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 2016-2017 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

CONTR	= :=
Nine Month Teachers	187 days
All other Ten Month Employees	202 days
Child Nutrition Program Managers.	185 days
Child Nutrition Program Assistant N	Managers184/183/180 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 p.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 yea	rs) Step Level
0 - 2 years	1
3 - 5 years	2
6 - 8 years 9 - 11 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
< 3 years (0,1,2) Step 1-3	38,380	44,133	47,596	51,033
< 6 Years (3,4,5) Step 4-6	42,199	48,538	52,332	56,112
< 9 years (6,7,8) Step 7-9	44,058	50,651	54,623	58,569
< 12 years (9,10,11) Step 10-12	44,656	51,326	55,349	59,370
< 15 years (12,13,14) Step 13-15	45,445	52,267	56,367	60,453
< 18 years (15,16,17) Step 16-18	46,476	53,452	57,640	61,814
< 21 years (18,19,20) Step 19-21	47,087	54,152	58,391	62,617
< 24 years (21,22,23) Step 22-24	47,673	54,852	59,142	63,406
< 27 years (24,25,26) Step 25-27	48,246	55,412	59,702	63,954
27 + years	48,805	55,985	60,274	64,522

9.5 Month Counselor197 days(CO)

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

(T0) TEA/CO/RN 10 MO.

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2)				
Step 1-3	41,460	47,674	51,414	55,126
< 6 Years (3,4,5)				
Step 4-6	45,583	52,431	56,530	60,614
< 9 years (6,7,8) Step 7-9	47,591	54,715	59,004	63,267
< 12 years (9,10,11) Step 10-12	48,236	55,442	59,789	64,133
< 15 years (12,13,14) Step 13-15	49,090	56,462	60,888	65,303
< 18 years (15,16,17) Step 16-18	50,205	57,739	62,264	66,772
< 21 years (18,19,20) Step 19-21	50,864	58,495	63,074	67,640
< 24 years (21,22,23) Step 22-24	51,497	59,251	63,885	68,492
< 27 years (24,25,26) Step 25-27	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
< 3 years (0,1,2)				
Step 1-3	49,259	56,642	61,088	65,496
< 6 Years (3,4,5)				
Step 4-6	54,159	62,293	67,163	72,017
< 9 years (6,7,8) Step 7-9	E6 E4E	65 000	70 104	7E 160
	56,545	65,008	70,104	75,168
< 12 years (9,10,11) Step 10-12	57,311	65,874	71,036	76,198
< 15 years (12,13,14) Step 13-15	58,325	67,083	72,342	77,587
< 18 years (15,16,17) Step 16-18	59,649	68,599	73,977	79,333
< 21 years (18,19,20) Step 19-21	60,432	69,498	74,939	80,364
< 24 years (21,22,23) Step 22-24	61,184	70,397	75,904	81,378
< 27 years (24,25,26) Step 25-27	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		VAR	SITY	00/10/11/10	Varsity "	B" Team	Junio	r 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	Α	14,000	16,000	18,000			I	1,500		
	9+ Yrs	20,000								
Heed		All Years	ı							
Head Basketball - Boys	В	6,500			н	2000	I	1500	J	1000
Head Basketball - Girls	В	6,500			н	2,000	-	1,500	J	1,000
Assistant Football	С	2 @ 3,000 2 @ 4,000						750		
Football Cheerleadin g	D	2,500					K**	750		
Basketball Cheerleadin g	D	2,500					K**	750		
Head Baseball	E	6,500			I	1,500	I	1,500		
Head Softball	E	6,500			1	1500	I	1500		
Volleyball	F	6,500				1,500	I	1,500		
Wrestling Cross Country Track	G I	6,500 1,500								
Coach any sport boys		2,500					1500			
Coach any sport girls		2,500					1500			
Athletic compliance officer		3,000					2000			
Swim	Н	2,000								
Track - Boys *	1	5,000								
Track - Girls *	I	5,000								
Golf	[5,000								
Fishing	K	1,000				oth) if joint me				

^{*} Only one Track supplement (if same coach for both) if joint meets and joint practices.

** Count as ½ of a supplement when counting 16 (E-K) per Board policy #6.33

Schools 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/ASSISTANT PRINCIPALS/TITLE I FACILITATORS/AEP ADMINISTRATORS

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

	FY17 RA	ANGE
	99,885	111,235
	CONTRACT	
d\	86,264	95,680
rea)		
	75,481	80,022
	61,293	75,853
	57,283	63,648
240 DAYS	70 714	
210 5/113	70,711	
/		
	SEE 12 MONTH 1	TEACHER SCHEDULE
	SEE 10 MONTH 1	TEACHER SCHEDULE
	70,374	76,095
	SEE 10 MONTH 1	TEACHER SCHEDULE
	SEE 9 MONTH TE	ACHER SCHEDULE
	SEE 9 MONTH TE	ACHER SCHEDULE
SPECIALIST	SEE 9 MONTH TE	EACHER SCHEDULE
OR	61,293	65,266
		99,885 CONTRACT 86,264 red) 75,481 61,293 57,283 240 DAYS 70,714 SEE 12 MONTH TO SEE 10 MONTH TO SEE 9

^{*} Transportation Director position may be filled by either a Certificated or a Non-certificated individual, salary will depend on certification.

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.

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

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

182 days

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

gifted routes paid at \$10.50 per hour worked

CNP MANAGERS 185 DAYS

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

CNP ASSISTANT MANAGERS

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

CNP CASHIERS

	18	84 Days (C	1)	182 Days (C2)	180 Days (C3)
Experience	4 hours	5 hours	6 hours	4 hours	4 hours
< 1 years (0) Step 1	9,678	11,569	13,459	9,597	9,515
< 2 Years (1) Step 2	9,960	11,920	13,880	9,875	9,791
< 3 years (2) Step 3	10,273	12,310	14,349	10,184	10,095
< 5 years (3,4) Step 4-5	10,585	12,700	14,816	10,494	10,401
< 8 years (5,6) Step 6-7	10,905	13,101	15,296	10,810	10,714
< 10 years (7,8) Step 8-9	11,226	13,501	15,777	11,126	11,027
9 + years Step 10	11,553	13,911	16,273	11,450	11,348

CNP WORKERS

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

	ISD Aid	de (DA)	Library Aide (LA)			
Experience	203 days 8	182 days	187 days 4	187 days 7	187 days	
Lxperience	hrs	7.5 hrs	hrs	hrs	7.5 hrs	
< 1 years (0) Step 1	17,080	14,646	9,525	15,077	16,002	
< 2 Years (1) Step 2	17,689	15,125	9,803	15,563	16,544	
< 3 years (2) Step 3	18,334	15,631	10,088	16,063	17,118	
< 5 years (3,4) Step 4-5	18,978	16,138	10,405	16,647	17,755	
< 7 years (5,6) Step 6-7	19,641	16,691	10,722	17,241	18,391	
< 9 years (7,8) Step 8-9	20,380	17,311	11,048	17,851	19,043	
9 + years Step 10	21,116	17,931	11,373	18,459	19,697	

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

OSR Classroom	10.754
Pre-K Aide	18,754

This salary determined by OSR Grant

Experience	187 days 7 hrs	187 days 7.5 hrs	187 days 8 hrs
< 1 years (0) Step 1	21,238	22,673	24,185
< 2 Years (1) Step 2	22,041	23,533	25,106
< 3 years (2) Step 3	22,812	24,387	26,009
< 5 years (3,4) Step 4-5	23,606	25,291	26,979
< 7 years (5,6) Step 6-7	24,522	26,274	28,025
< 9 years (7,8) Step 8-9	25,453	27,272	29,089
9 + years Step 10	26,452	28,343	30,232

	Elementar School Sec	•		High School Secretary (HS)			Transportation, Maintenance, Technology (S5)
Experience	187 Days 4 hrs	187 Days 7.5 hrs		187 Days 4 hrs	187 Days 7.5 hrs	222 days 7.5 hrs (S4) (grandfathered- no more new hires)	240 Days 7.5 hrs
< 1 years							
(0) Step	10,717	18,287		11,044	18,943	22,270	25,949
< 2 Years	10,717	10,207		11,044	10,945	22,270	25,949
(1)							
Step 2	11,044	18,943		11,380	19,614	23,067	26,930
< 3 years	,	20,0 .0				20,007	
(2)							
Step 3	11,380	19,614		11,716	20,288	23,866	27,912
< 5 years							
(3,4)							
Step 4-5	11,716	20,288		12,058	20,976	24,690	28,916
< 7 years							
(5,6)							
Step 6-7	12,058	20,976		12,434	21,730	25,631	30,018
< 9 years							
(7,8)	12 424	21 720		12 042	22 550	26.652	24 245
Step 8-9	12,434	21,730		12,843	22,550	26,653	31,215
9 + years Step 10	12,843	22,550		13,242	23,354	27,654	32,388
215h 10	12,043	22,330		13,242	23,334	27,034	32,300

LOCAL SCHOOL BOOKKEEPERS

Experience	Elem/middle 240 days 7.5 hrs (BE)	High 240 Days 7.5 hrs (BH)
< 1 years (0) Step 1	26,146	27,098
< 3 Years (1,2) Step 2-3	27,100	28,074
< 5 years (3,4) Step 4,5	29,105	30,320
< 7 years (5,6) Step 6,7	30,212	31,533
< 9 years (7,8) 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)	M3 EQ/WE/C AR/FL (32)	M4 carpenter licensed (33)	M5 PL/HVAC/ ELEC (36)	M6 LEAD (39)	
< 1 years									
(0) Step									
1	20,070	27,681	28,725	29,773	30,843	32,018	35,908	40,136	
< 2 Years									
(1)									
Step 2	20,825	28,726	29,773	30,843	32,018	33,296	37,252	41,657	
< 3 years									
(2)									
Step 3	21,556	29,772	30,843	32,018	33,296	34,546	38,632	43,294	
< 5 years									
(3,4)									
Step 4-5	22,335	30,840	32,018	33,296	34,546	35,908	40,136	44,836	
< 7 years									
(5,6)									
Step 6-7	23,145	32,022	33,296	34,546	35,908	37,252	41,657	46,598	
< 9 years									
(7,8)									
Step 8-9	23,984	33,295	34,546	35,908	37,252	38,632	43,294	48,334	
9 + years									
Step 10	24,888	34,545	35,908	37,252	38,632	40,136	44,836	50,098	

TECHNOLOGY 240 DAYS / 7.5 HOURS

	Appl Supp Spec / Tech (TC)		
Experience	No Degree	2 yr degree	4 yr degree
< 4 years			
(0,1,2,3)	27,794	31,583	35,374
Step 1-4			
>3 Years			
(4 +)	31,583	35,374	39,163
Step 5-10			
	CERTIFICATION SUPPLEMENTS		
	MCSE		1,800
	A+		1,200
	mcp, google apps, google admin (each)		300

	Webmaster /
	Data Specialist
	(WB)
no degree	35,360
2 year	39,163
degree	33,103
4 year	42,949
degree	42,343

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

CENTRAL OFFICE SUPPORT STAFF 240 DAYS, 7.5 HOURS PER DAY

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

Accountant (AC)
44,703
46,938
47,877
48,835
49,812
50,808
51,824
52,860
53,918
E 4 000
54,996

Experience	Admin Asst # 2 (D9)
< 1 years	
(0)	
Step 1	40,810
< 2 Years	
(1)	
Step 2	42,340
< 3 years	
(2)	
Step 3	43,928
< 4 years	
(3)	
Step 4	45,685
< 5 years	
(4)	
Step 5	47,741
< 7 years	
(5,6)	
Step 6-7	49,555
< 9 years	
(7,8)	
Step 8-9	51,538
9+ years	
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

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Hourly Rate	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