

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	\$48,552.00 \$4,046.00 \$259.64	\$52,913.00 \$4,409.42 \$282.96	\$57,055.00 \$4,754.58 \$305.11	\$61,195.00 Annual \$5,099.58 Month \$327.25 Day
3-5	\$50,609.00 \$4,217.42 \$270.64	\$58,200.00 \$4,850.00 \$311.23	\$62,755.00 \$5,229.58 \$335.59	\$67,317.00 Annual \$5,609.75 Month \$359.98 Day
6-8	\$52,828.00 \$4,402.33 \$282.50	\$60,750.00 \$5,062.50 \$324.87	\$65,522.00 \$5,460.17 \$350.39	\$70,259.00 Annual \$5,854.92 Month \$375.72 Day
9	\$54,424.00 \$4,535.33 \$291.04	\$62,586.00 \$5,215.50 \$334.68	\$67,501.00 \$5,625.08 \$360.97	\$72,382.00 Annual \$6,031.83 Month \$387.07 Day
10	\$54,966.00 \$4,580.50 \$293.94	\$63,211.00 \$5,267.58 \$338.03	\$68,175.00 \$5,681.25 \$364.57	\$73,105.00 Annual \$6,092.08 Month \$390.94 Day
11	\$55,517.00 \$4,626.42 \$296.88	\$63,843.00 \$5,320.25 \$341.41	\$68,857.00 \$5,738.08 \$368.22	\$73,835.00 Annual \$6,152.92 Month \$394.84 Day
12	\$56,072.00 \$4,672.67 \$299.85	\$64,482.00 \$5,373.50 \$344.82	\$69,545.00 \$5,795.42 \$371.90	\$74,574.00 Annual \$6,214.50 Month \$398.79 Day
13	\$56,633.00 \$4,719.42 \$302.85	\$65,125.00 \$5,427.08 \$348.26	\$70,242.00 \$5,853.50 \$375.63	\$75,319.00 Annual \$6,276.58 Month \$402.78 Day
14	\$57,199.00 \$4,766.58 \$305.88	\$65,777.00 \$5,481.42 \$351.75	\$70,943.00 \$5,911.92 \$379.37	\$76,073.00 Annual \$6,339.42 Month \$406.81 Day
15	\$57,771.00 \$4,814.25 \$308.94	\$66,436.00 \$5,536.33 \$355.27	\$71,653.00 \$5,971.08 \$383.17	\$76,834.00 Annual \$6,402.83 Month \$410.88 Day
16	\$58,349.00 \$4,862.42 \$312.03	\$67,099.00 \$5,591.58 \$358.82	\$72,369.00 \$6,030.75 \$387.00	\$77,602.00 Annual \$6,466.83 Month \$414.98 Day
17	\$58,932.00 \$4,911.00 \$315.14	\$67,770.00 \$5,647.50 \$362.41	\$73,094.00 \$6,091.17 \$390.88	\$78,378.00 Annual \$6,531.50 Month \$419.13 Day
18	\$59,522.00 \$4,960.17 \$318.30	\$68,448.00 \$5,704.00 \$366.03	\$73,825.00 \$6,152.08 \$394.79	\$79,161.00 Annual \$6,596.75 Month \$423.32 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	\$60,116.00 \$5,009.67 \$321.48	\$69,132.00 \$5,761.00 \$369.69	\$74,564.00 \$6,213.67 \$398.74	\$79,952.00 Annual \$6,662.67 Month \$427.55 Day
20	\$60,718.00 \$5,059.83 \$324.70	\$69,824.00 \$5,818.67 \$373.39	\$75,308.00 \$6,275.67 \$402.72	\$80,753.00 Annual \$6,729.42 Month \$431.83 Day
21	\$61,325.00 \$5,110.42 \$327.94	\$70,522.00 \$5,876.83 \$377.12	\$76,062.00 \$6,338.50 \$406.75	\$81,561.00 Annual \$6,796.75 Month \$436.16 Day
22	\$61,938.00 \$5,161.50 \$331.22	\$71,228.00 \$5,935.67 \$380.90	\$76,821.00 \$6,401.75 \$410.81	\$82,376.00 Annual \$6,864.67 Month \$440.51 Day
23	\$62,557.00 \$5,213.08 \$334.53	\$71,939.00 \$5,994.92 \$384.70	\$77,590.00 \$6,465.83 \$414.92	\$83,199.00 Annual \$6,933.25 Month \$444.91 Day
24	\$63,183.00 \$5,265.25 \$337.88	\$72,659.00 \$6,054.92 \$388.55	\$78,366.00 \$6,530.50 \$419.07	\$84,031.00 Annual \$7,002.58 Month \$449.36 Day
25	\$63,815.00 \$5,317.92 \$341.26	\$73,385.00 \$6,115.42 \$392.43	\$79,149.00 \$6,595.75 \$423.26	\$84,872.00 Annual \$7,072.67 Month \$453.86 Day
26	\$64,452.00 \$5,371.00 \$344.66	\$74,119.00 \$6,176.58 \$396.36	\$79,941.00 \$6,661.75 \$427.49	\$85,720.00 Annual \$7,143.33 Month \$458.40 Day
27	\$65,098.00 \$5,424.83 \$348.12	\$74,860.00 \$6,238.33 \$400.32	\$80,741.00 \$6,728.42 \$431.77	\$86,578.00 Annual \$7,214.83 Month \$462.98 Day
28	\$65,749.00 \$5,479.08 \$351.60	\$75,609.00 \$6,300.75 \$404.33	\$81,547.00 \$6,795.58 \$436.08	\$87,443.00 Annual \$7,286.92 Month \$467.61 Day
29	\$66,407.00 \$5,533.92 \$355.12	\$76,365.00 \$6,363.75 \$408.37	\$82,363.00 \$6,863.58 \$440.44	\$88,318.00 Annual \$7,359.83 Month \$472.29 Day
30	\$67,070.00 \$5,589.17 \$358.66	\$77,129.00 \$6,427.42 \$412.45	\$83,187.00 \$6,932.25 \$444.85	\$89,202.00 Annual \$7,433.50 Month \$477.02 Day
31	\$67,741.00 \$5,645.08 \$362.25	\$77,900.00 \$6,491.67 \$416.58	\$84,019.00 \$7,001.58 \$449.30	\$90,092.00 Annual \$7,507.67 Month \$481.78 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	\$68,419.00	\$78,679.00	\$84,859.00	\$90,994.00 Annual
	\$5,701.58	\$6,556.58	\$7,071.58	\$7,582.83 Month
	\$365.88	\$420.74	\$453.79	\$486.60 Day
33	\$69,102.00	\$79,466.00	\$85,708.00	\$91,905.00 Annual
	\$5,758.50	\$6,622.17	\$7,142.33	\$7,658.75 Month
	\$369.53	\$424.95	\$458.33	\$491.47 Day
34	\$69,793.00	\$80,260.00	\$86,565.00	\$92,824.00 Annual
	\$5,816.08	\$6,688.33	\$7,213.75	\$7,735.33 Month
	\$373.22	\$429.20	\$462.91	\$496.39 Day
35	\$70,492.00	\$81,063.00	\$87,430.00	\$93,751.00 Annual
	\$5,874.33	\$6,755.25	\$7,285.83	\$7,812.58 Month
	\$376.96	\$433.49	\$467.54	\$501.34 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	51,532.00	58,431.00	62,573.00	66,714.00	Annual
	4,294.33	4,869.25	5,214.42	5,559.50	Month
	272.66	309.16	331.07	352.98	Day
1	55,164.00	63,438.00	68,403.00	73,371.00	Annual
	4,597.00	5,286.50	5,700.25	6,114.25	Month
	291.87	335.65	361.92	388.21	Day
2	58,112.00	66,825.00	72,075.00	77,285.00	Annual
	4,842.67	5,568.75	6,006.25	6,440.42	Month
	307.47	353.57	381.35	408.92	Day
3	59,811.00	68,782.00	74,185.00	79,548.00	Annual
	4,984.25	5,731.83	6,182.08	6,629.00	Month
	316.46	363.93	392.51	420.89	Day
4	61,557.00	70,790.00	76,349.00	81,869.00	Annual
	5,129.75	5,899.17	6,362.42	6,822.42	Month
	325.70	374.55	403.96	433.17	Day
5	63,348.00	72,849.00	78,571.00	84,252.00	Annual
	5,279.00	6,070.75	6,547.58	7,021.00	Month
	335.17	385.44	415.72	445.78	Day
6	65,188.00	74,963.00	80,853.00	86,697.00	Annual
	5,432.33	6,246.92	6,737.75	7,224.75	Month
	344.91	396.63	427.79	458.71	Day
7	67,075.00	77,135.00	83,193.00	89,208.00	Annual
	5,589.58	6,427.92	6,932.75	7,434.00	Month
	354.89	408.12	440.17	472.00	Day
8	68,416.00	78,675.00	84,857.00	90,993.00	Annual
	5,701.33	6,556.25	7,071.42	7,582.75	Month
	361.99	416.27	448.98	481.44	Day
9	69,784.00	80,250.00	86,554.00	92,813.00	Annual
	5,815.33	6,687.50	7,212.83	7,734.42	Month
	369.23	424.60	457.96	491.07	Day
10	70,829.00	81,455.00	87,851.00	94,204.00	Annual
	5,902.42	6,787.92	7,320.92	7,850.33	Month
	374.76	430.98	464.82	498.43	Day
11	71,892.00	82,677.00	89,170.00	95,616.00	Annual
	5,991.00	6,889.75	7,430.83	7,968.00	Month
	380.38	437.44	471.80	505.90	Day
12-14	72,971.00	83,917.00	90,506.00	97,051.00	Annual
	6,080.92	6,993.08	7,542.17	8,087.58	Month
	386.09	444.01	478.87	513.50	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	74,069.00	85,181.00	91,871.00	98,513.00	Annual
	6,172.42	7,098.42	7,655.92	8,209.42	Month
	391.90	450.69	486.09	521.23	Day
18-20	75,192.00	86,470.00	93,261.00	100,004.00	Annual
	6,266.00	7,205.83	7,771.75	8,333.67	Month
	397.84	457.51	493.44	529.12	Day
21-23	76,335.00	87,787.00	94,680.00	101,526.00	Annual
	6,361.25	7,315.58	7,890.00	8,460.50	Month
	403.89	464.48	500.95	537.17	Day
24-26	77,501.00	89,126.00	96,126.00	103,078.00	Annual
	6,458.42	7,427.17	8,010.50	8,589.83	Month
	410.06	471.57	508.60	545.39	Day
27+	78,691.00	90,496.00	97,602.00	104,660.00	Annual
	6,557.58	7,541.33	8,133.50	8,721.67	Month
	416.35	478.81	516.41	553.76	Day

(10 MONTH) ELEM. GUIDANCE/ CAREER TECH/ PSYCHOMETRIST
MATH COACH/ MENTAL HEALTH COUNSELOR

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	52,446.55	57,157.36	61,631.60	66,103.69	Annual
	4,370.55	4,763.11	5,135.97	5,508.64	Month
	259.64	282.96	305.11	327.25	Day
3-5	54,668.55	62,868.45	67,788.82	72,716.76	Annual
	4,555.71	5,239.04	5,649.07	6,059.73	Month
	270.64	311.23	335.59	359.98	Day
6-8	57,065.54	65,622.99	70,777.78	75,894.75	Annual
	4,755.46	5,468.58	5,898.15	6,324.56	Month
	282.50	324.87	350.39	375.72	Day
9	58,789.56	67,606.27	72,915.52	78,188.04	Annual
	4,899.13	5,633.86	6,076.29	6,515.67	Month
	291.04	334.68	360.97	387.07	Day
10	59,375.04	68,281.40	73,643.58	78,969.04	Annual
	4,947.92	5,690.12	6,136.97	6,580.75	Month
	293.94	338.03	364.57	390.94	Day
11	59,970.24	68,964.10	74,380.29	79,757.59	Annual
	4,997.52	5,747.01	6,198.36	6,646.47	Month
	296.88	341.41	368.22	394.84	Day
12	60,569.75	69,654.35	75,123.48	80,555.87	Annual
	5,047.48	5,804.53	6,260.29	6,712.99	Month
	299.85	344.82	371.90	398.79	Day
13	61,175.75	70,348.93	75,876.39	81,360.63	Annual
	5,097.98	5,862.41	6,323.03	6,780.05	Month
	302.85	348.26	375.63	402.78	Day
14	61,787.16	71,053.23	76,633.61	82,175.11	Annual
	5,148.93	5,921.10	6,386.13	6,847.93	Month
	305.88	351.75	379.37	406.81	Day
15	62,405.04	71,765.09	77,400.57	82,997.16	Annual
	5,200.42	5,980.42	6,450.05	6,916.43	Month
	308.94	355.27	383.17	410.88	Day
16	63,029.40	72,481.27	78,174.00	83,826.76	Annual
	5,252.45	6,040.11	6,514.50	6,985.56	Month
	312.03	358.82	387.00	414.98	Day
17	63,659.17	73,206.10	78,957.16	84,665.01	Annual
	5,304.93	6,100.51	6,579.76	7,055.42	Month
	315.14	362.41	390.88	419.13	Day
18	64,296.49	73,938.48	79,746.79	85,510.81	Annual
	5,358.04	6,161.54	6,645.57	7,125.90	Month
	318.30	366.03	394.79	423.32	Day

(10 MONTH) ELEM. GUIDANCE/ CAREER TECH/ PSYCHOMETRIST
MATH COACH/ MENTAL HEALTH COUNSELOR

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	64,938.14 5,411.51 321.48	74,677.35 6,223.11 369.69	80,545.07 6,712.09 398.74	86,365.26 7,197.11 427.55	Annual Month Day
20	65,588.43 5,465.70 324.70	75,424.86 6,285.40 373.39	81,348.75 6,779.06 402.72	87,230.51 7,269.21 431.83	Annual Month Day
21	66,244.12 5,520.34 327.94	76,178.84 6,348.24 377.12	82,163.23 6,846.94 406.75	88,103.33 7,341.94 436.16	Annual Month Day
22	66,906.29 5,575.52 331.22	76,941.48 6,411.79 380.90	82,983.11 6,915.26 410.81	88,983.70 7,415.31 440.51	Annual Month Day
23	67,574.94 5,631.25 334.53	77,709.51 6,475.79 384.70	83,813.80 6,984.48 414.92	89,872.72 7,489.39 444.91	Annual Month Day
24	68,251.16 5,687.60 337.88	78,487.26 6,540.61 388.55	84,652.04 7,054.34 419.07	90,771.45 7,564.29 449.36	Annual Month Day
25	68,933.85 5,744.49 341.26	79,271.50 6,605.96 392.43	85,497.85 7,124.82 423.26	91,679.91 7,639.99 453.86	Annual Month Day
26	69,621.95 5,801.83 344.66	80,064.37 6,672.03 396.36	86,353.38 7,196.11 427.49	92,595.94 7,716.33 458.40	Annual Month Day
27	70,319.76 5,859.98 348.12	80,864.81 6,738.73 400.32	87,217.55 7,268.13 431.77	93,522.76 7,793.56 462.98	Annual Month Day
28	71,022.98 5,918.58 351.60	81,673.89 6,806.16 404.33	88,088.20 7,340.68 436.08	94,457.14 7,871.43 467.61	Annual Month Day
29	71,733.76 5,977.81 355.12	82,490.53 6,874.21 408.37	88,969.66 7,414.14 440.44	95,402.33 7,950.19 472.29	Annual Month Day
30	72,449.95 6,037.50 358.66	83,315.82 6,942.98 412.45	89,859.75 7,488.31 444.85	96,357.24 8,029.77 477.02	Annual Month Day
31	73,174.77 6,097.90 362.25	84,148.66 7,012.39 416.58	90,758.49 7,563.21 449.30	97,318.63 8,109.89 481.78	Annual Month Day

(10 MONTH) ELEM. GUIDANCE/ CAREER TECH/ PSYCHOMETRIST
MATH COACH/ MENTAL HEALTH COUNSELOR

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32	73,907.16	84,990.15	91,665.87	98,292.98	Annual
	6,158.93	7,082.51	7,638.82	8,191.08	Month
	365.88	420.74	453.79	486.60	Day
33	74,644.94	85,840.28	92,582.97	99,277.06	Annual
	6,220.41	7,153.36	7,715.25	8,273.09	Month
	369.53	424.95	458.33	491.47	Day
34	75,391.37	86,697.97	93,508.72	100,269.78	Annual
	6,282.61	7,224.83	7,792.39	8,355.81	Month
	373.22	429.20	462.91	496.39	Day
35	76,146.44	87,565.38	94,443.10	101,271.13	Annual
	6,345.54	7,297.11	7,870.26	8,439.26	Month
	376.96	433.49	467.54	501.34	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	57,639.27	62,816.50	67,733.74	72,648.61	Annual
	4,803.27	5,234.71	5,644.48	6,054.05	Month
	259.64	282.96	305.11	327.25	Day
3-5	60,081.27	69,093.05	74,500.59	79,916.44	Annual
	5,006.77	5,757.75	6,208.38	6,659.70	Month
	270.64	311.23	335.59	359.98	Day
6-8	62,715.59	72,120.32	77,785.48	83,409.08	Annual
	5,226.30	6,010.03	6,482.12	6,950.76	Month
	282.50	324.87	350.39	375.72	Day
9	64,610.31	74,299.96	80,134.88	85,929.43	Annual
	5,384.19	6,191.66	6,677.91	7,160.79	Month
	291.04	334.68	360.97	387.07	Day
10	65,253.75	75,041.94	80,935.03	86,787.75	Annual
	5,437.81	6,253.49	6,744.59	7,232.31	Month
	293.94	338.03	364.57	390.94	Day
11	65,907.88	75,792.22	81,744.67	87,654.39	Annual
	5,492.32	6,316.02	6,812.06	7,304.53	Month
	296.88	341.41	368.22	394.84	Day
12	66,566.76	76,550.82	82,561.44	88,531.70	Annual
	5,547.23	6,379.24	6,880.12	7,377.64	Month
	299.85	344.82	371.90	398.79	Day
13	67,232.76	77,314.17	83,388.90	89,416.14	Annual
	5,602.73	6,442.85	6,949.07	7,451.34	Month
	302.85	348.26	375.63	402.78	Day
14	67,904.70	78,088.20	84,221.10	90,311.26	Annual
	5,658.72	6,507.35	7,018.43	7,525.94	Month
	305.88	351.75	379.37	406.81	Day
15	68,583.75	78,870.55	85,063.99	91,214.70	Annual
	5,715.31	6,572.55	7,088.67	7,601.22	Month
	308.94	355.27	383.17	410.88	Day
16	69,269.94	79,657.64	85,914.00	92,126.44	Annual
	5,772.49	6,638.14	7,159.50	7,677.20	Month
	312.03	358.82	387.00	414.98	Day
17	69,962.05	80,454.22	86,774.70	93,047.68	Annual
	5,830.17	6,704.52	7,231.22	7,753.97	Month
	315.14	362.41	390.88	419.13	Day
18	70,662.48	81,259.12	87,642.51	93,977.23	Annual
	5,888.54	6,771.59	7,303.54	7,831.44	Month
	318.30	366.03	394.79	423.32	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	71,367.66 5,947.30 321.48	82,071.14 6,839.26 369.69	88,519.83 7,376.65 398.74	94,916.28 7,909.69 427.55	Annual Month Day
20	72,082.33 6,006.86 324.70	82,892.66 6,907.72 373.39	89,403.08 7,450.26 402.72	95,867.20 7,988.93 431.83	Annual Month Day
21	72,802.94 6,066.91 327.94	83,721.30 6,976.78 377.12	90,298.20 7,524.85 406.75	96,826.43 8,068.87 436.16	Annual Month Day
22	73,530.67 6,127.56 331.22	84,559.44 7,046.62 380.90	91,199.26 7,599.94 410.81	97,793.97 8,149.50 440.51	Annual Month Day
23	74,265.53 6,188.79 334.53	85,403.52 7,116.96 384.70	92,112.19 7,676.02 414.92	98,771.01 8,230.92 444.91	Annual Month Day
24	75,008.70 6,250.72 337.88	86,258.28 7,188.19 388.55	93,033.43 7,752.79 419.07	99,758.73 8,313.23 449.36	Annual Month Day
25	75,758.98 6,313.25 341.26	87,120.16 7,260.01 392.43	93,962.98 7,830.25 423.26	100,757.13 8,396.43 453.86	Annual Month Day
26	76,515.21 6,376.27 344.66	87,991.54 7,332.63 396.36	94,903.22 7,908.60 427.49	101,763.85 8,480.32 458.40	Annual Month Day
27	77,282.12 6,440.18 348.12	88,871.23 7,405.94 400.32	95,852.95 7,987.75 431.77	102,782.44 8,565.20 462.98	Annual Month Day
28	78,054.96 6,504.58 351.60	89,760.42 7,480.03 404.33	96,809.81 8,067.48 436.08	103,809.34 8,650.78 467.61	Annual Month Day
29	78,836.12 6,569.68 355.12	90,657.91 7,554.83 408.37	97,778.53 8,148.21 440.44	104,848.11 8,737.34 472.29	Annual Month Day
30	79,623.21 6,635.27 358.66	91,564.91 7,630.41 412.45	98,756.76 8,229.73 444.85	105,897.56 8,824.80 477.02	Annual Month Day
31	80,419.80 6,701.65 362.25	92,480.21 7,706.68 416.58	99,744.48 8,312.04 449.30	106,954.14 8,912.84 481.78	Annual Month 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	81,224.70	93,405.02	100,741.70	108,024.96	Annual
	6,768.72	7,783.75	8,395.14	9,002.08	Month
	365.88	420.74	453.79	486.60	Day
33	82,035.53	94,339.32	101,749.60	109,106.47	Annual
	6,836.29	7,861.61	8,479.13	9,092.21	Month
	369.53	424.95	458.33	491.47	Day
34	82,855.86	95,281.93	102,767.01	110,197.48	Annual
	6,904.66	7,940.16	8,563.92	9,183.12	Month
	373.22	429.20	462.91	496.39	Day
35	83,685.69	96,235.22	103,793.90	111,297.98	Annual
	6,973.81	8,019.60	8,649.49	9,274.83	Month
	376.96	433.49	467.54	501.34	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+
	\$47,504.07	\$52,432.67	\$54,554.23	\$58,589.76	\$59,650.51	\$61,013.03	\$61,802.32	\$62,590.26	\$63,328.85	\$64,076.12 YR
240 days	\$3,958.67	\$4,369.39	\$4,546.19	\$4,882.48	\$4,970.88	\$5,084.42	\$5,150.19	\$5,215.86	\$5,277.40	\$5,339.68 MO
	\$197.93	\$218.47	\$227.31	\$244.12	\$248.54	\$254.22	\$257.51	\$260.79	\$263.87	\$266.98 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+
	\$46,012.73	\$50,608.18	\$52,827.35	\$55,515.74	\$57,198.07	\$58,931.38	\$60,716.70	\$62,556.13	\$64,451.74	\$65,096.79 YR
240 days	\$3,834.39	\$4,217.35	\$4,402.28	\$4,626.31	\$4,766.51	\$4,910.95	\$5,059.73	\$5,213.01	\$5,370.98	\$5,424.73 MO
	\$191.72	\$210.87	\$220.11	\$231.32	\$238.33	\$245.55	\$252.99	\$260.65	\$268.55	\$271.24 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+
	\$34,073.85	\$35,096.06	\$36,148.94	\$37,233.41	\$38,350.41	\$39,500.92	\$40,685.95	\$41,906.32	\$43,163.72	\$44,458.63 YR
240 days	\$2,839.49	\$2,924.67	\$3,012.41	\$3,102.78	\$3,195.87	\$3,291.74	\$3,390.50	\$3,492.19	\$3,596.98	\$3,704.89 MO
	\$141.97	\$146.23	\$150.62	\$155.14	\$159.79	\$164.59	\$169.52	\$174.61	\$179.85	\$185.24 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	\$34,484.77	\$38,004.17	\$39,519.17	\$40,032.67	\$40,747.26	\$41,665.14	\$42,196.86	\$42,727.71	\$43,496.81	\$44,279.74 YR
202 days	\$2,873.73	\$3,167.01	\$3,293.26	\$3,336.06	\$3,395.61	\$3,472.10	\$3,516.41	\$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

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	\$ 35,174.47	\$ 38,764.25	\$ 40,309.55	\$ 40,833.32	\$ 41,562.21	\$ 42,498.44	\$ 43,040.80	\$ 43,582.26	\$ 44,366.75	\$ 45,165.33 YR
202 days	\$2,931.21	\$3,230.35	\$3,359.13	\$3,402.78	\$3,463.52	\$3,541.54	\$3,586.73	\$3,631.86	\$3,697.23	\$3,763.78 MO
	\$174.13	\$191.90	\$199.55	\$202.15	\$205.75	\$210.39	\$213.07	\$215.75	\$219.64	\$223.59 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	\$ 36,053.83	\$ 39,733.36	\$ 41,317.29	\$ 41,854.16	\$ 42,601.26	\$ 43,560.90	\$ 44,116.82	\$ 44,671.82	\$ 45,475.91	\$ 46,294.47 YR
202 days	\$3,004.49	\$3,311.11	\$3,443.11	\$3,487.85	\$3,550.11	\$3,630.08	\$3,676.40	\$3,722.65	\$3,789.66	\$3,857.87 MO
	\$178.48	\$196.70	\$204.54	\$207.20	\$210.90	\$215.65	\$218.40	\$221.15	\$225.13	\$229.18 DAY

HIGH SCHOOL BOOKEEPER**(11 MONTH)**

Completed										
Years of	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
Experience	\$ 39,623.51	\$ 43,667.36	\$ 45,408.11	\$ 45,998.13	\$ 46,819.21	\$ 47,873.86	\$ 48,484.82	\$ 49,094.77	\$ 49,978.48	\$ 50,878.08 YR
222 days	\$3,301.96	\$3,638.95	\$3,784.01	\$3,833.18	\$3,901.60	\$3,989.49	\$4,040.40	\$4,091.23	\$4,164.87	\$4,239.84 MO
	\$178.48	\$196.70	\$204.54	\$207.20	\$210.90	\$215.65	\$218.40	\$221.15	\$225.13	\$229.18 DAY

K-12 BOOKEEPER**(11 MONTH)**

Completed										
Years of	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
Experience	\$ 40,812.22	\$ 44,977.38	\$ 46,770.36	\$ 47,378.08	\$ 48,223.78	\$ 49,310.08	\$ 49,939.36	\$ 50,567.62	\$ 51,477.84	\$ 52,404.42 YR
222 days	\$3,401.02	\$3,748.11	\$3,897.53	\$3,948.17	\$4,018.65	\$4,109.17	\$4,161.61	\$4,213.97	\$4,289.82	\$4,367.04 MO
	\$183.84	\$202.60	\$210.68	\$213.41	\$217.22	\$222.12	\$224.95	\$227.78	\$231.88	\$236.06 DAY

8 HOUR TRANSPORTATION SECRETARY/BOOKKEEPER**(12 MONTH)**

Completed										
Years of	0 - 2	3 - 5	6 - 8	9 - 11	12 - 14	15 - 17	18 - 20	21-23	24-26	27+
Experience	\$40,972.00	\$45,153.47	\$46,953.47	\$47,563.57	\$48,412.59	\$49,503.14	\$50,134.88	\$50,765.60	\$51,679.38	\$52,609.59 YR
240 days	\$3,414.33	\$3,762.79	\$3,912.79	\$3,963.63	\$4,034.38	\$4,125.26	\$4,177.91	\$4,230.47	\$4,306.61	\$4,384.13 MO
	\$170.72	\$188.14	\$195.64	\$198.18	\$201.72	\$206.26	\$208.90	\$211.52	\$215.33	\$219.21 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												
L 4 (9 MONTH)	4 hour	185	\$13,354.02	\$13,535.06	\$13,945.19	\$14,225.48	\$14,509.99	\$14,800.19	\$15,244.20	\$15,701.52	\$16,172.57	\$16,496.02 YR
			\$1,112.84	\$1,127.92	\$1,162.10	\$1,185.46	\$1,209.17	\$1,233.35	\$1,270.35	\$1,308.46	\$1,347.71	\$1,374.67 MO
		\$18.05	\$72.18	\$73.16	\$75.38	\$76.89	\$78.43	\$80.00	\$82.40	\$84.87	\$87.42	\$89.17 DAY
			\$18.05	\$18.29	\$18.84	\$19.22	\$19.61	\$20.00	\$20.60	\$21.22	\$21.85	\$22.29
L 6 (9 MONTH)	6 hour		\$18,921.03	\$19,192.59	\$19,807.79	\$20,228.22	\$20,654.99	\$21,090.29	\$21,756.30	\$22,442.28	\$23,148.86	\$23,634.03 YR
		185	\$1,576.75	\$1,599.38	\$1,650.65	\$1,685.69	\$1,721.25	\$1,757.52	\$1,813.03	\$1,870.19	\$1,929.07	\$1,969.50 MO
		\$17.05	\$102.28	\$103.74	\$107.07	\$109.34	\$111.65	\$114.00	\$117.60	\$121.31	\$125.13	\$127.75 DAY
			\$17.05	\$17.29	\$17.84	\$18.22	\$18.61	\$19.00	\$19.60	\$20.22	\$20.85	\$21.29
L 7 (9 MONTH)	7 hour	185	\$22,074.54	\$22,391.36	\$23,109.08	\$23,599.59	\$24,097.48	\$24,605.33	\$25,382.35	\$26,182.66	\$27,007.00	\$27,573.04 YR
			\$1,839.54	\$1,865.95	\$1,925.76	\$1,966.63	\$2,008.12	\$2,050.44	\$2,115.20	\$2,181.89	\$2,250.58	\$2,297.75 MO
		\$17.05	\$119.32	\$121.03	\$124.91	\$127.57	\$130.26	\$133.00	\$137.20	\$141.53	\$145.98	\$149.04 DAY
			\$17.05	\$17.29	\$17.84	\$18.22	\$18.61	\$19.00	\$19.60	\$20.22	\$20.85	\$21.29
L 8 (9 MONTH)	8 hour	185	\$25,228.04	\$25,590.12	\$26,410.38	\$26,970.96	\$27,539.98	\$28,120.38	\$29,008.40	\$29,923.04	\$30,865.14	\$31,512.04 YR
			2,102.34	2,132.51	2,200.87	2,247.58	2,295.00	2,343.37	2,417.37	2,493.59	2,572.10	2,626.00 MO
		\$17.05	\$136.37	\$138.32	\$142.76	\$145.79	\$148.86	\$152.00	\$156.80	\$161.75	\$166.84	\$170.34 DAY
			\$17.05	\$17.29	\$17.84	\$18.22	\$18.61	\$19.00	\$19.60	\$20.22	\$20.85	\$21.29

(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	277	\$35,725.32	\$36,082.57	\$36,443.40	\$36,807.83	\$37,175.90	\$37,547.66	\$37,923.14	\$38,302.37	\$38,685.40	\$39,072.25	YEAR
		\$2,977.11	\$3,006.88	\$3,036.95	\$3,067.32	\$3,097.99	\$3,128.97	\$3,160.26	\$3,191.86	\$3,223.78	\$3,256.02	MONTH
		\$191.04	\$192.95	\$194.88	\$196.83	\$198.80	\$200.79	\$202.80	\$204.83	\$206.87	\$208.94	DAY
		\$23.88	\$24.12	\$24.36	\$24.60	\$24.85	\$25.10	\$25.35	\$25.60	\$25.86	\$26.12	HOUR
Manager 400-600												
DCHS	438	\$36,174.11	\$36,535.85	\$36,901.21	\$37,270.22	\$37,642.93	\$38,019.35	\$38,399.54	\$38,783.54	\$39,171.38	\$39,563.09	YEAR
MCES	469	\$3,014.51	\$3,044.65	\$3,075.10	\$3,105.85	\$3,136.91	\$3,168.28	\$3,199.96	\$3,231.96	\$3,264.28	\$3,296.92	MONTH
SDMS	411	\$193.44	\$195.38	\$197.33	\$199.31	\$201.30	\$203.31	\$205.35	\$207.40	\$209.47	\$211.57	DAY
		\$24.18	\$24.42	\$24.67	\$24.91	\$25.16	\$25.41	\$25.67	\$25.92	\$26.18	\$26.45	HOUR
Manager 600+												
Ariton Long	891 854	\$36,622.92	\$36,989.15	\$37,359.03	\$37,732.63	\$38,109.95	\$38,491.05	\$38,875.96	\$39,264.72	\$39,657.37	\$40,053.94	YEAR
		\$3,051.91	\$3,082.43	\$3,113.25	\$3,144.39	\$3,175.83	\$3,207.59	\$3,239.66	\$3,272.06	\$3,304.78	\$3,337.83	MONTH
		\$195.84	\$197.80	\$199.78	\$201.78	\$203.80	\$205.83	\$207.89	\$209.97	\$212.07	\$214.19	DAY
		\$24.48	\$24.73	\$24.97	\$25.22	\$25.47	\$25.73	\$25.99	\$26.25	\$26.51	\$26.77	HOUR

REGULAR AND PRE-K CLASSROOM AIDES (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+
	\$23,347.00	\$25,634.54	\$25,890.89	\$26,214.52	\$26,542.21	\$26,873.98	\$27,209.91	\$27,536.42	\$27,861.35	\$28,190.12 YR
9 months	\$1,945.58	\$2,136.21	\$2,157.57	\$2,184.54	\$2,211.85	\$2,239.50	\$2,267.49	\$2,294.70	\$2,321.78	\$2,349.18 MO
187 days	\$124.85	\$137.08	\$138.45	\$140.18	\$141.94	\$143.71	\$145.51	\$147.25	\$148.99	\$150.75 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+
	\$24,143.20	\$26,509.23	\$26,774.32	\$27,109.00	\$27,447.86	\$27,790.96	\$28,138.34	\$28,476.00	\$28,812.02	\$29,152.01 YR
9.5 months	\$2,011.93	\$2,209.10	\$2,231.19	\$2,259.08	\$2,287.32	\$2,315.91	\$2,344.86	\$2,373.00	\$2,401.00	\$2,429.33 MO
192 days	\$125.75	\$138.07	\$139.45	\$141.19	\$142.96	\$144.74	\$146.55	\$148.31	\$150.06	\$151.83 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+
	\$32,016.42	\$35,154.03	\$35,505.57	\$35,949.38	\$36,398.76	\$36,853.74	\$37,314.42	\$37,762.19	\$38,207.77	\$38,658.63 YR
12 months	\$2,668.04	\$2,929.50	\$2,958.80	\$2,995.78	\$3,033.23	\$3,071.15	\$3,109.54	\$3,146.85	\$3,183.98	\$3,221.55 MO
240 days	\$133.40	\$146.48	\$147.94	\$149.79	\$151.66	\$153.56	\$155.48	\$157.34	\$159.20	\$161.08 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	\$11,588.39	\$12,051.93	\$12,534.00	\$12,910.02	\$13,297.32	\$13,696.24	\$14,107.13	\$14,530.34	\$14,966.26	\$15,415.24 YR
9 MONTHS			\$965.70	\$1,004.33	\$1,044.50	\$1,075.84	\$1,108.11	\$1,141.35	\$1,175.59	\$1,210.86	\$1,247.19	\$1,284.60 MO
			\$63.67	\$66.22	\$68.87	\$70.93	\$73.06	\$75.25	\$77.51	\$79.84	\$82.23	\$84.70 DAY
			\$15.92	\$16.55	\$17.22	\$17.73	\$18.27	\$18.81	\$19.38	\$19.96	\$20.56	\$21.17 HR
J8	8 hour	202	\$25,723.68	\$26,752.63	\$27,822.73	\$28,657.41	\$29,517.14	\$30,402.65	\$31,314.73	\$32,254.18	\$33,221.82	\$34,218.46 YR
10 MONTHS			\$2,143.64	\$2,229.39	\$2,318.56	\$2,388.12	\$2,459.76	\$2,533.55	\$2,609.56	\$2,687.85	\$2,768.49	\$2,851.54 MO
			\$127.34	\$132.44	\$137.74	\$141.87	\$146.12	\$150.51	\$155.02	\$159.67	\$164.46	\$169.40 DAY
			\$15.92	\$16.55	\$17.22	\$17.73	\$18.27	\$18.81	\$19.38	\$19.96	\$20.56	\$21.17 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	\$34,609.00 \$2,884.08 \$185.07	\$45,660.00 \$3,805.00 \$244.17	\$49,235.00 \$4,102.92 \$263.29	\$53,090.00 \$4,424.17 \$283.90	\$57,247.00 Annual \$4,770.58 Month \$306.13 Day
3-5	\$38,066.00 \$3,172.17 \$203.56	\$50,221.00 \$4,185.08 \$268.56	\$54,152.00 \$4,512.67 \$289.58	\$58,393.00 \$4,866.08 \$312.26	\$62,965.00 Annual \$5,247.08 Month \$336.71 Day
6-8	\$39,735.00 \$3,311.25 \$212.49	\$52,422.00 \$4,368.50 \$280.33	\$56,527.00 \$4,710.58 \$302.28	\$60,954.00 \$5,079.50 \$325.96	\$65,726.00 Annual \$5,477.17 Month \$351.48 Day
9	\$40,934.00 \$3,411.17 \$218.90	\$54,005.00 \$4,500.42 \$288.80	\$58,234.00 \$4,852.83 \$311.41	\$62,794.00 \$5,232.83 \$335.80	\$67,710.00 Annual \$5,642.50 Month \$362.09 Day
10	\$41,343.00 \$3,445.25 \$221.09	\$54,545.00 \$4,545.42 \$291.68	\$58,816.00 \$4,901.33 \$314.52	\$63,421.00 \$5,285.08 \$339.15	\$68,386.00 Annual \$5,698.83 Month \$365.70 Day
11	\$41,756.00 \$3,479.67 \$223.29	\$55,090.00 \$4,590.83 \$294.60	\$59,403.00 \$4,950.25 \$317.66	\$64,055.00 \$5,337.92 \$342.54	\$69,070.00 Annual \$5,755.83 Month \$369.36 Day
12	\$42,174.00 \$3,514.50 \$225.53	\$55,641.00 \$4,636.75 \$297.55	\$59,999.00 \$4,999.92 \$320.85	\$64,696.00 \$5,391.33 \$345.97	\$69,762.00 Annual \$5,813.50 Month \$373.06 Day
13	\$42,596.00 \$3,549.67 \$227.79	\$56,198.00 \$4,683.17 \$300.52	\$60,598.00 \$5,049.83 \$324.05	\$65,344.00 \$5,445.33 \$349.43	\$70,459.00 Annual \$5,871.58 Month \$376.79 Day
14	\$43,023.00 \$3,585.25 \$230.07	\$56,760.00 \$4,730.00 \$303.53	\$61,205.00 \$5,100.42 \$327.30	\$65,997.00 \$5,499.75 \$352.93	\$71,164.00 Annual \$5,930.33 Month \$380.56 Day
15	\$43,454.00 \$3,621.17 \$232.37	\$57,329.00 \$4,777.42 \$306.57	\$61,817.00 \$5,151.42 \$330.57	\$66,657.00 \$5,554.75 \$356.45	\$71,876.00 Annual \$5,989.67 Month \$384.36 Day

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

16	\$43,887.00	\$57,901.00	\$62,435.00	\$67,324.00	\$72,594.00	Annual
	\$3,657.25	\$4,825.08	\$5,202.92	\$5,610.33	\$6,049.50	Month
	\$234.69	\$309.63	\$333.88	\$360.02	\$388.20	Day
17	\$44,327.00	\$58,480.00	\$63,059.00	\$67,997.00	\$73,320.00	Annual
	\$3,693.92	\$4,873.33	\$5,254.92	\$5,666.42	\$6,110.00	Month
	\$237.04	\$312.73	\$337.21	\$363.62	\$392.09	Day
18	\$44,769.00	\$59,065.00	\$63,689.00	\$68,676.00	\$74,054.00	Annual
	\$3,730.75	\$4,922.08	\$5,307.42	\$5,723.00	\$6,171.17	Month
	\$239.41	\$315.86	\$340.58	\$367.25	\$396.01	Day
19	\$45,217.00	\$59,655.00	\$64,326.00	\$69,363.00	\$74,794.00	Annual
	\$3,768.08	\$4,971.25	\$5,360.50	\$5,780.25	\$6,232.83	Month
	\$241.80	\$319.01	\$343.99	\$370.93	\$399.97	Day
20	\$45,668.00	\$60,252.00	\$64,968.00	\$70,056.00	\$75,542.00	Annual
	\$3,805.67	\$5,021.00	\$5,414.00	\$5,838.00	\$6,295.17	Month
	\$244.21	\$322.20	\$347.42	\$374.63	\$403.97	Day
21	\$46,126.00	\$60,855.00	\$65,619.00	\$70,758.00	\$76,298.00	Annual
	\$3,843.83	\$5,071.25	\$5,468.25	\$5,896.50	\$6,358.17	Month
	\$246.66	\$325.43	\$350.90	\$378.39	\$408.01	Day
22	\$46,587.00	\$61,463.00	\$66,274.00	\$71,464.00	\$77,059.00	Annual
	\$3,882.25	\$5,121.92	\$5,522.83	\$5,955.33	\$6,421.58	Month
	\$249.13	\$328.68	\$354.41	\$382.16	\$412.08	Day
23	\$47,053.00	\$62,078.00	\$66,938.00	\$72,179.00	\$77,831.00	Annual
	\$3,921.08	\$5,173.17	\$5,578.17	\$6,014.92	\$6,485.92	Month
	\$251.62	\$331.97	\$357.96	\$385.98	\$416.21	Day
24	\$47,523.00	\$62,699.00	\$67,608.00	\$72,902.00	\$78,610.00	Annual
	\$3,960.25	\$5,224.92	\$5,634.00	\$6,075.17	\$6,550.83	Month
	\$254.13	\$335.29	\$361.54	\$389.85	\$420.37	Day
25	\$47,999.00	\$63,325.00	\$68,283.00	\$73,630.00	\$79,395.00	Annual
	\$3,999.92	\$5,277.08	\$5,690.25	\$6,135.83	\$6,616.25	Month
	\$256.68	\$338.64	\$365.15	\$393.74	\$424.57	Day
26	\$48,478.00	\$63,958.00	\$68,966.00	\$74,366.00	\$80,189.00	Annual
	\$4,039.83	\$5,329.83	\$5,747.17	\$6,197.17	\$6,682.42	Month
	\$259.24	\$342.02	\$368.80	\$397.68	\$428.82	Day

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

27	\$48,964.00	\$64,598.00	\$69,657.00	\$75,110.00	\$80,992.00	Annual
	\$4,080.33	\$5,383.17	\$5,804.75	\$6,259.17	\$6,749.33	Month
	\$261.84	\$345.44	\$372.50	\$401.66	\$433.11	Day
28	\$49,453.00	\$65,244.00	\$70,353.00	\$75,861.00	\$81,800.00	Annual
	\$4,121.08	\$5,437.00	\$5,862.75	\$6,321.75	\$6,816.67	Month
	\$264.45	\$348.90	\$376.22	\$405.67	\$437.43	Day
29	\$49,948.00	\$65,897.00	\$71,056.00	\$76,620.00	\$82,619.00	Annual
	\$4,162.33	\$5,491.42	\$5,921.33	\$6,385.00	\$6,884.92	Month
	\$267.10	\$352.39	\$379.98	\$409.73	\$441.81	Day
30	\$50,447.00	\$66,555.00	\$71,766.00	\$77,385.00	\$83,445.00	Annual
	\$4,203.92	\$5,546.25	\$5,980.50	\$6,448.75	\$6,953.75	Month
	\$269.77	\$355.91	\$383.78	\$413.82	\$446.23	Day
31	\$50,952.00	\$67,221.00	\$72,484.00	\$78,159.00	\$84,279.00	Annual
	\$4,246.00	\$5,601.75	\$6,040.33	\$6,513.25	\$7,023.25	Month
	\$272.47	\$359.47	\$387.61	\$417.96	\$450.69	Day
32	\$51,462.00	\$67,894.00	\$73,210.00	\$78,941.00	\$85,123.00	Annual
	\$4,288.50	\$5,657.83	\$6,100.83	\$6,578.42	\$7,093.58	Month
	\$275.20	\$363.07	\$391.50	\$422.14	\$455.20	Day
33	\$51,976.00	\$68,572.00	\$73,940.00	\$79,730.00	\$85,973.00	Annual
	\$4,331.33	\$5,714.33	\$6,161.67	\$6,644.17	\$7,164.42	Month
	\$277.95	\$366.70	\$395.40	\$426.36	\$459.75	Day
34	\$52,495.00	\$69,257.00	\$74,680.00	\$80,526.00	\$86,833.00	Annual
	\$4,374.58	\$5,771.42	\$6,223.33	\$6,710.50	\$7,236.08	Month
	\$280.72	\$370.36	\$399.36	\$430.62	\$464.35	Day
35	\$53,020.00	\$69,950.00	\$75,426.00	\$81,333.00	\$87,701.00	Annual
	\$4,418.33	\$5,829.17	\$6,285.50	\$6,777.75	\$7,308.42	Month
	\$283.53	\$374.06	\$403.35	\$434.94	\$468.99	Day

TRANSPORTATION

<u>Years of</u> <u>Experience</u>	<u>BUS MECHANICS</u> <u>B1 (Supr/Head 12</u> <u>Mo) 240 DAYS</u>	<u>BUS MECHANICS</u> <u>B2 (Mechanic 12</u> <u>mo) 240 DAYS</u>	<u>HELPER</u> <u>B3 (Helper 12</u> <u>mo) 240 DAYS</u>	<u>Bus Aide</u> <u>180 Days</u>	<u>BUS DRIVER</u> <u>182 DAYS</u>
0	\$52,645.11 \$4,387.09 \$219.35	\$49,018.26 \$4,084.86 \$204.24	\$30,940.52 \$2,578.38 \$128.92	\$10,800.00 \$900.00 \$60.00	\$16,126.20 Annual \$1,343.85 Month \$88.61 Day
1	\$53,274.01 \$4,439.50 \$221.98	\$49,647.42 \$4,137.29 \$206.86	\$31,868.74 \$2,655.73 \$132.79	\$10,900.00 \$908.33 \$60.56	\$16,287.46 Annual \$1,357.29 Month \$89.49 Day
2	\$53,902.91 \$4,491.91 \$224.60	\$50,276.29 \$4,189.69 \$209.48	\$32,187.43 \$2,682.29 \$134.11	\$11,001.60 \$916.80 \$61.12	\$16,450.34 Annual \$1,370.86 Month \$90.39 Day
3	\$54,531.82 \$4,544.32 \$227.22	\$50,905.15 \$4,242.10 \$212.10	\$32,509.30 \$2,709.11 \$135.46	\$11,095.20 \$924.60 \$61.64	\$16,614.85 Annual \$1,384.57 Month \$91.29 Day
4	\$55,160.71 \$4,596.73 \$229.84	\$51,533.88 \$4,294.49 \$214.72	\$32,834.39 \$2,736.20 \$136.81	\$11,196.00 \$933.00 \$62.20	\$16,780.99 Annual \$1,398.42 Month \$92.20 Day
5	\$55,789.38 \$4,649.12 \$232.46	\$52,163.01 \$4,346.92 \$217.35	\$33,162.73 \$2,763.56 \$138.18	\$11,296.80 \$941.40 \$62.76	\$16,948.80 Annual \$1,412.40 Month \$93.13 Day
6	\$56,347.27 \$4,695.61 \$234.78	\$52,684.64 \$4,390.39 \$219.52	\$33,494.36 \$2,791.20 \$139.56	\$11,397.60 \$949.80 \$63.32	\$17,118.28 Annual \$1,426.52 Month \$94.06 Day
7	\$56,910.75 \$4,742.56 \$237.13	\$53,211.49 \$4,434.29 \$221.71	\$33,829.30 \$2,819.11 \$140.96	\$11,628.00 \$969.00 \$64.60	\$17,462.37 Annual \$1,455.20 Month \$95.95 Day
8	\$57,479.86 \$4,789.99 \$239.50	\$53,743.61 \$4,478.63 \$223.93	\$34,197.59 \$2,849.80 \$142.49	\$11,743.20 \$978.60 \$65.24	\$17,636.99 Annual \$1,469.75 Month \$96.91 Day
9	\$58,054.66 \$4,837.89 \$241.89	\$54,281.04 \$4,523.42 \$226.17	\$34,509.27 \$2,875.77 \$143.79	\$11,858.40 \$988.20 \$65.88	\$17,813.35 Annual \$1,484.45 Month \$97.88 Day
10	\$58,635.20 \$4,886.27 \$244.31	\$54,823.85 \$4,568.65 \$228.43	\$34,854.37 \$2,904.53 \$145.23	\$11,973.60 \$997.80 \$66.52	\$17,991.49 Annual \$1,499.29 Month \$98.85 Day
11	\$59,221.55 \$4,935.13 \$246.76	\$55,372.09 \$4,614.34 \$230.72	\$35,202.91 \$2,933.58 \$146.68	\$12,093.34 \$1,007.78 \$67.19	\$18,171.40 Annual \$1,514.28 Month \$99.84 Day
12-14	\$59,813.77 \$4,984.48 \$249.22	\$55,925.81 \$4,660.48 \$233.02	\$35,554.94 \$2,962.91 \$148.15	\$12,214.27 \$1,017.86 \$67.86	\$18,353.12 Annual \$1,529.43 Month \$100.84 Day

TRANSPORTATION

<u>Years of</u> <u>Experience</u>	<u>BUS MECHANICS</u> <u>B1 (Supr/Head 12</u> <u>Mo) 240 DAYS</u>	<u>BUS MECHANICS</u> <u>B2 (Mechanic 12</u> <u>mo) 240 DAYS</u>	<u>HELPER</u> <u>B3 (Helper 12</u> <u>mo) 240 DAYS</u>	<u>Bus Aide</u> <u>180 Days</u>	<u>BUS DRIVER</u> <u>182 DAYS</u>
15-17	\$60,411.91 \$5,034.33 \$251.72	\$56,485.07 \$4,707.09 \$235.35	\$35,910.49 \$2,992.54 \$149.63	\$12,336.41 \$1,028.03 \$68.54	\$18,536.65 Annual \$1,544.72 Month \$101.85 Day
18-20	\$61,016.02 \$5,084.67 \$254.23	\$57,049.92 \$4,754.16 \$237.71	\$36,269.60 \$3,022.47 \$151.12	\$12,459.78 \$1,038.31 \$69.22	\$18,722.02 Annual \$1,560.17 Month \$102.87 Day
21-23	\$61,626.18 \$5,135.52 \$256.78	\$57,620.42 \$4,801.70 \$240.09	\$36,632.29 \$3,052.69 \$152.63	\$12,584.37 \$1,048.70 \$69.91	\$18,909.24 Annual \$1,575.77 Month \$103.90 Day
24-26	\$62,242.45 \$5,186.87 \$259.34	\$58,196.62 \$4,849.72 \$242.49	\$36,998.62 \$3,083.22 \$154.16	\$12,710.22 \$1,059.18 \$70.61	\$19,098.33 Annual \$1,591.53 Month \$104.94 Day
27+	\$62,864.87 \$5,238.74 \$261.94	\$58,778.59 \$4,898.22 \$244.91	\$37,368.60 \$3,114.05 \$155.70	\$12,837.32 \$1,069.78 \$71.32	\$19,289.31 Annual \$1,607.44 Month \$105.99 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	\$61,576.88 \$5,131.41 \$256.57	\$46,654.92 \$3,887.91 \$194.40	Annual Month Day
1	\$62,205.74 \$5,183.81 \$259.19	\$47,008.18 \$3,917.35 \$195.87	Annual Month Day
2	\$62,834.68 \$5,236.22 \$261.81	\$47,637.10 \$3,969.76 \$198.49	Annual Month Day
3	\$63,463.58 \$5,288.63 \$264.43	\$48,571.65 \$4,047.64 \$202.38	Annual Month Day
4	\$64,092.47 \$5,341.04 \$267.05	\$48,894.90 \$4,074.58 \$203.73	Annual Month Day
5	\$64,721.15 \$5,393.43 \$269.67	\$49,523.78 \$4,126.98 \$206.35	Annual Month Day
6	\$65,368.36 \$5,447.36 \$272.37	\$50,019.03 \$4,168.25 \$208.41	Annual Month Day
7	\$66,022.05 \$5,501.84 \$275.09	\$50,519.21 \$4,209.93 \$210.50	Annual Month Day
8	\$66,682.28 \$5,556.86 \$277.84	\$51,024.41 \$4,252.03 \$212.60	Annual Month Day
9	\$67,349.09 \$5,612.42 \$280.62	\$51,534.65 \$4,294.55 \$214.73	Annual Month Day
10	\$68,022.59 \$5,668.55 \$283.43	\$52,050.00 \$4,337.50 \$216.88	Annual Month Day
11	\$68,702.82 \$5,725.23 \$286.26	\$52,570.50 \$4,380.88 \$219.04	Annual Month Day
12-14	\$69,389.84 \$5,782.49 \$289.12	\$53,096.21 \$4,424.68 \$221.23	Annual Month 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	\$70,083.74	\$53,627.17	Annual
	\$5,840.31	\$4,468.93	Month
	\$292.02	\$223.45	Day
18-20	\$70,784.58	\$54,163.44	Annual
	\$5,898.71	\$4,513.62	Month
	\$294.94	\$225.68	Day
21-23	\$70,961.54	\$54,705.07	Annual
	\$5,913.46	\$4,558.76	Month
	\$295.67	\$227.94	Day
24-26	\$71,138.95	\$55,252.12	Annual
	\$5,928.25	\$4,604.34	Month
	\$296.41	\$230.22	Day
27+	\$71,316.79	\$55,804.65	Annual
	\$5,943.07	\$4,650.39	Month
	\$297.15	\$232.52	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	18.00	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	20.00	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.

SUPPLEMENTSAthletic Director

High School	3,000
Middle School	1,500

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

Multiplier for Coaching Supplements

(Applies to High School Athletic Directors, Head Coaches of Varsity Sports, Varsity Cheer, and

Head Band Director Only)

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

<u>Volleyball:</u>	Varsity Head	3,900
	Assistant Head	2,000
	JV Head	1,500
	JV Assistant	1,200

<u>Basketball:</u>	Varsity Head	3,900
	Assistant Head	2,000
	JV Head	1,500
	JV Assistant	1,200

<u>Baseball:</u>	Varsity Head	3,900
	Assistant Head	2,000
	JV Head	1,500
	JV Assistant	1,200

<u>Softball:</u>	Varsity Head	3,900
	Assistant Head	2,000
	JV Head	1,500
	JV Assistant	1,200

<u>Soccer:</u>	Varsity Head	3,900
	Varsity Assistant	2,000

Post Season Incentives:Football & Baseball

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

Other Sports

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

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

Band Director:

Head Director (HS)	6,300
Assistant (HS)	3,300
Head Director (MS)	4,500

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
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Substitutes 80 days or more from August 1 to May 31. To be paid in July each year	250.00
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Bus Driver Phone Supplement	25.00
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Principal and Director Longevity Supplement (*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
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Start of Year 11 of continual Principal and Director service	3,500.00
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Director's Professional Learning Supplement-Certified Staff Only 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
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<u>Teaching During Planning Supplement</u> Supplement is per semester	4,500.00
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<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
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<u>Summer Driver's Ed Teaching Supplement</u> (\$160.00 per student with cap of 12 Students)	160.00
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Athletic Summer Days - effective June 1, 2026.
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.