



2016-2017

SALARY SCHEDULES

ADOPTED BY:

THE ANNISTON CITY BOARD OF EDUCATION

4808 McClellan Blvd

Anniston, AL 36206

Effective: October 1, 2016

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ANNISTON CITY BOARD OF EDUCATION

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ASSUMPTIONS

2016 – 2017

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule was prepared are as follows:

1. That any new employees would begin employment under the salary guidelines contained in this schedule,
2. That certain current employees are “grandfathered” at existing rates of pay or salary schedules until retirement, termination, or job change,
3. That salary increases or raises will be made in accordance with mandates of the State Legislature and/or guidelines established by the Superintendent and Board,
4. That wages should be increases in step fashion based upon experience and/or certification up to a predetermined maximum to reflect an employee’s increasing competence over the tenure of employment,
5. That all employees should be duly certified for their respective positions,
6. That all employees will be paid in twelve equal monthly installments, regardless of the length of the contract, and
7. That in the event an error is made in the calculations and/or payment of an employee’s salary, the Board has the legal authority and right to make the proper adjustments and corrections during the current contract year.

The Effect of the Fair Labor Standards Act 2016-2017

The case of Garcia v. San Antonio reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. The Superintendent or his designee must give prior approval for all overtime worked. Routinely, employees will be given time off within the work week (Tuesday through Monday) so as not to exceed 40 hours. Additional compensation for hours worked over 40 is provided by giving the employee compensatory time or pay for overtime hours worked at the rate of 1.5 to 1. Should an employee accumulate more than 40 hours of compensatory time, the employee shall be paid for overtime worked at the rate of 1.5 to 1.

In accordance with Title 29, Part 541 of **The Code of Federal Regulations**, Revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA, i.e., are "nonexempt." "Exempt" positions are not entitled to overtime pay or compensatory time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees (including teachers and academic administrative positions; e.g., "director," "supervisor").
2. Noncertified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

Years of Experience 2016-2017

Experience is defined as the number of years of service in a particular position, job, or classification within the Anniston City School System, not the total years of service (e.g., a person with four years of experience as assistant principal at Oxford and one year of service as principal at Tenth Street would have one year experience as principal, not five. However, a school secretary with four years of experience as school secretary at Golden Springs and one year as school secretary at Tenth Street would have five years of 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 Anniston City School System, through the Superintendent and immediate supervisor, shall have the responsibility for determination of exactly what skills are equivalent and the amount of experience to be credited.

Teacher placement on the salary schedule shall be determined by the number of years teaching experience in public education including public post-secondary institutions or at accredited private schools.

Level of Certification 2016-2017

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 recognized by the State Department of Education. It is the employee's responsibility to notify the Human Resources Department upon meeting the qualifications for an advanced degree.

Each teacher who holds valid certification from the National Board for Professional Teaching Standards will be given an annual lump sum of \$5,000.00 upon receipt of funds from the Alabama State Department of Education. It is the employee's responsibility to notify the Human Resources Department of initial National Board certification.

Employee Benefits 2016-2017

Insurance

PEEHIP Hospital Medical and **Viva Health** HMO insurance are offered to employees. The State provides \$780 per month, thus the employee must pay the additional amount per month. Monthly premiums will vary based on the coverage type (ex.: single, family without spouse or family with spouse). Please note that these premium rates do not include the monthly tobacco surcharge. Premiums are subject to change from year to year. The monthly rates stated above are in effect until September 30, 2015.

Optional coverage is available through PEEHIP. 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.

Teacher 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 of contract (the twelve-month employee will earn twelve sick leave days per year, the nine-month employee will earn nine days, etc.). The sick leave days may be accumulated to an unlimited maximum. Accumulated sick leave days may be converted for retirement credit. Sick leave days are earned by payroll periods, not calendar months.

Each nine, ten, and ten and a half month employee will be granted four personal leave days per school year. Eleven month employees will be granted seven personal leave days per school year. Twelve month employees will be granted two personal leave days per school year.

For nine, ten and ten and a half month employees, the substitute for the first two personal days will be paid by the State Department of Education. Payment for the remaining two days shall be made by the employee with the following exceptions:

1. For employees with ten years of experience with Anniston City School the Board will pay the substitute for the third day.
2. For employees with twenty or more years of experience with Anniston City Schools the Board will pay the substitute for the third and fourth days.

Employees who do not utilize the first two personal leave days may be reimbursed at the end of the school year for each of these two days at the daily rate of substitute pay or the unused days may be converted to sick leave. Only certified employees may request to be paid for unused personal leave days. Employees may not convert or be reimbursed for not utilizing the two additional personal leave days.

Twelve month employees of the Anniston City Schools will earn 1.25 vacation days per pay period for a total of 15 days per year, January – December. Vacation days are cumulative and will transfer from year to year, however an employee may not forward more than 30 days into the next calendar year.

CONTRACT PERIODS 2016-2017

EMPLOYEE TYPE	CONTRACT DATES	DAYS
12-Month	July 1, 2016 - June 30, 2017	240
11-Month	July 6, 2016 - June 15, 2017	222
10.5-Month	July 14, 2016 - June 13, 2017	212
10-Month	July 21, 2016 - June 6, 2017	202
9-Month Certified	August 3, 2016 - May 26, 2017	187
9-Month Non-Certified	August 4, 2016 - May 26, 2017	182

ANNISTON CITY SCHOOLS 2016-2017

DIRECTORS

STEP		RANK II B.S.	RANK I M.S.	AA Six Year	DO Doctorate
00	Yr.	69,773	75,208	78,349	84,128
	Mo.	5,814.42	6,267.33	6,529.08	7,010.67
	Day	290.72	313.37	326.45	350.53
01	Yr.	72,764	76,847	80,606	87,065
	Mo.	6,063.67	6,403.92	6,717.17	7,255.42
	Day	303.18	320.20	335.86	362.77
02	Yr.	73,676	77,736	82,860	88,891
	Mo.	6,139.67	6,478.00	6,904.98	7,407.58
	Day	306.98	323.90	345.25	370.38
03	Yr.	74,941	79,007	84,151	90,300
	Mo.	6,245.08	6,583.93	7,012.58	7,525.00
	Day	312.25	329.20	350.63	376.25
04	Yr.	76,576	80,659	85,862	92,128
	Mo.	6,381.33	6,721.58	7,155.17	7,677.37
	Day	319.07	336.08	357.76	386.87
05	Yr.	77,496	81,565	86,768	93,254
	Mo.	6,458.00	6,797.08	7,230.67	7,771.17
	Day	322.90	339.85	361.53	388.56
06+	Yr.	76,908	82,468	87,664	94,263
	Mo.	6,409.00	6,872.34	7,305.33	7,855.25
	Day	320.45	343.62	365.27	392.76

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

Coordinators

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	50,191	57,720	62,237	66,757
01	Mo.	4,182.58	4,810.00	5,186.42	5,563.08
02	Day	209.13	240.50	259.32	278.15
03	Yr.	55,209	63,491	68,459	73,428
04	Mo.	4,600.75	5,290.92	5,704.92	6,119.00
05	Day	230.04	264.55	285.25	305.95
06	Yr.	57,626	66,270	71,476	76,642
07	Mo.	4,802.17	5,522.50	5,956.33	6,386.83
08	Day	240.11	276.13	297.82	319.34
09	Yr.	58,399	67,161	72,416	77,671
10	Mo.	4,866.58	5,596.75	6,034.67	6,472.58
11	Day	243.33	279.84	301.73	323.63
12	Yr.	59,460	68,378	73,731	77,563
13	Mo.	4,955.00	5,698.17	6,144.25	6,463.58
14	Day	247.75	284.91	307.21	323.18
15	Yr.	60,818	69,939	75,412	79,327
16	Mo.	5,068.17	5,828.25	6,284.33	6,610.58
17	Day	253.41	291.41	314.22	330.53
18	Yr.	61,601	70,842	76,386	80,355
19	Mo.	5,133.42	5,903.50	6,365.50	6,696.25
20	Day	256.67	295.18	318.28	334.81
21	Yr.	62,386	71,749	77,362	81,381
22	Mo.	5,198.83	5,979.08	6,446.83	6,781.75
23	Day	259.94	298.95	322.34	339.09
24	Yr.	63,202	72,680	76,861	82,428
25	Mo.	5,266.83	6,056.67	6,405.08	6,869.00
26	Day	263.34	302.83	320.25	343.45
27	Yr.	64,019	73,626	77,860	83,509
	Mo.	5,334.92	6,135.50	6,488.33	6,959.08
	Day	266.75	306.78	324.42	347.95

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

CHILD NUTRITION COORDINATOR

STEP		Rank II B.S. or N.D.	Rank I M.S.
00	Yr.	63,676	73,226
	Mo.	5,306.33	6,102.16
	Day	255.32	293.38
01	Yr.	66,294	76,237
	Mo.	5,524.50	6,353.08
	Day	265.60	305.44
02	Yr.	67,161	77,236
	Mo.	5,596.75	6,436.33
	Day	269.08	309.44
03	Yr.	68,329	77,067
	Mo.	5,694.08	6,422.25
	Day	273.76	314.82
04	Yr.	69,815	78,744
	Mo.	5,817.91	6,562.00
	Day	279.71	321.67
05	Yr.	70,693	79,733
	Mo.	5,891.08	6,644.41
	Day	283.23	325.71
06+	Yr.	71,567	80,719
	Mo.	5,963.91	6,726.58
	Day	286.73	329.74

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

PROGRAM SPECIALIST

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	Doctorate
00	Yr.	49,208	56,588	61,017	65,447
01	Mo.	4,100.67	4,715.67	5,084.75	5,453.92
02	Day	205.03	235.78	254.24	272.70
03	Yr.	54,128	62,246	67,116	71,989
04	Mo.	4,510.67	5,187.17	5,593.00	5,999.08
05	Day	225.53	259.36	279.65	299.95
06	Yr.	56,496	64,671	70,075	75,139
07	Mo.	4,708.00	5,389.25	5,839.58	6,261.58
08	Day	235.40	269.46	291.98	313.08
09	Yr.	57,254	65,843	70,998	76,150
10	Mo.	4,771.17	5,486.92	5,916.50	6,345.83
11	Day	238.56	274.35	295.83	317.29
12	Yr.	58,294	67,036	72,286	77,534
13	Mo.	4,857.83	5,586.33	6,023.83	6,461.17
14	Day	242.89	279.32	301.19	323.06
15	Yr.	59,624	68,568	73,934	77,772
16	Mo.	4,968.67	5,714.00	6,161.17	6,481.00
17	Day	248.43	285.70	308.06	324.05
18	Yr.	60,936	69,451	74,887	78,779
19	Mo.	5,078.00	5,787.58	6,240.58	6,564.92
20	Day	253.90	289.38	312.03	328.25
21	Yr.	61,163	70,341	75,844	79,785
22	Mo.	5,096.92	5,861.75	6,320.33	6,648.75
23	Day	254.85	293.09	316.02	332.44
24	Yr.	61,959	71,256	76,830	80,823
25	Mo.	5,163.25	5,938.00	6,402.50	6,735.25
26	Day	258.16	296.90	320.13	336.76
27+	Yr.	62,724	72,182	77,828	81,873
	Mo.	5,227.00	6,015.17	6,485.67	6,822.75
	Day	261.35	300.76	324.28	341.14

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

SUPERVISOR

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	49,700	57,514	61,627	66,101
01	Mo.	4,141.67	4,792.83	5,135.58	5,508.42
02	Day	207.08	239.64	256.78	275.42
03	Yr.	54,669	62,868	67,788	72,708
04	Mo.	4,555.75	5,239.00	5,649.00	6,059.00
05	Day	227.79	261.95	282.45	302.95
06	Yr.	57,062	65,620	70,774	75,891
07	Mo.	4,755.17	5,468.33	5,897.83	6,324.25
08	Day	237.76	273.42	294.89	316.21
09	Yr.	57,826	66,502	71,706	76,910
10	Mo.	4,818.83	5,541.83	5,975.50	6,409.17
11	Day	240.94	277.09	298.78	320.46
12	Yr.	58,876	67,708	73,010	76,802
13	Mo.	4,906.33	5,642.33	6,084.17	6,400.17
14	Day	245.32	282.12	304.21	320.01
15	Yr.	60,220	69,253	74,673	78,550
16	Mo.	5,018.33	5,771.08	6,222.75	6,545.83
17	Day	250.92	288.55	311.14	327.29
18	Yr.	60,998	70,147	75,637	79,567
19	Mo.	5,083.17	5,845.58	6,303.08	6,630.58
20	Day	254.16	292.28	315.15	331.53
21	Yr.	61,777	71,044	76,602	80,583
22	Mo.	5,148.08	5,920.33	6,383.50	6,715.25
23	Day	257.40	296.02	319.18	335.76
24	Yr.	62,580	71,968	77,599	81,631
25	Mo.	5,215.00	5,997.33	6,466.58	6,802.58
26	Day	260.75	299.87	323.33	340.13
27+	Yr.	63,393	72,904	77,096	82,692
	Mo.	5,282.75	6,075.33	6,424.67	6,891.00
	Day	264.14	303.77	321.23	344.55

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

TECHNOLOGY TECHNICIAN

Step		Annual Salary
00	Yr.	36,650
	Mo.	3,054.16
	Day	152.71
01	Yr.	37,045
	Mo.	3,087.08
	Day	154.35
02	Yr.	37,716
	Mo.	3,143.00
	Day	157.15
03	Yr.	39,738
	Mo.	3,311.50
	Day	165.58
04	Yr.	40,408
	Mo.	3,367.33
	Day	168.37
05	Yr.	41,077
	Mo.	3,423.08
	Day	171.15
06+	Yr.	41,750
	Mo.	3,479.16
	Day	173.96

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

BOOKKEEPER/ACCOUNTANT – CENTRAL OFFICE

STEP		BOOKKEEPER		ACCOUNTANT
00	Yr.	27,624	Yr.	35,957
	Mo.	2,302.00	Mo.	2,996.42
	Hr.	14.39	Day	149.82
01	Yr.	28,667	Yr.	37,035
	Mo.	2,388.92	Mo.	3,086.25
	Hr.	14.93	Day	154.31
02	Yr.	29,113	Yr.	38,146
	Mo.	2,426.08	Mo.	3,178.83
	Hr.	15.16	Day	158.94
03	Yr.	29,973	Yr.	39,291
	Mo.	2,497.75	Mo.	3,274.25
	Hr.	15.61	Day	163.71
04	Yr.	30,536	Yr.	40,470
	Mo.	2,544.67	Mo.	3,372.50
	Hr.	15.90	Day	168.63
05	Yr.	31,258	Yr.	41,684
	Mo.	2,604.83	Mo.	3,473.67
	Hr.	16.28	Day	173.68
06-07	Yr.	31,947	Yr.	42,934
	Mo.	2,662.25	Mo.	3,577.83
	Hr.	16.64	Day	178.89
08-09	Yr.	32,906	Yr.	44,223
	Mo.	2,742.17	Mo.	3,685.25
	Hr.	17.14	Day	184.26
10-11	Yr.	33,894	Yr.	45,549
	Mo.	2,824.50	Mo.	3,795.75
	Hr.	17.65	Day	189.79
12+	Yr.	34,910	Yr.	46,915
	Mo.	2,909.17	Mo.	3,909.58
	Hr.	18.18	Day	195.48

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

SECRETARY TO SUPERINTENDENT

STEP		ASSISTANT TO SECRETARY TO SUPERINTENDENT	SECRETARY TO SUPERINTENDENT
00	Yr.	28,846	39,656
	Mo.	2,403.83	3,304.67
	Hr.	15.02	20.65
01	Yr.	29,713	40,416
	Mo.	2,476.08	3,368.00
	Hr.	15.48	21.05
02	Yr.	30,154	41,176
	Mo.	2,512.83	3,431.33
	Hr.	15.71	21.45
03	Yr.	30,985	41,938
	Mo.	2,582.08	3,494.83
	Hr.	16.14	21.84
04	Yr.	31,536	42,696
	Mo.	2,628.00	3,558.00
	Hr.	16.43	22.24
05	Yr.	32,232	43,460
	Mo.	2,686.00	3,621.67
	Hr.	16.79	22.64
06+	Yr.	32,902	44,221
	Mo.	2,741.83	3,685.08
	Hr.	17.14	23.03

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

CLERICAL – CENTRAL OFFICE

STEP		CLERK/TYPIST RECEPTIONIST 12-MONTH	SECRETARY SUPERVISOR 10-MONTH	SECRETARY 11-MONTH	SECRETARY 12-MONTH
00	Yr.	23,450	20,230	22,138	24,060
	Mo.	1,954.17	1,685.84	1,844.83	2,005.00
	Hr.	12.21	12.52	12.47	12.53
01	Yr.	23,776	20,694	22,650	24,645
	Mo.	1,981.33	1,724.50	1,887.50	2,053.75
	Hr.	12.38	12.81	12.75	12.84
02	Yr.	24,123	21,155	23,157	25,225
	Mo.	2,010.25	1,762.92	1,929.75	2,102.08
	Hr.	12.56	13.09	13.04	13.14
03	Yr.	24,465	21,649	23,701	25,847
	Mo.	2,038.75	1,804.08	1,975.08	2,153.92
	Hr.	10.16	13.40	13.35	13.46
04	Yr.	24,811	22,147	24,268	26,474
	Mo.	2,067.58	1,845.58	2,022.33	2,206.17
	Hr.	12.92	13.70	13.66	13.79
05	Yr.	25,160	22,537	24,718	26,965
	Mo.	2,096.67	1,878.08	2,059.83	2,247.08
	Hr.	13.10	13.95	13.92	14.04
06-07	Yr.	25,504	22,931	25,175	27,463
	Mo.	2,125.33	1,910.92	2,097.92	2,288.58
	Hr.	13.28	14.19	14.18	14.30
08-09	Yr.	26,269	23,619	25,930	28,287
	Mo.	2,189.08	1,968.25	2,160.83	2,357.25
	Hr.	13.68	14.62	14.60	14.73
10-11	Yr.	27,057	24,328	26,708	29,136
	Mo.	2,254.75	2,027.33	2,225.67	2,428.00
	Hr.	14.09	15.05	15.04	15.18
12+	Yr.	27,869	25,058	27,509	30,009
	Mo.	2,322.42	2,088.17	2,292.42	2,500.75
	Hr.	14.52	15.51	15.49	15.63

ANNISTON CITY SCHOOLS 2016-2017

SECONDARY PRINCIPAL

STEP		M.S. Rank I	AA Six Year	DO Doctorate
00	Yr.	78,835	86,343	88,934
	Mo.	6,569.58	7,195.25	7,411.17
	Day	328.48	359.76	370.56
01	Yr.	80,815	88,015	90,656
	Mo.	6,734.58	7,334.58	7,554.67
	Day	336.73	366.73	377.73
02	Yr.	82,861	90,127	92,831
	Mo.	6,905.08	7,510.58	7,735.92
	Day	345.25	375.53	386.80
03	Yr.	85,361	92,712	95,493
	Mo.	7,113.42	7,726.00	7,957.75
	Day	355.67	386.30	397.89
04	Yr.	86,963	94,509	97,344
	Mo.	7,246.92	7,875.75	8,112.00
	Day	362.35	393.79	405.60
05	Yr.	88,882	96,289	99,179
	Mo.	7,406.83	8,024.08	8,264.92
	Day	370.34	401.20	413.25
06+	Yr.	92,024	98,920	101,888
	Mo.	7,668.67	8,243.33	8,490.67
	Day	383.43	412.17	424.53

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

MIDDLE SCHOOL PRINCIPAL

STEP		M.S. Rank I	AA Six Year
00	Yr.	70,532	76,665
	Mo.	5,877.67	6,388.75
	Day	293.88	319.44
01	Yr.	74,107	80,553
	Mo.	6,175.58	6,712.75
	Day	308.78	335.64
02	Yr.	75,626	82,197
	Mo.	6,302.17	6,849.75
	Day	315.11	342.49
03	Yr.	77,537	84,280
	Mo.	6,461.42	7,023.33
	Day	323.07	351.17
04	Yr.	79,871	86,821
	Mo.	6,655.92	7,235.08
	Day	332.80	361.75
05	Yr.	80,755	88,593
	Mo.	6,729.58	7,382.75
	Day	336.48	369.14
06+	Yr.	83,165	90,400
	Mo.	6,930.42	7,533.33
	Day	346.52	376.67

BASED ON 240 DAYS OF EMPLOYMENT

**ANNISTON CITY SCHOOLS
2016-2017**

ELEMENTARY SCHOOL PRINCIPAL

The Elementary School Principal salary is figured as follows:

- 1. Begin with what the Principal's teacher salary would be based on the appropriate days contracted for employment**
- 2. Add \$50.00 for each full time teacher assigned to the Principal as stated on the LEA Unit Breakdown report**
- 3. Add \$100.00 per year for experience as principal for a maximum of 20 years**
- 4. Add \$1000.00**
- 5. Add one-ninth of the accumulated amount above**

ANNISTON CITY SCHOOLS 2016-2017

ASSISTANT PRINCIPAL 12 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	51,175	59,088	63,458	71,375
01	Mo.	4,264.58	4,924.00	5,288.17	5,947.92
02	Day	213.23	246.20	264.41	297.40
03	Yr.	56,292	64,734	69,802	74,870
04	Mo.	4,691.00	5,394.48	5,816.83	6,239.13
05	Day	234.55	269.72	290.84	311.96
06	Yr.	58,756	67,701	72,877	78,144
07	Mo.	4,896.33	5,641.75	6,073.08	6,511.96
08	Day	244.82	282.09	303.65	325.60
09	Yr.	59,545	68,478	73,836	79,195
10	Mo.	4,962.08	5,706.50	6,153.00	6,599.58
11	Day	248.10	285.33	307.65	329.98
12	Yr.	60,626	69,717	75,177	80,635
13	Mo.	5,052.17	5,809.75	6,264.75	6,719.58
14	Day	252.61	290.49	313.24	335.98
15	Yr.	62,009	71,313	76,891	82,469
16	Mo.	5,167.42	5,942.73	6,407.58	6,872.42
17	Day	258.37	297.14	320.38	343.62
18	Yr.	62,811	72,230	77,882	83,537
19	Mo.	5,234.23	6,019.17	6,490.17	6,961.42
20	Day	261.71	300.96	324.51	348.07
21	Yr.	63,610	73,155	78,878	84,603
22	Mo.	5,300.79	6,096.22	6,573.17	7,050.25
23	Day	265.04	304.81	328.66	352.51
24	Yr.	64,437	74,106	79,902	85,702
25	Mo.	5,369.75	6,175.50	6,658.50	7,141.83
26	Day	268.49	308.78	332.93	357.09
27+	Yr.	65,276	75,069	80,941	86,816
	Mo.	5,439.67	6,255.75	6,745.08	7,234.67
	Day	271.98	312.79	337.25	361.73

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

ASSISTANT PRINCIPAL 11 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	47,339	54,438	58,700	62,962
01	Mo.	3,944.92	4,536.50	4,891.67	5,246.83
02	Day	213.24	245.22	264.41	283.61
03	Yr.	52,072	59,881	64,566	69,255
04	Mo.	4,339.33	4,990.08	5,380.50	5,771.25
05	Day	234.56	269.73	290.84	311.96
06	Yr.	54,376	62,501	67,410	72,284
07	Mo.	4,531.33	5,208.41	5,617.50	6,023.67
08	Day	244.94	281.54	303.65	325.60
09	Yr.	55,078	63,341	68,298	73,256
10	Mo.	4,589.83	5,278.42	5,691.50	6,104.67
11	Day	248.10	285.32	307.65	329.98
12	Yr.	56,079	64,488	69,539	74,588
13	Mo.	4,673.25	5,374.00	5,794.92	6,215.67
14	Day	252.61	290.49	313.24	335.98
15	Yr.	57,359	65,962	71,125	76,284
16	Mo.	4,779.92	5,496.83	5,927.08	6,357.00
17	Day	258.37	297.13	320.38	343.62
18	Yr.	58,100	66,813	72,042	77,271
19	Mo.	4,841.67	5,567.75	6,003.50	6,439.25
20	Day	261.71	300.96	324.51	348.07
21	Yr.	58,958	68,077	72,962	78,259
22	Mo.	4,913.17	5,673.08	6,080.17	6,521.58
23	Day	265.58	306.65	328.66	352.52
24	Yr.	59,725	68,961	73,910	79,276
25	Mo.	4,977.08	5,746.75	6,159.17	6,606.33
26	Day	269.03	310.64	332.93	357.10
27+	Yr.	60,502	69,858	74,872	80,307
	Mo.	5,041.83	5,821.50	6,239.33	6,692.25
	Day	272.53	314.68	337.26	361.74

BASED ON 222 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

ASSISTANT PRINCIPAL 10 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	43,074	49,533	53,411	57,287
	01	3,589.50	4,127.75	4,450.92	4,773.92
	Mo.				
02	Day	213.24	245.21	264.41	283.60
03	Yr.	47,379	54,486	58,750	63,015
	04	3,948.25	4,540.50	4,895.83	5,251.25
	Mo.				
05	Day	234.55	269.73	290.84	311.96
06	Yr.	49,453	60,181	61,336	65,772
	07	4,121.08	5,015.08	5,111.33	5,481.00
	Mo.				
08	Day	244.82	297.93	303.64	325.60
09	Yr.	50,117	57,635	62,145	66,656
	10	4,176.42	4,802.92	5,178.75	5,554.67
	Mo.				
11	Day	248.10	285.32	307.65	329.98
12	Yr.	51,027	58,680	63,274	67,868
	13	4,252.25	4,890.00	5,272.83	5,655.67
	Mo.				
14	Day	252.61	290.50	313.24	335.98
15	Yr.	52,191	60,019	64,717	69,412
	16	4,349.25	5,001.58	5,393.08	5,784.33
	Mo.				
17	Day	258.37	297.12	320.38	343.62
18	Yr.	52,865	60,793	65,551	70,309
	19	4,405.44	5,066.08	5,462.58	5,859.08
	Mo.				
20	Day	261.71	300.96	324.51	348.06
21	Yr.	53,540	61,572	66,389	71,209
	22	4,461.67	5,131.00	5,532.42	5,934.08
	Mo.				
23	Day	265.05	304.81	328.66	352.52
24	Yr.	54,236	62,372	67,253	72,135
	25	4,519.67	5,197.67	5,604.42	6,011.25
	Mo.				
26	Day	268.50	308.77	332.94	357.10
27+	Yr.	54,940	63,182	68,126	73,074
	Mo.	4,578.33	5,265.17	5,677.17	6,089.50
	Day				
		271.98	312.78	337.26	361.75

BASED ON 202 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

TEACHER 12 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	49,209	56,587	61,017	65,446	49,209
01	Mo.	4,100.75	4,715.58	5,084.75	5,453.83	4,100.75
02	Day	205.04	235.78	254.24	272.69	205.04
03	Yr.	54,126	62,246	67,115	71,990	54,126
04	Mo.	4,510.50	5,187.17	5,592.92	5,999.17	4,510.50
05	Day	225.53	259.36	279.65	299.96	225.53
06	Yr.	56,496	64,970	70,074	75,140	56,496
07	Mo.	4,708.00	5,414.17	5,839.50	6,261.67	4,708.00
08	Day	235.40	270.71	291.98	313.08	235.40
09	Yr.	57,253	65,842	70,998	76,149	57,253
10	Mo.	4,771.08	5,486.83	5,916.50	6,345.75	4,771.08
11	Day	238.55	274.34	295.83	317.29	238.55
12	Yr.	58,295	67,035	72,284	77,534	58,295
13	Mo.	4,857.93	5,586.25	6,023.67	6,461.17	4,857.92
14	Day	242.90	279.31	301.18	323.06	242.90
15	Yr.	59,623	68,568	73,934	79,297	59,623
16	Mo.	4,968.58	5,714.00	6,161.17	6,608.07	4,968.58
17	Day	248.43	285.70	308.06	330.40	248.43
18	Yr.	60,395	69,450	74,887	80,324	60,395
19	Mo.	5,032.92	5,787.50	6,240.58	6,693.70	5,032.92
20	Day	251.65	289.38	312.03	334.69	251.65
21	Yr.	61,164	70,340	75,844	81,350	61,164
22	Mo.	5,097.00	5,861.67	6,320.33	6,779.15	5,097.00
23	Day	254.85	293.08	316.02	338.96	254.85
24	Yr.	61,894	71,069	76,575	82,080	61,894
25	Mo.	5,157.83	5,922.42	6,381.25	6,839.99	5,157.83
26	Day	257.89	296.12	319.06	342.00	257.89
27+	Yr.	62,624	71,800	77,303	82,809	62,624
	Mo.	5,218.67	5,983.33	6,441.92	6,900.75	5,218.67
	Day	260.93	299.17	322.10	345.04	260.93

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

TEACHER 11 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	45,518	52,343	56,441	60,537	45,518
01	Mo.	3,793.14	4,361.92	4,703.42	5,044.75	3,793.16
02	Day	205.03	235.78	254.24	272.69	205.04
03	Yr.	50,067	57,578	62,082	66,590	50,067
04	Mo.	4,172.25	4,798.17	5,173.50	5,549.17	4,172.25
05	Day	225.53	259.36	279.65	299.95	225.53
06	Yr.	52,259	60,097	64,818	69,504	52,259
07	Mo.	4,354.92	5,008.08	5,401.50	5,792.25	4,354.92
08	Day	235.40	270.71	291.97	313.09	235.40
09	Yr.	52,959	60,904	65,672	70,438	52,959
10	Mo.	4,413.25	5,075.33	5,472.67	5,869.83	4,413.25
11	Day	238.55	274.34	295.82	317.29	238.55
12	Yr.	53,923	62,008	66,863	71,718	53,923
13	Mo.	4,493.58	5,167.33	5,571.92	5,976.50	4,493.58
14	Day	242.90	279.32	301.18	323.05	242.90
15	Yr.	55,152	63,425	68,388	73,349	55,152
16	Mo.	4,596.00	5,285.42	5,699.00	6,112.42	4,596.00
17	Day	248.43	285.70	308.05	330.40	248.43
18	Yr.	55,865	64,242	69,270	74,301	55,865
19	Mo.	4,655.42	5,353.50	5,772.50	6,191.75	4,655.42
20	Day	251.64	289.38	312.03	334.69	251.64
21	Yr.	56,578	65,066	70,156	75,249	56,578
22	Mo.	4,714.83	5,422.17	5,846.33	6,270.75	4,714.83
23	Day	254.86	293.09	316.02	338.96	254.86
24	Yr.	57,251	65,738	70,831	75,923	57,251
25	Mo.	4,770.92	5,478.17	5,902.58	6,326.92	4,770.92
26	Day	257.89	296.12	319.06	342.00	257.89
27+	Yr.	57,926	66,414	71,505	76,598	57,926
	Mo.	4,827.17	5,534.50	5,958.75	6,383.17	4,827.17
	Day	260.93	299.16	322.09	345.04	260.93

BASED ON 222 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

TEACHER 10 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	41,417	47,628	51,356	55,085	41,417
01	Mo.	3,451.42	3,969.99	4,279.67	4,590.42	3,451.42
02	Day	205.03	235.78	254.24	272.70	205.03
03	Yr.	45,556	52,390	56,489	60,590	45,556
04	Mo.	3,796.33	4,365.83	4,707.42	5,049.17	3,796.33
05	Day	225.52	259.36	279.65	299.95	225.52
06	Yr.	47,552	54,683	58,979	63,242	47,552
07	Mo.	3,962.67	4,556.92	4,914.92	5,270.17	3,962.66
08	Day	235.41	270.71	291.98	313.08	235.41
09	Yr.	48,188	55,417	59,756	64,092	48,188
10	Mo.	4,015.67	4,618.08	4,979.67	5,341.00	4,015.67
11	Day	238.55	274.34	295.82	317.29	238.55
12	Yr.	49,065	56,422	60,839	65,257	49,065
13	Mo.	4,088.75	4,701.83	5,069.92	5,438.08	4,088.75
14	Day	242.90	279.32	301.18	323.05	242.90
15	Yr.	50,183	57,712	62,227	66,741	50,183
16	Mo.	4,181.92	4,809.33	5,185.58	5,561.75	4,181.92
17	Day	248.43	285.70	308.05	330.40	248.43
18	Yr.	50,831	58,454	63,029	67,607	50,831
19	Mo.	4,235.92	4,871.17	5,252.42	5,633.92	4,235.92
20	Day	251.64	289.38	312.02	334.69	251.64
21	Yr.	51,481	59,203	63,836	68,469	51,481
22	Mo.	4,290.08	4,933.58	5,319.67	5,705.75	4,290.08
23	Day	254.86	293.08	316.02	338.96	254.86
24	Yr.	52,094	59,817	64,451	69,083	52,094
25	Mo.	4,341.17	4,984.75	5,370.92	5,756.92	4,341.17
26	Day	257.89	296.12	319.06	342.00	257.89
27+	Yr.	52,708	60,430	65,064	69,698	52,708
	Mo.	4,392.33	5,035.83	5,422.00	5,808.17	4,392.33
	Day	260.93	299.16	322.10	345.04	260.93

BASED ON 202 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

TEACHER 9 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	38,342	44,091	47,543	50,993	38,342
01	Mo.	3,195.17	3,674.25	3,961.92	4,249.42	3,195.17
02	Day	205.04	235.78	254.24	272.69	205.04
03	Yr.	42,173	48,499	52,294	56,092	42,173
04	Mo.	3,514.42	4,041.58	4,357.83	4,674.33	3,514.42
05	Day	225.52	259.35	279.65	299.96	225.52
06	Yr.	44,020	50,622	54,599	58,547	44,020
07	Mo.	3,668.33	4,218.50	4,549.92	4,878.92	3,668.33
08	Day	235.40	270.71	291.97	313.09	235.40
09	Yr.	44,610	51,302	55,319	59,333	44,610
10	Mo.	3,717.50	4,275.17	4,609.92	4,944.42	3,717.50
11	Day	238.56	274.34	295.82	317.29	238.56
12	Yr.	45,421	52,232	56,321	60,412	45,421
13	Mo.	3,785.08	4,352.67	4,693.42	5,034.33	3,785.08
14	Day	242.89	279.32	301.18	323.06	242.89
15	Yr.	46,457	53,426	57,607	61,785	46,457
16	Mo.	3,871.42	4,452.17	4,800.55	5,148.75	3,871.42
17	Day	248.43	285.70	308.06	330.40	248.43
18	Yr.	47,057	54,113	58,349	62,586	47,057
19	Mo.	3,921.42	4,509.42	4,862.42	5,215.50	3,921.42
20	Day	251.64	289.37	312.03	334.68	251.64
21	Yr.	47,658	54,807	59,095	63,385	47,658
22	Mo.	3,971.50	4,567.25	4,924.58	5,282.08	3,971.50
23	Day	254.86	293.09	316.02	338.96	254.86
24	Yr.	48,225	55,375	59,665	63,954	48,225
25	Mo.	4,018.75	4,614.58	4,972.08	5,329.50	4,018.75
26	Day	257.89	296.12	319.06	342.00	257.89
27+	Yr.	48,974	55,944	60,233	64,522	48,794
	Mo.	4,081.17	4,662.00	5,019.42	5,376.83	4,066.17
	Day	261.89	299.17	322.10	345.04	260.93

BASED ON 187 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

JOB COACH

STEP		JOB COACH 12 Months
00	Yr.	27,522
	Mo.	2,293.50
	Day	114.68
01	Yr.	28,897
	Mo.	2,408.08
	Day	120.40
02	Yr.	29,764
	Mo.	2,480.33
	Day	124.02
03	Yr.	31,252
	Mo.	2,604.33
	Day	130.22
04	Yr.	32,503
	Mo.	2,708.58
	Day	135.43
05	Yr.	33,478
	Mo.	2,789.83
	Day	139.49
06-07	Yr.	34,482
	Mo.	2,873.50
	Day	143.68
08-09	Yr.	35,517
	Mo.	2,959.75
	Day	147.99
10-11	Yr.	36,582
	Mo.	3,048.50
	Day	152.43
12+	Yr.	37,658
	Mo.	3,138.20
	Day	156.91

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

CLERICAL – SECONDARY

STEP		Secondary Nine Months	Secondary Ten Months	Secondary Twelve Months
00	Yr.	18,163	20,159	23,952
	Mo.	1,513.54	1,679.94	1,996.00
	Hr.	12.14	12.47	12.48
01	Yr.	18,601	20,645	24,529
	Mo.	1,550.08	1,720.42	2,044.12
	Hr.	12.43	12.78	12.78
02	Yr.	19,039	21,131	25,107
	Mo.	1,586.58	1,760.89	2,092.25
	Hr.	12.73	13.08	13.08
03	Yr.	19,542	21,689	25,770
	Mo.	1,628.50	1,807.43	2,147.50
	Hr.	13.06	13.42	13.42
04	Yr.	20,029	22,229	46,412
	Mo.	1,669.11	1,852.41	2200.98
	Hr.	13.39	13.76	13.76
05	Yr.	20,498	22,752	27,032
	Mo.	1,708.20	1,896.00	2,252.66
	Hr.	13.70	14.08	14.08
06-07	Yr.	21,488	23,850	28,336
	Mo.	1,790.66	1,987.52	2,361.33
	Hr.	14.36	14.76	14.76
08-09	Yr.	22,132	24,565	29,186
	Mo.	1,844.35	2,047.06	2,432.12
	Hr.	14.79	15.20	15.20
10-11	Yr.	22,797	25,302	30,062
	Mo.	1,899.73	2,108.51	2,505.16
	Hr.	15.24	15.66	15.66
12+	Yr.	23,481	26,060	30,964
	Mo.	1,956.75	2,171.69	2,580.33
	Hr.	15.70	16.13	16.13

ANNISTON CITY SCHOOLS 2016-2017

CLERICAL – ELEMENTARY 10-MONTHS

STEP		Elementary Secretary
00	Yr.	19,555
	Mo.	1,629.58
	Hr.	12.10
01	Yr.	19,935
	Mo.	1,661.25
	Hr.	12.34
02	Yr.	20,349
	Mo.	1,695.75
	Hr.	12.59
03	Yr.	20,726
	Mo.	1,727.17
	Hr.	12.83
04	Yr.	21,140
	Mo.	1,761.67
	Hr.	13.08
05	Yr.	21,523
	Mo.	1,793.58
	Hr.	13.32
06-07	Yr.	21,938
	Mo.	1,828.17
	Hr.	13.58
08-09	Yr.	22,595
	Mo.	1,882.92
	Hr.	13.98
10-11	Yr.	23,273
	Mo.	1,939.42
	Hr.	14.40
12+	Yr.	23,972
	Mo.	1,997.67
	Hr.	14.83

BASED ON 202 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

ASSISTANT TEACHER / TEACHER'S AIDE

STEP		Teacher Aide 9 Months	Teacher Aide 10 Months	Teacher Aide 12 Months
00	Yr.	18,740	20,799	24,712
	Mo.	1,561.66	1,733.25	2,059.33
	Hr.	12.87	12.87	12.87
01	Yr.	19,091	21,190	25,175
	Mo.	1,590.91	1,765.83	2,097.91
	Hr.	13.11	13.11	13.11
02	Yr.	19,452	21,589	25,652
	Mo.	1,621.00	1,799.08	2,137.66
	Hr.	13.36	13.36	13.36
03	Yr.	19,817	21,995	26,132
	Mo.	1,651.41	1,832.91	2,177.66
	Hr.	13.61	13.61	13.61
04	Yr.	20,191	22,410	26,624
	Mo.	1,682.58	1,867.50	2,218.66
	Hr.	13.87	13.87	13.87
05	Yr.	20,572	22,832	27,127
	Mo.	1,714.33	1,902.66	2,260.58
	Hr.	14.13	14.13	14.13
06+	Yr.	21,011	23,321	27,707
	Mo.	1,750.91	1,943.41	2,308.91
	Hr.	14.43	14.43	14.43

9-MONTH BASED ON 182 DAYS OF EMPLOYMENT

10-MONTH BASED ON 202 DAYS OF EMPLOYMENT

12-MONTH BASED ON 240 DAYS OF EMPLOYMENT

**ANNISTON CITY SCHOOLS
2016-2017**

TEACHER’S AIDE / BUS DRIVER

STEP		9 Months
00	Yr.	27,230
	Mo.	2,269.17
	Day	149.62
01	Yr.	28,048
	Mo.	2,337.33
	Day	154.11
02	Yr.	28,864
	Mo.	2,405.33
	Day	158.59
03	Yr.	29,682
	Mo.	2,473.50
	Day	163.09
04	Yr.	30,498
	Mo.	2,541.50
	Day	167.57
05	Yr.	31,314
	Mo.	2,609.50
	Day	172.05
06+	Yr.	32,132
	Mo.	2,677.67
	Day	176.55

BASED ON 187 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

NURSE

STEP		Licensed Practical Nurse (LPN)	Registered Nurse (RN)	Registered Nurse Masters (RN)
00	Yr.	20,155	38,342	44,091
	01	1,679.58	3,195.17	3,674.25
	02	107.78	159.76	183.71
03	Yr.	22,151	42,173	48,499
	04	1,845.92	3,514.42	4,041.58
	05	118.45	175.72	202.08
06	Yr.	23,104	44,020	50,622
	07	1,925.33	3,668.33	4,218.50
	08	123.55	183.42	210.93
09	Yr.	23,403	44,610	51,302
	10	1,950.25	3,717.50	4,275.17
	11	125.15	185.88	213.76
12	Yr.	23,824	45,421	52,232
	13	1,985.33	3,785.08	4,352.67
	14	127.40	189.25	217.63
15	Yr.	24,348	46,457	53,426
	16	2,029.00	3,871.42	4,452.17
	17	130.20	193.57	222.61
18	Yr.	24,642	47,057	54,113
	19	2,053.50	3,921.42	4,509.42
	20	131.78	196.071	225.47
21	Yr.	24,936	47,658	54,807
	22	2,078.00	3,971.50	4,567.25
	23	133.35	198.58	228.36
24	Yr.	25,466	48,225	55,375
	25	2,122.17	4,018.75	4,614.58
	26	136.18	200.94	230.73
27+	Yr.	25,997	48,794	55,944
	Mo.	2,166.42	4,066.17	4,662.00
	Day	139.02	203.31	233.10

LPN BASED ON 187 DAYS OF EMPLOYMENT
RN BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

CHILD NUTRITION MANAGER AND ASSISTANT

STEP		CNP MANAGER SEVEN HOURS	CNP MANAGER EIGHT HOURS	CNP ASSISTANT SIX HOURS	CNP ASSISTANT SEVEN HOURS
0-5	Yr.	20,566	23,343	14,949	16,891
	Mo.	1,713.83	1,946.08	1,245.75	1,407.58
	Hr.	16.14	16.04	13.69	13.26
5-10	Yr.	21,173	24,046	14,949	16,891
	Mo.	1,764.42	2,003.83	1,245.75	1,407.58
	Hr.	16.62	16.52	13.69	13.26
10+	Yr.	22,239	25,322	14,949	16,891
	Mo.	1,853.25	2,110.17	1,245.75	1,407.58
	Hr.	17.46	17.39	13.69	13.26

BASED ON 182 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

MAINTENANCE

Step		Mechanic (Lead) General Maintenance	Electrical Preventive Maintenance	General Maintenance Plumber	Carpenter Painter Grounds	Laborer Helper
00	Yr.	31,711	30,062	29,095	26,874	19,978
	Mo.	2,642.58	2,505.17	2,424.58	2,239.50	1,664.83
	Hr.	16.52	15.66	15.15	14.00	10.41
01	Yr.	32,501	30,851	29,885	27,667	20,679
	Mo.	2,708.42	2,570.92	2,490.42	2,305.58	1,723.25
	Hr.	16.93	16.07	15.57	14.41	10.77
02	Yr.	33,297	31,631	30,679	28,459	21,375
	Mo.	2,774.75	2,635.92	2,556.58	2,371.58	1,781.25
	Hr.	17.34	16.47	15.98	14.82	11.13
03	Yr.	34,089	32,420	31,471	29,252	22,075
	Mo.	2,840.75	2,701.67	2,622.58	2,437.67	1,839.58
	Hr.	17.75	16.89	16.39	15.24	11.50
04	Yr.	34,882	33,230	32,280	30,062	22,776
	Mo.	2,906.83	2,769.17	2,690.00	2,505.17	1,898.00
	Hr.	18.17	17.31	16.81	15.66	11.86
05	Yr.	35,673	34,009	32,661	30,839	23,474
	Mo.	2,972.75	2,834.08	2,721.75	2,569.92	1,956.17
	Hr.	18.58	17.71	17.01	16.06	12.23
06	Yr.	36,743	35,029	33,641	31,765	24,178
	Mo.	3,061.92	2,919.08	2,803.42	2,647.08	2,014.83
	Hr.	19.14	18.24	17.52	16.54	12.59
08	Yr.	37,845	36,080	34,650	32,717	24,903
	Mo.	3,153.75	3,006.64	2,887.47	2,726.45	2,075.23
	Hr.	19.71	18.79	18.05	17.04	12.97

BASED ON 240 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS 2016-2017

CUSTODIAN

STEP		HEAD CUSTODIAN 12 Months	HEAD CUSTODIAN 10 Months	CUSTODIAN 12 Months	CUSTODIAN 10 Months	CUSTODIAN 9 Months
00	Yr.	21,482	18,387	20,608	16,909	15,688
	Mo.	1,790.19	1,532.27	1,717.30	1,409.11	1,307.37
	Hr.	11.19	11.38	10.73	10.46	10.78
01	Yr.	22,179	18,929	21,306	17,409	16,110
	Mo.	1,848.25	1,577.42	1,775.54	1,450.71	1,342.47
	Hr.	11.55	11.71	11.10	10.77	10.77
02	Yr.	22,878	19,472	22,005	17,912	16,552
	Mo.	1,833.17	1,622.66	1,833.78	1,492.66	1,379.30
	Hr.	11.92	12.05	11.46	11.08	11.06
03	Yr.	23,593	20,039	22,717	18,418	17,012
	Mo.	1,966.12	1,669.89	1,893.06	1,534.87	1,417.69
	Hr.	12.29	12.40	11.83	11.40	11.37
04-05	Yr.	24,339	20,642	23,402	18,912	17,453
	Mo.	2,028.26	1,720.16	1,950.17	1,576.03	1,454.44
	Hr.	12.68	12.77	12.19	11.70	11.67
06-07	Yr.	25,069	21,262	24,104	19,479	17,977
	Mo.	2,089.08	1,771.81	2,008.67	1,623.27	1,498.12
	Hr.	13.06	13.16	12.55	12.05	12.02
08+	Yr.	25,821	21,899	24,828	20,064	18,516
	Mo.	2,151.76	1,824.94	2,068.99	1,671.97	1,543.01
	Hr.	13.45	13.55	12.93	12.42	12.38

9-MONTH BASED ON 187 DAYS OF EMPLOYMENT
10-MONTH BASED ON 202 DAYS OF EMPLOYMENT
12-MONTH BASED ON 240 DAYS OF EMPLOYMENT

**ANNISTON CITY SCHOOLS
2016-2017**

BUS DRIVER

Two Hours	Yr.	8,479
	Mo.	706.58
Three Hours	Yr.	10,392
	Mo.	866.00
Four Hours	Yr.	13,177
	Mo.	1098.08
Five Hours	Yr.	15,299
	Mo.	1274.92
Six Hours	Yr.	17,762
	Mo.	1480.17

BASED ON 182 DAYS OF EMPLOYMENT

ANNISTON CITY SCHOOLS

2016-2017

10.5 Month Teacher (Not Board Approved) For Elementary Principal Salary Calculation

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	43,468	49,986	53,899	57,827	43,468
01	Mo.	3,622.32	4,165.46	4,491.59	4,818.93	3,622.32
02	Day	205.04	235.78	254.24	272.77	205.04
03	Yr.	47,812	54,984	59,285	63,591	47,812
04	Mo.	3,984.33	4,581.98	4,940.43	5,299.23	3,984.33
05	Day	225.53	259.36	279.65	299.96	225.53
06	Yr.	49,905	57,390	61,899	66,374	49,905
07	Mo.	4,158.79	4,782.53	5,158.23	5,531.15	4,158.79
08	Day	235.40	270.71	291.98	313.08	235.40
09	Yr.	50,574	58,161	62,714	67,005	50,574
10	Mo.	4,214.51	4,846.75	5,226.17	5,583.76	4,214.51
11	Day	238.56	274.34	295.82	316.06	238.56
12	Yr.	51,495	59,216	63,851	68,488	51,495
13	Mo.	4,291.21	4,934.63	5,320.90	5,707.35	4,291.21
14	Day	242.90	279.32	301.18	323.06	242.90
15	Yr.	52,668	60,569	65,308	70,045	52,668
16	Mo.	4,388.97	5,047.38	5,442.32	5,837.09	4,388.97
17	Day	237.24	272.83	294.18	315.52	237.24
18	Yr.	53,348	61,349	66,150	70,954	53,348
19	Mo.	4,445.65	5,112.38	5,512.52	5,912.83	4,445.65
20	Day	251.64	289.38	312.03	334.69	251.64
21	Yr.	54,030	62,166	66,997	71,860	54,030
22	Mo.	4,502.51	5,180.50	5,583.07	5,988.32	4,502.51
23	Day	254.86	293.24	316.02	338.96	254.86
24	Yr.	54,673	62,778	67,642	72,504	54,673
25	Mo.	4,556.07	5,231.46	5,636.80	6,041.97	4,556.07
26	Day	257.89	296.12	319.06	342.00	257.89
27+	Yr.	55,318	63,422	68,285	73,148	55,318
	Mo.	4,609.80	5,285.19	5,690.45	6,095.70	4,609.80
	Day	260.93	299.16	322.10	345.04	260.93