



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

2022-2023

Salary Schedules

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

2022-2023 SALARY SCHEDULES

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2022-2023
BALDWIN COUNTY BOARD OF EDUCATION
 INTRODUCTION

The 2022-2023 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 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 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.

***Existing classified employees will have the option to be paid monthly at the beginning of their 2022-2023 contract period.**

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 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 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 \$4,303 annual supplement. 6-Year compensation for Director and Assistant Superintendent is a \$4,303 annual supplement.

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 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 C, E, F, FP, G, GM, H, I, J, K, L, or P will receive an additional \$118 monthly supplement for each month employed. 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 \$235 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 \$257 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 or Distance Education Accreditation Commission (DEAC) and verified with an **official** transcript reflecting the degree conferral. Supplements will be prorated for less than full time employment. Social Workers, Occupational Therapist, Board Certified Behavior Analyst, Physical Therapists & RNs, with 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.

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 except as further specified herein regarding K-12 commiserate experience. 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 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 1st day of the current school contract year.

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 & BILINGUAL 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 in the Fall and one payment in the Spring.

Teacher 1st Semester - \$1,500

Teacher 2nd Semester- \$1,500

Support Staff 1st Semester - \$800

Support Staff 2nd Semester- \$800

BILINGUAL SUPPLEMENT

Overview of Bilingual Supplement- \$750 per semester

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 certifies 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 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.

BALDWIN COUNTY BOARD OF EDUCATION
SPECIAL EDUCATION & BILINGUAL SUPPLEMENTS

- 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 Bilingual Proficiency, may be used for verification purposes as deemed necessary by the Human Resources Department.

Enrollment Criteria: 3 employee supplements per 100 students

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 bilingual supplemental duties.

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	46,204	53,134	57,295	61,450
Step 1-2	46,204	53,134	57,295	61,450
3-5	50,822	58,447	63,019	67,598
6-8	53,049	61,007	65,796	70,553
9	54,637	62,841	67,774	72,675
10	55,182	63,468	68,452	73,402
11	55,734	64,103	69,136	74,135
12	56,298	64,738	69,825	74,871
13	56,861	65,385	70,524	75,620
14	57,430	66,039	71,226	76,377
15	58,004	66,700	71,936	77,138
16	58,584	67,367	72,655	77,910
17	59,170	68,040	73,381	78,689
18	59,757	68,721	74,116	79,474
19	60,355	69,408	74,858	80,268
20	60,958	70,101	75,606	81,072
21	61,568	70,759	76,360	81,888
22	62,183	71,467	77,123	82,706
23	62,805	72,181	77,894	83,533
24	63,436	72,948	78,707	84,365
25	64,070	73,677	79,470	85,209
26	64,710	74,414	80,265	86,061
27	65,363	75,162	81,064	86,927
28	66,016	75,914	81,875	87,796
29	66,676	76,673	82,693	88,674
30	67,342	77,440	83,520	89,561
31	68,016	78,214	84,356	90,456
32	68,697	78,997	85,199	91,360
33	69,383	79,786	86,052	92,274
34	70,077	80,584	86,912	93,197
35	70,778	81,390	87,781	94,128

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leaders; 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-\$4,051

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

BALDWIN COUNTY BOARD OF EDUCATION
10, 11 & 12 MONTH TEACHER SALARY SCHEDULE

	Bachelor/Non-Degree	Masters	6-Year	Doctoral
	10-Month	10-Month	10-Month	10-Month
NEW	49,872	57,352	61,844	66,335
Step 1-2	49,872	57,352	61,844	66,335
3-5	54,857	63,088	68,022	72,967
6-8	57,261	65,850	71,021	76,162
9-11	58,391	67,158	72,430	77,675
12-14	59,565	68,495	73,874	79,222
15-17	60,755	69,865	75,348	80,805
18-20	61,967	71,261	76,856	82,420
21-23	63,206	72,643	78,391	84,074
24-26	64,472	74,140	79,969	85,752
27	65,767	75,628	81,565	87,472
	Bachelor/Non-Degree	Master	6-Year	Doctoral
	11-Month	11-Month	11-Month	11-Month
NEW	54,810	63,031	67,966	72,902
Step 1-2	54,810	63,031	67,966	72,902
3-5	60,321	69,334	74,758	80,191
6-8	62,931	72,370	78,053	83,702
9-11	64,173	73,425	79,601	85,364
12-14	65,463	75,276	81,188	87,065
15-17	66,773	76,686	82,807	88,805
18-20	68,104	78,316	84,465	90,579
21-23	69,465	79,835	86,152	92,397
24-26	70,857	81,480	87,886	94,241
27	72,279	83,116	89,640	96,131
	Bachelor/Non-Degree	Master	6-Year	Doctoral
	12-Month	12-Month	12-Month	12-Month
NEW	59,749	68,709	74,090	79,470
Step 1-2	59,749	68,709	74,090	79,470
3-5	65,756	75,579	81,493	87,416
6-8	68,601	78,887	85,085	91,244
9-11	69,956	79,947	86,773	93,055
12-14	71,372	81,395	88,503	94,910
15-17	72,788	83,256	90,267	96,807
18-20	74,239	84,599	92,076	98,741
21-23	75,724	86,239	93,914	100,721
24-26	77,241	88,016	95,804	102,733
27	78,791	89,783	97,716	104,529

This schedule applies to the following or existing categories of employees in 10,11, or 12 month positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leaders; 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 Maximum Salary Schedule for the corresponding years of experience. Beginning with the 2022-2023 salary schedule all new employees in the above positions will be placed on the 9 month teacher salary matrix.

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

BALDWIN COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE

	Bachelor	Master	6-Year	Doctoral
New	50,733	57,526	61,604	65,680
Step 1	54,310	62,456	67,344	72,235
2	57,211	65,790	70,959	76,088
3	58,885	67,716	73,035	78,316
4	60,604	69,692	75,167	80,602
5	62,367	71,722	77,354	82,948
6	64,177	73,803	79,602	85,356
7	66,036	75,941	81,905	87,827
8	67,367	77,458	83,543	89,585
9	68,703	79,009	85,213	91,375
10	70,201	80,193	86,492	92,746
11	70,779	81,397	87,790	94,137
12-14	71,841	82,618	89,106	95,549
15-17	72,924	83,862	90,448	96,989
18-20	74,027	85,131	91,818	98,457
21-23	75,528	86,427	93,214	99,954
24-26	76,302	87,747	94,639	101,482
27	77,473	89,095	96,092	103,040

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

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 the page three (3) 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 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. If being employed as a principal experience credit will only be given for prior, verified experience earned as a principal.
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.

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.

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

2022-2023

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.

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.

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. Except for the assistant athletic director supplement, employees in administrative positions shall not receive athletic and/or extracurricular supplements.

High School Fall Sports

*Athletic Director/Head Football	11,058
Assist. Athletic Director	7,525
Football Coordinators	7,154
Football Var. Assist.	5,854
Football Freshman	1,951
Volleyball	5,204
Volleyball Assist.	1,951
Volleyball JV	1,951
Volleyball JV Assist.	976
Volleyball Freshman	1,951
Volleyball Freshman Assist.	976
Flag Football	5,204
Flag Football Assist.	1,951
Flag Football Freshman	1,951
Flag Football Freshman Assist.	976
Cross Country (Boys & Girls)	3,252
Cross Country Asst. #	1,951
Swim/Dive (Boys & Girls) #	3,252
Swim/Dive Assist. #	1,951
Cheer	5,204
Cheer Assist.	1,951
Cheer JV	1,951
Cheer Freshman	1,951
Academic Advisor	2,601
Athletic Trainer	1,736

High School Performing Arts*

Band Director	9,756
Assist. Band Director	3,903
Assist. Band Director (120+)	3,903
Assist. Band Director (160+)	3,903
Dance	2,601
Drama	2,601
Chorus	2,601
JROTC	2,601

Winter Sports

Basketball (Boys & Girls)	5,204
Basketball Assist. (Boys & Girls)	1,951
Basketball JV (Boys & Girls)	1,951
Basketball JV Assist. (Boys & Girls)	976
Basketball Freshman	1,951
Basketball Freshman Assist.	976
Wrestling	3,252
Wrestling Assist.	1,951
Wrestling (Middle School)	1,951
Bowling (Boys & Girls) #	3,252
Bowling Assist. #	1,951
Indoor Track (Boys & Girls) #	1,951
Indoor Track Assist. #	976

This applies to all sports teams with a separate boys and girls team.

In order to have a team, the team must have at least the minimum number of players needed to participate in the athletic event. (Example: Basketball needs 5)

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.

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

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 13 of the salary schedule.

*Athletic Director/Head Coach and High School Performing Arts Supplements will be paid over a twelve (12) month period.

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. Except for the Assistant Athletic Director supplement, employees in administrative positions shall not receive athletic and/or extracurricular supplements.

High School Spring Sports

Softball	5,204
Softball Assist.	1,951
Softball JV	1,951
Softball JV Assist.	976
Softball Freshman	1,951
Softball Freshman Assist.	976
Baseball	5,204
Baseball Assist.	1,951
Baseball JV	1,951
Baseball JV Assist.	976
Baseball Freshman	1,951
Baseball Freshman Assist.	976
Soccer (Boys & Girls)	5,204
Soccer Assist. (Boys & Girls)	1,951
Soccer JV (Boys & Girls)	1,951
Soccer JV Assist. (Boys & Girls)	976
Soccer Freshman (Boys & Girls)	1,951
Soccer Freshman Assist. (Boys & Girls)	976
Golf (Boys & Girls) #	3,252
Golf Assist. #	1,951
Tennis (Boys & Girls) #	3,252
Tennis Assist. #	1,951
Outdoor Track (Boys & Girls)	3,252
Outdoor Track Assist. (Boys & Girls)	1,951

Middle School Fall Sports

Head Football	2,650
Football Assist.	1,325
Volleyball 8th Grade	1,951
Volleyball 7th Grade	976
Cross Country	976
Cheerleading (2 seasons)	2,601
Cheerleading (1 season)	1,303
Academic Advisor	1,951

Middle School Winter Sports

Basketball 7th Grade (Girls)	976
Basketball 7th Grade (Boys)	976
Basketball 8th Grade (Girls)	1,951
Basketball 8th Grade (Boys)	1,951
Wrestling	1,951

Middle School Spring Sports

Soccer (Girls)	1,951
Soccer (Boys)	1,951
Track (Girls)	976
Track (Boys)	976

Middle School Performing Arts

Band Director	3,903
Chorus	1,915

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

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

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 13 of the salary schedule.

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT ALLOCATION FORMULA

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

*Minimum of 2 choral concerts/theatre productions 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 SCHOOLS		
	Master 12-Month	6-Year 12-Month
New	82,219	87,419
1	82,594	87,795
2	82,968	88,168
3	83,343	88,545
4	83,717	88,919
5	84,093	89,292
6	84,467	89,668
7	84,842	90,043
8	85,216	90,416
9	85,592	90,794
10-11	85,977	91,203
12-14	86,364	91,613
15	86,753	92,026
High School		
	Master 12-Month	6-Year 12-Month
New	86,741	91,942
1	87,232	92,431
2	87,720	92,923
3	88,212	93,413
4	88,701	93,902
5	89,191	94,391
6	89,680	94,881
7	90,171	95,372
8	90,661	95,861
9	91,149	96,352
10-11	91,651	96,853
12-14	92,155	97,357
15	92,662	97,863

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

Experience in years:

- 0 - <6 \$704
- 6 - <10 \$1407
- 10+ \$2252

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

- Middle School & K-8 \$3,473
- High School \$5,788

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

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

2022-2023

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

ELEMENTARY SCHOOL				
	Enr<450		Enr 450-699	
	Master	6-Year	Master	6-Year
NEW	92,707	97,862	95,162	100,319
Step 1	93,668	98,824	96,123	101,280
2	94,628	99,787	97,085	102,242
3	95,590	100,749	98,047	103,204
4	96,552	101,708	99,007	104,164
5	97,515	102,671	99,970	105,128
6	98,475	103,633	100,930	106,088
7	99,435	104,593	101,893	107,048
8	100,398	105,556	102,855	108,011
9	101,361	106,517	103,816	108,974
10-11	102,323	107,480	104,778	109,937
12-14	103,286	108,443	105,742	110,898
15	104,248	109,406	106,705	111,861

ELEMENTARY SCHOOL				
	Enr 700-999		Enr +1000	
	Master	6-Year	Master	6-Year
NEW	98,845	104,003	101,302	106,458
Step 1	99,806	104,964	102,289	107,446
2	100,769	105,926	103,276	108,433
3	101,730	106,887	104,263	109,420
4	102,692	107,848	105,251	110,409
5	103,653	108,811	106,237	111,395
6	104,614	109,773	107,224	112,382
7	105,576	110,732	108,212	113,369
8	106,538	111,694	109,199	114,356
9	107,501	112,658	110,186	115,344
10-11	108,461	113,620	111,175	116,332
12-14	109,426	114,583	112,163	117,319
15	110,388	115,544	113,151	118,308

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

2022-2023

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

MIDDLE & K-8 SCHOOL						
	Enr <700		Enr 700-999		Enr 1000+	
	Master	6-Year	Master	6-Year	Master	6-Year
NEW	98,845	104,003	101,302	106,458	104,248	109,406
Step 1	99,806	104,964	102,289	107,446	105,237	110,393
2	100,769	105,926	103,276	108,433	106,223	111,380
3	101,730	106,887	104,263	109,420	107,209	112,367
4	102,692	107,848	105,251	110,409	108,197	113,354
5	103,653	108,811	106,237	111,395	109,185	114,341
6	104,614	109,773	107,224	112,382	110,172	115,329
7	105,576	110,732	108,212	113,369	111,158	116,317
8	106,538	111,694	109,199	114,356	112,145	117,518
9	107,501	112,658	110,186	115,344	113,133	118,290
10-11	108,461	113,620	111,175	116,332	114,122	119,278
12-14	109,426	114,583	112,163	117,319	115,110	120,267
15	110,388	115,544	113,151	118,308	116,099	121,254

	CAREER TECH/ ALTERNATIVE SCHOOL		HIGH SCHOOL			
	Master	6-Year	Enr <1000		Enr 1000+	
			Master	6-Year	Master	6-Year
NEW	98,845	104,003	104,248	109,406	106,705	111,861
Step 1	99,806	104,964	105,237	110,393	107,706	112,865
2	100,769	105,926	106,223	111,380	108,708	113,865
3	101,730	106,887	107,209	112,367	109,710	114,868
4	102,692	107,848	108,197	113,354	110,713	115,870
5	103,653	108,811	109,185	114,341	111,716	116,871
6	104,614	109,773	110,172	115,329	112,719	117,875
7	105,576	110,732	111,158	116,317	113,722	118,879
8	106,538	111,694	112,145	117,304	114,724	119,883
9	107,501	112,658	113,133	118,290	115,729	120,885
10-11	108,461	113,620	114,122	119,278	116,730	121,889
12-14	109,426	114,583	115,110	120,267	117,734	122,891
15	110,388	115,544	116,099	121,254	118,737	123,895

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

Middle School & K-8	\$3,473
High School	\$5,788

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

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

**BALDWIN BOARD OF EDUCATION
ADMINISTRATOR SALARY SCHEDULE**

SUPERVISOR CERTIFICATED

	Master 12-Month	6-Year 12-Month
New	91,138	99,754
Step 1	97,820	102,984

SUPERVISOR NON-CERTIFICATED

	12-Month	Master 12-Month
New	85,152	91,137
Step 1	93,508	97,819

COORDINATOR CERTIFICATED

	Master 12-Month	6-Year 12-Month
New	101,255	105,948
Step 1	108,163	113,226

COORDINATOR NON-CERTIFICATED

	12-Month	Master 12-Month
New	96,383	101,255
Step 1	99,630	108,163

DIRECTOR

	12-Month
New	122,166
Step 1	126,157

CONSTRUCTION & DEVELOPMENT DIRECTOR

	12-Month
	134,263

ASSISTANT SUPERINTENDENT

	12-Month
New	127,035
Step 1	131,409

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

2022-2023
BALDWIN COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE

	9-Month LPN	9-Month RN	10-Month RN	9-Month RN MS	10-Month RN MS
NEW	24,271	46,168	49,872	53,093	57,352
Step 1-2	24,271	46,168	49,872	53,093	57,352
3-5	26,673	50,784	54,857	58,403	63,088
6-8	27,820	53,008	57,261	60,961	65,850
9-11	28,180	54,055	58,391	62,171	67,158
12-14	28,690	55,141	59,565	63,408	68,495
15-17	29,320	56,244	60,755	64,676	69,865
18-20	29,674	57,365	61,967	65,969	71,261
21-23	30,027	58,512	63,206	67,249	72,452
24-26	30,666	59,684	64,472	68,634	74,140
27	31,305	60,882	65,767	70,012	75,628

9 Month=187 Days

10 Month=202 Days

Nurse Team Leader Annual Supplement: \$4,051

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.

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

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	46,168	49,873	59,748	53,093	57,351	68,709
Step 1-2	46,168	49,873	59,748	53,093	57,351	68,709
3-5	50,784	54,856	65,720	58,403	63,087	75,579
6-8	53,008	57,260	68,598	60,961	65,848	78,887
9-11	53,719	58,025	69,519	61,777	66,731	79,947
12-14	54,696	59,083	70,783	62,895	67,941	81,395
15-17	55,942	60,430	72,395	64,336	69,495	83,256
18-20	56,665	61,210	73,330	65,161	70,389	84,327
21-23	57,387	61,991	74,267	65,998	71,290	85,408
24-26	58,071	62,729	75,151	66,680	72,028	86,292
27	58,756	63,471	76,038	67,364	72,770	87,179

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.

2022-2023

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

	Bachelor		Master	
	9-Month	10-Month	9-Month	10-Month
New	55,975	60,055	63,932	69,061
Step 1-2	55,975	60,055	63,932	69,061
3-5	58,774	63,058	67,129	72,514
6-8	61,125	63,570	69,814	75,415
9-11	62,958	65,477	71,908	77,677
12-14	63,588	67,441	74,065	80,007
15-17	65,496	69,464	76,287	82,408
18-20	67,461	71,548	78,576	84,880
21-23	69,484	73,695	80,933	87,426
24-26	70,179	75,906	83,361	90,049
27	70,881	78,183	85,862	92,750

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 0-2 Hours	Regular 0-4 Hours	CAT I 5 Hours	CAT II 6 Hours	CAT III 7 Hours	CAT IV 8 Hours
1	7,557	15,113	2,952	5,903	8,855	11,806
2	7,707	15,415	3,011	6,021	9,032	12,043
3	7,861	15,723	3,071	6,142	9,212	12,283
4	8,452	16,904	3,226	6,448	9,674	12,898
5	8,620	17,241	3,289	6,578	9,868	13,155
6	8,793	17,586	3,355	6,709	10,064	13,417
7	8,969	17,938	3,423	6,843	10,418	13,687
8	9,148	18,297	3,492	6,980	10,625	13,960
9	9,331	18,662	3,562	7,120	10,837	14,239
10	9,518	19,035	3,632	7,262	11,054	14,524
11-12	10,108	20,216	3,815	7,626	11,608	15,249
13-15	10,310	20,620	3,890	7,861	11,838	15,554
16-21	10,516	21,033	3,968	8,018	12,076	15,864
22-24	10,727	21,453	4,047	8,178	12,938	16,182
25-27	11,156	22,312	4,129	8,342	13,263	16,505
28+	11,746	23,493	4,335	8,760	13,926	17,332

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

<u>Length of Trip</u>	<u>Rate of Pay</u>
Less than 3 Hours	\$38.90
*3+ Hours	\$13.38/Hour

*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.

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.

RANK-A BUS AIDE

182-Days

	4 Hours	7 Hours
New	7,905	13,834
Step 1	8,049	14,087
2	8,370	14,646
3	8,833	15,461
4	9,132	15,983
5	9,299	16,273
6	9,580	16,765

*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.

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

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

	Rank I	Rank H
	8 Hours	8 Hours
New	54,004	43,355
Step 1	54,765	44,877
2	55,527	48,072
3	56,287	49,895
4	57,047	50,352
5	57,807	51,418
6	58,568	52,485

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

Rank H
 Accounts Payable Bookkeeper
 Carpenter
 Equipment Technician
 Assistant Specialist
 HVAC Technician
 Job Coach
 Painter II
 Plumber
 Warehouse Foreman

	Rank L	Rank K	Rank J
	8 Hours	8 Hours	8 Hours
New	80,625	70,738	60,850
Step 1	83,669	73,021	63,134
2	86,711	77,584	67,391
3	90,516	79,866	69,521

Rank L
 Administrative Assistant
 *Business Manager

Rank K
 Accounts Payable Mgr
 Technology Support Mgr
 Fleet Manager
 Shop Foreman
 GIS Mgr

Rank J
 Administrative Secretary
 *Central Office Technician
 Specialist II
 Internal Auditor
 Property/Fixed Assets Mgr
 Network Technician
 Help Desk Professional
 Enterprise Systems Professional
 Asst. Shop Foreman
 Transportation Route Specialist

* 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 34-35 of the salary schedule.
 FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

BALWDIN 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	26,123	32,270	34,478	39,553
Step1	26,667	32,597	36,061	40,180
2	27,211	32,897	36,388	40,806
3	29,389	33,553	37,016	41,464
4	29,933	34,179	37,642	42,089
5	30,477	35,759	39,553	44,298
6	32,110	36,715	42,089	46,687
7	32,654	37,970	42,717	47,313
8	33,198	39,224	43,346	47,791
9	33,742	40,806	43,970	48,417
10	35,919	42,389	45,254	49,674
11	36,464			
12	37,008			
13	37,553			
14	38,096			
15	38,641			
16	39,185			
17	40,274			

Rank C	Rank E	Rank F	Rank G
Groundskeeper	Receptionist Digital Resource Support Technician Technology Support Technician Warehouseman After School Child Care Clerk	Registrar ESL Liaison Tire Technician Transp Shop Asst.	Central Office Secretary High School Registrar Mechanic I Painter Parts Technician Preventive Mnt Technician Bookkeeper 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.

Local school clerical allocation formulas can be found on pages 34-35 of the salary schedule.

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

2022-2023
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	25,244	26,878	36,182
Step1	25,487	28,049	37,459
2	25,707	28,290	40,125
3	26,193	28,758	41,644
4	26,656	29,246	42,016
5	27,829	30,729	42,269
6	28,534	32,701	43,115
7	29,500	33,188	44,090
8	30,476	33,676	44,747
9	31,705	34,162	45,405
10	32,934	35,159	46,058

Rank E

Rank F

Rank G

Clerk

ESL Translator

Legal Assistant

Local school clerical allocation formulas can be found on pages 34-35 of the salary schedule.

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

2022-2023
BALDWIN COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE

Custodian-10 Month		Custodian-12-Month	
202 Days/8 hours		242 Days/8 hours	
NEW	22,624	NEW	27,104
Step 1	22,963	Step 1	27,511
2	23,652	2	28,336
3	24,362	3	29,186
4	25,336	4	30,353
5	26,350	5	31,568
6	27,404	6	32,830
7	27,847	7	33,361
8	28,304	8	33,909
9	28,775	9	34,473
10	29,260	10	35,054
11	29,816	11	35,720
12	30,373	12	36,387
13	30,928	13	37,053
14	31,485	14	37,720
15	32,041	15	38,386
16	32,598	16	39,053
17	33,155	17	39,721
18	33,711	18	40,386
19	34,268	19	41,054
20	34,824	20	41,720
21	35,389	21	42,396
22	35,963	22	43,084
23	36,546	23	43,783
24	37,139	24	44,493
25	37,741	25	45,215

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

2022-2023
BALDWIN COUNTY BOARD OF EDUCATION
 BUILDING & GROUNDS MANAGER SALARY SCHEDULE

242-Days

Elementary, Middle, & Central Office		High School	
8hrs		8hrs	
NEW	36,784	NEW	43,355
Step 1	37,336	Step 1	44,005
2	38,456	2	45,326
3	39,610	3	46,685
4	41,194	4	48,553
5	42,842	5	50,495
6	44,555	6	52,515
7	45,276	7	53,364
8	46,020	8	54,240
9	46,785	9	55,143
10	47,573	10	56,071
11	48,477	11	57,136
12	49,382	12	58,204
13	50,286	13	59,269
14	51,192	14	60,336
15	52,095	15	61,402

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

2022-2023

BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION MANAGER SALARY SCHEDULE

RANK E 187-Day CNP Manager (*school with under 350 Avg Daily Meal Equivalents)		RANK F 187-Day CNP Manager (*school with over 349 Avg Daily Meal Equivalents)		RANK G 187-Day CNP Manager (*schools over 700 Avg Daily Meal Equivalents)	
	<u>8 Hours</u>		<u>8 Hours</u>		<u>8 Hours</u>
NEW	24,653	NEW	26,248	NEW	32,042
Step 1	25,023	Step 1	26,641	Step 1	32,522
2	25,774	2	27,441	2	33,498
3	26,547	3	28,264	3	34,503
4	27,609	4	29,394	4	35,883
5	28,713	5	30,570	5	37,318
6	29,862	6	31,793	6	38,811
7	30,345	7	32,308	7	39,439
8	30,843	8	32,838	8	40,087
9	31,356	9	33,384	9	40,753
10	31,884	10	33,946	10	41,440
11	32,490	11	34,591	11	42,227
12	33,097	12	35,237	12	43,016
13	33,703	13	35,882	13	43,803
14	34,310	14	36,528	14	44,592
15	34,915	15	37,173	15	45,379
16	35,522	16	37,819	16	46,168
17	36,129	17	38,466	17	46,957
18	36,735	18	39,111	18	47,744
19	37,342	19	39,757	19	48,533
20	37,948	20	40,402	20	49,320

*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.

2022-2023

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	
	<u>7.5 Hours</u>		<u>8 Hours</u>
NEW	21,868	NEW	42,919
Step 1	22,196	Step 1	43,563
2	22,862	2	44,870
3	23,548	3	46,216
4	24,489	4	48,065
5	25,469	5	49,987
6	26,488	6	51,987
7	26,916	7	52,828
8	27,358	8	53,695
9	27,813	9	54,589
10	28,282	10	55,508
11	28,819	11	56,562
12	29,357	12	57,619
13	29,895	13	58,673
14	30,433	14	59,730
15	30,970	15	60,785
16	31,509		
17	32,047		
18	32,584		
19	33,123		
20	33,660		
21	34,206		
22	34,761		
23	35,324		
24	35,897		
25	36,480		

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

2022-2023
BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION WORKER SALARY SCHEDULE

185-Day CNP Worker		
	6.5 Hours	7.5 Hours
NEW	16,835	19,425
Step 1	17,088	19,716
2	17,600	20,308
3	18,128	20,917
4	18,853	21,754
5	19,607	22,624
6	20,392	23,529
7	20,722	23,910
8	21,062	24,302
9	21,412	24,706
10	21,773	25,122
11	22,186	25,600
12	22,601	26,078
13	23,014	26,555
14	23,429	27,033
15	23,843	27,511
16	24,257	27,989
17	24,671	28,467
18	25,085	28,944
19	25,500	29,423
20	25,913	29,900
21	26,333	30,385
22	26,761	30,878
23	27,195	31,378
24	27,636	31,887
25	28,084	32,405

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

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

182-DAYS

	RANK P		RANK FP
	*Interpreter		Preschool Aide
	<u>7 Hours</u>		<u>7.5 Hours</u>
NEW	28,742	NEW	24,197
Step 1	29,912	Step 1	24,401
2	32,490	2	24,587
3	33,587	3	24,998
4	33,989	4	25,389
5	34,410	5	26,379
6	34,793	6	26,977
7	35,577	7	27,758
8	36,359	8	28,543
9	37,350	9	29,533
10	38,338	10	30,522

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

	RANK F		RANK E
	Paraprofessional & OCS		Instructional Aide
	<u>7 Hours</u>		<u>7 Hours</u>
NEW	21,479	NEW	20,190
Step 1	22,402	Step 1	20,382
2	22,594	2	20,557
3	22,960	3	20,939
4	23,325	4	21,304
5	24,439	5	22,227
6	25,918	6	22,785
7	26,284	7	23,516
8	26,651	8	24,249
9	27,017	9	25,171
10	27,766	10	26,093

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

**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 or Associate Degree in Trade from a regionally accredited or DEAC program related to the field in which the employee is working.	579.00	Any Trade
Satisfactory scores on NOCTI Test*	579.00	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	579.00	HVAC
Current Journeyman (renewable annually)	869.00	Any trade
Alabama Refrigeration Contractors Certification (renewable annually)	1,158.00	HVAC
Heating & Air Conditioning Contractors Certification (renewable annually)	1,158.00	HVAC
Master (renewable annually)	1,158.00	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.	1,158.00	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

**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	116.00
School Bus Technician (Mechanic)	2	231.00
School Bus Technician (Mechanic)	3	348.00
School Bus Technician (Mechanic)	4	463.00
School Bus Technician (Mechanic)	5	579.00
School Bus Technician (Mechanic)	6	694.00
Master Bus Technician (Mechanic)	7	1158.00
Collison/Repair Technician**	1	116.00
Collison/Repair Technician	2	231.00
Collison/Repair Technician	3	348.00
Collison/Repair Technician	4	463.00
Collison/Repair Technician	5	579.00
Certification/License/Diploma	Job/Trade	Supplemental Pay
2 year Trade School Certificate or Associates Degree in Trade 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	579.00

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 \$1,736.00.

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.....	\$85.00
4 Year College Degree	\$102.00
“Alabama” Certificated.....	\$127.00
*Certificated for extended period vacancies.....	\$246.90

ADMINISTRATIVE SUBSTITUTES **FULL-TIME DAILY RATE**

Administrative Certification.....	\$280.90
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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 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 same certificated position for 20 or more consecutive business days and at 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.....	\$83.74/Day
Bus Driver Supplemental Route.....	\$15.00/Hour
School Bookkeeper & Licensed Practical Nurse (LPN Licensed).....	\$15.33/Hour
Registered Nurse (RN Licensed).....	\$23.03/Hour
Social Worker (Licensed).....	\$35.26/Hour
Occupational & Physical Therapist.....	\$42.76/Hour
All Other Support Substitutes.....	\$14.00/Hour

SUPPORT SUBSTITUTES FOR EXTENDED PERIOD VACANCIES†

Social Worker, OT& PT.....	\$299.33/Day
Nurse (RN Licensed).....	\$246.90/Day
Nurse (LPN Licensed).....	\$32.92/Hour
**School Bookkeeper.....	\$18.34/Hour
Paraprofessional.....	\$17.54/Hour
Preschool Aide.....	\$16.85/Hour
Bus Driver.....	Step 1 of Regular Route and if applicable, Step 1 of the supplement category of the Bus Driver Salary Schedule. (page 21)

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

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

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

**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.

**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.

