



# HOUSTON COUNTY BOARD OF EDUCATION

## 2022 - 2023

### SALARY SCHEDULE\*

\*Includes salary schedule from Teacher Excellence and Accountability in Mathematics and Science (TEAMS) Act.

Professional employees will be paid for an advanced degree in the pay period that begins after the advanced degree is recognized by the State Department of Education, provided that, if an employee has completed service under contract for the scholastic year, the advanced degree pay shall begin with the first pay period for service under contract in the subsequent scholastic year. All other salary changes will be paid in the pay period that begins after the salary change notification is received by the payroll department of the Houston County Board of Education.  
*Board Approved February 20, 2014; Effective Date March 1, 2014*

***Approved June 6, 2022  
Effective October 1, 2022***

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**9-Month Certificated Salaries**

Bachelor's or No Degree		Master's		AA or 6-Year Degree		Doctorate	
0	43,792	0	50,358	0	54,301	0	58,241
1	43,792	1	50,358	1	54,301	1	58,241
2	43,792	2	50,358	2	54,301	2	58,241
3	48,166	3	55,390	3	59,725	3	64,067
4	48,166	4	55,390	4	59,725	4	64,067
5	48,166	5	55,390	5	59,725	5	64,067
6	50,278	6	57,817	6	62,359	6	66,867
7	50,278	7	57,817	7	62,359	7	66,867
8	50,278	8	57,817	8	62,359	8	66,867
9	51,796	9	59,564	9	64,242	9	68,887
10	52,313	10	60,159	10	64,884	10	69,576
11	52,836	11	60,761	11	65,533	11	70,271
12	53,365	12	61,369	12	66,188	12	70,974
13	53,899	13	61,982	13	66,851	13	71,684
14	54,438	14	62,602	14	67,519	14	72,401
15	54,982	15	63,228	15	68,194	15	73,125
16	55,532	16	63,860	16	68,876	16	73,856
17	56,087	17	64,499	17	69,565	17	74,595
18	56,648	18	65,144	18	70,261	18	75,340
19	57,214	19	65,795	19	70,964	19	76,093
20	57,786	20	66,453	20	71,673	20	76,855
21	58,365	21	67,118	21	72,390	21	77,624
22	58,948	22	67,789	22	73,113	22	78,399
23	59,537	23	68,467	23	73,844	23	79,183
24	60,133	24	69,152	24	74,583	24	79,975
25	60,734	25	69,843	25	75,329	25	80,775
26	61,341	26	70,541	26	76,082	26	81,583
27	61,955	27	71,246	27	76,843	27	82,399
28	62,575	28	71,959	28	77,611	28	83,223
29	63,200	29	72,679	29	78,387	29	84,055
30	63,832	30	73,406	30	79,171	30	84,896
31	64,471	31	74,139	31	79,963	31	85,744
32	65,115	32	74,881	32	80,763	32	86,601
33	65,766	33	75,630	33	81,571	33	87,468
34	66,424	34	76,386	34	82,386	34	88,343
35	67,088	35	77,150	35	83,210	35	89,225

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**9.5-Month Certificated Salaries**

Bachelor's or No Degree		Master's		AA or 6-Year Degree		Doctorate	
0	46,134	0	53,051	0	57,205	0	61,355
1	46,134	1	53,051	1	57,205	1	61,355
2	46,134	2	53,051	2	57,205	2	61,355
3	50,742	3	58,352	3	62,919	3	67,493
4	50,742	4	58,352	4	62,919	4	67,493
5	50,742	5	58,352	5	62,919	5	67,493
6	52,967	6	60,909	6	65,694	6	70,443
7	52,967	7	60,909	7	65,694	7	70,443
8	52,967	8	60,909	8	65,694	8	70,443
9	54,566	9	62,749	9	67,677	9	72,571
10	55,110	10	63,376	10	68,354	10	73,297
11	55,661	11	64,010	11	69,037	11	74,029
12	56,219	12	64,651	12	69,727	12	74,769
13	56,781	13	65,297	13	70,426	13	75,517
14	57,349	14	65,950	14	71,130	14	76,273
15	57,922	15	66,609	15	71,841	15	77,035
16	58,502	16	67,275	16	72,559	16	77,806
17	59,086	17	67,948	17	73,285	17	78,584
18	59,677	18	68,628	18	74,018	18	79,369
19	60,274	19	69,313	19	74,759	19	80,162
20	60,876	20	70,007	20	75,506	20	80,965
21	61,486	21	70,707	21	76,261	21	81,775
22	62,100	22	71,414	22	77,023	22	82,591
23	62,721	23	72,128	23	77,793	23	83,417
24	63,349	24	72,850	24	78,571	24	84,252
25	63,982	25	73,578	25	79,357	25	85,095
26	64,621	26	74,313	26	80,151	26	85,946
27	65,268	27	75,056	27	80,952	27	86,805
28	65,921	28	75,807	28	81,761	28	87,673
29	66,581	29	76,566	29	82,579	29	88,550
30	67,245	30	77,331	30	83,405	30	89,436
31	67,918	31	78,104	31	84,239	31	90,329
32	68,598	32	78,885	32	85,082	32	91,232
33	69,283	33	79,674	33	85,933	33	92,145
34	69,976	34	80,471	34	86,792	34	93,067
35	70,676	35	81,276	35	87,660	35	93,996

**HOUSTON COUNTY BOARD OF EDUCATION**

2022 - 2023

**SALARY SCHEDULE**

**10-Month Certificated Salaries**

Bachelor's or No Degree		Master's		AA or 6-Year Degree		Doctorate	
0	48,476	0	55,744	0	60,109	0	64,470
1	48,476	1	55,744	1	60,109	1	64,470
2	48,476	2	55,744	2	60,109	2	64,470
3	53,317	3	61,314	3	66,113	3	70,919
4	53,317	4	61,314	4	66,113	4	70,919
5	53,317	5	61,314	5	66,113	5	70,919
6	55,655	6	64,001	6	69,028	6	74,019
7	55,655	7	64,001	7	69,028	7	74,019
8	55,655	8	64,001	8	69,028	8	74,019
9	57,336	9	65,934	9	71,113	9	76,255
10	57,908	10	66,593	10	71,823	10	77,017
11	58,487	11	67,260	11	72,542	11	77,787
12	59,072	12	67,933	12	73,267	12	78,565
13	59,664	13	68,611	13	74,001	13	79,351
14	60,260	14	69,297	14	74,740	14	80,144
15	60,862	15	69,990	15	75,487	15	80,946
16	61,471	16	70,690	16	76,242	16	81,755
17	62,086	17	71,397	17	77,005	17	82,573
18	62,707	18	72,111	18	77,776	18	83,398
19	63,333	19	72,832	19	78,554	19	84,231
20	63,966	20	73,560	20	79,339	20	85,075
21	64,607	21	74,296	21	80,132	21	85,926
22	65,253	22	75,039	22	80,933	22	86,784
23	65,905	23	75,790	23	81,742	23	87,652
24	66,564	24	76,548	24	82,560	24	88,528
25	67,230	25	77,313	25	83,386	25	89,414
26	67,902	26	78,085	26	84,219	26	90,308
27	68,581	27	78,866	27	85,062	27	91,212
28	69,268	28	79,655	28	85,912	28	92,124
29	69,960	29	80,452	29	86,771	29	93,045
30	70,659	30	81,257	30	87,638	30	93,976
31	71,365	31	82,068	31	88,515	31	94,914
32	72,080	32	82,890	32	89,401	32	95,863
33	72,800	33	83,719	33	90,295	33	96,823
34	73,528	34	84,556	34	91,197	34	97,791
35	74,263	35	85,401	35	92,109	35	98,768

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**11-Month Certificated Salaries**

Master's		AA or 6-Year Degree		Doctorate	
0	61,130	0	65,916	0	70,699
1	61,130	1	65,916	1	70,699
2	61,130	2	65,916	2	70,699
3	67,238	3	72,500	3	77,771
4	67,238	4	72,500	4	77,771
5	67,238	5	72,500	5	77,771
6	70,184	6	75,698	6	81,170
7	70,184	7	75,698	7	81,170
8	70,184	8	75,698	8	81,170
9	72,305	9	77,984	9	83,622
10	73,027	10	78,763	10	84,459
11	73,758	11	79,551	11	85,302
12	74,496	12	80,346	12	86,156
13	75,240	13	81,151	13	87,017
14	75,993	14	81,962	14	87,888
15	76,753	15	82,781	15	88,767
16	77,520	16	83,609	16	89,654
17	78,296	17	84,445	17	90,551
18	79,079	18	85,290	18	91,456
19	79,869	19	86,143	19	92,370
20	80,668	20	87,004	20	93,295
21	81,475	21	87,874	21	94,228
22	82,289	22	88,752	22	95,169
23	83,112	23	89,640	23	96,121
24	83,944	24	90,537	24	97,082
25	84,783	25	91,442	25	98,053
26	85,630	26	92,356	26	99,034
27	86,486	27	93,280	27	100,024
28	87,351	28	94,212	28	101,025
29	88,225	29	95,154	29	102,035
30	89,108	30	96,106	30	103,056
31	89,998	31	97,067	31	104,085
32	90,898	32	98,039	32	105,125
33	91,808	33	99,019	33	106,178
34	92,725	34	100,009	34	107,240
35	93,653	35	101,009	35	108,311

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**12-Month Certificated Salaries**

Bachelor's or No Degree		Master's		AA or 6-Year Degree		Doctorate	
0	56,204	0	64,631	0	69,691	0	74,748
1	56,204	1	64,631	1	69,691	1	74,748
2	56,204	2	64,631	2	69,691	2	74,748
3	61,817	3	71,089	3	76,652	3	82,225
4	61,817	4	71,089	4	76,652	4	82,225
5	61,817	5	71,089	5	76,652	5	82,225
6	64,528	6	74,204	6	80,033	6	85,819
7	64,528	7	74,204	7	80,033	7	85,819
8	64,528	8	74,204	8	80,033	8	85,819
9	66,476	9	76,446	9	82,450	9	88,411
10	67,140	10	77,209	10	83,274	10	89,295
11	67,811	11	77,982	11	84,107	11	90,187
12	68,490	12	78,762	12	84,947	12	91,090
13	69,175	13	79,549	13	85,798	13	92,001
14	69,867	14	80,345	14	86,655	14	92,921
15	70,565	15	81,148	15	87,522	15	93,850
16	71,271	16	81,959	16	88,397	16	94,788
17	71,983	17	82,779	17	89,281	17	95,737
18	72,703	18	83,607	18	90,175	18	96,693
19	73,430	19	84,443	19	91,077	19	97,659
20	74,164	20	85,287	20	91,987	20	98,637
21	74,907	21	86,141	21	92,907	21	99,624
22	75,655	22	87,002	22	93,835	22	100,619
23	76,411	23	87,872	23	94,773	23	101,625
24	77,176	24	88,751	24	95,721	24	102,642
25	77,947	25	89,638	25	96,679	25	103,668
26	78,726	26	90,534	26	97,645	26	104,705
27	79,514	27	91,439	27	98,622	27	105,753
28	80,310	28	92,354	28	99,608	28	106,810
29	81,114	29	93,278	29	100,604	29	107,878
30	81,923	30	94,211	30	101,610	30	108,957
31	82,742	31	95,152	31	102,626	31	110,046
32	83,571	32	96,104	32	103,653	32	111,146
33	84,406	33	97,065	33	104,690	33	112,258
34	85,250	34	98,036	34	105,736	34	113,381
35	86,102	35	99,016	35	106,794	35	114,513

## FY 2023 TEAMS PROGRAM

Teacher Excellence and Accountability in Mathematics and Science  
 State Minimum Salary Schedule for Classroom Teachers  
*Public School Experience - 189 Day Contract*

Bachelor	
Step	BS
0	48,558
1	51,981
2	54,758
3	56,360
4	58,005
5	59,693
6	61,426
7	63,204
8	64,468
9	65,757
10	66,743
11	67,745
12	68,761
13	68,761
14	68,761
15	69,796
16	69,796
17	69,796
18	70,853
19	70,853
20	70,853
21	71,931
22	71,931
23	71,931
24	73,030
25	73,030
26	73,030
27	74,151

Master	
Step	MS
0	55,059
1	59,778
2	62,969
3	64,813
4	66,705
5	68,646
6	70,638
7	72,685
8	74,136
9	75,620
10	76,755
11	77,906
12	79,075
13	79,075
14	79,075
15	80,266
16	80,266
17	80,266
18	81,481
19	81,481
20	81,481
21	82,722
22	82,722
23	82,722
24	83,984
25	83,984
26	83,984
27	85,275

AA/EDS	
Step	6Y
0	58,963
1	64,456
2	67,916
3	69,904
4	71,944
5	74,038
6	76,188
7	78,393
8	79,961
9	81,560
10	82,783
11	84,025
12	85,285
13	85,285
14	85,285
15	86,570
16	86,570
17	86,570
18	87,881
19	87,881
20	87,881
21	89,217
22	89,217
23	89,217
24	90,581
25	90,581
26	90,581
27	91,971

Doctorate	
Step	DO
0	62,864
1	69,138
2	72,826
3	74,958
4	77,146
5	79,392
6	81,696
7	84,061
8	85,743
9	87,458
10	88,769
11	90,100
12	91,452
13	91,452
14	91,452
15	92,830
16	92,830
17	92,830
18	94,235
19	94,235
20	94,235
21	95,669
22	95,669
23	95,669
24	97,131
25	97,131
26	97,131
27	98,622

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of \$5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**Elementary School Principal - 1.31 of 9-Month Certificated Salary**  
**(Principal will also receive a negotiated supplement and \$2,500 for local travel)**

Master's		AA or 6-Year Degree		Doctorate	
0	65,315	0	70,430	0	75,540
1	65,315	1	70,430	1	75,540
2	65,315	2	70,430	2	75,540
3	71,843	3	77,466	3	83,097
4	71,843	4	77,466	4	83,097
5	71,843	5	77,466	5	83,097
6	74,991	6	80,882	6	86,729
7	74,991	7	80,882	7	86,729
8	74,991	8	80,882	8	86,729
9	77,256	9	83,324	9	89,349
10	78,028	10	84,157	10	90,242
11	78,808	11	84,998	11	91,143
12	79,597	12	85,848	12	92,055
13	80,392	13	86,708	13	92,976
14	81,196	14	87,574	14	93,906
15	82,009	15	88,450	15	94,845
16	82,829	16	89,334	16	95,794
17	83,657	17	90,228	17	96,751
18	84,494	18	91,130	18	97,718
19	85,339	19	92,042	19	98,695
20	86,191	20	92,962	20	99,683
21	87,053	21	93,892	21	100,680
22	87,925	22	94,830	22	101,686
23	88,804	23	95,778	23	102,703
24	89,692	24	96,737	24	103,730
25	90,588	25	97,704	25	104,767
26	91,494	26	98,681	26	105,815
27	92,409	27	99,667	27	106,874
28	93,334	28	100,664	28	107,943
29	94,266	29	101,670	29	109,022
30	95,209	30	102,687	30	110,112
31	96,161	31	103,714	31	111,212
32	97,123	32	104,752	32	112,325
33	98,094	33	105,800	33	113,449
34	99,075	34	106,857	34	114,583
35	100,066	35	107,926	35	115,728



**HOUSTON COUNTY BOARD OF EDUCATION**

**2022 - 2023**

**SALARY SCHEDULE**

**Middle School Principal - 1.35 of 9-Month Certificated Salary  
(Principal will also receive a negotiated supplement and \$2,500 for local travel)**

Master's		AA or 6-Year Degree		Doctorate	
0	67,310	0	72,580	0	77,846
1	67,310	1	72,580	1	77,846
2	67,310	2	72,580	2	77,846
3	74,037	3	79,831	3	85,635
4	74,037	4	79,831	4	85,635
5	74,037	5	79,831	5	85,635
6	77,281	6	83,352	6	89,377
7	77,281	7	83,352	7	89,377
8	77,281	8	83,352	8	89,377
9	79,615	9	85,868	9	92,077
10	80,410	10	86,727	10	92,997
11	81,215	11	87,593	11	93,926
12	82,027	12	88,470	12	94,866
13	82,847	13	89,355	13	95,815
14	83,676	14	90,248	14	96,773
15	84,513	15	91,151	15	97,741
16	85,358	16	92,062	16	98,719
17	86,211	17	92,983	17	99,706
18	87,074	18	93,913	18	100,702
19	87,944	19	94,852	19	101,709
20	88,823	20	95,800	20	102,727
21	89,712	21	96,759	21	103,754
22	90,609	22	97,725	22	104,791
23	91,515	23	98,703	23	105,839
24	92,430	24	99,691	24	106,897
25	93,354	25	100,687	25	107,966
26	94,288	26	101,694	26	109,046
27	95,230	27	102,711	27	110,137
28	96,183	28	103,738	28	111,239
29	97,145	29	104,775	29	112,351
30	98,117	30	105,822	30	113,474
31	99,097	31	106,881	31	114,608
32	100,089	32	107,950	32	115,754
33	101,089	33	109,030	33	116,913
34	102,101	34	110,120	34	118,082
35	103,121	35	111,221	35	119,262

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**Secondary School Principal - 1.45 of 9-Month Certificated Salary**  
**(Principal will also receive a negotiated supplement and \$2,500 for local travel)**

Master's		AA or 6-Year Degree		Doctorate	
0	72,296	0	77,956	0	83,613
1	72,296	1	77,956	1	83,613
2	72,296	2	77,956	2	83,613
3	79,521	3	85,744	3	91,978
4	79,521	4	85,744	4	91,978
5	79,521	5	85,744	5	91,978
6	83,005	6	89,526	6	95,997
7	83,005	7	89,526	7	95,997
8	83,005	8	89,526	8	95,997
9	85,512	9	92,229	9	98,897
10	86,366	10	93,151	10	99,886
11	87,231	11	94,082	11	100,884
12	88,103	12	95,023	12	101,893
13	88,984	13	95,974	13	102,912
14	89,874	14	96,933	14	103,942
15	90,773	15	97,903	15	104,981
16	91,681	16	98,881	16	106,031
17	92,597	17	99,870	17	107,091
18	93,524	18	100,869	18	108,161
19	94,459	19	101,878	19	109,243
20	95,403	20	102,896	20	110,336
21	96,357	21	103,926	21	111,440
22	97,321	22	104,964	22	112,553
23	98,294	23	106,014	23	113,679
24	99,277	24	107,075	24	114,815
25	100,269	25	108,145	25	115,964
26	101,272	26	109,227	26	117,124
27	102,284	27	110,319	27	118,295
28	103,308	28	111,422	28	119,479
29	104,341	29	112,536	29	120,673
30	105,385	30	113,661	30	121,880
31	106,437	31	114,798	31	123,098
32	107,503	32	115,946	32	124,329
33	108,577	33	117,106	33	125,573
34	109,664	34	118,277	34	126,829
35	110,760	35	119,460	35	128,096

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

**Central Office Director - based on 187 Teacher Days**

Master's		AA or 6-Year Degree		Doctorate	
0	111,305	0	111,305	0	111,305
1	113,025	1	113,267	1	113,409
2	113,025	2	113,267	2	113,409
3	113,205	3	113,462	3	113,622
4	113,205	4	113,462	4	113,622
5	113,205	5	113,462	5	113,622
6	113,393	6	113,557	6	113,720
7	113,393	7	113,557	7	113,720
8	113,393	8	113,557	8	113,720
9	114,026	9	114,239	9	114,451
10	114,621	10	114,881	10	115,140
11	115,223	11	115,530	11	115,835
12	115,223	12	115,530	12	115,835
13	115,307	13	115,622	13	115,933
14	115,927	14	116,290	14	116,650
15	115,927	15	116,290	15	116,650
16	116,025	16	116,396	16	116,763
17	116,664	17	117,085	17	117,502
18	116,664	18	117,085	18	117,502
19	116,778	19	117,207	19	117,633
20	117,436	20	117,916	20	118,395
21	117,436	21	117,916	21	118,395
22	117,564	22	118,055	22	118,543
23	118,242	23	118,786	23	119,327
24	118,242	24	118,786	24	119,327
25	118,389	25	118,944	25	119,496
26	119,087	26	119,697	26	120,304
27	119,087	27	119,697	27	120,304
28	119,188	28	119,872	28	120,492
29	119,908	29	120,648	29	121,324
30	120,635	30	121,432	30	122,165
31	121,368	31	122,224	31	123,013
32	122,110	32	123,024	32	123,870
33	122,859	33	123,832	33	124,737
34	123,615	34	124,647	34	125,612
35	124,379	35	125,471	35	126,494

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

School Nurse - LPN		
Degree	Years Exp	Salary
Licensed Practical Nurse	0-2	22,783
	3-5	25,042
	6-8	26,119
	9-11	26,459
	12-14	26,935
	15-17	27,526
	18-20	27,857
	21-23	28,171
	24-26	28,789
	27+	29,389

School Nurse - RN		
Degree	Years Exp	Salary
Registered Nurse	0-2	43,346
	3-5	47,673
	6-8	49,765
	9-11	50,431
	12-14	51,349
	15-17	52,518
	18-20	53,198
	21-23	53,877
	24-26	54,518
	27+	55,160

School Nurse - RMS		
Degree	Years Exp	Salary
Registered Nurse Master's Degree	0-2	49,851
	3-5	54,818
	6-8	57,229
	9-11	57,998
	12-14	59,049
	15-17	60,400
	18-20	61,177
	21-23	61,961
	24-26	62,602
	27+	63,244

<b>LEAD NURSE SUPPLEMENT</b>
\$1,154

<b>REGISTERED NURSE SUPPLEMENT</b>
\$1,662

<b>ASHFORD HIGH/ASHFORD MIDDLE SPLIT SCHOOL SUPPLEMENT and CENTRAL OFFICE RECEPTIONIST</b>
\$2,400

<b>OFFICE AIDE TECHNOLOGY SUPPLEMENT</b>
1,500

SCHOOL TECHNOLOGY SUPPLEMENT	
ADM	Amount
0 - 350	2,035
351 - 500	2,488
501 - 750	2,940
751+	3,392

<b>Maintenance/Construction Supplement</b>
\$5,000

**HOUSTON COUNTY BOARD OF EDUCATION**

2022 - 2023

**SALARY SCHEDULE**

**ATHLETIC DIRECTOR**

2,904

**BASEBALL**

JR VARSITY	1,452
VARSITY	3,484

**BASKETBALL**

JR HIGH	944
JR VARSITY	1,452
VARSITY	3,484
GIRLS JR VARSITY	1,452
GIRLS VARSITY	3,484

**CHEER**

JR VARSITY	1,452
VARSITY	3,194

**GOLF**

1,452

**FOOTBALL**

HEAD COACH	7,188
ASSISTANT	3,194

**SOFTBALL**

JR VARSITY	1,452
VARSITY	3,484

**TRACK**

2,264

**CROSS COUNTRY**      align="right">2,264

**SOCCER**      align="right">2,264

**VOLLEYBALL**

JR VARSITY      align="right">944

VARSITY      align="right">2,264

**COACHING SUPPLEMENT FOR CONSECUTIVE YEARS OF COACHING SPORT WITH HOUSTON COUNTY SCHOOLS (SUPPLEMENT WILL BE APPLIED TO EACH SPORT SEPARATELY)**

No. of Years	Amount	No. of Years	Amount
1	100	16	1,600
2	200	17	1,700
3	300	18	1,800
4	400	19	1,900
5	500	20	2,000
6	600	21	2,100
7	700	22	2,200
8	800	23	2,300
9	900	24	2,400
10	1,000	25	2,500
11	1,100	26	2,600
12	1,200	27	2,700
13	1,300	28	2,800
14	1,400	29	2,900
15	1,500	30	3,000

**HOUSTON COUNTY BOARD OF EDUCATION**

2022 - 2023

**SALARY SCHEDULE**

**SUPERINTENDENT - PER NEGOTIATED CONTRACT**

153,816

**CHIEF SCHOOL FINANCE OFFICER - PER NEGOTIATED CONTRACT**

107,141

**ASSISTANT PRINCIPAL SUPPLEMENT**

1,662

**RESPONSE TO INSTRUCTION SUPPLEMENT**

2,884

**SUBSTITUTE TEACHERS and SUBSTITUTE SUPPORT STAFF (CLASSIFIED STAFF)**

The Houston County Board of Education contracts with Kelly Educational Staffing for substitute placement. Please refer to **Exhibit A of the executed agreement between Kelly Educational staffing and the Houston County Board of Education** for current rates.

**CERTIFIED TEACHER BUS DRIVER**

\$80 PER DAY (POTENTIALLY MAKE UP TO \$14,160 PER YEAR)

**BUS DRIVER SUBSTITUTE**

\$80 PER DAY (MORNING and AFTERNOON ROUTE)

**HOURLY RATES**

HOMEBOUND TEACHER	\$30.00	ADULT - AGE 22+	\$15.00
SUMMER SCHOOL TEACHER	\$30.00	ADULT/COLLEGE STUDENT	
CONTRACT NURSE - LPN	\$20.00	- AGE 21 or UNDER	\$10.00
CONTRACT NURSE - RN	\$30.00	HIGH SCHOOL STUDENT THROUGH	
VOCATION ROUTE DRIVER	\$40.00 <i>PER ROUTE</i>	THE 2022-2023 SCHOOL YEAR	\$8.50
FIELD TRIP/ATHLETIC TRIP DRIVER	\$12.00		

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

Salary Schedule Code	Salary Schedule	Years of Experience	Salary
02	Transportation Supervisor	0-2	92,746
02		3-5	93,628
02		6-8	94,517
02		9-11	95,415
02		12-14	96,321
02		15-17	97,235
02		18-20	98,161
02		21-23	99,093
02		24-26	100,034
02		27+	100,986
04		Maintenance Worker Mechanic Painter	0-2
04	3-5		40,687
04	6-8		41,333
04	9-11		41,976
04	12-14		42,618
04	15-17		43,265
04	18-20		43,907
04	21-23		44,554
04	24-26		45,196
04	27+		45,837
06	Central Office Department Secretary		0-2
06		3-5	34,354
06		6-8	34,994
06		9-11	35,640
06		12-14	36,284
06		15-17	36,928
06		18-20	37,576
06		21-23	38,216
06		24-26	38,858
06		27+	39,499
08		Child Nutrition Program Lunchroom Manager (10-Month)	0-2
08	3-5		33,519
08	6-8		33,867
08	9-11		34,209
08	12-14		34,553
08	15-17		34,894
08	18-20		35,240
08	21-23		35,584
08	24-26		36,225
08	27+		36,868

Salary Schedule Code	Salary Schedule	Years of Experience	Salary
03	Lead Electrician Maintenance Foreman Transportation Foreman	0-2	45,549
03		3-5	45,893
03		6-8	46,234
03		9-11	46,578
03		12-14	46,923
03		15-17	47,270
03		18-20	47,613
03		21-23	47,953
03		24-26	48,595
03		27+	49,237
05		Interpreter (Not Permitted)	0-2
05	3-5		35,238
05	6-8		35,885
05	9-11		36,527
05	12-14		37,173
05	15-17		37,816
05	18-20		38,461
05	21-23		39,106
05	24-26		39,748
05	27+		40,389
07	School Secretary and/or School Bookkeeper		0-2
07		3-5	35,408
07		6-8	36,055
07		9-11	36,700
07		12-14	37,343
07		15-17	37,772
07		18-20	38,203
07		21-23	38,629
07		24-26	39,271
07		27+	39,913
09		Central Office Payroll Secretary Human Resources Secretary Secretary to Superintendent	0-2
09	3-5		40,589
09	6-8		40,930
09	9-11		41,274
09	12-14		41,619
09	15-17		41,966
09	18-20		42,309
09	21-23		42,649
09	24-26		43,291
09	27+		43,933

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

10	Central Office Accounts Payable Secretary	0-2	36,890
10		3-5	37,537
10		6-8	38,176
10		9-11	38,822
10		12-14	39,466
10		15-17	40,111
10		18-20	40,759
10		21-23	41,398
10		24-26	42,040
10		27+	42,682
14	Maintenance Secretary Transportation Secretary	0-2	29,911
14		3-5	30,259
14		6-8	30,603
14		9-11	30,946
14		12-14	31,292
14		15-17	31,632
14		18-20	31,976
14		21-23	32,319
14		24-26	32,961
14		27+	33,602
17	Aide with Degree (must have obtained 4-year degree)	0-2	26,490
17		3-5	26,659
17		6-8	26,827
17		9-11	27,003
17		12-14	27,179
17		15-17	27,360
17		18-20	27,713
17		21-23	28,107
17		24-26	28,749
17		27+	29,391
19	First Class Pre-K Aide (additional certification required, does not have 4-year degree)	0-2	21,216
19		3-5	21,509
19		6-8	21,805
19		9-11	22,102
19		12-14	22,398
19		15-17	22,694
19		18-20	22,991
19		21-23	23,288
19		24-26	23,978
19		27+	24,671

11	Permitted Interpreter Mental Health Services Coordinator	0-2	43,902
11		3-5	48,283
11		6-8	50,399
11		9-11	51,407
11		12-14	52,435
11		15-17	53,484
11		18-20	54,554
11		21-23	55,644
11		24-26	56,758
11		27+	57,893
15	Shop Assistant/Mechanic Helper	0-2	26,262
15		3-5	26,606
15		6-8	26,948
15		9-11	27,292
15		12-14	27,637
15		15-17	27,980
15		18-20	28,326
15		21-23	28,671
15		24-26	29,312
15		27+	29,954
18	Custodian 12-Month	0-2	28,515
18		3-5	28,780
18		6-8	29,023
18		9-11	29,288
18		12-14	29,553
18		15-17	29,836
18		18-20	30,036
18		21-23	30,327
18		24-26	30,622
18		27+	30,959
20	Child Nutrition Program 8-hour Lunchroom Worker (additional \$667 for Assistant Manager)	0-2	23,805
20		3-5	24,051
20		6-8	24,298
20		9-11	24,544
20		12-14	24,794
20		15-17	25,038
20		18-20	25,283
20		21-23	25,530
20		24-26	26,171
20		27+	26,813



**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

21	Aide I - Instructional, Library, Office, Special Education	0-2	20,720
21		3-5	20,992
21		6-8	21,266
21		9-11	21,542
21		12-14	21,817
21		15-17	22,089
21		18-20	22,366
21		21-23	22,640
21		24-26	23,281
21		27+	23,923
23		Custodian 10-Month	0-2
23	3-5		24,808
23	6-8		25,027
23	9-11		25,244
23	12-14		25,462
23	15-17		25,682
23	18-20		25,899
23	21-23		26,118
23	24-26		26,430
23	27+		26,950
27	Bus Driver		0-2
27		3-5	15,929
27		6-8	16,114
27		9-11	16,300
27		12-14	16,484
27		15-17	16,673
27		18-20	16,856
27		21-23	17,044
27		24-26	17,645
27		27+	18,244
30		Maintenance Supervisor	0-2
30	3-5		93,628
30	6-8		94,517
30	9-11		95,415
30	12-14		96,321
30	15-17		97,235
30	18-20		98,161
30	21-23		99,093
30	24-26		100,034
30	27+		100,986

22	Child Nutrition Program 7-hour Lunchroom Worker (additional \$667 for Assistant Manager)	0-2	20,829
22		3-5	21,043
22		6-8	21,262
22		9-11	21,479
22		12-14	21,698
22		15-17	21,917
22		18-20	22,134
22		21-23	22,353
22		24-26	22,995
22		27+	23,638
24		Custodian 9-Month	0-2
24	3-5		22,436
24	6-8		22,653
24	9-11		22,872
24	12-14		23,091
24	15-17		23,308
24	18-20		23,527
24	21-23		24,170
24	24-26		24,482
24	27+		25,002
29	Bus Aide		0-2
29		3-5	12,251
29		6-8	12,438
29		9-11	12,624
29		12-14	12,809
29		15-17	12,995
29		18-20	13,180
29		21-23	13,364
29		24-26	13,965
29		27+	14,564
31		Technology Coordinator Behavior Specialist II	0-2
31	3-5		70,454
31	6-8		71,863
31	9-11		73,300
31	12-14		74,767
31	15-17		76,262
31	18-20		77,788
31	21-23		79,344
31	24-26		79,931
31	27+		81,108

**HOUSTON COUNTY BOARD OF EDUCATION**  
**2022 - 2023**  
**SALARY SCHEDULE**

32	Technology Technician Behavior Specialist I	0-2	56,918	
32		3-5	58,056	
32		6-8	59,218	
32		9-11	60,401	
32		12-14	61,609	
32		15-17	62,842	
32		18-20	64,099	
32		21-23	65,382	
32		24-26	65,969	
32		27+	67,146	
34		Career Coach (10-Month Contract)	0-2	43,358
34			3-5	47,690
34	6-8		49,779	
34	9-11		50,445	
34	12-14		51,362	
34	15-17		52,535	
34	18-20		53,213	
34	21-23		53,893	
34	24-26		54,533	
34	27+		55,177	

33	Technology Support Administrative Assistant	0-2	48,106
33		3-5	48,533
33		6-8	48,964
33		9-11	49,395
33		12-14	49,824
33		15-17	50,264
33		18-20	50,684
33		21-23	51,113
33		24-26	51,756
33		27+	52,397