

SALARY SCHEDULE

Calhoun County School System

2021-2022

(Effective October, 2021 with start of fiscal year)

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INTRODUCTION

The 2021-2022 **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 2021-2022 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 | 184/183/180 days |
| Child Nutrition Program Cashiers | 184/182/180 days |
| Child Nutrition Program Workers | 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. 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 extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month. Additional pay runs will be performed should an employee not receive a check in error. Additional runs will normally be done 5 days after the last working day of the month, unless during a holiday month. In lieu 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 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, Occupational Therapist

9 Month - 187 Days

(T9/OC)

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 3 years (0,1,2) Step 1-3 | 41,690 | 47,941 | 51,695 | 55,446 |
| < 6 Years (3,4,5) Step 4-6 | 45,855 | 52,733 | 56,860 | 60,990 |
| < 9 years (6,7,8) Step 7-9 | 47,865 | 55,043 | 59,367 | 63,659 |
| < 12 years (9,10,11) Step 10-12 | 48,822 | 56,144 | 60,554 | 64,932 |
| < 15 years (12,13,14) Step 13-15 | 49,798 | 57,267 | 61,765 | 66,231 |
| < 18 years (15,16,17) Step 16-18 | 50,794 | 58,412 | 63,000 | 67,556 |
| < 21 years (18,19,20) Step 19-21 | 51,810 | 59,580 | 64,261 | 68,907 |
| < 24 years (21,22,23) Step 22-24 | 52,846 | 60,773 | 65,546 | 70,285 |
| < 27 years (24,25,26) Step 25-27 | 53,903 | 61,987 | 66,857 | 71,691 |
| 27 + years Step 28 | 54,981 | 63,228 | 68,194 | 73,125 |

TEAMS Teacher
 9 Month - 189 Days
 (TT)

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 1 years (0) Step 1 | 46,690 | 52,941 | 56,695 | 60,446 |
| < 2 years (1) Step 2 | 49,982 | 57,479 | 61,977 | 66,479 |
| < 3 years (2) Step 3 | 52,652 | 60,547 | 65,304 | 70,025 |
| < 4 years (3) Step 4 | 54,192 | 62,320 | 67,215 | 72,075 |
| < 5 years (4) Step 5 | 55,774 | 64,139 | 69,177 | 74,179 |
| < 6 years (5) Step 6 | 57,397 | 66,006 | 71,190 | 76,338 |
| < 7 years (6) Step 7 | 59,063 | 67,921 | 73,258 | 78,554 |
| < 8 years (7) Step 8 | 60,773 | 69,889 | 75,378 | 80,828 |
| < 9 years (8) Step 9 | 61,988 | 71,285 | 76,886 | 82,445 |
| < 10 years (9) Step 10 | 63,228 | 72,712 | 78,423 | 84,094 |
| < 11 years (10) Step 11 | 64,176 | 73,803 | 79,599 | 85,355 |
| < 12 years (11) Step 12 | 65,139 | 74,910 | 80,793 | 86,635 |
| < 15 years (12,13,14) Step 13-15 | 66,116 | 76,034 | 82,005 | 87,935 |
| < 18 years (15,16,17) Step 16-18 | 67,112 | 77,179 | 83,240 | 89,260 |
| < 21 years (18,19,20) Step 19-21 | 68,128 | 78,347 | 84,501 | 90,611 |
| < 24 years (21,22,23) Step 22-24 | 69,164 | 79,540 | 85,786 | 91,989 |
| < 27 years (24,25,26) Step 25-27 | 70,221 | 80,754 | 87,097 | 93,395 |
| 27 + years Step 28 | 71,299 | 81,995 | 88,434 | 94,829 |

Counselor
 9.5 Month - 197 days
 (CO)

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 3 years (0,1,2) Step 1-3 | 43,919 | 50,505 | 54,459 | 58,411 |
| < 6 Years (3,4,5) Step 4-6 | 48,307 | 55,553 | 59,901 | 64,251 |
| < 9 years (6,7,8) Step 7-9 | 50,425 | 57,986 | 62,542 | 67,063 |
| < 12 years (9,10,11) Step 10-12 | 51,433 | 59,146 | 63,792 | 68,404 |
| < 15 years (12,13,14) Step 13-15 | 52,461 | 60,329 | 65,068 | 69,773 |
| < 18 years (15,16,17) Step 16-18 | 53,510 | 61,536 | 66,369 | 71,169 |
| < 21 years (18,19,20) Step 19-21 | 54,581 | 62,766 | 67,697 | 72,592 |
| < 24 years (21,22,23) Step 22-24 | 55,672 | 64,023 | 69,051 | 74,044 |
| < 27 years (24,25,26) Step 25-27 | 56,786 | 65,302 | 70,432 | 75,525 |
| 27 + years Step 28 | 57,921 | 66,609 | 71,841 | 77,035 |

Teacher,Counselor, Psychometrist

10 Month - 202 Days

(T0) TEA/CO/ 10 MO.

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 3 years (0,1,2) Step 1-3 | 45,034 | 51,787 | 55,842 | 59,894 |
| < 6 Years (3,4,5) Step 4-6 | 49,533 | 56,963 | 61,421 | 65,882 |
| < 9 years (6,7,8) Step 7-9 | 51,704 | 59,458 | 64,129 | 68,765 |
| < 12 years (9,10,11) Step 10-12 | 52,738 | 60,648 | 65,411 | 70,140 |
| < 15 years (12,13,14) Step 13-15 | 53,792 | 61,861 | 66,719 | 71,544 |
| < 18 years (15,16,17) Step 16-18 | 54,868 | 63,097 | 68,053 | 72,975 |
| < 21 years (18,19,20) Step 19-21 | 55,966 | 64,359 | 69,416 | 74,434 |
| < 24 years (21,22,23) Step 22-24 | 57,085 | 65,648 | 70,804 | 75,923 |
| < 27 years (24,25,26) Step 25-27 | 58,227 | 66,959 | 72,220 | 77,442 |
| 27 + years Step 28 | 59,391 | 68,300 | 73,664 | 78,991 |

Teacher, Consulting Teacher, Psychometrist

12 month - 240 Days

(T2) TEA/CERT PSY-12 MO.

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 3 years (0,1,2) Step 1-3 | 53,506 | 61,529 | 66,347 | 71,161 |
| < 6 Years (3,4,5) Step 4-6 | 58,851 | 67,679 | 72,975 | 78,276 |
| < 9 years (6,7,8) Step 7-9 | 61,431 | 70,643 | 76,193 | 81,701 |
| < 12 years (9,10,11) Step 10-12 | 62,659 | 72,056 | 77,716 | 83,335 |
| < 15 years (12,13,14) Step 13-15 | 63,912 | 73,498 | 79,271 | 85,002 |
| < 18 years (15,16,17) Step 16-18 | 65,190 | 74,967 | 80,856 | 86,703 |
| < 21 years (18,19,20) Step 19-21 | 66,494 | 76,466 | 82,474 | 88,437 |
| < 24 years (21,22,23) Step 22-24 | 67,824 | 77,997 | 84,123 | 90,205 |
| < 27 years (24,25,26) Step 25-27 | 69,180 | 79,556 | 85,806 | 92,010 |
| 27 + years Step 28 | 70,564 | 81,148 | 87,522 | 93,850 |

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 | 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 | | | | | L | 2,000 | M | 1,500 | N | 1,000 |
| Head Basketball - Girls | B | 6,500 | | | | | L | 2,000 | M | 1,500 | N | 1,000 |
| Assistant Football Limit 4 | C | 2 @ 3,000 2 @ 4,000 | | | | | | | O | 750 | | |
| Football Cheerleading | D | 2,500 | | | | | | | O ** | 750 | | |
| Basketball Cheerleading | D | 2,500 | | | | | | | O ** | 750 | | |
| Head Baseball | E | 6,500 | | | | | M | 1,500 | M | 1,500 | | |
| Head Softball | E | 6,500 | | | | | M | 1,500 | M | 1,500 | | |
| Volleyball | F | 6,500 | | | | | M | 1,500 | M | 1,500 | | |
| Wrestling | G | 6,500 | | | | | | | | | | |
| Golf | H | 5,000 | | | | | | | | | | |
| Track - Boys * | I | 5,000 | | | | | | | | | | |
| Track - Girls * | I | 5,000 | | | | | | | | | | |
| Cross Country Track | I | 5,000 | | | | | | | | | | |
| Soccer - Boys * | I | 5,000 | | | | | | | | | | |
| Soccer - Girls * | I | 5,000 | | | | | | | | | | |
| Coach any sport boys | K | 2,500 | | | | | | | M | 1,500 | | |
| Coach any sport girls | K | 2,500 | | | | | | | M | 1,500 | | |
| Athletic compliance officer | M | 1,500 | | | | | | | N | 1,000 | | |
| Swim | H | 2,000 | | | | | | | | | | |

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

** Count as 1/2 of a supplement when counting 20 (E-K) per Board policy #6.33

Schools are limited to the number of coaching positions available, refer to Board policy #6.33

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.

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 and related fringe benefits.

All coaching supplements, including Head Football supplements, will be paid over a twelve-month term from Sept 1 through Aug 31 on the last working day of each month; however during holiday months, payment will be based on receipt of State funds. 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

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

| CODE AND DESCRIPTION | RANK AND DESCRIPTION | SALARY | DAYS | MONTHLY |
|-----------------------------|----------------------|--------|------|----------|
| A1 ASST PR-HS | M MASTERS | 81,814 | 240 | 6,817.83 |
| A1 ASST PR/TITLE I FAC-HS | AA ED SPEC | 84,899 | 240 | 7,074.92 |
| | D DOCTORAL | 87,985 | 240 | 7,332.08 |
| | | | | |
| A2 ASST PR/TITLE I FAC-ELEM | M MASTERS | 69,473 | 202 | 5,789.42 |
| | AA ED SPEC | 72,557 | 202 | 6,046.42 |
| | D DOCTORAL | 75,643 | 202 | 6,303.58 |

Salary placement for assistant principals is determined by the degree.

CENTRAL OFFICE ADMINISTRATION

Deputy Superintendent
 12 Month - 240 Days
 D2

| | | | |
|-------|---------|---|---------|
| Range | 108,607 | - | 120,948 |
|-------|---------|---|---------|

Executive Director
 12 Month - 240 Days
 D5

| Experience | MS | AA/EDS | DO |
|------------|--------|--------|---------|
| < 3 years | 88,412 | 93,239 | 98,069 |
| < 6 years | 91,064 | 96,036 | 101,011 |
| 6+ years | 93,796 | 98,915 | 104,035 |

Director, Assistant Director
 12 Month - 240 Days
 D6/D7/D8/M7

| Experience | Director | Assistant Maintenance Director |
|------------|----------|--------------------------------------|
| < 3 years | 80,463 | 62,285 |
| < 6 years | 82,072 | 65,746 |
| 6+ years | 84,541 | 69,206 |

Coordinator
 12 Month - 240 Days
 SC

| Experience | MS | AA/EDS | DO |
|------------|--------|--------|--------|
| < 3 years | 74,649 | 78,381 | 82,301 |
| < 6 years | 76,888 | 80,732 | 84,769 |
| 6+ years | 79,195 | 83,155 | 87,312 |

Social Worker
 12 Month - 240 Days
 (SW)

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 3 years (0,1,2) Step 1-3 | 53,506 | 61,529 | 66,347 | 71,161 |
| < 6 Years (3,4,5) Step 4-6 | 58,851 | 67,679 | 72,975 | 78,276 |
| < 9 years (6,7,8) Step 7-9 | 61,431 | 70,643 | 76,193 | 81,701 |
| < 12 years (9,10,11) Step 10-12 | 62,252 | 71,592 | 77,197 | 82,799 |
| < 15 years (12,13,14) Step 13-15 | 63,384 | 72,891 | 78,596 | 84,304 |
| < 18 years (15,16,17) Step 16-18 | 64,830 | 74,555 | 80,390 | 86,220 |
| < 21 years (18,19,20) Step 19-21 | 65,666 | 75,515 | 81,425 | 87,338 |
| < 24 years (21,22,23) Step 22-24 | 66,506 | 76,482 | 82,466 | 88,453 |
| < 27 years (24,25,26) Step 25-27 | 67,298 | 77,275 | 83,262 | 89,248 |
| 27 + years Step 28 | 68,092 | 78,071 | 84,055 | 90,040 |

Social Worker
 10 Month - 202 Days
 (SW)

| Experience | BS | MS | AA/EDS | DO |
|-------------------------------------|-----------|-----------|---------------|-----------|
| < 3 years (0,1,2) Step 1-3 | 45,034 | 51,787 | 55,842 | 59,894 |
| < 6 Years (3,4,5) Step 4-6 | 49,533 | 56,963 | 61,421 | 65,882 |
| < 9 years (6,7,8) Step 7-9 | 51,704 | 59,458 | 64,129 | 68,765 |
| < 12 years (9,10,11) Step 10-12 | 52,396 | 60,256 | 64,974 | 69,689 |
| < 15 years (12,13,14) Step 13-15 | 53,349 | 61,350 | 66,151 | 70,956 |
| < 18 years (15,16,17) Step 16-18 | 54,565 | 62,751 | 67,661 | 72,569 |
| < 21 years (18,19,20) Step 19-21 | 55,269 | 63,559 | 68,533 | 73,510 |
| < 24 years (21,22,23) Step 22-24 | 55,976 | 64,372 | 69,409 | 74,448 |
| < 27 years (24,25,26) Step 25-27 | 56,642 | 65,040 | 70,079 | 75,117 |
| 27 + years Step 28 | 57,311 | 65,709 | 70,746 | 75,783 |

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

| Experience | RN | RN/MS |
|-------------------------------------|-----------|--------------|
| < 3 years (0,1,2) Step 1-3 | 41,690 | 47,947 |
| < 6 Years (3,4,5) Step 4-6 | 45,856 | 52,728 |
| < 9 years (6,7,8) Step 7-9 | 47,865 | 55,043 |
| < 12 years (9,10,11) Step 10-12 | 48,504 | 55,782 |
| < 15 years (12,13,14) Step 13-15 | 49,387 | 56,792 |
| < 18 years (15,16,17) Step 16-18 | 50,512 | 58,092 |
| < 21 years (18,19,20) Step 19-21 | 51,165 | 58,840 |
| < 24 years (21,22,23) Step 22-24 | 51,818 | 59,593 |
| < 27 years (24,25,26) Step 25-27 | 52,435 | 60,210 |
| 27 + years Step 28 | 53,052 | 60,827 |

SUPPORT PERSONNEL

The following 2021-2022 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 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.

Transportation Department
240 days

| Experience | 8 hours | | | |
|-----------------------------|---------------------|---------------------|--------------------------|----------------------------------|
| | parts clerk (TR) | mechanic (TA) 34 | lead mechanic (TB) 38 | asst. trans. Director (TD) |
| < 1 years (0) Step 1 | 29,221 | 35,148 | 40,782 | 43,976 |
| < 2 Years (1) Step 2 | 30,325 | 36,468 | 42,369 | 45,703 |
| < 3 years (2) Step 3 | 31,429 | 37,906 | 43,976 | 47,332 |
| < 5 years (3,4) Step 4-5 | 32,557 | 39,325 | 45,703 | 49,191 |
| < 8 years (5,6) Step 6-7 | 33,803 | 40,782 | 47,332 | 51,025 |
| < 9 years (7,8) Step 8-9 | 35,147 | 42,369 | 49,191 | 52,886 |
| 9 + years Step 10 | 36,466 | 43,976 | 51,025 | 54,960 |

| Experience | 8 hours | | |
|---------------------------|------------------------|--------------------------|----------------------|
| | shop assistant (TE) | route specialist (TS) | shop foreman (TF) |
| < 1 years (0) Step 1 | 26,810 | 42,606 | 48,401 |
| < 2 Years (1) Step 2 | 27,078 | 43,032 | 48,885 |
| < 3 years (2) Step 3 | 27,620 | 43,892 | 49,863 |
| < 4 years (3) Step 4 | 27,896 | 44,331 | 50,362 |
| < 5 years (4) Step 5 | 28,454 | 45,218 | 51,369 |
| < 6 years (5) Step 6 | 28,738 | 45,670 | 51,883 |
| < 7 years (6) Step 7 | 29,600 | 47,040 | 53,439 |
| < 8 years (7) Step 8 | 30,193 | 47,980 | 54,507 |
| < 9 years (8) Step 9 | 31,098 | 49,420 | 55,598 |
| < 10 years (9) Step 10 | 31,720 | 50,408 | 56,710 |
| 10 + years Step 11 | 32,671 | 51,921 | 57,844 |

Bus Aide, Driver
182 days

| Experience | SpEd bus aide (BA) | SpEd bus driver (SP) | Regular bus driver (BD) | Career Tech Route (BD) |
|-----------------------------|---------------------------|-----------------------------|--------------------------------|-------------------------------|
| < 1 years (0) Step 1 | 11,386 | 14,577 | 13,098 | 8,983 |
| < 2 Years (1) Step 2 | 11,732 | 14,845 | 13,375 | 8,983 |
| < 3 years (2) Step 3 | 12,101 | 15,082 | 13,597 | 8,983 |
| < 5 years (3,4) Step 4-5 | 12,467 | 15,365 | 13,888 | 8,983 |
| < 8 years (5,6) Step 6-7 | 12,846 | 15,702 | 14,150 | 8,983 |
| < 9 years (7,8) Step 8-9 | 13,266 | 15,878 | 14,400 | 8,983 |
| 9 + years Step 10 | 13,685 | 16,139 | 14,649 | 8,983 |

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

CNP Managers
185 Days
(CH)

| Experience | 7.5 hrs | 8 hrs |
|-----------------------------|---------|--------|
| < 1 years (0) Step 1 | 22,270 | 23,754 |
| < 2 Years (1) Step 2 | 23,020 | 24,553 |
| < 3 years (2) Step 3 | 23,810 | 25,397 |
| < 5 years (3,4) Step 4-5 | 24,657 | 26,300 |
| < 7 years (5,6) Step 6-7 | 25,586 | 27,291 |
| < 9 years (7,8) Step 8-9 | 26,488 | 28,253 |
| 9 + years Step 10 | 27,487 | 29,319 |

CNP Assistant Managers

| | 180 Days (CB) | 184 Days (CA) |
|-----------------------------|------------------|------------------|
| Experience | 7 hrs | 7 hrs |
| < 1 years (0) Step 1 | 18,904 | 19,320 |
| < 2 Years (1) Step 2 | 19,564 | 20,003 |
| < 3 years (2) Step 3 | 20,255 | 20,711 |
| < 5 years (3,4) Step 4-5 | 20,945 | 21,407 |
| < 7 years (5,6) Step 6-7 | 21,651 | 22,128 |
| < 9 years (7,8) Step 8-9 | 22,424 | 22,926 |
| 9 + years Step 10 | 23,265 | 23,776 |

CNP Cashiers

| Experience | 184 days (C1) | | 182 Days (C2) | | 180 Days (C3) |
|-----------------------------|------------------|---------------------------------------|------------------|---------------------------------------|------------------|
| | 6 hours | 7 hours grandfathered no new hires | 4 hours | 7 hours grandfathered no new hires | 4 hours |
| < 1 years (0) Step 1 | 15,866 | | 10,463 | | 10,348 |
| < 2 Years (1) Step 2 | 16,328 | | 10,767 | | 10,649 |
| < 3 years (2) Step 3 | 16,835 | | 11,102 | | 10,979 |
| < 5 years (3,4) Step 4-5 | 17,342 | | 11,435 | | 11,310 |
| < 7 years (5,6) Step 6-7 | 17,859 | | 11,777 | | 11,647 |
| < 9 years (7,8) Step 8-9 | 18,389 | | 12,126 | | 11,993 |
| 9 + years Step 10 | 18,918 | 22,071 | 12,475 | 21,831 | 12,338 |

CNP Workers

| Experience | 183 Days (C4) | | 180 Days (C5) | | |
|-----------------------------|------------------|---------|------------------|---------|---------|
| | 6 hours | 7 hours | 5.5 hours | 6 hours | 7 hours |
| < 1 years (0) Step 1 | 13,619 | 15,889 | 12,279 | 13,396 | 15,628 |
| < 2 Years (1) Step 2 | 14,022 | 16,359 | 12,643 | 13,792 | 16,091 |
| < 3 years (2) Step 3 | 14,414 | 16,816 | 12,996 | 14,178 | 16,540 |
| < 5 years (3,4) Step 4-5 | 14,829 | 17,299 | 13,370 | 14,585 | 17,016 |
| < 7 years (5,6) Step 6-7 | 15,277 | 17,822 | 13,774 | 15,026 | 17,530 |
| < 9 years (7,8) Step 8-9 | 15,724 | 18,345 | 14,178 | 15,466 | 18,044 |
| 9 + years Step 10 | 16,172 | 18,868 | 14,582 | 15,907 | 18,558 |

Aides

| Experience | ISD Aide (DB) | Library Aide (LA) | | |
|-----------------------------|---------------------|----------------------|-------------------|---------------------|
| | 182 days 7.5 hrs | 187 days 4 hrs | 187 days 7 hrs | 187 days 7.5 hrs |
| < 1 years (0) Step 1 | 15,925 | 10,357 | 16,393 | 17,400 |
| < 2 Years (1) Step 2 | 16,445 | 10,659 | 16,921 | 17,989 |
| < 3 years (2) Step 3 | 16,996 | 10,969 | 17,465 | 18,613 |
| < 5 years (3,4) Step 4-5 | 17,547 | 11,314 | 18,101 | 19,305 |
| < 7 years (5,6) Step 6-7 | 18,148 | 11,659 | 18,747 | 19,997 |
| < 9 years (7,8) Step 8-9 | 18,822 | 12,013 | 19,409 | 20,706 |
| 9 + years Step 10 | 19,496 | 12,367 | 20,071 | 21,416 |

| Experience | PE / Classroom Aide (PA) | | | Spec Ed Aide (SA) | | |
|-----------------------------|-----------------------------|-------------------|---------------------|----------------------|---------------------|-------------------|
| | 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 | 14,110 | 15,017 | 15,925 | 15,088 | 16,000 | 16,914 |
| < 2 Years (1) Step 2 | 14,559 | 15,503 | 16,445 | 15,575 | 16,523 | 17,471 |
| < 3 years (2) Step 3 | 15,038 | 16,017 | 16,996 | 16,093 | 17,076 | 18,092 |
| < 5 years (3,4) Step 4-5 | 15,515 | 16,531 | 17,547 | 16,609 | 17,632 | 18,725 |
| < 7 years (5,6) Step 6-7 | 16,007 | 17,061 | 18,148 | 17,141 | 18,241 | 19,375 |
| < 9 years (7,8) Step 8-9 | 16,553 | 17,650 | 18,822 | 17,740 | 18,918 | 20,097 |
| 9 + years Step 10 | 17,098 | 18,278 | 19,496 | 18,372 | 19,596 | 20,821 |

| | |
|---|--------|
| OSR Pre-K Classroom Auxiliary Teacher Aide | 20,400 |
|---|--------|

This salary determined by Early Childhood Education (ADECE)

Local School Nurse
 9 Month - 187 Days

| Experience | LPN | |
|-----------------------------|-----------------------------|---------------------------|
| | 187 days 7.5 hrs (SN) | 187 days 8 hrs (N8) |
| < 1 years (0) Step 1 | 24,653 | 26,297 |
| < 2 Years (1) Step 2 | 25,588 | 27,298 |
| < 3 years (2) Step 3 | 26,516 | 28,280 |
| < 5 years (3,4) Step 4-5 | 27,499 | 29,334 |
| < 7 years (5,6) Step 6-7 | 28,568 | 30,472 |
| < 9 years (7,8) Step 8-9 | 29,653 | 31,629 |
| 9 + years Step 10 | 30,818 | 32,872 |

Local School Secretary

| Experience | Local School Secretary (SH) | | Transportation, Maintenance, Technology (S5) |
|-----------------------------|-----------------------------|---------------------|--|
| | 187 Days 4 hrs | 187 Days 7.5 hrs | 240 Days 7.5 hrs |
| < 1 years (0) Step 1 | 12,008 | 20,597 | 28,215 |
| < 2 Years (1) Step 2 | 12,373 | 21,327 | 29,281 |
| < 3 years (2) Step 3 | 12,739 | 22,060 | 30,349 |
| < 5 years (3,4) Step 4-5 | 13,111 | 22,807 | 31,441 |
| < 7 years (5,6) Step 6-7 | 13,520 | 23,627 | 32,639 |
| < 9 years (7,8) Step 8-9 | 13,964 | 24,519 | 33,940 |
| 9 + years Step 10 | 14,399 | 25,394 | 35,216 |

Local School Bookkeepers

| Experience | Elem/middle 240 days 7.5 hrs (BE) | High 240 Days 7.5 hrs (BH) |
|-----------------------------|---|----------------------------------|
| < 1 years (0) Step 1 | 28,429 | 29,464 |
| < 3 Years (1,2) Step 2-3 | 29,467 | 30,525 |
| < 5 years (3,4) Step 4-5 | 31,647 | 32,968 |
| < 7 years (5,6) Step 6-7 | 32,850 | 34,286 |
| < 9 years (7,8) Step 8-9 | 34,163 | 35,675 |
| 9+ years Step 10 | 35,701 | 37,280 |

Maintenance / Local School Custodian
 240 days
 8 hours

| 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) |
| < 1 years (0) Step 1 | 24,604 | 30,098 | 31,233 | 32,373 | 33,537 | 34,814 | 39,044 | 43,640 |
| < 2 Years (1) Step 2 | 25,529 | 31,234 | 32,373 | 33,537 | 34,814 | 36,203 | 40,505 | 45,295 |
| < 3 years (2) Step 3 | 26,426 | 32,372 | 33,537 | 34,814 | 36,203 | 37,562 | 42,005 | 47,075 |
| < 5 years (3,4) Step 4-5 | 27,381 | 33,533 | 34,814 | 36,203 | 37,562 | 39,044 | 43,640 | 48,752 |
| < 7 years (5,6) Step 6-7 | 28,374 | 34,818 | 36,203 | 37,562 | 39,044 | 40,505 | 45,295 | 50,667 |
| < 9 years (7,8) Step 8-9 | 29,403 | 36,202 | 37,562 | 39,044 | 40,505 | 42,005 | 47,075 | 52,555 |
| 9 + years Step 10 | 30,510 | 37,561 | 39,044 | 40,505 | 42,005 | 43,640 | 48,752 | 54,472 |

| Experience | Appl Supp Spec / Tech (TC) | | |
|---------------------------------|----------------------------|-------------|-------------|
| | No Degree | 2 yr degree | 4 yr degree |
| < 4 years (0,1,2,3) Step 1-4 | 30,221 | 34,341 | 38,462 |
| >3 Years (4 +) Step 5-10 | 34,341 | 38,462 | 42,583 |

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

| Degree | Webmaster (WB) |
|---------------|----------------|
| no degree | 38,448 |
| 2 year degree | 42,583 |
| 4 year degree | 46,699 |

| Experience | Data Specialist (DS) |
|-------------------------------|----------------------|
| < 3 Years (0,1,2) Step 1-3 | 44,000 |
| < 6 Years (3,4,5) Step 4-6 | 46,000 |
| 6 + Years Step 7 | 48,000 |

| Experience | Tech Manager (TM) 4 year degree |
|---------------------------------|------------------------------------|
| < 4 years (0,1,2,3) Step 1-4 | 57,693 |
| > 3 Years (4,5,6) Step 5-7 | 61,814 |
| > 6 Years (7,8,9) Step 8-10 | 65,934 |

Central Office Support Staff
240 Days - 7.5 Hours Per Day

| Experience | Bookkeeper Secretary Receptionist (BK) | Fiscal Services Bookkeeper (FS) | Payroll Bookkeeper (LP) | Secretary to Superintendent (SS) | Experience | Exempt Degreed Accountant (AC) |
|--------------------------|---|--|--|---|----------------------|---|
| < 1 years (0) Step 1 | 34,190 | 36,891 | 38,366 | 38,193 | < 1 years (0) Step 1 | 48,607 |
| < 2 Years (1) Step 2 | 35,558 | 38,366 | 39,900 | 39,644 | < 2 Years (1) Step 2 | 51,037 |
| < 3 years (2) Step 3 | 36,891 | 39,805 | 41,398 | 41,200 | < 3 years (2) Step 3 | 52,058 |
| < 5 years (3,4) Step 4-5 | 38,366 | 41,398 | 43,052 | 42,666 | < 4 years (3) Step 4 | 53,100 |
| < 7 years (5,6) Step 6-7 | 39,805 | 42,949 | 44,667 | 44,373 | < 5 years (4) Step 5 | 54,161 |
| < 9 years (7,8) Step 8-9 | 41,278 | 44,539 | 46,320 | 46,148 | < 6 years (5) Step 6 | 55,245 |
| 9 + years Step 10 | 42,887 | 46,275 | 48,127 | 47,994 | < 7 years (6) Step 7 | 56,350 |
| | | | | | < 8 years (7) Step 8 | 57,476 |
| | | | | | < 9 years (8) Step 9 | 58,626 |
| | | | | | < 9 + years Step 10 | 59,799 |

Career Coach
10 Month - 202 Days
CT - Career Coach

| Experience | |
|-------------------------------------|--------|
| < 3 years (0,1,2) Step 1-3 | 41,690 |
| < 6 Years (3,4,5) Step 4-6 | 45,855 |
| < 9 years (6,7,8) Step 7-9 | 47,865 |
| < 12 years (9,10,11) Step 10-12 | 48,505 |
| < 15 years (12,13,14) Step 13-15 | 49,387 |
| < 18 years (15,16,17) Step 16-18 | 50,513 |
| < 21 years (18,19,20) Step 19-21 | 51,165 |
| < 24 years (21,22,23) Step 22-24 | 51,819 |
| < 27 years (24,25,26) Step 25-27 | 52,436 |
| 27 + years Step 28 | 53,055 |

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 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.

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, Clerical, and Aides

| Hourly Rate | Current Minimum Wage |
|-------------|----------------------|
|-------------|----------------------|

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 |
|-------------|---------------|