

**TUSCUMBIA CITY
BOARD OF EDUCATION**

SALARY SCHEDULE

2020 - 2021

Approved: July 20, 2020

ASSISTANT PRINCIPAL
2020-2021 SALARY SCHEDULE
207 Day Contract

Years of Completed Experience	Step	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
0	1	285.71	4,928.50	59,142.00	306.43	5,285.92	63,431.00	324.29	5,594.00	67,128.00
1	2	288.58	4,978.00	59,736.00	309.51	5,339.08	64,069.00	327.54	5,650.08	67,801.00
2	3	291.48	5,028.00	60,336.00	312.61	5,392.50	64,710.00	330.83	5,706.83	68,482.00
3	4	294.41	5,078.58	60,943.00	315.75	5,446.67	65,360.00	334.16	5,764.25	69,171.00
4	5	297.37	5,129.67	61,556.00	318.93	5,501.58	66,019.00	337.51	5,822.08	69,865.00
5	6	301.45	5,200.00	62,400.00	323.31	5,577.08	66,925.00	342.15	5,902.08	70,825.00
6	7	303.37	5,233.17	62,798.00	325.36	5,612.50	67,350.00	344.32	5,939.50	71,274.00
7	8	306.40	5,285.42	63,425.00	328.61	5,668.50	68,022.00	347.76	5,998.83	71,986.00
8	9	308.48	5,321.25	63,855.00	330.84	5,707.00	68,484.00	350.12	6,039.58	72,475.00
9	10	312.60	5,392.33	64,708.00	335.27	5,783.42	69,401.00	354.80	6,120.33	73,444.00
10	11	315.74	5,446.50	65,358.00	338.63	5,841.33	70,096.00	358.36	6,181.75	74,181.00
11+	12	318.91	5,501.17	66,014.00	342.03	5,900.00	70,800.00	361.96	6,243.83	74,926.00

ASSISTANT PRINCIPAL
2020-2021 SALARY SCHEDULE
245 Day Contract

Years of Completed Experience	Step	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
0	1	285.71	5,833.33	70,000.00	306.43	6,256.25	75,075.00	324.29	6,620.83	79,450.00
1	2	288.58	5,891.92	70,703.00	309.51	6,319.08	75,829.00	327.54	6,687.33	80,248.00
2	3	291.48	5,951.08	71,413.00	312.61	6,382.50	76,590.00	330.83	6,754.50	81,054.00
3	4	294.41	6,010.83	72,130.00	315.75	6,446.58	77,359.00	334.16	6,822.33	81,868.00
4	5	297.37	6,071.25	72,855.00	318.93	6,511.42	78,137.00	337.51	6,890.83	82,690.00
5	6	301.45	6,154.67	73,856.00	323.31	6,600.92	79,211.00	342.15	6,985.58	83,827.00
6	7	303.37	6,193.75	74,325.00	325.36	6,642.83	79,714.00	344.32	7,029.92	84,359.00
7	8	306.40	6,255.67	75,068.00	328.61	6,709.17	80,510.00	347.76	7,100.17	85,202.00
8	9	308.48	6,298.08	75,577.00	330.84	6,754.67	81,056.00	350.12	7,148.33	85,780.00
9	10	312.60	6,382.25	76,587.00	335.27	6,845.00	82,140.00	354.80	7,243.83	86,926.00
10	11	315.74	6,446.33	77,356.00	338.63	6,913.67	82,964.00	358.36	7,316.58	87,799.00
11+	12	318.91	6,511.08	78,133.00	342.03	6,983.17	83,798.00	361.96	7,390.08	88,681.00

DIRECTOR OF CURRICULUM & INSTRUCTION
(CERTIFIED POSITION)
2020-2021 SALARY SCHEDULE
245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
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

2020-2021 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

2020-2021 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.

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CLASSROOM & CAREER TECHNICAL EDUCATION TEACHERS

2020-2021 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
2020-2021 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
2020-2021 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)
2020-2021 SALARY SCHEDULE
245 Day Contract

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

HUMAN RESOURCES COORDINATOR/ CO BOOKKEEPER

2020-2021 SALARY SCHEDULE

245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	175.51	3,583.33	43,000.00
1	2	180.78	3,690.83	44,290.00
2	3	186.20	3,801.67	45,620.00
3	4	191.84	3,916.67	47,000.00
4	5	197.59	4,034.17	48,410.00
5	6	203.55	4,155.83	49,870.00
6	7	209.65	4,280.42	51,365.00
7	8	215.96	4,409.17	52,910.00
8	9	222.45	4,541.67	54,500.00
9	10	229.12	4,677.92	56,135.00
10	11	236.00	4,818.33	57,820.00
11+	12	243.08	4,962.92	59,555.00

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.

CENTRAL OFFICE BOOKKEEPER
2020-2021 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

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	288.40	4,974.83	59,698.00
1	2	298.22	5,144.33	61,732.00
2	3	308.04	5,313.67	63,764.00
3	4	317.86	5,483.00	65,796.00
4	5	327.67	5,652.25	67,827.00
5	6	337.48	5,821.58	69,859.00
6	7	347.31	5,991.17	71,894.00
7	8	357.13	6,160.42	73,925.00
8	9	366.94	6,329.67	75,956.00
9	10	376.75	6,499.00	77,988.00
10	11	386.57	6,668.33	80,020.00
11+	12	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)
2020-2021 SALARY SCHEDULE
245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	293.88	6,000.00	72,000.00
1	2	300.50	6,135.17	73,622.00
2	3	307.27	6,273.42	75,281.00
3	4	314.19	6,414.75	76,977.00
4	5	321.27	6,559.33	78,712.00
5	6	328.51	6,707.17	80,486.00
6	7	335.92	6,858.33	82,300.00
7	8	343.49	7,012.92	84,155.00
8	9	351.23	7,170.92	86,051.00
9	10	359.14	7,332.50	87,990.00
10	11	367.24	7,497.75	89,973.00
11+	12	375.51	7,666.67	92,000.00

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

DIRECTOR OF STUDENT SERVICES

(CERTIFIED POSITION)

2020-2021 SALARY SCHEDULE

245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	320.29	6,539.25	78,471.00
1	2	326.74	6,670.92	80,051.00
2	3	335.17	6,843.00	82,116.00
3	4	341.68	6,975.92	83,711.00
4	5	348.20	7,109.08	85,309.00
5	6	356.78	7,284.33	87,412.00
6	7	363.38	7,419.00	89,028.00
7	8	370.00	7,554.17	90,650.00
8	9	378.75	7,732.83	92,794.00
9	10	385.44	7,869.33	94,432.00
10	11	392.16	8,006.50	96,078.00
11+	12	401.08	8,188.75	98,265.00

Masters Degree Required

ADMINISTRATIVE ASSISTANT TO THE SUPERINTENDENT

2020-2021 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 COORDINATOR

2020-2021 SALARY SCHEDULE

245 Day Contract

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

COMPUTER TECHNOLOGY TECHNICIAN

2020-2021 SALARY SCHEDULE

245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	153.33	3,130.50	37,566.00
1	2	157.93	3,224.42	38,693.00
2	3	162.67	3,321.17	39,854.00
3	4	167.55	3,420.83	41,050.00
4	5	172.58	3,523.50	42,282.00
5	6	177.76	3,629.17	43,550.00
6	7	183.09	3,738.08	44,857.00
7	8	188.58	3,850.25	46,203.00
8	9	194.24	3,965.75	47,589.00
9	10	200.07	4,084.75	49,017.00
10	11	206.07	4,207.33	50,488.00
11+	12	212.26	4,333.58	52,003.00

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

DATA ADMINISTRATOR
2020-2021 SALARY SCHEDULE
245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
0	1	134.69	2,750.00	33,000.00
1	2	138.73	2,832.50	33,990.00
2	3	142.90	2,917.50	35,010.00
3	4	147.18	3,005.00	36,060.00
4	5	151.60	3,095.17	37,142.00
5	6	156.15	3,188.00	38,256.00
6	7	160.83	3,283.67	39,404.00
7	8	165.66	3,382.17	40,586.00
8	9	170.63	3,483.67	41,804.00
9	10	175.75	3,588.17	43,058.00
10	11	181.02	3,695.83	44,350.00
11+	12	186.45	3,806.75	45,681.00

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
2020-2021 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
2020-2021 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

2020-2021 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)
2020-2021 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

2020-2021 SALARY SCHEDULE

245 Day Contract

Years of Completed Experience	Step	Daily Rate	Monthly Rate	Annual Salary
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
2020-2021 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
- H₂O Plumbing
- Masonry
- Carpenter
- Electrical

SCHOOL CUSTODIANS
2020-2021 SALARY SCHEDULE
8 Hour Day
245 Day Contract

Years of Completed Experience	Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
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
2020-2021 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
2020-2021 SALARY SCHEDULE
187 Day Contract

Cafeteria Manager					
Years of Completed Experience	Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
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

Cafeteria Worker/Cashier					
Years of Completed Experience	Step	Hourly Rate	Daily Rate	Monthly Rate	Annual Salary
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.

**2020 - 2021
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	\$25.00 per hour

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 2020-2021 School Year.