

SALARY SCHEDULE

Calhoun County School System

2018-2019

(Effective October, 2018 with start of fiscal year)

Includes 2.5% State Mandated Raise

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INTRODUCTION

The 2018-2019 **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 2018-2019 salary schedule that are made during the year will be posted on the website. (www.calhoun.k12.al.us).

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

CONTRACT DAYS

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

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

The payroll periods for all employees will be established according to a schedule developed by the Accounting Department. The schedule setting forth those payroll periods is available at each school/job site. Payroll checks are normally issued on the last working day of the month, however during holiday months, payment will be based on receipt of State funds. Pay checks and additional pay due for extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month. Additional pay runs will only be performed should an employee not receive a check in error. This additional run will only be done 5 days after the last working day of the month, unless during a holiday month. In 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 6.00%

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

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

Duty Hours for Support Personnel

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

Experience Credit

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

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

Support Administrative Personnel

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

CERTIFICATED PERSONNEL

Teacher, Counselor, Occupational Therapist, Registered Nurse

187 Days - 9 months

(T9) TEA/CERT PSY 9 MO.

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	39,340	45,237	48,785	52,309
< 6 Years (3,4,5) Step 4-6	43,254	49,751	53,640	57,515
< 9 years (6,7,8) Step 7-9	45,159	51,917	55,988	60,033
< 12 years (9,10,11) Step 10-12	45,772	52,609	56,733	60,855
< 15 years (12,13,14) Step 13-15	46,581	53,574	57,776	61,964
< 18 years (15,16,17) Step 16-18	47,637	54,788	59,081	63,360
< 21 years (18,19,20) Step 19-21	48,264	55,506	59,851	64,183
< 24 years (21,22,23) Step 22-24	48,864	56,223	60,620	64,991
< 27 years (24,25,26) Step 25-27	49,452	56,798	61,195	65,553
27 + years	50,025	57,385	61,781	66,135

9.5 Month Counselor

197 days

(CO)

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	41,444	47,657	51,395	55,106
< 6 Years (3,4,5) Step 4-6	45,567	52,411	56,509	60,591
< 9 years (6,7,8) Step 7-9	47,575	54,694	58,983	63,243
< 12 years (9,10,11) Step 10-12	48,219	55,422	59,766	64,108
< 15 years (12,13,14) Step 13-15	49,072	56,440	60,866	65,279
< 18 years (15,16,17) Step 16-18	50,185	57,718	62,241	66,748
< 21 years (18,19,20) Step 19-21	50,845	58,473	63,051	67,615
< 24 years (21,22,23) Step 22-24	51,477	59,228	63,863	68,467
< 27 years (24,25,26) Step 25-27	52,095	59,836	64,466	69,059
27 + years	52,700	60,452	65,085	69,672

Teacher,Counselor, Certificated Psychometrist

10 Month - 202 days

(T0) TEA/CO/RN 10 MO.

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	42,496	48,865	52,700	56,504
< 6 Years (3,4,5) Step 4-6	46,723	53,741	57,943	62,130
< 9 years (6,7,8) Step 7-9	48,781	56,083	60,480	64,849
< 12 years (9,10,11) Step 10-12	49,442	56,828	61,283	65,736
< 15 years (12,13,14) Step 13-15	50,317	57,873	62,410	66,935
< 18 years (15,16,17) Step 16-18	51,460	59,182	63,820	68,441
< 21 years (18,19,20) Step 19-21	52,136	59,957	64,651	69,331
< 24 years (21,22,23) Step 22-24	52,784	60,732	65,482	70,205
< 27 years (24,25,26) Step 25-27	53,418	61,355	66,103	70,812
27 + years	54,038	61,986	66,738	71,440

Teacher, Professional Development Specialist

12 month - 240 Days

(T2) TEA/CERT PSY-12 MO.

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	50,490	58,058	62,615	67,133
< 6 Years (3,4,5) Step 4-6	55,513	63,850	68,842	73,817
< 9 years (6,7,8) Step 7-9	57,958	66,634	71,857	77,047
< 12 years (9,10,11) Step 10-12	58,744	67,520	72,812	78,103
< 15 years (12,13,14) Step 13-15	59,783	68,760	74,151	79,527
< 18 years (15,16,17) Step 16-18	61,140	70,314	75,827	81,317
< 21 years (18,19,20) Step 19-21	61,943	71,235	76,813	82,373
< 24 years (21,22,23) Step 22-24	62,714	72,156	77,802	83,412
< 27 years (24,25,26) Step 25-27	63,466	72,896	78,538	84,133
27 + years	64,203	73,648	79,291	84,878

Salary Supplements

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

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

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

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

COACHING SUPPLEMENT SCHEDULE

Position	VARSITY				Varsity "B" Team		Junior High		Jr. High "B" Team				
	Years as FB Head Coach	Category	0-3 Yrs	4-5 Yrs	5-8 Yrs	Category	All Years	Category	All Years	Category	All Years		
Head Football	A	14,000	16,000	18,000			I	1,500					
	9+ Yrs	20,000											
		All Years											
Head Basketball - Boys	B	6,500					H	2000	I	1500	J	1000	
Head Basketball - Girls	B	6,500					H	2,000	I	1,500	J	1,000	
Assistant Football	C	2 @ 3,000 2 @ 4,000								750			
Football Cheerleading	D	2,500							K**	750			
Basketball Cheerleading	D	2,500							K**	750			
Head Baseball	E	6,500					I	1,500	I	1,500			
Head Softball	E	6,500					I	1500	I	1500			
Volleyball	F	6,500					I	1,500	I	1,500			
Wrestling	G	6,500											
Cross Country Track	I	1,500											
Coach any sport boys		2,500				1500							
Coach any sport girls		2,500				1500							
Athletic compliance officer		3,000				2000							
Swim	H	2,000											
Track - Boys *	I	5,000											
Track - Girls *	I	5,000											
Golf	I	5,000											
Fishing	K	1,000											

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

** Count as 1/2 of a supplement when counting 16 (E-K) per Board policy #6.33

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

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

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

ADMINISTRATIVE PERSONNEL

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

PRINCIPALS/ASSISTANT PRINCIPALS/TITLE I FACILITATORS/AEP ADMINISTRATORS

PRINCIPALS

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

ASSISTANT PRINCIPALS				
CODE AND DESCRIPTION	RANK AND DESCRIPTION	SALARY	DAYS	MONTHLY
A1 ASST PR/AEP-HS	M MASTERS	77,125	240	6,427.09
	AA ED SPEC	80,033	240	6,669.43
	D DOCTORAL	82,942	240	6,911.86
A2 ASST PR/TITLE I FAC-ELEM	M MASTERS	65,491	202	5,457.56
	AA ED SPEC	68,399	202	5,699.90
	D DOCTORAL	71,308	202	5,942.33

Salary placement for assistant principals is determined by the degree.

CENTRAL OFFICE ADMINISTRATION

		Range	
D2 Deputy Superintendent		102,382	114,016
D4 CHIEF SCH FIN OFF		CONTRACT	
D5 EXECUTIVE DIRECTORS		88,420	98,072
D6 DIRECTORS		77,368	82,022
CNP Director			
Safety and Security Director			
Technology Director			
Transportation Director (certified)			
Health Services Director			
Federal Programs Director			
Maintenance Director			
M7 Asst. Maintenance Supervisor		58,715	65,239
SC SPECIALIST/COORDINATOR	240 DAYS	72,482	
504 Coordinator			
Transition Coordinator			
SW SOCIAL WORKER / HOMELESS LIASION / PARENT INVOLVEMENT SPECIALIST		SEE 12 MONTH TEACHER SCHEDULE	
SW SOCIAL WORKER		SEE 10 MONTH TEACHER SCHEDULE	
ASSISTANT SPECIAL EDUCATION DIRECTOR		72,133	77,997
PSYCHOMETRIST		SEE 10 MONTH TEACHER SCHEDULE	
SYSTEM WIDE REGISTERED NURSE		SEE 9 MONTH TEACHER SCHEDULE	
SPECIALIST: OCCUPATIONAL THERAPIST		SEE 9 MONTH TEACHER SCHEDULE	
SPECIAL EDUCATION RESOURCE SPECIALIST		SEE 9 MONTH TEACHER SCHEDULE	
NONCERTIFICATED TRANSPORTATION DIRECTOR		62,826	66,898

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

SUPPORT PERSONNEL

The following 2018-2019 Salary Schedules for Support Personnel reflect the salaries for support employees of the Calhoun County School System. The salaries of some support employees may be based on previous salary schedules.

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

Transportation Department

240 days

Experience	8 hours			
	parts clerk (TR)	mechanic (TA) 34	lead mechanic (TB) 38	asst. trans. Director (TD)
< 1 years (0) Step 1	27,547	33,133	38,444	41,456
< 2 Years (1) Step 2	28,587	34,377	39,941	43,083
< 3 years (2) Step 3	29,627	35,733	41,456	44,620
< 5 years (3,4) Step 4-5	30,691	37,071	43,083	46,372
< 8 years (5,6) Step 6-7	31,866	38,444	44,620	48,100
< 10 years (7,8) Step 8-9	33,132	39,941	46,372	49,855
9 + years Step 10	34,376	41,456	48,100	51,810

Experience	8 hours		
	shop assistant (TE)	route specialist (TS)	shop foreman (TF)
< 1 years (0) Step 1	25,274	40,164	45,627
< 2 Years (1) Step 2	25,526	40,566	46,083
< 3 years (2) Step 3	26,037	41,377	47,005
< 4 years (3) Step 4	26,297	41,790	47,475
< 5 years (4) Step 5	26,823	42,626	48,425
< 6 years (5) Step 6	27,091	43,053	48,909
< 7 years (6) Step 7	27,904	44,343	50,376
< 8 years (7) Step 8	28,462	45,230	51,383
< 9 years (8) Step 9	29,316	46,587	52,411
< 10 years (9) Step 10	29,902	47,519	53,460
10 + years Step 11	30,799	48,945	54,529

Bus Aide / Driver
182 days

Experience	SpEd bus aide (BA)	SpEd bus driver (SP)	regular bus driver (BD)	regular bus driver with cctc route (BD)
< 1 years (0) Step 1	10,734	13,742	12,347	20,816
< 2 Years (1) Step 2	11,060	13,994	12,609	21,077
< 3 years (2) Step 3	11,407	14,217	12,818	21,286
< 5 years (3,4) Step 4-5	11,753	14,485	13,092	21,560
< 8 years (5,6) Step 6-7	12,110	14,802	13,339	21,807
< 10 years (7,8) Step 8-9	12,505	14,968	13,574	22,042
9 + years Step 10	12,901	15,214	13,809	22,277

gifted routes paid at \$10.50 per hour worked

CNP MANAGERS 185 DAYS

Experience	High School (CH)			Elem / Middle (CM)	
	7 hrs	7.5 hrs	8 hrs	7.5 hrs	8 hrs
< 1 years (0) Step 1	19,590	20,899	22,209	20,183	21,445
< 2 Years (1) Step 2	20,258	21,615	22,972	20,899	22,209
< 3 years (2) Step 3	20,943	22,348	23,754	21,615	22,972
< 5 years (3,4) Step 4-5	21,691	23,150	24,610	22,348	23,754
< 8 years (5,6) Step 6-7	22,506	24,024	25,541	23,150	24,610
< 10 years (7,8) Step 8-9	23,305	24,879	26,455	24,024	25,541
9 + years Step 10	24,184	25,823	27,499	24,879	26,455

CNP ASSISTANT MANAGERS

Experience	High School (CB)		High Sch (CC)	Elem / Middle (CM)	
	180 Days 7 hrs	180 Days 7.5 hrs	184 Days 7.5 hrs	184 Days 7 hrs	183 Days 7.5 hrs
< 1 years (0) Step 1	17,820	18,993	19,386	17,559	18,596
< 2 Years (1) Step 2	18,443	19,671	20,080	18,177	19,288
< 3 years (2) Step 3	19,094	20,368	20,793	18,826	19,978
< 5 years (3,4) Step 4-5	19,744	21,064	21,504	19,490	20,686
< 8 years (5,6) Step 6-7	20,410	21,778	22,234	20,155	21,395
< 10 years (7,8) Step 8-9	21,139	22,559	23,033	20,835	22,120
9 + years Step 10	21,932	23,408	23,901	21,581	22,915

CNP CASHIERS

Experience	184 Days (C1)			182 Days (C2)	180 Days (C3)
	4 hours	5 hours	6 hours	4 hours	4 hours
< 1 years (0) Step 1	9,920	11,858	13,795	9,837	9,753
< 2 Years (1) Step 2	10,209	12,218	14,227	10,122	10,035
< 3 years (2) Step 3	10,530	12,618	14,708	10,438	10,348
< 5 years (3,4) Step 4-5	10,850	13,018	15,186	10,756	10,661
< 8 years (5,6) Step 6-7	11,178	13,428	15,679	11,080	10,982
< 10 years (7,8) Step 8-9	11,506	13,839	16,171	11,404	11,303
9 + years Step 10	11,842	14,259	16,680	11,737	11,632

CNP WORKERS

Experience	183 Days (C4)				180 Days (C5)		179 Days (C6)		
	4 hours	5 hours	6 hours	7 hours	6 hours	7 hours	5.5 hours	6 hours	7 hours
< 1 years (0) Step 1	8,558	10,154	11,749	13,345	11,593	13,162	10,760	11,539	13,101
< 2 Years (1) Step 2	8,813	10,472	12,131	13,792	11,968	13,600	11,102	11,914	13,537
< 3 years (2) Step 3	9,060	10,780	12,502	14,224	12,333	14,025	11,434	12,276	13,959
< 5 years (3,4) Step 4-5	9,321	11,109	12,895	14,682	12,720	14,477	11,788	12,662	14,409
< 8 years (5,6) Step 6-7	9,601	11,457	13,313	15,170	13,131	14,957	12,162	13,069	14,886
< 10 years (7,8) Step 8-9	9,880	11,805	13,732	15,657	13,541	15,437	12,537	13,479	15,363
9 + years Step 10	10,165	12,164	14,161	16,158	13,965	15,929	12,922	13,900	15,854

Aides

Experience	ISD Aide (DA)		Library Aide (LA)		
	203 days 8 hrs	182 days 7.5 hrs	187 days 4 hrs	187 days 7 hrs	187 days 7.5 hrs
< 1 years (0) Step 1	17,507	15,012	9,763	15,454	16,403
< 2 Years (1) Step 2	18,132	15,503	10,048	15,952	16,958
< 3 years (2) Step 3	18,793	16,022	10,340	16,464	17,546
< 5 years (3,4) Step 4-5	19,452	16,541	10,665	17,063	18,199
< 7 years (5,6) Step 6-7	20,132	17,108	10,990	17,672	18,851
< 9 years (7,8) Step 8-9	20,889	17,744	11,324	18,297	19,520
9 + years Step 10	21,644	18,379	11,658	18,920	20,189

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	13,302	14,156	15,012	14,224	15,083	15,944
< 2 Years (1) Step 2	13,725	14,615	15,503	14,682	15,576	16,470
< 3 years (2) Step 3	14,176	15,099	16,022	15,170	16,098	17,055
< 5 years (3,4) Step 4-5	14,626	15,584	16,541	15,657	16,621	17,652
< 7 years (5,6) Step 6-7	15,089	16,083	17,108	16,158	17,196	18,265
< 9 years (7,8) Step 8-9	15,604	16,638	17,744	16,723	17,834	18,945
9 + years Step 10	16,118	17,231	18,379	17,319	18,473	19,627

OSR Classroom Auxillary Teacher Aide	19,223
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This salary determined by OSR Grant

LOCAL SCHOOL NURSE (SN)

Experience	187 days 7 hrs	187 days 7.5 hrs	187 days 8 hrs
< 1 years (0) Step 1	21,769	23,240	24,790
< 2 Years (1) Step 2	22,592	24,121	25,733
< 3 years (2) Step 3	23,383	24,997	26,660
< 5 years (3,4) Step 4-5	24,196	25,923	27,653
< 7 years (5,6) Step 6-7	25,135	26,930	28,726
< 9 years (7,8) Step 8-9	26,089	27,954	29,816
9 + years Step 10	27,114	29,052	30,988

LOCAL SCHOOL SECRETARY

	Elementary / Middle School Secretary (SE)		High School Secretary (HS)			Transportation, Maintenance, Technology (S5)
Experience	187 Days 4 hrs	187 Days 7.5 hrs	187 Days 4 hrs	187 Days 7.5 hrs	222 days 7.5 hrs (S4) (grandfathered-no more new hires)	240 Days 7.5 hrs
< 1 years (0) Step 1	10,985	18,745	11,320	19,416	22,826	26,598
< 2 Years (1) Step 2	11,320	19,416	11,664	20,105	23,644	27,603
< 3 years (2) Step 3	11,664	20,105	12,008	20,796	24,463	28,609
< 5 years (3,4) Step 4-5	12,008	20,796	12,359	21,500	25,307	29,639
< 7 years (5,6) Step 6-7	12,359	21,500	12,745	22,273	26,272	30,768
< 9 years (7,8) Step 8-9	12,745	22,273	13,164	23,114	27,319	31,995
9 + years Step 10	13,164	23,114	13,573	23,938	28,345	33,197

LOCAL SCHOOL BOOKKEEPERS

Experience	Elem/middle 240 days 7.5 hrs (BE)	High 240 Days 7.5 hrs (BH)
< 1 years (0) Step 1	26,799	27,776
< 3 Years (1,2) Step 2-3	27,778	28,776
< 5 years (3,4) Step 4,5	29,833	31,078
< 7 years (5,6) Step 6,7	30,967	32,321
< 9 years (7,8) Step 8-9	32,205	33,630
9+ years Step 10	33,655	35,143

Maintenance / Local School Custodian

240 days

8 hours

LOCAL SCHOOL		MAINTENANCE DEPARTMENT						
Experience	CU custodian local school	MN worker 1 (29)	M1 worker 2 (30)	M2 painter (31)	M3 EQ/WE/C AR/FL (32)	M4 carpenter licensed (33)	M5 PL/HVAC/ ELEC (36)	M6 LEAD (39)
< 1 years (0) Step 1	20,572	28,373	29,443	30,517	31,614	32,819	36,806	41,139
< 2 Years (1) Step 2	21,346	29,444	30,517	31,614	32,819	34,128	38,183	42,699
< 3 years (2) Step 3	22,095	30,516	31,614	32,819	34,128	35,409	39,598	44,377
< 5 years (3,4) Step 4-5	22,893	31,611	32,819	34,128	35,409	36,806	41,139	45,957
< 7 years (5,6) Step 6-7	23,724	32,822	34,128	35,409	36,806	38,183	42,699	47,763
< 9 years (7,8) Step 8-9	24,584	34,127	35,409	36,806	38,183	39,598	44,377	49,542
9 + years Step 10	25,510	35,408	36,806	38,183	39,598	41,139	45,957	51,350

TECHNOLOGY 240 DAYS / 7.5 HOURS

Appl Supp Spec / Tech (TC)			
Experience	No Degree	2 yr degree	4 yr degree
< 4 years (0,1,2,3) Step 1-4	28,489	32,372	36,258
>3 Years (4 +) Step 5-10	32,372	36,258	40,142
CERTIFICATION SUPPLEMENTS			
MCSE			1,800
A+			1,200
mcp, google apps, google admin (each)			500

Webmaster / Data Specialist (WB)	
no degree	36,244
2 year degree	40,142
4 year degree	44,023

Tech Manager (TM)	
Experience	Salary
< 4 years (0,1,2,3) Step 1-4	54,386
>3 Years (4,5,6) Step 5-7	58,271
>6 Years (7,8,9) Step 8-10	62,155

CENTRAL OFFICE SUPPORT STAFF 240 DAYS, 7.5 HOURS PER DAY

Experience	Book-keeper / Secretary / Receptionist (BK)	Fiscal Services Bookkeeper	Leaps book-keeper/ fiscal svcs (LP)	Admin Asst # 1 (SS)	Experience	Accountant (AC)	Experience	Admin Asst # 2 (D9)
< 1 years (0) Step 1	32,230	34,776	36,167	33,500	< 1 years (0) Step 1	45,821	< 1 years (0) Step 1	41,830
< 2 Years (1) Step 2	33,520	36,167	37,613	34,756	< 2 Years (1) Step 2	48,112	< 2 Years (1) Step 2	43,399
< 3 years (2) Step 3	34,776	37,523	39,025	36,043	< 3 years (2) Step 3	49,074	< 3 years (2) Step 3	45,026
< 5 years (3,4) Step 4-5	36,167	39,025	40,585	37,444	< 4 years (3) Step 4	50,056	< 4 years (3) Step 4	46,827
< 7 years (5,6) Step 6-7	37,523	40,488	42,107	38,866	< 5 years (4) Step 5	51,057	< 5 years (4) Step 5	48,935
< 9 years (7,8) Step 8-9	38,912	41,986	43,665	40,393	< 6 years (5) Step 6	52,078	< 7 years (5,6) Step 6-7	50,794
9 + years Step 10	40,429	43,623	45,369	41,830	< 7 years (6) Step 7	53,120	< 9 years (7,8) Step 8-9	52,827
					< 8 years (7) Step 8	54,182	9+ years Step 10	54,675
					< 9 years (8) Step 9	55,266		
					< 9 + years Step 10	56,371		

Career Coach CT - career coach
 10 Month / 202 Days E3

Experience	BS	MS	AA ED SPEC	DO
< 3 years (0,1,2) Step 1-3	39,340	45,237	48,785	52,309
< 6 Years (3,4,5) Step 4-6	43,254	49,751	53,640	57,515
< 9 years (6,7,8) Step 7-9	45,159	51,917	55,988	60,033
< 12 years (9,10,11) Step 10-12	45,772	52,609	56,733	60,855
< 15 years (12,13,14) Step 13-15	46,581	53,574	57,776	61,964
< 18 years (15,16,17) Step 16-18	47,637	54,788	59,081	63,360
< 21 years (18,19,20) Step 19-21	48,264	55,506	59,851	64,183
< 24 years (21,22,23) Step 22-24	48,864	56,223	60,620	64,991
< 27 years (24,25,26) Step 25-27	49,452	56,798	61,195	65,553
27 + years	50,025	57,385	61,781	66,135

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
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Substitute Bus Drivers

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

Extra Bus Trips Driver

Hourly Rate	\$9.00 / hour
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