Gulf Shores City Schools Board of Education

GULF SHORES CITY SCHOOLS SALARY SCHEDULE

2019-2020

GULF SHORES CITY BOARD OF EDUCATION

GULF SHORES CITY SCHOOLS
SALARY SCHEDULE

INTRODUCTION

The salary schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified employees must possess a valid Alabama Teacher's or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Salaries in the Schedule are based on years of experience, degree/certification, and assignment. Credit may be granted for years of experience outside the school system. It is the responsibility of the employee to submit appropriate verification of experience, degree/certification, and/or other information offering compensation to the personnel division of the Board.

Contract Days

- Nine Months = 182, 185 and 187 days
- Ten Months = 202 days
- Eleven Months = 222 days
- Twelve Months = 240 days

Employees are generally paid in twelve equal monthly installments, regardless of the term of the appointment. The payroll period normally extends from the first Sunday of each month thru the last Saturday of each month. Payroll checks are issued the last day of the month.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis.

Certificated Salaries

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification.
Teachers holding career and technical education certificates endorsed in technical education or healthcare science and technology shall be paid at the appropriate degree equivalency.

Classified Salaries

Employees with a bachelor's degree on the classified schedules will receive an additional $213 monthly supplement for each month employed. Employees with a master's degree or higher and are on the classified pay schedule will receive an additional $233 monthly supplement for each month employed.

GULF SHORES CITY SCHOOLS
TEACHER SALARY SCHEDULE

		Bachelor/Non-Degree				Master			
	Exp	9-month	10-month	11-month	12-month	9-month	10-month	11-month	12-month
New	0	42,701.00	$46,127.00	$50,695.00	$55,261.00	$49,106.00	$53,044.00	$58,295.00	$63,549.00
Step 1-2	1-2	$42,701.00	$46,127.00	$50,695.00	$55,261.00	$49,106.00	$53,044.00	$58,295.00	$63,549.00
3-5	3-5	$46,970.00	$50,736.00	$55,761.00	$60,784.00	$54,017.00	$58,349.00	$64,125.00	$69,903.00
6-8	6-8	$49,027.00	$52,960.00	$58,203.00	$63,446.00	$56,382.00	$60,903.00	$66,933.00	$72,963.00
9-11	9-11	$49,684.00	$53,668.00	$58,983.00	$64,298.00	$57,137.00	$61,720.00	$67,831.00	$73,943.00
12-14	12-14	$50,588.00	$54,646.00	$60,056.00	$65,467.00	$58,172.00	$62,838.00	$69,060.00	$75,282.00
15-17	15-17	$51,740.00	$55,891.00	$61,426.00	$66,958.00	$59,504.00	$64,275.00	$70,639.00	$77,003.00
18-20	18-20	$52,410.00	$56,613.00	$62,218.00	$67,823.00	$60,268.00	$65,103.00	$71,549.00	$77,994.00
21-23	21-23	$53,077.00	$57,335.00	$63,012.00	$68,689.00	$61,041.00	$65,936.00	$72,465.00	$78,994.00
24-26	24-26	$53,710.00	$58,018.00	$63,763.00	$69,507.00	$61,673.00	$66,619.00	$73,215.00	$79,812.00
27	27+	$54,343.00	$58,704.00	$64,513.00	$70,327.00	$62,305.00	$67,305.00	$73,968.00	$80,631.00

		6-year				Doctoral			
	Exp	9-month	10-month	11-month	12-month	9-month	10-month	11-month	12-month
New	0	$52,952.00	$57,198.00	$62,860.00	$68,524.00	$56,792.00	$61,350.00	$67,423.00	$73,498.00
Step 1-2	1-2	$52,952.00	$57,198.00	$62,860.00	$68,524.00	$56,792.00	$61,350.00	$67,423.00	$73,498.00
3-5	3-5	$58,242.00	$62,914.00	$69,143.00	$75,372.00	$62,471.00	$67,482.00	$74,164.00	$80,845.00
6-8	6-8	$60,809.00	$65,688.00	$72,190.00	$78,694.00	$65,206.00	$70,436.00	$77,409.00	$84,385.00
9-11	9-11	$61,610.00	$66,551.00	$73,141.00	$79,732.00	$66,081.00	$71,381.00	$78,449.00	$85,517.00
12-14	12-14	$62,727.00	$67,760.00	$74,467.00	$81,176.00	$67,283.00	$72,680.00	$79,874.00	$87,072.00
15-17	15-17	$64,159.00	$69,305.00	$76,168.00	$83,028.00	$68,813.00	$74,331.00	$81,690.00	$89,050.00
18-20	18-20	$64,986.00	$70,198.00	$77,148.00	$84,099.00	$69,705.00	$75,296.00	$82,751.00	$90,204.00
21-23	21-23	$65,816.00	$71,095.00	$78,135.00	$85,175.00	$70,593.00	$76,257.00	$83,807.00	$91,357.00
24-26	24-26	$66,450.00	$71,782.00	$78,888.00	$85,997.00	$71,228.00	$76,941.00	$84,558.00	$92,178.00
27	27+	$67,083.00	$72,464.00	$79,637.00	$86,813.00	$71,860.00	$77,625.00	$85,310.00	$92,995.00

Annual Based upon 187 day contract. Actual work days are specified by calendar.
All certified staff salary annualized and equally divided by twelve.

Valid Alabama educator certification categories: audiologists, behavioral consultants, counselors, curriculum leader, educational diagnosticians, evaluators, librarians, psychometrists, reading coaches, speech pathologists, speech path asst., teachers, technology facilitators, and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

ASSISTANT PRINCIPALS
(12 MONTHS)

	Elementary			Middle School			High School	
	Master	6 year		Master	6 year		Master	6 year
New	73,916	78,725		76,044	80,854		80,226	85,037
Step 1	74,261	79,072		76,391	81,201		80,680	85,489
2	74,609	79,418		76,737	81,546		81,132	85,944
3	74,955	79,763		77,083	81,895		81,587	86,397
4	75,300	80,111		77,429	82,241		82,039	86,850
5	75,650	80,459		77,777	82,586		82,492	87,302
6	75,997	80,804		78,124	82,933		82,945	87,755
7	76,340	81,153		78,471	83,280		83,399	88,210
8	76,690	81,499		78,816	83,625		83,852	88,662
9	77,036	81,847		79,164	83,975		84,304	89,116

Supplements: add the following appropriate amount based on classroom experience in years:

0-<6	$651.00
6-<10	$1,301.00
10+	$2,082.00

PROFESSIONAL SUPPORT PERSONNEL

		NURSES				
	Yrs. Exp	9 Mo LPN	9 Mo RN	10Mo RN	9Mo RN MS	10Mo RN MS
New	0	22,448	42,701	46,127	49,106	53,044
Step 1-2	1-2	22,448	42,701	46,127	49,106	53,044
3-5	3-5	24,670	46,970	50,736	54,017	58,349
6-8	6-8	25,730	49,027	52,960	56,382	60,902
9-11	9-11	26,064	49,684	53,668	57,137	61,720
12-14	12-14	26,535	50,588	54,646	58,172	62,839
15-17	15-17	27,118	51,740	55,891	59,504	64,275
18-20	18-20	27,445	52,410	56,613	60,268	65,103
21-23	21-23	27,772	53,077	57,335	61,041	65,936
24-26	24-26	28,363	53,710	58,018	61,673	66,619
27	27+	28,954	54,343	58,704	62,305	67,305

RN/LPNs are placed on a step equal to applicable verified public K-12 experience as a school nurse.

	STUDENT SUPPORT 9 MONTH SALARY SCHEDULE		
	Preschool Aide*	Paraeducator & OCS*	Instructional, ESL &
Step	7.5 hours	7 hours	7 hours
New	$22,379.00	$19,866.00	$18,674.00
1	$22,569.00	$20,720.00	$18,851.00
2	$22,740.00	$20,897.00	$19,013.00
3	$23,121.00	$21,235.00	$19,367.00
4	$23,482.00	$21,574.00	$19,704.00
5	$24,398.00	$22,604.00	$20,558.00
6	$24,951.00	$23,972.00	$21,074.00
7	$25,674.00	$24,310.00	$21,750.00
8	$26,399.00	$24,649.00	$22,427.00
9	$27,315.00	$24,988.00	$23,280.00
10	$28,229.00	$25,682.00	$24,133.00

IT 12 Month	
Step	IT Systems Admin*
New	33,519.00
1	36,200.00
2	38,882.00
3	39,648.00
4	40,414.00
5	41,182.00
6	41,948.00
7	42,715.00
8	43,481.00
9	44,248.00
10	44,976.00

**Student support and classified employees with a bachelor's degree will receive an additional $213 monthly supplement for each month employed. Employees with a master's degree or higher will receive an additional $233 monthly supplement for each month employed. In addition, employees with an earned bachelor's degree or higher will be paid at Step 6 of that salary schedule.*

BUS DRIVER, BUS AIDE & BUS DRIVER FIELD TRIP SALARY SCHEDULE

Regular - Bus Driver Route		182 Days	Bus Driver Supplements		
Step	Regular 0-4 hours	CAT I 5 hours	CAT II 6 hours	CAT III 7 hours	CAT IV 8 hours
1	13,978.00	2,730.00	5,460.00	8,190.00	10,920.00
2	14,257.00	2,785.00	5,569.00	8,354.00	11,138.00
3	14,542.00	2,840.00	5,680.00	8,521.00	11,361.00
4	15,634.00	2,983.00	5,964.00	8,947.00	11,929.00
5	15,946.00	3,042.00	6,084.00	9,126.00	12,167.00
6	16,266.00	3,103.00	6,205.00	9,308.00	12,410.00
7	16,591.00	3,166.00	6,329.00	9,635.00	12,659.00
8	16,923.00	3,229.00	6,456.00	9,827.00	12,912.00
9	17,261.00	3,294.00	6,585.00	10,024.00	13,170.00
10	17,606.00	3,359.00	6,717.00	10,224.00	13,433.00
11 to 12	18,698.00	3,528.00	7,053.00	10,736.00	14,104.00
13 to 15	19,072.00	3,598.00	7,271.00	10,949.00	14,386.00
16 to 21	19,453.00	3,670.00	7,416.00	11,169.00	14,673.00
22 to 24	19,842.00	3,743.00	7,564.00	11,967.00	14,967.00
25 to 27	20,636.00	3,819.00	7,716.00	12,267.00	15,266.00
28+	21,728.00	4,010.00	8,102.00	12,880.00	16,030.00

The amount of time allotted for each route and each school trip will be determined by the Transportation Department. This will determine The category for placement on the salary schedule. PLEASE NOTE: Steps are compensation steps, not experience steps.

No continuing service status in the supplement position is implied or should be assumed by the individual receiving the supplement. Supplements will be adjusted for change in route/trip assignments.

BUS AIDE 182-Days		
Step	4hrs	7hrs
NEW	7,312	12,795
1	7,444	13,029
2	7,741	13,546
3	8,170	14,300
4	8,446	14,782
5	8,601	15,051
6	8,861	15,506

BUS DRIVER FIELD TRIPS	
Length of Trip	Rate of Pay
Less than 3 hrs	$36.70
*3+	$12.62 an hour

*Field Trips of 8 hours or more will be paid a food/meal allowance in accordance to the in-state and out-of-state travel procedures set forth by the Business & Finance Accounts Payable Department. Food/meal allowance is not allowable for local travel. Pay for food/meal allowance is paid by the sponsoring organization and is in addition to the hourly rate of pay.

Bus Mechanic 12 Month	
New	50,988.00
1	51,625.00
2	52,270.00
3	52,925.00
4	53,586.00
5	54,256.00
6	54,934.00
7	55,620.00
8	56,315.00
9	54,939.00
10	57,732.00
11	58,454.00
12	59,184.00
13	59,924.00
14	60,674.00
15	61,432.00
16	62,200.00
17	62,977.00
18	63,764.00
19	64,561.00
20	65,368.00

CHILD NUTRITION PROFESSIONAL SALARY SCHEDULE

Step	187 days CNP Manager* Under 350 8 hours	187 days CNP Manager* 349+ Avg 8 hours	187 days CNP Manager* 700+ Avg 8 hours	185 days CNP Assistant Manager* 7.5 hours	202 days CNP Lead Manager* 7.5 hours	185 days CNP Worker* 6.5 hours	185 days CNP Worker* 7.5 hours
New	$22,802.00	$24,276.00	$29,635.00	$20,225.00	$39,696.00	$14,225.00	$16,051.00
1	$23,021.00	$25,331.00	$30,082.00	$20,418.00	$40,093.00	$14,439.00	$16,297.00
2	$23,220.00	$25,551.00	$31,661.00	$20,593.00	$40,693.00	$14,653.00	$16,542.00
3	$23,657.00	$25,968.00	$33,366.00	$20,981.00	$41,101.00	$14,866.00	$16,788.00
4	$24,075.00	$26,386.00	$33,815.00	$21,347.00	$41,716.00	$15,278.00	$17,263.00
5	$25,132.00	$27,718.00	$34,157.00	$22,278.00	$42,134.00	$15,874.00	$17,952.00
6	$25,770.00	$29,496.00	$34,604.00	$22,838.00	$42,766.00	$16,626.00	$18,875.00
7	$26,608.00	$29,935.00	$35,442.00	$23,575.00	$44,058.00	$16,781.00	$19,067.00
8	$27,488.00	$30,375.00	$36,278.00	$24,311.00	$44,497.00	$17,082.00	$19,437.00
9	$28,595.00	$30,813.00	$37,347.00	$25,242.00	$76,678.00	$17,379.00	$19,806.00
10	$29,704.00	$31,713.00	$38,456.00	$26,172.00	$45,844.00	$17,678.00	$20,172.00
11						$17,834.00	$20,366.00
12						$18,306.00	$20,926.00
13						$18,777.00	$21,470.00
14						$19,429.00	$22,226.00
15						$20,069.00	$22,960.00
16						$20,859.00	$23,873.00
17						$21,682.00	$24,819.00

**Classified employees with a bachelor's degree will receive an additional $213 monthly supplement for each month employed. Employees with a master's degree or higher will receive an additional $233 monthly supplement for each month employed.*

In addition, employees with an earned bachelor's degree or higher will be paid at Step 6 of that salary schedule.

CLASSIFIED/OFFICE SALARIES

Step	High School Bldg/Grds Mgr* 12 Month
New	40,099.00
1	41,507.00
2	44,462.00
3	46,148.00
4	46,571.00
5	47,557.00
6	48,543.00

**Classified employees with a bachelor's degree will receive an additional $213 monthly supplement for each month employed. Employees with a master's degree or higher will receive an additional $233 monthly supplement for each month employed.*

Step	High School Registrar* 12 month	MS, Elem Registrar* 12 Month	HS, MS, Elem Bookeeper* 12 month	HS, MS Elem, Clerk* 10 month	MS, Elem Bldg/Grds Mgr* 12 month	Custodian* 12 month
New	36,582.00	31,888.00	36,582.00	23,348.00	31,888.00	24,161.00
1	37,163.00	33,353.00	37,163.00	23,573.00	33,353.00	24,665.00
2	37,741.00	33,655.00	37,741.00	23,776.00	33,655.00	25,168.00
3	38,350.00	34,236.00	38,350.00	24,225.00	34,236.00	27,181.00
4	38,928.00	34,815.00	38,928.00	24,654.00	34,815.00	27,685.00
5	40,972.00	36,582.00	40,972.00	25,739.00	36,582.00	28,188.00
6	43,180.00	38,928.00	43,180.00	26,391.00	38,928.00	29,698.00
7	43,760.00	39,509.00	43,760.00	27,284.00	39,509.00	30,202.00
8	44,202.00	40,090.00	44,202.00	28,187.00	40,090.00	30,705.00
9	44,780.00	40,668.00	44,780.00	29,303.00	40,668.00	31,208.00
10	45,943.00	41,855.00	45,943.00	30,461.00	41,855.00	33,222.00
11						33,725.00
12						34,228.00
13						34,732.00
14						35,235.00
15						35,739.00
16						36,242.00
17						37,249.00

**Classified employees with a bachelor's degree will receive an additional $213 monthly supplement for each month employed. Employees with a master's degree or higher will receive an additional $233 monthly supplement for each month employed.*

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Accounting & Payroll Assistant 12 Month		
Step	Non-Degree	Degree
0	$41,080.00	$45,240.00
1	$41,902.00	$46,145.00
2	$42,740.00	$47,067.00
3	$43,595.00	$48,010.00
4	$44,466.00	$48,964.00
5	$45,355.00	$49,949.00
6	$46,262.00	$50,948.00
7	$47,188.00	$51,967.00
8	$48,132.00	$53,006.00
9	$49,094.00	$54,066.00
10	$50,076.00	$55,147.00

Central Office Positions

	Assistant Superintendent- 12 Month			
Year	Bachelors	Masters	6 Year	Doctoral
0-2	$89,671.00	$103,121.00	$111,196.00	$119,268.00
3-5	$91,016.00	$104,668.00	$112,864.00	$121,084.00
6-8	$92,381.00	$106,238.00	$114,557.00	$122,928.00
9-11	$93,766.00	$107,831.00	$116,275.00	$124,800.00
12-14	$95,174.00	$109,449.00	$118,019.00	$126,672.00
15-17	$96,601.00	$111,091.00	$119,789.00	$128,572.00
18-20	$98,050.00	$112,757.00	$121,585.00	$130,500.00
21-23	$99,521.00	$114,449.00	$123,411.00	$132,458.00
24-26	$101,013.00	$116,165.00	$125,261.00	$134,444.00
>27	$102,528.00	$117,908.00	$127,140.00	$136,460.00

Step	SPED and Testing Coordinator 12 Month
New	72,280.00
1	73,364.00
2	74,468.00
3	75,582.00
4	76,716.00
5	77,866.00
6	79,034.00
7	80,219.00
8	81,423.00
9	82,645.00
10	83,884.00

Director of School Operations 12 Month		
Step	Non-Degree	Degree
0-2	$61,750.00	$67,600.00
3-5	$64,220.00	$70,304.00
6-8	$66,789.00	$73,116.00
9-11	$69,461.00	$76,041.00
12-14	$72,238.00	$79,083.00
15-17	$75,129.00	$82,245.00
18-20	$78,133.00	$85,536.00
21-23	$81,258.00	$88,957.00
24-26	$84,509.00	$92,515.00
>27	$87,889.00	$96,216.00

RATES OF PAY FOR EXTRA WORK FOR EMPLOYEES AND SUBSTITUTE RATES

Certified Employees: Type of Work	**Rate**	
Teachers (Summer School, Homebound, Saturday School, Resource, Tutor)	$20.00	per hour
Summer At-Risk Teacher	$22.50	per hour
Saturday School Lead Teacher	$22.50	per hour
Workshop Attendee	$75.00	per day
Workshop Presenter	$30.00	per hour
Testing Administrator/Psychometrist/Interpreter	$25.00	per hour
Teaching during Planning Period	Teacher's daily rate per salary	
Curriculum Coach	$30.00	per hour
Program Coach	$22.50	per hour
All other certified or teacher rates not identified	$20.00	per hour
Classified Employees: Type of Work	**Rate**	
(Working outside regular contract or for part-time workers)		
RN Nurse - for additional work outside contract	$20.00	per hour
LPN - for as needed part-time work	$14.00	per hour
Professional/Specialized Classified	$12.00	per hour
Bus Aide	$8.50	per hour
Bus Driver	$41.00	per day
Student Worker	$7.25	per hour
Instructional Aide	$10.00	per hour
CNP Manager	$16.50	per hour
CNP Worker	$10.50	per hour
Translator	$16.00	per hour
Tutor	$12.50	per hour
Workshop Attendee (selected workshops)	$8.50	per hour
All other Classified not identified	$9.50	per hour

Substitutes	Rate	
Teacher Substitutes Positions		
Teacher Substitute - non-certified	$78.00	per day
Teacher Substitute- 4 year degree	$94.00	per day
Teacher Substitute -certified	$118.00	per day
Certified Long-Term Substitute (Pre-approved by Superintendent for assignment longer than 20 consecutive days.)	$229.00	per day
Classified and other Non-Teaching Positions		
Bus Driver	$77.00	per day
Bus Driver Supplemental Route	$10.05	per hour
School Bookkeeper & Licensed LPN	$14.18	per hour
Registered Nurse (RN Licensed)	$21.30	per hour
Register, Clerk and CNP Substitutes	$8.00	per hour
All other Support Subs	$10.00	per hour
Support Substitutes for Extended Period Vacancies**		
Nurse (RN Licensed)	$30.45	per hour
Nurse (LPN Licensed)	$16.96	per hour
Bookkeeper	$15.89	per hour
Paraprofessional	$15.59	per hour
Preschool Aide	$16.39	per hour
**Preapproved by the Superintendent for assignment longer than 20 consecutive days		