

# Madison City Schools Board of Education



**2026-2027  
Salary Schedule**

## TEACHER COVER PAGE

### NBPTS SUPPLEMENT

Personnel on this schedule who pass the National Board for Professional Teaching Standards will receive the amount determined annually by the State Department of Education.

This is in accordance with Act No. 2010-610. (must work at least 6 months to qualify)

### EXPERIENCE CREDIT

1. New Employee Experience Credit - New certified employees will normally be placed on this schedule at Step 0 in the column corresponding to the degree certified on their teaching certificate. However, verified experience as a teacher or administrator in an accredited public or private school at the elementary, secondary, or post-secondary level may be recognized in placement of new employees on the salary schedule by awarding one step per year of verified experience in such positions. To be eligible for this experience credit, the employee must have been employed full-time for at least 50% of any year for which such employment is sought, and the employee must provide verifiable documentation of such experience. No experience credit for such service will be given until documentation is provided by the employee and verified by the Human Resources Department. Any such credit given shall affect only the appropriate placement of the employee on the salary schedule and shall not apply as credit toward completion of the employee's probationary period.

2. Step Increase Credit to Employees for Years of Service – After initial placement on the salary schedule, including any recognition of verified experience, certified employees normally will be advanced on the salary schedule by one step at the beginning of each new contract year following the contract year in which the employee was initially employed. Absent extenuating circumstances, however, step increases generally will not be given to employees who have been absent on unpaid leave for more than 50% of the days during the employee's previous contract year.

3. A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is issued a teacher certificate and hired into a position requiring such certification, shall receive one year of experience credit on the teacher salary schedule for every two years of full-time experience that he/she/they earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher. This only applies to teachers hired into a position requiring teacher certification on or after June 1, 2024. (Ala. Code 16-23-25(1975) Added by Act 2024-299, 1, eff 6/1/2024)

### J.R.O.T.C. INSTRUCTOR (240-DAY)

1. The minimum salary for a JROTC instructor will be the amount contributed to the Board by the military and that amount matched by the System.
2. The JROTC instructor will be placed at the step and days on the Teacher Salary Schedule necessary to ensure the minimum salary as directed in 1, or placed on the Step which corresponds with the instructors verified public school experience, or verified military instructor experience, whichever is greater.
3. Subsequent increases will be governed by current legislation regarding JROTC instructors and by Active Duty Pay Increases.
4. Adjustments will be made for Active Duty Pay Increases to ensure that the minimum annual salary is maintained.

### VERIFICATION OF DEGREE

If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a Certified position, you will be paid from the Bachelor level scale, even if you hold a Master's degree or higher. Once the Alabama Certificate is issued an employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

If you hold Alabama Certification, you will be paid based on the highest degree **on file and recognized** by the Alabama State Department of Education. If you are unsure what the state department has on file for you, please contact the MCS Personnel Department to verify.

### SALARY INFO

For display purposes here, all salaries have been rounded up to the next full dollar. Actual salary may vary from the salary schedule as a result of rounding.

**TEACHERS AND OTHER CERTIFIED STAFF\*\***

**187 DAYS**

<b>A1 II BACHELOR'S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	<b>187 DAY</b>	\$ 49,028	\$ 50,863	\$ 51,373	\$ 51,615	\$ 54,084	\$ 56,247	\$ 56,810	\$ 57,378	\$ 57,949	\$ 59,118	\$ 60,594	\$ 61,807	\$ 61,814	\$ 63,659	\$ 64,943	\$ 64,947	\$ 66,255	\$ 67,588
	Daily	\$ 262.18	\$ 271.99	\$ 274.72	\$ 276.02	\$ 289.22	\$ 300.79	\$ 303.80	\$ 306.83	\$ 309.89	\$ 316.14	\$ 324.03	\$ 330.52	\$ 330.56	\$ 340.42	\$ 347.29	\$ 347.31	\$ 354.30	\$ 361.43
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>187 DAY</b>	\$ 67,597	\$ 68,955	\$ 69,644	\$ 69,735	\$ 69,961	\$ 70,348	\$ 70,389	\$ 71,094	\$ 71,803	\$ 71,838	\$ 72,557	\$ 73,281	\$ 74,015	\$ 74,755	\$ 75,503	\$ 76,258	\$ 76,999	\$ 77,790
	Daily	\$ 361.48	\$ 368.74	\$ 372.43	\$ 372.91	\$ 374.12	\$ 376.19	\$ 376.41	\$ 380.18	\$ 383.97	\$ 384.16	\$ 388.01	\$ 391.88	\$ 395.80	\$ 399.76	\$ 403.76	\$ 407.80	\$ 411.76	\$ 415.99
<b>A1 I MASTER'S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	<b>187 DAY</b>	\$ 53,437	\$ 54,618	\$ 55,168	\$ 58,780	\$ 61,224	\$ 63,673	\$ 64,305	\$ 64,952	\$ 65,600	\$ 66,917	\$ 68,594	\$ 69,970	\$ 69,979	\$ 72,067	\$ 73,515	\$ 73,521	\$ 75,000	\$ 76,507
	Daily	\$ 285.76	\$ 292.07	\$ 295.02	\$ 314.33	\$ 327.40	\$ 340.50	\$ 343.88	\$ 347.34	\$ 350.80	\$ 357.84	\$ 366.81	\$ 374.17	\$ 374.22	\$ 385.39	\$ 393.13	\$ 393.16	\$ 401.07	\$ 409.13
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>187 DAY</b>	\$ 76,517	\$ 78,056	\$ 78,836	\$ 78,868	\$ 78,938	\$ 79,630	\$ 79,681	\$ 80,378	\$ 81,183	\$ 81,263	\$ 82,230	\$ 82,752	\$ 83,581	\$ 84,415	\$ 85,261	\$ 86,113	\$ 86,973	\$ 87,844
	Daily	\$ 409.18	\$ 417.41	\$ 421.58	\$ 421.75	\$ 422.13	\$ 425.83	\$ 426.10	\$ 429.83	\$ 434.13	\$ 434.56	\$ 439.73	\$ 442.52	\$ 446.96	\$ 451.42	\$ 455.94	\$ 460.50	\$ 465.10	\$ 469.75
<b>A1 AA AA &amp; ED.S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	<b>187 DAY</b>	\$ 57,617	\$ 58,393	\$ 59,022	\$ 63,379	\$ 65,321	\$ 67,936	\$ 68,608	\$ 69,295	\$ 69,990	\$ 71,393	\$ 73,183	\$ 74,653	\$ 74,660	\$ 76,888	\$ 78,436	\$ 78,443	\$ 80,020	\$ 81,624
	Daily	\$ 308.11	\$ 312.26	\$ 315.63	\$ 338.93	\$ 349.31	\$ 363.29	\$ 366.89	\$ 370.56	\$ 374.28	\$ 381.78	\$ 391.35	\$ 399.21	\$ 399.25	\$ 411.17	\$ 419.44	\$ 419.48	\$ 427.91	\$ 436.49
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>187 DAY</b>	\$ 81,637	\$ 83,278	\$ 84,110	\$ 84,180	\$ 84,361	\$ 85,871	\$ 86,059	\$ 86,455	\$ 87,320	\$ 88,192	\$ 89,074	\$ 89,964	\$ 90,865	\$ 91,774	\$ 92,691	\$ 93,619	\$ 94,554	\$ 95,499
	Daily	\$ 436.56	\$ 445.34	\$ 449.79	\$ 450.16	\$ 451.13	\$ 459.20	\$ 460.21	\$ 462.33	\$ 466.95	\$ 471.61	\$ 476.33	\$ 481.09	\$ 485.91	\$ 490.77	\$ 495.67	\$ 500.64	\$ 505.64	\$ 510.69
<b>A1 DR DOCTORATE</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	<b>187 DAY</b>	\$ 61,801	\$ 62,421	\$ 63,045	\$ 67,983	\$ 68,665	\$ 71,413	\$ 72,126	\$ 72,847	\$ 73,575	\$ 75,053	\$ 76,930	\$ 78,479	\$ 78,487	\$ 80,833	\$ 82,459	\$ 82,465	\$ 84,123	\$ 85,815
	Daily	\$ 330.49	\$ 333.80	\$ 337.14	\$ 363.55	\$ 367.19	\$ 381.89	\$ 385.70	\$ 389.56	\$ 393.45	\$ 401.35	\$ 411.39	\$ 419.67	\$ 419.72	\$ 432.26	\$ 440.96	\$ 440.99	\$ 449.86	\$ 458.90
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>187 DAY</b>	\$ 85,829	\$ 87,550	\$ 88,427	\$ 88,537	\$ 89,005	\$ 89,320	\$ 89,351	\$ 90,065	\$ 90,967	\$ 91,098	\$ 91,717	\$ 92,635	\$ 93,561	\$ 94,496	\$ 95,441	\$ 96,397	\$ 97,361	\$ 98,332
	Daily	\$ 458.98	\$ 468.18	\$ 472.87	\$ 473.46	\$ 475.96	\$ 477.65	\$ 477.81	\$ 481.63	\$ 486.45	\$ 487.16	\$ 490.47	\$ 495.37	\$ 500.33	\$ 505.33	\$ 510.38	\$ 515.49	\$ 520.65	\$ 525.84

\*MAAP POSITION: TEACHER SALARY SCHEDULE (187 DAYS) + PRE-K - 5 ASSISTANT PRINCIPAL SUPPLEMENT \$4,592

\*\*COUNSELOR-LIBRARIAN-PSYCHOMETRIST-SPEECH PATHOLOGIST-BEHAVIORAL SPECIALISTS-EXCEPTIONAL LEARNING SPECIALISTS-INSTRUCTIONAL SPECIALISTS-INSTRUCTIONAL PARTNERS-SOCIAL WORKER-CAREER COACH-MAAP-AART-PSYCHOLOGIST ASSOCIATE-ATHLETIC DIRECTOR-INTERVENTIONIST - MATH COACH

**TEAMS TEACHER 189 DAYS**

A2 II BACHELOR'S																				
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+	
ET: T7	<b>189 DAY</b>	\$ 53,057	\$ 56,796	\$ 59,830	\$ 61,582	\$ 63,379	\$ 65,222	\$ 67,116	\$ 69,059	\$ 70,439	\$ 71,849	\$ 72,925	\$ 74,020	\$ 75,131	\$ 76,261	\$ 77,417	\$ 78,594	\$ 79,796	\$ 81,020	
	Daily	\$ 280.72	\$ 300.51	\$ 316.56	\$ 325.83	\$ 335.34	\$ 345.09	\$ 355.11	\$ 365.39	\$ 372.69	\$ 380.15	\$ 385.85	\$ 391.64	\$ 397.52	\$ 403.50	\$ 409.61	\$ 415.84	\$ 422.20	\$ 428.68	

A2 I MASTER'S																				
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+	
ET: T7	<b>189 DAY</b>	\$ 60,159	\$ 65,316	\$ 68,802	\$ 70,816	\$ 72,885	\$ 75,005	\$ 77,181	\$ 79,418	\$ 81,003	\$ 82,625	\$ 83,866	\$ 85,123	\$ 86,400	\$ 87,702	\$ 89,028	\$ 90,385	\$ 91,764	\$ 93,174	
	Daily	\$ 318.30	\$ 345.59	\$ 364.03	\$ 374.69	\$ 385.63	\$ 396.85	\$ 408.37	\$ 420.20	\$ 428.59	\$ 437.17	\$ 443.74	\$ 450.39	\$ 457.14	\$ 464.03	\$ 471.05	\$ 478.23	\$ 485.52	\$ 492.98	

A2 AA AA & ED.S																				
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+	
ET: T7	<b>189 DAY</b>	\$ 64,425	\$ 70,428	\$ 74,208	\$ 76,379	\$ 78,608	\$ 80,896	\$ 83,245	\$ 85,654	\$ 87,368	\$ 89,115	\$ 90,452	\$ 91,808	\$ 93,186	\$ 94,589	\$ 96,022	\$ 97,482	\$ 98,972	\$ 100,490	
	Daily	\$ 340.87	\$ 372.63	\$ 392.63	\$ 404.12	\$ 415.92	\$ 428.02	\$ 440.45	\$ 453.20	\$ 462.26	\$ 471.51	\$ 478.58	\$ 485.76	\$ 493.05	\$ 500.47	\$ 508.05	\$ 515.78	\$ 523.66	\$ 531.69	

A2 DR DOCTORATE																				
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12-14	15-17	18-20	21-23	24-26	27+	
ET: T7	<b>189 DAY</b>	\$ 68,687	\$ 75,542	\$ 79,571	\$ 81,902	\$ 84,292	\$ 86,745	\$ 89,262	\$ 91,848	\$ 93,685	\$ 95,559	\$ 96,992	\$ 98,446	\$ 99,923	\$ 101,429	\$ 102,964	\$ 104,531	\$ 106,129	\$ 107,758	
	Daily	\$ 363.42	\$ 399.69	\$ 421.01	\$ 433.34	\$ 445.99	\$ 458.97	\$ 472.29	\$ 485.97	\$ 495.69	\$ 505.60	\$ 513.19	\$ 520.88	\$ 528.69	\$ 536.66	\$ 544.78	\$ 553.07	\$ 561.53	\$ 570.15	

TEAMS INFORMATION AND FREQUENTLY ASKED QUESTIONS <https://www.alsde.edu/sec/comm/News%20Releases/TEAMS.pdf>

**TEACHERS AND OTHER CERTIFIED STAFF\*\*  
202 DAYS**

A3 II BACHELOR'S		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	<b>202 DAY</b>	\$ 50,197	\$ 52,029	\$ 52,551	\$ 55,214	\$ 58,366	\$ 60,700	\$ 61,308	\$ 61,921	\$ 62,536	\$ 63,798	\$ 65,390	\$ 66,701	\$ 66,707	\$ 68,698	\$ 70,083	\$ 70,088	\$ 71,501	\$ 72,937
	Daily	\$ 248.50	\$ 257.57	\$ 260.15	\$ 273.34	\$ 288.94	\$ 300.50	\$ 303.50	\$ 306.54	\$ 309.58	\$ 315.83	\$ 323.71	\$ 330.20	\$ 330.23	\$ 340.09	\$ 346.95	\$ 346.97	\$ 353.97	\$ 361.07
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>202 DAY</b>	\$ 72,948	\$ 74,413	\$ 75,157	\$ 75,255	\$ 75,500	\$ 75,917	\$ 75,963	\$ 76,721	\$ 77,487	\$ 77,525	\$ 78,301	\$ 79,083	\$ 79,874	\$ 80,673	\$ 81,480	\$ 82,295	\$ 83,117	\$ 83,949
	Daily	\$ 361.13	\$ 368.38	\$ 372.06	\$ 372.55	\$ 373.76	\$ 375.83	\$ 376.05	\$ 379.81	\$ 383.60	\$ 383.79	\$ 387.63	\$ 391.50	\$ 395.42	\$ 399.37	\$ 403.37	\$ 407.40	\$ 411.47	\$ 415.59
A3 I MASTER'S		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	<b>202 DAY</b>	\$ 57,723	\$ 58,999	\$ 59,592	\$ 63,495	\$ 66,134	\$ 68,780	\$ 69,462	\$ 70,162	\$ 70,862	\$ 72,285	\$ 74,096	\$ 75,582	\$ 75,593	\$ 77,847	\$ 79,412	\$ 79,418	\$ 81,017	\$ 82,644
	Daily	\$ 285.76	\$ 292.07	\$ 295.01	\$ 314.33	\$ 327.40	\$ 340.50	\$ 343.87	\$ 347.34	\$ 350.80	\$ 357.85	\$ 366.81	\$ 374.17	\$ 374.22	\$ 385.38	\$ 393.13	\$ 393.16	\$ 401.07	\$ 409.13
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>202 DAY</b>	\$ 82,655	\$ 84,319	\$ 85,160	\$ 85,194	\$ 85,271	\$ 86,018	\$ 86,072	\$ 86,825	\$ 87,695	\$ 87,782	\$ 88,825	\$ 89,390	\$ 90,285	\$ 91,187	\$ 92,101	\$ 93,020	\$ 93,949	\$ 94,890
	Daily	\$ 409.18	\$ 417.42	\$ 421.58	\$ 421.75	\$ 422.13	\$ 425.83	\$ 426.10	\$ 429.83	\$ 434.13	\$ 434.56	\$ 439.73	\$ 442.52	\$ 446.96	\$ 451.42	\$ 455.95	\$ 460.50	\$ 465.09	\$ 469.75
A3 AA AA & ED S		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	<b>202 DAY</b>	\$ 62,240	\$ 63,076	\$ 63,756	\$ 68,463	\$ 70,560	\$ 73,384	\$ 74,112	\$ 74,853	\$ 75,604	\$ 77,120	\$ 79,051	\$ 80,642	\$ 80,649	\$ 83,056	\$ 84,726	\$ 84,735	\$ 86,439	\$ 88,173
	Daily	\$ 308.12	\$ 312.26	\$ 315.62	\$ 338.93	\$ 349.31	\$ 363.29	\$ 366.89	\$ 370.56	\$ 374.28	\$ 381.78	\$ 391.34	\$ 399.22	\$ 399.25	\$ 411.17	\$ 419.44	\$ 419.48	\$ 427.92	\$ 436.50
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>202 DAY</b>	\$ 88,183	\$ 89,957	\$ 90,855	\$ 90,933	\$ 91,128	\$ 92,759	\$ 92,961	\$ 93,389	\$ 94,323	\$ 95,266	\$ 96,221	\$ 97,181	\$ 98,153	\$ 99,135	\$ 100,126	\$ 101,128	\$ 102,139	\$ 103,159
	Daily	\$ 436.55	\$ 445.33	\$ 449.78	\$ 450.16	\$ 451.13	\$ 459.20	\$ 460.20	\$ 462.32	\$ 466.95	\$ 471.61	\$ 476.34	\$ 481.09	\$ 485.91	\$ 490.77	\$ 495.67	\$ 500.63	\$ 505.64	\$ 510.69
A3 DR DOCTORATE		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	<b>202 DAY</b>	\$ 66,758	\$ 67,427	\$ 68,102	\$ 73,436	\$ 74,171	\$ 77,141	\$ 77,911	\$ 78,690	\$ 79,476	\$ 81,073	\$ 83,099	\$ 84,773	\$ 84,781	\$ 87,318	\$ 89,072	\$ 89,081	\$ 90,871	\$ 92,699
	Daily	\$ 330.49	\$ 333.80	\$ 337.14	\$ 363.54	\$ 367.18	\$ 381.89	\$ 385.70	\$ 389.55	\$ 393.45	\$ 401.35	\$ 411.38	\$ 419.67	\$ 419.71	\$ 432.27	\$ 440.95	\$ 441.00	\$ 449.86	\$ 458.91
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>202 DAY</b>	\$ 92,713	\$ 94,573	\$ 95,520	\$ 95,639	\$ 96,144	\$ 96,484	\$ 96,518	\$ 97,291	\$ 98,263	\$ 98,406	\$ 99,075	\$ 100,066	\$ 101,065	\$ 102,076	\$ 103,097	\$ 104,129	\$ 105,171	\$ 106,221
	Daily	\$ 458.98	\$ 468.18	\$ 472.87	\$ 473.46	\$ 475.96	\$ 477.64	\$ 477.81	\$ 481.64	\$ 486.45	\$ 487.16	\$ 490.47	\$ 495.38	\$ 500.32	\$ 505.33	\$ 510.38	\$ 515.49	\$ 520.65	\$ 525.85

\*\*COUNSELOR-LIBRARIAN-PSYCHOMETRIST-SPEECH PATHOLOGIST-BEHAVIORAL SPECIALISTS-EXCEPTIONAL LEARNING SPECIALISTS-INSTRUCTIONAL SPECIALISTS-INSTRUCTIONAL PARTNERS-SOCIAL WORKER-CAREER COACH-MAAP-AART-PSYCHOLOGIST ASSOCIATE-ATHLETIC DIRECTOR-INTERVENTIONIST - MATH COACH

**TEACHERS AND OTHER CERTIFIED STAFF\*\*  
212 DAYS**

<b>A4 II BACHELOR'S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T3	<b>212 DAY</b>	\$ 52,681	\$ 54,605	\$ 55,151	\$ 57,949	\$ 61,256	\$ 63,704	\$ 64,342	\$ 64,986	\$ 65,633	\$ 66,956	\$ 68,628	\$ 70,002	\$ 70,010	\$ 72,100	\$ 73,553	\$ 73,558	\$ 75,041	\$ 76,550
	Daily	\$ 248.50	\$ 257.57	\$ 260.15	\$ 273.34	\$ 288.94	\$ 300.49	\$ 303.50	\$ 306.54	\$ 309.59	\$ 315.83	\$ 323.72	\$ 330.20	\$ 330.24	\$ 340.09	\$ 346.95	\$ 346.97	\$ 353.97	\$ 361.08
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>212 DAY</b>	\$ 76,560	\$ 78,098	\$ 78,877	\$ 78,980	\$ 79,237	\$ 79,675	\$ 79,722	\$ 80,519	\$ 81,324	\$ 81,363	\$ 82,178	\$ 82,997	\$ 83,829	\$ 84,666	\$ 85,513	\$ 86,369	\$ 87,231	\$ 88,104
	Daily	\$ 361.13	\$ 368.39	\$ 372.06	\$ 372.55	\$ 373.76	\$ 375.83	\$ 376.05	\$ 379.81	\$ 383.60	\$ 383.79	\$ 387.63	\$ 391.50	\$ 395.42	\$ 399.37	\$ 403.36	\$ 407.40	\$ 411.47	\$ 415.58
<b>A4 I MASTER'S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T3	<b>212 DAY</b>	\$ 60,583	\$ 61,921	\$ 62,542	\$ 66,639	\$ 69,409	\$ 72,184	\$ 72,901	\$ 73,635	\$ 74,370	\$ 75,864	\$ 77,764	\$ 79,324	\$ 79,335	\$ 81,703	\$ 83,342	\$ 83,351	\$ 85,028	\$ 86,736
	Daily	\$ 285.77	\$ 292.08	\$ 295.01	\$ 314.33	\$ 327.40	\$ 340.49	\$ 343.87	\$ 347.33	\$ 350.80	\$ 357.85	\$ 366.81	\$ 374.17	\$ 374.22	\$ 385.39	\$ 393.12	\$ 393.17	\$ 401.08	\$ 409.13
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>212 DAY</b>	\$ 86,747	\$ 88,492	\$ 89,376	\$ 89,412	\$ 89,492	\$ 90,276	\$ 90,334	\$ 91,124	\$ 92,037	\$ 92,126	\$ 93,223	\$ 93,815	\$ 94,754	\$ 95,700	\$ 96,660	\$ 97,625	\$ 98,601	\$ 99,588
	Daily	\$ 409.18	\$ 417.42	\$ 421.58	\$ 421.75	\$ 422.13	\$ 425.83	\$ 426.10	\$ 429.83	\$ 434.14	\$ 434.56	\$ 439.73	\$ 442.52	\$ 446.95	\$ 451.42	\$ 455.94	\$ 460.50	\$ 465.10	\$ 469.75
<b>A4 AA AA &amp; ED.S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T3	<b>212 DAY</b>	\$ 65,321	\$ 66,200	\$ 66,912	\$ 71,852	\$ 74,053	\$ 77,017	\$ 77,780	\$ 78,559	\$ 79,347	\$ 80,938	\$ 82,965	\$ 84,634	\$ 84,641	\$ 87,168	\$ 88,921	\$ 88,929	\$ 90,717	\$ 92,537
	Daily	\$ 308.12	\$ 312.26	\$ 315.62	\$ 338.92	\$ 349.31	\$ 363.29	\$ 366.89	\$ 370.56	\$ 374.28	\$ 381.78	\$ 391.34	\$ 399.22	\$ 399.25	\$ 411.17	\$ 419.44	\$ 419.48	\$ 427.91	\$ 436.50
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>212 DAY</b>	\$ 92,549	\$ 94,410	\$ 95,354	\$ 95,433	\$ 95,640	\$ 97,351	\$ 97,564	\$ 98,013	\$ 98,994	\$ 99,982	\$ 100,984	\$ 101,993	\$ 103,013	\$ 104,042	\$ 105,083	\$ 106,134	\$ 107,195	\$ 108,267
	Daily	\$ 436.55	\$ 445.33	\$ 449.78	\$ 450.16	\$ 451.13	\$ 459.20	\$ 460.21	\$ 462.33	\$ 466.95	\$ 471.61	\$ 476.34	\$ 481.10	\$ 485.91	\$ 490.76	\$ 495.67	\$ 500.63	\$ 505.64	\$ 510.69
<b>A4 DR DOCTORATE</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T3	<b>212 DAY</b>	\$ 70,064	\$ 70,766	\$ 71,473	\$ 77,071	\$ 77,843	\$ 80,960	\$ 81,768	\$ 82,585	\$ 83,411	\$ 85,086	\$ 87,214	\$ 88,971	\$ 88,980	\$ 91,639	\$ 93,483	\$ 93,490	\$ 95,370	\$ 97,289
	Daily	\$ 330.49	\$ 333.80	\$ 337.14	\$ 363.54	\$ 367.18	\$ 381.89	\$ 385.70	\$ 389.55	\$ 393.45	\$ 401.35	\$ 411.39	\$ 419.67	\$ 419.72	\$ 432.26	\$ 440.96	\$ 440.99	\$ 449.86	\$ 458.91
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>212 DAY</b>	\$ 97,304	\$ 99,254	\$ 100,249	\$ 100,372	\$ 100,904	\$ 101,260	\$ 101,297	\$ 102,106	\$ 103,129	\$ 103,278	\$ 103,980	\$ 105,020	\$ 106,069	\$ 107,129	\$ 108,200	\$ 109,284	\$ 110,377	\$ 111,480
	Daily	\$ 458.98	\$ 468.18	\$ 472.87	\$ 473.45	\$ 475.96	\$ 477.64	\$ 477.82	\$ 481.63	\$ 486.46	\$ 487.16	\$ 490.47	\$ 495.38	\$ 500.33	\$ 505.33	\$ 510.38	\$ 515.49	\$ 520.65	\$ 525.85

\*\*COUNSELOR-LIBRARIAN-PSYCHOMETRIST-SPEECH PATHOLOGIST-BEHAVIORAL SPECIALISTS-EXCEPTIONAL LEARNING SPECIALISTS-INSTRUCTIONAL SPECIALISTS-INSTRUCTIONAL PARTNERS-SOCIAL WORKER-CAREER COACH-MAAP-AART-PSYCHOLOGIST ASSOCIATE-ATHLETIC DIRECTOR-INTERVENTIONIST - MATH COACH

**TEACHERS AND OTHER CERTIFIED STAFF\*\*  
240 DAYS**

<b>A6 II BACHELOR'S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	<b>240 DAY</b>	\$ 59,640	\$ 61,818	\$ 62,437	\$ 65,601	\$ 69,346	\$ 72,119	\$ 72,841	\$ 73,569	\$ 74,302	\$ 75,799	\$ 77,691	\$ 79,248	\$ 79,256	\$ 81,621	\$ 83,267	\$ 83,272	\$ 84,950	\$ 86,658
	Daily	\$ 248.50	\$ 257.58	\$ 260.15	\$ 273.34	\$ 288.94	\$ 300.50	\$ 303.50	\$ 306.54	\$ 309.59	\$ 315.83	\$ 323.71	\$ 330.20	\$ 330.23	\$ 340.09	\$ 346.95	\$ 346.97	\$ 353.96	\$ 361.08
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$ 86,671	\$ 88,413	\$ 89,295	\$ 89,412	\$ 89,702	\$ 90,197	\$ 90,251	\$ 91,153	\$ 92,063	\$ 92,109	\$ 93,030	\$ 93,961	\$ 94,899	\$ 95,849	\$ 96,808	\$ 97,776	\$ 98,751	\$ 99,741
	Daily	\$ 361.13	\$ 368.39	\$ 372.06	\$ 372.55	\$ 373.76	\$ 375.82	\$ 376.05	\$ 379.80	\$ 383.60	\$ 383.79	\$ 387.63	\$ 391.50	\$ 395.41	\$ 399.37	\$ 403.37	\$ 407.40	\$ 411.46	\$ 415.59
<b>A6 I MASTER'S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	<b>240 DAY</b>	\$ 68,583	\$ 70,098	\$ 70,802	\$ 75,440	\$ 78,575	\$ 81,718	\$ 82,530	\$ 83,361	\$ 84,192	\$ 85,882	\$ 88,035	\$ 89,802	\$ 89,812	\$ 92,492	\$ 94,351	\$ 94,359	\$ 96,257	\$ 98,192
	Daily	\$ 285.76	\$ 292.08	\$ 295.01	\$ 314.33	\$ 327.40	\$ 340.49	\$ 343.88	\$ 347.34	\$ 350.80	\$ 357.84	\$ 366.81	\$ 374.18	\$ 374.22	\$ 385.38	\$ 393.13	\$ 393.16	\$ 401.07	\$ 409.13
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$ 98,203	\$ 100,180	\$ 101,181	\$ 101,220	\$ 101,312	\$ 102,200	\$ 102,265	\$ 103,158	\$ 104,192	\$ 104,294	\$ 105,536	\$ 106,205	\$ 107,270	\$ 108,341	\$ 109,426	\$ 110,519	\$ 111,623	\$ 112,741
	Daily	\$ 409.18	\$ 417.42	\$ 421.59	\$ 421.75	\$ 422.13	\$ 425.83	\$ 426.10	\$ 429.83	\$ 434.13	\$ 434.56	\$ 439.73	\$ 442.52	\$ 446.96	\$ 451.42	\$ 455.94	\$ 460.50	\$ 465.10	\$ 469.75
<b>A6 AA AA &amp; ED.S</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	<b>240 DAY</b>	\$ 73,948	\$ 74,943	\$ 75,750	\$ 81,341	\$ 83,834	\$ 87,190	\$ 88,054	\$ 88,935	\$ 89,825	\$ 91,628	\$ 93,923	\$ 95,811	\$ 95,820	\$ 98,681	\$ 100,666	\$ 100,675	\$ 102,700	\$ 104,759
	Daily	\$ 308.12	\$ 312.26	\$ 315.63	\$ 338.92	\$ 349.31	\$ 363.29	\$ 366.89	\$ 370.56	\$ 374.27	\$ 381.78	\$ 391.35	\$ 399.21	\$ 399.25	\$ 411.17	\$ 419.44	\$ 419.48	\$ 427.92	\$ 436.50
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$ 104,772	\$ 106,879	\$ 107,947	\$ 108,037	\$ 108,272	\$ 110,208	\$ 110,448	\$ 110,959	\$ 112,068	\$ 113,187	\$ 114,322	\$ 115,463	\$ 116,617	\$ 117,784	\$ 118,961	\$ 120,152	\$ 121,354	\$ 122,567
	Daily	\$ 436.55	\$ 445.33	\$ 449.78	\$ 450.15	\$ 451.13	\$ 459.20	\$ 460.20	\$ 462.33	\$ 466.95	\$ 471.61	\$ 476.34	\$ 481.10	\$ 485.90	\$ 490.77	\$ 495.67	\$ 500.63	\$ 505.64	\$ 510.70
<b>A6 DR DOCTORATE</b>																			
STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T5	<b>240 DAY</b>	\$ 79,316	\$ 80,112	\$ 80,913	\$ 87,249	\$ 88,125	\$ 91,652	\$ 92,568	\$ 93,492	\$ 94,427	\$ 96,325	\$ 98,733	\$ 100,722	\$ 100,731	\$ 103,743	\$ 105,829	\$ 105,837	\$ 107,966	\$ 110,137
	Daily	\$ 330.48	\$ 333.80	\$ 337.14	\$ 363.54	\$ 367.19	\$ 381.88	\$ 385.70	\$ 389.55	\$ 393.45	\$ 401.35	\$ 411.39	\$ 419.68	\$ 419.71	\$ 432.26	\$ 440.95	\$ 440.99	\$ 449.86	\$ 458.90
STEPS		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$ 110,154	\$ 112,364	\$ 113,488	\$ 113,631	\$ 114,231	\$ 114,634	\$ 114,676	\$ 115,592	\$ 116,748	\$ 116,917	\$ 117,713	\$ 118,890	\$ 120,077	\$ 121,277	\$ 122,491	\$ 123,717	\$ 124,954	\$ 126,202
	Daily	\$ 458.98	\$ 468.18	\$ 472.87	\$ 473.46	\$ 475.96	\$ 477.64	\$ 477.82	\$ 481.63	\$ 486.45	\$ 487.15	\$ 490.47	\$ 495.38	\$ 500.32	\$ 505.32	\$ 510.38	\$ 515.49	\$ 520.64	\$ 525.84

\*\*COUNSELOR-LIBRARIAN-PSYCHOMETRIST-SPEECH PATHOLOGIST-BEHAVIORAL SPECIALISTS-EXCEPTIONAL LEARNING SPECIALISTS-INSTRUCTIONAL SPECIALISTS-INSTRUCTIONAL PARTNERS-SOCIAL WORKER-CAREER COACH-MAAP-AART-PSYCHOLOGIST ASSOCIATE-ATHLETIC DIRECTOR-INTERVENTIONIST - MATH COACH

**ASSISTANT PRINCIPAL / PRE-K ADMINISTRATOR / THE ADMINISTRATOR OF THE ACADEMY ALTERNATIVE SCHOOL**

A6 I		MASTER'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: AA	<b>240 DAY</b>	\$	68,583	\$ 70,098	\$ 70,802	\$ 75,440	\$ 78,575	\$ 81,718	\$ 82,530	\$ 83,361	\$ 84,192	\$ 85,882	\$ 88,035	\$ 89,802	\$ 89,812	\$ 92,492	\$ 94,351	\$ 94,359	\$ 96,257	\$ 98,192
	Daily	\$	285.76	\$ 292.08	\$ 295.01	\$ 314.33	\$ 327.40	\$ 340.49	\$ 343.88	\$ 347.34	\$ 350.80	\$ 357.84	\$ 366.81	\$ 374.18	\$ 374.22	\$ 385.38	\$ 393.13	\$ 393.16	\$ 401.07	\$ 409.13
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$	98,203	\$ 100,180	\$ 101,181	\$ 101,220	\$ 101,312	\$ 102,200	\$ 102,265	\$ 103,158	\$ 104,192	\$ 104,294	\$ 105,536	\$ 106,205	\$ 107,270	\$ 108,341	\$ 109,426	\$ 110,519	\$ 111,623	\$ 112,741
	Daily	\$	409.18	\$ 417.42	\$ 421.59	\$ 421.75	\$ 422.13	\$ 425.83	\$ 426.10	\$ 429.83	\$ 434.13	\$ 434.56	\$ 439.73	\$ 442.52	\$ 446.96	\$ 451.42	\$ 455.94	\$ 460.50	\$ 465.10	\$ 469.75

A6 AA		AA & ED.S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: AA	<b>240 DAY</b>	\$	73,948	\$ 74,943	\$ 75,750	\$ 81,341	\$ 83,834	\$ 87,190	\$ 88,054	\$ 88,935	\$ 89,825	\$ 91,628	\$ 93,923	\$ 95,811	\$ 95,820	\$ 98,681	\$ 100,666	\$ 100,675	\$ 102,700	\$ 104,759
	Daily	\$	308.12	\$ 312.26	\$ 315.63	\$ 338.92	\$ 349.31	\$ 363.29	\$ 366.89	\$ 370.56	\$ 374.27	\$ 381.78	\$ 391.35	\$ 399.21	\$ 399.25	\$ 411.17	\$ 419.44	\$ 419.48	\$ 427.92	\$ 436.50
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$	104,772	\$ 106,879	\$ 107,947	\$ 108,037	\$ 108,272	\$ 110,208	\$ 110,448	\$ 110,959	\$ 112,068	\$ 113,187	\$ 114,322	\$ 115,463	\$ 116,617	\$ 117,784	\$ 118,961	\$ 120,152	\$ 121,354	\$ 122,567
	Daily	\$	436.55	\$ 445.33	\$ 449.78	\$ 450.15	\$ 451.13	\$ 459.20	\$ 460.20	\$ 462.33	\$ 466.95	\$ 471.61	\$ 476.34	\$ 481.10	\$ 485.90	\$ 490.77	\$ 495.67	\$ 500.63	\$ 505.64	\$ 510.70

A6 DR		DOCTORATE																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: AA	<b>240 DAY</b>	\$	79,316	\$ 80,112	\$ 80,913	\$ 87,249	\$ 88,125	\$ 91,652	\$ 92,568	\$ 93,492	\$ 94,427	\$ 96,325	\$ 98,733	\$ 100,722	\$ 100,731	\$ 103,743	\$ 105,829	\$ 105,837	\$ 107,966	\$ 110,137
	Daily	\$	330.48	\$ 333.80	\$ 337.14	\$ 363.54	\$ 367.19	\$ 381.88	\$ 385.70	\$ 389.55	\$ 393.45	\$ 401.35	\$ 411.39	\$ 419.68	\$ 419.71	\$ 432.26	\$ 440.95	\$ 440.99	\$ 449.86	\$ 458.90
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	<b>240 DAY</b>	\$	110,154	\$ 112,364	\$ 113,488	\$ 113,631	\$ 114,231	\$ 114,634	\$ 114,676	\$ 115,592	\$ 116,748	\$ 116,917	\$ 117,713	\$ 118,890	\$ 120,077	\$ 121,277	\$ 122,491	\$ 123,717	\$ 124,954	\$ 126,202
	Daily	\$	458.98	\$ 468.18	\$ 472.87	\$ 473.46	\$ 475.96	\$ 477.64	\$ 477.82	\$ 481.63	\$ 486.45	\$ 487.15	\$ 490.47	\$ 495.38	\$ 500.32	\$ 505.32	\$ 510.38	\$ 515.49	\$ 520.64	\$ 525.84

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

Pre-K-5 Assistant Principal: \$4,592

6-8 Assistant Principal: \$6,889

\*9-12 Assistant Principal: \$9,185

Experience Supplement: \$614 per year for a maximum of 4 years experience in an administrative position with Madison City.

**PRINCIPAL**

P3 00		K-5																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	<b>240 DAY</b>	\$	<b>113,789</b>	\$	<b>114,973</b>	\$	<b>116,157</b>	\$	<b>117,342</b>	\$	<b>118,525</b>	\$	<b>119,711</b>	\$	<b>120,894</b>	\$	<b>122,078</b>	\$	<b>123,263</b>	\$	<b>124,448</b>	\$	<b>125,632</b>	\$	<b>126,816</b>	\$	<b>127,999</b>	\$	<b>129,185</b>	\$	<b>130,368</b>	\$	<b>131,554</b>
	Daily	\$	474.12	\$	479.05	\$	483.99	\$	488.93	\$	493.85	\$	498.80	\$	503.73	\$	508.66	\$	513.60	\$	518.53	\$	523.47	\$	528.40	\$	533.33	\$	538.27	\$	543.20	\$	548.14

HIGHER DEGREE SUPPLEMENT      Ed.S/AA Certificate \$6,224  
 Ed.S/AA + Doctorate: \$6,224 + \$2,266 = \$8,490  
 Doctorate only: \$8,490

P2 00		6-8																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	<b>240 DAY</b>	\$	<b>120,638</b>	\$	<b>121,822</b>	\$	<b>123,007</b>	\$	<b>124,190</b>	\$	<b>125,376</b>	\$	<b>126,559</b>	\$	<b>127,743</b>	\$	<b>128,928</b>	\$	<b>130,113</b>	\$	<b>131,297</b>	\$	<b>132,481</b>	\$	<b>133,664</b>	\$	<b>134,850</b>	\$	<b>136,033</b>	\$	<b>137,219</b>	\$	<b>139,963</b>
	Daily	\$	502.66	\$	507.59	\$	512.53	\$	517.46	\$	522.40	\$	527.33	\$	532.26	\$	537.20	\$	542.14	\$	547.07	\$	552.00	\$	556.93	\$	561.88	\$	566.80	\$	571.75	\$	583.18

HIGHER DEGREE SUPPLEMENT      Ed.S/AA Certificate \$6,224  
 Ed.S/AA + Doctorate: \$6,224 + \$2,266 = \$8,490  
 Doctorate only: \$8,490

P1 00		9-12																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	<b>240 DAY</b>	\$	<b>136,300</b>	\$	<b>137,685</b>	\$	<b>139,070</b>	\$	<b>140,455</b>	\$	<b>141,841</b>	\$	<b>143,226</b>	\$	<b>144,610</b>	\$	<b>145,995</b>	\$	<b>147,380</b>	\$	<b>148,764</b>	\$	<b>150,149</b>	\$	<b>151,536</b>	\$	<b>152,921</b>	\$	<b>154,305</b>	\$	<b>155,690</b>	\$	<b>157,075</b>
	Daily	\$	567.92	\$	573.69	\$	579.46	\$	585.23	\$	591.00	\$	596.78	\$	602.54	\$	608.31	\$	614.08	\$	619.85	\$	625.62	\$	631.40	\$	637.17	\$	642.94	\$	648.71	\$	654.48

HIGHER DEGREE SUPPLEMENT      Ed.S/AA Certificate \$6,224  
 Ed.S/AA + Doctorate: \$6,224 + \$2,266 = \$8,490  
 Doctorate only: \$8,490

Years of experience need to start at year 0 if you are moving to a higher scale. Or at least a \$5000 increase (\*)  
 \*This applies only to the Principal, Coordinator, or Higher Scales.



**SUPPORT STAFF**

1. Steps do not necessarily equal years of experience.
2. Up to ten (10) years of prior verified and relevant full time experience in the employee's area of concentration ("Experience Credit"), in the amount of one step per full year of experience will be credited for placement of new employees on the salary schedule. No Experience Credit will be given until documentation of the experience is provided by the employee and verified by the Human Resources Department. Any Experience Credit given shall affect only the appropriate placement of the employee on the salary schedule and shall not apply as a credit toward completion of the employee's probationary period.
3. Full or partial Experience Credit in excess of ten (10) years may be granted only with the written approval of the Superintendent.
4. Active Duty Military Credit-Maximum of 2 years of active duty military service will be accepted. DD214 required- to be included in the possible 10 years of verified, relevant, full time experience.
5. After initial placement on the salary schedule, including any recognition of Experience Credit, support staff employees normally will advance on the salary schedule by one step at the beginning of each new contract year following the contract year in which the employee was initially employed.
6. Generally, current Madison City Schools employees who transfer positions will be placed on the salary schedule at a step in their new position for which the annual compensation provided is no less than the annual compensation provided at the step occupied by the employee in their current position. The employee shall be advised in writing of the offered hourly rate, annual compensation, and step for the new position. However, if the hourly rate of pay or annual compensation for the new position is less than that currently received by the employee, the employee must acknowledge their agreement to accept or decline the position in writing. Notwithstanding limitations in this paragraph, employees remain eligible for any step increase due under paragraph 4 at the time of transfer. This paragraph also shall not limit the authority of the Board to approve transfers consistent with Ala. Code §16-24C-7(f) and shall not apply to limit changes in pay resulting from transfers which promote employees to another position on the salary schedule.
7. Transfers of current employees to a position for which annual compensation is provided is greater than the annual compensation provided at the same step for the employee's current position shall be considered a promotion. Employees transferred by promotion shall be placed on the salary schedule of the new position at a step most closely corresponding to the greater of (a) a 10% increase in annual compensation, or (b) the increase in compensation resulting from awarding Experience Credit steps for the employee's new position. Upon such promotion, total Experience Credit, including any Experience Credit awarded in the prior position(s) held by the employee, shall be limited to ten (10) years, absent written approval of the Superintendent.
8. A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is issued a teacher certificate and hired into a position requiring such certification, shall receive one year of experience credit on the teacher salary schedule for every two years of full-time experience that he/she/they earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher. This only applies to teachers hired into a position requiring teacher certification on or after June 1, 2024. (Ala. Code 16-23-25(1975) Added by Act 2024-299, 1, eff 6/1/2024)

**NURSE SALARY INFO**

New hires beginning in the 2023-2024 school year will only receive credit for full-time school nursing experience.

**NBCSN Supplement**

Nurses who are certified through the National Board for Certification of School Nurses will receive \$1000

**PARAPROFESSIONALS / AIDES**

**PARAPROFESSIONAL I (ADMINISTRATIVE ASSISTANT/CLERICAL / INSTRUCTIONAL / INCLUSION / IN-SCHOOL SUSPENSION / PERMANENT SUBS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Hourly	\$ 16.86	\$ 17.52	\$ 18.18	\$ 18.86	\$ 20.51	\$ 21.22	\$ 21.96	\$ 22.68	\$ 23.37	\$ 24.10	\$ 24.82	\$ 25.56	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78
<b>240 DAY</b>																
DB 08 - ET: DA 8 HOUR	\$ 32,373	\$ 33,639	\$ 34,905	\$ 36,210	\$ 39,374	\$ 40,739	\$ 42,162	\$ 43,546	\$ 44,872	\$ 46,276	\$ 47,660	\$ 49,084	\$ 50,567	\$ 52,090	\$ 53,653	\$ 55,254
<b>187 DAY</b>																
DC 08 - ET: D8 8 HOUR	\$ 25,224	\$ 26,210	\$ 27,196	\$ 28,214	\$ 30,679	\$ 31,743	\$ 32,852	\$ 33,930	\$ 34,962	\$ 36,056	\$ 37,136	\$ 38,245	\$ 39,401	\$ 40,587	\$ 41,804	\$ 43,052
DC 07 - ET: D7 7 HOUR	\$ 22,071	\$ 22,934	\$ 23,797	\$ 24,687	\$ 26,844	\$ 27,774	\$ 28,745	\$ 29,689	\$ 30,592	\$ 31,550	\$ 32,493	\$ 33,464	\$ 34,475	\$ 35,513	\$ 36,578	\$ 37,670
<b>182 DAY</b>																
D 08 - ET: A8 8 HOUR	\$ 24,550	\$ 25,510	\$ 26,469	\$ 27,459	\$ 29,859	\$ 30,894	\$ 31,973	\$ 33,023	\$ 34,028	\$ 35,092	\$ 36,143	\$ 37,222	\$ 38,347	\$ 39,502	\$ 40,686	\$ 41,901
D 07 - ET: A7 7 HOUR	\$ 21,481	\$ 22,321	\$ 23,142	\$ 24,027	\$ 26,126	\$ 27,031	\$ 27,977	\$ 28,895	\$ 30,804	\$ 30,706	\$ 31,624	\$ 32,570	\$ 33,553	\$ 34,564	\$ 35,601	\$ 36,664

**PARAPROFESSIONAL II (BEHAVIORAL / DD/RESOURCE ROOM/PRE K) 8 HOURS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Hourly																
D2 08 <b>187 DAY</b>	\$ 30,262	\$ 31,388	\$ 32,354	\$ 33,303	\$ 34,252	\$ 35,200	\$ 36,151	\$ 37,102	\$ 38,055	\$ 39,034	\$ 40,033	\$ 41,058	\$ 42,108	\$ 43,187	\$ 44,292	\$ 45,404
ET: D8 Daily	\$ 161.83	\$ 167.85	\$ 173.02	\$ 178.09	\$ 183.17	\$ 188.24	\$ 193.32	\$ 198.41	\$ 203.51	\$ 208.74	\$ 214.08	\$ 219.56	\$ 225.18	\$ 230.95	\$ 236.86	\$ 242.80
Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.45	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35
DS 08 <b>182 DAY</b>	\$ 29,453	\$ 30,549	\$ 31,490	\$ 32,412	\$ 33,336	\$ 34,260	\$ 35,185	\$ 36,110	\$ 37,038	\$ 37,989	\$ 38,963	\$ 39,960	\$ 40,983	\$ 42,032	\$ 43,108	\$ 44,190
ET: A8 Daily	\$ 161.83	\$ 167.85	\$ 173.02	\$ 178.09	\$ 183.17	\$ 188.24	\$ 193.32	\$ 198.41	\$ 203.51	\$ 208.74	\$ 214.08	\$ 219.56	\$ 225.18	\$ 230.95	\$ 236.86	\$ 242.80
Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.45	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35

**PRE K FIRST CLASS AUXILIARY TEACHER / SPECIAL EDUCATION AUXILIARY TEACHER 7.5 HOURS (187 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	\$ 28,371	\$ 29,426	\$ 30,332	\$ 31,221	\$ 32,111	\$ 33,001	\$ 33,892	\$ 34,783	\$ 35,677	\$ 36,594	\$ 37,531	\$ 38,491	\$ 39,477	\$ 40,487	\$ 41,524	\$ 42,566
Daily	\$ 151.72	\$ 157.36	\$ 162.20	\$ 166.96	\$ 171.72	\$ 176.48	\$ 181.24	\$ 186.01	\$ 190.79	\$ 195.69	\$ 200.70	\$ 205.83	\$ 211.11	\$ 216.51	\$ 222.05	\$ 227.63
Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.44	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35

**SECRETARY/REGISTRAR**

		<b>SUPERINTENDENT SECRETARY 8 HRS (240 DAY)</b>																
C SS	ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		<b>240 DAY</b>	<b>\$ 78,078</b>	<b>\$ 79,192</b>	<b>\$ 80,305</b>	<b>\$ 81,418</b>	<b>\$ 82,532</b>	<b>\$ 83,644</b>	<b>\$ 84,758</b>	<b>\$ 85,871</b>	<b>\$ 86,984</b>	<b>\$ 88,098</b>	<b>\$ 89,211</b>	<b>\$ 90,324</b>	<b>\$ 91,437</b>	<b>\$ 92,550</b>	<b>\$ 93,664</b>	<b>\$ 94,778</b>
		Daily	\$ 325.33	\$ 329.97	\$ 334.60	\$ 339.24	\$ 343.88	\$ 348.52	\$ 353.16	\$ 357.80	\$ 362.43	\$ 367.08	\$ 371.71	\$ 376.35	\$ 380.99	\$ 385.63	\$ 390.27	\$ 394.91
		Hourly	\$ 40.67	\$ 41.25	\$ 41.83	\$ 42.41	\$ 42.99	\$ 43.56	\$ 44.14	\$ 44.72	\$ 45.30	\$ 45.88	\$ 46.46	\$ 47.04	\$ 47.62	\$ 48.20	\$ 48.78	\$ 49.36
		<b>SECRETARY 8 HRS (240 DAYS)</b>																
C 02	ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		<b>240 DAY</b>	<b>\$ 38,839</b>	<b>\$ 40,284</b>	<b>\$ 41,524</b>	<b>\$ 42,742</b>	<b>\$ 43,959</b>	<b>\$ 45,178</b>	<b>\$ 46,397</b>	<b>\$ 47,618</b>	<b>\$ 48,842</b>	<b>\$ 50,096</b>	<b>\$ 51,378</b>	<b>\$ 52,694</b>	<b>\$ 54,043</b>	<b>\$ 55,426</b>	<b>\$ 56,846</b>	<b>\$ 58,272</b>
		Daily	\$ 161.83	\$ 167.85	\$ 173.02	\$ 178.09	\$ 183.16	\$ 188.24	\$ 193.32	\$ 198.41	\$ 203.51	\$ 208.73	\$ 214.08	\$ 219.56	\$ 225.18	\$ 230.94	\$ 236.86	\$ 242.80
		Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.44	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35
		<b>REGISTRAR 8 HRS</b>																
R1 0	ET:R1	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		<b>240 DAY</b>	<b>\$ 38,839</b>	<b>\$ 40,284</b>	<b>\$ 41,524</b>	<b>\$ 42,742</b>	<b>\$ 43,959</b>	<b>\$ 45,178</b>	<b>\$ 46,397</b>	<b>\$ 47,618</b>	<b>\$ 48,842</b>	<b>\$ 50,096</b>	<b>\$ 51,378</b>	<b>\$ 52,694</b>	<b>\$ 54,043</b>	<b>\$ 55,426</b>	<b>\$ 56,846</b>	<b>\$ 58,272</b>
		Daily	\$ 161.83	\$ 167.85	\$ 173.02	\$ 178.09	\$ 183.16	\$ 188.24	\$ 193.32	\$ 198.41	\$ 203.51	\$ 208.73	\$ 214.08	\$ 219.56	\$ 225.18	\$ 230.94	\$ 236.86	\$ 242.80
		Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.44	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35
R2 R2	ET:R2	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
		<b>187 DAY</b>	<b>\$ 30,262</b>	<b>\$ 31,388</b>	<b>\$ 32,354</b>	<b>\$ 33,303</b>	<b>\$ 34,252</b>	<b>\$ 35,200</b>	<b>\$ 36,151</b>	<b>\$ 37,102</b>	<b>\$ 38,055</b>	<b>\$ 39,034</b>	<b>\$ 40,033</b>	<b>\$ 41,058</b>	<b>\$ 42,108</b>	<b>\$ 43,187</b>	<b>\$ 44,292</b>	<b>\$ 45,404</b>
		Daily Rate	\$ 161.83	\$ 167.85	\$ 173.02	\$ 178.09	\$ 183.17	\$ 188.24	\$ 193.32	\$ 198.41	\$ 203.50	\$ 208.74	\$ 214.08	\$ 219.56	\$ 225.18	\$ 230.95	\$ 236.86	\$ 242.80
		Hourly Rate	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.45	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35

**BUSINESS/FINANCE/PERSONNEL**

**ACCOUNTING/ PAYROLL/ PERSONNEL SUPERVISOR 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M SU 240 DAY	\$ 76,470	\$ 77,584	\$ 78,697	\$ 79,811	\$ 80,923	\$ 82,036	\$ 83,150	\$ 84,263	\$ 85,377	\$ 86,489	\$ 87,603	\$ 88,716	\$ 89,829	\$ 90,943	\$ 92,055	\$ 93,169
ET: AB Daily	\$ 318.63	\$ 323.27	\$ 327.90	\$ 332.55	\$ 337.18	\$ 341.82	\$ 346.46	\$ 351.10	\$ 355.74	\$ 360.37	\$ 365.01	\$ 369.65	\$ 374.29	\$ 378.93	\$ 383.56	\$ 388.20
Hourly	\$ 39.83	\$ 40.41	\$ 40.99	\$ 41.57	\$ 42.15	\$ 42.73	\$ 43.31	\$ 43.89	\$ 44.47	\$ 45.05	\$ 45.63	\$ 46.21	\$ 46.79	\$ 47.37	\$ 47.95	\$ 48.53

**PAYROLL AND PERSONNEL MANAGER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M 01 240 DAY	\$ 54,351	\$ 55,721	\$ 57,091	\$ 58,460	\$ 59,837	\$ 60,215	\$ 61,135	\$ 62,055	\$ 62,974	\$ 65,436	\$ 68,133	\$ 70,829	\$ 71,891	\$ 72,969	\$ 74,063	\$ 75,175
ET: OM Daily	\$ 226.46	\$ 232.17	\$ 237.88	\$ 243.58	\$ 247.24	\$ 250.90	\$ 254.73	\$ 258.56	\$ 262.39	\$ 272.65	\$ 283.89	\$ 295.12	\$ 299.55	\$ 304.04	\$ 308.60	\$ 313.23
Hourly	\$ 28.31	\$ 29.02	\$ 29.73	\$ 30.45	\$ 30.90	\$ 31.36	\$ 31.84	\$ 32.32	\$ 32.80	\$ 34.08	\$ 35.49	\$ 36.89	\$ 37.44	\$ 38.00	\$ 38.57	\$ 39.15

**FINANCE/ PAYROLL/ PERSONNEL SPECIALIST 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: BK 240 DAY	\$ 48,589	\$ 50,528	\$ 52,776	\$ 55,024	\$ 57,266	\$ 59,513	\$ 60,096	\$ 61,056	\$ 62,016	\$ 65,045	\$ 66,134	\$ 67,224	\$ 68,317	\$ 69,408	\$ 70,499	\$ 71,591
Daily	\$ 202.45	\$ 210.53	\$ 219.90	\$ 229.27	\$ 238.61	\$ 247.97	\$ 250.40	\$ 254.40	\$ 258.40	\$ 271.02	\$ 275.56	\$ 280.10	\$ 284.65	\$ 289.20	\$ 293.75	\$ 298.30
Hourly	\$ 25.31	\$ 26.32	\$ 27.49	\$ 28.66	\$ 29.83	\$ 31.00	\$ 31.30	\$ 31.80	\$ 32.30	\$ 33.88	\$ 34.44	\$ 35.01	\$ 35.58	\$ 36.15	\$ 36.72	\$ 37.29

**BOOKKEEPER CENTRAL OFFICE /PERSONNEL CLERK/ LOCAL SCHOOLS 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: BK 240 DAY	\$ 42,179	\$ 43,756	\$ 45,333	\$ 46,912	\$ 48,880	\$ 50,249	\$ 51,644	\$ 53,221	\$ 54,799	\$ 56,376	\$ 57,954	\$ 59,531	\$ 61,108	\$ 62,686	\$ 64,263	\$ 65,841
202 DAY	\$ 35,500	\$ 36,829	\$ 38,155	\$ 39,485	\$ 41,140	\$ 42,293	\$ 43,467	\$ 44,795	\$ 46,122	\$ 47,450	\$ 48,778	\$ 50,105	\$ 51,432	\$ 52,761	\$ 54,087	\$ 55,416
Daily	\$ 175.75	\$ 182.32	\$ 188.89	\$ 195.47	\$ 203.67	\$ 209.37	\$ 215.18	\$ 221.75	\$ 228.33	\$ 234.90	\$ 241.48	\$ 248.05	\$ 254.62	\$ 261.19	\$ 267.76	\$ 274.34
Hourly	\$ 21.97	\$ 22.79	\$ 23.61	\$ 24.43	\$ 25.46	\$ 26.17	\$ 26.90	\$ 27.72	\$ 28.54	\$ 29.36	\$ 30.18	\$ 31.01	\$ 31.83	\$ 32.65	\$ 33.47	\$ 34.29

**ANALYST/MANAGER**

**DoDEA/ MILITARY/ ACCESS DATA ANALYST 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M:AL <b>240 DAY</b>	\$ 60,868	\$ 62,085	\$ 63,327	\$ 64,594	\$ 65,887	\$ 67,203	\$ 68,548	\$ 69,919	\$ 71,317	\$ 72,744	\$ 74,198	\$ 75,681	\$ 77,196	\$ 78,739	\$ 80,314	\$ 81,921
ET: AN Daily	\$ 253.62	\$ 258.69	\$ 263.86	\$ 269.14	\$ 274.53	\$ 280.01	\$ 285.62	\$ 291.33	\$ 297.15	\$ 303.10	\$ 309.16	\$ 315.34	\$ 321.65	\$ 328.08	\$ 334.64	\$ 341.34
Hourly	\$ 31.70	\$ 32.34	\$ 32.98	\$ 33.64	\$ 34.32	\$ 35.00	\$ 35.70	\$ 36.42	\$ 37.14	\$ 37.89	\$ 38.64	\$ 39.42	\$ 40.21	\$ 41.01	\$ 41.83	\$ 42.67

**PUBLIC RELATIONS MANAGER/ INSTRUCTION MANAGER/ REGISTRATION ATTENDANCE MANAGER/ ACCESS DISTANCE LEARNING PROGRAM SUPPORT MANAGER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M 01 <b>240 DAY</b>	\$ 54,351	\$ 55,721	\$ 57,091	\$ 58,460	\$ 59,337	\$ 60,215	\$ 61,135	\$ 62,055	\$ 62,974	\$ 65,436	\$ 68,133	\$ 70,829	\$ 71,891	\$ 72,969	\$ 74,063	\$ 75,175
ET: OM Daily	\$ 226.46	\$ 232.17	\$ 237.88	\$ 243.58	\$ 247.24	\$ 250.90	\$ 254.73	\$ 258.56	\$ 262.39	\$ 272.65	\$ 283.89	\$ 295.12	\$ 299.55	\$ 304.04	\$ 308.60	\$ 313.23
Hourly	\$ 28.31	\$ 29.02	\$ 29.73	\$ 30.45	\$ 30.90	\$ 31.36	\$ 31.84	\$ 32.32	\$ 32.80	\$ 34.08	\$ 35.49	\$ 36.89	\$ 37.44	\$ 38.00	\$ 38.57	\$ 39.15

**TECHNOLOGY**

**CYBERSECURITY ENGINEER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>\$ 85,377</b>	<b>\$ 86,489</b>	<b>\$ 87,603</b>	<b>\$ 88,716</b>	<b>\$ 89,829</b>	<b>\$ 90,943</b>	<b>\$ 92,055</b>	<b>\$ 93,169</b>	<b>\$ 94,566</b>	<b>\$ 95,985</b>	<b>\$ 97,425</b>	<b>\$ 98,886</b>	<b>\$ 100,369</b>	<b>\$ 101,874</b>	<b>\$ 103,403</b>	<b>\$ 104,954</b>
Daily	\$ 355.74	\$ 360.37	\$ 365.01	\$ 369.65	\$ 374.29	\$ 378.93	\$ 383.56	\$ 388.20	\$ 394.03	\$ 399.94	\$ 405.94	\$ 412.03	\$ 418.20	\$ 424.48	\$ 430.85	\$ 437.31
Hourly	\$ 44.47	\$ 45.05	\$ 45.63	\$ 46.21	\$ 46.79	\$ 47.37	\$ 47.95	\$ 48.53	\$ 49.25	\$ 49.99	\$ 50.74	\$ 51.50	\$ 52.28	\$ 53.06	\$ 53.86	\$ 54.66

**NETWORK SPECIALIST 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>\$ 76,470</b>	<b>\$ 77,584</b>	<b>\$ 78,697</b>	<b>\$ 79,811</b>	<b>\$ 80,923</b>	<b>\$ 82,036</b>	<b>\$ 83,150</b>	<b>\$ 84,263</b>	<b>\$ 85,377</b>	<b>\$ 86,489</b>	<b>\$ 87,603</b>	<b>\$ 88,716</b>	<b>\$ 89,829</b>	<b>\$ 90,943</b>	<b>\$ 92,055</b>	<b>\$ 93,169</b>
Daily	\$ 318.63	\$ 323.27	\$ 327.90	\$ 332.55	\$ 337.18	\$ 341.82	\$ 346.46	\$ 351.10	\$ 355.74	\$ 360.37	\$ 365.01	\$ 369.65	\$ 374.29	\$ 378.93	\$ 383.56	\$388.20
Hourly	\$ 39.83	\$ 40.41	\$ 40.99	\$ 41.57	\$ 42.15	\$ 42.73	\$ 43.31	\$ 43.89	\$ 44.47	\$ 45.05	\$ 45.63	\$ 46.21	\$ 46.79	\$ 47.37	\$ 47.95	\$48.53

**DATA SYSTEMS MANAGER / TECHNOLOGY NETWORK MANAGER / TECHNOLOGY HELP DESK MANAGER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>\$ 54,351</b>	<b>\$ 55,721</b>	<b>\$ 57,091</b>	<b>\$ 58,460</b>	<b>\$ 59,337</b>	<b>\$ 60,215</b>	<b>\$ 61,135</b>	<b>\$ 62,055</b>	<b>\$ 62,974</b>	<b>\$ 65,436</b>	<b>\$ 68,133</b>	<b>\$ 70,829</b>	<b>\$ 71,891</b>	<b>\$ 72,969</b>	<b>\$ 74,063</b>	<b>\$ 75,175</b>
Daily	\$ 226.46	\$ 232.17	\$ 237.88	\$ 243.58	\$ 247.24	\$ 250.90	\$ 254.73	\$ 258.56	\$ 262.39	\$ 272.65	\$ 283.89	\$ 295.12	\$ 299.55	\$ 304.04	\$ 308.60	\$ 313.23
Hourly	\$ 28.31	\$ 29.02	\$ 29.73	\$ 30.45	\$ 30.90	\$ 31.36	\$ 31.84	\$ 32.32	\$ 32.80	\$ 34.08	\$ 35.49	\$ 36.89	\$ 37.44	\$ 38.00	\$ 38.57	\$ 39.15

**NETWORK TECHNICIANS - TECHNOLOGY RESOURCE MANAGER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>\$ 42,179</b>	<b>\$ 43,756</b>	<b>\$ 45,333</b>	<b>\$ 46,912</b>	<b>\$ 48,880</b>	<b>\$ 50,249</b>	<b>\$ 51,644</b>	<b>\$ 53,221</b>	<b>\$ 54,799</b>	<b>\$ 56,376</b>	<b>\$ 57,954</b>	<b>\$ 59,531</b>	<b>\$ 61,108</b>	<b>\$ 62,686</b>	<b>\$ 64,263</b>	<b>\$ 65,841</b>
Daily	\$ 175.75	\$ 182.32	\$ 188.89	\$ 195.47	\$ 203.67	\$ 209.37	\$ 215.18	\$ 221.75	\$ 228.33	\$ 234.90	\$ 241.48	\$ 248.05	\$ 254.62	\$ 261.19	\$ 267.76	\$ 274.34
Hourly	\$ 21.97	\$ 22.79	\$ 23.61	\$ 24.43	\$ 25.46	\$ 26.17	\$ 26.90	\$ 27.72	\$ 28.54	\$ 29.36	\$ 30.18	\$ 31.01	\$ 31.83	\$ 32.65	\$ 33.47	\$ 34.29

**SCHOOL TECHNOLOGY TECHNICIAN/TECHNOLOGY COACH 8 HOURS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.44	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35
<b>240 DAY</b>	<b>\$ 38,839</b>	<b>\$ 40,284</b>	<b>\$ 41,524</b>	<b>\$ 42,742</b>	<b>\$ 43,959</b>	<b>\$ 45,178</b>	<b>\$ 46,397</b>	<b>\$ 47,618</b>	<b>\$ 48,842</b>	<b>\$ 50,096</b>	<b>\$ 51,378</b>	<b>\$ 52,694</b>	<b>\$ 54,043</b>	<b>\$ 55,426</b>	<b>\$ 56,846</b>	<b>\$ 58,272</b>
<b>190 DAY</b>	<b>\$ 30,748</b>	<b>\$ 31,892</b>	<b>\$ 32,873</b>	<b>\$ 33,838</b>	<b>\$ 34,802</b>	<b>\$ 35,766</b>	<b>\$ 36,731</b>	<b>\$ 37,697</b>	<b>\$ 38,666</b>	<b>\$ 39,660</b>	<b>\$ 40,675</b>	<b>\$ 41,716</b>	<b>\$ 42,784</b>	<b>\$ 43,879</b>	<b>\$ 45,003</b>	<b>\$ 46,133</b>

**CHILD NUTRITION PROGRAM (CNP)**

**CNP SUPERVISOR - 8 HOURS -240 DAYS**

STEP		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
E SU	<b>240 DAY</b>	\$ 76,470	\$ 77,584	\$ 78,697	\$ 79,811	\$ 80,923	\$ 82,036	\$ 83,150	\$ 84,263	\$ 85,377	\$ 86,489	\$ 87,603	\$ 88,716	\$ 89,829	\$ 90,943	\$ 92,055	\$ 93,169
ET: AB	Daily	\$ 318.63	\$ 323.27	\$ 327.90	\$ 332.55	\$ 337.18	\$ 341.82	\$ 346.46	\$ 351.10	\$ 355.74	\$ 360.37	\$ 365.01	\$ 369.65	\$ 374.29	\$ 378.93	\$ 383.56	\$ 388.20
	Hourly	\$ 39.83	\$ 40.41	\$ 40.99	\$ 41.57	\$ 42.15	\$ 42.73	\$ 43.31	\$ 43.89	\$ 44.47	\$ 45.05	\$ 45.63	\$ 46.21	\$ 46.79	\$ 47.37	\$ 47.95	\$ 48.53

**CNP MANAGER 8 HOURS (187 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
E1	<b>187 DAY</b>	\$ 33,899	\$ 34,913	\$ 35,963	\$ 37,030	\$ 38,153	\$ 39,293	\$ 39,882	\$ 40,480	\$ 41,088	\$ 41,704	\$ 42,330	\$ 42,965	\$ 43,609	\$ 44,263	\$ 44,927	\$ 45,601
ET: L8	Daily	\$ 181.28	\$ 186.70	\$ 192.32	\$ 198.02	\$ 204.03	\$ 210.12	\$ 213.27	\$ 216.47	\$ 219.72	\$ 223.02	\$ 226.36	\$ 229.76	\$ 233.20	\$ 236.70	\$ 240.25	\$ 243.86
	Hourly	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.75	\$ 25.50	\$ 26.27	\$ 26.66	\$ 27.06	\$ 27.47	\$ 27.88	\$ 28.30	\$ 28.72	\$ 29.15	\$ 29.59	\$ 30.03	\$ 30.48

Secondary CNP Manager Supplement: \$3000

**E W3 CNP CASHIER (187 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET:L7	Hourly	\$ 18.03	\$ 18.56	\$ 19.13	\$ 19.69	\$ 20.29	\$ 20.89	\$ 21.31	\$ 21.73	\$ 22.18	\$ 22.62	\$ 23.07	\$ 23.52	\$ 24.00	\$ 24.48	\$ 24.97	\$ 25.47
SECONDARY	<b>7 HOURS</b>	\$ 23,595	\$ 24,296	\$ 25,037	\$ 25,779	\$ 26,561	\$ 27,343	\$ 27,896	\$ 28,448	\$ 29,028	\$ 29,608	\$ 30,201	\$ 30,794	\$ 31,415	\$ 32,048	\$ 32,682	\$ 33,343
ET:L6	<b>6 HOURS</b>	\$ 20,224	\$ 20,825	\$ 21,461	\$ 22,096	\$ 22,767	\$ 23,437	\$ 23,911	\$ 24,384	\$ 24,881	\$ 25,378	\$ 25,887	\$ 26,395	\$ 26,927	\$ 27,470	\$ 28,013	\$ 28,579

**CNP WORKER 6 HOURS**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 18.03	\$ 18.56	\$ 19.13	\$ 19.69	\$ 20.29	\$ 20.89	\$ 21.31	\$ 21.73	\$ 22.18	\$ 22.62	\$ 23.07	\$ 23.52	\$ 24.00	\$ 24.48	\$ 24.97	\$ 25.47
E W1	<b>187 DAY</b>	\$ 20,224	\$ 20,825	\$ 21,461	\$ 22,096	\$ 22,767	\$ 23,437	\$ 23,911	\$ 24,384	\$ 24,881	\$ 25,378	\$ 25,887	\$ 26,395	\$ 26,927	\$ 27,470	\$ 28,013	\$ 28,579
E W2	<b>184 DAY</b>	\$ 19,900	\$ 20,491	\$ 21,116	\$ 21,742	\$ 22,401	\$ 23,061	\$ 23,527	\$ 23,993	\$ 24,482	\$ 24,971	\$ 25,471	\$ 25,972	\$ 26,495	\$ 27,029	\$ 27,564	\$ 28,121

Lead CNP Worker, High School Supplement: \$2000

**NURSES / OCCUPATIONAL THERAPISTS / PHYSICAL THERAPISTS**

\*New hires beginning in the 2023-2024 school year will only receive credit for full-time school nursing experience.

**NURSES - RN-DNP 8 HOURS (187 DAYS)**

NS DR

ET: N1

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>187 DAY</b>	\$ 61,662	\$ 61,662	\$ 61,662	\$ 67,820	\$ 67,820	\$ 67,820	\$ 70,795	\$ 70,795	\$ 70,795	\$ 72,931	\$ 73,660	\$ 74,396	\$ 75,143	\$ 75,892	\$ 76,652	\$ 77,419	\$ 78,192	\$ 78,974
Daily	\$ 329.74	\$ 329.74	\$ 329.74	\$ 362.67	\$ 362.67	\$ 362.67	\$ 378.58	\$ 378.58	\$ 378.58	\$ 390.01	\$ 393.90	\$ 397.84	\$ 401.83	\$ 405.84	\$ 409.90	\$ 414.01	\$ 418.14	\$ 422.32
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
<b>187 DAY</b>	\$ 79,764	\$ 80,561	\$ 81,367	\$ 82,182	\$ 83,003	\$ 83,833	\$ 84,672	\$ 85,518	\$ 86,373	\$ 87,238	\$ 88,108	\$ 88,991	\$ 89,880	\$ 90,778	\$ 91,688	\$ 92,603	\$ 93,529	\$ 94,464
Daily	\$ 426.55	\$ 430.81	\$ 435.12	\$ 439.48	\$ 443.87	\$ 448.30	\$ 452.79	\$ 457.32	\$ 461.89	\$ 466.51	\$ 471.17	\$ 475.89	\$ 480.64	\$ 485.44	\$ 490.31	\$ 495.20	\$ 500.16	\$ 505.16

**NURSES - RN-MSN 8 HOURS (187 DAYS)**

NS I

ET: N1

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>187 DAY</b>	\$ 57,185	\$ 57,185	\$ 57,185	\$ 62,897	\$ 62,897	\$ 62,897	\$ 65,654	\$ 65,654	\$ 65,654	\$ 67,636	\$ 68,312	\$ 68,996	\$ 69,685	\$ 70,383	\$ 71,085	\$ 71,798	\$ 72,515	\$ 73,240
Daily	\$ 305.80	\$ 305.80	\$ 305.80	\$ 336.35	\$ 336.35	\$ 336.35	\$ 351.09	\$ 351.09	\$ 351.09	\$ 361.69	\$ 365.30	\$ 368.96	\$ 372.65	\$ 376.38	\$ 380.13	\$ 383.95	\$ 387.78	\$ 391.66
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
<b>187 DAY</b>	\$ 73,973	\$ 74,711	\$ 75,459	\$ 76,215	\$ 76,975	\$ 77,745	\$ 78,524	\$ 79,308	\$ 80,100	\$ 80,902	\$ 81,711	\$ 82,529	\$ 83,353	\$ 84,186	\$ 85,030	\$ 85,878	\$ 86,736	\$ 87,606
Daily	\$ 395.58	\$ 399.52	\$ 403.52	\$ 407.57	\$ 411.63	\$ 415.75	\$ 419.91	\$ 424.11	\$ 428.34	\$ 432.63	\$ 436.96	\$ 441.33	\$ 445.74	\$ 450.19	\$ 454.71	\$ 459.24	\$ 463.83	\$ 468.48

**NURSES - RN- BSN 8 HOURS (187 DAYS)**

NS II

ET: N1

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>187 DAY</b>	\$ 53,032	\$ 53,032	\$ 53,032	\$ 58,328	\$ 58,328	\$ 58,328	\$ 60,886	\$ 60,886	\$ 60,886	\$ 62,725	\$ 63,351	\$ 63,985	\$ 64,625	\$ 65,271	\$ 65,924	\$ 66,613	\$ 67,250	\$ 67,921
Daily	\$ 283.59	\$ 283.59	\$ 283.59	\$ 311.91	\$ 311.91	\$ 311.91	\$ 325.59	\$ 325.59	\$ 325.59	\$ 335.43	\$ 338.78	\$ 342.17	\$ 345.59	\$ 349.04	\$ 352.53	\$ 361.57	\$ 359.63	\$ 363.21
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
<b>187 DAY</b>	\$ 68,601	\$ 69,286	\$ 69,978	\$ 70,680	\$ 71,385	\$ 72,100	\$ 72,822	\$ 73,549	\$ 74,285	\$ 75,029	\$ 75,778	\$ 76,535	\$ 77,300	\$ 78,073	\$ 78,856	\$ 79,643	\$ 80,439	\$ 81,243
Daily	\$ 366.85	\$ 370.51	\$ 374.21	\$ 377.97	\$ 381.74	\$ 385.56	\$ 389.42	\$ 393.31	\$ 397.25	\$ 401.22	\$ 405.23	\$ 409.28	\$ 413.37	\$ 417.50	\$ 421.69	\$ 425.90	\$ 430.16	\$ 434.45

**NURSES - RN- ASSN 8 HOURS (187 DAYS)**

NS RN

ET: N1

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>187 DAY</b>	\$ 49,180	\$ 49,180	\$ 49,180	\$ 54,094	\$ 54,094	\$ 54,094	\$ 56,465	\$ 56,465	\$ 56,465	\$ 58,170	\$ 58,751	\$ 59,338	\$ 59,933	\$ 60,532	\$ 61,138	\$ 61,750	\$ 62,365	\$ 62,990
Daily	\$ 262.99	\$ 262.99	\$ 262.99	\$ 289.27	\$ 289.27	\$ 289.27	\$ 301.95	\$ 301.95	\$ 301.95	\$ 311.07	\$ 314.18	\$ 317.32	\$ 320.50	\$ 323.70	\$ 326.94	\$ 330.21	\$ 333.50	\$ 336.84
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
<b>187 DAY</b>	\$ 63,619	\$ 64,256	\$ 64,898	\$ 65,547	\$ 66,202	\$ 66,865	\$ 67,534	\$ 68,209	\$ 68,889	\$ 69,580	\$ 70,275	\$ 70,978	\$ 71,688	\$ 72,404	\$ 73,129	\$ 73,860	\$ 74,599	\$ 75,345
Daily	\$ 340.21	\$ 343.61	\$ 347.05	\$ 350.52	\$ 354.02	\$ 357.57	\$ 361.14	\$ 364.75	\$ 368.39	\$ 372.09	\$ 375.80	\$ 379.56	\$ 383.36	\$ 387.19	\$ 391.06	\$ 394.97	\$ 398.93	\$ 402.91

**NURSES - LPN/AIDE 8 HOURS (187 DAYS)**

NS NA

ET: N3

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
<b>187 DAY</b>	\$ 37,278	\$ 37,278	\$ 37,278	\$ 41,001	\$ 41,001	\$ 41,001	\$ 42,799	\$ 42,799	\$ 42,799	\$ 44,090	\$ 44,531	\$ 44,976	\$ 45,426	\$ 45,880	\$ 46,341	\$ 46,804	\$ 47,271	\$ 47,745
Daily	\$ 199.35	\$ 199.35	\$ 199.35	\$ 219.26	\$ 219.26	\$ 219.26	\$ 228.87	\$ 228.87	\$ 228.87	\$ 235.78	\$ 238.13	\$ 240.51	\$ 242.92	\$ 245.35	\$ 247.81	\$ 250.29	\$ 252.79	\$ 255.32
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
<b>187 DAY</b>	\$ 48,222	\$ 48,704	\$ 49,190	\$ 49,683	\$ 50,180	\$ 50,681	\$ 51,188	\$ 51,700	\$ 52,216	\$ 52,739	\$ 53,266	\$ 53,800	\$ 54,337	\$ 54,880	\$ 55,429	\$ 55,984	\$ 56,543	\$ 57,108
Daily	\$ 257.87	\$ 260.45	\$ 263.05	\$ 265.68	\$ 268.34	\$ 271.02	\$ 273.73	\$ 276.47	\$ 279.23	\$ 282.03	\$ 284.84	\$ 287.70	\$ 290.57	\$ 293.48	\$ 296.41	\$ 299.38	\$ 302.37	\$ 305.39

**NURSES / OCCUPATIONAL THERAPISTS / PHYSICAL THERAPISTS**

**OCCUPATIONAL THERAPIST 8 HOURS (187 DAYS)**

TH OT	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: OT	<b>187 DAY</b>	\$ 63,026	\$ 63,611	\$ 64,203	\$ 64,797	\$ 65,399	\$ 66,008	\$ 66,625	\$ 67,243	\$ 67,871	\$ 68,501	\$ 69,142	\$ 69,787	\$ 70,442	\$ 71,100	\$ 71,766	\$ 72,441
	Daily	\$ 337.04	\$ 340.17	\$ 343.33	\$ 346.51	\$ 349.73	\$ 352.98	\$ 356.28	\$ 359.59	\$ 362.95	\$ 366.32	\$ 369.74	\$ 373.19	\$ 376.70	\$ 380.21	\$ 383.78	\$ 387.39

**PHYSICAL THERAPIST 8 HOURS (187 DAYS)**

TH PT	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: PT	<b>187 DAY</b>	\$ 67,514	\$ 68,147	\$ 68,780	\$ 69,426	\$ 70,074	\$ 70,731	\$ 71,395	\$ 72,062	\$ 72,740	\$ 73,420	\$ 74,111	\$ 74,807	\$ 75,510	\$ 76,221	\$ 76,939	\$ 77,662
	Daily	\$ 361.04	\$ 364.42	\$ 367.81	\$ 371.26	\$ 374.73	\$ 378.24	\$ 381.79	\$ 385.36	\$ 388.98	\$ 392.62	\$ 396.32	\$ 400.04	\$ 403.80	\$ 407.60	\$ 411.44	\$ 415.30

**PROVISIONAL/EDUCATOR INTERPRETER 8 HOURS**

IN 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	<b>187 DAY</b>	\$ 38,135	\$ 38,516	\$ 38,901	\$ 39,290	\$ 39,683	\$ 40,080	\$ 40,481	\$ 40,886	\$ 41,295	\$ 41,708	\$ 42,125	\$ 42,546	\$ 42,971	\$ 43,401	\$ 43,835	\$ 44,273
	<b>182 DAY</b>	\$ 37,115	\$ 37,486	\$ 37,861	\$ 38,240	\$ 38,622	\$ 39,009	\$ 39,399	\$ 39,793	\$ 40,191	\$ 40,592	\$ 40,998	\$ 41,408	\$ 41,822	\$ 42,241	\$ 42,663	\$ 43,090
ET: IN	Daily	\$ 203.93	\$ 205.97	\$ 208.03	\$ 210.11	\$ 212.21	\$ 214.33	\$ 216.48	\$ 218.64	\$ 220.83	\$ 223.04	\$ 225.27	\$ 227.52	\$ 229.79	\$ 232.09	\$ 234.41	\$ 236.76

**PERMITTED INTERPRETER 8 HOURS**

IP 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	<b>187 DAY</b>	\$ 49,155	\$ 49,646	\$ 50,143	\$ 50,644	\$ 51,151	\$ 51,662	\$ 52,179	\$ 52,701	\$ 53,228	\$ 53,760	\$ 54,298	\$ 54,840	\$ 55,389	\$ 55,943	\$ 56,502	\$ 57,067
	<b>182 DAY</b>	\$ 47,841	\$ 48,319	\$ 48,802	\$ 49,290	\$ 49,783	\$ 50,281	\$ 50,784	\$ 51,292	\$ 51,804	\$ 52,322	\$ 52,846	\$ 53,374	\$ 53,908	\$ 54,447	\$ 54,991	\$ 55,541
ET: IN	Daily	\$ 262.86	\$ 265.49	\$ 268.14	\$ 270.82	\$ 273.53	\$ 276.27	\$ 279.03	\$ 281.82	\$ 284.64	\$ 287.49	\$ 290.36	\$ 293.26	\$ 296.20	\$ 299.16	\$ 302.15	\$ 305.17

**LICENSED INTERPRETER 8 HOURS**

IL 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: IN	<b>187 DAY</b>	\$ 61,775	\$ 62,393	\$ 63,017	\$ 63,647	\$ 64,284	\$ 64,927	\$ 65,576	\$ 66,232	\$ 66,894	\$ 67,563	\$ 68,239	\$ 68,921	\$ 69,610	\$ 70,306	\$ 71,009	\$ 71,719
	<b>182 DAY</b>	\$ 60,124	\$ 60,725	\$ 61,332	\$ 61,946	\$ 62,565	\$ 63,191	\$ 63,823	\$ 64,461	\$ 65,105	\$ 65,756	\$ 66,414	\$ 67,078	\$ 67,749	\$ 68,426	\$ 69,111	\$ 69,802
	Daily	\$ 330.35	\$ 333.65	\$ 336.99	\$ 340.36	\$ 343.76	\$ 347.20	\$ 350.67	\$ 354.18	\$ 357.72	\$ 361.30	\$ 364.91	\$ 368.56	\$ 372.25	\$ 375.97	\$ 379.73	\$ 383.53

**PYSCHOLOGIST / BCBA (BOARD CERTIFIED BEHAVIOR ANALYST) 7.5 HC MASTERS**

		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	<b>187 Day</b>	\$ 71,740	\$ 72,529	\$ 73,327	\$ 74,134	\$ 74,949	\$ 75,774	\$ 76,607	\$ 77,450	\$ 78,302	\$ 79,163	\$ 80,034	\$ 80,914	\$ 81,804	\$ 82,704	\$ 83,614	\$ 84,534
	Daily	\$ 383.64	\$ 387.86	\$ 392.12	\$ 396.44	\$ 400.80	\$ 405.21	\$ 409.66	\$ 414.17	\$ 418.73	\$ 423.33	\$ 427.99	\$ 432.70	\$ 437.46	\$ 442.27	\$ 447.13	\$ 452.05

**PYSCHOLOGIST / BCBA (BOARD CERTIFIED BEHAVIOR ANALYST) 7.5 HOURS ED SP - AA**

		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	<b>187 Day</b>	\$ 77,573	\$ 78,426	\$ 79,289	\$ 80,161	\$ 81,043	\$ 81,934	\$ 82,835	\$ 83,747	\$ 84,668	\$ 85,599	\$ 86,541	\$ 87,493	\$ 88,455	\$ 89,428	\$ 90,412	\$ 91,406
	Daily	\$ 414.83	\$ 419.39	\$ 424.00	\$ 428.67	\$ 433.38	\$ 438.15	\$ 442.97	\$ 447.84	\$ 452.77	\$ 457.75	\$ 462.79	\$ 467.88	\$ 473.02	\$ 478.23	\$ 483.49	\$ 488.80

**PYSCHOLOGIST / BCBA (BOARD CERTIFIED BEHAVIOR ANALYST) 7.5 HOURS DOCTORATE**

		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	<b>187 Day</b>	\$ 83,509	\$ 84,344	\$ 85,272	\$ 86,125	\$ 87,072	\$ 87,943	\$ 88,910	\$ 89,799	\$ 90,787	\$ 91,695	\$ 92,703	\$ 93,630	\$ 94,660	\$ 95,607	\$ 96,659	\$ 97,625
	Daily	\$ 446.57	\$ 451.04	\$ 456.00	\$ 460.56	\$ 465.63	\$ 470.28	\$ 475.45	\$ 480.21	\$ 485.49	\$ 490.35	\$ 495.74	\$ 500.70	\$ 506.21	\$ 511.27	\$ 516.89	\$ 522.06

**CUSTODIAL/ MAINTENANCE/ OPERATIONS**

**SUPERVISOR OF OPERATIONS (240 DAYS)**

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M SU	<b>240 DAY</b>	\$ 76,470	\$ 77,584	\$ 78,697	\$ 79,811	\$ 80,923	\$ 82,036	\$ 83,150	\$ 84,263	\$ 85,377	\$ 86,489	\$ 87,603	\$ 88,716	\$ 89,829	\$ 90,943	\$ 92,055	\$ 93,169
ET: MTS	Daily	\$ 318.63	\$ 323.27	\$ 327.90	\$ 332.55	\$ 337.18	\$ 341.82	\$ 346.46	\$ 351.10	\$ 355.74	\$ 360.37	\$ 365.01	\$ 369.65	\$ 374.29	\$ 378.93	\$ 383.56	\$ 388.20
	Hourly	\$ 39.83	\$ 40.41	\$ 40.99	\$ 41.57	\$ 42.15	\$ 42.73	\$ 43.31	\$ 43.89	\$ 44.47	\$ 45.05	\$ 45.63	\$ 46.21	\$ 46.79	\$ 47.37	\$ 47.95	\$ 48.53

**MAINTENANCE SPECIALIST 8 HOURS (240 DAYS)**

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
G DM	<b>240 DAY</b>	\$ 54,351	\$ 55,721	\$ 57,091	\$ 58,460	\$ 59,837	\$ 60,215	\$ 61,135	\$ 62,055	\$ 62,974	\$ 65,436	\$ 68,133	\$ 70,829	\$ 71,891	\$ 72,969	\$ 74,063	\$ 75,175
ET: MW	Daily	\$ 226.46	\$ 232.17	\$ 237.88	\$ 243.58	\$ 247.24	\$ 250.90	\$ 254.73	\$ 258.56	\$ 262.39	\$ 272.65	\$ 283.89	\$ 295.12	\$ 299.55	\$ 304.04	\$ 308.60	\$ 313.23
	Hourly	\$ 28.31	\$ 29.02	\$ 29.73	\$ 30.45	\$ 30.90	\$ 31.36	\$ 31.84	\$ 32.32	\$ 32.80	\$ 34.08	\$ 35.49	\$ 36.89	\$ 37.44	\$ 38.00	\$ 38.57	\$ 39.15

**PLANT MANAGER 8 HOURS (240 DAYS)**

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
I DM	<b>240 DAY</b>	\$ 42,179	\$ 43,756	\$ 45,333	\$ 46,912	\$ 48,880	\$ 50,249	\$ 51,644	\$ 53,221	\$ 54,799	\$ 56,376	\$ 57,954	\$ 59,531	\$ 61,108	\$ 62,686	\$ 64,263	\$ 65,841
ET: PM	Daily	\$ 175.75	\$ 182.32	\$ 188.89	\$ 195.47	\$ 203.67	\$ 209.37	\$ 215.18	\$ 221.75	\$ 228.33	\$ 234.90	\$ 241.48	\$ 248.05	\$ 254.62	\$ 261.19	\$ 267.76	\$ 274.34
	Hourly	\$ 21.97	\$ 22.79	\$ 23.61	\$ 24.43	\$ 25.46	\$ 26.17	\$ 26.90	\$ 27.72	\$ 28.54	\$ 29.36	\$ 30.18	\$ 31.01	\$ 31.83	\$ 32.65	\$ 33.47	\$ 34.29

**CUSTODIAN / FLOOR CREW 8 HOURS**

	STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
F 12	<b>240 DAY</b>	\$ 34,767	\$ 36,091	\$ 37,456	\$ 38,761	\$ 40,106	\$ 41,411	\$ 42,776	\$ 44,100	\$ 45,465	\$ 46,869	\$ 48,313	\$ 49,816	\$ 51,358	\$ 52,940	\$ 54,582	\$ 56,282
ET: G8	Daily	\$ 144.86	\$ 150.38	\$ 156.07	\$ 161.50	\$ 167.11	\$ 172.55	\$ 178.23	\$ 183.75	\$ 189.44	\$ 195.29	\$ 201.30	\$ 207.57	\$ 213.99	\$ 220.58	\$ 227.43	\$ 234.51
	Hourly	\$ 18.11	\$ 18.80	\$ 19.51	\$ 20.19	\$ 20.89	\$ 21.57	\$ 22.28	\$ 22.97	\$ 23.68	\$ 24.41	\$ 25.16	\$ 25.95	\$ 26.75	\$ 27.57	\$ 28.43	\$ 29.31
F 10	<b>202 DAY</b>	\$ 29,261	\$ 30,377	\$ 31,525	\$ 32,624	\$ 33,755	\$ 34,957	\$ 36,003	\$ 37,118	\$ 38,267	\$ 39,448	\$ 40,663	\$ 41,928	\$ 43,227	\$ 44,558	\$ 45,940	\$ 47,371
ET: E8	Daily	\$ 144.86	\$ 150.38	\$ 156.06	\$ 161.50	\$ 167.10	\$ 173.05	\$ 178.23	\$ 183.75	\$ 189.44	\$ 195.29	\$ 201.30	\$ 207.56	\$ 214.00	\$ 220.58	\$ 227.43	\$ 234.51
	Hourly	\$ 18.11	\$ 18.80	\$ 19.51	\$ 20.19	\$ 20.89	\$ 21.63	\$ 22.28	\$ 22.97	\$ 23.68	\$ 24.41	\$ 25.16	\$ 25.95	\$ 26.75	\$ 27.57	\$ 28.43	\$ 29.31

**TRANSPORTATION**

**TRANSPORTATION ADMINISTRATOR**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT AM	<b>240 DAY</b>	\$ 124,090	\$ 125,273	\$ 126,457	\$ 127,643	\$ 128,826	\$ 130,011	\$ 131,194	\$ 132,378	\$ 133,564	\$ 134,748	\$ 135,932	\$ 137,116	\$ 138,300	\$ 139,486	\$ 140,668	\$ 141,854
ET: TRA	Daily	\$ 517.04	\$ 521.97	\$ 526.90	\$ 531.85	\$ 536.78	\$ 541.71	\$ 546.64	\$ 551.58	\$ 556.52	\$ 561.45	\$ 566.38	\$ 571.32	\$ 576.25	\$ 581.19	\$ 586.12	\$ 591.06

HIGHER DEGREE SUPPLEMENT

Ed.S/AA Certificate \$6,224

Ed.S/AA + Doctorate: \$6,224 + \$2,266 = \$8,490

Doctorate only: \$8,490

**ASSISTANT TRANSPORTATION ADMINISTRATOR**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT PA	<b>240 DAY</b>	\$ 93,147	\$ 94,023	\$ 94,912	\$ 95,859	\$ 96,716	\$ 97,419	\$ 97,634	\$ 99,489	\$ 100,433	\$ 101,389	\$ 102,349	\$ 103,321	\$ 104,304	\$ 105,294	\$ 106,297	\$ 107,307
ET: TRA	Daily	\$ 388.11	\$ 391.76	\$ 395.47	\$ 399.41	\$ 402.98	\$ 405.91	\$ 406.81	\$ 414.54	\$ 418.47	\$ 422.45	\$ 426.45	\$ 430.50	\$ 434.60	\$ 438.73	\$ 442.90	\$ 447.11

**SHOP FOREMAN 8 HOURS (240 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SF	<b>240 DAY</b>	\$ 76,470	\$ 77,584	\$ 78,697	\$ 79,811	\$ 80,923	\$ 82,036	\$ 83,150	\$ 84,263	\$ 85,377	\$ 86,489	\$ 87,603	\$ 88,716	\$ 89,829	\$ 90,943	\$ 92,055	\$ 93,169
ET: TR	Daily	\$ 318.63	\$ 323.27	\$ 327.90	\$ 332.55	\$ 337.18	\$ 341.82	\$ 346.46	\$ 351.10	\$ 355.74	\$ 360.37	\$ 365.01	\$ 369.65	\$ 374.29	\$ 378.93	\$ 383.56	\$ 388.20
	Hourly	\$ 39.83	\$ 40.41	\$ 40.99	\$ 41.57	\$ 42.15	\$ 42.73	\$ 43.31	\$ 43.89	\$ 44.47	\$ 45.05	\$ 45.63	\$ 46.21	\$ 46.79	\$ 47.37	\$ 47.95	\$ 48.53

**CERTIFIED MECHANIC 8 HOURS (240 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT CM	<b>240 DAY</b>	\$ 54,351	\$ 55,721	\$ 57,091	\$ 58,460	\$ 59,837	\$ 60,215	\$ 61,135	\$ 62,055	\$ 62,974	\$ 65,436	\$ 68,133	\$ 70,829	\$ 71,891	\$ 72,969	\$ 74,063	\$ 75,175
ET: M	Daily	\$ 226.46	\$ 232.17	\$ 237.88	\$ 243.58	\$ 247.24	\$ 250.90	\$ 254.73	\$ 258.56	\$ 262.39	\$ 272.65	\$ 283.89	\$ 295.12	\$ 299.55	\$ 304.04	\$ 308.60	\$ 313.23
	Hourly	\$ 28.31	\$ 29.02	\$ 29.73	\$ 30.45	\$ 30.90	\$ 31.36	\$ 31.84	\$ 32.32	\$ 32.80	\$ 34.08	\$ 35.49	\$ 36.89	\$ 37.44	\$ 38.00	\$ 38.57	\$ 39.15

**SKILLED MECHANIC / PARTS SPECIALIST 8 HOURS (240 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SM	<b>240 DAY</b>	\$ 38,839	\$ 40,284	\$ 41,524	\$ 42,742	\$ 43,959	\$ 45,178	\$ 46,397	\$ 47,618	\$ 48,842	\$ 50,096	\$ 51,378	\$ 52,694	\$ 54,043	\$ 55,426	\$ 56,846	\$ 58,272
ET: M&PC	Daily	\$ 161.83	\$ 167.85	\$ 173.02	\$ 178.09	\$ 183.16	\$ 188.24	\$ 193.32	\$ 198.41	\$ 203.51	\$ 208.73	\$ 214.08	\$ 219.56	\$ 225.18	\$ 230.94	\$ 236.86	\$ 242.80
	Hourly	\$ 20.23	\$ 20.98	\$ 21.63	\$ 22.26	\$ 22.90	\$ 23.53	\$ 24.17	\$ 24.80	\$ 25.44	\$ 26.09	\$ 26.76	\$ 27.44	\$ 28.15	\$ 28.87	\$ 29.61	\$ 30.35

**ROUTE SPECIALIST/LOGISTICS SPECIALIST/TRANSPORTATION SPECIALIST 8 HOURS (240 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT RT	<b>240 DAY</b>	\$ 47,503	\$ 48,572	\$ 49,664	\$ 50,782	\$ 51,924	\$ 53,092	\$ 54,287	\$ 55,509	\$ 56,757	\$ 58,034	\$ 59,339	\$ 60,675	\$ 62,040	\$ 63,436	\$ 64,864	\$ 66,323
ET: TR	Daily	\$ 197.93	\$ 202.38	\$ 206.93	\$ 211.59	\$ 216.35	\$ 221.22	\$ 226.20	\$ 231.29	\$ 236.49	\$ 241.81	\$ 247.25	\$ 252.81	\$ 258.50	\$ 264.32	\$ 270.27	\$ 276.35
	Hourly	\$ 24.74	\$ 25.30	\$ 25.87	\$ 26.45	\$ 27.04	\$ 27.65	\$ 28.27	\$ 28.91	\$ 29.56	\$ 30.23	\$ 30.91	\$ 31.60	\$ 32.31	\$ 33.04	\$ 33.78	\$ 34.54

**SHOP ASSISTANT 8 HOURS (240 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SA	<b>240 DAY</b>	\$ 32,373	\$ 33,639	\$ 34,905	\$ 36,210	\$ 39,374	\$ 40,739	\$ 42,162	\$ 43,546	\$ 44,872	\$ 46,276	\$ 47,660	\$ 49,084	\$ 50,567	\$ 52,090	\$ 53,653	\$ 55,254
ET: SA	Daily	\$ 134.89	\$ 140.16	\$ 145.44	\$ 150.88	\$ 164.06	\$ 169.75	\$ 175.68	\$ 181.44	\$ 186.97	\$ 192.82	\$ 198.58	\$ 204.52	\$ 210.70	\$ 217.04	\$ 223.55	\$ 230.23
	Hourly	\$ 16.86	\$ 17.52	\$ 18.18	\$ 18.86	\$ 20.51	\$ 21.22	\$ 21.96	\$ 22.68	\$ 23.37	\$ 24.10	\$ 24.82	\$ 25.56	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78

**UTILITY WORKER 4 HOURS (184 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT UW	<b>184 DAY</b>	\$ 14,205	\$ 14,418	\$ 14,634	\$ 14,854	\$ 15,076	\$ 15,303	\$ 15,532	\$ 15,766	\$ 16,002	\$ 16,243	\$ 16,486	\$ 16,733	\$ 16,985	\$ 17,239	\$ 17,498	\$ 17,666
ET: UW	Daily	\$ 77.20	\$ 78.36	\$ 79.53	\$ 80.73	\$ 81.93	\$ 83.17	\$ 84.41	\$ 85.68	\$ 86.97	\$ 88.28	\$ 89.60	\$ 90.94	\$ 92.31	\$ 93.69	\$ 95.10	\$ 96.01
	Hourly	\$ 19.30	\$ 19.59	\$ 19.88	\$ 20.18	\$ 20.48	\$ 20.79	\$ 21.10	\$ 21.42	\$ 21.74	\$ 22.07	\$ 22.40	\$ 22.74	\$ 23.08	\$ 23.42	\$ 23.77	\$ 24.00

**TRANSPORTATION**

**BUS DRIVER 4 HOURS( 184 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JR	<b>184 DAY</b>	\$ 19,932	\$ 20,819	\$ 21,705	\$ 22,590	\$ 23,477	\$ 24,364	\$ 24,797	\$ 25,226	\$ 25,658	\$ 26,087	\$ 26,518	\$ 26,949	\$ 27,488	\$ 28,037	\$ 28,598	\$ 29,170
ET: BD	Daily	\$ 108.33	\$ 113.15	\$ 117.96	\$ 122.77	\$ 127.59	\$ 132.41	\$ 134.77	\$ 137.10	\$ 139.45	\$ 141.78	\$ 144.12	\$ 146.46	\$ 149.39	\$ 152.38	\$ 155.42	\$ 158.53
	Hourly	\$ 27.08	\$ 28.29	\$ 29.49	\$ 30.69	\$ 31.90	\$ 33.10	\$ 33.69	\$ 34.27	\$ 34.86	\$ 35.44	\$ 36.03	\$ 36.62	\$ 37.35	\$ 38.09	\$ 38.86	\$ 39.63

**LEAD BUS DRIVER**

K-5	\$138.80/MONTH	5 HOUR MAXIMUM PER MONTH
6-8	\$166.58/MONTH	6 HOUR MAXIMUM PER MONTH
9-12	\$194.67/MONTH	7 HOUR MAXIMUM PER MONTH

**BUS AIDES 4 HOURS( 184 DAYS)**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JA 04	<b>184 DAY</b>	\$ 12,409	\$ 12,895	\$ 13,380	\$ 13,880	\$ 15,094	\$ 15,617	\$ 16,163	\$ 16,693	\$ 17,201	\$ 17,739	\$ 18,270	\$ 18,816	\$ 19,385	\$ 19,968	\$ 20,567	\$ 21,181
ET: BH	Daily	\$ 67.44	\$ 70.08	\$ 72.72	\$ 75.43	\$ 82.03	\$ 84.88	\$ 87.84	\$ 90.72	\$ 93.48	\$ 96.41	\$ 99.29	\$ 102.26	\$ 105.35	\$ 108.52	\$ 111.78	\$ 115.11
	Hourly	\$ 16.86	\$ 17.52	\$ 18.18	\$ 18.86	\$ 20.51	\$ 21.22	\$ 21.96	\$ 22.68	\$ 23.37	\$ 24.10	\$ 24.82	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78

**SUPPLEMENT-CONTRACT NO LONGER REQUIRED FOR EMPLOYEES**

**Speciality Routes:** Half Day-2 hr minimum Full Day: 4 hr minimum

Bus Driver-\$15/hour

Bus Aide-\$13.50/hour

**Summer Routes:**

Bus Driver-\$115/route

Bus Aide-\$70/route

**Training:**

Driver Trainer-\$21/hour

Driver Trainee-\$12.50/hr

**The driver in training will not be paid until 25 hours of the maximum 50 hours are complete.**

**Training must be performed with MCS trainer or a 3rd party trainer assigned by MCS or ALSDE**

## SUBSTITUTES

### TEACHER SUBSTITUTE

Non Certified \$112.50 per day

Certified \$130 per day

\* Substitutes who hold a valid Teacher's Certificate, and is on file in the Personnel Office, will be paid at the rate of \$262.00 per day, beginning with the 21st day of continuous substituting for a Board approved leave of absence. The first 20 days of substituting will be at the \$130 per day rate, unless otherwise approved by the Superintendent in special circumstances. Substitutes will not receive benefits.

### LUNCHROOM WORKER SUBSTITUTE

**\$15.00 per hour**

### AIDE SUBSTITUTE

**\$15.00 per hour**

### SUBSTITUTE BUS DRIVER

**\$100 per day**

**CONTRACTS/ EXTENDED DAY**

**CERTIFIED TEACHER CONTRACT SERVICES**

Certified Teachers may not teach more than 2 classes per term and will be paid an hourly rate based on their verified rank (highest degree recognized by the ALSDE) and step (previous teaching experience as a certified, accredited public or private school employee on the elementary, secondary, or post-secondary level)

High School Rate 1.75 hours per class not to exceed more than 2 classes per term  
 Middle School Rate 1.5 hours per class not to exceed more than 2 classes per term  
 Gross earnings to be determined by the daily rate of pay times the number of days worked in each term.

**ADJUNCT INSTRUCTORS**

Adjunct Instructors rate of pay will be based on the Teacher Salary Schedule (Bachelor's Step 0)

Hourly Rate \$34.93  
 Block Rate \$61.18 High School Rate 1.75 hours per class not to exceed more than 2 classes per term  
 Block Rate \$52.44 Middle School Rate 1.5 hours per class not to exceed more than 2 classes per term  
 Gross earnings to be determined by the daily rate of pay times the number of days worked in each term.

**EXTENDED DAY - Employees will increase 1 step each year**

	STEPS	0	1	2	3	4	5	6	7	8	9	10
<b>Director</b>	Hourly	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00	\$36.00
<b>Asst. Director</b>	Hourly	\$21.00	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	X	X	X	X	X
<b>Certified</b>	Hourly	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	X	X	X	X	X
<b>Adult/Classified</b>	Hourly	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	X	X	X	X	X
<b>High School Student</b>	Hourly	\$12.00	X	X	X	X	X	X	X	X	X	X

**CONTRACT RATES**

Position	Per Hour	Position	Per Hour
Auditorium Supervisor	\$50.00	Field Supervisor	\$20.00
Directors/Admin	\$50.00	All Support (Clerical, CNP, Custodial, Etc	\$20.00
Interpreter	\$48.00	Athletic Event Worker (Concession/Gate)	\$15.00
Physical Therapist	\$48.00	All High School Students (regardless of job)	\$12.00
Occupational Therapist	\$45.00		
Speech Pathologist	\$40.00		
Etc)	\$40.00		
Nurse RN	\$40.00		
Nurse LPN	\$30.00		

**SUPPLEMENTAL COVER PAGE**

**HIGH - MIDDLE SCHOOL**

All supplements or extra curricular activities with step increases, will increase one step with every two years of experience in the system. (competitive teams)  
Experience Credit will be given for verified paid coaching experience, at the Middle, High School, and Collegiate level.

**ELEMENTARY SCHOOL**

All supplements or extra curricular activities with step increases, will increase one step with every two years of experience in the system. (competitive teams)

**HIGH - MIDDLE - ELEMENTARY**

Any club that meets before, during or after school with a constitution and approved by the principal. (non-competitive)  
The club sponsor will receive \$400 per year.

There will only be one board paid supplement per approved club at each school.

**(amount may be split between multiple sponsors)  
(non-exempt employees are not eligible as sponsors)**

**THE ACADEMY/ALTERNATIVE SCHOOL TEACHER SUPPLEMENT**

The purpose of The Academy/Alternative School is to provide an alternative educational setting to meet the varied needs of the students of Madison City Schools, increase the graduation rate of our students, and provide a disciplinary setting as an alternative to expulsion. After an extensive evaluation of the first year of implementation, The Academy referral committee determined the following as a partial revision as a means to improve the program.

- \$5,000 supplement added to the regular teacher pay scale for the four core teachers who will be assigned full time to The Academy.
- Teachers who make proper application and are accepted into this program will be hired for a temporary one year assignment. Assignments will be reviewed at the end of the first year and a recommendation made to the Superintendent for permanently transferring teacher to assignment at The Academy.
- Teachers will be expected to participate in appropriate professional development including some during the summer months with a daily stipend.
- Teachers will be expected to exert great effort to present lessons using a variety of teaching strategies and methods.
- Teachers will be expected to teach students how to be responsible for their learning progress and will monitor and track student achievement.
- Teachers being reassigned to their original school will revert to the regular salary schedule.

**THE ELEMENTARY ALTERNATIVE SCHOOL TEACHER SUPPLEMENT**

The purpose of The Elementary Alternative School is to provide an alternative educational setting to meet the varied needs of the students of Madison City Schools, and provide a disciplinary setting as an alternative to expulsion.

- \$5,000 supplement added to the regular teacher pay scale for the teachers who will be assigned full time to The Elementary Alternative School.
- Teachers who make proper application and are accepted into this program will be hired for a temporary one year assignment. Assignments will be reviewed at the end of the first year and a recommendation made to the Superintendent for permanently transferring teacher to assignment at The Elementary Alternative School.
- Teachers will be expected to participate in appropriate professional development including some during the summer months with a daily stipend.
- Teachers will be expected to exert great effort to present lessons using a variety of teaching strategies and methods.
- Teachers will be expected to teach students how to be responsible for their learning progress and will monitor and track student achievement.
- Teachers being reassigned to their original school will revert to the regular salary schedule.

**SPECIAL EDUCATION**

**SELF CONTAINED SPECIAL EDUCATION TEACHER SUPPLEMENT DD & ED/Autism \$8,000**

**SPECIAL EDUCATION CLASSROOM TEACHERS \$1,200 STIPEND**

**SPEECH PATHOLOGISTS \$1,000 SUPPLEMENT**

**CALT - CERTIFIED ACADEMIC LANGUAGE THERAPIST**

\$5000 Supplement

**DISTRICT SCIENCE/CHEMISTRY CHEMICALS MANAGER**

\$500 Supplement

**SEAL OF BILITERACY TEAM**

Lead	\$840	\$945	\$1,050	\$1,155	\$1,260
Assistant (2)	\$560	\$625	\$695	\$765	\$835

Only receive an additional coach if player participation dictates.  
 Only receive an extra assistant if a 9th grade team is filled. Soccer, Basketball, Baseball, Softball

<b>FOOTBALL</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	11,900	13,790	15,685	17,575	19,470
Asst. Coach (OC/DC)		8,385	8,600	9,035	9,465	10,005
Asst. Coach (4)		7,030	7,250	7,680	8,115	8,655

<b>FOOTBALL - 9TH GRADE</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	5,410	5,950	6,490	7,030	7,575
Asst. Coach (2)		4,870	5,195	5,520	5,950	6,490

<b>GIRLS FLAG FOOTBALL</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	2,270	2,475	2,680	2,885	3,090
Asst. Coach		1,650	1,755	1,855	1,960	2,060

<b>BASEBALL</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	10,815	11,360	11,900	12,440	12,980
Asst Coach		4,330	4,870	5,410	5,950	6,490
Asst. Coach (2)		3,090	3,605	4,120	4,635	5,150

<b>SOCCER - (BOYS &amp; GIRLS)</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	5,950	6,490	7,030	7,575	8,115
Asst. Coach		3,245	3,465	3,680	3,895	4,330
Asst. Coach (2)		2,165	2,275	2,380	2,490	2,600

<b>GOLF - (BOYS &amp; GIRLS)</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	2,270	2,475	2,680	2,885	3,090
Asst Coach		1,650	1,755	1,855	1,960	2,060

<b>BASKETBALL (BOYS &amp; GIRLS)</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	10,815	11,900	12,980	14,060	15,145
Asst. Coach		6,490	6,705	6,925	7,250	7,575
Asst. Coach (2)		3,245	3,785	4,330	4,870	5,410

<b>VOLLEYBALL</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	8,655	9,195	9,735	10,275	10,815
Asst. Coach		3,245	3,785	4,330	4,870	5,410
Asst. Coach (2)		2,165	2,705	3,245	3,785	4,330

<b>SOFTBALL</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	10,815	11,360	11,900	12,440	12,980
Asst Coach		4,330	4,870	5,410	5,950	6,490
Asst. Coach (2)		3,090	3,605	4,120	4,635	5,150

<b>WRESTLING (BOYS &amp; GIRLS)</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	3,245	3,785	4,330	4,870	5,410
Asst. Coach		1,085	1,300	1,515	1,730	1,950

<b>TENNIS (BOYS &amp; GIRLS)</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	2,380	2,600	2,815	3,030	3,245
Asst. Coach		865	975	1,085	1,190	1,300

<b>TRACK - CROSS COUNTRY (BOYS &amp; GIRLS)</b>						
	STEPS	1	2	3	4	5
Head Coach	SALARY	2,270	2,475	2,680	2,885	3,090
Asst. Coach		1,650	1,755	1,855	1,960	2,060

**SWIMMING (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,680	2,885	3,300	3,710	4,120
Asst. Coach		1,650	1,755	1,855	1,960	2,060

**COMPETITION CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,330	4,545	4,760	5,085	5,410
Asst. Coach		2,300	2,515	2,735	2,950	3,195

**DANCE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,705	2,920	3,140	3,465	3,785
Asst. Coach		680	895	1,110	1,325	1,570

**DRAMA**

	STEPS	1	2	3	4	5
Director (2)	SALARY	3,245	3,895	4,545	5,410	6,490

**CHORAL**

	STEPS	1	2	3	4	5
Director	SALARY	3,505	3,915	4,120	4,740	5,150

**DIRECTOR SPRING MUSICAL**

Only for the school producing musical that year

	STEPS	1	2	3	4	5
Director (3)	SALARY	5,150	5,255	5,360	5,460	5,565

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**GREENPOWER**

	STEPS	1	2	3	4	5
Coach	SALARY	1,625	1,840	2,055	2,275	2,490

**TRACK - OUTDOOR (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,090	3,300	3,505	3,710	3,915
Asst. Coach (2)		1,650	1,755	1,855	1,960	2,060

**TRACK - INDOOR (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Coach	SALARY	2,270	2,475	2,680	2,885	3,090
Asst. Coach		1,650	1,755	1,855	1,960	2,060

**CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,380	2,600	2,815	3,030	3,245
Asst. Coach	SALARY	975	1,190	1,410	1,625	1,840

**BOWLING TEAM (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Coach	SALARY	2,165	2,370	2,575	2,785	3,090
Asst. Coach		1,340	1,445	1,545	1,650	1,755

**SPECIAL OLYMPICS COORDINATOR**

	STEPS	1	2	3	4	5
Coordinator	SALARY	1,410	1,625	1,840	2,055	2,275

**E-SPORTS**

(Per season- full year is 2 season maximum)

	STEPS	1	2	3	4	5
Coach	SALARY	1,650	1,755	1,855	1,960	2,060

**BAND**

	STEPS	1	2	3	4	5
Director	SALARY	6,490	7,030	7,575	8,115	8,655
Asst. Director	SALARY	2,575	3,090	3,605	4,120	4,635

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**ENVIROTHON**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**SCIENCE BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**SCHOLARS BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**MODEL UN TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**SGA-STUDENT GOVERNMENT**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**TSA-TECHNOLOGY STUDENT ASSOCIATION**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**INDOOR JAZZ BAND**

	STEPS	1	2	3	4	5
Director	SALARY	865	975	1,085	1,190	1,300

**INDOOR DRUMLINE**

	STEPS	1	2	3	4	5
Director	SALARY	865	975	1,085	1,190	1,300

**PERCUSSION ENSEMBLE**

	STEPS	1	2	3	4	5
Director	SALARY	865	975	1,085	1,190	1,300

**INDOOR WINDS**

	STEPS	1	2	3	4	5
Director	SALARY	865	975	1,085	1,190	1,300

**WINTER GUARD**

	STEPS	1	2	3	4	5
Coach	SALARY	865	975	1,085	1,190	1,300

**COLOR GUARD**

	STEPS	1	2	3	4	5
Coach	SALARY	930	1,125	1,355	1,515	1,820

**HONOR GUARD**

	STEPS	1	2	3	4	5
Coach	SALARY	865	975	1,085	1,190	1,300

**ARCHERY**

	STEPS	1	2	3	4	5
Coach	SALARY	865	975	1,085	1,190	1,300

**MARKSMANSHIP**

	STEPS	1	2	3	4	5
Coach	SALARY	865	975	1,085	1,190	1,300

**IGEM TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,410	1,625	1,840	2,055	2,275

**SUPPLEMENTS - HIGH SCHOOL**

**HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**FCCLA-FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**SUMMER COACHES/ DIRECTORS**

High School	<b># of Days</b>	<b>Daily Rate</b>	<b>Supplement Total</b>
Basketball (B and G)	15	<b>350</b>	<b>5,250</b>
Volleyball	15	<b>350</b>	<b>5,250</b>
Baseball/Softball	15	<b>350</b>	<b>5,250</b>
Wrestling	15	<b>350</b>	<b>5,250</b>
Football OC/DC	10	<b>350</b>	<b>3,500</b>
Band Director	15	<b>350</b>	<b>5,250</b>
Assistant Band Director	10	<b>350</b>	<b>3,500</b>

**HIGH SCHOOL ATHLETIC DIRECTOR**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Assistant Director	<b>SALARY</b>	<b>1,030</b>	<b>1,545</b>	<b>2,060</b>	<b>2,575</b>	<b>3,090</b>

**ROCKETRY**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**MATH TEAM**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**CHESS TEAM**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**YEARBOOK**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Sponsor	<b>SALARY</b>	<b>865</b>	<b>975</b>	<b>1,085</b>	<b>1,190</b>	<b>1,300</b>

**SKILLS USA**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**FBLA-FUTURE BUSINESS LEADERS OF AMERICA**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	<b>1,410</b>	<b>1,625</b>	<b>1,840</b>	<b>2,055</b>	<b>2,275</b>

**SUPPLEMENTS - MIDDLE SCHOOL**

**FOOTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,245	3,785	4,330	4,870	5,410
Asst. Coach (3)		1,950	2,165	2,490	2,920	3,465

**BASKETBALL**

	STEPS	1	2	3	4	5
8th Boys/Girls	SALARY	3,030	3,245	3,465	3,785	4,110
7th Boys/Girls		2,815	3,030	3,245	3,465	3,680

**BASEBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,815	3,030	3,245	3,465	3,680
Asst. Coach		1,300	1,410	1,515	1,625	1,730

**DANCE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,355	1,570	1,785	2,005	2,220

**BAND**

	STEPS	1	2	3	4	5
Director	SALARY	3,815	4,020	4,225	4,430	4,635

**INDOOR DRUMLINE**

	STEPS	1	2	3	4	5
Director	SALARY	760	865	975	1,085	1,190

**WINTER GUARD**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**COLOR GUARD**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**CHORAL**

	STEPS	1	2	3	4	5
Director	SALARY	2,165	2,270	2,370	2,475	2,575

**SOFTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,815	3,030	3,245	3,465	3,680
Asst. Coach		1,300	1,410	1,515	1,625	1,730

**VOLLEYBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,815	3,030	3,245	3,465	3,680
Asst. Coach		1,300	1,410	1,515	1,625	1,730

**SOCCER**

	STEPS	1	2	3	4	5
Head Boys	SALARY	2,815	3,030	3,245	3,465	3,680
Head Girls		2,815	3,030	3,245	3,465	3,680

**COMPETITION CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,515	1,730	1,950	2,165	2,380

**BASKETBALL CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,085	1,300	1,515	1,730	1,950

**ARCHERY**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**MARKSMANSHIP**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SCIENCE BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SUPPLEMENTS - MIDDLE SCHOOL**

**ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**ROCKETRY**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**MATH TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**CHESS TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**SCHOLARS BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**MODEL UN TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**FBLA-FUTURE BUSINESS LEADERS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**MIDDLE SCHOOL ATHLETIC DIRECTOR**

Director	YEARLY	6,490				
Assistant	STEPS SALARY	545	1,085	1,625	2,165	2,705

**ENVIROTHON TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**GREENPOWER**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	760	865	975	1,085	1,190

**TSA-TECHNOLOGY STUDENT ASSOCIATION**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**FCCLA-FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SKILLS USA**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SGA-STUDENT GOVERNMENT**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**SUMMER COACHES**

Middle School # of Days Daily Rate plement Total

MS Football	5	350	1,750
MS Basketball	5	350	1,750
MS Volleyball	5	350	1,750
MS Baseball	5	350	1,750
MS Softball	5	350	1,750

**SUPPLEMENTS - ELEMENTARY SCHOOL**

**CHORUS**

	STEPS	1	2	3	4	5
Director	SALARY	760	865	975	1,085	1,190

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**LEGO ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**ROCKETRY**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**SCIENCE BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**ENVIROTHON TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**GREENPOWER**

	STEPS	1	2	3	4	5
Coach	SALARY	760	865	975	1,085	1,190

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**SGA-STUDENT GOVERNMENT**

	STEPS	1	2	3	4	5
Head Coach	SALARY	760	865	975	1,085	1,190

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	760	865	975	1,085	1,190

## EXTRA CURRICULAR INCENTIVES

Coaches/ Directors will earn only one incentive amount based on the highest achieving team/group.

### ATHLETIC COACHES

High School Head Coach	\$250 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Asst. Coach	\$100 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Athletic Director	\$100 Per point earned (in sports at the school) for a top 10 finish towards the all sports trophy final rankings per AHSAA playoff results (Max 15 pts)-To be turned in at end of the school year
Middle School Head Coach	\$250 For each championship won. (1 per sport) *Soccer - win the County Championship
Middle School Assistant Coach	\$100 For each championship won (1 per sport)
Middle School Athletic Director	\$100 For each championship won (1 per sport)

### 7 Classifications (32 Teams)

#### Swimming, Cross Country, Wrestling, Track, Tennis

1st + 15 pts, 2nd = 10 prs, 3rd = 9 pts, 4th = 8 pts, 5th = 7 pts,  
6th = 6pts, 7th = 5 prs, 8th = 4 pts, 9th = 3 pts, 10th = 2 pts

#### Football, Volleyball, Basketball, Baseball, Soccer

2 points per round, with 1st = 15 pts, 2nd = 10 pts  
(Starting with 4 pts)

#### Golf

1st = 15 pts, 2nd = 10 pts, 3rd = 9 pts, 4th = 8 pts, 5th/6th = 7 pts  
6th = 6 pts, Qualify for Substate = 4 pts

#### Softball

1st = 15 pts, 2nd = 10 pts, 3rd = 9 pts, 4th = 8 pts, 5th/6th = 7 pts  
7th/8th = 6 pts, 3rd of Region = 5 pts, 4th of Region = 4 pts

#### Wrestling Duals

1st = 15 pts, 2nd = 10 pts, SemiFinals = 8 pts, Quarter Finals = 6 pts

#### Bowling

1st + 15 pts, 2nd = 10 prs, 3rd = 9 pts, 4th = 8 pts, 5th = 7 pts,  
6th = 6pts, 7th = 5 prs, 8th = 4 pts, Qualify for Region - 2

#### E-Sports

1st = 15 pts, 2nd = 10 pts, SemiFinals = 8 pts, Quarter Finals = 6 pts, 2nd Round = 4 pts, Qualify = 2 pts

**EXTRA CURRICULAR INCENTIVES**

Coaches/ Directors will earn only one incentive amount based on the highest achieving rank.

**BAND-MIDDLE SCHOOL & HIGH SCHOOL**

<b>Director</b>	
<b>Concert</b>	
Superior at State Music Performance Assessment	<b>\$1,000</b>
Category Winner of National Concert Competition	<b>\$1,000</b>
Overall Winner of National Concert Competition	<b>\$1,500</b>
Perform at State/Regional Music Educators Conference	<b>\$1,500</b>
Perform at National Music Educators Conference	<b>\$2,500</b>
<b>Marching</b>	
*Grand National Champion	<b>\$1,000</b>
Perform Bowl Game/National or International Parade	<b>\$2,000</b>

**Assistant Director**

<b>Concert</b>	
Superior at State Music Performance Assessment	<b>\$1,000</b>
Category Winner of National Concert Competition	<b>\$1,000</b>
Overall Winner of National Concert Competition	<b>\$1,500</b>
Perform at State/Regional Music Educators Conference	<b>\$1,500</b>
Perform at National Music Educators Conference	<b>\$2,500</b>
<b>Marching</b>	
*Grand National Champion	<b>\$500</b>
Perform Bowl Game/Major Parade (Macy's)	<b>\$1,500</b>

\* Grand National Champion - Large Competition with a minimum of 5 bands (similar classification/size)

**CHORUS-MIDDLE SCHOOL & HIGH SCHOOL**

Superior Ratings AVA State Festival	<b>\$500</b>
Category Winner National Music Competition	<b>\$1,000</b>
Overall Winner National Music Competition	<b>\$1,500</b>
Perform at State Music Educators Conference	<b>\$2,000</b>
Perform at Regional Music Educators Conference	<b>\$3,000</b>
Perform at National or International Music Educators Conference	<b>\$4,000</b>

**MIDDLE & HIGH SCHOOL PERCUSSION ENSEMBLE**

STEPS	Regional	Nationals
	<b>500</b>	<b>1,000</b>

**MIDDLE & HIGH SCHOOL JAZZ BAND**

STEPS	Regional	Nationals
	<b>500</b>	<b>1,000</b>

**MIDDLE & HIGH SCHOOL INDOOR DRUMLINE**

STEPS	Regional	Nationals
	<b>500</b>	<b>1,000</b>

**HIGH SCHOOL INDOOR WINDS**

STEPS	Regional	Nationals
	<b>500</b>	<b>1,000</b>

**MATH / CHESS/ ARCHERY TEAM-ELEMENTARY ONLY  
KINDERGARTEN CHESS**

	STEPS	1	2	3	4	5
0-2 Pts	Level 1	300	420	540	660	780
3-8 Pts	Level 2	600	720	840	960	1,080
9 - Above	Level 3	960	1,080	1,200	1,320	1,440

**EXTRA CURRICULAR INCENTIVES**

Coaches/ Directors will earn only one incentive amount based on the highest achieving rank.

**COMPETITION CHEERLEADING - HIGH SCHOOL**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**COMPETITION CHEERLEADING - MIDDLE SCHOOL**

STEPS	Regional	State	Nationals
	<b>750</b>	<b>500</b>	<b>1,250</b>

**DANCE TEAM - VARSITY**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**DANCE TEAM - MIDDLE SCHOOL**

STEPS	Regional	State	Nationals
	<b>750</b>	<b>500</b>	<b>1,250</b>

**MIDDLE & HIGH SCHOOL WINTER GUARD**

STEPS	Regional	Nationals
	<b>500</b>	<b>1,000</b>

**HONOR GUARD**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**DRAMA HIGH SCHOOL**

1 per Director

STEPS	District	State	National
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**SCIENCE OLYMPIAD**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**SCIENCE BOWL**

STEPS	State	Nationals
	<b>1,500</b>	<b>2,500</b>

**COMPUTER SCIENCE TEAM**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**iGEM TEAM**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**YEARBOOK**

STEPS	State	Nationals
	<b>1,500</b>	<b>2,500</b>

**ENVIROTHON TEAM**

STEPS	Regional	State	North American
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**GREEN POWER**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**LEGO ROBOTICS**

STEPS	District	FIRST	Chairman's Award
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**UNDERWATER ROBOTICS**

STEPS	Regional	Nationals
	<b>1,000</b>	<b>2,500</b>

**ROBOTICS**

STEPS	State	Nationals
	<b>1,000</b>	<b>2,500</b>

**ROCKETRY**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**EXTRA CURRICULAR INCENTIVES**

Coaches/ Directors will earn only one incentive amount based on the highest achieving rank.

**MARKSMANSHIP**

STEPS	District	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**\*ARCHERY TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS	Regional	State	Nationals	World
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>	<b>3000</b>

**\*MATH TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS	Chapter	State	Nationals-*Student Win
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**\* CHESS TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**DESTINATION IMAGINATION**

STEPS	Regional	State	Global
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**SCHOLARS BOWL**

STEPS	District	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**DEBATE**

STEPS	District	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**MODEL UN TEAMS**

STEPS	Regional	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**SGA**

STEPS	State	Nationals
	<b>1,500</b>	<b>2,500</b>

**TSA**

STEPS	Regional	State	National	World
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>	<b>3,000</b>

**FCCLA**

STEPS	State	Nationals
	<b>1,500</b>	<b>2,500</b>

**FBLA**

STEPS	District	State	Nationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**HOSA**

STEPS	District	State	Internationals
	<b>1,000</b>	<b>1,500</b>	<b>2,500</b>

**SKILLS USA**

STEPS	State	Nationals
	<b>1,500</b>	<b>2,500</b>