

COLBERT COUNTY BOARD OF EDUCATION

SALARY SCHEDULE 2022-2023

Certified Salary Schedules

Teachers 9 month	2 & 3
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Colbert County Board of Education

2022-2023 Salary Schedule

(187 days)

CLASSROOM TEACHERS SCHEDULE CERTIFIED - FLSA EXEMPT

Includes state mandated 4% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
0	44,659.00	51,356.00	55,376.00	59,395.00
1	44,659.00	51,356.00	55,376.00	59,395.00
2	44,659.00	51,356.00	55,376.00	59,395.00
3	49,122.00	56,490.00	60,910.00	65,333.00
4	49,122.00	56,490.00	60,910.00	65,333.00
5	49,122.00	56,490.00	60,910.00	65,333.00
6	51,272.00	58,963.00	63,595.00	68,192.00
7	51,272.00	58,963.00	63,595.00	68,192.00
8	51,272.00	58,963.00	63,595.00	68,192.00
9	51,960.00	59,755.00	64,433.00	69,108.00
10	51,960.00	59,755.00	64,433.00	69,108.00
11	52,313.00	60,159.00	64,884.00	69,575.00
12	52,905.00	60,837.00	65,601.00	70,365.00
13	53,365.00	61,368.00	66,189.00	70,974.00
14	53,899.00	61,982.00	66,850.00	71,684.00
15	54,438.00	62,602.00	67,519.00	72,401.00
16	54,982.00	63,228.00	68,194.00	73,125.00
17	55,532.00	63,860.00	68,876.00	73,856.00
18	56,087.00	64,499.00	69,565.00	74,594.00

Colbert County Board of Education

2022-2023 Salary Schedule

(187 days)

CLASSROOM TEACHERS SCHEDULE CERTIFIED - FLSA EXEMPT

Includes state mandated 4% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
19	56,648.00	65,144.00	70,261.00	75,340.00
20	57,214.00	65,795.00	70,963.00	76,094.00
21	57,787.00	66,453.00	71,673.00	76,855.00
22	58,364.00	67,118.00	72,389.00	77,623.00
23	58,948.00	67,789.00	73,113.00	78,399.00
24	59,538.00	68,467.00	73,845.00	79,183.00
25	60,133.00	69,151.00	74,583.00	79,975.00
26	60,734.00	69,843.00	75,329.00	80,775.00
27	61,342.00	70,541.00	76,082.00	81,583.00
28	61,955.00	71,247.00	76,843.00	82,399.00
29	62,575.00	71,959.00	77,611.00	83,223.00
30	63,200.00	72,679.00	78,387.00	84,055.00
31	63,832.00	73,405.00	79,171.00	84,895.00
32	64,471.00	74,140.00	79,963.00	85,744.00
33	65,115.00	74,881.00	80,763.00	86,602.00
34	65,766.00	75,630.00	81,570.00	87,468.00
35	66,424.00	76,386.00	82,386.00	88,342.00

Colbert County Board of Education 2022-2023 Salary Scale

(189 days)

Includes state mandated 4% raise

TEAM TEACHERS SCHEDULE CERTIFIED - FLSA EXEMPT

EXPERIENCE	BS	MS	AA/EDS	DO
0	48,558.00	55,059.00	58,963.00	62,864.00
1	51,981.00	59,778.00	64,456.00	69,138.00
2	54,758.00	62,969.00	67,916.00	72,826.00
3	56,360.00	64,813.00	69,904.00	74,958.00
4	58,005.00	66,705.00	71,944.00	77,146.00
5	59,693.00	68,646.00	74,038.00	79,392.00
6	61,426.00	70,638.00	76,188.00	81,696.00
7	63,204.00	72,685.00	78,393.00	84,061.00
8	64,468.00	74,136.00	79,961.00	85,743.00
9	65,757.00	75,620.00	81,560.00	87,458.00
10	66,743.00	76,755.00	82,783.00	88,769.00
11	67,745.00	77,906.00	84,025.00	90,100.00
12-14	68,761.00	79,075.00	85,285.00	91,452.00
15-17	69,796.00	80,266.00	86,570.00	92,830.00
18-20	70,853.00	81,481.00	87,881.00	94,235.00
21-23	71,931.00	82,722.00	89,217.00	95,669.00
24-26	73,030.00	83,984.00	90,581.00	97,131.00
27+	74,151.00	85,275.00	91,971.00	98,622.00

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 \$5,000 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

2022-2023 Salary Schedule

(207 days)

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

Includes state mandated 4% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
0	49,436.00	56,849.00	61,299.00	65,748.00
1	49,436.00	56,849.00	61,299.00	65,748.00
2	49,436.00	56,849.00	61,299.00	65,748.00
3	54,376.00	62,532.00	67,425.00	72,321.00
4	54,376.00	62,532.00	67,425.00	72,321.00
5	54,376.00	62,532.00	67,425.00	72,321.00
6	56,756.00	65,270.00	70,397.00	75,486.00
7	56,756.00	65,270.00	70,397.00	75,486.00
8	56,756.00	65,270.00	70,397.00	75,486.00
9	57,518.00	66,146.00	71,325.00	76,500.00
10	57,518.00	66,146.00	71,325.00	76,500.00
11	57,908.00	66,594.00	71,824.00	77,017.00
12	58,564.00	67,344.00	72,618.00	77,891.00
13	59,073.00	67,932.00	73,269.00	78,565.00
14	59,664.00	68,612.00	74,000.00	79,351.00
15	60,261.00	69,298.00	74,741.00	80,145.00
16	60,863.00	69,991.00	75,488.00	80,946.00
17	61,472.00	70,690.00	76,243.00	81,756.00
18	62,086.00	71,398.00	77,006.00	82,572.00

Colbert County Board of Education

2022-2023 Salary Schedule

(207 days)

TEACHERS(10 MONTH) - CAREER/TECHNICAL TEACHERS

BAND DIRECTORS - CAREER COACH

CERTIFIED - FLSA EXEMPT

Includes state mandated 4% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
19	62,707.00	72,112.00	77,776.00	83,398.00
20	63,334.00	72,832.00	78,553.00	84,233.00
21	63,968.00	73,561.00	79,339.00	85,075.00
22	64,607.00	74,297.00	80,132.00	85,925.00
23	65,253.00	75,040.00	80,933.00	86,784.00
24	65,906.00	75,790.00	81,743.00	87,652.00
25	66,565.00	76,547.00	82,560.00	88,529.00
26	67,230.00	77,313.00	83,386.00	89,415.00
27	67,903.00	78,086.00	84,220.00	90,309.00
28	68,582.00	78,867.00	85,062.00	91,212.00
29	69,268.00	79,656.00	85,912.00	92,124.00
30	69,960.00	80,453.00	86,771.00	93,045.00
31	70,659.00	81,256.00	87,639.00	93,975.00
32	71,367.00	82,070.00	88,516.00	94,915.00
33	72,080.00	82,890.00	89,401.00	95,865.00
34	72,800.00	83,719.00	90,295.00	96,823.00
35	73,529.00	84,556.00	91,198.00	97,791.00

Colbert County Board of Education

2022-2023 Salary Scale

(240 days)

Includes state mandated 4% raise

HIGH SCHOOL GUIDANCE COUNSELORS 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
DO	80,040.00	88,043.00	91,895.00	93,129.00	94,822.00	96,978.00	98,236.00	99,490.00	103,669.00	104,706.00
	6,670.00	7,336.92	7,657.92	7,760.75	7,901.84	8,081.50	8,186.34	8,290.84	8,639.09	8,725.50
AA/EDS	74,624.00	82,081.00	85,700.00	86,829.00	88,403.00	90,420.00	91,586.00	92,756.00	96,679.00	97,646.00
	6,218.67	6,840.09	7,141.67	7,235.75	7,366.92	7,535.00	7,632.17	7,729.67	8,056.59	8,137.17
MS	69,206.00	76,126.00	79,458.00	80,525.00	81,984.00	83,858.00	84,937.00	86,026.00	89,639.00	90,534.00
	5,767.17	6,343.84	6,621.50	6,710.42	6,832.00	6,988.17	7,078.09	7,168.84	7,469.92	7,544.50
BS	60,181.00	66,195.00	69,095.00	70,021.00	71,294.00	72,919.00	73,861.00	74,804.00	77,948.00	78,728.00
	5,015.09	5,516.25	5,757.92	5,835.09	5,941.17	6,076.59	6,155.09	6,233.67	6,495.67	6,560.67
ND	60,181.00	66,195.00	69,095.00	70,021.00	71,294.00	72,919.00	73,861.00	74,804.00	77,948.00	78,728.00
	5,015.09	5,516.25	5,757.92	5,835.09	5,941.17	6,076.59	6,155.09	6,233.67	6,495.67	6,560.67

Colbert County Board of Education 2022-2023 Salary Scale

(240 days)

Includes state mandated 4% raise

HIGH SCHOOL PRINCIPAL

FLSA EXEMPT

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

	<i>YEARS OF EXPERIENCE</i>									
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
DO	91,475.00	100,620.00	105,024.00	106,435.00	108,370.00	110,832.00	112,270.00	113,704.00	114,829.00	117,126.00
	7,622.92	8,385.00	8,752.00	8,869.59	9,030.84	9,236.00	9,355.84	9,475.34	9,569.09	9,760.50
AA/EDS	85,286.00	93,808.00	97,944.00	99,233.00	101,032.00	103,339.00	104,669.00	106,007.00	107,086.00	109,229.00
	7,107.17	7,817.34	8,162.00	8,269.42	8,419.34	8,611.59	8,722.42	8,833.92	8,923.84	9,102.42
MS	79,094.00	87,001.00	90,810.00	92,029.00	93,696.00	95,840.00	97,071.00	98,316.00	99,334.00	101,274.00
	6,591.17	7,250.09	7,567.50	7,669.09	7,808.00	7,986.67	8,089.25	8,193.00	8,277.84	8,439.50

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 2022-2023 Salary Scale

(240 days)

Includes state mandated 4% raise

ELEMENTARY SCHOOL PRINCIPAL FLSA EXEMPT

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

	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
DO	83,852.00	92,236.00	96,271.00	97,565.00	99,339.00	101,597.00	102,914.00	104,228.00	105,260.00	107,366.00
	6,987.67	7,686.34	8,022.59	8,130.42	8,278.25	8,466.42	8,576.17	8,685.67	8,771.67	8,947.17
AA/EDS	78,178.00	85,991.00	89,782.00	90,964.00	92,612.00	94,727.00	95,947.00	97,173.00	98,163.00	100,125.00
	6,514.84	7,165.92	7,481.84	7,580.34	7,717.67	7,893.92	7,995.59	8,097.75	8,180.25	8,343.75
MS	72,502.00	79,751.00	83,242.00	84,360.00	85,888.00	87,852.00	88,982.00	90,123.00	91,057.00	92,835.00
	6,041.84	6,645.92	6,936.84	7,030.00	7,157.34	7,321.00	7,415.17	7,510.25	7,588.09	7,736.25

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

2022-2023 Salary Scale

(217 days)

Includes state mandated 4% raise

HIGH SCHOOL ASSISTANT PRINCIPAL
FLSA EXEMPT

YEARS OF EXPERIENCE			
	0-5	6-10	11 & Over
	77,834.00	81,949.00	86,066.00
	6,486.17	6,829.09	7,172.17

Colbert County Board of Education

2022-2023 Central Office Salary Scale

(240 days)

Includes state mandated 4% raise

DIRECTOR: (CERTIFIED SUPERVISOR)

CURRICULUM COORDINATOR

SUPPL - AA / EDS \$3,066.60 / DO \$3,800.00 FLSA EXEMPT

0-1	2-3	4-5	6-7	8-9	10+
81,886.00	85,981.00	88,990.00	91,660.00	93,951.00	96,299.00
6,823.84	7,165.09	7,415.84	7,638.34	7,829.25	8,024.92

EXECUTIVE DIRECTOR OF TECHNOLOGY/DEVELOPMENT/COMMUNICATION

CAREER/TECH COORDINATOR

SUPPL - AA / EDS \$3,066.60 / DO \$3,800.00 FLSA EXEMPT

0-1	2-3	4-5	6-7	8-9	10+
80,474.00	82,244.00	84,054.00	85,904.00	87,794.00	89,724.00
6,706.17	6,853.67	7,004.50	7,158.67	7,316.17	7,477.00

DIRECTOR OF TRANSPORTATION/FEDERAL PROGRAMS

FLSA EXEMPT

0	1	2	3	4	5	6	7	8-9	10 & over
89,836.00	92,089.00	94,412.00	96,806.00	99,274.00	101,818.00	104,438.00	107,141.00	108,285.00	109,427.00
7,486.34	7,674.09	7,867.67	8,067.17	8,272.84	8,484.84	8,703.17	8,928.42	9,023.75	9,118.92

Colbert County Board of Education

2022-2023 Central Office Salary Scale

(240 days)

Includes state mandated 4% raise

COMPUTER OPERATIONS SPECIALIST FLSA EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
66,285.00	72,256.00	73,152.00	74,047.00	74,943.00	75,838.00	76,735.00	77,629.00
5,523.75	6,021.34	6,096.00	6,170.59	6,245.25	6,319.84	6,394.59	6,469.09

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
44,991.00	48,213.00	51,316.00	52,392.00	53,345.00	54,420.00	55,255.00	56,329.00
3,749.25	4,017.75	4,276.34	4,366.00	4,445.42	4,535.00	4,604.59	4,694.09

COMPUTER TECHNICIAN I FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
38,194.00	41,417.00	44,520.00	45,595.00	46,549.00	47,624.00	48,459.00	49,534.00
3,182.84	3,451.42	3,710.00	3,799.59	3,879.09	3,968.67	4,038.25	4,127.84

Colbert County Board of Education

2022-2023 Salary Scale

(192 days)

Includes state mandated 4% raise

STUDENT SERVICES COORDINATOR
STUDENT SUCCESS COACH
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
MS	52,730.00	58,001.00	60,540.00	61,353.00	62,465.00	63,894.00	64,714.00	65,544.00	66,224.00	66,903.00
	4,394.17	4,833.42	5,045.00	5,112.75	5,205.42	5,324.50	5,392.84	5,462.00	5,518.67	5,575.25
BS	45,854.00	50,435.00	52,645.00	53,350.00	54,322.00	55,559.00	56,278.00	56,994.00	57,674.00	58,353.00
	3,821.17	4,202.92	4,387.09	4,445.84	4,526.84	4,629.92	4,689.84	4,749.50	4,806.17	4,862.75

Colbert County Board of Education

2022-2023 Salary Scale

(207 days)

Includes state mandated 4% raise

CERTIFIED OCCUPATIONAL THERAPIST
FLSA - EXEMPT

	<i>YEARS OF EXPERIENCE</i>									
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
MS	56,849.00	62,535.00	65,271.00	66,146.00	67,345.00	68,885.00	69,772.00	70,664.00	71,396.00	72,131.00
	4,737.42	5,211.25	5,439.25	5,512.17	5,612.09	5,740.42	5,814.34	5,888.67	5,949.67	6,010.92

Colbert County Board of Education 2022-2023 Salary Scale

Includes state mandated 4% raise

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
RN/MS (207 days) FLSA - EXEMPT	65,269.00	66,146.00	67,344.00	68,884.00	69,770.00	70,664.00	71,396.00	72,130.00	72,870.00	73,618.00
	5,439.09	5,512.17	5,612.00	5,740.34	5,814.17	5,888.67	5,949.67	6,010.84	6,072.50	6,134.84
RN (187 days) FLSA - NON-EXEMPT	51,272.00	51,960.00	52,905.00	54,111.00	54,811.00	55,509.00	56,171.00	56,832.00	57,503.00	58,181.00
	4,272.67	4,330.00	4,408.75	4,509.25	4,567.59	4,625.75	4,680.92	4,736.00	4,791.92	4,848.42
LPN (187 days) FLSA NON-EXEMPT	26,910.00	27,260.00	27,751.00	28,360.00	28,701.00	29,046.00	29,663.00	30,281.00	30,911.00	31,555.00
	2,242.50	2,271.67	2,312.59	2,363.34	2,391.75	2,420.50	2,471.92	2,523.42	2,575.92	2,629.59

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
LPN FLSA - NON-EXEMPT	26,175.00	26,525.00	27,016.00	27,626.00	27,967.00	28,310.00	28,928.00	29,546.00	30,137.00	30,740.00
	2,181.25	2,210.42	2,251.34	2,302.17	2,330.59	2,359.17	2,410.67	2,462.17	2,511.42	2,561.67

Colbert County Board of Education

2022-2023 Central Office Support Salary Scale

(240 days)

Includes state mandated 4% raise

ADMINISTRATIVE ASSISTANT TO SUPERINTENDENT

PAYROLL / BENEFITS MANAGER

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
53,385.00	54,473.00	55,589.00	56,739.00	57,922.00	59,141.00	59,664.00	60,189.00	60,804.00	61,426.00
4,448.75	4,539.42	4,632.42	4,728.25	4,826.84	4,928.42	4,972.00	5,015.75	5,067.00	5,118.84

ADMINISTRATIVE ASSISTANT/FEDERAL PROGRAMS & TRANSPORTATION

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
51,271.00	52,375.00	53,512.00	54,684.00	55,890.00	57,132.00	57,664.00	58,199.00
4,272.59	4,364.59	4,459.34	4,557.00	4,657.50	4,761.00	4,805.34	4,849.92

ACCOUNTS PAYABLE OFFICER - SUPPLEMENT - BS \$3,066.60

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
44,035.00	47,839.00	49,094.00	50,387.00	51,720.00	53,090.00	53,679.00	54,268.00
3,669.59	3,986.59	4,091.17	4,198.92	4,310.00	4,424.17	4,473.25	4,522.34

SECRETARY/RECEPTIONIST (CENTRAL OFFICE)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
48,089.00	54,470.00	55,653.00	56,872.00	58,126.00	59,418.00	59,971.00	60,527.00
4,007.42	4,539.17	4,637.75	4,739.34	4,843.84	4,951.50	4,997.59	5,043.92

SECRETARY and/or BOOKKEEPER (CENTRAL OFFICE)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
42,785.00	43,888.00	45,025.00	46,197.00	47,404.00	48,645.00	49,178.00	49,712.00
3,565.42	3,657.34	3,752.09	3,849.75	3,950.34	4,053.75	4,098.17	4,142.67

Colbert County Board of Education

2022-2023 Secretarial Salary Scale

Includes state mandated 4% raise

ELEMENTARY SCHOOL SECRETARY / BOOKKEEPER - (192 DAYS)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
28,684.00	29,545.00	30,431.00	31,344.00	32,283.00	33,250.00	33,666.00	34,083.00
2,390.34	2,462.09	2,535.92	2,612.00	2,690.25	2,770.84	2,805.50	2,840.25

HIGH SCHOOL SECRETARY / BOOKKEEPER - (240 DAYS)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
36,786.00	37,891.00	39,028.00	40,199.00	41,406.00	42,648.00	43,180.00	43,715.00
3,065.50	3,157.59	3,252.34	3,349.92	3,450.50	3,554.00	3,598.34	3,642.92

ATTENDANCE SECRETARY - (187 DAYS)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
22,838.00	23,482.00	24,141.00	24,822.00	25,524.00	26,250.00	26,559.00	26,870.00
1,903.17	1,956.84	2,011.75	2,068.50	2,127.00	2,187.50	2,213.25	2,239.17

Colbert County Board of Education

2022-2023 Child Nutrition Program Salary Scale

Includes state mandated 4% raise

CNP DIRECTOR (240 days)

FLSA EXEMPT

RANK	YEARS OF EXPERIENCE									
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
MA	73,454.00	75,614.00	77,126.00	78,669.00	80,242.00	81,847.00	83,483.00	85,154.00	86,856.00	88,594.00
	6,121.17	6,301.17	6,427.17	6,555.75	6,686.84	6,820.59	6,956.92	7,096.17	7,238.00	7,382.84
BS	66,709.00	70,044.00	71,445.00	72,874.00	74,332.00	75,819.00	77,335.00	78,881.00	80,459.00	82,069.00
	5,559.09	5,837.00	5,953.75	6,072.84	6,194.34	6,318.25	6,444.59	6,573.42	6,704.92	6,839.09

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

FLSA NON-EXEMPT

	YEARS OF EXPERIENCE							
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
7 1/2 HOURS	29,185.00	29,738.00	30,307.00	30,876.00	31,460.00	32,097.00	32,498.00	32,900.00
	2,432.09	2,478.17	2,525.59	2,573.00	2,621.67	2,674.75	2,708.17	2,741.67

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

FLSA NON-EXEMPT

HRS/DAY	YEARS OF EXPERIENCE							
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
7 HOURS	23,596.00	24,039.00	24,490.00	24,954.00	25,425.00	25,906.00	26,213.00	26,516.00
	1,966.34	2,003.25	2,040.84	2,079.50	2,118.75	2,158.84	2,184.42	2,209.67
6 1/2 HOURS	22,011.00	22,424.00	22,842.00	23,269.00	23,707.00	24,156.00	24,439.00	24,723.00
	1,834.25	1,868.67	1,903.50	1,939.09	1,975.59	2,013.00	2,036.59	2,060.25
6 HOURS	20,425.00	20,808.00	21,196.00	21,593.00	21,995.00	22,408.00	22,669.00	22,932.00
	1,702.09	1,734.00	1,766.34	1,799.42	1,832.92	1,867.34	1,889.09	1,911.00
4 HOURS	14,435.00	14,672.00	14,913.00	15,158.00	15,410.00	15,668.00	15,831.00	15,995.00
	1,202.92	1,222.67	1,242.75	1,263.17	1,284.17	1,305.67	1,319.25	1,332.92

Colbert County Board of Education 2022-2023 Salary Scale

Includes state mandated 4% raise

SUPPORT PERSONNEL: FLSA NON-EXEMPT

DESCRIPTION	YEARS OF EXPERIENCE				
	0-3	4-8	9-14	15-20	21+
CUSTODIANS (240 days)	27,788.00 2,315.67	28,131.00 2,344.25	28,483.00 2,373.59	28,839.00 2,403.25	29,195.00 2,432.92
BUS DRIVER BUS PARA-PROFESSIONAL (178 days)	17,726.00 1,477.17	17,916.00 1,493.00	18,107.00 1,508.92	18,299.00 1,524.92	18,498.00 1,541.50
PARA-PROFESSIONAL SPECIAL ED. PARA-PROFESSIONAL PERSONAL CARE ASSISTANT (187 days)	22,002.00 1,833.50	22,255.00 1,854.59	22,518.00 1,876.50	22,783.00 1,898.59	23,045.00 1,920.42

Colbert County Board of Education

2022-2023 Maintenance / Transportation Salary Scale

(240 DAYS)
Includes state mandated 4% raise

DIRECTOR OF MAINTENANCE

FLSA EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
57,673.00	60,122.00	62,572.00	65,022.00	67,474.00	69,924.00	72,373.00	74,545.00
4,806.09	5,010.17	5,214.34	5,418.50	5,622.84	5,827.00	6,031.09	6,212.09

TRANSPORTATION & MAINTENANCE SECRETARY

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
40,860.00	42,712.00	44,564.00	46,418.00	48,270.00	50,122.00	51,976.00	53,828.00
3,405.00	3,559.34	3,713.67	3,868.17	4,022.50	4,176.84	4,331.34	4,485.67

SHOP FOREMAN

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
57,139.00	58,526.00	59,981.00	61,502.00	63,022.00	64,608.00	65,270.00	67,252.00
4,761.59	4,877.17	4,998.42	5,125.17	5,251.84	5,384.00	5,439.17	5,604.34

CERTIFIED MECHANIC AND LEAD MAN / HVAC CERTIFIED TECHNICIAN

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
43,340.00	44,641.00	45,980.00	47,359.00	48,781.00	50,245.00	50,873.00	51,501.00
3,611.67	3,720.09	3,831.67	3,946.59	4,065.09	4,187.09	4,239.42	4,291.75

MAINTENANCE HELPER / MECHANIC'S HELPER

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
40,251.00	41,459.00	42,702.00	43,983.00	45,304.00	46,663.00	47,246.00	47,830.00
3,354.25	3,454.92	3,558.50	3,665.25	3,775.34	3,888.59	3,937.17	3,985.84

UTILITY PERSON - MAINTENANCE

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
25,858.00	26,594.00	27,352.00	28,151.00	28,996.00	29,865.00	30,238.00	30,611.00
2,154.84	2,216.17	2,279.34	2,345.92	2,416.34	2,488.75	2,519.84	2,550.92

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

Colbert County Board of Education

2022-2023 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	
	94,280.06	16475 110,754.90

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
BAND DIRECTOR ASSISTANT	1,800.00
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

Colbert County Board of Education 2022-2023 Salary Scale

SUBSTITUTES	
FOR TEACHER: W/O DEGREE	80.00
WITH DEGREE	90.00
20 or more consecutive days (with degree/certification)	125.00
FOR SCHOOL SECRETARY	70.00
20 or more consecutive days	90.00
FOR NURSE	90.00
20 or more consecutive days	100.00
(Funds available through the 2023/2024 contract year)	
FOR PARA-PROFESSIONAL	70.00
20 or more consecutive days	90.00
FOR JANITOR	80.00
FOR LUNCHROOM WORKER	14.00/HR
(Funds available through the 2023/2024 contract year)	
FOR BUS DRIVER	75.00
(Funds available through the 2023/2024 contract year)	

MISCELLANEOUS	
BUS DRIVERS:	
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)	
**Is applicable only if before/after school hours	