



SALARY SCHEDULE

2026-2027

CERTIFIED TEACHERS

CERTIFIED

To include all Teachers, Counselors, Library Media Specialists, Psychometrists, Resource Specialists, and Speech Pathologists

EXPERIENCE CREDIT

Experience credit is awarded for full-time public school educator experience (PSExp) either on the elementary/secondary or on the post-secondary level.

To be eligible for credit, an educator must have completed 90% of the number of days of the full contract.

LENGTH OF WORK SCHEDULE

Work Schedules are determined by the employee's position, the Board's established guidelines and the Superintendent.

NATIONAL BOARD CERTIFIED TEACHER SUPPLEMENT

National Board Certified Teachers will receive \$2,000 as long as the teacher retains their NBCT status.

National Board Certified SLP's will receive \$2,000 as long as they retain their CCC certification.

CERTIFIED TEACHERS - 187 Days

MCBOE adopts the ASLDE 187-Day State Minimum Salary Schedule.

MCBOE STEP	ALSDE	Bachelor BS	Master MS	Ed.S./6-Year AA/EdS	Doctorial DO
0-2	< 3 yrs	48,552	52,913	57,055	61,195
3-5	< 6 yrs	50,609	58,200	62,755	67,317
6-8	< 9 yrs	52,828	60,750	65,522	70,259
9	9	54,424	62,586	67,501	72,382
10	10	54,966	63,211	68,175	73,105
11	11	55,517	63,843	68,857	73,835
12	12	56,072	64,482	69,545	74,574
13	13	56,633	65,125	70,242	75,319
14	14	57,199	65,777	70,943	76,073
15	15	57,771	66,436	71,653	76,834
16	16	58,349	67,099	72,369	77,602
17	17	58,932	67,770	73,094	78,378
18	18	59,522	68,448	73,825	79,161
19	19	60,116	69,132	74,564	79,952
20	20	60,718	69,824	75,308	80,753

MCBOE STEP	ALSDE	Bachelor BS	Master MS	Ed.S./6-Year AA/EdS	Doctorial DO
21	21	61,325	70,522	76,062	81,561
22	22	61,938	71,228	76,821	82,376
23	23	62,557	71,939	77,590	83,199
24	24	63,183	72,659	78,366	84,031
25	25	63,815	73,385	79,149	84,872
26	26	64,452	74,119	79,941	85,720
27	27	65,098	74,860	80,741	86,578
28	28	65,749	75,609	81,547	87,443
29	29	66,407	76,365	82,363	88,318
30	30	67,070	77,129	83,187	89,202
31	31	67,741	77,900	84,019	90,092
32	32	68,419	78,679	84,859	90,994
33	33	69,102	79,466	85,708	91,905
34	34	69,793	80,260	86,565	92,824
35	35	70,492	81,063	87,430	93,751

MCBOE provides the following longevity pay based on public school experience:

Steps 0-10	\$3,500
Steps 11-25	\$5,500
Steps 26-35	\$6,000

Special Ed Teacher Supplement:

Self Contained and Resource Teachers \$4,000

NOTE: Extended work schedules will be calculated accordingly.

CERTIFIED TEACHERS (Hired Prior to the 2019-20 Academic Year)**CERTIFIED****To include all Teachers, Counselors, Library Media Specialists, Psychometrists, Resource Specialists, and Speech Pathologists****BACHELORS**

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187	-	-	-	-	-	-	-	-	58,350	58,925	59,786
202	-	-	-	-	-	-	-	-	62,950	63,570	64,500
212	-	-	-	-	-	-	-	-	66,015	66,667	67,644
222	-	-	-	-	-	-	-	-	69,081	69,766	70,784

Over 10 years of experience moves to the new salary schedule adopted in 2019/20

MASTERS

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187	-	-	-	-	-	-	-	-	65,981	66,632	67,608
202	-	-	-	-	-	-	-	-	71,195	71,896	72,951
212	-	-	-	-	-	-	-	-	74,666	75,404	76,512
217	-	-	-	-	-	-	-	-	76,403	77,156	78,292
222	-	-	-	-	-	-	-	-	78,141	78,910	80,073

Over 10 years of experience moves to the new salary schedule adopted in 2019/20

AA & ED.S

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187	-	-	-	-	-	-	-	-	70,327	71,173	72,062
202	-	-	-	-	-	-	-	-	75,888	76,800	77,761
212	-	-	-	-	-	-	-	-	79,594	80,551	81,559
217	-	-	-	-	-	-	-	-	81,449	82,427	83,459
222	-	-	-	-	-	-	-	-	83,300	84,303	85,357

Over 10 years of experience moves to the new salary schedule adopted in 2019/20

JROTC

1. The minimum salary for a JROTC instructor will be the amount contributed to the Board by the military and that amount matched by the System.
2. The JROTC instructor will be placed at the Step necessary to ensure the minimum salary as described in 1, **OR** placed on the Step which corresponds with the instructor's verified *public school experience, whichever is greater.
*Experience credit is awarded based on full-time public school teaching experience, either on the elementary/secondary or on the post-secondary level. To be eligible for credit, a teacher must have completed 90% of the number of days of the full contract.
3. Subsequent increases will be governed by current legislation regarding JROTC instructors and by Active Duty Pay Increases.
4. Adjustments will be made for Active Duty Pay Increases to ensure that the minimum annual salary is maintained.

Days / Steps	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
202	56,220	56,220	56,220	58,553	58,818	61,132	61,732	62,337	62,950	63,570	64,500	66,146	66,748	67,353	67,965
240	66,796	66,796	66,796	69,568	69,883	72,632	73,345	74,064	74,792	75,529	76,633	78,589	79,304	80,023	80,750

Days / Steps	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
202	68,583	69,206	69,836	70,473	71,115	71,764	72,422	73,083	73,752	74,429	75,110	76,374	77,070	77,773	78,483
240	81,484	82,225	82,974	83,730	84,494	85,264	86,046	86,831	87,626	88,431	89,239	90,741	91,569	92,404	93,247

Days / Steps	30	31	32	33	34	35
202	79,200	79,924	80,658	81,395	82,141	82,895
240	94,099	94,959	95,831	96,707	97,593	98,490

ASSISTANT PRINCIPAL**ASSISTANT PRINCIPAL (INCLUDING AT-RISK, CAREER TECH, AND VIRTUAL SCHOOL ADMINISTRATORS)****Work schedules are determined by the employee's position and the Board's established guidelines.****Base Salary**

The base salaries will be calculated on the teacher salary schedule extended to the number of work days. The salary schedule utilized will be based on the employees hire date.

Supplements

After-school duties and activities:

7-12, 9-12, 10-12, or stand alone 9th grade	\$7,000
K-8, 6-8, 7-8	\$4,500
K-3, K-4, K-5, K-6, 4-6	\$2,000
Career Technical Center, At-Risk, and Virtual	\$0

PRINCIPAL

(Principal salaries may be negotiated at the Board's discretion)

Step placement based on experience as a Public School Principal. Step placement plus applicable advanced degree and supplement = Gross Salary

Steps	0	1	2	3	4	5	6	7	8	9	10
Base Salary	89,998	91,169	92,339	93,510	94,680	95,851	97,021	98,192	99,362	100,535	101,706

Advanced Degree **ED.S or AA: Base + \$5,918** **Doctorial: Base + \$8,443**

Supplements: Enrollment - \$5.00 per student based on the previous year's 20th day after Labor Day ADM
 \$5,000 for working at an elementary school, intermediate school, the technical center or virtual school
 \$8,500 for working at a school with grade configurations of K-8, 6-8, 7-8, or stand alone 9th grade
 \$16,000 for working at schools with grade configurations of 7-12, 9-12, or 10-12

CHIEF OF STAFF, CHIEF OPERATIONS OFFICER Base Salary plus applicable advanced degree = Gross Salary

Salary: No experience credit will be awarded for this position. Initial step placement will be on Step 0.

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Days	138,459	139,764	141,067	142,371	143,674	144,979	146,283	147,588	148,891	150,196	151,500

ASSISTANT SUPERINTENDENT Base Salary plus applicable advanced degree = Gross Salary

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Days	130,974	132,262	133,551	134,837	136,125	137,413	138,702	139,989	141,276	142,565	143,854

DIRECTOR Base Salary plus applicable advanced degree = Gross Salary

Initial step placement based on a combination of the following:

1. Experience as a Director or comparable public school position for a maximum credit of 3 years.
2. Experience as a Principal in a public school based on a 1 step per 3 years of Principal, negotiable where partial 3 year periods occur.

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Days	121,140	122,721	124,300	125,880	127,462	129,042	130,623	132,204	133,784	135,365	136,945

COORDINATOR Base Salary plus applicable advanced degree = Gross Salary

Initial step placement based on a combination of the following:

1. Experience as a Supervisor or comparable public school position for a maximum credit of 3 years.
2. Experience as a Principal in a public school based on a 1 step per 3 years of Principal, negotiable where partial 3 year periods occur.

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Days	102,110	103,110	104,107	105,105	106,103	107,102	108,101	109,100	110,098	111,097	112,094

Advanced Degree ED.S or AA: Base + \$5,918 Doctorial: Base + \$8,443

NATIONAL CERTIFIED SCHOOL NURSE INCENTIVE

National Certified School Nurses will receive an additional incentive of \$1,000 as long as the nurse retains their NCSN status

REGISTERED NURSE (New Hires Beginning the 2019-2020 Academic Year)

MCBOE adopts the ALSDE 187-Day State Minimum Salary Schedule Matrix. MCBOE further provides \$3,000 to each nurse yearly.

Extended work schedules will be calculated accordingly.

MCBOE STEP	ALSDE	RN-BSN	RN-MSN	RN-DNP
0-2	< 3 yrs	49,235	53,090	57,247
3-5	< 6 yrs	54,152	58,393	62,965
6-8	< 9 yrs	56,527	60,954	65,726
9	9	58,234	62,794	67,710
10	10	58,816	63,421	68,386
11	11	59,403	64,055	69,070
12	12	59,999	64,696	69,762
13	13	60,598	65,344	70,459
14	14	61,205	65,997	71,164
15	15	61,817	66,657	71,876
16	16	62,435	67,324	72,594
17	17	63,059	67,997	73,320
18	18	63,689	68,676	74,054
19	19	64,326	69,363	74,794
20	20	64,968	70,056	75,542

MCBOE STEP	ALSDE	RN-BSN	RN-MSN	RN-DNP
21	21	65,619	70,758	76,298
22	22	66,274	71,464	77,059
23	23	66,938	72,179	77,831
24	24	67,608	72,902	78,610
25	25	68,283	73,630	79,395
26	26	68,966	74,366	80,189
27	27	69,657	75,110	80,992
28	28	70,353	75,861	81,800
29	29	71,056	76,620	82,619
30	30	71,766	77,385	83,445
31	31	72,484	78,159	84,279
32	32	73,210	78,941	85,123
33	33	73,940	79,730	85,973
34	34	74,680	80,526	86,833
35	35	75,426	81,333	87,701

REGISTERED NURSE w/ MASTERS (Hired Prior to the 2019-2020 Academic Year)

Steps	0-18	19	20
187 Days	-	73,500	73,500
Over 20 years of experience moves to the new salary schedule adopted in 2019/20			

HEALTH SERVICES SUPERVISOR

Steps	0	1	2	3	4	5	6	7	8	9	10
202 Days	86,105	86,945	87,785	88,625	89,465	90,306	91,147	91,988	92,826	93,668	94,507

BOARD CERTIFIED BEHAVIOR ANALYST, OCCUPATIONAL THERAPIST

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day / 7 Hrs	60,037	61,050	62,062	63,077	64,090	65,104	66,115	67,129	68,142	69,155	70,168

Advanced Degree Masters Degree: BS + \$7,882 DOC: Base + \$10,380 National Board Certification: \$1,000 (OT's only/Retention Required)

SCHOOL PSYCHOLOGIST

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day / 7 Hrs	71,400	72,471	73,558	74,661	75,781	76,918	78,072	79,243	80,432	81,638	82,863

Advanced Degree EDS: Base + \$2,525 DOC: Base + \$4,025

Extended work schedules will be calculated accordingly.

PHYSICAL THERAPIST

Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/ 7 Hrs	61,000	62,000	63,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000

INFORMATION AND TECHNOLOGY SERVICES**SUPPORT******Support Position Longevity Pay: See page 17****DIRECTOR: INFORMATION / TECHNOLOGY SERVICES**

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	103,264	104,465	105,665	106,865	108,065	109,264	110,465	111,666	112,864	114,065	115,264

IT SUPERVISOR

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	78,453	79,809	81,186	82,588	84,016	85,469	86,947	88,450	89,979	91,538	93,122

SPECIALIST (COMPUTER NETWORK, DATA, AND SYSTEM)

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	70,001	71,365	72,728	74,093	75,460	76,821	78,185	79,551	80,916	82,278	83,644

SENIOR SUPPORT TECHNICIAN

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	50,823	51,421	52,021	52,622	53,223	53,821	54,422	55,021	55,623	56,221	56,822

SUPPORT TECHNICIAN

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	45,898	46,344	46,798	47,255	47,709	48,179	48,645	49,121	49,604	50,081	50,572
187 Day/8 Hrs	35,762	36,110	36,463	36,819	37,174	37,539	37,902	38,273	38,649	39,022	39,404

DIRECTOR: PUBLIC RELATIONS

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	97,021	98,223	99,422	100,623	101,823	103,022	104,223	105,423	106,622	107,822	109,022

BUSINESS/FINANCE/PERSONNEL**SUPPORT******Support Position Longevity Pay: See page 17****ACCOUNTING SUPERVISOR**

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	78,453	79,809	81,186	82,588	84,016	85,469	86,947	88,450	89,979	91,538	93,122

PURCHASING AGENT, PAYROLL MANAGER, PERSONNEL MANAGER

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	72,236	73,187	74,138	75,092	76,043	76,996	77,947	78,900	79,847	80,799	81,750

ACCOUNTING SYSTEMS MANAGER, ASSISTANT PAYROLL MANAGER

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	41,764	44,399	47,070	49,753	52,687	55,106	57,783	60,457	63,137	65,816	68,490

BOOKKEEPER, CLERK (FINANCE, PERSONNEL, STUDENT SERVICES)

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	38,373	39,836	41,296	42,759	44,221	45,682	47,144	48,606	50,068	51,528	52,989

ADMINISTRATIVE ASSISTANT**ADMINISTRATIVE ASSISTANT TO SUPERINTENDENT(S), CFO, COS**

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	42,188	43,522	44,855	45,885	49,501	50,684	51,864	53,040	54,223	55,401	56,583

ADMINISTRATIVE ASSISTANT/RECEPTIONIST

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	31,733	34,484	37,620	38,941	40,266	41,586	42,908	44,232	45,553	46,873	48,198

*Alternate work schedules will be calculated accordingly.

CHILD NUTRITION PROGRAM

SUPPORT

****Support Position Longevity Pay: See page 17**

CNP DISTRICT MANAGER

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	72,236	73,187	74,138	75,092	76,043	76,996	77,947	78,900	79,847	80,799	81,750

CNP LOCAL SCHOOL MANAGER

Steps	0	1	2	3	4	5	6	7	8	9	10
189 Day/ 8 Hrs	26,844	27,675	28,506	29,338	30,168	31,001	31,832	32,662	33,494	34,325	35,156

*MANAGER INCENTIVE

Incentive: The following incentive shall be added to a manager's yearly income based on percent of students served daily.

Average Daily Meals:	75%	80% and above
Incentive:	\$855/yr	\$1,699/yr

CNP WORKER

Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/6-Hour	18,547	19,422	20,341	21,365	21,975	22,498	23,034	23,583	24,147	24,726	25,317
184 Day/6-Hour	18,249	19,111	20,014	21,022	21,622	22,137	22,664	23,205	23,760	24,329	24,911

LOCAL SCHOOL OFFICE STAFF

SUPPORT

****Support Position Longevity Pay: See page 17**

LOCAL SCHOOL BOOKKEEPER (K-8, 6-8, 7-8, 7-12, 9-12, 10-12, and stand alone 9th grade)

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	38,049	39,345	40,649	41,946	43,247	44,544	45,844	47,144	48,444	49,742	51,041

LOCAL SCHOOL BOOKKEEPER (Elementary, Career Tech, Virtual) and NINE MONTH HIGH SCHOOL BOOKKEEPER

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	33,465	34,773	37,909	39,229	40,553	41,875	43,198	44,520	45,843	47,161	48,487
187 Day/8 Hrs	26,075	27,093	29,537	30,566	31,598	32,628	33,658	34,688	35,719	36,747	37,780

LOCAL SCHOOL SECRETARY

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	33,177	34,484	37,618	38,940	40,265	41,586	42,908	44,231	45,551	46,873	48,198

LOCAL SCHOOL REGISTRAR

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	31,272	32,472	33,719	35,176	36,701	38,469	40,141	41,307	42,506	43,949	45,441
187 Day/8 Hrs	24,367	25,301	26,272	27,407	28,596	29,975	31,277	32,185	33,119	34,243	35,406

CLERICAL AIDE

Extended work schedules will be calculated accordingly.

Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/7 Hrs	21,449	22,214	23,009	23,834	24,689	25,577	26,498	27,453	28,444	29,473	30,539

STUDENT SUPPORT STAFF

SUPPORT

****Support Position Longevity Pay: See page 17**

INSTRUCTIONAL AND SPECIAL EDUCATION AIDE

Steps	0	1	2	3	4	5	6	7	8	9	10
182 Day/ 7-Hour	20,902	21,648	22,422	23,224	24,057	24,920	25,817	26,746	27,711	28,712	29,750

Special Ed Self-Contained Aide Supplement: \$2,000

AUXILIARY TEACHER ASSISTANT (GRANT FUNDED)

Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/ 7.5-Hour	24,367	24,367	24,684	25,564	26,479	27,438	28,425	29,440	30,513	31,615	32,745

CAREER AND TECHNICAL EDUCATION CAREER COACH

Steps	0	1	2	3	4	5	6	7	8	9	10
202-DAY/8 HOUR	51,628	52,628	53,628	54,628	55,628	56,628	57,628	58,628	59,628	60,628	61,628

SOCIAL WORKER (EFFECTIVE BEGINNING THE 2019-20 SCHOOL YEAR) Extended work schedules will be calculated accordingly.

Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/ 8 Hrs	48,301	49,426	50,552	51,678	52,803	53,929	55,055	56,181	57,307	58,433	59,558

SOCIAL WORKER-BACHELORS (HIRED PRIOR TO 2019-2020)

Steps	0-14	15	16	17	18	19
187 Day/ 8 Hrs	-	63,167	63,791	64,419	65,056	65,693

SOCIAL WORKER-MASTERS (HIRED PRIOR TO 2019-2020)

Steps	0-14	15	16	17	18	19
187 Day/8 Hrs	-	71,439	72,146	72,857	73,577	74,304
240 Day	-	-	-	-	-	95,073

LICENSED INTERPRETER for HEARING IMPAIRED

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/ 7 Hrs	55,000	56,000	57,000	58,000	59,000	60,000	61,000	62,000	63,000	64,000	65,000

PERMITTED INTERPRETER for HEARING IMPAIRED

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
187 Day/ 7 Hrs	42,000	43,000	44,000	45,000	46,000	47,000	48,000	49,000	50,000	51,000	52,000

REGISTERED BEHAVIOR TECHNICIAN

Days / Steps	0	1	2	3	4	5	6	7	8	9	10
182 Day/ 7 Hrs	30,089	30,378	30,672	30,969	31,265	31,571	31,876	32,185	32,496	32,809	33,129

OPERATIONS-MAINTENANCE

SUPPORT

****Support Position Longevity Pay: See page 17**

DIRECTOR: OPERATIONS

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	103,264	104,465	105,665	106,865	108,065	109,264	110,465	111,666	112,864	114,065	115,264

SUPERVISORS of Maintenance and Operations

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	58,412	61,466	63,825	65,007	66,191	67,370	68,549	69,732	70,910	74,456	75,631

MAINTENANCE TECHNICIAN

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	41,547	43,175	45,260	49,428	50,785	52,139	53,495	54,846	56,203	58,995	61,622

PLANT MANAGERS and MAINTENANCE APPRENTICE

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	37,190	38,584	39,982	41,164	42,341	43,522	44,703	45,885	47,063	48,245	49,428

OPERATIONS-TRANSPORTATION

SUPPORT

****Support Position Longevity Pay: See page 17**

DIRECTOR of Transportation											
Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	103,264	104,465	105,665	106,865	108,065	109,264	110,465	111,666	112,864	114,065	115,264

SUPERVISOR of Transportation											
Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	58,412	61,466	63,825	65,007	66,191	67,370	68,549	69,732	70,910	74,456	75,631

CERTIFIED MECHANIC and ROUTING SPECIALIST											
Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	41,547	43,175	45,260	49,428	50,785	52,139	53,495	54,846	56,203	58,995	61,622

LEAD MECHANIC SUPPLEMENT - \$3,000

NON-CERTIFIED MECHANIC and SHOP ASSISTANT											
Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	37,190	38,584	39,982	41,164	42,341	43,522	44,703	45,885	47,063	48,245	49,428

BUS DRIVER, SCHOOL BUS & MINI-BUS											
	0	1	2	3	4	5	6	7	8	9	10
184 Day	19,747	20,267	20,788	21,308	21,828	22,348	22,868	23,389	23,909	24,429	24,949

Lead Driver Yearly Supplement \$1,000 plus an additional \$100 per bus

Year Long Sub Route Supplement: \$10,800

Career Academy: \$40 per day for a complete tech run which includes both drop-off and pick-up routes

Activity Trip Payment is \$15.00 per hour for drivers and assigned aides (including Pre-K):

Local Activity Trip, Not Overnight:

1. Payment will be for actual time from departure to return, or a minimum of four (4) hours.
2. If a driver misses a regular am or pm route, they will be docked a half days pay, but will be compensated at \$35 an hour for the first two hours and each additional hour will be at the regular rate of \$15 an hour.

Overnight Activity Trip:

1. Payment will be from departure to return for actual time, excluding time spent at site of lodging.
2. If a driver misses a regular am or pm route, they will be docked a half days pay, but will be compensated at \$35 an hour for the first two hours and each additional hour will be at the regular rate of \$15 an hour.
3. Local school will pay food and lodging from funds other than transportation allocation.

Teacher/Coach Drivers:

1. Payment will be for actual driving time from departure to location and actual driving time from location to home school.
2. If regular teacher/coach driver misses running regular am or pm route, one half days pay will be deducted for each route missed.

MINI-BUS ATTENDANT											
	0	1	2	3	4	5	6	7	8	9	10
183 Day	12,464	13,609	14,649	15,898	16,099	16,303	16,509	16,718	16,930	17,144	17,361

****Support Position Longevity Pay: See page 17**

SUPERVISORS of Custodial Services and the Warehouse

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	58,412	61,466	63,825	65,007	66,191	67,370	68,549	69,732	70,910	74,456	75,631

WAREHOUSE WORKER

Steps	0	1	2	3	4	5	6	7	8	9	10
240 Day	37,190	38,584	39,982	41,164	42,341	43,522	44,703	45,885	47,063	48,245	49,428

CUSTODIAN

Steps	0	1	2	3	4	5	6	7	8	9	10
240 DAY	31,066	32,415	33,824	35,297	36,835	38,443	40,124	41,879	43,714	45,632	47,636
222 DAY	28,736	29,984	31,287	32,649	34,073	35,560	37,115	38,739	40,436	42,210	44,063
202 DAY	-	-	-	-	-	-	-	-	-	-	40,185

SUPPLEMENTS

HIGH SCHOOL

HEAD COACH

Boys	Step 0	Step 1	Step 2
Baseball	6,000	7,500	9,000
Basketball	6,000	7,500	9,000
Bowling	1,300	1,600	1,900
Cross Country	1,300	1,600	1,900
Football	10,000	12,500	15,000
Golf	1,300	1,600	1,900
Indoor Track	1,300	1,600	1,900
Outdoor Track	1,300	1,600	1,900
Soccer	3,000	3,750	4,500
Swimming	1,300	1,600	1,900
Tennis	1,300	1,600	1,900
Wrestling	3,000	3,750	4,500

Girls	Step 0	Step 1	Step 2
Basketball	6,000	7,500	9,000
Bowling	1,300	1,600	1,900
Cross Country	1,300	1,600	1,900
Flag Football	1,300	1,600	1,900
Golf	1,300	1,600	1,900
Indoor Track	1,300	1,600	1,900
Outdoor Track	1,300	1,600	1,900
Soccer	3,000	3,750	4,500
Softball	6,000	7,500	9,000
Swimming	1,300	1,600	1,900
Tennis	1,300	1,600	1,900
Volleyball	4,750	5,950	7,150
Wrestling	3,000	3,750	4,500

High School Steps	Head Coach Experience
Step 0	0 - 3 Years
Step 1	4 - 6 years
Step 2	7 + years

Coed	Step 0	Step 1	Step 2*
Esports (Fall and Spring)	1,000	1,250	1,500
Esports (Fall Only)	500	625	750
Esports (Spring Only)	500	625	750

Summer Competition and/or Camp Supplement

The Varsity Head Coach for Volleyball, Football, Basketball, Baseball, and Softball is eligible for a supplement of \$250 a day for each day their team is involved in a competition or camp. The maximum a head coach could earn is \$3,750, provided all 15 days are utilized for competition and/or camp.

ASSISTANT COACH

Boys

Baseball**	1,400
Basketball**	3,200
Bowling*	750
Cross Country*	750
Football (6A/7A:6; All other:4)	3,200
Football Coordinator (2 per school; OC/DC)	4,500
Golf*	750
Indoor Track*	750
Outdoor Track*	750
Soccer**	1,000
Tennis*	750
Wrestling**	1,000

Girls

Basketball**	3,200
Bowling*	750
Cross Country*	750
Flag Football	750
Golf*	750
Indoor Track*	750
Outdoor Track*	750
Soccer**	1,000
Softball**	1,400
Tennis*	750
Wrestling**	1,000
Volleyball**	1,000

*Teams must have a squad of 25 or greater at the first competition to earn the assistant supplement

**To receive second assistant coaching supplement, the school must field a JV team; to receive a third they must field a Freshman team.

SUPPLEMENTS

MIDDLE SCHOOL

HEAD COACH

Boys	Step 0	Step 1
Baseball	2,200	3,200
Basketball	2,200	3,200
Football	2,200	3,200
Soccer	2,200	3,200
Track	400	600

Girls	Step 0	Step 1
Basketball	2,200	3,200
Soccer	2,200	3,200
Softball	2,200	3,200
Track	400	600
Volleyball	2,200	3,200

Middle School Steps	Head Coach Experience
Step 0	0-3 Years
Step 1	4+ years

ASSISTANT COACH

Boys

Football* (2 or 4)	1,500
Basketball**	1,500
Soccer**	500
Baseball**	700

Girls

Volleyball**	700
Basketball**	1,500
Soccer**	500
Softball**	700

*To receive assistants 3 and 4 coaching supplements, the school must field a 7th grade/B team

**To receive second assistant coaching supplement, the school must field a 7th grade/B team

SUPPLEMENTS

OTHER - HIGH SCHOOL

	Step 0	Step 1	Step 2
Band Director (9-12)	6,000	7500	9000
**Cheerleaders, Varsity (Competition)	4,700	5700	6700
*Dance Team, Varsity (Competition)	1,300	1600	1900
Drama	1,300	1600	1900
Flag Corp	1,300	1600	1900
Choral	1,300	1600	1900

High School Steps	Head Coach Experience
Step 0	0 - 3 Years
Step 1	4 - 6 years
Step 2	7 + years

***Must compete in local and state competition**

****Must compete in local, regional, state, and UCA competition**

*****A second assistant is earned with a band member count of 150 or greater**

Band Director (Ninth Grade School)	2,200
***Asst. Band Director	3,000
*Cheerleaders, JV (Competition)	2,000
Cheerleaders, Varsity (No Competition)	1,100
Cheerleaders, JV (No Competition)	600
*Dance Team, JV (Competition)	600
Dance Team (No Competition)	600
RifleTeam	600

Scholars Bowl	1,000
Yearbook (End of Year)	800
STEM (5) (Each)	600

Summer Camp Supplement

The high school Band Director is eligible for a supplement of \$250 a day for each day their band is involved in a camp. The maximum the band director could earn is \$2,500, provided all 10 days are utilized for camp.

OTHER - MIDDLE SCHOOL

Band Director	2,200
*Cheerleaders (Competition)	1,100
Cheerleaders (No Competition)	650
Dance Team	400
Scholars Bowl	600
Yearbook (End of Year)	650
STEM (3) (Each)	600

***Must participate in local and state competition**

OTHER - ELEMENTARY SCHOOL

Yearbook (End of Year)	650
STEM (2) (Each)	600

OTHER-SYSTEM WIDE

HALL OF FAME: \$1,000 supplement will be added for any active MCBOE employee or Coaches Aide who has been inducted into the Madison County Sports Hall of Fame.

TECHNOLOGY CONTACT, DIGITAL LEARNING PARTNER (DLP): One Technology Contact and one Digital Learning Partner (DLP) per school will be paid a supplement equivalent to \$1 per student based on the previous year's end-of-year ADM

LEAD SPECIAL EDUCATION RESOURCE SPECIALIST and LEAD SOCIAL WORKER: \$5,000

ALABAMA COACH OF THE YEAR: \$1,000

DAYCARE/4-K READINESS PROGRAM

Daycare Worker: (Experience as worker in Madison County Schools Extended Day Programs)

0-5 yrs.	\$ 11.50 per hour
6-10 yrs.	\$ 13.50 per hour
11 yrs. or more	\$15.75 per hour

Daycare Director/: (Experience as worker in Madison County Schools Extended Day Programs)

4-K Worker	0-5 yrs.	\$18.50 per hour
	6-10 yrs.	\$19.50 per hour
	11 yrs. or more	\$20.50 per hour

An additional \$2.00 an hour can be paid to certified staff at the discretion of the local school principal.

SUBSTITUTES

Teacher	\$ 105/day	The substitute rate for the below positions is \$10/hour	
* Adult Bus Driver	\$ 80/day or \$40/half day	CNP Worker	Maintenance Personnel
Mini Bus Aides	\$ 40/day	Secretary	Transportation Personnel
		Aide	Central Office Personnel
			Custodian

* *POD drivers will split the sub pay*

CERTIFIED SUBSTITUTE

A substitute who holds a valid Alabama Teacher's Certificate or has completed requirements for a teacher's certificate or holds a teacher's certificate from another state or has a bachelor's degree in field or related field will be paid \$278 per day - regardless of rank, certification type or experience- beginning with the 21st day of continuous substituting and continuing as long as the person is substituting for the same teacher. The first 20 days of substituting will be at the \$105 per-day rate, unless approved otherwise by the Director of Personnel in special circumstances. Certified substitutes receive no benefits and do not accrue leave.

SUPPORT POSITION LONGEVITY PAY

Support positions, not paid based on a state matrix, will receive longevity pay based on continuous years of service in a MCBOE support position as follows:

Yrs of Service:	Amount:
10-14	\$2,000
15-19	\$3,000
20-24	\$4,000
25+	\$5,000