



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

---

**CERTIFIED**

**PROPOSED**

**SALARY SCHEDULE**

**FY2024**

---

## TABLE OF CONTENTS

<b>INTRODUCTION</b> .....	Page 2
<b>CERTIFIED PERSONNEL</b>	
<b>TEACHERS</b>	
Teachers, Curriculum Coaches, Ele. School Counselors & Librarians – 9M-187Days – Schedule 16.....	Page 7
Teachers – 9M-189 Days – Schedule TM.....	Page 8
Teachers – 9M-189 Days – Schedule TI.....	Page 9
Teachers – 10M-204Days – Schedule 25.....	Page 10
Teachers – 11M-224Days – Schedule 02.....	Page 11
Teachers – 12M-240Days – Schedule 26.....	Page 12
<b>COUNSELORS</b>	
K-8, Middle & High School Counselors – 10M-204Days – Schedule 91.....	Page 13
Lead Counselors (High Schools) – 12M-240Days – Schedule LC.....	Page 14
<b>ADMINISTRATION</b>	
Contracted Elementary Principal – 12M-240Days – Schedule CE.....	Page 15
Contracted Middle/K-8 Principal - 12M-240Days – Schedule CM.....	Page 16
Contracted High School Principal – 12M-240Days – Schedule CP.....	Page 17
Elementary Asst. Principal – 10M-204Days – Schedule 66.....	Page 18
Middle School Asst. Principal – 10M-204Days – Schedule 72.....	Page 19
High School Asst. Principal – 10M-204Days – Schedule 67.....	Page 20
Coordinator – 12M-240Days – Schedule 11 Certified.....	Page 21
Administrative Personnel – 12M-240Days – Schedule 64 Certified.....	Page 22
<b>OTHER CERTIFIED PERSONNEL</b>	
Attendance/Hearing Officer – 12M-240Days – Schedule 65.....	Page 23
Attendance Officer – 10M-204Days – Schedule 69 .....	Page 24
Attendance Officer – 12M-240Days – Schedule 70.....	Page 25
Program Specialist – 12M-240Days – Schedule 32.....	Page 26
Psychometrics – 12M-240Days – Schedule 28 .....	Page 27
Psychometrics - 11M-224Days - Schedule PS.....	Page 28
Psychologist – 10M-204Days – Schedule PY .....	Page 29
Career Technical Education – 10M-204Days – Schedule CT.....	Page 30

## INTRODUCTION

The 2023-2024 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 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 2% increase for the 2023-2024 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 a 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. One (1) official transcript will be forwarded by Human Resources 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 with 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\*

### \$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 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 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.

<b>Type Substitute</b>	<b>Rate of Pay</b>	<b>Certification</b>
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 <sup>th</sup> working day)	Current AL Substitute Teacher's License
Certified Long-Term Substitute	(\$150 – first 15 days) (\$250 starting on the 16 <sup>th</sup> 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 &  
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	45,664	52,113	56,529	60,425	45,664
1	45,869	52,360	56,735	60,630	45,869
2	46,194	52,440	57,061	60,950	46,194
3	50,976	57,946	62,317	66,691	50,976
4	51,360	58,267	62,639	67,012	51,360
5	51,716	58,985	63,348	67,710	51,716
6	53,982	61,465	65,952	70,435	53,982
7	54,684	62,168	66,649	71,126	54,684
8	55,445	62,928	67,402	71,874	55,445
9	56,515	64,041	68,556	73,031	56,515
10	57,248	64,777	69,285	73,755	57,248
11	57,959	65,544	70,046	74,511	57,959
12	59,116	66,693	71,218	75,691	59,116
13	59,116	66,693	71,218	75,691	59,116
14	59,116	66,693	71,218	75,691	59,116
15	59,516	67,140	71,697	76,215	59,516
16	59,516	67,140	71,697	76,215	59,516
17	59,516	67,140	72,380	76,949	59,516
18	59,934	67,618	72,889	78,219	59,934
19	59,934	68,575	73,920	79,325	59,934
20	59,934	68,575	73,920	79,325	59,934
21	60,357	69,381	74,797	80,266	60,357
22	61,211	70,023	75,489	81,009	61,211
23	61,496	70,666	76,182	81,752	61,496
24	62,686	71,395	76,972	82,604	62,686
25	62,686	72,050	77,678	83,362	62,686
26	63,267	72,705	78,385	84,119	63,267
27	63,900	73,461	79,205	85,003	63,900
28	64,539	74,197	79,999	85,851	64,539
29	65,185	74,937	80,797	86,708	65,185
30	65,835	75,687	81,605	87,574	65,835
31	66,493	76,442	82,420	88,448	66,493
32	67,157	77,207	83,244	89,332	67,157
33	67,827	77,978	84,077	90,224	67,827
34	68,504	78,757	84,916	91,125	68,504
35	69,189	79,544	85,766	92,035	69,189

\*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  
SCHEDULE TM**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S /AA CERTIFICATE	DOCTORAL DEGREE	HARD TO STAFF SUPPLEMENT
LEVEL					
0	45,664	52,113	56,529	60,425	5,000
1	45,869	52,360	56,735	60,630	5,000
2	46,194	52,440	57,061	60,950	5,000
3	50,976	57,946	62,317	66,691	5,000
4	51,360	58,267	62,639	67,012	5,000
5	51,716	58,985	63,348	67,710	5,000
6	53,982	61,465	65,952	70,435	5,000
7	54,684	62,168	66,649	71,126	5,000
8	55,445	62,928	67,402	71,874	5,000
9	56,515	64,041	68,556	73,031	5,000
10	57,248	64,777	69,285	73,755	5,000
11	57,959	65,544	70,046	74,511	5,000
12	59,116	66,693	71,218	75,691	5,000
13	59,116	66,693	71,218	75,691	5,000
14	59,116	66,693	71,218	75,691	5,000
15	59,516	67,140	71,697	76,215	5,000
16	59,516	67,140	71,697	76,215	5,000
17	59,516	67,140	72,380	76,949	5,000
18	59,934	67,618	72,889	78,219	5,000
19	59,934	68,575	73,920	79,325	5,000
20	59,934	68,575	73,920	79,325	5,000
21	60,357	69,381	74,797	80,266	5,000
22	61,211	70,023	75,489	81,009	5,000
23	61,496	70,666	76,182	81,752	5,000
24	62,686	71,395	76,972	82,604	5,000
25	62,686	72,050	77,678	83,362	5,000
26	63,267	72,705	78,385	84,119	5,000
27+	63,900	73,461	79,205	85,003	5,000

**TEACHERS - 9 MONTHS 189 DAYS  
INCREASE  
SCHEDULE TI**

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
0	5,304	5,304	5,304	5,304
1	8,795	10,108	10,907	11,703
2	11,628	13,372	14,436	15,465
3	8,844	10,170	10,985	11,756
4	10,522	12,100	13,066	13,987
5	12,244	14,080	15,202	16,278
6	11,879	13,661	14,735	15,801
7	13,692	15,749	16,984	18,213
8	14,982	17,229	18,583	19,929
9	15,042	16,979	18,313	19,638
10	15,247	17,536	18,912	20,280
11	15,741	18,102	19,524	20,936
12	16,242	18,680	20,147	21,605
13	15,704	18,061	19,478	20,888
14	15,159	17,435	18,804	20,163
15	15,665	18,017	19,432	20,838
16	15,110	17,379	18,744	20,099
17	14,549	16,734	18,048	19,353
18	15,061	17,322	18,682	20,034
19	14,489	16,664	17,972	19,273
20	13,912	16,000	17,256	18,504
21	14,427	16,594	17,895	19,190
22	13,838	15,916	17,165	18,407
23	13,243	15,232	16,426	17,615
24	13,762	15,827	17,071	18,307
25	13,155	15,130	16,318	17,499
26	12,542	14,424	15,557	16,683
27	13,065	15,029	16,207	17,380
28	12,440	14,309	15,431	16,547
29	11,808	13,582	14,647	15,707
30	11,170	12,848	13,856	14,858
31	10,525	12,107	13,056	14,002
32	9,874	11,358	12,248	13,136
33	9,217	10,602	11,432	12,260
34	8,553	9,838	10,609	11,377
35	7,882	9,067	9,777	10,486

**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	49,816	56,851	61,668	65,918
1	50,039	57,118	61,893	66,142
2	50,394	57,208	62,249	66,492
3	55,610	63,213	67,982	72,754
4	56,030	63,564	68,333	73,103
5	56,417	64,347	69,106	73,865
6	58,890	67,053	71,948	76,839
7	59,655	67,820	72,709	77,591
8	60,485	68,649	73,530	78,408
9	61,652	69,863	74,787	79,670
10	62,453	70,666	75,583	80,460
11	63,228	71,503	76,413	81,284
12	64,490	72,756	77,711	82,572
13	64,490	72,756	77,711	82,572
14	64,490	72,756	77,711	82,572
15	64,926	73,244	78,215	83,144
16	64,926	73,244	78,215	83,144
17	64,926	73,244	78,960	83,944
18	65,382	73,765	79,515	85,329
19	65,382	74,809	80,640	86,537
20	65,382	74,809	80,640	86,537
21	65,844	75,689	81,596	87,563
22	66,776	76,389	82,352	88,374
23	67,086	77,090	83,108	89,184
24	68,384	77,885	83,969	90,113
25	68,384	78,600	84,740	90,940
26	69,018	79,314	85,511	91,766
27	69,709	80,139	86,405	92,730
28	70,407	80,942	87,271	93,656
29	71,111	81,750	88,142	94,591
30	71,820	82,568	89,024	95,535
31	72,537	83,391	89,913	96,489
32	73,262	84,225	90,812	97,453
33	73,993	85,067	91,719	98,426
34	74,732	85,917	92,635	99,409
35	75,479	86,774	93,563	100,402

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

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S /AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
0	54,700	62,424	67,715	72,380
1	54,944	62,719	67,961	72,626
2	55,334	62,817	68,351	73,011
3	61,062	69,411	74,648	79,885
4	61,522	69,796	75,032	80,271
5	61,949	70,655	75,882	81,107
6	64,663	73,627	79,001	84,371
7	65,503	74,468	79,836	85,199
8	66,415	75,379	80,738	86,096
9	67,696	76,712	82,120	87,480
10	68,576	77,594	82,993	88,348
11	69,426	78,512	83,905	89,253
12	70,812	79,889	85,309	90,667
13	70,812	79,889	85,309	90,667
14	70,812	79,889	85,309	90,667
15	71,292	80,425	85,883	91,295
16	71,292	80,425	85,883	91,295
17	71,292	80,425	86,701	92,174
18	71,793	80,997	87,311	93,695
19	71,793	82,144	88,546	95,021
20	71,793	82,144	88,546	95,021
21	72,300	83,110	89,596	96,147
22	73,323	83,878	90,425	97,038
23	73,663	84,648	91,255	97,927
24	75,088	85,521	92,202	98,948
25	75,088	86,305	93,047	99,856
26	75,784	87,090	93,894	100,764
27	76,543	87,996	94,876	101,822
28	77,309	88,878	95,827	102,838
29	78,083	89,764	96,784	103,865
30	78,861	90,663	97,752	104,902
31	79,649	91,566	98,728	105,948
32	80,444	92,483	99,715	107,007
33	81,247	93,407	100,712	108,076
34	82,059	94,340	101,717	109,155
35	82,878	95,282	102,735	110,245

**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	58,607	66,882	72,552	77,551
1	58,869	67,199	72,815	77,814
2	59,286	67,303	73,234	78,225
3	65,424	74,369	79,979	85,592
4	65,916	74,781	80,391	86,004
5	66,373	75,702	81,301	86,900
6	69,281	78,886	84,645	90,398
7	70,182	79,787	85,539	91,284
8	71,159	80,764	86,505	92,246
9	72,532	82,193	87,986	93,729
10	73,474	83,136	88,922	94,658
11	74,386	84,121	89,899	95,628
12	75,871	85,595	91,402	97,143
13	75,871	85,595	91,402	97,143
14	75,871	85,595	91,402	97,143
15	76,384	86,170	92,017	97,817
16	76,384	86,170	92,017	97,817
17	76,384	86,170	92,894	98,757
18	76,920	86,783	93,547	100,387
19	76,920	88,011	94,871	101,808
20	76,920	88,011	94,871	101,808
21	77,464	89,046	95,995	103,015
22	78,559	89,869	96,885	103,970
23	78,926	90,694	97,773	104,922
24	80,453	91,630	98,788	106,016
25	80,453	92,470	99,694	106,988
26	81,198	93,311	100,601	107,961
27	82,011	94,282	101,653	109,094
28	82,831	95,226	102,672	110,183
29	83,660	96,176	103,697	111,283
30	84,494	97,139	104,734	112,395
31	85,338	98,108	105,780	113,517
32	86,191	99,089	106,838	114,650
33	87,051	100,078	107,906	115,796
34	87,920	101,079	108,983	116,951
35	88,798	102,088	110,073	118,119

**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	63,601	68,770	72,888
1	64,289	69,407	73,515
2	64,373	69,795	73,895
3	64,765	69,519	74,278
4	65,153	69,903	74,655
5	65,895	70,637	75,383
6	68,679	73,562	78,438
7	69,448	74,318	79,192
8	70,245	75,109	79,971
9	71,538	76,447	81,310
10	72,310	77,210	82,066
11	73,100	78,010	82,855
12	73,599	78,529	83,398
13	73,599	78,529	83,398
14	73,599	78,529	83,398
15	74,093	79,055	83,977
16	74,093	79,055	83,977
17	74,093	79,808	84,784
18	74,620	80,369	86,184
19	75,677	81,506	87,403
20	75,677	81,506	87,403
21	76,566	82,472	88,439
22	77,274	83,235	89,259
23	77,983	83,999	90,077
24	78,715	84,799	90,944
25	79,438	85,577	91,779
26	80,159	86,355	92,613
27	80,920	87,186	93,511
28	81,730	88,060	94,444
29	82,546	88,938	95,386
30	83,372	89,827	96,339
31	84,203	90,725	97,301
32	85,046	91,632	98,273
33	85,895	92,548	99,254
34	86,753	93,472	100,246
35	87,620	94,407	101,246

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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
0	74,823	80,904	85,754
1	75,633	81,655	86,490
2	75,732	82,113	86,935
3	76,193	81,789	87,385
4	76,649	82,239	87,829
5	77,524	83,102	88,684
6	80,798	86,544	92,278
7	81,703	87,433	93,167
8	82,641	88,364	94,083
9	84,161	89,939	95,659
10	85,070	90,836	96,549
11	86,012	91,777	97,477
12	86,586	92,388	98,116
13	86,586	92,388	98,116
14	86,586	92,388	98,116
15	87,168	93,007	98,796
16	87,168	93,007	98,796
17	87,168	93,893	99,747
18	87,788	94,552	101,393
19	89,031	95,890	102,827
20	89,031	95,890	102,827
21	90,077	97,026	104,046
22	90,911	97,924	105,010
23	91,745	98,824	105,973
24	92,606	99,762	106,994
25	93,455	100,677	107,975
26	94,305	101,593	108,956
27	95,202	102,570	110,013
28	96,155	103,598	111,112
29	97,114	104,633	112,220
30	98,086	105,678	113,341
31	99,064	106,734	114,473
32	100,056	107,801	115,616
33	101,054	108,879	116,771
34	102,064	109,966	117,936
35	103,084	111,067	119,114



**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	\$95,158 - \$111,876
Ed.S/AA CERTIFICATION	\$97,695 - \$116,728
DOCTORAL	\$101,502 - \$120,533

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

**Board Approved December 9, 2014**

**REVISED 8-11-2015**

**CONTRACTED MIDDLE SCHOOL PRINCIPAL  
12 MONTHS 240 DAYS  
SCHEDULE CM**

**CONTRACTED MIDDLE SCHOOL PRINCIPALS - SALARY RANGE**

<u>DEGREE TYPE</u>	<u>SALARY RANGE</u>
MASTER'S	\$101,502 - \$117,997
Ed.S/AA CERTIFICATION	\$104,039 - \$123,071
DOCTORAL	\$107,846 - \$126,877

**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	\$114,189 - \$137,027
Ed.S/AA CERTIFICATION	\$116,728 - \$142,102
DOCTORAL	\$120,532 - \$145,909

**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	64,244	69,243	73,122
1	64,324	69,417	73,500
2	64,405	69,801	73,879
3	64,793	70,105	74,260
4	65,179	70,406	74,636
5	65,921	70,637	75,401
6	68,702	73,557	78,410
7	69,467	74,394	79,160
8	70,260	75,098	79,935
9	71,549	76,433	81,269
10	72,318	77,193	82,025
11	73,115	77,986	82,809
12	73,602	78,508	83,353
13	73,602	78,508	83,353
14	73,602	78,508	83,353
15	74,097	79,033	83,928
16	74,097	79,033	83,928
17	74,097	79,786	84,735
18	74,624	80,346	86,134
19	75,680	81,483	87,352
20	75,680	81,483	87,352
21	76,569	82,449	88,388
22	77,278	83,212	89,207
23	77,987	83,976	90,024
24	78,720	84,775	90,891
25	79,442	85,552	91,725
26	80,164	86,331	92,558
27	80,926	87,161	93,458
28	81,662	88,034	94,391
29	82,397	88,913	95,333
30	83,133	89,802	96,285
31	83,869	90,699	97,246
32	85,340	91,606	98,217
33	86,076	92,522	99,199
34	86,811	93,445	100,189
35	87,547	94,380	101,189

**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	64,459	69,243	73,333
1	64,538	69,630	73,711
2	64,618	70,017	74,090
3	65,007	70,333	74,469
4	65,394	70,488	74,844
5	66,133	70,850	75,568
6	68,923	73,774	78,626
7	69,686	74,530	79,377
8	70,441	75,317	80,152
9	71,770	76,656	81,487
10	72,539	77,413	82,243
11	73,337	78,209	83,026
12	73,674	78,728	83,570
13	73,674	78,728	83,570
14	73,674	78,728	83,570
15	74,321	79,258	84,150
16	74,321	79,258	84,150
17	74,321	80,012	84,959
18	74,850	80,574	86,361
19	75,910	81,714	87,583
20	75,910	81,714	87,583
21	76,802	82,683	88,622
22	77,513	83,448	89,443
23	78,224	84,214	90,262
24	78,957	85,013	91,129
25	79,681	85,793	91,965
26	80,406	86,573	92,801
27	81,167	87,403	93,700
28	81,898	88,278	94,636
29	82,643	89,160	95,580
30	83,381	90,051	96,535
31	84,119	90,950	97,498
32	85,595	91,860	98,472
33	86,333	92,778	99,456
34	87,070	93,705	100,449
35	87,808	94,642	101,452

**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	71,427	76,150	80,357
1	71,732	76,794	80,861
2	72,039	77,438	81,367
3	72,685	77,948	81,997
4	73,325	78,472	82,628
5	73,968	78,618	83,261
6	76,825	81,606	86,382
7	77,489	82,261	87,033
8	78,153	82,918	87,683
9	79,327	84,138	88,904
10	79,993	84,801	89,556
11	79,993	84,801	89,556
12	80,527	85,364	90,143
13	80,527	85,364	90,143
14	80,527	85,364	90,143
15	81,069	85,939	90,768
16	81,069	85,939	90,768
17	81,069	86,757	91,642
18	81,646	87,366	93,154
19	82,801	88,603	94,472
20	82,801	88,603	94,472
21	83,774	89,653	95,592
22	84,550	90,483	96,478
23	85,326	91,313	97,362
24	86,061	92,122	98,242
25	86,851	92,967	99,144
26	87,640	93,813	100,045
27	88,403	94,653	100,959
28	89,207	95,601	101,967
29	90,011	96,556	102,985
30	90,814	97,521	104,013
31	91,618	98,495	105,051
32	93,225	99,480	106,100
33	94,029	100,474	107,161
34	94,833	101,478	108,230
35	95,636	102,493	109,311

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

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>84,552</b>	<b>90,849</b>	<b>96,596</b>
<b>2</b>	<b>85,303</b>	<b>91,599</b>	<b>97,347</b>
<b>3</b>	<b>86,055</b>	<b>92,354</b>	<b>98,101</b>
<b>4</b>	<b>86,807</b>	<b>93,104</b>	<b>98,851</b>
<b>5</b>	<b>87,557</b>	<b>93,849</b>	<b>99,600</b>
<b>6</b>	<b>90,925</b>	<b>97,410</b>	<b>103,328</b>
<b>7</b>	<b>91,700</b>	<b>98,183</b>	<b>104,103</b>
<b>8</b>	<b>92,473</b>	<b>98,959</b>	<b>104,875</b>
<b>9</b>	<b>93,247</b>	<b>99,731</b>	<b>105,650</b>
<b>10</b>	<b>94,019</b>	<b>100,504</b>	<b>106,420</b>
<b>11</b>	<b>94,019</b>	<b>100,504</b>	<b>106,420</b>
<b>12</b>	<b>94,470</b>	<b>100,987</b>	<b>106,932</b>
<b>13</b>	<b>94,470</b>	<b>100,987</b>	<b>106,932</b>
<b>14</b>	<b>94,470</b>	<b>100,987</b>	<b>106,932</b>
<b>15</b>	<b>95,375</b>	<b>101,951</b>	<b>107,956</b>
<b>16-23</b>	<b>95,375</b>	<b>101,951</b>	<b>107,956</b>
<b>24-26</b>	<b>96,030</b>	<b>102,606</b>	<b>108,610</b>
<b>27+</b>	<b>96,684</b>	<b>103,261</b>	<b>109,264</b>



**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	89,030	94,014	122,910	121,756	135,515	138,550
2	91,656	96,633	124,708	123,556	136,973	140,949
3	94,285	99,197	126,509	125,355	138,429	143,348
4	96,911	101,756	128,308	127,154	139,888	146,947
5	99,537	104,313	130,107	128,954	141,344	150,546
6	102,164	106,863	131,906	130,753	142,801	154,144
7	104,790	109,412	133,706	132,552	144,259	156,543
8	107,416	111,960	135,505	134,351	145,715	158,943
9	110,045	114,501	137,304	136,151	147,172	161,342
10	112,672	117,033	139,104	137,950	148,629	163,741
11	113,401	117,586	140,903	139,749	150,087	166,140
12	114,130	118,136	142,702	141,548	151,543	168,539
13	114,857	118,682	144,501	143,348	153,001	169,738
14	115,586	119,228	146,301	145,147	154,459	172,138
15	116,315	119,769	148,100	146,947	155,915	174,537
16+	117,042	120,308	149,899	148,747	157,373	175,330

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

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>ED.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>82,895</b>	<b>89,163</b>	<b>95,691</b>
<b>2</b>	<b>83,642</b>	<b>89,911</b>	<b>96,290</b>
<b>3</b>	<b>84,646</b>	<b>90,656</b>	<b>97,038</b>
<b>4</b>	<b>85,135</b>	<b>91,401</b>	<b>97,782</b>
<b>5</b>	<b>85,881</b>	<b>92,148</b>	<b>98,531</b>
<b>6</b>	<b>89,201</b>	<b>95,656</b>	<b>102,227</b>
<b>7</b>	<b>89,971</b>	<b>96,423</b>	<b>102,995</b>
<b>8</b>	<b>90,741</b>	<b>97,190</b>	<b>103,764</b>
<b>9</b>	<b>91,511</b>	<b>97,958</b>	<b>104,535</b>
<b>10</b>	<b>92,279</b>	<b>98,729</b>	<b>105,301</b>
<b>11</b>	<b>92,279</b>	<b>98,729</b>	<b>105,301</b>
<b>12</b>	<b>92,725</b>	<b>99,205</b>	<b>105,808</b>
<b>13</b>	<b>92,725</b>	<b>99,205</b>	<b>105,808</b>
<b>14</b>	<b>92,725</b>	<b>99,205</b>	<b>105,808</b>
<b>15</b>	<b>93,612</b>	<b>100,152</b>	<b>106,821</b>
<b>16+</b>	<b>93,612</b>	<b>100,152</b>	<b>106,821</b>

**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	56,629	64,246	69,720	75,308
2	57,067	64,683	70,158	75,743
3	57,504	65,120	70,522	76,181
4	57,940	65,559	71,031	76,617
5	58,378	65,995	71,469	77,055
6	58,815	66,432	71,906	77,493
7	59,254	66,867	72,343	77,930
8	59,369	67,378	72,863	78,442
9	60,121	68,134	73,608	79,192
10	60,904	68,913	74,391	79,973
11	61,657	69,733	75,207	80,793
12	62,475	70,821	76,326	81,933
13	62,475	70,821	76,326	81,933
14	62,475	70,821	76,326	81,933
15	62,911	71,500	77,055	82,716
16+	62,911	71,500	77,055	82,716

**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	66,624	75,583	82,024	88,595
2	67,135	76,097	82,539	89,112
3	67,652	76,611	83,738	89,624
4	68,165	77,126	83,911	90,139
5	68,680	77,641	84,081	90,655
6	68,727	78,255	84,771	91,403
7	69,624	79,151	85,666	92,298
8	70,591	80,119	86,636	93,270
9	71,488	81,013	87,524	94,162
10	72,413	81,941	88,456	95,093
11	73,311	82,913	89,426	96,066
12	74,641	84,208	90,753	97,422
13	74,641	84,208	90,753	97,422
14	74,641	84,208	90,753	97,422
15	75,354	85,016	91,623	98,354
16+	75,354	85,016	91,623	98,354

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

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S /AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	75,541	82,759	89,052	94,803
2	75,979	83,510	89,806	95,551
3	76,416	84,259	90,555	96,301
4	76,854	85,011	91,304	97,052
5	77,290	85,761	92,056	97,804
6	77,728	89,077	95,562	101,481
7	78,165	89,854	96,334	102,253
8	78,602	90,625	97,105	103,025
9	79,038	91,400	97,880	103,797
10	79,476	92,172	98,654	104,570
11	79,913	92,172	98,654	104,570
12	80,351	92,614	99,125	105,071
13	80,351	92,614	99,125	105,071
14	80,351	92,614	99,125	105,071
15	80,788	93,499	100,074	106,078
16+	80,788	93,499	100,074	106,078

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

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
1	74,680	81,007	87,448
2	75,129	81,459	87,903
3	75,586	81,909	88,356
4	76,038	82,360	88,807
5	76,905	83,226	89,671
6	80,156	86,670	93,305
7	81,051	87,562	94,201
8	81,982	88,494	95,128
9	82,955	89,466	96,100
10	83,851	90,359	96,992
11	84,778	91,292	97,925
12	85,185	91,732	98,394
13	85,185	91,732	98,394
14	85,185	91,732	98,394
15	86,003	92,793	99,338
16+	86,003	92,793	99,338

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

<b>STEP</b>	<b>MASTER'S DEGREE</b>	<b>Ed.S / AA CERTIFICATE</b>	<b>DOCTORAL DEGREE</b>
<b>LEVEL</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	<b>69,702</b>	<b>75,606</b>	<b>81,618</b>
<b>2</b>	<b>70,121</b>	<b>76,029</b>	<b>82,043</b>
<b>3</b>	<b>70,546</b>	<b>76,448</b>	<b>82,467</b>
<b>4</b>	<b>70,969</b>	<b>76,869</b>	<b>82,886</b>
<b>5</b>	<b>71,778</b>	<b>77,678</b>	<b>83,693</b>
<b>6</b>	<b>74,812</b>	<b>80,892</b>	<b>87,085</b>
<b>7</b>	<b>75,648</b>	<b>81,725</b>	<b>87,921</b>
<b>8</b>	<b>76,517</b>	<b>82,595</b>	<b>88,786</b>
<b>9</b>	<b>77,425</b>	<b>83,502</b>	<b>89,693</b>
<b>10</b>	<b>78,261</b>	<b>84,334</b>	<b>90,526</b>
<b>11</b>	<b>79,126</b>	<b>85,205</b>	<b>91,397</b>
<b>12</b>	<b>79,506</b>	<b>85,617</b>	<b>91,835</b>
<b>13</b>	<b>79,506</b>	<b>85,617</b>	<b>91,835</b>
<b>14</b>	<b>79,506</b>	<b>85,617</b>	<b>91,835</b>
<b>15</b>	<b>80,269</b>	<b>86,436</b>	<b>92,716</b>
<b>16+</b>	<b>80,269</b>	<b>86,436</b>	<b>92,716</b>



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

STEP	MASTER'S DEGREE	Ed.S / AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	69,057	74,907	80,868
2	69,474	75,326	81,284
3	69,897	75,743	81,706
4	70,315	76,161	82,120
5	71,117	76,961	82,921
6	74,122	80,148	86,282
7	74,951	80,972	87,111
8	75,812	81,833	87,968
9	76,710	82,732	88,866
10	77,537	83,558	89,693
11	78,397	84,423	90,555
12	78,774	84,828	90,989
13	78,774	84,828	90,989
14	78,774	84,828	90,989
15	79,528	85,638	91,862
16-23	79,528	85,638	91,862
24	80,247	86,358	92,582
25	80,247	86,358	92,582
26	80,247	86,358	92,582
27+	80,967	87,078	93,300

**CTE (CAREER TECHNICAL EDUCATION)  
10 MONTHS 204 DAYS  
SCHEDULE CT**

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	EDUCATION SPECIALIST EQUIVALENT OR SIXTH-YEAR	DOCTORAL EQUIVALENT
LEVEL	1	2	3	4
0	49,816	56,851	61,668	65,918
1	50,039	57,118	61,893	66,142
2	50,394	57,208	62,249	66,492
3	55,610	63,213	67,982	72,754
4	56,030	63,564	68,333	73,103
5	56,417	64,347	69,106	73,865
6	58,890	67,053	71,948	76,839
7	59,655	67,820	72,709	77,591
8	60,485	68,649	73,530	78,408
9	61,652	69,863	74,787	79,670
10	62,453	70,666	75,583	80,460
11	63,228	71,503	76,413	81,284
12	64,490	72,756	77,711	82,572
13	64,490	72,756	77,711	82,572
14	64,490	72,756	77,711	82,572
15	64,926	73,244	78,215	83,144
16	64,926	73,244	78,215	83,144
17	64,926	73,244	78,960	83,944
18	65,382	73,765	79,515	85,329
19	65,382	74,809	80,640	86,537
20	65,382	74,809	80,640	86,537
21	65,844	75,689	81,596	87,563
22	66,776	76,389	82,352	88,374
23	67,086	77,090	83,108	89,184
24	68,384	77,885	83,969	90,113
25	68,384	78,600	84,740	90,940
26	69,018	79,314	85,511	91,766
27	69,709	80,139	86,405	92,730
28	70,407	80,942	87,271	93,656
29	71,111	81,750	88,142	94,591
30	71,820	82,568	89,024	95,535
31	72,537	83,391	89,913	96,489
32	73,262	84,225	90,812	97,453
33	73,993	85,067	91,719	98,426
34	74,732	85,917	92,635	99,409
35	75,479	86,774	93,563	100,402
<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	