



DIVISION OF HUMAN RESOURCES

**BOARD OF SCHOOL COMMISSIONERS OF MOBILE COUNTY
Mobile, Alabama**

**2020-2021
SALARY
SCHEDULES**

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2020-2021 Salary Schedules

MOBILE COUNTY PUBLIC SCHOOL SYSTEM

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COMPENSATION AND PAY PLAN

The Superintendent shall prepare or cause to be prepared salary schedules for school system personnel each fiscal year. The salary schedules shall be presented annually to the Board for review and approval.

Base pay for classroom teachers and those other selected, certificated individuals whose work day is spent working directly with students or whose work product solely benefits the instruction of children, shall be determined by the State of Alabama Teacher’s Salary Matrix. From time to time, the State of Alabama publishes certain salary matrices for other types of employees. In those situations in which the State publishes a State Salary Matrix for a particular group of employees, the State Salary Matrix shall control.

For all other employees, including principals, assistant principals, and central office certified administrators, the Superintendent shall develop and recommend a compensation or pay plan to the Board for adoption. Changes in the plan, after initial adoption, shall be approved annually by the Board.

The compensation or pay plan is designed to provide appropriate pay for the assessed worth of system jobs. The current plan shall consist of step salary schedules for the following employee groups or pay families:

1. Teachers
2. Administrative/Professional
3. Clerical/Technical
4. Manual Trades
5. High School Principals
6. Middle School Principals
7. Elementary School Principals
8. High School Assistant Principals
9. Middle School Assistant Principals
10. Elementary School Assistant Principals
11. Occupational Therapy/Physical Therapy
12. Child Nutrition Program Managers and CNP Assistants
13. Bus Drivers
14. Bus Aides
15. Nurses

The compensation or pay plan is designed and administered to accomplish the following:

1. Stay competitive with appropriate labor markets for the various categories of jobs performed by personnel,
2. Recognize the levels of skill, effort, and responsibility required for different jobs,
3. Protect continued length of service to the Board with regard to the hiring of new employees, and
4. Fiscally control and provide cost effective guidelines.

A copy of the System’s compensation or pay plan for the current year is available in the administrative offices and shall be posted on the System’s Internet website.

Step Advancement: Each eligible classified employee and certified personnel not paid on the teacher’s salary matrix shall, upon recommendation by the Superintendent and a majority approval by the board, advance one step on the salary schedule each budget year (currently October 1 of each year). In years’ in which the Superintendent does not make a recommendation for a step increase or the Board does not, by a majority vote, approve the recommendation for a step increase, there shall be no step movement. Employees not paid on a state salary matrix who are not assigned to a salary schedule or who have reached the highest step on their salary schedule shall receive, every three years, a cost of living increase equal to 1.5% of their current salary contemporaneously with the step advancement of other eligible employees. In those years in which no step movement occurs no cost of living increase shall be granted.

Employees paid on a state salary schedule (the “State Salary Matrix or Schedule”) shall progress automatically to the next appropriate step.

Assignment to Pay Grade: Consistent with economic and job market indicators, the Assistant Superintendent or Executive Manager of Human Resources (the pay plan administrator) may recommend to the Superintendent the initial assignment or re-assignment of a job title to a specific pay grade, salary schedule and/or step. Additionally, the Superintendent retains the right to recommend the initial assignment and/or reassignment of a job title to a specific pay grade, salary schedule and/or step. The annual publication of the compensation or pay plan (i.e., salary schedules) shall reflect any adjustments made. The state of Alabama recently authorized the hire of Adjunct Instructors. The rates of pay for these specialized, often part time, instructors may vary greatly based on the type of instruction involved. The Superintendent and Executive Manager of Human Resources are authorized to negotiate such reasonable salaries as necessary to hire said Adjunct Instructors.

Assignment to Step within Pay Grade: The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for the particular position can be considered.

Salary Retention: A contract principal who is transferred voluntarily or otherwise to a school that is smaller in enrollment shall retain the same salary and compensation step as held previously until the end of the contract period. A tenured principal or assistant principal who is transferred voluntarily or otherwise in the same position to a school with a smaller enrollment shall retain the same compensation step for a period of one employment year (July 1 through June 30) or portion thereof. At the end of that period of time, the salary appropriate for the work assignment in the subsequent year shall be given.

If a principal or assistant principal is transferred, either voluntarily or otherwise to a position other than principal or assistant principal, or if he or she applies for and is recommended and approved for a central office position, the salary shall be paid on the appropriate step for the new position. Experience in the System will be a factor in determining appropriate step placement.

A principal who is re-assigned or voluntarily accepts a position of assistant principal will be placed on the Assistant Principal Step Salary Schedule at the same step he or she occupied as a principal. If the principal had earlier been placed on a higher step as an incentive, his/her step will be reduced by the amount of the incentive to determine the appropriate step placement.

If a contract principal’s contract is not renewed, and if he/she is hired in another position other than principal, he/she shall be placed on the salary schedule appropriate for the work assignment (i.e., he/she shall not retain the salary of a principal for one year.)

New Jobs: Newly established positions or jobs approved by the Superintendent shall be analyzed and classified by the pay plan administrator and assigned to an existing job family and corresponding pay grade.

Assignment of Salaries for New Hires: The Superintendent or designee shall approve pay assignment to a step within the appropriate salary schedule for new employees in accord with state law and regulations and the following general guidelines:

- New employees with limited work experience in the job title to which they are being hired shall be placed generally at the zero (Step 0) step of the assigned step salary schedule.
- With the Superintendent’s approval, new employees may be placed at any other step above Step Zero for documented programmatic reasons. In no case, however, will a new hire be placed at the highest step of the pay grade.
- Former employees, who previously left the System in good standing, and are rehired in the same position that they were in previously, may be placed on the same step that the employee was on at the time they left the System. For example, a bookkeeper who resigned in good standing at step 12, who is rehired as a bookkeeper five years later, will be placed on step 12 at the time of her rehire. Employee’s that are rehired in a different position will be placed at the appropriate step for the new position. This provision will be applicable to any former employee rehired after January 1, 2012 and has no retroactive applicability. This provision applies specifically to classified employees. The Executive Manager of Human Resources shall have authority to adjust the step at which the employee is rehired as necessary to reflect changes in the salary schedule that have occurred since the respective employees left the system.

**RATES, RULES AND CONDITIONS – ADMINISTRATION OF THE
SALARY SCHEDULE**

I. Definitions:

1. “New Employee” – A current employee who is assigned to a new or different position. An employee who is new to the position.
2. “Employee New to the System” – An employee who is beginning employment in the System.
3. “Promotion” – A salary increase resulting from an employee moving from one pay grade to at least the next highest pay grade.
4. “Upgrade” – A job, job title or position that moves from its current assignment to a pay grade to the next highest pay grade.
5. “Step Raise” – Moving up one step on the appropriate salary schedule.

II. General Procedures:

A. Miscellaneous, General:

1. Omitted.
2. Effective October 1, 2011, the salary of an employee who receives a promotion (moving from at least one pay grade in the same job family to a position paid at a different, higher pay grade) will be determined by increasing the employee’s original step salary by four (4) per cent and then moving to the step in the new pay grade that is immediately higher in salary after the four percent is calculated. The Board recognizes that not all transfers between positions are promotions and in those truly lateral transfers, 4% will not be added to the person’s salary; rather, he or she will be put on the appropriate step on the new salary schedule based on the person’s prior salary. The following scenarios are considered “promotions” for the purpose of this section: (1) an increase in the length of someone’s work year (i.e. increase from 10 months to 12 months); (2) the acceptance of a supervisory position.
 - a. Notwithstanding the previous section, a Principal or Assistant Principal who is promoted to a larger school will be placed on the same step that he or she currently holds on the appropriate salary schedule. Similarly, a CNP Manager who is promoted to a larger school or a school that serves a higher ADM shall be moved to the same step he or she is currently holds on the appropriate schedule for the new position.
 - b. Examples of transfers that are not considered promotions include, but are not limited to: a school based clerk accepting a different school based clerk position paid on the same salary schedule, a clerk or bus driver accepting a custodian position or vice versa, and a carpenter accepting a multi craft carpenter position.
 - c. Salary decreases associated with changes in positions (or routes for a bus driver) will be calculated by moving the employee to the same step on the appropriate salary schedule for the employee’s new position.
3. For employees not paid on a state salary matrix, the step increase shall not occur until October 1 and only if the Board, following a recommendation by the Superintendent, approves by a majority vote that step advancement shall occur. *Newly hired* employees will not receive a step increase on October 1 in the same year they were hired unless they were hired before January 15 of that year.
4. The Division of Human Resources routinely advertises all personnel vacancies and new positions as required by state law. Each advertisement includes a job description and the salary range assigned to the position. It is the responsibility of an applicant to check with Human Resources, prior to applying or

accepting a position, to determine the actual salary he/she would earn if hired into the position. Once an applicant accepts a position, he/she has also accepted the salary appropriate for the position.

5. Employees who are assigned to a position with a salary schedule different from their current schedule shall be placed according to the new salary schedule.

B. Classified Employees and those employees not paid on a State Salary Matrix:

1. Computing Salaries for CNP Managers – Please see number B.5 below.
2. **Procedures for administration of Clerical/Technical and Manual Trades Salary Schedules.**
 - a. **General.**
 1. Twelve-month clerical/technical and manual trades employees work eight (8) hours per day and in accordance to the calendar established for the ensuing year. All ten-month classified employees work eight (8) hours per day.
 2. Time schedules for clerical/technical and manual trades personnel may be designated by the Superintendent, Human Resources, or the immediate supervisor of said personnel. In all cases, the Superintendent, Human Resources, or immediate supervisor in charge shall have the right to establish time schedules to encompass the workday excluding lunch.
3. **GUIDELINES FOR AIDES**
 - a. Bus aides work 182 days per year. They are paid according to the number of hours the bus runs. (Example: 2 hours in the morning and 2 hours in the afternoon = paid for 4 hours per day).
4. **GUIDELINES FOR CNP ASSISTANTS**
 - a. All CNP assistants hired after July 1, 1990, will be hired as either six to seven hour workers only. By special permission, a three-hour worker may be hired at larger schools.
 - b. CNP Assistants work 187 days.
5. **GUIDELINES FOR CNP MANAGERS**
 - a. The salaries of CNP managers are based on the average daily meals served.
 - b. Effective October 1, 2014, no CNP Manager shall suffer a decrease in pay as a result of a decrease in the average daily meals served.
 - c. Effective October 1, 2014, all CNP Managers currently paid on CN 06 will be moved to the appropriate step on CN 05. The appropriate step will be the next highest step on CN 05 above the CNP Manager's current salary. CN 06 will be eliminated and all CNP Managers will be paid on CN 05 going forward. CNP Managers paid on CN 04, the highest scale, will be grandfathered into their current salary and shall receive their salary and appropriate step increases until the CNP Manager on CN 04 leaves the system or voluntarily accepts another position in the System. In the event that a CNP Manager paid on CN 04 accepts another CNP Manager position in the system, he or she will be placed on the appropriate step on CN 05.
 - d. Any currently employed CNP Manager whose base salary decreased between October 1, 2011 and October 1, 2014 as a result of a decrease in the number of average daily meals served shall receive a one time lump sum payment equal to the amount of base salary lost as a result of a decrease in the average daily meals served during the aforementioned time period. CNP Managers who voluntarily accepted a position at a school with a lower ADM are not eligible for this one time lump sum payment.
6. **GUIDELINES FOR BUS DRIVERS**
 - a. All bus drivers must meet insurability requirements provided by the insurance carriers who provide vehicular insurance to the Mobile County Public School System.
 - b. With input from principals, bus driver/bus aide personnel will be evaluated by the routing specialist.
 - c. Bus driver's responsibilities include, but are not limited to the following: pre-and post-trip inspection,

cleanliness of bus, necessary paper work, parent conferences at the local school, CDL re-certification, drug testing, physical exams, annual reflex test, and other conferences as needed.

7. GUIDELINES FOR BEFORE AND AFTER SCHOOL DAY CARE WORKERS

- a. A pay scale for extended day workers must follow these procedures and guidelines. This scale is used to determine the amount of pay per hour in which extended day workers i.e. *Day Care* workers are to be compensated.
- b. Information about the Day Care program is handled through the principal and supplemented by the Human Resources Division.
- c. Effective August 1, 2014, all extended day workers must have a completed personnel file in Human Resources prior to their names being submitted to the Board for approval. All extended day worker applicants must provide and/or complete the following: an online application, official high school or college transcript from a regionally accredited school (or a GED), a letter of recommendation from the principal (for the vacant position), fingerprints/background clearance, a copy of their driver’s license and social security card and must satisfactorily take a drug screen following established system procedures.
- d. Day Care workers who are not already System employees are considered “miscellaneous hourly workers” and receive no benefits. **These specific workers cannot work over 19.5 hours per week.** Effective August 1, 2014, no further “miscellaneous hourly workers” may be utilized as day care workers. All workers in the day care must be hired as system employees as extended day workers. Extended Day Workers may not substitute for MCPSS in any capacity.
- e. Individual regular, full time employees who work extra or substitute in an extended day program (i.e., aides, custodians, bus drivers, CNP assistants, etc.) may not work over a total of 40 hours per week (including the hours worked in their full-time positions).
- f. The Day Care program coordinator or the principal of the school/location should govern the hours worked to ensure that employees do not exceed the specified working hours.
- g. If a full-time, classified, employee working in a Day Care program should, by mistake, exceed a total of 40 hours (regular job hours plus Day Care hours), the principal must authorize overtime to be paid the classified employee from *Day Care* funds at the employee’s *overtime rate*. Any overtime required is the responsibility of the local school.
- h. Day care revenues are to be deposited in the local school bank account and are subject to audit by the Local School Accounting Department.
- i. Salaries paid by the Central Office to Day Care Workers shall be reimbursed by the school as required by the Division of Business Operations.
- j. Some Exceptions apply for Council Elementary

8. Day Care Hourly Pay Scale for extended day workers and MCPSS Classified employees

Day Care Workers		On-Site Lead Workers	
No Experience	FMW	0 – 2 Years Experience	FMW plus 3.00
1 Year Experience	FMW plus .50	2 – 4 Years Experience	FMW plus 4.00
2 Years Experience	FMW plus 1.00	4 – 6 Years Experience	FMW plus 5.00
3 Years Experience	FMW plus 1.50	6 – 8 Years Experience	FMW plus 6.00
4 Years Experience	FMW plus 2.00	8+ Years Experience	FMW plus 7.00
5+ Years Experience	FMW plus 2.50		
Special Subject Instructors:			
Physical Fitness: \$ 10.00		Handicraft and Arts: \$10.00	Computers: \$ 17.50
MCPSS Certified Teachers and Retired Teachers:			
Tutoring/Teaching: \$25.00 an hour (area of certification)		Non-Tutoring/non-teaching: \$16.00	
Coordinators:			
MCPSS Teachers: \$25.00		MCPSS Non- Teacher and part time personnel: \$20.00	

FMW = Federal Minimum Wage

- 9. Experience – Only MCPSS Experience is considered for the pay scale set forth above.

C. Administrative and Professional

- 1, The salary of a teacher who becomes a 260-day administrator will be paid on the Administrative/Professional (AP) salary schedule for 260 days. The new 260-day salary of an employee whose previous salary has been paid according to the teacher salary matrix but is moving to a new position listed on the AP salary schedule will be equivalent to the salary paid on the same step and rank as a 260-day teacher plus an additional 4% salary adjustment and then placed on the step in the AP salary schedule that is immediately higher in salary after the 4% is calculated. .
 - (a) 9, 10 or 11 month employees who are promoted to a 12 month administrative or supervisory position paid on the AP salary schedule shall be paid the 12 month equivalent of their 9, 10 or 11 month salary plus an additional 4% salary adjustment and then placed on the step in the AP salary schedule that is immediately higher in salary after the 4% is calculated. This section applies to persons promoted to the Lead Nurse Position.
2. Salary placement for principals and assistant principals will be reviewed annually based on the assigned school's enrollment as reflected on the annual Average Daily Membership (ADM) annual report. At the beginning of the new employment year (July 1), the principal and assistant principal will be placed on the appropriate salary schedule which will reflect the decrease in enrollment (i.e., salaries will be reduced). If there is an increase in ADM which results in a change on the appropriate salary schedule placement, the principal and assistant principal will be placed on the appropriate salary schedule which is based on ADM. The increase in salary will be retroactive to July 1 of the employment year. If there is a decrease in enrollment which would result in a change on the appropriate salary schedule placement, the principal and assistant principal will retain the higher salary through the end of the employment year (June 30), except that the Superintendent reserves the right to waive a decrease in a Principal or Assistant Principal's salary solely in those situations in which a decrease in enrollment is directly attributable to the separation of a School District from the Mobile County Board of Education. In such a situation, the Superintendent will direct the Executive Manager of Human Resources, in writing, that the decrease in enrollment at a particular school or schools is directly attributable to a separation or proposed separation of a school or group of schools for the purpose of forming a new School System. Upon receipt of such a Directive, the Executive Manager of Human Resources will adjust, if necessary, the salary of a school administrator who has suffered or will suffer a decrease in salary due only to a decrease in enrollment related to the formation of a new school system. This right of the Superintendent will only be effective from July 1, 2011 forward and shall not be applied retroactively to any Principal or Assistant Principal who received a decrease or adjustment in salary due to the formation of a new school system prior to July 1, 2011.

If there is a decrease in enrollment which would result in a change on the salary schedule placement, the contract principal will retain the higher salary until the end of his contract period. At the beginning of the new contract period, the contract principal will be placed on the appropriate salary schedule which will reflect the decrease in enrollment (i.e., salary will be reduced). The waiver of a salary adjustment due to a decrease in enrollment related to the formation of a new school district also applies to Contract Principals.

The amount of salary to be paid an administrator whose pay grade has been designated as "open" shall not exceed the base amount paid the Superintendent.

3. If an existing or current full-time twelve-month employee who is paid on the Administrative/Professional (AP) pay grade receives AA certification or a doctoral degree from an accredited institution, \$3,867 will be added to the current salary for AA and \$4,282 for a doctorate. Employees who work less than 12 months per year who receive a higher degree in accordance with policy will receive a prorated increase. The Assistant Superintendent or Executive Manager of Human Resources shall make the final decision as to whether a degree is job related or whether a University or College issuing a degree has the proper accreditation.

D. Experience Credit:

1. Earning of Experience Credit in MCPSS is calculated as follows:

paid work days divided by the # days in contract year

2. **PROCEDURES FOR EXPERIENCE CREDIT**

a. Experience credit for determining salary shall be given for all **verified full-time satisfactory, public school teaching experience in the field** for which the previous public school system paid a full-time salary. Experience credit for verified part-time satisfactory, public school teaching experience in the field for which the previous public school system paid a part-time salary based on a teacher salary matrix shall receive experience credit in proportion to the percent of time/he/she worked when compared to a full-time employee, as certified by his/her employer. **No experience credit will be given for unpaid days and/or unpaid leave.** The employee shall be responsible for requesting verification of prior experience from the designated personnel official and for making certain that the form sent is acceptable by Mobile County. **Experience credit cannot be granted until this form has been completed and notarized or stamped with the school system's seal and received in the Division of Human Resources.**

b. When experience verification is received during the first year of hire, credit will be given retroactively to the date of hire. Experience credit received after the first year of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT date of hire.

NOTE: *Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year).*

c. Verification forms for the employee to use to obtain verification of earned experience credit are available in the application packet, on the MCPSS web page, and in the Division of Human Resources.

E. Holidays and Personal Leave:

1. All personnel have the annual holidays approved by the Board.
2. Current twelve month employees (240 days) are those assigned or hired prior to July 1, 1999 and grandfathered. These employees will receive:
 - a. Optional vacation days 7-9 depending on what day of work week July 1 falls and if it is a leap year.
 - b. All holidays as approved by the Board for 12-month employees
 - c. Annual leave as follows:
 - 10 days per year for first 12 months of service
 - 15 days per year after 120 months of service(Service is defined as service in the Mobile County School System.)
3. Twelve-month employees (260 days) hired or transferred after June 30, 1999 will receive the following:
 - a. All holidays as approved by the Board for twelve-month employees (currently 14)
 - b. Annual leave as follows:
 - 5 days per year for first 12 months of service
 - 10 days per year 13-120 months of service
 - 15 days per year 121-240 months of service
 - 20 days per year after 240 months of service(Service is defined as service in the Mobile County School System.)
 - c. At the time of termination all twelve-month employees shall be paid for unused accumulated annual leave days (maximum 45 days).
4. All employees are given up to two (2) personal leave days per contract year and one (1) sick leave day per month. Employees starting work after December 31st are entitled to only one day of personal leave. Employees starting work after March 31st shall be entitled to zero days of personal leave in that work year. Sick leave days can be accumulated and kept from year to year. Effective August 1, 1997, all personnel will have their unused personal leave days converted to accumulated sick leave days at the end of the school or contract year. Certified personnel may choose to have these days paid instead of converting them to accumulated sick leave days. Effective July 1, 1999, unused optional vacation days as of June 30th of each year can be converted to accumulated annual leave (vacation) days or accumulated sick leave days to the maximum allowed by the school system and state statutes.

F. Higher Degrees:

1. **PROCEDURES FOR HIGHER DEGREE**

- a. **Higher Degree completed on an Employee who holds an Alabama Professional Certificate which leads to an A or AA Certificate:**
- i. The employee himself/herself shall be responsible for providing one (1) official transcript with the **higher degree posted** to the MCPSS Division of Human Resources.
 - ii. **Placement on appropriate Salary Schedule:** Higher Degrees must be approved by the Alabama State Department of Education (ASDE) and the procedures set by the ASDE must be followed. An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE and HR has received an official transcript with the degree posted. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official transcript.
- b. **Higher Degree completed on an Employee which Does Not lead to an A or AA Certificate:**
- i. The employee himself/herself shall be responsible for providing two (2) official transcripts with the **higher degree posted** to the MCPSS Division of Human Resources. One (1) official transcript will be forwarded by Human Resources to the ASDE for review and approval for higher pay. Higher degree must be approved by ASDE prior to employee receiving higher pay.
 - ii. **Placement on appropriate Salary Schedule:** An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the official transcript.
- c. **Employee who has Not been issued an Alabama Certificate:**
- i. The state will not approve a higher degree for pay purposes until the teacher holds a valid Alabama teaching certificate. This includes teachers who are following other, alternative approaches to certification such as an ABC, Emergency, etc. The employee himself/herself shall be responsible for providing two (2) official transcripts with the higher degree posted to the MCPSS Division of Human Resources. One (1) official transcript will be forwarded by Human Resources to the ASDE for review.
 - ii. Once a certificate has been issued by the ASDE and a second official transcript with a higher degree has been received or is on file in Human Resources, Human Resources will submit the transcript to the ASDE for consideration of additional compensation.
 - iii. **Placement on appropriate Salary Schedule:** An employee shall be paid for an advanced degree after the advanced degree is recognized by the ALSDE. The effective date for higher pay for the advanced degree is the date the higher degree was recognized by the ALSDE. Please note that the effective date is not the date the degree was awarded by the college or university. If MCPSS receives notification from the ALSDE after the end of the school year in which the advanced degree is recognized, the advanced degree pay will begin on the first working day of the following or upcoming school year provided the aforementioned requirements regarding HR's receipt of the

official transcript.

G. All full time central office positions are 8 hour a day positions unless otherwise set forth in the salary schedule.

III. SUBSTITUTES

A. Determination of the amount of substitute pay is made by the Human Resources Department.

1. A substitute is a person paid on a day-to-day basis in the place of an absent employee or in a vacant position.

B. Certified Positions.

SCHEDULE 1 – Certified Positions

TYPE SUBSTITUTE	DAILY RATE	CERTIFICATION STATUS
Non-Certified Substitute	\$58.00	CURRENT AL SUBSTITUTE TEACHER LICENSE
Retired Teacher/Out of State Retired Teacher	\$75.00	Retired teacher with non current, Alabama teaching certificate and twenty or more years of verified teaching experience
Certified Substitute	\$90.00	CURRENT AL TEACHER CERTIFICATE
*CATEGORY II	\$120.00	CURRENT AL TEACHER CERTIFICATE In-Field
*CATEGORY IV	\$250.00	CURRENT AL Leadership CERTIFICATE In-Field

*-See definitions below.

1. **NO BENEFITS.** Substitutes are not eligible for Benefits

2. **Substitute Teacher – Non Certified**

- a. This section applies to persons who have the required substitute teacher license issued by the State Department of Education. If serving for the same teacher, or if substituting for a paraprofessional, for more than twenty (20) consecutive work days, beginning on the twenty-first (21st) day an additional ten dollars (\$10.00) per day will be paid. This additional \$10.00 is not retroactive to the first day. **The school bookkeeper must notify payroll of the date of increase.**
- b. **SUBSTITUTE TEACHER – Certified, with a current Alabama Teaching Certificate.** A person who has a current teacher certification but is not under contract. A current teaching certificate must be on file in Human Resources. This person may or may not be teaching in-field or on a long-term basis.

3. **Category Substitutes**

- a. **CATEGORY II – with a current Alabama Teaching Certificate and has met State certification and licensure requirements.** A person who has a current teacher certification in-field but is not under a regular teaching contract who works for the same absent teacher for more than twenty (20) consecutive days. A Category II Substitute request must be submitted by the principal and approved by Human Resources prior to a commitment to pay \$120.00 retroactive to the first day. A current teaching certificate must be on file in Human Resources. Substitute teaching in a long term position does not count as experience credit for any purpose, including experience towards teacher certification renewal.
- b. **CATEGORY IV – Retired or other Administrator with current Alabama Leadership Certificate serving as a substitute Principal, Administrator or other Supervisor.** A person who has maintained a current

leadership certification whether retired or not who serves as a substitute Principal, Administrator or other Supervisor (in a position requiring a certified supervisor) A Category IV Substitute request must be submitted to and approved by Human Resources prior to a commitment to pay \$250.00. A current Alabama leadership certificate must be on file.

- c. **Retired Teacher – No Current Certificate.** A person who is a retired teacher *with 20 years or more teaching experience* who had a valid teaching certificate at the time of retirement but who has not maintained a current teaching certificate. If serving for the same teacher for more than twenty (20) consecutive work days, beginning on the twenty-first (21st) day an additional ten dollars (\$10.00) per day will be paid. The school bookkeeper must notify payroll of the date of increase. However, a substitute teacher license is required. Persons in this category are not eligible to serve in long term Category II positions.

NOTE: A substitute teacher is a person paid on a day-to-day basis either in the place of an absent classroom teacher or in a vacant or unfilled classroom position. A substitute teacher does not receive benefits. A substitute may not be used for an itinerant art or music teacher, speech therapist, counselor, media specialist, instructional specialist, administrative intern, assistant principal, principal, or any central office administrator without the prior approval of the Superintendent or Executive Manager of Human Resources. No substitute should teach in the same teacher’s position longer than one semester.

4. **Speech Teachers:** Individuals with a master’s degree in speech pathology may substitute for speech teachers who are on extended leave to provide speech services to students – \$120.00 per day. A Category II substitute request must be submitted and approved by Human Resources prior to a commitment to pay \$120 retroactive to the first day.
5. **High School and Middle School Teachers who Teach during their Planning Periods.** In some emergency situations where there are allocated teaching vacancies that have not been filled, a teacher may be authorized to teach an extra class during his or her planning period. For this extra work, high school teachers will be paid \$50.00 per 98-minute block and middle school teachers will be paid \$40.00. These teachers must still set aside time before or after school or both for planning and for parent conferencing. Teachers on a four-period block must teach four (4) classes to be eligible. Teachers on a six-block schedule must teach six (6) periods, etc., to be eligible.

C. CLASSIFIED, NON-TEACHING, NON-CERTIFIED POSITIONS

a. Requirements for substitutes in non teaching, non certified positions:

- a. ALL SUBSTITUTES FOR CLASSIFIED POSITIONS MUST HAVE COMPLETED THE APPLICATION PROCESS (INCLUDING A BACKGROUND CHECK) IN THE CLASSIFIED DEPARTMENT OF HUMAN RESOURCES TO BE GIVEN A SUBSTITUTE CLEARANCE CARD.
- b. Current Clearance Cards are required before a person serving as a classified substitute may be paid. Work performed as a classified substitute without a current clearance card will be unpaid.
- c. Clearance cards for authorized classified substitutes are issued and renewed each year during an authorized position advertising period, generally during the summer. It is each substitute’s responsibility to register on the Electronic substitute calling system AESOP.
- d. Substitutes must undergo a drug test prior to obtaining their Substitute Clearance Card.
- e. Unless otherwise approved by the Assistant Superintendent or Executive Manager of Human Resources, substitutes may not be retained until the employee being substituted for has missed three or more consecutive school days. This provision does not apply to custodian substitutes.
- f. Substitutes serving longer than five (5) consecutive days in the same position must be approved by Human Resources.
- g. All substitutes for clerk positions, whether school based or not, must be approved by Human Resources.

b. Wages, generally.

- a. Substitutes for classified employees will be paid at the appropriate Federal Minimum Wage except that former employees who are retired clerks, secretaries, registrars, or bookkeepers who substitute

at a school or central office, shall receive a rate of pay equal to \$2.00 over the Federal Minimum Wage then in effect.

- b. Substitutes for school based bookkeepers, secretaries, registrars, school based clerks or central office clerks who serve in the same substitute position for more than twenty (20) consecutive work days will be paid an hourly rate of \$2.75 over the appropriate Federal Minimum Wage in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for a long-term classified substitute is not retroactive to the first work day.
- c. All substitutes for bookkeepers, secretaries, registrars, or clerks, whether school based or central office based, must be approved by Human Resources.
- d. Other classified substitutes who serve in the same substitute position for more than twenty (20) consecutive work days will be paid \$1.25 over the appropriate Federal Minimum Wage in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for these long term substitute positions is not retroactive to the first work day. Other classified substitutes include CNP assistants, custodians, and bus aides.
- e. Substitute Bus Drivers who serve in the same substitute position for more than twenty (20) consecutive work days will be paid \$5.00 a day in effect at the time beginning on the twenty-first (21st) working day and ending on the date that particular substitute assignment ends. The rate of pay for these long term substitute positions is not retroactive to the first work day.

c. **Substitutes, Specific Situations. Substitutes for classroom aides can be used as follows:**

- a. Special Education One-on-One Paraprofessionals/Aides: Only critical positions allow for substitutes (i.e.: IEP aide, EC aide, Pre-School aide, MD aide). Since most special education aides are assigned as “program aides” the principal should distinguish the critical need for a substitute. Substitutes for other Special Ed aides/paraprofessionals in critical positions will be allowed after the 3rd consecutive day with Human Resources approval
- b. Interpreters at Southwest Regional: Substitute may be used. Sign Language Interpreters with a degree in sign language interpreting shall receive the rate of pay of \$90.00 per day.
- c. Title I Aides & other federally funded aides: Substitutes may be used if an aide is going to be off from work for an extended period of time and all accumulated sick leave has been used. If a school elects to use a substitute for a Title I or other federally funded aide, the school shall be required to pay for the substitute from its federal funds, the school’s Title I budget or local school funds. Substitutes in this category will be paid for by the local Schools.
- d. Physical Education Aides: Substitute may be used.
- e. Media/Library Aides: No substitute without approval of Executive Manager, Human Resources.
- f. Retract Aides: No substitute without approval of Executive Manager, Human Resources.
- g. General Aides (Foundation Fund): No substitute without approval of Executive Manager, Human Resources.
- h. Extended Day Aides (Council E/S): Substitute may be used.

4. **Transportation**

- a. Substitute Bus Drivers*:
 - i. \$32.00 per day for single runs
 - ii. \$42.00 per day for dual runs
 - iii. \$54.00 per day for dual plus runs

*Substitute Bus Drivers who are retired Mobile County Public School System bus drivers will receive

an additional \$5.00 per day. Current MCPSS Bus Drivers and Bus Aides who substitute for another bus route will receive the substitute rate of pay for that route. The substitute rate of pay is determined from the rates of pay set forth above and dependent on the number of routes involved in the substitute assignment.

- b. Bus Aides: Substitutes may be used
 - c. Bus Driver Trainees: Applicants who have completed the substitute procedures and are participating in a Bus Driver Training class shall be paid an hourly wage while participating in said Bus Driver Training class equal to the federal minimum wage then in effect.
5. Nurses.
- a. All substitute nurses (RNs and LPNs) are required to complete all requirements for classified substitute employees set forth by the Human Resources Division and be licensed in good standing with the Alabama Board of Nursing. The nurse must attend an orientation in Human Resources and Health Services and receive a certificate of completion. A list of substitute nurses will be maintained by the Health Services Supervisor. Securing and placing substitute nurses in schools is the responsibility of the Supervisor of Health Services. Substitute nurses will be assigned based on need and the acuity of the student. Substitutes will not be placed in every school each time a nurse is absent. The Supervisor of Health Services will determine when a substitute is required.
 - i. **Substitute Registered Nurse**. A registered nurse who has met all requirements for substitute employment. This person is called to work on an as needed basis. These substitutes will work short term assignments. The daily rate of pay is \$120.00.
 - ii. **Category RN Substitute Registered Nurse**. A registered nurse who has met all requirements for substitute employment. This substitute is one who works for the same absent or on leave registered nurse employee for twenty (20) consecutive days or more. A category RN substitute request must be submitted to Human Resources by the supervisor of Health Services as early as possible and in no event, not later than the twenty third (23rd) day of the substitute's work. A Category RN Substitute who is approved by Human Resources will receive a daily rate of pay of \$130.00 retroactive to the first day of his or her work.
 - iii. **Substitute Licensed Practical Nurse**. A licensed practical nurse who has met all requirements for an LPN and substitute employment. This person is called to work on an as needed basis. Substitutes of this type will work short time assignments. The daily rate of pay is \$90.00.
 - iv. **Category LPN Substitute Licensed Practical Nurse**. A licensed practical nurse who has met all requirements for substitute employment. Substitutes of this type work for the same absent licensed practical nurse for more than twenty (20) consecutive days. A category LPN substitute request must be submitted to Human Resources by the supervisor of Health Services as early as possible and in no event, not later than the twenty third (23rd) day of the substitute's work. A Category LPN Substitute who is approved by Human Resources will receive a daily rate of pay of \$100.00 retroactive to the first day of his or her work.
 - v. **Bus Nurses**. MCPSS RN's who ride the bus with special needs students beyond their work week hours shall be paid hourly, based on their normal hourly rate of pay.
 - vi. **Certified Nursing Assistant**. A certified nursing assistant ("CAN") who has met all requirements for a CNA and for substitute employment. This person is called to work on an as needed basis. Substitutes of this type will work short term assignments. The rate of pay is \$10.00 per hour.
6. CNP Managers. Retired CNP Managers may be hired as substitutes if the CNP Manager is absent for five or more consecutive days and is expected to miss an extended period of time, although a regular six hour CNP Assistant substitute may be retained from day one of a CNP Manager's absence. Substitutes for a CNP Manager must be approved by the Food Services Director. Retired CNP Managers

who act as substitutes shall be paid \$75.00 per day. The retired CNP Manager must possess a valid food handlers card and Substitute Clearance Card

A retired CNP Manager who serves as a substitute CNP Manager for longer than twenty one consecutive days (at one or more schools) shall receive \$100.00 per day retroactive to the first day of substitute service

IV. PAY FOR OTHER CIRCUMSTANCES (BUS DRIVERS/BUS AIDES)

A. SPECIAL RUN: A “special run” necessitates extra bus driving which is regularly scheduled at other than the normal before school and after school hours, such as: Special Education assignments, excursions, field trips, athletic trips, or other special assignments, etc. A “community based run” are those unique runs involved in the transportation of special education students to community based work sites. Special and Community based runs must be approved by Special Programs and/or Transportation.

B. Bus Drivers assigned a community based run will function, and be compensated, as a Bus Driver until the students are delivered to the community based work site, at which time the Bus Driver shall begin to function, and will be compensated, as an Aide. A Bus Driver who takes one hour to deliver a special education student to a community based worksite and then spends four hours there functioning as an aide, will be paid \$8.95 for the hour involved in transporting the student, and \$8.00 per hour for the time spent functioning as an aide.

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| 1. Community based and extended day routes (Bus Drivers) | \$8.95 per hour |
| 2. Community based and extended day routes (Bus Aides) | \$8.00 per hour |
| 3. All other special runs (including Athletic/Band Routes) (Bus Drivers) | \$0.25 per hour over
Federal Minimum Wage |
| 4. All other special runs (including Athletic/Band Routes) (Aides) | Federal Minimum Wage |
| 5. Vocational/Technical Routes (Bus Drivers) | \$10.11 per hour |

C. No other rate of pay should be given to a bus driver or bus aide, regardless of whether local School funds are used. These are the only rates of pay available for the compensation of Bus Drivers or Bus Aides for extra runs.

D. EMERGENCY SITUATIONS: When an emergency situation is declared by the Superintendent or his designee, the following compensation plan will be used:

1 Extra Run	\$20.00 per day	2 Extra Runs	\$40.00 per day
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E. GENERAL: 1. All routes will be evaluated as needed. If it is determined that a route driven by a non-probationary bus driver, is no longer needed, this driver will be assigned to another route with no loss of status. 2. Total daily work time of a substitute cannot exceed the number of regular working hours of the absence employee.

V. SUPPLEMENTS

A. **Twenty One Year Increment.** An employee not paid on a state salary matrix, upon completion of at least 20.5 years or more of creditable service on or before June 30, will receive an annual supplement of:

1. \$201.00 for 9-month employees
2. \$224.00 for 10-month employees
3. \$246.00 for 11-month employees
4. \$268.00 for 12-month employees

This increment is not paid to personnel who are compensated using the state salary matrix.

B. **CNP Supplement.** Schools with no CNP Manager including CNP co-managed schools are authorized to pay one 7 hour CNP Assistant at each school a supplement. The supplement is equal to the equivalent of 1 work hour per day for an annual supplement total of \$1,620.

C. **ACADEMIC DEPARTMENT HEAD SUPPLEMENTS (CERTIFIED).** Department heads at all schools 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 all schools.

1. Supplements for Department Chairs/Lead Teachers Selected by the Principal

Size of School (Number of Students)	Number of Department Heads Allocated	Supplemental Amount
1 to 200	All Schools – 1	\$1,000
201 to 450	High Schools and Middle Schools – 3 Elementary Schools – 1	\$1,000
451 to 600	High Schools and Middle Schools – 4 Elementary Schools – 1	\$1,000
601 to 749 Students	High Schools and Middle Schools – 5 Elementary Schools – 1	\$1,000
750 to 1,249 Students	High Schools and Middle Schools – 6 Elementary Schools – 1	\$1,200
1,250 and Above	High Schools and Middle Schools – 6 Elementary Schools – 1	\$1,500

Schools with:	Must have at least:	Based on:
4 periods per day	15 classes	(5 teachers X 3 periods)
5 periods per day	20 classes	(5 teachers X 4 periods)
6 periods per day	25 classes	(5 teachers X 5 periods)
7 periods per day	30 classes	(5 teachers X 6 periods)

D. 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 equal to the difference between the employee’s current daily rate of pay and the minimum daily rate of pay assigned to the supervisor’s position (for step 0 of the appropriate salary schedule) beginning the 31st day. Board approval is not required at this point. In some cases, a supplement cannot be paid because the designee is already at or above the minimum for the pay grade. 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 to 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.**

E. 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 supplement.

F. HIGHER DEGREES FOR NON-CERTIFICATED EMPLOYEES

1. Any existing, non-teaching or non-certified employee in a position that requires a bachelor’s degree for entry level who receives a master’s degree from a regionally accredited college or university in a field of study that is directly related to the work that he or she is currently performing for the System will receive a supplement of \$3,867 per year. Any existing, non-teaching or non-certified employee in a position that requires a bachelor’s degree for entry level who receives a doctorate from a regionally accredited college or university in a field of study that is directly related to the work that he or she is currently performing for the System will receive a supplement of \$4,282 per year. The Assistant Superintendent or Executive Manager of Human Resources shall make the final decision as to whether a degree is job related or whether a University or College issuing a degree has the proper accreditation. Employees that receive higher compensation for a higher degree on a state salary matric are not eligible for the corresponding higher degree supplements referenced herein. Nurses are specifically eligible for these higher degree supplements when the eligibility requirements are met.

G. SUPPLEMENTAL PAY FOR PRINCIPALS AND ASSISTANT PRINCIPALS WHO WORK IN EMERGENCY SHELTERS

1. Exempt employees are expected to work in emergency shelters during times of emergency.

H. SUPPLEMENTAL PAY FOR CURRENTLY-CERTIFIED OR LICENSED MANUAL TRADES EMPLOYEES

1. Any employee working in the area of manual trades who has a certificate, special trade’s diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year the employee must present the renewal to Human Resources within 60 days of the expiration of the certificate. If not received by then the supplement will be halted as quickly as practical and the employee will not be paid retroactive once the renewed certificate comes in. The payment of the supplements will coincide with the contract year of July 1 to June 30.

I. Facilities and Maintenance Supplements

Certificate/License/Diploma	Supplemental Pay	Job/Trade
2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field in which the employee is working.	500	Any trade
Satisfactory Scores on NOCTI Test *	500	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	500	HVAC
Non-Current Journeyman (Expired Journeyman)	500	Any trade
Current Journeyman (renewable annually)	750	Any trade
Non-Current Master (Expired Master)	750	Any trade
Master or In Active Master (renewable annually)	1000	Any trade
If an employee holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing entity for said licenses	1000	Any trade

the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card.		
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J. Transportation Supplements

Job Titles	Number of Certifications	Supplemental Pay
School Bus Technician (Mechanic)	ASE** (1)	100
School Bus Technician (Mechanic)	ASE (2)	200
School Bus Technician (Mechanic)	ASE (3)	300
School Bus Technician (Mechanic)	ASE (4)	400
School Bus Technician (Mechanic)	ASE (5)	500
School Bus Technician (Mechanic)	ASE (6)	600
Master Bus Technician (Mechanic)	ASE (7)	1000
Collision/Repair Technician ***	ASE (1)	100
Collision/Repair Technician	ASE (2)	200
Collision/Repair Technician	ASE (3)	300
Collision/Repair Technician	ASE (4)	400
Collision/Repair Technician	ASE (5)	500

1. A combination of two supplements will be allowed if related to the area of work of the employee. No more than two supplements will be allowed.
2. Employees who have certifications must present proof of recertification yearly, for those that are granted yearly, in order to continue getting the supplement. For those certifications which are good for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed for the next five years.

* = NOCTI – National Occupational Competency Testing Institute - www.nocti.org
 ** = ASE – Automotive Service Excellence (certified) - www.ase.com

3. There are seven different ASC Certifications needed to become an ASE Certified Master Bus Mechanic. Each certification obtained is worth \$100.00 in supplemental pay. However, the 7th certification increases total supplement by \$400.00.

*** = After obtaining the Master Bus Mechanic Certification the employee may pursue Collision/Repair Certifications for a combination of supplements with a maximum of \$1500.

K. Other Supplements.

1. Nursing Supplements. Nurses who are required to ride the bus, either in the morning or evening or both, as a result of a student’s medical condition as determined by the Supervisor of Health Services may be eligible for a supplement. There are a limited number of supplements available and Nurses who accompany students because of a medical need or requirement in the morning or afternoon will take preference in terms of receipt of a supplement. The supplement shall be \$3,600.00 for RN’s and \$2,400 for LPN’s, and this amount shall be prorated if the Nurse only rides one route per day or does not accompany a student with a medical need for the entire year. This supplement will only be offered in years in which sufficient funding exists.
2. Information Technology and Technical Supplements.
 - a. Cost of Certifications and Examinations. Current Information Technology employees who obtain the written preapproval of the Executive Manager, IT, may have the cost to take a certification exam reimbursed to them upon the successful completion of said certification exam. The employee seeking a reimbursement must obtain the aforementioned written approval before expending any funds to register for a certification exam. Written proof of the successful completion of the certification exam must be provided. The costs for any re-certification

exams is also eligible for reimbursement under this section. If the employee receiving reimbursement under this section leaves within one (1) year of receipt of said reimbursement, he or she shall refund said reimbursement to the System.

b. Upon completion of an approved certification exam, an employee shall be eligible for a supplement. No more than two IT or Technical supplements may be earned by any one employee. The supplement amount will be divided into three different categories and be based on the difficulty and usefulness of the certification to MCPSS as designated by the Executive Manager of Human Resources and Executive Manager of IT in their sole discretion. The categories and amounts of the respective supplements are: (1) Category 1 – technician level certification - \$600.00; (2) category 2 advanced level certification - \$1,200.00; and, (3) category 3 masters level certification - \$2,400.00. The certifications must remain current in order to receive the supplement. The employee shall be required to provide proof that the certification is in good standing upon request.

3. **Counselor’s Supplement.** Beginning with the 2017/2018 school year, no new 240/260 days counselors will be hired. Existing 240/260 day counselors will be grandfathered into the salary scale. High Schools will receive a certain number of counseling supplements to compensate identified 9 month counselor(s) who will perform counseling services on non contract days. The total amount of the supplemental pay for the work on non contract days will be the difference in the amount of the individual’s 187-day salary schedule and the salary schedule base salary amount he or she would be paid as a 12-month teacher. Counselors receiving this supplement will be expected to work sixty (60) non contract days, 8 hours per day, with the specific schedule to be set by the Principal. Principal’s will identify the counselor(s) receiving the supplement on a yearly basis. Existing 240/260 day counselors are not eligible to receive a summer supplement.

L. BAND DIRECTOR SUPPLEMENTS SUPPLEMENT FOR HIGH SCHOOL BAND DIRECTOR

1. Supplement for serving as high school band director is an additional \$4,763 above base 187-day salary if standards of work performance as specified in the following are met.

M. SUMMER SUPPLEMENT PAID TO HIGH SCHOOL BAND DIRECTOR

1. The band director is also eligible for supplemental pay for summer work to be paid only in the paychecks for June, July, and August. The total amount of supplemental pay for summer work will be the difference in the amount of the individual’s 187-day salary schedule and the salary schedule amount if he or she were paid as a 12-month teacher. This amount will be reduced for days not worked regardless of reason using a per diem rate of pay that is equivalent to the 12-month teacher per diem rate. Days worked during weekends or holidays can be substituted for regular weekly workdays.
2. Assistant High School Band Directors are paid a supplement of \$2,800.00 for work during the regular 187-day school year only.
3. Job Description of Band Directors
 - a. Band directors are responsible for preparing the high school band for marching band responsibilities.
 - b. Band directors are responsible for preparing students for concert band.
 - c. Band directors will provide, prepare, and present to the principal and fine arts supervisor a band handbook by July 30th.
 - d. Band directors will attend all parades with the HS band.
 - e. Band directors will attend all marching band related functions.
4. **High School Band Director Supplement Guidelines**
 - a. First Semester Requirements
 - i. Marching Band Competition- or Festival Minimum of (1)
 - ii. Veterans Day Parade/Labor Day Parade for scheduled year
 - iii. Band Showcase when applicable
 - iv. Winter Concert

- v. 10% of band enrollment must tryout and complete tryout requirements for Mobile County High School Honor Band. Students must be enrolled in band second semester to participate in the concert.
 - vi. Christmas Parade or civic event
 - vii. Band directors will submit a schedule and timeline to the Fine Arts Supervisor by July 30th for the requested list above. With approval of the principal and fine arts supervisor, band directors will receive a portion every month.
- b. **Second Semester Requirements**
- i. ABA District Band Contest
 - ii. 5% of band enrollment complete the audition for Alabama All-State Band
 - iii. Mobile City or County Mardi Gras Parades- Minimum of (2)
 - iv. ABA Solo and Ensemble Festival (Furnish fine arts supervisor with copies of student performance rating forms)
 - v. Spring Concert and Recruitment Concert
 - vi. Academics First- Eligibility Requirements
 - vii. Graduation Activities
 - viii. Judge for middle school honor band tryouts
 - ix. Band directors will submit a schedule and timeline to the Fine Arts Supervisor by October 31st for the requested list above. With approval of the principal and Fine Arts Supervisor, band directors will receive a portion every month.
- c. **Summer Guidelines**
- i. **High School Band Directors**
 - 1. **General Responsibilities**
 - Summer supplemental will begin the day after the school year ends.
 - Directors will be required to work an eight-hour day. In the case of a four –day workweek a 10-hour day will be required. Hours may be split between mornings and evenings.
 - A weekly schedule for the summer will be submitted to the Principal and Fine Arts Supervisor.
 - Directors will sign a time card daily
 - 2. **May**
 - Finalize fall calendars and schedules
 - Assign times for student private or group instruction
 - Submit budget for year
 - Plan fundraising activities
 - Meet with boosters to inform them of the calendar, budget, and other needs
 - Water practice field, cut grass if needed
 - Check out school owned instruments to students
 - Academics First
 - 3. **June/July**
 - Take equipment inventory
 - Repair equipment
 - Prepare for All-State tryouts
 - Select contest music
 - Meet with band leaders to go over procedures and calendar
 - Begin individual and group lessons
 - Monitor color guard activities
 - Finalize bus schedule for football games, parades, or concerts
 - Begin evening rehearsals
 - Line practice field
 - Rookie Camp

- Full Band Camp

4. **August**

- Re-check eligibility
- Bus roster
- County Band Directors Meeting

N. Middle School Band and Choral Directors - \$1,187.00

1. Middle school band and choral directors will be paid a supplement upon meeting minimum program standards by the board and when validated by the principal and Fine Arts supervisor. Directors should conduct weekly after school band or choir rehearsals or sectionals to ensure preparation for concerts, assessment, individual student achievement and program success. Middle school band and choir directors should conduct extensive recruitment at each feeder school for the purpose of maintaining satisfactory enrollment. Band Directors will serve as adjudicators for the Mobile County Honor Band Festival and will prepare and present a minimum of two concerts yearly consisting of a winter and spring program. Choral Directors will prepare and present a minimum of two concerts yearly consisting of a winter and spring program. Students at all skill levels should be given the opportunity to perform.
2. A bonus of \$527.00 will be paid middle school band directors who lead their bands to compete in both district competition and student participation in the Mobile County Honor Band Festival concert. This bonus will be paid at the end of the school year upon **request** of the band director and only when validated by the principal and fine arts supervisor. This supplement is to be paid on the June payroll.
3. A bonus of \$527.00 will be paid to middle school choral directors who lead their choirs to compete in both the district Choral Performance Assessment and student participation in the Mobile County Honor Choir Festival. This bonus will be paid at the end of the school year upon request of the band director and only when validated by the principal and fine arts supervisor. This supplement is to be paid on the June payroll.

O. High School Choral Director Supplements. High School Choral Directors will receive a supplement of \$1,800 paid in two installments if standards of work performance are met. All requests for supplemental pay must be processed through the Fine Arts Supervisor and Human Resources. Choral Director shall be member in good standing of Alabama Vocal Association (because students are not eligible to participate in state-approved activities without the director being a member of the AVA)

1. **First Semester Requirements**

- a. Fall AVA workshop (where new All-State Music is previewed)
- b. Fall District Choral Director's meeting (calendar of events for the year is approved at this meeting)
- c. Provide technical assistance for Elementary and Middle School Honor Chorus (coordinate through the Fine Arts Supervisor)
- d. Winter Concert
- e. 5% of choral enrollment audition for All-State Chorus
- f. AVA District Contest/Solo and Ensemble participation (furnish fine arts supervisor with copies of student performance ratings forms)
- g. Civic Event or Contest
- h. Choral Directors will submit a schedule and timeline to the Fine Arts Supervisor by the third week of school for the requested list above. With approval of the principal and Fine Arts Supervisor, Choral Directors will receive half of the supplement upon completion.

2. **Second Semester Requirements**

- a. AVA District Contest/Solo and Ensemble (furnish Fine Arts Supervisor with copies of student performance ratings forms)
- b. 10% of chorus enrollment audition and/or participate in County Honor Chorus

- c. AMEA Convention
- d. All-State Chorus
- e. Spring Concert and recruitment programs
- f. Academics First-Eligibility Requirements
- g. Graduation/Honors Activities
- h. Choral Directors will submit a schedule and timeline to the Fine Arts Supervisor by the third week of November for the requested list above. With approval of the principal and Fine Arts Supervisor, Choral Directors will receive half of the supplement upon completion.

P. ATHLETIC COACHING SUPPLEMENTS – HIGH SCHOOLS. Effective August 15, 2006.

Position	Number of Supplements per School	Amount of Supplement
Athletic Director	1	5,000
Athletic Academic Advisor	1	2,100
Head Football	1	7,345**
Football Assistant	6	3491**
Basketball Boys	1	3491
Basketball Boys Junior Varsity	1	2094
Basketball Girls	1	3491
Basketball Girls Junior Varsity	1	2094
Track Boys	1	3491
Track Girls	1	3491
Track Asst. Boys/Girls	1	2094
Baseball Boys	1	3491
Baseball Boys Junior Varsity	1	2094
Softball Girls	1	3491
Softball Girls Junior Varsity	1	2094
Volleyball Girls	1	3491
Volleyball Girls Junior Varsity	1	2094
Tennis Boys/Girls*	1	2130
Golf Boys/Girls*	1	2130
Cross/Country Boys/Girls	1	2130
Swimming Boys/Girls	1	2130
Soccer Boys - Varsity	1	3491
Soccer Boys – Junior Varsity	1	2094
Soccer Girls – Varsity	1	3491
Soccer Girls – Junior Varsity	1	2094
Football – 9 th Grade	1	2094
Football Assistant – 9 th Grade	1	1744
Bowling	1	2130
Cheerleader – Varsity	1	3491
Cheerleader – Junior Varsity	1	1744

*If only one team is fielded, supplements will be reduced to \$1,744.00.

** If coach does not complete spring training for whatever reason, two weeks of supplement will have to be repaid. Full supplement is paid if all 17 weeks are completed.

Note: Supplemental pay for “trainer” has been eliminated. The one individual who received the supplement in 2002/2003 will be grandfathered and will continue receiving the supplement. No other trainers can be assigned.

If a High School coach fields more than one varsity and one junior varsity team and that team plays a complete schedule, he or she will be entitled to an additional supplement equal to half of the regular supplement amount. For example, if a high school soccer coach fields 3 junior varsity teams, he or she would be entitled to \$2094 (\$1047 for

each beyond the first jv team) for the two additional teams.

Q. ATHLETIC COACHING SUPPLEMENTS – MIDDLE SCHOOLS

Effective July 1, 2011

Position	Number of Supplements per School	Amount of Supplement
Football	2	1787
Basketball – Boys and Girls	2	1665
Soccer – Boys	1	1665
Soccer – Girls	1	1665
Baseball	1	1665
Softball	1	1665
Volleyball	1	1665
Track – Boys and Girls	2	1665
Cheerleader	1	1665

R. Supplements for Qualifying for Playoffs

1. Qualifying for the playoffs require individuals to work beyond the regular season schedule. Compensation for extra work will follow the schedule listed below. This does not include area or sectional tournaments where every team participates.

Football Playoffs	Head Coach Assistants	Per Round	\$200.00 \$100.00
Basketball, Baseball, Softball, Soccer, Volleyball Playoffs	Head Coach	Per Round	\$100.00
Golf, Tennis, Cross/Country	Head Coach	If coach has state qualifiers, either team or individual	\$150.00
Track	Head Coach Assistant	If coach has state qualifiers, either team or individual	\$150.00 \$75.00
Football Playoffs – Band	Band Director Assistant	Per Round	\$150.00 \$75.00
Cheerleader Sponsor Varsity	Football/Basketball Playoffs	Per Round	\$75.00

2. The principal of the school will submit a letter detailing each step of the entitlement to the Athletic Director requesting these payments at the conclusion of each season's playoffs.

S. SUMMER SUPPLEMENT PAID TO HIGH SCHOOL HEAD FOOTBALL COACH

1. The high school head football coach is also eligible for supplemental pay for summer work to be paid only in the paychecks for June, July, and August. The total amount of supplemental pay for summer work will be the difference in the amount of the individual's 187-day salary schedule and the salary schedule amount if he or she were paid as a 12-month teacher. This amount will be reduced for days not worked regardless of reason using a per diem rate of pay that is equivalent to the 12-month teacher per diem rate. Days worked during weekends or holidays can be substituted for regular weekly workdays.

T. SUMMER GUIDELINES FOR HIGH SCHOOL HEAD FOOTBALL COACHES

1. GENERAL RESPONSIBILITIES

- a. Supplement will begin the day after the school year ends.

- b. Coaches will be required to work an eight-hour day. In the case of a four-day workweek a 10-hour day will be required. Hours may be split between mornings and evening.
- c. A weekly schedule for the summer will be turned in to the Principal and County Athletic Director.
- d. Coaches will sign a time card daily.
- e. Any assignments as requested by the administration.

MAY

- f. Finalize fall schedules.
- g. Set up times for fall physicals.
- h. Finalize contracts for all games.
- i. Submit budget for fall.
- j. Plan fundraising activity.
- k. End of year conference with coaches.
- l. Eligibility (players needing summer school)
- m. GRASS CUTTING

JUNE/JULY

- n. Football field (check and repair)
- o. Bleachers
- p. Restroom and concession stands
- q. Press box and PA system
- r. Scoreboard (replace bulbs)
- s. Irrigation system
- t. Field liner operational
- u. Fences
- v. Stadium lights
- w. Assignment of locker rooms
- x. Check practice fields
- y. GRASS CUTTING
- z. Get schedules printed.
- aa. Directory information for AHSAA
- bb. Order equipment and supplies
- cc. Develop transportation schedule
- dd. Develop football programs for the fall
- ee. Ads
- ff. Pictures (set dates)
- gg. Open weight room. This allows for weight room to be open for morning and afternoon sessions.

AUGUST

- hh. Re-check eligibility
- ii. Team roster and schedule to opponents
- jj. Contact workers for games.
- kk. Arrange buses for away games. (Freshman, J.V., Varsity)
- ll. Schedule pre-season scrimmages
- mm. Fall sport rules, parent, conference meetings
- nn. County Head Football meeting
- oo. Coaches Staff meetings
- pp. Practice schedules for all football teams at school.
- qq. Equipment issuing
- rr. GRASS CUTTING
- ss. Lining off football fields
- tt. Open weight room

2. PROCEDURES FOR ADMINISTRATION OF ATHLETIC COACHING SUPPLEMENTS

- a. In order to receive a supplement, a coaching agreement (Form Ath. 02) must be signed and submitted by the

- principal with the school supplements list (Form Ath. 01).
- b. Principals will assign coaching supplements during the first month of each school year. All supplements are for one (1) year only. All coaching personnel are expected to perform athletic duties throughout the school year. In the event a coaching supplement is assigned after the beginning of the school year, the amount will be determined by the percent of time worked in the supplemented sport. Effective date of supplement will be the date of approval by County Athletic Director. Approval must be obtained by submitting a letter of request by the principal and signed coaching agreement..
 - c. The following categories of professional personnel are **prohibited** from receiving supplements: principals, assistant principals, administrative interns, and twelve month employees and employees contracted to perform a job on an eight-hour per day minimum basis, except that with the written approval of the Principal, an Assistant Principal may serve as Athletic Director and receive the Athletic Director supplement. Since the salaries of ROTC employees are jointly paid with the Department of Defense and since receiving a coaching supplement would interfere with the amount of the shared salary, ROTC employees are generally not eligible for supplement. In extraordinary circumstances, an exception and approval under Number 13 below is required.
 - d. The number of supplements assigned per employee will be determined by the principal, except as limited in other policy statements, and all supplements in excess of two (2) per person must have the approval of the superintendent or his designee (County Athletic Director).
 - e. Board policy GBCA states relatives shall not supervise other family members. Therefore, no coach can supervise a family member.
 - f. A coach will not be allowed two (2) supplements during the same season. A coach will not be allowed two (2) supplements during the same sport unless those sports are track and cross/country.
 - g. Supplements will be paid in monthly installments to all coaches submitted on (Form Ath. 01) at the beginning of school. Requests submitted and approved after the initial list is submitted will be paid at the end of the school year.
 - h. Where supplements are utilized, local schools are required to provide students a program that meets minimum standards as approved by the Mobile County Board of School Commissioners and as listed below:

Sport	<i>Regular season games, meets/matches</i>
Football: Varsity	8
Freshman	6
Basketball: Varsity	18
Junior Varsity	14
Freshman	14
Baseball: Varsity	18
Junior Varsity	14
Middle School	12
Track: Varsity (minimum of 8 runners)	5
Middle School	4
Cross/Country (minimum of 5 runners)	4
Softball: Varsity	12
Junior Varsity	10
Soccer: Varsity	16
Junior Varsity	12
Tennis	8
Golf	8
Bowling	6
Swimming	4
Volleyball Varsity	12
Volleyball Junior Varsity	10

- i. All coaches who receive a supplement must have their team competing in district competition/county championship. The principal must verify participation.
- j. Any coach who does not fulfill the requirements of the minimum standards or does not compete in district competition/county championship will forfeit his/her entire supplement in that sport. It will be the responsibility of the local school athletic/director to monitor and report this failure to the principal. The principal will notify the County Athletic Director and Human Resources will stop payment of existing supplements and deduct the previously paid supplement amount from the next payroll check.

- k. Athletic directors will be required to attend a workshop prior to the opening of school in order to receive the supplement.
- l. Exceptions of these rules must be approved in advance from the Assistant Superintendent or Executive Manager of Human Resources and the Superintendent.

3. GENERAL DUTIES OF ALL COACHES

- a. All coaches have year-round (“year round” pertains to “school year”) coaching responsibilities. Coaches will be expected to supervise contests, serve as ticket taker/seller, and any other duty as delegated by the principal or athletic director. Coaching responsibilities are to be performed after the school day has ended.
- b. Coaches of each respective sport will be responsible for the general coordination of his/her athletic program during the season as delegated by the principal and athletic director.
- c. All freshman/junior varsity coaches will be responsible for duties related to all athletic events assigned by the head coach of their respective sport with approval of the principal and athletic director.
- d. All coaches will be responsible for preparation prior to practice and athletics events and any tasks following practice and athletic events with approval of the principal and athletic director.
- e. All coaches are responsible for teaching the art of the game through exploration, demonstration, observation, and evaluation both during practices and the game itself. Coaches should serve as role models at all times for their athletes. All coaches are responsible for the conduct of the players at practice and athletic events under his/her direct supervision. A high level of sportsmanship should be taught and displayed by both coach and athlete.
- f. Any coach receiving a supplement must be present at all practices and games.
- g. The athletic director and all coaches must fulfill all parts of their job description as it is written in the Athletic Handbook.

U. ACADEMIC COACHING SUPPLEMENTS

ACADEMIC TEAM	SCHOOL	# SUPPLEMENTS PER SCH	AMOUNT
Scholars Bowl/Scholastic Challenge	Middle	2	\$256.00
Math Team/Math Counts	Middle	2	\$256.00
SECME (Southeastern Consortium for Minority Engineering)	Middle	2	\$256.00
Robotics	Middle	2	\$256.00
Science Olympiad	Middle	2	\$128.00
Science Related Bowls	Middle	2	\$256.00
Dance (Duty requirements to be determined)	Middle	1	900.00
Theater (Duty requirements to be determined)	Middle	1	900.00
Dance (Duty requirements to be determined)	High	1	1800.00
Theater (Duty requirements to be determined)	High	1	1800.00
Academic Competition Coordinator	High	1	\$128.00
Scholars Bowl Coach	High	2	\$640.00
Journalism/Yearbook Sponsor	High	1	\$512.00
New Horizons Hi Q	High	2	\$640.00
Math Team	High	2	\$256.00
Science Related Bowls	High	2	\$256.00
SECME (Southeastern Consortium for Minority Engineering)	High	2	\$256.00
Robotics	High	2	\$512.00
Model U.N./Debate Team	High	1	\$128.00

1. Procedures for Administering Academic Coaching Supplements

- a. Principal will identify academic coaches during the first month of each school year and submit the names of the coaches to the Academic Affairs Assistant Superintendent or their designee no later than October 1. All supplements will be assigned to these coaches for one (1) year only.

- b. Coaching supplements will be **paid in a lump sum at the end of each school year (June 30th paycheck)**. Principals will submit to Human Resources by May 1 verification that each academic coach completed the assigned duties.
- c. Supplements are to be utilized only for the sanctioned academic competitions listed above.
- d. The principal will determine the number of supplements assigned per employee.
- e. The Academic Competition Coordinator’s major responsibilities will be as follows:
 - i. Coordinate the scheduling of events.
 - ii. Disseminate information relative to academic competitions.
 - iii. Validate participation in said events.
- f. Journalism / Yearbook sponsors are required to attend sporting events after school and at night to provide students with instruction on lighting, sound, photographer positioning and safety. Sponsors must provide instruction on outdoor photography and portraits, provide leadership for the development of a yearbook, belong to the Alabama Scholastic Press Association or the National Scholastic Press Association, the Journalism Education Association, take students to a state, regional or national convention and submit at least one school publication to a state, regional or national organization.
- g. Any coach who does not fulfill the requirements of the minimum standards and who is identified as not having done so will **forfeit his/her supplement** in that academic event. A specific financial settlement will be determined by the Superintendent’s designee, the Assistant Superintendent of Curriculum and Instruction, and the principal. The identified coach may appeal all or part of the settlement to an appeal committee.
- h. **All supplemented coaches are expected to practice or otherwise work with their teams / competitors at frequently scheduled times outside of the regular class environment (i.e., after school or Saturday).**

VI. RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES

- A. All grant proposals, special projects, Saturday schools, summer schools, after school special projects, Fifth Quarter, etc., shall use these rates for the compensation of personnel. If there are questions consult with Human Resources before making a final decision.

CERTIFIED EMPLOYEES: TYPE OF WORK	RATE
Attending workshop stipends (for selected workshops – not presenting)	\$16.00 per hour
After School ESP and Data meetings*	\$16.00
Curriculum development writers, grant proposal writers, on line course creation, etc.	\$18.50 per hour
Workshop presenters (not on contract Presentation plus Preparation Time**	\$25.00 per hour
Psychometrists (Outside of regular annual contract, i.e., summer)	\$25.00 per hour
Resource teachers (Outside of regular annual contract, i.e., summer)	\$25.00 per hour
Retired Teacher Mentors, Summer School and Night School Coordinators (non-traditional principal) and other type coordinators approved by Human Resources. 21 st Century Coordinators are not included in this supplement and shall receive \$25.00 per hour.	\$35.00 per hour
Teachers in summer school (paid for actual days worked)	\$25.00 per hour
Teachers supervising students in detention	\$25.00 per hour
Teacher supervising other non-teacher tutors in after school tutoring	\$25.00 per hour
Teachers tutoring students for testing after school or on Saturday***	\$25.00 per hour
Teacher Taking Tickets at Athletic Events (Exempt Employee Only)****	\$10.00 per game
Teacher Operating Time/Score Clocks at Athletic Events (Exempt Employee Only)***	\$25.00 per game
Retired Teacher with valid certificate & tutoring students for testing	\$25.00 per hour
Retired Teacher with expired certificate tutoring students for testing	\$20.00 per hour
Certified employee who films a varsity football game	\$50.00 per game
Other special projects or approved special work outside of daily duties and not listed above	\$16.00 per hour

*- This supplement does not apply to regular faculty and other staff meetings.

** - For each hour of presentation time, an additional hour can be paid for preparation.

*** - Does not apply to teacher already receiving athletic coaching supplements.

**** - Teachers tutoring may be paid for 30 minutes planning for each hour of tutoring **if additional after school preparation is required.**

Employees working under this section will only be paid for actual time worked.

CLASSIFIED EMPLOYEES: TYPE OF WORK	RATE
Workshop attendee stipends (for selected workshops)	\$ 8.00 per hour
Workshop presenters (MCPSS Employees ONLY)	\$16.00 per hour
Summer School Employment:	
Clerk	\$ 9.25 per hour
Custodian	\$ 12.00 per hour
*Aide (<i>less than 48 semester hours of college</i>)	\$ 8.00 per hour
*Paraprofessional (<i>with a minimum of 48 hours of college</i>)	\$ 9.00 per hour
Bus Driver/CDL Truck Driver (must be MCPSS insurable)	\$ 8.95 per hour
Cafeteria	\$ 8.00 per hour
Summer Feeding Program:	
CNP Food Preparation Workers	\$ 8.00 per hour
Truck Drivers/CDL (must be MCPSS insurable)	\$ 8.95 per hour
Van Drivers (must be MCPSS insurable)	\$ 8.00 per hour
Retired CNP Employees Processing Free and Reduced Lunch Applications	\$10.00 per hour
Parent Organizer	\$9.00 per hour
Seasonal Maintenance/Grounds Worker	\$ 12.00 per hour
RN Nurse	\$25.00 per hour
OTs & PTs for Summer Schools	\$25.00 per hour
OT and PT Assistants	\$12.50 per hour
LPN Nurse	\$ 13.50 per hour
College Student Tutors (drug screen, background check required)	\$9.00 per hour
<i>Tutors with College Degrees</i>	<i>\$12.00 per hour</i>
BE Students - (drug screen, background check required)	Federal Minimum Wage

Any other classified employees not listed will be paid at the flat rate of **\$8.00** per hour.

* Check with Human Resources as to whether the employee is an Aide or a Paraprofessional.

B. Day Care Hourly Pay Scale for non MCPSS full-time employees

Day Care Workers	On-Site Lead Workers
No Experience FMW	0 – 2 Years Experience FMW plus 3.00
1 Year Experience FMW plus .50	2 – 4 Years Experience FMW plus 4.00
2 Years Experience FMW plus 1.00	4 – 6 Years Experience FMW plus 5.00
3 Years Experience FMW plus 1.50	6 – 8 Years Experience FMW plus 6.00
4 Years Experience FMW plus 2.00	8+ Years Experience FMW plus 7.00
5+ Years Experience FMW plus 2.50	
Special Subject Instructors:	
Physical Fitness: \$ 10.00	Handicraft and Arts: \$10.00 Computers: \$ 17.50
MCPSS Certified Teachers and Retired Teachers:	
Tutoring/Teaching: \$25.00 an hour	Non-Tutoring/non-teaching: \$16.00
Coordinators:	
MCPSS Teachers: \$25.00	MCPSS Non-Teacher and part time personnel: \$20.00

FMW = Federal Minimum Wage

LISTING OF JOB TITLES/PAY GRADES

Job Title	Pay Grade	Contract Days
Accountability Analyst	CT-07	260
Accountant I	CT-04	260
Accounts Analyst	CT-04	260
Aide (9-months, 7 hours daily)	CT-20	187
Assistant Programmer	CT-05	260
Assistant Superintendent	1003	260
Assistant to the Comptroller	CT-04	260
Attendance Resource Worker	AP-22	202
Audiologist (9-Months)	CT-37	187
Audio-Visual Repairperson	MT-04	260
Behavior Intervention Specialist	AP-20	187
Behavior Intervention Specialist, 10 month	AP-22	202
Biologist	AP-02	260
Boiler Technician	MT-04	260
Bookkeeper, Elementary School	CT-24	202
Bookkeeper Itinerant	CT-25	260
Bookkeeper, Middle School	CT-24	202
Bookkeeper, High School	CT-25	260
Budget Director	AP-05	260
Buildings and Groundskeeper	MT-23	260
Bus Driver – Dual Service	BD-02	186
Bus Driver – Dual Service Plus	BD-03	186
Bus Driver – Single Service	BD-01	186
Cable/Electronics Network Installer	MT-04	260
Career Coach	CT-36	202
Carpenter	MT-03A	260
Carpenter/Multicraft	MT-03A	260
Carpenter/Roofer	MT-03A	260
CDL Trainer	MT-03	260
Central Office Receptionist	CT-22	260
Human Resources Executive Director	AP-07	260
Chief Academic Officer	1003	260
Chief Financial Officer	1002	260
Chief Operating Officer	1003	260
Clerk, Accounting	CT-03	260
Clerk, Assistant Certification	CT-03	260
Clerk, Bilingual	CT-25	260
Clerk, Central Office, I	CT-22	260
Clerk, Central Office, II	CT-25	260
Clerk, Central Office, III	CT-03	260
Clerk, Central Office Receptionist	CT-22	260
Clerk, Computer Operations	CT-25	260
Clerk, Facilities	CT-03	260
Clerk, File	CT-22	260
Clerk, Fixed Assets	CT-03	260
Clerk, Elementary School Bookkeeper	CT-24	202
Clerk, Elementary School Registrar	CT-24	202
Clerk, High School Bookkeeper	CT-25	260
Clerk, Receptionist, High School, Middle School	CT-22	260
Clerk, High School Registrar	CT-25	260
Clerk, Human Resources	CT-03	260

Clerk, Insurance	CT-04	260
Clerk, Middle School Bookkeeper	CT-24	202
Clerk, Middle School Registrar	CT-24	202
Clerk, Payroll	CT-03	260
Clerk, Purchasing	CT-03	260
Clerk, School Bookkeeper (10 Months)	CT-24	202
Clerk, Elementary School, Other	CT-21	202
Clerk, School – One Clerk School	CT-24	202
Clerk, Transportation	CT-03	260
CNP Accountant	CT-04	260
CNP Assistant (6 Hours Daily)	CN-01	187
CNP Assistant (6.5 Hours Daily)	CN-02	187
CNP Assistant (7 Hours Daily)	CN-03	187
CNP Computer Analyst	CT-03	260
CNP Equipment Technician	MT-04	260
CNP Lead, Facilities	MT-05	260
CNP Manager	CN-05	191
CNP Manager (ADM 1000+)*Grandfathered effective 10/1/2014	CN-04	191
CNP Specialist (12 Months)	CT-04	260
Communications Assistant	CT-04	260
Compliance Officer Federal Programs	AP-01	260
Comptroller	AP-06	260
Computer Hardware Technician	CT-04	260
Computer Network Specialist	CT-06	260
Computer Network Technician	CT-04	260
Computer Operations Clerk	CT-25	260
Computer Operator	CT-04	260
Computer Software Specialist	CT-06	260
Contract Administrator, Facilities	MT-07	260
Contract Specialist, Facilities	MT-04	260
Coordinator, 504 Program	AP-03	260
Coordinator, Area School Improvement	AP-03	260
Coordinator, Elementary Curriculum	AP-05	260
Coordinator, Head Textbook	AP-04	260
Coordinator, Information Systems	AP-03	260
Coordinator, Middle School Curriculum	AP-05	260
Coordinator, Purchasing	AP-03	260
Coordinator, Secondary Curriculum	AP-05	260
Coordinator, Staff Development	AP-05	260
Coordinator, Technology	AP-04	260
Coordinator, Transportation	MT-07	260
Coordinator, Testing, Textbooks	AP-04	260
Custodian – 12 Months	MT-21	260
Custodian – 9.5 months	MT-20	197
Data Management Specialist	CT-06	260
Data Specialist – Information Technology	CT-03	260
Data Specialist – Special Education	CT-24	202
Day Care Aide (9-Months, 7 hours daily)	CT-20	187
Diesel Mechanic	MT-04	260
Digital Media Supervisor	CT-06	260
Director, Budget	AP-05	260
Director, Career Technical Executive	AP-07	260
Director, Curriculum and Instruction	AP-04	260
Director, Food Services	CT-07	260
Director, Environmental Education	AP-03	260

Director, JROTC	AP-02	260
Director, Psychological Services	AP-03	260
Director, Purchasing	AP-05	260
Director, Security	AP-04	260
Director, Staff Development	AP-04	260
Director, Student Discipline/Placement	AP-05	260
Director, Technology Support	AP-05	260
Discipline/Student Placement Specialist	CT-04	260
Draftsperson	MT-04	260
Drop-Out Specialist	AP-20	187
Electrician	MT-04	260
Energy Management Repairperson	MT-03	260
Equipment Operator	MT-03	260
Equipment Operator, Heavy, Forestry	MT-03A	260
Executive Director	AP-07	260
Executive Director, Career Technical Education	AP-07	260
Executive Director, Human Resources	AP-07	260
Executive Director, Special Education	AP-07	260
Executive Manager	1003	260
Executive Secretary – Board	CT-04	260
Executive Secretary – Deputy/ CFO	CT-04	260
Executive Secretary – Superintendent	CT-04	260
Extended Day Aide (< 20 Hours) Council		187
Facilities Accounts Analyst	CT-04	260
Financial Administrator for Title I	AP-05	260
Fine Arts Dance Specialist	AP-20	187
Fleet Manager	MT-06	260
Foreman, Plumbing	MT-05	260
Foreman, Distribution Site	MT-04	260
Foreman, Transportation	MT-06	260
Foreman, Truck/Bus Shop	MT-05	260
Forestry Lead	MT-05	260
Generalist, Facilities	MT-03	260
Glazier	MT-03	260
Head Custodian	MT-22	197
Head Mechanic	MT-05	260
Head Textbook Coordinator	AP-04	260
Health Aide (9-Months, 7 hours daily)	CT-20	187
Heavy Equipment Operator, Forestry	MT-03A	260
High School Receptionist	CT-22	260
HVAC Technician	MT-04	260
Information Support Specialist	CT-04	260
Inspector Bus Shop	MT-06	260
Instructional Aide (9-Months, 7 hours daily)	CT-20	187
Instructional Technology/Microcomputer Services Coordinator	AP-03	260
Intercom/Clock Repair	MT-03	260
Internal Auditor	AP-04	260
Junior Budget Analyst	CT-04	260
Junior Buyer	CT-04	260
Key and Lock Technician	MT-03A	260
Kitchen Equipment Repairperson	MT-04	260
Landscape Lead	MT-03A	260
Landscape Technician	MT-21	260
Lead Logistics Worker	MT-03	260
Lead Nurse	Nurses 68/69	260
Lead Social Worker	AP-25	222

Library/Media Aide (9-Months, 7 hours daily)	CT-20	187
Logistics Manager	MT-06	260
Logistics Warehouse Worker	MT-23	260
Low Voltage Lead	MT-05	260
Low Voltage Technician	MT-04	260
LPN (9-Months, 7.5 hours daily)	Nurses 70/71	182
Maintenance Warehouse Worker	MT-23	260
Maintenance Worker	MT-03	260
Manager, CNP (ADM 0-699)	CN-06	191
Manager, CNP (ADM 700-999)	CN-05	191
Manager, CNP (ADM 1000+)	CN-04	191
Manager, Distribution Site	MT-03	260
Manager, Fleet	MT-06	260
Manager, Logistics	MT-06	260
Manager, Network Projects	CT-06	260
Manager, Parent Program	CT-26	182
Manager, Parts – Auto, Bus, Truck Shop	MT-04	260
Manager, Student Data	CT-07	260
Manager, Web Telecommunications	CT-07	260
Mason	MT-04	260
Mechanic: Auto, Bus, Truck	MT-04	260
Microcomputer Training Specialist	CT-06	260
Middle School Registrar	CT-24	202
Migrant Aide (9-Months, 7 hours daily)	CT-20	187
Military Property Custodian	MT-03	260
Music/Fine Arts Supervisor	AP-04	260
Multi-craft Technician	MT-03A	260
Multi-craft Work Team Lead	MT-05	260
Network Manager – Information Technology	CT-07	260
Network Crew, Lead	MT-05	260
Network Crew, Supervisor	MT-06	260
Network Crew, Technician	MT-04	260
Network Project Manager	CT-06	260
New Construction Supervisor	MT-06	260
Nurse, Visiting Health BS Degree (12 Months)	Nurses 66/67	260
Nurse, Visiting Health BS Degree (10 Months)	Nurses 62/63	202
Nurse, Visiting Health BS Degree (9 Months)	Nurses 54/55	187
Occupational Therapist/Physical Therapist Manager – 8 Hours OTPT – 8 Hours OTPT – 7 Hours OTPT Assistant – 7 Hours	OTPT – III OTPT – II OTPT – I OTPT - Asst	222 202 187 187
Office/General Aide (9-Months, 7 hours daily)	CT-20	187
Onsite Maintenance Technician	MT-03	260
Onsite Maintenance Technician, Lead	MT-04	260
Orientation and Mobility Specialist (9 Months)	AP-21	187
Painter	MT-03	260
Painter Foreman	MT-04	260
Paraprofessional (Minimum of 60 semester hours in pre-teaching curriculum) - Computer Laboratory - Health Clinic - Classroom Instructional - Library/Media Center - RETRACT Center - Physical Education - Special Education Instructional	CT-23	187
Paraprofessional – ESL (minimum of 60 semester hours and fluency in required foreign language)	CT-35	187
Parent Program Manager	CT-26	182

Parent Specialist – Title I	AP-02	260
Parts Clerk	MT-23	260
Personnel Administrator	AP-04	260
Physical Education Aide (9-Months, 7 hours daily)	CT-20	187
Plumber	MT-04	260
Print Shop Foreman	MT-05	260
Printer	MT-03	260
Production Assistant	CT-03	260
Production Assistant/Writer	CT-31	202
Programmer	CT-07	260
Programmer Assistant I	CT-03	260
Programmer/Software Analyst	CT-07	260
Occupational Therapist/Physical Therapist Manager – 8 Hours	OTPT – III	222
OTPT – 8 Hours	OTPT – II	202
OTPT – 7 Hours	OTPT – I	187
OTPT Assistant – 7 Hours	OTPT - Asst	187
Office/General Aide (9-Months, 7 hours daily)	CT-20	187
Orientation and Mobility Specialist (9 Months)	AP-21	187
Refinisher	MT-03	260
Registrar, Elementary/Middle School	CT-24	202
Registrar, Itinerant	CT-03	260
Renovations Coordinator	MT-07	260
Resource Officer	AP-02	260
RETRACT Aide	CT-20	187
Roofer	MT-03A	260
Routing Specialist	MT-06	260
School Bookkeeper (10 Months)	CT-24	202
School Bus Trainer	MT-03	260
School Clerk	CT-21	202
School Improvement Specialist	AP-02	260
Secretary, to Assistant Superintendent	CT-03	260
Secretary, to Comptroller	CT-03	260
Secretary, Executive – Board	CT-04	260
Secretary, Executive – Deputy/ CFO	CT-04	260
Secretary, Executive – Superintendent	CT-04	260
Secretary, to High School Principal	CT-25	260
Secretary, Legal/Retirement	CT04	260
Secretary, Security	CT-03	260
Security Director	AP-04	260
Security Officer	MT-23	260
Security Officer Alternative School	MT-23	260
Security Monitor	MT-24	187
Security Operator	MT-23	260
Security Secretary	CT-03	260
Senior Budget Analyst	AP-02	260
Senior Buyer	AP-02	260
Shades and Blinds Repairperson	MT-03	260
Shop Assistant (formerly full time Utility Worker)	MT-21	260
Signers for Deaf/Hearing Impaired	CT-33	187
Social Worker, Lead	AP-25	222
Social Worker for Schools	AP-22	202
Special Education Bus Aide (6 Hours)	BA-03	182
Special Education Executive Director	AP-07	260
Special Education Program Aide (9-Months, 7 hours daily)	CT-20	187
Statistician	CT-03	260
Student Data Manager	CT-06	260

Student Data Specialist	CT-04	260
Student Locker Repair	MT-03	260
Superintendent	1001	260
Supervisor, 21 st Century Grant	AP-02	260
Supervisor, Accounting	CT-06	260
Supervisor, Accounts Payable/Risk Management	CT-06	260
Supervisor, Agriscience, Technical Ed & Career Technologies Supervisor	AP-04	260
Supervisor, Athletics/Drivers Ed/PE	AP-04	260
Supervisor, Attendance/Records	AP-02	260
Supervisor, Business Marketing & Cooperative Ed	AP-04	260
Supervisor, Career Technical	AP-04	260
Supervisor, CNP Operations	CT-05	260
Supervisor, Computer Hardware	CT-06	260
Supervisor, Computer Network	CT-06	260
Supervisor, Digital Media	CT-06	260
Supervisor, Elementary	AP-04	260
Supervisor, English/Foreign Language	AP-04	260
Supervisor, Fine Arts	AP-04	260
Supervisor, Fixed Assets	CT-04	260
Supervisor, Guidance/Counseling	AP-04	260
Supervisor, Health Science/Family & Consumer Science	AP-04	260
Supervisor, Health Services	AP-02	260
Supervisor, Language Arts/Reading	AP-04	260
Supervisor, Language Arts/Writing	AP-042	260
Supervisor, Library/Media	AP-04	260
Supervisor, Magnet Schools	AP-04	260
Supervisor, Mathematics – Elementary	AP-04	260
Supervisor, Mathematics – Secondary	AP-04	260
Supervisor, Music/Fine Arts	AP-04	260
Supervisor, Payroll	CT-06	260
Supervisor, Public Relations	AP-03	260
Supervisor, Science	AP-04	260
Supervisor, Security	MT-05	260
Supervisor, Social Studies	AP-04	260
Supervisor, Talents Unlimited	AP-04	260
Supervisor, Warehouse	MT-05	260
System Maintenance Director	MT-08	260
System Maintenance Safety Coordinator	MT-07	260
System Maintenance Team Coordinator	MT-07	260
Telecommunication Support Specialist	CT-04	260
Television Producer	CT-05	260
Television Studio Engineer	CT-05	260
Textbook Warehousepersons	MT-23	260
Textbooks Truck Driver	MT-23	260
Trades Team Lead, Mechanical	MT-05	260
Trades Team Lead, Structural	MT-04	260
Trades Team Lead, System	MT-04	260
Upholstery Repair	MT-03	260
Utility Worker (Full Time position)	MT-21	260
Utility Worker (Part Time position)		
Videographer – TV Studio	CT-04	260
Visiting Health Nurse BS Degree (12 Months)	Nurses 66/67	260
Visiting Health Nurse BS Degree (10 Months)	Nurses 62/63	202
Visiting Health Nurse BS Degree (9 Months)	Nurses 54/55	187
Warehouse Lead	MT-04	260

Warehouse Supervisor	MT-05	260
Web Support Specialist	CT-04	260
Web Telecommunications Manager	CT-07	260
Website Developer	CT-05	260
Welder	MT-03A	260
Zone Coordinator	MT-07	260
Zone Custodial Lead	MT-04	260

2020-2021 SPECIAL GRANDFATHERED SALARY SCHEDULE FOR SOME TEACHERS AND OTHER EMPLOYEES
STATE MINIMUM SALARY SCALE
EFFECTIVE OCTOBER 1, 2020

		SCH 31/32 RANK RANK B/ND 240/260 DAYS	SCH 31/32 RANK A 240/260 AYS	SCH 31/32 RANK AA 240/260 DAYS	SCH 31/32 RANK DR 240/260 DAYS
STEP	EXP	B	A	AA	DR
1	0	57,160.00	65,009.00	69,428.00	74,310.00
2	1	57,160.00	65,009.00	69,428.00	74,310.00
3	2	57,160.00	65,009.00	69,428.00	74,310.00
4	3	57,701.00	66,357.00	71,546.00	76,742.00
5	4	57,817.00	66,357.00	71,546.00	76,742.00
6	5	58,140.00	66,357.00	71,546.00	76,742.00
7	6	60,224.00	69,260.00	74,699.00	80,100.00
8	7	60,224.00	69,260.00	74,699.00	80,100.00
9	8	60,540.00	69,260.00	74,699.00	80,100.00
10	9	61,032.00	70,189.00	75,686.00	81,178.00
11	10	61,210.00	70,189.00	75,686.00	81,178.00
12	11	61,548.00	70,189.00	75,686.00	81,178.00
13	12	62,185.00	71,464.00	77,057.00	82,651.00
14	13	62,856.00	71,464.00	77,057.00	82,651.00
15	14	62,856.00	71,464.00	77,057.00	82,651.00
16	15	63,800.00	73,094.00	78,814.00	84,530.00
17	16	64,139.00	73,094.00	78,814.00	84,530.00
18	17	64,139.00	73,094.00	78,814.00	84,530.00
19	18	64,382.00	74,036.00	79,830.00	85,626.00
20	19	64,382.00	74,036.00	79,830.00	85,626.00
21	20	64,382.00	74,036.00	79,830.00	85,626.00
22	21	65,200.00	74,984.00	80,851.00	86,721.00
23	22	65,200.00	74,984.00	80,851.00	86,721.00
24	23	65,200.00	74,984.00	80,851.00	86,721.00
25	24	65,805.00	75,589.00	81,456.00	87,326.00
26	25	65,805.00	75,589.00	81,456.00	87,326.00
27	26	65,805.00	75,589.00	81,456.00	87,326.00
27+		66,410.00	76,195.00	82,061.00	87,931.00

TEACHER 240/260 DAYS
 COUNSELOR 240/260 DAYS (SEE PAGE 19, #3)
 RESOURCE TEACHER 240/260 DAYS
 PSYCHOMETRIST 240/260 DAYS

RANK B/ND -Bachelor's Degree RANK A – Master's Degree RANK AA – Educational Specialist RANK DR - Doctorate

**2020-2021 SPECIAL GRANDFATHERED SALARY SCHEDULE FOR SOME TEACHERS AND OTHER
EMPLOYEES
STATE MINIMUM SALARY SCALE
EFFECTIVE OCTOBER 1, 2020**

		SCH 35/36 RANK RANK B/ND 202 DAYS	SCH 35/36 RANK A 202 DAYS	SCH 35/36 RANK AA 202 DAYS	SCH 35/36 RANK DR 202 DAYS
STEP	EXP	B	A	AA	DR
1	0	51,500.00	54,715.00	58,437.00	62,552.00
2	1	51,500.00	54,715.00	58,437.00	62,552.00
3	2	48,107.00	54,715.00	58,437.00	62,552.00
4	3	48,564.00	55,849.00	60,218.00	64,590.00
5	4	48,661.00	55,849.00	60,218.00	64,590.00
6	5	48,934.00	55,849.00	60,218.00	64,590.00
7	6	50,691.00	58,292.00	62,870.00	67,415.00
8	7	50,691.00	58,292.00	62,870.00	67,415.00
9	8	50,954.00	58,292.00	62,870.00	67,415.00
10	9	51,371.00	59,076.00	63,700.00	68,322.00
11	10	51,520.00	59,076.00	63,700.00	68,322.00
12	11	51,789.00	59,076.00	63,700.00	68,322.00
13	12	52,338.00	60,147.00	64,855.00	69,562.00
14	13	52,622.00	60,147.00	64,855.00	69,562.00
15	14	52,905.00	60,147.00	64,855.00	69,562.00
16	15	53,695.00	61,519.00	66,334.00	71,148.00
17	16	53,984.00	61,519.00	66,334.00	71,148.00
18	17	53,984.00	61,519.00	66,334.00	71,148.00
19	18	54,187.00	62,313.00	67,190.00	72,067.00
20	19	54,187.00	62,313.00	67,190.00	72,067.00
21	20	54,187.00	62,313.00	67,190.00	72,067.00
22	21	54,880.00	63,111.00	68,050.00	72,989.00
23	22	54,880.00	63,111.00	68,050.00	72,989.00
24	23	54,880.00	63,111.00	68,050.00	72,989.00
25	24	55,484.00	63,717.00	68,655.00	73,595.00
26	25	55,484.00	63,717.00	68,655.00	73,595.00
27	26	55,484.00	63,717.00	68,655.00	73,595.00
27+		56,089.00	64,322.00	69,260.00	74,199.00

TEACHER 202 DAYS
PSYCHOMETRIST 202 DAYS
RESOURCE TEACHER 202 DAYS

RANK B/ND -Bachelor's Degree RANK A – Master's Degree RANK AA – Educational Specialist RANK DR - Doctorate

2020-2021 SPECIAL GRANDFATHERED SALARY SCHEDULE FOR SOME TEACHERS AND OTHER EMPLOYEES
STATE MINIMUM SALARY SCALE
EFFECTIVE OCTOBER 1, 2020

		SCH 39/40 RANK B/ND 187 DAYS	SCH 39/40 RANK A 187 DAYS	SCH 39/40 RANK AA 187 DAYS	SCH 39/40 RANK DR 187 DAYS
STEP	EXP	B	A	AA	DR
1	0	0	0	0	0
2	1	0	0	0	0
3	2	44,538	50,654	54,100	57,907.00
4	3	44,957	51,702	55,746	59,795.00
5	4	45,048	51,702	55,746	59,795.00
6	5	45,350	51,702	55,746	59,795.00
7	6	46,927	53,966	58,204	62,412.00
8	7	46,927	53,966	58,204	62,412.00
9	8	47,171	53,966	58,204	62,412.00
10	9	47,556	54,689	58,971	63,251.00
11	10	47,695	54,689	58,971	63,251.00
12	11	47,956	54,689	58,971	63,251.00
13	12	48,454	55,681	60,041	64,400.00
14	13	48,714	55,681	60,041	64,400.00
15	14	48,977	55,681	60,041	64,400.00
16	15	49,712	56,954	61,411	65,866.00
17	16	49,976	56,954	61,411	65,866.00
18	17	49,976	56,954	61,411	65,866.00
19	18	50,163	57,687	62,202	66,718.00
20	19	50,163	57,687	62,202	66,718.00
21	20	50,163	57,687	62,202	66,718.00
22	21	50,804	58,425	62,997	67,571.00
23	22	50,804	58,425	62,997	67,571.00
24	23	50,804	58,425	62,997	67,571.00
25	24	51,504	59,126	63,698	68,270.00
26	25	51,504	59,126	63,698	68,270.00
27	26	51,504	59,126	63,698	68,270.00
27+		52,202	59,826	64,397	68,969.00

TEACHER 187 DAYS
COUNSELOR 187 DAYS
INSTRUCTIONAL SPECIALIST 187 DAYS
LIBRARIAN 187 DAYS

RANK B/ND -Bachelor's Degree RANK A – Master's Degree RANK AA – Educational Specialist RANK DR - Doctorate

2020-2021 SALARY SCHEDULES FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

EFFECTIVE OCTOBER 1, 2020

		SCH 33/34 RANK B/ND 240/260 DAYS	SCH 33/34 RANK A 240/260 AYS	SCH 33/34 RANK AA 240/260 DAYS	SCH 33/34 RANK DR 240/260 DAYS
STEP	EXP	B	A	AA	DR
1	0	52,458.00	60,323.00	65,044.00	69,766.00
2	1	52,458.00	60,323.00	65,044.00	69,766.00
3	2	52,458.00	60,323.00	65,044.00	69,766.00
4	3	57,700.00	66,353.00	71,546.00	76,741.00
5	4	57,700.00	66,353.00	71,546.00	76,741.00
6	5	57,700.00	66,353.00	71,546.00	76,741.00
7	6	60,223.00	69,260.00	74,699.00	80,100.00
8	7	60,223.00	69,260.00	74,699.00	80,100.00
9	8	60,223.00	69,260.00	74,699.00	80,100.00
10	9	61,031.00	70,189.00	75,684.00	81,176.00
11	10	61,031.00	70,189.00	75,684.00	81,176.00
12	11	61,031.00	70,189.00	75,684.00	81,176.00
13	12	62,141.00	71,460.00	77,057.00	82,651.00
14	13	62,141.00	71,460.00	77,057.00	82,651.00
15	14	62,141.00	71,460.00	77,057.00	82,651.00
16	15	63,560.00	73,094.00	78,813.00	84,530.00
17	16	63,560.00	73,094.00	78,813.00	84,530.00
18	17	63,560.00	73,094.00	78,813.00	84,530.00
19	18	64,381.00	74,036.00	79,830.00	85,625.00
20	19	64,381.00	74,036.00	79,830.00	85,625.00
21	20	64,381.00	74,036.00	79,830.00	85,625.00
22	21	65,200.00	74,984.00	80,850.00	86,720.00
23	22	65,200.00	74,984.00	80,850.00	86,720.00
24	23	65,200.00	74,984.00	80,850.00	86,720.00
25	24	65,979.00	75,760.00	81,630.00	87,497.00
26	25	65,979.00	75,760.00	81,630.00	87,497.00
27	26	65,979.00	75,760.00	81,630.00	87,497.00
27+		66,757.00	76,539.00	82,406.00	88,274.00

TEACHER 240/260 DAYS
 COUNSELOR 240/260 DAYS (SEE PAGE 19, #3)
 RESOURCE TEACHER 240/260 DAYS
 PSYCHOMETRIST 240/260 DAYS

RANK B/ND -Bachelor's Degree
 RANK A – Master's Degree
 RANK AA – Educational Specialist
 RANK DR - Doctorate

2020-2021 SALARY SCHEDULES FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

EFFECTIVE OCTOBER 1, 2020

		SCH 37/38 RANK B/ND 202 DAYS	SCH 37/38 RANK A 202 DAYS	SCH 37/38 RANK AA 202 DAYS	SCH 37/38 RANK DR 202 DAYS
STEP	EXP	B	A	AA	DR
1	0	44152	50771	54746	58719
2	1	44152	50771	54746	58719
3	2	44152	50771	54746	58719
4	3	48562	55846	60217	64590
5	4	48562	55846	60217	64590
6	5	48562	55846	60217	64590
7	6	50690	58293	62872	67417
8	7	50690	58293	62872	67417
9	8	50690	58293	62872	67417
10	9	51368	59075	63700	68322
11	10	51368	59075	63700	68322
12	11	51368	59075	63700	68322
13	12	52303	60146	64854	69565
14	13	52303	60146	64854	69565
15	14	52303	60146	64854	69565
16	15	53495	61520	66335	71146
17	16	53495	61520	66335	71146
18	17	53495	61520	66335	71146
19	18	54186	62312	67189	72069
20	19	54186	62312	67189	72069
21	20	54186	62312	67189	72069
22	21	54878	63110	68048	72989
23	22	54878	63110	68048	72989
24	23	54878	63110	68048	72989
25	24	55532	63764	68705	73644
26	25	55532	63764	68705	73644
27	26	55532	63764	68705	73644
27+		56187	64421	69359	74297

DIGITAL LEARNING SPECIALIST 202 DAYS
CONSULTING TEACHER 202 DAYS
PSYCHOMETRIST 202 DAYS
RESOURCE TEACHER 202 DAYS

RANK B/ND -Bachelor's Degree
RANK A – Master's Degree
RANK AA – Educational Specialist
RANK DR - Doctorate

2020-2021 SALARY SCHEDULES FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

EFFECTIVE OCTOBER 1, 2020

		SCH 41/42 RANK B/ND 187 DAYS	SCH 41/42 RANK A 187 DAYS	SCH 41/42 RANK AA 187 DAYS	SCH 41/42 RANK DR 187 DAYS
STEP	EXP	B	A	AA	DR
1	0	40873	47001	50681	54359
2	1	40873	47001	50681	54359
3	2	40873	47001	50681	54359
4	3	44956	51699	55745	59794
5	4	44956	51699	55745	59794
6	5	44956	51699	55745	59794
7	6	46926	53964	58203	62411
8	7	46926	53964	58203	62411
9	8	46926	53964	58203	62411
10	9	47554	54688	58970	63249
11	10	47554	54688	58970	63249
12	11	47554	54688	58970	63249
13	12	48419	55680	60038	64399
14	13	48419	55680	60038	64399
15	14	48419	55680	60038	64399
16	15	49523	56952	61409	65863
17	16	49523	56952	61409	65863
18	17	49523	56952	61409	65863
19	18	50162	57685	62200	66717
20	19	50162	57685	62200	66717
21	20	50162	57685	62200	66717
22	21	50803	58424	62995	67569
23	22	50803	58424	62995	67569
24	23	50803	58424	62995	67569
25	24	51408	59029	63603	68175
26	25	51408	59029	63603	68175
27	26	51408	59029	63603	68175
27+		52015	59637	64209	68780

TEACHER 187 DAYS
 COUNSELOR 187 DAYS
 INSTRUCTIONAL SPECIALIST 187 DAYS
 LIBRARIAN 187 DAYS

RANK B/ND -Bachelor's Degree
 RANK A – Master's Degree
 RANK AA – Educational Specialist
 RANK DR - Doctorate

2020-2021 SALARY SCHEDULES FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

EFFECTIVE OCTOBER 1, 2020

		SCH 52/53 RANK B/ND 222 DAYS	SCH 52/53 RANK A 222 DAYS	SCH 52/53 RANK AA 222 DAYS	SCH 52/53 RANK DR 222 DAYS
STEP	EXP	B	A	AA	DR
1	0	48,522.00	55,798.00	60,167.00	64,532.00
2	1	48,522.00	55,798.00	60,167.00	64,532.00
3	2	48,522.00	55,798.00	60,167.00	64,532.00
4	3	53,374.00	61,379.00	66,182.00	70,985.00
5	4	53,374.00	61,379.00	66,182.00	70,985.00
6	5	53,374.00	61,379.00	66,182.00	70,985.00
7	6	55,707.00	64,062.00	69,094.00	74,091.00
8	7	55,707.00	64,062.00	69,094.00	74,091.00
9	8	55,707.00	64,062.00	69,094.00	74,091.00
10	9	56,454.00	64,926.00	70,006.00	75,086.00
11	10	56,454.00	64,926.00	70,006.00	75,086.00
12	11	56,454.00	64,926.00	70,006.00	74,845.00
13	12	57,594.00	66,100.00	71,278.00	76,451.00
14	13	57,594.00	66,100.00	71,278.00	76,451.00
15	14	57,594.00	66,100.00	71,278.00	76,451.00
16	15	58,792.00	67,610.00	72,902.00	78,217.00
17	16	58,792.00	67,610.00	72,902.00	78,192.00
18	17	58,792.00	67,610.00	72,902.00	78,192.00
19	18	59,551.00	68,483.00	73,843.00	79,204.00
20	19	59,551.00	68,483.00	73,843.00	79,204.00
21	20	59,551.00	68,483.00	73,843.00	79,204.00
22	21	60,311.00	69,421.00	74,786.00	80,213.00
23	22	60,311.00	69,421.00	74,786.00	80,213.00
24	23	60,311.00	69,421.00	74,786.00	80,213.00
25	24	60,946.00	70,026.00	75,391.00	80,817.00
26	25	60,946.00	70,026.00	75,391.00	80,817.00
27	26	60,946.00	70,026.00	75,391.00	80,817.00
27+		61,521.00	70,630.00	75,996.00	81,424.00

TEACHER 222 DAYS
 JROTC INSTRUCTOR (BELOW MIP) 222 DAYS
 RESOURCE TEACHER 222 DAYS

RANK B/ND -Bachelor's Degree
 RANK A – Master's Degree
 RANK AA – Educational Specialist
 RANK DR - Doctorate

2020-2021 SALARY STEP PLAN
(Steps are compensation steps, not experience steps.)

PRINCIPALS - 240/260 DAYS
EFFECTIVE OCTOBER 1, 2020

H/S PRINCIPALS 1200-1205

	1200	1201	1202	1203	1204	1205
	2000+	1500-1999	1250-1499	1000-1249	750-999	749 & Below
STEP	ADM	ADM	ADM	ADM	ADM	ADM
0	103018	101352	99686	98023	96358	94694
1	104564	102873	101182	99494	97804	96115
2	106132	104415	102699	100986	99270	97556
3	107724	105981	104239	102500	100759	99019
4	109339	107571	105803	104038	102270	100505
5	110979	109185	107390	105598	103804	102013
6	112644	110822	109001	107182	105361	103542
7	114334	112485	110636	108790	106942	105095
8	116049	114172	112295	110422	108547	106672
9	117790	115885	113980	112079	110174	108272
10	119557	117623	115690	113759	111827	109896
11	121350	119388	117425	115466	113505	111544
12	123170	121179	119186	117198	115207	113218
13	125018	122996	120974	118956	116936	114916
14	126894	124841	122789	120740	118689	116640
15	128797	126714	124630	122552	120469	118389
16	130729	128615	126500	124390	122277	120165
17	132689	130544	128397	126256	124110	121968
18	134680	132501	130323	128150	125972	123797
19	136700	134490	132279	130072	127862	125654
20	138751	136506	134263	132023	129781	127539
21	140832	138554	136276	134003	131726	129452
22	142945	140633	138321	136013	133702	131394
23	145088	142742	140396	138054	135709	133364
24	147265	144883	142501	140124	137744	135365
25	149474	147056	144639	142226	139810	137395
26	151716	149262	146808	144359	141907	139457
27	153992	151501	149010	146525	144036	141548

A certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

2020-2021 SALARY STEP PLAN
(Steps are compensation steps, not experience steps.)

PRINCIPALS - 240/260 DAYS
EFFECTIVE OCTOBER 1, 2020

M/S PRINCIPALS 1301-1305

STEP	1301	1302	1303	1304	1305
	1500+	1250-1499	1000-1249	750-999	749 & Below
	ADM	ADM	ADM	ADM	ADM
0	93235	91571	89907	88241	86576
1	94633	92944	91256	89565	87875
2	96053	94338	92623	90908	89194
3	97493	95754	94013	92272	90531
4	98956	97189	95423	93656	91889
5	100440	98647	96854	95061	93267
6	101947	100127	98308	96487	94666
7	103476	101629	99782	97935	96086
8	105028	103153	101278	99403	97527
9	106603	104701	102798	100895	98990
10	108203	106271	104340	102408	100475
11	109826	107866	105905	103944	101982
12	111473	109483	107493	105503	103512
13	113146	111125	109106	107086	105065
14	114843	112792	110742	108691	106641
15	116565	114484	112403	110322	108240
16	118314	116201	114089	111977	109864
17	120088	117944	115801	113656	111512
18	121889	119713	117539	115362	113184
19	123717	121509	119302	117092	114883
20	125574	123333	121091	118848	116606
21	127457	125183	122907	120631	118355
22	129369	127061	124751	122440	120130
23	131309	128966	126622	124277	121933
24	133279	130901	128521	126142	123762
25	135278	132864	130449	128033	125617
26	137307	134857	132406	129954	127502
27	139366	136880	134392	131903	129414

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2020-2021 SALARY STEP PLAN
(Steps are compensation steps, not experience steps.)

PRINCIPALS - 240/260 DAYS
EFFECTIVE OCTOBER 1, 2020

E/S PRINCIPALS 1401-1405

STEP	1401	1402	1403	1404	1405
	1000+	750-999	500-749	250-499	249 & Below
	ADM	ADM	ADM	ADM	ADM
0	88327	86663	84999	83335	81670
1	89652	87963	86274	84585	82895
2	90997	89283	87569	85854	84139
3	92362	90622	88883	87143	85401
4	93748	91982	90216	88449	86682
5	95154	93362	91569	89776	87982
6	96582	94762	92943	91123	89302
7	98030	96183	94336	92489	90641
8	99501	97626	95752	93877	92002
9	100993	99090	97188	95285	93382
10	102508	100576	98645	96715	94782
11	104046	102085	100125	98166	96204
12	105606	103616	101627	99637	97647
13	107191	105171	103151	101132	99111
14	108799	106749	104699	102649	100598
15	110430	108349	106269	104189	102107
16	112087	109975	107864	105751	103639
17	113768	111624	109481	107338	105193
18	115474	113299	111124	108948	106772
19	117207	114998	112790	110582	108373
20	118965	116723	114482	112241	109999
21	120749	118475	116199	113925	111648
22	122560	120251	117942	115633	113323
23	124399	122055	119711	117368	115023
24	126264	123886	121507	119129	116748
25	128158	125744	123329	120916	118500
26	130081	127631	125180	122729	120277
27	132032	129544	127058	124570	122081

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2020-2021 SALARY STEP PLAN
(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 222 DAYS
EFFECTIVE OCTOBER 1, 2020

H/S ASST. PRINCIPALS 1501-1505

SS/RK	1500	1501	1502	1503	1504	1505
	2000+	1500-1999	1250-1499	1000-1249	750-999	749 & Below
STEP	ADM	ADM	ADM	ADM	ADM	ADM
0	81123	79687	77939	76194	74441	72698
1	82340	80882	79108	77335	75557	73788
2	83574	82096	80294	78495	76691	74896
3	84829	83327	81499	79673	77841	76019
4	86101	84577	82721	80868	79009	77159
5	87392	85845	83962	82082	80194	78316
6	88703	87133	85222	83313	81397	79491
7	90034	88440	86500	84562	82618	80683
8	91384	89767	87797	85830	83857	81894
9	92754	91113	89114	87118	85115	83122
10	94146	92480	90451	88425	86392	84369
11	95558	93867	91807	89750	87688	85635
12	96991	95274	93185	91097	89003	86919
13	98446	96704	94583	92462	90338	88223
14	99923	98154	96001	93851	91693	89546
15	101422	99627	97441	95259	93069	90890
16	102943	101121	98903	96687	94464	92253
17	104488	102638	100386	98139	95882	93636
18	106055	104178	101892	99610	97320	95041
19	107645	105740	103421	101104	98779	96466
20	109260	107326	104971	102621	100261	97914
21	110899	108936	106546	104159	101765	99382
22	112562	110571	108144	105721	103292	100873
23	114251	112228	109767	107308	104841	102386
24	115965	113912	111413	108917	106414	103922
25	117704	115621	113084	110552	108009	105481
26	119470	117356	114781	112211	109630	107063
27	121262	119115	116503	113891	111275	108669

A 222-day certified administrator is paid an additional \$3254 for an AA certificate and \$3604 for a doctorate and \$6858 for both

2020-2021 SALARY STEP PLAN
(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 222 DAYS
EFFECTIVE OCTOBER 1, 2020

M/S ASST. PRINCIPALS 1601-1605

SS/RK	1601	1602	1603	1604	1605
	1500+	1250-1499	1000-1249	750-999	749 & Below
STEP	ADM	ADM	ADM	ADM	ADM
0	75702	73954	72206	70459	68711
1	76837	75064	73290	71517	69741
2	77990	76190	74389	72589	70788
3	79160	77333	75505	73678	71849
4	80347	78493	76638	74783	72928
5	81553	79670	77787	75904	74021
6	82776	80865	78954	77043	75132
7	84017	82079	80138	78199	76259
8	85278	83309	81340	79372	77403
9	86557	84559	82560	80563	78564
10	87855	85828	83799	81771	79742
11	89173	87115	85055	82997	80938
12	90510	88422	86331	84242	82153
13	91868	89748	87626	85506	83384
14	93246	91095	88941	86789	84635
15	94645	92461	90275	88091	85905
16	96065	93848	91629	89412	87194
17	97505	95256	93003	90754	88501
18	98968	96685	94399	92115	89829
19	100453	98134	95814	93496	91177
20	101960	99606	97251	94899	92544
21	103489	101100	98711	96322	93932
22	105041	102617	100192	97767	95341
23	106617	104156	101694	99234	96771
24	108216	105719	103220	100722	98223
25	109840	107304	104768	102233	99696
26	111487	108914	106339	103766	101192
27	113159	110548	107934	105323	102709

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2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 222 DAYS (continued)

EFFECTIVE OCTOBER 1, 2020

E/S ASST. PRINCIPALS 1701-1705

SS/RK	1701	1702	1703	1704	1705
	1000+	750-999	500-749	250-499	249 & Below
STEP	ADM	ADM	ADM	ADM	ADM
0	70272	68524	66775	65028	63280
1	71326	69551	67777	66004	64229
2	72395	70594	68794	66994	65192
3	73481	71654	69826	67998	66170
4	74584	72728	70873	69019	67163
5	75703	73819	71936	70053	68170
6	76838	74927	73015	71105	69193
7	77991	76050	74110	72171	70231
8	79161	77191	75222	73253	71285
9	80348	78349	76351	74353	72354
10	81554	79525	77496	75468	73439
11	82777	80718	78658	76600	74541
12	84018	81928	79838	77748	75659
13	85279	83157	81036	78915	76794
14	86558	84404	82250	80099	77945
15	87856	85670	83485	81300	79115
16	89174	86955	84737	82520	80302
17	90511	88260	86008	83757	81506
18	91869	89584	87298	85014	82729
19	93247	90927	88608	86289	83970
20	94646	92292	89937	87584	85229
21	96066	93676	91286	88897	86507
22	97506	95081	92655	90230	87805
23	98970	96507	94045	91584	89122
24	100454	97954	95455	92958	90459
25	101961	99424	96887	94352	91815
26	103490	100915	98340	95767	93193
27	105042	102429	99816	97204	94591

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2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ADMINISTRATIVE/PROFESSIONAL

EFFECTIVE OCTOBER 1, 2020

	AP01	AP02	AP03	AP04	AP05	AP06	AP07
	240/260	240/260	240/260	240/260	240/260	240/260	240/260
STEP	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS
0	45030	51128	58116	63833	70821	76539	83526
1	45706	51896	58988	64791	71883	77687	84778
2	46391	52674	59873	65762	72961	78852	86051
3	47087	53464	60771	66749	74055	80035	87340
4	47793	54266	61682	67750	75167	81235	88652
5	48510	55080	62608	68767	76294	82454	89981
6	49238	55906	63547	69798	77438	83691	91330
7	49976	56744	64500	70845	78600	84946	92701
8	50726	57596	65467	71908	79779	86220	94092
9	51487	58459	66450	72986	80975	87514	95503
10	52259	59337	67446	74081	82190	88826	96933
11	53043	60226	68458	75192	83424	90159	98388
12	53839	61130	69484	76320	84675	91512	99864
13	54646	62047	70527	77464	85945	92883	101363
14	55466	62978	71585	78627	87234	94277	102884
15	56298	63923	72659	79806	88542	95691	104426
16	57143	64881	73748	81004	89871	97127	105994
17	58000	65855	74855	82218	91218	98584	107584
18	58869	66843	75977	83452	92587	100063	109197
19	59752	67845	77117	84704	93975	101563	110834
20	60649	68863	78275	85974	95386	103087	112497
21	61559	69895	79448	87263	96816	104633	114186
22	62482	70945	80640	88573	98269	106203	115898
23	63419	72009	81849	89901	99742	107796	117636
24	64371	73088	83077	91250	101239	109412	119400
25	65336	74184	84323	92618	102757	111053	121191
26	66316	75297	85588	94008	104298	112719	123009
27	67311	76426	86872	95418	105863	114410	124854

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2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

ADMINISTRATIVE/PROFESSIONAL

EFFECTIVE OCTOBER 1, 2020

	AP20	AP21	AP22	AP23	AP25
	8 Hrs	7 Hrs	8 Hrs	8Hrs	8 Hrs
	187	187	202	192	222
STEP	DAYS	DAYS	DAYS	DAYS	DAYS
0	32389	28338	39723	32388	49623
1	32873	28764	40319	32872	50366
2	33367	29194	40924	33366	51122
3	33868	29632	41538	33867	51889
4	34375	30076	42161	34374	52667
5	34891	30527	42793	34890	53458
6	35415	30986	43435	35414	54260
7	35946	31451	44087	35944	55073
8	36484	31924	44746	36483	55899
9	37031	32401	45418	37030	56738
10	37588	32888	46099	37586	57589
11	38152	33380	46791	38150	58453
12	38723	33881	47494	38722	59329
13	39305	34390	48206	39303	60219
14	39894	34904	48927	39893	61122
15	40492	35429	49662	40491	62039
16	41101	35959	50408	41099	62970
17	41716	36500	51164	41714	63914
18	42343	37048	51930	42342	64873
19	42978	37603	52709	42976	65847
20	43623	38167	53500	43620	66834
21	44275	38740	54303	44274	67837
22	44940	39320	55118	44938	68854
23	45615	39910	55944	45613	69887
24	46299	40509	56784	46297	70935
25	46993	41115	57635	46990	72000
26	47699	41734	58500	47698	73080
27	48413	42358	59377	48411	74176

A 240/260-day certified administrator is paid an additional \$3867 for an AA certificate and \$4282 for a doctorate and \$8149 for both

2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

CLERICAL/TECHNICAL

EFFECTIVE OCTOBER 1, 2020

	CT03	CT04	CT05	CT06	CT07	CT20	CT21	CT22
	240	240	240	240	240	187	202	240
	/260	/260	/260	/260	/260			/260
STEP	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS
0	37683	46404	53380	62259	67545	14932	17947	22753
1	38248	47100	54181	63194	68559	15156	18216	23094
2	38822	47807	54994	64140	69586	15384	18490	23443
3	39405	48523	55818	65103	70628	15614	18767	23792
4	39995	49251	56656	66081	71689	15849	19049	24149
5	40596	49990	57506	67071	72764	16087	19335	24512
6	41205	50740	58368	68077	73856	16328	19624	24881
7	41824	51501	59244	69099	74964	16573	19919	25253
8	42451	52275	60133	70133	76087	16822	20218	25632
9	43086	53057	61033	71186	77229	17073	20520	26017
10	43733	53853	61950	72255	78387	17330	20827	26407
11	44389	54661	62879	73338	79564	17655	21142	26803
12	45056	55481	63823	74439	80757	17920	21458	27204
13	45732	56314	64780	75555	81969	18190	21781	27612
14	46417	57157	65751	76689	83198	18462	22107	28027
15	47113	58015	66737	77838	84446	18738	22439	28446
16	47819	58886	67738	79007	85714	19020	22775	28875
17	48536	59769	68754	80191	86999	19306	23117	29306
18	49264	60666	69786	81395	88304	19596	23463	29746
19	50003	61576	70833	82616	89628	19889	23815	30192
20	50754	62499	71895	83854	90973	20186	24173	30647
21	51515	63437	72974	85112	92338	20490	24535	31104
22	52288	64388	74068	86389	93723	20798	24902	31571
23	53073	65355	75178	87684	95128	21110	25277	32046
24	53869	66334	76308	88999	96555	21427	25657	32527
25	54676	67330	77451	90335	98002	21748	26042	33014
26	55498	68340	78613	91690	99473	22073	26432	33510
27	56328	69365	79792	93065	100966	22404	26827	34012

2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

CLERICAL/TECHNICAL (continued)

EFFECTIVE OCTOBER 1, 2020

	CT23	CT24	CT25	CT26	CT27	CT28	CT29	CT30
	187	202	240	187	4 Hrs	6 Hrs	8 Hrs	8 Hrs
			/260		187	182	240/260	222
STEP	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS
0	19044	23227	29755	29202	11784	14653	29755	25406
1	19328	23576	30202	29640	11963	14873	30202	25787
2	19620	23928	30655	30085	12142	15096	30655	26174
3	19913	24288	31115	30536	12324	15323	31115	26568
4	20211	24651	31582	30994	12508	15553	31582	26965
5	20515	25022	32056	31459	12696	15786	32056	27371
6	20822	25397	32535	31932	12887	16023	32535	27780
7	21137	25778	33025	32410	13080	16263	33025	28196
8	21452	26165	33519	32897	13276	16507	33519	28620
9	21776	26557	34024	33390	13474	16755	34024	29049
10	22100	26956	34533	33890	13677	17006	34533	29484
11	22433	27360	35051	34399	13884	17261	35051	29927
12	22770	27770	35576	34916	14090	17520	35576	30375
13	23111	28187	36111	35439	14302	17783	36111	30831
14	23457	28609	36652	35970	14516	18049	36652	31294
15	23809	29039	37201	36510	14736	18320	37201	31764
16	24166	29474	37759	37057	14956	18595	37759	32240
17	24528	29917	38326	37613	15180	18874	38326	32724
18	24897	30365	38901	38176	15408	19157	38901	33213
19	25271	30820	39485	38750	15638	19444	39485	33713
20	25650	31283	40076	39332	15874	19736	40076	34219
21	26033	31753	40678	39921	16111	20032	40678	34732
22	26424	32229	41288	40520	16353	20333	41288	35254
23	26821	32712	41907	41129	16598	20638	41907	35781
24	27222	33203	42536	41745	16847	20947	42536	36318
25	27632	33700	43175	42372	17100	21261	43175	36864
26	28047	34206	43821	43008	17357	21580	43821	37417
27	28467	34719	44479	43652	17618	21904	44479	37978

2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

CLERICAL/TECHNICAL (continued)

EFFECTIVE OCTOBER 1, 2020

	CT31	CT32	CT33	CT34	CT35	CT36	CT37	CT38
	8 Hrs	8 Hrs	8 Hrs	8 Hrs	8 Hrs	7 Hrs	8 Hrs	8 Hrs
	202	222	187	187	187	202	187	187
STEP	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS
0	29277	32177	33259	23220	24588	41233	55432	32561
1	29716	32658	33758	23567	24956	41852	56264	33050
2	30161	33148	34265	23921	25330	42479	57106	33545
3	30614	33645	34779	24280	25711	43116	57963	34049
4	31073	34150	35301	24644	26097	43762	58834	34559
5	31540	34663	35830	25015	26488	44419	59716	35078
6	32013	35181	36367	25388	26885	45085	60611	35604
7	32493	35709	36913	25770	27289	45761	61521	36138
8	32979	36246	37467	26156	27697	46448	62444	36680
9	33476	36790	38029	26549	28112	47145	63380	37230
10	33978	37341	38599	26946	28534	47852	64331	37788
11	34486	37901	39178	27351	28963	48569	65295	38355
12	35004	38470	39766	27762	29397	49298	66275	38931
13	35528	39048	40362	28179	29839	50036	67270	39515
14	36062	39632	40968	28601	30286	50787	68279	40108
15	36603	40226	41581	29030	30740	51551	69302	40710
16	37151	40830	42206	29465	31202	52323	70342	41320
17	37709	41443	42840	29906	31670	53109	71397	41940
18	38275	42066	43481	30356	32144	53905	72469	42569
19	38849	42694	44133	30812	32626	54713	73556	43208
20	39433	43336	44796	31273	33117	55534	74660	43856
21	40023	43987	45467	31742	33613	56368	75779	44513
22	40624	44646	46149	32218	34116	57212	76915	45181
23	41233	45315	46842	32702	34628	58070	78070	45859
24	41852	45994	47544	33193	35148	58942	79240	46546
25	42480	46686	48257	33691	35675	59827	80428	47245
26	43116	47386	48981	34195	36210	60724	81635	47953
27	43763	48096	49716	34708	36754	61635	82860	48673

2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

MANUAL TRADES

EFFECTIVE OCTOBER 1, 2020

	MT03	MT03-A	MT04	MT05	MT06	MT07	MT08
	240/260	240/260	240/260	240/260	240/260	240/260	240/260
STEP	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS	DAYS
0	29807	35462	40563	46114	62234	71481	79414
1	30256	35994	41172	46805	63165	72555	80605
2	30708	36534	41789	47506	64114	73641	81815
3	31170	37082	42415	48220	65075	74747	83043
4	31637	37639	43052	48943	66051	75868	84288
5	32112	38203	43699	49677	67043	77006	85551
6	32593	38775	44353	50422	68048	78160	86835
7	33082	39358	45018	51178	69070	79333	88138
8	33580	39948	45694	51946	70104	80523	89460
9	34082	40548	46379	52726	71157	81733	90802
10	34592	41156	47075	53516	72224	82958	92163
11	35111	41773	47782	54319	73308	84202	93547
12	35639	42400	48498	55134	74407	85465	94950
13	36173	43035	49225	55960	75523	86746	96374
14	36716	43681	49965	56800	76656	88048	97818
15	37267	44336	50714	57652	77806	89368	99286
16	37826	45001	51473	58516	78972	90709	100775
17	38393	45676	52245	59394	80157	92069	102288
18	38969	46361	53030	60285	81359	93451	103822
19	39554	47057	53825	61189	82581	94853	105379
20	40148	47762	54632	62108	83818	96276	106960
21	40749	48479	55452	63039	85076	97719	108564
22	41361	49206	56284	63986	86352	99186	110192
23	41981	49944	57127	64945	87647	100673	111845
24	42610	50694	57985	65918	88962	102184	113523
25	43248	51454	58854	66906	90297	103715	115226
26	43898	52226	59738	67911	91650	105272	116955
27	44557	53010	60633	68930	93025	106851	118709

2020-2021 SALARY STEP PLAN

(Steps are compensation steps, not experience steps.)

MANUAL TRADES

EFFECTIVE OCTOBER 1, 2020

	MT20	MT21	MT22	MT23	MT24
	197	240/260	197	240/260	187
STEP	DAYS	DAYS	DAYS	DAYS	DAYS
0	17143	22225	21233	27747	19188
1	17647	22559	21551	28162	19476
2	17912	22897	21874	28585	19768
3	18180	23241	22203	29014	20065
4	18453	23588	22537	29451	20365
5	18729	23943	22873	29893	20671
6	19010	24302	23218	30341	20981
7	19296	24666	23565	30795	21296
8	19585	25036	23918	31257	21615
9	19879	25411	24277	31726	21940
10	20177	25793	24642	32202	22268
11	20480	26180	25011	32685	22602
12	20788	26572	25385	33175	22941
13	21098	26971	25767	33673	23286
14	21416	27376	26154	34178	23635
15	21736	27787	26547	34691	23990
16	22062	28203	26944	35210	24350
17	22393	28625	27348	35738	24715
18	22729	29054	27759	36276	25085
19	23070	29492	28175	36818	25461
20	23417	29933	28598	37370	25843
21	23767	30383	29025	37933	26231
22	24125	30838	29461	38501	26625
23	24486	31301	29903	39078	27024
24	24854	31770	30352	39665	27429
25	25226	32246	30808	40259	27841
26	25606	32731	31269	40863	28258
27	25990	33222	31738	41476	28682

**2020-2021 SALARY SCHEDULES
FOR OCCUPATIONAL THERAPY/PHYSICAL THERAPY**

Steps are compensation steps, not experience steps

EFFECTIVE OCTOBER 1, 2020

	OTPT	OTP1	OTP2	OTP3
	7 Hrs	7 Hrs	8 Hrs	8 Hrs
	187	187	202	222
STEP	DAYS	DAYS	DAYS	DAYS
0	31598	48228	59538	67689
1	32072	48952	60431	68706
2	32553	49686	61339	69735
3	33042	50432	62259	70783
4	33538	51187	63194	71844
5	34040	51955	64140	72922
6	34551	52735	65103	74017
7	35069	53526	66080	75126
8	35595	54329	67071	76253
9	36130	55144	68076	77396
10	36671	55971	69097	78556
11	37222	56811	70133	79736
12	37779	57662	71185	80932
13	38347	58528	72255	82146
14	38921	59406	73338	83378
15	39504	60295	74439	84629
16	40097	61200	75554	85899
17	40698	62119	76686	87187
18	41310	63051	77838	88495
19	41930	63996	79006	89823
20	43113	64956	80190	91168
21	43197	65931	81395	92537
22	43844	66919	82616	93926
23	44503	67923	83853	95335
24	45169	68942	85112	96763
25	45847	69977	86389	98216
26	46535	71027	87684	99689
27	47234	72092	88999	101185

2020-2021 SALARY SCHEDULES FOR SERVICE PERSONNEL – CHILD NUTRITION

Steps are compensation steps, not experience steps

EFFECTIVE OCTOBER 1, 2020

	CNP Assts	CNP Assts	CNP Assts	CNP Mgrs	CNP Mgrs	CNP Mgrs	CNP Assts	CNP Assts
	CN01	CN02	CN03	CN04	CN05	CN06	CN07	CN08
	6 Hrs	6.5 Hrs	7 Hrs				3 Hrs	4 Hrs
STEP	187 Day	187 Day	187 Day	191 Day	191 Day	191 Day	187 Day	187 Day
0	12856	13738	14622	27408	24015	19346	7559	8571
1	13049	13944	14842	27819	24376	19636	7672	8700
2	13244	14153	15064	28236	24742	19931	7788	8831
3	13443	14366	15290	28659	25112	20229	7852	8962
4	13645	14582	15520	29089	25489	20533	8022	9096
5	13850	14800	15753	29525	25871	20841	8143	9233
6	14058	15022	15989	29969	26258	21154	8265	9371
7	14269	15247	16228	30417	26653	21471	8389	9512
8	14483	15476	16472	30874	27051	21793	8514	9654
9	14699	15708	16719	31337	27459	22120	8642	9801
10	14920	15944	16970	31808	27871	22452	8771	9947
11	15143	16183	17224	32285	28288	22788	8902	10096
12	15370	16426	17482	32769	28712	23130	9038	10247
13	15601	16672	17779	33260	29142	23478	9172	10401
14	15835	16922	18046	33759	29581	23830	9310	10558
15	16072	17177	18319	34266	30024	24186	9450	10716
16	16313	17434	18593	34780	30475	24549	9592	10876
17	16558	17696	18872	35302	30932	24918	9734	11040
18	16806	17961	19155	35831	31396	25292	9882	11205
19	17058	18230	19442	36368	31867	25671	10029	11373
20	17314	18504	19733	36915	32345	26056	10180	11545
21	17574	18781	20029	37468	32831	26447	10332	11718
22	17837	19063	20331	38030	33322	26843	10486	11892
23	18105	19349	20636	38601	33822	27247	10645	12071
24	18377	19639	20944	39180	34329	27655	10805	12251
25	18652	19934	21259	39768	34844	28070	10967	12436
26	18932	20232	21578	40363	35367	28491	11132	12622
27	19216	20536	21900	40969	35898	28918	11299	12811

CN 06 IS NOT IN USE

**2020-2021 SALARY SCHEDULES FOR SERVICE PERSONNEL
BUS DRIVERS/BUS AIDES**

Steps are compensation steps, not experience steps

EFFECTIVE OCTOBER 1, 2020

	Bus Driver	Bus Driver	Bus Driver	Bus Aide
	BD01	BD02	BD03	BA03
	186 Day	186 Day	186 Day	182 Day
STEP				6 Hrs
0	13029	16329	20589	12833
1	13225	16574	20898	13024
2	13422	16823	21210	13219
3	13625	17075	21530	13418
4	13829	17331	21850	13619
5	14035	17778	22179	13825
6	14247	18045	22512	14031
7	14461	18318	22850	14242
8	14678	18592	23193	14456
9	14896	18871	23540	14672
10	15122	19154	23894	14891
11	15347	19441	24253	15114
12	15578	19732	24616	15342
13	15813	20028	24985	15572
14	16048	20329	25361	15806
15	16290	20634	25741	16043
16	16534	20942	26128	16284
17	16784	21258	26519	16528
18	17033	21576	26916	16775
19	17289	21899	27321	17027
20	17548	22228	27728	17283
21	17666	22562	28147	17542
22	17933	22900	28569	17636
23	18202	23244	28996	17902
24	18475	23591	29432	18169
25	18752	23947	29874	18440
26	19033	24305	30321	18718
27	19319	24670	30776	18999

2020-2021 SALARY SCHEDULES FOR NURSES

State Minimum Salary Schedules

EFFECTIVE OCTOBER 1, 2020

SCHEDULE		54/55	56/57	58/59	60/61	62/63	64/65
		RN BS	RN MS	RN BS	RN MS	RN BS	RN MS
STEP	EXP	187 Day	187 Day	192 Day	192 Day	202 Day	202 Day
1	0	43597	50135	44763	51474	47093	54156
2	1	43597	50135	44763	51474	47093	54156
3	2	43597	50135	44763	51474	47093	54156
4	3	47953	55147	49236	56622	51800	59571
5	4	47953	55147	49236	56622	51800	59571
6	5	47953	55147	49236	56622	51800	59571
7	6	50053	57561	51392	59099	54069	62177
8	7	50053	57561	51392	59099	54069	62177
9	8	50053	57561	51392	59099	54069	62177
10	9	50724	58335	52080	59894	54793	63014
11	10	50724	58335	52080	59894	54793	63014
12	11	50724	58335	52080	59894	54793	63014
13	12	51645	59390	53029	60979	55790	64156
14	13	51645	59390	53029	60979	55790	64156
15	14	51645	59390	53029	60979	55790	64156
16	15	52825	60750	54237	62373	57062	65623
17	16	52825	60750	54237	62373	57062	65623
18	17	52825	60750	54237	62373	57062	65623
19	18	53507	61531	54937	63176	57799	66466
20	19	53507	61531	54937	63176	57799	66466
21	20	53507	61531	54937	63176	57799	66466
22	21	54189	62319	55638	63987	58536	67319
23	22	54189	62319	55638	63987	58536	67319
24	23	54189	62319	55638	63987	58536	67319
25	24	54835	62966	56300	64648	59233	68015
26	25	54835	62966	56300	64648	59233	68015
27	26	54835	62966	56300	64648	59233	68015
27+		55481	63612	56965	65312	59932	68713

2020-2021 SALARY SCHEDULES FOR NURSES (cont)

State Minimum Salary Schedules

EFFECTIVE OCTOBER 1, 2020

SCHEDULE		66/67	68/69	70/71	72/73	74/75	76/77
		RN BS	RN MS	LPN 7.5 HRS	LPN BUS AIDE	RN ASSOCIATES	CNA
STEP	EXP	240/260	240/260	182	182	187	182
		DAYS	DAYS	DAYS	DAYS	DAYS	DAYS
1	0	60616	69706	22714	16728	41463	14551
2	1	60616	69706	22714	16728	41463	14551
3	2	60616	69706	22714	16728	41463	14551
4	3	66674	76675	24962	18384	45819	15529
5	4	66674	76675	24962	18384	45819	15529
6	5	66674	76675	24962	18384	45819	15529
7	6	69594	80031	26035	19176	47919	16927
8	7	69594	80031	26035	19176	47919	16927
9	8	69594	80031	26035	19176	47919	16927
10	9	70526	81105	26374	19426	48590	18451
11	10	70526	81105	26374	19426	48590	18451
12	11	70526	81105	26374	19426	48590	18451
13	12	71809	82575	26849	19775	49511	19372
14	13	71809	82575	26849	19775	49511	19372
15	14	71809	82575	26849	19775	49511	19372
16	15	73445	84464	27437	20208	50691	19954
17	16	73445	84464	27437	20208	50691	19954
18	17	73445	84464	27437	20208	50691	19954
19	18	74395	85550	27769	20453	51373	20253
20	19	74395	85550	27769	20453	51373	20253
21	20	74395	85550	27769	20453	51373	20253
22	21	75344	86647	28102	20697	52055	20253
23	22	75344	86647	28102	20697	52055	20253
24	23	75344	86647	28102	20697	52055	20253
25	24	76241	87544	28701	21138	52701	20253
26	25	76241	87544	28701	21138	52701	20253
27	26	76241	87544	28701	21138	52701	20253
28		77139	88443	29300	21578	53347	20253