2015-2016
SALARY SCHEDULES

ADOPTED BY:

THE ANNISTON CITY BOARD OF EDUCATION

4808 McClellan Blvd

Anniston, AL  36206
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## BOARD OF EDUCATION AND PROGRAM ADMINISTRATORS

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- Insurance
- Teacher Retirement
- Leave Days and Vacation

### CENTRAL OFFICE

- Directors
- Coordinators
- CNP Coordinator
- Program Specialist
- Supervisor
- Technology Tech
- Accountant/Bookkeeper
- Secretary to the Superintendent
- Clerical

### LOCAL SCHOOL

- Secondary Principal
- Middle School Principal
- Elementary Principal
- Assistant Principal – 12 Month
- Assistant Principal – 11 Month
- Assistant Principal – 10 Month
- Teacher – 12 month
- Teacher – 11 month
- Teacher – 10 month
- Teacher – 9 month
- Job Coach
- Clerical – Secondary 12-Month
- Clerical – Secondary 10-Month
- Assistant Teacher/Teacher’s Aide
- Teacher’s Aide/Bus Driver

### OTHER

- Nurse
- Child Nutrition Manager/Assistant
- Maintenance
- Custodian
- Bus Driver
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

Director of Special Education/Gifted
Gwendolyn Baker
bakerg@anniston.k12.al.us

Chief School Financial Officer
Jimmie Thompson, Ill
thompsonj@anniston.k12.al.us

Director of Child Nutrition
Ashley Alexander
alexandera@anniston.k12.al.us

Director of Federal Programs
Dr. Marlon F. Jones
jonesm@anniston.k12.al.us

Coordinator of School Improvement
Yolanda McCants
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*

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# Anniston City Schools 2015-2016

## Directors

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*Based on 240 days of employment*
# ANNISTON CITY SCHOOLS
## 2015-2016

### Coordinators

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Based on 240 days of employment.
# ANNISTON CITY SCHOOLS
## 2015-2016
### CHILD NUTRITION COORDINATOR

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*BASED ON 240 DAYS OF EMPLOYMENT*
## Anniston City Schools
### 2015-2016

**Program Specialist**

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*Based on 240 days of employment*
## ANNISTON CITY SCHOOLS
### 2015-2016

#### SUPERVISOR

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Based on 240 days of employment.
# ANNISTON CITY SCHOOLS
## 2015-2016
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BASED ON 240 DAYS OF EMPLOYMENT
ANNISTON CITY SCHOOLS
2015-2016

BOOKKEEPER/ACCOUNTANT – CENTRAL OFFICE

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BASED ON 240 DAYS OF EMPLOYMENT
## ANNISTON CITY SCHOOLS
### 2015-2016
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**BASED ON 240 DAYS OF EMPLOYMENT**
# ANNISTON CITY SCHOOLS
## 2015-2016
### CLERICAL – CENTRAL OFFICE

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# ANNISTON CITY SCHOOLS
## 2015-2016
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*Based on 240 days of employment*
# ANNISTON CITY SCHOOLS
## 2015-2016
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BASED ON 240 DAYS OF EMPLOYMENT
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

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**BASED ON 240 DAYS OF EMPLOYMENT**
## ANNISTON CITY SCHOOLS
### 2015-2016

### ASSISTANT PRINCIPAL 11 – MONTH

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**BASED ON 222 DAYS OF EMPLOYMENT**
## ANNISTON CITY SCHOOLS
### 2015-2016

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BASED ON 240 DAYS OF EMPLOYMENT
## ANNISTON CITY SCHOOLS
### 2015-2016

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**BASED ON 212 DAYS OF EMPLOYMENT**
## ANNISTON CITY SCHOOLS
### 2015-2016

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**BASED ON 202 DAYS OF EMPLOYMENT**
## ANNISTON CITY SCHOOLS
### 2015-2016
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**BASED ON 187 DAYS OF EMPLOYMENT**
## ANNISTON CITY SCHOOLS
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*BASED ON 202 DAYS OF EMPLOYMENT*
# ANNISTON CITY SCHOOLS
## 2015-2016
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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

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**BASED ON 187 DAYS OF EMPLOYMENT**
## ANNISTON CITY SCHOOLS
### 2015-2016
#### NURSE

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

31
## ANNISTON CITY SCHOOLS
### 2015-2016
#### CHILD NUTRITION MANAGER AND ASSISTANT

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<th>STEP</th>
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<th>CNP ASSISTANT SIX HOURS</th>
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*BASED ON 182 DAYS OF EMPLOYMENT*
## ANNISTON CITY SCHOOLS
### 2015-2016
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<th>Electrical Preventive Maintenance</th>
<th>General Maintenance Plumber</th>
<th>Carpenter Painter Grounds</th>
<th>Laborer Helper</th>
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BASED ON 240 DAYS OF EMPLOYMENT
## ANNISTON CITY SCHOOLS
### 2015-2016
#### CUSTODIAN

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<th>CUSTODIAN 10 Months</th>
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9-MONTH BASED ON 187 DAYS OF EMPLOYMENT
10-MONTH BASED ON 202 DAYS OF EMPLOYMENT
12-MONTH BASED ON 240 DAYS OF EMPLOYMENT
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<th>Mo.</th>
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**Based on 182 days of employment**