



BESSEMER CITY
SCHOOLS

Teaching Effectively, Leading Successfully

SALARY SCHEDULE

2022-2023

Approved September 1, 2022

**BESSEMER CITY BOARD OF EDUCATION
1621 5th Avenue North
P. O. Box 1230, Bessemer, Alabama**

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SALARY SCHEDULE FOR THE BESSEMER CITY SCHOOL SYSTEM 2022 - 2023

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Bessemer City School System and the public to comply with applicable provisions of state and federal law, and to establish clear and consistent standards for salary administration. Explanatory and informational notes, descriptions, and statements in the schedule are intended as aids to understanding the schedule, but do not themselves create enforceable rights, entitlements, or interests. The Board of Education reserves full discretion to interpret or modify application of the schedule if such action is deemed necessary to avoid manifest hardships or inequity, or to serve other legitimate Board interests.

OPERATING PRINCIPLES

TRANSFER

Transferred and reassigned employees will be placed on the salary schedule that governs the position which they are transferred or assigned based on the employee's credentials and years of experience.

SERVICE (EXPERIENCE) CREDIT

Except when otherwise required by law, creditable experience is based on the number of years of service rendered by the employee in a particular position, job, or classification within the Bessemer City School System, in public education, or comparable relevant experience in the private sector.

Creditable experience for purposes of placement on the salary schedule will be recognized for full time public school (K-12) teaching or administrative experience appropriate to the position (in or out of state) will be credited. The employee's placement shall be determined and agreed upon at the time of employment, subject to the employees' providing verification of relevant prior employment experience. Creditable experience for initial placement on the salary schedule will be recognized as follows:

- a. Full-time teaching or administrative experience as appropriate to the position in all public schools (elementary or secondary) in or out of state, shall be approved as credit for placement on the salary schedule.
- b. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester in an academic school year.
- c. ROTC instructors will be placed on the Teacher Salary Schedule according to the MIP (Minimal Instructors Pay) at the time of hire.

For employees who are placed in central office administrative or supervisory positions from within the System, initial placement on the salary schedule will be based on the following:

An employee coming into a central office administrative position (Director, Coordinator, or Supervisor) will be credited with years of administrative experience acquired in public education subject to applicable salary schedule caps (Principal, Assistant Principal, or previous central office administrator).

Except when otherwise required by law, creditable experience for initial placement on the salary schedule shall be determined and agreed upon prior to employment or reassignment.

NOTES RELATIVE TO TEACHER AND TEAMS SALARY SCHEDULES

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

BESSEMER TEACHERS 2022-2023

YRS OF EXP	FY 22-23 Bachelor's	FY 22-23 Master's	FY 22-23 Ed.S/AA	FY 22-23 Doctoral	FY 22-23 Bachelor's	FY 22-23 Master's	FY 22-23 Ed.S/AA	FY 22-23 Doctoral	FY 22-23 Bachelor's	FY 22-23 Master's	FY 22-23 Ed.S/AA	FY 22-23 Doctoral	FY 22-23 Bachelor's	FY 22-23 Master's	FY 22-23 Ed.S/AA	FY 22-23 Doctoral
0																
1	45,358	51,859	55,763	59,664	48,997	56,019	60,236	64,450	53,848	61,565	66,200	70,831	58,214	66,557	71,567	76,574
2																
3																
4	49,689	56,842	61,134	65,433	53,675	61,402	66,038	70,682	58,989	67,481	72,576	77,680	63,772	72,952	78,461	83,978
5																
6																
7	51,780	59,245	63,742	68,205	55,933	63,997	68,855	73,676	61,471	70,334	75,672	80,971	66,456	76,036	81,808	87,536
8																
9	53,283	60,974	65,606	70,205	57,557	65,865	70,869	75,836	63,256	72,386	77,885	83,345	68,385	78,255	84,200	90,103
10	53,795	61,563	66,242	70,887	58,110	66,501	71,556	76,573	63,864	73,085	78,640	84,155	69,042	79,011	85,016	90,998
11	54,313	62,159	66,884	71,575	58,670	67,145	72,249	77,316	64,479	73,793	79,402	84,971	69,707	79,776	85,840	91,861
12	54,837	62,761	67,533	72,271	59,236	67,795	72,950	78,068	65,101	74,508	80,173	85,798	70,379	80,549	86,673	92,754
13	55,365	63,368	68,189	72,974	59,806	68,451	73,659	78,826	65,727	75,228	80,952	86,632	71,057	81,328	87,515	93,656
14	55,899	63,982	68,850	73,684	60,383	69,114	74,373	79,594	66,361	75,967	81,736	87,574	71,742	82,116	88,364	94,568
15	56,438	64,602	69,519	74,401	60,965	69,784	75,095	80,369	67,001	76,693	82,531	88,326	72,434	82,912	89,222	95,488
16	56,982	65,228	70,194	75,125	61,563	70,460	75,825	81,151	67,647	77,436	83,332	89,186	73,132	83,715	90,089	96,417
17	57,532	65,860	70,876	75,856	62,147	71,143	76,561	81,941	68,300	78,187	84,142	90,054	73,838	84,526	90,964	97,355
18	58,087	66,499	71,565	76,594	62,746	71,833	77,306	82,738	68,959	78,945	84,960	90,930	74,550	85,346	91,848	98,302
19	58,648	67,144	72,261	77,340	63,352	72,530	78,057	83,544	69,625	79,711	85,786	91,815	75,270	86,174	92,741	99,260
20	59,214	67,795	72,963	78,094	63,964	73,233	78,816	84,358	70,297	80,484	86,819	92,711	75,997	87,110	93,642	100,228
21	59,787	68,453	73,673	78,855	64,583	73,944	79,583	85,180	70,977	81,265	87,462	93,614	76,732	87,854	94,554	101,204
22	60,364	69,118	74,389	79,623	65,206	74,662	80,356	86,010	71,662	82,055	88,312	94,526	77,473	88,708	95,473	102,190
23	60,948	69,789	75,133	80,399	65,837	75,387	81,160	86,848	72,355	82,851	89,195	95,447	78,222	89,569	96,427	103,186
24	61,538	70,467	75,845	81,183	66,447	76,119	81,929	87,695	73,056	83,656	90,041	96,378	78,979	90,439	97,341	104,192
25	62,133	71,151	76,583	81,975	67,117	76,858	82,726	88,551	73,762	84,468	90,917	97,318	79,743	91,317	98,268	105,209
26	62,734	71,843	77,329	82,775	67,766	77,606	83,532	89,415	74,476	85,290	91,802	98,268	80,514	92,205	99,246	106,235
27	63,342	72,451	78,082	83,583	68,423	78,263	84,345	90,288	75,197	86,011	92,696	99,227	81,295	92,985	100,212	107,272
28	63,955	73,247	78,843	84,399	69,085	79,122	85,167	91,169	75,925	86,959	93,600	100,196	82,081	94,007	101,189	108,320
29	64,575	73,959	79,611	85,223	69,755	79,892	85,997	92,059	7,661	87,802	94,511	101,174	82,877	94,921	102,175	109,377
30	65,200	74,679	80,387	86,055	70,430	80,669	86,835	92,958	77,403	88,656	95,433	102,162	83,679	95,845	103,170	110,445
31	65,832	75,405	81,171	86,895	71,113	81,454	87,682	93,865	78,154	89,518	96,363	103,159	84,490	96,776	104,177	111,523
32	66,471	76,140	81,963	87,744	71,803	82,247	88,538	94,782	78,912	90,391	97,304	104,167	85,310	97,720	105,193	112,613
33	67,115	76,881	82,763	88,602	72,499	83,048	89,402	95,709	79,677	91,370	98,253	105,185	86,137	98,671	106,220	113,714
34	67,766	77,630	83,570	89,468	73,202	83,857	90,273	96,645	80,449	92,160	99,211	106,213	86,972	99,632	107,256	114,825
35	68,424	78,386	84,386	90,342	73,913	84,674	91,155	97,589	81,231	93,057	100,180	107,251	87,817	100,602	108,303	115,947
187 CONTRACT DAYS				202 CONTRACT DAYS				222 CONTRACT DAYS				240 CONTRACT DAYS				

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.

*See District calendar on the Board's website at <https://www.bessk12.org/Calendar>.

The following positions are paid using the Bessemer Teachers Salary Schedule:

- All 9-12 month teachers (also includes grandfathered teachers)
- Assistant Principals
- Counselors
- Library Media Specialists
- JROTC Instructors
- Psychometrists
- Social Workers
- Mental Health Specialists

FY 2022-2023 TEAMS SALARY SCHEDULE

Years Exp	BACHELOR	MASTER	Ed.S/AA	DOCTORAL
0	48,558	55,059	58,963	62,864
1	51,981	59,778	64,456	69,138
2	54,758	62,969	67,916	72,826
3	56,360	64,813	69,904	74,958
4	58,005	66,705	71,944	77,146
5	59,693	68,646	74,038	79,392
6	61,426	70,638	76,188	81,696
7	63,204	72,685	78,393	84,061
8	64,468	74,136	79,961	85,743
9	65,757	75,620	81,560	87,458
10	66,743	76,755	82,783	88,769
11	67,745	77,906	84,025	90,100
12	68,761	79,075	85,285	91,452
13	68,761	79,075	85,285	91,452
14	68,761	79,075	85,285	91,452
15	69,796	80,266	86,570	92,830
16	69,796	80,266	86,570	92,830
17	69,796	80,266	86,570	92,830
18	70,853	81,481	87,881	94,235
19	70,853	81,481	87,881	94,235
20	70,853	81,481	87,881	94,235
21	71,931	82,722	89,217	95,669
22	71,931	82,722	89,217	95,669
23	71,931	82,722	89,217	95,669
24	73,030	83,984	90,581	97,131
25	73,030	83,984	90,581	97,131
26	73,030	83,984	90,581	97,131
27	74,151	85,275	91,971	98,622
9 MONTH - 189 DAY TEACHER				

FY 2022-2023 TEAMS SUPPLEMENTAL MATRIX

Years Exp.	BACHELOR	MASTER	Ed. S/AA	DOCTORAL
0	5,200	5,200	5,200	5,200
1	8,623	9,919	10,693	11,474
2	11,400	13,110	14,153	15,162
3	8,671	9,971	10,770	11,525
4	10,316	11,863	12,810	13,713
5	12,004	13,804	14,904	15,959
6	11,646	13,393	14,446	15,491
7	13,424	15,440	16,651	17,856
8	14,688	16,891	18,219	19,538
9	14,474	16,646	17,954	19,253
10	14,948	17,192	18,541	19,882
11	15,432	17,747	19,141	20,525
12	15,924	18,314	19,752	21,181
13	15,396	17,707	19,096	20,478
14	14,862	17,093	18,435	19,768
15	15,358	17,664	19,051	20,429
16	14,814	17,038	18,376	19,705
17	14,264	16,406	17,694	18,974
18	14,766	16,892	18,316	19,641
19	14,205	16,337	17,620	18,895
20	13,639	15,686	16,918	18,141
21	14,144	16,269	17,544	18,814
22	13,567	15,604	16,828	18,046
23	12,983	14,933	16,104	17,270
24	13,492	15,517	16,736	17,948
25	12,897	14,833	15,998	17,156
26	12,296	14,141	15,252	16,356
27	12,809	14,734	15,889	17,039
28	12,196	14,028	15,128	16,223
29	11,576	13,316	14,360	15,399
30	10,951	12,596	13,584	14,567
31	10,319	11,870	12,800	13,727
32	9,680	11,135	12,008	12,878
33	9,036	10,394	11,208	12,020
34	8,385	9,645	10,401	11,154
35	7,727	8,889	9,585	10,280

**ASSISTANT PRINCIPAL SALARY SCHEDULE
2022 - 2023 FISCAL YEAR**

Assistant principals will be placed according to the Teacher's Salary Schedule based on their years of experience and will receive an annual supplement based on school level as follows:

Elementary	\$2,500
Middle	\$3,500
High	\$5,000

Supplements will be paid in equal increments throughout the year.

CENTRAL OFFICE ADMINISTRATION NOTE

Certified Directors and Coordinators must have a Class A Master's level certification in administration or in the area of employment to qualify for the base salary. All Classified Supervisors, Coordinators and Directors are exempt.

**Principal
CONTRACT/PROBATIONARY
12 MONTH/240 DAYS**

Elementary School	From	77,298	To	110,986
Middle School	From	80,749	To	114,820
Alternative School	From	80,749	To	114,820
High School	From	84,202	To	122,784

PRINCIPAL NEGOTIATION RANGE

Notes/Supplement

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

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

DIRECTOR			
Years of Experience	Master's Degree	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0 > 2	89,553	96,659	98,047
3 > 5	92,727	100,093	101,853
6 > 8	95,424	103,014	105,116
9 > 11	97,817	105,606	108,039
12 > 14	100,264	108,254	111,020
15 > 17	102,766	110,961	114,062
18 > 20	105,161	113,559	116,987
21 > 23	107,560	116,155	119,911
24 > 26	108,278	116,873	120,612
27+	108,994	117,589	121,315

- Attendance & Security
- Career Technical Education
- Curriculum & Instruction
- Federal Programs
- Human Resources
- Maintenance
- Special Education
- Student Services
- Child Nutrition

COORDINATOR SALARY SCHEDULE

Years of Experience	Classification (Months)	Bachelor/ Non-Degree Rank II, Type II & III	Masters Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	10	59,045	67,807	73,069	78,330
	11	64,891	74,521	80,304	86,086
	12	70,152	80,563	86,815	93,065
3-5	10	64,772	74,528	80,315	86,101
	11	71,185	81,907	88,267	94,626
	12	76,957	88,548	95,424	102,299
6-8	10	67,699	77,766	83,825	89,844
	11	74,402	85,465	92,124	98,740
	12	80,435	92,395	99,594	106,745
9-11	10	68,598	78,804	84,923	91,040
	11	75,390	86,606	93,331	100,054
	12	81,503	93,629	100,898	108,167
12-14	10	69,835	80,220	86,453	92,687
	11	76,750	88,163	95,012	101,864
	12	82,973	95,311	102,716	110,123
15-17	10	71,416	82,038	88,411	94,165
	11	78,486	90,161	97,165	103,488
	12	84,850	97,471	105,043	111,879
18-20	10	72,331	83,090	89,543	94,782
	11	79,493	91,317	98,408	104,166
	12	85,938	98,721	106,387	112,612
21-23	10	73,244	84,144	90,682	95,360
	11	80,496	92,475	99,660	104,802
	12	87,023	99,973	107,741	113,299
24-26	10	73,938	84,839	91,374	96,040
	11	81,259	93,239	100,421	105,548
	12	87,847	100,799	108,563	114,106
27+	10	76,495	87,619	94,293	99,042
	11	84,069	96,295	103,629	108,849
	12	90,885	104,102	112,031	117,674

SUPERVISOR				
Years of Experience	BACHELOR'S /NON-DEGREE	MASTER'S DEGREE	Ed.S/AA DEGREE	DOCTORATE DEGREE
0-2	62,451	71,737	77,311	82,885
3-5	68,642	78,856	84,984	91,115
6-8	71,620	82,284	88,705	95,081
9-11	72,573	83,383	89,865	96,349
12-14	73,972	84,884	91,489	98,093
15-17	75,558	86,810	93,564	100,310
18-20	76,526	87,923	94,763	101,602
21-23	77,495	89,042	95,966	102,894
24-26	78,175	89,721	96,646	103,574
27+	78,855	90,402	97,327	104,255

This position is on a 12 month, 240 day contract. The following are funded under the Central Office Supervisor:

- Business Affairs
- Professional Development
- Transportation

Central Office Secretary Salary Schedule

Years of Experience	Rank 3	Rank 4	Rank 5	Rank 6	Rank 7
0	35,006	35,076	37,747	41,016	44,290
1	35,006	35,076	37,747	41,016	44,290
2	35,588	36,073	39,112	42,382	45,653
3	36,172	37,076	40,472	43,749	47,022
4	36,755	38,079	41,837	45,110	48,388
5	37,336	39,078	43,206	46,479	49,753
6	37,918	40,077	44,568	47,842	50,557
7	38,500	41,083	45,936	49,206	52,483
8	39,086	42,082	47,301	50,570	53,848
9	39,666	43,083	48,668	51,939	55,213
10	40,249	44,085	50,032	53,304	56,581
11	40,840	45,089	51,398	54,668	57,944
12	41,414	46,086	52,760	56,035	59,309
13	41,998	47,087	54,128	57,395	60,675
14	42,581	48,085	55,493	58,762	62,041
15	43,165	49,088	56,856	60,130	63,403
16	43,394	49,316	57,085	60,359	63,632
17	43,624	49,546	57,314	60,589	63,862
18	43,853	49,775	57,543	60,818	64,090
19	44,081	50,004	57,772	61,047	64,319
20	44,311	50,234	58,002	61,277	64,549
21	44,540	50,463	58,231	61,505	64,778
22	44,769	50,691	58,460	61,734	65,007
23	44,999	50,921	58,689	61,964	65,237
24	45,228	51,150	58,918	62,193	65,465
25	45,456	51,379	59,147	62,422	65,694
26	45,686	51,609	59,377	62,652	65,924
27+	45,915	51,838	59,606	62,880	66,153

Classifications

:

Rank 3 - Central Office Receptionist

Rank 4 - Central Office Secretary

Rank 5 - Central Office Finance Secretary

Rank 6 - Central Office Executive Secretary

Rank 7 - Accounts Payable/CNP Accountant/Local School Accountant/Payroll Officer

School Secretary		
Years of Experience	Rank 1	Rank 2
0	26,971	29,158
1	26,971	29,158
2	27,288	29,500
3	27,684	29,928
4	28,856	31,196
5	29,272	31,646
6	29,690	32,097
7	30,945	33,454
8	31,606	34,169
9	32,288	34,906
10	34,549	37,350
11	35,452	38,326
12	36,352	39,299
13	38,617	41,748
14	39,155	42,329
15	39,707	42,926
16	39,936	43,174
17	40,165	43,422
18	40,394	43,669
19	40,623	43,917
20	40,853	44,165
21	41,082	44,413
22	41,311	44,660
23	41,540	44,909
24	41,769	45,156
25	41,998	45,403
26	42,228	45,652
27+	42,457	45,899

FINANCE SECRETARY	
MIDDLE SCHOOL	3000
HIGH SCHOOL	5000

This supplement is earned annually, but divided over 12 months

Rank - 1 (11 Month)

Rank - 2 (12 Month)

School Receptionist	
Years of Experience	10 month
0	24,563
1	24,563
2	24,829
3	25,190
4	26,257
5	26,635
6	27,015
7	28,157
8	28,759
9	29,379
10	31,436
11	32,258
12	33,077
13	35,138
14	35,627
15	36,130
16	36,338
17	36,547
18	36,755
19	36,963
20	37,172
21	37,381
22	37,589
23	37,798
24	38,006
25	38,214
26	38,424
27+	38,632

Job Coach /PRE-K (OSR) Instructional Assistant	
YEARS OF EXPERIENCE	Salary
0	28,773
1	29,221
2	29,651
3	30,086
4	30,509
5	30,937
6	31,367
7	31,796
8	32,224
9	32,653
10	33,080
11	33,510
12	33,937
13	34,366
14	34,793
15	35,222
16	35,525
17	35,828
18	36,132
19	36,435
20	36,738
21	37,042
22	37,345
23	37,648
24	37,952
25	38,255
26	38,558
27	38,862

PARAPROFESSIONAL	
YRS OF EXPERIENCE	
0 - 1	25,033
2	25,033
3	25,354
4	25,833
5	26,319
6	26,575
7	26,844
8	27,113
9	27,382
10	27,651
11	27,920
12	28,189
13	28,458
14	28,727
15	28,996
16	29,265
17	29,534
18	29,803
19	30,072
20	30,341
21	30,609
22	30,878
23	31,147
24	31,416
25	31,685
26	31,954
27	32,225

TECHNOLOGY		
YEARS OF EXPERIENCE	Certified Tech Support	Senior Tech Support
0	45,333	54,933
1	46,139	55,739
2	46,946	56,546
3	47,751	57,354
4	48,554	58,429
5	49,363	59,500
6	50,165	60,581
7	50,971	61,652
8	51,778	62,728
9	52,582	63,805
10	53,389	64,878
11 thru 13	53,909	65,398
14 thru 16	54,429	65,918
17 thru 19	54,949	66,438
20 thru 22	55,469	66,958
23 thru 25	55,989	67,478
26	56,509	67,998
27+	57,029	68,518

Child Nutrition Program Managerial Salary Schedule 192 Days				Child Nutrition Program Worker	
Years of Experience	Assistant Manager	Manager Rank 3	Manager Rank 4	Years of Experience	Salary
0	25,229	27,948	29,820	0	18,540
1	25,229	27,948	29,820	1	18,540
2	26,902	29,801	31,546	2	19,074
3	27,212	30,151	31,914	3	19,594
4	27,580	30,499	32,316	4	19,928
5	27,912	30,886	32,739	5	20,553
6	28,296	31,254	33,143	6	21,226
7	29,031	31,620	33,548	7	21,636
8	29,380	32,023	33,953	8	22,078
9	29,930	32,630	34,282	9	22,520
10	30,462	33,181	34,857	10	22,948
11	31,013	33,732	35,366	11	23,389
12	31,546	34,282	35,917	12	23,817
13	32,080	34,834	36,448	13	24,243
14	32,630	35,366	37,017	14	24,671
15	33,181	35,917	37,569	15	25,096
16	33,732	36,448	38,102	16	25,538
17	34,282	37,017	38,635	17	25,981
18	34,834	37,569	39,202	18	26,409
19	35,366	38,102	39,737	19	26,851
20	35,917	38,635	40,286	20	27,276
21	36,448	39,202	40,856	21	27,689
22	36,928	39,682	41,336	22	28,168
23	37,406	40,160	41,814	23	28,647
24	37,886	40,640	42,294	24	29,126
25	38,365	41,119	42,773	25	29,606
26	38,844	41,598	43,252	26	30,084
27+	39,323	42,077	43,731	27+	30,564

An annual salary supplement will be paid to CNP Employees who obtain valid certification/ credentials through the National School Nutrition Association. This supplement will only be paid during the month of January annually depending upon the financial status of the Child Nutrition Program.

SCHOOL NURSE				
Years of Experience	Licensed Practical Nurse - LPN 182 Days	Registered Nurse - RN (BS) 182 Days	Registered Nurse - RN (MS) 182 Days	Lead Nurse 202 Days
<2	30,086	43,723	50,246	56,795
<5	32,224	48,068	55,232	57,511
<8	33,937	50,161	57,646	62,813
<11	34,793	50,828	58,415	65,708
<14	35,828	51,749	59,469	65,968
<17	36,738	52,922	60,824	66,228
<20	37,952	53,604	61,603	66,488
<23	38,225	54,284	62,390	66,748
<26	38,558	54,927	63,032	67,008
27+	38,852	55,571	63,676	67,268

CUSTODIAN				
Years of Experience	10 Month/202 Days Custodian	11 Month/222 Days Custodian	12 Month/240 Days Custodian	12 Month/240 Days Lead Custodian
0	24,465	26,337	28,473	30,781
1	24,465	26,337	28,473	30,781
2	24,895	26,802	28,975	31,324
3	25,722	26,802	28,975	31,324
4	26,149	27,232	29,440	31,827
5	26,393	28,157	30,440	32,908
6	26,545	28,588	30,906	33,412
7	26,985	29,050	31,405	33,952
8	27,435	29,555	31,951	34,542
9	27,897	30,077	32,516	35,152
10	28,322	30,561	33,039	35,718
11	28,785	31,085	33,605	36,330
12	29,241	31,603	34,165	36,936
13	29,684	32,091	34,693	37,506
14	30,183	32,610	35,254	38,112
15	30,648	33,134	35,821	38,725
16	31,123	33,653	36,382	39,332
17	31,613	34,174	36,945	39,940
18	32,062	34,661	37,471	40,510
19	32,668	35,319	38,182	41,278
20	33,153	35,841	38,747	41,889
21	33,546	36,188	39,122	42,294
22	33,938	36,534	39,497	42,699
23	34,331	36,881	39,871	43,104
24	34,724	37,227	40,246	43,509
25	35,116	37,574	40,620	43,914
26	35,509	37,920	40,995	44,319
27	35,903	38,267	41,370	44,724

All Custodians work 8 hours. For current custodial employees, a supplement will be paid for summer stripping and waxing only (\$3000)

MAINTENANCE SALARY SCHEDULE

YRS OF EXP	Classification	Classification	Classification	Classification	Classification
	M-V	M-IV	M-III	M-II	M-I
0	54,511	24,901	25,335	33,540	38,790
1	55,681	24,901	25,335	33,540	39,458
2	56,851	25,340	25,790	33,778	40,168
3	58,021	25,749	26,238	34,013	40,917
4	59,192	26,183	26,728	34,288	41,626
5	60,362	26,621	27,177	34,527	42,271
6	61,532	27,029	27,630	34,765	43,091
7	62,704	27,465	28,097	35,001	43,842
8	63,874	27,943	28,567	35,234	44,549
9	65,045	28,437	29,083	35,513	45,300
10 thru 12	65,651	30,486	31,110	37,350	48,079
13 thru 15	66,258	31,093	31,717	39,550	48,685
16 thru 18	66,865	31,699	32,323	40,525	49,292
19 thru 21	67,471	32,306	32,930	42,730	49,899
22 thru 24	68,078	32,913	33,537	44,625	50,505
25 thru 27	68,685	33,519	34,143	45,850	51,112

Note: All Maintenance Workers are employed eight hours per day in a contract year. It is required that a M-V worker, must be skilled in a trade.

TRANSPORTATION		
Years of Experience	B U S Driver	B U S Assistant
<3	18,720	15,600
<5	18,951	15,990
<8	19,182	16,380
<11	19,413	16,770
<14	19,644	17,160
<17	19,874	17,550
<20	20,105	17,940
<23	20,336	18,330
<26	20,567	18,720
<27+	20,800	18,720

Transportation - Mechanic		
Years of Experience	MECHANIC II	MECHANIC I
0	35,513	45,380
1	35,513	45,380
2	35,948	45,854
3	36,381	46,328
4	36,816	46,798
5	37,250	47,273
6	37,685	47,747
7	38,119	48,221
8	38,553	48,694
9	38,985	49,168
10	39,419	49,641
11	39,851	50,113
12	40,286	50,587
13	40,721	51,062
14	41,157	51,535
15	41,589	52,009
16	42,023	52,482
17	42,457	52,954
18	42,894	53,430
19	43,325	53,901
20	43,761	54,375
21	44,058	54,673
22	44,355	54,970
23	44,653	55,267
24	44,950	55,564
25	45,247	55,861
26	45,544	56,158
27+	45,841	56,455

Note: Mechanic I & II are Alabama certified skilled positions



SUPPLEMENT SALARY SCHEDULE

For the

BESSEMER CITY SCHOOLS

THE BESSEMER CITY BOARD OF EDUCATION

***1621 5th Avenue North
P. O. Box 1230
Bessemer, Alabama***

Approved: 9/1/2022

ACADEMIC PROGRAM SUPPLEMENTS

ACADEMIC DEPARTMENT HEADS (CERTIFIED)/ OTHER ACADEMIC SCHOOL BASED CLUBS AND/ORGANIZATIONS DEEMED BY SCHOOL ADMINISTRATION AND APPROVED BY THE BOARD.

Department heads at the school will be selected by the principal. No supplements are paid to counselors and media specialists who are designated department heads. Department head supplements have been allocated to the High School.

Size of School (Number of Students)	Number of Department Heads Allocated	Supplemental Amount
1-200	1	\$1,000
201-450	3	\$1,000
451-600	4	\$1,000
601-749	5	\$1,000
750-1,249	5	\$1,000
1,250 and Above	6	\$1,000

Academic Coach

1. Minimum of two (2) hours practice per week either before or after school.
2. Minimum of two (2) practice competitions with other schools (in-county or out-of-county schools) or approved equivalent.
3. Minimum season from November 1 through county or state competitions or approved equivalent.
4. Required to participate in all system-wide sponsored competitions.
5. Debate Team: Required to meet the provisions outlined in Items (1) and (4) and to participate in a minimum of six (6) competitions.
6. Speech/Drama Team: Required to meet the provisions outlined in Items (1) and (4) and to produce at least one (1) production for the community and general public.
7. Battle of the Books Team: Required to meet the provisions outlined in Items (1) and (4), coordinate all teams within school and submit appropriate paperwork to officials as required.

National Honor Society/Beta Club Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Serve as advisor for the local chapter.
5. Submit state dues on time if applicable.

Distributive Education Clubs of America (DECA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise DECA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the DECA council.
6. Submit state dues on time.

Future Business Leaders of America (FBLA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise FBLA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the FBLA council.
6. Submit state dues on time.

Family, Career and Community Leaders of America (FCCLA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise FCCLA members in working on community projects, as appropriate.
3. Facilitate student participation in competitions.
4. Chaperone students to cluster meetings, regional and state conferences.
5. Serve as advisor for the FCCLA Executive Council.
6. Submit state dues on time.

Health Occupation Students of America (HOSA) Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise HOSA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the HOSA council.
6. Submit state dues on time.

Skills USA Sponsor

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise VICA members in working on community projects, when appropriate.
3. Facilitate student participation in competitions and/or team events.
4. Chaperone students to regional and state meetings.
5. Serve as advisor for the VICA council.

6. Submit state dues on time.

OTHER NON-ACADEMIC SUPPLEMENTS

Responsibilities of Lead Technology Teacher

1. Serve as the Educational Technology leader in the school.
2. Serve as the chairperson of the local school technology committee.
3. Schedule and conduct local technology committee meetings at least 3 times per year.
4. Prepare and submit the committee's adopted school technology plan annually according to System instructions.
5. Ensure that school staff complete Technology Department related surveys, as requested.
6. Ensure that Technology requested inventories are completed and are accurate, including:
7. Having all staff complete online inventory surveys when requested
8. Checking results for accuracy and making corrections
9. Completing the inventory for 'common use' equipment or labs (carts, open labs, etc.).
10. Attend technology coordinator meetings scheduled by System.
11. Serve as the liaison and contact person between the school and the Technology Department.
12. Promote, coordinate and conduct technology-related professional development.
13. Take an active role in keeping school staff informed regarding --
14. New software, hardware, online opportunities
15. Professional development opportunities
16. Technology guidelines and policies (staff & student)
17. Purchasing guidelines, rules, and procedures for technology
18. Proper configuration of System-owned mobile technologies
19. Procedures for opening of websites, email, and approval for using sites requiring online student accounts
20. Technical support and wiring services
21. Inventory and Equipment disposal procedure
22. Reporting lightening damage
23. Reporting theft and other damage to technology

Head Senior Class Sponsor

(Allocated according to graduating class size Up to 199 graduates, 1 sponsor allocation; 200 or more graduates, 2 sponsor allocations.)

1. Hold advisory and planning meetings with senior class representatives and seniors.
2. Coordinate the preparation, proofreading and printing of event programs.
3. Coordinate senior social events such as Senior Luncheon and Senior Day.
4. Coordinate senior ceremonies such as award banquets, class Day and commencement exercises.
5. Coordinate spirit activities such as T-shirts and service projects.
6. Arrange for the ordering and delivering of supplies such as invitations, mugs and memory books.
7. Coordinate the ordering and delivering of caps and gowns.
8. Serve as a consultant to the class officers.

Junior/Senior Prom Coordinator

1. Meet with members of the Junior Class and/or their representatives to plan the Junior/Senior Prom.
2. Serve as a consultant to the class officers.

3. Coordinate the preparation, proofreading and printing of the program.
4. Order decorations and supplies.
5. Oversee the construction of decorations.
6. Direct and supervise students in all facets of prom preparation and clean-up.
7. Coordinate fund-raising activities and management of appropriate funds.
8. Supervise ticket sales.
9. Coordinate refreshments, invitations, and other arrangements necessary for the success of the event.

Student Council/Student Government Sponsor (Middle or High School)

1. Conduct meetings which shall be scheduled before or after school.
2. Supervise and advise students in planning and coordinating school activities.
3. Coordinate fund-raising activities and manage appropriate funds.
4. Coordinate school ambassador programs (if applicable).
5. Oversee election arrangements.
6. Chaperone students to conventions (if applicable).

Special Olympics Coordinator

1. Assist in planning for all system-wide Special Olympics events.
2. Assist in coordinating system-wide arrangements with each local school.
3. Provide training workshops for physical education teachers.
4. Assist in conducting fund-raising activities for Special Olympics.
5. Manage the paperwork necessary for keeping records of individual student goals and performance.
6. Assist in managing the Special Olympics budget in conjunction with the State Special Olympics Program.

BAND AND CHORAL PROGRAM SUPPLEMENTS

Band Director (High School)/Assistant Director (Middle School)

1. Conduct and participate in all practices.
2. Participate in a minimum of three (3) band competitions.
3. Participate in the All-County competition.
4. Direct a minimum of one (1) specialty band (jazz, stage band) ensemble.
5. Hold a minimum of two (2) school concerts per year.
6. Perform at all pep rallies and at half-time of football games.
7. Perform all duties as outlined in the Band Director job description.
8. Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

Majorette, Dance Team, Flag Corp (Drill Team) Sponsor

1. Conduct and participate in all practices.
2. Participate in all competitions with the Band as may be required by the Band Director.
3. Conduct and participate in all practices which shall be scheduled before or after school.
4. Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
5. Attend all games, activities and competitions in which the team is participating or arrange for a qualified substitute.

Choral Music Director

1. Conduct and participate in all practices.
2. Participate in district and state competitions.
3. Hold a minimum of two (2) concerts outside regular school hours during the year.
4. Collaborate with other teachers to integrate choral performances with other departments as appropriate.

NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS SUPPLEMENT

Act #98-510 provides that each teacher who successfully passes a test in a specific teaching discipline and meets other evaluation criteria required by the National Board for Professional Teaching Standards (NBPTS) shall be entitled to a \$5,000.00 per year supplement. Payment shall be made in one installment. Teachers who become administrators are still entitled to this supplement. The amount paid by this supplement is set by the State. The supplement is subject to proration in those years in which the State of Alabama does not fully fund the **SUPPLEMENTAL PAY FOR PRINCIPALS AND ASSISTANT PRINCIPALS WHO WORK IN EMERGENCY SHELTERS**

SUPPLEMENT FOR “ACTING” SUPERVISORY/ADMINISTRATIVE PERSONNEL

In situations where a current employee is **designated by the Superintendent to “act” for more than 30 work days in the place of an administrator**, the employee will be paid a supplement. The supplement will cease when the supervisor/administrator returns to work or when the position vacancy is officially filled. An interim or acting supervisor may serve no longer than a total of 90 work days. If the Superintendent determines that the acting person needs to be retained in the acting position longer than 90 work days, he or she can request that the Board approve extending the service after the initial 90 days. Assignment as acting in the position and the possibility of supplemental pay being paid does not in any way entitle the employee to be permanently assigned to the position. **This supplemental provision does not apply to administrative interns.**

Interim Principal		
Assistant Principal	Elementary	\$21.00/day
	Middle School	\$30.00/day
	High School	\$42.00/day
Interim Assistant Principal		
Teacher	All levels	\$15.00/day
Central Office Administrator		\$25.00/day

Assistant Principal Supplement:

<i>Supplements will be paid in equal increments throughout the year.</i>	
High School	\$5,000.00 annual
Middle School	\$3,500.00 annual
Elementary School	\$2,500.00 annual

Academic & Non-Academic Supplements	
Academic Coach	\$1000
National Honor Society/Beta Club	\$1000
Distributive Education Club of America/DECA	\$1000
Future Business Leaders of America/FBLA	\$1000
Family, Career and Community Leaders of America/FCCLA	\$1000
SKILLS USA	\$1000
School Technology Coordinator (Media Specialist)	\$1000
Head Senior Class Sponsor	\$1000
Junior/Senior Prom Coordinator	\$1000
Student Council/SGA Sponsor	\$1000
Special Olympics Coordinator	\$1000
SUBSTITUTE/PART-TIME EMPLOYMENT	
All substitute Teaching & Aide positions are filled through KELLY Services	
Teacher Substitute	\$100/day
Extended Certified Substitute (<i>effective on the 21st day</i>)	\$125/day
Instructional Aide	\$80.00/day
CNP Substitute	\$10.00/hour
Bus Driver	\$55.00/day \$27.50/half day
Custodian/Maintenance	\$80.00/day
School Secretary/Bookkeeper	\$80.00/day
Crossing Guard (<i>This position is part-time w/o benefits</i>)	\$10.00/hour \$20.00/hour (POLICE OFFICER)
School Resource Officer (SRO) (<i>This position is part-time w/o benefits</i>)	\$26.00/hour

Superintendent and/or Chief School Finance Officer will recommend the person(s) for the following positions:

Bid Facilitator	\$1,000.00 annual
Board Meeting Live Stream Facilitator	\$2,000.00 annual

Dual-Enrollment Coordinator	\$1,500.00 annual
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1. Serve as dual-enrollment liaison between students/families, the school system and the colleges/universities with dual-enrollment articulation agreements.
2. Ensure that all students who have selected and registered for any dual-enrollment courses are aware of and understand the expectations and guidelines required by both the school system and the colleges/universities.
3. Work with school system administration to research and seek additional partnerships with colleges/universities to create more and enhance existing dual-enrollment courses and opportunities.
4. Keep school system administration, staff and students/families abreast of all new and important information relative to dual-enrollment activities.
5. Monitor, handle and follow-up on registration matters such as tuition payments made directly by students/families to the colleges/universities at which they have registered for dual-enrollment courses.
6. Monitor and follow-up on matters related to registration, grading, credits and other records as they pertain to students enrolled in dual-enrollment courses.
7. Assist administration at both the colleges/universities and the school system to make sure established dual-enrollment policies are being followed, including respective articulation agreements between each college/university and the school system.

SUPPLEMENT SALARY SCHEDULE

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

ATHLETIC SUPPLEMENTS

HIGH SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$3,000
Head Football Coach, Varsity	\$8,500
Head Football Coach, Varsity - Extra Days	Additional Days
Assistant Football, Varsity (5)	\$4,000
Head Football Coach, Freshman	\$2,000
Assistant Football, Freshman (2)	\$1,500
Defensive Coordinator	\$1,000
Offensive Coordinator	\$1,000
Head Flag Football Coach	\$2,000
Basketball, Head Varsity (Boys)	\$7,000
Basketball, Head Varsity (Boys) - Extra Days	Additional Days
Assistant Basketball, Varsity (Boys) (1)	\$3,500
Basketball, Head, Freshman (Boys)	\$1,000
Basketball Head Coach (Girls)	\$7,000
Basketball Head Coach (Girls) - Extra Days	Additional Days
Basketball Assistant Coach (Girls) (1)	\$3,500
Basketball Head Freshman (Girls)	\$1,000
Baseball, Head Coach, Varsity	\$2,000
Baseball, Assistant, Varsity (1)	\$1,000
Softball Head Coach	\$2,000
Softball Assistant Coach (1)	\$1,000
Track Head Coach, Boys/Girls	\$1,500
Track Assistant, Boys/Girls (1 each)	\$1,500/each
Volleyball Head Coach	\$1,500
Volleyball Assistant Coach (1)	\$1,000
Golf - Girls	\$2,000
Golf - Boys	\$2,000
Soccer, Boys	\$2,500
Soccer, Girls	\$2,500
Strength Coach	\$1,200
Band Director	\$7,000
Assistant Band Director	\$4,000
Cheerleader Coach	\$3,000
Majorette, Drill, Dance & Flag Corp (1 each)	\$1,000
Athletic Nurse	\$1,000
Equipment Manager	\$1,000

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

PLAY OFF & STATE CHAMPIONSHIP SUPPLEMENTS

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

NOTES

- *All assistant varsity football coaches must coach an additional sport.*
- *All coaches will be paid for EACH sport they coach.*
- *One coach should not earn two supplements during the same season except within the same sport.*
- *Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract season.*
- *Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.*
- *Coaches must volunteer for the opposite season activities, i.e., Spring Sport Coach volunteers during Fall Sport season and vice versa.*
- **Athletic Fees**
 - *High School: \$50.00 per Athlete/Sport*
 - *Middle School: \$25.00 per Athlete/Sport*