



2019-2020 SALARY SCHEDULE

***For the
BESSEMER CITY SCHOOLS***

THE BESSMER CITY BOARD OF EDUCATION

***1621 5th Avenue North
P. O. Box 1230
Bessemer, Alabama***

***Effective Date:
9/17/2019***

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A MESSAGE FROM THE SUPERINTENDENT.....

Each employee of the Bessemer City School System is a valuable member of a team of certified and classified personnel striving for excellence in education. Designing a system for equitable and fair remuneration for our employees is an important responsibility of the Bessemer City Board of Education. The development of this salary schedule is a positive step in establishing an equitable and fair compensation system.

By adopting this salary schedule, the Bessemer City Board of Education confirmed legally the importance of every employee in our system.

Keith Allen Stewart, Ed.D.
Superintendent

BESSEMER CITY BOARD OF EDUCATION

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SALARY SCHEDULE

FOR THE

BESSEMER CITY SCHOOL SYSTEM

2019 - 2020

INTRODUCTION

The purpose of this salary schedule is to convey wage and salary information to the employees of the Bessemer City School System and the public. In adopting this revised schedule, the Bessemer City Board of Education anticipated that certain goals would be met by its use.

These goals are as follows:

1. To provide an ability to differentiate between different skill levels and seniority ranks in positions.
2. To furnish an equitable means for the future adjustment of remuneration should funds become available.
3. To meet the salary adjustments as required by Alabama Law.
4. To meet Federal and State minimum wage mandates.

ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit.

The assumptions under which this salary schedule were prepared are as follows:

1. Any new employees will begin employment under the salary guidelines in this schedule.
2. Current employees compensated above this schedule will remain "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change.
3. Unless otherwise mandated by the State Legislature (i.e., State matrices), salary increases or raises will be made by applying an across-the-board percentage to this schedule of base salaries or wages for all employees and to previously existing schedule or salary bases for grandfathered employees.
4. Wages will be increased in a step fashion up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment.
5. Employees performing equivalent tasks will receive equivalent remuneration.
6. All employees should be duly certified for their respective positions.
7. A certified employee whose pay is based on the state minimum salary schedule is entitled to be paid for the highest recognized degree earned at an accredited institution. The pay will begin with the first pay period after the degree is recognized by the State Superintendent of Education.

THE EFFECT OF THE FAIR LABOR STANDARDS ACT

The case of *Garcia vs. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. As authorized by the Bessemer City Board of Education, the Superintendent should determine the need for overtime work, negotiate with employees the amount and timing of overtime work, and compensate the employees for that overtime work. This additional compensation is generally provided by paying the employee for additional hours worked over 40 hours in a work week. Compensatory time, in some cases, may be used in lieu of overtime pay within the system but must be approved in advanced. In accordance with Title 29, Part 541, of The Code of Federal Regulations, revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA (i.e., are nonexempt). Exempt positions are not entitled to overtime pay or compensatory release time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees, including teachers, registered nurses and academic administrative positions (e.g., supervisor).
2. Non-certified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

EMPLOYEE BENEFITS

INSURANCE

The Public Education Employee Health Insurance Program (PEEHIP) and Blue Cross/Blue Shield insurance are offered to regular employees. The family with spouse coverage costs \$1,107.00 per month, of which the state pays \$800.00 per month and the employee pays \$307.00, which includes a \$25 spousal surcharge. The premium cost for the employee for family without spouse is \$207.00. Single coverage costs \$830.00 per month, of which the state pays \$800.00 and the employee pays \$30.00. A \$50.00 per month surcharge will be assessed each member or covered spouse for tobacco user under either single or family coverage. Employees on Leaves of Absence wishing to continue their PEEHIP Insurance must pay PEEHIP directly \$486.00 for single coverage and \$1,241.00 for family coverage. Complete Health (HMO) is \$177.00 per month for family coverage and \$15.00 per month for single coverage. PCA (HMO) is \$177.00 per month for family coverage and \$15.00 per month for single coverage. Supplementary insurance is available at the current PEEHIP rate. Dental, vision, cancer, and indemnity coverages are offered through New Southland Insurance Company at no cost to regular, fulltime employees if hospital insurance is not used. If

EMPLOYEE BENEFITS (continued)

hospital insurance is used, the cost for either the vision, cancer, or indemnity is \$38.00 per month for either the individual or family coverage. The cost per month for dental is \$38.00 for individual coverage and \$50.00 for family coverage. Classified regular employees working two hours daily, but not full time, are subject to receiving some credit for insurance. They may purchase two of the supplemental insurance policies or apply the credit toward hospital insurance and pay the difference. A pre-tax cafeteria-type plan is available for the purchase of hospital and supplemental insurance through American Fidelity Assurance Company. (All of the above costs are subject to change from year to year.)

TEACHER RETIREMENT

All full time employees are eligible and required to participate in the Alabama Retirement program.

LEAVE DAYS AND VACATION

Each full-time employee will accrue **sick leave** at the rate of one day per month of contract (the 12 month employee will earn 12 sick leave days per year; the 9-month employee will earn 9 days). Effective August 1, 2001, full time employees will be allowed to accumulate an unlimited number of sick leave days. All accumulated sick leave days, not to exceed one day per month of employment, may be used for retirement purposes. Sick leave days must be taken in full day increments.

Each full-time employee will receive two (2) personal leave days funded by the state as authorized by Section 16-8-26, *Code of Alabama 1975 and 1986 Cumulative Supplement*. Certificated employees are entitled to three (3) additional unpaid personal leave days per year. For additional personal leave days beyond the two funded by the state, the cost of the substitute for these additional days shall be paid by the certificated employee. Part-time support employees (i.e., those working less than twenty hours per week) are **ineligible** for these benefits. When the two (2) paid personal leave days are not used, the Systems employees may receive, upon written request, compensation at the same daily rate paid for their substitute. Otherwise, the two (2) unused paid personal leave days will be converted to sick leave days. Personal leave is non-cumulative and requires no justification from the employee.

All twelve-month personnel shall be entitled to paid vacation days, to come from public funds. Twelve-month employees who have been employed by the Board for less than fifteen (15) years shall be entitled to two (2) weeks' vacation. Twelve-month employees who have been employed by the Board for fifteen (15) years or more are entitled to three (3) weeks' vacation on July 1st of their 16th year of employment. Effective January 1, 2020, twelve-month employees receiving two (2) weeks' vacation shall accrue .83 of a vacation day per month, and twelve-month employees receiving three (3) weeks' vacation shall accrue 1.25 vacation days per month. Any employee who plans to take a vacation shall schedule such in cooperation with his or her immediate supervisor.

LEAVE DAYS AND VACATION (continued)

Only twelve-month personnel shall earn vacation days. Vacation days will not be granted before they are earned, and all vacation days must be used by the employee prior to his or her effective retirement or resignation date. In the event the employee retires or is terminated, the System shall make cash payments for up to thirty (30) unused, earned vacation days. Effective July 1, 2020, a twelve-month employee shall accumulate no more than thirty (30) vacation days of any year. Effective July 1, 2020, any accrued vacation in excess of thirty (30) days of any year will be forfeited.

DEFINITIONS

POSITION, JOB, OR CLASSIFICATION

These three terms are used interchangeably in this document.

POSITIONS

The positions listed in this document are as follows:

Administrative Assistant/Special Education	Local School Accountant
Administrative Assistant/Student Services	Library Media Specialist
Assistant Principal, Elem./Middle/High School	Maintenance I
Athletic Director	Maintenance II
Bus Driver	Maintenance III
Bus Assistant	Maintenance IV
Central Office Accounting Assist.	Mechanic I
Central Office Receptionist	Mechanic II
Central Office Executive Secretary	Metal Detector Officer
Central Office Payroll Officer	Para-Professional
CNP Assistant Manager	Principal Elem./Middle/High
CNP Bookkeeper	Program Assistant
CNP Manager Rank 3/Rank 4	Psychometrist
CNP Secretary	School Nurse (RN) Lead
CNP Worker	School Nurse (RN)
Coordinator of Parent Engagement	School Nurse (LPN)
Coordinator of Technology	School Secretary Main/High School
Counselor	School Secretary/Attendance
Crossing Guard	School Secretary/Financial
Custodian	School Secretary-Career Tech
Director of Attendance and Security	Security Officer
Director of Career Technical Education	Substitutes (Certified, Classified)
Director of Curriculum	Supervisor of Business Affairs
Director of CNP	Supervisor of Professional Development
Director of Human Resources	Supervisor of Transportation
Director of Maintenance	Supplements (Sports, Band)
Director of Special Education	Teacher
Director of Student Services	Teacher/Grandfathered
Job Coach	Technology Senior/Certified/Support
JROTC Instructor	

DEFINITIONS *(continued)*

TRANSFER

A transfer may be of two types: transfers initiated by the system for its purposes, and transfers initiated by individuals of their own volition. This distinction is important for the employees of the system who have been grandfathered at a pay rate higher than those included in this salary schedule. If a grandfathered employee is involuntarily transferred by the system within the same employment category, that employee would retain his/her current or grandfathered salary (e.g., a school aide involuntarily transferred from Bessemer City High to Bessemer City Middle School would retain his/her current or grandfathered salary). If a grandfathered employee is involuntarily transferred by the system to a higher employment category, that employee would retain his/her current or grandfathered salary or the salary specified in this document, whichever is higher (e.g., a principal involuntarily transferred from Charles F. Hard Elementary to Bessemer City High would retain his/her current or grandfathered salary or be eligible for the salary specified in this document).

All involuntary transfers to lower employment categories shall be in accordance with the provisions of the Students First Act.

Conversely, if a grandfathered employee seeks a transfer on his or her own volition and is approved for a transfer by the system, that employee would move to the salary specified in this document. A voluntary move from one type of position to another is regarded as an individual volition transfer; the grandfathered employee would move to this salary schedule (e.g., an assistant principal at Jonesboro Elementary who applies for and is appointed principal at Abrams Elementary would move to this salary schedule).

In instances in which support employees apply and are selected for a position that entails movement from a higher salary schedule to a lower salary schedule, said employees shall be moved to the lower salary schedule at the step closest to their actual years of experience in their current School System job position.

A transfer request form must be completed and a copy be given to the Human Resources Department, the employee's present supervisor and the supervisor responsible for the job posting in order to be considered/interviewed for the job.

In an effort to protect the educational interest of students and established schedules, transfer requested by the employees normally will be made during the months of June, July, and August.

YEARS OF EXPERIENCE

Under normal circumstances, experience is defined as the number of years of service in a particular position, job, or classification within the Bessemer City School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Bessemer City High and one year of service as principal at Greenwood Elementary would have five years of administrative experience, a school secretary with four years of experience as school secretary at Bessemer City Middle School and one year as school aide at Bessemer City High would have only four years of experience)

For employees who are promoted to central office positions, initial placement on the salary schedule shall be based upon the following:

1. An administrator coming into a central office Coordinator position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
2. An administrator coming into a central office Supervisor position will be given experience at step 4 on the salary schedule or based upon that administrative experience attained from the local school, whichever is greater.
3. The Superintendent may place a new central office administrator at a higher step on the salary schedule in order to assure that the incoming salary reflects an increase from an administrator's previous administrative position, based upon Board approval.

The number of years of acceptable experience for **initial** placement on the salary schedule for certified personnel shall be determined and agreed upon prior to employment. Job applicants **must provide verification** of all past job-related experience from their former employers, prior to placement on a personnel report. The determination of such credit shall be based on the following criteria:

1. Full-time teaching/administrative experience in all kindergarten through post-secondary public schools (elementary, secondary, and post-secondary public college), in or out of state, shall be approved as credit for placement on the salary schedule.
2. A maximum of three (3) years of experience credit for placement on the salary schedule may be granted for service in the U.S. military.
3. In determining experience for placement on the salary schedule, credit shall be given for full years of experience only. A full year of experience will be granted to an employee who worked a complete semester plus at least one day of the previous or following semester of an academic school year.

Under normal circumstances, the number of years of acceptable experience for initial placement on the salary schedule for non-certified personnel shall be determined and agreed upon prior to employment. For employment outside the System that is gained **in the exact** (no exceptions) employment position for which the job applicant seeks employment in the School System (i.e.,

YEARS OF EXPERIENCE *(continued)*

secretarial experience applicable only to a secretarial position; bookkeeper experience applicable only to a bookkeeping position; bus driver experience applicable only to a bus driver position; custodial experience applicable only to a custodial position, etc.) some credit for experience may be given. The Bessemer City School system, through the Central Office, shall have sole responsibility for the determination of exactly what skills, etc., are exact and the amount of experience to be credited based upon the documentation provided. Work experience for classified employees outside the System will not be credited above the fourth experience level.

RETIRED TEACHER

Alabama law requires that school systems notify the Teacher Retirement System (TRS) of Alabama upon employment of a retired teacher. A TRS retiree who is employed full-time with a TRS member agency must have his or her retirement benefit suspended until he or she withdraws from service again. If the retiree is employed for a period of two years, he or she may petition the TRS Board of Control to permit the resumption of participation in the TRS. Upon approval, the member will pay the contributions over the non-contributing period plus interest and begin contributing on future compensation. Upon termination of service, the member's retirement benefit would be recalculated to include service accrued since reemployment. The member will also be allowed to reselect a retirement option and beneficiary.

STATE TEACHERS SALARY SCHEDULE
2019 - 2020 FISCAL YEAR
9, 10, 11, & 12 MONTHS

Years of Experience	Step	Classification (Months)	Bachelor/Non-Degree Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	9	40,873	47,001	50,681	54,359
		10	44,151	50,771	54,746	58,719
		11	48,523	55,798	60,167	64,533
		12	52,457	60,322	65,045	69,765
3-5	4-6	9	44,956	51,700	55,745	59,794
		10	48,563	55,847	60,217	64,590
		11	53,371	61,376	66,179	70,985
		12	57,698	66,353	71,545	76,741
6-8	7-9	9	46,925	53,963	58,203	62,411
		10	50,689	58,292	62,871	67,417
		11	55,708	64,063	69,096	74,092
		12	60,225	69,257	74,698	80,100
9-11	10-12	9	47,554	54,688	58,970	63,249
		10	51,369	59,075	63,700	68,322
		11	56,455	64,924	70,007	75,087
		12	61,032	70,188	75,683	81,175
12-14	13-15	9	48,419	55,679	60,038	64,399
		10	52,303	60,146	64,854	69,565
		11	57,481	66,101	71,275	76,453
		12	62,142	71,460	77,054	82,651
15-17	16-18	9	49,523	56,952	61,409	65,863
		10	53,496	61,520	66,335	71,146
		11	58,792	67,612	72,903	78,190
		12	63,559	73,094	78,814	84,530
18-20	19-21	9	50,163	57,684	62,200	66,717
		10	54,187	62,312	67,189	72,068
		11	59,552	68,481	73,842	79,204
		12	64,380	74,034	79,829	85,626
21-23	22-24	9	50,803	58,424	62,995	67,568
		10	54,879	63,111	68,048	72,988
		11	60,312	69,359	74,786	80,215
		12	65,202	74,983	80,850	86,719
24-26	25-26	9	51,408	59,030	63,603	68,175
		10	55,531	63,765	68,705	73,644
		11	61,030	70,078	75,507	80,935
		12	65,978	75,760	81,629	87,497
27+	27	9	52,014	59,636	64,208	68,780
		10	56,187	64,420	69,359	74,298
		11	61,750	70,798	76,226	81,654
		12	66,756	76,539	82,406	88,274

Contract Days: 9 Months - 187 Days 11 Months - 222 Days
 10 Months - 202 Days 12 Months - 240 Days

SYSTEM TEACHERS SALARY SCHEDULE
2019 - 2020 FISCAL YEAR
9, 10, 11, & 12 MONTHS

Years of Experience	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
21-23	9	51,192	58,425	63,732	67,570
	10	55,298	63,112	68,844	72,990
	11	60,773	69,360	75,661	80,217
	12	65,701	74,984	81,795	86,721
24-26	9	51,408	59,030	64,341	68,175
	10	55,532	63,765	69,502	73,644
	11	61,030	70,078	76,383	80,935
	12	65,978	75,760	82,576	87,497
27+	9	52,015	59,636	64,945	68,780
	10	56,187	64,419	70,154	74,298
	11	61,750	70,797	77,100	81,654
	12	66,757	76,538	83,352	88,274
EC Special Schedule	9				
	10				
	11			84,274	
	12				

Contract Days:	9 Months -	187 Days	11 Months -	222 Days
	10 Months -	202 Days	12 Months -	240 Days

*The pay period for the contract year runs from September 2019 through August 2020.

Employees (9 Month) (180 Days)

The Crossing Guard and Security Officer annual salaries are calculated from the daily rate of pay at the appropriate experience level of the position. Multiply the daily rate of pay times 180 days.

Employees (9 Month) (183 Days)

The Instructional Assistant, Bus Drivers', and Bus Assistants annual salaries are calculated from the daily rate of pay at the appropriate experience level of the position. Multiply the daily rate of pay times 182 days.

Employees (9 Month) (184 Days)

CNP Workers' annual salary is calculated from the daily rate of pay for the position at the appropriate experience level. Multiply the daily rate of pay times 184 days.

Employees (9 Month) (187 Days)

Media Specialist, Counselor, and Psychometrist's annual salaries are calculated from the Teacher's Salary Schedule based on the degree and appropriate experience level.

Employees (9 Month) (192 Days)

CNP Assistant Managers annual salary is calculated from the daily rate of pay for the position at the appropriate experience level. Multiply the daily rate of pay times 192 days.

Employees (10 Month) (202 Days)

Teachers, Athletic Director, and the Lead Nurse annual salaries are calculated from the Teacher's Salary Schedule by multiplying the daily rate of pay based on the degree and appropriate experience level by 202 days.

Employees (11 Month) (222 Days)

Eleven (11) month assistant principals' and annual salaries are calculated from the Assistant Principals' Salary Schedule. The Coordinators of Federal Programs, Parent Engagement, Special Education and Technology annual salaries are based on the Coordinators Salary Schedule.

Employees (11 Month) (222 Days)

The JROTC Instructor's salary is the greater of two (2) times the federal salary reimbursement or the appropriate contract amount from the Teacher's Salary Schedule based on the JROTC Instructor's degrees and recognized years of teaching experience. An increase in either the Teacher's Salary Schedule or the federal salary reimbursement requires a new calculation that could result in a change of salary. The salary increases only when the higher of the two calculated numbers increases. (This formula may result in more or less than 222 days.)

Employees (12 Month) (240 Days)

The salaries for the Central Office clerical staff, twelve (12) month Custodians, are calculated by multiplying the daily rate of pay at the appropriate experience level for the position by 240 days. Directors of Attendance and Safety, Curriculum, Child Nutrition Program, Federal Programs, Special Education Programs, and Human Resources annual salaries are based on the Directors' Salary Schedule. Supervisors of Business Affairs, Maintenance, Transportation salaries are based on the Supervisor's Salary Schedule.

Employees (12 Months) (240 Days)

Central Office Clerical Staff, Custodian- Annual salaries are calculated by multiplying the daily rate of pay at the appropriate experience level for the position by 240 days.

Supervisor of Maintenance and the Supervisor of Transportation- Annual salaries are based on the Classified Supervisor's Salary Schedule.

Contract and Probationary Principals- Annual salaries are calculated from the Principal's Salary Schedule.

Tenure Principals are calculated from the Tenured Principal's Salary Schedule

NOTES RELATIVE TO TEACHER SALARY SCHEDULE

- ◆ Experience credit will only be given for experience (in or out of state) K-post secondary public education.
- ◆ Degree credit will be given to certificated personnel who earn advanced degrees from accredited institutions, with the approval of the degree by the State Department of Education.
- ◆ Certified employees will be placed on the salary matrix considering the highest degree held and years of experience served in public education.
- ◆ Certified employees will be paid for the advanced degree as soon as the degree is **certified and recognized by the State Department of Education**.
- ◆ **Upon receiving funds from the State**, a supplement will be paid to teachers and counselors who meet the National Board for Professional Teaching/Counseling Standards requirements and receive certification from the National Board and in accordance with rules established by the Alabama State Department of Education.
- ◆ Daily Rate – Equals $\frac{1}{187}$ of the annual salary (9 months).
- ◆ Current employees will be paid in 12 equal monthly installments, regardless of contract length (12, 11, 10, or 9 months).
- ◆ Mentors will be paid in accordance with rules established by the Alabama State Department of Education.

TENURED PRINCIPALS SALARY SCHEDULE
2019 - 2020 FISCAL YEAR
12 MONTH/240 DAYS

Years of Experience	Step	GRADE LEVEL	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	Elementary	69,876	74,920	79,962
		Middle	72,647	77,691	82,734
		High	75,419	80,463	85,506
3-5	4-6	Elementary	71,984	77,089	82,194
		Middle	74,755	79,861	84,966
		High	77,527	82,632	87,738
6-8	7-9	Elementary	73,690	78,827	83,958
		Middle	76,462	81,598	86,730
		High	79,233	84,370	89,501
9-11	10-12	Elementary	75,139	80,285	85,429
		Middle	77,911	83,056	88,200
		High	80,682	85,828	90,972
12-14	13-15	Elementary	76,634	81,792	86,948
		Middle	79,406	84,563	89,720
		High	82,178	87,335	92,491
15-17	16-18	Elementary	78,176	83,349	88,522
		Middle	80,947	86,120	91,293
		High	83,719	88,892	94,065
18-20	19-21	Elementary	79,628	84,812	89,994
		Middle	82,399	87,584	92,766
		High	85,171	90,355	95,538
21-23	22-24	Elementary	81,080	86,273	91,466
		Middle	83,852	89,045	94,238
		High	86,624	91,816	97,009
24-26	25-26	Elementary	81,686	87,662	92,939
		Middle	84,457	90,433	95,710
		High	87,229	93,205	98,482
27+	27	Elementary	82,290	89,073	94,434
		Middle	85,062	91,844	97,206
		High	87,833	94,616	99,977

Note: The principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary. Non-contract and non-probationary principals are paid based upon this salary schedule.

**CONTRACT / PROBATIONARY
PRINCIPALS SALARY SCHEDULE
NEGOTIATION RANGE
2019 - 2020 FISCAL YEAR
12 MONTH/240 DAYS**

Elementary School	From	70,746	To	91,464
Middle School	From	73,904	To	94,623
Alternative School	From	73,904	To	94,623
High School	From	77,063	To	101,186

Notes:

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

The position of principal is a 12 month assignment for elementary, middle and high school Principals. A principal will be on call at all times, even while the school is closed for the holidays.

ASSISTANT PRINCIPAL ALLOCATION

HIGH SCHOOLS

- It is recommended that an 11-month assistant principal be allocated to each school and a second 11-month assistant principal be allocated to each school with enrollment of 950 or more.

School enrollment from 250-499	.5 Assistant Principal
School enrollment from 500-749	1 Assistant Principal
School enrollment from 750-999	1.5 Assistant Principals
School enrollment from 1,000-1,249	2 Assistant Principals
School enrollment from 1,250-UP	2.5 Assistant Principals

MIDDLE SCHOOLS

- The middle school assistant principal for schools with an enrollment of 499 is an 11-month position.
- The first middle school assistant principal for schools with an enrollment of more than 499 is an 11-month position.

ELEMENTARY SCHOOLS

- The elementary school assistant principal is an 11-month position. It is recommended that an 11-month assistant be allocated to each elementary school with enrollment of 500 or more.

School enrollment from 500-749	.5 Assistant Principal
School enrollment from 750-999	1 Assistant Principal
School enrollment from 1,000-1,249	1.5 Assistant Principals
School enrollment from 1,250-UP	2 Assistant Principals

ASSISTANT PRINCIPALS SALARY SCHEDULE
2019 - 2020 FISCAL YEAR
11 MONTH/222 DAYS

Years of Experience	Step	GRADE LEVEL	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	1-3	Elementary	59,653	63,175	67,760
		Middle	60,263	64,979	69,697
		High	61,378	66,184	70,988
3-5	4-6	Elementary	64,447	69,490	74,535
		Middle	66,287	71,474	76,665
		High	67,515	72,799	78,083
6-8	7-9	Elementary	67,269	72,551	77,797
		Middle	69,191	74,625	80,018
		High	70,470	76,007	81,501
9-11	10-12	Elementary	68,173	73,507	78,840
		Middle	70,120	75,606	81,092
		High	71,419	77,006	82,597
12-14	13-15	Elementary	69,406	74,842	80,276
		Middle	71,390	76,978	82,569
		High	72,712	78,405	84,098
15-17	16-18	Elementary	70,992	76,547	82,102
		Middle	73,019	78,736	84,449
		High	74,374	80,192	86,011
18-20	19-21	Elementary	71,909	77,537	83,164
		Middle	73,962	79,753	85,541
		High	75,331	81,228	87,123
21-23	22-24	Elementary	72,828	78,527	84,226
		Middle	74,910	80,771	86,632
		High	76,296	82,265	88,237
24-26	25-26	Elementary	73,432	79,132	84,830
		Middle	75,514	81,378	86,632
		High	76,901	82,870	88,843
27+	27	Elementary	74,038	79,846	85,436
		Middle	76,120	81,980	87,843
		High	77,507	83,474	89,446

ASSISTANT PRINCIPAL NOTES

BASE SALARY

The assistant principal must have a Class A (Master's level) certificate in administration or educational leadership to qualify for the base salary

GENERAL NOTES

- ◆ Master's Degree – (Class A) certificate must be in administration or educational leadership to qualify for this schedule.
- ◆ Sixth Year – (Class AA) certificate or degree will be recognized for degree credit in or out of field. This remuneration is in effect for all assistant principals upon approval of the schedule.
- ◆ During the time of his/her contract (11 months), an assistant principal will be considered to be on call at all times, even while the school is closed for holidays.

FORMULAS

CENTRAL OFFICE ADMINISTRATIVE POSITIONS

BASE SALARY-CERTIFIED SUPERVISORS, DIRECTORS AND CERTIFIED COORDINATORS

The Certified Director, Supervisor and Coordinator must have a Class A Master's level certification in administration or in the area of employment to qualify for the base salary.

CENTRAL OFFICE ADMINISTRATION NOTES

A professional degree or completion of a credentialing program in the area of employment that requires a minimum of 30 hours of graduate work above the B.S. or B.A. degree.

**A professional degree or completion of a credentialing program in the area of employment that requires a minimum of 30 hours of graduate work above the M.S. or M.A. degree.

**2019 - 2020 FISCAL YEAR
DIRECTOR SALARY SCHEDULE
12 MONTH/240 DAYS**

Years of Experience	Step	Classification (Months)	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	0-3	12	72,881	80,003	81,151
3-5	4-6	12	75,508	82,845	84,302
6-8	7-9	12	77,740	85,263	87,003
9-11	10-12	12	79,720	87,408	89,422
12-14	13-15	12	81,746	89,600	91,889
15-17	16-18	12	83,816	91,841	94,407
18-20	19-21	12	85,799	93,991	96,828
21-23	22-24	12	87,784	96,140	99,248
24-26	25-26	12	88,378	96,734	99,829
27+	27	12	88,971	97,326	100,411

Contract Days:

9 Months - 187 Days
10 Months - 202 Days

11 Months - 222 Days
12 Months - 240 Days

The following positions are funded under the Central Office Director Schedule:

12 month Director of Attendance and Security
12 month Director of Career Technical Education
12 month Director of Curriculum
12 month Director of Federal Programs
12 month Director of Human Resources
12 month Director of Maintenance
12 month Director of Special Education
12 month Director of Student Services

**2019 - 2020 FISCAL YEAR
SUPERVISOR SALARY SCHEDULE
12 MONTH/240 DAYS**

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2	0-3	12	55,078	63,339	68,296	73,256
3-5	4-6	12	60,585	69,672	75,122	80,577
6-8	7-9	12	63,235	72,721	78,433	82,487
9-11	10-12	12	64,083	73,699	79,465	83,595
12-14	13-15	12	65,327	75,034	80,909	85,116
15-17	16-18	12	66,738	76,748	82,755	87,050
18-20	19-21	12	67,599	77,738	82,210	88,177
21-23	22-24	12	68,461	78,734	83,259	89,304
24-26	25-26	12	69,066	79,338	83,853	89,898
27+	27	12	69,671	79,943	84,446	90,491

The following positions are funded under the Central Office Supervisor Schedule:

12 month Supervisor of Business Affairs
12 month Supervisor of Professional Development
12 month Supervisor of Transportation

NOTES:

- The Supervisor of Maintenance and Supervisor of Transportation are paid in this category. Each employee works 240 days, eight hours each day in a contract year.
- The Supervisor of Maintenance must be a skilled employee in at least one trade (carpentry, plumbing, electricity).
- The Supervisor of Transportation must be trained in school bus driving techniques by the State Department of Education and hold a valid School Bus Driver's Certification and a valid Commercial Driver's License issued by the Department of Public Safety.

**2019 - 2020 FISCAL YEAR
COORDINATOR SALARY SCHEDULE
10, 11, & 12 MONTHS**

Years of Experience	Step	Classification (Months)	Bachelor's Degree Rank II, Type II & III	Master's Degree Rank I, Type I	Ed. Specialist Degree/AA Certificate	Doctoral Degree
0-2		10	46,357	53,310	57,483	61,655
	0-3	11	50,947	58,587	63,174	67,760
		12	55,078	63,337	68,296	73,254
3-5		10	50,900	58,641	63,229	67,819
	4-6	11	55,940	64,446	69,489	74,534
		12	60,476	69,672	75,123	80,577
6-8		10	53,223	61,208	66,015	70,788
	7-9	11	58,492	67,268	72,551	77,797
		12	63,235	72,721	78,433	84,105
9-11		10	53,936	62,032	66,884	71,738
	10-12	11	59,277	68,173	73,506	78,840
		12	64,084	73,700	79,466	85,233
12-14		10	54,917	63,153	68,098	73,043
	13-15	11	60,355	69,406	74,841	80,275
		12	65,249	75,034	80,908	86,784
15-17		10	56,171	64,595	69,651	74,704
	16-18	11	61,732	70,991	76,547	82,101
		12	66,737	76,748	82,754	88,758
18-20		10	56,897	65,430	70,551	74,216
	19-21	11	62,530	71,908	77,537	81,564
		12	67,600	77,738	83,824	88,177
21-23		10	57,622	66,267	71,452	75,164
	22-24	11	63,327	72,828	78,526	82,605
		12	68,462	78,733	84,893	89,303
24-26		10	58,173	66,817	72,002	75,703
	25-26	11	63,932	73,432	79,131	83,198
		12	69,148	79,386	85,548	89,944
27+		10	58,722	67,367	72,552	76,244
	27	11	64,536	74,037	79,736	83,792
		12	69,769	80,040	86,201	90,585

Contract Days:

9 Months - 187 Days
10 Months - 202 Days

11 Months - 222 Days
12 Months - 240 Days

CLERICAL EMPLOYEES

**Central Office Secretary Salary Schedule
2019 - 2020 Fiscal Year
10 Months/202 Days
12 Months/240 Days**

Years of Experience	Step	10 Months Rank 2	12 Months Rank 3	12 Months Rank 4	12 Months Rank 5	12 Months Rank 6	12 Months Rank 7
0	1	25,546	30,291	30,351	32,662	35,490	38,325
1	2	25,546	30,291	30,351	32,662	35,490	38,325
2	3	26,272	30,795	31,215	33,843	36,673	39,504
3	4	27,003	31,300	32,082	35,021	37,855	40,688
4	5	27,733	31,805	32,950	36,203	39,035	41,869
5	6	28,460	32,307	33,814	37,386	40,218	43,050
6	7	29,189	32,811	34,680	38,566	41,398	43,748
7	8	29,921	33,317	35,550	39,749	42,579	45,414
8	9	30,647	33,821	36,412	40,930	43,758	46,595
9	10	31,377	34,323	37,280	42,113	44,941	47,777
10	11	32,107	34,827	38,147	43,292	46,124	48,959
11	12	32,838	35,340	39,016	44,474	47,305	50,138
12	13	33,565	35,837	39,879	45,655	48,486	51,319
13	14	34,293	36,341	40,745	46,838	49,665	52,502
14	15	35,021	36,845	41,609	48,018	50,848	53,684
15	16	35,750	37,349	42,476	49,199	52,031	54,864

Classifications:

- Rank 2 - 10 Month Secretary
- Rank 3 - Secretary/Receptionist
- Rank 4 - Senior Secretary
- Rank 5 - Accounting Assistant
- Rank 6 - Executive Secretary/Payroll Officer/Accounts Payable
- Rank 7 - Comptroller/Administrative Assistant/Local School Accountant

Note: Salaries of Secretaries working less than 240 days will be calculated by multiplying the daily rate of pay by the number of days approved.

School Secretary Salary Schedule
2019 - 2020 Fiscal Year
11 Months/222 Days
12 Months/240 Days

Years of Experience	Step	Rank 11 Secretary	Rank 12 Secretary
0	1	23,338	25,271
1	2	23,338	25,271
2	3	23,613	25,662
3	4	23,955	26,052
4	5	24,970	27,239
5	6	25,329	27,634
6	7	25,692	28,027
7	8	26,777	29,212
8	9	27,350	29,834
9	10	27,939	30,480
10	11	29,895	32,612
11	12	30,677	33,466
12	13	31,454	34,315
13	14	33,417	36,454
14	15	33,881	36,961
15	16	34,359	37,482

Contract Periods:

Rank 11 - 11 Months/222 Days

Rank 12 - 12 Months/240 Days

Custodial Salary Schedule
2019 - 2020 Fiscal Year
10, 11, & 12 MONTHS

Years of Experience	Step	Hours Per Day	10 Month/202 Days Custodian	11 Month/222 Days Custodian	12 Month/240 Days Custodian
0	1	6	14,994	16,247	17,397
		8	19,373	21,170	22,789
1	2	6	14,994	16,247	17,397
		8	19,373	21,170	22,789
2	3	6	15,234	16,520	17,703
		8	19,710	21,542	23,191
3	4	6	15,444	16,760	17,975
		8	20,012	21,886	23,564
4	5	6	15,684	17,014	18,277
		8	20,362	22,257	23,963
5	6	6	15,925	17,269	18,583
		8	20,697	22,627	24,364
6	7	6	16,148	17,525	18,853
		8	21,013	22,970	24,738
7	8	6	16,373	17,816	19,159
		8	21,348	23,342	25,137
8	9	6	16,626	18,104	19,480
		8	21,710	23,740	25,574
9	10	6	16,881	18,413	19,798
		8	22,070	24,140	26,026
10	11	6	17,121	18,687	20,104
		8	22,407	24,507	26,445
11	12	6	17,374	18,978	20,423
		8	22,771	24,908	26,897
12	13	6	17,652	19,286	20,743
		8	23,132	25,303	27,347
13	14	6	17,909	19,558	21,048
		8	23,468	25,685	27,769
14	15	6	18,182	19,848	21,368
		8	23,830	26,117	28,217
15	16	6	18,455	20,155	21,689
		8	24,153	26,520	28,670
16	17	6	18,726	20,447	22,008
		8	24,552	26,931	29,120
17	18	6	18,982	20,754	22,330
		8	24,913	27,354	29,572
18	19	6	19,237	21,027	22,633
		8	25,251	27,743	29,992
19	20	6	19,590	21,403	23,034
		8	25,723	28,268	30,559
20	21	6	19,864	21,694	23,369
		8	26,104	28,687	31,014

Maintenance Salary Schedule
2019 - 2020 Fiscal Year
12 Months/240 Days

Years of Experience	Step	Classification M-IV	Classification M-III	Classification M-II	Classification M-I	Classification M-V
0	1	22,789	23,188	30,698	36,113	49,889
1	2	22,789	23,188	30,698	36,113	50,960
2	3	23,191	23,604	30,915	36,762	52,031
3	4	23,567	24,013	31,130	37,450	53,102
4	5	23,963	24,463	31,382	38,097	54,174
5	6	24,364	24,873	31,601	38,687	55,245
6	7	24,738	25,287	31,818	39,439	56,316
7	8	25,137	25,715	32,034	40,125	57,388
8	9	25,574	26,145	32,249	40,773	58,459
9	10	26,026	26,616	32,502	41,460	59,531
10	11	26,445	27,051	32,722	42,111	60,602
11	12	26,897	27,484	32,936	42,760	60,602
12	13	27,347	27,916	33,153	43,448	60,602
13	14	27,769	28,350	33,370	44,098	60,602
14	15	28,217	28,782	33,622	44,784	60,602
15	16	28,670	29,253	33,842	45,433	60,602
16	17	29,120	29,685	34,056	46,119	60,602
17	18	29,572	30,121	34,272	46,769	60,602
18	19	29,992	30,553	34,489	47,419	60,602
19	20	30,562	30,985	34,741	48,104	60,602
20	21	31,014	31,454	34,956	48,763	60,602

- *The Maintenance Workers I, II, III and IV are employed eight hours per day in a contract year. It is recommended that Worker IV be skilled in a trade.*

**Transportation Salary Schedule
2019 - 2020 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Mechanic II	Mechanic I
0	1	32,502	41,533
1	2	32,502	41,533
2	3	32,900	41,966
3	4	33,297	42,401
4	5	33,695	42,831
5	6	34,092	43,266
6	7	34,489	43,700
7	8	34,887	44,133
8	9	35,284	44,566
9	10	35,681	45,000
10	11	36,078	45,433
11	12	36,473	45,866
12	13	36,871	46,297
13	14	37,269	46,733
14	15	37,668	47,166
15	16	38,063	47,599
16	17	38,461	48,033
17	18	38,858	48,466
18	19	39,257	48,901
19	20	39,652	49,332
20	21	40,052	49,766

- *The Mechanic I and II are state certified skilled mechanic positions.*

**Bus Driver Salary Schedule
2019 - 2020 Fiscal Year
9 Months/183 Days**

Years of Experience	Step	Salary
0	1	14,494
1	2	14,735
2	3	14,976
3	4	15,217
4	5	15,457
5	6	15,697

**Bus Assistant Salary Schedule
2019 - 2020 Fiscal Year
9 Months/183 Days**

Years of Experience	Step	Salary
0	1	12,152
1	2	12,476
2	3	12,750
3	4	13,074
4	5	13,398
5	6	13,722

BUS SUPPLEMENTS (Extra Runs)

Bus supplements are for one year only and are not included when base salary is computed. The Supervisor of Transportation must recommend a particular individual for a specific supplement each school year. No continuing services status in the supplemental position is implied or should be assumed by the individual receiving the supplement.

A run is defined as driving to and from a specific destination.

Child Nutrition Program Managerial Salary Schedule
2019 - 2020 Fiscal Year
192 Days

Years of Experience	Step	Assistant Manager	Manager Rank 3	Manager Rank 4
0	1	20,882	23,132	24,682
1	2	20,882	23,132	24,682
2	3	22,266	24,666	26,111
3	4	22,524	24,955	26,415
4	5	22,828	25,244	26,748
5	6	23,102	25,563	27,098
6	7	23,420	25,868	27,432
7	8	24,028	26,171	27,767
8	9	24,317	26,505	28,102
9	10	24,773	27,008	28,375
10	11	25,214	27,463	28,831
11	12	25,669	27,919	29,272
12	13	26,111	28,375	29,729
13	14	26,552	28,831	30,168
14	15	27,008	29,272	30,639
15	16	27,463	29,729	31,095
16	17	27,919	30,168	31,536
17	18	28,375	30,639	31,978
18	19	28,831	31,095	32,448
19	20	29,272	31,536	32,889
20	21	29,729	31,978	33,344
21	22	30,168	32,448	33,816

The CNP Manager works 7 hours each day during the contract year.

Child Nutrition Program Worker
2019 - 2020 Fiscal Year
182 Days

Years of Experience	Step	Salary
0	1	15,346
1	2	15,346
2	3	15,787
3	4	16,217
4	5	16,494
5	6	17,012
6	7	17,568
7	8	17,908
8	9	18,273
9	10	18,640
10	11	18,994
11	12	19,357
12	13	19,713
13	14	20,065
14	15	20,419
15	16	20,772
16	17	21,138
17	18	21,504
18	19	21,858
19	20	22,224
20	21	22,577
21	22	22,917

Nurse Salary Schedule
2019 - 2020 Fiscal Year
9 Months/182 Days, 10 Months/202 Days

Years of Experience	Step	Licensed Practical Nurse - LPN 182 Days	Registered Nurse - RN (BS) 182 Days	Registered Nurse - RN (MS) 182 Days	Lead Nurse 202 Days
0-2	1-3	20,911	39,779	45,748	51,744
		20,911	39,779	45,748	51,744
		20,911	39,779	45,748	51,744
3-5	4-6	22,981	43,755	50,313	57,251
		22,981	43,755	50,313	57,251
		22,981	43,755	50,313	57,251
6-8	7-9	23,970	45,671	52,521	59,900
		23,970	45,671	52,521	59,900
		23,970	45,671	52,521	59,900
9-11	10-12	24,281	46,283	53,225	59,900
		24,281	46,283	53,225	59,900
		24,281	46,283	53,225	59,900
12-14	13-15	24,718	47,125	54,190	59,900
		24,718	47,125	54,190	59,900
		24,718	47,125	54,190	59,900
15-17	16-18	25,261	48,198	55,430	59,900
		25,261	48,198	55,430	59,900
		25,261	48,198	55,430	59,900
18-20	19-21	25,565	48,821	56,143	59,900
		25,565	48,821	56,143	59,900
		25,565	48,821	56,143	59,900
21-23	22-24	25,871	49,443	56,863	59,900
		25,871	49,443	56,863	59,900
		25,871	49,443	56,863	59,900
24-26	25-27	26,421	50,033	57,451	59,900
		26,421	50,033	57,451	59,900
		26,421	50,033	57,451	59,900
27	28	26,972	50,622	58,041	59,900

Para-Professional Salary Schedule
2019 - 2020 Fiscal Year
9 Months/187 Days

Years of Experience	Step	Salary
0	1	21,086
1	2	21,086
2	3	21,356
3	4	21,760
4	5	22,169
5	6	22,385

The Para-Professional works seven hours each day.

**Job Coach Salary Schedule
2019 - 2020 Fiscal Year
9 Months/187 Days**

Years of Experience	Step	Salary
0	1	26,352
1	2	26,744
2	3	27,137
3	4	27,536
4	5	27,924
5	6	28,315
6	7	28,710
7	8	29,101
8	9	29,493
9	10	29,884
10	11	30,277
11	12	30,668
12	13	31,060
13	14	31,452
14	15	31,844
15	16	32,236

**Crossing Guard Salary Schedule
Metal Detector Officer Salary Schedule
Security Officer Salary Schedule
2019 - 2020 Fiscal Year
180 Days/2 Hours Per Day**

Position	Hourly Rate	Length of Contract
Crossing Guard	10.00	Part-time
Metal Detector Officer	15.00	Part-time
Security Officer	20.00	Part-time

Note: Positions on this Salary Schedule are part-time with no benefits.

**Technology Salary Schedule
2019 - 2020 Fiscal Year
12 Months/240 Days**

Years of Experience	Step	Tech Support	Certified Tech Support	Senior Tech Support
0	1	39,468	41,489	50,276
1	2	40,206	42,227	51,014
2	3	40,944	42,965	51,752
3	4	41,682	43,703	52,492
4	5	42,417	44,438	53,475
5	6	43,156	45,177	54,457
6	7	43,893	45,914	55,445
7	8	44,629	46,650	56,427
8	9	45,369	47,389	57,409
9	10	46,105	48,125	58,397
10	11	46,844	48,863	59,378

SUBSTITUTE AND PART-TIME EMPLOYMENT

SUBSTITUTE EMPLOYMENT

TEACHING PERSONNEL		SUPPORT PERSONNEL	
CLASSIFICATION	DAILY RATE	CLASSIFICATION	DAILY RATE
Substitute	\$60.00	**CNP Substitute	\$9.36 per hour
*Extended Certified Substitute	\$125.00	Bus Driver Substitute	\$55.00
		Extended Bus Driver Substitute (After 10 days)	\$60.00
		Custodian	\$60.00
		Instructional/Clerical Assistant	\$60.00
		School Secretary/ Bookkeeper	\$60.00
		LPN ***	\$8.50 per hour
		Extended LPN ****	\$10.00 per hour

NOTES

***** CNP Substitutes will be compensated on an hourly rate basis instead of a daily rate.***

****** Must hold a current License as an LPN.***

******* Retroactive pay to equal \$10.00 per hour for Extended LPN Substitutes will be given for continuous long-term employment exceeding 20 consecutive full-day assignments in a single school. The nurse must hold a current License as an LPN.***

SALARY SUPPLEMENT SCHEDULE

Supplements are for one year only, approved by the Board annually, and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season. No continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.

SUPPLEMENTS 2019 - 2020 FISCAL YEAR

HIGH SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$3,000
Head Football Coach, Varsity	\$6,500
Head Football Coach, Varsity - Extra Days	Additional Days
Assistant Football, Varsity	\$2,500
Head Football Coach, Freshman	\$2,000
Assistant Football, Freshman	\$1,500
Defensive Coordinator	\$750
Offensive Coordinator	\$750
Basketball, Head Varsity (Boys)	\$5,000
Basketball, Head Varsity (Boys) - Extra Days	
Assistant Basketball, Varsity (Boys)	\$2,500
Basketball, Head, Freshman (Boys)	\$1,000
Basketball Head Coach (Girls)	\$5,000
Basketball Head Coach (Girls) - Extra Days	
Basketball Assistant Coach (Girls)	\$2,500
Basketball Head Freshman (Girls)	\$1,000
Baseball, Head Coach, Varsity	\$2,000
Baseball, Assistant, Varsity	\$1,000
Softball Head Coach	\$2,000
Softball Assistant Coach	\$1,000
Track Head Coach, Boys/Girls	\$1,500
Track Assistant, Boys/Girls	\$1,500
Volleyball Head Coach	\$1,500
Volleyball Assistant Coach	\$1,000
Golf - Girls	\$2,000
Golf - Boys	\$2,000
Soccer, Boys	\$2,500
Soccer, Girls	\$2,500
Strength Coach	\$1,200
Band Director	\$5,000
Cheerleader Coach	\$2,000
Cheerleader Coach, Freshman/Junior	\$1,500
Majorette, Drill, Dance & Flag Corp	\$1,000
Athletic Nurse	\$1,000
Equipment Manager	\$750

**SUPPLEMENTS
2019 - 2020 FISCAL YEAR**

MIDDLE SCHOOL	
POSITION	SUPPLEMENT
Athletic Director	\$2,000
Baseball - Head Coach	\$1,000
Basketball - Head Coach (8 th Grade Boys)	\$2,500
Basketball - Head Coach (Girls)	\$2,500
Football Head Coach	\$3,200
Football Assistant Coach	\$1,500
Soccer Head Coach (Boys & Girls)	\$1,000
Softball Head Coach	\$1,000
Volleyball Head Coach	\$1,000
Athletic Nurse	\$1,000
Cheerleader Coach	\$1,000
Band Director	\$2,500
Dance, Flag, Drills & Majorette	\$1,000

**PLAY OFF & STATE CHAMPIONSHIP SUPPLEMENTS
2019 - 2020 FISCAL YEAR**

POSITION	SUPPLEMENT
Play Off Games:	
Head Coach	\$200/Game
Assistant Coach	\$100/Game
Cheerleader Coach/Sponsor (includes state championship)	\$200/Game
State Championship Games:	
Head Coach	\$5,000
Assistant Coach	\$1,000

NOTES

- All assistant varsity football coaches must coach an additional sport.
- All coaches will be paid for EACH sport they coach.
- One coach should not earn two supplements during the same season except within the same sport.
- Coaching supplements and extended contracts will be prorated accordingly with resignations and terminations before the end of the contract season.
- The supplemental salary schedule becomes effective for coaches employed after the 2018-2019 school year.