

**PICKENS COUNTY BOARD OF EDUCATION**  
**SUPERVISORY PERSONNEL SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

**CENTRAL OFFICE CERTIFIED COORDINATOR PERSONNEL**

<u>Years of Experience</u>	<u>0-5 years</u>	<u>6-11 years</u>	<u>12-14 years</u>	<u>15-21years</u>	<u>22+years</u>
Base Salary	79,206.00	81,559.00	81,954.00	82,736.00	84,390.00

**CENTRAL OFFICE CERTIFIED SUPERVISOR PERSONNEL**

<u>Years of Experience</u>	<u>0-5 years</u>	<u>6-11 years</u>	<u>12-14 years</u>	<u>15-21years</u>	<u>22+years</u>
Base Salary	80,673.00	83,070.00	83,471.00	84,268.00	85,953.00

**CENTRAL OFFICE ADMINISTRATIVE STAFF**

Central office administrative staff who transfer from a principal-ship in the system after October 1, 2022, will receive a one-time increase of \$2,000 above the highest paid principal in the area of transfer. This amount will be added during the year of transfer only. This will establish the administrative staff base rate of pay.

**ASSOCIATE SUPERINTENDENT**

Highest paid principal plus \$6,000.

**CHIEF SCHOOL FINANCIAL OFFICER**

<u>Years of Experience</u>	<u>0-5 years</u>	<u>6-11 years</u>	<u>12-14 years</u>	<u>15-21years</u>	<u>22+years</u>
Base Salary	80,231.00	83,439.00	86,778.00	90,248.00	93,858.00

The CSFO must meet the qualifications and certification requirements established by the State Department of Education (SDE) and complete the Alabama Association of School Business Officials Certificate Program. Optional: Upon obtaining Certified Administrator of School Finance and Operations (SFO) from the Association of School Business Officials International, \$2,500 will be added to the yearly salary.

**PICKENS COUNTY BOARD OF EDUCATION**  
**SUPERVISORY PERSONNEL SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

**NON-CERTIFIED SUPERVISORY PERSONNEL**

<u>Years of Experience</u>	<u>Interim Supervisors</u>	<u>Supervisors</u>
Step 1 (0-5 Years)	56,668.00	66,215.00
Monthly	4,722.33	5,517.92
Daily	236.12	275.90
Step 2 (6-11 Years)	58,566.00	67,980.00
Monthly	4,880.50	5,665.00
Daily	244.03	283.25
Step 3 (12-14 Years)	60,524.00	69,747.00
Monthly	5,043.67	5,812.25
Daily	252.18	290.61
Step 4 (15-21 Years)	62,527.00	71,828.00
Monthly	5,210.58	5,985.67
Daily	260.53	299.28
Step 5 (22+ Years)	64,403.00	73,984.00
Monthly	5,366.92	6,165.33
Daily	268.35	308.27

**10 MONTH ASSISTANT PRINCIPAL**

Teacher's salary schedule as base salary plus 3,600 per year supplement.

Schedule is based on Master's Degree or person must be actively pursuing a graduate program that will earn a Master's Degree. Designation of position will be determined by physical plant, grade structure and enrollment.

**PICKENS COUNTY BOARD OF EDUCATION**  
**SECRETARY/BOOKKEEPER SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

Years of Service	(202) Ten Months	(222) Eleven Months	(240) Twelve Months
Step 1 (0-3 Years)	24,499.00	26,926.00	29,111.00
Monthly	2,041.58	2,243.83	2,425.92
Daily	121.28	121.29	121.30
Step 2 (4-6 Years)	25,808.00	28,361.00	30,662.00
Monthly	2,150.67	2,363.42	2,555.17
Daily	127.76	127.75	127.76
Step 3 (7-9 Years)	27,595.00	30,324.00	32,785.00
Monthly	2,299.58	2,527.00	2,732.08
Daily	136.61	136.59	136.60
Step 4 (10-12 Years)	30,882.00	33,937.00	36,692.00
Monthly	2,573.50	2,828.08	3,057.67
Daily	152.88	152.87	152.88
Step 5 (13-15 Years)	34,167.00	37,550.00	40,594.00
Monthly	2,847.25	3,129.17	3,382.83
Daily	169.14	169.14	169.14
Step 6 (16+ Years)	35,193.00	38,677.00	41,812.00
Monthly	2,932.75	3,223.08	3,484.33
Daily	174.22	174.22	174.22
Secretary to Superintendent	Add	4,500.00	

\*\*Candidates who have related educational secretarial experience will be allowed to count all years of educational service.

\*\*Candidates who have secretarial like experience (non-educational) will be allowed to count one-half of their like years of service.

**PICKENS COUNTY BOARD OF EDUCATION**  
**RECEPTIONIST**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Years of Service</u>	<b>(202)</b> <u>Ten Month</u>
Step 1 (0-3 years)	17,556.00
Monthly	1,463.00
Daily	86.91
Step 2 (4-6 years)	17,908.00
Monthly	1,492.33
Daily	88.65
Step 3 (7-9 years)	18,266.00
Monthly	1,522.17
Daily	90.43
Step 4 (10-12 years)	18,633.00
Monthly	1,552.75
Daily	92.24
Step 5 (13-15 years)	19,004.00
Monthly	1,583.67
Daily	94.08
Step 6 (16+ years)	19,385.00
Monthly	1,615.42
Daily	95.97

**PICKENS COUNTY BOARD OF EDUCATION**  
**MECHANICS/MAINTENANCE SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**  
**Twelve Month (240 days)**

<u>Years of Service</u>	<u>Certified Salary</u>	<u>Uncertified Salary</u>
Step 1 (0-3 Years)	36,741.00	34,587.00
Monthly	3,061.75	2,882.25
Daily	153.09	144.11
Step 2 (4-6 Years)	39,977.00	37,816.00
Monthly	3,331.42	3,151.33
Daily	166.57	157.57
Step 3 (7-9 Years)	43,208.00	41,053.00
Monthly	3,600.67	3,421.08
Daily	180.03	171.05
Step 4 (10-12 Years)	46,442.00	44,283.00
Monthly	3,870.17	3,690.25
Daily	193.51	184.51
Step 5 (13-15 Years)	49,672.00	47,518.00
Monthly	4,139.33	3,959.83
Daily	206.97	197.99
Step 6 (16+ Years)	51,095.00	48,875.00
Monthly	4,257.92	4,072.92
Daily	212.90	203.65

\*Add 5,000 to Maintenance Foreman salary

**PICKENS COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE FOR AIDES AND CUSTODIANS**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

Employee Classification	Non-certified Aide 182 days	Certified Aide 182 days	Custodian 8 hours 202 days	
Step 0 (0 exp.)	17,775.00	21,592.00	19,888.00	
Monthly	1,481.25	1,799.33	1,657.33	
Daily	97.66	118.64	98.46	(12.31 hr)
Step 1 (1 yr.)	17,926.00	21,754.00	20,057.00	
Monthly	1,493.83	1,812.83	1,671.42	
Daily	98.49	119.53	99.29	(12.41 hr)
Step 2 (2 yr)	18,081.00	21,921.00	20,252.00	
Monthly	1,506.75	1,826.75	1,687.67	
Daily	99.35	120.45	100.26	(12.53 hr)
Step 3 (3-6 yr)	18,233.00	22,081.00	20,464.00	
Monthly	1,519.42	1,840.08	1,705.33	
Daily	100.18	121.32	101.31	(12.66 hr)
Step 4 (7-9 yr)	18,388.00	22,248.00	20,614.00	
Monthly	1,532.33	1,854.00	1,717.83	
Daily	101.03	122.24	102.05	(12.76 hr)
Step 5 (10 yr)	18,534.00	22,405.00	20,785.00	
Monthly	1,544.50	1,867.08	1,732.08	
Daily	101.84	123.10	102.90	(12.86 hr)
Step 6 (10+ yrs)	18,607.00	22,483.00	22,943.00	
Monthly	1,550.58	1,873.58	1,911.92	
Daily	102.24	123.53	113.58	(14.20 hr)

**PICKENS COUNTY BOARD OF EDUCATION**  
**TRANSPORTATION SALARY SCHEDULES**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

	Bus Driver (182 Days)	Bus Aides (182 Days)	Parts Clerk (202 Days)	Shop Assistant (182 Days)
Step 1 (0-3 Years)	14,125.00	6,768.00	24,845.00	24,756.00
Monthly	1,177.08	564.00	2,070.42	2,063.00
Daily	77.61	37.19	123.00	136.02
Step 2 (4-6 Years)	15,285.00	7,310.00	27,154.00	25,499.00
Monthly	1,273.75	609.17	2,262.83	2,124.92
Daily	83.98	40.16	134.43	140.10
Step 3 (7-9 Years)	15,745.00	7,529.00	27,968.00	26,263.00
Monthly	1,312.08	627.42	2,330.67	2,188.58
Daily	86.51	41.37	138.46	144.30
Step 4 (10-12 Years)	16,218.00	7,754.00	28,807.00	27,051.00
Monthly	1,351.50	646.17	2,400.58	2,254.25
Daily	89.11	42.60	142.61	148.63
Step 5 (13-15 Years)	16,703.00	7,989.00	29,671.00	27,863.00
Monthly	1,391.92	665.75	2,472.58	2,321.92
Daily	91.77	43.90	146.89	153.09
Step 6 (16+ Years)	17,204.00	8,227.00	30,561.00	28,699.00
Monthly	1,433.67	685.58	2,546.75	2,391.58
Daily	94.53	45.20	151.29	157.69

**PICKENS COUNTY BOARD OF EDUCATION**  
**TRANSPORTATION SALARY SCHEDULES**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

	<u>Mech In Training</u> <u>(182 Days)</u>	<u>Shop Foreman</u> <u>(240 Days)</u>
Step 1 (0-3 Years)	26,884.00	49,888.00
Monthly	2,240.33	4,157.33
Daily	147.71	207.87
Step 2 (4-6 Years)	29,379.00	54,520.00
Monthly	2,448.25	4,543.33
Daily	161.42	227.17
Step 3 (7-9 Years)	30,260.00	56,155.00
Monthly	2,521.67	4,679.58
Daily	166.26	233.98
Step 4 (10-12 Years)	31,168.00	57,841.00
Monthly	2,597.33	4,820.08
Daily	171.25	241.00
Step 5 (13-15 Years)	32,103.00	59,574.00
Monthly	2,675.25	4,964.50
Daily	176.39	248.23
Step 6 (16+ Years)	33,066.00	61,362.00
Monthly	2,755.50	5,113.50
Daily	181.68	255.68

Bus driver pay for extra-curricular activities:	\$15.00 per hour (effective September 22, 2022)
Substitute Bus Driver Pay ( <i>Bus Aide</i> )	\$55.00 per day ( <i>32.88 per day</i> )
Retired Pickens County Bus Driver Sub	\$60.00
Career Center Route, (reg. driver extra route)	\$52.00 per day (2 trips)
Career Center Route, (reg. driver/aide extra route)	\$25.00 per day (2 trips)
Pre-K Route, (reg. driver extra route)	\$25.00 per day



**PICKENS COUNTY BOARD OF EDUCATION**  
**LPN – RN STATE SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

Experience	LPN		RN		RN/MS	
	187 days	182 days	187 days	182 days	187 day	182 days
Step 1 (0-2)	22,792.00	22,181.00	43,357.00	42,198.00	49,864.00	48,531.00
Monthly	1,899.33	1,848.42	3,613.08	3,516.50	4,155.33	4,044.25
Daily	121.88	118.878	231.86	231.86	266.65	266.65
Step 2 (3-5)	25,048.00	24,379.00	47,691.00	46,415.00	54,838.00	53,372.00
Monthly	2,087.33	2,031.58	3,974.25	3,867.92	4,569.83	4,447.67
Daily	133.95	133.95	255.03	255.03	293.25	293.25
Step 3 (6-8)	26,127.00	25,427.00	49,778.00	48,447.00	57,245.00	55,714.00
Monthly	2,177.25	2,118.92	4,148.17	4,037.25	4,770.42	4,642.83
Daily	139.72	139.71	266.19	266.19	306.12	306.12
Step 4 (9-11)	26,464.00	25,758.00	50,445.00	49,096.00	58,013.00	56,462.00
Monthly	2,205.33	2,146.50	4,203.75	4,091.33	4,834.42	4,705.17
Daily	141.52	141.53	269.76	269.76	310.23	310.23
Step 5 (12-14)	26,941.00	26,222.00	51,361.00	49,989.00	59,064.00	57,485.00
Monthly	2,245.08	2,185.17	4,280.08	4,165.75	4,922.00	4,790.42
Daily	144.07	144.08	274.66	274.66	315.85	315.85
Step 6 (15-17)	27,534.00	26,797.00	52,532.00	51,128.00	60,416.00	58,801.00
Monthly	2,294.50	2,233.08	4,377.67	4,260.67	5,034.67	4,900.08
Daily	147.24	147.24	280.92	280.92	323.08	323.08
Step 7 (18-20)	27,865.00	27,119.00	53,211.00	51,789.00	61,194.00	59,557.00
Monthly	2,322.08	2,259.92	4,434.25	4,315.75	5,099.50	4,963.08
Daily	149.01	149.01	284.55	284.55	327.24	327.24
Step 8 (21-23)	28,198.00	27,444.00	53,891.00	52,450.00	61,977.00	60,320.00
Monthly	2,349.83	2,287.00	4,490.92	4,370.83	5,164.75	5,026.67
Daily	150.79	150.79	288.19	288.19	331.43	331.43
Step 9 (24-26)	28,798.00	28,027.00	54,533.00	53,074.00	62,619.00	60,944.00
Monthly	2,399.83	2,335.58	4,544.42	4,422.83	5,218.25	5,078.67
Daily	154.00	153.99	291.62	291.62	334.86	334.86
Step 10 (27+)	29,398.00	28,611.00	55,169.00	53,699.00	63,260.00	61,569.00
Monthly	2,449.83	2,384.25	4,597.42	4,474.92	5,271.67	5,130.75
Daily	157.21	157.20	295.02	295.05	338.29	338.29

**PICKENS COUNTY BOARD OF EDUCATION**  
**FULL TIME TEACHER SALARY SCHEDULE (187 days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 1 (0-2)	43,358.00	49,859.00	53,763.00	57,664.00	43,358.00
Monthly	3,613.17	4,154.92	4,480.25	4,805.33	3,613.17
Daily	231.86	266.63	287.50	308.36	231.86
Step 2 (3-5)	47,689.00	54,842.00	59,134.00	63,433.00	47,689.00
Monthly	3,974.08	4,570.17	4,927.83	5,286.08	3,974.08
Daily	255.02	293.27	316.22	339.21	255.02
Step 3 (6-8)	49,780.00	57,245.00	61,742.00	66,205.00	49,780.00
Monthly	4,148.33	4,770.42	5,145.17	5,517.08	4,148.33
Daily	266.20	306.12	330.17	354.04	266.20
Step 4 (9)	51,283.00	58,974.00	63,606.00	68,205.00	51,283.00
Monthly	4,273.58	4,914.50	5,300.50	5,683.75	4,273.58
Daily	274.24	315.37	340.14	364.73	274.24
Step 5 (10)	51,795.00	59,563.00	64,242.00	68,887.00	51,795.00
Monthly	4,316.25	4,963.58	5,353.50	5,740.58	4,316.25
Daily	276.98	318.52	343.54	368.38	276.98
Step 6 (11)	52,313.00	60,159.00	64,884.00	69,575.00	52,313.00
Monthly	4,359.42	5,013.25	5,407.00	5,797.92	4,359.42
Daily	279.75	321.71	346.97	372.06	279.75
Step 7 (12)	52,837.00	60,761.00	65,533.00	70,271.00	52,837.00
Monthly	4,403.08	5,063.42	5,461.08	5,855.92	4,403.08
Daily	282.55	324.93	350.44	375.78	282.55
Step 8 (13)	53,365.00	61,368.00	66,189.00	70,974.00	53,365.00
Monthly	4,447.08	5,114.00	5,515.75	5,914.50	4,447.08
Daily	285.37	328.17	353.95	379.54	285.37
Step 9 (14)	53,899.00	61,982.00	66,850.00	71,684.00	53,899.00
Monthly	4,491.58	5,165.17	5,570.83	5,973.67	4,491.58
Daily	288.23	331.45	357.49	383.34	288.23
Step 10 (15)	54,438.00	62,602.00	67,519.00	72,401.00	54,438.00
Monthly	4,536.50	5,216.83	5,626.58	6,033.42	4,536.50
Daily	291.11	334.77	361.06	387.17	291.11

**PICKENS COUNTY BOARD OF EDUCATION**  
**FULL TIME TEACHER SALARY SCHEDULE (187 days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 12(16)	54,982.00	63,228.00	68,194.00	73,125.00	54,982.00
Monthly	4,581.83	5,269.00	5,682.83	6,093.75	4,581.83
Daily	294.02	338.12	364.67	391.04	294.02
Step 13(17)	55,532.00	63,860.00	68,876.00	73,856.00	55,532.00
Monthly	4,627.67	5,321.67	5,739.67	6,154.67	4,627.67
Daily	296.96	341.50	368.32	394.95	296.96
Step 14(18)	56,087.00	64,499.00	69,565.00	74,594.00	56,087.00
Monthly	4,673.92	5,374.92	5,797.08	6,216.17	4,673.92
Daily	299.93	344.91	372.01	398.90	299.93
Step 15(19)	56,648.00	65,144.00	70,261.00	75,340.00	56,648.00
Monthly	4,720.67	5,428.67	5,855.08	6,278.33	4,720.67
Daily	302.93	348.36	375.73	402.89	302.93
Step 16(20)	57,214.00	65,795.00	70,963.00	76,094.00	57,214.00
Monthly	4,767.83	5,482.92	5,913.58	6,341.17	4,767.83
Daily	305.96	351.84	379.48	406.92	305.96
Step 17(21)	57,787.00	66,453.00	71,673.00	76,855.00	57,787.00
Monthly	4,815.58	5,537.75	5,972.75	6,404.58	4,815.58
Daily	309.02	355.36	383.28	410.99	309.02
Step 18(22)	58,364.00	67,118.00	72,389.00	77,623.00	58,364.00
Monthly	4,863.67	5,593.17	6,032.42	6,468.58	4,863.67
Daily	312.11	358.92	387.11	415.10	312.11
Step 19(23)	58,948.00	67,789.00	73,113.00	78,399.00	58,948.00
Monthly	4,912.33	5,649.08	6,092.75	6,533.25	4,912.33
Daily	315.23	362.51	390.98	419.25	315.23
Step 20(24)	59,538.00	68,467.00	73,845.00	79,183.00	59,538.00
Monthly	4,961.50	5,705.58	6,153.75	6,598.58	4,961.50
Daily	318.39	366.13	394.89	423.44	318.39
Step 21(25)	60,133.00	69,151.00	74,583.00	79,975.00	60,133.00
Monthly	5,011.08	5,762.58	6,215.25	6,664.58	5,011.08
Daily	321.57	369.79	398.84	427.67	321.57

**PICKENS COUNTY BOARD OF EDUCATION**  
**FULL TIME TEACHER SALARY SCHEDULE (187 days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 22(26)	60,734.00	69,843.00	75,329.00	80,775.00	60,734.00
Monthly	5,061.17	5,820.25	6,277.42	6,731.25	5,061.17
Daily	324.78	373.49	402.83	431.95	324.78
Step 23(27)	61,342.00	70,541.00	76,082.00	81,583.00	61,342.00
Monthly	5,111.83	5,878.42	6,340.17	6,798.58	5,111.83
Daily	328.03	377.22	406.86	436.27	328.03
Step 24(28)	61,955.00	71,247.00	76,843.00	82,399.00	61,955.00
Monthly	5,162.92	5,937.25	6,403.58	6,866.58	5,162.92
Daily	331.31	381.00	410.93	440.64	331.31
Step 25(29)	62,575.00	71,959.00	77,611.00	83,223.00	62,575.00
Monthly	5,214.58	5,996.58	6,467.58	6,935.25	5,214.58
Daily	334.63	384.81	415.03	445.04	334.63
Step 26(30)	63,200.00	72,679.00	78,387.00	84,055.00	63,200.00
Monthly	5,266.67	6,056.58	6,532.25	7,004.58	5,266.67
Daily	337.97	388.66	419.18	449.49	337.97
Step 27(31)	63,832.00	73,405.00	79,171.00	84,895.00	63,832.00
Monthly	5,319.33	6,117.08	6,597.58	7,074.58	5,319.33
Daily	341.35	392.54	423.37	453.98	341.35
Step 28(32)	64,471.00	74,140.00	79,963.00	85,744.00	64,471.00
Monthly	5,372.58	6,178.33	6,663.58	7,145.33	5,372.58
Daily	344.76	396.47	427.61	458.52	344.76
Step 29(33)	65,115.00	74,881.00	80,763.00	86,602.00	65,115.00
Monthly	5,426.25	6,240.08	6,730.25	7,216.83	5,426.25
Daily	348.21	400.43	431.89	463.11	348.21
Step 30(34)	65,766.00	75,630.00	81,570.00	87,468.00	65,766.00
Monthly	5,480.50	6,302.50	6,797.50	7,289.00	5,480.50
Daily	351.69	404.44	436.20	467.74	351.69
Step 31(35)	66,424.00	76,386.00	82,386.00	88,342.00	66,424.00
Monthly	5,535.33	6,365.50	6,865.50	7,361.83	5,535.33
Daily	355.21	408.48	440.57	472.42	355.21

**PICKENS COUNTY BOARD OF EDUCATION**  
**TEAMS SALARY SCHEDULE (189 Days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>ED.S. Degree</u>	<u>Ph.D. Degree</u>
Step 1 (0)	48,558.00	55,059.00	58,963.00	62,864.00
Monthly	4,046.50	4,588.25	4,913.58	5,238.67
Daily	256.92	291.32	311.97	332.61
Step 2 (1)	51,981.00	59,778.00	64,456.00	69,138.00
Monthly	4,331.75	4,981.50	5,371.33	5,761.50
Daily	275.03	316.29	341.04	365.81
Step 3 (2)	54,758.00	62,969.00	67,916.00	72,826.00
Monthly	4,563.17	5,247.42	5,659.67	6,068.83
Daily	289.72	333.17	359.34	385.32
Step 4 (3)	56,360.00	64,813.00	69,904.00	74,958.00
Monthly	4,696.67	5,401.08	5,825.33	6,246.50
Daily	298.20	342.93	369.86	396.60
Step 5 (4)	58,005.00	66,705.00	71,944.00	77,146.00
Monthly	4,833.75	5,558.75	5,995.33	6,428.83
Daily	306.90	352.94	380.66	408.18
Step 6 (5)	59,693.00	68,646.00	74,038.00	79,392.00
Monthly	4,974.42	5,720.50	6,169.83	6,616.00
Daily	315.84	363.21	391.74	420.06
Step 7 (6)	61,426.00	70,638.00	76,188.00	81,696.00
Monthly	5,118.83	5,886.50	6,349.00	6,808.00
Daily	325.01	373.75	403.11	432.25
Step 8 (7)	63,204.00	72,685.00	78,393.00	84,061.00
Monthly	5,267.00	6,057.08	6,532.75	7,005.08
Daily	334.41	384.58	414.78	444.77
Step 9 (8)	64,468.00	74,136.00	79,961.00	85,743.00
Monthly	5,372.33	6,178.00	6,663.42	7,145.25
Daily	341.10	392.25	423.07	453.67
Step 10(9)	65,757.00	75,620.00	81,560.00	87,458.00
Monthly	5,479.75	6,301.67	6,796.67	7,288.17
Daily	347.92	400.11	431.53	462.74
Step 11(10)	66,743.00	76,755.00	82,783.00	88,769.00
Monthly	5,561.92	6,396.25	6,898.58	7,397.42
Daily	353.14	406.11	438.01	469.68

**PICKENS COUNTY BOARD OF EDUCATION**  
**TEAMS SALARY SCHEDULE (189 Days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>ED.S. Degree</u>	<u>Ph.D. Degree</u>
Step 12(11)	67,745.00	77,906.00	84,025.00	90,100.00
Monthly	5,645.42	6,492.17	7,002.08	7,508.33
Daily	358.44	412.20	444.58	476.72
Step 13(12)	68,761.00	79,075.00	85,285.00	91,452.00
Monthly	5,730.08	6,589.58	7,107.08	7,621.00
Daily	363.81	418.39	451.24	483.87
Step 14(13)	68,761.00	79,075.00	85,285.00	91,452.00
Monthly	5,730.08	6,589.58	7,107.08	7,621.00
Daily	363.81	418.39	451.24	483.87
Step 15(14)	68,761.00	79,075.00	85,285.00	91,452.00
Monthly	5,730.08	6,589.58	7,107.08	7,621.00
Daily	363.81	418.39	451.24	483.87
Step 16(15)	69,796.00	80,266.00	86,570.00	92,830.00
Monthly	5,816.33	6,688.83	7,214.17	7,735.83
Daily	369.29	424.69	458.04	491.16
Step 17(16)	69,796.00	80,266.00	86,570.00	92,830.00
Monthly	5,816.33	6,688.83	7,214.17	7,735.83
Daily	369.29	424.69	458.04	491.16
Step 18(17)	69,796.00	80,266.00	86,570.00	92,830.00
Monthly	5,816.33	6,688.83	7,214.17	7,735.83
Daily	369.29	424.69	458.04	491.16
Step 19(18)	70,853.00	81,481.00	87,881.00	94,235.00
Monthly	5,904.42	6,790.08	7,323.42	7,852.92
Daily	374.88	431.12	464.98	498.60
Step 20(19)	70,853.00	81,481.00	87,881.00	94,235.00
Monthly	5,904.42	6,790.08	7,323.42	7,852.92
Daily	374.88	431.12	464.98	498.60
Step 21(20)	70,853.00	81,481.00	87,881.00	94,235.00
Monthly	5,904.42	6,790.08	7,323.42	7,852.92
Daily	374.88	431.12	464.98	498.60
Step 22(21)	71,931.00	82,722.00	89,217.00	95,669.00
Monthly	5,994.25	6,893.50	7,434.75	7,972.42
Daily	380.59	437.68	472.05	506.19

**PICKENS COUNTY BOARD OF EDUCATION**  
**TEAMS SALARY SCHEDULE (189 Days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>ED.S. Degree</u>	<u>Ph.D. Degree</u>
Step 23(22)	71,931.00	82,722.00	89,217.00	95,669.00
Monthly	5,994.25	6,893.50	7,434.75	7,972.42
Daily	380.59	437.68	472.05	506.19
Step 24(23)	71,931.00	82,722.00	89,217.00	95,669.00
Monthly	5,994.25	6,893.50	7,434.75	7,972.42
Daily	380.59	437.68	472.05	506.19
Step 25(24)	73,030.00	83,984.00	90,581.00	97,131.00
Monthly	6,085.83	6,998.67	7,548.42	8,094.25
Daily	386.40	444.36	479.26	513.92
Step 26(25)	73,030.00	83,984.00	90,581.00	97,131.00
Monthly	6,085.83	6,998.67	7,548.42	8,094.25
Daily	386.40	444.36	479.26	513.92
Step 27(26)	73,030.00	83,984.00	90,581.00	97,131.00
Monthly	6,085.83	6,998.67	7,548.42	8,094.25
Daily	386.40	444.36	479.26	513.92
Step 28(27)	74,151.00	85,275.00	91,971.00	98,622.00
Monthly	6,179.25	7,106.25	7,664.25	8,218.50
Daily	392.33	451.19	486.62	521.81

\*An annual supplement of \$5,000 will be paid to those teachers teaching in schools identified as hard-to-staff by ALSDE.

**PICKENS COUNTY BOARD OF EDUCATION**  
**FULL TIME TEACHER SALARY SCHEDULE (202 days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 1 (0-2)	46,836.00	53,858.00	58,076.00	62,289.00	46,836.00
Monthly	3,903.00	4,488.17	4,839.67	5,190.75	3,903.00
Daily	231.86	266.62	287.50	308.36	231.86
Step 2 (3-5)	51,514.00	59,241.00	63,877.00	68,521.00	51,514.00
Monthly	4,292.83	4,936.75	5,323.08	5,710.08	4,292.83
Daily	255.02	293.27	316.22	339.21	255.02
Step 3 (6-8)	53,773.00	61,837.00	66,695.00	71,516.00	53,773.00
Monthly	4,481.08	5,153.08	5,557.92	5,959.67	4,481.08
Daily	266.20	306.12	330.17	354.04	266.20
Step 4 (9)	55,397.00	63,705.00	68,708.00	73,676.00	55,397.00
Monthly	4,616.42	5,308.75	5,725.67	6,139.67	4,616.42
Daily	274.24	315.37	340.14	364.73	274.24
Step 5 (10)	55,950.00	64,341.00	69,395.00	74,413.00	55,950.00
Monthly	4,662.50	5,361.75	5,782.92	6,206.08	4,662.50
Daily	276.98	318.52	343.54	368.38	276.98
Step 6 (11)	56,509.00	64,985.00	70,089.00	75,156.00	56,509.00
Monthly	4,709.08	5,415.42	5,840.75	6,263.00	4,709.08
Daily	279.75	321.71	346.98	372.06	279.75
Step 7 (12)	57,075.00	65,635.00	70,790.00	75,908.00	57,075.00
Monthly	4,756.25	5,469.58	5,899.17	6,325.67	4,756.25
Daily	282.55	324.93	350.45	375.78	282.55
Step 8 (13)	57,646.00	66,291.00	71,498.00	76,667.00	57,646.00
Monthly	4,803.83	5,524.25	5,958.17	6,388.92	4,803.83
Daily	285.38	328.17	353.95	379.54	285.38
Step 9 (14)	58,222.00	66,954.00	72,212.00	77,434.00	58,222.00
Monthly	4,851.83	5,579.50	6,017.67	6,452.83	4,851.83
Daily	288.23	331.46	357.49	383.34	288.23
Step 10 (15)	58,805.00	67,624.00	72,935.00	78,209.00	58,805.00
Monthly	4,900.42	5,635.33	6,077.92	6,517.42	4,900.42
Daily	291.11	334.77	361.06	387.17	291.11



**PICKENS COUNTY BOARD OF EDUCATION**  
**FULL TIME TEACHER SALARY SCHEDULE (202 days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 12(16)	59,392.00	68,300.00	73,664.00	78,991.00	59,392.00
Monthly	4,949.33	5,691.67	6,138.67	6,582.58	4,949.33
Daily	294.02	338.12	364.67	391.04	294.02
Step 13(17)	59,986.00	68,982.00	74,401.00	79,780.00	59,986.00
Monthly	4,998.83	5,748.50	6,200.08	6,648.33	4,998.83
Daily	296.96	341.50	368.32	394.95	296.96
Step 14(18)	60,586.00	69,673.00	75,145.00	80,577.00	60,586.00
Monthly	5,048.83	5,806.08	6,262.08	6,714.75	5,048.83
Daily	299.93	344.92	372.00	398.90	299.93
Step 15(19)	61,192.00	70,369.00	75,897.00	81,383.00	61,192.00
Monthly	5,099.33	5,864.08	6,324.75	6,781.92	5,099.33
Daily	302.93	348.36	375.73	402.89	302.93
Step 16(20)	61,803.00	71,073.00	76,655.00	82,198.00	61,803.00
Monthly	5,150.25	5,922.75	6,387.92	6,849.83	5,150.25
Daily	305.96	351.85	379.48	406.92	305.96
Step 17(21)	62,422.00	71,783.00	77,422.00	83,020.00	62,422.00
Monthly	5,201.83	5,981.92	6,451.83	6,918.33	5,201.83
Daily	309.02	355.36	383.28	410.99	309.02
Step 18(22)	63,046.00	72,502.00	78,196.00	83,849.00	63,046.00
Monthly	5,253.83	6,041.83	6,516.33	6,987.42	5,253.83
Daily	312.11	358.92	387.11	415.09	312.11
Step 19(23)	63,676.00	73,227.00	78,978.00	84,688.00	63,676.00
Monthly	5,306.33	6,102.25	6,581.50	7,057.33	5,308.33
Daily	315.23	362.51	390.98	419.25	315.23
Step 20(24)	64,314.00	73,959.00	79,768.00	85,535.00	64,314.00
Monthly	5,359.50	6,163.25	6,647.33	7,127.92	5,359.50
Daily	318.39	366.13	394.89	423.43	318.39
Step 21(25)	64,957.00	74,698.00	80,566.00	86,390.00	64,957.00
Monthly	5,413.08	6,224.83	6,713.83	7,199.17	5,413.08
Daily	321.57	369.79	398.84	427.67	321.57

**PICKENS COUNTY BOARD OF EDUCATION**  
**FULL TIME TEACHER SALARY SCHEDULE (202 days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Public School Experience</u>	<u>B.S. Degree</u>	<u>M.S. Degree</u>	<u>Ed.S. Degree</u>	<u>Ph.D. Degree</u>	<u>No Degree</u>
Step 22(26)	65,606.00	75,445.00	81,371.00	87,254.00	65,606.00
Monthly	5,467.17	6,287.08	6,780.92	7,271.17	5,467.17
Daily	324.78	373.49	402.83	431.95	324.78
Step 23(27)	66,262.00	76,199.00	82,185.00	88,127.00	66,262.00
Monthly	5,521.83	6,349.92	6,848.75	7,343.92	5,521.83
Daily	328.03	377.22	406.86	436.27	328.03
Step 24(28)	66,925.00	76,962.00	83,007.00	89,009.00	66,925.00
Monthly	5,577.08	6,413.50	6,917.33	7,417.42	5,577.08
Daily	331.31	381.00	410.93	440.64	331.31
Step 25(29)	67,594.00	77,731.00	83,836.00	89,899.00	67,594.00
Monthly	5,632.83	6,477.58	6,986.25	7,491.58	5,632.83
Daily	334.62	384.81	415.03	445.04	334.62
Step 26(30)	68,270.00	78,509.00	84,675.00	90,797.00	68,270.00
Monthly	5,689.17	6,542.42	7,056.25	7,566.42	5,689.17
Daily	337.97	388.66	419.18	449.49	337.97
Step 27(31)	68,952.00	79,293.00	85,522.00	91,705.00	68,952.00
Monthly	5,746.00	6,607.75	7,126.83	7,642.08	5,746.00
Daily	341.35	392.54	423.38	453.99	341.35
Step 28(32)	69,642.00	80,087.00	86,377.00	92,622.00	69,642.00
Monthly	5,803.50	6,673.92	7,198.08	7,718.50	5,803.50
Daily	344.76	396.47	427.61	458.52	344.76
Step 29(33)	70,338.00	80,887.00	87,241.00	93,549.00	70,338.00
Monthly	5,861.50	6,740.58	7,270.08	7,795.75	5,861.50
Daily	348.21	400.43	431.89	463.11	348.21
Step 30(34)	71,041.00	81,697.00	88,113.00	94,484.00	71,041.00
Monthly	5,920.08	6,808.08	7,342.75	7,873.67	5,920.08
Daily	351.69	404.44	436.20	467.74	351.69
Step 31(35)	71,752.00	82,513.00	88,995.00	95,428.00	71,752.00
Monthly	5,979.33	6,876.08	7,416.25	7,952.33	5,979.33
Daily	355.21	408.48	440.57	472.42	355.21

**PICKENS COUNTY BOARD OF EDUCATION**  
**TECHNOLOGY SPECIALIST SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

Years of Service	(202)	(240)
	10-Month	12-Month
Step 1 (0-3 years)	29,051.00	34,516.00
Monthly	2,420.92	2,876.33
Daily	143.82	143.82
Step 2 (4-6 years)	30,506.00	36,244.00
Monthly	2,542.17	3,020.33
Daily	151.02	151.02
Step 3 (7-9 years)	32,030.00	38,055.00
Monthly	2,669.17	3,171.25
Daily	158.56	158.56
Step 4 (10-12 years)	33,636.00	39,963.00
Monthly	2,803.00	3,330.25
Daily	166.51	166.51
Step 5 (13-15 years)	35,316.00	41,960.00
Monthly	2,943.00	3,496.67
Daily	174.83	174.83
Step 6 (16+ years)	36,376.00	43,218.00
Monthly	3,031.33	3,601.50
Daily	180.08	180.08

**PICKENS COUNTY BOARD OF EDUCATION**  
**GROUND MAINTENANCE SALARY SCHEDULE**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**  
**12 MONTH – 240 DAYS**

<u>Years of Service</u>	<u>Grounds/ Maintenance</u>
Step 1 (0-3 Years)	29,628.00
Monthly	2,469.00
Daily	123.45
Step 2 (4-6 Years)	30,476.00
Monthly	2,539.67
Daily	126.98
Step 3 (7-9 Years)	31,350.00
Monthly	2,612.50
Daily	130.63
Step 4 (10-12 Years)	32,249.00
Monthly	2,687.42
Daily	134.37
Step 5 (13-15 Years)	33,177.00
Monthly	2,764.75
Daily	138.24
Step 6 (16+ Years)	34,133.00
Monthly	2,844.42
Daily	142.22

**PICKENS COUNTY BOARD OF EDUCATION**  
**CONTRACT PRINCIPAL SALARY GUIDELINES**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

Principals' **initial** salaries are based on teachers' daily rate of pay with a masters degree at the principal's current years of service. That daily rate will be multiplied by 240 days for a full contract. The Administrative Difficulty Factor below will be applied to compute a principal's base pay.

	Administrative Difficulty Factors	
Elementary School Principal	1.30	
Middle School/Career Tech Center Principal	1.35	
High School Principal	1.40	
Ed.S Supplement		\$ 1,500.00
Ph.D. Supplement		\$ 2,500.00

## Child Nutrition Program

**Pay Scale for Child Nutrition**

October 1, 2022 – September 30, 2023

**CAFETERIA EMPLOYEES****CNP SUPERVISOR: Base Salary**

<b>Years of experience as SUPERVISOR (240 Days)</b>	<b>Yearly Salary</b>	<b>Monthly Salary</b>	<b>Daily Rate</b>
0 to 5 years experience	\$70,035.00	\$5,836.25	\$291.81
6 to 11 years experience	\$71,902.00	\$5,991.83	\$299.59
12 to 14 years experience	\$73,770.00	\$6,147.50	\$307.38
15 to 21 years experience	\$75,972.00	\$6,331.00	\$316.55
22 + years experience	\$78,252.00	\$6,521.00	\$326.05

**CNP DISTRICT MANAGER: Base Salary**

<b>Years of experience as Manager (240 Days)</b>	<b>Yearly Salary</b>	<b>Monthly Salary</b>	<b>Daily Rate</b>	<b>Hourly Wage</b>
0 to 2 years experience	\$34,824.00	\$2,902.00	\$145.10	\$18.14
3 to 4 years experience	\$36,019.00	\$3,001.58	\$150.08	\$18.76
5 to 6 years experience	\$37,909.00	\$3,159.08	\$157.95	\$19.74
7 to 8 years experience	\$39,406.00	\$3,283.83	\$164.19	\$20.52
9 to 10 years experience	\$40,589.00	\$3,382.42	\$169.12	\$21.14
11+ years experience	\$41,807.00	\$3,483.92	\$174.20	\$21.78

**CNP MANAGER: Base Salary**

<b>Years of experience as Manager (192 Days)</b>	<b>Yearly Salary</b>	<b>Monthly Salary</b>	<b>Daily Rate</b>	<b>Hourly Wage</b>
0 to 2 years experience	\$27,860.00	\$2,321.67	\$145.10	\$18.14
3 to 4 years experience	\$28,815.00	\$2,401.25	\$150.08	\$18.76
5 to 6 years experience	\$30,327.00	\$2,527.25	\$157.95	\$19.74
7 to 8 years experience	\$31,524.00	\$2,627.00	\$164.19	\$20.52
9 to 10 years experience	\$32,471.00	\$2,705.92	\$169.12	\$21.14
11+ years experience	\$33,445.00	\$2,787.08	\$174.19	\$21.77

**CNP ASSISTANT MANAGER:**

<b>Years of Experience as Assistant Manager (188 Days)</b>	<b>Yearly Salary</b>	<b>Monthly Salary</b>	<b>Daily Rate</b>	<b>Hourly Wage</b>
0 to 4 years experience	\$23,935.00	\$1,994.58	\$127.31	\$15.91
5 to 6 years experience	\$24,922.00	\$2,076.83	\$132.56	\$16.57
7 to 8 years experience	\$26,197.00	\$2,183.08	\$139.35	\$17.42
9 to 10 years experience	\$26,983.00	\$2,248.58	\$143.53	\$17.94
11 to 12 years experience	\$27,792.00	\$2,316.00	\$147.83	\$18.48
13+ years experience	\$28,627.00	\$2,385.58	\$152.27	\$19.03

**FOOD SERVICE ASSISTANTS: (185 Days)**

<b>FSA Steps</b>	<b>Yearly Salary</b>	<b>Monthly Salary</b>	<b>Daily Rate</b>	<b>Hourly Wage</b>
Food Service Trainee (0 years)	\$16,145.00	\$1,345.42	\$87.27	\$12.47
Food Service Assist.-I (1 year)	\$17,727.00	\$1,477.25	\$95.82	\$13.69
Food Service Assist.-II (2 years)	\$18,795.00	\$1,566.25	\$101.59	\$14.51
Food Service Assist.-III (3 years)	\$20,390.00	\$1,699.17	\$110.22	\$15.75
Food Service Assist.-IV (4 years)	\$21,002.00	\$1,750.17	\$113.52	\$16.22
Food Service Assist.-V (5 years)	\$21,632.00	\$1,802.67	\$116.93	\$16.70

- Salaries are computed on the following basis. Food Service Assistants are paid for 185 work days per year, including two (2) Professional Development days. This is equal to one year. All contracts run from July 1<sup>st</sup> through June 30<sup>th</sup> of each year. The annual salary will be divided into twelve equal monthly payments.
- CNP Part time employees will be paid in accordance with the minimum wage guidelines plus one free meal for that day. A cooperative education student employed for training by the CNP program will be provided a free meal plus minimum pay rates. Students and workers working less than four hours per day are not entitled to a paid break and all meal breaks must be taken before or after assigned work hours.
- All part-time employees and cooperative education students will be limited to three hours per day unless authorized by the CNP Director but shall not exceed 19 hours per week.
- Promotions between the pay grades will require meeting all the requirements according for that job description as established in the CNP Policy and Procedures Handbook under policy 2.7. No employee shall advance more than one step per year. Advancement requires written recommendation from the manager and School Administrator.
- Manager's works 192 days per year and Assistant Managers works 188 days per year.

**TWELVE MONTH SUPPORT EMPLOYEES****Non-certified Interim Supervisor Salary Schedule \***

Years in position	Yearly Salary	Monthly Salary	Daily Rate
0 to 5 years experience	58,934.00	4,911.17	245.56
*CNP Director must be state certified in order to hold the position. A waiver may be granted by the State Department of Education provided the Director becomes state certified within 3 years.			

**State Certified CNP Supervisor Salary Schedule (Same salary schedule as Supervisors)****CNP Bookkeeper/Secretary Salary Schedule (Same salary schedule as Board Secretary)****CNP Maintenance Salary Schedule (Same salary schedule as General Maintenance Personnel)**

**CNP Bookkeeper Assistant/Technical Support Salary Schedule (240 Days)**

Years in position	Yearly Salary	Monthly Salary	Daily Rate	Hourly Wage
0 to 3 years experience	27,072.00	2,256.00	112.80	14.10
4 to 6 years experience	28,425.00	2,368.75	118.44	14.81
7 to 9 years experience	29,847.00	2,487.25	124.36	15.55
10 to 13 years experience	31,339.00	2,611.58	130.58	16.32
13 to 15 Years experience	32,905.00	2,742.08	137.10	17.14
16 + years experience	33,893.00	2,824.42	141.22	17.65



**PICKENS COUNTY BOARD OF EDUCATION**  
**SALARY SCHEDULE PRE-K AIDES(187 Days)**  
**OCTOBER 1, 2022 – SEPTEMBER 30, 2023**

<u>Years of Service</u>	<u>PRE-K CDA</u>	<u>PRE-K CDA W/BACHELOR OR HIGHER DEGREE</u>
Step 1 (0-2 years)	21,216.00	25,033.00
Monthly	1,768.00	2,086.08
Daily	113.45	133.87
Step 2 (3-5 years)	21,852.00	25,784.00
Monthly	1,821.00	2,148.67
Daily	116.86	137.88
Step 3 (6-8 years)	22,508.00	26,558.00
Monthly	1,875.67	2,213.17
Daily	120.36	142.02
Step 4 (9-11 years)	23,183.00	27,355.00
Monthly	1,931.92	2,279.58
Daily	123.97	146.28
Step 5 (12-14 years)	23,878.00	28,176.00
Monthly	1,989.83	2,348.00
Daily	127.69	150.67
Step 6 (15-17 years)	24,594.00	29,021.00
Monthly	2,049.50	2,418.42
Daily	131.52	155.19
Step 7 (18-20 years)	25,332.00	29,892.00
Monthly	2,111.00	2,491.00
Daily	135.47	159.85
Step 8 (21-23 years)	26,092.00	30,789.00
Monthly	2,174.33	2,565.75
Daily	139.53	164.65
Step 9 (24-26 years)	26,875.00	31,713.00
Monthly	2,239.58	2,642.75
Daily	143.72	169.59
Step 10 (27+ years)	27,681.00	32,664.00
Monthly	2,306.75	2,722.00
Daily	148.03	174.67

**PICKENS COUNTY BOARD OF EDUCATION**  
**SUBSTITUTE PAY SCHEDULE**  
**OCTOBER 1, 2022 - SEPTEMBER 30, 2023**

<u>CATEGORY</u>	<u>RATE</u>
Retired Pickens County Certified Teacher	\$100.00/day(\$125.00/day – effective September 22, 2022)
Long Term Teacher Sub* (Valid Alabama Substitute License) *Long Term Substitute Teacher Pay: 21 days or more	\$150.00/day (effective September 22, 2022)
Teacher Sub (Valid Alabama Substitute License)	\$100.00/day (effective September 22, 2022)