

CERTIFIED

SALARY SCHEDULE

FY 2018

APPROVED 9/14/17

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INTRODUCTION

The 2017-2018 Salary Schedule provides a uniform and equitable payment of wages for service rendered by certificated employees. Certified employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education.

Certified salaries (teacher) in the salary schedule are based on years of experience, degree/certification and/or assignment. Effective February 1, 1996, certified employees (teachers) were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on the schedule. Experience for teachers will be granted based on public education experience in this system, other public education experience in the State of Alabama, or other public education experience outside the state. It is the responsibility of the employee to submit the appropriate information pertaining to experience, degree/certification and to verify the receipt of the accurate salary.

PROMOTION

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

QUALIFYING EXPERIENCE

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

OTHER INFORMATION

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

All employees are paid in twelve equal monthly installments, regardless of the length of the contract.

The following minimum number of days must be worked in a contract year:

Certified

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

During the years of State mandated raises, the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year. The same shall hold true for step increases.

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

VACATION LEAVE

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

LOCAL TRAVEL EXPENSE ALLOWANCE*

\$80.00 per month

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

\$50.00 per month

Assistant Principals, Local School Accountants, General Counsels

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

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

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

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

SUBSTITUTE EMPLOYEES

1. A substitute employee is a person paid on a day to day basis either in the place of absent employee or in a vacant or unfilled position. A substitute does not receive benefits. A substitute employee may not be used for an itinerate teacher (i.e. art, music, speech pathologist), instructional support teacher (i.e. guidance counselor, library media specialist, instructional specialist), assistant principal, principal, or any central office administrator.
2. A substitute who is filling a vacant position (vacant position **must be** identified by the Human Resources Department) and holds a current Alabama Certificate may be compensated \$125 per day or \$200 per day for each day served in the identified vacant position.

Type Substitute	Rate of Pay	Certification
Non Certified Substitute	\$8 per hour (not to exceed 7.5 hours)	Current AL Substitute Teacher's License
Certified Substitute (Other Subject Areas)	\$125 per day (vacant position)	Valid AL Class B Professional Certification (In-Field)
Certified Substitute (Mathematic or Science)	\$200 per day (vacant position)	Valid AL Class B Professional Certification (Math or Science)

Substitute Teacher – Non Certified

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

Substitute Teacher – Certified

A person who meets the minimum requirements of holding a valid AL Class B Professional Certificate issued by the Alabama State Department of Education. *A valid certificate must be on file in the Human Resources Department.*

(ALA. CODE§ 16-24-1 (1975))

Interim teachers are paid a prorated salary (current teacher salary schedule established by the Board) based on degree and experience and the number of contract days to be worked during the school year. Interim teachers receive all applicable employee benefits. Interim teachers must be employed for a semester or more in the same position and must Board approved.

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE	NON-DEGREE* DEGREE
LEVEL	1	2	3	4	5
1	39,017	44,329	48,260	52,565	39,017
2	39,294	44,607	48,538	52,842	39,294
3	43,362	49,290	53,513	57,819	43,362
4	43,689	49,563	53,789	58,098	43,689
5	43,990	50,174	54,398	58,702	43,990
6	45,918	52,283	56,635	61,065	45,918
7	46,515	52,882	57,233	61,664	46,515
8	47,162	53,528	57,880	62,313	47,162
9	47,759	54,125	58,475	62,909	47,759
10	48,379	54,746	59,097	63,533	48,379
11	48,980	55,395	59,745	64,183	48,980
12	49,869	56,261	60,633	65,086	49,869
13	49,869	56,261	60,633	65,086	49,869
14	49,869	56,261	60,633	65,086	49,869
15	50,344	56,799	61,214	65,710	50,344
16-23	50,344	56,799	61,214	65,710	50,344
24	50,912	57,366	61,782	66,278	50,912
25	50,912	57,366	61,782	66,278	50,912
26	50,912	57,366	61,782	66,278	50,912
27+	51,480	57,933	62,350	66,845	51,480

*The non-degree salary schedule pertains to some full-time instructional employees who provide daily instructions in select military and/or career technical areas. All State and Board requirements and/or mandates for employment are still applicable.

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	42,562	48,360	52,646	57,344
2	42,865	48,665	52,950	57,646
3	47,303	53,772	58,082	63,075
4	47,681	54,091	58,703	63,407
5	48,011	54,756	59,367	64,064
6	48,851	57,058	61,809	66,646
7	50,764	57,713	62,463	67,299
8	51,471	58,417	63,171	68,008
9	52,124	59,071	63,818	68,658
10	52,802	59,747	64,497	69,335
11	53,455	60,457	65,204	70,046
12	54,424	61,401	66,173	71,034
13	54,424	61,401	66,173	71,034
14	54,424	61,401	66,173	71,034
15	54,946	61,989	66,805	71,713
16-23	54,946	61,989	66,805	71,713
24	55,514	62,556	67,372	72,281
25	55,514	62,556	67,372	72,281
26	55,514	62,556	67,372	72,281
27+	56,081	63,124	67,940	72,848

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	46,736	53,099	57,808	62,967
2	47,066	53,433	58,141	63,298
3	51,940	59,042	64,102	69,260
4	52,334	59,369	64,430	69,594
5	52,694	60,101	65,160	70,315
6	55,005	62,627	67,840	73,149
7	55,720	63,344	68,557	73,866
8	56,495	64,118	69,333	74,644
9	57,211	64,834	70,045	75,357
10	57,953	65,577	70,791	76,103
11	58,672	66,355	71,566	76,882
12	59,733	67,393	72,629	77,966
13	59,733	67,393	72,629	77,966
14	59,733	67,393	72,629	77,966
15	60,306	68,037	73,324	78,712
16-23	60,306	68,037	73,324	78,712
24	59,680	67,259	72,443	77,725
25	59,680	67,259	72,443	77,725
26	59,680	67,259	72,443	77,725
27+	60,237	67,815	73,000	78,282

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	50,075	56,894	61,936	67,463
2	50,428	57,249	62,293	67,818
3	55,649	63,260	68,333	74,207
4	56,695	64,318	69,800	75,392
5	57,086	65,109	70,591	76,174
6	59,585	67,845	73,495	79,245
7	60,363	68,622	74,271	80,021
8	61,201	69,462	75,112	80,863
9	61,979	70,236	75,882	81,637
10	62,781	71,041	76,690	82,444
11	63,560	71,884	77,531	83,287
12	64,712	73,007	78,681	84,463
13	64,712	73,007	78,681	84,463
14	64,712	73,007	78,681	84,463
15	65,331	73,707	79,435	85,271
16-23	65,331	73,707	79,435	85,271
24	65,898	74,274	80,002	85,837
25	65,898	74,274	80,002	85,837
26	65,898	74,274	80,002	85,837
27+	66,465	74,842	80,570	86,405

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	54,428	59,039	63,737
2	54,757	59,369	64,065
3	55,090	59,698	64,398
4	55,420	60,027	64,724
5	56,052	60,658	65,355
6	58,420	63,170	68,004
7	59,074	63,819	68,658
8	59,752	64,498	69,333
9	60,460	65,206	70,041
10	61,112	65,857	70,693
11	61,790	66,539	71,372
12	62,087	66,858	71,714
13	62,087	66,858	71,714
14	62,087	66,858	71,714
15	62,681	67,497	72,402
16-23	62,681	67,497	72,402
24	63,248	68,064	72,970
25	63,248	68,064	72,970
26	63,248	68,064	72,970
27+	63,815	68,632	73,536

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	72,281	77,680	82,959
2	72,987	78,390	83,667
3	73,732	79,132	84,411
4	74,439	79,839	85,117
5	75,180	80,579	85,857
6	78,144	83,704	89,138
7	78,905	84,467	89,902
8	79,635	85,198	90,635
9	80,399	85,959	91,392
10	81,127	86,689	92,222
11	81,892	87,455	93,020
12	83,018	88,606	94,265
13	83,018	88,606	94,265
14	83,018	88,606	94,265
15	83,813	89,455	95,168
16-23	83,813	89,455	95,168
24	84,380	90,021	95,736
25	84,380	90,021	95,736
26	84,380	90,021	95,736
27+	84,948	90,589	96,304

**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	\$78,000.00 - \$91,520.00
AA CERTIFICATION	\$80,080.00 - \$95,680.00
DOCTORAL	\$83,200.00 - \$98,800.00

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

Board Approved December 9, 2014

REVISED 8-11-2015

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	72,982	78,437	83,765
2	73,695	79,152	84,483
3	74,448	79,899	85,234
4	75,164	80,617	85,944
5	75,912	81,364	86,692
6	78,905	84,520	90,004
7	79,672	85,288	90,776
8	80,410	86,026	91,516
9	81,180	86,794	92,279
10	81,916	87,533	93,121
11	82,688	88,305	93,924
12	83,826	89,469	95,185
13	83,826	89,469	95,185
14	83,826	89,469	95,185
15	84,630	90,324	96,095
16-23	84,630	90,324	96,095
24	85,197	90,892	96,662
25	85,197	90,892	96,662
26	85,197	90,892	96,662
27+	85,765	91,459	97,230

**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	\$83,200.00 - \$96,720.00
AA CERTIFICATION	\$85,280.00 - \$100,880.00
DOCTORAL	\$88,400.00 - \$104,000.00

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

Board Approved December 9, 2014

REVISED 8-11-2015

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	75,267	80,721	85,704
2	75,993	81,444	86,425
3	76,719	82,170	87,154
4	77,445	82,899	87,881
5	78,171	83,625	88,608
6	81,244	86,858	92,015
7	81,993	87,603	92,822
8	82,739	88,352	93,632
9	83,485	89,100	94,440
10	84,265	89,848	95,245
11	85,040	90,656	96,054
12	86,263	91,906	97,333
13	86,263	91,906	97,333
14	86,263	91,906	97,333
15	87,090	92,787	98,265
16-23	87,090	92,787	98,265
24	87,657	93,355	98,832
25	87,657	93,355	98,832
26	87,657	93,355	98,832
27+	88,224	93,922	99,400

**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	\$93,600.00 - \$112,320.00
AA CERTIFICATION	\$95,680.00 - \$116,480.00
DOCTORAL	\$98,800.00 - \$119,600.00

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

Board Approved December 9, 2014

REVISED 8-11-2015

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	54,459	59,048	63,723
2	54,784	59,375	64,052
3	55,114	59,702	64,381
4	55,443	60,030	64,708
5	56,074	60,658	65,372
6	58,439	63,165	67,980
7	59,090	63,884	68,630
8	59,765	64,489	69,302
9	60,470	65,194	70,006
10	61,120	65,842	70,657
11	61,793	66,519	71,332
12	62,090	66,840	71,675
13	62,090	66,840	71,675
14	62,090	66,840	71,675
15	62,684	67,477	72,359
16-23	62,684	67,477	72,359
24	63,252	68,045	72,927
25	63,252	68,045	72,927
26	63,252	68,045	72,927
27+	63,819	68,613	73,495

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	54,640	59,229	63,906
2	54,965	59,558	64,234
3	55,297	59,885	64,563
4	55,625	60,211	64,889
5	56,255	60,841	65,516
6	58,627	63,352	68,167
7	59,277	64,001	68,818
8	59,918	64,676	69,491
9	60,657	65,383	70,193
10	61,306	66,030	70,844
11	61,981	66,708	71,519
12	62,151	67,027	71,862
13	62,151	67,027	71,862
14	62,151	67,027	71,862
15	62,874	67,669	72,550
16-23	62,874	67,669	72,550
24	63,442	68,236	73,118
25	63,442	68,236	73,118
26	63,442	68,236	73,118
27+	64,010	68,803	73,685

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	60,731	65,323	70,105
2	61,278	65,870	70,543
3	61,827	66,414	71,090
4	62,372	66,964	71,637
5	62,918	67,511	72,185
6	65,349	70,077	74,891
7	65,914	70,640	75,456
8	66,478	71,204	76,020
9	67,043	71,766	76,582
10	67,606	72,331	77,144
11	67,606	72,331	77,144
12	67,932	72,677	77,514
13	67,932	72,677	77,514
14	67,932	72,677	77,514
15	68,582	73,374	78,257
16-23	68,582	73,374	78,257
24	69,150	73,942	78,825
25	69,150	73,942	78,825
26	69,150	73,942	78,825
27+	69,716	74,510	79,393

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	73,304	78,764	83,747
2	73,955	79,414	84,398
3	74,609	80,069	85,051
4	75,260	80,719	85,702
5	75,910	81,365	86,351
6	78,830	84,452	89,584
7	79,502	85,123	90,255
8	80,173	85,796	90,925
9	80,843	86,465	91,596
10	81,512	87,134	92,264
11	81,512	87,134	92,264
12	81,904	87,553	92,708
13	81,904	87,553	92,708
14	81,904	87,553	92,708
15	82,688	88,390	93,596
16-23	82,688	88,390	93,596
24-26	83,256	88,957	94,163
27+	83,823	89,525	94,730

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

STEP	DIRECTOR	DIRECTOR OF SCHOOLS	OFFICERS EFFECTIVE 9/1/04	CHIEF OFFICER'S LEVEL
LEVEL	1	6	7	8
1	77,187	105,560	117,489	120,120
2	79,464	107,120	118,752	122,200
3	81,743	108,680	120,016	124,280
4	84,020	110,240	121,280	127,400
5	86,296	111,800	122,542	130,520
6	88,574	113,360	123,806	133,640
7	90,851	114,920	125,069	135,720
8	93,128	116,480	126,332	137,800
9	95,406	118,040	127,596	139,880
10	97,685	119,600	128,858	141,960
11	98,316	121,160	130,122	144,040
12	98,949	122,720	131,385	146,120
13	99,579	124,280	132,649	147,160
14	100,211	125,840	133,912	149,240
15	100,843	127,400	135,176	151,320
16+	101,474	128,960	136,439	152,007

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	71,869	77,303	82,963
2	72,516	77,951	83,482
3	73,386	78,597	84,130
4	73,811	79,243	84,776
5	74,457	79,891	85,425
6	77,335	82,932	88,629
7	78,003	83,596	89,294
8	78,671	84,262	89,961
9	79,338	84,928	90,630
10	80,004	85,596	91,293
11	80,004	85,596	91,293
12	80,391	86,009	91,733
13	80,391	86,009	91,733
14	80,391	86,009	91,733
15	81,160	86,830	92,611
16+	81,160	86,830	92,611

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	49,096	55,700	60,446	65,290
2	49,476	56,079	60,825	65,668
3	49,854	56,457	61,142	66,047
4	50,233	56,838	61,583	66,426
5	50,613	57,217	61,962	66,805
6	50,991	57,595	62,341	67,185
7	51,372	57,973	62,720	67,564
8	51,472	58,416	63,171	68,008
9	52,124	59,071	63,816	68,658
10	52,803	59,746	64,496	69,335
11	53,455	60,457	65,203	70,046
12	54,164	61,401	66,173	71,034
13	54,164	61,401	66,173	71,034
14	54,164	61,401	66,173	71,034
15	54,543	61,989	66,805	71,713
16+	54,543	61,989	66,805	71,713

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	57,762	65,529	71,113	76,810
2	58,205	65,974	71,559	77,258
3	58,653	66,421	72,599	77,703
4	59,098	66,867	72,749	78,149
5	59,544	67,313	72,897	78,596
6	59,585	67,845	73,495	79,245
7	60,363	68,622	74,271	80,021
8	61,201	69,462	75,112	80,863
9	61,979	70,236	75,882	81,637
10	62,781	71,041	76,690	82,444
11	63,560	71,884	77,531	83,287
12	64,712	73,007	78,681	84,463
13	64,712	73,007	78,681	84,463
14	64,712	73,007	78,681	84,463
15	65,331	73,707	79,435	85,271
16+	65,331	73,707	79,435	85,271

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

STEP	BACHELOR'S DEGREE	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	1	2	3	4
1	65,493	71,751	77,206	82,192
2	65,873	72,402	77,860	82,841
3	66,251	73,051	78,510	83,491
4	66,631	73,703	79,159	84,142
5	67,009	74,353	79,811	84,794
6	67,389	77,228	82,851	87,982
7	67,767	77,901	83,519	88,652
8	68,146	78,570	84,188	89,320
9	68,525	79,242	84,860	89,990
10	68,904	79,912	85,531	90,660
11	69,283	79,912	85,531	90,660
12	69,662	80,294	85,939	91,095
13	69,662	80,294	85,939	91,095
14	69,662	80,294	85,939	91,095
15	70,042	81,062	86,762	91,967
16+	70,042	81,062	86,762	91,967

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	64,746	70,231	75,816
2	65,135	70,623	76,210
3	65,531	71,013	76,603
4	65,924	71,404	76,994
5	66,675	72,155	77,743
6	69,494	75,141	80,893
7	70,270	75,915	81,670
8	71,077	76,723	82,474
9	71,920	77,565	83,316
10	72,697	78,339	84,090
11	73,501	79,148	84,899
12	73,854	79,530	85,306
13	73,854	79,530	85,306
14	73,854	79,530	85,306
15	74,563	80,291	86,124
16+	74,563	80,291	86,124

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	60,430	65,549	70,762
2	60,793	65,915	71,130
3	61,162	66,279	71,497
4	61,528	66,644	71,861
5	62,230	67,345	72,560
6	64,861	70,131	75,501
7	65,586	70,854	76,226
8	66,338	71,608	76,976
9	67,126	72,394	77,762
10	67,851	73,116	78,485
11	68,600	73,871	79,240
12	68,930	74,228	79,619
13	68,930	74,228	79,619
14	68,930	74,228	79,619
15	69,592	74,938	80,383
16+	69,592	74,938	80,383

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

STEP	MASTER'S DEGREE	AA CERTIFICATE	DOCTORAL DEGREE
LEVEL	2	3	4
1	59,871	64,943	70,111
2	60,233	65,306	70,472
3	60,599	65,668	70,838
4	60,962	66,030	71,196
5	61,657	66,724	71,891
6	64,262	69,487	74,804
7	64,981	70,201	75,524
8	65,727	70,948	76,266
9	66,506	71,727	77,045
10	67,223	72,443	77,762
11	67,969	73,193	78,509
12	68,296	73,544	78,885
13	68,296	73,544	78,885
14	68,296	73,544	78,885
15	68,949	74,247	79,642
16-23	68,949	74,247	79,642
24	69,573	74,870	80,267
25	69,573	74,870	80,267
26	69,573	74,870	80,267
27+	70,197	75,495	80,890

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

STEP	BACHELOR EQUIVALENT	MASTER EQUIVALENT	EDUCATION SPECIALIST EQUIVALENT OR SIXTH-YEAR	DOCTORAL EQUIVALENT
LEVEL	1	2	3	4
1	39,017	44,329	48,260	52,565
2	39,294	44,607	48,538	52,842
3	43,362	49,290	53,513	57,819
4	43,689	49,563	53,789	58,098
5	43,990	50,174	54,398	58,702
6	45,918	52,283	56,635	61,065
7	46,515	52,882	57,233	61,664
8	47,162	53,528	57,880	62,313
9	47,759	54,125	58,475	62,909
10	48,379	54,746	59,097	63,533
11	48,980	55,395	59,745	64,183
12	49,869	56,261	60,633	65,086
13	49,869	56,261	60,633	65,086
14	49,869	56,261	60,633	65,086
15	50,344	56,799	61,214	65,710
16-23	50,344	56,799	61,214	65,710
24	50,912	57,366	61,782	66,278
25	50,912	57,366	61,782	66,278
26	50,912	57,366	61,782	66,278
27+	51,480	57,933	62,350	66,845
CERTIFICATES				
HEALTH SCIENCE	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	
TECHNICAL EDUCATION	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	

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