

**TUSCUMBIA CITY  
BOARD OF EDUCATION**

**SALARY SCHEDULE**

**2019 - 2020**

**Approved: July 22, 2019**

**ASSISTANT PRINCIPAL**  
**2019-2020 SALARY SCHEDULE**

**ASSISTANT PRINCIPAL SALARY SCHEDULE**

**TENURE TRACK ONLY**

**I. BASE SALARY**

The base salary will be the per day salary of 27+ teacher level at the assistant principal's corresponding level of certification based on Tusculumbia City's certified teacher salary matrix.

The base salary figure is awarded on the assistant principal holding a minimum of a Masters Degree.

MASTERS DEGREE	\$ 318.91 /DAY	Calculated based on 245 day
AA/EDS	\$ 343.36 /DAY	Calculated based on 245 day
EdD/PhD	\$ 367.81 /DAY	Calculated based on 245 day

\*Add an additional \$1,000 mandated raise for earned doctorate degree from an accredited institution per state law.

**DIRECTOR OF CURRICULUM & INSTRUCTION**  
**(CERTIFIED POSITION)**  
**2019-2020 SALARY SCHEDULE**  
**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
0	1	391.22	7,987.42	95,849.00
1	2	391.22	7,987.42	95,849.00
2	3	404.91	8,266.83	99,202.00
3	4	404.91	8,266.83	99,202.00
4	5	404.91	8,266.83	99,202.00
5	6	419.09	8,556.33	102,676.00
6	7	419.09	8,556.33	102,676.00
7	8	419.09	8,556.33	102,676.00
8	9	433.75	8,855.75	106,269.00
9	10	433.75	8,855.75	106,269.00
10	11	433.75	8,855.75	106,269.00
11+	12	448.93	9,165.67	109,988.00

**CLASSROOM & CAREER TECHNICAL EDUCATION TEACHERS**

**2019-2020 SALARY SCHEDULE**

**Public Classroom Experience**

**187 Day Contract**

Years of Completed Experience	Step	Bachelor's Degree			Masters 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	218.57	3,406.08	40,873.00	251.34	3,916.75	47,001.00	271.02	4,223.42	50,681.00	290.69	4,529.92	54,359.00
1	2	218.57	3,406.08	40,873.00	251.34	3,916.75	47,001.00	271.02	4,223.42	50,681.00	290.69	4,529.92	54,359.00
2	3	218.57	3,406.08	40,873.00	251.34	3,916.75	47,001.00	271.02	4,223.42	50,681.00	290.69	4,529.92	54,359.00
3	4	240.41	3,746.33	44,956.00	276.47	4,308.25	51,699.00	298.10	4,645.42	55,745.00	319.75	4,982.83	59,794.00
4	5	240.41	3,746.33	44,956.00	276.47	4,308.25	51,699.00	298.10	4,645.42	55,745.00	319.75	4,982.83	59,794.00
5	6	240.41	3,746.33	44,956.00	276.47	4,308.25	51,699.00	298.10	4,645.42	55,745.00	319.75	4,982.83	59,794.00
6	7	250.94	3,910.50	46,926.00	288.58	4,497.00	53,964.00	311.25	4,850.25	58,203.00	333.75	5,200.92	62,411.00
7	8	250.94	3,910.50	46,926.00	288.58	4,497.00	53,964.00	311.25	4,850.25	58,203.00	333.75	5,200.92	62,411.00
8	9	250.94	3,910.50	46,926.00	288.58	4,497.00	53,964.00	311.25	4,850.25	58,203.00	333.75	5,200.92	62,411.00
9	10	254.30	3,962.83	47,554.00	292.45	4,557.33	54,688.00	315.35	4,914.17	58,970.00	338.23	5,270.75	63,249.00
10	11	254.30	3,962.83	47,554.00	292.45	4,557.33	54,688.00	315.35	4,914.17	58,970.00	338.23	5,270.75	63,249.00
11	12	254.30	3,962.83	47,554.00	292.45	4,557.33	54,688.00	315.35	4,914.17	58,970.00	338.23	5,270.75	63,249.00
12	13	258.93	4,034.92	48,419.00	297.75	4,640.00	55,680.00	321.06	5,003.17	60,038.00	344.38	5,366.58	64,399.00
13	14	258.93	4,034.92	48,419.00	297.75	4,640.00	55,680.00	321.06	5,003.17	60,038.00	344.38	5,366.58	64,399.00
14	15	258.93	4,034.92	48,419.00	297.75	4,640.00	55,680.00	321.06	5,003.17	60,038.00	344.38	5,366.58	64,399.00
15	16	264.83	4,126.92	49,523.00	304.56	4,746.00	56,952.00	328.39	5,117.42	61,409.00	352.21	5,488.58	65,863.00
16	17	264.83	4,126.92	49,523.00	304.56	4,746.00	56,952.00	328.39	5,117.42	61,409.00	352.21	5,488.58	65,863.00
17	18	264.83	4,126.92	49,523.00	304.56	4,746.00	56,952.00	328.39	5,117.42	61,409.00	352.21	5,488.58	65,863.00
18	19	268.25	4,180.17	50,162.00	308.48	4,807.08	57,685.00	332.62	5,183.33	62,200.00	356.78	5,559.75	66,717.00
19	20	268.25	4,180.17	50,162.00	308.48	4,807.08	57,685.00	332.62	5,183.33	62,200.00	356.78	5,559.75	66,717.00
20	21	268.25	4,180.17	50,162.00	308.48	4,807.08	57,685.00	332.62	5,183.33	62,200.00	356.78	5,559.75	66,717.00
21	22	271.67	4,233.58	50,803.00	312.43	4,868.67	58,424.00	336.87	5,249.58	62,995.00	361.33	5,630.75	67,569.00
22	23	271.67	4,233.58	50,803.00	312.43	4,868.67	58,424.00	336.87	5,249.58	62,995.00	361.33	5,630.75	67,569.00
23	24	271.67	4,233.58	50,803.00	312.43	4,868.67	58,424.00	336.87	5,249.58	62,995.00	361.33	5,630.75	67,569.00
24	25	274.91	4,284.00	51,408.00	315.66	4,919.08	59,029.00	340.12	5,300.25	63,603.00	364.57	5,681.25	68,175.00
25	26	274.91	4,284.00	51,408.00	315.66	4,919.08	59,029.00	340.12	5,300.25	63,603.00	364.57	5,681.25	68,175.00
26	27	274.91	4,284.00	51,408.00	315.66	4,919.08	59,029.00	340.12	5,300.25	63,603.00	364.57	5,681.25	68,175.00
27+	28	278.16	4,334.58	52,015.00	318.91	4,969.75	59,637.00	343.36	5,350.75	64,209.00	367.81	5,731.67	68,780.00

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

**CLASSROOM & CAREER TECHNICAL EDUCATION TEACHERS**

**2019-2020 SALARY SCHEDULE**

**Public Classroom Experience**

**207 Day Contract**

Years of Completed Experience	Step	Bachelor's Degree			Masters 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	218.57	3,770.33	45,243.99	251.34	4,335.62	52,027.38	271.02	4,675.10	56,101.14	290.69	5,014.40	60,172.83
1	2	218.57	3,770.33	45,243.99	251.34	4,335.62	52,027.38	271.02	4,675.10	56,101.14	290.69	5,014.40	60,172.83
2	3	218.57	3,770.33	45,243.99	251.34	4,335.62	52,027.38	271.02	4,675.10	56,101.14	290.69	5,014.40	60,172.83
3	4	240.41	4,147.07	49,764.87	276.47	4,769.11	57,229.29	298.10	5,142.23	61,706.70	319.75	5,515.69	66,188.25
4	5	240.41	4,147.07	49,764.87	276.47	4,769.11	57,229.29	298.10	5,142.23	61,706.70	319.75	5,515.69	66,188.25
5	6	240.41	4,147.07	49,764.87	276.47	4,769.11	57,229.29	298.10	5,142.23	61,706.70	319.75	5,515.69	66,188.25
6	7	250.94	4,328.72	51,944.58	288.58	4,978.01	59,736.06	311.25	5,369.06	64,428.75	333.75	5,757.19	69,086.25
7	8	250.94	4,328.72	51,944.58	288.58	4,978.01	59,736.06	311.25	5,369.06	64,428.75	333.75	5,757.19	69,086.25
8	9	250.94	4,328.72	51,944.58	288.58	4,978.01	59,736.06	311.25	5,369.06	64,428.75	333.75	5,757.19	69,086.25
9	10	254.30	4,386.68	52,640.10	292.45	5,044.76	60,537.15	315.35	5,439.79	65,277.45	338.23	5,834.47	70,013.61
10	11	254.30	4,386.68	52,640.10	292.45	5,044.76	60,537.15	315.35	5,439.79	65,277.45	338.23	5,834.47	70,013.61
11	12	254.30	4,386.68	52,640.10	292.45	5,044.76	60,537.15	315.35	5,439.79	65,277.45	338.23	5,834.47	70,013.61
12	13	258.93	4,466.54	53,598.51	297.75	5,136.19	61,634.25	321.06	5,538.29	66,459.42	344.38	5,940.56	71,286.66
13	14	258.93	4,466.54	53,598.51	297.75	5,136.19	61,634.25	321.06	5,538.29	66,459.42	344.38	5,940.56	71,286.66
14	15	258.93	4,466.54	53,598.51	297.75	5,136.19	61,634.25	321.06	5,538.29	66,459.42	344.38	5,940.56	71,286.66
15	16	264.83	4,568.32	54,819.81	304.56	5,253.66	63,043.92	328.39	5,664.73	67,976.73	352.21	6,075.62	72,907.47
16	17	264.83	4,568.32	54,819.81	304.56	5,253.66	63,043.92	328.39	5,664.73	67,976.73	352.21	6,075.62	72,907.47
17	18	264.83	4,568.32	54,819.81	304.56	5,253.66	63,043.92	328.39	5,664.73	67,976.73	352.21	6,075.62	72,907.47
18	19	268.25	4,627.31	55,527.75	308.48	5,321.28	63,855.36	332.62	5,737.70	68,852.34	356.78	6,154.46	73,853.46
19	20	268.25	4,627.31	55,527.75	308.48	5,321.28	63,855.36	332.62	5,737.70	68,852.34	356.78	6,154.46	73,853.46
20	21	268.25	4,627.31	55,527.75	308.48	5,321.28	63,855.36	332.62	5,737.70	68,852.34	356.78	6,154.46	73,853.46
21	22	271.67	4,686.31	56,235.69	312.43	5,389.42	64,673.01	336.87	5,811.01	69,732.09	361.33	6,232.94	74,795.31
22	23	271.67	4,686.31	56,235.69	312.43	5,389.42	64,673.01	336.87	5,811.01	69,732.09	361.33	6,232.94	74,795.31
23	24	271.67	4,686.31	56,235.69	312.43	5,389.42	64,673.01	336.87	5,811.01	69,732.09	361.33	6,232.94	74,795.31
24	25	274.91	4,742.20	56,906.37	315.66	5,445.14	65,341.62	340.12	5,867.07	70,404.84	364.57	6,288.83	75,465.99
25	26	274.91	4,742.20	56,906.37	315.66	5,445.14	65,341.62	340.12	5,867.07	70,404.84	364.57	6,288.83	75,465.99
26	27	274.91	4,742.20	56,906.37	315.66	5,445.14	65,341.62	340.12	5,867.07	70,404.84	364.57	6,288.83	75,465.99
27+	28	278.16	4,798.26	57,579.12	318.91	5,501.20	66,014.37	343.36	5,922.96	71,075.52	367.81	6,344.72	76,136.67

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

**CLASSROOM & CAREER TECHNICAL EDUCATION TEACHERS**

**2019-2020 SALARY SCHEDULE**

**Public Classroom Experience**

**245 Day Contract**

Years of Completed Experience	Step	Bachelor's Degree			Masters 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	218.57	4,462.47	53,549.65	251.34	5,131.53	61,578.30	271.02	5,533.33	66,399.90	290.69	5,934.92	71,219.05
1	2	218.57	4,462.47	53,549.65	251.34	5,131.53	61,578.30	271.02	5,533.33	66,399.90	290.69	5,934.92	71,219.05
2	3	218.57	4,462.47	53,549.65	251.34	5,131.53	61,578.30	271.02	5,533.33	66,399.90	290.69	5,934.92	71,219.05
3	4	240.41	4,908.37	58,900.45	276.47	5,644.60	67,735.15	298.10	6,086.21	73,034.50	319.75	6,528.23	78,338.75
4	5	240.41	4,908.37	58,900.45	276.47	5,644.60	67,735.15	298.10	6,086.21	73,034.50	319.75	6,528.23	78,338.75
5	6	240.41	4,908.37	58,900.45	276.47	5,644.60	67,735.15	298.10	6,086.21	73,034.50	319.75	6,528.23	78,338.75
6	7	250.94	5,123.36	61,480.30	288.58	5,891.84	70,702.10	311.25	6,354.69	76,256.25	333.75	6,814.06	81,768.75
7	8	250.94	5,123.36	61,480.30	288.58	5,891.84	70,702.10	311.25	6,354.69	76,256.25	333.75	6,814.06	81,768.75
8	9	250.94	5,123.36	61,480.30	288.58	5,891.84	70,702.10	311.25	6,354.69	76,256.25	333.75	6,814.06	81,768.75
9	10	254.30	5,191.96	62,303.50	292.45	5,970.85	71,650.25	315.35	6,438.40	77,260.75	338.23	6,905.53	82,866.35
10	11	254.30	5,191.96	62,303.50	292.45	5,970.85	71,650.25	315.35	6,438.40	77,260.75	338.23	6,905.53	82,866.35
11	12	254.30	5,191.96	62,303.50	292.45	5,970.85	71,650.25	315.35	6,438.40	77,260.75	338.23	6,905.53	82,866.35
12	13	258.93	5,286.49	63,437.85	297.75	6,079.06	72,948.75	321.06	6,554.98	78,659.70	344.38	7,031.09	84,373.10
13	14	258.93	5,286.49	63,437.85	297.75	6,079.06	72,948.75	321.06	6,554.98	78,659.70	344.38	7,031.09	84,373.10
14	15	258.93	5,286.49	63,437.85	297.75	6,079.06	72,948.75	321.06	6,554.98	78,659.70	344.38	7,031.09	84,373.10
15	16	264.83	5,406.95	64,883.35	304.56	6,218.10	74,617.20	328.39	6,704.63	80,455.55	352.21	7,190.95	86,291.45
16	17	264.83	5,406.95	64,883.35	304.56	6,218.10	74,617.20	328.39	6,704.63	80,455.55	352.21	7,190.95	86,291.45
17	18	264.83	5,406.95	64,883.35	304.56	6,218.10	74,617.20	328.39	6,704.63	80,455.55	352.21	7,190.95	86,291.45
18	19	268.25	5,476.77	65,721.25	308.48	6,298.13	75,577.60	332.62	6,790.99	81,491.90	356.78	7,284.26	87,411.10
19	20	268.25	5,476.77	65,721.25	308.48	6,298.13	75,577.60	332.62	6,790.99	81,491.90	356.78	7,284.26	87,411.10
20	21	268.25	5,476.77	65,721.25	308.48	6,298.13	75,577.60	332.62	6,790.99	81,491.90	356.78	7,284.26	87,411.10
21	22	271.67	5,546.60	66,559.15	312.43	6,378.78	76,545.35	336.87	6,877.76	82,533.15	361.33	7,377.15	88,525.85
22	23	271.67	5,546.60	66,559.15	312.43	6,378.78	76,545.35	336.87	6,877.76	82,533.15	361.33	7,377.15	88,525.85
23	24	271.67	5,546.60	66,559.15	312.43	6,378.78	76,545.35	336.87	6,877.76	82,533.15	361.33	7,377.15	88,525.85
24	25	274.91	5,612.75	67,352.95	315.66	6,444.73	77,336.70	340.12	6,944.12	83,329.40	364.57	7,443.30	89,319.65
25	26	274.91	5,612.75	67,352.95	315.66	6,444.73	77,336.70	340.12	6,944.12	83,329.40	364.57	7,443.30	89,319.65
26	27	274.91	5,612.75	67,352.95	315.66	6,444.73	77,336.70	340.12	6,944.12	83,329.40	364.57	7,443.30	89,319.65
27+	28	278.16	5,679.10	68,149.20	318.91	6,511.08	78,132.95	343.36	7,010.27	84,123.20	367.81	7,509.45	90,113.45

The anniversary date of experience shall be used to determine the appropriate step for qualified public education.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

**COUNSELORS**  
**2019-2020 SALARY SCHEDULE**  
**Public Classroom Experience**  
**207 Day Contract**

Years of Completed Experience	Step	Bachelor's Degree			Masters 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	218.57	3,770.33	45,243.99	251.34	4,335.62	52,027.38	271.02	4,675.10	56,101.14	290.69	5,014.40	60,172.83
1	2	218.57	3,770.33	45,243.99	251.34	4,335.62	52,027.38	271.02	4,675.10	56,101.14	290.69	5,014.40	60,172.83
2	3	218.57	3,770.33	45,243.99	251.34	4,335.62	52,027.38	271.02	4,675.10	56,101.14	290.69	5,014.40	60,172.83
3	4	240.41	4,147.07	49,764.87	276.47	4,769.11	57,229.29	298.10	5,142.23	61,706.70	319.75	5,515.69	66,188.25
4	5	240.41	4,147.07	49,764.87	276.47	4,769.11	57,229.29	298.10	5,142.23	61,706.70	319.75	5,515.69	66,188.25
5	6	240.41	4,147.07	49,764.87	276.47	4,769.11	57,229.29	298.10	5,142.23	61,706.70	319.75	5,515.69	66,188.25
6	7	250.94	4,328.72	51,944.58	288.58	4,978.01	59,736.06	311.25	5,369.06	64,428.75	333.75	5,757.19	69,086.25
7	8	250.94	4,328.72	51,944.58	288.58	4,978.01	59,736.06	311.25	5,369.06	64,428.75	333.75	5,757.19	69,086.25
8	9	250.94	4,328.72	51,944.58	288.58	4,978.01	59,736.06	311.25	5,369.06	64,428.75	333.75	5,757.19	69,086.25
9	10	254.30	4,386.68	52,640.10	292.45	5,044.76	60,537.15	315.35	5,439.79	65,277.45	338.23	5,834.47	70,013.61
10	11	254.30	4,386.68	52,640.10	292.45	5,044.76	60,537.15	315.35	5,439.79	65,277.45	338.23	5,834.47	70,013.61
11	12	254.30	4,386.68	52,640.10	292.45	5,044.76	60,537.15	315.35	5,439.79	65,277.45	338.23	5,834.47	70,013.61
12	13	258.93	4,466.54	53,598.51	297.75	5,136.19	61,634.25	321.06	5,538.29	66,459.42	344.38	5,940.56	71,286.66
13	14	258.93	4,466.54	53,598.51	297.75	5,136.19	61,634.25	321.06	5,538.29	66,459.42	344.38	5,940.56	71,286.66
14	15	258.93	4,466.54	53,598.51	297.75	5,136.19	61,634.25	321.06	5,538.29	66,459.42	344.38	5,940.56	71,286.66
15	16	264.83	4,568.32	54,819.81	304.56	5,253.66	63,043.92	328.39	5,664.73	67,976.73	352.21	6,075.62	72,907.47
16	17	264.83	4,568.32	54,819.81	304.56	5,253.66	63,043.92	328.39	5,664.73	67,976.73	352.21	6,075.62	72,907.47
17	18	264.83	4,568.32	54,819.81	304.56	5,253.66	63,043.92	328.39	5,664.73	67,976.73	352.21	6,075.62	72,907.47
18	19	268.25	4,627.31	55,527.75	308.48	5,321.28	63,855.36	332.62	5,737.70	68,852.34	356.78	6,154.46	73,853.46
19	20	268.25	4,627.31	55,527.75	308.48	5,321.28	63,855.36	332.62	5,737.70	68,852.34	356.78	6,154.46	73,853.46
20	21	268.25	4,627.31	55,527.75	308.48	5,321.28	63,855.36	332.62	5,737.70	68,852.34	356.78	6,154.46	73,853.46
21	22	271.67	4,686.31	56,235.69	312.43	5,389.42	64,673.01	336.87	5,811.01	69,732.09	361.33	6,232.94	74,795.31
22	23	271.67	4,686.31	56,235.69	312.43	5,389.42	64,673.01	336.87	5,811.01	69,732.09	361.33	6,232.94	74,795.31
23	24	271.67	4,686.31	56,235.69	312.43	5,389.42	64,673.01	336.87	5,811.01	69,732.09	361.33	6,232.94	74,795.31
24	25	274.91	4,742.20	56,906.37	315.66	5,445.14	65,341.62	340.12	5,867.07	70,404.84	364.57	6,288.83	75,465.99
25	26	274.91	4,742.20	56,906.37	315.66	5,445.14	65,341.62	340.12	5,867.07	70,404.84	364.57	6,288.83	75,465.99
26	27	274.91	4,742.20	56,906.37	315.66	5,445.14	65,341.62	340.12	5,867.07	70,404.84	364.57	6,288.83	75,465.99
27+	28	278.16	4,798.26	57,579.12	318.91	5,501.20	66,014.37	343.36	5,922.96	71,075.52	367.81	6,344.72	76,136.67

**COUNSELORS**  
**2019-2020 SALARY SCHEDULE**  
**Public Classroom Experience**  
**245 Day Contract**

Years of Completed Experience	Step	Bachelor's Degree			Masters 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	218.57	4,462.47	53,549.65	251.34	5,131.53	61,578.30	271.02	5,533.33	66,399.90	290.69	5,934.92	71,219.05
1	2	218.57	4,462.47	53,549.65	251.34	5,131.53	61,578.30	271.02	5,533.33	66,399.90	290.69	5,934.92	71,219.05
2	3	218.57	4,462.47	53,549.65	251.34	5,131.53	61,578.30	271.02	5,533.33	66,399.90	290.69	5,934.92	71,219.05
3	4	240.41	4,908.37	58,900.45	276.47	5,644.60	67,735.15	298.10	6,086.21	73,034.50	319.75	6,528.23	78,338.75
4	5	240.41	4,908.37	58,900.45	276.47	5,644.60	67,735.15	298.10	6,086.21	73,034.50	319.75	6,528.23	78,338.75
5	6	240.41	4,908.37	58,900.45	276.47	5,644.60	67,735.15	298.10	6,086.21	73,034.50	319.75	6,528.23	78,338.75
6	7	250.94	5,123.36	61,480.30	288.58	5,891.84	70,702.10	311.25	6,354.69	76,256.25	333.75	6,814.06	81,768.75
7	8	250.94	5,123.36	61,480.30	288.58	5,891.84	70,702.10	311.25	6,354.69	76,256.25	333.75	6,814.06	81,768.75
8	9	250.94	5,123.36	61,480.30	288.58	5,891.84	70,702.10	311.25	6,354.69	76,256.25	333.75	6,814.06	81,768.75
9	10	254.30	5,191.96	62,303.50	292.45	5,970.85	71,650.25	315.35	6,438.40	77,260.75	338.23	6,905.53	82,866.35
10	11	254.30	5,191.96	62,303.50	292.45	5,970.85	71,650.25	315.35	6,438.40	77,260.75	338.23	6,905.53	82,866.35
11	12	254.30	5,191.96	62,303.50	292.45	5,970.85	71,650.25	315.35	6,438.40	77,260.75	338.23	6,905.53	82,866.35
12	13	258.93	5,286.49	63,437.85	297.75	6,079.06	72,948.75	321.06	6,554.98	78,659.70	344.38	7,031.09	84,373.10
13	14	258.93	5,286.49	63,437.85	297.75	6,079.06	72,948.75	321.06	6,554.98	78,659.70	344.38	7,031.09	84,373.10
14	15	258.93	5,286.49	63,437.85	297.75	6,079.06	72,948.75	321.06	6,554.98	78,659.70	344.38	7,031.09	84,373.10
15	16	264.83	5,406.95	64,883.35	304.56	6,218.10	74,617.20	328.39	6,704.63	80,455.55	352.21	7,190.95	86,291.45
16	17	264.83	5,406.95	64,883.35	304.56	6,218.10	74,617.20	328.39	6,704.63	80,455.55	352.21	7,190.95	86,291.45
17	18	264.83	5,406.95	64,883.35	304.56	6,218.10	74,617.20	328.39	6,704.63	80,455.55	352.21	7,190.95	86,291.45
18	19	268.25	5,476.77	65,721.25	308.48	6,298.13	75,577.60	332.62	6,790.99	81,491.90	356.78	7,284.26	87,411.10
19	20	268.25	5,476.77	65,721.25	308.48	6,298.13	75,577.60	332.62	6,790.99	81,491.90	356.78	7,284.26	87,411.10
20	21	268.25	5,476.77	65,721.25	308.48	6,298.13	75,577.60	332.62	6,790.99	81,491.90	356.78	7,284.26	87,411.10
21	22	271.67	5,546.60	66,559.15	312.43	6,378.78	76,545.35	336.87	6,877.76	82,533.15	361.33	7,377.15	88,525.85
22	23	271.67	5,546.60	66,559.15	312.43	6,378.78	76,545.35	336.87	6,877.76	82,533.15	361.33	7,377.15	88,525.85
23	24	271.67	5,546.60	66,559.15	312.43	6,378.78	76,545.35	336.87	6,877.76	82,533.15	361.33	7,377.15	88,525.85
24	25	274.91	5,612.75	67,352.95	315.66	6,444.73	77,336.70	340.12	6,944.12	83,329.40	364.57	7,443.30	89,319.65
25	26	274.91	5,612.75	67,352.95	315.66	6,444.73	77,336.70	340.12	6,944.12	83,329.40	364.57	7,443.30	89,319.65
26	27	274.91	5,612.75	67,352.95	315.66	6,444.73	77,336.70	340.12	6,944.12	83,329.40	364.57	7,443.30	89,319.65
27+	28	278.16	5,679.10	68,149.20	318.91	6,511.08	78,132.95	343.36	7,010.27	84,123.20	367.81	7,509.45	90,113.45



**CHIEF SCHOOL FINANCE OFFICER**  
**(NON-CERTIFIED POSITION)**  
**2019-2020 SALARY SCHEDULE**  
**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
<b>0</b>	<b>1</b>	292.25	5,966.75	71,601.00
<b>1</b>	<b>2</b>	302.07	6,167.17	74,006.00
<b>2</b>	<b>3</b>	311.88	6,367.58	76,411.00
<b>3</b>	<b>4</b>	321.70	6,568.08	78,817.00
<b>4</b>	<b>5</b>	331.51	6,768.33	81,220.00
<b>5</b>	<b>6</b>	341.33	6,968.83	83,626.00
<b>6</b>	<b>7</b>	351.14	7,169.17	86,030.00
<b>7</b>	<b>8</b>	360.96	7,369.58	88,435.00
<b>8</b>	<b>9</b>	370.79	7,570.25	90,843.00
<b>9</b>	<b>10</b>	380.60	7,770.67	93,248.00
<b>10</b>	<b>11</b>	390.42	7,971.00	95,652.00
<b>11+</b>	<b>12</b>	400.23	8,171.42	98,057.00

Based on total years of Chief School Finance Officer experience.

If the employee holds either a CPA or CMA certificate, a \$3,472 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution, a \$1,000.00 supplement will be added to his/her salary step.

**CENTRAL OFFICE BOOKKEEPER**  
**2019-2020 SALARY SCHEDULE**  
**7.5 Hour Day**  
**245 Day Contract**

Years of Completed Experience	Step	High School Diploma			Associates Degree			Bachelor's Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	124.42	2,540.25	30,483.00	129.03	2,634.42	31,613.00	129.24	2,638.58	31,663.00
1	2	124.42	2,540.25	30,483.00	129.03	2,634.42	31,613.00	129.24	2,638.58	31,663.00
2	3	124.42	2,540.25	30,483.00	129.03	2,634.42	31,613.00	129.24	2,638.58	31,663.00
3	4	129.33	2,640.58	31,687.00	133.95	2,734.83	32,818.00	143.09	2,921.33	35,056.00
4	5	129.33	2,640.58	31,687.00	133.95	2,734.83	32,818.00	143.09	2,921.33	35,056.00
5	6	129.33	2,640.58	31,687.00	133.95	2,734.83	32,818.00	143.09	2,921.33	35,056.00
6	7	134.44	2,744.83	32,938.00	139.07	2,839.25	34,071.00	152.32	3,109.83	37,318.00
7	8	134.44	2,744.83	32,938.00	139.07	2,839.25	34,071.00	152.32	3,109.83	37,318.00
8	9	134.44	2,744.83	32,938.00	139.07	2,839.25	34,071.00	152.32	3,109.83	37,318.00
9	10	139.76	2,853.33	34,240.00	144.37	2,947.58	35,371.00	161.55	3,298.33	39,580.00
10	11	139.76	2,853.33	34,240.00	144.37	2,947.58	35,371.00	161.55	3,298.33	39,580.00
11	12	139.76	2,853.33	34,240.00	144.37	2,947.58	35,371.00	161.55	3,298.33	39,580.00
12	13	145.07	2,961.75	35,541.00	149.69	3,056.08	36,673.00	170.78	3,486.75	41,841.00
13	14	145.07	2,961.75	35,541.00	149.69	3,056.08	36,673.00	170.78	3,486.75	41,841.00
14	15	145.07	2,961.75	35,541.00	149.69	3,056.08	36,673.00	170.78	3,486.75	41,841.00
15	16	151.82	3,099.75	37,197.00	156.44	3,194.00	38,328.00	180.01	3,675.25	44,103.00
16	17	151.82	3,099.75	37,197.00	156.44	3,194.00	38,328.00	180.01	3,675.25	44,103.00
17	18	151.82	3,099.75	37,197.00	156.44	3,194.00	38,328.00	180.01	3,675.25	44,103.00
18	19	156.27	3,190.50	38,286.00	160.87	3,284.50	39,414.00	189.24	3,863.75	46,365.00
19	20	156.27	3,190.50	38,286.00	160.87	3,284.50	39,414.00	189.24	3,863.75	46,365.00
20	21	156.27	3,190.50	38,286.00	160.87	3,284.50	39,414.00	189.24	3,863.75	46,365.00
21	22	165.17	3,372.17	40,466.00	169.78	3,466.42	41,597.00	198.47	4,052.17	48,626.00

The above salary schedule is based on a work history of post-secondary work experience in an office or school setting and/or post-secondary bookkeeping training.

Central Office Bookkeepers will receive an annual \$1,250.00 supplement for a maximum of four (4) certifications earned through the Alabama Association of School Business Officials.

**FEDERAL PROGRAMS COORDINATOR**  
**(CERTIFIED POSITION)**  
**2019-2020 SALARY SCHEDULE**  
**207 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
<b>0</b>	<b>1</b>	288.40	4,974.83	59,698.00
<b>1</b>	<b>2</b>	298.22	5,144.33	61,732.00
<b>2</b>	<b>3</b>	308.04	5,313.67	63,764.00
<b>3</b>	<b>4</b>	317.86	5,483.00	65,796.00
<b>4</b>	<b>5</b>	327.67	5,652.25	67,827.00
<b>5</b>	<b>6</b>	337.48	5,821.58	69,859.00
<b>6</b>	<b>7</b>	347.31	5,991.17	71,894.00
<b>7</b>	<b>8</b>	357.13	6,160.42	73,925.00
<b>8</b>	<b>9</b>	366.94	6,329.67	75,956.00
<b>9</b>	<b>10</b>	376.75	6,499.00	77,988.00
<b>10</b>	<b>11</b>	386.57	6,668.33	80,020.00
<b>11+</b>	<b>12</b>	396.39	6,837.67	82,052.00

Masters Degree Required

Based on total years of Professional Administrative experience.

If the employee has a AA Certification in Administration and/or Supervision, a \$3,386 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution, a \$1,000 supplement will be added to his/her salary step.

**DIRECTOR OF SPECIAL EDUCATION**  
**(CERTIFIED POSITION)**  
**2019-2020 SALARY SCHEDULE**  
**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
<b>0</b>	<b>1</b>	312.04	6,370.83	76,450.00
<b>1</b>	<b>2</b>	320.02	6,533.83	78,406.00
<b>2</b>	<b>3</b>	328.00	6,696.75	80,361.00
<b>3</b>	<b>4</b>	336.06	6,861.25	82,335.00
<b>4</b>	<b>5</b>	343.98	7,022.92	84,275.00
<b>5</b>	<b>6</b>	351.96	7,185.92	86,231.00
<b>6</b>	<b>7</b>	359.96	7,349.08	88,189.00
<b>7</b>	<b>8</b>	367.94	7,512.08	90,145.00
<b>8</b>	<b>9</b>	375.92	7,675.00	92,100.00
<b>9</b>	<b>10</b>	383.91	7,838.08	94,057.00
<b>10</b>	<b>11</b>	391.89	8,001.00	96,012.00
<b>11+</b>	<b>12</b>	399.87	8,164.00	97,968.00

The above salary schedule at the zero step is based on certification at the Masters Degree Level in Administration/Supervision.

If the employee has a AA Certification in Administration and/or Supervision, a \$3,386 supplement will be added to his/her salary step.

If the employee has earned a Doctorate in Administration and/or Supervision, an additional \$2,825 supplement will be added to his/her salary step.

If the employee has earned a Doctorate from an accredited institution in a field other than Administration and/or Supervision, a \$1,000 supplement will be added to his/her salary step.

**DIRECTOR OF STUDENT SERVICES**

**(CERTIFIED POSITION)**

**2019-2020 SALARY SCHEDULE**

**207 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
0	1	336.52	5,805.00	69,660.00
1	2	336.52	5,805.00	69,660.00
2	3	348.29	6,008.08	72,097.00
3	4	348.29	6,008.08	72,097.00
4	5	348.29	6,008.08	72,097.00
5	6	360.49	6,218.50	74,622.00
6	7	360.49	6,218.50	74,622.00
7	8	360.49	6,218.50	74,622.00
8	9	373.11	6,436.08	77,233.00
9	10	373.11	6,436.08	77,233.00
10	11	373.11	6,436.08	77,233.00
11+	12	386.16	6,661.33	79,936.00

Masters Degree Required

# ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT

## 2019-2020 SALARY SCHEDULE

7.5 Hour Day

245 Day Contract

Years of Completed Experience	Step	High School Diploma			Associates Degree or CPS			Bachelor's Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	124.42	2,540.25	30,483.00	129.03	2,634.42	31,613.00	129.24	2,638.58	31,663.00
1	2	124.42	2,540.25	30,483.00	129.03	2,634.42	31,613.00	129.24	2,638.58	31,663.00
2	3	124.42	2,540.25	30,483.00	129.03	2,634.42	31,613.00	129.24	2,638.58	31,663.00
3	4	129.33	2,640.58	31,687.00	133.95	2,734.83	32,818.00	143.09	2,921.33	35,056.00
4	5	129.33	2,640.58	31,687.00	133.95	2,734.83	32,818.00	143.09	2,921.33	35,056.00
5	6	129.33	2,640.58	31,687.00	133.95	2,734.83	32,818.00	143.09	2,921.33	35,056.00
6	7	134.44	2,744.83	32,938.00	139.06	2,839.17	34,070.00	152.32	3,109.83	37,318.00
7	8	134.44	2,744.83	32,938.00	139.06	2,839.17	34,070.00	152.32	3,109.83	37,318.00
8	9	134.44	2,744.83	32,938.00	139.06	2,839.17	34,070.00	152.32	3,109.83	37,318.00
9	10	139.76	2,853.33	34,240.00	144.37	2,947.58	35,371.00	161.55	3,298.33	39,580.00
10	11	139.76	2,853.33	34,240.00	144.37	2,947.58	35,371.00	161.55	3,298.33	39,580.00
11	12	139.76	2,853.33	34,240.00	144.37	2,947.58	35,371.00	161.55	3,298.33	39,580.00
12	13	145.07	2,961.75	35,541.00	149.69	3,056.08	36,673.00	170.78	3,486.75	41,841.00
13	14	145.07	2,961.75	35,541.00	149.69	3,056.08	36,673.00	170.78	3,486.75	41,841.00
14	15	145.07	2,961.75	35,541.00	149.69	3,056.08	36,673.00	170.78	3,486.75	41,841.00
15	16	151.82	3,099.75	37,197.00	156.44	3,194.00	38,328.00	180.01	3,675.25	44,103.00
16	17	151.82	3,099.75	37,197.00	156.44	3,194.00	38,328.00	180.01	3,675.25	44,103.00
17	18	151.82	3,099.75	37,197.00	156.44	3,194.00	38,328.00	180.01	3,675.25	44,103.00
18	19	156.27	3,190.50	38,286.00	160.87	3,284.50	39,414.00	189.24	3,863.75	46,365.00
19	20	156.27	3,190.50	38,286.00	160.87	3,284.50	39,414.00	189.24	3,863.75	46,365.00
20	21	156.27	3,190.50	38,286.00	160.87	3,284.50	39,414.00	189.24	3,863.75	46,365.00
21	22	165.17	3,372.17	40,466.00	169.78	3,466.42	41,597.00	198.47	4,052.17	48,626.00

Associate Degree and/or Bachelors Degree must be in Business Administration or closely related field to the work of an Administrative Assistant to the Superintendent.

CPS is a Certified Professional Secretary Certificate.

Experience is based on a work history of post-secondary work experience in an office or school setting to the position of Superintendent/Chief Executive Officer.

**TECHNOLOGY & PROFESSIONAL  
DEVELOPMENT COORDINATOR**

**(CERTIFIED POSITION)**

**2019-2020 SALARY SCHEDULE**

**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
<b>0</b>	<b>1</b>	288.40	5,888.08	70,657.00
<b>1</b>	<b>2</b>	298.22	6,088.67	73,064.00
<b>2</b>	<b>3</b>	308.04	6,289.08	75,469.00
<b>3</b>	<b>4</b>	317.85	6,489.50	77,874.00
<b>4</b>	<b>5</b>	327.67	6,690.00	80,280.00
<b>5</b>	<b>6</b>	337.49	6,890.33	82,684.00
<b>6</b>	<b>7</b>	347.31	7,090.92	85,091.00
<b>7</b>	<b>8</b>	357.12	7,291.25	87,495.00
<b>8</b>	<b>9</b>	366.94	7,491.67	89,900.00
<b>9</b>	<b>10</b>	376.76	7,692.25	92,307.00
<b>10</b>	<b>11</b>	386.57	7,892.50	94,710.00
<b>11+</b>	<b>12</b>	396.39	8,093.00	97,116.00

Masters Degree Required.

Based on total years of Professional Administrative experience.

If the employee has AA Certification in Administration and/or Supervision, a \$3,386 supplement will be added to his/her salary step.

If the employee has an earned Doctorate from an accredited institution, a \$1,000 supplement will be added to his/her salary step.

**NETWORK ADMINISTRATOR**  
**2019-2020 SALARY SCHEDULE**  
**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
<b>0</b>	<b>1</b>	146.79	2,997.00	35,964.00
<b>1</b>	<b>2</b>	153.84	3,140.92	37,691.00
<b>2</b>	<b>3</b>	160.88	3,284.67	39,416.00
<b>3</b>	<b>4</b>	167.92	3,428.42	41,141.00
<b>4</b>	<b>5</b>	174.98	3,572.42	42,869.00
<b>5</b>	<b>6</b>	182.02	3,716.25	44,595.00
<b>6</b>	<b>7</b>	189.07	3,860.08	46,321.00
<b>7</b>	<b>8</b>	196.11	4,003.92	48,047.00
<b>8</b>	<b>9</b>	217.37	4,438.00	53,256.00
<b>9</b>	<b>10</b>	224.93	4,592.25	55,107.00
<b>10</b>	<b>11</b>	232.45	4,745.92	56,951.00
<b>11+</b>	<b>12</b>	250.91	5,122.83	61,474.00

The Network Administrator will receive an annual \$1,250.00 supplement for a Maximum of four (4) certifications directly related to position with Tuscumbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Technology Coordinator for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Google Certified Professional
- Google Certified Educator
- Wireless Certification
- Network Security
- Cybersecurity
- Misc. Software Specific Certifications



**SYSTEM NURSE**  
**2019-2020 SALARY SCHEDULE**  
**187 Day Contract**

Years of Completed Experience	Step	RN			RN/MS		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	218.57	3,406.00	40,872.00	251.37	3,917.17	47,006.00
1	2	218.57	3,406.00	40,872.00	251.37	3,917.17	47,006.00
2	3	218.57	3,406.00	40,872.00	251.37	3,917.17	47,006.00
3	4	240.42	3,746.50	44,958.00	276.45	4,308.00	51,696.00
4	5	240.42	3,746.50	44,958.00	276.45	4,308.00	51,696.00
5	6	240.42	3,746.50	44,958.00	276.45	4,308.00	51,696.00
6	7	250.94	3,910.50	46,926.00	288.58	4,497.00	53,964.00
7	8	250.94	3,910.50	46,926.00	288.58	4,497.00	53,964.00
8	9	250.94	3,910.50	46,926.00	288.58	4,497.00	53,964.00
9	10	254.30	3,962.83	47,554.00	292.45	4,557.33	54,688.00
10	11	254.30	3,962.83	47,554.00	292.45	4,557.33	54,688.00
11	12	254.30	3,962.83	47,554.00	292.45	4,557.33	54,688.00
12	13	258.93	4,034.92	48,419.00	297.75	4,639.92	55,679.00
13	14	258.93	4,034.92	48,419.00	297.75	4,639.92	55,679.00
14	15	258.93	4,034.92	48,419.00	297.75	4,639.92	55,679.00
15	16	264.83	4,126.92	49,523.00	304.56	4,746.08	56,953.00
16	17	264.83	4,126.92	49,523.00	304.56	4,746.08	56,953.00
17	18	264.83	4,126.92	49,523.00	304.56	4,746.08	56,953.00
18	19	268.25	4,180.25	50,163.00	308.48	4,807.17	57,686.00
19	20	268.25	4,180.25	50,163.00	308.48	4,807.17	57,686.00
20	21	268.25	4,180.25	50,163.00	308.48	4,807.17	57,686.00
21	22	271.67	4,233.58	50,803.00	312.44	4,868.83	58,426.00
22	23	271.67	4,233.58	50,803.00	312.44	4,868.83	58,426.00
23	24	271.67	4,233.58	50,803.00	312.44	4,868.83	58,426.00
24	25	274.90	4,283.92	51,407.00	315.67	4,919.17	59,030.00
25	26	274.90	4,283.92	51,407.00	315.67	4,919.17	59,030.00
26	27	274.90	4,283.92	51,407.00	315.67	4,919.17	59,030.00
27+	28	278.14	4,334.42	52,013.00	318.90	4,969.58	59,635.00

Based on Public School Nurse Matrix

Registered Nurse Required

**SCHOOL NURSE**  
**2019-2020 SALARY SCHEDULE**  
**7.5 Hour Day**  
**187 Day Contract**

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	114.89	1,790.42	21,485.00
1	2	114.89	1,790.42	21,485.00
2	3	114.89	1,790.42	21,485.00
3	4	126.27	1,967.75	23,613.00
4	5	126.27	1,967.75	23,613.00
5	6	126.27	1,967.75	23,613.00
6	7	131.70	2,052.33	24,628.00
7	8	131.70	2,052.33	24,628.00
8	9	131.70	2,052.33	24,628.00
9	10	133.41	2,079.00	24,948.00
10	11	133.41	2,079.00	24,948.00
11	12	133.41	2,079.00	24,948.00
12	13	135.82	2,116.58	25,399.00
13	14	135.82	2,116.58	25,399.00
14	15	135.82	2,116.58	25,399.00
15	16	138.80	2,163.00	25,956.00
16	17	138.80	2,163.00	25,956.00
17	18	138.80	2,163.00	25,956.00
18	19	140.47	2,189.00	26,268.00
19	20	140.47	2,189.00	26,268.00
20	21	140.47	2,189.00	26,268.00
21	22	142.16	2,215.25	26,583.00
22	23	142.16	2,215.25	26,583.00
23	24	142.16	2,215.25	26,583.00
24	25	145.17	2,262.25	27,147.00
25	26	145.17	2,262.25	27,147.00
26	27	145.17	2,262.25	27,147.00
27+	28	148.20	2,309.50	27,714.00

Based on LPN Public School Nurse Matrix

All School Nurses must have a minimum of an LPN Certificate

All Experience must be in Public Education

**SCHOOL SECRETARIES & OFFICE CLERICAL POSITION**  
**2019-2020 SALARY SCHEDULE**  
**7.5 Hour Day**  
**187, 207, & 245 Day Contracts**

Years of Completed Experience	Step	187 Day			207 Day			245 Day		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	106.10	1,653.42	19,841.00	106.10	1,830.25	21,963.00	106.11	2,166.33	25,996.00
1	2	111.36	1,735.33	20,824.00	111.36	1,920.92	23,051.00	111.36	2,273.58	27,283.00
2	3	116.61	1,817.25	21,807.00	116.61	2,011.50	24,138.00	116.61	2,380.75	28,569.00
3	4	121.85	1,898.83	22,786.00	121.85	2,101.92	25,223.00	121.85	2,487.83	29,854.00
4	5	127.10	1,980.67	23,768.00	127.10	2,192.42	26,309.00	127.10	2,594.92	31,139.00
5+	6	132.38	2,062.92	24,755.00	132.38	2,283.50	27,402.00	132.38	2,702.67	32,432.00

The above salary schedule is based on a work history of post-secondary work experience in an office or school setting and/or setting and/or post-secondary secretarial training.

**PARAPROFESSIONALS**  
**(Includes Federal Program & Library Aides)**  
**2019-2020 SALARY SCHEDULE**  
**7.5 Hour Day**  
**187 Day Contract**

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	107.51	1,675.42	20,105.00
1	2	107.51	1,675.42	20,105.00
2	3	107.51	1,675.42	20,105.00
3	4	107.51	1,675.42	20,105.00
4	5	108.76	1,694.83	20,338.00
5	6	108.76	1,694.83	20,338.00
6	7	108.76	1,694.83	20,338.00
7	8	108.76	1,694.83	20,338.00
8	9	108.76	1,694.83	20,338.00
9	10	110.01	1,714.25	20,571.00
10	11	110.01	1,714.25	20,571.00
11	12	110.01	1,714.25	20,571.00
12	13	110.01	1,714.25	20,571.00
13	14	110.01	1,714.25	20,571.00
14	15	110.01	1,714.25	20,571.00
15	16	111.34	1,735.00	20,820.00
16	17	111.34	1,735.00	20,820.00
17	18	111.34	1,735.00	20,820.00
18	19	111.34	1,735.00	20,820.00
19	20	111.34	1,735.00	20,820.00
20	21	111.34	1,735.00	20,820.00
21+	22	112.58	1,754.42	21,053.00

**Note: These employees must hold a valid substitute teaching certificate.**

These employees must meet the qualifications specified under the Federal No Child Left Behind Act of 2001.

Add \$1,000 for a minimum of 48 hours or an Associates Degree from an accredited college/ university.

**DIRECTOR OF MAINTENANCE AND FACILITIES**

**2019-2020 SALARY SCHEDULE**

**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
0	1	307.66	6,281.42	75,377.00
1	2	315.35	6,438.33	77,260.00
2	3	323.23	6,599.33	79,192.00
3	4	331.31	6,764.25	81,171.00
4	5	339.59	6,933.33	83,200.00
5	6	348.08	7,106.67	85,280.00
6	7	356.78	7,284.33	87,412.00
7	8	365.71	7,466.58	89,599.00
8	9	374.85	7,653.25	91,839.00
9	10	384.22	7,844.50	94,134.00
10+	11	393.83	8,040.67	96,488.00

**MAINTENANCE STAFF**  
**2019-2020 SALARY SCHEDULE**  
**8 Hour Day**  
**245 Day Contract**

Years of Completed Experience	Step	A/C Heating Tech			Maintenance Worker I			Maintenance Worker/ Transportation Supervisor		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	164.59	3,360.33	40,324.00	148.99	3,041.92	36,503.00	127.77	2,608.67	31,304.00
1	2	164.59	3,360.33	40,324.00	148.99	3,041.92	36,503.00	127.77	2,608.67	31,304.00
2	3	173.04	3,533.00	42,396.00	157.44	3,214.50	38,574.00	136.22	2,781.25	33,375.00
3	4	173.04	3,533.00	42,396.00	157.44	3,214.50	38,574.00	136.22	2,781.25	33,375.00
4	5	181.52	3,706.00	44,472.00	165.91	3,387.25	40,647.00	144.69	2,954.00	35,448.00
5	6	181.52	3,706.00	44,472.00	165.91	3,387.25	40,647.00	144.69	2,954.00	35,448.00
6	7	189.97	3,878.50	46,542.00	174.36	3,559.83	42,718.00	153.14	3,126.67	37,520.00
7	8	189.97	3,878.50	46,542.00	174.36	3,559.83	42,718.00	153.14	3,126.67	37,520.00
8	9	198.41	4,050.92	48,611.00	182.80	3,732.17	44,786.00	172.90	3,530.08	42,361.00
9	10	198.41	4,050.92	48,611.00	182.80	3,732.17	44,786.00	172.90	3,530.08	42,361.00
10+	11	201.63	4,116.67	49,400.00	204.65	4,178.25	50,139.00	181.94	3,714.67	44,576.00

General Maintenance Worker				
Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	73.70	1,504.75	18,057.00
1	2	79.30	1,619.00	19,428.00
2	3	84.89	1,733.17	20,798.00
3	4	90.47	1,847.08	22,165.00
4	5	96.05	1,961.08	23,533.00
5+	6	109.32	2,232.00	26,784.00

Staff Position experience steps in years with this system or other equivalent experience

Employees of the maintenance department will receive an annual \$1,250.00 supplement for a Maximum of four (4) State of Alabama or National certifications directly related to position with Tuscumbia City Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to Director of Maintenance & Facilities for approval by July 1st for payment over the 12-month period with annual contract renewal.

Examples include:

- Gas Plumbing
- HVAC
- EPA – Freon
- CDL
- H<sub>2</sub>O Plumbing
- Masonry
- Carpenter
- Electrical

**SCHOOL CUSTODIANS**  
**2019-2020 SALARY SCHEDULE**  
**8 Hour Day**  
**245 Day Contract**

<b>Years of Completed Experience</b>	<b>Step</b>	<b>Hourly Rate</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
0	1	9.21	73.70	1,504.75	18,057.00
1	2	9.91	79.30	1,619.08	19,429.00
2	3	10.61	84.89	1,733.17	20,798.00
3	4	11.31	90.47	1,847.08	22,165.00
4	5	12.01	96.05	1,961.00	23,532.00
5+	6	13.67	109.32	2,232.00	26,784.00

Staff Position experience steps in years with this system or other equivalent experience.

**CHILD NUTRITION PROGRAM DIRECTOR**  
**2019-2020 SALARY SCHEDULE**  
**245 Day Contract**

Years of Completed Experience	Step	Bachelor's Degree			Masters Degree		
		Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	1	218.58	4,462.67	53,552.00	251.34	5,131.50	61,578.00
1	2	218.58	4,462.67	53,552.00	251.34	5,131.50	61,578.00
2	3	218.58	4,462.67	53,552.00	251.34	5,131.50	61,578.00
3	4	240.41	4,908.33	58,900.00	276.47	5,644.50	67,734.00
4	5	240.41	4,908.33	58,900.00	276.47	5,644.50	67,734.00
5	6	240.41	4,908.33	58,900.00	276.47	5,644.50	67,734.00
6	7	250.94	5,123.42	61,481.00	288.58	5,891.83	70,702.00
7	8	250.94	5,123.42	61,481.00	288.58	5,891.83	70,702.00
8	9	250.94	5,123.42	61,481.00	288.58	5,891.83	70,702.00
9	10	254.30	5,192.00	62,304.00	292.45	5,970.83	71,650.00
10	11	254.30	5,192.00	62,304.00	292.45	5,970.83	71,650.00
11	12	254.30	5,192.00	62,304.00	292.45	5,970.83	71,650.00
12	13	258.93	5,286.50	63,438.00	297.76	6,079.17	72,950.00
13	14	258.93	5,286.50	63,438.00	297.76	6,079.17	72,950.00
14	15	258.93	5,286.50	63,438.00	297.76	6,079.17	72,950.00
15	16	264.83	5,406.92	64,883.00	304.56	6,218.00	74,616.00
16	17	264.83	5,406.92	64,883.00	304.56	6,218.00	74,616.00
17	18	264.83	5,406.92	64,883.00	304.56	6,218.00	74,616.00
18	19	268.25	5,476.75	65,721.00	308.48	6,298.08	75,577.00
19	20	268.25	5,476.75	65,721.00	308.48	6,298.08	75,577.00
20	21	268.25	5,476.75	65,721.00	308.48	6,298.08	75,577.00
21	22	271.67	5,546.58	66,559.00	312.43	6,378.75	76,545.00
22	23	271.67	5,546.58	66,559.00	312.43	6,378.75	76,545.00
23	24	271.67	5,546.58	66,559.00	312.43	6,378.75	76,545.00
24	25	274.91	5,612.83	67,354.00	315.66	6,444.75	77,337.00
25	26	274.91	5,612.83	67,354.00	315.66	6,444.75	77,337.00
26	27	274.91	5,612.83	67,354.00	315.66	6,444.75	77,337.00
27+	28	278.15	5,678.92	68,147.00	318.92	6,511.25	78,135.00

CNP Director holds a 4 yr BS Degree and Professional CNP Director Certificate from State State Department.

CNP Director will be paid according to the Rank 2 Teacher Salary Schedule.



**CHILD NUTRITION**  
**2019-2020 SALARY SCHEDULE**  
**187 Day Contract**

<b>Cafeteria Manager</b>					
<b>Years of Completed Experience</b>	<b>Step</b>	<b>Hourly Rate</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
0	1	14.79	96.12	1,497.87	17,974.44
1	2	15.14	98.39	1,533.24	18,398.93
2	3	15.49	100.66	1,568.62	18,823.42
3	4	15.84	102.93	1,603.99	19,247.91
4+	5	16.62	108.01	1,683.16	20,197.87

<b>Cafeteria Worker/Cashier</b>					
<b>Years of Completed Experience</b>	<b>Step</b>	<b>Hourly Rate</b>	<b>Daily Rate</b>	<b>Monthly Rate</b>	<b>Annual Salary</b>
0	1	13.79	82.72	1,289.05	15,468.64
1	2	14.26	85.56	1,333.31	15,999.72
2	3	14.54	87.26	1,359.80	16,317.62
3+	4	15.12	90.70	1,413.41	16,960.90

Hourly Rates are without lunch.

Manager is based on Contract of 187 Days at 6.5 Hours.

Worker/Cashier is based on Contract of 187 Days at 6 Hours.

**2019 - 2020  
EXTRA EVENT SCHEDULE**

* Cafeteria Manager/Worker	Hourly Rate x 1.5
* Coach (Supervise Stadium)	\$75.00 per event
* Ticket Sellers/Football	\$50.00 per home game
* Ticket Sellers/Extracurricular Events	\$12.50 per home game/event
* Custodians	Hourly Rate x 1.5
* Auditorium Tech	\$75.00 per event
High Hopes Tutor, Credit Recovery, and After School Tutors	\$25.00 per hour
Homebound Tutors	\$25.00 per hour
Saturday School	Hourly Rate x 4.5 hours (Includes .5 hour allowed for travel)
Extended Day	Year 1 = \$7.25 Year 2 = \$7.85 Year 3 = \$8.85

Note: All activities using the employees with an \* will be invoiced for the worker's pay plus benefits.

**SUBSTITUTE PAY SCALE FOR BUS DRIVERS**

* Bus Driver (CDL) - Extracurricular Event	\$10.00 per hour (\$50.00 minimum)
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Overtime rate = employee's overtime rate

Overnight trips = Driver will be deducted for 8 hours sleep time.

OVERNIGHT is defined from the time the driver picks up the bus until 24 hours later

*(FAIR LABOR STANDARDS ACT SECTION 785.22)*

Overnight supplement of \$60.00 will be paid for any overnight trip less than 24 hours (Board approved 9/2007)

**SUBSTITUTE PAY SCALE**

Substitutes will be contracted through Kelly Services for 2019-2020 School Year.