

# **SALARY SCHEDULE**

**Calhoun County School System**

**2014-2015**

**(Effective October, 2014 with start of fiscal year)**

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### Substitute Personnel

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## INTRODUCTION

The 2014-2015 **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 2014-2015 salary schedule that are made during the year will be posted on the website. ([www.calhoun.k12.al.us](http://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
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. Pay checks and additional pay due for extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month. Additional pay runs will only be performed should an employee not receive a check in error. This additional run will only be done 5 days after the last working day of the month, unless during a holiday month. In lieu of a lost check, reissue will occur 7 business days after original check issuance.

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 a percentage of earned compensation based upon Tier rates established by RSA. Tier rates are based upon hire dates and/or service time in the RSA system. Tier 1 employees have hire/service dates prior to Jan. 1, 2013 and contribute 7.50%. Tier II employees hired Jan.1, 2013 and later contribute 6.00%

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 187 DAYS**

T9 TEA/CERT PSY 9 MO.

RANK AND DESCRIPTION

EXP

SALARY

B BACHELORS	1	36,904
	2	36,904
	3	36,904
	4	40,576
	5	40,576
	6	40,576
	7	42,363
	8	42,363
	9	42,363
	10	42,938
	11	42,938
	12	42,938
	13	43,697
	14	43,697
	15	43,697
	16	44,688
	17	44,688
	18	44,688
	19	45,276
	20	45,276
	21	45,276
	22	45,839
	23	45,839
	24	45,839
	25	46,390
	26	46,390
	27	46,390
	28	46,928
M MASTERS	1	42,436
	2	42,436
	3	42,436
	4	46,671
	5	46,671
	6	46,671
	7	48,703
	8	48,703
	9	48,703
	10	49,352
	11	49,352
	12	49,352
	13	50,257
	14	50,257
	15	50,257
	16	51,396
	17	51,396
	18	51,396
	19	52,069
	20	52,069
	21	52,069
	22	52,742
	23	52,742
	24	52,742
	25	53,281
	26	53,281
	27	53,281
	28	53,832

**TEACHER, COUNSELOR, OCCUPATIONAL THERAPIST 187 DAYS**

T9 TEA/CERT PSY 9 MO.

RANK AND DESCRIPTION

EXP

SALARY

AA ED SPEC	1	45,765
	2	45,765
	3	45,765
	4	50,319
	5	50,319
	6	50,319
	7	52,522
	8	52,522
	9	52,522
	10	53,220
	11	53,220
	12	53,220
	13	54,199
	14	54,199
	15	54,199
	16	55,423
	17	55,423
	18	55,423
	19	56,145
	20	56,145
	21	56,145
	22	56,867
	23	56,867
	24	56,867
	25	57,406
	26	57,406
	27	57,406
	28	57,956
D DOCTORAL	1	49,070
	2	49,070
	3	49,070
	4	53,954
	5	53,954
	6	53,954
	7	56,316
	8	56,316
	9	56,316
	10	57,087
	11	57,087
	12	57,087
	13	58,128
	14	58,128
	15	58,128
	16	59,437
	17	59,437
	18	59,437
	19	60,209
	20	60,209
	21	60,209
	22	60,967
	23	60,967
	24	60,967
	25	61,494
	26	61,494
	27	61,494
	28	62,040



**9.5 MONTH COUNSELOR 197 DAYS**  
**CO COUNSELOR 9 1/2 MO RANK AND DESCRIPTION EXP SALARY**

B BACHELORS	1	38,878
	2	38,878
	3	38,878
	4	42,746
	5	42,746
	6	42,746
	7	44,629
	8	44,629
	9	44,629
	10	45,234
	11	45,234
	12	45,234
	13	46,034
	14	46,034
	15	46,034
	16	47,078
	17	47,078
	18	47,078
	19	47,697
	20	47,697
	21	47,697
	22	48,290
	23	48,290
	24	48,290
	25	48,870
	26	48,870
	27	48,870
	28	49,437

M MASTERS	1	44,706
	2	44,706
	3	44,706
	4	49,166
	5	49,166
	6	49,166
	7	51,308
	8	51,308
	9	51,308
	10	51,991
	11	51,991
	12	51,991
	13	52,946
	14	52,946
	15	52,946
	16	54,144
	17	54,144
	18	54,144
	19	54,853
	20	54,853
	21	54,853
	22	55,561
	23	55,561
	24	55,561
	25	56,131
	26	56,131
	27	56,131
	28	56,709

**9.5 MONTH COUNSELOR 197 DAYS**  
**CO COUNSELOR 9 1/2 MO RANK AND DESCRIPTION EXP SALARY**

AA ED SPEC	1	48,213
	2	48,213
	3	48,213
	4	53,010
	5	53,010
	6	53,010
	7	55,331
	8	55,331
	9	55,331
	10	56,066
	11	56,066
	12	56,066
	13	57,098
	14	57,098
	15	57,098
	16	58,387
	17	58,387
	18	58,387
	19	59,147
	20	59,147
	21	59,147
	22	59,909
	23	59,909
	24	59,909
	25	60,475
	26	60,475
	27	60,475
	28	61,055

D DOCTORAL	1	51,694
	2	51,694
	3	51,694
	4	56,840
	5	56,840
	6	56,840
	7	59,327
	8	59,327
	9	59,327
	10	60,139
	11	60,139
	12	60,139
	13	61,237
	14	61,237
	15	61,237
	16	62,615
	17	62,615
	18	62,615
	19	63,429
	20	63,429
	21	63,429
	22	64,228
	23	64,228
	24	64,228
	25	64,783
	26	64,783
	27	64,783
	28	65,358

**TEACHER, COUNSELOR, CERTIFICATED PSYCHOMETRIST & REGISTERED NURSE**

**10 MONTH (202 DAYS)**

TO TEA/CO/RN 10 MO.

**RANK AND DESCRIPTION EXP SALARY**

B BACHELORS	1	39,865
	2	39,865
	3	39,865
	4	43,830
	5	43,830
	6	43,830
	7	45,761
	8	45,761
	9	45,761
	10	46,381
	11	46,381
	12	46,381
	13	47,202
	14	47,202
	15	47,202
	16	48,274
	17	48,274
	18	48,274
	19	48,908
	20	48,908
	21	48,908
	22	49,516
	23	49,516
	24	49,516
	25	50,111
	26	50,111
	27	50,111
	28	50,692

M MASTERS	1	45,840
	2	45,840
	3	45,840
	4	50,414
	5	50,414
	6	50,414
	7	52,611
	8	52,611
	9	52,611
	10	53,310
	11	53,310
	12	53,310
	13	54,290
	14	54,290
	15	54,290
	16	55,518
	17	55,518
	18	55,518
	19	56,245
	20	56,245
	21	56,245
	22	56,972
	23	56,972
	24	56,972
	25	57,556
	26	57,556
	27	57,556
	28	58,148

**TEACHER, COUNSELOR, CERTIFICATED PSYCHOMETRIST & REGISTERED NURSE**

**10 MONTH (202 DAYS)**

TO TEA/CO/RN 10 MO.

**RANK AND DESCRIPTION EXP SALARY**

AA ED SPEC	1	49,437
	2	49,437
	3	49,437
	4	54,356
	5	54,356
	6	54,356
	7	56,735
	8	56,735
	9	56,735
	10	57,489
	11	57,489
	12	57,489
	13	58,546
	14	58,546
	15	58,546
	16	59,869
	17	59,869
	18	59,869
	19	60,648
	20	60,648
	21	60,648
	22	61,428
	23	61,428
	24	61,428
	25	62,010
	26	62,010
	27	62,010
	28	62,606

D DOCTORAL	1	53,006
	2	53,006
	3	53,006
	4	58,283
	5	58,283
	6	58,283
	7	60,834
	8	60,834
	9	60,834
	10	61,666
	11	61,666
	12	61,666
	13	62,791
	14	62,791
	15	62,791
	16	64,204
	17	64,204
	18	64,204
	19	65,038
	20	65,038
	21	65,038
	22	65,858
	23	65,858
	24	65,858
	25	66,428
	26	66,428
	27	66,428
	28	67,017

**TEACHER, PROFESSIONAL DEVELOPMENT SPECIALIST 12 MONTH  
240 DAYS**

T2 TEA/CERT PSY-12 MO RANK AND DESCRIPTION EXP SALARY

B BACHELORS	1	47,364
	2	47,364
	3	47,364
	4	52,076
	5	52,076
	6	52,076
	7	54,370
	8	54,370
	9	54,370
	10	55,107
	11	55,107
	12	55,107
	13	56,082
	14	56,082
	15	56,082
	16	57,355
	17	57,355
	18	57,355
	19	58,108
	20	58,108
	21	58,108
	22	58,831
	23	58,831
	24	58,831
	25	59,537
	26	59,537
	27	59,537
	28	60,228

M MASTERS	1	54,463
	2	54,463
	3	54,463
	4	59,897
	5	59,897
	6	59,897
	7	62,508
	8	62,508
	9	62,508
	10	63,340
	11	63,340
	12	63,340
	13	64,503
	14	64,503
	15	64,503
	16	65,961
	17	65,961
	18	65,961
	19	66,825
	20	66,825
	21	66,825
	22	67,689
	23	67,689
	24	67,689
	25	68,383
	26	68,383
	27	68,383
	28	69,088

**TEACHER, PROFESSIONAL DEVELOPMENT SPECIALIST 12 MONTH**  
**240 DAYS**

T2 TEA/CERT PSY-12 MO RANK AND DESCRIPTION EXP SALARY

AA ED SPEC	1	58,738
	2	58,738
	3	58,738
	4	64,580
	5	64,580
	6	64,580
	7	67,408
	8	67,408
	9	67,408
	10	68,304
	11	68,304
	12	68,304
	13	69,560
	14	69,560
	15	69,560
	16	71,132
	17	71,132
	18	71,132
	19	72,057
	20	72,057
	21	72,057
	22	72,985
	23	72,985
	24	72,985
	25	73,675
	26	73,675
	27	73,675
	28	74,382

D DOCTORAL	1	62,977
	2	62,977
	3	62,977
	4	69,247
	5	69,247
	6	69,247
	7	72,277
	8	72,277
	9	72,277
	10	73,267
	11	73,267
	12	73,267
	13	74,603
	14	74,603
	15	74,603
	16	76,282
	17	76,282
	18	76,282
	19	77,273
	20	77,273
	21	77,273
	22	78,248
	23	78,248
	24	78,248
	25	78,924
	26	78,924
	27	78,924
	28	79,623

## 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.

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**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
Head Football	A	14,000	16,000	18,000			I	1,500		
	9+ Yrs	20,000								
		All Years								
Head Basketball - Boys	B	6,500			H	2000	I	1500	J	1000
Head Basketball - Girls	B	6,500			H	2,000	I	1,500	J	1,000
Assistant Football	C	2 @ 3,000 2 @ 4,000						750		
Football Cheerleading	D	2,500					K**	750		
Basketball Cheerleading	D	2,500					K**	750		
Head Baseball	E	6,500			I	1,500	I	1,500		
Head Softball	E	6,500			I	1500	I	1500		
Volleyball	F	6,500			I	1,500	I	1,500		
Wrestling	G	6,500								
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	5,000								
Track - Girls *	I	5,000								
Golf	I	5,000								
Fishing	K	1,000								

\* 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 ADMINISTRATORS

### 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.

### ASSISTANT PRINCIPALS

CODE AND DESCRIPTION	RANK AND DESCRIPTION	SALARY	DAYS	MONTHLY
<b>A1 ASST PR/AEP-HS</b>	M MASTERS	72,350	240	6,029.13
	AA ED SPEC	75,078	240	6,256.51
	D DOCTORAL	77,807	240	6,483.88
<b>A2 ASST PR/TITLE I FAC-ELEM</b>	M MASTERS	61,436	202	5,119.63
	AA ED SPEC	64,164	202	5,347.01
	D DOCTORAL	66,893	202	5,574.38

Salary placement for assistant principals is determined by the degree.

## CENTRAL OFFICE ADMINISTRATION

	RANGE		
D2 Deputy Superintendent	96,043	106,957	
D3 DIR OF LEGAL AFFAIRS	CONTRACT		
D4 CHIEF SCH FIN OFF	CONTRACT		
D5 EXECUTIVE DIRECTORS (Administrative Certification Required)	82,946	92,000	
D6 DIRECTORS	72,578	76,944	
CNP Director			
Data Cohort / PD Specialist			
Safety and Security Director			
Special Education Director			
Technology Director			
Title I Director			
Transportation Director (certified)			
MS Maintenance Supervisor	58,936	72,936	
M7 Asst. Maintenance Supervisor	55,080	61,200	
SC SPECIALIST/COORDINATOR                      240 DAYS	67,994		
Transition Coordinator			
504 Coordinator			
Asst Technology Resource Specialist			
Health Services Coordinator			
SJ SUPERVISOR-JANITORIAL	51,296	55,116	
SW SOCIAL WORKER                                      202 DAYS	TEACHER SALARY SCHEDULE 202 DAYS		
ASSISTANT SPECIAL EDUCATION DIRECTOR	67,667	73,168	
PSYCHOMETRIST    202 DAYS	SEE 10 MONTH TEACHER SCHEDULE		
COMMUNICATIONS & COMMUNITY INVOLVEMENT	SEE 10 MONTH TEACHER SCHEDULE		
SPECIALIST: OCCUPATIONAL THERAPIST	SEE 9 MONTH TEACHER SCHEDULE		
SPECIAL EDUCATION RESOURCE SPECIALIST	SEE 9 MONTH TEACHER SCHEDULE		
NONCERTIFICATED TRANSPORTATION DIRECTOR	58,936	62,756	

\* Transportation Director position may be filled by either a Certificated or a Non-certificated individual, salary will depend on certification.

# SUPPORT PERSONNEL

The following 2014-2015 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.

**TRANSPORTATION**

CODE AND DESCRIPTION      EXP SALARY

<b>BA BUS AIDE - SPEC EDUC 182 DAYS</b>	1	10,069
	2	10,375
	3	10,701
	4	11,025
	5	11,025
	6	11,360
	7	11,360
	8	11,731
	9	11,731
	10	12,102

<b>BD BUS DRIVER - REG 182 DAYS</b>	1	11,583
	2	11,828
	3	12,024
	4	12,281
	5	12,281
	6	12,513
	7	12,513
	8	12,734
	9	12,734
	10	12,954

<b>BD BUS DRIVER w CCTC 182 DAYS</b>	1	19,527
	2	19,772
	3	19,968
	4	20,225
	5	20,225
	6	20,457
	7	20,457
	8	20,677
	9	20,677
	10	20,898

<b>SP BUS DRIVER - SPEC ED 182 DAYS</b>	1	12,891
	2	13,128
	3	13,337
	4	13,588
	5	13,588
	6	13,886
	7	13,886
	8	14,041
	9	14,041
	10	14,272

**TRANSPORTATION**

CODE AND DESCRIPTION      EXP    SALARY

<b>TA MECHANIC (34)</b> <b>240 DAYS / 8 HOURS</b>	1	31,082
	2	32,249
	3	33,521
	4	34,776
	5	34,776
	6	36,064
	7	36,064
	8	37,468
	9	37,468
	10	38,889

<b>TB LEAD MECH (38)</b> <b>240 DAYS / 8 HOURS</b>	1	36,064
	2	37,468
	3	38,889
	4	40,416
	5	40,416
	6	41,857
	7	41,857
	8	43,501
	9	43,501
	10	45,122

<b>TD ASST TRAN DIR (40)</b> <b>240 DAYS / 8 HOURS</b>	1	38,889
	2	40,416
	3	41,857
	4	43,501
	5	43,501
	6	45,122
	7	45,122
	8	46,768
	9	46,768
	10	48,602

<b>TE TRANS SHOP ASST</b> <b>240 DAYS / 8 HOURS</b>	1	23,709
	2	23,946
	3	24,425
	4	24,669
	5	25,162
	6	25,414
	7	26,176
	8	26,700
	9	27,501
	10	28,051
	11	28,892

<b>TF SHOP FOREMAN</b> <b>240 DAYS / 8 HOURS</b>	1	42,802
	2	43,230
	3	44,095
	4	44,536
	5	45,427
	6	45,881
	7	47,257
	8	48,202
	9	49,166
	10	50,150
	11	51,153

**TRANSPORTATION**

CODE AND DESCRIPTION      EXP SALARY

<b>TR PARTS CLK (29)</b> <b>240 DAYS / 8 HOURS</b>	1	25,841
	2	26,817
	3	27,793
	4	28,791
	5	28,791
	6	29,893
	7	29,893
	8	31,081
	9	31,081
	10	32,248
<b>TS ROUTE SPECIALIST</b> <b>240 DAYS / 8 HOURS</b>	1	37,677
	2	38,054
	3	38,815
	4	39,203
	5	39,987
	6	40,387
	7	41,598
	8	42,430
	9	43,703
	10	44,577
	11	45,915

**CNP MANAGERS  
185 DAYS**

CODE AND DESCRIPTION	RANK AND DESCRIPTION	EXP	SALARY	BRKFST SUPP
CH CNP MGR - HIGH	70 7 HOURS	1	17,502	875
		2	18,099	905
		3	18,710	936
		4	19,379	969
		5	19,379	969
		6	20,107	1005
		7	20,107	1005
		8	20,821	1041
		9	20,821	1041
		10	21,607	1080
	75 7.5 HOURS	1	18,671	934
		2	19,311	966
		3	19,966	998
		4	20,683	1034
		5	20,683	1034
		6	21,464	1073
		7	21,464	1073
		8	22,228	1111
		9	22,228	1111
		10	23,070	1154
	80 8 HOURS	1	19,842	992
		2	20,523	1026
		3	21,222	1061
		4	21,987	1099
		5	21,987	1099
		6	22,819	1141
		7	22,819	1141
		8	23,635	1182
		9	23,635	1182
		10	24,567	1228
CM CNP MGR - ELEM/MID	75 7.5 HOURS	1	18,031	902
		2	18,671	934
		3	19,311	966
		4	19,966	998
		5	19,966	998
		6	20,683	1034
		7	20,683	1034
		8	21,464	1073
		9	21,464	1073
		10	22,228	1111
	80 8 HOURS	1	19,159	958
		2	19,842	992
		3	20,523	1026
		4	21,222	1061
		5	21,222	1061
		6	21,987	1099
		7	21,987	1099
		8	22,819	1141
		9	22,819	1141
		10	23,635	1182

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



**CNP ASSISTANT MANAGER**

CODE AND DESCRIPTION	RANK AND DESCRIPTION	EXP	SALARY	BKFAST SUPPL
CA CNP ASST MGR - EL/MI 184 DAYS	70 7 HOURS	1	15,688	784
		2	16,240	812
		3	16,819	841
		4	17,413	871
		5	17,413	871
		6	18,006	900
		7	18,006	900
		8	18,615	931
		9	18,615	931
		10	19,281	964
183 DAYS	75 7.5 HOURS	1	16,614	831
		2	17,232	862
		3	17,849	892
		4	18,481	924
		5	18,481	924
		6	19,115	956
		7	19,115	956
		8	19,762	988
		9	19,762	988
		10	20,472	1024
CB CNP ASST MGR - HIGH 180 DAYS	70 7 HOURS	1	15,921	796
		2	16,478	824
		3	17,059	853
		4	17,640	882
		5	17,640	882
		6	18,234	912
		7	18,234	912
		8	18,886	944
		9	18,886	944
		10	19,595	980
	75 7.5 HOURS	1	16,968	848
		2	17,574	879
		3	18,197	910
		4	18,819	941
		5	18,819	941
		6	19,457	973
		7	19,457	973
		8	20,155	1008
		9	20,155	1008
10	20,913	1046		
CC CNP ASST MGR HS 184 184 DAYS	75 7.5 HOURS	1	17,320	866
		2	17,940	897
		3	18,577	929
		4	19,212	961
		5	19,212	961
		6	19,864	993
		7	19,864	993
		8	20,578	1029
		9	20,578	1029
		10	21,353	1068

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

**CNP CASHIERS**

CODE AND DESCRIPTION RANK AND DESCRIPTION EXP SALARY

<b>C1 CNP CASHIER 184</b> <b>184 DAYS</b>	40 4 HOURS	1	9,306
		2	9,577
		3	9,878
		4	10,178
		5	10,178
		6	10,486
		7	10,486
		8	10,794
		9	10,794
		10	11,109
	50 5 HOURS	1	11,124
		2	11,462
		3	11,837
		4	12,212
		5	12,212
		6	12,597
		7	12,597
		8	12,982
		9	12,982
		10	13,376
	60 6 HOURS	1	12,941
		2	13,346
		3	13,797
		4	14,246
		5	14,246
		6	14,708
		7	14,708
		8	15,170
		9	15,170
		10	15,647
<b>C2 CNP CASHIER 182</b> <b>182 DAYS</b>	40 4 HOURS	1	9,228
		2	9,495
		3	9,792
		4	10,090
		5	10,090
		6	10,394
		7	10,394
		8	10,698
		9	10,698
		10	11,010
<b>C3 CNP CASHIER 180</b> <b>180 DAYS</b>	40 4 HOURS	1	9,149
		2	9,414
		3	9,707
		4	10,001
		5	10,001
		6	10,302
		7	10,302
		8	10,603
		9	10,603
		10	10,912

**CNP WORKERS**

CODE AND DESCRIPTION RANK AND DESCRIPTION SALARY

<b>C4 CNP WORKER 183</b> <b>183 DAYS</b>	40 4 HOURS	8,028
		8,267
		8,499
		8,744
		8,744
		9,007
		9,007
		9,268
		9,268
		9,536
	50 5 HOURS	9,525
		9,824
		10,113
		10,421
		10,421
		10,748
		10,748
		11,074
		11,074
		11,411
	60 6 HOURS	11,022
		11,380
		11,728
		12,097
		12,097
		12,489
		12,489
		12,882
		12,882
		13,284
	70 7 HOURS	12,519
		12,938
		13,343
		13,773
		13,773
		14,231
		14,231
		14,688
		14,688
		15,158

**CNP WORKERS**

CODE AND DESCRIPTION RANK AND DESCRIPTION SALARY

<b>C5 CNP WORKER 180 180 DAYS</b>	60 6 HOURS	10,875
		11,227
		11,569
		11,932
		11,932
		12,318
		12,318
		12,703
		12,703
	13,100	
	70 7 HOURS	12,347
		12,758
		13,157
		13,581
		13,581
		14,031
		14,031
		14,481
		14,481
14,943		

<b>C6 CNP WORKER 179 179 DAYS</b>	55 5.5 HOURS	10,094
		10,415
		10,726
		11,058
		11,058
		11,409
		11,409
		11,761
		11,761
		12,122
	60 6 HOURS	10,825
		11,176
		11,516
		11,878
		11,878
		12,260
		12,260
		12,644
		12,644
		13,039
	70 7 HOURS	12,290
		12,699
		13,095
		13,517
		13,517
		13,964
		13,964
		14,412
		14,412
		14,872

**CUSTODIANS**

CODE AND DESCRIPTION EXP SALARY

<b>CU CUSTODIAN - 240</b> <b>240 DAYS</b> <b>8 HOURS DAILY</b>	1	19,298
	2	20,024
	3	20,727
	4	21,476
	5	21,476
	6	22,255
	7	22,255
	8	23,062
	9	23,062
	10	23,931

**AIDES**

CODE AND DESCRIPTION                      EXP SALARY

<b>DA IN SCH DET AIDE (23)</b> <b>203 DAYS / 8 HOURS</b>	1	16,423
	2	17,009
	3	17,629
	4	18,248
	5	18,248
	6	18,886
	7	18,886
	8	19,596
	9	19,596
	10	20,304
<b>182 DAYS / 7.5 HOURS</b>	1	14,083
	2	14,543
	3	15,030
	4	15,517
	5	15,517
	6	16,049
	7	16,049
	8	16,645
	9	16,645
	10	17,241

<b>LA LIBRARY AIDE (25)</b> <b>187 DAYS / 4 HOURS</b>	1	9,159
	2	9,426
	3	9,700
	4	10,005
	5	10,005
	6	10,310
	7	10,310
	8	10,623
	9	10,623
	10	10,936
<b>187 DAYS / 7 HOURS</b>	1	14,497
	2	14,964
	3	15,445
	4	16,007
	5	16,007
	6	16,578
	7	16,578
	8	17,164
	9	17,164
	10	17,749
<b>187 DAYS 7.5 HOURS</b>	1	15,387
	2	15,908
	3	16,460
	4	17,072
	5	17,072
	6	17,684
	7	17,684
	8	18,311
	9	18,311
	10	18,939

**AIDES**

CODE AND DESCRIPTION      EXP SALARY

<b>PA PE/CLASSROOM AIDE (23)</b> <b>182 DAYS / 6.5 HOURS</b>	1	12,478
	2	12,875
	3	13,298
	4	13,720
	5	13,720
	6	14,155
	7	14,155
	8	14,638
	9	14,638
	10	15,120
<b>182 DAYS / 7 HOURS</b>	1	13,280
	2	13,710
	3	14,164
	4	14,619
	5	14,619
	6	15,087
	7	15,087
	8	15,608
	9	15,608
	10	16,164
<b>182 DAYS / 7.5 HOURS</b>	1	14,083
	2	14,543
	3	15,030
	4	15,517
	5	15,517
	6	16,049
	7	16,049
	8	16,645
	9	16,645
	10	17,241

**AIDES**

CODE AND DESCRIPTION                      EXP SALARY

<b>SA SPEC ED AIDE (23) 183 DAYS / 7 HOURS</b>	1	13,343
	2	13,773
	3	14,231
	4	14,688
	5	14,688
	6	15,158
	7	15,158
	8	15,688
	9	15,688
	10	16,247
<b>183 DAYS / 7.5 HOURS</b>	1	14,149
	2	14,612
	3	15,101
	4	15,592
	5	15,592
	6	16,131
	7	16,131
	8	16,730
	9	16,730
	10	17,329
<b>183 DAYS / 8 HOURS</b>	1	14,957
	2	15,450
	3	15,999
	4	16,559
	5	16,559
	6	17,134
	7	17,134
	8	17,772
	9	17,772
	10	18,412
<b>PRE K AIDE</b>		<b>17,679</b>



**LOCAL SCHOOL NURSE**

CODE AND DESCRIPTION      EXP SALARY

<b>SN LOCAL SCH NURSE (35)</b> <b>187 DAYS / 7 HOURS</b>	1	20,421
	2	21,193
	3	21,935
	4	22,698
	5	22,698
	6	23,579
	7	23,579
	8	24,474
	9	24,474
	10	25,435
<b>187 DAYS / 7.5 HOURS</b>	1	21,801
	2	22,628
	3	23,449
	4	24,318
	5	24,318
	6	25,263
	7	25,263
	8	26,223
	9	26,223
	10	27,253
<b>N8 NURSE</b> <b>187 DAYS / 8 HOURS</b>	1	23,255
	2	24,140
	3	25,009
	4	25,941
	5	25,941
	6	26,947
	7	26,947
	8	27,970
	9	27,970
	10	29,069

**LOCAL SCHOOL SECRETARY**

CODE AND DESCRIPTION EXP SALARY

<b>SE SCH SEC - EL/MID 187</b> ELEMENTARY / MIDDLE 187 DAYS / 4 HOURS	1	10,305
	2	10,619
	3	10,942
	4	11,265
	5	11,265
	6	11,594
	7	11,594
	8	11,956
	9	11,956
	10	12,349
187 DAYS / 7.5 HOURS	1	17,584
	2	18,214
	3	18,860
	4	19,508
	5	19,508
	6	20,169
	7	20,169
	8	20,894
	9	20,894
	10	21,683

<b>SH SCH SEC - HS - 187</b> 187 DAYS / 4 HOURS	1	10,619
	2	10,942
	3	11,265
	4	11,594
	5	11,594
	6	11,956
	7	11,956
	8	12,349
	9	12,349
	10	12,733
187 DAYS / 7.5 HOURS	1	18,214
	2	18,860
	3	19,508
	4	20,169
	5	20,169
	6	20,894
	7	20,894
	8	21,683
	9	21,683
	10	22,456

**LOCAL SCHOOL SECRETARY**

CODE AND DESCRIPTION	EXP	SALARY
<b>S4 SCH SEC - HS - 222</b> 222 DAYS / 7.5 HOURS	1	21,413
	2	22,180
	3	22,948
	4	23,740
	5	23,740
	6	24,645
	7	24,645
	8	25,628
	9	25,628
	10	26,590
<b>S5 SCH SEC - HS - 240</b> 240 DAYS / 7.5 HOURS	1	24,951
	2	25,894
	3	26,838
	4	27,804
	5	27,804
	6	28,863
	7	28,863
	8	30,014
	9	30,014
	10	31,142

**LOCAL SCHOOL BOOKKEEPERS**

CODE AND DESCRIPTION                      EXP SALARY

<b>BE Elem/middle bookkeepers</b> <b>240 DAYS / 7.5 HOURS</b>	1	25,140
	2	26,058
	3	26,058
	4	27,986
	5	27,986
	6	29,050
	7	29,050
	8	30,211
	9	30,211
	10	31,571

<b>BH High sch bookkeepers</b> <b>240 DAYS / 7.5 HOURS</b>	1	26,056
	2	26,994
	3	26,994
	4	29,154
	5	29,154
	6	30,320
	7	30,320
	8	31,548
	9	31,548
	10	32,967

**MAINTENANCE****240 DAYS / 8 HOURS**

CODE AND DESCRIPTION      EXP   SALARY

<b>MN WORKER I (29)</b>		
	1	26,616
	2	27,621
	3	28,627
	4	29,654
	5	29,654
	6	30,790
	7	30,790
	8	32,014
	9	32,014
	10	33,216

<b>M1 WORKER 2 (30)</b>		
	1	27,620
	2	28,628
	3	29,657
	4	30,787
	5	30,787
	6	32,015
	7	32,015
	8	33,217
	9	33,217
	10	34,527

<b>M2 PAINTER (31)</b>		
	1	28,628
	2	29,657
	3	30,787
	4	32,015
	5	32,015
	6	33,217
	7	33,217
	8	34,527
	9	34,527
	10	35,819

<b>M3 EQ/WE/CAR/FL (32)</b>		
	1	29,657
	2	30,787
	3	32,015
	4	33,217
	5	33,217
	6	34,527
	7	34,527
	8	35,819
	9	35,819
	10	37,146

**MAINTENANCE****240 DAYS / 8 HOURS**

CODE AND DESCRIPTION      EXP   SALARY

<b>M4 CAR LICENSED (33)</b>		
	1	30,787
	2	32,015
	3	33,217
	4	34,527
	5	34,527
	6	35,819
	7	35,819
	8	37,146
	9	37,146
	10	38,592

<b>M5 PL/HVAC/ELEC (36)</b>		
	1	34,527
	2	35,819
	3	37,146
	4	38,592
	5	38,592
	6	40,055
	7	40,055
	8	41,629
	9	41,629
	10	43,112

<b>M6 LEAD (39)</b>		
	1	38,592
	2	40,055
	3	41,629
	4	43,112
	5	43,112
	6	44,806
	7	44,806
	8	46,475
	9	46,475
	10	48,171

**TECHNOLOGY 240 DAYS / 7.5 HOURS**

CODE AND DESCRIPTION RANK AND DESCRIPTION EXP SALARY

<b>TC APPL SUPP SPEC/TECH</b>	ND NO DEGREE	1	26,725
		2	26,725
		3	26,725
		4	26,725
		5	30,368
		6	30,368
		7	30,368
		8	30,368
		9	30,368
		10	30,368
	2Y 2 YEAR DEGREE	1	30,368
		2	30,368
		3	30,368
		4	30,368
		5	34,013
		6	34,013
		7	34,013
		8	34,013
		9	34,013
		10	34,013
	4Y 4 YEAR DEGREE	1	34,013
		2	34,013
		3	34,013
		4	34,013
		5	37,657
		6	37,657
		7	37,657
		8	37,657
		9	37,657
		10	37,657
<b>CERTIFICATION SUPPLEMENTS</b>			
	MCSE		1,800
	A+		1,200
	MCP		300

<b>TM TECH MGR</b>			<b>SALARY</b>
	1	51,019	
	2	51,019	
	3	51,019	
	4	51,019	
	5	54,663	
	6	54,663	
	7	54,663	
	8	58,307	
	9	58,307	
10	58,307		

<b>WB WEBMASTER/DATA</b>	NO DEGREE	1	34,000
<b>SPECIALIST</b>	2Y 2 YEAR DEGREE	1	37,657
	4Y 4 YEAR DEGREE	1	41,297

<b>CERTIFICATION SUPPLEMENTS</b>	MCSE		1,800
	MCP/INTERNET		600

**CENTRAL OFFICE SUPPORT STAFF 240 DAYS, 7.5 HOURS PER DAY**

CODE AND DESCRIPTION      EXP SALARY

<b>AC (39)</b> <b>Accountant</b>	1	42,984
	2	45,133
	3	46,036
	4	46,957
	5	47,896
	6	48,854
	7	49,831
	8	50,827
	9	51,844
	10	52,881
<b>BK (33)</b> <b>C.O. Bookkeeper</b>	1	28,022
	2	29,139
	3	30,235
	4	31,426
	5	31,426
	6	32,604
	7	32,604
	8	33,811
	9	33,811
	10	35,126
<b>LP (34)</b> <b>C.O. Leaps</b>	1	29,139
	2	30,235
	3	31,426
	4	32,604
	5	32,604
	6	33,811
	7	33,811
	8	35,126
	9	35,126
	10	36,460
<b>SS (36)</b> <b>Admin Asst I</b>	1	31,426
	2	32,604
	3	33,811
	4	35,126
	5	35,126
	6	36,460
	7	36,460
	8	37,892
	9	34,832
	10	39,240
<b>D9</b> <b>Admin Asst II</b>	1	39,240
	2	40,712
	3	42,238
	4	43,928
	5	45,905
	6	47,649
	7	47,649
	8	49,556
	9	49,556
	10	51,290



# 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.

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## 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
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## Substitute Bus Drivers

Regular Driver	47.50/ Day	morning and evening route
Handicap Driver	47.50 / Day	morning and evening route
Career Tech Driver	25.00 / Day	mid day route only