



2020 - 2021 SALARY SCHEDULE

For the

BESSEMER CITY SCHOOLS

THE BESSMER CITY BOARD OF EDUCATION

1621 5th Avenue North

P. O. Box 1230

Bessemer, Alabama

Effective Date:

04/06/2020

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A MESSAGE FROM THE SUPERINTENDENT.....

Each employee of the Bessemer City School System is a valuable member of a team of certified and classified personnel striving for excellence in education. Designing a system for equitable and fair remuneration for our employees is an important responsibility of the Bessemer City Board of Education. The development of this salary schedule is a positive step in establishing an equitable and fair compensation system.

By adopting this salary schedule, the Bessemer City Board of Education confirmed legally the importance of every employee in our system.

Dr. Autumm M. Jeter
Superintendent

BESSEMER CITY BOARD OF EDUCATION

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- Pat Stewart Chief School Financial Officer

SALARY SCHEDULE

FOR THE

BESSEMER CITY SCHOOL SYSTEM

2020 - 2021

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Bessemer City School System and the public. In adopting this revised schedule, the Bessemer City Board of Education anticipated that certain goals would be met by its use.

These goals are as follows:

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

ASSUMPTIONS

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

The assumptions under which this salary schedule were prepared are as follows:

1. Any new employees will begin employment under the salary guidelines in this schedule.
2. Current employees compensated above this schedule will remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change.
3. Unless otherwise mandated by the State Legislature (i.e., State matrices), salary increases or raises will 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 will be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. Employees performing equivalent tasks will receive equivalent remuneration.
6. All employees should be duly certified for their respective positions.
7. A certified employee whose pay is based on the state minimum salary schedule is entitled to be paid for the highest recognized degree earned at an accredited institution. The pay will begin with the first pay period after the degree is recognized by the State Superintendent of Education.

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia vs. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. As authorized by the Bessemer City Board of Education, the Superintendent should determine the need for overtime work, negotiate with employees the amount and timing of overtime work, and compensate the employees for that overtime work. This additional compensation is generally provided by paying the employee for additional hours worked over 40 hours in a work week. Compensatory time, in some cases, may be used in lieu of overtime pay within the system but must be approved in advanced. In accordance with Title 29, Part 541, of The Code of Federal Regulations, revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA (i.e., are nonexempt). Exempt positions are not entitled to overtime pay or compensatory release time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees, including teachers, registered nurses and academic administrative positions (e.g., supervisor).
2. Non-certified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

EMPLOYEE BENEFITS

INSURANCE

The Public Education Employee Health Insurance Program (PEEHIP) and Blue Cross/Blue Shield insurance are offered to regular employees. The family with spouse coverage costs \$1,107.00 per month, of which the state pays \$800.00 per month and the employee pays \$307.00, which includes a \$25 spousal surcharge. The premium cost for the employee for family without spouse is \$207.00. Single coverage costs \$830.00 per month, of which the state pays \$800.00 and the employee pays \$30.00. A \$50.00 per month surcharge will be assessed each member or covered spouse for tobacco user under either single or family coverage. Employees on Leaves of Absence wishing to continue their PEEHIP Insurance must pay PEEHIP directly \$486.00 for single coverage and \$1,241.00 for family coverage. Complete Health (HMO) is \$177.00 per month for family coverage and \$15.00 per month for single coverage. PCA (HMO) is \$177.00 per month for family coverage and \$15.00 per month for single coverage. Supplementary insurance is available at the current PEEHIP rate. Dental, vision, cancer, and indemnity coverages are offered through New Southland Insurance Company at no cost to regular, fulltime employees if hospital insurance is not used. If

EMPLOYEE BENEFITS (continued)

hospital insurance is used, the cost for either the vision, cancer, or indemnity is \$38.00 per month for either the individual or family coverage. The cost per month for dental is \$38.00 for individual coverage and \$50.00 for family coverage. Classified regular employees working two hours daily, but not full time, are subject to receiving some credit for insurance. They may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference. A pre-tax cafeteria-type plan is available for the purchase of hospital and supplemental insurance through American Fidelity Assurance Company. (All of the above costs are subject to change from year to year.)

TEACHER RETIREMENT

All full time employees are eligible and required to participate in the Alabama Retirement program.

LEAVE DAYS AND VACATION

Each full-time employee will accrue **sick leave** at the rate of one day per month of contract (the 12 month employee will earn 12 sick leave days per year; the 9-month employee will earn 9 days). Effective August 1, 2001, full time employees will be allowed to accumulate an unlimited number of sick leave days. All accumulated sick leave days, not to exceed one day per month of employment, may be used for retirement purposes. Sick leave days must be taken in full day increments.

Each full-time employee will receive two (2) personal leave days funded by the state as authorized by Section 16-8-26, *Code of Alabama 1975 and 1986 Cumulative Supplement*. Certificated employees are entitled to three (3) additional unpaid personal leave days per year. For additional personal leave days beyond the two funded by the state, the cost of the substitute for these additional days shall be paid by the certificated employee. Part-time support employees (i.e., those working less than twenty hours per week) are **ineligible** for these benefits. When the two (2) paid personal leave days are not used, the Systems employees may receive, upon written request, compensation at the same daily rate paid for their substitute. Otherwise, the two (2) unused paid personal leave days will be converted to sick leave days. Personal leave is non-cumulative and requires no justification from the employee.

All twelve-month personnel shall be entitled to paid vacation days, to come from public funds. Twelve-month employees who have been employed by the Board for less than fifteen (15) years shall be entitled to two (2) weeks' vacation. Twelve-month employees who have been employed by the Board for fifteen (15) years or more are entitled to three (3) weeks' vacation on July 1st of their 16th year of employment. Effective January 1, 2020, twelve-month employees receiving two (2) weeks' vacation shall accrue .83 of a vacation day per month, and twelve-month employees receiving three (3) weeks' vacation shall accrue 1.25 vacation days per month. Any employee who plans to take a vacation shall schedule such in cooperation with his or her immediate supervisor.

LEAVE DAYS AND VACATION (continued)

Only twelve-month personnel shall earn vacation days. Vacation days will not be granted before they are earned, and all vacation days must be used by the employee prior to his or her effective retirement or resignation date. In the event the employee retires or is terminated, the System shall make cash payments for up to thirty (30) unused, earned vacation days. Effective July 1, 2020, a twelve-month employee shall accumulate no more than thirty (30) vacation days of any year. Effective July 1, 2020, any accrued vacation in excess of thirty (30) days of any year will be forfeited.

DEFINITIONS

POSITION, JOB, OR CLASSIFICATION

These three terms are used interchangeably in this document.

POSITIONS

The positions listed in this document are as follows:

Administrative Assistant/Special Education	Local School Accountant
Administrative Assistant/Student Services	Library Media Specialist
Assistant Principal, Elem./Middle/High School	Maintenance I
Athletic Director	Maintenance II
Bus Driver	Maintenance III
Bus Assistant	Maintenance IV
Central Office Accounting Assist.	Mechanic I
Central Office Receptionist	Mechanic II
Central Office Executive Secretary	Metal Detector Officer
Central Office Payroll Officer	Para-Professional
CNP Assistant Manager	Principal Elem./Middle/High
CNP Bookkeeper	Program Assistant
CNP Manager Rank 3/Rank 4	Psychometrist
CNP Secretary	School Nurse (RN) Lead
CNP Worker	School Nurse (RN)
Coordinator of Parent Engagement	School Nurse (LPN)
Coordinator of Technology	School Secretary Main/High School
Counselor	School Secretary/Attendance
Crossing Guard	School Secretary/Financial
Custodian	School Secretary-Career Tech
Director of Attendance and Security	Security Officer
Director of Career Technical Education	Substitutes (Certified, Classified)
Director of Curriculum	Supervisor of Business Affairs
Director of CNP	Supervisor of Professional Development
Director of Human Resources	Supervisor of Transportation
Director of Maintenance	Supplements (Sports, Band)
Director of Special Education	Teacher
Director of Student Services	Teacher/Grandfathered
Job Coach	Technology Senior/Certified/Support
JROTC Instructor	

DEFINITIONS *(continued)*

TRANSFER

A transfer may be of two types: transfers initiated by the system for its purposes, and transfers initiated by individuals of their own volition. This distinction is important for the employees of the system who have been grandfathered at a pay rate higher than those included in this salary schedule. If a grandfathered employee is involuntarily transferred by the system within the same employment category, that employee would retain his/her current or grandfathered salary (e.g., a school aide involuntarily transferred from Bessemer City High to Bessemer City Middle School would retain his/her current or grandfathered salary). If a grandfathered employee is involuntarily transferred by the system to a higher employment category, that employee would retain his/her current or grandfathered salary or the salary specified in this document, whichever is higher (e.g., a principal involuntarily transferred from Charles F. Hard Elementary to Bessemer City High would retain his/her current or grandfathered salary or be eligible for the salary specified in this document).

All involuntary transfers to lower employment categories shall be in accordance with the provisions of the Students First Act.

Conversely, if a grandfathered employee seeks a transfer on his or her own volition and is approved for a transfer by the system, that employee would move to the salary specified in this document. A voluntary move from one type of position to another is regarded as an individual volition transfer; the grandfathered employee would move to this salary schedule (e.g., an assistant principal at Jonesboro Elementary who applies for and is appointed principal at Abrams Elementary would move to this salary schedule).

In instances in which support employees apply and are selected for a position that entails movement from a higher salary schedule to a lower salary schedule, said employees shall be moved to the lower salary schedule at the step closest to their actual years of experience in their current School System job position.

A transfer request form must be completed and a copy be given to the Human Resources Department, the employee's present supervisor and the supervisor responsible for the job posting in order to be considered/interviewed for the job.

In an effort to protect the educational interest of students and established schedules, transfer requested by the employees normally will be made during the months of June, July, and August.

YEARS OF EXPERIENCE

Under normal circumstances, experience is defined as the number of years of service in a particular position, job, or classification within the Bessemer City School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Bessemer City High and one year of service as principal at Greenwood Elementary would have five years of administrative experience, a school secretary with four years of experience as school secretary at Bessemer City Middle School and one year as school aide at Bessemer City High would have only four years of experience)

For employees who are promoted to central office positions, initial placement on the salary schedule shall be based upon the following:

1. An administrator coming into a central office Coordinator position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
2. An administrator coming into a central office Supervisor position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
3. The Superintendent may place a new central office administrator at a higher step on the salary schedule in order to assure that the incoming salary reflects an increase from an administrator's previous administrative position, based upon Board approval.

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

1. Full-time teaching/administrative experience in all kindergarten through post-secondary public schools (elementary, secondary, and post-secondary public college), in or out of state, shall be approved as credit for placement on the salary schedule.
2. A maximum of three (3) years of experience credit for placement on the salary schedule may be granted for service in the U.S. military.
3. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester of an academic school year.

Under normal circumstances, the number of years of acceptable experience for initial placement on the salary schedule for non-certified personnel shall be determined and agreed upon prior to employment. For employment outside the System that is gained **in the exact** (no exceptions) employment position for which the job applicant seeks employment in the School System (i.e.,

YEARS OF EXPERIENCE *(continued)*

secretarial experience applicable only to a secretarial position; bookkeeper experience applicable only to a bookkeeping position; bus driver experience applicable only to a bus driver position; custodial experience applicable only to a custodial position, etc.) some credit for experience may be given. The Bessemer City School system, through the Central Office, shall have sole responsibility for the determination of exactly what skills, etc., are exact and the amount of experience to be credited based upon the documentation provided. Work experience for classified employees outside the System will not be credited above the fourth experience level.

RETIRED TEACHER

Alabama law requires that school systems notify the Teacher Retirement System (TRS) of Alabama upon employment of a retired teacher. A TRS retiree who is employed full-time with a TRS member agency must have his or her retirement benefit suspended until he or she withdraws from service again. If the retiree is employed for a period of two years, he or she may petition the TRS Board of Control to permit the resumption of participation in the TRS. Upon approval, the member will pay the contributions over the non-contributing period plus interest and begin contributing on future compensation. Upon termination of service, the member's retirement benefit would be recalculated to include service accrued since reemployment. The member will also be allowed to reselect a retirement option and beneficiary.

**STATE TEACHERS SALARY SCHEDULE
2020 - 2021 FISCAL YEAR
9, 10, 11, & 12 MONTHS**

Years of Experience	Step	Classification (Months)	Bachelor/Non-Degree Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	9	42,099	48,411	52,201	55,990
		10	45,476	52,294	56,388	60,481
		11	49,979	57,472	61,972	66,469
		12	54,031	62,132	66,996	71,858
3-5	4-6	9	46,305	53,251	57,417	61,588
		10	50,020	57,522	62,024	66,528
		11	54,972	63,217	68,164	73,115
		12	59,429	68,344	73,691	79,043
6-8	7-9	9	48,333	55,582	59,949	64,283
		10	52,210	60,041	64,757	69,440
		11	57,379	65,985	71,169	76,315
		12	62,032	71,335	76,939	82,503
9-11	10-12	9	48,981	56,329	60,739	65,146
		10	52,910	60,847	65,611	70,372
		11	58,149	66,872	72,107	77,340
		12	62,863	72,294	77,953	83,610
12-14	13-15	9	49,872	57,349	61,839	66,331
		10	53,872	61,950	66,800	71,652
		11	59,205	68,084	73,413	78,747
		12	64,006	73,604	79,366	85,131
15-17	16-18	9	51,009	58,661	63,251	67,839
		10	55,101	63,366	68,325	73,280
		11	60,556	69,640	75,090	80,536
		12	65,466	75,287	81,178	87,066
18-20	19-21	9	51,668	59,415	64,066	68,719
		10	55,813	64,181	69,205	74,230
		11	61,339	70,535	76,057	81,580
		12	66,311	76,255	82,224	88,195
21-23	22-24	9	52,327	60,177	64,885	69,595
		10	56,525	65,004	70,089	75,178
		11	62,121	71,440	77,030	82,621
		12	67,158	77,232	83,276	89,321
24-26	25-26	9	52,950	60,801	65,511	70,220
		10	57,197	65,678	70,766	75,853
		11	62,861	72,180	77,772	83,363
		12	67,957	78,033	84,078	90,122
27+	27	9	53,574	61,425	66,134	70,843
		10	57,873	66,353	71,440	76,527
		11	63,603	72,922	78,513	84,104
		12	68,759	78,835	84,878	90,922

Contract Days:

9 Months - 187 Days
10 Months - 202 Days

11 Months - 222 Days
12 Months - 240 Days

**SYSTEM TEACHERS SALARY SCHEDULE
2020 - 2021 FISCAL YEAR
9, 10, 11, & 12 MONTHS**

Years of Experience	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
21-23	9	52,728	60,178	65,644	69,597
	10	56,957	65,005	70,909	75,180
	11	62,596	71,441	77,931	82,624
	12	67,672	77,234	84,249	89,323
24-26	9	52,950	60,801	66,271	70,220
	10	57,198	65,678	71,587	75,853
	11	62,861	72,180	78,674	83,363
	12	67,957	78,033	85,053	90,122
27+	9	53,575	61,425	66,893	70,843
	10	57,873	66,352	72,259	76,527
	11	63,603	72,921	79,413	84,104
	12	68,760	78,834	85,853	90,922
EC Special Schedule	9				
	10				
	11			86,802	
	12				

Contract Days: 9 Months - 187 Days 11 Months - 222 Days
 10 Months - 202 Days 12 Months - 240 Days

*The pay period for the contract year runs from September 2019 through August 2020.

Employees (9 Month) (180 Days)

The Crossing Guard and Security Officer annual salaries are calculated from the daily rate of pay at the appropriate experience level of the position. Multiply the daily rate of pay times 180 days.

Employees (9 Month) (183 Days)

The Instructional Assistant, Bus Drivers', and Bus Assistants annual salaries are calculated from the daily rate of pay at the appropriate experience level of the position. Multiply the daily rate of pay times 182 days.

Employees (9 Month) (184 Days)

CNP Workers' annual salary is calculated from the daily rate of pay for the position at the appropriate experience level. Multiply the daily rate of pay times 184 days.

Employees (9 Month) (187 Days)

Media Specialist, Counselor, and Psychometrist's annual salaries are calculated from the Teacher's Salary Schedule based on the degree and appropriate experience level.

Employees (9 Month) (192 Days)

CNP Assistant Managers annual salary is calculated from the daily rate of pay for the position at the appropriate experience level. Multiply the daily rate of pay times 192 days.

Employees (10 Month) (202 Days)

Teachers, Athletic Director, and the Lead Nurse annual salaries are calculated from the Teacher's Salary Schedule by multiplying the daily rate of pay based on the degree and appropriate experience level by 202 days.

Employees (11 Month) (222 Days)

Eleven (11) month assistant principals' and annual salaries are calculated from the Assistant Principals' Salary Schedule. The Coordinators of Federal Programs, Parent Engagement, Special Education and Technology annual salaries are based on the Coordinators Salary Schedule.

Employees (11 Month) (222 Days)

The JROTC Instructor's salary is the greater of two (2) times the federal salary reimbursement or the appropriate contract amount from the Teacher's Salary Schedule based on the JROTC Instructor's degrees and recognized years of teaching experience. An increase in either the Teacher's Salary Schedule or the federal salary reimbursement requires a new calculation that could result in a change of salary. The salary increases only when the higher of the two calculated numbers increases. (This formula may result in more or less than 222 days.)

Employees (12 Month) (240 Days)

The salaries for the Central Office clerical staff, twelve (12) month Custodians, are calculated by multiplying the daily rate of pay at the appropriate experience level for the position by 240 days. Directors of Attendance and Safety, Curriculum, Child Nutrition Program, Federal Programs, Special Education Programs, and Human Resources annual salaries are based on the Directors' Salary Schedule. Supervisors of Business Affairs, Maintenance, Transportation salaries are based on the Supervisor's Salary Schedule.

Employees (12 Months) (240 Days)

Central Office Clerical Staff, Custodian- Annual salaries are calculated by multiplying the daily rate of pay at the appropriate experience level for the position by 240 days.

Supervisor of Maintenance and the Supervisor of Transportation- Annual salaries are based on the Classified Supervisor's Salary Schedule.

Contract and Probationary Principals- Annual salaries are calculated from the Principal's Salary Schedule.

Tenure Principals are calculated from the Tenured Principal's Salary Schedule

NOTES RELATIVE TO TEACHER SALARY SCHEDULE

- ◆ Experience credit will only be given for experience (in or out of state) K-post secondary public education.
- ◆ Degree credit will be given to certificated personnel who earn advanced degrees from accredited institutions, with the approval of the degree by the State Department of Education.
- ◆ Certified employees will be placed on the salary matrix considering the highest degree held and years of experience served in public education.
- ◆ Certified employees will be paid for the advanced degree as soon as the degree is **certified and recognized by the State Department of Education**.
- ◆ **Upon receiving funds from the State**, a supplement will be paid to teachers and counselors who meet the National Board for Professional Teaching/Counseling Standards requirements and receive certification from the National Board and in accordance with rules established by the Alabama State Department of Education.
- ◆ Daily Rate – Equals $1/187$ of the annual salary (9 months).
- ◆ Current employees will be paid in 12 equal monthly installments, regardless of contract length (12,11,10, or 9 months).
- ◆ Mentors will be paid in accordance with rules established by the Alabama State Department of Education.

**TENURED PRINCIPALS SALARY SCHEDULE
2020 - 2021 FISCAL YEAR
12 MONTH/240 DAYS**

Years of Experience	Step	GRADE LEVEL	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	Elementary	71,972	77,168	82,361
		Middle	74,826	80,022	85,216
		High	77,682	82,877	88,071
3-5	4-6	Elementary	74,144	79,402	84,660
		Middle	76,998	82,257	87,515
		High	79,853	85,111	90,370
6-8	7-9	Elementary	75,901	81,192	86,477
		Middle	78,756	84,046	89,332
		High	81,610	86,901	92,186
9-11	10-12	Elementary	77,393	82,694	87,992
		Middle	80,248	85,548	90,846
		High	83,102	88,403	93,701
12-14	13-15	Elementary	78,933	84,246	89,556
		Middle	81,788	87,100	92,412
		High	84,643	89,955	95,266
15-17	16-18	Elementary	80,521	85,849	91,178
		Middle	83,375	88,704	94,032
		High	86,231	91,559	96,887
18-20	19-21	Elementary	82,017	87,356	92,694
		Middle	84,871	90,212	95,549
		High	87,726	93,066	98,404
21-23	22-24	Elementary	83,512	88,861	94,210
		Middle	86,368	91,716	97,065
		High	89,223	94,570	99,919
24-26	25-26	Elementary	84,137	90,292	95,727
		Middle	86,991	93,146	98,581
		High	89,846	96,001	101,436
27+	27	Elementary	84,759	91,745	97,267
		Middle	87,614	94,599	100,122
		High	90,468	97,454	102,976

Note: The principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. Non-contract and non-probationary principals are paid based upon this salary schedule.

**CONTRACT / PROBATIONARY
PRINCIPALS SALARY SCHEDULE
NEGOTIATION RANGE
2020 - 2021 FISCAL YEAR
12 MONTH/240 DAYS**

Elementary School	From	72,868	To	94,208
Middle School	From	76,121	To	97,462
Alternative School	From	76,121	To	97,462
High School	From	79,375	To	104,222

Notes:

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

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

ASSISTANT PRINCIPAL ALLOCATION

HIGH SCHOOLS

- It is recommended that an 11-month assistant principal be allocated to each school and a second 11-month assistant principal be allocated to each school with enrollment of 950 or more.

School enrollment from 250-499	.5 Assistant Principal
School enrollment from 500-749	1 Assistant Principal
School enrollment from 750-999	1.5 Assistant Principals
School enrollment from 1,000-1,249	2 Assistant Principals
School enrollment from 1,250-UP	2.5 Assistant Principals

MIDDLE SCHOOLS

- The middle school assistant principal for schools with an enrollment of 499 is an 11-month position.
- The first middle school assistant principal for schools with an enrollment of more than 499 is an 11-month position.

ELEMENTARY SCHOOLS

- The elementary school assistant principal is an 11-month position. It is recommended that an 11-month assistant be allocated to each elementary school with enrollment of 500 or more.

School enrollment from 500-749	.5 Assistant Principal
School enrollment from 750-999	1 Assistant Principal
School enrollment from 1,000-1,249	1.5 Assistant Principals
School enrollment from 1,250-UP	2 Assistant Principals

**ASSISTANT PRINCIPALS SALARY SCHEDULE
2020 - 2021 FISCAL YEAR
11 MONTH/222 DAYS**

Years of Experience	Step	GRADE LEVEL	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	Elementary	61,443	65,070	69,793
		Middle	62,071	66,928	71,788
		High	63,219	68,170	73,118
3-5	4-6	Elementary	66,380	71,575	76,771
		Middle	68,276	73,618	78,965
		High	69,540	74,983	80,425
6-8	7-9	Elementary	69,287	74,728	80,131
		Middle	71,267	76,864	82,419
		High	72,584	78,287	83,946
9-11	10-12	Elementary	70,218	75,712	81,205
		Middle	72,224	77,874	83,525
		High	73,562	79,316	85,075
12-14	13-15	Elementary	71,488	77,087	82,684
		Middle	73,532	79,287	85,046
		High	74,893	80,757	86,621
15-17	16-18	Elementary	73,122	78,843	84,565
		Middle	75,210	81,098	86,982
		High	76,605	82,598	88,591
18-20	19-21	Elementary	74,066	79,863	85,659
		Middle	76,181	82,146	88,107
		High	77,591	83,665	89,737
21-23	22-24	Elementary	75,013	80,883	86,753
		Middle	77,157	83,194	89,231
		High	78,585	84,733	90,884
24-26	25-26	Elementary	75,635	81,506	87,375
		Middle	77,779	83,819	89,231
		High	79,208	85,356	91,508
27+	27	Elementary	76,259	82,241	87,999
		Middle	78,404	84,439	90,478
		High	79,832	85,978	92,129

ASSISTANT PRINCIPAL NOTES

BASE SALARY

The assistant principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary

GENERAL NOTES

- ◆ Master's Degree – (Class A) certificate must be in administration or educational leadership to qualify for this schedule.
- ◆ Sixth Year – (Class AA) certificate or degree will be recognized for degree credit in or out of field. This remuneration is in effect for all assistant principals upon approval of the schedule.
- ◆ During the time of his/her contract (11 months), an assistant principal will be considered to be on call at all times, even while the school is closed for holidays.

FORMULAS

CENTRAL OFFICE ADMINISTRATIVE POSITIONS

BASE SALARY-CERTIFIED SUPERVISORS, DIRECTORS AND CERTIFIED COORDINATORS

The Certified Director, Supervisor and Coordinator must have a Class A Master's level certification in administration or in the area of employment to qualify for the base salary.

CENTRAL OFFICE ADMINISTRATION NOTES

A professional degree or completion of a credentialing program in the area of employment that requires a minimum of 30 hours of graduate work above the B.S. or B.A. degree.

**A professional degree or completion of a credentialing program in the area of employment that requires a minimum of 30 hours of graduate work above the M.S. or M.A. degree.

**2020 - 2021 FISCAL YEAR
DIRECTOR SALARY SCHEDULE
12 MONTH/240 DAYS**

Years of Experience	Step	Classification (Months)	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	0-3	12	75,067	82,403	83,586
3-5	4-6	12	77,773	85,330	86,831
6-8	7-9	12	80,072	87,821	89,613
9-11	10-12	12	82,112	90,030	92,105
12-14	13-15	12	84,198	92,288	94,646
15-17	16-18	12	86,330	94,596	97,239
18-20	19-21	12	88,373	96,811	99,733
21-23	22-24	12	90,418	99,024	102,225
24-26	25-26	12	91,029	99,636	102,824
27+	27	12	91,640	100,246	103,423

Contract Days: 9 Months - 187 Days 11 Months - 222 Days
 10 Months - 202 Days 12 Months - 240 Days

The following positions are funded under the Central Office Director Schedule:

- 12 month Director of Attendance and Security
- 12 month Director of Career Technical Education
- 12 month Director of Curriculum
- 12 month Director of Federal Programs
- 12 month Director of Human Resources
- 12 month Director of Maintenance
- 12 month Director of Special Education
- 12 month Director of Student Services

**2020 - 2021 FISCAL YEAR
SUPERVISOR SALARY SCHEDULE
12 MONTH/240 DAYS**

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	0-3	12	56,730	65,239	70,345	75,454
3-5	4-6	12	62,403	71,762	77,376	82,994
6-8	7-9	12	65,132	74,903	80,786	84,962
9-11	10-12	12	66,005	75,910	81,849	86,103
12-14	13-15	12	67,287	77,285	83,336	87,669
15-17	16-18	12	68,740	79,050	85,238	89,662
18-20	19-21	12	69,627	80,070	84,676	90,822
21-23	22-24	12	70,515	81,096	85,757	91,983
24-26	25-26	12	71,138	81,718	86,369	92,595
27+	27	12	71,761	82,341	86,979	93,206

The following positions are funded under the Central Office Supervisor Schedule:

- 12 month Supervisor of Business Affairs
- 12 month Supervisor of Professional Development
- 12 month Supervisor of Transportation

NOTES:

- The Supervisor of Maintenance and Supervisor of Transportation are paid in this category. Each employee works 240 days, eight hours each day in a contract year.
- The Supervisor of Maintenance must be a skilled employee in at least one trade (carpentry, plumbing, electricity).
- The Supervisor of Transportation must be trained in school bus driving techniques by the State Department of Education and hold a valid School Bus Driver's Certification and a valid Commercial Driver's License issued by the Department of Public Safety.

**2020 - 2021 FISCAL YEAR
COORDINATOR SALARY SCHEDULE
10, 11, & 12 MONTHS**

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2		10	47,748	54,909	59,207	63,505
	0-3	11	52,475	60,345	65,069	69,793
		12	56,730	65,237	70,345	75,452
3-5		10	52,427	60,400	65,126	69,854
	4-6	11	57,618	66,379	71,574	76,770
		12	62,290	71,762	77,377	82,994
6-8		10	54,820	63,044	67,995	72,912
	7-9	11	60,247	69,286	74,728	80,131
		12	65,132	74,903	80,786	86,628
9-11		10	55,554	63,893	68,891	73,890
	10-12	11	61,055	70,218	75,711	81,205
		12	66,007	75,911	81,850	87,790
12-14		10	56,565	65,048	70,141	75,234
	13-15	11	62,166	71,488	77,086	82,683
		12	67,206	77,285	83,335	89,388
15-17		10	57,856	66,533	71,741	76,945
	16-18	11	63,584	73,121	78,843	84,564
		12	68,739	79,050	85,237	91,421
18-20		10	58,604	67,393	72,668	76,442
	19-21	11	64,406	74,065	79,863	84,011
		12	69,628	80,070	86,339	90,822
21-23		10	59,351	68,255	73,596	77,419
	22-24	11	65,227	75,013	80,882	85,083
		12	70,516	81,095	87,440	91,982
24-26		10	59,918	68,822	74,162	77,974
	25-26	11	65,850	75,635	81,505	85,694
		12	71,222	81,768	88,114	92,642
27+		10	60,484	69,388	74,729	78,531
	27	11	66,472	76,258	82,128	86,306
		12	71,862	82,441	88,787	93,303

Contract Days:

9 Months - 187 Days
10 Months - 202 Days

11 Months - 222 Days
12 Months - 240 Days

CLERICAL EMPLOYEES

**Central Office Secretary Salary Schedule
2020 - 2021 Fiscal Year
10 Months/202 Days
12 Months/240 Days**

Years of Experience	Step	10 Months Rank 2	12 Months Rank 3	12 Months Rank 4	12 Months Rank 5	12 Months Rank 6	12 Months Rank 7
0	1	26,312	31,200	31,262	33,642	36,555	39,475
1	2	26,312	31,200	31,262	33,642	36,555	39,475
2	3	27,060	31,719	32,151	34,858	37,773	40,689
3	4	27,813	32,239	33,044	36,072	38,991	41,909
4	5	28,565	32,759	33,939	37,289	40,206	43,125
5	6	29,314	33,276	34,828	38,508	41,425	44,342
6	7	30,065	33,795	35,720	39,723	42,640	45,060
7	8	30,819	34,317	36,617	40,941	43,856	46,776
8	9	31,566	34,836	37,504	42,158	45,071	47,993
9	10	32,318	35,353	38,398	43,376	46,289	49,210
10	11	33,070	35,872	39,291	44,591	47,508	50,428
11	12	33,823	36,400	40,186	45,808	48,724	51,642
12	13	34,572	36,912	41,075	47,025	49,941	52,859
13	14	35,322	37,431	41,967	48,243	51,155	54,077
14	15	36,072	37,950	42,857	49,459	52,373	55,295
15	16	36,823	38,469	43,750	50,675	53,592	56,510

- Classifications:
- Rank 2 - 10 Month Secretary
 - Rank 3 - Secretary/Receptionist
 - Rank 4 - Senior Secretary
 - Rank 5 - Accounting Assistant
 - Rank 6 - Executive Secretary/Payroll Officer/Accounts Payable
 - Rank 7 - Comptroller/Administrative Assistant/Local School Accountant

Note: Salaries of Secretaries working less than 240 days will be calculated by multiplying the daily rate of pay by the number of days approved.

SCHOOL CLERICAL EMPLOYEES

Clerical Staffing Matrix

Enrollment	Secretary Attendance	Secretary Financial	General Clerical
High Schools			
0 - 499	1.00	1.00	
500 – 749	1.00	1.00	1.00
Middle Schools			
0 - 499	1.00	1.00	
Elementary Schools			
0 – 439*	1.00	1.00	1.00
440 – 659	1.00	1.00	1.00

NOTES

- Each elementary and middle school shall have one (1) attendance secretary and (1) financial secretary. The attendance secretary will be a 222-day contract position and the financial secretary will be a 240-day contract position. All elementary school secretaries/bookkeepers must work 7½ hours each day. For reasons of financial exigency, all positions may not be filled.

**School Secretary Salary Schedule
2020 - 2021 Fiscal Year
11 Months/222 Days
12 Months/240 Days**

Years of Experience	Step	Rank 11 Secretary	Rank 12 Secretary
0	1	24,038	26,029
1	2	24,038	26,029
2	3	24,321	26,432
3	4	24,674	26,834
4	5	25,719	28,056
5	6	26,089	28,463
6	7	26,463	28,868
7	8	27,580	30,088
8	9	28,171	30,729
9	10	28,777	31,394
10	11	30,792	33,590
11	12	31,597	34,470
12	13	32,398	35,344
13	14	34,420	37,548
14	15	34,897	38,070
15	16	35,390	38,606

Contract Periods:

Rank 11 - 11 Months/222 Days

Rank 12 - 12 Months/240 Days

Custodial Salary Schedule
2020 - 2021 Fiscal Year
10, 11, & 12 MONTHS

Years of Experience	Step	Hours Per Day	10 Month/202 Days Custodian	11 Month/222 Days Custodian	12 Month/240 Days Custodian
0	1	6	15,444	16,734	17,919
		8	19,954	21,805	23,473
1	2	6	15,444	16,734	17,919
		8	19,954	21,805	23,473
2	3	6	15,691	17,015	18,234
		8	20,301	22,188	23,887
3	4	6	15,907	17,263	18,514
		8	20,612	22,543	24,271
4	5	6	16,155	17,524	18,825
		8	20,973	22,925	24,682
5	6	6	16,403	17,787	19,140
		8	21,318	23,306	25,095
6	7	6	16,632	18,051	19,419
		8	21,643	23,659	25,480
7	8	6	16,864	18,350	19,734
		8	21,988	24,042	25,891
8	9	6	17,125	18,647	20,064
		8	22,361	24,452	26,341
9	10	6	17,387	18,965	20,392
		8	22,732	24,864	26,807
10	11	6	17,635	19,248	20,707
		8	23,079	25,242	27,238
11	12	6	17,895	19,547	21,036
		8	23,454	25,655	27,704
12	13	6	18,182	19,865	21,365
		8	23,826	26,062	28,167
13	14	6	18,446	20,145	21,679
		8	24,172	26,456	28,602
14	15	6	18,727	20,443	22,009
		8	24,545	26,901	29,064
15	16	6	19,009	20,760	22,340
		8	24,878	27,316	29,530
16	17	6	19,288	21,060	22,668
		8	25,289	27,739	29,994
17	18	6	19,551	21,377	23,000
		8	25,660	28,175	30,459
18	19	6	19,814	21,658	23,312
		8	26,009	28,575	30,892
19	20	6	20,178	22,045	23,725
		8	26,495	29,116	31,476
20	21	6	20,460	22,345	24,070
		8	26,887	29,548	31,944

**Maintenance Salary Schedule
2020 - 2021 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Classification M-IV	Classification M-III	Classification M-II	Classification M-I	Classification M-V
0	1	23,473	23,884	31,619	37,196	51,386
1	2	23,473	23,884	31,619	37,196	52,489
2	3	23,887	24,312	31,842	37,865	53,592
3	4	24,274	24,733	32,064	38,574	54,695
4	5	24,682	25,197	32,323	39,240	55,799
5	6	25,095	25,619	32,549	39,848	56,902
6	7	25,480	26,046	32,773	40,622	58,005
7	8	25,891	26,486	32,995	41,329	59,110
8	9	26,341	26,929	33,216	41,996	60,213
9	10	26,807	27,414	33,477	42,704	61,317
10	11	27,238	27,863	33,704	43,374	62,420
11	12	27,704	28,309	33,924	44,043	62,420
12	13	28,167	28,753	34,148	44,751	62,420
13	14	28,602	29,201	34,371	45,421	62,420
14	15	29,064	29,645	34,631	46,128	62,420
15	16	29,530	30,131	34,857	46,796	62,420
16	17	29,994	30,576	35,078	47,503	62,420
17	18	30,459	31,025	35,300	48,172	62,420
18	19	30,892	31,470	35,524	48,842	62,420
19	20	31,479	31,915	35,783	49,547	62,420
20	21	31,944	32,398	36,005	50,226	62,420

- *The Maintenance Workers I, II, III and IV are employed eight hours per day in a contract year. It is recommended that Worker IV be skilled in a trade.*

**Transportation Salary Schedule
2020 - 2021 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Mechanic II	Mechanic I
0	1	33,477	42,779
1	2	33,477	42,779
2	3	33,887	43,225
3	4	34,296	43,673
4	5	34,706	44,116
5	6	35,115	44,564
6	7	35,524	45,011
7	8	35,934	45,457
8	9	36,343	45,903
9	10	36,751	46,350
10	11	37,160	46,796
11	12	37,567	47,242
12	13	37,977	47,686
13	14	38,387	48,135
14	15	38,798	48,581
15	16	39,205	49,027
16	17	39,615	49,474
17	18	40,024	49,920
18	19	40,435	50,368
19	20	40,842	50,812
20	21	41,254	51,259

- *The Mechanic I and II are state certified skilled mechanic positions.*

**Bus Driver Salary Schedule
2020 - 2021 Fiscal Year
9 Months/183 Days**

Years of Experience	Step	Salary
0	1	14,929
1	2	15,177
2	3	15,425
3	4	15,674
4	5	15,921
5	6	16,168

**Bus Assistant Salary Schedule
2020 - 2021 Fiscal Year
9 Months/183 Days**

Years of Experience	Step	Salary
0	1	12,517
1	2	12,850
2	3	13,133
3	4	13,466
4	5	13,800
5	6	14,134

BUS SUPPLEMENTS (Extra Runs)

Bus supplements are for one year only and are not included when base salary is computed. The Supervisor of Transportation must recommend a particular individual for a specific supplement each school year. No continuing services status in the supplemental position is implied or should be assumed by the individual receiving the supplement.

A run is defined as driving to and from a specific destination.

**Child Nutrition Program Managerial Salary Schedule
2020 - 2021 Fiscal Year
192 Days**

Years of Experience	Step	Assistant Manager	Manager Rank 3	Manager Rank 4
0	1	21,508	23,826	25,422
1	2	21,508	23,826	25,422
2	3	22,934	25,406	26,894
3	4	23,200	25,704	27,207
4	5	23,513	26,001	27,550
5	6	23,795	26,330	27,911
6	7	24,123	26,644	28,255
7	8	24,749	26,956	28,600
8	9	25,047	27,300	28,945
9	10	25,516	27,818	29,226
10	11	25,970	28,287	29,696
11	12	26,439	28,757	30,150
12	13	26,894	29,226	30,621
13	14	27,349	29,696	31,073
14	15	27,818	30,150	31,558
15	16	28,287	30,621	32,028
16	17	28,757	31,073	32,482
17	18	29,226	31,558	32,937
18	19	29,696	32,028	33,421
19	20	30,150	32,482	33,876
20	21	30,621	32,937	34,344
21	22	31,073	33,421	34,830

The CNP Manager works 7 hours each day during the contract year.

**Child Nutrition Program Worker
2020 - 2021 Fiscal Year
182 Days**

Years of Experience	Step	Salary
0	1	15,806
1	2	15,806
2	3	16,261
3	4	16,704
4	5	16,989
5	6	17,522
6	7	18,095
7	8	18,445
8	9	18,821
9	10	19,199
10	11	19,564
11	12	19,938
12	13	20,304
13	14	20,667
14	15	21,032
15	16	21,395
16	17	21,772
17	18	22,149
18	19	22,514
19	20	22,891
20	21	23,254
21	22	23,605

**Nurse Salary Schedule
2020 - 2021 Fiscal Year**

9 Months/182 Days, 10 Months/202 Days

Years of Experience	Step	Licensed Practical Nurse - LPN 182 Days	Registered Nurse - RN (BS) 182 Days	Registered Nurse - RN (MS) 182 Days	Lead Nurse 202 Days
0-2	1-3	21,538	40,972	47,120	53,296
		21,538	40,972	47,120	53,296
		21,538	40,972	47,120	53,296
3-5	4-6	23,670	45,068	51,822	58,969
		23,670	45,068	51,822	58,969
		23,670	45,068	51,822	58,969
6-8	7-9	24,689	47,041	54,097	61,697
		24,689	47,041	54,097	61,697
		24,689	47,041	54,097	61,697
9-11	10-12	25,009	47,671	54,822	61,697
		25,009	47,671	54,822	61,697
		25,009	47,671	54,822	61,697
12-14	13-15	25,460	48,539	55,816	61,697
		25,460	48,539	55,816	61,697
		25,460	48,539	55,816	61,697
15-17	16-18	26,019	49,644	57,093	61,697
		26,019	49,644	57,093	61,697
		26,019	49,644	57,093	61,697
18-20	19-21	26,332	50,286	57,827	61,697
		26,332	50,286	57,827	61,697
		26,332	50,286	57,827	61,697
21-23	22-24	26,647	50,926	58,569	61,697
		26,647	50,926	58,569	61,697
		26,647	50,926	58,569	61,697
24-26	25-27	27,214	51,534	59,175	61,697
		27,214	51,534	59,175	61,697
		27,214	51,534	59,175	61,697
27	28	27,781	52,141	59,782	61,697

**Para-Professional Salary Schedule
2020 - 2021 Fiscal Year
9 Months/187 Days**

Years of Experience	Step	Salary
0	1	21,719
1	2	21,719
2	3	21,997
3	4	22,413
4	5	22,834
5	6	23,057

The Para-Professional works seven hours each day.

**Job Coach Salary Schedule
2020 - 2021 Fiscal Year
9 Months/187 Days**

Years of Experience	Step	Salary
0	1	27,143
1	2	27,546
2	3	27,951
3	4	28,362
4	5	28,762
5	6	29,164
6	7	29,571
7	8	29,974
8	9	30,378
9	10	30,781
10	11	31,185
11	12	31,588
12	13	31,992
13	14	32,396
14	15	32,799
15	16	33,203

**Crossing Guard Salary Schedule
Metal Detector Officer Salary Schedule
Security Officer Salary Schedule
2020 - 2021 Fiscal Year
180 Days/2 Hours Per Day**

Position	Hourly Rate	Length of Contract
Crossing Guard	10.00	Part-time
Metal Detector Officer	15.00	Part-time
Security Officer	20.00	Part-time

Note: Positions on this Salary Schedule are part-time with no benefits.

**Technology Salary Schedule
2020 - 2021 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Tech Support	Certified Tech Support	Senior Tech Support
0	1	40,652	42,734	51,784
1	2	41,412	43,494	52,544
2	3	42,172	44,254	53,305
3	4	42,932	45,014	54,067
4	5	43,690	45,771	55,079
5	6	44,451	46,532	56,091
6	7	45,210	47,291	57,108
7	8	45,968	48,050	58,120
8	9	46,730	48,811	59,131
9	10	47,488	49,569	60,149
10	11	48,249	50,329	61,159

SUBSTITUTE AND PART-TIME EMPLOYMENT

SUBSTITUTE EMPLOYMENT

TEACHING PERSONNEL		SUPPORT PERSONNEL	
CLASSIFICATION	DAILY RATE	CLASSIFICATION	DAILY RATE
Substitute	\$60.00	**CNP Substitute	\$9.36 per hour
*Extended Certified Substitute	\$125.00	Bus Driver Substitute	\$55.00
		Extended Bus Driver Substitute (After 10 days)	\$60.00
		Custodian	\$60.00
		Instructional/Clerical Assistant	\$60.00
		School Secretary/ Bookkeeper	\$60.00
		LPN ***	\$8.50 per hour
		Extended LPN ****	\$10.00 per hour

NOTES

*** CNP Substitutes will be compensated on an hourly rate basis instead of a daily rate.*

**** Must hold a current License as an LPN.*

***** Retroactive pay to equal \$10.00 per hour for Extended LPN Substitutes will be given for continuous long-term employment exceeding 20 consecutive full-day assignments in a single school. The nurse must hold a current License as an LPN.*

SALARY SUPPLEMENT SCHEDULE

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

SUPPLEMENTS 2020 - 2021 FISCAL YEAR

HIGH SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$3,000
Head Football Coach, Varsity	\$6,500
Head Football Coach, Varsity - Extra Days	Additional Days
Assistant Football, Varsity	\$2,500
Head Football Coach, Freshman	\$2,000
Assistant Football, Freshman	\$1,500
Defensive Coordinator	\$750
Offensive Coordinator	\$750
Basketball, Head Varsity (Boys)	\$5,000
Basketball, Head Varsity (Boys) - Extra Days	
Assistant Basketball, Varsity (Boys)	\$2,500
Basketball, Head, Freshman (Boys)	\$1,000
Basketball Head Coach (Girls)	\$5,000
Basketball Head Coach (Girls) - Extra Days	
Basketball Assistant Coach (Girls)	\$2,500
Basketball Head Freshman (Girls)	\$1,000
Baseball, Head Coach, Varsity	\$2,000
Baseball, Assistant, Varsity	\$1,000
Softball Head Coach	\$2,000
Softball Assistant Coach	\$1,000
Track Head Coach, Boys/Girls	\$1,500
Track Assistant, Boys/Girls	\$1,500
Volleyball Head Coach	\$1,500
Volleyball Assistant Coach	\$1,000
Golf - Girls	\$2,000
Golf - Boys	\$2,000
Soccer, Boys	\$2,500
Soccer, Girls	\$2,500
Strength Coach	\$1,200
Band Director	\$5,000
Cheerleader Coach	\$2,000
Cheerleader Coach, Freshman/Junior	\$1,500
Majorette, Drill, Dance & Flag Corp	\$1,000
Athletic Nurse	\$1,000
Equipment Manager	\$750

**SUPPLEMENTS
2020 - 2021 FISCAL YEAR**

MIDDLE SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$2,000
Baseball - Head Coach	\$1,000
Basketball - Head Coach (8 th Grade Boys)	\$2,500
Basketball - Head Coach (Girls)	\$2,500
Football Head Coach	\$3,200
Football Assistant Coach	\$1,500
Soccer Head Coach (Boys & Girls)	\$1,000
Softball Head Coach	\$1,000
Volleyball Head Coach	\$1,000
Athletic Nurse	\$1,000
Cheerleader Coach	\$1,000

**PLAY OFF & STATE CHAMPIONSHIP SUPPLEMENTS
2020 - 2021 FISCAL YEAR**

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

NOTES

- *All assistant varsity football coaches must coach an additional sport.*
- *All coaches will be paid for EACH sport they coach.*
- *One coach should not earn two supplements during the same season except within the same sport.*
- *Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract season.*
- *The supplemental salary schedule becomes effective for coaches employed after the 2018-2019 school year.*