

FY2024 Foundation Program
Classroom Teachers
Public School Experience - 187 Day Contract

	Bachelor BS	Master MS	AA/EDS 6Y	Doctor DO
0	44,226	50,857	54,839	58,818
1	44,226	50,857	54,839	58,818
2	44,226	50,857	54,839	58,818
3	48,643	55,939	60,317	64,702
4	48,643	55,939	60,317	64,702
5	48,643	55,939	60,317	64,702
6	50,776	58,390	62,977	67,530
7	50,776	58,390	62,977	67,530
8	50,776	58,390	62,977	67,530
9	52,309	60,154	64,879	69,570
10	52,831	60,755	65,527	70,265
11	53,360	61,363	66,182	70,967
12	53,894	61,977	66,844	71,677
13	54,433	62,596	67,513	72,394
14	54,977	63,222	68,187	73,118
15	55,527	63,855	68,870	73,850
16	56,082	64,493	69,558	74,588
17	56,643	65,138	70,254	75,334
18	57,209	65,789	70,957	76,086
19	57,781	66,447	71,667	76,847
20	58,359	67,111	72,383	77,616
21	58,943	67,783	73,107	78,393
22	59,532	68,461	73,837	79,176
23	60,127	69,145	74,576	79,967
24	60,729	69,837	75,322	80,767
25	61,336	70,535	76,075	81,575
26	61,949	71,240	76,836	82,391
27	62,569	71,952	77,604	83,215
28	63,195	72,672	78,380	84,047
29	63,827	73,399	79,164	84,888
30	64,464	74,133	79,955	85,737
31	65,109	74,874	80,755	86,593
32	65,761	75,623	81,563	87,459
33	66,418	76,379	82,379	88,335
34	67,082	77,143	83,202	89,218
35	67,753	77,914	84,034	90,109

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

FY2024 Foundation Program
Classroom Teachers
Public School Experience - 202 Day Contract

	Bachelor	Master	AA/EDS	Doctor
	BS	MS	6Y	DO
0	47,773	54,936	59,239	63,535
1	47,773	54,936	59,239	63,535
2	47,773	54,936	59,239	63,535
3	52,544	60,426	65,155	69,892
4	52,544	60,426	65,155	69,892
5	52,544	60,426	65,155	69,892
6	54,849	63,075	68,030	72,946
7	54,849	63,075	68,030	72,946
8	54,849	63,075	68,030	72,946
9	56,505	64,979	70,084	75,150
10	57,069	65,628	70,783	75,902
11	57,641	66,284	71,490	76,659
12	58,216	66,949	72,205	77,427
13	58,800	67,617	72,928	78,200
14	59,386	68,294	73,657	78,984
15	59,982	68,977	74,395	79,774
16	60,580	69,666	75,138	80,572
17	61,186	70,363	75,889	81,378
18	61,798	71,066	76,649	82,190
19	62,416	71,777	77,417	83,012
20	63,040	72,494	78,188	83,842
21	63,670	73,221	78,972	84,680
22	64,307	73,952	79,760	85,527
23	64,949	74,692	80,558	86,381
24	65,600	75,439	81,364	87,246
25	66,256	76,192	82,178	88,118
26	66,919	76,954	83,000	88,999
27	67,587	77,724	83,828	89,890
28	68,264	78,501	84,666	90,789
29	68,947	79,287	85,515	91,698
30	69,635	80,079	86,369	92,615
31	70,332	80,881	87,232	93,538
32	71,035	81,689	88,106	94,475
33	71,746	82,505	88,987	95,421
34	72,463	83,331	89,876	96,374
35	73,189	84,163	90,775	97,338

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

FY2024 Foundation Program
Classroom Teachers
Public School Experience - 207 Day Contract

	Bachelor	Master	AA/EDS	Doctor
	BS	MS	6Y	DO
0	48,956	56,296	60,705	65,108
1	48,956	56,296	60,705	65,108
2	48,956	56,296	60,705	65,108
3	53,845	61,922	66,768	71,622
4	53,845	61,922	66,768	71,622
5	53,845	61,922	66,768	71,622
6	56,207	64,636	69,713	74,752
7	56,207	64,636	69,713	74,752
8	56,207	64,636	69,713	74,752
9	57,904	66,588	71,819	77,010
10	58,482	67,252	72,535	77,780
11	59,067	67,925	73,259	78,557
12	59,657	68,606	73,992	79,343
13	60,256	69,291	74,733	80,136
14	60,856	69,985	75,480	80,939
15	61,467	70,684	76,236	81,748
16	62,079	71,390	76,998	82,566
17	62,700	72,104	77,768	83,392
18	63,328	72,825	78,546	84,224
19	63,961	73,553	79,333	85,067
20	64,601	74,288	80,123	85,917
21	65,246	75,033	80,927	86,776
22	65,898	75,783	81,734	87,644
23	66,557	76,540	82,552	88,519
24	67,223	77,306	83,378	89,405
25	67,896	78,078	84,212	90,300
26	68,575	78,859	85,054	91,202
27	69,260	79,647	85,903	92,115
28	69,954	80,444	86,762	93,036
29	70,653	81,250	87,631	93,968
30	71,359	82,061	88,507	94,907
31	72,073	82,883	89,391	95,853
32	72,794	83,711	90,287	96,814
33	73,522	84,547	91,190	97,783
34	74,257	85,394	92,101	98,760
35	75,000	86,247	93,022	99,747

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

FY2024 Foundation Program
Classroom Teachers
Public School Experience - 227 Day Contract

	Bachelor	Master	AA/EDS	Doctor
	BS	MS	6Y	DO
0	53,686	61,735	66,570	71,398
1	53,686	61,735	66,570	71,398
2	53,686	61,735	66,570	71,398
3	59,047	67,905	73,219	78,542
4	59,047	67,905	73,219	78,542
5	59,047	67,905	73,219	78,542
6	61,637	70,881	76,449	81,974
7	61,637	70,881	76,449	81,974
8	61,637	70,881	76,449	81,974
9	63,499	73,021	78,758	84,451
10	64,132	73,750	79,543	85,295
11	64,774	74,488	80,338	86,147
12	65,421	75,235	81,141	87,009
13	66,077	75,986	81,954	87,879
14	66,736	76,746	82,773	88,759
15	67,405	77,514	83,602	89,647
16	68,077	78,288	84,437	90,543
17	68,758	79,071	85,282	91,449
18	69,446	79,861	86,135	92,362
19	70,141	80,660	86,998	93,286
20	70,842	81,466	87,865	94,219
21	71,550	82,283	88,746	95,161
22	72,265	83,105	89,631	96,112
23	72,987	83,936	90,528	97,072
24	73,718	84,775	91,433	98,044
25	74,456	85,622	92,348	99,024
26	75,201	86,478	93,272	100,014
27	75,952	87,343	94,203	101,015
28	76,712	88,217	95,145	102,025
29	77,480	89,100	96,098	103,047
30	78,254	89,990	97,058	104,077
31	79,037	90,891	98,028	105,115
32	79,827	91,799	99,011	106,168
33	80,626	92,716	100,000	107,230
34	81,432	93,644	100,999	108,302
35	82,247	94,580	102,009	109,384

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

FY2024 Foundation Program
Classroom Teachers
Public School Experience - 240 Day Contract

	Bachelor BS	Master MS	AA/EDS 6Y	Doctor DO
0	56,760	65,270	70,382	75,487
1	56,760	65,270	70,382	75,487
2	56,760	65,270	70,382	75,487
3	62,429	71,794	77,412	83,040
4	62,429	71,794	77,412	83,040
5	62,429	71,794	77,412	83,040
6	65,167	74,940	80,827	86,669
7	65,167	74,940	80,827	86,669
8	65,167	74,940	80,827	86,669
9	67,135	77,203	83,268	89,287
10	67,805	77,974	84,098	90,180
11	68,484	78,754	84,938	91,080
12	69,168	79,543	85,788	91,992
13	69,862	80,338	86,647	92,911
14	70,558	81,142	87,514	93,842
15	71,266	81,953	88,390	94,781
16	71,976	82,771	89,273	95,729
17	72,696	83,599	90,166	96,686
18	73,423	84,434	91,068	97,651
19	74,158	85,279	91,980	98,628
20	74,899	86,131	92,897	99,614
21	75,648	86,995	93,828	100,610
22	76,404	87,864	94,764	101,616
23	77,167	88,742	95,712	102,631
24	77,940	89,630	96,670	103,658
25	78,720	90,526	97,637	104,695
26	79,507	91,430	98,614	105,742
27	80,302	92,345	99,598	106,800
28	81,106	93,269	100,594	107,868
29	81,917	94,202	101,602	108,948
30	82,735	95,143	102,617	110,038
31	83,563	96,096	103,642	111,134
32	84,398	97,056	104,681	112,248
33	85,243	98,026	105,727	113,371
34	86,095	99,007	106,783	114,504
35	86,957	99,996	107,851	115,649

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

FY2024 Foundation Program
State Minimum Salary Schedule
Math and Science Teacher Program
Public School Experience - 189 Day Contract

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

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of \$5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

SALARY SCHEDULE
OSR Pre-K Lead Teacher and Auxiliary Teacher
2023-2024

Lead Teacher	See 187 Days Teacher Schedule
Auxiliary Teacher	\$ 21,640

This schedule is based on a 187 day contract.

The Auxillary Teacher is a support position working 7 1/2 hours daily, 187 days.

**SALARY SCHEDULE
ADMINISTRATIVE
2023-2024**

As approved: Board meeting May , 2022

Use the 12-Mo Teacher Salary Schedule and add the following supplements:

*Deputy Superintendent	\$	22,500
*High School Principal	\$	20,000
*Elementary/Middle Principal	\$	15,000
High School Asst Principal	\$	10,000
Elementary/Middle Asst Principal	\$	7,500
*Career Tech Director/TPCT	\$	17,500
*Central Office	\$	20,000
Special Education Coordinator	\$	15,000

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by *)

This schedule is based on a 240 day contract.

**SALARY SCHEDULE
TEACHER AIDE / INTERVENTIONIST
2023 - 2024**

Years of Experience	High School Graduate	College Graduate
0	\$ 22,612	\$ 24,113
1	\$ 22,777	\$ 24,248
2	\$ 22,927	\$ 24,413
3	\$ 23,062	\$ 24,548
4	\$ 23,212	\$ 24,699
5	\$ 23,362	\$ 24,849
6	\$ 23,513	\$ 24,984
7	\$ 23,663	\$ 25,149
8	\$ 23,813	\$ 25,299
9	\$ 23,948	\$ 25,434
10	\$ 24,113	\$ 25,600
11	\$ 24,248	\$ 25,735
12-14	\$ 24,413	\$ 25,885
15-17	\$ 24,901	\$ 26,403
18-20	\$ 25,400	\$ 26,931
21-23	\$ 25,908	\$ 27,470
24-26	\$ 26,426	\$ 28,018
27+	\$ 26,955	\$ 28,579

This schedule is based on a 184 day contract, 8 hours per day.

**SALARY SCHEDULE
REGISTRAR
2023 - 2024**

Years of Experience	Salary
0	\$ 37,598
1	\$ 37,980
2	\$ 38,361
3	\$ 38,743
4	\$ 39,124
5	\$ 39,521
6	\$ 39,918
7	\$ 40,314
8	\$ 40,711
9	\$ 41,123
10	\$ 41,535
11	\$ 41,948
12-14	\$ 42,360
15-17	\$ 43,214
18-20	\$ 44,083
21-23	\$ 44,969
24-26	\$ 45,869
27+	\$ 46,784

This schedule is based on a 187 day contract, 8 hours per day.

FY2024 Foundation Program

School Nurses

187 Day Contract

	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DNP
0	33,264	43,886	47,322	51,028	55,023
1	33,264	43,886	47,322	51,028	55,023
2	33,264	43,886	47,322	51,028	55,023
3	36,587	48,270	52,049	56,125	60,519
4	36,587	48,270	52,049	56,125	60,519
5	36,587	48,270	52,049	56,125	60,519
6	38,191	50,386	54,331	58,586	63,173
7	38,191	50,386	54,331	58,586	63,173
8	38,191	50,386	54,331	58,586	63,173
9	39,344	51,907	55,972	60,354	65,080
10	39,737	52,426	56,531	60,957	65,730
11	40,134	52,950	57,096	61,567	66,387
12	40,536	53,480	57,668	62,183	67,052
13	40,941	54,015	58,244	62,805	67,722
14	41,351	54,555	58,827	63,433	68,400
15	41,765	55,101	59,415	64,068	69,084
16	42,182	55,651	60,009	64,708	69,774
17	42,604	56,208	60,609	65,355	70,472
18	43,030	56,770	61,215	66,008	71,177
19	43,460	57,338	61,827	66,668	71,889
20	43,894	57,911	62,445	67,335	72,607
21	44,334	58,491	63,070	68,009	73,334
22	44,777	59,075	63,700	68,688	74,066
23	45,225	59,666	64,338	69,375	74,807
24	45,677	60,263	64,982	70,070	75,556
25	46,134	60,865	65,631	70,770	76,311
26	46,595	61,473	66,287	71,477	77,074
27	47,061	62,089	66,951	72,193	77,846
28	47,532	62,709	67,620	72,914	78,623
29	48,007	63,337	68,296	73,644	79,410
30	48,487	63,970	68,978	74,379	80,203
31	48,972	64,609	69,668	75,123	81,005
32	49,462	65,256	70,366	75,875	81,816
33	49,956	65,908	71,068	76,633	82,634
34	50,455	66,567	71,779	77,399	83,460
35	50,960	67,233	72,497	78,174	84,295

**SALARY SCHEDULE
REGISTERED BEHAVIORAL THERAPIST
2023 - 2024**

Years of Experience	Salary
0	28,565
1	28,855
2	29,145
3	29,435
4	29,725
5	30,015
6	30,321
7	30,625
8	30,930
9	31,235
10	31,540
11	31,861
12-14	32,182
15-17	32,823
18-20	33,478
21-23	34,150
24-26	34,837
27+	35,539

This schedule is based on a 187 day contract, 8 hours per day.

**SALARY SCHEDULE
SECRETARY TO THE SUPERINTENDENT
2023-2024**

Years of Experience	Salary
0	\$ 47,021
1	47,981
2	48,941
3	49,900
4	50,899
5	51,936
6	52,975
7	54,032
8	55,110
9	56,206
10	57,342
11	58,478
12-14	59,633
15-17	60,826
18-20	62,042
21-23	63,283
24-26	64,549
27+	65,840

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE
HUMAN RESOURCE / PAYROLL SPECIALIST
2023 - 2024**

Years of Experience	Salary
0	\$ 47,021
1	47,981
2	48,941
3	49,900
4	50,899
5	51,936
6	52,975
7	54,032
8	55,110
9	56,206
10	57,342
11	58,478
12-14	59,633
15-17	60,826
18-20	62,043
21-23	63,283
24-26	64,549
27+	65,840

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE
CENTRAL OFFICE RECEPTIONIST
2023 - 2024**

Years of Experience	Salary
0	\$ 30,864
1	\$ 31,139
2	\$ 31,452
3	\$ 31,746
4	\$ 32,294
5	\$ 32,451
6	\$ 32,607
7	\$ 32,764
8	\$ 32,921
9	\$ 33,077
10	\$ 33,234
11	\$ 33,391
12-14	\$ 33,489
15-17	\$ 34,159
18-20	\$ 34,841
21-23	\$ 35,539
24-26	\$ 36,249
27+	\$ 36,974

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE
CENTRAL OFFICE SECRETARY / BOOKKEEPER
2023 - 2024**

Years of Experience	Salary
0	\$ 33,684
1	34,037
2	34,311
3	34,683
4	35,290
5	35,467
6	35,623
7	35,800
8	35,976
9	36,132
10	36,309
11	36,485
12-14	36,583
15-17	37,315
18-20	38,061
21-23	38,822
24-26	39,598
27+	40,391

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE
SCHOOL SECRETARY & BOOKKEEPER
2023 - 2024**

Years of Experience	Secretary All Schools 9 Mo	Elementary Bookkeeper 9 Mo	High School Bookkeeper 12 Mo
0	\$ 24,033	\$ 24,995	\$ 32,700
1	24,262	25,239	33,036
2	24,491	25,468	33,341
3	24,735	25,727	33,692
4	25,178	26,200	34,287
5	25,300	26,307	34,440
6	25,407	26,429	34,593
7	25,529	26,551	34,776
8	25,651	26,673	34,913
9	25,758	26,795	35,066
10	25,895	26,932	35,264
11	26,017	27,055	35,401
12-14	26,093	27,131	35,523
15-17	26,615	27,674	36,233
18-20	27,147	28,226	36,959
21-23	27,690	28,792	37,698
24-26	28,244	29,367	38,452
27+	28,809	29,954	39,221

This schedule is based on a 187 day 9-month contract and 240 day 12-month contract. All contracts include 8 hour days.

**SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2023 - 2024**

Years of Service	Managers 187 Day Contract 8 hrs per day	Asst Manager 184 Day Contract 7 hrs per day	Workers 184 Day Contract 6 hrs per day
0	\$ 25,300	\$ 19,365	\$ 16,598
1	25,424	19,460	16,679
2	25,584	19,582	16,783
3	25,725	19,690	16,876
4	25,847	19,784	16,957
5	26,007	19,906	17,061
6	26,096	19,974	17,120
7	26,131	20,001	17,143
8	26,201	20,055	17,189
9	26,252	20,094	17,225
10	26,323	20,148	17,270
11	26,429	20,229	17,340
12-14	26,518	20,297	17,398
15-17	27,047	20,702	17,744
18-20	27,593	21,120	18,104
21-23	28,140	21,539	18,463
24-26	28,705	21,971	18,833
27+	29,287	22,417	19,215

This schedule is based on a 187 day contract for Managers and 184 day contract for Workers.
Assistant Managers are Workers adjusted to 7 hour days.

SALARY SCHEDULE
***MAINTENANCE / TRANSPORTATION DIRECTOR**
2023 - 2024

Years of Experience	Salary
0	\$ 66,216
1	67,538
2	68,889
3	70,270
4	71,675
5	73,110
6	74,568
7	76,061
8	77,582
9	79,130
10	80,711
11	82,321
12-14	83,968
15-17	85,647
18-20	87,361
21-23	89,108
24-26	90,890
27+	92,708

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by *)

This schedule is based on a 240 day contract.

This position serves as both the Transportation Director and the Maintenance Supervisor.

**SALARY SCHEDULE
MAINTENANCE
2023-2024**

Years of Service	CNP Maintenance	Maintenance Team Leader	Maintenance Helper
0	\$ 34,251	\$ 34,251	\$ 29,102
1	\$ 34,932	\$ 34,932	\$ 29,684
2	\$ 35,635	\$ 35,635	\$ 30,292
3	\$ 36,365	\$ 36,365	\$ 30,898
4	\$ 37,093	\$ 37,093	\$ 31,506
5	\$ 37,822	\$ 37,822	\$ 32,138
6	\$ 38,576	\$ 38,576	\$ 32,770
7	\$ 39,353	\$ 39,353	\$ 33,425
8	\$ 42,487	\$ 42,487	\$ 36,098
9	\$ 43,360	\$ 43,360	\$ 36,826
10	\$ 44,211	\$ 44,211	\$ 37,555
11	\$ 45,086	\$ 45,086	\$ 38,333
12-14	\$ 46,009	\$ 46,009	\$ 39,086
15-17	\$ 46,932	\$ 46,932	\$ 39,862
18-20	\$ 47,879	\$ 47,879	\$ 40,665
21-23	\$ 48,827	\$ 48,827	\$ 41,491
24-26	\$ 49,798	\$ 49,798	\$ 42,316
27+	\$ 50,794	\$ 50,794	\$ 43,142

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE
TRANSPORTATION
2023-2024**

Years of Service	Certified Bus Mechanic - Diesel Certified	Certified Bus Mechanic	Mechanic Helper	Inventory Specialist
0	\$ 45,293	\$ 41,203	\$ 28,800	\$ 31,430
1	\$ 46,110	\$ 42,042	\$ 29,383	\$ 32,046
2	\$ 46,927	\$ 42,880	\$ 29,967	\$ 32,690
3	\$ 47,767	\$ 43,743	\$ 30,549	\$ 33,361
4	\$ 48,634	\$ 44,633	\$ 31,162	\$ 34,032
5	\$ 49,499	\$ 45,521	\$ 31,802	\$ 34,704
6	\$ 50,366	\$ 46,411	\$ 32,444	\$ 35,404
7	\$ 51,282	\$ 47,352	\$ 33,085	\$ 36,103
8	\$ 54,969	\$ 51,137	\$ 35,738	\$ 39,014
9	\$ 55,959	\$ 52,152	\$ 36,437	\$ 39,770
10	\$ 56,997	\$ 53,218	\$ 37,167	\$ 40,582
11	\$ 58,012	\$ 54,260	\$ 37,924	\$ 41,394
12-14	\$ 59,077	\$ 55,354	\$ 38,682	\$ 42,205
15-17	\$ 60,140	\$ 56,444	\$ 39,441	\$ 43,046
18-20	\$ 61,254	\$ 57,588	\$ 40,227	\$ 43,913
21-23	\$ 62,367	\$ 58,731	\$ 41,044	\$ 44,808
24-26	\$ 63,531	\$ 59,926	\$ 41,858	\$ 45,704
27+	\$ 64,694	\$ 61,119	\$ 42,705	\$ 46,598

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE
TRANSPORTATION / MAINTENANCE SECRETARY
2023-2024**

Years of Experience	Salary
0	\$ 28,800
1	\$ 29,179
2	\$ 29,558
3	\$ 29,961
4	\$ 30,366
5	\$ 30,769
6	\$ 31,148
7	\$ 31,552
8	\$ 31,955
9	\$ 32,310
10	\$ 32,713
11	\$ 33,116
12-14	\$ 33,521
15-17	\$ 34,191
18-20	\$ 34,876
21-23	\$ 35,573
24-26	\$ 36,285
27+	\$ 37,010

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE
JANITORS
2023 - 2024**

Years of Experience	Salary
0	\$ 22,765
1	\$ 23,013
2	\$ 23,208
3	\$ 23,438
4	\$ 23,633
5	\$ 23,881
6	\$ 24,111
7	\$ 24,323
8	\$ 24,535
9	\$ 24,695
10	\$ 24,979
11	\$ 25,208
12-14	\$ 25,386
15-17	\$ 25,894
18-20	\$ 26,410
21-23	\$ 26,939
24-26	\$ 27,477
27+	\$ 28,027

This schedule is based on a 187 day contract, 8 hours per day.

**SALARY SCHEDULE
BUS DRIVERS & BUS AIDES
2023-2024**

DRIVERS	
Years of Experience	Salary
0	16,020
1-2-3	16,486
4-5-6	16,951
7-8-9	17,401
10-11-12	17,867
13-14-15	18,225
16-17-18	18,589
19-20-21	18,961
22-23-24	19,340
25-26	19,727
27+	20,122

BUS AIDES	
Years of Experience	Salary
0	11,040
1-2-3	12,420
4-5-6	12,793
7-8-9	13,177
10-11-12	13,571
13-14-15	13,843
16-17-18	14,121
19-20-21	14,402
22-23-24	14,690
25-26	14,983
27+	15,284

These schedules are based on a 184 day contract, 4 hours per day.

Extra Bus Duties:

Mid Day Routes: \$20/Block (2 hrs)

Bus Trainer: Reg Daily Rate

Substitute Bus Driver: \$50/day \$25 am \$25 pm

Bus Trips: \$50 minimum (first 4 hours) Minimum wage after

New Driver Training: \$40/day (not employees yet)

**SALARY SCHEDULE
Technology
2023-2024**

Years of Service	Technology Coordinator	Technology Specialist	IT Communications
0	\$ 69,954	\$ 45,122	\$ 45,122
1	71,384	46,003	46,003
2	72,793	46,923	46,923
3	74,243	47,883	47,883
4	75,751	48,823	48,823
5	77,240	49,803	49,803
6	78,806	50,801	50,801
7	80,373	51,838	51,838
8	81,998	52,877	52,877
9	83,624	53,915	53,915
10	85,269	54,992	54,992
11	86,992	56,089	56,089
12-14	88,716	57,205	57,205
15-17	90,490	58,349	58,349
18-20	92,300	59,516	59,516
21-23	94,146	60,706	60,706
24-26	96,029	61,920	61,920
27+	97,950	63,158	63,158

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by *)

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE
TRANSITION COACH
2023-2024**

Years of Experience	Salary
0	\$ 44,828
1	45,729
2	46,649
3	47,550
4	48,509
5	49,488
6	50,468
7	51,487
8	52,524
9	53,562
10	54,639
11	55,716
12-14	56,853
15-17	\$ 57,990
18-20	\$ 59,150
21-23	\$ 60,333
24-26	\$ 61,540
27+	\$ 62,770

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE
MISCELLANEOUS POSITIONS
2023-2024**

*Instructional Support Specialist	12 Mo Teacher Salary Schedule
*Child Nutrition Director	12 Mo Teacher Salary Schedule
Superintendent of Education	Per Board Approved Contract
*Chief School Financial Officer	Per Board Approved Contract
PT Payroll Clerk (Retiree)	Approved Amount determined by RSA

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by *)