

# Madison City Schools Board of Education



**2024-2025  
Salary Schedule**

**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

A1 II BACHELOR'S		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	187 DAY	\$	47,600	\$ 49,382	\$ 49,877	\$ 50,112	\$ 52,509	\$ 54,609	\$ 55,155	\$ 55,707	\$ 56,261	\$ 57,396	\$ 58,829	\$ 60,007	\$ 60,014	\$ 61,805	\$ 63,051	\$ 63,055	\$ 64,325	\$ 65,619
	Daily	\$	254.55	\$ 264.07	\$ 266.72	\$ 267.98	\$ 280.80	\$ 292.03	\$ 294.95	\$ 297.90	\$ 300.86	\$ 306.93	\$ 314.59	\$ 320.89	\$ 320.93	\$ 330.51	\$ 337.17	\$ 337.19	\$ 343.98	\$ 350.90
			18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$	65,628	\$ 66,947	\$ 67,616	\$ 67,704	\$ 67,923	\$ 68,299	\$ 68,339	\$ 69,023	\$ 69,712	\$ 69,746	\$ 70,444	\$ 71,147	\$ 71,859	\$ 72,578	\$ 73,304	\$ 74,037	\$ 74,776	\$ 75,524
	Daily	\$	350.95	\$ 358.01	\$ 361.58	\$ 362.05	\$ 363.22	\$ 365.23	\$ 365.45	\$ 369.11	\$ 372.79	\$ 372.97	\$ 376.71	\$ 380.47	\$ 384.27	\$ 388.12	\$ 392.00	\$ 395.92	\$ 399.87	\$ 403.87

A1 I MASTER'S		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	187 DAY	\$	51,881	\$ 53,027	\$ 53,561	\$ 57,068	\$ 59,441	\$ 61,818	\$ 62,432	\$ 63,060	\$ 63,689	\$ 64,968	\$ 66,596	\$ 67,932	\$ 67,941	\$ 69,968	\$ 71,374	\$ 71,380	\$ 72,816	\$ 74,279
	Daily	\$	277.44	\$ 283.57	\$ 286.42	\$ 305.18	\$ 317.87	\$ 330.58	\$ 333.86	\$ 337.22	\$ 340.58	\$ 347.42	\$ 356.13	\$ 363.27	\$ 363.32	\$ 374.16	\$ 381.68	\$ 381.71	\$ 389.39	\$ 397.21
			18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$	74,288	\$ 75,783	\$ 76,540	\$ 76,571	\$ 76,639	\$ 77,311	\$ 77,360	\$ 78,037	\$ 78,818	\$ 78,896	\$ 79,835	\$ 80,342	\$ 81,147	\$ 81,956	\$ 82,778	\$ 83,605	\$ 84,440	\$ 85,285
	Daily	\$	397.26	\$ 405.26	\$ 409.30	\$ 409.47	\$ 409.83	\$ 413.43	\$ 413.69	\$ 417.31	\$ 421.49	\$ 421.90	\$ 426.93	\$ 429.64	\$ 433.94	\$ 438.27	\$ 442.66	\$ 447.09	\$ 451.55	\$ 456.07

A1 AA AA & ED.S		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	187 DAY	\$	55,939	\$ 56,692	\$ 57,303	\$ 61,533	\$ 63,418	\$ 65,957	\$ 66,610	\$ 67,277	\$ 67,951	\$ 69,314	\$ 71,051	\$ 72,479	\$ 72,485	\$ 74,649	\$ 76,151	\$ 76,158	\$ 77,689	\$ 79,247
	Daily	\$	299.14	\$ 303.17	\$ 306.43	\$ 329.05	\$ 339.13	\$ 352.71	\$ 356.20	\$ 359.77	\$ 363.37	\$ 370.66	\$ 379.95	\$ 387.59	\$ 387.62	\$ 399.19	\$ 407.22	\$ 407.26	\$ 415.45	\$ 423.78
			18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$	79,259	\$ 80,852	\$ 81,660	\$ 81,728	\$ 81,904	\$ 83,370	\$ 83,552	\$ 83,937	\$ 84,777	\$ 85,623	\$ 86,480	\$ 87,344	\$ 88,218	\$ 89,101	\$ 89,991	\$ 90,892	\$ 91,800	\$ 92,717
	Daily	\$	423.84	\$ 432.36	\$ 436.68	\$ 437.05	\$ 437.99	\$ 445.83	\$ 446.80	\$ 448.86	\$ 453.35	\$ 457.88	\$ 462.46	\$ 467.08	\$ 471.75	\$ 476.48	\$ 481.24	\$ 486.05	\$ 490.91	\$ 495.81

A1 DR DOCTORATE		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET:T	187 DAY	\$	60,001	\$ 60,603	\$ 61,209	\$ 66,003	\$ 66,665	\$ 69,333	\$ 70,025	\$ 70,725	\$ 71,432	\$ 72,867	\$ 74,689	\$ 76,193	\$ 76,201	\$ 78,479	\$ 80,057	\$ 80,063	\$ 81,673	\$ 83,316
	Daily	\$	320.86	\$ 324.08	\$ 327.32	\$ 352.96	\$ 356.50	\$ 370.76	\$ 374.47	\$ 378.21	\$ 381.99	\$ 389.66	\$ 399.41	\$ 407.45	\$ 407.49	\$ 419.67	\$ 428.11	\$ 428.14	\$ 436.75	\$ 445.54
			18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$	83,329	\$ 85,000	\$ 85,851	\$ 85,958	\$ 86,413	\$ 86,718	\$ 86,749	\$ 87,442	\$ 88,317	\$ 88,445	\$ 89,046	\$ 89,937	\$ 90,836	\$ 91,744	\$ 92,661	\$ 93,589	\$ 94,525	\$ 95,468
	Daily	\$	445.61	\$ 454.55	\$ 459.10	\$ 459.67	\$ 462.10	\$ 463.73	\$ 463.90	\$ 467.60	\$ 472.28	\$ 472.97	\$ 476.18	\$ 480.95	\$ 485.75	\$ 490.61	\$ 495.51	\$ 500.48	\$ 505.48	\$ 510.52

\*MAAP POSITION: TEACHER SALARY SCHEDULE (187 DAYS) + PRE-K - 5 ASSISTANT PRINCIPAL SUPPLEMENT \$4,458

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

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

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	189 DAY	\$ 51,511	\$ 55,142	\$ 58,088	\$ 59,788	\$ 61,533	\$ 63,322	\$ 65,161	\$ 67,048	\$ 68,388	\$ 69,756	\$ 70,801	\$ 71,864	\$ 72,942	\$ 74,040	\$ 75,162	\$ 76,305	\$ 77,471	\$ 78,660	
	Daily	\$ 272.55	\$ 291.76	\$ 307.34	\$ 316.34	\$ 325.57	\$ 335.04	\$ 344.77	\$ 354.75	\$ 361.84	\$ 369.08	\$ 374.61	\$ 380.23	\$ 385.94	\$ 391.74	\$ 397.68	\$ 403.73	\$ 409.90	\$ 416.19	

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	189 DAY	\$ 58,407	\$ 63,413	\$ 66,798	\$ 68,754	\$ 70,762	\$ 72,820	\$ 74,933	\$ 77,105	\$ 78,644	\$ 80,218	\$ 81,423	\$ 82,644	\$ 83,883	\$ 85,147	\$ 86,435	\$ 87,752	\$ 89,091	\$ 90,460	
	Daily	\$ 309.03	\$ 335.52	\$ 353.43	\$ 363.78	\$ 374.40	\$ 385.29	\$ 396.47	\$ 407.96	\$ 416.11	\$ 424.43	\$ 430.81	\$ 437.27	\$ 443.83	\$ 450.51	\$ 457.33	\$ 464.30	\$ 471.38	\$ 478.62	

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	189 DAY	\$ 62,549	\$ 68,376	\$ 72,046	\$ 74,155	\$ 76,318	\$ 78,540	\$ 80,820	\$ 83,159	\$ 84,823	\$ 86,520	\$ 87,817	\$ 89,134	\$ 90,471	\$ 91,834	\$ 93,225	\$ 94,642	\$ 96,089	\$ 97,563	
	Daily	\$ 330.95	\$ 361.78	\$ 381.20	\$ 392.35	\$ 403.80	\$ 415.56	\$ 427.62	\$ 439.99	\$ 448.80	\$ 457.78	\$ 464.64	\$ 471.61	\$ 478.68	\$ 485.89	\$ 493.25	\$ 500.75	\$ 508.41	\$ 516.21	

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	189 DAY	\$ 66,687	\$ 73,342	\$ 77,254	\$ 79,516	\$ 81,837	\$ 84,219	\$ 86,663	\$ 89,173	\$ 90,956	\$ 92,776	\$ 94,167	\$ 95,578	\$ 97,013	\$ 98,474	\$ 99,965	\$ 101,486	\$ 103,037	\$ 104,619	
	Daily	\$ 352.84	\$ 388.05	\$ 408.75	\$ 420.72	\$ 433.00	\$ 445.60	\$ 458.53	\$ 471.81	\$ 481.25	\$ 490.88	\$ 498.24	\$ 505.70	\$ 513.30	\$ 521.03	\$ 528.92	\$ 536.96	\$ 545.17	\$ 553.54	

TEACHERS AND OTHER CERTIFIED STAFF\*\*  
202 DAYS

A3 II		BACHELOR'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	202 DAY	\$	48,735	\$ 50,514	\$ 51,020	\$ 53,606	\$ 56,666	\$ 58,932	\$ 59,522	\$ 60,117	\$ 60,715	\$ 61,940	\$ 63,485	\$ 64,758	\$ 64,764	\$ 66,697	\$ 68,042	\$ 68,047	\$ 69,418	\$ 70,813
	Daily	\$	241.26	\$ 250.07	\$ 252.57	\$ 265.38	\$ 280.52	\$ 291.74	\$ 294.66	\$ 297.61	\$ 300.57	\$ 306.63	\$ 314.28	\$ 320.58	\$ 320.61	\$ 330.18	\$ 336.84	\$ 336.87	\$ 343.65	\$ 350.56
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	202 DAY	\$	70,823	\$ 72,246	\$ 72,968	\$ 73,063	\$ 73,301	\$ 73,706	\$ 73,750	\$ 74,486	\$ 75,230	\$ 75,267	\$ 76,020	\$ 76,780	\$ 77,548	\$ 78,323	\$ 79,107	\$ 79,898	\$ 80,696	\$ 81,504
	Daily	\$	350.61	\$ 357.65	\$ 361.23	\$ 361.70	\$ 362.88	\$ 364.88	\$ 365.10	\$ 368.74	\$ 372.43	\$ 372.61	\$ 376.34	\$ 380.10	\$ 383.90	\$ 387.74	\$ 391.62	\$ 395.53	\$ 399.49	\$ 403.49
A3 I		MASTER'S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	202 DAY	\$	56,042	\$ 57,281	\$ 57,856	\$ 61,646	\$ 64,208	\$ 66,777	\$ 67,439	\$ 68,118	\$ 68,798	\$ 70,180	\$ 71,938	\$ 73,381	\$ 73,391	\$ 75,580	\$ 77,099	\$ 77,105	\$ 78,657	\$ 80,237
	Daily	\$	277.44	\$ 283.57	\$ 286.42	\$ 305.18	\$ 317.86	\$ 330.58	\$ 333.86	\$ 337.22	\$ 340.58	\$ 347.43	\$ 356.13	\$ 363.27	\$ 363.32	\$ 374.16	\$ 381.68	\$ 381.71	\$ 389.39	\$ 397.21
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	202 DAY	\$	80,248	\$ 81,863	\$ 82,680	\$ 82,713	\$ 82,787	\$ 83,513	\$ 83,565	\$ 84,296	\$ 85,141	\$ 85,225	\$ 86,238	\$ 86,786	\$ 87,655	\$ 88,531	\$ 89,418	\$ 90,311	\$ 91,213	\$ 92,126
	Daily	\$	397.27	\$ 405.26	\$ 409.31	\$ 409.47	\$ 409.84	\$ 413.43	\$ 413.69	\$ 417.31	\$ 421.49	\$ 421.91	\$ 426.92	\$ 429.63	\$ 433.94	\$ 438.27	\$ 442.66	\$ 447.08	\$ 451.55	\$ 456.07
A3 AA		AA & ED.S																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	202 DAY	\$	60,427	\$ 61,239	\$ 61,899	\$ 66,469	\$ 68,505	\$ 71,247	\$ 71,953	\$ 72,673	\$ 73,402	\$ 74,874	\$ 76,749	\$ 78,293	\$ 78,300	\$ 80,637	\$ 82,258	\$ 82,267	\$ 83,921	\$ 85,605
	Daily	\$	299.14	\$ 303.16	\$ 306.43	\$ 329.05	\$ 339.13	\$ 352.71	\$ 356.20	\$ 359.77	\$ 363.38	\$ 370.66	\$ 379.95	\$ 387.59	\$ 387.62	\$ 399.19	\$ 407.22	\$ 407.26	\$ 415.45	\$ 423.79
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	202 DAY	\$	85,615	\$ 87,337	\$ 88,209	\$ 88,284	\$ 88,474	\$ 90,057	\$ 90,253	\$ 90,669	\$ 91,576	\$ 92,491	\$ 93,418	\$ 94,350	\$ 95,294	\$ 96,248	\$ 97,210	\$ 98,183	\$ 99,164	\$ 100,154
	Daily	\$	423.84	\$ 432.36	\$ 436.68	\$ 437.05	\$ 437.99	\$ 445.83	\$ 446.80	\$ 448.86	\$ 453.35	\$ 457.88	\$ 462.47	\$ 467.08	\$ 471.75	\$ 476.48	\$ 481.24	\$ 486.05	\$ 490.91	\$ 495.81
A3 DR		DOCTORATE																		
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: T2	202 DAY	\$	64,814	\$ 65,463	\$ 66,118	\$ 71,297	\$ 72,011	\$ 74,894	\$ 75,642	\$ 76,398	\$ 77,161	\$ 78,712	\$ 80,679	\$ 82,304	\$ 82,312	\$ 84,775	\$ 86,478	\$ 86,486	\$ 88,224	\$ 89,999
	Daily	\$	320.86	\$ 324.07	\$ 327.32	\$ 352.96	\$ 356.49	\$ 370.76	\$ 374.47	\$ 378.21	\$ 381.99	\$ 389.66	\$ 399.40	\$ 407.45	\$ 407.49	\$ 419.68	\$ 428.11	\$ 428.15	\$ 436.75	\$ 445.54
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	202 DAY	\$	90,013	\$ 91,818	\$ 92,738	\$ 92,853	\$ 93,344	\$ 93,674	\$ 93,707	\$ 94,457	\$ 95,401	\$ 95,540	\$ 96,189	\$ 97,151	\$ 98,121	\$ 99,103	\$ 100,094	\$ 101,096	\$ 102,108	\$ 103,127
	Daily	\$	445.61	\$ 454.54	\$ 459.10	\$ 459.67	\$ 462.10	\$ 463.73	\$ 463.90	\$ 467.61	\$ 472.28	\$ 472.97	\$ 476.18	\$ 480.95	\$ 485.75	\$ 490.61	\$ 495.51	\$ 500.48	\$ 505.49	\$ 510.53

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

TEACHERS AND OTHER CERTIFIED STAFF\*\*  
212 DAYS

A4 II		BACHELOR'S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T3	212 DAY	\$	51,147	\$	53,015	\$	53,545	\$	56,261	\$	59,472	\$	61,849	\$	62,468	\$	63,093	\$	63,721	\$	65,006	\$	66,629	\$	67,963	\$	67,971	\$	70,000	\$	71,411	\$	71,416	\$	72,855	\$	74,320
	Daily	\$	241.26	\$	250.07	\$	252.57	\$	265.38	\$	280.53	\$	291.74	\$	294.66	\$	297.61	\$	300.57	\$	306.63	\$	314.29	\$	320.58	\$	320.62	\$	330.19	\$	336.84	\$	336.87	\$	343.66	\$	350.57
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	212 DAY	\$	74,330	\$	75,823	\$	76,580	\$	76,680	\$	76,929	\$	77,354	\$	77,400	\$	78,174	\$	78,955	\$	78,993	\$	79,784	\$	80,580	\$	81,387	\$	82,200	\$	83,022	\$	83,853	\$	84,690	\$	85,538
	Daily	\$	350.61	\$	357.66	\$	361.23	\$	361.70	\$	362.87	\$	364.88	\$	365.09	\$	368.75	\$	372.43	\$	372.61	\$	376.34	\$	380.09	\$	383.90	\$	387.74	\$	391.61	\$	395.53	\$	399.48	\$	403.48
A4 I		MASTER'S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T3	212 DAY	\$	58,818	\$	60,117	\$	60,720	\$	64,698	\$	67,387	\$	70,082	\$	70,778	\$	71,490	\$	72,204	\$	73,654	\$	75,499	\$	77,014	\$	77,024	\$	79,323	\$	80,915	\$	80,923	\$	82,551	\$	84,210
	Daily	\$	271.99	\$	283.57	\$	286.42	\$	305.18	\$	317.86	\$	330.58	\$	333.86	\$	337.22	\$	340.58	\$	347.42	\$	356.13	\$	363.27	\$	363.32	\$	374.17	\$	381.67	\$	381.71	\$	389.39	\$	397.22
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	212 DAY	\$	84,220	\$	85,915	\$	86,773	\$	86,808	\$	86,885	\$	87,647	\$	87,703	\$	88,470	\$	89,356	\$	89,443	\$	90,508	\$	91,083	\$	91,994	\$	92,913	\$	93,845	\$	94,782	\$	95,729	\$	96,687
	Daily	\$	397.26	\$	405.26	\$	409.31	\$	409.47	\$	409.83	\$	413.43	\$	413.69	\$	417.31	\$	421.49	\$	421.90	\$	426.92	\$	429.64	\$	433.93	\$	438.27	\$	442.67	\$	447.08	\$	451.55	\$	456.07
A4 AA		AA & ED.S																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T3	212 DAY	\$	63,418	\$	64,272	\$	64,963	\$	69,759	\$	71,896	\$	74,774	\$	75,515	\$	76,271	\$	77,036	\$	78,581	\$	80,549	\$	82,169	\$	82,176	\$	84,629	\$	86,331	\$	86,339	\$	88,075	\$	89,842
	Daily	\$	299.14	\$	303.17	\$	306.43	\$	329.05	\$	339.13	\$	352.71	\$	356.20	\$	359.77	\$	363.38	\$	370.67	\$	379.95	\$	387.59	\$	387.62	\$	399.19	\$	407.22	\$	407.26	\$	415.45	\$	423.78
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	212 DAY	\$	89,853	\$	91,660	\$	92,577	\$	92,653	\$	92,854	\$	94,516	\$	94,722	\$	95,158	\$	96,111	\$	97,070	\$	98,043	\$	99,022	\$	100,013	\$	101,012	\$	102,022	\$	103,043	\$	104,073	\$	105,114
	Daily	\$	423.83	\$	432.36	\$	436.68	\$	437.04	\$	437.99	\$	445.83	\$	446.80	\$	448.86	\$	453.35	\$	457.88	\$	462.47	\$	467.08	\$	471.76	\$	476.47	\$	481.24	\$	486.05	\$	490.91	\$	495.82
A4 DR		DOCTORATE																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: T3	212 DAY	\$	68,023	\$	68,705	\$	69,391	\$	74,826	\$	75,576	\$	78,602	\$	79,386	\$	80,180	\$	80,982	\$	82,608	\$	84,674	\$	86,380	\$	86,388	\$	88,970	\$	90,760	\$	90,767	\$	92,592	\$	94,455
	Daily	\$	320.86	\$	324.08	\$	327.32	\$	352.95	\$	356.49	\$	370.76	\$	374.46	\$	378.21	\$	381.99	\$	389.66	\$	399.41	\$	407.45	\$	407.49	\$	419.67	\$	428.11	\$	428.15	\$	436.75	\$	445.54
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	212 DAY	\$	94,470	\$	96,363	\$	97,329	\$	97,449	\$	97,965	\$	98,311	\$	98,347	\$	99,132	\$	100,125	\$	100,270	\$	100,951	\$	101,961	\$	102,980	\$	104,009	\$	105,049	\$	106,101	\$	107,162	\$	108,233
	Daily	\$	445.61	\$	454.54	\$	459.10	\$	459.67	\$	462.10	\$	463.73	\$	463.90	\$	467.60	\$	472.29	\$	472.97	\$	476.18	\$	480.95	\$	485.75	\$	490.61	\$	495.51	\$	500.48	\$	505.48	\$	510.53

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

TEACHERS AND OTHER CERTIFIED STAFF\*\*  
240 DAYS

A6 II		BACHELOR'S																		
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
ET: T5	STEPS																			
	240 DAY	\$ 57,903	\$ 60,017	\$ 60,618	\$ 63,690	\$ 67,326	\$ 70,018	\$ 70,719	\$ 71,426	\$ 72,138	\$ 73,591	\$ 75,428	\$ 76,940	\$ 76,948	\$ 79,244	\$ 80,842	\$ 80,847	\$ 82,476	\$ 84,134	
	Daily	\$ 241.26	\$ 250.07	\$ 252.58	\$ 265.38	\$ 280.53	\$ 291.74	\$ 294.66	\$ 297.61	\$ 300.58	\$ 306.63	\$ 314.28	\$ 320.58	\$ 320.62	\$ 330.18	\$ 336.84	\$ 336.86	\$ 343.65	\$ 350.56	
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
	240 DAY	\$ 84,147	\$ 85,838	\$ 86,694	\$ 86,808	\$ 87,089	\$ 87,570	\$ 87,622	\$ 88,498	\$ 89,382	\$ 89,426	\$ 90,320	\$ 91,224	\$ 92,135	\$ 93,057	\$ 93,988	\$ 94,928	\$ 95,875	\$ 96,836	
	Daily	\$ 350.61	\$ 357.66	\$ 361.23	\$ 361.70	\$ 362.87	\$ 364.88	\$ 365.09	\$ 368.74	\$ 372.43	\$ 372.61	\$ 376.33	\$ 380.10	\$ 383.90	\$ 387.74	\$ 391.62	\$ 395.53	\$ 399.48	\$ 403.48	
A6 I		MASTER'S																		
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
ET: T5	STEPS																			
	240 DAY	\$ 66,585	\$ 68,056	\$ 68,740	\$ 73,243	\$ 76,286	\$ 79,338	\$ 80,126	\$ 80,933	\$ 81,740	\$ 83,381	\$ 85,471	\$ 87,186	\$ 87,196	\$ 89,798	\$ 91,603	\$ 91,611	\$ 93,453	\$ 95,332	
	Daily	\$ 277.44	\$ 283.57	\$ 286.42	\$ 305.18	\$ 317.86	\$ 330.58	\$ 333.86	\$ 337.22	\$ 340.58	\$ 347.42	\$ 356.13	\$ 363.28	\$ 363.32	\$ 374.16	\$ 381.68	\$ 381.71	\$ 389.39	\$ 397.22	
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
	240 DAY	\$ 95,343	\$ 97,262	\$ 98,234	\$ 98,272	\$ 98,361	\$ 99,223	\$ 99,286	\$ 100,153	\$ 101,157	\$ 101,256	\$ 102,462	\$ 103,112	\$ 104,146	\$ 105,185	\$ 106,239	\$ 107,300	\$ 108,372	\$ 109,457	
	Daily	\$ 397.26	\$ 405.26	\$ 409.31	\$ 409.47	\$ 409.84	\$ 413.43	\$ 413.69	\$ 417.30	\$ 421.49	\$ 421.90	\$ 426.93	\$ 429.63	\$ 433.94	\$ 438.27	\$ 442.66	\$ 447.08	\$ 451.55	\$ 456.07	
A6 AA		AA & ED.S																		
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
ET: T5	STEPS																			
	240 DAY	\$ 71,794	\$ 72,760	\$ 73,544	\$ 78,972	\$ 81,392	\$ 84,650	\$ 85,489	\$ 86,345	\$ 87,209	\$ 88,959	\$ 91,187	\$ 93,020	\$ 93,029	\$ 95,807	\$ 97,734	\$ 97,743	\$ 99,709	\$ 101,708	
	Daily	\$ 299.14	\$ 303.17	\$ 306.43	\$ 329.05	\$ 339.13	\$ 352.71	\$ 356.20	\$ 359.77	\$ 363.37	\$ 370.66	\$ 379.95	\$ 387.58	\$ 387.62	\$ 399.20	\$ 407.23	\$ 407.26	\$ 415.45	\$ 423.78	
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
	240 DAY	\$ 101,720	\$ 103,766	\$ 104,803	\$ 104,890	\$ 105,118	\$ 106,998	\$ 107,231	\$ 107,727	\$ 108,804	\$ 109,890	\$ 110,992	\$ 112,100	\$ 113,220	\$ 114,353	\$ 115,496	\$ 116,652	\$ 117,819	\$ 118,997	
	Daily	\$ 423.83	\$ 432.36	\$ 436.68	\$ 437.04	\$ 437.99	\$ 445.83	\$ 446.80	\$ 448.86	\$ 453.35	\$ 457.88	\$ 462.47	\$ 467.08	\$ 471.75	\$ 476.47	\$ 481.23	\$ 486.05	\$ 490.91	\$ 495.82	
A6 DR		DOCTORATE																		
		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
ET: T5	STEPS																			
	240 DAY	\$ 77,006	\$ 77,779	\$ 78,556	\$ 84,708	\$ 85,558	\$ 88,983	\$ 89,872	\$ 90,769	\$ 91,677	\$ 93,519	\$ 95,857	\$ 97,788	\$ 97,797	\$ 100,721	\$ 102,747	\$ 102,754	\$ 104,821	\$ 106,929	
	Daily	\$ 320.86	\$ 324.08	\$ 327.32	\$ 352.95	\$ 356.49	\$ 370.76	\$ 374.47	\$ 378.20	\$ 381.99	\$ 389.66	\$ 399.40	\$ 407.45	\$ 407.49	\$ 419.67	\$ 428.11	\$ 428.14	\$ 436.75	\$ 445.54	
		18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
	240 DAY	\$ 106,946	\$ 109,091	\$ 110,183	\$ 110,321	\$ 110,904	\$ 111,295	\$ 111,336	\$ 112,225	\$ 113,348	\$ 113,512	\$ 114,284	\$ 115,427	\$ 116,580	\$ 117,745	\$ 118,923	\$ 120,114	\$ 121,315	\$ 122,526	
	Daily	\$ 445.61	\$ 454.55	\$ 459.10	\$ 459.67	\$ 462.10	\$ 463.73	\$ 463.90	\$ 467.60	\$ 472.28	\$ 472.97	\$ 476.18	\$ 480.95	\$ 485.75	\$ 490.60	\$ 495.51	\$ 500.48	\$ 505.48	\$ 510.53	

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

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	240 DAY	\$	66,585	\$	68,056	\$	68,740	\$	73,243	\$	76,286	\$	79,338	\$	80,126	\$	80,933	\$	81,740	\$	83,381	\$	85,471	\$	87,186	\$	87,196	\$	89,798	\$	91,603	\$	91,611	\$	93,453	\$	95,332
	Daily	\$	277.44	\$	283.57	\$	286.42	\$	305.18	\$	317.86	\$	330.58	\$	333.86	\$	337.22	\$	340.58	\$	347.42	\$	356.13	\$	363.28	\$	363.32	\$	374.16	\$	381.68	\$	381.71	\$	389.39	\$	397.22
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	240 DAY	\$	95,343	\$	97,262	\$	98,234	\$	98,272	\$	98,361	\$	99,223	\$	99,286	\$	100,153	\$	101,157	\$	101,256	\$	102,462	\$	103,112	\$	104,146	\$	105,185	\$	106,239	\$	107,300	\$	108,372	\$	109,457
	Daily	\$	397.26	\$	405.26	\$	409.31	\$	409.47	\$	409.84	\$	413.43	\$	413.69	\$	417.30	\$	421.49	\$	421.90	\$	426.93	\$	429.63	\$	433.94	\$	438.27	\$	442.66	\$	447.08	\$	451.55	\$	456.07
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	240 DAY	\$	71,794	\$	72,760	\$	73,544	\$	78,972	\$	81,392	\$	84,650	\$	85,489	\$	86,345	\$	87,209	\$	88,959	\$	91,187	\$	93,020	\$	93,029	\$	95,807	\$	97,734	\$	97,743	\$	99,709	\$	101,708
	Daily	\$	299.14	\$	303.17	\$	306.43	\$	329.05	\$	339.13	\$	352.71	\$	356.20	\$	359.77	\$	363.37	\$	370.66	\$	379.95	\$	387.58	\$	387.62	\$	399.20	\$	407.23	\$	407.26	\$	415.45	\$	423.78
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	240 DAY	\$	101,720	\$	103,766	\$	104,803	\$	104,890	\$	105,118	\$	106,998	\$	107,231	\$	107,727	\$	108,804	\$	109,890	\$	110,992	\$	112,100	\$	113,220	\$	114,353	\$	115,496	\$	116,652	\$	117,819	\$	118,997
	Daily	\$	423.83	\$	432.36	\$	436.68	\$	437.04	\$	437.99	\$	445.83	\$	446.80	\$	448.86	\$	453.35	\$	457.88	\$	462.47	\$	467.08	\$	471.75	\$	476.47	\$	481.23	\$	486.05	\$	490.91	\$	495.82
A6 DR		DOCTORATE																																			
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17																	
ET: AA	240 DAY	\$	77,006	\$	77,779	\$	78,556	\$	84,708	\$	85,558	\$	88,983	\$	89,872	\$	90,769	\$	91,677	\$	93,519	\$	95,857	\$	97,788	\$	97,797	\$	100,721	\$	102,747	\$	102,754	\$	104,821	\$	106,929
	Daily	\$	320.86	\$	324.08	\$	327.32	\$	352.95	\$	356.49	\$	370.76	\$	374.47	\$	378.20	\$	381.99	\$	389.66	\$	399.40	\$	407.45	\$	407.49	\$	419.67	\$	428.11	\$	428.14	\$	436.75	\$	445.54
		STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35																	
	240 DAY	\$	106,946	\$	109,091	\$	110,183	\$	110,321	\$	110,904	\$	111,295	\$	111,336	\$	112,225	\$	113,348	\$	113,512	\$	114,284	\$	115,427	\$	116,580	\$	117,745	\$	118,923	\$	120,114	\$	121,315	\$	122,526
	Daily	\$	445.61	\$	454.55	\$	459.10	\$	459.67	\$	462.10	\$	463.73	\$	463.90	\$	467.60	\$	472.28	\$	472.97	\$	476.18	\$	480.95	\$	485.75	\$	490.60	\$	495.51	\$	500.48	\$	505.48	\$	510.53

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

Pre-K-5 Assistant Principal: \$4,458

6-8 Assistant Principal: \$6,688

\*9-12 Assistant Principal: \$8,917

Experience Supplement: \$596 per year for a maximum of 4 years experience in an administrative position with Madison City.



P3 00		K-5																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	240 DAY	\$	105,411	\$	106,451	\$	107,490	\$	108,528	\$	109,568	\$	110,607	\$	111,647	\$	112,684	\$	113,723	\$	114,763	\$	115,802	\$	116,840	\$	117,880	\$	118,919	\$	119,958	\$	120,996
	Daily	\$	439.21	\$	443.55	\$	447.88	\$	452.20	\$	456.53	\$	460.86	\$	465.20	\$	469.52	\$	473.85	\$	478.18	\$	482.51	\$	486.83	\$	491.17	\$	495.50	\$	499.83	\$	504.15

HIGHER DEGREE SUPPLEMENT      Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

P2 00		6-8																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	240 DAY	\$	110,475	\$	111,624	\$	112,774	\$	113,924	\$	115,073	\$	116,224	\$	117,373	\$	118,522	\$	119,673	\$	120,823	\$	121,973	\$	123,122	\$	124,271	\$	125,422	\$	126,571	\$	127,722
	Daily	\$	460.31	\$	465.10	\$	469.89	\$	474.68	\$	479.47	\$	484.27	\$	489.05	\$	493.84	\$	498.64	\$	503.43	\$	508.22	\$	513.01	\$	517.80	\$	522.59	\$	527.38	\$	532.18

HIGHER DEGREE SUPPLEMENT      Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

P1 00		9-12																															
		STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15															
ET: P	240 DAY	\$	127,330	\$	128,675	\$	130,019	\$	131,364	\$	132,710	\$	134,054	\$	135,398	\$	136,743	\$	138,087	\$	139,431	\$	140,776	\$	142,122	\$	143,467	\$	144,811	\$	146,155	\$	147,500
	Daily	\$	530.54	\$	536.15	\$	541.75	\$	547.35	\$	552.96	\$	558.56	\$	564.16	\$	569.76	\$	575.36	\$	580.96	\$	586.57	\$	592.18	\$	597.78	\$	603.38	\$	608.98	\$	614.58

HIGHER DEGREE SUPPLEMENT      Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

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.

BS DJ

ASSISTANT SUPERINTENDENT																	
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
ET: AS	240 DAY	\$201,212	\$205,236	\$209,341	\$213,528	\$217,799	\$222,155	\$226,598	\$231,130	\$235,752	\$240,467	\$245,277	\$250,182	\$255,186	\$260,289	\$265,495	\$270,805
	Daily	\$ 838.38	\$ 855.15	\$ 872.26	\$ 889.70	\$ 907.49	\$ 925.64	\$ 944.16	\$ 963.04	\$ 982.30	\$ 1,001.95	\$ 1,021.99	\$ 1,042.43	\$ 1,063.27	\$ 1,084.54	\$ 1,106.23	\$ 1,128.35

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

BS CH

CHIEF ACADEMIC OFFICER / CHIEF OPERATING OFFICER																	
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
ET: CAO	240 DAY	\$151,831	\$153,450	\$155,087	\$156,726	\$158,367	\$160,000	\$161,622	\$163,246	\$164,864	\$166,488	\$168,107	\$169,727	\$171,350	\$172,972	\$174,592	\$176,212
	Daily	\$ 632.63	\$ 639.38	\$ 646.20	\$ 653.02	\$ 659.86	\$ 666.67	\$ 673.43	\$ 680.19	\$ 686.94	\$ 693.70	\$ 700.44	\$ 707.19	\$ 713.96	\$ 720.72	\$ 727.47	\$ 734.22

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

BS DI

DIRECTOR																	
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
ET: DR	240 DAY	\$137,726	\$139,198	\$140,686	\$142,170	\$143,658	\$145,143	\$146,628	\$148,115	\$149,601	\$151,085	\$152,571	\$154,056	\$155,542	\$157,030	\$158,514	\$160,000
	Daily	\$ 573.86	\$ 579.99	\$ 586.19	\$ 592.37	\$ 598.58	\$ 604.76	\$ 610.95	\$ 617.14	\$ 623.34	\$ 629.52	\$ 635.71	\$ 641.90	\$ 648.09	\$ 654.29	\$ 660.47	\$ 666.67

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

BS CO

COORDINATOR																	
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
ET: CO	240 DAY	\$115,090	\$116,337	\$117,599	\$118,862	\$120,124	\$121,386	\$122,646	\$123,908	\$125,171	\$126,433	\$127,696	\$128,958	\$130,218	\$131,479	\$132,740	\$134,000
	Daily	\$ 479.54	\$ 484.74	\$ 489.99	\$ 495.26	\$ 500.51	\$ 505.77	\$ 511.03	\$ 516.29	\$ 521.55	\$ 526.81	\$ 532.07	\$ 537.33	\$ 542.58	\$ 547.83	\$ 553.09	\$ 558.33

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

BS AO ET: AC0

ASSISTANT COORDINATOR																	
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
	240 DAY	\$89,621	\$90,513	\$91,420	\$92,384	\$93,256	\$93,973	\$94,192	\$96,081	\$97,043	\$98,015	\$98,993	\$99,984	\$100,984	\$101,992	\$103,014	\$104,044
	Daily	\$ 373.42	\$ 377.14	\$ 380.92	\$ 384.93	\$ 388.57	\$ 391.55	\$ 392.47	\$ 400.34	\$ 404.34	\$ 408.40	\$ 412.47	\$ 416.60	\$ 420.77	\$ 424.97	\$ 429.23	\$ 433.51

BS AP ET: AC02

	212 DAY	\$79,165	\$79,954	\$80,754	\$81,606	\$82,376	\$83,009	\$83,203	\$84,871	\$85,721	\$86,580	\$87,444	\$88,319	\$89,203	\$90,093	\$90,996	\$91,905
	Daily	\$ 373.42	\$ 377.14	\$ 380.92	\$ 384.93	\$ 388.57	\$ 391.55	\$ 392.47	\$ 400.34	\$ 404.34	\$ 408.40	\$ 412.47	\$ 416.60	\$ 420.77	\$ 424.97	\$ 429.23	\$ 433.51

BS AN ET: AC01

	202 DAY	\$75,431	\$76,182	\$76,945	\$77,756	\$78,490	\$79,094	\$79,278	\$80,868	\$81,678	\$82,496	\$83,319	\$84,153	\$84,995	\$85,844	\$86,704	\$87,570
	Daily	\$ 373.42	\$ 377.14	\$ 380.92	\$ 384.93	\$ 388.57	\$ 391.55	\$ 392.47	\$ 400.34	\$ 404.34	\$ 408.40	\$ 412.47	\$ 416.60	\$ 420.77	\$ 424.97	\$ 429.23	\$ 433.51

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$6,043  
 Ed.S/AA + Doctorate: \$6,043 + \$2,200 = \$8,243  
 Doctorate only: \$8,243

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.
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. 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

**PARAPROFESSIONAL I (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	\$	15.30	\$ 15.90	\$ 16.50	\$ 17.11	\$ 18.61	\$ 19.25	\$ 19.89	\$ 20.52	\$ 21.15	\$ 21.80	\$ 22.42	\$ 22.94	\$ 23.40	\$ 23.87	\$ 24.34	\$ 24.83
240 DAY																	
DB 08 - ET: DA	8 HOUR	\$ 29,376	\$ 30,528	\$ 31,680	\$ 32,851	\$ 35,731	\$ 36,960	\$ 38,189	\$ 39,398	\$ 40,608	\$ 41,856	\$ 43,046	\$ 44,045	\$ 44,928	\$ 45,830	\$ 46,733	\$ 47,674
DB 07 - ET: DB	7 HOUR	\$ 25,704	\$ 26,712	\$ 27,720	\$ 28,745	\$ 31,265	\$ 32,340	\$ 33,415	\$ 34,474	\$ 35,532	\$ 36,624	\$ 37,666	\$ 38,539	\$ 39,312	\$ 40,102	\$ 40,891	\$ 41,714
187 DAY																	
DC 08 - ET: D8	8 HOUR	\$ 22,889	\$ 23,786	\$ 24,684	\$ 25,597	\$ 27,841	\$ 28,798	\$ 29,755	\$ 30,698	\$ 31,640	\$ 32,613	\$ 33,540	\$ 34,318	\$ 35,006	\$ 35,710	\$ 36,413	\$ 37,146
DC 07 - ET: D7	7 HOUR	\$ 20,028	\$ 20,813	\$ 21,599	\$ 22,397	\$ 24,360	\$ 25,198	\$ 26,036	\$ 26,861	\$ 27,685	\$ 28,536	\$ 29,348	\$ 30,028	\$ 30,631	\$ 31,246	\$ 31,861	\$ 32,502
DC 04 - ET: D4	4 HOUR	\$ 11,444	\$ 11,893	\$ 12,342	\$ 12,798	\$ 13,920	\$ 14,399	\$ 14,878	\$ 15,349	\$ 15,820	\$ 16,306	\$ 16,770	\$ 17,159	\$ 17,503	\$ 17,855	\$ 18,206	\$ 18,573
182 DAY																	
D 08 - ET: A8	8 HOUR	\$ 22,277	\$ 23,150	\$ 24,024	\$ 24,912	\$ 27,096	\$ 28,028	\$ 28,960	\$ 29,877	\$ 30,794	\$ 31,741	\$ 32,644	\$ 33,401	\$ 34,070	\$ 34,755	\$ 35,439	\$ 36,152
D 07 - ET: A7	7 HOUR	\$ 19,492	\$ 20,257	\$ 21,021	\$ 21,798	\$ 23,709	\$ 24,525	\$ 25,340	\$ 26,142	\$ 26,945	\$ 27,773	\$ 28,563	\$ 29,226	\$ 29,812	\$ 30,410	\$ 31,009	\$ 31,633
D 04 - ET: A4	4 HOUR	\$ 11,138	\$ 11,575	\$ 12,012	\$ 12,456	\$ 13,548	\$ 14,014	\$ 14,480	\$ 14,939	\$ 15,397	\$ 15,870	\$ 16,322	\$ 16,700	\$ 17,035	\$ 17,377	\$ 17,720	\$ 18,076

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

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D2 08	187 DAY	\$ 27,711	\$ 28,688	\$ 29,756	\$ 30,672	\$ 31,572	\$ 32,472	\$ 33,373	\$ 34,272	\$ 35,173	\$ 36,073	\$ 36,973	\$ 37,905	\$ 38,850	\$ 39,827	\$ 40,819	\$ 41,841
ET: D8	Daily	\$ 148.19	\$ 153.41	\$ 159.12	\$ 164.02	\$ 168.83	\$ 173.65	\$ 178.47	\$ 183.27	\$ 188.09	\$ 192.90	\$ 197.72	\$ 202.70	\$ 207.75	\$ 212.98	\$ 218.28	\$ 223.75
	Hourly	\$ 18.52	\$ 19.18	\$ 19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.71	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97
DS 08	182 DAY	\$ 26,970	\$ 27,921	\$ 28,960	\$ 29,852	\$ 30,728	\$ 31,604	\$ 32,480	\$ 33,357	\$ 34,233	\$ 35,109	\$ 35,985	\$ 36,891	\$ 37,812	\$ 38,763	\$ 39,727	\$ 40,723
ET: A8	Daily	\$ 148.19	\$ 153.41	\$ 159.12	\$ 164.02	\$ 168.84	\$ 173.65	\$ 178.46	\$ 183.28	\$ 188.09	\$ 192.91	\$ 197.72	\$ 202.70	\$ 207.76	\$ 212.98	\$ 218.28	\$ 223.75
	Hourly	\$ 18.52	\$ 19.18	\$ 19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.71	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97

**PRE K FIRST CLASS AUXILIARY TEACHER / SPECIAL EDUCATION AUXILIARY TEACHER- 7.5 HOUR - 187 DAYS**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: IA	187 DAY	\$ 25,979	\$ 26,895	\$ 27,896	\$ 28,754	\$ 29,599	\$ 30,442	\$ 31,287	\$ 32,130	\$ 32,975	\$ 33,819	\$ 34,663	\$ 35,535	\$ 36,423	\$ 37,338	\$ 38,268	\$ 39,227
	Daily	\$ 138.93	\$ 143.82	\$ 149.18	\$ 153.76	\$ 158.28	\$ 162.79	\$ 167.31	\$ 171.82	\$ 176.34	\$ 180.85	\$ 185.36	\$ 190.03	\$ 194.78	\$ 199.67	\$ 204.64	\$ 209.77
	Hourly	\$ 18.52	\$ 19.18	\$ 19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.72	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97

REGISTRAR

REGISTRAR - 8 HRS

		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
R1 0 ET:R1	STEPS																
	240 DAY	\$ 29,376	\$ 30,528	\$ 31,680	\$ 32,851	\$ 35,731	\$ 36,960	\$ 38,189	\$ 39,398	\$ 40,608	\$ 41,856	\$ 43,046	\$ 44,045	\$ 44,928	\$ 45,830	\$ 46,733	\$ 47,674
	Daily	\$ 122.40	\$ 127.20	\$ 132.00	\$ 136.88	\$ 148.88	\$ 154.00	\$ 159.12	\$ 164.16	\$ 169.20	\$ 174.40	\$ 179.36	\$ 183.52	\$ 187.20	\$ 190.96	\$ 194.72	\$ 198.64
	Hourly	\$ 15.30	\$ 15.90	\$ 16.50	\$ 17.11	\$ 18.61	\$ 19.25	\$ 19.89	\$ 20.52	\$ 21.15	\$ 21.80	\$ 22.42	\$ 22.94	\$ 23.40	\$ 23.87	\$ 24.34	\$ 24.83
R2 R2 ET:R2	STEPS																
	187 DAY	\$ 22,889	\$ 23,786	\$ 24,684	\$ 25,597	\$ 27,841	\$ 28,798	\$ 29,755	\$ 30,698	\$ 31,640	\$ 32,613	\$ 33,540	\$ 34,318	\$ 35,006	\$ 35,710	\$ 36,413	\$ 37,146
	Daily Rate	\$ 122.40	\$ 127.20	\$ 132.00	\$ 136.88	\$ 148.88	\$ 154.00	\$ 159.12	\$ 164.16	\$ 169.20	\$ 174.40	\$ 179.36	\$ 183.52	\$ 187.20	\$ 190.96	\$ 194.72	\$ 198.64
	Hourly Rate	\$ 15.30	\$ 15.90	\$ 16.50	\$ 17.11	\$ 18.61	\$ 19.25	\$ 19.89	\$ 20.52	\$ 21.15	\$ 21.80	\$ 22.42	\$ 22.94	\$ 23.40	\$ 23.87	\$ 24.34	\$ 24.83

SECRETARY

C SS RANK I - SUPERINTENDENT SECRETARY - 8 HRS - 240 DAYS

ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	240 DAY	\$ 75,804	\$ 76,885	\$ 77,966	\$ 79,047	\$ 80,128	\$ 81,208	\$ 82,289	\$ 83,370	\$ 84,450	\$ 85,532	\$ 86,613	\$ 87,693	\$ 88,774	\$ 89,854	\$ 90,936	\$ 92,017
	Daily	\$ 315.85	\$ 320.35	\$ 324.86	\$ 329.36	\$ 333.87	\$ 338.37	\$ 342.87	\$ 347.38	\$ 351.88	\$ 356.38	\$ 360.89	\$ 365.39	\$ 369.89	\$ 374.39	\$ 378.90	\$ 383.40
	Hourly	\$ 39.48	\$ 40.04	\$ 40.61	\$ 41.17	\$ 41.73	\$ 42.30	\$ 42.86	\$ 43.42	\$ 43.98	\$ 44.55	\$ 45.11	\$ 45.67	\$ 46.24	\$ 46.80	\$ 47.36	\$ 47.93

C 02 RANK II - SECRETARY - 8 HRS - 240 DAYS

ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	240 DAY	\$ 35,565	\$ 36,826	\$ 38,196	\$ 39,364	\$ 40,520	\$ 41,676	\$ 42,830	\$ 43,986	\$ 45,142	\$ 46,297	\$ 47,457	\$ 48,647	\$ 49,861	\$ 51,115	\$ 52,388	\$ 53,699
	Daily	\$ 148.19	\$ 153.44	\$ 159.15	\$ 164.02	\$ 168.83	\$ 173.65	\$ 178.46	\$ 183.28	\$ 188.09	\$ 192.90	\$ 197.74	\$ 202.70	\$ 207.75	\$ 212.98	\$ 218.28	\$ 223.75
	Hourly	\$ 18.52	\$ 19.18	\$ 19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.72	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97

C 03 RANK III - RECEPTIONIST - 8 HRS - 240 DAYS

ET: SE	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	240 DAY	\$ 29,376	\$ 30,528	\$ 31,680	\$ 32,851	\$ 35,731	\$ 36,960	\$ 38,189	\$ 39,398	\$ 40,608	\$ 41,856	\$ 43,046	\$ 44,045	\$ 44,928	\$ 45,830	\$ 46,733	\$ 47,674
	Daily	\$ 122.40	\$ 127.20	\$ 132.00	\$ 136.88	\$ 148.88	\$ 154.00	\$ 159.12	\$ 164.16	\$ 169.20	\$ 174.40	\$ 179.36	\$ 183.52	\$ 187.20	\$ 190.96	\$ 194.72	\$ 198.64
	Hourly	\$ 15.30	\$ 15.90	\$ 16.50	\$ 17.11	\$ 18.61	\$ 19.25	\$ 19.89	\$ 20.52	\$ 21.15	\$ 21.80	\$ 22.42	\$ 22.94	\$ 23.40	\$ 23.87	\$ 24.34	\$ 24.83

**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	\$74,243	\$75,324	\$76,405	\$77,486	\$78,566	\$79,647	\$80,728	\$81,809	\$82,890	\$83,970	\$85,051	\$86,132	\$87,213	\$88,294	\$89,374	\$90,455
ET: AB	Daily	\$309.35	\$313.85	\$318.35	\$322.86	\$327.36	\$331.86	\$336.37	\$340.87	\$345.38	\$349.88	\$354.38	\$358.88	\$363.39	\$367.89	\$372.39	\$376.90
	Hourly	\$38.67	\$39.23	\$39.79	\$40.36	\$40.92	\$41.48	\$42.05	\$42.61	\$43.17	\$43.73	\$44.30	\$44.86	\$45.42	\$45.99	\$46.55	\$47.11

**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	\$ 52,768	\$ 54,098	\$ 55,428	\$ 56,757	\$ 57,609	\$ 58,461	\$ 59,354	\$ 60,248	\$ 61,140	\$ 63,530	\$ 66,149	\$ 68,766	\$ 69,797	\$ 70,844	\$ 71,906	\$ 72,985
ET: OM	Daily	\$ 219.87	\$ 225.41	\$ 230.95	\$ 236.49	\$ 240.04	\$ 243.59	\$ 247.31	\$ 251.03	\$ 254.75	\$ 264.71	\$ 275.62	\$ 286.53	\$ 290.82	\$ 295.18	\$ 299.61	\$ 304.10
	Hourly	\$ 27.48	\$ 28.18	\$ 28.87	\$ 29.56	\$ 30.00	\$ 30.45	\$ 30.91	\$ 31.38	\$ 31.84	\$ 33.09	\$ 34.45	\$ 35.82	\$ 36.35	\$ 36.90	\$ 37.45	\$ 38.01

**BOOKKEEPER CENTRAL OFFICE / PERSONNEL CLERK - 8 HOURS - 240 DAYS**

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M 02	240 DAY	\$ 40,950	\$ 42,482	\$ 44,013	\$ 45,546	\$ 47,456	\$ 48,785	\$ 50,140	\$ 51,671	\$ 53,203	\$ 54,734	\$ 56,266	\$ 57,797	\$ 59,328	\$ 60,860	\$ 62,391	\$ 63,923
ET: BK	Daily	\$ 170.63	\$ 177.01	\$ 183.39	\$ 189.78	\$ 197.73	\$ 203.27	\$ 208.92	\$ 215.30	\$ 221.68	\$ 228.06	\$ 234.44	\$ 240.82	\$ 247.20	\$ 253.58	\$ 259.96	\$ 266.35
	Hourly	\$ 21.33	\$ 22.13	\$ 22.92	\$ 23.72	\$ 24.72	\$ 25.41	\$ 26.11	\$ 26.91	\$ 27.71	\$ 28.51	\$ 29.31	\$ 30.10	\$ 30.90	\$ 31.70	\$ 32.50	\$ 33.29

**BOOKKEEPER SECONDARY - 8 HOURS-240 DAYS**

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M HM	240 DAY	\$ 36,955	\$ 38,065	\$ 39,206	\$ 40,382	\$ 41,594	\$ 42,842	\$ 44,127	\$ 45,451	\$ 46,814	\$ 48,219	\$ 49,665	\$ 51,155	\$ 52,690	\$ 54,270	\$ 55,899	\$ 57,575
ET: BK	Daily	\$ 153.98	\$ 158.60	\$ 163.36	\$ 168.26	\$ 173.31	\$ 178.51	\$ 183.86	\$ 189.38	\$ 195.06	\$ 200.91	\$ 206.94	\$ 213.15	\$ 219.54	\$ 226.13	\$ 232.91	\$ 239.90
	Hourly	\$ 19.25	\$ 19.83	\$ 20.42	\$ 21.03	\$ 21.66	\$ 22.31	\$ 22.98	\$ 23.67	\$ 24.38	\$ 25.11	\$ 25.87	\$ 26.64	\$ 27.44	\$ 28.27	\$ 29.11	\$ 29.99

**BOOKKEEPER PRE K CENTER/ELEMENTARY - 8 HOURS**

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 18.52	\$19.18	\$19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.72	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97
M EL ET: BK	240 DAY	\$ 35,565	\$ 36,826	\$ 38,196	\$ 39,364	\$ 40,520	\$ 41,676	\$ 42,830	\$ 43,986	\$ 45,142	\$ 46,297	\$ 47,457	\$ 48,647	\$ 49,861	\$ 51,115	\$ 52,388	\$ 53,699
M IS ET: BK2	202 DAY	\$ 29,934	\$30,996	\$ 32,149	\$ 33,132	\$ 34,104	\$ 35,076	\$ 36,049	\$ 37,021	\$ 37,994	\$ 38,969	\$ 39,943	\$ 40,944	\$ 41,966	\$ 43,022	\$ 44,093	\$ 45,198

**PUBLIC RELATIONS MANAGER 8 HOURS (240 DAYS)/ INSTRUCTION MANAGER (240 DAYS)  
REGISTRATION/ATTENDANCE 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	\$ 52,768	\$ 54,098	\$ 55,428	\$ 56,757	\$ 57,609	\$ 58,461	\$ 59,354	\$ 60,248	\$ 61,140	\$ 63,530	\$ 66,149	\$ 68,766	\$ 69,797	\$ 70,844	\$ 71,906	\$ 72,985
ET: OM	Daily	\$ 219.87	\$ 225.41	\$ 230.95	\$ 236.49	\$ 240.04	\$ 243.59	\$ 247.31	\$ 251.03	\$ 254.75	\$ 264.71	\$ 275.62	\$ 286.53	\$ 290.82	\$ 295.18	\$ 299.61	\$ 304.10
	Hourly	\$ 27.48	\$ 28.18	\$ 28.87	\$ 29.56	\$ 30.00	\$ 30.45	\$ 30.91	\$ 31.38	\$ 31.84	\$ 33.09	\$ 34.45	\$ 35.82	\$ 36.35	\$ 36.90	\$ 37.45	\$ 38.01



TECHNOLOGY

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	\$ 82,890	\$ 83,970	\$ 85,051	\$ 86,132	\$ 87,213	\$ 88,294	\$ 89,374	\$ 90,455	\$ 91,812	\$ 93,189	\$ 94,587	\$ 96,006	\$ 97,446	\$ 98,907	\$ 100,391	\$ 101,897
Daily	\$ 345.38	\$ 349.88	\$ 354.38	\$ 358.88	\$ 363.39	\$ 367.89	\$ 372.39	\$ 376.90	\$ 382.55	\$ 388.29	\$ 394.11	\$ 400.03	\$ 406.03	\$ 412.11	\$ 418.30	\$ 424.57
Hourly	\$ 43.17	\$ 43.73	\$ 44.30	\$ 44.86	\$ 45.42	\$ 45.99	\$ 46.55	\$ 47.11	\$ 47.82	\$ 48.54	\$ 49.26	\$ 50.00	\$ 50.75	\$ 51.51	\$ 52.29	\$ 53.07

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
TN TN ET: TE 240 DAY	\$74,243	\$75,324	\$76,405	\$77,486	\$78,566	\$79,647	\$80,728	\$81,809	\$82,890	\$83,970	\$85,051	\$86,132	\$87,213	\$88,294	\$89,374	\$90,455
Daily	\$309.35	\$313.85	\$318.35	\$322.86	\$327.36	\$331.86	\$336.37	\$340.87	\$345.38	\$349.88	\$354.38	\$358.88	\$363.39	\$367.89	\$372.39	\$376.90
Hourly	\$38.67	\$39.23	\$39.79	\$40.36	\$40.92	\$41.48	\$42.05	\$42.61	\$43.17	\$43.73	\$44.30	\$44.86	\$45.42	\$45.99	\$46.55	\$47.11

**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
TN DM ET: OM 240 DAY	\$ 52,768	\$ 54,098	\$ 55,428	\$ 56,757	\$ 57,609	\$ 58,461	\$ 59,354	\$ 60,248	\$ 61,140	\$ 63,530	\$ 66,149	\$ 68,766	\$ 69,797	\$ 70,844	\$ 71,906	\$ 72,985
Daily	\$ 219.87	\$ 225.41	\$ 230.95	\$ 236.49	\$ 240.04	\$ 243.59	\$ 247.31	\$ 251.03	\$ 254.75	\$ 264.71	\$ 275.62	\$ 286.53	\$ 290.82	\$ 295.18	\$ 299.61	\$ 304.10
Hourly	\$ 27.48	\$ 28.18	\$ 28.87	\$ 29.56	\$ 30.00	\$ 30.45	\$ 30.91	\$ 31.38	\$ 31.84	\$ 33.09	\$ 34.45	\$ 35.82	\$ 36.35	\$ 36.90	\$ 37.45	\$ 38.01

**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
TN T ET: TN 240 DAY	\$ 40,950	\$ 42,482	\$ 44,013	\$ 45,546	\$ 47,456	\$ 48,785	\$ 50,140	\$ 51,671	\$ 53,203	\$ 54,734	\$ 56,266	\$ 57,797	\$ 59,328	\$ 60,860	\$ 62,391	\$ 63,923
Daily	\$ 170.63	\$ 177.01	\$ 183.39	\$ 189.78	\$ 197.73	\$ 203.27	\$ 208.92	\$ 215.30	\$ 221.68	\$ 228.06	\$ 234.44	\$ 240.82	\$ 247.20	\$ 253.58	\$ 259.96	\$ 266.35
Hourly	\$ 21.33	\$ 22.13	\$ 22.92	\$ 23.72	\$ 24.72	\$ 25.41	\$ 26.11	\$ 26.91	\$ 27.71	\$ 28.51	\$ 29.31	\$ 30.10	\$ 30.90	\$ 31.70	\$ 32.50	\$ 33.29

**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	\$ 18.52	\$ 19.18	\$ 19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.72	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97
TN H ET: TA5 240 DAY	\$ 35,565	\$ 36,826	\$ 38,196	\$ 39,364	\$ 40,520	\$ 41,676	\$ 42,830	\$ 43,986	\$ 45,142	\$ 46,297	\$ 47,457	\$ 48,647	\$ 49,861	\$ 51,115	\$ 52,388	\$ 53,699
TN TC ET: TCOA 202 DAY	\$ 29,934	\$30,996	\$ 32,150	\$ 33,132	\$ 34,104	\$ 35,076	\$ 36,049	\$ 37,021	\$ 37,994	\$ 38,969	\$ 39,943	\$ 40,944	\$ 41,966	\$ 43,022	\$ 44,093	\$ 45,198
TN M ET: TA 190 DAY	\$ 28,156	\$ 29,154	\$ 30,240	\$ 31,164	\$ 32,078	\$ 32,993	\$ 33,907	\$ 34,822	\$ 35,737	\$ 36,653	\$ 37,570	\$ 38,513	\$ 39,473	\$ 40,466	\$ 41,474	\$ 42,512

ACCESS

**ACCESS DATA ANALYST 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS AL 240 DAY	\$ 59,095	\$ 60,277	\$ 61,483	\$ 62,713	\$ 63,968	\$ 65,246	\$ 66,551	\$ 67,883	\$ 69,240	\$ 70,625	\$ 72,037	\$ 73,477	\$ 74,948	\$ 76,446	\$ 77,975	\$ 79,535
ET: AN Daily	\$ 246.23	\$ 251.15	\$ 256.18	\$ 261.30	\$ 266.53	\$ 271.86	\$ 277.30	\$ 282.85	\$ 288.50	\$ 294.27	\$ 300.15	\$ 306.15	\$ 312.28	\$ 318.53	\$ 324.90	\$ 331.40
Hourly	\$ 30.78	\$ 31.39	\$ 32.02	\$ 32.66	\$ 33.32	\$ 33.98	\$ 34.66	\$ 35.36	\$ 36.06	\$ 36.78	\$ 37.52	\$ 38.27	\$ 39.04	\$ 39.82	\$ 40.61	\$ 41.42

**ACCESS DISTANCE LEARNING PROGRAM SUPPORT MANAGER (240 DAYS) 8 HOURS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS DM 240 DAY	\$ 52,768	\$ 54,098	\$ 55,428	\$ 56,757	\$ 57,609	\$ 58,461	\$ 59,354	\$ 60,248	\$ 61,140	\$ 63,530	\$ 66,149	\$ 68,766	\$ 69,797	\$ 70,844	\$ 71,906	\$ 72,985
ET:OM Daily	\$ 219.87	\$ 225.41	\$ 230.95	\$ 236.49	\$ 240.04	\$ 243.59	\$ 247.31	\$ 251.03	\$ 254.75	\$ 264.71	\$ 275.62	\$ 286.53	\$ 290.82	\$ 295.18	\$ 299.61	\$ 304.10
Hourly	\$ 27.48	\$ 28.18	\$ 28.87	\$ 29.56	\$ 30.00	\$ 30.45	\$ 30.91	\$ 31.38	\$ 31.84	\$ 33.09	\$ 34.45	\$ 35.82	\$ 36.35	\$ 36.90	\$ 37.45	\$ 38.01

**ACCESS TECHNOLOGY MANAGER/ACCESS BOOKKEEPER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS TM 240 DAY	\$ 40,950	\$ 42,482	\$ 44,013	\$ 45,546	\$ 47,456	\$ 48,785	\$ 50,140	\$ 51,671	\$ 53,203	\$ 54,734	\$ 56,266	\$ 57,797	\$ 59,328	\$ 60,860	\$ 62,391	\$ 63,923
ET:OM&BK Daily	\$ 170.63	\$ 177.01	\$ 183.39	\$ 189.78	\$ 197.73	\$ 203.27	\$ 208.92	\$ 215.30	\$ 221.68	\$ 228.06	\$ 234.44	\$ 240.82	\$ 247.20	\$ 253.58	\$ 259.96	\$ 266.35
Hourly	\$ 21.33	\$ 22.13	\$ 22.92	\$ 23.72	\$ 24.72	\$ 25.41	\$ 26.11	\$ 26.91	\$ 27.71	\$ 28.51	\$ 29.31	\$ 30.10	\$ 30.90	\$ 31.70	\$ 32.50	\$ 33.29

**ACCESS PROGRAM ASSISTANT 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
AS PA 240 DAY	\$ 35,565	\$ 36,826	\$ 38,196	\$ 39,364	\$ 40,520	\$ 41,676	\$ 42,830	\$ 43,986	\$ 45,142	\$ 46,297	\$ 47,457	\$ 48,647	\$ 49,861	\$ 51,115	\$ 52,388	\$ 53,699
ET: AP Daily	\$ 148.19	\$ 153.44	\$ 159.15	\$ 164.02	\$ 168.83	\$ 173.65	\$ 178.46	\$ 183.28	\$ 188.09	\$ 192.90	\$ 197.74	\$ 202.70	\$ 207.75	\$ 212.98	\$ 218.28	\$ 223.75
Hourly	\$18.52	\$19.18	\$19.89	\$20.50	\$21.10	\$21.71	\$22.31	\$22.91	\$23.51	\$24.11	\$24.72	\$25.34	\$25.97	\$26.62	\$27.29	\$27.97

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	240 DAY	\$ 74,243	\$ 75,324	\$ 76,405	\$ 77,486	\$ 78,566	\$ 79,647	\$ 80,728	\$ 81,809	\$ 82,890	\$ 83,970	\$ 85,051	\$ 86,132	\$ 87,213	\$ 88,294	\$ 89,374	\$ 90,455
ET: AB	Daily	\$ 309.35	\$ 313.85	\$ 318.35	\$ 322.86	\$ 327.36	\$ 331.86	\$ 336.37	\$ 340.87	\$ 345.38	\$ 349.88	\$ 354.38	\$ 358.88	\$ 363.39	\$ 367.89	\$ 372.39	\$ 376.90
	Hourly	\$ 38.67	\$ 39.23	\$ 39.79	\$ 40.36	\$ 40.92	\$ 41.48	\$ 42.05	\$ 42.61	\$ 43.17	\$ 43.73	\$ 44.30	\$ 44.86	\$ 45.42	\$ 45.99	\$ 46.55	\$ 47.11

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

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
E1	187 DAY	\$ 28,017	\$ 28,857	\$ 29,722	\$ 30,615	\$ 31,533	\$ 32,478	\$ 32,967	\$ 33,461	\$ 33,962	\$ 34,472	\$ 34,990	\$ 35,514	\$ 36,046	\$ 36,587	\$ 37,137	\$ 37,694
ET: L8	Daily	\$ 149.82	\$ 154.32	\$ 158.94	\$ 163.72	\$ 168.63	\$ 173.68	\$ 176.29	\$ 178.94	\$ 181.61	\$ 184.34	\$ 187.11	\$ 189.91	\$ 192.76	\$ 195.65	\$ 198.59	\$ 201.57
	Hourly	\$ 18.73	\$ 19.29	\$ 19.87	\$ 20.46	\$ 21.08	\$ 21.71	\$ 22.04	\$ 22.37	\$ 22.70	\$ 23.04	\$ 23.39	\$ 23.74	\$ 24.09	\$ 24.46	\$ 24.82	\$ 25.20

Secondary CNP Manager Supplement: \$3000

**CNP WORKER 6 HOURS**

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Hourly	\$ 16.13	\$ 16.62	\$ 17.11	\$ 17.62	\$ 17.98	\$ 18.37	\$ 18.77	\$ 19.19	\$ 19.61	\$ 19.90	\$ 20.20	\$ 20.51	\$ 20.81	\$ 21.12	\$ 21.44	\$ 21.76
E W1	187 DAY	\$ 18,094	\$ 18,643	\$ 19,197	\$ 19,772	\$ 20,168	\$ 20,612	\$ 21,065	\$ 21,529	\$ 22,002	\$ 22,331	\$ 22,667	\$ 23,007	\$ 23,352	\$ 23,702	\$ 24,057	\$ 24,418
E W2	184 DAY	\$ 17,804	\$ 18,344	\$ 18,889	\$ 19,455	\$ 19,845	\$ 20,281	\$ 20,727	\$ 21,183	\$ 21,649	\$ 21,973	\$ 22,304	\$ 22,637	\$ 22,978	\$ 23,322	\$ 23,672	\$ 24,027

Lead CNP Worker, High School Supplement: \$2000

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

**SYSTEM SUPERVISING NURSE- 8 HOURS - 240 DAYS**

N 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: N	240 Day	\$89,621	\$90,513	\$91,420	\$92,384	\$93,256	\$93,973	\$94,192	\$96,081	\$97,043	\$98,015	\$98,993	\$99,984	\$100,984	\$101,992	\$103,014	\$104,044
	Daily	\$373.42	\$377.14	\$380.92	\$384.93	\$388.57	\$391.55	\$392.47	\$400.34	\$404.34	\$408.40	\$412.47	\$416.60	\$420.77	\$424.97	\$429.23	\$433.51

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

NS DR	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	187 DAY	\$59,866	\$59,866	\$59,866	\$65,845	\$65,845	\$65,845	\$68,733	\$68,733	\$68,733	\$70,807	\$71,515	\$72,229	\$72,954	\$73,682	\$74,419	\$75,164	\$75,915	\$76,674
	Daily	320.14	320.14	320.14	352.11	352.11	352.11	367.56	367.56	367.56	378.65	382.43	386.25	390.13	394.02	397.96	401.95	405.96	410.02
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$77,441	\$78,215	\$78,997	\$79,788	\$80,585	\$81,391	\$82,206	\$83,027	\$83,857	\$84,697	\$85,542	\$86,399	\$87,262	\$88,134	\$89,017	\$89,906	\$90,805	\$91,713
	Daily	414.12	418.26	422.45	426.67	430.93	435.25	439.60	444.00	448.43	452.92	457.45	462.03	466.64	471.31	476.02	480.78	485.59	490.44

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

NS I	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	187 DAY	\$55,519	\$55,519	\$55,519	\$61,065	\$61,065	\$61,065	\$63,742	\$63,742	\$63,742	\$65,666	\$66,322	\$66,986	\$67,655	\$68,333	\$69,015	\$69,707	\$70,403	\$71,107
	Daily	296.89	296.89	296.89	326.55	326.55	326.55	340.87	340.87	340.87	351.16	354.66	358.21	361.79	365.42	369.07	372.76	376.49	380.25
	STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
	187 DAY	\$71,818	\$72,535	\$73,261	\$73,995	\$74,733	\$75,481	\$76,237	\$76,998	\$77,767	\$78,546	\$79,331	\$80,125	\$80,925	\$81,734	\$82,553	\$83,377	\$84,210	\$85,054
	Daily	384.05	387.89	391.77	395.69	399.64	403.64	407.68	411.76	415.87	420.03	424.23	428.47	432.75	437.08	441.46	445.87	450.32	454.83

**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
187 DAY	\$51,487	\$51,487	\$51,487	\$56,629	\$56,629	\$56,629	\$59,113	\$59,113	\$59,113	\$60,898	\$61,506	\$62,121	\$62,743	\$63,370	\$64,004	\$64,644	\$65,291	\$65,943
Daily	275.33	275.33	275.33	302.83	302.83	302.83	316.11	316.11	316.11	325.66	328.91	332.20	335.53	338.87	342.27	345.69	349.15	352.64
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$66,603	\$67,268	\$67,940	\$68,621	\$69,306	\$70,000	\$70,701	\$71,407	\$72,121	\$72,844	\$73,571	\$74,306	\$75,049	\$75,799	\$76,559	\$77,323	\$78,096	\$78,877
Daily	356.16	359.72	363.32	366.96	370.62	374.33	378.08	381.86	385.67	389.54	393.43	397.36	401.33	405.34	409.41	413.49	417.63	421.80

NURSES,OT,PT,INTERPRETER

**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
187 DAY	\$47,748	\$47,748	\$47,748	\$52,518	\$52,518	\$52,518	\$54,820	\$54,820	\$54,820	\$56,476	\$57,040	\$57,610	\$58,187	\$58,769	\$59,357	\$59,951	\$60,549	\$61,155
Daily	255.34	255.34	255.34	280.85	280.85	280.85	293.16	293.16	293.16	302.01	305.03	308.07	311.16	314.27	317.42	320.59	323.79	327.03
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$61,766	\$62,384	\$63,008	\$63,638	\$64,274	\$64,917	\$65,567	\$66,222	\$66,883	\$67,553	\$68,228	\$68,911	\$69,600	\$70,295	\$70,999	\$71,709	\$72,426	\$73,150
Daily	330.30	333.60	336.94	340.31	343.71	347.15	350.63	354.13	357.66	361.25	364.86	368.51	372.19	375.91	379.68	383.47	387.30	391.18

**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
187 DAY	\$36,192	\$36,192	\$36,192	\$39,807	\$39,807	\$39,807	\$41,552	\$41,552	\$41,552	\$42,806	\$43,234	\$43,666	\$44,103	\$44,544	\$44,991	\$45,441	\$45,894	\$46,354
Daily	193.54	193.54	193.54	212.87	212.87	212.87	222.20	222.20	222.20	228.91	231.20	233.51	235.85	238.20	240.59	243.00	245.42	247.88
STEPS	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35
187 DAY	\$46,817	\$47,285	\$47,757	\$48,236	\$48,718	\$49,205	\$49,697	\$50,194	\$50,695	\$51,203	\$51,715	\$52,233	\$52,754	\$53,282	\$53,815	\$54,353	\$54,896	\$55,445
Daily	250.36	252.86	255.38	257.95	260.52	263.13	265.76	268.42	271.10	273.81	276.55	279.32	282.11	284.93	287.78	290.66	293.56	296.50

**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	187 DAY	\$61,190	\$61,758	\$62,333	\$62,910	\$63,494	\$64,085	\$64,684	\$65,284	\$65,894	\$66,506	\$67,128	\$67,754	\$68,390	\$69,029	\$69,676	\$70,331
	Daily	\$327.22	\$330.26	\$333.33	\$336.42	\$339.54	\$342.70	\$345.90	\$349.11	\$352.37	\$355.65	\$358.97	\$362.32	\$365.72	\$369.14	\$372.60	\$376.10

**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	187 DAY	\$65,548	\$66,162	\$66,777	\$67,404	\$68,033	\$68,671	\$69,316	\$69,963	\$70,621	\$71,282	\$71,952	\$72,628	\$73,311	\$74,001	\$74,698	\$75,400
	Daily	\$350.52	\$353.81	\$357.10	\$360.45	\$363.81	\$367.22	\$370.67	\$374.13	\$377.65	\$381.19	\$384.77	\$388.39	\$392.04	\$395.73	\$399.45	\$403.21

**PROVISIONAL/EDUCATOR INTERPRETER-8 HOURS-187 DAYS**

IN 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: IN	187 DAY	35,945	36,527	36,959	37,310	37,735	38,135	38,516	38,901	39,290	39,683	40,080	40,481	40,886	41,295	41,708	42,125
	Daily	\$192.22	\$195.33	\$197.64	\$199.52	\$201.79	\$203.93	\$205.97	\$208.03	\$210.11	\$212.21	\$214.33	\$216.48	\$218.64	\$220.83	\$223.04	\$225.27

**PERMITTED INTERPRETER-8 HOURS-187 DAYS**

IP 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: IN	187 DAY	45,847	46,305	46,768	47,236	47,708	48,185	48,667	49,154	49,646	50,142	50,643	51,150	51,661	52,178	52,700	53,227
	Daily	\$245.17	\$247.62	\$250.10	\$252.60	\$255.12	\$257.67	\$260.25	\$262.86	\$265.49	\$268.14	\$270.82	\$273.53	\$276.26	\$279.03	\$281.82	\$284.64

**LICENSED INTERPRETER-8 HOURS-187 DAYS**

IL 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET: IN	187 DAY	57,618	58,195	58,777	59,364	59,958	60,558	61,163	61,775	62,393	63,016	63,647	64,283	64,926	65,575	66,231	66,893
	Daily	\$308.12	\$311.20	\$314.32	\$317.45	\$320.63	\$323.84	\$327.07	\$330.35	\$333.65	\$336.98	\$340.36	\$343.76	\$347.20	\$350.67	\$354.18	\$357.72

**SUPERVISOR OF OPERATIONS / ENERGY MANAGER - 240 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M SU 240 DAY	\$74,243	\$75,324	\$76,405	\$77,486	\$78,566	\$79,647	\$80,728	\$81,809	\$82,890	\$83,970	\$85,051	\$86,132	\$87,213	\$88,294	\$89,374	\$90,455
ET: MTS Daily	\$309.35	\$313.85	\$318.35	\$322.86	\$327.36	\$331.86	\$336.37	\$340.87	\$345.38	\$349.88	\$354.38	\$358.88	\$363.39	\$367.89	\$372.39	\$376.90
Hourly	\$38.67	\$39.23	\$39.79	\$40.36	\$40.92	\$41.48	\$42.05	\$42.61	\$43.17	\$43.73	\$44.30	\$44.86	\$45.42	\$45.99	\$46.55	\$47.11

**RANK II - MAINTENANCE SPECIALIST - 8 HOUR DAY - 240 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
G DM 240 DAY	\$52,768	\$54,098	\$55,428	\$56,757	\$57,609	\$58,461	\$59,354	\$60,248	\$61,140	\$63,530	\$66,149	\$68,766	\$69,797	\$70,844	\$71,906	\$72,985
ET: MW Daily	\$ 219.87	\$ 225.41	\$ 230.95	\$ 236.49	\$ 240.04	\$ 243.59	\$ 247.31	\$ 251.03	\$ 254.75	\$ 264.71	\$ 275.62	\$ 286.53	\$ 290.82	\$ 295.18	\$ 299.61	\$ 304.10
Hourly	\$ 27.48	\$ 28.18	\$ 28.87	\$ 29.56	\$ 30.00	\$ 30.45	\$ 30.91	\$ 31.38	\$ 31.84	\$ 33.09	\$ 34.45	\$ 35.82	\$ 36.35	\$ 36.90	\$ 37.45	\$ 38.01

**RANK III - PLANT MANAGER - 8 HOUR DAY - 240 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
I DM 240 DAY	\$ 40,950	\$ 42,482	\$ 44,013	\$ 45,546	\$ 47,453	\$ 48,784	\$ 50,140	\$ 51,671	\$ 53,203	\$ 54,734	\$ 56,266	\$ 57,797	\$ 59,328	\$ 60,860	\$ 62,391	\$ 63,923
ET: PM Daily	\$ 170.63	\$ 177.01	\$ 183.39	\$ 189.78	\$ 197.72	\$ 203.27	\$ 208.92	\$ 215.30	\$ 221.68	\$ 228.06	\$ 234.44	\$ 240.82	\$ 247.20	\$ 253.58	\$ 259.96	\$ 266.35
Hourly	\$ 21.33	\$ 22.13	\$ 22.92	\$ 23.72	\$ 24.72	\$ 25.41	\$ 26.11	\$ 26.91	\$ 27.71	\$ 28.51	\$ 29.31	\$ 30.10	\$ 30.90	\$ 31.70	\$ 32.50	\$ 33.29

**CUSTODIAN / FLOOR CREW - 8 HOURS DAY**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
F 12 240 DAY	\$ 29,376	\$ 33,754	\$ 35,036	\$ 36,368	\$ 37,641	\$ 38,958	\$ 40,244	\$ 41,572	\$ 42,861	\$ 44,189	\$ 45,471	\$ 46,607	\$ 47,772	\$ 48,967	\$ 50,191	\$ 51,445
ET: G8 Daily	\$ 122.40	\$ 140.64	\$ 145.98	\$ 151.53	\$ 156.84	\$ 162.33	\$ 167.68	\$ 173.22	\$ 178.59	\$ 184.12	\$ 189.46	\$ 194.20	\$ 199.05	\$ 204.03	\$ 209.13	\$ 214.35
Hourly	\$ 15.30	\$ 17.58	\$ 18.25	\$ 18.94	\$ 19.61	\$ 20.29	\$ 20.96	\$ 21.65	\$ 22.32	\$ 23.02	\$ 23.68	\$ 24.27	\$ 24.88	\$ 25.50	\$ 26.14	\$ 26.80
STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
F 10 202 DAY	\$ 24,725	\$ 28,410	\$ 29,490	\$ 30,610	\$ 31,682	\$ 32,790	\$ 33,872	\$ 34,990	\$ 36,075	\$ 37,193	\$ 38,271	\$ 39,228	\$ 40,209	\$ 41,214	\$ 42,244	\$ 43,301
ET: E8 Daily	\$ 122.40	\$ 140.64	\$ 145.99	\$ 151.53	\$ 156.84	\$ 162.33	\$ 167.68	\$ 173.22	\$ 178.59	\$ 184.12	\$ 189.46	\$ 194.20	\$ 199.05	\$ 204.03	\$ 209.13	\$ 214.36
Hourly	\$ 15.30	\$ 17.58	\$ 18.25	\$ 18.94	\$ 19.61	\$ 20.29	\$ 20.96	\$ 21.65	\$ 22.32	\$ 23.02	\$ 23.68	\$ 24.27	\$ 24.88	\$ 25.50	\$ 26.14	\$ 26.80

TRANSPORTATION

**TRANSPORTATION ADMINISTRATOR**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	\$120,476	\$121,624	\$122,774	\$123,925	\$125,074	\$126,224	\$127,373	\$128,522	\$129,674	\$130,823	\$131,973	\$133,122	\$134,272	\$135,423	\$136,571	\$137,722
Daily	\$501.98	\$506.77	\$511.56	\$516.35	\$521.14	\$525.93	\$530.72	\$535.51	\$540.31	\$545.10	\$549.89	\$554.68	\$559.47	\$564.26	\$569.05	\$573.84

JT AM  
ET: TRA

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$6,044  
Ed.S/AA + Doctorate: \$6,044 + \$2,200 = \$8,244  
Doctorate only: \$8,244

**ASSISTANT TRANSPORTATION ADMINISTRATOR**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	\$90,434	\$91,284	\$92,148	\$93,067	\$93,899	\$94,582	\$94,791	\$96,591	\$97,508	\$98,436	\$99,368	\$100,312	\$101,266	\$102,227	\$103,201	\$104,182
Daily	\$376.81	\$380.35	\$383.95	\$387.78	\$391.25	\$394.09	\$394.96	\$402.46	\$406.28	\$410.15	\$414.03	\$417.97	\$421.94	\$425.95	\$430.00	\$434.09

JT PA  
ET: TRA

**SHOP FOREMAN - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	\$74,243	\$75,324	\$76,405	\$77,486	\$78,566	\$79,647	\$80,728	\$81,809	\$82,890	\$83,970	\$85,051	\$86,132	\$87,213	\$88,294	\$89,374	\$90,455
Daily	\$309.35	\$313.85	\$318.35	\$322.86	\$327.36	\$331.86	\$336.37	\$340.87	\$345.38	\$349.88	\$354.38	\$358.88	\$363.39	\$367.89	\$372.39	\$376.90
Hourly	\$38.67	\$39.23	\$39.79	\$40.36	\$40.92	\$41.48	\$42.05	\$42.61	\$43.17	\$43.73	\$44.30	\$44.86	\$45.42	\$45.99	\$46.55	\$47.11

JT SF  
ET: TR

**CERTIFIED MECHANIC - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	\$46,244	\$48,301	\$50,358	\$52,411	\$54,468	\$56,528	\$57,532	\$58,529	\$59,530	\$60,527	\$61,525	\$62,525	\$63,523	\$64,522	\$65,522	\$66,520
Daily	\$192.68	\$201.25	\$209.83	\$218.38	\$226.95	\$235.53	\$239.72	\$243.87	\$248.04	\$252.20	\$256.35	\$260.52	\$264.68	\$268.84	\$273.01	\$277.17
Hourly	\$24.09	\$25.16	\$26.23	\$27.30	\$28.37	\$29.44	\$29.96	\$30.48	\$31.01	\$31.52	\$32.04	\$32.57	\$33.08	\$33.61	\$34.13	\$34.65

JT CM  
ET: M

**SKILLED MECHANIC / PARTS SPECIALIST - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	\$36,431	\$37,404	\$39,649	\$40,671	\$41,720	\$42,795	\$43,895	\$45,023	\$46,180	\$47,365	\$48,581	\$49,826	\$51,104	\$52,411	\$53,751	\$54,990
Daily	\$151.80	\$155.85	\$165.20	\$169.46	\$173.83	\$178.31	\$182.90	\$187.60	\$192.42	\$197.35	\$202.42	\$207.61	\$212.93	\$218.38	\$223.96	\$229.13
Hourly	\$18.97	\$19.48	\$20.65	\$21.18	\$21.73	\$22.29	\$22.86	\$23.45	\$24.05	\$24.67	\$25.30	\$25.95	\$26.62	\$27.30	\$28.00	\$28.64

JT SM  
ET: M&PC



TRANSPORTATION

TRANSPORTATION

**PARTS CLERK / CLERICAL SHOP ASSISTANT - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
240 DAY	\$ 32,779	\$ 33,435	\$ 34,105	\$ 34,787	\$ 35,482	\$ 36,192	\$ 36,915	\$ 37,654	\$ 38,407	\$ 39,176	\$ 39,958	\$ 40,758	\$ 41,572	\$ 42,404	\$ 43,252	\$ 44,118	JT PC
Daily	\$ 136.58	\$ 139.31	\$ 142.10	\$ 144.95	\$ 147.84	\$ 150.80	\$ 153.81	\$ 156.89	\$ 160.03	\$ 163.23	\$ 166.49	\$ 169.83	\$ 173.22	\$ 176.68	\$ 180.22	\$ 183.83	ET:PC&CSA
Hourly	\$ 17.07	\$ 17.41	\$ 17.76	\$ 18.12	\$ 18.48	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.00	\$ 20.40	\$ 20.81	\$ 21.23	\$ 21.65	\$ 22.09	\$ 22.53	\$ 22.98	

**ROUTE SPECIALIST - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
240 DAY	\$ 46,119	\$ 47,157	\$ 48,217	\$ 49,303	\$ 50,412	\$ 51,546	\$ 52,706	\$ 53,892	\$ 55,104	\$ 56,344	\$ 57,611	\$ 58,908	\$ 60,233	\$ 61,588	\$ 62,975	\$ 64,391	JT RT
Daily	\$ 192.16	\$ 196.49	\$ 200.90	\$ 205.43	\$ 210.05	\$ 214.78	\$ 219.61	\$ 224.55	\$ 229.60	\$ 234.77	\$ 240.05	\$ 245.45	\$ 250.97	\$ 256.62	\$ 262.40	\$ 268.30	ET: TR
Hourly	\$ 24.02	\$ 24.56	\$ 25.11	\$ 25.68	\$ 26.26	\$ 26.85	\$ 27.45	\$ 28.07	\$ 28.70	\$ 29.35	\$ 30.01	\$ 30.68	\$ 31.37	\$ 32.08	\$ 32.80	\$ 33.54	

**ADMIN ASSISTANT/ OFFICE MANAGER - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
240 DAY	\$ 35,565	\$ 36,826	\$ 38,196	\$ 39,364	\$ 40,520	\$ 41,676	\$ 42,830	\$ 43,986	\$ 45,142	\$ 46,297	\$ 47,457	\$ 48,647	\$ 49,861	\$ 51,115	\$ 52,388	\$ 53,699	JT OM
Daily	\$ 148.19	\$ 153.44	\$ 159.15	\$ 164.02	\$ 168.83	\$ 173.65	\$ 178.46	\$ 183.28	\$ 188.09	\$ 192.90	\$ 197.74	\$ 202.70	\$ 207.75	\$ 212.98	\$ 218.28	\$ 223.75	ET: OM
Hourly	\$ 18.52	\$ 19.18	\$ 19.89	\$ 20.50	\$ 21.10	\$ 21.71	\$ 22.31	\$ 22.91	\$ 23.51	\$ 24.11	\$ 24.72	\$ 25.34	\$ 25.97	\$ 26.62	\$ 27.29	\$ 27.97	

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
240 DAY	\$ 29,376	\$ 30,528	\$ 31,680	\$ 32,851	\$ 35,731	\$ 36,960	\$ 38,189	\$ 39,398	\$ 40,608	\$ 41,856	\$ 43,046	\$ 44,045	\$ 44,928	\$ 45,830	\$ 46,733	\$ 47,674	JT SA
Daily	\$ 122.40	\$ 127.20	\$ 132.00	\$ 136.88	\$ 148.88	\$ 154.00	\$ 159.12	\$ 164.16	\$ 169.20	\$ 174.40	\$ 179.36	\$ 183.52	\$ 187.20	\$ 190.96	\$ 194.72	\$ 198.64	ET: SA
Hourly	\$ 15.30	\$ 15.90	\$ 16.50	\$ 17.11	\$ 18.61	\$ 19.25	\$ 19.89	\$ 20.52	\$ 21.15	\$ 21.80	\$ 22.42	\$ 22.94	\$ 23.40	\$ 23.87	\$ 24.34	\$ 24.83	

**UTILITY WORKER - 4HRS (184 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
184 DAY	\$ 13,791	\$ 13,998	\$ 14,208	\$ 14,421	\$ 14,637	\$ 14,857	\$ 15,080	\$ 15,307	\$ 15,536	\$ 15,770	\$ 16,006	\$ 16,246	\$ 16,490	\$ 16,737	\$ 16,988	\$ 17,151	JT UW
Daily	\$ 74.95	\$ 76.08	\$ 77.22	\$ 78.38	\$ 79.55	\$ 80.74	\$ 81.96	\$ 83.19	\$ 84.43	\$ 85.71	\$ 86.99	\$ 88.29	\$ 89.62	\$ 90.96	\$ 92.33	\$ 93.21	ET: UW
Hourly	\$ 18.74	\$ 19.02	\$ 19.30	\$ 19.59	\$ 19.89	\$ 20.19	\$ 20.49	\$ 20.80	\$ 21.11	\$ 21.43	\$ 21.75	\$ 22.07	\$ 22.40	\$ 22.74	\$ 23.08	\$ 23.30	

TRANSPORTATION

TRANSPORTATION

**BUS DRIVER - 4 HRS 184 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
184 DAY	\$ 17,727	\$ 18,516	\$ 19,304	\$ 20,091	\$ 20,880	\$ 21,669	\$ 22,054	\$ 22,436	\$ 22,820	\$ 23,202	\$ 23,585	\$ 23,968	\$ 24,351	\$ 24,733	\$ 25,117	\$ 25,499
Daily	\$ 96.34	\$ 100.63	\$ 104.91	\$ 109.19	\$ 113.48	\$ 117.77	\$ 119.86	\$ 121.93	\$ 124.02	\$ 126.10	\$ 128.18	\$ 130.26	\$ 132.34	\$ 134.42	\$ 136.51	\$ 138.58
Hourly	\$ 24.09	\$ 25.16	\$ 26.23	\$ 27.30	\$ 28.37	\$ 29.44	\$ 29.96	\$ 30.48	\$ 31.01	\$ 31.52	\$ 32.04	\$ 32.57	\$ 33.09	\$ 33.60	\$ 34.13	\$ 34.65

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ET: BD

**LEAD BUS DRIVER**

- K-5 \$134.76/MONTH 5 HOUR MAXIMUM PER MONTH
- 6-8 \$161.73/MONTH 6 HOUR MAXIMUM PER MONTH
- 9-12 \$189.00/MONTH 7 HOUR MAXIMUM PER MONTH

**BUS AIDES - 4 HOUR - 184 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
184 DAY	\$ 11,261	\$ 12,046	\$ 12,459	\$ 12,858	\$ 13,333	\$ 13,774	\$ 14,255	\$ 14,725	\$ 15,153	\$ 15,623	\$ 16,091	\$ 16,573	\$ 17,071	\$ 17,583	\$ 18,111	\$ 18,654
Daily	\$ 61.20	\$ 65.47	\$ 67.71	\$ 69.88	\$ 72.46	\$ 74.86	\$ 77.47	\$ 80.03	\$ 82.35	\$ 84.91	\$ 87.45	\$ 90.07	\$ 92.78	\$ 95.56	\$ 98.43	\$ 101.38
Hourly	\$ 15.30	\$ 16.37	\$ 16.93	\$ 17.47	\$ 18.12	\$ 18.71	\$ 19.37	\$ 20.01	\$ 20.59	\$ 21.23	\$ 21.86	\$ 22.52	\$ 23.19	\$ 23.89	\$ 24.61	\$ 25.35

JA 04  
ET: BH

**SUPPLEMENT-CONTRACT NO LONGER REQUIRED**

**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**

**TEACHER SUBSTITUTE**

Non Certified \$90 per day

Certified \$115 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 \$237.00 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 \$115 per day rate, unless otherwise approved by the Superintendent in special circumstances. Substitutes will not receive benefits.

**LUNCHROOM WORKER SUBSTITUTE**

**\$12.00 per hour**

**AIDE SUBSTITUTE**

**\$12.00 per hour**

**SUBSTITUTE BUS DRIVER**

\$65.00 per 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 \$33.94  
 Block Rate \$59.40 High School Rate 1.75 hours per class not to exceed more than 2 classes per term  
 Block Rate \$50.91 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
Auditorium Supervisor	\$50.00
Directors/Admin	\$48.00
Interpreter	\$45.00
Physical Therapist	\$45.00
Occupational Therapist	\$42.00
Speech Pathologist	\$35.00
All Certified (Teacher, Tutor, Assessments, Etc)	\$35.00
Nurse RN	\$35.00
Nurse LPN	\$25.00

Position	Per Hour
Field Supervisor	\$20.00
All Support (Clerical, CNP, Custodial, Etc	\$19.00
Athletic Event Worker (Concession/Gate)	\$14.00
All High School Students (regardless of job)	\$12.00

**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 \$5000**

**SPECIAL EDUCATION CLASSROOM TEACHERS \$1200 STIPEND**

**SPEECH PATHOLOGISTS \$1000 SUPPLEMENT**

**CALT - CERTIFIED ACADEMIC LANGUAGE THERAPIST**

\$5000 Supplement

**DISTRICT SCIENCE/CHEMISTRY CHEMICALS MANAGER**

\$500 Supplement

**SEAL OF BILITERACY TEAM**

Lead \$300  
Assistant (2) \$200

**FOOTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	11,000	12,750	14,500	16,250	18,000
Asst. Coach (OC/DC)		7,750	7,950	8,350	8,750	9,250
Asst. Coach (4)		6,500	6,700	7,100	7,500	8,000

**FOOTBALL - 9TH GRADE**

	STEPS	1	2	3	4	5
Head Coach	SALARY	5,000	5,500	6,000	6,500	7,000
Asst. Coach (2)		4,500	4,800	5,100	5,500	6,000

**GIRLS FLAG FOOTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200
Asst. Coach		800	900	1,000	1,100	1,200

**BASEBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,000	10,500	11,000	11,500	12,000
Asst. Coach		4,000	4,500	5,000	5,500	6,000
Asst. Coach		3,000	3,500	4,000	4,500	5,000

**SOCCER - (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	5,500	6,000	6,500	7,000	7,500
Asst. Coach		3,100	3,200	3,300	3,400	3,500

**SOCCER 9th Grade- (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,200	3,400	3,600	4,000
Asst Coach		2,000	2,100	2,200	2,300	2,400

**GOLF - (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200

**SWIMMING (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	2,000	2,400	2,800
Asst. Coach		800	900	1,000	1,100	1,200

**BASKETBALL (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,000	11,000	12,000	13,000	14,000
Asst. Coach		6,000	6,200	6,400	6,700	7,000
Asst. Coach		3,000	3,200	3,400	3,600	3,800

**VOLLEYBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	8,000	8,500	9,000	9,500	10,000
Asst. Coach		3,000	3,500	4,000	4,500	5,000
Asst. Coach		2,000	2,500	3,000	3,500	4,000

**SOFTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,000	10,500	11,000	11,500	12,000
Asst. Coach		4,000	4,500	5,000	5,500	6,000
Asst. Coach		3,000	3,500	4,000	4,500	5,000

**WRESTLING (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,500	4,000	4,500	5,000
Asst. Coach		1,000	1,200	1,400	1,600	1,800

**TENNIS (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,200	2,400	2,600	2,800	3,000
Asst. Coach		800	900	1,000	1,100	1,200

**TRACK - CROSS COUNTRY (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200
Asst. Coach		800	900	1,000	1,100	1,200

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

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,200	2,400	2,600	2,800	3,000
Asst. Coach (2)		800	900	1,000	1,100	1,200

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

	STEPS	1	2	3	4	5
Coach	SALARY	1,400	1,600	1,800	2,000	2,200
Asst. Coach		800	900	1,000	1,100	1,200

**COMPETITION CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,000	4,200	4,400	4,700	5,000
Asst. Coach		2,125	2,325	2,525	2,725	2,950

**DANCE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,500	2,700	2,900	3,200	3,500
Asst. Coach		625	825	1,025	1,225	1,450

**DRAMA**

	STEPS	1	2	3	4	5
Director (2)	SALARY	3,000	3,600	4,200	5,000	6,000

**CHORAL**

	STEPS	1	2	3	4	5
Director	SALARY	2,000	2,400	2,800	3,200	3,600

**DIRECTOR SPRING MUSICAL**

Only for the school producing musical that year-each director gets incentive for win

	STEPS	1	2	3	4	5
Director (3)	SALARY	1,300	1,400	1,500	1,600	1,700

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**GREENPOWER**

	STEPS	1	2	3	4	5
Coach	SALARY	1,500	1,700	1,900	2,100	2,300

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**ENVIROTHON**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,200	2,400	2,600	2,800	3,000
Asst. Coach	SALARY	900	1,100	1,300	1,500	1,700

**BOWLING TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,600	1,800	2,000	2,200	2,500
Asst. Coach		800	900	1,000	1,100	1,200

**SPECIAL OLYMPICS COORDINATOR**

	STEPS	1	2	3	4	5
Coordinator	SALARY	1,300	1,500	1,700	1,900	2,100

**E-SPORTS**

(Per season- full year is 2 season maximum)

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

**BAND**

	STEPS	1	2	3	4	5
Director	SALARY	6,000	6,500	7,000	7,500	8,000
Asst. Director	SALARY	1,500	2,000	2,500	3,000	3,500

**INDOOR JAZZ BAND**

	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

**INDOOR DRUMLINE**

	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

**PERCUSSION ENSEMBLE**

	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

**INDOOR WINDS**

	STEPS	1	2	3	4	5
Director	SALARY	800	900	1,000	1,100	1,200

**ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**SCIENCE BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**SCHOLARS BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**MODEL UN TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**SGA-STUDENT GOVERNMENT**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**TSA-TECHNOLOGY STUDENT ASSOCIATION**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

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

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**WINTER GUARD**

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

**COLOR GUARD**

	STEPS	1	2	3	4	5
Coach	SALARY	860	1,040	1,220	1,400	1,680

**HONOR GUARD**

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

**ARCHERY**

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

**MARKSMANSHIP**

	STEPS	1	2	3	4	5
Coach	SALARY	800	900	1,000	1,100	1,200

**IGEM TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**ROCKETRY**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**MATH TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**CHESS TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	800	900	1,000	1,100	1,200



**SUMMER COACHES/ DIRECTORS**

High School	# of Days	Daily Rate	Supplement Total
Basketball (B and G)	15	250	3,750
Volleyball	15	250	3,750
Baseball/Softball	15	250	3,750
Wrestling	15	250	3,750
Football OC/DC	10	250	2,500
Band Director	15	250	3,750
Assistant Band Director	10	250	2,500

**HIGH SCHOOL ATHLETIC DIRECTOR**

	STEPS	1	2	3	4	5
Assistant Director	SALARY	1,000	1,500	2,000	2,500	3,000

**SKILLS USA**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**FBLA-FUTURE BUSINESS LEADERS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	1,300	1,500	1,700	1,900	2,100

**FOOTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,500	4,000	4,500	5,000
Asst. Coach (3 slots)		1,800	2,000	2,300	2,700	3,200

**BASKETBALL**

	STEPS	1	2	3	4	5
8th Boys/Girls	SALARY	2,800	3,000	3,200	3,500	3,800
7th Boys/Girls		2,600	2,800	3,000	3,200	3,400

**BASEBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,600	2,800	3,000	3,200	3,400
Asst. Coach		1,200	1,300	1,400	1,500	1,600

**DANCE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,250	1,450	1,650	1,850	2,050

**BAND**

	STEPS	1	2	3	4	5
Director	SALARY	2,700	2,900	3,100	3,300	3,500

**INDOOR DRUMLINE**

	STEPS	1	2	3	4	5
Director	SALARY	700	800	900	1,000	1,100

**WINTER GUARD/COLOR GUARD**

One contract for each season

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**CHORAL**

	STEPS	1	2	3	4	5
Director	SALARY	1,600	1,700	1,800	1,900	2,000

**ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**ROCKETRY**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**SOFTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,600	2,800	3,000	3,200	3,400
Asst. Coach		1,200	1,300	1,400	1,500	1,600

**VOLLEYBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,600	2,800	3,000	3,200	3,400
Asst. Coach		1,200	1,300	1,400	1,500	1,600

**SOCCER**

	STEPS	1	2	3	4	5
Head Boys	SALARY	2,600	2,800	3,000	3,200	3,400
Head Girls		2,600	2,800	3,000	3,200	3,400

**COMPETITION CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,400	1,600	1,800	2,000	2,200

**BASKETBALL CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,000	1,200	1,400	1,600	1,800

**ARCHERY**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**MARKSMANSHIP**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**SCIENCE BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**ENVIROTHON TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**MATH TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**CHESS TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**SCHOLARS BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**MODEL UN TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**FBLA-FUTURE BUSINESS LEADERS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**MIDDLE SCHOOL ATHLETIC DIRECTOR**

Director	YEARLY	\$6,000				
Assistant	SALARY	500	1,000	1,500	2,000	2,500

**SUMMER COACHES**

Middle School	# of Days	Daily Rate	Supplement Total
MS Football	5	250	1,250
MS Basketball (B and G)	5	250	1,250
MS Volleyball	5	250	1,250

**GREENPOWER**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	700	800	900	1,000	1,100

**TSA-TECHNOLOGY STUDENT ASSOCIATION**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

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

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**SKILLS USA**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**SGA-STUDENT GOVERNMENT**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**CHORUS**

	STEPS	1	2	3	4	5
Director	SALARY	700	800	900	1,000	1,100

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**LEGO ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**ROCKETRY**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**SCIENCE BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**ENVIROTHON TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**GREENPOWER**

	STEPS	1	2	3	4	5
Coach	SALARY	700	800	900	1,000	1,100

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**SGA-STUDENT GOVERNMENT**

	STEPS	1	2	3	4	5
Head Coach	SALARY	700	800	900	1,000	1,100

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	700	800	900	1,000	1,100

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	\$75 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

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

### **BAND-MIDDLE SCHOOL & HIGH SCHOOL**

#### **Director**

#### **Concert**

Superior at State Music Performance Assessment	\$1,000
Category Winner of National Concert Competition	\$1,000
Overall Winner of National Concert Competition	\$1,500
Perform at State/Regional Music Educators Conference	\$1,500
Perform at National Music Educators Conference	\$2,500

#### **Marching**

*Grand National Champion	\$1,000
Perform Bowl Game/National or International Parade	\$2,000

#### **Assistant Director**

#### **Concert**

Superior at State Music Performance Assessment	\$1,000
Category Winner of National Concert Competition	\$1,000
Overall Winner of National Concert Competition	\$1,500
Perform at State/Regional Music Educators Conference	\$1,500
Perform at National Music Educators Conference	\$2,500

#### **Marching**

*Grand National Champion	\$500
Perform Bowl Game/Major Parade (Macy's)	\$1,500

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

### **CHORUS-MIDDLE SCHOOL & HIGH SCHOOL**

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

### **MIDDLE & HIGH SCHOOL PERCUSSION ENSEMBLE**

STEPS	Regional	Nationals
	500	1,000

### **MIDDLE & HIGH SCHOOL JAZZ BAND**

STEPS	Regional	Nationals
	500	1,000

### **MIDDLE & HIGH SCHOOL INDOOR DRUMLINE**

STEPS	Regional	Nationals
	500	1,000

### **HIGH SCHOOL INDOOR WINDS**

STEPS	Regional	Nationals
	500	1,000

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

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

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

**COMPETITION CHEERLEADING - HIGH SCHOOL**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**COMPETITION CHEERLEADING - MIDDLE SCHOOL**

STEPS	Regional	State	Nationals
	750	500	1,250

**DANCE TEAM - VARSITY**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**DANCE TEAM - MIDDLE SCHOOL**

STEPS	Regional	State	Nationals
	750	500	1,250

**MIDDLE & HIGH SCHOOL WINTER GUARD**

STEPS	Regional	Nationals
	500	1,000

**HONOR GUARD**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**DRAMA HIGH SCHOOL**

1 per Director

STEPS	District	State	National
	1,000	1,500	2,500

**SCIENCE OLYMPIAD**

STEPS	Regional	State	Nationals
	250	500	750

**SCIENCE BOWL**

STEPS	State	Nationals
	1,500	2,500

**COMPUTER SCIENCE TEAM**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**iGEM TEAM**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**YEARBOOK**

STEPS	State	Nationals
	1,500	2,500

**ENVIROTHON TEAM**

STEPS	Regional	State	North American
	1,000	1,500	2,500

**GREEN POWER**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**LEGO ROBOTICS**

STEPS	District	FIRST	Chairman's Award
	1,000	1,500	2,500

**UNDERWATER ROBOTICS**

STEPS	Regional	Nationals
	1,000	2,500

**ROBOTICS**

STEPS	State	Nationals
	1,000	2,500

**ROCKETRY**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

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

**MARKSMANSHIP**

STEPS	District	State	Nationals
	1,000	1,500	2,500

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

STEPS	Regional	State	Nationals	World
	1,000	1,500	2,500	3000

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

STEPS	Chapter	State	Nationals-*Student Win
	1,000	1,500	2,500

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

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**DESTINATION IMAGINATION**

STEPS	Regional	State	Global
	1,000	1,500	2,500

**SCHOLARS BOWL**

STEPS	District	State	Nationals
	1,000	1,500	2,500

**DEBATE**

STEPS	District	State	Nationals
	1,000	1,500	2,500

**MODEL UN TEAMS**

STEPS	Regional	State	Nationals
	1,000	1,500	2,500

**SGA**

STEPS	State	Nationals
	1,500	2,500

**TSA**

STEPS	Regional	State	National	World
	1,000	1,500	2,500	3,000

**FCCLA**

STEPS	State	Nationals
	1,500	2,500

**FBLA**

STEPS	District	State	Nationals
	1,000	1,500	2,500

**HOSA**

STEPS	District	State	Internationals
	1,000	1,500	2,500

**SKILLS USA**

STEPS	State	Nationals
	1,500	2,500