

## Colbert County Board of Education 2021-2022 Salary Scale

**TEACHERS SCHEDULE (187 days)  
CERTIFIED - FLSA EXEMPT**

<i><b>YEARS OF EXPERIENCE</b></i>										
<b>RANK</b>	<b>0/1/2</b>	<b>3/4/5</b>	<b>6/7/8</b>	<b>9/10/11</b>	<b>12/13/14</b>	<b>15/16/17</b>	<b>18/19/20</b>	<b>21/22/23</b>	<b>24/25/26</b>	<b>27 &amp; Over</b>
<b>DO</b>	57,110.00	62,820.00	65,569.00	66,450.00	67,658.00	69,196.00	70,093.00	70,988.00	71,691.00	73,125.00
	4,759.17	5,235.00	5,464.09	5,537.50	5,638.17	5,766.34	5,841.09	5,915.67	5,974.25	6,093.75
<b>AA/EDS</b>	53,246.00	58,567.00	61,149.00	61,954.00	63,077.00	64,517.00	65,348.00	66,183.00	66,857.00	68,194.00
	4,437.17	4,880.59	5,095.75	5,162.84	5,256.42	5,376.42	5,445.67	5,515.25	5,571.42	5,682.84
<b>MS</b>	49,380.00	54,317.00	56,695.00	57,456.00	58,497.00	59,835.00	60,604.00	61,381.00	62,017.00	63,228.00
	4,115.00	4,526.42	4,724.59	4,788.00	4,874.75	4,986.25	5,050.34	5,115.09	5,168.09	5,269.00
<b>BS</b>	42,941.00	47,232.00	49,300.00	49,961.00	50,870.00	52,029.00	52,702.00	53,374.00	54,010.00	54,981.00
	3,578.42	3,936.00	4,108.34	4,163.42	4,239.17	4,335.75	4,391.84	4,447.84	4,500.84	4,581.75
<b>ND</b>	42,941.00	47,232.00	49,300.00	49,961.00	50,870.00	52,029.00	52,702.00	53,374.00	54,010.00	54,981.00
	3,578.42	3,936.00	4,108.34	4,163.42	4,239.17	4,335.75	4,391.84	4,447.84	4,500.84	4,581.75

## Colbert County Board of Education 2021-2022 Salary Scale

**TEAM TEACHERS SCHEDULE (189 days)**  
**CERTIFIED - FLSA EXEMPT**

<b>YEARS OF EXPERIENCE</b>	<b>BS</b>	<b>MS</b>	<b>AA/EDS</b>	<b>DO</b>
0	46,690.00	52,941.00	56,695.00	60,446.00
1	49,982.00	57,479.00	61,977.00	66,479.00
2	52,652.00	60,547.00	65,304.00	70,025.00
3	54,192.00	62,320.00	67,215.00	72,075.00
4	55,774.00	64,139.00	69,177.00	74,179.00
5	57,397.00	66,006.00	71,190.00	76,338.00
6	59,063.00	67,921.00	73,258.00	78,554.00
7	60,773.00	69,889.00	75,378.00	80,828.00
8	61,988.00	71,285.00	76,886.00	82,445.00
9	63,228.00	72,712.00	78,423.00	84,094.00
10	64,176.00	73,803.00	79,599.00	85,355.00
11	65,139.00	74,910.00	80,793.00	86,635.00
12-14	66,116.00	76,034.00	82,005.00	87,935.00
15-17	67,112.00	77,179.00	83,240.00	89,260.00
18-20	68,128.00	78,347.00	84,501.00	90,611.00
21-23	69,164.00	79,540.00	85,786.00	91,989.00
24-26	70,221.00	80,754.00	87,097.00	93,395.00
27+	71,299.00	81,995.00	88,434.00	94,829.00

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of \$5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

## Colbert County Board of Education 2021-2022 Salary Scale

**TEACHERS SCHEDULE (Grandfathered 9/30/97) (187 days)**  
**CERTIFIED - FLSA EXEMPT**

YEARS OF EXPERIENCE														
RANK	0	1	2	3	4	5	6/7/8/9	10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
<b>AA/EDS</b>	59,547.00	59,871.00	60,196.00	60,521.00	60,845.00	61,171.00	62,987.00	63,341.00	63,645.00	64,517.00	65,348.00	66,183.00	66,821.00	67,457.00
	4,962.25	4,989.25	5,016.34	5,043.42	5,070.42	5,097.59	5,248.92	5,278.42	5,303.75	5,376.42	5,445.67	5,515.25	5,568.42	5,621.42
<b>MS</b>	55,401.00	55,733.00	56,050.00	56,375.00	56,701.00	57,025.00	58,719.00	59,073.00	59,357.00	59,925.00	60,604.00	61,381.00	62,017.00	62,654.00
	4,616.75	4,644.42	4,670.84	4,697.92	4,725.09	4,752.09	4,893.25	4,922.75	4,946.42	4,993.75	5,050.34	5,115.09	5,168.09	5,221.17
<b>BS</b>	48,130.00	48,453.00	48,779.00	49,103.00	49,429.00	49,751.00	51,229.00	51,583.00	51,831.00	52,326.00	52,702.00	53,374.00	54,010.00	54,646.00
	4,010.84	4,037.75	4,064.92	4,091.92	4,119.09	4,145.92	4,269.09	4,298.59	4,319.25	4,360.50	4,391.84	4,447.84	4,500.84	4,553.84

# Colbert County Board of Education

## 2021-2022 Salary Scale

TEACHERS-10 MONTH (207 days)  
 CAREER/TECHNICAL TEACHERS  
 BAND DIRECTORS  
 CAREER COACH  
 CERTIFIED - FLSA EXEMPT

RANK	YEARS OF EXPERIENCE									
	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
AA/EDS	58,940.00	64,831.00	67,688.00	68,580.00	69,823.00	71,417.00	72,337.00	73,262.00	73,968.00	74,672.00
	4,911.67	5,402.59	5,640.67	5,715.00	5,818.59	5,951.42	6,028.09	6,105.17	6,164.00	6,222.67
MS	54,661.00	60,127.00	62,758.00	63,601.00	64,753.00	66,234.00	67,086.00	67,946.00	68,650.00	69,355.00
	4,555.09	5,010.59	5,229.84	5,300.09	5,396.09	5,519.50	5,590.50	5,662.17	5,720.84	5,779.59
BS	47,533.00	52,283.00	54,573.00	55,304.00	56,310.00	57,594.00	58,338.00	59,082.00	59,786.00	60,491.00
	3,961.09	4,356.92	4,547.75	4,608.67	4,692.50	4,799.50	4,861.50	4,923.50	4,982.17	5,040.92
ND	47,533.00	52,283.00	54,573.00	55,304.00	56,310.00	57,594.00	58,338.00	59,082.00	59,786.00	60,491.00
	3,961.09	4,356.92	4,547.75	4,608.67	4,692.50	4,799.50	4,861.50	4,923.50	4,982.17	5,040.92

## Colbert County Board of Education 2021-2022 Salary Scale

**HIGH SCHOOL GUIDANCE COUNSELORS (240 days)  
CERTIFIED - FLSA EXEMPT**

RANK	YEARS OF EXPERIENCE									
	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
<b>DO</b>	76,961.00	84,656.00	88,360.00	89,547.00	91,175.00	93,248.00	94,457.00	95,663.00	96,521.00	97,379.00
	6,413.42	7,054.67	7,363.34	7,462.25	7,597.92	7,770.67	7,871.42	7,971.92	8,043.42	8,114.92
<b>AA/EDS</b>	71,753.00	78,924.00	82,403.00	83,489.00	85,002.00	86,942.00	88,063.00	89,188.00	90,048.00	90,904.00
	5,979.42	6,577.00	6,866.92	6,957.42	7,083.50	7,245.17	7,338.59	7,432.34	7,504.00	7,575.34
<b>MS</b>	66,544.00	73,198.00	76,401.00	77,427.00	78,830.00	80,632.00	81,670.00	82,717.00	83,573.00	84,432.00
	5,545.34	6,099.84	6,366.75	6,452.25	6,569.17	6,719.34	6,805.84	6,893.09	6,964.42	7,036.00
<b>BS</b>	57,866.00	63,649.00	66,437.00	67,327.00	68,551.00	70,114.00	71,020.00	71,926.00	72,783.00	73,641.00
	4,822.17	5,304.09	5,536.42	5,610.59	5,712.59	5,842.84	5,918.34	5,993.84	6,065.25	6,136.75
<b>ND</b>	57,866.00	63,649.00	66,437.00	67,327.00	68,551.00	70,114.00	71,020.00	71,926.00	72,783.00	73,641.00
	4,822.17	5,304.09	5,536.42	5,610.59	5,712.59	5,842.84	5,918.34	5,993.84	6,065.25	6,136.75

## Colbert County Board of Education 2021-2022 Salary Scale

**HIGH SCHOOL PRINCIPAL (240 days)**

**FLSA EXEMPT**

(Principals hired after 7/1/2018 or principals previously paid less than matrix)

<i><b>YEARS OF EXPERIENCE</b></i>										
<b>RANK</b>	<b>0/1/2</b>	<b>3/4/5</b>	<b>6/7/8</b>	<b>9/10/11</b>	<b>12/13/14</b>	<b>15/16/17</b>	<b>18/19/20</b>	<b>21/22/23</b>	<b>24/25/26</b>	<b>27 &amp; Over</b>
<b>DO</b>	87,956.00	96,750.00	100,984.00	102,341.00	104,201.00	106,569.00	107,951.00	109,330.00	110,412.00	112,621.00
	7,329.67	8,062.50	8,415.34	8,528.42	8,683.42	8,880.75	8,995.92	9,110.84	9,201.00	9,385.09
<b>AA/EDS</b>	82,005.00	90,200.00	94,176.00	95,416.00	97,146.00	99,364.00	100,643.00	101,929.00	102,967.00	105,027.00
	6,833.75	7,516.67	7,848.00	7,951.34	8,095.50	8,280.34	8,386.92	8,494.09	8,580.59	8,752.25
<b>MS</b>	76,051.00	83,654.00	87,317.00	88,489.00	90,092.00	92,153.00	93,337.00	94,534.00	95,513.00	97,378.00
	6,337.59	6,971.17	7,276.42	7,374.09	7,507.67	7,679.42	7,778.09	7,877.84	7,959.42	8,114.84

Employees will be paid based on earned degree(s) from accredited institutions recognized by the Alabama State Board of Education

Add \$2,400 if enrollment is greater than 400

## Colbert County Board of Education 2021-2022 Salary Scale

**ELEMENTARY SCHOOL PRINCIPAL (240 days)**

**FLSA EXEMPT**

(Principals hired after 7/1/2018 or principals previously paid less than matrix)

<i><b>YEARS OF EXPERIENCE</b></i>										
<b>RANK</b>	<b>0/1/2</b>	<b>3/4/5</b>	<b>6/7/8</b>	<b>9/10/11</b>	<b>12/13/14</b>	<b>15/16/17</b>	<b>18/19/20</b>	<b>21/22/23</b>	<b>24/25/26</b>	<b>27 &amp; Over</b>
<b>DO</b>	80,626.00	88,688.00	92,568.00	93,812.00	95,518.00	97,689.00	98,955.00	100,219.00	101,211.00	103,236.00
	6,718.84	7,390.67	7,714.00	7,817.67	7,959.84	8,140.75	8,246.25	8,351.59	8,434.25	8,603.00
<b>AA/EDS</b>	75,171.00	82,683.00	86,328.00	87,465.00	89,050.00	91,083.00	92,256.00	93,435.00	94,387.00	96,274.00
	6,264.25	6,890.25	7,194.00	7,288.75	7,420.84	7,590.25	7,688.00	7,786.25	7,865.59	8,022.84
<b>MS</b>	69,713.00	76,683.00	80,040.00	81,115.00	82,584.00	84,473.00	85,559.00	86,656.00	87,554.00	89,264.00
	5,809.42	6,390.25	6,670.00	6,759.59	6,882.00	7,039.42	7,129.92	7,221.34	7,296.17	7,438.67

Employees will be paid based on earned degree(s) from accredited institutions recognized by the Alabama State Department of Education

Add \$2,400 if enrollment is greater than 400

## Colbert County Board of Education 2021-2022 Salary Scale

**HIGH SCHOOL ASSISTANT PRINCIPAL (217 days)**  
**FLSA EXEMPT**

(Grandfathered 8/4/14)

82,755.00
6,896.25

(Effective 8/4/14)

<b><i>YEARS OF EXPERIENCE</i></b>			
	<b>0-5</b>	<b>6-10</b>	<b>11 &amp; Over</b>
	74,840.00	78,797.00	82,755.00
	6,236.67	6,566.42	6,896.25



**Colbert County Board of Education**  
**2021-2022 Central Office Salary Scale**  
 (12 month employees - 240 days)

**DIRECTOR: (CERTIFIED SUPERVISOR) FLSA EXEMPT**  
**SUPPL - AA / EDS \$3,066.60 / DO \$3,800.00**

0-1	2-3	4-5	6-7	8-9	10+
78,736.00	82,674.00	85,567.00	88,134.00	90,337.00	92,595.00
6,561.34	6,889.50	7,130.59	7,344.50	7,528.09	7,716.25

**CURRICULUM COORDINATOR FLSA EXEMPT**

0-1	2-3	4-5	6-7	8-9	10+
75,442.00	78,857.00	82,272.00	85,688.00	89,103.00	90,337.00
6,286.84	6,571.42	6,856.00	7,140.67	7,425.25	7,528.09

**EXECUTIVE DIRECTOR OF TECHNOLOGY/DEVELOPMENT/COMMUNICATION FLSA EXEMPT**  
**SUPPL - AA / EDS \$3,066.60 / DO \$3,800.00**

0-1	2-3	4-5	6-7	8-9	10+
76,321.00	77,998.00	78,977.00	79,944.00	80,874.00	81,792.00
6,360.09	6,499.84	6,581.42	6,662.00	6,739.50	6,816.00

**CAREER/TECH COORDINATOR FLSA EXEMPT**

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
72,507.00	73,371.00	74,236.00	75,100.00	75,965.00	76,830.00	77,694.00	78,559.00
6,042.25	6,114.25	6,186.34	6,258.34	6,330.42	6,402.50	6,474.50	6,546.59

**COMPUTER OPERATIONS SPECIALIST FLSA EXEMPT**

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
63,735.00	69,476.00	70,338.00	71,199.00	72,060.00	72,921.00	73,783.00	74,643.00
5,311.25	5,789.67	5,861.50	5,933.25	6,005.00	6,076.75	6,148.59	6,220.25

**COMPUTER TECHNICIAN II (Associates Degree Required) FLSA NON-EXEMPT**

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
43,260.00	46,358.00	49,342.00	50,376.00	51,293.00	52,326.00	53,129.00	54,162.00
3,605.00	3,863.17	4,111.84	4,198.00	4,274.42	4,360.50	4,427.42	4,513.50

**COMPUTER TECHNICIAN I FLSA NON-EXEMPT**

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
36,725.00	39,824.00	42,807.00	43,841.00	44,758.00	45,792.00	46,595.00	47,628.00
3,060.42	3,318.67	3,567.25	3,653.42	3,729.84	3,816.00	3,882.92	3,969.00

# Colbert County Board of Education

## 2021-2022 Salary Scale

STUDENT SERVICES COORDINATOR  
FAMILY & COMMUNITY LIASON  
STUDENT SUCCESS COACH

(192 days)

RANK	YEARS OF EXPERIENCE									
	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
MS	50,701.00	55,770.00	58,211.00	58,993.00	60,062.00	61,436.00	62,225.00	63,023.00	63,676.00	64,329.00
	4,225.09	4,647.50	4,850.92	4,916.09	5,005.17	5,119.67	5,185.42	5,251.92	5,306.34	5,360.75
BS	44,090.00	48,495.00	50,620.00	51,298.00	52,232.00	53,422.00	54,113.00	54,801.00	55,455.00	56,108.00
	3,674.17	4,041.25	4,218.34	4,274.84	4,352.67	4,451.84	4,509.42	4,566.75	4,621.25	4,675.67

## Colbert County Board of Education 2021-2022 Salary Scale

### PUBLIC SCHOOL NURSE

YEARS OF EXPERIENCE										
RANK	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
<b>RN/MS (207 days)</b>	62,758.00	63,601.00	64,753.00	66,234.00	67,086.00	67,946.00	68,650.00	69,355.00	70,067.00	70,786.00
	5,229.84	5,300.09	5,396.09	5,519.50	5,590.50	5,662.17	5,720.84	5,779.59	5,838.92	5,898.84
<b>RN (187 days)</b>	49,300.00	49,961.00	50,870.00	52,029.00	52,702.00	53,374.00	54,010.00	54,646.00	55,291.00	55,943.00
	4,108.34	4,163.42	4,239.17	4,335.75	4,391.84	4,447.84	4,500.84	4,553.84	4,607.59	4,661.92
<b>LPN (187 days)</b>	25,875.00	26,211.00	26,683.00	27,269.00	27,597.00	27,928.00	28,522.00	29,116.00	29,722.00	30,341.00
	2,156.25	2,184.25	2,223.59	2,272.42	2,299.75	2,327.34	2,376.84	2,426.34	2,476.84	2,528.42

### CERTIFIED OCCUPATIONAL THERAPIST (207 days)

YEARS OF EXPERIENCE										
RANK	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
<b>MS</b>	54,662.00	60,129.00	62,760.00	63,601.00	64,754.00	66,235.00	67,088.00	67,946.00	68,650.00	69,356.00
	4,555.17	5,010.75	5,230.00	5,300.09	5,396.17	5,519.59	5,590.67	5,662.17	5,720.84	5,779.67

### PARA-PROFESSIONAL/ LPN (187 days)

YEARS OF EXPERIENCE										
RANK	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
<b>LPN</b>	25,168.00	25,504.00	25,976.00	26,563.00	26,891.00	27,221.00	27,815.00	28,409.00	28,977.00	29,557.00
	2,097.34	2,125.34	2,164.67	2,213.59	2,240.92	2,268.42	2,317.92	2,367.42	2,414.75	2,463.09

# Colbert County Board of Education

## 2021-2022 Central Office Support Salary Scale

(12 month employees - 240 days)

### ADMINISTRATIVE ASSISTANT TO SUPERINTENDENT

	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
BS	60,211.00	65,718.00	68,373.00	69,221.00	70,387.00	71,875.00	76,382.00	77,536.00	78,689.00	79,843.00
	5,017.59	5,476.50	5,697.75	5,768.42	5,865.59	5,989.59	6,365.17	6,461.34	6,557.42	6,653.59
MS	68,475.00	74,812.00	77,863.00	78,840.00	80,176.00	81,893.00	82,881.00	83,878.00	84,694.00	85,511.00
	5,706.25	6,234.34	6,488.59	6,570.00	6,681.34	6,824.42	6,906.75	6,989.84	7,057.84	7,125.92

### PAYROLL / BENEFITS MANAGER

	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
BS	55,111.00	60,618.00	63,273.00	64,121.00	65,287.00	66,775.00	71,282.00	72,436.00	73,589.00	74,743.00
	4,592.59	5,051.50	5,272.75	5,343.42	5,440.59	5,564.59	5,940.17	6,036.34	6,132.42	6,228.59
MS	63,375.00	69,712.00	72,763.00	73,740.00	75,076.00	76,793.00	77,781.00	78,778.00	79,594.00	80,411.00
	5,281.25	5,809.34	6,063.59	6,145.00	6,256.34	6,399.42	6,481.75	6,564.84	6,632.84	6,700.92

### ACCOUNTS PAYABLE OFFICER - SUPPLEMENT - BS \$3,066.60 / MBA \$4,538.56

	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
	42,341.00	45,999.00	47,205.00	48,449.00	49,730.00	51,048.00	51,614.00	52,180.00
	3,528.42	3,833.25	3,933.75	4,037.42	4,144.17	4,254.00	4,301.17	4,348.34

### ADMINISTRATIVE ASSISTANT/FEDERAL PROGRAMS BOOKKEEPER (CENTRAL OFFICE)

	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
	49,299.00	50,360.00	51,453.00	52,580.00	53,740.00	54,934.00	55,446.00	55,960.00
	4,108.25	4,196.67	4,287.75	4,381.67	4,478.34	4,577.84	4,620.50	4,663.34

### SECRETARY/RECEPTIONIST (CENTRAL OFFICE)

	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
	46,239.00	47,300.00	48,393.00	49,520.00	50,680.00	51,874.00	52,386.00	52,900.00
	3,853.25	3,941.67	4,032.75	4,126.67	4,223.34	4,322.84	4,365.50	4,408.34

### SECRETARY and/or BOOKKEEPER (CENTRAL OFFICE)

	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
	41,139.00	42,200.00	43,293.00	44,420.00	45,580.00	46,774.00	47,286.00	47,800.00
	3,428.25	3,516.67	3,607.75	3,701.67	3,798.34	3,897.84	3,940.50	3,983.34

# Colbert County Board of Education

## 2021-2022 Secretarial Salary Scale

### **ELEMENTARY SCHOOL SECRETARY / BOOKKEEPER - (192 DAYS)--BS \$3,066.60 / MBA \$4,538.56**

<b>0-2</b>	<b>3-5</b>	<b>6-8</b>	<b>9-11</b>	<b>12-14</b>	<b>15-17</b>	<b>18-20</b>	<b>21 &amp; over</b>
27,580.00	28,408.00	29,260.00	30,138.00	31,041.00	31,971.00	32,371.00	32,772.00
2,298.34	2,367.34	2,438.34	2,511.50	2,586.75	2,664.25	2,697.59	2,731.00

### **HIGH SCHOOL SECRETARY / BOOKKEEPER - (240 DAYS)--BS \$3,066.60 MBA \$4,538.56**

<b>0-2</b>	<b>3-5</b>	<b>6-8</b>	<b>9-11</b>	<b>12-14</b>	<b>15-17</b>	<b>18-20</b>	<b>21 &amp; over</b>
35,371.00	36,433.00	37,526.00	38,652.00	39,813.00	41,007.00	41,519.00	42,033.00
2,947.59	3,036.09	3,127.17	3,221.00	3,317.75	3,417.25	3,459.92	3,502.75

### **ATTENDANCE SECRETARY - (187 DAYS)**

<b>0-2</b>	<b>3-5</b>	<b>6-8</b>	<b>9-11</b>	<b>12-14</b>	<b>15-17</b>	<b>18-20</b>	<b>21 &amp; over</b>
21,114.00	21,709.00	22,319.00	22,949.00	23,598.00	24,269.00	24,554.00	24,842.00
1,759.50	1,809.09	1,859.92	1,912.42	1,966.50	2,022.42	2,046.17	2,070.17

**MANAGERS 180 days (includes 3 prep, 2 prof. dev)**

	<i>YEARS OF EXPERIENCE</i>							
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
<b>7 1/2 HOURS</b>	28,062.00	28,594.00	29,141.00	29,688.00	30,250.00	30,862.00	31,248.00	31,634.00
	2,338.50	2,382.84	2,428.42	2,474.00	2,520.84	2,571.84	2,604.00	2,636.17

**CNP WORKERS 180 days (includes 3 prep, 2 prof. dev)**

<b>HRS/DAY</b>	<i>YEARS OF EXPERIENCE</i>							
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
<b>7 HOURS</b>	22,688.00	23,114.00	23,548.00	23,994.00	24,447.00	24,909.00	25,204.00	25,496.00
	1,890.67	1,926.17	1,962.34	1,999.50	2,037.25	2,075.75	2,100.34	2,124.67
<b>6 1/2 HOURS</b>	21,164.00	21,561.00	21,963.00	22,374.00	22,795.00	23,226.00	23,499.00	23,772.00
	1,763.67	1,796.75	1,830.25	1,864.50	1,899.59	1,935.50	1,958.25	1,981.00
<b>6 HOURS</b>	19,639.00	20,007.00	20,380.00	20,762.00	21,149.00	21,546.00	21,797.00	22,050.00
	1,636.59	1,667.25	1,698.34	1,730.17	1,762.42	1,795.50	1,816.42	1,837.50
<b>4 HOURS</b>	13,879.00	14,107.00	14,339.00	14,575.00	14,817.00	15,065.00	15,222.00	15,379.00
	1,156.59	1,175.59	1,194.92	1,214.59	1,234.75	1,255.42	1,268.50	1,281.59

## Colbert County Board of Education 2021-2022 Salary Scale

### SUPPORT PERSONNEL:

DESCRIPTION	YEARS OF EXPERIENCE				
	0-3	4-8	9-14	15-20	21+
<b>CUSTODIANS</b> (240 days)	26,719.00	27,049.00	27,387.00	27,729.00	28,072.00
	2,226.59	2,254.09	2,282.25	2,310.75	2,339.34
<b>BUS DRIVER</b>	17,044.00	17,226.00	17,410.00	17,595.00	17,786.00
<b>BUS PARA-PROFESSIONAL</b> (178 days)	1,420.34	1,435.50	1,450.84	1,466.25	1,482.17
<b>PARA-PROFESSIONAL</b>	21,155.00	21,399.00	21,651.00	21,906.00	22,158.00
<b>SPECIAL ED. PARA-PROFESSIONAL</b>	1,762.92	1,783.25	1,804.25	1,825.50	1,846.50
<b>PERSONAL CARE ASSISTANT</b> (187 days)					

# Colbert County Board of Education

## 2021-2022 Maintenance / Transportation Salary Scale

(12 MONTH EMPLOYEES - 240 DAYS)

### DIRECTOR OF TRANSPORTATION

0	1	2	3	4	5	6	7	18-20	21 & over
77,892.00	79,798.00	81,761.00	83,783.00	85,866.00	88,011.00	90,220.00	92,496.00	93,473.00	94,449.00
6,491.00	6,649.84	6,813.42	6,981.92	7,155.50	7,334.25	7,518.34	7,708.00	7,789.42	7,870.75

### DIRECTOR OF MAINTENANCE

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
55,454.00	57,809.00	60,165.00	62,521.00	64,878.00	67,234.00	69,589.00	71,677.00
4,621.17	4,817.42	5,013.75	5,210.09	5,406.50	5,602.84	5,799.09	5,973.09

### TRANSPORTATION & MAINTENANCE SECRETARY

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
39,288.00	41,069.00	42,850.00	44,632.00	46,413.00	48,194.00	49,976.00	51,757.00
3,274.00	3,422.42	3,570.84	3,719.34	3,867.75	4,016.17	4,164.67	4,313.09

### SHOP FOREMAN

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
54,941.00	56,275.00	57,674.00	59,136.00	60,598.00	62,123.00	62,759.00	64,665.00
4,578.42	4,689.59	4,806.17	4,928.00	5,049.84	5,176.92	5,229.92	5,388.75

### CERTIFIED MECHANIC AND LEAD MAN / HVAC CERTIFIED TECHNICIAN

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
41,673.00	42,924.00	44,211.00	45,537.00	46,904.00	48,312.00	48,916.00	49,520.00
3,472.75	3,577.00	3,684.25	3,794.75	3,908.67	4,026.00	4,076.34	4,126.67

### MAINTENANCE HELPER / MECHANIC'S HELPER

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
38,702.00	39,864.00	41,059.00	42,291.00	43,561.00	44,868.00	45,428.00	45,990.00
3,225.17	3,322.00	3,421.59	3,524.25	3,630.09	3,739.00	3,785.67	3,832.50

### UTILITY PERSON - MAINTENANCE

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
24,863.00	25,571.00	26,300.00	27,068.00	27,880.00	28,716.00	29,075.00	29,433.00
2,071.92	2,130.92	2,191.67	2,255.67	2,323.34	2,393.00	2,422.92	2,452.75

Transportation and Maintenance Department employees will receive a \$240 supplement for State of Alabama or national certifications directly related to their position with Colbert County Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to the Director of Transportation or the Director of Maintenance for approval.

Examples include: CDL; Gas Plumbing; HVAC, EPA - Freon; H2O Plumbing; Carpenter; and Electrical



SUBSTITUTES	
FOR TEACHER: W/O DEGREE	66.00
WITH DEGREE	71.00
20 or more consecutive days (with degree/certification)	117.00
FOR SCHOOL SECRETARY	60.00
extended / training	90.00
FOR NURSE	71.00
20 or more consecutive days (To be paid with CARES Act funds)	100.00
FOR PARA-PROFESSIONAL	60.00
20 or more consecutive days	90.00
FOR JANITOR	69.00
FOR LUNCHROOM WORKER	7.55/HR
FOR BUS DRIVER	48.00

MISCELLANEOUS	
<b>BUS DRIVERS:</b>	
Field Trip (Day trips during school hrs)	48.00
Extra Bus Routes (round trip)	35.00
Football/band/games/extended day trips: Base rate	54.00
Base rate plus \$.45/mile for each mile over 100 plus \$5.00/hr. during activity/game time (unless completely released from duty)	
<b>**Is applicable only if before/after school hours</b>	

# Colbert County Board of Education

## 2021-2022 Supplement Scale

### ATHLETIC SUPPLEMENT SCHEDULE:

HEAD FOOTBALL COACH	14,674.58	227 day contract
HEAD BASKETBALL COACH	9,654.03	207 day contract
VARSITY ASSISTANT (3)	7,037.42	207 day contract
ATHLETIC DIRECTOR	3,210.00	
"B" BASKETBALL COACH (2)	2,400.00	
VARSITY BASEBALL COACH	5,000.00	
JR. VARSITY BASEBALL COACH	2,400.00	
7TH/8TH GRADE BASEBALL	1,920.00	
BOY'S VARSITY TRACK	1,920.00	
CROSS COUNTRY, BOYS	1,900.00	
GOLF COACH, BOYS	1,900.00	
GIRL'S BASKETBALL VARSITY	9,654.03	207 day contract
GIRL'S SOFTBALL	5,000.00	
JR. VARSITY GIRL'S SOFTBALL	2,400.00	
7TH/8TH GRADE SOFTBALL	1,920.00	
JUNIOR HIGH FOOTBALL	1,920.00	
JUNIOR HIGH FOOTBALL ASST	1,000.00	
JUNIOR BASKETBALL, BOYS	1,920.00	
JUNIOR BASKETBALL, GIRLS	1,920.00	
GIRL'S TRACK	1,920.00	
VARSITY CHEERLEADERS	3,330.00	
JUNIOR CHEERLEADERS	1,665.00	
VOLLEYBALL	3,210.00	
JR. VARSITY VOLLEYBALL	1,605.00	
7TH/8TH GRADE VOLLEYBALL	1,000.00	
GOLF COACH, GIRLS	1,900.00	
CROSS COUNTRY, GIRLS	1,900.00	

### ACADEMIC COACH SUPPLEMENT SCHEDULE:

ACADEMIC COMPETITION	2,500.00
E-SPORTS	1,200.00

### SPONSOR SCHEDULE:

HIGH SCHOOL YEARBOOK	1,607.74
ELEMENTARY SCHOOL YEARBOOK	500.00
DRAMA	1,200.00

### OTHER:

BAND DIRECTOR (Paid on 207 day contract)	8,816.80
FINE ARTS COORDINATOR	3,000.00

### MISCELLANEOUS:

SPECIAL EDUCATION COORDINATOR	7,210.00
504 COORD. OR SDT INSPECTOR CERTIFICATION	4,050.12
CNP MULTIPLE LUNCHROOM MANAGER	8,000.00
AASBO CERTIFICATION	3,600.00