

Salary Schedule Certified

Birmingham City Schools



"Dare to be Remarkable"

Board Approved September 11, 2007



INTRODUCTION

The 2007-2008 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified employees must possess a valid Alabama Teacher’s Certificate or are eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification and/or assignment. Effective February 1, 1996, certified employees (teachers) were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as “STEPS” on the schedule. Experience for teach-ers will be granted based on public education in this system, other public education experience in the State of Alabama, or other public education experience outside the state. It is the responsibility of the employee to submit the appropriate information pertaining to experience, degree/certification and to verify the receipt of the accurate salary.

A teacher promoted to an administrative position or another certified position will be paid at least the same daily rate plus two additional steps on the appropriate schedule.

Classified employees promoted to another position will be paid at least the same daily rate plus 2 additional steps.

All employees are paid in twelve equal monthly installments, regardless of the length of the contract.

The following minimum number of days must be worked in a contract year:

Nine Months.....	187 Days
Ten Months.....	204 Days
Eleven Months.....	224 Days
Twelve Months.....	240 Days

Act No: 2007-296 provides for a 7% salary increase for the 2007-2008 fiscal year. The local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year.

The Birmingham Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises in September 2007.

A stipend of \$500.00 will be paid to new school bus drivers after they complete three months of work. This stipend is for out-of-pocket expenses, travel, and training time required to become a school bus driver.

SUBSTITUTE EMPLOYEES

Definitions

1. **Substitute Teacher** - A person employed on a temporary basis to fill-in for a regular teacher who is out on **paid or unpaid** leave status.
2. **Interim Teacher** - A certified substitute employed on a temporary basis to fill in for a regular teacher on **unpaid leave status for more than an academic semester**.
3. **Paid Leave** – Compensated absences covered under the following types of approved leave: sick, catastrophic, vacation, personal, professional, and any others that may be allowed by Board policy.
4. **Selection** - Substitute teachers are selected for service by school principals or their designees from an approved list of eligible candidates maintained by the Board of Education. Prospective substitutes are not guaranteed employment by virtue of their inclusion in or on a roster or pool of eligible substitutes. Also, individuals employed as substitute teachers are not guaranteed employment as interim teachers.
5. **Compensation** – Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Birmingham City Board of Education. Substitute teachers are not eligible for employee benefits.

<u>Number of Days Worked</u>	<u>Compensation</u>
Less than 20 days	Regular substitute pay \$60 p/day
20 or more consecutive days	Extended substitute pay \$125 p/day starts on the 21st day-certified only
Extended pay begins on the 21 st day in the same school, same position (there is no retroactive pay) substitute must have a current Alabama Certificate; However, if a day is missed for any reason (other than authorized by the Board) after a substitute has worked consecutively 21 days and is being paid the extended substitute pay, the substitute's pay is reverted back to the regular substitute compensation of \$60 per day until 20 or more consecutive days are worked again.	

Interim teachers are paid a prorated salary (current teacher salary schedule established by the Board) based on degree and experience and the number of contract days to be worked during the school year. Interim teachers receive all applicable employee benefits. Interim teachers must be employed for a semester or more in the same position.

Retired teachers certified and serving in critical needs areas (math, science, special education, foreign language) will be compensated at \$125 per day regardless of the number of days worked. The said retired teacher must be serving in a vacant position or substituting for an employee on extended leave.

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TEACHERS 9 MONTHS 187 DAYS
SCHEDULE 16

Step	Bachelor's Degree	Master's Degree	AA Degree	Doctoral Degree	Non Degree*
Level	1	2	3	4	5
1	36,780.00	41,788.00	45,494.00	49,552.00	36,780.00
2	37,042.00	42,050.00	45,756.00	49,814.00	37,042.00
3	40,876.00	46,465.00	50,446.00	54,505.00	40,876.00
4	41,185.00	46,723.00	50,706.00	54,768.00	41,185.00
5	41,469.00	47,298.00	51,280.00	55,337.00	41,469.00
6	43,286.00	49,286.00	53,389.00	57,565.00	43,286.00
7	43,849.00	49,851.00	53,953.00	58,129.00	43,849.00
8	44,459.00	50,460.00	54,563.00	58,741.00	44,459.00
9	45,022.00	51,023.00	55,124.00	59,303.00	45,022.00
10	45,606.00	51,608.00	55,710.00	59,891.00	45,606.00
11	46,173.00	52,220.00	56,321.00	60,504.00	46,173.00
12	47,011.00	53,036.00	57,158.00	61,356.00	47,011.00
13	47,011.00	53,036.00	57,158.00	61,356.00	47,011.00
14	47,011.00	53,036.00	57,158.00	61,356.00	47,011.00
15	47,459.00	53,543.00	57,706.00	61,944.00	47,459.00
16-23	47,459.00	53,543.00	57,706.00	61,944.00	47,459.00
24	47,994.00	54,078.00	58,241.00	62,479.00	47,994.00
25	47,994.00	54,078.00	58,241.00	62,479.00	47,994.00
26	47,994.00	54,078.00	58,241.00	62,479.00	47,994.00
27+	48,529.00	54,613.00	58,776.00	63,014.00	48,529.00

* The non-degree salary schedule pertains to some full-time instructional employees who provide daily instructions in select military and/or career technical areas. All State and Board requirements and/or mandates for employment are still applicable.

TEACHERS 10 MONTHS 204 DAYS
SCHEDULE 25

Step	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
Level	1	2	3	4
1	40,123.00	45,588.00	49,628.00	54,057.00
2	40,408.00	45,875.00	49,915.00	54,342.00
3	44,592.00	50,690.00	54,753.00	59,460.00
4	44,948.00	50,991.00	55,338.00	59,773.00
5	45,259.00	51,618.00	55,965.00	60,392.00
6	46,051.00	53,787.00	58,267.00	62,826.00
7	47,855.00	54,405.00	58,883.00	63,442.00
8	48,521.00	55,069.00	59,550.00	64,110.00
9	49,136.00	55,685.00	60,160.00	64,723.00
10	49,775.00	56,323.00	60,800.00	65,361.00
11	50,391.00	56,992.00	61,467.00	66,031.00
12	51,305.00	57,881.00	62,380.00	66,963.00
13	51,305.00	57,881.00	62,380.00	66,963.00
14	51,305.00	57,881.00	62,380.00	66,963.00
15	51,797.00	58,436.00	62,976.00	67,603.00
16-23	51,797.00	58,436.00	62,976.00	67,603.00
24-26	52,332.00	58,971.00	63,511.00	68,138.00
27+	52,867.00	59,506.00	64,046.00	68,673.00

TEACHERS 11 MONTHS 224 DAYS
SCHEDULE 02

Step	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
Level	1	2	3	4
1	44,057.00	50,056.00	54,495.00	59,358.00
2	44,369.00	50,371.00	54,809.00	59,670.00
3	48,963.00	55,658.00	60,428.00	65,290.00
4	49,334.00	55,967.00	60,737.00	65,605.00
5	49,674.00	56,656.00	61,425.00	66,285.00
6	51,852.00	59,037.00	63,952.00	68,957.00
7	52,526.00	59,714.00	64,627.00	69,632.00
8	53,257.00	60,443.00	65,359.00	70,366.00
9	53,932.00	61,118.00	66,030.00	71,038.00
10	54,631.00	61,819.00	66,733.00	71,741.00
11	55,309.00	62,552.00	67,464.00	72,475.00
12	56,310.00	63,530.00	68,467.00	73,497.00
13	56,310.00	63,530.00	68,467.00	73,497.00
14	56,310.00	63,530.00	68,467.00	73,497.00
15	56,850.00	64,137.00	69,122.00	74,201.00
16-23	56,850.00	64,137.00	69,122.00	74,201.00
24-26	57,385.00	64,672.00	69,657.00	74,736.00
27+	57,920.00	65,207.00	70,192.00	75,271.00

TEACHERS 12 MONTHS 240 DAYS
SCHEDULE 26

Step	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
Level	1	2	3	4
1	47,205.00	53,633.00	58,386.00	63,596.00
2	47,537.00	53,968.00	58,723.00	63,931.00
3	52,460.00	59,634.00	64,417.00	69,954.00
4	53,445.00	60,631.00	65,799.00	71,071.00
5	53,814.00	61,377.00	66,545.00	71,808.00
6	56,170.00	63,957.00	69,282.00	74,703.00
7	56,903.00	64,689.00	70,014.00	75,434.00
8	57,693.00	65,480.00	70,807.00	76,228.00
9	58,426.00	66,211.00	71,532.00	76,958.00
10	59,182.00	66,970.00	72,294.00	77,719.00
11	59,917.00	67,764.00	73,087.00	78,514.00
12	61,003.00	68,823.00	74,172.00	79,622.00
13	61,003.00	68,823.00	74,172.00	79,622.00
14	61,003.00	68,823.00	74,172.00	79,622.00
15	61,586.00	69,482.00	74,882.00	80,383.00
16-23	61,586.00	69,482.00	74,882.00	80,383.00
24-26	62,121.00	70,017.00	75,417.00	80,918.00
27+	62,656.00	70,552.00	75,952.00	81,453.00