


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

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**CERTIFIED**

**SALARY SCHEDULE**  
**FY2021**

**Board Approved:**  
**09/08/2020**



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## **INTRODUCTION**

The 2020-2021 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:

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 years.

### **LOCAL TRAVEL EXPENSE ALLOWANCE\***

#### **\$80.00 per month**

Program/Operations Specialist, Coordinators, Instructional Superintendents, 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).

#### **\$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 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 Itinerate 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 \$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 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 DEGREE	NON-DEGREE* DEGREE
LEVEL	1	2	3	4	5
1	41,592	47,254	51,446	56,034	41,592
2	41,888	47,551	51,741	56,330	41,888
3	46,224	52,543	57,045	61,635	46,224
4	46,573	52,834	57,339	61,932	46,573
5	46,894	53,485	57,988	62,576	46,894
6	48,949	55,734	60,373	65,095	48,949
7	49,585	56,372	61,011	65,733	49,585
8	50,275	57,061	61,700	66,425	50,275
9	50,911	57,697	62,334	67,061	50,911
10	51,572	58,359	62,997	67,726	51,572
11	52,212	59,050	63,689	68,419	52,212
12	53,161	59,974	64,635	69,382	53,161
13	53,161	59,974	64,635	69,382	53,161
14	53,161	59,974	64,635	69,382	53,161
15	53,667	60,548	65,255	70,047	53,667
16-23	53,667	60,548	65,255	70,047	53,667
24	54,272	61,153	65,860	70,653	54,272
25	54,272	61,153	65,860	70,653	54,272
26	54,272	61,153	65,860	70,653	54,272
27+	54,878	61,757	66,465	71,257	54,878

\*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**

<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	45,371	51,552	56,120	61,128
2	45,694	51,877	56,444	61,451
3	50,425	57,321	61,915	67,238
4	50,828	57,661	62,577	67,592
5	51,179	58,370	63,286	68,292
6	52,075	60,823	65,889	71,045
7	54,115	61,522	66,586	71,741
8	54,868	62,272	67,340	72,496
9	55,564	62,970	68,029	73,189
10	56,287	63,690	68,753	73,911
11	56,983	64,447	69,507	74,669
12	58,016	65,453	70,541	75,722
13	58,016	65,453	70,541	75,722
14	58,016	65,453	70,541	75,722
15	58,573	66,080	71,215	76,446
16-23	58,573	66,080	71,215	76,446
24	59,178	66,685	71,819	77,052
25	59,178	66,685	71,819	77,052
26	59,178	66,685	71,819	77,052
27+	59,782	67,290	72,424	77,656

**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>
1	49,820	56,604	61,624	67,123
2	50,173	56,960	61,979	67,475
3	55,368	62,939	68,333	73,831
4	55,788	63,288	68,683	74,187
5	56,171	64,067	69,461	74,956
6	58,635	66,760	72,317	77,977
7	59,398	67,525	73,082	78,742
8	60,224	68,350	73,909	79,570
9	60,987	69,112	74,668	80,331
10	61,778	69,906	75,462	81,126
11	62,544	70,735	76,289	81,956
12	63,676	71,841	77,423	83,112
13	63,676	71,841	77,423	83,112
14	63,676	71,841	77,423	83,112
15	64,287	72,528	78,163	83,907
16-23	64,287	72,528	78,163	83,907
24	64,892	73,136	78,772	84,512
25	64,892	73,136	78,772	84,512
26	64,892	73,136	78,772	84,512
27+	65,496	73,736	79,375	85,117



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

<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	53,380	60,649	66,024	71,915
2	53,756	61,027	66,404	72,294
3	59,322	67,435	72,843	79,105
4	60,436	68,563	74,406	80,368
5	60,853	69,406	75,250	81,201
6	63,517	72,323	78,345	84,475
7	64,347	73,151	79,172	85,302
8	65,240	74,046	80,069	86,200
9	66,069	74,872	80,890	87,025
10	66,924	75,730	81,751	87,885
11	67,755	76,628	82,648	88,784
12	68,983	77,825	83,874	90,037
13	68,983	77,825	83,874	90,037
14	68,983	77,825	83,874	90,037
15	69,643	78,572	84,678	90,899
16-23	69,643	78,572	84,678	90,899
24	70,247	79,176	85,282	91,503
25	70,247	79,176	85,282	91,503
26	70,247	79,176	85,282	91,503
27+	70,852	79,781	85,887	92,108

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

<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	58,021	62,935	67,944
2	58,371	63,288	68,293
3	58,726	63,638	68,648
4	59,077	63,988	68,996
5	59,751	64,661	69,668
6	62,276	67,339	72,492
7	62,973	68,031	73,189
8	63,696	68,755	73,909
9	64,451	69,510	74,664
10	65,146	70,204	75,359
11	65,868	70,931	76,083
12	66,185	71,271	76,447
13	66,185	71,271	76,447
14	66,185	71,271	76,447
15	66,818	71,952	77,180
16-23	66,818	71,952	77,180
24	67,422	72,556	77,786
25	67,422	72,556	77,786
26	67,422	72,556	77,786
27+	68,027	73,161	78,390

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

<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	68,260	74,042	79,934
2	68,672	74,456	80,345
3	69,089	74,868	80,762
4	69,503	75,281	81,172
5	70,296	76,072	81,962
6	73,265	79,222	85,284
7	74,086	80,036	86,105
8	74,936	80,888	86,951
9	75,824	81,776	87,840
10	76,642	82,592	88,657
11	77,491	83,448	89,509
12	77,864	83,848	89,938
13	77,864	83,848	89,938
14	77,864	83,848	89,938
15	78,609	84,649	90,800
16-23	78,609	84,649	90,800
24	79,320	85,360	91,512
25	79,320	85,360	91,512
26	79,320	85,360	91,512
27+	80,032	86,072	92,223

Board approved March 20, 2018

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

<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	77,052	82,807	88,434
2	77,804	83,564	89,189
3	78,598	84,354	89,982
4	79,352	85,108	90,734
5	80,141	85,897	91,524
6	83,301	89,229	95,022
7	84,113	90,042	95,835
8	84,891	90,821	96,617
9	85,706	91,632	97,424
10	86,482	92,411	98,309
11	87,297	93,227	99,159
12	88,497	94,454	100,486
13	88,497	94,454	100,486
14	88,497	94,454	100,486
15	89,344	95,359	101,449
16-23	89,344	95,359	101,449
24	89,950	95,963	102,055
25	89,950	95,963	102,055
26	89,950	95,963	102,055
27+	90,555	96,568	102,660

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

**CONTRACTED ELEMENTARY SCHOOL PRINCIPALS - SALARY RANGE**

<b><u>DEGREE TYPE</u></b>	<b><u>SALARY RANGE</u></b>
MASTER'S	\$83,148.00 - \$97,7560.00
Ed.S/AA CERTIFICATION	\$85,365.00 - \$101,995.00
DOCTORAL	\$88,691.00 - \$105,321.00

**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**

<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	77,799	83,614	89,293
2	78,559	84,376	90,059
3	79,362	85,172	90,860
4	80,125	85,937	91,616
5	80,922	86,734	92,414
6	84,113	90,098	95,944
7	84,931	90,917	96,768
8	85,717	91,703	97,556
9	86,538	92,523	98,369
10	87,322	93,310	99,267
11	88,146	94,134	100,124
12	89,359	95,374	101,468
13	89,359	95,374	101,468
14	89,359	95,374	101,468
15	90,216	96,285	102,437
16-23	90,216	96,285	102,437
24	90,820	96,891	103,041
25	90,820	96,891	103,041
26	90,820	96,891	103,041
27+	91,425	97,495	103,646

**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	\$88,691.00 - \$103,104.00
Ed.S / AA CERTIFICATION	\$90,908.00 - \$107,538.00
DOCTORAL	\$94,234.00 - \$110,864.00

**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**

<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	80,234	86,048	91,361
2	81,008	86,820	92,129
3	81,782	87,594	92,906
4	82,556	88,371	93,681
5	83,330	89,145	94,456
6	86,606	92,590	98,088
7	87,404	93,385	98,948
8	88,200	94,183	99,812
9	88,995	94,981	100,673
10	89,826	95,778	101,531
11	90,652	96,639	102,394
12	91,956	97,972	103,757
13	91,956	97,972	103,757
14	91,956	97,972	103,757
15	92,838	98,911	104,751
16-23	92,838	98,911	104,751
24	93,443	99,516	105,355
25	93,443	99,516	105,355
26	93,443	99,516	105,355
27+	94,047	100,121	105,960



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

**CONTRACTED HIGH SCHOOL PRINCIPALS - SALARY RANGE**

<b><u>DEGREE TYPE</u></b>	<b><u>SALARY RANGE</u></b>
MASTER'S	\$99,778.00 - \$119,733.00
Ed.S / AA CERTIFICATION	\$101,995.00 - \$124,168.00
DOCTORAL	\$105,320.00 - \$127,494.00

**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**

<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>58,053</b>	<b>62,945</b>	<b>67,929</b>
<b>2</b>	<b>58,400</b>	<b>63,293</b>	<b>68,279</b>
<b>3</b>	<b>58,751</b>	<b>63,643</b>	<b>68,630</b>
<b>4</b>	<b>59,103</b>	<b>63,992</b>	<b>68,978</b>
<b>5</b>	<b>59,775</b>	<b>64,661</b>	<b>69,687</b>
<b>6</b>	<b>62,296</b>	<b>67,334</b>	<b>72,466</b>
<b>7</b>	<b>62,990</b>	<b>68,100</b>	<b>73,159</b>
<b>8</b>	<b>63,709</b>	<b>68,746</b>	<b>73,876</b>
<b>9</b>	<b>64,461</b>	<b>69,497</b>	<b>74,626</b>
<b>10</b>	<b>65,154</b>	<b>70,188</b>	<b>75,320</b>
<b>11</b>	<b>65,871</b>	<b>70,910</b>	<b>76,039</b>
<b>12</b>	<b>66,188</b>	<b>71,251</b>	<b>76,405</b>
<b>13</b>	<b>66,188</b>	<b>71,251</b>	<b>76,405</b>
<b>14</b>	<b>66,188</b>	<b>71,251</b>	<b>76,405</b>
<b>15</b>	<b>66,821</b>	<b>71,931</b>	<b>77,135</b>
<b>16-23</b>	<b>66,821</b>	<b>71,931</b>	<b>77,135</b>
<b>24</b>	<b>67,426</b>	<b>72,536</b>	<b>77,740</b>
<b>25</b>	<b>67,426</b>	<b>72,536</b>	<b>77,740</b>
<b>26</b>	<b>67,426</b>	<b>72,536</b>	<b>77,740</b>
<b>27+</b>	<b>68,031</b>	<b>73,141</b>	<b>78,345</b>

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

<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	58,246	63,138	68,124
2	58,593	63,488	68,473
3	58,946	63,838	68,824
4	59,297	64,185	69,171
5	59,967	64,857	69,840
6	62,496	67,533	72,666
7	63,189	68,225	73,360
8	63,872	68,944	74,077
9	64,660	69,698	74,825
10	65,352	70,388	75,519
11	66,072	71,110	76,239
12	66,253	71,451	76,605
13	66,253	71,451	76,605
14	66,253	71,451	76,605
15	67,024	72,135	77,339
16-23	67,024	72,135	77,339
24	67,629	72,740	77,944
25	67,629	72,740	77,944
26	67,629	72,740	77,944
27+	68,235	73,344	78,548

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

<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	64,739	69,635	74,732
2	65,322	70,218	75,199
3	65,908	70,798	75,782
4	66,488	71,383	76,365
5	67,071	71,966	76,950
6	69,663	74,702	79,834
7	70,264	75,302	80,436
8	70,865	75,903	81,037
9	71,467	76,503	81,637
10	72,068	77,105	82,236
11	72,068	77,105	82,236
12	72,415	77,474	82,630
13	72,415	77,474	82,630
14	72,415	77,474	82,630
15	73,108	78,217	83,422
16-23	73,108	78,217	83,422
24	73,713	78,822	84,027
25	73,713	78,822	84,027
26	73,713	78,822	84,027
27+	74,318	79,427	84,632

**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>78,142</b>	<b>83,963</b>	<b>89,274</b>
<b>2</b>	<b>78,836</b>	<b>84,656</b>	<b>89,968</b>
<b>3</b>	<b>79,533</b>	<b>85,353</b>	<b>90,665</b>
<b>4</b>	<b>80,227</b>	<b>86,046</b>	<b>91,359</b>
<b>5</b>	<b>80,920</b>	<b>86,736</b>	<b>92,050</b>
<b>6</b>	<b>84,033</b>	<b>90,026</b>	<b>95,496</b>
<b>7</b>	<b>84,749</b>	<b>90,741</b>	<b>96,212</b>
<b>8</b>	<b>85,464</b>	<b>91,458</b>	<b>96,926</b>
<b>9</b>	<b>86,179</b>	<b>92,171</b>	<b>97,641</b>
<b>10</b>	<b>86,892</b>	<b>92,885</b>	<b>98,353</b>
<b>11</b>	<b>86,892</b>	<b>92,885</b>	<b>98,353</b>
<b>12</b>	<b>87,310</b>	<b>93,332</b>	<b>98,826</b>
<b>13</b>	<b>87,310</b>	<b>93,332</b>	<b>98,826</b>
<b>14</b>	<b>87,310</b>	<b>93,332</b>	<b>98,826</b>
<b>15</b>	<b>88,146</b>	<b>94,223</b>	<b>99,773</b>
<b>16-23</b>	<b>88,146</b>	<b>94,223</b>	<b>99,773</b>
<b>24-26</b>	<b>88,751</b>	<b>94,829</b>	<b>100,377</b>
<b>27+</b>	<b>89,355</b>	<b>95,434</b>	<b>100,983</b>

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

<b>STEP</b>	<b>DIRECTOR</b>	<b>EXECUTIVE DIRECTOR</b>	<b>INSTRUCTIONAL SUPERINTENDENT</b>	<b>SENIOR EXECUTIVE DIRECTOR</b>	<b>OFFICERS EFFECTIVE 9/1/04</b>	<b>CHIEF OFFICER'S LEVEL</b>
<b>LEVEL</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
1	82,281	86,889	113,593	112,527	125,243	128,048
2	84,709	89,308	115,256	114,190	126,590	130,265
3	87,138	91,678	116,919	115,853	127,937	132,482
4	89,565	94,044	118,582	117,516	129,284	135,808
5	91,992	96,407	120,245	119,179	130,630	139,134
6	94,420	98,763	121,908	120,842	131,977	142,460
7	96,847	101,119	123,571	122,505	133,324	144,678
8	99,274	103,473	125,234	124,168	134,670	146,895
9	101,703	105,822	126,897	125,831	136,016	149,112
10	104,132	108,162	128,560	127,494	137,363	151,329
11	104,805	108,672	130,223	129,157	138,710	153,547
12	105,479	109,182	131,886	130,820	140,057	155,764
13	106,151	109,686	133,548	132,482	141,404	156,873
14	106,825	110,190	135,211	134,145	142,750	159,090
15	107,498	110,691	136,874	135,808	144,097	161,307
16+	108,171	111,189	138,537	137,471	145,444	162,040

Board approved March 20, 2018

**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>
1	76,613	82,405	88,438
2	77,302	83,096	88,992
3	78,229	83,784	89,682
4	78,682	84,473	90,371
5	79,371	85,164	91,063
6	82,440	88,405	94,478
7	83,151	89,114	95,188
8	83,863	89,823	95,898
9	84,575	90,534	96,611
10	85,284	91,246	97,319
11	85,284	91,246	97,319
12	85,697	91,686	97,788
13	85,697	91,686	97,788
14	85,697	91,686	97,788
15	86,516	92,560	98,723
16+	86,516	92,560	98,723

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

<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	52,337	59,377	64,435	69,599
2	52,741	59,780	64,840	70,002
3	53,145	60,184	65,177	70,406
4	53,548	60,589	65,647	70,810
5	53,953	60,993	66,052	71,215
6	54,357	61,396	66,455	71,619
7	54,762	61,799	66,860	72,023
8	54,869	62,271	67,340	72,496
9	55,564	62,970	68,028	73,189
10	56,288	63,689	68,752	73,911
11	56,983	64,447	69,506	74,669
12	57,739	65,453	70,541	75,722
13	57,739	65,453	70,541	75,722
14	57,739	65,453	70,541	75,722
15	58,143	66,080	71,215	76,446
16+	58,143	66,080	71,215	76,446



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

<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	61,574	69,854	75,807	81,880
2	62,046	70,329	76,282	82,358
3	62,524	70,804	77,391	82,831
4	62,998	71,280	77,550	83,307
5	63,474	71,756	77,708	83,783
6	63,517	72,323	78,345	84,475
7	64,347	73,151	79,172	85,302
8	65,240	74,046	80,069	86,200
9	66,069	74,872	80,890	87,025
10	66,924	75,730	81,751	87,885
11	67,755	76,628	82,648	88,784
12	68,983	77,825	83,874	90,037
13	68,983	77,825	83,874	90,037
14	68,983	77,825	83,874	90,037
15	69,643	78,572	84,678	90,899
16+	69,643	78,572	84,678	90,899

**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	69,815	76,486	82,302	87,617
2	70,220	77,180	82,998	88,309
3	70,624	77,872	83,691	89,002
4	71,028	78,567	84,383	89,696
5	71,432	79,260	85,078	90,391
6	71,837	82,325	88,319	93,789
7	72,240	83,043	89,032	94,503
8	72,644	83,756	89,744	95,216
9	73,047	84,472	90,461	95,930
10	73,452	85,186	91,176	96,643
11	73,855	85,186	91,176	96,643
12	74,260	85,594	91,611	97,107
13	74,260	85,594	91,611	97,107
14	74,260	85,594	91,611	97,107
15	74,665	86,412	92,488	98,037
16+	74,665	86,412	92,488	98,037

**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	69,019	74,866	80,820
2	69,434	75,284	81,240
3	69,857	75,700	81,659
4	70,274	76,117	82,076
5	71,076	76,917	82,874
6	74,080	80,100	86,232
7	74,907	80,925	87,060
8	75,768	81,787	87,917
9	76,667	82,685	88,815
10	77,495	83,509	89,640
11	78,352	84,372	90,503
12	78,728	84,779	90,936
13	78,728	84,779	90,936
14	78,728	84,779	90,936
15	79,484	85,590	91,809
16+	79,484	85,590	91,809

**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>
1	64,419	69,875	75,432
2	64,806	70,266	75,824
3	65,199	70,654	76,216
4	65,589	71,043	76,604
5	66,338	71,790	77,349
6	69,141	74,760	80,484
7	69,914	75,531	81,257
8	70,717	76,334	82,056
9	71,556	77,172	82,894
10	72,329	77,942	83,665
11	73,128	78,747	84,469
12	73,480	79,127	84,874
13	73,480	79,127	84,874
14	73,480	79,127	84,874
15	74,185	79,884	85,688
16+	74,185	79,884	85,688

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

<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	63,822	69,229	74,738
2	64,208	69,616	75,123
3	64,599	70,002	75,513
4	64,985	70,388	75,895
5	65,727	71,128	76,635
6	68,503	74,073	79,741
7	69,270	74,834	80,508
8	70,065	75,630	81,300
9	70,895	76,461	82,130
10	71,660	77,224	82,895
11	72,455	78,024	83,691
12	72,803	78,398	84,092
13	72,803	78,398	84,092
14	72,803	78,398	84,092
15	73,500	79,147	84,899
16-23	73,500	79,147	84,899
24	74,165	79,812	85,565
25	74,165	79,812	85,565
26	74,165	79,812	85,565
27+	74,829	80,478	86,228

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

<b>STEP</b>	<b>BACHELOR EQUIVALENT</b>	<b>MASTER EQUIVALENT</b>	<b>EDUCATION SPECIALIST EQUIVALENT OR SIXTH-YEAR</b>	<b>DOCTORAL EQUIVALENT</b>
<b>LEVEL</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>1</b>	41,592	47,255	51,445	56,034
<b>2</b>	41,888	47,551	51,741	56,330
<b>3</b>	46,224	52,543	57,045	61,635
<b>4</b>	46,573	52,834	57,339	61,932
<b>5</b>	46,893	53,485	57,989	62,576
<b>6</b>	48,949	55,734	60,373	65,095
<b>7</b>	49,585	56,372	61,011	65,733
<b>8</b>	50,275	57,061	61,700	66,425
<b>9</b>	50,911	57,697	62,334	67,061
<b>10</b>	51,572	58,359	62,997	67,726
<b>11</b>	52,213	59,051	63,688	68,419
<b>12</b>	53,160	59,974	64,635	69,382
<b>13</b>	53,160	59,974	64,635	69,382
<b>14</b>	53,160	59,974	64,635	69,382
<b>15</b>	53,667	60,547	65,255	70,047
<b>16-23</b>	53,667	60,547	65,255	70,047
<b>24</b>	54,272	61,153	65,860	70,653
<b>25</b>	54,272	61,153	65,860	70,653
<b>26</b>	54,272	61,153	65,860	70,653
<b>27+</b>	54,878	61,757	66,465	71,257
<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