

**Focused on Quality:  
Committed to  
Excellence**



# **SALARY SCHEDULES 2012-2013**







Limestone County Board of Education  
300 South Jefferson Street  
Athens, AL 35611  
256-232-5353  
[www.lcsk12.org](http://www.lcsk12.org)

**Office of the Superintendent**  
**256-232-5353**  
**Ext. 223**

**Mission Statement:**

The mission of the Office of the Superintendent of the Limestone County Public School System is to recruit, develop, and retain outstanding employees committed to fostering educational excellence.

It is the official policy of the Limestone County Board of Education that no person shall – on the grounds of race, color, disability, sex, religion, national origin, age or creed – be excluded from participation in, denied the benefits of, or subjected to discrimination under any program, activity, or employment.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**300 South Jefferson St.**  
**Athens, AL 35611**  
**Phone: 256-232-5353**  
**Fax: 256-233-6461**

**SUPERINTENDENT'S OFFICE**

**Superintendent**

Thomas M. Sisk

**Secretary to Superintendent**

Judy Justin

**Secretary for Personnel Department**

Sylvia Jones

**Secretary/Receptionist**

Kim Wales

**ACCOUNTING**

**Chief School Finance Officer**

Jonathan Craft

**CNP Accountant**

Lori Adams

**Accounts Payable Clerk**

Glory Daly

**General Funds/Local Schools Accountant**

Kim Emerson

**Insurance Clerk**

Joan Moore

**Payroll Accountant**

Tammy Nichols

**CHILD NUTRITION**

**CNP Director**

Teresa Rogers

**TECHNOLOGY**

**Director**

Karen Tucker

**FEDERAL PROGRAMS**

**ELL & Federal Programs Coordinator**

Mary Robinson

**Secretary**

Karen Burchfield

**CURRICULUM**

**Director K-6**

Zebbra Green

**Curriculum Coordinator K-6**

Mary Robinson

**Curriculum Secretary K-6**

Chery Campbell

**Director 7-12**

Jan Tribble

**Curriculum Coordinator 7-12**

Robbie Lauderdale

**Curriculum Secretary 7-12**

Robye Shoulders

**District Coordinator-Success Mentor Program**

Natalia Dooley

**SCHOOL NURSE**

Rhonda Gibbs

**LPN/Assistant**

Jamie Berryhill

**SPECIAL EDUCATION**

**Director**

Tara Bachus

**Secretary**

Barbara Gregg

**Referral/Eligibility Coordinator**

Shanon Kyser

**Resource Specialist/BBSST**

Krystle Landtroop

**Resource Specialist – Phase 2**

Sylvia Hicks

**Special Services Facilitator**

Dianne Stafford-Bertzett



**LIMESTONE COUNTY BOARD OF EDUCATION**  
**300 South Jefferson St.**  
**Athens, AL 35611**  
**Phone: 256-232-5353**  
**Fax: 256-233-6461**

**DEPARTMENTAL FAX LINES**

General Fax Line	256-233-6461
Superintendent's Office	256-233-8031
Assistant Superintendent's Office	256-233-5379
Child Nutrition Department	256-233-6498
Curriculum Department	256-232-5355
Special Education Department	256-233-6699

**BOARD MEMBERS**

Charles Shoulders	District One
Bret McGill	District Two
Marty Adams	District Three
Darin Russell	District Four
James Shannon	District Five
Anthony Hilliard	District Six
Earl Glaze	District Seven



**LIMESTONE COUNTY BOARD OF EDUCATION**  
**Athens, Alabama**

**2012-2013 SALARY SCHEDULES**

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**LIMESTONE COUNTY BOARD OF EDUCATION**  
**GUIDELINES – EXPERIENCE CREDIT**  
2012-2013

Experience credit is provided in accordance with the following guidelines:

**CERTIFIED:**

1. Credit shall be given for teaching full-time under contract in secondary and postsecondary public schools.
2. Credit shall be given only for satisfactory full-time teaching.
3. Experience shall be credited only from those public schools registered with their state's department of education.
4. The teacher shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Office.
5. Credit shall be granted for each year that an employee worked 75% of the full-time school calendar of the public school verifying experience.

**OTHER CLASSIFIED:**

1. Credit shall be given for full-time satisfactory experience.
2. The employee shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Office.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**INFORMATION REGARDING CERTIFIED SALARIES**  
2012-2013

Tenured teachers are those certificated persons who have completed three consecutive years of employment of at least 20 hours per week of continuing service with the Limestone County Public School System and have been reemployed for the fourth year. The tenure salary increase is included in year 3 of the Teachers Salary Schedule.

Additionally, the following teachers will be eligible for tenure pay all year:

- 1) Teachers who have completed three or more years of full time teaching experience in any **public** school system or systems, or
- 2) Teachers who will attain and surpass three years of full time **public** school teaching experience during the first term of the current scholastic year.

And, the following teachers will be eligible for tenure teacher pay one-half year:

- 1) Teachers who will attain and surpass three years of full time **public** school teaching experience during the second term of the current scholastic year.

Tenure status with the Limestone County School District is granted based on Act No. 2011-270, the Students First Act of 2011.

Teachers will be placed on the appropriate year of the Limestone County Teachers Salary Schedule or the State Minimum Teachers Salary Schedule, whichever is less. No teacher shall be paid less than the salary received in 2011-2012. With no other exceptions, all employees (barring any changes in job status) will remain on the salary schedule and on the year to which they were assigned.

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification.

The employee shall be responsible for insuring the correctness of his/her records. Errors found may be corrected for the current school term only.

No supervising administrator shall be paid a salary less than an employee under his/her supervision. Supervising administrator in schools is defined as the Principal. Central Office Supervisors are not supervisors of school administrators, with the exception of the Executive Directors and Superintendent.

Annual salaries for the indicated months of employment are based on the following numbers of working days per scholastic year:

<u>Months Employment</u>	<u>Days/Year</u>	<u>Pay Schedule</u>
9	187	September 30 – August 31
10	202	August 31 – July 31
10.5	212	August 31 – July 31
11	222	August 31 – July 31
12	260	July 31 – June 30

In cases of less than full time employment, an appropriate full time annual salary may be adjusted by deriving an annual salary using the ratio of number of hours per day with 7.0 hours being a full day.

For payroll purposes, annual salaries will be divided into twelve (12) equal payments.



**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CERTIFIED TEACHERS SALARY SCHEDULE**  
2012-2013

Yrs.	Bachelors						Masters					
	187 Days	194 Days	200 Days	202 Days	222 Days	242 Days	187 Days	194 Days	200 Days	202 Days	222 Days	242 Days
0	\$36,144	\$37,497	\$38,657	\$39,043	\$42,909	\$46,775	\$41,564	\$43,120	\$44,453	\$44,898	\$49,343	\$53,789
1	\$36,279	\$37,637	\$38,801	\$39,189	\$43,069	\$46,949	\$41,719	\$43,281	\$44,619	\$45,065	\$49,527	\$53,989
2	\$36,471	\$37,836	\$39,006	\$39,396	\$43,297	\$47,198	\$41,930	\$43,500	\$44,845	\$45,293	\$49,778	\$54,262
3	\$39,756	\$41,244	\$42,520	\$42,945	\$47,197	\$51,449	\$45,720	\$47,431	\$48,898	\$49,387	\$54,277	\$59,167
4	\$39,908	\$41,402	\$42,682	\$43,109	\$47,377	\$51,646	\$45,893	\$47,611	\$49,083	\$49,574	\$54,483	\$59,391
5	\$40,108	\$41,609	\$42,896	\$43,325	\$47,615	\$51,904	\$46,121	\$47,847	\$49,327	\$49,821	\$54,753	\$59,686
6	\$41,497	\$43,050	\$44,382	\$44,826	\$49,264	\$53,702	\$47,721	\$49,507	\$51,039	\$51,549	\$56,653	\$61,757
7	\$41,654	\$43,213	\$44,550	\$44,995	\$49,450	\$53,905	\$47,902	\$49,695	\$51,232	\$51,744	\$56,868	\$61,991
8	\$41,860	\$43,427	\$44,770	\$45,218	\$49,695	\$54,172	\$48,139	\$49,941	\$51,486	\$52,000	\$57,149	\$62,298
9	\$42,053	\$43,627	\$44,976	\$45,426	\$49,924	\$54,422	\$48,362	\$50,172	\$51,724	\$52,241	\$57,414	\$62,586
10	\$42,213	\$43,793	\$45,148	\$45,599	\$50,114	\$54,629	\$48,543	\$50,360	\$51,918	\$52,437	\$57,629	\$62,820
11	\$42,423	\$44,011	\$45,372	\$45,826	\$50,363	\$54,900	\$48,789	\$50,615	\$52,181	\$52,703	\$57,921	\$63,139
12	\$42,818	\$44,421	\$45,795	\$46,253	\$50,832	\$55,412	\$49,238	\$51,081	\$52,661	\$53,188	\$58,454	\$63,720
13	\$42,978	\$44,587	\$45,966	\$46,425	\$51,022	\$55,619	\$49,425	\$51,275	\$52,861	\$53,390	\$58,676	\$63,962
14	\$43,195	\$44,812	\$46,198	\$46,660	\$51,280	\$55,899	\$49,673	\$51,532	\$53,126	\$53,657	\$58,970	\$64,283
15	\$43,794	\$45,433	\$46,839	\$47,307	\$51,991	\$56,675	\$50,364	\$52,249	\$53,865	\$54,404	\$59,790	\$65,177
16	\$43,960	\$45,606	\$47,016	\$47,486	\$52,188	\$56,889	\$50,552	\$52,444	\$54,066	\$54,607	\$60,014	\$65,420
17	\$44,180	\$45,834	\$47,251	\$47,724	\$52,449	\$57,174	\$50,805	\$52,707	\$54,337	\$54,880	\$60,314	\$65,748
18	\$44,400	\$46,062	\$47,487	\$47,961	\$52,710	\$57,459	\$51,012	\$52,922	\$54,558	\$55,104	\$60,560	\$66,016
19	\$45,485	\$47,188	\$48,647	\$49,134	\$53,998	\$58,863	\$52,463	\$54,427	\$56,110	\$56,671	\$62,282	\$67,893
20	\$46,395	\$48,132	\$49,620	\$50,117	\$55,079	\$60,041	\$53,511	\$55,514	\$57,231	\$57,803	\$63,526	\$69,250
21	\$46,626	\$48,371	\$49,867	\$50,366	\$55,353	\$60,340	\$53,778	\$55,791	\$57,517	\$58,092	\$63,843	\$69,595
22	\$46,861	\$48,615	\$50,119	\$50,620	\$55,632	\$60,644	\$54,048	\$56,071	\$57,805	\$58,383	\$64,164	\$69,944
23	\$47,094	\$48,857	\$50,369	\$50,872	\$55,908	\$60,945	\$54,319	\$56,352	\$58,095	\$58,676	\$64,486	\$70,295
24	\$47,330	\$49,102	\$50,620	\$51,127	\$56,189	\$61,251	\$54,590	\$56,633	\$58,385	\$58,969	\$64,807	\$70,646
25	\$47,798	\$49,587	\$51,121	\$51,632	\$56,744	\$61,856	\$55,135	\$57,199	\$58,968	\$59,558	\$65,454	\$71,351
26	\$48,266	\$50,073	\$51,621	\$52,138	\$57,300	\$62,462	\$55,681	\$57,765	\$59,552	\$60,147	\$66,103	\$72,058
27	\$48,734	\$50,558	\$52,122	\$52,643	\$57,855	\$63,068	\$56,226	\$58,331	\$60,135	\$60,736	\$66,750	\$72,763

This schedule applies to the following categories of employees: Teachers – Regular K-12, Pre-K, Career Technical, Special Education, Driver Education; Consulting; Librarians; Technology Facilitators; Occupational & Physical Therapists. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CERTIFIED TEACHERS SALARY SCHEDULE**  
2012-2013

Yrs.	AA/Specialist						Doctorate					
	187 Days	194 Days	200 Days	202 Days	222 Days	242 Days	187 Days	194 Days	200 Days	202 Days	222 Days	242 Days
0	\$44,889	\$46,496	\$48,010	\$48,490	\$53,291	\$58,092	\$48,480	\$49,870	\$51,850	\$52,369	\$57,554	\$62,739
1	\$45,057	\$46,670	\$48,189	\$48,671	\$53,490	\$58,309	\$48,661	\$50,059	\$52,044	\$52,564	\$57,769	\$62,973
2	\$45,284	\$46,904	\$48,432	\$48,916	\$53,760	\$58,603	\$48,907	\$50,307	\$52,307	\$52,830	\$58,061	\$63,291
3	\$49,378	\$51,142	\$52,811	\$53,339	\$58,620	\$63,901	\$53,328	\$54,856	\$57,035	\$57,606	\$63,309	\$69,013
4	\$49,564	\$51,335	\$53,010	\$53,540	\$58,841	\$64,142	\$53,530	\$55,062	\$57,251	\$57,824	\$63,549	\$69,274
5	\$49,811	\$51,593	\$53,274	\$53,807	\$59,134	\$64,461	\$53,796	\$55,338	\$57,536	\$58,111	\$63,865	\$69,618
6	\$51,539	\$53,397	\$55,122	\$55,673	\$61,185	\$66,698	\$55,662	\$57,257	\$59,532	\$60,127	\$66,080	\$72,033
7	\$51,734	\$53,583	\$55,330	\$55,884	\$61,417	\$66,950	\$55,873	\$57,472	\$59,757	\$60,355	\$66,331	\$72,306
8	\$51,990	\$53,850	\$55,604	\$56,160	\$61,721	\$67,281	\$56,149	\$57,757	\$60,052	\$60,653	\$66,658	\$72,663
9	\$52,231	\$54,100	\$55,862	\$56,421	\$62,007	\$67,593	\$56,409	\$58,026	\$60,330	\$60,934	\$66,967	\$73,000
10	\$52,426	\$54,302	\$56,071	\$56,631	\$62,238	\$67,845	\$56,621	\$58,244	\$60,557	\$61,163	\$67,219	\$73,274
11	\$52,692	\$54,574	\$56,355	\$56,919	\$62,554	\$68,190	\$56,907	\$58,536	\$60,863	\$61,472	\$67,558	\$73,644
12	\$53,177	\$55,080	\$56,874	\$57,443	\$63,130	\$68,817	\$57,431	\$59,081	\$61,424	\$62,038	\$68,180	\$74,322
13	\$53,379	\$55,286	\$57,090	\$57,661	\$63,370	\$69,079	\$57,649	\$59,302	\$61,657	\$62,273	\$68,439	\$74,605
14	\$53,647	\$55,564	\$57,376	\$57,950	\$63,688	\$69,426	\$57,939	\$59,597	\$61,967	\$62,587	\$68,783	\$74,980
15	\$54,393	\$56,338	\$58,174	\$58,756	\$64,574	\$70,391	\$58,745	\$60,424	\$62,829	\$63,457	\$69,740	\$76,023
16	\$54,596	\$56,549	\$58,391	\$58,975	\$64,815	\$70,654	\$58,964	\$60,652	\$63,063	\$63,694	\$70,000	\$76,306
17	\$54,869	\$56,833	\$58,683	\$59,270	\$65,139	\$71,007	\$59,259	\$60,956	\$63,379	\$64,012	\$70,350	\$76,688
18	\$55,093	\$57,064	\$58,923	\$59,512	\$65,405	\$71,297	\$59,500	\$61,208	\$63,636	\$64,273	\$70,636	\$77,000
19	\$56,660	\$58,025	\$60,599	\$61,205	\$67,265	\$73,325	\$61,193	\$61,437	\$65,447	\$66,102	\$72,646	\$79,191
20	\$57,792	\$59,187	\$61,810	\$62,428	\$68,609	\$74,790	\$62,415	\$61,746	\$66,754	\$67,422	\$74,097	\$80,772
21	\$58,080	\$59,440	\$62,118	\$62,739	\$68,951	\$75,162	\$62,727	\$61,989	\$67,088	\$67,759	\$74,467	\$81,176
22	\$58,372	\$59,778	\$62,430	\$63,054	\$69,297	\$75,540	\$63,042	\$62,222	\$67,425	\$68,099	\$74,841	\$81,584
23	\$58,665	\$60,075	\$62,743	\$63,371	\$69,645	\$75,919	\$63,358	\$62,533	\$67,763	\$68,440	\$75,216	\$81,993
24	\$58,957	\$60,378	\$63,056	\$63,686	\$69,992	\$76,297	\$63,674	\$62,846	\$68,101	\$68,782	\$75,592	\$82,402
25	\$59,546	\$60,960	\$63,686	\$64,322	\$70,691	\$77,060	\$64,309	\$63,388	\$68,780	\$69,467	\$76,345	\$83,223
26	\$60,135	\$61,542	\$64,316	\$64,959	\$71,390	\$77,822	\$64,946	\$63,932	\$69,461	\$70,156	\$77,102	\$84,048
27	\$60,724	\$62,121	\$64,945	\$65,595	\$72,089	\$78,584	\$65,582	\$64,475	\$70,141	\$70,843	\$77,857	\$84,871

This schedule applies to the following categories of employees: Teachers – Regular K-12, Pre-K, Career Technical, Special Education, Driver Education; Consulting; Librarians; Technology Facilitators; Occupational & Physical Therapists. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**ASSISTANT PRINCIPAL SALARY SCHEDULE**  
2012-2013

Yrs.	Elementary Assistant Principal 202 Days			Secondary Assistant Principal 202 Days		
	A	AA	Doctorate	A	AA	Doctorate
0	\$55,414	\$59,847	\$64,635	\$57,554	\$62,158	\$67,131
1	\$55,696	\$60,152	\$64,964	\$57,836	\$62,463	\$67,460
2	\$55,977	\$60,455	\$65,292	\$58,117	\$62,766	\$67,788
3	\$56,258	\$60,759	\$65,619	\$58,398	\$63,070	\$68,115
4	\$56,539	\$61,062	\$65,947	\$58,679	\$63,373	\$68,443
5	\$56,820	\$61,366	\$66,275	\$58,960	\$63,677	\$68,771
6	\$58,798	\$63,502	\$68,582	\$60,938	\$65,813	\$71,078
7	\$59,088	\$63,815	\$68,920	\$61,228	\$66,126	\$71,416
8	\$59,374	\$64,124	\$69,254	\$61,514	\$66,435	\$71,750
9	\$59,665	\$64,438	\$69,593	\$61,805	\$66,749	\$72,089
10	\$59,954	\$64,750	\$69,930	\$62,094	\$67,062	\$72,426
11	\$60,243	\$65,062	\$70,267	\$62,383	\$67,374	\$72,764
12	\$60,827	\$65,693	\$70,949	\$62,967	\$68,004	\$73,445
13	\$61,116	\$66,005	\$71,286	\$63,256	\$68,316	\$73,782
14	\$61,406	\$66,318	\$71,624	\$63,546	\$68,630	\$74,120
15	\$62,286	\$67,269	\$72,650	\$64,426	\$69,580	\$75,146
16	\$62,582	\$67,589	\$72,996	\$64,722	\$69,900	\$75,492
17	\$62,874	\$67,904	\$73,336	\$65,014	\$70,215	\$75,832
18	\$63,166	\$68,219	\$73,677	\$65,306	\$70,530	\$76,173
19	\$63,462	\$68,539	\$74,022	\$65,602	\$70,850	\$76,518
20	\$63,755	\$68,855	\$74,364	\$65,895	\$71,167	\$76,860
21	\$64,047	\$69,171	\$74,704	\$66,187	\$71,482	\$77,201
22	\$64,327	\$69,473	\$75,031	\$66,467	\$71,784	\$77,527
23	\$64,638	\$69,809	\$75,394	\$66,778	\$72,120	\$77,890
24	\$64,930	\$70,124	\$75,734	\$67,070	\$72,436	\$78,230
25	\$65,326	\$70,552	\$76,196	\$67,466	\$72,863	\$78,692
26	\$65,723	\$70,981	\$76,659	\$67,863	\$73,292	\$79,155
27	\$66,120	\$71,410	\$77,122	\$68,260	\$73,721	\$79,618

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**ASSISTANT SUPERINTENDENT AND EXECUTIVE DIRECTOR SALARY SCHEDULE**  
2012-2013

**Assistant Superintendent**  
**260 Days**

<b>Yrs.</b>	<b>A</b>	<b>AA</b>	<b>Doctorate</b>
0	\$77,293	\$83,476	\$90,155
1	\$77,562	\$83,767	\$90,468
2	\$77,831	\$84,057	\$90,782
3	\$78,099	\$84,347	\$91,095
4	\$78,369	\$84,639	\$91,410
5	\$78,972	\$85,290	\$92,113
6	\$81,949	\$88,505	\$95,585
7	\$82,765	\$89,389	\$96,537
8	\$83,581	\$90,267	\$97,489
9	\$84,396	\$91,148	\$98,439
10	\$85,212	\$92,029	\$99,391
11	\$86,028	\$92,910	\$100,343
12	\$87,249	\$94,229	\$101,767
13	\$88,082	\$95,129	\$102,739
14	\$88,916	\$96,029	\$103,712
15	\$90,553	\$97,797	\$105,621
16	\$91,387	\$98,698	\$106,594
17	\$92,220	\$99,598	\$107,565
18	\$93,054	\$100,498	\$108,538
19	\$93,887	\$101,398	\$109,510
20	\$94,721	\$102,299	\$110,483
21	\$95,567	\$103,212	\$111,469
22	\$96,412	\$104,125	\$112,455
23	\$97,258	\$105,039	\$113,442
24	\$98,104	\$105,952	\$114,429
25	\$98,972	\$106,890	\$115,441
26	\$99,838	\$107,825	\$116,451
27	\$100,706	\$108,762	\$117,463

**Executive Director**  
**260 Days**

<b>Yrs.</b>	<b>M</b>	<b>AA</b>	<b>Doctorate</b>
0-10	\$93,500	\$97,000	\$100,750
11-15	\$96,305	\$99,805	\$103,555
16-20	\$99,194	\$102,694	\$106,444
21-24	\$102,170	\$105,670	\$109,420
25	\$103,222	\$106,722	\$110,472

**LIMESTONE COUNTY BOARD OF EDUCATION  
 CERTIFIED COORDINATOR SALARY SCHEDULE  
 2012-2013**

**260 Days**

<b>Yrs.</b>	<b>M.A.</b>	<b>AA/Specialist</b>	<b>Doctorate</b>
0	\$53,710	\$58,007	\$62,647
1	\$54,140	\$58,471	\$63,149
2	\$54,572	\$58,938	\$63,653
3	\$55,009	\$59,410	\$64,162
4	\$55,450	\$59,886	\$64,677
5	\$55,893	\$60,364	\$65,194
6	\$56,339	\$60,846	\$65,714
7	\$56,790	\$61,333	\$66,240
8	\$57,245	\$61,825	\$66,771
9	\$57,703	\$62,319	\$67,305
10	\$58,164	\$62,817	\$67,842
11	\$58,630	\$63,320	\$68,386
12	\$59,099	\$63,827	\$68,933
13	\$59,571	\$64,337	\$69,484
14	\$60,047	\$64,851	\$70,039
15	\$60,529	\$65,371	\$70,601
16	\$61,012	\$65,893	\$71,164
17	\$61,501	\$66,421	\$71,735
18	\$61,993	\$66,952	\$72,309
19	\$62,488	\$67,487	\$72,886
20	\$62,988	\$68,027	\$73,469
21	\$63,493	\$68,572	\$74,058
22	\$64,000	\$69,120	\$74,650
23	\$64,512	\$69,673	\$75,247
24	\$65,028	\$70,230	\$75,849
25	\$65,500	\$70,740	\$76,399
26	\$65,875	\$71,145	\$76,837
27	\$66,444	\$71,760	\$77,500

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CERTIFIED DIRECTOR SALARY SCHEDULE**  
2012-2013

**260 Days**

<u>Yrs.</u>	<u>A/M.S.</u>	<u>AA/Ed.SP.</u>	<u>Doctorate</u>
0	\$73,717	\$79,614	\$85,984
1	\$74,132	\$80,063	\$86,468
2	\$74,483	\$80,442	\$86,877
3	\$74,960	\$80,957	\$87,433
4	\$75,376	\$81,406	\$87,919
5	\$75,790	\$81,853	\$88,401
6	\$78,470	\$84,748	\$91,527
7	\$78,895	\$85,207	\$92,023
8	\$79,322	\$85,668	\$92,521
9	\$79,749	\$86,129	\$93,019
10	\$80,176	\$86,590	\$93,517
11	\$80,604	\$87,052	\$94,017
12	\$81,422	\$87,936	\$94,971
13	\$81,850	\$88,398	\$95,470
14	\$82,279	\$88,861	\$95,970
15	\$83,499	\$90,179	\$97,393
16	\$83,934	\$90,649	\$97,901
17	\$84,365	\$91,114	\$98,403
18	\$84,801	\$91,585	\$98,912
19	\$85,234	\$92,053	\$99,417
20	\$85,667	\$92,520	\$99,922
21	\$86,099	\$92,987	\$100,426
22	\$86,535	\$93,458	\$100,934
23	\$86,965	\$93,922	\$101,436
24	\$87,399	\$94,391	\$101,942
25	\$87,969	\$95,007	\$102,607
26	\$88,539	\$95,622	\$103,272
27	\$89,110	\$96,239	\$103,938

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPLEMENTS SALARY SCHEDULE**  
2012-2013

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular certified 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. Due to the restrictions of Federal Wage and Hour laws, NO classified employee will be allowed to be recommended for any supplemental pay.

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Athletic Director (if other than principal) .....	\$2,500 .....	½ in December, ½ in May
Varsity Football .....	\$9,000 + 13-days pay .....	Included in Monthly Check
Varsity Basketball.....	\$9,000 + 13-days pay .....	Included in Monthly Check
Varsity Baseball.....	\$4,500 + 7-days pay .....	May Supplemental
Varsity Cheerleader (Football).....	\$2,500 + 7-days pay .....	November Supplemental
Varsity Cheerleader (Basketball).....	\$2,500 .....	February Supplemental
Varsity Softball .....	\$4,500 + 7-days pay .....	May Supplemental
Varsity Volleyball.....	\$3,000 + 7-days pay .....	November Supplemental
Varsity Track .....	\$1,500 .....	May Supplemental
Assistant Football.....	\$3,500 .....	November Supplemental
Assistant Basketball.....	\$3,500 .....	February Supplemental
Assistant Baseball.....	\$1,500 .....	May Supplemental
Assistant Softball .....	\$1,500 .....	May Supplemental
Assistant Volleyball.....	\$1,500 .....	November Supplemental
MS Cheerleader (Football) .....	\$1,000 .....	November Supplemental
MS Cheerleader (Basketball).....	\$1,000 .....	February Supplemental
JV Cheerleader (Football).....	\$1,000 .....	November Supplemental
JV Cheerleader (Basketball) .....	\$1,000 .....	February Supplemental
Band Director.....	\$7,500 + 13-days pay .....	Included in Monthly Check
Certified Asst. Band Director.....	\$2,000 .....	November Supplemental
Non-Certified Asst. Band Director .....	\$1,000 .....	November Supplemental
Cross Country Track.....	\$1,500 .....	November Supplemental
Golf Sponsor.....	\$1,200 .....	May Supplemental
Soccer.....	\$2,000 + 7-days pay .....	May Supplemental
Wrestling.....	\$1,500 .....	May Supplemental

Any individual simultaneously coaching both boys and girls division of any sport or multiple levels of the same sport will receive one whole and one half-supplement for the sports. Principals shall assign yearly coaching assignments on an equitable basis. Supplements may be utilized as desired based upon the percent of the total unit allocation upon the recommendation of the Athletic Coordinator and approval of the principal. All coaching personnel are expected to perform athletic duties throughout the school year. All assistant coaches will be expected to be assigned to coach in two, but not more than three, sports and to have non-active coaching responsibilities in other sports, such as, but not limited to, timer, judges, ticket seller or taker, transportation of or supervision of non-players, etc., as the need or occasion may arise.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPLEMENTS SALARY SCHEDULE**  
2012-2013

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Sr. Beta Club Sponsor/Nat'l Honor Society .....	\$1,000 .....	May Supplemental
Jr. Beta Club Sponsor/Nat'l Honor Society .....	\$1,000 .....	May Supplemental
Elem. Beta Club Sponsor/Nat'l Honor Society.....	\$1,000 .....	May Supplemental
Sr. Scholars Bowl Sponsor .....	\$1,000 .....	May Supplemental
Jr. Scholars Bowl Sponsor .....	\$750.....	May Supplemental
Elem. Scholars Bowl Sponsor (4 <sup>th</sup> /5 <sup>th</sup> Grade) .....	\$500.....	May Supplemental
Elem. Scholars Bowl Sponsor (6 <sup>th</sup> Grade) .....	\$500.....	May Supplemental
Yearbook Sponsor.....	\$1,000 .....	May Supplemental
Theater Sponsor (Fall & Spring Performances)....	\$1,000 .....	May Supplemental
Special Olympics Coordinator (County-wide) .....	\$750.....	May Supplemental
Career Tech Student Advisor (9-mo. employee) ..	\$1,000 .....	May Supplemental
Career Tech Skills USA Advisor (9-mo. employee)	\$1,000 .....	May Supplemental
Career Tech FBLA Advisor (9-mo. employee) ....	\$1,000 .....	May Supplemental
Career Tech Robotics Advisor.....	\$2,000 .....	May Supplemental
Local School FCCLA Advisor (9-mo. employee)	\$1,000 .....	May Supplemental
Local School FFA Advisor (9-mo. employee).....	\$1,000 .....	May Supplemental
Local School Competitive Tech. Team Advisor....	\$500.....	May Supplemental
Certified Designated Asst. Principal.....	\$2,500 .....	May Supplemental
Non-Certified Designated Asst. Principal.....	\$1,250 .....	May Supplemental



**LIMESTONE COUNTY BOARD OF EDUCATION**  
**INFORMATION REGARDING CLASSIFIED SALARIES**  
2012-2013

No supervising administrator shall be paid a salary less than an employee under his/her supervision

Annual salaries for the indicated months of employment are based on the following numbers of working days per scholastic year:

<u>Months Employment</u>	<u>Days/Year</u>	<u>Monthly Pay Schedule</u>
9	180/182/187	September 30 – August 31
10	202	September 30 – August 31
10.5	212	August 31 – July 31
11	222	August 31 – July 31
12	260	July 31 – June 30

For payroll purposes, annual salaries will be divided into twelve (12) equal payments.

No employee shall be paid less than the current minimum wage. If the minimum wage changes during the year, the salary schedule shall be adjusted to meet federal minimum wage requirements.

Non-probationary status with the Limestone County School District is granted based on Act No. 2011-270, the Students First Act of 2011.

Employees moving from a lower salary rank to a higher rank may begin at the first year that would not present an immediate within system decrease. New hires will be placed in year 0. Year placement will be lateral when moving from one salary schedule rank to another of equal or lower rank.

The employee shall be responsible for insuring the correctness of his/her records. Errors found may be corrected for the current school term only.

Lunch breaks are not paid unless, in some instances, the employee is required to perform certain duties (e.g. student supervision) during that time. Full time equivalents for indicated positions are as follows:

<u>Position</u>	<u>Hours/Day</u>	<u>Pay Schedule</u>
Central Office	7.5	Monthly
Bus Driver	4	Monthly
CNP Worker	7	Monthly
CNP Manager	7.5	Monthly
Clerical/Custodial/Maintenance/Admin	8	Monthly
Student Contact Classified Personnel	7	Monthly
RN/LPN	7	Monthly
Bus Aide	4	Monthly

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**INTERPRETER SALARY SCHEDULE**  
2012-2013

**187 Days**

<u>Yrs.</u>	<u>Salary</u>
0	\$17,916
1	\$18,016
2	\$18,116
3	\$18,215
4	\$18,316
5	\$18,417
6	\$18,516
7	\$18,617
8	\$18,714
9	\$18,817
10	\$18,917
11	\$19,016
12	\$19,116
13	\$19,215
14	\$19,317
15	\$19,416
16	\$19,516
17	\$19,615
18	\$19,715
19	\$19,814
20	\$19,916
21	\$20,016
22	\$20,114
23	\$20,214
24	\$20,314
25	\$20,413
26	\$20,513
27	\$20,612

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**NON-CERTIFIED COORDINATOR SALARY SCHEDULE**  
2012-2013

**260 Days**

<b>Yrs.</b>	<b>Degreed</b>	<b>Non- Degreed</b>
0	\$52,337	\$48,152
1	\$52,756	\$48,567
2	\$53,178	\$48,988
3	\$53,593	\$49,407
4	\$54,014	\$49,828
5	\$54,430	\$50,244
6	\$54,855	\$50,666
7	\$55,272	\$51,081
8	\$55,687	\$51,501
9	\$56,107	\$51,922
10	\$56,526	\$52,337
11	\$56,943	\$52,756
12	\$57,364	\$53,178
13	\$57,780	\$53,593
14	\$58,199	\$54,014
15	\$58,620	\$54,430
16	\$59,036	\$54,849
17	\$59,457	\$55,271
18	\$59,876	\$55,687
19	\$60,295	\$56,107
20	\$60,714	\$56,526
21	\$61,130	\$56,943
22	\$61,550	\$57,364
23	\$61,970	\$57,780
24	\$62,385	\$58,199
25	\$62,805	\$58,619
26	\$63,224	\$59,037
27	\$63,643	\$59,457

**LIMESTONE COUNTY BOARD OF EDUCATION  
NON-CERTIFIED DIRECTOR SALARY SCHEDULE  
2012-2013**

**260 Days**

<b>Yrs.</b>	<b>Degreed</b>	<b>Non- Degreed</b>
0	\$56,946	\$52,677
1	\$57,471	\$53,104
2	\$57,993	\$53,531
3	\$58,515	\$53,958
4	\$59,038	\$54,385
5	\$59,559	\$54,813
6	\$60,083	\$55,239
7	\$60,605	\$55,668
8	\$61,127	\$56,094
9	\$61,650	\$56,522
10	\$62,171	\$56,946
11	\$62,695	\$57,374
12	\$63,216	\$57,800
13	\$63,741	\$58,229
14	\$64,263	\$58,656
15	\$64,784	\$59,083
16	\$65,307	\$59,510
17	\$65,829	\$59,937
18	\$66,354	\$60,364
19	\$66,876	\$60,791
20	\$67,398	\$61,219
21	\$67,919	\$61,647
22	\$68,440	\$62,072
23	\$68,973	\$62,500
24	\$69,487	\$62,926
25	\$70,010	\$63,354
26	\$70,532	\$63,781
27	\$71,054	\$64,209

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**NURSE SALARY SCHEDULE**  
2012-2013

<b>Yrs.</b>	<b>LPN/ Sp. Ed. Asst. 187 Days</b>	<b>RN 187 Days</b>	<b>RN/Master 187 Days</b>	<b>LPN/ Nursing Asst. 187 Days</b>	<b>School Nurse 202 Days</b>
0	\$19,000	\$36,144	\$41,564	\$20,755	\$26,208
1	\$19,627	\$37,348	\$42,949	\$20,998	\$26,463
2	\$20,254	\$38,552	\$44,334	\$21,241	\$26,718
3	\$20,881	\$39,756	\$45,720	\$21,483	\$26,974
4	\$21,180	\$40,336	\$46,387	\$21,726	\$27,229
5	\$21,479	\$40,916	\$47,054	\$21,970	\$27,484
6	\$21,779	\$41,497	\$47,721	\$22,212	\$27,740
7	\$21,873	\$41,682	\$47,935	\$22,455	\$27,994
8	\$21,967	\$41,867	\$48,149	\$22,710	\$28,249
9	\$22,062	\$42,053	\$48,362	\$22,965	\$28,505
10	\$22,194	\$42,308	\$48,654	\$23,220	\$28,759
11	\$22,326	\$42,563	\$48,946	\$23,476	\$29,015
12	\$22,459	\$42,818	\$49,238	\$23,730	\$29,271
13	\$22,624	\$43,143	\$49,613	\$23,985	\$29,526
14	\$22,789	\$43,468	\$49,988	\$24,241	\$29,779
15	\$22,953	\$43,794	\$50,364	\$24,496	\$30,036
16	\$23,045	\$43,983	\$50,580	\$24,751	\$30,291
17	\$23,137	\$44,172	\$50,796	\$25,007	\$30,545
18	\$23,229	\$44,360	\$51,012	\$25,262	\$30,801
19	\$23,322	\$44,549	\$51,230	\$25,517	\$31,057
20	\$23,562	\$44,738	\$51,448	\$25,771	\$31,312
21	\$23,852	\$44,926	\$51,666	\$26,027	\$31,566
22	\$24,147	\$45,104	\$51,844	\$26,282	\$31,821
23	\$24,442	\$45,282	\$52,022	\$26,537	\$32,078
24	\$24,743	\$45,461	\$52,201	\$26,792	\$32,332
25	\$25,005	\$45,640	\$52,380	\$27,047	\$32,587
26	\$25,266	\$45,819	\$52,559	\$27,302	\$32,843
27	\$25,528	\$45,997	\$52,737	\$27,557	\$33,097

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**BUS DRIVER SALARY SCHEDULE**  
2012-2013

**182 Days**

<b>Yrs.</b>	<b>Regular Drivers</b>	<b>Tech Drivers</b>
0	\$14,263	\$19,800
1	\$14,324	\$19,889
2	\$14,386	\$19,987
3	\$14,447	\$20,081
4	\$14,510	\$20,173
5	\$14,571	\$20,266
6	\$14,633	\$20,359
7	\$14,693	\$20,454
8	\$14,754	\$20,546
9	\$14,818	\$20,640
10	\$14,877	\$20,733
11	\$14,938	\$20,824
12	\$15,000	\$20,921
13	\$15,063	\$21,011
14	\$15,126	\$21,106
15	\$15,186	\$21,199
16	\$15,247	\$21,291
17	\$15,312	\$21,384
18	\$15,376	\$21,477
19	\$15,440	\$21,570
20	\$15,508	\$21,665
21	\$15,572	\$21,757
22	\$15,641	\$21,850
23	\$15,704	\$21,944
24	\$15,770	\$22,037
25	\$15,836	\$22,131
26	\$15,902	\$22,224
27	\$15,969	\$22,318

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
2012-2013

**Chief School Finance Officer**

**260 Days**

<b>Yrs.</b>	<b>B.S. Accounting</b>	<b>M.S./Masters/CPA or STATE/CPA</b>	<b>Masters/STATE/CPA (must have all three)</b>	<b>Doctorate STATE/CPA (all three)</b>
0	\$59,464	\$73,717	\$79,614	\$85,984
1	\$60,353	\$74,132	\$80,063	\$86,468
2	\$61,261	\$74,483	\$80,442	\$86,877
3	\$62,178	\$74,960	\$80,957	\$87,433
4	\$63,112	\$75,376	\$81,406	\$87,919
5	\$64,059	\$75,790	\$81,853	\$88,401
6	\$65,019	\$78,470	\$84,748	\$91,527
7	\$65,994	\$78,895	\$85,207	\$92,023
8	\$66,984	\$79,332	\$85,668	\$92,521
9	\$67,989	\$79,749	\$86,129	\$93,019
10	\$69,009	\$80,176	\$86,590	\$93,517
11	\$70,043	\$80,604	\$87,052	\$94,017
12	\$71,094	\$81,422	\$87,936	\$94,971
13	\$72,162	\$81,850	\$88,398	\$95,470
14	\$73,245	\$82,279	\$88,861	\$95,970
15	\$74,343	\$83,499	\$90,179	\$97,393
16	\$45,457	\$83,934	\$90,649	\$97,901
17	\$76,590	\$84,365	\$91,114	\$98,403
18	\$77,738	\$84,801	\$91,585	\$98,912
19	\$78,904	\$85,234	\$92,053	\$99,417
20	\$80,087	\$85,667	\$92,520	\$99,922
21	\$81,290	\$86,099	\$92,978	\$100,426
22	\$82,508	\$86,535	\$93,458	\$100,934
23	\$83,746	\$86,965	\$93,922	\$101,436
24	\$85,003	\$87,399	\$94,391	\$101,942
25	\$86,038	\$87,969	\$95,007	\$102,607
26	\$87,072	\$88,539	\$95,622	\$103,272
27	\$88,107	\$89,110	\$96,239	\$103,938

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
2012-2013

**Secretary**

<b>Yrs.</b>	<b>Sec 1 187 Days</b>	<b>Elem 212 Days</b>	<b>Sec 2 260 Days</b>	<b>Admin Asst. 260 Days</b>
0	*\$15,000	\$19,260	\$26,536	\$32,100
1	*\$15,242	\$19,593	\$26,995	\$32,655
2	\$15,503	\$19,932	\$27,463	\$33,220
3	\$15,771	\$20,277	\$27,938	\$33,795
4	\$16,044	\$20,627	\$28,420	\$34,379
5	\$16,322	\$20,985	\$28,912	\$34,974
6	\$16,604	\$21,348	\$29,412	\$35,580
7	\$16,891	\$21,717	\$29,921	\$36,195
8	\$17,183	\$22,092	\$30,438	\$36,821
9	\$17,481	\$22,475	\$30,966	\$37,459
10	\$17,783	\$22,864	\$31,501	\$38,106
11	\$18,090	\$23,260	\$32,047	\$38,765
12	\$18,404	\$23,662	\$32,601	\$39,436
13	\$18,722	\$24,071	\$33,165	\$40,119
14	\$19,046	\$24,487	\$33,738	\$40,812
15	\$19,376	\$24,911	\$34,322	\$41,518
16	\$19,710	\$25,342	\$34,915	\$42,237
17	\$20,052	\$25,781	\$35,520	\$42,967
18	\$20,398	\$26,227	\$36,134	\$43,711
19	\$20,752	\$26,680	\$36,759	\$44,467
20	\$21,110	\$27,142	\$37,395	\$45,236
21	\$21,475	\$27,611	\$38,042	\$46,019
22	\$21,847	\$28,089	\$38,701	\$46,815
23	\$22,225	\$28,574	\$39,370	\$49,625
24	\$22,609	\$29,069	\$40,051	\$48,449
25	\$23,001	\$29,572	\$40,743	\$49,286
26	\$23,399	\$30,084	\$41,474	\$50,139
27	\$23,803	\$30,604	\$42,190	\$51,007

\* given \$1,000 not 7%



**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
2012-2013

<b>Yrs.</b>	<b>Counselor Clerk 202 Days</b>	<b>Technical Specialist 187 Days</b>	<b>Instructional Assistant 182 Days</b>
0	\$17,069	\$17,135	\$15,486
1	\$17,152	\$17,234	\$15,587
2	\$17,236	\$17,334	\$15,685
3	\$17,316	\$17,437	\$15,785
4	\$17,400	\$17,541	\$15,886
5	\$17,484	\$17,641	\$15,987
6	\$17,565	\$17,742	\$16,086
7	\$17,649	\$17,843	\$16,187
8	\$17,732	\$17,945	\$16,285
9	\$17,812	\$18,046	\$16,386
10	\$17,896	\$18,148	\$16,488
11	\$17,977	\$18,247	\$16,586
12	\$18,059	\$18,352	\$16,686
13	\$18,143	\$18,452	\$16,785
14	\$18,226	\$18,553	\$16,887
15	\$18,309	\$18,651	\$16,986
16	\$18,391	\$18,756	\$17,085
17	\$18,474	\$18,859	\$17,186
18	\$18,557	\$18,957	\$17,285
19	\$18,638	\$19,060	\$17,384
20	\$18,721	\$19,163	\$17,486
21	\$18,804	\$19,263	\$17,587
22	\$18,886	\$19,364	\$17,685
23	\$18,972	\$19,467	\$17,783
24	\$19,052	\$19,566	\$17,885
25	\$19,135	\$19,668	\$17,985
26	\$19,217	\$19,768	\$18,084
27	\$19,300	\$19,870	\$18,184

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CNP CAFETERIA MANAGER SALARY SCHEDULE**  
2012-2013

**Cafeteria Managers**  
**187 Days**

<b>Yrs.</b>	<b>M1</b>	<b>M2</b>	<b>M3</b>	<b>M4</b>
0	\$18,090	\$18,935	\$19,748	\$20,577
1	\$18,226	\$19,071	\$19,885	\$20,725
2	\$18,358	\$19,204	\$20,025	\$20,869
3	\$18,492	\$19,342	\$20,163	\$21,016
4	\$18,624	\$19,476	\$20,301	\$21,164
5	\$18,755	\$19,611	\$20,441	\$21,309
6	\$18,890	\$19,746	\$20,581	\$21,454
7	\$19,021	\$19,880	\$20,722	\$21,601
8	\$19,152	\$20,016	\$20,860	\$21,748
9	\$19,288	\$20,149	\$20,998	\$21,894
10	\$19,418	\$20,286	\$21,137	\$22,040
11	\$19,552	\$20,421	\$21,275	\$22,185
12	\$19,685	\$20,557	\$21,413	\$22,331
13	\$19,815	\$20,691	\$21,551	\$22,480
14	\$19,951	\$20,826	\$21,691	\$22,633
15	\$20,082	\$20,961	\$21,828	\$22,784
16	\$20,214	\$21,096	\$21,968	\$22,940
17	\$20,348	\$21,232	\$22,106	\$23,093
18	\$20,479	\$21,368	\$22,246	\$23,246
19	\$20,614	\$21,503	\$22,385	\$23,400
20	\$20,745	\$21,635	\$22,527	\$23,554
21	\$20,878	\$21,772	\$22,671	\$23,705
22	\$21,012	\$21,906	\$22,819	\$23,861
23	\$21,142	\$22,042	\$22,964	\$24,013
24	\$21,277	\$22,177	\$23,109	\$24,167
25	\$21,410	\$22,312	\$23,255	\$24,320
26	\$21,542	\$22,446	\$23,401	\$24,474
27	\$21,675	\$22,581	\$23,547	\$24,628

<b>Classification:</b>	<b>Student Population</b>
M1	0 – 299
M2	300 – 599
M3	600 – 999
M4	1000+

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CNP ACCOUNTANT, WORKER/ASSISTANT, & LUNCHROOM WORKER SALARY SCHEDULE**  
 2012-2013

<b>Accountant - CNP &amp; Other 260 Days</b>		<b>Lunchroom Workers 182 Days</b>		
<b>Yrs.</b>	<b>Degreed</b>	<b>Yrs.</b>	<b>Hourly</b>	<b>Salary</b>
0	\$46,978	0	\$10.54	\$13,422
1	\$47,438	1	\$10.63	\$13,537
2	\$47,901	2	\$10.72	\$13,652
3	\$48,362	3	\$10.81	\$13,767
4	\$48,823	4	\$10.90	\$13,882
5	\$49,283	5	\$10.99	\$13,997
6	\$49,745	6	\$11.08	\$14,112
7	\$50,205	7	\$11.17	\$14,227
8	\$50,668	8	\$11.26	\$14,342
9	\$51,128	9	\$11.35	\$14,457
10	\$51,590	10	\$11.44	\$14,572
11	\$52,050	11	\$11.53	\$14,687
12	\$52,512	12	\$11.62	\$14,802
13	\$52,975	13	\$11.71	\$14,917
14	\$53,435	14	\$11.80	\$15,032
15	\$53,896	15	\$11.89	\$15,147
16	\$54,357	16	\$11.98	\$15,262
17	\$54,819	17	\$12.07	\$15,383.39
18	\$55,279	18	\$12.17	\$15,506.44
19	\$55,741	19	\$12.27	\$15,629.49
20	\$56,203	20	\$12.36	\$15,752.54
21	\$56,664	21	\$12.46	\$15,875.59
22	\$57,124	22	\$12.56	\$15,998.64
23	\$57,585	23	\$12.65	\$16,121.69
24	\$58,048	24	\$12.75	\$16,244.74
25	\$58,510	25	\$12.85	\$16,367.79
26	\$58,971	26	\$12.94	\$16,490.84
27	\$59,433	27	\$13.04	\$16,613.89

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**MAINTENANCE, MECHANICS & UTILITY ENERGY MANAGER SALARY SCHEDULE**  
2012-2013

<b>Maintenance &amp; Mechanics 260 Days</b>					<b>Utility Energy Manager 260 Days</b>	
<b>Yrs.</b>	<b>Apprentice</b>	<b>Skilled</b>	<b>Multi-Skilled</b>	<b>Foreman</b>	<b>Yrs.</b>	<b>Salary</b>
0	\$24,746	\$26,654			0	\$34,403
1	\$25,486	\$27,394			1	\$34,701
2	\$26,228	\$28,137			2	\$35,000
3	\$26,971	\$28,877			3	\$35,298
4	\$27,713	\$29,620	\$36,198		4	\$35,597
5	\$28,445	\$30,363	\$36,657		5	\$35,897
6		\$31,104	\$37,117		6	\$36,195
7		\$31,847	\$37,575		7	\$36,493
8		\$32,588	\$38,035		8	\$36,792
9		\$33,329	\$38,493		9	\$37,090
10		\$34,071	\$38,954		10	\$37,388
11		\$34,814	\$39,413	\$44,154	11	\$37,688
12		\$35,555	\$39,871	\$44,846	12	\$37,983
13		\$36,298	\$40,332	\$45,539	13	\$38,284
14		\$37,039	\$40,791	\$46,230	14	\$38,583
15		\$37,782	\$41,250	\$46,923	15	\$38,881
16		\$38,523	\$41,709	\$47,614	16	\$39,179
17		\$39,264	\$42,168	\$48,307	17	\$39,479
18		\$40,006	\$42,629	\$48,999	18	\$39,776
19		\$40,750	\$43,088	\$49,691	19	\$40,076
20		\$41,491	\$43,546	\$50,383	20	\$40,373
21		\$42,234	\$44,005	\$51,074	21	\$40,672
22		\$42,974	\$44,464	\$51,767	22	\$40,970
23		\$43,718	\$44,924	\$52,460	23	\$41,269
24		\$44,459	\$45,383	\$53,151	24	\$41,567
25		\$45,200	\$46,124	\$53,794	25	\$41,866
26		\$45,942	\$46,866	\$54,437	26	\$42,165
27		\$46,683	\$47,608	\$55,079	27	\$42,464

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**JANITOR SALARY SCHEDULE**  
2012-2013

**260 Days**

<u>Yrs.</u>	<u>Salary</u>
0	\$21,075
1	\$21,397
2	\$21,720
3	\$22,042
4	\$22,366
5	\$22,700
6	\$23,038
7	\$23,378
8	\$23,718
9	\$24,056
10	\$24,396
11	\$24,735
12	\$25,073
13	\$25,414
14	\$25,751
15	\$26,090
16	\$26,430
17	\$26,769
18	\$27,108
19	\$27,449
20	\$27,787
21	\$28,126
22	\$28,465
23	\$28,803
24	\$29,144
25	\$29,483
26	\$29,822
27	\$30,161

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**AIDE, SUBSTITUTE PERSONNEL, & TUTOR SALARY SCHEDULE**  
**2012-2013**

**AIDES**

Spanish Aide.....	\$16.62/hr.
Attendance Officer .....	\$16.05/hr.
Bus Aide .....	\$37.84/day
LPN Bus Aide (must be current employee).....	Overtime Rate/Hour

Aide minimum requirement:

- Associate Degree or 2 years of higher education or successful passage of the work keys test.

**SUBSTITUTE PERSONNEL**

Certified Teacher .....	\$70.00/day
Non-Certified Teacher .....	\$55.00/day
Bus Driver.....	\$50.00/day
Tech Driver.....	\$65.00/day
Nurse .....	\$70.00/day
Lunchroom Worker .....	\$55.00/day
Bookkeeper.....	\$60.00/day
Secretary .....	\$55.00/day
Janitor .....	\$60.00/day
Instructional Assistant .....	\$55.00/day
Technical Assistant.....	\$55.00/day
Counselor Clerk.....	\$55.00/day
Homebound Teacher.....	\$27.00/hr.
Central Office Sub.....	\$8.50/hr.
Temporary Help - Classified .....	\$8.00/hr.

Substitute Teacher Requirements:

- 21 years or older
- A high school diploma or equivalent
- A valid Alabama Substitute Teacher Certificate
- Fingerprint submission as required by Alabama State Law

Extended Substitutes for Certified Teachers:

- Substitutes who hold a valid Alabama Teacher's Certificate, and that certificate is on file in the Personnel Office, will be paid at the rate of \$193.00 per day, beginning with the 71<sup>st</sup> day of continuous substituting for a Board approved leave of absence and continuing as long as a person is substituting for a leave of absence. The first 70 days of substituting will be at the \$70.00 per day rate, unless otherwise approved by the Superintendent in special circumstances. Substitutes being paid at the rate of \$193.00 per day will receive no benefits.

**TUTORS**

Student.....	\$10.00/hr.
Adult .....	\$15.00/hr.
Certified.....	\$20.00/hr.

**LIMESTONE COUNTY BOARD OF EDUCATION  
EXTENDED DAY AND ADDITIONAL PAY RATES  
2012-2013**

**EXTENDED DAY RATES**

Certified Site Coordinator .....	\$15.00/hr.
Certified Teacher .....	\$12.00/hr.
Instructional Aide .....	\$9.00/hr.
Nurse .....	\$18.00/hr.

**ADDITIONAL PAY RATES FOR EXTRA DUTIES**

**(Summer Reading Programs, After School Programs, Summer Services)**

Teacher .....	\$27.00/hr.
Instructional Assist. ....	\$12.00/hr.
Nurse (RN or LPN) .....	\$14.00/hr.

**ADDITIONAL CAREER TECH CENTER ROUTES .....\$25.00/round trip**

**BUS DRIVER FIELD TRIPS:**

<b><u>Length of Trip</u></b>	<b><u>Rate of Pay</u></b>
3 hours or less	\$30.00
Greater than 3 hours	\$10.00 per hour