

SALARY SCHEDULE

Calhoun County School System

2022-2023

(Effective October, 2022 with start of fiscal year)

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INTRODUCTION

The 2022-2023 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 2022-2023 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 Cashiers	184/180 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 ED SPEC	DO
< 3 years (0,1,2) Step 1-3	43,401	49,906	53,822	57,709
< 6 Years (3,4,5) Step 4-6	47,719	54,887	59,177	63,452
< 9 years (6,7,8) Step 7-9	49,821	57,277	61,769	66,230
9 years / Step 10	51,337	59,000	63,643	68,247
10 years / Step 11	51,850	59,590	64,279	68,929
11 years / Step 12	52,368	60,185	64,921	69,617
12 years / Step 13	52,864	60,801	65,589	70,316
13 years / Step 14	53,392	61,408	66,244	71,018
14 years / Step 15	53,931	62,027	66,912	71,734
15 years / Step 16	54,460	62,628	67,556	72,434
16 years / Step 17	55,008	63,259	68,236	73,164
17 years / Step 18	55,557	63,890	68,917	73,894
18 years / Step 19	56,128	64,550	69,617	74,634
19 years / Step 20	56,688	65,194	70,311	75,379
20 years / Step 21	57,254	65,844	71,012	76,130
21 years / Step 22	57,805	66,509	71,731	76,882
22 years / Step 23	58,381	67,172	72,446	77,648
23 years / Step 24	58,968	67,847	73,175	78,429
24 years / Step 25	59,559	68,511	73,892	79,185
25 years / Step 26	60,158	69,200	74,635	79,981
26 years / Step 27	60,756	69,888	75,377	80,777
27 years / Step 28	61,355	70,594	76,138	81,588
28 years / Step 29	61,965	71,296	76,895	82,400
29 years / Step 30	62,586	72,011	77,666	83,226
30 years / Step 31	63,213	72,732	78,444	84,059
31 years / Step 32	63,846	73,460	79,229	84,900
32 years / Step 33	64,484	74,194	80,021	85,749
33 years / Step 34	65,127	74,934	80,819	86,604
34 years / Step 35	65,781	75,687	81,631	87,475
35 years / Step 36	66,436	76,440	82,443	88,345

TEAMS Teacher
 9 Month - 189 Days
 (TT)

Experience	BS	MS	AA/EDS	DO
0 years / Step 1	48,558	55,059	58,963	62,864
1 years / Step 2	51,981	59,778	64,456	69,138
2 years / Step 3	54,758	62,969	67,916	72,826
3 years / Step 4	56,360	64,813	69,904	74,958
4 years / Step 5	58,005	66,705	71,944	77,146
5 years / Step 6	59,693	68,646	74,038	79,392
6 years / Step 7	61,426	70,638	76,188	81,696
7 years / Step 8	63,204	72,685	78,393	84,061
8 years / Step 9	64,468	74,136	79,961	85,743
9 years / Step 10	65,757	75,620	81,560	87,458
10 years / Step 11	66,743	76,755	82,783	88,769
11 years / Step 12	67,745	77,906	84,025	90,100
12 years / Step 13	68,761	79,075	85,285	91,452
13 years / Step 14	68,761	79,075	85,285	91,452
14 years / Step 15	68,761	79,075	85,285	91,452
15 years / Step 16	69,796	80,266	86,570	92,830
16 years / Step 17	69,796	80,266	86,570	92,830
17 years / Step 18	69,796	80,266	86,570	92,830
18 years / Step 19	70,853	81,481	87,881	94,235
19 years / Step 20	70,853	81,481	87,881	94,235
20 years / Step 21	70,853	81,481	87,881	94,235
21 years / Step 22	71,931	82,722	89,217	95,669
22 years / Step 23	71,931	82,722	89,217	95,669
23 years / Step 24	71,931	82,722	89,217	95,669
24 years / Step 25	73,030	83,984	90,581	97,131
25 years / Step 26	73,030	83,984	90,581	97,131
26 years / Step 27	73,030	83,984	90,581	97,131
27 years / Step 28	74,151	85,275	91,971	98,622

Counselor
 9.5 Month - 197 days
 (CO)

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	45,723	52,576	56,701	60,794
< 6 Years (3,4,5) Step 4-6	50,272	57,822	62,342	66,846
< 9 years (6,7,8) Step 7-9	52,486	60,341	65,072	69,772
9 years / Step 10	54,082	62,155	67,046	71,896
10 years / Step 11	54,623	62,777	67,716	72,614
11 years / Step 12	55,168	63,404	68,393	73,340
12 years / Step 13	55,692	64,054	69,097	74,077
13 years / Step 14	56,248	64,694	69,787	74,817
14 years / Step 15	56,815	65,346	70,490	75,571
15 years / Step 16	57,372	65,977	71,168	76,307
16 years / Step 17	57,951	66,642	71,886	77,076
17 years / Step 18	58,529	67,307	72,603	77,845
18 years / Step 19	59,131	68,001	73,339	78,625
19 years / Step 20	59,720	68,680	74,070	79,409
20 years / Step 21	60,316	69,364	74,809	80,201
21 years / Step 22	60,895	70,064	75,569	80,993
22 years / Step 23	61,502	70,762	76,322	81,801
23 years / Step 24	62,120	71,473	77,089	82,623
24 years / Step 25	62,743	72,176	77,843	83,420
25 years / Step 26	63,374	72,901	78,625	84,258
26 years / Step 27	64,004	73,626	79,408	85,096
27 years / Step 28	64,635	74,367	80,209	85,951
28 years / Step 29	65,278	75,107	81,007	86,806
29 years / Step 30	65,932	75,860	81,819	87,677
30 years / Step 31	66,593	76,620	82,639	88,555
31 years / Step 32	67,259	77,386	83,465	89,441
32 years / Step 33	67,931	78,160	84,299	90,335
33 years / Step 34	68,609	78,940	85,141	91,236
34 years / Step 35	69,298	79,733	85,996	92,153
35 years / Step 36	69,988	80,526	86,852	93,070

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

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	46,883	53,909	58,140	62,338
< 6 Years (3,4,5) Step 4-6	51,547	59,289	63,925	68,543
< 9 years (6,7,8) Step 7-9	53,817	61,873	66,723	71,544
9 years / Step 10	55,454	63,732	68,748	73,721
10 years / Step 11	56,008	64,369	69,435	74,458
11 years / Step 12	56,568	65,012	70,129	75,202
12 years / Step 13	57,104	65,679	70,849	75,957
13 years / Step 14	57,675	66,335	71,557	76,716
14 years / Step 15	58,256	67,004	72,278	77,489
15 years / Step 16	58,830	67,651	72,974	78,243
16 years / Step 17	59,423	68,333	73,710	79,031
17 years / Step 18	60,016	69,015	74,445	79,820
18 years / Step 19	60,631	69,727	75,200	80,620
19 years / Step 20	61,236	70,423	75,950	81,424
20 years / Step 21	61,846	71,125	76,707	82,236
21 years / Step 22	62,441	71,844	77,485	83,049
22 years / Step 23	63,063	72,560	78,258	83,877
23 years / Step 24	63,697	73,289	79,044	84,720
24 years / Step 25	64,336	74,008	79,819	85,538
25 years / Step 26	64,983	74,752	80,621	86,398
26 years / Step 27	65,629	75,496	81,423	87,257
27 years / Step 28	66,276	76,254	82,247	88,132
28 years / Step 29	66,935	77,012	83,065	89,009
29 years / Step 30	67,607	77,785	83,898	89,902
30 years / Step 31	68,284	78,564	84,739	90,802
31 years / Step 32	68,967	79,350	85,587	91,711
32 years / Step 33	69,656	80,143	86,442	92,627
33 years / Step 34	70,351	80,942	87,304	93,551
34 years / Step 35	71,058	81,755	88,181	94,491
35 years / Step 36	71,765	82,569	89,059	95,431

Teacher, Consulting Teacher, Psychometrist
 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	55,702	64,050	69,079	74,064
< 6 Years (3,4,5) Step 4-6	61,244	70,441	75,949	81,437
< 9 years (6,7,8) Step 7-9	63,941	73,512	79,275	85,001
9 years / Step 10	65,886	75,722	81,681	87,590
10 years / Step 11	66,545	76,479	82,498	88,465
11 years / Step 12	67,210	77,243	83,322	89,349
12 years / Step 13	67,848	78,035	84,178	90,245
13 years / Step 14	68,526	78,815	85,019	91,147
14 years / Step 15	69,216	79,609	85,875	92,066
15 years / Step 16	69,896	80,376	86,703	92,962
16 years / Step 17	70,601	81,186	87,576	93,899
17 years / Step 18	71,305	81,996	88,450	94,836
18 years / Step 19	72,036	82,843	89,346	95,786
19 years / Step 20	72,755	83,669	90,237	96,742
20 years / Step 21	73,480	84,503	91,137	97,706
21 years / Step 22	74,187	85,358	92,063	98,673
22 years / Step 23	74,927	86,208	92,981	99,657
23 years / Step 24	75,680	87,075	93,915	100,658
24 years / Step 25	76,438	87,929	94,833	101,628
25 years / Step 26	77,206	88,813	95,787	102,650
26 years / Step 27	77,974	89,697	96,740	103,671
27 years / Step 28	78,743	90,600	97,717	104,711
28 years / Step 29	79,526	91,502	98,690	105,752
29 years / Step 30	80,324	92,419	99,679	106,813
30 years / Step 31	81,128	93,345	100,678	107,883
31 years / Step 32	81,940	94,279	101,685	108,962
32 years / Step 33	82,759	95,221	102,701	110,051
33 years / Step 34	83,584	96,171	103,726	111,149
34 years / Step 35	84,424	97,137	104,768	112,266
35 years / Step 36	85,264	98,104	105,810	113,383

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																																																																																																																																																																																																																																																																						
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;">All Years</th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> <th style="width: 10%;"></th> </tr> </thead> <tbody> <tr> <td>Head Basketball - Boys</td> <td>B</td> <td></td> <td>6,500</td> <td></td> <td></td> <td></td> <td>L</td> <td>2,000</td> <td>M</td> <td>1,500</td> <td>N</td> <td>1,000</td> </tr> <tr> <td>Head Basketball - Girls</td> <td>B</td> <td></td> <td>6,500</td> <td></td> <td></td> <td></td> <td>L</td> <td>2,000</td> <td>M</td> <td>1,500</td> <td>N</td> <td>1,000</td> </tr> <tr> <td>Assistant Football Limit 4</td> <td>C</td> <td></td> <td>2 @ 3,000 2 @ 4,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>O</td> <td>750</td> <td></td> <td></td> </tr> <tr> <td>Football Cheerleading</td> <td>D</td> <td></td> <td>2,500</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>O **</td> <td>750</td> <td></td> <td></td> </tr> <tr> <td>Basketball Cheerleading</td> <td>D</td> <td></td> <td>2,500</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>O **</td> <td>750</td> <td></td> <td></td> </tr> <tr> <td>Head Baseball</td> <td>E</td> <td></td> <td>6,500</td> <td></td> <td></td> <td></td> <td>M</td> <td>1,500</td> <td>M</td> <td>1,500</td> <td></td> <td></td> </tr> <tr> <td>Head Softball</td> <td>E</td> <td></td> <td>6,500</td> <td></td> <td></td> <td></td> <td>M</td> <td>1,500</td> <td>M</td> <td>1,500</td> <td></td> <td></td> </tr> <tr> <td>Volleyball</td> <td>F</td> <td></td> <td>6,500</td> <td></td> <td></td> <td></td> <td>M</td> <td>1,500</td> <td>M</td> <td>1,500</td> <td></td> <td></td> </tr> <tr> <td>Wrestling</td> <td>G</td> <td></td> <td>6,500</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Golf</td> <td>H</td> <td></td> <td>5,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Track - Boys *</td> <td>I</td> <td></td> <td>5,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Track - Girls *</td> <td>I</td> <td></td> <td>5,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Cross Country Track</td> <td>I</td> <td></td> <td>5,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Soccer - Boys *</td> <td>I</td> <td></td> <td>5,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Soccer - Girls *</td> <td>I</td> <td></td> <td>5,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Coach any sport boys</td> <td>K</td> <td></td> <td>2,500</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>M</td> <td>1,500</td> <td></td> <td></td> </tr> <tr> <td>Coach any sport girls</td> <td>K</td> <td></td> <td>2,500</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>M</td> <td>1,500</td> <td></td> <td></td> </tr> <tr> <td>Athletic compliance officer</td> <td>M</td> <td></td> <td>1,500</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>N</td> <td>1,000</td> <td></td> <td></td> </tr> <tr> <td>Swim</td> <td>H</td> <td></td> <td>2,000</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>																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									
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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	85,087	240	7,090.58
A1 ASST PR/TITLE I FAC-HS	AA ED SPEC	88,295	240	7,357.92
	D DOCTORAL	91,504	240	7,625.33
A2 ASST PR/TITLE I FAC-ELEM	M MASTERS	72,252	202	6,021.00
	AA ED SPEC	75,459	202	6,288.25
	D DOCTORAL	78,669	202	6,555.75

Salary placement for assistant principals is determined by the degree.

CENTRAL OFFICE ADMINISTRATION

Deputy Superintendent
 12 Month - 240 Days
 D2

Range	112,951	-	125,786
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Executive Director
 12 Month - 240 Days
 D5

Experience	MS	AA/EDS	DO
< 3 years	92,158	97,070	101,981
< 6 years	94,922	99,981	105,040
6+ years	97,769	102,983	108,196

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

Experience	Director	Assistant Maintenance Transportation Director
< 3 years	83,682	64,776
< 6 years	85,355	68,376
6+ years	87,923	71,974

Coordinator
 12 Month - 240 Days
 SC

Experience	MS	AA/EDS	DO
< 3 years	77,635	81,517	85,593
< 6 years	79,964	83,962	88,160
6+ years	82,363	86,481	90,805

Social Worker
 12 Month - 240 Days
 (SW)

Experience	BS	MS	AA/EDS	DO
< 3 years (0,1,2) Step 1-3	55,646	63,990	69,001	74,007
< 6 Years (3,4,5) Step 4-6	61,205	70,386	75,894	81,407
< 9 years (6,7,8) Step 7-9	63,888	73,469	79,241	84,969
< 12 years (9,10,11) Step 10-12	64,742	74,456	80,285	86,111
< 15 years (12,13,14) Step 13-15	65,919	75,807	81,740	87,676
< 18 years (15,16,17) Step 16-18	67,423	77,537	83,606	89,669
< 21 years (18,19,20) Step 19-21	68,293	78,536	84,682	90,832
< 24 years (21,22,23) Step 22-24	69,166	79,541	85,765	91,991
< 27 years (24,25,26) Step 25-27	69,990	80,366	86,592	92,818
27 + years Step 28	70,816	81,194	87,417	93,642

Social Worker
 10 Month - 202 Days
 (SO)

Experience	BS	MS	AA/EDS	DO
< 3 years (0,1,2) Step 1-3	46,835	53,858	58,076	62,290
< 6 Years (3,4,5) Step 4-6	51,514	59,242	63,878	68,517
< 9 years (6,7,8) Step 7-9	53,772	61,836	66,694	71,516
< 12 years (9,10,11) Step 10-12	54,492	62,666	67,573	72,477
< 15 years (12,13,14) Step 13-15	55,483	63,804	68,797	73,794
< 18 years (15,16,17) Step 16-18	56,748	65,261	70,367	75,472
< 21 years (18,19,20) Step 19-21	57,480	66,101	71,274	76,450
< 24 years (21,22,23) Step 22-24	58,215	66,947	72,185	77,426
< 27 years (24,25,26) Step 25-27	58,908	67,642	72,882	78,122
27 + years Step 28	59,603	68,337	73,576	78,814

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

Experience	RN	RN/MS
< 3 years (0,1,2) Step 1-3	43,358	49,864
< 6 Years (3,4,5) Step 4-6	47,691	54,838
< 9 years (6,7,8) Step 7-9	49,778	57,244
< 12 years (9,10,11) Step 10-12	50,445	58,013
< 15 years (12,13,14) Step 13-15	51,361	59,064
< 18 years (15,16,17) Step 16-18	52,532	60,416
< 21 years (18,19,20) Step 19-21	53,211	61,194
< 24 years (21,22,23) Step 22-24	53,892	61,977
< 27 years (24,25,26) Step 25-27	54,533	62,619
27 + years Step 28	55,174	63,260

SUPPORT PERSONNEL

The following 2022-2023 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 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
< 1 years (0) Step 1	30,390	36,554	42,413
< 2 Years (1) Step 2	31,538	37,927	44,064
< 3 years (2) Step 3	32,686	39,422	45,735
< 5 years (3,4) Step 4-5	33,859	40,898	47,531
< 8 years (5,6) Step 6-7	35,155	42,413	49,225
< 9 years (7,8) Step 8-9	36,553	44,064	51,159
9 + years Step 10	37,925	45,735	53,066

Experience	8 hours
	shop assistant (TE)
< 1 years (0) Step 1	27,882
< 2 Years (1) Step 2	28,161
< 3 years (2) Step 3	28,725
< 4 years (3) Step 4	29,012
< 5 years (4) Step 5	29,592
< 6 years (5) Step 6	29,888
< 7 years (6) Step 7	30,784
< 8 years (7) Step 8	31,401
< 9 years (8) Step 9	32,342
< 10 years (9) Step 10	32,989
10 + years Step 11	33,978

Bus Aide, Driver
182 days

Experience	SpEd bus aide (BA)	Regular / SpEd bus driver (SP)	Career Tech Route (BD)
< 1 years (0) Step 1	11,841	15,160	9,342
< 2 Years (1) Step 2	12,201	15,439	9,342
< 3 years (2) Step 3	12,585	15,685	9,342
< 5 years (3,4) Step 4-5	12,966	15,980	9,342
< 8 years (5,6) Step 6-7	13,360	16,330	9,342
< 9 years (7,8) Step 8-9	13,797	16,513	9,342
9 + years Step 10	14,232	16,785	9,342

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
< 1 years (0) Step 1	23,161
< 2 Years (1) Step 2	23,941
< 3 years (2) Step 3	24,762
< 5 years (3,4) Step 4-5	25,643
< 7 years (5,6) Step 6-7	26,609
< 9 years (7,8) Step 8-9	27,548
9 + years Step 10	28,586

CNP Assistant Managers

	180 Days (CB)	184 Days (CA)
Experience	7 hrs	7 hrs
< 1 years (0) Step 1	19,660	20,093
< 2 Years (1) Step 2	20,347	20,803
< 3 years (2) Step 3	21,065	21,539
< 5 years (3,4) Step 4-5	21,783	22,263
< 7 years (5,6) Step 6-7	22,517	23,013
< 9 years (7,8) Step 8-9	23,321	23,843
9 + years Step 10	24,196	24,727

CNP Cashiers

	184 days (C1)	180 Days (C3)
Experience	6 hours	4 hours
< 1 years (0) Step 1	16,501	10,762
< 2 Years (1) Step 2	16,981	11,075
< 3 years (2) Step 3	17,508	11,418
< 5 years (3,4) Step 4-5	18,036	11,762
< 7 years (5,6) Step 6-7	18,573	12,113
< 9 years (7,8) Step 8-9	19,125	12,473
9 + years Step 10	19,675	12,832

CNP Workers

Experience	183 Days (C4)		180 Days (C5)	
	6 hours	7 hours	6 hours	7 hours
< 1 years (0) Step 1	14,164	16,525	13,932	16,253
< 2 Years (1) Step 2	14,583	17,013	14,344	16,735
< 3 years (2) Step 3	14,991	17,489	14,745	17,202
< 5 years (3,4) Step 4-5	15,422	17,991	15,168	17,697
< 7 years (5,6) Step 6-7	15,888	18,535	15,627	18,231
< 9 years (7,8) Step 8-9	16,353	19,079	16,085	18,766
9 + years Step 10	16,819	19,623	16,543	19,300

Aides

	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
< 1 years (0) Step 1	16,562	16,640	18,096
< 2 Years (1) Step 2	17,103	17,184	18,709
< 3 years (2) Step 3	17,676	17,759	19,358
< 5 years (3,4) Step 4-5	18,249	18,337	20,077
< 7 years (5,6) Step 6-7	18,874	18,971	20,797
< 9 years (7,8) Step 8-9	19,575	19,675	21,534
9 + years Step 10	20,276	20,380	22,273
OSR Pre-K Classroom Auxiliary Teacher Aide			21,216

This salary determined by Early Childhood Education (ADECE)

Local School Nurse
9 Month - 187 Days

Experience	187 days 7.5 hrs (SN)
< 1 years (0) Step 1	25,639
< 2 Years (1) Step 2	26,612
< 3 years (2) Step 3	27,577
< 5 years (3,4) Step 4-5	28,599
< 7 years (5,6) Step 6-7	29,711
< 9 years (7,8) Step 8-9	30,839
9 + years Step 10	32,051

Local School Secretary

	Local School Secretary (SH)	Transportation, Maintenance, Technology (S5)
Experience	187 Days 7.5 hrs	240 Days 7.5 hrs
< 1 years (0) Step 1	21,421	29,344
< 2 Years (1) Step 2	22,180	30,452
< 3 years (2) Step 3	22,942	31,563
< 5 years (3,4) Step 4-5	23,719	32,699
< 7 years (5,6) Step 6-7	24,572	33,945
< 9 years (7,8) Step 8-9	25,500	35,298
9 + years Step 10	26,410	36,625

Local School Bookkeepers

Experience	Elem/middle 240 days 7.5 hrs (BE)	High 240 Days 7.5 hrs (BH)
< 1 years (0) Step 1	29,566	30,643
< 3 Years (1,2) Step 2-3	30,646	31,746
< 5 years (3,4) Step 4-5	32,913	34,287
< 7 years (5,6) Step 6-7	34,164	35,657
< 9 years (7,8) Step 8-9	35,530	37,102
9+ years Step 10	37,129	38,771

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/CAR/FL (32)	M4 carpenter licensed (33)	M5 PL/HVAC/ELEC (36)	M6 LEAD (39)
< 1 years (0) Step 1	25,588	31,302	32,482	33,668	34,878	36,207	40,606	45,386
< 2 Years (1) Step 2	26,550	32,483	33,668	34,878	36,207	37,651	42,125	47,107
< 3 years (2) Step 3	27,483	33,667	34,878	36,207	37,651	39,064	43,685	48,958
< 5 years (3,4) Step 4-5	28,476	34,874	36,207	37,651	39,064	40,606	45,386	50,702
< 7 years (5,6) Step 6-7	29,509	36,211	37,651	39,064	40,606	42,125	47,107	52,694
< 9 years (7,8) Step 8-9	30,579	37,650	39,064	40,606	42,125	43,685	48,958	54,657
9 + years Step 10	31,730	39,063	40,606	42,125	43,685	45,386	50,702	56,651

Experience	Appl Supp Spec / Tech (TC)		
	No Degree	2 yr degree	4 yr degree
< 4 years (0,1,2,3) Step 1-4	31,430	35,715	40,000
>3 Years (4 +) Step 5-10	35,715	40,000	44,286

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	39,986
2 year degree	44,286
4 year degree	48,567

Experience	Data Specialist (DS)
< 3 Years (0,1,2) Step 1-3	45,760
< 6 Years (3,4,5) Step 4-6	47,840
6 + Years Step 7	49,920

Experience	Tech Manager (TM) 4 year degree
< 4 years (0,1,2,3) Step 1-4	60,001
> 3 Years (4,5,6) Step 5-7	64,287
> 6 Years (7,8,9) Step 8-10	68,571

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	35,558	38,367	39,901	39,721	< 1 years (0) Step 1	50,551
< 2 Years (1) Step 2	36,980	39,901	41,496	41,230	< 2 Years (1) Step 2	53,078
< 3 years (2) Step 3	38,367	41,397	43,054	42,848	< 3 years (2) Step 3	54,140
< 5 years (3,4) Step 4-5	39,901	43,054	44,774	44,373	< 4 years (3) Step 4	55,224
< 7 years (5,6) Step 6-7	41,397	44,667	46,454	46,148	< 5 years (4) Step 5	56,327
< 9 years (7,8) Step 8-9	42,929	46,321	48,173	47,994	< 6 years (5) Step 6	57,455
9 + years Step 10	44,602	48,126	50,052	49,914	< 7 years (6) Step 7	58,604
					< 8 years (7) Step 8	59,775
					< 9 years (8) Step 9	60,971
					< 9 + years Step 10	62,191

Career Coach
10 Month - 202 Days
CT - Career Coach

Experience	
< 3 years (0,1,2) Step 1-3	43,358
< 6 Years (3,4,5) Step 4-6	47,689
< 9 years (6,7,8) Step 7-9	49,780
< 12 years (9,10,11) Step 10-12	50,445
< 15 years (12,13,14) Step 13-15	51,362
< 18 years (15,16,17) Step 16-18	52,534
< 21 years (18,19,20) Step 19-21	53,212
< 24 years (21,22,23) Step 22-24	53,892
< 27 years (24,25,26) Step 25-27	54,533
27 + years Step 28	55,177

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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