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2024-2025

Salary Schedules

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#Baldwinproud

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BALDWIN COUNTY BOARD OF EDUCATION
Bay Minette, Alabama

2024-2025 SALARY SCHEDULES

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2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
INTRODUCTION

The 2023-2024 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all employees who do not work as certificated employees.

The salary schedule of the Baldwin County Board of Education as set forth herein is predicated upon a school calendar that includes 180 instructional days or the hourly equivalent and the number of employee work days as set forth in contract days below. In the event the number of instructional days is reduced as a result of legislative enactment, the Board reserves the right and ability to make corresponding reductions to the number of work days for Board employees together with a prorated reduction in compensation. Similarly, if as a consequence of legislative enactment, the number of employee work days is reduced, the Board reserves the right and ability to reduce compensation on a prorated basis for all affected employees. In no event will any employee whose pay is subject to a state minimum salary schedule be paid less than the applicable state minimum salary schedule.

The employee shall be responsible for ensuring the correctness of his/her records. Errors attributable to the board may be corrected for the current school term and the two preceding years, as appropriate. Errors not attributable to the board may be corrected for the current school term only.

CONTRACT DAYS & PAY SCHEDULES

Annual salaries for the indicated months of employment are based on the following number of working days per scholastic year:

	Monthly Pay Schedules	*Semi-Mo Pay Schedules
Nine-Month Employees.....182/185/187/189	September 30-August 31	September 15-August 31
Ten-Month Employees.....202	August 31-July 31	August 31-August 15
Eleven-Month Employees.....222	August 31-July 31	August 15-July 31
Twelve-Month Employees.....242	July 31-June 30	July 15-June 30

For payroll purposes, annual salaries will be divided into twelve (12) equal payments. Beginning the 2021-2022 school year, all new classified employees will be paid on the above monthly pay schedule. Existing classified employees will continue to be paid per the semi-monthly pay schedule.

Baldwin County Board of Education is an equal pay district and the annual salary for all employees is paid equally over a 12-month period in accordance with state laws and requirements. Employees not employed in a 12-month position who are hired after the start of the school year are paid a prorated portion of their annual contract pay. The prorated amount is calculated by multiplying the employees' daily rate of pay by the number of working days left on the corresponding work calendar for the contract year. That amount is divided by the number of remaining payrolls in the current school year according to the above contract payment schedule.

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position. Except as specified herein, employees in administrative positions shall not receive athletic and extracurricular supplements.

***Classified employees with a start date prior to July 1st, 2021, who are currently paid semi-monthly, will continue to have the option to convert to monthly pay at the beginning of their contract period for the new school year.**

BALDWIN COUNTY BOARD OF EDUCATION**INFORMATION REGARDING CERTIFICATED SALARIES**

Teachers will be placed on the appropriate step of the Teachers or TEAMS Salary Schedule as applicable.

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution or Distance Education Accreditation Commission (DEAC) upon proper documentation of that degree (i.e., an **official** transcript showing the date of conferral) and verification of that degree by the Alabama State Department of Education. It should be noted that State Department reviews for higher degrees are only performed for individuals with current valid Alabama certification.

Teachers holding career and technical education certificates endorsed in technical education or healthcare science and technology shall be paid at the appropriate degree equivalency in accordance with Rule 290-3-2.

EDD/PHD compensation for employees not paid from the teacher's salary schedule is the AA salary at the appropriate level of experience plus \$4,500 annual supplement. 6-Year compensation for Director and Assistant Superintendent is a \$4,500 annual supplement.

In cases where salaries are affected due to enrollment increase, the enrollment will be reviewed in October of each year, to determine salaries for the upcoming school year. In cases where enrollment has increased based on the 20-day attendance report, salaries will be reviewed and adjusted accordingly retroactive to the 1st day of the current school contract year.

Employees hired prior to January 1 of the calendar year or who work 50% or more of their employee calendar year will receive the appropriate step increase at the beginning of the subsequent school year.

INFORMATION REGARDING CLASSIFIED SALARIES

Employees with an associate degree on Ranks B, BG, C, E, F, FP, G, GM, H, I, J, K, L, P, T, TI, or TII will receive an additional \$150 monthly supplement for each month employed. Employees with a bachelor's degree on Ranks B, BG, C, E, F, FP, G, GM, H, I, J, K, L, P, T, TI, or TII will receive an additional \$250 monthly supplement for each month employed. Employees with a master's degree or higher on Ranks B, BG, C, E, F, FP, G, GM, H, I, J, K, L, P, T, TI, or TII will receive an additional \$275 monthly supplement for each month employed. In addition, employees with an earned bachelor's degree or higher on Ranks B, BG, C, E, F, FP, G, GM, or P will be paid at Step 6 of that salary schedule. All degrees must be earned from a regionally accredited institution or Distance Education Accreditation Commission (DEAC) and verified with an **official** transcript reflecting the degree conferral. Consideration will be given to RNs who graduated from a school or college of nursing accredited by an organization (accrediting body) recognized by the U.S. Department of Education and affiliated with the American Nurses Credentialing Center (ANCC). Supplements will be prorated for less than full time employment. Social Workers, Occupational Therapists, Board Certified Behavior Analysts, Physical Therapists & RNs, with an earned master's degree from a regionally accredited institution or Distance Education Accreditation Commission (DEAC) may be placed on the appropriate Social Worker, OT, PT, BCBA & RN, Master's salary schedule. EDD/PHD compensation for Social Workers, Occupational Therapists, Board Certified Behavior Analysts, and Physical Therapists is the Master's salary schedule at the appropriate level of experience plus an additional \$375 monthly supplement for each month employed.

Employees moving from a lower salary schedule rank to a higher rank may begin at the first step reflecting at least a 5% increase. New hires will be placed on Step NEW except as further specified herein regarding K-12 commiserate experience and/or applicable nursing experience as identified further herein. Step placement will be lateral when moving from one salary schedule rank to another of equal or lower rank. RN/LPNs are placed on a step equal to applicable verified public K-12 experience as a school nurse. Coaching supplements will be assigned as stipulated herein. Rank C-L are ordered lowest to highest with Rank B and P following Rank F and Rank BG following Rank H.

Full time equivalents for indicated positions are as follows:

Position	Hours/Day	Position	Hours/Day
Bus Driver	N/A	RN/LPN/Preschool Aide	7.5
CNP-Worker/Asst Manager/Manager	6.5	Bus Aide	4
Clerical/Custodian/Maintenance/Admin	8	Other Student Support Classified Personnel	7

BALDWIN COUNTY BOARD OF EDUCATION

**SPECIAL EDUCATION TEACHER, SPEECH THERAPIST, MEDICATION DELEGATION, and LEAD PSYCHOMETRIST
SUPPLEMENTS**

SPECIAL EDUCATION SUPPLEMENT

In accordance with the State Education Trust Fund's appropriation Act #2024-351, all certificated teachers employed in a special education teacher position will receive a supplement/stipend in the amount of \$1,200.

This supplement will be paid in two (2) installments upon verification of proof of employment in the applicable special education teacher position: one payment for Fall and one payment for the Spring.

1st Semester- \$600

2nd Semester- \$600

SPEECH PATHOLOGIST SUPPLEMENT

In accordance with the State Education Trust Fund's appropriation Act #2024-351, all licensed speech pathologists employed to provide speech therapy services to students will receive a supplement/stipend in the amount of \$1,000.

This supplement will be paid in two (2) installments upon verification of proof of employment in the applicable speech pathology position: one payment for Fall and one payment for the Spring.

1st Semester- \$500

2nd Semester- \$500

UNLICENSED MEDICATION DELEGATION/ASSISTANT SUPPLEMENT

Employees that are eligible for this supplement must:

- Be trained, listed, and assigned as an unlicensed (nonmedical) school personnel medication delegate/assistant to assist students with medication outside the instructional day.
- Be assigned to act as the unlicensed medication delegation personnel outside the instructional day for a specified student and/or students including but not limited to an Afterschool Care positions, as a Bus Driver, and/or as a Bus Paraprofessional.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Department of Nursing and Human Resources Department: one payment for the Fall and one payment for the Spring.

1st Semester- \$400

2nd Semester - \$400

LEAD PSYCHOMETRIST ANNUAL SUPPLEMENT - \$4,200

The lead psychometrist supplement will be paid over 12 months from September to August in accordance with the 9-month employee pay schedule.

Supplements will be allotted and distributed per semester. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In other words, receipt of the supplement one semester does not guarantee an award of the supplement in another semester, and an employee does not earn tenure in the supplement.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
SPECIAL EDUCATION SELF-CONTAINED AND BRAILLE TRANSCRIPTION SUPPLEMENTS

SPECIAL EDUCATION SPECIALIZED SELF-CONTAINED SUPPLEMENT

Teachers that are eligible for this supplement must:

- Be fully certified in required content area for the assigned program; and
- Teach in a self-contained, specialized special education program (Pathways, Project REACH, MD, and/or Crossroads); and
- Provide direct instruction to special education students in one of the above settings.

Special Education paraprofessionals and/or nurses that are eligible for this supplement must:

- Be assigned to a self-contained, specialized special education program (Pathways, Project REACH, MD, and/or Crossroads); and
- Provide direct support to special education students placed in one of the above settings.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Human Resources Department: one payment for the Fall and one payment for the Spring.

Teacher 1st Semester - \$2,000

Teacher 2nd Semester- \$2,000

Support Staff 1st Semester - \$1,000

Support Staff 2nd Semester- \$1,000

SPECIAL EDUCATION PARAPROFESSIONAL BRAILLE TRANSCRIPTION SUPPLEMENT

Special Education paraprofessionals that are eligible for this supplement must:

- Be assigned to a student who is visually impaired and required to have all classroom materials transcribed to braille; and
- Be responsible for transcribing classroom materials to braille; and
- Provide direct support to a visually impaired student throughout the school day.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Human Resources Department: one payment for the Fall and one payment for the Spring.

Support Staff 1st Semester - \$1,000

Support Staff 2nd Semester- \$1,000

Supplements will be allotted and distributed per semester. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In other words, receipt of the supplement one semester does not guarantee an award of the supplement in another semester, and an employee does not earn tenure in the special education self-contained and/or braille transcription supplements.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
BILINGUAL SUPPLEMENTS

BILINGUAL SUPPLEMENT

Overview of Bilingual Supplement- \$1000 per semester: one payment for the Fall and one payment for the Spring.

Pre-k through 12th grade teachers and support personnel who are assigned to teach and/or serve their schools by using their bilingual knowledge to translate beyond their regular work hours or regular job duties, may be eligible to receive a bilingual semester supplement. Schools will be designated a number of supplements based on enrollment of ESL/bilingual students. Administrators will select and recommend the employees that they have designated to receive the supplement based upon their additional assigned job duties.

Criteria:

Teachers and support staff eligible for the bilingual supplement must:

- Be designated as a bilingual teacher or support person in the Human Resources System by his/her principal or direct supervisor;
OR
- Be designated as a campus/central office bilingual translator in the Human Resources System by his/her principal or direct supervisor.
- Being designated for the supplement indicates that the employee is required to go beyond their regular assigned duties and/or work hours.

In other words, teachers and support staff are eligible for this supplement if the principal or direct supervisor certified that the employee provides direct instruction or translation services to students, parents, or other individuals in the scope of their duties during the school/work day or for school related activities, which is beyond their regular Board approved position. All bilingual supplements will be reviewed and verified by the Human Resources Department.

Verification of bilingual supplements will be reviewed using the following criteria:

- The employee is fluent in listening and speaking the designated language of need; or
- The employee is biliterate, or fluent in reading and writing the designated language of need, or
- The employee holds ESL certification, or
- The employee has received district approved training in bilingual communication strategies.

Additional verification information:

- Language of need is defined as the native language of students in a school's population who are not bilingual.
- Verification using the Assessment of Performance toward Proficiency in Languages, also known as the AAPPL test for those who are working toward the Seal of Biliteracy, may be used for verification purposes as deemed necessary by the Human Resources Department.

Enrollment Criteria: 3 employee supplements per 100 students.

1 employee supplement for sites with less than 100 students in need of bilingual assistance.

Supplements will be allotted at the start of each school year and distributed per semester. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement, and eligibility must be reevaluated each school year. An employee does not earn tenure in the bilingual supplements.

BALDWIN COUNTY BOARD OF EDUCATION
9-MONTH TEACHER SALARY SCHEDULE

	Bachelor/ Non-Degree 9-Month	Master 9-Month	6- Year 9-Month	Doctoral 9-Month
New	50,932	55,506	59,852	64,195
Step 1-2	50,932	55,506	59,852	64,195
3-5	53,089	61,052	65,831	70,617
6-8	55,417	63,727	68,734	73,703
9	57,091	65,653	70,809	75,929
10	57,660	66,309	71,517	76,688
11	58,238	66,972	72,231	77,454
12	58,820	67,642	72,954	78,229
13	59,409	68,317	73,684	79,011
14	60,002	68,991	74,420	79,802
15	60,603	69,692	75,165	80,600
16	61,208	70,388	75,917	81,406
17	61,820	71,092	76,676	82,220
18	62,439	71,802	77,443	83,041
19	63,063	72,520	78,218	83,871
20	63,694	73,246	78,999	84,711
21	64,331	73,979	79,790	85,558
22	64,974	74,719	80,586	86,413
23	65,623	75,465	81,393	87,277
24	66,280	76,220	82,207	88,150
25	66,942	76,982	83,029	89,031
26	67,611	77,752	83,859	89,922
27	68,288	78,529	84,698	90,822
28	68,971	79,315	85,544	91,729
29	69,661	80,108	86,400	92,647
30	70,357	80,909	87,264	93,574
31	71,061	81,718	88,137	94,508
32	71,772	82,536	89,019	95,454
33	72,489	83,360	89,909	96,409
34	73,214	84,194	90,808	97,373
35	73,947	85,036	91,715	98,346

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leaders; Library/Media Specialist; Psychometrists; Reading Coaches; Resource Consultants; Speech Pathologists; Teachers; Technology Facilitators and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

BALDWIN COUNTY BOARD OF EDUCATION

10, 11 & 12 MONTH TEACHER SALARY SCHEDULE *Grandfathered Employees Only

	Bachelor / Non-Degree	Masters	6-Year	Doctoral
	10-Month	10-Month	10-Month	10-Month
NEW	55,017	59,958	64,342	69,014
Step 1-2	55,017	59,958	64,342	69,014
3-5	57,768	65,954	70,776	75,916
6-8	60,079	68,592	73,890	79,239
9-11	61,280	69,964	75,368	80,823
12-14	62,506	71,363	76,875	82,440
15-17	63,756	72,790	78,412	84,089
18-20	65,031	74,246	79,981	85,771
21-23	66,332	75,731	81,580	87,486
24-26	67,658	77,246	83,212	89,236
27	69,011	78,791	84,876	91,020
	Bachelor / Non-Degree	Masters	6-Year	Doctoral
	11-Month	11-Month	11-Month	11-Month
NEW	60,464	65,894	70,712	75,847
Step 1-2	60,464	65,894	70,712	75,847
3-5	63,487	72,484	77,783	83,432
6-8	66,027	75,383	81,672	87,604
9-11	67,347	76,891	83,306	89,356
12-14	68,694	78,429	84,972	91,143
15-17	70,068	79,997	86,671	92,966
18-20	71,470	81,597	88,405	94,825
21-23	72,899	83,229	90,173	96,722
24-26	74,357	84,894	91,976	98,656
27	75,844	86,592	93,816	100,629
	Bachelor / Non-Degree	Masters	6-Year	Doctoral
	12-Month	12-Month	12-Month	12-Month
NEW	65,911	71,831	77,083	82,680
Step 1-2	65,911	71,831	77,083	82,680
3-5	69,207	79,014	84,791	90,948
6-8	71,975	82,175	89,030	95,496
9-11	73,415	83,818	90,811	97,406
12-14	74,883	85,494	92,627	99,354
15-17	76,381	87,204	94,480	101,341
18-20	77,908	88,948	96,369	103,368
21-23	79,467	90,727	98,297	105,435
24-26	81,056	92,542	100,263	107,544
27	82,677	94,393	102,268	109,695

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leaders; Library/Media Specialist; Psychometrists; Reading Coaches; Resource Consultants; Speech Pathologists; Teachers; Technology Facilitators and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE

	Bachelor	Master	6-Year	Doctoral
New	52,783	59,850	64,093	68,334
Step 1	56,504	64,979	70,065	75,154
2	59,523	68,448	73,826	79,162
3	61,264	70,452	75,986	81,480
4	63,052	72,508	78,204	83,858
5	64,886	74,619	80,479	86,299
6	66,770	76,784	82,818	88,804
7	68,704	79,009	85,214	91,375
8	70,089	80,587	86,918	93,204
9	71,479	82,201	88,656	95,067
10	73,037	83,433	89,986	96,493
11	73,639	84,685	91,336	97,940
12-14	74,744	85,955	92,706	99,409
15-17	75,870	87,251	94,102	100,908
18-20	77,018	88,571	95,528	102,434
21-23	78,579	89,919	96,980	103,993
24-26	79,384	91,292	98,462	105,582
27	80,603	92,694	99,974	107,203

In accordance with the Teacher Excellence and Accountability for Mathematics and Science (TEAMS) Salary Schedule Program, Act 2021-340, in order to be eligible for placement on the TEAMS salary schedule, a teacher of mathematics and/or science must apply to the program, meet the required qualifications, and agree to the contract terms for employment.

All teachers employed under TEAMS contract are required to be employed on a 189-day contract with the local board.

Participating teachers employed under a TEAMS contract shall **not** attain continuing service status in regards to the above TEAMS salaries or positions, or any other previously earned position or status of employment with the Board. In accordance with the TEAMS bill, any teacher who elects to participate in the TEAMS program with the Board shall be deemed to have voluntarily relinquished his or her status and protections under the Students First Act of 2011, Chapter 24C of Title 16, Code of Alabama 1975.

TEAMS Hard to Staff Salary Supplement-In accordance with the TEAMS Act, participating teachers may be eligible for certain hard-to-staff supplements. The hard-to-staff supplement shall be five thousand dollars (\$5,000) per year. To qualify for the hard-to-staff supplements, a participating teacher shall teach in a school designated as hard-to-staff by the Alabama State Department of Education. All TEAMS hard-to-staff supplements are for one year only and are not included when base salary is computed. All TEAMS hard-to-staff supplements will be prorated over the applicable monthly pay schedule. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In the event a participating TEAMS teacher is transferred, in accordance with the Teacher's contract, to a location or school that is not designated as a hard-to-staff school by the Alabama State Department of Education, the Teacher will no longer have a right or entitlement to the hard-to-staff supplement. The Board reserves the right to recoup from the employee's pay, all sums paid but not earned as the circumstances require.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

BALDWIN COUNTY BOARD OF EDUCATION
GUIDELINES-EXPERIENCE CREDIT

Assignment to Step within Pay Grade: The steps within each of the pay schedules are compensation steps and are not necessarily based on experience credit or years of service. They are NOT experience steps. In general, when experience verification is received during the first year of hire, credit will be given retroactively to the date of hire. Experience credit received after the first year of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT the date of hire. Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year). Experience credit, for determination of appropriate placement on a step, is provided in accordance with the following guidelines:

CERTIFICATED:

1. Experience credit shall be given for teaching full-time under contract in secondary and postsecondary public schools registered with their state's department of education or in regionally accredited private schools.
2. It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.
3. Upon an employee's completion of the verification process, the employee shall receive experience credit for verified teaching experience toward step raises. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years, nor will it be considered an error as provided for on page two (2) herein.
4. If an employee re-enters the workforce following retirement with the Teachers' Retirement System (TRS), the employee will be given experience credit for placement on the salary schedule following verification of years of service from TRS. In no event will an employee's failure to complete the verification process entitle the employee to receive credit for prior school years, nor will it be considered an error as provided for on page two (2) herein.
5. In accordance with Alabama act #2024-299, Certificated teachers hired on or after June 1, 2024, shall receive 1 year of experience credit on the local teacher schedule for every 2 years of full-time experience earned in a public school while employed as a paraprofessional or classroom teachers' aide.

PRINCIPALS:

1. In calculating a principal's placement on the teacher's salary matrix for purposes of calculating initial pay, experience credit shall be given for full-time teaching and administrative experience in elementary, secondary and postsecondary public schools registered with their state's department of education or in regionally accredited private schools.
2. It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.
3. Upon the principal's completion of the verification process, the principal shall receive experience credit for verified teaching and administrative experience toward step raises on the teacher's salary matrix for purposes of calculating a principal's initial pay each year. In the event the principal begins employment with the Board prior to completing the verification process, the principal will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will a principal's failure to complete the verification process entitle the principal to receive experience credit for prior school years, nor will it be considered an error as provided for on page three (3) herein.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
GUIDELINES-EXPERIENCE CREDIT

ASSISTANT PRINCIPALS:

1. Experience credit shall be given for full-time administrative experience in secondary and postsecondary public schools registered with their state's department of education or in regionally accredited private schools.
2. It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.
3. Upon the assistant principal's completion of the verification process, the assistant principal shall receive experience credit for verified administrative experience toward step raises. In the event the assistant principal begins employment with the Board prior to completing the verification process, the assistant principal will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will a assistant principal's failure to complete the verification process entitle the assistant principal to receive experience credit for prior school years, nor will it be considered an error as provided for on page three (3) herein.

CLASSIFIED:

1. Credit shall be given for full-time classified employees, in public K-12 schools and shall receive credit toward step raises for the school experience verified in accordance with the procedures set forth above.
2. Experience shall be credited only from those public schools registered with their state's department of education or in a regional private school.
3. Classified employees shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Office.
4. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years, nor will it be considered an error as provided for on page two (2) herein.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
JROTC SALARY SCHEDULE

JROTC instructors' salaries will be paid in accordance with ROTC Minimum Instructor Pay (MIP) information and they will receive either a 10, 11 or 12-month contract. Changes in active duty and retired pay affect an instructor's MIP. If there is an increase in either local and/or state salaries or the federal salary reimbursement, the JROTC instructor's salary will be recalculated to reflect such adjustments. This new calculation could result in a change of salary.

JROTC instructors are expected to conduct several simultaneous extracurricular activities such as drill teams, rifle teams, sabre teams, color guards, honor guards, model military and technological clubs, school service activities, and community service activities. These activities are essential functions of the position. Certain instructors may be eligible for an additional supplement in accordance with an extracurricular supplement schedule.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2 -3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
ACADEMIC COACHING SUPPLEMENT SALARY SCHEDULE

Academic coaching supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular certificated employee for a specific supplement each school year and the recommendation must also be approved by the applicable Assistant Superintendent in advance of the supplement being paid; no continuing service status in the supplement is implied or should be assumed by the employee receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position. Employees in administrative positions shall not be eligible to receive academic coaching supplements. In the event an employee is paid a supplement under circumstances where the employee fails to perform, in whole or in part, the related duties, the Board shall recoup from the employee's pay all sums paid but not earned, as the circumstances require. This includes occasions where the employee is placed on administrative leave by the Superintendent, and the employee does not perform supplemental duties. Additional academic and criteria are listed below.

Academic Supplement Criteria:

- Activity must support or supplement academic content areas and not be a student-led organization or club.
- Activity must take place after school hours and not be offered during the school day.
- Employee is responsible for meeting with students after school at least once a week.
- Employee and team must be able to, and does, participate in multiple after school competitions/activities.
- Activity/team must be, and has been, approved or sponsored by the district through the Assistant Superintendent's office.
Activity is **not** regulated by the Alabama High School Association (AHSAA) or used in conjunction with a sporting activity.

\$1,000 per supplement for both Middle and High Schools. There is no maximum on the number of supplements per school so long as the above criteria is met.

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position.

High School Fall Sports	Supplement	High School Winter Sports	Supplement
Athletic Director/Head Football	\$11,500	Basketball (Boys & Girls)	\$5,500
Assistant Athletic Director**	\$7,850	Basketball Assist (Boys & Girls)	\$2,050
Football Coordinators	\$7,500	Basketball JV (Boys & Girls)	\$2,050
Football Var. Assist.	\$6,100	Basketball JV Assist. (Boys & Girls)	\$1,050
Football Freshman	\$2,050	Basketball Freshman	\$2,050
Volleyball	\$5,500	Basketball Freshman Assist.	\$1,050
Volleyball Assist.	\$2,050	Wrestling (Boys & Girls)	\$5,500
Volleyball JV	\$2,050	Wrestling Assist. (Boys & Girls)	\$2,050
Volleyball JV Assist.	\$1,050	Bowling (Boys & Girls) *	\$3,400
Volleyball Freshman	\$2,050	Bowling Assist. *	\$2,050
Volleyball Freshman Assist.	\$1,050	Indoor Track (Boys & Girls) *	\$2,050
Flag Football	\$3,400	Indoor Track Assist. *	\$1,050
Flag Football Assist.	\$2,050	<div><p>** Except for the assistant athletic director supplement, employees in administrative positions shall not receive an athletic and/or extracurricular supplement.</p><p>*This applies to all sports teams with a separate boys and girls team.</p><p>In order to have a team, the team must have at least the minimum number of players needed to participate in the athletic event. (ex. Basketball needs 5).</p><p>If a team (boys or girls) has less than 5 participants, then the two teams will be combined and one coach assigned. If one coach is assigned and the combined number of participants is 20 or more, then an assistant coach can be assigned.</p></div>	
Flag Football Freshman	\$2,050		
Flag Football Freshman Assist.	\$1,050		
Cross Country (Boys & Girls) *	\$3,400		
Cross Country Assist. *	\$2,050		
Swim/Dive (Boys & Girls) *	\$3,400		
Swim/Dive Assist. *	\$2,050		
Esport	\$2,050		
Cheer (2 Seasons)	\$5,500		
Cheer Assist.	\$2,050		
Cheer JV	\$2,050		
Cheer Freshman	\$2,050		
Athletic Trainer	\$2,050		
Academic Advisor	\$2,050		
High School Performing Arts	Supplement		
Band Director	\$10,150		
Assist. Band Director	\$4,100		
Assist. Band Director (120+)	\$4,100		
Assist. Band Director (160+)	\$4,100		
JROTC	\$2,750		
Dance / Flex Fine Arts	\$2,750		
Drama / Flex Fine Arts	\$2,750		
Chorus / Flex Fine Arts	\$2,750		
Flex Fine Arts	\$2,750		

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BALDWIN COUNTY BOARD OF EDUCATION
 EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE

High School Spring Sports	Supplement	Middle School Fall Sports	Supplement
Softball	\$5,500	Head Football	\$2,800
Softball Assist.	\$2,050	Football Assist.	\$1,400
Softball JV	\$2,050	Volleyball 8th Grade	\$2,050
Softball JV Assist.	\$1,050	Volleyball 7th Grade	\$1,050
Softball Freshman	\$2,050	Cross Country	\$1,050
Softball Freshman Assist.	\$1,050	Cheerleading (2 seasons)	\$2,750
Baseball	\$5,500	Cheerleading (1 season)	\$1,400
Baseball Assist.	\$2,050	Academic Advisor	\$2,050
Baseball JV	\$2,050		
Baseball JV Assist.	\$1,050	Middle School Winter Sports	Supplement
Baseball Freshman	\$2,050	Basketball 7th Grade (Girls)	\$1,050
Baseball Freshman Assist.	\$1,050	Basketball 7th Grade (Boys)	\$1,050
Soccer (Boys & Girls)	\$5,500	Basketball 8th Grade (Girls)	\$2,050
Soccer Assist. (Boys & Girls)	\$2,050	Basketball 8th Grade (Boys)	\$2,050
Soccer JV (Boys & Girls)	\$2,050		
Soccer JV Assist. (Boys & Girls)	\$1,050	Middle School Spring Sports	Supplement
Soccer Freshman (Boys & Girls)	\$2,050	Soccer (Girls)	\$2,050
Soccer Freshman Assist. (Boys & Girls)	\$1,050	Soccer (Boys)	\$2,050
Golf (Boys & Girls) #	\$3,400	Track (Girls)	\$1,050
Golf Assist. #	\$2,050	Track (Boys)	\$1,050
Tennis (Boys & Girls) #	\$3,400		
Tennis Assist. #	\$2,050	Middle School Performing Arts	Supplement
Outdoor Track (Boys & Girls)	\$3,400	Band Director	\$4,100
Outdoor Track Assist. (Boys & Girls)	\$2,050	Chorus / Flex Fine Arts	\$2,000
		Drama / Flex Fine Arts	\$2,000

- Fall and Winter supplements will be paid in five payments beginning on September 30 and ending on January 31.

- Spring supplements will be paid in five payments beginning on February 28 and ending on June 30.

- Athletic Director/Head Football, Assistant Athletic Director, Academic Advisor and Performing Arts supplements will be paid over a 12-month period.

2024-2025

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE

Principals shall assign yearly coaching/instructor assignments on an equitable basis. Supplements may be utilized as desired based upon the percent of the total unit allocation upon the recommendation of the Athletic Director and approval of the principal. All coaching personnel are expected to coach in the sport in which they are assigned and perform athletic duties throughout the school year. All assistant coaches will be expected to have non-active coaching responsibilities in other sports, such as, but not limited to, timer, judges, ticket seller or taker, transportation of or supervision of non-players, etc., as the need or occasion may arise. In the event an employee is paid a supplement under circumstances where the employee fails to perform, in whole or in part, the related duties, the Board shall recoup from the employee's pay all sums paid but not earned, as the circumstances require. This includes occasions where the employee is placed on administrative leave by the Superintendent, and the employee does not perform supplemental duties. Extracurricular supplement allocation formulas can be found on page 17 of the salary schedule.

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT ALLOCATION FORMULA

HIGH SCHOOL**Units Allocated**

All grade levels:	Athletic Director/Head Football Coach	
	Assistant Athletic Director	
	Football Offensive Coordinator	
	Football Defensive Coordinator	
	Cross Country	
	Swimming	
	Bowling	
	Wrestling	
	*Dance / Flex Fine Arts	
	*Chorus / Flex Fine Arts	
	*Drama / Flex Fine Arts	
	*Flex / Fine Arts	
	Assistant Indoor Track	
	Academic Advisor	1 each
Varsity:	Assistant Football	7 each
All grade levels:	Golf	
	Tennis	
	Athletic Trainer	
	Indoor Track	
	Outdoor Track	2 each
Varsity:	Basketball	
	Soccer	
	Assistant Basketball, Soccer & Outdoor Track	2 each
Varsity:	Volleyball	
	Baseball	
	Softball	
	Cheerleading	
	Flag Football	
	Assistant Volleyball, Baseball, Softball, & Cheerleading	
	Wrestling & Flag Football	1 each
JV:	Basketball	
	Soccer	
	Assistant Basketball & Soccer	2 each
JV:	Volleyball	
	Baseball	
	Softball	
	Cheerleading	
	Flag Football	
	Assistant Baseball, Softball, Volleyball & Flag Football	1 each

JROTC**Units Allocated**

JROTC	1 per unit
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MIDDLE SCHOOL**Units Allocated**

	Head Football	
	8 th Gr Volleyball	
	7 th Gr Volleyball	
	Cross Country	
	Cheerleading	
	*Chorus / Flex Fine Arts	
	*Drama / Flex Fine Arts	
	Academic Advisor	1 each
	8 th & 7 th Gr Basketball	
	Soccer	
	Track	2 each
	Assistant Football	3 each

*Minimum of 2 choral concerts/theatre productions/fine arts performances per year plus additional hours outside the normal school day in preparation for such performance.

BALDWIN COUNTY BOARD OF EDUCATION
ASSISTANT PRINCIPAL SALARY SCHEDULE

ELEMENTARY/MIDDLE SCHOOL		
	Master 12-Month	6-Year 12-Month
New	85,541	90,951
1	85,931	91,341
2	86,320	91,730
3	86,710	92,122
4	87,099	92,511
5	87,490	92,900
6	87,880	93,290
7	88,270	93,680
8	88,658	94,069
9	89,050	94,462
10-11	89,450	94,887
12-14	89,853	95,314
15	90,257	95,743
HIGH SCHOOL**		
	Master 12-Month	6-Year 12-Month
New	90,245	95,657
1	90,756	96,165
2	91,264	96,677
3	91,776	97,186
4	92,284	97,696
5	92,794	98,204
6	93,303	98,714
7	93,814	99,225
8	94,323	99,734
9	94,832	100,244
10-11	95,353	100,766
12-14	95,878	101,290
15	96,405	101,816

Supplements: Add the following appropriate amount based on classroom experience:

Experience in years:

0 - <6 \$750

6 - <10 \$1475

10+ \$2350

*Athletic/Extracurricular Supplement: Add the following amount based on grade level:

Middle School & K-8 \$3,600

High School \$6,000

* Athletic/Extracurricular Supplement – Not applicable for virtual, career tech and alternative schools.

** Grandfathered Career Tech and Alternative School Assistant Principals.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
PRINCIPAL SALARY SCHEDULE

PRINCIPALS

A principal must have a Master's level certificate in administration to qualify for the following principal pay. All Principal pay is calculated in the following fashion, in the precise order listed below:

1. Initial Principal Pay

Initial Principal Pay shall be calculated by placing the Principal on the Teacher's Salary Schedule, taking into consideration the Principal's years of experience and education level. The step placement, however, will not be less than the following minimum step set by the below table for the applicable grade configuration/level of the school. In other words, to determine a principal's initial principal pay, you would find the step/salary amount on the Teacher Salary Schedule using the greater of either: the minimum step identified below, or the step/salary amount that mirrors the principal's total number of years in public education AND the level of post-secondary degree for that corresponding step placement. Next, convert that salary amount to a daily rate of pay by dividing the salary amount by 187 days. Finally, multiply the daily rate of pay by 242 to determine the Principal's initial principal pay.

Initial Principal Pay: Minimum Step Placement		
Elementary Minimum Step Placement	Middle Minimum Step Placement	High Minimum Step Placement
15	20	25

*Example: The initial principal pay for an Elementary Principal with Rank Masters and 16 years experience shall be $\$70,388/187 = \376
 $\times 242 = \$91,090$.*

2. Principal Base Pay= (Initial Principal Pay x Responsibility Factor Pay)

From the Initial Principal Pay created in step 1, multiply the initial principal pay by the Principal's applicable responsibility factor found in the corresponding table below based on the applicable grade configuration/level of the school. In other words, the product of the initial principal pay times the Responsibility Factor is the total Principal Base Pay.

Principal Base Pay: Responsibility Factor			
Elementary Responsibility Factor	Middle/Alternative School Responsibility Factor	Virtual and Baldwin Prep Responsibility Factor	High Responsibility Factor
1.12	1.15	1.18	1.2

Example: The above Elementary Principal assigned to an elementary school shall earn Principal Base Pay at $\$91,090 \times 1.12 = \$102,021$.

3. Principal Enhancements

Enhancements in the Principal Salary Schedule may be earned and added to the Principal's Base Pay for Total Principal Pay each contract year. For each enhancement, find its value as described in A-D below and add that enhancement value to the Principal Base Pay to create the Total Principal Pay. If there are multiple enhancements, each enhancement must be calculated using the original Principal Base Pay separately (not compounding), and then add each enhancement to the Principal Base Pay to calculate Total Principal Pay. Enhancement pay shall be calculated in accordance with the approved Salary Schedule for the following areas.

BALDWIN COUNTY BOARD OF EDUCATION
PRINCIPAL SALARY SCHEDULE

- a. Continuing Years of Service as Principal Enhancement. Principals will receive a salary enhancement based on their non-probationary continuing years of service as a principal in Baldwin County. The continuing years of service enhancement will be allocated for each contract year during the corresponding term. The continuing years of service enhancement will be applicable for each year the principal remains a principal in Baldwin County through the applicable three- year contract term. In other words, in a principal's third year of service as a principal, or upon receiving his or her first three-year term contract, a principal will be eligible to earn a 2% enhancement, and that 2% enhancement will apply in years 3, 4, and 5 so long as the Principal remains a Principal in Baldwin County. To Calculate the Continuing Years of Service as a Principal in Baldwin County enhancement, identify the range of service for the Principal as defined below, and then multiply the factor found in that range by the Principal Base Pay. Add this enhancement amount to the Principal Base Pay.

Principal Continuing Years of Service as Principal Enhancement					
Probationary contract principal	1st three-year term contract	2nd three- year term contract	3rd three- year term contract	4th three- year term contract	5th three-year term contract
0	2%	5%	8%	10%	12%

Example: For the above Elementary Principal, who is in his or her first three-year term contract, or has been a principal in Baldwin County for 5 years total, the years of service enhancement would be $\$102,021 \times .02 = \2040

- b. School Population Enhancement
- Principals will receive a salary enhancement based upon the population size of their assigned school. The School Population Enhancement is subject to change in each contract year and will be based on the previous year's reported ADM plus any applicable pre-k student counts from the previous year. The School Population Enhancement will be calculated by identifying the student population range for the assigned school from the applicable table below and multiplying the Principal Base Pay by the factor found in that range, and then adding this amount to the Principal Base Pay with all other applicable enhancements.
 - See Exhibit (A)

Exhibit A: School Population Enhancement

Elementary School Population Enhancement		
Less than 500 students	500 - 900 students	Over 900 Students
0%	2.50%	5%

Middle School Population Enhancement
Over 600
2.50%

High School Population Enhancement		
Less than 1000 students	1000 - 1699 students	Over 1700 Students
0%	3.00%	5.00%

Example: For the above Elementary Principal, who is at a school with a population of 571 students, the School Population Enhancement is $\$102,021 \times .025 = \$2,551$

**BALDWIN COUNTY BOARD OF EDUCATION
PRINCIPAL SALARY SCHEDULE**

c. State Report Card Grade Enhancement

- i. Year to year, principals will receive a salary enhancement in line with the letter grade earned by that principal and as reported in the previous academic year's State Report Grade for so long as they remain employed as a principal in Baldwin County. To calculate the eligible State Report Card Grade enhancement, identify the previous year's State Report Card Grade for the principal's assigned school and multiply the Principal Base Pay by the factor found in Exhibit B below that mirrors the Principal's State Report Card grade. **This enhancement is not available to any probationary contract Principal nor any Principal in their first year at a new school.** However, for any transferring principal, any report card enhancement earned in the current year at their preceding school shall be payable in the following principal contract year in Baldwin County for up to one contract year.
- ii. Schools which report more than 70% free and reduced lunch or as determined by other Federal Title I calculations, are classified at Title Plus for the purposes of Principal Salary Enhancements. Those principals serving under contract at a school which would be considered Title Plus school during the previous academic year's report card will be calculated at the higher rate, found in the Title Plus schedule. Any enhancement earned for the previous year's state report card shall be paid in the same manner as that found in section 3.c.i above but using the Title Plus schedule.
- iii. See Exhibit (B)

Exhibit B: State Report Card Enhancement

Elementary School State Report Card Enhancement	
B Report Card	A Report Card
2.50%	5.00%
Title Plus School (Greater than 70% Declared Poverty)*	
B Report Card	A Report Card
5.00%	10.00%

Middle School State Report Card Enhancement	
B Report Card	A Report Card
2.50%	5.00%
Title Plus School (Greater than 70% Declared Poverty)*	
B Report Card	A Report Card
6.00%	12.00%

High School State Report Card Enhancement	
B Report Card	A Report Card
3.00%	7.00%
Title Plus School (Greater than 70% Declared Poverty)*	
B Report Card	A Report Card
7.00%	15.00%

Example: For the above Elementary Principal who earns an B on the school's report card the Report Card Grade Enhancement is $\$102,021 \times .025 = \2551 .

Example Title Plus: For the above Elementary Principal who earns a B on a Title Plus school's report card, the Report Card Grade Enhancement is $\$102,021 \times .050 = \$5,101$.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
PRINCIPAL SALARY SCHEDULE

- d. Turn-Around Enhancement Any Principal transferred to a “Priority” or “Failing” School, as defined by the currently published State Report Card, may receive up to 15% in an enhancement, upon recommendation by the Superintendent. Calculating the Turn-Around enhancement: The Principal’s Base Pay shall be enhanced by multiplying the Principal’s Base Pay by up to 15% and adding this amount to the Principal's Base Pay. This enhancement is only available for one contract term while serving at the assigned "Priority" or "Failing" school.

Example: For the above Elementary Principal assigned to a Priority or Failing School, the Principal’s turn around enhancement would be: $\$102,021 \times .15 = \$15,303$

4. **Full Principal Pay.** The Full Principal Pay is calculated by calculating the Principal Base Pay, by completing steps 1 & 2, and then adding any enhancements earned from steps 3a-d.

Example: For the above Elementary Principal, the Principal assigned to an elementary school and earning a B on the State Report Card shall earn: $\$102,021 + \$2,040$ (experience enhancement) + $\$2,551$ (population enhancement) + $\$2,551$ (State report card enhancement) = $\$109,163$

Example for Title Plus School: For the above Elementary Principal, the Principal assigned to a Title Plus School and earning a B on a report card shall earn: $\$102,021 + \$2,040$ (experience enhancement) + $\$2,551$ (population enhancement) + $\$5,101$ (Title Plus State report card enhancement) = $\$111,713$

*Title Plus school determinations will be based on the applicable Federal Title I calculations.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

BALDWIN BOARD OF EDUCATION
COORDINATOR AND SUPERVISOR SALARY SCHEDULE

SUPERVISOR CERTIFICATED

	Master 12-Month	6-Year 12-Month
NEW	92,018	95,409
Step 1	93,398	96,840
2	94,800	98,292
3	96,222	99,767
4	97,665	101,264
5	99,130	102,782
6	100,617	104,324
7	102,126	105,889
8	103,658	107,477
9	105,213	109,089
10	106,791	110,726

SUPERVISOR NON-CERTIFICATED

	12-Month	Bachelor 12-Month	Master 12-Month
NEW	86,836	89,257	92,018
Step 1	88,398	90,596	93,398
2	89,724	91,955	94,800
3	91,071	93,334	96,222
4	92,436	94,735	97,665
5	93,823	96,155	99,130
6	95,230	97,598	100,617
7	96,659	99,061	102,126
8	98,109	100,548	103,658
9	99,581	102,056	105,213
10	101,074	103,586	106,791

COORDINATOR CERTIFICATED

	Master 12-Month	6-Year 12-Month
NEW	102,125	105,889
Step 1	103,658	107,477
2	105,212	109,090
3	106,790	110,726
4	108,392	112,387
5	110,018	114,073
6	111,669	115,784
7	113,343	117,520
8	115,044	119,284
9	116,770	121,073
10	118,521	122,889

COORDINATOR NON-CERTIFICATED

	12-Month	Bachelor 12-Month	Master 12-Month
NEW	98,109	100,548	102,126
Step 1	99,581	101,553	103,658
2	100,576	102,568	105,213
3	101,582	103,594	106,791
4	102,598	104,631	108,392
5	103,624	105,676	110,018
6	104,660	106,733	111,669
7	105,707	107,801	113,344
8	106,763	108,879	115,044
9	107,831	109,967	116,770
10	108,909	111,067	118,521

Coordinator II Supplement: \$5,000-Coordinator II supplements are approved by the Superintendent and verified by the Human Resources Department. Coordinator II Supplements are for positions that oversee a section of a department and includes system-wide high-level planning and budgeting duties and responsibilities; collaborates with multiple members of Executive Leadership.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN BOARD OF EDUCATION
 ASSISTANT SUPERINTENDENT AND DIRECTOR SALARY SCHEDULE

DIRECTOR/ASSISTANT SUPERINTENDENT		CONSTRUCTION & DEVELOPMENT DIRECTOR	
12-Month		12-Month	
NEW	132,168	139,687	
Step 1	136,718		

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE*

	LPN	RN	RN	RN	RN
	9-Month	ASN	Bachelor	Master	Doctoral
	9-Month	9-Month	9-Month	9-Month	9-Month
New	33,929	47,091	50,764	54,724	58,993
Step 1-2	33,929	47,091	50,764	54,724	58,993
3-5	37,319	51,800	55,333	60,141	64,833
6-8	38,955	54,068	57,713	62,727	67,621
9	40,131	55,136	59,444	64,609	69,650
10	40,532	55,687	60,038	65,255	70,346
11	40,937	56,244	60,638	65,907	71,050
12	41,347	56,807	61,245	66,567	71,760
13	41,760	57,375	61,857	67,232	72,478
14	42,178	57,949	62,476	67,905	73,203
15	42,600	58,528	63,101	68,584	73,935
16	43,026	59,113	63,732	69,269	74,674
17	43,456	59,704	64,369	69,962	75,421
18	43,891	60,302	65,013	70,662	76,175
19	44,329	60,905	65,663	71,368	76,937
20	44,772	61,514	66,319	72,082	77,706
21	45,221	62,129	66,982	72,803	78,483
22	45,673	62,750	67,652	73,531	79,268
23	46,130	63,378	68,329	74,266	80,061
24	46,897	64,011	69,012	75,009	80,861
25	47,057	64,651	69,702	75,759	81,670
26	47,527	65,298	70,399	76,517	82,486
27	48,002	65,951	71,103	77,282	83,311
28	48,483	66,610	71,814	78,055	84,144
29	48,967	67,277	72,532	78,835	84,986
30	49,457	67,949	73,258	79,623	85,836
31	49,951	68,629	73,990	80,420	86,694
32	50,451	69,315	74,730	81,224	87,561
33	50,955	70,008	75,478	82,036	88,437
34	51,464	70,708	76,232	82,856	89,321
35	51,979	71,415	76,995	83,685	90,214

Nurse Team Leader Annual Supplement: \$4,500

Supplements are for one year only and are not included when base salary is computed. The Health Services Coordinator must recommend the yearly Nurse Team Leader assignments. No continuing service status in the supplement position is implied or should be assumed by the individual receiving the supplement.

* The applicable schedule may apply to any earned Bachelors, Masters and Doctoral preparation consistent and relevant to the role of the school nurse after submission and verification of completion of the degree with the Coordinator of Health Services and the Human Resources Department.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
NATIONALLY CERTIFIED SCHOOL NURSE SUPPLEMENT

NATIONALLY CERTIFIED SCHOOL NURSE SUPPLEMENT - \$1,450

Registered nurses who function as school nurses and are certified as a Nationally Certified School Nurse (NCSN) by the National Board of Certification of School Nurses (NBCSN) are eligible for annual supplemental pay. To receive the supplemental pay, the employee must present proof of certification to Human Resources and the Health Services Coordinator. Recertification is not assumed or implied. ***The employee must present proof of recertification at the end of the fifth year*** and within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The supplement will be paid over 12 months from September to August in accordance with the 9-month employee pay schedule.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
PROFESSIONAL SUPPORT PERSONNEL SALARY SCHEDULE

	Bachelor/Non-Degree			Master		
	9-Month	10-Month	12-Month	9-Month	10-Month	12-Month
New	48,033	51,888	62,162	55,238	59,668	71,485
Step 1-2	48,033	51,888	62,162	55,238	59,668	71,485
3-5	52,836	57,072	68,375	60,762	65,636	78,632
6-8	55,150	59,573	71,369	63,424	68,508	82,074
9-11	55,889	60,369	72,328	64,273	69,427	83,177
12-14	56,906	61,470	73,643	65,436	70,686	84,683
15-17	58,202	62,871	75,320	66,935	72,303	86,620
18-20	58,954	63,683	76,293	67,794	73,233	87,734
21-23	59,705	64,495	77,267	68,664	74,170	88,858
24-26	60,417	65,263	78,187	69,374	74,938	89,778
27	61,130	66,035	79,110	70,086	75,710	90,701

9 Month=187 Days

10 Month=202 Days

12 Month=242 Days

Career Technology Coach
Social Worker
Transition Coach

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 BCBA, OT, & PT SALARY SCHEDULE

	Bachelor		Master	
	9-Month	10-Month	9-Month	10-Month
New	58,236	62,481	66,515	71,851
Step 1-2	58,236	62,481	66,515	71,851
3-5	61,148	65,606	69,841	75,444
6-8	63,594	66,138	72,634	78,462
9-11	65,502	68,122	74,813	80,815
12-14	66,157	70,166	77,057	83,239
15-17	68,142	72,270	79,369	85,737
18-20	70,186	74,439	81,750	88,309
21-23	72,291	76,672	84,203	90,958
24-26	73,014	78,973	86,729	93,687
27	73,745	81,342	89,331	96,497

9 Month= 187 Days

10 Month=202 Days

Board Certified Behavior Analyst
 Occupational Therapist
 Physical Therapist

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2 -3.

BALDWIN COUNTY BOARD OF EDUCATION**BUS DRIVER, BUS AIDE & BUS DRIVER FIELD TRIP SALARY SCHEDULE**

Step	Bus Driver Regular Route		Bus Driver Supplements			
	Split Route*	Regular	CAT I	CAT II	CAT III	CAT IV
	0-2 Hours	0-4 Hours	5 Hours	6 Hours	7 Hours	8 Hours
1	8,249	16,499	4,125	8,249	12,374	16,499
2	8,414	16,828	4,207	8,414	12,621	16,828
3	8,583	17,165	4,291	8,583	12,874	17,165
4	8,754	17,508	4,377	8,754	13,131	17,508
5	8,929	17,859	4,465	8,929	13,394	17,859
6	9,108	18,216	4,554	9,108	13,662	18,216
7	9,290	18,580	4,645	9,290	13,935	18,580
8	9,476	18,952	4,738	9,476	14,214	18,952
9	9,665	19,331	4,833	9,665	14,498	19,331
10	9,859	19,717	4,929	9,859	14,788	19,717
11-12	10,450	20,900	5,225	10,450	15,675	20,900
13-15	10,973	21,945	5,486	10,973	16,459	21,945
16-21	11,521	23,043	5,761	11,521	17,282	23,043
22-24	12,097	24,195	6,049	12,097	18,146	24,195
25-27	12,702	25,404	6,351	12,702	19,053	25,404
28+	13,337	26,675	6,669	13,337	20,006	26,675

The Transportation Department will assign routes and school to school trip supplements to bus drivers on a yearly basis. The Transportation Department will determine the amount of time allotted for each route and each school-to-school trip. This will determine the appropriate category for placement on the salary schedule. Steps are compensation steps, not experience steps. No continuing service status in the supplement position is implied or should be assumed by the individual receiving the supplement. **Supplements WILL be adjusted for change in route/trip assignments once per year unless the change constitutes an increase in salary.**

BUS DRIVER FIELD TRIPS

\$15 Per Hour (3 hour minimum)

RANK -A BUS AIDE 182-DAYS 4 HOURS

*Field Trips of eight (8) hours or more will be paid a food/meal allowance in accordance to the in-state and out-of-state travel procedures set forth by the Business & Finance Accounts Payable Department. Food/meal Allowance is not allowable for local travel. Pay for food/meal allowance is paid by the sponsoring organization and is in addition to the hourly rate of pay.

New	11,138
Step 1	11,341
2	11,793
3	12,447
4	12,868
5	13,103
6	13,500

It is understood that on overnight trips, the sponsoring organization will pay for driver's motel/hotel room. Eight (8) hours of sleep time is not compensable for overnight field trips.

Athletic coaches driving field trips will not be paid from this schedule during the time they are performing their coaching duties.

* A Split Route may only be assigned to active Baldwin County Board of Education employees as a.m. or p.m. shift only. Classified employees will be expected to complete an agreed upon overtime rate agreement. A Split Route should not interfere with regular work hours. All split routes will be advertised as temporary / part-time. Neither tenure Nor non-probationary status may be obtained in the split route assignment.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

	Rank I	Rank H
	8 Hours	8 Hours
New	53,590	45,684
Step 1	54,394	46,598
2	55,210	47,529
3	56,038	48,480
4	56,878	49,450
5	57,731	50,439
6	58,597	51,448
7	59,741	52,476
8	60,638	53,540
9	61,547	54,611
10	62,470	55,703

Rank I

Accountant
 Environmental Services Foreman
 High School Executive Secretary
 **Maintenance Technician
 Specialist I
 Transportation Learning and Development Specialist
 Utility Bookkeeper
 Utility Registrar

Rank H

Accounts Payable Bookkeeper
 Job Coach
 Warehouse Foreman

** Position will be phased out. Previously designated employees in these positions will not receive a reduction in salary.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

	Rank L	Rank K	Rank J
	8 Hours	8 Hours	8 Hours
New	78,355	69,577	60,002
Step 1	79,922	70,969	61,202
2	81,520	72,388	62,426
3	83,151	73,836	63,675
4	84,814	75,313	64,947
5	86,510	76,819	66,247
6	88,241	78,355	67,572
7	90,006	79,922	68,922
8	91,806	81,520	70,301
9	93,642	83,151	71,707
10	95,515	84,814	73,141
	<u>Rank L</u>	<u>Rank K</u>	<u>Rank J</u>
	Administrative Assistant	Accounts Payable Mgr	Administrative Secretary
		Technology Support Mgr	Specialist II
		Fleet Manager	Internal Auditor
		Shop Foreman	Network Technician
		GIS Mgr	Help Desk Professional
		Project Mgr	Enterprise Systems Professional
			Asst. Shop Foreman
			Transportation Route Specialist

Local School clerical allocation formulas can be found on page 46-47 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

242-Days

	Rank C	Rank E	Rank F	Rank G
	8 Hours	8 Hours	8 Hours	8 Hours
NEW	29,621	33,573	35,870	41,151
Step1	30,239	33,914	37,518	41,804
2	30,855	34,226	37,858	42,454
3	31,781	34,909	38,512	43,139
4	32,370	35,559	39,162	43,790
5	32,958	37,204	41,151	46,088
6	34,723	38,199	43,790	48,573
7	35,313	39,504	44,443	49,225
8	35,901	40,809	45,097	49,722
9	36,489	42,454	45,746	50,373
10	38,843	44,102	47,082	51,681
11	39,432			
12	40,020			
13	40,610			
14	41,198			
15	41,787			
16	42,375			
17	43,552			

Rank C	Rank E	Rank F	Rank G
Groundskeeper	Receptionist	Registrar	Central Office Secretary
	Digital Resource Support Tech	ESL Liaison	High School Registrar
	After School Care Clerk	Transportation Shop Asst.	Bookkeeper
		Technology Support Tech	Voc. School Executive Secretary
		Warehousman	

Local school clerical allocation formulas can be found on pages 46-47 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 10-MONTH SALARY SCHEDULE

202-Days

	Rank E	Rank F	Rank G
	8 Hours	8 Hours	8 Hours
NEW	26,264	27,964	37,644
Step1	26,516	29,182	38,972
2	26,746	29,433	41,746
3	27,251	29,920	43,326
4	27,733	30,428	43,713
5	28,954	31,971	43,977
6	29,687	34,022	44,857
7	30,692	34,528	45,871
8	31,707	35,037	46,555
9	32,985	35,542	47,239
10	34,265	36,580	47,919
	Rank E	Rank F	Rank G
	Clerk	ESL Translator	Legal Assistant

Local school clerical allocation formulas can be found on pages 46-47 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE

Rank C		Rank C	
Custodian-10 Month		Custodian-12-Month	
<u>202 Days/8 hours</u>		<u>242 Days/8 hours</u>	
NEW	24,725	NEW	29,621
Step 1	25,096	Step 1	30,065
2	25,849	2	30,967
3	26,624	3	31,896
4	27,689	4	33,172
5	28,797	5	34,499
6	29,948	6	35,879
7	30,433	7	36,459
8	30,933	8	37,058
9	31,447	9	37,674
10	31,977	10	38,309
11	32,584	11	39,036
12	33,193	12	39,766
13	33,800	13	40,493
14	34,409	14	41,223
15	35,016	15	41,950
16	35,625	16	42,680
17	36,234	17	43,409
18	36,841	18	44,137
19	37,450	19	44,866
20	38,057	20	45,594
21	38,675	21	46,333
22	39,302	22	47,085
23	39,940	23	47,848
24	40,587	24	48,624
25	41,246	25	49,413

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 BUILDING & GROUNDS MANAGER SALARY SCHEDULE

<u>242-Days</u>		<u>Rank B</u>		<u>Rank BG</u>	
		Elementary, Middle, & Central Office		High School	
		<u>8hrs</u>		<u>8hrs</u>	
	NEW		38,270		NEW 45,107
	Step 1		38,844		Step 1 45,783
		2	40,009		2 47,157
		3	41,210		3 48,571
		4	42,858		4 50,514
		5	44,572		5 52,535
		6	46,355		6 54,636
		7	47,105		7 55,520
		8	47,879		8 56,432
		9	48,675		9 57,371
		10	49,495		10 58,337
		11	50,435		11 59,445
		12	51,377		12 60,555
		13	52,318		13 61,663
		14	53,260		14 62,774
		15	54,200		15 63,882

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025

BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION MANAGER SALARY SCHEDULE

RANK F		RANK G	
187-Day CNP Manager		187-Day CNP Manager	
(*under 700 Avg Daily Meal Equivalent)		(*Over 700 Avg Daily Meal Equivalent)	
	<u>8 Hours</u>		<u>8 Hours</u>
NEW	28,230	NEW	34,440
Step 1	28,653	Step 1	34,957
2	29,513	2	36,006
3	30,398	3	37,086
4	31,614	4	38,569
5	32,878	5	40,112
6	34,194	6	41,716
7	34,747	7	42,392
8	35,317	8	43,087
9	35,905	9	43,804
10	36,509	10	44,542
11	37,203	11	45,388
12	37,898	12	46,236
13	38,591	13	47,082
14	39,286	14	47,930
15	39,980	15	48,776
16	40,675	16	49,624
17	41,370	17	50,472
18	42,064	18	51,318
19	42,759	19	52,166
20	43,452	20	53,012

*The ADME is based on Average Daily Meal Equivalents for 3 consecutive months of the preceding or current school year. ADME time equivalents are as follows: March-May effective first day of contract year, August-November effective December 1 and December to February effective March 1. Salaries will be adjusted based on the ADME once per year unless the change constitutes an increase in salary.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 CHILD NUTRITION ASSISTANT MANAGER/LEAD MANAGER SALARY SCHEDULE

RANK E		RANK GM	
185-Day CNP Assistant Manager		202-Day CNP Lead Manager	
	7.5 Hours		8 Hours
NEW	23,900	NEW	44,653
Step 1	24,258	Step 1	45,323
2	24,986	2	46,683
3	25,735	3	48,083
4	26,765	4	50,007
5	27,835	5	52,007
6	28,949	6	54,087
7	29,417	7	54,962
8	29,900	8	55,865
9	30,398	9	56,794
10	30,909	10	57,750
11	31,497	11	58,847
12	32,085	12	59,947
13	32,672	13	61,044
14	33,261	14	62,143
15	33,848	15	63,240
16	34,436		
17	35,025		
18	35,612		
19	36,200		
20	36,787		
21	37,384		
22	37,990		
23	38,607		
24	39,233		
25	39,869		

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION WORKER SALARY SCHEDULE

Rank C		
185-Day CNP Worker		
	<u>6.5 Hours</u>	<u>7.5 Hours</u>
NEW	18,399	21,229
Step 1	18,675	21,548
2	19,235	22,194
3	19,812	22,860
4	20,605	23,774
5	21,429	24,725
6	22,286	25,714
7	22,646	26,130
8	23,018	26,559
9	23,401	27,001
10	23,795	27,456
11	24,247	27,977
12	24,700	28,500
13	25,152	29,022
14	25,605	29,544
15	26,057	30,066
16	26,510	30,589
17	26,963	31,111
18	27,415	31,633
19	27,868	32,155
20	28,320	32,677
21	28,780	33,207
22	29,246	33,746
23	29,721	34,293
24	30,203	34,849
25	30,693	35,414

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 STUDENT SUPPORT 9-MONTH SALARY SCHEDULE

182-DAYS	RANK P		RANK FP
	*Interpreter		Preschool Aide
	7 Hours		7.5 Hours
NEW	29,903	NEW	25,677
Step 1	31,121	Step 1	26,191
2	33,803	2	26,715
3	34,944	3	27,249
4	35,362	4	27,794
5	35,800	5	28,350
6	36,199	6	28,917
7	37,014	7	29,495
8	37,828	8	30,085
9	38,859	9	30,687
10	39,887	10	31,301
		11	31,927
		12	32,566
		13	33,216
		14	33,881
		15	34,559

*Interpreter starting salary: NEW-Holds permit & no experience (Levels I, II, III); Step 6-Licensed (Levels IV & V)

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 STUDENT SUPPORT 9-MONTH SALARY SCHEDULE

RANK F		RANK E	
Paraprofessional & OCS		Instructional Aide	
	7 Hours		7 Hours
NEW	24,016	NEW	22,637
Step 1	24,496	Step 1	23,090
2	24,986	2	23,552
3	25,486	3	24,022
4	25,996	4	24,502
5	26,516	5	24,993
6	27,045	6	25,493
7	27,587	7	26,003
8	28,139	8	26,523
9	28,701	9	27,053
10	29,275	10	27,594
11	29,861	11	28,146
12	30,458	12	28,709
13	31,067	13	29,283
14	31,688	14	29,869
15	32,322	15	30,466

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
 FACILITIES AND MAINTENANCE TRADE SALARY SCHEDULE

Rank T		Rank TI		Rank TII	
8 Hours		8 Hours		8 Hours	
New	42,765	New	48,644	New	55,635
Step 1	43,406	Step 1	49,374	Step 1	56,469
2	44,274	2	50,361	2	57,599
3	45,157	3	51,366	3	58,747
4	46,286	4	52,650	4	60,216
5	47,304	5	53,808	5	61,541
6	49,345	6	55,247	6	63,186
7	50,331	7	56,352	7	64,450
8	51,338	8	57,479	8	65,739
9	52,365	9	58,628	9	67,054
10	53,412	10	59,801	10	68,395
Painter I		Carpenter		Carpenter II	
Parts Technician		HVAC Technician I		HVAC Technician II	
Preventive Mnt Technician		Mechanic I		Mechanic II	
Tire Technician		Painter II		Plumber II	
		Plumber			

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2024-2025

BALDWIN COUNTY BOARD OF EDUCATION
FACILITIES AND MAINTENANCE SUPPLEMENTAL PAY

Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to Human Resources within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Certification/License/Diploma	Supplemental Pay	Job/Trade
2 year Trade School Certificate from a regionally accredited or DEAC program related to the field in which the employee is working.	600.00	Any Trade
Satisfactory scores on NOCTI Test*	600.00	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	600.00	HVAC
Current Journeyman (renewable annually)	900.00	Any trade
Alabama Refrigeration Contractors Certification (renewable annually)	1,200.00	HVAC
Heating & Air Conditioning Contractors Certification (renewable annually)	1,200.00	HVAC
Master (renewable annually)	1,200.00	Any trade
If an employee holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing entity for said licenses, the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card.	1,200.00	Any trade

1. A maximum of two supplements may be combined if related to the area of work of the employee.
2. Employees who have certification must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

*NOCTI-National Occupational Competency Testing Institute- www.nocti.org

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
TRANSPORTATION SUPPLEMENTAL PAY

Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to Human Resources within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Position	Number of ASE* Certifications	Supplemental Pay
School Bus Technician (Mechanic)	1	125.00
School Bus Technician (Mechanic)	2	250.00
School Bus Technician (Mechanic)	3	375.00
School Bus Technician (Mechanic)	4	500.00
School Bus Technician (Mechanic)	5	600.00
School Bus Technician (Mechanic)	6	725.00
Master Bus Technician (Mechanic)	7	1,200.00
Collison/Repair Technician**	1	125.00
Collison/Repair Technician	2	250.00
Collison/Repair Technician	3	375.00
Collison/Repair Technician	4	500.00
Collison/Repair Technician	5	600.00
Certification/License/Diploma	Job/Trade	Supplemental Pay
2 year Trade School Certificate from a regionally or DEAC accredited program related to the field in which the employee is working.	Any trade in the Transportation or Automotive field	600.00

1. A maximum of two supplements may be combined if related to the area of work of the employee. Two supplements within the same position area are not considered combinations.
2. Employees who have certifications must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

*ASE-Automotive Service Excellence (certified)- www.ase.com

**After obtaining the Master Bus Mechanic Certification, the employee may pursue Collision/Repair Certifications for a combination of supplements with a maximum of \$1,800.00.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
BUSINESS AND FINANCE SUPPLEMENTAL PAY

Payroll/Personnel Certificate Program: \$1,200

Selected Business and Finance, Payroll, and Human Resources personnel may be eligible to receive the Payroll/Personnel Certificate Program supplement. The certificate program comprises 10 courses (30 hours of Professional Development) in school financial/personnel management. It provides access to information and training specific to Alabama Employment Law, as well as professional development experiences and recognition for the wide variety of assignments, duties, and tasks of Payroll and Personnel Managers. Upon completion of the program, each graduate is required to continue their training by obtaining 12 hours of CPE credit annually to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee.

Purchasing/Procurement Certificate Program: \$1,200

Selected Business and Finance personnel may be eligible to receive the Purchasing/Procurement Certificate Program supplement. The certificate program comprises 8 courses (30 hours of Professional Development) in purchasing, procurement, and financial management. It is designed to provide school district purchasing and procurement personnel with the knowledge and skills necessary to implement sound procurement practices, including the decision-making process and working knowledge of governmental purchasing rules, principles, and procedures as they apply to Alabama Local Education Agencies (LEAs). Upon completion of the program, each graduate is required to continue their training by obtaining 9 hours of CPE credit annually to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee.

Local School Financial Management Certificate Program: \$3,600

Selected Business and Finance and/or local school bookkeepers or school executive secretary personnel may be eligible to receive the Local School Financial Management Certificate Program supplement. The certificate program comprises of 10 courses (36 hours of Professional Development) designed to develop professional knowledge, understanding, and competence specifically targeted to financial procedures and guidelines at the local school level. Upon completion of the program, each graduate is required to continue their training by obtaining 9 hours of CPE credit annually to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee.

Coordinator II Budgeting Clerical Supplement: \$3,000

Personnel in Rank G and Accountants in Rank I, assigned to a Coordinator II, who assume and assist with the higher-level budgeting responsibilities of the Coordinator II's department with receive an annual supplement. Only one supplement per Coordinator II will be allocated per year and based upon verification through the Chief School Financial Officer of budgeting responsibilities.

Certificate Program supplements can only be earned by individuals whose daily jobs consist of duties and responsibilities aligned with the professional development offered. All certification supplement requests are subject to approval by the Chief School Financial Officer before being processed.

Supplements will be paid over 12 months in accordance with the employees' pay schedule. Payments will begin on the first pay period following approval by the Chief School Financial Officer. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement and an employee does not earn tenure in the supplement. Should the employee no longer meet the criteria for the supplement, including a transfer of position, the supplement payment will stop on the first pay period immediately following the change.

2024-2025

BALDWIN COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE

(Substitutes will only be paid for actual days worked)

SUBSTITUTE TEACHERS

FULL-TIME DAILY RATE

High School Diploma or Equivalent.....	\$115.00
4 Year College Degree	\$150.00
“Alabama” Certificated.....	\$180.00
*Certificated for extended period vacancies.....	\$306.00

ADMINISTRATIVE SUBSTITUTES

FULL-TIME DAILY RATE

Administrative Certification.....	\$350.00
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Degrees earned at regionally accredited institutions or Distance Education Accreditation Commission (DEAC) are applicable. An official transcript is required for college credit. A copy of the valid Alabama Teacher Certificate or valid Alabama Administrative Certificate is required for certificated credit.

System Requirements:

- A high school diploma or equivalent excluding CNP, Custodians, Bus Aides & Bus Drivers
- A valid Alabama Substitute Teacher Certificate or valid Alabama Teacher Certificate for those positions requiring valid Alabama certification.
- Principal interview
- Adherence to all policies and procedures relating to substitute teaching.
- Fingerprint submission as required by Alabama State law.
- Valid Alabama Administrative Certification for administrative vacancies and a minimum of one year’s administrative experience.

***Criteria for extended rate:**

- Teacher must hold credentials applicable for specified vacancy according to current published *ALSDE Subject and Personnel Codes* manual (i.e. certification, training, additional coursework, etc.), unless otherwise approved by the Human Resources Department.
- Vacancy must be in the same certificated position for 20 or more consecutive business days and at the principal’s request. Higher rate may be retroactive to 1st day of extended vacancy.
- In cases of vacancies in positions for which a bachelor’s degree is not a prerequisite for certification (i.e. some technical areas such as welding, cosmetology, building construction, etc.), five years of experience within the preceding ten years as a wage-earner in the technical enterprise that is to be taught may be used as basis for the extended period rate of pay.

CLASSIFIED SUBSTITUTES

RATE

Bus Driver Regular Route.....	\$90.65/Day
Bus Driver Supplemental Route.....	\$15.00/Hour
School Bookkeeper & Licensed Practical Nurse (LPN Licensed).....	\$16.00/Hour
Registered Nurse (RN Licensed).....	\$32.00/Hour
Social Worker (Licensed).....	\$36.00/Hour
Occupational & Physical Therapist.....	\$43.00/Hour
All Other Support Substitutes.....	\$15.00/Hour

SUPPORT SUBSTITUTES FOR EXTENDED PERIOD VACANCIES†

Social Worker, OT& PT, Nurse (RN Licensed).....	\$300.00/Day
Nurse (LPN Licensed).....	\$24.00/Hour
**School Bookkeeper.....	\$19.00/Hour
Paraprofessional.....	\$18.00/Hour
Preschool Aide.....	\$17.00/Hour
Bus Driver.....	\$100.00/Day

Substitutes who work 45 days per semester will receive a \$500 supplement. This supplement will be paid following the completion of each semester.

†Vacancy must be in same position for 20 or more consecutive days and at principal’s request unless approved otherwise by Human Resources Director. Higher rate may be retroactive to 1st day of extended vacancy.

**Extended vacancy substitute bookkeepers must be approved by the Chief Financial Officer.

2024-2025

BALDWIN COUNTY BOARD OF EDUCATION

CLERICAL ALLOCATION FORMULA

(Allocations may be revised as needed during years of proration)

SENIOR HIGH SCHOOLS

Enrollment - 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 – 1 Executive Secretary	12	I
1 Bookkeeper	12	G
1 Registrar	12	G
3 Clerks	10	E

Enrollment – 1000 - 1499

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5-1 Executive Secretary	12	I
1 Bookkeeper	12	G
1 Registrar	12	G
2 Clerks	10	E

Enrollment – Under 1000

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 – 1 Executive Secretary	12	I
1 Bookkeeper	12	G
1 Registrar	12	G
1 Clerk	10	E

ALTERNATIVE SCHOOL

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
1 – 1 Bookkeeper	12	E

VOCATIONAL SCHOOLS

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
2 – 1 Executive Secretary	12	G
1 Registrar	12	F

VIRTUAL SCHOOL

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
3 – 1 Bookkeeper	12	G
1 Registrar	12	G
1 Receptionist	12	E

MIDDLE & K-8 SCHOOLS

Enrollment – 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 – 1 Bookkeeper	12	G
1 Registrar	12	F
4 Clerks	10	E

Enrollment – 1000-1499

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5 – 1 Bookkeeper	12	G
1 Registrar	12	F
3 Clerks	10	E

Enrollment 700 – 999

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 – 1 Bookkeeper	12	G
1 Registrar	12	F
2 Clerks	10	E

Enrollment – Under 700

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
3 – 1 Bookkeeper	12	G
1 Registrar	12	F
1 Clerk	10	E

Enrollment will be reviewed by May 1 each year to determine if allocations will need to be adjusted at the beginning of the applicable contract year, of the upcoming school year, due to a decrease in enrollment. Additionally, enrollment will be reviewed upon receipt of the 20-day attendance report to determine if allocations will need to be increased for the current school year.

ALL SCHOOL CLERICAL POSITIONS ARE 8 HOURS PER DAY.

2024-2025
BALDWIN COUNTY BOARD OF EDUCATION
CLERICAL ALLOCATION FORMULA
 (Allocations may be revised as needed during years of proration)

ELEMENTARY SCHOOLS

Enrollment – 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 – 1 Bookkeeper	12	G
1 Registrar	12	F
4 Clerks	10	E

Enrollment – 1000 – 1499

<u>NUMBER OF POSITIONS</u>	<u>MONTH/YR</u>	<u>RANK</u>
5 – 1 Bookkeeper	12	G
1 Registrar	12	F
3 Clerks	10	E

Enrollment 700-999

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 – 1 Bookkeeper	12	G
1 Registrar	12	F
2 Clerks	10	E

Enrollment 300-699

<u>NUMBER OF POSITIONS</u>	<u>MONTH/YR</u>	<u>RANK</u>
3 – 1 Bookkeeper	12	G
1 Registrar	12	F
1 Clerk	10	E

Enrollment – Under 300

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
2 – 1 Bookkeeper	12	G
1 Registrar	12	F

Enrollment will be reviewed by May 1 each year to determine if allocations will need to be adjusted at the beginning of the applicable contract year, of the upcoming school year, due to a decrease in enrollment. Additionally, enrollment will be reviewed upon receipt of the 20-day attendance report to determine if allocations will need to be increased for the current school year.

ALL SCHOOL CLERICAL POSITIONS ARE 8 HOURS PER DAY.



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