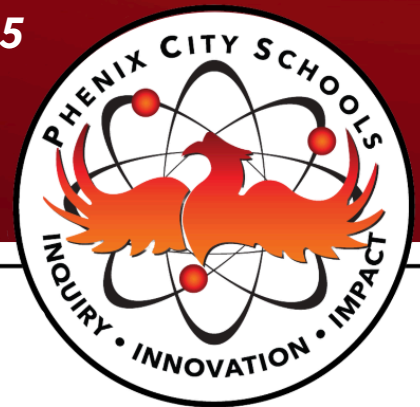


# PHENIX CITY SCHOOLS

## Salary Schedule

*Effective October 1, 2024 - September 30, 2025*



***Dr. Janet Sherrod, Superintendent***

*Mrs. Yolaunda Daniel, Board Chair, District 3*

*Mrs. Katrina Collier-Long, Board Vice-Chair, District 3*

*Dr. KeAnthony Brooks, Board Member, District 2*

*Mr. Elliott Patrick, Board Member, District 2*

*Rev. John Brady Baird, Board Member, District 1*

*Mr. Jonathan Taylor, Board Member, District 1*

*Mrs. Florence W. Bellamy, Board Member at Large*

## Overview

Important notice: The budget for the fiscal year 2025 is based on the following salary schedules.

Phenix City Schools seeks to provide every employee with a level of compensation that is competitive with the marketplace and equitable within the school system. An employee's pay is just one of the many benefits of working for Phenix City Schools.

Prospective and current employees should consider all of the benefits of working for the school system and realize the total value of your job includes the following:

- Each employee, with the exception of the Superintendent, is compensated according to the Board-approved salary schedules within this document.
- PCS contributes \$800 per month, \$9,600 per year, towards the cost of an employee's healthcare.
  - Health, dental, vision, and cancer insurance are available and may be purchased by the employee.
- Retirement: PCS contributes to the annual approved Teachers' Retirement Systems of Alabama rates for Tier I and Tier II employees.
- Employees participating in the Teacher's Retirement System are provided a life insurance policy with no premium cost to the employee.
- Medical flexible spending and dependent daycare accounts are available to employees.
- Sick, personal, and vacation leave are afforded to employees.
- Scheduled non-work time for holidays, spring break, and summer are granted to employees.
- Copious and relevant professional development opportunities are available.
- All teachers are remunerated at 1% above the teacher salary matrix.
- All PCBOE employees have access to preschool services at no cost to the employee.

Each year, in January, all employees receive a Truth in Salary Statement providing the total compensation provided by the Phenix City Board of Education based on the preceding fiscal year.

## **General Information**

### **Introduction**

This salary guide establishes uniform procedures for making decisions regarding wage and salary pertinent to the employees of the Phenix City Board of Education (Board or PCBOE). In adopting this schedule, the Board anticipates that its use will meet certain goals, which are listed below.

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

### **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 occur 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 within this schedule.
2. Certain current employees compensated above this schedule shall remain "grandfathered" 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 "grandfathered" 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. First-year, new to Phenix City Schools, employees may request a first-year 13-month pay schedule. Thereafter, all employees shall be paid in 12 equal monthly installments, regardless of the length of the contract.

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

The case of *Garcia versus San Antonio* reapplied the provisions of the FLSA and its amendments to certain employees in education, in particular, the provision dealing with additional compensation for overtime work. Pursuant to Board Policies 6.83 and 6.87, Principals, Directors, Coordinators, and Supervisors must secure approval, in writing, from the Superintendent before 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 one and one-half times the regular rate at which the employee is actually paid.

## **Reporting Time for Support Employees**

All support (non-exempt) employees are required to record their work hours by using the Time and Attendance app daily. The Fair Labor Standards Act requires we record time for all non-exempt employees. All non-exempt employees are required to clock in 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 (for example: doctor appointment). The time and attendance system integrates with Absence Management (AM). The AM system enters the reason code for each absence as the information is transferred into the automated payroll system. It is essential for employees to both accurately utilize the hand punch device and enter an absence in the AM system.

## **Promotion on the Salary Schedule**

- Movement Between Salary Schedules for Employees
  - In instances where employees are promoted to a position that entails moving from a lower salary schedule to a higher salary schedule, they shall be moved to the equivalent step on the new schedule.
    - Example: A school bookkeeper at Step 7 making \$37,380 applies for an accounting and payroll personnel position. If approved, the employee will move to an accounting and payroll position at Step 7, making \$46,930.00.
- 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 before employment. Job applicants must verify all past job-related experience from their former employers. The determination of such credit shall be based on the criteria listed below:
      - 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's Center, RISE, or other educational programs that serve students eligible for public schools shall be approved as credit for placement on the salary schedule.
      - All teaching/administrative experience gained in all public elementary and secondary schools and/or state or regionally accredited public institutions of higher learning shall be approved as credit for placement on the salary schedule. No teaching/administrative experience gained in private elementary and secondary schools shall be considered for credit for placement on the salary schedule without prior approval of the Superintendent. - Board Policy 6.83
      - Military service shall not be considered for placement on the salary schedule before employment; however, employees returning from a military leave of absence will be given credit for years of service.
      - 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 a 187-day contract; 104 days for a 207-day contract; 121 for a 240-day contract).

- The Superintendent and Director of Human Resources shall have the sole responsibility for determining the exact skills and experience to be credited.

**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) of the previous year's attendance-reporting period.

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

Funding is subject to availability.

	<u>Amount</u>
CSFO/ Director of Human Resources	N/A
Accounting Coordinator	\$1,000
Payroll and Benefits Coordinator	\$1,000
Accounting and Payroll Personnel	\$1,000
Executive Secretary - Human Resources	\$1,000
Secretary/Bookkeeper	\$1,000

Technology Supplements

Cisco Certified Network Associate (CCNA)	\$1,000
Cisco Certified Network Professional (CCNP)	\$1,000
CompTIA Cloud+	\$1,000
Microsoft SQL Server	\$1,000
Microsoft Certifications	\$1,000
Equivalent Certifications	\$1,000

Child Nutrition Program

	<u>Amount per Level</u>
School Nutrition Association (SNA) Certification (max 4 levels)	\$250.00
ServSafe Certification	\$250.00

Special Education Supplements From Special Education Budget

Special Education Teachers	Based on the amount received from ALSDE
Board Certified Behavior Analyst Trainer	\$2000
Registered Behavior Technician Certification	\$1000

### Athletic Supplements

ATHLETIC ADMINISTRATION			
Position	Site	Supplement	Additional Days
Athletic Director - Negotiable	CHS	Negotiated	53
Associate Athletic Director	CHS		
BASEBALL			
Head Baseball Coach - Negotiable	CHS	Negotiated	53
Varsity Assist. Head Coach	CHS	\$6,000	
V Assistant Coach	CHS	\$5,000	
V Assistant Coach	CHS	\$5,000	
JV Head Coach	CHS	\$4,500	
JV Assistant Coach	CHS	\$4,000	
9th Head Coach	CFA	\$4,000	
9th Assistant Coach	CFA	\$3,500	
7th/8th Head Coach	SGS	\$4,000	
7th/8th Assistant Coach	SGS	\$3,500	
Baseball Operations		\$500	
BASKETBALL			
Varsity Boys Coach - Negotiable	CHS	Negotiated	53
Varsity Assist. Head Coach	CHS	\$6,000	
JV Head Boys Coach	CHS	\$4,500	
JV Head Boys Coach Assist	CFA	3500	
9th Boys Head Coach	CFA	\$4,000	
8th Boys Head Coach	SGS	\$4,000	
7th Boys Head Coach	PCIS	\$4,000	
8th Boys Assist Coach	CFA	\$3500	
Varsity Girls Head Coach - Negotiable	CHS	Negotiated	53
Varsity Assist. Head Coach	CHS	\$6,000	
JV Girls Head Coach	CHS	\$4,500	
7th & 8th Girls Head Coach	SGS	\$4,000	
7th & 8th Girls Assist. Head Coach	SGS	\$3,500	
Boys Basketball Operations		\$500	

Girls Basketball Operations		\$500	
<b>CHEERLEADING</b>			
7th - 12th Grade Competition	CHS	\$3,500	
7th - 12th Grade Competition	CHS	\$3,500	
Varsity Football	CHS	\$2,050	
Varsity Basketball	CHS	\$2,050	
JV Football (Home and Away - Travel Required)	CFA	\$1,550	
JV Basketball (Cheer at Home Games Only - No travel).	CFA	\$1,000	
8th Football (Home and Away - Travel Required)	SGS	\$1,550	
7th Football (Home and Away - Travel Required)	PCIS	\$1,550	
<b>CROSS COUNTRY</b>			
Varsity Boys Head Coach 7-12	CHS	\$2,050	
Varsity Girls Head Coach 7-12	CHS	\$2,050	
<b>DANCE TEAM</b>			
Head DT (Gr. 9-12)	CHS	\$5,050	12-Month*
Junior High Head DT (Gr. 7-8) (Dance only at Home Games - No Travel Required)	SGS	\$1,050	
<b>E-Sports</b>			
Varsity Head	CHS	\$2,050	
<b>FOOTBALL</b> *(Assistant coaches in four parts: Fall, Winter, Spring, and Summer)			
Varsity Head - Negotiable	CHS	Negotiated	53
Asst. Head Coach (Yr. 1-\$8250 thru Yr. 5+ = \$10,250)	CHS	\$8250 - \$10,250	53
Off. Coor. (Yr. 1-\$7750 thru Yr. 5+ = \$9750)	CHS	\$7,750 - \$9,750	
Def. Coor. (Yr. 1-\$7750 thru Yr. 5+ = \$9750)	CHS	\$7,750 - \$9,750	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	

Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,550	
Asst. Coach	CHS	\$6,500	
Videographer	CHS	\$2,000	
Football Operations		\$6,500	
9th Grade Head	CFA	\$6,550	
9th Assistant	CFA	\$4,050	
9th Assistant	CFA	\$4,050	
9th Assistant	CFA	\$4,050	
9th Assistant	CFA	\$4,050	
9th Assistant	CFA	\$4,050	
8th Grade Head	SGS	\$6,550	
8th Assistant	SGS	\$3,050	
8th Assistant	SGS	\$3,050	
8th Assistant	SGS	\$3,050	
8th Assistant	SGS	\$3,050	
7th Grade Head	PCIS	\$6,550	
7th Assistant	PCIS	\$3,050	
7th Assistant	PCIS	\$3,050	
7th Assistant	PCIS	\$3,050	
7th Assistant	PCIS	\$3,050	
Technology Coordinator (Video Board)	CHS	\$1,000	

<b>GOLF</b>			
Varsity Boys	CHS	\$2,050	
JV Boys	CHS	\$1,550	
Varsity Girls	CHS	\$2,050	
JV Girls	CHS	\$1,550	
PCIS Golf Club	PCIS	\$750	
<b>SOCCER</b>			
Varsity Boys	CHS	\$5,050	
JV Boys	CHS	\$2,550	
Varsity Girls	CHS	\$5,050	
JV Girls	CHS	\$2,500	
<b>SOFTBALL</b>			
Head Softball Coach - Negotiable	CHS	Negotiated	53
Varsity Assist. Head Coach	CHS	\$6,000	
V Assistant Coach	CHS	\$5,000	
Head Coach (JV)	CHS	\$4,500	
Assistant (JV)	CHS	\$4,000	
Head Coach(Middle School)	CHS	\$4,000	
Assistant (Middle School)	CHS	\$3,500	
Softball Operations		\$500	
<b>TENNIS</b>			
Varsity Boys	CHS	\$2,050	
JV Boys	CHS	\$1,550	
Varsity Girls	CHS	\$2,050	
JV Girls	CHS	\$1,550	
<b>TRACK</b>			
Varsity Head Coach (10-M)	CHS	\$5,050	15
Varsity Assistant Boys	CHS	\$2,550	
Varsity Assistant Girls	CHS	\$2,550	
Varsity Assistant	CHS	\$2,550	
8th Grade Boys	SGS	\$1,550	
8th Grade Girls	SGS	\$1,550	

7th Grade Boys	PCIS	\$1,550	
7th Grade Girls	PCIS	\$1,550	
<b>TRAINER</b>			
Athletic Trainer (Head)	CHS	\$7,621	53
Athletic Trainer	CHS	\$8,550	
<b>VOLLEYBALL</b>			
Varsity Head Coach	CHS	\$5,050	
Varsity Assistant Coach	CHS	\$2,550	
7th & 8th Head Coach	SGS	\$2,050	
7th & 8th Assistant Coach	SGS	\$1,550	
<b>WRESTLING</b>			
Varsity Head Coach (Boys and Girls)	CHS	\$5,050	
Varsity Assistant Coach	CHS	\$2,550	
JV Head Coach	CFA	\$2,550	
JV Assistant Coach	CFA	\$2,050	
Assistant Coach	CHS	\$2,050	
<b>GIRLS FLAG FOOTBALL</b>			
Girls Head Coach Team 1	CHS	\$2,050	
Assistant Coach Team 1	CHS	\$1,550	
Girls Head Coach Team 2	CHS	\$2,050	
Assistant Coach Team 2	CHS	\$1,550	

Football Supplements for Assistant Coaches

Fall (August 1- December 31)	\$3,000
Winter (January 1 - March 31)	\$1,000
Spring (April 1 - May 31)	\$1,000
Summer (June 1 - July 31)	\$1,500

## **Athletic Incentives**

Once a team advances to the semi-final round of playoffs, it will qualify for athletic incentives. Payoffs are defined as the winning team advancing to the next round while the losing team does not. Coaches will qualify for the one-time incentive at the team's highest level.

### **State Championship Playoffs**

#### **Winner**

- The assistant coach(es), head cheerleading sponsor, band director, and auxiliary sponsor will each receive \$750.00.

#### **Runner-Up**

- The assistant coach(es), head cheerleading sponsor, band director, and auxiliary sponsor will each receive \$500.00.

### **Semi-Final Playoffs**

- The assistant coach(es), head cheerleading sponsor, band director, and auxiliary sponsor will each receive \$500.00.

### **Special Notes, Terms and Conditions**

- Head coaches and athletic directors are not eligible for incentives, as their contracts are negotiated.
- Coaches and sponsors MUST participate in EVERY contest to be eligible for the incentive.
- Schools must play the minimum number of contests/games listed on the annual sports calendar issued by the Alabama High School Athletic Association.
- The number of incentives paid will be equal to the number of supplements provided by the Department of Human Resources for each sport.
- At the beginning of each season, the athletic director will submit the list of all eligible coaches for the incentives and their current positions for each sport.
- The athletic director will tabulate each incentive and submit it to the Assistant Superintendent for Administration and Operations for approval.
- Band Directors will submit the name of the auxiliary sponsor at the beginning of each season.
- All incentives will be submitted by the athletic director to the Superintendent for approval.
- Funding is subject to availability.

<b>Co-Curricular and Extra Curricular FY 2025</b>		
<b>Position</b>		<b>Supplement</b>
Director of Bands	CHS	\$10,000
SGS Band / Percussion	CHS	\$7,000
PCIS Band	CHS	\$7,000
CHS Band Assistant	CHS	\$7,000
Majorette/Color Guard	CHS	\$2,000
Majorette/Color Guard	CHS	\$2,000
Band Assistant (General)	CHS	\$2,000
Chorus/Drama	CHS	\$3,500
Drama	CHS	\$2,000
Drama	CHS	\$2,000
Math Team	CHS	\$1,500
Prom Sponsor	CHS	\$1,500
ROTC Drill Team	CHS	\$1,500
ROTC Drill Team	CHS	\$1,500
Culinary Arts Sponsor	CHS	\$3,000
CHS Test Coordinator	CHS	\$3,000
Page One Sponsor	CHS	\$1,500
Engineering Team	CHS	\$1,500
Robotics Club	CHS	\$1,500
National Tech Honor Society	CHS	\$1,500
Science Fair	CHS	\$1,500
Beta Club	CHS	\$1,500
MTSS	CHS	\$500
<b>Central Freshman Academy</b>		
Yearbook CFA	CFA	\$1,500
ROTC Drill Team	CFA	\$1,500

Science Fair Sponsor	CFA	\$500
Math Team	CFA	\$1,500
Beta Club	CFA	\$750
MTSS	CFA	\$500
<b>South Girard School</b>		
SGS Yearbook	SGS	\$1,500
SGS Drama	SGS	\$1,500
SGS Chorus	SGS	\$1,500
SGS Art	SGS	\$1,500
SGS STEM	SGS	\$750
Robotics Sponsor	SGS	\$750
SGS Science Fair	SGS	\$500
SGS Math Team	SGS	\$750
SGS Beta Club Sponsor	SGS	\$750
MTSS	SGS	\$500
<b>Phenix City Intermediate</b>		
PCIS Math Team (7th)	PCIS	\$750
PCIS Math Team (6th)	PCIS	\$750
PCIS Yearbook	PCIS	\$1,500
PCIS Drama	PCIS	\$1,500
PCIS Chorus	PCIS	\$1,500
PCIS Art	PCIS	\$1,500
PCIS Science Fair	PCIS	\$500
Robotics Sponsor	PCIS	\$750
Beta Club Sponsor	PCIS	\$750
Beta Club Sponsor	PCIS	\$750
MTSS	PCIS	\$500

<b>Elementary Robotics</b>		\$750
<b>Green/Electric Car</b>		
Elementary Green Car Sponsor		\$750
Secondary Electric Car Sponsor		\$750
<b>Elementary Beta</b>		\$500
<b>Elementary MTSS Sponsor</b>		\$500

### **Co-Curricular and Extra Curricular Incentives**

Once a co-curricular and/or extracurricular team wins beyond a local competition And an academic team goes to the semi-final round of playoffs, it will qualify for athletic incentives. Payoffs are defined as the winning team advancing to the next round while the losing team does not. Coaches will qualify for the one-time incentive at the team's highest level.

#### **World Competition**

##### **Winner**

- Sponsor (s) will receive \$750.00

##### **Runner-Up**

- Sponsor (s) will receive \$500.00

#### **National Competition**

##### **Winner**

- Sponsor (s) will receive \$650.00

##### **Runner-Up**

- Sponsor (s) will receive \$400.00

#### **State Competition**

##### **Winner**

- Sponsor (s) will receive \$550.00

##### **Runner-Up**

- Sponsor (s) will receive \$300.00

#### **Regional Competition**

##### **Winner**

- Sponsor (s) will receive \$450.00

##### **Runner-Up**

- Sponsor (s) will receive \$200.00

#### **Special Notes, Terms and Conditions**

- This only applies to sponsors receiving supplements.
- Sponsors MUST participate in EVERY contest to be eligible for the incentive.
- The number of incentives paid will be equal to the number of supplements provided by the Department of Human Resources for each co-curricular and extracurricular activity.
- At the beginning of each academic year, the principal will submit the list of all eligible sponsors for the incentives and their current positions for each activity.
- The principal will tabulate each incentive and submit it to the Executive Director of Teaching and Learning for approval.
- All incentives will be submitted by the Executive Director of Teaching and Learning to the Superintendent for approval.

\*\*Funding is subject to availability.

### **Sign-On Bonuses**

To recruit and retain high-quality, certified teachers, Phenix City Schools (PCS) will offer sign-on bonus incentives during the first two years of instruction for certified teachers hired for the new school year before June 1st.

Certified employees hired will receive a \$2,000.00 sign-on bonus paid with local funds. In addition, those certified with a Certificate in any area other than Emergency Certificates will receive an additional \$2,000.00 contingent on the availability of Title II funds. Certified employees hired to work at targeted schools (PCIS, PCES, RES, SGS) will also receive \$2,000.00 contingent on the availability of Title I funds. Payments will be made quarterly in August and November for the first two years of employment.

If an employee does not complete a full contracted year, then their payout will be prorated based on the percentage of the contract completed.

### **Mentor Payments**

Each year, Phenix City Schools contracts effective veteran teachers to serve as mentors to novice teachers during their first two years of employment. Mentors are to be paid \$500.00 per semester for two semesters, provided they complete the minimum required assignments and meetings with their mentees. The mentor teachers provide ongoing support to mentees in classroom management, lesson planning, grading, teaching special populations, and ensuring students' academic progress.

### Professional Development Pay

To promote highly effective and knowledgeable instructional staff, support staff, and district leadership, Phenix City Schools employees are compensated for professional learning attended in support of Phenix City Schools' initiatives.

Levels	Types of Professional Learning	Description	Certified	Classified
4	Learning Recovery Pandemic-Related	Performance Necessary Due to Covid 19	Proportionate to T. Rate of \$41/hr.	Proportionate to T. Rate of \$41/hr.
3	Employee Hourly Rate	Training with Product Development and Turn-Around Requirements	Employee Hourly Rate	Employee Hourly Rate
2	Set Rate Established by PCBOE	Required Training by PCS	\$30/hr.	Employee Hourly Rate
1	Voluntary	Training	NA	NA

### Instructional Advancement Team Pay

Highly effective and knowledgeable Phenix City Schools' teachers are selected after each school year to engage in orientation and training sessions for assigned core content pacing guide and learning target development, common assessment creation, and benchmark development over the summer. These teachers are also tasked with providing turn-around training and support for other teachers throughout the school year. These teachers are paid their hourly rate for the hours of participation for their work as team members for Instructional Advancement. Total paid hours are dependent on the amount of courses:

- 3 full/6 half days for core area teachers of one subject
- 4 full/8 half days for core area teachers of two or more subjects
- 4 full/8 half days for specialty areas with new course planning

**Summer Learning (Per Hour)**

Funding is subject to availability

<b>Positions</b>	
Administrative Intern	\$55.00
Classroom Teacher	\$50.00
Edgenuity Teacher	\$35.00
Instructional Coach	\$50.00
EL Teacher	\$50.00
Arts/CTE Teacher	\$50.00
Paraprofessional	\$24.10
Social Worker/Attendance Supervisor	\$50.00
Nurse	\$50.00
School Secretary/Receptionist	\$26.50
Custodian	\$19.30
Bus Driver	\$32.60

## Substitute Teacher Pay Scale

### **Non-Certified Substitute - Holds current AL Substitute Teacher License**

- HS Diploma or Associates Degree or equivalent \$90.00/day
- BS or Higher or Expired Teaching Certificate \$100.00/day

### **Certified Substitute**

- Holds current Teaching Certificate \$110.00/day

### **Long-Term (10 Consecutive days or more)**

- HS Diploma or Associates Degree or equivalent \$100.00/day
- BS or Higher or Expired Teaching Certificate \$120.00/day
- Holds current Teaching Certificate \$150.00/day
- Retired and holds current Teaching Certificate \$170.00/day

### **Substitutes Support Staff**

Custodian / Maintenance / CNP Worker Substitute \$11.67 an hour

### **Nurse Substitute**

- Registered Nurse (RN) \$220.00/day
- Licensed Practical Nurse (LPN) \$170.00/day

### **Bus Driver Substitute**

\$17.00 an hour

### **Substitutes Administrators**

Substitute Administrator (Expired Certifications) \$150.00/day

### **Certified Substitute Administrator**

\$195.00/day

(Holds current Administrator Certification)

### **Long-Term Substitute Administrator**

\$220.00/day

Longer than 5 consecutive days (Holds current Administrator Certification)

## **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 organization (HMO) as an alternative to Blue Cross/Blue Shield.
  - Effective October 1, 2005, Act 2004-646 of the Alabama Legislature required 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, the employee must 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 medical-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 employee's responsibility to notify PEEHIP immediately when their tobacco usage status changes. 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, claims, and other related expenses. Members and their covered spouses enrolled in the PEEHIP BCBS Health Plan must complete the applicable wellness activities by August 31 each year 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 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. These supplements may be purchased separately. Employees should consult the Public Education Employees' Health Insurance Plan Member Handbook for the allocation amounts.
- **VSP (Administered by American Fidelity Assurance Company)**
  - PCS offers this alternative vision care insurance plan at a cost to regular full-time employees. This coverage provides you and your family with access to savings and personalized vision care from a VSP network doctor.
- **Southland Insurance Company**
  - At a cost to regular full-time employees, PCS offers dental, vision, cancer, and indemnity policies if hospital insurance is not elected.
- **Pre-Tax Cafeteria (Section 125 Plan) - American Fidelity Assurance Company and PEEHIP**
  - A pre-tax cafeteria (Section 125 Plan) plan is administered for the employee purchase of hospital and supplemental insurance and is available to employees.

- Amounts 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.
- All of the above costs are subject to change from year to year.
- **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%.
      - If you have any service prior to January 1, 2013, you will be classified as a Tier 1 participant.)
    - Tier 2 employee contributions are 6.2%.
      - Members hired on or after January 1, 2013, are classified as Tier 2 participants.

## Additional Notes

- To compute the additional length of contracts, use the appropriate schedule, determine the daily rate of the employee, and multiply the daily rate by the number of contract days (i.e. 187, 192, 197, 202, 207, 222, and 240-day contracts).
- Some former classified schedules did not include a step increase beyond year 11. The new proposed schedule includes a step increase through year 27 (certified) and 36 (classified).
- Advanced degrees (Masters and beyond), whether personnel are certified or classified, may be applied to the corresponding pay schedule if fully acquired prior to July 1, 2017.
  - For the advanced degree to be recognized for additional pay, the degree must have been earned from a senior institution that held regional accreditation at the level of the degree earned (e.g., master's degree, specialist degree) at the time the degree was earned. The regional accrediting agencies are as follows:
    - Southern Association of Colleges and Schools (SC)
    - New England Association of Schools and Colleges (EH)
    - Northwest Commission on Colleges and Universities (NW)
    - Middle State Commission on Higher Education (M)
    - Western Association of Schools and Colleges (WC)
    - Higher Learning Commission of the North Central Association of Colleges and Schools (NH)
  - Certified persons who earned an advanced degree after July 1, 2017, may earn pay for an advanced degree, provided the advanced degree correlates with the subjects/area assigned. A correlation of acceptable certificates may be viewed at the [degree correlation link](#).
  - Classified persons who earned an advanced degree after July 1, 2017, may earn pay for an advanced degree, provided the advanced degree correlates with the subjects/area assigned. The superintendent will determine if the correlation exists and is applicable.

### **Salary Schedule Placement and Years Equivalent**

All classified employees are placed on a “step” system.

- Persons with no previous public school experience shall be placed at Step 1.
  - If the employee was hired prior to the 50% mark of their contract, the employee will be moved to Step 2 per the new contract period. See the example below.
    - A custodian’s employment date is December 1 and is placed at Step 1.
    - The custodian is renewed and is placed at Step 2 on August 1, 2022.
  - If the employee were not hired prior to the 50% mark of their contract, the employee would repeat Step 1 per the new contract period. See the example below.

- A custodian's employment date is March 1 and is placed at Step 1.
- The custodian is renewed and is placed at Step 1 on August 1, 2022.

**No Degree Required (NDR)**

- Positions that do not require a degree are denoted as NDR. For these positions, degrees of education are not applicable.

## TABLE OF CONTENTS

<b>TITLE</b>
<b><u>ESC CERTIFIED EMPLOYEES</u></b>
<a href="#"><u>Assistant Superintendent</u></a>
<a href="#"><u>Executive Director</u></a>
<a href="#"><u>Director</u></a>
<a href="#"><u>Coordinator</u></a>
<b><u>SCHOOL CERTIFIED EMPLOYEES</u></b>
<a href="#"><u>Principal Grades 10-12</u></a>
<a href="#"><u>Principal Grades 8 and 9</u></a>
<a href="#"><u>Principal Grades 6-7</u></a>
<a href="#"><u>Principal Grades K-5</u></a>
<a href="#"><u>Assistant Principal</u></a>
<a href="#"><u>Teacher, School Counselor, and Library Media Specialist</u></a>
<a href="#"><u>TEAMS Teacher</u></a>
<b><u>ESC ACCOUNTING CLASSIFIED EMPLOYEES</u></b>
<a href="#"><u>Chief School Financial Officer (CSFO)</u></a>
<a href="#"><u>Payroll Coordinator</u></a>
<a href="#"><u>Accounting Coordinator</u></a>
<a href="#"><u>Accounting and Payroll Personnel</u></a>
<b><u>ESC MAINTENANCE CLASSIFIED EMPLOYEES</u></b>
<a href="#"><u>Non Certified, Certified, Non Licensed, Licensed, and Supervisor</u></a>
<b><u>ESC SPECIALIST, SUPERVISOR, AND ADMINISTRATOR CLASSIFIED EMPLOYEES</u></b>

<a href="#">Public Relations Specialist, Supervisor, and Network Administrator</a>
<b><a href="#">ESC SUPPORT STAFF CLASSIFIED EMPLOYEES</a></b>
<a href="#">CNP Field Manager, Bus Route Specialist, and Executive Secretary</a>
<a href="#">Human Resources Specialist</a>
<a href="#">Receptionist</a>
<a href="#">Education Screening Technician</a>
<b><a href="#">ESC TECHNOLOGY CLASSIFIED EMPLOYEES</a></b>
<a href="#">Data Analyst</a>
<a href="#">Technician</a>
<b><a href="#">ESC TRANSPORTATION EMPLOYEES</a></b>
<a href="#">Bus Driver</a>
<a href="#">Shop Assistant, Mechanic, and Shop Foreman</a>
<b><a href="#">SCHOOL BOOKKEEPING AND CLERICAL CLASSIFIED EMPLOYEES</a></b>
<a href="#">School Bookkeeper Grades 6-12 or School Bookkeeper/Secretary Grades K-5</a>
<a href="#">School Bookkeeper Grades K-5</a>
<a href="#">School Bookkeeper Grades K-12 or School Bookkeeper/Secretary Grades K-5</a>
<a href="#">School Secretary/Registrar K-12</a>
<a href="#">School Secretary</a>
<a href="#">School Secretary/Registrar K-12 or Registrar/Attendance Grades 10-12</a>
<a href="#">School Receptionist</a>
<b><a href="#">SCHOOL CNP CLASSIFIED EMPLOYEES</a></b>
<a href="#">CNP Manager (Large School)</a>

<a href="#"><u>CNP Manager (Medium School)</u></a>
<a href="#"><u>CNP Manager (Small School)</u></a>
<a href="#"><u>CNP Assistant Manager</u></a>
<a href="#"><u>CNP Worker</u></a>
<b>TITLE</b>
<b><u>SCHOOL CUSTODIAN CLASSIFIED EMPLOYEES</u></b>
<a href="#"><u>School Custodian</u></a>
<b><u>SCHOOL HEALTH CARE</u></b>
<a href="#"><u>School Nurse and Lead Nurse</u></a>
<b><u>SCHOOL MAINTENANCE</u></b>
<a href="#"><u>School Maintenance Person</u></a>
<b><u>PARAPROFESSIONALS</u></b>
<a href="#"><u>Paraprofessional</u></a>
<a href="#"><u>Behavioral Support Paraprofessional</u></a>
<a href="#"><u>STEAM Paraprofessional</u></a>
<b><u>CAREER TECH CAREER COACH</u></b>
<a href="#"><u>Career Tech Coach</u></a>

## ESC CERTIFIED EMPLOYEES

### **Assistant Superintendent**

#### ***Base Salary***

The base salary for an Assistant Superintendent shall be calculated by placing them on the Teacher's Salary Schedule, considering 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 240 days to determine the Assistant Superintendent's annual base salary.

#### ***Example***

The base salary for an Assistant Superintendent with Rank IAA/16 years of experience shall be  $\$70,254/187 \text{ days} = \$375.69$  (daily rate)  $\times 240 \text{ days} = \$90,166$ .

#### ***Administrative Experience Supplement***

The experience supplement for an Assistant Superintendent shall be determined by multiplying the years of administrative experience by \$154. The amount of credit shall be the total number of years of administrative experience completed.

#### ***Example***

The above Assistant Superintendent with eight years of experience shall earn  $\$90,166 + \$1,232 = \$91,398$ .

#### ***Responsibility Factor Supplement***

Assistant Superintendent	<u>Factor</u>
	1.45

#### ***Example***

The above Assistant Superintendent shall earn  $\$91,398 \times 1.45 = \$132,527$

#### ***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.

## **Executive Director**

### ***Base Salary***

The base salary for an Executive Director shall be calculated by placing them on the Teacher's Salary Schedule, considering 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 240 days to determine the Executive Director's annual base salary.

### ***Example***

The base salary for an Executive Director with Rank IAA and 16 years of experience is \$70,254/187 days = \$375.69 (daily rate) x 240 days = \$90,166.

### ***Administrative Experience Supplement***

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

### ***Example***

The above Executive Director with eight years of experience shall earn \$90,166 + \$1,232 = \$91,398.

### ***Responsibility Factor Supplement***

Executive Director	<u>Factor</u>
	1.25

### ***Example***

The above Executive Director shall earn \$91,398 X 1.25 = \$114,248

### ***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.

**Director**

***Base Salary***

The base salary for a Director shall be calculated by placing them on the Teacher’s Salary Schedule, considering 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 240 days to determine the Director’s annual base salary.

***Example***

The base salary for a Director with Rank IAA/16 years of experience shall be  $\$70,254/187 \text{ days} = \$375.69$  (daily rate) x 240 days =  $\$90,166$ .

***Administrative Experience Supplement***

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

***Example***

The above Director with eight years of experience shall earn  $\$90,166 + \$1,232 = \$91,398$ .

***Responsibility Factor Supplement***

Director	<u>Factor</u>
	1.20

***Example***

The above Director shall earn  $\$91,398 \times 1.20 = \$109,678$

***Step Raise***

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.

**Initial Placement:** The placement on the Teachers’ Salary Schedule for non-educational Central Office Directors 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. After initial placement, the employee’s salary will be in accordance with the Director's Salary Schedule.

**Coordinator**

<b>COORDINATOR</b>				
<b>240-Day Contract</b>				
<b>Years Experience as Principal, Coordinator, Director, or Higher</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$75,341.00	\$86,643.00	\$91,510.00	\$96,349.00
3 but less than 6	\$76,848.00	\$88,376.00	\$93,340.00	\$98,276.00
6 but less than 9	\$78,385.00	\$90,143.00	\$95,208.00	\$100,242.00
9 but less than 12	\$79,953.00	\$91,946.00	\$97,112.00	\$102,247.00
12 but less than 15	\$81,551.00	\$93,785.00	\$99,054.00	\$104,291.00
15 but less than 18	\$83,183.00	\$95,660.00	\$101,035.00	\$106,378.00
18 but less than 21	\$84,847.00	\$97,573.00	\$103,056.00	\$108,505.00
21 but less than 24	\$86,543.00	\$99,524.00	\$105,117.00	\$110,675.00
24 but less than 27	\$88,274.00	\$101,516.00	\$107,219.00	\$112,889.00
27 but less than 30	\$90,039.00	\$103,546.00	\$109,363.00	\$115,147.00
30 but less than 33	\$91,840.00	\$105,616.00	\$111,550.00	\$117,450.00
33 but less than 36	\$93,677.00	\$107,729.00	\$113,781.00	\$119,799.00

If applicable, a \$6,000 supplement will be added annually to the designated lead coordinator in a specialized area.

## SCHOOL CERTIFIED EMPLOYEES

### Principal (Grades 10-12)

<b>HIGH SCHOOL PRINCIPAL (10-12)</b>			
<b>240-Day Contract</b>			
<b>Years Experience as Principal, Coordinator, Director, or Higher</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$130,671.00	\$135,540.00	\$140,378.00
3 but less than 6	\$133,283.00	\$138,250.00	\$143,186.00
6 but less than 9	\$135,950.00	\$141,015.00	\$146,049.00
9 but less than 12	\$138,669.00	\$143,834.00	\$148,970.00
12 but less than 15	\$141,442.00	\$146,712.00	\$151,949.00
15 but less than 18	\$144,270.00	\$149,646.00	\$154,988.00
18 but less than 21	\$147,156.00	\$152,639.00	\$158,088.00
21 but less than 24	\$150,099.00	\$155,692.00	\$161,250.00
24 but less than 27	\$153,102.00	\$158,806.00	\$164,475.00
27 but less than 30	\$156,164.00	\$161,981.00	\$167,765.00
30 but less than 33	\$159,288.00	\$165,221.00	\$171,120.00
33 but less than 36	\$162,473.00	\$168,525.00	\$174,541.00

**Principal (Grades 8 and 9)**

<b>Junior High - Freshman School Principal (Grades 8-9)</b>			
<b>240-Day Contract</b>			
<b>Years Experience as Principal, Coordinator, Director, or Higher</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$101,169.00	\$106,036.00	\$110,875.00
3 but less than 6	\$103,192.00	\$108,157.00	\$113,093.00
6 but less than 9	\$105,255.00	\$110,320.00	\$115,355.00
9 but less than 12	\$107,361.00	\$112,526.00	\$117,662.00
12 but less than 15	\$109,507.00	\$114,777.00	\$120,015.00
15 but less than 18	\$111,698.00	\$117,074.00	\$122,414.00
18 but less than 21	\$113,932.00	\$119,415.00	\$124,863.00
21 but less than 24	\$116,211.00	\$121,802.00	\$127,360.00
24 but less than 27	\$118,535.00	\$124,238.00	\$129,907.00
27 but less than 30	\$120,906.00	\$126,724.00	\$132,505.00
30 but less than 33	\$123,324.00	\$129,257.00	\$135,156.00
33 but less than 36	\$125,789.00	\$131,842.00	\$137,859.00

**Middle School Principal (Grades 6-7)**

<b>MIDDLE SCHOOL PRINCIPAL (6-7)</b>			
<b>240-Day Contract</b>			
<b>Years Experience as Principal, Coordinator, Director, or Higher</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$103,332.00	\$108,201.00	\$113,039.00
3 but less than 6	\$105,399.00	\$110,365.00	\$115,299.00
6 but less than 9	\$107,507.00	\$112,572.00	\$117,607.00
9 but less than 12	\$109,657.00	\$114,823.00	\$119,958.00
12 but less than 15	\$111,850.00	\$117,119.00	\$122,357.00
15 but less than 18	\$114,088.00	\$119,461.00	\$124,804.00
18 but less than 21	\$116,370.00	\$121,851.00	\$127,300.00
21 but less than 24	\$118,696.00	\$124,288.00	\$129,846.00
24 but less than 27	\$121,070.00	\$126,775.00	\$132,443.00
27 but less than 30	\$123,491.00	\$129,309.00	\$135,093.00
30 but less than 33	\$125,962.00	\$131,895.00	\$137,795.00
33 but less than 36	\$128,481.00	\$134,533.00	\$140,551.00

**Elementary Principal (Grades K-5)**

<b>ELEMENTARY PRINCIPAL (K-5)</b>			
<b>240-Day Contract</b>			
<b>Years Experience as Principal, Coordinator, Director, or Higher</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$95,759.00	\$100,626.00	\$107,629.00
3 but less than 6	\$97,674.00	\$102,639.00	\$109,781.00
6 but less than 9	\$99,626.00	\$104,692.00	\$111,979.00
9 but less than 12	\$101,620.00	\$106,786.00	\$114,217.00
12 but less than 15	\$103,652.00	\$108,922.00	\$116,502.00
15 but less than 18	\$105,724.00	\$111,099.00	\$118,831.00
18 but less than 21	\$107,840.00	\$113,321.00	\$121,209.00
21 but less than 24	\$109,997.00	\$115,588.00	\$123,632.00
24 but less than 27	\$112,197.00	\$117,900.00	\$126,105.00
27 but less than 30	\$114,441.00	\$120,258.00	\$128,627.00
30 but less than 33	\$116,729.00	\$122,663.00	\$131,200.00
33 but less than 36	\$119,065.00	\$125,116.00	\$133,824.00

**Assistant Principal**

<b>Assistant Principals</b>			
<b>240-Day Contract</b>			
<b>Years Experience as Principal, Coordinator, Director, or Higher</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$83,396.00	\$88,265.00	\$93,412.00
3 but less than 6	\$85,065.00	\$90,029.00	\$95,280.00
6 but less than 9	\$86,766.00	\$91,831.00	\$97,186.00
9 but less than 12	\$88,501.00	\$93,668.00	\$99,130.00
12 but less than 15	\$90,270.00	\$95,540.00	\$101,112.00
15 but less than 18	\$92,076.00	\$97,451.00	\$103,134.00
18 but less than 21	\$93,918.00	\$99,401.00	\$105,197.00
21 but less than 24	\$95,796.00	\$101,388.00	\$107,301.00
24 but less than 27	\$97,712.00	\$103,416.00	\$109,447.00
27 but less than 30	\$99,666.00	\$105,484.00	\$112,237.00
30 but less than 33	\$101,659.00	\$107,841.00	\$115,636.00
33 but less than 36	\$103,692.00	\$111,109.00	\$119,139.00

**Teacher**

<b>TEACHER, COUNSELOR, AND LIBRARY MEDIA SPECIALIST</b>				
<b>Teacher 187-Day Contract</b>				
<b>Years Experience</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
Less than 3	\$48,076.00	\$52,394.00	\$56,495.00	\$60,595.00
3 but less than 6	\$50,112.00	\$57,629.00	\$62,139.00	\$66,657.00
6 but less than 9	\$52,310.00	\$60,154.00	\$64,879.00	\$69,570.00
9	\$53,890.00	\$61,972.00	\$66,839.00	\$71,672.00
10	\$54,427.00	\$62,591.00	\$67,506.00	\$72,388.00
11	\$54,972.00	\$63,217.00	\$68,181.00	\$73,111.00
12	\$55,522.00	\$63,849.00	\$68,863.00	\$73,842.00
13	\$56,077.00	\$64,486.00	\$69,553.00	\$74,580.00
14	\$56,638.00	\$65,132.00	\$70,247.00	\$75,327.00
15	\$57,204.00	\$65,784.00	\$70,950.00	\$76,080.00
16	\$57,776.00	\$66,441.00	\$71,660.00	\$76,841.00
17	\$58,354.00	\$67,105.00	\$72,377.00	\$77,609.00
18	\$58,938.00	\$67,776.00	\$73,101.00	\$78,384.00
19	\$59,526.00	\$68,454.00	\$73,832.00	\$79,168.00
20	\$60,122.00	\$69,139.00	\$74,569.00	\$79,961.00
21	\$60,723.00	\$69,830.00	\$75,316.00	\$80,761.00
22	\$61,330.00	\$70,529.00	\$76,067.00	\$81,568.00
23	\$61,943.00	\$71,233.00	\$76,829.00	\$82,383.00
24	\$62,563.00	\$71,946.00	\$77,597.00	\$83,207.00
25	\$63,189.00	\$72,665.00	\$78,373.00	\$84,039.00
26	\$63,820.00	\$73,392.00	\$79,157.00	\$84,879.00
27	\$64,459.00	\$74,126.00	\$79,949.00	\$85,729.00
28	\$65,104.00	\$74,867.00	\$80,747.00	\$86,585.00
29	\$65,755.00	\$75,616.00	\$81,555.00	\$87,452.00

30	\$66,412.00	\$76,372.00	\$82,371.00	\$88,327.00
31	\$67,076.00	\$77,136.00	\$83,195.00	\$89,208.00
32	\$67,748.00	\$77,907.00	\$84,027.00	\$90,101.00
33	\$68,424.00	\$78,686.00	\$84,867.00	\$91,003.00
34	\$69,108.00	\$79,473.00	\$85,716.00	\$91,913.00
35+	\$69,800.00	\$80,268.00	\$86,572.00	\$92,831.00

**TEAMS Teacher**

<b>TEAMS TEACHER</b>				
<b>TEAMS 189-Day Contract</b>				
<b>Years Experience</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
0	\$51,026.00	\$57,858.00	\$61,959.00	\$66,059.00
1	\$54,623.00	\$62,816.00	\$67,732.00	\$72,651.00
2	\$57,542.00	\$66,169.00	\$71,368.00	\$76,527.00
3	\$59,224.00	\$68,107.00	\$73,457.00	\$78,768.00
4	\$60,954.00	\$70,095.00	\$75,600.00	\$81,066.00
5	\$62,726.00	\$72,134.00	\$77,800.00	\$83,426.00
6	\$64,548.00	\$74,228.00	\$80,060.00	\$85,847.00
7	\$66,417.00	\$76,378.00	\$82,377.00	\$88,333.00
8	\$67,745.00	\$77,903.00	\$84,025.00	\$90,100.00
9	\$69,259.00	\$79,463.00	\$85,705.00	\$91,903.00
10	\$70,134.00	\$80,383.00	\$86,989.00	\$93,280.00
11	\$71,187.00	\$81,866.00	\$88,295.00	\$94,678.00
12 but less than 15	\$72,255.00	\$83,094.00	\$89,618.00	\$96,099.00
15 but less than 18	\$73,342.00	\$84,345.00	\$90,970.00	\$97,547.00
18 but less than 21	\$74,454.00	\$85,622.00	\$92,346.00	\$99,023.00
21 but less than 24	\$75,586.00	\$86,926.00	\$93,751.00	\$100,530.00
24 but less than 27	\$76,741.00	\$88,252.00	\$95,183.00	\$102,067.00
27 and more	\$77,919.00	\$89,608.00	\$96,645.00	\$103,633.00

## ESC ACCOUNTING DEPARTMENT

### Chief School Financial Officer (CSFO)

<b>Chief School Financial Officer</b>				
<b>240-Day Contract</b>				
<b>Years Equivalent (in terms of Steps) as CSFO</b>	<b>BBA w/out CPA License</b>	<b>BBA w CPA License</b>	<b>MBA w/out CPA License</b>	<b>MBA w/ CPA License</b>
1, 2, and 3	\$108,202.00	\$119,022.00	\$113,070.00	\$123,890.00
4, 5, and 6	\$110,366.00	\$121,402.00	\$115,331.00	\$126,368.00
7, 8, and 9	\$112,573.00	\$123,830.00	\$117,638.00	\$128,895.00
10, 11, and 12	\$114,824.00	\$126,307.00	\$119,991.00	\$131,472.00
13, 14, and 15	\$117,120.00	\$128,834.00	\$122,391.00	\$134,101.00
16, 17, and 18	\$119,462.00	\$131,410.00	\$124,838.00	\$136,784.00
19, 20, and 21	\$121,852.00	\$134,038.00	\$127,335.00	\$139,520.00
22, 23, and 24	\$124,290.00	\$136,718.00	\$129,882.00	\$142,310.00
25, 26, and 27	\$126,776.00	\$139,453.00	\$132,479.00	\$145,156.00
28, 29, and 30	\$129,311.00	\$142,241.00	\$135,129.00	\$148,059.00
31, 32, and 33	\$131,897.00	\$145,087.00	\$137,832.00	\$151,021.00
34, 35, and 36	\$134,534.00	\$147,989.00	\$140,588.00	\$154,041.00

**Payroll Coordinator**

<b>PAYROLL COORDINATOR (CLASSIFIED)</b>			
<b>240-Day Contract</b>			
<b>Years Equivalent (in terms of Steps) as Supervisor or Higher</b>	<b>High School Diploma</b>	<b>BBA</b>	<b>MBA</b>
1, 2, and 3	\$77,216.00	\$80,293.00	\$84,621.00
4, 5, and 6	\$78,760.00	\$81,899.00	\$86,313.00
7, 8, and 9	\$80,335.00	\$83,537.00	\$88,040.00
10, 11, and 12	\$81,942.00	\$85,208.00	\$89,801.00
13, 14, and 15	\$83,582.00	\$86,912.00	\$91,597.00
16, 17, and 18	\$85,254.00	\$88,650.00	\$93,429.00
19, 20, and 21	\$86,958.00	\$90,423.00	\$95,298.00
22, 23, and 24	\$88,697.00	\$92,232.00	\$97,203.00
25, 26, and 27	\$90,471.00	\$94,076.00	\$99,147.00
28, 29, and 30	\$92,279.00	\$95,958.00	\$101,131.00
31, 32, and 33	\$94,126.00	\$97,877.00	\$103,153.00
34, 35, and 36	\$96,009.00	\$99,835.00	\$105,217.00

**Accounting Coordinator**

<b>ACCOUNTING COORDINATOR (CLASSIFIED)</b>			
<b>240-Day Contract</b>			
<b>Years Equivalent (in terms of Steps) as Supervisor or Higher</b>	<b>High School Diploma</b>	<b>BBA</b>	<b>MBA</b>
1, 2, and 3	\$57,654.00	\$61,983.00	\$66,311.00
4, 5, and 6	\$58,833.00	\$63,223.00	\$67,637.00
7, 8, and 9	\$60,010.00	\$64,487.00	\$68,990.00
10, 11, and 12	\$61,209.00	\$65,777.00	\$70,370.00
13, 14, and 15	\$62,433.00	\$67,093.00	\$71,777.00
16, 17, and 18	\$63,682.00	\$68,435.00	\$73,214.00
19, 20, and 21	\$64,956.00	\$69,803.00	\$74,678.00
22, 23, and 24	\$66,254.00	\$71,200.00	\$76,171.00
25, 26, and 27	\$67,579.00	\$72,624.00	\$77,694.00
28, 29, and 30	\$68,931.00	\$74,075.00	\$79,248.00
31, 32, and 33	\$70,310.00	\$75,557.00	\$80,833.00
34, 35, and 36	\$71,716.00	\$77,069.00	\$82,450.00

**Accounting and Payroll Personnel**

<b>ACCOUNTING AND PAYROLL PERSONNEL (CLASSIFIED)</b>		
<b>FY25 240-Day Contract</b>		
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Bachelors Or Higher</b>
1, 2, and 3	\$45,090.00	\$49,905.00
4, 5, and 6	\$46,009.00	\$50,904.00
7, 8, and 9	\$46,930.00	\$51,921.00
10, 11, and 12	\$47,869.00	\$52,959.00
13, 14, and 15	\$48,826.00	\$54,018.00
16, 17, and 18	\$49,802.00	\$55,099.00
19, 20, and 21	\$50,799.00	\$56,201.00
22, 23, and 24	\$51,814.00	\$57,325.00
25, 26, and 27	\$52,851.00	\$58,473.00
28, 29, and 30	\$53,907.00	\$59,641.00
31, 32, and 33	\$54,986.00	\$60,834.00
34, 35, and 36	\$56,085.00	\$62,051.00

## ESC MAINTENANCE DEPARTMENT

### Non-Certified, Certified, Licensed, and Supervisor

<b>ESC MAINTENANCE PERSONNEL (CLASSIFIED)</b>					
<b>240-Day Contract</b>					
Years Equivalent (in terms of Steps)	Non-Certified Non-Licensed	HVAC (EPA) Certificate (+\$1,500)	Journeyman's Electrical Certificate & HVAC Certificate (+\$3,000)	License (+\$7,000)	Supervisor (No supplements allowed)
1, 2, and 3	\$37,005.00	\$38,628.00	\$40,251.00	\$44,579.00	\$53,825.00
4, 5, and 6	\$37,745.00	\$39,368.00	\$40,991.00	\$45,319.00	\$54,923.00
7, 8, and 9	\$38,500.00	\$40,123.00	\$41,747.00	\$46,074.00	\$56,044.00
10, 11, and 12	\$39,270.00	\$40,893.00	\$42,516.00	\$46,845.00	\$57,187.00
13, 14, and 15	\$40,055.00	\$41,678.00	\$43,301.00	\$47,630.00	\$58,355.00
16, 17, and 18	\$40,856.00	\$42,480.00	\$44,103.00	\$48,431.00	\$59,547.00
19, 20, and 21	\$41,674.00	\$43,297.00	\$44,921.00	\$49,249.00	\$60,761.00
22, 23, and 24	\$42,506.00	\$44,129.00	\$45,753.00	\$50,081.00	\$62,002.00
25, 26, and 27	\$43,357.00	\$44,981.00	\$46,604.00	\$50,932.00	\$63,267.00
28, 29, and 30	\$44,224.00	\$45,847.00	\$47,471.00	\$51,799.00	\$64,558.00
31, 32, and 33	\$45,110.00	\$46,732.00	\$48,356.00	\$52,684.00	\$65,875.00
34, 35, and 36	\$46,010.00	\$47,634.00	\$49,257.00	\$53,585.00	\$67,194.00

## ESC SUPERVISORS

### Public Relations Specialist, Supervisor, and Network Administrator

<b>PUBLIC RELATIONS SPECIALIST, SUPERVISOR, AND NETWORK ADMINISTRATOR (CLASSIFIED)</b>				
<b>240-Day Contract</b>				
<b>Years Equivalent (in terms of Steps) as Supervisor or Higher</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
1, 2, and 3	\$76,823.00	\$84,910.00	\$89,778.00	\$94,617.00
4, 5, and 6	\$78,359.00	\$86,644.00	\$91,574.00	\$96,509.00
7, 8, and 9	\$79,927.00	\$88,377.00	\$93,407.00	\$98,439.00
10, 11, and 12	\$81,526.00	\$90,144.00	\$95,273.00	\$100,409.00
13, 14, and 15	\$83,157.00	\$91,947.00	\$97,179.00	\$102,417.00
16, 17, and 18	\$84,820.00	\$93,786.00	\$99,122.00	\$104,465.00
19, 20, and 21	\$86,515.00	\$95,661.00	\$101,106.00	\$106,554.00
22, 23, and 24	\$88,245.00	\$97,575.00	\$103,126.00	\$108,685.00
25, 26, and 27	\$90,011.00	\$99,525.00	\$105,191.00	\$110,859.00
28, 29, and 30	\$91,811.00	\$101,518.00	\$107,294.00	\$113,076.00
31, 32, and 33	\$93,647.00	\$103,547.00	\$109,440.00	\$115,339.00
34, 35, and 36	\$95,520.00	\$105,617.00	\$111,629.00	\$117,645.00

## ESC SUPPORT STAFF

### CNP Field Manager, Bus Route Specialist, and ESC Executive Secretary

<b>CNP FIELD MANAGER, BUS ROUTE SPECIALIST, &amp; ESC EXECUTIVE SECRETARY (CLASSIFIED)</b>		
<b>240-Day Contract</b>		
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates or Higher</b>
1, 2, and 3	\$43,772.00	\$47,634.00
4, 5, and 6	\$44,666.00	\$48,586.00
7, 8, and 9	\$45,559.00	\$49,559.00
10, 11, and 12	\$46,470.00	\$50,550.00
13, 14, and 15	\$47,399.00	\$51,560.00
16, 17, and 18	\$48,347.00	\$52,591.00
19, 20, and 21	\$49,315.00	\$53,643.00
22, 23, and 24	\$50,301.00	\$54,717.00
25, 26, and 27	\$51,307.00	\$55,810.00
28, 29, and 30	\$52,333.00	\$56,926.00
31, 32, and 33	\$53,380.00	\$58,066.00
34, 35, and 36	\$54,448.00	\$59,226.00

If applicable, a \$6,000 supplement will be added annually to the designated executive secretary to the superintendent.

**Human Resources Specialist**

<b>HUMAN RESOURCES SPECIALIST (CLASSIFIED)</b>			
<b>240-Day Contract</b>			
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>
1, 2, and 3	\$47,923.00	\$50,000.00	\$53,500.00
4, 5, and 6	\$48,881.00	\$51,000.00	\$54,570.00
7, 8, and 9	\$49,859.00	\$52,020.00	\$55,661.00
10, 11, and 12	\$50,856.00	\$53,060.00	\$56,775.00
13, 14, and 15	\$51,873.00	\$54,122.00	\$57,910.00
16, 17, and 18	\$52,911.00	\$55,204.00	\$59,068.00
19, 20, and 21	\$53,969.00	\$56,308.00	\$60,250.00
22, 23, and 24	\$55,048.00	\$57,434.00	\$61,455.00
25, 26, and 27	\$56,149.00	\$58,583.00	\$62,683.00
28, 29, and 30	\$57,272.00	\$59,755.00	\$63,937.00
31, 32, and 33	\$58,418.00	\$60,950.00	\$65,216.00
34, 35, and 36	\$59,586.00	\$62,169.00	\$66,521.00

**ESC Receptionist**

<b>ESC RECEPTIONIST (CLASSIFIED)</b>		
<b>240-Day Contract</b>		
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree Or Higher</b>
1, 2, and 3	\$31,807.00	\$35,053.00
4, 5, and 6	\$32,456.00	\$35,754.00
7, 8, and 9	\$33,118.00	\$36,469.00
10, 11, and 12	\$33,795.00	\$37,198.00
13, 14, and 15	\$34,484.00	\$37,943.00
16, 17, and 18	\$35,188.00	\$38,702.00
19, 20, and 21	\$35,905.00	\$39,475.00
22, 23, and 24	\$36,638.00	\$40,266.00
25, 26, and 27	\$37,372.00	\$41,070.00
28, 29, and 30	\$38,119.00	\$41,891.00
31, 32, and 33	\$38,880.00	\$42,730.00
34, 35, and 36	\$39,587.00	\$43,585.00

**ESC Education Screening Technician**

<b>ESC EDUCATION SCREENING TECHNICIAN (CLASSIFIED)</b>	
<b>202-Day Contract</b>	
<b>Years Equivalent (in terms of Steps) as a PCBOE Employee</b>	<b>High School Diploma</b>
1, 2, and 3	\$36,500.00
4, 5, and 6	\$36,916.00
7, 8, and 9	\$37,333.00
10, 11, and 12	\$37,749.00
13, 14, and 15	\$38,165.00
16, 17, and 18	\$38,581.00
19, 20, and 21	\$38,998.00
22, 23, and 24	\$39,414.00
25, 26, and 27	\$39,830.00
28, 29, and 30	\$40,246.00
31, 32, and 33	\$40,663.00
34, 35, and 36	\$41,079.00

## TECHNOLOGY DEPARTMENT

### Data Analyst

<b>DATA ANALYST (CLASSIFIED)</b>	
<b>240-Day Contract</b>	
<b>Years Equivalent (in terms of Steps) as Supervisor, Principal, Coordinator, Director, or Higher</b>	<b>Bachelors or Higher</b>
1, 2, and 3	\$75,775.00
4, 5, and 6	\$77,320.00
7, 8, and 9	\$78,867.00
10, 11, and 12	\$80,444.00
13, 14, and 15	\$82,053.00
16, 17, and 18	\$83,694.00
19, 20, and 21	\$85,368.00
22, 23, and 24	\$87,075.00
25, 26, and 27	\$88,817.00
28, 29, and 30	\$90,594.00
31, 32, and 33	\$92,405.00
34, 35, and 36	\$94,253.00

**Technician**

<b>TECHNICIANS (CLASSIFIED)</b>		
<b>240-Day Contract</b>		
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Bachelors or Higher</b>
1, 2, and 3	\$44,292.00	\$59,750.00
4, 5, and 6	\$45,178.00	\$60,945.00
7, 8, and 9	\$46,083.00	\$62,163.00
10, 11, and 12	\$47,005.00	\$63,406.00
13, 14, and 15	\$47,944.00	\$64,674.00
16, 17, and 18	\$48,903.00	\$65,969.00
19, 20, and 21	\$49,881.00	\$67,286.00
22, 23, and 24	\$50,879.00	\$68,633.00
25, 26, and 27	\$51,898.00	\$70,007.00
28, 29, and 30	\$52,935.00	\$71,407.00
31, 32, and 33	\$53,993.00	\$72,834.00
34, 35, and 36	\$55,073.00	\$74,291.00

## ESC TRANSPORTATION DEPARTMENT

### Bus Driver

<b>BUS DRIVER (CLASSIFIED)</b>	
<b>FY25 185-Day Contract</b>	
<b>Years Equivalent (in terms of Steps)</b>	<b>ND</b>
1, 2, and 3	\$17,640.00
4, 5, and 6	\$18,068.00
7, 8, and 9	\$18,429.00
10, 11, and 12	\$18,799.00
13, 14, and 15	\$19,175.00
16, 17, and 18	\$19,559.00
19, 20, and 21	\$19,948.00
22, 23, and 24	\$20,348.00
25, 26, and 27	\$20,755.00
28, 29, and 30	\$21,171.00
31, 32, and 33	\$21,593.00
34, 35, and 36	\$22,025.00

**Shop Assistant, Mechanic, and Shop Foreman**

<b>TRANSPORTATION MAINTENANCE (CLASSIFIED)</b>			
<b>240-Day Contract</b>			
<b>Years Equivalent (in terms of Steps)</b>	<b>Shop Assistant</b>	<b>Mechanic</b>	<b>Shop Foreman</b>
1, 2, and 3	\$38,383.00	\$44,405.00	\$60,264.00
4, 5, and 6	\$39,150.00	\$45,291.00	\$61,468.00
7, 8, and 9	\$39,933.00	\$46,198.00	\$62,698.00
10, 11, and 12	\$40,732.00	\$47,122.00	\$63,952.00
13, 14, and 15	\$41,547.00	\$48,064.00	\$65,231.00
16, 17, and 18	\$42,378.00	\$49,024.00	\$66,536.00
19, 20, and 21	\$43,225.00	\$50,006.00	\$67,867.00
22, 23, and 24	\$44,090.00	\$51,006.00	\$69,224.00
25, 26, and 27	\$44,970.00	\$52,025.00	\$70,607.00
28, 29, and 30	\$45,871.00	\$53,067.00	\$72,019.00
31, 32, and 33	\$46,787.00	\$54,128.00	\$73,461.00
34, 35, and 36	\$47,723.00	\$55,210.00	\$74,929.00

## SCHOOL CLERICAL

### School Clerical

<b>SCHOOL BOOKKEEPER GRADES 6-12 (CLASSIFIED)</b>			
<b>SCHOOL BOOKKEEPER/SECRETARY GRADES K-5 (CLASSIFIED)</b>			
<b>240-Day Contract</b>			
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree</b>	<b>Bachelor's Degree or Higher</b>
1, 2, and 3	\$36,880.00	\$38,893.00	\$41,419.00
4, 5, and 6	\$37,619.00	\$39,671.00	\$42,248.00
7, 8, and 9	\$38,370.00	\$40,463.00	\$43,093.00
10, 11, and 12	\$39,137.00	\$41,272.00	\$43,955.00
13, 14, and 15	\$39,921.00	\$42,097.00	\$44,834.00
16, 17, and 18	\$40,718.00	\$42,939.00	\$45,731.00
19, 20, and 21	\$41,532.00	\$43,799.00	\$46,645.00
22, 23, and 24	\$42,364.00	\$44,675.00	\$47,579.00
25, 26, and 27	\$43,211.00	\$45,569.00	\$48,530.00
28, 29, and 30	\$44,075.00	\$46,478.00	\$49,501.00
31, 32, and 33	\$44,957.00	\$47,410.00	\$50,491.00
34, 35, and 36	\$45,856.00	\$48,358.00	\$51,500.00

**SCHOOL BOOKKEEPER GRADES K-5 (CLASSIFIED)****240-Day Contract**

<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree</b>	<b>Bachelor's Degree or Higher</b>
1, 2, and 3	\$36,880.00	\$38,893.00	\$41,419.00
4, 5, and 6	\$37,619.00	\$39,671.00	\$42,248.00
7, 8, and 9	\$38,370.00	\$40,463.00	\$43,093.00
10, 11, and 12	\$39,137.00	\$41,272.00	\$43,955.00
13, 14, and 15	\$39,921.00	\$42,097.00	\$44,834.00
16, 17, and 18	\$40,718.00	\$42,939.00	\$45,731.00
19, 20, and 21	\$41,532.00	\$43,799.00	\$46,645.00
22, 23, and 24	\$42,364.00	\$44,675.00	\$47,579.00
25, 26, and 27	\$43,211.00	\$45,569.00	\$48,530.00
28, 29, and 30	\$44,075.00	\$46,478.00	\$49,501.00
31, 32, and 33	\$44,957.00	\$47,410.00	\$50,491.00
34, 35, and 36	\$45,856.00	\$48,358.00	\$51,500.00

**SCHOOL BOOKKEEPER GRADES K-12 (CLASSIFIED)****SCHOOL BOOKKEEPER/SECRETARY GRADES K-5  
(CLASSIFIED)****207-Day Contract**

<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree</b>	<b>Bachelor's Degree or Higher</b>
1, 2, and 3	\$32,891.00	\$34,627.00	\$36,808.00
4, 5, and 6	\$33,549.00	\$35,320.00	\$37,543.00
7, 8, and 9	\$34,220.00	\$36,026.00	\$38,294.00
10, 11, and 12	\$34,904.00	\$36,746.00	\$39,060.00
13, 14, and 15	\$35,602.00	\$37,482.00	\$39,841.00
16, 17, and 18	\$36,314.00	\$38,230.00	\$40,637.00
19, 20, and 21	\$37,040.00	\$38,996.00	\$41,450.00
22, 23, and 24	\$37,782.00	\$39,775.00	\$42,279.00
25, 26, and 27	\$38,538.00	\$40,571.00	\$43,125.00
28, 29, and 30	\$39,309.00	\$41,382.00	\$43,988.00
31, 32, and 33	\$40,094.00	\$42,209.00	\$44,868.00
34, 35, and 36	\$40,896.00	\$43,054.00	\$45,764.00

**SCHOOL SECRETARY/REGISTRAR K-12 (CLASSIFIED)****240-Day Contract**

<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree</b>	<b>Bachelor's Degree or Higher</b>
1, 2, and 3	\$31,999.00	\$34,683.00	\$36,554.00
4, 5, and 6	\$32,639.00	\$35,377.00	\$37,285.00
7, 8, and 9	\$33,293.00	\$36,085.00	\$38,031.00
10, 11, and 12	\$33,958.00	\$36,807.00	\$38,792.00
13, 14, and 15	\$34,637.00	\$37,542.00	\$39,568.00
16, 17, and 18	\$35,330.00	\$38,293.00	\$40,359.00
19, 20, and 21	\$36,037.00	\$39,059.00	\$41,166.00
22, 23, and 24	\$36,758.00	\$39,840.00	\$41,988.00
25, 26, and 27	\$37,492.00	\$40,636.00	\$42,829.00
28, 29, and 30	\$38,242.00	\$41,450.00	\$43,686.00
31, 32, and 33	\$39,007.00	\$42,279.00	\$44,560.00
34, 35, and 36	\$39,787.00	\$43,124.00	\$45,450.00

**SCHOOL SECRETARY (CLASSIFIED)****240-Day Contract**

<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates or Higher</b>
1, 2, and 3	\$37,974.00	\$39,596.00
4, 5, and 6	\$38,733.00	\$40,388.00
7, 8, and 9	\$39,508.00	\$41,196.00
10, 11, and 12	\$40,298.00	\$42,020.00
13, 14, and 15	\$41,104.00	\$42,859.00
16, 17, and 18	\$41,925.00	\$43,717.00
19, 20, and 21	\$42,764.00	\$44,591.00
22, 23, and 24	\$43,620.00	\$45,483.00
25, 26, and 27	\$44,491.00	\$46,394.00
28, 29, and 30	\$45,381.00	\$47,321.00
31, 32, and 33	\$46,289.00	\$48,267.00
34, 35, and 36	\$47,215.00	\$49,232.00

**SCHOOL SECRETARY/REGISTRAR K-12 (CLASSIFIED)****REGISTRAR/ATTENDANCE GRADES 10-12****202-Day Contract**

<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree</b>	<b>Bachelor's Degree or Higher</b>
1, 2, and 3	\$28,608.00	\$31,001.00	\$33,587.00
4, 5, and 6	\$29,179.00	\$31,621.00	\$34,257.00
7, 8, and 9	\$29,763.00	\$32,252.00	\$34,943.00
10, 11, and 12	\$30,358.00	\$32,897.00	\$35,642.00
13, 14, and 15	\$30,965.00	\$33,555.00	\$36,354.00
16, 17, and 18	\$31,584.00	\$34,227.00	\$37,081.00
19, 20, and 21	\$32,216.00	\$34,912.00	\$37,823.00
22, 23, and 24	\$32,861.00	\$35,610.00	\$38,579.00
25, 26, and 27	\$33,517.00	\$36,322.00	\$39,351.00
28, 29, and 30	\$34,188.00	\$37,048.00	\$40,138.00
31, 32, and 33	\$34,872.00	\$37,789.00	\$40,940.00
34, 35, and 36	\$35,569.00	\$38,545.00	\$41,760.00

**SCHOOL RECEPTIONIST (CLASSIFIED)****240-Day Contract**

<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Associates Degree</b>
1, 2, and 3	\$29,376.00	\$33,489.00
4, 5, and 6	\$29,964.00	\$34,159.00
7, 8, and 9	\$30,563.00	\$34,841.00
10, 11, and 12	\$31,174.00	\$35,539.00
13, 14, and 15	\$31,797.00	\$36,249.00
16, 17, and 18	\$32,434.00	\$36,974.00
19, 20, and 21	\$33,082.00	\$37,713.00
22, 23, and 24	\$33,744.00	\$38,468.00
25, 26, and 27	\$34,419.00	\$39,237.00
28, 29, and 30	\$35,107.00	\$40,022.00
31, 32, and 33	\$35,809.00	\$40,822.00
34, 35, and 36	\$36,525.00	\$41,638.00

## SCHOOL CHILD NUTRITION PROGRAM

### CNP Manager

- Schools were categorized according to the school's ADM.

<b>CNP MANAGER (CLASSIFIED) 1000+.</b>	
<b>187-Day Contract</b>	
<b>Years Equivalent (in terms of Steps) as Supervisor or Higher</b>	<b>NDR</b>
1, 2, and 3	\$32,105.00
4, 5, and 6	\$32,748.00
7, 8, and 9	\$33,402.00
10, 11, and 12	\$34,069.00
13, 14, and 15	\$34,751.00
16, 17, and 18	\$35,445.00
19, 20, and 21	\$36,156.00
22, 23, and 24	\$36,878.00
25, 26, and 27	\$37,617.00
28, 29, and 30	\$38,368.00
31, 32, and 33	\$39,135.00
34, 35, and 36	\$39,918.00

**CNP MANAGER (CLASSIFIED) 500 - 999 s.****187-Day Contract**

<b>Years Equivalent (in terms of Steps) as Supervisor or Higher</b>	<b>NDR</b>
1, 2, and 3	\$30,626.00
4, 5, and 6	\$31,239.00
7, 8, and 9	\$31,864.00
10, 11, and 12	\$32,500.00
13, 14, and 15	\$33,149.00
16, 17, and 18	\$33,813.00
19, 20, and 21	\$34,489.00
22, 23, and 24	\$35,180.00
25, 26, and 27	\$35,884.00
28, 29, and 30	\$36,601.00
31, 32, and 33	\$37,333.00
34, 35, and 36	\$38,080.00

**CNP MANAGER (CLASSIFIED) 200 - 499 s.****187-Day Contract**

<b>Years Equivalent (in terms of Steps) as Supervisor or Higher</b>	<b>NDR</b>
1, 2, and 3	\$28,976.00
4, 5, and 6	\$29,557.00
7, 8, and 9	\$30,147.00
10, 11, and 12	\$30,751.00
13, 14, and 15	\$31,366.00
16, 17, and 18	\$31,993.00
19, 20, and 21	\$32,632.00
22, 23, and 24	\$33,285.00
25, 26, and 27	\$33,952.00
28, 29, and 30	\$34,630.00
31, 32, and 33	\$35,323.00
34, 35, and 36	\$36,029.00

**CNP Assistant Manager**

<b>CNP ASSISTANT MANAGER (CLASSIFIED)</b>	
<b>187-Day Contract</b>	
<b>Years Equivalent (in terms of Steps)</b>	<b>NDR</b>
1, 2, and 3	\$24,742.00
4, 5, and 6	\$25,236.00
7, 8, and 9	\$25,741.00
10, 11, and 12	\$26,256.00
13, 14, and 15	\$26,781.00
16, 17, and 18	\$27,317.00
19, 20, and 21	\$27,862.00
22, 23, and 24	\$28,419.00
25, 26, and 27	\$28,988.00
28, 29, and 30	\$29,568.00
31, 32, and 33	\$30,159.00
34, 35, and 36	\$30,762.00

**CNP Worker**

<b>CNP WORKER (CLASSIFIED) 7 HOUR</b>	
<b>187-Day Contract</b>	
<b>Years Equivalent (in terms of Steps)</b>	<b>NDR</b>
1, 2, and 3	\$20,504.00
4, 5, and 6	\$20,914.00
7, 8, and 9	\$21,333.00
10, 11, and 12	\$21,759.00
13, 14, and 15	\$22,194.00
16, 17, and 18	\$22,638.00
19, 20, and 21	\$23,092.00
22, 23, and 24	\$23,554.00
25, 26, and 27	\$24,024.00
28, 29, and 30	\$24,504.00
31, 32, and 33	\$24,994.00
34, 35, and 36	\$25,494.00

## SCHOOL CUSTODIAN

### Custodian

<b>CUSTODIAN (CLASSIFIED)</b>	
<b>187-Day Contract</b>	
<b>Years Equivalent (in terms of Steps)</b>	<b>NDR</b>
1, 2, and 3	\$23,479.00
4, 5, and 6	\$23,949.00
7, 8, and 9	\$24,429.00
10, 11, and 12	\$24,917.00
13, 14, and 15	\$25,416.00
16, 17, and 18	\$25,923.00
19, 20, and 21	\$26,442.00
22, 23, and 24	\$26,970.00
25, 26, and 27	\$27,510.00
28, 29, and 30	\$28,060.00
31, 32, and 33	\$28,621.00
34, 35, and 36	\$29,193.00

## SCHOOL HEALTH CARE

### School Nurse and Lead Nurse

<b>NURSE</b>					
<b>187-Day Contract with State and Local Raises</b>					
Years Experience	LPN	RN/AA	RN/BS	RN/MS	RN/DO
0, 1, and 2	\$33,724.00	\$45,212.00	\$48,752.00	\$52,569.00	\$56,685.00
3, 4, and 5	\$37,692.00	\$49,728.00	\$53,621.00	\$57,820.00	\$62,347.00
6, 7, and 8	\$39,345.00	\$51,908.00	\$55,972.00	\$60,356.00	\$65,081.00
9	\$40,532.00	\$53,475.00	\$57,663.00	\$62,178.00	\$67,046.00
10	\$40,937.00	\$54,010.00	\$58,239.00	\$62,799.00	\$67,715.00
11	\$41,346.00	\$54,549.00	\$58,820.00	\$63,427.00	\$68,392.00
12	\$41,760.00	\$55,096.00	\$59,410.00	\$64,062.00	\$69,078.00
13	\$42,178.00	\$55,647.00	\$60,003.00	\$64,703.00	\$69,768.00
14	\$42,601.00	\$56,203.00	\$60,604.00	\$65,349.00	\$70,466.00
15	\$43,027.00	\$56,766.00	\$61,210.00	\$66,004.00	\$71,171.00
16	\$43,456.00	\$57,333.00	\$61,822.00	\$66,663.00	\$71,882.00
17	\$43,892.00	\$57,906.00	\$62,440.00	\$67,330.00	\$72,601.00
18	\$44,330.00	\$58,485.00	\$63,064.00	\$68,002.00	\$73,327.00
19	\$44,773.00	\$59,070.00	\$63,695.00	\$68,682.00	\$74,060.00
20	\$45,220.00	\$59,661.00	\$64,331.00	\$69,369.00	\$74,801.00
21	\$45,673.00	\$60,258.00	\$64,975.00	\$70,064.00	\$75,549.00
22	\$46,130.00	\$60,860.00	\$65,624.00	\$70,763.00	\$76,303.00
23	\$46,591.00	\$61,469.00	\$66,281.00	\$71,471.00	\$77,067.00
24	\$47,057.00	\$62,084.00	\$66,945.00	\$72,187.00	\$77,839.00
25	\$47,528.00	\$62,704.00	\$67,613.00	\$72,908.00	\$78,616.00
26	\$48,002.00	\$63,330.00	\$68,289.00	\$73,636.00	\$79,402.00
27	\$48,483.00	\$63,964.00	\$68,974.00	\$74,373.00	\$80,197.00
28	\$48,968.00	\$64,604.00	\$69,663.00	\$75,117.00	\$80,998.00
29	\$49,458.00	\$65,250.00	\$70,359.00	\$75,868.00	\$81,809.00

30	\$49,952.00	\$65,903.00	\$71,062.00	\$76,626.00	\$82,626.00
31	\$50,452.00	\$66,561.00	\$71,773.00	\$77,392.00	\$83,452.00
32	\$50,957.00	\$67,228.00	\$72,492.00	\$78,167.00	\$84,288.00
33	\$51,466.00	\$67,899.00	\$73,215.00	\$78,981.00	\$85,130.00
34	\$51,980.00	\$68,578.00	\$73,947.00	\$79,736.00	\$85,981.00
35	\$52,500.00	\$69,264.00	\$74,686.00	\$80,535.00	\$86,841.00

If applicable, a \$6,000 supplement will be added annually to the designated lead nurse.

## SCHOOL MAINTENANCE

### School Maintenance

<b>LOCAL SCHOOL MAINTENANCE (CLASSIFIED)</b>	
<b>240-Day Contract</b>	
<b>Years Equivalent (in terms of Steps)</b>	<b>ND</b>
1, 2, and 3	\$30,838.00
4, 5, and 6	\$31,455.00
7, 8, and 9	\$32,083.00
10, 11, and 12	\$32,725.00
13, 14, and 15	\$33,380.00
16, 17, and 18	\$34,048.00
19, 20, and 21	\$34,729.00
22, 23, and 24	\$35,424.00
25, 26, and 27	\$36,131.00
28, 29, and 30	\$36,853.00
31, 32, and 33	\$37,591.00
34, 35, and 36	\$38,342.00

## SCHOOL PARAPROFESSIONALS

### Paraprofessional

<b>PARAPROFESSIONALS (CLASSIFIED)</b>					
<b>187-Day Contract</b>					
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Bachelors or Higher</b>	<b>High School Diploma and Multi Disabilities</b>	<b>Bachelors or Higher and Multi Disabilities</b>	<b>Deaf Interpreter - High School Diploma or Higher</b>
1, 2, and 3	\$23,571.00	\$29,616.00	\$27,358.00	\$33,403.00	27,124.00
4, 5, and 6	\$24,043.00	\$30,221.00	\$27,905.00	\$34,071.00	27,666.00
7, 8, and 9	\$24,524.00	\$30,838.00	\$28,463.00	\$34,752.00	28,219.00
10, 11, and 12	\$25,014.00	\$31,455.00	\$29,219.00	\$35,447.00	28,783.00
13, 14, and 15	\$25,514.00	\$32,083.00	\$29,614.00	\$36,198.00	29,360.00
16, 17, and 18	\$26,024.00	\$32,725.00	\$30,206.00	\$36,880.00	29,946.00
19, 20, and 21	\$26,544.00	\$33,380.00	\$30,810.00	\$37,618.00	30,546.00
22, 23, and 24	\$27,077.00	\$34,048.00	\$31,426.00	\$38,370.00	31,157.00
25, 26, and 27	\$27,619.00	\$34,729.00	\$32,055.00	\$39,136.00	31,779.00
28, 29, and 30	\$28,170.00	\$35,424.00	\$32,696.00	\$39,920.00	32,416.00
31, 32, and 33	\$28,733.00	\$36,131.00	\$33,350.00	\$40,718.00	33,064.00
34, 35, and 36	\$29,308.00	\$36,853.00	\$34,017.00	\$41,532.00	33,725.00

**Behavioral Support Paraprofessional**

<b>BEHAVIORAL SUPPORT PARAPROFESSIONALS (CLASSIFIED)</b>		
<b>187-Day Contract</b>		
<b>Years Equivalent (in terms of Steps)</b>	<b>High School Diploma</b>	<b>Bachelors or Higher</b>
1, 2, and 3	\$34,408.00	\$38,726.00
4, 5, and 6	\$35,096.00	\$39,500.00
7, 8, and 9	\$35,798.00	\$40,290.00
10, 11, and 12	\$36,514.00	\$41,096.00
13, 14, and 15	\$37,244.00	\$41,918.00
16, 17, and 18	\$37,989.00	\$42,756.00
19, 20, and 21	\$38,748.00	\$43,611.00
22, 23, and 24	\$39,523.00	\$44,484.00
25, 26, and 27	\$40,314.00	\$45,373.00
28, 29, and 30	\$41,120.00	\$46,281.00
31, 32, and 33	\$41,942.00	\$47,206.00
34, 35, and 36	\$42,781.00	\$48,150.00

<b>STEAM PARAPROFESSIONALS (CLASSIFIED)</b>		
<b>187-Day Contract</b>		
<b>Years Equivalent (in terms of Steps)</b>	<b>Associates Degree</b>	<b>Bachelors or Higher</b>
1, 2, and 3	\$36,044.00	\$36,836.00
4, 5, and 6	\$36,765.00	\$37,573.00
7, 8, and 9	\$37,500.00	\$38,324.00
10, 11, and 12	\$38,250.00	\$39,090.00
13, 14, and 15	\$39,015.00	\$39,872.00
16, 17, and 18	\$39,795.00	\$40,669.00
19, 20, and 21	\$40,592.00	\$41,483.00
22, 23, and 24	\$41,404.00	\$42,313.00
25, 26, and 27	\$42,231.00	\$43,160.00
28, 29, and 30	\$43,076.00	\$44,022.00
31, 32, and 33	\$43,938.00	\$44,902.00
34, 35, and 36	\$44,817.00	\$45,800.00

## CAREER TECH CAREER COACH

### Career Coach

<b>CAREER COACH (CLASSIFIED)</b>				
<b>202-Day Contract</b>				
<b>Years Equivalent (in terms of Steps)</b>	<b>Bachelors</b>	<b>Masters</b>	<b>6 Year</b>	<b>Doctorate</b>
1, 2, and 3	\$50,289.00	\$55,318.00	\$60,850.00	\$66,934.00
4, 5, and 6	\$51,295.00	\$56,424.00	\$62,067.00	\$68,274.00
7, 8, and 9	\$52,321.00	\$57,552.00	\$63,308.00	\$69,638.00
10, 11, and 12	\$53,367.00	\$58,704.00	\$64,574.00	\$71,032.00
13, 14, and 15	\$54,434.00	\$59,878.00	\$65,865.00	\$72,453.00
16, 17, and 18	\$55,524.00	\$61,076.00	\$67,183.00	\$73,901.00
19, 20, and 21	\$56,633.00	\$62,298.00	\$68,527.00	\$75,379.00
22, 23, and 24	\$57,767.00	\$63,543.00	\$69,898.00	\$76,887.00
25, 26, and 27	\$58,921.00	\$64,814.00	\$71,295.00	\$78,425.00
28, 29, and 30	\$60,100.00	\$66,110.00	\$72,721.00	\$79,993.00
31, 32, and 33	\$61,302.00	\$67,432.00	\$74,175.00	\$81,593.00
34, 35, and 36	\$62,528.00	\$68,781.00	\$75,660.00	\$83,225.00