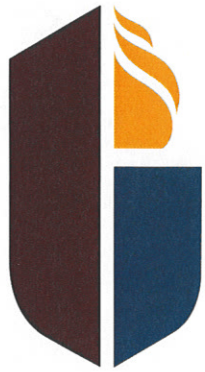


In February 2023, NCTQ analyzed Birmingham's salary for the 2022-2023 school year. At the time, the 2021-2022 salary schedule remained posted and this 2022-2023 salary document was not available. As such, the salary information in our database for the 2022-2023 school year reflects salaries as reported in the 2021-2022 salary document.



BIRMINGHAM
CITY SCHOOLS
BUILDING LEADERS. IMPACTING THE WORLD.

CERTIFIED

SALARY SCHEDULE
FY2023

Board approved: 9/13/2022

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INTRODUCTION

The 2022-2023 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, as well as outside the state, and/or an accredited private school. 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.

This approved salary schedule includes the state mandated 4% increase for the 2022-2023 school year.

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). Effective October 1, 2021, promotions will not exceed the highest/last step of the approved salary schedule. Accordingly, if the 5% increase exceeds the last step on the salary schedule, the employee will be placed on the last step. All employees will be compensated within the currently approved salary schedule.

QUALIFYING EXPERIENCE

The determination of experience credit shall be given for all verified full-time satisfactory, public school teaching experience in the field for which the previous public school system paid a full-time salary. No experience credit will be given for unpaid days and/or unpaid leave. The employee shall be responsible for requesting verification of work prior experience from the designated personnel official and for making certain that the form sent is acceptable by Birmingham City Schools. Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Division of Human Resources.

When experience verification is received during the first 90 days of hire, credit will be given retroactively to the date of hire. Experience credit received after the first 90 days of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT date of hire.

NOTE: Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year).

Verification forms for the employee to use to obtain verification of earned experience credit are available on the BCS web page and in the Division of Human Resources.

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.

HIGHER DEGREES

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

Process of Higher Degrees

- a. An employee who has earned a higher degree and holds an Alabama Professional Certificate which leads to an A or AA certificate:
 - i. The employee shall be responsible for providing one (1) official transcript with higher degree conferred to the BCS Division of Human Resources.
 - ii. Placement on appropriate salary schedule: Higher Degrees must be approved by the Alabama State Department of Education (ALSDE) and the procedures set by the ALSDE must be followed. An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE and HR has received an official transcript with the degree posted. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If BCS receives notification from the ALSDE after the end of the school contract year in which the advanced degree is recognized, the advanced degree pay will be given on the first working day of the following or upcoming school year.
- b. An employee who has NOT been issued an Alabama Professional Certificate:
 - i. The state will not approve a higher degree for pay purposes until the employee holds a valid Alabama teaching certificate. This includes employees who are following other, alternative approaches to certification such as an Emergency, etc. The employee himself/herself shall be responsible for providing two (2) official transcripts with the higher degree conferred to the BCS Division of Human Resources. Human Resources will forward one (1) official transcript to the ALSDE for review.

- ii. Once a certificate has been issued by the ALSDE and a second official transcript with a higher degree has been received or is on file in Human Resources, Human Resources will submit the transcript to the ALSDE for consideration of additional compensation.
- iii. Placement on appropriate Salary Schedule: An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If BCS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year.

OTHER INFORMATION

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 or 189 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 years.

LOCAL TRAVEL EXPENSE ALLOWANCE***\$110.00 per month**

Program/Operations Specialist, Coordinators, Instructional Superintendents, Interpreter, Principals, Directors, Social Workers, Computer Technicians, Area CNP Supervisors, Itinerant Teachers and Itinerant Nurses (if required to go to more than one location during the day), Bookkeepers and CNP Directors, etc. (only those who are required to make daily bank deposits).

\$80.00 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 persona 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 Itinerant teacher (i.e. art, music, and 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 Resource Department) and holds a current Alabama Certificate may be compensated \$120 per day or \$200 per day for each day served in the identified vacant position.

Type Substitute	Rate of Pay	Certification
Non-Certified Substitute	\$100 per day (not to exceed 7.5 hours)	Current AL Substitute Teacher's License
Certified Substitute (Other Subject Areas)	\$120 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)
Non-Certified Long-Term Substitute	\$120 after the 15 th working day	Current AL Substitute Teacher's License
Certified Long-Term Substitute	\$150 – first 15 days (\$250 starting on the 16 th day)	Valid AL Class B Professional Certification (In-Field)

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 be Board approved.

**TEACHERS, CURRICULUM COACHES, ELEMENTARY SCHOOL COUNSELORS &
LIBRARIANS**

9 MONTHS 187 DAYS

SCHEDULE 16

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S/AA CERTIFICATE	DOCTORAL	NON-DEGREE
LEVEL	1	2	3	4	5
0	44,769	51,091	55,421	59,240	44,769
1	44,969	51,333	55,622	59,441	44,969
2	45,289	51,412	55,943	59,755	45,289
3	49,977	56,810	61,095	65,383	49,977
4	50,353	57,124	61,410	65,698	50,353
5	50,702	57,828	62,105	66,382	50,702
6	52,924	60,260	64,659	69,054	52,924
7	53,612	60,949	65,343	69,731	53,612
8	54,358	61,694	66,081	70,465	54,358
9	55,407	62,786	67,211	71,599	55,407
10	56,126	63,507	67,926	72,309	56,126
11	56,822	64,259	68,672	73,050	56,822
12	57,957	65,385	69,821	74,207	57,957
13	57,957	65,385	69,821	74,207	57,957
14	57,957	65,385	69,821	74,207	57,957
15	58,349	65,824	70,291	74,721	58,349
16	58,349	65,824	70,291	74,721	58,349
17	58,349	65,824	70,961	75,440	58,349
18	58,759	66,292	71,460	76,685	58,759
19	58,759	67,231	72,471	77,770	58,759
20	58,759	67,231	72,471	77,770	58,759
21	59,174	68,021	73,330	78,692	59,174
22	60,011	68,650	74,009	79,421	60,011
23	60,290	69,280	74,688	80,149	60,290
24	61,457	69,995	75,463	80,984	61,457
25	61,457	70,637	76,155	81,727	61,457
26	62,026	71,279	76,848	82,470	62,026
27	62,647	72,021	77,652	83,336	62,647
28	63,274	72,742	78,430	84,168	63,274
29	63,907	73,468	79,213	85,008	63,907
30	64,544	74,203	80,005	85,857	64,544
31	65,189	74,943	80,804	86,714	65,189
32	65,840	75,693	81,612	87,580	65,840
33	66,497	76,449	82,428	88,455	66,497
34	67,161	77,213	83,251	89,338	67,161
35	67,832	77,984	84,084	90,230	67,832

*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 - 9 MONTHS 189 DAYS
TEAMS - MATH AND SCIENCE
SCHEDULE TM**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE	HARD TO STAFF SUPPLEMENT
LEVEL	1	2	3	4	
0	44,769	51,091	55,421	59,240	5,000
1	44,969	51,333	55,622	59,441	5,000
2	45,289	51,412	55,943	59,755	5,000
3	49,977	56,810	61,095	65,383	5,000
4	50,353	57,124	61,410	65,698	5,000
5	50,702	57,828	62,105	66,382	5,000
6	52,924	60,260	64,659	69,054	5,000
7	53,612	60,949	65,343	69,731	5,000
8	54,358	61,694	66,081	70,465	5,000
9	55,407	62,786	67,211	71,599	5,000
10	56,126	63,507	67,926	72,309	5,000
11	56,822	64,259	68,672	73,050	5,000
12	57,957	65,385	69,821	74,207	5,000
13	57,957	65,385	69,821	74,207	5,000
14	57,957	65,385	69,821	74,207	5,000
15	58,349	65,824	70,291	74,721	5,000
16	58,349	65,824	70,291	74,721	5,000
17	58,349	65,824	70,961	75,440	5,000
18	58,759	66,292	71,460	76,685	5,000
19	58,759	67,231	72,471	77,770	5,000
20	58,759	67,231	72,471	77,770	5,000
21	59,174	68,021	73,330	78,692	5,000
22	60,011	68,650	74,009	79,421	5,000
23	60,290	69,280	74,688	80,149	5,000
24	61,457	69,995	75,463	80,984	5,000
25	61,457	70,637	76,155	81,727	5,000
26	62,026	71,279	76,848	82,470	5,000
27+	62,647	72,021	77,652	83,336	5,000

**TEACHERS - 9 MONTHS 189 DAYS
TEAMS - MATH AND SCIENCE
SPECIAL COMPENSATION OVER TEACHER
BASE PAY MATRIX
SCHEDULE TI**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	5,200	5,200	5,200	5,200
1	8,623	9,919	10,693	11,474
2	11,400	13,110	14,153	15,162
3	8,671	9,971	10,770	11,525
4	10,316	11,863	12,810	13,713
5	12,004	13,804	14,904	15,959
6	11,646	13,393	14,446	15,491
7	13,424	15,440	16,651	17,856
8	14,688	16,891	18,219	19,538
9	14,474	16,646	17,954	19,253
10	14,948	17,192	18,541	19,882
11	15,432	17,747	19,141	20,525
12	15,924	18,314	19,752	21,181
13	15,396	17,707	19,096	20,478
14	14,862	17,093	18,435	19,768
15	15,358	17,664	19,051	20,429
16	14,814	17,038	18,376	19,705
17	14,264	16,406	17,694	18,974
18	14,766	16,982	18,316	19,641
19	14,205	16,337	17,620	18,895
20	13,639	15,686	16,918	18,141
21	14,144	16,269	17,544	18,814
22	13,567	15,604	16,828	18,046
23	12,983	14,933	16,104	17,270
24	13,492	15,517	16,736	17,948
25	12,897	14,833	15,998	17,156
26	12,296	14,141	15,252	16,356
27	12,809	14,734	15,889	17,039
28	12,196	14,028	15,128	16,223
29	11,576	13,316	14,360	15,399
30	10,951	12,596	13,584	14,567
31	10,319	11,870	12,800	13,727
32	9,680	11,135	12,008	12,878
33	9,036	10,394	11,208	12,020
34	8,385	9,645	10,401	11,154
35	7,727	8,889	9,585	10,280

**TEACHERS - 10 MONTHS 204 DAYS
SCHEDULE 25**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	48,839	55,736	60,459	64,625
1	49,058	55,998	60,679	64,845
2	49,406	56,086	61,028	65,188
3	54,520	61,974	66,649	71,327
4	54,931	62,318	66,993	71,670
5	55,311	63,085	67,751	72,417
6	57,735	65,738	70,537	75,332
7	58,485	66,490	71,283	76,070
8	59,299	67,303	72,088	76,871
9	60,443	68,493	73,321	78,108
10	61,228	69,280	74,101	78,882
11	61,988	70,101	74,915	79,690
12	63,225	71,329	76,187	80,953
13	63,225	71,329	76,187	80,953
14	63,225	71,329	76,187	80,953
15	63,653	71,808	76,681	81,514
16	63,653	71,808	76,681	81,514
17	63,653	71,808	77,412	82,298
18	64,100	72,319	77,956	83,656
19	64,100	73,342	79,059	84,840
20	64,100	73,342	79,059	84,840
21	64,553	74,205	79,996	85,846
22	65,467	74,891	80,737	86,641
23	65,771	75,578	81,478	87,435
24	67,043	76,358	82,323	88,346
25	67,043	77,059	83,078	89,157
26	67,665	77,759	83,834	89,967
27	68,342	78,568	84,711	90,912
28	69,026	79,355	85,560	91,820
29	69,717	80,147	86,414	92,736
30	70,412	80,949	87,278	93,662
31	71,115	81,756	88,150	94,597
32	71,825	82,574	89,031	95,542
33	72,542	83,399	89,921	96,496
34	73,267	84,232	90,819	97,460
35	73,999	85,073	91,728	98,433

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	53,627	61,200	66,387	70,961
1	53,867	61,489	66,628	71,202
2	54,249	61,585	67,011	71,579
3	59,865	68,050	73,184	78,319
4	60,316	68,427	73,561	78,697
5	60,734	69,270	74,394	79,517
6	63,395	72,183	77,452	82,717
7	64,219	73,008	78,271	83,528
8	65,113	73,901	79,155	84,408
9	66,369	75,208	80,510	85,765
10	67,231	76,073	81,366	86,616
11	68,065	76,973	82,260	87,503
12	69,424	78,323	83,636	88,889
13	69,424	78,323	83,636	88,889
14	69,424	78,323	83,636	88,889
15	69,894	78,848	84,199	89,505
16	69,894	78,848	84,199	89,505
17	69,894	78,848	85,001	90,367
18	70,385	79,409	85,599	91,858
19	70,385	80,533	86,810	93,158
20	70,385	80,533	86,810	93,158
21	70,882	81,480	87,839	94,262
22	71,885	82,233	88,652	95,135
23	72,219	82,988	89,466	96,007
24	73,616	83,844	90,394	97,008
25	73,616	84,613	91,223	97,898
26	74,299	85,382	92,053	98,788
27	75,042	86,271	93,016	99,825
28	75,793	87,135	93,948	100,822
29	76,552	88,004	94,886	101,828
30	77,315	88,885	95,835	102,845
31	78,087	89,771	96,792	103,871
32	78,867	90,670	97,760	104,909
33	79,654	91,575	98,737	105,957
34	80,450	92,490	99,723	107,015
35	81,253	93,414	100,721	108,083

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	57,458	65,571	71,129	76,030
1	57,715	65,881	71,387	76,288
2	58,124	65,983	71,798	76,691
3	64,141	72,911	78,411	83,914
4	64,624	73,315	78,815	84,318
5	65,072	74,218	79,707	85,196
6	67,923	77,339	82,985	88,625
7	68,806	78,223	83,862	89,494
8	69,764	79,180	84,809	90,437
9	71,110	80,581	86,261	91,891
10	72,033	81,506	87,178	92,802
11	72,927	82,472	88,136	93,753
12	74,383	83,917	89,610	95,238
13	74,383	83,917	89,610	95,238
14	74,383	83,917	89,610	95,238
15	74,886	84,480	90,213	95,899
16	74,886	84,480	90,213	95,899
17	74,886	84,480	91,073	96,821
18	75,412	85,081	91,713	98,419
19	75,412	86,285	93,011	99,812
20	75,412	86,285	93,011	99,812
21	75,945	87,300	94,113	100,995
22	77,019	88,107	94,985	101,931
23	77,378	88,916	95,856	102,865
24	78,875	89,833	96,851	103,937
25	78,875	90,657	97,739	104,890
26	79,606	91,481	98,628	105,844
27	80,403	92,433	99,660	106,955
28	81,207	93,359	100,659	108,023
29	82,020	94,290	101,664	109,101
30	82,837	95,234	102,680	110,191
31	83,665	96,184	103,706	111,291
32	84,501	97,146	104,743	112,402
33	85,344	98,116	105,790	113,525
34	86,196	99,097	106,846	114,658
35	87,057	100,086	107,915	115,803

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

STEP	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	62,354	67,422	71,459
1	63,028	68,046	72,074
2	63,111	68,426	72,446
3	63,495	68,156	72,822
4	63,875	68,532	73,191
5	64,603	69,252	73,905
6	67,332	72,120	76,900
7	68,086	72,861	77,639
8	68,868	73,636	78,403
9	70,135	74,948	79,716
10	70,892	75,696	80,457
11	71,677	76,480	81,230
12	72,156	76,989	81,763
13	72,156	76,989	81,763
14	72,156	76,989	81,763
15	72,640	77,505	82,330
16	72,640	77,505	82,330
17	72,640	78,243	83,122
18	73,157	78,793	84,494
19	74,193	79,907	85,689
20	74,193	79,907	85,689
21	75,065	80,855	86,705
22	75,759	81,603	87,509
23	76,454	82,352	88,311
24	77,172	83,136	89,161
25	77,880	83,899	89,979
26	78,587	84,662	90,797
27	79,333	85,476	91,677
28	80,127	86,333	92,592
29	80,927	87,194	93,516
30	81,737	88,066	94,450
31	82,552	88,946	95,393
32	83,378	89,835	96,346
33	84,211	90,733	97,308
34	85,052	91,639	98,280
35	85,902	92,556	99,261

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	73,356	79,318	84,073
1	74,150	80,054	84,794
2	74,247	80,503	85,230
3	74,699	80,567	85,672
4	75,146	81,010	86,107
5	76,004	81,473	86,945
6	79,214	84,847	90,469
7	80,101	85,719	91,340
8	81,021	86,631	92,238
9	82,511	88,175	93,783
10	83,402	89,055	94,656
11	84,325	89,977	95,566
12	84,888	90,576	96,192
13	84,888	90,576	96,192
14	84,888	90,576	96,192
15	85,459	91,183	96,859
16	85,459	91,183	96,859
17	85,459	92,052	97,791
18	86,067	92,698	99,405
19	87,285	94,010	100,811
20	87,285	94,010	100,811
21	88,311	95,124	102,006
22	89,128	96,004	102,951
23	89,946	96,886	103,895
24	90,790	97,806	104,896
25	91,623	98,703	105,858
26	92,456	99,601	106,820
27	93,335	100,559	107,856
28	94,269	101,567	108,933
29	95,210	102,581	110,020
30	96,163	103,606	111,119
31	97,122	104,641	112,228
32	98,094	105,687	113,349
33	99,073	106,744	114,481
34	100,063	107,810	115,624
35	101,063	108,889	116,778

**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	\$93,292 - \$109,682
Ed.S/AA CERTIFICATION	\$95,779 - \$114,439
DOCTORAL	\$99,512 - \$118,170

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

Board Approved December 9, 2014

REVISED 8-11-2015

**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	\$99,512 - \$115,683
Ed.S / AA CERTIFICATION	\$101,999 - \$120,658
DOCTORAL	\$105,731 - \$124,389

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

Board Approved December 9, 2014

REVISED 8-11-2015

**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	\$111,950 - \$134,340
Ed.S / AA CERTIFICATION	\$114,439 - \$139,316
DOCTORAL	\$118,169 - \$143,048

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	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	62,984	67,680	71,688
1	63,063	68,056	72,059
2	63,142	68,432	72,430
3	63,523	68,730	72,804
4	63,901	69,025	73,173
5	64,629	69,252	73,923
6	67,354	72,115	76,873
7	68,105	72,935	77,608
8	68,882	73,626	78,368
9	70,146	74,935	79,675
10	70,900	75,680	80,416
11	71,682	76,457	81,185
12	72,159	76,968	81,719
13	72,159	76,968	81,719
14	72,159	76,968	81,719
15	72,644	77,484	82,282
16	72,644	77,484	82,282
17	72,644	78,222	83,074
18	73,161	78,771	84,445
19	74,196	79,885	85,639
20	74,196	79,885	85,639
21	75,068	80,832	86,655
22	75,763	81,581	87,458
23	76,458	82,329	88,259
24	77,176	83,112	89,109
25	77,884	83,875	89,926
26	78,592	84,638	90,744
27	79,339	85,452	91,626
28	80,060	86,308	92,540
29	80,782	87,169	93,464
30	81,503	88,041	94,397
31	82,224	88,920	95,340
32	83,667	89,809	96,292
33	84,388	90,707	97,254
34	85,109	91,613	98,225
35	85,830	92,530	99,205

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	63,195	67,885	71,895
1	63,273	68,265	72,266
2	63,351	68,644	72,637
3	63,732	68,954	73,008
4	64,112	69,105	73,377
5	64,836	69,461	74,086
6	67,572	72,328	77,084
7	68,320	73,069	77,820
8	69,059	73,840	78,581
9	70,363	75,153	79,889
10	71,117	75,896	80,630
11	71,899	76,675	81,398
12	72,230	77,184	81,932
13	72,230	77,184	81,932
14	72,230	77,184	81,932
15	72,864	77,703	82,500
16	72,864	77,703	82,500
17	72,864	78,443	83,293
18	73,383	78,994	84,668
19	74,421	80,112	85,866
20	74,421	80,112	85,866
21	75,296	81,061	86,884
22	75,993	81,812	87,689
23	76,690	82,563	88,493
24	77,409	83,346	89,342
25	78,119	84,110	90,162
26	78,829	84,876	90,982
27	79,576	85,689	91,863
28	80,299	86,547	92,780
29	81,023	87,411	93,706
30	81,746	88,285	94,642
31	82,470	89,167	95,587
32	83,916	90,059	96,541
33	84,640	90,959	97,506
34	85,363	91,867	98,479
35	86,087	92,787	99,462

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	70,026	74,657	78,781
1	70,326	75,288	79,276
2	70,626	75,920	79,771
3	71,260	76,420	80,390
4	71,887	76,933	81,008
5	72,517	77,077	81,629
6	75,319	80,006	84,688
7	75,969	80,648	85,327
8	76,620	81,292	85,964
9	77,771	82,488	87,161
10	78,424	83,138	87,800
11	78,424	83,138	87,800
12	78,948	83,691	88,376
13	78,948	83,691	88,376
14	78,948	83,691	88,376
15	79,479	84,254	88,989
16	79,479	84,254	88,989
17	79,479	85,056	89,845
18	80,045	85,653	91,327
19	81,178	86,865	92,620
20	81,178	86,865	92,620
21	82,132	87,895	93,718
22	82,892	88,709	94,586
23	83,653	89,523	95,453
24	84,374	90,316	96,316
25	85,148	91,144	97,200
26	85,922	91,974	98,083
27	86,670	92,797	98,979
28	87,458	93,727	99,968
29	88,246	94,662	100,965
30	89,034	95,609	101,974
31	89,822	96,564	102,992
32	91,397	97,529	104,020
33	92,185	98,504	105,059
34	92,973	99,488	106,108
35	93,761	100,483	107,168

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	82,894	89,068	94,702
2	83,630	89,803	95,438
3	84,368	90,543	96,177
4	85,105	91,278	96,913
5	85,840	92,009	97,647
6	89,142	95,500	101,302
7	89,902	96,258	102,062
8	90,660	97,019	102,819
9	91,419	97,775	103,578
10	92,175	98,533	104,333
11	92,175	98,533	104,333
12	92,618	99,007	104,835
13	92,618	99,007	104,835
14	92,618	99,007	104,835
15	93,505	99,952	105,839
16-23	93,505	99,952	105,839
24-26	94,147	100,594	106,480
27+	94,788	101,236	107,122

**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	87,284	92,171	120,500	119,369	132,858	135,833
2	89,859	94,738	122,263	121,133	134,287	138,185
3	92,436	97,252	124,028	122,897	135,715	140,537
4	95,011	99,761	125,792	124,661	137,145	144,066
5	97,585	102,268	127,556	126,425	138,573	147,594
6	100,161	104,768	129,320	128,189	140,001	151,122
7	102,735	107,267	131,084	129,953	141,430	153,474
8	105,310	109,765	132,848	131,717	142,858	155,826
9	107,887	112,256	134,612	133,481	144,286	158,178
10	110,463	114,738	136,376	135,245	145,715	160,530
11	111,177	115,280	138,140	137,009	147,144	162,882
12	111,892	115,820	139,904	138,773	148,572	165,234
13	112,605	116,355	141,668	140,537	150,001	166,410
14	113,320	116,890	143,432	142,301	151,430	168,763
15	114,034	117,421	145,196	144,066	152,858	171,115
16+	114,747	117,949	146,960	145,830	154,287	171,892

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	81,270	87,415	93,815
2	82,002	88,148	94,402
3	82,986	88,878	95,135
4	83,466	89,609	95,865
5	84,197	90,341	96,599
6	87,452	93,780	100,223
7	88,207	94,532	100,975
8	88,962	95,284	101,729
9	89,717	96,038	102,485
10	90,470	96,793	103,236
11	90,470	96,793	103,236
12	90,907	97,260	103,733
13	90,907	97,260	103,733
14	90,907	97,260	103,733
15	91,776	98,188	104,726
16+	91,776	98,188	104,726

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	55,519	62,987	68,353	73,831
2	55,948	63,415	68,782	74,258
3	56,376	63,843	69,140	74,687
4	56,804	64,273	69,638	75,115
5	57,233	64,701	70,068	75,544
6	57,662	65,129	70,496	75,974
7	58,092	65,556	70,925	76,402
8	58,205	66,057	71,434	76,904
9	58,942	66,798	72,164	77,639
10	59,710	67,561	72,932	78,405
11	60,448	68,366	73,732	79,209
12	61,250	69,433	74,829	80,326
13	61,250	69,433	74,829	80,326
14	61,250	69,433	74,829	80,326
15	61,678	70,098	75,544	81,094
16	61,678	70,098	75,544	81,094

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	65,318	74,101	80,416	86,858
2	65,819	74,605	80,920	87,365
3	66,325	75,109	82,096	87,867
4	66,829	75,614	82,266	88,372
5	67,333	76,118	82,433	88,877
6	67,379	76,720	83,109	89,611
7	68,259	77,599	83,986	90,488
8	69,207	78,548	84,938	91,441
9	70,086	79,424	85,808	92,316
10	70,993	80,334	86,722	93,229
11	71,874	81,287	87,673	94,182
12	73,178	82,557	88,974	95,511
13	73,178	82,557	88,974	95,511
14	73,178	82,557	88,974	95,511
15	73,876	83,349	89,826	96,425
16+	73,876	83,349	89,826	96,425

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	74,060	81,137	87,306	92,944
2	74,490	81,873	88,045	93,678
3	74,918	82,607	88,780	94,413
4	75,347	83,344	89,514	95,149
5	75,775	84,079	90,251	95,887
6	76,204	87,331	93,688	99,491
7	76,632	88,092	94,445	100,248
8	77,060	88,848	95,201	101,005
9	77,488	89,608	95,961	101,762
10	77,918	90,365	96,719	102,519
11	78,346	90,365	96,719	102,519
12	78,775	90,798	97,181	103,011
13	78,775	90,798	97,181	103,011
14	78,775	90,798	97,181	103,011
15	79,204	91,666	98,112	103,998
16+	79,204	91,666	98,112	103,998

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	68,335	74,124	80,018
2	68,746	74,538	80,434
3	69,163	74,949	80,850
4	69,577	75,362	81,261
5	70,371	76,155	82,052
6	73,345	79,305	85,377
7	74,165	80,123	86,197
8	75,016	80,975	87,045
9	75,907	81,865	87,934
10	76,726	82,681	88,751
11	77,574	83,534	89,605
12	77,947	83,938	90,035
13	77,947	83,938	90,035
14	77,947	83,938	90,035
15	78,695	84,741	90,898
16+	78,695	84,741	90,898

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	73,216	79,419	85,733
2	73,656	79,862	86,180
3	74,104	80,303	86,624
4	74,547	80,745	87,066
5	75,398	81,594	87,913
6	78,584	84,970	91,475
7	79,462	85,846	92,354
8	80,374	86,759	93,263
9	81,328	87,712	94,216
10	82,207	88,587	95,090
11	83,116	89,501	96,006
12	83,514	89,933	96,465
13	83,514	89,933	96,465
14	83,514	89,933	96,465
15	84,317	90,974	97,391
16+	84,317	90,794	97,391

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	67,703	73,438	79,282
2	68,112	73,849	79,690
3	68,526	74,258	80,104
4	68,937	74,667	80,510
5	69,723	75,452	81,295
6	72,668	78,577	84,590
7	73,482	79,384	85,403
8	74,325	80,229	86,243
9	75,206	81,109	87,124
10	76,017	81,919	87,935
11	76,860	82,767	88,779
12	77,230	83,164	89,205
13	77,230	83,164	89,205
14	77,230	83,164	89,205
15	77,969	83,959	90,060
16-23	77,969	83,959	90,060
24	78,674	84,664	90,767
25	78,674	84,664	90,767
26	78,674	84,664	90,767
27+	79,379	85,371	91,471

**CTE (CAREER TECHNICAL EDUCATION)
Health Science & Technical Education**

**9 MONTHS 187 DAYS
SCHEDULE CT**

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	EDUCATION SPECIALIST EQUIVALENT OR SIXTH-YEAR	DOCTORAL EQUIVALENT
LEVEL	1	2	3	4
0	44,769	51,091	55,421	59,240
1	44,969	51,333	55,622	59,441
2	45,289	51,412	55,943	59,755
3	49,977	56,810	61,095	65,383
4	50,353	57,124	61,410	65,698
5	50,702	57,828	62,105	66,382
6	52,924	60,260	64,659	69,054
7	53,612	60,949	65,343	69,731
8	54,358	61,694	66,081	70,465
9	55,407	62,786	67,211	71,599
10	56,126	63,507	67,926	72,309
11	56,822	64,259	68,672	73,050
12	57,957	65,385	69,821	74,207
13	57,957	65,385	69,821	74,207
14	57,957	65,385	69,821	74,207
15	58,349	65,824	70,291	74,721
16	58,349	65,824	70,291	74,721
17	58,349	65,824	70,961	75,440
18	58,759	66,292	71,460	76,685
19	58,759	67,231	72,471	77,770
20	58,759	67,231	72,471	77,770
21	59,174	68,021	73,330	78,692
22	60,011	68,650	74,009	79,421
23	60,290	69,280	74,688	80,149
24	61,457	69,995	75,463	80,984
25	61,457	70,637	76,155	81,727
26	62,026	71,279	76,848	82,470
27	62,647	72,021	77,652	83,336
28	63,274	72,742	78,430	84,168
29	63,907	73,468	79,213	85,008
30	64,544	74,203	80,005	85,857
31	65,189	74,943	80,804	86,714
32	65,840	75,693	81,612	87,580
33	66,497	76,449	82,428	88,455
34	67,161	77,213	83,251	89,338
35	67,832	77,984	84,084	90,230
CERTIFICATES				
HEALTH SCIENCE	Health Science 1 or 2, Speciality Area 1 or 2, Type II or III	Health Science 3, Speciality Area 3 or 4, Level 4	Health Science 4, Speciality Area 5, Level 5	
TECHNICAL EDUCATION	Specialty Area 1 or 2, Level 2, Type II or III	Speciality Area 3 or 4, Level 2 or 3	Speciality Area 5, Level 5	