

ALABASTER CITY SCHOOLS



ALABASTER
CITY SCHOOLS

CHAMPIONS OF OUR FUTURE

SALARY SCHEDULES EFFECTIVE:

OCTOBER 1, 2017 – SEPTEMBER 30, 2018

APPROVED BY BOARD:

September 11, 2017

Dr. L. Wayne Vickers, Superintendent
Board of Education:
Mr. Adam Moseley, President
Mr. Derek Henderson, Vice President
Ms. Linda R. Church
Dr. John Myrick
Tyrone Quarles, Esq.

The Alabaster City Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, religion, or age in its programs & activities, and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding non-discrimination policies: Dr. Latanza M. Harrison, Coordinator of Human Resources, 205-663-8470.

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Years of Experience 2017-2018

Experience is defined as the number of years of service in a particular position, job, or classification within the Alabaster City School System, not the total years of service (e.g., a person with four years' experience as assistant principal at TIS and one year of service as principal at TMS would have one year experience as principal, not five. However, a school secretary with four years' experience as school secretary at MVES and one year as school secretary at CVES would have five years' experience).

For employment outside the System that is substantially analogous in required work skills, knowledge, etc., to a position within the System, some credit for experience may be given. The Alabaster City School System, through the Superintendent, Coordinator of Human Resources, and immediate supervisor, shall have the discretion to determine exactly what skills are analogous and the amount of experience to be credited. Final placement on the salary schedule shall be at the discretion of the Superintendent.

Teacher placement on the salary schedule shall be determined by the number of properly documented full years teaching experience in public education including public post-secondary institutions, or at accredited private schools, and up to four years for active, full-time military service. Final placement on the salary schedule shall be at the discretion of the Superintendent.

Employees are responsible for providing proper documentation of previous experience for purposes of placement on the salary schedule.

Level of Certification 2017-2018

Professional employees shall be paid at the level of the highest degree earned, whether or not the degree is in the field to which the employee is assigned. Should an employee earn an advanced degree after his/her initial employment, the employee will be paid for the advanced degree as soon as the degree is certified by the State Department of Education as having been earned. **It is the employee's responsibility to notify the Human Resources Department upon meeting the qualifications for an advanced degree.**

Each teacher who becomes certified by the National Board for Professional Teaching Standards will be given an annual lump sum of \$5,000.00 during the month of November each year after the teacher successfully meets the requirements. **It is the employee's responsibility to notify the Human Resources Department by September 30 of the year of initial National Board certification.**

Employee Benefits 2017-2018

Insurance

PEEHIP Hospital Medical and **Viva Health HMO** insurance are offered to employees who qualify for such benefits. Family coverage costs \$1,007.00 per month for PEEHIP and the HMO plan. The State provides \$800 per month, thus the employee must pay \$207 (employee and children, family with/ no spouse) per month. Single coverage costs \$830 per month for PEEHIP and the HMO plans. The State provides \$800 per month and the employee pays \$30 per month. Please note that these premium rates do not include the \$50 monthly tobacco surcharge (applies to member and spouse if both use tobacco). Premiums are subject to change from year to year. The monthly rates stated above are in effect until September 30, 2018 (See PEEHIP Handbook 2017-2018).

Optional coverage is available through PEEHIP to employees who qualify for such benefits. Dental, vision, cancer, and indemnity policies are offered through Southland National Insurance Company for a monthly premium of \$38 (\$50 for Family Dental), or at no cost to employees if hospital insurance is not used. Additionally, Flexible Spending Accounts are available to all active employees.

Retirement

All full-time employees are required to participate in the Alabama **Teachers' Retirement System**. Once enrolled, members must continue participation until employment is terminated.

Tier 1 members are those who had creditable service prior to January 1, 2013. The contribution rate for Tier 1 members is 7.50% of their earnable compensation.

New employees hired on or after January 1, 2013 with no previous creditable service will participate in Tier 2, a new defined benefit plan which was adopted by the Alabama Legislature in 2012. Tier 2 members will contribute 6.0% of their earnable compensation.

Leave Days and Vacation

Each employee will accrue sick leave at the rate of one day per month (the twelve month employee will earn twelve sick leave days per year, the nine-month employee will earn nine days, etc.). Sick leave days may be accumulated to an unlimited maximum. Accumulated sick leave days may be converted for retirement credit for Tier I employees only (See Retirement Handbook 2017-2018). Sick leave days are earned by payroll periods, not calendar months.

Each employee (certified and classified) will accrue five personal leave days per year that are non-cumulative from year to year. Two days will cost the employee the current in-system pay rate for a non-professional certified substitute teacher. All unused personal leave days will be converted to sick leave on July 1 unless written authorization is received by the payroll department for reimbursement of any unused portion of the three funded personal leave days. Reimbursement will be the same rate as a non-professional certified substitute teacher, unless the employee's daily rate of pay is less than the substitute amount. In such cases the employee will be paid his/her regular daily rate.

Employee Benefits (continued) 2017-2018

The Board shall allow all full-time twelve-month certified/classified employees vacation days per scholastic year (July 1 - June 30) as follows:

- A. All twelve-month certified/classified employees hired **during** a scholastic year will be allowed a proportionate amount of five (5) vacation days for the remainder of that scholastic year. The vacation days will be awarded according to the following schedule:

<u>First Day of Employment</u>	<u>Number of Vacation Days</u>
July 1 - July 31	5
August 1 - September 30	4
October 1 - November 30	3
December 1 - January 31	2
February 1 - March 31	1
April 1 - June 30	0

At the beginning of the next scholastic year, if a full-time twelve-month (certified/classified) employee has not worked in Alabaster City for a full scholastic year, the employee shall be allowed to take a proportionate share of ten (10) vacation days during that scholastic year:

<u>First Day of Employment</u>	<u>Number of Vacation Days</u>
July 1 - July 14	10
July 15 - Aug. 31	9
September 1 - October 31	8
November 1 - January 31	7
February 1 - March 31	6
April 1 - June 30	5

- B. At the beginning of the scholastic year, if an employee has previously worked in Alabaster City Schools for at least one (1) scholastic year as a full-time twelve-month certified/classified employee, that employee shall be allowed to take two weeks (10 working days) vacation during that scholastic year.

All vacation leave will be subject to policies and procedures adopted by the Superintendent or Board.

Other Benefits Provided by System

On-the-Job Injury Benefits	\$7,500 Term Life Insurance
Bonding	Liability Insurance
Mileage reimbursement for employees traveling on authorized school system business.	

PLACEMENT ON SALARY SCHEDULE AND TERM OF APPOINTMENT

PLACEMENT ON SALARY SCHEDULE Professional and Administrative Positions 2017-2018

Teacher	9-month (187 days) 9.5-month (197 days) 10-month (207 days) 11-month (222 days) 12-month (240 days) Teaching experience in public schools or accredited private schools accepted and up to four years for active, full-time military experience. Placement based on full years of teaching experience. Salary according to appropriate salary schedule based on rank and experience.
Media Specialist.....	9.5-month. Placement based on full years of public or private school teaching experience. Salary according to appropriate salary schedule based on rank and experience.
High School Band Director	9.5-month plus appropriate supplements. Placement based on full years of public or private school teaching experience. Salary according to appropriate salary schedule based on rank and experience.
Educational Diagnostician	9- or 10-month teacher. Experience determined by full years' public or private school teaching. Placement based on appropriate rank and experience.
Psychometrist	9- or 10-month teacher. Experience determined by full years' public or private school teaching. Placement based on appropriate rank and experience.

PLACEMENT ON SALARY SCHEDULE AND TERM OF APPOINTMENT

Professional and Administrative Positions (continued) 2017-2018

Counselor	Elementary School - 9.5-month (197 days). Middle School –9.5-month (197 days) or 11 month (222 days). High School - 10-month (207 days) or 12-month (240 days). Placement based on full years of public or private school teaching experience. Salary according to appropriate salary schedule based on rank and experience.
Head Nurse	12-month (240 days). Placement on salary schedule determined by experience.
Registered Nurse	9-month on appropriate salary schedule. Placement based on approved rank and experience at time of employment.
Registered Occupational Therapist	9-month. Placement on salary schedule determined by number of full years' experience as a Registered Occupational Therapist in public education. Comparable work experience in the private sector may also be considered for placement on the salary schedule.
Registered Physical Therapist	9-month. Placement on salary schedule determined by number of full years' experience as a Registered Physical Therapist in public education. Comparable work experience in the private sector may also be considered for placement on the salary schedule.

PLACEMENT ON SALARY SCHEDULE AND TERM OF APPOINTMENT

Professional and Administrative Positions (continued) 2017-2018

Assistant Principal	Elementary and Middle School - 10-month (207 days) or 11-month (222 days). High School - 10.5-month (212 days) or 12-month (240 days). Experience determined by number of years in public education at the administrative level of Assistant Principal and above. Salary according to appropriate salary schedule based on rank and experience.
Principal	12-month (240 days). Experience determined by number of full years at level of principal or above in public schools. Salary according to appropriate principal salary schedule based on rank and experience.
Contract Principal	One, two or three-year (240 days yearly). Experience determined by number of full years at level of principal or above in public schools. Salary is negotiable and may not be placed on the salary schedule.
Assistant Superintendent	12-month (240 days) – Experience determined by the number of years as administrator in public education at the level of principal and above. Salary according to appropriate salary schedule based on rank and experience.
Coordinator	12-month (240 days) - Experience determined by number of years as administrator in public education at the level of principal and above. Salary according to appropriate salary schedule based on rank and experience.
Supervisor	12-month (240 days) - Experience determined by number of years as administrator in public education at the level of principal and above. Salary according to appropriate salary schedule based on rank and experience.

PLACEMENT ON SALARY SCHEDULE AND TERM OF APPOINTMENT
Professional and Administrative Positions (continued)
2017-2018

Office Manager12-month (240 days). Placement on salary schedule based on years of experience in this position in public education.

Program/Subject Area Specialist10-month (207 days) or 12-month (240 days). Placement based on full years of teaching or administrative experience in public or private education. Salary according to appropriate salary schedule based on rank and experience.

Construction/Maintenance
Supervisor12-month (240 days). Placement on salary schedule based on years of experience in this position in public education.

Transportation Supervisor/
Shop Foreman12-month (240 days). Placement on salary schedule based on years of experience in this position in public education.

Final placement on the salary schedule shall be at the discretion of the Superintendent.

TERM OF APPOINTMENT

12-month employees.....	240 days*
11-month employees.....	222 days
10.5-month employees.....	212 days
10-month employees.....	207 days
9.5-month employees.....	197 days
9-month employees.....	187 days

*Also required to be on call for emergencies and required to check on schools and other designated sites during holidays and at other times that schools and offices may be closed.

WORK PERIODS

2017-2018

12-Month Employees	July 1, 2017 - June 30, 2018 Required to work full 240 days.
11-Month Employees	July 8, 2017 - June 19, 2018 Required to work 222 days.
10.5-Month Employees	July 15, 2017 - June 12, 2018 Required to work 212 days.
10-Month Employees	July 22, 2017 – June 12, 2018 Required to work 207 days. (WORK PERIODS FOR LOCAL CLERICAL EMPLOYEES WILL BE SCHEDULED ON AN INDIVIDUAL BASIS BY PRINCIPAL AND HUMAN RESOURCES DEPARTMENT.)
9.5-Month Employees	July 29, 2017 – June 5, 2018 Required to work 197 days. (WORK PERIODS FOR LOCAL CLERICAL EMPLOYEES WILL BE SCHEDULED ON AN INDIVIDUAL BASIS BY PRINCIPAL AND HUMAN RESOURCES DEPARTMENT.)
9-Month Employees	August 8, 2017 – May 26, 2018 Required to work 187 days. (WORK PERIODS FOR LOCAL CLERICAL EMPLOYEES WILL BE SCHEDULED ON AN INDIVIDUAL BASIS BY PRINCIPAL AND HUMAN RESOURCES DEPARTMENT.)

PLACEMENT ON SALARY SCHEDULE AND TERM OF APPOINTMENT
Classified Positions
2017-2018

All classified employees shall be paid on the appropriate salary schedule for their job classification. Years of experience shall be determined by the number of years at that job classification in Alabaster City. However, the Superintendent, shall be authorized to allow for work experience in the same position in another school system or comparable experience in the private sector at the time of initial employment. The Superintendent shall also have the authority to place an employee who is being promoted at a step on the salary schedule that will prevent a reduction in pay as a result of promotion.

Annual employees work a designated schedule of 240 days. Other terms of appointments vary as required.

Substitute teachers and substitute classified employees are paid daily/hourly rates of pay according to the Substitute Schedule.

- Instructional Aide - 187 days
- Bus Driver Aide - 182 days
- Physical Therapy Assistant/Certified Occupational Assistant - 187 days
- Sign Language Interpreter - 187 days
- Local School Office Manager/Bookkeeper – 240 days
- Registrar/Data Manager – 240 days
- Local School Clerical - Days/Hours as approved
- Building Custodian - Days/Hours as approved

Child Nutrition Program Positions:

- Manager - 190 days
- Assistant Manager - 187 days
- Associate - 185 days

- Central Office Classified Positions – 240 days
- Maintenance Positions – 240 days
- Transportation/Mechanic Positions – 240 days
- Bus Drivers - 184 days

Community Education Program Positions:

- Program/Financial Manager – 240 days
- In-charge Teacher - Hours as approved
- Site Secretary - Hours as approved
- Counselor - Hours as approved
- Substitute - Hours as approved

PLACEMENT ON SALARY SCHEDULE
Classified Positions (continued)
2017-2018

Effective with the 1991-92 scholastic year, Alabaster Board of Education employees that were then employed by Shelby County Board of Education in the following classifications were placed at the appropriate step and level to ensure no reduction in pay from the 1990-91 scholastic year.

Accounting Clerk/Payroll Clerk/Secretary I, II, III - 12-month (240 days)
Clerical I, II, III - Length of appointment determined by local principal or supervisor and approved by the Human Resources Department
Clerk/Typist I, II, III - 12-month (240 days)
Custodian I, II, III - Length of appointment determined by local school principal and approved by the Human Resources Department

As a result, these employees may be paid on a step that does not accurately reflect total years of experience.

New employees shall be hired at a recommended level and move upward on the salary schedule based on years of experience.

Final placement on the salary schedule shall be at the discretion of the Superintendent.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



G	TEACHERS AND OTHER CERTIFIED EMPLOYEES			
	9 MO/187 DAY			
EXP	RANK II	RANK I	RANK AA	* DOCTORATE
0	38,343	44,093	47,545	50,996
1	38,520	44,269	47,722	52,696
2	38,700	44,450	47,898	54,392
3	42,643	48,905	52,535	56,095
4	42,839	49,097	52,727	56,349
5	43,030	49,288	52,924	56,608
6	44,506	50,953	54,693	58,550
7	44,704	51,152	54,884	58,809
8	44,898	51,345	55,087	59,072
9	45,096	51,546	55,320	59,338
10	45,649	52,092	55,482	59,601
11	45,845	52,293	55,683	59,864
12-14	46,993	53,471	56,873	60,414
15-17	47,958	55,016	58,903	61,789
18-19	48,317	55,376	59,289	62,588
20	48,676	55,736	59,675	63,387
21-23	49,272	56,332	60,271	63,983
24-26	49,867	56,928	60,865	64,579
27	50,463	57,524	61,462	65,175

* Earned doctorate from accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



G1	TEACHERS AND OTHER CERTIFIED EMPLOYEES			
	9.5 MO/197 DAY			
EXP	RANK II	RANK I	RANK AA	* DOCTORATE
0	40,393	46,451	50,087	53,722
1	40,579	46,638	50,274	55,513
2	40,770	46,826	50,459	57,299
3	44,923	51,520	55,345	59,094
4	45,130	51,722	55,547	59,362
5	45,330	51,923	55,752	59,635
6	46,885	53,678	57,617	61,681
7	47,094	53,886	57,820	61,954
8	47,299	54,091	58,033	62,230
9	47,508	54,302	58,276	62,509
10	48,090	54,878	58,449	62,788
11	48,297	55,089	58,660	63,065
12-14	49,506	56,331	59,913	63,645
15-17	50,522	57,958	62,053	65,093
18-19	50,900	58,338	62,459	65,935
20	51,278	58,717	62,864	66,777
21-23	51,907	59,344	63,493	67,404
24-26	52,534	59,971	64,120	68,033
27	53,161	60,600	64,748	68,660

* Earned doctorate from accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



G2	TEACHERS AND OTHER CERTIFIED EMPLOYEES			
	10 MO/207 DAY			
EXP	RANK II	RANK I	RANK AA	* DOCTORATE
0	42,443	48,809	52,630	56,449
1	42,639	49,005	52,826	58,330
2	42,839	49,202	53,019	60,209
3	47,202	54,135	58,154	62,094
4	47,420	54,348	58,367	62,376
5	47,631	54,559	58,583	62,662
6	49,265	56,402	60,542	64,813
7	49,485	56,622	60,755	65,099
8	49,701	56,837	60,979	65,390
9	49,920	57,059	61,236	65,682
10	50,532	57,664	61,415	65,976
11	50,749	57,885	61,638	66,266
12-14	52,019	59,190	62,955	66,875
15-17	53,087	60,900	65,203	68,397
18-19	53,484	61,299	65,630	69,282
20	53,880	61,698	66,056	70,167
21-23	54,542	62,356	66,716	70,825
24-26	55,200	63,015	67,375	71,486
27	55,859	63,675	68,036	72,145

* Earned doctorate from accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



G3	TEACHERS AND OTHER CERTIFIED EMPLOYEES**			
	11 MO/222 DAY			
EXP	RANK II	RANK I	RANK AA	* DOCTORATE
0	45,520	52,345	56,444	60,539
1	45,729	52,555	56,654	62,558
2	45,943	52,769	56,862	64,572
3	50,623	58,058	62,368	66,593
4	50,856	58,286	62,597	66,896
5	51,083	58,512	62,828	67,203
6	52,835	60,490	64,929	69,509
7	53,070	60,725	65,157	69,816
8	53,301	60,955	65,397	70,128
9	53,537	61,193	65,673	70,442
10	54,192	61,842	65,866	70,756
11	54,426	62,080	66,104	71,067
12-14	55,788	63,478	67,517	71,722
15-17	56,934	65,313	69,928	73,353
18-19	57,360	65,741	70,386	74,302
20	57,786	66,169	70,843	75,251
21-23	58,494	66,875	71,550	75,957
24-26	59,201	67,581	72,258	76,667
27	59,907	68,291	72,965	77,373

* Earned doctorate from accredited college or university.

** Middle School Counselor

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



G4	TEACHERS AND OTHER CERTIFIED EMPLOYEES			
	12 MO/240 DAY			
EXP	RANK II	RANK I	RANK AA	* DOCTORATE
0	49,210	56,590	61,021	65,448
1	49,436	56,817	61,248	67,630
2	49,668	57,046	61,472	69,807
3	54,728	62,765	67,425	71,993
4	54,980	63,012	67,672	72,320
5	55,224	63,257	67,922	72,651
6	57,119	65,394	70,194	75,145
7	57,374	65,648	70,440	75,477
8	57,623	65,898	70,700	75,814
9	57,878	66,154	70,998	76,154
10	58,586	66,855	71,207	76,493
11	58,839	67,113	71,464	76,830
12-14	60,312	68,625	72,991	77,536
15-17	61,550	70,609	75,597	79,301
18-19	62,011	71,071	76,092	80,327
20	62,471	71,533	76,587	81,353
21-23	63,236	72,297	77,351	82,116
24-26	64,001	73,061	78,116	82,883
27	64,764	73,828	78,882	83,646

* Earned doctorate from accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



R	BUS DRIVERS AND AIDES		
	REGULAR ROUTE		
EXP	REGULAR ROUTE 184 DAYS	HALF ROUTE 184 DAYS	BUS AIDE 182 DAYS
0	14,082	7,041	11,519
1-4	14,464	7,232	11,988
5-9	14,984	7,492	12,404
10-14	15,504	7,752	12,820
15-19	16,024	8,012	13,236
20-23	16,544	8,272	13,652
24-26	17,064	8,532	14,172
27	17,680	8,840	14,768

PUMP OPERATOR SUPPLEMENT: \$150 per bus per year
 Sub Bus Driver: Same Daily Rate as Regular Driver, Step 0
 Sub Bus Driver Aide: Same Daily Rate as Bus Driver Aide, Step 0

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



SU	TRANSPORTATION PROGRAM SUPERVISOR 12 MO/240 DAY	
	BACHLEORS DEGREE	MASTERS DEGREE
0	66,575	76,100
1	66,827	76,350
2	67,061	76,597
3	67,295	76,844
4	67,530	77,086
5	67,757	77,327
6	67,991	77,577
7	68,224	77,821
8	68,479	78,063
9	68,712	78,312
10	68,946	78,554
11	69,242	78,893
12-14	70,635	80,479
15-17	71,396	81,347
18-19	71,932	81,957
20	72,468	82,567
21-23	73,064	83,242
24-26	73,660	83,917
27	74,256	84,590

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



J	MAINTENANCE DEPARTMENT			
	12 MO/240 DAYS			
EXP	SUPERVISOR	TECHNICIAN	SPECIALIST 1	SPECIALIST 2
0	66,575	37,335	45,000	55,553
1	67,850	37,887	46,415	55,782
2	69,049	38,433	47,624	56,020
3	70,247	38,966	48,832	56,250
4	71,843	39,516	50,039	56,488
5	72,752	40,089	51,284	56,717
6	73,781	40,270	51,515	56,973
7	75,035	40,450	51,747	57,229
8	75,289	40,629	51,974	57,481
9	75,522	40,812	52,208	57,739
10	75,756	41,309	52,846	58,444
11	76,052	41,487	53,072	58,696
12-14	77,445	42,320	54,139	59,875
15-17	78,207	42,777	54,724	60,522
18-19	78,743	43,098	55,134	60,976
20	79,278	43,419	55,544	61,430
21-23	79,846	44,015	56,140	62,026
24-26	80,414	44,611	56,736	62,622
27	80,981	45,207	57,332	63,217

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



OCCUPATIONAL THERAPIST	
M	9 MO/187 DAY
EXP	SALARY
0	56,229
1	56,338
2	56,451
3	59,754
4	59,946
5	60,144
6	60,347
7	60,540
8	60,735
9	60,940
10	61,135
11	61,334
12-14	62,256
15-17	62,927
18-19	63,400
20	63,873
21-23	64,469
24-26	65,064
27	65,660

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



COMMUNITY EDUCATION	
K	12 MO/240 DAYS
EXP	SALARY
0	44,999
1	46,414
2	47,623
3	48,831
4	50,039
5	51,283
6	51,515
7	51,746
8	51,974
9	52,208
10	52,846
11	53,071
12-14	54,139
15-17	54,724
18-19	55,134
20	55,544
21-23	56,139
24-26	56,735
27	57,332

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AFTER SCHOOL CARE PROGRAM						
	SITE IN CHARGE			SITE SECRETARY		
	NONCERTIFIED TEACHER	ASSOCIATE DEGREE	CERTIFIED TEACHER	NONCERTIFIED TEACHER	ASSOCIATE DEGREE	CERTIFIED TEACHER
LEVEL	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY
0	10.00	13.00	15.00	9.00	12.00	14.00
1	10.25	13.25	15.25	9.25	12.25	14.25
2	10.50	13.50	15.50	9.50	12.50	14.50
3	10.75	13.75	15.75	9.75	12.75	14.75
4	11.00	14.00	16.00	10.00	13.00	15.00
5	11.25	14.25	16.25	10.25	13.25	15.25
6	11.50	14.50	16.50	10.50	13.50	15.50
7	11.75	14.75	16.75	10.75	13.75	15.75
8	12.00	15.00	17.00	11.00	14.00	16.00
9	12.25	15.25	17.25	11.25	14.25	16.25
10	12.50	15.50	17.50	11.50	14.50	16.50
11	12.75	15.75	17.75	11.75	14.75	16.75
12-14	13.00	16.00	18.00	12.00	15.00	17.00
15-19	13.25	16.25	18.25	12.25	15.25	17.25
20	13.50	16.50	18.50	12.50	15.50	17.50

	COUNSELOR			ENRICHMENT MANAGER		
	NONCERTIFIED TEACHER	ASSOCIATE DEGREE	CERTIFIED TEACHER	HIGH SCHOOL DIPLOMA	ASSOCIATE DEGREE	BACHLEOR DEGREE
LEVEL	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY
0	7.75	10.00	13.00	15.00	16.00	17.00
1	8.00	10.25	13.25	15.25	16.25	17.25
2	8.25	10.50	13.50	15.50	16.50	17.50
3	8.50	10.75	13.75	15.75	16.75	17.75
4	8.75	11.00	14.00	16.00	17.00	18.00
5	9.00	11.25	14.25	16.25	17.25	18.25
6	9.25	11.50	14.50	16.50	17.50	18.50
7	9.50	11.75	14.75	16.75	17.75	18.75
8	9.75	12.00	15.00	17.00	18.00	19.00
9	10.00	12.25	15.25	17.25	18.25	19.25
10	10.25	12.50	15.50	17.50	18.50	19.50
11	10.50	12.75	15.75	17.75	18.75	19.75
12-14	10.75	13.00	16.00	18.25	19.25	20.25
15-19	11.00	13.25	16.25	18.50	19.50	20.50
20	11.25	13.50	16.50	18.75	19.75	20.75

A special needs counselor will receive an additional \$1.00 per hour on the Counselor salary schedule.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



PROGRAM/SUBJECT AREA SPECIALIST		
10 MO/207 DAYS		
H		
EXP	RANK I	RANK AA
0	52,060	55,403
1	52,174	55,514
2	52,278	55,622
3	57,830	61,852
4	58,023	62,044
5	58,218	62,239
6	60,137	64,279
7	60,340	64,477
8	60,539	64,679
9	60,730	64,871
10	61,280	65,424
11	61,476	65,617
12-14	62,701	66,860
15-17	63,983	68,227
18-19	64,463	68,739
20	64,943	69,250
21-23	65,539	69,846
24-26	66,135	70,442
27	66,731	71,038

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



PROGRAM/SUBJECT AREA SPECIALIST		
12 MO/240 DAYS		
H1		
EXP	RANK I	RANK AA
0	60,358	64,235
1	60,491	64,365
2	60,611	64,489
3	67,051	71,713
4	67,272	71,935
5	67,500	72,162
6	69,724	74,526
7	69,959	74,756
8	70,191	74,990
9	70,410	75,212
10	71,049	75,853
11	71,278	76,077
12-14	72,696	77,518
15-17	74,184	79,103
18-19	74,741	79,697
20	75,297	80,291
21-23	75,987	80,981
24-26	76,677	81,672
27	77,369	82,364

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



LI	SIGN LANGUAGE INTERPRETER 9 MO/187 DAYS		
	LEVEL 1	LEVEL 2	LEVEL 3
EXP			
0	29,219	32,707	38,343
1	29,767	33,257	38,520
2	30,315	33,807	38,699
3	30,863	34,361	42,642
4	31,414	34,909	42,839
5	31,964	35,459	43,030
6	32,518	36,007	44,506
7	33,066	35,520	44,703
8	33,618	37,106	44,898
9	34,164	37,658	45,095
10	34,717	38,208	45,649
11	34,864	38,368	45,844
12-14	35,566	39,112	46,992
15-17	35,950	39,520	47,955
18-19	36,219	39,807	48,315
20	36,488	40,093	48,675
21-23	37,084	40,688	49,271
24-26	37,680	41,284	49,867
27	38,276	41,880	50,463

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



P	SCHOOL BOOKKEEPER/OFFICE MANAGER			
	12 MO/240 DAYS			
EXP	ELEMENTARY-MIDDLE SCHOOLS		HIGH SCHOOL	
	NO DEGREE	BS DEGREE	NO DEGREE	BS DEGREE
0	29,288	30,167	33,214	34,211
1	32,681	33,662	36,579	37,677
2	33,168	34,163	37,085	38,198
3	33,674	34,685	37,593	38,720
4	34,181	35,206	38,099	39,242
5	34,707	35,749	38,606	39,764
6	35,194	36,250	39,112	40,285
7	35,721	36,792	39,639	40,828
8	36,227	37,314	40,125	41,330
9	36,714	37,815	40,633	41,852
10	37,240	38,357	41,159	42,394
11	37,402	38,523	41,336	42,577
12-14	38,152	39,297	42,167	43,431
15-17	38,565	39,722	42,622	43,902
18-19	38,855	40,020	42,942	44,231
20	39,144	40,318	43,261	44,559
21-23	39,739	40,931	43,857	45,173
24-26	40,335	41,546	44,453	45,787
27	40,931	42,160	45,049	46,401

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



P1	HS BOOKKEEPER 10 MO/207 DAYS	
	NO DEGREE	BS DEGREE
EXP		
0	28,648	29,507
1	31,549	32,497
2	31,987	32,947
3	32,424	33,396
4	32,861	33,847
5	33,298	34,297
6	33,734	34,746
7	34,189	35,216
8	34,609	35,647
9	35,046	36,098
10	35,500	36,565
11	35,653	36,723
12-14	36,370	37,459
15-17	36,762	37,866
18-19	37,038	38,149
20	37,313	38,432
21-23	37,827	38,962
24-26	38,342	39,492
27	38,854	40,021

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



REGISTRAR/DATA MANAGER	
RE	12 MO/240 DAYS
EXP	SALARY
0	22,471
1	23,387
2	24,234
3	25,172
4	26,111
5	27,003
6	27,918
7	28,856
8	29,749
9	30,664
10	31,556
11	32,494
12-14	33,409
15-17	34,599
18-19	35,584
20	36,568
21-23	37,164
24-26	37,760
27	38,356

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



TE	TECHNOLOGY DEPARTMENT 12 MO/240 DAYS			
	TECHNOLOGY HELP DESK	PC TECHNICIAN	NETWORK ADMIN	NETWORK ENGINEER
0	35,374	40,427	58,113	66,575
1	35,709	40,750	58,493	67,190
2	36,048	41,077	58,871	67,811
3	36,392	41,406	59,250	68,438
4	36,737	41,736	59,629	69,072
5	37,086	42,070	60,008	69,710
6	37,439	42,407	60,388	70,355
7	37,795	42,746	60,766	71,005
8	38,153	43,088	61,146	71,661
9	38,515	43,432	61,524	72,324
10	38,881	43,780	61,903	72,993
11	39,251	44,130	62,282	73,668
12-14	39,624	44,483	62,661	74,349
15-17	39,920	44,852	63,798	75,809
18-19	40,174	45,166	64,746	77,675
20	40,427	45,480	65,694	79,541
21-23	41,023	46,076	66,290	80,137
24-26	41,619	46,672	66,886	80,733
27	42,215	47,268	67,480	81,329

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



S	CHILD NUTRITION DEPARTMENT				
	CNP MGR 190DAYS/8HRS NO DEGREE	CNP MGR 190DAYS/8HRS BS DEGREE	CNP ASST MGR 187 DAYS/ 8HRS	CNP ASSOC 185 DAYS/ 7HRS	CNP ASSOC 185 DAYS/ 7.5HRS
0	27,480	28,579	23,095	17,964	19,247
1	27,921	29,038	23,692	18,419	19,736
2	28,383	29,518	24,280	18,881	20,230
3	28,825	29,978	24,890	19,341	20,723
4	29,284	30,455	25,506	19,804	21,219
5	29,726	30,915	26,114	20,265	21,713
6	30,167	31,375	26,727	20,725	22,206
7	30,609	31,833	27,329	21,187	22,701
8	31,050	32,293	27,935	21,649	23,195
9	31,512	32,774	28,597	22,111	23,691
10	31,954	33,232	29,258	22,571	24,184
11	32,087	33,372	29,386	22,664	24,283
12-14	32,742	34,052	29,976	23,096	24,747
15-17	33,087	34,409	30,299	23,333	25,001
18-19	33,337	34,670	30,527	23,500	25,180
20	33,587	34,930	30,754	23,667	25,358
21-23	34,183	35,550	31,350	24,255	25,988
24-26	34,779	36,170	31,946	24,851	26,626
27	35,375	36,789	32,542	25,447	27,265

- A. CNP Employees who hold valid SNA Certification will receive an annual supplement of \$500 for level 1, \$1,000 for Level 2 and \$1,500 for Level 3 in November each year.
- B. There will be a second Assistant Manager at schools with 22,000 and up Average Monthly Meal Equivalents based on prior year data.
- C. Annual Supplements (paid 1/12 each month) will be paid to Managers for Average Monthly Meal Equivalents based on prior year data.
 10,000 – 15,000 = \$500 15,001 – 20,000 = \$1,000 20,001-30,000 = \$1,500

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



S	CHILD NUTRITION
EXP	CNP SPECIALIST
0	28,642
1-2	29,787
3-4	30,933
5-6	31,792
7-8	32,651
9-10	32,938
11-13	33,511
14-16	34,084
17-19	34,657
20-22	35,516
23-25	36,089
26	36,661

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



U	BUILDING CUSTODIAN				
	9 MO 187 DAYS	9.5 MO 197 DAYS	10 MO 207 DAYS	11 MO 212 DAYS	12 MO 240 DAYS
0	17,964	18,925	19,886	20,365	23,056
1	18,419	19,404	20,389	20,882	23,639
2	18,881	19,892	20,902	21,406	24,234
3	19,341	20,376	21,409	21,926	24,823
4	19,804	20,863	21,922	22,452	25,417
5	20,265	21,348	22,432	22,974	26,008
6	20,725	21,834	22,942	23,497	26,600
7	21,187	22,319	23,453	24,019	27,192
8	21,649	22,807	23,965	24,544	27,786
9	22,111	23,295	24,477	25,068	28,380
10	22,571	23,779	24,985	25,589	28,968
11	23,032	24,264	25,496	26,111	29,560
12-14	23,492	24,748	26,004	26,631	30,150
15-17	23,951	25,234	26,514	27,154	30,740
18-19	24,181	25,474	26,767	27,413	31,034
20	24,410	25,714	27,020	27,672	31,327
21-23	24,997	26,333	27,670	28,338	32,081
24-26	25,530	26,895	28,260	28,942	32,765
27	26,063	27,458	28,852	29,548	33,452

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



W	SCHOOL SECRETARY			
	9 MO 187 DAYS	9.5 MO 197 DAYS	12 MO 240 DAYS	Daily Rate
0	13,303	14,014	17,073	71.14
1	13,941	14,686	17,892	74.55
2	14,563	15,342	18,691	77.88
3	15,216	16,031	19,529	81.37
4	15,839	16,686	20,328	84.70
5	16,477	17,358	21,146	88.11
6	17,130	18,046	21,986	91.61
7	17,815	18,768	22,863	95.26
8	18,531	19,522	23,783	99.10
9	19,168	20,194	24,601	102.50
10	19,868	20,931	25,500	106.25
11	20,554	21,652	26,379	109.91
12	21,222	22,357	27,237	113.49
13	21,907	23,079	28,115	117.15
14	22,606	23,816	29,014	120.89
15	23,261	24,504	29,852	124.38
16	23,945	25,225	30,731	128.05
17	24,598	25,914	31,570	131.54
18	25,329	26,684	32,508	135.45
19	26,046	27,438	33,427	139.28
20	26,435	27,848	33,926	141.36
21-23	27,010	28,454	34,665	144.44
24-26	27,539	29,012	35,337	147.24
27	29,515	31,093	37,863	157.76

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



C.O.ADM. ASSISTANT & BOOKKEEPER		
12 MO/ 240 DAYS		
Y		
EXP	I	II
0	47,736	51,555
1-2	49,645	53,464
3-4	51,555	55,374
5-6	52,987	56,806
7-8	54,419	57,761
9-10	54,896	58,715
11-13	55,851	59,670
14-16	56,806	60,625
17-19	57,761	61,579
20-22	59,193	63,012
23-25	60,147	63,966
26	61,102	64,921

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



NEW C.O.ADM. ASSISTANT/ BOOKKEEPER		
YA	12 MO/ 240 DAYS	
EXP	I	II
0	46,800	50,544
1-2	48,672	52,416
3-4	50,544	54,288
5-6	51,948	55,692
7-8	53,352	56,628
9-10	53,820	57,564
11-13	54,756	58,500
14-16	55,692	59,436
17-19	56,628	60,372
20-22	58,032	61,776
23-25	58,968	62,712
26	59,904	63,648

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



YB	CENTRAL OFFICE SECRETARY/BOOKKEEPER/RECEPTIONIST 12 MO/240 DAY					
	SECRETARY I/ RECEPTIONIST		SECRETARY II		SECRETARY III/BOOKKEEPER	
	I	II	I	II	I	II
0	24,467	25,201	26,317	27,108	28,364	29,216
1	26,960	27,768	28,810	29,674	31,735	32,687
2	27,486	28,311	29,336	30,217	32,241	33,209
3	27,973	28,812	29,824	30,718	32,768	33,751
4	28,478	29,332	30,331	31,241	33,255	34,252
5	28,985	29,854	30,833	31,757	33,762	34,775
6	29,510	30,395	31,363	32,304	34,268	35,297
7	29,999	30,899	31,846	32,802	34,774	35,818
8	30,526	31,442	32,376	33,348	35,281	36,340
9	31,033	31,963	32,844	33,870	35,788	36,862
10	31,518	32,464	33,363	34,365	36,315	37,405
11	31,654	32,604	33,507	34,512	36,471	37,565
12-14	32,291	33,259	34,180	35,205	37,204	38,320
15-17	32,639	33,619	34,550	35,587	37,606	38,735
18-19	32,884	33,871	34,809	35,853	37,888	39,025
20	33,128	34,122	35,068	36,119	38,169	39,315
21-23	33,724	34,736	35,664	36,734	38,765	39,929
24-26	34,320	35,350	36,260	37,347	39,361	40,542
27	34,916	35,963	36,856	37,961	39,957	41,156

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



BEHAVIORAL AIDE	
N	9 M0/187 DAY 7.75 HOURS/DAY
EXP	SALARY
0	29,424
1	30,469

PARAPROFESSIONAL/ INSTRUCTIONAL AIDE	
N	9 M0/187 DAY 7.75 HOURS/DAY
0	18,957
1	19,156
2	19,355
3	19,559
4	19,776
5	19,979
6	20,183
7	20,269
8	20,353
9	20,438
10	20,674
11	20,756
12-14	21,152
15-17	21,368
18-19	21,520
20	21,672
21-23	22,239
24-26	22,840
27	23,374

Paraprofessionals will receive a \$1,000 supplement for an earned B.S. degree from a regionally accredited institution.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



NN	SCHOOL NURSES			
	LPN 9MO/187 DAY 7.75 HOUR/DAY	BACHELOR OR ASSOCIATE DEGREE 9 MO/187 DAY	MASTERS DEGREE 9 MO/187 DAY	HEAD NURSE 8 HR/DAY
EXP				
0	22,059	39,290	44,986	61,226
1	22,257	39,401	45,095	61,366
2	22,459	39,509	45,209	61,510
3	22,663	43,910	50,358	68,118
4	22,879	44,111	50,553	68,371
5	23,083	44,307	50,750	68,621
6	23,285	44,506	50,953	68,883
7	23,372	44,703	51,149	69,136
8	23,456	44,897	51,345	69,386
9	23,541	45,095	51,546	69,642
10	23,776	45,649	52,092	70,345
11	23,861	45,844	52,292	70,600
12-14	24,276	46,770	53,215	71,784
15-17	24,502	47,275	54,233	73,092
18-19	24,662	47,630	54,588	73,547
20	24,822	47,985	54,942	74,001
21-23	25,418	48,580	55,538	74,597
24-26	26,014	49,176	56,134	75,193
27	26,609	49,772	56,730	75,789

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AB	C. O. COORDINATOR 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	90,817	93,447	93,885	94,762
1	91,028	93,664	94,103	94,982
2	91,227	93,868	94,309	95,190
3	91,436	94,084	94,526	95,409
4	91,641	94,295	94,738	95,623
5	91,849	94,509	94,952	95,839
6		94,720	95,164	96,053
7		94,931	95,376	96,268
8		95,145	95,592	96,485
9		95,350	95,799	96,693
10		95,565	96,013	96,910
11		95,965	96,415	97,316
12-14			98,308	99,227
15-17				100,275
18-19				101,010
20				101,745
21-23				102,341
24-26				102,937
27				103,533

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AB	C. O. COORDINATOR 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	95,011	97,766	98,226	99,143
1	95,220	97,982	98,441	99,362
2	95,425	98,193	98,653	99,576
3	95,631	98,404	98,866	99,790
4	95,836	98,615	99,078	100,004
5	96,043	98,828	99,293	100,221
6		99,039	99,505	100,435
7		99,248	99,714	100,647
8		99,461	99,929	100,863
9		99,673	100,142	101,078
10		99,884	100,354	101,292
11		100,304	100,775	101,717
12-14			102,755	103,716
15-17				104,812
18-19				105,581
20				106,350
21-23				106,946
24-26				107,542
27				108,138

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AC	C.O. SUPERVISOR 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	79,195	81,547	81,940	82,724
1	79,398	81,755	82,149	82,935
2	79,605	81,970	82,364	83,152
3	79,814	82,185	82,580	83,370
4	80,014	82,392	82,788	83,581
5	80,225	82,606	83,004	83,798
6		82,814	83,212	84,008
7		83,029	83,428	84,226
8		83,241	83,640	84,441
9		83,452	83,852	84,655
10		83,665	84,067	84,871
11		84,025	84,429	85,237
12-14			86,127	86,950
15-17				87,889
18-19				88,548
20				89,207
21-23				89,803
24-26				90,399
27				90,995

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AC	C.O. SUPERVISOR 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	83,390	85,867	86,279	87,105
1	83,592	86,076	86,490	87,316
2	83,800	86,289	86,704	87,534
3	84,009	86,504	86,920	87,752
4	84,210	86,711	87,128	87,962
5	84,415	86,922	87,340	88,176
6		87,133	87,552	88,391
7		87,344	87,765	88,605
8		87,563	87,983	88,825
9		87,771	88,193	89,036
10		87,984	88,407	89,254
11		88,364	88,789	89,638
12-14			90,573	91,439
15-17				92,426
18-19				93,120
20				93,813
21-23				94,409
24-26				95,005
27				95,601

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



D	ELEMENTARY ASSISTANT PRINCIPAL 10 MO/207 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	60,345	62,136	62,434	63,031
1	60,552	62,350	62,652	63,251
2	60,771	62,575	62,876	63,477
3	60,976	62,787	63,091	63,693
4	61,194	63,009	63,312	63,919
5	61,406	63,231	63,535	64,141
6		63,448	63,754	64,364
7		63,668	63,974	64,588
8		63,887	64,193	64,808
9		64,110	64,416	65,032
10		64,329	64,637	65,257
11		64,605	64,916	65,538
12-14			66,221	66,855
15-17				67,575
18-19				68,083
20				68,590
21-23				69,185
24-26				69,782
27				70,378

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



D	ELEMENTARY ASSISTANT PRINCIPAL 10 MO/207 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	63,961	65,861	66,176	66,811
1	64,171	66,078	66,394	67,030
2	64,385	66,298	66,616	67,255
3	64,598	66,517	66,838	67,477
4	64,810	66,735	67,055	67,697
5	65,025	66,956	67,280	67,923
6		67,174	67,497	68,141
7		67,393	67,716	68,365
8		67,615	67,941	68,590
9		67,830	68,155	68,808
10		68,051	68,380	69,033
11		68,345	68,673	69,330
12-14			70,052	70,723
15-17				71,485
18-19				72,024
20				72,562
21-23				73,157
24-26				73,754
27				74,350

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



D1	ELEMENTARY ASSISTANT PRINCIPAL			
	11 MO/222 DAYS			
EXP	RANK I			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	64,717	66,639	66,959	67,598
1	64,940	66,868	67,191	67,833
2	65,176	67,110	67,433	68,077
3	65,395	67,337	67,662	68,308
4	65,628	67,574	67,901	68,552
5	65,855	67,812	68,139	68,789
6		68,045	68,375	69,027
7		68,281	68,610	69,269
8		68,516	68,845	69,504
9		68,754	69,083	69,744
10		68,989	69,322	69,985
11		69,288	69,621	70,287
12-14			71,020	71,701
15-17				72,472
18-19				73,016
20				73,560
21-23				74,199
24-26				74,838
27				75,478

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



D1	ELEMENTARY ASSISTANT PRINCIPAL			
	11 MO/222 DAYS			
EXP	RANK AA			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	68,597	70,634	70,973	72,002
1	68,821	70,867	71,205	72,240
2	69,052	71,103	71,444	72,483
3	69,279	71,338	71,682	72,721
4	69,507	71,571	71,915	72,958
5	69,735	71,809	72,155	73,204
6		72,042	72,388	73,436
7		72,278	72,624	73,679
8		72,515	72,864	73,921
9		72,745	73,095	74,157
10		72,984	73,335	74,400
11		73,298	73,650	74,718
12-14			75,129	76,221
15-17				77,040
18-19				77,621
20				78,202
21-23				78,843
24-26				79,485
27				80,128

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



D2	ELEMENTARY & SIXTH GRADE CENTER ASSISTANT PRINCIPAL 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	69,966	72,043	72,389	73,078
1	70,205	72,289	72,639	73,332
2	70,460	72,551	72,901	73,597
3	70,697	72,796	73,147	73,846
4	70,949	73,054	73,405	74,108
5	71,194	73,311	73,664	74,366
6		73,562	73,919	74,623
7		73,817	74,174	74,885
8		74,072	74,426	75,140
9		74,329	74,686	75,399
10		74,584	74,942	75,659
11		74,905	75,267	75,986
12-14			76,777	77,513
15-17				78,349
18-19				78,937
20				79,525
21-23				80,214
24-26				80,906
27				81,596

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



D2	ELEMENTARY & SIXTH GRADE CENTER ASSISTANT PRINCIPAL 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	74,158	76,360	76,727	77,840
1	74,401	76,613	76,979	78,098
2	74,650	76,866	77,237	78,360
3	74,895	77,121	77,494	78,617
4	75,142	77,374	77,745	78,874
5	75,390	77,631	78,005	79,138
6		77,882	78,257	79,390
7		78,137	78,512	79,653
8		78,394	78,772	79,915
9		78,644	79,021	80,169
10		78,901	79,280	80,432
11		79,241	79,622	80,776
12-14			81,220	82,400
15-17				83,286
18-19				83,914
20				84,542
21-23				85,236
24-26				85,930
27				86,624

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



E	MIDDLE SCHOOL ASSISTANT PRINCIPAL			
	10 MO/207 DAYS			
EXP	RANK I			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	61,237	63,056	63,359	63,966
1	61,447	63,273	63,576	64,186
2	61,662	63,495	63,799	64,410
3	61,872	63,709	64,015	64,630
4	62,086	63,932	64,238	64,852
5	62,301	64,151	64,462	65,079
6		64,369	64,679	65,295
7		64,593	64,903	65,523
8		64,806	65,119	65,740
9		65,027	65,338	65,964
10		65,249	65,563	66,189
11		65,527	65,843	66,473
12-14			67,166	67,810
15-17				68,542
18-19				69,056
20				69,569
21-23				70,165
24-26				70,761
27				71,356

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



E	MIDDLE SCHOOL ASSISTANT PRINCIPAL 10 MO/207 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	64,854	66,782	67,102	67,744
1	65,067	66,998	67,321	67,965
2	65,281	67,220	67,544	68,190
3	65,496	67,442	67,765	68,414
4	65,705	67,657	67,983	68,634
5	65,917	67,877	68,202	68,856
6		68,094	68,422	69,076
7		68,316	68,644	69,300
8		68,535	68,866	69,524
9		68,752	69,083	69,744
10		68,972	69,305	69,968
11		69,270	69,603	70,270
12-14			71,002	71,681
15-17				72,456
18-19				73,000
20				73,544
21-23				74,140
24-26				74,735
27				75,331

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



E1	MIDDLE SCHOOL ASSISTANT PRINCIPAL 11 MO/222 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	65,679	67,626	67,950	68,602
1	65,901	67,859	68,184	68,838
2	66,130	68,096	68,422	69,078
3	66,355	68,327	68,655	69,313
4	66,586	68,565	68,893	69,552
5	66,816	68,800	69,133	69,795
6		69,033	69,366	70,027
7		69,274	69,606	70,271
8		69,500	69,837	70,505
9		69,740	70,072	70,745
10		69,978	70,312	70,984
11		70,276	70,615	71,290
12-14			72,032	72,724
15-17				73,510
18-19				74,061
20				74,611
21-23				75,249
24-26				75,889
27				76,528

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



E1	MIDDLE SCHOOL ASSISTANT PRINCIPAL			
	11 MO/222 DAYS			
EXP	RANK AA			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	69,554	71,620	71,964	72,651
1	69,782	71,853	72,199	72,889
2	70,013	72,091	72,437	73,132
3	70,242	72,329	72,677	73,372
4	70,467	72,559	72,908	73,607
5	70,694	72,795	73,143	73,845
6		73,028	73,379	74,080
7		73,266	73,618	74,320
8		73,501	73,857	74,563
9		73,734	74,090	74,799
10		73,970	74,328	75,039
11		74,290	74,646	75,363
12-14			76,147	76,875
15-17				77,706
18-19				78,290
20				78,874
21-23				79,511
24-26				80,151
27				80,790

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



E2	MIDDLE SCHOOL ASSISTANT PRINCIPAL 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	70,999	73,108	73,460	74,164
1	71,244	73,361	73,712	74,418
2	71,494	73,617	73,969	74,678
3	71,735	73,867	74,222	74,933
4	71,985	74,124	74,479	75,192
5	72,234	74,379	74,739	75,454
6		74,630	74,990	75,704
7		74,890	75,250	75,969
8		75,138	75,500	76,221
9		75,395	75,754	76,481
10		75,652	76,016	76,740
11		75,974	76,340	77,069
12-14			77,875	78,622
15-17				79,471
18-19				80,065
20				80,658
21-23				81,350
24-26				82,041
27				82,733

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



E2	MIDDLE SCHOOL ASSISTANT PRINCIPAL 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	75,195	77,429	77,800	78,545
1	75,440	77,679	78,053	78,802
2	75,689	77,938	78,312	79,061
3	75,939	78,196	78,570	79,321
4	76,181	78,445	78,822	79,576
5	76,425	78,697	79,076	79,835
6		78,948	79,331	80,087
7		79,206	79,588	80,349
8		79,460	79,845	80,608
9		79,713	80,097	80,863
10		79,968	80,355	81,123
11		80,314	80,699	81,473
12-14			82,321	83,110
15-17				84,008
18-19				84,639
20				85,269
21-23				85,960
24-26				86,649
27				87,340

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



F	HIGH SCHOOL ASSISTANT PRINCIPAL			
	10.5 MO/212 DAYS			
EXP	RANK I			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	64,356	66,268	66,586	67,224
1	64,565	66,483	66,802	67,442
2	64,774	66,698	67,019	67,660
3	64,983	66,913	67,235	67,878
4	65,189	67,126	67,448	68,094
5	65,392	67,334	67,657	68,305
6		67,553	67,878	68,528
7		67,764	68,090	68,742
8		67,976	68,303	68,957
9		68,192	68,519	69,176
10		68,404	68,734	69,391
11		68,699	69,030	69,690
12-14			70,416	71,090
15-17				71,858
18-19				72,397
20				72,935
21-23				73,531
24-26				74,127
27				74,723

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



F	HIGH SCHOOL ASSISTANT PRINCIPAL			
	10.5 MO/212 DAYS			
EXP	RANK AA			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	68,092	70,115	70,452	71,127
1	68,304	70,333	70,671	71,347
2	68,504	70,538	70,878	71,556
3	68,717	70,757	71,098	71,779
4	68,926	70,973	71,314	71,996
5	69,131	71,184	71,526	72,210
6		71,399	71,742	72,429
7		71,609	71,953	72,642
8		71,824	72,170	72,860
9		72,039	72,386	73,078
10		72,252	72,599	73,294
11		72,563	72,911	73,610
12-14			74,377	75,088
15-17				75,899
18-19				76,468
20				77,037
21-23				77,633
24-26				78,229
27				78,825

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



F1	HIGH SCHOOL ASSISTANT PRINCIPAL 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	72,854	75,020	75,379	76,100
1	73,091	75,263	75,624	76,350
2	73,327	75,507	75,868	76,597
3	73,564	75,748	76,116	76,844
4	73,798	75,991	76,355	77,086
5	74,027	76,228	76,594	77,327
6		76,474	76,844	77,577
7		76,714	77,083	77,821
8		76,956	77,325	78,063
9		77,197	77,569	78,312
10		77,439	77,811	78,554
11		77,773	78,147	78,893
12-14			79,715	80,479
15-17				81,347
18-19				81,957
20				82,567
21-23				83,242
24-26				83,917
27				84,590

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



F1	HIGH SCHOOL ASSISTANT PRINCIPAL			
	12 MO/240 DAYS			
EXP	RANK AA			
	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	77,086	79,374	79,756	80,520
1	77,325	79,621	80,003	80,770
2	77,552	79,855	80,237	81,006
3	77,791	80,102	80,487	81,258
4	78,027	80,346	80,731	81,505
5	78,262	80,586	80,973	81,747
6		80,828	81,218	81,994
7		81,067	81,457	82,236
8		81,309	81,701	82,482
9		81,554	81,946	82,730
10		81,793	82,187	82,974
11		82,146	82,542	83,330
12-14			84,198	85,005
15-17				85,923
18-19				86,567
20				87,210
21-23				87,885
24-26				88,560
27				89,234

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



C	ELEMENTARY & SIXTH GRADE CENTER PRINCIPAL 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	78,332	80,658	81,046	81,821
1	78,532	80,865	81,254	82,031
2	78,742	81,080	81,470	82,249
3	78,950	81,294	81,685	82,467
4	79,151	81,503	81,895	82,678
5	79,357	81,714	82,106	82,892
6		81,925	82,319	83,106
7		82,138	82,533	83,323
8		82,349	82,746	83,538
9		82,560	82,958	83,751
10		82,775	83,173	83,969
11		83,130	83,530	84,329
12-14			85,209	86,025
15-17				86,954
18-19				87,607
20				88,259
21-23				88,854
24-26				89,450
27				90,046

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



C	ELEMENTARY & SIXTH GRADE CENTER PRINCIPAL 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	82,523	84,973	85,382	86,199
1	82,727	85,184	85,594	86,414
2	82,937	85,400	85,810	86,632
3	83,144	85,614	86,025	86,848
4	83,347	85,822	86,235	87,060
5	83,554	86,036	86,450	87,277
6		86,244	86,659	87,488
7		86,458	86,873	87,705
8		86,669	87,085	87,920
9		86,881	87,298	88,134
10		87,092	87,510	88,348
11		87,466	87,887	88,728
12-14			89,653	90,511
15-17				91,489
18-19				92,176
20				92,862
21-23				93,458
24-26				94,053
27				94,649

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



B	MIDDLE SCHOOL PRINCIPAL 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	83,440	85,920	86,330	87,157
1	83,646	86,131	86,545	87,374
2	83,850	86,341	86,756	87,586
3	84,057	86,554	86,970	87,803
4	84,262	86,764	87,181	88,015
5	84,468	86,976	87,394	88,232
6		87,187	87,606	88,445
7		87,400	87,821	88,661
8		87,613	88,034	88,876
9		87,821	88,243	89,087
10		88,035	88,457	89,305
11		88,414	88,839	89,689
12-14			90,624	91,492
15-17				92,480
18-19				93,174
20				93,867
21-23				94,463
24-26				95,059
27				95,655

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



B	MIDDLE SCHOOL PRINCIPAL 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	87,632	90,235	90,669	91,537
1	87,839	90,449	90,884	91,753
2	88,046	90,661	91,098	91,969
3	88,252	90,874	91,311	92,185
4	88,456	91,083	91,522	92,397
5	88,664	91,297	91,736	92,614
6		91,508	91,947	92,827
7		91,719	92,160	93,042
8		91,931	92,373	93,257
9		92,142	92,585	93,471
10		92,353	92,797	93,685
11		92,750	93,196	94,089
12-14			95,070	95,978
15-17				97,015
18-19				97,744
20				98,472
21-23				99,068
24-26				99,664
27				100,260

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



A	HIGH SCHOOL PRINCIPAL 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	88,547	91,177	91,615	92,492
1	88,759	91,395	91,834	92,713
2	88,957	91,599	92,040	92,920
3	89,166	91,814	92,255	93,138
4	89,371	92,025	92,468	93,352
5	89,578	92,240	92,683	93,570
6		92,451	92,895	93,784
7		92,662	93,107	93,998
8		92,875	93,322	94,215
9		93,081	93,528	94,424
10		93,295	93,744	94,640
11		93,696	94,146	95,047
12-14			96,039	96,958
15-17				98,005
18-19				98,740
20				99,475
21-23				100,071
24-26				100,667
27				101,263

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



A	HIGH SCHOOL PRINCIPAL 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	92,742	95,497	95,956	96,874
1	92,951	95,712	96,172	97,092
2	93,156	95,923	96,384	97,307
3	93,361	96,134	96,596	97,521
4	93,566	96,345	96,808	97,735
5	93,774	96,559	97,023	97,951
6		96,770	97,236	98,166
7		96,978	97,445	98,377
8		97,192	97,659	98,594
9		97,403	97,871	98,808
10		97,614	98,083	99,023
11		98,034	98,506	99,448
12-14			100,485	101,447
15-17				102,542
18-19				103,312
20				104,081
21-23				104,677
24-26				105,273
27				105,869

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AA	ASSISTANT SUPERINTENDENT 12 MO/240 DAYS			
	RANK I			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	96,039	98,668	99,107	99,984
1	96,250	98,886	99,325	100,204
2	96,449	99,090	99,531	100,412
3	96,658	99,305	99,747	100,630
4	96,862	99,517	99,960	100,844
5	97,069	99,731	100,174	101,061
6		99,942	100,386	101,275
7		100,153	100,598	101,489
8		100,367	100,813	101,707
9		100,572	101,020	101,915
10		100,786	101,235	102,132
11		101,187	101,637	102,538
12-14			103,530	104,449
15-17				105,497
18-19				106,232
20				106,967
21-23				107,563
24-26				108,159
27				108,755

ALABASTER CITY SCHOOLS
2017-2018 SALARY SCHEDULE



AA	ASSISTANT SUPERINTENDENT 12 MO/240 DAYS			
	RANK AA			
EXP	0-5 YEARS	6-11 YEARS	12-14 YEARS	15-UP YEARS
0	100,233	102,988	103,447	104,365
1	100,442	103,203	103,663	104,583
2	100,647	103,414	103,875	104,798
3	100,852	103,626	104,087	105,012
4	101,058	103,837	104,300	105,226
5	101,265	104,050	104,515	105,442
6		104,261	104,727	105,657
7		104,470	104,936	105,869
8		104,683	105,151	106,085
9		104,894	105,363	106,299
10		105,106	105,576	106,514
11		105,526	105,997	106,939
12-14			107,977	108,938
15-17				110,034
18-19				110,803
20				111,572
21-23				112,168
24-26				112,764
27				113,360

Add \$3,000 per year for earned doctorate from an accredited college or university.

ALABASTER CITY SCHOOLS

SUPPLEMENTAL SCHEDULES

EFFECTIVE:

OCTOBER 1, 2017 - SEPTEMBER 30, 2018

**ALABASTER CITY SCHOOLS
SUPPLEMENTAL SALARY SCHEDULES
OCTOBER 1, 2017 - SEPTEMBER 30, 2018**

ASSUMPTIONS

The Board has established supplements for certain elementary, middle, and high school personnel who assume supplemental duties. Such supplemental duties are considered nonteaching assignments to be made and approved on an annual basis or otherwise as the needs of the school require. Such supplemental duties are not considered to be part of a teaching contract or appointment, and no tenure, continuing service status, non-probationary status, or contractual right to continued employment or compensation for such supplemental assignment will be recognized or implied in the absence of a separate written contract providing for such rights.

Supplemental duties are assigned upon recommendation of the Principal and reviewed and approved by the Superintendent. Other supplements may be assigned upon recommendation of the Superintendent or his designee on an annual basis. Only regular, full-time certified employees of the Alabaster City Board of Education may receive approved supplements. Employees must discharge all responsibilities and meet all established minimum requirements in order to receive payment of the supplements unless specific written permission is granted by the Superintendent. When two or more individuals share the same responsibilities, the supplement will be equally divided between/among those covered by a single supplement. Major supplements shall be paid on a monthly basis with regular payroll checks. Other supplements shall be paid upon completion of the season and/or activity and proper filing of pay request forms.

The Board of Education authorizes the Superintendent to modify, change, or create supplements as needed.

Booster Clubs may also choose to pay supplements for certified school personnel. All such supplements must be approved in advance of the season, be paid through the Board of Education with reimbursement from the Booster Clubs, and comply with any other procedures developed by the school system to govern those payments.

Final placement on the supplemental salary schedule shall be at the discretion of the Superintendent.

ATHLETIC PROGRAM SUPPLEMENTS

Athletic Director

- (1) Organize and administer the overall program of extracurricular athletics, both intramural and interscholastic, for the high school and feeder schools.
- (2) Provide leadership in the selection, assignment and evaluation of athletic coaches and staff members.
- (3) Foster good school-community relations by keeping the community aware of and responsive to the athletic program.
- (4) Assume responsibility for the proper supervision of home games.
- (5) Arrange transportation for athletic contest participants.
- (6) Develop and place into operation appropriate rules and regulations governing the conduct of athletic activities.
- (7) Implement the physical and academic requirements of eligibility for participation in each sport, and verify each athlete's eligibility according to rules established by AHSAA.
- (8) Prepare the budget for the Principal's approval and administer the approved budget subject to the Principal's review.
- (9) Requisition, in cooperation with appropriate staff members, of supplies, uniforms and equipment for athletic programs.
- (10) Supervise the cleaning, storage and care of athletic equipment.
- (11) Supervise all fund-raising events of the athletic program, and assume responsibility for proper handling and accounting of money.
- (12) Arrange all details for visiting teams' needs as appropriate.
- (13) Make all necessary arrangements for the use of non-school playing fields and facilities.
- (14) Coordinate arrangements for practice schedules for the coaches on the fields and in the gymnasiums.
- (15) Provide for the physical examination of all athletes prior to the beginning of each season.
- (16) Administer the insurance program covering school athletics.
- (17) Keep records of the results of all junior and senior high school athletic contests and individual school records.
- (18) Direct an in-school, extracurricular program to foster support for athletic teams and school spirit among non-participants.
- (19) Plan and supervise an annual recognition program for school athletes.
- (20) Designate one assistant as trainer each year and make arrangements for the trainer to attend at least one clinic each year.
- (21) Assist with the observation and evaluation process of coaches as required.
- (22) Supply copies of game contracts to the Principal and keep a copy on file in the Athletic Director's office.
- (23) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
Verify that all coaches within the program have met certification standards set by AHSAA.

Associate Athletic Director

- (1) Assist athletic director in executing all responsibilities and requirements as outlined in the Alabaster City Schools Salary Schedules.
- (2) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (3) Complete such duties as directed by the principal and/or athletic director.

Head Football Coach / System Athletic Director

- (1) Foster good school-community relations by keeping the community aware of and responsive to the football program.
- (2) Requisition in cooperation with appropriate staff members, of supplies, uniforms and equipment for football.
- (3) Supervise the cleaning, storage and care of football equipment.
- (4) Collaborate with the Athletic Director to arrange details of visiting teams' needs as appropriate.
- (5) Assist with the observation and evaluation process of assistant coaches as required.
- (6) Plan, organize, conduct and participate in all practices (including spring training).
- (7) Be present and perform coaching duties for all games and tournaments in which football teams participate.
- (8) Follow all AHSAA rules and guidelines.
- (9) Perform all duties as listed in his/her coaching description.
- (10) Collaborate with the Athletic Director, as appropriate.
- (11) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (12) Serve as the System Athletic Director.

Athletic Coach

- (1) Conduct and participate in all practices (including spring training where applicable).
- (2) Be present and perform coaching duties for all games and tournaments in which teams participate.
- (3) Follow all AHSAA rules and guidelines.
- (4) Perform all duties as listed in his/her coaching description.
- (5) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (6) Participate in all system-wide sponsored tournaments, as applicable for each sport.

Athletic Trainer

- (1) Attend all practices and games.
- (2) Treat injured students as necessary.
- (3) Refer injured students to parent, doctor or hospital as necessary.
- (4) Report all injuries to Head Coach and Athletic Director.
- (5) Operate training room on an as-needed basis.

Cheerleader Sponsor

- (1) Attend all games and activities in which the squad is participating or arrange for a qualified substitute.
- (2) Conduct and participate in all practices which shall be scheduled before or after school.
- (3) Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
- (4) Attend a summer clinic with the squad.
- (5) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

BAND AND CHORAL PROGRAM SUPPLEMENTS

Band Director (High School)

- (1) Conduct and participate in all practices.
- (2) Participate in a minimum of three (3) band competitions.
- (3) Participate in the All-County competition.
- (4) Direct a minimum of one (1) specialty band (jazz, stage band) ensemble.
- (5) Hold a minimum of two (2) school concerts per year.
- (6) Perform at all pep rallies and at half-time of football games.
- (7) Perform all duties as outlined in the Band Director job description.
- (8) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

Band Director (Middle School)

- (1) Conduct and participate in all practices.
- (2) Conduct a minimum of three (3) performances for audiences.
- (3) Direct a minimum of one (1) specialty band, (Jazz, Stage band) ensemble.
- (4) Hold a minimum of two (2) school concerts per year.

Choral Music Director

- (1) Conduct and participate in all practices.
- (2) Participate in district and state competitions.
- (3) Hold a minimum of two (2) concerts outside regular school hours during the year.
- (4) Collaborate with other teachers to integrate choral performances with other departments as appropriate.

Majorette, Dance Team, Flag Corp (Drill Team) Sponsor

- (1) Conduct and participate in all practices.
- (2) Participate in all competitions with the Band as may be required by the Band Director.
- (3) Conduct and participate in all practices which shall be scheduled before or after school.
- (4) Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
- (5) Attend all games, activities and competitions in which the team is participating or arrange for a qualified substitute.
- (6) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

ACADEMIC PROGRAM SUPPLEMENTS

Academic Coach

- (1) Minimum of two (2) hours practice per week either before or after school.
- (2) Minimum of two (2) practice competitions with other schools (in-county or out-of-county schools) or approved equivalent.
- (3) Minimum season from November 1 through county or state competitions or approved equivalent.
- (4) Required to participate in all system-wide sponsored competitions.
- (5) Debate Team: Required to meet the provisions outlined in Items (1) and (4) and to participate in a minimum of six (6) competitions.
- (6) Speech/Drama Team: Required to meet the provisions outlined in Items (1) and (4) and to produce at least one (1) production for the community and general public.
- (7) To include UNA, Alabama Science Engineering Fair, Science Olympiad, Robotics, Envirobowl Envirothon, Moon Buggy and DI/OM Team: Required to meet the provisions outlined in Items (1) and (4), coordinate all teams within school and submit appropriate paperwork to officials as required.
- (8) Battle of the Books Team: Required to meet the provisions outlined in Items (1) and (4), coordinate all teams within school and submit appropriate paperwork to officials as required.

Poetry Players Sponsor

- (1) Organize Poetry Players group, to be composed of students from system-wide high schools.
- (2) Minimum of two (2) hours practice per week outside of school hours.
- (3) Minimum season from November 1 through performances at March Young Authors/Write Connection Conferences.
- (4) Minimum of two (2) performances for other groups.

Yearbook Sponsor (Elementary, Middle or High School)

- (1) Supervise the publication of the yearbook.
- (2) Edit and review materials to be contained in the yearbook to insure that contents are acceptable and appropriate.
- (3) Work with members of the yearbook staff in preparation of the book.
- (4) Coordinate sale of the yearbook and insure that all monies are receipted and properly accounted for.
- (5) Work with assigned classes and conduct yearbook staff meeting before or after school.

Newspaper Sponsor

- (1) Supervise the publication and distribution of the school newspaper.
- (2) Publish a school newspaper on at least a monthly basis.
- (3) Work with newspaper staff in the preparation of the paper.
- (4) Coordinate sale and/or distribution of the paper and insure that all monies are receipted and properly accounted for.
- (5) Edit and review articles to be contained in the paper to insure that contents are acceptable and appropriate.
- (6) Work with assigned classes and conduct newspaper staff meeting before or after school.

National Honor Society/Beta Club Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Serve as advisor for the local chapter.
- (5) Submit state dues on time if applicable.

Academics First Sponsor (Extra-Curricular Activities)

- (1) Assist administration in implementing Alabaster City Board of Education's Academics First Policy (JU).
- (2) Assist administration with identifying targeted students.
- (3) Meet with students and contact parents regarding Academics First Policy and tutoring needs.
- (4) Coordinate tutoring days and times with selected tutors.
- (5) Communicate with coach/sponsor regarding students' participation in or failure to attend assigned tutoring.
- (6) Attend training meetings as needed with the Academics First Coordinator.

Alabama Youth Legislative Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise Alabama Youth Legislative student members in working on community projects, when appropriate.
- (3) Facilitate student participation in activities and events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the Alabama Youth Legislative student membership.
- (6) Submit state dues on time.

Literary Magazine Sponsor

- (1) Supervise the publication and distribution of the Magazine and submit the final work for national recognition.
- (2) Coordinate all entries for the literary magazine for the school.
- (3) Coordinate distribution of the magazine and insure that all monies are receipted and properly accounted for.
- (4) Edit and review articles to be contained in the magazine to insure that contents are acceptable and appropriate.
- (5) Work with assigned classes and conduct staff meetings before or after school.

Future Teachers of America (FTA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise FTA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the FTA Council.
- (6) Submit state dues on time.

Distributive Education Clubs of America (DECA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise DECA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the DECA council.
- (6) Submit state dues on time.

Future Business Leaders of America (FBLA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise FBLA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the FBLA council.
- (6) Submit state dues on time.

Family, Career and Community Leaders of America (FCCLA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise FCCLA members in working on community projects, as appropriate.
- (3) Facilitate student participation in competitions.
- (4) Chaperone students to cluster meetings, regional and state conferences.
- (5) Serve as advisor for the FCCLA Executive Council.
- (6) Submit state dues on time.

Health Occupation Students of America (HOSA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise HOSA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the HOSA council.
- (6) Submit state dues on time.

Technology Student Association (TSA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise TSA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the TSA council.
- (6) Submit state dues on time.

Skills USA Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise VICA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the VICA council.
- (6) Submit state dues on time.

OTHER SUPPLEMENTS

Local School Technology Coordinator (Elementary, Middle or High School)

- 1) Serve as an Instructional Leader in Technology.
- 2) Serve as the local school technology committee chairperson.
- 3) Coordinate preparation of the local school technology plan.
- 4) Maintain/update technology hardware inventory.
- 5) Conduct regularly scheduled local technology committee meetings.
- 6) Attend scheduled technology coordinator meetings.
- 7) Serve as the contact person for the Technology Office.
- 8) Coordinate and conduct in-service workshops and/or after-school meetings when necessary to train teachers or demonstrate software.
- 9) Facilitate faculty and staff completion of technology surveys.
- 10) Compile statistics for the Technology Office.
- 11) Inform teachers of new software or equipment that is available to facilitate learning to improve instruction.
- 12) Oversee coordination and troubleshooting of software and hardware problems prior to the submission of online trouble tickets.
- 13) Set up network accounts for transfer student as needed.
- 14) Disseminate information to school staff regarding; including, but not limited to:
 - Current technology guidelines and policies
 - Energy and cost saving procedures (i.e. turning monitors off not just CPU's and using draft mode in printing when possible, etc.)
 - Report lightning damage procedures
 - Equipment disposal procedures
 - Technology equipment purchasing guidelines and bid list access via the web
 - Requesting wiring services

Head Senior Class Sponsor (Allocated according to graduating class size: Up to 199 graduates, 1 sponsor allocation; 200 or more graduates, 2 sponsor allocations.)

- (1) Hold advisory and planning meetings with senior class representatives and seniors.
- (2) Coordinate the preparation, proofreading and printing of event programs.
- (3) Coordinate senior social events such as Senior Luncheon and Senior Day.
- (4) Coordinate senior ceremonies such as award banquets, class night and commencement exercises.
- (5) Coordinate spirit activities such as T-shirts and service projects.
- (6) Arrange ordering and delivering of supplies such as invitations, mugs and memory books.
- (7) Coordinate the ordering and delivering of caps and gowns.
- (8) Serve as a consultant to the class officers.

Junior/Senior Prom Coordinator

- (1) Meet with members of the Junior Class and/or their representatives to plan the Junior/Senior Prom.
- (2) Serve as a consultant to the class officers.
- (3) Coordinate the preparation, proofreading and printing of the program.
- (4) Order decorations and supplies.
- (5) Oversee the construction of decorations.
- (6) Direct and supervise students in all facets of prom preparation and clean-up.
- (7) Coordinate fund-raising activities and management of appropriate funds.
- (8) Supervise ticket sales.
- (9) Coordinate refreshments, invitations and other arrangements necessary for the success of the event.

Student Council/Student Government Sponsor (Elementary, Middle or High School)

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise and advise students in planning and coordinating school activities.
- (3) Coordinate fund-raising activities and manage appropriate funds.
- (4) Coordinate school ambassador programs (if applicable).
- (5) Oversee election arrangements.
- (6) Chaperone students to conventions (if applicable).

Local School Drug Program Sponsor

- (1) Assist administration in implementing Alabaster City Board of Education's Student Competitive Extracurricular Activities Drug Testing Program (JT) and Student Parking Privileges Substance Abuse Policy (JTA).
- (2) Assist administration in implementing and promoting the voluntary drug testing program SWAT (Student War Against Temptation).
- (3) Assist administration, coaches and sponsors in identifying targeted students.
- (4) Coordinate with coaches/sponsors parent meetings and acquiring required signatures for participation in activity and adherence to drug testing policies.
- (5) Coordinate with appropriate coaches/sponsors the timely submission of student names for drug testing.
- (6) Submit student names and participating activity to the Alabaster City Schools Drug Program Coordinator.
- (7) Attend training meetings as needed with the Alabaster City Schools Drug Program Coordinator.

Family Literacy Coordinator

- (1) Serve as a community resource for family literacy.
- (2) Organize and plan literacy events including community literacy events.
- (3) Identify family resources and disseminate through school newsletters, system website, and other venues as needed.
- (4) Coordinate with the city library to plan literacy events.
- (5) Assist schools with school literacy events.

SUPPLEMENTAL SALARY SCHEDULE
Athletic Supplements
2017-2018

All supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for specific supplement each school year; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Supplements expressed as a percentage are to be calculated by applying the stated percentage to the applicable 187 day pay rate assuming a nine month BS degree. With approval of the Principal, booster and other support organizations MAY provide apparel with school/team logos. Such apparel will remain property of the booster or other support organization.

	<u>Maximum Number of Supplements</u>	<u>Amount/ Rate</u>
*High School Athletic Director		\$ 4,800
Middle School Athletic Director		3,500
 <u>*Football</u>		
Assistant Head Coach		12.0%
Defensive Coordinator		5.70%
Offensive Coordinator		5.70%
Special Teams Coordinator		5.54%
Field Manager		3.00%
Varsity Assistant Coach	10	19.50%
Junior Varsity Head Coach	1	12.29%
Junior Varsity Assistant Coach	4	9.05%
Freshman Head Coach	1	17.14%
Freshman Assistant Coach	4	8.55%
Middle School Head Coach	2	17.14%
Middle School Assistant Coach	6	8.00%
 <u>*Basketball</u>		
Varsity Head Coach	2	21.98%
Varsity Assistant Coach	2	11.00%
Junior Varsity Head Coach	2	9.70%
Junior Varsity Assistant Coach	2	6.47%
Freshman Head Coach	2	9.00%
Middle School Head Coach	4	8.73%
Middle School Assistant Coach	4	6.47%
 <u>*Baseball</u>		
Varsity Head Coach	1	14.22%
Varsity Assistant Coach	1	5.82%
Junior Varsity Head Coach	1	4.53%
Junior Varsity Assistant Coach	1	3.23%
Freshman Head Coach	1	4.53%
Freshman Assistant Coach	1	3.23%
Middle School Head Coach	1	4.53%
Middle School Assistant Coach	1	3.23%

SUPPLEMENTAL SALARY SCHEDULE
Athletic Supplements
2017-2018

	<u>Maximum Number of Supplements</u>	<u>Amount/ Rate</u>
<u>*Softball</u>		
Varsity Head Coach	1	14.22%
Varsity Assistant Coach	1	5.82%
Junior Varsity Head Coach	1	4.53%
Freshman Head Coach	1	4.53%
Freshman Assistant Coach	1	3.23%
Middle School Head Coach	1	4.53%
Middle School Assistant Coach	1	3.23%
<u>*Soccer</u>		
Varsity Head Coach	1	12.93%
Varsity Assistant Coach	1	6.14%
Junior Varsity Head Coach	1	3.88%
Junior Varsity Assistant Coach	1	2.91%
Freshman Head Coach	1	3.23%
Freshman Assistant Coach	1	2.91%
Middle School Head Coach	1	3.23%
Middle School Assistant Head Coach	1	2.90%
<u>*Cross Country</u>		
Varsity Head Coach	2	7.11%
Varsity Assistant Coach	2	3.88%
Middle School Head Coach	1	3.88%
Middle School Assistant Coach	1	3.23%
<u>*Outdoor Track</u>		
Varsity Head Coach	2	7.76%
Varsity Assistant Coach	2	6.14%
Junior Varsity Head Coach	2	3.88%
Middle School Head Coach	1	4.53%
Middle School Assistant Head Coach	1	3.56%
<u>*Indoor Track</u>		
Varsity Head Coach	1	4.85%
Varsity Assistant Coach	1	3.23%
Middle School Head Coach	1	3.23%
Middle School Assistant Coach	1	1.94%
<u>*Wrestling</u>		
Varsity Head Coach	1	11.64%
Varsity Assistant Coach	1	7.50%
Junior Varsity Coach	1	6.00%
Middle School Head Coach	1	5.50%
Middle School Assistant Coach	1	5.00%
<u>*Tennis</u>		
Varsity Coach	2	5.18%
Middle School Coach	2	3.23%

SUPPLEMENTAL SALARY SCHEDULE
Athletic Supplements
2017-2018

	<u>Maximum Number of Supplements</u>	<u>Amount/ Rate</u>
<u>*Volleyball</u>		
Varsity Head Coach	1	13.58%
Varsity Assistant Coach	1	6.00%
Junior Varsity Head Coach	1	4.85%
Junior Varsity Assistant Coach	1	3.88%
Freshman Coach	1	4.53%
Middle School Head Coach	2	4.53%
Middle School Assistant Coach	2	2.91%
<u>*Cheerleading</u>		
Varsity Coach	1	9.70%
Junior Varsity Coach	1	5.98%
Freshman coach	1	5.33%
Middle School Coach – 8 th Grade	1	4.85%
Middle School Coach – 7 th Grade	1	4.85%
<u>*Swimming</u>		
Varsity Head Coach	1	4.85%
<u>*Bowling</u>		
Varsity Head Coach	1	4.85%
Varsity Assistant	1	3.00%
Middle School Head Coach	1	3.23%
Middle School Assistant Head Coach	1	2.90%
<u>*Golf</u>		
Varsity Head Coach	2	6.00%
Middle School Head Coach	2	4.00%
Athletic Trainer Head	1	\$15,000
Middle School Trainer	1	\$ 9,339

Additional assistant supplements may be approved by the Superintendent at the request of the Principal. ACS employees will receive compensation for athletic supplements on a monthly basis as part of the regular payroll. ACS employees will receive compensation for academic supplements at the end of the academic year with verification of assignment completion. Superintendent may increase supplements or contract days to 10, 11 or 12 months. *This may result in an extended contract supplement.

**SUPPLEMENTAL SALARY SCHEDULE
Non-Athletic Supplements
2017-2018**

ALL 12 MONTH BOOKKEEPERS/ REGISTRARS/ OFFICE MANAGERS

Enrollment	Supplement
500 - 649	\$ 500.00
650 - 749	\$ 1,000.00
750 - 999	\$ 1,500.00
1000 - 1249	\$ 2,000.00
1250 - 1499	\$ 2,500.00
1500 - +	\$ 3,000.00

	<u>Amount</u>
Mentor Teacher	\$1,372.00
Administrative Assistant (Plus 10 Days) Elementary	\$2,219.00
Administrative Assistant (Plus 10 Days) Middle	\$2,219.00
Administrative Assistant (Plus 10 Days) High	\$2,957.00

SUPPLEMENTAL SALARY SCHEDULE
Non-Athletic Supplements
2017-2018

ACADEMICS

High School Debate Team	5%
Middle School Debate Team	4%
High School Math Team	4%
Middle School Math/Algebra Team	4%
High School Scholars Bowl Sponsor	5%
Middle School Scholars Bowl Sponsor	4%
High School Robotics Team	5%
Sixth Grade Scholars' Bowl	4%
French Club	3%
Spanish Club	3%
Leo Club	3%
Science Team	3%
Art Club	3%
NJHS	3%
Peer Helpers	3%
NHS/Beta Club/Spanish/French	3%
Middle School Academics First Coordinator	4%
High School Academics First Coordinator	5%
Mu Alpha Theta	3%
Quill and Scroll International Honor Society	3%
Family Literacy	7%
SNHS	3%
FNHS	3%

FINE ARTS

*Band

High School Band Director	\$6,500.00
Assistant High School Band Director	\$6,000.00
Middle School Band Director	\$5,500.00
Assistant Middle School Band Director	\$4,500.00
High School Guard Sponsor	\$3,500.00
High School Freshman/Junior Varsity Guard Sponsor	\$1,750.00
High School Dance Team Sponsor	\$3,500.00
High School Freshman/Junior Varsity Dance Team Sponsor	\$1,750.00
Middle School Dance Team Sponsor	\$1,750.00
High School Majorette Sponsor	\$3,500.00
Middle School Majorette Sponsor	\$1,750.00
High School Drill/Flag Corp Sponsor	\$3,500.00
Middle School Drill/Flag Corp Sponsor	\$1,750.00
Band Tech I	\$3,500.00
Band Tech II	\$2,500.00

Choral

High School Choral Director	5%
Middle School Choral Director	4%
Elementary School Choir Director	3%

SUPPLEMENTAL SALARY SCHEDULE
Non-Athletic Supplements
2017-2018

Drama

High School Drama Sponsor	5%
High School Assistant Drama Sponsor	3%
Middle School Drama Sponsor	4%

MISCELLANEOUS

Amount/Rate

High School Student Council/SGA	5%
Middle School Student Council/SGA	4%
Elementary School Student Council/SGA	3%
High School Student Newspaper Sponsor	3%
Middle School Student Newspaper Sponsor	3%
Elementary School Student Newspaper Sponsor	3%
High School Yearbook Sponsor	5%
Middle School Yearbook Sponsor	4%
Elementary School Yearbook Sponsor	3%
High School Student Ambassadors/Peer Helpers	5%
Senior Class Sponsor	5%
Battle of the Books Sponsor	3%
Literary Magazine Sponsor	3%
Future Teachers of America	4%
DECA Sponsor	4%
High School FBLA Sponsor	4%
Middle School FBLA Sponsor	3%
High School FCCLA Sponsor	4%
Middle School FCCLA Sponsor	3%
HOSA Sponsor	4%
TSA Sponsor	4%
Skills USA Sponsor	4%
Local School Technology Coordinator	5%
Local School Webmaster	5%
Junior/Senior Prom Coordinator	5%
Science Club	3%
Air Force JROTC Drill Team	3%
Air Force JROTC Marksmanship Team	3%
Archery	3%
International Thespian Society	3%
Key Club	3%
Co-op Sponsor	4%
After-School/Homebound Instruction – Certified Teacher	\$25/hour
Summer School Instruction – Certified Teacher	\$30/hour
Retired Certified Teacher	\$29/hour
Attending Required Workshops (ARI, developing district instructional guides, curriculum development, etc.)	
Full Day	\$100.00
Half Day	\$ 50.00
Bus Driver Shuttle Route	\$12,868