

SALARY SCHEDULE

Calhoun County School System

2023-2024

(Effective October, 2023 with start of fiscal year)

Administrative and Support schedules have been extended by multiple years with current placement calculated at a 2% increase of the previous year's cell.

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INTRODUCTION

The 2023-2024 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 public education (Code of Alabama Section 16-13-231). 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 2023-2024 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
Bus Drivers/Aides	182 days
Child Nutrition Program Managers	185 days
Child Nutrition Program Assistant Managers	184/180 days
Child Nutrition Program Workers	184/183/180 days
In School Detention Aides	182 days
Library Aides	187 days
P.E. Aides	182 days
Special Ed Aides	183 days
Nurses	187 days
Local School Secretary	187 days
Nine and a Half Month Employees	197 days
Ten Month Employees	202 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. Pay checks and additional pay due for extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month.

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 contribute 6.20%.

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 4:00 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.

CERTIFICATED PERSONNEL

Teacher, Counselor
9 Month - 187 Days
(T9)

2023-2024

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	44,269	50,904	54,898	58,863
< 6 Years (3,4,5) Step 4-6	48,674	55,985	60,361	64,721
< 9 years (6,7,8) Step 7-9	50,818	58,423	63,004	67,555
9 years / Step 10	52,364	60,180	64,916	69,612
10 years / Step 11	52,887	60,782	65,565	70,308
11 year / Step 12	53,416	61,389	66,219	71,009
12 years / Step 13	53,922	62,017	66,901	71,722
13 years / Step 14	54,460	62,636	67,569	72,438
14 years / Step 15	55,009	63,268	68,250	73,169
15 years / Step 16	55,549	63,881	68,907	73,883
16 years / Step 17	56,108	64,524	69,601	74,627
17 years / Step 18	56,668	65,168	70,295	75,372
18 years / Step 19	57,251	65,841	71,009	76,127
19 years / Step 20	57,822	66,498	71,717	76,887
20 years / Step 21	58,399	67,161	72,432	77,653
21 year / Step 22	58,961	67,839	73,166	78,420
22 years / Step 23	59,548	68,515	73,895	79,201
23 years / Step 24	60,147	69,204	74,639	79,998
24 years / Step 25	60,750	69,881	75,370	80,769
25 years / Step 26	61,361	70,584	76,128	81,581
26 years / Step 27	61,971	71,286	76,885	82,393
27 years / Step 28	62,582	72,006	77,661	83,220
28 years / Step 29	63,204	72,722	78,433	84,048
29 years / Step 30	63,838	73,451	79,219	84,891
30 years / Step 31	64,478	74,187	80,013	85,740
31 year / Step 32	65,123	74,929	80,814	86,598
32 years / Step 33	65,773	75,678	81,621	87,464
33 years / Step 34	66,430	76,433	82,435	88,336
34 years / Step 35	67,097	77,201	83,264	89,225
35 years / Step 36	67,765	77,969	84,092	90,112

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	49,530	56,161	60,143	64,122
1 year / Step 2	53,021	60,974	65,746	70,521
2 years / Step 3	55,854	64,229	69,275	74,283
3 years / Step 4	57,488	66,110	71,303	76,458
4 years / Step 5	59,166	68,040	73,383	78,689
5 years / Step 6	60,887	70,019	75,519	80,980
6 years / Step 7	62,655	72,051	77,712	83,330
7 years / Step 8	64,469	74,139	79,961	85,743
8 years / Step 9	65,758	75,619	81,561	87,458
9 years / Step 10	67,073	77,133	83,192	89,208
10 years / Step 11	68,078	78,291	84,439	90,545
11 years / Step 12	69,100	79,465	85,706	91,902
12 years / Step 13	70,137	80,657	86,991	93,282
13 years / Step 14	70,137	80,657	86,991	93,282
14 years / Step 15	70,137	80,657	86,991	93,282
15 years / Step 16	71,192	81,872	88,302	94,687
16 years / Step 17	71,192	81,872	88,302	94,687
17 years / Step 18	71,192	81,872	88,302	94,687
18 years / Step 19	72,271	83,111	89,639	96,120
19 years / Step 20	72,271	83,111	89,639	96,120
20 years / Step 21	72,271	83,111	89,639	96,120
21 years / Step 22	73,370	84,377	91,002	97,583
22 years / Step 23	73,370	84,377	91,002	97,583
23 years / Step 24	73,370	84,377	91,002	97,583
24 years / Step 25	74,491	85,664	92,393	99,074
25 years / Step 26	74,491	85,664	92,393	99,074
26 years / Step 27	74,491	85,664	92,393	99,074
27 years / Step 28	75,635	86,981	93,811	100,595
28 years / Step 29	75,635	86,981	93,811	100,595
29 years / Step 30	75,635	86,981	93,811	100,595
30 years / Step 31	75,635	86,981	93,811	100,595
31 years / Step 32	75,635	86,981	93,811	100,595
32 years / Step 33	75,635	86,981	93,811	100,595
33 years / Step 34	75,635	86,981	93,811	100,595
34 years / Step 35	75,635	86,981	93,811	100,595
35 years / Step 36	75,635	86,981	93,811	100,595

Counselor
9.5 Month - 197 days
(CO)

2023-2024

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	46,637	53,628	57,835	62,010
< 6 Years (3,4,5) Step 4-6	51,277	58,978	63,589	68,183
< 9 years (6,7,8) Step 7-9	53,536	61,548	66,373	71,167
9 years / Step 10	55,164	63,398	68,387	73,334
10 years / Step 11	55,715	64,033	69,070	74,066
11 year / Step 12	56,271	64,672	69,761	74,807
12 years / Step 13	56,806	65,335	70,479	75,559
13 years / Step 14	57,373	65,988	71,183	76,313
14 years / Step 15	57,951	66,653	71,900	77,082
15 years / Step 16	58,519	67,297	72,591	77,833
16 years / Step 17	59,110	67,975	73,324	78,618
17 years / Step 18	59,700	68,653	74,055	79,402
18 years / Step 19	60,314	69,361	74,806	80,198
19 years / Step 20	60,914	70,054	75,551	80,997
20 years / Step 21	61,522	70,751	76,305	81,805
21 year / Step 22	62,113	71,465	77,080	82,613
22 years / Step 23	62,732	72,177	77,848	83,437
23 years / Step 24	63,362	72,902	78,631	84,275
24 years / Step 25	63,998	73,620	79,400	85,088
25 years / Step 26	64,641	74,359	80,198	85,943
26 years / Step 27	65,284	75,099	80,996	86,798
27 years / Step 28	65,928	75,854	81,813	87,670
28 years / Step 29	66,584	76,609	82,627	88,542
29 years / Step 30	67,251	77,377	83,455	89,431
30 years / Step 31	67,925	78,152	84,292	90,326
31 year / Step 32	68,604	78,934	85,134	91,230
32 years / Step 33	69,290	79,723	85,985	92,142
33 years / Step 34	69,981	80,519	86,844	93,061
34 years / Step 35	70,684	81,328	87,716	93,996
35 years / Step 36	71,388	82,137	88,589	94,931

Teacher,Counselor, Psychometrist
 10 Month - 202 Days
 (T0) TEA/CO/ 10 MO.

2023-2024

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	47,821	54,987	59,303	63,585
< 6 Years (3,4,5) Step 4-6	52,578	60,475	65,204	69,914
< 9 years (6,7,8) Step 7-9	54,893	63,110	68,057	72,975
9 years / Step 10	56,563	65,007	70,123	75,195
10 years / Step 11	57,128	65,656	70,824	75,947
11 year / Step 12	57,699	66,312	71,532	76,706
12 years / Step 13	58,246	66,993	72,266	77,476
13 years / Step 14	58,829	67,662	72,988	78,250
14 years / Step 15	59,421	68,344	73,724	79,039
15 years / Step 16	60,007	69,004	74,433	79,808
16 years / Step 17	60,611	69,700	75,184	80,612
17 years / Step 18	61,216	70,395	75,934	81,416
18 years / Step 19	61,844	71,122	76,704	82,232
19 years / Step 20	62,461	71,831	77,469	83,052
20 years / Step 21	63,083	72,548	78,241	83,881
21 year / Step 22	63,690	73,281	79,035	84,710
22 years / Step 23	64,324	74,011	79,823	85,555
23 years / Step 24	64,971	74,755	80,625	86,414
24 years / Step 25	65,623	75,488	81,415	87,249
25 years / Step 26	66,283	76,247	82,233	88,126
26 years / Step 27	66,942	77,006	83,051	89,002
27 years / Step 28	67,602	77,779	83,892	89,895
28 years / Step 29	68,274	78,552	84,726	90,789
29 years / Step 30	68,959	79,341	85,576	91,700
30 years / Step 31	69,650	80,135	86,434	92,618
31 year / Step 32	70,346	80,937	87,299	93,545
32 years / Step 33	71,049	81,746	88,171	94,480
33 years / Step 34	71,758	82,561	89,050	95,422
34 years / Step 35	72,479	83,390	89,945	96,381
35 years / Step 36	73,200	84,220	90,840	97,340

Teacher, Consulting Teacher, Psychometrist
 12 month - 240 Days
 (T2) TEA/CERT PSY-12 MO.

2023-2024

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	56,816	65,331	70,461	75,545
< 6 Years (3,4,5) Step 4-6	62,469	71,850	77,468	83,066
< 9 years (6,7,8) Step 7-9	65,220	74,982	80,861	86,701
9 years / Step 10	67,204	77,236	83,315	89,342
10 years / Step 11	67,876	78,009	84,148	90,234
11 year / Step 12	68,554	78,788	84,988	91,136
12 years / Step 13	69,205	79,596	85,862	92,050
13 years / Step 14	69,897	80,391	86,719	92,970
14 years / Step 15	70,600	81,201	87,593	93,907
15 years / Step 16	71,294	81,984	88,437	94,821
16 years / Step 17	72,013	82,810	89,328	95,777
17 years / Step 18	72,731	83,636	90,219	96,733
18 years / Step 19	73,477	84,500	91,133	97,702
19 years / Step 20	74,210	85,342	92,042	98,677
20 years / Step 21	74,950	86,193	92,960	99,660
21 year / Step 22	75,671	87,065	93,904	100,646
22 years / Step 23	76,426	87,932	94,841	101,650
23 years / Step 24	77,194	88,817	95,793	102,671
24 years / Step 25	77,967	89,688	96,730	103,661
25 years / Step 26	78,750	90,589	97,703	104,703
26 years / Step 27	79,533	91,491	98,675	105,744
27 years / Step 28	80,318	92,412	99,671	106,805
28 years / Step 29	81,117	93,332	100,664	107,867
29 years / Step 30	81,930	94,267	101,673	108,949
30 years / Step 31	82,751	95,212	102,692	110,041
31 year / Step 32	83,579	96,165	103,719	111,141
32 years / Step 33	84,414	97,125	104,755	112,252
33 years / Step 34	85,256	98,094	105,801	113,372
34 years / Step 35	86,112	99,080	106,863	114,511
35 years / Step 36	86,969	100,066	107,926	115,651

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**

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	9+ Yrs	Category	All Years	Category	All Years	Category	All Years
Head Football	A	14,000	16,000	18,000	20,000			M	1,500		
		All Years									
Head Basketball - Boys	B	6,500									
Head Basketball - Girls	B	6,500									
Assistant Football Limit 4	C	2 @ 3,000 2 @ 4,000									
Assistant Football 4A/5A	C	2,000									
Football Cheerleading	D	2,500									
Basketball Cheerleading	D	2,500									
Head Baseball	E	6,500									
Assistant Baseball 4A/5A	E	1,500									
Head Softball	E	6,500									
Assistant Softball 4A/5A	E	1,500									
Volleyball	F	6,500									
Wrestling	G	6,500									
Assistant Wrestling	G	2,500									
Golf - II	H	5,000									
Assistant Golf - II	H	1,500									
Track - Boys - I	I	5,000									
Track - Girls - I	I	5,000									
Assistant Track	I	1,500									
Cross Country Track II	I	5,000									
Assistant Cross Country II	I	1,500									
Head Soccer - Boys - I	I	5,000									
Assistant Soccer - Boys - I	I	1,500									
Head Soccer - Girls *	I	5,000									
Assistant Soccer - Girls - I	I	1,500									
Coach any sport boys	K	2,500									
Coach any sport girls	K	2,500									
Athletic compliance officer	M	1,500									
Swim	H	2,000									

I - Only one supplement (if same coach for both) if joint meets and joint practices.

II - All teams must have a minimum of 10 participants to receive full supplement if not at full participation, supplement will pay 1/2 scale per sport.

All teams must compete in majority of play dates to receive full supplement if not, supplement will pay 1/2 scale per sport.

All coaching supplements, including Head Football supplements, will be paid over a twelve-month term from Sept 1 through Aug 31 and included in the employee's monthly payroll. Any teacher/coach who completes a partial coaching assignment will receive a prorated portion of the relevant supplement.

Position	Program Participants			
	All Participants			
Band Director	3 Months			
Assistant Band Director	8,500			
Band Auxiliary *	2,500			
Student Participants	0-45 Students	45-69 Students	70-94 Students	95+ Students
Band Marching **	250	500	1,200	2,000
	All Participants			
Choral	2,500			
Fishing Team	1,000			
Instructional Partner	2,500			
Reading Coach	2,500			
Robotics	1,250			
Technology	1,250			
Yearbook	1,250			

* May be split among 2 positions-must be a Calhoun Co Employee

** May be designated to one assistant or divided as needed

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/Title I Facilitators

12 month - 240 Days

(A1) High

Experience	MS	AA/EDS	DO
0 years / Step 1	86,995	90,166	93,842
1 year / Step 2	87,864	91,068	94,781
2 years / Step 3	88,742	91,980	95,729
3 years / Step 4	89,630	92,897	96,686
4 years / Step 5	90,526	93,828	97,651
5 years / Step 6	91,430	94,764	98,628
6 years / Step 7	92,345	95,712	99,614
7 years / Step 8	93,269	96,670	100,610
8 years / Step 9	94,202	97,637	101,616
9 years / Step 10	95,143	98,614	102,631

Assistant Principals/Title I Facilitators

10 Month - 202 Days

(A2) Elementary / Middle

Experience	MS	AA/EDS	DO
0 years / Step 1	73,952	77,417	80,572
1 year / Step 2	74,692	78,188	81,378
2 years / Step 3	75,439	78,972	82,190
3 years / Step 4	76,192	79,760	83,012
4 years / Step 5	76,954	80,558	83,842
5 years / Step 6	77,724	81,364	84,680
6 years / Step 7	78,501	82,178	85,527
7 years / Step 8	79,287	83,000	86,381
8 years / Step 9	80,079	83,828	87,246
9 years / Step 10	80,881	84,666	88,118

CENTRAL OFFICE ADMINISTRATION

Deputy Superintendent
12 Month - 240 Days
D2

2023-2024

Experience	
Years 0 Step 1	115,211
Years 1 Step 2	117,296
Years 2 Step 3	119,419
Years 3 Step 4	121,580
Years 4 Step 5	123,781
Years 5 Step 6	126,021
Years 6 Step 7	128,302
Years 7 Step 8	130,624
Years 8 Step 9	132,988

Experience	MS	AA/EDS	DO
Years 0 Step 1	94,001	99,011	104,021
Years 1 Step 2	94,941	99,754	105,061
Years 2 Step 3	95,881	100,496	106,101
Years 3 Step 4	96,820	101,238	107,141
Years 4 Step 5	97,788	101,981	108,214
Years 5 Step 6	98,756	103,512	109,287
Years 6 Step 7	99,724	105,043	110,360
Years 7 Step 8	100,722	106,093	111,464
Years 8 Step 9	101,729	107,154	112,578
Years 9 Step 10	102,746	108,226	113,704

Director, Assistant Director (Child Nutrition, Health
Services, Maintenance, Security Services, Technology,
Transportation)
12 Month - 240 Days
D6/D7/D8/M7

2023-2024

Experience	Director	Assistant Maintenance Transportation Director
Years 0 Step 1	85,356	66,072
Years 1 Step 2	85,924	67,296
Years 2 Step 3	86,493	68,520
Years 3 Step 4	87,062	69,744
Years 4 Step 5	87,935	70,967
Years 5 Step 6	88,808	72,190
Years 6 Step 7	89,681	73,413
Years 7 Step 8	90,578	74,148
Years 8 Step 9	91,484	74,889

Coordinator (Special Education)

12 Month - 240 Days

SC

2023-2024

Experience	MS	AA/EDS	DO
Years 0 Step 1	79,188	83,147	87,305
Years 1 Step 2	79,980	83,979	88,178
Years 2 Step 3	80,771	84,810	89,050
Years 3 Step 4	81,563	85,641	89,923
Years 4 Step 5	82,379	86,498	90,823
Years 5 Step 6	83,195	87,354	91,722
Years 6 Step 7	84,010	88,211	92,621
Years 7 Step 8	84,850	89,093	93,547
Years 8 Step 9	85,699	89,984	94,483

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	56,759	65,270	70,381	75,487
1 year / Step 2	59,594	67,444	73,896	79,261
2 years / Step 3	62,429	69,619	77,412	83,035
3 years / Step 4	63,797	71,794	79,119	84,852
4 years / Step 5	65,166	73,366	80,826	86,668
5 years / Step 6	65,601	74,938	81,358	87,251
6 years / Step 7	66,037	75,442	81,891	87,833
7 years / Step 8	66,637	75,945	82,633	88,631
8 years / Step 9	67,237	76,634	83,375	89,430
9 years / Step 10	68,004	77,323	84,326	90,446
10 years / Step 11	68,771	78,205	85,278	91,462
11 year / Step 12	69,215	79,088	85,827	92,056
12 years / Step 13	69,659	79,597	86,376	92,649
13 years / Step 14	70,104	80,107	86,928	93,240
14 years / Step 15	70,549	80,619	87,480	93,831
15 years / Step 16	70,970	81,132	87,902	94,253
16 years / Step 17	71,390	81,553	88,324	94,674
17 years / Step 18	71,671	81,973	88,604	94,955
18 years / Step 19	71,951	82,395	88,885	95,235
19 years / Step 20	72,232	82,818	89,165	95,515

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	47,772	54,935	59,238	63,536
1 year / Step 2	50,158	57,681	62,197	66,712
2 years / Step 3	52,544	60,427	65,156	69,887
3 years / Step 4	53,696	61,750	66,592	71,417
4 years / Step 5	54,847	63,073	68,028	72,946
5 years / Step 6	55,215	63,496	68,476	73,436
6 years / Step 7	55,582	63,919	68,924	73,927
7 years / Step 8	56,087	64,500	69,549	74,598
8 years / Step 9	56,593	65,080	70,173	75,270
9 years / Step 10	57,238	65,823	70,974	76,126
10 years / Step 11	57,883	66,566	71,774	76,981
11 year / Step 12	58,256	66,995	72,237	77,480
12 years / Step 13	58,630	67,423	72,699	77,979
13 years / Step 14	59,004	67,854	73,164	78,477
14 years / Step 15	59,379	68,286	73,629	78,975
15 years / Step 16	59,733	68,640	73,984	79,329
16 years / Step 17	60,086	68,995	74,340	79,684
17 years / Step 18	60,322	69,231	74,576	79,920
18 years / Step 19	60,559	69,467	74,812	80,155
19 years / Step 20	60,795	69,704	75,048	80,390

System Wide Registered Nurse
9 Month - 187 Days
(RN)

2023-2024

Experience	RN-ASN	RN-BSN	RN-MSN	RN-DNP
< 3 years (0,1,2) Step 1-3	43,886	47,322	51,028	55,023
< 6 Years (3,4,5) Step 4-6	48,270	52,049	56,125	60,519
< 9 years (6,7,8) Step 7-9	50,386	54,331	58,586	63,173
9 years / Step 10	51,907	55,972	60,354	65,080
10 years / Step 11	52,426	56,531	60,957	65,730
11 year / Step 12	52,950	57,096	61,567	66,387
12 years / Step 13	53,480	57,668	62,183	67,052
13 years / Step 14	54,015	58,244	62,805	67,722
14 years / Step 15	54,555	58,827	63,433	68,400
15 years / Step 16	55,101	59,415	64,068	69,084
16 years / Step 17	55,651	60,009	64,708	69,774
17 years / Step 18	56,208	60,609	65,355	70,472
18 years / Step 19	56,770	61,215	66,008	71,177
19 years / Step 20	57,338	61,827	66,668	71,889
20 years / Step 21	57,911	62,445	67,335	72,607
21 year / Step 22	58,491	63,070	68,009	73,334
22 years / Step 23	59,075	63,700	68,688	74,066
23 years / Step 24	59,666	64,338	69,375	74,807
24 years / Step 25	60,263	64,982	70,070	75,556
25 years / Step 26	60,865	65,631	70,770	76,311
26 years / Step 27	61,473	66,287	71,477	77,074
27 years / Step 28	62,089	66,951	72,193	77,846
28 years / Step 29	62,709	67,620	72,914	78,623
29 years / Step 30	63,337	68,296	73,644	79,410
30 years / Step 31	63,970	68,978	74,379	80,203
31 year / Step 32	64,609	69,668	75,123	81,005
32 years / Step 33	65,256	70,366	75,875	81,816
33 years / Step 34	65,908	71,068	76,633	82,634
34 years / Step 35	66,567	71,779	77,399	83,460
35 years / Step 36	67,233	72,497	78,174	84,295

SUPPORT PERSONNEL

The following 2023-2024 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.

Support Personnel

Duty hours for support positions are determined by the position held.

Experience Credit

- a. Credit may be awarded in support positions for verifiable related work experience outside of the Calhoun County Board of Education 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 public school experience (Code of Alabama Section 16-13-231). Credit for military experience (maximum of two years) may be awarded to support positions with documentation provided.
- b. 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.
- 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 year	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.

Transportation Department
240 days

2023-2024

Experience	8 hours	
	shop assistant (TE)	mechanic (TA) 34
0 years / Step 1	28,802	37,285
1 year / Step 2	29,090	38,686
2 years / Step 3	29,673	40,210
3 years / Step 4	29,969	41,716
4 years / Step 5	30,569	42,489
5 years / Step 6	30,874	43,261
6 years / Step 7	31,800	44,103
7 years / Step 8	32,437	44,945
8 years / Step 9	33,409	45,797
9 years / Step 10	34,078	46,650
10 years / Step 11	35,099	47,117
11 year / Step 12	35,450	47,588
12 years / Step 13	35,805	48,064
13 years / Step 14	36,163	48,545
14 years / Step 15	36,525	49,030

Bus Aide, Driver
182 days

Experience	SpEd bus aide (BA)	Regular / SpEd bus driver (BD)	Career Tech Route (VB)
0 years / Step 1	12,078	15,463	9,529
1 year / Step 2	12,445	15,748	9,529
2 years / Step 3	12,837	15,999	9,529
3 years / Step 4	13,225	16,300	9,529
4 years / Step 5	13,426	16,478	9,529
5 years / Step 6	13,627	16,657	9,529
6 years / Step 7	13,850	16,750	9,529
7 years / Step 8	14,073	16,843	9,529
8 years / Step 9	14,295	16,982	9,529
9 years / Step 10	14,517	17,121	9,529
10 years / Step 11	14,662	17,292	9,529
11 year / Step 12	14,809	17,465	9,529
12 years / Step 13	14,957	17,640	9,529
13 years / Step 14	15,107	17,816	9,529
14 years / Step 15	15,258	17,994	9,529

Gifted routes pay Regular Drivers at \$ 10.50 per hour worked / Substitutes at \$ 7.25 per hour worked.

CNP Managers
185 Days
(CH)

2023-2024

Experience		7.5 hrs
0 years / Step 1		23,624
1 year / Step 2		24,420
2 years / Step 3		25,257
3 years / Step 4		26,156
4 years / Step 5		26,649
5 years / Step 6		27,141
6 years / Step 7		27,620
7 years / Step 8		28,099
8 years / Step 9		28,628
9 years / Step 10		29,158
10 years / Step 11		29,450
11 year / Step 12		29,745
12 years / Step 13		30,042
13 years / Step 14		30,342
14 years / Step 15		30,645

CNP Assistant Managers

2023-2024

	180 Days (CB)	184 Days (CA)
Experience	7 hrs	7 hrs
0 years / Step 1	20,053	20,495
1 year / Step 2	20,754	21,219
2 years / Step 3	21,486	21,970
3 years / Step 4	22,219	22,708
4 years / Step 5	22,593	23,091
5 years / Step 6	22,967	23,473
6 years / Step 7	23,377	23,897
7 years / Step 8	23,787	24,320
8 years / Step 9	24,234	24,771
9 years / Step 10	24,680	25,222
10 years / Step 11	24,927	25,474
11 year / Step 12	25,176	25,729
12 years / Step 13	25,428	25,986
13 years / Step 14	25,682	26,246
14 years / Step 15	25,939	26,508

	184 days (C1)	180 Days (C3)	183 Days (C4)		180 Days (C5)	
Experience	6 hours	4 hours	6 hours	7 hours	6 hours	7 hours
0 years / Step 1	16,831	10,980	16,745	19,535	16,470	19,215
1 year / Step 2	17,321	11,297	17,228	20,099	16,945	19,769
2 years / Step 3	17,858	11,650	17,766	20,727	17,474	20,387
3 years / Step 4	18,397	11,995	18,293	21,341	17,993	20,992
4 years / Step 5	18,671	12,175	18,567	21,662	18,263	21,307
5 years / Step 6	18,944	12,355	18,842	21,982	18,533	21,622
6 years / Step 7	19,226	12,535	19,116	22,302	18,803	21,937
7 years / Step 8	19,508	12,722	19,402	22,635	19,084	22,264
8 years / Step 9	19,788	12,902	19,676	22,956	19,354	22,579
9 years / Step 10	20,069	13,090	19,962	23,289	19,634	22,907
10 years / Step 11	20,270	13,219	20,159	23,519	19,829	23,134
11 year / Step 12	20,473	13,349	20,357	23,750	20,023	23,360
12 years / Step 13	20,678	13,486	20,566	23,993	20,228	23,600
13 years / Step 14	20,885	13,622	20,774	24,237	20,434	23,839
14 years / Step 15	21,094	13,759	20,983	24,480	20,639	24,079

	Classroom Aide ISD Aide PE Aide (DB/PA)	Spec Ed Aide (SA)	Library Aide (LA)
Experience	182 days 7.5 hrs	183 days 7.5 hrs	187 days 7.5 hrs
0 years / Step 1	20,475	20,588	21,038
1 year / Step 2	21,144	21,262	21,751
2 years / Step 3	21,853	21,973	22,506
3 years / Step 4	22,561	22,688	23,342
4 years / Step 5	22,948	23,081	23,760
5 years / Step 6	23,334	23,473	24,179
6 years / Step 7	23,767	23,908	24,607
7 years / Step 8	24,201	24,344	25,035
8 years / Step 9	24,634	24,780	25,465
9 years / Step 10	25,067	25,216	25,895
10 years / Step 11	25,318	25,468	26,154
11 year / Step 12	25,571	25,723	26,416
12 years / Step 13	25,827	25,980	26,680
13 years / Step 14	26,085	26,240	26,947
14 years / Step 15	26,346	26,502	27,216

OSR Pre-K Classroom Auxiliary Teacher Aide			22,440
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This salary determined by Early Childhood Education (ADECE)

Local School Nurse - LPN
9 Month - 187 Days

2023-2024

Experience	187 days 7.5 hrs (SN)
< 3 years (0,1,2) Step 1-3	33,264
< 6 Years (3,4,5) Step 4-6	36,587
< 9 years (6,7,8) Step 7-9	38,191
9 years / Step 10	39,344
10 years / Step 11	39,737
11 year / Step 12	40,134
12 years / Step 13	40,536
13 years / Step 14	40,941
14 years / Step 15	41,351
15 years / Step 16	41,765
16 years / Step 17	42,182
17 years / Step 18	42,604
18 years / Step 19	43,030
19 years / Step 20	43,460
20 years / Step 21	43,894
21 year / Step 22	44,334
22 years / Step 23	44,777
23 years / Step 24	45,225
24 years / Step 25	45,677
25 years / Step 26	46,134
26 years / Step 27	46,595
27 years / Step 28	47,061
28 years / Step 29	47,532
29 years / Step 30	48,007
30 years / Step 31	48,487
31 year / Step 32	48,972
32 years / Step 33	49,462
33 years / Step 34	49,956
34 years / Step 35	50,455
35 years / Step 36	50,960

	Local School Secretary (SH)	Transportation, Maintenance, Technology (S5)
Experience	187 Days 7.5 hrs	240 Days 7.5 hrs
0 years / Step 1	21,849	29,931
1 year / Step 2	22,624	31,061
2 years / Step 3	23,401	32,194
3 years / Step 4	24,193	33,353
4 years / Step 5	24,628	33,988
5 years / Step 6	25,063	34,624
6 years / Step 7	25,537	35,314
7 years / Step 8	26,010	36,004
8 years / Step 9	26,474	36,681
9 years / Step 10	26,938	37,358
10 years / Step 11	27,207	37,732
11 year / Step 12	27,479	38,109
12 years / Step 13	27,754	38,490
13 years / Step 14	28,032	38,875
14 years / Step 15	28,312	39,264

HIGHEST DEGREE SUPPLEMENTS - Related Field	
Associates Degree	250
Bachelors Degree	500

Local School Bookkeepers

2023-2024

Experience	Elem/middle 240 days 7.5 hrs (BE)	High 240 Days 7.5 hrs (BH)
0 years / Step 1	30,157	31,256
1 year / Step 2	31,259	32,381
2 years / Step 3	32,415	33,677
3 years / Step 4	33,571	34,973
4 years / Step 5	34,209	35,671
5 years / Step 6	34,847	36,370
6 years / Step 7	35,544	37,107
7 years / Step 8	36,241	37,844
8 years / Step 9	37,056	38,695
9 years / Step 10	37,872	39,546
10 years / Step 11	38,251	39,941
11 year / Step 12	38,634	40,340
12 years / Step 13	39,020	40,743
13 years / Step 14	39,410	41,150
14 years / Step 15	39,804	41,562

HIGHEST DEGREE SUPPLEMENTS - Related Field	
Associates Degree	250
Bachelors Degree	500

Maintenance / Local School Custodian
 240 days
 8 hours

2023-2024

Experience	LOCAL SCHOOL	MAINTENANCE DEPARTMENT						
	CU custodian local school	MN worker 1 (29)	M1 worker 2 (30)	M2 painter (31)	M3 EQ/WE/CAR/FL (32)	M4 carpenter licensed (33)	M5 PL/HVAC/ELEC (36)	M6 LEAD (39)
0 years / Step 1	28,800	31,928	33,132	34,341	35,576	36,931	41,418	46,294
1 year / Step 2	29,882	33,133	34,341	35,576	36,931	38,404	42,968	48,049
2 years / Step 3	30,932	34,340	35,576	36,931	38,404	39,845	44,559	49,937
3 years / Step 4	32,050	35,571	36,931	38,404	39,845	41,418	46,294	51,716
4 years / Step 5	32,631	36,253	37,668	39,125	40,632	42,193	47,171	52,732
5 years / Step 6	33,212	36,935	38,404	39,845	41,418	42,968	48,049	53,748
6 years / Step 7	33,815	37,669	39,125	40,632	42,193	43,763	48,993	54,749
7 years / Step 8	34,417	38,403	39,845	41,418	42,968	44,559	49,937	55,750
8 years / Step 9	35,064	39,124	40,632	42,193	43,763	45,426	50,827	56,767
9 years / Step 10	35,712	39,844	41,418	42,968	44,559	46,294	51,716	57,784
10 years / Step 11	36,069	40,242	41,832	43,398	45,005	46,757	52,233	58,362
11 year / Step 12	36,430	40,644	42,250	43,832	45,455	47,225	52,755	58,946
12 years / Step 13	36,794	41,050	42,673	44,270	45,910	47,697	53,283	59,535
13 years / Step 14	37,162	41,461	43,100	44,713	46,369	48,174	53,816	60,130
14 years / Step 15	37,534	41,876	43,531	45,160	46,833	48,656	54,354	60,731

	Application Support Specialist / Technician (TC)			Data Specialist (DS)
Experience	No Degree	2 yr degree	4 yr degree	No Degree
0 years / Step 1	32,059	36,429	40,800	45,261
1 year / Step 2	32,544	36,915	41,286	45,968
2 years / Step 3	33,030	37,401	41,771	46,675
3 years / Step 4	33,516	37,886	42,257	47,382
4 years / Step 5	34,001	38,372	42,743	48,090
5 years / Step 6	34,487	38,857	43,229	48,797
6 years / Step 7	34,972	39,343	43,714	49,327
7 years / Step 8	35,458	39,829	44,200	49,858
8 years / Step 9	35,944	40,314	44,686	50,388
9 years / Step 10	36,429	40,800	45,172	50,918
10 years / Step 11	36,793	41,208	45,624	51,427
11 year / Step 12	37,161	41,620	46,080	51,941
12 years / Step 13	37,533	42,036	46,541	52,460
13 years / Step 14	37,908	42,456	47,006	52,985
14 years / Step 15	38,287	42,881	47,476	53,515

	Webmaster (WB)			Tech Manager (TM)
Experience	No Degree	2 yr degree	4 yr degree	4 Year Degree
0 years / Step 1	37,258	41,265	45,255	61,201
1 year / Step 2	37,634	41,682	45,712	62,294
2 years / Step 3	38,014	42,103	46,174	63,387
3 years / Step 4	38,398	42,528	46,640	64,480
4 years / Step 5	38,786	42,958	47,111	65,573
5 years / Step 6	39,178	43,392	47,587	67,029
6 years / Step 7	39,574	43,830	48,068	68,486
7 years / Step 8	39,974	44,273	48,553	69,942
8 years / Step 9	40,378	44,720	49,043	70,641
9 years / Step 10	40,786	45,172	49,538	71,347
10 years / Step 11	41,194	45,624	50,033	72,060
11 year / Step 12	41,606	46,080	50,533	72,781
12 years / Step 13	42,022	46,541	51,038	73,509
13 years / Step 14	42,442	47,006	51,548	74,244
14 years / Step 15	42,866	47,476	52,063	74,986

CERTIFICATION SUPPLEMENTS	
Comptia Certifications (A+, Security+, Network+) Each	1,200
Google Trainer	1,200
Apple Educator	500
Google (Admin, Apps, Cybersecurity, Educator Level 1, Educator Level 2) Each	500
PowerSchool Certifications	500

Experience	Bookkeeper Secretary Receptionist (BK)	Fiscal Services Bookkeeper (FS)	Payroll Bookkeeper (LP)	Secretary to Superintendent (SS)	Exempt Degreed Accountant (AC)
0 years / Step 1	36,269	39,134	40,699	40,515	51,562
1 year / Step 2	37,720	40,699	42,326	42,055	54,140
2 years / Step 3	39,134	42,225	43,915	43,705	55,223
3 years / Step 4	40,699	43,915	45,669	45,260	56,328
4 years / Step 5	41,462	44,738	46,526	46,166	57,454
5 years / Step 6	42,225	45,560	47,383	47,071	58,604
6 years / Step 7	43,006	46,404	48,260	48,012	59,776
7 years / Step 8	43,788	47,247	49,136	48,954	60,971
8 years / Step 9	44,641	48,168	50,095	49,933	62,190
9 years / Step 10	45,494	49,089	51,053	50,912	63,435
10 years / Step 11	45,949	49,580	51,564	51,421	64,069
11 year / Step 12	46,408	50,076	52,080	51,935	64,710
12 years / Step 13	46,872	50,577	52,601	52,454	65,357
13 years / Step 14	47,341	51,083	53,127	52,979	66,011
14 years / Step 15	47,814	51,594	53,658	53,509	66,671

HIGHEST DEGREE SUPPLEMENTS - Related Field	
Associates Degree	250
Bachelors Degree	500

Career Coach
 10 Month - 202 Days
 CT - Career Coach

2023-2024

Experience	
0 years / Step 1	44,225
1 year / Step 2	44,967
2 years / Step 3	45,708
3 years / Step 4	46,449
4 years / Step 5	47,191
5 years / Step 6	47,932
6 years / Step 7	48,673
7 years / Step 8	49,745
8 years / Step 9	50,816
9 years / Step 10	52,201
10 years / Step 11	53,585
11 year / Step 12	53,930
12 years / Step 13	54,276
13 years / Step 14	54,623
14 years / Step 15	54,970
15 years / Step 16	55,297
16 years / Step 17	55,624
17 years / Step 18	55,843
18 years / Step 19	56,062
19 years / Step 20	56,281

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	\$75.00
Certificated	\$85.00
Long Term Substitute - Certificated	\$100.00

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 EduStaff 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.

Long Term Substitute - Certificated - a person who has a current teacher certificate, who works for the same absent teacher for twenty (20) or more consecutive school days. Retroactive to the first day. Pay will revert to Certificated pay of \$85.00 with any break in service until an additional twenty (20) or more consecutive school days for the same absent teacher is worked.

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, clerical, and aides leased through EduStaff, 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, CNP, Clerical and Aides

Hourly Rate	\$9.25
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Substitute Bus Drivers

Regular Driver	60.00/ Day	morning and evening route
Special Needs Driver	60.00 / Day	morning and evening route
Career Tech Driver	25.00 / Day	mid day route only
Gifted Driver	7.25 / Hour	mid day route only

Extra Bus Trips Driver

Hourly Rate	\$9.00 / hour
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