



**BIRMINGHAM**  
CITY SCHOOLS  
BUILDING LEADERS. IMPACTING THE WORLD.

**CERTIFIED**

**SALARY SCHEDULE**

**FY 2019**

**BOARD APPROVED:**

**09-11-2018**

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## INTRODUCTION

The 2018-2019 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 be 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 experience 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).

## QUALIFYING EXPERIENCE

Employment experience gained in the private employment sector may be considered when filling specified positions, which are not traditionally in the education field, but include specialized training or certifications. Such language will be stated in the job posting for specified positions.

## 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 the 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/Operations Specialists, Coordinators, Instructional Superintendents, Principals, 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, General Counsels

\*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.

## SUBSTITUTE EMPLOYEES

1. A substitute employee is a person paid on a day to day basis either in the place of 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 central office administrator.
2. A substitute who is filling a vacant position (vacant position **must be** identified by the Human Resources Department) and holds a current Alabama Certificate may be compensated \$125 per day or \$200 per day for each day served in the identified vacant position.

Type Substitute	Rate of Pay	Certification
Non Certified Substitute	\$10.67 per hour (\$80 per day) (not to exceed 7.5 hours)	Current AL Substitute Teacher's License
Certified Substitute (Other Subject Areas)	\$125 per day (vacant position)	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 and must Board approved.

**TEACHERS, CURRICULUM COACHES, ELEMENTARY SCHOOL COUNSELORS &  
LIBRARIANS  
9 MONTHS 187 DAYS  
SCHEDULE 16**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE	NON-DEGREE* DEGREE
LEVEL	1	2	3	4	5
1	39,992	45,437	49,467	53,879	39,992
2	40,277	45,722	49,751	54,163	40,277
3	44,446	50,522	54,851	59,264	44,446
4	44,782	50,802	55,134	59,550	44,782
5	45,090	51,428	55,758	60,169	45,090
6	47,066	53,590	58,051	62,591	47,066
7	47,678	54,204	58,664	63,205	47,678
8	48,341	54,866	59,327	63,870	48,341
9	48,953	55,478	59,937	64,481	48,953
10	49,588	56,114	60,574	65,121	49,588
11	50,204	56,779	61,239	65,787	50,204
12	51,116	57,667	62,149	66,713	51,116
13	51,116	57,667	62,149	66,713	51,116
14	51,116	57,667	62,149	66,713	51,116
15	51,603	58,219	62,745	67,353	51,603
16-23	51,603	58,219	62,745	67,353	51,603
24	52,185	58,801	63,327	67,935	52,185
25	52,185	58,801	63,327	67,935	52,185
26	52,185	58,801	63,327	67,935	52,185
27+	52,767	59,382	63,909	68,516	52,767

\*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	43,626	49,569	53,962	58,777
2	43,936	49,881	54,273	59,087
3	48,486	55,116	59,534	64,652
4	48,873	55,444	60,170	64,992
5	49,211	56,125	60,852	65,666
6	50,072	58,484	63,355	68,312
7	52,034	59,156	64,025	68,982
8	52,757	59,877	64,750	69,708
9	53,427	60,548	65,413	70,374
10	54,122	61,241	66,109	71,068
11	54,791	61,969	66,834	71,797
12	55,785	62,936	67,827	72,810
13	55,785	62,936	67,827	72,810
14	55,785	62,936	67,827	72,810
15	56,320	63,539	68,476	73,506
16-23	56,320	63,539	68,476	73,506
24	56,902	64,120	69,057	74,088
25	56,902	64,120	69,057	74,088
26	56,902	64,120	69,057	74,088
27+	57,483	64,702	69,639	74,669

**TEACHERS - 11 MONTHS 224 DAYS  
SCHEDULE 02**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	47,904	54,427	59,254	64,541
2	48,243	54,769	59,595	64,880
3	53,238	60,518	65,705	70,991
4	53,642	60,854	66,041	71,334
5	54,011	61,603	66,789	72,073
6	56,380	64,192	69,536	74,978
7	57,113	64,928	70,271	75,713
8	57,907	65,721	71,066	76,510
9	58,642	66,454	71,796	77,241
10	59,402	67,217	72,560	78,006
11	60,138	68,014	73,355	78,804
12	61,227	69,078	74,445	79,915
13	61,227	69,078	74,445	79,915
14	61,227	69,078	74,445	79,915
15	61,814	69,738	75,157	80,680
16-23	61,814	69,738	75,157	80,680
24	62,396	70,323	75,742	81,262
25	62,396	70,323	75,742	81,262
26	62,396	70,323	75,742	81,262
27+	62,977	70,900	76,322	81,843



**TEACHERS - 12 MONTHS 240 DAYS  
SCHEDULE 26**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	51,327	58,317	63,485	69,149
2	51,688	58,680	63,850	69,514
3	57,041	64,842	70,042	76,062
4	58,112	65,926	71,545	77,276
5	58,513	66,737	72,356	78,078
6	61,074	69,542	75,332	81,226
7	61,872	70,338	76,127	82,021
8	62,731	71,198	76,990	82,885
9	63,528	71,992	77,779	83,678
10	64,350	72,817	78,607	84,505
11	65,149	73,681	79,469	85,370
12	66,330	74,832	80,648	86,574
13	66,330	74,832	80,648	86,574
14	66,330	74,832	80,648	86,574
15	66,964	75,550	81,421	87,402
16-23	66,964	75,550	81,421	87,402
24	67,545	76,131	82,002	87,983
25	67,545	76,131	82,002	87,983
26	67,545	76,131	82,002	87,983
27+	68,127	76,713	82,584	88,565

**K-8, MIDDLE & HIGH SCHOOL COUNSELORS  
10 MONTHS 204 DAYS  
SCHEDULE 91**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	55,789	60,515	65,331
2	56,126	60,854	65,667
3	56,467	61,191	66,008
4	56,805	61,527	66,343
5	57,453	62,174	66,989
6	59,880	64,749	69,704
7	60,551	65,414	70,374
8	61,246	66,110	71,066
9	61,972	66,836	71,792
10	62,640	67,503	72,460
11	63,334	68,203	73,156
12	63,639	68,530	73,507
13	63,639	68,530	73,507
14	63,639	68,530	73,507
15	64,248	69,184	74,212
16-23	64,248	69,184	74,212
24	64,829	69,765	74,794
25	64,829	69,765	74,794
26	64,829	69,765	74,794
27+	65,411	70,347	75,375

**LEAD COUNSELOR  
12 MONTHS 240 DAYS  
SCHEDULE LC**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	65,634	71,194	76,860
2	66,031	71,593	77,255
3	66,432	71,989	77,656
4	66,829	72,385	78,050
5	67,592	73,146	78,810
6	70,448	76,175	82,004
7	71,236	76,958	82,793
8	72,054	77,777	83,607
9	72,908	78,631	84,461
10	73,694	79,416	85,247
11	74,511	80,238	86,066
12	74,870	80,623	86,479
13	74,870	80,623	86,479
14	74,870	80,623	86,479
15	75,586	81,393	87,308
16-23	75,586	81,393	87,308
24	76,269	82,077	87,993
25	76,269	82,077	87,993
26	76,269	82,077	87,993
27+	76,954	82,762	88,676

Board approved March 20, 2018

**TENURED ELEMENTARY PRINCIPAL - 12 MONTHS 240 DAYS  
SCHEDULE 23**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	74,088	79,622	85,033
2	74,812	80,350	85,759
3	75,575	81,110	86,521
4	76,300	81,835	87,245
5	77,059	82,594	88,004
6	80,097	85,797	91,367
7	80,877	86,578	92,149
8	81,626	87,328	92,901
9	82,409	88,108	93,677
10	83,155	88,856	94,528
11	83,939	89,641	95,345
12	85,093	90,821	96,621
13	85,093	90,821	96,621
14	85,093	90,821	96,621
15	85,908	91,691	97,548
16-23	85,908	91,691	97,548
24	86,490	92,272	98,130
25	86,490	92,272	98,130
26	86,490	92,272	98,130
27+	87,072	92,854	98,712

**CONTRACTED ELEMENTARY SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CE**

**CONTRACTED ELEMENTARY SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$79,950.00 - \$93,808.00
AA CERTIFICATION	\$82,082.00 - \$98,072.00
DOCTORAL	\$85,280.00 - \$101,270.00

**This schedule will be applicable upon execution of a new contract.**

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**TENURED MIDDLE/K-8 SCHOOL PRINCIPAL - 12 MONTHS 240 DAYS  
SCHEDULE 09**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	74,807	80,398	85,859
2	75,538	81,131	86,595
3	76,310	81,897	87,365
4	77,043	82,632	88,092
5	77,809	83,399	88,860
6	80,877	86,633	92,254
7	81,664	87,421	93,046
8	82,420	88,176	93,804
9	83,210	88,964	94,586
10	83,963	89,721	95,449
11	84,756	90,513	96,273
12	85,922	91,706	97,565
13	85,922	91,706	97,565
14	85,922	91,706	97,565
15	86,746	92,582	98,497
16-23	86,746	92,582	98,497
24	87,327	93,164	99,078
25	87,327	93,164	99,078
26	87,327	93,164	99,078
27+	87,909	93,745	99,660

**CONTRACTED MIDDLE/K-8 SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CM**

**CONTRACTED MIDDLE/K-8 SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$85,280.00 - \$99,138.00
AA CERTIFICATION	\$87,412.00 - \$103,402.00
DOCTORAL	\$90,610.00 - \$106,600.00

**This schedule will be applicable upon execution of a new contract.**

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**TENURED HIGH SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE 08**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	77,149	82,739	87,847
2	77,893	83,481	88,586
3	78,637	84,225	89,333
4	79,381	84,972	90,078
5	80,125	85,716	90,823
6	83,275	89,029	94,315
7	84,042	89,793	95,143
8	84,808	90,561	95,973
9	85,572	91,327	96,801
10	86,372	92,094	97,626
11	87,166	92,922	98,456
12	88,419	94,203	99,766
13	88,419	94,203	99,766
14	88,419	94,203	99,766
15	89,267	95,106	100,722
16-23	89,267	95,106	100,722
24	89,849	95,688	101,303
25	89,849	95,688	101,303
26	89,849	95,688	101,303
27+	90,430	96,270	101,885



**CONTRACTED HIGH SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CP**

**CONTRACTED HIGH SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$95,940.00 - \$115,128.00
AA CERTIFICATION	\$98,072.00 - \$119,392.00
DOCTORAL	\$101,270.00 - \$122,590.00

**This schedule will be applicable upon execution of a new contract.**

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**ELEMENTARY SCHOOL ASSISTANT PRINCIPAL  
10 MONTHS 204 DAYS  
SCHEDULE 66**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	55,820	60,524	65,316
2	56,154	60,859	65,653
3	56,492	61,195	65,991
4	56,830	61,531	66,325
5	57,476	62,174	67,007
6	59,900	64,745	69,679
7	60,567	65,481	70,345
8	61,259	66,102	71,035
9	61,982	66,824	71,756
10	62,648	67,488	72,423
11	63,337	68,182	73,115
12	63,642	68,511	73,467
13	63,642	68,511	73,467
14	63,642	68,511	73,467
15	64,251	69,164	74,168
16-23	64,251	69,164	74,168
24	64,833	69,746	74,750
25	64,833	69,746	74,750
26	64,833	69,746	74,750
27+	65,414	70,328	75,332

**MIDDLE SCHOOL ASSISTANT PRINCIPAL  
10 MONTHS 204 DAYS  
SCHEDULE 72**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	56,006	60,710	65,504
2	56,339	61,047	65,839
3	56,679	61,382	66,177
4	57,016	61,716	66,511
5	57,661	62,362	67,154
6	60,093	64,935	69,871
7	60,759	65,601	70,538
8	61,415	66,292	71,228
9	62,173	67,017	71,948
10	62,839	67,680	72,615
11	63,530	68,375	73,307
12	63,705	68,703	73,658
13	63,705	68,703	73,658
14	63,705	68,703	73,658
15	64,446	69,360	74,364
16-23	64,446	69,360	74,364
24	65,028	69,942	74,946
25	65,028	69,942	74,946
26	65,028	69,942	74,946
27+	65,610	70,523	75,527

**HIGH SCHOOL ASSISTANT PRINCIPAL  
10 MONTHS 204 DAYS  
SCHEDULE 67**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	62,249	66,957	71,858
2	62,810	67,517	72,307
3	63,373	68,075	72,867
4	63,931	68,638	73,428
5	64,491	69,198	73,990
6	66,983	71,829	76,764
7	67,562	72,406	77,343
8	68,140	72,984	77,920
9	68,719	73,560	78,497
10	69,296	74,139	79,073
11	69,296	74,139	79,073
12	69,630	74,494	79,452
13	69,630	74,494	79,452
14	69,630	74,494	79,452
15	70,296	75,208	80,213
16-23	70,296	75,208	80,213
24	70,878	75,790	80,795
25	70,878	75,790	80,795
26	70,878	75,790	80,795
27+	71,459	76,373	81,377

**COORDINATOR - 12 MONTHS 240 DAYS  
SCHEDULE 11  
CERTIFIED**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	75,137	80,734	85,841
2	75,804	81,400	86,508
3	76,474	82,070	87,177
4	77,141	82,737	87,845
5	77,807	83,400	88,510
6	80,801	86,563	91,823
7	81,489	87,251	92,512
8	82,177	87,941	93,198
9	82,864	88,626	93,886
10	83,550	89,313	94,570
11	83,550	89,313	94,570
12	83,952	89,742	95,025
13	83,952	89,742	95,025
14	83,952	89,742	95,025
15	84,756	90,599	95,936
16-23	84,756	90,599	95,936
24-26	85,338	91,181	96,517
27+	85,919	91,763	97,099

**ADMINISTRATIVE PERSONNEL - 12 MONTHS 240 DAYS  
SCHEDULE 64  
CERTIFIED**

STEP	DIRECTOR	EXECUTIVE DIRECTOR	INSTRUCTIONAL SUPERINTENDENT	SENIOR EXECUTIVE DIRECTOR	OFFICERS EFFECTIVE 9/1/04	CHIEF OFFICER'S LEVEL
LEVEL	1	4	5	6	7	8
1	79,116	83,547	109,224	108,199	120,426	123,123
2	81,451	85,873	110,823	109,798	121,721	125,255
3	83,787	88,152	112,422	111,397	123,016	127,387
4	86,120	90,427	114,021	112,996	124,312	130,585
5	88,453	92,699	115,620	114,595	125,606	133,783
6	90,788	94,964	117,219	116,194	126,901	136,981
7	93,123	97,229	118,818	117,793	128,196	139,113
8	95,456	99,494	120,417	119,392	129,490	141,245
9	97,792	101,752	122,016	120,991	130,785	143,377
10	100,127	104,002	123,615	122,590	132,080	145,509
11	100,774	104,493	125,214	124,189	133,375	147,641
12	101,422	104,983	126,813	125,788	134,670	149,773
13	102,068	105,467	128,412	127,387	135,965	150,839
14	102,717	105,952	130,011	128,986	137,260	152,971
15	103,364	106,434	131,610	130,585	138,555	155,103
16+	104,011	106,913	133,209	132,184	139,850	155,808

Board approved March 20, 2018

**ATTENDANCE/HEARING OFFICER  
12 MONTHS 240 DAYS  
SCHEDULE 65**

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	73,666	79,236	85,037
2	74,329	79,900	85,569
3	75,220	80,562	86,233
4	75,656	81,224	86,895
5	76,318	81,888	87,560
6	79,269	85,005	90,845
7	79,953	85,686	91,527
8	80,638	86,368	92,210
9	81,322	87,052	92,896
10	82,004	87,736	93,576
11	82,004	87,736	93,576
12	82,401	88,159	94,027
13	82,401	88,159	94,027
14	82,401	88,159	94,027
15	83,189	89,000	94,926
16+	83,189	89,000	94,926

**ATTENDANCE OFFICER - 10 MONTHS 204 DAYS  
SCHEDULE 69**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	50,324	57,093	61,957	66,922
2	50,713	57,481	62,346	67,309
3	51,101	57,869	62,670	67,698
4	51,489	58,259	63,122	68,086
5	51,878	58,647	63,511	68,476
6	52,266	59,035	63,899	68,865
7	52,656	59,422	64,288	69,253
8	52,758	59,876	64,750	69,708
9	53,427	60,548	65,412	70,374
10	54,123	61,240	66,108	71,068
11	54,791	61,969	66,833	71,797
12	55,518	62,936	67,827	72,810
13	55,518	62,936	67,827	72,810
14	55,518	62,936	67,827	72,810
15	55,906	63,539	68,476	73,506
16+	55,906	63,539	68,476	73,506



**ATTENDANCE OFFICER - 12 MONTHS 240 DAYS  
SCHEDULE 70**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	59,206	67,168	72,891	78,730
2	59,660	67,624	73,348	79,190
3	60,119	68,081	74,414	79,645
4	60,575	68,538	74,568	80,102
5	61,033	68,996	74,719	80,561
6	61,074	69,542	75,332	81,226
7	61,872	70,338	76,127	82,021
8	62,731	71,198	76,990	82,885
9	63,528	71,992	77,779	83,678
10	64,350	72,817	78,607	84,505
11	65,149	73,681	79,469	85,370
12	66,330	74,832	80,648	86,574
13	66,330	74,832	80,648	86,574
14	66,330	74,832	80,648	86,574
15	66,964	75,550	81,421	87,402
16+	66,964	75,550	81,421	87,402

**PROGRAM SPECIALIST - 12 MONTHS 240 DAYS  
SCHEDULE 32**

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	67,130	73,544	79,137	84,247
2	67,519	74,212	79,806	84,912
3	67,907	74,877	80,472	85,578
4	68,296	75,545	81,138	86,246
5	68,685	76,212	81,806	86,914
6	69,074	79,159	84,922	90,181
7	69,462	79,849	85,607	90,868
8	69,850	80,534	86,293	91,553
9	70,238	81,223	86,981	92,240
10	70,627	81,909	87,669	92,926
11	71,015	81,909	87,669	92,926
12	71,404	82,302	88,088	93,372
13	71,404	82,302	88,088	93,372
14	71,404	82,302	88,088	93,372
15	71,793	83,088	88,931	94,266
16+	71,793	83,088	88,931	94,266

**PSYCHOMETRICS - 12 MONTHS 240 DAYS  
SCHEDULE 28**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	66,365	71,987	77,711
2	66,764	72,389	78,115
3	67,170	72,789	78,518
4	67,572	73,189	78,919
5	68,342	73,959	79,687
6	71,231	77,020	82,916
7	72,026	77,813	83,712
8	72,854	78,641	84,536
9	73,718	79,504	85,399
10	74,514	80,298	86,192
11	75,338	81,127	87,022
12	75,700	81,518	87,439
13	75,700	81,518	87,439
14	75,700	81,518	87,439
15	76,427	82,298	88,278
16+	76,427	82,298	88,278

**PSYCHOMETRICS - 11 MONTHS 224 DAYS  
SCHEDULE PS**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	61,941	67,188	72,531
2	62,313	67,563	72,908
3	62,691	67,936	73,284
4	63,067	68,310	73,657
5	63,786	69,029	74,374
6	66,482	71,885	77,388
7	67,225	72,626	78,131
8	67,997	73,398	78,900
9	68,804	74,204	79,706
10	69,547	74,944	80,447
11	70,315	75,718	81,221
12	70,653	76,084	81,610
13	70,653	76,084	81,610
14	70,653	76,084	81,610
15	71,331	76,812	82,392
16+	71,331	76,812	82,392

**PSYCHOLOGIST - 10 MONTHS 204 DAYS  
SCHEDULE PY**

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	61,368	66,566	71,863
2	61,739	66,939	72,233
3	62,114	67,309	72,609
4	62,486	67,680	72,976
5	63,199	68,392	73,688
6	65,869	71,224	76,675
7	66,606	71,956	77,412
8	67,370	72,721	78,173
9	68,169	73,520	78,971
10	68,904	74,254	79,706
11	69,668	75,023	80,472
12	70,003	75,382	80,858
13	70,003	75,382	80,858
14	70,003	75,382	80,858
15	70,673	76,103	81,633
16-23	70,673	76,103	81,633
24	71,312	76,742	82,274
25	71,312	76,742	82,274
26	71,312	76,742	82,274
27+	71,951	77,383	82,912

**CTE (CAREER TECHNICAL EDUCATION)  
Health Science & Technical Education  
CLASSROOM TEACHERS  
9 MONTHS 187 DAYS  
SCHEDULE CT**

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	EDUCATION SPECIALIST EQUIVALENT OR SIXTH-YEAR	DOCTORAL EQUIVALENT
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	39,992	45,437	49,467	53,879
2	40,277	45,722	49,751	54,163
3	44,446	50,522	54,851	59,264
4	44,782	50,802	55,134	59,550
5	45,090	51,428	55,758	60,169
6	47,066	53,590	58,051	62,591
7	47,678	54,204	58,664	63,205
8	48,341	54,866	59,327	63,870
9	48,953	55,478	59,937	64,481
10	49,588	56,114	60,574	65,121
11	50,204	56,779	61,239	65,787
12	51,116	57,667	62,149	66,713
13	51,116	57,667	62,149	66,713
14	51,116	57,667	62,149	66,713
15	51,603	58,219	62,745	67,353
16-23	51,603	58,219	62,745	67,353
24	52,185	58,801	63,327	67,935
25	52,185	58,801	63,327	67,935
26	52,185	58,801	63,327	67,935
27+	52,767	59,382	63,909	68,516
<b>CERTIFICATES</b>				
<b>HEALTH SCIENCE</b>	Health Science 1 or 2, Specialty Area 1 or 2, Type II or III	Health Science 3, Specialty Area 3 or 4, Level 4	Health Science 4, Specialty Area 5, Level 5	
<b>TECHNICAL EDUCATION</b>	Specialty Area 1 or 2, Level 2, Type II or III	Specialty Area 3 or 4, Level 2 or 3	Specialty Area 5, Level 5	

Board Approved 4-11-2017