

# Salary Schedule Certified

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**Birmingham City Schools**



*"Dare to be Remarkable"*

**Board Approved August 8, 2006**



## INTRODUCTION

The 2006-2007 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified employees must possess a valid Alabama Teacher's Certificate or are eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification and/or assignment. Effective February 1, 1996, certified employees (teachers) were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on the schedule. Experience for teachers will be granted based on public education in this system, other public education experience in the State of Alabama, or other public education experience outside the state. It is the responsibility of the employee to submit the appropriate information pertaining to experience, degree/certification and to verify the receipt of the accurate salary.

A teacher promoted to an administrative position or another certified position will be paid at least the same daily rate plus two additional steps on the appropriate schedule.

Classified employees promoted to another position will be paid at least the same daily rate plus 2 additional steps.

All employees are paid in twelve equal monthly installments, regardless of the length of the contract.

The following minimum number of days must be worked in a contract year:

Nine Months.....	187 Days
Ten Months.....	204 Days
Eleven Months.....	224 Days
Twelve Months.....	240 Days

Act No: 2006-282 provides that certificated personnel with 24, but less than 27 years of public education experience must receive \$500 in addition to the additional salary provided by the pay raise and additional instructional days. The act provides that certificated personnel with 27 or more years of public education experience must receive \$1,000 in addition to the additional salary provided by the pay raise and additional instructional days.

**Act No: 2006-310 states that the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year.**

**The Birmingham Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises in September 2006.**

**A stipend of \$500.00 will be paid to new school bus drivers after they complete three months of work. This stipend is for out-of-pocket expenses, travel, and training time required to become a school bus driver.**

## SUBSTITUTE EMPLOYEES

### Definitions

1. **Substitute Teacher** - A person employed on a temporary basis to fill-in for a regular teacher who is out on **paid or unpaid** leave status.
2. **Interim Teacher** - A certified substitute employed on a temporary basis to fill-in for a regular teacher on **unpaid leave status for more than an academic semester**.
3. **Paid Leave** – Compensated absences covered under the following types of approved leave: sick, catastrophic, vacation, personal, professional, and any others that may be allowed by Board policy.
4. **Selection** - Substitute teachers are selected for service by school principals or their designees from an approved list of eligible candidates maintained by the Board of Education. Prospective substitutes are not guaranteed employment by virtue of their inclusion in or on a roster or pool of eligible substitutes. Also, individuals employed as substitute teachers are not guaranteed employment as interim teachers.
5. **Compensation** – Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Birmingham City Board of Education. Substitute teachers are not eligible for employee benefits

<b><u>Number of Days Worked</u></b>	<b><u>Compensation</u></b>
Less than 20 days	Regular substitute pay \$60 p/day
20 or more consecutive days	<b>Extended substitute pay \$125 p/day starts on the 21<sup>st</sup> day-certified only</b>
Extended pay begins on the 21 <sup>st</sup> day in the same school, same position (there is no retroactive pay) substitute must have a current Alabama Certificate; <b>However, if a day is missed for any reason (other than authorized by the Board) after a substitute has worked consecutively 21 days and is being paid the extended substitute pay, the substitute's pay is reverted back to the regular substitute compensation of \$60 per day until 20 or more consecutive days are worked again.</b>	

Interim teachers are paid a prorated salary (current teacher salary schedule established by the Board) based on degree and experience and the number of contract days to be worked during the school year. Interim teachers receive all applicable employee benefits. Interim teachers must be employed for a semester or more in the same position.

## SUBSTITUTE PERSONNEL

### Substitute Employees, Substitute Teachers, Substitute Bus Drivers

Substitute pay is based on a 7.5-hour workday. Less than 7.5 hours work per day will receive the appropriate hourly rate based on the rates given below.

Official college transcripts must verify units of credit. It is the responsibility of the employee to submit this information and verify receipt of the accurate salary.

Two or more years of college in an educational program with verified transcript. Holds a valid Alabama Substitute Teaching Certificate.	\$60. per day	8.00 per hour
Four years of college and graduation from a state approved educational program.	\$60. per day	8.00 per hour
Alabama Teacher's Certificate	\$60. per day	8.00 per hour
Alabama Teacher's Certificate working 20 consecutive days (no absences and no retroactive pay) in the same classroom, in a certified position	\$60. per day	\$125. starting the 21 <sup>st</sup> day
<b>Support Substitutes, CNP, Custodial &amp; Transportation</b>		
Hourly Rates	\$7.00 per hour – CNP & Custodial	
Transportation	\$13.80 per hour	
Charter Trips will be paid hourly based on driver's current step		

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Birmingham City Board of Education. Substitute teachers are not eligible for employee benefits, i.e., insurance and leave. However, a substitute teacher with an Alabama Teacher's certificate working 21 consecutive days for the same teacher will be paid an extended rate of pay starting on the 21<sup>st</sup> day. If a day is missed for any reason (other than authorized by the Board) after a substitute has worked consecutively 21 days and is being paid the extended substitute pay, the substitute's pay

is reverted back to the regular substitute compensation of \$60 per day until 20 or more consecutive days are worked again.

**Definition: Substitute Teacher – a person employed on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave.**

Eligibility

In order to be eligible for employment in the Birmingham City School System, prospective substitute teachers must document the following:

1. **An application for substitute teaching containing the applicant's signature on the last page.**
2. **Official transcript(s) of all college/university work (minimum of 2 years – 100-quarter hours or 60 semester hours). Business and trade schools are not accepted.**
3. **Three Applicant Appraisal Forms – one solicited from a Birmingham City School System Principal and two others from persons knowledgeable of the applicant's teaching/intern experience and mailed by that person (not the applicant) directly to the Human Resource Department.**
4. **A copy of the applicant's social security card.**
5. **Results (must be negative) from a valid Tuberculosis Skin Test (to be maintained on file with the Birmingham City Board.**
6. **Charges**
  - A \$20.00 money order or cashier's check (for *substitute Teacher's Certificate*) payable to the Alabama State Department of Education, or a valid Alabama Teacher's Certificate, or a current valid Alabama Substitute Teacher's Certificate.
  - A criminal background check is required.

If you are a new applicant and will be applying for an Alabama Substitute Teacher's Certificate, a background check will be done by the Alabama State Department of Education. Upon application for the certificate – a \$49.00 money order for a background check made payable to the Alabama Department of Education is required.
  - If you already have a valid Alabama Teacher's Certificate or Substitute Teacher's Certificate and have not had a background check done by the Alabama State Department of Education – a \$49.00 money order for a background check made payable to the Alabama State Department of Education and a copy of your certificate are required. **(Cash or personal checks will not be accepted)**

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**TEACHERS 9 MONTHS 187 DAYS  
SCHEDULE 16**

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>	<b>Non Degree*</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>1</b>	34,347.00	39,024.00	42,484.00	46,275.00	34,347.00
<b>2</b>	34,591.00	39,269.00	42,729.00	46,519.00	34,591.00
<b>3</b>	38,172.00	43,391.00	47,109.00	50,900.00	38,172.00
<b>4</b>	38,461.00	43,632.00	47,352.00	51,146.00	38,461.00
<b>5</b>	38,726.00	44,169.00	47,888.00	51,677.00	38,726.00
<b>6</b>	40,423.00	46,025.00	49,857.00	53,758.00	40,423.00
<b>7</b>	40,949.00	46,553.00	50,384.00	54,285.00	40,949.00
<b>8</b>	41,518.00	47,121.00	50,954.00	54,856.00	41,518.00
<b>9</b>	42,044.00	47,648.00	51,477.00	55,381.00	42,044.00
<b>10</b>	42,590.00	48,194.00	52,025.00	55,929.00	42,590.00
<b>11</b>	43,118.00	48,766.00	52,595.00	56,502.00	43,118.00
<b>12</b>	43,901.00	49,528.00	53,377.00	57,298.00	43,901.00
<b>13</b>	43,901.00	49,528.00	53,377.00	57,298.00	43,901.00
<b>14</b>	43,901.00	49,528.00	53,377.00	57,298.00	43,901.00
<b>15</b>	44,320.00	50,001.00	53,888.00	57,846.00	44,320.00
<b>16</b>	44,320.00	50,001.00	53,888.00	57,846.00	44,320.00

\*The non-degree salary schedule pertains to some full-time instructional employees who provide daily instructions in select military and/or career technical areas. All State and Board requirements and/or mandates for employment are still applicable.



TEACHERS 10 MONTHS 204 DAYS  
SCHEDULE 25

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	37,498.00	42,605.00	46,381.00	50,520.00
2	37,764.00	42,873.00	46,649.00	50,786.00
3	41,674.00	47,373.00	51,171.00	55,570.00
4	42,007.00	47,655.00	51,717.00	55,862.00
5	42,298.00	48,241.00	52,303.00	56,441.00
6	43,038.00	50,268.00	54,455.00	58,715.00
7	44,724.00	50,845.00	55,030.00	59,291.00
8	45,346.00	51,466.00	55,654.00	59,915.00
9	45,921.00	52,042.00	56,224.00	60,488.00
10	46,518.00	52,638.00	56,822.00	61,085.00
11	47,094.00	53,263.00	57,445.00	61,711.00
12	47,948.00	54,094.00	58,299.00	62,582.00
13	47,948.00	54,094.00	58,299.00	62,582.00
14	47,948.00	54,094.00	58,299.00	62,582.00
15	48,408.00	54,613.00	58,856.00	63,180.00
16	48,408.00	54,613.00	58,856.00	63,180.00

TEACHERS 11 MONTHS 224 DAYS  
SCHEDULE 02

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	41,174.00	46,781.00	50,929.00	55,474.00
2	41,466.00	47,075.00	51,223.00	55,766.00
3	45,759.00	52,016.00	56,474.00	61,018.00
4	46,106.00	52,305.00	56,763.00	61,313.00
5	46,424.00	52,949.00	57,406.00	61,948.00
6	48,459.00	55,174.00	59,768.00	64,445.00
7	49,089.00	55,807.00	60,399.00	65,076.00
8	49,772.00	56,488.00	61,083.00	65,762.00
9	50,403.00	57,119.00	61,710.00	66,390.00
10	51,057.00	57,774.00	62,367.00	67,047.00
11	51,690.00	58,459.00	63,050.00	67,733.00
12	52,626.00	59,373.00	63,987.00	68,688.00
13	52,626.00	59,373.00	63,987.00	68,688.00
14	52,626.00	59,373.00	63,987.00	68,688.00
15	53,130.00	59,941.00	64,600.00	69,346.00
16	53,130.00	59,941.00	64,600.00	69,346.00

TEACHERS 12 MONTHS 240 DAYS  
SCHEDULE 26

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	44,116.00	50,124.00	54,566.00	59,435.00
2	44,427.00	50,437.00	54,881.00	59,748.00
3	49,028.00	55,732.00	60,202.00	65,377.00
4	49,948.00	56,664.00	61,494.00	66,421.00
5	50,293.00	57,361.00	62,191.00	67,110.00
6	52,495.00	59,772.00	64,749.00	69,815.00
7	53,180.00	60,457.00	65,433.00	70,499.00
8	53,918.00	61,196.00	66,174.00	71,241.00
9	54,603.00	61,879.00	66,852.00	71,923.00
10	55,310.00	62,588.00	67,564.00	72,634.00
11	55,997.00	63,330.00	68,305.00	73,377.00
12	57,012.00	64,320.00	69,319.00	74,413.00
13	57,012.00	64,320.00	69,319.00	74,413.00
14	57,012.00	64,320.00	69,319.00	74,413.00
15	57,557.00	64,936.00	69,983.00	75,124.00
16	57,557.00	64,936.00	69,983.00	75,124.00

COUNSELOR 10 MONTHS 204 DAYS  
SCHEDULE 91

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	47,952.00	52,014.00	56,153.00
2	48,242.00	52,305.00	56,442.00
3	48,534.00	52,594.00	56,735.00
4	48,825.00	52,884.00	57,023.00
5	49,382.00	53,440.00	57,578.00
6	51,469.00	55,653.00	59,912.00
7	52,044.00	56,225.00	60,488.00
8	52,642.00	56,823.00	61,083.00
9	53,266.00	57,447.00	61,706.00
10	53,841.00	58,020.00	62,281.00
11	54,437.00	58,621.00	62,879.00
12	54,699.00	58,902.00	63,181.00
13	54,699.00	58,902.00	63,181.00
14	54,699.00	58,902.00	63,181.00
15	55,222.00	59,465.00	63,786.00
16	55,222.00	59,465.00	63,786.00

COUNSELOR 11 MONTHS 224 DAYS  
SCHEDULE 92

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>52,654.00</b>	<b>57,114.00</b>	<b>61,658.00</b>
<b>2</b>	<b>52,971.00</b>	<b>57,433.00</b>	<b>61,976.00</b>
<b>3</b>	<b>53,291.00</b>	<b>57,750.00</b>	<b>62,297.00</b>
<b>4</b>	<b>53,612.00</b>	<b>58,069.00</b>	<b>62,614.00</b>
<b>5</b>	<b>54,224.00</b>	<b>58,680.00</b>	<b>63,223.00</b>
<b>6</b>	<b>56,516.00</b>	<b>61,108.00</b>	<b>65,787.00</b>
<b>7</b>	<b>57,147.00</b>	<b>61,737.00</b>	<b>66,418.00</b>
<b>8</b>	<b>57,802.00</b>	<b>62,394.00</b>	<b>67,071.00</b>
<b>9</b>	<b>58,488.00</b>	<b>63,079.00</b>	<b>67,756.00</b>
<b>10</b>	<b>59,119.00</b>	<b>63,708.00</b>	<b>68,387.00</b>
<b>11</b>	<b>59,774.00</b>	<b>64,367.00</b>	<b>69,043.00</b>
<b>12</b>	<b>60,062.00</b>	<b>64,676.00</b>	<b>69,375.00</b>
<b>13</b>	<b>60,062.00</b>	<b>64,676.00</b>	<b>69,375.00</b>
<b>14</b>	<b>60,062.00</b>	<b>64,676.00</b>	<b>69,375.00</b>
<b>15</b>	<b>60,636.00</b>	<b>65,295.00</b>	<b>70,039.00</b>
<b>16</b>	<b>60,636.00</b>	<b>65,295.00</b>	<b>70,039.00</b>

COUNSELOR 12 MONTHS 240 DAYS  
SCHEDULE 28

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	57,042.00	61,874.00	66,795.00
2	57,385.00	62,219.00	67,142.00
3	57,733.00	62,563.00	67,488.00
4	58,079.00	62,908.00	67,832.00
5	58,742.00	63,570.00	68,492.00
6	61,225.00	66,200.00	71,268.00
7	61,908.00	66,882.00	71,952.00
8	62,619.00	67,593.00	72,660.00
9	63,362.00	68,336.00	73,402.00
10	64,046.00	69,017.00	74,085.00
11	64,755.00	69,730.00	74,797.00
12	65,066.00	70,067.00	75,156.00
13	65,066.00	70,067.00	75,156.00
14	65,066.00	70,067.00	75,156.00
15	65,690.00	70,737.00	75,876.00
16	65,690.00	70,737.00	75,876.00

ELEMENTARY PRINCIPAL 12 MONTHS 240 DAYS  
SCHEDULE 23

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>63,680.00</b>	<b>68,436.00</b>	<b>73,087.00</b>
<b>2</b>	<b>64,302.00</b>	<b>69,062.00</b>	<b>73,712.00</b>
<b>3</b>	<b>64,958.00</b>	<b>69,715.00</b>	<b>74,367.00</b>
<b>4</b>	<b>65,582.00</b>	<b>70,339.00</b>	<b>74,988.00</b>
<b>5</b>	<b>66,234.00</b>	<b>70,991.00</b>	<b>75,641.00</b>
<b>6</b>	<b>68,845.00</b>	<b>73,744.00</b>	<b>78,531.00</b>
<b>7</b>	<b>69,515.00</b>	<b>74,415.00</b>	<b>79,204.00</b>
<b>8</b>	<b>70,159.00</b>	<b>75,060.00</b>	<b>79,850.00</b>
<b>9</b>	<b>70,832.00</b>	<b>75,730.00</b>	<b>80,517.00</b>
<b>10</b>	<b>71,473.00</b>	<b>76,374.00</b>	<b>81,248.00</b>
<b>11</b>	<b>72,147.00</b>	<b>77,048.00</b>	<b>81,951.00</b>
<b>12</b>	<b>73,140.00</b>	<b>78,062.00</b>	<b>83,048.00</b>
<b>13</b>	<b>73,140.00</b>	<b>78,062.00</b>	<b>83,048.00</b>
<b>14</b>	<b>73,140.00</b>	<b>78,062.00</b>	<b>83,048.00</b>
<b>15</b>	<b>73,840.00</b>	<b>78,810.00</b>	<b>83,844.00</b>
<b>16</b>	<b>73,840.00</b>	<b>78,810.00</b>	<b>83,844.00</b>

MIDDLE SCHOOL PRINCIPAL 12 MONTHS 240 DAYS  
SCHEDULE 09

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	64,298.00	69,103.00	73,798.00
2	64,927.00	69,734.00	74,430.00
3	65,589.00	70,392.00	75,092.00
4	66,220.00	71,024.00	75,717.00
5	66,879.00	71,683.00	76,377.00
6	69,515.00	74,462.00	79,294.00
7	70,192.00	75,140.00	79,975.00
8	70,842.00	75,789.00	80,627.00
9	71,520.00	76,467.00	81,299.00
10	72,169.00	77,117.00	82,040.00
11	72,849.00	77,798.00	82,748.00
12	73,852.00	78,823.00	83,858.00
13	73,852.00	78,823.00	83,858.00
14	73,852.00	78,823.00	83,858.00
15	74,559.00	79,576.00	84,660.00
16	74,559.00	79,576.00	84,660.00



HIGH SCHOOL PRINCIPAL 12 MONTHS - 240 DAYS  
SCHEDULE 08

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	66,311.00	71,115.00	75,506.00
<b>2</b>	66,950.00	71,753.00	76,142.00
<b>3</b>	67,590.00	72,393.00	76,784.00
<b>4</b>	68,229.00	73,035.00	77,424.00
<b>5</b>	68,869.00	73,674.00	78,064.00
<b>6</b>	71,576.00	76,522.00	81,066.00
<b>7</b>	72,236.00	77,179.00	81,777.00
<b>8</b>	72,894.00	77,839.00	82,491.00
<b>9</b>	73,551.00	78,498.00	83,202.00
<b>10</b>	74,238.00	79,157.00	83,912.00
<b>11</b>	74,921.00	79,869.00	84,625.00
<b>12</b>	75,999.00	80,970.00	85,751.00
<b>13</b>	75,999.00	80,970.00	85,751.00
<b>14</b>	75,999.00	80,970.00	85,751.00
<b>15</b>	76,727.00	81,746.00	86,572.00
<b>16</b>	76,727.00	81,746.00	86,572.00

ELEMENTARY ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS  
SCHEDULE 66

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	47,978.00	52,022.00	56,141.00
2	48,265.00	52,310.00	56,429.00
3	48,556.00	52,598.00	56,720.00
4	48,846.00	52,886.00	57,008.00
5	49,401.00	53,440.00	57,593.00
6	51,485.00	55,649.00	59,890.00
7	52,058.00	56,333.00	60,463.00
8	52,653.00	56,815.00	61,056.00
9	53,274.00	57,437.00	61,675.00
10	53,847.00	58,008.00	62,249.00
11	54,440.00	58,604.00	62,843.00
12	54,701.00	58,886.00	63,146.00
13	54,701.00	58,886.00	63,146.00
14	54,701.00	58,886.00	63,146.00
15	55,225.00	59,448.00	63,749.00
16	55,225.00	59,448.00	63,749.00

MIDDLE SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS  
SCHEDULE 72

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>48,138.00</b>	<b>52,181.00</b>	<b>56,301.00</b>
<b>2</b>	<b>48,425.00</b>	<b>52,471.00</b>	<b>56,590.00</b>
<b>3</b>	<b>48,716.00</b>	<b>52,759.00</b>	<b>56,881.00</b>
<b>4</b>	<b>49,006.00</b>	<b>53,046.00</b>	<b>57,168.00</b>
<b>5</b>	<b>49,560.00</b>	<b>53,601.00</b>	<b>57,720.00</b>
<b>6</b>	<b>51,651.00</b>	<b>55,814.00</b>	<b>60,056.00</b>
<b>7</b>	<b>52,223.00</b>	<b>56,385.00</b>	<b>60,629.00</b>
<b>8</b>	<b>52,787.00</b>	<b>56,980.00</b>	<b>61,222.00</b>
<b>9</b>	<b>53,439.00</b>	<b>57,602.00</b>	<b>61,841.00</b>
<b>10</b>	<b>54,011.00</b>	<b>58,172.00</b>	<b>62,414.00</b>
<b>11</b>	<b>54,605.00</b>	<b>58,770.00</b>	<b>63,009.00</b>
<b>12</b>	<b>54,756.00</b>	<b>59,051.00</b>	<b>63,311.00</b>
<b>13</b>	<b>54,756.00</b>	<b>59,051.00</b>	<b>63,311.00</b>
<b>14</b>	<b>54,756.00</b>	<b>59,051.00</b>	<b>63,311.00</b>
<b>15</b>	<b>55,393.00</b>	<b>59,616.00</b>	<b>63,917.00</b>
<b>16</b>	<b>55,393.00</b>	<b>59,616.00</b>	<b>63,917.00</b>

HIGH SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS  
SCHEDULE 67

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>53,504.00</b>	<b>57,550.00</b>	<b>61,763.00</b>
<b>2</b>	<b>53,986.00</b>	<b>58,032.00</b>	<b>62,149.00</b>
<b>3</b>	<b>54,470.00</b>	<b>58,512.00</b>	<b>62,631.00</b>
<b>4</b>	<b>54,950.00</b>	<b>58,995.00</b>	<b>63,113.00</b>
<b>5</b>	<b>55,431.00</b>	<b>59,477.00</b>	<b>63,596.00</b>
<b>6</b>	<b>57,573.00</b>	<b>61,739.00</b>	<b>65,980.00</b>
<b>7</b>	<b>58,071.00</b>	<b>62,234.00</b>	<b>66,477.00</b>
<b>8</b>	<b>58,568.00</b>	<b>62,731.00</b>	<b>66,974.00</b>
<b>9</b>	<b>59,065.00</b>	<b>63,227.00</b>	<b>67,470.00</b>
<b>10</b>	<b>59,561.00</b>	<b>63,724.00</b>	<b>67,965.00</b>
<b>11</b>	<b>59,561.00</b>	<b>63,724.00</b>	<b>67,965.00</b>
<b>12</b>	<b>59,848.00</b>	<b>64,029.00</b>	<b>68,291.00</b>
<b>13</b>	<b>59,848.00</b>	<b>64,029.00</b>	<b>68,291.00</b>
<b>14</b>	<b>59,848.00</b>	<b>64,029.00</b>	<b>68,291.00</b>
<b>15</b>	<b>60,421.00</b>	<b>64,643.00</b>	<b>68,945.00</b>
<b>16</b>	<b>60,421.00</b>	<b>64,643.00</b>	<b>68,945.00</b>

COORDINATOR 12 MONTHS 240 DAYS  
 SCHEDULE 11  
**CERTIFIED**

Step	LEVEL Master's Degree	LEVEL AA Certificate	LEVEL Doctoral Degree
Level	2	3	4
1	64,582.00	69,392.00	73,782.00
2	65,156.00	69,965.00	74,356.00
3	65,730.00	70,541.00	74,931.00
4	66,304.00	71,114.00	75,504.00
5	66,877.00	71,684.00	76,076.00
6	69,450.00	74,403.00	78,924.00
7	70,042.00	74,994.00	79,515.00
8	70,632.00	75,586.00	80,106.00
9	71,224.00	76,176.00	80,697.00
10	71,813.00	76,766.00	81,285.00
11	71,813.00	76,766.00	81,285.00
12	72,158.00	77,135.00	81,676.00
13	72,158.00	77,135.00	81,676.00
14	72,158.00	77,135.00	81,676.00
15	72,849.00	77,872.00	82,458.00
16	72,849.00	77,872.00	82,458.00

**COORDINATOR 11 MONTHS 224 DAYS  
SCHEDULE 15  
CERTIFIED**

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	60,277.00	64,766.00	68,863.00
2	60,812.00	65,301.00	69,399.00
3	61,349.00	65,838.00	69,935.00
4	61,883.00	66,373.00	70,470.00
5	62,419.00	66,904.00	71,004.00
6	64,820.00	69,443.00	73,662.00
7	65,372.00	69,995.00	74,213.00
8	65,924.00	70,547.00	74,766.00
9	66,476.00	71,097.00	75,317.00
10	67,025.00	71,648.00	75,866.00
11	67,025.00	71,648.00	75,866.00
12	67,347.00	71,992.00	76,232.00
13	67,347.00	71,992.00	76,232.00
14	67,347.00	71,992.00	76,232.00
15	67,992.00	72,680.00	76,960.00
16	67,992.00	72,680.00	76,960.00

ADMINISTRATIVE PERSONNEL  
 12 MONTHS 240 DAYS  
 SCHEDULE 64  
 Certified Schedule

RANK	1,3,4	2,6,7				
Step	DIRECTOR	SENIOR DIRECTOR	ASSISTANT SUPERINTENDENTS	OFFICERS EFFECTIVE 9/01/04 New Employees Only	OFFICERS (GRANDFATHERED)	DEPUTY SUPERINTENDENT
LEVEL	1	2	3	7	8	9
1	68,002.00	78,165.00	\$ 98,899.00	103,509.00	98,899.00	131,820.00
2	70,008.00	80,185.00	99,836.00	104,622.00	102,790.00	133,920.00
3	72,016.00	82,205.00	100,773.00	105,735.00	106,680.00	136,020.00
4	74,022.00	84,225.00	101,710.00	106,848.00	110,572.00	140,220.00
5	76,028.00	86,245.00	102,647.00	107,961.00	114,464.00	141,270.00
6	78,034.00	88,266.00	103,585.00	109,074.00	118,355.00	142,320.00
7	80,041.00	90,285.00	104,522.00	110,187.00	122,247.00	143,370.00
8	82,046.00	92,304.00	105,459.00	111,300.00	126,137.00	144,420.00
9	84,054.00	94,324.00	106,396.00	112,413.00	130,028.00	145,470.00
10	86,061.00	96,344.00	107,334.00	113,526.00	133,920.00	146,520.00
11	86,617.00	96,901.00	108,270.00	114,639.00		
12	87,174.00	97,457.00	109,208.00	115,752.00		
13	87,730.00	98,014.00	110,144.00	116,865.00		
14	88,287.00	98,570.00	111,082.00	117,978.00		
15	88,843.00	99,127.00	112,019.00	119,091.00		
16	89,400.00	99,683.00	112,911.00	120,204.00		

ATTENDANCE HEARING OFFICER  
 11 MONTHS 224 DAYS  
 SCHEDULE 68

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>59,096.00</b>	<b>63,564.00</b>	<b>68,218.00</b>
<b>2</b>	<b>59,628.00</b>	<b>64,097.00</b>	<b>68,644.00</b>
<b>3</b>	<b>60,163.00</b>	<b>64,627.00</b>	<b>69,178.00</b>
<b>4</b>	<b>60,693.00</b>	<b>65,159.00</b>	<b>69,709.00</b>
<b>5</b>	<b>61,224.00</b>	<b>65,693.00</b>	<b>70,242.00</b>
<b>6</b>	<b>63,592.00</b>	<b>68,193.00</b>	<b>72,877.00</b>
<b>7</b>	<b>64,140.00</b>	<b>68,739.00</b>	<b>73,425.00</b>
<b>8</b>	<b>64,690.00</b>	<b>69,287.00</b>	<b>73,973.00</b>
<b>9</b>	<b>65,238.00</b>	<b>69,835.00</b>	<b>74,522.00</b>
<b>10</b>	<b>65,786.00</b>	<b>70,384.00</b>	<b>75,068.00</b>
<b>11</b>	<b>65,786.00</b>	<b>70,384.00</b>	<b>75,068.00</b>
<b>12</b>	<b>66,103.00</b>	<b>70,722.00</b>	<b>75,429.00</b>
<b>13</b>	<b>66,103.00</b>	<b>70,722.00</b>	<b>75,429.00</b>
<b>14</b>	<b>66,103.00</b>	<b>70,722.00</b>	<b>75,429.00</b>
<b>15</b>	<b>66,735.00</b>	<b>71,398.00</b>	<b>76,152.00</b>
<b>16</b>	<b>66,735.00</b>	<b>71,398.00</b>	<b>76,152.00</b>



ATTENDANCE HEARING OFFICER  
 12 MONTHS 240 DAYS  
 SCHEDULE 65

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	63,317.00	68,105.00	73,091.00
<b>2</b>	63,887.00	68,675.00	73,548.00
<b>3</b>	64,653.00	69,244.00	74,119.00
<b>4</b>	65,028.00	69,814.00	74,688.00
<b>5</b>	65,597.00	70,385.00	75,259.00
<b>6</b>	68,133.00	73,063.00	78,083.00
<b>7</b>	68,721.00	73,649.00	78,669.00
<b>8</b>	69,310.00	74,235.00	79,257.00
<b>9</b>	69,898.00	74,823.00	79,845.00
<b>10</b>	70,485.00	75,411.00	80,430.00
<b>11</b>	70,485.00	75,411.00	80,430.00
<b>12</b>	70,825.00	75,774.00	80,817.00
<b>13</b>	70,825.00	75,774.00	80,817.00
<b>14</b>	70,825.00	75,774.00	80,817.00
<b>15</b>	71,502.00	76,498.00	81,591.00
<b>16</b>	71,502.00	76,498.00	81,591.00

ATTENDANCE OFFICER 10 MONTHS 204 DAYS  
 SCHEDULE 69  
 THIS IS CERTIFIED SCHEDULE

Step	Bachelor's	Master's	AA	Doctoral
Level	1	2	3	4
1	43,254.00	49,072.00	53,253.00	57,521.00
2	43,588.00	49,406.00	53,587.00	57,854.00
3	43,922.00	49,740.00	53,866.00	58,188.00
4	44,256.00	50,074.00	54,255.00	58,522.00
5	44,590.00	50,408.00	54,589.00	58,856.00
6	44,924.00	50,742.00	54,923.00	59,190.00
7	45,258.00	51,074.00	55,257.00	59,524.00
8	45,347.00	51,465.00	55,654.00	59,915.00
9	45,921.00	52,042.00	56,223.00	60,488.00
10	46,519.00	52,637.00	56,821.00	61,085.00
11	47,094.00	53,263.00	57,444.00	61,711.00
12	47,948.00	54,094.00	58,299.00	62,582.00
13	47,948.00	54,094.00	58,299.00	62,582.00
14	47,948.00	54,094.00	58,299.00	62,582.00
15	48,408.00	54,613.00	58,856.00	63,180.00
16	48,408.00	54,613.00	58,856.00	63,180.00

ATTENDANCE OFFICER 11 MONTHS 224 DAYS  
SCHEDULE 59

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	47,495.00	53,882.00	58,474.00	63,160.00
<b>2</b>	47,862.00	54,249.00	58,840.00	63,527.00
<b>3</b>	48,227.00	54,616.00	59,172.00	63,893.00
<b>4</b>	48,594.00	54,982.00	59,574.00	64,259.00
<b>5</b>	48,961.00	55,349.00	59,941.00	64,627.00
<b>6</b>	49,328.00	55,716.00	60,193.00	64,992.00
<b>7</b>	49,694.00	56,080.00	60,674.00	65,360.00
<b>8</b>	49,793.00	56,510.00	61,109.00	65,788.00
<b>9</b>	50,423.00	57,144.00	61,734.00	66,418.00
<b>10</b>	51,079.00	57,797.00	62,391.00	67,073.00
<b>11</b>	51,711.00	58,483.00	63,075.00	67,760.00
<b>12</b>	52,626.00	59,373.00	63,987.00	68,688.00
<b>13</b>	52,626.00	59,373.00	63,987.00	68,688.00
<b>14</b>	52,626.00	59,373.00	63,987.00	68,688.00
<b>15</b>	53,130.00	59,941.00	64,600.00	69,346.00
<b>16</b>	53,130.00	59,941.00	64,600.00	69,346.00

ATTENDANCE OFFICER 12 MONTHS 240 DAYS  
SCHEDULE 70

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	50,888.00	57,732.00	62,651.00	67,671.00
<b>2</b>	51,279.00	58,124.00	63,044.00	68,065.00
<b>3</b>	51,673.00	58,517.00	63,960.00	68,457.00
<b>4</b>	52,066.00	58,910.00	64,092.00	68,850.00
<b>5</b>	52,458.00	59,303.00	64,223.00	69,243.00
<b>6</b>	52,495.00	59,772.00	64,749.00	69,815.00
<b>7</b>	53,180.00	60,457.00	65,433.00	70,499.00
<b>8</b>	53,918.00	61,196.00	66,174.00	71,241.00
<b>9</b>	54,603.00	61,879.00	66,852.00	71,923.00
<b>10</b>	55,310.00	62,588.00	67,564.00	72,634.00
<b>11</b>	55,997.00	63,330.00	68,305.00	73,377.00
<b>12</b>	57,012.00	64,320.00	69,319.00	74,413.00
<b>13</b>	57,012.00	64,320.00	69,319.00	74,413.00
<b>14</b>	57,012.00	64,320.00	69,319.00	74,413.00
<b>15</b>	57,557.00	64,936.00	69,983.00	75,124.00
<b>16</b>	57,557.00	64,936.00	69,983.00	75,124.00

PROGRAM SPECIALIST  
12 MONTHS 240 DAYS  
SCHEDULE 32

<b>Step</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	57,700.00	63,213.00	68,019.00	72,412.00
<b>2</b>	58,034.00	63,786.00	68,595.00	72,984.00
<b>3</b>	58,368.00	64,358.00	69,168.00	73,557.00
<b>4</b>	58,702.00	64,932.00	69,740.00	74,130.00
<b>5</b>	59,036.00	65,505.00	70,314.00	74,704.00
<b>6</b>	59,370.00	68,039.00	72,992.00	77,513.00
<b>7</b>	59,703.00	68,631.00	73,581.00	78,103.00
<b>8</b>	60,037.00	69,221.00	74,171.00	78,692.00
<b>9</b>	60,371.00	69,813.00	74,762.00	79,282.00
<b>10</b>	60,705.00	70,402.00	75,353.00	79,872.00
<b>11</b>	61,039.00	70,402.00	75,353.00	79,872.00
<b>12</b>	61,373.00	70,740.00	75,714.00	80,256.00
<b>13</b>	61,373.00	70,740.00	75,714.00	80,256.00
<b>14</b>	61,373.00	70,740.00	75,714.00	80,256.00
<b>15</b>	61,707.00	71,416.00	76,438.00	81,024.00
<b>16</b>	61,707.00	71,416.00	76,438.00	81,024.00

PSYCHOMETRICS  
12 MONTHS 240 DAYS  
SCHEDULE 28

<b>Step</b>	<b>Master's Degree</b>	<b>AA Certificate</b>	<b>Doctoral Degree</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>57,042.00</b>	<b>61,874.00</b>	<b>66,795.00</b>
<b>2</b>	<b>57,385.00</b>	<b>62,219.00</b>	<b>67,142.00</b>
<b>3</b>	<b>57,733.00</b>	<b>62,563.00</b>	<b>67,488.00</b>
<b>4</b>	<b>58,079.00</b>	<b>62,908.00</b>	<b>67,832.00</b>
<b>5</b>	<b>58,742.00</b>	<b>63,570.00</b>	<b>68,492.00</b>
<b>6</b>	<b>61,225.00</b>	<b>66,200.00</b>	<b>71,268.00</b>
<b>7</b>	<b>61,908.00</b>	<b>66,882.00</b>	<b>71,952.00</b>
<b>8</b>	<b>62,619.00</b>	<b>67,593.00</b>	<b>72,660.00</b>
<b>9</b>	<b>63,362.00</b>	<b>68,336.00</b>	<b>73,402.00</b>
<b>10</b>	<b>64,046.00</b>	<b>69,017.00</b>	<b>74,085.00</b>
<b>11</b>	<b>64,755.00</b>	<b>69,730.00</b>	<b>74,797.00</b>
<b>12</b>	<b>65,066.00</b>	<b>70,067.00</b>	<b>75,156.00</b>
<b>13</b>	<b>65,066.00</b>	<b>70,067.00</b>	<b>75,156.00</b>
<b>14</b>	<b>65,066.00</b>	<b>70,067.00</b>	<b>75,156.00</b>
<b>15</b>	<b>65,690.00</b>	<b>70,737.00</b>	<b>75,876.00</b>
<b>16</b>	<b>65,690.00</b>	<b>70,737.00</b>	<b>75,876.00</b>

DIRECTOR - CERTIFIED  
12 MONTHS 240 DAYS  
SCHEDULE 79

<b>Step</b>	<b>Master's</b>	<b>AA</b>	<b>Doctoral</b>
<b>Level</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>66,041.00</b>	<b>70,846.00</b>	<b>75,462.00</b>
<b>2</b>	<b>67,203.00</b>	<b>72,004.00</b>	<b>76,623.00</b>
<b>3</b>	<b>68,362.00</b>	<b>73,166.00</b>	<b>77,786.00</b>
<b>4</b>	<b>69,522.00</b>	<b>74,327.00</b>	<b>78,947.00</b>
<b>5</b>	<b>70,684.00</b>	<b>75,487.00</b>	<b>80,106.00</b>
<b>6</b>	<b>73,976.00</b>	<b>78,927.00</b>	<b>83,679.00</b>
<b>7</b>	<b>75,172.00</b>	<b>80,120.00</b>	<b>84,875.00</b>
<b>8</b>	<b>76,368.00</b>	<b>81,312.00</b>	<b>86,061.00</b>
<b>9</b>	<b>76,368.00</b>	<b>81,312.00</b>	<b>86,061.00</b>
<b>10</b>	<b>76,368.00</b>	<b>81,312.00</b>	<b>86,061.00</b>
<b>11</b>	<b>76,368.00</b>	<b>81,312.00</b>	<b>86,061.00</b>
<b>12</b>	<b>76,736.00</b>	<b>81,703.00</b>	<b>86,474.00</b>
<b>13</b>	<b>76,736.00</b>	<b>81,703.00</b>	<b>86,474.00</b>
<b>14</b>	<b>76,736.00</b>	<b>81,703.00</b>	<b>86,474.00</b>
<b>15</b>	<b>77,469.00</b>	<b>82,484.00</b>	<b>87,302.00</b>
<b>16</b>	<b>77,469.00</b>	<b>82,484.00</b>	<b>87,302.00</b>