

TEACHERS

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 187 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0-2	47,600.00	51,875.00	55,936.00	59,995.00	Annual
	3,966.67	4,322.92	4,661.33	4,999.58	Month
	254.55	277.41	299.12	320.83	Day
3-5	49,616.00	57,058.00	61,524.00	65,997.00	Annual
	4,134.67	4,754.83	5,127.00	5,499.75	Month
	265.33	305.12	329.01	352.93	Day
6-8	51,792.00	59,558.00	64,237.00	68,881.00	Annual
	4,316.00	4,963.17	5,353.08	5,740.08	Month
	276.96	318.49	343.51	368.35	Day
9	53,356.00	61,358.00	66,177.00	70,962.00	Annual
	4,446.33	5,113.17	5,514.75	5,913.50	Month
	285.33	328.12	353.89	379.48	Day
10	53,888.00	61,971.00	66,838.00	71,671.00	Annual
	4,490.67	5,164.25	5,569.83	5,972.58	Month
	288.17	331.40	357.42	383.27	Day
11	54,428.00	62,591.00	67,506.00	72,387.00	Annual
	4,535.67	5,215.92	5,625.50	6,032.25	Month
	291.06	334.71	360.99	387.10	Day
12	54,972.00	63,217.00	68,181.00	73,111.00	Annual
	4,581.00	5,268.08	5,681.75	6,092.58	Month
	293.97	338.06	364.60	390.97	Day
13	55,522.00	63,848.00	68,864.00	73,842.00	Annual
	4,626.83	5,320.67	5,738.67	6,153.50	Month
	296.91	341.43	368.26	394.88	Day
14	56,077.00	64,487.00	69,551.00	74,581.00	Annual
	4,673.08	5,373.92	5,795.92	6,215.08	Month
	299.88	344.85	371.93	398.83	Day
15	56,638.00	65,133.00	70,248.00	75,327.00	Annual
	4,719.83	5,427.75	5,854.00	6,277.25	Month
	302.88	348.30	375.66	402.82	Day
16	57,204.00	65,783.00	70,950.00	76,080.00	Annual
	4,767.00	5,481.92	5,912.50	6,340.00	Month
	305.90	351.78	379.41	406.84	Day
17	57,776.00	66,441.00	71,660.00	76,841.00	Annual
	4,814.67	5,536.75	5,971.67	6,403.42	Month
	308.96	355.30	383.21	410.91	Day
18	58,354.00	67,105.00	72,377.00	77,608.00	Annual
	4,862.83	5,592.08	6,031.42	6,467.33	Month
	312.05	358.85	387.04	415.02	Day

TEACHERS

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 187 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
19	58,937.00	67,776.00	73,101.00	78,384.00	Annual
	4,911.42	5,648.00	6,091.75	6,532.00	Month
	315.17	362.44	390.91	419.17	Day
20	59,527.00	68,454.00	73,831.00	79,169.00	Annual
	4,960.58	5,704.50	6,152.58	6,597.42	Month
	318.33	366.06	394.82	423.36	Day
21	60,122.00	69,139.00	74,570.00	79,961.00	Annual
	5,010.17	5,761.58	6,214.17	6,663.42	Month
	321.51	369.73	398.77	427.60	Day
22	60,723.00	69,831.00	75,314.00	80,760.00	Annual
	5,060.25	5,819.25	6,276.17	6,730.00	Month
	324.72	373.43	402.75	431.87	Day
23	61,330.00	70,528.00	76,068.00	81,567.00	Annual
	5,110.83	5,877.33	6,339.00	6,797.25	Month
	327.97	377.16	406.78	436.19	Day
24	61,944.00	71,234.00	76,829.00	82,383.00	Annual
	5,162.00	5,936.17	6,402.42	6,865.25	Month
	331.25	380.93	410.85	440.55	Day
25	62,563.00	71,946.00	77,597.00	83,207.00	Annual
	5,213.58	5,995.50	6,466.42	6,933.92	Month
	334.56	384.74	414.96	444.96	Day
26	63,188.00	72,665.00	78,373.00	84,039.00	Annual
	5,265.67	6,055.42	6,531.08	7,003.25	Month
	337.90	388.58	419.11	449.41	Day
27	63,821.00	73,392.00	79,157.00	84,880.00	Annual
	5,318.42	6,116.00	6,596.42	7,073.33	Month
	341.29	392.47	423.30	453.90	Day
28	64,459.00	74,126.00	79,948.00	85,728.00	Annual
	5,371.58	6,177.17	6,662.33	7,144.00	Month
	344.70	396.40	427.53	458.44	Day
29	65,104.00	74,867.00	80,748.00	86,586.00	Annual
	5,425.33	6,238.92	6,729.00	7,215.50	Month
	348.15	400.36	431.81	463.03	Day
30	65,754.00	75,616.00	81,555.00	87,452.00	Annual
	5,479.50	6,301.33	6,796.25	7,287.67	Month
	351.63	404.36	436.12	467.66	Day
31	66,412.00	76,372.00	82,371.00	88,325.00	Annual
	5,534.33	6,364.33	6,864.25	7,360.42	Month
	355.14	408.41	440.49	472.33	Day

TEACHERS

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 187 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
32	67,077.00	77,136.00	83,195.00	89,209.00	Annual
	5,589.75	6,428.00	6,932.92	7,434.08	Month
	358.70	412.49	444.89	477.05	Day
33	67,747.00	77,907.00	84,027.00	90,102.00	Annual
	5,645.58	6,492.25	7,002.25	7,508.50	Month
	362.28	416.61	449.34	481.83	Day
34	68,424.00	78,686.00	84,867.00	91,003.00	Annual
	5,702.00	6,557.17	7,072.25	7,583.58	Month
	365.90	420.78	453.83	486.65	Day
35	69,109.00	79,473.00	85,715.00	91,912.00	Annual
	5,759.08	6,622.75	7,142.92	7,659.33	Month
	369.57	424.99	458.37	491.51	Day

TEACHERS - TEAMS PROGRAM

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 189 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0	50,521.00	57,285.00	61,346.00	65,405.00	Annual
	4,210.08	4,773.75	5,112.17	5,450.42	Month
	267.31	303.10	324.58	346.06	Day
1	54,082.00	62,194.00	67,061.00	71,932.00	Annual
	4,506.83	5,182.83	5,588.42	5,994.33	Month
	286.15	329.07	354.82	380.59	Day
2	56,972.00	65,514.00	70,661.00	75,769.00	Annual
	4,747.67	5,459.50	5,888.42	6,314.08	Month
	301.44	346.63	373.87	400.89	Day
3	58,638.00	67,433.00	72,730.00	77,988.00	Annual
	4,886.50	5,619.42	6,060.83	6,499.00	Month
	310.25	356.79	384.81	412.63	Day
4	60,350.00	69,401.00	74,851.00	80,263.00	Annual
	5,029.17	5,783.42	6,237.58	6,688.58	Month
	319.31	367.20	396.04	424.67	Day
5	62,105.00	71,420.00	77,030.00	82,600.00	Annual
	5,175.42	5,951.67	6,419.17	6,883.33	Month
	328.60	377.88	407.57	437.04	Day
6	63,909.00	73,493.00	79,267.00	84,997.00	Annual
	5,325.75	6,124.42	6,605.58	7,083.08	Month
	338.14	388.85	419.40	449.72	Day
7	65,759.00	75,622.00	81,561.00	87,458.00	Annual
	5,479.92	6,301.83	6,796.75	7,288.17	Month
	347.93	400.12	431.54	462.74	Day
8	67,074.00	77,132.00	83,193.00	89,208.00	Annual
	5,589.50	6,427.67	6,932.75	7,434.00	Month
	354.89	408.11	440.17	472.00	Day
9	68,415.00	78,676.00	84,856.00	90,993.00	Annual
	5,701.25	6,556.33	7,071.33	7,582.75	Month
	361.98	416.28	448.97	481.44	Day
10	69,440.00	79,857.00	86,128.00	92,356.00	Annual
	5,786.67	6,654.75	7,177.33	7,696.33	Month
	367.41	422.52	455.70	488.66	Day
11	70,482.00	81,055.00	87,421.00	93,741.00	Annual
	5,873.50	6,754.58	7,285.08	7,811.75	Month
	372.92	428.86	462.54	495.98	Day
12-14	71,540.00	82,271.00	88,731.00	95,148.00	Annual
	5,961.67	6,855.92	7,394.25	7,929.00	Month
	378.52	435.30	469.48	503.43	Day

TEACHERS - TEAMS PROGRAM

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 189 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
15-17	72,616.00	83,510.00	90,069.00	96,581.00	Annual
	6,051.33	6,959.17	7,505.75	8,048.42	Month
	384.21	441.85	476.56	511.01	Day
18-20	73,717.00	84,774.00	91,432.00	98,043.00	Annual
	6,143.08	7,064.50	7,619.33	8,170.25	Month
	390.04	448.54	483.77	518.75	Day
21-23	74,838.00	86,065.00	92,823.00	99,535.00	Annual
	6,236.50	7,172.08	7,735.25	8,294.58	Month
	395.97	455.37	491.13	526.64	Day
24-26	75,981.00	87,378.00	94,241.00	101,056.00	Annual
	6,331.75	7,281.50	7,853.42	8,421.33	Month
	402.02	462.32	498.63	534.69	Day
27+	77,148.00	88,721.00	95,688.00	102,607.00	Annual
	6,429.00	7,393.42	7,974.00	8,550.58	Month
	408.19	469.42	506.29	542.89	Day

(10 MONTH) ELEMENTARY GUIDANCE/CAREER TECH/PSYCHOMETRIST

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0-2	51,418.18	56,036.10	60,422.84	64,807.43	Annual
	4,284.85	4,669.67	5,035.24	5,400.62	Month
	254.55	277.41	299.12	320.83	Day
3-5	53,595.89	61,634.84	66,459.08	71,290.88	Annual
	4,466.32	5,136.24	5,538.26	5,940.91	Month
	265.33	305.12	329.01	352.93	Day
6-8	55,946.44	64,335.38	69,389.70	74,406.21	Annual
	4,662.20	5,361.28	5,782.48	6,200.52	Month
	276.96	318.49	343.51	368.35	Day
9	57,635.89	66,279.76	71,485.32	76,654.14	Annual
	4,802.99	5,523.31	5,957.11	6,387.84	Month
	285.33	328.12	353.89	379.48	Day
10	58,210.57	66,941.94	72,199.34	77,420.01	Annual
	4,850.88	5,578.49	6,016.61	6,451.67	Month
	288.17	331.40	357.42	383.27	Day
11	58,793.88	67,611.67	72,920.92	78,193.44	Annual
	4,899.49	5,634.31	6,076.74	6,516.12	Month
	291.06	334.71	360.99	387.10	Day
12	59,381.52	68,287.88	73,650.06	78,975.52	Annual
	4,948.46	5,690.66	6,137.51	6,581.29	Month
	293.97	338.06	364.60	390.97	Day
13	59,975.64	68,969.50	74,387.85	79,765.16	Annual
	4,997.97	5,747.46	6,198.99	6,647.10	Month
	296.91	341.43	368.26	394.88	Day
14	60,575.16	69,659.75	75,129.96	80,563.43	Annual
	5,047.93	5,804.98	6,260.83	6,713.62	Month
	299.88	344.85	371.93	398.83	Day
15	61,181.16	70,357.57	75,882.87	81,369.27	Annual
	5,098.43	5,863.13	6,323.57	6,780.77	Month
	302.88	348.30	375.66	402.82	Day
16	61,792.56	71,059.71	76,641.18	82,182.67	Annual
	5,149.38	5,921.64	6,386.76	6,848.56	Month
	305.90	351.78	379.41	406.84	Day
17	62,410.44	71,770.49	77,408.13	83,004.72	Annual
	5,200.87	5,980.87	6,450.68	6,917.06	Month
	308.96	355.30	383.21	410.91	Day
18	63,034.80	72,487.75	78,182.64	83,833.24	Annual
	5,252.90	6,040.65	6,515.22	6,986.10	Month
	312.05	358.85	387.04	415.02	Day

(10 MONTH) ELEMENTARY GUIDANCE/CAREER TECH/PSYCHOMETRIST

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
19	63,664.57	73,212.58	78,964.72	84,671.49	Annual
	5,305.38	6,101.05	6,580.39	7,055.96	Month
	315.17	362.44	390.91	419.17	Day
20	64,301.89	73,944.96	79,753.27	85,519.45	Annual
	5,358.49	6,162.08	6,646.11	7,126.62	Month
	318.33	366.06	394.82	423.36	Day
21	64,944.62	74,684.91	80,551.55	86,374.98	Annual
	5,412.05	6,223.74	6,712.63	7,197.92	Month
	321.51	369.73	398.77	427.60	Day
22	65,593.83	75,432.42	81,355.23	87,238.07	Annual
	5,466.15	6,286.03	6,779.60	7,269.84	Month
	324.72	373.43	402.75	431.87	Day
23	66,249.52	76,185.33	82,169.71	88,109.81	Annual
	5,520.79	6,348.78	6,847.48	7,342.48	Month
	327.97	377.16	406.78	436.19	Day
24	66,912.77	76,947.96	82,991.75	88,991.26	Annual
	5,576.06	6,412.33	6,915.98	7,415.94	Month
	331.25	380.93	410.85	440.55	Day
25	67,581.42	77,717.07	83,821.36	89,881.36	Annual
	5,631.79	6,476.42	6,985.11	7,490.11	Month
	334.56	384.74	414.96	444.96	Day
26	68,256.56	78,493.74	84,659.60	90,780.10	Annual
	5,688.05	6,541.15	7,054.97	7,565.01	Month
	337.90	388.58	419.11	449.41	Day
27	68,940.33	79,279.06	85,506.49	91,688.56	Annual
	5,745.03	6,606.59	7,125.54	7,640.71	Month
	341.29	392.47	423.30	453.90	Day
28	69,629.51	80,071.94	86,360.94	92,604.58	Annual
	5,802.46	6,672.66	7,196.75	7,717.05	Month
	344.70	396.40	427.53	458.44	Day
29	70,326.25	80,872.37	87,225.11	93,531.40	Annual
	5,860.52	6,739.36	7,268.76	7,794.28	Month
	348.15	400.36	431.81	463.03	Day
30	71,028.39	81,681.45	88,096.84	94,466.87	Annual
	5,919.03	6,806.79	7,341.40	7,872.24	Month
	351.63	404.36	436.12	467.66	Day
31	71,739.17	82,498.10	88,978.30	95,409.89	Annual
	5,978.26	6,874.84	7,414.86	7,950.82	Month
	355.14	408.41	440.49	472.33	Day

(10 MONTH) ELEMENTARY GUIDANCE/CAREER TECH/PSYCHOMETRIST

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
32	72,457.51	83,323.38	89,868.40	96,364.80	Annual
	6,038.13	6,943.61	7,489.03	8,030.40	Month
	358.70	412.49	444.89	477.05	Day
33	73,181.25	84,156.22	90,767.13	97,329.43	Annual
	6,098.44	7,013.02	7,563.93	8,110.79	Month
	362.28	416.61	449.34	481.83	Day
34	73,912.56	84,997.71	91,674.51	98,302.71	Annual
	6,159.38	7,083.14	7,639.54	8,191.89	Month
	365.90	420.78	453.83	486.65	Day
35	74,652.50	85,847.84	92,590.53	99,284.62	Annual
	6,221.04	7,153.99	7,715.88	8,273.72	Month
	369.57	424.99	458.37	491.51	Day

(11 MONTH) HIGH SCHOOL GUIDANCE

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 222 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
0-2	56,509.09	61,584.22	66,405.30	71,224.01	Annual
	4,709.09	5,132.02	5,533.78	5,935.33	Month
	254.55	277.41	299.12	320.83	Day
3-5	58,902.42	67,737.30	73,039.19	78,349.38	Annual
	4,908.53	5,644.78	6,086.60	6,529.11	Month
	265.33	305.12	329.01	352.93	Day
6-8	61,485.69	70,705.22	76,259.97	81,773.17	Annual
	5,123.81	5,892.10	6,355.00	6,814.43	Month
	276.96	318.49	343.51	368.35	Day
9	63,342.42	72,842.12	78,563.07	84,243.66	Annual
	5,278.53	6,070.18	6,546.92	7,020.30	Month
	285.33	328.12	353.89	379.48	Day
10	63,973.99	73,569.85	79,347.79	85,085.36	Annual
	5,331.17	6,130.82	6,612.32	7,090.45	Month
	288.17	331.40	357.42	383.27	Day
11	64,615.06	74,305.89	80,140.81	85,935.37	Annual
	5,384.59	6,192.16	6,678.40	7,161.28	Month
	291.06	334.71	360.99	387.10	Day
12	65,260.88	75,049.06	80,942.15	86,794.88	Annual
	5,438.41	6,254.09	6,745.18	7,232.91	Month
	293.97	338.06	364.60	390.97	Day
13	65,913.82	75,798.16	81,752.98	87,662.70	Annual
	5,492.82	6,316.51	6,812.75	7,305.22	Month
	296.91	341.43	368.26	394.88	Day
14	66,572.70	76,556.76	82,568.57	88,540.01	Annual
	5,547.72	6,379.73	6,880.71	7,378.33	Month
	299.88	344.85	371.93	398.83	Day
15	67,238.70	77,323.67	83,396.02	89,425.64	Annual
	5,603.22	6,443.64	6,949.67	7,452.14	Month
	302.88	348.30	375.66	402.82	Day
16	67,910.63	78,095.33	84,229.41	90,319.57	Annual
	5,659.22	6,507.94	7,019.12	7,526.63	Month
	305.90	351.78	379.41	406.84	Day
17	68,589.69	78,876.48	85,072.30	91,223.01	Annual
	5,715.81	6,573.04	7,089.36	7,601.92	Month
	308.96	355.30	383.21	410.91	Day
18	69,275.87	79,664.76	85,923.50	92,133.56	Annual
	5,772.99	6,638.73	7,160.29	7,677.80	Month
	312.05	358.85	387.04	415.02	Day

(11 MONTH) HIGH SCHOOL GUIDANCE

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
19	69,967.99	80,461.35	86,783.01	93,054.80	Annual
	5,830.67	6,705.11	7,231.92	7,754.57	Month
	315.17	362.44	390.91	419.17	Day
20	70,668.42	81,266.25	87,649.64	93,986.73	Annual
	5,889.03	6,772.19	7,304.14	7,832.23	Month
	318.33	366.06	394.82	423.36	Day
21	71,374.78	82,079.45	88,526.95	94,926.96	Annual
	5,947.90	6,839.95	7,377.25	7,910.58	Month
	321.51	369.73	398.77	427.60	Day
22	72,088.27	82,900.97	89,410.20	95,875.51	Annual
	6,007.36	6,908.41	7,450.85	7,989.63	Month
	324.72	373.43	402.75	431.87	Day
23	72,808.88	83,728.43	90,305.33	96,833.55	Annual
	6,067.41	6,977.37	7,525.44	8,069.46	Month
	327.97	377.16	406.78	436.19	Day
24	73,537.80	84,566.57	91,208.76	97,802.28	Annual
	6,128.15	7,047.21	7,600.73	8,150.19	Month
	331.25	380.93	410.85	440.55	Day
25	74,272.65	85,411.83	92,120.50	98,780.50	Annual
	6,189.39	7,117.65	7,676.71	8,231.71	Month
	334.56	384.74	414.96	444.96	Day
26	75,014.63	86,265.40	93,041.74	99,768.22	Annual
	6,251.22	7,188.78	7,753.48	8,314.02	Month
	337.90	388.58	419.11	449.41	Day
27	75,766.11	87,128.47	93,972.48	100,766.63	Annual
	6,313.84	7,260.71	7,831.04	8,397.22	Month
	341.29	392.47	423.30	453.90	Day
28	76,523.52	87,999.85	94,911.53	101,773.35	Annual
	6,376.96	7,333.32	7,909.29	8,481.11	Month
	344.70	396.40	427.53	458.44	Day
29	77,289.24	88,879.54	95,861.26	102,791.94	Annual
	6,440.77	7,406.63	7,988.44	8,565.99	Month
	348.15	400.36	431.81	463.03	Day
30	78,060.90	89,768.73	96,819.30	103,820.02	Annual
	6,505.07	7,480.73	8,068.28	8,651.67	Month
	351.63	404.36	436.12	467.66	Day
31	78,842.05	90,666.22	97,788.03	104,856.42	Annual
	6,570.17	7,555.52	8,149.00	8,738.03	Month
	355.14	408.41	440.49	472.33	Day

(11 MONTH) HIGH SCHOOL GUIDANCE

ANNUAL SALARIES ARE BASED ON CERTIFICATE RANK AND NUMBER OF COMPLETED YEARS OF PUBLIC SCHOOL TEACHING EXPERIENCE 202 day contract

Years of Experience	Bachelor (BS) Rank II	Master (MS) Rank I	Education Specialist (ED.S.) Rank AA	Doctoral (DO) Rank Doctorate	
32	79,631.52	91,573.22	98,766.26	105,905.87	Annual
	6,635.96	7,631.10	8,230.52	8,825.49	Month
	358.70	412.49	444.89	477.05	Day
33	80,426.92	92,488.52	99,753.98	106,966.01	Annual
	6,702.24	7,707.38	8,312.83	8,913.83	Month
	362.28	416.61	449.34	481.83	Day
34	81,230.63	93,413.33	100,751.20	108,035.65	Annual
	6,769.22	7,784.44	8,395.93	9,002.97	Month
	365.90	420.78	453.83	486.65	Day
35	82,043.84	94,347.63	101,757.91	109,114.78	Annual
	6,836.99	7,862.30	8,479.83	9,092.90	Month
	369.57	424.99	458.37	491.51	Day

ADMINISTRATIVE FACTORS OF TEACHER SALARY MATRIX

SUPERINTENDENT	2.47	NON-CERTIFIED CENTRAL OFFICE DIRECTOR	1.50
ASSOCIATE SUPERINTENDENT	1.90	ELEMENTARY PRINCIPALS	1.45
ARITON SCHOOL PRINCIPAL	1.75	ARITON ASSISTANT PRINCIPAL	1.37
GW LONG HIGH PRINCIPAL	1.65	GW LONG HIGH ASSISTANT PRINCIPAL	1.34
DCHS PRINCIPAL	1.65	DCHS ASSISTANT PRINCIPAL	1.34
CERTIFIED CENTRAL OFFICE DIRECTOR	1.60	SDMS AND BRIDGE ACADEMY ASSISTANT PRINCIPAL	1.31
SDMS AND BRIDGE ACADEMY PRINCIPAL	1.55	ELEMENTARY ASSISTANT PRINCIPALS	1.28
		CSFO (AS PER CONTRACT)	

CENTRAL OFFICE SUPPORT

CENTRAL BOOKKEEPER (12 MONTH)

Completed										
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$45,659.43	\$50,396.65	\$52,435.82	\$56,314.65	\$57,334.21	\$58,643.82	\$59,402.46	\$60,159.80	\$60,869.71	\$61,587.97 YR
240 days	\$3,804.95	\$4,199.72	\$4,369.65	\$4,692.89	\$4,777.85	\$4,886.99	\$4,950.21	\$5,013.32	\$5,072.48	\$5,132.33 MO
	\$190.25	\$209.99	\$218.48	\$234.64	\$238.89	\$244.35	\$247.51	\$250.67	\$253.62	\$256.62 DAY

COMPUTER/TECHNOLOGY SPECIALIST (12 MONTH)

Completed										
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$45,110.52	\$49,615.86	\$51,791.52	\$54,427.20	\$56,076.54	\$57,775.86	\$59,526.18	\$61,329.54	\$63,187.98	\$63,820.38 YR
240 days	\$3,759.21	\$4,134.66	\$4,315.96	\$4,535.60	\$4,673.05	\$4,814.66	\$4,960.52	\$5,110.80	\$5,265.67	\$5,318.37 MO
	\$187.96	\$206.73	\$215.80	\$226.78	\$233.65	\$240.73	\$248.03	\$255.54	\$263.28	\$265.92 DAY

COMPUTER/TECHNOLOGY TECH (12 MONTH)

Completed										
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$33,405.73	\$34,407.90	\$35,440.13	\$36,503.34	\$37,598.44	\$38,726.39	\$39,888.18	\$41,084.83	\$42,317.37	\$43,586.89 YR
240 days	\$2,783.81	\$2,867.32	\$2,953.34	\$3,041.94	\$3,133.20	\$3,227.20	\$3,324.02	\$3,423.74	\$3,526.45	\$3,632.24 MO
	\$139.19	\$143.37	\$147.67	\$152.10	\$156.66	\$161.36	\$166.20	\$171.19	\$176.32	\$181.61 DAY

ELEMENTARY SCHOOL SECRETARY/BOOKEEPER

(10 MONTH)

Completed										
Years of	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
Experience	\$33,808.60	\$37,258.99	\$38,744.28	\$39,247.72	\$39,948.29	\$40,848.17	\$41,369.47	\$41,889.91	\$42,643.93	\$43,411.51 YR
202 days	\$2,817.38	\$3,104.92	\$3,228.69	\$3,270.64	\$3,329.02	\$3,404.01	\$3,447.46	\$3,490.83	\$3,553.66	\$3,617.63 MO
	\$167.37	\$184.45	\$191.80	\$194.30	\$197.76	\$202.22	\$204.80	\$207.38	\$211.11	\$214.91 DAY

MIDDLE SCHOOL BOOKEEPER

(10 MONTH)

Completed										
Years of	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
Experience	\$ 34,484.77	\$ 38,004.17	\$ 39,519.16	\$ 40,032.67	\$ 40,747.26	\$ 41,665.14	\$ 42,196.86	\$ 42,727.70	\$ 43,496.80	\$ 44,279.74 YR
202 days	\$2,873.73	\$3,167.01	\$3,293.26	\$3,336.06	\$3,395.60	\$3,472.09	\$3,516.40	\$3,560.64	\$3,624.73	\$3,689.98 MO
	\$170.72	\$188.14	\$195.64	\$198.18	\$201.72	\$206.26	\$208.90	\$211.52	\$215.33	\$219.21 DAY

HIGH SCHOOL BOOKEEPER

(10 MONTH)

Completed										
Years of	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
Experience	\$ 35,346.89	\$ 38,954.28	\$ 40,507.14	\$ 41,033.49	\$ 41,765.94	\$ 42,706.77	\$ 43,251.78	\$ 43,795.90	\$ 44,584.22	\$ 45,386.74 YR
202 days	\$2,945.57	\$3,246.19	\$3,375.60	\$3,419.46	\$3,480.49	\$3,558.90	\$3,604.31	\$3,649.66	\$3,715.35	\$3,782.23 MO
	\$174.98	\$192.84	\$200.53	\$203.14	\$206.76	\$211.42	\$214.12	\$216.81	\$220.71	\$224.69 DAY

HIGH SCHOOL BOOKEEPER

(11 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
222 days	\$ 38,846.58	\$ 42,811.14	\$ 44,517.75	\$ 45,096.21	\$ 45,901.18	\$ 46,935.16	\$ 47,534.13	\$ 48,132.12	\$ 48,998.50	\$ 49,880.47	YR
	\$3,237.22	\$3,567.59	\$3,709.81	\$3,758.02	\$3,825.10	\$3,911.26	\$3,961.18	\$4,011.01	\$4,083.21	\$4,156.71	MO
	\$174.98	\$192.84	\$200.53	\$203.14	\$206.76	\$211.42	\$214.12	\$216.81	\$220.71	\$224.69	DAY

K-12 BOOKEEPER

(11 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
222 days	\$ 40,011.98	\$ 44,095.47	\$ 45,853.28	\$ 46,449.10	\$ 47,278.21	\$ 48,343.21	\$ 48,960.16	\$ 49,576.09	\$ 50,468.46	\$ 51,376.89	YR
	\$3,334.33	\$3,674.62	\$3,821.11	\$3,870.76	\$3,939.85	\$4,028.60	\$4,080.01	\$4,131.34	\$4,205.70	\$4,281.41	MO
	\$180.23	\$198.63	\$206.55	\$209.23	\$212.96	\$217.76	\$220.54	\$223.32	\$227.34	\$231.43	DAY

8 HOUR TRANSPORTATION SECRETARY/BOOKKEEPER

(12 MONTH)

Completed Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
240 days	\$40,168.63	\$44,268.11	\$46,032.80	\$46,630.95	\$47,463.32	\$48,532.48	\$49,151.84	\$49,770.19	\$50,666.05	\$51,578.03	YR
	\$3,347.39	\$3,689.01	\$3,836.07	\$3,885.91	\$3,955.28	\$4,044.37	\$4,095.99	\$4,147.52	\$4,222.17	\$4,298.17	MO
	\$167.37	\$184.45	\$191.80	\$194.30	\$197.76	\$202.22	\$204.80	\$207.38	\$211.11	\$214.91	DAY

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

POSITION	DAYS	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+	
LUNCHROOM WORKERS												
L4	4 hour	185	\$13,092.18	\$13,269.67	\$13,671.75	\$13,946.55	\$14,225.48	\$14,509.99	\$14,945.29	\$15,393.65	\$15,855.46	\$16,172.57 YR
(9 MONTH)			\$1,091.01	\$1,105.81	\$1,139.31	\$1,162.21	\$1,185.46	\$1,209.17	\$1,245.44	\$1,282.80	\$1,321.29	\$1,347.71 MO
		\$17.69	\$70.77	\$71.73	\$73.90	\$75.39	\$76.89	\$78.43	\$80.79	\$83.21	\$85.71	\$87.42 DAY
			\$17.69	\$17.93	\$18.48	\$18.85	\$19.22	\$19.61	\$20.20	\$20.80	\$21.43	\$21.85
L 6	6 hour		\$18,528.26	\$18,794.50	\$19,397.63	\$19,809.83	\$20,228.22	\$20,654.99	\$21,307.94	\$21,980.48	\$22,673.19	\$23,148.85 YR
(9 MONTH)		185	\$1,544.02	\$1,566.21	\$1,616.47	\$1,650.82	\$1,685.69	\$1,721.25	\$1,775.66	\$1,831.71	\$1,889.43	\$1,929.07 MO
		\$16.69	\$100.15	\$101.59	\$104.85	\$107.08	\$109.34	\$111.65	\$115.18	\$118.81	\$122.56	\$125.13 DAY
			\$16.69	\$16.93	\$17.48	\$17.85	\$18.22	\$18.61	\$19.20	\$19.80	\$20.43	\$20.85
L 7	7 hour	185	\$21,616.31	\$21,926.92	\$22,630.56	\$23,111.47	\$23,599.59	\$24,097.49	\$24,859.26	\$25,643.89	\$26,452.06	\$27,007.00 YR
(9 MONTH)			\$1,801.36	\$1,827.24	\$1,885.88	\$1,925.96	\$1,966.63	\$2,008.12	\$2,071.61	\$2,136.99	\$2,204.34	\$2,250.58 MO
		\$16.69	\$116.84	\$118.52	\$122.33	\$124.93	\$127.57	\$130.26	\$134.37	\$138.62	\$142.98	\$145.98 DAY
			\$16.69	\$16.93	\$17.48	\$17.85	\$18.22	\$18.61	\$19.20	\$19.80	\$20.43	\$20.85
L 8	8 hour	185	\$24,704.35	\$25,059.33	\$25,863.50	\$26,413.10	\$26,970.97	\$27,539.98	\$28,410.58	\$29,307.30	\$30,230.92	\$30,865.14 YR
(9 MONTH)			2,058.70	2,088.28	2,155.29	2,201.09	2,247.58	2,295.00	2,367.55	2,442.28	2,519.24	2,572.09 MO
		\$16.69	\$133.54	\$135.46	\$139.80	\$142.77	\$145.79	\$148.86	\$153.57	\$158.42	\$163.41	\$166.84 DAY
			\$16.69	\$16.93	\$17.48	\$17.85	\$18.22	\$18.61	\$19.20	\$19.80	\$20.43	\$20.85

(9 MONTH) CNP-MANAGERS

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

Completed Years of Experience		0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+	
Manager 200-399												
NES	259	\$35,024.82	\$35,375.06	\$35,728.82	\$36,086.10	\$36,446.96	\$36,811.43	\$37,179.55	\$37,551.34	\$37,926.86	\$38,306.13	YEAR
		\$2,918.73	\$2,947.92	\$2,977.40	\$3,007.18	\$3,037.25	\$3,067.62	\$3,098.30	\$3,129.28	\$3,160.57	\$3,192.18	MONTH
		\$187.30	\$189.17	\$191.06	\$192.97	\$194.90	\$196.85	\$198.82	\$200.81	\$202.82	\$204.85	DAY
		\$23.41	\$23.65	\$23.88	\$24.12	\$24.36	\$24.61	\$24.85	\$25.10	\$25.35	\$25.61	HOUR

Manager 400-600												
DCHS	419	\$35,464.81	\$35,819.46	\$36,177.65	\$36,539.43	\$36,904.83	\$37,273.87	\$37,646.61	\$38,023.08	\$38,403.31	\$38,787.34	YEAR
MCES	433	\$2,955.40	\$2,984.95	\$3,014.80	\$3,044.95	\$3,075.40	\$3,106.16	\$3,137.22	\$3,168.59	\$3,200.28	\$3,232.28	MONTH
SDMS	404	\$189.65	\$191.55	\$193.46	\$195.40	\$197.35	\$199.33	\$201.32	\$203.33	\$205.37	\$207.42	DAY
		\$23.71	\$23.94	\$24.18	\$24.42	\$24.67	\$24.92	\$25.16	\$25.42	\$25.67	\$25.93	HOUR

Manager 600+												
Ariton	857	\$35,904.82	\$36,263.87	\$36,626.50	\$36,992.77	\$37,362.70	\$37,736.32	\$38,113.69	\$38,494.82	\$38,879.77	\$39,268.57	YEAR
Long	833	\$2,992.07	\$3,021.99	\$3,052.21	\$3,082.73	\$3,113.56	\$3,144.69	\$3,176.14	\$3,207.90	\$3,239.98	\$3,272.38	MONTH
		\$192.00	\$193.92	\$195.86	\$197.82	\$199.80	\$201.80	\$203.82	\$205.85	\$207.91	\$209.99	DAY
		\$24.00	\$24.24	\$24.48	\$24.73	\$24.98	\$25.22	\$25.48	\$25.73	\$25.99	\$26.25	HOUR

REGULAR AND PRE-K CLASSR(9 MONTH)

Completed										
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$22,888.80	\$25,131.90	\$25,383.22	\$25,700.51	\$26,021.77	\$26,347.04	\$26,676.38	\$26,996.49	\$27,315.05	\$27,637.37 YR
9 months	\$1,907.40	\$2,094.33	\$2,115.27	\$2,141.71	\$2,168.48	\$2,195.59	\$2,223.03	\$2,249.71	\$2,276.25	\$2,303.11 MO
187 days	\$122.40	\$134.40	\$135.74	\$137.44	\$139.15	\$140.89	\$142.65	\$144.37	\$146.07	\$147.79 DAY

OFFICE SECRETARY (9.5 MONTH)

Completed										
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$23,669.80	\$25,989.44	\$26,249.33	\$26,577.45	\$26,909.67	\$27,246.04	\$27,586.61	\$27,917.65	\$28,247.08	\$28,580.40 YR
9.5 months	\$1,972.48	\$2,165.79	\$2,187.44	\$2,214.79	\$2,242.47	\$2,270.50	\$2,298.88	\$2,326.47	\$2,353.92	\$2,381.70 MO
192 days	\$123.28	\$135.36	\$136.72	\$138.42	\$140.15	\$141.91	\$143.68	\$145.40	\$147.12	\$148.86 DAY

CENTRAL OFFICE SECRETARY (12 MONTH)

Completed										
Years of Experience	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
	\$31,388.65	\$34,464.73	\$34,809.38	\$35,244.49	\$35,685.06	\$36,131.12	\$36,582.76	\$37,021.75	\$37,458.60	\$37,900.62 YR
12 months	\$2,615.72	\$2,872.06	\$2,900.78	\$2,937.04	\$2,973.76	\$3,010.93	\$3,048.56	\$3,085.15	\$3,121.55	\$3,158.39 MO
240 days	\$130.79	\$143.60	\$145.04	\$146.85	\$148.69	\$150.55	\$152.43	\$154.26	\$156.08	\$157.92 DAY

ANNUAL SALARIES ARE BASED ON COMPLETED YEARS OF EXPERIENCE

JANITORS

		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+	
J4	4 hours	182	\$11,138.40	\$11,583.94	\$12,047.29	\$12,408.71	\$12,780.97	\$13,164.40	\$13,559.33	\$13,966.11	\$14,385.10	\$14,816.65 YR
	9 MONTHS		\$928.20	\$965.33	\$1,003.94	\$1,034.06	\$1,065.08	\$1,097.03	\$1,129.94	\$1,163.84	\$1,198.76	\$1,234.72 MO
			\$61.20	\$63.65	\$66.19	\$68.18	\$70.23	\$72.33	\$74.50	\$76.74	\$79.04	\$81.41 DAY
			\$15.30	\$15.91	\$16.55	\$17.04	\$17.56	\$18.08	\$18.63	\$19.18	\$19.76	\$20.35 HR
J8	8 hour	202	\$24,724.80	\$25,713.79	\$26,742.34	\$27,544.61	\$28,370.95	\$29,222.08	\$30,098.74	\$31,001.71	\$31,931.76	\$32,889.71 YR
	10 MONTHS		\$2,060.40	\$2,142.82	\$2,228.53	\$2,295.38	\$2,364.25	\$2,435.17	\$2,508.23	\$2,583.48	\$2,660.98	\$2,740.81 MO
			\$122.40	\$127.30	\$132.39	\$136.36	\$140.45	\$144.66	\$149.00	\$153.47	\$158.08	\$162.82 DAY
			\$15.30	\$15.91	\$16.55	\$17.04	\$17.56	\$18.08	\$18.63	\$19.18	\$19.76	\$20.35 HR

SCHOOL NURSE

ANNUAL SALARY BASED ON 187 CONTRACT DAYS, HIGHEST DEGREE EARNED AND SCHOOL NURSING EXPERIENCE PER ALSDE GUIDANCE.

Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0-2	\$33,930.00	\$44,764.00	\$48,269.00	\$52,049.00	\$56,124.00 Annual
	\$2,827.50	\$3,730.33	\$4,022.42	\$4,337.42	\$4,677.00 Month
	\$181.44	\$239.38	\$258.12	\$278.34	\$300.13 Day
3-5	\$37,319.00	\$49,236.00	\$53,090.00	\$57,248.00	\$61,730.00 Annual
	\$3,109.92	\$4,103.00	\$4,424.17	\$4,770.67	\$5,144.17 Month
	\$199.57	\$263.29	\$283.90	\$306.14	\$330.11 Day
6-8	\$38,955.00	\$51,394.00	\$55,418.00	\$59,758.00	\$64,437.00 Annual
	\$3,246.25	\$4,282.83	\$4,618.17	\$4,979.83	\$5,369.75 Month
	\$208.32	\$274.83	\$296.35	\$319.56	\$344.58 Day
9	\$40,131.00	\$52,946.00	\$57,092.00	\$61,562.00	\$66,382.00 Annual
	\$3,344.25	\$4,412.17	\$4,757.67	\$5,130.17	\$5,531.83 Month
	\$214.60	\$283.13	\$305.30	\$329.21	\$354.98 Day
10	\$40,532.00	\$53,475.00	\$57,662.00	\$62,177.00	\$67,045.00 Annual
	\$3,377.67	\$4,456.25	\$4,805.17	\$5,181.42	\$5,587.08 Month
	\$216.75	\$285.96	\$308.35	\$332.50	\$358.53 Day
11	\$40,937.00	\$54,009.00	\$58,238.00	\$62,799.00	\$67,715.00 Annual
	\$3,411.42	\$4,500.75	\$4,853.17	\$5,233.25	\$5,642.92 Month
	\$218.91	\$288.82	\$311.43	\$335.82	\$362.11 Day
12	\$41,347.00	\$54,550.00	\$58,822.00	\$63,427.00	\$68,394.00 Annual
	\$3,445.58	\$4,545.83	\$4,901.83	\$5,285.58	\$5,699.50 Month
	\$221.11	\$291.71	\$314.56	\$339.18	\$365.74 Day
13	\$41,760.00	\$55,096.00	\$59,409.00	\$64,062.00	\$69,077.00 Annual
	\$3,480.00	\$4,591.33	\$4,950.75	\$5,338.50	\$5,756.42 Month
	\$223.32	\$294.63	\$317.70	\$342.58	\$369.40 Day
14	\$42,179.00	\$55,647.00	\$60,004.00	\$64,702.00	\$69,768.00 Annual
	\$3,514.92	\$4,637.25	\$5,000.33	\$5,391.83	\$5,814.00 Month
	\$225.56	\$297.58	\$320.88	\$346.00	\$373.09 Day
15	\$42,601.00	\$56,204.00	\$60,604.00	\$65,350.00	\$70,466.00 Annual
	\$3,550.08	\$4,683.67	\$5,050.33	\$5,445.83	\$5,872.17 Month
	\$227.81	\$300.56	\$324.09	\$349.47	\$376.82 Day

SCHOOL NURSE

ANNUAL SALARY BASED ON 187 CONTRACT DAYS, HIGHEST DEGREE EARNED AND SCHOOL NURSING EXPERIENCE PER ALSDE GUIDANCE.

16	\$43,026.00	\$56,765.00	\$61,210.00	\$66,003.00	\$71,170.00	Annual
	\$3,585.50	\$4,730.42	\$5,100.83	\$5,500.25	\$5,930.83	Month
	\$230.09	\$303.56	\$327.33	\$352.96	\$380.59	Day
17	\$43,457.00	\$57,333.00	\$61,822.00	\$66,663.00	\$71,882.00	Annual
	\$3,621.42	\$4,777.75	\$5,151.83	\$5,555.25	\$5,990.17	Month
	\$232.39	\$306.59	\$330.60	\$356.49	\$384.40	Day
18	\$43,891.00	\$57,906.00	\$62,440.00	\$67,329.00	\$72,601.00	Annual
	\$3,657.58	\$4,825.50	\$5,203.33	\$5,610.75	\$6,050.08	Month
	\$234.71	\$309.66	\$333.90	\$360.05	\$388.24	Day
19	\$44,330.00	\$58,485.00	\$63,064.00	\$68,002.00	\$73,327.00	Annual
	\$3,694.17	\$4,873.75	\$5,255.33	\$5,666.83	\$6,110.58	Month
	\$237.06	\$312.75	\$337.24	\$363.65	\$392.12	Day
20	\$44,772.00	\$59,070.00	\$63,694.00	\$68,682.00	\$74,060.00	Annual
	\$3,731.00	\$4,922.50	\$5,307.83	\$5,723.50	\$6,171.67	Month
	\$239.42	\$315.88	\$340.61	\$367.28	\$396.04	Day
21	\$45,221.00	\$59,661.00	\$64,332.00	\$69,370.00	\$74,801.00	Annual
	\$3,768.42	\$4,971.75	\$5,361.00	\$5,780.83	\$6,233.42	Month
	\$241.82	\$319.04	\$344.02	\$370.96	\$400.01	Day
22	\$45,673.00	\$60,257.00	\$64,974.00	\$70,062.00	\$75,548.00	Annual
	\$3,806.08	\$5,021.42	\$5,414.50	\$5,838.50	\$6,295.67	Month
	\$244.24	\$322.23	\$347.45	\$374.66	\$404.00	Day
23	\$46,130.00	\$60,860.00	\$65,625.00	\$70,763.00	\$76,304.00	Annual
	\$3,844.17	\$5,071.67	\$5,468.75	\$5,896.92	\$6,358.67	Month
	\$246.68	\$325.45	\$350.94	\$378.41	\$408.04	Day
24	\$46,591.00	\$61,469.00	\$66,282.00	\$71,472.00	\$77,068.00	Annual
	\$3,882.58	\$5,122.42	\$5,523.50	\$5,956.00	\$6,422.33	Month
	\$249.15	\$328.71	\$354.45	\$382.20	\$412.13	Day
25	\$47,057.00	\$62,083.00	\$66,944.00	\$72,186.00	\$77,838.00	Annual
	\$3,921.42	\$5,173.58	\$5,578.67	\$6,015.50	\$6,486.50	Month
	\$251.64	\$331.99	\$357.99	\$386.02	\$416.25	Day
26	\$47,527.00	\$62,703.00	\$67,613.00	\$72,907.00	\$78,616.00	Annual
	\$3,960.58	\$5,225.25	\$5,634.42	\$6,075.58	\$6,551.33	Month
	\$254.16	\$335.31	\$361.57	\$389.88	\$420.41	Day

SCHOOL NURSE

ANNUAL SALARY BASED ON 187 CONTRACT DAYS, HIGHEST DEGREE EARNED AND SCHOOL NURSING EXPERIENCE PER ALSDE GUIDANCE.

27	\$48,003.00	\$63,331.00	\$68,291.00	\$73,637.00	\$79,403.00	Annual
	\$4,000.25	\$5,277.58	\$5,690.92	\$6,136.42	\$6,616.92	Month
	\$256.70	\$338.67	\$365.19	\$393.78	\$424.61	Day
28	\$48,483.00	\$63,964.00	\$68,973.00	\$74,373.00	\$80,196.00	Annual
	\$4,040.25	\$5,330.33	\$5,747.75	\$6,197.75	\$6,683.00	Month
	\$259.27	\$342.05	\$368.84	\$397.72	\$428.86	Day
29	\$48,968.00	\$64,604.00	\$69,662.00	\$75,117.00	\$80,999.00	Annual
	\$4,080.67	\$5,383.67	\$5,805.17	\$6,259.75	\$6,749.92	Month
	\$261.86	\$345.48	\$372.52	\$401.70	\$433.15	Day
30	\$49,457.00	\$65,250.00	\$70,358.00	\$75,867.00	\$81,808.00	Annual
	\$4,121.42	\$5,437.50	\$5,863.17	\$6,322.25	\$6,817.33	Month
	\$264.48	\$348.93	\$376.25	\$405.71	\$437.48	Day
31	\$49,952.00	\$65,902.00	\$71,062.00	\$76,626.00	\$82,626.00	Annual
	\$4,162.67	\$5,491.83	\$5,921.83	\$6,385.50	\$6,885.50	Month
	\$267.12	\$352.42	\$380.01	\$409.76	\$441.85	Day
32	\$50,452.00	\$66,562.00	\$71,774.00	\$77,393.00	\$83,453.00	Annual
	\$4,204.33	\$5,546.83	\$5,981.17	\$6,449.42	\$6,954.42	Month
	\$269.80	\$355.95	\$383.82	\$413.87	\$446.27	Day
33	\$50,956.00	\$67,227.00	\$72,490.00	\$78,166.00	\$84,287.00	Annual
	\$4,246.33	\$5,602.25	\$6,040.83	\$6,513.83	\$7,023.92	Month
	\$272.49	\$359.50	\$387.65	\$418.00	\$450.73	Day
34	\$51,465.00	\$67,899.00	\$73,215.00	\$78,947.00	\$85,130.00	Annual
	\$4,288.75	\$5,658.25	\$6,101.25	\$6,578.92	\$7,094.17	Month
	\$275.21	\$363.10	\$391.52	\$422.18	\$455.24	Day
35	\$51,980.00	\$68,578.00	\$73,947.00	\$79,738.00	\$85,981.00	Annual
	\$4,331.67	\$5,714.83	\$6,162.25	\$6,644.83	\$7,165.08	Month
	\$277.97	\$366.73	\$395.44	\$426.41	\$459.79	Day

TRANSPORTATION

<u>Years of Experience</u>	<u>BUS MECHANICS B1 (Supr/Head 12 Mo) 240 DAYS</u>	<u>BUS MECHANICS B2 (Mechanic 12 mo) 240 DAYS</u>	<u>HELPER B3 (Helper 12 mo) 240 DAYS</u>	<u>BUS DRIVER 182 DAYS</u>	
0	51,612.85	48,057.12	30,333.84	15,500.00	Annual
	4,301.07	4,004.76	2,527.82	1,291.67	Month
	215.05	200.24	126.39	85.16	Day
1	52,229.42	48,673.94	31,243.86	15,655.00	Annual
	4,352.45	4,056.16	2,603.66	1,304.58	Month
	217.62	202.81	130.18	86.02	Day
2	52,845.99	49,290.48	31,556.30	15,811.55	Annual
	4,403.83	4,107.54	2,629.69	1,317.63	Month
	220.19	205.38	131.48	86.88	Day
3	53,462.57	49,907.01	31,871.86	15,969.67	Annual
	4,455.21	4,158.92	2,655.99	1,330.81	Month
	222.76	207.95	132.80	87.75	Day
4	54,079.13	50,523.41	32,190.58	16,129.36	Annual
	4,506.59	4,210.28	2,682.55	1,344.11	Month
	225.33	210.51	134.13	88.62	Day
5	54,695.47	51,140.21	32,512.48	16,290.66	Annual
	4,557.96	4,261.68	2,709.37	1,357.56	Month
	227.90	213.08	135.47	89.51	Day
6	55,242.42	51,651.61	32,837.61	16,453.56	Annual
	4,603.54	4,304.30	2,736.47	1,371.13	Month
	230.18	215.22	136.82	90.40	Day
7	55,794.85	52,168.13	33,165.98	16,784.28	Annual
	4,649.57	4,347.34	2,763.83	1,398.69	Month
	232.48	217.37	138.19	92.22	Day
8	56,352.80	52,689.81	33,497.64	16,952.12	Annual
	4,696.07	4,390.82	2,791.47	1,412.68	Month
	234.80	219.54	139.57	93.14	Day
9	56,916.33	53,216.71	33,832.62	17,121.64	Annual
	4,743.03	4,434.73	2,819.39	1,426.80	Month
	237.15	221.74	140.97	94.07	Day
10	57,485.49	53,748.87	34,170.95	17,292.86	Annual
	4,790.46	4,479.07	2,847.58	1,441.07	Month
	239.52	223.95	142.38	95.02	Day
11	58,060.34	54,286.36	34,512.66	17,465.79	Annual
	4,838.36	4,523.86	2,876.05	1,455.48	Month
	241.92	226.19	143.80	95.97	Day
12-14	58,640.95	54,829.22	34,857.79	17,640.45	Annual
	4,886.75	4,569.10	2,904.82	1,470.04	Month
	244.34	228.46	145.24	96.93	Day

TRANSPORTATION

<u>Years of Experience</u>	<u>BUS MECHANICS B1 (Supr/Head 12 Mo) 240 DAYS</u>	<u>BUS MECHANICS B2 (Mechanic 12 mo) 240 DAYS</u>	<u>HELPER B3 (Helper 12 mo) 240 DAYS</u>	<u>BUS DRIVER 182 DAYS</u>	
15-17	59,227.36	55,377.51	35,206.36	17,816.85	Annual
	4,935.61	4,614.79	2,933.86	1,484.74	Month
	246.78	230.74	146.69	97.89	Day
18-20	59,819.63	55,931.29	35,558.43	17,995.02	Annual
	4,984.97	4,660.94	2,963.20	1,499.58	Month
	249.25	233.05	148.16	98.87	Day
21-23	60,417.83	56,490.60	35,914.01	18,174.97	Annual
	5,034.82	4,707.55	2,992.83	1,514.58	Month
	251.74	235.38	149.64	99.86	Day
24-26	61,022.01	57,055.51	36,273.15	18,356.72	Annual
	5,085.17	4,754.63	3,022.76	1,529.73	Month
	254.26	237.73	151.14	100.86	Day
27+	61,632.23	57,626.06	36,635.88	18,540.29	Annual
	5,136.02	4,802.17	3,052.99	1,545.02	Month
	256.80	240.11	152.65	101.87	Day

MAINTENANCE

<u>Years of Experience</u>	<u>SUPERVISOR M1 (Foreman 12 mo) 240 DAYS</u>	<u>MAINTENANCE WORKER M2 (Worker 12 mo) 240 DAYS</u>	
0	60,369.49	45,740.12	Annual
	5,030.79	3,811.68	Month
	251.54	190.58	Day
1	60,986.02	46,086.45	Annual
	5,082.17	3,840.54	Month
	254.11	192.03	Day
2	61,602.63	46,703.04	Annual
	5,133.55	3,891.92	Month
	256.68	194.60	Day
3	62,219.20	47,619.26	Annual
	5,184.93	3,968.27	Month
	259.25	198.41	Day
4	62,835.75	47,936.18	Annual
	5,236.31	3,994.68	Month
	261.82	199.73	Day
5	63,452.11	48,552.73	Annual
	5,287.68	4,046.06	Month
	264.38	202.30	Day
6	64,086.63	49,038.26	Annual
	5,340.55	4,086.52	Month
	267.03	204.33	Day
7	64,727.50	49,528.64	Annual
	5,393.96	4,127.39	Month
	269.70	206.37	Day
8	65,374.78	50,023.93	Annual
	5,447.90	4,168.66	Month
	272.39	208.43	Day
9	66,028.52	50,524.17	Annual
	5,502.38	4,210.35	Month
	275.12	210.52	Day
10	66,688.81	51,029.41	Annual
	5,557.40	4,252.45	Month
	277.87	212.62	Day
11	67,355.70	51,539.70	Annual
	5,612.97	4,294.98	Month
	280.65	214.75	Day
12-14	68,029.26	52,055.10	Annual
	5,669.10	4,337.93	Month
	283.46	216.90	Day

MAINTENANCE

<u>Years of Experience</u>	<u>SUPERVISOR M1 (Foreman 12 mo) 240 DAYS</u>	<u>MAINTENANCE WORKER M2 (Worker 12 mo) 240 DAYS</u>	
15-17	68,709.55	52,575.65	Annual
	5,725.80	4,381.30	Month
	286.29	219.07	Day
18-20	69,396.64	53,101.41	Annual
	5,783.05	4,425.12	Month
	289.15	221.26	Day
21-23	69,570.13	53,632.42	Annual
	5,797.51	4,469.37	Month
	289.88	223.47	Day
24-26	69,744.06	54,168.75	Annual
	5,812.01	4,514.06	Month
	290.60	225.70	Day
27+	69,918.42	54,710.43	Annual
	5,826.54	4,559.20	Month
	291.33	227.96	Day

SUBSTITUTE & MISCELLANEOUS PAY RATES

<u>Position</u>	<u>Amount</u>	<u>Per</u>
<u>Substitutes:</u>		
Non Certified Substitute	90.00	day
Certified Substitute	110.00	day
Teacher Substitute - Certified (10 or more consecutive days for same Teacher)	145.00	day
Bus Driver Substitute	17.50	hr
Nurse Substitute	17.00	hr
<u>Extended Day / Homebound:</u>		
Adults	35.00	hr
<u>Summer School</u>		
Summer Certified Teacher	40.00	hr
Summer Non-Certified Aide	30.00	hr
Summer Nurse	30.00	hr
Summer CNP Manager	25.00	hr
Summer CNP Worker	20.00	hr
Summer Clerical Assistance	20.00	hr
Summer Custodian	17.00	hr
<u>Other Services:</u>		
Adults	15.00	hr
Students	9.00	hr

SUBSTITUTE & MISCELLANEOUS PAY RATES

<u>Position</u>	<u>Amount</u>	<u>Per</u>
<u>Employees Extra Work (Outside of contract days/scheduled hours):</u>		
Professional Employees:		
Additional Contract Days	hourly rate *	
Professional Development	120.00	day
Valid Certificate Retired Teacher	hourly rate *	
Saturday School Teacher	daily rate **	
Other Support Employees:		
Other Additional Hours	hourly rate *	
Other Additional Days	daily rate **	
<u>Non-Regular Personnel Temporary Work (Not Substituting):</u>		
Retired Teacher in Classroom	hourly rate *	
Certified Teacher in Classroom	hourly rate *	
Retired CNP Manager	15.00	hr

* Hourly rate will be determined by dividing the employees daily rate on the applicable adopted salary schedule (based on experience and degree), or daily rate as determined below, by the normal hours per day for that position. Teachers will use 7.5 hours.

** Daily Rate, if not published in the adopted salary schedules, will be determined by dividing the annual amount by the number of contract days.

Note: All rates may be subject to Federal Wage and Hour Minimum Wage Increases.

SUPPLEMENTS

Athletic Director

High School	3,000
Middle School	1,500

Multiplier for Coaching Supplements

(Applies to High School Athletic Directors, Head Coaches of Varsity Sports, Varsity Cheer, and Head Band Director Only)

Varsity Head Football Coach	8,300
Varsity Assistant Head Football Coach	5,100
Assistant Football Coach	3,800
JV Head Football Coach	2,500
JV Football Assistant Coach	1,500

1A - .2	3- Asst FB Coaches
2A - .25	4- Asst FB Coaches
3A - .3	5- Asst FB Coaches
4A - .35	6- Asst FB Coaches
5A - .4	7- Asst FB Coaches
6A - .45	8- Asst FB Coaches
7A - .5	9- Asst FB Coaches

Volleyball:

Varsity Head	3,900
Assistant Head	2,000
JV Head	1,500
JV Assistant	1,200

Post Season Incentives:

Basketball:

Varsity Head	3,900
Assistant Head	2,000
JV Head	1,500
JV Assistant	1,200

Football & Baseball

	Head	Asst
Round 1	50	25
Round 2	100	50
Round 3	100	50
Round 4	100	50
Round 5	300	150

Baseball:

Varsity Head	3,900
Assistant Head	2,000
JV Head	1,500
JV Assistant	1,200

Other Sports

	Head	Asst
Area	50	25
Sub Regional	100	50
Regional	100	50
State	300	150

Softball:

Varsity Head	3,900
Assistant Head	2,000
JV Head	1,500
JV Assistant	1,200

Soccer:

Varsity Head	3,900
Varsity Assistant	2,000

* Must win Area Tournament or be runner up to receive incentive

Band Director:

Head Director	6,300
Assistant	3,300

Cheerleader:

Varsity	2,800
JV	1,900

Post Season Incentives:

Band	Director	Assistant
	50	25 After first round post season football game

Cheerleader	25	Area Tournament for Basketball, Volleyball
	25	First round post season football game
	50	After Area, Per Tournament for Basketball, Volleyball.
	50	After first round post season football game

Yearbook:

MS & HS	2,100
Elementary	1,100
K-12	2,700

Track and Golf Boys and Girls

1-5 Athletes	1,000
6+ Athletes	1,400

SUPPLEMENTS

<u>CNP Manager/Worker</u> Serv-Safe Certification	250.00
Substitutes 80 days or more from August 1 to May 31. To be paid in July each year	250.00
Bus Driver Phone Supplement	25.00
<u>Principal and Director Longevity Supplement</u> (*Note Sunset Clause*) Applicable to Principals and Directors Only (Will not apply to Principals hired after June 30, 2021, Will not apply to Directors hired after July 1, 2025)	
Start of Year 6 of continual Principal and Director service	3,500.00
Start of Year 11 of continual Principal and Director service	3,500.00
<u>Director's Professional Learning Supplement-Certified Staff Only</u> Supplement for Leadership Training tied directly to Principals Training To be paid on completion of prescribed professional development mirrored to Alabama Principal Leadership Development System (Principal Stipend)	5,000.00
<u>Teaching During Planning Supplement</u> Supplement is per semester	4,500.00
<u>State Championship Supplement</u> Applicable to Head Coaches who have won a State Championship for a Dale County Team Sports and recognized by the AHSAA. Amount will be added to coaches base supplement for the sport in which the championship was won as long they continue coaching in the same position. Calculation will be retroactive to July 1, 2010. Supplements will be cumulative.	500.00
<u>Summer Driver's Ed Teaching Supplement</u> (\$160.00 per student with cap of 12 Students)	160.00
<u>Athletic Summer Days - effective June 1, 2026.</u> Varsity Head coaches will receive up to 7 days to work with student athletes, conduct field maintenance, and supervise competition during the summer (June/July) at a rate of \$300.00 per day. The day is defined as 7 hours and must be verified by the principal; half days are not allowed. The Varsity Head Coach can transfer his/her days to a board approved assistant coach with principal pre-approval. The days can only be used in June or July. Golf and track are not included; varsity head cheer and band directors are included.	