## SALARY SCHEDULE

# Calhoun County School System 

## 2016-2017

(Effective October, 2016 with start of fiscal year) (Includes 4\% Raise )

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## INTRODUCTION

The 2016-2017 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and support employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Support personnel includes all support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information affecting compensation to the employee's principal/director or to the personnel division of the Board. Any revisions to the 20162017 salary schedule that are made during the year will be posted on the website. (www.calhoun.k12.al.us).

In order to advance steps on the salary schedule, an employee must have been in active pay status a minimum of fifty percent of the contract days from the previous year.

## CONTRACT DAYS

| Nine Month Teachers........................................... 187 days |
| :---: |
| All other Ten Month Employees............................... 202 days |
| Child Nutrition Program Managers.......................... 185 days |
| Child Nutrition Program Assistant Managers........184/183/180 days |
| Child Nutrition Program Workers..................183/180/179 days |
| Bus Drivers/Aides............................................. 182 days |
| Special Ed Aides ............................................ 183 days |
| P.E. Aides....................................... ................ 182 days |
| In School Detention Aides .................. .......... 182/203 days |
| Twelve Month Employees .................................. 240 days |

Teaching contracts are normally nine months. The base salary of full-time salaried employees is generally paid in twelve equal monthly increments, regardless of the term of the appointment.

The payroll periods for all employees will be established according to a schedule developed by the Accounting Department. The schedule setting forth those payroll periods is available at each school/job site. Payroll checks are normally issued on the last working day of the month, however during holiday months, payment will be based on receipt of State funds. Pay checks and additional pay due for extracurricular activities or additional duties will be combined in the employees' monthly check and processed once a month. Additional pay runs will only be performed should an employee not receive a check in error. This additional run will only be done 5 days after the last working day of the month, unless during a holiday month. In leiu of a lost check, reissue will occur 7 business days after original check issuance.

Employees who are hired after the beginning date of their contract year receive a prorated salary for the balance of that contract year. Nine and ten-month employees hired after January 1 shall receive a prorated salary based on the number of days remaining in their contract, to be divided equally over the remaining months through June.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member's contribution rate is set by law at a percentage of earned compensation based upon Tier rates established by RSA. Tier rates are based upon hire dates and/or service time in the RSA system. Tier 1 employees have hire/service dates prior to Jan. 1, 2013 and contribute 7.50\%. Tier II employees hired Jan.1, 2013 and later contribue 6.00\%

New employees begin employment under the guidelines of the Salary Schedule. The salaries of some employees may be based on previous salary schedules. A change in employment status requires a reevaluation of salary placement.

Central Office personnel are generally expected to maintain office hours of 8 a.m. to $4: 30 \mathrm{p} . \mathrm{m}$. Exceptions must be approved by the Superintendent. Twelve month school office personnel are expected to work seven and one-half hours exclusive of lunch/breaks.

## Duty Hours for Support Personnel

Duty Hours for support position are determined by the position held.

## Experience Credit

a. Credit may be awarded in support positions for verifiable related work experience in other school systems or a governmental agency (i.e. the State Department of Education, Department of Human Resources, Examiners of Public Accounts, Rehabilitation Services, etc.) if that experience is determined to be related to the employee's new job responsibilities with the Calhoun County Board of Education. School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified work experience in Public K-12 Schools. It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's principal/director or to the Accounting Department of the Board. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
b. Credit for military experience (maximum of two years) may be awarded to support positions with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
c. Salary steps may be awarded in support positions for verifiable outside experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert outside work experience to steps on the salary schedule. Any exceptions to this conversion table must be approved by the Superintendent.

| Experience (in years) | Step Level |
| :---: | :---: |
| $0-2$ years | 1 |
| $3-5$ years | 2 |
| $6-8$ years | 3 |
| $9-11$ years | 4 |
| $12+$ years | 5 |

## Support Administrative Personnel

Support administrative positions are normally twelve month (240 day) positions, unless otherwise noted on the Central Office Administration salary schedule. Experience credit for support personnel who are paid on a certificated salary schedule may be granted by the Superintendent in accordance with the procedures above.

## CERTIFICATED PERSONNEL

Teacher, Counselor, Occupational Therapist, Registered Nurse 187 Days - 9 months
(T9) TEA/CERT PSY 9 MO.

| Experience | BS | MS | AA ED SPEC | DO |
| :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} <3 \text { years }(0,1,2) \\ \text { Step 1-3 } \\ \hline \end{gathered}$ | 38,380 | 44,133 | 47,596 | 51,033 |
| $\begin{gathered} <6 \text { Years }(3,4,5) \\ \text { Step 4-6 } \end{gathered}$ | 42,199 | 48,538 | 52,332 | 56,112 |
| $\begin{gathered} <9 \text { years }(6,7,8) \\ \text { Step } 7-9 \end{gathered}$ | 44,058 | 50,651 | 54,623 | 58,569 |
| $\begin{gathered} <12 \text { years }(9,10,11) \\ \text { Step } 10-12 \\ \hline \end{gathered}$ | 44,656 | 51,326 | 55,349 | 59,370 |
| $\begin{gathered} <15 \text { years }(12,13,14) \\ \text { Step } 13-15 \end{gathered}$ | 45,445 | 52,267 | 56,367 | 60,453 |
| $\begin{gathered} <18 \text { years }(15,16,17) \\ \text { Step } 16-18 \end{gathered}$ | 46,476 | 53,452 | 57,640 | 61,814 |
| $\begin{gathered} <21 \text { years }(18,19,20) \\ \text { Step } 19-21 \end{gathered}$ | 47,087 | 54,152 | 58,391 | 62,617 |
| $\begin{gathered} <24 \text { years }(21,22,23) \\ \text { Step } 22-24 \end{gathered}$ | 47,673 | 54,852 | 59,142 | 63,406 |
| $\begin{gathered} <27 \text { years }(24,25,26) \\ \text { Step } 25-27 \end{gathered}$ | 48,246 | 55,412 | 59,702 | 63,954 |
| 27 + years | 48,805 | 55,985 | 60,274 | 64,522 |

9.5 Month Counselor

197 days
(CO)

| Experience | BS | MS | AA ED SPEC | DO |
| :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} <3 \text { years }(0,1,2) \text { Step } \\ 1-3 \end{gathered}$ | 40,433 | 46,494 | 50,142 | 53,762 |
| $\begin{gathered} <6 \text { Years }(3,4,5) \text { Step } \\ 4-6 \end{gathered}$ | 44,456 | 51,133 | 55,130 | 59,114 |
| $\text { < } 9 \text { years }(6,7,8) \text { Step }$ | 46,414 | 53,360 | 57,544 | 61,700 |
| $\begin{gathered} \hline<12 \text { years }(9,10,11) \\ \text { Step } 10-12 \end{gathered}$ | 47,043 | 54,071 | 58,309 | 62,545 |
| $\begin{gathered} <15 \text { years }(12,13,14) \\ \text { Step } 13-15 \end{gathered}$ | 47,875 | 55,064 | 59,382 | 63,686 |
| $\begin{gathered} <18 \text { years }(15,16,17) \\ \text { Step } 16-18 \end{gathered}$ | 48,961 | 56,310 | 60,722 | 65,120 |
| $\begin{gathered} <21 \text { years }(18,19,20) \\ \text { Step } 19-21 \end{gathered}$ | 49,605 | 57,047 | 61,513 | 65,966 |
| $\begin{gathered} <24 \text { years }(21,22,23) \\ \text { Step } 22-24 \end{gathered}$ | 50,222 | 57,783 | 62,305 | 66,797 |
| $\begin{gathered} <27 \text { years }(24,25,26) \\ \text { Step } 25-27 \end{gathered}$ | 50,825 | 58,376 | 62,894 | 67,374 |
| 27 + years | 51,414 | 58,977 | 63,497 | 67,972 |

Teacher,Counselor, Certificated Psychometrist
10 Month - 202 days
(TO) TEA/CO/RN 10 MO.

| Experience | BS | MS | $\begin{aligned} & \hline \text { AA ED } \\ & \text { SPEC } \end{aligned}$ | DO |
| :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} <3 \text { years }(0,1,2) \\ \text { Step 1-3 } \\ \hline \end{gathered}$ | 41,460 | 47,674 | 51,414 | 55,126 |
| $\begin{gathered} <6 \text { Years }(3,4,5) \\ \text { Step 4-6 } \end{gathered}$ | 45,583 | 52,431 | 56,530 | 60,614 |
| $\begin{gathered} \hline<9 \text { years }(6,7,8) \\ \text { Step } 7-9 \end{gathered}$ | 47,591 | 54,715 | 59,004 | 63,267 |
| $\begin{gathered} <12 \text { years }(9,10,11) \\ \text { Step } 10-12 \\ \hline \end{gathered}$ | 48,236 | 55,442 | 59,789 | 64,133 |
| $\begin{gathered} <15 \text { years }(12,13,14) \\ \text { Step } 13-15 \end{gathered}$ | 49,090 | 56,462 | 60,888 | 65,303 |
| $\begin{gathered} <18 \text { years }(15,16,17) \\ \text { Step } 16-18 \end{gathered}$ | 50,205 | 57,739 | 62,264 | 66,772 |
| $\begin{gathered} <21 \text { years }(18,19,20) \\ \text { Step } 19-21 \end{gathered}$ | 50,864 | 58,495 | 63,074 | 67,640 |
| $\begin{gathered} <24 \text { years }(21,22,23) \\ \text { Step } 22-24 \end{gathered}$ | 51,497 | 59,251 | 63,885 | 68,492 |
| $\begin{gathered} <27 \text { years }(24,25,26) \\ \text { Step } 25-27 \end{gathered}$ | 52,115 | 59,858 | 64,490 | 69,085 |
| 27 + years | 52,720 | 60,474 | 65,110 | 69,698 |

Teacher, Professional Development Specialist
12 month - 240 Days
(T2) TEA/CERT PSY-12 MO.

| Experience | BS | MS | AA ED SPEC | DO |
| :---: | :---: | :---: | :---: | :---: |
| $\begin{gathered} <3 \text { years }(0,1,2) \\ \text { Step 1-3 } \\ \hline \end{gathered}$ | 49,259 | 56,642 | 61,088 | 65,496 |
| $\begin{gathered} <6 \text { Years }(3,4,5) \\ \text { Step 4-6 } \\ \hline \end{gathered}$ | 54,159 | 62,293 | 67,163 | 72,017 |
| $\begin{gathered} \hline<9 \text { years }(6,7,8) \\ \text { Step 7-9 } \\ \hline \end{gathered}$ | 56,545 | 65,008 | 70,104 | 75,168 |
| $\begin{gathered} <12 \text { years }(9,10,11) \\ \text { Step } 10-12 \end{gathered}$ | 57,311 | 65,874 | 71,036 | 76,198 |
| $\begin{gathered} <15 \text { years }(12,13,14) \\ \text { Step } 13-15 \end{gathered}$ | 58,325 | 67,083 | 72,342 | 77,587 |
| $\begin{gathered} <18 \text { years }(15,16,17) \\ \text { Step } 16-18 \end{gathered}$ | 59,649 | 68,599 | 73,977 | 79,333 |
| $\begin{gathered} <21 \text { years }(18,19,20) \\ \text { Step } 19-21 \end{gathered}$ | 60,432 | 69,498 | 74,939 | 80,364 |
| $\begin{gathered} <24 \text { years }(21,22,23) \\ \text { Step 22-24 } \end{gathered}$ | 61,184 | 70,397 | 75,904 | 81,378 |
| $\begin{gathered} <27 \text { years }(24,25,26) \\ \text { Step } 25-27 \end{gathered}$ | 61,918 | 71,118 | 76,622 | 82,081 |
| 27 + years | 62,637 | 71,852 | 77,357 | 82,808 |

## Salary Supplements

Salary supplements are provided to approved certificated employees who perform tasks beyond the requirements of the teacher's assigned daily schedule. An employee cannot earn two concurrent supplements during each seasonal program. The amount of the salary supplement is based upon the following criteria:

- years of experience (Step)
- instruction beyond the established school day and school year
- approval of the Principal, Superintendent, and Board

Supplements are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

SUPPLEMENTS WILL BE PAID OVER A 12 MONTH PERIOD AS APPROVED BY THE BOARD. SUPPLEMENTS APPROVED AFTER THE BEGINNING OF THE CONTRACT YEAR WILL BE PRORATED OVER THE REMAINING MONTHS IN THE CONTRACT

COACHING SUPPLEMENT SCHEDULE

| Position | VARSITY |  |  |  | Varsity "B" Team |  | Junior High |  | Jr. High "B" Team |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Years as FB Head Coach | Category | 0-3 Yrs | 4-5 Yrs | 5-8 Yrs | Category | All Years | Category | All Years | Category | All Years |
| Head Football | A | 14,000 | 16,000 | 18,000 |  |  | I | 1,500 |  |  |
|  | 9+ Yrs | 20,000 |  |  |  |  |  |  |  |  |
|  |  | All Years |  |  |  |  |  |  |  |  |
| Head Basketball Boys | B | 6,500 |  |  | H | 2000 | 1 | 1500 | J | 1000 |
| Head <br> Basketball - <br> Girls | B | 6,500 |  |  | H | 2,000 | 1 | 1,500 | J | 1,000 |
| Assistant Football | C | $\begin{array}{\|c\|} \hline 2 @ 3,000 \\ @ 4,000 \\ \hline \end{array}$ |  |  |  |  |  | 750 |  |  |
| Football <br> Cheerleadin <br> g | D | 2,500 |  |  |  |  | K** | 750 |  |  |
| Basketball Cheerleadin g | D | 2,500 |  |  |  |  | K** | 750 |  |  |
| $\begin{gathered} \text { Head } \\ \text { Baseball } \end{gathered}$ | E | 6,500 |  |  | I | 1,500 | 1 | 1,500 |  |  |
| $\begin{aligned} & \hline \text { Head } \\ & \text { Softball } \end{aligned}$ | E | 6,500 |  |  | I | 1500 | 1 | 1500 |  |  |
| Volleyball | F | 6,500 |  |  | 1 | 1,500 | 1 | 1,500 |  |  |
| Wrestling | G | 6,500 |  |  |  |  |  |  |  |  |
| Cross Country Track | I | 1,500 |  |  |  |  |  |  |  |  |
| Coach any sport boys |  | 2,500 |  |  |  |  | 1500 |  |  |  |
| Coach any sport girls |  | 2,500 |  |  |  |  | 1500 |  |  |  |
| Athletic <br> compliance <br> officer |  | 3,000 |  |  |  |  | 2000 |  |  |  |
| Swim | H | 2,000 |  |  |  |  |  |  |  |  |
| Track - Boys | I | 5,000 |  |  |  |  |  |  |  |  |
| Track - Girls | 1 | 5,000 |  |  |  |  |  |  |  |  |
| Golf | 1 | 5,000 |  |  |  |  |  |  |  |  |
| Fishing | K | 1,000 |  |  |  |  |  |  |  |  |
| * Only one Track supplement (if same coach for both) if joint meets and joint practices. <br> ** Count as $1 / 2$ of a supplement when counting 16 (E-K) per Board policy \#6.33 <br> hools are limited to the number of coaching positions available, refer to Board policy \#6.33 |  |  |  |  |  |  |  |  |  |  |

A person serving as either a varsity basketball coach or an assistant football coach may only be assigned no more than two (2) category E-K positions. In the event a varsity basketball coach also serves as an assistant football coach, he/she shall not be paid for any additional coaching position (E-K) unless the additional position is submitted in writing to and approved by the Superintendent. Additional sports or supplements require written approval of the Superintendent and Board, and the school will be required to reimburse the Board for any such additional paid supplement.

The Head Football Coaching supplement will be paid over a twelve-month term from July 1 through June 30 on the last working day of each month; however during holiday months, payment will be based on receipt of State funds. All other coaching supplements are paid consistent with the annual teacher contract year (September 1 - August 31 ). Any teacher/coach who completes a partial coaching assignment will receive a prorated portion of the relevant supplement.

## ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve month period regardless of whether assignments are $9,10,11$ or 12 month positions.
2. Salaries for contract principals are based upon individual contract terms.
3. Salary schedule placement for assistant principals is determined by the degree held and the type of school

## PRINCIPALS

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

| ASSISTANT PRINCIPALS |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| CODE AND DESCRIPTION | RANK AND DESCRIPTION | SALARY | DAYS | MONTHLY |
| A1 ASST PR/AEP-HS | M MASTERS | 75,244 | 240 | 6,270.33 |
|  | AA ED SPEC | 78,081 | 240 | 6,506.76 |
|  | D DOCTORAL | 80,919 | 240 | 6,743.27 |
|  |  |  |  |  |
| A2 ASST PR/TITLE I FAC-ELEM | M MASTERS | 63,893 | 202 | 5,324.45 |
|  | AA ED SPEC | 66,731 | 202 | 5,560.88 |
|  | D DOCTORAL | 69,569 | 202 | 5,797.39 |

Salary placement for assistant principals is determined by the degree.

## CENTRAL OFFICE ADMINISTRATION



## SUPPORT

## PERSONNEL

The following 2016-2017 Salary Schedules for Support Personnel reflect the salaries for support employees of the Calhoun County School System. The salaries of some support employees may be based on previous salary schedules.

All salaries denoting hourly rates are calculated in accordance with FSLA.

Transportation Department
240 days

|  | 8 hours |  |  |  |
| :---: | ---: | ---: | ---: | :---: |
| Experience | parts <br> clerk (TR) | mechanic <br> (TA) 34 | lead <br> mechanic <br> (TB) 38 | asst. <br> trans. <br> Director <br> (TD) |
| < 1 years (0) <br> Step 1 | 26,875 | 32,325 | 37,507 | 40,445 |
| < Y Years (1) <br> Step 2 | 27,890 | 33,539 | 38,967 | 42,033 |
| < 3 years (2) <br> Step 3 | 28,905 | 34,862 | 40,445 | 43,531 |
| < 5 years (3,4) <br> Step 4-5 | 29,943 | 36,167 | 42,033 | 45,241 |
| < 8 years (5,6) <br> Step 6-7 | 31,089 | 37,507 | 43,531 | 46,927 |
| < 10 years (7,8) <br> Step 8-9 | 32,324 | 38,967 | 45,241 | 48,639 |
| 9 + years <br> Step 10 | 33,538 | 40,445 | 46,927 | 50,546 |


|  | 8 hours |  |  |
| :---: | :---: | :---: | :---: |
| Experience | shop <br> assistant <br> (TE) | route <br> specialist <br> (TS) | shop <br> foreman <br> (TF) |
| $<~ 1 ~ y e a r s ~(0) ~$ <br> Step 1 | 24,657 | 39,184 | 44,514 |
| < 2 Years (1) <br> Step 2 | 24,904 | 39,576 | 44,959 |
| $<~ 3$ years (2) <br> Step 3 | 25,402 | 40,368 | 45,859 |
| $<4$ years (3) <br> Step 4 | 25,656 | 40,771 | 46,317 |
| $<5$ years (4) <br> Step 5 | 26,168 | 41,586 | 47,244 |
| $<6$ years (5) <br> Step 6 | 26,431 | 42,002 | 47,716 |
| $<7$ years (6) <br> Step 7 | 27,223 | 43,262 | 49,147 |
| $<8$ years (7) <br> Step 8 | 27,768 | 44,127 | 50,130 |
| $<9$ years (8) <br> Step 9 | 28,601 | 45,451 | 51,133 |
| $<10$ years (9) <br> Step 10 | 29,173 | 46,360 | 52,156 |
| $10+$ years <br> Step 11 | 30,048 | 47,752 | 53,199 |

Bus Aide / Driver

182 days

| Experience | SpEd bus <br> aide (BA) | SpEd bus <br> driver (SP) | regular <br> bus driver <br> (BD) | regular bus <br> driver with <br> cctc route <br> (BD) |
| :---: | :---: | :---: | :---: | :---: |
| < 1 years (0) <br> Step 1 | 10,472 | 13,407 | 12,046 | 20,308 |
| < Y Years (1) <br> Step 2 | 10,790 | 13,653 | 12,301 | 20,563 |
| < 3 years (2) <br> Step 3 | 11,129 | 13,870 | 12,505 | 20,767 |
| < 5 years (3,4) <br> Step 4-5 | 11,466 | 14,132 | 12,772 | 21,034 |
| < 8 years (5,6) <br> Step 6-7 | 11,814 | 14,441 | 13,014 | 21,275 |
| < 10 years (7,8) <br> Step 8-9 | 12,200 | 14,603 | 13,243 | 21,504 |
| 9 + years <br> Step 10 | 12,586 | 14,843 | 13,472 | 21,734 |

gifted routes paid at $\$ 10.50$ per hour worked

|  | High School (CH) |  |  | Elem / Middle (CM) |  |
| :---: | ---: | ---: | ---: | ---: | ---: |
| Experience | 7 hrs | 7.5 hrs | 8 hrs | 7.5 hrs | 8 hrs |
| < 1 years (0) <br> Step 1 | 19,112 | 20,389 | 21,667 | 19,690 | 20,922 |
| < 2 Years (1) <br> Step 2 | 19,764 | 21,088 | 22,412 | 20,389 | 21,667 |
| < 3 years (2) <br> Step 3 | 20,432 | 21,803 | 23,174 | 21,088 | 22,412 |
| $<5$ years (3,4) <br> Step 4-5 | 21,162 | 22,586 | 24,009 | 21,803 | 23,174 |
| $<8$ years (5,6) <br> Step 6-7 | 21,958 | 23,438 | 24,918 | 22,586 | 24,009 |
| < 10 years (7,8) <br> Step 8-9 | 22,736 | 24,273 | 25,810 | 23,438 | 24,918 |
| 9 + years <br> Step 10 | 23,594 | 25,193 | 26,828 | 24,273 | 25,810 |


|  | High School (CB) |  | High Sch (CC) | Elem / Middle (CM) |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | $\begin{gathered} 180 \text { Days } \\ 7 \text { hrs } \end{gathered}$ | $\begin{aligned} & 180 \text { Days } \\ & 7.5 \text { hrs } \end{aligned}$ | 184 Days 7.5 hrs | 184 Days 7 hrs | $\begin{gathered} 183 \text { Days } \\ 7.5 \text { hrs } \end{gathered}$ |
| $\begin{gathered} \hline<1 \text { years }(0) \\ \text { Step } 1 \end{gathered}$ | 17,386 | 18,530 | 18,913 | 17,131 | 18,143 |
| $\begin{gathered} <2 \text { Years (1) } \\ \text { Step } 2 \end{gathered}$ | 17,993 | 19,191 | 19,590 | 17,734 | 18,818 |
| $\begin{gathered} \hline<3 \text { years }(2) \\ \text { Step } 3 \end{gathered}$ | 18,628 | 19,871 | 20,286 | 18,366 | 19,491 |
| $\begin{gathered} <5 \text { years }(3,4) \\ \text { Step 4-5 } \\ \hline \end{gathered}$ | 19,263 | 20,550 | 20,980 | 19,014 | 20,181 |
| $\begin{gathered} <8 \text { years }(5,6) \\ \text { Step 6-7 } \\ \hline \end{gathered}$ | 19,912 | 21,247 | 21,691 | 19,663 | 20,873 |
| $\begin{gathered} <10 \text { years }(7,8) \\ \text { Step 8-9 } \\ \hline \end{gathered}$ | 20,623 | 22,008 | 22,471 | 20,327 | 21,580 |
| $9+$ years <br> Step 10 | 21,397 | 22,837 | 23,318 | 21,055 | 22,356 |


|  | 184 Days (C1) |  |  | 182 Days (C2) | 180 Days (C3) |
| :---: | ---: | ---: | ---: | ---: | ---: |
| Experience | 4 hours | 5 hours | 6 hours | 4 hours | 4 hours |
| < 1 years (0) <br> Step 1 | 9,678 | 11,569 | 13,459 | 9,597 | 9,515 |
| < Years (1) <br> Step 2 | 9,960 | 11,920 | 13,880 | 9,875 | 9,791 |
| < 3 years (2) <br> Step 3 | 10,273 | 12,310 | 14,349 | 10,184 | 10,095 |
| < years (3,4) <br> Step 4-5 | 10,585 | 12,700 | 14,816 | 10,494 | 10,401 |
| < years (5,6) <br> Step 6-7 | 10,905 | 13,101 | 15,296 | 10,810 | 10,714 |
| < 10 years (7,8) <br> Step 8-9 | 11,226 | 13,501 | 15,777 | 11,126 | 11,027 |
| 9 + years <br> Step 10 | 11,553 | 13,911 | 16,273 | 11,450 | 11,348 |

CNP WORKERS

|  | 183 Days (C4) |  |  |  | 180 Days (C5) |  | 179 Days (C6) |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | 4 hours | 5 hours | 6 hours | 7 hours | 6 hours | 7 hours | $\begin{gathered} \hline 5.5 \\ \text { hours } \end{gathered}$ | 6 hours | 7 hours |
| $\begin{gathered} \hline<1 \text { years }(0) \\ \text { Step } 1 \end{gathered}$ | 8,349 | 9,906 | 11,463 | 13,020 | 11,310 | 12,841 | 10,498 | 11,258 | 12,782 |
| $\begin{gathered} \hline 2 \text { Years (1) } \\ \text { Step } 2 \\ \hline \end{gathered}$ | 8,598 | 10,217 | 11,835 | 13,456 | 11,676 | 13,268 | 10,832 | 11,623 | 13,207 |
| $\begin{gathered} <3 \text { years }(2) \\ \text { Step } 3 \end{gathered}$ | 8,839 | 10,518 | 12,197 | 13,877 | 12,032 | 13,683 | 11,155 | 11,977 | 13,619 |
| $\begin{gathered} <5 \text { years }(3,4) \\ \text { Step 4-5 } \\ \hline \end{gathered}$ | 9,094 | 10,838 | 12,581 | 14,324 | 12,409 | 14,124 | 11,500 | 12,353 | 14,058 |
| $\begin{gathered} <8 \text { years }(5,6) \\ \text { Step 6-7 } \\ \hline \end{gathered}$ | 9,367 | 11,178 | 12,989 | 14,800 | 12,811 | 14,592 | 11,865 | 12,750 | 14,523 |
| $\begin{gathered} <10 \text { years }(7,8) \\ \text { Step 8-9 } \\ \hline \end{gathered}$ | 9,639 | 11,517 | 13,397 | 15,276 | 13,211 | 15,060 | 12,231 | 13,150 | 14,988 |
| 9 + years <br> Step 10 | 9,917 | 11,867 | 13,815 | 15,764 | 13,624 | 15,541 | 12,607 | 13,561 | 15,467 |

Aides

|  | ISD Aide (DA) |  | Library Aide (LA) |  |  |
| :---: | ---: | ---: | ---: | ---: | ---: |
| Experience | 203 days 8 <br> hrs | $\mathbf{1 8 2}$ days <br> $\mathbf{7 . 5} \mathbf{~ h r s ~}$ | $\mathbf{1 8 7}$ days 4 <br> hrs | $\mathbf{1 8 7}$ days 7 <br> hrs | $\mathbf{1 8 7}$ days <br> $\mathbf{7 . 5} \mathbf{~ h r s ~}$ |
| < 1 years (0) <br> Step 1 | 17,080 | 14,646 | 9,525 | 15,077 | 16,002 |
| < 2 Years (1) <br> Step 2 | 17,689 | 15,125 | 9,803 | 15,563 | 16,544 |
| < 3 years (2) <br> Step 3 | 18,334 | 15,631 | 10,088 | 16,063 | 17,118 |
| < 5 years (3,4) <br> Step 4-5 | 18,978 | 16,138 | 10,405 | 16,647 | 17,755 |
| < 7 years (5,6) <br> Step 6-7 | 19,641 | 16,691 | 10,722 | 17,241 | 18,391 |
| < 9 years (7,8) <br> Step 8-9 | 20,380 | 17,311 | 11,048 | 17,851 | 19,043 |
| 9 + years <br> Step 10 | 21,116 | 17,931 | 11,373 | 18,459 | 19,697 |


|  | PE / classroom aide (PA) |  |  | Spec Ed Aide (SA) |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | 182 days 6.5 hrs | 182 days 7 hrs | 182 days <br> 7.5 hrs | 183 days 7 hrs | 183 days <br> 7.5 hrs | $183 \text { days } 8$ hrs |
| $\begin{gathered} \hline<1 \text { years }(0) \\ \text { Step } 1 \end{gathered}$ | 12,977 | 13,811 | 14,646 | 13,877 | 14,715 | 15,555 |
| $\begin{gathered} <2 \text { Years (1) } \\ \text { Step } 2 \end{gathered}$ | 13,390 | 14,258 | 15,125 | 14,324 | 15,196 | 16,068 |
| $\begin{gathered} <3 \text { years (2) } \\ \text { Step } 3 \\ \hline \end{gathered}$ | 13,830 | 14,731 | 15,631 | 14,800 | 15,705 | 16,639 |
| $\begin{gathered} <5 \text { years }(3,4) \\ \text { Step 4-5 } \end{gathered}$ | 14,269 | 15,204 | 16,138 | 15,276 | 16,216 | 17,221 |
| $\begin{gathered} <7 \text { years }(5,6) \\ \text { Step 6-7 } \\ \hline \end{gathered}$ | 14,721 | 15,690 | 16,691 | 15,764 | 16,776 | 17,819 |
| $\begin{gathered} <9 \text { years }(7,8) \\ \text { Step 8-9 } \\ \hline \end{gathered}$ | 15,224 | 16,232 | 17,311 | 16,316 | 17,399 | 18,483 |
| $9+$ years <br> Step 10 | 15,725 | 16,811 | 17,931 | 16,897 | 18,022 | 19,148 |


| OSR Classroom <br> Pre-K Aide | 18,754 |
| :--- | ---: |

This salary determined by OSR Grant

LOCAL SCHOOL NURSE (SN)

| Experience | 187 days <br> 7 hrs | 187 days <br> 7.5 hrs | 187 days 8 <br> hrs |
| :---: | :---: | :---: | :---: |
| $<~ 1 ~ y e a r s ~$ <br> (0) Step 1 | 21,238 | 22,673 | 24,185 |
| $<~ 2 ~ Y e a r s ~$ <br> $(1)$ | 22,041 | 23,533 | 25,106 |
| Step 2 |  |  |  |
| 3 years (2) <br> Step 3 | 22,812 | 24,387 | 26,009 |
| $<5$ years <br> (3,4) <br> Step 4-5 | 23,606 | 25,291 |  |


|  | Elementary / Middle School Secretary (SE) |  |
| :---: | :---: | :---: |
| Experience | 187 Days 4 hrs | 187 Days 7.5 hrs |
| $\begin{array}{cc} \hline< & 1 \text { years } \\ (0) & \text { Step } \\ & 1 \end{array}$ | 10,717 | 18,287 |
| < 2 Years <br> (1) <br> Step 2 | 11,044 | 18,943 |
| < 3 years <br> (2) <br> Step 3 | 11,380 | 19,614 |
| $\begin{gathered} \hline<5 \text { years } \\ (3,4) \\ \text { Step 4-5 } \end{gathered}$ | 11,716 | 20,288 |
| $\begin{gathered} <7 \text { years } \\ (5,6) \\ \text { Step 6-7 } \end{gathered}$ | 12,058 | 20,976 |
| < 9 years <br> $(7,8)$ <br> Step 8-9 | 12,434 | 21,730 |
| 9 + years <br> Step 10 | 12,843 | 22,550 |


| High School Secretary (HS) |  |  | Transportation, <br> Maintenance, Technology (S5) |
| :---: | :---: | :---: | :---: |
| $\begin{gathered} 187 \text { Days } \\ 4 \text { hrs } \end{gathered}$ | 187 Days 7.5 hrs | 222 days 7.5 hrs (S4) <br> (grandfatheredno more new hires) | 240 Days 7.5 hrs |
| 11,044 | 18,943 | 22,270 | 25,949 |
| 11,380 | 19,614 | 23,067 | 26,930 |
| 11,716 | 20,288 | 23,866 | 27,912 |
| 12,058 | 20,976 | 24,690 | 28,916 |
| 12,434 | 21,730 | 25,631 | 30,018 |
| 12,843 | 22,550 | 26,653 | 31,215 |
| 13,242 | 23,354 | 27,654 | 32,388 |

## LOCAL SCHOOL BOOKKEEPERS

| Experience | Elem/middle 240 days 7.5 hrs (BE) | $\begin{gathered} \text { High } \\ 240 \text { Days } 7.5 \mathrm{hrs} \\ \text { (BH) } \end{gathered}$ |
| :---: | :---: | :---: |
| < 1 years <br> (0) <br> Step 1 | 26,146 | 27,098 |
| $\begin{gathered} \hline<3 \text { Years } \\ (1,2) \\ \text { Step 2-3 } \end{gathered}$ | 27,100 | 28,074 |
| < 5 years $(3,4)$ <br> Step 4,5 | 29,105 | 30,320 |
| $\left\lvert\, \begin{gathered} <7 \text { years } \\ (5,6) \text { Step } 6,7 \end{gathered}\right.$ | 30,212 | 31,533 |
| < 9 years <br> $(7,8)$ <br> Step 8-9 | 31,419 | 32,810 |
| $9+$ years Step 10 | 32,834 | 34,286 |

Maintenance / Local School Custodian
240 days

| 8 hours | LOCAL SCHOOL | MAINTENANCE DEPARTMENT |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Experience | CU custodian local school | MN worker 1 (29) | M1 worker 2 (30) | M2 painter (31) | $\begin{gathered} \text { M3 } \\ \text { EQ/WE/C } \\ \text { AR/FL (32) } \end{gathered}$ | M4 carpenter licensed (33) | M5 PL/HVAC/ ELEC (36) | M6 LEAD (39) |
| $$ | 20,070 | 27,681 | 28,725 | 29,773 | 30,843 | 32,018 | 35,908 | 40,136 |
| < 2 Years <br> (1) <br> Step 2 | 20,825 | 28,726 | 29,773 | 30,843 | 32,018 | 33,296 | 37,252 | 41,657 |
| < 3 years <br> (2) <br> Step 3 | 21,556 | 29,772 | 30,843 | 32,018 | 33,296 | 34,546 | 38,632 | 43,294 |
| $\begin{gathered} <5 \text { years } \\ (3,4) \end{gathered}$ <br> Step 4-5 | 22,335 | 30,840 | 32,018 | 33,296 | 34,546 | 35,908 | 40,136 | 44,836 |
| $\begin{gathered} <7 \text { years } \\ (5,6) \\ \text { Step 6-7 } \end{gathered}$ | 23,145 | 32,022 | 33,296 | 34,546 | 35,908 | 37,252 | 41,657 | 46,598 |
| $\begin{gathered} <9 \text { years } \\ (7,8) \\ \text { Step } 8-9 \end{gathered}$ | 23,984 | 33,295 | 34,546 | 35,908 | 37,252 | 38,632 | 43,294 | 48,334 |
| $9 \text { + years }$ <br> Step 10 | 24,888 | 34,545 | 35,908 | 37,252 | 38,632 | 40,136 | 44,836 | 50,098 |

## TECHNOLOGY 240 DAYS / 7.5 HOURS

| Experience | Appl Supp Spec / Tech (TC) |  |  |
| :---: | :---: | :---: | :---: |
|  | No Degree | 2 yr degree | 4 yr degree |
| $\begin{array}{\|l\|} \hline<4 \text { years } \\ (0,1,2,3) \\ \text { Step 1-4 } \\ \hline \end{array}$ | 27,794 | 31,583 | 35,374 |
| $\begin{gathered} >3 \text { Years } \\ (4+) \\ \text { Step 5-10 } \\ \hline \end{gathered}$ | 31,583 | 35,374 | 39,163 |
| Step 5-10 | CERTIFICATION SUPPLEMENTS |  |  |
|  | MCSE |  | 1,800 |
|  | A+ |  | 1,200 |
|  | mcp, google apps <br> (ea | google admin | 300 |


|  | Webmaster / <br> Data Specialist <br> (WB) |
| :---: | ---: |
| no degree | 35,360 |
| 2 year <br> degree | 39,163 |
| 4 year <br> degree | 42,949 |


|  | Tech Manager <br> $($ (TM $)$ |
| :--- | :--- |
| Experience | Salary |
| $<4$ years <br> $(0,1,2,3)$ <br> Step 1-4 | 53,060 |
| $>3$ Years <br> $(4,5,6)$ <br> Step 5-7 | 56,850 |
| $>6$ Years <br> $(7,8,9)$ <br> Step 8-10 | 60,639 |


| Experience | Book- <br> keeper <br> (BK) | Leaps <br> book- <br> keeper <br> (LP) | Admin <br> Asst \# 1 <br> (SS) |
| :---: | :---: | :---: | :---: |
| < 1 years <br> (0) <br> Step 1 | 29,143 | 30,305 | 32,683 |
| < 2 Years <br> (1) <br> Step 2 | 30,305 | 31,444 | 33,908 |
| < 3 years <br> (2) <br> Step 3 | 31,444 | 32,683 | 35,163 |
| < 5 years <br> (3,4) <br> Step 4-5 | 32,683 | 33,908 | 36,531 |
| < 7 years <br> (5,6) <br> Step 6-7 | 33,908 | 35,163 | 37,918 |
| $<9$ years <br> $(7,8)$ <br> Step 8-9 | 35,163 | 36,531 | 39,408 |
| $9+$ years <br> Step 10 | 36,531 | 37,918 | 40,810 |


| Experience | Accountant (AC) |
| :---: | :---: |
| < 1 years <br> (0) Step <br> 1 | 44,703 |
| < 2 Years <br> (1) <br> Step 2 | 46,938 |
| < 3 years <br> (2) <br> Step 3 | 47,877 |
| < 4 years <br> (3) <br> Step 4 | 48,835 |
| < 5 years <br> (4) <br> Step 5 | 49,812 |
| < 6 years <br> (5) <br> Step 6 | 50,808 |
| < 7 years <br> (6) <br> Step 7 | 51,824 |
| < 8 years <br> (7) <br> Step 8 | 52,860 |
| $<9 \text { years }$ <br> (8) <br> Step 9 | 53,918 |
| $\begin{gathered} <9+\text { years } \\ \text { Step } 10 \end{gathered}$ | 54,996 |


| Experience | Admin Asst $\text { \# } 2 \text { (D9) }$ |
| :---: | :---: |
| < 1 years <br> (0) <br> Step 1 | 40,810 |
| < 2 Years <br> (1) <br> Step 2 | 42,340 |
| < 3 years <br> (2) <br> Step 3 | 43,928 |
| < 4 years <br> (3) <br> Step 4 | 45,685 |
| < 5 years <br> (4) <br> Step 5 | 47,741 |
| < 7 years $(5,6)$ <br> Step 6-7 | 49,555 |
| < 9 years <br> $(7,8)$ <br> Step 8-9 | 51,538 |
| 9+ years <br> Step 10 | 53,342 |

## SUBSTITUTE PERSONNEL

## Substitute Teachers

Less than a full day will receive the appropriate hourly rate based on the rates given below.
*Definition: Substitute Teacher - a person leased on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.

| Substitute Teachers | Rate |
| :--- | :---: |
| Non-Certificated | $\$ 65.00$ |
| Certificated | $\$ 75.00$ |

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Calhoun County Board of Education. Substitute teachers are leased through Kelly Services and are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave through Calhoun County Board of Education.

## Support Substitutes

Support Substitute - a person leased on a temporary basis to fill-in for a support employee who is out on leave or has otherwise vacated a position. Support substitutes for custodians, cleriical, and aides leased through Kelly Services, and Substitute bus drivers, are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave through the Calhoun County Board of Education.

Substitute Custodians, Clerical, and Aides
Hourly Rate $\quad$ Current Minimum Wage

## Substitute Bus Drivers

| Regular Driver | $60.00 /$ Day | morning and evening route |
| :--- | :--- | :--- |
| Handicap Driver | $60.00 /$ Day | morning and evening route |
| Career Tech Driver | $25.00 /$ Day | mid day route only |

## Extra Bus Trips Driver

| Hourly Rate | $\$ 9.00 /$ hour |
| :--- | :---: |

