

# **Marion County Board of Education**

**APPROVED**

## **Salary Schedule**

**FOR FISCAL YEAR 2017**

Effective 10/01/2016

August 17, 2016

**FY2017 GROUP I - SALARY SCHEDULE**

**State Minimum Salary Schedule  
Classroom Teachers**

**Public School Experience - 187 Day Contract**

	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO	Non-Degree ND
< 3 yrs	38,342	44,091	47,543	50,993	38,342
< 6 yrs	42,173	48,499	52,294	56,092	42,173
< 9 yrs	44,020	50,622	54,599	58,547	44,020
< 12 yrs	44,610	51,302	55,319	59,333	44,610
< 15 yrs	45,421	52,232	56,321	60,412	45,421
< 18 yrs	46,457	53,426	57,607	61,785	46,457
< 21 yrs	47,057	54,113	58,349	62,586	47,057
< 24 yrs	47,658	54,807	59,095	63,385	47,658
< 27 yrs	48,225	55,375	59,665	63,954	48,225
27+ yrs	48,794	55,944	60,233	64,522	48,794

**Public School Experience - 202 Day Contract**

	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO	Non-Degree ND
< 3 yrs	41,418	47,628	51,357	55,083	41,418
< 6 yrs	45,556	52,389	56,489	60,591	45,556
< 9 yrs	47,551	54,683	58,979	63,243	47,551
< 12 yrs	48,188	55,417	59,756	64,092	48,188
< 15 yrs	49,064	56,422	60,839	65,258	49,064
< 18 yrs	50,183	57,712	62,228	66,741	50,183
< 21 yrs	50,832	58,454	63,029	67,606	50,832
< 24 yrs	51,481	59,203	63,835	68,469	51,481
< 27 yrs	52,093	59,817	64,451	69,084	52,093
27+ yrs	52,708	60,431	65,065	69,698	52,708

**Public School Experience - 240 Day Contract**

	Bachelor BS	Master MS	6-Year 6Y	Doctoral DO	Non-Degree ND
< 3 yrs	49,209	56,587	61,018	65,446	49,209
< 6 yrs	54,126	62,245	67,115	71,990	54,126
< 9 yrs	56,496	64,969	70,074	75,141	56,496
< 12 yrs	57,253	65,842	70,998	76,149	57,253
< 15 yrs	58,294	67,036	72,284	77,534	58,294
< 18 yrs	59,624	68,568	73,934	79,296	59,624
< 21 yrs	60,394	69,450	74,886	80,324	60,394
< 24 yrs	61,165	70,341	75,844	81,350	61,165
< 27 yrs	61,893	71,070	76,575	82,080	61,893
27+ yrs	62,623	71,800	77,304	82,809	62,623

Part time classroom teachers who have not attained retired status with the Retirement System of Alabama will be paid a percentage of the appropriate full time cell above based on the percentage of the instructional day worked, as determined by the Superintendent.

Retired employees working part time will be paid the daily and/or hourly rate outlined in this schedule, as determined by the Superintendent, not to exceed \$30,000 per TRS rules. The Superintendent will negotiate salaries based work hours and other factors.

Changes in degree will be recognized on the graduation date as listed by the State Department of Education's G-Link system. Degrees earned after the contract is completed (final day for teachers in May) will not be recognized until the next contract begins (first day for teachers in August).

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GROUP II

Athletic Director (see below)	20 days @ teacher rate.
Head Football Coach	4,100
Head Basket Ball Coach (GIRLS)	3,000
Head Basket Ball Coach (BOYS)	3,000
Band Director	3,000
Assistant Coach (see below)	1,500
Womens Sports Coach	1,200
Cheerleader Sponsor	1,000

Based on student enrollment Hamilton High School will be granted five assistant coaches. Marion County High, Brilliant High, Hackleburg High, and Phillips High will be granted three assistant coaches. For schools having two cheerleader sponsors the allotment will be split 60% to High and 40% to Junior. Names of all coaches to receive a supplement from the Board will be nominated by the principal and approved by the Board prior to the first check of each contract year. At the Board's discretion any school having more or less assistant coaches than the school's allotment will have the total value of the allotment spread over the number of coaches approved by the Board. The Group II schedule will remain in effect indefinitely or until amended by Board action.

Athletic Director:

Each High School Principal will nominate not more than two persons other than him/herself to serve as Athletic Director. The person or persons selected by the Board will be responsible for all athletic facilities and equipment, as well as, being responsible for all summer football, baseball and softball field maintenance. The Principal will assign other school specific duties associated with the athletic program to the Athletic Director. The Athletic Director supplement will be equal to 20\* days pay figured from the cell on the Group I schedule on which the Athletic Director falls as a classroom teacher. The Athletic Director will be expected to put in as many hours as deemed necessary to perform his/her summer duties, but in no case should it be less than the equivalent of twenty\* days.

\* In the case of Co-Athletic Directors the supplement will be equal to 10 days instead of 20.

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GROUP III	NON-CERTIFIED EMPLOYEES	FY2016	4% Raise FY2017
A)	12 Month Contracts - Transportation / Maintenance / Technology		
	Bus Shop Foreman	41,666	<b>43,333</b>
	Bus Mechanic & Maintenance Worker		
	1st & 2nd Year	29,941	<b>31,139</b>
	3rd & 4th Year	32,766	<b>34,077</b>
	5th & 6th Year	35,589	<b>37,013</b>
	7th + Year	38,413	<b>39,949</b>
	Part-time Mechanic & Maintenance Worker		
	1st & 2nd Year	15,364	<b>15,979</b>
	3rd & 4th Year	16,694	<b>17,362</b>
	5th & 6th Year	18,039	<b>18,760</b>
	7th + Year	19,384	<b>20,160</b>
	Computer Technician / Full Time Shop Helper		
	1st & 2nd Year	23,969	<b>24,928</b>
	3rd & 4th Year	28,698	<b>29,846</b>
	5th & 6th Year	32,706	<b>34,014</b>
	7th + Year	36,867	<b>38,342</b>
GROUP IV. A)	Less than 12 Month Contracts		
	Career Coach -State Funded (202 day contract)	37,218	<b>38,707</b>
	Hearing Impaired Interpreter (182 day contract)	36,867	<b>38,342</b>
	Must hold current State of Alabama permit/license		
	Speech language interventionist (min BS in Speech/Lang Comm Disord 187 day contract)	new	<b>38,342</b>
	Aides (182 day contract)	16,018	<b>16,659</b>
	OSR Pre-K Auxiliary Teacher (support position 182 day contract)	18,033	<b>18,754</b>
	Part time Aide (182 day contract, six periods per day 6/7)	14,001	<b>14,561</b>
	Janitors ( 212 day contract, 8 hours/day)	19,191	<b>19,959</b>
	Janitors ( 197 day contract, 4 hours/day)	10,614	<b>11,039</b>
	Janitor (Hourly - Less than 20 hrs per week)	10.00	<b>10</b>
	Bus Driver (182day contract)	13,215	<b>13,744</b>
	Nurse (All Nurses must have valid and current State of Alabama License):		
	RN will be paid from the BS level of the Group I schedule. (187 day contract)		
	LPN (182 day contract derived from State Schedule)	STATE	STATE
	1st 2nd 3rd	18,862	<b>19,616</b>
	4th 5th 6th	20,729	<b>21,558</b>
	7th 8th 9th	21,621	<b>22,486</b>
	10th 11th 12th	21,902	<b>22,778</b>
	13th 14th 15th	22,296	<b>23,188</b>
	16th 17th 18th	22,786	<b>23,697</b>
	19th 20th 21st	23,060	<b>23,982</b>
	22nd 23rd 24th	23,336	<b>24,269</b>
	25th 26th 27th	23,832	<b>24,785</b>
	28th or more	24,329	<b>25,302</b>
	SUBSTITUTES - DAILY BASIS (Do not necessarily work the same number of hours as the regular employee.)		
	Teachers - (The Substitute holds a valid Alabama Teaching certificate -OR- holds a valid Substitute certificate and has retired from the Marion Co. Bd. as a teacher)	65.00	<b>65.00</b>
	Teachers - (The Substitute holds a valid Substitute certificate.)	55.00	<b>55.00</b>
	RN Nurse - (Must have valid Alabama RN License. Including subbing for LPN)	65.00	<b>65.00</b>
	LNP Nurse - (Must have valid Alabama LPN License)	55.00	<b>55.00</b>
	Janitors / Secretaries (8 hours/day)	58.00	<b>58.00</b>
	Lunchroom Workers (Up to 7.5 hours/day)	55.00	<b>55.00</b>
	Other Support Workers (Up to 7.5 hours/day)	55.00	<b>55.00</b>
	Bus Drivers	50.00	<b>50.00</b>
	Bus Driver Hourly	10.00/ hr	<b>10.00/ hr</b>
	Other Temporary and Student Workers (Minimum Wage)	7.25/ hr	<b>7.25/ hr</b>

Lunchroom rentals requiring kitchen use will only be allowed if a qualified regular Board employee is available and willing to work. Regular Board CNP employees will be paid at 1.5 times their regular hourly rate for rentals occurring after school hours. All wages, employer paid fringes, building rent and food costs are to be paid by the renting organization or group.

GROUP V. A) LOCAL SCHOOL SECRETARIES - 10 MONTH CONTRACT (8 hours per day) (Local schools may supplement)

Years Experience:	0	1	2	3	4	5	6	7
FY16	18,554	18,881	19,209	19,536	19,863	20,191	20,518	20,846
	<b>19,296</b>	<b>19,636</b>	<b>19,977</b>	<b>20,318</b>	<b>20,658</b>	<b>20,999</b>	<b>21,339</b>	<b>21,680</b>

B) LOCAL SCHOOL SECRETARIES - 9 MONTH CONTRACT - 4 HOURS/DAY  
 (Local schools may supplement.)

Years Experience:	0	1	2	3	4	5	6	7
FY16	8,404	8,538	8,672	8,809	8,901	9,026	9,150	9,275
	<b>8,740</b>	<b>8,880</b>	<b>9,019</b>	<b>9,161</b>	<b>9,258</b>	<b>9,387</b>	<b>9,516</b>	<b>9,646</b>

C) LOCAL SCHOOL SECRETARIES - 9 MONTH CONTRACT - 8 HOURS/DAY  
 (Local schools may supplement.)

Years Experience:	0	1	2	3	4	5	6	7
FY16	16,808	17,076	17,345	17,617	17,803	18,052	18,301	18,549
	<b>17,480</b>	<b>17,759</b>	<b>18,038</b>	<b>18,322</b>	<b>18,515</b>	<b>18,774</b>	<b>19,033</b>	<b>19,291</b>

GROUP VI. A) LOCAL SCHOOL BOOKKEEPER - 10 MONTH CONTRACT (202 days @ 8 hours per day) (Local schools may supplement)

Years Experience:	0	1	2	3	4	5	6	7
FY16	18,554	18,881	19,209	19,536	19,863	20,191	20,518	20,846
	<b>19,296</b>	<b>19,636</b>	<b>19,977</b>	<b>20,318</b>	<b>20,658</b>	<b>20,999</b>	<b>21,339</b>	<b>21,680</b>

B) LOCAL SCHOOL BOOKKEEPER PART TIME - (197 days @ 7.5 hours per day) (Local school may supplement)

Years Experience:	0	1	2	3	4	5	6	7
	<b>17,642</b>	<b>17,954</b>	<b>18,265</b>	<b>18,576</b>	<b>18,888</b>	<b>19,199</b>	<b>19,510</b>	<b>19,822</b>

GROUP VII. CENTRAL OFFICE SECRETARIES - 12 MONTH CONTRACTS HIRED PRIOR TO 9/12/2007 (7 hours per day)

Program Secretaries:

	1st & 2nd Year	3rd & 4th Year	5th & 6th Year	7th + Year
FY16	29,920	32,237	34,553	36,868
	<b>31,116</b>	<b>33,526</b>	<b>35,935</b>	<b>38,343</b>

CENTRAL OFFICE SECRETARIES - 12 MONTH CONTRACTS HIRED ON OR AFTER 9/13/2007 (7.5 hours per day)

	1st & 2nd Year	3rd & 4th Year	5th & 6th Year	7th + Year
FY16	29,920	32,237	34,553	36,868
	<b>31,116</b>	<b>33,527</b>	<b>35,935</b>	<b>38,343</b>

CENTRAL OFFICE RECEPTIONIST - 12 MONTH CONTRACT 40 HOURS PER WEEK **19,200**

CENTRAL OFFICE RECEPTIONIST - 12 MONTH CONTRACT PART TIME (\$10.00 per hour)

**CENTRAL OFFICE SECRETARIES - RETIRED STATUS (per day for contract<240) 159.76**

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GROUP VIII CHILD NUTRITION

TITLE	CONTRACT	HOURS/DAY	FY16	FY17
Worker in training <i>(Approved for employment by Board)</i>	185 Days	4.0	9,364	<b>9,738</b>
		6.0	11,628	<b>12,093</b>
		6.5	12,195	<b>12,683</b>
		7.0	12,762	<b>13,273</b>
		7.5	13,329	<b>13,863</b>
		8.0	13,895	<b>14,451</b>
Semi-Skilled worker <i>(Must be employed one full school year and recommended by Mgr. and Principal.)</i>	185 Days	4.0	10,289	<b>10,700</b>
		6.0	13,017	<b>13,538</b>
		6.5	13,701	<b>14,249</b>
		7.0	14,383	<b>14,958</b>
		7.5	15,064	<b>15,667</b>
		8.0	15,760	<b>16,390</b>
Skilled Worker <i>(Must be employed two full school years and recommended by Mgr, Principal, and Supervisor.)</i>	185 Days	4.0	11,526	<b>11,987</b>
		6.0	14,872	<b>15,466</b>
		6.5	15,718	<b>16,347</b>
		7.0	16,612	<b>17,276</b>
		7.5	17,508	<b>18,209</b>
		8.0	18,402	<b>19,138</b>
Assistant Manager	185 Days	6.0	16,807	<b>17,479</b>
		6.5	17,865	<b>18,580</b>
		7.0	18,928	<b>19,685</b>
		7.5	20,035	<b>20,836</b>
		8.0	21,186	<b>22,034</b>
Manager	202 Days	6.0	19,861	<b>20,656</b>
		6.5	21,287	<b>22,139</b>
		7.0	22,722	<b>23,630</b>
		7.5	24,290	<b>25,262</b>
		8.0	25,912	<b>26,949</b>

Note: A Worker, Semi-Skilled Worker, and Skilled Worker can only move from one level to the next at the beginning of a school year, therefore no mid year adjustments will be made. Any employee below this schedule will be brought up to this schedule. Any employee above this schedule will remain at that salary until the schedule reaches that salary except for state mandated raises.

Child Nutrition Director - (12 months) the Child Nutrition Director salary will come from the Group I salary schedule. The salary will reflect the director's degree and experience with the system for a 240 day contract.

GROUP IX CHILD NUTRITION TEMPORARY HELP

Temporary help will be paid at the US Minimum Wage in effect at that time.

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GROUP X Board Members \$500.00 per month

GROUP XI ADMINISTRATORS

Superintendent - Not to be less than 20% more than the next highest paid employee.

Assistant Superintendent salary will be calculated by adding \$6,000 to the normal salary calculated under the Central Office Supervisors schedule below.

Central Office Supervisors (*Attendance Supervisor, Vocational/Guidance Supervisor, Federal Programs Supervisor, Special Education Supervisor, Chief Financial Officer, Technology Supervisor, and Transportation/Maintenance Supervisor*)

Determine the salary from the Group I - 187 DAY salary schedule according to years experience in education and highest degree earned. Multiply the appropriate cell by 1.52316 and round to nearest dollar.

School Improvement Specialist (202 day contract)

Determine the salary from the Group I - 187 DAY salary schedule according to years experience in education and highest degree earned. Multiply the appropriate cell by 1.16792 and round to nearest dollar.

GROUP XII PRINCIPAL SALARY SCHEDULE (12 MONTH CONTRACT)

Previous Year's ADM Range	Ele. Factor	Middle Factor	High Factor
101-150	1.36257	1.37230	1.39177
151-200	1.37717	1.38690	1.40637
201-250	1.39177	1.40150	1.42097
251-300	1.40637	1.41610	1.43556
301-350	1.42097	1.43070	1.45016
351-400	1.43556	1.44530	1.46476
401-450	1.45016	1.45990	1.47936
451-500	1.46476	1.47450	1.49396
501-550	1.47936	1.48909	1.50856
551-600	1.49396	1.50369	1.52316
601-650	1.50856	1.51829	1.53776
651-700	1.52316	1.53289	1.55236
701-750	1.53776	1.54749	1.56696
751-800	1.55236	1.56209	1.58155

To calculate salary:

STEP 1 Determine the salary from the GROUP 1 - 187 DAY salary schedule according to years of experience and highest degree earned.

STEP 2 Using the EARNED UNITS ALLOCATION sheet from the State Department of Education, find the appropriate factor from the table above based on the school's funded ADM for initial placement.

STEP 3 Multiply the amount determined in STEP 1 by the factor determined in STEP 2 and round to the nearest whole dollar.

Salaries will be adjusted for enrollment increases only at the beginning of the new contract year. State mandated raises may result in adjustments at the time the raise is implemented, such as the beginning of a new fiscal year.

**EFFECTIVE JULY 1, 2008 salaries will not be adjusted for loss of enrollment. The initial factor assigned in STEP 2 above, will not be reduced due to loss of enrollment. (Amended by Board action on 10-23-08)**

GROUP XIII. ASSISTANT PRINCIPAL - 202 DAY CONTRACT (To be used for full time Assistant Principals.  
 This salary schedule does not apply to local school designated Assistant Principals.)

Funded ADM Range	FACTOR
000 - 200	1.09492
201 - 400	1.11925
401 - 600	1.14359
601 - 800	1.16792
801 - 1000	1.19225
1001- +	1.21658

To calculate salary:

- STEP 1 Determine the salary from the GROUP 1 - 187 DAY salary schedule according to years of experience and highest degree earned.
- STEP 2 Using the EARNED UNITS ALLOCATION sheet from the State Department of Education, find the appropriate factor from the table above based on the school's funded ADM for initial placement.
- STEP 3 Multiply the amount determined in STEP 1 by the factor determined in STEP 2 and round to the nearest whole dollar.

Salaries will be adjusted for enrollment increases only at the beginning of the new contract year. State mandated raises may result in adjustments at the time the raise is implemented, such as the beginning of a new fiscal year.  
**EFFECTIVE JULY 1, 2008 salaries will not be adjusted for loss of enrollment. The initial factor assigned in STEP 2 above, will not be reduced due to loss of enrollment. (Amended by Board action on 10-23-08)**

GROUP XIV. HIGH SCHOOL COUNSELORS  
 All High School Guidance Counselors will work 192 days at the regular teacher rate.  
 Counselors split between a high school and another school will be paid on this schedule and will work the 5 extra days at the high school.

	High School Counselors	
	Bachelor MS	Master 6Y
< 3 yrs	45,270	48,814
< 6 yrs	49,796	53,692
< 9 yrs	51,976	56,059
< 12 yrs	52,674	56,798
< 15 yrs	53,629	57,827
< 18 yrs	54,855	59,147
< 21 yrs	55,560	59,909
< 24 yrs	56,272	60,675
< 27 yrs	56,856	61,260
27+ yrs	57,440	61,844