



Department of Human Resources  
2600 North Hand Avenue  
Bay Minette, AL 36507

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# **2021-2022**

# **Salary Schedules**

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**BALDWIN COUNTY BOARD OF EDUCATION**  
**Bay Minette, Alabama**

**2021-2022 SALARY SCHEDULES**

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2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
 INTRODUCTION

The 2021-2022 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 support 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 insuring 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 numbers 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.

**\* Classified employees will have the option to be paid monthly at the beginning of their 2021-2022 contract period.**

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BALDWIN COUNTY BOARD OF EDUCATION**

**INFORMATION REGARDING CERTIFICATED SALARIES**

Teachers will be placed on the appropriate step of the Teachers/TEAMS Salary Schedule.

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution 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 degree 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 \$4,059 annual supplement.

In cases of less than full time employment, an appropriate full-time annual salary may be adjusted by deriving an annual salary using the ratio of number of hours per day with 6.5 hours being a full day.

In cases where salaries are affected due to enrollment decrease, the enrollment will be reviewed in May of each year to determine if salaries for the upcoming school year will need to be redlined. In cases where enrollment has increased based on the 20-day attendance report, salaries will be reviewed and adjusted accordingly retroactive to the 1<sup>st</sup> 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 a bachelor's degree on Ranks C, E, F, FP, G, GM, H, I, J, K L, or P will receive an additional \$222 monthly supplement for each month employed. Employees with a master's degree or higher on Ranks C, E, F, FP, G, GM, H, I, J, K, L, or P will receive an additional \$242 monthly supplement for each month employed. In addition, employees with an earned bachelor's degree or higher on Ranks 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 and be verified with an **official** transcript reflecting the degree conferral. Supplements will be prorated for less than full time employment. Social Workers, Occupational & Physical Therapists & RNs, with earned master's degree from a regionally accredited institution may be placed on the appropriate Social Worker, OT, PT & RN, Master's salary schedule.

Employees moving from a lower salary schedule rank to a higher rank may begin at the first step that would not present an immediate within system decrease. New hires will be placed on Step NEW. 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. Ranks A – L are ordered lowest to highest with Rank P following Rank H.

In cases where salaries are affected due to enrollment decrease, the enrollment will be reviewed in May of each year to determine if salaries for the upcoming school year will need to be redlined. In cases where enrollment has increased based on the 20-day attendance report, salaries will be reviewed and adjusted accordingly retroactive to the 1<sup>st</sup> day of the current school contract year.

Full time equivalents for indicated positions are as follows:

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**TEACHER SALARY SCHEDULE**

	Yrs Exp	Bachelor/Non-Degree				Master			
		9-Month	10-Month	11-Month	12-Month	9-Month	10-Month	11-Month	12-Month
NEW	0	43,555	47,049	51,708	56,367	50,088	54,106	59,463	64,820
Step 1-2	1-2	43,555	47,049	51,708	56,367	50,088	54,106	59,463	64,820
	3-5	47,909	51,752	56,907	62,034	55,097	59,517	65,409	71,301
	6-8	50,008	54,020	59,369	64,718	57,510	62,123	68,274	74,422
	9-11	50,995	55,086	60,541	65,996	58,652	63,357	69,269	75,422
	12-14	52,020	56,193	61,758	67,332	59,819	64,618	71,015	76,788
	15-17	53,060	57,316	62,993	68,668	61,015	65,910	72,345	78,543
	18-20	54,118	58,459	64,249	70,037	62,235	67,227	73,883	79,810
	21-23	55,200	59,628	65,533	71,438	63,442	68,531	75,316	81,358
	24-26	56,306	60,823	66,846	72,869	64,749	69,943	76,868	83,034
	27	57,436	62,044	68,188	74,331	66,049	71,347	78,411	84,701

	Yrs Exp	6-Year				Doctoral			
		9-Month	10-Month	11-Month	12-Month	9-Month	10-Month	11-Month	12-Month
NEW	0	54,011	58,343	64,119	69,896	57,928	62,580	68,775	74,972
Step 1-2	1-2	54,011	58,343	64,119	69,869	57,928	62,580	68,775	74,972
	3-5	59,407	64,172	70,526	76,880	63,720	68,837	75,652	82,468
	6-8	62,025	67,001	73,635	80,269	66,510	71,851	78,964	86,079
	9-11	63,257	68,330	75,095	81,861	67,831	73,278	80,532	87,788
	12-14	64,518	69,692	76,592	83,493	69,183	74,738	82,137	89,538
	15-17	65,805	71,083	78,120	85,158	70,565	76,231	83,778	91,327
	18-20	67,123	72,506	79,684	86,864	71,975	77,755	85,452	93,152
	21-23	68,463	73,954	81,275	88,598	73,419	79,315	87,167	95,020
	24-26	69,841	75,442	82,911	90,381	74,885	80,898	88,907	96,918
	27	71,235	76,948	84,566	92,185	76,387	82,521	90,690	98,612

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leader; Educational Diagnosticians; Evaluators; Librarians; Psychometrists; Reading Coaches; Speech Pathologists; Speech Path Assistants; 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.

**Lead Psychometrist Annual Supplement - \$3,822**

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**TEAMS TEACHER SALARY SCHEDULE**

	<b>Yrs</b>				
	<b>Exp</b>	<b>Bachelor</b>	<b>Master</b>	<b>6-Year</b>	<b>Doctoral</b>
New	0	48,782	55,313	59,235	63,154
Step 1	1	52,221	60,054	64,754	69,457
	2	55,011	63,260	68,230	73,162
	3	56,620	65,112	70,226	75,304
	4	58,273	67,012	72,276	77,502
	5	59,968	68,963	74,379	79,758
	6	61,709	70,964	76,540	82,073
	7	63,496	73,020	78,755	84,449
	8	64,776	74,479	80,330	86,139
	9	66,061	75,970	81,936	87,861
	10	67,501	77,109	83,165	89,179
	11	68,057	78,266	84,413	90,516
12-14	12-14	69,078	79,440	85,679	91,874
15-17	15-17	70,119	80,637	86,969	93,259
18-20	18-20	71,180	81,857	88,287	94,670
21-23	21-23	72,623	83,103	89,629	96,110
24-26	24-26	73,367	84,372	90,999	97,579
27	27+	74,493	85,668	92,396	99,077

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 a 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 supplement, 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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
GUIDELINES - EXPERIENCE CREDIT

Experience credit 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 three (3) herein.

**PRINCIPALS AND 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 principal's/assistant principal's completion of the verification process, the principal/assistant principal shall receive experience credit for verified administrative experience toward step raises. In the event the principal/assistant principal begins employment with the Board prior to completing the verification process, the principal/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 principal's/assistant principal's failure to complete the verification process entitle the principal/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.

**NURSING:**

1. Credit shall be given for full-time nursing, in public K-12 schools and a nurse 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.
3. The nurse shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Office.

**COACHING:**

1. New coaches with three or more years of public/private school coaching experience may be placed on Step 1 of the Extracurricular Supplement Salary Schedule. Verification of school coaching experience is required. It shall be the sole responsibility of each employee to complete the BCBOE Coaching Experience Verification Form for all eligible prior coaching experience. Coaching experience does not qualify for teaching experience credit.

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

2021-2022  
**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-month or 11-month contract. Changes in active duty and retired pay affects 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.

Although 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, community service activities, etc., no additional supplement will be paid for these activities. These activities are essential functions of the position.

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



2021-2022

**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. Employees in administrative positions shall not receive athletic supplements. New coaches with three or more years of public/private school coaching experience may be placed on Step 1. Verification of school coaching experience is required in accordance with the verification process set forth on page five (5) of the Guidelines – Experience Credit for Coaching herein.

**HIGH SCHOOLS**

<b><u>Band Director</u></b> .....	\$9,204 Plus Ten Months Employment		<b><u>Asst. Band</u></b> .....	<b>NEW</b>	\$2,454
<b><u>Band Auxiliary</u></b> .....	\$9,450 – may be utilized as desired			<b>Step 1</b>	\$3,682
<b><u>Athletic Director/Head Football Coach</u></b> .....	\$10,432 Plus Twelve Months Employment.				
The Athletic Director/Head Football Coach shall carry year-round responsibilities, including the general coordination of the athletic program in keeping with responsibilities delegated by the principal.					
<b><u>Assistant Athletic Coordinator</u></b> .....	\$5,259		<b><u>Football Coordinator</u></b> .....	<b>NEW</b>	\$4,909
	<b>Step 1</b>	\$7,099		<b>Step 1</b>	\$6,749
<b><u>Varsity - Assistant Football</u></b> .....	<b>NEW</b>	\$3,682	<b><u>Varsity – Basketball, Baseball,</u></b> .....	<b>NEW</b>	\$3,682
	<b>Step 1</b>	\$5,523	<b><u>Cheerleading, Soccer, Softball,</u></b> .....	<b>Step 1</b>	\$4,909
			<b><u>Volleyball &amp; Flag Football</u></b>		
<b><u>Bowling, Cross Country, Golf,</u></b> .....	<b>NEW</b>	\$1,841	<b><u>Varsity Assistant – Baseball, Soccer,</u></b> .....	<b>NEW</b>	\$1,229
<b><u>Swimming, Tennis, Wrestling &amp;</u></b> .....	<b>Step 1</b>	\$3,068	<b><u>Basketball, Cheerleading, Softball,</u></b> .....	<b>Step 1</b>	\$1,841
<b><u>Outdoor Track</u></b>			<b><u>Outdoor Track, Volleyball, Wrestling &amp;</u></b> .....		
			<b><u>Flag Football</u></b>		
<b><u>Indoor Track</u></b> .....	<b>NEW</b>	\$1,229	<b><u>Assistant Indoor Track</u></b> .....	<b>NEW</b>	\$921
	<b>Step 1</b>	\$1,841		<b>Step 1</b>	\$1,229
<b><u>Dance, Drama &amp; Chorus</u></b> .....	<b>NEW</b>	\$1,841	<b><u>JV – Baseball, Basketball, JH Track</u></b> .....	<b>NEW</b>	\$1,229
	<b>Step 1</b>	\$2,454	<b><u>Football, Soccer, Softball, &amp; Volleyball</u></b>	<b>Step 1</b>	\$1,841
<b><u>Academic Advisor</u></b> .....	\$2,454		<b><u>JV Assistant – Baseball, Basketball,</u></b> .....	<b>NEW</b>	\$736
<b><u>Athletic Trainer</u></b>	\$1,638		<b><u>Soccer, Softball, &amp; Volleyball</u></b>	<b>Step 1</b>	\$921
<b><u>JV Cheerleading (1 Season)</u></b> .....	<b>NEW</b>	\$921	<b><u>JV Cheerleading (2 Seasons)</u></b> .....	<b>NEW</b>	\$1,841
	<b>Step 1</b>	\$1,229		<b>Step 1</b>	\$2,454

**MIDDLE SCHOOLS**

<b><u>Band</u></b> .....	<b>NEW</b>	\$2,454	<b><u>Football</u></b> .....	\$6,137 – may be utilized as desired	
	<b>Step 1</b>	\$3,682			
<b><u>8<sup>th</sup> Gr Basketball &amp; 8<sup>th</sup> Gr Volleyball</u></b> .....	<b>NEW</b>	\$1,229	<b><u>7<sup>th</sup> Gr Basketball &amp; 7<sup>th</sup> Gr Volleyball</u></b> .....	<b>NEW</b>	\$ 736
	<b>Step 1</b>	\$1,841		<b>Step 1</b>	\$ 921
<b><u>Wrestling &amp; Soccer</u></b> .....	<b>NEW</b>	\$1,229	<b><u>Track &amp; Cross Country</u></b>	<b>NEW</b>	\$736
	<b>Step 1</b>	\$1,841		<b>Step 1</b>	\$921
<b><u>Cheerleading (1 Season)</u></b> .....	<b>NEW</b>	\$921	<b><u>Cheerleading (2 Seasons)</u></b> .....	<b>NEW</b>	\$1,841
	<b>Step 1</b>	\$1,229		<b>Step 1</b>	\$2,454
<b><u>Chorus</u></b> .....	<b>NEW</b>	\$1,229	<b><u>Academic Advisor</u></b>	800+ students	\$1,841
	<b>Step 1</b>	\$1,841		500 – 799 students	\$1,472
				225 – 499 students	\$1,104

Principals shall assign yearly coaching 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. Athletic Supplement allocation formulas can be found on page 8 of the salary schedule.

**BALDWIN COUNTY BOARD OF EDUCATION**  
EXTRACURRICULAR SUPPLEMENT ALLOCATION FORMULA

<b>HIGH SCHOOL</b>	<b>Units Allocated</b>
All grade levels: Athletic Director/Head Coach Asst Athletic Coordinator Football Offensive Coordinator Football Defensive Coordinator Cross Country Swimming Bowling Wrestling Academic Advisor Dance *Chorus *Drama Assistant Indoor Track Band Auxiliary	1 ea
Varsity: Assistant Football	6
All grade levels: Golf Tennis Athletic Trainer Indoor Track Outdoor Track	2 ea
Varsity: Basketball Soccer Assistant Basketball, & Soccer & Outdoor Track	2 ea
Varsity: Volleyball Baseball Softball Cheerleading Flag Football Assistant Volleyball, Baseball, Softball, Cheerleading Wrestling & Flag Football	1 ea
JV: Football	3 ea
JV: Basketball Soccer Assistant Basketball & Soccer	2 ea
JV: Volleyball Baseball Softball Cheerleading Flag Football Assistant Baseball, Softball Volleyball, & Flag Football	1 ea
JH: Track	1
<b>MIDDLE SCHOOL</b>	<b>Units Allocated</b>
Football 8 <sup>th</sup> Gr Volleyball 7 <sup>th</sup> Gr Volleyball Cross Country Cheerleading *Chorus Academic Advisor Wrestling	1 ea
8 <sup>th</sup> & 7 <sup>th</sup> Gr Basketball Soccer Track	2 ea

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**ASSISTANT PRINCIPAL SALARY SCHEDULE**

<b>ELEMENTARY SCHOOL</b>		
	<b>Master 12 Mo</b>	<b>6-Year 12 Mo</b>
NEW	75,394	80,300
Step 1	75,746	80,653
2	76,101	81,006
3	76,454	81,358
4	76,806	81,713
5	77,163	82,068
6	77,517	82,420
7	77,867	82,776
8	78,224	83,129
9	78,577	83,484

<b>MIDDLE/CAREER TECH SCHOOLS</b>		
	<b>Master 12 Mo</b>	<b>6-Year 12 Mo</b>
NEW	77,565	82,471
Step 1	77,919	82,825
2	78,272	83,177
3	78,625	83,533
4	78,978	83,886
5	79,333	84,238
6	79,686	84,592
7	80,040	84,946
8	80,392	85,298
9	80,747	85,655

<b>HIGH SCHOOL</b>		
	<b>Master 12 Mo</b>	<b>6-Year 12 Mo</b>
NEW	81,831	86,738
Step 1	82,294	87,199
2	82,755	87,663
3	83,219	88,125
4	83,680	88,587
5	84,142	89,048
6	84,604	89,510
7	85,067	89,974
8	85,529	90,435
9	85,990	90,898

Supplements:

1. Add the following appropriate amount based on classroom experience:

**Experience in years:**

0 - <6	\$677
6 - <10	\$1,353
10+	\$2,165

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**ELEMENTARY PRINCIPAL SALARY SCHEDULE**

<b>ELEMENTARY SCHOOL</b>				
<b>Enr&lt;450</b>			<b>Enr 450-699</b>	
	<b>Master</b>	<b>6-Yr</b>	<b>Master</b>	<b>6-Yr</b>
NEW	87,459	92,323	89,775	94,641
Step 1	88,366	93,230	90,682	95,547
2	89,272	94,139	91,590	96,455
3	90,179	95,046	92,497	97,362
4	91,087	95,951	93,403	98,268
5	91,995	96,859	94,311	99,177
6	92,901	97,767	95,217	100,083
7	93,807	98,673	96,125	100,989
8	94,715	99,581	97,033	101,897
9	95,624	100,488	97,940	102,806
10-11	96,531	101,396	98,847	103,714
12-14	97,440	102,305	99,757	104,621
15	98,347	103,213	100,665	105,529

<b>ELEMENTARY SCHOOL</b>				
<b>Enr 700-999</b>			<b>Enr +1000</b>	
	<b>Master</b>	<b>6 Yr</b>	<b>Master</b>	<b>6 Yr</b>
New	93,250	98,116	95,568	100,432
Step 1	94,157	99,023	96,499	101,364
2	95,065	99,930	97,430	102,295
3	95,972	100,837	98,361	103,226
4	96,879	101,743	99,293	104,159
5	97,786	102,652	100,224	105,090
6	98,692	103,559	101,155	106,021
7	99,600	104,464	102,087	106,952
8	100,508	105,372	103,018	107,883
9	101,416	106,281	103,949	108,815
10-11	102,322	107,189	104,882	109,747
12-14	103,232	108,097	105,814	110,678
15	104,140	109,004	106,746	111,611

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**SECONDARY PRINCIPAL SALARY SCHEDULE**

	<b>MIDDLE &amp; K-8 SCHOOL</b>					
	<b>Enr &lt;700</b>		<b>Enr 700-999</b>		<b>Enr 1000+</b>	
	<b>Master</b>	<b>6-Yr</b>	<b>Master</b>	<b>6-Yr</b>	<b>Master</b>	<b>6-Yr</b>
NEW	93,250	98,116	95,568	100,432	98,347	103,213
Step 1	94,157	99,023	96,499	101,364	99,280	104,144
2	95,065	99,930	97,430	102,295	100,210	105,075
3	95,972	100,837	98,361	103,226	101,141	106,007
4	96,879	101,743	99,293	104,159	102,073	106,938
5	97,786	102,652	100,224	105,090	103,005	107,869
6	98,692	103,559	101,155	106,021	103,936	108,801
7	99,600	104,464	102,087	106,952	104,866	109,733
8	100,508	105,372	103,018	107,883	105,797	110,866
9	101,416	106,281	103,949	108,815	106,729	111,594
10-11	102,322	107,189	104,882	109,747	107,662	112,526
12-14	103,232	108,097	105,814	110,678	108,594	113,459
15	104,140	109,004	106,746	111,611	109,527	114,391

	<b>CAREER TECH/ ALTERNATIVE SCHOOL</b>		<b>HIGH SCHOOL</b>			
	<b>Master</b>	<b>6-Yr</b>	<b>Enr &lt; 1000</b>		<b>Enr 1000+</b>	
			<b>Master</b>	<b>6-Yr</b>	<b>Master</b>	<b>6-Yr</b>
NEW	93,250	98,116	98,347	103,213	100,665	105,529
Step 1	94,157	99,023	99,280	104,144	101,609	106,476
2	95,065	99,930	100,210	105,075	102,555	107,420
3	95,972	100,837	101,141	106,007	103,500	108,366
4	96,879	101,743	102,073	106,938	104,446	109,311
5	97,786	102,652	103,005	107,869	105,392	110,256
6	98,692	103,559	103,936	108,801	106,339	111,203
7	99,600	104,464	104,866	109,733	107,285	112,150
8	100,508	105,372	105,797	110,664	108,230	113,097
9	101,416	106,281	106,729	111,594	109,178	114,042
10-11	102,322	107,189	107,662	112,526	110,123	114,990
12-14	103,232	108,097	108,594	113,459	111,070	115,935
15	104,140	109,004	109,527	114,391	112,016	116,882

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

Middle School & K-8	\$3,276
High School	\$5,460

\* Athletic/Extracurricular Supplement – Not applicable for virtual schools.  
 FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 & 3

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**ADMINISTRATOR SALARY SCHEDULE**

**SUPERVISOR**  
**CERTIFICATED**

	<b>6-Year</b>	<b>Master</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	90,488.00	85,979.00
Step 1	97,155.00	92,283.00

**SUPERVISOR**  
**DEGREED NON-CERTIFICATED**

	<b>Master</b>	<b>Bachelor</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	85,979.00	80,333.00
Step 1	92,283.00	88,216.00

**COORDINATOR**  
**CERTIFICATED**

	<b>6-Year</b>	<b>Master</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	99,951.00	95,524.00
Step 1	106,817.00	102,041.00

**COORDINATOR**  
**DEGREED NON-CERTIFICATED**

	<b>Master</b>	<b>Bachelor</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	95,524.00	90,928.00
Step 1	102,041.00	93,991.00

**DIRECTOR**  
**CERTIFICATED**

	<b>6-Year</b>	<b>Master</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	115,251.00	109,486.00
Step 1	119,016.00	113,063.00

**DIRECTOR**  
**DEGREED NON-CERTIFICATED**

	<b>Master</b>	<b>Bachelor</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	109,486.00	104,012.00
Step 1	113,063.00	107,411.00

**DEAN OF ACADEMICS**

	<b>6-Year</b>	<b>Master</b>
	<b>12 Mo</b>	<b>12 Mo</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	115,251.00	109,486.00
Step 1	119,016.00	113,063.00

**ASSISTANT SUPERINTENDENT**

	<b>12 Mo</b>
	<b><u>Annual</u></b>
NEW	119,845.00
Step 1	123,791.00

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**NURSE SALARY SCHEDULE**

	<b>Yrs Exp</b>	<b>9Mo LPN</b>	<b>9Mo RN</b>	<b>10Mo RN</b>	<b>9Mo RN MS</b>	<b>10Mo RN MS</b>
NEW	0	22,897	43,555	47,049	50,088	54,106
Step 1-2	1-2	22,897	43,555	47,049	50,088	54,106
	3-5	25,163	47,909	51,752	55,097	59,517
	6-8	26,245	50,008	54,020	57,510	62,123
	9-11	26,585	50,995	55,086	58,652	63,357
	12-14	27,066	52,020	56,193	59,819	64,618
	15-17	27,660	53,060	57,316	61,015	65,910
	18-20	27,994	54,118	58,459	62,235	67,227
	21-23	28,327	55,200	59,628	63,442	68,351
	24-26	28,930	56,306	60,823	64,749	69,943
	27	29,533	57,436	62,044	66,049	71,347

9 Mo = 187 Days

10 Mo = 202 Days

**Nurse Team Leader Annual Supplement:     \$3,822**

Supplements are for one year only and are not included when base salary is computed. The Health Services Supervisor 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.

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**PROFESSIONAL SUPPORT PERSONNEL SALARY SCHEDULE**

9 Mo = 187 Days

10 Mo = 202 Days

12 Mo = 242 Days

	Bachelor/Non-Degree			Master		
	9-Month	10-Month	12-Month	9-Month	10-Month	12-Month
NEW	43,555	47,050	56,366	50,088	54,105	64,820
Step 1-2	43,555	47,050	56,366	50,088	54,105	64,820
3-5	47,909	51,751	62,000	55,097	59,516	71,301
6-8	50,008	54,019	64,715	57,510	62,121	74,422
9-11	50,678	54,741	65,584	58,280	62,954	75,422
12-14	51,600	55,739	66,776	59,335	64,095	76,788
15-17	52,775	57,009	68,297	60,694	65,561	78,543
18-20	53,458	57,745	69,179	61,473	66,405	79,554
21-23	54,139	58,482	70,063	62,262	67,255	80,574
24-26	54,784	59,178	70,897	62,906	67,951	81,408
27	55,430	59,878	71,734	63,551	68,651	82,244

Career Technology Coach  
 Social Worker  
 Occupational Therapist  
 Physical Therapist  
 Transition Coach

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



2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**BUS DRIVER, BUS AIDE & BUS DRIVER FIELD TRIP SALARY SCHEDULE**  
 182 Days

	<b>Bus Driver Regular Route</b>	<b>Bus Driver Supplements</b>			
Step	Regular 0-4 hours	CAT I 5 hours	CAT II 6 hours	CAT III 7 hours	CAT IV 8 hours
1	14,258	2,785	5,569	8,354	11,138
2	14,542	2,841	5,680	8,521	11,361
3	14,833	2,897	5,794	8,691	11,588
4	15,947	3,043	6,083	9,126	12,168
5	16,265	3,103	6,206	9,309	12,410
6	16,591	3,165	6,329	9,494	12,658
7	16,923	3,229	6,456	9,828	12,912
8	17,261	3,294	6,585	10,024	13,170
9	17,606	3,360	6,717	10,224	13,433
10	17,958	3,426	6,851	10,428	13,702
11-12	19,072	3,599	7,194	10,951	14,386
13-15	19,453	3,670	7,416	11,168	14,674
16-21	19,842	3,743	7,564	11,392	14,966
22-24	20,239	3,818	7,715	12,206	15,266
25-27	21,049	3,895	7,870	12,512	15,571
28+	22,163	4,090	8,264	13,138	16,351

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**

**Length of Trip      Rate of Pay**

Less than 3 hours      \$36.70

\*3+      \$12.62 per hour

\*Field Trips of 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.

It is understood that on overnight trips, the sponsoring organization will pay for the driver's motel/hotel room. 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.

**RANK A – BUS AIDE**

**182-Days**

	<b>4hrs</b>	<b>7hrs</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	7,458	13,051
Step 1	7,593	13,290
2	7,896	13,817
3	8,333	14,586
4	8,615	15,078
5	8,773	15,352
6	9,038	15,816

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE**

	<b>Rank I</b>	<b>Rank H</b>
	8 hrs	8hrs
	<u>Annual</u>	<u>Annual</u>
NEW	50,947	40,901
Step 1	51,665	42,337
2	52,384	45,351
3	53,101	47,071
4	53,818	47,502
5	54,535	48,508
6	55,253	49,514

**Rank I**  
 Accountant  
 Environmental Services Foreman  
 High School Executive Secretary  
 \*\*Maintenance Technician  
 Mechanic II  
 Specialist I

**Rank H**  
 Accounts Payable Bookkeeper  
 Carpenter  
 Equipment Technician  
 Building & Grounds Manager  
 (High School & Central Office)  
 Assistant Specialist  
 HVAC Technician  
 Job Coach  
 Painter II  
 Plumber  
 Utility Bookkeeper  
 Utility Registrar  
 Warehouse Foreman

	<b>Rank L</b>	<b>Rank K</b>	<b>Rank J</b>
	8hrs	8hrs	8hrs
	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
NEW	76,061	66,734	57,406
Step 1	78,933	68,888	59,560
2	81,803	73,192	63,576
3	85,392	75,345	65,586

**Rank L**  
 Administrative Assistant  
 \*Business Mgr  
 Coordinator (Non-Degreed)

**Rank K**  
 Accounts Payable Mgr  
 Facilities & Mnt Manager  
 Technology Support Mgr  
 Supervisor (Non-Degreed)  
 Fleet Manager  
 Project Manager

**Rank J**  
 Administrative Secretary  
 \*Central Office Technician  
 Facilities & Mnt Inspector  
 Specialist II  
 Internal Auditor  
 Property/Fixed Assets Mgr  
 Shop Foreman  
 Network Technician  
 Help Desk Professional  
 Enterprise Systems Professional

\* Does not include previous salary established as certificated positions for Business Mgr and Central Office Technician.

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

Local School clerical allocation formulas can be found on page 25-26 of the salary schedule.  
 FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2 & 3

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

242-Days

	<b>Rank C</b>	<b>Rank E</b>	<b>Rank F</b>	<b>Rank G</b>
	<b>8hrs</b>	<b>8hrs</b>	<b>8hrs</b>	<b>8hrs</b>
	<b><u>Annual</u></b>	<b><u>Annual</u></b>	<b><u>Annual</u></b>	<b><u>Annual</u></b>
NEW	24,644	30,443	32,526	37,314
Step 1	25,158	30,752	34,020	37,906
2	25,671	31,035	34,328	38,496
3	27,725	31,654	34,921	39,117
4	28,239	32,244	35,511	39,707
5	28,752	33,735	37,314	41,791
6	30,292	34,637	39,707	44,044
7	30,806	35,821	40,299	44,635
8	31,319	37,004	40,892	45,086
9	31,832	38,496	41,481	45,676
10	33,886	39,990	42,692	46,862
11	34,400			
12	34,913			
13	35,427			
14	35,940			
15	36,454			
16	36,967			
17	37,994			

<b>Rank C</b>	<b>Rank E</b>	<b>Rank F</b>	<b>Rank G</b>
Custodian	Receptionist	Bldgs & Gr Mgr (Elem schools	Central Office Secretary
Groundskeeper	Bldgs & Gr Mgr (Elem	over 699, Vocational,	High School Registrar
	schools under 700,	Middle & K-8 schools)	Mechanic I
	CF Taylor Alternative)	Registrar	Painter I
	Digital Resource Support Technician	ESL Liaison	Parts Technician
	Technology Support Technician	Tire Technician	Preventive Mnt Technician
	Transportation Shop Assistant		Bookkeeper
	Warehouseman		Transportation Route Specialist
	After School Child Care Clerk		Voc School Executive Sec

**Local School Finance Personnel Annual Supplement: \$3,500** – School finance personnel completing AASBO Local School Financial Management Certificate Program (LSFM) will receive an annual supplement. Upon completing, each graduate is required to continue their training by obtaining 9 hours of CPE credit approved by AASBO Certificate Committee.

**Transportation Route Specialist Annual Supplement: \$4,500** – Supplements are for one year only and are not included when base salary is computed. The Transportation Coordinator must recommend the yearly Route Specialist supplement based upon the routes managed which exceed the state minimum recommendation.

Local school clerical allocation formulas can be found on pages 25-26 of the salary schedule.

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL 10-MONTH SALARY SCHEDULE**

202-Days

	<b>Rank C</b>		<b>Rank E</b>		<b>Rank F</b>
	<b>8hrs</b>		<b>8hrs</b>		<b>8hrs</b>
	<b><u>Annual</u></b>		<b><u>Annual</u></b>		<b><u>Annual</u></b>
NEW	20,571	NEW	23,815	NEW	25,357
Step1	20,827	Step1	24,044	Step1	26,461
2	21,085	2	24,252	2	26,689
3	22,029	3	24,710	3	27,130
4	22,285	4	25,147	4	27,591
5	22,628	5	26,254	5	28,990
6	24,000	6	26,919	6	30,850
7	24,428	7	27,830	7	31,309
8	24,771	8	28,751	8	31,770
9	25,285	9	29,910	9	32,228
10	26,571	10	31,070	10	33,169
11	26,828				
12	27,342				
13	27,771				
14	28,286				
15	29,142				
16	29,571				
17	30,857				

<b>Rank C</b>	<b>Rank E</b>	<b>Rank F</b>
Custodian	Clerk	ESL Translator

Local school clerical allocation formulas can be found on page 25-26 of the salary schedule.

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**CHILD NUTRITION MANAGER/LEAD MANAGER SALARY SCHEDULE**

**RANK E**

**187-Day CNP Manager**

(\*schools with under 350 Avg Daily Meal Equivalents)

	<b>8hrs</b>
	<b><u>Annual</u></b>
NEW	23,258
Step 1	23,481
2	23,684
3	24,130
4	24,557
5	25,635
6	26,285
7	27,140
8	28,038
9	29,167
10	30,298

**RANK F**

**187-Day CNP Manager**

(\*schools with over 349 Avg Daily Meal Equivalents)

	<b>8hrs</b>
	<b><u>Annual</u></b>
NEW	24,762
Step 1	25,838
2	26,062
3	26,487
4	26,914
5	28,272
6	30,086
7	30,534
8	30,983
9	31,429
10	32,347

**RANK G**

**187-Day CNP Manager**

(\*schools with over 700 Avg Daily Meal Equivalents)

	<b>8hrs</b>
	<b><u>Annual</u></b>
NEW	30,228
Step 1	30,684
2	32,294
3	34,033
4	34,491
5	34,840
6	35,296
7	36,151
8	37,004
9	38,094
10	39,225

**RANK GM**

**202- Day CNP Lead Manager**

	<b>8hrs</b>
	<b><u>Annual</u></b>
NEW	40,490
Step 1	40,895
2	41,507
3	41,923
4	42,550
5	42,977
6	43,621
7	44,939
8	45,387
9	46,069
10	46,761

\*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-February effective March 1.

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
 CHILD NUTRITION WORKER/ASSISTANT MANAGER SALARY SCHEDULE

**RANK C**

<b>185-Day CNP Worker</b>		
	<b>6.5hrs</b>	<b>7.5hrs</b>
	<b>Annual</b>	<b>Annual</b>
NEW	14,510	16,372
Step 1	14,728	16,623
2	14,946	16,873
3	15,163	17,124
4	15,584	17,608
5	16,191	18,311
6	16,959	19,253
7	17,117	19,448
8	17,424	19,826
9	17,727	20,202
10	18,032	20,575
11	18,191	20,773
12	18,672	21,345
13	19,153	21,899
14	19,818	22,671
15	20,470	23,419
16	21,276	24,350
17	22,116	25,315

**RANK E**

**185-Day CNP Assistant Manager**

	<b>7.5 hrs</b>
	<b>Annual</b>
NEW	20,630
Step 1	20,826
2	21,005
3	21,401
4	21,774
5	22,724
6	23,295
7	24,047
8	24,797
9	25,747
10	26,695

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
 STUDENT SUPPORT 9-MONTH SALARY SCHEDULE

182-days

	<b><u>RANK P</u></b>		<b><u>RANK FP</u></b>
	*Interpreter		Preschool Aide
	<b>7 hours</b>		<b>7.5 hours</b>
	<b><u>Annual</u></b>		<b><u>Annual</u></b>
NEW	27,115	NEW	22,827
Step 1	28,219	Step 1	23,020
2	30,651	2	23,195
3	31,686	3	23,583
4	32,065	4	23,952
5	32,462	5	24,886
6	32,824	6	25,450
7	33,563	7	26,187
8	34,301	8	26,927
9	35,236	9	27,861
10	36,168	10	28,794

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

	<b><u>RANK F</u></b>		<b><u>RANK E</u></b>
	Paraprofessional & OCS		Instructional Aide (Media, ESL & Driver Ed & Classroom)
	<b>7hrs</b>		<b>7hrs</b>
	<b><u>Annual</u></b>		<b><u>Annual</u></b>
NEW	20,263	NEW	19,047
Step 1	21,134	Step 1	19,228
2	21,315	2	19,393
3	21,660	3	19,754
4	22,005	4	20,098
5	23,056	5	20,969
6	24,451	6	21,495
7	24,796	7	22,185
8	25,142	8	22,876
9	25,488	9	23,746
10	26,194	10	24,616

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

2021-2022  
**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.

<b>Certification/License/Diploma</b>	<b>Supplemental Pay</b>	<b>Job/Trade</b>
2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field in which the employee is working.	546.00	Any trade
Satisfactory scores on NOCTI Test *	546.00	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	546.00	HVAC
Current Journeyman (renewable annually)	820.00	Any trade
Alabama Refrigeration Contractors Certification (renewable annually)	1092.00	HVAC
Heating & Air Conditioning Contractors Certification (renewable annually)	1092.00	HVAC
Master (renewable annually)	1092.00	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.	1092.00	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 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.

\*NOCTI – National Occupational Competency Testing Institute – [www.nocti.org](http://www.nocti.org)



2021-2022  
**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.

<b>Position</b>	<b>Number of ASE* Certifications</b>	<b>Supplemental Pay</b>
School Bus Technician (Mechanic)	1	109.00
School Bus Technician (Mechanic)	2	218.00
School Bus Technician (Mechanic)	3	328.00
School Bus Technician (Mechanic)	4	437.00
School Bus Technician (Mechanic)	5	546.00
School Bus Technician (Mechanic)	6	655.00
<b>Master Bus Technician (Mechanic)</b>	<b>7</b>	<b>1092.00</b>
Collision/Repair Technician**	1	109.00
Collision/Repair Technician	2	218.00
Collision/Repair Technician	3	328.00
Collision/Repair Technician	4	437.00
Collision/Repair Technician	5	546.00
<b>Certification/License/Diploma</b>	<b>Job/Trade</b>	<b>Supplemental Pay</b>
2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field in which the employee is working.	Any trade in the Transportation or Automotive field	546.00

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](http://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 \$1,638.00.

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**SUBSTITUTE SALARY SCHEDULE**  
(Substitutes will only be paid for actual days worked)

<u><b>SUBSTITUTE TEACHERS</b></u>	<u><b>FULL-TIME DAILY RATE</b></u>
High School Diploma or Equivalent.....	\$80.00
4 Year College Degree .....	96.00
Certificated .....	120.00
*Certificated for extended period vacancies.....	232.92

<u><b>ADMINISTRATIVE SUBSTITUTES</b></u>	<u><b>FULL-TIME DAILY RATE</b></u>
Administrative Certification .....	\$265.00

Degrees earned only at regionally accredited institutions 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 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, HQ status, training, additional coursework, etc), unless otherwise approved by the Human Resources Department.
- Vacancy must be in same certificated position for 20 or more consecutive business days and at principal’s request. Higher rate may be retroactive to 1<sup>st</sup> 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.

<u><b>CLASSIFIED SUBSTITUTES</b></u>	<u><b>RATE</b></u>
Bus Driver Regular Route .....	\$79.00/day
Bus Driver Supplemental Route .....	10.25/hour
School Bookkeeper & Licensed Practical Nurse (LPN Licensed).....	14.46/hour
Registered Nurse (RN Licensed) .....	21.73/hour
Social Worker, Occupational & Physical Therapist .....	15.66/hour
All Other Support Substitutes .....	10.25/hour

**SUPPORT SUBSTITUTES FOR EXTENDED PERIOD VACANCIES†**

Social Worker, OT, & PT .....	\$232.92/day
Nurse (RN Licensed) .....	31.06/hour
Nurse (LPN Licensed) .....	17.30/hour
**School Bookkeeper .....	16.55/hour
Paraprofessional.....	15.90/hour
Preschool Aide.....	16.72/hour
Bus Driver .....	Step 1 of Regular Route and if applicable, Step 1

of the supplement category of the Bus Driver Salary Schedule. (page 15)

†Vacancy must be in same position for 20 or more consecutive business days and at principal’s request. Higher rate may be retroactive to 1<sup>st</sup> day of extended vacancy.

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

2021-2022  
**BALDWIN COUNTY BOARD OF EDUCATION**  
**CLERICAL ALLOCATION FORMULA**  
 (Allocations may be revised as needed during years of proration)

**SENIOR HIGH SCHOOLS**

Enrollment – 1500+			Enrollment – 1000 - 1499		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>	<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 - 1 Executive Secretary	12	I	5 - 1 Executive Secretary	12	I
1 Bookkeeper	12	G	1 Bookkeeper	12	G
1 Registrar	12	G	1 Registrar	12	G
3 Clerks	10	E	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 Receptionist	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+			Enrollment – 1000 - 1499		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>	<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 - 1 Bookkeeper	12	G	5 - 1 Bookkeeper	12	G
1 Registrar	12	F	1 Registrar	12	F
4 Clerks	10	E	3 Clerks	10	E

Enrollment – 700 - 999			Enrollment – Under 700		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>	<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 - 1 Bookkeeper	12	G	3 - 1 Bookkeeper	12	G
1 Registrar	12	F	1 Registrar	12	F
2 Clerks	10	E	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

2021-2022  
**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>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 – 300 - 699		
<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 – 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

