

CONECUH COUNTY BOARD OF EDUCATION



FY 2022 SALARY SCHEDULES (OCTOBER 1, 2021 – SEPTEMBER 30, 2022)

Conecuh County Board of Education

CONECUH COUNTY SCHOOLS

POSITION	CONTRACT/DAYS
9 MONTH EMPLOYEE (BUS DRIVER)	182
9 MONTH EMPLOYEE	187
10 MONTH EMPLOYEE	202
10.5 MONTH EMPLOYEE	212
11 MONTH EMPLOYEE	222
12 MONTH EMPLOYEE	240

*THIS DOCUMENT IS INTENDED TO SERVE AS A SALARY GUIDE, ACTUAL SALARIES
MAY VARY AND ARE DEPENDENT UPON BOARD APPROVAL*

CONECUH COUNTY BOARD OF EDUCATION**FY 2022 CLASSROOM TEACHER SALARY SCHEDULE****PUBLIC SCHOOL EXPERIENCE****9 - MONTH CERTIFIED (187 DAY CONTRACT)**

Experience	Bachelor's	Master's	6Y	Doctorate	Non-Degree
<3 YRS (0-2)	\$ 41,690	\$ 47,941	\$ 51,695	\$ 55,466	\$ 41,690
<6 YRS (3-5)	\$ 45,855	\$ 52,733	\$ 56,860	\$ 60,990	\$ 45,855
<9 YRS (6-8)	\$ 47,865	\$ 55,043	\$ 59,367	\$ 63,659	\$ 47,865
<12 YRS (9-11)	\$ 48,824	\$ 56,143	\$ 60,556	\$ 64,931	\$ 48,824
<15 YRS (12-14)	\$ 49,799	\$ 57,267	\$ 61,767	\$ 66,228	\$ 49,799
<18 YRS (15-17)	\$ 50,796	\$ 58,410	\$ 62,999	\$ 67,556	\$ 50,796
<21 YRS (18-20)	\$ 51,812	\$ 59,583	\$ 64,259	\$ 68,905	\$ 51,812
<24 YRS (21-23)	\$ 52,845	\$ 60,773	\$ 65,546	\$ 70,285	\$ 52,845
<27 YRS (24-26)	\$ 53,901	\$ 61,986	\$ 66,859	\$ 71,693	\$ 53,901
27 + YRS	\$ 54,981	\$ 63,227	\$ 68,196	\$ 73,127	\$ 54,980

CONECUH COUNTY BOARD OF EDUCATION**FY 2022 CLASSROOM TEACHER SALARY SCHEDULE****PUBLIC SCHOOL EXPERIENCE****10 - MONTH CERTIFIED (202 DAY CONTRACT)**

Experience	Bachelor's	Master's	6Y	Doctorate	Non-Degree
<3 YRS (0-2)	\$ 45,033	\$ 50,772	\$ 55,841	\$ 59,893	\$ 45,033
<6 YRS (3-5)	\$ 49,534	\$ 55,848	\$ 61,421	\$ 65,882	\$ 49,534
<9 YRS (6-8)	\$ 51,704	\$ 58,291	\$ 64,127	\$ 68,765	\$ 51,704
<12 YRS (9-11)	\$ 52,741	\$ 59,074	\$ 65,414	\$ 70,139	\$ 52,741
<15 YRS (12-14)	\$ 53,794	\$ 60,146	\$ 66,722	\$ 71,540	\$ 53,794
<18 YRS (15-17)	\$ 54,871	\$ 61,521	\$ 68,052	\$ 73,167	\$ 54,871
<21 YRS (18-20)	\$ 55,969	\$ 62,312	\$ 69,413	\$ 74,432	\$ 55,969
<24 YRS (21-23)	\$ 57,085	\$ 63,110	\$ 70,804	\$ 75,922	\$ 57,085
<27 YRS (24-26)	\$ 58,225	\$ 63,764	\$ 72,222	\$ 77,443	\$ 58,225
27 + YRS	\$ 59,389	\$ 64,420	\$ 73,666	\$ 78,994	\$ 59,389

CONECUH COUNTY BOARD OF EDUCATION**FY 2022 CLASSROOM TEACHER SALARY SCHEDULE****PUBLIC SCHOOL EXPERIENCE****10.5 - MONTH CERTIFIED (212 DAY CONTRACT)**

Experience	Bachelor's	Master's	6Y	Doctorate	Non-Degree
<3 YRS (0-2)	\$ 47,264	\$ 54,351	\$ 58,604	\$ 62,858	\$ 47,264
<6 YRS (3-5)	\$ 51,985	\$ 59,784	\$ 64,462	\$ 69,145	\$ 51,985
<9 YRS (6-8)	\$ 54,263	\$ 62,401	\$ 67,304	\$ 72,169	\$ 54,263
<12 YRS (9-11)	\$ 55,349	\$ 63,649	\$ 68,651	\$ 73,612	\$ 55,349
<15 YRS (12-14)	\$ 56,456	\$ 64,921	\$ 70,025	\$ 75,081	\$ 56,456
<18 YRS (15-17)	\$ 57,587	\$ 64,566	\$ 71,422	\$ 76,789	\$ 57,587
<21 YRS (18-20)	\$ 58,740	\$ 67,549	\$ 72,850	\$ 78,117	\$ 58,740
<24 YRS (21-23)	\$ 59,910	\$ 68,897	\$ 74,310	\$ 79,680	\$ 59,910
<27 YRS (24-26)	\$ 61,108	\$ 70,274	\$ 75,798	\$ 81,278	\$ 61,108
27 + YRS	\$ 62,329	\$ 71,678	\$ 77,312	\$ 82,903	\$ 62,329

CONECUH COUNTY BOARD OF EDUCATION**FY 2022 CLASSROOM TEACHER SALARY SCHEDULE****PUBLIC SCHOOL EXPERIENCE****11 - MONTH CERTIFIED (222 DAY CONTRACT)**

Experience	Bachelor's	Master's	6Y	Doctorate	Non-Degree
<3 YRS (0-2)	\$ 49,492	\$ 56,914	\$ 61,369	\$ 65,823	\$ 49,492
<6 YRS (3-5)	\$ 54,439	\$ 62,604	\$ 67,503	\$ 72,406	\$ 54,439
<9 YRS (6-8)	\$ 56,822	\$ 65,343	\$ 70,478	\$ 75,574	\$ 56,822
<12 YRS (9-11)	\$ 57,961	\$ 66,651	\$ 71,891	\$ 77,084	\$ 57,961
<15 YRS (12-14)	\$ 59,119	\$ 67,984	\$ 73,329	\$ 78,622	\$ 59,119
<18 YRS (15-17)	\$ 60,303	\$ 67,611	\$ 74,790	\$ 80,411	\$ 60,303
<21 YRS (18-20)	\$ 61,511	\$ 70,735	\$ 76,286	\$ 81,802	\$ 61,511
<24 YRS (21-23)	\$ 62,737	\$ 72,147	\$ 77,814	\$ 83,439	\$ 62,737
<27 YRS (24-26)	\$ 63,989	\$ 73,588	\$ 79,373	\$ 85,111	\$ 63,989
27 + YRS	\$ 65,269	\$ 75,059	\$ 80,960	\$ 86,815	\$ 65,269

CONECUH COUNTY BOARD OF EDUCATION
FY 2022 CLASSROOM TEACHER SALARY SCHEDULE
PUBLIC SCHOOL EXPERIENCE
12 - MONTH CERTIFIED (240 DAY CONTRACT)

Experience	Bachelor's	Master's	6Y	Doctorate	Non-Degree
<3 YRS (0-2)	\$ 53,506	\$ 61,528	\$ 66,345	\$ 71,160	\$ 53,506
<6 YRS (3-5)	\$ 58,852	\$ 67,680	\$ 72,976	\$ 78,277	\$ 58,852
<9 YRS (6-8)	\$ 60,224	\$ 70,643	\$ 76,192	\$ 81,701	\$ 61,428
<12 YRS (9-11)	\$ 62,661	\$ 72,055	\$ 77,720	\$ 83,335	\$ 62,661
<15 YRS (12-14)	\$ 63,912	\$ 73,496	\$ 79,274	\$ 84,997	\$ 93,912
<18 YRS (15-17)	\$ 65,192	\$ 74,964	\$ 80,854	\$ 86,702	\$ 65,192
<21 YRS (18-20)	\$ 66,498	\$ 76,469	\$ 82,470	\$ 88,434	\$ 66,498
<24 YRS (21-23)	\$ 67,824	\$ 77,996	\$ 84,124	\$ 90,205	\$ 67,824
<27 YRS (24-26)	\$ 69,177	\$ 79,555	\$ 85,808	\$ 92,012	\$ 69,177
27 + YRS	\$ 70,562	\$ 81,147	\$ 87,523	\$ 93,853	\$ 70,562

FY2022 TEAMS Program

State Minimum Salary Schedule Classroom Teachers

Public School Experience - 189 Day Contract

	Bachelor	Master	AA/EDS	Doctoral
Step	BS	MS	6Y	DO
0	46,690	52,941	56,695	60,446
1	49,982	57,479	61,977	66,479
2	52,652	60,547	65,304	70,025
3	54,192	62,320	67,215	72,075
4	55,774	64,139	69,177	74,179
5	57,397	66,006	71,190	76,338
6	59,063	67,921	73,258	78,554
7	60,773	69,889	75,378	80,828
8	61,988	71,285	76,886	82,445
9	63,228	72,712	78,423	84,094
10	64,176	73,803	79,599	85,355
11	65,139	74,910	80,793	86,635
12	66,116	76,034	82,005	87,935
13	66,116	76,034	82,005	87,935
14	66,116	76,034	82,005	87,935
15	67,112	77,179	83,240	89,260
16	67,112	77,179	83,240	89,260
17	67,112	77,179	83,240	89,260
18	68,128	78,347	84,501	90,611
19	68,128	78,347	84,501	90,611
20	68,128	78,347	84,501	90,611
21	69,164	79,540	85,786	91,989
22	69,164	79,540	85,786	91,989
23	69,164	79,540	85,786	91,989
24	70,221	80,754	87,097	93,395
25	70,221	80,754	87,097	93,395
26	70,221	80,754	87,097	93,395
27	71,299	81,995	88,434	94,829

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 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.

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CONECUH COUNTY BOARD OF EDUCATION

FY 2022 PRINCIPAL SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

12 - MONTH CERTIFIED (240 DAY CONTRACT - 8HRS DAILY)

Experience	Conecuh Co Jr. High	Evergreen Elementary	Hillcrest High	Lyeffion Jr. High	Repton Jr. High	Thurgood Marshall Middle
<3 YRS (0-2)	\$ 78,070	\$ 78,070	\$ 80,331	\$ 78,070	\$ 78,070	\$ 78,070
<6 YRS (3-5)	\$ 78,734	\$ 78,734	\$ 80,995	\$ 78,734	\$ 78,734	\$ 78,734
<9 YRS (6-8)	\$ 79,400	\$ 79,400	\$ 81,661	\$ 79,400	\$ 79,400	\$ 79,400
<12 YRS (9-11)	\$ 80,582	\$ 80,582	\$ 82,858	\$ 80,582	\$ 80,582	\$ 80,582
<15 YRS (12-14)	\$ 81,402	\$ 81,402	\$ 83,682	\$ 81,402	\$ 81,402	\$ 81,402
<18 YRS (15-17)	\$ 81,841	\$ 81,841	\$ 84,115	\$ 81,841	\$ 81,841	\$ 81,841
<21 YRS (18-20)	\$ 83,098	\$ 83,098	\$ 85,389	\$ 83,098	\$ 83,098	\$ 83,098
<24 YRS (21-23)	\$ 84,362	\$ 84,362	\$ 86,669	\$ 84,362	\$ 84,362	\$ 84,362
<27 YRS (24-26)	\$ 85,850	\$ 85,850	\$ 88,179	\$ 85,850	\$ 85,850	\$ 85,850
27 + YRS	\$ 87,369	\$ 87,369	\$ 89,718	\$ 87,367	\$ 87,367	\$ 87,367

NOTE: BASED ON YEARS OF EXPERIENCE AS A PRINCIPAL, HOWEVER SALARY AMOUNTS MAY BE ADJUSTED AT THE BOARD'S DISCRETION

ENROLLMENT:		DEGREE:		Additional supplements may be awarded at the Board's discretion and will be based on individual contracts.
100-200 STUDENTS	\$ 1,000	AA	\$ 1,500	
> 200 STUDENTS	\$ 1,500	DOCTORATE	\$ 2,000	

CONECUH COUNTY BOARD OF EDUCATION			
FY 2022 ASSISTANT PRINCIPAL SALARY SCHEDULE			
PUBLIC SCHOOL EXPERIENCE			
CERTIFIED (8HRS DAILY)			
Experience	10 - MONTH (202 CONTRACT DAYS)		11 - MONTH (222 CONTRACT DAYS)
<3 YRS (0-2)	\$	63,326	\$ 69,596
<6 YRS (3-5)	\$	63,829	\$ 70,147
<9 YRS (6-8)	\$	64,331	\$ 70,700
<12 YRS (9-11)	\$	65,253	\$ 71,713
<15 YRS (12-14)	\$	65,881	\$ 72,403
<18 YRS (15-17)	\$	66,200	\$ 72,754
<21 YRS (18-20)	\$	67,181	\$ 73,831
<24 YRS (21-23)	\$	68,166	\$ 74,917
<27 YRS (24-26)	\$	69,333	\$ 76,198
27 + YRS	\$	70,522	\$ 77,506
DEGREE:		<i>NOTE: BASED ON YEARS OF EXPERIENCE AS AN ASSISTANT PRINCIPAL, HOWEVER SALARY AMOUNTS & PLACEMENT MAY BE ADJUSTED AT THE BOARD'S DISCRETION</i>	
AA	\$	1,500	
DOCTORATE	\$	2,000	

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 CENTRAL OFFICE ADMINISTRATOR SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

12 - MONTH (240 DAY CONTRACT - 8HRS DAILY)

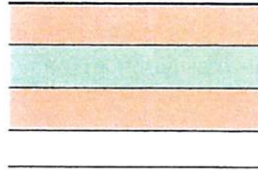
Experience	Special Education Coordinator	Curriculum Coordinator	Federal Programs Coordinator	Career Tech Coordinator	Technology Coordinator	GIS Principal	Assistant Superintendent
<3 YRS (0-2)	\$ 78,070	\$ 78,070	\$ 78,070	\$ 78,070	\$ 78,070	\$ 78,070	\$ 83,374
<6 YRS (3-5)	\$ 78,734	\$ 78,734	\$ 78,734	\$ 78,734	\$ 78,734	\$ 78,734	\$ 84,038
<9 YRS (6-8)	\$ 79,400	\$ 79,400	\$ 79,400	\$ 79,400	\$ 79,400	\$ 79,400	\$ 84,704
<12 YRS (9-11)	\$ 80,582	\$ 80,582	\$ 80,582	\$ 80,582	\$ 80,582	\$ 80,582	\$ 85,920
<15 YRS (12-14)	\$ 81,402	\$ 81,402	\$ 81,402	\$ 81,402	\$ 81,402	\$ 81,402	\$ 86,750
<18 YRS (15-17)	\$ 81,841	\$ 81,841	\$ 81,841	\$ 81,921	\$ 81,849	\$ 81,921	\$ 87,174
<21 YRS (18-20)	\$ 83,098	\$ 83,098	\$ 83,098	\$ 83,098	\$ 83,098	\$ 83,098	\$ 88,469
<24 YRS (21-23)	\$ 84,362	\$ 84,362	\$ 84,362	\$ 84,362	\$ 84,362	\$ 84,362	\$ 97,991
<27 YRS (24-26)	\$ 85,850	\$ 85,850	\$ 85,850	\$ 85,850	\$ 85,850	\$ 85,850	\$ 107,720
27 + YRS	\$ 87,367	\$ 87,367	\$ 87,367	\$ 87,367	\$ 87,367	\$ 87,367	\$ 113,701

DEGREE:

AA	S	1,500
DOCTORATE	S	2,000

NOTE: Superintendent and CSFO contracts are negotiated with

NOTE: BASED ON YEARS OF EXPERIENCE AS AN ADMINISTRATOR, HOWEVER SALARY AMOUNTS & PLACEMENT MAY BE ADJUSTED AT THE BOARD'S DISCRET



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CONECUH COUNTY BOARD OF EDUCATION**FY 2022 SCHOOL NURSE SALARY SCHEDULE****9 - MONTH (182 DAY CONTRACT)****PLUS MILEAGE BETWEEN SCHOOL LOCATIONS**

Experience	Licensed Practical Nurse (LPN)	Registered Nurse (RN)	RN/Master's Degree
<3 YRS (0-2)	\$ 21,328	\$ 40,575	\$ 46,664
<6 YRS (3-5)	\$ 23,441	\$ 44,630	\$ 51,319
<9 YRS (6-8)	\$ 24,449	\$ 46,584	\$ 53,571
<12 YRS (9-11)	\$ 24,929	\$ 47,518	\$ 54,646
<15 YRS (12-14)	\$ 25,423	\$ 48,467	\$ 55,734
<18 YRS (15-17)	\$ 25,910	\$ 49,437	\$ 56,855
<21 YRS (18-20)	\$ 26,406	\$ 50,427	\$ 57,990
<24 YRS (21-23)	\$ 26,911	\$ 51,432	\$ 59,149
<27 YRS (24-26)	\$ 27,702	\$ 52,459	\$ 60,237
27 + YRS	\$ 28,509	\$ 53,507	\$ 61,348

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 TECHNOLOGY SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

12 - MONTH (240 DAY CONTRACT - 8HRS DAILY)

Experience	Technology Coordinator	Technology Tech (Industry Certified/Degree)	Technology Tech (Non-Industry Certified/Degree)
<3 YRS (0-2)	\$ 57,786	\$ 35,926	\$ 28,742
<6 YRS (3-5)	\$ 59,011	\$ 37,176	\$ 29,991
<9 YRS (6-8)	\$ 60,235	\$ 38,423	\$ 31,239
<12 YRS (9-11)	\$ 61,459	\$ 39,934	\$ 32,701
<15 YRS (12-14)	\$ 62,684	\$ 41,263	\$ 34,018
<18 YRS (15-17)	\$ 63,909	\$ 42,408	\$ 35,182
<21 YRS (18-20)	\$ 65,133	\$ 43,968	\$ 36,693
<24 YRS (21-23)	\$ 66,357	\$ 45,553	\$ 38,226
<27 YRS (24-26)	\$ 67,581	\$ 47,200	\$ 39,816
27 + YRS	\$ 68,807	\$ 48,878	\$ 41,432

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 MAINTENANCE SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

12 - MONTH (240 DAY CONTRACT- 8HRS DAILY)

Experience	Maintenance Supervisor		Maintenance Worker
<3 YRS (0-2)	\$ 39,715		\$ 24,061
<6 YRS (3-5)	\$ 40,450		\$ 25,173
<9 YRS (6-8)	\$ 41,188		\$ 26,285
<12 YRS (9-11)	\$ 42,199		\$ 27,577
<15 YRS (12-14)	\$ 43,017		\$ 28,746
<18 YRS (15-17)	\$ 43,639		\$ 29,787
<21 YRS (18-20)	\$ 44,693		\$ 31,122
<24 YRS (21-23)	\$ 44,759		\$ 32,475
<27 YRS (24-26)	\$ 46,883		\$ 33,879
27 + YRS	\$ 48,026		\$ 35,305

**CONECUH COUNTY BOARD OF EDUCATION
 FY 2022 TRANSPORTATION SALARY SCHEDULE
 PUBLIC SCHOOL EXPERIENCE**

Experience	12 - MONTH 240 DAY CONTRACT 8HRS/DAILY				9 - MONTH 182 DAY CONTRACT 4HRS/DAILY
	Transportation Supervisor	Bus Shop Foreman	Bus Mechanic	Bus Shop Assistant	
<3 YRS (0-2)	\$ 41,440	\$ 32,502	\$ 29,835	\$ 20,992	\$ 16,237
<6 YRS (3-5)	\$ 42,175	\$ 33,224	\$ 30,572	\$ 21,223	\$ 16,416
<9 YRS (6-8)	\$ 42,912	\$ 33,947	\$ 31,309	\$ 21,452	\$ 16,594
<12 YRS (9-11)	\$ 43,936	\$ 34,668	\$ 32,257	\$ 21,681	\$ 16,881
<15 YRS (12-14)	\$ 44,756	\$ 35,391	\$ 33,056	\$ 21,912	\$ 17,091
<18 YRS (15-17)	\$ 45,373	\$ 36,113	\$ 33,708	\$ 22,140	\$ 17,222
<21 YRS (18-20)	\$ 46,438	\$ 36,836	\$ 34,690	\$ 22,369	\$ 17,521
<24 YRS (21-23)	\$ 47,517	\$ 37,558	\$ 35,687	\$ 22,598	\$ 17,826
<27 YRS (24-26)	\$ 48,655	\$ 38,280	\$ 36,728	\$ 22,828	\$ 18,152
27 + YRS	\$ 49,812	\$ 39,002	\$ 37,789	\$ 23,058	\$ 18,483

**CONECUH COUNTY BOARD OF EDUCATION
 FY 2022 CHILD NUTRITION SALARY SCHEDULE
 PUBLIC SCHOOL EXPERIENCE**

	12 - MONTH 240 DAY CONTRACT 8HRS/DAILY			9 - MONTH 187 DAY CONTRACT 7HRS/DAILY	
Experience	CNP Director	Receptionist & CNP Bookkeeper		CNP Manager	CNP Worker
<3 YRS (0-2)	\$ 48,609	\$ 28,742		\$ 22,909	\$ 17,308
<6 YRS (3-5)	\$ 49,960	\$ 29,539		\$ 23,209	\$ 17,601
<9 YRS (6-8)	\$ 51,310	\$ 30,338		\$ 23,507	\$ 17,893
<12 YRS (9-11)	\$ 53,006	\$ 31,340		\$ 23,963	\$ 18,304
<15 YRS (12-14)	\$ 54,460	\$ 32,200		\$ 24,308	\$ 18,632
<18 YRS (15-17)	\$ 55,671	\$ 32,916		\$ 24,541	\$ 18,875
<21 YRS (18-20)	\$ 57,428	\$ 33,955		\$ 25,018	\$ 19,303
<24 YRS (21-23)	\$ 59,211	\$ 35,008		\$ 25,499	\$ 19,738
<27 YRS (24-26)	\$ 61,072	\$ 36,110		\$ 26,010	\$ 20,196
27 + YRS	\$ 62,965	\$ 37,230		\$ 26,532	\$ 20,661

CONECUH COUNTY BOARD OF EDUCATION
FY 2022 LOCAL SCHOOL SALARY SCHEDULE
PUBLIC SCHOOL EXPERIENCE

Experience	12 - MONTH 240 DAY CONTRACT 8HRS/DAILY		11 - MONTH 222 DAY CONTRACT 8HRS/DAILY	10 - MONTH 202 DAY CONTRACT 8HRS/DAILY		10 - MONTH 202 DAY CONTRACT 8HRS/DAILY
	School Bookkeeper	Janitor	Janitor	School Bookkeeper	Janitor	Local School Secretary
<3 YRS (0-2)	\$ 23,448	\$ 23,917	\$ 20,611	\$ 20,129	\$ 18,753	\$ 20,129
<6 YRS (3-5)	\$ 24,362	\$ 24,849	\$ 21,134	\$ 20,915	\$ 19,229	\$ 20,915
<9 YRS (6-8)	\$ 25,277	\$ 25,783	\$ 21,658	\$ 21,700	\$ 19,704	\$ 21,700
<12 YRS (9-11)	\$ 26,191	\$ 26,890	\$ 22,236	\$ 22,633	\$ 20,313	\$ 22,633
<15 YRS (12-14)	\$ 27,107	\$ 27,880	\$ 22,892	\$ 23,464	\$ 20,829	\$ 23,464
<18 YRS (15-17)	\$ 28,022	\$ 28,742	\$ 23,356	\$ 24,191	\$ 21,249	\$ 24,191
<21 YRS (18-20)	\$ 28,937	\$ 29,681	\$ 24,050	\$ 25,157	\$ 21,881	\$ 25,157
<24 YRS (21-23)	\$ 29,851	\$ 31,051	\$ 24,753	\$ 26,135	\$ 22,521	\$ 26,135
<27 YRS (24-26)	\$ 30,766	\$ 32,258	\$ 25,487	\$ 27,151	\$ 23,190	\$ 27,151
27 + YRS	\$ 31,680	\$ 33,486	\$ 26,236	\$ 28,186	\$ 23,871	\$ 28,186

**CONECUH COUNTY BOARD OF EDUCATION
 FY 2022 CENTRAL OFFICE SALARY SCHEDULE
 PUBLIC SCHOOL EXPERIENCE**

12 Month 240 Days 8 Hours Per Day

Experience	Executive Assistant - Superintendent	Financial Exec Assist to CSFO	Accounts Payable/Special Education Bookkeeper	Payroll Clerk	Central Office Secretary	ESL Liason/Translator
<3 YRS (0-2)	\$ 37,423	\$ 37,423	\$ 33,853	\$ 37,423	\$ 29,841	\$ 28,742
<6 YRS (3-5)	\$ 38,668	\$ 38,668	\$ 35,098	\$ 38,668	\$ 30,635	\$ 29,539
<9 YRS (6-8)	\$ 39,913	\$ 39,913	\$ 36,344	\$ 39,913	\$ 31,429	\$ 30,337
<12 YRS (9-11)	\$ 41,427	\$ 41,427	\$ 37,836	\$ 41,427	\$ 32,223	\$ 31,340
<15 YRS (12-14)	\$ 42,756	\$ 42,756	\$ 39,158	\$ 42,756	\$ 32,865	\$ 32,200
<18 YRS (15-17)	\$ 43,891	\$ 43,891	\$ 40,304	\$ 43,891	\$ 33,156	\$ 33,718
<21 YRS (18-20)	\$ 45,459	\$ 45,459	\$ 41,848	\$ 45,459	\$ 33,772	\$ 34,762
<24 YRS (21-23)	\$ 47,050	\$ 47,050	\$ 43,414	\$ 47,050	\$ 34,396	\$ 35,824
<27 YRS (24-26)	\$ 48,704	\$ 62,031	\$ 45,040	\$ 48,704	\$ 35,060	\$ 36,930
27 + YRS	\$ 50,389	\$ 66,412	\$ 46,696	\$ 50,389	\$ 35,736	\$ 38,056

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 AIDE SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

	9 - MONTH 187 DAY CONTRACT 8HRS/DAILY		11 - MONTH 222 DAY CONTRACT 8HRS/DAILY		12 - MONTH 240 DAY CONTRACT 8HRS/DAILY
Experience	AIDE		AIDE		AIDE
<3 YRS (0-2)	\$ 18,357	\$	21,366	\$	23,560
<6 YRS (3-5)	\$ 18,775	\$	21,852	\$	24,096
<9 YRS (6-8)	\$ 19,193	\$	22,339	\$	24,632
<12 YRS (9-11)	\$ 19,739	\$	22,825	\$	25,168
<15 YRS (12-14)	\$ 20,195	\$	23,310	\$	25,918
<18 YRS (15-17)	\$ 20,560	\$	23,797	\$	26,387
<21 YRS (18-20)	\$ 21,129	\$	24,285	\$	27,117
<24 YRS (21-23)	\$ 21,703	\$	24,769	\$	27,854
<27 YRS (24-26)	\$ 22,307	\$	25,257	\$	28,627
27 + YRS	\$ 22,920	\$	25,742	\$	29,415

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: PRINCIPAL SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: ADMINISTRATORS HIRED PRIOR TO JUNE 01, 2016

Degree	11 - MONTH CERTIFIED BASE SALARY		12 - MONTH CERTIFIED BASE SALARY	
MS	\$	70,797	\$	76,539
AA	\$	76,226	\$	82,406
Doctorate	\$	81,654	\$	88,274

Salary based on degree and contract length: Upon completion of 5 years of Principal's experience in Conecuh County, employee will have the option to remain on an 11 month contract or convert to a 12 month contract

ASSOCIATED SUPPLEMENTS:

SCHOOL TYPE:		STUDENT ENROLLMENT:	
K-5th	\$ 2,292	\$1,146 - \$3,438	
K-8th	\$ 3,438	If student enrollment increase/decreased below present supplement for 2 consecutive years, salaries will be adjusted accordingly to reflect actual enrollment supplement	
6th-8th	\$ 4,584		
9th-12th	\$ 6,876		

CONECUH COUNTY PRINCIPAL EXPERIENCE

All Principals		Hillcrest Principals Only	
1 Year	\$ 230	6 Years	\$ 1,375
2 Years	\$ 458	7 Years	\$ 1,604
3 Years	\$ 687	8 Years	\$ 1,834
4 Years	\$ 917	9 Years	\$ 2,062
5 Years	\$ 1,146	10 Years	\$ 2,292

Total Principal Compensation Formula: Base Salary + School Type Supplement + Student Enrollment Supplement + Principal Experience Supplement

CONECUH COUNTY BOARD OF EDUCATION

**FY 2022 GRANDFATHERED: HILLCREST HIGH SCHOOL (HHS)
ASSISTANT PRINCIPAL SALARY SCHEDULE**

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: ADMINISTRATORS HIRED PRIOR TO JUNE 01, 2016

Degree	11 - MONTH CERTIFIED BASE SALARY		12 - MONTH CERTIFIED BASE SALARY	
MS	\$	70,797	\$	76,539
AA	\$	76,226	\$	82,406
Doctorate	\$	81,654	\$	88,274

ASSOCIATED SUPPLEMENT:

	\$	2,292	\$	2,292
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CONECUH COUNTY ASSISTANT PRINCIPAL EXPERIENCE (HHS)

1 Year	\$	230	6 Years	\$	1,375
2 Years	\$	458	7 Years	\$	1,604
3 Years	\$	687	8 Years	\$	1,834
4 Years	\$	917	9 Years	\$	2,062
5 Years	\$	1,146	10 Years	\$	2,292

Total Assistant Principal Compensation Formula: Base Salary + Associated Supplement + Assistant Principal Experience Supplement

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: CENTRAL OFFICE SUPERVISORS

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: ADMINISTRATORS HIRED PRIOR TO JUNE 01, 2016

Degree	12 - MONTH CERTIFIED - BASE SALARY		
MS	\$	76,539	
AA	\$	82,406	
Doctorate	\$	86,576	

Base Salary is determined by maximum teaching experience, degree and 12 month contract

ASSOCIATED SUPPLEMENT:

Federal Programs Coordinator	\$	5,730	
Elementary Curriculum Supervisor	\$	3,438	
Secondary Curriculum Supervisor	\$	3,438	
Career Tech Director/Supervisor	\$	3,438	
Special Education Coordinator (Revised/Effective 12/01/2015)	\$	3,438	

CONECUH COUNTY ADMINISTRATIVE EXPERIENCE (PRINCIPAL & SUPERVISOR)

<3 YRS (0-2)	\$	-	<15 YRS (12-14)	\$	2,292
<6 YRS (3-5)	\$	573	<18 YRS (15-17)	\$	2,865
<9 YRS (6-8)	\$	1,146	<21 YRS (18-20)	\$	3,438
<12 YRS (9-11)	\$	1,719	<24 YRS (21-23)	\$	4,011

Total Supervisor Compensation Formula: Base Salary + Associated Supplement + Administrative Experience Supplement

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: CENTRAL OFFICE SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

	12 - MONTH 240 DAY CONTRACT 8HRS/DAILY		11 - MONTH 222 DAY CONTRACT 8HRS/DAILY	10 - MONTH 202 DAY CONTRACT 8HRS/DAILY
Experience	Executive Assistant - Superintendent		Resource Center Assistant	Resource Center Assistant
<3 YRS (0-2)	\$ 36,690		\$ 23,106	\$ 21,024
<6 YRS (3-5)	\$ 40,357		\$ 23,712	\$ 21,575
<9 YRS (6-8)	\$ 44,028		\$ 24,871	\$ 22,632
<12 YRS (9-11)	\$ 47,696		\$ 26,006	\$ 23,663
<15 YRS (12-14)	\$ 51,365		\$ 27,168	\$ 24,720
15 + YRS	\$ 55,035		\$ 28,328	\$ 25,777
<21 YRS (18-20)	\$ 58,703			
<24 YRS (21-23)	\$ 62,372			
<27 YRS (24-26)	\$ 66,041			
27 + YRS	\$ 69,710			

(Revised/Effective 12/01/2015)	12 - MONTH 240 DAY CONTRACT 8HRS MIN/DAILY	
Salary	Child Nutrition Director	Beginning with the 1996-1997 school year each support employee who works in a position where a minimum/maximum salary range applies and who is not already at the maximum will receive an increase in salary until the maximum, not to exceed 5 years. For positions, where the contract lengths vary, salaries will be determined by the length of the contract and the number of hours worked per day. Some positions reflect the salary for new employees. Longer term employees may exceed the amounts shown on this schedule.
Minimum	\$ 47,656	
Maximum	\$ 59,570	

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: SUPPORT STAFF SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

	12 - MONTH 240 DAY CONTRACT 8HRS/DAILY			9 - MONTH 182 DAY CONTRACT 4HRS/DAILY
Experience	Maintenance Worker		Route Type	Bus Driver
<3 YRS (0-2)	\$ 23,589		Regular Route	\$ 15,919
<6 YRS (3-5)	\$ 25,842		Long Route	\$ 16,706
<9 YRS (6-8)	\$ 27,270		Extra Long Route	\$ 17,486
<12 YRS (9-11)	\$ 29,954		Employees that have positions that require bus driving as part of that position will not be classified as bus drivers. Part-time drivers will be compensated according to duties.	
<15 YRS (12-14)	\$ 31,751		Round Trip	
15 + YRS	\$ 33,401		Regular Route (0-50 Miles) Long Route (51-99 Miles) Extra Long Route (above 99 Miles)	

12 - MONTH (240 DAY CONTRACT) 8 HRS MIN/DAILY

Employee Type		Minimum Salary		Maximum Salary
Maintenance Supervisor		\$ 38,936		\$ 42,319
Maintenance Helper		\$ 19,879		\$ 26,073
Transportation Supervisor*		\$ 40,627		\$ 45,051
Bus Shop Foreman*		\$ 32,502		\$ 39,002
Mechanic		\$ 29,250		\$ 35,751
Mechanic Helper		\$ 19,879		\$ 26,073

* Hourly rate not applicable

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: SUPPORT STAFF SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

12 - MONTH 240 DAY CONTRACT 8HRS MIN/DAILY		9 - MONTH 187 DAY CONTRACT 8HRS MIN/DAILY	
EXPERIENCE	TEACHER'S AIDE	EXPERIENCE	TEACHER'S AIDE
0 YR	\$ 23,098	0 YR	\$ 17,997
1 YR	\$ 23,233	1 YR	\$ 18,103
2 YRS	\$ 23,392	2 YRS	\$ 18,225
3 YRS	\$ 23,552	3 YRS	\$ 18,350
4 YRS	\$ 23,712	4 YRS	\$ 18,475
5 YRS	\$ 23,873	5 YRS	\$ 18,601
6-8 YRS	\$ 24,832	6-8 YRS	\$ 19,349
9-11 YRS	\$ 25,833	9-11 YRS	\$ 20,128
12-14 YRS	\$ 26,833	12-14 YRS	\$ 20,906
15 + YRS	\$ 27,829	15 + YRS	\$ 21,684

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: SUPPORT STAFF SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

10 - MONTH 202 DAY CONTRACT 8HRS MIN/DAILY		12 - MONTH 240 DAY CONTRACT 8HRS MIN/DAILY	
EXPERIENCE	SCHOOL SECRETARY	EXPERIENCE	SCHOOL SECRETARY
0 YR	\$ 19,734	0 YR	\$ 23,448
1 YR	\$ 20,736	1 YR	\$ 24,636
2 YRS	\$ 21,767	2 YRS	\$ 25,861
3 YRS	\$ 22,800	3 YRS	\$ 27,087
4 YRS	\$ 23,832	4 YRS	\$ 28,315
5 YRS	\$ 24,910	5 YRS	\$ 29,597
6-8 YRS	\$ 25,391	6-8 YRS	\$ 30,168
9-11 YRS	\$ 25,872	9-11 YRS	\$ 30,740
12-14 YRS	\$ 26,352	12-14 YRS	\$ 31,309
15 + YRS	\$ 26,666	15 + YRS	\$ 31,680

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: SUPPORT STAFF SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

10 - MONTH 202 DAY CONTRACT 8HRS MIN/DAILY		12 - MONTH 240 DAY CONTRACT 8HRS MIN/DAILY	
EXPERIENCE	JANITOR	EXPERIENCE	JANITOR
0 YR	\$ 18,385	0 YR	\$ 21,845
< 6 YRS (1-5)	\$ 18,615	< 6 YRS (1-5)	\$ 22,116
< 9 YRS (6-8)	\$ 21,142	< 9 YRS (6-8)	\$ 25,119
< 12 YRS (9-11)	\$ 21,622	< 12 YRS (9-11)	\$ 25,689
< 15 YRS (12-14)	\$ 22,104	< 15 YRS (12-14)	\$ 26,263
15 + YRS	\$ 22,584	15 + YRS	\$ 26,832

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: SUPPORT STAFF SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

12 - MONTH 240 DAY CONTRACT 8HRS MIN/DAILY		12 - MONTH 240 DAY CONTRACT 8HRS MIN/DAILY	
EXPERIENCE	TECHNOLOGY TECH (Non-Industry Certified/Degree)	EXPERIENCE	TECHNOLOGY TECH (Industry Certified/Degree)
0 YR	\$ 28,178	0 YR	\$ 35,222
< 6 YRS (1-5)	\$ 30,525	< 6 YRS (1-5)	\$ 39,917
< 9 YRS (6-8)	\$ 35,222	< 9 YRS (6-8)	\$ 44,614
< 12 YRS (9-11)	\$ 39,917	< 12 YRS (9-11)	\$ 49,310
< 15 YRS (12-14)	\$ 44,614	< 15 YRS (12-14)	\$ 54,007
15 + YRS	\$ 46,961	15 + YRS	\$ 58,703

CONECUH COUNTY BOARD OF EDUCATION

FY 2022 GRANDFATHERED: SUPPORT STAFF SALARY SCHEDULE

PUBLIC SCHOOL EXPERIENCE

GRANDFATHERED: SUPPORT PERSONNEL HIRED PRIOR TO DECEMBER 01, 2015

CHILD NUTRITION

9 - MONTH (187 DAY CONTRACT - 7 HRS/DAILY)

POSITION	SALARY	
Worker In Training	\$ 15,177	* Approval for employment
Semi Skilled Worker**	\$ 16,969	** Be employed at least one full school year
Skilled Worker	\$ 19,547	
Assistant Manager	\$ 22,460	
Manager ***	\$ 25,101	*** Recommendation of Manager, Principal & Supervisor

A worker can only move from one level to the next at the beginning of a school year. Mid-year adjustments will not be made. Temporary help (i.e. student worker) will be paid minimum wage.

CONECUH COUNTY BOARD OF EDUCATION

FY 2021 SUPPLEMENTS

CLASSROOM TEACHER SUPPLEMENTS

Distance Learning	\$		1,020
Grading Papers	\$		1,530
Itinerant Teachers	\$		1,020

BAND SUPPLEMENTS

Band Director	\$	10,000	(Up to an additional \$10,000 with successful incentive completion)
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ATHLETIC SUPPLEMENTS

NOTE: No person can coach two (2) sports during the same season and receive two supplements

Head Football	\$		9,000
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Base Pay	Degree	Contract
Degree+ Exp + Contract	BS/MS/AA	9 month teaching contract + 3 month summer supplement

Athletic Director	\$		6,000
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SPORTS COACHING SUPPLEMENTS

HEAD COACH

Varsity Boys Basketball	\$	5,500
Varsity Girls Basketball	\$	5,500
Soccer	\$	3,000
Track	\$	3,000
Baseball	\$	3,000
Cheerleading	\$	3,000
Volleyball	\$	3,000
Softball	\$	3,000
Golf	\$	3,000
Wrestling	\$	3,000
Tennis	\$	3,000

ASSISTANT COACH/ JR. HIGH COACH

Assistant Football	\$	4,500
Assistant/B-Team Boys Basketball	\$	2,500
Assistant Girls Basketball	\$	1,500
Jr. High Football	\$	1,500
Jr. High Boys Basketball	\$	1,200
Jr. High Girls Basketball	\$	1,200

OTHER MISCELLANEOUS

Football - Additional Coordinator Duties	\$	1,500
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A Workday is considered a minimum of 8HRS/Daily