

# SALARY SCHEDULE

Calhoun County School System

2019-2020

(Effective October, 2019 with start of fiscal year)

**Includes 4% State Mandated Raise**

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## INTRODUCTION

The 2019-2020 **Salary Schedule** provides a uniform and equitable payment of wages for services rendered by certificated and support employees. Certificated employees must possess a valid Alabama Teacher’s Certificate or be eligible for a waiver from the State Department of Education. Support personnel includes all support employees who do not work as certificated employees.

Salaries in the **Salary Schedule** are based on years of experience, degree/certification, and assignment. Years of experience are categorized as “STEPS” on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information affecting compensation to the employee’s principal/director or to the personnel division of the Board.** Any revisions to the 2019-2020 salary schedule that are made during the year will be posted on the website. ([www.calhoun.k12.al.us](http://www.calhoun.k12.al.us)).

In order to advance steps on the salary schedule, an employee must have been in active pay status a minimum of fifty percent of the contract days from the previous year.

### CONTRACT DAYS

Nine Month Teachers.....	187 days
All other Ten Month Employees.....	202 days
Child Nutrition Program Managers.....	185 days
Child Nutrition Program Assistant Managers.....	184/183/180 days
Child Nutrition Program Workers.....	183/180/179 days
Bus Drivers/Aides.....	182 days
Special Ed Aides .....	183 days
P.E. Aides.....	182 days
In School Detention Aides .....	182/203 days
Twelve Month Employees .....	240 days

Teaching contracts are normally nine months. The base salary of full-time salaried employees is generally paid in twelve equal monthly increments, regardless of the term of the appointment.

The payroll periods for all employees will be established according to a schedule developed by the Accounting Department. The schedule setting forth those payroll periods is available at each school/job site. Payroll checks are normally issued on the last working day of the month, however during holiday months, payment will be based on receipt of State funds. Pay checks and additional pay due for extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month. Additional pay runs will be performed should an employee not receive a check in error. Additional runs will normally be done 5 days after the last working day of the month, unless during a holiday month. In lieu of a lost check, reissue will occur 7 business days after original check issuance.

Employees who are hired after the beginning date of their contract year receive a prorated salary for the balance of that contract year. Nine and ten-month employees hired after January 1 shall receive a prorated salary based on the number of days remaining in their contract, to be divided equally over the remaining months through June.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member's contribution rate is set by law at a percentage of earned compensation based upon Tier rates established by RSA. Tier rates are based upon hire dates and/or service time in the RSA system. Tier 1 employees have hire/service dates prior to Jan. 1, 2013 and contribute 7.50%. Tier II employees hired Jan.1, 2013 and later contribute 6.00%.

New employees begin employment under the guidelines of the **Salary Schedule**. The salaries of some employees may be based on previous salary schedules. A change in employment status requires a reevaluation of salary placement.

Central Office personnel are generally expected to maintain office hours of 8 a.m. to 4:00 p.m. Exceptions must be approved by the Superintendent. Twelve month school office personnel are expected to work seven and one-half hours exclusive of lunch/breaks.

# CERTIFICATED PERSONNEL

Teacher, Counselor, Occupational Therapist, Registered Nurse  
 187 Days - 9 months

(T9/C9) TEA/CERT PSY 9 MO.

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>AA ED SPEC</b>	<b>DO</b>
< 3 years (0,1,2) Step 1-3	40,913	47,046	50,737	54,401
< 6 Years (3,4,5) Step 4-6	44,984	51,741	55,786	59,816
< 9 years (6,7,8) Step 7-9	46,965	53,994	58,228	62,434
< 12 years (9,10,11) Step 10-12	47,603	54,714	59,002	63,289
< 15 years (12,13,14) Step 13-15	48,444	55,717	60,087	64,443
< 18 years (15,16,17) Step 16-18	49,543	56,980	61,444	65,894
< 21 years (18,19,20) Step 19-21	50,195	57,726	62,245	66,750
< 24 years (21,22,23) Step 22-24	50,819	58,472	63,045	67,590
< 27 years (24,25,26) Step 25-27	51,430	59,069	63,643	68,175
27 + years	52,026	59,680	64,252	68,780

9.5 Month Counselor  
 197 days  
 (CO)

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>AA ED SPEC</b>	<b>DO</b>
< 3 years (0,1,2) Step 1-3	43,102	49,563	53,451	57,310
< 6 Years (3,4,5) Step 4-6	47,390	54,507	58,769	63,015
< 9 years (6,7,8) Step 7-9	49,477	56,882	61,342	65,772
< 12 years (9,10,11) Step 10-12	50,148	57,639	62,157	66,673
< 15 years (12,13,14) Step 13-15	51,035	58,698	63,301	67,890
< 18 years (15,16,17) Step 16-18	52,193	60,026	64,730	69,417
< 21 years (18,19,20) Step 19-21	52,879	60,812	65,573	70,320
< 24 years (21,22,23) Step 22-24	53,536	61,597	66,418	71,206
< 27 years (24,25,26) Step 25-27	54,179	62,229	67,045	71,821
27 + years	54,808	62,870	67,688	72,458

Teacher,Counselor, Certificated Psychometrist  
 10 Month - 202 days

(T0) TEA/CO/RN 10 MO.

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>AA ED SPEC</b>	<b>DO</b>
< 3 years (0,1,2) Step 1-3	44,196	50,820	54,808	58,765
< 6 Years (3,4,5) Step 4-6	48,592	55,891	60,261	64,615
< 9 years (6,7,8) Step 7-9	50,732	58,327	62,899	67,443
< 12 years (9,10,11) Step 10-12	51,420	59,102	63,735	68,365
< 15 years (12,13,14) Step 13-15	52,330	60,188	64,906	69,613
< 18 years (15,16,17) Step 16-18	53,518	61,549	66,373	71,179
< 21 years (18,19,20) Step 19-21	54,221	62,355	67,237	72,104
< 24 years (21,22,23) Step 22-24	54,895	63,161	68,102	73,013
< 27 years (24,25,26) Step 25-27	55,555	63,809	68,747	73,645
27 + years	56,199	64,465	69,408	74,298



Teacher, Professional Development Specialist

12 month - 240 Days

(T2) TEA/CERT PSY-12 MO.

<b>Experience</b>	<b>BS</b>	<b>MS</b>	<b>AA ED SPEC</b>	<b>DO</b>
< 3 years (0,1,2) Step 1-3	52,510	60,380	65,119	69,819
< 6 Years (3,4,5) Step 4-6	57,734	66,404	71,596	76,770
< 9 years (6,7,8) Step 7-9	60,277	69,299	74,731	80,129
< 12 years (9,10,11) Step 10-12	61,094	70,221	75,725	81,227
< 15 years (12,13,14) Step 13-15	62,175	71,511	77,117	82,708
< 18 years (15,16,17) Step 16-18	63,586	73,127	78,860	84,569
< 21 years (18,19,20) Step 19-21	64,421	74,085	79,885	85,668
< 24 years (21,22,23) Step 22-24	65,222	75,043	80,914	86,749
< 27 years (24,25,26) Step 25-27	66,005	75,812	81,679	87,498
27 + years	66,771	76,594	82,463	88,273

## **Salary Supplements**

Salary supplements are provided to approved certificated employees who perform tasks beyond the requirements of the teacher's assigned daily schedule. An employee cannot earn two concurrent supplements during each seasonal program. The amount of the salary supplement is based upon the following criteria:

- years of experience (Step)
- instruction beyond the established school day and school year
- approval of the Principal, Superintendent, and Board

Supplements are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

**SUPPLEMENTS WILL BE PAID OVER A 12 MONTH PERIOD  
AS APPROVED BY THE BOARD. SUPPLEMENTS APPROVED AFTER THE  
BEGINNING OF THE CONTRACT YEAR WILL BE PRORATED OVER THE  
REMAINING MONTHS IN THE CONTRACT**

**COACHING SUPPLEMENT SCHEDULE**

Position	VARSITY			Varsity "B" Team		Junior High		Jr. High "B" Team		
	Category	0-3 Yrs	4-5 Yrs	5-8 Yrs	Category	All Years	Category	All Years	Category	All Years
Years as FB Head Coach										
Head Football	A	14,000	16,000	18,000			I	1,500		
	9+ Yrs	20,000								
		All Years								
Head Basketball - Boys	B	6,500			H	2000	I	1500	J	1000
Head Basketball - Girls	B	6,500			H	2,000	I	1,500	J	1,000
Assistant Football Limit 4	C	2 @ 3,000 2 @ 4,000						750		
Football Cheerleading	D	2,500					K**	750		
Basketball Cheerleading	D	2,500					K**	750		
Head Baseball	E	6,500			I	1,500	I	1,500		
Head Softball	E	6,500			I	1500	I	1500		
Volleyball	F	6,500			I	1,500	I	1,500		
Wrestling	G	6,500								
Cross Country Track	I	1,500								
Coach any sport boys		2,500					1500			
Coach any sport girls		2,500					1500			
Athletic compliance officer		3,000					2000			
Swim	H	2,000								
Track - Boys *	I	5,000								
Track - Girls *	I	5,000								
Golf	I	5,000								
Fishing	K	1,000								

\* Only one Track supplement (if same coach for both) if joint meets and joint practices.

\*\* Count as ½ of a supplement when counting 16 (E-K) per Board policy #6.33

Schools are limited to the number of coaching positions available, refer to Board policy #6.33

A person serving as either a varsity basketball coach or an assistant football coach may only be assigned no more than two (2) category E-K positions. In the event a varsity basketball coach also serves as an assistant football coach, he/she shall not be paid for any additional coaching position (E-K) unless the additional position is submitted in writing to and approved by the Superintendent. Additional sports or supplements require written approval of the Superintendent and Board, and the school will be required to reimburse the Board for any such additional paid supplement and related fringe benefits.

All coaching supplements, including Head Football supplements, will be paid over a twelve-month term from **Sept 1 through Aug 31** on the last working day of each month; however during holiday months, payment will be based on receipt of State funds. Any teacher/coach who completes a partial coaching assignment will receive a prorated portion of the relevant supplement.

## ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve month period regardless of whether assignments are 9, 10, 11 or 12 month positions.
2. Salaries for contract principals are based upon individual contract terms.
3. Salary schedule placement for assistant principals is determined by the degree held and the type of school

PRINCIPALS/ASSISTANT PRINCIPALS/TITLE I FACILITATORS

**PRINCIPALS**

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

ASSISTANT PRINCIPALS/TITLE I FACILITATORS				
CODE AND DESCRIPTION	RANK AND DESCRIPTION	SALARY	DAYS	MONTHLY
A1 ASST PR-HS	M MASTERS	80,210	240	6,684.18
	AA ED SPEC	83,234	240	6,936.21
	D DOCTORAL	86,260	240	7,188.33
A2 ASST PR/TITLE I FAC-ELEM	M MASTERS	68,110	202	5,675.87
	AA ED SPEC	71,135	202	5,927.90
	D DOCTORAL	74,160	202	6,180.02

Salary placement for assistant principals is determined by the degree.

## CENTRAL OFFICE ADMINISTRATION

D1 SUPERINTENDENT		contract		
		Range		
D2 DEPUTY SUPERINTENDENT		\$	106,477	\$ 118,577
D4 CHIEF SCHOOL FINANCIAL OFFICER				contract
D5 EXECUTIVE DIRECTORS		\$	91,957	\$ 101,995
D6/D7/D8 DIRECTORS		\$	80,463	\$ 85,303
CNP Director				
Safety and Security Director				
Technology Director				
Transportation Director (certified)				
Health Services Director				
Maintenance Director				
M7 ASSISTANT MAINTENANCE DIRECTOR		\$	61,064	\$ 67,849
SC SPECIALIST/COORDINATOR	240 DAYS	\$	75,381	
504 Coordinator				
Transition Coordinator				
SW SOCIAL WORKER / HOMELESS LIAISON / PARENT INVOLVEMENT SPECIALIST				SEE 12 MONTH TEACHER SCHEDULE
SW SOCIAL WORKER				SEE 10 MONTH TEACHER SCHEDULE
PSYCHOMETRIST				SEE 10 MONTH TEACHER SCHEDULE
SYSTEM WIDE REGISTERED NURSE				SEE 9 MONTH TEACHER SCHEDULE
SPECIALIST: OCCUPATIONAL THERAPIST				SEE 9 MONTH TEACHER SCHEDULE
SPECIAL EDUCATION RESOURCE SPECIALIST				SEE 9 MONTH TEACHER SCHEDULE
* NONCERTIFICATED TRANSPORTATION DIRECTOR		\$	65,339	\$ 69,574

\* Transportation Director position may be filled by either a Certificated or a Non-certificated individual; salary will depend on certification.

# SUPPORT PERSONNEL

The following 2019-2020 Salary Schedules for Support Personnel reflect the salaries for support employees of the Calhoun County School System. The salaries of some support employees may be based on previous salary schedules.

## Support Personnel

Duty hours for support positions are determined by the position held.

### Experience Credit

- a. Credit may be awarded in support positions for verifiable related work experience in other school systems or a governmental agency (i.e. the State Department of Education, Department of Human Resources, Examiners of Public Accounts, Rehabilitation Services, etc.) if that experience is determined to be related to the employee's new job responsibilities with the Calhoun County Board of Education. School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified work experience in Public K-12 Schools. **It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's principal/director or to the Accounting Department of the Board.** If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- b. Credit for military experience (maximum of two years) may be awarded to support positions with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- c. Salary steps may be awarded in support positions for verifiable **outside** experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert **outside** work experience to steps on the salary schedule. Any exceptions to this conversion table must be approved by the Superintendent.

Experience (in years)	Step Level
0 - 2 years	1
3 - 5 years	2
6 - 8 years	3
9 - 11 years	4
12 + years	5

## Support Administrative Personnel

Support administrative positions are normally twelve month (240 day) positions, unless otherwise noted on the Central Office Administration salary schedule. Experience credit for support personnel who are paid on a certificated salary schedule may be granted by the Superintendent in accordance with the procedures above.



Transportation Department  
240 days

Experience	8 hours			
	parts clerk (TR)	mechanic (TA) 34	lead mechanic (TB) 38	asst. trans. Director (TD)
< 1 years (0) Step 1	28,648	34,459	39,982	43,114
< 2 Years (1) Step 2	29,730	35,753	41,539	44,807
< 3 years (2) Step 3	30,812	37,163	43,114	46,404
< 5 years (3,4) Step 4-5	31,919	38,554	44,807	48,227
< 8 years (5,6) Step 6-7	33,141	39,982	46,404	50,024
< 10 years (7,8) Step 8-9	34,458	41,539	48,227	51,849
9 + years Step 10	35,751	43,114	50,024	53,882

Experience	8 hours		
	shop assistant (TE)	route specialist (TS)	shop foreman (TF)
< 1 years (0) Step 1	26,285	41,770	47,452
< 2 Years (1) Step 2	26,547	42,188	47,927
< 3 years (2) Step 3	27,079	43,032	48,885
< 4 years (3) Step 4	27,349	43,462	49,374
< 5 years (4) Step 5	27,896	44,331	50,362
< 6 years (5) Step 6	28,175	44,775	50,866
< 7 years (6) Step 7	29,020	46,117	52,391
< 8 years (7) Step 8	29,601	47,040	53,439
< 9 years (8) Step 9	30,489	48,451	54,507
< 10 years (9) Step 10	31,098	49,420	55,598
10 + years Step 11	32,031	50,903	56,710

Bus Aide / Driver  
182 days

<b>Experience</b>	<b>SpEd bus aide (BA)</b>	<b>SpEd bus driver (SP)</b>	<b>regular bus driver (BD)</b>	<b>regular bus driver with career tech route (BD)</b>
< 1 years (0) Step 1	11,163	14,291	12,841	21,648
< 2 Years (1) Step 2	11,502	14,554	13,113	21,920
< 3 years (2) Step 3	11,864	14,786	13,330	22,137
< 5 years (3,4) Step 4-5	12,223	15,064	13,615	22,422
< 8 years (5,6) Step 6-7	12,594	15,395	13,872	22,679
< 10 years (7,8) Step 8-9	13,005	15,566	14,117	22,923
9 + years Step 10	13,417	15,823	14,361	23,168

gifted routes paid at \$10.50 per hour worked

CNP MANAGERS 185 DAYS

<b>Experience</b>	<b>High School (CH)</b>			<b>Elem / Middle (CM)</b>	
	7 hrs	7.5 hrs	8 hrs	7.5 hrs	8 hrs
< 1 years (0) Step 1	20,373	21,735	23,097	20,990	22,303
< 2 Years (1) Step 2	21,069	22,480	23,891	21,735	23,097
< 3 years (2) Step 3	21,780	23,242	24,704	22,480	23,891
< 5 years (3,4) Step 4-5	22,559	24,076	25,594	23,242	24,704
< 7 years (5,6) Step 6-7	23,407	24,985	26,563	24,076	25,594
< 9 years (7,8) Step 8-9	24,237	25,875	27,513	24,985	26,563
9 + years Step 10	25,152	26,856	28,598	25,875	27,513

CNP ASSISTANT MANAGERS

Experience	High School (CB)		High Sch (CC)	Elem / Middle (CA)	
	180 Days 7 hrs	180 Days 7.5 hrs	184 Days 7.5 hrs	184 Days 7 hrs	183 Days 7.5 hrs
< 1 years (0) Step 1	18,533	19,753	20,162	18,262	19,340
< 2 Years (1) Step 2	19,181	20,458	20,883	18,905	20,060
< 3 years (2) Step 3	19,858	21,183	21,625	19,579	20,777
< 5 years (3,4) Step 4-5	20,534	21,907	22,365	20,269	21,513
< 7 years (5,6) Step 6-7	21,226	22,650	23,123	20,961	22,250
< 9 years (7,8) Step 8-9	21,984	23,461	23,954	21,668	23,004
9 + years Step 10	22,809	24,345	24,857	22,444	23,831

CNP CASHIERS

Experience	184 days (C1)		182 Days (C2)		180 Days (C3)
	6 hours	7 hours grandfathered no new hires	4 hours	7 hours grandfathered no new hires	4 hours
< 1 years (0) Step 1	15,555		10,258		10,145
< 2 Years (1) Step 2	16,008		10,556		10,440
< 3 years (2) Step 3	16,505		10,884		10,764
< 5 years (3,4) Step 4-5	17,002		11,211		11,088
< 7 years (5,6) Step 6-7	17,509		11,546		11,419
< 9 years (7,8) Step 8-9	18,028		11,888		11,758
9 + years Step 10	18,547	21,638	12,230	21,403	12,096

CNP WORKERS

Experience	183 Days (C4)		180 Days (C5)		
	6 hours	7 hours	5.5 hours	6 hours	7 hours
< 1 years (0) Step 1	13,352	15,577	12,038	13,133	15,322
< 2 Years (1) Step 2	13,747	16,038	12,395	13,522	15,775
< 3 years (2) Step 3	14,131	16,486	12,741	13,900	16,216
< 5 years (3,4) Step 4-5	14,538	16,960	13,108	14,299	16,682
< 7 years (5,6) Step 6-7	14,977	17,473	13,504	14,731	17,186
< 9 years (7,8) Step 8-9	15,416	17,985	13,900	15,163	17,690
9 + years Step 10	15,855	18,498	14,296	15,595	18,194

Aides

Experience	ISD Aide	Library Aide (LA)		
	182 days 7.5 hrs (DB)	187 days 4 hrs	187 days 7 hrs	187 days 7.5 hrs
< 1 years (0) Step 1	15,613	10,154	16,072	17,059
< 2 Years (1) Step 2	16,123	10,450	16,590	17,636
< 3 years (2) Step 3	16,663	10,754	17,123	18,248
< 5 years (3,4) Step 4-5	17,203	11,092	17,746	18,927
< 7 years (5,6) Step 6-7	17,793	11,430	18,379	19,605
< 9 years (7,8) Step 8-9	18,453	11,777	19,029	20,300
9 + years Step 10	19,114	12,124	19,677	20,997

Experience	PE / classroom aide (PA)			Spec Ed Aide (SA)		
	182 days 6.5 hrs	182 days 7 hrs	182 days 7.5 hrs	183 days 7 hrs	183 days 7.5 hrs	183 days 8 hrs
< 1 years (0) Step 1	13,834	14,723	15,613	14,793	15,686	16,582
< 2 Years (1) Step 2	14,274	15,199	16,123	15,269	16,199	17,128
< 3 years (2) Step 3	14,743	15,703	16,663	15,777	16,742	17,737
< 5 years (3,4) Step 4-5	15,211	16,207	17,203	16,284	17,286	18,358
< 7 years (5,6) Step 6-7	15,693	16,726	17,793	16,805	17,883	18,995
< 9 years (7,8) Step 8-9	16,228	17,304	18,453	17,392	18,548	19,703
9 + years Step 10	16,763	17,920	19,114	18,012	19,212	20,412

OSR Pre-K Classroom Auxiliary Teacher Aide	19,992
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This salary determined by Office of School Readiness

LOCAL SCHOOL NURSE (SN)

Experience	LPN		
	187 days 7 hrs (SN)	187 days 7.5 hrs (SN)	187 days 8 hrs (N8)
< 1 years (0) Step 1	22,640	24,169	25,781
< 2 Years (1) Step 2	23,495	25,086	26,763
< 3 years (2) Step 3	24,318	25,996	27,726
< 5 years (3,4) Step 4-5	25,164	26,960	28,759
< 7 years (5,6) Step 6-7	26,141	28,008	29,875
< 9 years (7,8) Step 8-9	27,133	29,072	31,009
9 + years Step 10	28,198	30,214	32,227

RN - SEE TEACHER SALARY SCHEDULE



LOCAL SCHOOL SECRETARY

	Elementary / Middle School Secretary (SE)		High School Secretary (SH)		Transportation, Maintenance, Technology (S5)
Experience	187 Days 4 hrs	187 Days 7.5 hrs	187 Days 4 hrs	187 Days 7.5 hrs	240 Days 7.5 hrs
< 1 years (0) Step 1	11,425	19,494	11,773	20,193	27,662
< 2 Years (1) Step 2	11,773	20,193	12,131	20,909	28,707
< 3 years (2) Step 3	12,131	20,909	12,489	21,627	29,754
< 5 years (3,4) Step 4-5	12,489	21,627	12,854	22,360	30,825
< 7 years (5,6) Step 6-7	12,854	22,360	13,255	23,164	31,999
< 9 years (7,8) Step 8-9	13,255	23,164	13,691	24,039	33,275
9 + years Step 10	13,691	24,039	14,116	24,896	34,525

LOCAL SCHOOL BOOKKEEPERS

<b>Experience</b>	Elem/middle 240 days 7.5 hrs (BE)	High 240 Days 7.5 hrs (BH)
< 1 years (0) Step 1	27,871	28,887
< 3 Years (1,2) Step 2-3	28,889	29,927
< 5 years (3,4) Step 4,5	31,026	32,321
< 7 years (5,6) Step 6,7	32,206	33,614
< 9 years (7,8) Step 8-9	33,493	34,975
9+ years Step 10	35,001	36,549

Maintenance / Local School Custodian

240 days

8 hours		MAINTENANCE DEPARTMENT						
Experience	LOCAL SCHOOL	MN worker 1 (29)	M1 worker 2 (30)	M2 painter (31)	M3 EQ/WE/C AR/FL (32)	M4 carpenter licensed (33)	M5 PL/HVAC/ ELEC (36)	M6 LEAD (39)
	CU custodian local school							
< 1 years (0) Step 1	21,395	29,508	30,621	31,738	32,879	34,132	38,278	42,785
< 2 Years (1) Step 2	22,199	30,622	31,738	32,879	34,132	35,493	39,710	44,407
< 3 years (2) Step 3	22,979	31,737	32,879	34,132	35,493	36,826	41,182	46,152
< 5 years (3,4) Step 4-5	23,809	32,876	34,132	35,493	36,826	38,278	42,785	47,796
< 7 years (5,6) Step 6-7	24,673	34,135	35,493	36,826	38,278	39,710	44,407	49,674
< 9 years (7,8) Step 8-9	25,567	35,492	36,826	38,278	39,710	41,182	46,152	51,524
9 + years Step 10	26,531	36,825	38,278	39,710	41,182	42,785	47,796	53,404

**TECHNOLOGY 240 DAYS / 7.5 HOURS**

Appl Supp Spec / Tech (TC)			
Experience	No Degree	2 yr degree	4 yr degree
< 4 years (0,1,2,3) Step 1-4	29,628	33,667	37,708
>3 Years (4 +) Step 5-10	33,667	37,708	41,748
CERTIFICATION SUPPLEMENTS			
MCSE			1,800
A+			1,200
mcp, google apps, google admin (each)			500

Webmaster / Data Specialist (WB)	
no degree	37,694
2 year degree	41,748
4 year degree	45,784

Tech Manager (TM) 4 year degree	
Experience	Salary
< 4 years (0,1,2,3) Step 1-4	56,562
>3 Years (4,5,6) Step 5-7	60,602
>6 Years (7,8,9) Step 8-10	64,641

**CENTRAL OFFICE SUPPORT STAFF 240 DAYS, 7.5 HOURS PER DAY**

<b>Experience</b>	<b>Book-keeper / Secretary / Receptionist (BK)</b>	<b>Fiscal Services Bookkeeper (FS)</b>	<b>Payroll Leaps book-keeper/ fiscal svcs (LP)</b>	<b>Secretary to Superintendent (SS)</b>	<b>Experience</b>	<b>Exempt Degreed Accountant (AC)</b>
< 1 years (0) Step 1	33,519	36,167	37,614	37,444	< 1 years (0) Step 1	47,654
< 2 Years (1) Step 2	34,860	37,614	39,118	38,867	< 2 Years (1) Step 2	50,036
< 3 years (2) Step 3	36,167	39,024	40,586	40,393	< 3 years (2) Step 3	51,037
< 5 years (3,4) Step 4-5	37,614	40,586	42,208	41,830	< 4 years (3) Step 4	52,058
< 7 years (5,6) Step 6-7	39,024	42,107	43,791	43,503	< 5 years (4) Step 5	53,099
< 9 years (7,8) Step 8-9	40,469	43,665	45,412	45,243	< 6 years (5) Step 6	54,161
9 + years Step 10	42,046	45,368	47,183	47,053	< 7 years (6) Step 7	55,245
					< 8 years (7) Step 8	56,349
					< 9 years (8) Step 9	57,476
					< 9 + years Step 10	58,626

Career Coach  
 10 Month / 202 Days  
 CT - career coach

<b>Experience</b>	
< 3 years (0,1,2) Step 1-3	40,913
< 6 Years (3,4,5) Step 4-6	44,984
< 9 years (6,7,8) Step 7-9	46,965
< 12 years (9,10,11) Step 10-12	47,603
< 15 years (12,13,14) Step 13-15	48,444
< 18 years (15,16,17) Step 16-18	49,543
< 21 years (18,19,20) Step 19-21	50,195
< 24 years (21,22,23) Step 22-24	50,819
< 27 years (24,25,26) Step 25-27	51,430
27 + years	52,026

# SUBSTITUTE PERSONNEL

## Substitute Teachers

Less than a full day will receive the appropriate hourly rate based on the rates given below.

\*Definition: Substitute Teacher – a person leased on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.

Substitute Teachers	Rate
Non-Certificated	\$65.00
Certificated	\$75.00

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Calhoun County Board of Education. Substitute teachers are leased through EduStaff and are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave through Calhoun County Board of Education.

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## Support Substitutes

Support Substitute – a person leased on a temporary basis to fill-in for a support employee who is out on leave or has otherwise vacated a position. Support substitutes for custodians, clerical, and aides leased through EduStaff, and Substitute bus drivers, are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave through the Calhoun County Board of Education.

## Substitute Custodians, Clerical, and Aides

Hourly Rate	Current Minimum Wage
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## Substitute Bus Drivers

Regular Driver	60.00/ Day	morning and evening route
Special Needs Driver	60.00 / Day	morning and evening route
Career Tech Driver	25.00 / Day	mid day route only

## Extra Bus Trips Driver

Hourly Rate	\$9.00 / hour
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