



MOUNTAIN BROOK
SCHOOLS
effective | challenging | engaging

2023-2024

SALARY SCHEDULE

(Effective July 1, 2023 with employees' contract year)

Board Approved: July 24, 2023

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INTRODUCTION

The 2023-2024 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 2023-2024 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	46,650	47,700	48,750	53,648	55,328	57,007	57,846	62,045
1	2	46,999	48,056	49,114	54,049	55,741	57,433	58,279	62,509
2	3	50,582	51,720	52,858	58,170	59,991	61,812	62,722	67,274
3	4	51,216	52,369	53,521	58,899	60,743	62,587	63,508	68,118
4	5	51,993	53,163	54,333	59,793	61,666	63,538	64,472	69,152
5	6	52,793	53,981	55,170	60,712	62,614	64,514	65,464	70,216
6	7	54,318	55,541	56,763	62,466	64,422	66,378	67,355	72,244
7	8	55,303	56,548	57,792	63,599	65,590	67,581	68,577	73,554
8	9	56,285	57,551	58,818	64,728	66,755	68,782	69,794	74,859
9	10	57,645	58,943	60,240	66,293	68,369	70,444	71,481	76,668
10	11	58,635	59,955	61,273	67,430	69,542	71,652	72,708	77,985
11	12	59,623	60,965	62,307	68,567	70,715	72,861	73,933	79,299
12	13	61,009	62,382	63,755	70,161	72,358	74,554	75,652	81,143
13	14	62,012	63,407	64,803	71,314	73,547	75,780	76,896	82,476
14	15	62,999	64,417	65,835	72,450	74,718	76,987	78,120	83,790
15	16	64,437	65,888	67,337	74,104	76,425	78,744	79,903	85,702
16	17	65,434	66,907	68,379	75,249	77,606	79,961	81,139	87,027
17	18	65,434	66,907	68,379	75,249	77,606	79,961	81,139	87,027
18	19	65,893	67,376	68,859	75,778	78,150	80,523	81,708	87,638
19	20	65,893	67,376	68,859	75,778	78,150	80,523	81,708	87,638
20	21	65,893	67,376	68,859	75,778	78,150	80,523	81,708	87,638
21	22	66,236	67,727	69,217	76,172	78,556	80,941	82,132	88,094
22	23	66,236	67,727	69,217	76,172	78,556	80,941	82,132	88,094
23	24	66,909	68,414	69,920	76,946	79,355	81,763	82,968	88,990
24	25	67,572	69,093	70,614	77,709	80,141	82,574	83,790	89,871
25	26	67,572	69,093	70,614	77,709	80,141	82,574	83,790	89,871
26	27	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
27	28	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
28	29	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
29	30	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
30	31	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
31	32	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
32	33	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
33	34	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
34	35	68,250	69,786	71,322	78,488	80,945	83,402	84,630	90,773
35+	36+	68,495	70,036	71,577	78,770	81,236	83,701	84,934	91,099

**Certificated Employees
189 DAYS - TEAMS**

Years of Experience	Step	Bachelor	Master	AA	Doctorate
0	1	49,530	56,161	60,143	64,122
1	2	53,021	60,974	65,746	70,521
2	3	55,854	64,229	69,275	74,283
3	4	57,488	66,110	71,303	76,458
4	5	59,166	68,040	73,383	78,689
5	6	60,887	70,019	75,519	80,980
6	7	62,655	72,051	77,712	83,330
7	8	64,469	74,139	79,961	85,743
8	9	65,758	75,619	81,561	87,458
9	10	67,073	77,133	83,192	89,208
10	11	68,078	78,291	84,439	90,545
11	12	69,100	79,465	85,706	91,902
12	13	70,137	80,657	86,991	93,282
13	14	70,137	80,657	86,991	93,282
14	15	70,137	80,657	86,991	93,282
15	16	71,192	81,872	88,302	94,687
16	17	71,192	81,872	88,302	94,687
17	18	71,192	81,872	88,302	94,687
18	19	72,271	83,111	89,639	96,120
19	20	72,271	83,111	89,639	96,120
20	21	72,271	83,111	89,639	96,120
21	22	73,370	84,377	91,002	97,583
22	23	73,370	84,377	91,002	97,583
23	24	73,370	84,377	91,002	97,583
24	25	74,491	85,664	92,393	99,074
25	26	74,491	85,664	92,393	99,074
26	27	74,491	85,664	92,393	99,074
27+	28+	75,635	86,981	93,811	100,595

**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	49,859	50,982	52,104	57,338	59,133	60,929	61,825	66,312
1	2	50,232	51,362	52,492	57,767	59,575	61,384	62,287	66,809
2	3	54,061	55,278	56,495	62,171	64,118	66,064	67,036	71,902
3	4	54,739	55,971	57,204	62,950	64,922	66,893	67,877	72,804
4	5	55,571	56,821	58,071	63,907	65,908	67,909	68,907	73,909
5	6	56,425	57,695	58,965	64,889	66,921	68,952	69,967	75,045
6	7	58,054	59,362	60,668	66,763	68,854	70,944	71,989	77,213
7	8	59,108	60,438	61,768	67,974	70,103	72,230	73,294	78,614
8	9	60,157	61,510	62,865	69,180	71,347	73,513	74,595	80,009
9	10	61,611	62,997	64,384	70,853	73,072	75,290	76,398	81,943
10	11	62,668	64,078	65,488	72,069	74,325	76,581	77,709	83,349
11	12	63,725	65,160	66,593	73,284	75,579	77,873	79,018	84,754
12	13	65,207	66,673	68,141	74,987	77,335	79,682	80,856	86,724
13	14	66,278	67,769	69,260	76,221	78,606	80,993	82,185	88,149
14	15	67,333	68,848	70,364	77,433	79,858	82,282	83,493	89,554
15	16	68,870	70,421	71,969	79,202	81,682	84,161	85,400	91,598
16	17	69,935	71,509	73,083	80,426	82,944	85,462	86,720	93,014
17	18	69,935	71,509	73,083	80,426	82,944	85,462	86,720	93,014
18	19	70,426	72,011	73,596	80,991	83,527	86,063	87,328	93,667
19	20	70,426	72,011	73,596	80,991	83,527	86,063	87,328	93,667
20	21	70,426	72,011	73,596	80,991	83,527	86,063	87,328	93,667
21	22	70,792	72,386	73,979	81,411	83,960	86,509	87,782	94,154
22	23	70,792	72,386	73,979	81,411	83,960	86,509	87,782	94,154
23	24	71,511	73,121	74,730	82,239	84,814	87,387	88,675	95,111
24	25	72,220	73,846	75,471	83,055	85,655	88,254	89,554	96,053
25	26	72,220	73,846	75,471	83,055	85,655	88,254	89,554	96,053
26	27	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
27	28	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
28	29	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
29	30	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
30	31	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
31	32	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
32	33	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
33	34	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
34	35	72,945	74,586	76,229	83,887	86,513	89,140	90,452	97,017
35+	36+	73,206	74,854	76,501	84,188	86,824	89,459	90,777	97,366

**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	54,795	56,030	57,262	63,016	64,988	66,961	67,947	72,878
1	2	55,205	56,448	57,690	63,487	65,474	67,462	68,455	73,424
2	3	59,414	60,751	62,088	68,327	70,467	72,605	73,674	79,020
3	4	60,160	61,513	62,867	69,184	71,349	73,515	74,598	80,012
4	5	61,073	62,446	63,820	70,234	72,433	74,632	75,730	81,227
5	6	62,012	63,407	64,803	71,313	73,547	75,779	76,895	82,476
6	7	63,803	65,239	66,674	73,373	75,671	77,968	79,115	84,858
7	8	64,960	66,421	67,883	74,704	77,043	79,382	80,550	86,397
8	9	66,112	67,601	69,089	76,031	78,411	80,792	81,980	87,930
9	10	67,711	69,235	70,758	77,868	80,307	82,744	83,962	90,056
10	11	68,873	70,423	71,972	79,204	81,685	84,163	85,404	91,602
11	12	70,034	71,611	73,186	80,540	83,062	85,583	86,842	93,145
12	13	71,662	73,275	74,887	82,412	84,993	87,572	88,862	95,312
13	14	72,840	74,479	76,118	83,766	86,389	89,011	90,322	96,878
14	15	74,000	75,665	77,330	85,100	87,765	90,429	91,760	98,421
15	16	75,689	77,393	79,095	87,044	89,769	92,494	93,854	100,667
16	17	76,859	78,590	80,319	88,389	91,156	93,923	95,307	102,223
17	18	76,859	78,590	80,319	88,389	91,156	93,923	95,307	102,223
18	19	77,399	79,141	80,883	89,009	91,796	94,583	95,975	102,940
19	20	77,399	79,141	80,883	89,009	91,796	94,583	95,975	102,940
20	21	77,399	79,141	80,883	89,009	91,796	94,583	95,975	102,940
21	22	77,802	79,553	81,303	89,472	92,273	95,074	96,474	103,476
22	23	77,802	79,553	81,303	89,472	92,273	95,074	96,474	103,476
23	24	78,592	80,361	82,128	90,381	93,211	96,040	97,455	104,529
24	25	79,370	81,157	82,943	91,278	94,135	96,992	98,421	105,564
25	26	79,370	81,157	82,943	91,278	94,135	96,992	98,421	105,564
26	27	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
27	28	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
28	29	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
29	30	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
30	31	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
31	32	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
32	33	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
33	34	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
34	35	80,168	81,971	83,776	92,193	95,079	97,965	99,407	106,623
35+	36+	80,455	82,265	84,076	92,523	95,420	98,316	99,765	107,006

**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	59,239	60,573	61,905	68,125	70,258	72,390	73,456	78,787
1	2	59,681	61,025	62,368	68,634	70,783	72,931	74,005	79,376
2	3	64,231	65,677	67,122	73,866	76,180	78,492	79,648	85,428
3	4	65,037	66,501	67,965	74,793	77,134	79,476	80,646	86,499
4	5	66,024	67,510	68,995	75,929	78,306	80,683	81,870	87,813
5	6	67,040	68,548	70,058	77,096	79,510	81,923	83,129	89,163
6	7	68,975	70,529	72,080	79,322	81,806	84,290	85,530	91,739
7	8	70,227	71,807	73,387	80,762	83,289	85,818	87,081	93,402
8	9	71,473	73,082	74,691	82,195	84,769	87,343	88,627	95,059
9	10	73,201	74,849	76,496	84,182	86,817	89,454	90,770	97,357
10	11	74,457	76,133	77,808	85,626	88,308	90,987	92,327	99,029
11	12	75,713	77,417	79,120	87,070	89,797	92,522	93,883	100,697
12	13	77,473	79,216	80,959	89,094	91,884	94,672	96,067	103,039
13	14	78,746	80,518	82,290	90,559	93,393	96,229	97,646	104,733
14	15	80,000	81,800	83,600	92,000	94,880	97,761	99,200	106,400
15	16	81,825	83,668	85,509	94,101	97,048	99,993	101,465	108,829
16	17	83,091	84,962	86,831	95,556	98,547	101,538	103,034	110,512
17	18	83,091	84,962	86,831	95,556	98,547	101,538	103,034	110,512
18	19	83,675	85,558	87,441	96,227	99,239	102,252	103,756	111,287
19	20	83,675	85,558	87,441	96,227	99,239	102,252	103,756	111,287
20	21	83,675	85,558	87,441	96,227	99,239	102,252	103,756	111,287
21	22	84,109	86,003	87,895	96,727	99,755	102,782	104,296	111,866
22	23	84,109	86,003	87,895	96,727	99,755	102,782	104,296	111,866
23	24	84,964	86,876	88,788	97,710	100,769	103,827	105,357	113,004
24	25	85,806	87,737	89,668	98,678	101,767	104,856	106,400	114,123
25	26	85,806	87,737	89,668	98,678	101,767	104,856	106,400	114,123
26	27	86,667	87,737	89,668	98,678	101,767	104,856	106,400	114,123
27	28	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
28	29	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
29	30	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
30	31	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
31	32	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
32	33	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
33	34	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
34	35	86,667	88,618	90,569	99,668	102,788	105,909	107,467	115,267
35+	36+	86,978	88,936	90,892	100,025	103,157	106,288	107,854	115,682

CLASSIFIED PERSONNEL

AIDE			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	21,818	15.81
1	2	22,381	16.22
2	3	22,944	16.63
3	4	23,507	17.03
4	5	24,070	17.44
5	6	24,633	17.85
6	7	25,196	18.26
7	8	25,759	18.67
8	9	26,322	19.07
9	10	26,885	19.48
10	11	27,448	19.89
11	12	28,011	20.30
12	13	28,574	20.71
13	14	29,137	21.11
14	15	29,700	21.52
15	16	30,263	21.93
16	17	30,826	22.34
17	18	31,108	22.54
18	19	31,389	22.75
19	20	31,671	22.95
20	21	31,953	23.15
21	22	32,234	23.36
22	23	32,516	23.56
23	24	32,797	23.77
24	25	33,079	23.97
25	26	33,360	24.17
26	27	33,642	24.38
27	28	33,923	24.58
28+	29+	34,205	24.79

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	12,902	16.18
1	2	12,902	16.18
2	3	12,902	16.18
3	4	12,902	16.18
4	5	13,666	17.14
5	6	13,666	17.14
6	7	13,666	17.14
7	8	13,666	17.14
8	9	13,666	17.14
9	10	13,666	17.14
10	11	14,439	18.11
11	12	14,439	18.11
12	13	14,439	18.11
13	14	14,439	18.11
14	15	14,439	18.11
15	16	14,439	18.11
16	17	14,439	18.11
17	18	14,439	18.11
18	19	14,439	18.11
19+	20+	14,439	18.11

REGISTERED BEHAVIORAL THERAPIST			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	30,151	21.85
1	2	30,615	22.18
2	3	31,052	22.50
3	4	31,812	23.05
4	5	32,558	23.59
5	6	33,318	24.14
6	7	34,064	24.68
7	8	34,529	25.02
8	9	34,966	25.34
9	10	35,430	25.67
10	11	35,881	26.00
11	12	36,330	26.33
12	13	36,570	26.50
13	14	36,781	26.65
14	15	37,007	26.82
15	16	37,231	26.98
16	17	37,471	27.15
17	18	37,696	27.32
18	19	37,907	27.47
19	20	38,146	27.64
20	21	38,371	27.81
21	22	38,597	27.97
22	23	38,822	28.13
23	24	39,048	28.30
24	25	39,272	28.46
25+	26+	39,497	28.62

SECONDARY CNP MANAGER			
182 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	34,456	23.66
1	2	35,049	24.07
2	3	35,643	24.48
3	4	36,238	24.89
4	5	36,831	25.30
5	6	37,426	25.70
6	7	38,019	26.11
7	8	38,613	26.52
8	9	39,208	26.93
9	10	39,801	27.34
10	11	40,396	27.74
11	12	40,990	28.15
12	13	41,583	28.56
13	14	42,178	28.97
14	15	42,772	29.38
15	16	43,366	29.78
16	17	43,960	30.19
17	18	44,257	30.40
18	19	44,554	30.60
19	20	44,851	30.80
20	21	45,148	31.01
21	22	45,445	31.21
22	23	45,742	31.42
23	24	46,039	31.62
24	25	46,337	31.82
25	26	46,633	32.03
26	27	46,930	32.23
27	28	47,227	32.44
28+	29+	47,524	32.64

ELEMENTARY CNP MANAGER			
187 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	31,739	21.22
1	2	32,350	21.62
2	3	32,960	22.03
3	4	33,570	22.44
4	5	34,181	22.85
5	6	34,791	23.26
6	7	35,402	23.66
7	8	36,012	24.07
8	9	36,622	24.48
9	10	37,233	24.89
10	11	37,843	25.30
11	12	38,454	25.70
12	13	39,064	26.11
13	14	39,674	26.52
14	15	40,285	26.93
15	16	40,895	27.34
16	17	41,506	27.74
17	18	41,811	27.95
18	19	42,116	28.15
19	20	42,421	28.36
20	21	42,726	28.56
21	22	43,032	28.76
22	23	43,337	28.97
23	24	43,642	29.17
24	25	43,947	29.38
25	26	44,252	29.58
26	27	44,558	29.78
27	28	44,863	29.99
28+	29+	45,168	30.19

CNP ASSISTANT MANAGER			
178 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	26,726	18.77
1	2	27,307	19.18
2	3	27,888	19.58
3	4	28,469	19.99
4	5	29,050	20.40
5	6	29,631	20.81
6	7	30,212	21.22
7	8	30,793	21.62
8	9	31,374	22.03
9	10	31,955	22.44
10	11	32,536	22.85
11	12	33,117	23.26
12	13	33,698	23.66
13	14	34,279	24.07
14	15	34,860	24.48
15	16	35,441	24.89
16	17	36,022	25.30
17	18	36,312	25.50
18	19	36,603	25.70
19	20	36,893	25.91
20	21	37,184	26.11
21	22	37,475	26.32
22	23	37,764	26.52
23	24	38,055	26.72
24	25	38,346	26.93
25	26	38,637	27.13
26	27	38,927	27.34
27	28	39,217	27.54
28+	29+	39,508	27.74

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	18,424	15.13
1	2	19,841	16.29
2	3	20,388	16.74
3	4	20,897	17.16
4	5	21,606	17.74
5	6	21,928	18.00
6	7	22,227	18.25
7	8	22,525	18.49
8	9	22,848	18.76
9+	10+	25,072	20.58

SECONDARY CNP WORKER			
178 DAYS - 7 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	20,335	16.32
1	2	20,844	16.73
2	3	21,352	17.14
3	4	21,861	17.54
4	5	22,369	17.95
5	6	22,877	18.36
6	7	23,386	18.77
7	8	23,894	19.18
8	9	24,402	19.58
9	10	24,910	19.99
10	11	25,418	20.40
11	12	25,927	20.81
12	13	26,435	21.22
13	14	26,944	21.62
14	15	27,452	22.03
15	16	27,960	22.44
16	17	28,469	22.85
17	18	28,723	23.05
18	19	28,977	23.26
19	20	29,231	23.46
20	21	29,486	23.66
21	22	29,740	23.87
22	23	29,994	24.07
23	24	30,248	24.28
24	25	30,502	24.48
25	26	30,757	24.68
26	27	31,011	24.89
27	28	31,265	25.09
28+	29+	31,519	25.30

ELEMENTARY CNP WORKER			
186 DAYS - 7 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	21,249	16.32
1	2	21,780	16.73
2	3	22,311	17.14
3	4	22,843	17.54
4	5	23,374	17.95
5	6	23,905	18.36
6	7	24,436	18.77
7	8	24,968	19.18
8	9	25,499	19.58
9	10	26,030	19.99
10	11	26,561	20.40
11	12	27,092	20.81
12	13	27,624	21.22
13	14	28,155	21.62
14	15	28,686	22.03
15	16	29,217	22.44
16	17	29,748	22.85
17	18	30,015	23.05
18	19	30,280	23.26
19	20	30,545	23.46
20	21	30,811	23.66
21	22	31,076	23.87
22	23	31,343	24.07
23	24	31,608	24.28
24	25	31,873	24.48
25	26	32,139	24.68
26	27	32,404	24.89
27	28	32,671	25.09
28+	29+	32,936	25.30

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	28,800	15.00
1	2	28,858	15.03
2	3	28,915	15.06
3	4	28,992	15.10
4	5	29,069	15.14
5	6	29,126	15.17
6	7	29,180	15.20
7	8	29,964	15.61
8	9	30,747	16.01
9	10	31,530	16.42
10	11	32,314	16.83
11	12	33,097	17.24
12	13	33,880	17.65
13	14	34,664	18.05
14	15	35,447	18.46
15	16	36,230	18.87
16	17	37,014	19.28
17	18	37,405	19.48
18	19	37,797	19.69
19	20	38,189	19.89
20	21	38,580	20.09
21	22	38,972	20.30
22	23	39,364	20.50
23	24	39,756	20.71
24	25	40,147	20.91
25	26	40,539	21.11
26	27	40,931	21.32
27	28	41,322	21.52
28+	29+	41,714	21.73

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	36,779	19.16
1	2	37,426	19.49
2	3	38,072	19.83
3	4	38,718	20.17
4	5	39,364	20.50
5	6	39,991	20.83
6	7	40,637	21.17
7	8	41,264	21.49
8	9	41,910	21.83
9	10	42,537	22.15
10	11	43,183	22.49
11+	12+	43,829	22.83

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	13,219	18.36
1	2	13,513	18.77
2	3	13,807	19.18
3	4	14,100	19.58
4	5	14,394	19.99
5	6	14,688	20.40
6	7	14,982	20.81
7	8	15,276	21.22
8	9	15,569	21.62
9	10	15,863	22.03
10	11	16,157	22.44
11	12	16,451	22.85
12	13	16,744	23.26
13	14	17,038	23.66
14	15	17,332	24.07
15	16	17,626	24.48
16	17	17,919	24.89
17	18	18,066	25.09
18	19	18,213	25.30
19	20	18,360	25.50
20	21	18,507	25.70
21	22	18,654	25.91
22	23	18,801	26.11
23	24	18,948	26.32
24	25	19,094	26.52
25	26	19,241	26.72
26	27	19,388	26.93
27	28	19,535	27.13
28+	29+	19,682	27.34

Part Time Extended Day Worker - Hourly Rate	15.00
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ACCOUNTING SPECIALIST - EXEMPT		
240 DAYS - 8 HRS PER DAY		
Years of Experience	Step	Annual Salary
0	1	77,091
1	2	77,862
2	3	78,641
3	4	79,427
4	5	80,222
5	6	81,025
6	7	81,836
7	8	82,655
8	9	83,482
9	10	84,317
10	11	85,161
11	12	86,013
12	13	86,873
13	14	87,742
14	15	88,621
15	16	89,507
16	17	90,403
17	18	90,855
18	19	91,310
19	20	91,767
20	21	92,226
21	22	92,688
22	23	93,153
23	24	93,619
24	25	94,087
25	26	94,558
26	27	95,031
27	28	95,507
28+	29+	95,985

PAYROLL SPECIALIST			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	68,544	35.70
1	2	69,327	36.11
2	3	70,111	36.52
3	4	70,894	36.92
4	5	71,677	37.33
5	6	72,461	37.74
6	7	43,244	22.52
7	8	74,028	38.56
8	9	74,811	38.96
9	10	75,594	39.37
10	11	76,378	39.78
11	12	77,161	40.19
12	13	77,944	40.60
13	14	78,728	41.00
14	15	79,511	41.41
15	16	80,294	41.82
16	17	81,078	42.23
17	18	81,469	42.43
18	19	81,861	42.64
19	20	82,253	42.84
20	21	82,644	43.04
21	22	83,036	43.25
22	23	83,428	43.45
23	24	83,820	43.66
24	25	84,211	43.86
25	26	84,603	44.06
26	27	84,995	44.27
27	28	85,386	44.47
28+	29+	85,778	44.68

CENTRAL OFFICE BOOKKEEPER			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	48,960	25.50
1	2	49,743	25.91
2	3	50,527	26.32
3	4	51,310	26.72
4	5	52,093	27.13
5	6	52,877	27.54
6	7	53,660	27.95
7	8	54,444	28.36
8	9	55,227	28.76
9	10	56,010	29.17
10	11	56,794	29.58
11	12	57,577	29.99
12	13	58,360	30.40
13	14	59,144	30.80
14	15	59,927	31.21
15	16	60,710	31.62
16	17	61,494	32.03
17	18	61,885	32.23
18	19	62,277	32.44
19	20	62,669	32.64
20	21	63,060	32.84
21	22	63,452	33.05
22	23	63,844	33.25
23	24	64,236	33.46
24	25	64,627	33.66
25	26	65,019	33.86
26	27	65,411	34.07
27	28	65,802	34.27
28+	29+	66,194	34.48

SCHOOL BOOKKEEPER			
240 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	38,556	21.42
1	2	39,290	21.83
2	3	40,025	22.24
3	4	40,759	22.64
4	5	41,494	23.05
5	6	42,228	23.46
6	7	42,962	23.87
7	8	43,697	24.28
8	9	44,431	24.68
9	10	45,166	25.09
10	11	45,900	25.50
11	12	46,634	25.91
12	13	47,369	26.32
13	14	48,103	26.72
14	15	48,838	27.13
15	16	49,572	27.54
16	17	50,306	27.95
17	18	50,674	28.15
18	19	51,041	28.36
19	20	51,408	28.56
20	21	51,775	28.76
21	22	52,142	28.97
22	23	52,510	29.17
23	24	52,877	29.38
24	25	53,244	29.58
25	26	53,611	29.78
26	27	53,978	29.99
27	28	54,346	30.19
28+	29+	54,713	30.40

SCHOOL BOOKKEEPER			
202 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	32,451	21.42
1	2	33,069	21.83
2	3	33,688	22.24
3	4	34,306	22.64
4	5	34,924	23.05
5	6	35,542	23.46
6	7	36,160	23.87
7	8	36,778	24.28
8	9	37,396	24.68
9	10	38,014	25.09
10	11	38,633	25.50
11	12	39,251	25.91
12	13	39,869	26.32
13	14	40,487	26.72
14	15	41,105	27.13
15	16	41,723	27.54
16	17	42,341	27.95
17	18	42,650	28.15
18	19	42,959	28.36
19	20	43,268	28.56
20	21	43,577	28.76
21	22	43,887	28.97
22	23	44,196	29.17
23	24	44,505	29.38
24	25	44,814	29.58
25	26	45,123	29.78
26	27	45,432	29.99
27	28	45,741	30.19
28+	29+	46,050	30.40

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	75,356
1	2	76,109
2	3	76,871
3	4	77,640
4	5	78,418
5	6	79,202
6	7	79,995
7	8	80,795
8	9	81,604
9	10	82,421
10	11	83,246
11	12	84,080
12	13	84,921
13	14	85,771
14	15	86,629
15	16	87,496
16	17	88,371
17	18	88,813
18	19	89,258
19	20	89,705
20	21	90,154
21	22	90,605
22	23	91,058
23	24	91,514
24	25	91,972
25	26	92,432
26	27	92,895
27	28	93,361
28+	29+	93,828

MASTER TECHNICIAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	52,877	27.54
1	2	53,660	27.95
2	3	54,444	28.36
3	4	55,227	28.76
4	5	56,010	29.17
5	6	56,794	29.58
6	7	57,577	29.99
7	8	58,360	30.40
8	9	59,144	30.80
9	10	59,927	31.21
10	11	60,710	31.62
11	12	61,494	32.03
12	13	62,277	32.44
13	14	63,060	32.84
14	15	63,844	33.25
15	16	64,627	33.66
16	17	65,411	34.07
17	18	65,802	34.27
18	19	66,194	34.48
19	20	66,586	34.68
20	21	66,977	34.88
21	22	67,369	35.09
22	23	67,761	35.29
23	24	68,152	35.50
24	25	68,544	35.70
25	26	68,936	35.90
26	27	69,327	36.11
27	28	69,719	36.31
28+	29+	70,111	36.52

MAINTENANCE CRAFTSMAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	45,043	23.46
1	2	45,827	23.87
2	3	46,610	24.28
3	4	47,393	24.68
4	5	48,177	25.09
5	6	48,960	25.50
6	7	49,743	25.91
7	8	50,527	26.32
8	9	51,310	26.72
9	10	52,093	27.13
10	11	52,877	27.54
11	12	53,660	27.95
12	13	54,444	28.36
13	14	55,227	28.76
14	15	56,010	29.17
15	16	56,794	29.58
16	17	57,577	29.99
17	18	57,969	30.19
18	19	58,360	30.40
19	20	58,752	30.60
20	21	59,144	30.80
21	22	59,535	31.01
22	23	59,927	31.21
23	24	60,319	31.42
24	25	60,710	31.62
25	26	61,102	31.82
26	27	61,494	32.03
27	28	61,885	32.23
28+	29+	62,277	32.44

MAINTENANCE TECHNICIAN/ EQUIPMENT MANAGER			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	43,085	22.44
1	2	43,868	22.85
2	3	44,652	23.26
3	4	45,435	23.66
4	5	46,218	24.07
5	6	47,002	24.48
6	7	47,785	24.89
7	8	48,568	25.30
8	9	49,352	25.70
9	10	50,135	26.11
10	11	50,918	26.52
11	12	51,702	26.93
12	13	52,485	27.34
13	14	53,268	27.74
14	15	54,052	28.15
15	16	54,835	28.56
16	17	55,619	28.97
17	18	56,010	29.17
18	19	56,402	29.38
19	20	56,794	29.58
20	21	57,185	29.78
21	22	57,577	29.99
22	23	57,969	30.19
23	24	58,360	30.40
24	25	58,752	30.60
25	26	59,144	30.80
26	27	59,535	31.01
27	28	59,927	31.21
28+	29+	60,319	31.42

APPRENTICE JOURNEYMAN			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	37,210	19.38
1	2	37,993	19.79
2	3	38,776	20.20
3	4	39,560	20.60
4	5	40,343	21.01
5	6	41,126	21.42
6	7	41,910	21.83
7	8	42,693	22.24
8	9	43,476	22.64
9	10	44,260	23.05
10	11	45,043	23.46
11	12	45,827	23.87
12	13	46,610	24.28
13	14	47,393	24.68
14	15	48,177	25.09
15	16	48,960	25.50
16	17	49,743	25.91
17	18	50,135	26.11
18	19	50,527	26.32
19	20	50,918	26.52
20	21	51,310	26.72
21	22	51,702	26.93
22	23	52,093	27.13
23	24	52,485	27.34
24	25	52,877	27.54
25	26	53,268	27.74
26	27	53,660	27.95
27	28	54,052	28.15
28+	29+	54,444	28.36

NURSES
189 DAYS

Years of Experience	Step	Non-Exempt LPN	RN / Bachelor	RN / Master	Doctorate
0	1	33,620	48,307	51,574	55,612
1	2	33,620	48,307	51,574	55,612
2	3	33,620	48,307	51,574	55,612
3	4	36,979	53,132	56,726	61,167
4	5	36,979	53,132	56,726	61,167
5	6	36,979	53,132	56,726	61,167
6	7	38,600	55,462	59,213	63,849
7	8	38,600	55,462	59,213	63,849
8	9	38,600	55,462	59,213	63,849
9	10	39,765	57,137	61,000	65,777
10	11	40,162	57,707	61,609	66,433
11	12	40,564	58,284	62,226	67,098
12	13	40,970	58,868	62,849	67,770
13	14	41,379	59,456	63,477	68,447
14	15	41,794	60,051	64,112	69,132
15	16	42,212	60,651	64,754	69,823
16	17	42,634	61,258	65,401	70,521
17	18	43,060	61,870	66,054	71,226
18	19	43,491	62,489	66,714	71,939
19	20	43,925	63,114	67,382	72,658
20	21	44,364	63,744	68,056	73,384
21	22	44,809	64,382	68,737	74,119
22	23	45,256	65,026	69,423	74,859
23	24	45,709	65,677	70,117	75,608
24	25	46,166	66,334	70,820	76,365
25	26	46,628	66,997	71,527	77,128
26	27	47,094	67,666	72,242	77,899
27	28	47,565	68,344	72,966	78,679
28	29	48,041	69,027	73,694	79,464
29	30	48,521	69,717	74,432	80,260
30	31	49,006	70,413	75,175	81,061
31	32	49,496	71,118	75,927	81,872
32	33	49,992	71,830	76,687	82,692
33	34	50,491	72,547	77,453	83,518
34	35	50,995	73,273	78,227	84,353
35+	36+	51,506	74,006	79,011	85,197

SUPERINTENDENT'S SECRETARY			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	60,241	31.38
1	2	61,161	31.85
2	3	62,081	32.33
3	4	63,022	32.82
4	5	63,962	33.31
5	6	64,902	33.80
6	7	65,861	34.30
7	8	66,860	34.82
8	9	67,859	35.34
9	10	68,878	35.87
10	11	69,915	36.41
11	12	70,953	36.95
12	13	71,677	37.33
13	14	72,403	37.71
14	15	73,127	38.09
15	16	73,852	38.46
16	17	74,615	38.86
17	18	75,360	39.25
18	19	76,084	39.63
19	20	76,182	39.68
20	21	76,260	39.72
21	22	76,358	39.77
22	23	76,437	39.81
23	24	76,515	39.85
24	25	76,594	39.89
25	26	76,692	39.94
26	27	76,692	39.94
27	28	76,692	39.94
28+	29+	77,174	40.19

CENTRAL OFFICE SECRETARY			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	44,652	23.26
1	2	45,435	23.66
2	3	46,218	24.07
3	4	47,002	24.48
4	5	47,785	24.89
5	6	48,568	25.30
6	7	49,352	25.70
7	8	50,135	26.11
8	9	50,918	26.52
9	10	51,702	26.93
10	11	52,485	27.34
11	12	53,268	27.74
12	13	54,052	28.15
13	14	54,835	28.56
14	15	55,619	28.97
15	16	56,402	29.38
16	17	57,185	29.78
17	18	57,577	29.99
18	19	57,969	30.19
19	20	58,360	30.40
20	21	58,752	30.60
21	22	59,144	30.80
22	23	59,535	31.01
23	24	59,927	31.21
24	25	60,319	31.42
25	26	60,710	31.62
26	27	61,102	31.82
27	28	61,494	32.03
28+	29+	61,885	32.23

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	34,884	19.38
1	2	35,618	19.79
2	3	36,353	20.20
3	4	37,087	20.60
4	5	37,822	21.01
5	6	38,556	21.42
6	7	39,290	21.83
7	8	40,025	22.24
8	9	40,759	22.64
9	10	41,494	23.05
10	11	42,228	23.46
11	12	42,962	23.87
12	13	43,697	24.28
13	14	44,431	24.68
14	15	45,166	25.09
15	16	45,900	25.50
16	17	46,634	25.91
17	18	47,002	26.11
18	19	47,369	26.32
19	20	47,736	26.52
20	21	48,103	26.72
21	22	48,470	26.93
22	23	48,838	27.13
23	24	49,205	27.34
24	25	49,572	27.54
25	26	49,939	27.74
26	27	50,306	27.95
27	28	50,674	28.15
28+	29+	51,041	28.36

SCHOOL SECRETARY			
202 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	29,361	19.38
1	2	29,979	19.79
2	3	30,597	20.20
3	4	31,215	20.60
4	5	31,833	21.01
5	6	32,451	21.42
6	7	33,069	21.83
7	8	33,688	22.24
8	9	34,306	22.64
9	10	34,924	23.05
10	11	35,542	23.46
11	12	36,160	23.87
12	13	36,778	24.28
13	14	37,396	24.68
14	15	38,014	25.09
15	16	38,633	25.50
16	17	39,251	25.91
17	18	39,560	26.11
18	19	39,869	26.32
19	20	40,178	26.52
20	21	40,487	26.72
21	22	40,796	26.93
22	23	41,105	27.13
23	24	41,414	27.34
24	25	41,723	27.54
25	26	42,032	27.74
26	27	42,341	27.95
27	28	42,650	28.15
28+	29+	42,959	28.36

TRANSITION COORDINATOR		
189 DAYS		
Years of Experience	Step	Annual Salary
0	1	60,556
1	2	60,556
2	3	60,556
3	4	60,556
4	5	60,556
5	6	60,556
6	7	60,556
7	8	60,556
8	9	60,556
9	10	60,556
10	11	61,707
11	12	61,707
12	13	61,707
13	14	61,707
14	15	61,707
15	16	61,707
16	17	61,707
17	18	61,707
18	19	61,707
19+	20+	61,707

Network Administrator			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	72,461	37.74
1	2	73,244	38.15
2	3	74,028	38.56
3	4	74,811	38.96
4	5	75,594	39.37
5	6	76,378	39.78
6	7	77,161	40.19
7	8	77,944	40.60
8	9	78,728	41.00
9	10	79,511	41.41
10	11	80,294	41.82
11	12	81,078	42.23
12	13	81,861	42.64
13	14	82,644	43.04
14	15	83,428	43.45
15	16	84,211	43.86
16	17	84,995	44.27
17	18	85,386	44.47
18	19	85,778	44.68
19	20	86,170	44.88
20	21	86,561	45.08
21	22	86,953	45.29
22	23	87,345	45.49
23	24	87,736	45.70
24	25	88,128	45.90
25	26	88,520	46.10
26	27	88,911	46.31
27	28	89,303	46.51
28+	29+	89,695	46.72

Senior Technical Support Technician with Specialty (Sr. Tech)			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	56,794	29.58
1	2	57,577	29.99
2	3	58,360	30.40
3	4	59,144	30.80
4	5	59,927	31.21
5	6	60,710	31.62
6	7	61,494	32.03
7	8	62,277	32.44
8	9	63,060	32.84
9	10	63,844	33.25
10	11	64,627	33.66
11	12	65,411	34.07
12	13	66,194	34.48
13	14	66,977	34.88
14	15	67,761	35.29
15	16	68,544	35.70
16	17	69,327	36.11
17	18	69,719	36.31
18	19	70,111	36.52
19	20	70,502	36.72
20	21	70,894	36.92
21	22	71,286	37.13
22	23	71,677	37.33
23	24	72,069	37.54
24	25	72,461	37.74
25	26	72,852	37.94
26	27	73,244	38.15
27	28	73,636	38.35
28+	29+	74,028	38.56

Entry Level Technical Support Technician (Tech)			
240 DAYS - 8 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	41,126	21.42
1	2	41,910	21.83
2	3	42,693	22.24
3	4	43,476	22.64
4	5	44,260	23.05
5	6	45,043	23.46
6	7	45,827	23.87
7	8	46,610	24.28
8	9	47,393	24.68
9	10	48,177	25.09
10	11	48,960	25.50
11	12	49,743	25.91
12	13	50,527	26.32
13	14	51,310	26.72
14	15	52,093	27.13
15	16	52,877	27.54
16	17	53,660	27.95
17	18	54,052	28.15
18	19	54,444	28.36
19	20	54,835	28.56
20	21	55,227	28.76
21	22	55,619	28.97
22	23	56,010	29.17
23	24	56,402	29.38
24	25	56,794	29.58
25	26	57,185	29.78
26	27	57,577	29.99
27	28	57,969	30.19
28+	29+	58,360	30.40

TECHNOLOGY ASSISTANT			
184 DAYS - 7.5 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	21,818	15.81
1	2	22,381	16.22
2	3	22,944	16.63
3	4	23,507	17.03
4	5	24,070	17.44
5	6	24,633	17.85
6	7	25,196	18.26
7	8	25,759	18.67
8	9	26,322	19.07
9	10	26,885	19.48
10	11	27,448	19.89
11	12	28,011	20.30
12	13	28,574	20.71
13	14	29,137	21.11
14	15	29,700	21.52
15	16	30,263	21.93
16	17	30,826	22.34
17	18	31,108	22.54
18	19	31,389	22.75
19	20	31,671	22.95
20	21	31,953	23.15
21	22	32,234	23.36
22	23	32,516	23.56
23	24	32,797	23.77
24	25	33,079	23.97
25	26	33,360	24.17
26	27	33,642	24.38
27	28	33,923	24.58
28+	29+	34,205	24.79

SPECIAL EDUCATION BUS DRIVER			
184 DAYS - 4 HRS PER DAY			
Years of Experience	Step	Annual Salary	Hourly Rate
0	1	18,100	24.59
1	2	18,439	25.05
2	3	18,776	25.51
3	4	19,121	25.98
4	5	19,512	26.51
5	6	19,894	27.03
6	7	20,285	27.56
7	8	20,675	28.09
8	9	21,073	28.63
9+	10+	21,471	29.17

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.

Mountain Brook Schools 23-24 Academic Supplement Listing

For Certified Exempt Employees ONLY

School/Dept.	Position/Supplement Description	Notes
All Schools (1 per school)	Building Facilities Coordinator	
All Schools (1 per school)	STEM / Robotics	
Certified/Exempt Staff	Summer Professional Development	per day
District Wide	Custodial & Facilities Supplement	in lieu of hiring a full time director
District Wide	Special Education Supplement	in lieu of hiring a full time director
District Wide	Staff Development Specialist	
District Wide	Testing Coordinator	
District Wide	Transportation Supplement	in lieu of hiring a full time director
Elementary	Safety Patrol - entire school year (AM AND PM)	
Elementary	Safety Patrol - entire school year (AM or PM)	
Finance	AASBO - CSFO CERTIFICATE	Finance & Bookkeeper staff only
Finance	AASBO - LOCAL SCHOOL CERTIFICATE	Finance & Bookkeeper staff only
Finance	AASBO - PAYROLL CERTIFICATE	Finance & Bookkeeper staff only
High School	Ambassadors	
High School	Band-After School / Summer	
High School	Band-Director	
High School	Band-Pep	
High School	Broadcasting	
High School	Choir-Ensemble	
High School	Choir-Show / Concert	
High School	Circle of Friends	
High School	Debate Team	
High School	Department Head	
High School	Drama	
High School	FBLA Sponsor	
High School	Interact Club	
High School	Key Club	
High School	Newspaper	
High School	Saturday School	per session
High School	Scholar's Bowl	
High School	SGA	
High School	Summer School	+ \$100 ea above 24
High School	Summer School - Drivers Ed	+ \$100 ea above 15
High School	Theater	
High School	Ticket Sales	
High School	Youth Legislature	
High School or Jr. High	Detention	per session
High School or Jr. High	Extra Class	
High School or Jr. High	Homework	per session
High School or Jr. High	Honor Society	
High School or Jr. High	Make-Up Testing (\$15/session when Personnel change)	
High School or Jr. High	Math Team	
High School or Jr. High	Supervision	
High School or Jr. High	Supply Store - One Semester	
High School or Jr. High	Supply Store - Two Semesters	
High School or Jr. High	Yearbook	
High School or Jr. High	Youth Legislature	
Jr. High	Band-After School / Summer	
Jr. High	Band-After School / Summer	
Jr. High	Choir-Show / Concert	
Jr. High	Debate Team	
Jr. High	Drama	
Jr. High	Lead Teacher	
Jr. High	Math Team	
Jr. High	Safety Patrol - entire school year (AM AND PM)	
Jr. High	Safety Patrol - entire school year (AM or PM)	
Jr. High	Scholar's Bowl	
Jr. High	Spartan Council	
Jr. High	Summer School	per session
Jr. High	WEB	
Maintenance	On Call Supplement	Maintenance staff only
Maintenance	Refrigeration Supplement	Maintenance staff only
Nurses	Summer Nursing Supplement	Head Nurse only

23-24 Athletic Supplement Listing

Position/Supplement	Position/Supplement
9TH BASEBALL ASSISTANT COACH (1)	MIDDLE SCHOOL VOLLEYBALL ASSISTANT COACH
9TH BASEBALL HEAD COACH	MIDDLE SCHOOL VOLLEYBALL HEAD COACH (2)
9TH BASKETBALL HEAD COACH (2 TOT-1 BOYS/1 GIRLS)	MIDDLE SCHOOL WRESTLING ASST COACH
9TH CHEER HEAD COACH (FALL)	MIDDLE SCHOOL WRESTLING HEAD COACH
9TH CHEER HEAD COACH (WINTER)	MIDDLE SCHOOL XC ASSISTANT COACH
9TH FOOTBALL ASSISTANT COACH	MIDDLE SCHOOL XC HEAD COACH
9TH FOOTBALL HEAD COACH	STRENGTH AND CONDITIONING HEAD COACH (FALL)
9TH SOCCER HEAD COACH (2)	STRENGTH AND CONDITIONING HEAD COACH (SUMMER)
9TH VOLLEYBALL HEAD COACH	STRENGTH AND CONDITIONING HEAD COACH (WINTER)
ATHLETIC DEPARTMENT DUTIES	VARSITY BASEBALL ASSISTANT COACH (3)
HIGH SCHOOL FACULTY REP	VARSITY BASEBALL HEAD COACH
HIGH SCHOOL HEAD ATHLETIC TRAINER	VARSITY BASKETBALL ASSIST COACH (4 TOT-2 BOYS/2 GIRLS)
JV BASEBALL ASSISTANT COACH (1)	VARSITY BASKETBALL HEAD COACH (2)
JV BASEBALL HEAD COACH	VARSITY BOWLING HEAD COACH (2)
JV BASKETBALL HEAD COACH (2 TOT-1 BOYS/1 GIRLS)	VARSITY CHEER ASST COACH (FALL)
JV CHEER HEAD COACH (FALL)	VARSITY CHEER ASST COACH (WINTER)
JV CHEER HEAD COACH (WINTER)	VARSITY CHEER HEAD COACH (FALL)
JV GOLF HEAD COACH (2)	VARSITY CHEER HEAD COACH (WINTER)
JV SOCCER ASST COACH (2 TOT-1 BOYS/1 GIRLS)	VARSITY FOOTBALL ASSISTANT COACH
JV SOCCER HEAD COACH (2)	VARSITY FOOTBALL DEF COOR (1)
JV VOLLEYBALL HEAD COACH	VARSITY FOOTBALL OFF COOR (1 OR 2)
MIDDLE SCHOOL ATHLETIC DIRECTOR	VARSITY GOLF HEAD COACH (2)
MIDDLE SCHOOL BASKETBALL HEAD COACH (2)	VARSITY INDOOR TRACK ASST COACH
MIDDLE SCHOOL BOWLING HEAD COACH (2)	VARSITY INDOOR TRACK HEAD COACH
MIDDLE SCHOOL CHEER HEAD COACH (FALL 2 TOT - 1 7TH/1 8TH)	VARSITY OUTDOOR TRACK ASST COACH
MIDDLE SCHOOL CHEER HEAD COACH (WINTER 2 TOT - 1 7TH/1 8TH)	VARSITY OUTDOOR TRACK HEAD COACH
MIDDLE SCHOOL FACULTY REP	VARSITY SOCCER ASST COACH (2 TOT-1 BOYS/1 GIRLS)
MIDDLE SCHOOL FOOTBALL ASSISTANT COACH	VARSITY SOCCER HEAD COACH (2)
MIDDLE SCHOOL FOOTBALL HEAD COACH	VARSITY SOFTBALL ASSISTANT COACH (3)
MIDDLE SCHOOL GOLF HEAD COACH (2)	VARSITY SOFTBALL HEAD COACH
MIDDLE SCHOOL HEAD ATHLETIC TRAINER (FALL & SPRING FB)	VARSITY SWIM HEAD COACH
MIDDLE SCHOOL HEAD ATHLETIC TRAINER (WINTER)	VARSITY TENNIS ASST COACH (2 TOT-1 BOYS/1 GIRLS)
MIDDLE SCHOOL INDOOR TRACK ASST COACH	VARSITY TENNIS HEAD COACH (2)
MIDDLE SCHOOL INDOOR TRACK HEAD COACH	VARSITY VOLLEYBALL ASSISTANT COACH
MIDDLE SCHOOL OUTDOOR TRACK ASST COACH	VARSITY VOLLEYBALL HEAD COACH
MIDDLE SCHOOL OUTDOOR TRACK HEAD COACH	VARSITY WRESTLING ASSIST COACH (3)
MIDDLE SCHOOL SOFTBALL ASSISTANT COACH (2)	VARSITY WRESTLING HEAD COACH
MIDDLE SCHOOL SOFTBALL HEAD COACH	VARSITY XC ASSISTANT COACH
MIDDLE SCHOOL TENNIS HEAD COACH (2)	VARSITY XC HEAD COACH

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
Maintenance Refridgeration	5,000.00	annually
Head Nurse Summer Work	2,000.00	annually
On Call - Nurses	200.00	per weekend

Safety Patrol work by Classified employees will be compensated at their regular hourly rate of pay. In addition, they will earn 1 leave day per semester of assigned daily/regular duty (AM or PM).

Safety Patrol work Certified employees may elect to receive the supplement **OR** may choose to earn leave time in lieu of the paid supplement. Leave time can be earned at the rate of 1 leave day per semester of assigned daily/regular duty (AM or PM).

No employee may earn more than 4 leave days per school year for Safety Patrol.