state and local taxes. The cafeteria plan is available to all employees.

Dental Insurance
The Board provides dental insurance coverage with Blue Cross/Blue Shield for each employee with no option for family coverage.

All of the above costs are subject to change from year to year.

Employee Assistance Program (EAP)

The Board provides employees and their family members access to EAP without discussion or intervention. EAP provides free assessment, short-term counseling, and referral service to assist with problems including stress, finances, marital and relational, parent-child, substance abuse, and extended family.

American Behavioral Employee Assistance Program
2204 Lakeshore Drive, Suite 135
Birmingham, Alabama 35209
(800) 925-5327
www.americanbehavioral.com

Teacher/Employee Retirement

Teachers' Retirement System of Alabama (TRS)

All full-time employees are eligible and required to participate in the Teacher Retirement System of Alabama. Tier 1 employee contributions are 7.5%, Tier 2 employee contributions are 6.2%. (Members hired on or after January 1, 2013, are classified as Tier 2 participants. If you have any service prior to January 1, 2013, you will be classified as a **Tier 1** participant.)

Employee Leave

Sick Leave

Each full-time employee shall accrue sick leave at the rate of one day per month of contract. Below is a chart of sick leave days earned upon receipt of a paycheck (An employee does not earn leave for the month in which a check is not received):

Contract	*Sick Leave Days*
245-day	12
227-day	11
207-day	10
192-day	9
189-day	9
187-day	9

Pursuant to **Act # 2000-671**, the maximum sick leave accumulation shall be unlimited.

Personal Leave

Each full-time employee shall accrue five (5) personal leave days per year that are non-cumulative from year to year. The first two (2) days may be taken at no cost to the employee. However, when the remaining three (3) days are used, the employee shall be charged the substitute wage for each day taken.

Employees shall be allowed to convert all unused personal leave (only first two (2) paid by the school system) to sick leave. Unused personal leave shall automatically convert to sick leave unless the employee submits a request in writing to be compensated for the unused personal leave days. Employees shall be reimbursed at $60/day. A written request must be received no later than May of the given year and should be directed to the payroll department. The adjusted sick leave balance shall appear on each employees August payroll check stub.
Support employees with more than ten (10) years of service prior to June 1, 2010 earn a third personal day at no cost (TCS Policy 5.10.5).

Professional Leave

Professional employees may request professional leave days for development purposes. These requests must be approved by the Principal and the Deputy Superintendent of Teaching and Learning. A limited number of professional leave days are available at the individual school (TCS Policy 5.10.7).

Vacation Days
245-day employees shall earn up to one (1) day per month during the period of September through June. Each eligible employee may accumulate up to 30 days of vacation days per year; however, only 20 days shall be carried over per year. Part-time support employees shall not be eligible to earn leave days or vacation days. Non-probationary employees will be paid for any unused vacation days unless terminated for cause as per their contract or Alabama Code (TCS Policy 5.10.6).

Longevity Leave
After five (5) consecutive years of Tuscaloosa City School System experience, each employee will earn a longevity leave day that is non-cumulative from year to year. This is at no cost to the employee and cannot be converted to accumulated sick, personal, or vacation leave days. A longevity leave day may not be taken during the first or last week of school, or immediately before or after a holiday unless special permission is granted by either the principal/supervisor and the superintendent. A longevity day cannot be taken in half-day increments, only a whole day. An employee taking the longevity leave day must request the day and it be approved by his/her supervisor before taking this type of leave (TCS Policy 5.10.11).

Salary Schedule

Deputy Superintendent

Base Salary
The base salary for a Deputy Superintendent shall be calculated by placing the on the Teacher's Salary Schedule, taking into consideration the Deputy Superintendent's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Deputy Superintendent's annual base salary.

Example[1]
The base salary for a Deputy Superintendent with Rank IAA/16 years of experience shall be $74,900/187 days = $400.53 (daily rate) x 245-days = $98,130.

Administrative Experience Supplement
The experience supplement for a Deputy Superintendent shall be determined by the number of years of administrative experience and multiply this by $154. The amount of credit shall be the total years of administrative experience completed.

Example
The above Deputy Superintendent with 8 years of experience shall earn $98,130 + $1,232 = $99,362.

Responsibility Factor Supplement

	Factor
Deputy Superintendent	1.65

Example
The above Deputy Superintendent shall earn $99,362 X 1.65 = $163,947.

Step Raise
The annual step raise for a Deputy Superintendent shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

If above Deputy Superintendent is from a non-educational background, see page 28.

[1] Based on contract from October – September

Assistant Superintendent

Base Salary
The base salary for an Assistant Superintendent shall be calculated by placing the on the Teacher's Salary Schedule, taking into consideration the Assistant Superintendent's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Assistant Superintendent's annual base salary.

Example[2]
The base salary for an Assistant Superintendent with Rank IAA/16 years of experience shall be $74,900/187 days = $400.53 (daily rate) x 245-days = $98,130.

Administrative Experience Supplement
The experience supplement for an Assistant Superintendent shall be determined by the number of years of administrative experience and multiply this by $154. The amount of credit shall be the total years of administrative experience completed.

Example
The above Assistant Superintendent with 8 years of experience shall earn $98,130 + $1,232 = $99,362.

Responsibility Factor Supplement

	Factor
Assistant Superintendent	1.55

Example
The above Assistant Superintendent shall earn $99,362 X 1.55 = $154,011.

Step Raise
The annual step raise for an Assistant Superintendent shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

If above Assistant Superintendent is from a non-educational background, see page 28.

[2] Based on contract from October – September

Executive Director of:

- **Facilities**

Base Salary

The base salary for an Executive Director shall be calculated by placing the Executive Director on the Teacher's Salary Schedule, taking into consideration the Executive Director's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Executive Director's annual base salary.

Example[3]

The base salary for an Executive Director with Rank IAA/16 years of experience shall be $74,900/ 187 days = $400.53 (daily rate) x 245-days = $98,130.

Administrative Experience Supplement

The experience supplement for an Executive Director shall be determined by the number of years of administrative experience and multiply this by $154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Executive Director with 8 years of experience shall earn $98,130 + $1,232 = $99,362.

Responsibility Factor Supplement

	Factor
Executive Director	1.40

Example

The above Executive Director shall earn $99,362 X 1.40 = $139,107.

Step Raise

The annual step raise for an Executive Director shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

If above Executive Director is from a non-educational background, see page 28.

Director of:

- **Child Nutrition Program**
- **Student Literacy, Strategic Initiatives, Student Services, and College and Career Readiness**
- **Federal Programs**
- **Financial Accounting**
- **Technology, High School**
- **Special Education**
- **Transportation**
- **Human Resources**
- **Public Relations**

Base Salary

The base salary for a Director shall be calculated by placing the Director on the Teacher's Salary Schedule, taking into consideration the Director's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Director's annual base salary.

Example[4]

The base salary for the Director with Rank IAA/16 years of experience shall earn $74,900/187 days = $400.53 (daily rate) x 245-days = $98,130.

Administrative Experience Supplement

The experience supplement for a Director shall be determined by the number of years of administrative experience and multiply this by $154. The amount of credit shall be the total years of administrative experience completed.

Example

The above Director with 8 years of experience shall earn $98,130 + $1,232= $99,362.

Responsibility

	Factor
Director	1.30

Example

The above Director shall earn $99,362 X 1.30 = $129,171.

Step

The annual step raise for a Director shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

If the above Director is from a non-educational background, see page 28.

Administrator of:

- **School Improvement and Turnaround**
- **Data Analyst and Counseling**
- **English Learners and Bilingual Family Engagement**
- **Family & Community Engagement**
- **Nursing**
- **Social Services**
- **Saban Discovery Center**

Base Salary
The base salary for an Administrator shall be calculated by placing the Administrator on the Teacher's Salary Schedule, taking into consideration the Administrator's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Administrator's annual base salary.

Example[5]
The base salary for the Administrator with Rank IAA/16 years of experience shall earn $74,900/ 187 days = $400.53 (daily rate) x 245-days = $98,130.

Administrative Experience Supplement
The experience supplement for an Administrator shall be determined by the number of years of administrative experience and multiply this by $154. The amount of credit shall be the total years of administrative experience completed.

Example
The above Administrator with 8 years of experience shall earn $98,130 + $1,232= $99,362.

Responsibility

	Factor
Administrator	1.20

Example
The above Administrator shall earn $99,362 X 1.20 = $119,234.

Step
The annual step raise for an Administrator shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

If the above Administrator is from a non-educational background, see page 28.

Coordinator of:

- **Extracurricular Activities and Safety**
- **Post-Secondary Engagement**
- **Fine Arts**
- **Pre-Kindergarten Program**
- **Instructional Technology**
- **Network Administrator/ Student Database Manager**
- **Transportation/Testing**
- **Accounting**
- **Saban Discovery Center**

Base Salary
The base salary for a Coordinator shall be calculated by placing the Coordinator on the Teacher's Salary Schedule, taking into consideration the Coordinator's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Coordinator's annual base salary.

Example[6]
The base salary for the Coordinator with Rank IAA/16 years experience shall earn $74,900/187 days = $400.53 (daily rate) x 245-days = $98,130.

Administrative Experience Supplement
The experience supplement for a Coordinator shall be determined by the number of years of administrative experience and multiply this by $154. The amount of credit shall be the total years of administrative experience completed.
Example
The above Coordinator with 8 years of experience shall earn $98,130 + $1,232 = $99,362.

Responsibility

Administrator	Factor
	1.06

Example
The above coordinator shall earn $99,362 X 1.06=$105,324.

Step Raise
The annual step raise for a Coordinator shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.
If the above Coordinator is from a non-educational background, see page 28.

Supervisor/Specialist for:

- **Payroll**
- **IT Technician**
- **Benefits**
- **CNP Specialist**
- **Safety Specialist**
- **Information Technology Security Specialist**
- **Bilingual Specialist**
- **Community Literacy Engagement Specialist**
- **Community Resource Manager**

Base Salary
The base salary for a Supervisor shall be calculated by placing the Supervisor on the Teacher's Salary Schedule, taking into consideration the Supervisor's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by the length of the contract (i.e. 245, 227, 207) to determine the Supervisor's annual base salary.

Example
The base salary for Supervisor with Rank IAA/16 years experience shall earn
$74,900 187 days = $400.53 (daily rate) x 245-days = $98,130.

Step Raise
The annual step raise for a Supervisor shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

If the above Supervisor is from a non-educational background, see page 28.

Non-Educational Central Office Positions

Position	Minimum	Maximum
Executive Director of Facilities	$87,345	$178,114
Director of Transportation	$81,106	$165,391
Director of Human Resources	$81,106	$165,391
Director of Public Relations	$81,106	$165,391
Director of Child Nutrition Program	$81,106	$165,391
Director of Financial Accounting	$81,106	$165,391
Coordinator of Transportation	$66,132	$134,857
Coordinator of Network Administrator	$66,132	$134,857
Coordinator of Accounting	$66,132	$134,857
Facilities Maintenance Manager	$66,132	$134,857
Student Database Manager	$66,132	$134,857
Instructional Technology Coordinator	$66,132	$134,857
Social Worker (245 Days)	$62,389	$127,225
Payroll Supervisor	$62,389	$127,225
Benefits Supervisor	$62,389	$127,225
IT Technician Supervisor	$62,389	$127,225
CNP Specialist	$62,389	$127,225
Safety Specialist	$62,389	$127,225
Information Technology Security Specialist	$62,389	$127,225
Bilingual Specialist	$62,389	$127,225
Community Literacy Engagement Specialist	$62,389	$127,225

Initial Placement

The placement on the Teachers' Salary Schedule for non-educational Central Office individuals shall be negotiated between the employee and the Superintendent. The Superintendent shall consider the non-certified individual's in-field experience, degrees, certification, licensure, and other such criteria. The Superintendent shall bring the proposed placement on the salary schedule to the Board of Education for approval. After initial placement, the employee's salary will be in accordance with the salary schedule found on page 34.

Professional Certification/Licensure/Degree

If an employee earns certification in his/her specialized area while employed, the Superintendent will review the certification/licensure/degree and determine if a change in placement is merited. If so, the Board of Education must review and approve the recommendation. If the employee receives the change in pay to reflect a certificate/licensure/advanced degree, he/she will remain on the teacher's Salary Schedule as provided on pages 21-27. Examples of certification/licensure to be considered for in-field areas are CPA, PE, and SPHR.

Principals

Base Salary
A Principal must have a Rank I (Master's level) certificate in administration to qualify for the base salary. The base salary for a Principal shall be calculated by placing the Principal on the Teacher's Salary Schedule, taking into consideration the Principal's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 245-days to determine the Principal's annual base salary.

Example[7]
The base salary for a Principal with Rank AA/16Years shall be $73,431/187 days = $392.68 (daily rate) x 245-days = $96,207.

Administrative Experience Supplement
The experience supplement for a Principal shall be determined by the number of years of administrative experience multiplied by $154. The amount of credit shall be the total years of administrative experience completed.

Example
The above Principal with 4 years of administrative experience shall earn $96,207 + $616 = $96,823.

Responsibility Factor Supplement
The responsibility supplement for Principals shall be based on the grade levels of the schools.

	Factor
Elementary	1.08
Middle School	1.14
K-8 School	1.19
High School/STARS	1.23

Example
The above Principal assigned to an elementary school shall earn $96,823 X 1.08 = $104,569.

Enrollment Supplement

The enrollment supplement for a Principal shall be based on the 40-day average daily membership of the current scholastic year. Pre-Kindergarten enrollment will be calculated into the enrollment supplement.

Student Enrollment	Elementary	Middle	K-8	High
0-299	$4,090	$5,794	$5,794	$6,930
300-399	$4,657	$6,362	$6,362	$7,497
400-499	$5,225	$6,930	$6,930	$8,066
500-599	$5,794	$7,497	$7,497	$8,634
600-699	$6,362	$8,066	$8,066	$9,202
700-799	$6,930	$8,634	$8,634	$9,770
800-899	$7,497	$9,202	$9,202	$10,339
900-999	$8,066	$9,770	$9,770	$10,905
1000-1099	$8,634	$10,339	$10,339	$11,473
1100-1199	$9,202	$10,905	$10,905	$12,041
1200+	$9,770	$11,473	$11,473	$12,544

Example

The above Elementary Principal with enrollment of 400 students shall earn $104,569 + $5,225 =$109,794.

Principal Experience Supplement

The principal experience supplement (three (3) year increments) is based on years as a principal. A principal obtains the supplement for every 3 years of experience.

Principal Experience	
3 years	1%
6 years	1%
9 years	1%
12years	1%
15 years	1%
18 years	1%
21 years	1%
24 years	1%
27 years	1%
30+ years	1%

Example

The above principal with 3 years of experience as a principal shall earn $109,794 X 1%=$110,892.

Step Raise

The annual step raise for Principals shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises shall be provided up to 35 years of experience.

Annual Recalculation
Principal salaries will be recalculated and adjusted each October 1 in accordance with the Board approved salary schedule. Any principal assigned to the same school as the previous October 1 will not be subject to a pay decrease unless agreed to in writing by the Principal and Superintendent and approved by majority vote of the whole Board.

Example
The above Principal's salary for the following school year will be recalculated and adjusted on October 1. The Principal will have 17 years' experience and 5 years' administrative experience. If the current salary schedule remains the same, the Principal remains at the same school they were assigned to the previous October 1, and enrollment at the school drops to 250, the recalculated salary will be $110,802 a decrease of $90 annually. In this circumstance the Principal's salary will not be adjusted, but will remain the same as the previous year, $110,892.

Relocation Reimbursement

The Tuscaloosa City Schools will reimburse up to $10,000 of IRS defined qualified moving expenses (per Publication 521) for any principal, director, or senior executive staff member (Assistant Superintendent, CSFO, and Executive Directors of Facilities and Human Resources) who meet the IRS tests found in Publication 521.

Current principals, directors, or executive staff residing outside the Tuscaloosa city limits will receive the same assistance if they meet the IRS test found in Publication 15-B.

Appropriate documentation (detailed receipts, invoices) must be provided to the TCS Finance Department for direct payment to a third party or for personal reimbursement.

Please see the summary of IRS Publication 15-B in the Tuscaloosa City Schools administrative procedures.

Note: Any principal transferred to the position of director, executive director, or deputy superintendent will be paid the greater of their principal's salary at the time of the transfer or the salary for their new position as set forth in the current salary schedule.

Assistant Principals

Base Salary

An Assistant Principal must have a Rank I (Master's level) certificate in administration to qualify for the base salary. The base salary for an Assistant Principal shall be calculated by placing the Assistant Principal on the Teacher's Salary Schedule, taking into consideration the Assistant Principal's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187-days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by the length of the contract to determine the Assistant Principal's annual base salary.

Example[8]

The base salary for an Assistant Principal (Middle School) with Rank I/15 Years on a 227-day contract shall be $67,410/187 days = $360.48 (daily rate) x 227 days = $81,829.

Administrative Experience Supplement

The supplement for administrative experience shall be determined by the number of years of administrative experience multiplied by $154. The amount of credit shall be the total years of administrative experience completed.

Example

The Assistant Principal with 4 years of administrative experience shall earn $81,829 + $616 = $82,445.

Responsibility Supplement

The responsibility supplement shall be determined by the academic level of the school.

Academic Level	*Supplement*
Elementary School	$4,315
Middle School	$6,020
High School	$7,154

Example

The Middle School Assistant Principal above shall earn $82,445 + $6,020 = $88,465.

Step Raise

The annual step raise for Assistant Principals shall be computed by identifying the maximum experience on the Teacher Salary Schedule and making the appropriate adjustment to the base salary. Step raises are given up to 35 years of experience.

Contract days for Assistant Principals are identified below:

Elementary School	207-day
Middle School	187-day/227-day
High School	187-day/227-day/245-day (1 per high school)

Teacher Salary Schedule
187-Day Calendar

Years Experience	Bachelor Rank II	Master Rank I	Ed.S. Rank AA	Doctorate Rank ED
0	$50,251	$54,759	$59,046	$63,332
1	$50,251	$54,759	$59,046	$63,332
2	$50,251	$54,759	$59,046	$63,332
3	$52,378	$60,234	$64,947	$69,664
4	$52,378	$60,234	$64,947	$69,664
5	$52,378	$60,234	$64,947	$69,664
6	$54,671	$62,871	$67,810	$72,712
7	$54,671	$62,871	$67,810	$72,712
8	$54,671	$62,871	$67,810	$72,712
9	$56,332	$64,776	$69,868	$74,917
10	$56,895	$65,423	$70,566	$75,666
11	$57,464	$66,077	$71,271	$76,422
12	$58,039	$66,741	$71,988	$77,186
13	$58,619	$67,408	$72,707	$77,957
14	$59,210	$68,081	$73,433	$78,735
15	$59,795	$68,759	$74,160	$79,532
16	$60,397	$69,445	$74,900	$80,326
17	$61,000	$70,145	$75,654	$81,135
18	$61,620	$70,862	$76,417	$81,941
19	$62,235	$71,569	$77,186	$82,766
20	$62,856	$72,282	$77,955	$83,591
21	$63,489	$73,014	$78,751	$84,441
22	$64,122	$73,742	$79,536	$85,283
23	$64,767	$74,477	$80,329	$86,132
24	$65,421	$75,236	$81,180	$87,018
25	$66,078	$75,992	$81,966	$87,893
26	$66,736	$76,748	$82,782	$88,767
27	$67,415	$77,534	$83,630	$89,679
28	$68,086	$78,305	$84,462	$90,571
29	$68,769	$79,090	$85,309	$91,479
30	$69,458	$79,882	$86,163	$92,396
31	$70,152	$80,682	$87,026	$93,320
32	$70,853	$81,488	$87,895	$94,253
33	$71,560	$82,301	$88,772	$95,192
34	$72,279	$83,121	$89,657	$96,141
35	$72,998	$83,955	$90,556	$97,106

The following positions are paid at the daily rate on the 187- day Teacher Salary Schedule:

Extended Learning Coach - 245 Days
Curriculum Specialist/Virtual Progam Specialist-245 Days
Elementary Counselors - 187 Days
Middle/High School Counselors-207/227 Days
Psychometrist-187/207 Days
Master Teacher
Board Certified Behavior Analyst
Mental Health Therapist
Full-Time TCTA Teachers-187/207 Days
High School Counselors - 245 Days
Reading Intervention Specialists
School Librarians
School Reading Coach
Speech Language Pathologist
Occupational Therapist
Student Services Specialist

LPN-187 Days (FLSA: Non-Exempt)
Registered Nurse-187/207 Days
RN Supervisor-245 Days

Years Experience	LPN Non-Exempt	RN-ASN Rank II	RN-BSN Rank II	RN-MSN Rank I	RN-DNP Rank ED
0	$34,609	$47,619	$49,235	$54,759	$59,046
1	$34,609	$47,619	$49,235	$54,759	$59,046
2	$34,609	$47,619	$49,235	$54,759	$59,046
3	$38,066	$52,378	$54,152	$60,234	$64,947
4	$38,066	$52,378	$54,152	$60,234	$64,947
5	$38,066	$52,378	$54,152	$60,234	$64,947
6	$39,735	$54,671	$56,527	$62,871	$67,810
7	$39,735	$54,671	$56,527	$62,871	$67,810
8	$39,735	$54,671	$56,527	$62,871	$67,810
9	$40,934	$56,332	$58,234	$64,776	$69,868
10	$41,343	$56,895	$58,816	$65,423	$70,566
11	$41,756	$57,464	$59,403	$66,077	$71,271
12	$42,174	$58,039	$59,999	$66,741	$71,988
13	$42,596	$58,619	$60,598	$67,408	$72,707
14	$43,023	$59,210	$61,205	$68,081	$73,433
15	$43,454	$59,795	$61,817	$68,759	$74,160
16	$43,887	$60,397	$62,435	$69,445	$74,900
17	$44,327	$61,000	$63,059	$70,145	$75,654
18	$44,769	$61,620	$63,689	$70,862	$76,417
19	$45,217	$62,235	$64,326	$71,569	$77,186
20	$45,668	$62,856	$64,968	$72,282	$77,955
21	$46,126	$63,489	$65,619	$73,014	$78,751
22	$46,587	$64,122	$66,274	$73,742	$79,536
23	$47,053	$64,767	$66,938	$74,477	$80,329
24	$47,523	$65,421	$67,608	$75,236	$81,180
25	$47,999	$66,078	$68,283	$75,992	$81,966
26	$48,478	$66,736	$68,966	$76,748	$82,782
27	$48,964	$67,415	$69,657	$77,534	$83,630
28	$49,453	$68,086	$70,353	$78,305	$84,462
29	$49,948	$68,769	$71,056	$79,090	$85,309
30	$50,447	$69,458	$71,766	$79,882	$86,163
31	$50,952	$70,152	$72,484	$80,682	$87,026
32	$51,462	$70,853	$73,210	$81,488	$87,895
33	$51,976	$71,560	$73,940	$82,301	$88,772
34	$52,495	$72,279	$74,680	$83,121	$89,657
35	$53,020	$72,998	$75,426	$83,955	$90,556

FY 2027 TEAMS Program

Salary Supplement, Classroom Teachers
Qualified Math & Science Teachers
Public School Experience - 189 Day

Step	Bachelor	Master	AA/EDS	Doctoral
0	2,980	5,518	5,518	5,519
1	6,612	10,525	11,348	12,176
2	9,560	13,912	15,020	16,090
3	9,202	10,582	11,430	12,231
4	10,948	12,590	13,594	14,552
5	12,739	14,649	15,816	16,935
6	12,360	14,213	15,331	16,438
7	14,247	16,385	17,671	18,949
8	15,588	17,925	19,335	20,734
9	15,360	17,664	19,053	20,431
10	15,863	18,244	19,676	21,099
11	16,375	18,834	20,313	21,781
12	16,899	19,435	20,961	22,477
13	16,338	18,792	20,264	21,732
14	15,772	18,140	19,563	20,978
15	16,298	18,745	20,218	21,679
16	15,720	18,082	19,502	20,911
17	15,137	17,411	18,777	20,135
18	15,670	18,022	19,436	20,843
19	15,076	17,338	18,697	20,052
20	14,474	16,646	17,953	19,251
21	15,010	17,265	18,618	19,965
22	14,397	16,559	17,859	19,150
23	13,778	15,848	17,090	18,327
24	14,318	16,467	17,760	19,047
25	13,686	15,741	16,977	18,206
26	13,049	15,007	16,185	17,358
27	13,593	15,636	16,861	18,082
28	12,942	14,887	16,055	17,217
29	12,284	14,131	15,239	16,342
30	11,621	13,367	14,415	15,458
31	10,950	12,596	13,583	14,568
32	10,272	11,817	12,743	13,666
33	9,589	11,030	11,894	12,755
34	8,898	10,236	11,037	11,836
35	8,199	9,433	10,172	10,909

*TEAMS supplements are paid on the commensurate step and in addition to the TCS Classroom Teacher Salary Matrix.

Example
A teacher on step 5, Masters Rank I would arrive at their full TEAMS salary as follows:

Teacher Salary Schedule ($59,053) + TEAMS Supplement ($14,362) = $73,415

Central Office Administrative Support

Receptionist	Grade I	245-Days	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$32,895	$134.26	$16.78
1	$33,642	$137.31	$17.16
2	$34,389	$140.36	$17.55
3	$35,138	$143.42	$17.93
4	$35,886	$146.47	$18.31
5	$36,635	$149.53	$18.69
6	$37,631	$153.60	$19.20
7	$38,377	$156.64	$19.58
8	$39,372	$160.70	$20.09
9	$40,122	$163.76	$20.47
10	$43,332	$176.87	$22.11
11	$44,633	$182.17	$22.77

Transportation Clerk	**Grade 2**	**245-Days**	**8 Hours**
Accounts Payable Clerk			
Human Resources Clerk			
Facilities Clerk			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$35,933	$146.66	$18.33
1	$36,881	$150.54	$18.82
2	$37,880	$154.61	$19.33
3	$38,876	$158.68	$19.83
4	$40,122	$163.76	$20.47
5	$41,120	$167.84	$20.98
6	$42,114	$171.89	$21.49
7	$42,613	$173.93	$21.74
8	$43,611	$178.01	$22.25
9	$44,605	$182.06	$22.76
10	$48,174	$196.63	$24.58
11	$49,619	$202.52	$25.32

Central Office Administrative Support

	Grade 3	245-Days	8 Hours
Bookkeepers: State Allocations, CNP, Local Schools,			
General Fund, Payroll, Transportation			
Secretaries: Directors, Coordinators			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$37,440	$152.82	$19.10
1	$38,501	$157.15	$19.64
2	$39,622	$161.72	$20.22
3	$40,620	$165.80	$20.72
4	$41,618	$169.87	$21.23
5	$42,613	$173.93	$21.74
6	$43,727	$178.48	$22.31
7	$44,605	$182.06	$22.76
8	$45,605	$186.14	$23.27
9	$46,601	$190.21	$23.78
10	$50,329	$205.43	$25.68
11	$51,839	$211.59	$26.45

	Grade 4	245-Days	8 Hours
Human Resources Specialist			
Payroll/Benefits Specialist			
Human Resources Assistant			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$39,009	$159.22	$19.90
1	$39,869	$162.73	$20.34
2	$41,109	$167.79	$20.97
3	$42,348	$172.85	$21.61
4	$43,589	$177.91	$22.24
5	$44,832	$182.99	$22.87
6	$46,073	$188.05	$23.51
7	$47,312	$193.11	$24.14
8	$48,552	$198.17	$24.77
9	$49,791	$203.23	$25.40
10	$53,775	$219.49	$27.44
11	$55,388	$226.07	$28.26

Central Office Administrative Support			
Secretaries: Superintendent of Education	**Grade 5**	**245-Days**	**8 Hours**
Secretary, Board of Education			
Bookkeepers: Head, Federal			
Secretaries: Deputy Superintendent, Asst. Superintendent, Facilities, CSFO			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$41,720	$170.29	$21.29
1	$42,764	$174.54	$21.82
2	$43,835	$178.92	$22.36
3	$44,931	$183.40	$22.93
4	$46,053	$187.98	$23.50
5	$47,206	$192.68	$24.08
6	$48,384	$197.48	$24.68
7	$49,592	$202.42	$25.31
8	$50,832	$207.48	$25.94
9	$52,104	$212.67	$26.58
10	$56,273	$229.68	$28.71
11	$57,959	$236.57	$29.57

Central Office Administrative Support			
Secretary: Superintendent and Board	**Grade 6**	**245-Days**	**8 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$49,159	$200.64	$25.08
1	$50,388	$205.66	$25.70
2	$51,648	$210.80	$26.35
3	$52,938	$216.08	$27.01
4	$54,259	$221.56	$27.69
5	$55,616	$227.00	$28.38
6	$57,008	$232.68	$28.70
7	$58,431	$238.50	$29.81
8	$59,889	$244.44	$30.56
9	$61,389	$250.56	$31.32
10	$66,302	$268.58	$33.57
11	$68,293	$278.75	$34.84

Child Nutrition Program (CNP)

CNP Annual Supplements

American/Alabama Food Service Association Certification	**Amount**
Director of Child Nutrition Program	$2,000
CNP Secretary, Database Manager	$1,500
Child Nutrition Program Managers	$1,500
CNP Secretary and Bookkeeper	$1,500
Child Nutrition Assistants Managers	$1,000
Child Nutrition Assistants	$750

Child Nutrition Program Assistant	**Grade 3**	**187 Days**	**6.5 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 18,969	$ 101.44	$ 15.61
1	$ 19,538	$ 104.48	$ 16.07
2	$ 20,123	$ 107.61	$ 16.56
3	$ 20,737	$ 110.90	$ 17.06
4	$ 21,349	$ 114.16	$ 17.56
5	$ 21,990	$ 117.60	$ 18.09
6	$ 22,650	$ 121.12	$ 18.63
7	$ 23,329	$ 124.75	$ 19.19
8	$ 24,029	$ 128.50	$ 19.77
9	$ 24,750	$ 132.35	$ 20.36
10	$ 25,796	$ 137.95	$ 21.22
11	$ 26,570	$ 142.09	$ 21.86

Child Nutrition Program Assistant Manager	**Grade 4**	**187 Days**	**7 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 25,552	$ 136.64	$ 19.52
1	$ 25,984	$ 138.95	$ 19.85
2	$ 26,394	$ 141.14	$ 20.16
3	$ 26,803	$ 143.33	$ 20.48
4	$ 27,424	$ 146.65	$ 20.95
5	$ 27,692	$ 148.09	$ 21.16
6	$ 28,117	$ 150.36	$ 21.48
7	$ 28,607	$ 152.98	$ 21.85
8	$ 29,226	$ 156.29	$ 22.33
9	$ 29,846	$ 159.60	$ 22.80
10	$ 32,233	$ 172.37	$ 24.62
11	$ 33,199	$ 177.53	$ 25.36

ADMS = Average Daily Meals Served

Breakfast meals served shall count as half of a daily meal served. Manager salary grade level shall be determined by the average daily meals served the previous school year.

Any CNP Manager that remains at the same school as they began the previous school year will not suffer a decrease in pay as a result of a decrease in average daily meals served. For example, in year 1 a CNP Manager at step 0, serving 400 average daily meals, will be paid $28,620 at grade 6. If Average Daily Meals drop to 390 the salary in year 2 at step 1, grade 5, is $28,096. The CNP Manager will continue to be paid $28,620 in year 2. In year 3, if Average Daily Meals remain at 390 the salary at step 2, grade 5 is $28,620, the same as the CNP Manager made in year 1. At this point the CNP Manager's salary will again be calculated in accordance with the salary schedule and

Child Nutrition Program Manager (ADMS 200-399)	**Grade 5**	**192-Day**	**8 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$33,255	$173.20	$21.65
1	$33,881	$176.46	$22.06
2	$34,513	$179.75	$22.47
3	$35,162	$183.14	$22.89
4	$35,824	$186.59	$23.32
5	$36,499	$190.10	$23.76
6	$37,186	$193.68	$24.21
7	$37,891	$197.35	$24.67
8	$38,607	$201.08	$25.14
9	$39,339	$204.89	$25.61
10	$42,487	$221.28	$27.66
11	$43,761	$227.92	$28.49

Child Nutrition Program Manager (ADMS 400-549)	**Grade 6**	**192-Day**	**8 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 34,513	$ 179.75	$ 22.47
1	$ 35,179	$ 183.22	$ 22.90
2	$ 35,859	$ 186.76	$ 23.35
3	$ 36,550	$ 190.37	$ 23.80
4	$ 37,258	$ 194.05	$ 24.26
5	$ 37,978	$ 197.80	$ 24.73
6	$ 38,712	$ 201.63	$ 25.20
7	$ 39,462	$ 205.53	$ 25.69
8	$ 40,229	$ 209.52	$ 26.19
9	$ 41,008	$ 213.58	$ 26.70
10	$ 44,288	$ 230.66	$ 28.83
11	$ 45,617	$ 237.59	$ 29.70

Child Nutrition Program Manager (ADMS 550-699)	Grade 7	192-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 36,218	$ 188.63	$ 23.58
1	$ 36,918	$ 192.28	$ 24.04
2	$ 37,789	$ 196.82	$ 24.60
3	$ 38,358	$ 199.78	$ 24.97
4	$ 39,097	$ 203.63	$ 25.45
5	$ 39,856	$ 207.58	$ 25.95
6	$ 40,628	$ 211.60	$ 26.45
7	$ 41,421	$ 215.73	$ 26.97
8	$ 42,222	$ 219.91	$ 27.49
9	$ 43,042	$ 224.18	$ 28.02
10	$ 46,485	$ 242.11	$ 30.26
11	$ 47,879	$ 249.37	$ 31.17

Child Nutrition Program Manager (ADMS 700-899)	Grade 8	192-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 38,399	$ 200.00	$ 25.00
1	$ 39,142	$ 203.87	$ 25.48
2	$ 39,902	$ 207.82	$ 25.98
3	$ 40,674	$ 211.85	$ 26.48
4	$ 41,467	$ 215.98	$ 27.00
5	$ 42,271	$ 220.16	$ 27.52
6	$ 43,090	$ 224.42	$ 28.05
7	$ 43,929	$ 228.80	$ 28.60
8	$ 44,781	$ 233.24	$ 29.15
9	$ 45,653	$ 237.78	$ 29.72
10	$ 49,306	$ 256.80	$ 32.10
11	$ 50,785	$ 264.50	$ 33.06

Child Nutrition Program Manager (ADMS 900-1299)	Grade 9	192-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$40,588	$211.40	$26.42
1	$41,375	$215.49	$26.94
2	$42,175	$219.66	$27.46
3	$42,993	$223.92	$27.99
4	$43,830	$228.28	$28.54
5	$44,683	$232.72	$29.09
6	$45,552	$237.25	$29.66
7	$46,438	$241.86	$30.23
8	$47,341	$246.57	$30.82
9	$48,267	$251.39	$31.42
10	$52,129	$271.50	$33.94
11	$53,692	$279.65	$34.96

CNP Database Manager	Grade I	245-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$42,486	$173.41	$21.68
1	$43,335	$176.88	$22.11
2	$44,202	$180.42	$22.55
3	$45,086	$184.02	$23.00
4	$45,989	$187.71	$23.46
5	$46,907	$191.46	$23.93
6	$47,846	$195.29	$24.41
7	$48,800	$199.18	$24.90
8	$49,779	$203.18	$25.40
9	$50,772	$207.23	$25.90
10	$54,835	$223.82	$27.98
11	$56,479	$230.53	$28.82

Instructional Aides

Instructional, Special Education,	Grade I	Elementary	7 Hours
Physical Education		187-Days	
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 20,428	$ 109.24	$ 15.61
1	$ 21,041	$ 112.52	$ 16.07
2	$ 21,673	$ 115.90	$ 16.56
3	$ 22,323	$ 119.38	$ 17.05
4	$ 22,992	$ 122.95	$ 17.56
5	$ 23,682	$ 126.64	$ 18.09
6	$ 24,392	$ 130.43	$ 18.63
7	$ 25,125	$ 134.36	$ 19.19
8	$ 25,878	$ 138.38	$ 19.77
9	$ 26,654	$ 142.53	$ 20.36
10	$ 27,454	$ 146.81	$ 20.97
11	$ 28,279	$ 151.22	$ 21.60

Instructional, Special Education,	Grade 2	Middle and High School	7.5 Hours
Physical Education, Pre-Kindergarten		187-Days	
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 21,888	$ 117.05	$ 15.61
1	$ 22,544	$ 120.56	$ 16.07
2	$ 23,221	$ 124.17	$ 16.56
3	$ 23,918	$ 127.91	$ 17.05
4	$ 24,635	$ 131.74	$ 17.56
5	$ 25,374	$ 135.69	$ 18.09
6	$ 26,135	$ 139.76	$ 18.63
7	$ 26,919	$ 143.95	$ 19.19
8	$ 27,727	$ 148.27	$ 19.77
9	$ 28,559	$ 152.72	$ 20.36
10	$ 29,415	$ 157.31	$ 20.97
11	$ 30,297	$ 162.02	$ 21.60

*Annual Supplement	
Two-Year Associates Degree	$750
48 semester hours/WorkKeys Passing Score	$750
Bachelor's Degree	$1,000
Master's Degree	$1,500

Interpreter/Translator	**Grade 3**	**187 - Day**	**7.5 Hours**
Non Degreed			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 35,489	$ 189.78	$ 25.30
1	$ 35,917	$ 192.07	$ 25.61
2	$ 36,281	$ 194.02	$ 25.87
3	$ 36,948	$ 197.58	$ 26.34
4	$ 37,400	$ 200.00	$ 26.67
5	$ 38,450	$ 205.62	$ 27.42
6	$ 38,965	$ 208.37	$ 27.78
7	$ 39,439	$ 210.90	$ 28.12
8	$ 40,279	$ 215.39	$ 28.72
9	$ 40,947	$ 218.97	$ 29.20
10	$ 44,223	$ 236.48	$ 31.53
11	$ 45,549	$ 243.58	$ 32.48

Interpreter/Translator	**Grade 4**	**187 - Day**	**7.5 Hours**
Degreed			
FLSA: non-exempt			
			Per Hour
Step	**Salary**	**Per Day**	
0	$37,929	$202.83	$27.04
1	$38,419	$205.45	$27.39
2	$38,948	$208.28	$27.77
3	$39,613	$211.84	$28.24
4	$40,279	$215.39	$28.72
5	$40,948	$218.98	$29.20
6	$41,612	$222.53	$29.67
7	$42,281	$226.10	$30.15
8	$42,949	$229.67	$30.62
9	$43,614	$233.23	$31.10
10	$47,104	$251.89	$33.59
11	$48,517	$259.44	$34.59

Social Worker (207-Day)		
FLSA: exempt		
		MSW
Step		**Salary**
0		$ 60,728
1		$ 61,940
2		$ 63,182
3		$ 64,444
4		$ 65,733
5		$ 67,046
6		$ 68,389
7		$ 69,754
8		$ 71,152
9		$ 72,575
10		$ 78,381
11		$ 80,732

Maintenance

Grounds Crew	Grade I	245-Days	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 30,588	$ 124.85	$ 15.61
1	$ 31,505	$ 128.59	$ 16.07
2	$ 32,450	$ 132.45	$ 16.56
3	$ 33,424	$ 136.43	$ 17.05
4	$ 34,427	$ 140.52	$ 17.56
5	$ 35,460	$ 144.73	$ 18.09
6	$ 36,523	$ 149.08	$ 18.63
7	$ 37,619	$ 153.54	$ 19.19
8	$ 38,748	$ 158.15	$ 19.77
9	$ 39,910	$ 162.90	$ 20.36
10	$ 41,107	$ 167.79	$ 20.97
11	$ 42,340	$ 172.82	$ 21.60

Athletic Maintenance / Custodian			
Lead, Grass Maintenance			
Plumber's Assistant			
School Maintenance	Grade 2	245-Days	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 36,533	$ 149.12	$ 18.64
1	$ 37,548	$ 153.26	$ 19.16
2	$ 38,435	$ 156.88	$ 19.61
3	$ 39,320	$ 160.49	$ 20.06
4	$ 40,370	$ 164.78	$ 20.60
5	$ 41,419	$ 169.06	$ 21.13
6	$ 42,427	$ 173.17	$ 21.65
7	$ 43,435	$ 177.29	$ 22.16
8	$ 44,284	$ 180.75	$ 22.59
9	$ 45,228	$ 184.60	$ 23.08
10	$ 48,847	$ 199.38	$ 24.92
11	$ 50,314	$ 205.36	$ 25.67

Lead Athletic Maintenance			
	Grade 2	**245-Days**	**8 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 40,187	$ 164.03	$ 20.50
1	$ 41,303	$ 168.58	$ 21.07
2	$ 42,280	$ 172.57	$ 21.57
3	$ 43,253	$ 176.54	$ 22.07
4	$ 44,408	$ 181.26	$ 22.66
5	$ 45,561	$ 185.96	$ 23.25
6	$ 46,670	$ 190.49	$ 23.81
7	$ 47,777	$ 195.01	$ 24.38
8	$ 48,712	$ 198.83	$ 24.85
9	$ 49,752	$ 203.07	$ 25.38
10	$ 53,732	$ 219.32	$ 27.41
11	$ 55,344	$ 225.89	$ 28.24

Air Conditioning, Carpenter,			
Electrician, Plumber,			
Painter, Locksmith			
	Grade 3	**245-Days**	**8 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 45,951	$ 187.56	$ 23.44
1	$ 47,227	$ 192.76	$ 24.10
2	$ 48,196	$ 196.72	$ 24.59
3	$ 49,244	$ 201.00	$ 25.12
4	$ 50,454	$ 205.93	$ 25.74
5	$ 51,824	$ 211.53	$ 26.44
6	$ 53,437	$ 218.11	$ 27.26
7	$ 54,851	$ 223.88	$ 27.99
8	$ 56,262	$ 229.64	$ 28.70
9	$ 57,490	$ 234.65	$ 29.33
10	$ 62,089	$ 253.43	$ 31.68
11	$ 63,951	$ 261.03	$ 32.63

Lead Air Conditioning			
Lead Electrician;Auxillary Services Lead	**Grade 4**	**245-Days**	**8 Hours**
Lead Plumber; Lead Carpenter			
Lead HVAC Control Technician			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 50,781	$ 207.27	$ 25.91
1	$ 52,191	$ 213.02	$ 26.63
2	$ 53,160	$ 216.98	$ 27.12
3	$ 54,208	$ 221.26	$ 27.66
4	$ 55,417	$ 226.19	$ 28.27
5	$ 56,789	$ 231.79	$ 28.97
6	$ 58,402	$ 238.37	$ 29.80
7	$ 59,816	$ 244.15	$ 30.52
8	$ 61,225	$ 249.90	$ 31.24
9	$ 62,453	$ 254.91	$ 31.86
10	$ 67,449	$ 275.30	$ 34.41
11	$ 69,473	$ 283.56	$ 35.45

Custodians			
Custodian	**Grade 2**	**245-Day**	**8 Hours**
FLSA: non-exempt			
	Salary	**Per Day**	**Per Hour**
0	$ 30,588	$ 124.85	$ 15.61
1	$ 31,505	$ 128.59	$ 16.07
2	$ 32,450	$ 132.45	$ 16.56
3	$ 33,424	$ 136.43	$ 17.05
4	$ 34,427	$ 140.52	$ 17.56
5	$ 35,460	$ 144.73	$ 18.09
6	$ 36,523	$ 149.08	$ 18.63
7	$ 37,619	$ 153.54	$ 19.19
8	$ 38,748	$ 158.15	$ 19.77
9	$ 39,910	$ 162.90	$ 20.36
10	$ 41,107	$ 167.79	$ 20.97
11	$ 42,340	$ 172.82	$ 21.60

Public Relations			
Video and Media Specialist/	**Grade I**	**245-Days**	**8 Hours**
Digital Communications Specialist/Webmaster			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 46,448	$ 189.58	$ 23.70
1	$ 47,377	$ 193.37	$ 24.17
2	$ 48,325	$ 197.25	$ 24.66
3	$ 49,291	$ 201.19	$ 25.15
4	$ 50,278	$ 205.21	$ 25.65
5	$ 51,283	$ 209.32	$ 26.16
6	$ 52,308	$ 213.50	$ 26.69
7	$ 53,355	$ 217.78	$ 27.22
8	$ 54,422	$ 222.13	$ 27.77
9	$ 55,510	$ 226.57	$ 28.32
10	$ 59,952	$ 244.70	$ 30.59
11	$ 61,751	$ 252.05	$ 31.51

Human Resources Generalist			
FLSA: nonexempt	**Grade 1**	**245-Days**	**8 Hours**
Step	**Salary**	**Per Day**	**Per Hour**
0	$45,637	$186.27	$23.28
1	$48,039	$196.08	$24.51
2	$52,843	$215.69	$26.96
3	$58,128	$237.26	$29.66
4	$59,569	$243.14	$30.39
5	$60,477	$246.84	$30.86
6	$61,686	$251.78	$31.47
7	$62,920	$256.81	$32.10
8	$64,179	$261.95	$32.74
9	$65,460	$267.18	$33.40
10	$70,697	$288.55	$36.07
11	$72,818	$297.21	$37.15

School Administrative Support

Receptionist	Grade I	245-Day	8 Hours
Clerical Assistant			
FLSA:non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$32,895	$134.26	$16.78
1	$33,642	$137.31	$17.16
2	$34,389	$140.36	$17.55
3	$35,138	$143.42	$17.93
4	$35,886	$146.47	$18.31
5	$36,635	$149.53	$18.69
6	$37,631	$153.60	$19.20
7	$38,377	$156.64	$19.58
8	$39,372	$160.70	$20.09
9	$40,122	$163.76	$20.47
10	$43,332	$176.87	$22.11
11	$44,633	$182.17	$22.77

School Secretary	Grade 2	245-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$35,933	$146.66	$18.33
1	$36,881	$150.54	$18.82
2	$37,880	$154.61	$19.33
3	$38,876	$158.68	$19.83
4	$40,122	$163.76	$20.47
5	$41,120	$167.84	$20.98
6	$42,114	$171.89	$21.49
7	$42,613	$173.93	$21.74
8	$43,611	$178.01	$22.25
9	$44,605	$182.06	$22.76
10	$48,174	$196.63	$24.58
11	$49,619	$202.52	$25.32

Registrar	**Grade 3**	**245-Day**	**8 Hours**
Secretary/Bookkeeper			
Bookkeeper			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$37,440	$152.82	$19.10
1	$38,501	$157.15	$19.64
2	$39,622	$161.72	$20.22
3	$40,620	$165.80	$20.72
4	$41,618	$169.87	$21.23
5	$42,613	$173.93	$21.74
6	$43,727	$178.48	$22.31
7	$44,605	$182.06	$22.76
8	$45,605	$186.14	$23.27
9	$46,601	$190.21	$23.78
10	$50,329	$205.43	$25.68
11	$51,839	$211.59	$26.45

Receptionist	**Grade I**	**207-Day**	**8 Hours**
Clerical Assistant			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$27,948	$135.02	$16.88
1	$28,552	$137.93	$17.24
2	$29,152	$140.83	$17.60
3	$29,754	$143.74	$17.97
4	$30,356	$146.65	$18.33
5	$30,958	$149.56	$18.69
6	$31,795	$153.60	$19.20
7	$32,424	$156.64	$19.58
8	$33,266	$160.70	$20.09
9	$33,899	$163.76	$20.47
10	$36,610	$176.86	$22.11
11	$37,707	$182.16	$22.77

School Secretary	Grade 2	207-Day	8 Hours
FLSA:non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$30,394	$146.83	$18.35
1	$31,162	$150.54	$18.82
2	$32,005	$154.62	$19.33
3	$32,847	$158.68	$19.84
4	$33,899	$163.76	$20.47
5	$34,744	$167.85	$20.98
6	$35,583	$171.90	$21.49
7	$36,005	$173.94	$21.74
8	$36,848	$178.01	$22.25
9	$37,688	$182.07	$22.76
10	$40,703	$196.63	$24.58
11	$41,924	$202.53	$25.32

School Bookkeeper	Grade 3	207-Day	8 Hours
School Secretary / Bookkeeper			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$31,633	$152.82	$19.10
1	$32,530	$157.15	$19.64
2	$33,476	$161.72	$20.21
3	$34,320	$165.80	$20.72
4	$35,163	$169.87	$21.23
5	$36,005	$173.94	$21.74
6	$36,945	$178.48	$22.31
7	$37,688	$182.07	$22.76
8	$38,532	$186.15	$23.27
9	$39,372	$190.20	$23.78
10	$42,522	$205.42	$25.68
11	$43,797	$211.58	$26.45

Elementary/Secondary Receptionist	Grade I	187-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$25,393	$135.79	$16.97
1	$25,935	$138.69	$17.34
2	$26,365	$140.99	$17.62
3	$27,022	$144.50	$18.06
4	$27,566	$147.41	$18.43
5	$28,110	$150.32	$18.79
6	$28,835	$154.20	$19.27
7	$29,376	$157.09	$19.64
8	$30,101	$160.97	$20.12
9	$30,646	$163.88	$20.49
10	$33,098	$177.00	$22.12
11	$34,091	$182.30	$22.79

Security

Security Monitor	Grade I	Middle School	8 Hours
FLSA: non-exempt		**187 Days**	
Step	**Salary**	**Per Day**	**Per Hour**
0	$30,362	$162.36	$20.30
1	$30,983	$165.69	$20.71
2	$31,618	$169.08	$21.13
3	$32,262	$172.52	$21.57
4	$32,922	$176.05	$22.01
5	$33,595	$179.66	$22.46
6	$34,282	$183.33	$22.92
7	$34,981	$187.07	$23.38
8	$35,697	$190.89	$23.86
9	$36,425	$194.78	$24.35
10	$39,339	$210.37	$26.30
11	$40,518	$216.67	$27.08

Security Monitor	Grade 2	High School	8 Hours
FLSA: non-exempt		**187 Days**	
Step	**Salary**	**Per Day**	**Per Hour**
0	$33,494	$179.11	$22.39
1	$34,499	$184.49	$23.06
2	$35,592	$190.33	$23.79
3	$36,667	$196.08	$24.51
4	$37,641	$201.29	$25.16
5	$38,701	$206.96	$25.87
6	$39,898	$213.36	$26.67
7	$41,395	$221.37	$27.67
8	$43,697	$233.68	$29.21
9	$44,590	$238.45	$29.81
10	$48,157	$257.52	$32.19
11	$49,602	$265.25	$33.16

In-School Intervention Monitor

In-School Intervention Monitor			
FLSA: non-exempt	**Grade I**	**187 Days**	**8 Hours**
Step	**Salary**	**Per Day**	**Per Hour**
0	$25,803	$137.98	$17.25
1	$26,405	$141.20	$17.65
2	$27,079	$144.81	$18.10
3	$27,755	$148.42	$18.55
4	$28,430	$152.03	$19.00
5	$29,106	$155.65	$19.46
6	$29,791	$159.31	$19.91
7	$30,498	$163.09	$20.39
8	$31,209	$166.89	$20.86
9	$31,873	$170.44	$21.31
10	$34,423	$184.09	$23.01
11	$35,457	$189.61	$23.70

In-School Intervention Monitor/	Grade 2	187 Days	8 Hours
Dual Enrollment/ACCESS/Virtual Learning Monitor			
FLSA: non-exempt	**Salary**	**Per Day**	**Per Hour**
Step			
0	$29,554	$158.04	$19.76
1	$30,498	$163.09	$20.39
2	$31,209	$166.89	$20.86
3	$31,918	$170.68	$21.34
4	$32,627	$174.48	$21.81
5	$33,336	$178.27	$22.28
6	$34,045	$182.06	$22.76
7	$34,754	$185.85	$23.23
8	$35,463	$189.64	$23.71
9	$36,425	$194.78	$24.35
10	$39,339	$210.37	$26.30
11	$40,518	$216.67	$27.08

Dean of Students	No Grade	187-Days	8 Hours
FLSA: exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 45,706	$ 244.42	$ 30.55
1	$ 46,620	$ 249.30	$ 31.16
2	$ 47,553	$ 254.29	$ 31.79
3	$ 48,741	$ 260.65	$ 32.58
4	$ 49,959	$ 267.16	$ 33.40
5	$ 51,208	$ 273.84	$ 34.23
6	$ 52,488	$ 280.68	$ 35.09
7	$ 53,800	$ 287.70	$ 35.96
8	$ 55,145	$ 294.89	$ 36.86
9	$ 56,524	$ 302.27	$ 37.78
10	$ 61,046	$ 326.45	$ 40.81
11	$ 62,878	$ 336.25	$ 42.03

Technology

Computer Technician	Grade I	245-Days	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$ 45,637	$ 186.27	$ 23.28
1	$ 48,039	$ 196.08	$ 24.51
2	$ 52,843	$ 215.69	$ 26.96
3	$ 58,128	$ 237.26	$ 29.66
4	$ 59,569	$ 243.14	$ 30.39
5	$ 60,477	$ 246.84	$ 30.86
6	$ 61,686	$ 251.78	$ 31.47
7	$ 62,920	$ 256.81	$ 32.10
8	$ 64,179	$ 261.95	$ 32.74
9	$ 65,460	$ 267.18	$ 33.40
10	$ 70,697	$ 288.55	$ 36.07
11	$ 72,818	$ 297.21	$ 37.15

Transportation

Bus Aide	Grade 3	187-Days	4 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$13,377	$71.53	$17.88
1	$13,693	$73.23	$18.31
2	$14,032	$75.04	$18.76
3	$14,346	$76.72	$19.18
4	$14,537	$77.74	$19.43
5	$14,850	$79.41	$19.85
6	$15,168	$81.11	$20.28
7	$15,485	$82.81	$20.70
8	$15,799	$84.49	$21.12
9	$16,091	$86.05	$21.51
10	$17,378	$92.93	$23.23
11	$17,900	$95.72	$23.93

Bus Aide/LPN	Grade 3	187-Days	4 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$14,655	$78.37	$19.59
1	$14,972	$80.06	$20.02
2	$15,311	$81.88	$20.47
3	$15,625	$83.56	$20.89
4	$15,816	$84.58	$21.14
5	$16,129	$86.25	$21.56
6	$16,447	$87.95	$21.99
7	$16,764	$89.65	$22.41
8	$17,078	$91.33	$22.83
9	$17,370	$92.89	$23.22
10	$18,759	$100.32	$25.08
11	$19,322	$103.33	$25.83

Bus Driver	Grade I	187-Days	4 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$18,157	$97.10	$24.27
1	$18,330	$98.02	$24.51
2	$18,505	$98.96	$24.74
3	$18,683	$99.91	$24.98
4	$18,862	$100.87	$25.22
5	$19,039	$101.81	$25.45
6	$19,217	$102.76	$25.69
7	$19,492	$104.23	$26.06
8	$19,567	$104.64	$26.16
9	$19,922	$106.53	$26.63
10	$21,516	$115.06	$28.76
11	$22,162	$118.51	$29.63

Utility Worker	Grade I	187-Days	4 Hours
NOTE: 9 OF 10 routes			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$15,376	$82.22	$20.56
1	$15,533	$83.06	$20.77
2	$15,691	$83.91	$20.98
3	$15,852	$84.77	$21.19
4	$16,011	$85.62	$21.41
5	$16,170	$86.47	$21.62
6	$16,330	$87.33	$21.83
7	$16,579	$88.66	$22.16
8	$16,646	$89.02	$22.25
9	$16,965	$90.72	$22.68
10	$18,322	$97.98	$24.49
11	$18,871	$100.91	$25.23

Bus Driver	**Grade I**	**245-Day**	**8 Hours**
Shop Assistant			
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$45,602	$186.13	$23.27
1	$46,059	$188.00	$23.50
2	$46,517	$189.86	$23.73
3	$46,983	$191.77	$23.97
4	$47,455	$193.69	$24.21
5	$47,915	$195.57	$24.45
6	$48,378	$197.46	$24.68
7	$49,101	$200.41	$25.05
8	$49,296	$201.21	$25.15
9	$50,229	$205.02	$25.63
10	$54,248	$221.42	$27.68
11	$55,875	$228.06	$28.51

Bus Mechanic	**Grade I**	**245-Day**	**8 Hours**
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$47,170	$192.53	$24.07
1	$48,445	$197.73	$24.72
2	$49,413	$201.69	$25.21
3	$50,462	$205.97	$25.75
4	$51,672	$210.91	$26.36
5	$53,043	$216.50	$27.06
6	$54,655	$223.08	$27.89
7	$56,069	$228.85	$28.61
8	$57,479	$234.61	$29.33
9	$58,707	$239.62	$29.95
10	$63,404	$258.80	$32.35
11	$65,306	$266.55	$33.32

Bus Shop Foreman	Grade 2	245-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$66,219	$270.27	$33.79
1	$66,956	$273.29	$34.16
2	$67,692	$276.29	$34.54
3	$68,428	$279.29	$34.91
4	$69,164	$282.29	$35.29
5	$69,900	$285.31	$35.66
6	$70,636	$288.31	$36.04
7	$71,372	$291.31	$36.41
8	$72,108	$294.31	$36.79
9	$72,845	$297.33	$37.17
10	$78,672	$321.11	$40.14
11	$81,033	$330.74	$41.34

Secretary/Bookkeeper	Grade 4	245-Day	8 Hours
FLSA: non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$39,009	$159.22	$19.90
1	$39,869	$162.73	$20.34
2	$41,109	$167.79	$20.97
3	$42,348	$172.85	$21.61
4	$43,589	$177.91	$22.24
5	$44,832	$182.99	$22.87
6	$46,073	$188.05	$23.51
7	$47,312	$193.11	$24.14
8	$48,552	$198.17	$24.77
9	$49,791	$203.23	$25.40
10	$53,775	$219.49	$27.44
11	$55,388	$226.07	$28.26

Transportation Dispatcher/Route Specialist	Grade 4	245-Day	8 Hours
FLSA: Non-exempt			
Step	**Salary**	**Per Day**	**Per Hour**
0	$55,383	$226.05	$28.26
1	$56,792	$231.81	$28.98
2	$57,762	$235.76	$29.47
3	$58,810	$240.04	$30.00
4	$60,019	$244.97	$30.62
5	$61,390	$250.57	$31.32
6	$63,004	$257.15	$32.14
7	$64,417	$262.93	$32.87
8	$65,827	$268.68	$33.59
9	$67,054	$273.69	$34.21
10	$72,419	$295.59	$36.95
11	$74,591	$304.45	$38.06