



**2015-2016**

**SALARY SCHEDULES**

**ADOPTED BY:**

**THE ANNISTON CITY BOARD OF EDUCATION**

**4808 McClellan Blvd**

**Anniston, AL 36206**

## **TABLE OF CONTENTS**

BOARD OF EDUCATION AND PROGRAM ADMINISTRATORS.....	1
GENERAL INFORMATION	
Assumptions.....	2
The Effect of the Fair Labor Standards Act.....	3
Years of Experience and Level of Certification.....	4
EMPLOYEE BENEFITS	
Insurance.....	5
Teacher Retirement.....	5
Leave Days and Vacation.....	5-6
CENTRAL OFFICE	
Directors.....	7
Coordinators .....	8
CNP Coordinator.....	9
Program Specialist.....	10
Supervisor.....	11
Technology Tech.....	12
Accountant/Bookkeeper.....	13
Secretary to the Superintendent.....	14
Clerical.....	15
LOCAL SCHOOL	
Secondary Principal.....	16
Middle School Principal.....	17
Elementary Principal.....	18
Assistant Principal – 12 Month.....	19
Assistant Principal – 11 Month.....	20
Assistant Principal – 10 Month.....	21
Teacher – 12 month.....	22
Teacher – 11 month .....	23
Teacher – 10 month .....	24
Teacher – 9 month .....	25
Job Coach .....	26
Clerical –Secondary 12-Month .....	27
Clerical – Secondary 10-Month .....	28
Assistant Teacher/Teacher’s Aide .....	29
Teacher’s Aide/Bus Driver .....	30
OTHER	
Nurse .....	31
Child Nutrition Manger / Assistant .....	32
Maintenance .....	33
Custodian .....	34
Bus Driver .....	35

## **ANNISTON CITY BOARD OF EDUCATION**

Mr. William Kimbrough  
294 Belair Road  
Ft. McClellan, AL 36205  
(Ward 1)

Mr. William Robinson, **President**  
1031 Montvue Road  
Anniston, AL 36207  
(Ward 4)

Mr. William Hutchings, **Vice President**  
2231 McDaniel Ave  
Anniston, AL 36207  
(Ward 2)

Ms. Mary Lynn Klinefelter  
1412 Christine Ave  
Anniston, AL 36207  
(At Large)

Dr. CK Huguley  
1314 Christine Ave  
Anniston, AL 36207  
(Ward 3)

## **CENTRAL OFFICE ADMINISTRATORS**

***Superintendent***  
Darren Douthitt  
[douthittd@anniston.k12.al.us](mailto:douthittd@anniston.k12.al.us)

***Director of Special Education/Gifted***  
Gwendolyn Baker  
[bakerg@anniston.k12.al.us](mailto:bakerg@anniston.k12.al.us)

***Chief School Financial Officer***  
Jimmie Thompson, III  
[thompsonj@anniston.k12.al.us](mailto:thompsonj@anniston.k12.al.us)

***Director of Child Nutrition***  
Ashley Alexander  
[alexandera@anniston.k12.al.us](mailto:alexandera@anniston.k12.al.us)

***Director of Federal Programs***  
Dr. Marlon F. Jones  
[jonesm@anniston.k12.al.us](mailto:jonesm@anniston.k12.al.us)

***Coordinator of School Improvement***  
Yolanda McCants  
[mccantsy@anniston.k12.al.us](mailto:mccantsy@anniston.k12.al.us)

# **ASSUMPTIONS**

## **2015 – 2016**

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 2014-2015

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 2014-2015**

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 2014-2015**

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 2014-2015

## Insurance

**PEEHIP** Hospital Medical and **Viva Health** HMO insurance are offered to employees. Effective October 1, 2014, the cost of family coverage is \$957 per month for PEEHIP and the HMO plan. The State provides \$780 per month, thus the employee must pay \$177 per month. Single coverage costs \$795 per month for PEEHIP and the HMO plans. The State provides \$780 per month and the employee pays \$15 per month. 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 (\$45 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 2015-2016

EMPLOYEE TYPE	CONTRACT DATES	DAYS
12-Month	July 1, 2015 - June 30, 2016	240
11-Month	July 8, 2015 - June 21, 2016	222
10.5-Month	July 15, 2015 - June 14, 2016	212
10-Month	July 23, 2015 - June 8, 2016	202
9-Month Certified	August 4, 2015 - May 27, 2016	187
9-Month Non-Certified	August 7, 2015 - May 27, 2016	182



# ANNISTON CITY SCHOOLS 2015-2016

## DIRECTORS

STEP		RANK II B.S.	RANK I M.S.	AA Six Year	DO Doctorate
00	Yr.	67,089	72,315	76,813	82,478
	Mo.	5,590.79	6,026.25	6,401.10	6,873.19
	Day	279.54	301.32	320.06	343.66
01	Yr.	69,965	75,340	79,025	85,358
	Mo.	5,830.41	6,278.36	6,585.38	7,113.14
	Day	291.52	313.92	329.27	355.66
02	Yr.	70,843	76,212	81,236	87,148
	Mo.	5,903.59	6,351.03	6,769.66	7,262.32
	Day	295.18	317.55	338.49	363.12
03	Yr.	72,059	77,457	82,501	88,529
	Mo.	6,004.91	6,454.73	6,875.06	7,377.41
	Day	300.25	322.74	343.76	368.87
04	Yr.	73,631	79,077	84,178	90,322
	Mo.	6,135.90	6,589.71	7,014.80	7,526.84
	Day	306.80	329.49	350.75	376.39
05	Yr.	74,515	79,966	85,067	91,425
	Mo.	6,209.59	6,663.83	7,088.92	7,618.72
	Day	310.48	333.20	354.45	380.94
06+	Yr.	75,400	80,850	85,945	92,415
	Mo.	6,283.37	6,737.53	7,162.10	7,701.26
	Day	314.17	336.88	358.11	385.07

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## Coordinators

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	48,261	55,500	59,843	64,189
01	Mo.	4,021.78	4,625.02	4,986.95	5,349.05
02	Day	201.09	231.25	249.35	267.45
03	Yr.	53,086	61,049	65,826	70,604
04	Mo.	4,423.83	5,087.42	5,485.48	5,883.70
05	Day	221.19	254.37	274.27	294.19
06	Yr.	55,410	63,721	68,727	73,694
07	Mo.	4,617.54	5,310.12	5,727.22	6,141.17
08	Day	230.88	265.51	286.36	307.06
09	Yr.	56,153	64,578	69,631	74,684
10	Mo.	4,679.42	5,381.52	5,802.61	6,223.70
11	Day	233.97	269.08	290.13	311.19
12	Yr.	57,173	65,748	70,895	76,042
13	Mo.	4,764.42	5,479.02	5,907.93	6,336.84
14	Day	238.22	273.95	295.40	316.84
15	Yr.	58,479	67,249	72,512	77,772
16	Mo.	4,873.22	5,604.05	6,042.65	6,481.00
17	Day	243.66	280.20	302.13	324.05
18	Yr.	59,232	68,117	73,448	78,779
19	Mo.	4,936.04	5,676.39	6,120.68	6,564.89
20	Day	246.80	283.82	306.03	328.24
21	Yr.	59,987	68,989	74,387	79,785
22	Mo.	4,998.94	5,749.06	6,198.88	6,648.79
23	Day	249.95	287.45	309.94	332.44
24	Yr.	60,771	69,885	75,354	80,822
25	Mo.	5,064.22	5,823.78	6,279.46	6,735.15
26	Day	253.21	291.19	313.97	336.76
27	Yr.	61,557	70,794	76,333	81,872
	Mo.	5,129.75	5,899.51	6,361.06	6,822.70
	Day	256.49	294.98	318.05	341.13

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## CHILD NUTRITION COORDINATOR

<b>STEP</b>		<b>Rank II B.S. or N.D.</b>	<b>Rank I M.S.</b>
<b>00</b>	Yr.	61,227	70,410
	Mo.	5,102.21	5,867.54
	Day	255.32	293.38
<b>01</b>	Yr.	63,744	73,305
	Mo.	5,311.99	6,108.78
	Day	265.60	305.44
<b>02</b>	Yr.	64,578	74,265
	Mo.	5,381.52	6,188.74
	Day	269.08	309.44
<b>03</b>	Yr.	65,701	75,556
	Mo.	5,475.10	6,296.37
	Day	273.76	314.82
<b>04</b>	Yr.	67,130	77,200
	Mo.	5,594.19	6,433.31
	Day	279.71	321.67
<b>05</b>	Yr.	67,974	78,170
	Mo.	5,664.48	6,514.15
	Day	283.23	325.71
<b>06+</b>	Yr.	68,814	79,136
	Mo.	5,734.52	6,594.70
	Day	286.73	329.74

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## PROGRAM SPECIALIST

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	Doctorate
00	Yr.	47,315	54,412	58,670	62,930
01	Mo.	3,942.90	4,534.33	4,889.20	5,244.16
02	Day	197.14	226.72	244.46	262.21
03	Yr.	52,046	59,852	64,535	69,220
04	Mo.	4,337.13	4,987.63	5,377.95	5,768.36
05	Day	216.86	249.38	268.90	288.42
06	Yr.	54,323	62,472	67,380	72,249
07	Mo.	4,526.93	5,206.00	5,615.02	6,020.72
08	Day	226.35	260.30	280.75	301.04
09	Yr.	55,052	63,311	68,267	73,221
10	Mo.	4,587.71	5,275.95	5,688.88	6,101.73
11	Day	229.39	263.80	284.44	305.09
12	Yr.	56,052	64,458	69,506	74,552
13	Mo.	4,671.01	5,371.49	5,792.16	6,212.65
14	Day	233.55	268.57	289.61	310.63
15	Yr.	57,331	65,931	71,090	76,247
16	Mo.	4,777.60	5,494.23	5,924.16	6,353.92
17	Day	238.88	274.71	296.21	317.70
18	Yr.	58,073	66,780	72,007	77,234
19	Mo.	4,839.39	5,565.04	6,000.58	6,436.20
20	Day	241.97	278.25	300.03	321.81
21	Yr.	58,811	67,636	72,927	78,221
22	Mo.	4,900.93	5,636.35	6,077.25	6,518.40
23	Day	245.05	281.82	303.86	325.92
24	Yr.	59,576	68,515	73,875	79,238
25	Mo.	4,964.68	5,709.62	6,156.21	6,603.14
26	Day	248.23	285.48	307.81	330.16
27+	Yr.	60,350	69,406	74,835	80,268
	Mo.	5,029.20	5,783.83	6,236.28	6,688.99
	Day	251.46	289.19	311.81	334.45

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## SUPERVISOR

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	47,788	54,956	59,257	63,559
01	Mo.	3,982.34	4,579.63	4,938.08	5,296.61
02	Day	199.12	228.98	246.90	264.83
03	Yr.	52,566	60,450	65,181	69,912
04	Mo.	4,380.48	5,037.53	5,431.76	5,825.99
05	Day	219.02	251.88	271.59	291.30
06	Yr.	54,867	63,096	68,052	72,972
07	Mo.	4,572.24	5,258.02	5,671.03	6,080.99
08	Day	228.61	262.90	283.55	304.05
09	Yr.	55,602	63,944	68,948	73,952
10	Mo.	4,633.52	5,328.65	5,745.66	6,162.67
11	Day	231.68	266.43	287.28	308.13
12	Yr.	56,612	65,104	70,202	75,296
13	Mo.	4,717.67	5,425.30	5,850.13	6,274.70
14	Day	235.88	271.26	292.51	313.74
15	Yr.	57,904	66,589	71,801	77,010
16	Mo.	4,825.37	5,549.06	5,983.41	6,417.50
17	Day	241.27	277.45	299.17	320.88
18	Yr.	58,652	67,449	72,728	78,007
19	Mo.	4,887.67	5,620.71	6,060.67	6,500.55
20	Day	244.38	281.04	303.03	325.03
21	Yr.	59,401	68,312	73,656	79,003
22	Mo.	4,950.06	5,692.71	6,138.02	6,583.59
23	Day	247.50	284.64	306.90	329.18
24	Yr.	60,173	69,200	74,614	80,030
25	Mo.	5,014.41	5,766.66	6,217.84	6,669.19
26	Day	250.72	288.33	310.89	333.46
27+	Yr.	60,955	70,100	75,584	81,071
	Mo.	5,079.60	5,841.63	6,298.67	6,755.89
	Day	253.98	292.08	314.93	337.79

BASED ON 240 DAYS OF EMPLOYMENT

**ANNISTON CITY SCHOOLS  
2015-2016**

**TECHNOLOGY TECHNICIAN**

<b>Step</b>		<b>Annual Salary</b>
<b>00</b>	Yr.	<b>35,240</b>
	Mo.	<b>2,936.66</b>
	Day	<b>146.83</b>
<b>01</b>	Yr.	<b>35,620</b>
	Mo.	<b>2,968.37</b>
	Day	<b>148.4185</b>
<b>02</b>	Yr.	<b>36,265</b>
	Mo.	<b>3,022.09</b>
	Day	<b>151.10</b>
<b>03</b>	Yr.	<b>38,210</b>
	Mo.	<b>3,184.18</b>
	Day	<b>159.21</b>
<b>04</b>	Yr.	<b>38,854</b>
	Mo.	<b>3,237.82</b>
	Day	<b>161.89</b>
<b>05</b>	Yr.	<b>39,497</b>
	Mo.	<b>3,291.45</b>
	Day	<b>164.57</b>
<b>06+</b>	Yr.	<b>40,144</b>
	Mo.	<b>3,345.34</b>
	Day	<b>167.27</b>

**BASED ON 240 DAYS OF EMPLOYMENT**

# ANNISTON CITY SCHOOLS 2015-2016

## BOOKKEEPER/ACCOUNTANT – CENTRAL OFFICE

<b>STEP</b>		<b>BOOKKEEPER</b>	<b>ACCOUNTANT</b>
<b>00</b>	Yr.	26,562	34,574
	Mo.	2,213.53	2,881.16
	Day	110.68	144.06
<b>01</b>	Yr.	27,564	35,611
	Mo.	2,296.96	2,967.59
	Day	114.85	148.38
<b>02</b>	Yr.	27,993	36,679
	Mo.	2,332.77	3,056.62
	Day	116.64	152.83
<b>03</b>	Yr.	28,820	37,780
	Mo.	2,401.67	3,148.32
	Day	120.08	157.42
<b>04</b>	Yr.	29,362	38,913
	Mo.	2,446.85	3,242.77
	Day	122.34	162.14
<b>05</b>	Yr.	30,056	40,081
	Mo.	2,504.63	3,340.05
	Day	125.23	167.00
<b>06-07</b>	Yr.	30,718	41,283
	Mo.	2,559.87	3,440.25
	Day	127.99	172.01
<b>08-09</b>	Yr.	31,640	42,522
	Mo.	2,636.66	3,543.46
	Day	131.83	177.18
<b>10-11</b>	Yr.	32,590	43,797
	Mo.	2,715.80	3,649.76
	Day	135.79	182.49
<b>12+</b>	Yr.	33,567	45,111
	Mo.	2,797.22	3,759.26
	Day	139.86	187.96

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## SECRETARY TO SUPERINTENDENT

STEP		ASSISTANT TO SECRETARY TO SUPERINTENDENT	SECRETARY TO SUPERINTENDENT
00	Yr.	27,737	38,131
	Mo.	2,311.41	3,177.56
	Day	115.57	158.88
01	Yr.	28,570	38,862
	Mo.	2,380.85	3,238.50
	Day	119.04	161.93
02	Yr.	28,994	39,592
	Mo.	2,416.13	3,299.36
	Day	120.81	164.97
03	Yr.	29,793	40,325
	Mo.	2,482.77	3,360.39
	Day	124.14	168.02
04	Yr.	30,323	41,054
	Mo.	2,526.88	3,421.17
	Day	126.34	171.06
05	Yr.	30,992	41,788
	Mo.	2,582.64	3,482.37
	Day	129.13	174.12
06+	Yr.	31,637	42,520
	Mo.	2,636.45	3,543.31
	Day	131.82	177.17

BASED ON 240 DAYS OF EMPLOYMENT



# ANNISTON CITY SCHOOLS 2015-2016

## CLERICAL – CENTRAL OFFICE

STEP		CLERK/TYPIST RECEPTIONIST 12-MONTH	SECRETARY SUPERVISOR 10-MONTH	SECRETARY 11-MONTH	SECRETARY 12-MONTH
00	Yr.	22,548	19,452	21,287	23,135
	Mo.	1,879.01	1,621.04	1,773.95	1,927.89
	Day	93.95	81.05	88.70	96.39
01	Yr.	22,862	19,898	21,779	23,697
	Mo.	1,905.19	1,658.18	1,814.92	1,974.72
	Day	95.26	82.91	90.75	98.74
02	Yr.	23,195	20,341	22,266	24,255
	Mo.	1,932.90	1,695.07	1,855.47	2,021.22
	Day	96.65	84.75	92.77	101.06
03	Yr.	23,524	20,816	22,789	24,853
	Mo.	1,960.36	1,734.68	1,899.07	2,071.11
	Day	98.02	86.73	94.95	103.56
04	Yr.	23,857	21,295	23,335	25,456
	Mo.	1,988.07	1,774.55	1,944.55	2,121.35
	Day	99.40	88.73	97.23	106.07
05	Yr.	24,192	21,670	23,767	25,928
	Mo.	2,016.03	1,805.83	1,980.59	2,160.70
	Day	100.80	90.29	99.03	108.04
06-07	Yr.	24,523	22,049	24,207	26,407
	Mo.	2,043.57	1,837.45	2,017.22	2,200.57
	Day	102.18	91.87	100.86	110.03
08-09	Yr.	25,259	22,711	24,933	27,199
	Mo.	2,104.88	1,892.57	2,077.74	2,266.58
	Day	105.24	94.63	103.89	113.33
10-11	Yr.	26,016	23,392	25,681	28,015
	Mo.	2,168.02	1,949.35	2,140.07	2,334.58
	Day	108.40	97.47	107.00	116.73
12+	Yr.	26,797	24,094	26,451	28,855
	Mo.	2,233.06	2,007.83	2,204.27	2,404.62
	Day	111.65	100.39	110.21	120.23

# ANNISTON CITY SCHOOLS 2015-2016

## SECONDARY PRINCIPAL

<b>STEP</b>		<b>M.S. Rank I</b>	<b>AA Six Year</b>	<b>DO Doctorate</b>
<b>00</b>	Yr.	<b>75,803</b>	<b>83,022</b>	<b>85,513</b>
	Mo.	<b>6,316.95</b>	<b>6,918.49</b>	<b>7,126.04</b>
	Day	<b>315.85</b>	<b>345.92</b>	<b>356.30</b>
<b>01</b>	Yr.	<b>77,707</b>	<b>84,630</b>	<b>87,169</b>
	Mo.	<b>6,475.56</b>	<b>7,052.54</b>	<b>7,264.10</b>
	Day	<b>323.78</b>	<b>352.63</b>	<b>363.21</b>
<b>02</b>	Yr.	<b>79,674</b>	<b>86,661</b>	<b>89,261</b>
	Mo.	<b>6,639.52</b>	<b>7,221.77</b>	<b>7,438.44</b>
	Day	<b>331.98</b>	<b>361.09</b>	<b>371.92</b>
<b>03</b>	Yr.	<b>82,078</b>	<b>89,146</b>	<b>91,820</b>
	Mo.	<b>6,839.87</b>	<b>7,428.83</b>	<b>7,651.70</b>
	Day	<b>341.99</b>	<b>371.44</b>	<b>382.59</b>
<b>04</b>	Yr.	<b>83,618</b>	<b>90,874</b>	<b>93,600</b>
	Mo.	<b>6,968.13</b>	<b>7,572.82</b>	<b>7,800.03</b>
	Day	<b>348.41</b>	<b>378.64</b>	<b>390.00</b>
<b>05</b>	Yr.	<b>85,463</b>	<b>92,586</b>	<b>95,364</b>
	Mo.	<b>7,121.90</b>	<b>7,715.54</b>	<b>7,946.99</b>
	Day	<b>356.09</b>	<b>385.78</b>	<b>397.35</b>
<b>06+</b>	Yr.	<b>88,485</b>	<b>95,115</b>	<b>97,969</b>
	Mo.	<b>7,373.75</b>	<b>7,926.25</b>	<b>8,164.08</b>
	Day	<b>368.69</b>	<b>396.31</b>	<b>408.20</b>

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## MIDDLE SCHOOL PRINCIPAL

<b>STEP</b>		<b>M.S. Rank I</b>	<b>AA Six Year</b>
<b>00</b>	Yr.	<b>67,819</b>	<b>73,716</b>
	Mo.	<b>5,651.57</b>	<b>6,143.04</b>
	Day	<b>282.58</b>	<b>307.15</b>
<b>01</b>	Yr.	<b>71,257</b>	<b>77,455</b>
	Mo.	<b>5,938.10</b>	<b>6,454.56</b>
	Day	<b>296.91</b>	<b>322.73</b>
<b>02</b>	Yr.	<b>72,717</b>	<b>79,036</b>
	Mo.	<b>6,059.74</b>	<b>6,586.31</b>
	Day	<b>302.99</b>	<b>329.32</b>
<b>03</b>	Yr.	<b>74,555</b>	<b>81,038</b>
	Mo.	<b>6,212.91</b>	<b>6,753.17</b>
	Day	<b>310.65</b>	<b>337.66</b>
<b>04</b>	Yr.	<b>76,799</b>	<b>83,482</b>
	Mo.	<b>6,399.91</b>	<b>6,956.83</b>
	Day	<b>320.00</b>	<b>347.84</b>
<b>05</b>	Yr.	<b>77,649</b>	<b>85,186</b>
	Mo.	<b>6,470.71</b>	<b>7,098.86</b>
	Day	<b>323.54</b>	<b>354.94</b>
<b>06+</b>	Yr.	<b>79,966</b>	<b>86,923</b>
	Mo.	<b>6,663.83</b>	<b>7,243.62</b>
	Day	<b>333.19</b>	<b>362.18</b>

**BASED ON 240 DAYS OF EMPLOYMENT**

**ANNISTON CITY SCHOOLS  
2015-2016**

**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 2015-2016

## ASSISTANT PRINCIPAL 12 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	49,207	56,815	61,017	68,630
01	Mo.	4,100.61	4,734.62	5,084.77	5,719.13
02	Day	205.03	236.73	254.24	285.96
03	Yr.	54,127	62,245	67,117	71,989
04	Mo.	4,510.61	5,187.05	5,593.07	5,999.09
05	Day	225.53	259.35	279.65	299.95
06	Yr.	56,496	65,097	70,074	75,139
07	Mo.	4,708.01	5,424.75	5,839.53	6,261.55
08	Day	235.40	271.24	291.98	313.08
09	Yr.	57,255	65,844	70,996	76,150
10	Mo.	4,771.21	5,486.99	5,916.35	6,345.79
11	Day	238.56	274.35	295.82	317.29
12	Yr.	58,294	67,036	72,286	77,534
13	Mo.	4,857.85	5,586.35	6,023.84	6,461.16
14	Day	242.89	279.32	301.19	323.06
15	Yr.	59,624	68,569	73,934	79,297
16	Mo.	4,968.70	5,714.09	6,161.13	6,608.08
17	Day	248.43	285.70	308.06	330.40
18	Yr.	60,396	69,452	74,887	80,324
19	Mo.	5,032.97	5,787.64	6,240.60	6,693.65
20	Day	251.65	289.38	312.03	334.68
21	Yr.	61,164	70,342	75,844	81,350
22	Mo.	5,096.97	5,861.80	6,320.33	6,779.13
23	Day	254.85	293.09	316.02	338.96
24	Yr.	61,959	71,256	76,829	82,406
25	Mo.	5,163.24	5,938.02	6,402.46	6,867.15
26	Day	258.16	296.90	320.12	343.36
27+	Yr.	62,765	72,182	77,828	83,477
	Mo.	5,230.39	6,015.20	6,485.67	6,956.40
	Day	261.52	300.76	324.28	347.82

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## ASSISTANT PRINCIPAL 11 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	45,518	52,344	56,442	60,540
01	Mo.	3,793.16	4,362.01	4,703.50	5,044.99
02	Day	205.04	235.78	254.24	272.70
03	Yr.	50,069	57,578	62,083	66,591
04	Mo.	4,172.39	4,798.18	5,173.61	5,549.22
05	Day	225.53	259.36	279.65	299.96
06	Yr.	52,285	60,098	64,817	69,504
07	Mo.	4,357.10	5,008.13	5,401.42	5,791.97
08	Day	235.52	270.71	291.97	313.08
09	Yr.	52,960	60,905	65,671	70,438
10	Mo.	4,413.37	5,075.40	5,472.58	5,869.85
11	Day	238.56	274.35	295.82	317.29
12	Yr.	53,922	62,008	66,864	71,719
13	Mo.	4,493.46	5,167.33	5,572.03	5,976.55
14	Day	242.89	279.32	301.19	323.06
15	Yr.	55,153	63,424	68,389	73,350
16	Mo.	4,596.09	5,285.35	5,699.06	6,112.51
17	Day	248.44	285.69	308.06	330.41
18	Yr.	55,865	64,243	69,271	74,299
19	Mo.	4,655.41	5,353.59	5,772.61	6,191.62
20	Day	251.64	289.38	312.03	334.68
21	Yr.	56,690	65,459	70,156	75,249
22	Mo.	4,724.18	5,454.90	5,846.33	6,270.74
23	Day	255.36	294.86	316.02	338.96
24	Yr.	57,428	66,309	71,067	76,227
25	Mo.	4,785.67	5,525.77	5,922.29	6,352.22
26	Day	258.68	298.69	320.12	343.36
27+	Yr.	58,175	67,171	71,992	77,218
	Mo.	4,847.89	5,597.59	5,999.30	6,434.84
	Day	262.05	302.57	324.29	347.83

BASED ON 222 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## ASSISTANT PRINCIPAL 10 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate
00	Yr.	41,417	47,628	51,357	55,084
01	Mo.	3,451.40	3,968.98	4,279.71	4,590.35
02	Day	205.03	235.78	254.24	272.69
03	Yr.	45,557	52,390	56,490	60,591
04	Mo.	3,796.43	4,365.81	4,707.48	5,049.23
05	Day	225.53	259.36	279.65	299.95
06	Yr.	47,551	57,866	58,977	63,242
07	Mo.	3,962.62	4,822.13	4,914.77	5,270.14
08	Day	235.40	286.46	291.97	313.08
09	Yr.	48,189	55,418	59,755	64,092
10	Mo.	4,015.75	4,618.19	4,979.57	5,341.04
11	Day	238.56	274.35	295.82	317.29
12	Yr.	49,064	56,423	60,840	65,258
13	Mo.	4,088.68	4,701.91	5,070.01	5,438.19
14	Day	242.89	279.32	301.19	323.06
15	Yr.	50,184	57,711	62,228	66,742
16	Mo.	4,182.03	4,809.23	5,185.63	5,561.86
17	Day	248.44	285.70	308.06	330.41
18	Yr.	50,832	58,455	63,030	67,605
19	Mo.	4,236.04	4,871.28	5,252.46	5,633.73
20	Day	251.65	289.38	312.03	334.68
21	Yr.	51,481	59,204	63,836	68,470
22	Mo.	4,290.05	4,933.69	5,319.65	5,705.87
23	Day	254.85	293.09	316.02	338.96
24	Yr.	52,150	59,973	64,666	69,361
25	Mo.	4,345.80	4,997.75	5,388.83	5,780.09
26	Day	258.17	296.90	320.13	343.37
27+	Yr.	52,827	60,752	65,506	70,263
	Mo.	4,402.24	5,062.69	5,458.87	5,855.23
	Day	261.52	300.75	324.29	347.84

BASED ON 202 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## TEACHER 12 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	47,316	54,411	58,670	62,929	47,316
01	Mo.	3,942.98	4,534.24	4,889.20	5,244.08	3,942.98
02	Day	197.15	226.71	244.46	262.20	197.15
03	Yr.	52,044	59,852	64,534	69,221	52,044
04	Mo.	4,337.04	4,987.63	5,377.87	5,768.44	4,337.04
05	Day	216.85	249.38	268.89	288.42	216.85
06	Yr.	54,323	62,471	67,379	72,250	54,323
07	Mo.	4,526.93	5,205.91	5,614.93	6,020.81	4,526.93
08	Day	226.35	260.30	280.75	301.04	226.35
09	Yr.	55,051	63,310	68,267	73,220	55,051
10	Mo.	4,587.62	5,275.87	5,688.88	6,101.64	4,587.62
11	Day	229.38	263.79	284.44	305.08	229.38
12	Yr.	56,053	64,457	69,504	74,552	56,053
13	Mo.	4,671.09	5,371.41	5,791.99	6,212.65	4,671.09
14	Day	233.55	268.57	289.60	310.63	233.55
15	Yr.	57,330	65,931	71,090	76,247	57,330
16	Mo.	4,777.51	5,494.23	5,924.16	6,353.92	4,777.51
17	Day	238.88	274.71	296.21	317.70	238.88
18	Yr.	58,072	66,779	72,007	77,235	58,072
19	Mo.	4,839.31	5,564.95	6,000.58	6,436.29	4,839.31
20	Day	241.97	278.25	300.03	321.81	241.97
21	Yr.	58,812	67,635	72,927	78,221	58,812
22	Mo.	4,901.02	5,636.27	6,077.25	6,518.40	4,901.02
23	Day	245.05	281.81	303.86	325.92	245.05
24	Yr.	59,513	68,336	73,630	78,923	59,513
25	Mo.	4,959.41	5,694.66	6,135.81	6,576.88	4,959.41
26	Day	247.97	284.73	306.79	328.84	247.97
27+	Yr.	60,215	69,038	74,330	79,624	60,215
	Mo.	5,017.89	5,753.14	6,194.21	6,635.36	5,017.89
	Day	250.89	287.66	309.71	331.77	250.89

BASED ON 240 DAYS OF EMPLOYMENT



# ANNISTON CITY SCHOOLS 2015-2016

## TEACHER 11 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	43,767	50,330	54,270	58,209	43,767
01	Mo.	3,647.27	4,194.16	4,522.51	4,850.78	3,647.26
02	Day	197.15	226.71	244.46	262.20	197.15
03	Yr.	48,141	55,363	59,694	64,029	48,141
04	Mo.	4,011.75	4,613.55	4,974.54	5,335.79	4,011.74
05	Day	216.85	249.38	268.89	288.42	216.85
06	Yr.	50,249	57,786	62,325	66,831	50,249
07	Mo.	4,187.44	4,815.51	5,193.76	5,569.29	4,187.44
08	Day	226.35	260.30	280.74	301.04	226.35
09	Yr.	50,922	58,562	63,146	67,729	50,922
10	Mo.	4,243.54	4,880.19	5,262.18	5,644.09	4,243.54
11	Day	229.38	263.79	284.44	305.09	229.38
12	Yr.	51,849	59,623	64,291	68,960	51,849
13	Mo.	4,320.72	4,968.59	5,357.55	5,746.68	4,320.72
14	Day	233.55	268.57	289.60	310.63	233.55
15	Yr.	53,031	60,986	65,758	70,528	53,031
16	Mo.	4,419.24	5,082.15	5,479.87	5,877.33	4,419.24
17	Day	238.88	274.71	296.21	317.69	238.88
18	Yr.	53,716	61,771	66,606	71,443	53,716
19	Mo.	4,476.36	5,147.60	5,550.50	5,953.57	4,476.36
20	Day	241.97	278.25	300.03	321.81	241.97
21	Yr.	54,402	62,563	67,458	72,355	54,402
22	Mo.	4,533.48	5,213.56	5,621.48	6,029.56	4,533.48
23	Day	245.05	281.81	303.86	325.92	245.05
24	Yr.	55,049	63,210	68,107	73,003	55,049
25	Mo.	4,587.45	5,267.54	5,675.62	6,083.62	4,587.45
26	Day	247.97	284.73	306.79	328.84	247.97
27+	Yr.	55,698	63,860	68,755	73,652	55,698
	Mo.	4,641.51	5,321.68	5,729.60	6,137.68	4,641.51
	Day	250.89	287.66	309.71	331.77	250.89

BASED ON 212 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## TEACHER 10 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND	
00	Yr.	39,824	45,796	49,381	52,966	39,824	
	01	Mo.	3,318.66	3,816.33	4,115.11	4,413.80	3,318.66
		Day	197.15	226.71	244.46	262.21	197.15
03	Yr.	43,804	50,375	54,316	58,260	43,804	
	04	Mo.	3,650.33	4,197.90	4,526.34	4,855.03	3,650.33
		Day	216.85	249.38	268.89	288.42	216.85
06	Yr.	45,723	52,580	56,711	60,810	45,723	
	07	Mo.	3,810.21	4,381.67	4,725.92	5,067.53	3,810.21
		Day	226.35	260.30	280.75	301.04	226.35
09	Yr.	46,335	53,286	57,458	61,627	46,335	
	10	Mo.	3,861.21	4,440.49	4,788.14	5,135.62	3,861.21
		Day	229.38	263.79	284.44	305.09	229.38
12	Yr.	47,178	54,252	58,499	62,747	47,178	
	13	Mo.	3,931.51	4,520.98	4,874.92	5,228.95	3,931.51
		Day	233.55	268.57	289.60	310.63	233.55
15	Yr.	48,253	55,492	59,834	64,174	48,253	
	16	Mo.	4,021.10	4,624.34	4,986.19	5,347.86	4,021.10
		Day	238.88	274.71	296.21	317.69	238.88
18	Yr.	48,876	56,206	60,605	65,007	48,876	
	19	Mo.	4,073.03	4,683.84	5,050.45	5,417.22	4,073.03
		Day	241.96	278.25	300.03	321.82	241.96
21	Yr.	49,501	56,926	61,381	65,836	49,501	
	22	Mo.	4,125.05	4,743.85	5,115.05	5,486.33	4,125.05
		Day	245.05	281.81	303.86	325.92	245.05
24	Yr.	50,090	57,516	61,972	66,426	50,090	
	25	Mo.	4,174.18	4,792.98	5,164.35	5,535.54	4,174.18
		Day	247.97	284.73	306.79	328.84	247.97
27+	Yr.	50,681	58,106	62,562	67,017	50,681	
	Mo.	4,223.40	4,842.20	5,213.48	5,584.76	4,223.40	
		Day	250.89	287.66	309.71	331.77	250.89

BASED ON 202 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## TEACHER 9 – MONTH

STEP		Rank II B.S.	Rank I M.S.	AA Six Year	DO Doctorate	Non- Degree ND
00	Yr.	36,867	42,395	45,714	49,032	36,867
01	Mo.	3,072.24	3,532.94	3,809.53	4,086.04	3,072.24
02	Day	197.15	226.71	244.46	262.21	197.15
03	Yr.	40,551	46,634	50,283	53,935	40,551
04	Mo.	3,379.26	3,886.20	4,190.25	4,494.55	3,379.26
05	Day	216.85	249.38	268.89	288.42	216.85
06	Yr.	42,327	48,675	52,499	56,295	42,327
07	Mo.	3,527.25	4,056.29	4,374.95	4,691.24	3,527.25
08	Day	226.35	260.30	280.75	301.04	226.35
09	Yr.	42,894	49,329	53,191	57,051	42,894
10	Mo.	3,574.51	4,110.77	4,432.58	4,754.22	3,574.51
11	Day	229.38	263.79	284.44	305.08	229.38
12	Yr.	43,674	50,223	54,155	58,088	43,674
13	Mo.	3,639.53	4,185.23	4,512.91	4,840.67	3,639.53
14	Day	233.55	268.57	289.60	310.63	233.55
15	Yr.	44,670	51,371	55,391	59,409	44,670
16	Mo.	3,722.49	4,280.94	4,615.93	4,950.74	3,722.49
17	Day	238.88	274.71	296.21	317.69	238.88
18	Yr.	45,247	52,032	56,105	60,179	45,247
19	Mo.	3,770.60	4,336.02	4,675.43	5,014.92	3,770.60
20	Day	241.96	278.25	300.03	321.81	241.96
21	Yr.	45,825	52,699	56,822	60,947	45,825
22	Mo.	3,818.71	4,391.61	4,735.18	5,078.92	3,818.71
23	Day	245.05	281.81	303.86	325.92	245.05
24	Yr.	46,370	53,245	57,370	61,494	46,370
25	Mo.	3,864.19	4,437.09	4,780.83	5,124.48	3,864.19
26	Day	247.97	284.73	306.79	328.84	247.97
27+	Yr.	46,917	53,792	57,916	62,040	46,917
	Mo.	3,909.75	4,482.65	4,826.30	5,170.04	3,909.75
	Day	250.89	287.66	309.71	331.77	250.89

BASED ON 187 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## JOB COACH

<b>STEP</b>		<b>JOB COACH 12 Months</b>
<b>00</b>	Yr.	26,463
	Mo.	2,205.24
	Day	110.26
<b>01</b>	Yr.	27,786
	Mo.	2,315.48
	Day	115.77
<b>02</b>	Yr.	28,619
	Mo.	2,384.93
	Day	119.25
<b>03</b>	Yr.	30,050
	Mo.	2,504.18
	Day	125.21
<b>04</b>	Yr.	31,253
	Mo.	2,604.40
	Day	130.22
<b>05</b>	Yr.	32,190
	Mo.	2,682.51
	Day	134.13
<b>06-07</b>	Yr.	33,156
	Mo.	2,763.01
	Day	138.15
<b>08-09</b>	Yr.	34,151
	Mo.	2,845.88
	Day	142.29
<b>10-11</b>	Yr.	35,175
	Mo.	2,931.22
	Day	146.56
<b>12+</b>	Yr.	36,210
	Mo.	3,017.50
	Day	150.88

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## CLERICAL – SECONDARY

<b>STEP</b>		<b>Secondary Nine Months</b>	<b>Secondary Ten Months</b>	<b>Secondary Twelve Months</b>
<b>00</b>	Yr.	17,465	19,384	23,031
	Mo.	1,455.39	1,615.33	1,919.23
	Hr.	11.67	12.00	12.00
<b>01</b>	Yr.	17,886	19,852	23,587
	Mo.	1,490.47	1,654.29	1,965.55
	Hr.	11.96	12.28	12.28
<b>02</b>	Yr.	18,307	20,319	24,141
	Mo.	1,525.58	1,693.23	2,011.76
	Hr.	12.24	12.57	12.57
<b>03</b>	Yr.	18,790	20,855	24,779
	Mo.	1,565.87	1,737.91	2,064.90
	Hr.	12.56	12.91	12.91
<b>04</b>	Yr.	19,258	21,375	25,396
	Mo.	1,604.85	1,781.21	2,116.29
	Hr.	12.87	13.23	13.23
<b>05</b>	Yr.	19,711	21,877	25,992
	Mo.	1,642.54	1,823.04	2,165.99
	Hr.	13.18	13.54	13.54
<b>06-07</b>	Yr.	20,662	22,932	27,246
	Mo.	1,721.81	1,911.02	2,270.52
	Hr.	13.81	14.19	14.19
<b>08-09</b>	Yr.	21,282	23,620	28,064
	Mo.	1,773.46	1,968.35	2,338.63
	Hr.	14.23	14.62	14.62
<b>10-11</b>	Yr.	21,920	24,329	28,906
	Mo.	1,826.66	2,027.40	2,408.79
	Hr.	14.65	15.05	15.05
<b>12+</b>	Yr.	22,578	25,059	29,773
	Mo.	1,881.46	2,088.22	2,481.05
	Hr.	15.09	15.51	15.51

# ANNISTON CITY SCHOOLS 2015-2016

## CLERICAL – ELEMENTARY 10-MONTHS

<b>STEP</b>		<b>Elementary Secretary</b>
<b>00</b>	Yr.	18,803
	Mo.	1,566.89
	Hr.	11.64
<b>01</b>	Yr.	19,168
	Mo.	1,597.32
	Hr.	11.86
<b>02</b>	Yr.	19,566
	Mo.	1,630.47
	Hr.	12.11
<b>03</b>	Yr.	19,929
	Mo.	1,660.73
	Hr.	12.33
<b>04</b>	Yr.	20,327
	Mo.	1,693.88
	Hr.	12.58
<b>05</b>	Yr.	20,695
	Mo.	1,724.57
	Hr.	12.81
<b>06-07</b>	Yr.	21,094
	Mo.	1,757.80
	Hr.	13.05
<b>08-09</b>	Yr.	21,726
	Mo.	1,810.53
	Hr.	13.44
<b>10-11</b>	Yr.	22,378
	Mo.	1,864.85
	Hr.	13.85
<b>12+</b>	Yr.	23,050
	Mo.	1,920.80
	Hr.	14.26

BASED ON 202 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## ASSISTANT TEACHER / TEACHER'S AIDE

<b>STEP</b>		<b>Teacher Aide 9 Months</b>	<b>Teacher Aide 10 Months</b>	<b>Teacher Aide 12 Months</b>
<b>00</b>	Yr.	18,019	19,999	23,762
	Mo.	1,501.61	1,666.59	1,980.16
	Hr.	12.38	12.38	12.38
<b>01</b>	Yr.	18,357	20,375	24,207
	Mo.	1,529.74	1,697.87	2,017.22
	Hr.	12.61	12.61	12.61
<b>02</b>	Yr.	18,704	20,759	24,665
	Mo.	1,558.64	1,729.92	2,055.38
	Hr.	12.85	12.85	12.85
<b>03</b>	Yr.	19,055	21,149	25,127
	Mo.	1,587.88	1,762.39	2,093.89
	Hr.	13.09	13.09	13.09
<b>04</b>	Yr.	19,414	21,548	25,600
	Mo.	1,617.80	1,795.62	2,133.33
	Hr.	13.33	13.33	13.33
<b>05</b>	Yr.	19,781	21,954	26,084
	Mo.	1,648.40	1,829.54	2,173.70
	Hr.	13.59	13.59	13.59
<b>06+</b>	Yr.	20,203	22,424	26,641
	Mo.	1,683.59	1,868.64	2,220.11
	Hr.	13.88	13.88	13.88

**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 2015-2016

## TEACHER'S AIDE / BUS DRIVER

<b>STEP</b>		<b>9 Months</b>
<b>00</b>	Yr.	26,183
	Mo.	2,181.95
	Day	143.86
<b>01</b>	Yr.	26,969
	Mo.	2,247.40
	Day	148.18
<b>02</b>	Yr.	27,754
	Mo.	2,312.85
	Day	152.50
<b>03</b>	Yr.	28,540
	Mo.	2,378.30
	Day	118.92
<b>04</b>	Yr.	29,325
	Mo.	2,443.75
	Day	122.19
<b>05</b>	Yr.	30,110
	Mo.	2,509.20
	Day	125.46
<b>06+</b>	Yr.	30,896
	Mo.	2,574.65
	Day	128.73

BASED ON 187 DAYS OF EMPLOYMENT



# ANNISTON CITY SCHOOLS 2015-2016

## NURSE

<b>STEP</b>		<b>Licensed Practical Nurse (LPN)</b>	<b>Registered Nurse (RN)</b>	<b>Registered Nurse Masters (RN)</b>
00	Yr.	19,380	36,867	42,395
	01	1,615.00	3,072.24	3,532.94
	02	103.64	153.61	176.65
03	Yr.	21,299	40,551	46,634
	04	1,774.89	3,379.26	3,886.20
	05	113.90	168.96	194.31
06	Yr.	22,215	42,327	48,675
	07	1,851.22	3,527.25	4,056.29
	08	118.79	176.36	202.81
09	Yr.	22,503	42,894	49,329
	10	1,875.27	3,574.51	4,110.77
	11	120.34	178.73	205.54
12	Yr.	22,908	43,674	50,223
	13	1,909.02	3,639.53	4,185.23
	14	122.50	181.98	209.26
15	Yr.	23,412	44,670	51,371
	16	1,951.01	3,722.49	4,280.94
	17	125.20	186.12	214.05
18	Yr.	23,694	45,247	52,032
	19	1,974.47	3,770.60	4,336.02
	20	126.70	188.53	216.801
21	Yr.	23,977	45,825	52,699
	22	1,998.10	3,818.71	4,391.61
	23	128.22	190.94	219.58
24	Yr.	24,487	46,370	53,245
	25	2,040.60	3,864.19	4,437.09
	26	130.95	193.21	221.85
27+	Yr.	24,997	46,917	53,792
	Mo.	2,083.10	3,909.75	4,482.65
	Day	133.67	195.49	224.13

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

# ANNISTON CITY SCHOOLS 2015-2016

## 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.	19,775	22,445	14,374	16,241
	Mo.	1,647.89	1,870.42	1,197.82	1,353.45
	Hr.	15.53	15.42	13.17	12.75
5-10	Yr.	20,359	23,121	14,374	16,241
	Mo.	1,696.60	1,926.78	1,197.82	1,353.45
	Hr.	15.99	15.88	13.17	12.75
10+	Yr.	21,384	24,348	14,374	16,241
	Mo.	1,782.02	2,029.03	1,197.82	1,353.45
	Hr.	16.79	16.73	13.17	12.75

BASED ON 182 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## MAINTENANCE

Step		Mechanic (Lead) General Maintenance	Electrical Preventive Maintenance	General Maintenance Plumber	Carpenter Painter Grounds	Laborer Helper
00	Yr.	30,491	28,906	27,976	25,840	19,210
	Mo.	2,540.91	2,408.82	2,331.30	2,153.31	1,600.81
	Hr.	15.88	15.06	14.57	13.46	10.01
01	Yr.	31,251	29,664	28,736	26,603	19,884
	Mo.	2,604.23	2,471.97	2,394.71	2,216.89	1,656.99
	Hr.	16.28	15.45	14.97	13.86	10.36
02	Yr.	32,016	30,414	29,499	27,364	20,553
	Mo.	2,667.98	2,534.53	2,458.29	2,280.30	1,712.75
	Hr.	16.67	15.84	15.36	14.25	10.70
03	Yr.	32,778	31,173	30,261	28,127	21,226
	Mo.	2,731.48	2,597.77	2,521.78	2,343.88	1,768.85
	Hr.	17.07	16.24	15.76	14.65	11.06
04	Yr.	33,540	31,952	31,038	28,906	21,900
	Mo.	2,794.97	2,662.63	2,586.47	2,408.82	1,825.04
	Hr.	17.47	16.64	16.17	15.06	11.41
05	Yr.	34,301	32,701	31,405	29,653	22,571
	Mo.	2,858.38	2,725.10	2,617.07	2,471.12	1,880.88
	Hr.	17.86	17.03	16.36	15.44	11.76
06	Yr.	35,330	33,682	32,347	30,543	23,248
	Mo.	2,944.13	2,806.85	2,695.58	2,545.25	1,937.31
	Hr.	18.40	17.54	16.85	15.91	12.11
08	Yr.	36,389	34,693	33,317	31,459	23,945
	Mo.	3,032.46	2,891.06	2,776.44	2,621.61	1,995.43
	Hr.	15.11	14.41	13.84	13.06	9.94

BASED ON 240 DAYS OF EMPLOYMENT

# ANNISTON CITY SCHOOLS 2015-2016

## CUSTODIAN

STEP		HEAD CUSTODIAN 12 Months	HEAD CUSTODIAN 10 Months	CUSTODIAN 12 Months	CUSTODIAN 10 Months	CUSTODIAN 9 Months
00	Yr.	20,656	17,680	19,815	16,259	15,085
	Mo.	1,721.34	1,473.31	1,651.21	1,354.90	1,257.07
01	Yr.	21,326	18,201	20,487	16,739	15,490
	Mo.	1,777.18	1,516.74	1,707.23	1,394.94	1,290.81
02	Yr.	21,998	18,723	21,159	17,223	15,915
	Mo.	1,833.17	1,560.26	1,763.24	1,435.23	1,326.26
03	Yr.	22,686	19,268	21,843	17,710	16,358
	Mo.	1,890.49	1,605.65	1,820.28	1,475.86	1,363.15
04-05	Yr.	23,403	19,848	22,502	18,185	16,782
	Mo.	1,950.24	1,654.02	1,875.19	1,515.38	1,398.51
06-07	Yr.	24,105	20,444	23,177	18,730	17,286
	Mo.	2,008.75	1,703.64	1,931.44	1,560.84	1,440.46
08+	Yr.	24,828	21,057	23,873	19,292	17,804
	Mo.	2,069.01	1,754.74	1,989.38	1,607.67	1,483.67

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 2015-2016

## BUS DRIVER

<b>Two Hours</b>	Yr.	8,153
	Mo.	679.40
<b>Three Hours</b>	Yr.	9,992
	Mo.	832.66
<b>Four Hours</b>	Yr.	12,670
	Mo.	1055.87
<b>Five Hours</b>	Yr.	14,711
	Mo.	1225.95
<b>Six Hours</b>	Yr.	17,079
	Mo.	1423.24

BASED ON 182 DAYS OF EMPLOYMENT