



MOUNTAIN BROOK
SCHOOLS
effective | challenging | engaging

2022-2023

SALARY SCHEDULE

(Effective July 1, 2022 with employees' contract year)

Board Approved: July 13, 2022

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INTRODUCTION

The 2022-2023 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher’s Certificate or be eligible for a waiver from the State Department of Education. Classified employees include all support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Certificated employees will be paid on the highest degree recognized by the Alabama State Department of Education. Years of experience are categorized as “Steps” on this schedule. For example, step five indicates four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her Principal/Director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information regarding compensation to the Personnel Department.** Any revisions to the 2022-2023 Salary Schedule that are made during the year will be posted on the district’s website (www.mtnbrook.k12.al.us).

Contract Days	
Nine Month Employees.....	145-190 days
Ten Month Employees.....	202 days
Eleven Month Employees.....	222 days
Twelve Month Employees.....	240 days

The base salary of full-time employees is paid in twelve equal monthly increments, regardless of the term of the appointment.

Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year.

Payroll periods for all employees are established according to a schedule developed by the Finance Department. The schedule for those payroll periods is available on the web site (www.mtnbrook.k12.al.us) under Departments/Finance/Employee Resources. Payroll checks are issued on the last business day of the month. Direct Deposit of payroll checks is mandatory for all employees.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member’s contribution rate is set by law at 7.5% of earned compensation for employees hired prior to January 1, 2013, or with prior service credit with the Retirement Systems of Alabama. The member’s contribution rate for employees hired after January 1, 2013, is set by law at 6.2%.

Other mandatory withholdings include Social Security, currently 6.2% and Medicare, currently 1.45%. Federal and State taxes are also mandatory, unless the employee meets criteria to claim an exempt status.

New employees begin employment under the guidelines of the current Salary Schedule. The salaries of specific employees may be grandfathered from previous salary schedules. A change in employment status may require a reevaluation of salary placement.

Work schedules for Central Office Personnel, Maintenance, and Transportation are assigned by their supervisor. Departments in the Central Office Building should be staffed until 4:30 p.m during the school year and until 4:00 p.m. during summer hours. Upon separate Board approval, twelve month employees may be allowed to work the required number of weekly hours over four days as opposed to five.

CERTIFICATED PERSONNEL

**(Teacher, Reading Coach, Counselor, Math Coach, Psychometrist,
Speech Language Pathologist, Assistant Principal, Librarian)**

**Certificated Employees
189 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	45,735	46,765	47,794	52,596	54,243	55,889	56,712	60,828
1	2	46,077	47,114	48,151	52,989	54,648	56,307	57,136	61,283
2	3	49,590	50,706	51,822	57,029	58,815	60,600	61,492	65,955
3	4	50,212	51,342	52,472	57,744	59,552	61,360	62,263	66,782
4	5	50,974	52,121	53,268	58,621	60,457	62,292	63,208	67,796
5	6	51,758	52,923	54,088	59,522	61,386	63,249	64,180	68,839
6	7	53,253	54,452	55,650	61,241	63,159	65,076	66,034	70,827
7	8	54,219	55,439	56,659	62,352	64,304	66,256	67,232	72,112
8	9	55,181	56,423	57,665	63,459	65,446	67,433	68,425	73,391
9	10	56,515	57,787	59,059	64,993	67,028	69,063	70,079	75,165
10	11	57,485	58,779	60,072	66,108	68,178	70,247	71,282	76,456
11	12	58,454	59,770	61,085	67,223	69,328	71,432	72,483	77,744
12	13	59,813	61,159	62,505	68,785	70,939	73,092	74,169	79,552
13	14	60,796	62,164	63,532	69,916	72,105	74,294	75,388	80,859
14	15	61,764	63,154	64,544	71,029	73,253	75,477	76,588	82,147
15	16	63,174	64,596	66,017	72,651	74,926	77,200	78,336	84,022
16	17	64,151	65,595	67,038	73,774	76,084	78,393	79,548	85,321
17	18	64,151	65,595	67,038	73,774	76,084	78,393	79,548	85,321
18	19	64,601	66,055	67,509	74,292	76,618	78,944	80,106	85,920
19	20	64,601	66,055	67,509	74,292	76,618	78,944	80,106	85,920
20	21	64,601	66,055	67,509	74,292	76,618	78,944	80,106	85,920
21	22	64,937	66,399	67,860	74,678	77,016	79,354	80,522	86,367
22	23	64,937	66,399	67,860	74,678	77,016	79,354	80,522	86,367
23	24	65,597	67,073	68,549	75,437	77,799	80,160	81,341	87,245
24	25	66,247	67,738	69,229	76,185	78,570	80,955	82,147	88,109
25	26	66,247	67,738	69,229	76,185	78,570	80,955	82,147	88,109
26	27	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
27	28	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
28	29	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
29	30	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
30	31	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
31	32	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
32	33	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
33	34	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
34	35	66,912	68,418	69,924	76,949	79,358	81,767	82,971	88,993
35+	36+	67,152	68,663	70,174	77,225	79,643	82,060	83,269	89,313

Certificated Employees
189 DAYS - TEAMS

Years of Experience	Step	Bachelor	Master	AA	Doctorate
0	1	48,558	55,059	58,963	62,864
1	2	51,981	59,778	64,456	69,138
2	3	54,758	62,969	67,916	72,826
3	4	56,360	64,813	69,904	74,958
4	5	58,005	66,705	71,944	77,146
5	6	59,693	68,646	74,038	79,392
6	7	61,426	70,638	76,188	81,696
7	8	63,204	72,685	78,393	84,061
8	9	64,468	74,136	79,961	85,743
9	10	65,757	75,620	81,560	87,458
10	11	66,743	76,755	82,783	88,769
11	12	67,745	77,906	84,025	90,100
12	13	68,761	79,075	85,285	91,452
13	14	68,761	79,075	85,285	91,452
14	15	68,761	79,075	85,285	91,452
15	16	69,796	80,266	86,570	92,830
16	17	69,796	80,266	86,570	92,830
17	18	69,796	80,266	86,570	92,830
18	19	70,853	81,481	87,881	94,235
19	20	70,853	81,481	87,881	94,235
20	21	70,853	81,481	87,881	94,235
21	22	71,931	82,722	89,217	95,669
22	23	71,931	82,722	89,217	95,669
23	24	71,931	82,722	89,217	95,669
24	25	73,030	83,984	90,581	97,131
25	26	73,030	83,984	90,581	97,131
26	27	73,030	83,984	90,581	97,131
27+	28+	74,151	85,275	91,971	98,622

**Certificated Employees
202 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	48,881	49,982	51,082	56,214	57,974	59,734	60,613	65,012
1	2	49,247	50,355	51,463	56,634	58,407	60,180	61,066	65,499
2	3	53,001	54,194	55,387	60,952	62,861	64,769	65,722	70,492
3	4	53,666	54,874	56,082	61,716	63,649	65,581	66,546	71,376
4	5	54,481	55,707	56,932	62,654	64,616	66,577	67,556	72,460
5	6	55,319	56,564	57,809	63,617	65,609	67,600	68,595	73,574
6	7	56,916	58,198	59,478	65,454	67,504	69,553	70,577	75,699
7	8	57,949	59,253	60,557	66,641	68,728	70,814	71,857	77,073
8	9	58,977	60,304	61,632	67,824	69,948	72,072	73,132	78,440
9	10	60,403	61,762	63,122	69,464	71,639	73,814	74,900	80,336
10	11	61,439	62,822	64,204	70,656	72,868	75,079	76,185	81,715
11	12	62,475	63,882	65,287	71,847	74,097	76,346	77,469	83,092
12	13	63,928	65,366	66,805	73,517	75,819	78,120	79,271	85,024
13	14	64,978	66,440	67,902	74,726	77,065	79,405	80,574	86,421
14	15	66,013	67,498	68,984	75,915	78,292	80,669	81,856	87,798
15	16	67,520	69,040	70,558	77,649	80,080	82,511	83,725	89,802
16	17	68,564	70,107	71,650	78,849	81,318	83,786	85,020	91,190
17	18	68,564	70,107	71,650	78,849	81,318	83,786	85,020	91,190
18	19	69,045	70,599	72,153	79,403	81,889	84,375	85,616	91,830
19	20	69,045	70,599	72,153	79,403	81,889	84,375	85,616	91,830
20	21	69,045	70,599	72,153	79,403	81,889	84,375	85,616	91,830
21	22	69,404	70,967	72,528	79,815	82,314	84,813	86,061	92,308
22	23	69,404	70,967	72,528	79,815	82,314	84,813	86,061	92,308
23	24	70,109	71,687	73,265	80,626	83,151	85,674	86,936	93,246
24	25	70,804	72,398	73,991	81,426	83,975	86,524	87,798	94,170
25	26	70,804	72,398	73,991	81,426	83,975	86,524	87,798	94,170
26	27	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
27	28	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
28	29	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
29	30	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
30	31	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
31	32	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
32	33	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
33	34	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
34	35	71,515	73,124	74,734	82,242	84,817	87,392	88,678	95,115
35+	36+	71,771	73,386	75,001	82,537	85,122	87,705	88,997	95,457

**Certificated Employees
222 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	53,721	54,931	56,139	61,780	63,714	65,648	66,615	71,449
1	2	54,123	55,341	56,559	62,242	64,190	66,139	67,113	71,984
2	3	58,249	59,560	60,871	66,987	69,085	71,181	72,229	77,471
3	4	58,980	60,307	61,634	67,827	69,950	72,074	73,135	78,443
4	5	59,875	61,222	62,569	68,857	71,013	73,169	74,245	79,634
5	6	60,796	62,164	63,532	69,915	72,105	74,293	75,387	80,859
6	7	62,552	63,960	65,367	71,934	74,187	76,439	77,564	83,194
7	8	63,686	65,119	66,552	73,239	75,532	77,825	78,971	84,703
8	9	64,816	66,275	67,734	74,540	76,874	79,208	80,373	86,206
9	10	66,383	67,877	69,371	76,341	78,732	81,122	82,316	88,290
10	11	67,523	69,042	70,561	77,651	80,083	82,513	83,729	89,806
11	12	68,661	70,207	71,751	78,961	81,433	83,905	85,139	91,319
12	13	70,257	71,838	73,419	80,796	83,326	85,855	87,120	93,443
13	14	71,412	73,019	74,625	82,124	84,695	87,266	88,551	94,978
14	15	72,549	74,181	75,814	83,431	86,044	88,656	89,961	96,491
15	16	74,205	75,875	77,544	85,337	88,009	90,680	92,014	98,693
16	17	75,352	77,049	78,744	86,656	89,369	92,081	93,438	100,219
17	18	75,352	77,049	78,744	86,656	89,369	92,081	93,438	100,219
18	19	75,881	77,589	79,297	87,264	89,996	92,728	94,093	100,922
19	20	75,881	77,589	79,297	87,264	89,996	92,728	94,093	100,922
20	21	75,881	77,589	79,297	87,264	89,996	92,728	94,093	100,922
21	22	76,276	77,993	79,709	87,718	90,464	93,210	94,582	101,447
22	23	76,276	77,993	79,709	87,718	90,464	93,210	94,582	101,447
23	24	77,051	78,785	80,518	88,609	91,383	94,157	95,544	102,479
24	25	77,814	79,566	81,317	89,488	92,289	95,090	96,491	103,494
25	26	77,814	79,566	81,317	89,488	92,289	95,090	96,491	103,494
26	27	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
27	28	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
28	29	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
29	30	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
30	31	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
31	32	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
32	33	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
33	34	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
34	35	78,596	80,364	82,133	90,385	93,215	96,044	97,458	104,532
35+	36+	78,877	80,652	82,427	90,709	93,549	96,388	97,809	104,908

**Certificated Employees
240 DAYS**

Years of Experience	Step	Bachelor	Bachelor + 12 hrs	Bachelor + 24 hrs	Master	Master + 12 hrs	Master + 24 hrs	AA	Doctorate
0	1	58,077	59,385	60,691	66,789	68,880	70,971	72,016	77,242
1	2	58,511	59,828	61,145	67,288	69,395	71,501	72,554	77,820
2	3	62,972	64,389	65,806	72,418	74,686	76,953	78,086	83,753
3	4	63,762	65,197	66,632	73,326	75,622	77,918	79,065	84,803
4	5	64,729	66,186	67,642	74,440	76,771	79,101	80,265	86,091
5	6	65,725	67,204	68,684	75,584	77,951	80,317	81,499	87,415
6	7	67,623	69,146	70,667	77,767	80,202	82,637	83,853	89,940
7	8	68,850	70,399	71,948	79,178	81,656	84,135	85,374	91,571
8	9	70,072	71,649	73,226	80,583	83,107	85,630	86,889	93,195
9	10	71,766	73,381	74,996	82,531	85,115	87,700	88,990	95,448
10	11	72,997	74,640	76,282	83,947	86,576	89,203	90,517	97,087
11	12	74,228	75,899	77,569	85,363	88,036	90,708	92,042	98,723
12	13	75,954	77,663	79,372	87,347	90,082	92,816	94,183	101,019
13	14	77,202	78,939	80,676	88,783	91,562	94,342	95,731	102,679
14	15	78,431	80,196	81,961	90,196	93,020	95,844	97,255	104,314
15	16	80,221	82,027	83,832	92,256	95,145	98,032	99,475	106,695
16	17	81,462	83,296	85,128	93,682	96,615	99,547	101,014	108,345
17	18	81,462	83,296	85,128	93,682	96,615	99,547	101,014	108,345
18	19	82,034	83,880	85,726	94,340	97,293	100,247	101,722	109,105
19	20	82,034	83,880	85,726	94,340	97,293	100,247	101,722	109,105
20	21	82,034	83,880	85,726	94,340	97,293	100,247	101,722	109,105
21	22	82,460	84,317	86,172	94,830	97,799	100,767	102,251	109,673
22	23	82,460	84,317	86,172	94,830	97,799	100,767	102,251	109,673
23	24	83,298	85,173	87,047	95,794	98,793	101,791	103,291	110,788
24	25	84,124	86,017	87,910	96,743	99,772	102,800	104,314	111,885
25	26	84,124	86,017	87,910	96,743	99,772	102,800	104,314	111,885
26	27	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
27	28	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
28	29	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
29	30	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
30	31	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
31	32	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
32	33	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
33	34	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
34	35	84,968	86,880	88,793	97,714	100,773	103,832	105,360	113,007
35+	36+	85,273	87,192	89,110	98,064	101,134	104,204	105,739	113,414

CLASSIFIED PERSONNEL

AIDE			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	21,390	15.50
1	2	21,942	15.90
2	3	22,494	16.30
3	4	23,046	16.70
4	5	23,598	17.10
5	6	24,150	17.50
6	7	24,702	17.90
7	8	25,254	18.30
8	9	25,806	18.70
9	10	26,358	19.10
10	11	26,910	19.50
11	12	27,462	19.90
12	13	28,014	20.30
13	14	28,566	20.70
14	15	29,118	21.10
15	16	29,670	21.50
16	17	30,222	21.90
17	18	30,498	22.10
18	19	30,774	22.30
19	20	31,050	22.50
20	21	31,326	22.70
21	22	31,602	22.90
22	23	31,878	23.10
23	24	32,154	23.30
24	25	32,430	23.50
25	26	32,706	23.70
26	27	32,982	23.90
27	28	33,258	24.10
28+	29+	33,534	24.30

AIDE			
184 DAYS - 5.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	15,686	15.50
1	2	16,091	15.90
2	3	16,496	16.30
3	4	16,901	16.70
4	5	17,306	17.10
5	6	17,710	17.50
6	7	18,115	17.90
7	8	18,520	18.30
8	9	18,925	18.70
9	10	19,330	19.10
10	11	19,734	19.50
11	12	20,139	19.90
12	13	20,544	20.30
13	14	20,949	20.70
14	15	21,354	21.10
15	16	21,758	21.50
16	17	22,163	21.90
17	18	22,366	22.10
18	19	22,568	22.30
19	20	22,770	22.50
20	21	22,973	22.70
21	22	23,175	22.90
22	23	23,378	23.10
23	24	23,580	23.30
24	25	23,782	23.50
25	26	23,985	23.70
26	27	24,187	23.90
27	28	24,390	24.10
28+	29+	24,592	24.30

PRESCHOOL AIDE			
145 DAYS - 5.5 HRS PER DAY			
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	12,649	15.86
1	2	12,649	15.86
2	3	12,649	15.86
3	4	12,649	15.86
4	5	13,398	16.80
5	6	13,398	16.80
6	7	13,398	16.80
7	8	13,398	16.80
8	9	13,398	16.80
9	10	13,398	16.80
10	11	14,156	17.75
11	12	14,156	17.75
12	13	14,156	17.75
13	14	14,156	17.75
14	15	14,156	17.75
15	16	14,156	17.75
16	17	14,156	17.75
17	18	14,156	17.75
18	19	14,156	17.75
19+	20+	14,156	17.75

REGISTERED BEHAVIORAL THERAPIST			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	29,560	21.42
1	2	30,015	21.75
2	3	30,443	22.06
3	4	31,188	22.60
4	5	31,920	23.13
5	6	32,665	23.67
6	7	33,396	24.20
7	8	33,852	24.53
8	9	34,280	24.84
9	10	34,735	25.17
10	11	35,177	25.49
11	12	35,618	25.81
12	13	35,853	25.98
13	14	36,060	26.13
14	15	36,281	26.29
15	16	36,501	26.45
16	17	36,736	26.62
17	18	36,957	26.78
18	19	37,164	26.93
19	20	37,398	27.10
20	21	37,619	27.26
21	22	37,840	27.42
22	23	38,061	27.58
23	24	38,282	27.74
24	25	38,502	27.90
25+	26+	38,723	28.06

SECONDARY CNP MANAGER			
182 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	33,780	23.20
1	2	34,362	23.60
2	3	34,944	24.00
3	4	35,527	24.40
4	5	36,109	24.80
5	6	36,692	25.20
6	7	37,274	25.60
7	8	37,856	26.00
8	9	38,439	26.40
9	10	39,021	26.80
10	11	39,604	27.20
11	12	40,186	27.60
12	13	40,768	28.00
13	14	41,351	28.40
14	15	41,933	28.80
15	16	42,516	29.20
16	17	43,098	29.60
17	18	43,389	29.80
18	19	43,680	30.00
19	20	43,972	30.20
20	21	44,263	30.40
21	22	44,554	30.60
22	23	44,845	30.80
23	24	45,136	31.00
24	25	45,428	31.20
25	26	45,719	31.40
26	27	46,010	31.60
27	28	46,301	31.80
28+	29+	46,592	32.00

ELEMENTARY CNP MANAGER			
187 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	31,117	20.80
1	2	31,716	21.20
2	3	32,314	21.60
3	4	32,912	22.00
4	5	33,511	22.40
5	6	34,109	22.80
6	7	34,708	23.20
7	8	35,306	23.60
8	9	35,904	24.00
9	10	36,503	24.40
10	11	37,101	24.80
11	12	37,700	25.20
12	13	38,298	25.60
13	14	38,896	26.00
14	15	39,495	26.40
15	16	40,093	26.80
16	17	40,692	27.20
17	18	40,991	27.40
18	19	41,290	27.60
19	20	41,589	27.80
20	21	41,888	28.00
21	22	42,188	28.20
22	23	42,487	28.40
23	24	42,786	28.60
24	25	43,085	28.80
25	26	43,384	29.00
26	27	43,684	29.20
27	28	43,983	29.40
28+	29+	44,282	29.60

CNP ASSISTANT MANAGER			
178 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	26,202	18.40
1	2	26,772	18.80
2	3	27,341	19.20
3	4	27,911	19.60
4	5	28,480	20.00
5	6	29,050	20.40
6	7	29,620	20.80
7	8	30,189	21.20
8	9	30,759	21.60
9	10	31,328	22.00
10	11	31,898	22.40
11	12	32,468	22.80
12	13	33,037	23.20
13	14	33,607	23.60
14	15	34,176	24.00
15	16	34,746	24.40
16	17	35,316	24.80
17	18	35,600	25.00
18	19	35,885	25.20
19	20	36,170	25.40
20	21	36,455	25.60
21	22	36,740	25.80
22	23	37,024	26.00
23	24	37,309	26.20
24	25	37,594	26.40
25	26	37,879	26.60
26	27	38,164	26.80
27	28	38,448	27.00
28+	29+	38,733	27.20

CNP CASHIER			
174 DAYS - 7 HRS PER DAY			
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	18,063	14.83
1	2	19,452	15.97
2	3	19,988	16.41
3	4	20,487	16.82
4	5	21,182	17.39
5	6	21,498	17.65
6	7	21,791	17.89
7	8	22,083	18.13
8	9	22,400	18.39
9+	10+	24,580	20.18

SECONDARY CNP WORKER			
178 DAYS - 7 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	19,936	16.00
1	2	20,435	16.40
2	3	20,933	16.80
3	4	21,432	17.20
4	5	21,930	17.60
5	6	22,428	18.00
6	7	22,927	18.40
7	8	23,425	18.80
8	9	23,924	19.20
9	10	24,422	19.60
10	11	24,920	20.00
11	12	25,419	20.40
12	13	25,917	20.80
13	14	26,416	21.20
14	15	26,914	21.60
15	16	27,412	22.00
16	17	27,911	22.40
17	18	28,160	22.60
18	19	28,409	22.80
19	20	28,658	23.00
20	21	28,908	23.20
21	22	29,157	23.40
22	23	29,406	23.60
23	24	29,655	23.80
24	25	29,904	24.00
25	26	30,154	24.20
26	27	30,403	24.40
27	28	30,652	24.60
28+	29+	30,901	24.80

ELEMENTARY CNP WORKER			
186 DAYS - 7 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	20,832	16.00
1	2	21,353	16.40
2	3	21,874	16.80
3	4	22,395	17.20
4	5	22,916	17.60
5	6	23,436	18.00
6	7	23,957	18.40
7	8	24,478	18.80
8	9	24,999	19.20
9	10	25,520	19.60
10	11	26,040	20.00
11	12	26,561	20.40
12	13	27,082	20.80
13	14	27,603	21.20
14	15	28,124	21.60
15	16	28,644	22.00
16	17	29,165	22.40
17	18	29,426	22.60
18	19	29,686	22.80
19	20	29,946	23.00
20	21	30,207	23.20
21	22	30,467	23.40
22	23	30,728	23.60
23	24	30,988	23.80
24	25	31,248	24.00
25	26	31,509	24.20
26	27	31,769	24.40
27	28	32,030	24.60
28+	29+	32,290	24.80

CUSTODIAL STAFF			
240 DAYS - 8 HRS PER DAY			
<i>Effective with Hire Date of 10/1/2008 or later</i>			
Years of Experience	Step	Custodian	Hourly Rate
0	1	24,000	12.50
1	2	24,768	12.90
2	3	25,536	13.30
3	4	26,304	13.70
4	5	27,072	14.10
5	6	27,840	14.50
6	7	28,608	14.90
7	8	29,376	15.30
8	9	30,144	15.70
9	10	30,912	16.10
10	11	31,680	16.50
11	12	32,448	16.90
12	13	33,216	17.30
13	14	33,984	17.70
14	15	34,752	18.10
15	16	35,520	18.50
16	17	36,288	18.90
17	18	36,672	19.10
18	19	37,056	19.30
19	20	37,440	19.50
20	21	37,824	19.70
21	22	38,208	19.90
22	23	38,592	20.10
23	24	38,976	20.30
24	25	39,360	20.50
25	26	39,744	20.70
26	27	40,128	20.90
27	28	40,512	21.10
28+	29+	40,896	21.30

CUSTODIAL STAFF			
240 DAYS - 8 HRS PER DAY			
<i>This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position.</i>			
Years of Experience	Step	Head Custodian Elementary	Hourly Rate
0	1	36,058	18.78
1	2	36,692	19.11
2	3	37,325	19.44
3	4	37,959	19.77
4	5	38,592	20.10
5	6	39,207	20.42
6	7	39,840	20.75
7	8	40,455	21.07
8	9	41,088	21.40
9	10	41,703	21.72
10	11	42,336	22.05
11+	12+	42,970	22.38

Head Custodian Elementary Annual Supplement	10,000
Head Custodian Secondary Annual Supplement	15,000
Assistant Head Custodian Secondary Annual Supplement	10,000

EXTENDED DAY SCHOOL BASED MANAGER			
180 DAYS - 4 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	12,960	18.00
1	2	13,248	18.40
2	3	13,536	18.80
3	4	13,824	19.20
4	5	14,112	19.60
5	6	14,400	20.00
6	7	14,688	20.40
7	8	14,976	20.80
8	9	15,264	21.20
9	10	15,552	21.60
10	11	15,840	22.00
11	12	16,128	22.40
12	13	16,416	22.80
13	14	16,704	23.20
14	15	16,992	23.60
15	16	17,280	24.00
16	17	17,568	24.40
17	18	17,712	24.60
18	19	17,856	24.80
19	20	18,000	25.00
20	21	18,144	25.20
21	22	18,288	25.40
22	23	18,432	25.60
23	24	18,576	25.80
24	25	18,720	26.00
25	26	18,864	26.20
26	27	19,008	26.40
27	28	19,152	26.60
28+	29+	19,296	26.80

PART TIME		
EXTENDED DAY WORKER		
Years of Experience	Step	Hourly Rate
0	1	10.00
1	2	10.20
2	3	10.40
3	4	10.60
4	5	10.80
5	6	11.00
6	7	11.20
7	8	11.40
8	9	11.60
9	10	11.80
10	11	12.00
11	12	12.20
12	13	12.40
13	14	12.60
14	15	12.80
15	16	13.00
16	17	13.20
17	18	13.30
18	19	13.40
19	20	13.50
20	21	13.60
21	22	13.70
22	23	13.80
23	24	13.90
24	25	14.00
25	26	14.10
26	27	14.20
27	28	14.30
28+	29+	14.40

ACCOUNTING SPECIALIST - EXEMPT		
240 DAYS - 8 HRS PER DAY		
Years of Experience	Step	Annual Salary
0	1	75,579
1	2	76,335
2	3	77,099
3	4	77,870
4	5	78,649
5	6	79,436
6	7	80,231
7	8	81,034
8	9	81,845
9	10	82,664
10	11	83,491
11	12	84,326
12	13	85,170
13	14	86,022
14	15	86,883
15	16	87,752
16	17	88,630
17	18	89,074
18	19	89,520
19	20	89,968
20	21	90,418
21	22	90,871
22	23	91,326
23	24	91,783
24	25	92,242
25	26	92,704
26	27	93,168
27	28	93,634
28+	29+	94,103

PAYROLL SPECIALIST			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	67,200	35.00
1	2	67,968	35.40
2	3	68,736	35.80
3	4	69,504	36.20
4	5	70,272	36.60
5	6	71,040	37.00
6	7	71,808	37.40
7	8	72,576	37.80
8	9	73,344	38.20
9	10	74,112	38.60
10	11	74,880	39.00
11	12	75,648	39.40
12	13	76,416	39.80
13	14	77,184	40.20
14	15	77,952	40.60
15	16	78,720	41.00
16	17	79,488	41.40
17	18	79,872	41.60
18	19	80,256	41.80
19	20	80,640	42.00
20	21	81,024	42.20
21	22	81,408	42.40
22	23	81,792	42.60
23	24	82,176	42.80
24	25	82,560	43.00
25	26	82,944	43.20
26	27	83,328	43.40
27	28	83,712	43.60
28+	29+	84,096	43.80

CENTRAL OFFICE BOOKKEEPER			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	48,000	25.00
1	2	48,768	25.40
2	3	49,536	25.80
3	4	50,304	26.20
4	5	51,072	26.60
5	6	51,840	27.00
6	7	52,608	27.40
7	8	53,376	27.80
8	9	54,144	28.20
9	10	54,912	28.60
10	11	55,680	29.00
11	12	56,448	29.40
12	13	57,216	29.80
13	14	57,984	30.20
14	15	58,752	30.60
15	16	59,520	31.00
16	17	60,288	31.40
17	18	60,672	31.60
18	19	61,056	31.80
19	20	61,440	32.00
20	21	61,824	32.20
21	22	62,208	32.40
22	23	62,592	32.60
23	24	62,976	32.80
24	25	63,360	33.00
25	26	63,744	33.20
26	27	64,128	33.40
27	28	64,512	33.60
28+	29+	64,896	33.80

SCHOOL BOOKKEEPER			
240 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	37,800	21.00
1	2	38,520	21.40
2	3	39,240	21.80
3	4	39,960	22.20
4	5	40,680	22.60
5	6	41,400	23.00
6	7	42,120	23.40
7	8	42,840	23.80
8	9	43,560	24.20
9	10	44,280	24.60
10	11	45,000	25.00
11	12	45,720	25.40
12	13	46,440	25.80
13	14	47,160	26.20
14	15	47,880	26.60
15	16	48,600	27.00
16	17	49,320	27.40
17	18	49,680	27.60
18	19	50,040	27.80
19	20	50,400	28.00
20	21	50,760	28.20
21	22	51,120	28.40
22	23	51,480	28.60
23	24	51,840	28.80
24	25	52,200	29.00
25	26	52,560	29.20
26	27	52,920	29.40
27	28	53,280	29.60
28+	29+	53,640	29.80

SCHOOL BOOKKEEPER			
202 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	31,815	21.00
1	2	32,421	21.40
2	3	33,027	21.80
3	4	33,633	22.20
4	5	34,239	22.60
5	6	34,845	23.00
6	7	35,451	23.40
7	8	36,057	23.80
8	9	36,663	24.20
9	10	37,269	24.60
10	11	37,875	25.00
11	12	38,481	25.40
12	13	39,087	25.80
13	14	39,693	26.20
14	15	40,299	26.60
15	16	40,905	27.00
16	17	41,511	27.40
17	18	41,814	27.60
18	19	42,117	27.80
19	20	42,420	28.00
20	21	42,723	28.20
21	22	43,026	28.40
22	23	43,329	28.60
23	24	43,632	28.80
24	25	43,935	29.00
25	26	44,238	29.20
26	27	44,541	29.40
27	28	44,844	29.60
28+	29+	45,147	29.80

Secondary Head Bookkeeper Supplement	5,000-25,000
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MAINTENANCE SUPERVISOR EXEMPT		
240 DAYS - 8 HRS PER DAY		
Years of Experience	Step	Annual Salary
0	1	73,878
1	2	74,617
2	3	75,364
3	4	76,118
4	5	76,880
5	6	77,649
6	7	78,426
7	8	79,211
8	9	80,004
9	10	80,805
10	11	81,614
11	12	82,431
12	13	83,256
13	14	84,089
14	15	84,930
15	16	85,780
16	17	86,638
17	18	87,072
18	19	87,508
19	20	87,946
20	21	88,386
21	22	88,828
22	23	89,273
23	24	89,720
24	25	90,169
25	26	90,620
26	27	91,074
27	28	91,530
28+	29+	91,988

MASTER TECHNICIAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	51,840	27.00
1	2	52,608	27.40
2	3	53,376	27.80
3	4	54,144	28.20
4	5	54,912	28.60
5	6	55,680	29.00
6	7	56,448	29.40
7	8	57,216	29.80
8	9	57,984	30.20
9	10	58,752	30.60
10	11	59,520	31.00
11	12	60,288	31.40
12	13	61,056	31.80
13	14	61,824	32.20
14	15	62,592	32.60
15	16	63,360	33.00
16	17	64,128	33.40
17	18	64,512	33.60
18	19	64,896	33.80
19	20	65,280	34.00
20	21	65,664	34.20
21	22	66,048	34.40
22	23	66,432	34.60
23	24	66,816	34.80
24	25	67,200	35.00
25	26	67,584	35.20
26	27	67,968	35.40
27	28	68,352	35.60
28+	29+	68,736	35.80

MAINTENANCE CRAFTSMAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	44,160	23.00
1	2	44,928	23.40
2	3	45,696	23.80
3	4	46,464	24.20
4	5	47,232	24.60
5	6	48,000	25.00
6	7	48,768	25.40
7	8	49,536	25.80
8	9	50,304	26.20
9	10	51,072	26.60
10	11	51,840	27.00
11	12	52,608	27.40
12	13	53,376	27.80
13	14	54,144	28.20
14	15	54,912	28.60
15	16	55,680	29.00
16	17	56,448	29.40
17	18	56,832	29.60
18	19	57,216	29.80
19	20	57,600	30.00
20	21	57,984	30.20
21	22	58,368	30.40
22	23	58,752	30.60
23	24	59,136	30.80
24	25	59,520	31.00
25	26	59,904	31.20
26	27	60,288	31.40
27	28	60,672	31.60
28+	29+	61,056	31.80

MAINTENANCE TECHNICIAN/ EQUIPMENT MANAGER			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	42,240	22.00
1	2	43,008	22.40
2	3	43,776	22.80
3	4	44,544	23.20
4	5	45,312	23.60
5	6	46,080	24.00
6	7	46,848	24.40
7	8	47,616	24.80
8	9	48,384	25.20
9	10	49,152	25.60
10	11	49,920	26.00
11	12	50,688	26.40
12	13	51,456	26.80
13	14	52,224	27.20
14	15	52,992	27.60
15	16	53,760	28.00
16	17	54,528	28.40
17	18	54,912	28.60
18	19	55,296	28.80
19	20	55,680	29.00
20	21	56,064	29.20
21	22	56,448	29.40
22	23	56,832	29.60
23	24	57,216	29.80
24	25	57,600	30.00
25	26	57,984	30.20
26	27	58,368	30.40
27	28	58,752	30.60
28+	29+	59,136	30.80

APPRENTICE JOURNEYMAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	36,480	19.00
1	2	37,248	19.40
2	3	38,016	19.80
3	4	38,784	20.20
4	5	39,552	20.60
5	6	40,320	21.00
6	7	41,088	21.40
7	8	41,856	21.80
8	9	42,624	22.20
9	10	43,392	22.60
10	11	44,160	23.00
11	12	44,928	23.40
12	13	45,696	23.80
13	14	46,464	24.20
14	15	47,232	24.60
15	16	48,000	25.00
16	17	48,768	25.40
17	18	49,536	25.80
18	19	49,536	25.80
19	20	49,920	26.00
20	21	50,304	26.20
21	22	50,688	26.40
22	23	51,072	26.60
23	24	51,456	26.80
24	25	51,840	27.00
25	26	52,224	27.20
26	27	52,608	27.40
27	28	52,992	27.60
28+	29+	53,376	27.80

NURSES
189 DAYS

Years of Experience	Step	Non-Exempt LPN	RN / Bachelor	RN / Master	Doctorate	Head Nurse
0	1	23,034	45,137	50,397	55,437	56,949
1	2	23,034	45,137	50,397	55,437	56,949
2	3	23,034	45,137	50,397	55,437	56,949
3	4	25,317	49,647	55,425	60,967	62,630
4	5	25,317	49,647	55,425	60,967	62,630
5	6	25,317	49,647	55,425	60,967	62,630
6	7	26,406	51,820	57,857	63,643	65,379
7	8	26,406	51,820	57,857	63,643	65,379
8	9	26,406	51,820	57,857	63,643	65,379
9	10	26,750	52,515	58,634	64,497	66,256
10	11	26,750	52,515	58,634	64,497	66,256
11	12	26,750	52,515	58,634	64,497	66,256
12	13	27,232	53,469	59,696	65,666	67,457
13	14	27,232	53,469	59,696	65,666	67,457
14	15	27,232	53,469	59,696	65,666	67,457
15	16	27,829	54,687	61,063	67,169	69,001
16	17	27,829	54,687	61,063	67,169	69,001
17	18	27,829	54,687	61,063	67,169	69,001
18	19	28,163	55,394	61,849	68,034	69,889
19	20	28,163	55,394	61,849	68,034	69,889
20	21	28,163	55,394	61,849	68,034	69,889
21	22	28,500	56,102	62,641	68,905	70,784
22	23	28,500	56,102	62,641	68,905	70,784
23	24	28,500	56,102	62,641	68,905	70,784
24	25	29,105	56,770	63,289	69,618	71,517
25	26	29,105	56,770	63,289	69,618	71,517
26	27	29,105	56,770	63,289	69,618	71,517
27+	28+	29,711	57,438	63,937	70,331	72,249

SUPERINTENDENT'S SECRETARY			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	59,060	30.76
1	2	59,962	31.23
2	3	60,864	31.70
3	4	61,786	32.18
4	5	62,708	32.66
5	6	63,629	33.14
6	7	64,570	33.63
7	8	65,549	34.14
8	9	66,528	34.65
9	10	67,527	35.17
10	11	68,544	35.70
11	12	69,562	36.23
12	13	70,272	36.60
13	14	70,983	36.97
14	15	71,693	37.34
15	16	72,404	37.71
16	17	73,152	38.10
17	18	73,882	38.48
18	19	74,592	38.85
19	20	74,688	38.90
20	21	74,765	38.94
21	22	74,861	38.99
22	23	74,938	39.03
23	24	75,015	39.07
24	25	75,092	39.11
25	26	75,188	39.16
26	27	75,188	39.16
27	28	75,188	39.16
28+	29+	75,188	39.16

CENTRAL OFFICE SECRETARY			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	43,776	22.80
1	2	44,544	23.20
2	3	45,312	23.60
3	4	46,080	24.00
4	5	46,848	24.40
5	6	47,616	24.80
6	7	48,384	25.20
7	8	49,152	25.60
8	9	49,920	26.00
9	10	50,688	26.40
10	11	51,456	26.80
11	12	52,224	27.20
12	13	52,992	27.60
13	14	53,760	28.00
14	15	54,528	28.40
15	16	55,296	28.80
16	17	56,064	29.20
17	18	56,448	29.40
18	19	56,832	29.60
19	20	57,216	29.80
20	21	57,600	30.00
21	22	57,984	30.20
22	23	58,368	30.40
23	24	58,752	30.60
24	25	59,136	30.80
25	26	59,520	31.00
26	27	59,904	31.20
27	28	60,288	31.40
28+	29+	60,672	31.60

Part Time Central Office Receptionist: \$17.00/hour

SCHOOL SECRETARY			
240 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	34,200	19.00
1	2	34,920	19.40
2	3	35,640	19.80
3	4	36,360	20.20
4	5	37,080	20.60
5	6	37,800	21.00
6	7	38,520	21.40
7	8	39,240	21.80
8	9	39,960	22.20
9	10	40,680	22.60
10	11	41,400	23.00
11	12	42,120	23.40
12	13	42,840	23.80
13	14	43,560	24.20
14	15	44,280	24.60
15	16	45,000	25.00
16	17	45,720	25.40
17	18	46,080	25.60
18	19	46,440	25.80
19	20	46,800	26.00
20	21	47,160	26.20
21	22	47,520	26.40
22	23	47,880	26.60
23	24	48,240	26.80
24	25	48,600	27.00
25	26	48,960	27.20
26	27	49,320	27.40
27	28	49,680	27.60
28+	29+	50,040	27.80

SCHOOL SECRETARY			
202 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	28,785	19.00
1	2	29,391	19.40
2	3	29,997	19.80
3	4	30,603	20.20
4	5	31,209	20.60
5	6	31,815	21.00
6	7	32,421	21.40
7	8	33,027	21.80
8	9	33,633	22.20
9	10	34,239	22.60
10	11	34,845	23.00
11	12	35,451	23.40
12	13	36,057	23.80
13	14	36,663	24.20
14	15	37,269	24.60
15	16	37,875	25.00
16	17	38,481	25.40
17	18	38,784	25.60
18	19	39,087	25.80
19	20	39,390	26.00
20	21	39,693	26.20
21	22	39,996	26.40
22	23	40,299	26.60
23	24	40,602	26.80
24	25	40,905	27.00
25	26	41,208	27.20
26	27	41,511	27.40
27	28	41,814	27.60
28+	29+	42,117	27.80

TRANSITION COORDINATOR		
189 DAYS		
Years of Experience	Step	Annual Salary
0	1	59,369
1	2	59,369
2	3	59,369
3	4	59,369
4	5	59,369
5	6	59,369
6	7	59,369
7	8	59,369
8	9	59,369
9	10	59,369
10	11	60,497
11	12	60,497
12	13	60,497
13	14	60,497
14	15	60,497
15	16	60,497
16	17	60,497
17	18	60,497
18	19	60,497
19+	20+	60,497

Network Administrator			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	71,040	37.00
1	2	71,808	37.40
2	3	72,576	37.80
3	4	73,344	38.20
4	5	74,112	38.60
5	6	74,880	39.00
6	7	75,648	39.40
7	8	76,416	39.80
8	9	77,184	40.20
9	10	77,952	40.60
10	11	78,720	41.00
11	12	79,488	41.40
12	13	80,256	41.80
13	14	81,024	42.20
14	15	81,792	42.60
15	16	82,560	43.00
16	17	83,328	43.40
17	18	83,712	43.60
18	19	84,096	43.80
19	20	84,480	44.00
20	21	84,864	44.20
21	22	85,248	44.40
22	23	85,632	44.60
23	24	86,016	44.80
24	25	86,400	45.00
25	26	86,784	45.20
26	27	87,168	45.40
27	28	87,552	45.60
28+	29+	87,936	45.80

Senior Technical Support Technician with Specialty (Sr. Tech)			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	55,680	29.00
1	2	56,448	29.40
2	3	57,216	29.80
3	4	57,984	30.20
4	5	58,752	30.60
5	6	59,520	31.00
6	7	60,288	31.40
7	8	61,056	31.80
8	9	61,824	32.20
9	10	62,592	32.60
10	11	63,360	33.00
11	12	64,128	33.40
12	13	64,896	33.80
13	14	65,664	34.20
14	15	66,432	34.60
15	16	67,200	35.00
16	17	67,968	35.40
17	18	68,352	35.60
18	19	68,736	35.80
19	20	69,120	36.00
20	21	69,504	36.20
21	22	69,888	36.40
22	23	70,272	36.60
23	24	70,656	36.80
24	25	71,040	37.00
25	26	71,424	37.20
26	27	71,808	37.40
27	28	72,192	37.60
28+	29+	72,576	37.80

Entry Level Technical Support Technician (Tech)			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	40,320	21.00
1	2	41,088	21.40
2	3	41,856	21.80
3	4	42,624	22.20
4	5	43,392	22.60
5	6	44,160	23.00
6	7	44,928	23.40
7	8	45,696	23.80
8	9	46,464	24.20
9	10	47,232	24.60
10	11	48,000	25.00
11	12	48,768	25.40
12	13	49,536	25.80
13	14	50,304	26.20
14	15	51,072	26.60
15	16	51,840	27.00
16	17	52,608	27.40
17	18	52,992	27.60
18	19	53,376	27.80
19	20	53,760	28.00
20	21	54,144	28.20
21	22	54,528	28.40
22	23	54,912	28.60
23	24	55,296	28.80
24	25	55,680	29.00
25	26	56,064	29.20
26	27	56,448	29.40
27	28	56,832	29.60
28+	29+	57,216	29.80

TECHNOLOGY ASSISTANT			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	21,390	15.50
1	2	21,942	15.90
2	3	22,494	16.30
3	4	23,046	16.70
4	5	23,598	17.10
5	6	24,150	17.50
6	7	24,702	17.90
7	8	25,254	18.30
8	9	25,806	18.70
9	10	26,358	19.10
10	11	26,910	19.50
11	12	27,462	19.90
12	13	28,014	20.30
13	14	28,566	20.70
14	15	29,118	21.10
15	16	29,670	21.50
16	17	30,222	21.90
17	18	30,498	22.10
18	19	30,774	22.30
19	20	31,050	22.50
20	21	31,326	22.70
21	22	31,602	22.90
22	23	31,878	23.10
23	24	32,154	23.30
24	25	32,430	23.50
25	26	32,706	23.70
26	27	32,982	23.90
27	28	33,258	24.10
28+	29+	33,534	24.30

SPECIAL EDUCATION BUS DRIVER			
184 DAYS - 4 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	17,745	24.11
1	2	18,077	24.56
2	3	18,408	25.01
3	4	18,746	25.47
4	5	19,129	25.99
5	6	19,504	26.50
6	7	19,887	27.02
7	8	20,270	27.54
8	9	20,660	28.07
9+	10+	21,050	28.60

Part Time Bus Driver Rate of Pay: \$30.00/hour (no hourly minimum)

Substitutes

Some substitute positions are not employed by Mountain Brook Schools

	Daily Rate	Hourly Rate
Bus Driver (no hourly minimum)	-	30.00
Child Nutrition Worker	-	15.00
Custodial	-	15.00
Registered Nurse	-	25.00
High Acuity Nurse	-	32.00
Teacher (Days 1 thru 15)	100.00	-
Teacher (Days 16 and beyond if consecutive)	241.98	-

SALARY SUPPLEMENTS

Salary Supplements are provided to employees who perform tasks beyond the requirements of their assigned daily schedule. The amount of the salary supplement is based upon the following criteria:

- Years of experience
- Services provided beyond the established contract day and contract year
- Approval of the Principal, Director and Personnel Director
- Completion of an Annual Supplement Intent Form

Salary Supplements are not paid as part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

Supplements will be paid over a 12-month period as approved by the Board of Education.

Academic Supplements For Certified Exempt Employees ONLY

Access Facilitator	Make-Up Testing
Ambassadors	Math Team
Band-Director	Newspaper
Band-Choreographer	Safety Patrol
Band-After School / Summer	Saturday School
Band-Pep	Scholar's Bowl
Bruin Club	SGA
Cable Channel	Spartan Council
Choir-Ensemble	Staff Development-Summer
Choir-Show / Concert	STEM / Robotics
Circle of Friends	Summer School
Debate Team	Summer School - Drivers Ed
Department Head	Supervision
Detention	Supply Store - One Semester
Diamond Dolls	Supply Store - Two Semesters
Drama	Test Coordinator
Extra Class	Theater
Homework	Ticket Sales
Honor Society	Yearbook
Interact Club	Yearbook - Transition
Key Club	Youth Legislature
Lead Teacher	WEB

Athletic Supplements

Athletic Department Duties	HS Football - Assistant Coach - Defense Line Coord
HS Athletic Coordinator - Assistant	HS Football - Assistant Coach - Offense Line Coord
HS Athletics - Bookkeeper	HS Football - Fields - HS
HS Athletics - Gates/Ticket Sales	HS Football - Run Game Coordinator
HS Athletics - Summer/Off Season	Football - Summer/Off Season
Baseball - Assistant Coach	JH Golf - Head Coach
HS Baseball - Fields	HS LaCrosse - Head Coach
Baseball - Head Coach	Soccer - Assistant Coach
Baseball - Summer/Off Season	JH Soccer - Head Coach
Basketball - Assistant Coach	HS Soccer - Boys - Head Coach
Basketball - Head Coach	HS Soccer - Girls - Head Coach
HS Basketball - Summer/Off Season	Soccer - Faculty Sponsor
Bowling - Head Coach	Soccer - Summer/Off Season
HS Cheerleaders - Fall Sports	Softball - Assistant Coach
HS Cheerleaders - Head Coach	Softball - Head Coach
HS Cheerleaders - Stunt Coordinator	HS Softball - Summer/Off Season
HS Cheerleaders - Winter Sports	Swim - Head Coach
JH Cheerleaders - Grade 7 - Fall Sport	JH Tennis - Head Coach
JH Cheerleaders - Grade 7 - Winter Sport	HS Tennis - Head Coach - Boys/Girls
JH Cheerleaders - Grade 8 - Fall Sport	Track - Cross Country - Assistant Coach
JH Cheerleaders - Grade 8 - Winter Sport	Track - Cross Country - Head Coach
JH Cheerleaders - Grade 9 - Fall Sport	JH Track - Cross Country - Summer/Off Season
JH Cheerleaders - Grade 9 - Winter Sport	Track - Indoor - Assistant Coach
JH Cheerleaders - JV Sponsor	Track - Indoor - Head Coach
HS Dorians - Choreographer - Fall	Track - Outdoor - Assistant Coach
HS Dorians - Choreographer - Spring	Track - Outdoor - Head Coach
HS Dorians - Coach - Fall	HS Track - Summer/Off Season
HS Dorians - Coach - Spring	JH Trainer - Winter Sports
HS Dorians - Faculty Sponsor	HS Volleyball - Assistant Coach
JH Drill Team	HS Volleyball - Faculty Sponsor
JH Drill Team - Faculty Sponsor	Volleyball - Head Coach
JH Dance Team	HS Volleyball - Summer/Off Season
Football - Assistant Coach	Wrestling - Assistant Coach
JH Football - Head Coach	Wrestling - Head Coach
JH Football - Line Coordinator	HS Wrestling - Summer/Off Season

Other Supplements Available

- Alabama Association of School Business Officials (AASBO) – Chief School Finance Officer Certificate, Payroll & Personnel Certificate, Local School Certificate, Purchasing & Procurement Certificate - \$1,000 annually per certificate that is applicable to the employee’s job duties - Finance Employees only – CSFO makes determination on what is applicable to the employee’s job.

**Annual Educational Supplements
Classified Employees ONLY**

College Credit	Less than 240 Day Employees	240 Day Employees
One Year	650.00	750.00
Two Years	800.00	1,000.00
Three Years	950.00	1,250.00
Four Years (Diploma)	1,100.00	1,500.00

One Year of College Credit is equivalent to thirty-three (33) semester hours or forty-five (45) quarter hours.

Educational Supplements will be paid upon receipt of documentation on the payroll check following verification and approval.

Stipends for Classified Employees ONLY

Overnight Trip - Nurses	100.00	per night
Overnight Trip - Aides	70.00	per night
Zero Class Period - Nurses	2,797.00	annually
On Call - Maintenance	1,000.00	annually
On Call - Nurses	200.00	per weekend