

MADISON CITY SCHOOLS BOARD OF EDUCATION

2023-2024

SALARY SCHEDULE



NBPTS SUPPLEMENT

Personnel on this schedule who pass the National Board for Professional Teaching Standards will receive the amount determined annually by the State Department of Education. This is in accordance with Act No. 2010-610. (must work at least 6 months to qualify)

EXPERIENCE CREDIT

1. New Employee Experience Credit - New certified employees will normally be placed on this schedule at Step 0 in the column corresponding to the degree certified on their teaching certificate. However, verified experience as a teacher or administrator in an accredited public or private school at the elementary, secondary, or post-secondary level may be recognized in placement of new employees on the salary schedule by awarding one step per year of verified experience in such positions. To be eligible for this experience credit, the employee must have been employed full-time for at least 50% of any year for which such employment is sought, and the employee must provide verifiable documentation of such experience. No experience credit for such service will be given until documentation is provided by the employee and verified by the Human Resources Department. Any such credit given shall affect only the appropriate placement of the employee on the salary schedule and shall not apply as credit toward completion of the employee's probationary period.

2. Step Increase Credit to Employees for Years of Service – After initial placement on the salary schedule, including any recognition of verified experience, certified employees normally will be advanced on the salary schedule by one step at the beginning of each new contract year following the contract year in which the employee was initially employed. Absent extenuating circumstances, however, step increases generally will not be given to employees who have been absent on unpaid leave for more than 50% of the days during the employee's previous contract year.

J.R.O.T.C. INSTRUCTOR (240-DAY)

1. The minimum salary for a JROTC instructor will be the amount contributed to the Board by the military and that amount matched by the System.
2. The JROTC instructor will be placed at the step and days on the Teacher Salary Schedule necessary to ensure the minimum salary as directed in 1, or placed on the Step which corresponds with the instructors verified public school experience, or verified military instructor experience, whichever is greater.
3. Subsequent increases will be governed by current legislation regarding JROTC instructors and by Active Duty Pay Increases.
4. Adjustments will be made for Active Duty Pay Increases to ensure that the minimum annual salary is maintained.

VERIFICATION OF DEGREE

If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a Certified position, you will be paid from the Bachelor level scale, even if you hold a Master's degree or higher. Once the Alabama Certificate is issued 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.

If you hold Alabama Certification, you will be paid based on the highest degree **on file and recognized by the Alabama State Department of Education**. If you are unsure what the state department has on file for you, please contact the MCS Personnel Department to verify.

SALARY INFO

For display purposes here, all salaries have been rounded up to the next full dollar. Actual salary may vary from the salary schedule as a result of rounding.

TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/EXCEPTIONAL LEARNING SPECIALISTS/ INSTRUCTIONAL SPECIALISTS/ INSTRUCTIONAL PARTNERS/ SOCIAL WORKER/ CAREER COACH/MAAP/ AART/ PSYCHOLOGIST/ PSYCHOLOGIST ASSOCIATE/ ATHLETIC DIRECTOR/INTERVENTIONIST

187 DAYS

A1 II BACHELOR'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T 187 DAY	\$ 44,231	\$ 45,846	\$ 46,305	\$ 48,652	\$ 51,429	\$ 53,486	\$ 54,021	\$ 54,561	\$ 55,104	\$ 56,215	\$ 57,619	\$ 58,773	\$ 58,780	\$ 60,534	\$ 61,754	\$ 61,758	\$ 63,002	\$ 64,269
Daily	\$ 236.53	\$ 245.17	\$ 247.62	\$ 260.17	\$ 275.02	\$ 286.02	\$ 288.88	\$ 291.77	\$ 294.67	\$ 300.61	\$ 308.12	\$ 314.29	\$ 314.33	\$ 323.71	\$ 330.24	\$ 330.26	\$ 336.91	\$ 343.68
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$ 64,278	\$ 65,570	\$ 66,225	\$ 66,311	\$ 66,526	\$ 66,894	\$ 66,933	\$ 67,603	\$ 68,278	\$ 68,311	\$ 68,995	\$ 69,684	\$ 70,381	\$ 71,085	\$ 71,796	\$ 72,514	\$ 73,238	\$ 73,971
Daily	\$ 343.73	\$ 350.64	\$ 354.14	\$ 354.60	\$ 355.75	\$ 357.72	\$ 357.93	\$ 361.51	\$ 365.12	\$ 365.30	\$ 368.96	\$ 372.64	\$ 376.37	\$ 380.13	\$ 383.94	\$ 387.78	\$ 391.65	\$ 395.57

A1 I MASTER'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T 187 DAY	\$ 50,863	\$ 51,987	\$ 52,510	\$ 55,949	\$ 58,275	\$ 60,605	\$ 61,207	\$ 61,823	\$ 62,440	\$ 63,694	\$ 65,290	\$ 66,600	\$ 66,608	\$ 68,596	\$ 69,974	\$ 69,980	\$ 71,388	\$ 72,822
Daily	\$ 271.99	\$ 278.01	\$ 280.80	\$ 299.19	\$ 311.63	\$ 324.09	\$ 327.31	\$ 330.60	\$ 333.90	\$ 340.61	\$ 349.14	\$ 356.15	\$ 356.19	\$ 366.82	\$ 374.19	\$ 374.22	\$ 381.75	\$ 389.42
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$ 72,831	\$ 74,297	\$ 75,039	\$ 75,069	\$ 75,136	\$ 75,795	\$ 75,843	\$ 76,506	\$ 77,272	\$ 77,349	\$ 78,269	\$ 78,766	\$ 79,555	\$ 80,349	\$ 81,154	\$ 81,965	\$ 82,784	\$ 83,612
Daily	\$ 389.47	\$ 397.31	\$ 401.28	\$ 401.44	\$ 401.80	\$ 405.32	\$ 405.58	\$ 409.12	\$ 413.22	\$ 413.63	\$ 418.55	\$ 421.21	\$ 425.43	\$ 429.67	\$ 433.98	\$ 438.32	\$ 442.70	\$ 447.12

A1 AA AA & ED.S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T 187 DAY	\$ 54,842	\$ 55,580	\$ 56,179	\$ 60,326	\$ 62,174	\$ 64,663	\$ 65,303	\$ 65,957	\$ 66,618	\$ 67,954	\$ 69,657	\$ 71,057	\$ 71,063	\$ 73,185	\$ 74,657	\$ 74,664	\$ 76,165	\$ 77,693
Daily	\$ 293.27	\$ 297.22	\$ 300.42	\$ 322.60	\$ 332.48	\$ 345.79	\$ 349.21	\$ 352.71	\$ 356.25	\$ 363.39	\$ 372.50	\$ 379.98	\$ 380.02	\$ 391.36	\$ 399.24	\$ 399.27	\$ 407.30	\$ 415.47
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$ 77,704	\$ 79,266	\$ 80,058	\$ 80,125	\$ 80,298	\$ 81,735	\$ 81,913	\$ 82,291	\$ 83,114	\$ 83,944	\$ 84,784	\$ 85,631	\$ 86,488	\$ 87,353	\$ 88,226	\$ 89,109	\$ 90,000	\$ 90,899
Daily	\$ 415.53	\$ 423.88	\$ 428.12	\$ 428.48	\$ 429.40	\$ 437.09	\$ 438.04	\$ 440.06	\$ 444.46	\$ 448.90	\$ 453.39	\$ 457.92	\$ 462.50	\$ 467.13	\$ 471.80	\$ 476.52	\$ 481.28	\$ 486.09

A1 DR DOCTORATE

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T 187 DAY	\$ 58,824	\$ 59,414	\$ 60,008	\$ 64,708	\$ 65,357	\$ 67,973	\$ 68,651	\$ 69,338	\$ 70,031	\$ 71,438	\$ 73,224	\$ 74,699	\$ 74,706	\$ 76,940	\$ 78,487	\$ 78,493	\$ 80,071	\$ 81,682
Daily	\$ 314.57	\$ 317.72	\$ 320.90	\$ 346.03	\$ 349.50	\$ 363.49	\$ 367.12	\$ 370.79	\$ 374.50	\$ 382.02	\$ 391.57	\$ 399.46	\$ 399.50	\$ 411.44	\$ 419.72	\$ 419.75	\$ 428.19	\$ 436.80
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$ 81,695	\$ 83,333	\$ 84,167	\$ 84,272	\$ 84,718	\$ 85,017	\$ 85,048	\$ 85,727	\$ 86,585	\$ 86,710	\$ 87,300	\$ 88,173	\$ 89,054	\$ 89,945	\$ 90,844	\$ 91,753	\$ 92,671	\$ 93,596
Daily	\$ 436.87	\$ 445.63	\$ 450.09	\$ 450.65	\$ 453.04	\$ 454.64	\$ 454.80	\$ 458.43	\$ 463.02	\$ 463.69	\$ 466.84	\$ 471.51	\$ 476.22	\$ 480.99	\$ 485.80	\$ 490.66	\$ 495.57	\$ 500.51

*MAAP POSITION: TEACHER SALARY SCHEDULE (187 DAYS) + PRE-K - 5 ASSISTANT PRINCIPAL SUPPLEMENT \$4,371

TEAMS INFORMATION AND FREQUENTLY ASKED QUESTIONS <https://www.alsde.edu/sec/comm/News%20Releases/TEAMS.pdf>

A2 II		BACHELOR'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+
ET: T7	189 DAY	\$	49,530	\$ 53,021	\$ 55,854	\$ 57,488	\$ 59,166	\$ 60,887	\$ 62,655	\$ 64,469	\$ 65,758	\$ 67,073	\$ 68,078	\$ 69,100	\$ 70,137	\$ 71,192	\$ 72,271	\$ 73,370	\$ 74,491	\$ 75,635
	Daily	\$	262.06	\$ 280.53	\$ 295.52	\$ 304.17	\$ 313.05	\$ 322.15	\$ 331.51	\$ 341.11	\$ 347.93	\$ 354.88	\$ 360.20	\$ 365.61	\$ 371.10	\$ 376.68	\$ 382.39	\$ 388.20	\$ 394.13	\$ 400.19
A2 I		MASTER'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+
ET: T7	189 DAY	\$	56,161	\$ 60,974	\$ 64,229	\$ 66,110	\$ 68,040	\$ 70,019	\$ 72,051	\$ 74,139	\$ 75,619	\$ 77,133	\$ 78,291	\$ 79,465	\$ 80,657	\$ 81,872	\$ 83,111	\$ 84,377	\$ 85,664	\$ 86,981
	Daily	\$	297.15	\$ 322.61	\$ 339.84	\$ 349.79	\$ 360.00	\$ 370.47	\$ 381.22	\$ 392.27	\$ 400.10	\$ 408.11	\$ 414.24	\$ 420.45	\$ 426.76	\$ 433.19	\$ 439.74	\$ 446.44	\$ 453.25	\$ 460.22
A2 AA		AA & ED.S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+
ET: T7	189 DAY	\$	60,143	\$ 65,746	\$ 69,275	\$ 71,303	\$ 73,383	\$ 75,519	\$ 77,712	\$ 79,961	\$ 81,561	\$ 83,192	\$ 84,439	\$ 85,706	\$ 86,991	\$ 88,302	\$ 89,639	\$ 91,002	\$ 92,393	\$ 93,811
	Daily	\$	318.22	\$ 347.86	\$ 366.53	\$ 377.26	\$ 388.27	\$ 399.57	\$ 411.17	\$ 423.07	\$ 431.54	\$ 440.17	\$ 446.77	\$ 453.47	\$ 460.27	\$ 467.21	\$ 474.28	\$ 481.49	\$ 488.85	\$ 496.35
A2 DR		DOCTORATE																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+
ET: T7	189 DAY	\$	64,122	\$ 70,521	\$ 74,283	\$ 76,458	\$ 78,689	\$ 80,980	\$ 83,330	\$ 85,743	\$ 87,458	\$ 89,208	\$ 90,545	\$ 91,902	\$ 93,282	\$ 94,687	\$ 96,120	\$ 97,583	\$ 99,074	\$ 100,595
	Daily	\$	339.27	\$ 373.13	\$ 393.03	\$ 404.54	\$ 416.34	\$ 428.47	\$ 440.90	\$ 453.67	\$ 462.74	\$ 472.00	\$ 479.07	\$ 486.25	\$ 493.56	\$ 500.99	\$ 508.57	\$ 516.31	\$ 524.20	\$ 532.25

TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/EXCEPTIONAL LEARNING SPECIALISTS/ INSTRUCTIONAL SPECIALISTS/ INSTRUCTIONAL PARTNERS/ SOCIAL WORKER/ CAREER COACH/MAAP/ AART/ PSYCHOLOGIST/ PSYCHOLOGIST ASSOCIATE/ ATHLETIC DIRECTOR/INTERVENTIONIST

202 DAYS

A3 II		BACHELOR'S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T2	202 DAY	\$	47,779	\$	49,524	\$	50,019	\$	52,554	\$	55,554	\$	57,776	\$	58,354	\$	58,938	\$	59,524	\$	60,723	\$	62,240	\$	63,487	\$	63,494	\$	65,389	\$	66,708	\$	66,712	\$	68,056	\$	69,424
	Daily	\$	236.53	\$	245.17	\$	247.62	\$	260.17	\$	275.02	\$	286.02	\$	288.88	\$	291.77	\$	294.67	\$	300.61	\$	308.12	\$	314.29	\$	314.33	\$	323.71	\$	330.24	\$	330.26	\$	336.91	\$	343.68
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	202 DAY	\$	69,434	\$	70,829	\$	71,537	\$	71,630	\$	71,862	\$	72,260	\$	72,302	\$	73,025	\$	73,754	\$	73,791	\$	74,529	\$	75,274	\$	76,027	\$	76,787	\$	77,555	\$	78,331	\$	79,113	\$	79,905
	Daily	\$	343.73	\$	350.64	\$	354.14	\$	354.60	\$	355.75	\$	357.72	\$	357.93	\$	361.51	\$	365.12	\$	365.30	\$	368.96	\$	372.64	\$	376.37	\$	380.13	\$	383.94	\$	387.78	\$	391.65	\$	395.57
A3 I		MASTER'S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T2	202 DAY	\$	54,942	\$	56,158	\$	56,721	\$	60,437	\$	62,949	\$	65,467	\$	66,116	\$	66,782	\$	67,448	\$	68,803	\$	70,527	\$	71,942	\$	71,951	\$	74,098	\$	75,587	\$	75,593	\$	77,114	\$	78,663
	Daily	\$	271.99	\$	278.01	\$	280.80	\$	299.19	\$	311.63	\$	324.09	\$	327.31	\$	330.60	\$	333.90	\$	340.61	\$	349.14	\$	356.15	\$	356.19	\$	366.82	\$	374.19	\$	374.22	\$	381.75	\$	389.42
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	202 DAY	\$	78,673	\$	80,257	\$	81,058	\$	81,091	\$	81,163	\$	81,875	\$	81,927	\$	82,643	\$	83,471	\$	83,553	\$	84,547	\$	85,084	\$	85,936	\$	86,793	\$	87,664	\$	88,540	\$	89,425	\$	90,319
	Daily	\$	389.47	\$	397.31	\$	401.28	\$	401.44	\$	401.80	\$	405.32	\$	405.58	\$	409.12	\$	413.22	\$	413.63	\$	418.55	\$	421.21	\$	425.43	\$	429.67	\$	433.98	\$	438.32	\$	442.70	\$	447.12
A3 AA		AA & ED.S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T2	202 DAY	\$	59,241	\$	60,038	\$	60,685	\$	65,165	\$	67,161	\$	69,850	\$	70,540	\$	71,248	\$	71,962	\$	73,405	\$	75,244	\$	76,756	\$	76,764	\$	79,055	\$	80,646	\$	80,653	\$	82,275	\$	83,925
	Daily	\$	293.27	\$	297.22	\$	300.42	\$	322.60	\$	332.48	\$	345.79	\$	349.21	\$	352.71	\$	356.25	\$	363.39	\$	372.50	\$	379.98	\$	380.02	\$	391.36	\$	399.24	\$	399.27	\$	407.30	\$	415.47
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	202 DAY	\$	83,937	\$	85,624	\$	86,480	\$	86,552	\$	86,739	\$	88,292	\$	88,484	\$	88,892	\$	89,780	\$	90,677	\$	91,585	\$	92,500	\$	93,425	\$	94,360	\$	95,303	\$	96,257	\$	97,219	\$	98,190
	Daily	\$	415.53	\$	423.88	\$	428.12	\$	428.48	\$	429.40	\$	437.09	\$	438.04	\$	440.06	\$	444.46	\$	448.90	\$	453.39	\$	457.92	\$	462.50	\$	467.13	\$	471.80	\$	476.52	\$	481.28	\$	486.09
A3 DR		DOCTORATE																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T2	202 DAY	\$	63,543	\$	64,179	\$	64,821	\$	69,899	\$	70,599	\$	73,425	\$	74,158	\$	74,900	\$	75,648	\$	77,168	\$	79,097	\$	80,690	\$	80,698	\$	83,111	\$	84,783	\$	84,790	\$	86,494	\$	88,234
	Daily	\$	314.57	\$	317.72	\$	320.90	\$	346.03	\$	349.50	\$	363.49	\$	367.12	\$	370.79	\$	374.50	\$	382.02	\$	391.57	\$	399.46	\$	399.50	\$	411.44	\$	419.72	\$	419.75	\$	428.19	\$	436.80
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	202 DAY	\$	88,248	\$	90,017	\$	90,919	\$	91,032	\$	91,514	\$	91,837	\$	91,869	\$	92,603	\$	93,530	\$	93,666	\$	94,302	\$	95,246	\$	96,197	\$	97,159	\$	98,131	\$	99,113	\$	100,105	\$	101,104
	Daily	\$	436.87	\$	445.63	\$	450.09	\$	450.65	\$	453.04	\$	454.64	\$	454.80	\$	458.43	\$	463.02	\$	463.69	\$	466.84	\$	471.51	\$	476.22	\$	480.99	\$	485.80	\$	490.66	\$	495.57	\$	500.51

TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/EXCEPTIONAL LEARNING SPECIALISTS/ INSTRUCTIONAL SPECIALISTS/ INSTRUCTIONAL PARTNERS/ SOCIAL WORKER/ CAREER COACH/MAAP/ AART/ PSYCHOLOGIST/ PSYCHOLOGIST ASSOCIATE/ ATHLETIC DIRECTOR/INTERVENTIONIST

240 DAYS

A6 II		BACHELOR'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	240 DAY	\$	56,767	\$ 58,840	\$ 59,429	\$ 62,441	\$ 66,005	\$ 68,645	\$ 69,332	\$ 70,025	\$ 70,721	\$ 72,146	\$ 73,949	\$ 75,430	\$ 75,439	\$ 77,690	\$ 79,258	\$ 79,262	\$ 80,858	\$ 82,484
	Daily	\$	236.53	\$ 245.17	\$ 247.62	\$ 260.17	\$ 275.02	\$ 286.02	\$ 288.88	\$ 291.77	\$ 294.67	\$ 300.61	\$ 308.12	\$ 314.29	\$ 314.33	\$ 323.71	\$ 330.24	\$ 330.26	\$ 336.91	\$ 343.68
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
ET: T5	240 DAY	\$	82,495	\$ 84,154	\$ 84,994	\$ 85,105	\$ 85,381	\$ 85,852	\$ 85,903	\$ 86,762	\$ 87,629	\$ 87,672	\$ 88,550	\$ 89,434	\$ 90,328	\$ 91,232	\$ 92,145	\$ 93,066	\$ 93,995	\$ 94,937
	Daily	\$	343.73	\$ 350.64	\$ 354.14	\$ 354.60	\$ 355.75	\$ 357.72	\$ 357.93	\$ 361.51	\$ 365.12	\$ 365.30	\$ 368.96	\$ 372.64	\$ 376.37	\$ 380.13	\$ 383.94	\$ 387.78	\$ 391.65	\$ 395.57
A6 I		MASTER'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	240 DAY	\$	65,278	\$ 66,722	\$ 67,392	\$ 71,806	\$ 74,790	\$ 77,782	\$ 78,554	\$ 79,344	\$ 80,137	\$ 81,746	\$ 83,794	\$ 85,476	\$ 85,486	\$ 88,037	\$ 89,806	\$ 89,814	\$ 91,620	\$ 93,461
	Daily	\$	271.99	\$ 278.01	\$ 280.80	\$ 299.19	\$ 311.63	\$ 324.09	\$ 327.31	\$ 330.60	\$ 333.90	\$ 340.61	\$ 349.14	\$ 356.15	\$ 356.19	\$ 366.82	\$ 374.19	\$ 374.22	\$ 381.75	\$ 389.42
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
ET: T5	240 DAY	\$	93,473	\$ 95,354	\$ 96,307	\$ 96,345	\$ 96,432	\$ 97,277	\$ 97,339	\$ 98,189	\$ 99,173	\$ 99,270	\$ 100,452	\$ 101,090	\$ 102,103	\$ 103,121	\$ 104,155	\$ 105,196	\$ 106,247	\$ 107,309
	Daily	\$	389.47	\$ 397.31	\$ 401.28	\$ 401.44	\$ 401.80	\$ 405.32	\$ 405.58	\$ 409.12	\$ 413.22	\$ 413.63	\$ 418.55	\$ 421.21	\$ 425.43	\$ 429.67	\$ 433.98	\$ 438.32	\$ 442.70	\$ 447.12
A6 AA		AA & ED.S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	240 DAY	\$	70,385	\$ 71,333	\$ 72,101	\$ 77,423	\$ 79,796	\$ 82,990	\$ 83,810	\$ 84,651	\$ 85,499	\$ 87,214	\$ 89,399	\$ 91,196	\$ 91,204	\$ 93,926	\$ 95,817	\$ 95,825	\$ 97,753	\$ 99,713
	Daily	\$	293.27	\$ 297.22	\$ 300.42	\$ 322.60	\$ 332.48	\$ 345.79	\$ 349.21	\$ 352.71	\$ 356.25	\$ 363.39	\$ 372.50	\$ 379.98	\$ 380.02	\$ 391.36	\$ 399.24	\$ 399.27	\$ 407.30	\$ 415.47
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
ET: T5	240 DAY	\$	99,727	\$ 101,731	\$ 102,748	\$ 102,835	\$ 103,056	\$ 104,902	\$ 105,130	\$ 105,614	\$ 106,670	\$ 107,735	\$ 108,814	\$ 109,901	\$ 111,000	\$ 112,110	\$ 113,231	\$ 114,364	\$ 115,508	\$ 116,662
	Daily	\$	415.53	\$ 423.88	\$ 428.12	\$ 428.48	\$ 429.40	\$ 437.09	\$ 438.04	\$ 440.06	\$ 444.46	\$ 448.90	\$ 453.39	\$ 457.92	\$ 462.50	\$ 467.13	\$ 471.80	\$ 476.52	\$ 481.28	\$ 486.09
A6 DR		DOCTORATE																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	240 DAY	\$	75,496	\$ 76,253	\$ 77,015	\$ 83,047	\$ 83,880	\$ 87,238	\$ 88,109	\$ 88,989	\$ 89,879	\$ 91,685	\$ 93,977	\$ 95,870	\$ 95,879	\$ 98,746	\$ 100,732	\$ 100,739	\$ 102,765	\$ 104,832
	Daily	\$	314.57	\$ 317.72	\$ 320.90	\$ 346.03	\$ 349.50	\$ 363.49	\$ 367.12	\$ 370.79	\$ 374.50	\$ 382.02	\$ 391.57	\$ 399.46	\$ 399.50	\$ 411.44	\$ 419.72	\$ 419.75	\$ 428.19	\$ 436.80
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
ET: T5	240 DAY	\$	104,849	\$ 106,951	\$ 108,022	\$ 108,157	\$ 108,729	\$ 109,114	\$ 109,152	\$ 110,024	\$ 111,125	\$ 111,286	\$ 112,042	\$ 113,163	\$ 114,293	\$ 115,438	\$ 116,591	\$ 117,758	\$ 118,936	\$ 120,123
	Daily	\$	436.87	\$ 445.63	\$ 450.09	\$ 450.65	\$ 453.04	\$ 454.64	\$ 454.80	\$ 458.43	\$ 463.02	\$ 463.69	\$ 466.84	\$ 471.51	\$ 476.22	\$ 480.99	\$ 485.80	\$ 490.66	\$ 495.57	\$ 500.51

A6 I		MASTERS																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: AA	240 DAY	\$	65,278	\$	66,722	\$	67,392	\$	71,806	\$	74,790	\$	77,782	\$	78,554	\$	79,344	\$	80,137	\$	81,746	\$	83,794	\$	85,476	\$	85,486	\$	88,037	\$	89,806	\$	89,814	\$	91,620	\$	93,461
	Daily	\$	271.99	\$	278.01	\$	280.80	\$	299.19	\$	311.63	\$	324.09	\$	327.31	\$	330.60	\$	333.90	\$	340.61	\$	349.14	\$	356.15	\$	356.19	\$	366.82	\$	374.19	\$	374.22	\$	381.75	\$	389.42
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
ET: AA	240 DAY	\$	93,473	\$	95,354	\$	96,307	\$	96,345	\$	96,432	\$	97,277	\$	97,339	\$	98,189	\$	99,173	\$	99,270	\$	100,452	\$	101,090	\$	102,103	\$	103,121	\$	104,155	\$	105,196	\$	106,247	\$	107,309
	Daily	\$	389.47	\$	397.31	\$	401.28	\$	401.44	\$	401.80	\$	405.32	\$	405.58	\$	409.12	\$	413.22	\$	413.63	\$	418.55	\$	421.21	\$	425.43	\$	429.67	\$	433.98	\$	438.32	\$	442.70	\$	447.12

A6 AA		AA & ED S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: AA	240 DAY	\$	70,385	\$	71,333	\$	72,101	\$	77,423	\$	79,796	\$	82,990	\$	83,810	\$	84,651	\$	85,499	\$	87,214	\$	89,399	\$	91,196	\$	91,204	\$	93,926	\$	95,817	\$	95,825	\$	97,753	\$	99,713
	Daily	\$	293.27	\$	297.22	\$	300.42	\$	322.60	\$	332.48	\$	345.79	\$	349.21	\$	352.71	\$	356.25	\$	363.39	\$	372.50	\$	379.98	\$	380.02	\$	391.36	\$	399.24	\$	399.27	\$	407.30	\$	415.47
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
ET: AA	240 DAY	\$	99,727	\$	101,731	\$	102,748	\$	102,835	\$	103,056	\$	104,902	\$	105,130	\$	105,614	\$	106,670	\$	107,735	\$	108,814	\$	109,901	\$	111,000	\$	112,110	\$	113,231	\$	114,364	\$	115,508	\$	116,662
	Daily	\$	415.53	\$	423.88	\$	428.12	\$	428.48	\$	429.40	\$	437.09	\$	438.04	\$	440.06	\$	444.46	\$	448.90	\$	453.39	\$	457.92	\$	462.50	\$	467.13	\$	471.80	\$	476.52	\$	481.28	\$	486.09

A6 DR		DOCTORATE																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: AA	240 DAY	\$	75,496	\$	76,253	\$	77,015	\$	83,047	\$	83,880	\$	87,238	\$	88,109	\$	88,989	\$	89,879	\$	91,685	\$	93,977	\$	95,870	\$	95,879	\$	98,746	\$	100,732	\$	100,739	\$	102,765	\$	104,832
	Daily	\$	314.57	\$	317.72	\$	320.90	\$	346.03	\$	349.50	\$	363.49	\$	367.12	\$	370.79	\$	374.50	\$	382.02	\$	391.57	\$	399.46	\$	399.50	\$	411.44	\$	419.72	\$	419.75	\$	428.19	\$	436.80
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
ET: AA	240 DAY	\$	104,849	\$	106,951	\$	108,022	\$	108,157	\$	108,729	\$	109,114	\$	109,152	\$	110,024	\$	111,125	\$	111,286	\$	112,042	\$	113,163	\$	114,293	\$	115,438	\$	116,591	\$	117,758	\$	118,936	\$	120,123
	Daily	\$	436.87	\$	445.63	\$	450.09	\$	450.65	\$	453.04	\$	454.64	\$	454.80	\$	458.43	\$	463.02	\$	463.69	\$	466.84	\$	471.51	\$	476.22	\$	480.99	\$	485.80	\$	490.66	\$	495.57	\$	500.51

SUPPLEMENTS

Supplements for after school duties and activities are as follows:

Pre-K-5 Assistant Principal: \$4,371

6-8 Assistant Principal: \$6,557

*9-12 Assistant Principal: \$8,743

Experience Supplement: \$584 per year for a maximum of 4 years experience in an administrative position with Madison City.

P3 00		K-5																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	240 DAY	\$	103,344	\$	104,363	\$	105,382	\$	106,400	\$	107,419	\$	108,438	\$	109,457	\$	110,474	\$	111,493	\$	112,512	\$	113,531	\$	114,549	\$	115,568	\$	116,587	\$	117,605	\$	118,623
	Daily	\$	430.60	\$	434.85	\$	439.09	\$	443.33	\$	447.58	\$	451.83	\$	456.07	\$	460.31	\$	464.55	\$	468.80	\$	473.05	\$	477.29	\$	481.53	\$	485.78	\$	490.02	\$	494.26

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$5,925
 Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082
 Doctorate only: \$8,082

P2 00		6-8																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	240 DAY	\$	108,308	\$	109,435	\$	110,562	\$	111,690	\$	112,816	\$	113,945	\$	115,071	\$	116,198	\$	117,326	\$	118,453	\$	119,581	\$	120,707	\$	121,834	\$	122,962	\$	124,089	\$	125,217
	Daily	\$	451.28	\$	455.98	\$	460.68	\$	465.38	\$	470.07	\$	474.77	\$	479.46	\$	484.16	\$	488.86	\$	493.55	\$	498.25	\$	502.95	\$	507.64	\$	512.34	\$	517.04	\$	521.74

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$5,925
 Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082
 Doctorate only: \$8,082

P1 00		9-12																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	240 DAY	\$	124,833	\$	126,151	\$	127,469	\$	128,788	\$	130,107	\$	131,425	\$	132,743	\$	134,061	\$	135,379	\$	136,697	\$	138,015	\$	139,335	\$	140,653	\$	141,971	\$	143,289	\$	144,607
	Daily	\$	520.14	\$	525.63	\$	531.12	\$	536.62	\$	542.11	\$	547.60	\$	553.10	\$	558.59	\$	564.08	\$	569.57	\$	575.06	\$	580.56	\$	586.05	\$	591.55	\$	597.04	\$	602.53

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$5,925
 Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082
 Doctorate only: \$8,082

Years of experience need to start at year 0 if you are moving to a higher scale. Or at least a \$5000 increase (*)

*This applies only to the Principal, Coordinator, or Higher Scales.

BS DJ		ASSISTANT SUPERINTENDENT																
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: AS	240 DAY	\$	185,291	\$ 187,780	\$ 189,658	\$ 193,451	\$ 197,320	\$ 201,267	\$ 205,292	\$ 209,398	\$ 213,586	\$ 217,857	\$ 222,215	\$ 226,659	\$ 231,192	\$ 235,816	\$ 240,532	\$ 245,343
	Daily	\$	772.05	\$ 782.42	\$ 790.24	\$ 806.05	\$ 822.17	\$ 838.61	\$ 855.38	\$ 872.49	\$ 889.94	\$ 907.74	\$ 925.90	\$ 944.41	\$ 963.30	\$ 982.57	\$ 1,002.22	\$ 1,022.26
HIGHER DEGREE SUPPLEMENT			Ed.S/AA Certificate \$5,925															
			Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082															
			Doctorate only: \$8,082															

BS CH		CHIEF ACADEMIC OFFICER / CHIEF OPERATING OFFICER																
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: CAO	240 DAY	\$	130,779	\$ 132,159	\$ 133,541	\$ 134,925	\$ 136,302	\$ 137,684	\$ 139,067	\$ 140,446	\$ 141,829	\$ 143,208	\$ 144,588	\$ 145,971	\$ 147,353	\$ 148,733	\$ 150,113	\$ 151,496
	Daily	\$	544.91	\$ 550.66	\$ 556.42	\$ 562.19	\$ 567.93	\$ 573.68	\$ 579.45	\$ 585.19	\$ 590.95	\$ 596.70	\$ 602.45	\$ 608.21	\$ 613.97	\$ 619.72	\$ 625.47	\$ 631.23
HIGHER DEGREE SUPPLEMENT			Ed.S/AA Certificate \$5,925															
			Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082															
			Doctorate only: \$8,082															

BS DI		DIRECTOR																
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: DR	240 DAY	\$	118,888	\$ 120,145	\$ 121,399	\$ 122,657	\$ 123,912	\$ 125,167	\$ 126,423	\$ 127,679	\$ 128,933	\$ 130,189	\$ 131,444	\$ 132,700	\$ 133,957	\$ 135,211	\$ 136,467	\$ 137,722
	Daily	\$	495.37	\$ 500.60	\$ 505.83	\$ 511.07	\$ 516.30	\$ 521.53	\$ 526.76	\$ 532.00	\$ 537.22	\$ 542.45	\$ 547.68	\$ 552.92	\$ 558.15	\$ 563.38	\$ 568.61	\$ 573.84
HIGHER DEGREE SUPPLEMENT			Ed.S/AA Certificate \$5,925															
			Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082															
			Doctorate only: \$8,082															

BS CO		COORDINATOR																
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: CO	240 DAY	\$	102,844	\$ 103,947	\$ 105,052	\$ 106,155	\$ 107,259	\$ 108,361	\$ 109,465	\$ 110,569	\$ 111,673	\$ 112,777	\$ 113,881	\$ 114,983	\$ 116,086	\$ 117,191	\$ 118,295	\$ 119,399
	Daily	\$	428.52	\$ 433.11	\$ 437.72	\$ 442.31	\$ 446.91	\$ 451.50	\$ 456.10	\$ 460.70	\$ 465.30	\$ 469.90	\$ 474.50	\$ 479.10	\$ 483.69	\$ 488.30	\$ 492.90	\$ 497.50
HIGHER DEGREE SUPPLEMENT			Ed.S/AA Certificate \$5,925															
			Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082															
			Doctorate only: \$8,082															

Years of experience need to start at year 0 if you are moving to a higher scale. Or at least a \$5000 increase (*)

*This applies only to the Principal, Coordinator, or Higher Scales.

		ASSISTANT COORDINATOR																
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
BS AO ET: AC0	240 DAY	\$	83,758	\$ 84,592	\$ 85,439	\$ 86,340	\$ 87,155	\$ 87,825	\$ 88,030	\$ 89,795	\$ 90,694	\$ 91,603	\$ 92,517	\$ 93,443	\$ 94,378	\$ 95,320	\$ 96,275	\$ 97,237
	Daily	\$	348.99	\$ 352.47	\$ 356.00	\$ 359.75	\$ 363.15	\$ 365.94	\$ 366.79	\$ 374.15	\$ 377.89	\$ 381.68	\$ 385.49	\$ 389.35	\$ 393.24	\$ 397.17	\$ 401.15	\$ 405.15
BS AP ET: AC02	212 DAY	\$	73,985	\$ 74,724	\$ 75,471	\$ 76,267	\$ 76,987	\$ 77,579	\$ 77,759	\$ 79,319	\$ 80,113	\$ 80,916	\$ 81,723	\$ 82,542	\$ 83,367	\$ 84,199	\$ 85,043	\$ 85,892
	Daily	\$	348.99	\$ 352.47	\$ 356.00	\$ 359.75	\$ 363.15	\$ 365.94	\$ 366.79	\$ 374.15	\$ 377.89	\$ 381.68	\$ 385.49	\$ 389.35	\$ 393.24	\$ 397.17	\$ 401.15	\$ 405.15
BS AN ET: AC01	202 DAY	\$	70,495	\$ 71,198	\$ 71,911	\$ 72,670	\$ 73,356	\$ 73,919	\$ 74,091	\$ 75,578	\$ 76,334	\$ 77,099	\$ 77,868	\$ 78,648	\$ 79,435	\$ 80,228	\$ 81,032	\$ 81,841
	Daily	\$	348.99	\$ 352.47	\$ 356.00	\$ 359.75	\$ 363.15	\$ 365.94	\$ 366.79	\$ 374.15	\$ 377.89	\$ 381.68	\$ 385.49	\$ 389.35	\$ 393.24	\$ 397.17	\$ 401.15	\$ 405.15
HIGHER DEGREE SUPPLEMENT			Ed.S/AA Certificate \$5,925															
			Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082															
			Doctorate only: \$8,082															

SUPPORT STAFF

1. Steps do not necessarily equal years of experience.
2. Up to ten (10) years of prior verified and relevant full time experience in the employee's area of concentration ("Experience Credit"), in the amount of one step per full year of experience will be credited for placement of new employees on the salary schedule. No Experience Credit will be given until documentation of the experience is provided by the employee and verified by the Human Resources Department. Any Experience Credit given shall affect only the appropriate placement of the employee on the salary schedule and shall not apply as a credit toward completion of the employee's probationary period.
3. Full or partial Experience Credit in excess of ten (10) years may be granted only with the written approval of the Superintendent.
4. Active Duty Military Credit-Maximum of 2 years of active duty military service will be accepted. DD214 required.
5. After initial placement on the salary schedule, including any recognition of Experience Credit, support staff employees normally will advance on the salary schedule by one step at the beginning of each new contract year following the contract year in which the employee was initially employed.
6. Generally, current Madison City Schools employees who transfer positions will be placed on the salary schedule at a step in their new position for which the annual compensation provided is no less than the annual compensation provided at the step occupied by the employee in their current position. The employee shall be advised in writing of the offered hourly rate, annual compensation, and step for the new position. If the hourly rate of pay or annual compensation for the new position is less than that currently received by the employee, the employee must acknowledge their agreement to accept or decline the position in writing. Notwithstanding limitations in this paragraph, employees remain eligible for any step increase due under paragraph 4 at the time of transfer. This paragraph also shall not limit the authority of the Board to approve transfers consistent with Ala. Code §16-24C-7(f) and shall not apply to limit changes in pay resulting from transfers which promote employees to another position on the salary schedule.
7. Transfers of current employees to a position for which annual compensation is provided is greater than the annual compensation provided at the same step for the employee's current position shall be considered a promotion. Employees transferred by promotion shall be placed on the salary schedule of the new position at a step most closely corresponding to the greater of (a) a 10% increase in annual compensation, or (b) the increase in compensation resulting from awarding Experience Credit steps for the employee's new position. Upon such promotion, total Experience Credit, including any Experience Credit awarded in the prior position(s) held by the employee, shall be limited to ten (10) years, absent written approval of the Superintendent.

NURSE SALARY INFO

New hires beginning in the 2023-2024 school year will only receive credit for full-time school nursing experience.

NBCSN Supplement

Nurses who are certified through the National Board for Certification of School Nurses will receive \$1000

PARAPROFESSIONALS / AIDES

PARAPROFESSIONAL I (CLERICAL / INSTRUCTIONAL / INCLUSION / IN-SCHOOL SUSPENSION / PERMANENT SUBS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Hourly	\$ 15.00	\$ 15.37	\$ 15.94	\$ 16.52	\$ 17.36	\$ 17.95	\$ 18.54	\$ 19.14	\$ 19.73	\$ 20.32	\$ 20.91	\$ 21.39	\$ 21.82	\$ 22.31	\$ 22.88	\$ 23.46
240 DAY																
DB 08 - ET: DA 8 HOUR	\$ 28,800	\$ 29,510	\$ 30,605	\$ 31,718	\$ 33,331	\$ 34,464	\$ 35,597	\$ 36,749	\$ 37,882	\$ 39,014	\$ 40,147	\$ 41,069	\$ 41,894	\$ 42,835	\$ 43,930	\$ 45,043
DB 07 - ET: DB 7 HOUR	\$ 25,200	\$ 25,822	\$ 26,779	\$ 27,754	\$ 29,165	\$ 30,156	\$ 31,147	\$ 32,155	\$ 33,146	\$ 34,138	\$ 35,129	\$ 35,935	\$ 36,658	\$ 37,481	\$ 38,438	\$ 39,413
187 DAY																
DC 08 - ET: D8 8 HOUR	\$ 22,440	\$ 22,994	\$ 23,846	\$ 24,714	\$ 25,971	\$ 26,853	\$ 27,736	\$ 28,633	\$ 29,516	\$ 30,399	\$ 31,281	\$ 31,999	\$ 32,643	\$ 33,376	\$ 34,228	\$ 35,096
DC 07 - ET: D7 7 HOUR	\$ 19,635	\$ 20,119	\$ 20,865	\$ 21,625	\$ 22,724	\$ 23,497	\$ 24,269	\$ 25,054	\$ 25,827	\$ 26,599	\$ 27,371	\$ 28,000	\$ 28,562	\$ 29,204	\$ 29,950	\$ 30,709
DC 04 - ET: D4 4 HOUR	\$ 11,220	\$ 11,497	\$ 11,923	\$ 12,357	\$ 12,985	\$ 13,427	\$ 13,868	\$ 14,317	\$ 14,758	\$ 15,199	\$ 15,641	\$ 16,000	\$ 16,321	\$ 16,688	\$ 17,114	\$ 17,548
182 DAY																
D 08 - ET: A8 8 HOUR	\$ 21,840	\$ 22,379	\$ 23,209	\$ 24,053	\$ 25,276	\$ 26,135	\$ 26,994	\$ 27,868	\$ 28,727	\$ 29,586	\$ 30,445	\$ 31,144	\$ 31,770	\$ 32,483	\$ 33,313	\$ 34,158
D 07 - ET: A7 7 HOUR	\$ 19,110	\$ 19,581	\$ 20,308	\$ 21,046	\$ 22,117	\$ 22,868	\$ 23,620	\$ 24,384	\$ 25,136	\$ 25,888	\$ 26,639	\$ 27,251	\$ 27,799	\$ 28,423	\$ 29,149	\$ 29,888
D 04 - ET: A4 4 HOUR	\$ 10,920	\$ 11,189	\$ 11,604	\$ 12,027	\$ 12,638	\$ 13,068	\$ 13,497	\$ 13,934	\$ 14,363	\$ 14,793	\$ 15,222	\$ 15,572	\$ 15,885	\$ 16,242	\$ 16,657	\$ 17,079

PARAPROFESSIONAL II (BEHAVIORAL / DD/RESOURCE ROOM/PRE K) - 8 HOUR

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D2 08 187 DAY	\$ 27,167	\$ 28,125	\$ 29,172	\$ 30,070	\$ 30,952	\$ 31,835	\$ 32,718	\$ 33,600	\$ 34,483	\$ 35,365	\$ 36,248	\$ 37,161	\$ 38,088	\$ 39,046	\$ 40,018	\$ 41,020
ET: D8 Daily	\$ 145.28	\$ 150.40	\$ 156.00	\$ 160.80	\$ 165.52	\$ 170.24	\$ 174.96	\$ 179.68	\$ 184.40	\$ 189.12	\$ 193.84	\$ 198.72	\$ 203.68	\$ 208.80	\$ 214.00	\$ 219.36
Hourly	\$ 18.16	\$ 18.80	\$ 19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42
DS 08 182 DAY	\$ 26,441	\$ 27,373	\$ 28,392	\$ 29,266	\$ 30,125	\$ 30,984	\$ 31,843	\$ 32,702	\$ 33,561	\$ 34,420	\$ 35,279	\$ 36,167	\$ 37,070	\$ 38,002	\$ 38,948	\$ 39,924
ET: A8 Daily	\$ 145.28	\$ 150.40	\$ 156.00	\$ 160.80	\$ 165.52	\$ 170.24	\$ 174.96	\$ 179.68	\$ 184.40	\$ 189.12	\$ 193.84	\$ 198.72	\$ 203.68	\$ 208.80	\$ 214.00	\$ 219.36
Hourly	\$ 18.16	\$ 18.80	\$ 19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42

PRE K FIRST CLASS AUXILIARY TEACHER / SPECIAL EDUCATION AUXILIARY TEACHER- 7.5 HOUR - 187 DAYS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: IA 187 DAY	\$ 25,469	\$ 26,367	\$ 27,349	\$ 28,190	\$ 29,018	\$ 29,845	\$ 30,673	\$ 31,500	\$ 32,328	\$ 33,155	\$ 33,983	\$ 34,838	\$ 35,708	\$ 36,605	\$ 37,517	\$ 38,457
Daily	\$ 136.20	\$ 141.00	\$ 146.25	\$ 150.75	\$ 155.18	\$ 159.60	\$ 164.03	\$ 168.45	\$ 172.88	\$ 177.30	\$ 181.73	\$ 186.30	\$ 190.95	\$ 195.75	\$ 200.63	\$ 205.65
Hourly	\$ 18.16	\$ 18.80	\$ 19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42

SECRETARY

C SS		RANK I - SUPERINTENDENT SECRETARY - 8 HRS - 240 DAYS																
ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
	240 DAY	\$ 74,317	\$ 75,377	\$ 76,437	\$ 77,497	\$ 78,556	\$ 79,615	\$ 80,675	\$ 81,735	\$ 82,794	\$ 83,854	\$ 84,914	\$ 85,973	\$ 87,033	\$ 88,092	\$ 89,152	\$ 90,212	
	Daily	\$ 309.65	\$ 314.07	\$ 318.49	\$ 322.90	\$ 327.32	\$ 331.73	\$ 336.15	\$ 340.56	\$ 344.98	\$ 349.39	\$ 353.81	\$ 358.22	\$ 362.64	\$ 367.05	\$ 371.47	\$ 375.88	
	Hourly	\$ 38.71	\$ 39.26	\$ 39.81	\$ 40.36	\$ 40.91	\$ 41.47	\$ 42.02	\$ 42.57	\$ 43.12	\$ 43.67	\$ 44.23	\$ 44.78	\$ 45.33	\$ 45.88	\$ 46.43	\$ 46.99	
C 02		RANK II - SECRETARY - 8 HRS - 240 DAYS																
ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
	240 DAY	\$ 34,867	\$ 36,103	\$ 37,447	\$ 38,592	\$ 39,725	\$ 40,858	\$ 41,990	\$ 43,123	\$ 44,256	\$ 45,389	\$ 46,526	\$ 47,693	\$ 48,883	\$ 50,112	\$ 51,360	\$ 52,646	
	Daily	\$ 145.28	\$ 150.43	\$ 156.03	\$ 160.80	\$ 165.52	\$ 170.24	\$ 174.96	\$ 179.68	\$ 184.40	\$ 189.12	\$ 193.86	\$ 198.72	\$ 203.68	\$ 208.80	\$ 214.00	\$ 219.36	
	Hourly	\$ 18.16	\$ 18.80	\$ 19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42	
C 03		RANK III - RECEPTIONIST - 8 HRS - 240 DAYS																
ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
	240 DAY	\$ 28,800	\$ 29,837	\$ 31,030	\$ 32,209	\$ 35,044	\$ 36,235	\$ 37,431	\$ 38,629	\$ 39,826	\$ 41,021	\$ 42,211	\$ 43,182	\$ 44,045	\$ 44,926	\$ 45,825	\$ 46,741	
	Daily	\$ 120.00	\$ 124.32	\$ 129.29	\$ 134.21	\$ 146.02	\$ 150.98	\$ 155.96	\$ 160.95	\$ 165.94	\$ 170.92	\$ 175.88	\$ 179.92	\$ 183.52	\$ 187.19	\$ 190.94	\$ 194.76	
	Hourly	\$ 15.00	\$ 15.54	\$ 16.16	\$ 16.78	\$ 18.25	\$ 18.87	\$ 19.50	\$ 20.12	\$ 20.74	\$ 21.37	\$ 21.98	\$ 22.49	\$ 22.94	\$ 23.40	\$ 23.87	\$ 24.34	

REGISTRAR

REGISTRAR - 8 HRS

		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
R1 0 ET:R1	STEPS																
	240 DAY	\$ 28,800	\$ 29,923	\$ 31,060	\$ 32,178	\$ 33,331	\$ 34,464	\$ 35,602	\$ 36,741	\$ 37,880	\$ 39,016	\$ 40,147	\$ 41,271	\$ 42,386	\$ 43,530	\$ 44,662	\$ 45,778
	Daily Rate	\$ 120.00	\$ 124.68	\$ 129.42	\$ 134.08	\$ 138.88	\$ 143.60	\$ 148.34	\$ 153.09	\$ 157.83	\$ 162.57	\$ 167.28	\$ 171.96	\$ 176.61	\$ 181.38	\$ 186.09	\$ 190.74
	Hourly Rate	\$ 15.00	\$ 15.58	\$ 16.18	\$ 16.76	\$ 17.36	\$ 17.95	\$ 18.54	\$ 19.14	\$ 19.73	\$ 20.32	\$ 20.91	\$ 21.50	\$ 22.08	\$ 22.67	\$ 23.26	\$ 23.84
R2 R2 ET:R2	STEPS																
	187 DAY	\$ 22,440	\$ 23,315	\$ 24,201	\$ 25,072	\$ 25,971	\$ 26,854	\$ 27,740	\$ 28,627	\$ 29,515	\$ 30,400	\$ 31,281	\$ 32,157	\$ 33,025	\$ 33,917	\$ 34,799	\$ 35,669
	Daily Rate	\$ 120.00	\$ 124.68	\$ 129.42	\$ 134.07	\$ 138.88	\$ 143.60	\$ 148.34	\$ 153.09	\$ 157.83	\$ 162.57	\$ 167.28	\$ 171.96	\$ 176.60	\$ 181.37	\$ 186.09	\$ 190.74
	Hourly Rate	\$ 15.00	\$ 15.58	\$ 16.18	\$ 16.76	\$ 17.36	\$ 17.95	\$ 18.54	\$ 19.14	\$ 19.73	\$ 20.32	\$ 20.91	\$ 21.50	\$ 22.08	\$ 22.67	\$ 23.26	\$ 23.84

BUSINESS/FINANCE/PERSONNEL

ACCOUNTING/ PAYROLL/ PERSONNEL SUPERVISOR- 8 HOURS - 240 DAYS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M SU	240 DAY	\$72,787	\$73,847	\$74,906	\$75,966	\$77,025	\$78,085	\$79,145	\$80,204	\$81,264	\$82,323	\$83,383	\$84,443	\$85,502	\$86,562	\$87,621	\$88,681
ET: AB	Daily	\$303.28	\$307.70	\$312.11	\$316.53	\$320.94	\$325.35	\$329.77	\$334.18	\$338.60	\$343.01	\$347.43	\$351.85	\$356.26	\$360.68	\$365.09	\$369.50
	Hourly	\$37.91	\$38.46	\$39.01	\$39.57	\$40.12	\$40.67	\$41.22	\$41.77	\$42.33	\$42.88	\$43.43	\$43.98	\$44.53	\$45.08	\$45.64	\$46.19

PAYROLL AND PERSONNEL MANAGER - 8 HOURS - 240 DAYS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M 01	240 DAY	\$ 51,733	\$ 53,037	\$ 54,341	\$ 55,644	\$ 56,479	\$ 57,314	\$ 58,190	\$ 59,066	\$ 59,941	\$ 62,284	\$ 64,851	\$ 67,417	\$ 68,428	\$ 69,454	\$ 70,496	\$ 71,553
ET: OM	Daily	\$ 215.55	\$ 220.99	\$ 226.42	\$ 231.85	\$ 235.33	\$ 238.81	\$ 242.46	\$ 246.11	\$ 249.75	\$ 259.52	\$ 270.21	\$ 280.90	\$ 285.12	\$ 289.39	\$ 293.73	\$ 298.14
	Hourly	\$ 26.94	\$ 27.62	\$ 28.30	\$ 28.98	\$ 29.42	\$ 29.85	\$ 30.31	\$ 30.76	\$ 31.22	\$ 32.44	\$ 33.78	\$ 35.11	\$ 35.64	\$ 36.17	\$ 36.72	\$ 37.27

BOOKKEEPER CENTRAL OFFICE / PERSONNEL CLERK - 8 HOURS - 240 DAYS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M 02	240 DAY	\$ 40,147	\$ 41,649	\$ 43,150	\$ 44,652	\$ 46,525	\$ 47,828	\$ 49,156	\$ 50,657	\$ 52,159	\$ 53,660	\$ 55,162	\$ 56,663	\$ 58,164	\$ 59,666	\$ 61,167	\$ 62,669
ET: BK	Daily	\$ 167.28	\$ 173.54	\$ 179.79	\$ 186.05	\$ 193.86	\$ 199.28	\$ 204.82	\$ 211.07	\$ 217.33	\$ 223.58	\$ 229.84	\$ 236.10	\$ 242.35	\$ 248.61	\$ 254.86	\$ 261.12
	Hourly	\$ 20.91	\$ 21.69	\$ 22.47	\$ 23.26	\$ 24.23	\$ 24.91	\$ 25.60	\$ 26.38	\$ 27.17	\$ 27.95	\$ 28.73	\$ 29.51	\$ 30.29	\$ 31.08	\$ 31.86	\$ 32.64

BOOKKEEPER SECONDARY - 8 HOURS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 18.87	\$ 19.44	\$ 20.02	\$ 20.62	\$ 21.24	\$ 21.88	\$ 22.53	\$ 23.21	\$ 23.90	\$ 24.62	\$ 25.36	\$ 26.12	\$ 26.90	\$ 27.71	\$ 28.54	\$ 29.40
M HM ET:BK	240 DAY	\$ 36,230	\$ 37,318	\$ 38,437	\$ 39,590	\$ 40,778	\$ 42,001	\$ 43,261	\$ 44,559	\$ 45,896	\$ 47,273	\$ 48,691	\$ 50,151	\$ 51,656	\$ 53,205	\$ 54,802	\$ 56,446
M 10 ET:BK2	202 DAY	\$ 30,494	\$ 31,409	\$ 32,351	\$ 33,322	\$ 34,321	\$ 35,351	\$ 36,411	\$ 37,504	\$ 38,629	\$ 39,788	\$ 40,982	\$ 42,210	\$ 43,477	\$ 44,781	\$ 46,125	\$ 47,509

BOOKKEEPER PRE K CENTER/ELEMENTARY - 8 HOURS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 18.16	\$18.80	\$19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42
M EL ET:BK	240 DAY	\$ 34,867	\$ 36,103	\$ 37,447	\$ 38,592	\$ 39,725	\$ 40,858	\$ 41,990	\$ 43,123	\$ 44,256	\$ 45,389	\$ 46,526	\$ 47,693	\$ 48,883	\$ 50,112	\$ 51,360	\$ 52,646
M IS ET:BK2	202 DAY	\$ 29,347	\$30,388	\$ 31,518	\$ 32,482	\$ 33,435	\$ 34,388	\$ 35,342	\$ 36,295	\$ 37,249	\$ 38,204	\$ 39,159	\$ 40,141	\$ 41,143	\$ 42,178	\$ 43,228	\$ 44,311

ACADEMICS - OPERATIONS

**PUBLIC RELATIONS MANAGER 8 HOURS (240 DAYS)/ INSTRUCTION MANAGER (240 DAYS)
REGISTRATION/ATTENDANCE MANAGER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M 01 240 DAY	\$ 51,733	\$ 53,037	\$ 54,341	\$ 55,644	\$ 56,479	\$ 57,314	\$ 58,190	\$ 59,066	\$ 59,941	\$ 62,284	\$ 64,851	\$ 67,417	\$ 68,428	\$ 69,454	\$ 70,496	\$ 71,553
ET: OM Daily	\$ 215.55	\$ 220.99	\$ 226.42	\$ 231.85	\$ 235.33	\$ 238.81	\$ 242.46	\$ 246.11	\$ 249.75	\$ 259.52	\$ 270.21	\$ 280.90	\$ 285.12	\$ 289.39	\$ 293.73	\$ 298.14
Hourly	\$ 26.94	\$ 27.62	\$ 28.30	\$ 28.98	\$ 29.42	\$ 29.85	\$ 30.31	\$ 30.76	\$ 31.22	\$ 32.44	\$ 33.78	\$ 35.11	\$ 35.64	\$ 36.17	\$ 36.72	\$ 37.27

TECHNOLOGY

NETWORK SPECIALIST 8 HOURS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TN TN	240 DAY	\$72,787	\$73,847	\$74,906	\$75,966	\$77,025	\$78,085	\$79,145	\$80,204	\$81,264	\$82,323	\$83,383	\$84,443	\$85,502	\$86,562	\$87,621	\$88,681
ET: TE	Daily	\$303.28	\$307.70	\$312.11	\$316.53	\$320.94	\$325.35	\$329.77	\$334.18	\$338.60	\$343.01	\$347.43	\$351.85	\$356.26	\$360.68	\$365.09	\$369.50
	Hourly	\$37.91	\$38.46	\$39.01	\$39.57	\$40.12	\$40.67	\$41.22	\$41.77	\$42.33	\$42.88	\$43.43	\$43.98	\$44.53	\$45.08	\$45.64	\$46.19

DATA SYSTEMS MANAGER / TECHNOLOGY NETWORK MANAGER / TECHNOLOGY HELP DESK MANAGER 8 HOURS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TN DM	240 DAY	\$ 51,733	\$ 53,037	\$ 54,341	\$ 55,644	\$ 56,479	\$ 57,314	\$ 58,190	\$ 59,066	\$ 59,941	\$ 62,284	\$ 64,851	\$ 67,417	\$ 68,428	\$ 69,454	\$ 70,496	\$ 71,553
ET: OM	Daily	\$ 215.55	\$ 220.99	\$ 226.42	\$ 231.85	\$ 235.33	\$ 238.81	\$ 242.46	\$ 246.11	\$ 249.75	\$ 259.52	\$ 270.21	\$ 280.90	\$ 285.12	\$ 289.39	\$ 293.73	\$ 298.14
	Hourly	\$ 26.94	\$ 27.62	\$ 28.30	\$ 28.98	\$ 29.42	\$ 29.85	\$ 30.31	\$ 30.76	\$ 31.22	\$ 32.44	\$ 33.78	\$ 35.11	\$ 35.64	\$ 36.17	\$ 36.72	\$ 37.27

NETWORK TECHNICIANS - TECHNOLOGY RESOURCE MANAGER 8 HOURS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TN T	240 DAY	\$ 40,147	\$ 41,649	\$ 43,150	\$ 44,652	\$ 46,525	\$ 47,828	\$ 49,156	\$ 50,657	\$ 52,159	\$ 53,660	\$ 55,162	\$ 56,663	\$ 58,164	\$ 59,666	\$ 61,167	\$ 62,669
ET: TN	Daily	\$ 167.28	\$ 173.54	\$ 179.79	\$ 186.05	\$ 193.86	\$ 199.28	\$ 204.82	\$ 211.07	\$ 217.33	\$ 223.58	\$ 229.84	\$ 236.10	\$ 242.35	\$ 248.61	\$ 254.86	\$ 261.12
	Hourly	\$ 20.91	\$ 21.69	\$ 22.47	\$ 23.26	\$ 24.23	\$ 24.91	\$ 25.60	\$ 26.38	\$ 27.17	\$ 27.95	\$ 28.73	\$ 29.51	\$ 30.29	\$ 31.08	\$ 31.86	\$ 32.64

SCHOOL TECHNOLOGY TECHNICIAN/TECHNOLOGY COACH 8 HOURS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 18.16	\$18.80	\$19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42
TN H ET: TA5	240 DAY	\$ 34,867	\$ 36,103	\$ 37,447	\$ 38,592	\$ 39,725	\$ 40,858	\$ 41,990	\$ 43,123	\$ 44,256	\$ 45,389	\$ 46,526	\$ 47,693	\$ 48,883	\$ 50,112	\$ 51,360	\$ 52,646
TN TC ET: TCOA	202 DAY	\$ 29,347	\$30,388	\$ 31,518	\$ 32,482	\$ 33,435	\$ 34,388	\$ 35,342	\$ 36,295	\$ 37,249	\$ 38,204	\$ 39,159	\$ 40,141	\$ 41,143	\$ 42,178	\$ 43,228	\$ 44,311
TN M ET: TA	190 DAY	\$ 27,603	\$ 28,582	\$ 29,646	\$ 30,552	\$ 31,449	\$ 32,346	\$ 33,242	\$ 34,139	\$ 35,036	\$ 35,934	\$ 36,833	\$ 37,757	\$ 38,699	\$ 39,672	\$ 40,660	\$ 41,678

ACCESS

ACCESS DATA ANALYST 8 HOURS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS AL 240 DAY	\$ 57,936	\$ 59,095	\$ 60,277	\$ 61,483	\$ 62,713	\$ 63,966	\$ 65,246	\$ 66,551	\$ 67,882	\$ 69,240	\$ 70,624	\$ 72,036	\$ 73,478	\$ 74,947	\$ 76,446	\$ 77,975
ET: AN Daily	\$ 241.40	\$ 246.23	\$ 251.15	\$ 256.18	\$ 261.30	\$ 266.53	\$ 271.86	\$ 277.30	\$ 282.84	\$ 288.50	\$ 294.27	\$ 300.15	\$ 306.16	\$ 312.28	\$ 318.53	\$ 324.90
Hourly	\$ 30.18	\$ 30.78	\$ 31.39	\$ 32.02	\$ 32.66	\$ 33.32	\$ 33.98	\$ 34.66	\$ 35.36	\$ 36.06	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.03	\$ 39.82	\$ 40.61

ACCESS DISTANCE LEARNING PROGRAM SUPPORT MANAGER (240 DAYS) 8 HOURS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS DM 240 DAY	\$ 51,733	\$ 53,037	\$ 54,341	\$ 55,644	\$ 56,947	\$ 58,250	\$ 59,553	\$ 60,856	\$ 62,159	\$ 63,462	\$ 64,765	\$ 66,068	\$ 67,371	\$ 68,674	\$ 69,977	\$ 71,280
ET:OM Daily	\$ 215.55	\$ 220.99	\$ 226.42	\$ 231.85	\$ 237.28	\$ 242.71	\$ 248.14	\$ 253.57	\$ 259.00	\$ 264.43	\$ 269.86	\$ 275.29	\$ 280.72	\$ 286.15	\$ 291.58	\$ 297.01
Hourly	\$ 26.94	\$ 27.62	\$ 28.30	\$ 28.98	\$ 29.66	\$ 30.34	\$ 31.02	\$ 31.70	\$ 32.38	\$ 33.06	\$ 33.74	\$ 34.42	\$ 35.10	\$ 35.78	\$ 36.46	\$ 37.14

ACCESS TECHNOLOGY MANAGER/ACCESS BOOKKEEPER 8 HOURS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS TM 240 DAY	\$ 40,147	\$ 41,649	\$ 43,150	\$ 44,652	\$ 46,154	\$ 47,656	\$ 49,158	\$ 50,660	\$ 52,162	\$ 53,664	\$ 55,166	\$ 56,668	\$ 58,170	\$ 59,672	\$ 61,174	\$ 62,676
ET:OM&BK Daily	\$ 167.28	\$ 173.54	\$ 179.79	\$ 186.05	\$ 192.31	\$ 198.56	\$ 204.82	\$ 211.07	\$ 217.33	\$ 223.58	\$ 229.84	\$ 236.10	\$ 242.35	\$ 248.61	\$ 254.86	\$ 261.12
Hourly	\$ 20.91	\$ 21.69	\$ 22.47	\$ 23.26	\$ 24.03	\$ 24.81	\$ 25.60	\$ 26.38	\$ 27.17	\$ 27.95	\$ 28.73	\$ 29.51	\$ 30.29	\$ 31.08	\$ 31.86	\$ 32.64

ACCESS PROGRAM ASSISTANT 8 HOURS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS PA 240 DAY	\$ 34,867	\$ 36,103	\$ 37,447	\$ 38,592	\$ 39,725	\$ 40,858	\$ 41,990	\$ 43,123	\$ 44,256	\$ 45,389	\$ 46,522	\$ 47,655	\$ 48,788	\$ 49,921	\$ 51,054	\$ 52,187
ET: AP Daily	\$ 145.28	\$ 150.43	\$ 156.03	\$ 160.80	\$ 165.52	\$ 170.24	\$ 174.96	\$ 179.68	\$ 184.40	\$ 189.12	\$ 193.86	\$ 198.72	\$ 203.68	\$ 208.80	\$ 214.00	\$ 219.36
Hourly	\$18.16	\$18.80	\$19.50	\$20.10	\$20.69	\$21.28	\$21.87	\$22.46	\$23.05	\$23.64	\$24.23	\$24.84	\$25.46	\$26.10	\$26.75	\$27.42

CHILD NUTRITION PROGRAM (CNP)

CNP SUPERVISOR - 8 HOURS -240 DAYS

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
E SU	240 DAY	\$ 72,787	\$ 73,847	\$ 74,906	\$ 75,966	\$ 77,025	\$ 78,085	\$ 79,145	\$ 80,204	\$ 81,264	\$ 82,323	\$ 83,383	\$ 84,443	\$ 85,502	\$ 86,562	\$ 87,621	\$ 88,681
ET: AB	Daily	\$ 303.28	\$ 307.70	\$ 312.11	\$ 316.53	\$ 320.94	\$ 325.35	\$ 329.77	\$ 334.18	\$ 338.60	\$ 343.01	\$ 347.43	\$ 351.85	\$ 356.26	\$ 360.68	\$ 365.09	\$ 369.50
	Hourly	\$ 37.91	\$ 38.46	\$ 39.01	\$ 39.57	\$ 40.12	\$ 40.67	\$ 41.22	\$ 41.77	\$ 42.33	\$ 42.88	\$ 43.43	\$ 43.98	\$ 44.53	\$ 45.08	\$ 45.64	\$ 46.19

CNP MANAGER 8 HOURS (187 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
E1	187 DAY	\$ 27,467	\$ 28,291	\$ 29,139	\$ 30,014	\$ 30,914	\$ 31,841	\$ 32,320	\$ 32,804	\$ 33,296	\$ 33,796	\$ 34,303	\$ 34,817	\$ 35,339	\$ 35,869	\$ 36,408	\$ 36,954
ET: L8	Daily	\$ 146.88	\$ 151.29	\$ 155.82	\$ 160.50	\$ 165.32	\$ 170.27	\$ 172.83	\$ 175.42	\$ 178.05	\$ 180.73	\$ 183.44	\$ 186.19	\$ 188.98	\$ 191.81	\$ 194.70	\$ 197.61
	Hourly	\$ 18.36	\$ 18.91	\$ 19.48	\$ 20.06	\$ 20.66	\$ 21.28	\$ 21.60	\$ 21.93	\$ 22.26	\$ 22.59	\$ 22.93	\$ 23.27	\$ 23.62	\$ 23.98	\$ 24.34	\$ 24.70

Secondary CNP Manager Supplement: \$3000

CNP WORKER 6 HOURS

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 15.81	\$ 16.29	\$ 16.77	\$ 17.28	\$ 17.62	\$ 18.01	\$ 18.41	\$ 18.81	\$ 19.22	\$ 19.51	\$ 19.81	\$ 20.10	\$ 20.40	\$ 20.71	\$ 21.02	\$ 21.34
E W1	187 DAY	\$ 17,739	\$ 18,277	\$ 18,820	\$ 19,384	\$ 19,772	\$ 20,207	\$ 20,651	\$ 21,106	\$ 21,570	\$ 21,893	\$ 22,222	\$ 22,555	\$ 22,894	\$ 23,237	\$ 23,585	\$ 23,939
ET:LF	184 DAY	\$ 17,454	\$ 17,984	\$ 18,518	\$ 19,073	\$ 19,455	\$ 19,883	\$ 20,320	\$ 20,767	\$ 21,224	\$ 21,542	\$ 21,865	\$ 22,193	\$ 22,527	\$ 22,864	\$ 23,207	\$ 23,555
ET:L6																	

Lead CNP Worker, High School Supplement: \$2000

NURSES / OCCUPATIONAL THERAPISTS / PHYSICAL THERAPISTS

*New hires beginning in the 2023-2024 school year will only receive credit for full-time school nursing experience.

SYSTEM SUPERVISING NURSE- 8 HOURS - 212 DAYS

N 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: N	212 DAY	\$73,985	\$74,724	\$75,471	\$76,267	\$76,987	\$77,579	\$77,759	\$79,319	\$80,113	\$80,916	\$81,723	\$82,542	\$83,367	\$84,199	\$85,043	\$85,892
	Daily	\$348.99	\$352.47	\$356.00	\$359.75	\$363.15	\$365.94	\$366.79	\$374.15	\$377.89	\$381.68	\$385.49	\$389.35	\$393.24	\$397.17	\$401.15	\$405.15

NURSES - RN-DNP - 8 HOURS - 187 DAYS

NS DR	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	187 DAY	\$57,023	\$57,023	\$57,023	\$62,519	\$62,519	\$62,519	\$65,173	\$65,173	\$65,173	\$67,080	\$67,730	\$68,387	\$69,052	\$69,722	\$70,400	\$71,084	\$71,774	\$72,472
	Daily	\$304.94	\$304.94	\$304.94	\$334.33	\$334.33	\$334.33	\$348.52	\$348.52	\$348.52	\$358.72	\$362.19	\$365.71	\$369.26	\$372.84	\$376.47	\$380.13	\$383.82	\$387.55
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$73,177	\$73,889	\$74,607	\$75,334	\$76,066	\$76,807	\$77,556	\$78,311	\$79,074	\$79,846	\$80,623	\$81,410	\$82,203	\$83,005	\$83,816	\$84,634	\$85,460	\$86,295
	Daily	\$391.32	\$395.13	\$398.97	\$402.86	\$406.77	\$410.73	\$414.74	\$418.78	\$422.86	\$426.98	\$431.14	\$435.35	\$439.59	\$443.88	\$448.21	\$452.59	\$457.01	\$461.47

NURSES - RN-MSN - 8 HOURS - 187 DAYS

NS I	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	187 DAY	\$53,028	\$53,028	\$53,028	\$58,125	\$58,125	\$58,125	\$60,586	\$60,586	\$60,586	\$62,354	\$62,957	\$63,567	\$64,183	\$64,805	\$65,433	\$66,068	\$66,708	\$67,355
	Daily	\$283.57	\$283.57	\$283.57	\$310.83	\$310.83	\$310.83	\$323.99	\$323.99	\$323.99	\$333.44	\$336.67	\$339.93	\$343.22	\$346.55	\$349.91	\$353.30	\$356.73	\$360.19
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$68,008	\$68,668	\$69,335	\$70,009	\$70,688	\$71,375	\$72,070	\$72,770	\$73,477	\$74,193	\$74,914	\$75,644	\$76,379	\$77,123	\$77,875	\$78,633	\$79,399	\$80,174
	Daily	\$363.68	\$367.21	\$370.78	\$374.38	\$378.01	\$381.68	\$385.40	\$389.14	\$392.93	\$396.75	\$400.61	\$404.51	\$408.44	\$412.42	\$416.44	\$420.50	\$424.59	\$428.74

NURSES - RN-BSN - 8 HOURS - 187 DAYS

NS II	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	187 DAY	\$49,322	\$49,322	\$49,322	\$54,049	\$54,049	\$54,049	\$56,331	\$56,331	\$56,331	\$57,972	\$58,531	\$59,096	\$59,668	\$60,244	\$60,827	\$61,415	\$62,009	\$62,609
	Daily	\$263.75	\$263.75	\$263.75	\$289.03	\$289.03	\$289.03	\$301.24	\$301.24	\$301.24	\$310.01	\$313.00	\$316.02	\$319.08	\$322.16	\$325.28	\$328.42	\$331.60	\$334.81
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$63,215	\$63,827	\$64,445	\$65,070	\$65,700	\$66,338	\$66,982	\$67,631	\$68,287	\$68,951	\$69,620	\$70,296	\$70,978	\$71,668	\$72,366	\$73,068	\$73,779	\$74,497
	Daily	\$338.05	\$341.32	\$344.63	\$347.97	\$351.34	\$354.75	\$358.19	\$361.66	\$365.17	\$368.72	\$372.30	\$375.91	\$379.56	\$383.25	\$386.98	\$390.74	\$394.54	\$398.38

NURSES / OCCUPATIONAL THERAPISTS / PHYSICAL THERAPISTS

NURSES - RN- ASSN - 8 HOURS - 187 DAYS

NS RN

ET: N1	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	187 DAY	\$45,886	\$45,886	\$45,886	\$50,270	\$50,270	\$50,270	\$52,386	\$52,386	\$52,386	\$53,907	\$54,426	\$54,950	\$55,480	\$56,015	\$56,555	\$57,101	\$57,651	\$58,208
	Daily	\$245.38	\$245.38	\$245.38	\$268.82	\$268.82	\$268.82	\$280.14	\$280.14	\$280.14	\$288.27	\$291.05	\$293.85	\$296.68	\$299.55	\$302.43	\$305.35	\$308.29	\$311.27
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$58,770	\$59,338	\$59,911	\$60,491	\$61,075	\$61,666	\$62,263	\$62,865	\$63,473	\$64,089	\$64,709	\$65,337	\$65,970	\$66,609	\$67,256	\$67,908	\$68,567	\$69,233
	Daily	\$314.28	\$317.32	\$320.38	\$323.48	\$326.60	\$329.76	\$332.96	\$336.18	\$339.43	\$342.72	\$346.04	\$349.40	\$352.78	\$356.20	\$359.66	\$363.14	\$366.67	\$370.23

NURSES - LPN/AIDE - 8 HOURS (187 DAYS)

NS NA

ET: N3	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	187 DAY	\$33,264	\$33,264	\$33,264	\$36,587	\$36,587	\$36,587	\$38,191	\$38,191	\$38,191	\$39,344	\$39,737	\$40,134	\$40,536	\$40,941	\$41,351	\$41,765	\$42,182	\$42,604
	Daily	\$177.88	\$177.88	\$177.88	\$195.65	\$195.65	\$195.65	\$204.23	\$204.23	\$204.23	\$210.40	\$212.50	\$214.62	\$216.77	\$218.94	\$221.13	\$223.34	\$225.57	\$227.83
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$43,030	\$43,460	\$43,894	\$44,334	\$44,777	\$45,225	\$45,677	\$46,134	\$46,595	\$47,061	\$47,532	\$48,007	\$48,487	\$48,972	\$49,462	\$49,956	\$50,455	\$50,960
	Daily	\$230.11	\$232.41	\$234.73	\$237.08	\$239.45	\$241.84	\$244.26	\$246.71	\$249.17	\$251.66	\$254.18	\$256.72	\$259.29	\$261.88	\$264.50	\$267.14	\$269.81	\$272.51

OCCUPATIONAL THERAPIST - 8 HOURS - 187 DAYS

TH OT

ET: OT	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	187 DAY	\$59,990	\$60,547	\$61,110	\$61,676	\$62,249	\$62,828	\$63,415	\$64,003	\$64,601	\$65,201	\$65,811	\$66,425	\$67,049	\$67,675	\$68,309	\$68,951
	Daily	\$320.80	\$323.78	\$326.79	\$329.82	\$332.88	\$335.98	\$339.12	\$342.26	\$345.46	\$348.67	\$351.93	\$355.21	\$358.55	\$361.90	\$365.29	\$368.72

PHYSICAL THERAPIST - 8 HOURS - 187 DAYS

TH PT

ET: PT	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	187 DAY	\$64,262	\$64,864	\$65,467	\$66,082	\$66,699	\$67,324	\$67,956	\$68,591	\$69,236	\$69,884	\$70,541	\$71,203	\$71,873	\$72,550	\$73,233	\$73,921
	Daily	\$343.65	\$346.87	\$350.09	\$353.38	\$356.68	\$360.02	\$363.40	\$366.80	\$370.25	\$373.71	\$377.22	\$380.76	\$384.35	\$387.97	\$391.62	\$395.30

LICENSED INTERPRETER for HEARING IMPAIRED- 8 HOURS - 182 DAYS

IN 08

ET: IN	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	182 DAY	\$27,940	\$28,218	\$28,501	\$28,786	\$29,074	\$29,365	\$29,659	\$29,954	\$30,254	\$30,557	\$30,862	\$31,171	\$31,482	\$31,797	\$32,116	\$32,437
	Daily	\$149.41	\$150.90	\$152.41	\$153.94	\$155.48	\$157.03	\$158.60	\$160.18	\$161.79	\$163.41	\$165.04	\$166.69	\$168.35	\$170.04	\$171.74	\$173.46

CUSTODIAL/MAINTENANCE

SUPERVISOR OF OPERATIONS / ENERGY MANAGER - 240 DAYS

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M SU	240 DAY	\$72,787	\$73,847	\$74,906	\$75,966	\$77,025	\$78,085	\$79,145	\$80,204	\$81,264	\$82,323	\$83,383	\$84,443	\$85,502	\$86,562	\$87,621	\$88,681
ET: MTS	Daily	\$303.28	\$307.70	\$312.11	\$316.53	\$320.94	\$325.35	\$329.77	\$334.18	\$338.60	\$343.01	\$347.43	\$351.85	\$356.26	\$360.68	\$365.09	\$369.50
	Hourly	\$37.91	\$38.46	\$39.01	\$39.57	\$40.12	\$40.67	\$41.22	\$41.77	\$42.33	\$42.88	\$43.43	\$43.98	\$44.53	\$45.08	\$45.64	\$46.19

RANK II - MAINTENANCE SPECIALIST - 8 HOUR DAY - 240 DAYS

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
G DM	240 DAY	\$51,733	\$53,037	\$54,341	\$55,644	\$56,479	\$57,314	\$58,190	\$59,066	\$59,941	\$62,284	\$64,851	\$67,417	\$68,428	\$69,454	\$70,496	\$71,553
ET: MW	Daily	\$ 215.55	\$ 220.99	\$ 226.42	\$ 231.85	\$ 235.33	\$ 238.81	\$ 242.46	\$ 246.11	\$ 249.75	\$ 259.52	\$ 270.21	\$ 280.90	\$ 285.12	\$ 289.39	\$ 293.73	\$ 298.14
	Hourly	\$ 26.94	\$ 27.62	\$ 28.30	\$ 28.98	\$ 29.42	\$ 29.85	\$ 30.31	\$ 30.76	\$ 31.22	\$ 32.44	\$ 33.78	\$ 35.11	\$ 35.64	\$ 36.17	\$ 36.72	\$ 37.27

RANK III - PLANT MANAGER - 8 HOUR DAY - 240 DAYS

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
I DM	240 DAY	\$ 40,147	\$ 41,649	\$ 43,150	\$ 44,652	\$ 46,525	\$ 47,828	\$ 49,156	\$ 50,657	\$ 52,159	\$ 53,660	\$ 55,162	\$ 56,663	\$ 58,164	\$ 59,666	\$ 61,167	\$ 62,669
ET: PM	Daily	\$ 167.28	\$ 173.54	\$ 179.79	\$ 186.05	\$ 193.86	\$ 199.28	\$ 204.82	\$ 211.07	\$ 217.33	\$ 223.58	\$ 229.84	\$ 236.10	\$ 242.35	\$ 248.61	\$ 254.86	\$ 261.12
	Hourly	\$ 20.91	\$ 21.69	\$ 22.47	\$ 23.26	\$ 24.23	\$ 24.91	\$ 25.60	\$ 26.38	\$ 27.17	\$ 27.95	\$ 28.73	\$ 29.51	\$ 30.29	\$ 31.08	\$ 31.86	\$ 32.64

CUSTODIAN / FLOOR CREW - 8 HOURS DAY

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
F 12	240 DAY	\$ 28,800	\$ 33,091	\$ 34,349	\$ 35,654	\$ 36,902	\$ 38,193	\$ 39,454	\$ 40,756	\$ 42,019	\$ 43,322	\$ 44,578	\$ 45,693	\$ 46,835	\$ 48,006	\$ 49,206	\$ 50,436
ET: G8	Daily	\$ 120.00	\$ 137.88	\$ 143.12	\$ 148.56	\$ 153.76	\$ 159.14	\$ 164.39	\$ 169.82	\$ 175.08	\$ 180.51	\$ 185.74	\$ 190.39	\$ 195.15	\$ 200.02	\$ 205.02	\$ 210.15
	Hourly	\$ 15.00	\$ 17.24	\$ 17.89	\$ 18.57	\$ 19.22	\$ 19.89	\$ 20.55	\$ 21.23	\$ 21.88	\$ 22.56	\$ 23.22	\$ 23.80	\$ 24.39	\$ 25.00	\$ 25.63	\$ 26.27
	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
F 10	202 DAY	\$ 24,240	\$ 27,852	\$ 28,910	\$ 30,009	\$ 31,059	\$ 32,146	\$ 33,207	\$ 34,303	\$ 35,366	\$ 36,462	\$ 37,520	\$ 38,458	\$ 39,419	\$ 40,405	\$ 41,415	\$ 42,450
ET: E8	Daily	\$ 120.00	\$ 137.88	\$ 143.12	\$ 148.56	\$ 153.76	\$ 159.14	\$ 164.39	\$ 169.82	\$ 175.08	\$ 180.51	\$ 185.74	\$ 190.39	\$ 195.15	\$ 200.02	\$ 205.02	\$ 210.15
	Hourly	\$ 15.00	\$ 17.24	\$ 17.89	\$ 18.57	\$ 19.22	\$ 19.89	\$ 20.55	\$ 21.23	\$ 21.88	\$ 22.56	\$ 23.22	\$ 23.80	\$ 24.39	\$ 25.00	\$ 25.63	\$ 26.27

TRANSPORTATION

TRANSPORTATION ADMINISTRATOR

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT AM	240 DAY	\$ 108,307	\$ 109,435	\$ 110,562	\$ 111,691	\$ 112,817	\$ 113,945	\$ 115,071	\$ 116,198	\$ 117,327	\$ 118,453	\$ 119,581	\$ 120,707	\$ 121,834	\$ 122,962	\$ 124,089	\$ 125,217
ET: TRA	Daily	\$ 451.28	\$ 455.98	\$ 460.68	\$ 465.38	\$ 470.07	\$ 474.77	\$ 479.46	\$ 484.16	\$ 488.86	\$ 493.55	\$ 498.25	\$ 502.95	\$ 507.64	\$ 512.34	\$ 517.04	\$ 521.74

HIGHER DEGREE SUPPLEMENT

Ed.S/AA Certificate \$5,925
 Ed.S/AA + Doctorate: \$5,925 + \$2,157 = \$8,082
 Doctorate only: \$8,082

ASSISTANT TRANSPORTATION ADMINISTRATOR

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT PA	240 DAY	\$83,758	\$84,592	\$85,439	\$86,340	\$87,155	\$87,825	\$88,030	\$89,795	\$90,694	\$91,603	\$92,517	\$93,443	\$94,378	\$95,320	\$96,275	\$97,237
ET: TRA	Daily	\$ 348.99	\$ 352.47	\$ 356.00	\$ 359.75	\$ 363.15	\$ 365.94	\$ 366.79	\$ 374.15	\$ 377.89	\$ 381.68	\$ 385.49	\$ 389.35	\$ 393.24	\$ 397.17	\$ 401.15	\$ 405.15

SHOP FOREMAN - 8HRS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SF	240 DAY	\$ 72,787	\$ 73,847	\$ 74,906	\$ 75,966	\$ 77,025	\$ 78,085	\$ 79,145	\$ 80,204	\$ 81,264	\$ 82,323	\$ 83,383	\$ 84,443	\$ 85,502	\$ 86,562	\$ 87,621	\$ 88,681
ET: TR	Daily	\$ 303.28	\$ 307.70	\$ 312.11	\$ 316.53	\$ 320.94	\$ 325.35	\$ 329.77	\$ 334.18	\$ 338.60	\$ 343.01	\$ 347.43	\$ 351.85	\$ 356.26	\$ 360.68	\$ 365.09	\$ 369.50
	Hourly	\$ 37.91	\$ 38.46	\$ 39.01	\$ 39.57	\$ 40.12	\$ 40.67	\$ 41.22	\$ 41.77	\$ 42.33	\$ 42.88	\$ 43.43	\$ 43.98	\$ 44.53	\$ 45.08	\$ 45.64	\$ 46.19

CERTIFIED MECHANIC - 8HRS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT CM	240 DAY	\$ 45,337	\$ 47,353	\$ 49,370	\$ 51,383	\$ 53,400	\$ 55,419	\$ 56,403	\$ 57,381	\$ 58,362	\$ 59,340	\$ 60,318	\$ 61,299	\$ 62,277	\$ 63,256	\$ 64,237	\$ 65,215
ET: M	Daily	\$ 188.90	\$ 197.30	\$ 205.71	\$ 214.10	\$ 222.50	\$ 230.91	\$ 235.01	\$ 239.09	\$ 243.17	\$ 247.25	\$ 251.33	\$ 255.41	\$ 259.49	\$ 263.57	\$ 267.65	\$ 271.73
	Hourly	\$ 23.61	\$ 24.66	\$ 25.71	\$ 26.76	\$ 27.81	\$ 28.86	\$ 29.38	\$ 29.89	\$ 30.40	\$ 30.91	\$ 31.42	\$ 31.93	\$ 32.44	\$ 32.95	\$ 33.46	\$ 33.97

SKILLED MECHANIC / PARTS SPECIALIST - 8HRS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SM	240 DAY	\$ 35,716	\$ 36,670	\$ 38,871	\$ 39,873	\$ 40,901	\$ 41,955	\$ 43,034	\$ 44,140	\$ 45,274	\$ 46,436	\$ 47,628	\$ 48,849	\$ 50,101	\$ 51,383	\$ 52,697	\$ 53,911
ET: M&PC	Daily	\$ 148.82	\$ 152.79	\$ 161.96	\$ 166.14	\$ 170.42	\$ 174.81	\$ 179.31	\$ 183.92	\$ 188.64	\$ 193.48	\$ 198.45	\$ 203.54	\$ 208.75	\$ 214.10	\$ 219.57	\$ 224.63
	Hourly	\$ 18.60	\$ 19.10	\$ 20.25	\$ 20.77	\$ 21.30	\$ 21.85	\$ 22.41	\$ 22.99	\$ 23.58	\$ 24.19	\$ 24.81	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.45	\$ 28.08

PARTS CLERK / CLERICAL SHOP ASSISTANT - 8HRS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT PC	240 DAY	\$ 32,136	\$ 32,779	\$ 33,436	\$ 34,104	\$ 34,786	\$ 35,482	\$ 36,191	\$ 36,915	\$ 37,653	\$ 38,407	\$ 39,174	\$ 39,958	\$ 40,756	\$ 41,572	\$ 42,403	\$ 43,252
ET:PC&CSA	Daily	\$ 133.90	\$ 136.58	\$ 139.32	\$ 142.10	\$ 144.94	\$ 147.84	\$ 150.80	\$ 153.81	\$ 156.89	\$ 160.03	\$ 163.23	\$ 166.49	\$ 169.82	\$ 173.22	\$ 176.68	\$ 180.22
	Hourly	\$ 16.74	\$ 17.07	\$ 17.41	\$ 17.76	\$ 18.12	\$ 18.48	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.00	\$ 20.40	\$ 20.81	\$ 21.23	\$ 21.65	\$ 22.08	\$ 22.53

ROUTE SPECIALIST - 8HRS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT RT	240 DAY	\$ 45,214	\$ 46,232	\$ 47,271	\$ 48,336	\$ 49,423	\$ 50,535	\$ 51,672	\$ 52,835	\$ 54,023	\$ 55,239	\$ 56,481	\$ 57,752	\$ 59,051	\$ 60,380	\$ 61,740	\$ 63,128
ET: TR	Daily	\$ 188.39	\$ 192.63	\$ 196.96	\$ 201.40	\$ 205.93	\$ 210.56	\$ 215.30	\$ 220.15	\$ 225.10	\$ 230.16	\$ 235.34	\$ 240.63	\$ 246.05	\$ 251.58	\$ 257.25	\$ 263.03
	Hourly	\$ 23.55	\$ 24.08	\$ 24.62	\$ 25.18	\$ 25.74	\$ 26.32	\$ 26.91	\$ 27.52	\$ 28.14	\$ 28.77	\$ 29.42	\$ 30.08	\$ 30.76	\$ 31.45	\$ 32.16	\$ 32.88

ADMIN ASSISTANT/ OFFICE MANAGER - 8HRS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT OM	240 DAY	\$ 34,867	\$ 36,103	\$ 37,447	\$ 38,592	\$ 39,725	\$ 40,858	\$ 41,990	\$ 43,123	\$ 44,256	\$ 45,389	\$ 46,526	\$ 47,693	\$ 48,883	\$ 50,112	\$ 51,360	\$ 52,646
ET: OM	Daily	\$ 145.28	\$ 150.40	\$ 156.00	\$ 160.80	\$ 165.52	\$ 170.24	\$ 174.96	\$ 179.68	\$ 184.40	\$ 189.12	\$ 193.84	\$ 198.72	\$ 203.68	\$ 208.80	\$ 214.00	\$ 219.36
	Hourly	\$ 18.16	\$ 18.80	\$ 19.50	\$ 20.10	\$ 20.69	\$ 21.28	\$ 21.87	\$ 22.46	\$ 23.05	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42

TRANSPORTATION

SHOP ASSISTANT 8 HRS (240 DAYS)

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SA	240 DAY	\$ 28,800	\$ 29,795	\$ 30,975	\$ 32,138	\$ 34,955	\$ 36,129	\$ 37,305	\$ 38,490	\$ 39,699	\$ 40,890	\$ 42,090	\$ 43,050	\$ 43,930	\$ 44,830	\$ 45,720	\$ 46,650
ET: SA	Daily	\$ 120.00	\$ 123.00	\$ 126.08	\$ 129.23	\$ 132.46	\$ 135.77	\$ 139.16	\$ 142.64	\$ 146.21	\$ 149.86	\$ 153.61	\$ 157.45	\$ 161.39	\$ 165.42	\$ 169.56	\$ 176.68
	Hourly	\$ 15.00	\$ 15.38	\$ 15.76	\$ 16.15	\$ 16.56	\$ 16.97	\$ 17.40	\$ 17.83	\$ 18.28	\$ 18.73	\$ 19.20	\$ 19.68	\$ 20.17	\$ 20.68	\$ 21.19	\$ 22.08

UTILITY WORKER - 4HRS (184 DAYS)

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT UW	184 DAY	\$ 13,520	\$ 13,723	\$ 13,929	\$ 14,138	\$ 14,350	\$ 14,565	\$ 14,784	\$ 15,006	\$ 15,231	\$ 15,460	\$ 15,692	\$ 15,927	\$ 16,166	\$ 16,408	\$ 16,654	\$ 16,814
ET: UW	Daily	\$ 73.48	\$ 74.58	\$ 75.70	\$ 76.84	\$ 77.99	\$ 79.16	\$ 80.35	\$ 81.55	\$ 82.78	\$ 84.02	\$ 85.28	\$ 86.56	\$ 87.86	\$ 89.17	\$ 90.51	\$ 91.38
	Hourly	\$ 18.37	\$ 18.65	\$ 18.93	\$ 19.21	\$ 19.50	\$ 19.79	\$ 20.09	\$ 20.39	\$ 20.69	\$ 21.01	\$ 21.32	\$ 21.64	\$ 21.96	\$ 22.29	\$ 22.63	\$ 22.85

BUS DRIVER - 4 HRS 184 DAYS

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
J R	184 DAY	\$ 17,379	\$ 18,152	\$ 18,925	\$ 19,697	\$ 20,470	\$ 21,244	\$ 21,621	\$ 21,996	\$ 22,372	\$ 22,747	\$ 23,122	\$ 23,498	\$ 23,873	\$ 24,248	\$ 24,624	\$ 24,999
ET: BD	Daily	\$ 94.45	\$ 98.65	\$ 102.85	\$ 107.05	\$ 111.25	\$ 115.46	\$ 117.51	\$ 119.54	\$ 121.59	\$ 123.63	\$ 125.66	\$ 127.71	\$ 129.74	\$ 131.78	\$ 133.83	\$ 135.86
	Hourly	\$ 23.61	\$ 24.66	\$ 25.71	\$ 26.76	\$ 27.81	\$ 28.86	\$ 29.38	\$ 29.89	\$ 30.40	\$ 30.91	\$ 31.42	\$ 31.93	\$ 32.44	\$ 32.95	\$ 33.46	\$ 33.97

LEAD BUS DRIVER

K-5	\$132.12/MONTH	5 HOUR MAXIMUM PER MONTH
6-8	\$158.56/MONTH	6 HOUR MAXIMUM PER MONTH
9-12	\$185.30/MONTH	7 HOUR MAXIMUM PER MONTH

BUS AIDES - 4 HOUR - 184 DAYS

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JA 04	184 DAY	\$ 11,040	\$ 11,809	\$ 12,214	\$ 12,605	\$ 13,071	\$ 13,503	\$ 13,975	\$ 14,436	\$ 14,855	\$ 15,316	\$ 15,775	\$ 16,248	\$ 16,736	\$ 17,238	\$ 17,755	\$ 18,288
ET: BH	Daily	\$ 60.00	\$ 64.20	\$ 66.38	\$ 68.51	\$ 71.04	\$ 73.39	\$ 75.95	\$ 78.46	\$ 80.74	\$ 83.24	\$ 85.74	\$ 88.31	\$ 90.96	\$ 93.69	\$ 96.50	\$ 99.39
	Hourly	\$ 15.00	\$ 16.05	\$ 16.60	\$ 17.13	\$ 17.76	\$ 18.35	\$ 18.99	\$ 19.62	\$ 20.18	\$ 20.81	\$ 21.43	\$ 22.08	\$ 22.74	\$ 23.42	\$ 24.12	\$ 24.85

SUPPLEMENT

Bus drivers' activity trips supplemental base equals \$15.00 per hour for activity runs. (2 hour minimum inside the district & 4 hour minimum outside the district)

SUBSTITUTES

TEACHER SUBSTITUTE

Noncertified \$90 per day

Certified \$115 per day

* Substitutes who hold a valid Teacher's Certificate, and is on file in the Personnel Office, will be paid at the rate of \$237.00 per day, beginning with the 21st day of continuous substituting for a Board approved leave of absence . The first 20 days of substituting will be at the \$115 **per day rate, unless otherwise approved by the Superintendent in special circumstances. Substitutes will not receive benefits.**

LUNCHROOM WORKER SUBSTITUTE

\$12.00 per hour

AIDE SUBSTITUTE

\$12.00 per hour

SUBSTITUTE BUS DRIVER

\$65.00 per day

CERTIFIED TEACHER CONTRACT SERVICES

Certified Teachers may not teach more than 2 classes per term and will be paid an hourly rate based on their verified rank (highest degree recognized by the ALSDE) and step (previous teaching experience as a certified, accredited public or private school employee on the elementary, secondary, or post-secondary level)

High School Rate 1.75 hours per class not to exceed more than 2 classes per term

Middle School Rate 1.5 hours per class not to exceed more than 2 classes per term

Gross earnings to be determined by the daily rate of pay times the number of days worked in each term.

ADJUNCT INSTRUCTORS

Adjunct Instructors rate of pay will be based on the Teacher Salary Schedule (Bachelor's Step 0)

Hourly Rate \$31.54

Block Rate \$55.20 High School Rate 1.75 hours per class not to exceed more than 2 classes per term

Block Rate \$47.31 Middle School Rate 1.5 hours per class not to exceed more than 2 classes per term

Gross earnings to be determined by the daily rate of pay times the number of days worked in each term.

EXTENDED DAY - Employees will increase 1 step each year (August 1)

	STEPS	0	1	2	3	4	5	6	7	8	9	10
Director	Hourly	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00	\$36.00
Asst. Director	Hourly	\$21.00	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00					
Certified	Hourly	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50					
Adult/Classified	Hourly	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25					

CONTRACT RATES

Position	Per Hour
Directors/Admin	\$45.00
Teacher	\$32.00
Speech Pathologist	\$32.00
OT/PT	\$32.00
Nurse RN	\$32.00
Nurse LPN	\$24.00
Registrars	\$18.00 (\$15 Bd/\$3 School)
Custodial/Operations	\$18.00
Child Nutrition (CNP)	\$18.00
Aides	\$18.00
Receptionist/Clerical	\$18.00
Students	\$12.00

HIGH - MIDDLE SCHOOL

All supplements or extra curricular activities with step increases, will increase one step with every two years of experience in the system. (competitive teams)
Experience Credit will be given for verified paid coaching experience, at the Middle, High School, and Collegiate level.

ELEMENTARY SCHOOL

All supplements or extra curricular activities with step increases, will increase one step with every two years of experience in the system. (competitive teams)

HIGH - MIDDLE - ELEMENTARY

Any club that meets before, during or after school with a constitution and approved by the principal. (non-competitive)

The club sponsor will receive \$400 per year.

There will only be one board paid supplement per approved club at each school.

**(amount may be split between multiple sponsors)
(non-exempt employees are not eligible as sponsors)**

THE ACADEMY/ALTERNATIVE SCHOOL TEACHER SUPPLEMENT

The purpose of The Academy/Alternative School is to provide an alternative educational setting to meet the varied needs of the students of Madison City Schools, increase the graduation rate of our students, and provide a disciplinary setting as an alternative to expulsion. After an extensive evaluation of the first year of implementation, The Academy referral committee determined the following as a partial revision as a means to improve the program.

- \$5,000 supplement added to the regular teacher pay scale for the four core teachers who will be assigned full time to The Academy.
- Teachers who make proper application and are accepted into this program will be hired for a temporary one year assignment. Assignments will be reviewed at the end of the first year and a recommendation made to the Superintendent for permanently transferring teacher to assignment at The Academy.
- Teachers will be expected to participate in appropriate professional development including some during the summer months with a daily stipend.
- Teachers will be expected to exert great effort to present lessons using a variety of teaching strategies and methods.
- Teachers will be expected to teach students how to be responsible for their learning progress and will monitor and track student achievement.
- Teachers being reassigned to their original school will revert to the regular salary schedule.

THE ELEMENTARY ALTERNATIVE SCHOOL TEACHER SUPPLEMENT

The purpose of The Elementary Alternative School is to provide an alternative educational setting to meet the varied needs of the students of Madison City Schools, and provide a disciplinary setting as an alternative to expulsion.

- \$5,000 supplement added to the regular teacher pay scale for the teachers who will be assigned full time to The Elementary Alternative School.
- Teachers who make proper application and are accepted into this program will be hired for a temporary one year assignment. Assignments will be reviewed at the end of the first year and a recommendation made to the Superintendent for permanently transferring teacher to assignment at The Elementary Alternative School.
- Teachers will be expected to participate in appropriate professional development including some during the summer months with a daily stipend.
- Teachers will be expected to exert great effort to present lessons using a variety of teaching strategies and methods.
- Teachers will be expected to teach students how to be responsible for their learning progress and will monitor and track student achievement.
- Teachers being reassigned to their original school will revert to the regular salary schedule.

SPECIAL EDUCATION

SELF CONTAINED SPECIAL EDUCATION TEACHER SUPPLEMENT DD & ED/Austism \$5000

SPECIAL EDUCATION CLASSROOM TEACHERS \$1000 STIPEND

SPEECH PATHOLOGISTS \$1000 SUPPLEMENT

DISTRICT SCIENCE/CHEMISTRY CHEMICALS MANAGER

\$500 Supplement

SEAL OF BILITERACY TEAM

Lead \$300
Assistant (2) \$200

SUPPLEMENTS - HIGH SCHOOL

FOOTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	11,000	12,750	14,500	16,250	18,000
Asst. Coach (OC/DC)	SALARY	7,750	7,950	8,350	8,750	9,250
Asst. Coach (4)	SALARY	6,500	6,700	7,100	7,500	8,000

FOOTBALL - 9TH GRADE

	STEPS	1	2	3	4	5
Head Coach	SALARY	5,000	5,500	6,000	6,500	7,000
Asst. Coach (2)	SALARY	4,500	4,800	5,100	5,500	6,000

GIRLS FLAG FOOTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200
Asst. Coach		800	900	1,000	1,100	1,200

BASEBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,000	10,500	11,000	11,500	12,000
Asst. Coach	SALARY	4,000	4,500	5,000	5,500	6,000
Asst. Coach	SALARY	3,000	3,500	4,000	4,500	5,000

SOCCER - (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	5,500	6,000	6,500	7,000	7,500
Asst. Coach	SALARY	3,100	3,200	3,300	3,400	3,500

SOCCER 9th Grade- (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,200	3,400	3,600	4,000
Assistant Coach		2,000	2,100	2,200	2,300	2,400

GOLF - (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200

BASKETBALL (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,000	11,000	12,000	13,000	14,000
Asst. Coach	SALARY	6,000	6,200	6,400	6,700	7,000
Asst. Coach	SALARY	3,000	3,200	3,400	3,600	3,800

VOLLEYBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	8,000	8,500	9,000	9,500	10,000
Asst. Coach	SALARY	3,000	3,500	4,000	4,500	5,000
Asst. Coach	SALARY	2,000	2,500	3,000	3,500	4,000

SOFTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,000	10,500	11,000	11,500	12,000
Asst. Coach	SALARY	4,000	4,500	5,000	5,500	6,000
Asst. Coach	SALARY	3,000	3,500	4,000	4,500	5,000

WRESTLING (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,500	4,000	4,500	5,000
Asst. Coach	SALARY	1,000	1,200	1,400	1,600	1,800

TENNIS (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,200	2,400	2,600	2,800	3,000
Asst. Coach		800	900	1,000	1,100	1,200

TRACK - CROSS COUNTRY (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200
Asst. Coach		800	900	1,000	1,100	1,200

TRACK - OUTDOOR (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,200	2,400	2,600	2,800	3,000

SUPPLEMENTS - HIGH SCHOOL

SWIMMING (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	2,000	2,400	2,800
Asst. Coach	SALARY	800	900	1,000	1,100	1,200

COMPETITION CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,000	4,200	4,400	4,700	5,000
Asst. Coach	SALARY	2,125	2,325	2,525	2,725	2,950

DANCE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,500	2,700	2,900	3,200	3,500
Asst. Coach	SALARY	625	825	1,025	1,225	1,450

DRAMA

	STEPS	1	2	3	4	5
Director (2)	SALARY	3,000	3,600	4,200	5,000	6,000

CHORAL

	STEPS	1	2	3	4	5
Director	SALARY	2,000	2,400	2,800	3,200	3,600

DIRECTOR SPRING MUSICAL

Only for the school producing musical that year-each director gets incentive for win

	STEPS	1	2	3	4	5
Director (3)	SALARY	1,300	1,400	1,500	1,600	1,700

COMPUTER SCIENCE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

GREENPOWER

STEPS	1	2	3	4	5
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Asst.Coach (2)	SALARY	800	900	1,000	1,100	1,200
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TRACK - INDOOR (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Coach	SALARY	1,400	1,600	1,800	2,000	2,200
Asst. Coach	NEW	800	900	1,000	1,100	1,200

CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,200	2,400	2,600	2,800	3,000
Asst. Coach	SALARY	900	1,100	1,300	1,500	1,700

BOWLING TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,600	1,800	2,000	2,200	2,500
Asst. Coach	NEW	800	900	1,000	1,100	1,200

SPECIAL OLYMPICS COORDINATOR

	STEPS	1	2	3	4	5
Coordinator	SALARY	1,300	1,500	1,700	1,900	2,100

E-SPORTS

(Per season- full year is 2 season maximum)

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

BAND

	STEPS	1	2	3	4	5
Director	SALARY	6,000	6,500	7,000	7,500	8,000
Asst. Director	SALARY	1,500	2,000	2,500	3,000	3,500

INDOOR JAZZ BAND

NEW						
	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

INDOOR DRUMLINE

STEPS	1	2	3	4	5
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SUPPLEMENTS - HIGH SCHOOL

Coach	SALARY	1,500	1,700	1,900	2,100	2,300
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DESTINATION IMAGINATION

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

ENVIROTHON

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

ROBOTICS

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

SCIENCE OLYMPIAD

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

SCIENCEBOWL

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

SCHOLARS BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

MODEL UN TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

DEBATE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

Director	SALARY	800	900	1,000	1,100	1,200
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PERCUSSION ENSEMBLE

NEW						
	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

INDOOR WINDS

NEW						
	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

WINTER GUARD/COLOR GUARD

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

FLAG CORP

	STEPS	1	2	3	4	5
Coach	SALARY	860	1,040	1,220	1,400	1,680

HONOR GUARD

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

ARCHERY

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

MARKSMANSHIP

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

IGEM TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

SGA-STUDENT GOVERNMENT

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

TSA-TECHNOLOGY STUDENT ASSOCIATION

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

FCCLA-FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

SUMMER COACHES/ DIRECTORS

High School	# of Days	Daily Rate	Supplement Total
Basketball (B and G)	15	250	3,750
Volleyball	15	250	3,750
Baseball/Softball	15	250	3,750
Wrestling	15	250	3,750
Football OC/DC	10	250	2,500
Band Director	15	250	3750
Assistant Band Director	10	250	2500

HIGH SCHOOL ATHLETIC DIRECTOR

	STEPS	1	2	3	4	5
Assistant Director		1,000	1,500	2,000	2,500	3,000

ROCKETRY

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

MATH TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

CHESS TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

YEARBOOK

	STEPS	1	2	3	4	5
Sponsor	SALARY	800	900	1,000	1,100	1,200

SKILLS USA

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

FBLA-FUTURE BUSINESS LEADERS OF AMERICA

NEW						
	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

FOOTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,500	4,000	4,500	5,000
Asst. Coach (3 slots)	SALARY	1,800	2,000	2,300	2,700	3,200

BASKETBALL

	STEPS	1	2	3	4	5
8th Boys/Girls	SALARY	2,800	3,000	3,200	3,500	3,800
7th Boys/Girls	SALARY	2,600	2,800	3,000	3,200	3,400

BASEBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,600	2,800	3,000	3,200	3,400
Asst. Coach	SALARY	1,200	1,300	1,400	1,500	1,600

DANCE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,250	1,450	1,650	1,850	2,050

BAND

	STEPS	1	2	3	4	5
Director	SALARY	2,700	2,900	3,100	3,300	3,500

INDOOR DRUMLINE

NEW		STEPS	1	2	3	4	5
Director	SALARY	700	800	900	1,000	1,100	

WINTER GUARD/COLOR GUARD

NEW		STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100	

CHORAL

	STEPS	1	2	3	4	5
Director	SALARY	1,600	1,700	1,800	1,900	2,000

SOFTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,600	2,800	3,000	3,200	3,400
Asst. Coach	SALARY	1,200	1,300	1,400	1,500	1,600

VOLLEYBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,600	2,800	3,000	3,200	3,400
Asst. Coach	SALARY	1,200	1,300	1,400	1,500	1,600

SOCCER

	STEPS	1	2	3	4	5
Head Boys	SALARY	2,600	2,800	3,000	3,200	3,400
Head Girls	SALARY	2,600	2,800	3,000	3,200	3,400

COMPETITION CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200

BASKETBALL CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,000	1,200	1,400	1,600	1,800

ARCHERY

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

MARKSMANSHIP

NEW		STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100	

SCIENCE BOWL

NEW		STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100	

ROBOTICS

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

ROCKETRY

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

COMPUTER SCIENCE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

MATH TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

CHESS TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

SCHOLARS BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

MODEL UN TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

DEBATE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

FBLA-FUTURE BUSINESS LEADERS OF AMERICA

NEW	STEPS	1	2	3	4	5
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SCIENCE OLYMPIAD

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

ENVIROTHON TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

GREENPOWER

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

DESTINATION IMAGINATION

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

YEARBOOK

	STEPS	1	2	3	4	5
Sponsor	SALARY	700	800	900	1,000	1,100

TSA-TECHNOLOGY STUDENT ASSOCIATION

NEW	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA

NEW	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

FCCLA-FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA

NEW	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

SKILLS USA

NEW	STEPS	1	2	3	4	5
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SUPPLEMENTS - MIDDLE SCHOOL

Coach	SALARY	700	800	900	1,000	1,100
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Coach	SALARY	700	800	900	1,000	1,100
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MIDDLE SCHOOL ATHLETIC DIRECTOR

	STEPS	1	2	3	4	5
Director	SALARY	1,000	2,000	3,000	4,000	5,000
Assistant		500	1,000	1,500	2,000	2,500

SGA-STUDENT GOVERNMENT

	STEPS	1	2	3	4	5
NEW						
Head Coach	SALARY	700	800	900	1,000	1,100

SUMMER COACHES

Middle School	# of Days	Daily Rate	Supplement Total
MS Football	5	250	1,250
MS Basketball (B and G)	5	250	1,250
MS Volleyball	5	250	1,250

SUPPLEMENTS - ELEMENTARY SCHOOL

CHORUS

	STEPS	1	2	3	4	5
Director	SALARY	700	800	900	1,000	1,100

DESTINATION IMAGINATION

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

LEGO ROBOTICS

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

ROCKETRY

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

SCIENCE OLYMPIAD

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

SCIENCE BOWL

	STEPS	1	2	3	4	5
NEW Coach	SALARY	700	800	900	1,000	1,100

COMPUTER SCIENCE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

ENVIROTHON TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

GREENPOWER

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

DEBATE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

SGA-STUDENT GOVERNMENT

	STEPS	1	2	3	4	5
NEW Head Coach	SALARY	700	800	900	1,000	1,100

YEARBOOK

	STEPS	1	2	3	4	5
Sponsor	SALARY	700	800	900	1,000	1,100

Coaches/ Directors will earn only one incentive amount based on the highest achieving team/group.

ATHLETIC COACHES

High School Head Coach	\$250 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Asst. Coach	\$100 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Athletic Director	\$75 Per point earned (in sports at the school) for a top 10 finish towards the all sports trophy final rankings per AHSAA playoff results (Max 15 pts)
Middle School Head Coach	\$250 For each championship won. (1 per sport) *Soccer - win the County Championship
Middle School Assistant Coach	\$100 For each championship won (1 per sport)
Middle School Athletic Director	\$100 For each championship won (1 per sport)

7 Classifications (32 Teams)

Swimming, Cross Country, Wrestling, Track, Tennis

1st + 15 pts, 2nd = 10 prs, 3rd = 9 pts, 4th = 8 pts, 5th = 7 pts,
6th = 6pts, 7th = 5 prs, 8th = 4 pts, 9th = 3 pts, 10th = 2 pts

Football, Volleyball, Basketball, Baseball, Soccer

2 points per round, with 1st = 15 pts, 2nd = 10 pts
(Starting with 4 pts)

Golf

1st = 15 pts, 2nd = 10 pts, 3rd = 9 pts, 4th = 8 pts, 5th/6th = 7 pts
6th = 6 pts, Qualify for Substate = 4 pts

Softball

1st = 15 pts, 2nd = 10 pts, 3rd = 9 pts, 4th = 8 pts, 5th/6th = 7 pts
7th/8th = 6 pts, 3rd of Region = 5 pts, 4th of Region = 4 pts

Wrestling Duals

1st = 15 pts, 2nd = 10 pts, SemiFinals = 8 pts, Quarter Finals = 6 pts

Bowling

1st + 15 pts, 2nd = 10 prs, 3rd = 9 pts, 4th = 8 pts, 5th = 7 pts,
6th = 6pts, 7th = 5 prs, 8th = 4 pts, Qualify for Region - 2

E-Sports

1st = 15 pts, 2nd = 10 pts, SemiFinals = 8 pts, Quarter Finals = 6 pts, 2nd Round = 4 pts, Qualify = 2 pts

Coaches/ Directors will earn only one incentive amount based on the highest achieving rank.

BAND-MIDDLE SCHOOL & HIGH SCHOOL

Director

Concert

Superior at State Music Performance Assessment	\$1,000
Category Winner of National Concert Competition	\$1,000
Overall Winner of National Concert Competition	\$1,500
Perform at State/Regional Music Educators Conference	\$1,500
Perform at National Music Educators Conference	\$2,500

Marching

*Grand National Champion	\$1,000
Perform Bowl Game/National or International Parade	\$2,000

Assistant Director

Concert

Superior at State Music Performance Assessment	\$1,000
Category Winner of National Concert Competition	\$1,000
Overall Winner of National Concert Competition	\$1,500
Perform at State/Regional Music Educators Conference	\$1,500
Perform at National Music Educators Conference	\$2,500

Marching

*Grand National Champion	\$500
Perform Bowl Game/Major Parade (Macy's)	\$1,500

* Grand National Champion - Large Competition with a minimum of 5 bands (similar classification/size)

CHORUS-MIDDLE SCHOOL & HIGH SCHOOL

Superior Ratings AVA State Festival	\$500
Category Winner National Music Competition	\$1,000
Overall Winner National Music Competition	\$1,500
Perform at State Music Educators Conference	\$2,000
Perform at Regional Music Educators Conference	\$3,000
Perform at National or International Music Educators Conferen	\$4,000

MIDDLE & HIGH SCHOOL PERCUSSION ENSEMBLE

NEW

STEPS	Regional	Nationals
	500	1,000

MIDDLE & HIGH SCHOOL JAZZ BAND

NEW

STEPS	Regional	Nationals
	500	1,000

MIDDLE & HIGH SCHOOL INDOOR DRUMLINE

NEW

STEPS	Regional	Nationals
	500	1,000

HIGH SCHOOL INDOOR WINDS

NEW

STEPS	Regional	Nationals
	500	1,000

**MATH / CHESS/ ARCHERY TEAM-ELEMENTARY ONLY
KINDERGARTEN CHESS**

	STEPS	1	2	3	4	5
0-2 Pts	Level 1	300	420	540	660	780
3-8 Pts	Level 2	600	720	840	960	1,080
9 - Above P	Level 3	960	1,080	1,200	1,320	1,440

Coaches/ Directors will earn only one incentive amount based on the highest achieving rank.

COMPETITION CHEERLEADING - HIGH SCHOOL

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

DRAMA HIGH SCHOOL

1 per Director

STEPS	District	State	National
	1,000	1,500	2,500

ENVIROTHON TEAM

STEPS	Regional	State	North American
	1,000	1,500	2,500

COMPETITION CHEERLEADING - MIDDLE SCHOOL

STEPS	Regional	State	Nationals
	750	500	1,250

SCIENCE OLYMPIAD

STEPS	Regional	State	Nationals
	250	500	750

GREEN POWER

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

EXTRA CURRICULAR INCENTIVES

DANCE TEAM - VARSITY

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

SCIENCE BOWL

STEPS	State	Nationals
	1,500	2,500

LEGO ROBOTICS

NEW

STEPS	District	FIRST	Chairman's Award
	1,000	1,500	2,500

DANCE TEAM - MIDDLE SCHOOL

STEPS	Regional	State	Nationals
	750	500	1,250

COMPUTER SCIENCE TEAM

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

UNDER WATER ROBOTICS

STEPS	Regional	Nationals
	1,000	2,500

MIDDLE & HIGH SCHOOL WINTER GUARD/COLOR GUARD

NEW

STEPS	Regional	Nationals
	500	1,000

iGEM TEAM

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

ROBOTICS

STEPS	State	Nationals
	1,000	2,500

HONOR GUARD

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

YEARBOOK

STEPS	State	Nationals
	1,500	2,500

ROCKETRY

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

Coaches/ Directors will earn only one incentive amount based on the highest achieving rank.

MARKSMANSHIP

NEW

STEPS	District	State	Nationals
	1,000	1,500	2,500

SCHOLARS BOWL

STEPS	District	State	Nationals
	1,000	1,500	2,500

FCCLA

NEW

STEPS	State	Nationals
	1,500	2,500

***ARCHERY TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS	Regional	State	Nationals	World
	1,000	1,500	2,500	3000

DEBATE

STEPS	District	State	Nationals
	1,000	1,500	2,500

FBLA

NEW

STEPS	District	State	Nationals
	1,000	1,500	2,500

***MATH TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS	Chapter	State	Nationals-*Student Win
	1,000	1,500	2,500

MODEL UN TEAMS

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

HOSA

NEW

STEPS	District	State	Internationals
	1,000	1,500	2,500

*** CHESS TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

SGA

NEW

STEPS	State	Nationals
	1,500	2,500

SKILLS USA

NEW

STEPS	State	Nationals
	1,500	2,500

DESTINATION IMAGINATION

STEPS	Regional	State	Global
	1,000	1,500	2,500

TSA

NEW

STEPS	Regional	State	National	World
	1,000	1,500	2,500	3,000