

# MADISON CITY SCHOOLS BOARD OF EDUCATION

2018-2019

## SALARY SCHEDULE



**APPROVED: 7-26-18**

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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 Partners, Social Workers, Career Coach, MAAP and AART.

### 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 PARTNERS / SOCIAL WORKER / CAREER COACH / MAAP/ AART  
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>39,305</b>	<b>40,740</b>	<b>41,148</b>	<b>43,235</b>	<b>45,703</b>	<b>47,531</b>	<b>48,006</b>	<b>48,485</b>	<b>48,968</b>	<b>49,461</b>	<b>50,194</b>	<b>50,692</b>	<b>51,199</b>	<b>52,206</b>	<b>52,730</b>	<b>53,256</b>
Daily	210.19	217.86	220.04	231.20	244.40	254.18	256.72	259.28	261.86	264.50	268.42	271.08	273.79	279.18	281.98	284.79
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>53,791</b>	<b>54,330</b>	<b>54,875</b>	<b>55,423</b>	<b>56,005</b>	<b>56,587</b>										
Daily	287.65	290.53	293.45	296.38	299.49	302.60										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>45,199</b>	<b>46,199</b>	<b>46,662</b>	<b>49,719</b>	<b>51,785</b>	<b>53,857</b>	<b>54,392</b>	<b>54,938</b>	<b>55,488</b>	<b>56,041</b>	<b>56,877</b>	<b>57,444</b>	<b>58,019</b>	<b>59,159</b>	<b>59,750</b>	<b>60,347</b>
Daily	241.71	247.05	249.53	265.88	276.93	288.01	290.87	293.79	296.73	299.68	304.16	307.19	310.26	316.36	319.52	322.71
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>60,951</b>	<b>61,560</b>	<b>62,177</b>	<b>62,800</b>	<b>63,381</b>	<b>63,963</b>										
Daily	325.94	329.20	332.50	335.83	338.94	342.05										

**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>48,735</b>	<b>49,391</b>	<b>49,923</b>	<b>53,609</b>	<b>55,250</b>	<b>57,462</b>	<b>58,032</b>	<b>58,612</b>	<b>59,200</b>	<b>59,790</b>	<b>60,681</b>	<b>61,288</b>	<b>61,901</b>	<b>63,116</b>	<b>63,749</b>	<b>64,385</b>
Daily	260.61	264.12	266.97	286.68	295.45	307.28	310.33	313.43	316.58	319.73	324.50	327.74	331.02	337.52	340.90	344.30
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>65,030</b>	<b>65,678</b>	<b>66,338</b>	<b>67,001</b>	<b>67,583</b>	<b>68,165</b>										
Daily	347.75	351.22	354.75	358.29	361.41	364.52										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>52,273</b>	<b>52,797</b>	<b>53,326</b>	<b>57,499</b>	<b>58,076</b>	<b>60,401</b>	<b>61,007</b>	<b>61,617</b>	<b>62,233</b>	<b>62,854</b>	<b>63,788</b>	<b>64,429</b>	<b>65,073</b>	<b>66,355</b>	<b>67,020</b>	<b>67,688</b>
Daily	279.53	282.34	285.17	307.48	310.57	323.00	326.24	329.50	332.80	336.12	341.11	344.54	347.98	354.84	358.40	361.97
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>68,366</b>	<b>69,051</b>	<b>69,746</b>	<b>70,440</b>	<b>71,022</b>	<b>71,604</b>										
Daily	365.59	369.26	372.97	376.68	379.80	382.91										

\*MAAP POSITION: TEACHER SALARY SCHEDULE (187 DAYS) + PRE-K - 5 ASSISTANT PRINCIPAL SUPPLEMENT \$3,885

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL PARTNERS / SOCIAL WORKER / CAREER COACH/ MAAP/ AART  
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>42,458</b>	<b>44,009</b>	<b>44,449</b>	<b>46,703</b>	<b>49,369</b>	<b>51,344</b>	<b>51,856</b>	<b>52,376</b>	<b>52,896</b>	<b>53,428</b>	<b>54,222</b>	<b>54,759</b>	<b>55,307</b>	<b>56,395</b>	<b>56,961</b>	<b>57,530</b>
Daily	210.19	217.87	220.04	231.20	244.40	254.18	256.71	259.29	261.86	264.50	268.43	271.08	273.80	279.18	281.99	284.80
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>58,105</b>	<b>58,689</b>	<b>59,277</b>	<b>59,869</b>	<b>60,498</b>	<b>61,127</b>										
Daily	287.65	290.54	293.45	296.38	299.50	302.61										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>48,824</b>	<b>49,904</b>	<b>50,404</b>	<b>53,708</b>	<b>55,939</b>	<b>58,176</b>	<b>58,754</b>	<b>59,345</b>	<b>59,938</b>	<b>60,537</b>	<b>61,438</b>	<b>62,051</b>	<b>62,673</b>	<b>63,904</b>	<b>64,543</b>	<b>65,189</b>
Daily	241.70	247.05	249.52	265.88	276.93	288.00	290.86	293.79	296.72	299.69	304.15	307.18	310.26	316.36	319.52	322.72
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>65,840</b>	<b>66,499</b>	<b>67,165</b>	<b>67,836</b>	<b>68,465</b>	<b>69,094</b>										
Daily	325.94	329.20	332.50	335.82	338.94	342.05										

**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>52,644</b>	<b>53,352</b>	<b>53,927</b>	<b>57,909</b>	<b>59,681</b>	<b>62,071</b>	<b>62,687</b>	<b>63,314</b>	<b>63,949</b>	<b>64,585</b>	<b>65,548</b>	<b>66,205</b>	<b>66,864</b>	<b>68,180</b>	<b>68,863</b>	<b>69,550</b>
Daily	260.61	264.12	266.97	286.68	295.45	307.28	310.33	313.44	316.58	319.73	324.50	327.75	331.01	337.52	340.91	344.31
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>70,247</b>	<b>70,946</b>	<b>71,659</b>	<b>72,376</b>	<b>73,005</b>	<b>73,633</b>										
Daily	347.76	351.22	354.75	358.30	361.41	364.52										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>56,468</b>	<b>57,033</b>	<b>57,603</b>	<b>62,113</b>	<b>62,735</b>	<b>65,245</b>	<b>65,900</b>	<b>66,559</b>	<b>67,224</b>	<b>67,895</b>	<b>68,905</b>	<b>69,597</b>	<b>70,294</b>	<b>71,677</b>	<b>72,395</b>	<b>73,118</b>
Daily	279.54	282.34	285.16	307.49	310.57	323.00	326.24	329.50	332.79	336.11	341.11	344.54	347.99	354.84	358.39	361.97
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>73,849</b>	<b>74,590</b>	<b>75,340</b>	<b>76,091</b>	<b>76,719</b>	<b>77,348</b>										
Daily	365.59	369.26	372.97	376.69	379.80	382.91										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL PARTNERS / SOCIAL WORKER / CAREER COACH/ MAAP/ AART  
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>44,559</b>	<b>46,187</b>	<b>46,649</b>	<b>49,015</b>	<b>51,811</b>	<b>53,884</b>	<b>54,423</b>	<b>54,967</b>	<b>55,515</b>	<b>56,074</b>	<b>56,905</b>	<b>57,470</b>	<b>58,044</b>	<b>59,186</b>	<b>59,779</b>	<b>60,377</b>
Daily	210.18	217.86	220.04	231.20	244.39	254.17	256.71	259.28	261.86	264.50	268.42	271.08	273.79	279.18	281.98	284.80
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>60,983</b>	<b>61,593</b>	<b>62,210</b>	<b>62,832</b>	<b>63,493</b>	<b>64,153</b>										
Daily	287.66	290.53	293.44	296.38	299.50	302.61										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>51,243</b>	<b>52,376</b>	<b>52,900</b>	<b>56,366</b>	<b>58,708</b>	<b>61,057</b>	<b>61,662</b>	<b>62,283</b>	<b>62,904</b>	<b>63,534</b>	<b>64,480</b>	<b>65,122</b>	<b>65,776</b>	<b>67,069</b>	<b>67,737</b>	<b>68,416</b>
Daily	241.71	247.06	249.53	265.88	276.92	288.00	290.86	293.79	296.72	299.69	304.15	307.18	310.26	316.36	319.51	322.72
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>69,100</b>	<b>69,791</b>	<b>70,490</b>	<b>71,195</b>	<b>71,855</b>	<b>72,515</b>										
Daily	325.94	329.20	332.50	335.83	338.94	342.05										

**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>55,250</b>	<b>55,993</b>	<b>56,598</b>	<b>60,775</b>	<b>62,637</b>	<b>65,144</b>	<b>65,790</b>	<b>66,448</b>	<b>67,115</b>	<b>67,784</b>	<b>68,794</b>	<b>69,482</b>	<b>70,176</b>	<b>71,555</b>	<b>72,271</b>	<b>72,992</b>
Daily	260.61	264.12	266.97	286.67	295.46	307.28	310.33	313.43	316.58	319.74	324.50	327.75	331.02	337.52	340.90	344.30
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>73,724</b>	<b>74,458</b>	<b>75,206</b>	<b>75,958</b>	<b>76,619</b>	<b>77,278</b>										
Daily	347.75	351.22	354.75	358.29	361.41	364.52										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>59,262</b>	<b>59,856</b>	<b>60,455</b>	<b>65,185</b>	<b>65,840</b>	<b>68,474</b>	<b>69,163</b>	<b>69,853</b>	<b>70,552</b>	<b>71,257</b>	<b>72,316</b>	<b>73,041</b>	<b>73,772</b>	<b>75,225</b>	<b>75,979</b>	<b>76,737</b>
Daily	279.54	282.34	285.17	307.48	310.57	322.99	326.24	329.50	332.79	336.12	341.11	344.53	347.98	354.83	358.39	361.97
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>77,506</b>	<b>78,281</b>	<b>79,070</b>	<b>79,857</b>	<b>80,517</b>	<b>81,177</b>										
Daily	365.59	369.25	372.97	376.68	379.80	382.91										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/  
INSTRUCTIONAL PARTNERS / SOCIAL WORKER / CAREER COACH / MAAP/ AART  
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>50,443</b>	<b>52,286</b>	<b>52,811</b>	<b>55,489</b>	<b>58,656</b>	<b>61,001</b>	<b>61,611</b>	<b>62,227</b>	<b>62,848</b>	<b>63,479</b>	<b>64,421</b>	<b>65,060</b>	<b>65,712</b>	<b>67,003</b>	<b>67,675</b>	<b>68,352</b>
Daily	210.18	217.86	220.05	231.20	244.40	254.17	256.71	259.28	261.87	264.50	268.42	271.08	273.80	279.18	281.98	284.80
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>69,036</b>	<b>69,728</b>	<b>70,427</b>	<b>71,131</b>	<b>71,879</b>	<b>72,626</b>										
Daily	287.65	290.53	293.45	296.38	299.50	302.61										

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>58,010</b>	<b>59,292</b>	<b>59,887</b>	<b>63,811</b>	<b>66,461</b>	<b>69,120</b>	<b>69,806</b>	<b>70,509</b>	<b>71,212</b>	<b>71,925</b>	<b>72,996</b>	<b>73,723</b>	<b>74,462</b>	<b>75,926</b>	<b>76,684</b>	<b>77,450</b>
Daily	241.71	247.05	249.53	265.88	276.92	288.00	290.86	293.79	296.72	299.69	304.15	307.18	310.26	316.36	319.52	322.71
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>78,226</b>	<b>79,008</b>	<b>79,800</b>	<b>80,598</b>	<b>81,345</b>	<b>82,092</b>										
Daily	325.94	329.20	332.50	335.83	338.94	342.05										

**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>62,547</b>	<b>63,389</b>	<b>64,072</b>	<b>68,802</b>	<b>70,909</b>	<b>73,748</b>	<b>74,479</b>	<b>75,223</b>	<b>75,978</b>	<b>76,735</b>	<b>77,879</b>	<b>78,658</b>	<b>79,443</b>	<b>81,004</b>	<b>81,816</b>	<b>82,632</b>
Daily	260.61	264.12	266.97	286.68	295.45	307.28	310.33	313.43	316.58	319.73	324.50	327.74	331.01	337.52	340.90	344.30
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>83,461</b>	<b>84,292</b>	<b>85,139</b>	<b>85,990</b>	<b>86,738</b>	<b>87,485</b>										
Daily	347.75	351.22	354.75	358.29	361.41	364.52										

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>67,088</b>	<b>67,761</b>	<b>68,439</b>	<b>73,795</b>	<b>74,535</b>	<b>77,518</b>	<b>78,296</b>	<b>79,079</b>	<b>79,871</b>	<b>80,668</b>	<b>81,868</b>	<b>82,687</b>	<b>83,515</b>	<b>85,160</b>	<b>86,015</b>	<b>86,873</b>
Daily	279.53	282.34	285.16	307.48	310.56	322.99	326.23	329.50	332.80	336.12	341.12	344.53	347.98	354.83	358.40	361.97
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>87,742</b>	<b>88,620</b>	<b>89,513</b>	<b>90,405</b>	<b>91,151</b>	<b>91,898</b>										
Daily	365.59	369.25	372.97	376.69	379.80	382.91										

**PRINCIPAL**

**K-5**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>87,394</b>	<b>88,300</b>	<b>89,205</b>	<b>90,110</b>	<b>91,016</b>	<b>91,921</b>	<b>92,826</b>	<b>93,731</b>	<b>94,636</b>	<b>95,541</b>	<b>96,447</b>	<b>97,352</b>	<b>98,257</b>	<b>99,163</b>	<b>100,067</b>	<b>100,972</b>
Daily	364.14	367.92	371.69	375.46	379.23	383.00	386.78	390.55	394.32	398.09	401.86	405.63	409.40	413.18	416.95	420.72

**HIGHER DEGREE SUPPLEMENT**    Ed.S/AA Certificate \$5,266  
 Ed.S/AA + Doctorate: \$5,266 + \$1,917 = \$7183  
 Doctorate only: \$7,183

**6-8**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>96,249</b>	<b>97,250</b>	<b>98,252</b>	<b>99,254</b>	<b>100,255</b>	<b>101,258</b>	<b>102,259</b>	<b>103,260</b>	<b>104,263</b>	<b>105,264</b>	<b>106,266</b>	<b>107,268</b>	<b>108,269</b>	<b>109,271</b>	<b>110,273</b>	<b>111,275</b>
Daily	401.04	405.21	409.38	413.56	417.73	421.91	426.08	430.25	434.43	438.60	442.78	446.95	451.12	455.30	459.47	463.65

**HIGHER DEGREE SUPPLEMENT**    Ed.S/AA Certificate \$5,266  
 Ed.S/AA + Doctorate: \$5,266 + \$1,917 = \$7183  
 Doctorate only: \$7,183

**9-12**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>110,934</b>	<b>112,105</b>	<b>113,276</b>	<b>114,449</b>	<b>115,620</b>	<b>116,792</b>	<b>117,963</b>	<b>119,134</b>	<b>120,306</b>	<b>121,477</b>	<b>122,648</b>	<b>123,821</b>	<b>124,992</b>	<b>126,164</b>	<b>127,335</b>	<b>128,506</b>
Daily	462.23	467.10	471.98	476.87	481.75	486.63	491.51	496.39	501.28	506.15	511.03	515.92	520.80	525.68	530.56	535.44

**HIGHER DEGREE SUPPLEMENT**    Ed.S/AA Certificate \$5,266  
 Ed.S/AA + Doctorate: \$5,266 + \$1,917 = \$7183  
 Doctorate only: \$7,183



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

**MASTER'S**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>45,199</b>	<b>46,199</b>	<b>46,662</b>	<b>49,719</b>	<b>51,785</b>	<b>53,857</b>	<b>54,392</b>	<b>54,938</b>	<b>55,488</b>	<b>56,041</b>	<b>56,877</b>	<b>57,444</b>	<b>58,019</b>	<b>59,159</b>	<b>59,750</b>	<b>60,347</b>
Daily	241.71	247.05	249.53	265.88	276.93	288.01	290.87	293.79	296.73	299.68	304.16	307.19	310.26	316.36	319.52	322.71
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>60,951</b>	<b>61,560</b>	<b>62,177</b>	<b>62,800</b>	<b>63,381</b>	<b>63,963</b>										
Daily	325.94	329.20	332.50	335.83	338.94	342.05										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>48,824</b>	<b>49,904</b>	<b>50,404</b>	<b>53,708</b>	<b>55,939</b>	<b>58,176</b>	<b>58,754</b>	<b>59,345</b>	<b>59,938</b>	<b>60,537</b>	<b>61,438</b>	<b>62,051</b>	<b>62,673</b>	<b>63,904</b>	<b>64,543</b>	<b>65,189</b>
Daily	241.70	247.05	249.52	265.88	276.93	288.00	290.86	293.79	296.72	299.69	304.15	307.18	310.26	316.36	319.52	322.72
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>65,840</b>	<b>66,499</b>	<b>67,165</b>	<b>67,836</b>	<b>68,465</b>	<b>69,094</b>										
Daily	325.94	329.20	332.50	335.82	338.94	342.05										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>51,243</b>	<b>52,376</b>	<b>52,900</b>	<b>56,366</b>	<b>58,708</b>	<b>61,057</b>	<b>61,662</b>	<b>62,283</b>	<b>62,904</b>	<b>63,534</b>	<b>64,480</b>	<b>65,122</b>	<b>65,776</b>	<b>67,069</b>	<b>67,737</b>	<b>68,416</b>
Daily	241.71	247.06	249.53	265.88	276.92	288.00	290.86	293.79	296.72	299.69	304.15	307.18	310.26	316.36	319.51	322.72
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>69,100</b>	<b>69,791</b>	<b>70,490</b>	<b>71,195</b>	<b>71,855</b>	<b>72,515</b>										
Daily	325.94	329.20	332.50	335.83	338.94	342.05										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>58,010</b>	<b>59,292</b>	<b>59,887</b>	<b>63,811</b>	<b>66,461</b>	<b>69,120</b>	<b>69,806</b>	<b>70,509</b>	<b>71,212</b>	<b>71,925</b>	<b>72,996</b>	<b>73,723</b>	<b>74,462</b>	<b>75,926</b>	<b>76,684</b>	<b>77,450</b>
Daily	241.71	247.05	249.53	265.88	276.92	288.00	290.86	293.79	296.72	299.69	304.15	307.18	310.26	316.36	319.52	322.71
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>78,226</b>	<b>79,008</b>	<b>79,800</b>	<b>80,598</b>	<b>81,345</b>	<b>82,092</b>										
Daily	325.94	329.20	332.50	335.83	338.94	342.05										

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

Pre-K-5 Assistant Principal: \$3,885

6-8 Assistant Principal: \$5,828

\*9-12 Assistant Principal: \$7,770

Experience Supplement: \$519 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 / PRE-K ADMINISTRATOR / THE ADMINISTRATOR OF THE ACADEMY and ALTERNATIVE SCHOOL**

<b>AA &amp; ED.S</b>																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>48,735</b>	<b>49,391</b>	<b>49,923</b>	<b>53,609</b>	<b>55,250</b>	<b>57,462</b>	<b>58,032</b>	<b>58,612</b>	<b>59,200</b>	<b>59,790</b>	<b>60,681</b>	<b>61,288</b>	<b>61,901</b>	<b>63,116</b>	<b>63,749</b>	<b>64,385</b>
Daily	260.61	264.12	266.97	286.68	295.45	307.28	310.33	313.43	316.58	319.73	324.50	327.74	331.02	337.52	340.90	344.30
STEPS	16	17	18	19-23	24-26	27+										
<b>187 DAY</b>	<b>65,030</b>	<b>65,678</b>	<b>66,338</b>	<b>67,001</b>	<b>67,583</b>	<b>68,165</b>										
Daily	347.75	351.22	354.75	358.29	361.41	364.52										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>52,644</b>	<b>53,352</b>	<b>53,927</b>	<b>57,909</b>	<b>59,681</b>	<b>62,071</b>	<b>62,687</b>	<b>63,314</b>	<b>63,949</b>	<b>64,585</b>	<b>65,548</b>	<b>66,205</b>	<b>66,864</b>	<b>68,180</b>	<b>68,863</b>	<b>69,550</b>
Daily	260.61	264.12	266.97	286.68	295.45	307.28	310.33	313.44	316.58	319.73	324.50	327.75	331.01	337.52	340.91	344.31
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>70,247</b>	<b>70,946</b>	<b>71,659</b>	<b>72,376</b>	<b>73,005</b>	<b>73,633</b>										
Daily	347.76	351.22	354.75	358.30	361.41	364.52										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>55,250</b>	<b>55,993</b>	<b>56,598</b>	<b>60,775</b>	<b>62,637</b>	<b>65,144</b>	<b>65,790</b>	<b>66,448</b>	<b>67,115</b>	<b>67,784</b>	<b>68,794</b>	<b>69,482</b>	<b>70,176</b>	<b>71,555</b>	<b>72,271</b>	<b>72,992</b>
Daily	260.61	264.12	266.97	286.67	295.46	307.28	310.33	313.43	316.58	319.74	324.50	327.75	331.02	337.52	340.90	344.30
STEPS	16	17	18	19-23	24-26	27+										
<b>212 DAY</b>	<b>73,724</b>	<b>74,458</b>	<b>75,206</b>	<b>75,958</b>	<b>76,619</b>	<b>77,278</b>										
Daily	347.75	351.22	354.75	358.29	361.41	364.52										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>62,547</b>	<b>63,389</b>	<b>64,072</b>	<b>68,802</b>	<b>70,909</b>	<b>73,748</b>	<b>74,479</b>	<b>75,223</b>	<b>75,978</b>	<b>76,735</b>	<b>77,879</b>	<b>78,658</b>	<b>79,443</b>	<b>81,004</b>	<b>81,816</b>	<b>82,632</b>
Daily	260.61	264.12	266.97	286.68	295.45	307.28	310.33	313.43	316.58	319.73	324.50	327.74	331.01	337.52	340.90	344.30
STEPS	16	17	18	19-23	24-26	27+										
<b>240 DAY</b>	<b>83,461</b>	<b>84,292</b>	<b>85,139</b>	<b>85,990</b>	<b>86,738</b>	<b>87,485</b>										
Daily	347.75	351.22	354.75	358.29	361.41	364.52										

Supplements for after school duties and activities are as follows:

Pre-K-5 Assistant Principal: \$3,885

6-8 Assistant Principal: \$5,828

\*9-12 Assistant Principal: \$7,770

Experience Supplement: \$519 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 / PRE-K ADMINISTRATOR / THE ADMINISTRATOR OF THE ACADEMY and ALTERNATIVE SCHOOL**

**DOCTORATE**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>187 DAY</b>	<b>52,273</b>	<b>52,797</b>	<b>53,326</b>	<b>57,499</b>	<b>58,076</b>	<b>60,401</b>	<b>61,007</b>	<b>61,617</b>	<b>62,233</b>	<b>62,854</b>	<b>63,788</b>	<b>64,429</b>	<b>65,073</b>	<b>66,355</b>	<b>67,020</b>	<b>67,688</b>
Daily	279.53	282.34	285.17	307.48	310.57	323.00	326.24	329.50	332.80	336.12	341.11	344.54	347.98	354.84	358.40	361.97

STEPS	16	17	18	19-23	24-26	27+
<b>187 DAY</b>	<b>68,366</b>	<b>69,051</b>	<b>69,746</b>	<b>70,440</b>	<b>71,022</b>	<b>71,604</b>
Daily	365.59	369.26	372.97	376.68	379.80	382.91

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>202 DAY</b>	<b>56,468</b>	<b>57,033</b>	<b>57,603</b>	<b>62,113</b>	<b>62,735</b>	<b>65,245</b>	<b>65,900</b>	<b>66,559</b>	<b>67,224</b>	<b>67,895</b>	<b>68,905</b>	<b>69,597</b>	<b>70,294</b>	<b>71,677</b>	<b>72,395</b>	<b>73,118</b>
Daily	279.54	282.34	285.16	307.49	310.57	323.00	326.24	329.50	332.79	336.11	341.11	344.54	347.99	354.84	358.39	361.97

STEPS	16	17	18	19-23	24-26	27+
<b>202 DAY</b>	<b>73,849</b>	<b>74,590</b>	<b>75,340</b>	<b>76,091</b>	<b>76,719</b>	<b>77,348</b>
Daily	365.59	369.26	372.97	376.69	379.80	382.91

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>212 DAY</b>	<b>59,262</b>	<b>59,856</b>	<b>60,455</b>	<b>65,185</b>	<b>65,840</b>	<b>68,474</b>	<b>69,163</b>	<b>69,853</b>	<b>70,552</b>	<b>71,257</b>	<b>72,316</b>	<b>73,041</b>	<b>73,772</b>	<b>75,225</b>	<b>75,979</b>	<b>76,737</b>
Daily	279.54	282.34	285.17	307.48	310.57	322.99	326.24	329.50	332.79	336.12	341.11	344.53	347.98	354.83	358.39	361.97

STEPS	16	17	18	19-23	24-26	27+
<b>212 DAY</b>	<b>77,506</b>	<b>78,281</b>	<b>79,070</b>	<b>79,857</b>	<b>80,517</b>	<b>81,177</b>
Daily	365.59	369.25	372.97	376.68	379.80	382.91

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>67,088</b>	<b>67,761</b>	<b>68,439</b>	<b>73,795</b>	<b>74,535</b>	<b>77,518</b>	<b>78,296</b>	<b>79,079</b>	<b>79,871</b>	<b>80,668</b>	<b>81,868</b>	<b>82,687</b>	<b>83,515</b>	<b>85,160</b>	<b>86,015</b>	<b>86,873</b>
Daily	279.53	282.34	285.16	307.48	310.56	322.99	326.23	329.50	332.80	336.12	341.12	344.53	347.98	354.83	358.40	361.97

STEPS	16	17	18	19-23	24-26	27+
<b>240 DAY</b>	<b>87,742</b>	<b>88,620</b>	<b>89,513</b>	<b>90,405</b>	<b>91,151</b>	<b>91,898</b>
Daily	365.59	369.25	372.97	376.69	379.80	382.91

**SUPPLEMENTS**

Supplements for after school duties and activities are as follows:

Pre-K-5 Assistant Principal: \$3,885

6-8 Assistant Principal: \$5,828

\*9-12 Assistant Principal: \$7,770

Experience Supplement: \$519 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 SUPERINTENDENT / CHIEF ACADEMIC OFFICER / DIRECTOR / COORDINATOR / CSFO**

**ASSISTANT SUPERINTENDENT**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>123,000</b>	<b>124,230</b>	<b>125,473</b>	<b>126,728</b>	<b>127,995</b>	<b>129,275</b>	<b>130,567</b>	<b>131,873</b>	<b>133,192</b>	<b>134,524</b>	<b>135,869</b>	<b>137,228</b>	<b>138,600</b>	<b>139,986</b>	<b>141,386</b>	<b>142,800</b>
Daily	512.50	517.63	522.80	528.03	533.31	538.65	544.03	549.47	554.97	560.52	566.12	571.78	577.50	583.28	589.11	595.00

**CHIEF ACADEMIC OFFICER / DIRECTOR**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>105,651</b>	<b>106,767</b>	<b>107,882</b>	<b>108,999</b>	<b>110,114</b>	<b>111,230</b>	<b>112,346</b>	<b>113,461</b>	<b>114,577</b>	<b>115,692</b>	<b>116,808</b>	<b>117,925</b>	<b>119,040</b>	<b>120,156</b>	<b>121,271</b>	<b>122,387</b>
Daily	440.21	444.86	449.51	454.16	458.81	463.46	468.11	472.75	477.40	482.05	486.70	491.35	496.00	500.65	505.30	509.95

**HIGHER DEGREE SUPPLEMENT**      Ed.S/AA Certificate \$2,665  
 Ed.S/AA + Doctorate: \$2,665 + \$1,599 = \$4264  
 Doctorate only: \$4,264

**COORDINATOR**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>86,408</b>	<b>87,335</b>	<b>88,263</b>	<b>89,190</b>	<b>90,116</b>	<b>91,044</b>	<b>91,971</b>	<b>92,899</b>	<b>93,826</b>	<b>94,753</b>	<b>95,680</b>	<b>96,608</b>	<b>97,535</b>	<b>98,463</b>	<b>99,389</b>	<b>100,317</b>
Daily	360.03	363.90	367.76	371.63	375.48	379.35	383.21	387.08	390.94	394.80	398.67	402.53	406.40	410.26	414.12	417.99

**HIGHER DEGREE SUPPLEMENT**      Ed.S/AA Certificate \$2,665  
 Ed.S/AA + Doctorate: \$2,665 + \$1,599 = \$4264  
 Doctorate only: \$4,264

**CHIEF SCHOOL FINANCE OFFICER**

Minimum Salary: \$90,000 (Negotiable)

## 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 (SPECIAL ED & IN-SCHOOL SUSPENSION), PERMANENT SUBS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	10.28	11.11	12.08	12.93	13.37	13.80	14.31	14.79	15.30	15.80	16.26	16.77	17.27
<b>240 DAY</b>													
8 HOUR	19,729	21,337	23,195	24,823	25,679	26,493	27,475	28,393	29,374	30,335	31,211	32,193	33,153
7 HOUR	17,263	18,670	20,295	21,721	22,469	23,182	24,040	24,844	25,703	26,543	27,310	28,169	29,009
<b>187 DAY</b>													
8 HOUR	15,373	16,626	18,073	19,342	20,008	20,643	21,408	22,123	22,887	23,636	24,319	25,084	25,832
7 HOUR	13,452	14,547	15,813	16,925	17,507	18,063	18,732	19,358	20,027	20,681	21,279	21,948	22,603
4 HOUR	7,687	8,313	9,037	9,671	10,005	10,322	10,704	11,062	11,445	11,819	12,160	12,543	12,917
<b>182 DAY</b>													
8 HOUR	14,962	16,181	17,590	18,824	19,473	20,091	20,835	21,532	22,275	23,004	23,669	24,413	25,142
7 HOUR	13,092	14,158	15,392	16,471	17,040	17,580	18,230	18,840	19,492	20,129	20,711	21,362	21,999
4 HOUR	7,481	8,091	8,796	9,412	9,737	10,046	10,418	10,766	11,138	11,502	11,835	12,207	12,571

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12
182 DAY	16,181	17,590	18,824	19,473	20,091	20,835	21,532	22,275	23,004	23,669	24,413	25,142	25,885
Daily	88.91	96.65	103.43	106.99	110.39	114.48	118.31	122.39	126.40	130.05	134.14	138.14	142.23
Hourly	11.11	12.08	12.93	13.37	13.80	14.31	14.79	15.30	15.80	16.26	16.77	17.27	17.78

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

STEPS	0	1	2	3	4	5	6	7	8
187 DAY	19,223	19,798	20,392	21,004	21,637	22,285	22,954	23,638	24,351
Daily	102.80	105.87	109.05	112.32	115.71	119.17	122.75	126.41	130.22
Hourly	13.71	14.12	14.54	14.98	15.43	15.89	16.37	16.85	17.36

**SECRETARY**

**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>47,210</b>	<b>49,019</b>	<b>51,628</b>	<b>54,449</b>	<b>55,471</b>	<b>56,498</b>	<b>57,522</b>	<b>58,544</b>	<b>59,567</b>	<b>60,592</b>	<b>63,664</b>	<b>64,683</b>
Daily	196.71	204.25	215.12	226.87	231.13	235.41	239.68	243.93	248.20	252.47	265.27	269.51
Hourly	24.59	25.53	26.89	28.36	28.89	29.43	29.96	30.49	31.02	31.56	33.16	33.69
STEPS	12	13	14	15								
<b>240 DAY</b>	<b>66,713</b>	<b>68,894</b>	<b>69,690</b>	<b>71,509</b>								
Daily	277.97	287.06	290.38	297.95								
Hourly	34.75	35.88	36.30	37.24								

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>27,466</b>	<b>28,580</b>	<b>31,257</b>	<b>32,387</b>	<b>33,519</b>	<b>34,646</b>	<b>35,779</b>	<b>36,906</b>	<b>38,036</b>	<b>39,165</b>	<b>40,294</b>	<b>41,219</b>
Daily	114.44	119.08	130.24	134.95	139.66	144.36	149.08	153.78	158.48	163.19	167.89	171.75
Hourly	14.31	14.89	16.28	16.87	17.46	18.04	18.63	19.22	19.81	20.40	20.99	21.47

**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>22,565</b>	<b>24,352</b>	<b>26,221</b>	<b>27,228</b>	<b>29,626</b>	<b>30,632</b>	<b>31,644</b>	<b>32,648</b>	<b>33,658</b>	<b>34,668</b>	<b>35,674</b>	<b>36,494</b>
Daily	94.02	101.47	109.25	113.45	123.44	127.63	131.85	136.03	140.24	144.45	148.64	152.06
Hourly	11.75	12.68	13.66	14.18	15.43	15.95	16.48	17.00	17.53	18.06	18.58	19.01

**REGISTRAR**

**REGISTRAR - 8 HRS - 187 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>187 DAY</b>	<b>16,785</b>	<b>19,238</b>	<b>19,958</b>	<b>21,138</b>	<b>22,299</b>	<b>23,481</b>	<b>24,644</b>	<b>25,825</b>	<b>26,395</b>	<b>26,986</b>	<b>27,577</b>	<b>28,166</b>
Daily	89.76	102.88	106.73	113.04	119.25	125.57	131.79	138.10	141.15	144.31	147.47	150.62
Hourly	11.22	12.86	13.34	14.13	14.91	15.70	16.47	17.26	17.64	18.04	18.43	18.83

**REGISTRAR - 8 HRS - 240 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>240 DAY</b>	<b>21,542</b>	<b>24,690</b>	<b>25,614</b>	<b>27,129</b>	<b>28,620</b>	<b>30,137</b>	<b>31,627</b>	<b>33,144</b>	<b>33,876</b>	<b>34,634</b>	<b>35,393</b>	<b>36,150</b>
Daily	89.76	102.88	106.73	113.04	119.25	125.57	131.78	138.10	141.15	144.31	147.47	150.63
Hourly	11.22	12.86	13.34	14.13	14.91	15.70	16.47	17.26	17.64	18.04	18.43	18.83



**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>64,683</b>	<b>65,625</b>	<b>66,566</b>	<b>67,508</b>	<b>68,449</b>	<b>69,391</b>	<b>70,333</b>	<b>71,274</b>	<b>72,216</b>	<b>73,158</b>	<b>74,099</b>	<b>75,041</b>	<b>75,982</b>	<b>76,924</b>	<b>77,866</b>	<b>78,807</b>
Daily	269.51	273.44	277.36	281.28	285.20	289.13	293.05	296.98	300.90	304.83	308.75	312.67	316.59	320.52	324.44	328.36
Hourly	33.69	34.18	34.67	35.16	35.65	36.14	36.63	37.12	37.61	38.10	38.59	39.08	39.57	40.06	40.56	41.05

**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>34,798</b>	<b>37,047</b>	<b>39,331</b>	<b>41,622</b>	<b>44,129</b>	<b>46,193</b>	<b>48,480</b>	<b>50,766</b>	<b>53,053</b>	<b>55,343</b>	<b>57,626</b>	<b>59,915</b>
Daily	144.99	154.36	163.88	173.43	183.87	192.47	202.00	211.53	221.05	230.60	240.11	249.65
Hourly	18.12	19.30	20.48	21.68	22.98	24.06	25.25	26.44	27.63	28.82	30.01	31.21

**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>31,905</b>	<b>33,153</b>	<b>34,401</b>	<b>35,649</b>	<b>36,898</b>	<b>38,146</b>	<b>39,394</b>	<b>40,642</b>	<b>41,892</b>	<b>43,140</b>	<b>44,388</b>	<b>45,672</b>
Daily	132.94	138.14	143.34	148.54	153.74	158.94	164.14	169.34	174.55	179.75	184.95	190.30
Hourly	16.62	17.27	17.92	18.57	19.22	19.87	20.52	21.17	21.82	22.47	23.12	23.79

**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>31,625</b>	<b>32,736</b>	<b>33,846</b>	<b>34,957</b>	<b>36,065</b>	<b>37,175</b>	<b>38,285</b>	<b>39,394</b>	<b>40,504</b>	<b>41,613</b>	<b>42,725</b>	<b>43,865</b>
Daily	131.77	136.40	141.03	145.65	150.27	154.90	159.52	164.14	168.77	173.39	178.02	182.77
Hourly	16.47	17.05	17.63	18.21	18.78	19.36	19.94	20.52	21.10	21.67	22.25	22.85

**BUSINESS/FINANCE/PERSONNEL**

**BOOKKEEPING/ACCOUNTING CLERK (HIGH SCHOOL) - 8 HOURS - 202 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
	<b>26,618</b>	<b>27,553</b>	<b>28,487</b>	<b>29,422</b>	<b>30,355</b>	<b>31,289</b>	<b>32,223</b>	<b>33,157</b>	<b>34,091</b>	<b>35,024</b>	<b>35,960</b>	<b>36,920</b>
Daily	131.77	136.40	141.03	145.65	150.27	154.90	159.52	164.14	168.77	173.39	178.02	182.77
Hourly	16.47	17.05	17.63	18.21	18.78	19.36	19.94	20.52	21.10	21.67	22.25	22.85

**BOOKKEEPING/ACCOUNTING CLERK (PREK CENTER) - 4 HOURS - 187 DAYS**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
<b>187 Day</b>	<b>10,700</b>	<b>11,134</b>	<b>12,177</b>	<b>12,617</b>	<b>13,058</b>	<b>13,498</b>	<b>13,939</b>	<b>14,378</b>	<b>14,818</b>	<b>15,258</b>	<b>15,698</b>	<b>16,058</b>
Daily	114.44	119.08	130.24	134.95	139.66	144.36	149.08	153.78	158.48	163.19	167.89	171.75
Hourly	14.31	14.89	16.28	16.87	17.46	18.04	18.63	19.22	19.81	20.40	20.99	21.47

**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>64,683</b>	<b>65,625</b>	<b>66,566</b>	<b>67,508</b>	<b>68,449</b>	<b>69,391</b>	<b>70,333</b>	<b>71,274</b>	<b>72,216</b>	<b>73,158</b>	<b>74,099</b>	<b>75,041</b>	<b>75,982</b>	<b>76,924</b>	<b>77,866</b>	<b>78,807</b>
Daily	269.51	273.43	277.36	281.28	285.20	289.13	293.05	296.97	300.90	304.82	308.74	312.67	316.59	320.51	324.44	328.36
Hourly	33.69	34.18	34.67	35.16	35.65	36.14	36.63	37.12	37.61	38.10	38.59	39.08	39.57	40.06	40.55	41.05

**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) / REGISTRATION/ATTENDANCE MANAGER 8 HOURS (240 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>45,972</b>	<b>47,131</b>	<b>48,285</b>	<b>49,446</b>	<b>50,188</b>	<b>50,940</b>	<b>51,705</b>	<b>52,481</b>	<b>53,267</b>	<b>54,066</b>	<b>54,879</b>	<b>55,701</b>	<b>56,537</b>	<b>57,385</b>	<b>58,245</b>	<b>59,106</b>
Daily	191.55	196.38	201.19	206.03	209.12	212.25	215.44	218.67	221.95	225.28	228.66	232.09	235.57	239.10	242.69	246.28
Hourly	23.94	24.55	25.15	25.75	26.14	26.53	26.93	27.33	27.74	28.16	28.58	29.01	29.45	29.89	30.34	30.78

**NETWORK TECHNICIANS - TECHNOLOGY 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>34,226</b>	<b>36,005</b>	<b>37,787</b>	<b>39,566</b>	<b>41,345</b>	<b>42,503</b>	<b>43,660</b>	<b>44,818</b>	<b>45,972</b>	<b>47,131</b>	<b>48,286</b>	<b>49,446</b>	<b>50,188</b>	<b>50,940</b>
Daily	142.61	150.02	157.45	164.86	172.27	177.10	181.92	186.74	191.55	196.38	201.19	206.03	209.12	212.25
Hourly	17.83	18.75	19.68	20.61	21.53	22.14	22.74	23.34	23.94	24.55	25.15	25.75	26.14	26.53

**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>30,892</b>	<b>32,083</b>	<b>33,278</b>	<b>34,286</b>	<b>35,293</b>	<b>36,303</b>	<b>37,311</b>	<b>38,320</b>	<b>39,326</b>	<b>40,335</b>	<b>41,346</b>
Daily	128.72	133.68	138.66	142.86	147.05	151.26	155.46	159.67	163.86	168.06	172.28
Hourly	16.09	16.71	17.33	17.86	18.38	18.91	19.43	19.96	20.48	21.01	21.53

## 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>24,456</b>	<b>25,400</b>	<b>26,346</b>	<b>27,144</b>	<b>27,941</b>	<b>28,741</b>	<b>29,539</b>	<b>30,337</b>	<b>31,134</b>	<b>31,933</b>	<b>32,732</b>
Daily	128.72	133.68	138.66	142.86	147.06	151.27	155.47	159.67	163.86	168.07	172.27
Hourly	16.09	16.71	17.33	17.86	18.38	18.91	19.43	19.96	20.48	21.01	21.53

### TECHNOLOGY COACH 8 HOURS (202 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10
<b>202 DAY</b>	<b>26,002</b>	<b>27,004</b>	<b>28,010</b>	<b>28,859</b>	<b>29,706</b>	<b>30,555</b>	<b>31,404</b>	<b>32,253</b>	<b>33,100</b>	<b>33,950</b>	<b>34,799</b>
Daily	128.72	133.68	138.66	142.87	147.06	151.26	155.47	159.67	163.86	168.07	172.27
Hourly	16.09	16.71	17.33	17.86	18.38	18.91	19.43	19.96	20.48	21.01	21.53

**CHILD NUTRITION PROGRAM  
(CNP)**

**MANAGER 8 HOURS (187 DAYS)**

STEPS	0	1	2	3	4	5	6	7	8	9
<b>187 DAY</b>	<b>20,887</b>	<b>21,586</b>	<b>22,285</b>	<b>23,245</b>	<b>23,814</b>	<b>24,953</b>	<b>25,571</b>	<b>26,270</b>	<b>26,921</b>	<b>27,637</b>
Daily	111.70	115.43	119.17	124.30	127.35	133.44	136.74	140.48	143.96	147.79
Hourly	13.96	14.43	14.90	15.54	15.92	16.68	17.09	17.56	18.00	18.47

**PROGRAM WORKER 6 HOURS**

STEPS	0	1	2	3	4	5	6	7	8
<b>187 DAY</b>	<b>14,397</b>	<b>14,763</b>	<b>15,811</b>	<b>16,884</b>	<b>17,337</b>	<b>17,824</b>	<b>18,251</b>	<b>18,727</b>	<b>19,154</b>
Daily	76.99	78.95	84.55	90.29	92.71	95.32	97.60	100.14	102.43
Hourly	12.83	13.16	14.09	15.05	15.45	15.89	16.27	16.69	17.07
<b>184 DAY</b>	<b>14,166</b>	<b>14,526</b>	<b>15,558</b>	<b>16,615</b>	<b>17,058</b>	<b>17,539</b>	<b>17,959</b>	<b>18,427</b>	<b>18,847</b>
Daily	76.99	78.95	84.55	90.30	92.71	95.32	97.60	100.15	102.43
Hourly	12.83	13.16	14.09	15.05	15.45	15.89	16.27	16.69	17.07

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

STEPS	0	1	2	3	4	5	6	7	8
<b>180 DAY</b>	<b>9,783</b>	<b>10,014</b>	<b>10,710</b>	<b>11,412</b>	<b>11,692</b>	<b>11,981</b>	<b>12,244</b>	<b>12,532</b>	<b>12,813</b>
Daily	54.35	55.63	59.50	63.40	64.96	66.56	68.02	69.62	71.18
Hourly	13.59	13.91	14.88	15.85	16.24	16.64	17.01	17.41	17.80

**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>42,458</b>	<b>44,009</b>	<b>44,449</b>	<b>46,703</b>	<b>49,369</b>	<b>51,344</b>	<b>51,856</b>	<b>52,376</b>	<b>52,896</b>	<b>53,428</b>	<b>54,222</b>	<b>54,759</b>	<b>55,307</b>	<b>56,395</b>	<b>56,961</b>	<b>57,530</b>
Daily	210.19	217.87	220.04	231.20	244.40	254.18	256.71	259.29	261.86	264.50	268.43	271.08	273.80	279.18	281.99	284.80
STEPS	16	17	18	19-23	24-26	27+										
<b>202 DAY</b>	<b>58,105</b>	<b>58,689</b>	<b>59,277</b>	<b>59,869</b>	<b>60,451</b>	<b>61,033</b>										
Daily	287.65	290.54	293.45	296.38	299.26	302.14										

**HEALTH EDUCATOR / SYSTEM NURSE RN - 4 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>19,651</b>	<b>21,615</b>	<b>22,561</b>	<b>22,864</b>	<b>23,280</b>	<b>23,810</b>	<b>24,118</b>	<b>24,426</b>	<b>24,717</b>	<b>25,008</b>
Daily	105.09	115.59	120.65	122.27	124.49	127.33	128.97	130.62	132.18	133.73

**HEALTH EDUCATOR / SYSTEM NURSE RN/MS - 4 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>22,599</b>	<b>24,857</b>	<b>25,945</b>	<b>26,293</b>	<b>26,770</b>	<b>27,383</b>	<b>27,735</b>	<b>28,091</b>	<b>28,381</b>	<b>28,672</b>
Daily	120.85	132.93	138.74	140.60	143.16	146.43	148.32	150.22	151.77	153.33

**NURSES - LPN - 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>20,107</b>	<b>22,098</b>	<b>23,173</b>	<b>23,348</b>	<b>23,768</b>	<b>24,292</b>	<b>24,583</b>	<b>24,877</b>	<b>25,406</b>	<b>25,935</b>
Daily	110.48	121.42	127.32	128.29	130.59	133.47	135.07	136.69	139.59	142.50

## NURSES

### NURSES - RN - 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
182 DAY	38,250	42,072	43,915	44,503	45,313	46,345	46,944	47,544	48,110	48,678
Daily	210.16	231.16	241.29	244.52	248.97	254.64	257.93	261.23	264.34	267.46

### NURSES - RN/MS - 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
182 DAY	43,989	48,385	50,501	51,180	52,107	53,299	53,985	54,676	55,243	55,809
Daily	241.70	265.85	277.48	281.21	286.30	292.85	296.62	300.42	303.53	306.64

### NURSES - LPN/AIDE - 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
187 DAY	20,661	22,704	23,810	23,990	24,421	24,960	25,258	25,560	26,104	26,647
Daily	110.49	121.41	127.33	128.29	130.59	133.48	135.07	136.68	139.59	142.50

### 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
182 DAY	20,107	22,098	23,173	23,348	23,768	24,292	24,583	24,877	25,406	25,935
Daily	110.48	121.42	127.32	128.29	130.59	133.47	135.07	136.69	139.59	142.50

**OPERATIONS/CUSTODIAL/MAINTENANCE**

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

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>240 DAY</b>	<b>64,683</b>	<b>65,625</b>	<b>66,566</b>	<b>67,508</b>	<b>68,449</b>	<b>69,391</b>	<b>70,333</b>	<b>71,274</b>	<b>72,216</b>	<b>73,158</b>	<b>74,099</b>	<b>75,041</b>	<b>75,982</b>	<b>76,924</b>	<b>77,866</b>	<b>78,807</b>
Daily	269.51	273.44	277.36	281.28	285.20	289.13	293.05	296.98	300.90	304.83	308.75	312.67	316.59	320.52	324.44	328.36
Hourly	33.69	34.18	34.67	35.16	35.65	36.14	36.63	37.12	37.61	38.10	38.59	39.08	39.57	40.06	40.56	41.05

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

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12
<b>240 DAY</b>	<b>34,226</b>	<b>36,005</b>	<b>37,786</b>	<b>41,345</b>	<b>42,502</b>	<b>43,660</b>	<b>44,817</b>	<b>45,972</b>	<b>47,131</b>	<b>48,285</b>	<b>49,446</b>	<b>50,604</b>	<b>51,759</b>
Daily	142.61	150.02	157.44	172.27	177.09	181.92	186.74	191.55	196.38	201.19	206.03	210.85	215.66
Hourly	17.83	18.75	19.68	21.53	22.14	22.74	23.34	23.94	24.55	25.15	25.75	26.36	26.96

**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>30,892</b>	<b>32,084</b>	<b>33,279</b>	<b>34,286</b>	<b>35,294</b>	<b>36,304</b>	<b>37,311</b>	<b>38,320</b>	<b>39,327</b>	<b>40,335</b>	<b>41,346</b>
Daily	128.72	133.68	138.66	142.86	147.06	151.27	155.46	159.67	163.86	168.06	172.28
Hourly	16.09	16.71	17.33	17.86	18.38	18.91	19.43	19.96	20.48	21.01	21.53



**OPERATIONS/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>21,796</b>	<b>25,052</b>	<b>26,012</b>	<b>26,994</b>	<b>27,934</b>	<b>28,915</b>	<b>29,875</b>	<b>30,856</b>	<b>31,817</b>	<b>32,797</b>	<b>33,757</b>
Daily	90.82	104.38	108.38	112.48	116.39	120.48	124.48	128.57	132.57	136.65	140.65
Hourly	11.35	13.05	13.55	14.06	14.55	15.06	15.56	16.07	16.57	17.08	17.58

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

STEP	0	1	2	3	4	5	6	7	8	9	10
<b>202 DAY</b>	<b>18,345</b>	<b>21,086</b>	<b>21,894</b>	<b>22,720</b>	<b>23,511</b>	<b>24,337</b>	<b>25,145</b>	<b>25,970</b>	<b>26,779</b>	<b>27,604</b>	<b>28,413</b>
Daily	90.82	104.39	108.39	112.48	116.39	120.48	124.48	128.56	132.57	136.65	140.66
Hourly	11.35	13.05	13.55	14.06	14.55	15.06	15.56	16.07	16.57	17.08	17.58

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

STEP	0	1	2	3	4	5	6	7	8	9	10
<b>202 DAY</b>	<b>9,173</b>	<b>10,543</b>	<b>10,947</b>	<b>11,360</b>	<b>11,756</b>	<b>12,169</b>	<b>12,573</b>	<b>12,985</b>	<b>13,390</b>	<b>13,802</b>	<b>14,207</b>
Daily	45.41	52.19	54.19	56.24	58.20	60.24	62.24	64.28	66.29	68.33	70.33
Hourly	11.35	13.05	13.55	14.06	14.55	15.06	15.56	16.07	16.57	17.08	17.58

**TRANSPORTATION**

**TRANSPORTATION 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>69,290</b>	<b>70,850</b>	<b>72,444</b>	<b>74,074</b>	<b>75,740</b>	<b>77,444</b>	<b>79,187</b>	<b>80,969</b>	<b>82,790</b>	<b>84,653</b>	<b>86,558</b>	<b>88,505</b>	<b>90,496</b>	<b>92,532</b>	<b>94,614</b>	<b>96,743</b>
Daily	\$288.71	\$295.21	\$301.85	\$308.64	\$315.58	\$322.68	\$329.95	\$337.37	\$344.96	\$352.72	\$360.66	\$368.77	\$377.07	\$385.55	\$394.23	\$403.10
Hourly	\$36.09	\$36.90	\$37.73	\$38.58	\$39.45	\$40.34	\$41.24	\$42.17	\$43.12	\$44.09	\$45.08	\$46.10	\$47.13	\$48.19	\$49.28	\$50.39

**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>41,536</b>	<b>42,297</b>	<b>44,524</b>	<b>45,692</b>	<b>46,889</b>	<b>48,115</b>	<b>49,155</b>	<b>50,661</b>	<b>51,982</b>	<b>53,336</b>	<b>54,723</b>	<b>56,145</b>	<b>57,603</b>	<b>59,097</b>	<b>60,629</b>	<b>62,090</b>
Daily	173.07	176.24	185.52	190.38	195.37	200.48	204.81	211.09	216.59	222.23	228.01	233.94	240.01	246.24	252.62	258.71
Hourly	21.63	22.03	23.19	23.80	24.42	25.06	25.60	26.39	27.07	27.78	28.50	29.24	30.00	30.78	31.58	32.34

**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>31,739</b>	<b>32,587</b>	<b>34,544</b>	<b>35,434</b>	<b>36,347</b>	<b>37,284</b>	<b>38,243</b>	<b>39,226</b>	<b>40,234</b>	<b>41,266</b>	<b>42,326</b>	<b>43,411</b>	<b>44,523</b>	<b>45,663</b>	<b>46,830</b>	<b>47,909</b>
Daily	132.25	135.78	143.93	147.64	151.45	155.35	159.35	163.44	167.64	171.94	176.36	180.88	185.51	190.26	195.13	199.62
Hourly	16.53	16.97	17.99	18.46	18.93	19.42	19.92	20.43	20.96	21.49	22.04	22.61	23.19	23.78	24.39	24.95

**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>27,825</b>	<b>28,602</b>	<b>29,399</b>	<b>31,238</b>	<b>32,141</b>	<b>32,998</b>	<b>33,878</b>	<b>35,867</b>	<b>36,780</b>	<b>37,738</b>	<b>38,708</b>	<b>39,703</b>	<b>40,723</b>	<b>41,768</b>	<b>42,828</b>	<b>43,937</b>
Daily	115.94	119.18	122.50	130.16	133.92	137.49	141.16	149.45	153.25	157.24	161.28	165.43	169.68	174.03	178.45	183.07
Hourly	14.49	14.90	15.31	16.27	16.74	17.19	17.64	18.68	19.16	19.66	20.16	20.68	21.21	21.75	22.31	22.88

**TRANSPORTATION**

**PARTS CLERK - 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>28,559</b>	<b>29,130</b>	<b>29,713</b>	<b>30,307</b>	<b>30,913</b>	<b>31,532</b>	<b>32,162</b>	<b>32,806</b>	<b>33,461</b>	<b>34,131</b>	<b>34,813</b>	<b>35,509</b>	<b>36,219</b>	<b>36,944</b>	<b>37,683</b>	<b>38,436</b>
Daily	119.00	121.38	123.80	126.28	128.80	131.38	134.01	136.69	139.42	142.21	145.05	147.95	150.91	153.93	157.01	160.15
Hourly	14.87	15.17	15.48	15.78	16.10	16.42	16.75	17.09	17.43	17.78	18.13	18.49	18.86	19.24	19.63	20.02

**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>40,180</b>	<b>41,085</b>	<b>42,008</b>	<b>42,954</b>	<b>43,921</b>	<b>44,909</b>	<b>45,919</b>	<b>46,953</b>	<b>48,008</b>	<b>49,089</b>	<b>50,193</b>	<b>51,322</b>	<b>52,476</b>	<b>53,657</b>	<b>54,866</b>	<b>56,100</b>
Daily	167.42	171.19	175.03	178.98	183.00	187.12	191.33	195.64	200.03	204.54	209.14	213.84	218.65	223.57	228.61	233.75
Hourly	20.93	21.40	21.88	22.37	22.88	23.39	23.92	24.45	25.00	25.57	26.14	26.73	27.33	27.95	28.58	29.22

**ADMIN ASSISTANT/ OFFICE MANAGER - 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>27,467</b>	<b>28,580</b>	<b>31,257</b>	<b>32,388</b>	<b>33,520</b>	<b>34,647</b>	<b>35,780</b>	<b>36,906</b>	<b>38,036</b>	<b>39,165</b>	<b>40,295</b>	<b>41,220</b>	<b>42,353</b>	<b>43,518</b>	<b>44,715</b>	<b>45,945</b>
Daily	114.45	119.08	130.24	134.95	139.67	144.36	149.08	153.78	158.48	163.19	167.90	171.75	176.47	181.33	186.31	191.44
Hourly	14.31	14.89	16.28	16.87	17.46	18.05	18.64	19.22	19.81	20.40	20.99	21.47	22.06	22.67	23.29	23.93

**SHOP ASSISTANT 8 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>23,960</b>	<b>24,559</b>	<b>25,173</b>	<b>25,803</b>	<b>26,447</b>	<b>27,108</b>	<b>27,786</b>	<b>28,481</b>	<b>29,193</b>	<b>29,922</b>	<b>30,671</b>	<b>31,437</b>	<b>32,223</b>	<b>33,029</b>	<b>33,854</b>	<b>35,273</b>
Daily	99.83	102.33	104.89	107.51	110.20	112.95	115.77	118.67	121.63	124.67	127.79	130.99	134.26	137.62	141.06	146.97
Hourly	12.48	12.79	13.11	13.44	13.77	14.12	14.47	14.83	15.20	15.58	15.97	16.37	16.78	17.20	17.63	18.37

**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>12,015</b>	<b>12,195</b>	<b>12,378</b>	<b>12,564</b>	<b>12,752</b>	<b>12,943</b>	<b>13,138</b>	<b>13,335</b>	<b>13,535</b>	<b>13,738</b>	<b>13,945</b>	<b>14,154</b>	<b>14,366</b>	<b>14,581</b>	<b>14,800</b>	<b>14,942</b>
Daily	65.30	66.28	67.27	68.28	69.30	70.34	71.40	72.47	73.56	74.66	75.79	76.92	78.07	79.24	80.43	81.21
Hourly	16.32	16.57	16.82	17.07	17.33	17.59	17.85	18.12	18.39	18.67	18.95	19.23	19.52	19.81	20.11	20.30

**TRANSPORTATION**

**BUS DRIVER - 4 HRS 184 DAYS**

STEPS	0	1	2	3	4	5
<b>184 DAY</b>	<b>14,257</b>	<b>14,847</b>	<b>15,443</b>	<b>16,033</b>	<b>17,002</b>	<b>17,792</b>
Daily	77.48	80.69	83.93	87.14	92.40	96.70
Hourly	19.37	20.17	20.98	21.78	23.10	24.17

**LEAD BUS DRIVER**

K-5	<b>\$119.76/MONTH</b>	5 HOUR MAXIMUM PER MONTH
6-8	<b>\$143.72/MONTH</b>	6 HOUR MAXIMUM PER MONTH
9-12	<b>\$167.67/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>7,564</b>	<b>8,179</b>	<b>8,892</b>	<b>9,517</b>	<b>9,844</b>	<b>10,156</b>	<b>10,532</b>	<b>10,885</b>	<b>11,261</b>	<b>11,629</b>	<b>11,965</b>	<b>12,342</b>	<b>12,709</b>
Daily	41.11	44.45	48.33	51.72	53.50	55.20	57.24	59.16	61.20	63.20	65.03	67.08	69.07
Hourly	10.28	11.11	12.08	12.93	13.38	13.80	14.31	14.79	15.30	15.80	16.26	16.77	17.27

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

**184 DAY 10,582**

**SUPPLEMENT**

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

## SUBSTITUTES

### TEACHER SUBSTITUTE

60.00 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 \$210.00 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 \$60.00 per day rate, unless otherwise approved by the Superintendent in special circumstances. **Substitutes will not receive 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 / ADJUNCT INSTRUCTORS/ HIPPY**

**CONTRACT SERVICES**

Summer School Teacher	\$25 per hour	Nurse	RN	\$22 per hour
Tutoring	\$25 per hour		LPN	\$15 per hour

**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)

- Daily** High School Rate 1.75 hours per class not to exceed more than 2 classes per term
  - Daily** 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** \$28.03
  - Daily** \$49.06 High School Rate 1.75 hours per class not to exceed more than 2 classes per term
  - Daily** \$42.05 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.

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

197 DAYS 26,650 Set Salary

## SUPPLEMENTAL COVER PAGE

### HIGH - MIDDLE SCHOOL

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

### ELEMENTARY SCHOOL

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

### HIGH - MIDDLE - ELEMENTARY

Any club that meets before, during or after school with a constitution and approved by the principal. (non-competitive)  
The club sponsor will receive \$200 per year.  
There will only be one board paid supplement per approved club at each school. (amount may be split between multiple 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.

### DISTRICT SCIENCE/CHEMISTRY CHEMICALS MANAGER

\$500 Supplement

**SUPPLEMENTS - HIGH SCHOOL**

**FOOTBALL**

	STEPS	1	2	3	4	5
Head Coach	SALARY	8,000	9,750	11,500	13,250	15,000
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	1,100	1,300	1,500	1,700	2,000

**SWIMMING (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,240	1,580	1,920	2,260	2,700
Asst. Coach	SALARY	500	600	700	800	900

**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	2,160	2,520	2,880	3,340	3,800
Asst. Coach	SALARY	800	900	1,100	1,300	1,500

**TENNIS (BOYS & GIRLS)**

	STEPS	1	2	3	4	5
Head Coach	SALARY	1,100	1,300	1,500	1,700	2,000
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



**SUPPLEMENTS - HIGH SCHOOL**

**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

**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	580	760	940	1,120	1,400

**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 (2)	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

**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

**CHESS TEAM**

	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

**SUPPLEMENTS - HIGH SCHOOL**

**INDOOR DRUMLINE**

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

**WINTER GUARD**

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

**DIRECTOR SPRING MUSICAL**

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

**DEBATE TEAM**

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

**BOWLING TEAM**

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

**SUMMER COACHES**

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

**SCIENCE OLYMPIAD**

	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

**SCIENCEBOWL/ ENVIROTHON**

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

**HONOR GUARD**

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

**ROCKETRY**

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

**MODEL UN TEAM**

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

**GREENPOWER**

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

**ARCHERY**

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

**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

**COMPUTER SCIENCE TEAM**

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

**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

**SUMMER COACHES**

Middle School	# of Days	Daily Rate	Supplement Total
MS Football	5	250	1,250
MS Basketball	5	250	1,250
MS Volleyball	5	250	1,250

**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

**GREENPOWER**

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

**ARCHERY**

	STEPS	1	2	3	4	5
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

**SCIENCE / SCIENCE OLYMPIAD**

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

**MATH / CHESS/ ARCHERY TEAM**

	STEPS	1	2	3	4	5
0-2 Pts	Level 1	250	350	450	550	650
3-8 Pts	Level 2	500	600	700	800	900
9 - Above Pts	Level 3	800	900	1,000	1,100	1,200

**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

**GREENPOWER**

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

## EXTRA CURRICULAR INCENTIVES

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

### ATHLETIC COACHES

High School Head Coach	\$250 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Asst. Coach	\$100 Per Point earned (in the sport(s) coached) towards the all sports trophy per AHSAA playoff results
High School Athletic Director	\$75 Per point earned (in sports at the school) for a top 10 finish towards the all sports trophy final rankings per AHSAA playoff results (Max 15 pts)
Middle School Head Coach	\$250 For each championship won. (1 per sport) *Soccer - win the County Championship
Middle School Assistant Coach	\$100 For each championship won (1 per sport)
Middle School Athletic Director	\$100 For each championship won (1 per sport)

### 7 Classifications (32 Teams)

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

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

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

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

#### Golf

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

#### Softball

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

#### Wrestling Duals

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

#### Bowling

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

**EXTRA CURRICULAR INCENTIVES**

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

**COMPETITION CHEERLEADING - HIGH SCHOOL**

STEPS SALARY	Regional 1,000	State 1,500	Nationals 2,500
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**COMPETITION CHEERLEADING - MIDDLE SCHOOL**

STEPS SALARY	Regional 750	State 500	Nationals 1,250
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**DANCE TEAM - VARSITY**

STEPS SALARY	Regional 1,000	State 1,500	Nationals 2,500
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**DANCE TEAM - MIDDLE SCHOOL**

STEPS SALARY	Regional 750	State 500	Nationals 1,250
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**DESTINATION IMAGINATION HIGH, MIDDLE, ELEMENTARY**

STEPS SALARY	Regional 1,000	State 1,500	Globals 2,500
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**\*MATH TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS SALARY	District 1,000	State 1,500	Nationals 2,500
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**DRAMA HIGH SCHOOL**

STEPS SALARY	District 1,000	State 1,500	Nationals 2,500
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**SCHOLARS BOWL HIGH, MIDDLE, ELEMENTARY**

STEPS SALARY	District 1,000	State 1,500	Nationals 2,500
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**COMPUTER SCIENCE TEAM**

STEPS SALARY	Regional 1,000	State 1,500	Nationals 2,500
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**iGEM TEAM**

STEPS SALARY	Regional 1,000	State 1,500	Nationals 2,500
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**SCIENCE BOWL**

STEPS SALARY	State 1,500	Nationals 2,500
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**ENVIROTHON TEAM**

STEPS SALARY	Regional 1,000	State 1,500	North American 2,500
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**HONOR GUARD**

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

STEPS SALARY	500
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**SCIENCE OLYMPIAD**

STEPS SALARY	Regional 500	State 250	Nationals 750
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**DEBATE**

STEPS SALARY	District 1,000	State 1,500	Nationals 2,500
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**MODEL UN TEAMS**

STEPS SALARY	Regional 1,000	State 1,500	Nationals 2,500
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**\* CHESS TEAM, MIDDLE AND HIGH SCHOOL ONLY**

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

STEPS SALARY	State 1,500	Nationals 2,500
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**\*ARCHERY TEAM, MIDDLE AND HIGH SCHOOL ONLY**

STEPS SALARY	Regional 1,000	State 1,500	Nationals 2,500
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**EXTRA CURRICULAR INCENTIVES**

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

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

**BAND HIGH**

<b>Director</b>	
<b>Concert</b>	
District - Superior Ratings	\$500
State - Superior Ratings	\$1,000
<b>Marching</b>	
<b>*Grand Champion</b>	
Perform Bowl Game/Major Parade (Macy's)	\$2,500
<b>Assistant Director</b>	
<b>Concert</b>	
District - Superior Ratings	\$250
State - Superior Ratings	\$500
<b>Marching</b>	
<b>*Grand Champion</b>	
Perform Bowl Game/Major Parade (Macy's)	\$1,500
Grand Champion - Winter Guard	\$500
<b>Grand Champion - Indoor Drumline</b>	\$500

\* Grand Champion - Large Competition with a minimum of 8 bands (similar classification and size)

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

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

**BAND MIDDLE**

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

**CHORUS HIGH, MIDDLE**

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

**ROBOTICS HIGH, MIDDLE, ELEMENTARY**

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



GRANDFATHERD SCALES

**NETWORK TECHNICIANS - TECHNOLOGY 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>34,226</b>	<b>36,005</b>	<b>37,787</b>	<b>39,566</b>	<b>41,345</b>	<b>42,503</b>	<b>43,660</b>	<b>44,818</b>	<b>45,972</b>	<b>47,131</b>	<b>48,286</b>	<b>49,446</b>	<b>50,604</b>	<b>51,759</b>
Daily	142.61	150.02	157.45	164.86	172.27	177.10	181.92	186.74	191.55	196.38	201.19	206.03	210.85	215.66
Hourly	17.83	18.75	19.68	20.61	21.53	22.14	22.74	23.34	23.94	24.55	25.15	25.75	26.36	26.96