



MOUNTAIN BROOK
SCHOOLS
effective | challenging | engaging

2021-2022

SALARY SCHEDULE

(Effective July 1, 2021 with employees' contract year)

Board Approved/Amended: July 12, 2021

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INTRODUCTION

The 2021-2022 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified employees include all support employees who do not work as certificated employees.

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. Years of experience are categorized as "Steps" on this schedule. For example, step five indicates four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **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 his/her Principal/Director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information regarding compensation to the Personnel Department.** Any revisions to the 2021-2022 Salary Schedule that are made during the year will be posted on the district's website (www.mtnbrook.k12.al.us).

Contract Days

Nine Month Employees.....	145-190 days
Ten Month Employees.....	202 days
Eleven Month Employees.....	222 days
Twelve Month Employees.....	240 days

The base salary of full-time employees is paid in twelve equal monthly increments, regardless of the term of the appointment.

Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year.

Payroll periods for all employees are established according to a schedule developed by the Finance Department. The schedule for those payroll periods is available on the web site (www.mtnbrook.k12.al.us) under Departments/Finance/Employee Resources. Payroll checks are issued on the last business day of the month. Direct Deposit of payroll checks is mandatory for all new employees.

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 7.5% 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 6.2%.

Other mandatory withholdings include Social Security, currently 6.2% and Medicare, currently 1.45%. Federal and State taxes are also mandatory, unless the employee meets criteria to claim an exempt status.

New employees begin employment under the guidelines of the current Salary Schedule. The salaries of specific employees may be grandfathered from previous salary schedules. A change in employment status may require a reevaluation of salary placement.

Work schedules for Central Office Personnel, Maintenance, and Transportation are assigned by their supervisor. Departments in the Central Office Building should be staffed until 4:30 p.m during the school year and until 4:00 p.m. during summer hours. Upon separate Board approval, twelve month employees may be allowed to work the required number of weekly hours over four days as opposed to five.

CERTIFICATED PERSONNEL

**(Teacher, Reading Coach, Counselor, Math Coach, Psychometrist,
Speech Language Pathologist, Assistant Principal, Librarian)**

**Certificated Employees
189 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	42,136	42,246	42,612	48,458	48,627	48,799	52,247	56,039
1	2	42,380	42,539	43,132	48,622	48,789	48,859	52,897	56,690
2	3	42,631	43,227	43,875	48,762	49,198	49,636	53,548	57,340
3	4	47,469	48,097	48,725	54,287	54,711	55,135	58,090	61,640
4	5	47,918	48,542	49,173	54,736	55,154	55,586	58,537	61,924
5	6	48,359	48,988	49,628	55,189	55,607	56,032	58,979	62,205
6	7	50,717	51,366	52,016	57,737	58,175	58,611	61,650	64,339
7	8	51,636	52,288	52,934	58,659	59,091	59,528	62,568	64,927
8	9	52,554	53,204	53,849	59,582	60,016	60,444	63,495	65,517
9	10	53,824	54,478	55,126	60,890	61,330	61,763	64,845	66,536
10	11	54,748	55,402	56,058	61,819	62,248	62,689	65,761	67,452
11	12	55,668	56,322	56,985	62,743	63,174	63,614	66,685	68,374
12	13	56,965	57,620	58,285	64,082	64,529	64,963	68,061	69,759
13	14	57,900	58,555	59,210	65,015	65,462	65,900	68,999	70,695
14	15	58,823	59,484	60,137	65,945	66,388	66,825	69,924	71,625
15	16	60,164	60,833	61,494	67,334	67,776	68,214	71,341	73,053
16	17	61,097	61,767	62,432	68,265	68,713	69,153	72,270	73,989
17	18	61,097	61,767	62,432	68,265	68,713	69,153	72,270	73,989
18	19	61,523	62,199	62,868	68,746	69,197	69,640	72,778	74,503
19	20	61,523	62,199	62,868	68,746	69,197	69,640	72,778	74,503
20	21	61,523	62,199	62,868	68,746	69,197	69,640	72,778	74,503
21	22	61,845	62,524	63,197	69,236	69,690	70,136	73,296	75,036
22	23	61,845	62,524	63,197	69,236	69,690	70,136	73,296	75,036
23	24	62,473	63,154	63,823	69,865	70,319	70,765	73,926	75,666
24	25	63,092	63,779	64,455	70,531	70,990	71,440	74,684	76,491
25	26	63,092	63,779	64,455	70,531	70,990	71,440	74,684	76,491
26+	27+	63,726	64,414	65,091	71,168	71,625	72,075	75,319	77,125

**Certificated Employees
189 DAYS - TEAMS**

Years of Experience	Step	Bachelor	Master	AA	Doctorate
0	1	46,690	52,941	56,695	60,446
1	2	49,982	57,479	61,977	66,479
2	3	52,652	60,547	65,304	70,025
3	4	54,192	62,320	67,215	72,075
4	5	55,774	64,139	69,177	74,179
5	6	57,397	66,006	71,190	76,338
6	7	59,063	67,921	73,258	78,554
7	8	60,773	69,889	75,378	80,828
8	9	61,988	71,285	76,886	82,445
9	10	63,228	72,712	78,423	84,094
10	11	64,176	73,803	79,599	85,355
11	12	65,139	74,910	80,793	86,635
12	13	66,116	76,034	82,005	87,935
13	14	66,116	76,034	82,005	87,935
14	15	66,116	76,034	82,005	87,935
15	16	67,112	77,179	83,240	89,260
16	17	67,112	77,179	83,240	89,260
17	18	67,112	77,179	83,240	89,260
18	19	68,128	78,347	84,501	90,611
19	20	68,128	78,347	84,501	90,611
20	21	68,128	78,347	84,501	90,611
21	22	69,164	79,540	85,786	91,989
22	23	69,164	79,540	85,786	91,989
23	24	69,164	79,540	85,786	91,989
24	25	70,221	80,754	87,097	93,395
25	26	70,221	80,754	87,097	93,395
26+	27	70,221	80,754	87,097	93,395
27	28+	71,299	81,995	88,434	94,829

**Certificated Employees
202 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	45,034	45,152	45,543	51,791	51,973	52,157	55,841	59,893
1	2	45,295	45,465	46,099	51,967	52,145	52,220	56,536	60,590
2	3	45,564	46,200	46,893	52,116	52,583	53,050	57,231	61,285
3	4	50,735	51,405	52,076	58,021	58,475	58,928	62,085	65,881
4	5	51,214	51,882	52,555	58,502	58,948	59,411	62,564	66,184
5	6	51,686	52,359	53,042	58,987	59,433	59,887	63,037	66,485
6	7	54,205	54,900	55,595	61,709	62,176	62,643	65,891	68,765
7	8	55,189	55,886	56,575	62,695	63,156	63,622	66,873	69,394
8	9	56,169	56,863	57,554	63,681	64,144	64,602	67,862	70,024
9	10	57,526	58,225	58,918	65,079	65,549	66,012	69,307	71,113
10	11	58,514	59,213	59,914	66,071	66,529	67,002	70,284	72,092
11	12	59,498	60,196	60,906	67,058	67,519	67,990	71,272	73,078
12	13	60,883	61,584	62,295	68,491	68,967	69,432	72,743	74,559
13	14	61,883	62,582	63,283	69,486	69,965	70,434	73,745	75,559
14	15	62,869	63,576	64,275	70,482	70,955	71,422	74,734	76,552
15	16	64,303	65,018	65,725	71,965	72,438	72,906	76,249	78,078
16	17	65,299	66,016	66,727	72,961	73,440	73,910	77,241	79,079
17	18	65,299	66,016	66,727	72,961	73,440	73,910	77,241	79,079
18	19	65,756	66,479	67,192	73,476	73,957	74,431	77,785	79,629
19	20	65,756	66,479	67,192	73,476	73,957	74,431	77,785	79,629
20	21	65,756	66,479	67,192	73,476	73,957	74,431	77,785	79,629
21	22	66,099	66,824	67,545	73,999	74,484	74,961	78,338	80,199
22	23	66,099	66,824	67,545	73,999	74,484	74,961	78,338	80,199
23	24	66,770	67,499	68,214	74,672	75,157	75,633	79,011	80,871
24	25	67,432	68,167	68,889	75,383	75,874	76,354	79,821	81,752
25	26	67,432	68,167	68,889	75,383	75,874	76,354	79,821	81,752
26+	27+	68,109	68,844	69,569	76,064	76,552	77,033	80,500	82,431

**Certificated Employees
222 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	49,493	49,622	50,053	56,919	57,119	57,321	61,370	65,823
1	2	49,780	49,966	50,663	57,112	57,308	57,390	62,134	66,589
2	3	50,075	50,774	51,536	57,276	57,789	58,302	62,898	67,353
3	4	55,758	56,495	57,232	63,766	64,265	64,762	68,232	72,404
4	5	56,284	57,019	57,758	64,294	64,785	65,293	68,758	72,737
5	6	56,804	57,543	58,293	64,827	65,317	65,817	69,278	73,067
6	7	59,572	60,336	61,099	67,819	68,332	68,845	72,415	75,574
7	8	60,653	61,419	62,176	68,903	69,409	69,922	73,494	76,264
8	9	61,730	62,493	63,253	69,986	70,494	70,998	74,581	76,957
9	10	63,222	63,990	64,751	71,522	72,039	72,548	76,169	78,153
10	11	64,307	65,075	65,846	72,612	73,116	73,636	77,243	79,230
11	12	65,388	66,156	66,936	73,698	74,204	74,721	78,329	80,313
12	13	66,911	67,682	68,463	75,272	75,796	76,306	79,945	81,941
13	14	68,010	68,778	69,549	76,366	76,892	77,407	81,046	83,040
14	15	69,094	69,871	70,639	77,461	77,980	78,493	82,134	84,132
15	16	70,670	71,456	72,233	79,090	79,610	80,125	83,799	85,808
16	17	71,764	72,552	73,334	80,185	80,711	81,228	84,889	86,909
17	18	71,764	72,552	73,334	80,185	80,711	81,228	84,889	86,909
18	19	72,266	73,061	73,844	80,751	81,279	81,801	85,486	87,513
19	20	72,266	73,061	73,844	80,751	81,279	81,801	85,486	87,513
20	21	72,266	73,061	73,844	80,751	81,279	81,801	85,486	87,513
21	22	72,643	73,440	74,233	81,326	81,859	82,382	86,094	88,139
22	23	72,643	73,440	74,233	81,326	81,859	82,382	86,094	88,139
23	24	73,380	74,182	74,968	82,065	82,598	83,122	86,834	88,878
24	25	74,109	74,917	75,709	82,846	83,386	83,914	87,724	89,846
25	26	74,109	74,917	75,709	82,846	83,386	83,914	87,724	89,846
26+	27+	74,852	75,660	76,457	83,595	84,132	84,660	88,470	90,592

**Certificated Employees
240 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	53,506	53,645	54,111	61,534	61,750	61,968	66,346	71,160
1	2	53,816	54,017	54,771	61,743	61,954	62,043	67,172	71,988
2	3	54,135	54,891	55,714	61,920	62,475	63,029	67,997	72,814
3	4	60,279	61,076	61,872	68,936	69,476	70,013	73,764	78,274
4	5	60,848	61,642	62,441	69,507	70,037	70,587	74,333	78,634
5	6	61,409	62,208	63,020	70,083	70,613	71,153	74,895	78,992
6	7	64,402	65,228	66,053	73,318	73,872	74,427	78,286	81,701
7	8	65,571	66,399	67,217	74,489	75,036	75,591	79,452	82,448
8	9	66,735	67,560	68,381	75,660	76,210	76,755	80,628	83,196
9	10	68,348	69,178	70,001	77,321	77,880	78,430	82,344	84,490
10	11	69,521	70,352	71,184	78,500	79,044	79,606	83,506	85,654
11	12	70,690	71,520	72,363	79,673	80,220	80,780	84,680	86,825
12	13	72,336	73,169	74,014	81,375	81,941	82,493	86,427	88,584
13	14	73,524	74,355	75,188	82,558	83,127	83,684	87,617	89,772
14	15	74,696	75,536	76,366	83,741	84,303	84,857	88,793	90,953
15	16	76,400	77,249	78,089	85,503	86,064	86,621	90,593	92,765
16	17	77,583	78,435	79,280	86,686	87,255	87,814	91,772	93,956
17	18	77,583	78,435	79,280	86,686	87,255	87,814	91,772	93,956
18	19	78,125	78,984	79,832	87,298	87,869	88,433	92,417	94,608
19	20	78,125	78,984	79,832	87,298	87,869	88,433	92,417	94,608
20	21	78,125	78,984	79,832	87,298	87,869	88,433	92,417	94,608
21	22	78,533	79,395	80,252	87,920	88,496	89,062	93,075	95,285
22	23	78,533	79,395	80,252	87,920	88,496	89,062	93,075	95,285
23	24	79,330	80,196	81,046	88,719	89,295	89,861	93,874	96,084
24	25	80,117	80,991	81,848	89,564	90,147	90,718	94,836	97,131
25	26	80,117	80,991	81,848	89,564	90,147	90,718	94,836	97,131
26+	27+	80,921	81,795	82,656	90,372	90,953	91,524	95,643	97,937

CLASSIFIED PERSONNEL

AIDE			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	20,840	15.10
1	2	20,840	15.10
2	3	20,840	15.10
3	4	20,840	15.10
4	5	22,079	16.00
5	6	22,079	16.00
6	7	22,079	16.00
7	8	22,079	16.00
8	9	22,079	16.00
9	10	22,079	16.00
10	11	23,323	16.90
11	12	23,323	16.90
12	13	23,323	16.90
13	14	23,323	16.90
14	15	23,323	16.90
15	16	23,323	16.90
16	17	23,323	16.90
17	18	23,323	16.90
18	19	23,323	16.90
19+	20+	23,323	16.90

AIDE			
184 DAYS - 5.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	15,278	15.10
1	2	15,278	15.10
2	3	15,278	15.10
3	4	15,278	15.10
4	5	16,194	16.00
5	6	16,194	16.00
6	7	16,194	16.00
7	8	16,194	16.00
8	9	16,194	16.00
9	10	16,194	16.00
10	11	17,109	16.90
11	12	17,109	16.90
12	13	17,109	16.90
13	14	17,109	16.90
14	15	17,109	16.90
15	16	17,109	16.90
16	17	17,109	16.90
17	18	17,109	16.90
18	19	17,109	16.90
19+	20+	17,109	16.90

PRESCHOOL AIDE			
145 DAYS - 5.5 HRS PER DAY			
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	12,044	15.10
1	2	12,044	15.10
2	3	12,044	15.10
3	4	12,044	15.10
4	5	12,759	16.00
5	6	12,759	16.00
6	7	12,759	16.00
7	8	12,759	16.00
8	9	12,759	16.00
9	10	12,759	16.00
10	11	13,480	16.90
11	12	13,480	16.90
12	13	13,480	16.90
13	14	13,480	16.90
14	15	13,480	16.90
15	16	13,480	16.90
16	17	13,480	16.90
17	18	13,480	16.90
18	19	13,480	16.90
19+	20+	13,480	16.90

REGISTERED BEHAVIORAL THERAPIST			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	28,152	20.40
1	2	28,575	20.71
2	3	28,997	21.01
3	4	29,701	21.52
4	5	30,405	22.03
5	6	31,108	22.54
6	7	31,812	23.05
7	8	32,235	23.36
8	9	32,657	23.66
9	10	33,079	23.97
10	11	33,501	24.28
11	12	33,924	24.58
12	13	34,135	24.74
13	14	34,346	24.89
14	15	34,557	25.04
15	16	34,768	25.19
16	17	34,979	25.35
17	18	35,190	25.50
18	19	35,402	25.65
19	20	35,613	25.81
20	21	35,824	25.96
21	22	36,035	26.11
22	23	36,246	26.27
23	24	36,457	26.42
24	25	36,668	26.57
25+	26+	36,880	26.72

SECONDARY CNP MANAGER						
182 DAYS - 8 HRS PER DAY						
Years of Experience	Step	No Degree	Hourly Rate	4 Year Related Degree	Hourly Rate	Annual Supplement
0	1	27,589	18.95	29,202	20.06	1,500
1	2	28,238	19.39	29,848	20.50	1,500
2	3	28,882	19.84	30,496	20.95	1,500
3	4	29,526	20.28	31,141	21.39	1,500
4	5	30,172	20.72	31,786	21.83	1,500
5	6	30,817	21.17	32,431	22.27	1,500
6	7	31,461	21.61	33,075	22.72	1,500
7	8	32,108	22.05	33,723	23.16	1,500
8	9	32,753	22.50	34,367	23.60	1,500
9	10	33,397	22.94	35,011	24.05	1,500
10+	11+	34,043	23.38	35,656	24.49	1,500

ELEMENTARY CNP MANAGER					
187 DAYS - 8 HRS PER DAY					
Years of Experience	Step	No Degree	Hourly Rate	4 Year Related Degree	Hourly Rate
0	1	27,878	18.64	29,510	19.73
1	2	28,532	19.07	30,161	20.16
2	3	29,183	19.51	30,814	20.60
3	4	29,834	19.94	31,469	21.04
4	5	30,488	20.38	32,117	21.47
5	6	31,138	20.81	32,771	21.91
6	7	31,792	21.25	33,421	22.34
7	8	32,445	21.69	34,075	22.78
8	9	33,095	22.12	34,726	23.21
9	10	33,749	22.56	35,377	23.65
10+	11+	34,399	22.99	36,032	24.09

CNP ASSISTANT MANAGER			
178 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	25,410	17.84
1	2	25,754	18.09
2	3	26,099	18.33
3	4	26,429	18.56
4	5	26,756	18.79
5	6	27,086	19.02
6	7	27,397	19.24
7	8	27,709	19.46
8	9	28,006	19.67
9+	10+	28,301	19.87

SECONDARY CNP WORKER			
178 DAYS - 7 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	14,982	12.02
1	2	15,673	12.58
2	3	16,537	13.27
3	4	17,298	13.88
4	5	17,980	14.43
5	6	18,689	15.00
6	7	20,025	16.07
7	8	20,472	16.43
8	9	20,902	16.78
9+	10+	21,349	17.13

ELEMENTARY CNP WORKER			
186 DAYS - 7 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	15,552	11.94
1	2	16,274	12.50
2	3	17,176	13.19
3	4	17,996	13.82
4	5	18,733	14.39
5	6	19,473	14.96
6	7	20,871	16.03
7	8	21,338	16.39
8	9	21,789	16.74
9+	10+	22,253	17.09

CNP CASHIER			
174 DAYS - 7 HRS PER DAY			
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	17,195	14.12
1	2	18,530	15.21
2	3	19,037	15.63
3	4	19,514	16.02
4	5	20,175	16.56
5	6	20,470	16.81
6	7	20,750	17.04
7	8	21,032	17.27
8	9	21,326	17.51
9+	10+	23,406	19.22

Child Nutrition Worker Substitute Hourly Rate of Pay: \$11.94/hour

Child Nutrition Managers Education Supplement:
\$200 annually each year of related college coursework.

CUSTODIAL STAFF						
240 DAYS - 8 HRS PER DAY						
<i>Effective with Hire Date of 10/1/2008 or later</i>						
Years of Experience	Step	Custodian	Hourly Rate	Head Custodian Elementary Annual Supplement	Head Custodian Secondary Annual Supplement	Assistant Head Custodian Secondary Annual Supplement
0	1	20,512	10.68	10,000	15,000	10,000
1	2	21,315	11.10	10,000	15,000	10,000
2	3	22,115	11.52	10,000	15,000	10,000
3	4	22,921	11.94	10,000	15,000	10,000
4	5	23,724	12.36	10,000	15,000	10,000
5	6	24,527	12.77	10,000	15,000	10,000
6	7	25,328	13.19	10,000	15,000	10,000
7	8	26,145	13.62	10,000	15,000	10,000
8	9	26,991	14.06	10,000	15,000	10,000
9	10	27,835	14.50	10,000	15,000	10,000
10	11	28,672	14.93	10,000	15,000	10,000
11+	12+	29,516	15.37	10,000	15,000	10,000

CUSTODIAL STAFF					
240 DAYS - 8 HRS PER DAY					
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>					
Years of Experience	Step	Head Custodian Elementary	Hourly Rate	Head Custodian Secondary	Hourly Rate
0	1	34,350	17.89	39,914	20.79
1	2	34,949	18.20	40,512	21.10
2	3	35,545	18.51	41,111	21.41
3	4	36,145	18.83	41,707	21.72
4	5	36,742	19.14	42,304	22.03
5	6	37,339	19.45	42,902	22.34
6	7	37,935	19.76	43,497	22.65
7	8	38,532	20.07	44,097	22.97
8	9	39,132	20.38	44,694	23.28
9	10	39,726	20.69	45,290	23.59
10	11	40,323	21.00	45,888	23.90
11+	12+	40,923	21.31	46,488	24.21

Custodial Substitute Rate of Pay: \$10.68/hour

EXTENDED DAY SCHOOL BASED MANAGER			
180 DAYS - 4 HRS PER DAY			
<i>Effective with Hire Date of 1/13/2009 or later.</i>			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	12,458	17.30
1	2	12,458	17.30
2	3	12,458	17.30
3	4	12,458	17.30
4	5	12,458	17.30
5	6	14,533	20.18
6	7	14,533	20.18
7	8	14,533	20.18
8	9	14,533	20.18
9	10	14,533	20.18
10	11	16,612	23.07
11+	12+	16,612	23.07

PART TIME		
EXTENDED DAY WORKER		
Years of Experience	Step	Hourly Rate
0	1	8.67
1	2	8.67
2	3	8.67
3	4	8.67
4	5	10.20
5	6	10.20
6	7	10.20
7	8	11.42
8	9	11.42
9	10	11.42
10	11	11.42
11	12	11.42
12+	13+	12.24

ACCOUNTING SPECIALIST - EXEMPT		
240 DAYS - 8 HRS PER DAY		
Years of Experience	Step	Annual Salary
0	1	70,360
1	2	71,139
2	3	71,920
3	4	72,700
4	5	73,478
5	6	74,259
6	7	75,037
7	8	75,818
8	9	76,596
9	10	77,378
10	11	78,157
11	12	78,936
12	13	79,717
13	14	80,496
14	15	81,276
15	16	82,056
16	17	82,835
17	18	83,615
18	19	84,393
19+	20+	85,175

PAYROLL SPECIALIST			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	54,004	28.13
1	2	54,786	28.53
2	3	55,563	28.94
3	4	56,326	29.34
4	5	57,122	29.75
5	6	57,901	30.16
6	7	58,679	30.56
7	8	59,457	30.97
8	9	60,239	31.37
9	10	61,017	31.78
10	11	61,796	32.19
11	12	62,572	32.59
12	13	63,352	33.00
13	14	64,129	33.40
14	15	64,912	33.81
15	16	65,694	34.22
16	17	66,476	34.62
17	18	67,257	35.03
18	19	68,041	35.44
19+	20+	68,821	35.84

CENTRAL OFFICE BOOKKEEPER			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	35,755	18.62
1	2	36,533	19.03
2	3	37,312	19.43
3	4	38,090	19.84
4	5	38,872	20.25
5	6	39,651	20.65
6	7	40,428	21.06
7	8	41,205	21.46
8	9	41,985	21.87
9	10	42,767	22.27
10	11	43,542	22.68
11	12	44,323	23.08
12	13	45,101	23.49
13	14	45,881	23.90
14	15	46,656	24.30
15	16	47,439	24.71
16	17	48,215	25.11
17	18	48,994	25.52
18	19	49,772	25.92
19+	20+	50,553	26.33

SCHOOL BOOKKEEPER				
240 DAYS - 7.5 HRS PER DAY				
Years of Experience	Step	Annual Salary	Hourly Rate	Secondary Head Bookkeeper Annual Supplement
0	1	31,773	17.65	5,000
1	2	32,494	18.05	5,000
2	3	33,221	18.46	5,000
3	4	33,948	18.86	5,000
4	5	34,676	19.26	5,000
5	6	35,394	19.66	10,000
6	7	36,121	20.07	10,000
7	8	36,844	20.47	10,000
8	9	37,570	20.87	10,000
9	10	38,295	21.28	10,000
10	11	39,018	21.68	15,000
11	12	39,743	22.08	15,000
12	13	40,466	22.48	15,000
13	14	41,191	22.88	15,000
14	15	41,917	23.29	15,000
15	16	41,917	23.29	15,000
16	17	41,917	23.29	15,000
17	18	41,917	23.29	15,000
18	19	41,917	23.29	15,000
19+	20+	41,917	23.29	15,000

SCHOOL BOOKKEEPER			
202 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	26,347	17.39
1	2	26,947	17.79
2	3	27,547	18.18
3	4	28,146	18.58
4	5	28,754	18.98
5	6	29,350	19.37
6	7	29,951	19.77
7	8	30,556	20.17
8	9	31,154	20.56
9	10	31,753	20.96
10	11	32,355	21.36
11	12	32,958	21.75
12	13	33,557	22.15
13	14	34,157	22.55
14	15	34,758	22.94
15	16	34,758	22.94
16	17	34,758	22.94
17	18	34,758	22.94
18	19	34,758	22.94
19+	20+	34,758	22.94

MAINTENANCE SUPERVISOR		
EXEMPT		
240 DAYS - 8 HRS PER DAY		
Years of Experience	Step	Annual Salary
0	1	70,360
1	2	71,801
2	3	73,244
3	4	74,685
4	5	76,127
5	6	77,568
6	7	79,011
7	8	80,453
8	9	81,894
9	10	83,336
10	11	84,778
11+	12+	86,219

MASTER TECHNICIAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	47,607	24.80
1	2	49,181	25.62
2	3	50,753	26.43
3	4	52,319	27.25
4	5	53,891	28.07
5	6	55,463	28.89
6	7	57,034	29.71
7	8	58,605	30.52
8	9	60,173	31.34
9	10	61,746	32.16
10	11	63,318	32.98
11+	12+	64,888	33.80

MAINTENANCE CRAFTSMAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	40,871	21.29
1	2	42,133	21.94
2	3	43,395	22.60
3	4	44,661	23.26
4	5	45,924	23.92
5	6	47,188	24.58
6	7	48,452	25.24
7	8	49,716	25.89
8	9	50,979	26.55
9	10	52,244	27.21
10	11	53,510	27.87
11+	12+	54,769	28.53

MAINTENANCE TECHNICIAN/ EQUIPMENT MANAGER			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	34,968	18.21
1	2	36,006	18.75
2	3	37,040	19.29
3	4	38,073	19.83
4	5	39,107	20.37
5	6	40,144	20.91
6	7	41,180	21.45
7	8	42,214	21.99
8	9	43,247	22.52
9	10	44,287	23.07
10	11	45,318	23.60
11+	12+	46,353	24.14

APPRENTICE JOURNEYMAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	28,229	14.70
1	2	29,264	15.24
2	3	30,297	15.78
3	4	31,333	16.32
4	5	32,367	16.86
5	6	33,400	17.40
6	7	34,436	17.94
7	8	35,473	18.48
8	9	36,507	19.01
9	10	37,543	19.55
10	11	38,578	20.09
11+	12+	39,612	20.63

NURSES
189 DAYS

Years of Experience	Step	Non-Exempt LPN	RN / Bachelor	RN / Master	Doctorate	Head Nurse
0	1	22,149	42,824	48,459	54,093	48,459
1	2	22,149	42,824	48,459	54,093	48,621
2	3	22,149	42,824	48,459	54,093	48,621
3	4	24,343	47,102	53,294	59,485	54,290
4	5	24,343	47,102	53,294	59,485	54,738
5	6	25,390	49,166	55,632	62,099	57,076
6	7	25,390	49,166	55,632	62,099	57,739
7	8	25,390	49,166	55,632	62,099	58,660
8	9	25,719	49,824	56,378	62,932	59,583
9	10	25,719	49,824	56,378	62,932	60,498
10	11	25,719	49,824	56,378	62,932	61,421
11	12	26,183	50,730	57,400	64,070	62,338
12	13	26,184	50,730	57,400	64,070	63,553
13	14	26,184	50,730	57,400	64,070	64,478
14	15	26,757	51,886	58,713	65,539	65,399
15	16	26,758	51,886	58,713	65,539	66,966
16	17	26,758	51,886	58,713	65,539	67,893
17	18	27,080	52,556	59,469	66,382	67,893
18	19	27,080	52,556	59,469	66,382	67,893
19	20	27,080	52,556	59,469	66,382	67,893
20	21	27,404	53,228	60,231	67,235	67,893
21	22	27,404	53,228	60,232	67,235	67,893
22	23	27,404	53,228	60,232	67,235	67,893
23	24	27,985	53,861	60,855	67,848	68,509
24	25	27,987	53,861	60,855	67,848	68,509
25	26	27,987	53,861	60,855	67,848	68,509
26+	27+	28,570	54,497	61,479	68,460	69,127

Nurse Substitute Rate of Pay: \$25.00/hour

Nurse (High Acuity) Substitute: \$32.00/hour

SUPERINTENDENT'S SECRETARY			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	56,794	29.58
1	2	57,656	30.03
2	3	58,517	30.48
3	4	59,399	30.94
4	5	60,280	31.40
5	6	61,181	31.87
6	7	62,101	32.34
7	8	63,041	32.83
8	9	63,981	33.32
9	10	64,941	33.82
10	11	65,920	34.33
11	12	66,899	34.84
12	13	67,565	35.19
13	14	68,251	35.55
14	15	68,936	35.90
15	16	69,622	36.26
16	17	70,327	36.63
17	18	71,032	37.00
18	19	71,737	37.36
19	20	71,815	37.40
20	21	71,893	37.44
21	22	71,972	37.49
22	23	72,050	37.53
23	24	72,128	37.57
24	25	72,207	37.61
25+	26+	72,285	37.65

CENTRAL OFFICE SECRETARY			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	35,755	18.62
1	2	36,533	19.03
2	3	37,312	19.43
3	4	38,090	19.84
4	5	38,872	20.25
5	6	39,651	20.65
6	7	40,428	21.06
7	8	41,205	21.46
8	9	41,985	21.87
9	10	42,767	22.27
10	11	43,542	22.68
11	12	44,323	23.08
12	13	45,101	23.49
13	14	45,881	23.90
14	15	46,656	24.30
15	16	47,439	24.71
16	17	48,215	25.11
17	18	48,994	25.52
18	19	49,772	25.92
19+	20+	50,553	26.33

Part Time Central Office Receptionist: \$17.00/hour

SCHOOL SECRETARY			
240 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	31,773	17.65
1	2	32,494	18.05
2	3	33,221	18.46
3	4	33,948	18.86
4	5	34,676	19.26
5	6	35,394	19.66
6	7	36,121	20.07
7	8	36,844	20.47
8	9	37,570	20.87
9	10	38,295	21.28
10	11	39,018	21.68
11	12	39,743	22.08
12	13	40,466	22.48
13	14	41,191	22.88
14	15	41,917	23.29
15	16	41,917	23.29
16	17	41,917	23.29
17	18	41,917	23.29
18	19	41,917	23.29
19+	20+	41,917	23.29

SCHOOL SECRETARY			
202 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	26,347	17.39
1	2	26,947	17.79
2	3	27,547	18.18
3	4	28,146	18.58
4	5	28,754	18.98
5	6	29,350	19.37
6	7	29,951	19.77
7	8	30,556	20.17
8	9	31,154	20.56
9	10	31,753	20.96
10	11	32,355	21.36
11	12	32,958	21.75
12	13	33,557	22.15
13	14	34,157	22.55
14	15	34,758	22.94
15	16	34,758	22.94
16	17	34,758	22.94
17	18	34,758	22.94
18	19	34,758	22.94
19+	20+	34,758	22.94

TRANSITION COORDINATOR		
189 DAYS		
Years of Experience	Step	Annual Salary
0	1	56,541
1	2	56,541
2	3	56,541
3	4	56,541
4	5	56,541
5	6	56,541
6	7	56,541
7	8	56,541
8	9	56,541
9	10	56,541
10	11	57,616
11	12	57,616
12	13	57,616
13	14	57,616
14	15	57,616
15	16	57,616
16	17	57,616
17	18	57,616
18	19	57,616

ADAPTIVE PE		
189 DAYS		
Years of Experience	Step	Annual Salary
0	1	28,271
1	2	28,271
2	3	28,271
3	4	28,271
4	5	28,271
5	6	28,271
6	7	28,271
7	8	28,271
8	9	28,271
9	10	28,271
10	11	28,807
11	12	28,807
12	13	28,807
13	14	28,807
14	15	28,807
15	16	28,807
16	17	28,807
17	18	28,807
18	19	28,807
19+	20+	28,807

Network Administrator			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	53,593	27.91
1	2	54,892	28.59
2	3	56,857	29.61
3	4	58,561	30.50
4	5	60,321	31.42
5	6	62,130	32.36
6	7	63,993	33.33
7	8	65,914	34.33
8	9	67,890	35.36
9	10	69,929	36.42
10	11	72,026	37.51
11	12	74,185	38.64
12	13	76,412	39.80
13	14	78,705	40.99
14+	15+	81,065	42.22

Data Specialist			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	53,507	27.87
1	2	53,816	28.03
2	3	54,139	28.20
3	4	60,278	31.39
4	5	60,848	31.69
5	6	61,409	31.98
6	7	64,406	33.54
7	8	65,569	34.15
8	9	66,735	34.76
9	10	67,904	35.37
10	11	69,073	35.98
11	12	70,231	36.58
12	13	71,743	37.37
13	14	72,915	37.98
14+	15+	74,081	38.58

Senior Technical Support Technician with Specialty (Sr. Tech)			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	44,292	23.07
1	2	45,621	23.76
2	3	46,990	24.47
3	4	48,399	25.21
4	5	49,851	25.96
5	6	51,346	26.74
6	7	52,887	27.55
7	8	54,474	28.37
8	9	56,109	29.22
9	10	57,791	30.10
10	11	59,526	31.00
11	12	61,312	31.93
12	13	63,150	32.89
13	14	65,046	33.88
14+	15+	66,995	34.89

Entry Level Technical Support Technician (Tech)			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	33,220	17.30
1	2	34,215	17.82
2	3	35,243	18.36
3	4	36,300	18.91
4	5	37,390	19.47
5	6	38,510	20.06
6	7	39,666	20.66
7	8	40,854	21.28
8	9	42,083	21.92
9	10	43,343	22.57
10	11	44,643	23.25
11	12	45,983	23.95
12	13	47,362	24.67
13	14	48,785	25.41
14+	15+	50,247	26.17

TECHNOLOGY ASSISTANT			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	29,696	21.52
1	2	29,696	21.52
2	3	29,696	21.52
3	4	29,696	21.52
4	5	29,696	21.52
5	6	29,696	21.52
6	7	29,696	21.52
7	8	29,696	21.52
8	9	29,696	21.52
9	10	29,696	21.52
10	11	29,696	21.52
11	12	29,696	21.52
12	13	29,696	21.52
13	14	29,696	21.52
14	15	29,696	21.52
15	16	29,696	21.52
16	17	29,696	21.52
17	18	29,696	21.52
18	19	29,696	21.52
19+	20+	29,696	21.52

SPECIAL EDUCATION BUS DRIVER			
184 DAYS - 4 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	16,902	22.96
1	2	17,217	23.39
2	3	17,529	23.82
3	4	17,856	24.26
4	5	18,219	24.75
5	6	18,579	25.24
6	7	18,938	25.73
7	8	19,303	26.23
8	9	19,674	26.73
9+	10+	20,048	27.24

REGULAR BUS DRIVER			
190 DAYS - 4 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	20,735	27.28
1	2	20,735	27.28
2	3	20,735	27.28
3	4	20,735	27.28
4	5	20,735	27.28
5	6	20,735	27.28
6	7	20,735	27.28
7	8	20,735	27.28
8	9	20,735	27.28
9+	10+	20,735	27.28

Part Time Bus Driver Rate of Pay: \$15.00/hour

SALARY SUPPLEMENTS

Salary Supplements are provided to employees who perform tasks beyond the requirements of their assigned daily schedule. The amount of the salary supplement is based upon the following criteria:

- Years of experience
- Services provided beyond the established contract day and contract year
- Approval of the Principal, Director and Personnel Director
- Completion of an Annual Supplement Intent Form

Salary Supplements are not paid as part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

Supplements will be paid over a 12 month period as approved by the Board of Education.

Academic Supplements For Certified Exempt Employees ONLY

Access Facilitator	Make-Up Testing
Ambassadors	Math Team
Band-Director	Newspaper
Band-Choreographer	Safety Patrol
Band-After School / Summer	Saturday School
Band-Pep	Scholar's Bowl
Bruin Club	SGA
Cable Channel	Spartan Council
Choir-Ensemble	Staff Development-Summer
Choir-Show / Concert	STEM / Robotics
Circle of Friends	Summer School
Debate Team	Summer School - Drivers Ed
Department Head	Supervision
Detention	Supply Store - One Semester
Diamond Dolls	Supply Store - Two Semesters
Drama	Test Coordinator
Extra Class	Theater
Homework	Ticket Sales
Honor Society	Yearbook
Interact Club	Yearbook - Transition
Key Club	Youth Legislature
Lead Teacher	WEB

Athletic Supplements

Athletic Department Duties	HS Football - Assistant Coach - Defense Line Coord
HS Athletic Coordinator - Assistant	HS Football - Assistant Coach - Offense Line Coord
HS Athletics - Bookkeeper	HS Football - Fields - HS
HS Athletics - Gates/Ticket Sales	HS Football - Run Game Coordinator
HS Athletics - Summer/Off Season	Football - Summer/Off Season
Baseball - Assistant Coach	JH Golf - Head Coach
HS Baseball - Fields	HS LaCrosse - Head Coach
Baseball - Head Coach	Soccer - Assistant Coach
Baseball - Summer/Off Season	JH Soccer - Head Coach
Basketball - Assistant Coach	HS Soccer - Boys - Head Coach
Basketball - Head Coach	HS Soccer - Girls - Head Coach
HS Basketball - Summer/Off Season	Soccer - Faculty Sponsor
Bowling - Head Coach	Soccer - Summer/Off Season
HS Cheerleaders - Fall Sports	Softball - Assistant Coach
HS Cheerleaders - Head Coach	Softball - Head Coach
HS Cheerleaders - Stunt Coordinator	HS Softball - Summer/Off Season
HS Cheerleaders - Winter Sports	Swim - Head Coach
JH Cheerleaders - Grade 7 - Fall Sport	JH Tennis - Head Coach
JH Cheerleaders - Grade 7 - Winter Sport	HS Tennis - Head Coach - Boys/Girls
JH Cheerleaders - Grade 8 - Fall Sport	Track - Cross Country - Assistant Coach
JH Cheerleaders - Grade 8 - Winter Sport	Track - Cross Country - Head Coach
JH Cheerleaders - Grade 9 - Fall Sport	JH Track - Cross Country - Summer/Off Season
JH Cheerleaders - Grade 9 - Winter Sport	Track - Indoor - Assistant Coach
JH Cheerleaders - JV Sponsor	Track - Indoor - Head Coach
HS Dorians - Choreographer - Fall	Track - Outdoor - Assistant Coach
HS Dorians - Choreographer - Spring	Track - Outdoor - Head Coach
HS Dorians - Coach - Fall	HS Track - Summer/Off Season
HS Dorians - Coach - Spring	JH Trainer - Winter Sports
HS Dorians - Faculty Sponsor	HS Volleyball - Assistant Coach
JH Drill Team	HS Volleyball - Faculty Sponsor
JH Drill Team - Faculty Sponsor	Volleyball - Head Coach
JH Dance Team	HS Volleyball - Summer/Off Season
Football - Assistant Coach	Wrestling - Assistant Coach
JH Football - Head Coach	Wrestling - Head Coach
JH Football - Line Coordinator	HS Wrestling - Summer/Off Season

Other Supplements Available

- Alabama Association of School Business Officials (AASBO) – Chief School Finance Officer Certificate, Payroll & Personnel Certificate, Local School Certificate, Purchasing & Procurement Certificate - \$1,000 annually per certificate that is applicable to the employee’s job duties - Finance Employees only – CSFO makes determination on what is applicable to the employee’s job.

**Annual Educational Supplements
Finance and Secretarial employees ONLY**

College Credit	Less than 240 Day Employees	240 Day Employees
One Year	650.00	750.00
Two Years	800.00	1,000.00
Three Years	950.00	1,250.00
Four Years (Diploma)	1,100.00	1,500.00

One Year of College Credit is equivalent to thirty-three (33) semester hours or forty-five (45) quarter hours.

Educational Supplements will be paid upon receipt of documentation on the payroll check following verification and approval.

Stipends for Classified Employees ONLY

Overnight Trip - Nurses	100.00	per night
Overnight Trip - Aides	70.00	per night
Zero Class Period - Nurses	2,797.00	annually
On Call - Maintenance	1,000.00	annually
On Call - Nurses	200.00	per weekend