

MADISON CITY SCHOOLS BOARD OF EDUCATION

2017-2018

SALARY SCHEDULE



APPROVED:

TABLE OF CONTENTS

TABLE OF CONTENTS PAGE	1
TEACHER SALARY SCHEDULE COVER PAGE	2
TEACHERS	3-6
PRINCIPAL	7
ASSISTANT PRINCIPAL	8-10
ASSISTANT SUPERINTENDENT/CHIEF ACADEMIC OFFICER/DIRECTOR/COORDINATOR/CSFO	11
SUPPORT STAFF COVER PAGE	12
AIDES	13
SECRETARY	14
REGISTRAR	15
BUSINESS / FINANCE / PERSONNEL	16
TECHNOLOGY	17-18
CHILD NUTRITION PROGRAM (CNP)	19
NURSES	20-21
OPERATIONS/ CUSTODIAL / MAINTENANCE	22-23
TRANSPORTATION	24-26
HIPPY	27
SUBS & CONTRACT SERVICES	28
SUPPLEMENTS COVER PAGE	29
SUPPLEMENTS - HIGH SCHOOL	30-32
SUPPLEMENTS - MIDDLE SCHOOL	33-34
SUPPLEMENTS - ELEMENTARY SCHOOL	35
EXTRA CURRICULUM INCENTIVES	36-38

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 and MAAP.

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
187-DAY**

BACHELOR'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	38,346	39,747	40,144	42,180	44,588	46,372	46,834	47,302	47,773	48,254	48,970	49,456	49,950	50,933	51,444	51,957
Daily	205.06	212.55	214.67	225.56	238.44	247.98	250.45	252.95	255.47	258.04	261.87	264.47	267.11	272.37	275.10	277.85
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	52,479	53,005	53,537	54,072	54,640	55,206										
Daily	280.64	283.45	286.29	289.15	292.19	295.22										

MASTER'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	44,097	45,072	45,524	48,507	50,522	52,543	53,065	53,598	54,134	54,674	55,490	56,042	56,604	57,717	58,293	58,874
Daily	235.81	241.02	243.44	259.39	270.17	280.98	283.77	286.62	289.49	292.37	296.74	299.69	302.70	308.65	311.73	314.84
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	59,465	60,059	60,660	61,268	61,835	62,403										
Daily	318.00	321.17	324.39	327.64	330.67	333.71										

AA & ED.S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	47,547	48,186	48,705	52,302	53,903	56,060	56,617	57,183	57,755	58,332	59,201	59,794	60,391	61,576	62,194	62,815
Daily	254.26	257.68	260.46	279.69	288.25	299.79	302.76	305.79	308.85	311.93	316.58	319.75	322.95	329.29	332.59	335.91
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	63,444	64,076	64,720	65,367	65,935	66,502										
Daily	339.27	342.65	346.10	349.56	352.59	355.62										

DOCTORATE

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	50,998	51,510	52,025	56,097	56,660	58,927	59,519	60,114	60,715	61,322	62,233	62,858	63,486	64,737	65,385	66,038
Daily	272.72	275.46	278.21	299.98	303.00	315.12	318.28	321.47	324.68	327.92	332.79	336.14	339.50	346.19	349.65	353.14
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	66,698	67,367	68,044	68,722	69,290	69,858										
Daily	356.68	360.25	363.87	367.50	370.53	373.57										

*MAAP POSITION: TEACHER SALARY SCHEDULE (187 DAYS) + PRE-K - 6 ASSISTANT PRINCIPAL SUPPLEMENT \$3,790

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/
INSTRUCTIONAL PARTNERS / SOCIAL WORKER / CAREER COACH / MAAP
202-DAY**

BACHELOR'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	41,422	42,935	43,365	45,564	48,166	50,092	50,591	51,098	51,606	52,125	52,900	53,424	53,958	55,020	55,571	56,127
Daily	205.06	212.55	214.68	225.57	238.44	247.98	250.45	252.96	255.47	258.04	261.88	264.47	267.12	272.38	275.11	277.86
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	56,687	57,257	57,831	58,410	59,022	59,636										
Daily	280.63	283.45	286.29	289.16	292.19	295.23										

MASTER'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	47,634	48,687	49,175	52,397	54,574	56,758	57,321	57,898	58,476	59,061	59,940	60,537	61,144	62,346	62,969	63,599
Daily	235.81	241.02	243.44	259.39	270.17	280.98	283.77	286.62	289.49	292.38	296.73	299.69	302.69	308.64	311.73	314.85
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	64,235	64,877	65,527	66,181	66,795	67,409										
Daily	317.99	321.17	324.39	327.63	330.67	333.71										

AA & ED.S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	51,360	52,051	52,612	56,497	58,225	60,557	61,158	61,770	62,390	63,009	63,950	64,590	65,233	66,517	67,183	67,854
Daily	254.26	257.68	260.45	279.69	288.24	299.79	302.76	305.79	308.86	311.93	316.58	319.75	322.94	329.29	332.59	335.91
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	68,534	69,215	69,912	70,611	71,224	71,837										
Daily	339.28	342.65	346.10	349.56	352.60	355.63										

DOCTORATE

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	55,091	55,642	56,198	60,598	61,204	63,654	64,293	64,936	65,584	66,239	67,225	67,900	68,579	69,929	70,630	71,335
Daily	272.73	275.46	278.21	299.99	302.99	315.12	318.28	321.46	324.68	327.91	332.79	336.14	339.50	346.18	349.65	353.14
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	72,048	72,770	73,502	74,235	74,848	75,461										
Daily	356.67	360.25	363.87	367.50	370.53	373.57										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/
INSTRUCTIONAL PARTNERS / SOCIAL WORKER / CAREER COACH/ MAAP
212-DAY**

BACHELOR'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	43,472	45,060	45,511	47,819	50,547	52,570	53,096	53,627	54,161	54,706	55,517	56,068	56,628	57,742	58,321	58,905
Daily	205.06	212.55	214.68	225.56	238.43	247.97	250.45	252.96	255.48	258.05	261.87	264.47	267.11	272.37	275.10	277.85
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	59,495	60,090	60,693	61,300	61,944	62,588										
Daily	280.64	283.44	286.29	289.15	292.19	295.23										

MASTER'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	49,993	51,098	51,610	54,991	57,276	59,568	60,159	60,764	61,370	61,984	62,908	63,534	64,171	65,433	66,085	66,747
Daily	235.82	241.03	243.44	259.39	270.17	280.98	283.77	286.62	289.48	292.38	296.73	299.69	302.69	308.64	311.72	314.85
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	67,414	68,089	68,771	69,458	70,102	70,746										
Daily	317.99	321.17	324.39	327.63	330.67	333.71										

AA & ED.S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	53,903	54,627	55,218	59,292	61,109	63,555	64,186	64,827	65,478	66,130	67,116	67,788	68,464	69,810	70,509	71,212
Daily	254.26	257.67	260.46	279.68	288.25	299.79	302.76	305.79	308.86	311.94	316.59	319.76	322.94	329.29	332.59	335.91
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	71,926	72,642	73,372	74,106	74,750	75,394										
Daily	339.28	342.65	346.09	349.56	352.59	355.63										

DOCTORATE

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	57,817	58,396	58,980	63,595	64,235	66,804	67,476	68,149	68,831	69,519	70,553	71,260	71,972	73,390	74,126	74,865
Daily	272.72	275.45	278.21	299.98	302.99	315.12	318.28	321.46	324.68	327.92	332.80	336.13	339.49	346.18	349.65	353.14
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	75,615	76,371	77,142	77,908	78,553	79,197										
Daily	356.68	360.24	363.88	367.49	370.53	373.57										

**TEACHER/COUNSELOR/LIBRARIAN/PSYCHOMETRIST/SPEECH PATHOLOGIST/BEHAVIORAL SPECIALISTS/INSTRUCTIONAL SPECIALISTS/
INSTRUCTIONAL PARTNERS / SOCIAL WORKER / CAREER COACH / MAAP
240-DAY**

BACHELOR'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	49,213	51,011	51,523	54,135	57,225	59,514	60,109	60,709	61,314	61,931	62,849	63,473	64,109	65,369	66,024	66,685
Daily	205.05	212.55	214.68	225.56	238.44	247.98	250.45	252.95	255.48	258.05	261.87	264.47	267.12	272.37	275.10	277.85
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	67,351	68,027	68,710	69,396	70,125	70,854										
Daily	280.63	283.45	286.29	289.15	292.19	295.23										

MASTER'S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	56,596	57,846	58,426	62,254	64,840	67,435	68,103	68,789	69,475	70,170	71,215	71,925	72,646	74,074	74,813	75,561
Daily	235.82	241.02	243.44	259.39	270.17	280.98	283.76	286.62	289.48	292.37	296.73	299.69	302.69	308.64	311.72	314.84
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	76,317	77,082	77,853	78,632	79,360	80,089										
Daily	317.99	321.17	324.39	327.63	330.67	333.71										

AA & ED.S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	61,022	61,843	62,509	67,124	69,180	71,949	72,662	73,389	74,125	74,863	75,979	76,740	77,506	79,028	79,820	80,617
Daily	254.26	257.68	260.46	279.68	288.25	299.79	302.76	305.79	308.85	311.93	316.58	319.75	322.94	329.28	332.58	335.90
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	81,426	82,236	83,063	83,893	84,623	85,351										
Daily	339.27	342.65	346.09	349.55	352.59	355.63										

DOCTORATE

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	65,451	66,109	66,769	71,995	72,717	75,627	76,387	77,150	77,923	78,700	79,871	80,670	81,479	83,074	83,918	84,754
Daily	272.71	275.45	278.20	299.98	302.99	315.11	318.28	321.46	324.68	327.92	332.80	336.12	339.50	346.14	349.66	353.14
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	85,601	86,459	87,330	88,199	88,928	89,656										
Daily	356.67	360.25	363.87	367.50	370.53	373.57										

PRINCIPAL

K-6

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	85,262	86,146	87,029	87,913	88,796	89,679	90,563	91,444	92,328	93,211	94,094	94,978	95,861	96,745	97,626	98,509
Daily	355.26	358.94	362.62	366.30	369.98	373.66	377.35	381.02	384.70	388.38	392.06	395.74	399.42	403.10	406.77	410.46

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$5,138
 Ed.S/AA + Doctorate: \$5,138 + \$1,870 = \$7,008
 Doctorate only: \$7,008

7-8

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	93,902	94,878	95,856	96,833	97,810	98,788	99,765	100,741	101,720	102,696	103,674	104,652	105,628	106,607	107,583	108,561
Daily	391.26	395.33	399.40	403.47	407.54	411.62	415.69	419.76	423.83	427.90	431.98	436.05	440.12	444.19	448.26	452.34

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$5,138
 Ed.S/AA + Doctorate: \$5,138 + \$1,870 = \$7,008
 Doctorate only: \$7,008

9-12

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	108,228	109,370	110,514	111,657	112,800	113,943	115,086	116,228	117,371	118,515	119,657	120,801	121,944	123,087	124,229	125,373
Daily	450.95	455.71	460.47	465.24	470.00	474.76	479.52	484.28	489.05	493.81	498.57	503.34	508.10	512.86	517.62	522.39

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$5,138
 Ed.S/AA + Doctorate: \$5,138 + \$1,870 = \$7,008
 Doctorate only: \$7,008

ASSISTANT PRINCIPAL / PRE-K ADMINISTRATOR

MASTER'S																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	44,097	45,072	45,524	48,507	50,522	52,543	53,065	53,598	54,134	54,674	55,490	56,042	56,604	57,717	58,293	58,874
Daily	235.81	241.02	243.44	259.39	270.17	280.98	283.77	286.62	289.49	292.37	296.74	299.69	302.70	308.65	311.73	314.84
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	59,465	60,059	60,660	61,268	61,835	62,403										
Daily	318.00	321.17	324.39	327.64	330.67	333.71										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	47,634	48,687	49,175	52,397	54,574	56,758	57,321	57,898	58,476	59,061	59,940	60,537	61,144	62,346	62,969	63,599
Daily	235.81	241.02	243.44	259.39	270.17	280.98	283.77	286.62	289.49	292.38	296.73	299.69	302.69	308.64	311.73	314.85
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	64,235	64,877	65,527	66,181	66,795	67,409										
Daily	317.99	321.17	324.39	327.63	330.67	333.71										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	49,993	51,098	51,610	54,991	57,276	59,568	60,159	60,764	61,370	61,984	62,908	63,534	64,171	65,433	66,085	66,747
Daily	235.82	241.03	243.44	259.39	270.17	280.98	283.77	286.62	289.48	292.38	296.73	299.69	302.69	308.64	311.72	314.85
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	67,414	68,089	68,771	69,458	70,102	70,746										
Daily	317.99	321.17	324.39	327.63	330.67	333.71										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	56,596	57,846	58,426	62,254	64,840	67,435	68,103	68,789	69,475	70,170	71,215	71,925	72,646	74,074	74,813	75,561
Daily	235.82	241.02	243.44	259.39	270.17	280.98	283.76	286.62	289.48	292.37	296.73	299.69	302.69	308.64	311.72	314.84
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	76,317	77,082	77,853	78,632	79,360	80,089										
Daily	317.99	321.17	324.39	327.63	330.67	333.71										

SUPPLEMENTS

Supplements for after school duties and activities are as follows:

Pre-K-6 Assistant Principal: \$3,790

7-8 Assistant Principal: \$5,686

*9-12 Assistant Principal: \$7,581

Experience Supplement: \$506 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

AA & ED.S

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	47,547	48,186	48,705	52,302	53,903	56,060	56,617	57,183	57,755	58,332	59,201	59,794	60,391	61,576	62,194	62,815
Daily	254.26	257.68	260.46	279.69	288.25	299.79	302.76	305.79	308.85	311.93	316.58	319.75	322.95	329.29	332.59	335.91
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	63,444	64,076	64,720	65,367	65,935	66,502										
Daily	339.27	342.65	346.10	349.56	352.59	355.62										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	51,360	52,051	52,612	56,497	58,225	60,557	61,158	61,770	62,390	63,009	63,950	64,590	65,233	66,517	67,183	67,854
Daily	254.26	257.68	260.45	279.69	288.24	299.79	302.76	305.79	308.86	311.93	316.58	319.75	322.94	329.29	332.59	335.91
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	68,534	69,215	69,912	70,611	71,224	71,837										
Daily	339.28	342.65	346.10	349.56	352.60	355.63										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	53,903	54,627	55,218	59,292	61,109	63,555	64,186	64,827	65,478	66,130	67,116	67,788	68,464	69,810	70,509	71,212
Daily	254.26	257.67	260.46	279.68	288.25	299.79	302.76	305.79	308.86	311.94	316.59	319.76	322.94	329.29	332.59	335.91
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	71,926	72,642	73,372	74,106	74,750	75,394										
Daily	339.28	342.65	346.09	349.56	352.59	355.63										

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	61,022	61,843	62,509	67,124	69,180	71,949	72,662	73,389	74,125	74,863	75,979	76,740	77,506	79,028	79,820	80,617
Daily	254.26	257.68	260.46	279.68	288.25	299.79	302.76	305.79	308.85	311.93	316.58	319.75	322.94	329.28	332.58	335.90
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	81,426	82,236	83,063	83,893	84,623	85,351										
Daily	339.27	342.65	346.09	349.55	352.59	355.63										

SUPPLEMENTS

Supplements for after school duties and activities are as follows:

Pre-K-6 Assistant Principal: \$3,790

7-8 Assistant Principal: \$5,686

*9-12 Assistant Principal: \$7,581

Experience Supplement: \$506 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

DOCTORATE																
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
187 DAY	50,998	51,510	52,025	56,097	56,660	58,927	59,519	60,114	60,715	61,322	62,233	62,858	63,486	64,737	65,385	66,038
Daily	272.72	275.46	278.21	299.98	303.00	315.12	318.28	321.47	324.68	327.92	332.79	336.14	339.50	346.19	349.65	353.14
STEPS	16	17	18	19-23	24-26	27+										
187 DAY	66,698	67,367	68,044	68,722	69,290	69,858										
Daily	356.68	360.25	363.87	367.50	370.53	373.57										
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
202 DAY	55,091	55,642	56,198	60,598	61,204	63,654	64,293	64,936	65,584	66,239	67,225	67,900	68,579	69,929	70,630	71,335
Daily	272.73	275.46	278.21	299.99	302.99	315.12	318.28	321.46	324.68	327.91	332.79	336.14	339.50	346.18	349.65	353.14
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	72,048	72,770	73,502	74,235	74,848	75,461										
Daily	356.67	360.25	363.87	367.50	370.53	373.57										
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
212 DAY	57,817	58,396	58,980	63,595	64,235	66,804	67,476	68,149	68,831	69,519	70,553	71,260	71,972	73,390	74,126	74,865
Daily	272.72	275.45	278.21	299.98	302.99	315.12	318.28	321.46	324.68	327.92	332.80	336.13	339.49	346.18	349.65	353.14
STEPS	16	17	18	19-23	24-26	27+										
212 DAY	75,615	76,371	77,142	77,908	78,553	79,197										
Daily	356.68	360.24	363.88	367.49	370.53	373.57										
STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	65,451	66,109	66,769	71,995	72,717	75,624	76,387	77,150	77,923	78,700	79,871	80,670	81,479	83,074	83,918	84,754
Daily	272.71	275.45	278.20	299.98	302.99	315.10	318.28	321.46	324.68	327.92	332.80	336.12	339.50	346.14	349.66	353.14
STEPS	16	17	18	19-23	24-26	27+										
240 DAY	85,601	86,459	87,330	88,199	88,928	89,656										
Daily	356.67	360.25	363.87	367.50	370.53	373.57										

SUPPLEMENTS

Supplements for after school duties and activities are as follows:

Pre-K-6 Assistant Principal: \$3,790

7-8 Assistant Principal: \$5,686

*9-12 Assistant Principal: \$7,581

Experience Supplement: \$506 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
240 DAY	120,000	121,200	122,412	123,636	124,872	126,121	127,382	128,656	129,943	131,242	132,555	133,880	135,219	136,571	137,937	139,316
Daily	500.00	505.00	510.05	515.15	520.30	525.51	530.76	536.07	541.43	546.84	552.31	557.83	563.41	569.05	574.74	580.48

CHIEF ACADEMIC OFFICER / DIRECTOR

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	103,074	104,162	105,251	106,340	107,429	108,517	109,606	110,693	111,782	112,871	113,959	115,049	116,137	117,226	118,314	119,402
Daily	429.48	434.01	438.55	443.08	447.62	452.15	456.69	461.22	465.76	470.30	474.83	479.37	483.90	488.44	492.97	497.51

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$2,600
 Ed.S/AA + Doctorate: \$2,600 + \$1,560 = \$4,160
 Doctorate only: \$4,160

COORDINATOR

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	84,300	85,205	86,110	87,015	87,918	88,823	89,728	90,633	91,538	92,441	93,346	94,251	95,157	96,062	96,965	97,870
Daily	351.25	355.02	358.79	362.56	366.33	370.10	373.87	377.64	381.41	385.17	388.94	392.71	396.49	400.26	404.02	407.79

HIGHER DEGREE SUPPLEMENT Ed.S/AA Certificate \$2,600
 Ed.S/AA + Doctorate: \$2,600 + \$1,560 = \$4,160
 Doctorate only: \$4,160

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	10.02	10.84	11.79	12.61	13.05	13.46	13.96	14.43	14.93	15.41	15.86	16.36	16.85
240 DAY													
8 HOUR	19,247	20,817	22,629	24,217	25,053	25,847	26,805	27,700	28,658	29,594	30,450	31,408	32,344
7 HOUR	16,842	18,215	19,801	21,191	21,921	22,617	23,454	24,237	25,075	25,896	26,644	27,482	28,302
187 DAY													
8 HOUR	14,998	16,220	17,632	18,870	19,521	20,140	20,885	21,583	22,329	23,059	23,727	24,472	25,202
7 HOUR	13,124	14,192	15,427	16,512	17,081	17,623	18,275	18,886	19,538	20,177	20,760	21,413	22,051
4 HOUR	7,499	8,110	8,817	9,435	9,761	10,070	10,443	10,792	11,165	11,530	11,863	12,237	12,602
182 DAY													
8 HOUR	14,597	15,786	17,161	18,365	18,999	19,601	20,327	21,007	21,732	22,443	23,092	23,818	24,528
7 HOUR	12,772	13,813	15,017	16,069	16,624	17,152	17,786	18,381	19,016	19,638	20,205	20,841	21,462
4 HOUR	7,299	7,894	8,581	9,183	9,500	9,801	10,164	10,504	10,866	11,222	11,546	11,909	12,265

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	15,786	17,161	18,365	18,999	19,601	20,327	21,007	21,732	22,443	23,092	23,818	24,528	25,254
Daily	86.74	94.29	100.91	104.39	107.70	111.69	115.42	119.41	123.31	126.88	130.87	134.77	138.76
Hourly	10.84	11.79	12.61	13.05	13.46	13.96	14.43	14.93	15.41	15.86	16.36	16.85	17.35

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

STEPS	0	1	2	3	4	5	6	7	8
187 DAY	18,754	19,316	19,895	20,492	21,109	21,741	22,394	23,061	23,757
Daily	100.29	103.29	106.39	109.58	112.88	116.26	119.76	123.32	127.04
Hourly	13.37	13.77	14.19	14.61	15.05	15.50	15.97	16.44	16.94

SECRETARY

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
240 DAY	46,058	47,823	50,368	53,121	54,118	55,120	56,119	57,116	58,114	59,115	62,112	63,105
Daily	191.91	199.26	209.87	221.34	225.49	229.67	233.83	237.98	242.14	246.31	258.80	262.94
Hourly	23.99	24.91	26.23	27.67	28.19	28.71	29.23	29.75	30.27	30.79	32.35	32.87
STEPS	12	13	14	15								
240 DAY	65,086	67,214	67,990	69,765								
Daily	271.19	280.06	283.29	290.69								
Hourly	33.90	35.01	35.41	36.34								

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
240 DAY	26,797	27,882	30,494	31,597	32,702	33,801	34,907	36,006	37,108	38,210	39,312	40,214
Daily	111.65	116.18	127.06	131.66	136.26	140.84	145.44	150.02	154.62	159.21	163.80	167.56
Hourly	13.96	14.52	15.88	16.46	17.03	17.60	18.18	18.75	19.33	19.90	20.48	20.94

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
240 DAY	22,015	23,758	25,582	26,564	28,903	29,885	30,872	31,852	32,838	33,822	34,805	35,604
Daily	91.73	98.99	106.59	110.68	120.43	124.52	128.64	132.72	136.83	140.92	145.02	148.35
Hourly	11.47	12.37	13.32	13.84	15.05	15.57	16.08	16.59	17.10	17.62	18.13	18.54

REGISTRAR

REGISTRAR - 8 HRS - 187 DAYS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
187 DAY	16,376	18,769	19,472	20,622	21,756	22,908	24,043	25,196	25,751	26,328	26,905	27,480
Daily	87.57	100.37	104.13	110.28	116.34	122.50	128.57	134.74	137.71	140.79	143.88	146.95
Hourly	10.95	12.55	13.02	13.78	14.54	15.31	16.07	16.84	17.21	17.60	17.98	18.37

REGISTRAR - 8 HRS - 240 DAYS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
240 DAY	21,017	24,088	24,990	26,467	27,922	29,402	30,856	32,336	33,050	33,790	34,529	35,267
Daily	87.57	100.37	104.13	110.28	116.34	122.51	128.57	134.73	137.71	140.79	143.87	146.95
Hourly	10.95	12.55	13.02	13.78	14.54	15.31	16.07	16.84	17.21	17.60	17.98	18.37

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
240 DAY	63,105	64,024	64,943	65,861	66,780	67,699	68,617	69,535	70,455	71,373	72,291	73,211	74,129	75,047	75,967	76,885
Daily	262.94	266.77	270.60	274.42	278.25	282.08	285.90	289.73	293.56	297.39	301.21	305.05	308.87	312.70	316.53	320.35
Hourly	32.87	33.35	33.82	34.30	34.78	35.26	35.74	36.22	36.70	37.17	37.65	38.13	38.61	39.09	39.57	40.04

PAYROLL AND PERSONNEL MANAGER - 8 HOURS - 240 DAYS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
240 DAY	33,950	36,143	38,372	40,607	43,053	45,066	47,297	49,528	51,759	53,993	56,220	58,454
Daily	141.46	150.60	159.88	169.20	179.39	187.78	197.07	206.37	215.66	224.97	234.25	243.56
Hourly	17.68	18.82	19.99	21.15	22.42	23.47	24.63	25.80	26.96	28.12	29.28	30.44

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
240 DAY	31,126	32,344	33,562	34,780	35,998	37,215	38,433	39,651	40,870	42,088	43,306	44,559
Daily	129.69	134.77	139.84	144.92	149.99	155.06	160.14	165.21	170.29	175.37	180.44	185.66
Hourly	16.21	16.85	17.48	18.11	18.75	19.38	20.02	20.65	21.29	21.92	22.56	23.21

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11
240 DAY	30,854	31,938	33,020	34,104	35,185	36,268	37,352	38,433	39,517	40,598	41,682	42,795
Daily	128.56	133.08	137.58	142.10	146.61	151.12	155.63	160.14	164.65	169.16	173.68	178.31
Hourly	16.07	16.63	17.20	17.76	18.33	18.89	19.45	20.02	20.58	21.15	21.71	22.29

TECHNOLOGY

NETWORK SPECIALIST 8 HOURS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	63,105	64,024	64,943	65,861	66,780	67,699	68,617	69,535	70,455	71,373	72,291	73,211	74,129	75,047	75,967	76,885
Daily	262.94	266.77	270.60	274.42	278.25	282.08	285.90	289.73	293.56	297.39	301.21	305.05	308.87	312.70	316.53	320.35
Hourly	32.87	33.35	33.82	34.30	34.78	35.26	35.74	36.22	36.70	37.17	37.65	38.13	38.61	39.09	39.57	40.04

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
240 DAY	44,851	45,982	47,108	48,240	48,964	49,697	50,444	51,201	51,968	52,748	53,540	54,342	55,157	55,985	56,825	57,665
Daily	186.88	191.59	196.28	201.00	204.02	207.07	210.18	213.34	216.53	219.78	223.08	226.43	229.82	233.27	236.77	240.27
Hourly	23.36	23.95	24.54	25.13	25.50	25.88	26.27	26.67	27.07	27.47	27.89	28.30	28.73	29.16	29.60	30.03

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
240 DAY	33,391	35,127	36,866	38,601	40,336	41,466	42,595	43,725	44,851	45,982	47,109	48,240	49,370	50,497
Daily	139.13	146.36	153.61	160.84	168.07	172.77	177.48	182.19	186.88	191.59	196.29	201.00	205.71	210.41
Hourly	17.39	18.30	19.20	20.10	21.01	21.60	22.19	22.77	23.36	23.95	24.54	25.13	25.71	26.30

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
240 DAY	30,139	31,301	32,467	33,450	34,432	35,417	36,401	37,385	38,367	39,350	40,337
Daily	125.58	130.42	135.28	139.37	143.47	147.57	151.67	155.77	159.86	163.96	168.07
Hourly	15.70	16.30	16.91	17.42	17.93	18.45	18.96	19.47	19.98	20.50	21.01

TECHNOLOGY

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

STEPS	0	1	2	3	4	5	6	7	8	9	10
190 DAY	23,860	24,781	25,704	26,483	27,259	28,039	28,818	29,596	30,374	31,154	31,934
Daily	125.58	130.43	135.28	139.38	143.47	147.58	151.68	155.77	159.86	163.97	168.07
Hourly	15.70	16.30	16.91	17.42	17.93	18.45	18.96	19.47	19.98	20.50	21.01

TECHNOLOGY COACH 8 HOURS (202 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10
202 DAY	25,368	26,345	27,327	28,155	28,982	29,811	30,638	31,466	32,292	33,122	33,951
Daily	125.58	130.42	135.28	139.38	143.47	147.58	151.68	155.77	159.86	163.97	168.07
Hourly	15.70	16.30	16.91	17.42	17.93	18.45	18.96	19.47	19.98	20.50	21.01

**CHILD NUTRITION PROGRAM
(CNP)**

MANAGER 8 HOURS (187 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9
187 DAY	20,378	21,060	21,741	22,678	23,234	24,344	24,948	25,630	26,265	26,963
Daily	108.97	112.62	116.26	121.27	124.24	130.18	133.41	137.06	140.46	144.19
Hourly	13.62	14.08	14.53	15.16	15.53	16.27	16.68	17.13	17.56	18.02

PROGRAM WORKER 6 HOURS

STEPS	0	1	2	3	4	5	6	7	8
187 DAY	14,045	14,403	15,425	16,473	16,914	17,389	17,806	18,271	18,687
Daily	75.11	77.02	82.49	88.09	90.45	92.99	95.22	97.70	99.93
184 DAY	13,821	14,172	15,179	16,209	16,642	17,111	17,521	17,977	18,387
Daily	75.11	77.02	82.49	88.09	90.45	93.00	95.22	97.70	99.93

CENTRAL KITCHEN/DELIVERY DRIVER 4 HOURS (180 DAYS)

STEPS	0	1	2	3	4	5	6	7	8
180 DAY	9,544	9,770	10,448	11,133	11,408	11,689	11,945	12,226	12,501
Daily	53.02	54.28	58.04	61.85	63.38	64.94	66.36	67.92	69.45
Hourly	13.26	13.57	14.51	15.46	15.84	16.23	16.59	16.98	17.36

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
202 DAY	41,422	42,935	43,365	45,564	48,166	50,092	50,591	51,098	51,606	52,125	52,900	53,424	53,958	55,020	55,571	56,127
Daily	205.06	212.55	214.68	225.57	238.44	247.98	250.45	252.96	255.47	258.04	261.88	264.47	267.12	272.38	275.11	277.86
STEPS	16	17	18	19-23	24-26	27+										
202 DAY	56,687	57,257	57,831	58,410	58,976	59,544										
Daily	280.63	283.45	286.29	289.16	291.96	294.77										

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
187 DAY	19,171	21,087	22,011	22,306	22,712	23,228	23,529	23,829	24,113	24,397
Daily	51.26	56.38	58.85	59.64	60.73	62.11	62.91	63.71	64.47	65.23

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
187 DAY	22,046	24,251	25,312	25,652	26,116	26,714	27,058	27,405	27,688	27,972
Daily	58.95	64.84	67.68	68.59	69.83	71.43	72.35	73.27	74.03	74.79

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
182 DAY	19,618	21,558	22,609	22,778	23,188	23,700	23,983	24,269	24,786	25,302
Daily	107.79	118.45	124.22	125.15	127.41	130.22	131.78	133.35	136.19	139.02

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	37,317	41,046	42,844	43,418	44,208	45,215	45,800	46,384	46,936	47,491
Daily	205.04	225.53	235.41	238.56	242.90	248.43	251.65	254.86	257.89	260.94

NURSES - RN/MS - 8 HOURS - 182 DAYS

Years of Experience

	1	2	3	4	5	6	7	8	9	10
STEP	1	2	3	4	5	6	7	8	9	10
182 DAY	42,916	47,205	49,269	49,931	50,836	51,999	52,668	53,343	53,896	54,448
Daily	235.80	259.37	270.71	274.35	279.32	285.71	289.38	293.09	296.13	299.17

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	20,156	22,150	23,229	23,404	23,825	24,350	24,641	24,936	25,467	25,997
Daily	107.79	118.45	124.22	125.15	127.41	130.22	131.77	133.35	136.18	139.02

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	19,618	21,558	22,609	22,778	23,188	23,700	23,983	24,269	24,786	25,302
Daily	107.79	118.45	124.22	125.15	127.41	130.22	131.78	133.35	136.19	139.02

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
240 DAY	63,105	64,024	64,943	65,861	66,780	67,699	68,617	69,535	70,455	71,373	72,291	73,211	74,129	75,047	75,967	76,885
Daily	262.94	266.77	270.60	274.42	278.25	282.08	285.90	289.73	293.56	297.39	301.21	305.05	308.87	312.70	316.53	320.35
Hourly	32.87	33.35	33.82	34.30	34.78	35.26	35.74	36.22	36.70	37.17	37.65	38.13	38.61	39.09	39.57	40.04

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

STEP	0	1	2	3	4	5	6	7	8	9	10	11	12
240 DAY	33,391	35,127	36,865	40,336	41,465	42,595	43,724	44,851	45,982	47,108	48,240	49,370	50,497
Daily	139.13	146.36	153.60	168.07	172.77	177.48	182.18	186.88	191.59	196.28	201.00	205.71	210.41
Hourly	17.39	18.30	19.20	21.01	21.60	22.19	22.77	23.36	23.95	24.54	25.13	25.71	26.30

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

STEP	0	1	2	3	4	5	6	7	8	9	10
240 DAY	30,139	31,302	32,468	33,450	34,433	35,418	36,401	37,385	38,368	39,350	40,337
Daily	125.58	130.42	135.28	139.37	143.47	147.58	151.67	155.77	159.87	163.96	168.07
Hourly	15.70	16.30	16.91	17.42	17.93	18.45	18.96	19.47	19.98	20.50	21.01

OPERATIONS/CUSTODIAL/MAINTENANCE

CUSTODIAN / FLOOR CREW - 8 HOURS DAY - 240 DAYS

STEP	0	1	2	3	4	5	6	7	8	9	10
240 DAY	21,264	24,441	25,378	26,336	27,252	28,209	29,146	30,104	31,041	31,998	32,934
Daily	88.60	101.84	105.74	109.73	113.55	117.54	121.44	125.43	129.34	133.32	137.22
Hourly	11.07	12.73	13.22	13.72	14.19	14.69	15.18	15.68	16.17	16.67	17.15

CUSTODIAN - 8 HOUR DAY - 202 DAYS

STEP	0	1	2	3	4	5	6	7	8	9	10
202 DAY	17,897	20,571	21,360	22,166	22,937	23,743	24,532	25,336	26,126	26,931	27,720
Daily	88.60	101.84	105.74	109.73	113.55	117.54	121.44	125.43	129.34	133.32	137.23
Hourly	11.08	12.73	13.22	13.72	14.19	14.69	15.18	15.68	16.17	16.67	17.15

CUSTODIAN - 4 HOUR DAY - 202 DAYS

STEP	0	1	2	3	4	5	6	7	8	9	10
202 DAY	8,949	10,286	10,680	11,083	11,469	11,872	12,266	12,668	13,063	13,466	13,860
Daily	44.30	50.92	52.87	54.87	56.78	58.77	60.72	62.71	64.67	66.66	68.61
Hourly	11.08	12.73	13.22	13.72	14.19	14.69	15.18	15.68	16.17	16.67	17.15

TRANSPORTATION

TRANSPORTATION SPECIALIST - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAYS	67,600	69,122	70,676	72,266	73,892	75,555	77,255	78,993	80,771	82,587	84,446	86,346	88,289	90,275	92,306	94,383
Daily	\$281.67	\$288.01	\$294.48	\$301.11	\$307.88	\$314.81	\$321.90	\$329.14	\$336.54	\$344.11	\$351.86	\$359.78	\$367.87	\$376.15	\$384.61	\$393.26
Hourly	\$35.21	\$36.00	\$36.81	\$37.64	\$38.49	\$39.35	\$40.24	\$41.14	\$42.07	\$43.01	\$43.98	\$44.97	\$45.98	\$47.02	\$48.08	\$49.16

SHOP FOREMAN - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	40,523	41,265	43,438	44,578	45,745	46,942	47,956	49,425	50,715	52,035	53,388	54,776	56,198	57,657	59,151	60,576
Daily	168.84	171.94	180.99	185.74	190.61	195.59	199.82	205.94	211.31	216.81	222.45	228.23	234.16	240.24	246.46	252.40
Hourly	21.11	21.49	22.62	23.22	23.83	24.45	24.98	25.74	26.41	27.10	27.81	28.53	29.27	30.03	30.81	31.55

CERTIFIED MECHANIC - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	30,965	31,793	33,701	34,570	35,461	36,374	37,310	38,269	39,253	40,260	41,293	42,352	43,437	44,548	45,688	46,741
Daily	129.02	132.47	140.42	144.04	147.75	151.56	155.46	159.45	163.55	167.75	172.06	176.47	180.99	185.62	190.37	194.75
Hourly	16.13	16.56	17.55	18.01	18.47	18.94	19.43	19.93	20.44	20.97	21.51	22.06	22.62	23.20	23.80	24.34

SKILLED MECHANIC - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	27,146	27,905	28,682	30,476	31,357	32,193	33,052	34,992	35,883	36,818	37,763	38,735	39,730	40,749	41,783	42,866
Daily	113.11	116.27	119.51	126.98	130.65	134.14	137.72	145.80	149.51	153.41	157.35	161.40	165.54	169.79	174.10	178.61
Hourly	14.14	14.53	14.94	15.87	16.33	16.77	17.21	18.22	18.69	19.18	19.67	20.17	20.69	21.22	21.76	22.33

TRANSPORTATION

PARTS CLERK - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	27,862	28,419	28,987	29,567	30,159	30,762	31,377	32,004	32,645	33,297	33,963	34,643	35,336	36,042	36,763	37,498
Daily	116.09	118.41	120.78	123.20	125.66	128.17	130.74	133.35	136.02	138.74	141.51	144.34	147.23	150.18	153.18	156.24
Hourly	14.51	14.80	15.10	15.40	15.71	16.02	16.34	16.67	17.00	17.34	17.69	18.04	18.40	18.77	19.15	19.53

ROUTE SPECIALIST - 8HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	39,200	40,082	40,983	41,906	42,849	43,813	44,799	45,807	46,837	47,891	48,968	50,070	51,196	52,348	53,527	54,731
Daily	163.33	167.01	170.76	174.61	178.54	182.55	186.66	190.86	195.16	199.55	204.04	208.62	213.32	218.12	223.03	228.05
Hourly	20.42	20.88	21.35	21.83	22.32	22.82	23.33	23.86	24.39	24.94	25.50	26.08	26.66	27.26	27.88	28.51

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

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	26,797	27,882	30,494	31,597	32,702	33,801	34,907	36,006	37,108	38,210	39,312	40,214	41,319	42,456	43,624	44,824
Daily	111.65	116.18	127.06	131.66	136.26	140.84	145.44	150.02	154.62	159.21	163.80	167.56	172.16	176.90	181.77	186.77
Hourly	13.96	14.52	15.88	16.46	17.03	17.60	18.18	18.75	19.33	19.90	20.48	20.94	21.52	22.11	22.72	23.35

SHOP ASSISTANT 8 HRS (240 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
240 DAY	23,375	23,960	24,560	25,173	25,802	26,447	27,109	27,786	28,480	29,193	29,923	30,671	31,437	32,223	33,028	34,413
Daily	97.40	99.83	102.33	104.89	107.51	110.20	112.95	115.77	118.67	121.64	124.68	127.79	130.99	134.26	137.62	143.39
Hourly	12.17	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	17.92

UTILITY WORKER - 4HRS (184 DAYS)

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
184 DAY	11,722	11,899	12,076	12,258	12,442	12,629	12,818	13,010	13,205	13,404	13,605	13,809	14,016	14,226	14,439	14,578
Daily	63.71	64.67	65.63	66.62	67.62	68.63	69.66	70.71	71.77	72.85	73.94	75.05	76.17	77.32	78.47	79.23
Hourly	15.93	16.17	16.41	16.66	16.90	17.16	17.42	17.68	17.94	18.21	18.49	18.76	19.04	19.33	19.62	19.81

TRANSPORTATION

BUS DRIVER - 4 HRS 184 DAYS

STEPS	0	1	2	3	4	5
184 DAY	13,910	14,485	15,066	15,642	16,587	17,359
Daily	75.60	78.72	81.88	85.01	90.15	94.34
Hourly	18.90	19.68	20.47	21.25	22.54	23.59

LEAD BUS DRIVER

K-6	\$116.84/MONTH	5 HOUR MAXIMUM PER MONTH
7-9	\$140.21/MONTH	6 HOUR MAXIMUM PER MONTH
10-12	\$163.58/MONTH	7 HOUR MAXIMUM PER MONTH

BUS AIDES - 4 HOUR - 184 DAYS

STEPS	0	1	2	3	4	5	6	7	8	9	10	11	12
184 DAY	7,380	7,980	8,675	9,285	9,604	9,908	10,275	10,619	10,987	11,345	11,674	12,040	12,399
Daily	40.11	43.37	47.14	50.46	52.20	53.85	55.84	57.71	59.71	61.66	63.45	65.44	67.39
Hourly	10.03	10.84	11.79	12.62	13.05	13.46	13.96	14.43	14.93	15.41	15.86	16.36	16.85

PERMANENT BUS DRIVER SUBSTITUTE - 4 HRS (184 DAYS)

184 DAY 10,324

SUPPLEMENT

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

HIPPY

HIPPY COORDINATOR 197 DAYS - 19 HOURS/WEEK

197 DAYS	26,000	Set Salary
Daily	131.98	

HIPPY PARENT EDUCATOR 34 WEEKS - 19 HOURS/WEEK

34 WEEKS	6,477	Set Salary
Hourly	10.03	

SUBS CONTRACT SERVICES

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 \$205.00 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 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

Summer School Teacher	25 per hour	Nurse	RN	20 per hour
Tutoring	25 per hour		LPN	15 per hour

CERTIFIED TEACHER CONTRACT SERVICES

Certified Teachers teaching no more than 2 classes per year will be paid an hourly rate based on their verified rank and step

Daily Hourly rate per class not to exceed more than 2 classes per year

ADJUNCT INSTRUCTORS

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

Hourly 25.63

Daily 51.26 per class not to exceed more than 2 classes per year

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. 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.

HIGH - MIDDLE - ELEMENTARY

Any club that meets before, during 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. **(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	15,000
Volleyball	15	250	7,500
Baseball/Softball	15	250	15,000
Football OC/DC	10	250	10,000

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

ENVIROBOWL/ 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 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

ARCHERY

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

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)

7 Classifications (32 Teams)

Swimming, Cross Country, Wrestling, Track, Tennis

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

Football, Volleyball, Basketball, Baseball, Soccer

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

Golf

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

Softball

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

EXTRA CURRICULAR INCENTIVES

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

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, MIDDLE AND HIGH SCHOOL ONLY**

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, MIDDLE AND HIGH SCHOOL ONLY**

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

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

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

BAND HIGH

Director	
Concert	
District - Superior Ratings	\$500
State - Superior Ratings	\$1,000
Marching	
*Grand Champion	\$1,000
Perform Bowl Game/Major Parade (Macy's)	\$2,500
Assistant Director	
Concert	
District - Superior Ratings	\$250
State - Superior Ratings	\$500
Marching	
*Grand Champion	\$500
Perform Bowl Game/Major Parade (Macy's)	\$1,500
Grand Champion - Winter Guard	\$500
Grand Champion - Indoor Drumline	\$500
* Grand Champion - Large Competition with a minimum of 8 bands (similar classification and size)	

BAND MIDDLE

Director	
Concert	
District - Superior Ratings	\$250
State - Superior Ratings	\$500
Marching	
*Grand Champion	\$500
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

UNDER WATER ROBOTICS HIGH, MIDDLE, ELEMENTARY

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

ROBOTICS HIGH, MIDDLE, ELEMENTARY

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