



PIKE ROAD SCHOOLS

Salary Schedule 2022-2023 School Year

Board Approved: June 27, 2022

The Pike Road Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, religion, or age in its programs and activities, and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding non-discrimination policies:

Ryan Kendall, Director of Human Resources
PO Box 640064
Pike Road, Alabama 36064
334-420-5300

General Information

Explicit understandings and assumptions have been made in the preparation of this schedule as follows:

- New employees will begin employment under the parameters contained in this salary schedule.
- Certain current employees may be “grandfathered” at existing rates of pay or salary schedules until separation, retirement, or job change if their current compensation is higher than the salary schedule.
- Adjustments to the salary schedule will be made in compliance with mandates by the State Legislature and/or recommendations made by the Superintendent and approved by the Board.
- All certified employees must hold or be able to obtain upon employment proper Alabama Professional Educator or Leadership certification for their respective positions.
- All employees will be paid in twelve (12) equal monthly installments, regardless of the terms of their employment. New employees who did not work in public education the previous school year (those who otherwise will not receive a payroll check until September 30) may be paid in thirteen (13) equal monthly installments. New employees who start work after the beginning of the employment year will be paid for the actual days worked. New employees with terms of appointment in excess of 187 days (i.e. 210, 220, and 240 days) will also be paid for the actual number of days worked.
- In the event an error is made in the calculation and/or payment of an employee’s salary, the Board has the legal authority and right to make proper adjustments and corrections during the current employment year.
- Persons employed for less than 20 hours per week will be paid at the rate approved by the Board at the time of employment and will submit a time sheet for each payroll period.

Salary Schedule Placement

The superintendent will determine placement on the salary schedule. Steps shown are compensation steps, not experience steps.

Certified employees will be placed on the salary schedule as follows:

- Highest level of certification issued by the Alabama State Department of Education. Persons who do not hold a valid Alabama Professional Educator or Leader Certificate will be placed on the salary schedule at the Bachelor level, even if a higher degree has been earned. Once the Alabama Certificate has been issued, the employee is entitled to pay for the advanced degree beginning with the beginning of the next pay period after the Alabama State Department of Education has recognized the advanced degree. If the recognition of the advanced degree occurs May 16 or after, pay will not begin until the following school year.
- Highest degree earned as recognized by the Alabama State department of Education.

Each teacher who becomes certified by the National Board for Professional Teaching Standards will be given an annual lump sum of \$5,000.00 during the month of November each year after the teacher successfully meets the requirements and the State Department funds are available. The employee is responsible for notifying the payroll department by September 30 of the year of initial National Board Certification.

Principals will be placed on a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the superintendent.

The Chief School Financial Officers will be placed on a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the Superintendent.

The Superintendent will be placed on a 240-day contract as negotiated with and approved by the Board.

Terms of Appointment

Exempt Employees

Registered Nurse	182 Days
Teacher	187 Days
Library Media Specialist	187 Days
ARI Coach	187 Days
Psychometrist	187 Days
Speech/Language Pathologist	187 Days
Academic Coach	187 Days
TEAMS Teacher	189 Days
Counselor	210 Days
Assistant Principal	240 Days
Central Office Director	240 Days
Central Office Coordinator	240 Days
Central Office Supervisor	240 Days
IT Specialist	240 Days
High School Counselor	240 Days
Maintenance Director (Non-Certified)	240 Days
CNP Director (Non-Certified)	240 Days
Transportation Director (Non-Certified)	240 Days
System SIS Specialist/Registrar (Non-Certified)	240 Days
Nurse Supervisor (Registered Nurse)	240 Days

Non-Exempt Employees

Bus Driver	178 Days
CNP Staff	178 Days
Transportation Aide	178 Days
CNP Manager	182 Days
Licensed Practical Nurse	182 Days
Paraprofessional	182 Days
Pre-K Auxiliary Teacher	187 Days
Specialized Support Paraprofessional	187 Days
Custodian	220 Days
Custodian – 12-month	240 Days
Central Office Bookkeeper	240 Days
Central Office Payroll	240 Days
Central Office Secretary	240 Days
Maintenance Laborer	240 Days
Network Specialist	240 Days
School Bookkeeper	240 Days
School Secretary	240 Days
Technology Technician	240 Days
Transportation Mechanic	240 Days
Transportation Secretary	240 Days
Transportation Shop Assistant	240 Days

FY 2022 Teachers - 187 Day Contract (9 Month)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	43,358	3,613.17	231.86	0	49,859	4,154.92	266.63	0	53,763	4,480.25	287.50	0	57,664	4,805.33	308.36
1	43,358	3,613.17	231.86	1	49,859	4,154.92	266.63	1	53,763	4,480.25	287.50	1	57,664	4,805.33	308.36
2	43,358	3,613.17	231.86	2	49,859	4,154.92	266.63	2	53,763	4,480.25	287.50	2	57,664	4,805.33	308.36
3	47,689	3,974.08	255.02	3	54,842	4,570.17	293.27	3	59,134	4,927.83	316.22	3	63,433	5,286.08	339.21
4	47,689	3,974.08	255.02	4	54,842	4,570.17	293.27	4	59,134	4,927.83	316.22	4	63,433	5,286.08	339.21
5	47,689	3,974.08	255.02	5	54,842	4,570.17	293.27	5	59,134	4,927.83	316.22	5	63,433	5,286.08	339.21
6	49,780	4,148.33	266.20	6	57,245	4,770.42	306.12	6	61,742	5,145.17	330.17	6	66,205	5,517.08	354.04
7	49,780	4,148.33	266.20	7	57,245	4,770.42	306.12	7	61,742	5,145.17	330.17	7	66,205	5,517.08	354.04
8	49,780	4,148.33	266.20	8	57,245	4,770.42	306.12	8	61,742	5,145.17	330.17	8	66,205	5,517.08	354.04
9	51,283	4,273.58	274.24	9	58,974	4,914.50	315.37	9	63,606	5,300.50	340.14	9	68,205	5,683.75	364.73
10	51,795	4,316.25	276.98	10	59,563	4,963.58	318.52	10	64,242	5,353.50	343.54	10	68,887	5,740.58	368.38
11	52,313	4,359.42	279.75	11	60,159	5,013.25	321.71	11	64,884	5,407.00	346.97	11	69,575	5,797.92	372.06
12	52,837	4,403.08	282.55	12	60,761	5,063.42	324.93	12	65,533	5,461.08	350.44	12	70,271	5,855.52	375.78
13	53,365	4,447.08	285.37	13	61,368	5,114.00	328.17	13	66,189	5,515.75	353.95	13	70,974	5,914.50	379.54
14	53,899	4,491.58	288.23	14	61,982	5,165.17	331.45	14	66,850	5,570.83	357.49	14	71,684	5,973.67	383.34
15	54,438	4,536.50	291.11	15	62,602	5,216.83	334.77	15	67,519	5,626.58	361.06	15	72,401	6,033.42	387.17
16	54,982	4,581.83	294.02	16	63,228	5,269.00	338.12	16	68,194	5,682.83	364.67	16	73,125	6,093.75	391.04
17	55,532	4,627.67	296.96	17	63,860	5,321.67	341.50	17	68,876	5,739.67	368.32	17	73,856	6,154.67	394.95
18	56,087	4,673.92	299.93	18	64,499	5,374.92	344.91	18	69,565	5,797.08	372.01	18	74,594	6,216.17	398.90
19	56,648	4,720.67	302.93	19	65,144	5,428.67	348.36	19	70,261	5,855.08	375.73	19	75,340	6,278.33	402.89
20	57,214	4,767.83	305.96	20	65,795	5,482.92	351.84	20	70,963	5,913.58	379.48	20	76,094	6,341.17	406.92
21	57,787	4,815.58	309.02	21	66,453	5,537.75	355.36	21	71,673	5,972.75	383.28	21	76,855	6,404.58	410.99
22	58,364	4,863.67	312.11	22	67,118	5,593.17	358.92	22	72,389	6,032.42	387.11	22	77,623	6,468.58	415.10
23	58,948	4,912.33	315.23	23	67,789	5,649.08	362.51	23	73,113	6,092.75	390.98	23	78,399	6,533.25	419.25
24	59,538	4,961.50	318.39	24	68,467	5,705.58	366.13	24	73,845	6,153.75	394.89	24	79,183	6,598.58	423.44
25	60,133	5,011.08	321.57	25	69,151	5,762.58	369.79	25	74,583	6,215.25	398.84	25	79,975	6,664.58	427.67
26	60,734	5,061.17	324.78	26	69,843	5,820.25	373.49	26	75,329	6,277.42	402.83	26	80,775	6,731.25	431.95
27	61,342	5,111.83	328.03	27	70,541	5,878.42	377.22	27	76,082	6,340.17	406.86	27	81,583	6,798.58	436.27
28	61,955	5,162.92	331.31	28	71,247	5,937.25	381.00	28	76,843	6,403.58	410.93	28	82,399	6,866.58	440.64
29	62,575	5,214.58	334.63	29	71,959	5,996.58	384.81	29	77,611	6,467.58	415.03	29	83,223	6,935.25	445.04
30	63,200	5,266.67	337.97	30	72,679	6,056.58	388.66	30	78,387	6,532.25	419.18	30	84,055	7,004.58	449.49
31	63,832	5,319.33	341.35	31	73,405	6,117.08	392.54	31	79,171	6,597.58	423.37	31	84,895	7,074.58	453.98
32	64,471	5,372.58	344.76	32	74,140	6,178.33	396.47	32	79,963	6,663.58	427.61	32	85,744	7,145.33	458.52
33	65,115	5,426.25	348.21	33	74,881	6,240.08	400.43	33	80,763	6,730.25	431.89	33	86,602	7,216.83	463.11
34	65,766	5,480.50	351.69	34	75,630	6,302.50	404.44	34	81,570	6,797.50	436.20	34	87,468	7,289.00	467.74
35	66,424	5,535.33	355.21	35	76,386	6,365.50	408.48	35	82,386	6,865.50	440.57	35	88,342	7,361.83	472.42

Contract starts in September of each year

FY 2022 TEAMS Teachers - 189 Day Contract (9 Month)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	48,558	4,046.50	259.67	0	55,059	4,588.25	294.43	0	58,963	4,913.58	315.31	0	62,864	5,238.67	336.17
1	51,981	4,331.75	277.97	1	59,778	4,981.50	319.67	1	64,456	5,371.33	344.68	1	69,138	5,761.50	369.72
2	54,758	4,563.17	292.82	2	62,969	5,247.42	336.73	2	67,916	5,659.67	363.19	2	72,826	6,068.83	389.44
3	56,360	4,696.67	301.39	3	64,813	5,401.08	346.59	3	69,904	5,825.33	373.82	3	74,958	6,246.50	400.84
4	58,005	4,833.75	310.19	4	66,705	5,558.75	356.71	4	71,944	5,995.33	384.73	4	77,146	6,428.83	412.55
5	59,693	4,974.42	319.21	5	68,646	5,720.50	367.09	5	74,038	6,169.83	395.93	5	79,392	6,616.00	424.56
6	61,426	5,118.83	328.48	6	70,638	5,886.50	377.74	6	76,188	6,349.00	407.42	6	81,696	6,808.00	436.88
7	63,204	5,267.00	337.99	7	72,685	6,057.08	388.69	7	78,393	6,532.75	419.21	7	84,061	7,005.08	449.52
8	64,468	5,372.33	344.75	8	74,136	6,178.00	396.45	8	79,961	6,663.42	427.60	8	85,743	7,145.25	458.52
9	65,757	5,479.75	351.64	9	75,620	6,301.67	404.39	9	81,560	6,796.67	436.15	9	87,458	7,288.17	467.69
10	66,743	5,561.92	356.91	10	76,755	6,396.25	410.45	10	82,783	6,898.58	442.69	10	88,769	7,397.42	474.70
11	67,745	5,645.42	362.27	11	77,906	6,492.17	416.61	11	84,025	7,002.08	449.33	11	90,100	7,508.33	481.82
12	68,761	5,730.08	367.71	12	79,075	6,589.58	422.86	12	85,285	7,107.08	456.07	12	91,452	7,621.00	489.05
13	68,761	5,730.08	367.71	13	79,075	6,589.58	422.86	13	85,285	7,107.08	456.07	13	91,452	7,621.00	489.05
14	68,761	5,730.08	367.71	14	79,075	6,589.58	422.86	14	85,285	7,107.08	456.07	14	91,452	7,621.00	489.05
15	69,796	5,816.33	373.24	15	80,266	6,688.83	429.23	15	86,570	7,214.17	462.94	15	92,830	7,735.83	496.42
16	69,796	5,816.33	373.24	16	80,266	6,688.83	429.23	16	86,570	7,214.17	462.94	16	92,830	7,735.83	496.42
17	69,796	5,816.33	373.24	17	80,266	6,688.83	429.23	17	86,570	7,214.17	462.94	17	92,830	7,735.83	496.42
18	70,853	5,904.42	378.89	18	81,481	6,790.08	435.73	18	87,881	7,323.42	469.95	18	94,235	7,852.92	503.93
19	70,853	5,904.42	378.89	19	81,481	6,790.08	435.73	19	87,881	7,323.42	469.95	19	94,235	7,852.92	503.93
20	70,853	5,904.42	378.89	20	81,481	6,790.08	435.73	20	87,881	7,323.42	469.95	20	94,235	7,852.92	503.93
21	71,931	5,994.25	384.66	21	82,722	6,893.50	442.36	21	89,217	7,434.75	477.10	21	95,669	7,972.42	511.60
22	71,931	5,994.25	384.66	22	82,722	6,893.50	442.36	22	89,217	7,434.75	477.10	22	95,669	7,972.42	511.60
23	71,931	5,994.25	384.66	23	82,722	6,893.50	442.36	23	89,217	7,434.75	477.10	23	95,669	7,972.42	511.60
24	73,030	6,085.83	390.53	24	83,984	6,998.67	449.11	24	90,581	7,548.42	484.39	24	97,131	8,094.25	519.42
25	73,030	6,085.83	390.53	25	83,984	6,998.67	449.11	25	90,581	7,548.42	484.39	25	97,131	8,094.25	519.42
26	73,030	6,085.83	390.53	26	83,984	6,998.67	449.11	26	90,581	7,548.42	484.39	26	97,131	8,094.25	519.42
27	74,151	6,179.25	396.53	27	85,275	7,106.25	456.02	27	91,971	7,664.25	491.82	27	98,622	8,218.50	527.39

Contract starts in September of each year

FY 2022 Teachers - 210 Day Contract (10 Month)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	48,691	4,057.57	231.86	0	55,991	4,665.95	266.63	0	60,376	5,031.30	287.50	0	64,756	5,396.36	308.36
1	48,691	4,057.57	231.86	1	55,991	4,665.95	266.63	1	60,376	5,031.30	287.50	1	64,756	5,396.36	308.36
2	48,691	4,057.57	231.86	2	55,991	4,665.95	266.63	2	60,376	5,031.30	287.50	2	64,756	5,396.36	308.36
3	53,554	4,462.87	255.02	3	61,587	5,132.27	293.27	3	66,407	5,533.93	316.22	3	71,235	5,936.24	339.21
4	53,554	4,462.87	255.02	4	61,587	5,132.27	293.27	4	66,407	5,533.93	316.22	4	71,235	5,936.24	339.21
5	53,554	4,462.87	255.02	5	61,587	5,132.27	293.27	5	66,407	5,533.93	316.22	5	71,235	5,936.24	339.21
6	55,903	4,658.56	266.20	6	64,286	5,357.15	306.12	6	69,336	5,777.99	330.17	6	74,348	6,195.66	354.04
7	55,903	4,658.56	266.20	7	64,286	5,357.15	306.12	7	69,336	5,777.99	330.17	7	74,348	6,195.66	354.04
8	55,903	4,658.56	266.20	8	64,286	5,357.15	306.12	8	69,336	5,777.99	330.17	8	74,348	6,195.66	354.04
9	57,591	4,799.21	274.24	9	66,227	5,518.96	315.37	9	71,429	5,952.43	340.14	9	76,594	6,382.82	364.73
10	58,166	4,847.13	276.98	10	66,889	5,574.08	318.52	10	72,143	6,011.95	343.54	10	77,360	6,446.64	368.38
11	58,747	4,895.60	279.75	11	67,558	5,629.85	321.71	11	72,864	6,072.03	346.97	11	78,132	6,511.03	372.06
12	59,336	4,944.64	282.55	12	68,234	5,686.19	324.93	12	73,593	6,132.77	350.44	12	78,914	6,576.16	375.78
13	59,929	4,994.05	285.37	13	68,916	5,742.99	328.17	13	74,330	6,194.16	353.95	13	79,703	6,641.95	379.54
14	60,528	5,044.02	288.23	14	69,605	5,800.45	331.45	14	75,072	6,256.02	357.49	14	80,501	6,708.40	383.34
15	61,134	5,094.47	291.11	15	70,302	5,858.48	334.77	15	75,823	6,318.62	361.06	15	81,306	6,775.49	387.17
16	61,744	5,145.37	294.02	16	71,005	5,917.06	338.12	16	76,581	6,381.79	364.67	16	82,119	6,843.25	391.04
17	62,362	5,196.84	296.96	17	71,714	5,976.20	341.50	17	77,347	6,445.61	368.32	17	82,940	6,911.66	394.95
18	62,985	5,248.78	299.93	18	72,432	6,036.00	344.91	18	78,121	6,510.09	372.01	18	83,769	6,980.72	398.90
19	63,615	5,301.28	302.93	19	73,156	6,096.36	348.36	19	78,903	6,575.23	375.73	19	84,606	7,050.53	402.89
20	64,251	5,354.25	305.96	20	73,887	6,157.29	351.84	20	79,691	6,640.92	379.48	20	85,453	7,121.10	406.92
21	64,894	5,407.87	309.02	21	74,626	6,218.86	355.36	21	80,488	6,707.37	383.28	21	86,308	7,192.31	410.99
22	65,542	5,461.87	312.11	22	75,373	6,281.10	358.92	22	81,292	6,774.37	387.11	22	87,170	7,264.18	415.10
23	66,198	5,516.52	315.23	23	76,127	6,343.89	362.51	23	82,106	6,842.13	390.98	23	88,042	7,336.80	419.25
24	66,861	5,571.74	318.39	24	76,888	6,407.34	366.13	24	82,928	6,910.63	394.89	24	88,922	7,410.17	423.44
25	67,529	5,627.42	321.57	25	77,656	6,471.35	369.79	25	83,756	6,979.69	398.84	25	89,811	7,484.29	427.67
26	68,204	5,683.66	324.78	26	78,433	6,536.11	373.49	26	84,594	7,049.51	402.83	26	90,710	7,559.16	431.95
27	68,887	5,740.56	328.03	27	79,217	6,601.43	377.22	27	85,440	7,119.97	406.86	27	91,617	7,634.77	436.27
28	69,575	5,797.93	331.31	28	80,010	6,667.50	381.00	28	86,294	7,191.19	410.93	28	92,534	7,711.14	440.64
29	70,271	5,855.95	334.63	29	80,810	6,734.13	384.81	29	87,157	7,263.06	415.03	29	93,459	7,788.25	445.04
30	70,973	5,914.44	337.97	30	81,618	6,801.51	388.66	30	88,028	7,335.68	419.18	30	94,393	7,866.11	449.49
31	71,683	5,973.58	341.35	31	82,433	6,869.45	392.54	31	88,909	7,409.05	423.37	31	95,337	7,944.72	453.98
32	72,401	6,033.38	344.76	32	83,259	6,938.24	396.47	32	89,798	7,483.17	427.61	32	96,290	8,024.17	458.52
33	73,124	6,093.65	348.21	33	84,091	7,007.58	400.43	33	90,696	7,558.03	431.89	33	97,254	8,104.47	463.11
34	73,855	6,154.57	351.69	34	84,932	7,077.67	404.44	34	91,603	7,633.56	436.20	34	98,226	8,185.51	467.74
35	74,594	6,216.15	355.21	35	85,781	7,148.42	408.48	35	92,519	7,709.92	440.57	35	99,208	8,267.30	472.42

FY 2022 Teachers - 220 Day Contract (11 Months)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	51,009	4,250.78	231.86	0	58,658	4,888.14	266.63	0	63,251	5,270.88	287.50	0	67,840	5,653.33	308.36
1	51,009	4,250.78	231.86	1	58,658	4,888.14	266.63	1	63,251	5,270.88	287.50	1	67,840	5,653.33	308.36
2	51,009	4,250.78	231.86	2	58,658	4,888.14	266.63	2	63,251	5,270.88	287.50	2	67,840	5,653.33	308.36
3	56,105	4,675.39	255.02	3	64,520	5,376.67	293.27	3	69,569	5,797.45	316.22	3	74,627	6,218.92	339.21
4	56,105	4,675.39	255.02	4	64,520	5,376.67	293.27	4	69,569	5,797.45	316.22	4	74,627	6,218.92	339.21
5	56,105	4,675.39	255.02	5	64,520	5,376.67	293.27	5	69,569	5,797.45	316.22	5	74,627	6,218.92	339.21
6	58,565	4,880.39	266.20	6	67,347	5,612.25	306.12	6	72,638	6,053.14	330.17	6	77,888	6,490.69	354.04
7	58,565	4,880.39	266.20	7	67,347	5,612.25	306.12	7	72,638	6,053.14	330.17	7	77,888	6,490.69	354.04
8	58,565	4,880.39	266.20	8	67,347	5,612.25	306.12	8	72,638	6,053.14	330.17	8	77,888	6,490.69	354.04
9	60,333	5,027.75	274.24	9	69,381	5,781.76	315.37	9	74,831	6,235.88	340.14	9	80,241	6,686.76	364.73
10	60,935	5,077.94	276.98	10	70,074	5,839.51	318.52	10	75,579	6,298.24	343.54	10	81,044	6,753.63	368.38
11	61,545	5,128.73	279.75	11	70,775	5,897.94	321.71	11	76,334	6,361.18	346.97	11	81,853	6,821.08	372.06
12	62,161	5,180.10	282.55	12	71,484	5,956.96	324.93	12	77,098	6,424.80	350.44	12	82,672	6,889.31	375.78
13	62,782	5,231.86	285.37	13	72,198	6,016.47	328.17	13	77,869	6,489.12	353.95	13	83,499	6,958.24	379.54
14	63,411	5,284.22	288.23	14	72,920	6,076.67	331.45	14	78,647	6,553.92	357.49	14	84,334	7,027.84	383.34
15	64,045	5,337.06	291.11	15	73,649	6,137.45	334.77	15	79,434	6,619.51	361.06	15	85,178	7,098.14	387.17
16	64,685	5,390.39	294.02	16	74,386	6,198.82	338.12	16	80,228	6,685.69	364.67	16	86,029	7,169.12	391.04
17	65,332	5,444.31	296.96	17	75,129	6,260.78	341.50	17	81,031	6,752.55	368.32	17	86,889	7,240.78	394.95
18	65,985	5,498.73	299.93	18	75,881	6,323.43	344.91	18	81,841	6,820.10	372.01	18	87,758	7,313.14	398.90
19	66,645	5,553.73	302.93	19	76,640	6,386.67	348.36	19	82,660	6,888.33	375.73	19	88,635	7,386.27	402.89
20	67,311	5,609.22	305.96	20	77,406	6,450.49	351.84	20	83,486	6,957.16	379.48	20	89,522	7,460.20	406.92
21	67,985	5,665.39	309.02	21	78,180	6,515.00	355.36	21	84,321	7,026.76	383.28	21	90,418	7,534.80	410.99
22	68,664	5,721.96	312.11	22	78,962	6,580.20	358.92	22	85,164	7,096.96	387.11	22	91,321	7,610.10	415.10
23	69,351	5,779.22	315.23	23	79,752	6,645.98	362.51	23	86,015	7,167.94	390.98	23	92,234	7,686.18	419.25
24	70,045	5,837.06	318.39	24	80,549	6,712.45	366.13	24	86,876	7,239.71	394.89	24	93,156	7,763.04	423.44
25	70,745	5,895.39	321.57	25	81,354	6,779.51	369.79	25	87,745	7,312.06	398.84	25	94,088	7,840.69	427.67
26	71,452	5,954.31	324.78	26	82,168	6,847.35	373.49	26	88,622	7,385.20	402.83	26	95,029	7,919.12	431.95
27	72,167	6,013.92	328.03	27	82,989	6,915.78	377.22	27	89,508	7,459.02	406.86	27	95,980	7,998.33	436.27
28	72,888	6,074.02	331.31	28	83,820	6,985.00	381.00	28	90,404	7,533.63	410.93	28	96,940	8,078.33	440.64
29	73,618	6,134.80	334.63	29	84,658	7,054.80	384.81	29	91,307	7,608.92	415.03	29	97,909	8,159.12	445.04
30	74,353	6,196.08	337.97	30	85,505	7,125.39	388.66	30	92,220	7,685.00	419.18	30	98,888	8,240.69	449.49
31	75,096	6,258.04	341.35	31	86,359	7,196.57	392.54	31	93,142	7,761.86	423.37	31	99,876	8,323.04	453.98
32	75,848	6,320.69	344.76	32	87,224	7,268.63	396.47	32	94,074	7,839.51	427.61	32	100,875	8,406.27	458.52
33	76,606	6,383.82	348.21	33	88,095	7,341.27	400.43	33	95,015	7,917.94	431.89	33	101,885	8,490.39	463.11
34	77,372	6,447.65	351.69	34	88,976	7,414.71	404.44	34	95,965	7,997.06	436.20	34	102,904	8,575.29	467.74
35	78,146	6,512.16	355.21	35	89,866	7,488.82	408.48	35	96,925	8,077.06	440.57	35	103,932	8,660.98	472.42

Contract starts in August of each year

FY 2022 Teachers - 240 Day Contract (12 Months)

Rank - Bachelor's Degree/No Degree				Rank - Master's Degree				Rank - 6 Year				Rank - Doctoral			
Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate	Step	Matrix	Monthly Amount	Daily Rate
0	55,647	4,637.22	231.86	0	63,990	5,332.51	266.63	0	69,001	5,750.05	287.50	0	74,007	6,167.27	308.36
1	55,647	4,637.22	231.86	1	63,990	5,332.51	266.63	1	69,001	5,750.05	287.50	1	74,007	6,167.27	308.36
2	55,647	4,637.22	231.86	2	63,990	5,332.51	266.63	2	69,001	5,750.05	287.50	2	74,007	6,167.27	308.36
3	61,205	5,100.43	255.02	3	70,385	5,865.45	293.27	3	75,894	6,324.49	316.22	3	81,411	6,784.28	339.21
4	61,205	5,100.43	255.02	4	70,385	5,865.45	293.27	4	75,894	6,324.49	316.22	4	81,411	6,784.28	339.21
5	61,205	5,100.43	255.02	5	70,385	5,865.45	293.27	5	75,894	6,324.49	316.22	5	81,411	6,784.28	339.21
6	63,889	5,324.06	266.20	6	73,470	6,122.46	306.12	6	79,241	6,603.42	330.17	6	84,969	7,080.75	354.04
7	63,889	5,324.06	266.20	7	73,470	6,122.46	306.12	7	79,241	6,603.42	330.17	7	84,969	7,080.75	354.04
8	63,889	5,324.06	266.20	8	73,470	6,122.46	306.12	8	79,241	6,603.42	330.17	8	84,969	7,080.75	354.04
9	65,818	5,484.81	274.24	9	75,689	6,307.38	315.37	9	81,633	6,802.78	340.14	9	87,536	7,294.65	364.73
10	66,475	5,539.57	276.98	10	76,444	6,370.37	318.52	10	82,450	6,870.80	343.54	10	88,411	7,367.59	368.38
11	67,140	5,594.97	279.75	11	77,209	6,434.12	321.71	11	83,274	6,939.47	346.97	11	89,294	7,441.18	372.06
12	67,812	5,651.02	282.55	12	77,982	6,498.50	324.93	12	84,107	7,008.88	350.44	12	90,187	7,515.61	375.78
13	68,490	5,707.49	285.37	13	78,761	6,563.42	328.17	13	84,948	7,079.04	353.95	13	91,090	7,590.80	379.54
14	69,175	5,764.60	288.23	14	79,549	6,629.09	331.45	14	85,797	7,149.73	357.49	14	92,001	7,666.74	383.34
15	69,867	5,822.25	291.11	15	80,345	6,695.40	334.77	15	86,655	7,221.28	361.06	15	92,921	7,743.42	387.17
16	70,565	5,880.43	294.02	16	81,148	6,762.35	338.12	16	87,522	7,293.48	364.67	16	93,850	7,820.86	391.04
17	71,271	5,939.25	296.96	17	81,959	6,829.95	341.50	17	88,397	7,366.42	368.32	17	94,788	7,899.04	394.95
18	71,983	5,998.61	299.93	18	82,779	6,898.29	344.91	18	89,281	7,440.11	372.01	18	95,736	7,977.97	398.90
19	72,703	6,058.61	302.93	19	83,607	6,967.27	348.36	19	90,175	7,514.55	375.73	19	96,693	8,057.75	402.89
20	73,430	6,119.14	305.96	20	84,443	7,036.90	351.84	20	91,076	7,589.63	379.48	20	97,661	8,138.40	406.92
21	74,165	6,180.43	309.02	21	85,287	7,107.27	355.36	21	91,987	7,665.56	383.28	21	98,637	8,219.79	410.99
22	74,906	6,242.14	312.11	22	86,141	7,178.40	358.92	22	92,906	7,742.14	387.11	22	99,623	8,301.93	415.10
23	75,655	6,304.60	315.23	23	87,002	7,250.16	362.51	23	93,835	7,819.57	390.98	23	100,619	8,384.92	419.25
24	76,412	6,367.70	318.39	24	87,872	7,322.67	366.13	24	94,774	7,897.86	394.89	24	101,625	8,468.77	423.44
25	77,176	6,431.34	321.57	25	88,750	7,395.83	369.79	25	95,721	7,976.79	398.84	25	102,642	8,553.48	427.67
26	77,947	6,495.61	324.78	26	89,638	7,469.84	373.49	26	96,679	8,056.58	402.83	26	103,668	8,639.04	431.95
27	78,728	6,560.64	328.03	27	90,534	7,544.49	377.22	27	97,645	8,137.11	406.86	27	104,705	8,725.45	436.27
28	79,514	6,626.20	331.31	28	91,440	7,620.00	381.00	28	98,622	8,218.50	410.93	28	105,753	8,812.73	440.64
29	80,310	6,692.51	334.63	29	92,354	7,696.15	384.81	29	99,608	8,300.64	415.03	29	106,810	8,900.86	445.04
30	81,112	6,759.36	337.97	30	93,278	7,773.16	388.66	30	100,604	8,383.64	419.18	30	107,878	8,989.84	449.49
31	81,923	6,826.95	341.35	31	94,210	7,850.80	392.54	31	101,610	8,467.49	423.37	31	108,956	9,079.68	453.98
32	82,744	6,895.29	344.76	32	95,153	7,929.41	396.47	32	102,626	8,552.19	427.61	32	110,046	9,170.48	458.52
33	83,570	6,964.17	348.21	33	96,104	8,008.66	400.43	33	103,653	8,637.75	431.89	33	111,147	9,262.25	463.11
34	84,406	7,033.80	351.69	34	97,065	8,088.77	404.44	34	104,689	8,724.06	436.20	34	112,258	9,354.87	467.74
35	85,250	7,104.17	355.21	35	98,036	8,169.63	408.48	35	105,736	8,811.34	440.57	35	113,380	9,448.34	472.42
Elementary Assistant Principals paid per experience and education on 240 day salary schedule, plus \$5,000 supplement.															
Secondary Assistant Principals paid per experience and education on 240 day salary schedule, plus \$10,000 supplement.															
Central Office Certified Supervisor paid per experience and education on 240 day salary schedule, plus \$5,000 supplement.															
Central Office Certified Coordinator paid per experience and education on 240 day salary schedule, plus \$15,000 supplement.															
Central Office Certified Director paid per experience and education on 240 day salary schedule, plus \$25,000 supplement.															

SN

RN

RM

NS

SCHOOL NURSE - 182 DAYS				NURSE SUPERVISOR	
Step	LPN	RN	RN/MS	220	240
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	22,181	42,198	48,531	53487	58,350
1	22,181	42,198	48,531	53487	58,350
2	22,181	42,198	48,531	53487	58,350
3	24,379	46,415	53,372	58834	64,182
4	24,379	46,415	53,372	58834	64,182
5	24,379	46,415	53,372	58834	64,182
6	25,427	48,447	55,714	61411	66,994
7	25,427	48,447	55,714	61411	66,994
8	25,427	48,447	55,714	61411	66,994
9	25,758	49,096	56,462	62234	67,891
10	25,758	49,096	56,462	62234	67,891
11	25,758	49,096	56,462	62234	67,891
12	26,222	49,989	57,485	63366	69,127
13	26,222	49,989	57,485	63366	69,127
14	26,222	49,989	57,485	63366	69,127
15	26,797	51,128	58,801	64810	70,701
16	26,797	51,128	58,801	64810	70,701
17	26,797	51,128	58,801	64810	70,701
18	27,119	51,789	59,557	65647	71,615
19	27,119	51,789	59,557	65647	71,615
20	27,119	51,789	59,557	65647	71,615
21	27,444	52,450	60,320	66484	72,528
22	27,444	52,450	60,320	66484	72,528
23	27,444	52,450	60,320	66484	72,528
24	28,027	53,074	60,944	67278	73,394
25	28,027	53,074	60,944	67278	73,394
26	28,027	53,074	60,944	67278	73,394
27+	28,611	53,699	61,569	68068	74,256

Nurse substitute rate - \$27 per hour (Subs must have a valid RN license)

AA

System SIS Admin/Registrar	
240 DAY	
STEP	ANNUAL
0	52,244
1	52,244
2	52,244
3	53,551
4	53,551
5	53,551
6	54,889
7	54,889
8	54,889
9	56,262
10	56,262
11	56,262
12	57,668
13	57,668
14	57,668
15	59,110
16	59,110
17	59,110
18	60,587
19	60,587
20	60,587
21+	62,102

CU

CUSTODIAN		
STEP	220-DAY/8 HR	240-DAY/8 HR
0	22,880	24,960
1	23,338	25,459
2	23,804	25,968
3	24,280	26,488
4	24,766	27,018
5	25,261	27,558
6	25,767	28,109
7	26,282	28,671
8	26,808	29,245
9	27,344	29,830
10	27,891	30,426
11	28,448	31,035

MAINTENANCE 240 Day/8 HR				
STEP	Director	Maint. I	Maint. II	Maint. III
0	76,594	26,477	27,623	40,103
1	76,594	26,477	27,623	40,103
2	76,594	26,477	27,623	40,103
3	78,249	27,351	29,019	41,583
4	78,249	27,351	29,019	41,583
5	78,249	27,351	29,019	41,583
6	79,945	28,225	30,415	43,063
7	79,945	28,225	30,415	43,063
8	79,945	28,225	30,415	43,063
9	81,684	29,098	31,810	44,544
10	81,684	29,098	31,810	44,544
11	81,684	29,098	31,810	44,544
12	83,466	29,972	33,206	46,024
13	83,466	29,972	33,206	46,024
14	83,466	29,972	33,206	46,024
15	85,292	30,845	34,602	47,504
16	85,292	30,845	34,602	47,504
17	85,292	30,845	34,602	47,504
18	87,165	31,719	35,999	48,984
19	87,165	31,719	35,999	48,984
20	87,165	31,719	35,999	48,984
21	87,541	32,592	37,393	50,464
22	87,541	32,592	37,393	50,464
23	87,541	32,592	37,393	50,464
24	89,469	33,466	38,789	51,944
25	89,469	33,466	38,789	51,944
26	89,469	33,466	38,789	51,944
27+	91,446	34,339	40,186	53,424

FINANCE - 240 Day/8 HR				
Exp	LSA Bookkeeper	CO AP Bookkeeper	CO Payroll Bookkeeper	PR/AP Accountant
0	35,305	43,156	44,320	54,091
1	35,305	43,156	44,320	54,091
2	35,305	43,156	44,320	54,091
3	36,187	44,234	45,428	55,313
4	36,187	44,234	45,428	55,313
5	36,187	44,234	45,428	55,313
6	37,092	45,341	46,564	56,567
7	37,092	45,341	46,564	56,567
8	37,092	45,341	46,564	56,567
9	38,019	46,474	47,728	57,850
10	38,019	46,474	47,728	57,850
11	38,019	46,474	47,728	57,850
12	38,970	47,636	48,921	59,167
13	38,970	47,636	48,921	59,167
14	38,970	47,636	48,921	59,167
15	39,943	48,827	50,144	60,516
16	39,943	48,827	50,144	60,516
17	39,943	48,827	50,144	60,516
18	40,943	50,048	51,398	61,899
19	40,943	50,048	51,398	61,899
20	40,943	50,048	51,398	61,899
21+	41,966	51,299	52,682	63,316
Substitues \$60 per day for 6-hour staff, \$70 per day for 7-hr staff & MNGRs				
Supplements for AASBO Certifications - CSFO \$750, Payroll Personnel \$750, Local School Financial Mgt \$500				

School Secretary	
STEP	240 Day/8 HR
0	31,753
1	31,753
2	31,753
3	32,547
4	32,547
5	32,547
6	33,360
7	33,360
8	33,360
9	34,194
10	34,194
11	34,194
12	35,049
13	35,049
14	35,049
15	35,926
16	35,926
17	35,926
18	36,823
19	36,823
20	36,823
21	37,745
22	37,745
23	37,745
24	38,688
25	38,688
26	38,688
27+	39,656
Part Time = # hrs X hourly rate Substitute \$60 daily rate	

TT

Technology Technician	
240 DAY /8 HR	
STEP	ANNUAL
0	45,614
1	45,614
2	45,614
3	46,755
4	46,755
5	46,755
6	47,923
7	47,923
8	47,923
9	49,121
10	49,121
11	49,121
12	50,350
13	50,350
14	50,350
15	51,609
16	51,609
17	51,609
18	52,899
19	52,899
20	52,899
21+	54,221

Network Specialist	
240 DAY /8 HR	
STEP	ANNUAL
0	54,209
1	54,209
2	54,209
3	55,870
4	55,870
5	55,870
6	57,512
7	57,512
8	57,512
9	591,356
10	591,356
11	591,356
12	60,778
13	60,778
14	60,778
15	62,439
16	62,439
17	62,439
18	64,062
19	64,062
20	64,062
21+	65,984

PARAPROFESSIONAL 182-Day/8 HR	
STEP	ANNUAL
0	20,209
1	20,418
2	20,630
3	20,845
4	21,061
5	21,280
6	21,501
7	21,726
8	21,951
9	22,180
10	22,411
11	22,644
12+	22,879

Pre-K AUXILIARY 187-Day/7.5 HR	
STEP	ANNUAL
0	21,216
1	21,426
2	21,649
3	21,873
4	22,102
5	22,331
6	22,563
7	22,798
8	23,035
9	23,275
10	23,516
11	23,762
12+	24,009

Specialized Support Paraprofessional 187-Day/8HR	
STEP	ANNUAL
0	21,216
1	21,426
2	21,649
3	21,873
4	22,102
5	22,331
6	22,563
7	22,798
8	23,035
9	23,275
10	23,516
11	23,762
12+	24,009

LR

STEP	178 DAY/6 HR STAFF	178 DAY/7 HR STAFF	182 DAY/ HR MANAGER
0	12,372	16,446	27,388
1	12,715	16,901	27,864
2	13,056	17,356	28,340
3	13,399	17,812	28,815
4	13,742	18,266	29,292
5	14,086	18,722	29,767
6	14,427	19,178	30,267
7	14,769	19,633	30,775
8	15,112	20,088	31,293
9	15,454	20,543	31,818
10	16,881	21,000	32,352
11	17,224	21,453	32,895
Substitues \$60 per day for 6-hour staff, \$70 per day for 7-hr staff & MNGRs			

CD

CNP Director	
Step	240 Day
0	75,961
1	75,961
2	75,961
3	76,748
4	76,748
5	76,748
6	77,542
7	77,542
8	77,542
9	78,345
10	78,345
11	78,345
12	79,156
13	79,156
14	79,156
15	81,137
16	81,137
17	81,137
18	83,165
19	83,165
20	83,165
21	85,244
22	85,244
23	85,244
24	87,375
25	87,375
26	87,375
27+	89,560

Transportation 240 Day 12 Month Employee 8 HR/DAY			
Step	Mechanic	Shop Assistant	Secretary/ Bookkeeper
0	43,084	26,390	32,058
1	44,162	26,655	32,860
2	45,266	26,922	34,149
3	46,398	27,193	34,523
4	47,557	27,466	35,386
5	48,746	27,742	36,271
6	49,965	28,021	37,178
7	51,214	28,304	38,107
8	52,494	28,588	39,059
9	53,806	28,875	40,036
10	55,151	29,165	41,037
11	56,530	29,457	42,063
12+	57,944	29,753	43,114

Transportation 178 Day 9 Month, 4-hour Day		
Step	Driver	Aide
0	15,498	6,689
1	15,730	6,756
2	15,966	6,823
3	16,205	6,892
4	16,449	6,961
5	16,695	7,030
6	16,946	7,101
7	17,201	7,172
8	17,458	7,244
9	17,720	7,316
10	17,986	7,389
11	18,255	7,463
12+	18,530	7,538
Substitute Bus Driver - \$75 per day		
Substitute Bus Aide - \$30 per day		
Part-Time -hrly rate at salary step		
Field Trip/Mid Day Rate - \$15/hour		
Total driving duties shall not cause a driver to exceed 8 hours per day.		

Transportation Director	
Step	240 Day
0	76,594
1	76,594
2	76,594
3	78,249
4	78,249
5	78,249
6	79,945
7	79,945
8	79,945
9	81,684
10	81,684
11	81,684
12	83,465
13	83,465
14	83,465
15	85,292
16	85,292
17	85,292
18	87,164
19	87,164
20	87,164
21	87,541
22	89,083
23	89,083
24	89,469
25	91,051
26	91,051
27+	91,051

SUBSTITUTE RATES			
POSITION	REQUIREMENTS	Hourly Rate	Daily Rate
Teacher	Valid Alabama Substitute License		\$ 100.00
Bus Driver	Valid CDL		\$ 75.00
Bus Aide		\$ 7.50	
Custodian		\$ 10.00	
Nurse	Valid Alabama Nursing License--RN	\$ 27.00	
CNP Manager			\$ 70.00
CNP Staff		\$ 12.00	

Long Term Substitute Teacher pay, beginning with the 21st day, the daily rate is \$120, if degreed, and \$150, if certificated.

Number of Supplements	Assignment	Base Supplement Amount
1	Athletic Director	7,000.00
1	Assistant Athletic Director	3,000.00
1	Football Head Coach	Contract
1	Football Offensive Coordinator	7,000.00
1	Football Defensive Coordinator	7,000.00
8	Football Assistant Coach	3,500.00
1	Football Director of Operations	3,500.00
1	Football MS Head Coach	2,500.00
5	Football MS Asst Coach	2,000.00
1	Volleyball Head Coach	5,000.00
1	Volleyball JV Coach	2,750.00
1	Volleyball JH Head Coach	2,250.00
1	Flag Football Head Coach	2,250.00
1	Flag Football Asst Coach	1,250.00
1	Cheer Varsity Coach	5,000.00
1	Cheer Technical Coach	5,000.00
1	Cheer JH Coach	2,500.00
1	Cross Country Boys Coach	2,500.00
1	Cross Country Girls Coach	2,500.00
1	Strength & Conditioning	3,500.00
1	eSports Head Coach	1,250.00
1	Basketball Boys Head Coach	9,000.00
1	Basketball Boys Assistant Coach	4,500.00
1	Basketball Boys JV Coach	1,500.00
1	Basketball Boys 9th Grade Coach	1,000.00
1	Basketball Boys JH Coach	2,250.00
1	Basketball Girls Head Coach	9,000.00
1	Basketball Girls Assistant Coach	4,500.00
1	Basketball Girls JV Coach	1,500.00
1	Basketball Girls 9th Grade Coach	1,000.00
1	Basketball Girls JH Coach	2,250.00
1	Wrestling Head Coach	4,500.00
1	Wrestling Assistant Coach	1,500.00
1	Indoor Track Coach	1,000.00
1	Baseball Head Coach	9,000.00
1	Baseball Assistant Coach	4,500.00
1	Baseball JV Coach	1,500.00
1	Baseball 9th Grade Coach	1,000.00
1	Baseball JH Coach	2,250.00

Number of Supplements	Assignment	Base Supplement Amount
1	Softball Head Coach	9,000.00
1	Softball Assistant Coach	4,500.00
1	Softball JV Coach	1,500.00
1	Softball 9th Grade Coach	1,000.00
1	Softball JH Coach	2,250.00
1	Soccer Boys Head Coach	4,500.00
1	Soccer Boys Assistant Coach	1,000.00
1	Soccer Girls Head Coach	4,500.00
1	Soccer Girls Assistant Coach	1,000.00
1	Track Boys Coach	3,500.00
1	Track Boys Assistant Coach	1,000.00
1	Track Girls Coach	3,500.00
1	Track Girls Assistant Coach	1,000.00
1	Golf Boys Coach	2,000.00
1	Golf Girls Coach	2,000.00
1	Tennis Boys Coach	2,000.00
1	Tennis Girls Coach	2,000.00
1	Tennis JV Coach	500.00
1	Bowling Coach	2,000.00
1	Fishing Coach	2,000.00
1	Robotics	3,500.00
1	Robotics MS	1,500.00
1	Choir/Show choir	2,000.00
1	Drama	2,000.00
15	20 Extra Days	5,000.00
1	Football/Soccer Stadium Care	3,000.00
1	Baseball Stadium Care	2,000.00
1	Softball Stadium Care	2,000.00
1	Gym Care	3,000.00
1	Performing Arts Center Care	3,000.00
1	Band Director	5,000.00
1	Band Asst Director	2,750.00
1	Orchestra Strings	1,500.00
1	Flag Corps	1,500.00
4	NBCT (as qualified)	5,000.00
1	Mentoring	1,050.00
3	Mentoring - school coordinator	500.00
1	CNP BookKeeping	3,000.00
3	Assistant Principal - Elementary	5,000.00
3	Assistant Principal - Secondary	10,000.00

*Persons receiving athletic or band supplement must obtain Alabama Bus Driver License or the supplement will be reduced in accordance with Board Policy