

Madison City Schools Board of Education



**2025-2026
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																			
ET:T	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	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																			
ET:T	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	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																			
ET:T	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	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																			
ET:T	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
	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	\$	344.58	\$	347.42	\$	356.13	\$	363.27	\$	363.32	\$	374.17	\$	381.67	\$	381.71	\$	389.39	\$
		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
	STEPS	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
	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		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
	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		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
	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

**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															
		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															
		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															
		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. However, if the hourly rate of pay or annual compensation for the new position is less than that currently received by the employee, the employee must acknowledge their agreement to accept or decline the position in writing. Notwithstanding limitations in this paragraph, employees remain eligible for any step increase due under paragraph 4 at the time of transfer. This paragraph also shall not limit the authority of the Board to approve transfers consistent with Ala. Code §16-24C-7(f) and shall not apply to limit changes in pay resulting from transfers which promote employees to another position on the salary schedule.
7. Transfers of current employees to a position for which annual compensation is provided is greater than the annual compensation provided at the same step for the employee's current position shall be considered a promotion. Employees transferred by promotion shall be placed on the salary schedule of the new position at a step most closely corresponding to the greater of (a) a 10% increase in annual compensation, or (b) the increase in compensation resulting from awarding Experience Credit steps for the employee's new position. Upon such promotion, total Experience Credit, including any Experience Credit awarded in the prior position(s) held by the employee, shall be limited to ten (10) years, absent written approval of the Superintendent.
8. A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is issued a teacher certificate and hired into a position requiring such certification, shall receive one year of experience credit on the teacher salary schedule for every two years of full-time experience that he/she/they earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher. This only applies to teachers hired into a position requiring teacher certification on or after June 1, 2024. (Ala. Code 16-23-25(1975) Added by Act 2024-299, 1, eff 6/1/2024)

NURSE SALARY INFO

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

NBCSN Supplement

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

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

STEPS 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

Hourly \$ 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 AUXILARY TEACHER / SPECIAL EDUCATION AUXILLARY TEACHER- 7.5 HOUR - 187 DAYS

DC IA ET: IA STEPS 0 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15

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 - 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

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 ET: AB 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

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 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

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 ET: BK 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

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 ET: BK 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
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

DoDEA AND MILITARY ANALYST 8 HOURS (240 DAYS)

	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
M: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

**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

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
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
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
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
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
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
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 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&B	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

E W3 CNP CASHIER-187 DAY

STEPS		0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
ET:L7	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
SECONDARY	7 HOURS	\$ 21,114	\$ 21,756	\$ 22,397	\$ 23,065	\$ 23,536	\$ 24,046	\$ 24,570	\$ 25,120	\$ 25,669	\$ 26,049	\$ 26,442	\$ 26,848	\$ 27,240	\$ 27,646	\$ 28,065	\$ 28,484
ET:L6	6 HOURS	\$ 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

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	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	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	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ET: N1	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

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
NS NA	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

IN 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	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
	182 DAY	\$34,984	\$35,550	\$35,971	\$36,312	\$36,726	\$37,115	\$37,486	\$37,861	\$38,239	\$38,622	\$39,008	\$39,399	\$39,793	\$40,191	\$40,593	\$40,999
ET: IN	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

IP 08	STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	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
	182 DAY	\$44,621	\$45,067	\$45,518	\$45,973	\$46,432	\$46,897	\$47,366	\$47,840	\$48,319	\$48,801	\$49,289	\$49,782	\$50,280	\$50,783	\$51,291	\$51,804
ET: IN	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

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
	182 DAY	\$56,077	\$56,639	\$57,205	\$57,777	\$58,355	\$58,939	\$59,528	\$60,123	\$60,725	\$61,331	\$61,945	\$62,564	\$63,190	\$63,822	\$64,460	\$65,104
	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
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 ADMINISTRATOR

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT AM 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
ET: TRA 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

HIGHER DEGREE SUPPLEMENT

Ed.S/AA Certificate \$6,044
 Ed.S/AA + Doctorate: \$6,044 + \$2,200 = \$8,244
 Doctorate only: \$8,243

ASSISTANT TRANSPORTATION ADMINISTRATOR

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT PA 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
ET: TRA 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

SHOP FOREMAN - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SF 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: TR 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

CERTIFIED MECHANIC - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT CM 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
ET: M 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

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT SM 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
ET: M&PC 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

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
JT PC 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
ET: PC&CS 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
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/LOGISTICS SPECIALIST - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT RT 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
ET: TR 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
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
JT OM 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: 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
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
JT SA ET: SA 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

UTILITY WORKER - 4HRS (184 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JT UW ET: UW 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
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
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

BUS DRIVER - 4 HRS 184 DAYS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
J R ET: BD 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

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
JA 04 ET: BH 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

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 \$254.00 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

\$13.50 per hour

AIDE SUBSTITUTE

\$13.50 per hour

SUBSTITUTE BUS

\$100 per day effective 02/06/2026

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
Director	Hourly	\$26.00	\$27.00	\$28.00	\$29.00	\$30.00	\$31.00	\$32.00	\$33.00	\$34.00	\$35.00	\$36.00
Asst. Director	Hourly	\$21.00	\$22.00	\$23.00	\$24.00	\$25.00	\$26.00	X	X	X	X	X
Certified	Hourly	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00	\$20.50	X	X	X	X	X
Adult/Classified	Hourly	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	X	X	X	X	X
High School Student	Hourly	\$12.00	X	X	X	X	X	X	X	X	X	X

CONTRACT RATES

Position	Per Hour	Position	Per Hour
Auditorium Supervisor	\$50.00	Field Supervisor	\$20.00
Directors/Admin	\$48.00	All Support (Clerical, CNP, Custodial, Etc	\$19.00
Interpreter	\$45.00	Athletic Event Worker (Concession/Gate)	\$14.00
Physical Therapist	\$45.00	All High School Students (regardless of job)	\$12.00
Occupational Therapist	\$42.00		
Speech Pathologist	\$35.00		
All Certified (Teacher, Tutor, Assessments,	\$35.00		
Nurse RN	\$35.00		
Nurse LPN	\$25.00		

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

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

FOOTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	11,550	13,388	15,225	17,063	18,900
Asst. Coach (OC/DC)		8,138	8,348	8,768	9,188	9,713
Asst. Coach (4)		6,825	7,035	7,455	7,875	8,400

FOOTBALL - 9TH GRADE

	STEPS	1	2	3	4	5
Head Coach	SALARY	5,250	5,775	6,300	6,825	7,350
Asst. Coach (2)		4,725	5,040	5,355	5,775	6,300

GIRLS FLAG FOOTBALL

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

BASEBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,500	11,025	11,550	12,075	12,600
Asst Coach		4,200	4,725	5,250	5,775	6,300
Asst. Coach (2)		3,000	3,500	4,000	4,500	5,000

SOCCER - (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	5,775	6,300	6,825	7,350	7,875
Asst. Coach		3,150	3,360	3,570	3,780	4,200
Asst. Coach (2)		2,100	2,205	2,310	2,415	2,520

GOLF - (BOYS & GIRLS)

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

BASKETBALL (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,500	11,550	12,600	13,650	14,700
Asst. Coach		6,300	6,510	6,720	7,035	7,350
Asst. Coach (2)		3,150	3,675	4,200	4,725	5,250

VOLLEYBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	8,400	8,925	9,450	9,975	10,500
Asst. Coach		3,150	3,675	4,200	4,725	5,250
Asst. Coach (2)		2,100	2,625	3,150	3,675	4,200

SOFTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	10,500	11,025	11,550	12,075	12,600
Asst Coach		4,200	4,725	5,250	5,775	6,300
Asst. Coach (2)		3,000	3,500	4,000	4,500	5,000

WRESTLING (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,150	3,675	4,200	4,725	5,250
Asst. Coach		1,050	1,260	1,470	1,680	1,890

TENNIS (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,310	2,520	2,730	2,940	3,150
Asst. Coach		840	945	1,050	1,155	1,260

TRACK - CROSS COUNTRY (BOYS & GIRLS)

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

SWIMMING (BOYS & GIRLS)

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

COMPETITION CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,200	4,410	4,620	4,935	5,250
Asst. Coach		2,231	2,441	2,651	2,861	3,098

DANCE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,625	2,835	3,045	3,360	3,675
Asst. Coach		656	866	1,076	1,286	1,523

DRAMA

	STEPS	1	2	3	4	5
Director (2)	SALARY	3,150	3,780	4,410	5,250	6,300

CHORAL

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

DIRECTOR SPRING MUSICAL

Only for the school producing musical that year

	STEPS	1	2	3	4	5
Director (3)	SALARY	5,000	5,100	5,200	5,300	5,400

COMPUTER SCIENCE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

GREENPOWER

	STEPS	1	2	3	4	5
Coach	SALARY	1,575	1,785	1,995	2,205	2,415

TRACK - OUTDOOR (BOYS & GIRLS)

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,000	3,200	3,400	3,600	3,800
Asst. Coach (2)		1,600	1,700	1,800	1,900	2,000

TRACK - INDOOR (BOYS & GIRLS)

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

CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,310	2,520	2,730	2,940	3,150
Asst. Coach	SALARY	945	1,155	1,365	1,575	1,785

BOWLING TEAM

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

SPECIAL OLYMPICS COORDINATOR

	STEPS	1	2	3	4	5
Coordinator	SALARY	1,365	1,575	1,785	1,995	2,205

E-SPORTS

(Per season- full year is 2 season maximum)

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

BAND

	STEPS	1	2	3	4	5
Director	SALARY	6,300	6,825	7,350	7,875	8,400
Asst. Director	SALARY	2,500	3,000	3,500	4,000	4,500

DESTINATION IMAGINATION

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

ENVIROTHON

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

ROBOTICS

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

SCIENCE OLYMPIAD

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

SCIENCE BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

SCHOLARS BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

MODEL UN TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

DEBATE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

SGA-STUDENT GOVERNMENT

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

TSA-TECHNOLOGY STUDENT ASSOCIATION

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

INDOOR JAZZ BAND

	STEPS	1	2	3	4	5
Director	SALARY	840	945	1,050	1,155	1,260

INDOOR DRUMLINE

	STEPS	1	2	3	4	5
Director	SALARY	840	945	1,050	1,155	1,260

PERCUSSION ENSEMBLE

	STEPS	1	2	3	4	5
Director	SALARY	840	945	1,050	1,155	1,260

INDOOR WINDS

	STEPS	1	2	3	4	5
Director	SALARY	840	945	1,050	1,155	1,260

WINTER GUARD

	STEPS	1	2	3	4	5
Coach	SALARY	840	945	1,050	1,155	1,260

COLOR GUARD

	STEPS	1	2	3	4	5
Coach	SALARY	903	1,092	1,313	1,470	1,764

HONOR GUARD

	STEPS	1	2	3	4	5
Coach	SALARY	840	945	1,050	1,155	1,260

ARCHERY

	STEPS	1	2	3	4	5
Coach	SALARY	840	945	1,050	1,155	1,260

MARKSMANSHIP

	STEPS	1	2	3	4	5
Coach	SALARY	840	945	1,050	1,155	1,260

IGEM TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

FCCLA-FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

SUMMER COACHES/ DIRECTORS

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

HIGH SCHOOL ATHLETIC DIRECTOR

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

ROCKETRY

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

MATH TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

CHESS TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

YEARBOOK

	STEPS	1	2	3	4	5
Sponsor	SALARY	840	945	1,050	1,155	1,260

SKILLS USA

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

FBLA-FUTURE BUSINESS LEADERS OF AMERICA

	STEPS	1	2	3	4	5
Coach	SALARY	1,365	1,575	1,785	1,995	2,205

FOOTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	3,150	3,675	4,200	4,725	5,250
Asst. Coach (3)		1,890	2,100	2,415	2,835	3,360

BASKETBALL

	STEPS	1	2	3	4	5
8th Boys/Girls	SALARY	2,940	3,150	3,360	3,675	3,990
7th Boys/Girls		2,730	2,940	3,150	3,360	3,570

BASEBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,730	2,940	3,150	3,360	3,570
Asst. Coach		1,260	1,365	1,470	1,575	1,680

DANCE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,313	1,523	1,733	1,943	2,153

BAND

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

INDOOR DRUMLINE

	STEPS	1	2	3	4	5
Director	SALARY	735	840	945	1,050	1,155

WINTER GUARD

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

COLOR GUARD

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

CHORAL

	STEPS	1	2	3	4	5
Director	SALARY	2,100	2,200	2,300	2,400	2,500

SOFTBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,730	2,940	3,150	3,360	3,570
Asst. Coach		1,260	1,365	1,470	1,575	1,680

VOLLEYBALL

	STEPS	1	2	3	4	5
Head Coach	SALARY	2,730	2,940	3,150	3,360	3,570
Asst. Coach		1,260	1,365	1,470	1,575	1,680

SOCCER

	STEPS	1	2	3	4	5
Head Boys	SALARY	2,730	2,940	3,150	3,360	3,570
Head Girls		2,730	2,940	3,150	3,360	3,570

COMPETITION CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,470	1,680	1,890	2,100	2,310

BASKETBALL CHEERLEADING

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,050	1,260	1,470	1,680	1,890

ARCHERY

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

MARKSMANSHIP

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

SCIENCE BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

SCIENCE OLYMPIAD

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

ROBOTICS

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

ROCKETRY

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

COMPUTER SCIENCE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

MATH TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

CHESS TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

SCHOLARS BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

MODEL UN TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

DEBATE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

FBLA-FUTURE BUSINESS LEADERS OF AMERICA

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

MIDDLE SCHOOL ATHLETIC DIRECTOR

Director	YEARLY	6,300				
	STEPS	1	2	3	4	5
Assistant	SALARY	525	1,050	1,575	2,100	2,625

ENVIROTHON TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

GREENPOWER

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

DESTINATION IMAGINATION

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

YEARBOOK

	STEPS	1	2	3	4	5
Sponsor	SALARY	735	840	945	1,050	1,155

TSA-TECHNOLOGY STUDENT ASSOCIATION

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

HOSA-HEALTH OCCUPATION STUDENTS OF AMERICA

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

FCCLA-FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

SKILLS USA

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

SGA-STUDENT GOVERNMENT

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

SUMMER COACHES

Middle School	# of Days	Daily Rate	Supplement Total
MS Football	5	350	1,750
MS Basketball (B and G)	5	350	1,750
MS Volleyball	5	350	1,750
MS Baseball	5	350	1,750
MS Softball	5	350	1,750

CHORUS

	STEPS	1	2	3	4	5
Director	SALARY	735	840	945	1,050	1,155

DESTINATION IMAGINATION

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

LEGO ROBOTICS

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

ROCKETRY

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

SCIENCE OLYMPIAD

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

SCIENCE BOWL

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

COMPUTER SCIENCE TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

ENVIROTHON TEAM

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

GREENPOWER

	STEPS	1	2	3	4	5
Coach	SALARY	735	840	945	1,050	1,155

DEBATE TEAM

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

SGA-STUDENT GOVERNMENT

	STEPS	1	2	3	4	5
Head Coach	SALARY	735	840	945	1,050	1,155

YEARBOOK

	STEPS	1	2	3	4	5
Sponsor	SALARY	735	840	945	1,050	1,155

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

ATHLETIC COACHES

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

7 Classifications (32 Teams)

Swimming, Cross Country, Wrestling, Track, Tennis

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

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

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
	1,000	1,500	2,500

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