

CERTIFIED PERSONNEL - (Holding AL Teaching Certificate)

Teacher Salary Matrix

Administrators

School Psychometrist

Board Certified Behavioral Analyst

Supplements

Academic Supplements

Athletic Supplements

SUPPORT PERSONNEL

Aides

Bookkeeper/Secretary (school)

Bus Drivers

Central Office Staff

Central Office - Supervisor/Director

Central Office - Support

Child Nutrition

Lunchroom Manager

Lunchroom Secretaries/Assistant Managers

Lunchroom Workers

Custodian

Job Coach

Maintenance Department

Nurse - LPN

Nurse - RN

Substitutes

Technology

Therapist

Occupational Therapist (Registered)

Occupational Therapist Assistant (Certified)

Physical Therapist (Licensed)

Homeless Liaison/Parental Involvement Liaison

Transportation Department

After-School Supplements

Extended Day/Community Education

FY 2018-2019

Classroom Teachers - 9 Months

187 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	39,301.00	45,193.00	48,732.00	52,268.00	39,301.00
< 6 Years (3,4,5)	43,227.00	49,711.00	53,601.00	57,494.00	43,227.00
< 9 Years (6,7,8)	45,121.00	51,888.00	55,964.00	60,011.00	45,121.00
< 12 Years (9,10,11)	45,725.00	52,585.00	56,702.00	60,816.00	45,725.00
< 15 Years (12,13,14)	46,557.00	53,538.00	57,729.00	61,922.00	46,557.00
< 18 Years (15,16,17)	47,618.00	54,762.00	59,047.00	63,330.00	47,618.00
< 21 Years (18,19,20)	48,233.00	55,466.00	59,808.00	64,151.00	48,233.00
< 24 Years (21,22,23)	48,849.00	56,177.00	60,572.00	64,970.00	48,849.00
< 27 Years (24,25,26)	49,431.00	56,759.00	61,157.00	65,553.00	49,431.00
27 + Years	50,014.00	57,343.00	61,739.00	66,135.00	50,014.00

FY 2018-2019
Classroom Teachers - 10 Months
202 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	42,452.00	48,819.00	52,640.00	56,462.00	42,452.00
< 6 Years (3,4,5)	46,695.00	53,700.00	57,901.00	62,105.00	46,695.00
< 9 Years (6,7,8)	48,741.00	56,050.00	60,453.00	64,823.00	48,741.00
< 12 Years (9,10,11)	49,393.00	56,802.00	61,250.00	65,694.00	49,393.00
< 15 Years (12,13,14)	50,292.00	57,833.00	62,360.00	66,888.00	50,292.00
< 18 Years (15,16,17)	51,438.00	59,155.00	63,783.00	68,410.00	51,438.00
< 21 Years (18,19,20)	52,102.00	59,915.00	64,605.00	69,297.00	52,102.00
< 24 Years (21,22,23)	52,768.00	60,683.00	65,432.00	70,181.00	52,768.00
< 27 Years (24,25,26)	53,396.00	61,312.00	66,062.00	70,810.00	53,396.00
27 + Years	54,026.00	61,941.00	66,691.00	71,440.00	54,026.00

FY 2018-2019
Classroom Teachers - 10.5 Months
212 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	44,555.00	51,236.00	55,246.00	59,257.00	44,555.00
< 6 Years (3,4,5)	49,006.00	56,359.00	60,767.00	65,181.00	49,006.00
< 9 Years (6,7,8)	51,153.00	58,825.00	63,446.00	68,032.00	51,153.00
< 12 Years (9,10,11)	51,838.00	59,615.00	64,282.00	68,947.00	51,838.00
< 15 Years (12,13,14)	52,782.00	60,694.00	65,447.00	70,199.00	52,782.00
< 18 Years (15,16,17)	53,985.00	62,083.00	66,941.00	71,797.00	53,985.00
< 21 Years (18,19,20)	54,682.00	62,883.00	67,803.00	72,728.00	54,682.00
< 24 Years (21,22,23)	55,380.00	63,687.00	68,671.00	73,655.00	55,380.00
< 27 Years (24,25,26)	56,040.00	64,347.00	69,333.00	74,317.00	56,040.00
27 + Years	56,701.00	65,008.00	69,991.00	74,977.00	56,701.00

FY 2018-2019
Classroom Teachers - 11 Months
222 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	46,656.00	53,652.00	57,852.00	62,050.00	46,656.00
< 6 Years (3,4,5)	51,319.00	59,017.00	63,634.00	68,255.00	51,319.00
< 9 Years (6,7,8)	53,565.00	61,599.00	66,438.00	71,242.00	53,565.00
< 12 Years (9,10,11)	54,283.00	62,427.00	67,314.00	72,199.00	54,283.00
< 15 Years (12,13,14)	55,271.00	63,558.00	68,535.00	73,511.00	55,271.00
< 18 Years (15,16,17)	56,531.00	65,011.00	70,098.00	75,183.00	56,531.00
< 21 Years (18,19,20)	57,262.00	65,848.00	71,002.00	76,159.00	57,262.00
< 24 Years (21,22,23)	57,992.00	66,693.00	71,910.00	77,130.00	57,992.00
< 27 Years (24,25,26)	58,682.00	67,381.00	72,602.00	77,821.00	58,682.00
27 + Years	59,374.00	68,074.00	73,293.00	78,513.00	59,374.00

FY 2018-2019
Classroom Teachers - 12 Months
240 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	50,439.00	58,002.00	62,542.00	67,082.00	50,439.00
< 6 Years (3,4,5)	55,479.00	63,802.00	68,793.00	73,790.00	55,479.00
< 9 Years (6,7,8)	57,908.00	66,594.00	71,826.00	77,019.00	57,908.00
< 12 Years (9,10,11)	58,684.00	67,488.00	72,773.00	78,053.00	58,684.00
< 15 Years (12,13,14)	59,752.00	68,711.00	74,091.00	79,472.00	59,752.00
< 18 Years (15,16,17)	61,114.00	70,282.00	75,782.00	81,279.00	61,114.00
< 21 Years (18,19,20)	61,905.00	71,186.00	76,759.00	82,332.00	61,905.00
< 24 Years (21,22,23)	62,693.00	72,099.00	77,740.00	83,384.00	62,693.00
< 27 Years (24,25,26)	63,441.00	72,846.00	78,489.00	84,132.00	63,441.00
27 + Years	64,190.00	73,595.00	79,236.00	84,879.00	64,190.00

**FY 2018-2019
Band Director - 10 Months
202 Day Contract - Public School Experience**

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	47,247.00	53,614.00	57,435.00	61,257.00	47,247.00
< 6 Years (3,4,5)	51,490.00	58,495.00	62,696.00	66,901.00	51,490.00
< 9 Years (6,7,8)	53,536.00	60,845.00	65,248.00	69,619.00	53,536.00
< 12 Years (9,10,11)	54,188.00	61,597.00	66,045.00	70,490.00	54,188.00
< 15 Years (12,13,14)	55,087.00	62,628.00	67,155.00	71,684.00	55,087.00
< 18 Years (15,16,17)	56,233.00	63,950.00	68,578.00	73,206.00	56,233.00
< 21 Years (18,19,20)	56,898.00	64,710.00	69,401.00	74,092.00	56,898.00
< 24 Years (21,22,23)	57,563.00	65,478.00	70,227.00	74,976.00	57,563.00
< 27 Years (24,25,26)	58,191.00	66,107.00	70,857.00	75,606.00	58,191.00
27 + Years	58,821.00	66,737.00	71,486.00	76,235.00	58,821.00

**FY 2018-2019
Central Office Salary Schedule
Certified - 240 Days / 12 Month**

**School Improvement/Mentor Coordinator
Curriculum/Testing Coordinator
Human Resources Coordinator
Student Services Coordinator
Special Education Coordinator
Federal Program Coordinator
Facilities/Safety/Bids/Athletics Coordinator**

COORDINATOR SALARY SCHEDULE

Years Experience	Certified Annual Salary
0	67,476.00
1	67,802.00
2	68,129.00
3	68,456.00
4	68,782.00
5	69,229.00
6	71,498.00
7	71,833.00
8	72,169.00
9	72,507.00
10-14	72,843.00
15-17	75,599.00
18-20	77,302.00
21-23	80,712.00
24-27	81,458.00
27+ Years	82,951.00

* Add \$5,120 for "AA" Certificate Degree

* Add \$6,300 for Doctorate Degree

* Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement

(AASBO Certification and Personnel/Payroll - Excludes Local School Accounting)

Must be prior approved by the Superintendent and the CSFO

Must be relevant to position held by employee

**FY 2018-2019
Administrator Supplement for Local Schools
240 Day Contract / 12 Month**

Principal Supplement

To determine principal's salary:

1. Locate annual salary by certification rank and experience on the State Minimum Salary Schedule - Classroom Teachers - 12 months.
2. Add the following supplements to the State Minimum Salary.

Elementary Principal Ashville Elementary Springville Elementary Odenville Elementary Moody Elementary Moody Middle Steele Jr. High Odenville Intermediate Margaret Elementary	\$6,619.00	399 or less - add \$1,000 400-599 students - add \$2,000 600-799 students - add \$3,000 800 + students - add \$4,000
Middle School Principal Ashville Middle Odenville Middle Springville Middle Moody Jr. High Eden Career Technical	\$8,425.00	399 or less - add \$1,000 400-599 students - add \$2,000 600-799 students - add \$3,000 800 + students - add \$4,000
High School Principal Ashville High Springville High St. Clair County High Moody High Ragland High	\$14,035.00	399 or less - add \$1,000 400-599 students - add \$2,000 600-799 students - add \$3,000 800 + students - add \$4,000

*** Enrollment based on previous year 20 day after labor day enrollment

Assistant Principal Supplement

*Elementary School	\$6,000.00
*Middle School	\$6,500.00
*High School	\$7,000.00

*As defined above

FY 2018-2019
School Psychometrist Salary Schedule
187 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
< 3 Years (0,1,2)	39,301.00	45,193.00	48,732.00	52,268.00	39,301.00
< 6 Years (3,4,5)	43,227.00	49,711.00	53,601.00	57,494.00	43,227.00
< 9 Years (6,7,8)	45,121.00	51,888.00	55,964.00	60,011.00	45,121.00
< 12 Years (9,10,11)	45,725.00	52,585.00	56,702.00	60,816.00	45,725.00
< 15 Years (12,13,14)	46,557.00	53,538.00	57,729.00	61,922.00	46,557.00
< 18 Years (15,16,17)	47,618.00	54,762.00	59,047.00	63,330.00	47,618.00
< 21 Years (18,19,20)	48,233.00	55,466.00	59,808.00	64,151.00	48,233.00
< 24 Years (21,22,23)	48,849.00	56,177.00	60,572.00	64,970.00	48,849.00
< 27 Years (24,25,26)	49,431.00	56,759.00	61,157.00	65,553.00	49,431.00
27 + Years	50,014.00	57,343.00	61,739.00	66,135.00	50,014.00

FY 2018-2019
Teacher / Board Certified Behavioral Analyst
187 Day Contract / 9-Month
192 Day Contract / 9-Month

Experience	187 Day Salary	192 Day Salary
< 3 Years (0,1,2)	46,962.00	48,218.00
< 6 Years (3,4,5)	51,657.00	53,039.00
< 9 Years (6,7,8)	53,927.00	55,369.00
< 12 Years (9,10,11)	54,643.00	56,104.00
< 15 Years (12,13,14)	55,634.00	57,120.00
< 18 Years (15,16,17)	56,905.00	58,426.00
< 21 Years (18,19,20)	57,638.00	59,179.00
< 24 Years (21,22,23)	58,375.00	59,936.00
< 27 Years (24,25,26)	58,957.00	60,533.00
27 + Years	59,540.00	61,132.00

Must have certification in BCBA

**FY 2018-2019
Academic Supplements - Certified/Exempt Employees Only
Effective 7/1/2018**

ACADEMIC SUPPLEMENTS*

Beta Club/Student Government Assoc - Middle/Jr. High/Freshman (3 service projects, convention and regular scheduled meetings)	\$800.00
Beta Club/FTA/Student Government Assoc/National Academic - Sr. (3 service projects, convention and regular scheduled meetings)	\$800.00
Scholar's Bowl - Middle and Jr. High (Minimum 6 meets and organized practice)	\$800.00
Scholar's Bowl - Sr. (Minimum 10 meets and organized practice)	\$800.00
Debate Team - Sr. (Minimum 5 debates)	\$800.00
Drama Team - Sr./Jr. (Minimum 2 major performances)	\$800.00
Musical Groups (choir, jazz band, musical instruments, etc.) (Minimum 2 major performances)	\$800.00
Math Team - Sr. (Minimum 5 competitions)	\$800.00
Yearbook - High School	\$800.00
Yearbook - Middle / Jr. High	\$800.00
Yearbook - Elementary (1 supplement per school) (High School Middle School and Elementary School attendance of 5 after school events or meetings and production of a yearbook)	\$800.00
Key Club (3 service projects, convention and regular scheduled meetings)	\$800.00
Culinary Team (minimum 4 after school meetings or catering events and 1 competition)	\$800.00

* Academic supplements paid in May after principal submits completion verification on May 1st each year.

DOCUMENTATION IS REQUIRED IN ORDER TO RECEIVE SUPPLEMENT. MUST BE GIVEN TO PRINCIPAL

Local School Technology Contact**	Not to exceed	\$1,200.00
Administrative Supplement**		
Preschool Project Manager	Per site	\$1,000.00
21st Century Learning Center Project Director	Per site	\$1,000.00

**Based on funding - divided into 12 monthly payments

FY 2018-2019
Athletic Supplements - Certified/Exempt Employees Only
Effective 7/1/2018

The superintendent will recommend the number of supplements per school based on the number of participants in each sport.

POSITION	VARSITY	JR VARSITY	FRESHMAN	JR HIGH/MIDDLE
	SUPPLEMENT	SUPPLEMENT	SUPPLEMENT	SUPPLEMENT
ATHLETIC DIRECTOR	\$ 2,550.00			
FOOTBALL	10 games	6 games		6 games
Head Coach	\$ 5,750.00	\$ 2,150.00	\$ 2,150.00	\$ 2,150.00
Assistant Coach	\$ 3,250.00	\$ 1,450.00	\$ 1,450.00	\$ 1,450.00
5-A - earns 5 coaches / 4-A - earns 4 coaches / 3-A - earns 3 coaches / 2-A - earns 2 coaches / 1-A - earns 2 coaches				
Offense Coordinator	\$ 3,850.00			
Defense Coordinator	\$ 3,850.00			
BASKETBALL	16 games	12 games	6 games	12 games
Head Coach - Boys/Girls	\$ 4,300.00	\$ 2,900.00	\$ 1,100.00	\$ 1,800.00
Assistant Coach - Boys/Girls	\$ 1,750.00			
BASEBALL	22 games	16 games		14 games
Head Coach	\$ 3,250.00	\$ 1,650.00		\$ 1,450.00
Assistant Coach	\$ 1,750.00	\$ 1,100.00		\$ 1,100.00
SOFTBALL	14 games	10 games		8 games
Head Coach	\$ 3,250.00	\$ 1,650.00		\$ 1,450.00
Assistant Coach	\$ 1,750.00	\$ 1,100.00		\$ 1,100.00
VOLLEYBALL	12 dates	8 dates		8 dates
Head Coach	\$ 3,250.00	\$ 1,650.00		\$ 1,450.00
Assistant Coach	\$ 1,750.00			
WRESTLING	10 dates			6 dates
Head Coach	\$ 3,250.00			\$ 1,450.00
Assistant Coach	\$ 1,750.00			
SOCCER	14 dates			
Head Coach - Boys/Girls	\$ 3,250.00	\$ 1,100.00		
Assistant Coach - Boys/Girls	\$ 1,750.00	\$ 1,100.00		
BOWLING	18 dates/5 trouneys			12 dates/2 trouneys
Head Coach - Boys/Girls	\$ 1,100.00			
GOLF	7 dates			3 dates
	\$ 1,100.00			\$ 1,100.00
TENNIS	10 dates			8 dates
	\$ 1,100.00			\$ 1,100.00
TRACK	5 dates			5 dates
	\$ 1,450.00			\$ 1,100.00
CROSS COUNTRY	5 dates			
	\$ 1,100.00			
INDOOR TRACK	3 meets			
	\$ 750.00			
SWIM COACH	5 dates			
	\$ 1,100.00			
WEIGHT LIFTING	\$ 1,450.00			
ARCHERY	6 meets			6 meets
	\$ 1,100.00			\$ 1,100.00
FISHING (Club)	6 Tournaments			6 Tournaments
	\$ 1,100.00			\$ 1,100.00
CHEER SPONSOR				
Summer/Fall	\$ 1,650.00	\$ 1,100.00		\$ 1,100.00
Winter/Spring	\$ 1,650.00	\$ 1,100.00		\$ 1,100.00
BAND AUXILIARY				
Sponsor	\$ 1,500.00			

The required minimum number of games/dates listed are required in order to receive the full supplement. If the minimum number of games/dates are not met, coaches/sponsors may receive a prorated amount of stated supplement.

FY 2018-2019
Teacher Aide / Office Aide / Bus Aide Salary Schedule
Effective 7/1/2018

Experience	* Instr. Aide * Office Aide 7 Hours/day 9 Month / 182 days	* Instr. Aide * Office Aide 8 Hours/day 9 Month / 182 days	*Dual Position Teacher Aide & Bus Aide 9 Month / 182 days Hired prior to July 1, 2011	*One Position Teacher Aide & Bus Aide 9 Month / 182 days Hired on/after July 1, 2011	** Bus Aide Paid hourly
0	17,685.00	20,211.00	22,948.00	21,833.00	14.35
1	17,730.00	20,264.00	23,131.00	21,890.00	14.45
2	17,780.00	20,320.00	23,291.00	21,950.00	14.55
3	17,940.00	20,502.00	23,452.00	22,147.00	14.65
4	18,102.00	20,688.00	23,614.00	22,347.00	14.76
5	18,263.00	20,873.00	23,777.00	22,548.00	14.86
6	18,430.00	21,061.00	23,941.00	22,751.00	14.96
7	18,595.00	21,250.00	24,107.00	22,955.00	15.07
8	18,762.00	21,442.00	24,273.00	23,162.00	15.17
9	18,930.00	21,635.00	24,441.00	23,370.00	15.28
10	19,112.00	21,843.00	24,589.00	23,593.00	15.38

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

* Add \$2,400 for multi-need unit with BCBA Training

** Add \$2,400 for special needs out-of-district bus route

FY 2018-2019
School Secretary / Bookkeeper Salary Schedule

Experience	12 Months / 240 Days Annual Salary	10 Months /202 Days Annual Salary
0	29,956.00	25,213.00
1	30,194.00	25,414.00
2	30,436.00	25,617.00
3	30,679.00	25,822.00
4	30,925.00	26,030.00
5	31,173.00	26,239.00
6	31,531.00	26,538.00
7	31,675.00	26,658.00
8	31,927.00	26,871.00
9	32,183.00	27,087.00
10	32,310.00	27,194.00

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

* Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement

(AASBO Certification, Personnel/Payroll, and Local School)

Effective 07/01/2012 - Must be prior approved by the Superintendent and the CSFO

Must be relevant to position held by employee

Supplements for ADM ***	
400 - 599 students	add \$750.00
600 - 799 students	add \$1,500.00
800 students and above	add \$2,250.00
High School Athletics	add \$750.00

*** Enrollment based on previous year 20 day after labor day enrollment

FY 2018-2019
Bus Driver Salary Schedule
182 Day Contract / 9 Month
210 Day Contract / 10 Month
182 Day Contract / Vocational
Part-Time Mid-Day Route

Experience	Bus Driver 182 day / 9 month	Bus Driver - Day Program 210 day / 10 month	Special Needs Bus Driver - Paid hourly	Part-Time Position Vocational - Hired prior to July 1, 2011	Part-Time Position Vocational - Hired after July 1, 2011	Part-time Position for Mid-Day Route - Paid per route
0	14,759.00	17,029.00	21.27	7,379.00	7380.00	40.55
1	14,904.00	17,196.00	21.46	7,519.00	7453.00	40.95
2	15,050.00	17,366.00	21.66	7,665.00	7525.00	41.35
3	15,198.00	17,536.00	21.86	7,812.00	7599.00	41.75
4	15,346.00	17,707.00	22.06	7,961.00	7673.00	42.16
5	15,496.00	17,880.00	22.27	8,114.00	7749.00	42.57
6	15,649.00	18,056.00	22.47	8,270.00	7825.00	42.99
7	15,802.00	18,234.00	22.68	8,429.00	7901.00	43.41
8	15,957.00	18,412.00	22.89	8,591.00	7979.00	43.84
9	16,113.00	18,591.00	23.10	8,757.00	8057.00	44.27
10	16,286.00	18,791.00	23.31	8,942.00	8144.00	44.74

**FY 2018-2019
 Supervisor / Director
 Maintenance
 Transportation
 Community Education
 Technology
 Child Nutrition
 240 Day contract / 12 Month**

Experience	Supervisor Annual Salary
0	70,298.00
1	70,522.00
2	70,749.00
3	70,975.00
4	71,203.00
5	71,430.00
6	71,659.00
7	71,887.00
8	72,119.00
9	72,350.00
10	72,571.00

Add \$2000 for associate degree from accredited university
 Add \$3000 for B.S. from accredited university
 Add \$4000 for M.S. from accredited university

Add \$1,000.00 for each Alabama Association of School Business Officials certification
 Must maintain certification to receive annual supplement
 (AASBO Certification and Personnel/Payroll, Local School Accounting)
 Must be prior approved by the Superintendent and the CSFO
 Must be relevant to position held by employee

Add \$1,000 for Alabama Educational Technology Association Certification

**FY 2018-2019
Central Office Support
12 Month - 240 Days**

Years Experience	* Receptionist	* ** Administrative Assistant to the Superintendent Administrative Assistant to Personnel Finance/Payroll Officer Payroll Insurance Clerk Accounts Payable Bookkeeper LSA Supervisor/Finance Officer Sp Ed Secretary/Preschool Case Manager Federal Programs Secretary CNP System Secretary CNP Administrative Assistant	* ** Payroll Manager
0	29,652.00	38,132.00	43,132.00
1	29,723.00	38,366.00	43,366.00
2	29,796.00	38,598.00	43,598.00
3	30,035.00	38,834.00	43,834.00
4	30,280.00	39,072.00	44,072.00
5	30,525.00	39,310.00	44,310.00
6	30,773.00	39,550.00	44,550.00
7	31,021.00	39,792.00	44,792.00
8	31,275.00	40,033.00	45,033.00
9	31,530.00	40,278.00	45,278.00
10	31,804.00	40,518.00	45,518.00

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

** Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement

(AASBO Certification, Personnel/Payroll, and Local School)

Effective 07/01/2012 - Must be prior approved by the Superintendent and the CSFO

Must be relevant to position held by employee

Board Minute Recorder

\$2,856.00

**FY 2018-2019
Lunchroom Managers
186 Day Contract / 9 Month**

	I	II	III
Experience			
0	28,299.00	27,314.00	23,917.00
1	28,506.00	27,514.00	24,100.00
2	28,400.00	27,412.00	24,286.00
3	28,923.00	27,917.00	24,473.00
4	29,135.00	28,121.00	24,662.00
5	29,348.00	28,327.00	24,851.00
6	29,563.00	28,534.00	25,042.00
7	29,778.00	28,742.00	25,236.00
8	29,995.00	28,952.00	25,430.00
9	30,215.00	29,164.00	25,625.00
10	30,434.00	29,376.00	25,828.00

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT *****

I - Schools with over 1350 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

II - Schools with 900-1349 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in

III - Schools with less than 900 average daily meal equivalents served = .66 breakfast + 1 lunch + 1 dinner + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

Add \$2,000 for Associate Degree from an accredited institution

Add \$3,000 for B.S. Degree from an accredited institution

**FY 2018-2019
Lunchroom Assistant Managers
186 days / 9 Month**

Experience	400 or over* 8 Hours	Under 400 + 8 Hours	Under 400 7.5 Hour
0	20,878.00	19,749.00	18,516.00
1	21,041.00	19,922.00	18,678.00
2	21,204.00	20,096.00	18,841.00
3	21,366.00	20,269.00	19,002.00
4	21,531.00	20,446.00	19,169.00
5	21,697.00	20,624.00	19,337.00
6	21,862.00	20,804.00	19,504.00
7	22,031.00	20,985.00	19,674.00
8	22,202.00	21,165.00	19,843.00
9	22,372.00	21,351.00	20,016.00
10	22,547.00	21,530.00	20,183.00

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT *****

Schools with 400 or over average daily meal equivalents served = .66 breakfast + 1 lunch + \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

II - Schools with less than 400 average daily meal equivalents served = .66 breakfast + 1 lunch = \$3.00 in ala-carte sales or amount SDE recommends. (Based on prior year).

Less than 8 hours - Prorated.

* Over 400 students served.

+ Under 400 students served.

**FY 2018-2019
Lunchroom Workers
184 Day Contract / 9 Month**

Experience	8 Hour	7.5 Hour	7 Hour	6.5 Hour	6 Hour	4 Hour
0	18,505.00	17,349.00	16,194.00	15,037.00	13,880.00	9,253.00
1	18,666.00	17,501.00	16,333.00	15,167.00	14,000.00	9,334.00
2	18,826.00	17,651.00	16,474.00	15,296.00	14,120.00	9,414.00
3	18,989.00	17,802.00	16,615.00	15,429.00	14,241.00	9,495.00
4	19,151.00	17,954.00	16,757.00	15,561.00	14,363.00	9,576.00
5	19,315.00	18,108.00	16,901.00	15,694.00	14,486.00	9,658.00
6	19,481.00	18,263.00	17,047.00	15,829.00	14,611.00	9,742.00
7	19,647.00	18,420.00	17,191.00	15,964.00	14,736.00	9,825.00
8	19,817.00	18,578.00	17,340.00	16,101.00	14,863.00	9,909.00
9	19,988.00	18,738.00	17,489.00	16,239.00	14,992.00	9,994.00
10	20,158.00	18,898.00	17,638.00	16,378.00	15,118.00	10,079.00

*** EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF SUPERINTENDENT ***

**FY 2018-2019
School Custodian Salary Schedule**

Experience	9 Month/182 Days 8 Hours per day Annual Salary - Hired prior to July 1, 2011	9 Month/182 Days 8 hours per day Annual Salary - Hired on/after July 1, 2011	10 Month/202 Days 8 Hours per day Annual Salary - Hired prior to July 1, 2011	10 Month/202 Days 8 Hours per day Annual Salary - Hired on/after July 1, 2011	12 Month/240 Days 8 Hours per day Annual Salary
0	18,582.00	18,301.00	20,496.00	20,312.00	24,134.00
1	18,737.00	18,461.00	20,665.00	20,489.00	24,343.00
2	18,893.00	18,621.00	20,837.00	20,666.00	24,555.00
3	19,049.00	18,782.00	21,009.00	20,845.00	24,768.00
4	19,206.00	18,945.00	21,185.00	21,028.00	24,983.00
5	19,366.00	19,111.00	21,361.00	21,210.00	25,202.00
6	19,527.00	19,277.00	21,537.00	21,396.00	25,421.00
7	19,689.00	19,445.00	21,716.00	21,581.00	25,641.00
8	19,852.00	19,613.00	21,897.00	21,769.00	25,865.00
9	20,017.00	19,784.00	22,077.00	21,959.00	26,089.00
10	20,175.00	19,962.00	22,264.00	22,156.00	26,324.00

**FY 2018-2019
Job Coach
202 Days - 10 Month**

Experience	Annual Salary
0	26,185.00
1	26,332.00
2	26,483.00
3	26,634.00
4	26,786.00
5	26,939.00
6	27,092.00
7	27,246.00
8	27,401.00
9	27,558.00
10	27,708.00

**FY 2018-2019
Maintenance Department
240 Day Contract / 12 Month**

Experience	* Maintenance Secretary	*** Worker Annual Salary
0	29,956.00	34,524.00
1	30,194.00	35,180.00
2	30,436.00	35,848.00
3	30,679.00	36,530.00
4	30,925.00	37,224.00
5	31,173.00	37,930.00
6	31,531.00	38,651.00
7	31,675.00	39,385.00
8	31,927.00	40,133.00
9	32,183.00	40,895.00
10	32,310.00	41,565.00

*** \$3,500.00 Supplement Upon Verification of Appropriate Certifications-
HVAC, Plumbing, Electrician, Refrigeration

*** Supplement is contingent upon prior approval from the Superintendent for any certifications
acquired after initial hire.

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

* Add \$1,000.00 for each Alabama Association of School Business Officials certification

Must maintain certification to receive annual supplement

(AASBO Certification, Personnel/Payroll, and Local Schools)

Effective 07/01/2012 - Must be prior approved by the Superintendent and the CSFO

Must be relevant to position held by employee

Supplement for inventory/work orders

\$2,500.00

FY 2018-2019
School Nurse Salary Schedule
LPN - 185 Day Contract / 9 Month
Transportation Nurse - 180 Day Contract /9 Month

Experience	LPN	Transportation Nurse
0	23,367.00	22,736.00
1	23,717.00	23,077.00
2	24,073.00	23,423.00
3	24,435.00	23,774.00
4	24,802.00	24,131.00
5	25,174.00	24,493.00
6	25,551.00	24,860.00
7	25,935.00	25,233.00
8	26,324.00	25,613.00
9	26,719.00	25,996.00
10	27,086.00	26,354.00

Bus nurse \$30 per route

**FY 2018-2019
School Nurse Salary Schedule
185 Day Contract / 9 Month**

Experience	* RN	RN/MS	Lead Nurse 240 Days
< 3 Years (0,1,2)	38,879.00	44,714.00	58,873.00
< 6 Years (3,4,5)	42,766.00	49,175.00	64,757.00
< 9 Years (6,7,8)	44,638.00	51,333.00	67,595.00
< 12 Years (9,10,11)	45,235.00	52,022.00	68,501.00
< 15 Years (12,13,14)	46,059.00	52,965.00	69,742.00
< 18 Years (15,16,17)	47,109.00	54,176.00	71,335.00
< 21 Years (18,19,20)	47,718.00	54,873.00	72,255.00
< 24 Years (21,22,23)	48,325.00	55,576.00	73,182.00
< 27 Years (24,25,26)	48,902.00	56,152.00	73,938.00
27 + Years	49,479.00	56,729.00	74,699.00

* RN supplement for overseeing careplans of LPN's (reviewed yearly)

Not to exceed \$3,000.00

Bus nurse \$30 per route

**FY 2018-2019
Substitute Salary Schedule
Effective 7/1/2018**

Substitute Special Needs Bus Aide / 4-hrs	\$60.00 per day
Sub Special Needs Bus Aide Out-of-District	\$75.00 per day
Substitute Bus Driver / 4-hrs	\$60.00 per day
Sub Special Needs Bus Driver Out-of-District	\$90.00 per day
Substitute Vocational Bus Driver	\$30.00 per day
Substitute Mid-Day Route Bus Driver	\$30.00 per day
Substitute School Nurse	\$115.00 per day

Field trip/extracurricular activity bus driver <i>If trip is over 8 hours, the driver must be paid a minimum of \$7.25 (minimum wage) per hour for all hours over 8</i>	\$45.00 for < 4 hours (Monday - Friday)
	\$60.00 for 4 hours and above (Monday - Friday)
	\$100.00/day for weekend trips (Saturday - Sunday)
	\$50.00/day for weekend trips < 4 hours (Sat. - Sun.)

**FY 2018-2019
Technology Department
240 Day Contract / 12 Month**

Experience	*** Help Desk	* *** Desktop Administrator	* *** Logistics/ Project Manager	* ** Network/Server Administrator
0	31,305.00	32,936.00	35,713.00	57,736.00
1	32,134.00	33,727.00	36,767.00	58,248.00
2	32,986.00	34,535.00	37,851.00	58,763.00
3	33,860.00	35,364.00	38,968.00	59,282.00
4	34,756.00	36,212.00	40,117.00	59,808.00
5	35,677.00	37,080.00	41,301.00	60,338.00
6	36,623.00	37,970.00	42,519.00	60,872.00
7	37,593.00	38,881.00	43,775.00	61,410.00
8	38,590.00	39,814.00	45,066.00	61,954.00
9	39,612.00	40,769.00	46,396.00	62,501.00
10	40,472.00	41,745.00	47,768.00	63,064.00

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

** Exempt Employee

*** Add \$3,500 Supplement upon Verification of appropriate Certification - Apple Computers

*** Supplement is contingent upon prior approval from Superintendent for certification acquired after hire date

FY 2018-2019
Occupational Therapist (Registered) Salary Schedule
192 Day Contract / 9 Month - Public School Experience
202 Day Contract / 10 Month - Public School Experience

Experience	192 Day / 9 month Salary	202 Day /10 Month Salary
< 3 Years (0,1,2)	46,402.00	48,819.00
< 6 Years (3,4,5)	51,041.00	53,700.00
< 9 Years (6,7,8)	53,274.00	56,049.00
< 12 Years (9,10,11)	53,991.00	56,802.00
< 15 Years (12,13,14)	54,970.00	57,833.00
< 18 Years (15,16,17)	56,226.00	59,155.00
< 21 Years (18,19,20)	56,950.00	59,915.00
< 24 Years (21,22,23)	57,679.00	60,683.00
< 27 Years (24,25,26)	58,277.00	61,312.00
27 + Years	58,875.00	61,942.00

FY 2018-2019
Certified Occupational Therapist Assistant
187 Day Contract / 9 Month - Public School Experience

Experience	9 Month Salary
< 3 Years (0,1,2)	36,038.00
< 6 Years (3,4,5)	39,966.00
< 9 Years (6,7,8)	41,859.00
< 12 Years (9,10,11)	42,463.00
< 15 Years (12,13,14)	43,295.00
< 18 Years (15,16,17)	44,356.00
< 21 Years (18,19,20)	44,971.00
< 24 Years (21,22,23)	45,588.00
< 27 Years (24,25,26)	46,168.00
27 + Years	46,751.00

**FY 2018-2019
Physical Therapist
202 Day Contract / 10 Month**

Experience	Salary
< 3 Years (0,1,2)	48,819.00
< 6 Years (3,4,5)	53,700.00
< 9 Years (6,7,8)	56,050.00
< 12 Years (9,10,11)	56,802.00
< 15 Years (12,13,14)	57,833.00
< 18 Years (15,16,17)	59,155.00
< 21 Years (18,19,20)	59,915.00
< 24 Years (21,22,23)	60,683.00
< 27 Years (24,25,26)	61,312.00
27 + Years	61,941.00

**FY 2018-2019
Homeless Liaison /
Parental Involvement Liaison
202 Day Contract / 10 Month**

Experience	Full Time Salary	Half Time Salary
0	42,640.00	21,320.00
1	43,048.00	21,525.00
2	43,461.00	21,730.00
3	43,876.00	21,938.00
4	44,296.00	22,148.00
5	44,721.00	22,360.00
6	45,149.00	22,575.00
7	45,582.00	22,791.00
8	46,018.00	23,009.00
9	46,458.00	23,230.00
10	46,904.00	23,452.00

**FY 2018-2019
Transportation Department Salary Schedule
240 day contract / 12 Month**

Experience	* Secretary	Mechanic	Parts Specialist/ Mechanic	Shop Foreman / Bus Inspt.	Shop Assistant
0	29,956.00	39,178.00	39,975.00	41,565.00	25,584.00
1	30,194.00	39,412.00	40,216.00	41,776.00	25,814.00
2	30,436.00	39,648.00	40,457.00	41,989.00	26,043.00
3	30,679.00	39,887.00	40,700.00	42,203.00	26,275.00
4	30,925.00	40,126.00	40,944.00	42,419.00	26,509.00
5	31,173.00	40,366.00	41,191.00	42,635.00	26,742.00
6	31,422.00	40,608.00	41,437.00	42,852.00	26,978.00
7	31,675.00	40,851.00	41,686.00	43,071.00	27,216.00
8	31,927.00	41,096.00	41,936.00	43,290.00	27,455.00
9	32,183.00	41,342.00	42,187.00	43,511.00	27,694.00
10	32,310.00	41,565.00	42,362.00	43,950.00	27,936.00

Salary Based on 8 Hours Per Day

- * Add \$2,000 for Associate Degree from an accredited institution
- * Add \$3,000 for B.S. Degree from an accredited institution
- * Add \$1,000.00 for each Alabama Association of School Business Officials certification
Must maintain certification to receive annual supplement
(AASBO Certification, Personnel/Payroll, and Local Schools)
Effective 07/01/2012 - Must be prior approved by the Superintendent and the CSFO
Must be relevant to position held by employee

FY 2018-2019

After-School / Extended School Year/ 21st Century Programs

After-School Tutor/Summer Tutor	\$25.00/hour
Homebound Teacher	\$40.00/hour
Program Director	\$30.00/hour
Migrant Recruiter	\$30.00/hour
Adult Aide	\$15.00/hour
Bilingual Aide	\$20.00/hour
Student Aide	\$10.00/hour
Bilingual Student Aide	\$15.00/hour
Custodian	\$15.00/hour
Extra-Curricular Nurse	\$30.00/hour
Translator	\$20.00/hour
Bus Driver/Bus Sub	Daily rate of pay
Bus Fueler	\$7.25/hour or current minimum wage
Saturday School Teacher	\$115 per Saturday worked
Contract Psychometrist	\$100 per test
IDEA Sp Ed ESY Teacher *	\$30.00/hour
IDEA Sp Ed ESY Art Teacher *	\$30.00/hour
IDEA Sp Ed ESY Therapist *	\$30.00/hour
IDEA Sp Ed ESY Aide/Bus Aide *	\$20.00/hour
IDEA Sp Ed ESY Nurse *	\$30.00/hour
IDEA Summer Teacher	\$30.00/hour
Lunchroom Worker*	\$17.00/hour

* Extended School Year Summer Program

FY 2018-2019
Community Education Program
Before and/or After School / Summer Extended Day Care

Director	\$20.00/hour
After-School Teacher	\$17.00/hour
Student Aide	\$9.00/hour
Adult Aide	\$12.00/hour
Lifeguard	\$15.00/hour
Bus Driver/Adult Aide	\$12.00/hour
Before/After-School Tutor	\$25.00/hour
Director of Camp Programs	\$30.00/hour
Camp Teacher	\$25.00/hour