



**BESSEMER CITY
SCHOOLS**

Teaching Effectively, Leading Successfully

SALARY SCHEDULE

2021 - 2022

Approved September 9, 2021

BESSEMER CITY BOARD OF EDUCATION

1621 5th Avenue North

P. O. Box 1230, Bessemer, Alabama

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A MESSAGE FROM THE SUPERINTENDENT.....

Each employee of the Bessemer City School System is a valuable member of a team of certified and classified personnel striving for excellence in education. Designing a system for equitable and fair remuneration for our employees is an important responsibility of the Bessemer City Board of Education. The development of this salary schedule is a positive step in establishing an equitable and fair compensation system.

By adopting this salary schedule, the Bessemer City Board of Education confirmed legally the importance of every employee in our system.

Dr. Autumm M. Jeter
Superintendent

BESSEMER CITY BOARD OF EDUCATION

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SALARY SCHEDULE
FOR THE
BESSEMER CITY SCHOOL SYSTEM
2021 - 2022

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Bessemer City School System and the public. In adopting this revised schedule, the Bessemer City Board of Education anticipated that certain goals would be met by its use. These goals are as follows:

- To provide an ability to differentiate between different skill levels and seniority ranks in positions.
- To furnish an equitable means for the future adjustment of remuneration should funds become available.
- To meet the salary adjustments as required by Alabama Law.
- To meet Federal and State minimum wage mandates.

ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule were prepared are as follows:

1. Any new employees will begin employment under the salary guidelines in this schedule.
2. Current employees compensated above this schedule will remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change. Unless otherwise mandated by the State Legislature (i.e., State matrices), salary increases or raises will be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees and to previously existing schedule or salary bases for grandfathered employees.
3. Wages will be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
4. Employees performing equivalent tasks will receive equivalent remuneration.
5. All employees should be duly certified for their respective positions.
6. A certified employee whose pay is based on the state minimum salary schedule is entitled to be paid for the highest recognized degree earned at an accredited institution. The pay will begin with the first pay period after the degree is recognized by the State Superintendent of Education.

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia vs. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. As authorized by the Bessemer City Board of Education, the Superintendent should determine the need for overtime work, negotiate with employees the amount and timing of overtime work, and compensate the employees for that overtime work. This additional compensation is generally provided by paying the employee for additional hours worked over 40 hours in a work week. Compensatory time, in some cases, may be used in lieu of overtime pay within the system but must be approved in advanced. In accordance with Title 29, Part 541, of The Code of Federal Regulations, revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA (i.e., are nonexempt). Exempt positions are not entitled to overtime pay or compensatory release time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees, including teachers, registered nurses and academic administrative positions (e.g., supervisor).
2. Non-certified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

EMPLOYEE BENEFITS

MEDICAL INSURANCE

Public Education Employee Health Insurance Program (PEEHIP) is available for all active full- time and permanent part-time employees. PEEHIP offers two (2) medical plans to choose from, Blue Cross Blue Shield of Alabama (PPO) and VIVA Health Plan (HMO). For each active employee, the district pays \$800 per month towards their insurance premium. Depending on the enrollment (single/family) of the employee, the premium rates due for medical coverage can differ. The cost for each plan is listed below.

Single \$30.00 Single w/child(ren) \$207 Single w/spouse \$282 Family \$307

EMPLOYEE BENEFITS (continued)

If you are a tobacco user, a \$50.00 monthly tobacco premium will be charged to each member enrolled in single or family coverage (covered spouse) for tobacco usage. Also, if you are covered under the Blue Cross Blue Shield medical plan, you are required to participate in the Wellness Program. Failure to do so can result to an additional \$50.00 charge. Please contact PEEHIP on how to qualify for the \$50.00 wellness premium waiver. TO make any changes, additions or terminations of PEEHIP coverages, log on to Member Online Services at <https://mso.rsa-al.gov>

SUPPLEMENTARY INSURANCE

Supplementary insurance is provided through PEEHIP, by Southland Benefit Solutions. All active employees (full-time or permanent part-time) are eligible for coverage.

Vision	\$38 (single/family)	Cancer	\$38
Indemnity	\$38	Dental	\$38 (single) \$50 (family)

Additional pre-tax supplementary insurances can be acquired through other benefit carriers that have payroll slots available here in the district. Deadline for making any annual changes, additions or deletions with PEEHIP is August 31. Contact the Human Resources Department for any questions or a list of current vendors.

TEACHER RETIREMENT

All full time employees are required to participate in the Teachers Retirement Systems of Alabama (TRS) program. For more information on retirement and to set-up a Retirement consultation, please contact them at 877-517-0020 or www.rsa-al.gov.

LEAVE DAYS AND VACATION

Each full-time employee will accrue **sick leave** at the rate of one day per month of contract (the 12 month employee will earn 12 sick leave days per year; the 9-month employee will earn 9 days).

Effective August 1, 2001, full time employees will be allowed to accumulate an unlimited number of sick leave days. All accumulated sick leave days, not to exceed one day per month of employment, may be used for retirement purposes. Sick leave days must be taken in full day increments.

Each full-time employee will receive two (2) personal leave days funded by the state as authorized by Section 16-8-26, *Code of Alabama 1975 and 1986 Cumulative Supplement*. Certificated employees are entitled to three (3) additional unpaid personal leave days per year. For additional personal leave days beyond the two funded by the state, the cost of the substitute for these additional days shall be paid by the certificated employee. Part-time employees (i.e., those working less than twenty hours per week) are **ineligible** for these benefits. When the two (2) paid personal leave days are not used, the Systems employees may receive, upon written request, compensation at the same daily rate paid for their substitute. Otherwise, the **two** (2) unused paid personal leave days will be converted to sick leave days. Personal leave is non-cumulative and requires no justification from the employee.

All twelve-month personnel are entitled to paid vacation days, to come from public funds. Twelve-month employees who have been employed by the Board for less than fifteen (15) years are entitled to two (2) weeks' vacation. Twelve-month employees who have been employed by the Board for fifteen (15) years or more are entitled to three (3) weeks' vacation on July 1st of their 16th year of employment. Effective January 1, 2020, twelve-month employees receiving two (2) weeks' vacation shall accrue .83 of a vacation day per month, and twelve-month employees receiving three weeks' vacation shall accrue 1.25 vacation days per month. Any employee who plans to take a vacation shall schedule such in cooperation with his or her immediate supervisor.

Only twelve-month personnel shall earn vacation days. Vacation days will not be granted before they are earned, and all vacation days must be used by the employee prior to his or her effective retirement or resignation date. In the event the employee retires or is terminated, the System shall make cash payments for up to thirty (30) unused, earned vacation days. Effective July 1, 2020, a twelve-month employee shall accumulate no more than thirty (30) vacation days of any year. Effective July 1, 2020, any accrued vacation in excess of thirty (30) days of any year will be forfeited.

DEFINITIONS

POSITION, JOB, OR CLASSIFICATION

These three terms are used interchangeably in this document.

POSITIONS

The positions listed in this document are as follows:

Administrative Assistant/Special Education	Local School Accountant
Administrative Assistant/Student Services Assistant	Library Media Specialist
Principal, Elem./Middle/High School Athletic Director	Maintenance I
Bus Driver	Maintenance II
Bus Assistant	Maintenance III
Central Office Accounting Assist.	Maintenance IV
Central Office Receptionist	Mechanic I
Central Office Executive Secretary	Mechanic II
Central Office Payroll Officer	Metal Detector Officer
CNP Assistant Manager	Para-Professional
CNP Bookkeeper	Principal Elem./Middle/High
CNP Manager Rank 3/Rank 4	Program Assistant
CNP Secretary	Psychometrist
CNP Worker	School Nurse (RN) Lead
Coordinator of Parent Engagement	School Nurse (RN)
Coordinator of Technology Counselor	School Nurse (LPN)
Crossing Guard Custodian	School Secretary Main/High School
Director of Attendance and Security	School Secretary/Attendance School
Director of Career Technical Education	Secretary/Financial
Director of Curriculum	School Secretary-Career Tech
Director of CNP	Security Officer
Director of Human Resources	Substitutes (Certified, Classified)
Director of Maintenance	Supervisor of Business Affairs
Director of Special Education	Supervisor of Professional Development
Director of Student Services	Supervisor of Transportation
Job Coach	Supplements (Sports, Band)
JROTC Instructor	Teacher
	Teacher/Grandfathered
	Technology Senior/Certified/Support

DEFINITIONS (continued)

TRANSFER

A transfer may be of two types: transfers initiated by the system for its purposes, and transfers initiated by individuals of their own volition. This distinction is important for the employees of the system who have been grandfathered at a pay rate higher than those included in this salary schedule. If a grandfathered employee is involuntarily transferred by the system within the same employment category, that employee would retain his/her current or grandfathered salary (e.g., a school aide involuntarily transferred from Bessemer City High to Bessemer City Middle School would retain his/her current or grandfathered salary). If a grandfathered employee is involuntarily transferred by the system to a higher employment category, that employee would retain his/her current or grandfathered salary or the salary specified in this document, whichever is higher (e.g., a principal involuntarily transferred from Charles F. Hard Elementary to Bessemer City High would retain his/her current or grandfathered salary or be eligible for the salary specified in this document).

All involuntary transfers to lower employment categories shall be in accordance with the provisions of the Students First Act.

Conversely, if a grandfathered employee seeks a transfer on his or her own volition and is approved for a transfer by the system, that employee would move to the salary specified in this document. A voluntary move from one type of position to another is regarded as an individual volition transfer; the grandfathered employee would move to this salary schedule (e.g., an assistant principal at Jonesboro Elementary who applies for and is appointed principal at Abrams Elementary would move to this salary schedule).

In instances in which support employees apply and are selected for a position that entails movement from a higher salary schedule to a lower salary schedule, said employees shall be moved to the lower salary schedule at the step closest to their actual years of experience in their current School System job position.

A transfer request form must be completed and a copy be given to the Human Resources Department, the employee's present supervisor and the supervisor responsible for the job posting in order to be considered/interviewed for the job.

In an effort to protect the educational interest of students and established schedules, transfer requested by the employees normally will be made during the months of June, July, and August.

YEARS OF EXPERIENCE

Under normal circumstances, experience is defined as the number of years of service in a particular position, job, or classification within the Bessemer City School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Bessemer City High and one year of service as principal at Greenwood Elementary would have five years of administrative experience, a school secretary with four years of experience as school secretary at Bessemer City Middle School and one year as school aide at Bessemer City High would have only four years of experience

For employees who are promoted to central office positions, initial placement on the salary schedule shall be based upon the following:

1. An administrator coming into a central office Coordinator position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
2. An administrator coming into a central office Supervisor position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
3. The Superintendent may place a new central office administrator at a higher step on the salary schedule in order to assure that the incoming salary reflects an increase from an administrator's previous administrative position, based upon Board approval.

The number of years of acceptable experience for **initial** placement on the salary schedule for certified personnel shall be determined and agreed upon prior to employment. Job applicants must provide verification of all past job-related experience from their former employers, prior to placement on a personnel report. The determination of such credit shall be based on the following criteria:

1. Full-time teaching/administrative experience in all kindergarten through post-secondary public schools (elementary, secondary, and post-secondary public college), in or out of state, shall be approved as credit for placement on the salary schedule.
2. A maximum of three (3) years of experience credit for placement on the salary schedule may be granted for service in the U.S. military.

3. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester of an academic school year.

Under normal circumstances, the number of years of acceptable experience for initial placement on the salary schedule for non-certified personnel shall be determined and agreed upon prior to employment. For employment outside the System that is gained in the exact (no exceptions) employment position for which the job applicant seeks employment in the School System (i.e. secretarial experience applicable only to a secretarial position; bookkeeper experience applicable only to a bookkeeping position; bus driver experience applicable only to a bus driver position; custodial experience applicable only to a custodial position, etc.) some credit for experience may be given. The Bessemer City School system, through the Central Office, shall have sole responsibility for the determination of exactly what skills, etc., are exact and the amount of experience to be credited based upon the documentation provided. Work experience for classified employees outside the System will not be credited above the fourth experience level.

RETIRED TEACHER

Alabama law requires that school systems notify the Teacher Retirement System (TRS) of Alabama upon employment of a retired teacher. A TRS retiree who is employed full-time with a TRS member agency must have his or her retirement benefit suspended until he or she withdraws from service again. If the retiree is employed for a period of two years, he or she may petition the TRS Board of Control to permit the resumption of participation in the TRS. Upon approval, the member will pay the contributions over the non-contributing period plus interest and begin contributing on future compensation. Upon termination of service, the member's retirement benefit would be recalculated to include service accrued since reemployment. The member will also be allowed to reselect a retirement option and beneficiary.

**STATE TEACHERS SALARY SCHEDULE
2021 - 2022 FISCAL YEAR
9, 10, 11, & 12 MONTHS**

Years of Experience	Classification (Months)	Bachelor's Degree Rank I Type II & III	Master's Degree Rank Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	9	42,940	49,379	53,244	57,110
	10	46,383	53,341	57,516	61,692
	11	50,977	58,621	63,211	67,798
	12	55,111	63,376	68,335	73,298
3-5	9	47,231	54,316	58,566	62,821
	10	51,021	58,673	63,266	67,862
	11	56,072	64,483	69,529	74,576
	12	60,618	69,712	75,165	80,628
6-8	9	49,301	56,695	61,148	65,568
	10	53,256	61,242	66,051	70,829
	11	58,526	67,306	72,592	77,840
	12	63,271	72,764	78,479	84,153
9-11	9	50,289	57,827	62,373	66,879
	10	54,324	62,467	67,375	72,245
	11	59,701	68,652	74,046	79,396
	12	64,540	74,220	80,048	85,836
12-14	9	51,292	58,984	63,620	68,215
	10	55,407	63,717	68,725	73,685
	11	60,892	70,023	75,529	80,981
	12	65,828	75,702	81,655	87,550
15-17	9	52,320	60,162	64,889	69,582
	10	56,518	64,987	70,094	75,164
	11	62,112	71,421	77,034	82,608
	12	67,150	77,213	83,279	89,304
18-20	9	53,367	61,371	66,187	70,973
	10	57,722	66,295	71,497	76,667
	11	63,356	72,858	78,576	84,255
	12	68,494	78,764	84,948	91,090
21-23	9	54,431	62,596	67,513	72,394
	10	58,797	67,617	72,929	78,202
	11	64,617	74,314	80,150	85,942
	12	69,857	80,339	86,649	92,914
24-26	9	55,517	63,846	68,864	73,843
	10	59,919	68,917	74,355	79,768
	11	65,785	75,674	81,624	87,539
	12	71,067	81,758	88,195	94,774
27+	9	56,629	65,123	70,241	75,320
	10	60,992	70,240	75,767	81,362
	11	66,978	77,063	83,137	89,168
	12	72,302	83,206	89,770	96,667

Contract Days: 9 Months - 187 Days 11 Months - 222 Days
 10 Months - 202 Days 12 Months - 240 Days

**SYSTEM TEACHERS SALARY SCHEDULE
2021 - 2022 FISCAL YEAR
9, 10, 11, & 12 MONTHS**

Years of Experience	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
21-23	9	54,848	62,597	68,303	72,395
	10	59,247	67,618	73,781	78,202
	11	65,112	74,313	81,087	85,945
	12	70,392	80,339	87,661	92,914
24-26	9	55,517	63,847	69,664	73,843
	10	59,972	68,968	75,252	79,767
	11	65,910	75,796	82,702	87,665
	12	71,253	81,942	89,408	94,772
27+	9	56,629	65,123	71,047	75,320
	10	61,172	70,346	76,746	81,364
	11	67,227	77,311	84,345	89,419
	12	72,679	83,581	91,184	96,668
EC Special Schedule	9				
	10				
	11			92,192	
	12				

Contract Days: 9 Months - 187 Days 11 Months - 222 Days
 10 Months - 202 Days 12 Months - 240 Days

*The pay period for the contract year runs from September 2021 through August 2022.

Employees (9 Month) (180 Days)

The Crossing Guard and Security Officer annual salaries are calculated from the daily rate of pay at the appropriate experience level of the position. Multiply the daily rate of pay times 180 days.

Employees (9 Month) (183 Days)

The Instructional Assistant, Bus Drivers', and Bus Assistants annual salaries are calculated from the daily rate of pay at the appropriate experience level of the position. Multiply the daily rate of pay times 182 days.

Employees (9 Month) (184 Days)

CNP Workers' annual salary is calculated from the daily rate of pay for the position at the appropriate experience level. Multiply the daily rate of pay times 184 days.

Employees (9 Month) (187 Days)

Media Specialist, Counselor, and Psychometrist's annual salaries are calculated from the Teacher's Salary Schedule based on the degree and appropriate experience level.

Employees (9 Month) (192 Days)

CNP Assistant Managers annual salary is calculated from the daily rate of pay for the position at the appropriate experience level. Multiply the daily rate of pay times 192 days.

Employees (10 Month) (202 Days)

Teachers, Athletic Director, and the Lead Nurse annual salaries are calculated from the Teacher's Salary Schedule by multiplying the daily rate of pay based on the degree and appropriate experience level by 202 days.

Employees (11 Month) (222 Days)

Eleven (11) month assistant principals' and annual salaries are calculated from the Assistant Principals' Salary Schedule. The Coordinators of Federal Programs, Parent Engagement, Special Education and Technology annual salaries are based on the Coordinators Salary Schedule.

Employees (11 Month) (222 Days)

The JROTC Instructor's salary is the greater of two (2) times the federal salary reimbursement or the appropriate contract amount from the Teacher's Salary Schedule based on the JROTC Instructor's degrees and recognized years of teaching experience. An increase in either the Teacher's Salary Schedule or the federal salary reimbursement requires a new calculation that could result in a change of salary. The salary increases only when the higher of the two calculated numbers increases. (This formula may result in more or less than 222 days.)

Employees (12 Month) (240 Days)

The salaries for the Central Office clerical staff, twelve (12) month Custodians, are calculated by multiplying the daily rate of pay at the appropriate experience level for the position by 240 days. Directors of Attendance and Safety, Curriculum, Child Nutrition Program, Federal Programs, Special Education Programs, and Human Resources annual salaries are based on the Directors' Salary Schedule. Supervisors of Business Affairs, Maintenance, Transportation salaries are based on the Supervisor's Salary Schedule.

Employees (12 Months) (240 Days)

Central Office Clerical Staff, Custodian- Annual salaries are calculated by multiplying the daily rate of pay at the appropriate experience level for the position by 240 days.

Supervisor of Maintenance and the Supervisor of Transportation- Annual salaries are based on the Classified Supervisor's Salary Schedule.

Contract and Probationary Principals- Annual salaries are calculated from the Principal's Salary Schedule.

Tenure Principals are calculated from the Tenured Principal's Salary Schedule

NOTES RELATIVE TO TEACHER SALARY SCHEDULE

- ◆ Experience credit will only be given for experience (in or out of state) K-post secondary public education.
- ◆ Degree credit will be given to certificated personnel who earn advanced degrees from accredited institutions, with the approval of the degree by the State Department of Education.
- ◆ Certified employees will be placed on the salary matrix considering the highest degree held and years of experience served in public education.
- ◆ Certified employees will be paid for the advanced degree as soon as the degree is **certified and recognized by the State Department of Education.**
- ◆ **Upon receiving funds from the State**, a supplement will be paid to teachers and counselors who meet the National Board for Professional Teaching/Counseling Standards requirements and receive certification from the National Board and in accordance with rules established by the Alabama State Department of Education.
- ◆ Daily Rate – Equals $1/187$ of the annual salary (9 months).
- ◆ Current employees will be paid in 12 equal monthly installments, regardless of contract length (12, 11, 10, or 9 months).
- ◆ Mentors will be paid in accordance with rules established by the Alabama State Department of Education.

**TENURED PRINCIPALS SALARY SCHEDULE
2021- 2022 FISCAL YEAR
12 MONTH/240 DAYS**

Years of Experience	Step	GRADE LEVEL	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	Elementary	73,411	78,711	84,008
		Middle	76,323	81,622	86,920
		High	79,236	84,535	89,832
3-5	4-6	Elementary	75,627	80,990	86,363
		Middle	78,538	83,902	89,265
		High	81,450	86,813	92,177
6-8	7-9	Elementary	77,419	82,816	88,207
		Middle	76,462	85,727	91,119
		High	80,331	88,639	94,030
9-11	10-12	Elementary	78,941	84,348	89,752
		Middle	81,853	87,259	92,663
		High	84,764	90,171	95,575
12-14	13-15	Elementary	80,512	85,931	91,347
		Middle	83,424	88,842	94,260
		High	86,336	91,754	97,171
15-17	16-18	Elementary	82,131	87,566	93,002
		Middle	85,042	90,478	95,913
		High	87,956	93,390	98,825
18-20	19-21	Elementary	83,657	89,103	94,548
		Middle	86,568	92,016	97,460
		High	89,481	94,927	100,372
21-23	22-24	Elementary	85,182	90,638	96,094
		Middle	88,095	93,550	99,006
		High	91,007	96,461	101,917
24-26	25-26	Elementary	85,820	92,098	97,642
		Middle	88,731	95,009	100,563
		High	91,643	97,921	103,465
27+	27	Elementary	86,454	93,580	99,212
		Middle	89,366	96,491	102,124
		High	92,277	99,403	105,035

Note:

The principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. Non-contract and non-probationary principals are paid based upon this salary schedule.

**CONTRACT/PROBATIONARY
 PRINCIPAL SALARY SCHEDULE
 NEGOTIATION RANGE
 2021 - 2022 FISCAL YEAR
 12 MONTH/240 DAYS**

Elementary School	From	74,325	To	96,092
Middle School	From	77,643	To	99,411
Alternative School	From	77,643	To	99,411
High School	From	80,963	To	106,306

Notes:

Principals are employed pursuant to individual contracts based upon qualification, experience, performance and other relative factors. Contract terms for probationary and contract principals including salary, length of contract and similar terms are subject to negotiation.

The position of principal is a 12 month assignment for elementary, middle and high school. A principal will be on call at all times, even while the school is closed for the holidays

ASSISTANT PRINCIPAL ALLOCATION

HIGH SCHOOLS

- It is recommended that an 11-month assistant principal be allocated to each school and a second 11-month assistant principal be allocated to each school with enrollment of 950 or more.

School enrollment from 250-499	.5 Assistant Principal
School enrollment from 500-749	1 Assistant Principal
School enrollment from 750-999	1.5 Assistant Principals
School enrollment from 1,000-1,249	2 Assistant Principals
School enrollment from 1,250-UP	2.5 Assistant Principals

MIDDLE SCHOOLS

- The middle school assistant principal for schools with an enrollment of 499 is an 11-month position.
- The first middle school assistant principal for schools with an enrollment of more than 499 is an 11-month position.

ELEMENTARY SCHOOLS

- The elementary school assistant principal is an 11-month position. It is recommended that an 11-month assistant be allocated to each elementary school with enrollment of 500 or more.

School enrollment from 500-749	.5 Assistant Principal
School enrollment from 750-999	1 Assistant Principal
School enrollment from 1,000-1,249	1.5 Assistant Principals
School enrollment from 1,250-UP	2 Assistant Principals

ASSISTANT PRINCIPALS SALARY SCHEDULE 2021 - 2022
FISCAL YEAR
11 MONTH/222 DAYS

Years of Experience	Step	GRADE LEVEL	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	Elementary	61,552	66,371	71,189
		Middle	63,312	68,266	73,224
		High	64,483	69,533	74,579
3-5	4-6	Elementary	67,708	73,006	78,305
		Middle	69,640	75,090	80,543
		High	70,931	76,483	82,032
6-8	7-9	Elementary	70,672	76,221	81,733
		Middle	72,691	78,401	84,067
		High	74,035	79,852	85,625
9-11	10-12	Elementary	71,621	77,225	82,829
		Middle	73,668	79,431	85,196
		High	75,033	80,901	86,775
12-14	13-15	Elementary	72,918	78,627	84,338
		Middle	75,003	80,873	86,746
		High	76,391	82,373	88,351
15-17	16-18	Elementary	74,583	80,420	86,256
		Middle	76,713	82,719	88,721
		High	78,137	84,249	90,362
18-20	19-21	Elementary	75,547	81,459	87,372
		Middle	77,705	83,788	89,868
		High	79,143	85,338	91,532
21-23	22-24	Elementary	76,513	82,500	88,487
		Middle	78,700	84,857	91,015
		High	80,156	86,427	92,702
24-26	25-26	Elementary	77,148	83,136	89,122
		Middle	79,336	85,495	91,015
		High	80,792	87,062	93,337
27+	27	Elementary	77,784	83,885	89,758
		Middle	79,972	86,127	92,287
		High	81,428	87,698	93,971

ASSISTANT PRINCIPAL NOTES

BASE SALARY

The assistant principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary

GENERAL NOTES

- ◆ Master's Degree – (Class A) certificate must be in administration or educational leadership to qualify for this schedule.
- ◆ Sixth Year – (Class AA) certificate or degree will be recognized for degree credit in or out of field. This remuneration is in effect for all assistant principals upon approval of the schedule.
- ◆ During the time of his/her contract (11 months), an assistant principal will be considered to be on call at all times, even while the school is closed for holidays.

FORMULAS

CENTRAL OFFICE ADMINISTRATIVE POSITIONS

BASE SALARY-CERTIFIED SUPERVISORS, DIRECTORS AND CERTIFIED COORDINATORS

The Certified Director, Supervisor and Coordinator must have a Class A Master's level certification in administration or in the area of employment to qualify for the base salary.

CENTRAL OFFICE ADMINISTRATION NOTES

A professional degree or completion of a credentialing program in the area of employment that requires a minimum of 30 hours of graduate work above the B.S. or B.A. degree.

**A professional degree or completion of a credentialing program in the area of employment that requires a minimum of 30 hours of graduate work above the M.S. or M.A. degree.

**2021 - 2022 FISCAL YEAR
DIRECTOR SALARY SCHEDULE
12 MONTHS/240 DAYS**

Years of Experience		Classification (Months)	Master's Degree Rank I Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2		12	76,568	84,051	85,258
3-5		12	79,328	87,037	88,568
6-8		12	81,673	89,577	91,405
9-11		12	83,754	91,831	93,947
12-14		12	85,882	94,134	96,539
15-17		12	88,057	96,488	99,184
18-20		12	90,140	98,747	101,728
21-23		12	92,226	101,004	104,270
24-26		12	92,850	101,629	104,880
27+		12	93,473	102,251	105,491

Contract 9 Months - 187 Days 11 Months - 222 Days
 10 Months - 202 Days 12 Months - 240 Days

The following positions are funded under the Central Office Director Schedule:

- 12 month Director of Attendance and Security
- 12 month Director of Career Technical Education 12 month Director of Curriculum
- 12 month Director of Federal Programs
- 12 month Director of Human Resources 12 month Director of Maintenance
- 12 month Director of Special Education 12 month Director of Student Services

**2021 - 2022 FISCAL YEAR
SUPERVISOR SALARY SCHEDULE
12 MONTHS/240 DAYS**

Years of Experience	Step	Bachelor/Non-Deg		Master's	Ed. Specialist	Doctoral Degree
		Classification (Months)	Degree Rank II Type II & III	Degree Rank I, Type I	Degree/AA Certificate	
0-2	0-3	12	57,865	66,544	71,753	76,963
3-5	4-6	12	63,651	73,197	78,924	84,654
6-8	7-9	12	66,435	76,401	82,402	88,361
9-11	10-12	12	67,325	77,428	83,486	89,546
12-14	13-15	12	68,633	78,831	85,004	91,176
15-17	16-18	12	70,115	80,631	86,943	93,248
18-20	19-21	12	71,020	81,671	88,064	94,455
21-23	22-24	12	71,925	82,717	89,188	95,663
24-26	25-26	12	72,561	83,351	89,823	96,298
27+	27	12	73,196	83,988	90,460	96,935

The following positions are funded under the Central Office Supervisor Schedule:

- 12 month Supervisor of Business Affairs
- 12 month Supervisor of Professional Development
- 12 month Supervisor of Transportation

NOTES:

- The Supervisor of Maintenance and Supervisor of Transportation are paid in this category. Each employee works 240 days, eight hours each day in a contract year.
- The Supervisor of Maintenance must be a skilled employee in at least one trade (carpentry, plumbing, electricity).
- The Supervisor of Transportation must be trained in school bus driving techniques by the State Department of Education and hold a valid School Bus Driver's Certification and a valid Commercial Driver's License issued by the Department of Public Safety.

COORDINATOR SALARY SCHEDULE
2021- 2022 FISCAL YEAR
10, 11, & 12 MONTHS

Years of Experience	Classification (Months)	Bachelor/Non-Degree	Master's	Ed. Specialist	Doctoral Degree
		Degree Rank II, Type II & III	Degree Rank I, Type I	Degree/AA Certificate	
0-2	10	48,704	56,006	60,391	64,775
	11	53,526	61,552	66,371	71,189
	12	57,864	66,544	71,752	76,963
3-5	10	53,477	61,607	66,429	71,251
	11	58,771	67,708	73,006	78,305
	12	63,536	73,197	78,925	84,655
6-8	10	55,916	64,305	69,354	74,370
	11	61,453	70,672	76,221	81,733
	12	66,435	76,403	82,402	86,611
9-11	10	56,665	65,170	70,269	75,367
	11	62,276	71,621	77,225	82,829
	12	67,327	77,430	83,486	87,822
12-14	10	57,696	66,350	71,544	76,739
	11	63,408	72,918	78,627	84,338
	12	68,550	78,830	85,005	89,424
15-17	10	59,013	67,865	73,176	77,971
	11	64,856	74,583	80,420	85,691
	12	70,114	80,632	86,372	91,458
18-20	10	59,776	68,742	74,119	78,485
	11	65,695	75,547	81,459	86,255
	12	71,022	81,672	86,943	92,638
21-23	10	60,537	69,620	75,068	78,967
	11	66,532	76,513	82,500	86,786
	12	71,925	82,717	87,473	93,824
24-26	10	61,115	70,199	75,645	79,533
	11	67,167	77,149	83,136	87,409
	12	72,612	83,402	88,148	94,495
27+	10	61,695	70,776	76,224	80,101
	11	67,801	77,784	83,771	87,801
	12	73,300	84,090	88,821	95,170
Contract Days:		9 Months - 187 Days 10 Months - 202 Days	11 Months - 12 Months -	222 Days 240 Days	

Central Office Secretary Salary Schedule
2021- 2022 Fiscal Year
10 Months/202 Days
12 Months/240 Days

Years of Experience	Step	10 Months Rank2	12 Months Rank3	12 Months Rank4	12 Months Rank 5	12 Months Ranks	12 Months Rank7
0	1	27,818	31,824	31,887	34,315	37,287	40,264
1	2	27,818	31,824	31,887	34,315	37,287	40,264
2	3	28,334	32,353	32,794	35,556	38,529	41,503
3	4	28,847	32,884	33,705	36,793	39,772	42,747
4	5	29,360	33,414	34,617	38,034	41,009	43,989
5	6	29,872	33,942	35,525	39,278	42,254	45,230
6	7	30,387	34,471	36,434	40,516	43,493	45,961
7	8	30,896	35,000	37,348	41,760	44,733	47,712
8	9	31,412	35,533	38,256	43,001	45,973	48,953
9	10	31,924	36,060	39,166	44,244	47,217	50,194
10	11	32,436	36,590	40,077	45,484	48,458	51,437
11	12	32,947	37,127	40,990	46,725	49,698	52,676
12	13	33,463	37,649	41,896	47,964	50,941	53,917
13	14	33,973	38,180	42,806	49,207	52,177	55,159
14	15	34,488	38,710	43,714	50,448	53,420	56,401
15	16	35,037	39,241	44,625	51,687	54,664	57,639

- Classifications:
- Rank 2 - 10 Month Secretary
 - Rank 3 - Secretary/Receptionist
 - Rank 4 - Senior Secretary
 - Rank 5 - Accounting Assistant
 - Rank 6 - Executive Secretary/Payroll Officer/Accounts Payable
 - Rank 7 - Comptroller/Administrative Assistant/Local School Accountant

Note: Salaries of Secretaries working less than 240 days will be calculated by multiplying the daily rate of pay by the number of days approved.

SCHOOL CLERICAL EMPLOYEES

Clerical Staffing Matrix

Enrollment	Secretary Attendance	Secretary Financial	General Clerical
High Schools			
0 - 499	1.00	1.00	
500 – 749	1.00	1.00	1.00
Middle Schools			
0 - 499	1.00	1.00	
Elementary Schools			
0 – 439*	1.00	1.00	1.00
440 – 659	1.00	1.00	1.00

NOTES

- Each elementary and middle school shall have one (1) attendance secretary and (1) financial secretary. The attendance secretary will be a 222-day contract position and the financial secretary will be a 240-day contract position. All elementary school secretaries/bookkeepers must work 7½ hours each day. For reasons of financial exigency, all positions may not be filled.

School Secretary Salary Schedule
2021 - 2022 Fiscal Year
11 Months/222 Days
12 Months/240 Days

Years of Experience	Step	Rank 11 Secretary	Rank 12 Secretary
0	1	24,519	26,549
1	2	24,519	26,549
2	3	24,807	26,961
3	4	25,167	27,371
4	5	26,233	28,618
5	6	26,611	29,032
6	7	26,991	29,446
7	8	28,132	30,690
8	9	28,733	31,344
9	10	29,353	32,022
10	11	31,408	34,261
11	12	32,229	35,159
12	13	33,047	36,051
13	14	35,106	38,299
14	15	35,595	38,831
15	16	36,097	39,378

Contract Periods:

Rank 11 - 11 Months/222 Days

Rank 12 - 12 Months/240 Days

Custodial Salary Schedule

Fiscal Year

2021 - 2022

10, 11, & 12 MONTHS

Years of Experience	Step	Hours Per Day	10 Month/202 Days Custodian	11 Month/222 Days Custodian	12 Month/240 Days Custodian
0	1	6	15,754	--	
		8	20,353	22,241	23,943
1	2	6	15,754	--	
		8	20,353	22,241	23,943
2	3	6	16,005	--	
		8	20,707	22,632	24,365
3	4	6	16,225	--	
		8	21,024	23,994	24,365
4	5	6	16,478	--	
		8	21,391	23,384	24,756
5	6	6	16,730	--	
		8	21,744	23,772	25,597
6	7	6	16,964	--	
		8	22,076	24,132	25,989
7	8	6	17,201	--	
		8	22,428	24,532	26,409
8	9	6	17,468	--	
		8	22,808	24,941	26,868
9	10	6	17,735	--	
		8	23,188	25,361	27,343
10	11	6	17,987	--	
		8	23,542	25,747	27,783
11	12	6	18,252	--	
		8	23,923	26,168	28,259
12	13	6	18,546	--	
		8	24,303	26,583	28,730
13	14	6	18,815	--	
		8	24,655	26,985	29,174
14	15	6	19,101	--	
		8	25,037	27,439	29,645
15	16	6	19,389	--	
		8	25,377	27,862	30,122
16	17	6	19,674	--	
		8	25,795	28,294	30,594
17	18	6	19,942	--	
		8	26,173	28,739	31,067
18	19	6	20,210	--	
		8	26,529	29,147	31,510
19	20	6	20,581	--	
		8	27,024	29,698	32,108
20	21	6	20,869	--	
		8	27,425	30,139	32,583

**Maintenance Salary Schedule
2021 - 2022 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Classification M-IV	Classification M-111	Classification M-11	Classification M-1	Classification M-V
0	1	23,943	24,361	32,250	37,298	52,414
1	2	23,943	24,361	32,250	37,940	53,539
2	3	24,365	24,798	32,479	38,623	54,664
3	4	24,759	25,229	32,705	39,343	55,789
4	5	25,176	25,700	32,969	40,025	56,915
5	6	25,597	26,132	33,199	40,645	58,040
6	7	25,989	26,567	33,428	41,434	59,165
7	8	26,409	27,016	33,655	42,156	60,292
8	9	26,868	27,468	33,879	42,836	61,417
9	10	27,343	27,964	34,147	43,558	62,543
10	11	27,783	28,419	34,378	44,242	63,668
11	12	28,259	28,873	34,604	44,925	63,668
12	13	28,730	29,330	34,831	45,646	63,668
13	14	29,174	29,784	35,058	46,329	63,668
14	15	29,645	30,238	35,324	47,049	63,668
15	16	30,122	30,735	35,555	47,732	63,668
16	17	30,594	31,188	35,779	48,454	63,668
17	18	31,067	31,644	36,005	49,135	63,668
18	19	31,510	32,099	36,236	49,819	63,668
19	20	32,108	32,554	36,499	50,538	63,668
20	21	32,583	33,047	36,725	51,232	63,668

•The Maintenance Workers I, II, III and IV are employed eight hours per day in a contract year. It is recommended that Worker IV be skilled in a trade.

**Transportation Salary Schedule
2021 - 2022 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Mechanic II	Mechanic I
0	1	34,147	43,635
1	2	34,147	43,635
2	3	34,565	44,090
3	4	34,982	44,546
4	5	35,400	44,998
5	6	35,817	45,455
6	7	36,236	45,911
7	8	36,653	46,366
8	9	37,070	46,821
9	10	37,486	47,277
10	11	37,903	47,732
11	12	38,318	48,186
12	13	38,737	48,641
13	14	39,155	49,098
14	15	39,574	49,553
15	16	39,989	50,009
16	17	40,407	50,463
17	18	40,824	50,917
18	19	41,244	51,375
19	20	41,659	51,828
20	21	42,078	52,284

• *The Mechanic I and II are state certified skilled mechanic positions.*

**Bus Driver Salary Schedule 2021 -
2022 Fiscal Year
9 Months/183 Days**

Years of Experience	Step	Salary
0	1	15,228
1	2	15,228
2	3	15,734
3	4	15,987
4	5	16,239
5	6	16,491

**Bus Assistant Salary Schedule 2021 -
2022 Fiscal Year
9 Months/183 Days**

Years of Experience	Step	Salary
0	1	12,767
1	2	12,767
2	3	13,107
3	4	13,396
4	5	14,076
5	6	14,417

BUS SUPPLEMENTS (Extra Runs)

Bus supplements are for one year only and are not included when base salary is computed. The Supervisor of Transportation must recommend a particular individual for a specific supplement each school year. No continuing services status in the supplemental position is implied or should be assumed by the individual receiving the supplement.

A run is defined as driving to and from a specific destination.

**Child Nutrition Program Managerial Salary Schedule
2021 - 2022 Fiscal Year
192 Days**

Years of Experience	Step	Assistant Manager	Manager Rank 3	Manager Rank 4
0	1	21,938	24,303	25,930
1	2	21,938	24,303	25,930
2	3	23,393	25,914	27,431
3	4	23,663	26,218	27,751
4	5	23,983	26,521	28,101
5	6	24,271	26,857	28,469
6	7	24,605	27,177	28,820
7	8	25,244	27,496	29,172
8	9	25,548	27,846	29,524
9	10	26,026	28,374	29,810
10	11	26,489	28,853	29,810
11	12	26,968	29,332	30,753
12	13	27,431	29,810	31,232
13	14	27,896	30,290	31,694
14	15	28,374	30,753	32,189
15	16	28,853	31,232	32,669
16	17	29,332	31,694	33,132
17	18	29,810	32,189	33,596
18	19	30,290	32,669	34,089
19	20	30,753	33,132	34,554
20	21	31,232	33,596	35,031
21	22	31,694	34,089	35,527

The CNP Manager works 7 hours each day during the contract year.

**Child Nutrition Program Worker
2021 - 2022 Fiscal Year
182 Days**

Years of Experience	Step	Salary
0	1	16,122
1	2	16,122
2	3	16,586
3	4	17,038
4	5	17,329
5	6	17,872
6	7	18,457
7	8	18,814
8	9	19,198
9	10	19,583
10	11	19,955
11	12	20,338
12	13	20,710
13	14	21,081
14	15	21,453
15	16	21,823
16	17	22,207
17	18	22,592
18	19	22,964
19	20	23,349
20	21	23,718
21	22	24,077

Nurse Salary Schedule
2021- 2022 Fiscal Year
9 Months/182 Days, 10 Months/202 Days

Years of Experience	Step	Licensed Practical Nurse - LPN 182 Days	Registered Nurse - RN (BS) 182 Days	Registered Nurse - RN (MS) 182 Days	Lead Nurse 202 Days
0-2	1-3	21,968	41,791	48,063	54,361
		21,968	41,791	48,063	54,361
		21,968	41,791	48,063	54,361
3-5	4-6	24,143	45,969	52,858	55,049
		24,143	45,969	52,858	60,147
		24,143	45,969	52,858	60,147
6-8	7-9	25,183	47,982	55,179	60,147
		25,183	47,982	55,179	62,931
		25,183	47,982	55,179	62,931
9-11	10-12	25,509	48,623	55,918	62,931
		25,509	48,623	55,918	62,931
		25,509	48,623	55,918	62,931
12-14	13-15	25,970	49,509	56,932	62,931
		25,970	49,509	56,932	62,931
		25,970	49,509	56,932	62,931
15-17	16-18	26,539	50,637	58,235	62,931
		26,539	50,637	58,235	62,931
		26,539	50,637	58,235	62,931
18-20	19-21	26,859	51,292	58,984	62,931
		26,859	51,292	58,984	62,931
		26,859	51,292	58,984	62,931
21-23	22-24	27,180	51,946	59,740	62,931
		27,180	51,946	59,740	62,931
		27,180	51,946	59,740	62,931
24-26	25-27	27,758	52,564	60,358	62,931
		27,758	52,564	60,358	62,931
		27,758	52,564	60,358	62,931
27	28	28,337	53,184	60,977	62,931

**Para-Professional Salary Schedule
2021 - 2022 Fiscal Year
9 Months/187 Days**

Years of Experience	Step	Salary
0	1	22,153
1	2	22,153
2	3	22,437
3	4	22,861
4	5	23,291
5	6	23,518

The Para-Professional works seven hours each day.

**Job Coach Salary Schedule 2021 -
2022 Fiscal Year
9 Months/187 Days**

Years of Experience	Step	Salary
0	1	27,666
1	2	28,097
2	3	28,511
3	4	28,929
4	5	29,336
5	6	29,747
6	7	30,161
7	8	30,573
8	9	30,985
9	10	31,397
10	11	31,808
11	12	32,221
12	13	32,632
13	14	33,044
14	15	33,455
15	16	33,867

**Crossing Guard Salary Schedule Metal
Detector Officer Salary Schedule
Security Officer Salary Schedule 2021 -
2022 Fiscal Year
180 Days/2 Hours Per Day**

Position	Hourly Rate	Length of Contract
Crossing Guard	10.00	Part-time
Metal Detector Officer	15.00	Part-time
Security Officer	20.00	Part-time

Note: Positions on this Salary Schedule are part-time with no benefits.

**Technology Salary Schedule
2021 - 2022 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Tech Support	Certified Tech Support	Senior Tech Support
0	1	41,465	43,589	52,820
1	2	42,240	44,364	53,595
2	3	43,016	45,140	54,371
3	4	43,790	45,914	55,148
4	5	44,564	46,687	56,182
5	6	45,340	47,464	57,212
6	7	46,113	48,236	58,251
7	8	46,888	49,011	59,281
8	9	47,665	49,787	60,315
9	10	48,438	50,560	61,351
10	11	49,215	51,336	62,383

SUBSTITUTE AND PART-TIME EMPLOYMENT

SUBSTITUTE EMPLOYMENT

TEACHING PERSONNEL		SUPPORT PERSONNEL	
CLASSIFICATION	DAILY RATE	CLASSIFICATION	DAILY RATE
Substitute	\$80.00	**CNP Substitute	\$9.36 per hour
*Extended Certified Substitute	\$125.00	Bus Driver Substitute	\$55.00
		Extended Bus Driver Substitute (After 10 days)	\$60.00
		Custodian	\$60.00
		Instructional/Clerical Assistant	\$60.00
		School Secretary/ Bookkeeper	\$60.00
		LPN ***	\$8.50 per hour
		Extended LPN ****	\$10.00 per hour

NOTES

*** CNP Substitutes will be compensated on an hourly rate basis instead of a daily rate.*

**** Must hold a current License as an LPN.*

***** Retroactive pay to equal \$10.00 per hour for Extended LPN Substitutes will be given for continuous long-term employment exceeding 20 consecutive full-day assignments in a single school. The nurse must hold a current License as an LPN.*

SALARY SUPPLEMENT SCHEDULE

Supplements are for one year only, approved by the Board annually, and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season. No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.

SUPPLEMENTS FISCAL YEAR 2021 - 2022

HIGH SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$3,000
Head Football Coach, Varsity	\$6,500
Head Football Coach, Varsity - Extra Days	Additional Days
Assistant Football, Varsity ⁽⁵⁾	\$2,500
Head Football Coach, Freshman ⁽²⁾	\$2,000
Assistant Football, Freshman	\$1,500
Defensive Coordinator	\$750
Offensive Coordinator	\$750
Basketball, Head Varsity (Boys)	\$5,000
Basketball, Head Varsity (Boys) - Extra Days	
Assistant Basketball, Varsity (Boys) ⁽¹⁾	\$2,500
Basketball, Head, Freshman (Boys)	\$1,000
Basketball Head Coach (Girls)	\$5,000
Basketball Head Coach (Girls) - Extra Days	
Basketball Assistant Coach (Girls) ⁽¹⁾	\$2,500
Basketball Head Freshman (Girls)	\$1,000
Baseball, Head Coach, Varsity	\$2,000
Baseball, Assistant, Varsity ⁽¹⁾	\$1,000
Softball Head Coach	\$2,000
Softball Assistant Coach ⁽¹⁾	\$1,000
Track Head Coach, Boys/Girls	\$1,500
Track Assistant, Boys/Girls	\$1,500
Volleyball Head Coach	\$1,500
Volleyball Assistant Coach ⁽¹⁾	\$1,000
Golf - Girls	\$2,000
Golf - Boys	\$2,000
Soccer, Boys	\$2,500
Soccer, Girls	\$2,500
Strength Coach	\$1,200
Band Director	\$5,000
Cheerleader Coach	\$2,000
Cheerleader Coach, Freshman/Junior	\$1,500
Majorette, Drill, Dance & Flag Corp	\$1,000
Athletic Nurse	\$1,000
Equipment Manager	\$750

**SUPPLEMENTS
FISCAL YEAR
2021 - 2022**

MIDDLE SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$2,000
Baseball - Head Coach	\$1,000
Basketball - Head Coach (8 th Grade Boys)	\$2,500
Basketball - Head Coach (Girls)	\$2,500
Football Head Coach	\$3,200
Football Assistant Coach (2)	\$1,500
Soccer Head Coach (Boys & Girls)	\$1,000
Softball Head Coach	\$1,000
Volleyball Head Coach	\$1,000
Athletic Nurse	\$1,000
Cheerleader Coach	\$1,000

**PLAY OFF & STATE CHAMPIONSHIP SUPPLEMENTS
FISCAL YEAR 2021 - 2022**

POSITION	SUPPLEMENT
Play Off Games:	
Head Coach	\$200/Game
Assistant Coach	\$100/Game
Cheerleader Coach/Sponsor (includes state championship)	\$200/Game
State Championship Games:	
Head Coach	\$5,000
Assistant Coach	\$1,000

NOTES

- *All assistant varsity football coaches must coach an additional sport.*
- *All coaches will be paid for EACH sport they coach.*
- *One coach should not earn two supplements during the same season except within the same sport.*
- *Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract season.*
- *The supplemental salary schedule becomes effective for coaches employed after the 2018-2019 school year.*