

Salary Schedule Certified

Birmingham City Schools



FY 2013

Board Approved September 25, 2012



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INTRODUCTION

The 2012-2013 Salary Schedule provides a uniform and equitable payment of wages for service rendered by certificated employees. Certified employees must possess a valid Alabama Teacher’s Certificate or are eligible for a waiver from the State Department of Education.

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 teachers 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.

PROMOTION

Upon promotion to a new position, an employee will be placed on "step 1" of the new salary schedule. (In the event that placement on “step 1” will not result in a 5% pay increase, the employee will be placed on the next appropriate step that allows the employee to receive at least a 5% increase in pay.)

OTHER INFORMATION

Birmingham City Schools shall pay teachers for the highest degree earned from a regionally accredited institution ONLY after the advanced degree has been recognized by the State Department of Education.

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:

Certified

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

During years of State mandated raises, 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 same shall hold true for step increases.

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

VACATION LEAVE

1. Twelve-month employees may accrue up to 10 days of vacation leave. A twelve-month employee may begin accruing vacation days, effective at the beginning of his/her twelve month contract. However, the employee must have worked at least half the month before accruing occurs.
2. A twelve-month employee who has worked at least 15 years for Birmingham City Schools as a twelve-month employee may accrue 15 vacation days per year.

LOCAL TRAVEL EXPENSE ALLOWANCE*

\$80.00 per month

Program Specialists, Coordinators, Principal, Directors, Social Workers, Computer Technicians, Area CNP Supervisors, Itinerant Teachers & Itinerant Nurses (if required to go to more than one location during the day), Bookkeepers & CNP Directors, etc. (only those who are required to make daily bank deposits)

\$50.00 per month

Assistant Principals, Local School Accountants and General Counsel

*Does not apply to employees who drive Board-owned vehicles

*Other employee type(s) who travel extensively for District business may be added or removed upon Superintendent's assessment and approval.

*Other employees who sporadically travel for District business may continue to submit a local travel reimbursement form for reimbursement.

*This allowance does not apply to Itinerant employees who are not required to travel from one location to another location during the day. Example: An itinerant teacher who is scheduled to go to School A on Mondays, Wednesdays, and Fridays and is scheduled to go to School B on Tuesdays and Thursdays. Teacher is not scheduled to go from School A to School B (or vice versa) during these days.

**TEACHERS & CURRICULUM COACHES 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	50,708.00	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.

SUBSTITUTE EMPLOYEES

A substitute employee is a person paid on a day to day basis either in the place of an absent employee or in a vacant or unfilled position. A substitute does not receive benefits. A substitute employee may not be used for an itinerate teacher (i.e. art, music, speech pathologist), instructional support teacher (i.e. guidance counselor, library media specialist, instructional specialist), assistant principal, principal, or any other central office administrator.

Type Substitute	Rate of Pay	Certification
Non Certified Substitute	\$8 per hour (not to exceed 7.5 hours)	Current AL Substitute Teacher's License
Certified Substitute ¹	\$8 per hour (not to exceed 7.5 hours)	Valid AL Class B professional Certification (In-Field)
Certified Substitute (Mathematic or Science)	\$200 per day (vacant position)	Valid AL Class B professional certification (Math or Science)

Substitute Teacher – Non Certified

A person who meets the minimum requirements of holding a current substitute teacher's license issued by the Alabama State Department of Education. **(Form Sub 2004)**

Substitute Teacher – Certified

A person who meets the minimum requirements of holding a valid AL Class B professional certificate issued by the Alabama State Department of Education. *A valid certificate must be on file in the Human Resources Department.* **(ALA. CODE § 16-24-1 (1975))**

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.

¹ **Board Approved Vacancy Only** - Certified Substitutes will be paid at an hourly rate of \$8 per hour for working twenty consecutive days or less. Beginning with the 21st consecutive workday, a substitute will be paid for \$125 per day until there is a break in service (i.e. missed workday, absent, etc.). A break in service will require the substitute employee's pay to be restored at \$8 per hour until he/she reaches 21 or more consecutive workdays.

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

**COUNSELOR 10 MONTHS 204 DAYS
SCHEDULE 91**

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	51,309.00	55,655.00	60,084.00
2	51,619.00	55,967.00	60,393.00
3	51,932.00	56,276.00	60,707.00
4	52,243.00	56,586.00	61,015.00
5	52,839.00	57,181.00	61,609.00
6	55,072.00	59,549.00	64,106.00
7	55,688.00	60,161.00	64,723.00
8	56,327.00	60,801.00	65,359.00
9	56,995.00	61,469.00	66,026.00
10	57,610.00	62,082.00	66,641.00
11	58,248.00	62,725.00	67,281.00
12	58,528.00	63,026.00	67,604.00
13	58,528.00	63,026.00	67,604.00
14	58,528.00	63,026.00	67,604.00
15	59,088.00	63,628.00	68,252.00
16-23	59,088.00	63,628.00	68,252.00
24-26	59,623.00	64,163.00	68,787.00
27+	60,158.00	64,698.00	69,322.00

**COUNSELOR 11 MONTHS 224 DAYS
SCHEDULE 92**

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	56,340.00	61,112.00	65,975.00
2	56,679.00	61,454.00	66,315.00
3	57,022.00	61,793.00	66,658.00
4	57,365.00	62,134.00	66,997.00
5	58,020.00	62,788.00	67,649.00
6	60,473.00	65,386.00	70,393.00
7	61,148.00	66,059.00	71,068.00
8	61,849.00	66,762.00	71,766.00
9	62,583.00	67,495.00	72,499.00
10	63,258.00	68,168.00	73,175.00
11	63,959.00	68,873.00	73,877.00
12	64,267.00	69,204.00	74,232.00
13	64,267.00	69,204.00	74,232.00
14	64,267.00	69,204.00	74,232.00
15	64,881.00	69,866.00	74,942.00
16-23	64,881.00	69,866.00	74,942.00
24-26	65,416.00	70,401.00	75,477.00
27+	65,951.00	70,936.00	76,012.00

**COUNSELOR 12 MONTHS 240 DAYS
SCHEDULE 28**

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	61,035.00	66,206.00	71,471.00
2	61,402.00	66,575.00	71,842.00
3	61,775.00	66,943.00	72,213.00
4	62,145.00	67,312.00	72,581.00
5	62,854.00	68,020.00	73,287.00
6	65,511.00	70,834.00	76,257.00
7	66,242.00	71,564.00	76,989.00
8	67,003.00	72,325.00	77,747.00
9	67,798.00	73,120.00	78,541.00
10	68,530.00	73,849.00	79,271.00
11	69,288.00	74,612.00	80,033.00
12	69,621.00	74,972.00	80,417.00
13	69,621.00	74,972.00	80,417.00
14	69,621.00	74,972.00	80,417.00
15	70,289.00	75,689.00	81,188.00
16-23	70,289.00	75,689.00	81,188.00
24-26	70,824.00	76,224.00	81,723.00
27+	71,359.00	76,759.00	82,258.00

ELEMENTARY PRINCIPAL 12 MONTHS 240 DAYS
SCHEDULE 23

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	68,138.00	73,227.00	78,204.00
2	68,804.00	73,897.00	78,872.00
3	69,506.00	74,596.00	79,573.00
4	70,173.00	75,263.00	80,238.00
5	70,871.00	75,961.00	80,936.00
6	73,665.00	78,907.00	84,029.00
7	74,382.00	79,625.00	84,749.00
8	75,071.00	80,315.00	85,440.00
9	75,791.00	81,032.00	86,154.00
10	76,477.00	81,721.00	86,936.00
11	77,198.00	82,442.00	87,688.00
12	78,260.00	83,527.00	88,862.00
13	78,260.00	83,527.00	88,862.00
14	78,260.00	83,527.00	88,862.00
15	79,009.00	84,327.00	89,714.00
16	79,009.00	84,327.00	89,714.00

MIDDLE SCHOOL PRINCIPAL 12 MONTHS 240 DAYS
SCHEDULE 09

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	68,799.00	73,941.00	78,964.00
2	69,472.00	74,616.00	79,641.00
3	70,181.00	75,320.00	80,349.00
4	70,856.00	75,996.00	81,018.00
5	71,561.00	76,701.00	81,724.00
6	74,382.00	79,675.00	84,845.00
7	75,106.00	80,400.00	85,574.00
8	75,801.00	81,095.00	86,271.00
9	76,527.00	81,820.00	86,990.00
10	77,221.00	82,516.00	87,783.00
11	77,949.00	83,244.00	88,541.00
12	79,022.00	84,341.00	89,729.00
13	79,022.00	84,341.00	89,729.00
14	79,022.00	84,341.00	89,729.00
15	79,779.00	85,147.00	90,587.00
16	79,779.00	85,147.00	90,587.00

HIGH SCHOOL PRINCIPAL 12 MONTHS - 240 DAYS
SCHEDULE 08

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	70,953.00	76,094.00	80,792.00
2	71,637.00	76,776.00	81,472.00
3	72,322.00	77,461.00	82,159.00
4	73,006.00	78,148.00	82,844.00
5	73,690.00	78,832.00	83,529.00
6	76,587.00	81,879.00	86,741.00
7	77,293.00	82,582.00	87,502.00
8	77,997.00	83,288.00	88,266.00
9	78,700.00	83,993.00	89,027.00
10	79,435.00	84,698.00	89,786.00
11	80,166.00	85,460.00	90,549.00
12	81,319.00	86,638.00	91,754.00
13	81,319.00	86,638.00	91,754.00
14	81,319.00	86,638.00	91,754.00
15	82,098.00	87,469.00	92,633.00
16	82,098.00	87,469.00	92,633.00

ELEMENTARY ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS
SCHEDULE 66

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	51,337.00	55,664.00	60,071.00
2	51,644.00	55,972.00	60,380.00
3	51,955.00	56,280.00	60,691.00
4	52,266.00	56,589.00	60,999.00
5	52,860.00	57,181.00	61,625.00
6	55,089.00	59,545.00	64,083.00
7	55,703.00	60,223.00	64,696.00
8	56,339.00	60,793.00	65,330.00
9	57,004.00	61,458.00	65,993.00
10	57,617.00	62,069.00	66,607.00
11	58,251.00	62,707.00	67,243.00
12	58,531.00	63,009.00	67,567.00
13	58,531.00	63,009.00	67,567.00
14	58,531.00	63,009.00	67,567.00
15	59,091.00	63,610.00	68,212.00
16	59,091.00	63,610.00	68,212.00

MIDDLE SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS
SCHEDULE 72

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	51,508.00	55,834.00	60,243.00
2	51,815.00	56,144.00	60,552.00
3	52,127.00	56,453.00	60,863.00
4	52,437.00	56,760.00	61,170.00
5	53,030.00	57,354.00	61,761.00
6	55,267.00	59,721.00	64,260.00
7	55,879.00	60,332.00	64,874.00
8	56,483.00	60,969.00	65,508.00
9	57,180.00	61,635.00	66,170.00
10	57,792.00	62,245.00	66,783.00
11	58,428.00	62,884.00	67,420.00
12	58,589.00	63,185.00	67,743.00
13	58,589.00	63,185.00	67,743.00
14	58,589.00	63,185.00	67,743.00
15	59,271.00	63,790.00	68,392.00
16	59,271.00	63,790.00	68,392.00

HIGH SCHOOL ASSISTANT PRINCIPAL 10 MONTHS 204 DAYS
SCHEDULE 67

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	57,250.00	61,579.00	66,087.00
2	57,766.00	62,095.00	66,500.00
3	58,283.00	62,608.00	67,016.00
4	58,797.00	63,125.00	67,531.00
5	59,312.00	63,641.00	68,048.00
6	61,604.00	66,061.00	70,599.00
7	62,136.00	66,591.00	71,131.00
8	62,668.00	67,123.00	71,663.00
9	63,200.00	67,653.00	72,193.00
10	63,731.00	68,185.00	72,723.00
11	63,731.00	68,185.00	72,723.00
12	64,038.00	68,512.00	73,072.00
13	64,038.00	68,512.00	73,072.00
14	64,038.00	68,512.00	73,072.00
15	64,651.00	69,169.00	73,772.00
16	64,651.00	69,169.00	73,772.00

COORDINATOR 12 MONTHS 240 DAYS
 SCHEDULE 11
 CERTIFIED

Step	LEVEL Master's Degree	LEVEL AA Certificate	LEVEL Doctoral Degree
Level	2	3	4
1	69,103.00	74,250.00	78,947.00
2	69,717.00	74,863.00	79,561.00
3	70,332.00	75,479.00	80,177.00
4	70,946.00	76,092.00	80,790.00
5	71,559.00	76,702.00	81,402.00
6	74,312.00	79,612.00	84,449.00
7	74,945.00	80,244.00	85,082.00
8	75,577.00	80,878.00	85,714.00
9	76,210.00	81,509.00	86,346.00
10	76,840.00	82,140.00	86,975.00
11	76,840.00	82,140.00	86,975.00
12	77,210.00	82,535.00	87,394.00
13	77,210.00	82,535.00	87,394.00
14	77,210.00	82,535.00	87,394.00
15	77,949.00	83,324.00	88,231.00
16-23	77,949.00	83,324.00	88,231.00
24-26	78,484.00	83,859.00	88,766.00
27+	79,019.00	84,394.00	89,301.00

**COORDINATOR 11 MONTHS 224 DAYS
SCHEDULE 15
CERTIFIED**

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	64,497.00	69,300.00	73,684.00
2	65,069.00	69,873.00	74,257.00
3	65,644.00	70,447.00	74,831.00
4	66,215.00	71,020.00	75,403.00
5	66,789.00	71,589.00	75,975.00
6	69,358.00	74,305.00	78,819.00
7	69,949.00	74,895.00	79,408.00
8	70,539.00	75,486.00	80,000.00
9	71,130.00	76,074.00	80,590.00
10	71,717.00	76,664.00	81,177.00
11	71,717.00	76,664.00	81,177.00
12	72,062.00	77,032.00	81,569.00
13	72,062.00	77,032.00	81,569.00
14	72,062.00	77,032.00	81,569.00
15	72,752.00	77,768.00	82,348.00
16	72,752.00	77,768.00	82,348.00

ADMINISTRATIVE PERSONNEL
 12 MONTHS 240 DAYS
 SCHEDULE 64
 Certified Schedule

Step	DIRECTOR	SENIOR DIRECTOR	ASSISTANT SUPERINTENDENTS	OFFICERS EFFECTIVE 9/01/04 New Employees Only	OFFICERS (GRANDFATHERED)
LEVEL	1	2	3	7	8
1	72,763.00	83,637.00	105,822.00	110,755.00	105,822.00
2	74,910.00	85,798.00	106,825.00	111,946.00	109,986.00
3	77,058.00	87,960.00	107,828.00	113,137.00	114,148.00
4	79,204.00	90,121.00	108,830.00	114,328.00	118,313.00
5	81,350.00	92,283.00	109,833.00	115,519.00	122,477.00
6	83,497.00	94,445.00	110,836.00	116,710.00	126,640.00
7	85,644.00	96,605.00	111,839.00	117,901.00	130,805.00
8	87,790.00	98,766.00	112,842.00	119,091.00	134,967.00
9	89,938.00	100,927.00	113,844.00	120,282.00	139,130.00
10	92,086.00	103,089.00	114,848.00	121,473.00	143,295.00
11	92,681.00	103,685.00	115,849.00	122,664.00	
12	93,277.00	104,279.00	116,853.00	123,855.00	
13	93,872.00	104,875.00	117,855.00	125,046.00	
14	94,468.00	105,470.00	118,858.00	126,237.00	
15	95,063.00	106,066.00	119,861.00	127,428.00	
16	95,658.00	106,661.00	120,815.00	128,619.00	

ATTENDANCE HEARING OFFICER
 11 MONTHS 224 DAYS
 SCHEDULE 68

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	63,233.00	68,014.00	72,994.00
2	63,802.00	68,584.00	73,450.00
3	64,375.00	69,151.00	74,021.00
4	64,942.00	69,721.00	74,589.00
5	65,510.00	70,292.00	75,159.00
6	68,044.00	72,967.00	77,979.00
7	68,630.00	73,551.00	78,565.00
8	69,219.00	74,138.00	79,152.00
9	69,805.00	74,724.00	79,739.00
10	70,392.00	75,311.00	80,323.00
11	70,392.00	75,311.00	80,323.00
12	70,731.00	75,673.00	80,710.00
13	70,731.00	75,673.00	80,710.00
14	70,731.00	75,673.00	80,710.00
15	71,407.00	76,396.00	81,483.00
16	71,407.00	76,396.00	81,483.00

ATTENDANCE HEARING OFFICER
12 MONTHS 240 DAYS
SCHEDULE 65

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	67,750.00	72,873.00	78,208.00
2	68,360.00	73,483.00	78,697.00
3	69,179.00	74,092.00	79,308.00
4	69,580.00	74,701.00	79,917.00
5	70,189.00	75,312.00	80,528.00
6	72,903.00	78,178.00	83,549.00
7	73,532.00	78,805.00	84,176.00
8	74,162.00	79,432.00	84,805.00
9	74,791.00	80,061.00	85,435.00
10	75,419.00	80,690.00	86,061.00
11	75,419.00	80,690.00	86,061.00
12	75,783.00	81,079.00	86,475.00
13	75,783.00	81,079.00	86,475.00
14	75,783.00	81,079.00	86,475.00
15	76,508.00	81,853.00	87,303.00
16	76,508.00	81,853.00	87,303.00

ATTENDANCE OFFICER 10 MONTHS 204 DAYS
 SCHEDULE 69
 THIS IS CERTIFIED SCHEDULE

Step	Bachelor's	Master's	AA	Doctoral
Level	1	2	3	4
1	46,282.00	52,508.00	56,981.00	61,548.00
2	46,640.00	52,865.00	57,339.00	61,904.00
3	46,997.00	53,222.00	57,637.00	62,262.00
4	47,354.00	53,580.00	58,053.00	62,619.00
5	47,712.00	53,937.00	58,411.00	62,976.00
6	48,069.00	54,294.00	58,768.00	63,334.00
7	48,427.00	54,650.00	59,125.00	63,691.00
8	48,522.00	55,068.00	59,550.00	64,110.00
9	49,136.00	55,685.00	60,159.00	64,723.00
10	49,776.00	56,322.00	60,799.00	65,361.00
11	50,391.00	56,992.00	61,466.00	66,031.00
12	51,060.00	57,881.00	62,380.00	66,963.00
13	51,060.00	57,881.00	62,380.00	66,963.00
14	51,060.00	57,881.00	62,380.00	66,963.00
15	51,417.00	58,436.00	62,976.00	67,603.00
16	51,417.00	58,436.00	62,976.00	67,603.00

**ATTENDANCE OFFICER 11 MONTHS 224 DAYS
SCHEDULE 59**

Step	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
Level	1	2	3	4
1	50,820.00	57,654.00	62,568.00	67,582.00
2	51,213.00	58,047.00	62,959.00	67,974.00
3	51,603.00	58,440.00	63,315.00	68,366.00
4	51,996.00	58,831.00	63,745.00	68,758.00
5	52,389.00	59,224.00	64,137.00	69,151.00
6	52,781.00	59,617.00	64,407.00	69,542.00
7	53,173.00	60,006.00	64,922.00	69,936.00
8	53,279.00	60,466.00	65,387.00	70,394.00
9	53,953.00	61,145.00	66,056.00	71,068.00
10	54,655.00	61,843.00	66,759.00	71,769.00
11	55,331.00	62,577.00	67,491.00	72,504.00
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	56,850.00	64,137.00	69,122.00	74,201.00

ATTENDANCE OFFICER 12 MONTHS 240 DAYS
SCHEDULE 70

Step	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
Level	1	2	3	4
1	54,451.00	61,774.00	67,037.00	72,408.00
2	54,869.00	62,193.00	67,458.00	72,830.00
3	55,291.00	62,614.00	68,438.00	73,249.00
4	55,711.00	63,034.00	68,579.00	73,670.00
5	56,131.00	63,455.00	68,719.00	74,091.00
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	61,586.00	69,482.00	74,882.00	80,383.00

PROGRAM SPECIALIST
12 MONTHS 240 DAYS
SCHEDULE 32

Step	Bachelor's Degree	Master's Degree	AA Certificate	Doctoral Degree
Level	1	2	3	4
1	61,739.00	67,638.00	72,781.00	77,481.00
2	62,097.00	68,252.00	73,397.00	78,093.00
3	62,454.00	68,864.00	74,010.00	78,706.00
4	62,812.00	69,478.00	74,622.00	79,320.00
5	63,169.00	70,091.00	75,236.00	79,934.00
6	63,526.00	72,802.00	78,102.00	82,939.00
7	63,883.00	73,436.00	78,732.00	83,571.00
8	64,240.00	74,067.00	79,363.00	84,201.00
9	64,597.00	74,700.00	79,996.00	84,832.00
10	64,955.00	75,331.00	80,628.00	85,464.00
11	65,312.00	75,331.00	80,628.00	85,464.00
12	65,670.00	75,692.00	81,014.00	85,874.00
13	65,670.00	75,692.00	81,014.00	85,874.00
14	65,670.00	75,692.00	81,014.00	85,874.00
15	66,027.00	76,416.00	81,789.00	86,696.00
16	66,027.00	76,416.00	81,789.00	86,696.00

PSYCHOMETRICS
12 MONTHS 240 DAYS
SCHEDULE 28

Step	Master's Degree	AA Certificate	Doctoral Degree
Level	2	3	4
1	61,035.00	66,206.00	71,471.00
2	61,402.00	66,575.00	71,842.00
3	61,775.00	66,943.00	72,213.00
4	62,145.00	67,312.00	72,581.00
5	62,854.00	68,020.00	73,287.00
6	65,511.00	70,834.00	76,257.00
7	66,242.00	71,564.00	76,989.00
8	67,003.00	72,325.00	77,747.00
9	67,798.00	73,120.00	78,541.00
10	68,530.00	73,849.00	79,271.00
11	69,288.00	74,612.00	80,033.00
12	69,621.00	74,972.00	80,417.00
13	69,621.00	74,972.00	80,417.00
14	69,621.00	74,972.00	80,417.00
15	70,289.00	75,689.00	81,188.00
16	70,289.00	75,689.00	81,188.00

DIRECTOR - CERTIFIED
12 MONTHS 240 DAYS
SCHEDULE 79

Step	Master's	AA	Doctoral
Level	2	3	4
1	70,664.00	75,806.00	80,745.00
2	71,908.00	77,045.00	81,987.00
3	73,148.00	78,288.00	83,232.00
4	74,389.00	79,530.00	84,474.00
5	75,632.00	80,772.00	85,714.00
6	79,155.00	84,452.00	89,537.00
7	80,435.00	85,729.00	90,817.00
8	81,714.00	87,004.00	92,086.00
9	81,714.00	87,004.00	92,086.00
10	81,714.00	87,004.00	92,086.00
11	81,714.00	87,004.00	92,086.00
12	82,108.00	87,423.00	92,528.00
13	82,108.00	87,423.00	92,528.00
14	82,108.00	87,423.00	92,528.00
15	82,892.00	88,258.00	93,414.00
16	82,892.00	88,258.00	93,414.00