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SALARY SCHEDULE

Calhoun County School System

2012-2013

(Effective July 1, 2012 with employees' contract year)

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INTRODUCTION

The 2012-2013 **Salary Schedule** provides a uniform and equitable payment of wages for services rendered by certificated and support employees. Certificated employees must possess a valid Alabama Teacher’s Certificate or be eligible for a waiver from the State Department of Education. Support personnel includes all support employees who do not work as certificated employees.

Salaries in the **Salary Schedule** are based on years of experience, degree/certification, and assignment. Years of experience are categorized as “STEPS” on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information affecting compensation to the employee’s principal/director or to the personnel division of the Board.** Any revisions to the 2012-2013 salary schedule that are made during the year will be posted on the website. (www.calhoun.k12.al.us).

In order to advance steps on the salary schedule, an employee must have been in active pay status a minimum of fifty percent of the contract days from the previous year.

CONTRACT DAYS

Nine Month Teachers.....	187 days
All other Ten Month Employees.....	202 days
Child Nutrition Program Managers.....	185 days
Child Nutrition Program Assistant Managers.....	184/183/180 days
Child Nutrition Program Workers.....	183/180/179 days
Bus Drivers/Aides.....	182 days
Special Ed Aides	183 days
P.E. Aides.....	182 days
Title I Aides	183 days
In School Detention Aides	182/203 days
Twelve Month Employees.....	240 days

Teaching contracts are normally nine months. The base salary of full-time salaried employees is generally paid in twelve equal monthly increments, regardless of the term of the appointment.

The payroll periods for all employees will be established according to a schedule developed by the Accounting Department. The schedule setting forth those payroll periods is available at each school/job site. Payroll checks are normally issued on the last working day of the month, however during holiday months, payment will be based on receipt of State funds.

Employees who are hired after the beginning date of their contract year receive a prorated salary for the balance of that contract year. Nine and ten-month employees hired after January 1 shall receive a prorated salary based on the number of days remaining in their contract, to be divided equally over the remaining months through June.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis. The member's contribution rate is set by law at 7.25% of earned compensation.

New employees begin employment under the guidelines of the **Salary Schedule**. The salaries of some employees may be based on previous salary schedules. A change in employment status requires a reevaluation of salary placement.

Central Office personnel are generally expected to maintain office hours of 8 A.M. to 4:30 P.M. Exceptions must be approved by the Superintendent. Twelve month school office personnel are expected to work seven and one-half hours exclusive of lunch/breaks.

The Calhoun County Board of Education does not discriminate on the basis of race, color, disability, sex, religion, national origin or age in programs, activities, or employment.

Duty Hours for Support Personnel

Duty Hours for support position are determined by the position held.

Experience Credit

- a. Credit may be awarded in support positions for verifiable related work experience in other school systems or a governmental agency (i.e. the State Department of Education, Department of Human Resources, Examiners of Public Accounts, Rehabilitation Services, etc.) if that experience is determined to be related to the employee's new job responsibilities with the Calhoun County Board of Education. School nurses in accordance with the State of Alabama Salary Matrix for Public School Nurses will only receive credit for their verified work experience in Public K-12 Schools. **It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the employee's principal/director or to the Accounting Department of the Board.** If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- b. Credit for military experience (maximum of two years) may be awarded to support positions with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- c. Salary steps may be awarded in support positions for verifiable **outside** experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert **outside** work experience to steps on the salary schedule. Any exceptions to this conversion table must be approved by the Superintendent.

Experience (in years)	Step Level
0 - 2 years	1
3 - 5 years	2
6 - 8 years	3
9 - 11 years	4
12+ years	5

SUPPORT ADMINISTRATIVE PERSONNEL

Support administrative positions are normally twelve month (240 day) positions, unless otherwise noted on the Central Office Administration salary schedule. Experience credit for support personnel who are paid on a certificated salary schedule may be granted by the Superintendent in accordance with the procedures above.

CERTIFICATED PERSONNEL

TEACHER, COUNSELOR, & OCCUPATIONAL THERAPIST - 9 MONTH

187 Contract Days

Years of Completed Experience	Step	Bachelor's Degree			Master's Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	193.48	3015.00	36,180	222.48	3467.00	41,604	239.94	3739.00	44,868	257.26	4009.00	48,108
1	2	193.48	3015.00	36,180	222.48	3467.00	41,604	239.94	3739.00	44,868	257.26	4009.00	48,108
2	3	193.48	3015.00	36,180	222.48	3467.00	41,604	239.94	3739.00	44,868	257.26	4009.00	48,108
3	4	212.73	3315.00	39,780	244.68	3813.00	45,756	263.81	4111.00	49,332	282.87	4408.00	52,896
4	5	212.73	3315.00	39,780	244.68	3813.00	45,756	263.81	4111.00	49,332	282.87	4408.00	52,896
5	6	212.73	3315.00	39,780	244.68	3813.00	45,756	263.81	4111.00	49,332	282.87	4408.00	52,896
6	7	222.10	3461.00	41,532	255.34	3979.00	47,748	275.36	4291.00	51,492	295.25	4601.00	55,212
7	8	222.10	3461.00	41,532	255.34	3979.00	47,748	275.36	4291.00	51,492	295.25	4601.00	55,212
8	9	222.10	3461.00	41,532	255.34	3979.00	47,748	275.36	4291.00	51,492	295.25	4601.00	55,212
9	10	225.11	3508.00	42,096	258.74	4032.00	48,384	279.02	4348.00	52,176	299.29	4664.00	55,968
10	11	225.11	3508.00	42,096	258.74	4032.00	48,384	279.02	4348.00	52,176	299.29	4664.00	55,968
11	12	225.11	3508.00	42,096	258.74	4032.00	48,384	279.02	4348.00	52,176	299.29	4664.00	55,968
12	13	229.09	3570.00	42,840	263.49	4106.00	49,272	284.15	4428.00	53,136	304.75	4749.00	56,988
13	14	229.09	3570.00	42,840	263.49	4106.00	49,272	284.15	4428.00	53,136	304.75	4749.00	56,988
14	15	229.09	3570.00	42,840	263.49	4106.00	49,272	284.15	4428.00	53,136	304.75	4749.00	56,988
15	16	234.29	3651.00	43,812	269.45	4199.00	50,388	290.57	4528.00	54,336	311.61	4856.00	58,272
16	17	234.29	3651.00	43,812	269.45	4199.00	50,388	290.57	4528.00	54,336	311.61	4856.00	58,272
17	18	234.29	3651.00	43,812	269.45	4199.00	50,388	290.57	4528.00	54,336	311.61	4856.00	58,272
18	19	237.37	3699.00	44,388	272.98	4254.00	51,048	294.35	4587.00	55,044	315.66	4919.00	59,028
19	20	237.37	3699.00	44,388	272.98	4254.00	51,048	294.35	4587.00	55,044	315.66	4919.00	59,028
20	21	237.37	3699.00	44,388	272.98	4254.00	51,048	294.35	4587.00	55,044	315.66	4919.00	59,028
21	22	240.32	3745.00	44,940	276.51	4309.00	51,708	298.14	4646.00	55,752	319.64	4981.00	59,772
22	23	240.32	3745.00	44,940	276.51	4309.00	51,708	298.14	4646.00	55,752	319.64	4981.00	59,772
23	24	240.32	3745.00	44,940	276.51	4309.00	51,708	298.14	4646.00	55,752	319.64	4981.00	59,772
24	25	243.21	3790.00	45,480	279.34	4353.00	52,236	300.96	4690.00	56,280	322.40	5024.00	60,288
25	26	243.21	3790.00	45,480	279.34	4353.00	52,236	300.96	4690.00	56,280	322.40	5024.00	60,288
26	27	243.21	3790.00	45,480	279.34	4353.00	52,236	300.96	4690.00	56,280	322.40	5024.00	60,288
27	28	246.03	3834.00	46,008	282.22	4398.00	52,776	303.85	4735.00	56,820	325.26	5068.67	60,824

COUNSELOR- 9 1/2 MONTH

197 Contract Days

Years of Completed Experience	Step	Bachelor's Degree			Master's Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	193.48	3176.33	38,116	222.48	3652.42	43,829	239.94	3939.00	47,268	257.26	4223.33	50,680
1	2	193.48	3176.33	38,116	222.48	3652.42	43,829	239.94	3939.00	47,268	257.26	4223.33	50,680
2	3	193.48	3176.33	38,116	222.48	3652.42	43,829	239.94	3939.00	47,268	257.26	4223.33	50,680
3	4	212.73	3492.33	41,908	244.68	4016.83	48,202	263.81	4330.92	51,971	282.87	4643.75	55,725
4	5	212.73	3492.33	41,908	244.68	4016.83	48,202	263.81	4330.92	51,971	282.87	4643.75	55,725
5	6	212.73	3492.33	41,908	244.68	4016.83	48,202	263.81	4330.92	51,971	282.87	4643.75	55,725
6	7	222.10	3646.17	43,754	255.34	4191.83	50,302	275.36	4520.50	54,246	295.25	4847.00	58,164
7	8	222.10	3646.17	43,754	255.34	4191.83	50,302	275.36	4520.50	54,246	295.25	4847.00	58,164
8	9	222.10	3646.17	43,754	255.34	4191.83	50,302	275.36	4520.50	54,246	295.25	4847.00	58,164
9	10	225.11	3695.58	44,347	258.74	4247.67	50,972	279.02	4580.58	54,967	299.29	4913.33	58,960
10	11	225.11	3695.58	44,347	258.74	4247.67	50,972	279.02	4580.58	54,967	299.29	4913.33	58,960
11	12	225.11	3695.58	44,347	258.74	4247.67	50,972	279.02	4580.58	54,967	299.29	4913.33	58,960
12	13	229.09	3760.92	45,131	263.49	4325.67	51,908	284.15	4664.83	55,978	304.75	5003.00	60,036
13	14	229.09	3760.92	45,131	263.49	4325.67	51,908	284.15	4664.83	55,978	304.75	5003.00	60,036
14	15	229.09	3760.92	45,131	263.49	4325.67	51,908	284.15	4664.83	55,978	304.75	5003.00	60,036
15	16	234.29	3846.25	46,155	269.45	4423.50	53,082	290.57	4770.17	57,242	311.61	5115.58	61,387
16	17	234.29	3846.25	46,155	269.45	4423.50	53,082	290.57	4770.17	57,242	311.61	5115.58	61,387
17	18	234.29	3846.25	46,155	269.45	4423.50	53,082	290.57	4770.17	57,242	311.61	5115.58	61,387
18	19	237.37	3896.83	46,762	272.98	4481.42	53,777	294.35	4832.25	57,987	315.66	5182.08	62,185
19	20	237.37	3896.83	46,762	272.98	4481.42	53,777	294.35	4832.25	57,987	315.66	5182.08	62,185
20	21	237.37	3896.83	46,762	272.98	4481.42	53,777	294.35	4832.25	57,987	315.66	5182.08	62,185
21	22	240.32	3945.25	47,343	276.51	4539.33	54,472	298.14	4894.50	58,734	319.64	5247.42	62,969
22	23	240.32	3945.25	47,343	276.51	4539.33	54,472	298.14	4894.50	58,734	319.64	5247.42	62,969
23	24	240.32	3945.25	47,343	276.51	4539.33	54,472	298.14	4894.50	58,734	319.64	5247.42	62,969
24	25	243.21	3992.67	47,912	279.34	4585.83	55,030	300.96	4940.75	59,289	322.40	5292.75	63,513
25	26	243.21	3992.67	47,912	279.34	4585.83	55,030	300.96	4940.75	59,289	322.40	5292.75	63,513
26	27	243.21	3992.67	47,912	279.34	4585.83	55,030	300.96	4940.75	59,289	322.40	5292.75	63,513
27	28	246.03	4039.00	48,468	282.22	4633.08	55,597	303.85	4988.17	59,858	325.26	5339.67	64,076

**TEACHER, COUNSELOR, CERTIFICATED PSYCHOMETRIST & REGISTERED NURSE - 10 MONTH
202 Contract Days**

Years of Completed Experience	Step	Bachelor's Degree			Master's Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	193.48	3256.92	39,083	222.48	3745.08	44,941	239.94	4039.00	48,468	257.26	4330.58	51,967
1	2	193.48	3256.92	39,083	222.48	3745.08	44,941	239.94	4039.00	48,468	257.26	4330.58	51,967
2	3	193.48	3256.92	39,083	222.48	3745.08	44,941	239.94	4039.00	48,468	257.26	4330.58	51,967
3	4	212.73	3580.92	42,971	244.68	4118.75	49,425	263.81	4440.83	53,290	282.87	4761.67	57,140
4	5	212.73	3580.92	42,971	244.68	4118.75	49,425	263.81	4440.83	53,290	282.87	4761.67	57,140
5	6	212.73	3580.92	42,971	244.68	4118.75	49,425	263.81	4440.83	53,290	282.87	4761.67	57,140
6	7	222.10	3738.67	44,864	255.34	4298.25	51,579	275.36	4635.25	55,623	295.25	4970.08	59,641
7	8	222.10	3738.67	44,864	255.34	4298.25	51,579	275.36	4635.25	55,623	295.25	4970.08	59,641
8	9	222.10	3738.67	44,864	255.34	4298.25	51,579	275.36	4635.25	55,623	295.25	4970.08	59,641
9	10	225.11	3789.33	45,472	258.74	4355.42	52,265	279.02	4696.83	56,362	299.29	5038.08	60,457
10	11	225.11	3789.33	45,472	258.74	4355.42	52,265	279.02	4696.83	56,362	299.29	5038.08	60,457
11	12	225.11	3789.33	45,472	258.74	4355.42	52,265	279.02	4696.83	56,362	299.29	5038.08	60,457
12	13	229.09	3856.33	46,276	263.49	4435.42	53,225	284.15	4783.17	57,398	304.75	5130.00	61,560
13	14	229.09	3856.33	46,276	263.49	4435.42	53,225	284.15	4783.17	57,398	304.75	5130.00	61,560
14	15	229.09	3856.33	46,276	263.49	4435.42	53,225	284.15	4783.17	57,398	304.75	5130.00	61,560
15	16	234.29	3943.92	47,327	269.45	4535.75	54,429	290.57	4891.25	58,695	311.61	5245.42	62,945
16	17	234.29	3943.92	47,327	269.45	4535.75	54,429	290.57	4891.25	58,695	311.61	5245.42	62,945
17	18	234.29	3943.92	47,327	269.45	4535.75	54,429	290.57	4891.25	58,695	311.61	5245.42	62,945
18	19	237.37	3995.75	47,949	272.98	4595.17	55,142	294.35	4954.92	59,459	315.66	5313.58	63,763
19	20	237.37	3995.75	47,949	272.98	4595.17	55,142	294.35	4954.92	59,459	315.66	5313.58	63,763
20	21	237.37	3995.75	47,949	272.98	4595.17	55,142	294.35	4954.92	59,459	315.66	5313.58	63,763
21	22	240.32	4045.42	48,545	276.51	4654.58	55,855	298.14	5018.67	60,224	319.64	5380.58	64,567
22	23	240.32	4045.42	48,545	276.51	4654.58	55,855	298.14	5018.67	60,224	319.64	5380.58	64,567
23	24	240.32	4045.42	48,545	276.51	4654.58	55,855	298.14	5018.67	60,224	319.64	5380.58	64,567
24	25	243.21	4094.00	49,128	279.34	4702.25	56,427	300.96	5066.17	60,794	322.40	5427.08	65,125
25	26	243.21	4094.00	49,128	279.34	4702.25	56,427	300.96	5066.17	60,794	322.40	5427.08	65,125
26	27	243.21	4094.00	49,128	279.34	4702.25	56,427	300.96	5066.17	60,794	322.40	5427.08	65,125
27	28	246.03	4141.50	49,698	282.22	4750.67	57,008	303.85	5114.83	61,378	325.26	5475.25	65,703

TEACHER, PROFESSIONAL DEVELOPMENT SPECIALIST - 12 MONTH

240 Contract Days

Years of Completed Experience	Step	Bachelor's Degree			Master's Degree			Ed. Specialist Degree/ AA Certificate			Doctoral Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	193.48	3869.58	46,435	222.48	4449.58	53,395	239.94	4798.83	57,586	257.26	5145.17	61,742
1	2	193.48	3869.58	46,435	222.48	4449.58	53,395	239.94	4798.83	57,586	257.26	5145.17	61,742
2	3	193.48	3869.58	46,435	222.48	4449.58	53,395	239.94	4798.83	57,586	257.26	5145.17	61,742
3	4	212.73	4254.58	51,055	244.68	4893.58	58,723	263.81	5276.17	63,314	282.87	5657.42	67,889
4	5	212.73	4254.58	51,055	244.68	4893.58	58,723	263.81	5276.17	63,314	282.87	5657.42	67,889
5	6	212.73	4254.58	51,055	244.68	4893.58	58,723	263.81	5276.17	63,314	282.87	5657.42	67,889
6	7	222.10	4442.00	53,304	255.34	5106.83	61,282	275.36	5507.17	66,086	295.25	5905.00	70,860
7	8	222.10	4442.00	53,304	255.34	5106.83	61,282	275.36	5507.17	66,086	295.25	5905.00	70,860
8	9	222.10	4442.00	53,304	255.34	5106.83	61,282	275.36	5507.17	66,086	295.25	5905.00	70,860
9	10	225.11	4502.17	54,026	258.74	5174.83	62,098	279.02	5580.42	66,965	299.29	5985.83	71,830
10	11	225.11	4502.17	54,026	258.74	5174.83	62,098	279.02	5580.42	66,965	299.29	5985.83	71,830
11	12	225.11	4502.17	54,026	258.74	5174.83	62,098	279.02	5580.42	66,965	299.29	5985.83	71,830
12	13	229.09	4581.83	54,982	263.49	5269.83	63,238	284.15	5683.00	68,196	304.75	6095.00	73,140
13	14	229.09	4581.83	54,982	263.49	5269.83	63,238	284.15	5683.00	68,196	304.75	6095.00	73,140
14	15	229.09	4581.83	54,982	263.49	5269.83	63,238	284.15	5683.00	68,196	304.75	6095.00	73,140
15	16	234.29	4685.83	56,230	269.45	5389.00	64,668	290.57	5811.42	69,737	311.61	6232.17	74,786
16	17	234.29	4685.83	56,230	269.45	5389.00	64,668	290.57	5811.42	69,737	311.61	6232.17	74,786
17	18	234.29	4685.83	56,230	269.45	5389.00	64,668	290.57	5811.42	69,737	311.61	6232.17	74,786
18	19	237.37	4747.42	56,969	272.98	5459.58	65,515	294.35	5887.00	70,644	315.66	6313.17	75,758
19	20	237.37	4747.42	56,969	272.98	5459.58	65,515	294.35	5887.00	70,644	315.66	6313.17	75,758
20	21	237.37	4747.42	56,969	272.98	5459.58	65,515	294.35	5887.00	70,644	315.66	6313.17	75,758
21	22	240.32	4806.42	57,677	276.51	5530.17	66,362	298.14	5962.83	71,554	319.64	6392.83	76,714
22	23	240.32	4806.42	57,677	276.51	5530.17	66,362	298.14	5962.83	71,554	319.64	6392.83	76,714
23	24	240.32	4806.42	57,677	276.51	5530.17	66,362	298.14	5962.83	71,554	319.64	6392.83	76,714
24	25	243.21	4864.17	58,370	279.34	5586.83	67,042	300.96	6019.17	72,230	322.40	6448.00	77,376
25	26	243.21	4864.17	58,370	279.34	5586.83	67,042	300.96	6019.17	72,230	322.40	6448.00	77,376
26	27	243.21	4864.17	58,370	279.34	5586.83	67,042	300.96	6019.17	72,230	322.40	6448.00	77,376
27	28	246.03	4920.58	59,047	282.22	5644.42	67,733	303.85	6077.00	72,924	325.26	6505.17	78,062

SALARY SUPPLEMENTS

Salary supplements are provided to approved certificated employees who perform tasks beyond the requirements of the teacher's assigned daily schedule. An employee cannot earn two concurrent supplements during each seasonal program. The amount of the salary supplement is based upon the following criteria:

- years of experience (Step)
- instruction beyond the established school day and school year
- approval of the Principal, Superintendent, and Board

Supplements are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

**SUPPLEMENTS WILL BE PAID OVER A 12 MONTH PERIOD
AS APPROVED BY THE BOARD. SUPPLEMENTS APPROVED AFTER THE
BEGINNING OF THE CONTRACT YEAR WILL BE PRORATED OVER THE
REMAINING MONTHS IN THE CONTRACT**

COACHING SUPPLEMENT SCHEDULE

Position	VARSITY				Varsity "B" Team		Junior High		Jr. High "B" Team	
	Category	0-3 Yrs	4-5 Yrs	5-8 Yrs	Category	All Years	Category	All Years	Category	All Years
Years as FB Head Coach										
Head Football	A	12,000	14,000	16,000			I	1,500		
	9+ Yrs	18,000								
		All Years								
Head Basketball - Boys	B	5,250			H	2000	I	1500	J	1000
Head Basketball - Girls	B	5,250			H	2,000	I	1,500	J	1,000
Assistant Football (limit 4)	C	3,000								
Football Cheerleading	D	2,000					K**	750		
Basketball Cheerleading	D	2,000					K**	750		
Head Baseball	E	4,500			I	1,500	I	1,500		
Head Softball	E	4,500			I	1500	I	1500		
Volleyball	F	4,000			I	1,500	I	1,500		
Wrestling	G	3,500								
Cross Country Track	I	1,500								
Coach any sport boys		2,500						1500		
Coach any sport girls		2,500						1500		
Athletic compliance officer		3,000						2000		
Swim	H	2,000								
Track - Boys *	I	1,500								
Track - Girls *	I	1,500								
Golf	I	1,500								

* Only one Track supplement (if same coach for both) if joint meets and joint practices.

** Count as 1/2 of a supplement when counting 16 (E-K) per Board policy #6.33

Schools are limited to the number of coaching positions available, refer to Board policy #6.33

A person serving as either a varsity basketball coach or an assistant football coach may only be assigned no more than two (2) category E-K positions. In the event a varsity basketball coach also serves as an assistant football coach, he/she shall not be paid for any additional coaching position (E-K) unless the additional position is submitted in writing to and approved by the Superintendent. Additional sports or supplements require written approval of the Superintendent and Board, and the school will be required to reimburse the Board for any such additional paid supplement.

The Head Football Coaching supplement will be paid over a twelve-month term from July 1 through June 30 on the last working day of each month; however during holiday months, payment will be based on receipt of State funds. All other coaching supplements are paid consistent with the annual teacher contract year (September 1 – August 31). Any teacher/coach who completes a partial coaching assignment will receive a prorated portion of the relevant supplement.

ADMINISTRATIVE PERSONNEL

1. Salaries are prorated over a twelve month period regardless of whether assignments are 9, 10, 11, or 12 month positions.
2. Salaries for contract principals are based upon individual contract terms.
3. Salary schedule placement for assistant principals is determined by the degree held and the type of school.

**PRINCIPALS /ASSISTANT PRINCIPALS/TITLE I FACILITATORS/AEP
ADMINISTRATOR**

PRINCIPALS

Principals are employed pursuant to individual contracts based upon qualification, experience, performance and other relevant factors. Contract terms for probationary and contract principals, including salary, length of contract, and similar terms, are subject to negotiation. Non-contract principals are paid based upon earlier salary schedules.

**ASSISTANT PRINCIPAL / TITLE I FACILITATOR/AEP
ADMINISTRATOR/GRAD COACH**

LEVEL	High School/AEP - 240 Days		High School/Grad Coach - 240 Days		Elementary / Middle - 202 Days	
	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
MASTERS	5706.67	68,480	5755.00	69,060	4815.00	57,780
ED.S./AA.	5929.58	71,155	5978.00	71,735	5037.92	60,455
ED.D./PH.D.	6152.50	73,830	6200.80	74,410	5260.83	63,130

SUPPORT PERSONNEL

The following 2012-2013 Salary Schedules for Support Personnel reflect the salaries for support employees of the Calhoun County School System. The salaries of some support employees may be based on previous salary schedules.

BUS DRIVERS

Completed years Experience	STEP	REGULAR DRIVER - 182			BUS DRIVER WITH CTC ROUTE - 176			SPECIAL ED DRIVER		
					Hours/Day			Hours/Day		
		Hourly	Daily	Annual	Hourly	Daily	Annual	Hourly	Daily	Annual
0	1	15.60	62.40	11356	16.73	108.77	19144	17.36	69.44	12638
1	2	15.93	63.71	11596	16.94	110.14	19384	17.68	70.72	12871
2	3	16.19	64.77	11788	17.11	111.23	19576	17.96	71.84	13075
3	4	16.54	66.15	12040	17.33	112.66	19828	18.30	73.20	13322
4	5	16.54	66.15	12040	17.33	112.66	19828	18.30	73.20	13322
5	6	16.85	67.41	12268	17.53	113.95	20056	18.70	74.80	13614
6	7	16.85	67.41	12268	17.53	113.95	20056	18.70	74.80	13614
7	8	17.15	68.59	12484	17.72	115.18	20272	18.91	75.64	13766
8	9	17.15	68.59	12484	17.72	115.18	20272	18.91	75.64	13766
9	10	17.45	69.78	12700	17.91	116.41	20488	19.22	76.88	13992

BUS AIDE 182 DAYS

Completed years Experience	STEP	182		
		Hours/Day		
		Hourly	Daily	Annual
0	1	11.40	45.59	8,298
1	2	11.73	46.91	8,538
2	3	12.08	48.31	8,793
3	4	12.43	49.71	9,048
4	5	12.43	49.71	9,048
5	6	12.79	51.15	9,310
6	7	12.79	51.15	9,310
7	8	13.19	52.75	9,601
8	9	13.19	52.75	9,601
9	10	13.59	54.35	9,892

CNP MANAGER

Years Completed Experience	Step	Cafeteria Manager Elementary							
		8	Hours			7 1/2	Hours		
		185	Hourly Rate	Daily Rate	Bkfast Suppl	185	Hourly Rate	Daily Rate	Bkfast Suppl
0	1	18,783	12.69	101.53	939	17,677	12.74	95.56	884
1	2	19,453	13.14	105.15	973	18,305	13.19	98.95	915
2	3	20,121	13.60	108.76	1006	18,932	13.64	102.34	946
3	4	20,806	14.06	112.46	1040	19,574	14.11	105.81	979
4	5	20,806	14.06	112.46	1040	19,574	14.11	105.81	979
5	6	21,556	14.56	116.52	1078	20,278	14.61	109.61	1014
6	7	21,556	14.56	116.52	1078	20,278	14.61	109.61	1014
7	8	22,372	15.12	120.93	1118	21,043	15.17	113.75	1052
8	9	22,372	15.12	120.93	1118	21,043	15.17	113.75	1052
9	10	23,172	15.66	125.25	1158	21,792	15.71	117.79	1090

Years Completed Experience	Step	Cafeteria Manager High School											
		8	Hours			7 1/2	Hours			7	Hours		
		185	Hourly Rate	Daily Rate	Bkfast Suppl	185	Hourly Rate	Daily Rate	Bkfast Suppl	185	Hourly Rate	Daily Rate	Bkfast Suppl
0	1	19,453	13.14	105.15	973	18,305	13.19	98.95	915	17,159	13.25	92.75	858
1	2	20,121	13.60	108.6	1006	18,932	13.64	102.34	947	17,744	13.70	95.91	887
2	3	20,806	14.06	112.46	1040	19,574	14.11	105.81	979	18,343	14.16	99.15	917
3	4	21,556	14.56	116.52	1078	20,278	14.61	109.61	1014	18,999	14.67	102.70	950
4	5	21,556	14.56	116.52	1078	20,278	14.61	109.61	1014	18,999	14.67	102.70	950
5	6	22,372	15.12	120.93	1118	21,043	15.17	113.75	1052	19,713	15.22	106.56	985
6	7	22,372	15.12	120.93	1118	21,043	15.17	113.75	1052	19,713	15.22	106.56	985
7	8	23,172	15.66	125.25	1158	21,791	15.71	117.79	1089	20,412	15.76	110.34	1021
8	9	23,172	15.66	125.25	1158	21,791	15.71	117.79	1089	20,412	15.76	110.34	1021
9	10	24,086	16.27	130.19	1204	22,618	16.30	122.26	1131	21,183	16.36	114.50	1059

A 5% supplement shall be added to the salary of CNP Managers who participate in the operation of a breakfast program.

CNP ASSISTANT MANAGER

Years Completed Experience	Step	CNP Assistant Manager Elementary								
		7	Hours				7 1/2	Hours		
		184	Hourly Rate	Daily Rate	Bkfast Suppl	Step	183	Hourly Rate	Daily Rate	Bkfast Suppl
0	1	15,380	11.94	83.59	769	1	16,288	11.87	89.01	814
1	2	15,921	12.36	86.53	796	2	16,894	12.31	92.32	845
2	3	16,489	12.80	89.62	824	3	17,499	12.75	95.62	875
3	4	17,071	13.25	92.78	854	4	18,119	13.20	99.01	906
4	5	17,071	13.25	92.78	854	5	18,119	13.20	99.01	906
5	6	17,653	13.71	95.94	882	6	18,740	13.65	102.40	937
6	7	17,653	13.71	95.94	882	7	18,740	13.65	102.40	937
7	8	18,250	14.17	99.18	912	8	19,374	14.12	105.87	969
8	9	18,250	14.17	99.18	912	9	19,374	14.12	105.87	969
9	10	18,902	14.68	102.73	945	10	20,071	14.62	109.68	1003

Years Completed Experience	Step	CNP Assistant Manager High School											
		7 1/2	Hours	Hours		7 1/2	Hours			7	Hours		
		184	Hourly Rate	Daily Rate	Bkfast Suppl	180	Hourly Rate	Daily Rate	Bkfast Suppl	180	Hourly Rate	Daily Rate	Bkfast Suppl
0	1	16,981	12.30	92.29	849	16,636	12.32	92.42	832	15,609	12.39	86.71	780
1	2	17,588	12.75	95.59	879	17,230	12.76	95.72	861	16,155	12.82	89.75	808
2	3	18,212	13.20	98.98	911	17,841	13.22	99.11	892	16,724	13.27	92.91	836
3	4	18,836	13.65	102.37	942	18,450	13.67	102.50	922	17,294	13.73	96.08	865
4	5	18,836	13.65	102.37	942	18,450	13.67	102.50	922	17,294	13.73	96.08	865
5	6	19,474	14.11	105.84	974	19,076	14.13	105.98	954	17,877	14.19	99.31	894
6	7	19,474	14.11	105.84	974	19,076	14.13	105.98	954	17,877	14.19	99.31	894
7	8	20,175	14.62	109.64	1008	19,759	14.64	109.78	988	18,515	14.69	102.86	926
8	9	20,175	14.62	109.64	1008	19,759	14.64	109.78	988	18,515	14.69	102.86	926
9	10	20,935	15.17	113.78	1046	20,503	15.19	113.91	1025	19,210	15.25	106.73	961

A 5% supplement shall be added to the salary of Assistant Managers who participate in the operation of a breakfast program.

Years Completed Experience	Step	CNP CASHIERS								
		6	Hours		5	Hours		4	Hours	
		184	Hourly Rate	Daily Rate	184	Hourly Rate	Daily Rate	184	Hourly Rate	Daily Rate
0	1	12,687	11.49	68.95	10,906	11.85	59.27	9,124	12.40	49.59
1	2	13,084	11.85	71.11	11,237	12.21	61.07	9,389	12.76	51.03
2	3	13,526	12.25	73.51	11,605	12.61	63.07	9,684	13.16	52.63
3	4	13,967	12.65	75.91	11,973	13.01	65.07	9,978	13.56	54.23
4	5	13,967	12.65	75.91	11,973	13.01	65.07	9,978	13.56	54.23
5	6	14,420	13.06	78.37	12,350	13.42	67.12	10,280	13.97	55.87
6	7	14,420	13.06	78.37	12,350	13.42	67.12	10,280	13.97	55.87
7	8	14,873	13.47	80.83	12,727	13.83	69.17	10,582	14.38	57.51
8	9	14,873	13.47	80.83	12,727	13.83	69.17	10,582	14.38	57.51
9	10	15,340	13.90	83.37	13,114	14.25	71.27	10,891	14.80	59.19
Years Completed Experience	Step	CNP CASHIERS								
		4	Hours		4	Hours				
		182	Hourly Rate	Daily Rate	180	Hourly Rate	Daily Rate			
0	1	9,047	12.43	49.71	8,970	12.46	49.83			
1	2	9,309	12.79	51.15	9,229	12.82	51.27			
2	3	9,600	13.19	52.75	9,517	13.22	52.87			
3	4	9,892	13.59	54.35	9,805	13.62	54.47			
4	5	9,892	13.59	54.35	9,805	13.62	54.47			
5	6	10,190	14.00	55.99	10,100	14.03	56.11			
6	7	10,190	14.00	55.99	10,100	14.03	56.11			
7	8	10,488	14.41	57.63	10,395	14.44	57.75			
8	9	10,488	14.41	57.63	10,395	14.44	57.75			
9	10	10,794	14.83	59.31	10,698	14.86	59.43			

CNP WORKERS

Years Completed Experience	Step												
		7	Hours		6	Hours		5	Hours		4	Hours	
		183	Hourly Rate	Daily Rate	183	Hourly Rate	Daily Rate	183	Hourly Rate	Daily Rate	183	Hourly Rate	Daily Rate
0	1	12,274	9.58	67.07	10,806	9.84	59.05	9,338	10.21	51.03	7,871	10.75	43.01
1	2	12,684	9.9	69.31	11,157	10.16	60.97	9,631	10.53	52.63	8,105	11.07	44.29
2	3	13,081	10.21	71.48	11,498	10.47	62.83	9,915	10.84	54.18	8,332	11.38	45.53
3	4	13,503	10.54	73.79	11,860	10.8	64.81	10,217	11.17	55.83	8,573	11.71	46.85
4	5	13,503	10.54	73.79	11,860	10.8	64.81	10,217	11.17	55.83	8,573	11.71	46.85
5	6	13,952	10.89	76.24	12,244	11.15	66.91	10,537	11.52	57.58	8,830	12.06	48.25
6	7	13,952	10.89	76.24	12,244	11.15	66.91	10,537	11.52	57.58	8,830	12.06	48.25
7	8	14,400	11.24	78.69	12,629	11.5	69.01	10,857	11.87	59.33	9,086	12.41	49.65
8	9	14,400	11.24	78.69	12,629	11.5	69.01	10,857	11.87	59.33	9,086	12.41	49.65
9	10	14,861	11.6	81.21	13,024	11.86	71.17	11,187	12.23	61.13	9,349	12.77	51.09

Years Completed Experience	Step	CNP WORKERS					
		180	Hourly Rate	Daily Rate	180	Hourly Rate	Daily Rate
		0	1	12,105	9.61	67.25	10,662
1	2	12,508	9.93	69.49	11,007	10.19	61.15
2	3	12,899	10.24	71.66	11,342	10.5	63.01
3	4	13,315	10.57	73.97	11,698	10.83	64.99
4	5	13,315	10.57	73.97	11,698	10.83	64.99
5	6	13,756	10.92	76.42	12,076	11.18	67.09
6	7	13,756	10.92	76.42	12,076	11.18	67.09
7	8	14,197	11.27	78.87	12,454	11.53	69.19
8	9	14,197	11.27	78.87	12,454	11.53	69.19
9	10	14,650	11.63	81.39	12,843	11.89	71.35

Years Completed Experience	Step	7	Hours		6	Hours		5.5	Hours	
		179	Hourly Rate	Daily Rate	179	Hourly Rate	Daily Rate	179	Hourly Rate	Daily Rate
		0	1	12,049	9.62	67.31	10,613	9.88	59.29	9,896
1	2	12,450	9.94	69.55	10,957	10.2	61.21	10,211	10.37	57.04
2	3	12,838	10.25	71.72	11,290	10.51	63.07	10,516	10.68	58.75
3	4	13,252	10.58	74.03	11,645	10.84	65.06	10,841	11.01	60.56
4	5	13,252	10.58	74.03	11,645	10.84	65.06	10,841	11.01	60.56
5	6	13,690	10.93	76.48	12,020	11.19	67.15	11,185	11.36	62.49
6	7	13,690	10.93	76.48	12,020	11.19	67.15	11,185	11.36	62.49
7	8	14,129	11.28	78.93	12,396	11.54	69.25	11,530	11.71	64.41
8	9	14,129	11.28	78.93	12,396	11.54	69.25	11,530	11.71	64.41
9	10	14,580	11.64	81.45	12,783	11.9	71.41	11,884	12.07	66.39

CUSTODIAN

Years	Step	Custodian 240 Days			222 Days											
		8	Hrly rate*	Daily	8	Hrly rate	Daily	6.5	Hrly rate	Daily	6	Hrly rate	Daily	4	Hrly rate	Daily
0	1	18,920	9.10	78.83	16,311	9.18	73.47	13,573	9.41	61.14	12,683	9.52	57.13	9,122	10.27	41.09
1	2	19,631	9.44	81.80	16,919	9.53	76.21	14,035	9.73	63.22	13,109	9.84	59.05	9,406	10.59	42.37
2	3	20,321	9.77	84.67	17,507	9.86	78.86	14,482	10.04	65.23	13,522	10.15	60.91	9,681	10.90	43.61
3	4	21,055	10.12	87.73	18,134	10.21	81.68	14,958	10.37	67.38	13,961	10.48	62.89	9,974	11.23	44.93
4	5	21,055	10.12	87.73	18,134	10.21	81.68	14,958	10.37	67.38	13,961	10.48	62.89	9,974	11.23	44.93
5	6	21,819	10.49	90.91	18,800	10.59	84.68	15,475	10.72	69.71	14,428	10.83	64.99	10,285	11.58	46.33
6	7	21,819	10.49	90.91	18,800	10.59	84.68	15,475	10.72	69.71	14,428	10.83	64.99	10,285	11.58	46.33
7	8	22,610	10.87	94.21	19,465	10.96	87.68	16,016	11.10	72.14	14,894	11.18	67.09	10,596	11.93	47.73
8	9	22,610	10.87	94.21	19,465	10.96	87.68	16,016	11.10	72.14	14,894	11.18	67.09	10,596	11.93	47.73
9	10	23,462	11.28	97.76	20,149	11.35	90.76	16,572	11.48	74.65	15,379	11.55	69.27	10,916	12.29	49.17

* Hourly rates for 240 day employees are calculated in accordance with FSLA

LIBRARY AIDES

Years Completed Experience	Step	187 Day 7 1/2 hr			187 Day 7 hr			187 Day 4 hr		
		Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *
0	1	15085	80.67	10.76	14213	76.01	10.86	8979	48.02	12.01
1	2	15596	83.40	11.12	14671	78.45	11.21	9241	49.42	12.36
2	3	16137	86.29	11.51	15142	80.97	11.57	9510	50.86	12.72
3	4	16737	89.50	11.93	15693	83.92	11.99	9809	52.45	13.11
4	5	16737	89.50	11.93	15693	83.92	11.99	9809	52.45	13.11
5	6	17337	92.71	12.36	16253	86.91	12.42	10108	54.05	13.51
6	7	17337	92.71	12.36	16253	86.91	12.42	10108	54.05	13.51
7	8	17952	96.00	12.80	16827	89.98	12.85	10415	55.70	13.93
8	9	17952	96.00	12.80	16827	89.98	12.85	10415	55.70	13.93
9	10	18568	99.29	13.24	17401	93.05	13.29	10722	57.34	14.34

SPECIAL ED AIDES

Years Completed Experience	Step	183 Day 8 hr			183 Day 7 1/2 hr			183 Day 7 hr			183 Day 6 hr		
		Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *
0	1	14664	80.13	10.02	13872	75.80	10.11	13081	71.48	10.21	11498	62.83	10.47
1	2	15147	82.77	10.35	14325	78.28	10.44	13503	73.79	10.54	11860	64.81	10.80
2	3	15685	85.71	10.71	14805	80.90	10.79	13952	76.24	10.89	12244	66.91	11.15
3	4	16234	88.71	11.09	15286	83.53	11.14	14400	78.69	11.24	12629	69.01	11.50
4	5	16234	88.71	11.09	15286	83.53	11.14	14400	78.69	11.24	12629	69.01	11.50
5	6	16798	91.79	11.47	15815	86.42	11.52	14861	81.21	11.60	13024	71.17	11.86
6	7	16798	91.79	11.47	15815	86.42	11.52	14861	81.21	11.60	13024	71.17	11.86
7	8	17424	95.21	11.90	16402	89.63	11.95	15380	84.04	12.01	13463	73.57	12.26
8	9	17424	95.21	11.90	16402	89.63	11.95	15380	84.04	12.01	13463	73.57	12.26
9	10	18051	98.64	12.33	16989	92.84	12.38	15928	87.04	12.43	13902	75.97	12.66

PE AIDES

Years Completed Experience	Step	182 Day 7 1/2 hr			182 Day 7 hr			182 Day 6 1/2 hr			182 Day 6 hr		
		Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *
0	1	13807	75.86	10.11	13020	71.54	10.22	12233	67.21	10.34	11446	62.89	10.48
1	2	14258	78.34	10.45	13441	73.85	10.55	12623	69.36	10.67	11806	64.87	10.81
2	3	14735	80.96	10.79	13886	76.30	10.90	13037	71.63	11.02	12188	66.97	11.16
3	4	15213	83.59	11.15	14332	78.75	11.25	13451	73.91	11.37	12571	69.07	11.51
4	5	15213	83.59	11.15	14332	78.75	11.25	13451	73.91	11.37	12571	69.07	11.51
5	6	15734	86.45	11.53	14791	81.27	11.61	13877	76.25	11.73	12964	71.23	11.87
6	7	15734	86.45	11.53	14791	81.27	11.61	13877	76.25	11.73	12964	71.23	11.87
7	8	16319	89.66	11.95	15302	84.08	12.01	14351	78.85	12.13	13400	73.63	12.27
8	9	16319	89.66	11.95	15302	84.08	12.01	14351	78.85	12.13	13400	73.63	12.27
9	10	16903	92.87	12.38	15847	87.07	12.44	14824	81.45	12.53	13837	76.03	12.67

PE AIDES

Years Completed Experience	Step	182 Day 4 hr		
		Annual Amount	Daily Rate	Hourly Rate *
0	1	8297	45.59	11.40
1	2	8537	46.91	11.73
2	3	8792	48.31	12.08
3	4	9047	49.71	12.43
4	5	9047	49.71	12.43
5	6	9309	51.15	12.79
6	7	9309	51.15	12.79
7	8	9600	52.75	13.19
8	9	9600	52.75	13.19
9	10	9892	54.35	13.59

IN SCHOOL DETENTION AIDES

Years Completed Experience	Step	203 Day 8hr			182 Day 7 1/2 hr		
		Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *
0	1	16101	79.32	9.92	13807	75.86	10.11
1	2	16675	82.14	10.27	14258	78.34	10.45
2	3	17283	85.14	10.64	14735	80.96	10.79
3	4	17890	88.13	11.02	15213	83.59	11.15
4	5	17890	88.13	11.02	15213	83.59	11.15
5	6	18516	91.21	11.40	15734	86.45	11.53
6	7	18516	91.21	11.40	15734	86.45	11.53
7	8	19212	94.64	11.83	16319	89.66	11.95
8	9	19212	94.64	11.83	16319	89.66	11.95
9	10	19906	98.06	12.26	16903	92.87	12.38

TITLE I AIDES

Years Completed Experience	Step	183 Day 7 hr			183 Day 4 hr		
		Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *
0	1	13081	71.48	10.21	8332	45.53	11.38
1	2	13503	73.79	10.54	8573	46.85	11.71
2	3	13952	76.24	10.89	8830	48.25	12.06
3	4	14400	78.69	11.24	9086	49.65	12.41
4	5	14400	78.69	11.24	9086	49.65	12.41
5	6	14861	81.21	11.60	9349	51.09	12.77
6	7	14861	81.21	11.60	9349	51.09	12.77
7	8	15380	84.04	12.01	9642	52.69	13.17
8	9	15380	84.04	12.01	9642	52.69	13.17
9	10	15928	87.04	12.43	9935	54.29	13.57

PRE-K AIDE

(GRANT FEDERAL/STATE)
\$17,679 ANNUAL AMOUNT

Registered Nurse (see Teacher Salary Schedule 10 month)

Local School Nurse - LPN

		187 Day 7 1/2 hour			187 Day 7 hour		
Years Completed Experience	Step	Annual Amount	Daily Rate	Hourly Rate *	Annual Amount	Daily Rate	Hourly Rate *
0	1	21374	114.30	15.24	20021	107.06	15.29
1	2	22184	118.63	15.82	20777	111.11	15.87
2	3	22989	122.94	16.39	21505	115.00	16.43
3	4	23841	127.49	17.00	22253	119.00	17.00
4	5	23841	127.49	17.00	22253	119.00	17.00
5	6	24768	132.45	17.66	23117	123.62	17.66
6	7	24768	132.45	17.66	23117	123.62	17.66
7	8	25709	137.48	18.33	23994	128.31	18.33
8	9	25709	137.48	18.33	23994	128.31	18.33
9	10	26719	142.88	19.05	24936	133.35	19.05

		187 Day 8 hour		
Years Completed Experience	Step	Annual Amount	Daily Rate	Hourly Rate *
0	1	22,799	121.92	15.24
1	2	23,667	126.56	15.82
2	3	24,519	131.12	16.39
3	4	25,432	136.00	17.00
4	5	25,432	136.00	17.00
5	6	26,419	141.28	17.66
6	7	26,419	141.28	17.66
7	8	27,422	146.64	18.33
8	9	27,422	146.64	18.33
9	10	28,499	152.40	19.05

ELEMENTARY/MIDDLE SCHOOL SECRETARY

Years Completed Experience	HOURS	4			7.5		
	Step		Daily Rate	Hourly Rate		Daily Rate	Hourly Rate
		187			187		
0	1	10103	54.03	13.51	17239	92.19	12.29
1	2	10411	55.68	13.92	17857	95.49	12.73
2	3	10727	57.37	14.34	18491	98.88	13.18
3	4	11044	59.06	14.76	19125	102.27	13.64
4	5	11044	59.06	14.76	19125	102.27	13.64
5	6	11367	60.79	15.20	19774	105.74	14.10
6	7	11367	60.79	15.20	19774	105.74	14.10
7	8	11721	62.68	15.67	20484	109.54	14.61
8	9	11721	62.68	15.67	20484	109.54	14.61
9	10	12107	64.74	16.19	21258	113.68	15.16

HIGH SCHOOL SECRETARY

Years Completed Experience	HOURS	4			7.5		
	Step		Daily Rate	Hourly Rate		Daily Rate	Hourly Rate
		187			187		
0	1	10411	55.68	13.92	17857	95.49	12.73
1	2	10727	57.37	14.34	18491	98.88	13.18
2	3	11044	59.06	14.76	19125	102.27	13.64
3	4	11367	60.79	15.20	19774	105.74	14.10
4	5	11367	60.79	15.20	19774	105.74	14.10
5	6	11721	62.68	15.67	20485	109.54	14.61
6	7	11721	62.68	15.67	20485	109.54	14.61
7	8	12107	64.74	16.19	21258	113.68	15.16
8	9	12107	64.74	16.19	21258	113.68	15.16
9	10	12484	66.76	16.69	22015	117.73	15.70

Years Completed Experience	HOURS	7.5			7.5		
	Step		Daily Rate	Hourly Rate		Daily Rate	Hourly Rate *
		222			240		
0	1	20993	94.57	12.61	24461	101.92	13.59
1	2	21745	97.95	13.06	25386	105.78	14.10
2	3	22498	101.34	13.51	26311	109.63	14.62
3	4	23275	104.84	13.98	27259	113.58	15.14
4	5	23275	104.84	13.98	27259	113.58	15.14
5	6	24162	108.84	14.51	28297	117.90	15.72
6	7	24162	108.84	14.51	28297	117.90	15.72
7	8	25126	113.18	15.09	29425	122.60	16.35
8	9	25126	113.18	15.09	29425	122.60	16.35
9	10	26068	117.42	15.66	30531	127.21	16.96

* Hourly rates for 240 day employees are calculated in accordance with FSLA

**ELEMENTARY/MIDDLE
SCHOOL
BOOKKEEPER**

Years Completed Experience	Step	HOURS		
		240	7.5	
			Daily Rate	Hourly Rate *
0	1	24647	102.70	12.64
1	2	25547	106.44	13.10
2	3	25547	106.44	13.10
3	4	27437	114.32	14.07
4	5	27437	114.32	14.07
5	6	28480	118.67	14.60
6	7	28480	118.67	14.60
7	8	29619	123.41	15.19
8	9	29619	123.41	15.19
9	10	30952	128.97	15.87

**HIGH SCHOOL
BOOKKEEPER**

Years Completed Experience	Step	HOURS		
		240	7.5	
			Daily Rate	Hourly Rate *
0	1	25545	106.44	13.10
1	2	26465	110.27	13.57
2	3	26465	110.27	13.57
3	4	28582	119.09	14.66
4	5	28582	119.09	14.66
5	6	29725	123.85	15.24
6	7	29725	123.85	15.24
7	8	30929	128.87	15.86
8	9	30929	128.87	15.86
9	10	32321	134.67	16.57

MAINTENANCE (240 days – 8 hrs)

		Maintenance Worker 1 (29)			Maintenance Worker 2 (30)			Maintenance Painter (31)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	26094	108.73	12.55	27079	112.83	13.02	28066	116.94	13.49
1	2	27080	112.83	13.02	28066	116.94	13.49	29076	121.15	13.98
2	3	28065	116.94	13.49	29075	121.15	13.98	30183	125.76	14.51
3	4	29073	121.14	13.98	30183	125.76	14.51	31387	130.78	15.09
4	5	29073	121.14	13.98	30183	125.76	14.51	31387	130.78	15.09
5	6	30186	125.78	14.51	31387	130.78	15.09	32566	135.69	15.66
6	7	30186	125.78	14.51	31387	130.78	15.09	32566	135.69	15.66
7	8	31386	130.78	15.09	32566	135.69	15.66	33850	141.04	16.27
8	9	31386	130.78	15.09	32566	135.69	15.66	33850	141.04	16.27
9	10	32564	135.69	15.66	33850	141.04	16.27	35117	146.32	16.88

		Heavy Equip Oper, Welder, Carpenter/Floor Man (32)			Locksmith (33)			Plumber, HVAC, Electrician (36)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	29076	121.15	13.98	30183	125.76	14.51	33850	141.04	16.27
1	2	30183	125.76	14.51	31387	130.78	15.09	35117	146.32	16.88
2	3	31387	130.78	15.09	32566	135.69	15.66	36417	151.74	17.51
3	4	32566	135.69	15.66	33850	141.04	16.27	37835	157.65	18.19
4	5	32566	135.69	15.66	33850	141.04	16.27	37835	157.65	18.19
5	6	33850	141.04	16.27	35117	146.32	16.88	39270	163.62	18.88
6	7	33850	141.04	16.27	35117	146.32	16.88	39270	163.62	18.88
7	8	35117	146.32	16.88	36417	151.74	17.51	40812	170.05	19.62
8	9	35117	146.32	16.88	36417	151.74	17.51	40812	170.05	19.62
9	10	36417	151.74	17.51	37835	157.65	18.19	42267	176.11	20.32

		Lead - Plumber, HVAC, Electrician, Carpenter, Painter, Locksmith (39)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *
0	1	37835	157.65	18.19
1	2	39270	163.62	18.88
2	3	40812	170.05	19.62
3	4	42267	176.11	20.32
4	5	42267	176.11	20.32
5	6	43927	183.03	21.12
6	7	43927	183.03	21.12
7	8	45564	189.85	21.91
8	9	45564	189.85	21.91
9	10	47227	196.78	22.71

* Hourly rates calculated in accordance with FSLA

TRANSPORTATION (240 days - 8 hrs)

		Bus Garage Mechanic (34)			Bus Lead Mechanic (38)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	30473	126.97	14.65	35357	147.32	17.00
1	2	31617	131.74	15.20	36733	153.05	17.66
2	3	32864	136.93	15.80	38126	158.86	18.33
3	4	34094	142.06	16.39	39624	165.10	19.05
4	5	34094	142.06	16.39	39624	165.10	19.05
5	6	35357	147.32	17.00	41036	170.98	19.73
6	7	35357	147.32	17.00	41036	170.98	19.73
7	8	36733	153.05	17.66	42648	177.70	20.50
8	9	36733	153.05	17.66	42648	177.70	20.50
9	10	38126	158.86	18.33	44237	184.32	21.27

		Asst Transportation Dir (40)			Parts Clerk (29)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	38126	158.86	18.33	25334	105.56	12.18
1	2	39624	165.10	19.05	26291	109.55	12.64
2	3	41036	170.98	19.73	27248	113.53	13.10
3	4	42648	177.70	20.50	28226	117.61	13.57
4	5	42648	177.70	20.50	28226	117.61	13.57
5	6	44237	184.32	21.27	29307	122.11	14.09
6	7	44237	184.32	21.27	29307	122.11	14.09
7	8	45851	191.05	22.04	30472	126.97	14.65
8	9	45851	191.05	22.04	30472	126.97	14.65
9	10	47649	198.54	22.91	31616	131.73	15.20

* Hourly rates calculated in accordance with FSLA

		Route supervisor			Shop Foreman			Shop Assistant		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	36938	153.91	19.24	41963	174.85	21.86	23244	96.85	12.11
1	2	37307	155.45	19.43	42383	176.59	22.07	23476	97.82	12.23
2	3	38054	158.56	19.82	43231	180.13	22.52	23945	99.77	12.47
3	4	38434	160.14	20.02	43662	181.93	22.74	24185	100.77	12.60
4	5	39203	163.34	20.42	44535	185.57	23.20	24669	102.79	12.85
5	6	39595	164.98	20.62	44981	187.42	23.43	24915	103.82	12.98
6	7	40782	169.93	21.24	46331	193.04	24.13	25663	106.93	13.37
7	8	41598	173.33	21.67	47257	196.91	24.61	26176	109.07	13.63
8	9	42846	178.53	22.32	48202	200.84	25.11	26962	112.34	14.04
9	10	43703	182.10	22.76	49166	204.86	25.61	27501	114.59	14.32
10	11	45014	187.56	23.44	50150	208.96	26.12	28325	118.02	14.75

Technology Department

Application Support Specialist / Computer Technician

Completed Years Experience	Step	No Degree	2 Yr Degree	4 Yr Degree
0	1	26201	29773	33346
1	2	26201	29773	33346
2	3	26201	29773	33346
3	4	26201	29773	33346
4	5	29773	33346	36919
5	6	29773	33346	36919
6	7	29773	33346	36919
7	8	29773	33346	36919
8	9	29773	33346	36919
9	10	29773	33346	36919
Certification Supplements				
MCSE	1800			
A+	1200			
MCP	300			

Webmaster

Step	No Degree	2 Yr Degree	4 Yr Degree
All	N/A	36919	40487
Certification Supplements			
MCSE	1800		
MCP/Internet	600		

Educ. Tech. Prof. Dev. Manager

Completed Years Experience	Step	4 Yr Degree
0	1	50019
1	2	50019
2	3	50019
3	4	50019
4	5	53591
5	6	53591
6	7	53591
7	8	57164
8	9	57164
9	10	57164

Network Technology Manager

Completed Years Experience	Step	4 Yr Degree
0	1	50019
1	2	50019
2	3	50019
3	4	50019
4	5	53591
5	6	53591
6	7	53591
7	8	57164
8	9	57164
9	10	57164

CENTRAL OFFICE SUPPORT STAFF

240 Day Positions

		Clerical/Secretarial, Central Office CNP Bookkeeper (33)			Leaps Clerk Central Office (34)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	27473	114.47	14.09	28568	119.03	14.65
1	2	28568	119.03	14.65	29642	123.51	15.20
2	3	29642	123.51	15.20	30810	128.38	15.80
3	4	30810	128.38	15.80	31965	133.19	16.39
4	5	30810	128.38	15.80	31965	133.19	16.39
5	6	31965	133.19	16.39	33148	138.12	17.00
6	7	31965	133.19	16.39	33148	138.12	17.00
7	8	33148	138.12	17.00	34437	143.49	17.66
8	9	33148	138.12	17.00	34437	143.49	17.66
9	10	34437	143.49	17.66	35745	148.94	18.33

		Administrative Asst. (36)			Degreed Accountant (39)		
Years Completed Experience	step	Annual Amount	Daily Pay	Hourly Rate *	Annual Amount	Daily Pay	Hourly Rate *
0	1	30810	128.38	15.80	143.49	143.49	17.66
1	2	31965	133.19	16.39	148.94	148.94	18.33
2	3	33148	138.12	17.00	154.79	154.79	19.05
3	4	34437	143.49	17.66	160.30	160.30	19.73
4	5	34437	143.49	17.66	160.30	160.30	19.73
5	6	35745	148.94	18.33	166.60	166.60	20.50
6	7	35745	148.94	18.33	166.60	166.60	20.50
7	8	37149	154.79	19.05	172.80	172.80	21.27
8	9	37149	154.79	19.05	172.80	172.80	21.27
9	10	38471	160.30	19.73	179.10	179.10	22.04

* Reflects Hourly rate calculated in accordance with FSLA

		Administrative Asst II		
Years Completed Experience	step	Annual Amount	Daily Pay	Annual Amount
0	1	38,471	160.30	19.73
1	2	39,914	166.31	20.47
2	3	41,410	172.54	21.24
3	4	43,067	179.45	22.09
4	5	45,005	187.52	23.08
5	6	46,715	194.65	23.96
6	7	46,715	194.65	23.96
7	8	48,584	202.43	24.91
8	9	48,584	202.43	24.91
9	10	50,284	209.52	25.79

202 Day Position

Position	Annual Amount	Daily Pay	Hourly Rate
SOCIAL WORKER	**	**	**

** See Teachers' Salary Schedule 202 days

SUBSTITUTE PERSONNEL

Substitute Teachers

Less than a full day will receive the appropriate hourly rate based on the rates given below.

***Definition: Substitute Teacher – a person employed on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.**

Substitute Teachers	Rate
Non-Certificated	\$ 65.00
Certificated	\$ 75.00

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Calhoun County Board of Education. Substitute teachers are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave.

Support Substitutes

Support Substitute – a person employed on a temporary basis to fill-in for a support employee who is out on leave or has otherwise vacated a position. Support substitutes are not eligible for employee benefits i.e., insurance, on-the-job injury leave, retirement, sick leave or personal leave.

Substitute Custodians, Clerical, and Aides

Hourly Rate	Current Minimum Wage
--------------------	-----------------------------

Substitute Bus Drivers

Regular Driver	\$47.50
Handicap Driver	\$47.50/ Day