

# MADISON CITY SCHOOLS BOARD OF EDUCATION

2014-2015

## SALARY SCHEDULE



Approved : September 9, 2014

Amended: October 21, 2014

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## TEACHER COVER PAGE

The salary schedule in the following pages includes teachers, counselors, librarians, psychometrists, speech pathologists, behavioral specialists, Instructional specialists, Instructional coaches and Social Workers.

### 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

New employees will normally be placed on this schedule at Step 0 in the column corresponding to the degree certified on their teaching certificate; however, an accredited public or private school experience credit of one step per year of experience may be awarded for new employees who provide documentation of such experience as a certified accredited public or private school employee on the elementary, secondary, or postsecondary level. To be eligible for the experience credit, the employee must have been employed fulltime for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.

### 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.

### 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.

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL COACHES/ SOCIAL WORKER**

**187-DAY**

**BACHELOR'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>36,871</b>	<b>38,218</b>	<b>38,600</b>	<b>40,558</b>	<b>42,873</b>	<b>44,588</b>	<b>45,033</b>	<b>45,483</b>	<b>45,936</b>	<b>46,398</b>	<b>47,087</b>	<b>47,554</b>	<b>48,029</b>	<b>48,974</b>	<b>49,465</b>	<b>49,959</b>
Daily	197.17	204.37	206.42	216.88	229.27	238.43	240.82	243.22	245.65	248.12	251.80	254.30	256.84	261.89	264.52	267.16
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>50,461</b>	<b>50,966</b>	<b>51,478</b>	<b>51,992</b>	<b>52,538</b>	<b>53,083</b>										
Daily	269.84	272.54	275.28	278.03	280.95	283.87										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>42,401</b>	<b>43,338</b>	<b>43,773</b>	<b>46,641</b>	<b>48,579</b>	<b>50,522</b>	<b>51,024</b>	<b>51,537</b>	<b>52,052</b>	<b>52,571</b>	<b>53,356</b>	<b>53,887</b>	<b>54,427</b>	<b>55,497</b>	<b>56,051</b>	<b>56,610</b>
Daily	226.74	231.75	234.08	249.41	259.78	270.17	272.85	275.60	278.35	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>57,178</b>	<b>57,749</b>	<b>58,327</b>	<b>58,912</b>	<b>59,457</b>	<b>60,003</b>										
Daily	305.76	308.81	311.91	315.03	317.95	320.87										

**AA & ED.S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>45,718</b>	<b>46,333</b>	<b>46,832</b>	<b>50,290</b>	<b>51,830</b>	<b>53,904</b>	<b>54,439</b>	<b>54,984</b>	<b>55,534</b>	<b>56,088</b>	<b>56,924</b>	<b>57,494</b>	<b>58,068</b>	<b>59,208</b>	<b>59,802</b>	<b>60,399</b>
Daily	244.48	247.77	250.43	268.93	277.16	288.26	291.11	294.03	296.97	299.93	304.40	307.45	310.52	316.62	319.79	322.99
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>61,004</b>	<b>61,612</b>	<b>62,231</b>	<b>62,853</b>	<b>63,399</b>	<b>63,944</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>49,037</b>	<b>49,529</b>	<b>50,024</b>	<b>53,939</b>	<b>54,481</b>	<b>56,661</b>	<b>57,230</b>	<b>57,802</b>	<b>58,380</b>	<b>58,963</b>	<b>59,839</b>	<b>60,440</b>	<b>61,044</b>	<b>62,247</b>	<b>62,870</b>	<b>63,498</b>
Daily	262.23	264.86	267.51	288.44	291.34	303.00	306.04	309.10	312.19	315.31	319.99	323.20	326.44	332.87	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>64,133</b>	<b>64,776</b>	<b>65,427</b>	<b>66,079</b>	<b>66,625</b>	<b>67,171</b>										
Daily	342.95	346.39	349.88	353.36	356.28	359.20										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL COACHES/ SOCIAL WORKER**

**202-DAY**

**BACHELOR'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>39,829</b>	<b>41,284</b>	<b>41,697</b>	<b>43,812</b>	<b>46,313</b>	<b>48,165</b>	<b>48,645</b>	<b>49,133</b>	<b>49,621</b>	<b>50,120</b>	<b>50,865</b>	<b>51,369</b>	<b>51,883</b>	<b>52,904</b>	<b>53,434</b>	<b>53,968</b>
Daily	197.17	204.37	206.42	216.89	229.27	238.44	240.82	243.23	245.65	248.12	251.80	254.30	256.84	261.90	264.52	267.16
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>54,507</b>	<b>55,055</b>	<b>55,607</b>	<b>56,163</b>	<b>56,752</b>	<b>57,342</b>										
Daily	269.84	272.55	275.28	278.03	280.95	283.87										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>45,802</b>	<b>46,814</b>	<b>47,284</b>	<b>50,382</b>	<b>52,475</b>	<b>54,575</b>	<b>55,116</b>	<b>55,671</b>	<b>56,227</b>	<b>56,789</b>	<b>57,635</b>	<b>58,209</b>	<b>58,792</b>	<b>59,948</b>	<b>60,547</b>	<b>61,153</b>
Daily	226.74	231.75	234.07	249.42	259.78	270.17	272.85	275.60	278.35	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>61,764</b>	<b>62,382</b>	<b>63,007</b>	<b>63,636</b>	<b>64,226</b>	<b>64,816</b>										
Daily	305.76	308.82	311.91	315.03	317.95	320.87										

**AA & ED.S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>49,385</b>	<b>50,049</b>	<b>50,588</b>	<b>54,324</b>	<b>55,986</b>	<b>58,228</b>	<b>58,806</b>	<b>59,394</b>	<b>59,990</b>	<b>60,586</b>	<b>61,490</b>	<b>62,106</b>	<b>62,724</b>	<b>63,959</b>	<b>64,599</b>	<b>65,244</b>
Daily	244.48	247.76	250.44	268.93	277.16	288.26	291.11	294.03	296.98	299.93	304.40	307.45	310.51	316.62	319.80	322.99
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>65,898</b>	<b>66,553</b>	<b>67,223</b>	<b>67,895</b>	<b>68,485</b>	<b>69,074</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>52,972</b>	<b>53,502</b>	<b>54,037</b>	<b>58,267</b>	<b>58,850</b>	<b>61,206</b>	<b>61,820</b>	<b>62,438</b>	<b>63,062</b>	<b>63,691</b>	<b>64,639</b>	<b>65,288</b>	<b>65,941</b>	<b>67,239</b>	<b>67,913</b>	<b>68,591</b>
Daily	262.24	264.86	267.51	288.45	291.34	303.00	306.04	309.10	312.19	315.30	319.99	323.20	326.44	332.86	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>69,277</b>	<b>69,971</b>	<b>70,675</b>	<b>71,380</b>	<b>71,969</b>	<b>72,559</b>										
Daily	342.95	346.39	349.88	353.36	356.28	359.20										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL COACHES/ SOCIAL WORKER**

**212 DAY**

**BACHELOR'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>41,800</b>	<b>43,327</b>	<b>43,761</b>	<b>45,980</b>	<b>48,603</b>	<b>50,548</b>	<b>51,054</b>	<b>51,564</b>	<b>52,078</b>	<b>52,602</b>	<b>53,382</b>	<b>53,912</b>	<b>54,450</b>	<b>55,521</b>	<b>56,078</b>	<b>56,639</b>
Daily	197.17	204.37	206.42	216.88	229.26	238.43	240.82	243.22	245.65	248.12	251.80	254.30	256.84	261.89	264.52	267.16
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>57,207</b>	<b>57,779</b>	<b>58,359</b>	<b>58,942</b>	<b>59,562</b>	<b>60,181</b>										
Daily	269.84	272.54	275.27	278.03	280.95	283.87										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>48,070</b>	<b>49,133</b>	<b>49,625</b>	<b>52,876</b>	<b>55,073</b>	<b>57,277</b>	<b>57,845</b>	<b>58,427</b>	<b>59,010</b>	<b>59,600</b>	<b>60,488</b>	<b>61,090</b>	<b>61,703</b>	<b>62,916</b>	<b>63,543</b>	<b>64,180</b>
Daily	226.74	231.76	234.08	249.41	259.78	270.17	272.85	275.60	278.34	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>64,821</b>	<b>65,470</b>	<b>66,126</b>	<b>66,787</b>	<b>67,406</b>	<b>68,025</b>										
Daily	305.76	308.82	311.91	315.03	317.95	320.87										

**AA & ED.S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>51,830</b>	<b>52,526</b>	<b>53,094</b>	<b>57,012</b>	<b>58,759</b>	<b>61,111</b>	<b>61,717</b>	<b>62,334</b>	<b>62,960</b>	<b>63,587</b>	<b>64,535</b>	<b>65,181</b>	<b>65,831</b>	<b>67,125</b>	<b>67,797</b>	<b>68,473</b>
Daily	244.48	247.76	250.44	268.92	277.16	288.26	291.11	294.02	296.98	299.94	304.41	307.45	310.52	316.62	319.79	322.98
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>69,160</b>	<b>69,848</b>	<b>70,550</b>	<b>71,256</b>	<b>71,875</b>	<b>72,494</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>55,593</b>	<b>56,150</b>	<b>56,712</b>	<b>61,149</b>	<b>61,764</b>	<b>64,235</b>	<b>64,881</b>	<b>65,528</b>	<b>66,184</b>	<b>66,845</b>	<b>67,839</b>	<b>68,519</b>	<b>69,204</b>	<b>70,567</b>	<b>71,275</b>	<b>71,986</b>
Daily	262.23	264.86	267.51	288.44	291.34	302.99	306.04	309.09	312.19	315.31	319.99	323.20	326.43	332.86	336.20	339.55
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>72,707</b>	<b>73,434</b>	<b>74,175</b>	<b>74,912</b>	<b>75,532</b>	<b>76,151</b>										
Daily	342.96	346.39	349.88	353.36	356.28	359.20										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL COACHES/ SOCIAL WORKER**

**240-DAY**

**BACHELOR'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>47,320</b>	<b>49,049</b>	<b>49,541</b>	<b>52,053</b>	<b>55,024</b>	<b>57,225</b>	<b>57,797</b>	<b>58,374</b>	<b>58,956</b>	<b>59,549</b>	<b>60,432</b>	<b>61,032</b>	<b>61,643</b>	<b>62,855</b>	<b>63,485</b>	<b>64,120</b>
Daily	197.17	204.37	206.42	216.89	229.27	238.43	240.82	243.22	245.65	248.12	251.80	254.30	256.84	261.89	264.52	267.16
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>64,761</b>	<b>65,411</b>	<b>66,067</b>	<b>66,727</b>	<b>67,428</b>	<b>68,129</b>										
Daily	269.84	272.54	275.28	278.03	280.95	283.87										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>54,419</b>	<b>55,621</b>	<b>56,179</b>	<b>59,860</b>	<b>62,346</b>	<b>64,841</b>	<b>65,484</b>	<b>66,143</b>	<b>66,803</b>	<b>67,471</b>	<b>68,476</b>	<b>69,159</b>	<b>69,852</b>	<b>71,225</b>	<b>71,936</b>	<b>72,655</b>
Daily	226.74	231.75	234.08	249.42	259.77	270.17	272.85	275.60	278.35	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>73,382</b>	<b>74,117</b>	<b>74,859</b>	<b>75,608</b>	<b>76,308</b>	<b>77,009</b>										
Daily	305.76	308.82	311.91	315.03	317.95	320.87										

**AA & ED.S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>58,675</b>	<b>59,464</b>	<b>60,105</b>	<b>64,542</b>	<b>66,519</b>	<b>69,182</b>	<b>69,867</b>	<b>70,566</b>	<b>71,274</b>	<b>71,984</b>	<b>73,057</b>	<b>73,788</b>	<b>74,525</b>	<b>75,988</b>	<b>76,750</b>	<b>77,516</b>
Daily	244.48	247.77	250.44	268.92	277.16	288.26	291.11	294.02	296.97	299.93	304.40	307.45	310.52	316.62	319.79	322.98
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>78,294</b>	<b>79,073</b>	<b>79,868</b>	<b>80,666</b>	<b>81,368</b>	<b>82,068</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>62,934</b>	<b>63,566</b>	<b>64,201</b>	<b>69,226</b>	<b>69,920</b>	<b>72,718</b>	<b>73,449</b>	<b>74,183</b>	<b>74,926</b>	<b>75,673</b>	<b>76,799</b>	<b>77,567</b>	<b>78,345</b>	<b>79,879</b>	<b>80,690</b>	<b>81,494</b>
Daily	262.23	264.86	267.50	288.44	291.33	302.99	306.03	309.09	312.19	315.30	320.00	323.20	326.43	332.83	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>82,309</b>	<b>83,134</b>	<b>83,971</b>	<b>84,807</b>	<b>85,508</b>	<b>86,208</b>										
Daily	342.95	346.39	349.88	353.36	356.28	359.20										

**PRINCIPAL**

**K-6**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	81,983	82,832	83,682	84,531	85,381	86,230	87,080	87,927	88,776	89,626	90,475	91,325	92,174	93,024	93,871	94,721
Daily	341.60	345.14	348.67	352.21	355.75	359.29	362.83	366.36	369.90	373.44	376.98	380.52	384.06	387.60	391.13	394.67

INCENTIVES: Ed.S/AA Certificate \$4,940  
 Ed.S/AA + Doctorate: \$4,940 + \$1,798 = \$6,738  
 Doctorate only: \$6,738

**7-8**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	90,291	91,229	92,169	93,109	94,049	94,988	95,928	96,867	97,808	98,746	99,687	100,627	101,565	102,506	103,445	104,386
Daily	376.21	380.12	384.04	387.95	391.87	395.78	399.70	403.61	407.53	411.44	415.36	419.28	423.19	427.11	431.02	434.94

INCENTIVES: Ed.S/AA Certificate \$4,940  
 Ed.S/AA + Doctorate: \$4,940 + \$1,798 = \$6,738  
 Doctorate only: \$6,738

**9-12**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	104,066	105,164	106,263	107,363	108,462	109,560	110,660	111,758	112,857	113,957	115,055	116,155	117,254	118,353	119,451	120,551
Daily	433.61	438.18	442.76	447.34	451.92	456.50	461.08	465.66	470.24	474.82	479.40	483.98	488.56	493.14	497.71	502.29

INCENTIVES: Ed.S/AA Certificate \$4,940  
 Ed.S/AA + Doctorate: \$4,940 + \$1,798 = \$6,738  
 Doctorate only: \$6,738



**ASSISTANT PRINCIPAL**

<b>MASTER'S</b>																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>42,401</b>	<b>43,338</b>	<b>43,773</b>	<b>46,641</b>	<b>48,579</b>	<b>50,522</b>	<b>51,024</b>	<b>51,537</b>	<b>52,052</b>	<b>52,571</b>	<b>53,356</b>	<b>53,887</b>	<b>54,427</b>	<b>55,497</b>	<b>56,051</b>	<b>56,610</b>
Daily	226.74	231.75	234.08	249.41	259.78	270.17	272.85	275.60	278.35	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>57,178</b>	<b>57,749</b>	<b>58,327</b>	<b>58,912</b>	<b>59,457</b>	<b>60,003</b>										
Daily	305.76	308.81	311.91	315.03	317.95	320.87										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>45,802</b>	<b>46,814</b>	<b>47,284</b>	<b>50,382</b>	<b>52,475</b>	<b>54,575</b>	<b>55,116</b>	<b>55,671</b>	<b>56,227</b>	<b>56,789</b>	<b>57,635</b>	<b>58,209</b>	<b>58,792</b>	<b>59,948</b>	<b>60,547</b>	<b>61,153</b>
Daily	226.74	231.75	234.07	249.42	259.78	270.17	272.85	275.60	278.35	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>61,764</b>	<b>62,382</b>	<b>63,007</b>	<b>63,636</b>	<b>64,226</b>	<b>64,816</b>										
Daily	305.76	308.82	311.91	315.03	317.95	320.87										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>48,070</b>	<b>49,133</b>	<b>49,625</b>	<b>52,876</b>	<b>55,073</b>	<b>57,277</b>	<b>57,845</b>	<b>58,427</b>	<b>59,010</b>	<b>59,600</b>	<b>60,488</b>	<b>61,090</b>	<b>61,703</b>	<b>62,916</b>	<b>63,543</b>	<b>64,180</b>
Daily	226.74	231.76	234.08	249.41	259.78	270.17	272.85	275.60	278.34	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>64,821</b>	<b>65,470</b>	<b>66,126</b>	<b>66,787</b>	<b>67,406</b>	<b>68,025</b>										
Daily	305.76	308.82	311.91	315.03	317.95	320.87										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>54,419</b>	<b>55,621</b>	<b>56,179</b>	<b>59,860</b>	<b>62,346</b>	<b>64,841</b>	<b>65,484</b>	<b>66,143</b>	<b>66,803</b>	<b>67,471</b>	<b>68,476</b>	<b>69,159</b>	<b>69,852</b>	<b>71,225</b>	<b>71,936</b>	<b>72,655</b>
Daily	226.74	231.75	234.08	249.42	259.77	270.17	272.85	275.60	278.35	281.13	285.32	288.16	291.05	296.77	299.73	302.73
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>73,382</b>	<b>74,117</b>	<b>74,859</b>	<b>75,608</b>	<b>76,308</b>	<b>77,009</b>										
Daily	305.76	308.82	311.91	315.03	317.95	320.87										

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

Pre-K-6 Assistant Principal: \$3,644

7-8 Assistant Principal: \$5,467

\*9-12 Assistant Principal: \$7,289

Experience Supplement: \$487 per year for a maximum of 4 years experience in an administrative position with Madison City.

\* The 212 DAY option is available for the 9-12 Assistant Principal position only.

**ASSISTANT PRINCIPAL**

**AA & ED.S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>45,718</b>	<b>46,333</b>	<b>46,832</b>	<b>50,290</b>	<b>51,830</b>	<b>53,904</b>	<b>54,439</b>	<b>54,984</b>	<b>55,534</b>	<b>56,088</b>	<b>56,924</b>	<b>57,494</b>	<b>58,068</b>	<b>59,208</b>	<b>59,802</b>	<b>60,399</b>
Daily	244.48	247.77	250.43	268.93	277.16	288.26	291.11	294.03	296.97	299.93	304.40	307.45	310.52	316.62	319.79	322.99
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>61,004</b>	<b>61,612</b>	<b>62,231</b>	<b>62,853</b>	<b>63,399</b>	<b>63,944</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>49,385</b>	<b>50,049</b>	<b>50,588</b>	<b>54,324</b>	<b>55,986</b>	<b>58,228</b>	<b>58,806</b>	<b>59,394</b>	<b>59,990</b>	<b>60,586</b>	<b>61,490</b>	<b>62,106</b>	<b>62,724</b>	<b>63,959</b>	<b>64,599</b>	<b>65,244</b>
Daily	244.48	247.76	250.44	268.93	277.16	288.26	291.11	294.03	296.98	299.93	304.40	307.45	310.51	316.62	319.80	322.99
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>65,898</b>	<b>66,553</b>	<b>67,223</b>	<b>67,895</b>	<b>68,485</b>	<b>69,074</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>51,830</b>	<b>52,526</b>	<b>53,094</b>	<b>57,012</b>	<b>58,759</b>	<b>61,111</b>	<b>61,717</b>	<b>62,334</b>	<b>62,960</b>	<b>63,587</b>	<b>64,535</b>	<b>65,181</b>	<b>65,831</b>	<b>67,125</b>	<b>67,797</b>	<b>68,473</b>
Daily	244.48	247.76	250.44	268.92	277.16	288.26	291.11	294.02	296.98	299.94	304.41	307.45	310.52	316.62	319.79	322.98
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>69,160</b>	<b>69,848</b>	<b>70,550</b>	<b>71,256</b>	<b>71,875</b>	<b>72,494</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>58,675</b>	<b>59,464</b>	<b>60,105</b>	<b>64,542</b>	<b>66,519</b>	<b>69,182</b>	<b>69,867</b>	<b>70,566</b>	<b>71,274</b>	<b>71,984</b>	<b>73,057</b>	<b>73,788</b>	<b>74,525</b>	<b>75,988</b>	<b>76,750</b>	<b>77,516</b>
Daily	244.48	247.77	250.44	268.92	277.16	288.26	291.11	294.02	296.97	299.93	304.40	307.45	310.52	316.62	319.79	322.98
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>78,294</b>	<b>79,073</b>	<b>79,868</b>	<b>80,666</b>	<b>81,368</b>	<b>82,068</b>										
Daily	326.22	329.47	332.78	336.11	339.03	341.95										

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

Pre-K-6 Assistant Principal: \$3,644

7-8 Assistant Principal: \$5,467

\*9-12 Assistant Principal: \$7,289

Experience Supplement: \$487 per year for a maximum of 4 years experience in an administrative position with Madison City.

\* The 212 DAY option is available for the 9-12 Assistant Principal position only.

**ASSISTANT PRINCIPAL**

<b>DOCTORATE</b>																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>49,037</b>	<b>49,529</b>	<b>50,024</b>	<b>53,939</b>	<b>54,481</b>	<b>56,661</b>	<b>57,230</b>	<b>57,802</b>	<b>58,380</b>	<b>58,963</b>	<b>59,839</b>	<b>60,440</b>	<b>61,044</b>	<b>62,247</b>	<b>62,870</b>	<b>63,498</b>
Daily	262.23	264.86	267.51	288.44	291.34	303.00	306.04	309.10	312.19	315.31	319.99	323.20	326.44	332.87	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>64,133</b>	<b>64,776</b>	<b>65,427</b>	<b>66,079</b>	<b>66,625</b>	<b>67,171</b>										
Daily	342.95	346.39	349.88	353.36	356.28	359.20										
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>52,972</b>	<b>53,502</b>	<b>54,037</b>	<b>58,267</b>	<b>58,850</b>	<b>61,206</b>	<b>61,820</b>	<b>62,438</b>	<b>63,062</b>	<b>63,691</b>	<b>64,639</b>	<b>65,288</b>	<b>65,941</b>	<b>67,239</b>	<b>67,913</b>	<b>68,591</b>
Daily	262.24	264.86	267.51	288.45	291.34	303.00	306.04	309.10	312.19	315.30	319.99	323.20	326.44	332.86	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>69,277</b>	<b>69,971</b>	<b>70,675</b>	<b>71,380</b>	<b>71,969</b>	<b>72,559</b>										
Daily	342.95	346.39	349.88	353.36	356.28	359.20										
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>55,593</b>	<b>56,150</b>	<b>56,712</b>	<b>61,149</b>	<b>61,764</b>	<b>64,235</b>	<b>64,881</b>	<b>65,528</b>	<b>66,184</b>	<b>66,845</b>	<b>67,839</b>	<b>68,519</b>	<b>69,204</b>	<b>70,567</b>	<b>71,275</b>	<b>71,986</b>
Daily	262.23	264.86	267.51	288.44	291.34	302.99	306.04	309.09	312.19	315.31	319.99	323.20	326.43	332.86	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>72,707</b>	<b>73,434</b>	<b>74,175</b>	<b>74,912</b>	<b>75,532</b>	<b>76,151</b>										
Daily	342.96	346.39	349.88	353.36	356.28	359.20										
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>62,934</b>	<b>63,566</b>	<b>64,201</b>	<b>69,226</b>	<b>69,920</b>	<b>72,715</b>	<b>73,449</b>	<b>74,183</b>	<b>74,926</b>	<b>75,673</b>	<b>76,799</b>	<b>77,567</b>	<b>78,345</b>	<b>79,879</b>	<b>80,690</b>	<b>81,494</b>
Daily	262.23	264.86	267.50	288.44	291.33	302.98	306.03	309.09	312.19	315.30	320.00	323.20	326.43	332.83	336.20	339.56
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>82,309</b>	<b>83,134</b>	<b>83,971</b>	<b>84,807</b>	<b>85,508</b>	<b>86,208</b>										
Daily	342.95	346.39	349.88	353.36	356.28	359.20										

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

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7-8 Assistant Principal: \$5,467

\*9-12 Assistant Principal: \$7,289

Experience Supplement: \$487 per year for a maximum of 4 years experience in an administrative position with Madison City.

\* The 212 DAY option is available for the 9-12 Assistant Principal position only.

**DIRECTOR/COORDINATOR**

**DIRECTOR**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>99,110</b>	<b>100,156</b>	<b>101,203</b>	<b>102,250</b>	<b>103,297</b>	<b>104,343</b>	<b>105,390</b>	<b>106,436</b>	<b>107,483</b>	<b>108,530</b>	<b>109,576</b>	<b>110,624</b>	<b>111,670</b>	<b>112,717</b>	<b>113,763</b>	<b>114,810</b>
Daily	412.96	417.32	421.68	426.04	430.40	434.76	439.12	443.48	447.84	452.20	456.56	460.93	465.29	469.65	474.01	478.37

**COORDINATOR**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>81,058</b>	<b>81,928</b>	<b>82,798</b>	<b>83,668</b>	<b>84,537</b>	<b>85,407</b>	<b>86,277</b>	<b>87,147</b>	<b>88,017</b>	<b>88,886</b>	<b>89,756</b>	<b>90,626</b>	<b>91,497</b>	<b>92,367</b>	<b>93,236</b>	<b>94,106</b>
Daily	337.74	341.36	344.99	348.61	352.24	355.86	359.49	363.11	366.74	370.36	373.98	377.61	381.23	384.86	388.48	392.11

## SUPPORT STAFF COVER PAGE

### SUPPORT STAFF

1. Steps do not necessarily equal years of experience.
2. Full time experience in the area of concentration, up to 3 years will be counted for new employees who provide documentation of such experience.
3. Experience in excess of 3 years may be granted upon the approval of the Superintendent.
4. Employees will be placed on the appropriate salary schedule based on full years of experience. A full years experience on the salary schedule will be awarded if the employee has completed more than 50% of the contract year.
5. Current Madison City Schools employees that transfer positions with less than three years of experience will be placed on the salary schedule not above their current years of experience (Step 0-3) and not below their current hourly rate.
6. Current Madison City Schools employees that transfer positions with more than three years of experience will be placed on the salary schedule based on their current hourly rate but not less than a step 3.

### 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.

**AIDES**

**AIDE, CLERICAL & INSTRUCTIONAL**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12
<b>Hourly</b>	9.64	10.42	11.33	12.13	12.55	12.94	13.42	13.87	14.35	14.82	15.25	15.73	16.20
<b>240 DAY</b>													
8 HOUR	18,507	20,016	21,759	23,286	24,089	24,853	25,774	26,635	27,556	28,456	29,279	30,200	31,100
7 HOUR	16,194	17,514	19,039	20,376	21,078	21,747	22,552	23,305	24,111	24,900	25,619	26,425	27,213
<b>187 DAY</b>													
8 HOUR	14,421	15,596	16,954	18,144	18,770	19,365	20,082	20,753	21,470	22,172	22,814	23,531	24,233
7 HOUR	12,619	13,646	14,834	15,877	16,424	16,945	17,572	18,160	18,787	19,401	19,962	20,589	21,203
4 HOUR	7,211	7,798	8,478	9,072	9,386	9,683	10,041	10,377	10,736	11,087	11,407	11,766	12,117
<b>182 DAY</b>													
8 HOUR	14,036	15,179	16,501	17,659	18,268	18,847	19,545	20,199	20,896	21,580	22,204	22,902	23,585
7 HOUR	12,281	13,282	14,439	15,451	15,985	16,492	17,102	17,674	18,285	18,883	19,428	20,039	20,637
4 HOUR	7,018	7,590	8,251	8,830	9,135	9,424	9,773	10,100	10,448	10,790	11,102	11,451	11,793

**AIDES**

**SPECIAL ED BEHAVIORAL / DD / PRE K - 8 HOUR - 182 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12
	15,179	16,501	17,659	18,268	18,847	19,545	20,199	20,896	21,580	22,204	22,902	23,585	24,283
Daily	83.40	90.66	97.02	100.37	103.55	107.39	110.98	114.81	118.57	122.00	125.83	129.58	133.42
Hourly	10.42	11.33	12.13	12.55	12.94	13.42	13.87	14.35	14.82	15.25	15.73	16.20	16.68

**IN-SCHOOL SUSPENSION INSTRUCTIONAL ASSISTANT - 8 HOUR - 187 DAYS  
HIGH SCHOOLS 9-12/ MIDDLE SCHOOLS 7-8**

<b>187 DAY</b>	<b>18,472</b>
Daily	98.78

**IN-SCHOOL SUSPENSION INSTRUCTIONAL ASSISTANT - 8 HOUR - 187 DAYS  
ELEMENTARY SCHOOLS K-6**

**SALARY**

<b>187 DAY</b>	<b>15,468</b>
Daily	82.71

**PRE K FIRST CLASS AUXILARY TEACHER/INSTRUCTIONAL AIDE- 7.5 HOUR - 187 DAYS**

STEPS	0	1	2	3	4	5	6	7	8
<b>187 DAY</b>	<b>18,033</b>	<b>18,573</b>	<b>19,130</b>	<b>19,704</b>	<b>20,297</b>	<b>20,905</b>	<b>21,533</b>	<b>22,174</b>	<b>22,843</b>
Daily	96.43	99.32	102.29	105.37	108.54	111.79	115.15	118.58	122.15
Hourly	12.86	13.24	13.64	14.05	14.47	14.91	15.35	15.81	16.29

**SECRETARY/REGISTRAR**

**RANK I - SUPERINTENDENT'S SECRETARY - 8 HRS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>44,287</b>	<b>45,984</b>	<b>48,431</b>	<b>51,078</b>	<b>52,037</b>	<b>53,000</b>	<b>53,961</b>	<b>54,919</b>	<b>55,879</b>	<b>56,841</b>	<b>59,723</b>	<b>60,678</b>
Daily	184.53	191.60	201.79	212.82	216.82	220.83	224.83	228.83	232.83	236.84	248.84	252.82
Hourly	23.07	23.95	25.22	26.60	27.10	27.60	28.10	28.60	29.10	29.60	31.11	31.60
STEPS	12	13	14	15								
<b>240 DAY</b>	<b>62,583</b>	<b>64,629</b>	<b>65,375</b>	<b>67,082</b>								
Daily	260.76	269.28	272.40	279.51								
Hourly	32.59	33.66	34.05	34.94								

**RANK II - SECRETARY - CENTRAL OFFICE, HIGH / MIDDLE SCHOOL SECRETARY/ACCOUNTANT , ELEMENTARY SCHOOL - 8 HRS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>25,766</b>	<b>26,810</b>	<b>29,321</b>	<b>30,382</b>	<b>31,444</b>	<b>32,501</b>	<b>33,564</b>	<b>34,621</b>	<b>35,681</b>	<b>36,740</b>	<b>37,800</b>	<b>38,667</b>
Daily	107.36	111.71	122.17	126.59	131.01	135.42	139.85	144.25	148.67	153.08	157.50	161.11
Hourly	13.42	13.96	15.27	15.82	16.38	16.93	17.48	18.03	18.58	19.14	19.69	20.14

**RANK III - CENTRAL OFFICE SECRETARY/RECEPTIONIST, SUPERVISOR'S SECRETARY - 8 HRS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>21,168</b>	<b>22,844</b>	<b>24,598</b>	<b>25,542</b>	<b>27,791</b>	<b>28,736</b>	<b>29,685</b>	<b>30,627</b>	<b>31,575</b>	<b>32,521</b>	<b>33,466</b>	<b>34,235</b>
Daily	88.20	95.18	102.49	106.42	115.80	119.73	123.68	127.61	131.56	135.50	139.44	142.64
Hourly	11.02	11.90	12.81	13.30	14.47	14.97	15.46	15.95	16.44	16.94	17.43	17.83



**SECRETARY/REGISTRAR**

<b>REGISTRAR - 8 HRS - 187 DAYS</b>												
STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>187 DAY</b>	<b>15,746</b>	<b>18,047</b>	<b>18,723</b>	<b>19,829</b>	<b>20,919</b>	<b>22,027</b>	<b>23,118</b>	<b>24,227</b>	<b>24,761</b>	<b>25,315</b>	<b>25,870</b>	<b>26,423</b>
Daily	84.20	96.51	100.12	106.04	111.86	117.79	123.62	129.55	132.41	135.37	138.34	141.29
Hourly	10.53	12.06	12.51	13.25	13.98	14.72	15.45	16.19	16.55	16.92	17.29	17.66

<b>REGISTRAR - 8 HRS - 240 DAYS</b>												
STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>20,209</b>	<b>23,162</b>	<b>24,029</b>	<b>25,449</b>	<b>26,848</b>	<b>28,271</b>	<b>29,669</b>	<b>31,092</b>	<b>31,779</b>	<b>32,490</b>	<b>33,201</b>	<b>33,911</b>
Daily	84.20	96.50	100.12	106.04	111.86	117.79	123.62	129.55	132.41	135.37	138.34	141.30
Hourly	10.53	12.06	12.51	13.25	13.98	14.72	15.45	16.19	16.55	16.92	17.29	17.66

**BUSINESS/FINANCE/PERSONNEL**

**ACCOUNTING SUPERVISOR- 8 HOURS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>60,678</b>	<b>61,562</b>	<b>62,445</b>	<b>63,328</b>	<b>64,212</b>	<b>65,095</b>	<b>65,978</b>	<b>66,861</b>	<b>67,745</b>	<b>68,628</b>	<b>69,511</b>	<b>70,395</b>	<b>71,278</b>	<b>72,161</b>	<b>73,045</b>	<b>73,928</b>
Daily	252.82	256.50	260.19	263.87	267.55	271.23	274.91	278.59	282.27	285.95	289.63	293.31	296.99	300.67	304.35	308.03
Hourly	31.60	32.06	32.52	32.98	33.44	33.90	34.36	34.82	35.28	35.74	36.20	36.66	37.12	37.58	38.04	38.50

**PAYROLL AND PERSONNEL MANAGER - 8 HOURS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>32,644</b>	<b>34,753</b>	<b>36,896</b>	<b>39,045</b>	<b>41,397</b>	<b>43,333</b>	<b>45,478</b>	<b>47,623</b>	<b>49,768</b>	<b>51,916</b>	<b>54,058</b>	<b>56,206</b>
Daily	136.01	144.80	153.73	162.69	172.49	180.55	189.49	198.43	207.37	216.32	225.24	234.19
Hourly	17.00	18.10	19.22	20.34	21.56	22.57	23.69	24.80	25.92	27.04	28.16	29.27

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>29,929</b>	<b>31,100</b>	<b>32,271</b>	<b>33,442</b>	<b>34,613</b>	<b>35,784</b>	<b>36,955</b>	<b>38,126</b>	<b>39,298</b>	<b>40,469</b>	<b>41,640</b>	<b>42,845</b>
Daily	124.70	129.58	134.46	139.34	144.22	149.10	153.98	158.86	163.74	168.62	173.50	178.52
Hourly	15.59	16.20	16.81	17.42	18.03	18.64	19.25	19.86	20.47	21.08	21.69	22.31

**BOOKKEEPING/ACCOUNTING CLERK (HIGH/MIDDLE SCHOOL) - 8 HOURS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>29,667</b>	<b>30,710</b>	<b>31,750</b>	<b>32,792</b>	<b>33,832</b>	<b>34,873</b>	<b>35,915</b>	<b>36,955</b>	<b>37,997</b>	<b>39,037</b>	<b>40,079</b>	<b>41,149</b>
Daily	123.61	127.95	132.29	136.63	140.96	145.30	149.64	153.98	158.32	162.65	167.00	171.45
Hourly	15.45	15.99	16.54	17.08	17.62	18.16	18.71	19.25	19.79	20.33	20.87	21.43

**TECHNOLOGY**

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>60,678</b>	<b>61,562</b>	<b>62,445</b>	<b>63,328</b>	<b>64,212</b>	<b>65,095</b>	<b>65,978</b>	<b>66,861</b>	<b>67,745</b>	<b>68,628</b>	<b>69,511</b>	<b>70,395</b>	<b>71,278</b>	<b>72,161</b>	<b>73,045</b>	<b>73,928</b>
Daily	252.82	256.50	260.19	263.87	267.55	271.23	274.91	278.59	282.27	285.95	289.63	293.31	296.99	300.67	304.35	308.03
Hourly	31.60	32.06	32.52	32.98	33.44	33.90	34.36	34.82	35.28	35.74	36.20	36.66	37.12	37.58	38.04	38.50

**DATA SYSTEMS MANAGER 8 HOURS (240 DAYS) / TECHNOLOGY NETWORK MANAGER 8 HOURS (240 DAYS)/ PUBLIC RELATIONS MANAGER 8 HOURS (240 DAYS)/ ACCESS DISTANCE LEARNING PROGRAM SUPPORT MANAGER (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>43,126</b>	<b>44,213</b>	<b>45,296</b>	<b>46,385</b>	<b>47,081</b>	<b>47,786</b>	<b>48,504</b>	<b>49,232</b>	<b>49,969</b>	<b>50,719</b>	<b>51,481</b>	<b>52,252</b>	<b>53,036</b>	<b>53,832</b>	<b>54,639</b>	<b>55,447</b>
Daily	179.69	184.22	188.73	193.27	196.17	199.11	202.10	205.13	208.20	211.33	214.50	217.71	220.98	224.30	227.66	231.03
Hourly	22.46	23.03	23.59	24.16	24.52	24.89	25.26	25.64	26.03	26.42	26.81	27.21	27.62	28.04	28.46	28.88

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13
<b>240 DAY</b>	<b>32,107</b>	<b>33,776</b>	<b>35,448</b>	<b>37,116</b>	<b>38,785</b>	<b>39,871</b>	<b>40,957</b>	<b>42,043</b>	<b>43,126</b>	<b>44,213</b>	<b>45,297</b>	<b>46,385</b>	<b>47,471</b>	<b>48,555</b>
Daily	133.78	140.73	147.70	154.65	161.60	166.13	170.65	175.18	179.69	184.22	188.73	193.27	197.80	202.31
Hourly	16.72	17.59	18.46	19.33	20.20	20.77	21.33	21.90	22.46	23.03	23.59	24.16	24.72	25.29

**HIGH SCHOOL TECHNOLOGY TECHNICIAN 8 HOURS (240 DAYS) / ACCESS HELP DESK SUPPORT 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10
<b>240 DAY</b>	<b>28,980</b>	<b>30,097</b>	<b>31,218</b>	<b>32,163</b>	<b>33,108</b>	<b>34,055</b>	<b>35,001</b>	<b>35,947</b>	<b>36,891</b>	<b>37,837</b>	<b>38,786</b>
Daily	120.75	125.40	130.07	134.01	137.95	141.89	145.83	149.78	153.71	157.65	161.61
Hourly	15.09	15.68	16.26	16.75	17.24	17.74	18.23	18.72	19.21	19.71	20.20

**TECHNOLOGY**

**ELEMENTARY & MIDDLE SCHOOL TECHNOLOGY TECHNICIAN 8 HOURS (190 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10
<b>190 DAY</b>	<b>22,942</b>	<b>23,828</b>	<b>24,715</b>	<b>25,464</b>	<b>26,211</b>	<b>26,961</b>	<b>27,710</b>	<b>28,458</b>	<b>29,206</b>	<b>29,956</b>	<b>30,706</b>
Daily	120.75	125.41	130.08	134.02	137.95	141.90	145.84	149.78	153.71	157.66	161.61
Hourly	15.09	15.68	16.26	16.75	17.24	17.74	18.23	18.72	19.21	19.71	20.20

**TECHNOLOGY COACH 8 HOURS (202 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10
<b>202 DAY</b>	<b>24,392</b>	<b>25,332</b>	<b>26,276</b>	<b>27,072</b>	<b>27,867</b>	<b>28,664</b>	<b>29,460</b>	<b>30,256</b>	<b>31,050</b>	<b>31,848</b>	<b>32,645</b>
Daily	120.75	125.40	130.08	134.02	137.95	141.90	145.84	149.78	153.71	157.66	161.60
Hourly	15.09	15.68	16.26	16.75	17.24	17.74	18.23	18.72	19.21	19.71	20.20

**CHILD NUTRITION PROGRAM  
(CNP)**

**CHILD NUTRITION SUPERVISOR 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>60,678</b>	<b>61,562</b>	<b>62,445</b>	<b>63,328</b>	<b>64,212</b>	<b>65,095</b>	<b>65,978</b>	<b>66,861</b>	<b>67,745</b>	<b>68,628</b>	<b>69,511</b>	<b>70,395</b>	<b>71,278</b>	<b>72,161</b>	<b>73,045</b>	<b>73,928</b>
Daily	252.82	256.50	260.19	263.87	267.55	271.23	274.91	278.59	282.27	285.95	289.63	293.31	296.99	300.67	304.35	308.03
Hourly	31.60	32.06	32.52	32.98	33.44	33.90	34.36	34.82	35.28	35.74	36.20	36.66	37.12	37.58	38.04	38.50

**MANAGER 8 HOURS (187 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9
<b>187 DAY</b>	<b>19,594</b>	<b>20,250</b>	<b>20,905</b>	<b>21,806</b>	<b>22,340</b>	<b>23,408</b>	<b>23,988</b>	<b>24,644</b>	<b>25,255</b>	<b>25,926</b>
Daily	104.78	108.28	111.79	116.61	119.46	125.18	128.27	131.78	135.05	138.64
Hourly	13.10	13.54	13.97	14.58	14.93	15.65	16.03	16.47	16.88	17.33

**PROGRAM WORKER 6 HOURS**

STEPS	0	1	2	3	4	5	6	7	8
<b>187 DAY</b>	<b>13,505</b>	<b>13,849</b>	<b>14,832</b>	<b>15,839</b>	<b>16,263</b>	<b>16,720</b>	<b>17,121</b>	<b>17,568</b>	<b>17,968</b>
Daily	72.22	74.06	79.31	84.70	86.97	89.41	91.55	93.94	96.08
<b>184 DAY</b>	<b>13,289</b>	<b>13,627</b>	<b>14,595</b>	<b>15,586</b>	<b>16,002</b>	<b>16,453</b>	<b>16,847</b>	<b>17,286</b>	<b>17,680</b>
Daily	72.22	74.06	79.32	84.70	86.97	89.42	91.56	93.95	96.09

**CENTRAL KITCHEN/DELIVERY DRIVER 4 HOURS (180 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8
<b>180 DAY</b>	<b>9,177</b>	<b>9,394</b>	<b>10,046</b>	<b>10,705</b>	<b>10,969</b>	<b>11,239</b>	<b>11,486</b>	<b>11,756</b>	<b>12,020</b>
Daily	50.98	52.18	55.81	59.47	60.93	62.44	63.81	65.31	66.78
Hourly	12.75	13.05	13.95	14.87	15.23	15.61	15.95	16.33	16.69

**NURSES**

**RANK I - SYSTEM SUPERVISING NURSE - 8 HOURS - 202 DAYS**

Salary schedule requires B.A. or B.S. Degree and State R.N. Certification

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>39,829</b>	<b>41,284</b>	<b>41,697</b>	<b>43,812</b>	<b>46,313</b>	<b>48,165</b>	<b>48,645</b>	<b>49,133</b>	<b>49,621</b>	<b>50,120</b>	<b>50,865</b>	<b>51,369</b>	<b>51,883</b>	<b>52,904</b>	<b>53,434</b>	<b>53,968</b>
Daily	197.17	204.37	206.42	216.89	229.27	238.44	240.82	243.23	245.65	248.12	251.80	254.30	256.84	261.90	264.52	267.16
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>54,507</b>	<b>55,055</b>	<b>55,607</b>	<b>56,163</b>	<b>56,708</b>	<b>57,254</b>										
Daily	269.84	272.55	275.28	278.03	280.73	283.43										

**HEALTH EDUCATOR / SYSTEM NURSE RN - 8 HOURS - 187 DAYS**

Years of Experience

	<3 YRS	<6 YRS	<9 YRS	<12 YRS	<15 YRS	<18 YRS	<21 YRS	<24 YRS	<27 YRS	27 + YRS
STEP	1	2	3	4	5	6	7	8	9	10
<b>187 DAY</b>	<b>36,868</b>	<b>40,552</b>	<b>42,328</b>	<b>42,896</b>	<b>43,676</b>	<b>44,670</b>	<b>45,248</b>	<b>45,825</b>	<b>46,371</b>	<b>46,918</b>
Daily	197.15	216.85	226.35	229.39	233.56	238.88	241.96	245.05	247.97	250.90

**HEALTH EDUCATOR / SYSTEM NURSE RN/MS - 8 HOURS - 187 DAYS**

Years of Experience

	<3 YRS	<6 YRS	<9 YRS	<12 YRS	<15 YRS	<18 YRS	<21 YRS	<24 YRS	<27 YRS	27 + YRS
STEP	1	2	3	4	5	6	7	8	9	10
<b>187 DAY</b>	<b>42,397</b>	<b>46,636</b>	<b>48,676</b>	<b>49,330</b>	<b>50,224</b>	<b>51,373</b>	<b>52,034</b>	<b>52,701</b>	<b>53,246</b>	<b>53,792</b>
Daily	226.72	249.39	260.30	263.79	268.58	274.72	278.25	281.82	284.73	287.66

**NURSES - LPN - 182 DAYS**

Years of Experience

	<3 YRS	<6 YRS	<9 YRS	<12 YRS	<15 YRS	<18 YRS	<21 YRS	<24 YRS	<27 YRS	27 + YRS
STEP	1	2	3	4	5	6	7	8	9	10
<b>182 DAY</b>	<b>18,862</b>	<b>20,729</b>	<b>21,739</b>	<b>21,902</b>	<b>22,296</b>	<b>22,788</b>	<b>23,061</b>	<b>23,336</b>	<b>23,833</b>	<b>24,329</b>
Daily	103.64	113.90	119.44	120.34	122.51	125.21	126.70	128.22	130.95	133.68

## NURSES

### NURSES - RN - 182 DAYS

Years of Experience

	<3 YRS	<6 YRS	<9 YRS	<12 YRS	<15 YRS	<18 YRS	<21 YRS	<24 YRS	<27 YRS	27 + YRS
STEP	1	2	3	4	5	6	7	8	9	10
<b>182 DAY</b>	<b>35,882</b>	<b>39,467</b>	<b>41,196</b>	<b>41,748</b>	<b>42,508</b>	<b>43,476</b>	<b>44,038</b>	<b>44,600</b>	<b>45,131</b>	<b>45,664</b>
Daily	197.15	216.85	226.35	229.38	233.56	238.88	241.96	245.05	247.97	250.90

### NURSES - RN/MS - 182 DAYS

Years of Experience

	<3 YRS	<6 YRS	<9 YRS	<12 YRS	<15 YRS	<18 YRS	<21 YRS	<24 YRS	<27 YRS	27 + YRS
STEP	1	2	3	4	5	6	7	8	9	10
<b>182 DAY</b>	<b>41,265</b>	<b>45,389</b>	<b>47,374</b>	<b>48,011</b>	<b>48,881</b>	<b>49,999</b>	<b>50,642</b>	<b>51,291</b>	<b>51,823</b>	<b>52,354</b>
Daily	226.73	249.39	260.30	263.79	268.57	274.72	278.25	281.82	284.74	287.66

EXPERIENCE CREDIT = FULL TIME PUBLIC SCHOOL EXPERIENCE AS A NURSE.

### NURSES - LPN/AIDE - 8 HOURS (182 DAYS)

Years of Experience

	<3 YRS	<6 YRS	<9 YRS	<12 YRS	<15 YRS	<18 YRS	<21 YRS	<24 YRS	<27 YRS	27 + YRS
STEP	1	2	3	4	5	6	7	8	9	10
<b>182 DAY</b>	<b>18,863</b>	<b>20,729</b>	<b>21,739</b>	<b>21,902</b>	<b>22,296</b>	<b>22,788</b>	<b>23,061</b>	<b>23,336</b>	<b>23,833</b>	<b>24,329</b>
Daily	103.64	113.90	119.44	120.34	122.51	125.21	126.70	128.22	130.95	133.68

**CUSTODIAL/MAINTENANCE**

**SUPERVISOR OF OPERATIONS - 240 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>60,678</b>	<b>61,562</b>	<b>62,445</b>	<b>63,328</b>	<b>64,212</b>	<b>65,095</b>	<b>65,978</b>	<b>66,861</b>	<b>67,745</b>	<b>68,628</b>	<b>69,511</b>	<b>70,395</b>	<b>71,278</b>	<b>72,161</b>	<b>73,045</b>	<b>73,928</b>
Daily	252.82	256.50	260.19	263.87	267.55	271.23	274.91	278.59	282.27	285.95	289.63	293.31	296.99	300.67	304.35	308.03
Hourly	31.60	32.06	32.52	32.98	33.44	33.90	34.36	34.82	35.28	35.74	36.20	36.66	37.12	37.58	38.04	38.50

**RANK II - MAINTENANCE / CUSTODIAL SUPERVISOR - 8 HOUR DAY - 240 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12
<b>240 DAY</b>	<b>32,107</b>	<b>33,776</b>	<b>35,447</b>	<b>38,785</b>	<b>39,870</b>	<b>40,957</b>	<b>42,042</b>	<b>43,126</b>	<b>44,213</b>	<b>45,296</b>	<b>46,385</b>	<b>47,471</b>	<b>48,555</b>
Daily	133.78	140.73	147.69	161.60	166.12	170.65	175.17	179.69	184.22	188.73	193.27	197.80	202.31
Hourly	16.72	17.59	18.46	20.20	20.77	21.33	21.90	22.46	23.03	23.59	24.16	24.72	25.29

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

STEP	0	1	2	3	4	5	6	7	8	9	10
<b>240 DAY</b>	<b>28,980</b>	<b>30,098</b>	<b>31,219</b>	<b>32,163</b>	<b>33,109</b>	<b>34,056</b>	<b>35,001</b>	<b>35,947</b>	<b>36,892</b>	<b>37,837</b>	<b>38,786</b>
Daily	120.75	125.40	130.08	134.01	137.95	141.90	145.83	149.78	153.71	157.65	161.61
Hourly	15.09	15.68	16.26	16.75	17.24	17.74	18.23	18.72	19.21	19.71	20.20



**CUSTODIAL/MAINTENANCE**

**CUSTODIAN / FLOOR CREW - 8 HOURS DAY - 240 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10
<b>240 DAY</b>	<b>20,446</b>	<b>23,501</b>	<b>24,402</b>	<b>25,323</b>	<b>26,204</b>	<b>27,124</b>	<b>28,025</b>	<b>28,946</b>	<b>29,847</b>	<b>30,767</b>	<b>31,667</b>
Daily	85.19	97.92	101.67	105.51	109.18	113.02	116.77	120.61	124.36	128.19	131.95
Hourly	10.65	12.24	12.71	13.19	13.65	14.13	14.60	15.08	15.54	16.02	16.49

**CUSTODIAN - 8 HOUR DAY - 202 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10
<b>202 DAY</b>	<b>17,209</b>	<b>19,780</b>	<b>20,538</b>	<b>21,313</b>	<b>22,055</b>	<b>22,830</b>	<b>23,588</b>	<b>24,362</b>	<b>25,121</b>	<b>25,895</b>	<b>26,654</b>
Daily	85.19	97.92	101.67	105.51	109.18	113.02	116.77	120.60	124.36	128.19	131.95
Hourly	10.65	12.24	12.71	13.19	13.65	14.13	14.60	15.08	15.54	16.02	16.49

**CUSTODIAN - 4 HOUR DAY - 202 DAYS**

STEP	0	1	2	3	4	5	6	7	8	9	10
<b>202 DAY</b>	<b>8,605</b>	<b>9,890</b>	<b>10,269</b>	<b>10,657</b>	<b>11,028</b>	<b>11,415</b>	<b>11,794</b>	<b>12,181</b>	<b>12,561</b>	<b>12,948</b>	<b>13,327</b>
Daily	42.60	48.96	50.84	52.75	54.59	56.51	58.38	60.30	62.18	64.10	65.97
Hourly	10.65	12.24	12.71	13.19	13.65	14.13	14.60	15.08	15.54	16.02	16.49

**TRANSPORTATION**

**BUS DRIVER - 4 HRS 184 DAYS**

STEPS	0	1	2	3	4	5
<b>184 DAY</b>	<b>13,375</b>	<b>13,928</b>	<b>14,487</b>	<b>15,040</b>	<b>15,949</b>	<b>16,691</b>
Daily	72.69	75.69	78.73	81.74	86.68	90.71
Hourly	18.17	18.92	19.68	20.43	21.67	22.68

**LEAD BUS DRIVER**

K-6	<b>\$112.35/MONTH</b>	5 HOUR MAXIMUM PER MONTH
7-9	<b>\$134.82/MONTH</b>	6 HOUR MAXIMUM PER MONTH
10-12	<b>\$157.29/MONTH</b>	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
<b>184 DAY</b>	<b>7,096</b>	<b>7,673</b>	<b>8,341</b>	<b>8,928</b>	<b>9,235</b>	<b>9,527</b>	<b>9,880</b>	<b>10,211</b>	<b>10,564</b>	<b>10,909</b>	<b>11,225</b>	<b>11,577</b>	<b>11,922</b>
Daily	38.56	41.70	45.33	48.52	50.19	51.78	53.69	55.49	57.41	59.29	61.00	62.92	64.79
Hourly	9.64	10.42	11.33	12.13	12.55	12.94	13.42	13.87	14.35	14.82	15.25	15.73	16.20

**PERMANENT BUS DRIVER SUBSTITUTE - 4 HRS (184 DAYS)**

<b>184 DAY</b>	<b>9,927</b>
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**SUPPLEMENT**

Bus drivers' activity trips supplemental base equals \$12.00 per hour for activity runs.

**TRANSPORTATION**

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>38,964</b>	<b>39,678</b>	<b>41,767</b>	<b>42,863</b>	<b>43,986</b>	<b>45,137</b>	<b>46,112</b>	<b>47,524</b>	<b>48,764</b>	<b>50,034</b>	<b>51,335</b>	<b>52,669</b>	<b>54,037</b>	<b>55,439</b>	<b>56,876</b>	<b>58,246</b>
Daily	162.35	165.33	174.03	178.59	183.27	188.07	192.13	198.02	203.18	208.47	213.89	219.45	225.15	230.99	236.98	242.69
Hourly	20.29	20.67	21.75	22.32	22.91	23.51	24.02	24.75	25.40	26.06	26.74	27.43	28.14	28.87	29.62	30.34

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>29,774</b>	<b>30,570</b>	<b>32,405</b>	<b>33,240</b>	<b>34,097</b>	<b>34,975</b>	<b>35,875</b>	<b>36,797</b>	<b>37,743</b>	<b>38,712</b>	<b>39,705</b>	<b>40,723</b>	<b>41,766</b>	<b>42,835</b>	<b>43,931</b>	<b>44,943</b>
Daily	124.06	127.37	135.02	138.50	142.07	145.73	149.48	153.32	157.26	161.30	165.44	169.68	174.02	178.48	183.04	187.26
Hourly	15.51	15.92	16.88	17.31	17.76	18.22	18.68	19.16	19.66	20.16	20.68	21.21	21.75	22.31	22.88	23.41

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>26,102</b>	<b>26,832</b>	<b>27,579</b>	<b>29,304</b>	<b>30,151</b>	<b>30,955</b>	<b>31,781</b>	<b>33,646</b>	<b>34,503</b>	<b>35,402</b>	<b>36,311</b>	<b>37,245</b>	<b>38,202</b>	<b>39,182</b>	<b>40,176</b>	<b>41,217</b>
Daily	108.76	111.80	114.91	122.10	125.63	128.98	132.42	140.19	143.76	147.50	151.30	155.18	159.17	163.26	167.40	171.73
Hourly	13.59	13.97	14.36	15.26	15.70	16.12	16.55	17.52	17.97	18.44	18.91	19.40	19.90	20.41	20.92	21.47

**SHOP ASSISTANT / ROUTE SPECIALIST - 8HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>22,476</b>	<b>23,038</b>	<b>23,615</b>	<b>24,205</b>	<b>24,810</b>	<b>25,430</b>	<b>26,066</b>	<b>26,717</b>	<b>27,385</b>	<b>28,070</b>	<b>28,772</b>	<b>29,491</b>	<b>30,228</b>	<b>30,984</b>	<b>31,758</b>	<b>33,089</b>
Daily	93.65	95.99	98.39	100.85	103.37	105.96	108.60	111.32	114.10	116.96	119.88	122.88	125.95	129.10	132.32	137.87
Hourly	11.71	12.00	12.30	12.61	12.92	13.24	13.58	13.92	14.26	14.62	14.98	15.36	15.74	16.14	16.54	17.23

**TRANSPORTATION**

**SHOP ASSISTANT 4 HRS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>11,238</b>	<b>11,519</b>	<b>11,808</b>	<b>12,103</b>	<b>12,405</b>	<b>12,715</b>	<b>13,033</b>	<b>13,359</b>	<b>13,693</b>	<b>14,035</b>	<b>14,386</b>	<b>14,746</b>	<b>15,114</b>	<b>15,492</b>	<b>15,879</b>	<b>16,545</b>
Daily	46.82	48.00	49.20	50.43	51.69	52.98	54.30	55.66	57.05	58.48	59.94	61.44	62.97	64.55	66.16	68.94
Hourly	11.71	12.00	12.30	12.61	12.92	13.24	13.58	13.92	14.26	14.62	14.98	15.36	15.74	16.14	16.54	17.23

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>184 DAY</b>	<b>11,271</b>	<b>11,441</b>	<b>11,612</b>	<b>11,787</b>	<b>11,963</b>	<b>12,143</b>	<b>12,325</b>	<b>12,510</b>	<b>12,697</b>	<b>12,888</b>	<b>13,082</b>	<b>13,278</b>	<b>13,477</b>	<b>13,679</b>	<b>13,884</b>	<b>14,017</b>
Daily	61.26	62.18	63.11	64.05	65.01	65.99	66.98	67.99	69.01	70.04	71.10	72.16	73.24	74.34	75.45	76.18
Hourly	15.31	15.54	15.78	16.01	16.25	16.50	16.75	17.00	17.25	17.51	17.77	18.04	18.31	18.58	18.86	19.04

**TRANSPORTATION SECRETARY - 8 HRS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12
<b>240 DAY</b>	<b>25,766</b>	<b>26,810</b>	<b>29,321</b>	<b>30,382</b>	<b>31,444</b>	<b>32,501</b>	<b>33,564</b>	<b>34,621</b>	<b>35,681</b>	<b>36,740</b>	<b>37,800</b>	<b>38,667</b>	<b>39,730</b>
Daily	107.36	111.71	122.17	126.59	131.01	135.42	139.85	144.25	148.67	153.08	157.50	161.11	165.54
Hourly	13.42	13.96	15.27	15.82	16.38	16.93	17.48	18.03	18.58	19.14	19.69	20.14	20.69

**HIPPY**

**HIPPY COORDINATOR 197 DAYS - 19 HOURS/WEEK**

<b>197 DAYS</b>	<b>25,000</b>	<b>Set Salary</b>
Daily	126.90	

**HIPPY PARENT EDUCATOR 34 WEEKS - 19 HOURS/WEEK**

<b>34 WEEKS</b>	<b>6,228</b>	<b>Set Salary</b>
Hourly	9.64	

**SUBS CONTRACT SERVICES**

**PERMANENT TEACHER SUBSTITUTE - 8 HRS - 182 DAYS**

182 DAY    15,947  
Daily       87.62

**TEACHER SUBSTITUTE**

\$55.00 per day

\* Substitutes who hold a valid Alabama Teacher's Certificate in-field, and that certificate is on file in the Personnel Office, will be paid at the rate of \$197.00 per day, beginning with the 21st day of continuous substituting for a Board approved leave of absence and continuing as long as a person is substituting for a leave of absence. The first 20 days of substituting will be at the \$55.00 per day rate, unless otherwise approved by the Superintendent in special circumstances. Substitutes being paid at the rate of \$197.00 per day will receive no benefits.

**LUNCHROOM WORKER SUBSTITUTE**

\$7.25 per hour

**SECRETARIAL SUBSTITUTE**

\$7.25 per hour

**AIDE SUBSTITUTE**

\$7.25 per hour

**SUBSTITUTE MAINTENANCE PERSONNEL**

\$7.25 per hour

**SUBSTITUTE CUSTODIAN**

\$7.25 per hour

**SUBSTITUTE BUS DRIVER**

50.00 per day

**CONTRACT SERVICES**

Summer School Teacher       \$25 per hour  
Tutoring                            \$25 per hour

## SUPPLEMENTAL / INCENTIVE COVER PAGE

### HIGH - MIDDLE SCHOOL

All supplements or extra curricular activities with step increases, will increase one step with every two years of experience in the system. Experience Credit will be given for verified 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. Only supplemented activities can receive incentive pay for state and regional.

### HIGH - MIDDLE - ELEMENTARY

Any club that meets before or after school with a constitution and approved by the principal. The club sponsor will receive \$200 per year. There will only be one board paid supplement per approved club at each school.

### 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.

### DISTRICT SCIENCE/CHEMISTRY CHEMICALS MANAGER

\$500 Supplement

**SUPPLEMENTS - HIGH SCHOOL**

**FOOTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	7,000	7,750	8,500	9,250	10,000
Asst. Coach (OC/DC)	SALARY	4,750	4,950	5,350	5,750	6,250
Asst. Coach (4)	SALARY	3,500	3,700	4,100	4,500	5,000

**FOOTBALL - 9TH GRADE**

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

**BASEBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,000	4,500	5,000	5,500	6,000
Asst. Coach	SALARY	1,600	1,700	1,800	1,900	2,000
Asst. Coach	SALARY	1,000	1,100	1,200	1,300	1,400

**SOCCER - (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,000	4,500	5,000	5,500	6,000
Asst. Coach	SALARY	1,600	1,700	1,800	1,900	2,000

**GOLF - (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,000	1,100	1,200	1,300	1,500

**SWIMMING (BOYS & GIRLS)**

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

**COMPETITION CHEERLEADING**

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

**DANCE TEAM**

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

**BASKETBALL (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	6,000	6,750	7,500	8,250	9,000
Asst. Coach	SALARY	3,000	3,200	3,400	3,700	4,000
Asst. Coach	SALARY	2,000	2,200	2,400	2,600	2,800

**VOLLEYBALL**

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

**SOFTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	4,000	4,500	5,000	5,500	6,000
Asst. Coach	SALARY	1,600	1,700	1,800	1,900	2,000
Asst. Coach	SALARY	1,000	1,100	1,200	1,300	1,400

**WRESTLING**

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

**TENNIS (BOYS & GIRLS)**

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

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

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,000	1,100	1,200	1,300	1,500

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

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

**CHEERLEADING**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,950	2,150	2,350	2,550	2,750
Asst. Coach	SALARY	625	825	1,025	1,225	1,450



**SUPPLEMENTS - HIGH SCHOOL**

**ATHLETIC DIRECTOR - HIGH SCHOOL**

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

**DRAMA**

	STEPS	1	2	3	4	5
Director (2)	SALARY	1,500	1,800	2,100	2,500	3,000

**CHORAL**

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

**SCHOLARS BOWL**

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

**ROBOTICS**

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

**YEARBOOK**

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

**FLAG CORP**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	1,000

**INDOOR DRUMLINE**

	STEPS	1	2	3	4	5
Director	SALARY	400	500	600	700	800

**BAND**

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

**MATH TEAM**

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

**SCIENCE / SCIENCE OLYMPIAD**

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

**DESTINATION IMAGINATION**

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

**SPECIAL OLYMPICS COORDINATOR**

	STEPS	1	2	3	4	5
Coordinator	SALARY	1,000	1,100	1,200	1,400	1,500

**COMPUTER SCIENCE TEAM**

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

**IGEM TEAM**

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

**ENVIROBOWL/ ENVIROTHON**

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

**SUPPLEMENTS - HIGH SCHOOL**

**WINTER GUARD**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Head Coach	<b>SALARY</b>	500	600	700	800	1,000

**DIRECTOR SPRING MUSICAL**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Coach	<b>SALARY</b>	400	500	600	700	800

**DEBATE TEAM**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Head Coach	<b>SALARY</b>	1,000	1,200	1,400	1,600	1,800

**BOWLING TEAM**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Head Coach	<b>SALARY</b>	1,000	1,100	1,200	1,300	1,400

**HONOR GUARD**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Head Coach	<b>SALARY</b>	500	600	700	800	1,000

**ROCKETRY**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Head Coach	<b>SALARY</b>	1,000	1,200	1,400	1,600	1,800

**MODEL UN TEAM**

	<b>STEPS</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
Head Coach	<b>SALARY</b>	1,000	1,200	1,400	1,600	1,800

**SUPPLEMENTS - MIDDLE SCHOOL**

**FOOTBALL**

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

**BASKETBALL**

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

**SOCCER**

Head Boys	SALARY	1,600	1,800	2,000	2,200	2,400
Head Girls	SALARY	1,600	1,800	2,000	2,200	2,400

**COMPETITION CHEERLEADING**

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

**BASKETBALL CHEERLEADING**

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

**BASEBALL**

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

**SOFTBALL**

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

**VOLLEYBALL**

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

**CHESS TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	900

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	500	600	700	800	900

**SCHOLARS BOWL**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**MATH TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**ATHLETIC DIRECTOR - MIDDLE SCHOOL**

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

**SUPPLEMENTS - MIDDLE SCHOOL**

**DANCE TEAM**

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

**BAND**

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

**CHORAL**

	STEPS	1	2	3	4	5
Director	SALARY	500	600	700	800	900

**ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**MODEL UN TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	900

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**ROCKETRY**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	900

**ENVIROTHON TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**SCIENCE / SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	900

**SUPPLEMENTS - ELEMENTARY SCHOOL**

**CHORUS**

	STEPS	1	2	3	4	5
Director	SALARY	500	600	700	800	900

**DESTINATION IMAGINATION**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**LEGO ROBOTICS**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**YEARBOOK**

	STEPS	1	2	3	4	5
Sponsor	SALARY	500	600	700	800	900

**MATH TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**CHESS TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**SCIENCE / SCIENCE OLYMPIAD**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**COMPUTER SCIENCE TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**ENVIROTHON TEAM**

	STEPS	1	2	3	4	5
Coach	SALARY	500	600	700	800	900

**ROCKETRY**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	900

**DEBATE TEAM**

	STEPS	1	2	3	4	5
Head Coach	SALARY	500	600	700	800	900

**EXTRA CURRICULAR INCENTIVES**

**COMPETITION CHEERLEADING - HIGH SCHOOL**

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

**COMPETITION CHEERLEADING - MIDDLE SCHOOL**

STEPS	Regional	State	Nationals
SALARY	750	500	1,250

**DANCE TEAM - VARSITY**

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

**DANCE TEAM - MIDDLE SCHOOL**

STEPS	Regional	State	Nationals
SALARY	750	500	1,250

**DESTINATION IMAGINATION HIGH, MIDDLE, ELEMENTARY**

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

**MATH TEAM - STATE CYPHERING HIGH SCHOOL**

STEPS	State Only
SALARY	500

**MATH TEAM**

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

**DRAMA HIGH SCHOOL**

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

**SCHOLARS BOWL HIGH, MIDDLE, ELEMENTARY**

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

**COMPUTER SCIENCE TEAM**

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

**iGEM TEAM**

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

**ENVIROBOWL TEAM**

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

**ENVIROTHON TEAM**

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

**HONOR GUARD**

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

**ROCKETRY**

STEPS	
SALARY	500

**SCIENCE OLYMPIAD**

STEPS	Regional	State	Nationals
SALARY	500	250	750

**DEBATE**

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

**MODEL UN TEAMS**

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

**CHESS TEAM**

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

**YEARBOOK**

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

**EXTRA CURRICULAR INCENTIVES**

**ATHLETIC COACHES**

High School Head Coach	\$250 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Asst. Coach	\$100 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Athletic Director	75 Per point earned (in sports at the school) towards the all sports trophy per AHSAA playoff results (Max 15 pts)
Middle School Head Coach	\$250 For each championship won. (1 per sport) *Soccer - win the North Alabama Soccer League 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)

**OTHER - LOCAL SCHOOL PAID - AT THE DISCRETION OF THE SCHOOL**

High School Department Chairs  
\$50 per certified unit per department

**BAND HIGH**

<b>Director</b>	
District - Superior Ratings	\$500
State - Superior Ratings	\$1,000
Grand Champion - Marching or Concert	\$1,000
Invitation/Play-Bowl Game/Major Parade (Macy's)	\$2,500
<b>Assistant Director</b>	
District - Superior Ratings	\$250
State - Superior Ratings	\$500
Grand Champion - Marching or Concert	\$500
Invitation/Play-Bowl Game/Major Parade (Macy's)	\$1,500
Grand Champion - Winter Guard / Indoor Drum Line	\$500 Each

**BAND MIDDLE**

<b>Director</b>	
District - Superior Ratings	
State - Superior Ratings	\$250
Grand Champion - Marching or Concert	\$500
Invitation/Play-Bowl Game/Major Parade (Macy's)	\$500
	\$1,250

**CHORUS HIGH, MIDDLE**

Superior Ratings AVA State Festival	
Category Winner National Music Comp	\$500
Overall Winner National Music Comp	\$1,000
Invitation / Perform at State Music Ed.	\$1,500
Invitation / Perform at Regional Music	\$2,000
Invitation / Perform at National Edu Workshop	\$3,000
	\$4,000

**UNDER WATER ROBOTICS HIGH, MIDDLE, ELEMENTARY**

Regional	\$1,000
Nationals	\$2,500

**ROBOTICS HIGH, MIDDLE, ELEMENTARY**

State	\$1,000
Nationals	\$2,500